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WOMEN WORKERS
IN TEN WAR PRODUCTION AREAS
AND
THEIR POSTWAR EMPLOYMENT PLANS

UNITED STATES DEPARTMENT OF LABOR
WOMEN'S BUREAU BULLETIN NO. 209

UNITED STATES DEPARTMENT OF LABOR

L. B. SCHWELLENBACH, Secretary

WOMEN'S BUREAU

FRIEDA S. MILLER, Director



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AND
THEIR POSTWAR EMPLOYMENT PLANS**



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UNITED STATES DEPARTMENT OF LABOR
BUREAU OF LABOR RELATIONS
WOMEN WORKERS
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AND
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LETTER OF TRANSMITTAL

U. S. DEPARTMENT OF LABOR,

WOMEN'S BUREAU,

Washington, June 7, 1946.

SIR: I have the honor of transmitting the results of a survey among women employed in the war period in 10 war-congested manufacturing areas located throughout the country. This report presents the manifold war-wrought changes in the employment of women—the unprecedented increase in their numbers, their industrial and occupational distribution, earnings, and personal characteristics. By interviewing the women workers in their homes, the Women's Bureau obtained a panoramic picture of their dependence on their own earnings for a livelihood, for themselves and the families they help to support or support unaided.

The need to work of an overwhelmingly large proportion of the women and their expressed intentions to remain in gainful employment after the war pose a variety of postwar readjustment problems. It is hoped that the evidence gathered in this survey will aid in the formulation of national and local programs to meet these problems.

The report was written by Sylvia R. Weissbrodt, Economic Editor, based on an analysis prepared by Constance Williams, Chief of the Bureau's Research Division. The survey was planned by Bertha M. Nienburg, former Chief Economist of the Bureau, and Mary Elizabeth Pidgeon, Chief of the Economic Studies Section. The field work was under the supervision of Eloise Ewing, Field Supervisor, and the statistical work was directed by Isadore Spring, Chief of the Statistical Section.

FRIEDA S. MILLER, *Director.*

Hon. L. B. SCHWELLENBACH,
Secretary of Labor.

WOMEN WORKERS IN TEN WAR PRODUCTION AREAS AND THEIR POSTWAR EMPLOYMENT PLANS

I. Major Findings

Three conclusions of particular postwar significance stand out from the series of home interviews by representatives of the Women's Bureau with women who were employed in 10 war production areas in 1944 and 1945.

First, the war brought about great increases in the number of women employed in each of the 10 areas and in the number of women who planned to remain in the labor force in the respective areas.

Second, there were tremendous increases in the proportions of women employed in industries producing directly for war purposes, and the take-home earnings of these women considerably exceeded the take-home earnings of women employed in other industries.

Third, a high proportion of the women employed during the war period reported that they carried heavy economic responsibilities at home, and a high proportion of those who planned to continue working after the war gave economic reasons for their decisions.

II. Plan of Report

The findings on which these conclusions rest are presented in Parts I through V. Part VI is devoted to the postwar problems posed by this survey.

Because the chief contribution to postwar planning lies in the emphasis the findings place on the common problems and characteristics of women workers in the war production areas as a whole, rather than in the details for individual areas, the text deals with the 10 areas combined. Following the text is a series of tables showing in detail the results of the investigation. Each table is preceded by a statement pointing up its over-all significance. Readers interested in the relative standing of individual areas on particular questions can gain this information by reference to the tables themselves, which follow the same sequence as the text.

Since the postwar problems of women workers in these war production areas are primarily the result of war changes in their number, personal characteristics, industrial distribution, earnings, and economic responsibilities, it is hoped that this survey by the Women's Bureau will help in developing postwar programs to meet these problems and to enable women workers to contribute most effectively to local and national prosperity.

III. Areas and Workers Surveyed

The 10 areas chosen for survey represented wide geographical distribution and varying types of war production centers, differing greatly in size. Three areas were in the eastern part of the United States: the Springfield-Holyoke area in Massachusetts, the Baltimore metropolitan area (excluding Annapolis) in Maryland, and Erie County, or the

Buffalo area, in New York State. Four areas were in the north and west central part of the country: the Dayton-Springfield area in Ohio, the Detroit-Willow Run area in Michigan, the Kenosha area in Wisconsin, and the Wichita area in Kansas. One southern area was included, Mobile metropolitan, Alabama, and two areas from the west coast, the Seattle-Tacoma metropolitan area in Washington and the San Francisco-Oakland metropolitan area in California.¹

By size of population (14 years of age and over) in 1940 the areas ranged from the Detroit area with a population of nearly two million to the Kenosha area with a population of a little less than 40,000. The San Francisco area had over a million population in 1940, the Baltimore area, over 800,000, and the Buffalo area, over 600,000. The Seattle area had about half a million; three areas had between 100,000 and 400,000, whereas the Mobile area had slightly less than 100,000. Details on population and employment in 1940 are shown for each of the areas in Table I of Appendix A.

Over 13,000 employed women were interviewed by representatives of the Women's Bureau in the 10 areas in 1944 or 1945. In general the midwest areas were interviewed in the spring of 1944, the eastern areas next, and Mobile and the west coast areas last, in early 1945.

The women workers interviewed in each area were representative of all industries and occupations except household employment. Household employees were omitted because of the difficulty in conducting interviews in the homes of their employers. The data presented in this report, therefore, exclude household employees unless otherwise specified.

For further discussion of the methods of sampling and collection see Appendix A.

¹ Hereafter the areas will be identified by the names of the principal cities only, as follows: Springfield, Baltimore, Buffalo, Dayton, Detroit, Kenosha, Wichita, Mobile, Seattle, and San Francisco.

PART I. INCREASE IN THE EMPLOYMENT OF WOMEN AND MAJOR SOURCES OF INCREASE

INCREASE FROM 1940 TO 1944 OR 1945 IN THE NUMBER OF WOMEN EMPLOYED

An unprecedented increase occurred during the war in the number of women employed in work other than household employment in the 10 war production areas surveyed. In 8 of the 10 areas the employment of women approximately doubled or more than doubled from 1940 to the time of the survey in 1944 or 1945. In the other two areas the employment of women increased by more than one half.²

Quantitatively, the increases were greatest in the two areas which were among the foremost of the Nation's war-producing centers. The Detroit area absorbed almost 205 thousand additional women workers between 1940 and 1944-45 (outside household employment), or an increase from 182 thousand to about 387 thousand. In the San Francisco area approximately 137 thousand additional women joined the ranks of working women, swelling the 1944-45 total to about 275 thousand. Relatively, the increase was most marked in the Mobile area where only 7,800 women were employed outside household employment in 1940, compared to 27,000 at the time of the survey, or more than three times the 1940 level. The lowest percentage change, though sizable enough, was in the Springfield area with an increase of 55 percent.

PREWAR EMPLOYMENT STATUS

Almost half of the women employed in the war period in most of the 10 areas had not wanted jobs the week before Pearl Harbor.³ Of these wartime entrants into the labor force, a little over half had been engaged in their own housework⁴ and the rest had been in school. The Wichita and Seattle areas drew most heavily on these sources. Here women previously engaged in their own housework or attending school constituted 55 and 50 percent respectively of the wartime-employed group.

Of the women employed in the war period, almost all who had wanted jobs the week before Pearl Harbor had been employed; only about 2 percent of all the wartime-employed women had been unemployed and seeking work the week before Pearl Harbor.

The fact, however, that almost half of the war-employed women were not in the labor force the week before Pearl Harbor does not necessarily mean that their wartime employment represented their first jobs. Some of them had worked in former years but had since

² The employment of women (including household employees) in the United States as a whole increased almost 60 percent between 1940 and 1945, or from a little over 11 million to 17½ million (figures as of March for the 2 years). Figures excluding household employees are not available for the country as a whole, but if they were, the percent of increase would be greater, for it is known that many women workers who were engaged in household employment in 1940 went into other work during the war period.

³ Since Pearl Harbor was December 7, 1941, this information is for the first week of December 1941. It should be noted that while the first section in part I discusses changes between 1940 and the time of the survey, this section and others in part I discuss changes between December 1941 and the time of the survey. Moreover, while the earlier section compares total employment, excluding household employment, in 1940 and 1944-45, this section discusses only the changes between 1941 and the time of the survey which were experienced by the women who were employed at the time of the survey.

⁴ A very few women who were not in the labor force the week before Pearl Harbor, and gave reasons other than school or their own housework, were counted in this group.

withdrawn from the labor market. When war conditions created the need for their work and an opportunity for employment, they again took their place among the working women.

LENGTH OF WORK EXPERIENCE⁵

Despite the influx of many newcomers into the labor market during the war period, the group of wartime-employed women contained a markedly high proportion of women with extended work experience. Wartime employment for these women was not, therefore, a venture into something new but rather part of their continuing work experience.

In the 10 areas, on the average, almost half of the wartime-employed women had had at least 5 years' experience at the time of the survey, and almost 30 percent had had at least 10 years' experience. In four areas particularly, women with 10 or more years' experience constituted over one-third of the wartime-employed group—Springfield, Kenosha, and the two west coast areas.

The remaining half of the war-employed women, those with less than 5 years' experience, was about equally divided between the women with 2 to 5 years' experience and those with less than 2 years' experience.

PREWAR RESIDENCE

Evidence of the large scale geographical shifts in the working population which took place during the war period is offered by the substantial number of in-migrants among the wartime women workers. Although each area was not affected to the same degree, the fact that such large numbers of in-migrants were attracted to several of the war production areas raises a special problem that awaits postwar solution.

There was a particularly heavy influx of women workers from other parts of the country into four areas where in-migrants represented 40 percent or more of the entire group of wartime-employed women; in the Wichita area they were 57 percent, in the Mobile area they were 47 percent, in the San Francisco area, 46 percent, and in the Dayton area, 40 percent. In the Seattle and Baltimore areas in-migrants were about a third of the employed women, and in the Detroit area, about 14 percent. In only three areas—Buffalo, Kenosha, and Springfield—did in-migrants represent less than 12 percent of the war-employed women.

EXTENT TO WHICH WARTIME-EMPLOYED WOMEN PLANNED TO REMAIN IN THE LABOR FORCE, IN WAR AREAS OR ELSEWHERE

The outstanding postwar question in any war production area is, of course, how many of the wartime workers will want jobs and how many will want them in the same area.

That very large numbers of wartime women workers intend to work after the war is evidenced by their statements to interviewers. On the average, about 75 percent of the wartime-employed women in the 10 areas expected to be part of the postwar labor force. The proportion was even higher, 80 percent or more, in four areas: Mobile, Springfield, Baltimore, and Buffalo. Between 70 and 80 percent planned on continued employment after the war in the Detroit, Dayton,

⁵ Previous work in paid household employment was counted as part of work experience.

and Kenosha areas. Although anticipated withdrawals from the labor market were somewhat higher in the three remaining areas, Seattle, San Francisco, and Wichita, substantial numbers—between 60 and 70 percent of the wartime-employed women—intended to remain at work.

These prospective postwar women workers did not, for the most part, contemplate out-migration from their areas of wartime employment. Over 90 percent of them, in most areas, looked forward to continued employment after the war in the same areas where they had worked during the war period.

A guidepost to the adjustments necessary to achieve full employment after the war is provided by a comparison of the number of women who expressed their intention to remain in the area labor force with the number employed there in 1940. In each area, the number of wartime-employed women who intended to work in the same area after the war greatly exceeded the number of women employed in the area in 1940. In the Detroit area, for example, for every 100 women who were working in 1940, excluding household employees, 155 women⁶ will want postwar jobs. About two and one-half times as many women wanted to continue working in the Mobile area as were employed in 1940. In the Buffalo area, there will have to be three jobs in the postwar period which women can fill, outside household employment, for every two jobs in 1940. In the seven other areas the increases, from the number of women employed in 1940 to the number of wartime-employed women with postwar employment plans in the area, ranged from 22 to 49 percent inclusive.

RELATION OF PREWAR EMPLOYMENT STATUS AND LENGTH OF WORK EXPERIENCE TO POSTWAR EMPLOYMENT PLANS

The highest percentage of prospective postwar workers in most areas came from the group of women who had been employed before Pearl Harbor, rather than from those who had been in school or engaged in their own housework at that time. On the average over four-fifths of the women who had been employed both before Pearl Harbor and in the war period intended to keep on working after the war. Among the war-employed women who had not been in the labor force the week before Pearl Harbor, over three-fourths of the former students expected to continue working, while over half of those formerly engaged in their own housework had such plans. In other words, withdrawals from the labor market were expected to take place primarily among those wartime women workers previously engaged in their own housework.

The majority of the women who said they wanted jobs after the war were not those who had been swept into the labor force during its wartime expansion, but rather those who had always been working, both before and during the war period, and they hoped to find jobs after the war too. These women can, therefore, be considered as among the permanent wage earners in the economy.

This expectation of continuity of employment was found especially among the women whose first jobs antedated Pearl Harbor by a good many years. A higher proportion of the war-employed women with

⁶ All figures cited in this paragraph on postwar job needs are based solely on the expressed intentions of the women interviewed in this survey. The figures do not include the normal increments to the labor force from among those who were not yet working in 1944-45, nor exclude the normal separations from the labor force; neither do they take into account the postwar job needs of women employed as paid domestics during the war.

10 or more years experience at the time of the survey intended to continue work than of those with less experience. On the average, among the war-employed women with 10 or more years' experience, about 86 percent planned to continue work, whereas among the groups with less experience, about 70 percent planned to continue.

RELATION OF PREWAR RESIDENCE TO POSTWAR EMPLOYMENT PLANS

Very large proportions of the in-migrant women workers planned to continue work in the areas where they had been employed during the war. Although in comparison to resident women employed in the war period smaller proportions of the in-migrants planned to remain in the labor force, the bulk of the in-migrants who did expect to work wanted to do so in the same area where they had been employed during the war. Consequently in the areas where in-migrants were important during the war, they also constituted a substantial proportion of the women who intended to work in the area after the war. In four of the seven areas where in-migrants were important, in-migrants constituted between 32 and 44 percent of the total group of women who planned to continue work; and in the other three areas where in-migrants were important, they represented between 10 and 26 percent of the women who planned to continue.

PART II. CHANGES IN INDUSTRIES AND OCCUPATIONS

INCREASE IN THE EMPLOYMENT OF WOMEN IN SPECIFIC INDUSTRIES FROM 1940 TO THE WAR PERIOD

The outstanding war-wrought change in the industrial distribution of employed women, excluding household employees, was the spectacular increase in the proportion who were employed in the manufacturing industries. The expansion of female employment in manufacturing was so marked that in four areas more women were employed in manufacturing alone in 1944 than in all industries combined in 1940 (Buffalo, Detroit, Kenosha, and Wichita). Government employment also provided an important field for women wartime workers and in some areas attracted substantially more than its prewar share of the female employed population. Trade and service industries, the traditional women-employing categories, in the prewar year of 1940 accounted for an average of roughly three-fifths of the employed women in the 10 areas. In the war period the trade and service industries dropped to second in importance to manufacturing in most areas.

Manufacturing industries in the war period employed from 25 to 58 percent of the working women in the 10 areas, in contrast with 1940 when only 7 to 43 percent of them found jobs in manufacturing. In view of the large numerical increases in the total employment of women (outside household employment) a comparison of these percentages emphasizes the remarkably high numerical increases in the employment of women in manufacturing from 1940 to the time of the survey. In the Detroit area, for example, the number of women employed in manufacturing industries increased from about 47,000 to 215,000, and in the Baltimore area, from about 26,000 to about 79,000. In the Wichita area, where war industries grew almost from scratch, there were in 1940 only 1,200 women employed in manufacturing industries, and at the time of the survey there were 20,500.

Although the dominant change in the war period was the importance manufacturing industries assumed in the employment of women, as distinguished from the prewar period of high concentration in the trade and service industries, there were considerable differences among the areas in the degree to which this change occurred and in the extent to which the other nonmanufacturing industries were affected, reflecting, among other things, the industrial pattern of the area. In the Buffalo area, for example, there were 54,300 more women employed in all industries, outside household employment, in 1944 than in 1940. Virtually all of this increase, or 52,800, was absorbed by the manufacturing industries. Female employment in the trade and service industries declined between these two dates. On the other hand, employment gains were more widely distributed in the Seattle area. Of the increase of 68,500 women, roughly one-half was accounted for by the expanded female employment in manufacturing; one-fourth, by government employment; and the remaining fourth, by trade and service industries.

Under the impact of war needs, the government necessarily expanded its functions and services. Concurrently the number of women who found work in government employment increased sharply. Especially in the areas of Dayton, Mobile, Seattle, and San Francisco, where

relatively insignificant numbers of women had been employed in government in 1940, this field provided employment for a sizable segment of the group of wartime women workers. In two of these areas, Dayton and Mobile, there were more women employed by government in the war period than had been employed in the trade and service industries in 1940. In the two west coast areas government employment provided substantially more jobs for women in 1945 than had been provided by manufacturing industries in the peacetime year of 1940.

The trade and service industries, although constituting a lower proportion of the total group of employed women, nevertheless held their own in actual numbers, and in some areas enjoyed material expansion in female employment in the war period. The slight decrease noted earlier in the Buffalo area was in fact the only decrease in the 10 areas. In all other areas women's employment in trade and service increased from 1940 to 1944-45, and in four areas, Wichita, Mobile, Seattle, and San Francisco, the increases were substantial. This virtual absence of a decline in the number of women employed in trade and service industries in the 10 war production areas was by no means identical with stability of their personnel. On the contrary, as will be discussed in the following section, the trade and service industries were hit hardest during the war period by the exodus of regular employees to other industries, in addition to the loss of men workers to the armed forces generally experienced by all industry. That the female employment level did not decline, in the face of such an exodus, gives some indication of the turn-over in personnel which occurred.

CHANGES IN THE INDUSTRY AND OCCUPATION OF WOMEN EMPLOYED BOTH BEFORE AND DURING THE WAR

As has already been pointed out, a little over half of the women who were employed at the time of the survey had also been employed the week before Pearl Harbor. An analysis was made of the changes between these two periods in the industry and occupation of the women whose prewar employment had been in industries other than domestic service.

Changes from one industrial group to another were more common than changes from one occupational group to another. Available measures of these changes, however, underestimate the extent of change because they show shifts only *between* broad industrial and occupational groups and not *within* these groups. Thus, shifts from a consumer-goods manufacturing industry to an industry manufacturing directly for war purposes were not counted as industry shifts; nor were changes within occupational groups, due to upgrading for example, counted as occupation shifts.

All the war production areas surveyed were affected by vast movements of women employees from one industrial group to another. Transfers from the trade and service industries were so widespread that among the women who had been employed both before Pearl Harbor and in the war period as many as one-half, roughly, of those whose prewar employment had been in trade or personal service, and almost two-thirds of those who had worked in eating and drinking places, were found to be working in other industries at the time of the survey. The majority of the women who made such shifts entered war manufacturing or government employment. Most of the women

who shifted from one industry to another learned new skills and earned considerably higher wages than previously. Although the bulk of those who said they expected to work after the war expressed the desire for jobs in the same industry as their wartime employment, it may be doubted that the peacetime economy will be able to absorb all of them at the same level of skill they exercised during the war. Wartime labor shortages in trade and service, however, will not be relieved, even after the war, unless the wage levels are sufficiently high to attract either former or new workers. In the midst of the war period some trade and service industries in several areas were still paying substandard or near substandard wages.

As would be expected, women who had already been employed in manufacturing or government before Pearl Harbor tended to remain in the same industrial group. In seven areas less than one-fifth of the women employed at the time of the survey who had been employed in manufacturing before Pearl Harbor changed their industrial group. This relative stability in manufacturing is in sharp contrast with the near upheaval experienced by eating and drinking establishments (restaurants, cafeterias, refreshment stands, etc.). Among the wartime-employed women previously employed in eating and drinking places, almost two-thirds were no longer working in the same industry. Other trade and service industries, though not affected as severely as the eating and drinking places, were not much better off. On the average in the 10 areas, out of every 100 wartime-employed women who had been working before Pearl Harbor in establishments commonly grouped as personal service (e.g., laundries, cleaning and dyeing establishments, and beauty shops), no less than 51 left for other industries. War manufacturing claimed most of them.

The extent of the exodus from retail and wholesale trade⁷ establishments differed considerably among the areas. Out of every 100 war-employed women whose pre-Pearl Harbor employment had been in this branch of industry, the Buffalo area was able to retain only 34 women, losing fully 66 to other industries. The other areas retained higher proportions, ranging from 41 out of every 100 in Detroit to 77 out of every 100 in Wichita. It will be recalled that Buffalo was the only area which suffered a decline in female employment in the trade and service industries from 1940 to 1944. Wartime exodus from retail and wholesale trade establishments also was most severe in that area. This shift may be related to the fact that the wartime average weekly take-home earnings, reported by the women employed in this branch of industry in 1944, were lower in the Buffalo area (\$18.90) than in any of the others.

Although changes from one occupational group to another were not as common as industry shifts, there was considerable out-movement from the sales and service occupations to the machine operative and clerical occupations. Just as industry shifts showed relative stability among the women already employed in groups which in the war period attracted workers from other industries, so too do occupation shifts show a corresponding pattern. Among the war-employed women who had been working in clerical and operative occupations before Pearl Harbor, over four-fifths were found working in the same occupational groups in the war period. On the other hand, transfers from the sales

⁷ The classification of retail and wholesale trade, throughout, excludes eating and drinking places.

occupations were widespread. Out of every 100 war-employed women who had been saleswomen before Pearl Harbor, as few as 37, on the average, remained in this occupation in the war period; in the areas of Kenosha and Buffalo the numbers who remained were amazingly low—22 of every 100 in Kenosha and 25 of every 100 in Buffalo. In the service occupations, an average of slightly more than half “stuck” to these occupations in the war period, among the women for whom comparisons were made. The former saleswomen who transferred chose the two occupational groups of operative and clerical work in substantial numbers. Transferees from the service occupations favored the operative occupations in most areas.

WARTIME DISTRIBUTION BY INDUSTRY AND OCCUPATION OF WOMEN NOT IN THE PREWAR LABOR FORCE

The two major groups of women who were employed in the war period who had not been in the labor force the week before Pearl Harbor were women who previously had been in either home housework or school. Women who had been engaged in their own housework the week before Pearl Harbor constituted on the average about a fourth of the wartime-employed women, and the women who had been in school, about a fifth.

The majority of the women previously engaged in their own housework entered the manufacturing industries, primarily those producing directly for war purposes, where they comprised about a third of the female working force. In half of the 10 war production areas surveyed (Springfield, Buffalo, Detroit, Kenosha, and Wichita) the women previously engaged in their own housework literally flocked to the manufacturing industries—63 to 73 percent of them entered manufacturing, where the bulk of them chose jobs as operatives. This overwhelming preference for the manufacturing industries was not equally characteristic of the southern area of Mobile, or of the west coast areas. Although the women formerly engaged in their own housework were represented in substantial numbers in the manufacturing industries in these three areas, they chose trade and service more often than manufacturing.

Former students who sought work in the war period entered a labor market that offered many job opportunities unknown or little known to women in peacetime. These young workers, with a choice of employment far wider than the more restricted field of “women’s jobs,” entered the manufacturing industries in greater numbers than they would have in normal years. The postwar period will therefore find many of them with employment histories markedly different from those of women who served for varying numbers of years in traditional women’s jobs at lower pay before entering the manufacturing industries in wartime.

In contrast with the former homemakers who were so highly concentrated in manufacturing, the former students chose jobs in manufacturing industries and in the trade and service group in almost equal numbers. A sizable proportion also entered government employment. If we assume that the former school girls would normally have distributed themselves industrially according to the pattern that prevailed for all women in 1940, we find in each area in the war period higher proportions in the manufacturing industries and government employment, and lower proportions in the trade and service industries, than

the 1940 peacetime distribution of employed women. Substantial proportions, however, on the average about 38 percent, did enter the trade and service industries in the war period, although relatively few made this choice in the areas of Dayton and Detroit.

The former school girls showed a distinctly greater tendency to favor clerical jobs than did the women who had been engaged in their own housework. On the average in the 10 areas almost half of the former students went into clerical jobs, whereas only about a fifth of the former homemakers were attracted to this occupational group. Though not as popular as clerical work, nevertheless machine operative jobs attracted almost a third of the former students. These jobs as operatives were found primarily in manufacturing industries but also in other industries, e.g., laundries and types of government employment involving manufacturing.

PROPORTION OF WARTIME-EMPLOYED WOMEN IN DIFFERENT INDUSTRIAL AND OCCUPATIONAL GROUPS WHO PLANNED TO REMAIN IN THE LABOR FORCE

It will be recalled that on the average about 75 percent of the women employed in the 10 areas planned to continue work after the war. Although considerable numbers of the women in war manufacturing expected to remain in the labor force, those who planned to withdraw were in a somewhat higher proportion than in other industries. This picture is influenced largely by the concentration in war manufacturing of the former homemakers, more of whom intended to retire from the labor market than of other groups of war-employed women. A higher proportion of the women employed in eating and drinking establishments expected to stop working after the war than in other trade and service industries. In view of the fact that these establishments suffered the sharpest exodus of regular employees in the war period (see p. 9), it is evident from the stated intentions of the wartime workers in this branch of industry that eating and drinking establishments will again be faced with the need to recruit large numbers of employees after the war.

In general, larger proportions of the women employed in the war period in professional and semiprofessional occupations planned to continue work than did women in other occupations. These occupations, such as nursing, teaching, and managerial work, often requiring long periods of training, would obviously contain a higher proportion of the stable labor force than other occupations. On the other hand, the wartime sales group will be sharply decimated in several areas by the voluntary withdrawal after the war of large numbers of women. In the Kenosha and Wichita areas, for example, as many as 56 and 50 percent respectively of the wartime saleswomen expected to stop working after the war.

EXTENT TO WHICH WARTIME-EMPLOYED WOMEN WHO PLANNED TO REMAIN IN THE LABOR FORCE WANTED POSTWAR WORK IN THE SAME INDUSTRIES AND OCCUPATIONS

The nature of postwar employment problems is influenced not only by the number of wartime workers who expect to remain in the labor force but also by their expressed desires for work in particular industries and occupations. Postwar job openings as cafeteria bus girls, for example, are not apt to prove attractive to women who are seeking work as screw-machine operators.

The bulk of the prospective postwar workers interviewed in this survey, or 86 percent, wanted their postwar jobs in the same industrial group as their wartime employment, and about the same proportion wanted to remain in the same occupational group. Postwar shifts to other industries were contemplated on a somewhat larger scale, however, among the wartime employees in restaurants, cafeterias, and similar establishments, as well as in the personal service industries in certain areas. In the Dayton area, for example, among the war-employed women who expected to remain in the labor force, fully 36 percent of those in eating and drinking places and 30 percent of those in personal service industries said they wanted jobs in other industries after the war. In some areas, therefore, the contemplated industry shifts, however small, when combined with the voluntary retirements from the labor market, will result in a serious depletion of the wartime working force. For example, in the Springfield area, of every 100 war-employed women in the personal service industries (chiefly laundries), 17 intended to stop work after the war. Of the 83 who expected to remain, 27 wanted postwar jobs in other industries, which would leave only 56 of the original 100 women (without allowing for possible out-migration from the area). The success that these industries will achieve in restoring the working force to its wartime level, which in itself was probably inadequate for normal peacetime operation, will depend, among other factors, on the wages offered. Women wartime workers in the laundry industry in the Springfield area reported weekly take-home earnings which averaged only \$18.95.

Although there were variations in some areas, the women who intended to work after the war showed a steadfastness, on the whole, to their wartime occupations. Only 9 percent of those in clerical occupations who expected to keep on working after the war indicated they wanted a change in occupation. A somewhat higher proportion, 18 percent, wanted a change from the operative occupations. But even this percentage is very low in the light of the tremendous wartime expansion of women employees in the machine operative occupations.

Among the relatively few prospective postwar workers who expressed a desire for a change from their wartime industries or occupations, the chief reason offered was interest in other types of work. Other reasons frequently given were, "more money," and "present work too hard." Some women said they wanted to change because they disliked their present jobs, wanted a job with a better future, wanted their own business, were impelled by health reasons, or wanted shorter hours.

COMPARISON OF THE NUMBER OF WAR-EMPLOYED WOMEN IN EACH INDUSTRIAL GROUP WHO PLANNED TO REMAIN IN THE AREA LABOR FORCE WITH THE NUMBER EMPLOYED IN 1940

Although the data collected in this survey do not furnish estimates of the total number of women who might want postwar work in particular industries and areas, they do suggest that to a large extent the women who planned to remain in the area labor force in the 10 war production areas would have to shift from manufacturing to nonmanufacturing industries, and also from government employment to other industries.

Despite the fact that a higher proportion of the war-employed women in the manufacturing industries than in other industries intended to withdraw from the labor market, the actual number of women employed in manufacturing was so high that, even after making allowance

for these withdrawals as well as for contemplated out-migration from the area, the resultant number of prospective postwar workers in the respective areas greatly exceeded the 1940 female employment in manufacturing in these areas. Similarly, the number of women in government service in the war period who wanted to continue work in individual areas was far greater than the number of women in government employment in these areas in 1940. In contrast with this potential surplus of postwar women workers in manufacturing and government are the large scale potential job openings for postwar women workers in the other industries, particularly trade and service. In most areas the number of wartime-employed women in industrial groups other than manufacturing and government who intended to work in the same area after the war was less than the 1940 female employment in these industrial groups; and in the trade and service group, materially less.

These estimates of the number of wartime-employed women in each industrial group who planned to remain in the area labor force do not take into account the postwar industry shifts which some of the women said they expected to make. It should also be noted that reference to 1940 is not intended to offer an exact basis for determining the number of postwar jobs that will exist in the particular industries in each area. Although the assumption has been made that the 1940 industrial alinement of employed women can provide some guide to the postwar pattern, it is recognized that postwar employment in various industries will be influenced by many factors and the industrial distribution of women workers may differ greatly from 1940.

PART III. EARNINGS OF WARTIME-EMPLOYED WOMEN

Undoubtedly the opportunity for higher earnings offered by the war-manufacturing industries impelled many prewar-employed women to leave peacetime jobs for work in war-manufacturing plants and also motivated many who were not in the labor force at the outbreak of war to choose jobs in war-manufacturing rather than other industries. Women were also influenced by patriotic motives in entering plants manufacturing directly for war purposes.

In this survey, information on earnings was not obtained from pay-rolls, but from the women workers themselves who were asked how much money they took home with them after their most recent typical full week's work. These *take-home earnings* represented, not the total wages earned, but what was left of the total earnings after deductions such as Social Security and income taxes, war bonds, union fees, and work-clothing fees. The reported take-home earnings, because of these deductions, are only partially indicative of the actual wage level in the area, industry, or occupation. They nevertheless represent the working woman's statement of how much she had with which to meet current living expenses.

In each area, the average weekly take-home earnings of the women employed in the war-manufacturing industries exceeded by far the take-home earnings of women workers in either the consumer-manufacturing industries or various trade and service industries. In 5 of the 10 areas weekly take-home earnings reported by the women in war-manufacturing plants averaged over \$35—as high as \$40.35 in the Detroit area—and in no area were they less than \$29. On the other hand, with the exception only of the west coast and Detroit, weekly take-home earnings in each of the other areas averaged materially less than \$29 in all other major women-employing industrial groups, and as low as \$13.95 and slightly over \$16 or \$18 in specific service industries in the Mobile, Baltimore, Springfield, Buffalo, and Dayton areas.

Generally, high take-home earnings in war-manufacturing industries were accompanied by relatively high earnings in other industries. Thus, the three highest-paying areas in war-manufacturing industries (Detroit, San Francisco, and Seattle) were among the highest-paying areas in all other industrial groups studied—consumer manufacturing, retail and wholesale trade, hotels, eating and drinking places, and laundries. The most clear-cut exception to this general pattern was found in the Mobile area. Although it ranked next in line to the three highest-paying areas in war-manufacturing earnings, Mobile was the lowest-paying area in three of the other five industrial groups. It is significant that in the Mobile area, which contained a higher proportion of Negro working women (31 percent) than any of the other areas, not one Negro woman was found working as an operative in the war factories at the time of the survey.

In sharp contrast with the reported take-home earnings in war-manufacturing plants were the earnings in consumer-manufacturing plants (women in four areas averaged less than \$25 per week) and the substandard or near substandard earnings in the trade and service industries in many areas. Compared with earnings in the trade and service

industries, those in consumer manufacturing were relatively uniform, varying within the 10 areas by not more than about \$8 (\$23.30-\$31). On the other hand, in some service industries average take-home earnings in the highest-paying area were twice as high, or almost twice as high, as those in the lowest-paying area.

In each of the trade and service industries studied, average earnings tended to cluster at a relatively low level in the majority of areas, whereas in the few higher-paying areas, average earnings were materially higher. Thus, in eating and drinking establishments, earnings in the four top areas averaged \$28 a week and up to \$31.55, but only \$25.30 or less in the other areas, and as low as \$13.95 a week in the Mobile area. Similarly, in the retail and wholesale trade group (primarily retail stores), reported weekly take-home earnings averaged almost \$25 and up to \$30.40 in the three top areas of Detroit, Seattle, and San Francisco; whereas earnings in the other seven areas lagged behind at a level of \$21.30 or less, and as low as \$18.90 in Buffalo.

Little wonder that the regular employees in the trade and service industries left these industries in droves for better-paying jobs during the war period when the cost of living was mounting slowly but steadily. Wartime controls on wages, exercised by the National War Labor Board, and in effect at the time of the survey, were obviously not a factor in keeping the wage level low in many areas because there was plenty of room for upward movement to the level below which wages were considered substandard—a permissible adjustment under wartime controls. The National War Labor Board determined that wages below 50 cents an hour or \$20 for a 40-hour week, and subsequently 55 cents an hour or \$22 for 40 hours, were substandard. Although the data gathered in this survey do not provide hourly rates of gross pay, the weekly take-home earnings reported by the women at the time of the interview fell so far short of the substandard level in so many areas that it is safe enough to use, as a basis of comparison, gross earnings for a standard 40-hour week. Weekly take-home earnings under \$22 were widespread. Take-home earnings reported by women workers in retail and wholesale trade (where weekly hours generally exceeded 40) averaged \$21.30 a week or less in seven areas; in hotels, the averages ranged from \$16.25 to \$21.50 in six areas; in laundries they ranged from \$16.05 to \$21.65 in six areas; and in eating and drinking places, from \$13.95 to \$21.15 in four areas. The prevalence of substandard earnings is even more evident when we bear in mind that the earnings-figures cited are averages. This means that substantial numbers of women workers in each area earned *less* than the average earnings for the area.

Turning to the analysis of earnings in broad occupational groups, we find the higher earnings in war manufacturing distinctly reflected. Women who worked in the war-manufacturing plants as machine operatives and at clerical occupations earned considerably more in each area than the women in the corresponding occupational groups in consumer-manufacturing plants. It is recognized, of course, that differences in job content and hours worked, among other factors, also raised the earnings-level in the war factories. Average weekly take-home earnings of operatives in war factories ranged from \$29.45 in Springfield to \$43.45 in Mobile and were on the average about 40 per cent higher than those of operatives in consumer factories, where

average weekly take-home earnings ranged from \$22.90 in Mobile to \$31.45 in San Francisco. Women clerical workers in war factories also enjoyed a marked earnings-advantage over their counterparts in the consumer factories, earning about 20 percent more.

Higher average earnings in the operative rather than the clerical occupations characterize the usual relationship between these two occupational groups. Although this relationship was found to exist in the war period in the war-factory group separately, it was reversed not only *between* these two groups of factories (war and consumer) in almost every area, but also *within* the consumer-factory group itself in half the areas. The higher earnings of war-factory operatives apparently tended to pull up the level of war-factory clerical workers; so much so, that in all areas except Kenosha war-factory clerical workers earned, on the average, 20 percent more than consumer-factory operatives. These higher earnings of clerical workers in war factories in turn tended to pull up the earnings of consumer-factory clerical workers, so that even the latter, in five areas, averaged more in take-home earnings than the consumer-factory operatives.

PART IV. PERSONAL CHARACTERISTICS

MARITAL STATUS

Many more married women entered the labor market during the war period than would normally have done so, with the result that the usual ratio among working women of single to married did not prevail in war areas. This change was particularly marked in the two west coast areas where the group of wartime workers contained substantially more married than single women.

In 1940 in the country as a whole, according to the Census, there were more single than married women employed, or about 48 percent single, 37 percent married, and 15 percent widowed or divorced. On the other hand, in the war period for the 10 war areas, on the average, the proportions of single and married women were the same, or about 44 percent single, an equal proportion married⁸, and about 12 percent widowed or divorced. About 11 percent of the married women had husbands absent due to service in the armed forces. These proportions, however, varied considerably among the 10 areas.

Because so many more of the married women than either of the other groups expressed the intention to retire from the labor market after the war, the 1940 ratio of single to married women would be approximately restored among the prospective postwar workers in most areas. On the average in the 10 areas, about 87 percent of the single women employed in the war period and about 94 percent of the widowed or divorced women planned to continue work, whereas 57 percent of the married women expected to work after the war, and the proportion was considerably lower, as would be expected, among servicemen's wives. Because of these differing intentions, the married women who planned to remain in the labor force were in no higher proportion generally than those who had been there in 1940. Married women constituted 37 percent of the employed women in 1940 in the country as a whole, and among the prospective postwar workers interviewed in this survey married women constituted 37 percent or less of the group in all but two areas.

AGE

There were no significant differences in the age distribution of the women employed in the war period compared to those who expected to keep on working after the war, except for a decrease in the proportion of women between 20 and 29 years (due primarily to servicemen's wives and other young housewives leaving the labor market) and a slight increase in the proportion of women 45 years and over.

On the average in the 10 areas about 40 percent of the wartime-employed women (excluding household employees) were between 20 and 29 years of age; 14 percent were under 20 years; 22 percent, between 30 and 39; and 24 percent, 40 years or over.⁹

⁸ Women who were separated from their husbands, whether because the husbands were in the armed forces or for other reasons, were counted as married.

⁹ For the country as a whole, according to the Census for 1940, of the employed women (including household employees), about 37 percent were between 20 and 29 years of age, 8 percent were under 20 years, 24 percent were between 30 and 39 years, and 31 percent were 40 years or over.

RACE

In the Mobile area almost a third of the women employed in the war period were Negro. In four other areas between 10 and 19 percent, inclusive, were non-white (including some oriental in San Francisco). In the remaining five areas less than 10 percent of the war-employed women were Negro or of other non-white races.

In each of the nine areas where there were enough non-white employed women in the war period to make comparison valid, a much higher proportion of the Negro women planned to continue work than of the white women. In six areas 94 percent or more of the Negro or other non-white women who were employed in the war period planned to continue after the war.

EDUCATION

For approximately 60 percent of the war-employed women in each of the areas the extent of schooling was graduation from high school or attendance at high school. About 30 percent had not been beyond grade school, and about 10 percent had had some college work. This ratio, roughly 3-6-1 according to grade school, high school, and college, respectively, remained about the same among the women with postwar employment expectations, although in several areas a slightly larger proportion of women who had discontinued their schooling before completing grade school intended to remain at work than of those with more school education.

PART V. RESPONSIBILITY FOR FAMILY SUPPORT

REASONS WARTIME-EMPLOYED WOMEN PLANNED TO REMAIN IN THE LABOR FORCE

Responsibility for the support of themselves or themselves and others was the outstanding reason given by war-employed women for planning to continue work after the war. As already pointed out, about three-fourths of the wartime-employed women in the 10 areas (excluding household employees) planned to keep on working after the war. Fully 84 percent of them had no other alternative, as this was the proportion among them who based their decision on their need to support themselves and often, other persons as well. Eight percent offered special reasons for continuing at work, such as buying a home or sending children to school; and only 8 percent reported they would remain in the labor force because they liked working, or liked having their own money.

Virtually all of the single women and of those who were widowed or divorced (96 and 98 percent, respectively) who intended to remain in gainful employment after the war stated they would do so in order to support themselves or themselves and others, whereas 57 percent of the married wartime workers who expected to remain at work gave this reason. The remaining married prospective postwar workers interviewed offered reasons of the special purpose type, such as buying a home, about as often as those of the "like-to-work" type. Because married women differed so much on this issue from women in other marital-status groups, differences from area to area in the proportions of prospective postwar workers who offered each of the three sets of reasons reflect largely the relative concentration of married women in each area.

REGULAR CONTRIBUTIONS TO FAMILY EXPENSES BY WOMEN WORKERS LIVING IN FAMILY GROUPS¹⁰

On the average, about four-fifths of the wartime-employed women lived in family groups of two or more persons. This living arrangement was found most often, as would be expected, among the married wartime-workers, and more often among the single than the widowed or divorced women workers. Variations among the areas on this score were found primarily among the single women; in the Buffalo and Kenosha areas, virtually all of the single women lived in family groups, whereas in the three areas of Dayton, Wichita, and Mobile about 40 percent of them lived alone.

Very few women indeed, of those who lived in family groups, kept all of their earnings for their own personal use. On the contrary, over 90 percent of them, in each of the marital groups, reported that they contributed *regularly* to family expenses. These regular contributions went primarily toward household expenses, but some women said they contributed *regularly* toward the support of persons outside the household in addition to making regular payments to the household.

Some women turned over a larger share of their earnings toward

¹⁰ This section is based on the total group of wartime-employed women, but the picture was found to be approximately the same among them as among the women who expected to remain at work after the war.

family expenses than others. On the average in the 10 areas, of every 100 women who lived with their families and contributed regularly toward expenses, 37 gave all of their earnings, 22 gave half or more but not all, and 41, less than half. The proportion contributing all of their earnings was highest in the Springfield area, where 51 out of every 100 working women turned over all the money in their pay envelopes each pay day to the family.

The proportion of earnings contributed were found to vary considerably with marital status. On the average, 55 percent of the married women gave all their earnings to the family and 24 percent gave less than half, whereas among single women, 14 percent contributed all and 65 percent, less than half. The pattern among widowed or divorced women was much more like that among married than among single women. Differences, however, in economic responsibility between the single working women and those in the other marital groups, as measured by the share of their respective earnings contributed toward family expenses, are not necessarily as sharp as would appear from a simple comparison of the figures. They doubtlessly reflect, in some measure, differences in custom and family-budget methods and therefore cannot be used as a yardstick for determining what proportions of the earnings were expended on purely personal upkeep as distinguished from contributions toward other expenses, such as rent. Where there is more than one wage earner in a family, it is sometimes the practice among married persons to pool their earnings initially and then withdraw the amounts needed for personal upkeep, such as carfare, lunch money, clothing, and so forth; whereas single persons more commonly retain what they require for personal upkeep and allocate the remainder to the family budget.

When the actual money represented by all these varying contributions was added up, it was found that, on the average, almost two-thirds of the money earned by the women who regularly helped support their families went toward family expenses. Although both the married and widowed or divorced women contributed substantially larger proportions of their earnings than the single women, the latter were not without continuing financial responsibility toward the family. The regular contributions of the single women were not of the "token" variety either;—in no area was less than one-third of the total money in their pay envelopes earmarked for family expenses, and in the eastern areas of Springfield, Buffalo, and Baltimore, over one-half to almost two-thirds of their pay-money was thus allocated.

That the need to work is just as pressing among some married women as among some single women was highlighted by the replies from the war-employed women on the number of wage earners in the family group. Out of every 100 married women who were living in family groups of two or more persons, 11 said they were the only wage earner supporting the family group. This was almost identical to the proportion of sole supporting wage earners among single women living with their families. The state of marriage, therefore, does not, in itself, always mean there is a male provider for the family. More heavily, however, than on either the single or married working women did the financial burden of being the only wage earner supporting the family group fall on the widowed or divorced women, of whom over a third carried this responsibility.

In addition to the women who were the only wage earners, many other women were sharing the family expenses with only one other wage earner. On the average, about one-half of the wartime-employed women who lived in family groups shouldered the responsibility of meeting expenses with one other wage earner.

REGULAR CONTRIBUTIONS TO THE SUPPORT OF OTHERS BY WOMEN WORKERS LIVING ALONE

The women workers who lived alone were not always scot free in the use of their earnings. In addition to having the necessary expenditures for their own support, many of them were found to be contributing regularly toward the support of other persons.

The group of women who lived apart from family groups was large enough in 8 of the 10 areas so that a special analysis could be made of their contributions to other persons. The proportions of these women who contributed regularly to the support of others varied widely among the different areas; in the Mobile area, among the wartime-employed women, it was about 40 percent, in the Detroit and Baltimore areas, about 30 percent, and in the Springfield and Wichita areas, only about 8 percent. Among those who planned to continue work after the war, the proportions who contributed regularly to the support of others were slightly greater in most areas than for the war-employed group.

INCOME OTHER THAN WAGES

All but about 13 percent of the women employed in the war period reported that they or their families had no income other than wages or service allotments. In five of the areas the percent of women reporting income from other sources was between 14 and 16 inclusive; and in the other five areas, it varied from 9 to 13.

The major sources of additional income were payments by boarders and roomers. In the Detroit, Springfield, San Francisco, and Buffalo areas, about equal amounts were received from either rentals or roomers and boarders.

CARE OF CHILDREN OF WOMEN WARTIME WORKERS

The problem of providing for children under 14 years of age involves more than just financial support. There is also the responsibility for seeing that meals are cooked and that play and daily living take place in an atmosphere of security. It is well known that these latter needs are not always adequately met and that conditions were particularly bad during the war.

Among the wartime-employed women who were living in family groups of 2 or more persons, on the average 59 percent were married, widowed or divorced. Of these almost a third had children of their own under 14 years of age in the household. In each of the areas, over half or more of the working mothers whose children were less than 14 years old had one child in the household, about a fourth on the average had two children, and almost a sixth had three or more children in the household—all under 14 years of age. This situation presented in the war period and continues to present a serious problem to the communities in which these women live and to the Nation at large, particularly in view of the fact that such a large proportion of women work because of economic necessity.

The women interviewed were asked what type of care was provided for these young children in the mother's absence. In most areas a large proportion of the working mothers left the care of their children under 14 to relatives in the household other than the husband or older school children. This was the arrangement made by 30 to 45 percent of the working mothers with young children in the household in all areas except Kenosha. In Kenosha only 12 percent of the working mothers left the care of their children to relatives in the household, and 38 percent arranged for husband and wife to work on separate shifts, thus enabling the father to look after the children while the mother worked. The practice of husband and wife working different shifts in order to care for children was fairly common also in the Detroit and Springfield areas, where 16 and 18 percent respectively made this type of arrangement.

Among other types of care provided for young children of working mothers were the use of older school children, relatives outside the household, a maid in the household, a neighbor, and nursery school. Relatively few used nursery schools—none at all in the Kenosha area, and in no area more than 11 percent.

The fact stands out, however, from examination of the reports on the care of young children of wartime-employed mothers, that in a substantial proportion of the households no real provision was made for their care while the woman worker was absent. This was true particularly in the west coast and Wichita areas.

PART VI. POSTWAR PROBLEMS AND OUTLINE OF ACTION NEEDED

This survey serves to underscore the imperative need for serious consideration of the postwar employment problems of women workers. We must take cognizance, even more than before, not alone of their presence in the labor force, but also of their greatly increased numbers. The number of women in gainful employment has been increasing over a long period of years—a development which the war experience accelerated and brought into sharp relief. We can neither escape the fact that women need to work nor deny them the right to a job.

Will there be jobs for those seeking work, and in the areas where the labor supply is concentrated?

Will there be jobs in the industries and occupations the women workers want? Will women workers be enabled to make the fullest possible contribution to the economy by using their highest skills? Or must we look forward to a waste of productive power?

Are there adequate placement, counseling, and training facilities at hand for guiding and controlling the labor force into those channels which will best serve the needs of employers and employees alike?

How can the effect on the pay envelope of curtailed employment in the higher-paying war factories be minimized? Women workers must support themselves and also carry heavy financial responsibilities. If the postwar period means a shift to consumer manufacturing and trade and service industries for them, must it also mean a return to low or substandard wages in hotels, laundries, restaurants, and retail stores?

These are the major problems which stand out most sharply from this survey of women workers in war production areas. Similar problems undoubtedly exist in regard to men, but all too often those who seek to provide employment and decent wage rates for men do not realize that women have the same needs. Scientific industrial genius is brought to bear on the problems of machinery reconversion. We must approach the problems of the gigantic labor reconversion no less seriously and with even greater effort, because the cost of failure to act, or wrong action, is human suffering and industrial strife. It is hoped that the evidence presented in this study will show the need for action to meet these various employment problems. Some of them can be solved only in the long run, whereas others require shorter time, but immediate steps can be undertaken on all of them.

Action on a national and regional basis, as well as on a local scale, will be needed in order to meet the postwar problems resulting from the manifold changes caused by the war in women's employment. Foremost is the need for a full employment program that will provide jobs for women as well as men. Moreover, the jobs must be available in the areas and types of work that local labor supplies can fill, or

special provisions must be made to move job seekers to the areas where employment is available.

The postwar reshuffling of female labor from one industry to another and from one occupation to another calls for a strengthened and comprehensive employment service which will enable job seekers and employers to become acquainted with each other's needs.

A placement service, in order to promote full employment and maximum production, must, moreover, be coordinated with adequate training and counseling facilities. Women workers should be helped to acquire new skills in those lines of work where demand is expanding. They need guidance in transferring their wartime skills to peacetime employment.

It is not enough, however, for a coordinated placement, training, and counseling service to function locally. Such a service should be concerned, not only with assisting local employers and employees to know each other's requirements and qualifications, but also to apprise individual job seekers, who cannot be placed locally in jobs for which they are trained, of openings in their line of work in other geographic areas. Although relatively few of the women workers interviewed in this survey signified their intention to leave the war-production areas, the postwar labor market may force more of them to migrate than originally planned to do so. Unless these job seekers are provided with authoritative fore-knowledge of specific labor shortages in other areas, there will be chaotic and not always fruitful moving about in the hunt for work.

In addition, educational work is needed among employers regarding the present and potential abilities of women as workers. Women workers made an outstanding contribution in the war period, receiving fulsome praise for their achievements at that time. Work is now needed to show employers that in peacetime they should not and need not discriminate against women as such, or against older women, married women, Negro women, or others with particular characteristics; but that women, like men, should be hired for particular jobs on the basis of their individual abilities.

Unless wage rates are adequate, however, women workers will not be assured of a decent standard of living, for themselves and for the families they help to support or support unaided. The danger of inadequacy is even greater in peacetime than it was during the war, because wage rates in consumer-manufacturing, trade, and service industries were far lower, even in the war period, than the war-goods industries. Among the available means of raising rates are legislation and collective bargaining.

Minimum-wage laws should be enacted in those States which do not yet have such a law. Existing laws require further implementation by establishing wage orders in industries not yet covered, and by revising previously established minimum-wage rates in order to bring them into line with the current cost of living. State action is sorely needed in industries not engaged in interstate commerce, as is shown by the wartime earnings of women in the trade and service industries. Federal action on minimum wages in other industries will also facilitate the transition to consumer-manufacturing jobs.

Another type of legislation, which would guarantee to women rates equal to those paid men for comparable work, would eliminate a par-

ticularly unfair form of discrimination against women. Only seven States now have such a law and the proposed Federal law has not yet been passed.

Collective bargaining can go further than the area covered by wage legislation. Adjustments of wage rates by collective bargaining can take into account, not only minimum rates and the elimination of wage differentials based on sex, but also inequities in rates above the minimum. Particularly required are the establishment of differentiated job classifications and the setting of wage rates for each job classification commensurate with the skill and training required for the job.

Where women who have young children at home must work, more than an adequate money income is needed to provide for the care of these children. That relatively few working mothers were able to use nursery schools or trained mothers' assistants in the war period, suggests that such services were either too expensive or not available. Certainly there seems need for far-reaching action to provide this type of care.

The war production areas surveyed, in making local plans to deal with the increased number of women in the labor force, must examine the broader aspects of the problems. These problems resulted, not from the individual action of the community, but from national changes due to the war and therefore demand the coordination of local and national programs to meet them. These programs must aim, not only to promote the employment of women who want to work, but also to provide women workers with adequate income to support themselves and their families.

APPENDIX A

Scope and Method

This report presents the results of a sample survey conducted by field agents of the Women's Bureau. More than 13,000 women employed in 10 war-congested manufacturing areas were interviewed in their homes by Women's Bureau agents.

Selection of areas.—The areas selected were located throughout the country. Each area represented a particular type of war-manufacturing center. The criteria for choosing the areas were geographic location, size of area, type of war product, and special industrial and social characteristics. The sample was not designed to be used as a basis for national estimates.

Date of survey.—Field work for the survey was started in Detroit, Michigan, in February 1944. The study extended over a period of approximately 16 months and was completed with the survey of the San Francisco-Oakland area in May 1945.

The summary on the following page presents for each area the date of the survey, the extent of the area, and the geographic and industrial characteristics.

Sampling procedure.—Estimates of the number of women in each area employed in the various war and consumer-goods manufacturing industries, in the non-manufacturing war industries, and in the trade and service industries (except household employees¹) were compiled from official and non-official sources. These estimates were used as a control, and the sample was proportioned to contain the proper ratios of women employed in the various industries.

Tract maps from the Bureau of the Census and current data from local governmental and private agencies supplied the necessary information in each area on: (1) The vicinities in which women workers of the various industries lived; (2) the location of the old and new housing developments; and (3) national and racial characteristics of neighborhoods. In addition to the Bureau of the Census, other sources of information used were such agencies as War Housing Centers, City Planning Commissions, Chambers of Commerce, and the United States Employment Service.

Computation of averages for totals.—In arriving at total averages, each area was given equal weight in order to represent equally the individual types of war industry centers.

Take-home earnings.—Take-home earnings represent the amount in the pay envelope of the worker after Social Security and income taxes, union fees, fees for work clothing, etc., have been deducted. Take-home earnings used in the sample were reported by the worker and covered her last typical full-time pay period before the interview.

¹ Women employed as household employees at the time of the survey were not interviewed and were excluded from all estimates and tabulations, unless otherwise noted.

Summary information of areas surveyed

Area	Date of survey	Extent of area	Type of war industry center
Springfield-Holyoke Metropolitan Area, Mass.	June and July 1944.	Cities and towns within 25 mile radius of Springfield.	New England area—Home of Springfield Armory and other ordnance plants.
Baltimore Metropolitan Area, Md.	Sept. and Nov. 1944.	Baltimore City and southern districts of Baltimore County.	Eastern coast city—Large scale employment of women in shipbuilding and aircraft during the war. Before the war, many women were employed in consumer-goods plants.
Erie County, N. Y....	June 1944.....	Buffalo and rest of Erie County.	Major eastern aircraft center—An area where in peacetime comparatively few women are employed in manufacturing plants.
Dayton-Springfield, Ohio.	April and May 1944.	Five counties: Montgomery, Clark, Green, Champagne, and Preble.	Midwestern war center—Location of large army air installations employing many women.
Detroit-Willow Run, Mich.	Feb.-April 1944.	Four counties: Wayne, Oakland, Macomb, and Washtenaw.	Midwestern city—Effect of war production on women's employment in a normally man-employing, one-industry city—automobiles.
Kenosha, Wis.....	Aug. 1944.....	Kenosha City.....	Middle West—A small wartime production center.
Wichita, Kans.....	May 1944.....	Eight places: Augusta, El Dorado, Newton, Oxford, Holstead, Winfield, Wellington, Wichita.	Large midwestern aircraft center.
Mobile Metropolitan Area, Ala.	Nov. 1944.....	City of Mobile and part of Mobile County.	Southern city where comparatively few women in peacetime are employed in manufacturing and where the mushroom growth was due to demand for women workers in shipyards and air service installations. Area also representative of the wartime employment opportunities of Negro women workers in the South.
Seattle-Tacoma Metropolitan Area, Wash.	Dec. 1944—Feb. 1945.	Same as defined in 1940 Census.	Represent the two major west coast shipbuilding centers and debarkation points. In Seattle, aircraft was also an important war industry.
San Francisco-Oakland Metropolitan Area, Calif.	Feb.—May 1945	Same as defined in 1940 Census except Santa Clara County not included.	

The following table presents for each area population and employment data for March 1940.

TABLE I.—*Population and employment, 14 years and over, for specified areas—March 1940*

[Source—Bureau of the Census, Population 1940, Second Series]¹

Area	Population			Number employed ²			Percent employed females of female population
	Total	Female		Total	Female		
		Number	Percent of total		Number	Percent of total	
Springfield-Holyoke Metropolitan Area, Mass.	319,948	164,885	52	146,053	44,736	31	27
Baltimore Metropolitan Area, Md.	825,531	418,258	51	412,861	118,552	29	28
Erie County, N. Y.	633,693	319,613	50	269,762	69,386	26	22
Dayton-Springfield, Ohio.	376,468	188,457	50	169,970	40,848	24	22
Detroit-Willow Run, Mich.	1,917,724	935,534	49	917,447	211,679	23	23
Kenosha, Wis.	38,815	19,303	50	16,486	4,243	26	22
Wichita, Kans.	181,294	93,552	52	80,172	19,830	25	21
Mobile Metropolitan Area, Ala.	87,626	46,311	53	42,571	13,156	31	28
Seattle-Tacoma Metropolitan Area, Wash.	508,131	253,259	50	228,891	61,760	27	24
San Francisco-Oakland Metropolitan Area, Calif.	1,208,664	596,484	49	573,172	155,132	27	26

¹ Figures were adjusted to conform with areas as defined in this survey.

² Includes household employees.

APPENDIX B

PART I. INCREASE IN THE EMPLOYMENT OF WOMEN ¹ AND MAJOR SOURCES OF INCREASE

The number of employed women increased greatly from 1940 to 1944-45 in each of the 10 areas.

TABLE I-1.—*Number of women employed in 1940 and 1944-45 and percent of increase, by area*

Area ²	Number of employed women		Percent increase 1940 to 1944-45
	1940	1944-45	
Springfield-Holyoke.....	39,700	61,500	55
Baltimore Metropolitan.....	93,700	164,500	76
Erie County, N. Y.....	59,700	114,000	91
Dayton-Springfield.....	34,700	70,700	104
Detroit-Willow Run.....	182,300	387,000	112
Kenosha.....	3,800	7,500	97
Wichita.....	16,500	44,000	167
Mobile Metropolitan.....	7,800	27,000	246
Seattle-Tacoma Metropolitan.....	54,500	123,000	126
San Francisco-Oakland Metropolitan.....	137,700	274,500	99

¹ Women employed in domestic service were excluded from both 1940 and 1944-45 figures.

² On all subsequent tables the areas will be identified by the names of the principal cities only, as follows: Springfield, Baltimore, Buffalo, Dayton, Detroit, Kenosha, Wichita, Mobile, Seattle, and San Francisco.

In most of the 10 areas at least half of the wartime-employed women were women who had also been employed the week before Pearl Harbor; a few had been unemployed and seeking work; the rest were women who had not wanted jobs the week before Pearl Harbor—some had been keeping house and others going to school.

TABLE I-2.—*Employment status the week before Pearl Harbor of women employed in 1944-45, by area*

Area	Percent of wartime-employed women with specified types of employment status the week before Pearl Harbor				
	Total	In the labor force		Not in the labor force	
		Employed	Unemployed and seeking work	Engaged in own housework ¹	In school
All areas.....	100	53	2	26	19
Springfield.....	100	60	1	18	21
Baltimore.....	100	54	2	23	21
Buffalo.....	100	59	2	28	11
Dayton.....	100	55	2	24	19
Detroit.....	100	51	3	28	18
Kenosha.....	100	52	2	24	22
Wichita.....	100	44	1	31	24
Mobile.....	100	51	4	23	22
Seattle.....	100	49	1	33	17
San Francisco.....	100	52	1	30	17

¹ A very few women who were not in the labor force the week before Pearl Harbor, and gave reasons other than school or home housework, were counted in this group.

Women with at least 5 years of work experience before 1944-45 constituted a substantial part of the women employed in the war period.

TABLE I-3.—Length of work experience¹ before 1944-45 of women employed in the war period, by area

Area	Percent of women with specified years of work experience before 1944-45						
	Total	10 and over	5, less than 10	3, less than 5	2, less than 3	1, less than 2	Less than 1
All areas	100	29	19	15	12	12	13
Springfield.....	100	36	18	17	12	10	7
Baltimore.....	100	28	20	16	12	12	12
Buffalo.....	100	25	16	19	14	16	10
Dayton.....	100	28	18	15	13	14	12
Detroit.....	100	22	17	15	11	14	21
Kenosha.....	100	34	22	14	5	11	14
Wichita.....	100	21	20	14	13	15	17
Mobile.....	100	30	15	15	12	13	15
Seattle.....	100	35	18	14	13	11	9
San Francisco.....	100	34	21	16	11	10	8

¹ Previous work in paid household employment was counted as part of work experience.

In several areas in-migrants formed a large proportion of the women employed in the war period; in a few areas there were relatively few in-migrants.

TABLE I-4.—Number and proportion of women employed in the war period who were in-migrants, by area

Area	Women employed in 1944-45		
	Total number	In-migrants	
		Number	Percent of total
Springfield.....	61,500	6,800	11
Baltimore.....	164,500	49,400	30
Buffalo.....	114,000	2,500	2
Dayton.....	70,700	28,300	40
Detroit.....	387,000	53,000	14
Kenosha.....	7,500	600	9
Wichita.....	44,000	25,000	57
Mobile.....	27,000	12,600	47
Seattle.....	123,000	40,200	33
San Francisco.....	274,500	127,000	46

A very large proportion of the women employed in the war period planned to continue work after the war and most of these women planned to continue work in the respective areas where they had been employed during the war.

TABLE I-5.—Number of women employed in 1944-45 and number and percent who planned to continue work and to continue work in the respective areas, by area

Area	Number of women employed 1944-45	Number of women who planned to continue work			
		Total		In same area	
		Number	Percent of women employed 1944-45	Number	Percent of women employed 1944-45
All areas			75		70
Springfield	61,500	50,800	83	48,600	79
Baltimore	164,500	133,300	81	124,900	76
Buffalo	114,000	91,200	80	89,800	79
Dayton	70,700	55,500	78	48,700	69
Detroit	387,000	302,000	78	283,000	73
Kenosha	7,500	5,700	73	5,500	73
Wichita	44,000	26,800	61	24,600	56
Mobile	27,000	22,600	84	19,500	72
Seattle	123,000	75,500	61	70,200	57
San Francisco	274,500	190,200	69	167,500	61

The number of wartime-employed women who planned to continue work in the respective areas where they were employed in the war period, in each of the 10 areas, greatly exceeded the number of women employed in 1940.

TABLE I-6.—Comparison of the number of women employed in 1940 and the number employed in 1944-45 who planned to continue work in the respective areas, by area

Area	Number of women		Percent of increase between 1940 employment and number who planned to continue work in the same area
	Employed 1940	Employed 1944-45 and planned to continue work in same area	
Springfield	39,700	48,600	22
Baltimore	93,700	124,900	33
Buffalo	59,700	89,800	50
Dayton	34,700	48,700	40
Detroit	182,300	283,000	55
Kenosha	3,800	5,500	45
Wichita	16,500	24,600	49
Mobile	7,800	19,500	150
Seattle	54,500	70,200	29
San Francisco	137,700	167,500	22

The group of wartime-employed women who planned to continue work contained a higher proportion of women who had been employed before Pearl Harbor than the total group of wartime-employed women. Compare Tables I-2 and I-7.

TABLE I-7.—*Employment status the week before Pearl Harbor of wartime-employed women who planned to continue work, by area*

Area	Percent of war-employed women who planned to continue work with specified types of employment status the week before Pearl Harbor				
	Total	In the labor force		Not in the labor force	
		Employed	Unemployed and seeking work	Engaged in own housework	In school
All areas.....	100	58	2	20	20
Springfield.....	100	62	1	14	23
Baltimore.....	100	58	2	18	22
Buffalo.....	100	67	3	17	13
Dayton.....	100	59	2	19	20
Detroit.....	100	56	3	21	20
Kenosha.....	100	56	2	21	21
Wichita.....	100	57	1	20	22
Mobile.....	100	55	5	19	21
Seattle.....	100	57	1	25	17
San Francisco.....	100	57	1	24	18

Among women employed both in the war period and the week before Pearl Harbor, the proportion who planned to continue work was higher than among women employed in the war period who had not wanted jobs the week before Pearl Harbor.

TABLE I-8.—*Percent of wartime-employed women with specified types of employment status the week before Pearl Harbor who planned to continue work after the war, by area*

Area	Percent of women in specified groups the week before Pearl Harbor who planned to continue work				
	Total	In the labor force		Not in the labor force	
		Employed	Unemployed and seeking work	Engaged in own housework	In school
All areas.....	75	83	89	57	78
Springfield.....	83	85	83	65	91
Baltimore.....	81	87	84	63	86
Buffalo.....	80	91	100	49	97
Dayton.....	78	85	94	62	79
Detroit.....	78	85	90	58	85
Kenosha.....	73	79	100	64	68
Wichita.....	61	78	67	39	58
Mobile.....	84	90	96	70	83
Seattle.....	61	71	92	46	62
San Francisco.....	69	77	83	55	71

The group of wartime-employed women who planned to continue work contained a slightly higher proportion of women with at least 5 years of work experience before 1944-45 than the total group of wartime-employed women. Compare Tables I-3 and I-9.

TABLE I-9.—Length of work experience¹ before 1944-45 of wartime-employed women who planned to continue work, by area

Area	Percent of war-employed women who planned to continue work with specified years of work experience before 1944-45						
	Total	10 and over	5, less than 10	3, less than 5	2, less than 3	1, less than 2	Less than 1
All areas	100	34	18	15	11	11	11
Springfield.....	100	38	16	15	12	11	8
Baltimore.....	100	31	19	15	12	11	12
Buffalo.....	100	29	16	19	16	13	7
Dayton.....	100	34	17	14	12	12	11
Detroit.....	100	25	17	15	11	14	18
Kenosha.....	100	40	19	12	4	10	15
Wichita.....	100	27	23	15	11	12	12
Mobile.....	100	32	15	15	12	13	13
Seattle.....	100	42	19	11	11	9	8
San Francisco.....	100	40	20	15	10	8	7

¹ Previous work in paid household employment was counted as part of work experience.

Among women employed in the war period with 5 or more years of work experience before 1944-45, the proportion of women who planned to continue work was in general greater than among women with fewer years of work experience.

TABLE I-10.—Percent of women employed in the war period who planned to continue work, by length of work experience and area

Area	Percent of women employed in war period with specified years of work experience who planned to continue work						
	Total	10 and over	5, less than 10	3, less than 5	2, less than 3	1, less than 2	Less than 1
All areas	75	86	73	71	72	68	69
Springfield.....	83	88	75	73	83	86	94
Baltimore.....	81	91	77	76	77	79	79
Buffalo.....	80	91	79	82	85	66	63
Dayton.....	78	91	73	75	74	70	74
Detroit.....	78	89	80	77	78	75	67
Kenosha.....	73	87	62	66	70	63	77
Wichita.....	61	79	71	67	51	46	44
Mobile.....	84	90	86	81	85	83	73
Seattle.....	61	74	61	46	53	52	58
San Francisco.....	69	81	68	62	65	60	58

Among in-migrant women employed in the war period the proportion who planned to continue work was slightly less than among all war-employed women, but substantial proportions of the in-migrants planned to stay in the war areas and to continue work in these areas. Compare Tables I-5 and I-11.

TABLE I-11.—Proportions of in-migrant women employed in the war period who planned (1) to continue work, (2) to stay in the war area, and (3) to continue work in the war area, in areas where in-migrants were an important part of the employed women¹

Area	Percent of in-migrant women employed in the war period with specified postwar plans		
	To continue work	To continue to live in area	To continue work in area
Baltimore.....	77	69	63
Dayton.....	77	61	55
Detroit.....	72	62	56
Wichita.....	57	54	43
Mobile.....	81	64	58
Seattle.....	57	64	46
San Francisco.....	64	56	46

¹ Springfield, Buffalo, and Kenosha areas not shown because of the relatively small number of in-migrants.

In the areas where in-migrants were an important part of the women employed in the war period, in-migrants also formed a substantial part of the women who planned to continue work in the area. Compare Tables I-4 and I-12.

TABLE I-12.—Number and proportion of in-migrants among the women employed in the war period who planned to continue work in the same area, in areas where in-migrants were an important part of the employed women¹

	Women employed in war period who planned to continue work in war area		
	Total number	In-migrants	
		Number	Percent of total
Baltimore.....	124,900	31,100	25
Dayton.....	48,700	15,600	32
Detroit.....	283,000	29,700	10
Wichita.....	24,600	10,800	44
Mobile.....	19,500	7,300	37
Seattle.....	70,200	18,500	26
San Francisco.....	167,500	58,400	35

¹ Springfield, Buffalo, and Kenosha areas not shown because of the relatively small number of in-migrants.

PART II. CHANGES IN INDUSTRIES AND OCCUPATIONS

The proportion of women employed in manufacturing industries and government increased markedly from 1940 to 1944-45 while the proportion in trade and service decreased.

TABLE II-1.—*Percent of women employed in specified industrial groups¹ in 1940 and 1944-45, by area*

Industrial group	Springfield		Baltimore		Buffalo		Dayton		Detroit		Kenosha		Wichita		Mobile		Seattle		San Francisco		
	1940	1944	1940	1944	1940	1944	1940	1944	1940	1944	1940	1944	1940	1944	1940	1944	1940	1945	1940	1945	
All industries ¹	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Manufacturing.....	39	58	28	48	23	58	32	40	26	56	43	56	7	46	16	25	11	33	15	27	
Non-manufacturing.....	59	42	69	52	74	42	66	60	72	44	57	44	90	54	84	75	87	67	82	73	
Government.....	2	5	4	8	3	4	4	28	3	8	(⁴)	3	3	3	27	4	15	4	14		
Transportation, etc.....	3	2	4	4	4	4	3	2	4	4	(⁴)	2	4	5	7	4	5	5	7		
Trade and service.....	48	32	54	36	62	31	55	28	(⁴)	(⁴)	(⁴)	36	73	44	67	42	67	42	60		
Trade.....	19	13	25	18	28	14	26	12	27	12	(⁴)	13	32	22	29	25	33	22	26		
Retail and wholesale ²	16	11	20	13	23	11	19	8	(⁴)	10	(⁴)	11	22	15	20	14	25	17	21		
Eating and drinking places.....	3	2	5	5	5	3	7	4	(⁴)	2	(⁴)	2	10	7	9	11	8	5	5		
Service.....	29	19	29	18	34	17	29	16			(⁴)	23	41	22	38	17	34	20	34		
Personal.....	7	5	8	6	9	4	8	7			(⁴)	9	13	12	14	8	10	8	11		
Other.....	22	14	21	12	25	13	21	9	38	20	(⁴)	14	28	10	24	9	24	12	23		
Other industries ³	6	3	7	4	5	3	4	2			(⁴)	3	10	2	7	2	11	5	11		
No report on industry.....	2	3	3	2	2	3	2	3	

¹ Excludes domestic service.

² Excludes eating and drinking places.

³ Includes finance, insurance, and real estate.

⁴ Not available.

From 1940 to 1944-45 increases in the number of women employed in manufacturing were particularly marked in each of the 10 areas, and in most areas increases in the number of women employed in government were also very great.

TABLE II-2.—Number of women employed in selected industrial groups¹ in 1940 and 1944-45, by area

Industrial group	Number of women employed in specified industrial groups									
	Springfield		Baltimore		Buffalo		Dayton		Detroit	
	1940	1944	1940	1944	1940	1944	1940	1944	1940	1944
All industries ¹	39,700	61,500	93,700	164,500	59,700	114,000	34,700	70,700	182,300	387,000
Manufacturing	15,300	35,500	26,100	78,600	13,700	66,500	11,200	28,000	46,800	215,000
Government	900	3,000	3,900	13,500	1,900	4,000	1,200	20,000	5,500	33,000
Trade and service	19,100	19,500	50,500	59,900	36,700	36,000	18,900	20,300	130,000	139,000
Other ²	4,400	3,500	13,200	12,500	7,400	7,500	3,400	2,400		

Industrial group	Number of women employed in specified industrial groups									
	Kenosha		Wichita		Mobile		Seattle		San Francisco	
	1940	1944	1940	1944	1940	1944	1940	1945	1940	1945
All industries ¹	3,800	7,500	16,500	44,000	7,800	27,000	54,500	123,000	137,700	274,500
Manufacturing	1,400	4,200	1,200	20,500	1,300	6,700	6,200	40,800	20,100	73,600
Government			500	1,500	200	7,200	1,900	18,300	5,600	37,600
Trade and service	2,400	3,300	11,900	19,000	5,300	11,500	36,600	50,900	83,400	125,300
Other ²			2,900	3,000	1,000	1,600	9,800	13,000	28,600	38,000

¹ Excludes domestic service.

² Includes transportation, communication, public utilities, finance, insurance, real estate, and other.

In 6 of the 10 areas 40 percent or more of the women who were employed both in the war period and the week before Pearl Harbor¹ changed their industrial group between these dates. Most of the changes were by women who left trade or service industries to enter war-manufacturing industries.

TABLE II-3.—Extent of shifts in industrial group by women employed both in 1944-45 and the week before Pearl Harbor,¹ by area

Industrial group in which employed week before Pearl Harbor and shifts in the war period	Percent of women who continued in the same industrial group or shifted to new group										
	All areas	Springfield	Baltimore	Buffalo	Dayton	Detroit	Kenosha	Wichita	Mobile	Seattle	San Francisco
Total women ¹	100	100	100	100	100	100	100	100	100	100	100
Stayed in same industry.....	62	76	67	60	52	58	75	69	55	57	55
Shifted to other industry.....	38	24	33	40	48	42	25	31	45	43	45
Manufacturing—Total.....	100	100	100	100	100	100	100	100	100	100	100
Stayed in manufacturing.....	81	92	83	97	82	90	91	83	61	74	61
Government—Total.....	100	100	100	100	100	100	100	100	100	100	100
Stayed in same industry.....	60	48	75	50	83	73	75	40	50	54	49
Retail and wholesale trade ² —Total.....	100	100	100	100	100	100	(³)	100	100	100	100
Stayed in same industry.....	452	64	53	34	43	41	(³)	77	48	51	55
Shifted to—War manufacturing.....	427	23	26	56	22	44	(³)	23	14	18	15
Government.....	410	.....	6	.....	28	7	(³)	.....	25	13	7
Eating and drinking places—Total.....	100	100	100	(³)	100	100	(³)	100	100	100	100
Stayed in same industry.....	438	35	38	(³)	33	41	(³)	34	48	30	44
Shifted to—War manufacturing.....	430	35	32	(³)	29	51	(³)	24	15	30	24
Government.....	47	.....	3	(³)	20	2	(³)	3	11	13	6
Personal service—Total.....	100	100	100	100	100	100	100	100	100	100	100
Stayed in same industry.....	49	42	48	45	55	45	40	60	50	52	53
Shifted to—War manufacturing.....	28	36	25	45	12	40	50	24	7	23	18
Government.....	5	.....	1	.....	14	8	.....	.....	14	5	4

¹ Excludes not only women whose wartime employment was in domestic service but also those who, though not employed in domestic service in the war period, had been in domestic service before Pearl Harbor.

² Excludes eating and drinking places.

³ In addition 27 percent shifted to government installations which were chiefly manufacturing.

⁴ Represents areas for which data justified computation.

⁵ Base too small to justify computation.

In 7 of the 10 areas a fourth or more of the women employed both in 1944-45 and the week before Pearl Harbor¹ changed their occupational group between these dates.

TABLE II-4.—Extent of shifts in occupational group by women employed both in 1944-45 and the week before Pearl Harbor,¹ by area

Occupational group in which employed week before Pearl Harbor and shifts in the war period	Percent of women who continued in the same occupational group or shifted to new group										
	All areas	Springfield	Baltimore	Buffalo	Dayton	Detroit	Kenosha	Wichita	Mobile	Seattle	San Francisco
Total women ¹	100	100	100	100	100	100	100	100	100	100	100
Stayed in same occupation.....	73	83	77	74	76	69	74	66	69	74	63
Shifted to another occupation.....	27	17	23	26	24	31	26	34	31	26	37
Clerical and kindred.....	8	4	7	7	10	7	5	9	13	12	11
Operative and kindred.....	12	9	11	15	10	19	11	16	11	9	10
Sales.....	2	1	2	1	(²)	1	...	3	3	1	3
Service.....	3	2	2	2	2	3	7	2	2	2	11
Clerical and kindred.....	100	100	100	100	100	100	100	100	100	100	100
Stayed.....	87	90	87	88	92	81	93	76	84	93	88
Shifted to—Operative and kindred.....	8	7	10	10	4	14	7	13	6	2	7
Operative and kindred.....	100	100	100	100	100	100	100	100	100	100	100
Stayed.....	82	93	83	92	86	90	82	86	67	75	66
Shifted to—Clerical and kindred.....	11	4	8	8	10	5	11	14	18	17	14
Sales.....	100	100	100	100	100	100	100	100	100	100	100
Stayed.....	37	50	43	25	39	30	22	29	52	38	45
Shifted to—Clerical and kindred.....	27	22	23	31	24	22	11	28	37	34	34
Operative and kindred.....	32	22	31	44	29	41	66	43	11	23	9
Service.....	100	100	100	100	100	100	100	100	100	100	100
Stayed.....	55	54	47	46	55	55	80	43	67	46	57
Shifted to—Clerical and kindred.....	12	...	14	11	12	8	...	12	6	22	11
Operative and kindred.....	30	38	33	34	31	37	20	35	25	26	25

¹ Excludes not only women whose wartime employment was in domestic service but also those who, though not employed in domestic service in the war period, had been in domestic service before Pearl Harbor.

² Less than one-half of 1 percent.

Manufacturing industries in 1944-45 employed a very large proportion of the women who had been engaged in their own housework the week before Pearl Harbor and a large proportion of the former school girls. Government employed a larger proportion of the former school girls than of the women formerly engaged in their own housework.

TABLE II-5.—Industrial distribution¹ in 1944-45 of women who were in school or engaged in their own housework the week before Pearl Harbor, by area

Industrial group	Percent of women with specified employment status the week before Pearl Harbor employed in 1944-45 in specified industrial groups																					
	All areas		Springfield		Baltimore		Buffalo		Dayton		Detroit		Kenosha		Wichita		Mobile		Seattle		San Francisco	
	School	Own housework	School	Own housework	School	Own housework	School	Own housework	School	Own housework	School	Own housework	School	Own housework	School	Own housework	School	Own housework	School	Own housework	School	Own housework
All industries ¹ ...	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
War manufacturing....	29	47	37	52	30	43	26	69	26	39	41	70	28	56	38	62	17	23	29	34	15	24
Consumer manufactur- ing.....	8	8	18	17	11	14	6	.....	10	9	4	3	17	10	5	1	6	8	5	6	4	8
Government.....	15	9	2	1	11	6	6	3	39	22	18	4	.....	.....	5	1	29	26	23	11	23	13
Trade:																						
Retail and wholesale ²	19	12	19	13	18	15	23	9	9	8	14	7	30	6	23	13	16	17	18	19	18	19
Eating and drinking places.	5	6	3	5	3	6	5	2	3	5	1	2	.....	4	4	11	16	10	4	6	8	9
Service:																						
Personal.....	6	8	4	4	4	7	6	6	3	6	15	12	17	16	4	7	3	6	3	9	2	7
Other.....	8	7	9	6	13	5	11	7	5	9	5	1	4	8	7	3	5	8	9	10	10	11
Other industries ³	10	3	8	2	10	4	17	4	5	2	2	1	4	.....	14	2	8	2	9	6	20	9

¹ Excludes domestic service.

² Excludes eating and drinking places.

³ Includes transportation, communication, public utilities, finance, insurance, real estate, and other.

The most common occupation in the war period for women who had been engaged in their own housework the week before Pearl Harbor was that of operative, while for war-employed women who had been attending school the week before Pearl Harbor clerical occupations were more common.

TABLE II-6.—Occupational distribution¹ in 1944-45 of women who were in school or engaged in their own housework the week before Pearl Harbor, by area

Occupational group ¹	Percent of women with specified employment status the week before Pearl Harbor employed in 1944-45 in specified occupational groups																					
	All areas		Springfield		Baltimore		Buffalo		Dayton		Detroit		Kenosha		Wichita		Mobile		Seattle		San Francisco	
	School	Own housework	School	Own housework	School	Own housework	School	Own housework	School	Own housework	School	Own housework	School	Own housework	School	Own housework	School	Own housework	School	Own housework	School	Own housework
All occupations	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Clerical and kindred	46	21	36	14	44	22	44	22	54	23	45	12	30	9	52	19	37	25	54	29	60	31
Sales	8	8	9	8	6	8	10	5	5	3	8	5	9	6	5	9	11	14	8	11	10	12
Operative and kindred	31	52	45	64	34	53	29	60	29	52	33	67	53	60	24	54	29	38	21	37	13	31
Service	10	16	7	13	9	14	9	11	8	20	7	15	2	19	14	18	22	20	11	15	13	20
Other ²	5	3	3	1	7	3	8	2	4	2	7	1	6	6	5	.....	1	3	6	8	4	6

¹ Excludes domestic service.

² Includes professional, semiprofessional, and other

A larger proportion of the women employed in the war period in consumer-manufacturing industries planned to continue work than did women employed in industries manufacturing for war purposes.

TABLE II-7.—Percent of women employed in the war period in specified industrial groups who planned to continue work, by area

Industrial group	Percent of women in specified industrial groups who planned to continue work										
	All areas	Springfield	Baltimore	Buffalo	Dayton	Detroit	Kenosha	Wichita	Mobile	Seattle	San Francisco
Manufacturing:											
War.....	68	80	76	72	75	72	71	50	73	52	62
Other.....	79	86	84	93	76	88	65	71	84	67	75
Government.....	78	83	82	80	82	78	(3)	(3)	86	66	64
Transportation, etc.....	77	90	77	71	(3)	85	(3)	(3)	83	59	76
Trade:											
Retail and wholesale ¹	77	84	81	91	92	87	70	61	78	60	70
Eating and drinking places.....	73	70	78	78	72	77	(3)	67	92	60	65
Service:											
Personal.....	(4)	83	90	94	92	85	60	85	90	73	80
Other.....	(4)	88	84		67	90	87	76	90	66	73

¹ Excludes eating and drinking places.

² Represents areas for which data justified computation.

³ Base too small to justify computation.

⁴ Not available.

A larger proportion of the women employed in the war period in professional and semiprofessional occupations, included in the table as "Other", planned to continue work than did women in other occupations.

TABLE II-8.—Percent of women employed in the war period in specified occupational groups who planned to continue work, by area

Occupational group	Percent of women in specified occupational groups who planned to continue work										
	All areas	Springfield	Baltimore	Buffalo	Dayton	Detroit	Kenosha	Wichita	Mobile	Seattle	San Francisco
Clerical and kindred.....	75	88	79	77	79	81	78	59	83	62	68
Sales.....	72	85	76	92	90	81	44	50	79	57	64
Operative and kindred.....	72	80	81	79	74	73	74	54	78	58	72
Service.....	78	78	86	91	84	81	63	73	93	61	70
Other ¹	84	88	85	84	81	91	96	80	90	70	75

¹ Includes professional, semiprofessional, and other.

Most of the women employed in the war period who expected to remain in the labor force planned to continue work in the same industrial group in which they had been employed in the war period.

TABLE II-9.—Percent of war-employed women¹ planning to remain in the labor force who planned to continue work in the same industrial group as their wartime employment, by area

Industrial group	Percent of women employed in specified industrial groups and planning to remain in the labor force who planned to continue work in same group										
	All areas	Springfield	Baltimore	Buffalo	Dayton	Detroit	Kenosha	Wichita	Mobile	Seattle	San Francisco
All industries ¹	86	86	88	89	85.	85	92	82	85	87	85
Manufacturing.....	84	87	86	89	88	85	84	76	87	77	78
Government.....	³ 84	83	89	75	86	79	(⁴)	(⁴)	88	88	87
Trade:											
Retail and wholesale ²	³ 90	87	85	91	93	86	(⁴)	90	93	93	88
Eating and drinking places.....	³ 78	93	84	89	64	80	(⁴)	73	62	80	79
Service:											
Personal.....	³ 82	67	81	78	70	81	(⁴)	90	88	93	86
Other.....	³ 91	90	95	93	82	96	(⁴)	86	85	97	92

¹ Excludes women employed in domestic service.

² Excludes eating and drinking places.

³ Represents areas for which data justified computation.

⁴ Base too small to justify computation.

Most of the women employed in the war period who expected to remain in the labor force planned to continue work in the same occupational group in which they had been employed in the war period. These proportions were particularly high for women who were in clerical and kindred occupations or in professional and semiprofessional occupations.

TABLE II-10.—Percent of war-employed women¹ planning to remain in the labor force who planned to continue work in the same occupational group as their wartime employment, by area

Occupational group	Percent of women employed in specified occupational groups and planning to remain in the labor force who planned to continue work in same group										
	All areas	Springfield	Baltimore	Buffalo	Dayton	Detroit	Kenosha	Wichita	Mobile	Seattle	San Francisco
All occupations ¹	87	86	89	88	85	86	92	82	84	88	87
Clerical and kindred.....	91	91	92	95	88	85	92	88	93	92	93
Sales.....	³ 86	81	79	97	86	84	(⁴)	71	90	88	91
Operative and kindred.....	82	84	86	85	88	80	87	76	78	78	77
Service.....	³ 81	89	83	76	67	91	(⁴)	78	76	85	83
Other ²	³ 92	89	96	90	87	95	(⁴)	91	93	94	90

¹ Excludes women employed in domestic service.

² Includes professional, semiprofessional, and other.

³ Represents areas for which data justified computation.

⁴ Base too small to justify computation.

The number of women employed in manufacturing in the war period who planned to continue work in the same area was, in each area, very much greater than the number of women employed in manufacturing in the area in 1940. (This does not allow for the fact that some of the women employed in manufacturing in the war period planned to shift to other industries, but had such an allowance been made, the difference would still be very great.)

TABLE II-11.—Comparison of the number of women¹ employed in 1940 in specified industrial groups with the number employed in the war period who planned to remain in the area labor force, by area²

Industrial group	Number of women in specified groups									
	Springfield		Baltimore		Buffalo		Dayton		Detroit	
	Em- ployed 1940	Em- ployed in war period and planned to con- tinue work in area	Em- ployed 1940	Em- ployed in war period and planned to con- tinue work in area	Em- ployed 1940	Em- ployed in war period and planned to con- tinue work in area	Em- ployed 1940	Em- ployed in war period and planned to con- tinue work in area	Em- ployed 1940	Em- ployed in war period and planned to con- tinue work in area
All industries ¹	39,700	48,600	93,700	124,900	59,700	89,800	34,700	48,700	182,300	283,000
Manufacturing	15,300	27,500	26,100	58,200	13,700	49,300	11,200	20,100	46,800	148,000
Government	900	2,300	3,900	9,900	1,900	2,800	1,200	12,200	5,500	21,000
Trade and service	19,100	16,100	50,500	46,800	36,700	31,600	18,900	15,000		
Other industries ³	4,400	2,700	13,200	10,000	7,400	6,100	3,400	1,400	130,000	114,000

Industrial group	Number of women in specified groups									
	Kenosha		Wichita		Mobile		Seattle		San Francisco	
	Em- ployed 1940	Em- ployed in war period and planned to con- tinue work in area	Em- ployed 1940	Em- ployed in war period and planned to con- tinue work in area	Em- ployed 1940	Em- ployed in war period and planned to con- tinue work in area	Em- ployed 1940	Em- ployed in war period and planned to con- tinue work in area	Em- ployed 1940	Em- ployed in war period and planned to con- tinue work in area
All industries ¹	3,800	5,500	16,500	24,600	7,800	19,500	54,500	70,200	137,700	167,500
Manufacturing	1,400	2,800	1,200	8,800	1,300	4,000	6,200	20,400	20,100	40,500
Government			500	700	200	5,000	1,900	11,300	5,600	18,500
Trade and service	2,400	2,700	11,900	13,100	5,300	9,200	36,600	30,800	83,400	81,900
Other industries ³			2,900	2,000	1,000	1,300	9,800	7,700	28,600	26,600

¹ Women employed in domestic service were excluded from both 1940 and 1944-45 figures.

² Does not take into account contemplated postwar industry shifts by the wartime-employed women.

³ Includes transportation, communication, public utilities, finance, insurance, real estate, and other.

PART III. EARNINGS OF WARTIME-EMPLOYED WOMEN

In each of the 10 areas the average weekly take-home earnings of the women employed in the war period in plants manufacturing war goods considerably exceeded the average weekly take-home earnings of women employed in plants manufacturing consumer goods or in non-manufacturing industries.

TABLE III-1.—Average weekly take-home earnings of women employed in the war period in selected industrial groups, by area

Industrial group	Average weekly take-home earnings									
	Springfield	Baltimore	Buffalo	Dayton	Detroit	Kenosha	Wichita	Mobile	Seattle	San Francisco
All industries ¹	\$24.95	\$27.30	\$28.50	\$27.45	\$34.70	\$28.40	\$29.30	\$24.85	\$31.80	\$32.50
Manufacturing:										
War.....	29.00	33.80	33.90	31.50	40.35	31.40	35.35	36.80	38.60	38.95
Consumer.....	23.75	24.10	24.50	26.90	28.75	26.45	26.45	23.30	30.10	31.00
Retail and wholesale trade ² ..	19.55	20.90	18.90	19.90	24.85	20.75	21.30	21.25	26.40	30.40
Hotels.....	18.20	16.25	20.05	18.25	24.45	21.50	24.20	19.45	24.85	27.65
Eating and drinking places..	19.30	25.30	18.20	23.05	29.75	28.00	21.15	13.95	31.50	31.55
Laundries.....	18.95	20.70	21.65	21.50	24.10	21.25	25.05	16.05	29.10	30.15

¹ Excludes domestic service.

² Excludes eating and drinking places.

In each area the average weekly take-home earnings of women employed as operatives or clerical workers in factories making war goods exceeded the average weekly take-home earnings of women employed in corresponding occupations in factories making consumer goods. Moreover, in all but one area the average weekly take-home earnings of women employed as clerical workers in war factories exceeded the average weekly take-home earnings of women employed as operatives in factories making consumer goods.

TABLE III-2.—Average weekly take-home earnings of women employed in the war period as operatives and clerical workers in factories making war goods and in factories making consumer goods, by area

Occupation and type of manufacturing	Average weekly take-home earnings									
	Springfield	Baltimore	Buffalo	Dayton	Detroit	Kenosha	Wichita	Mobile	Seattle	San Francisco
Operatives:										
War manufacturing.....	\$29.45	\$34.40	\$35.00	\$32.10	\$41.35	\$33.75	\$36.50	\$43.45	\$39.90	\$42.75
Consumer manufacturing..	24.00	24.00	24.10	28.10	27.95	27.45	25.75	22.90	29.50	31.45
Clerical:										
War manufacturing.....	26.75	31.60	31.00	28.35	35.05	22.55	32.75	30.30	36.25	32.60
Consumer manufacturing..	21.75	24.35	25.50	24.30	29.35	20.75	27.10	27.00	26.20	29.75

PART IV. PERSONAL CHARACTERISTICS

The proportion of married women was larger among all women employed in the war period¹ than among the women who planned to continue work. The areas differed widely from each other in the proportions of married, single, and widowed or divorced women, both among all women employed in the war period and among the women who planned to continue work.

TABLE IV-1.—Marital status of women employed in the war period and of women who planned to continue work, by area

Area	Percent of women with specified types of marital status									
	All women employed in the war period ¹					Women who planned to continue work ²				
	Total	Single	Married ²		Widowed or divorced	Total	Single	Married ²		Widowed or divorced
			Total	Husband absent, in service				Total	Husband absent, in service	
All areas.....	100	44	44	11	12	100	51	34	5	15
Springfield.....	100	52	39	11	9	100	58	32	6	10
Baltimore.....	100	48	43	12	9	100	53	36	6	11
Buffalo.....	100	50	40	11	10	100	60	28	5	12
Dayton.....	100	46	40	10	14	100	52	32	5	16
Detroit.....	100	45	45	10	10	100	53	35	5	12
Kenosha.....	100	59	33	7	8	100	64	26	1	10
Wichita.....	100	43	43	13	14	100	53	27	5	20
Mobile.....	100	40	47	9	13	100	45	39	5	16
Seattle.....	100	31	54	16	15	100	40	37	6	23
San Francisco.....	100	29	55	14	16	100	36	42	7	22

¹ Excludes women employed in domestic service.

² Women separated from their husbands because the husbands were in service or for other reasons were counted as married.

A smaller proportion of the married women employed in the war period planned to continue work than of the single women or the widowed or divorced women. The proportion of married women who planned to continue work was particularly low among those who had husbands absent, in the armed forces.

TABLE IV-2.—Percent of women employed in the war period who planned to continue work, by marital status and area

Area	Percent of women employed in war period with specified types of marital status who planned to continue work				
	Total	Single	Married ¹		Widowed or divorced
			Total	Husband absent, in service	
All areas.....	75	87	57	37	94
Springfield.....	83	93	65	46	98
Baltimore.....	81	90	68	44	95
Buffalo.....	80	96	56	40	96
Dayton.....	78	89	62	41	92
Detroit.....	78	90	61	39	91
Kenosha.....	73	80	56	(?)	100
Wichita.....	61	75	38	23	87
Mobile.....	84	95	70	45	100
Seattle.....	61	80	42	24	92
San Francisco.....	69	85	53	34	93

¹ Women separated from their husbands because the husbands were in service or for other reasons were counted as married.

² Base too small to justify computation.

The proportions of the war-employed women in various age groups differed very little from the corresponding proportions among women who planned to continue work. In general, among the women who planned to continue work there were smaller proportions of women between 20 and 29 years of age and larger proportions 45 years of age and over, than among the total group of women employed in the war period.

TABLE IV-3.—Age of women employed¹ in the war period and of women who planned to continue work, by area

Area	Percent of women with specified age											
	All women employed in the war period ¹						Women who planned to continue work ¹					
	Total	Under 20	20-29	30-39	40-44	45 and over	Total	Under 20	20-29	30-39	40-44	45 and over
All areas	100	14	40	22	8	16	100	16	37	22	8	17
Springfield	100	18	34	19	8	21	100	20	31	18	8	23
Baltimore	100	18	44	22	6	10	100	19	41	22	7	11
Buffalo	100	11	41	27	7	14	100	13	43	23	8	13
Dayton	100	15	39	22	8	16	100	16	36	22	8	18
Detroit	100	15	44	21	7	13	100	16	43	21	6	14
Kenosha	100	15	39	22	11	13	100	15	34	25	11	15
Wichita	100	18	39	19	6	18	100	19	34	22	4	21
Mobile	100	17	42	23	7	11	100	17	41	23	7	12
Seattle	100	11	34	20	11	24	100	11	31	20	11	27
San Francisco	100	8	40	26	9	17	100	8	37	26	10	19

¹ Excludes women employed in domestic service.

In general smaller proportions of women employed in the war period between the ages of 20-29 years planned to continue work than did either the older or younger women.

TABLE IV-4.—Percent of women employed in the war period who planned to continue work, by age and area

Area	Percent of women employed in war period with specified age who planned to continue work					
	Total	Under 20	20-29	30-39	40-44	45 and over
All areas	75	80	70	75	75	81
Springfield	83	93	75	78	82	90
Baltimore	81	87	76	83	85	88
Buffalo	80	97	85	68	85	74
Dayton	78	83	74	78	82	85
Detroit	78	83	76	77	71	81
Kenosha	73	72	63	85	78	85
Wichita	61	66	52	68	46	71
Mobile	84	85	81	84	86	92
Seattle	61	64	55	61	62	69
San Francisco	69	72	64	69	75	77

In five of the nine areas for which race was analyzed, Negro or other non-white women workers constituted at least 10 percent of the total women¹ employed in the war period. In seven of the nine areas there was a higher proportion of Negro or other non-white employed women among the women who planned to continue to work than among the war-employed women as a whole.

TABLE IV-5.—Race of women employed¹ in the war period and of women who planned to continue work, by area

Area ²	Percent of women in specified groups					
	All women employed in the war period ¹			Women who planned to continue work ¹		
	Total	White	Negro or other non-white	Total	White	Negro or other non-white
Springfield.....	100	95	5	100	95	5
Baltimore.....	100	81	19	100	78	22
Buffalo.....	100	96	4	100	95	5
Dayton.....	100	84	16	100	82	18
Detroit.....	100	83	17	100	81	19
Wichita.....	100	94	6	100	93	7
Mobile.....	100	69	31	100	65	35
Seattle.....	100	98	2	100	98	2
San Francisco.....	100	90	10	100	87	13

¹ Excludes women employed in domestic service.

² Kenosha excluded because base too small to justify analysis.

The proportion of Negro or other non-white women employed in the war period who planned to continue work was considerably higher than the proportion of white women.

TABLE IV-6.—Percent of women employed in the war period who planned to continue work, by racial group and area

Area ¹	Percent of women employed in the war period in specified racial groups who planned to continue work		
	Total	White	Negro or other non-white
Springfield.....	83	82	96
Baltimore.....	81	78	94
Buffalo.....	80	79	100
Dayton.....	78	77	88
Detroit.....	78	75	89
Wichita.....	61	60	71
Mobile.....	84	79	95
Seattle.....	61	61	95
San Francisco.....	69	67	95

¹ Kenosha excluded because base too small to justify analysis.

Education, as measured by the last grade attended in school, did not differ greatly in the individual areas between the total group of women employed in the war period and the women who planned to continue work.

TABLE IV-7.—Extent of school education of women employed in the war period and of women who planned to continue work, by area

Area	Percent of women whose last grade attended in school was as specified														
	All women employed in the war period							Women who planned to continue work							
	Total	Grade school		High school		College			Total	Grade school		High school		College	
		Less than 8 grades	8 grades	Less than 4 years	4 years	Less than 4 years	4 years	4 years or more		Less than 8 grades	8 grades	Less than 4 years	4 years	Less than 4 years	4 years or more
All areas . . .	100	12	17	25	36	6	4	100	13	17	25	35	6	4	
Springfield	100	17	17	25	34	3	4	100	18	16	24	34	4	4	
Baltimore	100	19	17	27	28	4	5	100	19	18	27	27	4	5	
Buffalo	100	13	21	29	30	4	3	100	14	20	29	31	3	3	
Dayton	100	9	17	24	40	6	4	100	10	18	22	40	7	3	
Detroit	100	14	18	28	32	4	4	100	14	17	29	32	4	4	
Kenosha	100	10	18	22	42	3	5	100	10	18	23	42	3	4	
Wichita	100	4	18	23	38	11	6	100	6	18	24	36	9	7	
Mobile	100	18	13	32	29	6	2	100	19	12	32	28	7	2	
Seattle	100	4	15	19	46	9	7	100	5	17	19	43	8	8	
San Francisco	100	10	11	22	42	11	4	100	12	11	21	40	11	5	

In general a slightly higher proportion of the women employed in the war period who attended less than eight grades of school planned to continue work than did women with more education.

TABLE IV-8.—Percent of women employed in the war period who planned to continue work, by extent of school education and area

Area	Percent of women employed in the war period with specified last grade of school attended who planned to continue work						
	Total	Grade school		High school		College	
		Less than 8 grades	8 grades	Less than 4 years	4 years	Less than 4 years	4 years or more
All areas	75	83	75	74	74	75	77
Springfield	83	89	80	77	83	94	89
Baltimore	81	85	84	79	79	76	85
Buffalo	80	86	78	81	81	60	80
Dayton	78	86	82	72	79	86	73
Detroit	78	73	74	79	79	74	84
Kenosha	73	76	71	75	74	83	60
Wichita	61	94	61	62	59	50	73
Mobile	84	89	80	83	82	92	87
Seattle	61	71	69	62	57	60	69
San Francisco	69	82	70	69	66	70	74

PART V. RESPONSIBILITY FOR FAMILY SUPPORT

Most of the women employed in the war period who planned to continue work gave as their reason for such plans the need to support themselves or to support themselves and others. Almost all of the single women and of the widowed or divorced women who planned to continue work stated they must support themselves or themselves and others, while a smaller proportion of the married women who planned to continue work gave this reason.

TABLE V-1.—Reasons women employed in the war period planned to continue work, by marital status and area

Area	Percent of women giving specified reasons															
	Total			Single				Married			Widowed or divorced					
	Total	Support self or others	Like employment only	Other ¹	Total	Support self or others	Like employment only	Other ¹	Total	Support self or others	Like employment only	Other ¹	Total	Support self or others	Like employment only	Other ¹
All areas.....	100	84	8	8	100	96	2	2	100	57	22	21	100	98		
Springfield.....	100	89	8	3	100	97	3	(²)	100	70	20	10	100	100		1
Baltimore.....	100	89	5	6	100	97	1	2	100	75	12	13	100	99		
Buffalo.....	100	88	5	7	100	97	1	2	100	55	21	24	100	96		1
Dayton.....	100	85	10	5	100	94	4	2	100	62	24	14	100	97		4
Detroit.....	100	86	10	4	100	95	2	3	100	68	23	9	100	97	3	
Kenosha.....	100	86	12	2	100	99		1	100	49	46	5	100	100		
Wichita.....	100	77	12	11	100	88	11	1	100	37	20	43	100	96	2	2
Mobile.....	100	82	7	11	100	97	1	2	100	59	16	25	100	100		
Seattle.....	100	80	9	11	100	98	1	1	100	50	22	28	100	99	1	(²)
San Francisco.....	100	76	6	18	100	96	1	3	100	47	15	38	100	98	1	1

¹ Includes special reasons, such as buying a home or sending children to school.
² Less than one-half of 1 percent.

Most of the women employed in the war period lived in family groups of two or more persons. The proportion was particularly high among married women and higher among single women than among widowed or divorced.

The proportion of employed women who lived in family groups was about the same among women who planned to continue work as among all women employed in the war period.

TABLE V-2.—Living arrangements among all women employed in the war period and among women who planned to continue work, by marital status and area

Area	Percent of employed women living in family groups of two or more persons							
	All women employed in war period				Women who planned to continue work			
	Total	Single	Married	Widowed or divorced	Total	Single	Married	Widowed or divorced
All areas.....	82	77	91	70	81	77	91	70
Springfield.....	86	85	92	68	85	85	90	69
Baltimore.....	81	75	90	72	81	76	90	72
Buffalo.....	96	98	95	82	95	98	95	82
Dayton.....	73	58	91	71	71	58	91	71
Detroit.....	81	78	90	61	80	79	88	60
Kenosha.....	95	95	100	76	94	94	100	76
Wichita.....	75	61	90	74	71	58	94	73
Mobile.....	76	64	87	73	75	64	87	74
Seattle.....	83	80	90	63	81	80	92	65
San Francisco.....	78	76	85	60	77	76	85	60

Of the women employed in the war period who lived in family groups of two or more persons, a very high proportion contributed regularly toward meeting the expenses of the family. In most areas the proportion of the women who lived in family groups and contributed regularly to family expenses was higher among widowed or divorced women than among married or single women.

TABLE V-3.—Percent of women living in family groups who contributed regularly to family expenses, among all women employed in the war period and among women who planned to continue work, by marital status and area

Area	Percent of employed women living in family groups who contributed regularly to family expenses							
	All women employed in the war period				Women who planned to continue work			
	Total	Single	Married	Widowed or divorced	Total	Single	Married	Widowed or divorced
All areas.....	92	92	91	96	93	93	91	97
Springfield.....	95	95	94	98	95	94	96	98
Baltimore.....	96	98	95	98	97	98	95	98
Buffalo.....	95	99	90	91	95	98	91	91
Dayton.....	91	90	91	97	93	91	93	98
Detroit.....	92	92	91	99	93	93	91	99
Kenosha.....	93	97	89	85	97	99	92	100
Wichita.....	86	81	87	98	90	91	80	100
Mobile.....	87	86	86	97	88	85	87	97
Seattle.....	92	90	91	98	94	92	94	98
San Francisco.....	93	95	91	98	92	92	90	97

Among the women employed in the war period who lived in family groups and contributed regularly to family expenses, the proportion contributing less than 50 percent of their take-home earnings to family expenses was considerably greater among single women than among the married or the widowed or divorced.

Among the women who planned to continue work, the proportion of women contributing less than 50 percent of their take-home earnings to family expenses was in most areas slightly greater than among all women employed in the war period; this was due, no doubt, to the higher proportion of single women among those who planned to continue work.

TABLE V-4.—Percent of women living in family groups and contributing regularly to family expenses who contributed specified proportions of take-home earnings, among all women employed in the war period and among women who planned to continue work, by marital status and area

Area	Percent of women contributing specified proportions of their take-home earnings to family expenses															
	Total				Single				Married				Widowed or divorced			
	Total	100 percent	50 percent, less than 100 percent	Less than 50 percent	Total	100 percent	50 percent, less than 100 percent	Less than 50 percent	Total	100 percent	50 percent, less than 100 percent	Less than 50 percent	Total	100 percent	50 percent, less than 100 percent	Less than 50 percent
<i>All women employed in the war period</i>																
All areas....	100	37	22	41	100	14	21	65	100	55	21	24	100	46	22	32
Springfield.....	100	51	24	25	100	28	37	35	100	74	12	14	100	78	8	14
Baltimore.....	100	34	30	36	100	19	29	52	100	48	30	22	100	43	32	25
Buffalo.....	100	43	19	38	100	23	24	53	100	65	12	23	100	75	10	15
Dayton.....	100	42	16	42	100	11	17	72	100	61	15	24	100	53	14	33
Detroit.....	100	37	17	46	100	15	17	68	100	55	16	29	100	51	16	33
Kenosha.....	100	32	13	55	100	10	20	70	100	68	3	29	100	31	8	61
Wichita.....	100	38	16	46	100	10	11	79	100	64	16	20	100	23	25	52
Mobile.....	100	27	32	41	100	6	21	73	100	37	37	26	100	33	42	25
Seattle.....	100	26	29	45	100	4	14	82	100	36	35	29	100	31	35	34
San Francisco.....	100	37	28	35	100	11	20	69	100	48	31	21	100	44	33	23
<i>Women who planned to continue work</i>																
All areas....	100	35	22	43	100	14	22	64	100	61	19	20	100	46	22	32
Springfield.....	100	50	25	25	100	28	37	35	100	81	10	9	100	78	8	14
Baltimore.....	100	35	29	36	100	19	29	52	100	52	30	18	100	43	31	26
Buffalo.....	100	39	21	40	100	23	25	52	100	68	14	18	100	74	10	16
Dayton.....	100	40	16	44	100	12	18	70	100	62	15	23	100	52	15	33
Detroit.....	100	34	17	49	100	16	18	66	100	55	17	28	100	48	17	35
Kenosha.....	100	33	14	53	100	13	19	68	100	83	3	14	100	31	8	61
Wichita.....	100	33	13	54	100	13	14	73	100	78	.....	22	100	24	24	52
Mobile.....	100	27	30	43	100	7	21	72	100	42	34	24	100	33	42	25
Seattle.....	100	24	28	48	100	4	14	82	100	39	39	22	100	32	34	34
San Francisco.....	100	36	28	36	100	11	22	67	100	52	31	17	100	44	34	22

Among the women employed in the war period who lived in family groups and contributed regularly to family expenses, the single women in each area contributed a smaller proportion of their take-home earnings to the family expenses than did the married women or those who were widowed or divorced.

TABLE V-5.—Percent of take-home earnings contributed to family expenses by women who lived in family groups and contributed regularly to family expenses, among all women employed in the war period and among women who planned to continue work, by marital status and area

Area	Percent of earnings contributed to family expenses by employed women living in family groups and contributing regularly to family expenses							
	All women employed in war period				Women who planned to continue work			
	Total	Single	Married	Widowed or divorced	Total	Single	Married	Widowed or divorced
All areas	64	46	77	71	62	46	79	71
Springfield	75	63	87	88	75	63	91	88
Baltimore	64	53	72	70	64	53	72	70
Buffalo	68	55	82	84	65	56	83	83
Dayton	64	42	78	72	62	42	79	73
Detroit	62	47	73	70	60	48	74	68
Kenosha	57	42	77	60	57	42	77	60
Wichita	60	34	79	55	55	37	84	56
Mobile	61	44	70	70	61	44	72	70
Seattle	59	34	69	66	57	35	73	66
San Francisco	68	43	78	76	68	43	81	77

Of the war-employed women who lived in family groups some were the only wage earners contributing to family expenses. The proportion of women who were the sole contributing wage earners was higher among the widowed or divorced women than among the single or married women. In general, the proportion varied very little between the women employed in the war period and those who planned to continue work.

TABLE V-6.—Percent of women living in family groups who were the sole contributing wage earners and who were one of two contributing wage earners in the family group, among all women employed in the war period and among women who planned to continue work, by marital status and area

Area	Percent of employed women with specified positions as wage earners contributing to family expenses							
	All women		Single		Married		Widowed or divorced	
	Sole	One other	Sole	One other	Sole	One other	Sole	One other
<i>All women employed in the war period</i>								
All areas.....	14	49	12	40	11	58	34	39
Springfield.....	13	42	9	34	16	49	24	52
Baltimore.....	13	52	11	46	12	58	28	47
Buffalo.....	11	47	7	39	12	61	35	30
Dayton.....	10	54	6	47	8	59	31	50
Detroit.....	14	48	9	37	10	59	31	41
Kenosha.....	14	41	15	40	11	47	(1)	(1)
Wichita.....	15	49	16	33	6	68	40	29
Mobile.....	15	47	12	35	12	58	41	31
Seattle.....	19	54	16	42	14	62	48	43
San Francisco.....	17	55	15	48	13	61	44	43
<i>Women who planned to continue work</i>								
All areas.....	15	47	12	43	12	58	35	39
Springfield.....	12	42	9	34	15	54	24	52
Baltimore.....	14	50	11	46	14	57	29	45
Buffalo.....	11	44	7	38	12	62	37	27
Dayton.....	11	54	6	48	9	61	31	52
Detroit.....	12	46	9	38	10	58	33	43
Kenosha.....	14	42	16	42	8	46	(1)	(1)
Wichita.....	18	39	15	33	4	59	42	26
Mobile.....	17	43	11	34	15	54	41	31
Seattle.....	22	52	17	43	16	65	48	44
San Francisco.....	20	54	14	49	15	62	46	42

¹ Base too small to justify computation.

In half the areas with groups large enough to justify analysis at least a fifth of the women employed in the war period who lived apart from family groups contributed regularly to the support of others. The corresponding proportions among women who planned to continue work did not differ very much from the proportions among all women employed in the war period.

TABLE V-7.—Percent of women living apart from family groups who contributed regularly to the support of others among all women employed in the war period and among women who planned to continue work, by marital status and area

Area ¹	Percent of women living apart from family groups who contributed regularly to the support of others							
	All women employed in war period				Women who planned to continue work			
	Total	Single	Married	Widowed or divorced	Total	Single	Married	Widowed or divorced
Springfield.....	8	8	(?)	(?)	9	8	(?)	(?)
Baltimore.....	27	25	36	26	28	26	39	26
Dayton.....	18	19	14	19	20	20	(?)	(?)
Detroit.....	30	32	23	33	31	32	24	35
Wichita.....	8	9	.....	15	11	11	.....	15
Mobile.....	41	35	56	41	41	36	58	41
Seattle.....	14	5	23	14	13	5	(?)	13
San Francisco.....	20	16	19	24	23	18	29	24

¹ In two areas, Buffalo and Kenosha, the group of women who lived apart from family groups was too small to justify analysis.

² Base too small to justify computation.

In most areas between 10 and 15 percent of the women employed in the war period reported that they or their family groups had some income from sources other than wages or service allotments.

TABLE V-8.—Percent of women employed in the war period who reported income from sources other than wages or service allotments, by area

Area	Percent of women		
	Total	With additional income	With no additional income
All areas.....	100	13	87
Springfield.....	100	14	86
Baltimore.....	100	13	87
Buffalo.....	100	10	90
Dayton.....	100	11	89
Detroit.....	100	9	91
Kenosha.....	100	16	84
Wichita.....	100	9	91
Mobile.....	100	15	85
Seattle.....	100	15	85
San Francisco.....	100	14	86

A substantial proportion of the women living in family groups had children of their own under 14 years of age in the household.

TABLE V-9.—Percent of women employed in the war period and living in family groups who had children of their own under 14 years of age in the household, and percent of married, widowed, or divorced women who had children of their own in the household, by area

Area	Percent of war-employed women living in family groups with own children					
	All women employed in the war period			Married, widowed or divorced women employed in the war period		
	Total	With own children under 14 in household	No children of own under 14 in household	Total	With own children under 14 in household	No children of own under 14 in household
All areas.....	100	20	80	100	32	68
Springfield.....	100	16	84	100	28	72
Baltimore.....	100	21	79	100	37	63
Buffalo.....	100	13	87	100	38	62
Dayton.....	100	18	82	100	25	75
Detroit.....	100	20	80	100	35	65
Kenosha.....	100	13	87	100	31	69
Wichita.....	100	28	72	100	32	68
Mobile.....	100	22	78	100	34	66
Seattle.....	100	22	78	100	31	69
San Francisco.....	100	23	77	100	33	67

Over half the war-employed women who had children of their own under 14 years of age in the household had only one child.

TABLE V-10.—Percent of war-employed women living with own children who had specified number of own children in household, by area

Area	Percent of women living with own children under 14 years of age with specified number of children			
	Total	1 child	2 children	3 or more children
All areas.....	100	57	28	15
Springfield.....	100	57	29	14
Baltimore.....	100	58	26	16
Buffalo.....	100	56	30	14
Dayton.....	100	50	38	12
Detroit.....	100	61	26	13
Kenosha.....	100	58	23	19
Wichita.....	100	52	33	15
Mobile.....	100	54	22	24
Seattle.....	100	66	27	7
San Francisco.....	100	62	27	11

About half of the war-employed women living with children of their own under 14 years of age arranged for the care of the children by relatives in the household. Other arrangements for caring for children varied widely.

TABLE V-11.—Arrangements for care of children under 14 years of age of war-employed women who lived with own children, by area

Area	Percent of women with children of their own in the household providing specified types of care									
	Total	Husband on other shift than wife	Older school children	Other relative in household	Relative outside household	Maid in household	Neighbor	Nursery school	Other	No care while worker is absent
All areas....	100	12	5	36	11	4	7	5	4	16
Springfield.....	100	18	5	32	9	1	6	8	9	12
Baltimore.....	100	7	3	39	8	2	13	5	8	15
Buffalo.....	100	9	5	38	21	.....	5	1	5	16
Dayton.....	100	7	8	45	10	6	7	5	.....	12
Detroit.....	100	16	2	40	15	8	7	2	4	6
Kenosha.....	100	38	12	12	15	7	.....	.....	4	12
Wichita.....	100	6	14	35	8	6	8	1	4	22
Mobile.....	100	4	2	42	14	5	9	5	3	16
Seattle.....	100	8	3	42	2	1	7	9	3	25
San Francisco.....	100	8	1	30	7	2	9	11	4	28

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Over half the war-employed women who had children of their own under 14 years of age in the household had only one child.

TABLE V-10. Percent of war-employed women living with own children who had specified number of own children in household, by area

Area	Percent of women living with own children			
	Total	1 child	2 children	3 or more
All areas.....	100	57	32	11
Springfield.....	100	55	35	10
Baltimore.....	100	57	33	10
Buffalo.....	100	50	38	12
Dayton.....	100	46	40	14
Detroit.....	100	48	39	13
Kenosha.....	100	35	45	20
Wichita.....	100	45	35	20
Mobile.....	100	49	36	15
Seattle.....	100	50	32	18
San Francisco.....	100	43	33	24