

WOMEN AS WORKERS

Toward Economic Equality and Opportunity

Womanpower is one of our country's greatest resources. Women's skills and abilities are being used more fully and more creatively than ever before—in the home, in the community, and on the job.

Since 1940 American women have been responsible for the major share in the growth of the labor force. They accounted for more than 60 percent of the total increase from 1940 to 1964, and their representation in the labor force has risen from one-fourth to more than one-third of all workers.

The growing contribution made by women to the economic life of the country has developed largely as a result of many social and economic changes of the last 25 years. Women have been freed for work outside the home by scientific and technological advances that have simplified home chores. The growth of new industries in a dynamic economy and expanded activities in others, as in commerce and trade, have opened new doors for women in business, the professions, and the production of goods and services.

The increased demand for women as workers has been accompanied by broadened opportunities for their education and by girls' and women's increasing awareness of the need for more training. The great emphasis in recent years on completion of high school, on occupational training, on university education, and on continuing education for mature women has encouraged women to seek better preparation for jobs. This has facilitated their integration into the working world.

Women have made significant progress in the last 4 years and have found many new doors opened to them. Many of these gains can be credited to the President's Commission on the Status of Women, established in 1961 by President Kennedy.¹ The Commission studied the

¹ See Part III for additional information on the President's Commission on the Status of Women and developments stemming from this Commission.

role of women in American life, examined their needs, and evaluated their potential contribution to the country's economic, social, and political development. The Commission's Report, *American Women*, contained many far-reaching recommendations that envisioned full partnership for women in the affairs of the Nation. At the Federal level the Interdepartmental Committee and the Citizens' Advisory Council on the Status of Women have followed through on the work of the original Commission. At the State level 45 Commissions on the Status of Women have not only made the full recognition and utilization of the Nation's womanpower a matter of wide concern but have achieved many gains for women. At all levels greater interest has been aroused in educating, counseling, and training women for their responsibilities as homemakers, mothers, and workers.

Women are promised equality and greater economic opportunity under Government programs that mark the beginning of a new national effort to eradicate discrimination based on sex, race, and age. The Civil Rights Act of 1964 is of particular interest to women, since its employment provisions prohibit discrimination in employment on the basis of sex, as well as race, color, religion, or national origin. The Equal Pay Act of 1963, which became effective in 1964, promises better wage protection for women by prohibiting wage discrimination on the basis of sex. Executive Order 11141, issued February 12, 1964, is helping older women by the broad implications of the order, which prohibits Federal Government contractors and subcontractors from arbitrary discrimination against older workers in recruitment and employment.

The Economic Opportunity Act of 1964 commits the Nation to remove the causes and consequences of poverty.² The act affects women as it does men. It is designed to help develop the potentialities of the most severely disadvantaged of our people, many of whom are women.

A society that aspires toward greatness must make use of every individual's talents and abilities, and it must give each and every one the opportunity to participate fully in the social and economic life of the country. President Johnson said, in connection with his search for talented women for Federal Government jobs:

My whole aim in promoting women and picking out more women to serve in this Administration is to underline our profound belief that we can waste no talent, we can frustrate no creative power, we can neglect no skill in our search for an open and just and challenging society.

² The programs of this act are discussed in section 91.

1. Why Women Work

The social, economic, and cultural factors that have led to these important milestones have been at work for decades shaping a new pattern for women's lives. One of these factors is greater longevity, especially for women. The baby girl born in 1900 had a life expectancy of only 48 years, but the baby girl born today can expect to live, on the average, to the age of nearly 74 years. The factors that have extended the lifespan have reduced the incidence of disease and have given women greater vitality for fuller enjoyment of their added years.

Women are marrying young today—half of them marry by age 20.5, and more marry at age 18 than at any other age. They bear their children younger—half of them have borne their last child at about age 30. By the time the majority of women reach their midthirties, their children are in school and they can anticipate at least another 30 or 35 years of active life to fill with enriching experience. It is not surprising then that so many women search for new interests beyond the home; about 9 out of 10 women work outside the home some time in their lives.

Whether or not a particular woman will look for employment depends on various economic, social, and psychological factors at the time in her life when she debates the decision. But financial reasons are the strongest motivation for most women. At least, this is the explanation usually given by women in surveys that have attempted to probe their motivation for working. Economic necessity is, of course, the overriding reason for employment among mothers of young children, among women who have to support themselves, among wives whose husbands have inadequate or no income, and among women who have to support dependents without the help of a husband.

The majority of women in the labor force are married. They are concentrated in families in low- and the lower range of middle-income brackets. These wives work to supplement inadequate family income, to raise the family's standard of living in general, or to help pay for a home or their children's education.

Financial remuneration is, however, not the sole reason that so many women are in the labor force. It is significant that the more education a woman acquires, the more likely she is to seek paid employment, irrespective of her financial status. The educated woman desires to contribute her skills and talents to the economy not only for the financial rewards, but even more to reap the psychic rewards that come from achievement and recognition and service to society.

Numbers and Trends

2. Twenty-six Million Women Workers

About 26.1 million women were in the labor force in April 1965. This figure exceeds by nearly 5.7 million the wartime employment peak reached in July 1944 during World War II, when there were 20.4 million women workers. It compares with about 5 million at the turn of the century and with the prewar figure of slightly less than 14 million in 1940 (table 1).

There has been a striking advance in this century in the proportion that women are of all workers. In 1900 women were only 18 percent of the total labor force; in 1940, about 25 percent. The proportion reached a high of 36 percent during World War II and then dropped sharply to 28 percent with the return of male veterans to civilian jobs, before starting to climb again. Today 35 percent of all workers are women.

Table 1.—WOMEN IN THE LABOR FORCE, SELECTED YEARS, 1890–1965

(Women 14 years of age and over)

Year	Number	As per- cent of all workers	As per- cent of woman popula- tion
HIGHLIGHTS ¹			
April 1965.....	26, 108, 000	35. 0	37. 3
Start of the sixties (April 1960).....	23, 239, 000	33. 3	36. 3
Midfifties (April 1955).....	20, 154, 000	31. 2	33. 8
Korean conflict (April 1953).....	19, 296, 000	30. 6	33. 1
Pre-Korean conflict (April 1950).....	18, 063, 000	29. 0	32. 1
Post-World War II (April 1947).....	16, 320, 000	27. 6	30. 0
World War II (April 1945).....	19, 570, 000	36. 1	37. 0
Pre-World War II (March 1940).....	13, 840, 000	25. 4	27. 6
LONG-TERM TRENDS ²			
1930 (April).....	10, 396, 000	21. 9	23. 6
1920 (January).....	8, 229, 000	20. 4	22. 7
1900 (June).....	4, 999, 000	18. 1	20. 0
1890 (June).....	3, 704, 000	17. 0	18. 2

¹ Civilian labor force.

² Decennial census (total labor force).

Source: U.S. Department of Labor, Bureau of Labor Statistics: Employment and Earnings, May 1965 and 1960. U.S. Department of Commerce, Bureau of the Census: Annual Report on the Labor Force, 1940-55. Social Science Research Council: "Labor Force in the United States, 1890-1960." 1948.

The remarkable rise in the numbers and proportions of women in the labor force is due to a combination of demographic, economic, and social developments. Among demographic factors, the most important were the overall increase in population and the changed ratio of women to men in the population, resulting from the greater longevity of women. Economic and social factors included (1) the increasing demand for labor as the Nation changed first from an agriculture-based to an industry-based economy and then to a service-based economy and (2) the resultant trend toward urban living. To these factors were added more recently the widespread use of labor-saving equipment in the home, rising aspirations toward a higher standard of living and a higher level of education, and increased job opportunities for women in rapidly expanding clerical, service, and sales occupations. Finally, an evolution in social attitudes and values encouraged women to develop their abilities and talents to the fullest in paid work.

Between 1900 and 1965 the female population 14 years of age and over increased nearly threefold. During the same period the ratio of men to women in the population changed considerably. In 1900 men outnumbered women by over 1.3 million, but today there are about 4 million more women than men of working age (14 years and over). The female labor force increased more than fivefold during this period. The percentage of women workers among all women of working age advanced from 20 percent in 1900 to 28 percent in 1940 and to 37.3 percent in 1965.

3. Nonwhite Women in the Labor Force

The civilian labor force in April 1965 included 3.4 million nonwhite women. They represented 13 percent of the civilian woman labor force and 41 percent of all nonwhite workers. More than 90 percent of the nonwhite women in the population in 1960 were Negro according to the decennial Census of Population, but the geographical distribution of Negro women ranged from less than 10 percent of all nonwhite women in some Western States to almost 100 percent in some Southern States.³

4. Employment and Unemployment

Over 24.6 million women were employed in April 1965, and an additional 31,000 were in the Armed Forces (table 2).

Unemployed women—those seeking work—numbered 1.5 million.

³ For detailed information on Negro women in the labor force, see "Negro Women Workers in 1960," Bull. 287, Women's Bureau, U.S. Department of Labor, 1964.

This means that there were about 18 women who had jobs for every woman who was unemployed. While 35 percent of all workers were women, 41 percent of all unemployed persons were women.

Table 2.—EMPLOYMENT STATUS OF WOMEN AND MEN, APRIL 1965

(Persons 14 years of age and over)

Employment status	Women		Men	
	Number	Percent distribution	Number	Percent distribution
Population-----	69,994,000	100.0	65,817,000	100.0
In the labor force-----	26,139,000	37.3	51,168,000	77.7
Civilian labor force-----	26,108,000	37.3	48,513,000	73.7
Employed-----	24,648,000	35.2	46,422,000	70.5
Unemployed-----	1,460,000	2.1	2,091,000	3.2
Armed Forces-----	31,000	(¹)	2,655,000	4.0
Not in the labor force-----	43,855,000	62.7	14,649,000	22.3
Keeping house-----	35,284,000	50.4	148,000	.2
In school-----	6,662,000	9.5	6,385,000	9.7
Other ² -----	1,910,000	2.7	8,116,000	12.3

¹ Less than 0.05 percent.² Includes 607,000 (0.9 percent) women and 1,109,000 (1.7 percent) men unable to work.

Source: U.S. Department of Labor, Bureau of Labor Statistics: Employment and Earnings, May 1965.

The unemployment rate has been higher for women than for men in recent years, and the gap between the two rates has been widening. Following the recession of 1960–61 and the high unemployment rates prevailing in 1961 (7.2 percent for women and 6.5 percent for men), the rates for both women and men declined, but the employment situation did not improve for women as much as it did for men. Women's unemployment remained fairly high at 6.2 percent for 1964, while the rate for men dropped to 4.7 percent. (For a more detailed discussion of women's unemployment, including the unemployment of nonwhite women, see section 40.)

5. Most Women Are Homemakers

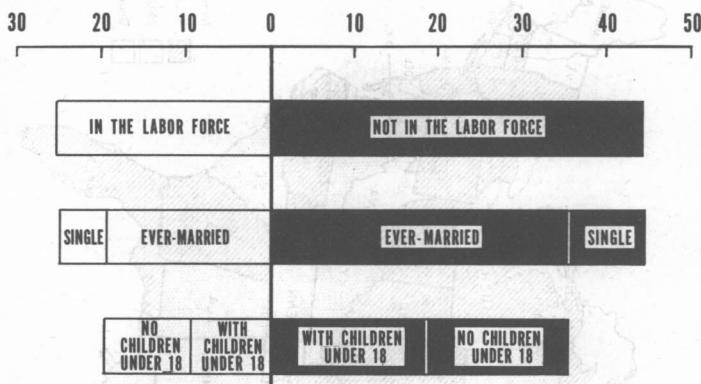
The majority of women continue to be homemakers, whether or not they also have jobs (chart A). In April 1965, 44 million women were not in the labor force, and 35 million of these devoted their full time to housekeeping. One-third of all married women and many single women as well are both homemakers and workers. During a

Chart A

WOMEN'S PLACE IN THE POPULATION AND LABOR FORCE*

(WOMEN 14 YEARS OF AGE AND OVER)

IN MILLIONS



*Data are for March 1964.

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

workweek in April 1965, 50 percent of all women were keeping house full time, and about 37 percent were either full- or part-time workers. Most of the remainder were girls 14 to 20 years of age who were in school.

6. Geographical Distribution of Women Workers

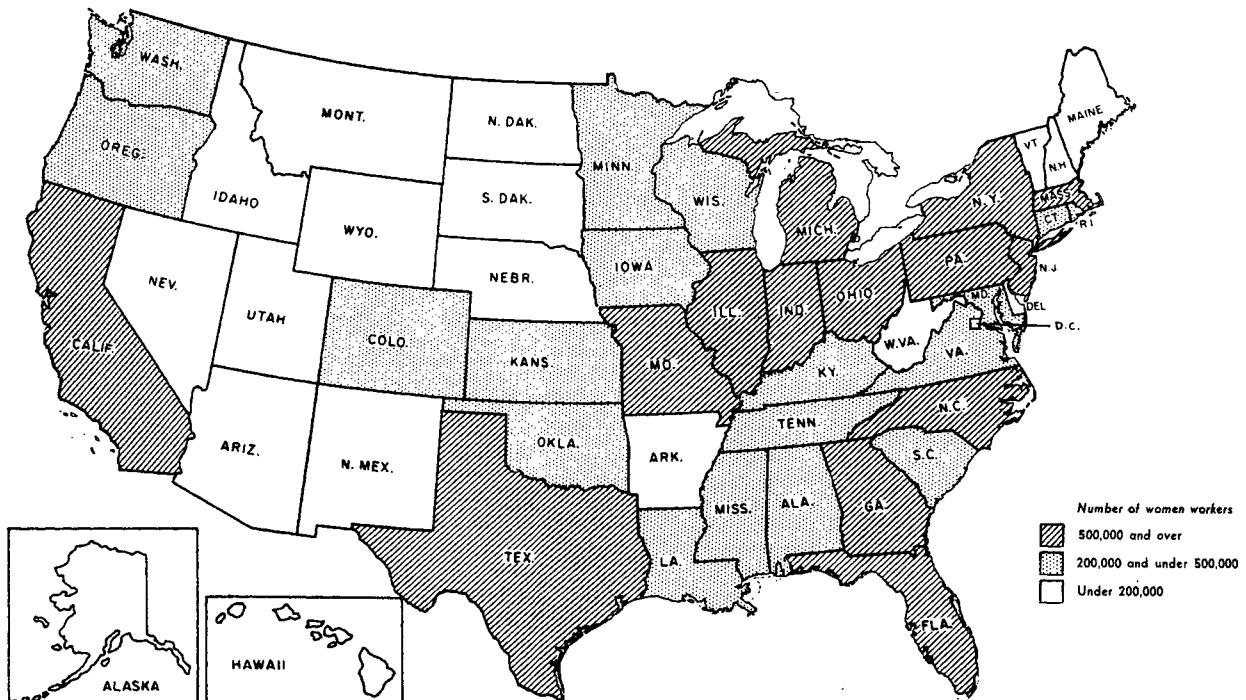
Geographically, women in the labor force are concentrated most heavily in the Middle Atlantic and North Central States and in California and Texas (chart B). Six States each had over a million women in the labor force in 1960, according to the decennial Census of Population. These States, in descending order of the number of women workers, were New York, California, Pennsylvania, Illinois, Ohio, and Texas.

A comparison of 1950 and 1960 decennial censuses shows a slight shift in the geographical distribution of women workers from Northeast and North Central States to the South and the West.⁴ These

⁴ See "Women Workers in 1960: Geographical Differences" Bull. 284. Women's Bureau, U.S. Department of Labor. 1962.

Chart B

WOMEN WORKERS IN THE UNITED STATES, 1960



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

changes reflect population migration patterns and, related to these, the movement of industry into the South and the West.

Women's representation in the labor force varies considerably throughout the country. According to the 1960 census, the highest percentages of women among all workers were found in the urban District of Columbia (44 percent) and in New Hampshire (36 percent). The lowest ratios of women to all workers were found in North Dakota (27 percent) and Alaska (24 percent). These percentages are related to the ratio of women to men in the population and to the existence of industries that employ relatively large numbers of women.

The percentage of women workers among all women 14 years of age and over in the population (the labor-force participation rate) was between 32 and 36 percent in a majority of the States in 1960. It was highest in the District of Columbia (52 percent), followed by Nevada (41 percent) and Alaska, Hawaii, and New Hampshire (40 percent each); it was lowest in Kentucky (27 percent) and West Virginia (24 percent). These variations in labor-force participation rates are related to the availability of jobs as well as to family tradition, local customs, and social attitudes.

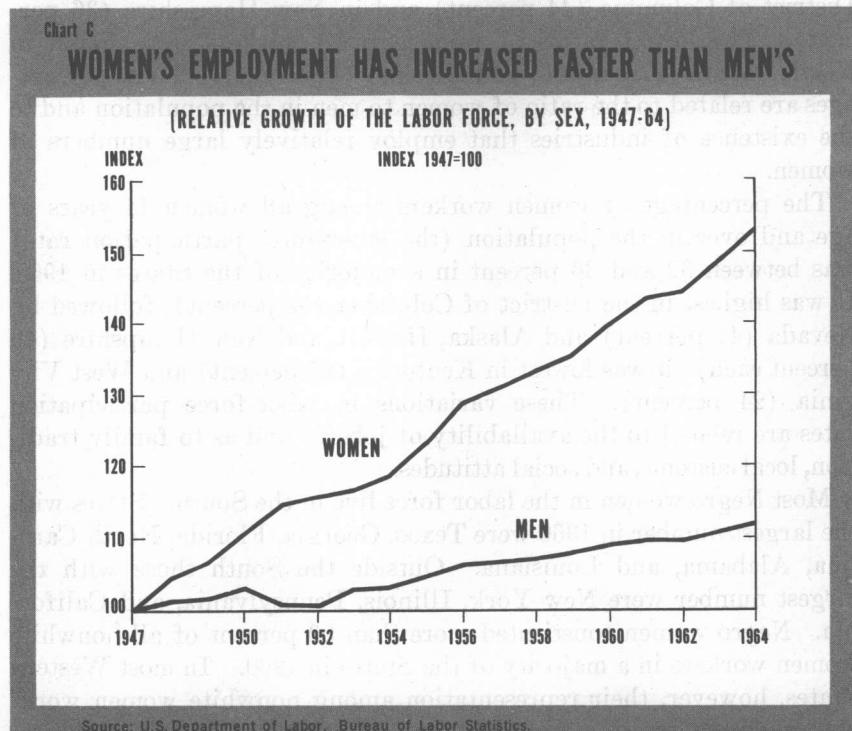
Most Negro women in the labor force live in the South. States with the largest number in 1960 were Texas, Georgia, Florida, North Carolina, Alabama, and Louisiana. Outside the South those with the largest number were New York, Illinois, Pennsylvania, and California. Negro women constituted more than 90 percent of all nonwhite women workers in a majority of the States in 1960. In most Western States, however, their representation among nonwhite women workers was lower, ranging from less than 1 percent in Hawaii to 82 percent in Colorado.

Labor-force participation rates of Negro women are traditionally high. Among States with at least 1,000 Negro women in the population in 1960, the percentage who were in the labor force was highest in Alaska (59 percent), followed by Nevada (54 percent) and the District of Columbia and Florida (53 percent each). It was lowest in Mississippi (34 percent), Louisiana and Oklahoma (36 percent each), and Michigan (37 percent).

7. Annual Growth in Labor Force of Women and Men, 1947–64

The important advances in employment that women have made since World War II are brought out clearly by comparing their annual average number in the labor force between 1947 and 1964 with that of men. Such a comparison shows that the number of women in the civ-

cilian labor force increased by 53 percent (from 16.9 million to 25.8 million), while the number of men rose only 12 percent (from 43.3 million to 48.4 million) (chart C). Consequently, in 1964 women were 35 percent of the total civilian labor force compared with only 28 percent in 1947.



8. Rise in Median Age of Women Workers

Since the turn of the century there has been a continuous rise in the median (half above/half below) age of women workers. In 1900 their median age was 26 years; in 1940, 32 years; in 1945, 34 years; and in 1950, 37 years. By 1965 it had risen to 41 years compared with 40 years for men workers. Nonwhite women in the labor force were somewhat younger. In 1964 their median age was about 38 years.

The median age of workers was influenced not only by the changing age and sex composition of the population, but also by such developments as reforms in child labor and school attendance laws, changing social attitudes, and the manpower demands of two World Wars. In 1938, for example, the Federal Fair Labor Standards Act established a minimum age of 16 years, generally, for employees engaged in interstate commerce or in the production of goods for interstate commerce.

Nearly all States have passed compulsory school attendance laws establishing a minimum age at which pupils are permitted to leave school, usually 16 years. This trend, combined with efforts to keep pupils from dropping out of school and to prepare them for jobs by a variety of training and counseling programs, has tended to delay the entrance of young people into the labor force.

Prior to World War I the typical woman worker was young and unmarried. Traditional social patterns discouraged the employment of married women unless dire economic necessity required them to support the family. Today, in contrast, the typical woman worker is 41 years old and married. She is, in fact, an accepted member of the labor force, irrespective of her marital status or her age. Two World Wars, with their exceptional demand for production workers, encouraged large numbers of adult women to enter employment to help with the war effort. After World War II the manpower needs and consumer demands of an expanding economy caused many mature women to remain on the job and inspired others to join them. These various developments tended to raise the median age of women workers—and at an accelerated rate after 1940.

A comparison of the distribution of the woman labor force in 1940 and 1965 by age group clearly illustrates the shift toward the employment of more mature women (table 3). In 1940 more than 2 out of 5 women workers were 35 years of age or over. In 1965, in contrast, more than 3 out of 5 women in the labor force were 35 years or over.

Labor Force Participation of Women

9. Variations in Labor Force Participation by Age Group, 1940-65

The labor-force participation rate of women is the percent of all women in the population 14 years of age and over who are working or seeking work. It therefore includes the unemployed.

In past decades the highest labor-force participation rate of women was traditionally among those 18 to 24 years old. In 1940, for example, from a high of 46 percent for this age group the rate was successively lower for each older age group (table 4). By 1960, however, this pattern had changed, as women developed a two-phase lifetime working cycle—taking a job when first out of school, withdrawing from the labor force for marriage and motherhood, and returning to paid work in later years when the children are in school or on their own. In recent years the proportion of mature women in the labor force actually has exceeded the proportion of young women.

Table 3.—WOMEN IN THE POPULATION AND LABOR FORCE,¹ BY AGE,
1940 AND 1965²

(Women 14 years of age and over)

Age	Number 1965	Percent distribution		Percent increase 1940-65
		1965	1940	
POPULATION				
Total-----	69,963,000	100.0	100.0	39.5
14 to 17 years-----	6,887,000	9.8	9.5	44.0
18 to 24 years-----	9,770,000	14.0	16.7	16.6
25 to 34 years-----	11,240,000	16.1	21.5	4.5
35 to 44 years-----	12,436,000	17.8	18.2	36.4
45 to 54 years-----	11,187,000	16.0	14.9	49.7
55 to 64 years-----	8,705,000	12.4	10.2	70.2
65 years and over-----	9,742,000	13.9	9.0	116.0
LABOR FORCE				
Total-----	26,108,000	100.0	100.0	88.6
14 to 17 years-----	1,078,000	4.1	2.8	176.4
18 to 24 years-----	4,658,000	17.8	28.1	19.7
25 to 34 years-----	4,295,000	16.5	27.6	12.4
35 to 44 years-----	5,816,000	22.3	19.4	117.0
45 to 54 years-----	5,632,000	21.6	13.2	207.8
55 to 64 years-----	3,607,000	13.8	6.6	292.1
65 years and over-----	1,024,000	3.9	2.2	230.3

¹ Civilian noninstitutional population and civilian labor force.² Data are for March 1940 and April 1965.

Source: U.S. Department of Labor, Bureau of Labor Statistics: Employment and Earnings, May 1965. U.S. Department of Commerce, Bureau of the Census: Current Population Reports, P-50, Nos. 22 and 32.

Between 1960 and 1965 the number of girls 14 to 19 years old in the population increased by about 2 million as a result of the World War II "baby crop." However, in spite of the larger number of young women and girls in the population today, their labor-force participation rate shows little change between 1940 and 1965. Two factors are primarily responsible: first, the tendency for girls to extend their training and schooling before taking a job; second, the early age at which they marry and have children, thus being kept out of the labor force by family responsibilities.

The labor-force participation rate for girls aged 14 to 17 years increased from 8 percent in 1940 to 17 percent in 1950 and remained

Women in the Labor Force**15****Table 4.—LABOR-FORCE PARTICIPATION RATES OF WOMEN, BY AGE, SELECTED YEARS, 1940–65¹**

(Women 14 years of age and over)

<i>Age</i>	1965	1960	1950	1940
Total.....	37.3	36.3	32.1	27.6
14 to 17 years.....	15.7	16.6	16.8	8.2
18 to 24 years.....	47.7	46.2	44.8	46.4
25 to 34 years.....	38.2	35.9	33.6	35.5
35 to 44 years.....	46.8	44.3	38.2	29.4
45 to 54 years.....	50.3	49.5	37.1	24.5
55 to 64 years.....	41.4	37.4	27.6	18.0
65 years and over.....	10.5	10.8	9.7	6.9

¹ Data are for March 1940 and April in other years, and are based on civilian noninstitutional population.

Source: U.S. Department of Labor, Bureau of Labor Statistics: Employment and Earnings, May 1965, and Special Labor Force Report No. 14. U.S. Department of Commerce, Bureau of the Census: Current Population Reports, P-57, No. 94, and P-50, Nos. 22 and 32.

stationary until 1965, when it dropped to 16 percent. The rate for young women aged 18 to 24 years rose slightly, from 45 percent in 1950 to 48 percent in 1965, but this was only about 1 percent higher than the rate in 1940. And the rate for women 25 to 34 years old rose from 34 percent in 1950 to 38 percent in 1965—only about 3 percent higher than in 1940.

10. Rise in Labor Force Participation of Mature Women

The increasing tendency of women to return to the labor force after their family responsibilities have lessened is illustrated by the changes since 1940 in the labor-force participation rates of mature women. While the rate for all women 14 years and over increased by 35 percent between 1940 and 1965, and that for women 35 to 44 years old rose by 59 percent, the rate for women 45 to 64 years of age increased considerably more. Among women 45 to 54 years of age, for example, the labor-force participation rate was twice as great in 1965 as it was in 1940, and among women 55 to 64 the rate increased from 18 to 41 percent—a rise of 130 percent. Even among women 65 years of age and over there was increased labor force participation—11 percent in 1965 compared with 7 percent in 1940, or an increase of 52 percent.

The dramatic increase in the number of mature women in the labor force is illustrated in table 5. In age group 35 to 44 years the number of women workers more than doubled between 1940 and 1965. In age group 45 to 54 years their number more than tripled, and in age group 55 to 64 years their number increased almost fourfold. Even among the oldest group of women, 65 years and over, the number of women workers rose almost 3½ times during that period.

The corresponding increase in the woman population between 1940 and 1965 was substantially less. The highest rise was for age group 65 years and over.

TABLE 5.—WOMEN IN THE CIVILIAN LABOR FORCE, BY AGE, 1940¹ AND 1965

(Women 14 years of age and over)

Age	Number in the labor force		Percent increase in the la- bor force 1940-65	Percent increase in the population 1940-65
	1965	1940		
Total-----	26,108,000	13,840,000	88.6	39.5
14 to 19 years-----	2,463,000	1,460,000	68.7	36.7
20 to 24 years-----	3,273,000	2,820,000	16.1	14.1
25 to 34 years-----	4,295,000	3,820,000	12.4	4.5
35 to 44 years-----	5,816,000	2,680,000	117.0	36.4
45 to 54 years-----	5,632,000	1,830,000	207.8	49.7
55 to 64 years-----	3,607,000	920,000	292.1	70.2
65 years and over-----	1,024,000	310,000	230.3	116.0

¹ Data are for March 1940 and April 1965.

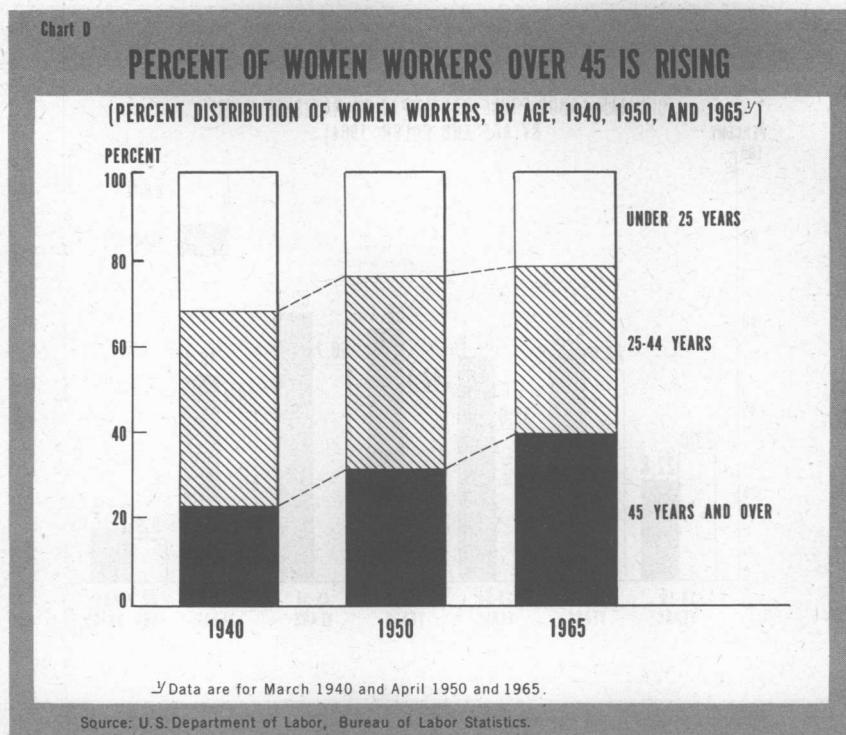
Source: U.S. Department of Labor, Bureau of Labor Statistics: Employment and Earnings, May 1965. U.S. Department of Commerce, Bureau of the Census: Current Population Reports, P-50, No. 22.

The significant extent to which women aged 45 and over have moved into the labor force in recent years is indicated by chart D. In 1940 such women were only 22 percent of all women in the labor force, but by 1965 they constituted 39 percent. During the same period the proportion of the under-25 age group dropped from 31 to 22 percent, and that of women in the central years (25 to 44) dropped from 47 to 39 percent.

11. Labor Force Participation of White and Nonwhite Women

A comparison of labor-force participation rates for white and nonwhite women in 1964 shows that, except among teenagers, relatively more nonwhite than white women were in the labor force (chart E). The difference is most striking in age group 25 to 34 years, where 53 percent of nonwhite women, but only 35 percent of white women, were in the labor force. This compares with an overall average labor-force participation rate of 46 percent for nonwhite and 36 percent for white women. Among both white and nonwhite women, the highest labor-force participation rate was in age group 45 to 54 years—62 percent for nonwhite women, and 50 percent for white women.

Traditionally a much higher proportion of nonwhite than white women are in the labor force. The main reason for this difference



is that economic responsibility for maintaining the family often falls more heavily on nonwhite than on white women. In recent years, however, mature white women have entered the labor force in such large numbers that the difference has been reduced slightly.

A comparison of proportions of women in the labor force by age and by color for 1954 and 1964 shows the changes that took place in the female labor force during that decade (table 6).

12. Labor Force Participation of Women 18 to 64 Years Old

Labor-force participation rates usually are computed for ages 14 years and over, the standard working ages used by the Bureau of the Census. A more appropriate rate for women, however, is one calculated for ages 18 to 64 years, the age group at which employment is most likely. Girls under 18 years of age, for example, preferably should be in school or in training, and women over 65 should be free to retire from the labor force and not under economic compulsion to work.

Data are not available for computing labor-force participation rates for all women 18 to 64 years of age prior to 1947 or for nonwhite

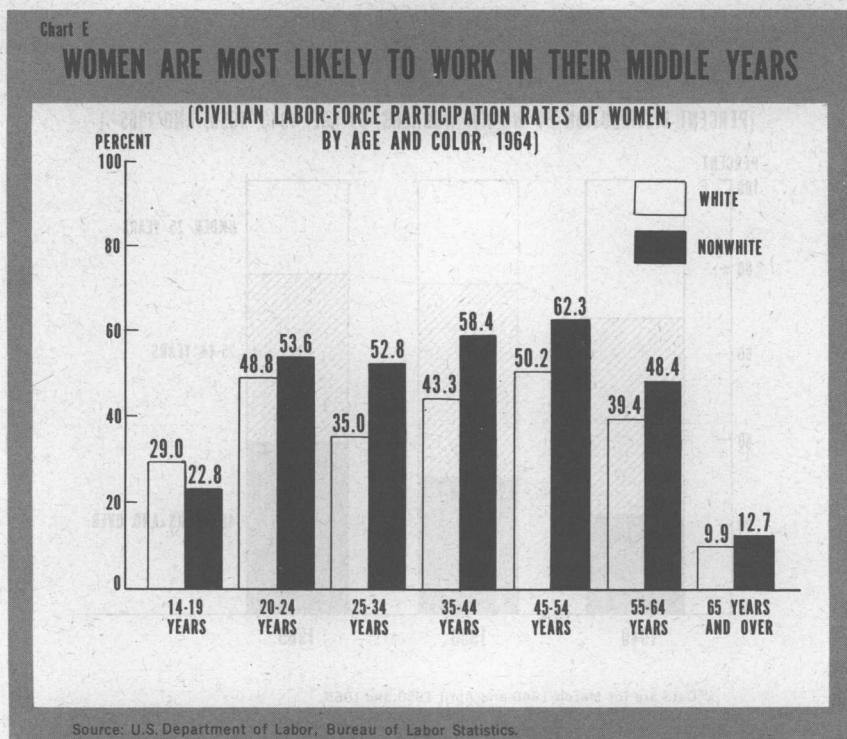


Table 6.—WOMEN AS PERCENT OF TOTAL LABOR FORCE, BY AGE AND COLOR,
1954 AND 1964¹

(Women 14 years of age and over)

Age	All women as per- cent of total labor force		White women as percent of white labor force		Nonwhite women as percent of non- white labor force	
	1964	1954	1964	1954	1964	1954
Total-----	34.8	30.9	34.0	30.0	41.3	38.4
14 to 19 years-----	41.7	40.3	42.1	40.9	38.9	36.0
14 and 15 years-----	36.0	30.7	36.7	29.3	30.1	37.3
16 and 17 years-----	38.8	37.7	39.2	38.1	35.0	34.9
18 and 19 years-----	46.4	45.5	46.7	46.7	44.4	36.2
20 to 24 years-----	40.3	44.3	40.7	44.1	41.9	45.2
25 to 34 years-----	29.7	28.1	28.1	26.7	40.9	38.7
35 to 44 years-----	33.5	30.9	32.3	29.7	42.6	40.7
45 to 54 years-----	36.3	30.5	35.5	29.7	43.3	37.6
55 to 64 years-----	33.8	26.2	33.3	25.5	38.9	33.4
65 years and over-----	31.3	20.9	31.0	20.6	33.7	24.0

¹ Annual averages.

Source: "Manpower Report of the President and A Report on Manpower Requirements, Resources, Utilization, and Training by the U.S. Department of Labor." March 1965.

women prior to 1954, but figures for each year from 1947 to 1964 for all women show the steady increase in women's entry into the labor force during that period (table 7). In 1947, 35 percent of women 18 to 64 years old were either working or seeking work. In 1964 this proportion had risen to 45 percent.

Nonwhite women in this age group had a labor-force participation rate about 10 percent higher than that for all women. Their rate rose from 51 percent in 1954 to 55 percent in 1964 as compared with the rise for all women from 39 percent to 45 percent.

Table 7.—LABOR-FORCE PARTICIPATION RATES OF WOMEN 18 TO 64 YEARS OF AGE, SELECTED YEARS, 1947-64

Year	All women	Nonwhite women
1964.....	44.7	55.1
1963.....	44.2	54.3
1962.....	43.5	53.9
1960.....	42.7	53.5
1958.....	41.8	53.0
1956.....	41.1	51.6
1954.....	38.6	50.7
1952.....	38.3	(1)
1950.....	37.2	(1)
1948.....	35.6	(1)
1947.....	34.8	(1)

¹ Data not available.

Source: "Manpower Report of the President and A Report on Manpower Requirements, Resources, Utilization, and Training by the U.S. Department of Labor." March 1965.

Marital Status of Women Workers

13. Nearly 3 Out of 5 Women Workers Are Married

The increasing tendency of married women to go to work has been the most important factor in the growth of the woman labor force. Fifty-seven percent of all women in the labor force in March 1964 were married (husband present), and 23 percent were single (table 8). An additional 5 percent were married (husband absent), 9 percent were widowed, and 6 percent were divorced.

This is a remarkable change from 1940, when only 30 percent of all women workers were married (husband present) and 48 percent were single (chart F). The number of married women (husband present) in the labor force increased by 10 million between 1940 and 1964. This represented a rise of 244 percent, an increase substantially larger than their 47-percent rise in the population.

Table 8.—WOMEN IN THE POPULATION AND LABOR FORCE,¹ BY MARITAL STATUS,
MARCH 1940 AND 1964

(Women 14 years of age and over)

Marital status	Number 1964	Percent distribution		Percent increase 1940-64
		1964	1940	
POPULATION				
Total	69,503,000	100.0	100.0	37.5
Single	14,132,000	20.3	27.6	1.4
Married	44,754,000	64.4	59.5	48.7
Husband present	42,045,000	60.5	56.4	47.4
Husband absent	2,709,000	3.9	3.1	72.1
Widowed	8,535,000	12.3	2 12.9	2 62.8
Divorced	2,082,000	3.0		
LABOR FORCE				
Total	25,399,000	100.0	100.0	83.5
Single	5,781,000	22.8	48.5	³ 13.8
Married	15,790,000	62.2	36.4	213.3
Husband present	14,461,000	56.9	30.3	244.3
Husband absent	1,329,000	5.2	6.1	58.2
Widowed	2,355,000	9.3	2 15.1	2 83.2
Divorced	1,473,000	5.8		

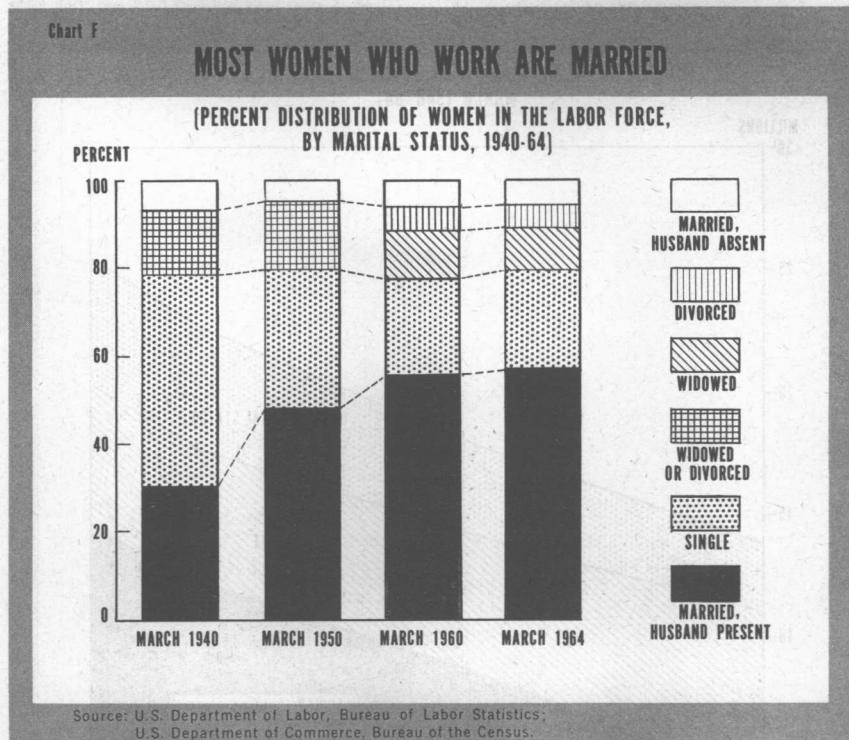
¹ Civilian noninstitutional population and civilian labor force.² Not reported separately in 1940.³ A percent decrease instead of an increase.

Source: U.S. Department of Labor, Bureau of Labor Statistics: Special Labor Force Report No. 50. U.S. Department of Commerce, Bureau of the Census: Current Population Reports, P-50, No. 22.

In contrast, the number of single women in the labor force declined by almost a million between 1940 and 1964, and the proportion of all women workers who were single dropped from 48 percent to only 23 percent. Higher marriage rates contributed to this decline in the number of single women workers. Marriage rates started to rise during World War II and reached their peak during 1946-48. By 1964, about 60 percent of all women in the population 14 years of age and over were married and living with their husbands compared with 56 percent in 1940. Currently at least 9 out of 10 girls can expect to marry.

The other group of women in the labor force—those widowed, divorced, or separated from their husbands for other reasons, including those whose husbands are in the Armed Forces—remained at the

same proportion (approximately one-fifth) during the period 1940-64 (chart G). In actual numbers, however, they almost doubled.



14. Labor Force Participation of Women by Marital Status

As was indicated previously, the most significant change between 1940 and 1964 in the labor-force participation rates of women occurred among married women (husband present) (table 9). In 1940, 15 percent of these women were workers; by 1964 this proportion had more than doubled—to 34 percent. As might be expected, this rate was still much lower than that of single girls, married women not living with husbands, or divorced women, although married women outnumbered the other categories combined.

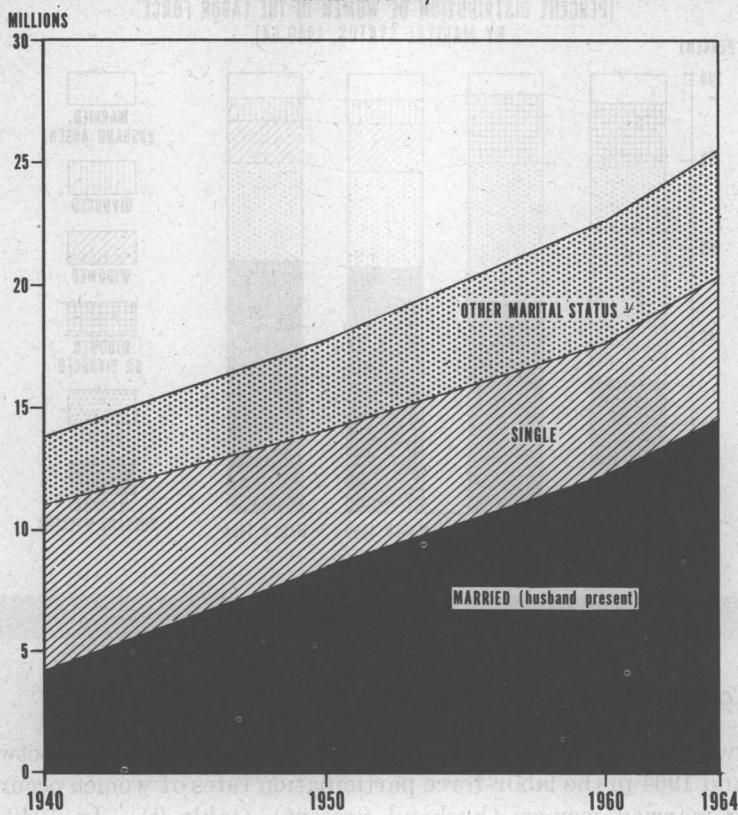
The labor-force participation rate of married women (husband present) showed a steady increase between 1940 and 1964. In contrast, that of single women rose from 48 percent in 1940 to 51 percent in 1950, dropped to 44 percent in 1960, and then declined further to 41 percent in 1964—the lowest for the period.

Women in marital status other than single or married (husband present) characteristically have high labor-force participation rates.

Chart 6

NUMBER OF MARRIED WOMEN IN THE LABOR FORCE HAS GROWN RAPIDLY

(WOMEN IN THE CIVILIAN LABOR FORCE, BY MARITAL STATUS,
MARCH 1940-64)



y Includes widowed, divorced, and husband absent for other reasons.

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

Almost half (49.1 percent) of the 2.7 million married women (not widows or divorcees) whose husbands were absent from home were workers in 1964. This group included about 100,000 women whose husbands were in the Armed Forces, but consisted largely of those whose husbands were absent for such reasons as employment away from home, residence in an institution, separation by choice, or desertion.

Women in the Labor Force

Table 9.—LABOR-FORCE PARTICIPATION RATES OF WOMEN, BY MARITAL STATUS, SELECTED YEARS, 1940-64¹

(Women 14 years of age and over)

<i>Marital status</i>	1964	1960	1950	1940
Total -----	36.5	34.8	31.4	27.4
Single -----	40.9	44.1	50.5	48.1
Married -----	35.3	31.7	24.8	16.7
Husband present-----	34.4	30.5	23.8	14.7
Husband absent-----	49.1	51.8	47.4	53.4
Widowed -----	27.6	29.8	2	36.0
Divorced -----	70.7	71.6	2	32.0

¹ Data are for March of each year.² Not reported separately in 1950 and 1940.

Source: U.S. Department of Labor, Bureau of Labor Statistics: Special Labor Force Report Nos. 50 and 26. U.S. Department of Commerce, Bureau of the Census: Current Population Reports, P-50, Nos. 29 and 22.

Of the 8.5 million widowed women in the population in 1964, 28 percent were in the labor force; of the 2.1 million divorced women, 71 percent. The labor force participation of these two groups combined had increased slightly since 1940. However, a much smaller percentage of widows than of divorcees were workers, mainly because widows represent an older age group.

15. Labor Force Participation of Women by Age and Marital Status

When labor-force participation rates of single and married women (husband present) are analyzed according to age, it is evident that the probability of a woman's working is influenced more by marital status than by age. Differences in participation are particularly noticeable among women 25 to 29 years old, the age group in which married women are most likely to have young children who need their care (table 10). In this age group 88 percent of single women, but only 29 percent of married women living with their husbands, worked in 1964. In the age group 30 to 34 years, the difference was still pronounced—86 percent of single women, but only 32 percent of married women (husband present), were in the labor force.

The peak in labor force participation of single women (88 percent) was in the age group 25 to 29 years; the peak of married women with husband present (45 percent) was in the age group 45 to 54 years.

For each age group starting with 20 to 24 years, the highest rate of participation in the labor force was among single women and the lowest rate was among married women living with their husbands.

Table 10.—LABOR-FORCE PARTICIPATION RATES OF WOMEN, BY AGE AND MARITAL STATUS, MARCH 1964

Age	Marital status		
	Single	Married (husband present)	Other ¹
Total-----	40.9	34.4	38.7
14 to 19 years-----	23.5	31.1	28.7
20 to 24 years-----	74.0	36.6	50.3
25 to 29 years-----	87.6	28.8	67.0
30 to 34 years-----	86.3	32.3	54.2
35 to 44 years-----	83.0	39.4	63.7
45 to 54 years-----	75.0	44.8	70.2
55 to 64 years-----	67.0	31.3	53.1
65 to 69 years-----	37.0	12.2	21.9
70 years and over-----	9.2	3.5	6.3

¹ Widowed, divorced, or separated or husband absent for other reasons.

Source: U.S. Department of Labor, Bureau of Labor Statistics: Special Labor Force Report No. 50.

The percentage of widowed, separated, and divorced women in the labor force fluctuated, with a high of 70 percent for those between the ages of 45 and 54 years.

Family Status of Women Workers

16. Types of Families in the Population

There were almost 47.5 million families in the United States in March 1964, with the 41.3 million husband-wife families forming 87 percent of the total.⁵ Ten percent of the families had a woman as the head, and the remaining 3 percent were headed by a man without a wife.

Husband-wife families usually are larger than those headed by a woman or by a man without a wife. In March 1964 there were four or more members in nearly half of the husband-wife families, but in only about one-third of the families headed by a woman and about one-fifth of those headed by a man without a wife present.

About three-fifths of all husband-wife families had one or more own children under 18 years of age, about one-tenth had at least one additional family member 18 years of age or over, and three-tenths had no children under 18 years of age and no other family member 18 years of age or over. In the latter group were many older couples whose chil-

⁵ Current Population Reports, P-20, No. 139. Bureau of the Census, U.S. Department of Commerce.

dren were grown and no longer living with them and many childless young couples.

Families headed by a woman had a somewhat different composition. Of the 4.9 million such families in 1964, more than two-fifths consisted of two members, almost one-fourth consisted of three members, and the remainder consisted of four or more members. Nearly half of the women were widows, and two-fifths were separated or divorced.

More than half of the women had no own children under 18 years of age, but 17 percent had one own child and 31 percent had two or more own children. Moreover, more than half of the women family heads had children under 18 years living with them who were related to them but were not their own. About 18 percent of those with own children had children under 6 years of age. Twenty-two percent of all women family heads were nonwhite; they numbered 1.1 million.

17. Unrelated Individuals in the Population

In addition to these family groups of related individuals, there were about 7 million women and 4.4 million men classified as "unrelated individuals," who were not living with relatives. About 5.8 million of these women had their own homes or apartments and were living independently as "primary individuals." As a group, these were older women (median age over 60 years), and most were widows. The other 1.2 million women in this classification, most of whom were in their thirties and single, were mainly roomers, boarders, hotel guests, and resident employees.

18. Labor Force Participation of Women in Different Types of Families

The labor-force participation rates of women vary among the different types of families. Obviously, women who do not have husbands are more likely to work than are those with husbands. Half of the women family heads were in the labor force in 1964, in contrast to only 34 percent of the wives living with their husbands.

Employment Status of Husband-Wife and Female-Head Families

19. Husband-Wife Families

In 36.3 million husband-wife families the husbands were in the labor force in March 1964. In 48 percent of these families another member of the family also was in the labor force. About 1.2 million of the

husbands were unemployed (an unemployment rate of 3.4 percent), and about 5 million were not in the labor force.

20. Female-Head Families

Fifty percent of the women who had families but no husbands in March 1964 were in the labor force (table 11). In 47 percent of the 2.4 million families whose women heads were workers, another member of the family group also was in the labor force. However, 1.3 million female family heads were the sole breadwinners for their families and 151,000 were unemployed. Their unemployment rate of 6.2 percent was considerably higher than that for husbands in husband-wife families. The remaining 2.5 million female family heads were not in the labor force.

An analysis of the labor force status of female family heads by age reveals that in 1964 the labor-force participation rate was highest for those 45 to 54 years old (71 percent) (table 12). These women accounted for only 29 percent of all female family heads in the labor force and 20 percent of all female family heads in the population. In the next younger age group (35 to 44 years old), nearly 64 percent of the women were workers; in the next higher age group (55 to 64 years old), 53 percent.

Although the youngest age group (14 to 24 years old) was numerically the smallest and represented only 5 percent of all female family heads in the population and 4 percent in the labor force, about 40 percent were in the labor force. At the other extreme women 65 years of age and over represented the second largest group of female family heads in the population, but only 12 percent were in the labor force.

Significantly, families headed by women were the most economically deprived—in 1964 over two-fifths of such families lived in poverty, with a family income of less than \$3,000. They were also the most persistently poor—it is estimated that 76 percent of these families who were poor in 1962 were also poor in 1963.⁶

Working Wives

The growing tendency for married women to go into paid work is reflected in the number and proportion of working couples in the Nation.

Of the 14.5 million wives (husband present) in the labor force in March 1964, about 13.5 million had husbands who were also in the labor force. These working couples represented 32 percent of all couples in

⁶ Economic Report of the President. January 1965.

Table 11.—EMPLOYMENT STATUS OF FEMALE FAMILY HEADS, BY EMPLOYMENT STATUS OF OTHER FAMILY MEMBERS, MARCH 1964
 (Persons 14 years of age and over)

<i>Employment status of other family members</i>	<i>Population</i>	<i>Female family heads</i>					<i>Percent in labor force</i>	
		<i>Labor force</i>			<i>Unemploy- ment rate</i>			
		<i>Total</i>	<i>Employed</i>	<i>Unemployed</i>				
Number.....	4,882,000	2,427,000	2,276,000	151,000	6.2		49.7	
Percent.....	100.0	100.0	100.0	100.0				
Some other member in the labor force.....	46.6	46.6	47.0	41.4	5.6		49.8	
Some other member employed ¹	41.2	41.5	41.8	36.2	5.5		50.0	
Some other unemployed, none employed.....	5.4	5.2	5.2	5.3	6.3		47.9	
No other member in the labor force.....	53.4	53.4	53.0	58.6	6.9		49.7	

¹ Includes families with one member or more employed regardless of the employment status of other members.

Source: U.S. Department of Labor, Bureau of Labor Statistics: Special Labor Force Report No. 50.

Table 12.—LABOR FORCE STATUS OF FEMALE FAMILY HEADS, BY AGE,
MARCH 1964
(Women 14 years of age and over)

Age	Number		Percent distribution		Percent in labor force
	Population	Labor force	Popula- tion	Labor force	
Total-----	4,882,000	2,427,000	100.0	100.0	49.7
14 to 24 years-----	257,000	104,000	5.3	4.3	40.5
25 to 34 years-----	640,000	362,000	13.1	14.9	56.6
35 to 44 years-----	1,100,000	702,000	22.5	28.9	63.8
45 to 54 years-----	984,000	697,000	20.2	28.7	70.8
55 to 64 years-----	818,000	435,000	16.8	17.9	53.2
65 years and over-----	1,083,000	127,000	22.2	5.2	11.7

Source: U.S. Department of Labor, Bureau of Labor Statistics: Special Labor Force Report No. 50.

the population. Their number had increased by 5.5 million since 1950, when working couples numbered 8 million and represented 22 percent of all married couples. Before World War II their number and proportion were still smaller—in 1940 working couples numbered 3 million and their proportion of all couples was only 11 percent.

In 19 million husband-wife families the husbands were the only earners in March 1964. In 3.5 million such families the wives were not in the labor force, but other family members as well as the husbands were working. The labor force also included almost a million working wives whose husbands were not in the labor force, mainly because they were retired or disabled. In half a million families neither the husbands nor the wives worked, but other family members did, and in 3.5 million families no one worked.

21. Labor Force Participation of Wives by Income of Husband

The percentage of wives in the labor force in March 1964 was highest where the husbands' incomes were between \$3,000 and \$5,000 (39 percent) (table 13). The next highest was where the husbands' incomes were between \$5,000 and \$7,000 (38 percent).

Where the husbands' incomes were at the poverty level, the labor-force participation rate of wives varied from 31 percent where the husbands' incomes were between \$1,000 and \$2,000 to 36 percent where they were under \$1,000. Where the husbands' incomes were just under the poverty line—\$2,000 to \$3,000—33 percent of the wives were in the labor force.

At the upper end of the income scale, only 25 percent of the wives whose husbands' incomes were \$10,000 or more were in the labor force.

The labor-force participation rates of wives, therefore, are highest where the husbands' incomes do not represent poverty levels, but rather the lower range of middle-income levels. The rate then declines as the husbands' incomes reach higher levels.

Table 13.—LABOR-FORCE PARTICIPATION RATES OF WIVES (HUSBAND PRESENT), BY INCOME OF HUSBAND IN 1963 AND PRESENCE AND AGES OF CHILDREN, MARCH 1964

(Women 14 years of age and over)

<i>Income of husband</i>	<i>Total</i>	<i>Presence and ages of children</i>		
		<i>No children under 18</i>	<i>Children 6-17 only</i>	<i>Children under 6</i> ¹
Total-----	34.4	37.8	43.0	22.7
Under \$1,000-----	35.6	34.1	47.6	30.6
\$1,000 to \$1,999-----	31.2	28.6	48.9	28.9
\$2,000 to \$2,999-----	33.4	30.6	50.2	28.9
\$3,000 to \$4,999-----	39.1	41.5	50.2	28.9
\$5,000 to \$6,999-----	38.2	45.4	48.9	23.2
\$7,000 to \$9,999-----	31.2	43.0	38.5	15.0
\$10,000 and over-----	24.8	34.1	25.5	13.4

¹ May also have older children, in addition to one or more under 6.

Source: U.S. Department of Labor, Bureau of Labor Statistics: Special Labor Force Report No. 50.

When a wife decides whether or not to seek paid employment, the presence of young children in the family seems a more important consideration than her husband's income. (For a detailed discussion of working mothers, see sections 25-35.) Among married women (husband present) the labor-force participation rate in March 1964 varied from 23 percent for those who had preschool children to 43 percent for those with school-age children only. On the other hand, wives (husband present) who had no children under 18 years of age had a relatively low labor-force participation rate of 38 percent. This is explained by the fact that this group includes many older women who are retired or unable to work.

A percent distribution of all working wives shows that in March 1964 more than half had husbands whose incomes were \$5,000 or more (table 14). More working wives (about 28 percent) were found where the husbands' incomes were between \$5,000 and \$7,000 than at any other income level. At the extremes, 23 percent of working wives had husbands whose incomes were below \$3,000; 8 percent, \$10,000 or more.

Table 14.—PERCENT DISTRIBUTION OF MARRIED WOMEN (HUSBAND PRESENT) IN THE LABOR FORCE, BY INCOME OF HUSBAND IN 1963, MARCH 1964

(Women 14 years of age and over)

<i>Income of husband</i>	<i>Wives in the labor force</i>
Number-----	14,461,000
Percent-----	100.0
Under \$1,000-----	5.9
\$1,000 to \$1,999-----	7.8
\$2,000 to \$2,999-----	9.0
\$3,000 to \$4,999-----	24.2
\$5,000 to \$6,999-----	28.5
\$7,000 to \$9,999-----	16.5
\$10,000 and over-----	8.1

Source: U.S. Department of Labor, Bureau of Labor Statistics: Special Labor Force Report No. 50.

22. Contribution of Wives to Family Income

A special study by the Bureau of Labor Statistics throws light on the contribution made to family income by married women who worked some time during 1963.⁷ These statistics include women who worked full time the year round and also those who worked part time and part of the year.

They show that wives' earnings generally constituted a smaller proportion of family income in low-income families than in higher income families (table 15). For example, in almost three-fifths of the families with income below \$2,000, but in only about one-fifth of the families with income between \$10,000 and \$15,000, the wives' earnings accounted for less than 10 percent of family income.

In families with incomes below \$2,000, about half of the working wives contributed less than 5 percent to family income. In the income class \$2,000 to \$3,000, more than one-third of the wives who worked contributed less than 5 percent. In more than one-fourth of the families in this income class, the wives' earnings accounted for 10 to 30 percent of family income.

In higher income brackets wives generally contributed a greater share to family income. Wives' earnings accounted for 30 percent or more of the income in almost half of the families with incomes between \$10,000 and \$15,000. They accounted for 20 percent or more in over half of the families with incomes of \$15,000 or more.

⁷ Special Labor Force Report No. 50. Bureau of Labor Statistics, U.S. Department of Labor.

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Table 15.—PERCENT OF FAMILY INCOME ACCOUNTED FOR BY WIVES' EARNINGS IN 1963

<i>Family income</i>	<i>Median percent of family income accounted for by wives' earnings</i>	<i>Percent distribution of wives by percent of family income accounted for by wives' earnings</i>								
		Total	Less than 5.0	5.0 to 9.9	10.0 to 19.9	20.0 to 29.9	30.0 to 39.9	40.0 to 49.9	50.0 to 74.9	75.0 and over
Under \$2,000-----	5.6	100.0	49.3	6.5	11.4	8.8	7.4	3.6	7.0	6.1
\$2,000 to \$2,999-----	14.4	100.0	35.0	9.0	13.7	13.7	5.3	7.7	5.9	9.9
\$3,000 to \$4,999-----	15.9	100.0	32.5	9.3	13.8	10.8	9.6	7.4	12.0	4.6
\$5,000 to \$6,999-----	16.8	100.0	29.4	10.4	15.1	11.0	10.9	10.0	10.2	2.9
\$7,000 to \$9,999-----	25.6	100.0	17.9	7.0	15.4	17.4	20.4	13.3	8.3	.3
\$10,000 to \$14,999-----	28.4	100.0	15.3	5.9	12.9	19.0	23.5	17.6	5.5	.3
\$15,000 and over-----	21.9	100.0	23.3	5.4	16.9	24.0	17.4	8.9	3.9	.4
Median family income-----	-----	\$7,338	\$5,960	\$6,545	\$7,433	\$8,531	\$8,840	\$8,578	\$6,507	\$3,840

Source: U.S. Department of Labor, Bureau of Labor Statistics: Special Labor Force Report No. 50.

The median family income was highest (\$8,840) in families where wives' earnings accounted for from 30 to 40 percent of family income. It was lowest (\$3,840) in families where wives obviously were the principal earners, accounting for 75 percent or more of family income.

23. Job-Related Expenses of Working Wives

Working wives, and particularly working mothers, have many expenses related to their working that reduce the income available to them from their earnings. The principal costs involved are for clothing and personal care, food, transportation, child care and household help arrangements, and taxes. Studies reveal that these work-related expenses may absorb between one-fourth and one-half of a wife's earnings.⁸ If she has children, her expenses vary according to their number and ages.

Working wives tend to spend more for clothing, beauty care, and other personal grooming needs than nonworking wives do. They may spend more for food because they tend to buy more of the time-saving "convenience foods" and to eat more meals in public eating places. They have transportation expenses to and from work. Working mothers, in addition, may have considerable expenses for day care for their children. This may involve private or public day care centers or babysitters. Working wives and mothers often pay for household help such as maids or cleaning women, and they may increase their expenses by sending their household laundry to commercial establishments.

There are other job-related expenses, such as purchased lunches, required uniforms, dues for professional organizations or union membership, professional publications, or even continued education—depending on the requirements of the job. Federal and State income taxes and social security taxes must be paid. In addition, the earnings of the wife often place total family income in a higher income tax bracket.

On the other hand, there are benefits from working outside the home, in addition to the obvious one of increased family income. A few are tangible; most are intangible but personally significant. Among the measurable benefits may be employee pension plans, health insurance

⁸ "The Working Wife and Her Family's Economic Position," *In Monthly Labor Review*, Bureau of Labor Statistics, U.S. Department of Labor, April 1962, and "Marital and Family Characteristics of Workers," *Ibid.*, January 1962. Ann H. Candle, "Financial and Management Practices of Employed and Nonemployed Wives," *In Journal of Home Economics*, December 1964. See also Special Labor Force Report No. 40, Bureau of Labor Statistics, U.S. Department of Labor.

benefits, paid sick leave and vacations, profit-sharing plans, and discount privileges, as well as social security benefits and retirement income above those the nonworking wife can count on. Often the intangible benefits are equally or more important to the working wife. These include the opportunity to widen her horizons and the benefit of being able to develop new skills and discover new aptitudes. Many working wives feel that they become more effective members of their own families and contribute more to their community and to society in general by combining paid employment with homemaking.

24. Occupations of Husbands and Wives

A comparison of the occupations held by husbands and wives in March 1964 indicated that less than one-fourth of working couples pursued similar lines of work.

The highest correlation between the husband's and the wife's jobs existed among clerical workers (44.1 percent); however, it was apparent that within this major occupational group many husbands and wives did not do the same work (table 16). Over two-fifths (42.3 percent) of the wives of professional and technical workers were in the same major occupational group as their husbands. Correlation between farm jobs was also relatively high (41.0 percent)—not surprising since most farm wives have few job opportunities other than farmwork.

Two-fifths of the wives of service workers had service jobs, and approximately three-tenths of the wives who were operatives had husbands in these occupations; about one-seventh of the wives in managerial and almost one-sixth of those in sales work had husbands in the same occupations.

Table 16.—OCCUPATIONS OF WIVES, BY OCCUPATION OF HUSBAND, MARCH 1964

<i>Occupation of wife</i>	<i>Occupation of husband</i>									
	Total	Professional, technical, kindred workers	Managers, officials, proprietors (except farm)	Clerical, kindred workers	Sales workers	Craftsmen, foremen, kindred workers	Operatives, kindred workers	All service workers	Farm workers	Non- farm laborers
Number (in thousands)-----	12,017	1,368	2,036	923	621	2,441	2,443	921	642	622
Percent-----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Professional, technical, kin-dred workers-----	13.5	42.3	13.8	12.6	18.0	9.1	5.7	8.2	12.8	3.0
Medical and other health workers-----	3.0	6.1	2.8	2.6	4.8	3.1	2.1	2.9	1.9	.6
Teachers (except college)-----	6.7	22.0	7.0	5.7	9.2	3.8	2.0	4.1	9.0	1.6
Other professional workers-----	3.8	14.2	4.0	4.3	4.0	2.2	1.6	1.2	1.9	.8
Managers, officials, proprietors (except farm)-----	5.5	5.0	13.7	5.3	4.3	4.1	3.2	3.3	2.2	3.3
Salaried-----	3.3	4.0	6.6	3.8	2.4	2.7	2.2	2.6	1.1	1.9
Self-employed-----	2.2	1.0	7.1	1.5	1.9	1.4	1.0	.7	1.1	1.4
Clerical, kindred workers-----	31.1	35.4	39.2	44.1	41.9	31.2	26.2	22.2	9.5	18.0

Stenographers, typists, secretaries-----	10.4	14.8	13.0	16.7	15.3	10.0	7.4	6.3	2.3	5.1
Other clerical workers-----	20.7	20.6	26.2	27.4	26.6	21.2	18.8	15.9	7.2	12.9
Sales workers-----	8.1	5.5	12.8	6.8	16.3	9.5	6.4	4.3	3.0	4.3
Craftsmen, foremen, kindred workers-----	1.1	.4	1.1	1.3	1.3	1.8	1.2	.9	---	.6
Operatives, kindred workers-----	17.1	5.4	7.9	12.9	6.0	22.0	29.8	19.7	12.0	22.9
Service workers (except pri- vate-household)-----	15.4	5.1	9.8	14.4	8.2	17.0	19.2	29.7	10.7	25.9
Waitresses, cooks, bar- tenders-----	5.4	1.4	3.8	4.9	3.4	5.4	7.6	9.0	4.2	8.5
Other service workers-----	10.0	3.7	6.0	9.5	4.8	11.6	11.6	20.7	6.5	17.4
Private-household workers-----	5.1	.3	1.2	2.3	3.1	4.2	6.9	11.1	8.6	18.4
Farm workers-----	2.8	.5	.1	---	.6	.9	.8	.4	41.0	1.3
Nonfarm laborers-----	.4	---	.3	.2	.3	.3	.6	.2	.3	2.2

Source: U.S. Department of Labor, Bureau of Labor Statistics: Special Labor Force Report No. 50.

Working Mothers⁹**25. Number and Proportions of Working Mothers**

Working mothers with children under 18 years of age numbered 9.5 million in March 1964 (table 17). They represented 35 percent of all such mothers in the population and 38 percent of all women workers. Nonwhite working mothers (husband present) with children of these ages numbered 923,000 and represented 12 percent of all working mothers (husband present).

Working mothers as a group are not as young as might be expected. Their median age in March 1964 was 38 years—only 3 years less than the median age for all women workers.

26. Labor Force Participation of Mothers

The presence or absence of a husband has a strong influence on a mother's decision to work. Thus in March 1964 the proportion in the labor force of mothers whose husbands were present was only 32 percent compared with 56 percent for other mothers.

Working mothers with husband present numbered 7.9 million in 1964 and represented 83 percent of all working mothers. Of these mothers, more than 3 out of 10 (32.0 percent) were in the labor force. In contrast, of the mothers not living with their husbands—the widowed, divorced, separated, or deserted, who were rearing children in fatherless homes—almost 6 out of 10 (56.2 percent) were in the labor force. These mothers have, of course, a compelling need for earnings: probably two-thirds of them are rearing children in poverty.¹⁰

27. Trends in Labor Force Participation of Mothers

Between 1940 and 1964 the labor-force participation rate of mothers increased about three times more than did the labor-force participation rate of all women (table 18). In 1940 only 9 percent of all mothers with children under 18 years of age worked outside the home, but by 1964 this proportion had increased to 35 percent. The corresponding rise in the proportion of all women in the labor force was much smaller—from 28 percent in 1940 to 37 percent in 1964.

⁹ The term "working mothers," as used in this bulletin, refers to workers who have children under 18 years of age, unless otherwise designated.

¹⁰ Mollie Orshansky, "Counting the Poor: Another Look at the Poverty Profile." *In Social Security Bulletin, Social Security Administration, U.S. Department of Health, Education, and Welfare, January 1965.*

Table 17.—MOTHERS IN THE POPULATION AND LABOR FORCE, BY MARITAL STATUS AND AGES OF CHILDREN, MARCH 1964
 (Mothers 14 years of age and over)

<i>Marital status and ages of children</i>	<i>Number</i>		<i>Percent distribution</i>		<i>Percent in labor force</i>
	<i>Population</i>	<i>Labor force</i>	<i>Population</i>	<i>Labor force</i>	
Mothers with children under 18 years-----	27,609,000	9,527,000	100.0	100.0	34.5
Married, husband present-----	24,741,000	7,916,000	89.6	83.1	32.0
Other women ever married ¹ -----	2,868,000	1,611,000	10.4	16.9	56.2
Mothers with children 6 to 17 (none under 6)-----	12,952,000	5,934,000	46.9	62.3	45.8
Married, husband present-----	11,316,000	4,866,000	41.0	51.1	43.0
Other women ever married ¹ -----	1,636,000	1,068,000	5.9	11.2	65.3
Mothers with children 3 to 5 (none under 3) ² -----	5,291,000	1,550,000	19.2	16.3	29.3
Married, husband present-----	4,792,000	1,279,000	17.4	13.4	26.7
Other women ever married ¹ -----	499,000	271,000	1.8	2.8	54.3
Mothers with children under 3 years ² -----	9,366,000	2,043,000	33.9	21.4	21.8
Married, husband present-----	8,633,000	1,771,000	31.3	18.6	20.5
Other women ever married ¹ -----	733,000	272,000	2.7	2.9	37.1

¹ Refers to women who are widowed, divorced, or separated or whose husbands are absent for other reasons.

² May also have older children, in addition to one or more under 6.

Source: U.S. Department of Labor, Bureau of Labor Statistics: Special Labor Force Report No. 50.

Table 18.—LABOR-FORCE PARTICIPATION RATES OF MOTHERS AND OF ALL WOMEN,
SELECTED YEARS, 1940–64
(Women 14 years of age and over)

Year	<i>Mothers</i> ¹	<i>All women</i> ²
1964.....	34.5	37.4
1960.....	30.4	36.7
1958.....	29.5	36.0
1956.....	27.5	35.9
1954.....	25.6	33.7
1952.....	23.8	33.9
1950.....	21.6	33.1
1948.....	20.2	31.9
1946.....	18.2	31.2
1940.....	8.6	28.2

¹ Data are for March of each year except 1946, 1948, 1952, and 1954, when they are for April.

² Annual averages.

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

Since 1946 the percentage of working mothers with children under 18 years has steadily increased at a rate of about 1 percent a year (chart H). The percentage with children under 6 years of age rose somewhat less between 1946 (the first year for which these data are available) and 1960, but since then has kept pace with that of all working mothers. Between 1960 and 1964 both percentages rose by almost 5 percentage points, so that by 1964, 35 percent of the mothers with children under 18 years of age and 25 percent of those with preschool children were in the labor force.

28. Children of Working Mothers

Working mothers had an estimated 15 million children under 18 years of age, with 4 million under 6 years old and 5 million between the ages of 6 and 11 years.¹¹

Because more mothers tend to be in paid work if their children are of school age and if there is no father in the home, the highest labor-force participation rate in March 1964 was among those not living with their husbands and with school-age children only (table 17). The lowest rate, on the other hand, was among mothers with husband present and with children under 3 years of age.

In families in which the fathers were at home and all the children were over 6 years old, 43 percent of the mothers worked. If in families

¹¹ Children's Bureau, U.S. Department of Health, Education, and Welfare.

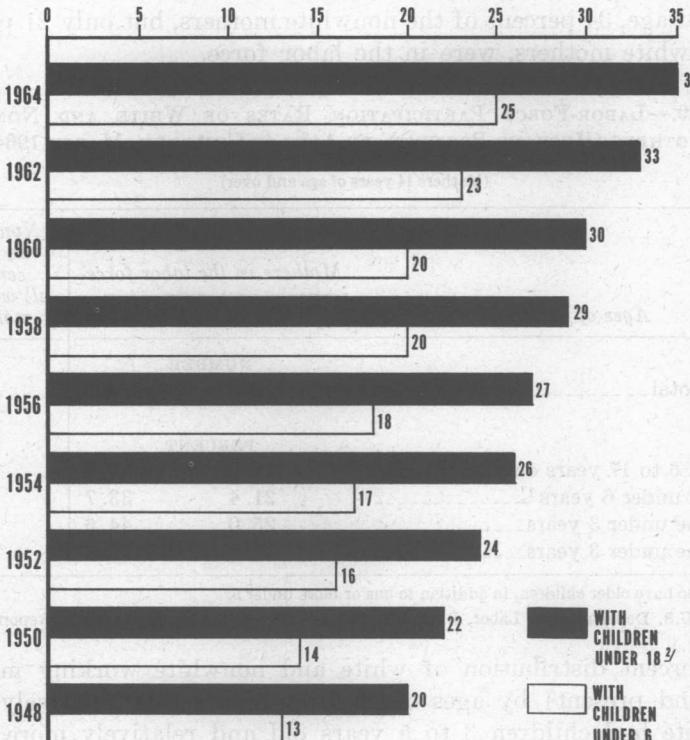
Chart II

MORE MOTHERS WORK TODAY THAN EVER BEFORE

(LABOR-FORCE PARTICIPATION RATES OF MOTHERS, BY AGE OF CHILDREN,
SELECTED YEARS 1948-64^y)

MOTHERS 14 YEARS OF AGE AND OVER

PERCENT

^y Data are for April 1948, 1952, 1954, and March of other years.^z/ Includes mothers with children under 6.Source: U.S. Department of Labor, Bureau of Labor Statistics;
U.S. Department of Commerce, Bureau of the Census.

in which the fathers were at home there were children 3 to 5 years old, 27 percent of the mothers worked; and if there were still younger children, only 21 percent of the mothers worked.

In fatherless homes, on the other hand, much higher proportions of mothers worked, reflecting their greater financial need—65 percent of the mothers with school-age children only and 54 percent of the mothers with children 3 to 5 years old were in the labor force. Even if they had children under 3 years of age, 37 percent of these mothers worked.

29. Labor Force Participation of White and Nonwhite Mothers

A comparison of the labor force participation of nonwhite with white mothers (husband present) shows that proportionately more nonwhite mothers are in the labor force. About 58 percent of nonwhite mothers of children 6 to 17 years old were in paid work in March 1964 compared with 42 percent of white mothers with children these ages (table 19). Among mothers with children under 6 years of age, 34 percent of the nonwhite mothers, but only 21 percent of the white mothers, were in the labor force.

Table 19.—LABOR-FORCE PARTICIPATION RATES OF WHITE AND NONWHITE MOTHERS (HUSBAND PRESENT), BY AGES OF CHILDREN, MARCH 1964

(Mothers 14 years of age and over)

<i>Ages of children</i>	<i>Mothers in the labor force</i>		<i>Nonwhite as per- cent of all working mothers</i>
	<i>White</i>	<i>Nonwhite</i>	
NUMBER			
Total-----	6,987,000	923,000	11.7
PERCENT			
Children 6 to 17 years only-----	41.9	57.7	9.4
Children under 6 years ¹ -----	21.4	33.7	15.4
None under 3 years-----	25.0	44.6	13.8
Some under 3 years-----	19.3	29.3	16.5

¹ May also have older children, in addition to one or more under 6.

Source: U.S. Department of Labor, Bureau of Labor Statistics: Special Labor Force Report No. 50.

A percent distribution of white and nonwhite working mothers (husband present) by ages of children shows that relatively more nonwhite had children 3 to 5 years old and relatively more white had older children (chart I).

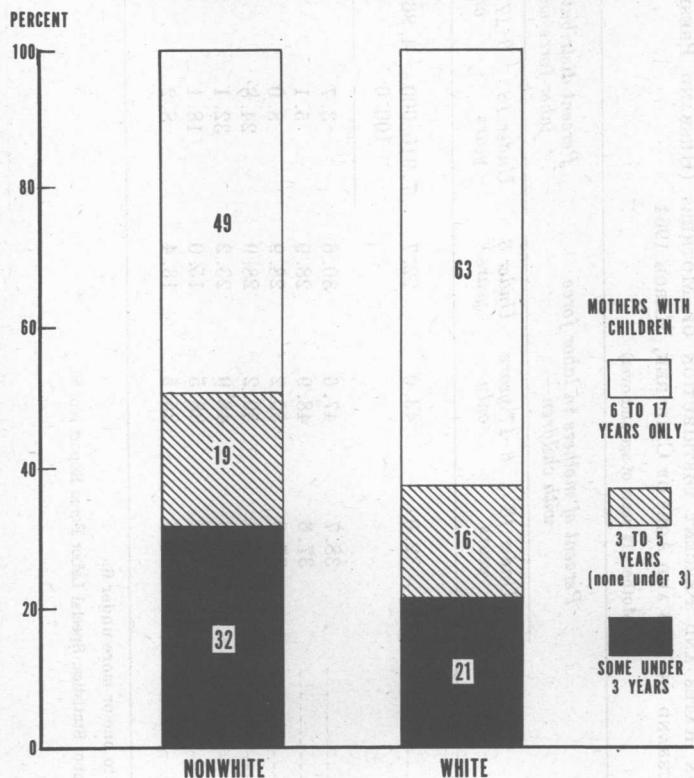
30. Labor Force Participation of Mothers by Income of Husband

When the labor-force participation rates of mothers (husband present) are correlated with the income received by their husbands, it is apparent that mothers work primarily because of economic need. Among mothers with husband present, the largest proportion (39 percent) was in the labor force in March 1964 when the husbands' incomes were below \$1,000 a year (table 20). As the husbands' incomes increase, the percentage of mothers in the labor force generally declines.

Chart J

A GREATER PROPORTION OF NONWHITE WORKING MOTHERS HAVE YOUNG CHILDREN

(PERCENT DISTRIBUTION OF MOTHERS (HUSBAND PRESENT) IN THE LABOR FORCE,
BY COLOR AND AGE OF CHILDREN, MARCH 1964)



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

Irrespective of her husband's income, a mother with younger children is obviously less willing or able to work than one with older children. At all income levels of husbands, a smaller proportion of mothers worked in March 1964 if their children were not yet in school (chart J).

For example, as is apparent from table 21, 37 percent of the mothers worked if their husbands' incomes were between \$2,000 and \$3,000,

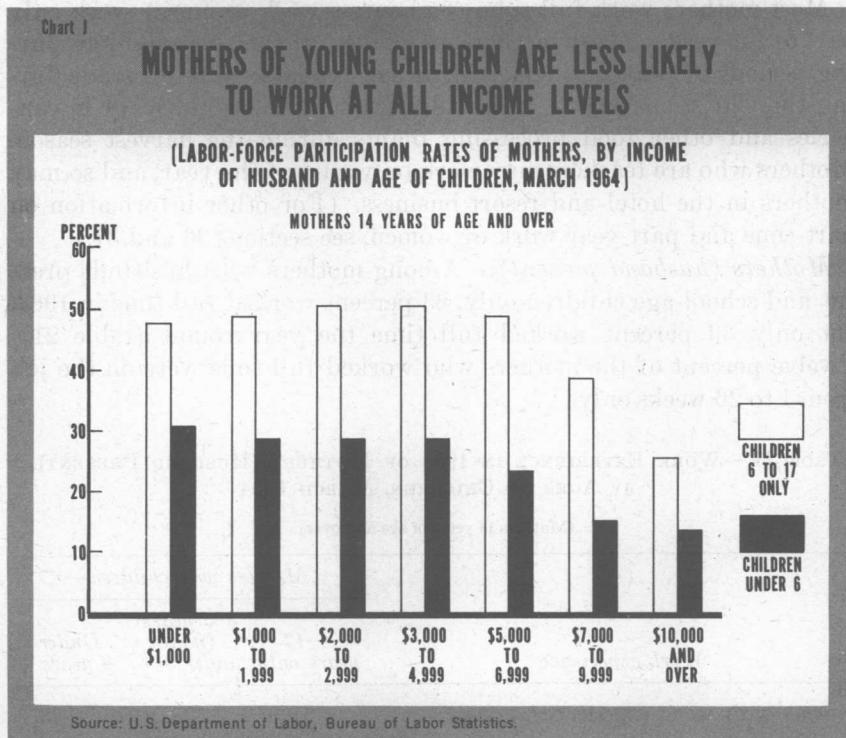
Table 20.—LABOR-FORCE PARTICIPATION RATES AND PERCENT DISTRIBUTION OF MOTHERS (HUSBAND PRESENT), BY INCOME OF HUSBAND IN 1963 AND AGES OF CHILDREN, MARCH 1964

(Mothers 14 years of age and over)

<i>Income of husband</i>	<i>Percent of mothers in labor force with children—</i>			<i>Percent distribution of mothers in labor force with children—</i>		
	<i>Under 18 years</i>	<i>6-17 years only</i>	<i>Under 6 years¹</i>	<i>Under 18 years</i>	<i>6-17 years only</i>	<i>Under 6 years¹</i>
Total-----	32.0	43.0	22.7	7,916,000 100.0	4,866,000 100.0	3,050,000 100.0
Under \$1,000-----	38.7	47.6	30.6	3.7	3.5	3.9
\$1,000 to \$1,999-----	37.6	48.9	28.9	5.1	4.7	5.8
\$2,000 to \$2,999-----	37.0	50.2	28.9	8.0	6.7	10.1
\$3,000 to \$4,999-----	37.4	50.2	28.9	24.8	21.5	30.0
\$5,000 to \$6,999-----	34.8	48.9	23.2	32.1	33.2	30.4
\$7,000 to \$9,999-----	26.4	38.5	15.0	18.1	20.8	13.7
\$10,000 and over-----	20.3	25.5	13.4	8.2	9.6	6.1

¹ May also have older children, in addition to one or more under 6.

Source: U.S. Department of Labor, Bureau of Labor Statistics: Special Labor Force Report No. 50.



but this proportion rose to 50 percent for those with school-age children only, and it dropped to 29 percent for those with children under 6 years of age. Similarly, in families where the husbands' incomes were between \$5,000 and \$7,000, 35 percent of all the mothers were in the labor force, but only 23 percent worked if they had preschool children. At yet higher income levels (between \$7,000 and \$10,000), 26 percent of the mothers were in the labor force, but only 15 percent worked if they had young children.

31. Part-Time and Part-Year Work Patterns of Mothers

Mothers are likely to work part time (less than 35 hours a week) or part of the year (less than 50 weeks of the year) or both. Mothers with husbands present and mothers of very young children, in particular, tend to prefer part-time and part-year work. Many mothers who can work only part of the time must make a special effort to find a job with a work schedule flexible enough so that they can combine working outside the home with care of their children.

Most mothers work full time (35 hours a week or more) work only part of the year. Many mothers may take full-time seasonal jobs during periods of peak business, such as are available in retail trade during the Christmas season, in laundries during the summer, or in canneries and other food processing plants during the harvest season. Mothers who are teachers may work only part of the year, and so may mothers in the hotel and resort business. (For other information on part-time and part-year work of women, see sections 36 and 37.)

Mothers (husband present).—Among mothers with husbands present and school-age children only, 63 percent worked full time in 1963, but only 36 percent worked full time the year round (table 21). Twelve percent of the mothers who worked full time were on the job from 1 to 26 weeks only.

Table 21.—WORK EXPERIENCE IN 1963 OF MOTHERS (HUSBAND PRESENT), BY AGES OF CHILDREN, MARCH 1964

(Mothers 14 years of age and over)

Work experience	<i>Mothers with children—</i>		
	6-17 years only	3-5 years (none under 3) ¹	Under 3 years ¹
		Percent with work experience ²	51.9
PERCENT DISTRIBUTION			
Total	100.0	100.0	100.0
Full time ³	62.5	60.5	64.6
50 to 52 weeks	35.7	24.5	13.8
27 to 49 weeks	14.7	14.2	19.1
1 to 26 weeks	12.1	21.8	31.7
Part time ⁴	37.5	39.5	35.4
27 weeks or more	23.3	20.0	14.3
1 to 26 weeks	14.1	19.5	21.2

¹ May also have older children, in addition to one or more under 6.

² Refers to civilian noninstitutional population.

³ Worked 35 hours or more a week.

⁴ Worked less than 35 hours a week.

Source: U.S. Department of Labor, Bureau of Labor Statistics: Special Labor Force Report No. 50.

Mothers (husband present) who had preschool children were even less inclined to work full time or the year round. Sixty-one percent of the mothers with 3- to 5-year-old children and none younger worked

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full time, but only 25 percent worked full time the year round and 22 percent worked from 1 to 26 weeks.

A higher proportion of mothers with children under 3 years was on full-time schedules than of mothers who had school-age children only or children 3 to 5 years old but none younger. Sixty-five percent of the mothers with children under 3 years worked full time, but only 14 percent worked full time the year round and 32 percent worked from 1 to 26 weeks.

The proportion of mothers (husband present) who worked part time was highest (40 percent) for those who had children 3 to 5 years old but none younger and lowest (35 percent) for those who had children under 3.

Mothers (husband absent).—Typically, a mother who is raising children without the help of a husband is more likely to work full time than is the mother whose husband is at home. Economic necessity is obviously the main reason for the former's work pattern.

Eighty-three percent of all mothers (husband absent) who were employed in nonagricultural industries in March 1964 were on full-time schedules (table 22).

White and nonwhite mothers.—Data on work experience of mothers by color, marital status, and ages of children are available for 1959 from the 1960 Census of Population.

These data indicate that relatively more nonwhite than white mothers worked part time, but the differences were not significant for mothers whose husbands were present. Among mothers whose husbands were absent, however, much larger proportions of nonwhite mothers than of white mothers worked part time.

A comparison, by detailed marital status, of the number of weeks worked in 1959 by 14- to 59-year-old white and nonwhite mothers generally confirms the work patterns shown for all mothers. Whether white or nonwhite, a smaller proportion of mothers than of all women workers worked the year round, and mothers whose husbands were present worked fewer weeks in the year than did widowed or divorced mothers or mothers whose husbands were absent for other reasons. Moreover, mothers of preschool children worked fewer weeks in the year than did mothers of school-age children, whether white or nonwhite.

About 2 out of 5 of both white and nonwhite working mothers of school-age children, if living with their husbands, worked the year round. But if their husbands were absent, one-half of them worked that much. Among widowed and divorced mothers with school-age children, relatively more white mothers than nonwhite mothers worked the year round.

Table 22.—**FULL-TIME AND PART-TIME WORK STATUS OF MOTHERS EMPLOYED IN NONAGRICULTURAL INDUSTRIES, BY MARITAL STATUS AND AGES OF CHILDREN, MARCH 1964**

(Mothers 14 years of age and over)

<i>Marital status and ages of children</i>	<i>Number (in thousands)</i>	<i>Percent distribution</i>		
		<i>Total</i>	<i>Full time</i> ¹	<i>Part time</i> ²
Mothers with children under 18 years	8,587	100.0	72.1	27.9
Married (husband present)-----	7,150	100.0	69.8	30.2
Other women ever married ³ -----	1,437	100.0	83.2	16.8
Mothers with children 6 to 17 only---	5,475	100.0	73.1	26.9
Married (husband present)-----	4,485	100.0	70.7	29.3
Other women ever married ³ -----	990	100.0	83.7	16.3
Mothers with children 3 to 5 years (none under 3) ⁴ -----	1,348	100.0	73.0	27.0
Married (husband present)-----	1,124	100.0	70.6	29.4
Other women ever married ³ -----	224	100.0	85.7	14.3
Mothers with children under 3 ⁴ -----	1,764	100.0	68.1	31.9
Married (husband present)-----	1,541	100.0	66.6	33.4
Other women ever married ³ -----	223	100.0	78.5	21.5

¹ Worked 35 hours or more a week.

² Worked to 1 to 34 hours a week.

³ Refers to women who are widowed, divorced, or separated or whose husbands are absent for other reasons.

⁴ May also have older children, in addition to one or more under 6.

Source: U.S. Department of Labor, Bureau of Labor Statistics: Special Labor Force Report No. 50.

Whether the husbands of working mothers with preschool children were present or absent, a higher proportion of nonwhite than of white mothers worked the year round. Among widowed or divorced mothers with young children, the reverse was true: the proportion was slightly higher for white mothers.

Fifty-two percent of the white mothers (husband present) with preschool children, but only 47 percent of the nonwhite mothers, worked 26 weeks or less in the year.

32. Education of Working Mothers

Working mothers with preschool children only were generally high school graduates or had at least from 1 to 3 years of high school in 1960.¹² Three-fifths of the mothers had some high school but no col-

¹² This analysis is based on the 1960 Census of Population and is concerned only with mothers 25 years of age and older who had children under 6 years of age.

lege. Less than one-fifth had from 1 to 4 years of college. At the extremes, about 3 percent of the mothers had less than 5 years of schooling and about 2 percent had 5 years or more of college.

Working mothers living with their husbands generally had more education than did mothers whose husbands were absent. At least 1 out of 5 mothers (husband present) had some college compared with 1 out of 8 mothers (husband absent).

A comparison by educational levels of the labor-force participation rates of mothers with children under 6 years of age and those of all women in 1960 confirms that mothers of preschool children generally prefer to stay home with them. On the other hand, it also shows that highly educated mothers, even if they have young children, tend to be more motivated to work outside the home than are mothers with less schooling.

At each educational attainment level of elementary school, high school, or 4 years of college or less, about 1 out of 5 mothers was in the labor force. This proportion dropped to less than 1 out of 6 among mothers who had no schooling. Conversely, at the highest level of educational attainment—5 years or more of college—1 out of 3 mothers was in the labor force. This represents the highest labor-force participation rate of mothers with preschool children and is considerably above the average (about 1 out of 5) for all mothers with preschool children. It is also significant that a higher percentage of the mothers in the labor force than of the mothers who were not working had done graduate work or had earned advanced degrees (5 years or more of college). As shown in section 87, women trained for the professions characteristically make use of their skills.

33. Occupations of Working Mothers

Working mothers 14 years of age and over are concentrated in the same occupational groups as are all women workers generally.¹³ (See chapter 2 on occupations of women workers.) Of the mothers (husband present) employed in 1960, close to 3 out of 10 were clerical workers (mainly secretaries), 1 out of 10 was an operative (mainly in factories), and 2 out of 10 were service workers. In addition, about 1 out of 10 was a sales worker, and 1 out of 8 was a professional or technical worker.

Working mothers not living with their husbands were found in relatively greater numbers in the less skilled occupations, such as

¹³ This discussion is based on the 1960 Census of Population and is concerned with employed mothers with own children under 18 years of age.

private-household worker, operative, or service worker other than in private households.

Nonwhite mothers who had jobs in 1960 were also mainly in less skilled occupations. Almost two-thirds of those living with their husbands were operatives, service workers (outside private households), and private-household workers. One out of 10 was a clerical worker, and about 1 out of 10 was a professional worker. Nonwhite mothers without husbands in the home predominantly had low-skilled jobs. More than 1 out of 3 was a private-household worker, 1 out of 4 was a service worker (outside private households), and 1 out of 8 was an operative.

34. Child Care Arrangements of Working Mothers

The arrangements working mothers make for the care of their children are of vital importance to the welfare of their families and to the interests of their communities. To obtain current information, the Children's Bureau of the U.S. Department of Health, Education, and Welfare and the Women's Bureau of the U.S. Department of Labor cosponsored a national survey of child care arrangements of working mothers.¹⁴ The survey was limited to women who worked 27 weeks or more in 1964, either full or part time, and who had at least one child under 14 years of age living at home. It was conducted by the Bureau of the Census in February 1965.

According to the preliminary findings, the 6.1 million mothers covered by the survey had 12.3 million children under 14 years of age, of whom 3.8 million were under 6 years.

While these mothers were at work, 46 percent of the children were cared for in their own homes, with 15 percent looked after by their father, 21 percent by another relative, and 10 percent by a maid, housekeeper, or babysitter (table 23).

An additional 15 percent of the children were cared for outside their own home, about half by a relative. Thirteen percent of the children were looked after by their own mothers while they worked, and 15 percent had mothers who worked only during school hours. Eight percent of the children were expected to care for themselves, while only 2 percent of the surveyed children were in group care, such as in day care centers, nursery schools, and after-school centers.

These preliminary findings, as did the findings of a survey undertaken by the Children's Bureau in 1958, emphasize the urgent need

¹⁴ This survey was partially supported under the research program of the Office of Manpower, Automation and Training, Manpower Administration, U.S. Department of Labor.

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Table 23.—CHILD CARE ARRANGEMENTS OF WORKING MOTHERS¹ WITH CHILDREN UNDER 14 YEARS OF AGE, BY AGES OF CHILDREN, FEBRUARY 1965
 (Percent distribution)

Type of arrangement	Total	Ages of children		
		Under 6 years	6 to 11 years	12 or 13 years
		100	100	100
Number (in thousands).....	12,291	3,778	6,100	2,413
Percent.....	100	100	100	100
Care in child's own home by—	46	47	47	38
Father.....	15	15	15	14
Other relative.....	21	18	23	21
Under 16 years.....	5	2	6	5
16 to 64 years.....	13	13	13	13
65 years and over.....	4	3	4	3
Nonrelative who only looked after children.....	5	8	4	2
Nonrelative who did additional household chores (maid, housekeeper, etc.).....	5	7	4	2
Care in someone else's home by—	15	30	11	5
Relative.....	8	15	5	3
Nonrelative.....	8	15	6	2
Other arrangements.....	39	23	43	57
Group care (day care center, etc.).....	2	6	1	(²)
Child looked after self.....	8	1	8	20
Mother looked after child while working.....	13	15	12	11
Mother worked only during child's school hours.....	15	1	21	24
Other arrangements.....	1	1	1	1

¹ Refers to mothers who worked 27 weeks or more in 1964 either full or part time.

² Less than 0.5 percent.

Source: U.S. Department of Health, Education, and Welfare, Welfare Administration, Children's Bureau, and U.S. Department of Labor, Women's Bureau: "Child Care Arrangements of the Nation's Working Mothers—A preliminary report." 1965.

for additional day care facilities. Licensed public and private day care facilities available in October 1965 could provide for about 290,000 children. This represented, unfortunately, only a small percentage of the children who needed day care services, but public and voluntary agencies are working actively to close the gap.

A major advance in providing day care services was made possible by the child welfare provisions of the 1962 Public Welfare

Amendments to the Social Security Act, which authorized Federal grants-in-aid to State public welfare agencies for day care services. To qualify for Federal aid, a State must have an approved child welfare services plan requiring, among other things, that day care will be provided only in facilities (including private homes) which are licensed by the State or meet the standards of the State licensing authority and that priority will be given to children from low-income homes.

Since the adoption of these amendments, the States have been moving forward rapidly to provide adequate day care services for children who need them. As of June 1965, 47 States and 3 jurisdictions had federally approved plans for day care services.¹⁵

In addition to Federal grants for day care programs under the 1962 Public Welfare Amendments, financial assistance for such programs is now available under the Economic Opportunity Act of 1964. Under this act, community action programs are encouraged to develop day care centers and nursery centers for young children. (Other provisions and regulations under the act, such as those relating to migrant workers, also encourage the development of day care programs for special groups.)

Federal and State tax treatment regarding child care expenses.— Since its adoption in 1913, the Federal income tax law has made an allowance for the circumstances of the individual taxpayer through personal exemptions. In the Revenue Act of 1954 a deduction was allowed for child care expenses incurred by working women and widowers¹⁶ if such child care enabled them to be gainfully employed. Under that act an allowance of up to \$600 was permitted for care of a child under 12 years of age or a dependent physically or mentally incapable of caring for himself. Widows, widowers, and separated and divorced persons could deduct the full amount regardless of income. However, a married woman claiming the deduction was required to file a joint return with her husband, and if the combined adjusted gross income exceeded \$4,500 the deduction was reduced \$1 for each dollar above that amount. These restrictions regarding the working wife did not apply if her husband was incapable of self-support because of mental or physical disability.

A 1963 amendment provided for allowing the deduction for child care expenses to a deserted wife who could not locate her husband.

The President's Commission on the Status of Women recommended that tax deductions for child care expenses of working mothers should-

¹⁵ Idaho, Nevada, New Hampshire, and Guam did not have such plans.

¹⁶ The term "widower" includes divorced and legally separated men.

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be kept commensurate with the median income of couples when both are engaged in substantial employment; that the limitation on joint income should be raised; that additional deductions, of lesser amounts, should be allowed for children beyond the first; and that the age limit for child care deductions should be raised.

The Revenue Act of 1964 increased the maximum deductible allowance to \$900 for two or more children or dependents and raised to \$6,000 the income limitation that applies to married women. The act allows a married man to deduct the cost of child care if his wife is in an institution for at least 90 consecutive days or for a shorter period if terminated by her death. A married man whose wife is at home but unable to care for herself is eligible for the deduction, subject to the \$6,000 income limitation applicable to married women. The act also raised the age of children covered by the deduction to include those under 13 years.

In addition to Federal laws governing deductions for child care expenses, a number of States permit employed taxpayers to take such deductions from State income taxes. Some of the State laws are identical to the Federal law; others have variations as to who can claim the deduction, the amount of the deduction, the age limit of children for whose care the deduction can be claimed, and the income limitation of taxpayers eligible to claim the deduction.

35. Maternity Benefits

Large numbers of women workers in this country, as well as wives of men workers, are eligible to receive maternity benefits. These benefits are provided generally through voluntary health and insurance plans or by legislative action. Voluntary health plans include those negotiated between unions and management, those offered by commercial insurance companies, those operated by associations of hospitals or physicians, and those operated cooperatively by groups. The principal types of maternity benefits available to women workers through voluntary plans are maternity leave and provisions for job security, allowances for medical care or direct medical services, and cash payments to compensate for loss of wages. The cost of these benefits may be paid entirely by the employer, shared by the employer and employee, or—least frequently—paid entirely by the employee.

In 1962 the Bureau of Labor Statistics summarized 100 selected health and insurance plans,¹⁷ all of which had maternity provisions.

¹⁷ "Digest of One Hundred Selected Health and Insurance Plans Under Collective Bargaining, Winter 1961-62." Bull. No. 1330. Bureau of Labor Statistics, U.S. Department of Labor. June 1962.

Some of these applied only to women employees; others, to dependent wives of men workers; and still others, to both. There was a wide variation in allowances for maternity hospitalization and for surgical and medical care; for example, the surgical allowance ranged from \$35 to \$150. Many plans provided for the full cost of specified services in addition to hospital room and board allowances.

In more than half of these plans the company paid the full costs of maternity benefits for both employees and dependents of employees. In more than two-fifths the employer and employee shared the costs in various ways; for example, when costs of the employee's benefits were paid by both the employee and employer, costs of the dependent's benefits were paid by the employer under some plans and by the employee under others.

Women workers in the railroad industry are entitled to maternity benefits under a Federal law. Cash sickness benefits for maternity leave also are provided to women workers under laws of New Jersey, Rhode Island, and Puerto Rico. Six other States and Puerto Rico prohibit employment for specified periods before and/or after childbirth.

Many State and local governments allow women employees to use their sick leave as maternity leave, and some also provide insured medical care. In 1962, 14 States and Puerto Rico¹⁸ offered health benefit programs with maternity provisions to employees of these jurisdictions who wished to participate. In 2 of these—New York and Massachusetts—local governments were authorized to participate voluntarily in the program. Under all these programs enrolled employees and the jurisdiction contributed toward the plans. A few of the plans were designed to cover the entire cost of combined hospital and physician's charges for a confinement. Five plans had lower benefits for dependent wives than for female employees. Differences in allowances ranged from separate allowances for hospital charges and physician's fees to a combined lump sum allowance toward both kinds of charges.

Though Federal law does not refer to maternity leave as such for Government civilian employees, Public Law 233 (1951) does make paid sick leave available to them, and a Civil Service Commission regulation permits sick leave to be used as maternity leave. In addition, under the Federal Employees Health Benefit Act of 1959, Government employees may elect to participate in one of several health insurance plans that include maternity medical care for women em-

¹⁸ "State Employees' Health Benefit Programs," Health Economics Series No. 2, Public Health Service, U.S. Department of Health, Education, and Welfare, December 1963, and "Maternity Care Utilization and Financing," *Ibid.*, No. 4, January 1964.

ployees as well as for wives of male employees. Both the Government and the employee contribute to the cost of such plans.

Wives of servicemen are eligible for maternity care at Government expense. Although women members of the Armed Forces who become pregnant are separated from the service, they are eligible for Government-paid maternity care.

Working Life of Women

36. Work Experience of Women

The number of women and men in the labor force is obtained by a regular monthly survey of the population.¹⁹ A similar survey, conducted once a year, yields the number of women and men who worked at some time during the previous year.

The number of persons who work some time during the course of a year is naturally greater than the average (mean) number in the labor force in that year. In 1964, 33.1 million women had some work experience, but the average number in the labor force was 25.8 million—a difference of 7.3 million.

Many women cannot work full time (35 hours or more a week) the year round (50 to 52 weeks) because of home responsibilities, school attendance, or other reasons. In addition, there are women who would like to work throughout the year but are unable to find this type of job due to lack of skills or education or because such jobs are not available in the community in which they live. As a result, women are more likely than are men to work part time or part year. Only 37 percent of the women who worked at some time in 1964 were employed full time the year round (chart K). In contrast, 66 percent of all men with work experience in 1964 were full-time year-round workers. Another 9 percent of the women with work experience worked throughout the year on a part-time basis. Thirty-two percent of the women with work experience, but only 13 percent of the men, had part-time jobs.

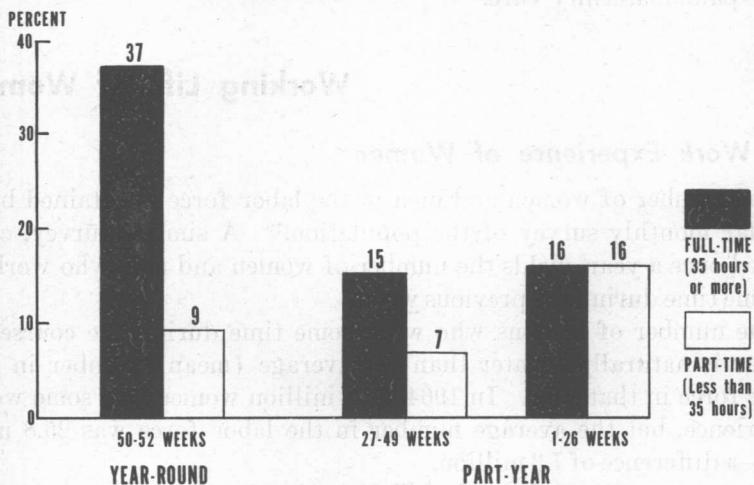
The percentage working part time increases as the number of weeks worked declines. Thus in 1964, 20 percent of the women who worked 50 to 52 weeks and about 30 percent of those who worked from 27 to 49 weeks were employed part time, but about 50 percent of those who worked half a year or less had part-time jobs.

¹⁹ The survey is conducted for the Bureau of Labor Statistics by the Bureau of the Census through its current population survey. It consists of interviewing a scientifically selected sample of about 35,000 households, designed to represent the civilian noninstitutional population 14 years of age and over.

Chart K

LESS THAN 2 OUT OF 5 WOMEN WORK FULL TIME THE YEAR ROUND

(WORK EXPERIENCE OF WOMEN, BY FULL-TIME AND PART-TIME STATUS
AND WEEKS WORKED, 1964)



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

Reasons given for part-year work.—The major reasons given by women and men for working only part of the year in 1964 differed considerably. About half of the women stated that taking care of their homes was the principal reason; another 20 percent said attendance at school limited their work. Only 15 percent claimed unemployment as the reason for working less than a full year. In contrast, half the men 25 years of age or over mentioned unemployment as the major reason for part-year work. Among men under 25 years of age, however, about two-thirds reported school attendance as the principal reason, and less than one-fourth claimed unemployment.

Changes in work experience of women since 1950.—The number of women with work experience rose 9.8 million from 1950 to 1964 (table 24). The number who worked part time rose 4.4 million. This increase of 71 percent was considerably greater than the increase of 31 percent registered by women full-time workers. Most of the increase in part-time workers, however, came between 1950 and 1960. From 1960 to 1964 the number of women part-time workers increased by only 7 percent compared with an increase of 9 percent among full-time workers.

Another change in the composition of the group of women with work experience was that a somewhat larger proportion worked a full year in 1964 (47 percent) than in 1950 (45 percent). This was due mainly to a larger proportionate increase in the number of women who worked part time for 50 to 52 weeks.

Table 24.—WORK EXPERIENCE OF WOMEN, 1950, 1960, AND 1964
(Women 14 years of age and over)

Work experience	Number (in thousands)			Percent distribution		
	1964	1960	1950	1964	1960	1950
Total	33, 146	30, 585	23, 350	100. 0	100. 0	100. 0
Year round:						
50 to 52 weeks:						
Full time ¹	12, 418	11, 299	8, 592	37. 5	36. 9	36. 8
Part time ²	3, 104	3, 060	1, 916	9. 4	10. 0	8. 2
Part year:						
27 to 49 weeks:						
Full time ¹	4, 968	4, 479	4, 171	15. 0	14. 6	17. 9
Part time ²	2, 154	2, 023	1, 210	6. 5	6. 6	5. 1
1 to 26 weeks:						
Full time ¹	5, 126	4, 899	4, 377	15. 5	16. 0	18. 7
Part time ²	5, 376	4, 825	3, 088	16. 2	15. 8	13. 2

¹ Worked 35 hours or more a week.

² Worked less than 35 hours a week.

Source: "Manpower Report of the President and A Report on Manpower Requirements, Resources, Utilization, and Training by the U.S. Department of Labor," March 1966.

Work experience by age.—As might be expected, women between 18 and 64 years of age are more likely to work some time during the year than are younger girls or older women. In 1964 almost two-thirds of all women 18 to 24 years of age, almost three-fifths of those 45 to 54 years of age, and over half of those 35 to 44 years of age had work experience (table 25). In contrast, about one-third of the girls 14 to 17 years old and only one-seventh of the women 65 years of age and over worked some time during that year.

At all age levels, a larger proportion of men than of women had work experience in 1964. For men the percentage was highest among those 25 to 54 years of age (97 or 98 percent) and lowest among those 65 years of age and over (37 percent).

In the principal working age groups (18 to 64 years) the proportion of all women who worked some time during the course of 1964 was 55 percent as compared with 95 percent for men.

Table 25.—PERCENT OF WOMEN AND MEN WITH WORK EXPERIENCE IN 1964,
BY AGE

(Persons 14 years of age and over)

<i>Age</i>	<i>Women</i>	<i>Men</i>
Total-----	47.5	82.5
14 to 17 years-----	34.0	47.2
18 and 19 years-----	63.4	84.9
20 to 24 years-----	65.6	92.5
25 to 34 years-----	50.1	97.8
35 to 44 years-----	55.1	97.9
45 to 54 years-----	57.9	96.6
55 to 64 years-----	48.3	88.9
65 years and over-----	14.4	37.3
18 to 64 years-----	55.3	94.8

Source: U.S. Department of Labor, Bureau of Labor Statistics: Special Labor Force Report No. 62.

Women 45 to 64 years of age are the most likely to work full time the year round. About 49 percent of the women in this age group were full-time year-round workers in 1964 (table 26). In contrast, only 6 percent of girls 14 to 19 years of age were on full-time schedules throughout the year.

Teenage girls and women 65 years of age and over are the most likely to work primarily at part-time jobs. In 1964, 3 out of 5 girls 14 to 19 years of age and more than half of women 65 years of age and over were part-time workers. In fact, more than 2 out of 5 of the teenagers worked at part-time jobs for 26 weeks or less. At the other end of the scale, less than 1 out of 5 women 20 to 24 years of age worked primarily at part-time jobs.

Work experience by marital status.—About 58 percent of the 33.1 million women with work experience in 1964 were married women living with their husbands (table 27). Another 24 percent were single, and the remaining 18 percent were widowed, divorced, or living apart from their husbands.

Single women were the most likely to have worked at some time in 1964. Their work experience rate was 56 percent compared with 45 percent for widowed, divorced, or separated women and 46 percent for married women (husband present).

Women who are widowed, divorced, or with husband absent are more likely to work full time the year round than are single women

Table 26.—WORK EXPERIENCE OF WOMEN IN 1964, BY AGE
(Women 14 years of age and over)

<i>Work experience</i>	<i>Total</i>	<i>Age</i>					
		<i>14-19 years</i>	<i>20-24 years</i>	<i>25-34 years</i>	<i>35-44 years</i>	<i>45-54 years</i>	<i>55-64 years</i>
Number-----	33,146,000	4,249,000	4,363,000	5,632,000	6,851,000	6,458,000	4,195,000
Percent-----	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Worked at full-time jobs ¹ -----	67.9	37.2	81.5	73.4	70.1	73.9	72.1
50 to 52 weeks-----	37.5	5.7	34.9	37.3	43.3	48.9	49.4
27 to 49 weeks-----	15.0	6.8	20.5	17.7	15.3	15.6	14.5
1 to 26 weeks-----	15.5	24.7	26.1	18.5	11.6	9.5	8.2
Worked at part-time jobs ² -----	32.1	62.8	18.5	26.6	29.9	26.1	27.9
50 to 52 weeks-----	9.4	8.9	3.2	6.5	10.5	10.8	12.4
27 to 49 weeks-----	6.5	9.2	4.2	5.5	6.2	6.0	6.2
1 to 26 weeks-----	16.2	44.7	11.1	14.5	13.2	9.3	9.2

¹ Worked 35 hours or more a week.

² Worked less than 35 hours a week.

Source: U.S. Department of Labor, Bureau of Labor Statistics: Special Labor Force Report No. 62.

Table 27.—WORK EXPERIENCE OF WOMEN IN 1964, BY MARITAL STATUS
(Women 14 years of age and over)

Work experience	Marital status			
	Total	Single	Married	Other ¹
			(husband present)	
Number-----	33, 146, 000	7, 966, 000	19, 276, 000	5, 908, 000
Percent with work experience ² -----	47.5	55.5	45.5	45.1
PERCENT DISTRIBUTION				
Total-----	100.0	100.0	100.0	100.0
Worked at full-time jobs: ³				
50 to 52 weeks-----	37.5	33.8	35.6	48.5
27 to 49 weeks-----	15.0	10.8	16.6	15.6
1 to 26 weeks-----	15.5	17.0	15.8	12.5
Worked at part-time jobs ⁴ -----	32.1	38.4	32.1	23.4

¹ Widowed, divorced, or separated, or husband absent for other reasons.

² Refers to civilian noninstitutional population.

³ Worked 35 hours or more a week.

⁴ Worked less than 35 hours a week.

Source: U.S. Department of Labor, Bureau of Labor Statistics: Special Labor Force Report No. 62.

or married women living with their husbands. As a result, in 1964, 49 percent of the women with other marital status were full-time year-round workers compared with 36 percent of the single women and 34 percent of the married women (husband present). Conversely, widowed, divorced, or separated women are less likely to work on part-time jobs. Thus only 23 percent of these women were working less than 35 hours a week in 1964 compared with 38 percent of the single women and 32 percent of the married women (husband present).

Work experience by occupation.—Certain occupations require continuity of performance and seldom are connected with seasonal activities. Women employed in these occupations are therefore usually full-time year-round workers. For example, in 1964 a majority of women employed in three major occupational groups—nonfarm managers, officials, and proprietors (66 percent), clerical workers (51 percent), craftsmen and foremen (50 percent)—were on the job 50 to 52 weeks for 35 hours a week or more (table 28).

Other jobs provide employment opportunities for part-time work at peak periods during the day or certain days during the week. This is

Table 28.—WORK EXPERIENCE OF WOMEN IN 1964, BY MAJOR OCCUPATIONAL GROUP
(Women 14 years of age and over)

Major occupational group of longest job	Number with work experience	Percent distribution of women with work experience					Worked at part-time jobs ²	
		Worked at full-time jobs ¹			Total			
		50-52 weeks	27-49 weeks	26 weeks or less				
Total	33,146,000	100.0	37.5	15.0	15.5	32.1		
Professional, technical, kindred workers	3,899,000	100.0	41.3	24.3	12.2	22.3		
Managers, officials, proprietors (except farm)	1,221,000	100.0	65.8	12.0	7.6	14.6		
Clerical, kindred workers	9,763,000	100.0	51.2	12.0	14.4	22.4		
Sales workers	2,626,000	100.0	26.6	8.4	14.2	50.8		
Craftsmen, foremen, kindred workers	315,000	100.0	49.8	16.2	14.9	19.0		
Operatives, kindred workers	4,747,000	100.0	40.8	25.3	21.5	12.4		
Nonfarm laborers	157,000	100.0	28.7	5.7	17.8	47.8		
Private-household workers	3,278,000	100.0	14.0	6.4	10.9	68.8		
Service workers (except private-household)	5,085,000	100.0	29.6	17.7	19.5	33.2		
Farmers, farm managers	163,000	100.0	29.4	2.5	4.9	63.2		
Farm laborers, foremen	1,892,000	100.0	8.5	6.0	17.0	68.6		

¹ Worked 35 hours or more a week.

² Worked less than 35 hours a week.

Source: U.S. Department of Labor, Bureau of Labor Statistics: Special Labor Force Report No. 62.

typical of farm work, private-household work, and sales work. As a result, in 1964 half or more of the women with work experience in four major occupational groups—farm laborers and foremen, private-household workers, farmers and farm managers, and sales workers—worked less than 35 hours a week. In fact, among private-household workers and farm laborers and foremen, the ratio working part time was as high as 7 out of 10.

Information on part-year or part-time employment of women by detailed occupations is available only from the decennial census.²⁰ Among women with work experience in 1959, at least some worked part of the time, part of the year, or a combination of the two in most detailed occupations. However, part-time or part-year employment was more frequent in certain occupations.

Some occupations are typically both part year and part time. For example, women giving dancing and music lessons or teaching in special schools such as kindergartens, nursery schools, adult education centers, and driver-training schools, often work only a few hours a day or in the evening and usually work only part of the year. Moreover, women working as demonstrators and door-to-door salesmen usually work less than a full week and often work seasonally.

In other occupations part-year work is prevalent. Two-thirds or more of the women working in 1959 as elementary and secondary school teachers; operatives in canning and preserving of fruits, vegetables, and seafood; counter and fountain workers; and waitresses, among others, were employed less than 50 weeks a year. Most schools operate on a 9-month schedule, and canneries and packing plants employ most of their operatives only for the harvesting season. Moreover, work in eating and drinking places and in hotels and motels is often seasonal.

Finally, there are some detailed occupations in which women usually work less than 35 hours a week. These include attendant and assistant in libraries, babysitter, laundress, and charwoman and cleaner. More than half of all attendants and assistants in libraries worked less than 35 hours a week in 1960. Women in this occupation work at peak periods—after school hours and in the evening—or as replacements for full-time workers in libraries open 6 days a week. Two-thirds of the babysitters worked less than 35 hours a week in 1959, and half worked less than 15 hours a week. Much of the work done by charwomen and cleaners is performed after office hours and does not require an 8-hour day.

²⁰ "U.S. Census of Population: 1960. Occupational Characteristics, PC(2)—7A." Bureau of the Census, U.S. Department of Commerce.

Work experience of white and nonwhite women.—A larger proportion of nonwhite than of white women seek and hold jobs—57 and 46 percent, respectively, had work experience in 1964 (table 29). In addition, nonwhite women are more likely to work part time or part year. To some extent this is due to the difficulty they experience in finding full-time year-round work. Of the women who worked in 1964, 35 percent of nonwhite women were on part-time schedules compared with 32 percent of white women. Conversely, relatively more white women than nonwhite women were on the job full time the year round (38 and 32 percent, respectively).

There were also variations in the work experience of white and nonwhite women workers by age group. Among women 25 years of age and over, relatively more nonwhite women than white women worked at sometime in 1964. The proportions were about equal among women 20 to 24 years of age, but among teenagers relatively fewer nonwhite than white girls had some work experience. In every age group a larger proportion of white women than nonwhite women were full-time year-round workers. Except among girls 14 to 19 years of age, relatively more nonwhite women than white women held part-time jobs.

37. Employed Women by Part-Time and Full-Time Status

The Bureau of Labor Statistics publishes another series of figures (both monthly and annual averages) on part-time and full-time employment of women and men based on the current household survey. These figures differ from those shown under work experience, since they relate solely to nonagricultural employment. Moreover, only persons working on part-time and full-time schedules at the time of the monthly survey are counted. Persons who worked less than 35 hours a week because of bad weather, industrial dispute, vacation, illness, holiday, or other noneconomic reasons are included with those on full-time schedules who worked 35 hours or more a week. Persons on part-time schedules are divided into three groups—those who usually work full time and worked part time for economic reasons (slack work, material shortages, repairs to plant or equipment, start or termination of job during the week, and inability to find full-time work), those who usually work part time and worked part time for economic reasons, and those who usually work part time for other reasons (also called voluntary part time).

Nearly 74 percent of the 21,927,000 women employed in nonagricultural industries in 1964 were on full-time schedules (table 30).

Table 29.—WORK EXPERIENCE OF WOMEN IN 1964, BY COLOR AND AGE
(Women 14 years of age and over)

Color and age	Women in the population		Percent distribution of women with work experience				
	Number	Percent with work experience	Worked at full-time jobs ¹			Worked at part-time jobs ²	
			Total	50-52 weeks	27-49 weeks	26 weeks or less	
White-----	62,227,000	46.4	100.0	38.2	14.8	15.3	31.7
14 to 19 years-----	8,609,000	43.9	100.0	6.1	6.7	23.6	63.7
20 to 24 years-----	5,844,000	65.6	100.0	36.8	20.9	25.0	17.4
25 to 64 years-----	38,798,000	51.6	100.0	45.3	15.6	12.1	27.1
65 years and over-----	8,776,000	13.9	100.0	27.3	9.2	11.4	52.0
Nonwhite-----	7,546,000	56.5	100.0	32.2	16.1	16.8	35.0
14 to 19 years-----	1,287,000	36.5	100.0	3.0	7.4	33.6	56.0
20 to 24 years-----	809,000	65.8	100.0	21.4	17.7	33.6	27.3
25 to 64 years-----	4,716,000	66.0	100.0	39.5	17.3	11.7	31.5
65 years and over-----	734,000	20.4	100.0	10.7	11.3	8.7	69.3

¹ Worked 35 hours or more a week.

² Worked less than 35 hours a week.

Source: U.S. Department of Labor, Bureau of Labor Statistics: Special Labor Force Report No. 62.

Table 30.—WOMEN AT WORK IN NONAGRICULTURAL INDUSTRIES, BY FULL-TIME AND PART-TIME STATUS AND SELECTED CHARACTERISTICS, 1964¹
 (Women 14 years of age and over)

Characteristics	Number of women	Total	On full-time schedules	Percent distribution of women at work			On part-time schedules for—
				Economic reasons ²		Other reasons	
				Usually work full time	Usually work part time	Usually work part time	
Total	21,927,000	100.0	73.9	1.8	2.7	21.6	
Age:							
14 to 17 years	1,048,000	100.0	16.7	.6	5.2	77.5	
18 and 19 years	1,101,000	100.0	71.0	1.9	4.4	22.7	
20 to 24 years	2,744,000	100.0	84.4	1.7	2.2	11.7	
25 to 34 years	3,545,000	100.0	77.9	1.8	2.1	18.2	
35 to 44 years	4,823,000	100.0	75.5	2.0	2.4	20.1	
45 to 64 years	7,860,000	100.0	77.6	1.8	2.7	17.8	
65 years and over	806,000	100.0	53.0	.9	3.7	42.5	
Marital status:							
Single	5,247,000	100.0	70.9	1.1	3.0	24.9	
Married (husband present)	12,149,000	100.0	73.3	2.0	2.1	22.6	
Other ³	4,530,000	100.0	78.9	1.8	4.1	15.2	
Color:							
White	19,244,000	100.0	74.6	1.7	1.9	21.8	
Nonwhite	2,682,000	100.0	68.6	2.4	8.4	20.6	

¹ Annual average.² Includes women who worked less than 35 hours during the survey week because of slack work, job changing during the week, material shortages, inability to find full-time work, etc.³ Widowed, divorced, or separated or husband absent for other reasons.

Source: U.S. Department of Labor, Bureau of Labor Statistics: Employment and Earnings, January 1965.

About 22 percent were employed part time by choice, and the remainder worked part time involuntarily. In contrast, 91 percent of the men were on full-time schedules, and only 6 percent worked part time voluntarily.

Part-time and full-time employment by selected characteristics.—Full-time employment is characteristic of most women 18 to 64 years of age. In 1964 at least 70 percent of all women in this broad age group were on full-time schedules. Full-time work was most prevalent (84 percent) among women 20 to 24 years of age. On the other hand, girls under 18 years of age and women 65 years of age and over are the most likely to seek part-time work—78 percent of girls under 18 years of age and 43 percent of women 65 years of age and over worked part time by choice in 1964.

Women who are widowed, divorced, or separated from their husbands are the most likely to work full time—79 percent were on full-time schedules in 1964, and only 15 percent worked part time voluntarily. On the other hand, 25 percent of the single women worked part time by choice. It must be remembered, however, that this group includes most of the more than 800,000 girls under 18 years of age who worked part time voluntarily.

Relatively fewer nonwhite women than white women were on full-time schedules in 1964—69 percent compared with 75 percent. However, 11 percent of the nonwhite women worked part time for economic reasons compared with only 4 percent of white women. As a result, the proportion of white women working part time voluntarily (22 percent) was slightly higher than the proportion of nonwhite women (21 percent).

Unemployment among part-time and full-time women workers.—Women and teenagers are more inclined to seek part-time work than are men 20 years of age and over. Of the 1,605,000 women looking for work in 1964, 21 percent sought part-time jobs (table 31). The percent looking for part-time work was almost twice as high for girls under 20 years of age (33 percent) as for women 20 years of age and over (17 percent). But the proportion looking for part-time work was highest among teenage boys (42 percent). In contrast, only 6 percent of men 20 years of age and over wanted part-time work in 1964.

Nearly 70 percent of all girls under 20 years of age who were attending school and looking for work in 1964 looked for part-time jobs. Many unemployed women 55 years of age and over also preferred part-time work—23 percent. On the other hand, only 13 percent of unemployed women 20 to 24 years of age sought part-time work.

Another measure of unemployment in relation to part-time and full-time work comes from a special study made by the Bureau of Labor Statistics.²¹ One of the most significant findings reported in this study is that the unemployment rate among women part-time workers is very low.

Table 31.—UNEMPLOYED WOMEN LOOKING FOR FULL-TIME OR PART-TIME WORK,
BY AGE, 1964¹
(Women 14 years of age and over)

Age	<i>Women looking for—</i>		<i>Looking for part-time work as a percent of all unemployed women</i>
	<i>Full-time work</i>	<i>Part-time work</i>	
Total-----	1,268,000	337,000	21.0
14 to 19 years-----	273,000	137,000	33.4
Major activity:			
Attending school-----	41,000	91,000	68.9
All other-----	231,000	45,000	16.3
20 to 24 years-----	241,000	35,000	12.7
25 to 54 years-----	636,000	129,000	16.9
55 years and over-----	118,000	35,000	22.9

¹ Annual average.

Source: U.S. Department of Labor, Bureau of Labor Statistics: Employment and Earnings, January 1965.

The unemployment rate for adult women (20 years of age and over) working part time in the combined 10-month period January to October 1964 was only 4.4 percent. In contrast, the unemployment rate among adult men on part-time jobs was 6.4 percent. Like adult women, teenagers who were part-time workers had a lower unemployment rate (11.8 percent) than those who usually worked full time (17.6 percent). On the other hand, adult men who were full-time workers had a much lower unemployment rate (3.8 percent) than did adult women on full-time jobs (5.5 percent).

38. Labor Turnover and Absenteeism

Labor turnover.—Labor turnover rates are influenced more by the skill level of the job, the age of the worker, and the worker's record of job stability than by the sex of the worker. A recent survey showed that changing jobs was more frequent among younger workers than

²¹ Monthly Report on the Laobr Force, October 1964. Bureau of Labor Statistics, U.S. Department of Labor.

among older ones, among unskilled and semiskilled workers than among those in skilled and professional and technical occupations, and among workers with few years of employment than among those with long employment records.²²

Naturally, however, the working life pattern of women—with many working for a few years after finishing school, leaving the labor force for marriage and child-raising, and returning to the labor force after their children are grown or reach school age—does produce in general higher labor turnover rates for women than for men.

Information on the comparative turnover rates of women and men is difficult to obtain. According to a study of such rates for factory workers during the period January 1950 to January 1955, the average quit rate for women employees was only slightly higher than that for men employees (24 out of 1,000 compared with 18 out of 1,000).²³

The U.S. Civil Service Commission made a study of the relative voluntary separation (turnover) rates of women and men full-time career employees in the Federal Government during the period December 16, 1962, to February 2, 1963.²⁴ On an overall basis the separation rate for women was about 2½ times greater than that for men. The higher rate for women is explained in part by the large number of women in Federal civil service who (1) are under 25 years of age, (2) are in lower grade clerical jobs (particularly in the occupations of stenographer and typist, which have the highest turnover rates), and (3) have few years of Federal service. These groups have higher turnover rates than others regardless of sex. When the data for women and men are compared by age group, by broad occupational group, and by length of service, the differences in their relative turnover rates decrease.

A study of job mobility in all industries made by the Bureau of Labor Statistics in 1961 indicated that men tend to move from one job to another somewhat more often than do women.²⁵ Eleven percent of men workers, but only 8.6 percent of women workers, changed jobs in 1961. (This study may underestimate the job mobility of the labor force, and especially of women, since it included only those persons who moved from one job to another and excluded those persons who left a job and did not find another.)

²² Special Labor Force Report No. 35. Bureau of Labor Statistics, U.S. Department of Labor.

²³ "Labor Turnover of Women Factory Workers, 1950-55." In *Monthly Labor Review*, Bureau of Labor Statistics, U.S. Department of Labor, August 1955.

²⁴ Report of the Committee on Federal Employment, Appendix F. President's Commission on the Status of Women. October 1963.

²⁵ See footnote 22.

Although job-changing was highest among young workers regardless of sex, the turnover rate was somewhat less for girls than for boys. About 1 out of 4 boys 18 and 19 years of age and an equal ratio of young men 20 to 24 years of age who worked in 1961 changed jobs at least once. About 1 out of 5 girls 18 and 19 years old and about 1 out of 6 young women 20 to 24 years of age changed jobs during the year. Many such young people shop for jobs as they start their work careers. Others are laid off because they lack the skills to command steady jobs or the seniority to protect them against involuntary separation.

The most important reason women 20 to 54 years of age gave for changing jobs in 1961 was to secure a better one. In contrast, men over 35 stated loss of job as the most important reason for job-changing.

By major occupational group the rate of job-changing for women was highest among service workers (except private-household), followed by nonfarm laborers and clerical workers. Among men job-changing was most frequent among nonfarm laborers, followed in descending order by farm laborers and foremen, operatives, craftsmen and foremen, and sales workers. The job-changing rates for women and men professional and technical workers were about the same—less than 1 out of 10.

Another measure of job stability is job tenure. A special study made by the Bureau of Labor Statistics explored the length of time that workers had been employed continuously on the job each held in January 1963.²⁶ It showed that on the average (median) women had spent 3 years on their current job compared with 5.7 years for men. The study further showed that job tenure increased with age, but somewhat less for women than for men. In general, both women and men workers under 25 years of age had averaged less than 1 year on their current job. Among workers 25 to 44 years old, women had been with the same employer about 3 years on the average compared with 5 years for men. Among those 45 years old and over, the average job tenure for women was about 7 years—still considerably less than the 13 years for men.

By marital status it was found that single women had about the same job tenure as did men in the same age groups. After age 45 single women tend to stay even longer with the same employer than do single men. However, relatively few women remain single, and the job pattern of married women dominates the overall employment

²⁶ Special Labor Force Report No. 36. Bureau of Labor Statistics, U.S. Department of Labor.

pattern for women. The average tenure in January 1963 for married women (3.4 years) was much higher than that for single women (1.8 years). The difference reflects the greater proportion of married women in age groups (35 years and over) with longer job tenure and the overwhelming percentage of single women in the youngest age groups, where job tenure is very low. The average time on the current job was much longer for full-time women workers (3.4 years) than for part-time women workers (2.0 years).

The average job tenure was about the same for nonwhite and white women, and also about the same proportion (20 percent) of nonwhite and white women had held their current job for more than 10 years. A greater proportion of nonwhite women than of white women are in service occupations where work is less steady than in the clerical occupations where white women are concentrated. This might be expected to result in a shorter average job tenure for nonwhite women, but this factor is offset by the more continuous association of nonwhite women with the labor force because of economic need, as reflected in their higher labor-force participation rates.

A comparison of job tenure in January 1963 by major industry group showed that women workers in transportation and public utilities had been with the same employer the longest on the average (about 6 years). The shortest average job tenures for women (about 2.5 years) were among those employed in service industries and in finance and trade. Women factory workers had an average of 4 years of continuous job attachment. Among them, workers in nonelectrical machinery and fabricated metals industries had the longest average job tenures (6.0 and 5.5 years, respectively). On the other hand, women employed in the apparel industry had one of the shortest average job tenures for women in the goods-producing industries (3.5 years).

By occupation the study indicated that the women who had the greatest job stability were in occupations that require the most training or experience or that provide the least opportunity to make a move. Among the latter, for example, were women farm laborers and foremen, who had the highest average number of years (9.9) with the same employer. Many of them were unpaid workers on family farms, and one-third had spent over 15 years on the current job. The numbers were, of course, small. Also, characteristically they were an older group. Equally small were the numbers of women managers, officials, and proprietors, who had the next longest average tenure (5.8 years); and they were also an older group. Women craftsmen had spent an average of 4.8 years on the job; operatives and kindred workers, 4.1 years.

Professional and technical workers, of whom almost 3 out of 5 had spent 5 years or less with the same employer, had a relatively low average job tenure of 3.7 years, partly because they were a somewhat younger group and partly because they had more opportunities for job changes. Clerical workers, also a younger group, averaged 3 years on the current job; service workers, including private-household workers, less than 2 years. Service jobs are likely to be part time and part year in nature. It is not surprising, therefore, that more than 7 out of 10 women in private-household and other service jobs had spent 5 years or less on their current job.

Absenteeism.—Labor turnover is one factor of labor costs. Another important factor is absenteeism. On the average women lose more workdays because of acute conditions than do men, but the reverse is true for chronic conditions such as heart trouble, arthritis, rheumatism, and orthopedic impairment. According to a study made by the U.S. Public Health Service, employed persons 17 years of age and over lost an average of 3.25 days in the period July 1963 to June 1964 because of acute conditions (3.3 for women and 3.2 for men).²⁷

When both types of conditions were counted, the worktime lost by persons 17 years of age and over because of illness or injury showed an average of 5.4 days for women and 5.6 days for men over the same period.²⁸

39. Dual Jobholders

More than half a million women (511,000), or about 2 percent of all employed women, held more than one wage or salary job in May 1964 (table 32). The highest proportion of these "moonlighters" (2.3 percent) were in age group 25 to 44 years, the same age group in which men show the highest proportion of multiple jobholding. These are typically the years in which financial obligations are heavy. Among women the lowest proportions were for age groups 14 to 24 years (1.8 percent) and 65 years and over (1.7 percent). Women are much less likely to hold more than one job than are men. More than 3 million men, or 6.9 percent, were dual jobholders in May 1964.

On their second job women averaged 8 hours a week compared with 13 hours for men. On their primary jobs women moonlighters were mainly clerical, professional and technical, or service workers.

²⁷ Vital and Health Statistics, Series 10, No. 15. Public Health Service, U.S. Department of Health, Education, and Welfare.

²⁸ Vital and Health Statistics, Series 10, No. 13. Public Health Service, U.S. Department of Health, Education, and Welfare.

Table 32.—WOMEN WITH TWO OR MORE JOBS, BY OCCUPATION OF PRIMARY AND SECONDARY JOBS, MAY 1964

(Women 14 years of age and over)

<i>Occupation</i>	<i>Women with two or more jobs</i>		<i>Percent distribution</i>	
	<i>Number</i>	<i>As percent of total employed¹</i>	<i>Primary job</i>	<i>Secondary job</i>
All occupations-----	511,000	2.1	100.0	100.0
Professional, technical, kindred workers-----	107,000	3.4	20.9	17.8
Medical and other health workers-----	12,000	1.5	2.3	1.8
Teachers (except college)-----	48,000	3.4	9.4	4.1
Other professional, technical, kindred workers-----	47,000	5.0	9.2	11.9
Managers, officials, proprietors (except farm)-----	19,000	1.7	3.7	6.8
Clerical, kindred workers-----	141,000	1.9	27.6	18.8
Sales workers-----	22,000	1.3	4.3	12.9
Retail trade-----	18,000	1.2	3.5	10.6
Other sales workers-----	4,000	1.8	.8	2.3
Craftsmen, foremen, kindred workers-----	7,000	2.8	1.4	-----
Operatives, kindred workers-----	42,000	1.1	8.2	2.5
Private-household workers-----	32,000	1.4	6.3	10.2
Service workers (except private-household)-----	96,000	2.5	18.8	19.2
Waitresses, cooks, bartenders-----	48,000	3.3	9.4	6.7
Other service workers-----	48,000	2.0	9.4	12.5
Farmers, farm managers-----	5,000	3.3	1.0	6.5
Farm laborers, foremen-----	40,000	5.2	7.8	5.3

¹ Persons with two or more jobs as percent of all women employed in occupational group.

Source: U.S. Department of Labor, Bureau of Labor Statistics: Special Labor Force Report No. 51.

Most dual jobholders worked in a different industry or occupation on their secondary jobs.

The question is often raised whether moonlighters are depriving the unemployed of job opportunities. The analysis of the Bureau of Labor Statistics indicates that this is not the case. Comparatively few unemployed persons could or would take the secondary jobs held by dual jobholders. Most of these jobs are part time, and many require special qualifications or skills.

40. Unemployed Women

Unemployed women—those in the labor force but not able to find work—averaged 1.6 million in 1964. The unemployment rate for women 14 years of age and over was 6.2 percent. This was substantially higher than the 4.7 percent unemployment rate among men. Women not only have a higher unemployment rate than men, but the gap has been widening in recent years.

One of the reasons for women's continued high unemployment rate is that they move in and out of the labor force more frequently than men do. But the higher rate among women is also the result of the more restrictive and discriminatory hiring practices that affect women—whether they are low-skilled workers with only limited education or highly skilled professionals with much education. Unemployment is a problem for women in almost all occupations and at all ages, but for some groups it is a far more serious problem than it is for others. For girls and women who are members of families living in poverty or for those who must support themselves and others, unemployment is as tragic as it is for male heads of families.

Trends in unemployment rates.—Beginning with 1948, women's unemployment rates have been generally higher than those of men, except in 1958 when the rates for both sexes were the same—at a high of 6.8 percent, reflecting the 1957–58 recession (table 33). During the next recession, 1960–61, the unemployment rate of men reached 6.5 percent (1961)—below their 1958 high. Women's unemployment rate (7.2 percent), in contrast, was above their 1958 rate and was substantially higher than that of men. From 1958 on, the unemployment rate has declined less for women than for men. In 1964 the differential was 1.5 percentage points—the greatest gap between the two rates since 1951.

Unemployment by marital status.—From the standpoint of marital status, the highest unemployment rate in 1964 was that of single women (8.7 percent). The rates were 5.1 percent for married women (husband present) and 6.4 percent for the group of widowed, divorced, or separated women.

Unemployment by age.—By age group the highest unemployment rate for women in 1964 occurred among those 14 to 19 years old. The rates then progressively declined for each age group, with the lowest rate prevailing for women 65 years old and over (chart L) (table 34). Although teenagers' unemployment was the highest, it was generally of short duration. Few girls were unemployed longer than 4 weeks, but some might have had several periods of unemployment in the year.

Table 33.—UNEMPLOYMENT RATES OF WOMEN AND MEN, 1947-64
 (Persons 14 years of age and over)

Year	Women	Men
1964-----	6.2	4.7
1963-----	6.5	5.3
1962-----	6.2	5.3
1961-----	7.2	6.5
1960-----	5.9	5.4
1959-----	5.9	5.3
1958-----	6.8	6.8
1957-----	4.7	4.1
1956-----	4.3	3.5
1955-----	4.3	3.9
1954-----	5.4	4.9
1953-----	2.7	2.4
1952-----	3.1	2.4
1951-----	3.9	2.6
1950-----	5.3	4.9
1949-----	5.4	5.5
1948-----	3.6	3.3
1947-----	3.2	3.7

NOTE.—Data for years prior to 1960 are not strictly comparable, since they exclude Alaska and Hawaii and because of the introduction of decennial censuses into the estimation procedure in 1953 and 1962.

Source: "Manpower Report of the President and A Report on Manpower Requirements, Resources, Utilization, and Training by the U.S. Department of Labor." March 1965.

Older women's unemployment, in contrast, was of longer duration; and the older the women were, the longer they had to search for a job.

In the youngest age group, 14 and 15 years old, 24,000 girls on the average were looking for jobs in 1964.²⁹ This was an unemployment rate of 5.9 percent compared with 9.0 percent for boys of the same age.

Most of these young girls were seeking their first job, usually a part-time job to fit in with school attendance. Normally, only about 12 percent of girls this age have jobs, and most of these girls are babysitters. Whether school dropouts or not, their limited schooling and their lack of skills and experience make it difficult for them to find regular employment.

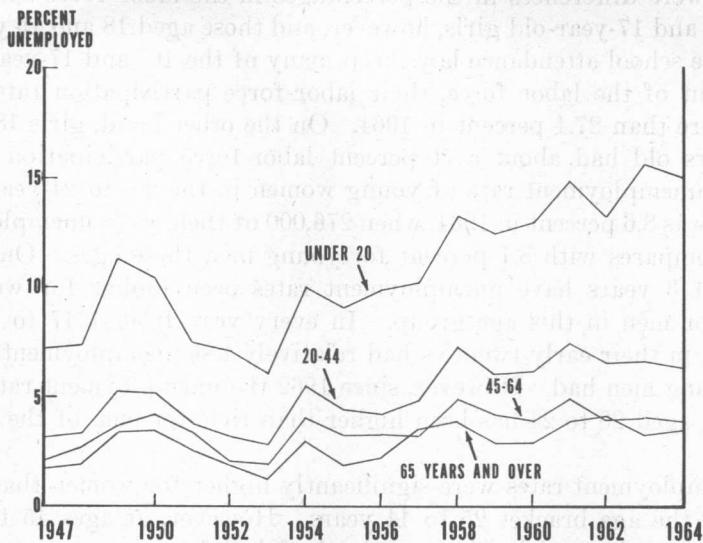
This problem is equally great for 16- to 19-year-old girls, although their educational and skill level is higher. Girls in this age group have

²⁹ Employment and Earnings, January 1965. Bureau of Labor Statistics, U.S. Department of Labor.

Chart L

UNEMPLOYMENT HAS BEEN RISING AMONG YOUNGER WOMEN

(UNEMPLOYMENT RATES OF WOMEN, BY AGE, 1947-64)



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

Table 34.—UNEMPLOYMENT RATES OF WOMEN AND MEN, BY AGE, 1964

Age	Women	Men
Total	6.2	4.7
14 to 19 years	15.0	14.5
14 and 15 years	5.9	9.0
16 to 19 years	16.7	15.8
20 to 24 years	8.6	8.1
25 to 34 years	6.3	3.5
35 to 44 years	5.0	2.9
45 to 54 years	3.9	3.2
55 to 64 years	3.5	3.9
65 years and over	3.4	4.0

Source: U.S. Department of Labor, Bureau of Labor Statistics: Employment and Earnings, January 1965.

the highest unemployment rate among women of all ages—16.7 percent in 1964, when 386,000 of these girls were looking for jobs. (The unemployment rate for boys in this age group was 15.8 percent.) There were differences in the percentages in the labor force between the 16- and 17-year-old girls, however, and those aged 18 and 19 years. Because school attendance laws keep many of the 16- and 17-year-old girls out of the labor force, their labor-force participation rate was not more than 27.4 percent in 1964. On the other hand, girls 18 and 19 years old had about a 50-percent labor-force participation rate.

The unemployment rate of young women in the 20- to 24-year-old group was 8.6 percent in 1964, when 276,000 of them were unemployed. This compares with 8.1 percent for young men these ages. Only in the last 3 years have unemployment rates been higher for women than for men in this age group. In every year from 1947 to 1961, women in their early twenties had relatively less unemployment than the young men had. However, since 1962 the unemployment rate for women aged 20 to 24 has been higher than that for men of the same age.

Unemployment rates were significantly higher for women than for men in the age bracket 25 to 44 years. However, at ages 45 to 54, when women's participation rate in the labor force is greatest, their unemployment rates were not much higher than men's until 1963, when the pattern changed. Women 55 years of age and older have slightly lower unemployment rates than do men in this age group.

Special unemployment problems of teenagers.—Among the 410,000 girls 14 to 19 years old who were unemployed in 1964, 1 out of 3 was looking only for part-time work (table 35). This was a greater proportion than the 1 out of 5 of all unemployed women 14 years of age and over and 1 out of 7 of all unemployed men who were seeking part-time employment in that year. Teenagers, of course, seek part-time work mainly to fit in with school attendance. Almost 7 out of 10 of the unemployed girls who were in school were seeking less than full-time employment. Of those not in school, only 1 out of 6 was looking for part-time work.

Finding an employer who has part-time job vacancies may present some difficulties. In addition, many of the girls are looking for their first steady job, which also presents more than the usual obstacles, and these first jobs may turn out to be transitory. Thus a special study made by the Bureau of Labor Statistics indicated that of a group of 16- to 21-year-old unemployed young women, 2 out of 5 had never worked before.³⁰ Among those who had worked, 1 out of 4 had lost

³⁰ Special Labor Force Report No. 47. Bureau of Labor Statistics, U.S. Department of Labor.

Women in the Labor Force

Table 35.—UNEMPLOYED WOMEN AND MEN LOOKING FOR FULL-TIME OR PART-TIME WORK, 1964¹
(Persons 14 years of age and over)

Sex and age	Looking for full-time work	Looking for part-time work	Looking for part-time work as percent of unemployed in each group
Total number women and men-----	3,201,000	676,000	17.4
Percent-----	100.0	100.0	-----
Men-----	60.4	50.1	14.9
Women-----	39.6	49.9	21.0
Total number women-----	1,268,000	337,000	21.0
Percent-----	100.0	100.0	-----
14 to 19 years-----	21.5	40.7	33.4
Major activity:			
Attending school-----	3.2	27.0	68.9
All other-----	18.3	13.6	16.3
20 to 24 years-----	19.0	10.4	12.7
25 to 54 years-----	50.2	38.3	16.9
55 years and over-----	9.3	10.4	22.9

¹ Annual average.

Source: U.S. Department of Labor, Bureau of Labor Statistics: Employment and Earnings, January 1965.

her job through circumstances beyond her control, such as slack work, no more work available, or the firm had moved or gone out of business. A little more than 1 out of 5 of these girls had left her job voluntarily for household responsibilities, and another 1 out of 7 had left voluntarily to find a better job.

It is of some interest to examine the types of jobs young people 16 to 21 years old had prior to being unemployed. It appears that young women and men had been in quite different types of work (table 36). About 2 out of 5 of the girls had been either white-collar workers or service workers in 1963, and only 1 out of 5 had been a blue-collar worker. In contrast, more than 3 out of 4 of the boys had been blue-collar workers, only 1 out of 10 had been a service worker, and less than 1 out of 16 had been a white-collar worker.

“Hidden” unemployment and “underemployment”.—In addition to reported unemployment, there is also concealed unemployment at all ages, but especially among older age groups. Women who are no longer seeking work are considered outside the labor force statistically and not counted among the unemployed. Since no account is taken

Table 36.—PERCENT DISTRIBUTION OF EXPERIENCED UNEMPLOYED YOUNG PEOPLE, BY SEX AND TYPE OF WORK OF LAST JOB, FEBRUARY 1963

(Persons 16 to 21 years of age)

Type of work	Girls	Boys
Total.....	100.0	100.0
White-collar work.....	39.8	5.7
Blue-collar work.....	19.3	76.0
Service work.....	40.9	9.8
Farm work.....	-----	8.4

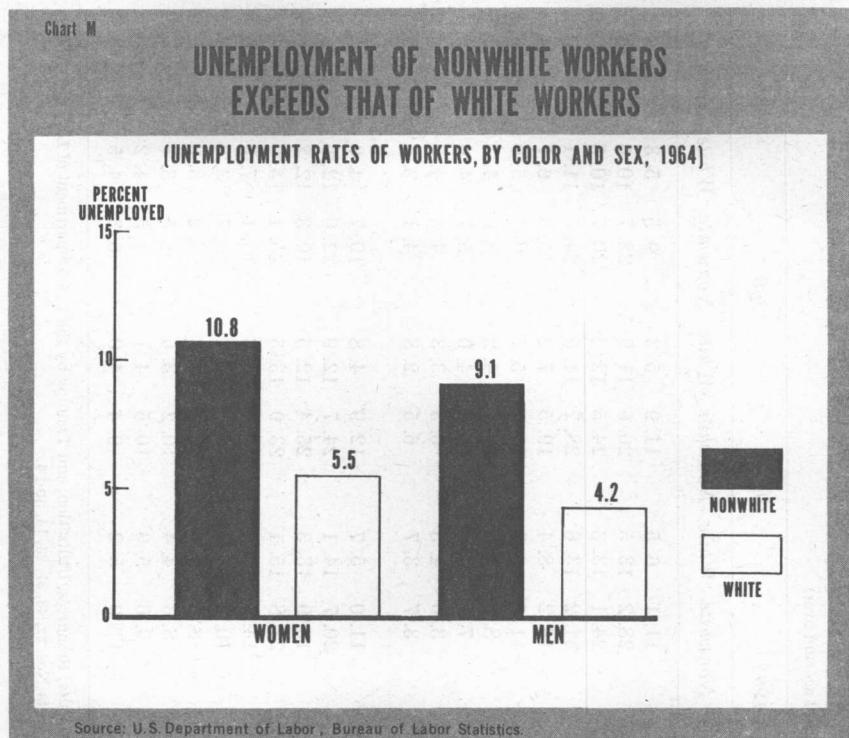
Source: U.S. Department of Labor, Bureau of Labor Statistics: Special Labor Force Report No. 46.

of the many who have given up jobhunting because it seemed hopeless, unemployment rates of older women may be deceptively low. Of the almost 400,000 women 45 years of age and over who were unemployed in 1964, about 16 percent had been looking for work for 6 months or longer. Many more thousands may have given up looking.

The "hidden" unemployed among women are probably the least employable in terms of education, skills, industry attachment, or job vacancies in their communities. Yet unemployment could bear particularly hard on them. And it must be remembered that in many rural and generally depressed areas of this country, job opportunities may not exist.

There are still other women who have jobs but do not work as many hours or weeks as they would like. They are the "underemployed"—those who work part time or part year, but would prefer full-time year-round steady jobs if they could find them. These, too, are disadvantaged in terms of employment.

Unemployment of white and nonwhite women.—Compared with the unemployment rates of all women, those of nonwhite women present special aspects of severity and hardship (chart M) (table 37). Not only are the unemployment rates of nonwhite teenagers and women considerably higher than those of white at each age group, but also unemployment is typically of longer duration. While the labor-force participation rate of nonwhite teenage girls (23 percent) in 1964 was lower than that of white girls (29 percent), their unemployment rate was more than twice that of white girls—30.6 percent of nonwhite girls 14 to 19 years old were looking for work compared with 13.2 percent of white girls. The difference was even larger in the age group 16 and 17 years old—36.5 percent of nonwhite girls and 17.1 percent of white girls were unemployed.



For nonwhite girls in the age group 16 to 21 years who had dropped out before completing high school (55 percent in February 1963), unemployment was severe.³¹ (Unemployment rates by educational attainment are discussed in chapter 4.) The unemployment rate in February 1963 was 26.7 percent. This is understandable because high school dropouts are least qualified for the jobs of today's complex society. Less easily explained is the fact that nonwhite girls who were high school graduates had an even higher unemployment rate—35.6 percent. It is assumed that this unusually high rate is the result of the difficulty these girls have in obtaining the white-collar jobs to which they aspire and for which they may have been trained in high school commercial courses.

Unemployment by occupation.—A look at women's unemployment rates by principal occupation as shown in the 1960 Census of Population reveals the wide range among different types of jobs (table 38).

³¹ Special Labor Force Report No. 46. Bureau of Labor Statistics, U.S. Department of Labor.

Table 37.—UNEMPLOYMENT RATES, BY SEX, COLOR, AND AGE, 1959-64

(Persons 14 years of age and over)

Sex and age	1964		1963		1962		1961		1960		1959	
	White	Nonwhite										
Women-----	5.5	10.8	5.8	11.3	5.5	11.1	6.5	11.9	5.3	9.5	5.3	9.5
14 to 19 years-----	13.2	30.6	13.6	33.1	11.5	28.2	13.5	26.6	11.9	22.7	10.6	24.9
14 to 17 years-----	13.2	32.5	14.1	34.4	11.7	24.1	13.3	24.5	12.2	20.7	10.5	20.0
18 and 19 years---	13.2	29.2	13.2	31.9	11.3	31.2	13.6	28.2	11.5	24.5	11.1	29.9
20 to 24 years-----	7.1	18.3	7.4	18.7	7.7	18.2	8.4	19.5	7.2	15.3	6.7	14.9
25 to 34 years-----	5.2	11.2	5.8	11.7	5.4	11.5	6.6	11.1	5.7	9.1	5.0	9.7
35 to 44 years-----	4.5	7.8	4.6	8.2	4.5	8.9	5.6	10.7	4.2	8.6	4.7	7.6
45 to 54 years-----	3.6	6.1	3.9	6.1	3.7	7.1	4.8	7.4	4.0	5.7	4.0	6.1
55 to 64 years-----	3.5	3.8	3.5	4.8	3.4	3.6	4.3	6.3	3.3	4.3	4.0	5.0
65 years and over----	3.4	2.2	3.0	3.6	4.0	3.7	3.7	6.5	2.8	4.1	3.4	2.3
Men-----	4.2	9.1	4.7	10.6	4.6	11.0	5.7	12.9	4.8	10.7	4.6	11.5
14 to 19 years-----	13.4	23.3	14.2	25.4	12.3	20.7	14.1	24.7	12.9	22.0	12.5	22.8
14 to 17 years-----	13.4	23.3	14.3	23.1	12.1	19.9	13.3	25.4	12.5	19.3	12.2	18.8
18 and 19 years---	13.4	23.1	14.2	27.4	12.7	21.8	15.1	23.9	13.5	25.1	13.0	27.2
20 to 24 years-----	7.4	12.6	7.8	15.5	8.0	14.6	10.0	15.3	8.3	13.1	7.5	16.3
25 to 34 years-----	3.0	7.7	3.9	9.5	3.8	10.5	4.9	12.9	4.1	10.7	3.8	12.3
35 to 44 years-----	2.5	6.2	2.9	8.0	3.1	8.6	4.0	10.7	3.3	8.2	3.2	8.9
45 to 54 years-----	2.9	5.9	3.3	7.1	3.5	8.3	4.4	10.2	3.6	8.5	3.7	7.9
55 to 64 years-----	3.5	8.1	4.0	7.4	4.1	9.6	5.3	10.5	4.1	9.5	4.2	8.7
65 years and over----	3.6	8.3	4.1	10.1	4.1	11.9	5.2	9.4	4.0	6.3	4.5	8.4

Source: "Manpower Report of the President and A Report on Manpower Requirements, Resources, Utilization, and Training by the U.S. Department of Labor." March 1965. U.S. Department of Labor, Bureau of Labor Statistics: Special Labor Force Reports Nos. 52, 43, 31, 23, 14, and 4.

The highest unemployment rates (9 to 13 percent) were those of assemblers in factories, packers and wrappers, operatives in electrical machinery manufacturing, and checkers and examiners in manufacturing. In contrast, there was almost no unemployment (less than 1 percent) among elementary and secondary school teachers and very little (less than 2 percent) among secretaries, professional nurses, and hairdressers and cosmetologists. Unemployment rates of women in other principal occupations fell between these extremes. Rates were about 5 percent for saleswomen and private-household workers (n.e.c.) (occupations in which more than a million women were employed in 1960) and 8 percent for waitresses (of whom 715,000 were employed in 1960).

Table 38.—UNEMPLOYMENT RATES OF WOMEN, BY PRINCIPAL OCCUPATION, 1960
(Women 14 years of age and over)

<i>Occupation</i> ¹	<i>Employed women</i>		
	<i>Number</i>	<i>As percent of total employed</i>	<i>Unemployment rate</i> ²
Total-----	21,172,301	-----	5.1
Secretaries-----	1,423,352	97	1.9
Saleswomen (retail trade)-----	1,397,364	54	5.1
Private-household workers (n.e.c.)-----	1,162,683	96	5.3
Teachers (elementary school)-----	860,413	86	.7
Bookkeepers-----	764,054	84	2.5
Waitresses-----	714,827	87	8.0
Nurses (professional)-----	567,884	98	1.6
Sewers and stitchers (mfg.)-----	534,258	94	7.8
Typists-----	496,735	95	3.9
Cashiers-----	367,954	78	4.9
Cooks (except private-household)-----	361,772	64	5.1
Telephone operators-----	341,797	96	4.0
Babysitters-----	319,735	98	6.5
Attendants (hospitals and other institutions)-----	288,268	74	4.2
Laundry and drycleaning operatives-----	277,396	72	6.4
Assemblers-----	270,769	44	12.9
Operatives (apparel and accessories)-----	270,619	75	8.1
Hairdressers and cosmetologists-----	267,050	89	1.7
Packers and wrappers (n.e.c.)-----	262,935	60	12.4
Stenographers-----	258,554	96	2.1
Teachers (secondary school)-----	243,452	47	.6
Office machine operators-----	227,849	74	3.6
Checkers, examiners, and inspectors (mfg.)-----	215,066	45	9.1

See footnotes at end of table.

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Table 38.—UNEMPLOYMENT RATES OF WOMEN, BY PRINCIPAL OCCUPATION, 1960—
Continued
(Women 14 years of age and over)

Occupation ¹	Employed women		
	Number	As percent of total employed	Unemployment rate ²
Practical nurses-----	197, 115	96	5. 0
Kitchen workers (n.e.c.) (except private-household)-----	179, 796	59	8. 1
Chambermaids and maids (except private-household)-----	162, 433	98	8. 0
Housekeepers (private-household)-----	143, 290	99	3. 8
Operatives (electrical machinery, equipment, and supplies)-----	138, 001	48	9. 8
Receptionists-----	131, 142	98	4. 1
Charwomen and cleaners-----	122, 728	68	5. 6
Housekeepers and stewardesses (except private-household)-----	117, 693	81	3. 4
Dressmakers and seamstresses (except factory)-----	115, 252	97	3. 6
Counter and fountain workers-----	112, 547	71	5. 5
File clerks-----	112, 323	86	5. 5
Musicians and music teachers-----	109, 638	57	1. 4
Operatives (yarn, thread, and fabric mills)-----	103, 399	44	8. 4

¹ Individual occupations in which 100,000 or more women were employed in 1960.

² Experienced civilian labor force.

Source: U.S. Department of Commerce, Bureau of the Census: "U.S. Census of Population: 1960. Detailed Characteristics, U.S. Summary, PC(1)—1D." 1963.

41. Women as Members of Unions

An estimated 3,413,016³² women were members of national and international labor unions in the United States in 1964, according to a survey made by the Bureau of Labor Statistics. This was an increase of about 141,010 since 1962. Almost 1 out of 5 union members in 1964 was a woman.

About 1 out of 8 women in the Nation's labor force, but more than 1 out of 4 men workers, belonged to a union. The relatively low proportion of women who are union members reflects to some extent the nature of women's employment and the industries in which they work. Women who expect to remain in the labor force only a few years or who are part-time or part-year workers may feel less inclined to join a union than do men who expect to work during most of their lives.

³² May include a few members living outside the United States.

Moreover, the largest number of women in the labor force are clerical and service workers and thus are in industries in which union organization is less extensive than among the blue-collar workers of manufacturing industries.

Among 189 unions participating in the 1964 survey, 142 indicated that they had women members (table 39). The highest membership figures for women were reported by unions which have collective bargaining contracts in industries that normally employ large numbers of women. About 19 percent of all women members, for example, were in two unions in the apparel industry (International Ladies' Garment Workers and Amalgamated Clothing Workers). Other unions that reported a sizable female membership were the International Brotherhood of Electrical Workers, the Hotel & Restaurant Employees, and the Retail Clerks.

In addition, there were relatively large numbers of women members in several big industrial and transportation unions, although women represented only a small portion of their total membership. This group of unions included automobile and machinery manufacturing.

There are no unions exclusively for women. In 5 unions women constituted at least 80 percent of the membership, and their combined total in these unions amounted to 402,000. In 101 unions women's membership ranged from none to less than 10 percent. On the other hand, women formed at least one-half of the membership in 26 unions, which in turn accounted for more than two-fifths of women's union membership.

In terms of affiliation, it is estimated that 89 percent of the women members belonged to the AFL-CIO and 11 percent belonged to unaffiliated unions.

Table 39.—WOMEN MEMBERS IN LABOR UNIONS,¹ 1964

<i>Union</i>	<i>Approximate number of women</i>
American Federation of Labor and Congress of Industrial Organizations:	
International Ladies' Garment Workers' Union-----	353, 854
Amalgamated Clothing Workers of America-----	282, 750
International Brotherhood of Electrical Workers-----	241, 800
Retail Clerks International Association-----	213, 778
Hotel & Restaurant Employees and Bartenders International Union -----	200, 061
Communications Workers of America-----	161, 645
International Union, United Automobile, Aerospace and Agricul- tural Implement Workers of America-----	151, 849
Building Service Employees' International Union-----	96, 000
International Union of Electrical, Radio, and Machine Workers-----	90, 190
International Association of Machinists and Aerospace Workers-----	80, 807
Textile Workers Union of America-----	70, 800
Retail, Wholesale and Department Store Union-----	66, 800
American Federation of Teachers-----	60, 000
Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employes-----	48, 600
Amalgamated Meat Cutters and Butcher Workmen of North America -----	44, 378
Office Employes International Union-----	42, 250
International Brotherhood of Bookbinders-----	36, 234
United Federation of Postal Clerks-----	34, 750
American Federation of Government Employees-----	34, 661
United Rubber, Cork, Linoleum and Plastic Workers of America-----	32, 932
United Packinghouse, Food and Allied Workers-----	30, 595
United Shoe Workers of America-----	28, 050
American Bakery and Confectionery Workers' International Union-----	27, 964
International Leather Goods, Plastic and Novelty Workers' Union-----	27, 750
Unaffiliated:	
Alliance of Independent Telephone Unions-----	50, 425
United Electrical, Radio and Machine Workers of America-----	41, 250
International Brotherhood of Teamsters, Chauffeurs, Warehouse- men and Helpers of America-----	(2)

¹ Unions reporting 25,000 or more women workers.² Data not reported, but number of women believed to be significant.

Source: U.S. Department of Labor, Bureau of Labor Statistics: "Directory of National and International Labor Unions in the United States, 1965."

Womanpower Reserve

Women 14 years of age and over not in the labor force make up a womanpower reserve—a potential source of additional workers who might be needed in an expanding economy or in time of national emergency. Some of these are highly educated, and many have received on-the-job training during previous work experience.

Women not in the labor force numbered 36.4 million in 1963 and were over three-fourths of all persons who did not work or look for work in that year.³³ A majority (73 percent) of women not in the labor force in 1963 gave home responsibilities as their reason for not working. Other reasons given by such women were going to school (14 percent) and illness or disability (6 percent). Less than 2 percent did not work in 1963 because of inability to find work.

The number of women who did not work in 1963 and the reasons they gave for not working were as follows:

	<i>Women not in the labor force</i>	
	Number	Percent
Total-----	36, 430, 000	100. 0
Household responsibilities-----	26, 427, 000	72. 5
Attending school-----	5, 205, 000	14. 3
Illness-----	2, 156, 000	5. 9
Could not find work-----	552, 000	1. 5
All other reasons-----	2, 090, 000	5. 7

Of the 36.4 million women who did not work in 1963, 22.8 million, or 63 percent, were 20 to 64 years of age. Their main reason for not working was home responsibilities. In contrast, 89 percent of the 5.6 million teenage girls who did not work gave going to school as their reason for not working, while 14 percent of the 8.1 million women 65 years of age and over without work experience indicated illness or disability as the reason for not working.

A more practical estimate of the supply of women actually available for increasing the Nation's work force would exclude teenagers and young adults who are attending school, mothers of young children, and elderly women who may not be able to work because of illness or disability. Even if these groups are excluded, the number of women in the labor reserve exceeds that of men—making women the largest single source for labor force expansion.

³³ Special Labor Force Report No. 48. Bureau of Labor Statistics, U.S. Department of Labor.