

L2.3:
1721

THE EMPLOYMENT PROBLEMS OF OLDER WORKERS

BULLETIN 1721

U.S. DEPARTMENT OF LABOR
Bureau of Labor Statistics

Dayton & Montgomery Co.
Public Library

DEC 8 1971

DOCUMENT COLLECTION

THE EMPLOYMENT PROBLEMS OF OLDER WORKERS

Prepared for
The White House
Conference on Aging
November 29, 1971

BULLETIN 1721

U. S. DEPARTMENT OF LABOR
J. D. Hodgson, Secretary

BUREAU OF LABOR STATISTICS
Geoffrey H. Moore, Commissioner



1971

For sale by the Superintendent of Documents, U.S. Government Printing Office
Washington, D.C. 20402 - Price 50 cents

Preface

This bulletin was prepared for distribution at the White House Conference on Aging, November 29 to December 3, 1971, in Washington, D. C. The bulletin was prepared in the Office of Economic Trends and Labor Conditions, Office of Data Analysis, Bureau of Labor Statistics, U. S. Department of Labor.

Robert L. Stein and Janice Neipert Hedges had major responsibility for its preparation. Donald M. Landay and Arnold Strasser, Office of Wages and Industrial Relations, contributed the chapter on Pension Plans and Retirement Benefits. The chapter on Department of Labor Manpower Programs and Services was prepared in the Manpower Administration, U. S. Department of Labor, by Albert Mapou and Fred A. Kahn. Marian L. Hester, Carol Milner, and Mary Ellen Talbert also assisted in the preparation of the report.

Contents

Page

Chapters:

1.	Introduction	1
2.	Labor force participation	3
	Older men in the labor force	3
	Older women in the labor force	4
	Future growth of the labor force	4
3.	Unemployment	6
4.	Work experience	8
5.	Mobility	10
6.	Income and earnings	13
7.	Pension plans and retirement benefits	16
8.	Job performance and training potential	19
9.	Job discrimination	21
10.	Education	23
11.	Department of labor manpower programs and services	25

Tables:

A.	Expectations of years of life, worklife, and retirement for men in the labor force at selected ages and years	4
B.	Selected measures of unemployment, by age and sex, 1970	6
C.	Percent of persons with work experience in 1960, 1965 and 1970, who worked year round full time, by age and sex	8
D.	Percent of persons at work in nonagricultural industries by part-time status, age and sex, annual average, 1970	9
E.	Occupational mobility rates between January 1965 and January 1966 of employed persons, by age, sex, and color, January 1966	11
F.	Percent of employed workers who moved to a different county in the U.S. by age and sex, March 1969-March 1970	11
G.	Index of median earnings of selected occupational groups, 1969	14
H.	Labor force participation rates of the population, by age and sex, and years of school completed, March 1970	24
J.	First-time enrollees in manpower programs, by age group, fiscal year 1970	28

Appendix Tables:

Labor force participation

A-1.	Total labor force (including Armed Forces) and labor force participation rates, by age and sex: Annual averages, 1950, 1960, 1970, 1971	31
A-2.	Civilian labor force and participation rates, by age and sex: Annual averages, 1950, 1960, 1970, and 1971	31

Contents—Continued

Page

Appendix Tables—Continued

Labor force participation—Continued

A-3. Civilian labor force and participation rates, by age, sex, and color: Annual averages, 1954, 1960, 1970, and 1971 -----	32
A-4. Total population and total labor force by age and sex: Actual 1960 and 1970 and projected, 1980 -----	33
A-5. Employed persons, by age and sex: Annual averages, 1950, 1960, 1970, and 1971 -----	34
A-6. Employed persons, by age, sex, and color: Annual averages, 1954, 1960, 1970, and 1971 -----	34
A-7. Persons not in the labor force, by age and sex: Annual averages, 1950, 1960, 1970, and 1971 -----	35
A-8. Persons not in the labor force, by age, sex, and color: Annual averages, 1954, 1960, 1970 and 1971 -----	35

Unemployment

B-1. Unemployed persons and unemployment rates, by age and sex: Annual averages, 1950, 1960, 1970, and 1971 -----	36
B-2. Unemployment rates, by age, sex, and color: Annual average, 1950, 1960, 1970, and 1971 -----	36
B-3. Long-term unemployment compared with total unemployment, by age and sex: Annual averages, 1960, 1965, 1970, and 1971 -----	37

Work experience

C-1. Persons with work experience in 1965 and 1970 who were in the labor force 50 to 52 weeks, by age, sex, color, and marital status -----	37
C-2. Major reason for part-year work in 1965 and 1970 by color: Part-year workers, by age and sex -----	38
C-3. Nonagricultural workers on part time, by age and sex: Annual averages, 1960, 1970 and 1971 -----	38
C-4. Reasons for not working: Persons with no work experience in 1960, by age and sex and in 1965 and 1970 by age, sex, and color -----	39

Mobility

D-1. Occupational mobility rates by occupation: Age and sex, January 1966 -----	40
D-2. Age: Employment status in January 1965 of all persons 35 years and over employed in January 1966, by sex and color--	40
D-3. Age: Tenure on current job, by sex, January 1968 -----	41
D-4. Occupation of workers in selected age groups: Tenure on current job, by sex, January 1968 -----	42

Contents—Continued

Page

Appendix Tables—Continued

Income and earnings

- E-1. Median weekly earnings of wage and salary workers on full-time schedules, by age, sex and color, May 1971 ----- 43

Education

- F-1. Median years of school completed by the civilian labor force 18 years and over, by sex and age, selected dates, 1952-70 ----- 43
- F-2. Labor force participation rate of the population by, age, sex, and years of school completed, March 1959, 1965 and 1970 -- 44
- F-3. Educational attainment of the civilian labor force 25 years and over, by age and color, March 1970 ----- 45
- F-4. Occupational distribution of employed persons 35 years and over: Annual averages, 1970 ----- 45
- F-5. Unemployment rates, by age, sex, and years of school completed, March 1962, 1965 and 1970 ----- 46

Chapter 1. Introduction

The position of the older worker¹ in the labor market of the 1970's is characterized by strengths as well as weaknesses. Along with other workers he has shared in the benefits of rising productivity and economic growth and now enjoys a higher level of income and longer periods of leisure than ever before. However, once older workers have a break in employment they have more serious problems in finding another job than younger workers.

Actually, the older worker generally is in a good position to retain his place in the labor market. He has the advantage of experience which is regarded as an asset by many employers. He is unlikely to initiate a voluntary job shift or residential change. He has the protection of seniority and, in some industries, contractual arrangements which guarantee the continuity of his specific work activity until he retires. When he does reach the age of retirement, he probably will be better off than any previous generation of retired workers. His social security benefits will be higher, his opportunities for part-time or intermittent work will be greater, and he will be retiring after having earned more during his working life than did previous groups of retirees. Although his earnings generally are somewhat lower than those of workers aged 35-44, his family responsibilities in most cases also are less.

For a sizable minority of workers, however, this rosy picture does not reflect the facts accurately. Older workers do lose their jobs from time to time. Experience and seniority are no absolute guarantees of immunity from unemployment. Even in a period of unusually tight job markets, such as 1968-69, 8 out of every 100 workers past 45 years of age had at least one spell of unemployment.

Once an older worker loses his job, prospects for re-employment are dimmer than for younger workers. Older workers still face discrimination in hiring. In addition, their lower average level of educational attainment, and in some cases obsolescence of skills, make it more difficult for them to compete with younger workers. Many of those who do become re-employed find it necessary to accept a lower wage than they received on their previous job. The difficulty of learning new skills or of relocating in a new community add to the problem of re-employment. For some older workers, early retirement beckons as a refuge from the burdens of failing health and unsuccessful jobseeking, even though they must accept a permanent reduction in benefit levels.

The report that follows attempts to present a balanced picture of the positive and negative aspects of the older worker's position in the labor market as it is reflected in the latest available data, usually 1970 or 1971 (9-month average).² Most of the tables provide comparative data for earlier periods. Among the more important statistical findings manifested in the data, the following merit highlighting—

1. The labor force participation rates of older men are continuing to decline, while those of older women continue upward. On

balance, the number of workers over 45 years of age will continue to grow in the 1970's, but at a much slower rate than previously.

2. Opportunities for part-time and part-year employment have grown substantially. Only a small proportion of older workers work part-time involuntarily, because of slack business conditions; a much larger proportion work part time because of poor health or partial disability, or for personal reasons.
3. Unemployment rates of older workers continue to be lower than for younger workers, although both have risen since late 1969. Among those who do lose their jobs, the average duration of unemployment is significantly longer for older workers.
4. Older workers are less likely than younger workers to change from one employer to another, from one occupation to another, or from one location to another. However, a sizable minority of older workers (12 percent) do change their labor market situation in some respect over the course of a year.
5. Older workers have less absenteeism, have generally high rates of production, and by most other indexes show themselves to be useful, reliable, and productive workers.
6. The earnings of family heads generally are less for those over 45 years of age than for those aged 35-44 years. However, family needs of older workers also are less. Workers in the 45-54 year age bracket are better off in relation to budgetary requirements than are younger workers.
7. On the average, older workers are not as well educated as the younger generation. Largely for this reason, a somewhat smaller proportion of workers past 45 are in professional and other highly skilled jobs. However, the educational gap between the age groups has been narrowing and is less than it was 10 years ago.
8. Over half a million workers 45 years or older indicated that they had experienced discrimination on the job in 1969.
9. Public and private pension payments even in combination do not usually enable retired workers to maintain the standard of living they desire. Moreover, a majority of workers in the private economy do not qualify for a private plan benefit. Because of the level of retirement benefits and also because work often fulfills a need for a purpose in life, many older persons work part-time or part year.

Footnotes

¹ Although age 65 is considered the beginning of old age for many purposes, the older worker generally is defined as those workers aged 45 or older. The rationale in this case for a dividing line of 45 years is that cross-sectional data show at this age the onset of an increase in withdrawals of men from the labor force, an increase in the prevalence of part-time and part-year workers, a decline in annual and weekly earnings, and a lengthening of the duration of unemployment—all factors that increase in subsequently older age groups.

² For information on technological displacement and worker productivity, it was necessary to draw on studies conducted in the early 1960's.

Chapter 2. Labor Force Participation

The population 45 years of age and older numbered about 62.1 million in 1970. Of this total about 31.5 million, or over half, were in the labor force. These older workers made up about 37 percent of the labor force.

By 1980, the population 45 years of age and older will increase to about 66.2 million. Somewhat less than half, or about 32.6 million are expected to be in the labor force in that year. They will account for about 32 percent of the labor force.

The expected increase of 1 million older workers during the 1970's compares with an increase of 4 million during the 1960's. The decline in the growth of the older worker group is due to factors that include a smaller increase in the older population and a continued decline in the labor force participation rates of persons 65 years of age and over.

The discussion that follows summarizes patterns and trends in the labor force participation of older workers.

Older men in the labor force

Virtually all men in their late twenties, thirties, and forties work or look for work. By age 55-59, however, 11 out of 100 men are no longer in the labor force and by age 60-64, 28 out of 100 have dropped out. Between ages 64 and 65, the proportion of men not in the labor force rises rapidly, from 36 to 50. The rise reflects the widespread eligibility of workers at age 65 for retirement under private and public pension plans.

Many men who leave the labor force at age 55, or even 65, would prefer to continue working. A survey in early 1967¹ of men not in the labor force showed that three-fifths of the 1.3 million who were 55-64 years old withdrew from the labor force because they were sick or disabled. This reason was given by a lesser proportion of white men than by men of other races; this difference is a reflection of the higher incidence of poor health and disability among minority races. Very few of the sick or disabled men reported that they would be able to or planned to work within a year. For many of them inability to work was of long duration.

Retirement was the second most important reason men 55 to 64 years old were not in the labor force; almost one-fifth gave this reason.² The remaining fifth were not in the labor force for such reasons as temporary withdrawal, family responsibilities, or personal reasons.

When a worker leaves the workforce at age 55, the economic loss to the nation and to the individual is substantial. Men of 55 have on the average 11 years of work ahead of them, or nearly one-fourth of the entire worklife expectancy for men at age 16.³ (See table A.)

Table A. Expectations of years of life, worklife, and retirement for men in the labor force at selected ages and years

Age	Life expectancy				Expectation of worklife				Expectation of retirement			
	1940	1950	1960	1968	1940	1950	1960	1968	1940	1950	1960	1968
16 years-----	50.4	52.6	53.3	52.9	44.8	46.8	46.3	45.3	5.6	5.8	7.0	7.6
25 years-----	42.4	44.4	45.0	44.7	36.7	38.5	37.9	37.0	5.7	5.9	7.1	7.7
35 years-----	33.7	35.2	35.7	35.6	28.8	29.3	28.6	27.7	5.9	5.9	7.1	7.9
45 years-----	25.5	26.6	26.9	26.8	19.7	20.6	19.7	18.9	5.8	6.0	7.2	7.9
55 years-----	18.3	19.0	19.2	19.0	12.4	13.0	11.9	11.0	5.9	6.0	7.3	8.0
65 years-----	12.2	12.7	12.8	12.8	6.8	7.4	6.3	5.5	5.4	5.3	6.5	7.3
75 years-----	7.3	7.8	8.0	8.2	4.5	4.7	5.1	4.9	2.8	3.1	2.9	3.3

Labor force participation rates of men aged 55 and over have declined in recent years. The rate for men aged 55-64 declined from 87 to 83 percent from 1950 to 1970, while the rate for those aged 65 and over declined from 46 to 27 percent.

Older women in the labor force

A marked increase in older women workers has been one of the most notable labor force developments of the post-World War II period. The number of women workers 45 years of age and over more than doubled between 1947 and 1970. Women accounted for about 30 percent of the total increase in the civilian labor force during this period. The proportion of women 55 to 64 years old in the labor force increased from one-fourth in 1947 to over two-fifths in 1970. Among those aged 45 to 54, the proportion in the labor force rose from one-third to over one-half during the same period.

The age pattern of labor force participation rates among women differs fundamentally from that for men. Although a relatively high proportion of young women aged 18 to 24 years are in the labor force (57 percent in 1970), many stop working with the arrival of children. As the children grow older, increased numbers of women again seek jobs. The labor force participation rate for women aged 45 to 54 in 1970 (54 percent) approached that for women 20 to 24 years.

Older married women return to work for varied reasons. These include helping to finance their children's education, paying off the mortgage, raising their family's living standard, or improving their financial security against old age. Some work in order to use their education and training or to meet people. But many, including widows and the wives of low earners, work because of financial necessity.

Future growth of the labor force

A sharp slowdown is expected in the growth of the labor force aged 45 to 64 years.⁴ These workers are expected to increase from 28.3 million in 1970 to 29.3 million in 1980. This increase will be only one-fourth as great as that between 1960 and 1970. Their proportion of the

total labor force will decline sharply, from about 33 percent to about 29 percent. The slowdown in the growth of this group of workers is expected largely because of a sizable decline in the 45-54 year old population, as a result of the comparatively small number of births in the years of the Great Depression. Labor force participation rates for men aged 45-54 years are expected to remain about the same, but rates for those 55-64 are expected to decline slowly. Rates for men over 65 are expected to continue to decline substantially. Rates for women 55-64 are expected to continue to increase.

No significant change is expected in the number of workers over 65, who will remain at just over 3 million through the 1970's. At this level, they will represent a declining proportion of the workforce. The decreased propensity to work after 65 reflects in part the improvement in retirement benefits, improved security as a result of health insurance programs, including medicare and medicaid, and increased assets that may have resulted from full employment during the later years of the worklife. A larger supply of young workers may augment pressures on older workers to retire sooner than they might otherwise. The trend for men to retire earlier is expected to continue through the 1970's.

Footnotes

¹ Vera C. Perrella and Edward J. O'Boyle, "Work Plans of Men Not in the Labor Force," Monthly Labor Review, August and September 1968, pp. 8-14, 35-41.

² Ibid. See also Herbert S. Parnes et al, The Pre-Retirement Years, Vol. 1, Ohio State University, The Center for Human Resource Research. Under contract to the U.S. Department of Labor. Parnes reported that over four-fifths of the 45-59 year old men surveyed who retired between 1966 and 1967 said that they were not looking for work because of ill health. A not uncommon pattern was one in which the combination of unemployment and poor health (and sometimes limited education) resulted finally in withdrawal from the labor force.

³ Howard N. Fullerton, "A Table of Expected Working Life for Men, 1968," Monthly Labor Review, June 1971, pp. 49-55.

⁴ U.S. Department of Labor, Bureau of Labor Statistics, The U.S. Economy in 1980: A Summary of BLS Projections, BLS Bulletin 1673, 1970.

Chapter 3. Unemployment

The difficulties older workers encounter in the labor market are expressed in the length of their periods of unemployment rather than in the incidence of unemployment. Unemployment rates¹ tend to be relatively low for older workers. In 1970, for example, the unemployment rate (annual average) for men aged 45 and over was 2.6 percent, compared with a rate of 3.0 percent for men 25-44. (See table B.) Those aged 45-54 had a lower unemployment rate than any other age group. Even the highest rate among older workers, for those 65 years and over, was only two-fifths the rate for male workers aged 20-24. Among women differences in unemployment rates by age were even more favorable for the older group.

Table B. Selected measures of unemployment, by age and sex, 1970

(Number in thousands)

Age	Unemployed persons	Unemployment rate	Duration of unemployment	
			Average weeks	Percent unemployed 15 or more weeks
Men, 16 years and over -----	2,235	4.4	9.5	17.8
16 to 19 years -----	599	15.0	6.7	10.2
20 to 24 years -----	478	8.4	7.9	13.7
25 to 44 years -----	643	3.0	10.0	19.4
45 years and over -----	51515	2.6	13.6	28.3
45 to 54 years -----	247	2.4	12.0	24.0
55 to 64 years -----	197	2.8	14.1	29.8
65 years and over -----	71	3.3	17.4	39.1
Women, 16 years and over -----	1,853	5.9	7.9	14.3
16 to 19 years -----	506	15.6	6.1	9.3
20 to 24 years -----	386	7.9	7.1	12.0
25 to 44 years -----	588	5.0	8.5	15.6
45 years and over -----	373	3.2	10.3	21.1
45 to 54 years -----	229	3.5	10.1	21.0
55 to 64 years -----	111	2.7	10.2	20.1
65 years and over -----	33	3.1	11.5	25.6

Lower unemployment rates for older workers are largely attributable to the fact that they are less likely than younger workers to be subject to the hazards of the job search. First, their longer job tenure² gives them greater job security. For example, from the fourth quarter of 1969 to the second quarter of 1971, a period when the unemployment rate (seasonally adjusted) for males aged 25-44 doubled, the rate for males 45 and

over rose by about 70 percent. Second, older workers are less likely to leave their jobs voluntarily and of course are less likely to be entering the labor force for the first time (or re-entering after a period of education).

However, older workers are far from immune from the loss of their jobs. Even very long service is no guarantee against involuntary separations. One out of every 25 blue-collar workers with 20 or more years of service lost his job in the year following the first interview (1966) of the Parnes study.³

Once older workers have a break in employment, they have a serious problem in finding another job. The average duration of unemployment in 1970 for men 45 years of age or over was nearly double that of young men under 25 years of age. (See table B.) About 28 of every 100 unemployed older men had been looking for work 15 weeks or longer, compared with 19 of every 100 unemployed men 25-44 years of age.

Insight on the experience of older workers who are affected by plant shutdowns or large scale layoffs is provided by research conducted in the early 1960's. A study of five plant shutdowns or large-scale layoffs showed, for example, that unemployment was markedly higher among workers age 45 and over than among younger workers.⁴ In two of the cases studied in which detailed age breakdowns were feasible, the highest unemployment rates by far were found in the 55-59 year old group. A substantial proportion of the workers aged 60 and over who were laid off were not seeking work. Many had taken early retirement; others may have been discouraged from looking for work.

In the two plants in which women were a significant number of the displaced workers, the unemployment rate for women was almost three times the rate for men. At each level of education and age under 60, rates for women were much higher than for men. Among workers 60-64 years of age, a larger proportion of women than men were not seeking employment. The highest rate of unemployment for women workers was for those aged 45-54, compared with the 55-59 age group for men.

Footnotes

¹ The unemployment rate is the percent that the unemployed constitute of the number that are working plus those looking for work.

² The length of time a person has worked without interruption for the same employer. See Edward J. O'Boyle, "Job Tenure: How it Relates to Race and Age", Monthly Labor Review, September 1969. Reprint 112.

³ Parnes et al., op. cit.

⁴ U.S. Department of Labor, Bureau of Labor Statistics, Case Studies of Displaced Workers, BLS Bulletin 1408, 1964. See also Richard C. Wilcock and Walter H. Franke, Unwanted workers: Permanent Layoffs and Long-term Unemployment, New York: Free Press of Glencoe, 1963

Chapter 4. Work Experience

The proportion of men who work full-time full-year declines in each subsequent age group after ages 35-44. Data on work experience for 1970 show only a slight decline between age groups 35-44 and 45-54 in the proportion of male workers who worked full time full year, but the groups aged 55-59 and 60-64 had declines of another 4 percentage points. (See table C.) The proportion of men aged 65 and over who worked full time full year in 1970 was 35 percentage points lower than the percentage of those aged 60 to 64 years (73 and 38 percent, respectively).

The age pattern of work experience for women differs markedly from that for men in that the proportion working full year full time is higher among those 45-64 years of age than among those 35-44. However, the proportion working full time full year shows about the same relative decline between the ages of 60 to 64 and 65 and over as for men.

Table C. Percent of persons with work experience in 1960, 1965 and 1970, who worked year round full time, by age and sex

Age	1960			1965			1970		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
35 to 44 years -----	65.2	78.7	42.7	69.6	84.1	45.8	68.5	83.0	46.0
45 to 54 years -----	64.6	75.9	46.8	69.3	82.5	48.9	71.1	82.5	54.4
55 to 59 years -----	63.0	72.3	47.1	58.1	78.1	52.3	69.5	77.3	57.7
60 to 64 years -----	60.9	69.5	44.4	63.5	72.5	47.6	64.2	73.1	50.7
60-61 years -----	(1)	(1)	(1)	(1)	(1)	(1)	67.5	77.1	53.5
62-64 years -----	(1)	(1)	(1)	(1)	(1)	(1)	61.4	69.8	48.2
65 years and over -----	35.4	39.1	27.2	37.9	43.2	27.8	33.8	37.8	26.7
65 to 69 years -----	38.5	43.5	28.6	43.1	49.2	30.9	39.1	44.0	30.4
70 years and over -----	31.7	34.2	25.3	31.0	34.9	23.8	26.7	29.6	21.5

¹ Not available.

The proportion of all male workers on part-time schedules (whether full- or part-year workers) in 1970 increased by age from about 4 percent among those 45-64 years old to 38 percent among those aged 65 and over. The higher proportion of part-time workers 65 years of age or older was due almost entirely to an increase by age in the proportion of those on voluntary part time, 2 percent among those 45-64 and 35 percent among those 65 and older.

In every age group, part time is more frequent for women workers than for men. The proportion of all women workers on part time is about one-fourth in the age groups 25-44 and 45-64, but increases to almost one-half at age 65 and over. The great majority of women who work part time do so voluntarily. (See table D.)

Table D. Percent of persons at work in nonagricultural industries by part-time status, age and sex, annual average, 1970

Age and sex	Total at work	Full-time schedules	Part-time schedules		
			Total	Economic reasons	Voluntary reasons
Male					
25 to 44 years -----	100.0	96.6	3.4	1.9	1.5
45 to 64 years -----	100.0	95.9	4.1	2.0	2.1
65 years and over -----	100.0	61.8	38.2	3.0	35.2
Female					
25 to 44 years -----	100.0	74.3	25.7	3.5	22.2
45 to 64 years -----	100.0	76.9	23.1	3.9	19.2
65 years and over -----	100.0	49.9	50.1	3.9	46.2

¹ Includes persons who do not prefer, or are unavailable for, full-time work.

The proportion of older workers who voluntarily work part time has increased in recent years. In 1960, for example, about 7 percent of all workers 45-64 years of age and 30 percent of those 65 and over were employed part time. By 1970, the proportions had risen to 9 and 39 percent respectively.

The proportion of male workers who work part year (irrespective of full- or part-time) increases with age. In 1970, for example, the proportion of part-time workers was 16 percent for those 45-54 years old, 22 percent for those aged 55-64, and 43 percent for those 65 years of age and over. Unemployment and illness or disability were the two major reasons for part-year work among men 45-64 years of age, 43 and 30 percent respectively. Among men 65 years of age and older, retirement and other reasons were cited by 72 percent of the part-year workers.

The proportion of women workers who worked part year declined from 48 percent among those 25 to 44 years of age to about 35 percent for those 45 to 54 years and 55 to 64, then rose to 51 percent for those 65 years of age and over. Women in every age group cited home responsibilities as their major reason for part-year work.

Chapter 5. Mobility

The older worker usually is well settled in his career and in his community. He is less likely than younger workers to move voluntarily from one job, occupation, or residence to another, and he is less able to move. Stability, rather than mobility, characterizes the older group. A recent survey of male workers in the "pre-retirement years" (ages 45-59) for example, indicated that three-fifths of them had worked for their present employer (or had been self-employed) for 10 years or more and two-fifths said they were unwilling to consider another job even for a higher wage. Nine out of ten liked their current job and two-thirds regarded it as the best of their lives. Nearly four-fifths said they would work even if they had enough money to live comfortably without working.¹

Although older workers are significantly less mobile than younger workers, nonetheless, Parnes found that about 12 percent of the 45-59-year-old men surveyed in 1966 were in different labor market situations in 1967, because of a move from one employer to another, between employment and unemployment, or into or out of the labor force.²

Job mobility. Older workers, irrespective of race or sex, generally stay longer on a job than younger workers.³ Seniority gives the older group a larger degree of employment security, higher rates of pay, and more generous fringe benefits that include longer paid vacations and pension rights. Furthermore they feel that many employers hesitate or refuse to hire older applicants, especially those whose experience or training is not related specifically to the job opening. Even if layoffs are threatened—whether as a result of technological changes, economic conditions, or other reasons—they are likely to conclude that it is less risky to stay where they are.

Most job shifts made by men over 45 are explained by the loss of their previous job. In contrast, most job changes made by younger men are made in the expectation of getting a better job.

Occupational mobility. The outstanding demographic factor associated with occupational mobility is the age of the worker. Occupational mobility declines as age increases, irrespective of sex or race.⁴ (See table E.)

Older workers who change their occupation often move into service jobs, many of which have no great demand for skills and are less demanding physically than other low skilled or unskilled work. For some older workers, an occupational shift is the beginning of semi-retirement.

Change in residence. The percent of employed workers who move to a different county descends sharply with age. Data on the residential mobility of workers for 1969-70 show that less than 3 percent of all employed persons age 45 or older changed counties during the year.⁵ (See table F.) Although Americans undoubtedly deserve their reputation for being a people on the move, it is primarily the younger generation that is doing the moving. When older workers do move, their reason is more likely to be work-related than in the case of younger workers.

Table E. Occupational mobility rates¹ between January 1965 and January 1966 of employed persons, by age, sex, and color, January 1966

Age	All persons		White		Negro and other races	
	Men	Women	Men	Women	Men	Women
Total, 18 years and over -----	9.9	6.9	9.6	6.8	12.4	7.1
18-19 years -----	31.7	29.0	31.8	28.3	(²)	(²)
20-24 years -----	28.5	14.9	28.4	14.4	29.2	19.0
25-34 years -----	13.8	8.5	13.5	8.3	16.8	9.7
35-44 years -----	7.4	5.3	7.2	5.5	9.5	4.3
45-54 years -----	5.2	4.7	5.1	4.8	6.6	3.8
55-64 years -----	3.8	2.4	3.8	2.6	3.7	1.2
65 years and over -----	2.7	1.8	2.7	1.6	3.5	(²)

¹ Proportion of persons employed in both January 1965 and January 1966 who had a different occupation in January 1966.

² Rate not shown where base is less than 100,000.

Table F. Percent of employed workers who moved to a different county in the U.S. by age and sex, March 1969-March 1970

(Employment status as of March 1970)

Age	Percent
Men:	
18-24 years -----	12.7
25-34 years -----	10.4
35-44 years -----	4.9
45-64 years -----	2.7
65 years and over -----	1.6
Women:	
18-24 years -----	14.4
25-34 years -----	8.0
35-44 years -----	3.6
45-64 years -----	2.3
65 years and over -----	2.6

Willingness to move is a positive factor in obtaining employment. The study of plant closings in the early 1960's for example showed that most workers had to look outside their home area to obtain a job in the same industry. Greater proportions of employed than unemployed workers had sought work outside their home cities.

As mentioned earlier, the stability of older workers is a considerable asset to their employers. But when older workers lose their jobs—for whatever reason—their attachment to a particular line of work or industry, their specialization in particular skills and activities, and their

deep roots in the community put them at a disadvantage. If their unemployment results from the obsolescence of their skills (or that of their plants), a shift in consumer demand, or the decline or relocation of their industry, their problem is even more acute. Manpower retraining and relocation assistance programs for older workers recognize that these workers need special assistance because of their relative immobility.

Footnotes

¹ Herbert S. Parnes et al, The Pre-Retirement Years, Vol. I, Ohio State University, The Center for Human Resources. Under contract to the U.S. Department of Labor, 1968.

² Parnes, op. cit., Vol. II, 1970, pp. 29-30.

³ O'Boyle, op. cit., pp. 16-23.

⁴ Samuel Saben, "Occupational Mobility of Employed Workers", Monthly Labor Review, June 1967, pp. 31-38.

⁵ U.S. Department of Commerce, Bureau of the Census, Mobility of the Population of the United States, March 1969 to 1970, Series P-20, No. 210.

Chapter 6. Income and Earnings

Income¹ for workers aged 45 years and over generally is less than for workers aged 35-44, the peak earning group. The difference accelerates in successively older age groups.

The total income of older persons compared with that of persons aged 35-44 is shown in the following tabulation, by sex for the years 1960, 1965, and 1970. The figures are expressed in terms of ratios (income of age group 35-44=100). Little if any change is discernible during this period in the income-age indexes for men. The small improvement in the income-age indexes for women primarily reflects the increasing employment of older women:

Year	35-44	45-54	55-64	65 and over
Men:				
1970 -----	100	97	81	32
1965 -----	100	95	78	32
1960 -----	100	95	78	31
Women:				
1970 -----	100	107	85	44
1965 -----	100	103	81	40
1960 -----	100	103	70	44

Older persons living on retirement incomes are particularly likely to be hard pressed financially, but those still in the labor force are not exempt. As noted earlier, the work experience of older persons is characterized by longer periods of unemployment and more part-time work. But even those employed year round full time have lower earnings than younger workers. Earnings of male heads of families employed full time year round in nonfarm occupations in 1969, for example, were only 86 percent as much for those aged 55-64 as for those aged 35-44, while those 65 and over earned 68 percent as much as the younger group.²

Lower average earnings of older workers employed full time year round are not explained by differences in weekly hours, as the following tabulation indicates. Differences in median years of education by age, however, probably account for some differences in earnings:

Age	Earnings	Hours worked
35-44 years -----	100	100
45-54 years -----	95	98
55-64 years -----	86	96
65 years and over -----	68	96

NOTE: Earnings data refer to men who head husband-wife families and who are employed year round full time in nonfarm occupations. Data on hours worked refer to married men, wife present, on full-time schedules in nonagricultural industries, but without reference to year-round employment.

The difference in earnings by age is more pronounced in some occupational groups than in others.³ Salesmen aged 45-54 earned only nine-tenths as much as younger salesmen. Earnings of managers and officials aged 45-54 are substantially less than those of managers aged 35-44 also. But in other occupations, workers aged 45-54 earned about the same as those aged 35-44 years. (See table G.)

Table G. Index of median earnings of selected occupational groups, 1969

(Age 35-44=100)

Occupation	Age			
	35-44	45-54	55-64	65 years and over
Total -----	100	95	86	68
Professional workers -----	100	102	98	77
Managers and officials -----	100	94	86	63
Clerical workers -----	100	99	96	77
Salesmen -----	100	91	77	69
Craftsmen -----	100	101	96	72
Operatives -----	100	97	94	81
Laborers -----	100	97	88	69

The period of peak earnings covers a wider age group in some occupations than in others. The 10-year age breaks used in the table, for example, indicate a longer period of peak earnings for professional, clerical, and craft workers and operatives than for workers in other occupations.

When 1969 incomes of families headed by males who worked year round full time the previous year are related to the Bureau of Labor Statistics family budgets,⁴ about one-fourth of those headed by men age 45-54 and almost one-fifth of those headed by men 55-64 were at or below the lower budget level. These proportions were less than for families headed by men aged 35-44, two-fifths, primarily because income declines less rapidly than family size. The income-budget situation of these older family heads is a cause for concern, however, particularly since the BLS family budgets contain no provision for savings other than payments for social security and life insurance valued at one year's regular family income.

Footnotes

¹ Includes earnings and income from old age, survivors, and disability insurance (OASID), private pension plans, and other sources.

² Bureau of Labor Statistics analysis of income and work experience supplements to the Current Population Survey, Bureau of the Census. For more information on earnings and income by age see Robert L. Stein and Janice N. Hedges "Earnings and Family Income," Monthly Labor Review, June 1971. Reprint 2738.

Footnotes—Continued

³ Ibid.

⁴ The BLS family budgets are benchmark measures for research purposes of how much it would cost to maintain specified levels of living (identified as intermediate, lower, and higher) in urban areas. The budgets can be scaled to families of various sizes and types living in different areas of the United States. See U.S. Department of Labor, Bureau of Labor Statistics, BLS Bulletins 1570-1 to 1570-6 (1968-1970).

Chapter 7. Pension Plans and Retirement Benefits

Unless compelled to retire from the labor force because of disability or ill health, many men retire partially in their early sixties (some in their late fifties), by switching from full-time year-round work to part-time part-year work. Then, depending on the satisfactions and demands of their work, they fully retire from all gainful activity in their late sixties and early seventies as their mental and physical capabilities decline or their interests and needs shift to other activities.

Although full benefits are not payable until age 65 under social security and most private pension plans, three factors encourage men to retire from full employment before they attain that age. Two of them—the prevalence of physical and mental disabilities and ill health among older workers and the discriminations and other difficulties they encounter in getting regular full-time jobs—are discussed in other chapters. The third factor—public and private pension plans—encourages older workers to retire by meeting some of their financial requirements but, at the same time, discourages them from ceasing all gainful activity, because alone, or even in combination, these plans usually do not enable workers to maintain the standard of living they desire. Many older persons resolve this conflict and fulfill their need for meaningful activity—"psychic income"—and for contact with other people by working part time or part year.

The mixture of encouragement and discouragement stems from three characteristics of the benefits provided by these plans; (1) their availability to employed workers, (2) their availability before age 65, and (3) their limited adequacy. Therefore, many workers can and do partially retire as early as age 62 on social security, because reduced benefits commencing at that age are payable to qualified workers without further reduction if their earnings are below \$1,680 a year.¹ Many other public and private pension plans also pay pensions, usually reduced because of age, to members with the requisite amount of service², who retire from a job covered by the plan before age 65,³ and permit them to earn all they can from working.

As a result, more than half the men awarded social security retirement benefits in recent years are under age 65. Two out of five of them continue to work chiefly because of the low level of such benefits and their ineligibility, in most instances, for another pension. In addition, many continue to work not only for these reasons but also because of the need for a meaningful purpose in life.

In fact, the smaller their social security benefits the less likely they are to get a private pension and the more likely they are to do some work. Fewer than one out of thirty married men awarded social security benefits under \$130 a month in the latter half of 1969, for example, also received private pensions compared with over half of those awarded larger benefits. As a result, almost half the married couples and two-thirds of the single persons initially entitled to social security

retired worker benefits in late 1969 had retirement incomes (pensions plus income from assets) below the poverty threshold as published by the Department of Health, Education, and Welfare.⁴ Only about one in four couples and the same proportion of single persons could afford the BLS intermediate level of living on their retirement incomes. However, when they supplemented this by their earnings about three out of five couples and nearly half the single persons could afford that level. (In 1969, this was \$4,230 a year for a couple and \$2,325 for single persons.) Nevertheless, many whose retirement income from social security and private pensions is sufficient to maintain their desired standard of living need more than can be supplied by money alone. They perceive a need—which is very real to them—to have a meaningful purpose in life. Such a purpose can be, and for many is, satisfied by community service. For others, such a need can only be satisfied by gainful employment.

Apart from social security, pensions are the chief sources of retirement income. In late 1969, private pensions were received by about one of four married couples newly entitled to social security benefits (excluding those retired from government and railroad jobs not covered by social security), by one out of six single men, and by one out of eight single women.

A substantial majority of workers do not obtain any pension coverage or do not acquire sufficient years of continuous coverage during their entire working life to qualify for a private plan benefit. The incidence of noncoverage is highest among those who work in trade, services, and construction; the degree of coverage or potential coverage is greatest for those who work for firms in mining and manufacturing. Even among these industries, however, workers' chances of obtaining pension benefits are less if they are employed by small nonunion firms than if they work for industrial giants or for firms with collective bargaining agreements. In the aggregate, about 55 percent of all private nonagricultural workers are employed by firms that have either a private pension plan, a deferred profit-sharing plan, or both. However, about 40 percent of these workers do not participate in their companies' plans because they are short-term employees or because they are excluded for other reasons.⁵ Moreover, many of the workers not covered by a private pension plan have little prospect of ever obtaining any coverage unless they can obtain steady employment with a large firm or with a unionized firm. Those who gain employment with a small unionized firm do not have much chance of gaining any pension benefit unless the firm participates in a multiemployer plan. Such plans are found in many industries, but are prevalent chiefly in apparel manufacturing, construction, trucking, and the mining industries.

The private plan provisions covering those who do participate in private pension plans have been, and are expected to continue to be, liberalized. During the latter part of the 1960's, for example, sharp improvements occurred in the retirement formulas of private plans, and early retirement and vesting⁶ provisions were introduced or liberalized. By the end of the decade, more than three-fourths of the workers covered by private pension plans were in plans that had a vesting provision, and more than nine-tenths were in plans with vesting, early retirement, or both. At the beginning of the decade, only about 59 percent of the covered workers were in plans with vesting and about 82 percent were in plans with either vesting, early retirement, or both.

In 1969, about 84 percent of all covered workers participated in plans that granted a benefit right by age 55 under either the normal, early, or vesting provision of the plan to members who had the requisite service. Almost three-fifths could gain such a right by age 40, and about two-thirds by age 45, if they also met the service requirements. In general, most workers participated in plans that required not more than 15 years of service, and almost two-fifths of them in plans that required 10 years or fewer to qualify for a nonforfeitable benefit right.

To gain these rights, however, workers had to meet an age, service, or, more often, a combination of age and service requirements. The requirements of the plan provisions prevailing in 1969 can be illustrated generally by considering 100 workers who entered covered employment at age 25. Under the 1969 provisions, if these workers, who represent all covered workers, remain with their plan for 10 years, only 31 of them will have gained a nonforfeitable right to a pension benefit; if they remain for 15 years, 51 of them will have achieved such a right; and after 20 years only 57 of them would attain a nonforfeitable right to a pension benefit. At any of these service-ages, virtually all 57 would have gained their benefit right under the vesting provisions of their plan, because the early retirement provisions usually do not become operative until the worker reaches 55 and normal retirement rarely occurs before age 60. Should the 100 workers have entered into their covered employment at age 30 instead of 25, however, more than three-fourths of them would have gained a nonforfeitable right after 20 years of service. Some of these would become eligible for early retirement after 20 years of service, and by age 55 about three-fourths of them would have qualified for early retirement.⁷

As indicated previously, employment by a firm with a private plan is not tantamount to being covered by the plan. Some plans require the attainment of a specified age or length of service, or both, before a new employee is eligible to participate. Usually these requirements are justified on the basis of administrative cost and the uncertain tenure of new employees. However, the adoption of a participation requirement signifies more than administrative convenience, since three-fourths of the plans with participation requirements do not give credit for employment served before joining the plan, either in qualifying for a pension or in computing the pension benefit. These plans covered about three-fourths of the workers in plans with participation requirements.

Footnotes

¹ For each \$2 in annual earnings from \$1,680 to \$2,880, \$1 in benefits is withheld and for each \$1 over \$2,880, \$1 in benefits is withheld. However, full benefits are payable, regardless of annual earnings, for any month in which the beneficiary earned less than \$140.

² Usually 20 to 30 years.

³ Age 55 in two out of three private plans and in most plans for government employees.

⁴ Social Security Bulletin, July 1971, pp. 11-17. In 1969, the poverty threshold for married couples was \$2,200 and for single persons, \$1,750.

Footnotes—Continued

⁵ Emerson Beier, "Incidence of private retirement plans," Monthly Labor Review, July 1971, pp. 37-40.

⁶ Vesting is defined as a guarantee to the worker of a right in a pension plan based on all or part of his accrued retirement benefits should his employment terminate before he becomes eligible for retirement benefits; that is, if his rights are vested, the worker is entitled to a retirement benefit when he reaches retirement age, regardless of where he may be at the time.

⁷ Harry E. Davis and Arnold Strasser, "Private Pension Plans, 1960 to 1969—An Overview," Monthly Labor Review, July 1970, pp. 45-56.

Chapter 8. Job Performance and Training Potential

Comparison of job performance scores by age indicates that refusal to hire older workers has little merit, except for positions with demanding physical requirements.

Studies of the relative work performance of older and younger workers conducted by the Bureau of Labor Statistics in the late 1950's and early 1960's indicated no consistent pattern of superior productivity in any age group.¹ Actual records of work performed showed greater differences in productivity within age groups than among different ages. Large proportions of workers in the older groups exceeded the average performance of younger workers. Moreover, older workers had a steadier rate of output.

Results were similar for every occupational group surveyed—office workers, operatives, and mail sorters—as well as for higher versus lower skilled workers, and time versus incentive workers. Moreover, attendance and safety records of older workers were found to equal or exceed those of younger workers generally.

A comparison of the performance of older and younger workers (maintenance mechanics, engineers, craftsmen, and telephone operators) in industrial retraining programs suggests that age by itself is not a reliable criterion for determining the suitability of workers for training. Although younger workers performed better on the average overall than older workers, individual older workers performed better than the average younger worker.²

Moreover, average differences in the success of training older and younger workers have been found to diminish when education is held constant. Differences are further minimized by adapting teaching methods to the learning abilities of older workers, for example, stressing simulated exercises rather than lectures.³

Footnotes

¹ See, for example, James F. Walker, "The Job Performance of Federal Mail Sorters by Age," Monthly Labor Review, March 1964; U.S. Department of Labor, Bureau of Labor Statistics, Comparative Job Performance by Age: Office Workers, BLS Bulletin 1273, 1960; Job Performance and Age: A Study in Measurement, BLS Bulletin 1203, 1956.

² U.S. Department of Labor, Bureau of Labor Statistics, Industrial Relations Programs for Technological Change: A Study of the Performance of Older Workers, BLS Bulletin 1368, 1963.

³ R. M. Belbin, Training Methods for Older Workers. Organization for Economic Co-operation and Development, (OECD) Paris, 1965.

Chapter 9. Job Discrimination

In a survey of employed persons in 1969, over half a million workers 45 years of age and older indicated that they had experienced discrimination on the job.¹ The number of workers who encounter age discrimination in seeking employment may be far greater, according to data on discriminatory employment practices.

The Age Discrimination in Employment Act (ADEA), enacted by the U.S. Congress in 1967,² prohibits discrimination against workers 40-65 years of age. The law states "...the purpose of this Act (is) to promote employment of older persons based on their ability rather than age; to prohibit arbitrary age discrimination in employment; to help employers and workers find ways of meeting problems arising from the impact of age on employment." The act protects workers from age discrimination by employers that have 25 employees or more; by employment agencies serving covered employers; and by labor organizations that have 25 members or more, or that make referrals to covered employers or that represent employees of covered employers.³

The ADEA is administered by the U.S. Department of Labor. Voluntary compliance is sought, but legal action may be initiated either by the Department or the individual if such efforts fail. During fiscal 1970, 14,000 establishments which were contacted informally removed potentially discriminatory employment practices affecting over 500,000 jobs. Investigations were conducted in an additional 10,400 establishments, of which 2,200 were found in violation of the act.

Illegal advertising was by far the leading noncompliance practice in fiscal 1970; it accounted for half the practices of which employers were found in violation, and two-thirds of those of which employment agencies were found in violation. Refusal to hire accounted for about one-fourth and promotional bars for about one-tenth of the violations of employers. Discharges accounted for a small fraction, about one-twenty fifth. For employment agencies, failure to refer constituted most of the violations other than illegal advertising. One labor organization was found in non-compliance, for excluding a worker from union membership because of age.

Monetary damages paid to individuals by establishments in noncompliance have increased, from \$40,000 in 1969, the first year the act was in effect, to almost \$740,000 in 1971 (fiscal years).

One of the first injunctions issued under the Age Discrimination in Employment Act came with a recent ruling of the U.S. District Court in Minnesota that compulsory retirement provisions in an employer's pension plan may not be used to force early retirement of nonparticipants.⁴

In addition to Federal prohibitions on age discrimination, 27 states and Puerto Rico had age discrimination in employment laws in 1970. No age limits were specified in the laws of Alaska, Hawaii, and Maine. Lower age limits in the remaining states ranged from 18 years in Colorado, Maryland, and New Mexico to 45 years in Delaware, Illinois,

and Rhode Island. Under State legislation, coverage of establishments generally is extended to firms that have a minimum of 3 to 6 employees, but in eleven states legislation applied to all establishments, irrespective of size.

Footnotes

¹ Survey of Working Conditions, University of Michigan, Survey Research Center, 1971.

² Public Law 90-202; effective date, June 1968.

³ Employees of Federal, State and local governments are not covered under the act. Protection against age discrimination is afforded Federal employees, however, under 5 U.S.C. 3307 which prohibits establishment of a maximum age limit in filling positions in the competitive service. A Presidential memorandum of March 14, 1963, extended this restriction to the excepted service. Executive Order 11141, February 12, 1964, extended the principle of equal employment opportunities for older workers to private firms holding contracts and subcontracts with the Federal Government. Employees of State and local governments often are covered under State age discrimination in employment laws.

⁴ Shultz vs. American Hardware Mutual Insurance Company (July 1, 1971).

Chapter 10. Education

Older workers as a group have less education than younger workers. In March 1970, those aged 45-54 averaged 12.3 years of schooling (median), 0.4 years less than workers 20-24 years of age. Educational attainment declined to 11.8 years for workers aged 55-64 and to 9.6 years for those 65 years of age and over.

The education gap between white and minority workers is greatest for older workers: 3.6 years for those 55 years and over, nine times the gap for those aged 25-34 years.

The differences in the median education of older and younger workers is less, however, than the difference in the median education of the older and younger population. Workers with the lowest educational attainment are more likely to withdraw from the labor force. In the age group 55-64, for example, the median educational attainment of men who were in the labor force in March 1970 was about 2 $\frac{1}{2}$ years higher than that of those who had withdrawn from the labor force.

Table H shows labor force participation rates by years of school completed. The holding power of education is illustrated by the fact that the labor force participation rate of all males 55-64 years of age was 14 percentage points lower than for all males 35-44 years, while the difference in participation rates among highly educated workers was only 5 percentage points.

Education also is the key to many better paying occupations. Notable differences in the proportions of older and younger male workers in the professions, for example, are attributable in part to differences in educational attainment. Among workers 55-64, for example, 11 percent of whom have four years or more of college, 10 percent are in the professions, while among those 35-44, 16 percent of whom have four years of college, 18 percent are in the professions.

The level of education of workers is an important factor in determining their unemployment rates. This is true of both older and younger workers. In March 1970, the unemployment rates for men age 55-64 were 1.5 for those with four years of college, 2.5 for those with four years of high school education, and 3.5 for those with an elementary school education. Among men with a high school education, the difference between the unemployment rate of those age 35-44 and those 55-64 was only 0.5 percentage points.

Table H. Labor force participation rates of the population, by age and sex, and years of school completed, March 1970

Years of school completed and sex	Total 18 years old and over	18 to 24 years	25 to 34 years	35 to 44 years	45 to 54 years	55 to 64 years	65 years and over
Men							
Total -----	81.5	74.7	96.5	97.1	94.6	83.4	27.2
Elementary: Less than 5 years ¹ --	48.7	71.4	77.2	84.1	84.4	64.8	16.5
5 to 7 years -----	66.7	85.7	92.7	92.2	85.6	75.6	23.8
8 years -----	70.7	86.9	96.0	96.3	93.1	82.7	25.1
High school: 1 to 3 years -----	83.5	75.8	97.1	96.8	94.7	84.3	29.8
4 years -----	90.1	82.8	98.2	98.2	96.3	88.8	32.5
College: 1 to 3 years -----	80.6	59.9	95.7	98.7	97.5	87.5	33.3
4 years -----	89.8	79.7	97.2	99.5	97.6	87.5	38.6
5 years or more -----	90.8	61.0	93.4	97.9	97.3	92.6	54.9
Women							
Total -----	43.8	54.5	45.6	51.3	54.4	43.7	10.3
Elementary: Less than 5 years ¹ ---	17.1	26.5	28.5	35.3	33.1	25.0	5.0
5 to 7 years -----	25.7	28.0	33.9	41.0	41.2	32.9	7.4
8 years -----	30.7	38.5	38.4	45.8	48.5	39.4	8.8
High school: 1 to 3 years -----	41.0	38.7	42.4	51.1	52.6	39.8	10.7
4 years -----	50.3	59.7	45.5	52.7	57.8	49.4	13.1
College: 1 to 3 years -----	48.6	53.8	45.5	52.7	57.0	50.6	15.0
4 years -----	55.6	83.4	54.1	49.7	60.6	57.7	17.6
5 years or more -----	70.6	75.6	68.2	74.4	82.1	76.9	35.0

¹ Includes persons reporting no school years completed.

Chapter 11. Department of Labor Manpower Programs and Services

The Manpower Administration's principal efforts for older workers include employment assistance services and manpower work and training programs. Employment assistance has been provided to older workers by the Manpower Administration and affiliated State employment services for many years under the authority of the Wagner-Peyser Act. Manpower work and training programs, first initiated in 1962, are conducted under four legislative acts: The Manpower Development and Training Act (MDTA), the Economic Opportunity Act (EOA), the Social Security Act, as amended, and the recently enacted Emergency Employment Act (EEA). In addition, the Federal-State Unemployment Insurance Program provides experienced workers with income during periods of unemployment.

Employment Assistance Activities. Through Federal grants States operate over 2,300 local offices of State employment services, which serve those seeking or needing employment and those providing it. General services include interviewing, testing, counseling, and referral to placement or to appropriate training or other services involved in readying individuals for employment. Specialized services to workers age 45 and over include specialized job counseling, job development, referral to training or necessary health and social services and job placement. A limited number of local offices have older worker service units to intensify and individualize services to this group. In calendar year 1969, the Employment Service processed about 1.46 million new applications for services from workers 45 years old and over, or 15 percent of total new applications. About 112,000 initial counseling interviews were provided to older workers, or about 10 percent of interviews given to all age groups. About 1.03 million nonagricultural placements were older recipients, or 20 percent of total nonagricultural placements.

MDTA Institutional Training. Institutional Training under the Manpower Development and Training Act of 1962, as amended, provides classroom occupational training, supportive services, and remedial education to equip undereducated and unemployed individuals with the skills they need to obtain gainful, self-sustaining employment. Emphasis is placed on aiding disadvantaged individuals who do not require special intensive assistance. In 1970,¹ individuals 45 years old and over represented 9 percent of first-time enrollments in the program or about 11,700 enrollments, the highest enrollment in absolute numbers of all manpower work and training programs.

Job Opportunities in the Business Sector (JOBS).² JOBS is a nationwide undertaking by industry and government to stimulate private industry to hire, train, and retrain unemployed persons, and to upgrade the skills of people already employed. The program serves only disadvantaged workers and involves a commitment by employers to hire the workers first and train them afterward. Employers are encouraged to provide not only jobs and training but also a full range of supportive services, such as remedial education, prevocational and on-the-job skill training, counseling,

testing, and coaching required to help severely disadvantaged workers make a satisfactory job adjustment. In 1970, 4 percent of first-time enrollments of JOBS or about 3,500 enrollments were 45 years old and over.

The JOB Optional Program³ is similar in nature to JOBS. It is intended primarily to serve disadvantaged participants in those cases where the training objectives can be satisfied with a low level of supportive assistance. About 10,000 individuals 45 years of age and over, or 11 percent of all first time enrollments, participated in MDTA on-the-job training in 1970. (See table J.)

Concentrated Employment Program. The Concentrated Employment Program (CEP)⁴ is a system for packaging and delivering manpower services. Working through a single contract with a single sponsor (usually a Community Action Agency), the Manpower Administration provides a flexible package of manpower services, including outreach and recruitment; orientation; counseling and job coaching; basic education; various medical, daycare, and other supportive services; work experience or vocational training under a variety of individual manpower programs; job development and placement; and individualized followup after placement. Projects are established by priority in urban neighborhoods or rural areas having serious problems of unemployment and under employment, coordinating and concentrating Federal manpower efforts to attack the total employment problems of the hardest hit of the disadvantaged in a way that will make a significant impact on the total well-being of the area. Poor and unemployed individuals 45 years or older, residents of a designated CEP target area, are eligible to receive services. In 1970, 8 percent of first-time enrollees or about 8,800 CEP enrollees were 45 years old and over. (See table J.)

Work Incentive Program (WIN). The purpose of the Work Incentive Program⁵ is to provide all the services and opportunities necessary to move Aid to Families with Dependent Children (AFDC) recipients from dependency to stable employment at a living wage. WIN provides a comprehensive program of the services required, including child care and other supportive services, funded through a single source. WIN enrollees are provided with training, education and work experience to prepare them to use their potentials in a job. Where suitable work opportunities in other manpower programs or in the job market do not exist, special work projects may be developed for certain individuals. Elderly welfare recipients covered by the AFDC program are referred by welfare agencies to the local office of the State Employment Service. In 1970, persons 45 years old and over represented 6 percent of first-time enrollments in the program, or about 5,600 enrollments.

Operation Mainstream. Operation Mainstream⁶ is a job creation and work training program for chronically unemployed poor adults, mainly in rural areas, who have no reasonable prospects for full-time employment or training assistance under other programs. Enrollees participate in projects designed to improve or beautify the community. Project activities contribute to the management, conservation, or development of natural resources, recreational areas, parks, highways, and other lands in rural areas and small towns. The regular Mainstream program⁷ provides 40-hour work weeks. In addition, work and training opportunities are provided in projects for senior citizens; these limit the work week to 20 hours. In 1970, persons 45 years old and over represented about 51 percent of

first-time enrollments in the regular program or about 6,400 enrollments.⁸

Operation Mainstream has the greatest percentage participation of older workers of all manpower programs. Large national contracts referred to as Senior Citizen Programs serve only workers over 55 years. Program guidelines for contracts administered through the regional offices of the Manpower Administration clearly specify that emphasis is to be on older workers.⁹

New Careers. New Careers¹⁰ is a work-training employment program for both youth and adults involving activities designed to improve the physical, social, economic, or cultural conditions of the community. It assists the development of entry-level employment opportunities; provides maximum prospects for advancement and continued employment without Federal assistance; and combines work-training employment with necessary educational training, counseling, and other supportive services as may be needed. Another purpose of New Careers is to contribute to the design and creation of new career jobs in public service as support or paraprofessional personnel. Individuals 45 years and older who are poor or unemployed are eligible to enroll in projects. In 1970, they represented 7 percent of first-time enrollments in the program, or about 300 enrollments. (See table J.)

New Program—Emergency Employment Act of 1971 (EEA). A new program is being initiated under the recently enacted Emergency Employment Act of 1971 (P.L. 91-54) which provides temporary 2-year authority for approximately 150,000 additional new jobs each fiscal year in the field of public service for the unemployed and underemployed, including a significant number of middle-aged and older persons. The employment and training opportunities provided by the EEA are in addition to existing manpower work and training programs. The jobs are "transitional" in that they will lead people into permanent jobs, and not be a substitute for them. The Emergency Employment Act authorization for funds will be triggered when the national rate of unemployment is 4-1/2 percent or more for three consecutive months. In addition, local areas suffering from continuing high unemployment (over 6 percent) will qualify for a separate program authorized by the bill. This new program will provide a measure of additional assistance to the middle-age and elderly unemployed and underemployed.

Unemployment Insurance Program (UI). The Federal-State Program of Unemployment Insurance now covers about 52 million workers and another 5 million will be covered starting January 1, 1972, as a result of the Employment Security Amendments of 1970, P.L. 91-373. The system provides experienced workers with income replacements during involuntary unemployment. In fiscal year 1971, total benefits amounting to \$4.8 billion were paid to about 7 million different individuals. On the average about 40 percent of those receiving benefits were age 45 or older. Workers 45 years of age and older represented something less than one-fourth of the 1970 unemployed.

Benefits are payable in most States for a maximum of 26 weeks in a year. As a result of the 1970 Federal Amendments, duration of UI benefits may be extended for another 13 weeks during periods of high unemployment (either 4.5 percent insured unemployment nationally or 4.0 percent insured unemployment in a State, plus 20 percent over the level in the preceding year base period)—economic conditions during

which unemployment effects even older, more experienced workers. Since older workers who become unemployed tend to have special difficulty in finding new jobs, extended benefits are especially helpful for them. In 1971, 21 States paid extended benefits, totalling about \$350 million.

Table J. First-time enrollees in manpower programs, by age group, fiscal year 1970

(Number in thousands)

Program	Total	Under age 22		Age 45 and over	
		Percent	Number	Percent	Number
Total -----	1,051.4	68	716.8	4	46.3
Manpower Development and Training Act:					
Institutional -----	130.0	37	48.1	9	11.7
On-the-job-training -----	91.0	35	31.9	11	10.0
JOBS -----	86.8	47	40.8	4	3.5
Concentrated Employment Program -----	110.1	41	45.1	8	8.8
Work Incentive Program -----	92.7	23	21.3	6	5.6
Operation Mainstream -----	12.5	4	55.0	51	6.4
New Careers -----	3.6	21	.8	7	.3
Youth programs:					
Neighborhood Youth Corps:					
In-school -----	74.4	100	74.4	-	-
Out-of-school -----	46.2	98	45.3	-	-
Summer -----	361.5	100	361.5	-	-
Job Corps -----	42.6	100	42.6	-	-

Footnotes

¹ All data in this section refer to the fiscal year (July 1 through June 30) unless otherwise specified.

² 42 U.S.C. 2571-2620, Public Law 90-636.

³ Manpower Development and Training Act of 1962.

⁴ Economic Opportunity Act of 1964, as amended, Section 123 (a) (5), and Title II of MDTA of 1962, as amended.

⁵ Part C of Title IV of Social Security Act of 1935, as amended in 1967.

⁶ Title I-B, Section 123 (a) (3) of the Economic Opportunity Act of 1964, as amended in 1967; Title I-E, Section 162 (a) (1) of the Economic Opportunity Act of 1964, as amended in 1969.

⁷ Title I-B.

⁸ These data do not include Title I-E programs which operate in areas of special needs. Title I-E programs did not begin actual operations until well into 1971.

⁹ A recent Manpower Administration Order, MAO 19-71, requires that 40 percent of all Operation Mainstream positions be reserved for applicants 55 and over. Only projects on Indian reservations are exempted.

Footnotes—Continued

¹⁰ Title I-B of the Economic Opportunity Act of 1964, as amended in 1966; now part of the Public Service Careers Program, which was initiated during the fourth quarter of FY 1970.

Appendix Tables

Table A-1. Total labor force (including Armed Forces) and labor force participation rates by age and sex: Annual averages, 1950, 1960, 1970, and 1971 ^{1/}

Age and sex	(Numbers in thousands)				Participation rates			
	Total labor force				1950	1960	1970	1971
MALE								
Total, 16 years and over -----	45,446	48,870	54,343	54,862	86.8	84.0	80.6	80.2
16-19 years -----	2,821	3,184	4,395	4,559	65.9	59.4	58.4	59.1
20-24 years -----	5,224	5,089	7,378	7,625	89.1	90.2	86.6	86.1
25-34 years -----	11,044	10,930	11,974	12,209	96.2	97.7	96.6	92.6
35-44 years -----	9,952	11,340	10,818	10,684	97.6	97.7	97.0	96.6
45 years and over -----	16,405	18,326	19,778	19,784	79.9	75.3	71.1	70.5
45-54 years -----	8,152	9,634	10,487	10,528	95.8	95.8	94.3	94.1
55-64 years -----	5,800	6,405	7,127	7,157	86.9	86.8	83.0	82.4
65 years and over -----	2,453	2,287	2,164	2,100	45.8	33.1	26.8	25.7
FEMALE								
Total, 16 years and over -----	18,412	23,272	31,560	31,865	33.9	37.8	43.4	43.1
16-19 years -----	1,704	2,062	3,250	3,316	40.8	39.4	44.0	43.9
20-24 years -----	2,681	2,590	4,893	5,049	46.1	46.2	57.8	57.4
25-34 years -----	4,101	4,140	5,704	5,827	34.0	36.0	45.0	44.9
35-44 years -----	4,166	5,308	5,971	5,922	39.1	43.5	51.1	51.2
45 years and over -----	5,751	9,173	11,742	11,751	26.6	33.9	36.1	35.6
45-54 years -----	3,328	5,280	6,533	6,524	38.0	49.8	54.4	53.9
55-64 years -----	1,839	2,986	4,153	4,182	27.0	37.2	43.0	42.7
65 years and over -----	584	907	1,056	1,046	9.7	10.8	9.7	9.4

^{1/} Data for 1971 are 9-month averages.

Table A-2. Civilian labor force and participation rates, by age and sex: Annual averages, 1950, 1960, 1970, and 1971 ^{1/}

Age and sex	(Numbers in thousands)				Participation rates			
	Civilian labor force				1950	1960	1970	1971
MALE								
Total, 16 years and over.....	43,819	46,388	51,195	52,044	86.4	83.3	79.7	79.4
16-19 years.....	2,504	2,786	4,006	4,230	63.2	56.1	56.1	57.3
20-24 years.....	4,632	4,123	5,709	6,178	87.9	88.1	83.3	83.3
25-34 years.....	10,527	10,252	11,311	11,586	96.0	97.5	96.4	96.0
35-44 years.....	9,793	10,967	10,464	10,329	97.8	97.7	96.9	96.5
45 years and over.....	16,365	18,261	19,705	19,720	79.8	75.2	71.1	70.5
45-54 years.....	8,117	9,574	10,417	10,467	95.8	95.7	94.2	94.1
55-64 years.....	5,794	6,400	7,124	7,153	86.9	86.8	83.0	82.4
55-59 years.....	(2)	(2)	4,218	4,234	(2)	(2)	89.5	89.1
60-61 years.....	(2)	(2)	1,365	1,374	(2)	(2)	82.6	81.8
62-64 years.....	(2)	(2)	1,541	1,544	(2)	(2)	69.4	68.7
65 years and over.....	2,454	2,287	2,164	2,100	45.8	33.1	26.8	25.7
FEMALE								
Total, 16 years and over.....	18,389	23,240	31,520	31,825	33.9	37.7	43.3	43.1
16-19 years.....	1,712	2,055	3,241	3,307	40.9	39.3	44.0	43.8
20-24 years.....	2,675	2,580	4,874	5,030	46.1	46.1	57.7	57.3
25-34 years.....	4,092	4,131	5,698	5,820	34.0	36.0	45.0	44.9
35-44 years.....	4,161	5,303	5,967	5,919	39.1	43.4	51.1	5
45 years and over.....	5,750	9,171	11,740	11,749	26.6	33.9	36.1	
45-54 years.....	3,327	5,278	6,531	6,522	37.9	49.8	54.4	53
55-64 years.....	1,839	2,986	4,153	4,182	27.0	37.2	43.0	42.7
55-59 years.....	(2)	(2)	2,547	2,536	(2)	(2)	49.0	48.2
60-61 years.....	(2)	(2)	775	817	(2)	(2)	41.4	42.7
62-64 years.....	(2)	(2)	832	829	(2)	(2)	32.3	31.6
65 years and over.....	584	907	1,056	1,046	9.7	10.8	9.7	9.4

^{1/} Data for 1971 are 9-month averages.

^{2/} Data not available.

Table A-3. Civilian labor force and participation rates, by age, sex, and color: Annual averages, 1954, 1960, 1970, and 1971 ^{1/}

Age, sex, and color	(Numbers in thousands)							
	Civilian labor force				Participation rates			
	1954	1960	1970	1971	1954	1960	1970	1971
WHITE								
Male								
Total, 16 years and over-----	39,760	41,742	46,013	46,816	85.6	83.4	80.0	79.9
16-19 years-----	1,989	2,433	3,550	3,771	57.6	55.9	57.5	59.0
20-24 years-----	2,656	3,559	4,983	5,406	86.4	87.8	83.3	83.5
25-34 years-----	9,695	9,153	10,088	10,332	97.5	97.7	96.7	96.4
35-44 years-----	9,516	9,919	9,413	9,290	98.2	97.9	97.3	97.0
45 years and over-----	15,906	16,679	17,980	18,017	78.4	75.3	71.3	70.8
45-54 years-----	7,914	8,689	9,488	9,540	96.8	96.1	94.9	94.8
55-64 years-----	5,654	5,861	6,515	6,551	89.2	87.2	83.3	82.9
55-59 years-----	(2)	(2)	3,858	3,867	(2)	(2)	90.1	89.5
60-61 years-----	(2)	(2)	1,251	1,267	(2)	(2)	83.0	82.7
62-64 years-----	(2)	(2)	1,406	1,416	(2)	(2)	69.3	68.9
65 years and over-----	2,338	2,129	1,977	1,926	40.4	33.3	26.7	25.7
Female								
Total, 16 years and over-----	17,057	20,171	27,505	27,738	33.3	36.5	42.6	42.3
16-19 years-----	1,512	1,843	2,889	2,968	40.6	40.3	45.6	45.7
20-24 years-----	2,098	2,228	4,246	4,379	44.4	45.7	57.7	57.4
25-34 years-----	3,532	3,441	4,790	4,867	32.5	34.1	43.2	42.9
35-44 years-----	4,025	4,531	5,112	5,051	39.4	41.5	49.9	49.8
45 years and over-----	5,890	8,129	10,467	10,474	27.1	32.8	35.4	34.9
45-54 years-----	3,346	4,633	5,781	5,768	39.8	48.6	53.7	53.3
55-64 years-----	1,937	2,661	3,734	3,755	29.1	36.2	42.6	42.2
55-59 years-----	(2)	(2)	2,279	2,267	(2)	(2)	48.5	47.7
60-61 years-----	(2)	(2)	699	738	(2)	(2)	41.0	42.5
62-64 years-----	(2)	(2)	756	750	(2)	(2)	32.1	31.3
65 years and over-----	607	835	952	951	9.1	10.6	9.5	9.3
NEGRO AND OTHER RACES								
Male								
Total, 16 years and over-----	4,203	4,645	5,182	5,228	85.2	83.0	76.5	75.3
16-19 years-----	305	353	455	458	61.1	57.5	47.2	46.0
20-24 years-----	396	564	725	773	91.1	90.4	83.5	82.3
25-34 years-----	1,074	1,099	1,223	1,255	96.2	96.2	93.7	92.9
35-44 years-----	997	1,049	1,052	1,039	96.6	95.5	93.2	92.3
45 years and over-----	1,428	1,580	1,726	1,703	77.3	74.6	68.8	67.2
45-54 years-----	790	884	929	927	93.2	92.3	88.2	87.0
55-64 years-----	451	538	609	602	83.0	82.5	79.2	77.6
55-59 years-----	(2)	(2)	360	367	(2)	(2)	83.3	84.6
60-61 years-----	(2)	(2)	114	107	(2)	(2)	78.6	71.8
62-64 years-----	(2)	(2)	134	128	(2)	(2)	69.8	66.3
65 years and over-----	187	158	188	174	41.2	31.2	27.4	25.1
Female								
Total, 16 years and over-----	2,621	3,069	4,015	4,087	46.1	48.2	49.5	49.1
16-19 years-----	169	213	351	339	31.0	32.8	34.1	31.9
20-24 years-----	326	352	628	652	49.6	48.8	57.7	56.4
25-34 years-----	680	690	907	952	49.7	49.7	57.6	58.7
35-44 years-----	684	771	855	868	57.5	59.8	59.9	60.8
45 years and over-----	761	1,042	1,273	1,276	39.6	44.9	42.6	41.8
45-54 years-----	476	645	750	754	53.4	60.5	60.2	59.4
55-64 years-----	226	324	419	427	41.2	47.3	47.1	47.0
55-59 years-----	(2)	(2)	268	269	(2)	(2)	53.5	52.8
60-61 years-----	(2)	(2)	76	79	(2)	(2)	45.5	45.4
62-64 years-----	(2)	(2)	75	79	(2)	(2)	34.1	35.1
65 years and over-----	59	73	104	95	12.2	12.8	12.2	10.8

^{1/} Data for 1971 are 9-month averages.

^{2/} Data not available.

Table A-4. Total population and total labor force by age and sex: Actual 1960 and 1970 and projected, 1980

Age and sex	Total population, July 1			Total labor force, (annual average)			Labor force participation rates			Change, 1960-1970 (in total labor force)		Change, 1970-1980 (in total labor force)	
	1960	1970	1980	1960 ¹	1970	1980	1960	1970 ²	1980	Amount	Percent	Amount	Percent
Both sexes													
Total, 16 years and over	121,817	142,916	166,553	72,104	85,903	100,727	59.2	60.1	60.5	13,799	19.1	14,824	17.3
16 to 44 years	68,951	80,845	100,311	44,598	54,382	68,166	64.7	67.3	68.0	9,784	21.9	13,784	25.3
45 years and over	52,865	62,074	66,244	27,506	31,520	32,561	52.0	50.8	49.2	4,014	14.6	1,041	3.3
45 to 54 years	20,586	23,269	22,148	14,718	17,020	16,341	71.5	73.1	73.8	2,302	15.6	- 679	- 4.0
55 to 64 years	15,634	18,648	21,032	9,409	11,280	12,952	60.2	60.5	61.6	1,871	19.9	1,672	14.8
55 to 59 years	8,465	9,992	11,262	5,530	6,768	7,685	65.3	67.7	68.2	1,238	22.4	917	13.5
60 to 64 years	7,169	8,656	9,770	3,879	4,512	5,267	54.1	52.1	53.9	633	16.3	755	16.7
65 years and over	16,645	20,157	23,064	3,379	3,220	3,268	20.3	16.0	14.2	- 159	- 4.7	48	1.5
65 to 69 years	6,288	6,831	8,223	1,927	1,922	2,048	30.6	28.1	24.9	- 5	- .3	126	6.6
70 years and over	10,358	13,326	14,841	1,452	1,298	1,220	14.0	9.7	8.2	- 154	- 10.6	- 78	- 6.0
Male													
Total, 16 years and over	59,420	68,696	80,332	48,933	54,343	63,612	82.4	79.1	79.2	5,410	11.1	9,269	17.1
16 to 44 years	34,176	40,213	50,355	30,495	34,565	43,591	89.2	86.0	86.6	4,070	13.3	9,026	26.1
45 years and over	25,242	28,485	29,978	18,438	19,778	20,021	73.0	69.4	66.8	1,340	7.3	243	1.2
45 to 54 years	10,148	11,229	10,726	9,568	10,487	10,082	94.3	93.4	94.0	919	9.6	- 405	- 3.9
55 to 64 years	7,564	8,815	9,745	6,445	7,127	7,849	85.2	80.9	80.5	682	10.6	722	10.1
55 to 59 years	4,144	4,771	5,278	3,727	4,221	4,597	89.9	88.5	87.1	494	13.3	376	8.9
60 to 64 years	3,420	4,044	4,467	2,718	2,906	3,252	79.5	71.9	72.8	188	6.9	346	11.9
65 years and over	7,530	8,441	9,507	2,425	2,164	2,090	32.2	25.6	22.0	- 261	- 10.8	- 74	- 3.4
65 to 69 years	2,941	3,075	3,635	1,348	1,278	1,309	45.8	41.6	36.0	- 70	- 5.2	31	2.4
70 years and over	4,590	5,366	5,872	1,077	886	781	23.5	16.5	13.3	- 191	- 17.7	- 105	- 11.9
Female													
Total, 16 years and over	62,397	74,220	86,221	23,171	31,560	37,115	37.1	42.5	43.0	8,389	36.2	5,555	17.6
16 to 44 years	34,775	40,632	49,956	14,103	19,817	24,575	40.6	48.8	49.2	5,714	40.5	4,758	24.0
45 years and over	27,623	33,589	36,266	9,068	11,742	12,540	32.8	35.0	34.6	2,674	29.5	798	6.8
45 to 54 years	10,438	12,040	11,422	5,150	6,533	6,259	49.3	54.3	54.8	1,383	26.9	- 274	- 4.2
55 to 64 years	8,070	9,833	11,287	2,964	4,153	5,103	36.7	42.2	45.2	1,189	40.1	950	22.9
55 to 59 years	4,321	5,221	5,984	1,803	2,547	3,088	41.7	48.8	51.6	744	41.3	541	21.2
60 to 64 years	3,749	4,612	5,303	1,161	1,606	2,015	31.0	34.8	38.0	445	38.3	409	25.5
65 years and over	9,115	11,716	13,557	954	1,056	1,178	10.5	9.0	8.7	102	10.7	122	11.6
65 to 69 years	3,347	3,756	4,588	579	644	739	17.3	17.1	16.1	65	11.2	95	14.8
70 years and over	5,768	7,960	8,969	375	412	439	6.5	5.2	4.9	37	9.9	27	6.6

¹ Based on revised population data reflecting the 1960 Decennial Census results. For this reason they differ somewhat from figures shown in the preceding table, which were based on estimates of the population.

² Participation rates differ from those in the preceding table because they are based on total population as of July 1.

Table A-5. Employed persons, by age and sex: Annual averages, 1950, 1960, 1970, and 1971 ^{1/}

Age and sex	(Numbers in thousands)			
	1950	1960	1970	1971
MALE				
Total, 16 years and over --	41,580	43,904	48,960	49,204
16-19 years -----	2,186	2,360	3,407	3,531
20-24 years -----	4,255	3,754	5,230	5,528
25-34 years -----	10,060	9,759	10,921	11,069
35-44 years -----	9,445	10,551	10,211	10,002
45 years and over -----	15,634	17,479	19,191	19,073
45-54 years -----	7,790	9,182	10,171	10,145
55-64 years -----	5,508	6,106	6,926	6,902
55-59 years -----	(2)	(2)	4,094	4,088
60-61 years -----	(2)	(2)	1,331	1,329
62-64 years -----	(2)	(2)	1,502	1,484
65 years and over -----	2,336	2,191	2,094	2,027
FEMALE				
Total, 16 years and over --	17,340	21,874	29,667	29,572
16-19 years -----	1,517	1,769	2,734	2,726
20-24 years -----	2,491	2,366	4,489	4,528
25-34 years -----	3,857	3,871	5,372	5,407
35-44 years -----	3,979	5,046	5,705	5,605
45 years and over -----	5,496	8,821	11,367	11,306
45-54 years -----	3,176	5,055	6,302	6,256
55-64 years -----	1,757	2,884	4,042	4,034
55-59 years -----	(2)	(2)	2,474	2,446
60-61 years -----	(2)	(2)	757	787
62-64 years -----	(2)	(2)	811	805
65 years and over -----	563	882	1,023	1,011

^{1/} Data for 1971 are 9-month averages.
^{2/} Data not available.

Table A-6. Employed persons, by age, sex, and color: Annual averages, 1954, 1960, 1970, and 1971 ^{1/}

Age and sex	(Numbers in thousands)							
	White				Negro and other races			
	1954	1960	1970	1971	1954	1960	1970	1971
MALE								
Total, 16 years and over -----	37,847	39,775	44,157	44,458	3,772	4,148	4,803	4,746
16-19 years -----	1,724	2,092	3,065	3,207	261	268	342	324
20-24 years -----	2,394	3,264	4,596	4,884	330	490	634	645
25-34 years -----	9,287	8,777	9,773	9,904	967	982	1,148	1,166
35-44 years -----	9,175	9,589	9,200	9,015	907	963	1,011	987
45 years and over -----	15,267	16,033	17,523	17,448	1,307	1,444	1,668	1,625
45-54 years -----	7,614	8,372	9,272	9,261	716	809	899	884
55-64 years -----	5,412	5,618	6,338	6,330	418	487	588	572
55-59 years -----	(2)	(2)	3,748	3,738	(2)	(2)	346	350
60-61 years -----	(2)	(2)	1,219	1,227	(2)	(2)	111	102
62-64 years -----	(2)	(2)	1,371	1,365	(2)	(2)	131	119
65 years and over -----	2,241	2,043	1,913	1,858	173	148	181	169
FEMALE								
Total, 16 years and over -----	16,110	19,095	26,025	25,940	2,378	2,779	3,642	3,631
16-19 years -----	1,355	1,609	2,504	2,508	135	160	231	218
20-24 years -----	1,964	2,067	3,955	3,992	283	298	534	536
25-34 years -----	3,329	3,244	4,536	4,557	607	627	836	849
35-44 years -----	3,825	4,341	4,891	4,799	634	705	814	807
45 years and over -----	5,637	7,834	10,140	10,085	720	988	1,227	1,221
45-54 years -----	3,197	4,448	5,582	5,536	449	608	720	720
55-64 years -----	1,850	2,574	3,637	3,628	215	310	405	410
55-59 years -----	(2)	(2)	2,216	2,189	(2)	(2)	259	257
60-61 years -----	(2)	(2)	683	711	(2)	(2)	74	76
62-64 years -----	(2)	(2)	738	728	(2)	(2)	72	77
65 years and over -----	590	812	921	920	56	70	102	91

^{1/} Data for 1971 are 9-month averages.
^{2/} Data not available.

Table A-7. Persons not in the labor force, by age and sex: Annual averages, 1950, 1960, 1970, and 1971 ^{1/}

(Numbers in thousands)

Age and sex	1950	1960	1970	1971
MALE				
Total, 16 years and over-----	6,906	9,274	13,066	13,508
16-19 years-----	1,459	2,178	3,136	3,156
20-24 years-----	639	556	1,142	1,235
25-34 years-----	437	262	422	477
35-44 years-----	242	263	340	375
45 years and over-----	4,131	6,015	8,025	8,265
45-54 years-----	356	427	636	659
55-64 years-----	871	973	1,464	1,529
55-59 years-----	(2)	(2)	496	520
60-61 years-----	(2)	(2)	287	306
62-64 years-----	(2)	(2)	681	703
65 years and over-----	2,904	4,615	5,925	6,077
FEMALE				
Total, 16 years and over-----	35,881	38,343	41,214	42,053
16-19 years-----	2,470	3,168	4,130	4,246
20-24 years-----	3,136	3,014	3,579	3,747
25-34 years-----	7,958	7,354	6,972	7,142
35-44 years-----	6,486	6,905	5,711	5,644
45 years and over-----	15,831	17,902	20,822	21,274
45-54 years-----	5,442	5,323	5,475	5,575
55-64 years-----	4,966	5,051	5,496	5,619
55-59 years-----	(2)	(2)	2,654	2,730
60-61 years-----	(2)	(2)	1,097	1,095
62-64 years-----	(2)	(2)	1,745	1,794
65 years and over-----	5,423	7,528	9,851	10,080

^{1/} Data for 1971 are 9-month averages.
^{2/} Data not available.

Table A-8. Persons not in the labor force, by age, sex, and color: Annual averages, 1954, 1960, 1970 and 1971 ^{1/}

(Numbers in thousands)

Age and sex	White				Negro and other races			
	1954	1960	1970	1971	1954	1960	1970	1971
MALE								
Total, 16 years and over-----	6,702	8,325	11,475	11,789	729	950	1,591	1,718
16-19 years-----	1,466	1,916	2,628	2,618	194	261	508	538
20-24 years-----	418	495	999	1,069	40	61	143	166
25-34 years-----	253	220	341	381	45	42	82	96
35-44 years-----	172	212	263	288	34	50	77	87
45 years and over-----	4,394	5,479	7,244	7,433	419	537	782	832
45-54 years-----	258	353	512	521	57	75	125	139
55-64 years-----	687	860	1,304	1,355	94	114	160	174
55-59 years-----	(2)	(2)	425	453	(2)	(2)	71	67
60-61 years-----	(2)	(2)	256	264	(2)	(2)	31	42
62-64 years-----	(2)	(2)	623	638	(2)	(2)	58	65
65 years and over-----	3,449	4,266	5,428	5,557	268	348	497	520
FEMALE								
Total, 16 years and over-----	34,186	35,044	37,119	37,823	3,062	3,300	4,095	4,230
16-19 years-----	2,213	2,732	3,452	3,522	377	436	678	723
20-24 years-----	2,622	2,645	3,118	3,246	330	370	461	501
25-34 years-----	7,338	6,656	6,305	6,473	687	697	667	669
35-44 years-----	6,202	6,387	5,140	5,085	507	519	571	559
45 years and over-----	15,810	16,621	19,105	19,497	1,162	1,279	1,717	1,777
45-54 years-----	5,051	4,903	4,979	5,061	415	419	496	514
55-64 years-----	4,715	4,688	5,026	5,138	322	363	470	481
55-59 years-----	(2)	(2)	2,420	2,490	(2)	(2)	233	240
60-61 years-----	(2)	(2)	1,006	1,000	(2)	(2)	92	95
62-64 years-----	(2)	(2)	1,600	1,648	(2)	(2)	145	146
65 years and over-----	6,044	7,030	9,100	9,298	425	497	751	782

^{1/} Data for 1971 are 9-month averages.
^{2/} Data not available.

Table B-1. Unemployed persons and unemployment rates, by age and sex: Annual averages, 1950, 1960, 1970, and 1971 ^{1/}

Age and sex	(Numbers in thousands)							
	Unemployed persons				Unemployment rates			
	1950	1960	1970	1971	1950	1960	1970	1971
MALE								
Total, 16 years and over-----	2,239	2,486	2,235	2,840	5.1	5.4	4.4	5.5
16-19 years-----	318	425	599	699	12.7	15.3	15.0	16.5
20-24 years-----	377	369	478	650	8.1	8.9	8.4	10.5
25-34 years-----	467	492	390	517	4.4	4.8	3.4	4.5
35-44 years-----	348	415	253	327	3.6	3.8	2.4	3.2
45 years and over-----	730	782	515	647	4.5	4.3	2.6	3.3
45-54 years-----	327	392	247	322	4.0	4.1	2.4	3.1
55-64 years-----	286	294	197	251	4.9	4.6	2.8	3.5
55-59 years-----	(2)	(2)	124	146	(2)	(2)	2.9	3.4
60-61 years-----	(2)	(2)	35	45	(2)	(2)	2.5	3.3
62-64 years-----	(2)	(2)	39	60	(2)	(2)	2.5	3.9
65 years and over-----	117	96	71	73	4.8	4.2	3.3	3.5
FEMALE								
Total, 16 years and over-----	1,049	1,366	1,853	2,253	5.7	5.9	5.9	7.1
16-19 years-----	195	286	506	580	11.4	13.9	15.6	17.6
20-24 years-----	184	214	386	502	6.9	8.3	7.9	10.0
25-34 years-----	235	260	263	413	5.7	6.3	5.7	7.1
35-44 years-----	182	256	262	313	4.4	4.8	4.4	5.3
45 years and over-----	253	348	373	444	4.4	3.8	3.2	3.8
45-54 years-----	151	222	229	265	4.5	4.2	3.5	4.1
55-64 years-----	82	101	111	144	4.5	3.4	2.7	3.4
55-59 years-----	(2)	(2)	73	90	(2)	(2)	2.8	3.5
60-61 years-----	(2)	(2)	18	30	(2)	(2)	2.3	3.7
62-64 years-----	(2)	(2)	21	24	(2)	(2)	2.5	2.9
65 years and over-----	20	25	33	34	3.4	2.8	3.1	3.3

^{1/} Data for 1971 are 9-month averages.
^{2/} Data not available.

Table B-2. Unemployment rates, by age, sex, and color: Annual average, 1950, 1960, 1970, and 1971 ^{1/}

Age and sex	White				Negro and other races			
	1950	1960	1970	1971	1950	1960	1970	1971
MALE								
Total, 16 years and over-----	4.7	4.8	4.0	5.0	9.4	10.7	7.3	9.2
16-19 years-----	12.4	14.0	13.7	15.0	15.0	24.0	25.0	29.4
20-24 years-----	7.7	8.3	7.8	9.7	12.6	13.1	12.6	16.6
25-34 years-----	3.9	4.1	3.1	4.1	10.0	10.7	6.1	7.1
35-44 years-----	3.2	3.3	2.3	3.0	7.9	8.2	3.9	5.0
45 years and over-----	4.2	3.9	2.5	3.2	7.5	8.6	3.4	4.6
45-54 years-----	3.7	3.6	2.3	2.9	7.4	8.5	3.3	4.6
55-64 years-----	4.7	4.1	2.7	3.4	8.0	9.5	3.4	5.0
55-59 years-----	(2)	(2)	2.8	3.3	(2)	(2)	4.0	4.5
60-61 years-----	(2)	(2)	2.5	3.2	(2)	(2)	2.4	4.4
62-64 years-----	(2)	(2)	2.5	3.6	(2)	(2)	2.5	7.0
65 years and over-----	4.6	4.0	3.2	3.5	7.0	6.3	3.8	3.1
FEMALE								
Total, 16 years and over-----	5.3	5.3	5.4	6.5	8.4	9.4	9.3	11.1
16-19 years-----	10.9	12.7	13.4	15.5	15.4	24.8	34.4	35.6
20-24 years-----	6.1	7.2	6.9	8.8	13.0	15.3	15.0	17.7
25-34 years-----	5.2	5.7	5.3	6.4	9.1	9.1	7.9	10.8
35-44 years-----	4.0	4.2	4.3	5.0	6.6	8.6	4.8	7.1
45 years and over-----	4.2	3.6	3.1	3.7	5.5	5.2	3.6	4.3
45-54 years-----	4.3	4.0	3.4	4.0	5.9	5.7	4.0	4.5
55-64 years-----	4.3	3.3	2.6	3.4	4.8	4.3	3.2	4.0
55-59 years-----	(2)	(2)	2.8	3.4	(2)	(2)	3.4	4.4
60-61 years-----	(2)	(2)	2.3	3.6	(2)	(2)	2.1	3.9
62-64 years-----	(2)	(2)	2.4	2.9	(2)	(2)	4.0	2.8
65 years and over-----	3.1	2.8	3.3	3.3	5.7	4.1	1.9	3.8

^{1/} Data for 1971 are 9-month averages.
^{2/} Data not available.

Table B-3. Long-term unemployment compared with total unemployment, by age and sex: Annual averages 1960, 1965, 1970, and 1971 1/

(Percent distribution)

Age and sex	Total				15 weeks and over				27 weeks and over			
	1960	1965	1970 2/	1971	1960	1965	1970	1971	1960	1965	1970	1971
Total: Number (thous.)	3,931	3,456	4,088	5,093	956	755	662	1,212	454	351	235	520
Percent	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Male	64.6	57.3	54.7	55.8	69.5	60.8	60.1	62.8	72.2	65.0	62.4	62.9
Under 20 years	12.2	15.8	14.7	13.7	8.7	10.6	9.2	9.1	7.3	9.1	5.5	7.5
Under 18	6.5	9.1	7.5	6.9	4.2	5.6	4.5	3.8	3.5	5.1	3.4	2.9
18 and 19	5.7	6.7	7.2	6.9	4.5	4.9	4.7	5.3	3.7	4.0	2.1	4.6
20 to 24 years	9.4	9.0	11.7	12.8	8.6	6.8	10.0	12.1	7.7	6.6	9.3	11.0
25 to 44 years	23.1	16.7	15.7	16.6	24.0	18.3	14.9	21.5	24.2	19.1	20.3	21.3
45 to 64 years	17.5	13.7	10.9	11.3	24.3	21.1	17.8	17.4	21.4	25.1	21.5	19.8
65 years and over	2.4	2.2	1.7	1.6	3.9	4.1	4.2	2.7	5.6	5.1	5.9	3.5
Female	35.4	42.7	45.3	44.2	30.5	39.2	39.9	37.3	27.8	35.0	37.6	37.1
Under 20 years	7.9	12.1	12.4	11.4	4.3	8.2	7.1	5.0	3.1	5.1	4.2	4.8
Under 18	3.8	5.4	5.7	5.0	1.7	3.1	3.2	1.7	1.0	2.0	1.3	1.3
18 and 19	4.1	6.7	6.7	6.4	2.6	5.2	3.9	3.2	2.0	3.1	3.0	3.7
20 to 24 years	5.5	7.1	9.4	9.9	4.7	4.9	6.9	7.2	4.4	4.0	5.9	6.2
25 to 44 years	13.1	14.4	14.4	14.3	12.0	14.0	14.0	14.2	10.8	13.7	13.9	14.2
45 to 64 years	8.2	8.2	8.3	8.0	8.6	10.7	10.6	10.0	8.5	10.5	11.8	10.8
65 years and over	.6	.8	.8	.7	.8	1.3	1.2	.9	1.1	1.7	1.7	1.2

1/ Data for 1971 are 9-month averages.

2/ Data refer to persons 16 years and over in accordance with the changes in age limit and concepts introduced in 1967; prior to this the items "under 20 years" and "under 18 years" referred to persons 14 to 19 years and 14 to 17 years respectively.

Table C-1. Persons with work experience in 1965 and 1970 who were in the labor force 50 to 54 weeks, by age, sex, color, and marital status

(Percent distribution)

Age and marital status	Male			Female		
	Total	White	Negro and other races	Total	White	Negro and other races
1965						
ALL PERSONS						
25 to 44 years	91.5	91.8	88.8	56.2	55.8	58.8
45 to 54 years	91.4	91.8	87.0	65.7	65.9	64.7
55 to 64 years	85.9	86.3	82.0	67.9	68.6	62.0
65 years and over	62.6	63.7	50.7	49.8	51.0	41.2
MARRIED, SPOUSE PRESENT						
25 to 44 years	92.6	92.9	90.3	50.7	50.5	51.5
45 years and over	86.7	87.0	83.1	60.5	61.0	56.2
SINGLE AND OTHER MARITAL STATUS						
25 to 44 years	83.7	83.8	83.3	73.2	73.9	70.9
45 years and over	77.6	78.5	72.4	70.7	71.4	65.9
1970						
ALL PERSONS						
25 to 44 years	90.6	91.1	86.0	58.6	57.1	66.8
45 to 54 years	90.8	91.1	88.4	70.9	71.1	70.1
55-64 years	85.7	86.1	80.6	71.3	72.3	63.1
65 years and over	60.4	61.0	53.6	51.5	52.2	44.4
MARRIED, SPOUSE PRESENT						
25 to 44 years	91.8	92.2	87.8	53.5	52.0	65.6
45 and over	85.9	86.2	82.7	67.4	67.5	65.7
45 to 54 years	91.6	91.8	89.0	68.2	68.2	68.8
55 to 64 years	86.9	87.1	83.9	68.1	68.7	62.5
65 years and over	60.8	61.2	55.7	53.2	53.7	(1)
SINGLE AND OTHER MARITAL STATUS						
25 to 44 years	83.8	84.5	80.4	74.0	75.9	68.5
45 years and over	77.1	77.6	74.3	71.3	72.3	64.7

1/ Percent not shown where base is less than 75,000.

Table C-2. Major reason for part-year work in 1965 and 1970 by color: Part-year workers, by age and sex
(Numbers in thousands)

Age and sex	WHITE						NEGRO AND OTHER RACES					
	Persons who did not work a full-year because of--						Persons who did not work a full-year because of--					
	Total part-year workers	Unemployment	Illness or disability 1/	Taking care of home	Going to school 2/	Other reasons 3/	Total part-year workers	Unemployment	Illness or disability 1/	Taking care of home	Going to school 2/	Other reasons 3/
1965												
BOTH SEXES												
25 to 44 years----	8,230	2,267	876	3,767	395	925	1,526	586	212	538	35	155
45 to 64 years----	6,458	1,813	1,320	2,195	-	1,130	987	336	228	284	-	139
65 years and over--	1,644	162	262	426	-	794	224	20	81	61	-	62
MEN												
25 to 44 years----	3,110	1,699	480	-	269	662	583	362	91	-	23	107
45 to 64 years----	2,750	1,193	832	-	-	725	453	228	125	-	-	100
65 years and over--	1,006	123	188	-	-	695	122	13	56	-	-	53
WOMEN												
25 to 44 years----	5,120	568	396	3,767	126	263	943	224	121	538	12	48
45 to 64 years----	3,708	620	433	2,195	-	405	534	108	103	284	-	39
65 years and over--	638	39	74	426	-	99	102	7	25	61	-	9
1970												
BOTH SEXES												
25 to 44 years----	9,475	2,981	922	4,090	573	909	1,512	556	279	417	111	149
45 to 64 years----	6,728	1,978	1,459	2,029	-	1,262	910	276	271	248	-	115
65 years and over--	1,866	142	286	371	-	1,067	220	25	71	45	-	79
MEN												
25 to 44 years----	3,656	2,097	510	-	344	705	652	360	128	-	54	110
45 to 64 years----	3,037	1,306	900	-	-	831	373	161	129	-	-	83
65 years and over--	1,125	99	192	-	-	834	135	18	46	-	-	71
WOMEN												
25 to 44 years----	5,819	884	412	4,090	229	204	860	196	151	417	57	39
45 to 64 years----	3,691	672	559	2,029	-	431	537	115	142	248	-	32
65 years and over--	741	43	94	371	-	253	85	7	25	45	-	8

1/ Excludes paid sick leave from job (which counted as time worked) and period of illness or disability during which the person would not have worked or would not have been in the labor force even if well.

2/ Restricted to persons under 30 years of age.

3/ Includes Armed Forces, retirement, unpaid vacations, strikes, and summer vacations for students.

Table C-3. Nonagricultural workers on part time, by age and sex: Annual averages, 1960, 1970 and 1971 1/

Age and sex	(Percent distribution)								
	Total			Economic reasons			Voluntary part time 2/		
	1960	1970	1971	1960	1970	1971	1960	1970	1971
Total: Number (thousands)-----	8,375	11,583	11,651	2,560	2,196	2,502	5,815	9,387	9,149
Percent -----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
MEN -----	41.2	35.6	36.2	57.7	50.3	50.0	33.9	32.2	32.3
Under 18 years-----	10.5	8.3	8.2	4.5	4.5	5.0	13.2	9.2	9.0
18 to 24 years-----	7.7	11.3	11.5	9.8	12.9	13.4	6.7	11.0	11.0
25 to 44 years-----	8.9	5.7	6.0	21.6	17.0	16.6	3.3	3.0	3.2
45 to 64 years-----	8.7	5.3	5.5	19.1	13.8	13.1	4.1	3.3	3.4
45 to 54 years-----	(3)	2.4	2.6	(3)	7.6	7.1	(3)	1.1	1.3
55 to 59 years-----	(3)	1.4	1.4	(3)	3.7	3.5	(3)	.9	.9
60 to 64 years-----	(3)	1.5	1.5	(3)	2.5	2.5	(3)	1.3	1.2
65 years and over-----	5.4	5.1	4.9	2.7	2.1	2.0	6.6	5.8	5.7
WOMEN -----	58.8	64.4	63.8	42.3	49.6	50.0	66.1	67.8	67.7
Under 18 years-----	8.0	7.2	7.2	2.9	3.2	3.9	10.2	8.2	8.1
18 to 24 years-----	6.6	12.2	12.7	6.5	12.2	13.0	6.7	12.2	12.6
25 to 44 years-----	21.5	22.5	21.7	16.4	16.2	15.9	23.8	23.9	23.3
45 to 64 years-----	18.6	18.6	18.3	15.0	16.5	15.5	20.2	19.1	19.0
45 to 54 years-----	(3)	10.9	10.7	(3)	9.7	9.1	(3)	11.2	11.1
55 to 59 years-----	(3)	4.4	4.2	(3)	4.2	3.9	(3)	4.4	4.3
60 to 64 years-----	(3)	3.3	3.4	(3)	2.5	2.5	(3)	3.5	3.6
65 years and over-----	4.0	3.9	4.0	1.4	1.6	1.6	5.2	4.4	4.7

1/ Data for 1971 are 9-month averages.

2/ Includes persons who do not prefer, or are unavailable for, full-time work.

3/ Not available.

Table C-4. Reasons for not working: Persons with no work experience in 1960, by age and sex and in 1965 and 1970 by age, sex, and color
(Numbers in thousands)

Age, sex, and color	Total with no work experience	Persons who did not work because of--				
		Illness or disability	Taking care of home <u>1/</u>	Going to school <u>2/</u>	Inability to find work	Other reasons <u>3/</u>
1960						
ALL PERSONS						
Men						
25 to 64 years-----	1,544	832	-	43	217	452
65 years and over-----	3,962	1,015	-	-	75	2,872
Women						
25 to 64 years-----	20,597	695	19,172	27	374	329
65 years and over-----	7,229	992	5,681	-	30	526
1965						
ALL PERSONS						
Men						
25 to 64 years-----	1,511	880	-	43	112	476
65 years and over-----	4,600	927	-	-	37	3,636
Women						
25 to 64 years-----	18,897	689	17,423	76	157	552
65 years and over-----	7,930	979	6,222	-	21	708
NEGRO AND OTHER RACES						
Men						
25 to 64 years-----	307	226	-	15	36	30
65 years and over-----	410	152	-	-	1	257
Women						
25 to 64 years-----	1,670	197	1,371	13	49	40
65 years and over-----	589	174	367	-	1	47
1970						
ALL PERSONS						
Men						
25 to 64 years-----	2,176	1,350	-	112	115	599
65 years and over-----	5,241	1,210	-	-	20	4,011
Women						
25 to 64 years-----	19,963	1,546	17,703	123	220	371
65 years and over-----	9,471	1,889	5,514	7	29	2,032
NEGRO AND OTHER RACES						
Men						
25 to 64 years-----	399	287	-	23	30	59
65 years and over-----	431	179	-	-	2	250
Women						
25 to 64 years-----	1,803	433	1,255	17	62	36
65 years and over-----	732	328	292	1	3	108

1/ Reason restricted to women.

2/ Reason restricted to persons under 30 years of age.

3/ Includes retirement and service in the Armed Forces.

Table D-1. Occupational mobility rates $\frac{1}{}$ by occupation: Age and sex, January 1966

Age and sex	Occupation in January 1966											
	Total	Profes- sional, technical, and kindred workers	Farmers and farm managers	Managers, officials, and pro- priators, except farm	Clerical and kindred workers	Sales workers	Crafts- men, foremen, and kindred workers	Oper- atives and kindred workers	Private house- hold	Service workers, except private house- hold	Farm Laborers and foremen	Laborers, except farm and mine
ALL PERSONS												
Men												
25 to 44 years-----	10.4	5.9	3.1	9.9	13.7	9.9	10.3	12.7	(2)	10.5	12.1	16.1
45 to 54 years-----	5.2	4.4	1.1	4.2	7.0	5.3	4.4	6.0	(2)	7.3	5.7	8.9
55 years and over-----	3.6	1.8	.4	2.8	4.4	1.1	2.5	5.7	(2)	7.0	4.5	8.8
Women												
25 to 44 years-----	6.7	2.9	(2)	11.2	7.2	8.1	(2)	7.0	3.2	8.2	2.6	(2)
45 to 54 years-----	4.7	3.8	-	2.8	5.1	6.0	(2)	4.0	1.7	6.9	-	(2)
55 years and over-----	2.3	1.1	-	3.2	3.6	1.9	-	1.0	2.3	3.4	-	-

$\frac{1}{}$ Proportion of persons employed in both January 1965 and January 1966 who had a different occupation in January 1965.

$\frac{2}{}$ Rate now shown where base is less than 100,000.

40

Table D-2. Age: Employment status in January 1965 of all persons 35 years and over employed in January 1966, by sex and color
(Percent distribution)

Age and color	Men						Women					
	Total employed in January 1966		Same occupa- tion in January 1965	Different occupa- tion in January 1965	Not working in January 1965	Occupa- tional mobility rate $\frac{1}{}$	Total employed in January 1966		Same occupa- tion in January 1965	Different occupa- tion in January 1965	Not working in January 1965	Occupa- tional mobility rate $\frac{1}{}$
	Number (thou- sands)	Percent					Number (thou- sands)	Percent				
ALL PERSONS												
35 to 44 years-----	10,721	100.0	90.9	7.3	1.8	7.4	5,419	100.0	80.8	4.6	14.6	5.3
45 to 54 years-----	9,778	100.0	93.1	5.1	1.8	5.2	5,511	100.0	86.5	4.2	9.3	4.7
55 to 64 years-----	6,453	100.0	93.7	3.7	2.6	3.8	3,551	100.0	92.5	2.3	5.2	2.4
65 years and over----	1,910	100.0	92.0	2.6	5.4	2.7	942	100.0	91.4	1.6	7.0	1.8
NEGRO AND OTHER RACES												
35 to 44 years-----	1,002	100.0	88.6	9.3	2.1	9.5	796	100.0	86.5	3.9	9.6	4.3
45 to 54 years-----	875	100.0	90.1	6.4	3.5	6.6	627	100.0	87.0	3.4	9.5	3.8
55 to 64 years-----	553	100.0	91.7	3.6	4.7	3.7	359	100.0	93.1	1.1	5.7	1.2
65 years and over----	144	100.0	95.1	3.5	1.4	3.5	86	(2)	-	-	-	(2)

$\frac{1}{}$ Proportion of persons employed in both January 1965 and January 1966 who had a different occupation in January 1965.

$\frac{2}{}$ Percent (or rate) not shown where base is less than 100,000.

Table D-1. Median weekly earnings of wage and salary workers on full-time schedules, by age, sex and color, May 1971

Age	Male				Female			
	Earnings in dollars		Index of earnings 35-44=100		Earnings in dollars		Index of earnings 35-44=100	
	White	Negro and other races	White	Negro and other races	White	Negro and other races	White	Negro and other races
35-44 years.....	\$189	\$132	100	100	\$105	\$96	100	100
45-49 years.....	185	134	98	102	107	87	102	91
50-54 years.....	181	128	96	97	107	78	102	81
55 years and over.....	164	113	87	86	103	71	98	74
55-59 years.....	172	115	91	87	105	71	100	75
60-64 years.....	162	121	86	92	106	(1)	101	(1)
60-61 years.....	162	(1)	86	(1)	106	(1)	101	(1)
62-64 years.....	162	(1)	86	(1)	106	(1)	101	(1)
65 years and over.....	127	(1)	67	(1)	84	(1)	80	(1)

1/ Median earnings not shown where base is less than 100,000.

Table F-1. Median years of school completed by the civilian labor force 18 years and over, by sex and age, selected dates, 1952-70

Sex and date	18 to 24 years	25 to 34 years	35 to 44 years	45 to 54 years	55 to 64 years	65 years and over
BOTH SEXES						
October 1952-----	12.2	12.1	11.4		8.8	8.3
March 1957-----	12.3	12.2	12.0		9.5	8.5
March 1959-----	12.3	12.3	12.1	10.8	8.9	8.6
March 1962-----	12.4	12.4	12.2	11.6	9.4	8.8
March 1964-----	12.4	12.4	12.2	12.0	10.0	8.9
March 1965-----	12.4	12.5	12.3	12.0	10.3	8.9
March 1966-----	12.5	12.5	12.3	12.1	10.4	9.1
March 1967-----	12.5	12.5	12.3	12.1	10.8	9.0
March 1968-----	12.5	12.5	12.4	12.2	11.1	9.3
March 1969-----	12.5	12.6	12.4	12.3	11.4	9.3
March 1970-----	12.6	12.6	12.4	12.3	11.8	9.6
MALE						
October 1952-----	11.5	12.1	11.2		8.7	8.2
March 1957-----	12.1	12.2	11.8		9.0	8.4
March 1959-----	12.1	12.3	12.1	10.4	8.8	8.5
March 1962-----	12.3	12.4	12.2	11.1	9.0	8.7
March 1964-----	12.3	12.4	12.2	11.6	9.3	8.8
March 1965-----	12.3	12.5	12.3	11.7	9.6	8.8
March 1966-----	12.4	12.5	12.3	11.9	9.7	8.9
March 1967-----	12.4	12.5	12.3	12.1	10.4	8.9
March 1968-----	12.4	12.5	12.4	12.2	10.6	9.0
March 1969-----	12.4	12.6	12.4	12.2	10.9	9.0
March 1970-----	12.5	12.6	12.4	12.3	11.2	9.0
FEMALE						
October 1952-----	12.4	12.2	11.9		9.2	8.8
March 1957-----	12.4	12.3	12.1		10.8	8.8
March 1959-----	12.4	12.3	12.2	11.7	10.0	8.8
March 1962-----	12.5	12.4	12.3	12.1	10.7	9.0
March 1964-----	12.5	12.4	12.3	12.1	11.2	10.2
March 1965-----	12.5	12.4	12.3	12.2	11.5	9.8
March 1966-----	12.6	12.5	12.3	12.2	11.6	10.4
March 1967-----	12.6	12.5	12.3	12.2	11.6	10.1
March 1968-----	12.6	12.5	12.3	12.3	12.0	10.3
March 1969-----	12.6	12.5	12.4	12.3	12.1	10.2
March 1970-----	12.6	12.5	12.4	12.3	12.1	10.9

Table F-2. Labor force participation rate of the population by age, sex, and years of school completed, March 1959, 1965 and 1970

Years of school completed and sex	1959				1965				1970			
	35 to 44 years	45 to 54 years	55 to 64 years	65 years and over	35 to 44 years	45 to 54 years	55 to 64 years	65 years and over	35 to 44 years	45 to 54 years	55 to 64 years	65 years and over
BOTH SEXES												
Total-----	69.5	71.6	60.8	21.0	70.4	72.2	62.1	18.2	73.3	73.7	62.4	17.5
Elementary: 1 to 4 years ^{1/} -----	70.4	65.5	53.3	16.3	62.8	67.1	53.5	12.5	64.2	60.0	46.5	10.7
5 to 7 years-----	67.2	65.9	55.3	19.4	69.5	67.6	54.3	15.0	69.0	64.0	53.9	14.5
8 years-----	69.7	70.0	62.0	20.9	72.7	71.6	61.2	16.4	73.8	71.2	60.1	16.0
High school: 1 to 3 years-----	71.4	71.9	61.0	22.3	69.9	70.9	61.2	20.7	70.8	72.3	60.7	18.4
4 years-----	65.9	71.6	61.6	23.5	67.3	71.4	64.1	21.9	71.2	73.8	66.2	19.7
College: 1 to 3 years-----	70.1	73.1	63.2	28.5	67.8	74.0	64.6	26.2	76.6	78.2	67.5	21.8
4 years-----	74.3	83.7	72.6	30.9	79.2	80.5	70.5	29.3	79.2	82.1	71.6	27.8
5 years or more-----	90.3	92.2	84.0	52.6	92.9	94.0	87.9	50.5	91.4	92.5	86.9	47.4
MALE												
Total-----	97.9	96.0	86.8	33.9	97.2	95.5	85.1	28.1	97.1	94.6	83.4	27.2
Elementary: 1 to 4 years ^{1/} -----	91.9	88.8	76.7	26.0	85.1	86.0	74.1	17.7	84.1	84.4	64.8	16.5
5 to 7 years-----	96.7	93.0	82.2	31.6	92.8	83.4	77.9	22.9	92.2	85.6	75.6	23.8
8 years-----	98.6	95.6	88.9	34.3	95.6	94.8	85.5	27.1	96.3	93.1	82.7	25.1
High school: 1 to 3 years-----	98.3	97.4	89.6	38.3	97.2	94.9	85.3	35.5	96.8	94.7	84.3	29.8
4 years-----	98.7	97.5	90.5	39.2	98.7	97.2	90.0	35.1	98.2	96.3	88.8	32.5
College: 1 to 3 years-----	98.1	97.4	89.5	49.8	98.4	96.0	90.6	44.1	98.7	97.5	87.5	33.3
4 years-----	97.8	99.0	93.4	48.8	99.5	98.2	93.9	41.1	99.5	97.6	87.5	38.6
5 years or more-----	98.8	99.3	91.2	59.2	98.9	99.4	93.9	57.5	97.9	97.3	92.6	54.9
FEMALE												
Total-----	43.3	48.5	36.7	10.4	45.7	50.3	41.0	10.5	51.3	54.4	43.7	10.3
Elementary: 1 to 4 years ^{1/} -----	37.2	35.0	28.2	5.7	32.3	38.7	26.0	7.5	35.3	33.1	25.0	5.0
5 to 7 years-----	39.2	40.6	29.3	8.5	43.4	42.0	31.4	8.1	41.0	41.2	32.9	7.4
8 years-----	40.9	44.5	34.2	10.6	47.1	47.4	37.1	7.9	45.8	48.5	39.4	8.8
High school: 1 to 3 years-----	45.3	46.6	35.7	12.3	45.8	48.1	39.6	11.8	51.1	52.6	39.8	10.7
4 years-----	42.9	52.7	41.4	14.1	46.2	52.7	46.0	13.8	52.7	57.8	49.4	13.1
College: 1 to 3 years-----	41.4	53.2	45.7	14.0	39.2	51.4	46.3	14.7	52.7	57.0	50.6	15.0
4 years or more-----	53.1	69.4	57.2	17.1	(2)	(2)	(2)	(2)	(2)	(2)	(2)	(2)
4 years-----	(2)	(2)	(2)	(2)	49.9	59.4	63.1	20.6	49.7	60.6	57.7	17.6
5 years or more-----	(2)	(2)	(2)	(2)	73.7	84.3	78.1	38.7	74.4	82.1	76.9	35.0

^{1/} Includes person reporting no school years completed.
^{2/} Not available.

Table F-3. Educational attainment of the civilian labor force 25 years and over, by age and color, March 1970

Age and color	(Percent distribution)					
	Total	Years of school completed				
		Elementary (8 years or less)	High school 1 to 3 years	High school 4 years or more	College 1 to 3 years	College 4 years or more
WHITE						
25 to 34 years.....	100	78	14	44	15	19
35 to 44 years.....	100	15	17	40	12	16
45 to 54 years.....	100	19	18	40	11	12
55 to 64 years.....	100	32	17	30	10	11
65 years and over.....	100	45	15	19	8	13
NEGRO AND OTHER RACES						
25 to 34 years.....	100	14	28	38	11	11
35 to 44 years.....	100	28	25	30	9	8
45 to 54 years.....	100	41	23	24	7	6
55 to 64 years.....	100	61	17	13	3	7
65 years and over.....	100	71	13	11	2	3

NOTE: Individual items may not total 100 due to rounding.

Table F-4. Occupational distribution of employed persons 35 years and over: Annual averages, 1970

Major occupation group and sex	(Percent distribution)				
	35 - 44 years	45 years and over			
		Total	45 - 54 years	55 - 64 years	65 years and over
Male, total					
Professional, technical and kindred workers.....	100.0	100.0	100.0	100.0	100.0
Farmers and farm managers.....	16.8	11.5	12.8	9.9	10.8
Managers, officials, and proprietors.....	2.7	6.0	3.9	6.1	16.3
Clerical and kindred workers.....	17.4	18.1	18.5	17.6	17.2
Sales workers.....	6.1	6.5	6.8	6.4	5.8
Craftsmen, foremen and kindred.....	5.0	5.5	5.1	5.4	7.6
Operatives and kindred workers.....	22.8	21.6	23.0	22.1	12.6
Private household workers.....	18.3	16.8	18.2	17.2	8.5
Service workers, excluding private households...	--	0.1	--	0.1	0.4
Farm laborers and foremen.....	4.7	6.8	5.2	7.5	11.7
Nonfarm laborers.....	1.1	1.5	1.0	1.7	3.3
	5.2	5.6	5.3	5.9	5.6
Female, total					
Professional, technical and kindred workers.....	100.0	100.0	100.0	100.0	100.0
Farmers and farm managers.....	15.3	13.3	12.6	14.6	12.5
Managers, officials, and proprietors.....	0.1	0.6	0.3	0.6	2.2
Clerical and kindred workers.....	4.8	6.8	6.2	7.2	8.9
Sales workers.....	33.4	27.8	30.9	25.3	18.3
Craftsmen, foremen and kindred workers.....	6.1	8.2	7.9	8.3	9.8
Operatives and kindred workers.....	1.3	1.4	1.5	1.3	1.2
Private household workers.....	17.3	15.4	16.9	14.5	9.3
Service workers, excluding private households...	3.3	7.0	4.6	7.7	18.5
Farm laborers and foremen.....	16.1	17.4	17.0	18.1	17.3
Nonfarm laborers.....	1.8	1.8	1.8	1.9	2.0
	0.5	0.4	0.4	0.4	0.2

NOTE: Individual items may not total 100 due to rounding.

Table F-5. Unemployment rates, by age, sex, and years of school completed, March 1962, 1965 and 1970

Years of school completed and sex	1962				1965				1970			
	35 to 44 years	45 to 54 years	55 to 64 years	65 years and over	35 to 44 years	45 to 54 years	55 to 64 years	65 years and over	35 to 44 years	45 to 54 years	55 to 64 years	65 years and over
MALE												
Total-----	4.7	5.0	5.3	5.0	3.4	3.4	4.0	4.7	2.6	2.5	3.2	3.7
Elementary: 1 to 4 years ^{1/} -----	9.0	11.5	12.4	8.2	5.7	6.8	6.2	10.8	8.0	7.3	2.4	6.4
5 to 7 years-----	9.0	7.8	6.1	4.9	8.1	6.0	4.8	3.3	3.5	3.7	3.4	3.7
8 years-----	7.4	7.3	5.6	4.0	4.2	4.5	5.2	3.6	4.4	2.7	3.5	4.7
High school: 1 to 3 years-----	6.6	4.7	4.1	6.5	5.1	4.4	4.3	6.0	3.5	2.8	4.1	3.5
4 years-----	3.0	3.1	3.4	6.1	2.3	2.2	3.0	2.9	2.0	2.1	2.5	1.9
College: 1 to 3 years-----	3.3	2.5	3.1	3.9	2.6	1.7	1.5	5.5	2.8	2.2	4.2	2.7
4 years or more-----	.9	1.0	2.5	-	1.2	.4	1.6	2.4	.6	1.4	1.5	.9
FEMALE												
Total-----	5.3	4.4	3.4	2.7	4.4	3.6	2.9	3.3	4.4	3.8	2.7	2.6
Elementary: 1 to 4 years ^{1/} -----	9.9	7.2	7.4	(2)	9.9	12.4	4.7	8.5	2.4	6.3	8.2	-
5 to 7 years-----	5.0	8.7	4.3	2.5	10.3	6.0	5.1	2.7	6.4	5.2	3.7	5.5
8 years-----	8.7	4.8	2.9	3.7	5.8	3.0	2.8	2.5	7.4	4.5	4.0	3.6
High school: 1 to 3 years-----	8.0	5.9	4.4	2.3	5.3	5.3	5.0	3.8	6.1	4.7	3.4	1.5
4 years-----	4.3	3.6	4.3	2.5	3.6	3.1	2.1	4.5	3.9	3.4	2.0	2.7
College: 1 to 3 years-----	2.4	2.8	-	(2)	2.7	.2	.6	(2)	3.8	3.5	.7	1.2
4 years or more-----	2.9	.4	.3	(2)	1.5	.8	-	-	1.4	1.5	1.0	1.2

^{1/} Includes persons reporting no school completed.
^{2/} Percent not shown where base is less than 100,000.

U.S. DEPARTMENT OF LABOR
BUREAU OF LABOR STATISTICS
WASHINGTON, D.C. 20212

OFFICIAL BUSINESS
PENALTY FOR PRIVATE USE, \$300

THIRD CLASS MAIL

POSTAGE AND FEES PAID
U.S. DEPARTMENT OF LABOR

