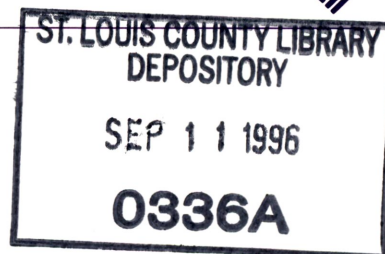


Facts on Working Women

U.S. Department of Labor
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20 FACTS ON WOMEN WORKERS

1. There were **103 million** women age 16 and over in the United States in 1995. Of that total, a record **61 million** were in the civilian labor force (persons working or looking for work).

2. Women's share of the total labor force continues to rise. Women accounted for **46 percent** of total United States labor force participants in 1995 and are projected to comprise 48 percent in the year 2005.

3. Nearly six out of every ten women--**58.9 percent**--age 16 and over were labor force participants (working or looking for work) in 1995.

4. Women between the ages of 20 and 54 had labor force participation rates of at least 70 percent. Even half the Nation's teenage women ages 16-19 were labor force participants--52 percent (see Table 1).

5. Labor force participation by marital status varies for women. Divorced women have higher participation rates mainly because they are the primary or the only wage earners in their families (see Table 2).

6. Unemployment for all women in 1995 was only **5.6 percent**. For white women it was 4.8 percent; 10.2 percent for black women; and 10.0 percent for Hispanic women.

Table 1

Labor Force Participation Rates
For Women by Age Groups, 1995

<u>Age Groups</u>	<u>Participation Rate</u>
All Women	58.9
16 to 19	52.2
20 to 24	70.3
25 to 34	74.9
35 to 44	77.2
45 to 54	74.4
55 to 65	49.2
65 and over	8.8

Source: U.S. Department of Labor, Bureau of Labor Statistics, *Employment and Earnings*, January 1996.

Table 2

Female Labor Force Participation,
by Marital Status, March 1995

<u>Marital Status</u>	<u>Participation Rate</u>
All women	58.9
Never married	65.5
Married, spouse present	61.1
Married, spouse absent	62.0
Divorced	73.7
Widowed	17.5

Source: U.S. Department of Labor, Bureau of Labor Statistics, Unpublished Data, March 1995.

7. Nearly **58 million** women were employed in 1995 with the largest proportion still working in technical, sales, and clerical occupations.

Table 3
Employed Women by Occupational Group, 1995
(in millions)

<u>Occupation</u>	<u>No. Employed</u>
Total	57.5
Management and profession specialty	16.9
Technical, sales and administrative support	24.1
Service occupations	10.2
Precision production, craft, and repair	1.2
Operators, fabricators, and laborers	4.4
Farming, forestry, and fishing	0.7

Source: U.S. Department of Labor, Bureau of Labor Statistics, *Employment and Earnings*, January 1996.

8. Women have made substantial progress in obtaining jobs in the managerial and professional specialties. In 1985 they held one-third (35.6 percent) of managerial and executive jobs and nearly half (49.1 percent) of the professional jobs. By 1995 they held 48.0 percent of all managerial/executive positions and over half (52.9 percent) of professional occupations.

9. Women are not only more likely to work outside the home today than in the past, but they also spend more time at work than did women in earlier years. Women have increasingly opted to work both full time and year round, partly due to economic necessity, but also due to movement into occupations that require full-time, year-round work.

10. Of the **57.5 million** employed women in the United States in 1995, 42 million worked full time (35 or more hours per week); 16 million worked part time (less than 35 hours per week). Two-thirds of all part-time workers were women (68 percent).

11. Many women who work part time are multiple job holders. In 1995, **3.6 million** women held more than one job. The highest rates of multiple jobholding was among women 20 to 24 years old and single women--7.3 percent and 7.2 percent, respectively.

12. Of all women who were multiple job holders in 1995, those in the 35 to 44 age group were most likely to hold 3 or more jobs.

Table 4
Women as Multiple Jobholders, 1995
(numbers in thousands)

<u>Age</u>	<u>Total Employed</u>	<u>Multiple Job Holders</u>	<u>Percent</u>
16-19 years	3,127	196	6.3
20-24 years	5,779	424	7.3
25-34 years	14,647	896	6.1
35-44 years	15,828	1,007	6.4
45-54 years	11,421	753	6.6
55-64 years	5,163	238	4.6
65+ years	1,558	38	2.5

Source: U.S. Department of Labor, Bureau of Labor Statistics, Unpublished Data, Annual Averages 1995.

13. The ratio of women's 1995 median weekly earnings to men's was **75.5 percent**. Even in traditionally female occupations where women outnumber, women still earn less than men (see Table 5).

Table 5
Median Weekly Earnings,
Selected Traditionally Female Occupations, 1995

<u>Occupation</u>	<u>Earnings</u>	
	<u>Women</u>	<u>Men</u>
Registered nurses	\$693	\$715
Elementary school teachers	627	713
Cashiers	233	256
General office clerks	360	389
Health aides, except nursing	285	345

Source: U.S. Department of Labor, Bureau of Labor Statistics, *Employment and Earnings*, January 1996.

14. With women still concentrated in lower paying occupations and having overall earnings about three-fourths that of men, it is predictable that more adult women than men are below the poverty level (see Table 6).

Table 6

Persons Below Poverty Level, by Age and Sex, 1994
(numbers in thousands)

<u>Age</u>	<u>Below Poverty Level</u>	
	<u>Women</u>	<u>Men</u>
Total, 18 years and over	14,140	8,632
18 to 24 years	2,833	1,705
25 to 34 years	3,359	2,104
35 to 44 years	2,539	1,929
45 to 54 years	1,348	1,033
55 to 64 years	1,337	921
65 years and over	2,724	939

Source: U.S. Department of Commerce, Bureau of the Census, *Income, Poverty, and Valuation of Noncash Benefits: 1994*.

15. Of the 14 million families maintained by women, **4.2 million** were below the poverty level in 1994. This represents 34.6 percent of all families with female householders.

16. Women have, however, made great strides in becoming entrepreneurs. According to the latest Census Bureau data, women owned over 6.4 million of all U.S. businesses in 1992, employing over 13 million persons and generating \$1.6 trillion in business revenues.

17. Nearly three-quarters of these women owned firms operated as a service or retail trade in such businesses as apparel and accessory stores; automobile dealerships; gasoline service stations; miscellaneous retail stores; business services; health services; and personal services.

18. In 1995, 3.4 million women were self-employed workers in nonagricultural industries. A large number of these self-employed women worked in the following

industries: wholesale and retail trade; professional services; personal services; and social services.

19. Of all labor force participants age 25 years and over in 1995, women were more likely than men to have completed high school. **Ninety-one percent** of female labor force participants held the minimum of a high school diploma, compared with 88 percent for men. A slightly lower percentage of female labor force participants than men were college graduates--27 percent compared with 29 percent.

Table 7

Percent Distribution of the Labor Force by Educational Attainment, Sex, and Age, 1995

<u>Category</u>	<u>Women</u>	<u>Men</u>
25 years and over	100.0	100.0
Less than a high school diploma	9.2	12.2
High school graduate, no college	34.2	32.3
Some college or associate degree	30.0	26.1
College graduates	26.6	29.4

Source: U.S. Department of Labor, Bureau of Labor Statistics, Unpublished Data, Annual Averages, 1995.

20. Employment and earnings rates rise with educational attainment for both females and males, but earnings are lower for females than for males with the same education.

Table 8

Median Income of Persons, by Educational Attainment and Sex, Year-Round, Full-Time Workers, 1994

<u>Level of Education</u>	<u>Women</u>	<u>Men</u>
9th to 12th grade (no diploma)	\$15,133	\$22,048
High school graduate	20,373	28,037
Some college, no degree	23,514	32,279
Associate degree	25,940	35,794
Bachelor's degree or more	35,378	49,228

Source: U.S. Department of Commerce, Bureau of the Census, *Income, Poverty, and Valuation of Noncash Benefits: 1994*.

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