

U.S. Working Women a chartbook



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INTERNATIONAL
WOMEN'S YEAR
1975

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U.S. Working Women a chartbook

U. S. Department of Labor
John T. Dunlop, Secretary
Bureau of Labor Statistics
Julius Shiskin, Commissioner
1975
Bulletin 1880



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To encourage worldwide efforts to improve the status of women, the United Nations General Assembly has designated 1975 as International Women's Year. The goals of International Women's Year are threefold:

to promote equality between men and women;

to support the full integration of women into the economic, social, and cultural life of their countries;

to recognize and encourage the role of women in the development of international cooperation and world peace.

The President has requested that agencies of the U. S. Government participate in activities in support of these goals. As part of its contribution to the Department of Labor's program for International Women's Year, the Bureau of Labor Statistics has prepared the accompanying chartbook to illustrate the role of working women in the U. S. economy.

Julius Shiskin, Commissioner, Bureau of Labor Statistics

Readers of this chartbook interested in keeping informed on current developments in the U. S. labor force can find up-to-date statistics in regular publications of the Bureau of Labor Statistics. Labor force data are published monthly in *Employment and Earnings* and the *Monthly Labor Review*, both available by subscription from the Superintendent of Documents, U. S. Government Printing Office, Washington, D. C. 20402. Special analyses are issued from time to time and are published in the *Monthly Labor Review* as Special Labor Force Reports. Reprints are available, as long as supplies last, from the Bureau of Labor Statistics or any of its regional offices.

Preface

This chartbook presents a wide array of data on the characteristics of American working women and their changing status over the past quarter of a century. The working life of women has expanded enormously over this period, and it is likely to continue to lengthen.

Part I of the chartbook provides information on the labor force participation of women – their employment and unemployment. Part II shows their marital and family status. The income of working women is analyzed in Part III, and data on their education are shown in Part IV. Part V provides additional information on the characteristics of working women. All data, unless otherwise indicated, refer to the civilian noninstitutional population 16 years and over.

The chartbook was prepared in the Division of Labor Force Studies, Office of Current Employment Analysis. It was designed and written by Earl Mellor, with the assistance of Barbara Seale, under the direction of Elizabeth Waldman and Harvey Hamel. Robert Stein, Chief of the Division of Labor Force Studies, provided invaluable guidance and assistance.

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Sources of Data

Labor Force, Employment, Unemployment, and Work Experience

Part I

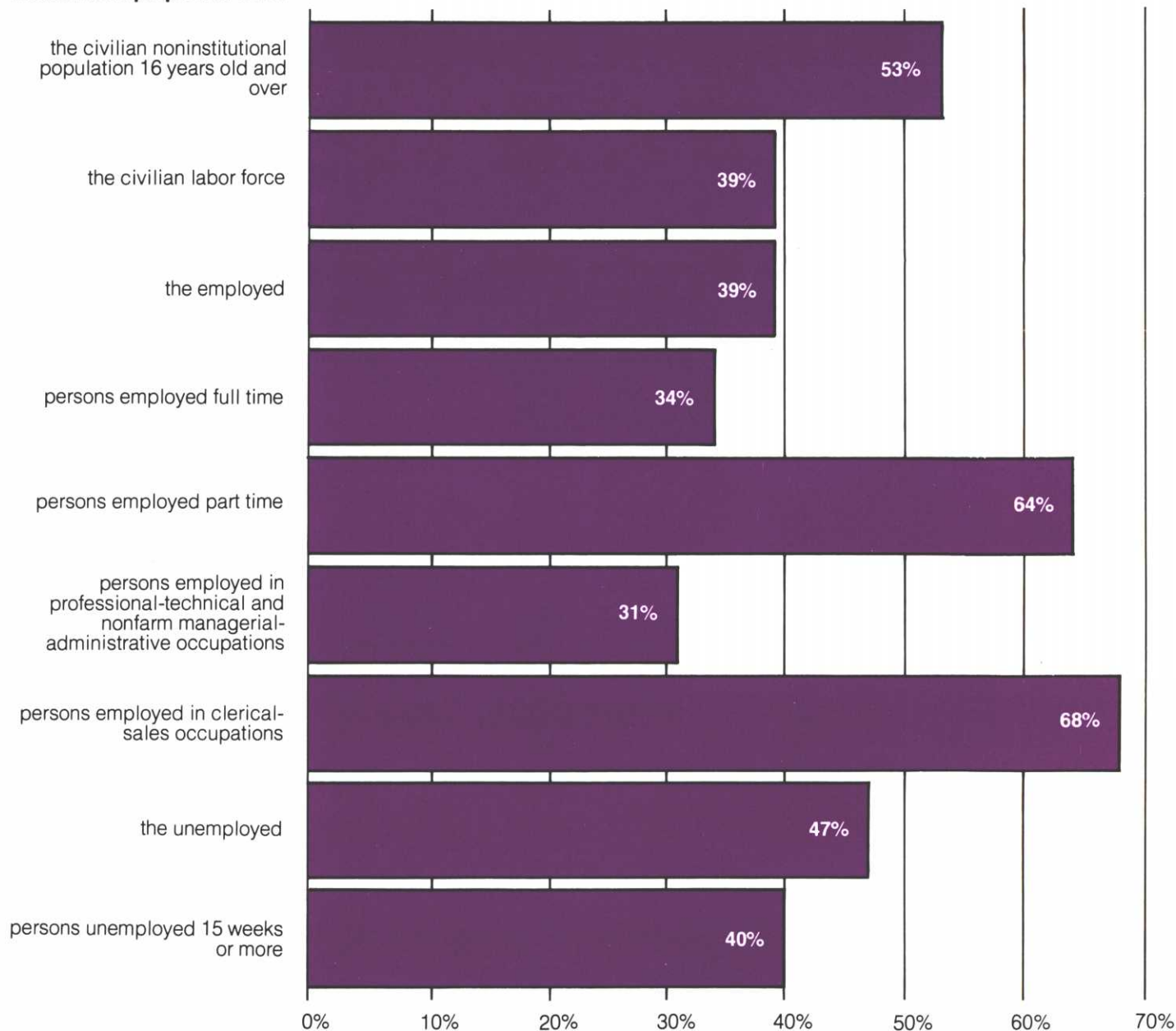
Women are playing an increasingly important role in the U. S. economy. The number and proportion who are in paid employment continue to rise and their attachment to the labor force shows marked gains in strength as more work year-round at full-time jobs. At the beginning of 1975, some 36½ million women were in the work force—about 40 percent of the country's entire labor force and almost 46 percent of all women 16 years of age and over.

1

Summary Labor Force Indicators for Women, 1974

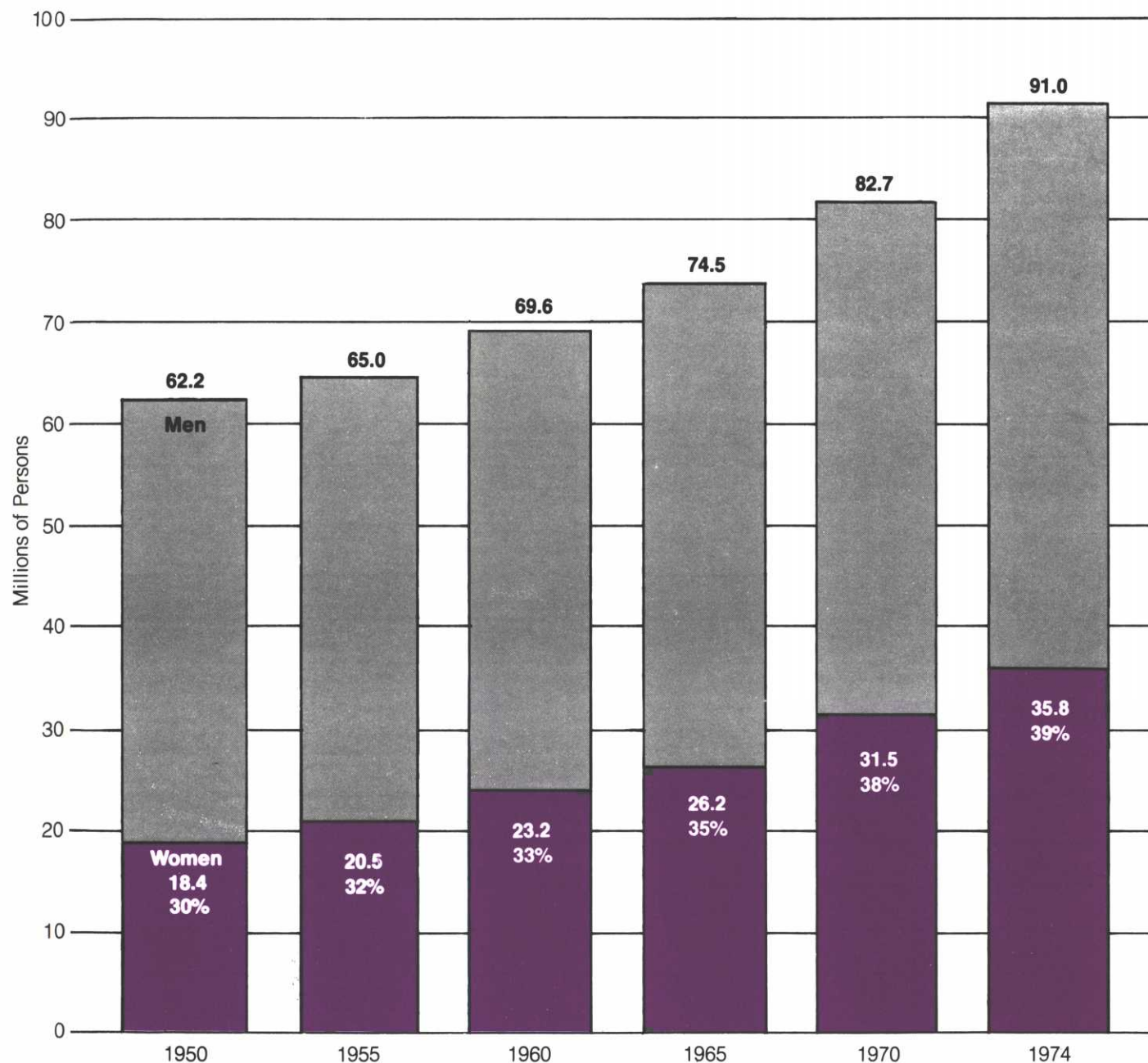
(annual averages)

Women as a proportion of ...



Civilian labor force by sex, selected years, 1950-74

(annual averages)

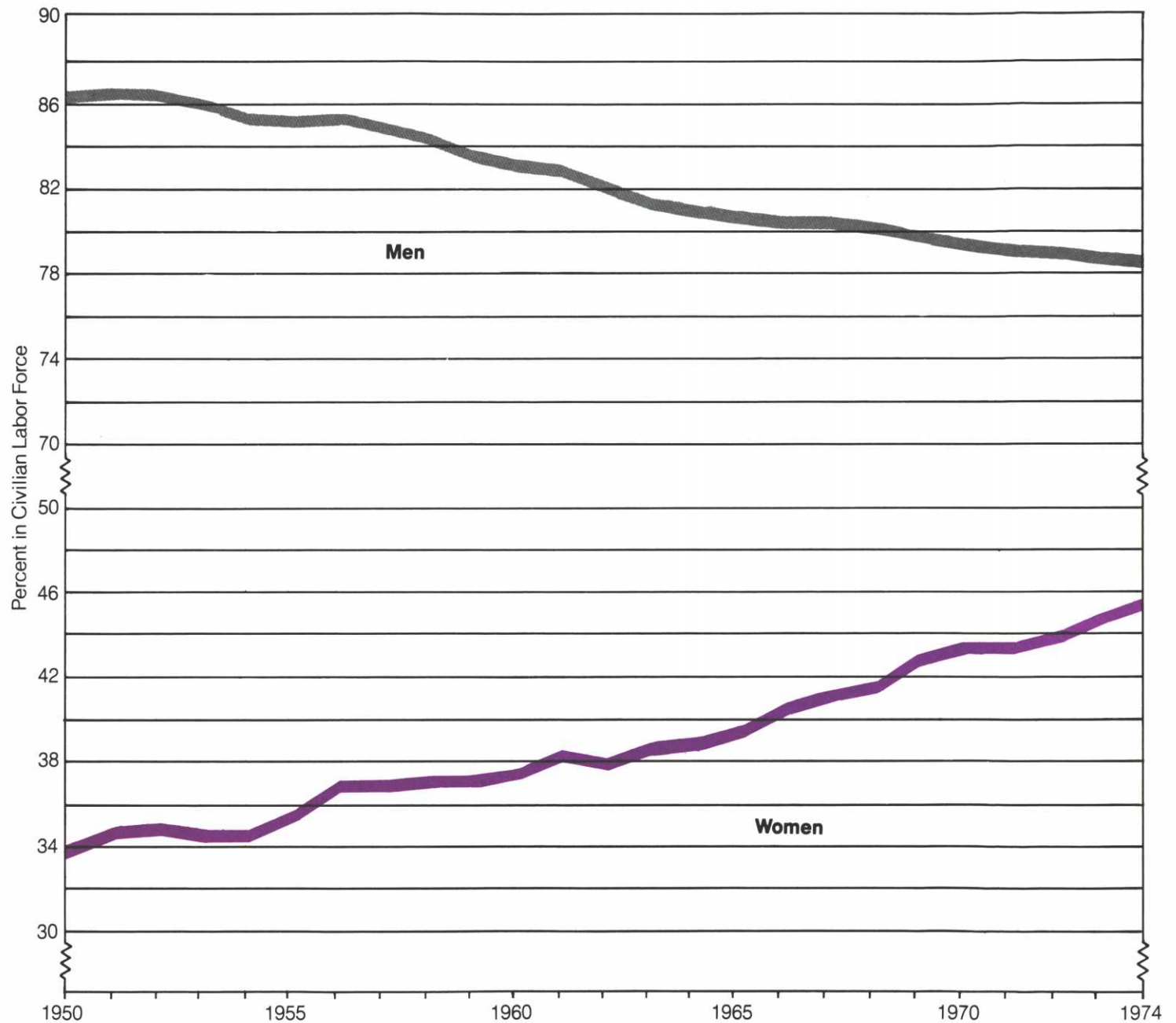


The number of women in the labor force nearly doubled between 1950 and 1974—women now account for two-fifths of all workers.

3

Labor force participation rates by sex, 1950-74

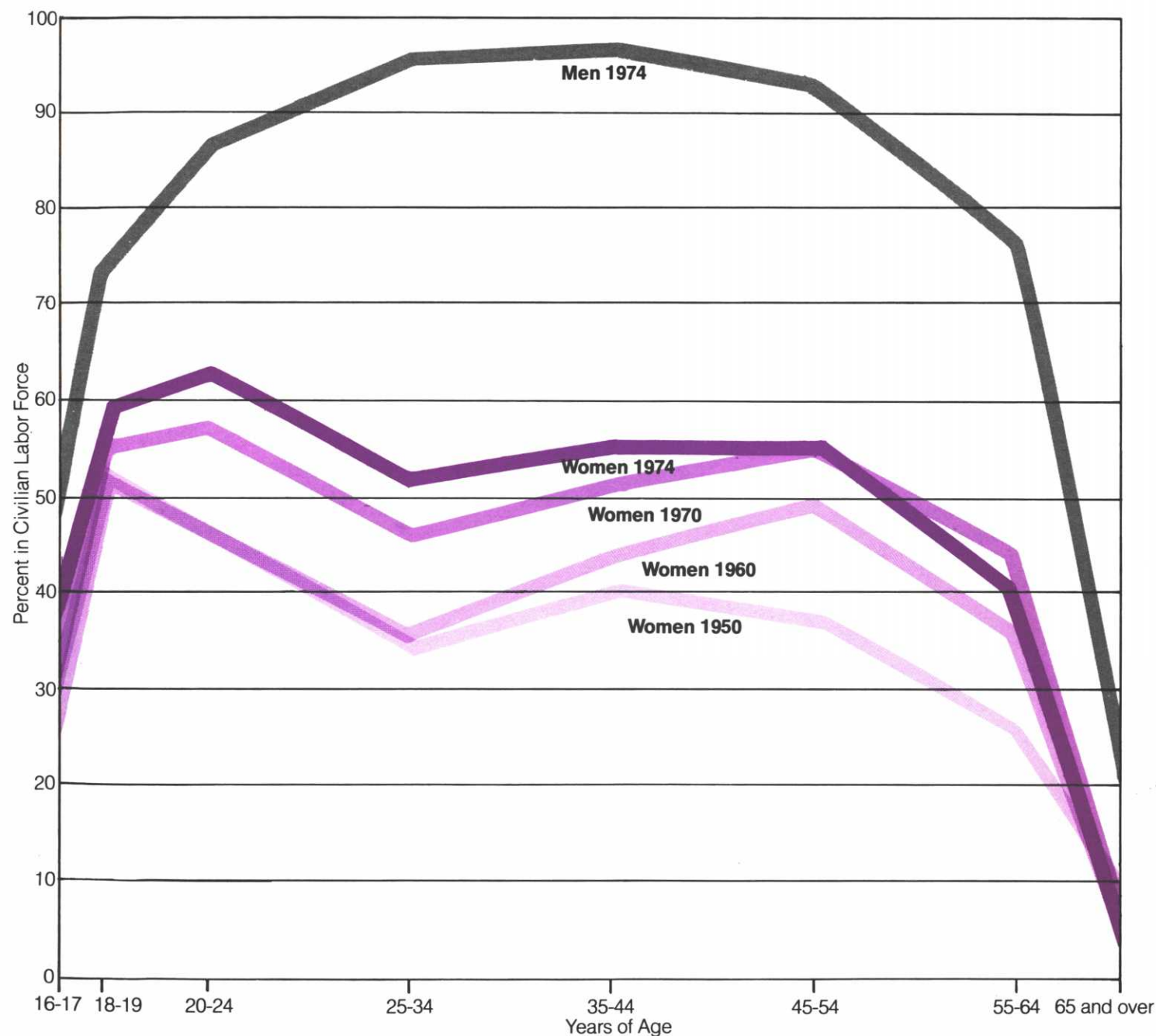
(annual averages)



As the proportion of the female population in the labor force rose sharply from 1950 to 1974, the labor force participation rate for men moved downward.

**Labor force
participation
rates by age
and sex,
selected years,
1950-74**

(annual averages)



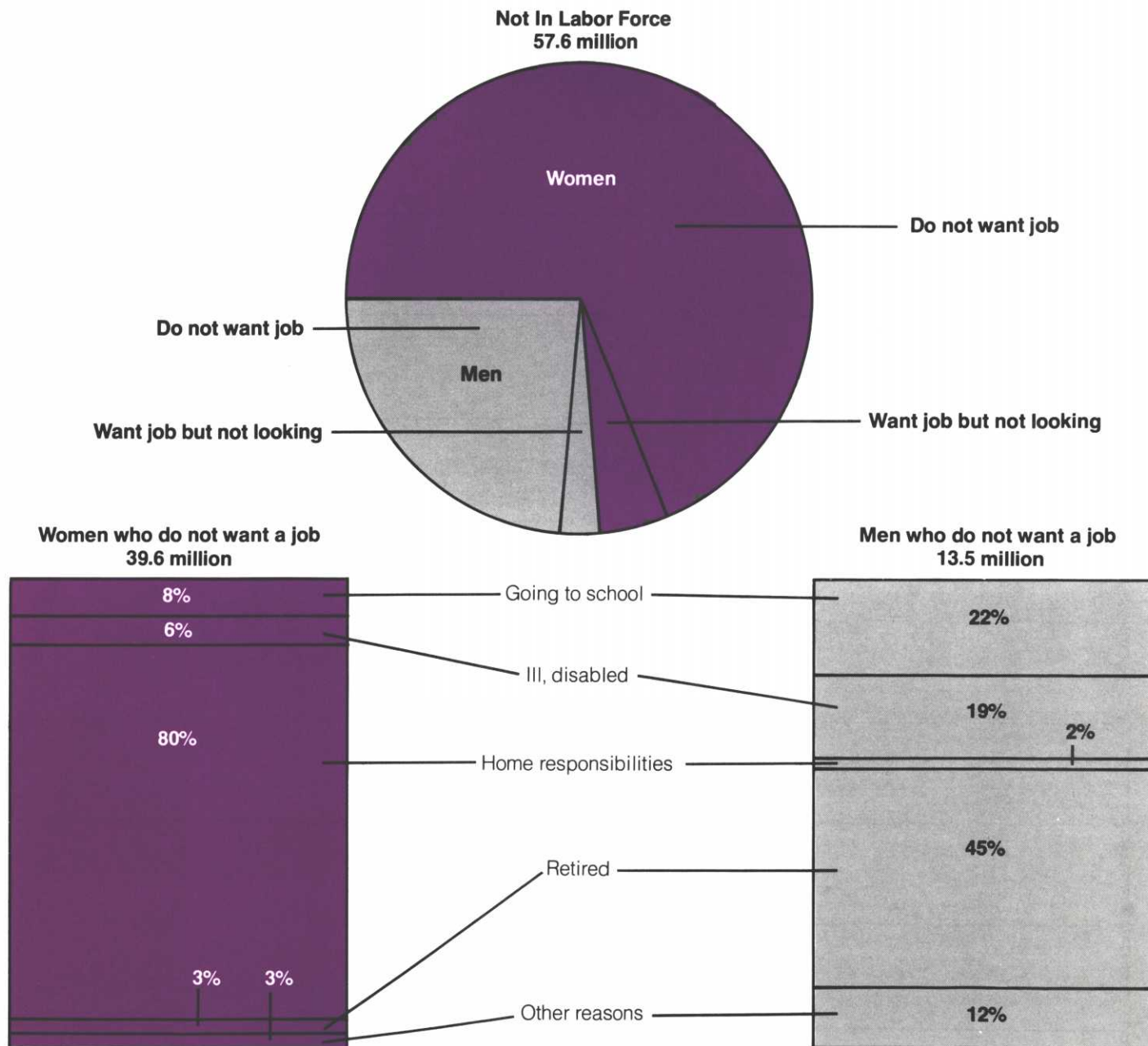
*More than half of the
women in most age groups
are now in the labor force.
Recent increases have
occurred mostly among
women in their twenties and
early thirties.*

5

Persons not in the labor force by sex and reason for nonparticipation, 1974

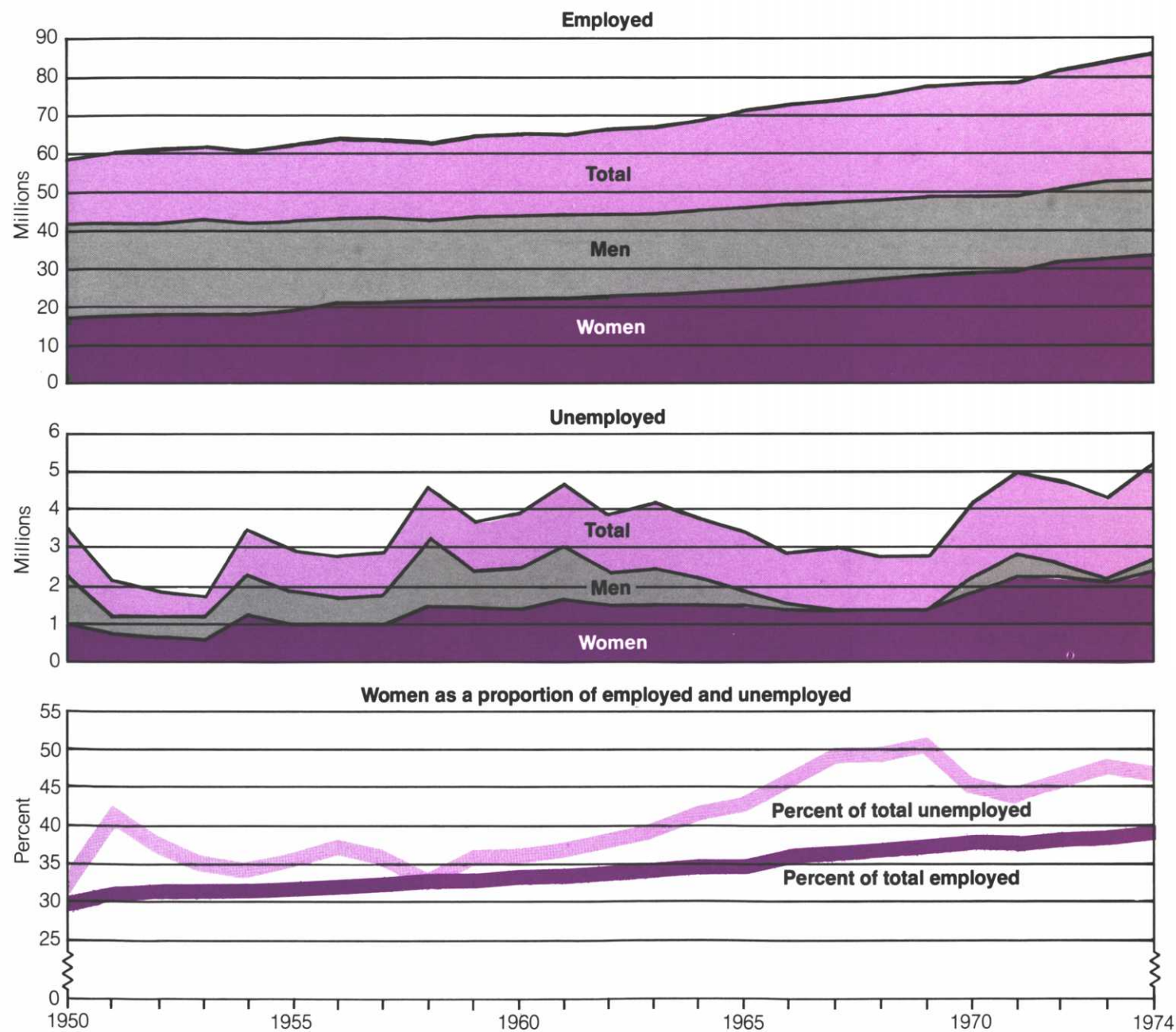
(annual averages)

Women constitute about three-fourths of the population outside of the labor force. Like men, most of these women do not want jobs, but for reasons markedly different from those for men.



Employed and unemployed persons by sex, 1950-74

(annual averages)



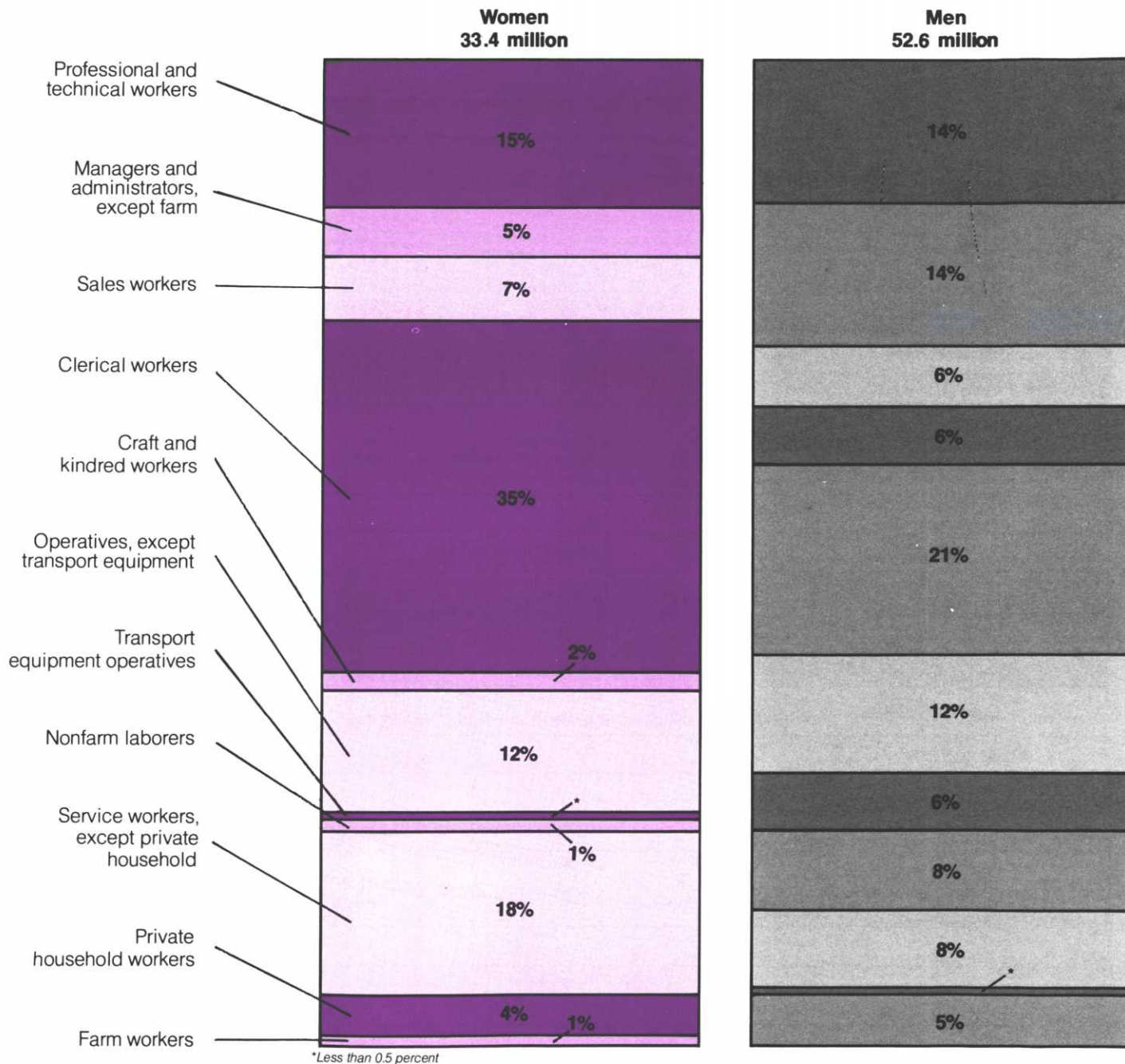
Since 1950, women have made up an increasing proportion of persons with jobs and of those looking for jobs.

7

Employed persons by sex and occupation, 1974

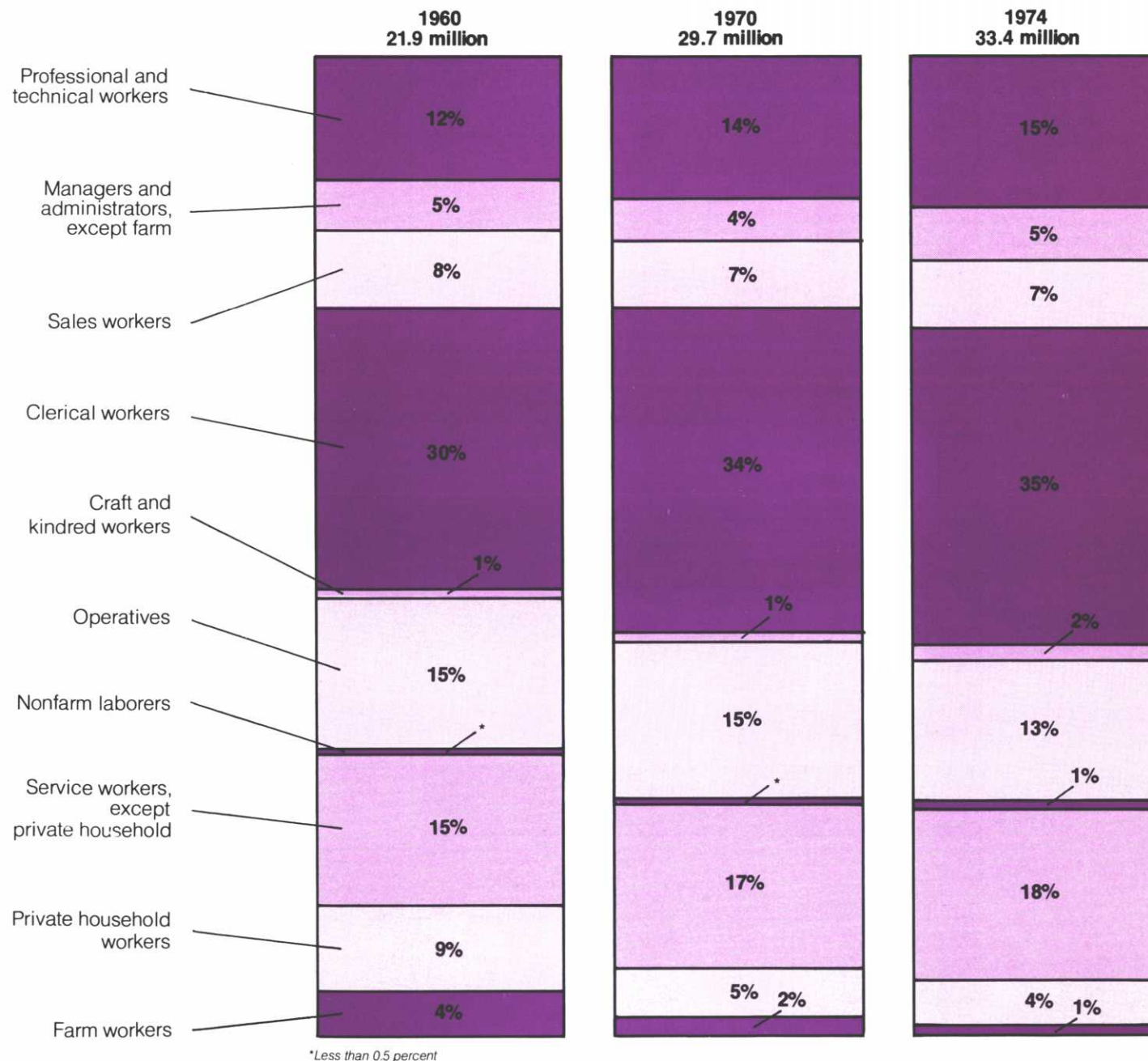
(annual averages)

Women are concentrated in fewer occupational categories than men.



Employed women by occupation, 1960, 1970, and 1974

(annual averages)



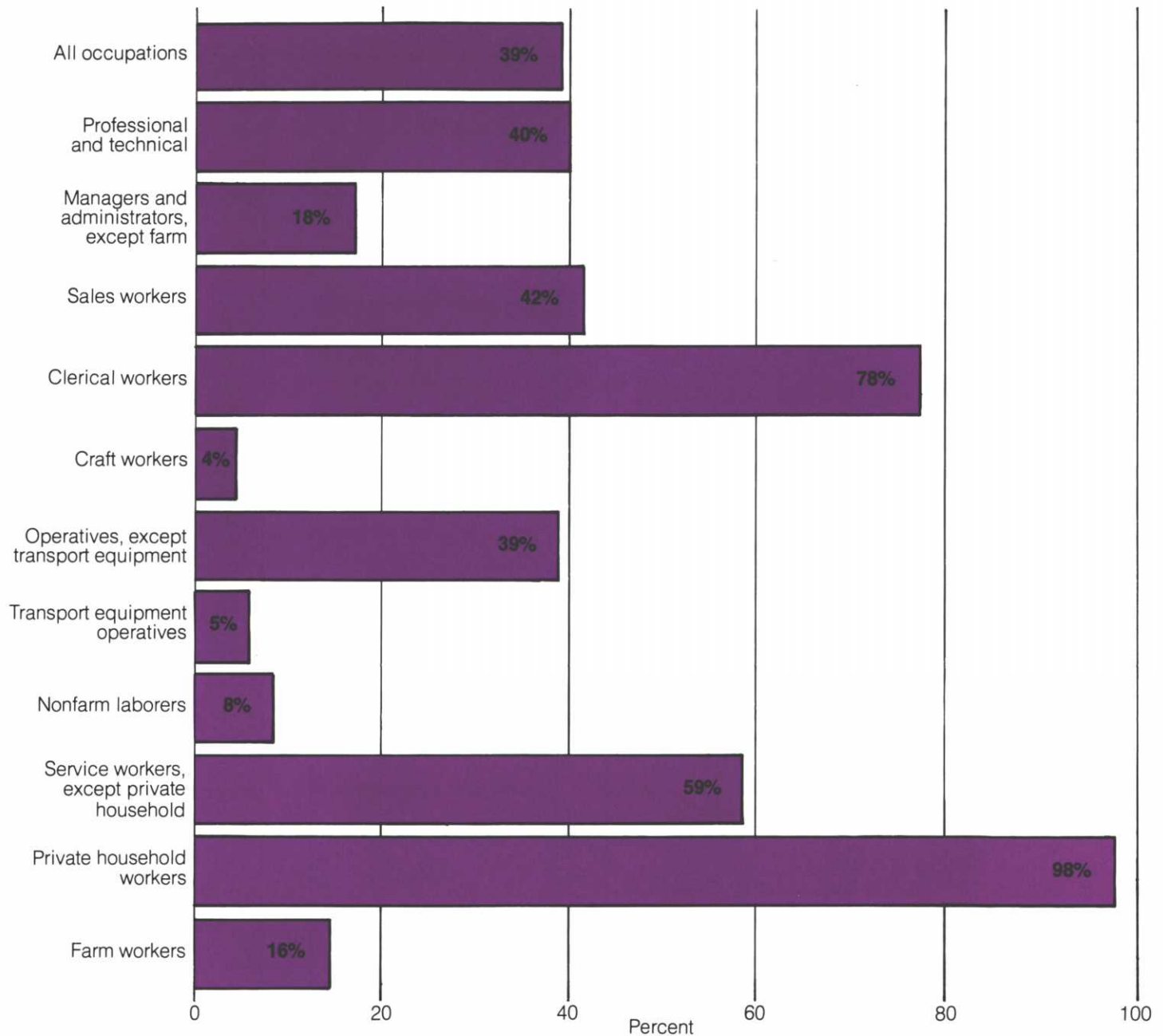
The proportion of women employed as private household and farm workers has been declining and the proportion in professional-technical, clerical, and service jobs increasing.

9

Women as a proportion of all workers by occupation, 1974

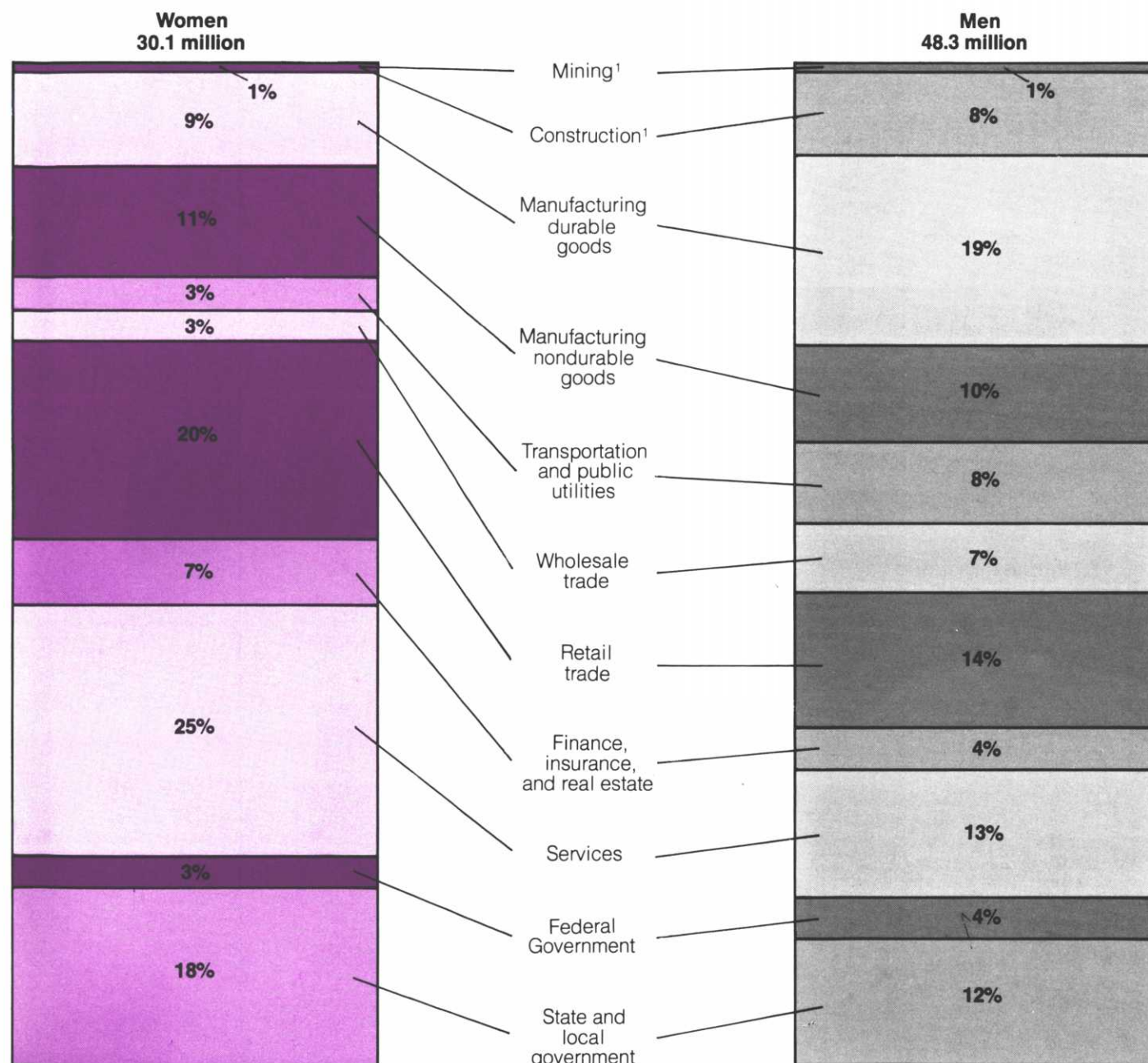
(annual averages)

The majority of clerical and service jobs are held by women; they make up about 40 percent of professional-technical, sales, and operative workers.



Persons on nonagricultural payrolls by sex and industry, 1974

(annual averages)



Note: Data exclude proprietors, the self-employed, unpaid volunteer or family workers, farm workers, and domestic workers in households.

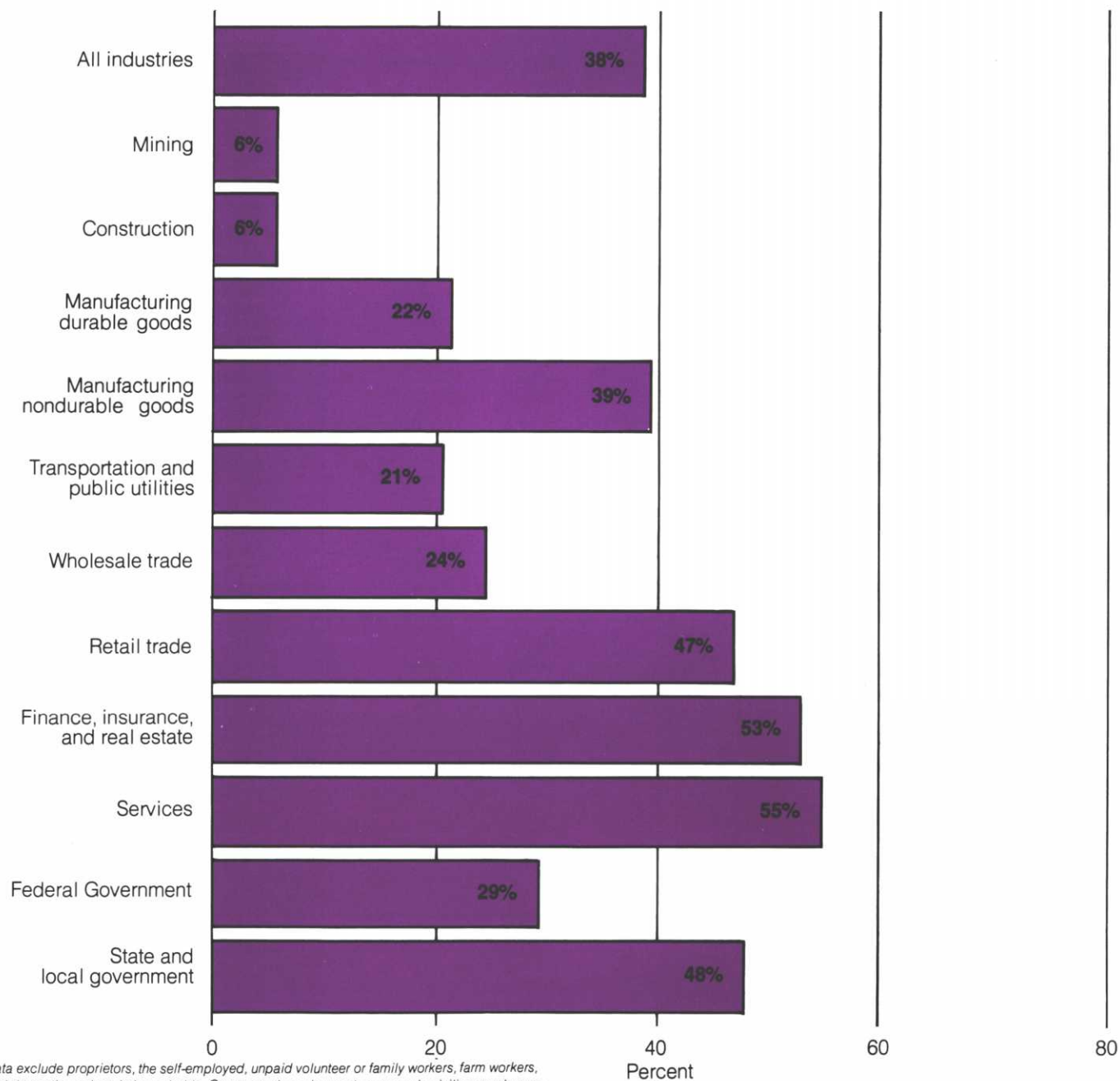
Government employment covers only civilian employees.

¹ Women in mining and construction are combined on this chart. Only 0.1 percent of female payroll employment is in mining, and 0.8 percent in construction.

Women are more likely than men to be concentrated in the retail trade and service industries and State and local governments.

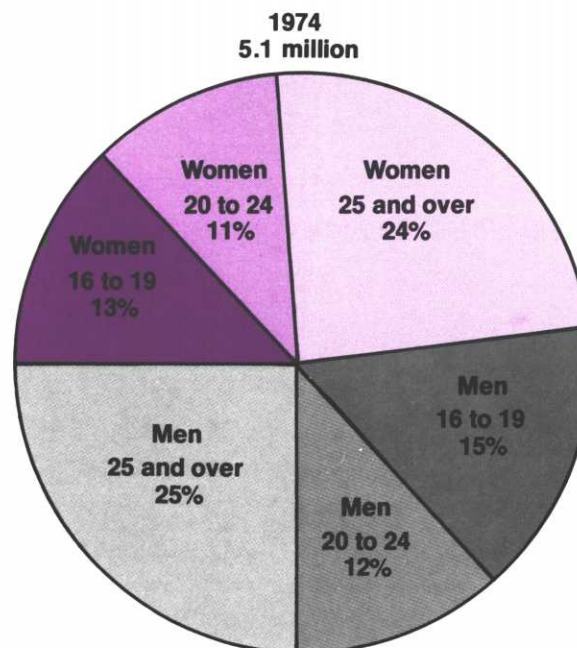
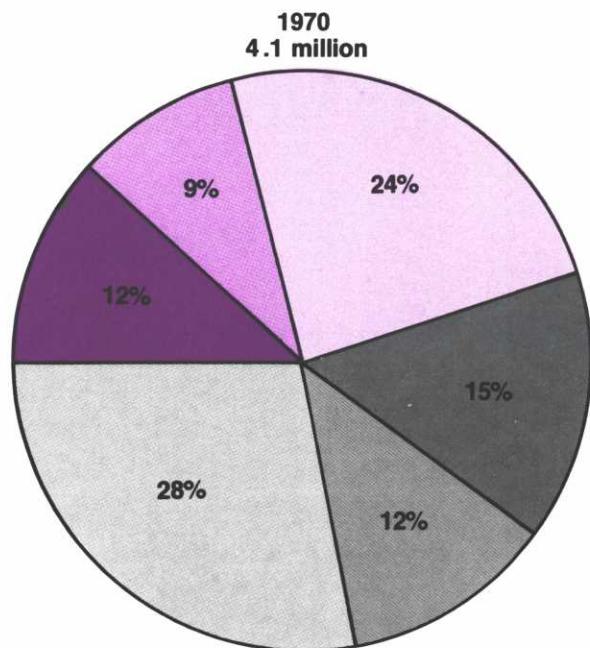
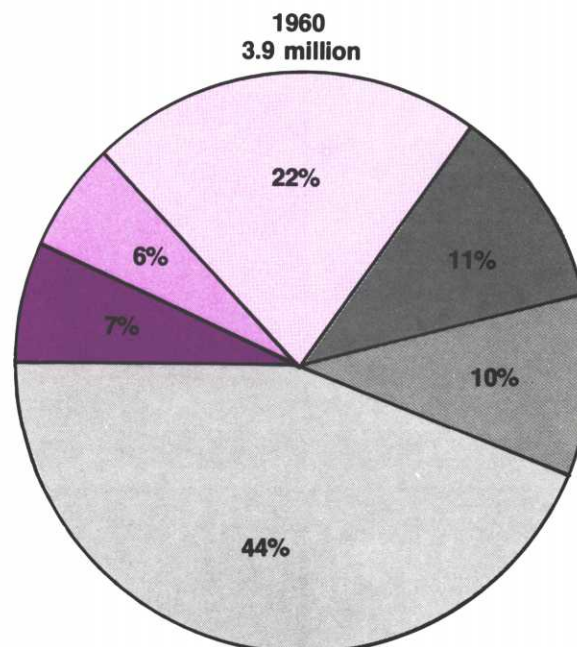
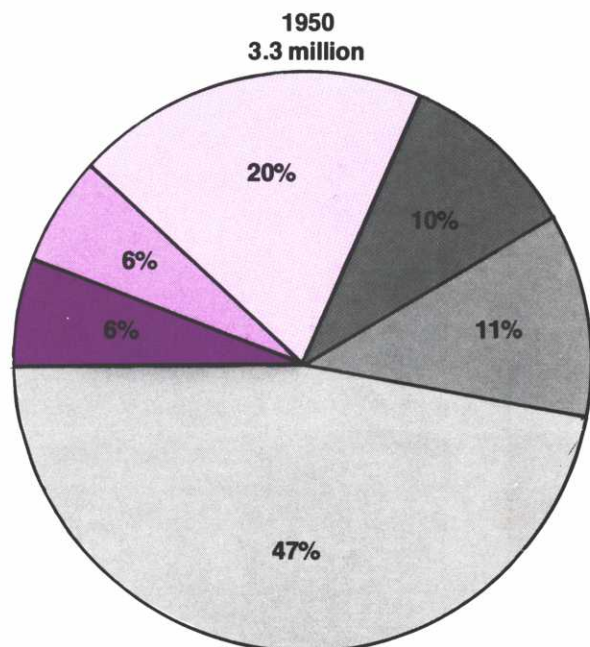
Women as a proportion of all persons on nonagricultural payrolls by industry, 1974

(annual averages)



Women constitute about half the workers in the retail trade; finance, insurance, and real estate; and service industries and on State and local government payrolls.

Unemployed persons by sex and age, selected years, 1950-74 (annual averages)



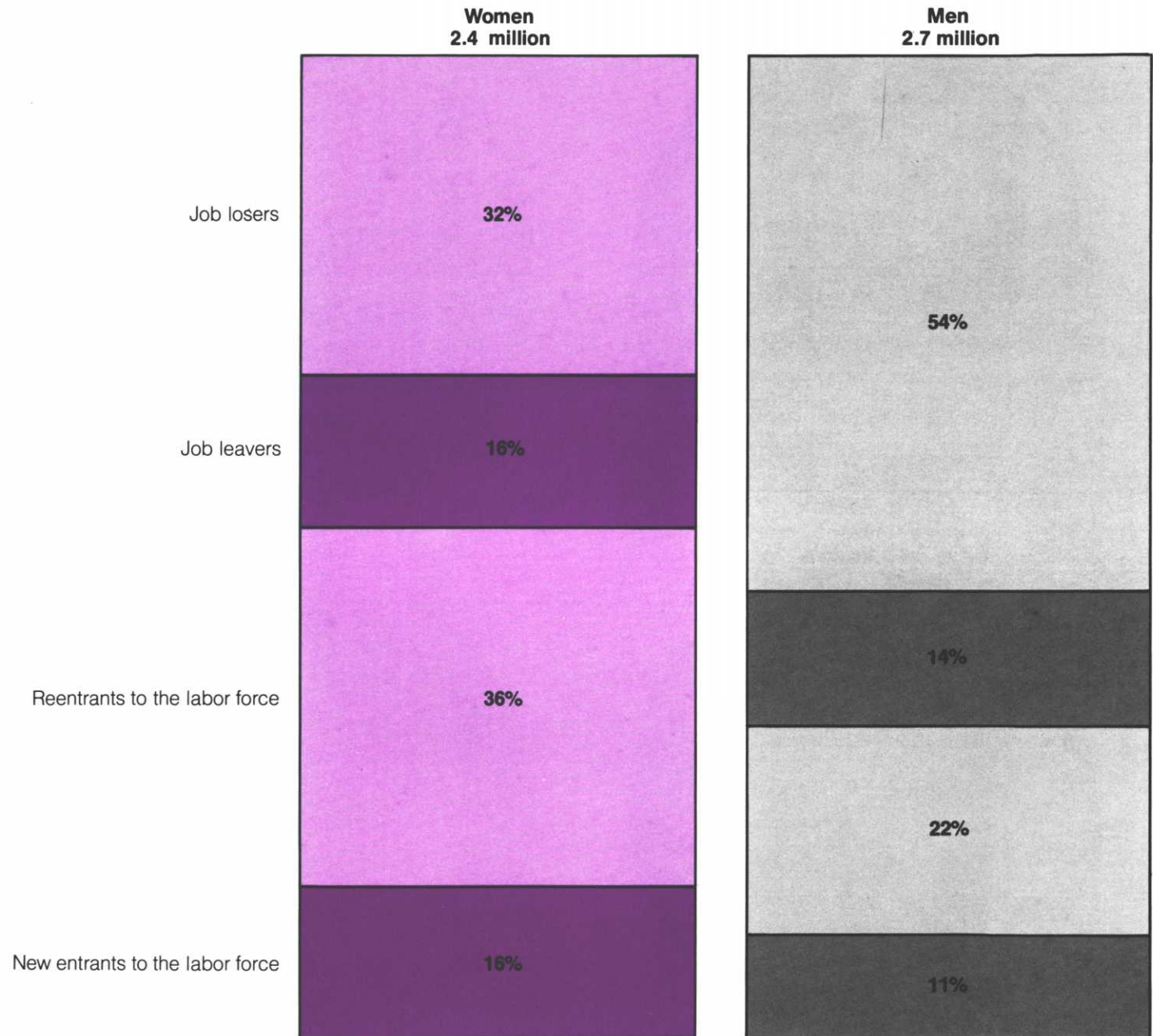
Teen-age and young adult women have become a larger share of the unemployed.

13

Unemployed persons by sex and reason for unemployment, 1974

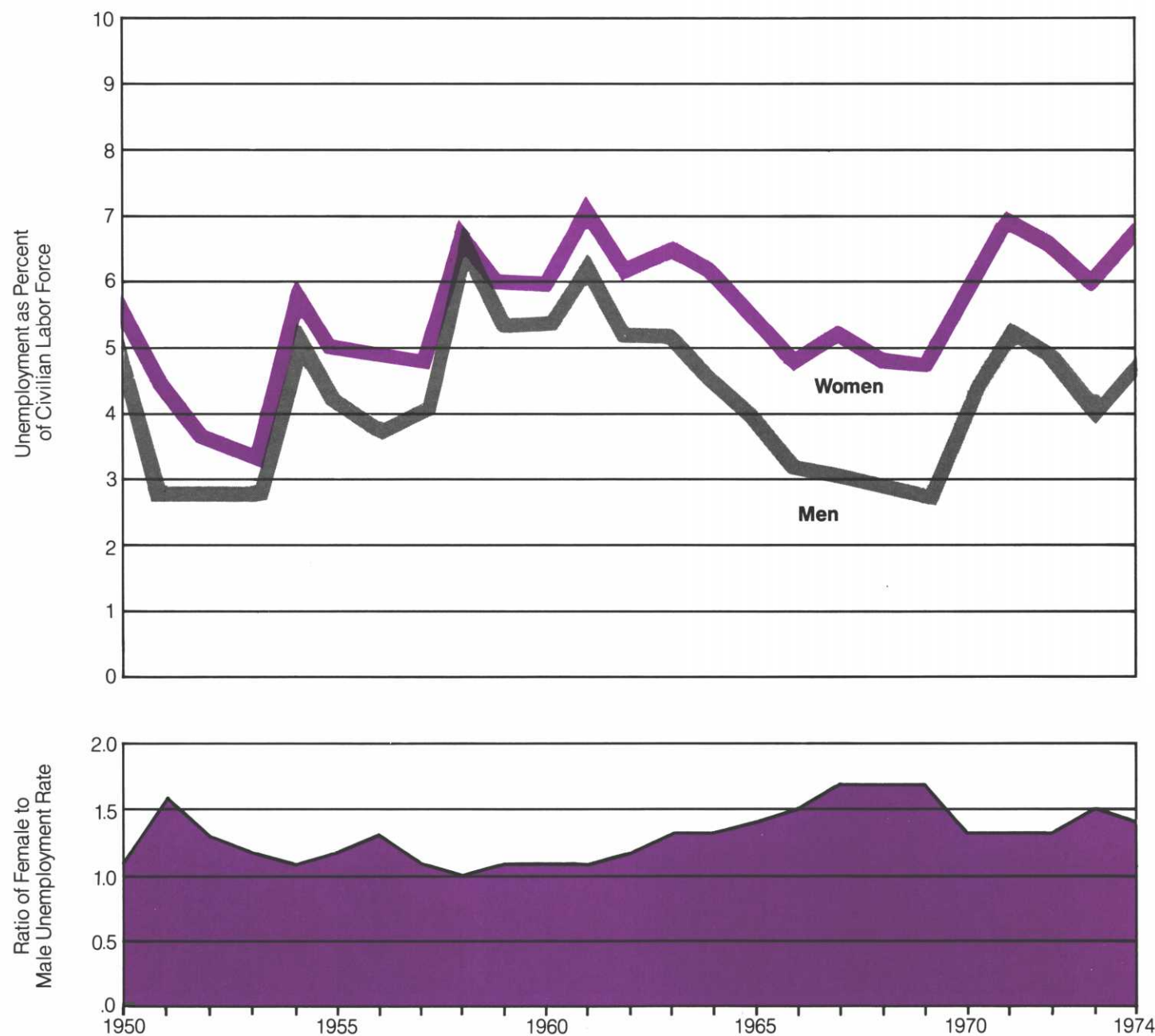
(annual averages)

Unemployed women are much less likely than unemployed men to have lost their job; they are more likely to be reentering or entering the labor force.



Unemployment rates by sex, 1950-74

(annual averages)



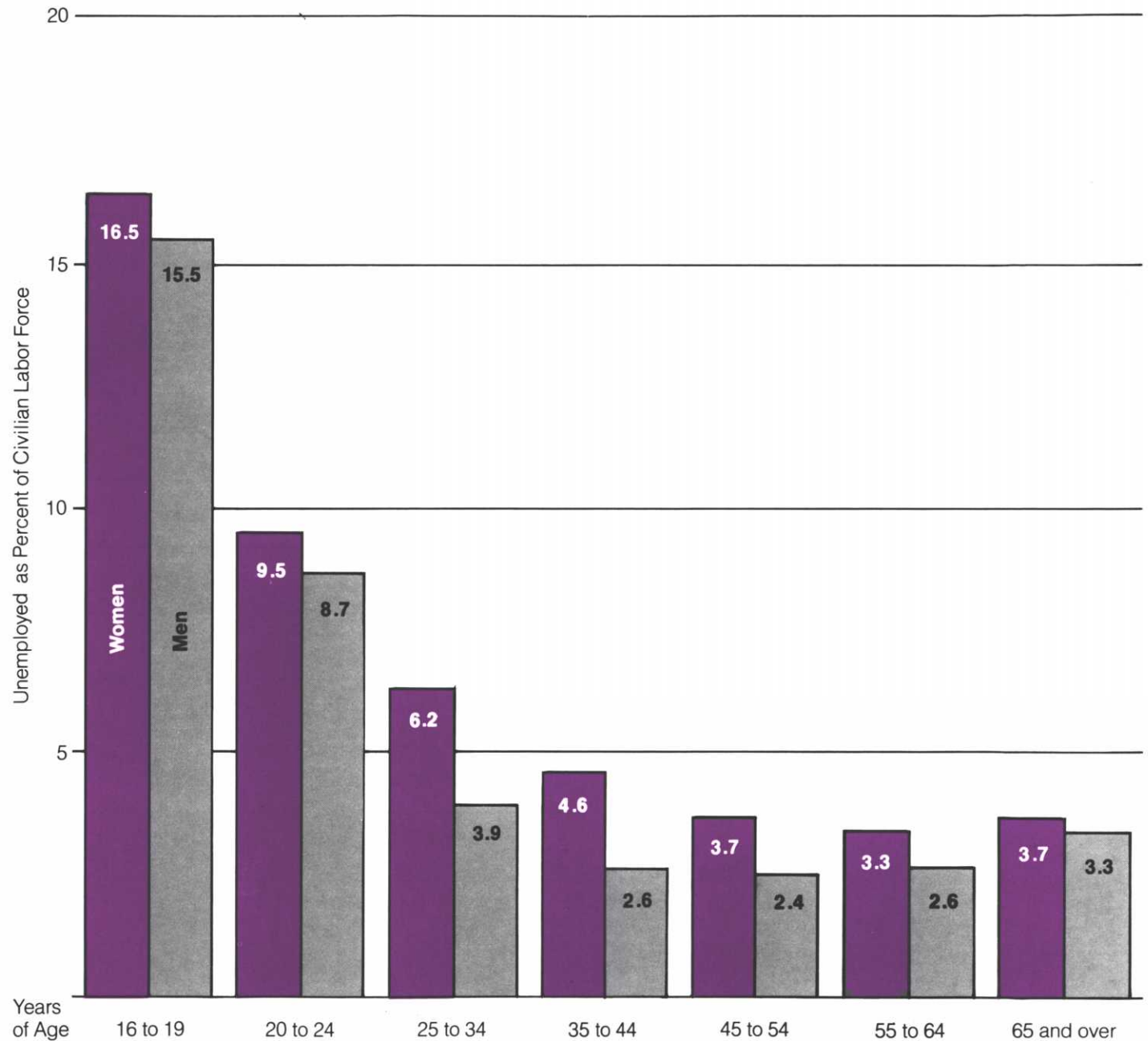
Unemployment rates are generally higher for women than for men. The gap usually widens as unemployment declines.

15

Unemployment rates by sex and age, 1974

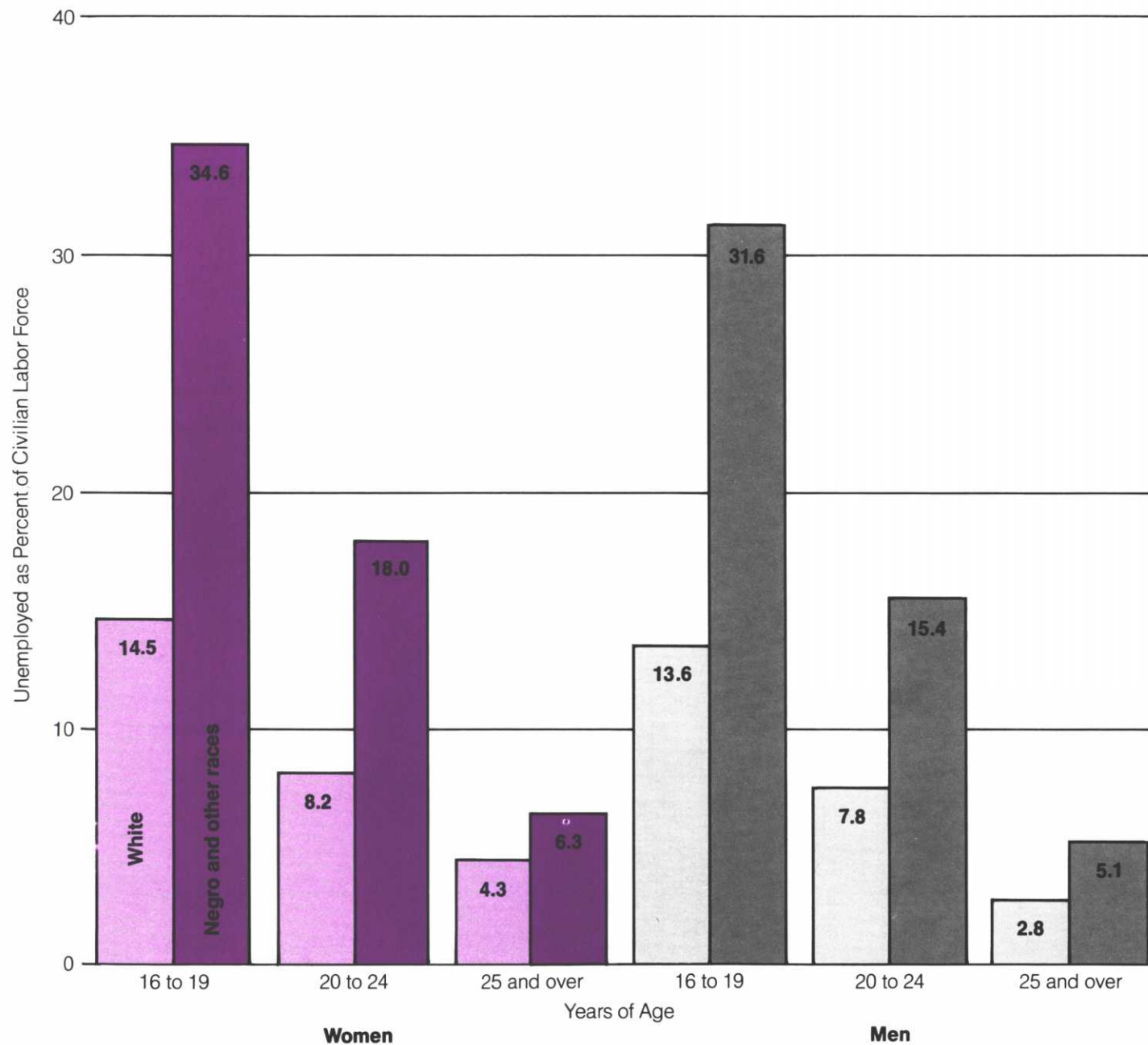
(annual averages)

In the prime working age groups, women have substantially higher unemployment rates than men.



Unemployment rates by sex, age, and race, 1974

(annual averages)

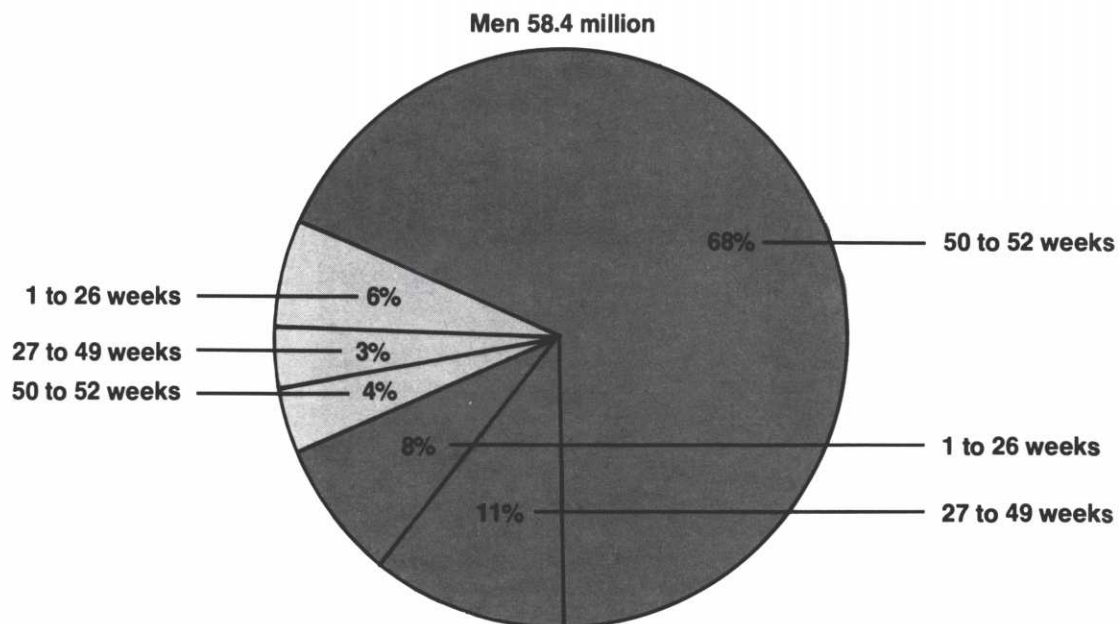
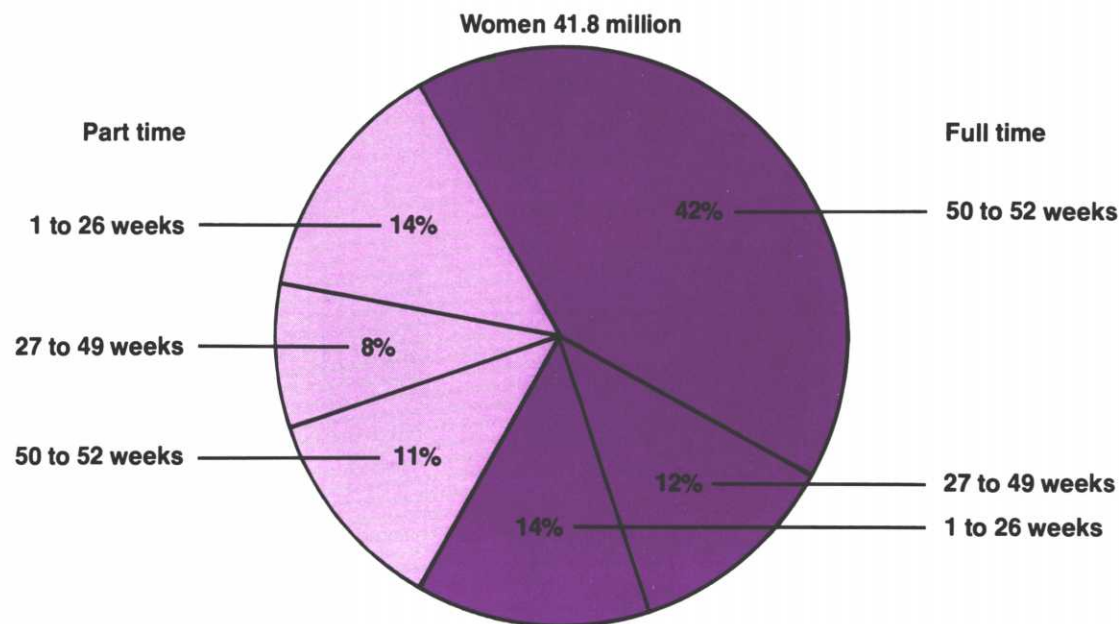


Young women of minority races have the highest unemployment rates.

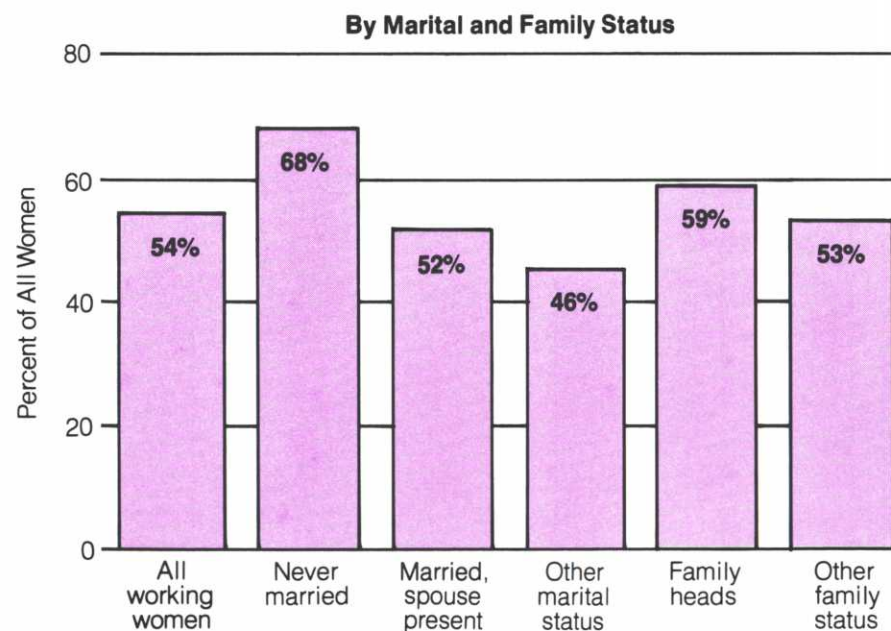
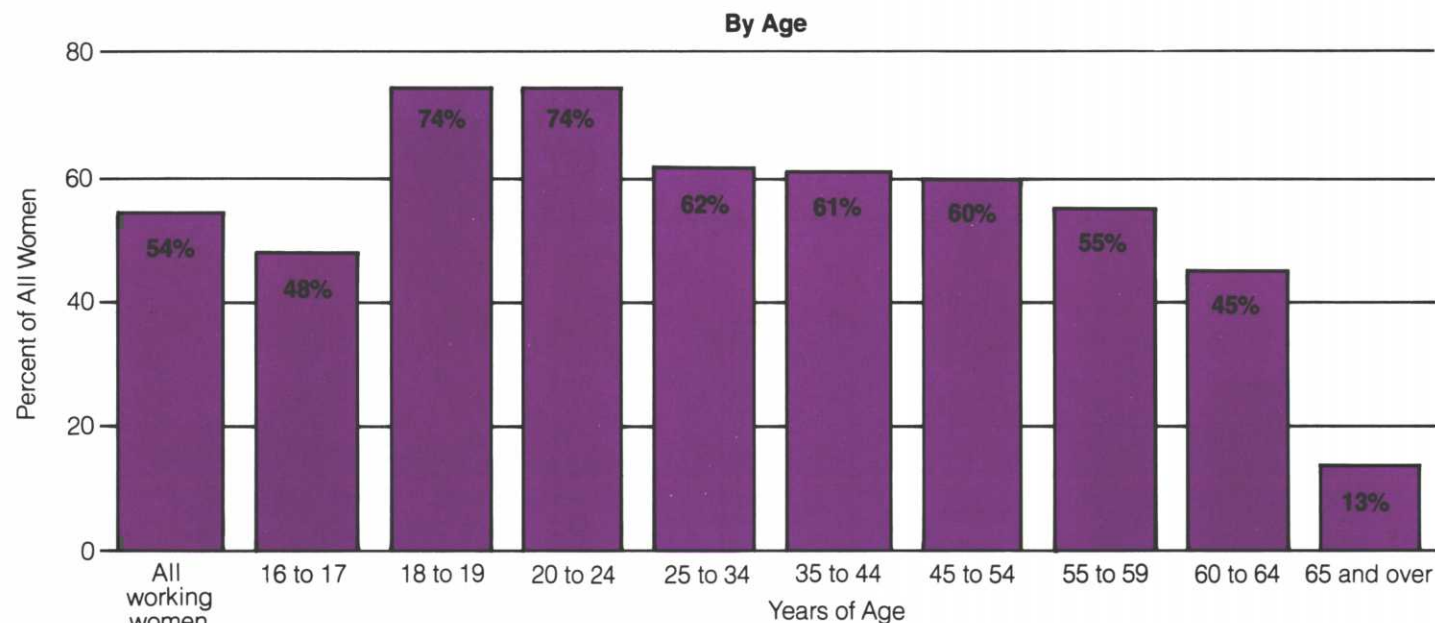
17

Workers by sex, full- or part-time work experience, and weeks worked, 1973

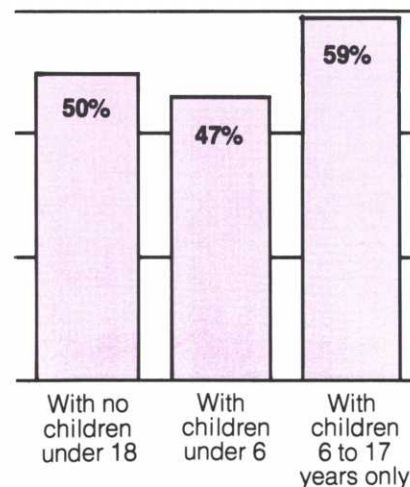
Women workers are less likely than men to hold year-round full-time jobs; even so, about two-fifths of the women who worked in 1973 did so on a year-round full-time basis.



Women with work experience as a proportion of all women, 1973



By Presence and Age of Children (Married, Spouse Present)



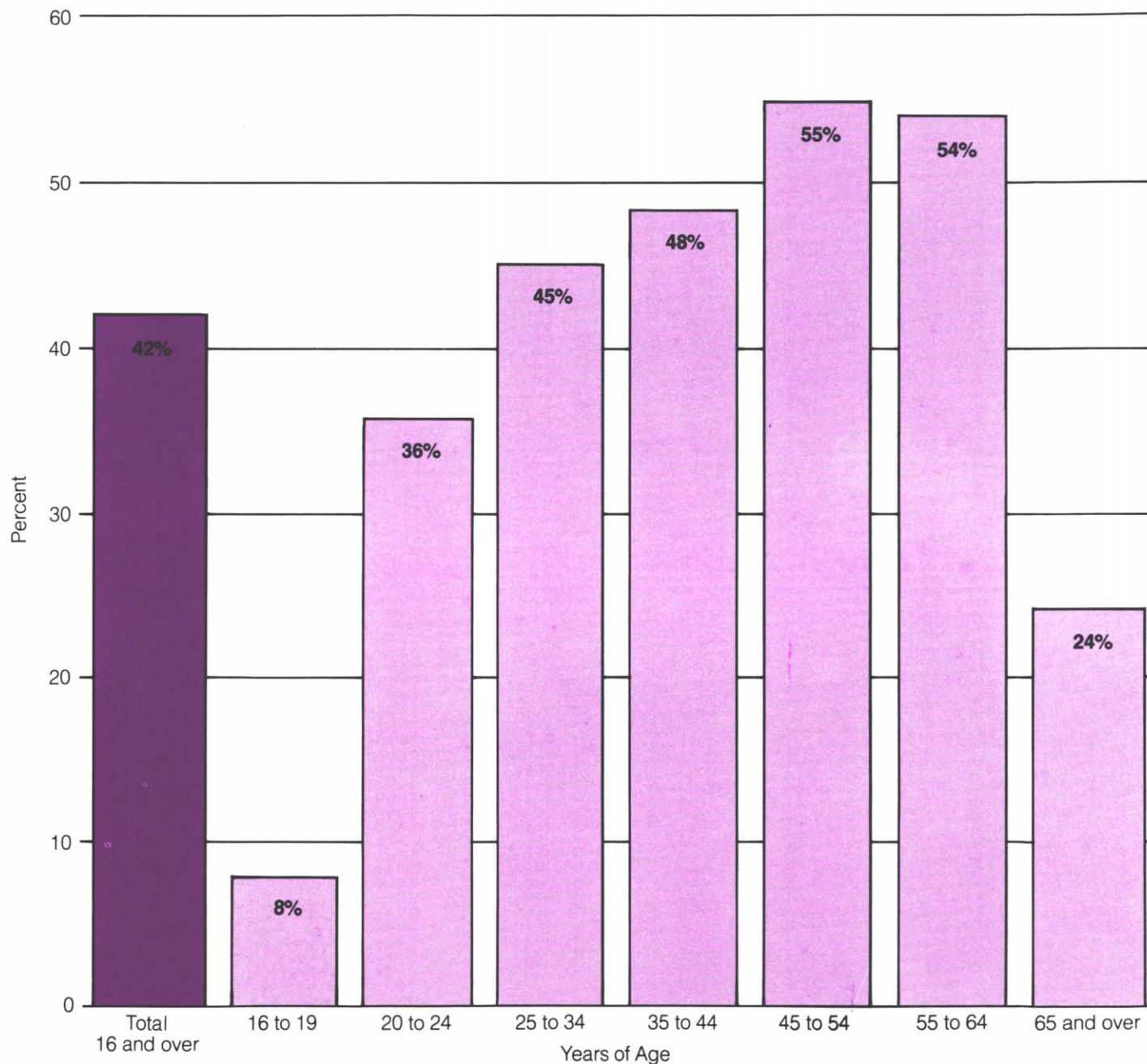
Note: Age and family status in March, 1974

Over half of all women 16 years of age and over had some work experience in 1973—a proportion that varied by age, marital and family status, and presence and age of children.

19

Women holding year-round full-time jobs in 1973 as a proportion of all women workers, by age

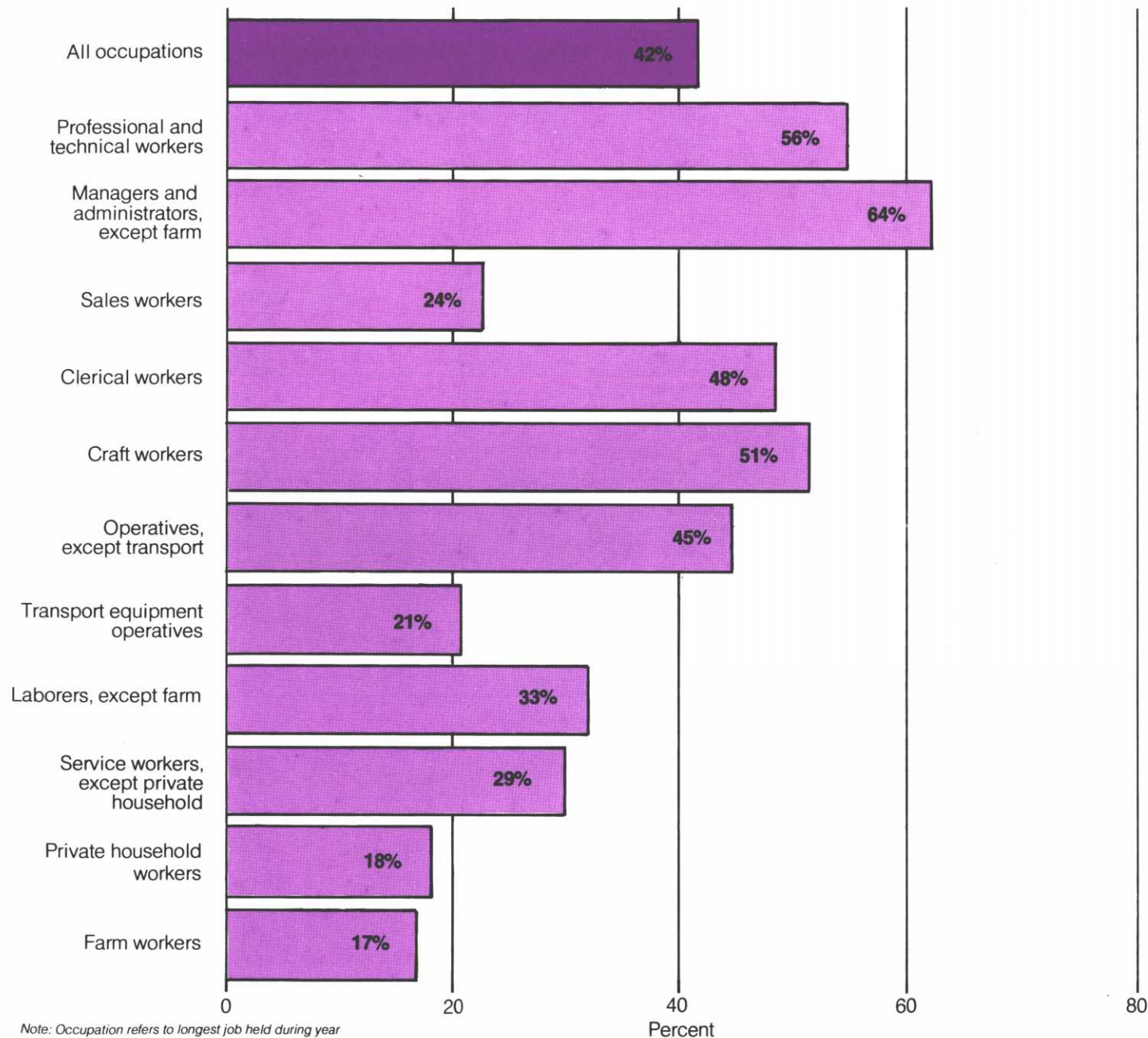
About half of the women workers 25 to 64 years old work all year at full-time jobs.



Note: Age as of March 1974

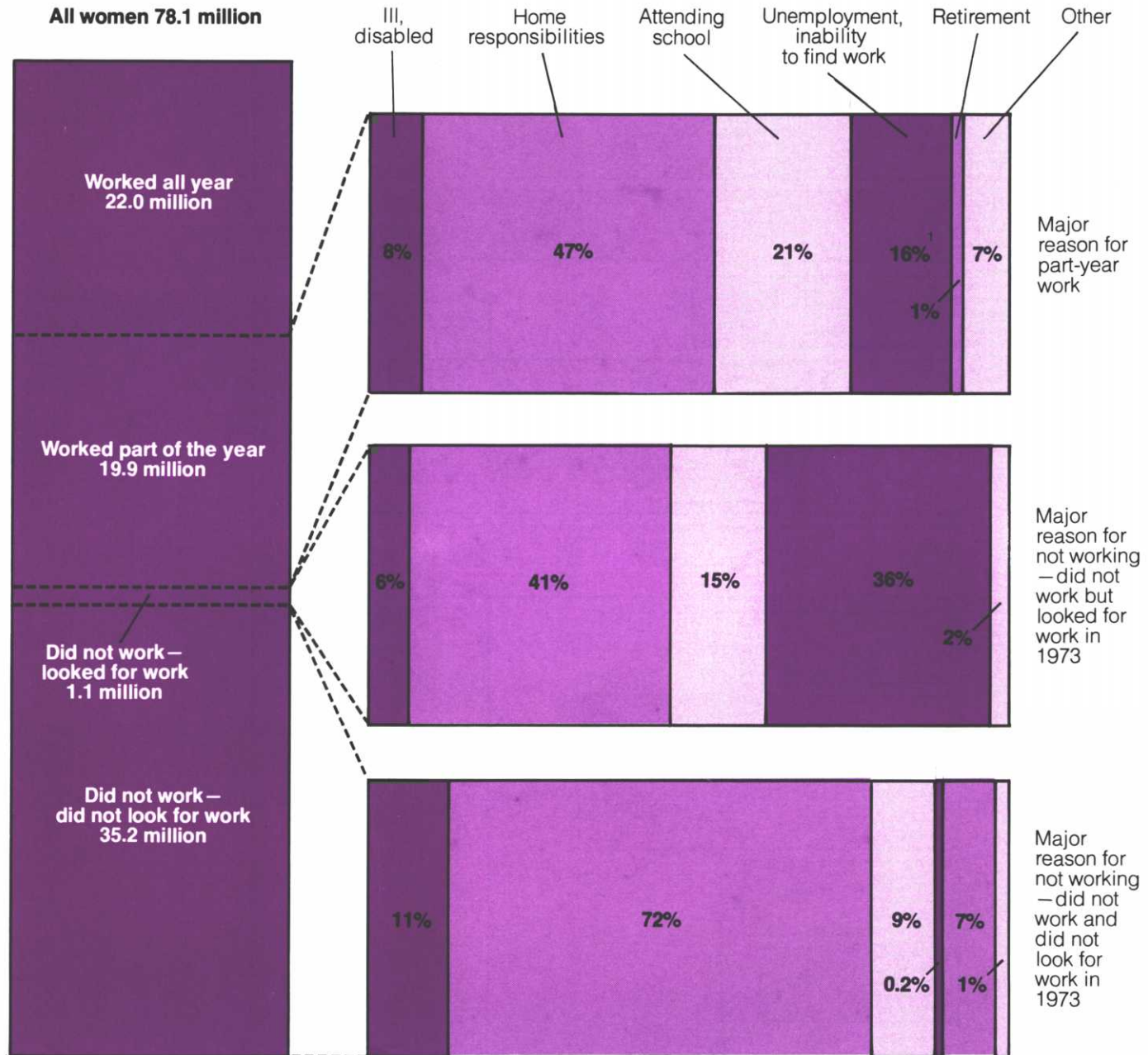
20

Women holding year-round full-time jobs in 1973 as a proportion of all women workers, by occupation



Women employed in professional-technical and managerial occupations are more likely to work year-round full-time than women who hold other kinds of jobs.

Women by reason for less than full-year work, 1973



¹ A total of 5.1 million part-year women workers experienced some unemployment during 1973, of whom 3.1 million reported unemployment was the major reason for part-year work.

The major reason women work only part of the year or not at all is home responsibilities.

Women with unemployment in 1973 by work experience and weeks unemployed

Of the 43 million women with work experience in 1973, 6.6 million were unemployed at some time during the year—about 45 percent of their unemployment lasted less than 5 weeks.

Weeks unemployed



43 million women in the labor force anytime during 1973

With unemployment

15%

No unemployment during year

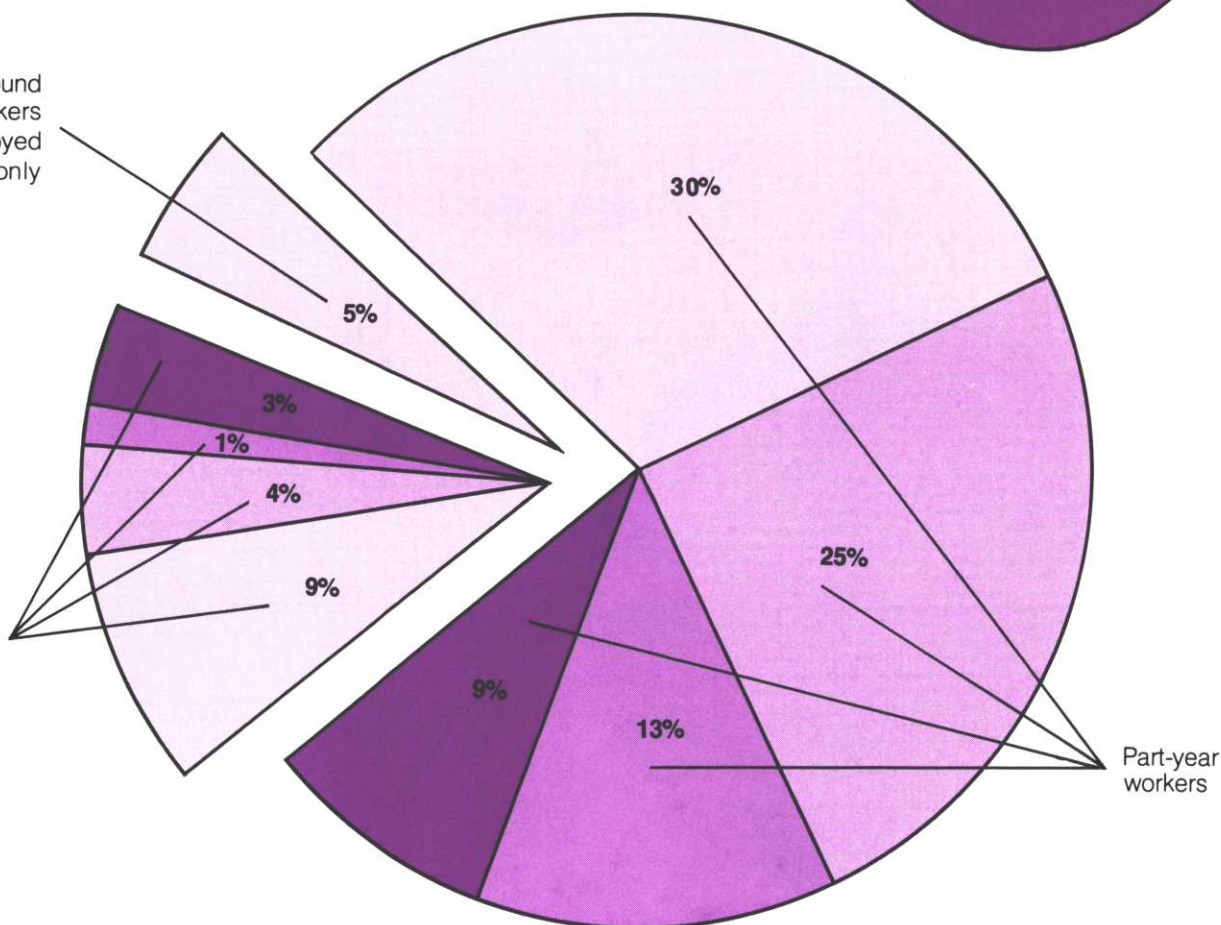
85%

Women with unemployment 6.6 million

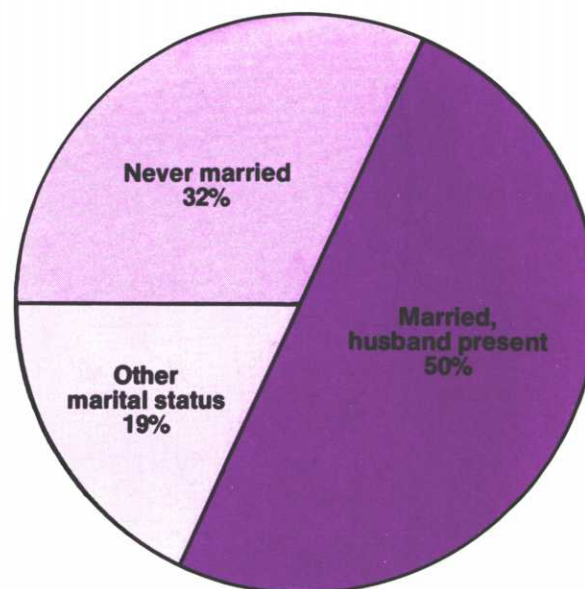
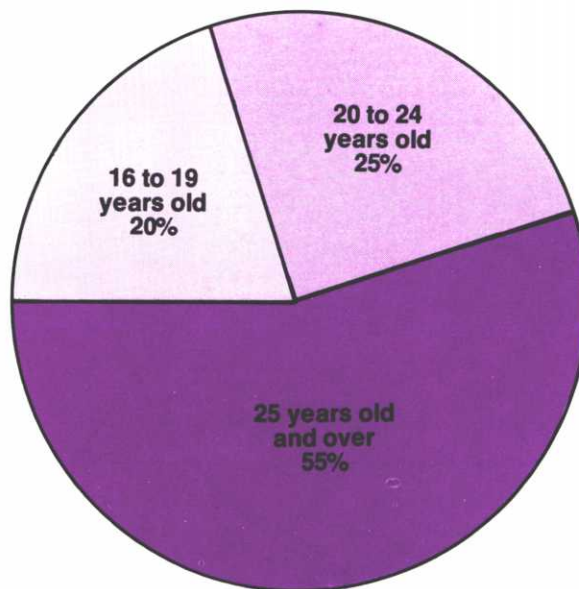
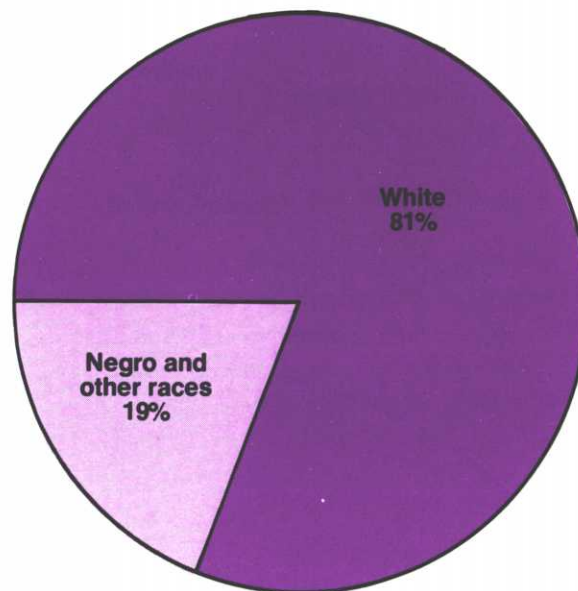
Year-round full-time workers unemployed 1 or 2 weeks only

Did not work in 1973, but looked for a job

Part-year workers



Women with unemployment in 1973 by race, age, and marital status



Note: Age and marital status as of March 1974

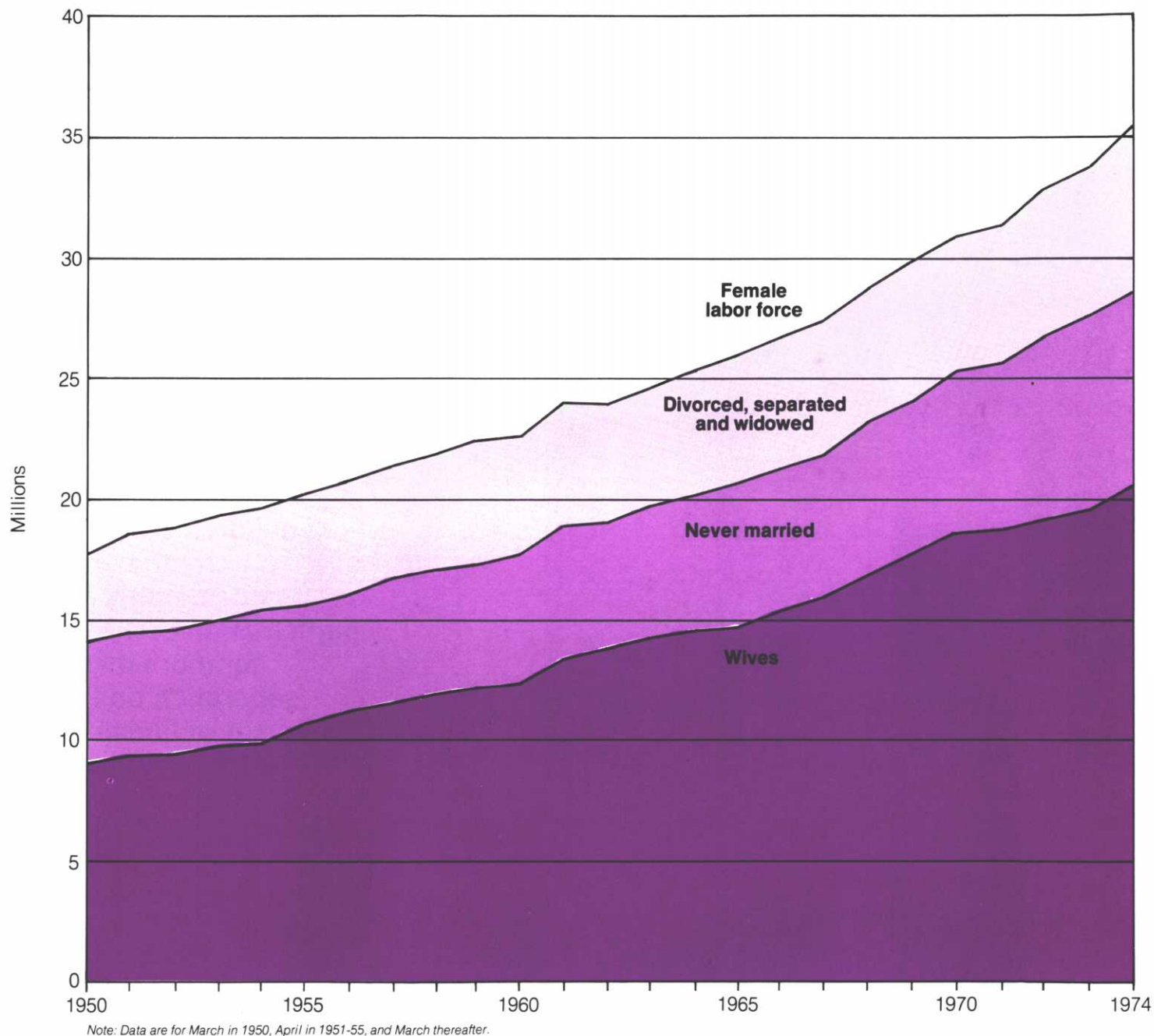
Of the 6.6 million women with some unemployment in 1973, 19 percent were of minority races, 45 percent were teenagers and young adults, and 50 percent were wives.

Nowadays single women no longer predominate in the female labor force as they did before World War II and in the early 1950's. Married women living with their husbands – nearly 21 million in 1974 – account for almost three-fifths of all women workers. The proportion of female workers who are widowed, divorced, or separated is comparatively small, but on the rise.

The trend toward smaller families has contributed to the consistent increases in women's overall labor force participation rate. Where young children are in the family, the likelihood of a mother's working outside the home is considerably reduced. Even so, labor force participation of these mothers has risen steadily for more than a decade. With divorce and separation on the increase in the 1970's, the number of families headed by working women is rising.

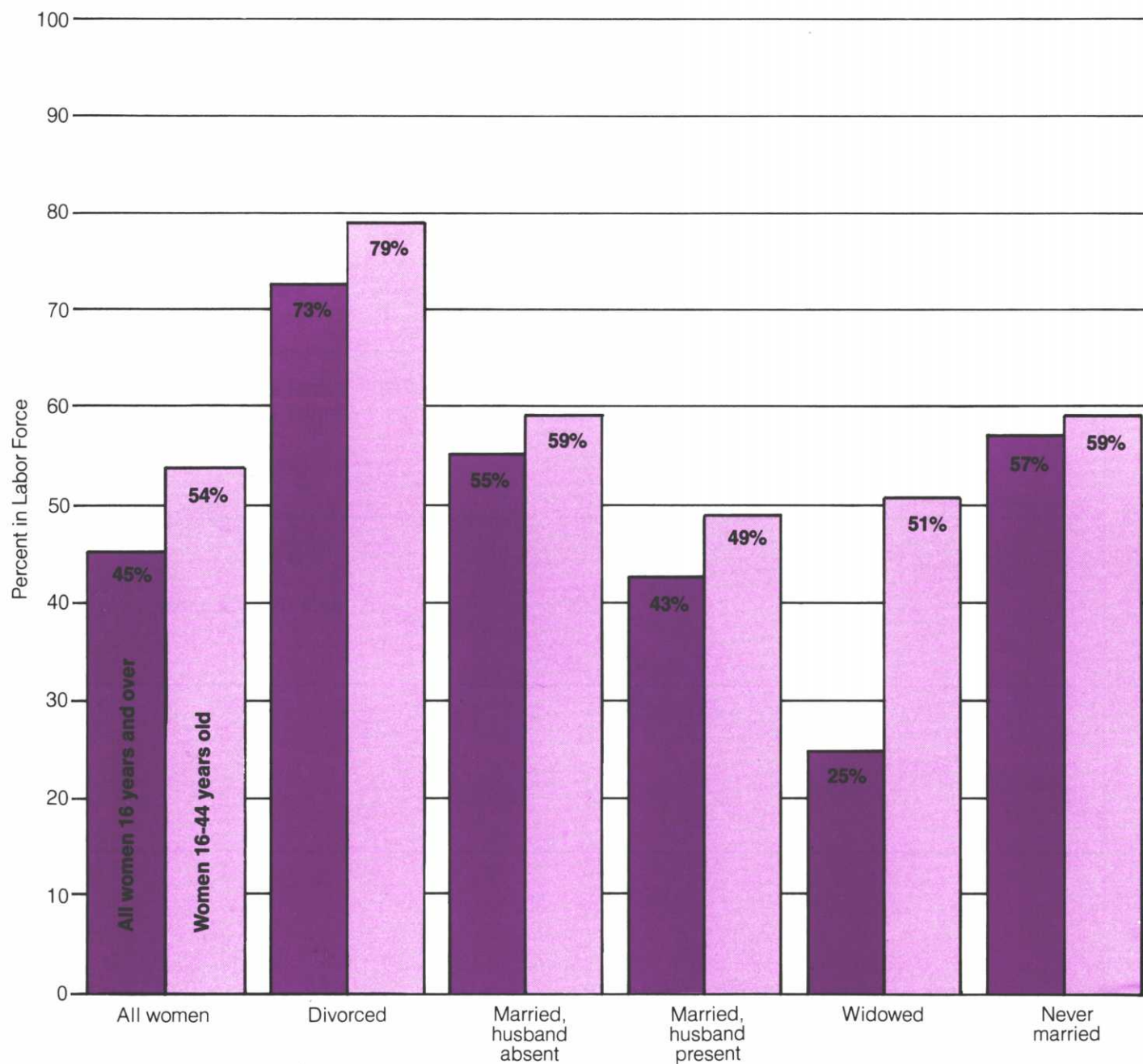
Women in the labor force by marital status, 1950-74

The number of married women in the labor force has more than doubled since 1950.



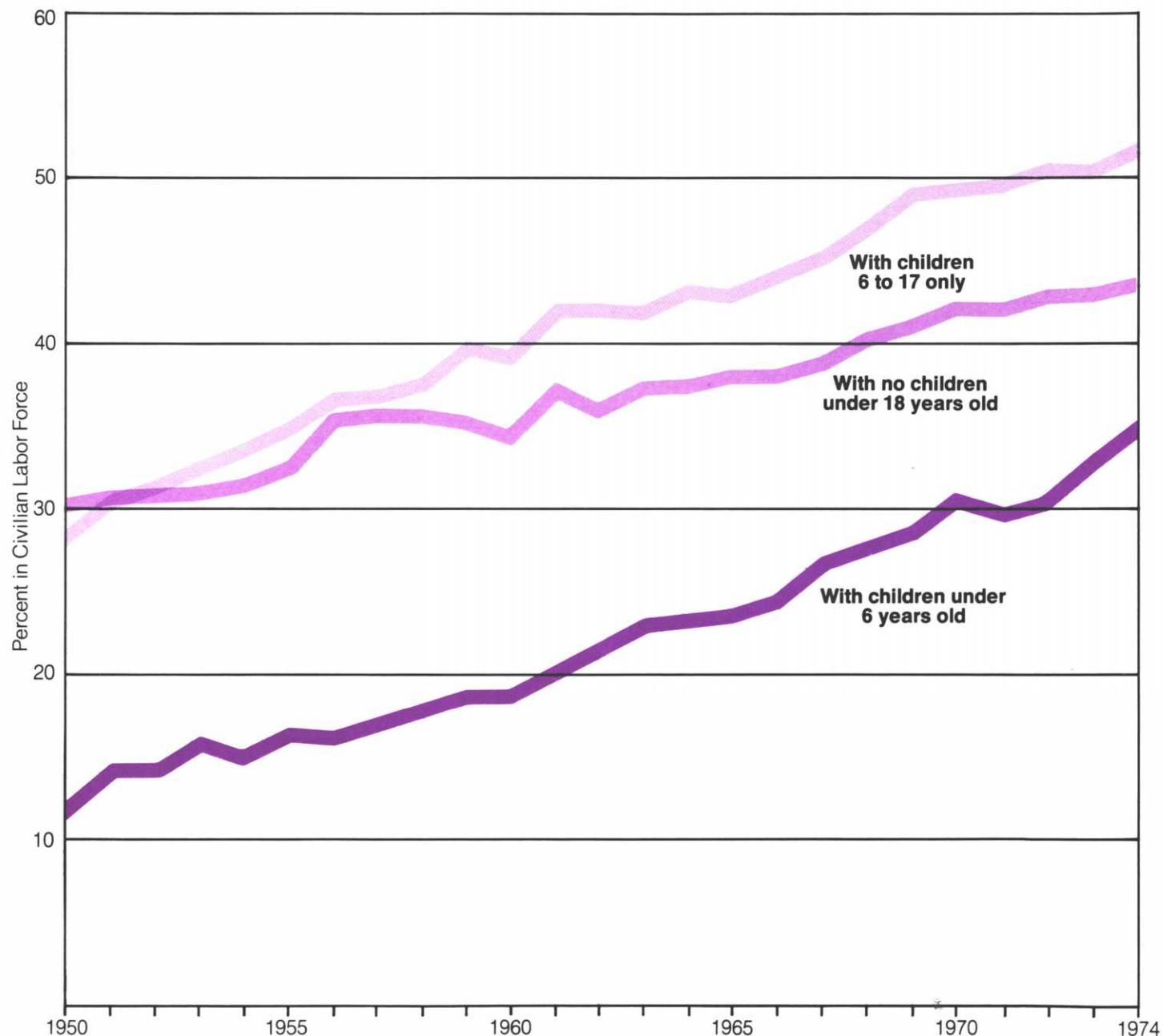
Note: Data are for March in 1950, April in 1951-55, and March thereafter.

**Labor force
participation
rates of
women by
marital status
and age,
March 1974**



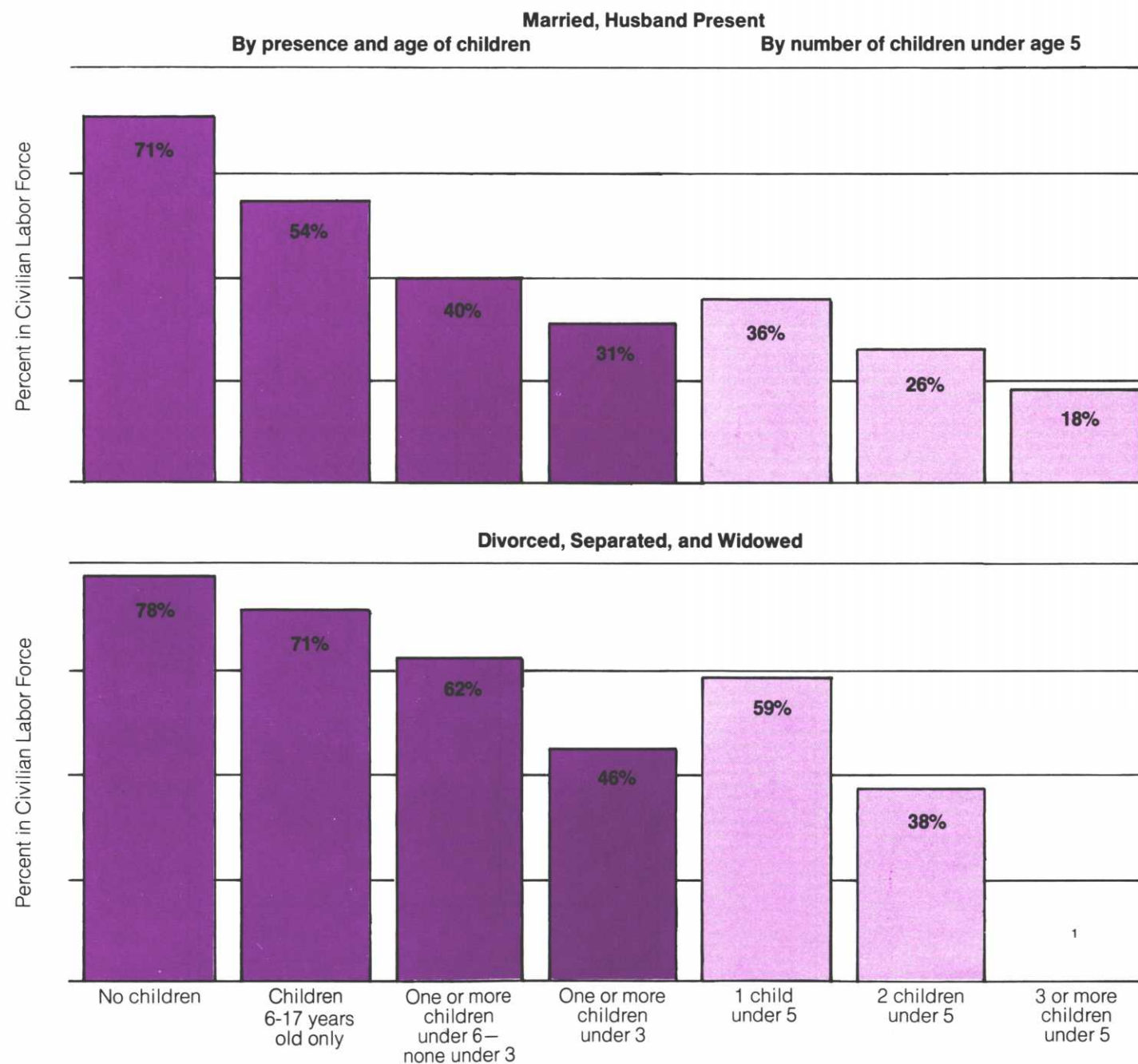
As a group, divorced women are more likely to be in the labor force than women of any other marital status. Widows are the least likely to be workers, but this is largely attributable to age.

Labor force participation rates of married women by presence and age of children, 1950-74



Married women with or without children under age 18 have entered the labor force in increasing proportions over the past quarter century; the pace of the increase for women with preschool age children has accelerated in the past few years.

Labor force participation rates of married or formerly married women under age 45, March 1974

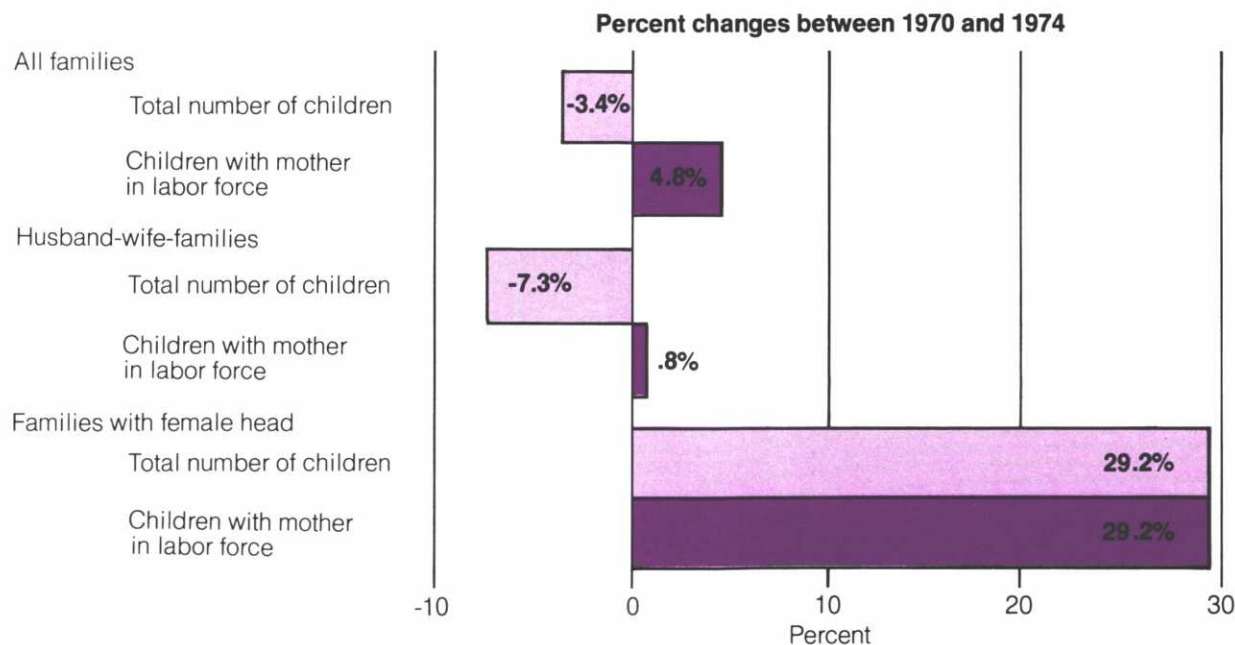
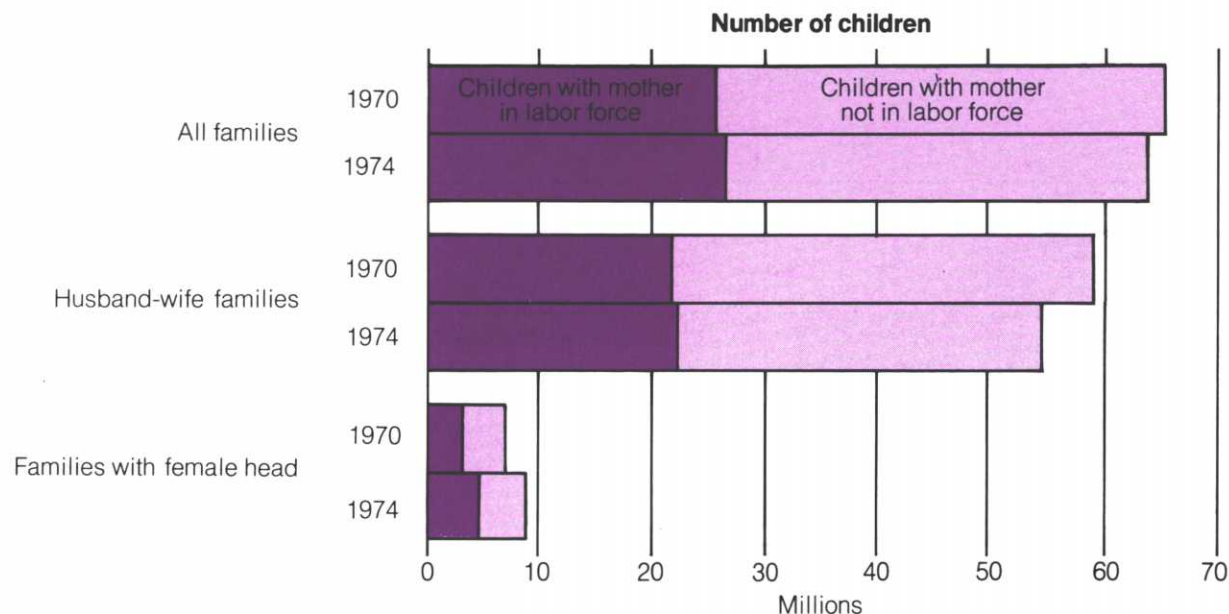


¹ Not available; base population less than 75,000 women.

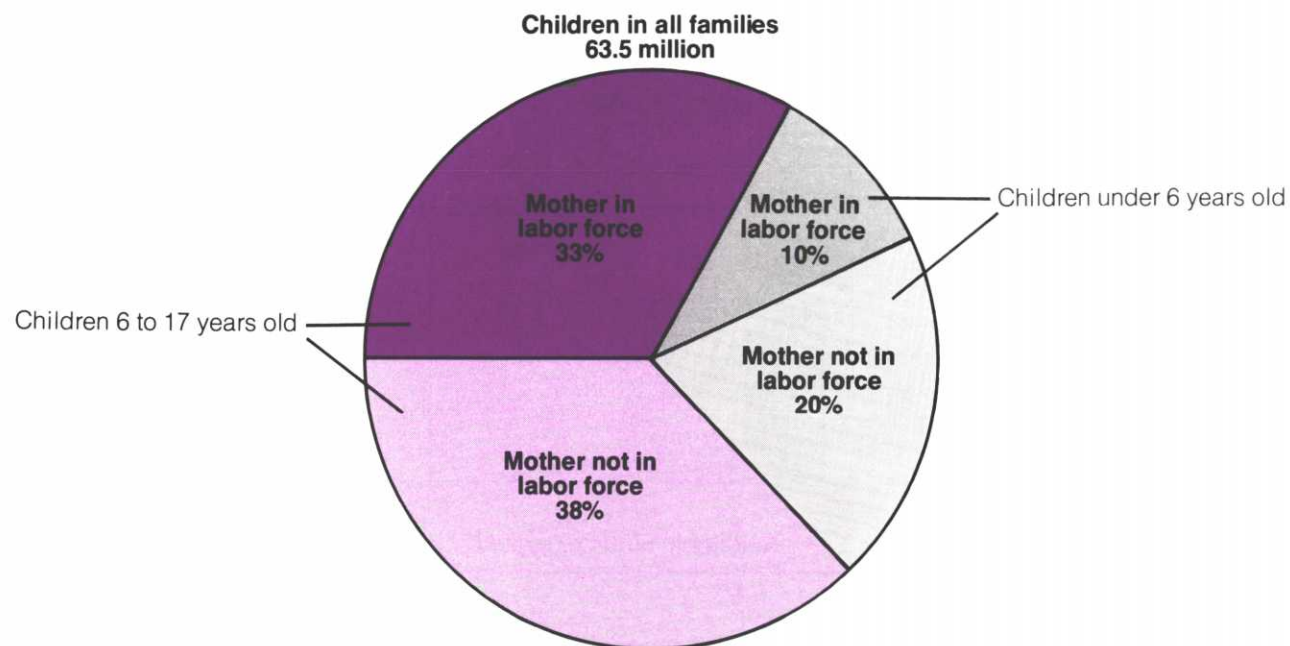
The presence of children, especially preschoolers, reduces the likelihood of labor force participation among married women in the typical childbearing ages. This is true for divorced and separated women as well.

Children under age 18 by type of family and labor force status of mother, 1970 and 1974

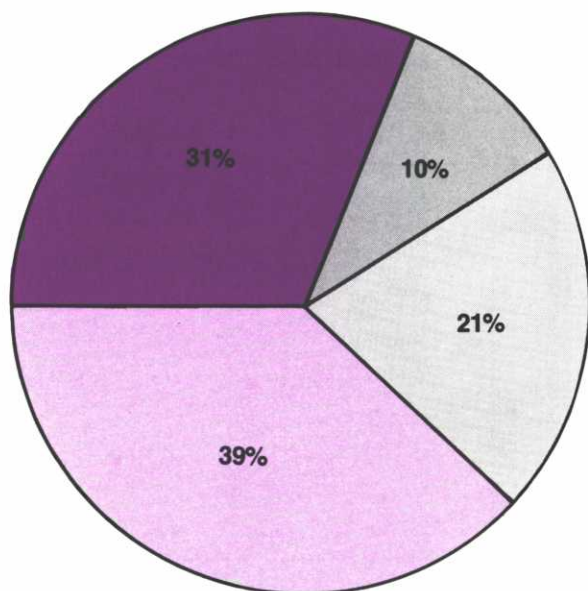
While the number of children under age 18 dropped between 1970 and 1974, the number whose mothers were in the labor force rose. As a result of the increase in divorce and separation among married couples with children, most of the increase in the number of children with working mothers took place among families headed by women.



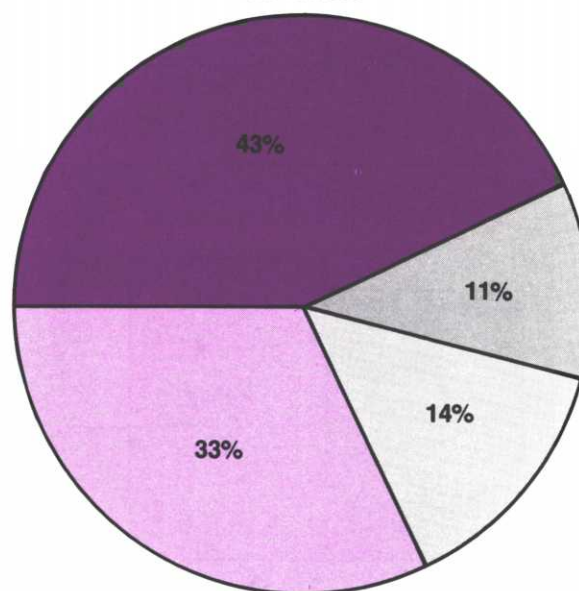
Children under age 18 by type of family, age, and labor force status of mother, March 1974



Children in husband-wife families
54.2 million



Children in families with female head
8.6 million



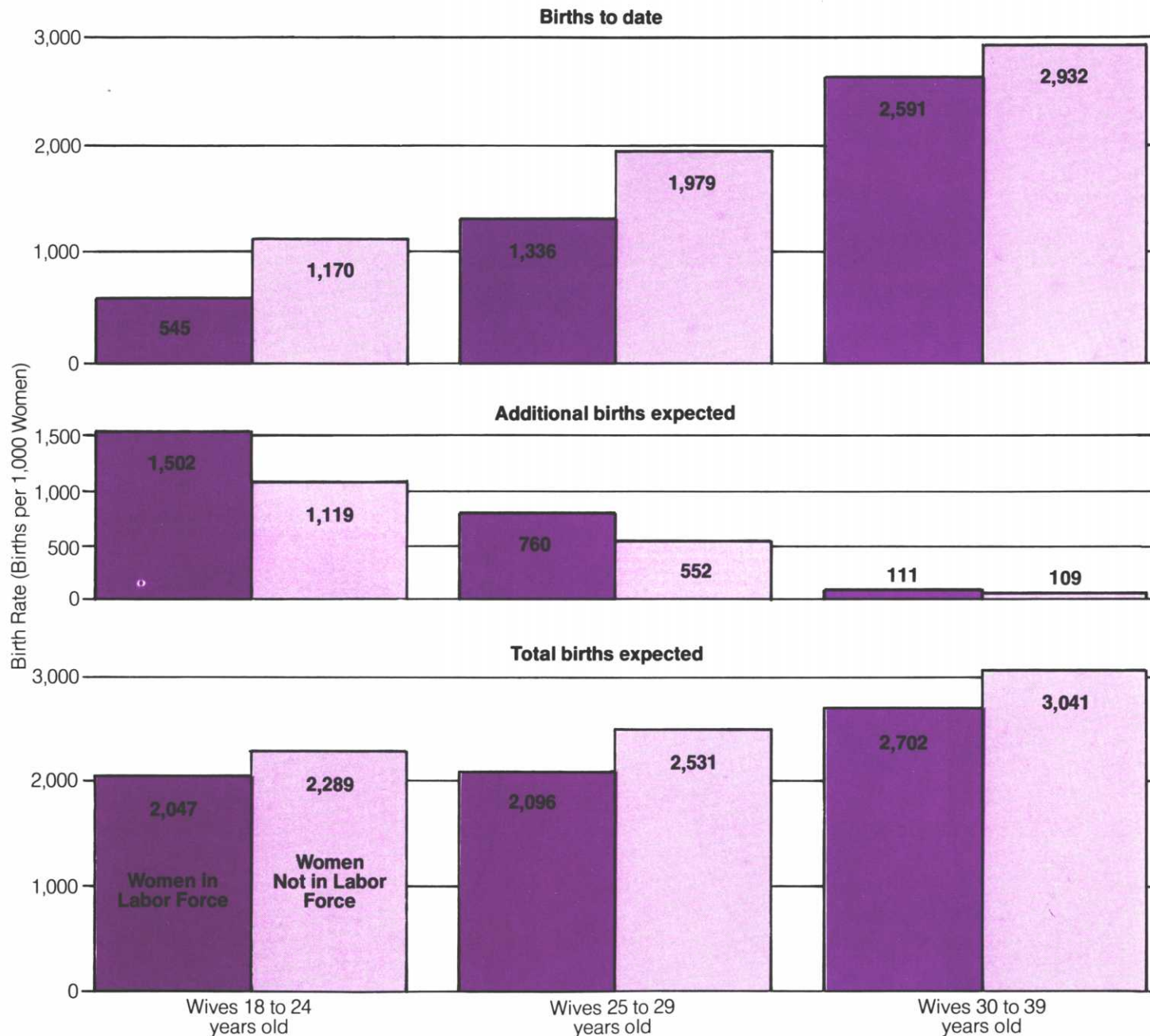
Note: Not shown separately are 740,000 children in families headed by males other than husbands.

Most children of working mothers are old enough to be in school, but in 1974 about 6 million were below regular school age, requiring other arrangements for care in their working mothers' absence.

30

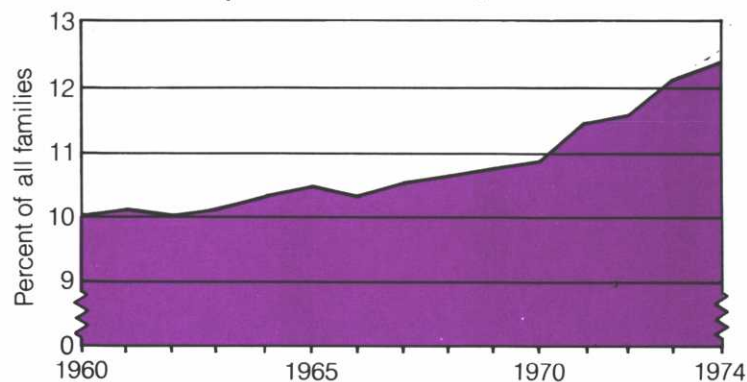
Birth rates of women in husband-wife families by age and labor force status of mother, June 1974

Wives who are in the labor force bear fewer children, on average, than wives who are not; although working wives plan to have more children in the future, they would still have fewer children than nonworking wives.

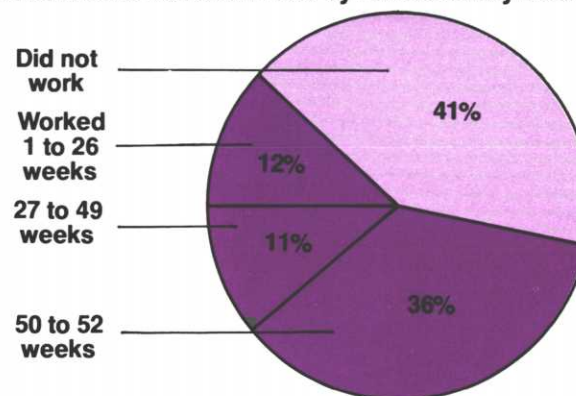


Summary indicators for families headed by women, selected periods, 1960-74

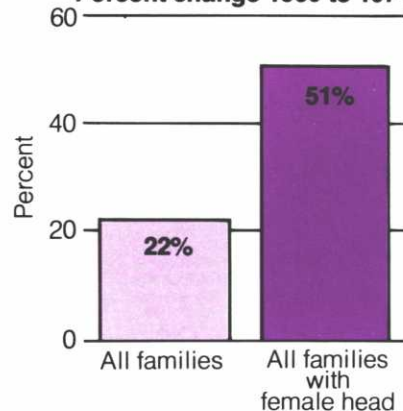
Families headed by women as a percent of all families, 1960-74



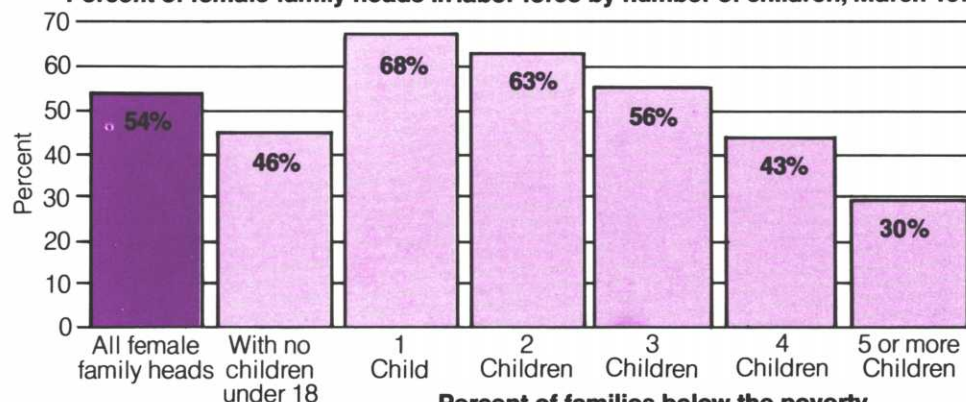
Number of weeks worked in 1973 by female family heads



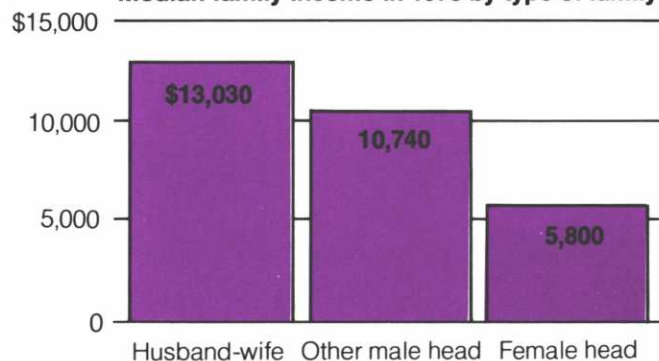
Percent change 1960 to 1974



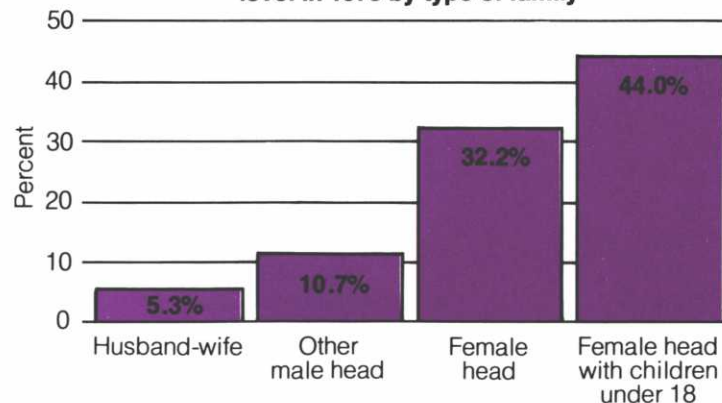
Percent of female family heads in labor force by number of children, March 1974



Median family income in 1973 by type of family



Percent of families below the poverty level in 1973 by type of family

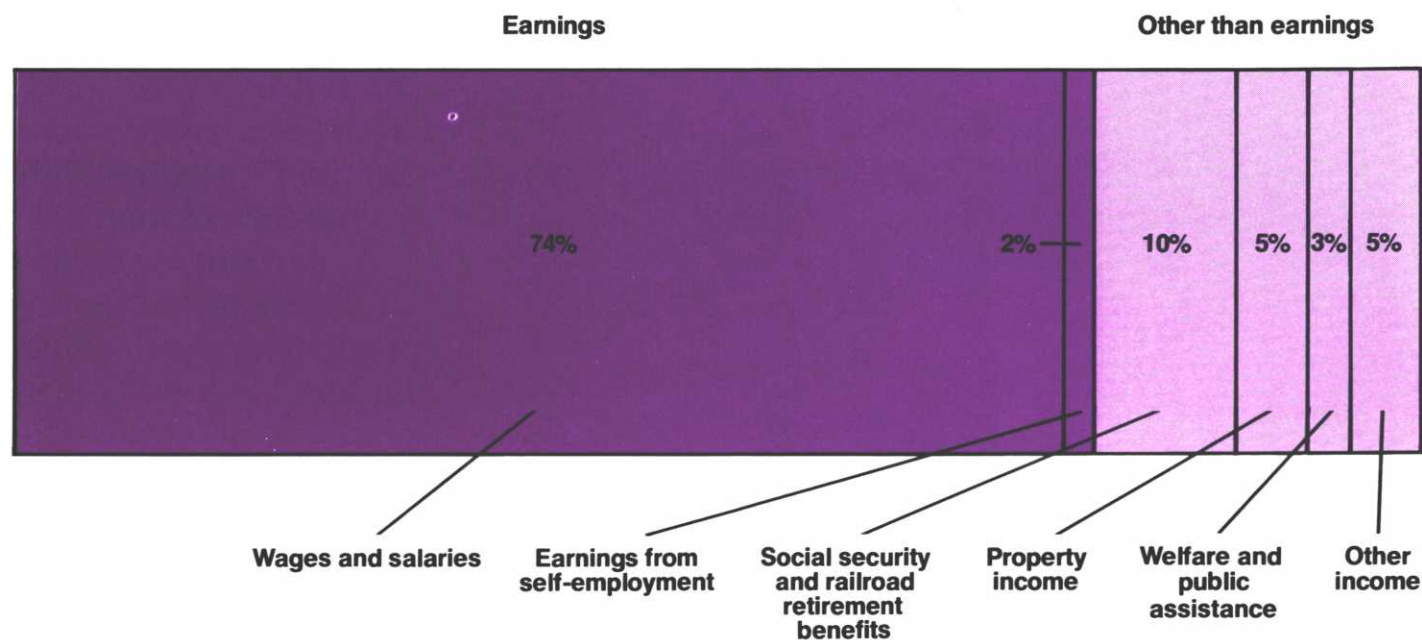


Families headed by women account for a significant and growing share of all American families. On average, half of the women who head families are in the labor force, but proportionately more female than male family heads are below the poverty level.

The great majority of working women have not yet attained parity with working men in earned income. Median usual weekly earnings of women on full-time jobs in 1974 were about 60 percent of those of men. For year-round full-time workers, women's median annual earnings were only 57 percent of men's, a ratio that ranged from 38 percent for sales workers to 64 percent for professional-technical workers. Through the years, employed women have consistently been clustered in lower paying occupations than men.

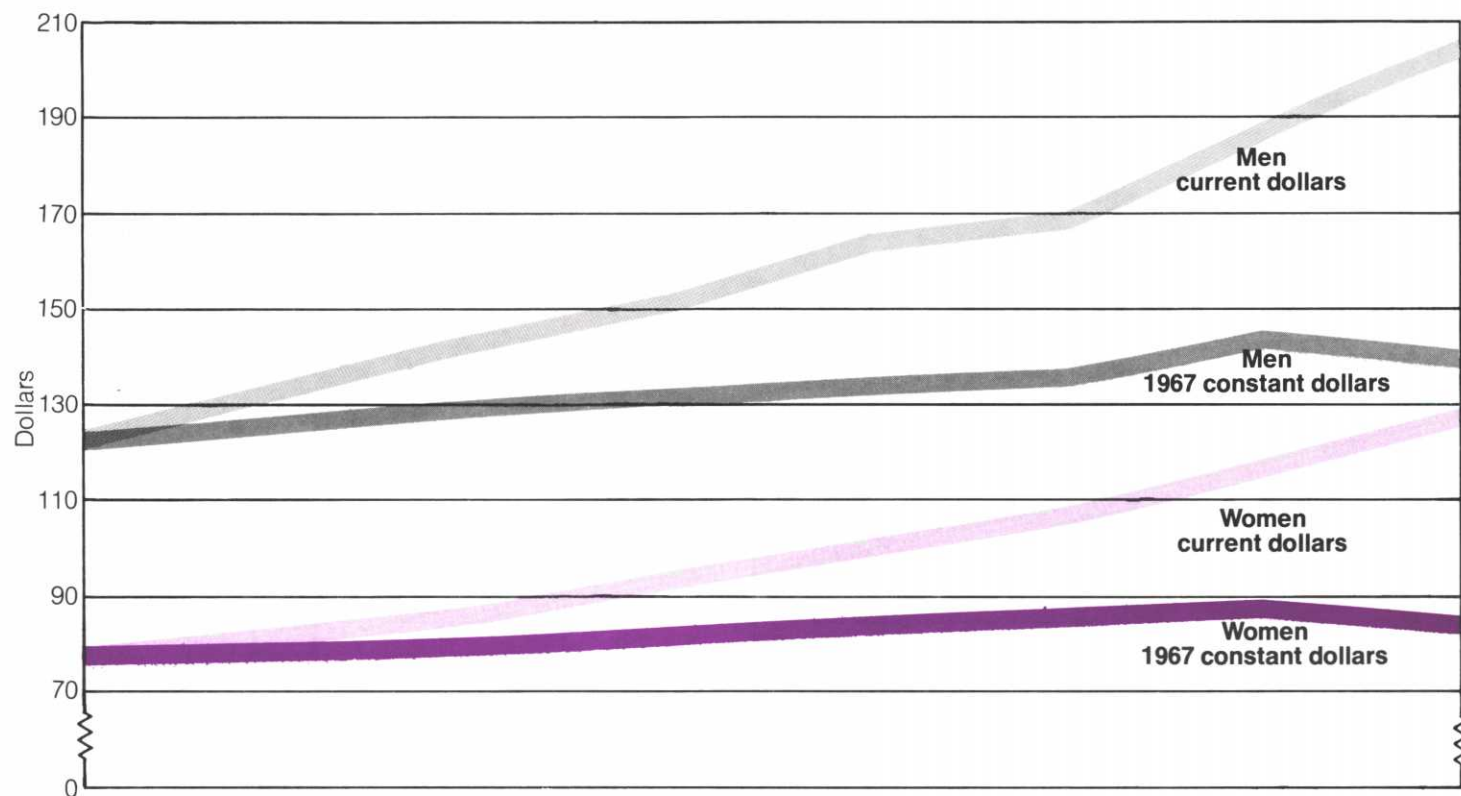
Despite their comparatively low earnings, women make a substantial contribution to their family's economic well-being, and the family with more than one earner has become a prominent feature of American life. In nearly half of all husband-wife families in 1973, both the husband and wife were earners. Wives' earnings accounted for, on average, 26 percent of the total family income in that year, and as much as 38 percent for wives who worked year round, full time.

Income of women by source, 1973

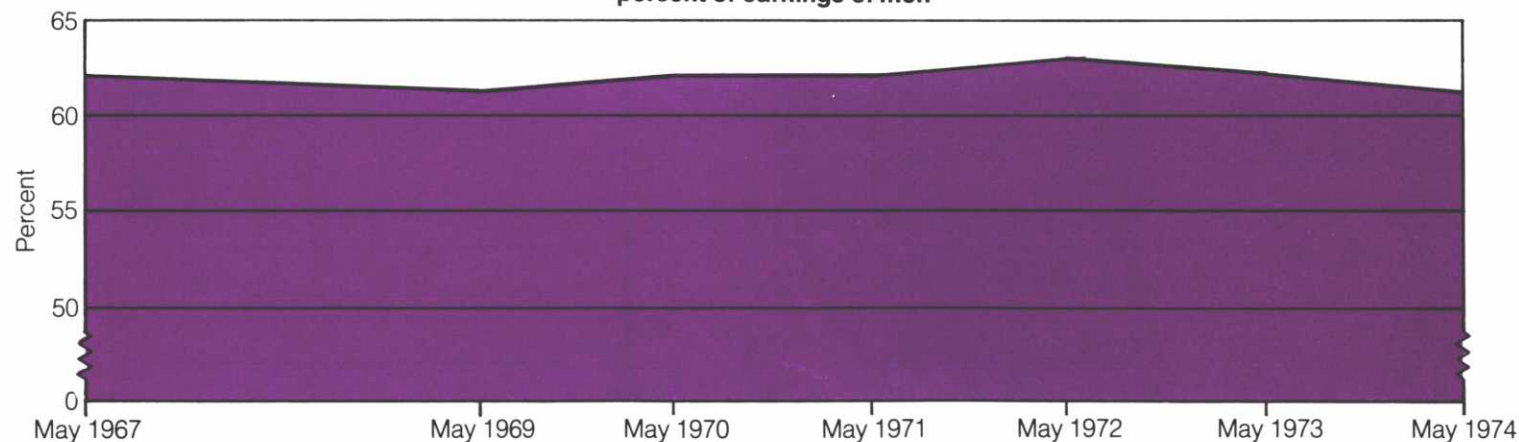


Of the aggregate income of women in 1973, more than 75 percent was from earnings, about 10 percent was from social security and similar benefits, and 3 percent was from welfare and public assistance payments.

Median usual weekly earnings of full-time wage and salary workers by sex, 1967-74



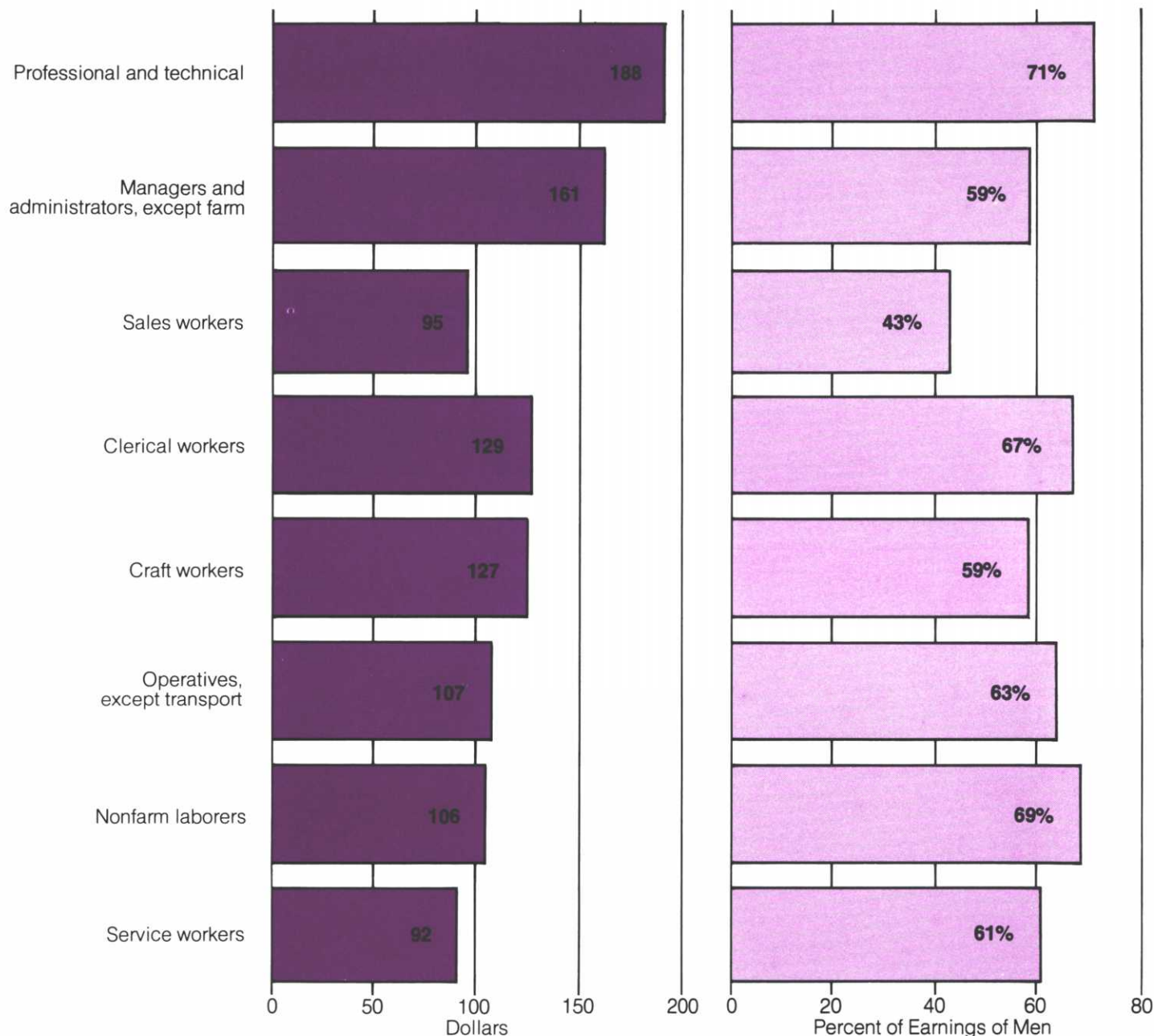
Earnings of women as a percent of earnings of men



From 1967 to 1974, median weekly earnings of full-time women workers remained at about 60 percent of the earnings of men working full time. During this period, the earnings of both men and women rose about 60 percent—but only about 10 percent after allowing for inflation.

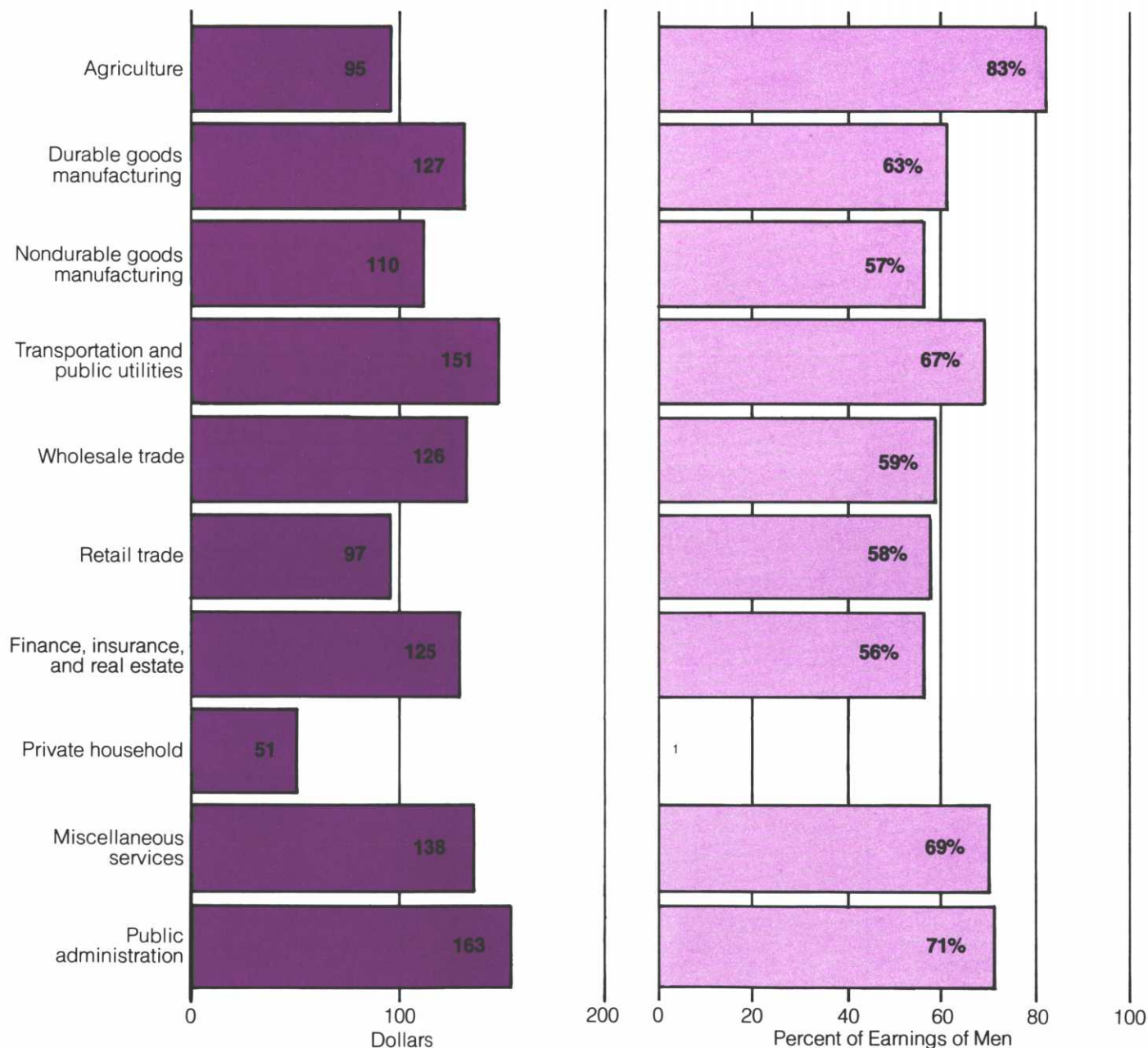
Median usual weekly earnings of full-time women wage and salary workers by occupation, May 1974

The usual weekly earnings of full-time women workers in eight broad occupational groups ranged from about 40 to 70 percent of the earnings of men.



Note: Transport equipment operatives and farm workers are not shown because the number of full-time women workers in these occupations is too small (under 75,000) for statistically reliable estimates.

Median usual weekly earnings of full-time women wage and salary workers by industry, May 1974



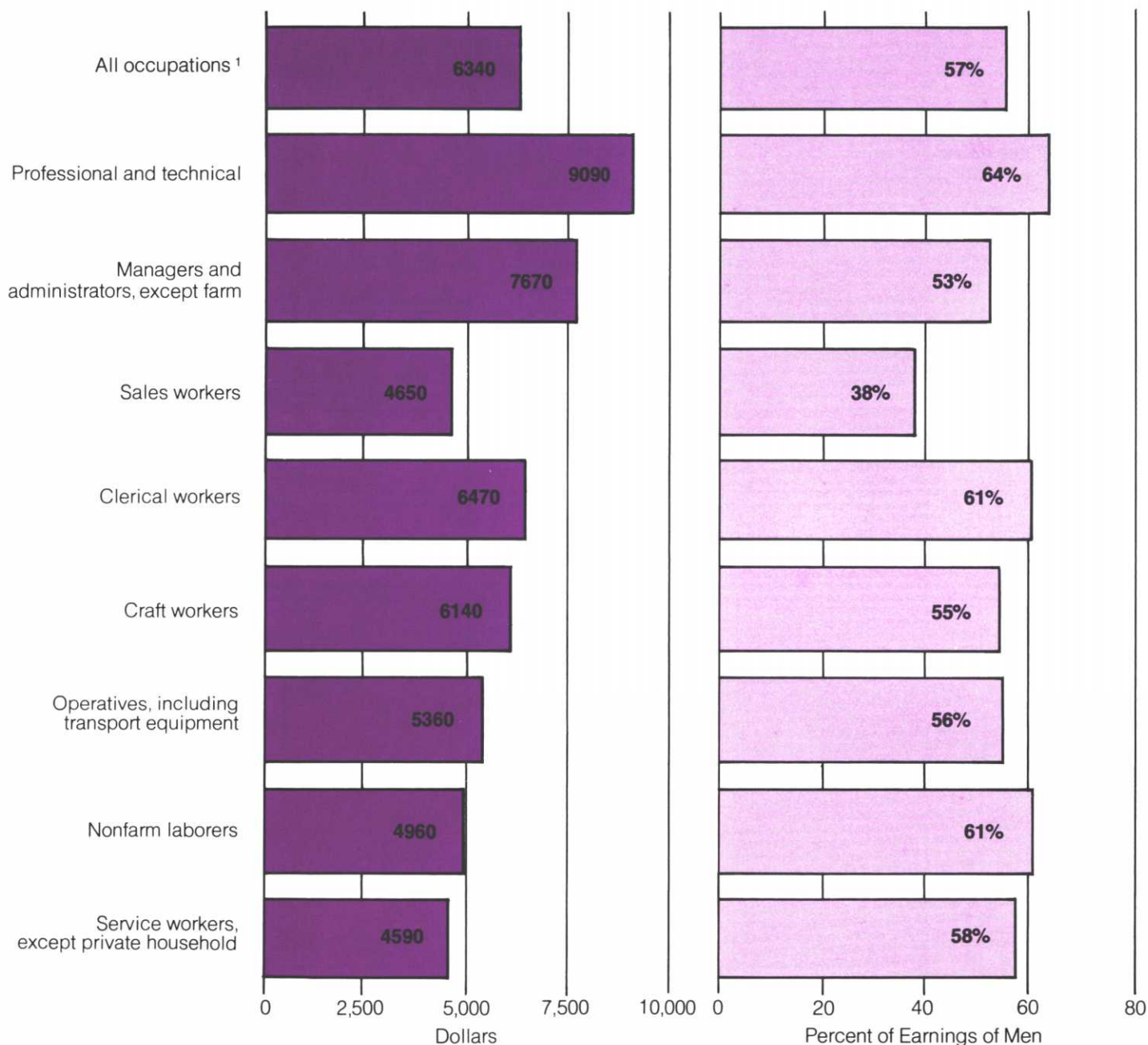
¹ Not shown because the male population base is under 75,000.

Note: The mining industry is not shown because the number of full-time women workers is too small (under 75,000) for a statistically reliable estimate.

Compared to men, women fared best in agriculture and public administration.

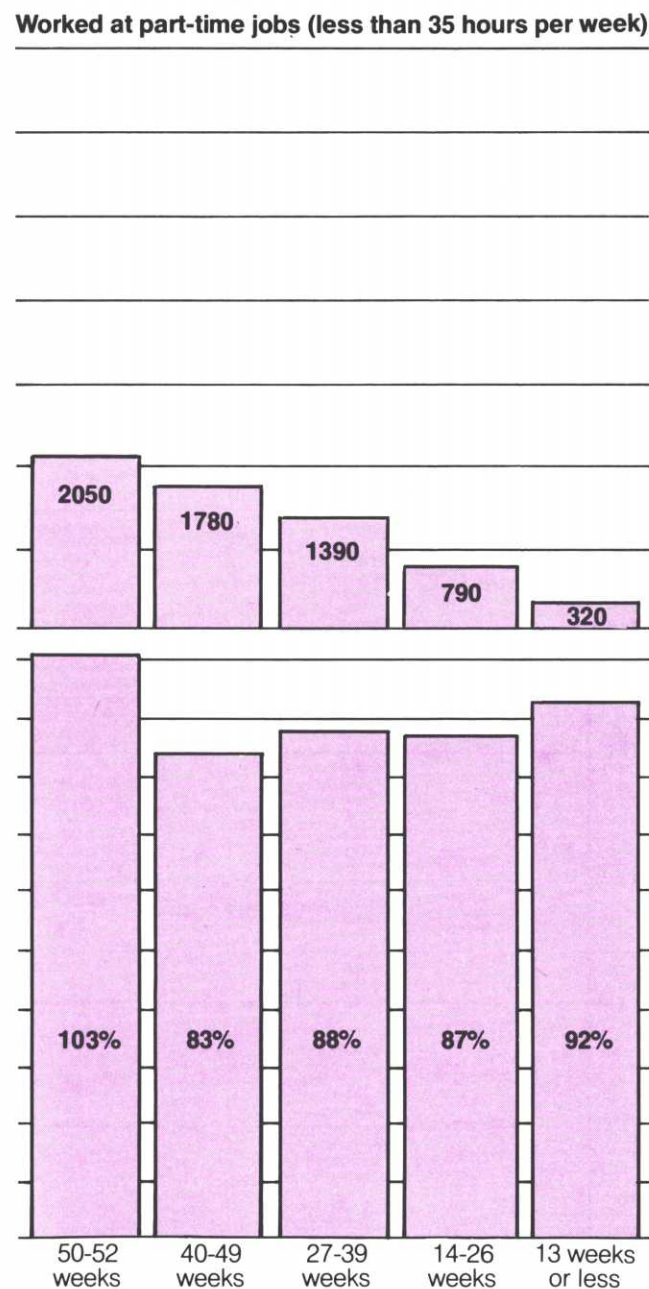
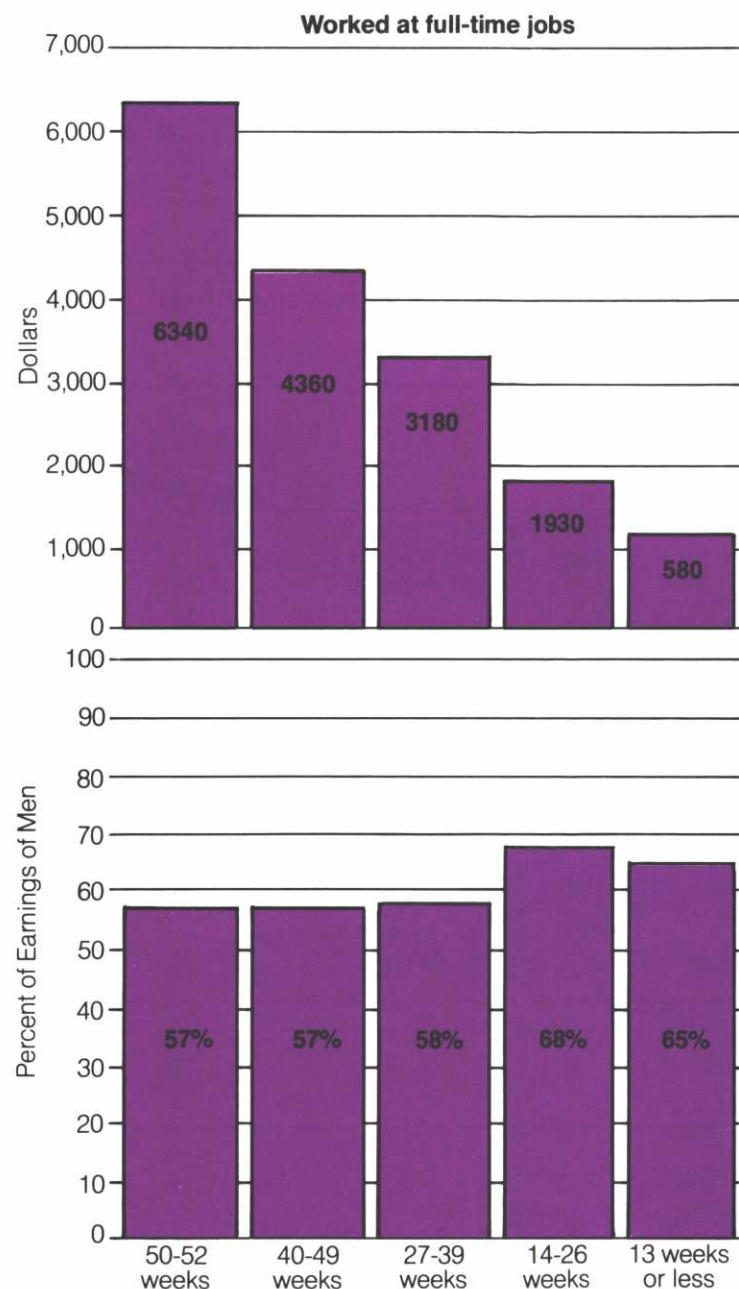
Median annual earnings of year-round full-time women workers by occupation, 1973

Annual earnings of women varied by occupation, but in no occupational group were they as much as two-thirds of those of men employed in similar work.



¹ Occupation refers to longest job held during year. Data for all occupations include earners in groups not shown separately—private household workers, farmers and farm managers, and farm laborers. For these groups the base population was too small to provide statistically reliable estimates.

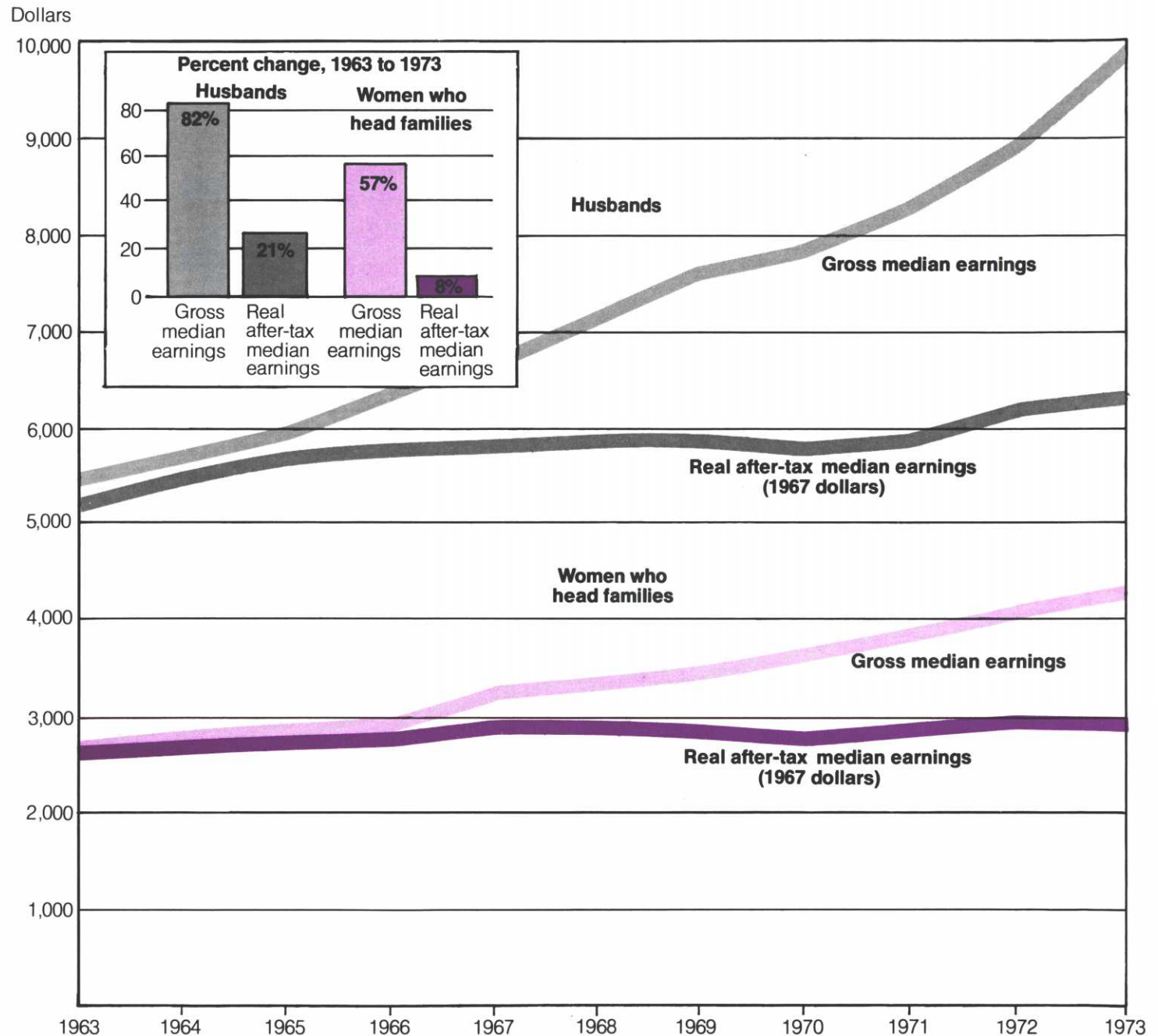
Median annual earnings of full and part-time women workers by weeks worked, 1973



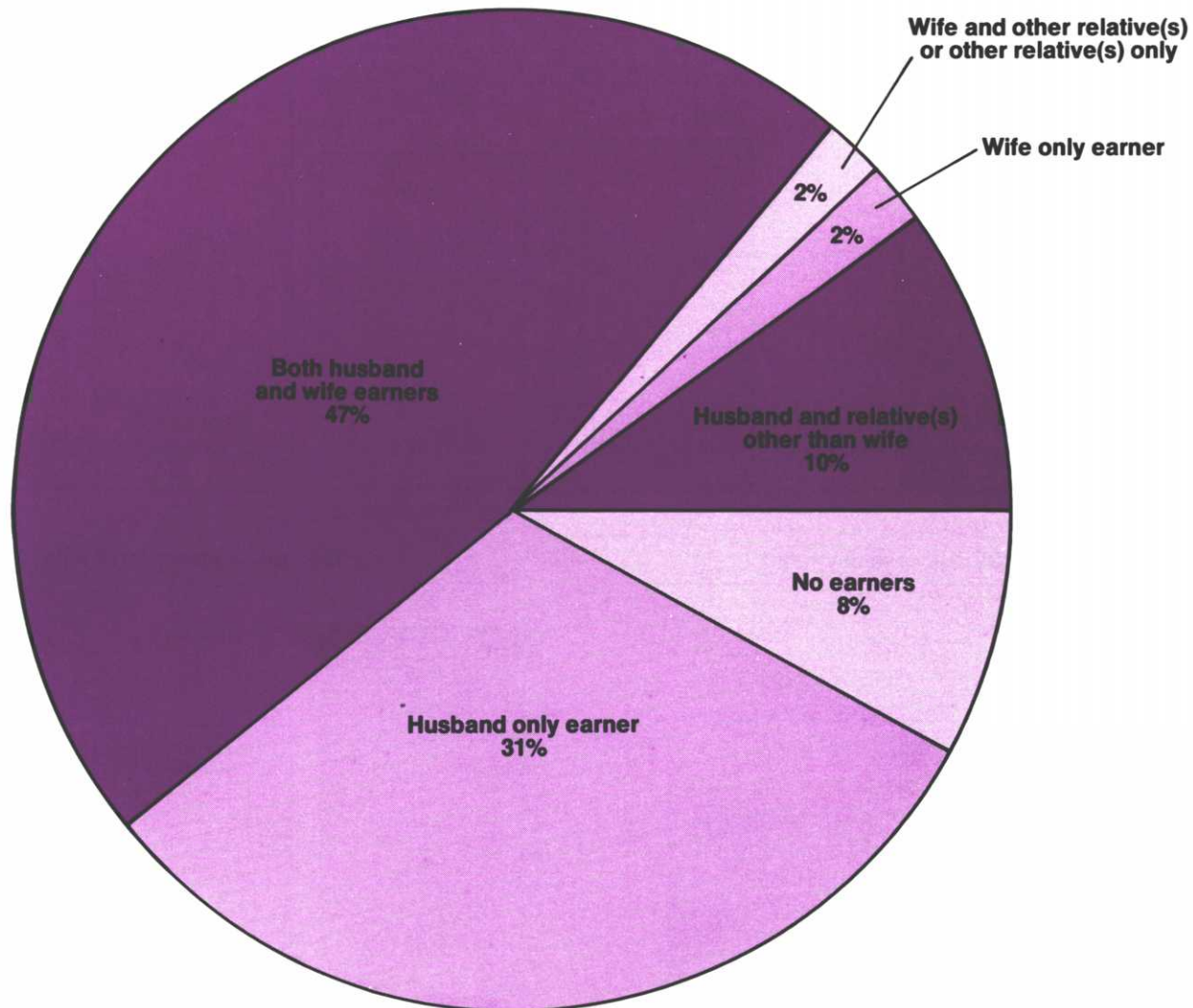
Women working at full-time jobs earned considerably less than men, even after allowing for differences in the number of weeks worked. Women working part-time were closer to parity with male part-time workers.

Median annual earnings of family heads in production and nonsupervisory jobs by sex, 1963-73

The gross median earnings of female production and nonsupervisory workers who are family heads have lagged behind those of their male counterparts. After allowing for changes in Federal income and social security taxes and consumer prices, the 10-year increase in earnings was 21 percent for men and only 8 percent for women.



Husband-wife families by earners in family during 1973

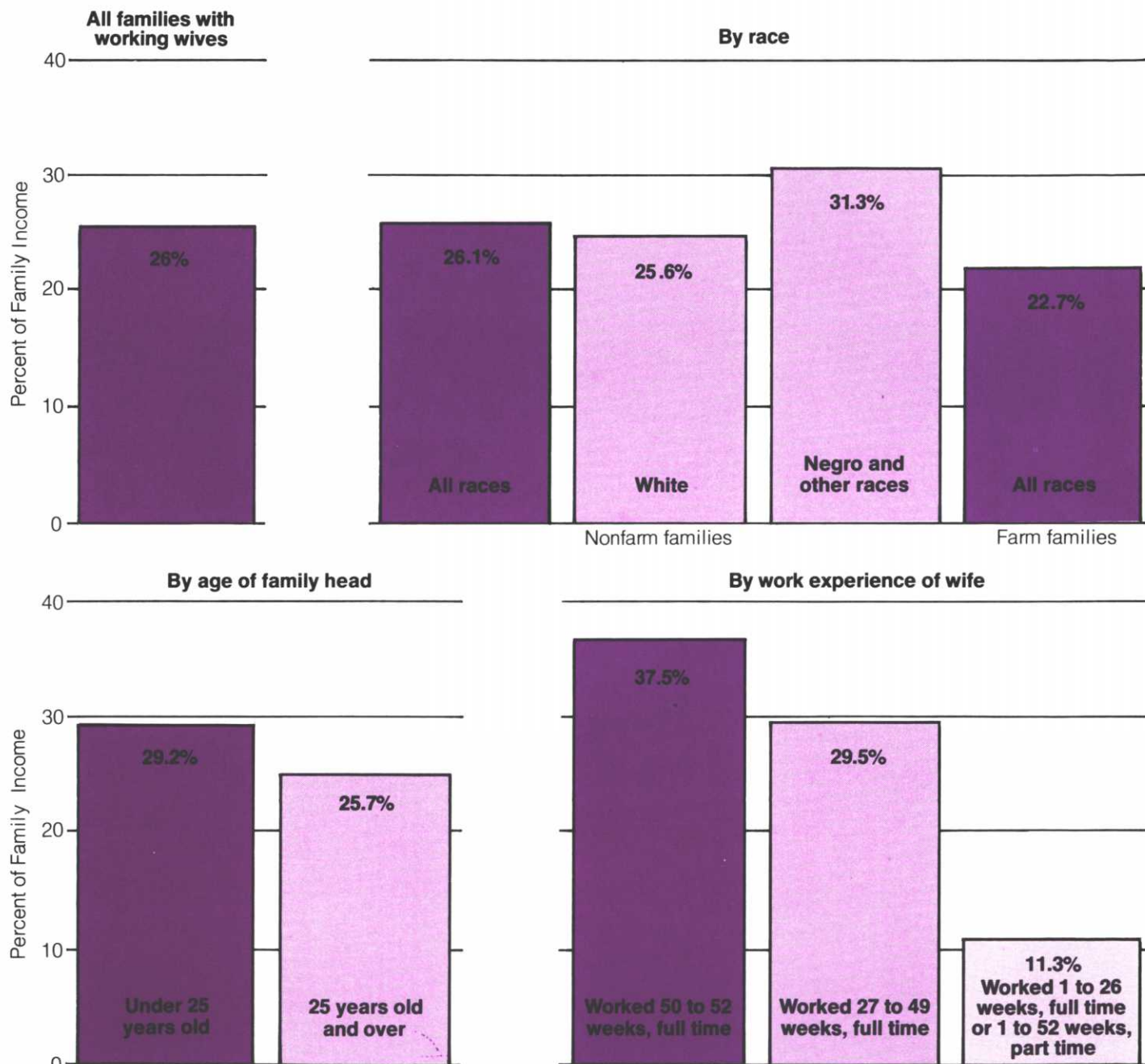


Both husband and wife were earners in nearly half of the husband-wife families.

Note: Family status as of March 1974

Earnings of women in husband-wife families as a percent of 1973 family income, by selected characteristics

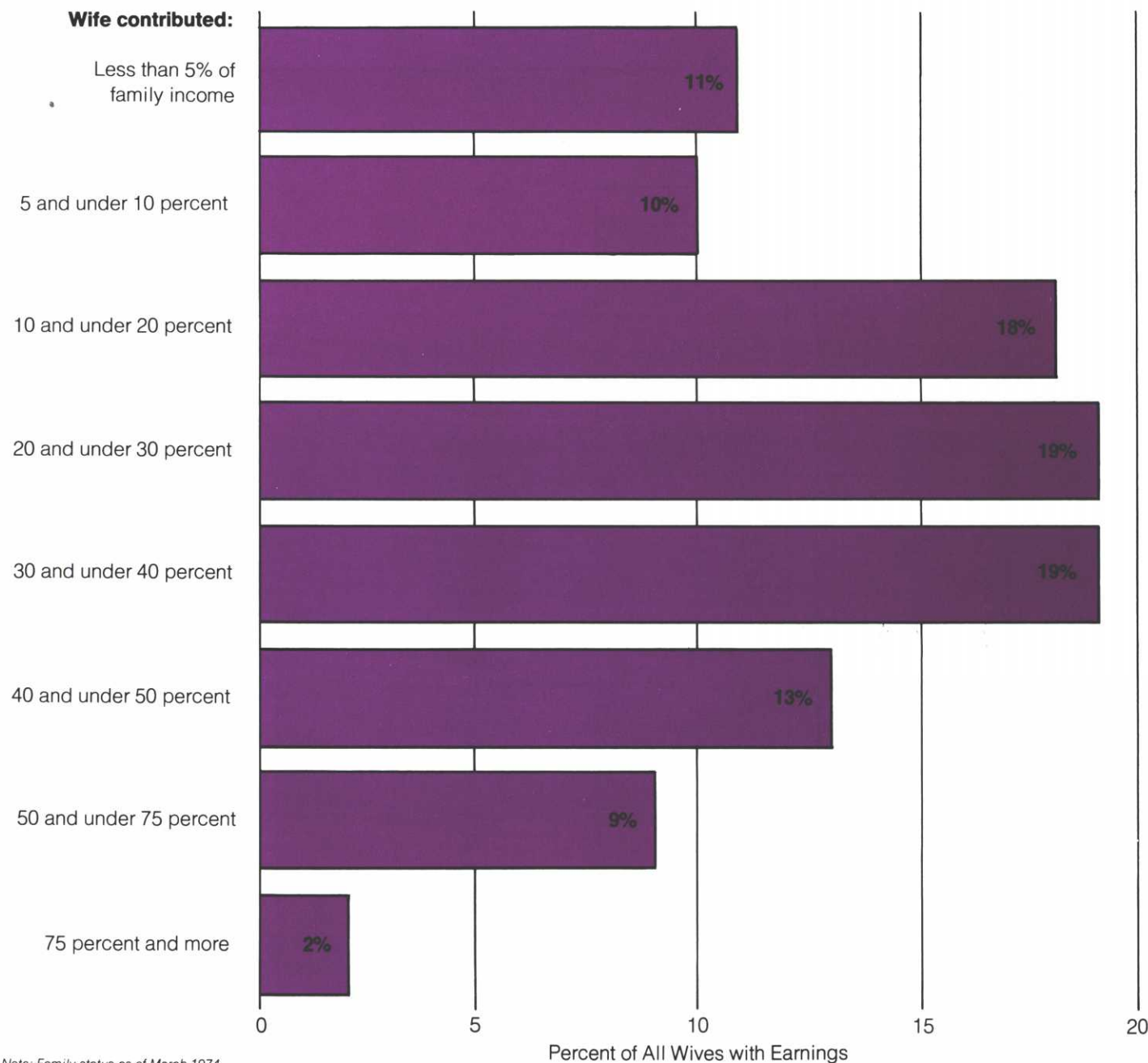
In families with working wives, the wife's earnings account for about one-fourth of family income, on average. The proportion is higher in younger families and in families of minority races.



Age in March 1974

41

Wives with earnings by percent of 1973 family income

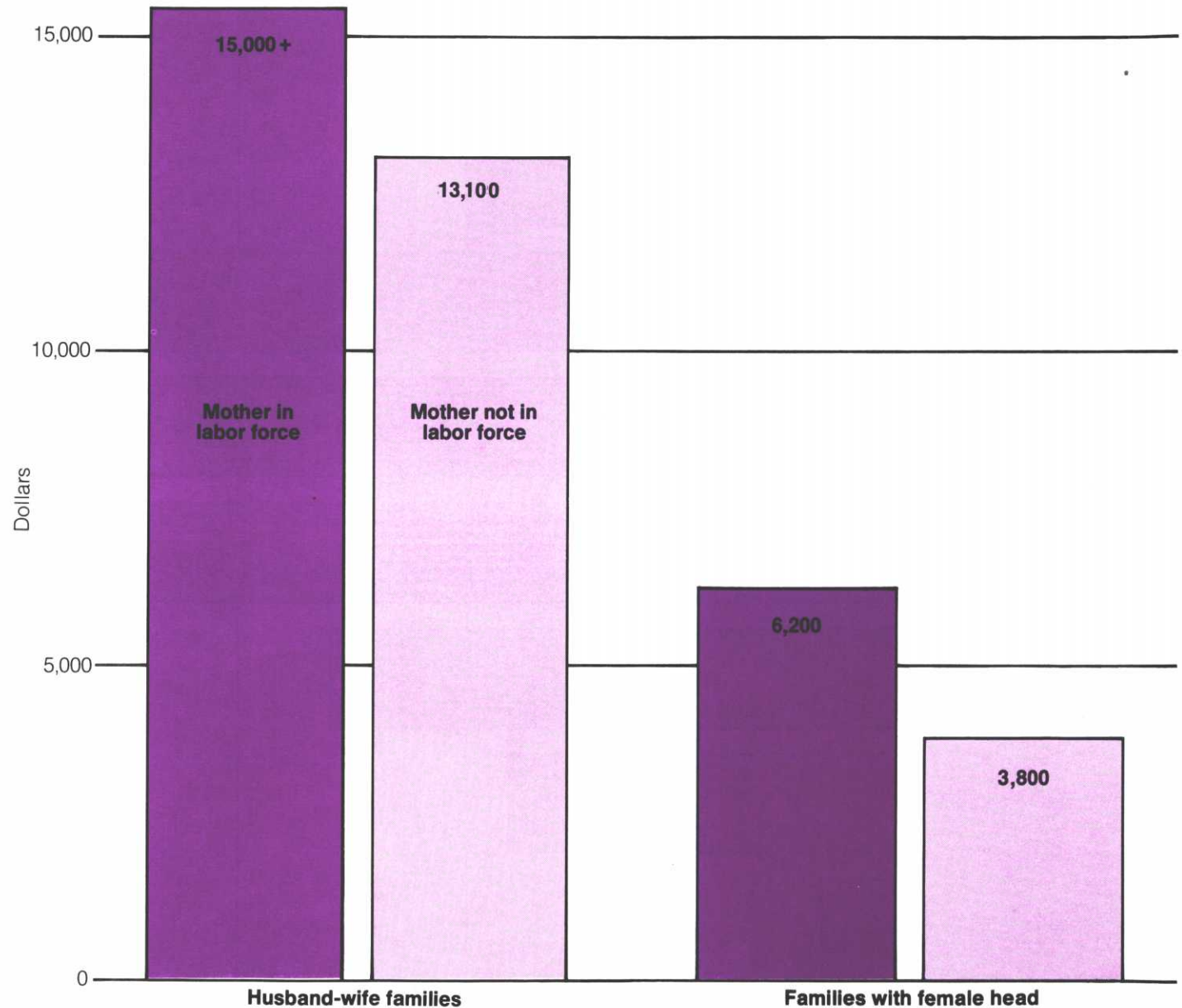


Note: Family status as of March 1974

In families where the wife was an earner, she most commonly contributed between 20 and 40 percent of the family income.

42

**Median 1973
income of
families with
children by
type of family
and labor
force status of
mother,
March 1974**

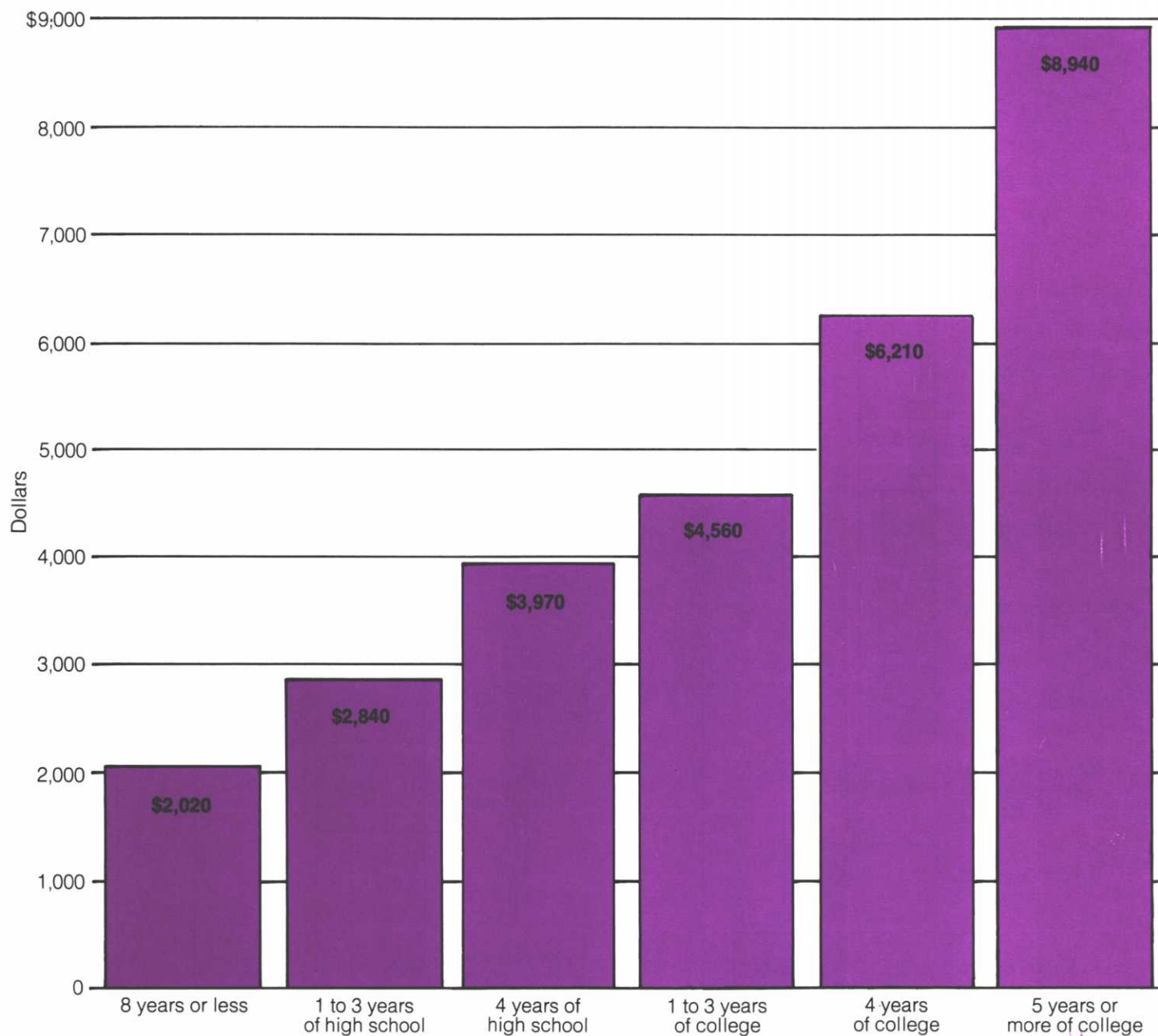


Note: Numbers rounded to nearest \$100

*Children of working mothers
are typically in higher
income families.*

43

**Median 1973
income of
women with
income by
years of
school
completed**



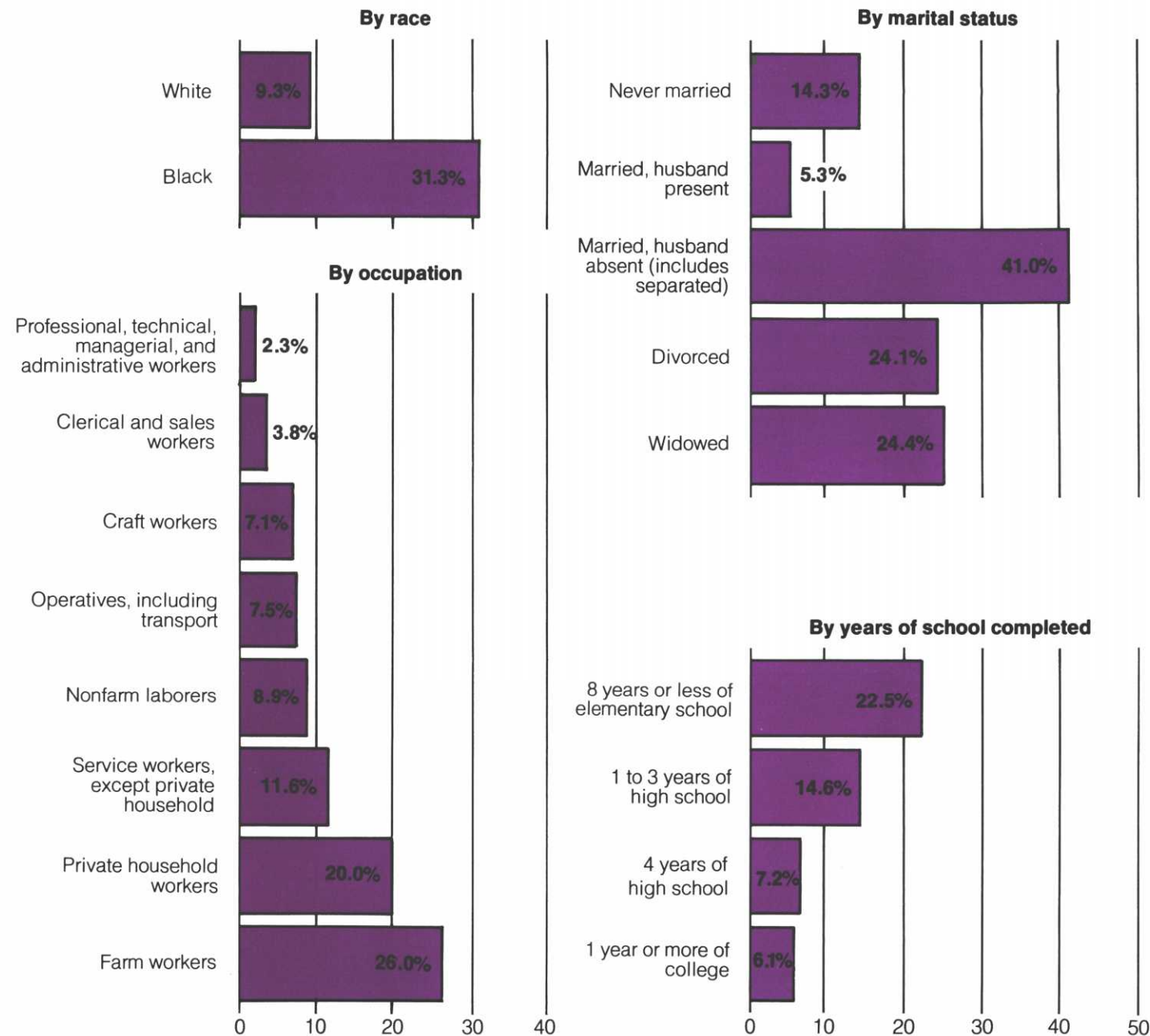
Years of school completed as of March 1974

*On average, the more years
of formal schooling a
woman has, the higher her
income.*

44

Women below the poverty level, 1973, by selected characteristics

Black women are more than three times as likely as white women to be below the poverty level. The proportion of women in poverty also varies by occupation, marital status, and education.



Note: Demographic data are as of March 1974 and refer to all women 14 years old and over. The poverty (low-income) level for women in 1973 was defined as equivalent to an income of \$2,239 for an unrelated individual and \$4,512 for a family of four persons. See Sources of Data.

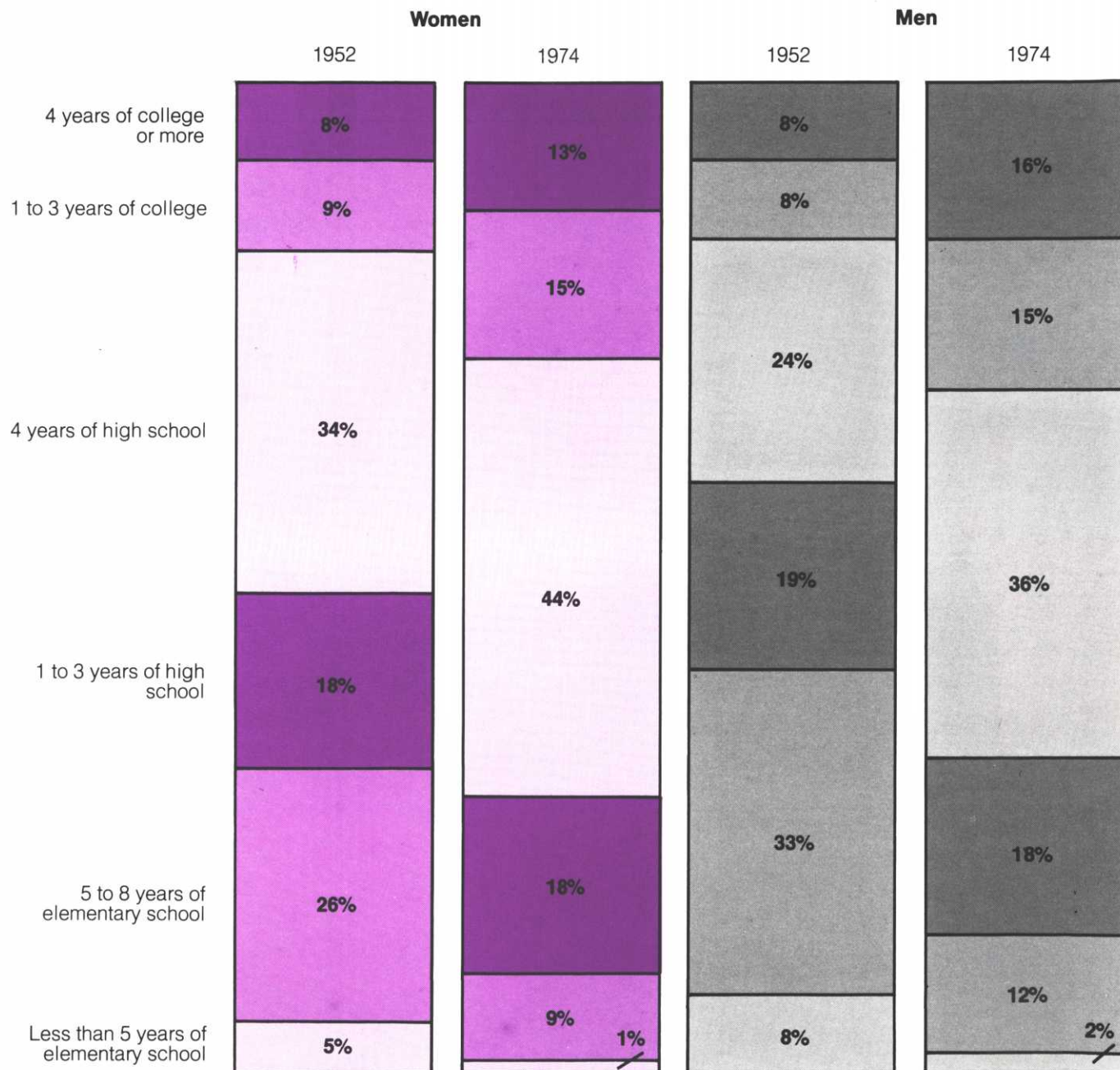
Part IV

Working women, on the average, had more formal schooling than working men in the 1950's, but since then, their level of education has not risen as rapidly as men's. In 1952, about 51 percent of the working women had completed high school, compared with 40 percent for men. By 1974 the gap had narrowed, with 72 percent of women workers having graduated from high school, compared with 67 percent for men.

Women who have more education are more likely to be in the labor force, less likely to be unemployed, and more likely to be in the higher paying occupations than women with less schooling.

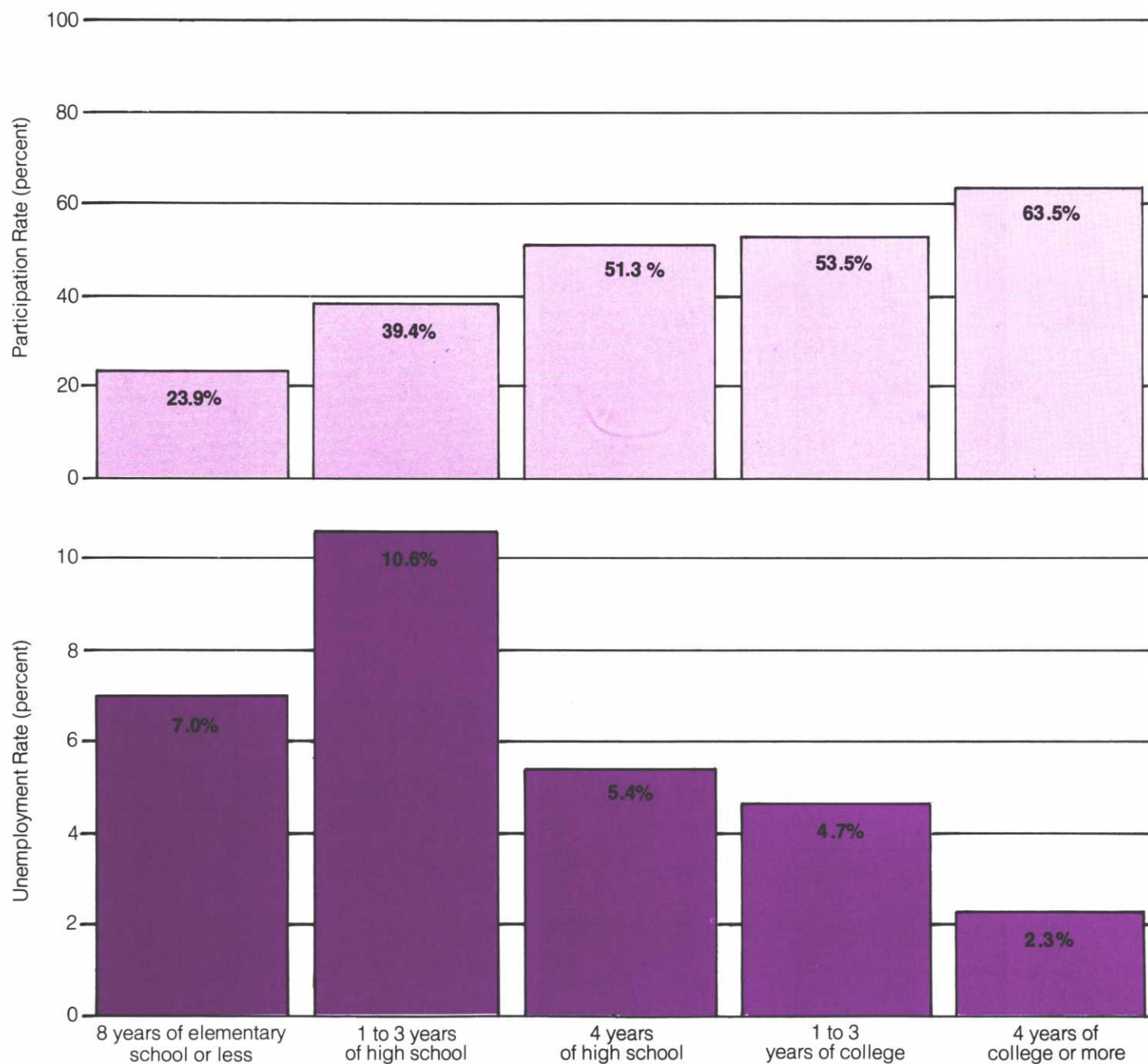
Labor force by sex and years of school completed, 1952 and 1974

Women in the labor force are more likely than men to have graduated from high school, but less likely to have completed 4 years of college. Nearly three-quarters of women workers have high school diplomas compared to only one-half in 1952.



Note: Civilian labor force 18 years old and over in October 1952 and 16 years old and over in March 1974.

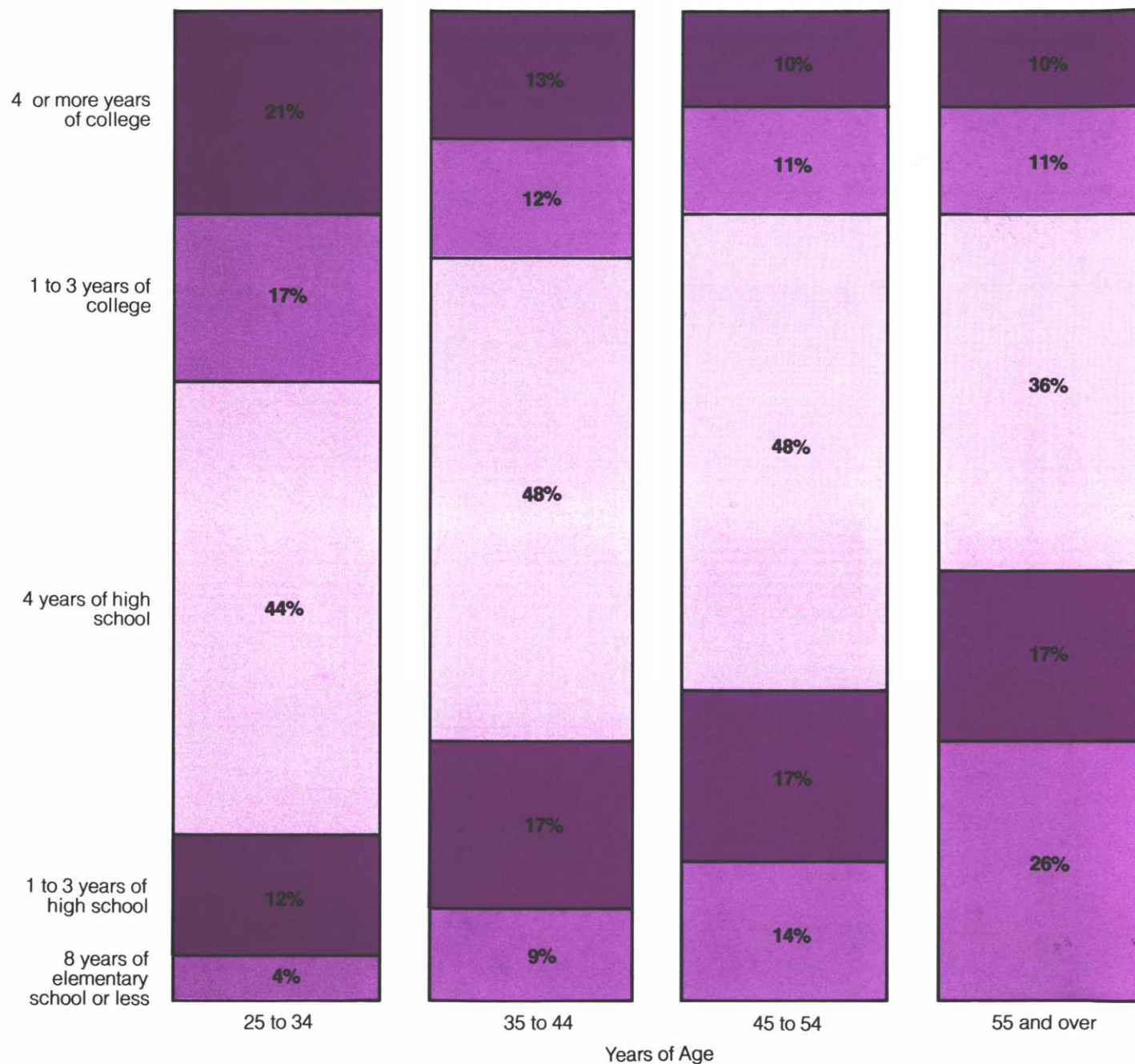
Labor force participation and unemployment rates of women by years of school completed, March 1974



Women with more education are more likely to be in the labor force and less likely to be unemployed.

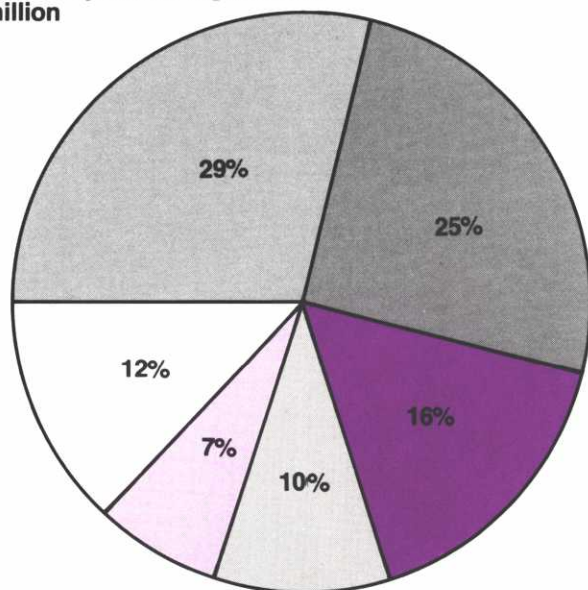
Women in the labor force by age and years of school completed, March 1974

Young women workers have had more formal education than their older counterparts.

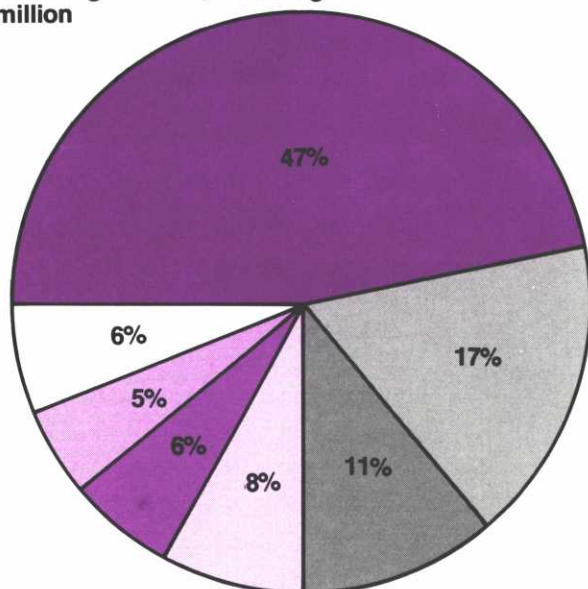


Employed women by years of school completed and occupation, March 1974

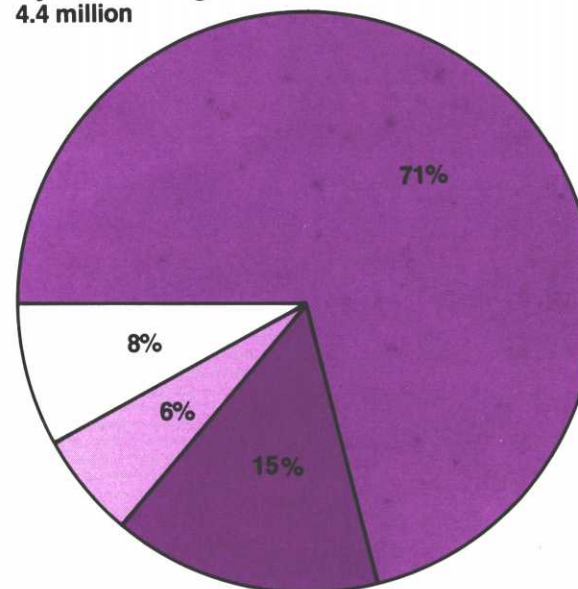
Less than 4 years of high school
8.9 million



4 years of high school, no college
14.8 million



4 years of college or more
4.4 million



Note: "Other occupations" is the sum of those in which less than 5 percent of the women of that educational level are employed.

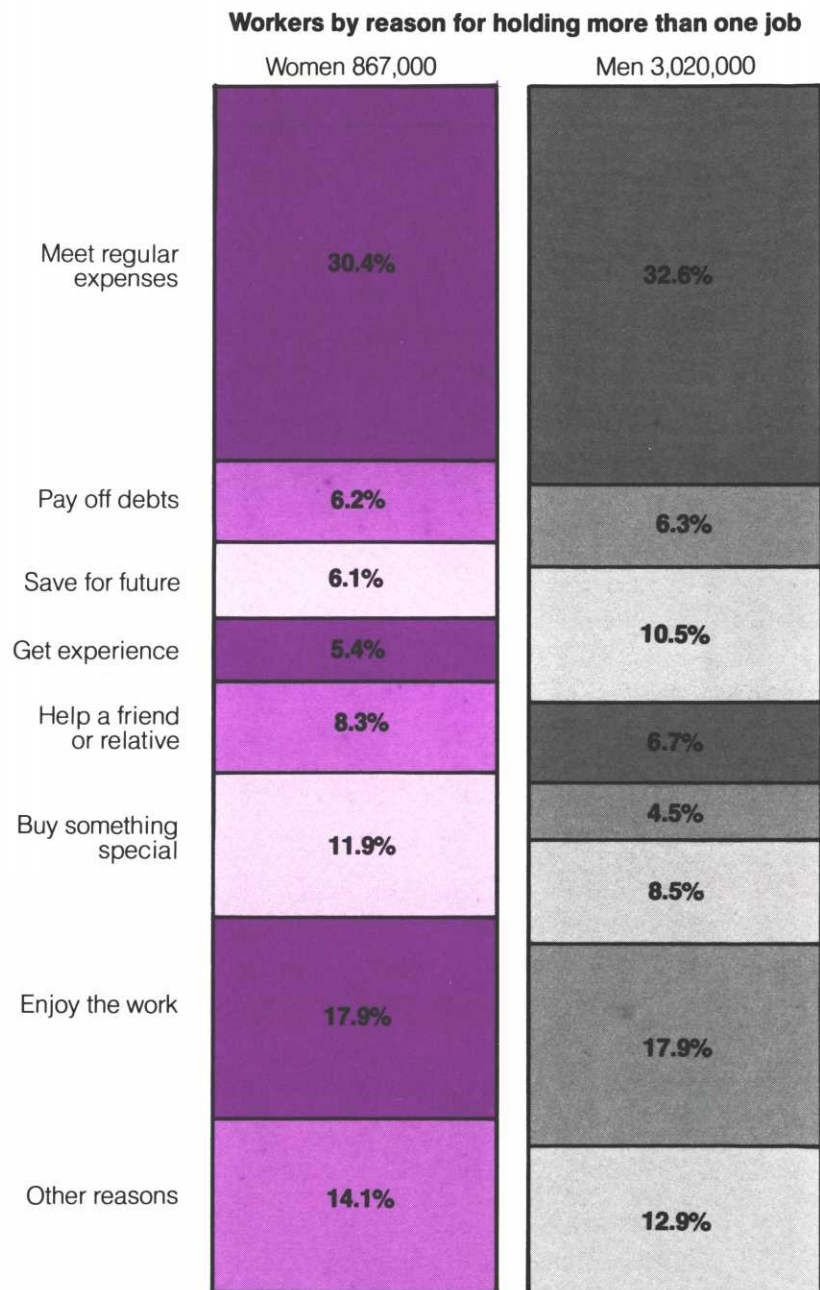
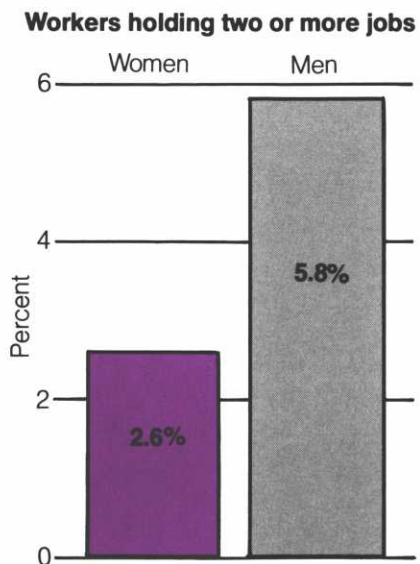
Employed women without high school diplomas are concentrated in service and operative occupations . . . Those finishing high school, but without college, are primarily employed as clerical workers . . . Nearly three-fourths of employed women college graduates are in professional-technical occupations.

**Additional
Characteristics
of Working Women**

Part V

Multiple job-holding by sex, May 1974

Women are less likely than men to hold two or more jobs; women's reasons for "moonlighting" are similar to men's.



50°

Full-time wage and salary workers by sex and usual workweek, May 1974

Usually work 4½ days or less

2%

2%

Usually work 5 days

Women
90%

Men
78%

Usually work 5½ days or more

8%

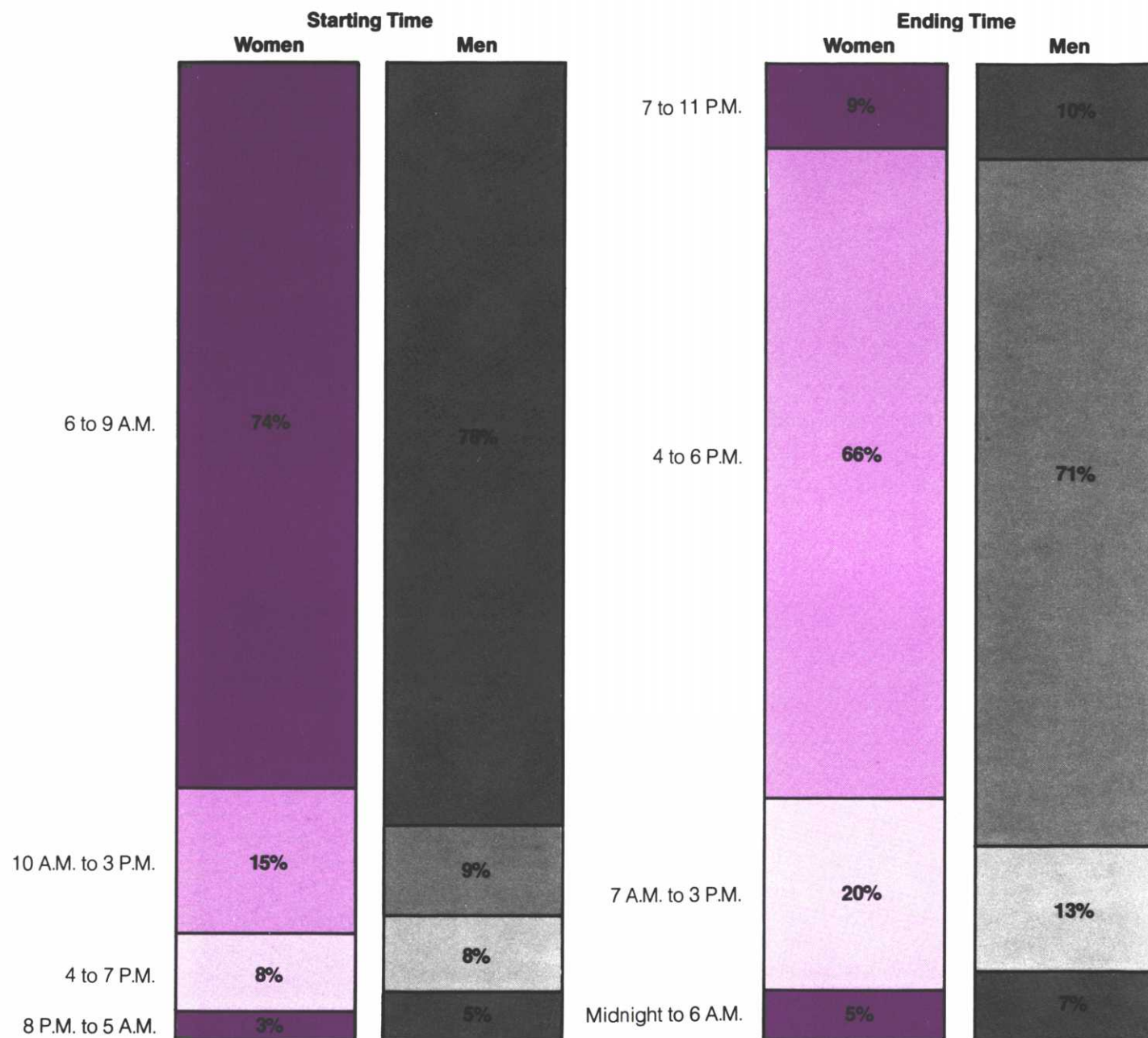
20%

Note: Private household workers and persons who did not report days usually worked are excluded.

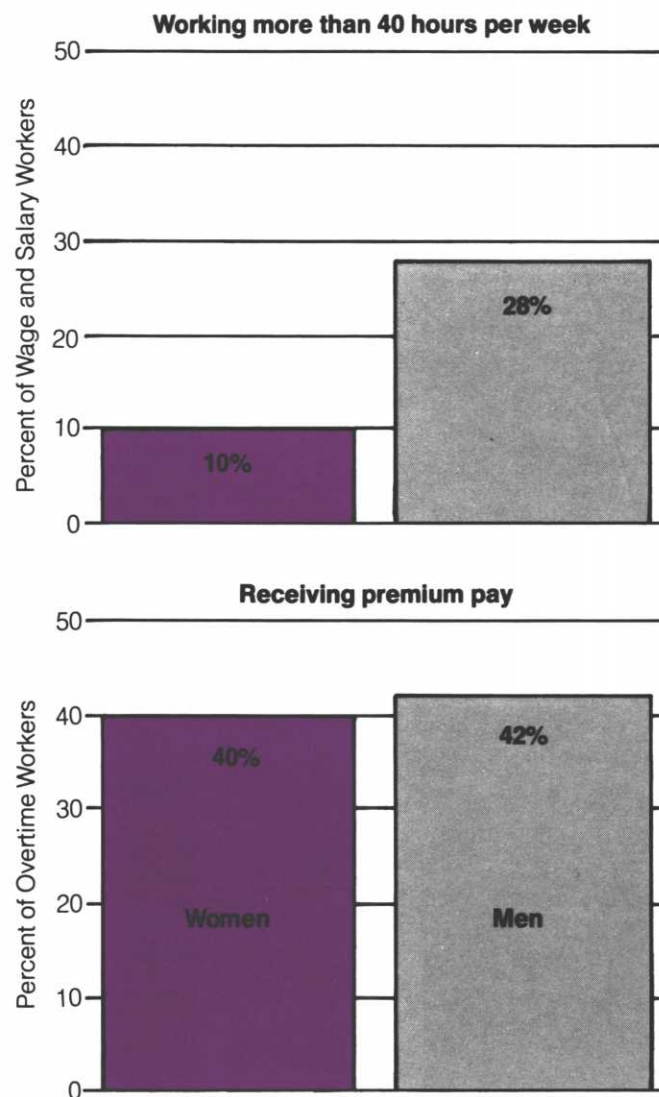
Among full-time workers, women are far less likely than men to work more than 5 days a week.

Wage and salary workers by sex and time of starting and ending work, May 1974

A large majority of both women and men workers report to work between 6 and 9 in the morning and leave work between 4 and 6 in the afternoon.



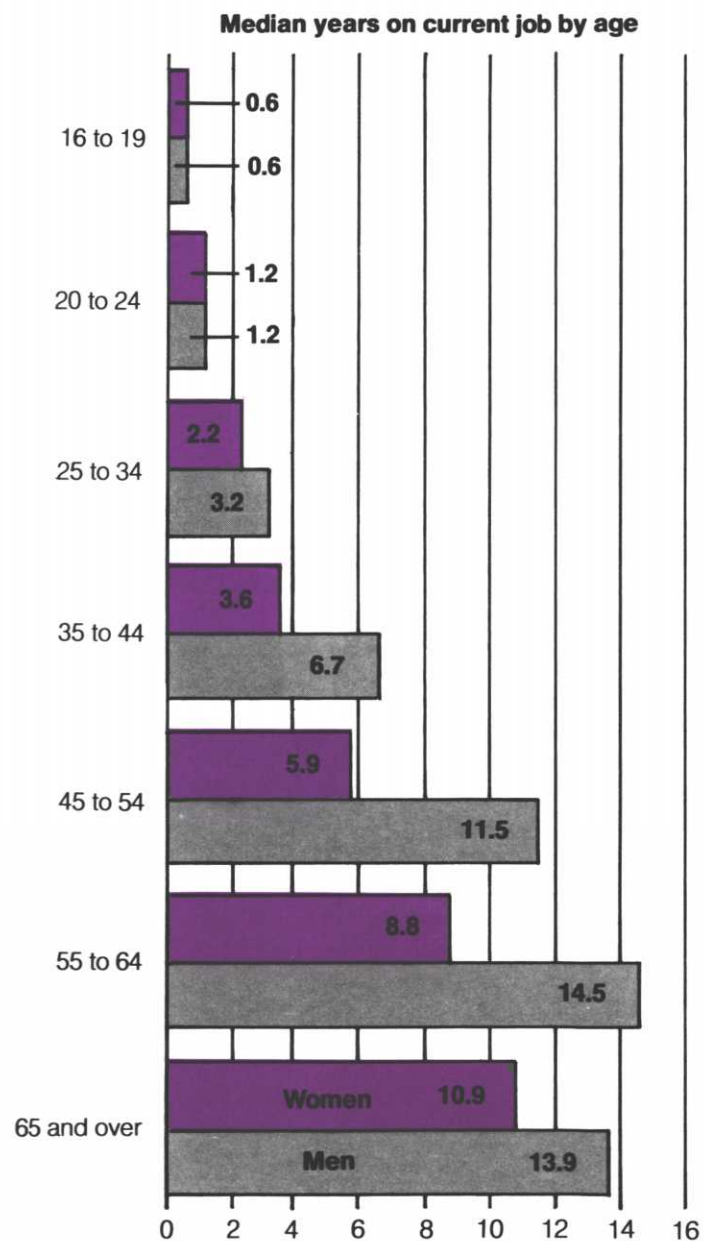
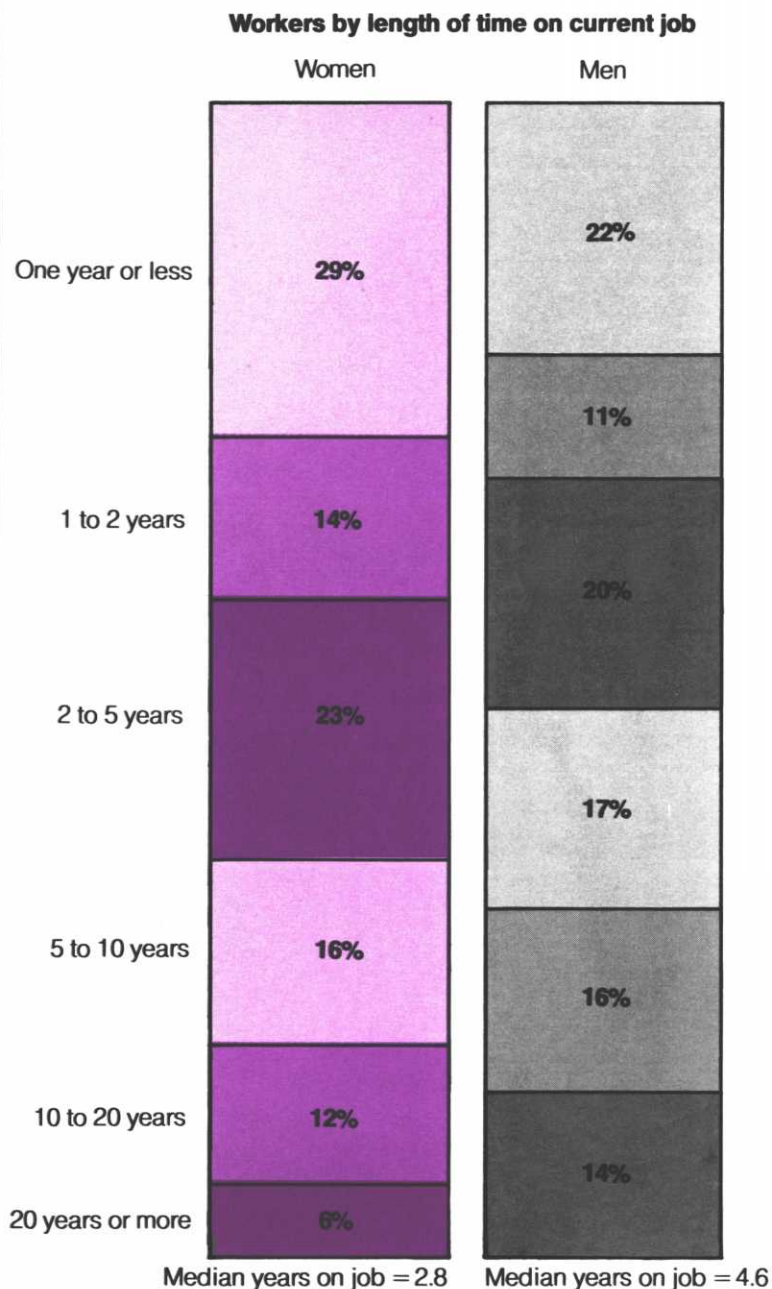
Overtime workers by sex, May 1974



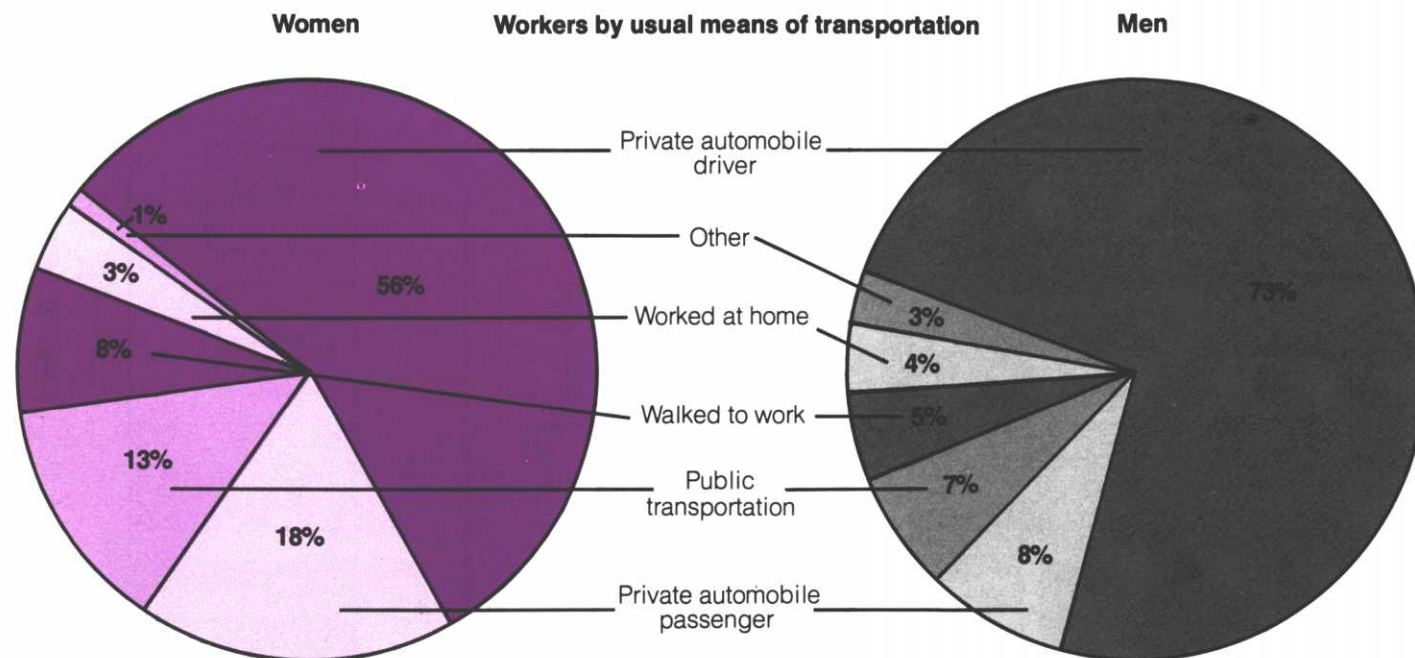
Women are only about one-third as likely as men to work overtime. However, women working overtime are as likely as men to receive premium pay.

Job tenure by sex, January 1973

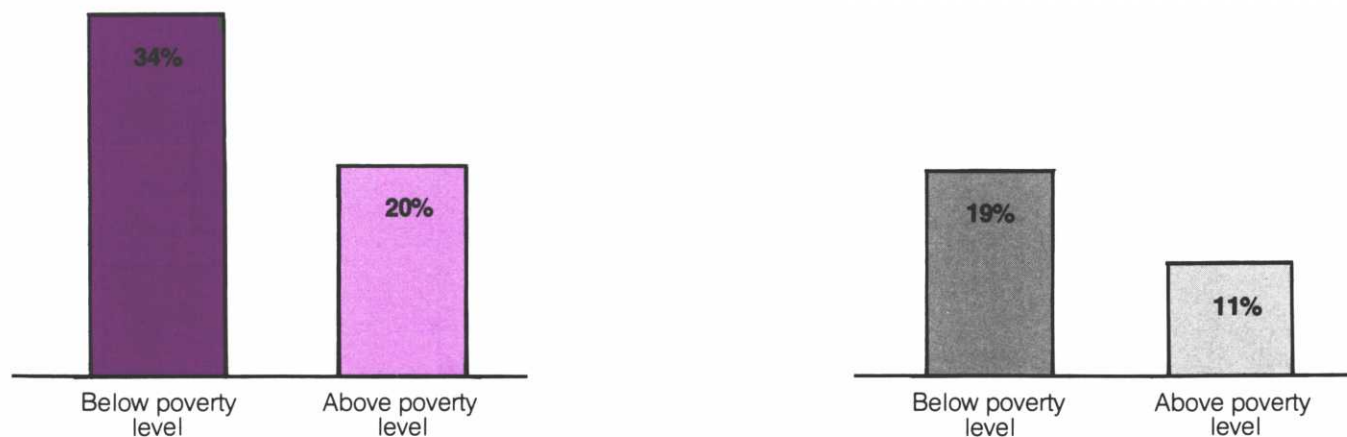
Women have been on their current job a considerably shorter time, on average, than men. The largest differences are in the prime working age groups.



Transportation to work, by sex, 1970



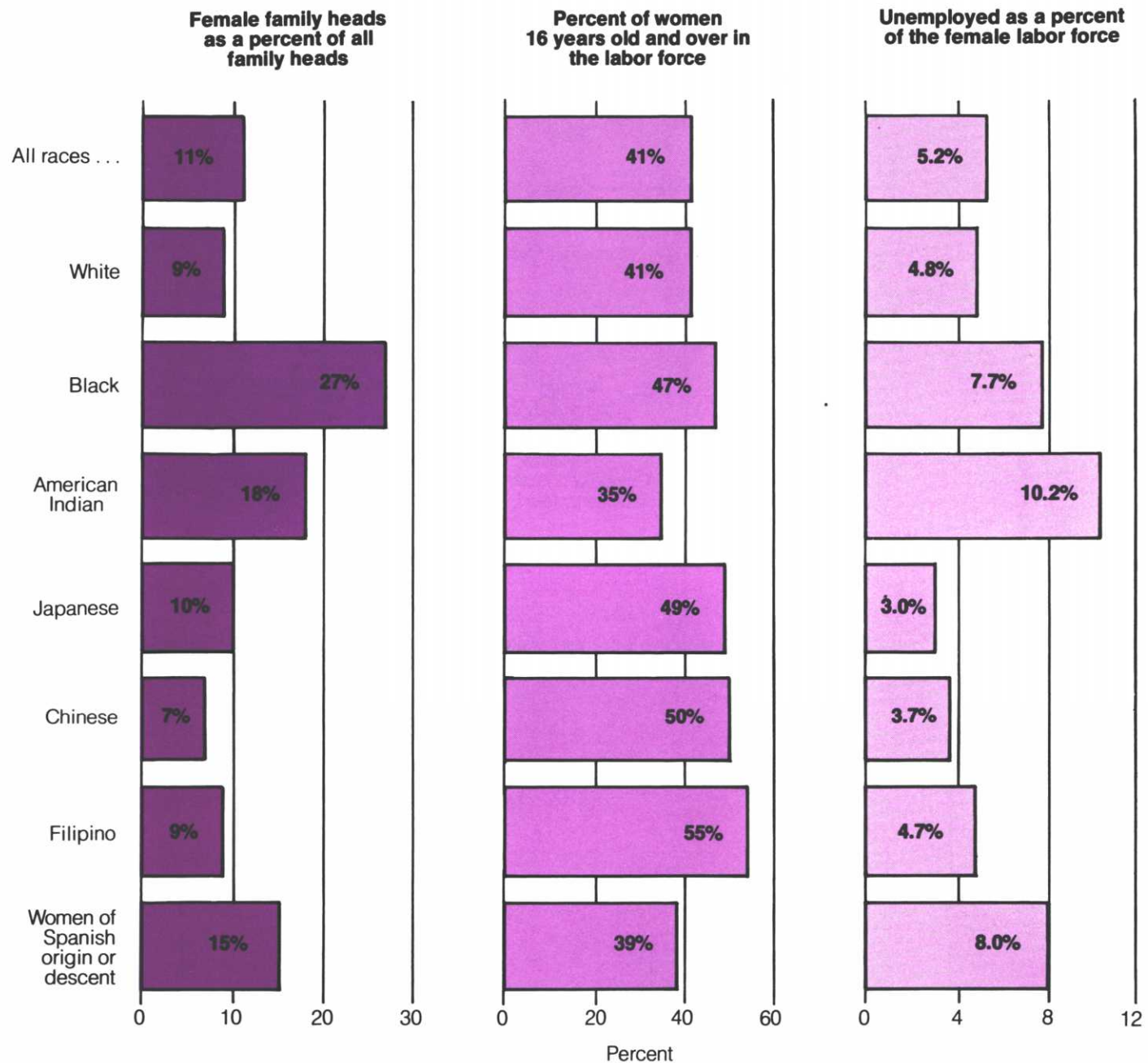
Workers who walk or use public transportation, by income level



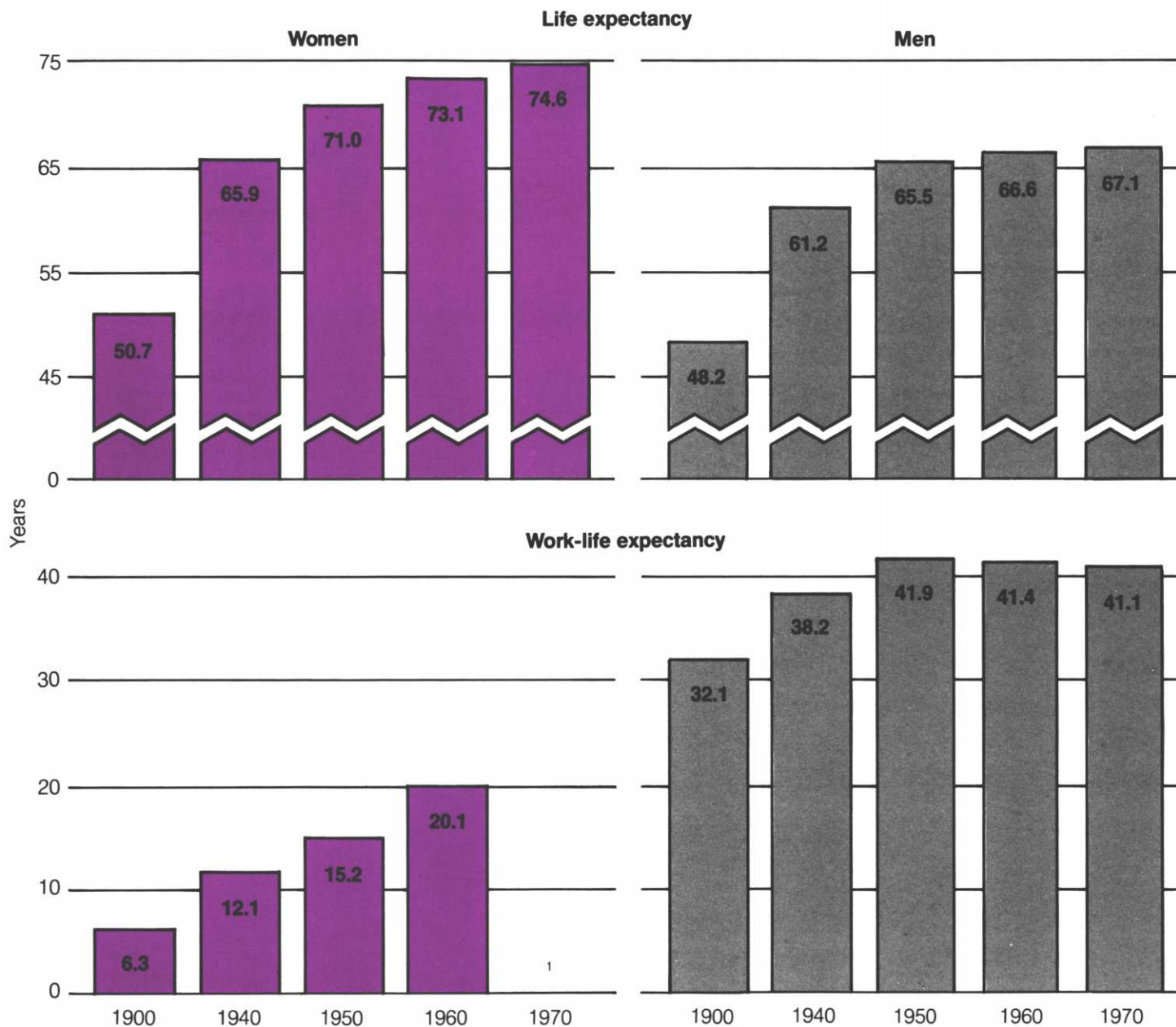
Income level in 1969.

A majority of women workers, like men, drive their cars to work, but women are almost twice as likely as men to use public transportation. One-third of the low-income women workers either walk to work or use public transportation.

Selected indicators for women by race and Spanish origin, 1970



Life expectancy and work-life expectancy by sex, selected years, 1900-1970



¹ Not available. The Bureau of Labor Statistics is currently developing estimates for 1970.

The work-life expectancy of American women has expanded enormously since the beginning of the century. Women's work life will undoubtedly continue to lengthen in the face of such changes as the decline in birth rates, the upturn in divorce and separation, and enforcement of legislation prohibiting sex discrimination.

Sources of Data

The source of data for all charts, except 10, 11, 54, 55, and 56, is the Current Population Survey (CPS) conducted monthly for the U. S. Bureau of Labor Statistics (BLS) by the Bureau of the Census of the U. S. Department of Commerce. The survey consists of approximately 47,000 households eligible for interview from which about 45,000 interviews are obtained each month. The sample is selected to represent the entire United States population 16 years of age and older. Survey responses on labor force and employment status are tabulated and published monthly by BLS in *Employment and Earnings*. In addition, supplemental questions relating to other social and economic characteristics of the work force or of particular subgroups are included in specific months' surveys. For example, supplemental questions on income, marital and family characteristics, work experience, and educational attainment are included in the March survey, and usual weekly earnings, multiple jobholding, and work schedules in the May survey.

Charts 10 and 11 are based on establishment records. These data are compiled each month by BLS from mail questionnaires, and cover only persons on government and business establishment payrolls. The 1970 decennial Census of Population is the source of data for charts 54 and 55. Data for chart 56 were developed in BLS and in the Department of Health, Education, and Welfare.

The data for each chart can be found in the publications cited below, along with information on survey methods, definitions of terms, reliability of estimates, and related matters.

Chart	Source
1.	U. S. Department of Labor, Bureau of Labor Statistics (BLS), <i>Employment and Earnings</i> , January 1975.
2-4.	BLS, <i>Handbook of Labor Statistics: 1974</i> , and <i>Employment and Earnings</i> , January 1975.
5.	BLS, <i>Employment and Earnings</i> , January 1975.
6.	BLS, <i>Handbook of Labor Statistics: 1974</i> , and <i>Employment and Earnings</i> , January 1975.
7.	BLS, <i>Employment and Earnings</i> , January 1975, and BLS unpublished Current Population Survey (CPS) data.
8.	BLS, <i>Employment and Earnings</i> , December 1969, January 1971, and January 1975.
9.	BLS, <i>Employment and Earnings</i> , January 1975, and BLS unpublished CPS data.
10-11.	BLS, <i>Employment and Earnings</i> , March 1975.

12. BLS, *Handbook of Labor Statistics: 1974, and Employment and Earnings*, January 1975.
13. BLS, *Employment and Earnings*, January 1975.
- 14-15. BLS, *Handbook of Labor Statistics: 1974, and Employment and Earnings*, January 1975.
16. BLS, *Employment and Earnings*, January 1975.
17. BLS, Special Labor Force Report, 171, "Work Experience of the Population: 1973."
18. BLS, Special Labor Force Report, 171, "Work Experience of the Population: 1973," and BLS unpublished CPS data.
- 19-21. BLS, Special Labor Force Report, 171, "Work Experience of the Population: 1973."
22. BLS, unpublished CPS data.
23. BLS, Special Labor Force Report, 171, "Work Experience of the Population: 1973."
24. U. S. Department of Labor, Manpower Administration, *Manpower Report of the President, 1974*, and BLS, unpublished CPS data.
25. BLS, *Summary Special Labor Force Report*, "Marital and Family Characteristics of Workers, March 1974."
26. U. S. Department of Labor, Manpower Administration, *Manpower Report of the President, 1974*, and BLS, unpublished data.
27. BLS, unpublished CPS data.
- 28-29. BLS, *Summary Special Labor Force Report*, "Children of Working Mothers, March 1974."
30. U. S. Department of Commerce, Social and Economic Statistics Administration, Bureau of the Census, *Current Population Reports*, Series P-20, No. 277, "Fertility Expectations of American Women: June 1974."
31. BLS, *Special Labor Force Reports*, numbers 13, 20, 26, 41, 50, 64, 80, 94, 120, 130, 144, 153, and 164; and unpublished CPS data; and U. S. Bureau of the Census, *Current Population Reports*, Series P-60, No. 97, "Money Income in 1973 of Families and Persons in the United States," and P-60, No. 98, "Characteristics of the Low-Income Population: 1973."
32. U. S. Bureau of the Census, *Current Population Reports*, Series P-60, No. 97, "Money Income in 1973 of Families and Persons in the United States."
33. U. S. Department of Labor, *News*, news release number 74-620 (BLS data).
- 34-35. BLS, unpublished CPS data.
- 36-37. U. S. Bureau of the Census, *Current Population Reports*, Series P-60, No. 97, "Money Income in 1973 of Families and Persons in the United States."
38. BLS, *Summary Special Labor Force Report*, "Annual Earnings of Household Heads in Production Jobs, 1973."
- 39-41. BLS, unpublished CPS data.
42. BLS, *Summary Special Labor Force Report*, "Children of Working Mothers: March 1974."
43. U. S. Bureau of the Census, *Current Population Reports*, Series P-60, No. 97, "Money Income in 1973 of Families and Persons in the United States."
44. U. S. Bureau of the Census, *Current Population Reports*, Series P-60, No. 98, "Characteristics of the Low-Income Population: 1973."
45. U. S. Bureau of the Census, *Current Population Reports*, Series P-50, No. 49, "Educational Attainment and Literacy of Workers: October 1952"; and BLS, unpublished CPS data.
46. BLS, *Monthly Labor Review*, February 1975, "Research Summary—Special Labor Force Report, Educational Attainment of Workers, March 1974."
47. BLS, unpublished CPS data.
- 48-49. BLS, *Monthly Labor Review*, February 1975, "Research Summary—Special Labor Force Report, Educational Attainment of Workers, March 1974."
- 50-51. BLS, unpublished CPS data.
52. BLS, *Monthly Labor Review*, February 1975, "Trends in Overtime Hours and Pay, 1969-74."
53. BLS, Special Labor Force Report, 172, "Job Tenure of Workers, January 1973."
54. U. S. Bureau of the Census, *Census of Population: 1970, Subject Reports*, Final Report PC(2)-9A, "Low-Income Population."
55. U. S. Bureau of the Census, *Census of Population: 1970, Characteristics of the Population*, Final Report PC(1)-I, "United States Summary," and *Subject Reports*, Final Reports PC(2)-1B, "Negro Population;" PC(2)-1C, "Persons of Spanish Origin;" PC(2)-1F, "American Indians;" and PC(2)-1G, "Japanese, Chinese, and Filipinos in the United States."
56. BLS, *Monthly Labor Review*, June 1971, "A Table of Expected Working Life for Men, 1968," and unpublished data; and Department of Health, Education, and Welfare, National Center for Health Statistics, *Provisional Life Tables*.

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