

FACTS

on Women Workers

U. S. Department of Labor
Maurice J. Tobin, *Secretary*

Women's Bureau
Frieda S. Miller, *Director*

WASHINGTON 25, D. C.

(THE PRINTING OF THIS PUBLICATION HAS BEEN APPROVED BY
THE DIRECTOR OF THE BUREAU OF THE BUDGET, MARCH 9, 1950.)

December 31, 1951

LIBRARY
A. & M. COLLEGE OF TEXAS

EMPLOYMENT OF WOMEN IN NOVEMBER 1951

The civilian woman labor force, which includes both the employed and unemployed, was estimated at 19.8 million in November 1951, according to the U. S. Department of Commerce, Bureau of the Census. There was a decrease from October of half a million in the number of women employed on farms, but this was offset in part by an increase in nonagricultural employment. The net decrease in the woman labor force was not large--only 112,000, but the proportion of women workers who were employed was lower and the proportion unemployed was higher than in the previous month. Comparison with November 1950 shows an increase of 325,000 in the woman labor force during the year.

November 1951

Employment status	Civilian non-institutional population	Women			
		Number	Percent of all persons	Change since October 1951	Change since November 1950
Total, 14 years and over	109,122,000	57,298,000	52.5	+ 60,000	+648,000
In labor force.....	63,164,000	19,818,000	31.4	-112,000	+325,000
Employed.....	61,336,000	18,992,000	31.0	-212,000	+431,000
In agriculture....	7,022,000	1,294,000	18.4	-498,000	-101,000
In nonagricultural industries	54,314,000	17,698,000	32.6	+286,000	+531,000
Unemployed.....	1,828,000	826,000	45.2	+100,000	-105,000
Not in labor force....	45,958,000	37,480,000	81.6	+172,000	+322,000

WSB EQUAL-PAY RESOLUTION

The National Wage Stabilization Board announced the unanimous adoption of an Equal-Pay Resolution on November 15, 1951. Under the provisions of the resolution the WSB is empowered to approve "increases in wages, salaries and other compensation, for comparable quality and quantity of work on the same or similar operations in the same establishment, without regard to sex, race, color or national origin." An appropriate General Wage Regulation will be issued by the WSB on the basis of experience gained in administering this resolution.

331.4
2151

MINIMUM WAGE

Massachusetts revised its 1948 mercantile occupations order by increasing the minimum-wage rates for a week of 36 to 44 hours to \$27 for experienced workers and \$24 for inexperienced. (The superseded order established \$22.50 and \$20.50 as the minimums for these groups.) The new order, effective December 26, 1951, sets 67½ and 60 cents, respectively, as the hourly minimums for part-time workers (those working less than 36 hours) in the two groups mentioned above and these same minimum rates are applicable to overtime, i.e., employment in excess of 44 hours a week. (The 1948 order set 55 cents and 50 cents as the minimums for these same groups.) The learning period, formerly 1,040 hours, is reduced to 780 hours by the new order.

In most intrastate occupations not covered by wage order, the 65-cent minimum set by State statute applies.

HOUSEHOLD EMPLOYEES UNDER SOCIAL SECURITY

The extension of old-age and survivors insurance under Federal social security to approximately ten million more workers, including regular employees in private households, affords a measure of economic security to four out of five of the Nation's gainfully employed and self-employed. The inclusion of domestic employees in this broadened coverage not only removes an inequity, but gives this security to a segment of our working people who were especially lacking in personal and family insurance protection. In granting them the rights enjoyed by most other employees, it gives recognition to their place in our national society.

Not all domestic employees are building toward old-age and survivors insurance; not all household employers have responsibilities under the social security law. It applies only to domestic workers who are regularly employed.

A maid, cook, laundress, or other household worker is "regularly" employed if she works for a household employer on at least part of 24 different days in a 3-month period. This period must be one of the four calendar quarters of the year. That is, it must be a 3-month period beginning with January, April, July, or October. If the worker is employed in one private household on all or part of at least 24 different days in any such period, or on 24 different days in the preceding period, she is a "regular" employee in that household. If her cash wages are \$50 or more in the quarter, she is meeting the test for a regular worker and her employer has an obligation to file with the Collector of Internal Revenue a quarterly report on her wages and remit the social security tax. The amount of this tax is 3 percent of the cash wages, one-half of which the employer is expected to deduct from the worker's earnings.

It is important for the regular household worker to have a social security account card and show that card to her household employer. It is equally important for the household employer to get a copy of the booklet, DO YOU HAVE A MAID?, from the nearest social security office. This booklet has a tear-off franked postcard addressed to the Collector of Internal Revenue. On receipt of this postcard, the Collector will send full instructions, together with the envelope-type quarterly tax return form.

- HAVE** WOMAN AT WORK. Autobiography of Mary Anderson, as told to Mary N. Winslow. University of Minnesota Press. Minneapolis. 1951. 266 pp.
- YOU** MARY MCLEOD BETHUNE. By Catherine Owens Peare. Vanguard Press, New York. 1951. 219 pp.
- READ** OPPORTUNITIES FOR WOMEN IN THE FEDERAL CIVIL SERVICE. U. S. Civil Service Commission, Pamphlet 35, September 1951. 26 pp.

WOMEN AROUND THE WORLD

ILO Looks into Household Employment. --A meeting of experts on the Status and Conditions of Employment of Domestic Workers, held in Geneva, July 2 to 6, 1951, presaged a new phase of ILO activity in this field. With Frieda S. Miller, Director of the Women's Bureau, U. S. Department of Labor, as chairman, the committee of 11 members from 8 countries brought together the viewpoints and experience of government, labor, and management in true ILO fashion. The committee's report covered: (1) Contracts of employment in domestic work; (2) conditions of work, including hours, living arrangements, pay, health safeguards, and special protection for young workers; (3) vocational training and certification; (4) social security for domestic workers; and (5) the organization of home aide (visiting housekeeper) services. The committee was unanimous in finding that it is both important and practicable for the ILO to take action in the field of domestic work and that such action would benefit both employers and workers and would promote the well-being of family life in general. Copies of the report will shortly be available.

ILO Committee on Women's Work. --A meeting of the Committee of Experts on Women's Work was convened in Geneva, December 11-15, by the International Labor Organization. Participants, invited as individuals and not as representatives of organizations or governments, included Frieda S. Miller, Director of the Women's Bureau, U. S. Department of Labor.

India. --A 3-day conference of the All-India Women's Food Council was held in New Delhi on October 13, 14, and 15, 1951. The main object of the conference was to review the Council's campaign for changing the food habits of the people and saving foodgrains. About 150 delegates from various states attended. Both the Minister of Food and Agriculture and the Health Minister participated in the conference, which adopted resolutions urging restaurants to use more non-cereal foods and as little as possible of rationed foods; advocating a training center for cafeteria managers and nutritionists; and urging the government to entrust to the Council the distribution of gifts of food from foreign countries.

Great Britain. --Data on insured employees in Great Britain as of May 1950 appear in the Ministry of Labor Gazette (London) for June 1951. The figures include all employees 15 years of age and over within the scope of the National Insurance Acts. Excluded are employers, self-employed persons, and members of the armed forces. The total number of employees was estimated at 20,650,000 of whom one-third, or 6,950,000, were women. Eighteen percent of the women were under 20 years of age; 46 percent were 20 to 39 years; 32 percent were 40 to 59 years; and 4 percent were 60 or over. Women are pensionable at 60 in Great Britain, and men at 65.

The highest proportions of women under 20 were found in the paper and printing industry, clothing, distributive trades, and insurance, banking and finance. Women 40 years of age and over were found in highest proportions in miscellaneous services (including domestic service), public administration, and professional services.

Details as to marital status were difficult to obtain, but it was estimated that about 40 percent of the women employees were married. In eight industry groups employing large numbers of women, the percentage of women employees who were married ranged from 38 percent in professional services to 55 percent in textiles. About one-fourth of all married women in the population were working as employees.

Honduras. --A measure passed by the Honduran Congress in December permits women to practice law in Honduras for the first time. The Supreme Court had proposed the legal reform.

WORK EXPERIENCE OF WOMEN IN 1950

Of the women in the United States in early 1951, more than 40 percent had worked in 1950 according to the U. S. Department of Commerce, Bureau of the Census (Census Current Population Report P-50, No. 35). Of these women workers three-fourths had full-time jobs. About half of those who were aged 20 to 64 had worked 40 weeks or more at full-time jobs in 1950.

Of the women 18 to 64 years of age, 80 percent of the single, 58 percent of the widowed and separated, and 37 percent of the married had worked in 1950. Of those with children under 6 years of age, only 25 percent had worked.

Considerably larger proportions of the unmarried than of the married women were in professional and clerical occupations and in household service. The largest groups of married women workers, whether with or without small children, were operatives, farm laborers, and clerical workers, which together accounted for 56 percent of the total. Part-time jobs were held by a considerably larger proportion of the married women workers than of those in other marital groups. Almost 40 percent of the women workers with young children had part-time jobs.

WOMEN IN THE NEWS

The highest decoration awarded by the Army to a civilian employee, the decoration for Exceptional Civilian Service, was presented December 12 to Mrs. Lillian B. Swartz, for leadership in developing a uniform system of regulations for civilian workers.

The Civil Defense Administration announced in December the appointment of Mrs. John L. Whitehurst of Baltimore to head a new office of volunteer manpower. Her title is Assistant Administrator of Civil Defense.

Awarded a Legion of Merit citation in November for her 3 years of service in Tokyo as a dietitian, Nell Wickliffe has been made director of the Women's Medical Specialist Corps of the Army, with the rank of colonel.

For significant achievement in German reorientation, Helen Imrie, of Rhode Island, a government specialist, was named a Young Woman of the Year and given a 1951 Merit Award by Mademoiselle magazine.