

UNITED STATES DEPARTMENT OF LABOR

FRANCES PERKINS, Secretary

WOMEN'S BUREAU

MARY ANDERSON, Director

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Changes in Women's Employment During the War

By

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Letter of Transmittal

UNITED STATES DEPARTMENT OF LABOR,
WOMEN'S BUREAU,
Washington, June 14, 1944.

MADAM: I have the honor to present a report the findings of which will be of importance in the development of sound postwar employment policies. Its analysis answers a variety of insistent questions as to the war movements in women's entrance to and exit from the labor force, according to their age and marital status and the changes in their occupational groupings in this period.

Basic data for this report were specially collected by the Bureau of the Census, at the request of the Women's Bureau, in the course of the regular monthly labor-force census. They were tabulated by that office under the direction of Dr. A. Ross Eckler, chief of the Special Surveys Division, assisted by Miss Gertrude Bancroft. Questions to be asked and specifications as to these tables were prepared by Janet M. Hooks Bassie of the Women's Bureau Research Division, and analysis of the findings was made by Mary Elizabeth Pidgeon, chief of the Research Division, assisted by Elisabeth D. Benham.

Respectfully submitted.

MARY ANDERSON, *Director.*

HON. FRANCES PERKINS,
Secretary of Labor.

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EMPLOYMENT OF WOMEN IN THE WAR PERIOD

SIGNIFICANT FACTS

Employed in December 1941, as reported March 1944—12,090,000.

Employed March 1944—16,480,000. (Increase, 36 percent.)

61 percent were in labor force before Pearl Harbor.

50 percent in *same occupation group* as formerly.

In labor force in both periods—10,230,000.

69 percent were 20-44 years old.

42 percent single; 30 percent married, husband present.

Women who left labor force—2,180,000.

21 percent were 45 years old or more.

62 percent were married, husband present.

93 percent went to home housework.

New entrants to labor force—6,650,000.

55 percent were 20-44 years old.

44 percent single; 36 percent married, husband present.

56 percent were home houseworkers; 34 percent in school.

Women not entering labor force—33,260,000.

43 percent were 45 or over, 14 percent under 20.

65 percent were married, husband present.

	Percent change 1940-44	Proportion employed 1940	1944
Woman population, 14 and over.....	+4	22.0	31.5
Single women.....	-6	38.3	53.6
Married women.....	+8	13.9	22.5

Great employment shifts occurred between occupations.

Manufacturing and clerical occupations gained most.

The manufacturing industries differed greatly.

In war industries, 49 percent came from outside the labor force, 26 percent from other industries. In essential supply industries only 37 percent came from outside the labor force, 54 percent were in same industry as before the war.

NOTE.—As reported for December 1941 and March 1944 by women interviewed in March 1944. Does not take account of all changes occurring *between* the two dates.

Changes in Women's Employment During the War

One of the most spectacular of the changes that have characterized the period since the Pearl Harbor attack is the tremendous shift in the work of women to meet this country's needs for industrial products. This has occurred in many cases through women's own volition, but in large measure it has been in response to urgent calls for their services.

After two years of great and rapid transition in women's employment and occupations, the need has been felt increasingly for further data on the over-all extent and character of the movement. Aside from their widespread interest, such data are of the utmost importance in shaping both immediate and future administrative policies.

In the first place, the effectiveness of continuing plans to carry forward this country's program for production and services depends to a considerable extent on the response women are making to the great efforts to call them to work outside their homes. Further, wise provision for the necessary adjustments after the war requires a background understanding of employment needs and possibilities, on which much light can be thrown by a fuller knowledge of the experiences during the war.

SOURCE OF NEW DATA ON EMPLOYMENT OF WOMEN

The Bureau of the Census publishes monthly estimates, for men and women separately, of total civilian employment. These are based on interviews with households in a national sample which has been in operation since the spring of 1940. The present sample includes some 30,000 households located in 123 counties selected in such a manner as to provide national estimates of the major labor-force characteristics of the population.¹

In connection with this reporting, special additional questions sometimes are asked for a particular month. In the spring of 1944, the Bureau of the Census responded to a request by the Women's Bureau of the U. S. Department of Labor for the inclusion of questions to afford data on the shifts in the employment and occupations of women between the week immediately preceding the Pearl Harbor attack and a week in early March 1944. Throughout this discussion, comparisons of earlier and later data refer to the week of December 1-6, 1941, and the week of March 5-11, 1944, the interim thus being about 2½ years.²

¹ For further information as to sample, consult the Bureau of the Census.

² In one or two instances comparisons are made with data from the decennial census of 1940, because data for December 1941 are not available for certain particular comparisons. This will be explained where discussed. (See footnote 11, p. 9.) The use of 1940 for the present questions, instead of December 1941, was considered, but it was felt that the later date would afford more accurate replies, since persons interviewed can remember more vividly the Pearl Harbor date and the time just preceding than a time approximately 4 years before the date of interview.

The questions added to the usual monthly schedules were as follows:

- (1) For all persons 14 years and over, enter activity during week before Pearl Harbor, December 1-6, 1941.
- (2) If at work or had a job during the week before Pearl Harbor, enter occupation and industry of that job.

The data resulting from these questions are of even greater value because correlations with age and marital status could be made in addition to those on employment and occupation. Marital status could be included because a special question on that subject had been asked in the preceding month. Age was obtainable because such a question is a part of the regular schedule, this information being of vital importance, for example, to the draft boards. Caution is necessary in regard to the use of material developed from a sample of this type, especially since in this case its content is of such wide national interest. The data give a revealing picture of various relationships—for example, as to the types of shifts occurring in and out of the labor force or between various industries or occupations, or as to the age or marital status of women in and not in the labor force. However, since they are estimates from a sample they do not completely measure the exact sizes of particular groups, especially of the smaller groups.³

WOMEN AS A PERMANENT PART OF THE LABOR FORCE

Many people have not realized the very large extent to which women are a permanent part of the labor force. The dominance of the war situation, with its urgent call to women to take employment and its large increases in the numbers of them who have gone to work, has tended to obscure the fact that women long have been a very substantial and increasing part of the country's labor force. In the 50 years prior to 1940, the proportion of workers who were women increased from 17 percent in 1890 to 24 percent in 1940, as the following shows.

	<i>Percent women were of all workers</i>
1890.....	17.2
1900.....	18.3
1910.....	21.2
1920.....	20.5
1930.....	22.0
1940.....	24.3
1944 (March).....	32.9

WAR INCREASES IN WOMAN EMPLOYMENT

In spite of the fact that in 1940 women already constituted over 24 percent of the labor force, the number of women who have sought to meet the new war needs is almost breath-taking in its magnitude. The number of employed women reported increased by 36.4 percent in a period of a little more than 2 years—from the week preceding the Pearl Harbor attack to the week of March 5 to 11, 1944, when the new figures were taken. These data are as follows:

	<i>Number of women employed</i>
December 1-6, 1941.....	4 12,090,000
March 5-11, 1944.....	16,480,000

³ See note 1 on p. 1.

⁴ These are women who in March 1944 said they also were employed in December 1941.

Actually, the number of women going to work within this period has been far greater than these over-all figures would indicate, for of those at work before Pearl Harbor many had left employment by March 1944 and been replaced by new workers. For this reason, the entire number of new women entrants, not employed in early December 1941, totaled 6,650,000.⁵

Chief Sources of New Woman Labor Supply.

Where did this startling number of additional women workers come from? More than half of the new entrants had come to work from their homes, and about a third of them had been in school. The following summary indicates these and the minor sources of the new women workers:

<i>Source of new women workers</i>	<i>Number (in thousands)</i>	<i>Percent</i>
Total.....	6, 650	100. 0
Home housework.....	3, 710	55. 8
School.....	2, 280	34. 3
Under 14.....	240	3. 5
Other.....	80	1. 2
Labor-force status not ascertainable.....	340	5. 1

The response these new women workers have made to the needs of their country, their communities, and in many cases their own families indicates that when vital need arises women are available to meet it. When women are as ready as this, under voluntary systems, to take their part, compulsory methods appear entirely unnecessary, unless this country as a whole should face far more extreme situations than seem likely to arise. Furthermore, the willingness of a great body of women to come forward when the situation demands it places a corresponding responsibility squarely on the shoulders of industry and public authorities to include in their planning full consideration of the extent to which women are a large and normally increasing part of the labor force.

Women Who Left the Labor Force.

Though more than 80 percent of the women who reported that they had been employed before Pearl Harbor were still working in March 1944, over 2 million women—18.6 percent of those who were at work in December of 1941—left the labor force between the two dates under comparison. A consideration of where these women went may be of constructive interest to those who are planning for adjustments of workers after the war.

Of the women who left, more than 90 percent went to home housework, some were unable to work, and a very much smaller number went to school. Their numbers and distribution were as follows:

<i>March 1944 status of women who left labor force</i>	<i>Women who left labor force Number (in thousands)</i>	<i>Percent</i>
Total.....	2, 180	100. 0
In home housework.....	2, 020	92. 7
Other.....	160	7. 3

⁵ This takes no account of the multitude of shifts between occupations, nor of other changes in the interim period. For discussion of the former, see section on War Shifts in Women's Occupations, p. 10.

Distribution of Woman Population as to Employment or Activity.

Of the entire female population of 14 years and over in March 1944, practically 20 percent were in the labor force both before Pearl Harbor and in March 1944, and in addition about 13 percent entered in the period between these two dates. A small proportion were women formerly in the labor force who had left it by March 1944. More than 60 percent of the women in the United States were not in the labor force either before Pearl Harbor or in March 1944. Over three-fourths of these—more than 25½ million women—were home houseworkers in both periods, small proportions were in school or unable to work at both times, and nearly 2½ million were under 14 before Pearl Harbor. This leaves almost 2 million women, besides a proportion of the home houseworkers, who still might be available if further additions to the country's labor forces are needed.

The women who have not gone to work undoubtedly are those whose economic situation neither requires nor tempts them to do so. There also are a number of localities where war industries have not developed, and women who for family reasons are unable to migrate have no increased opportunity for employment. Since Government contracts are now being curtailed, and in various parts of the country women who do need their earnings are being laid off, there appears to be little evidence that employment needs cannot be solved by a proper use of the existing labor force without calling on this reserve group of women.

The basic figures for the foregoing discussion ⁶ of the present situation are as follows:

<i>Activity status</i>	<i>Distribution of woman population</i>	
	<i>Number (in thousands)</i>	<i>Percent</i>
Woman population 14 and over, March 1944-----	52, 320	100. 0
In labor force March 1944-----	16, 880	
In labor force both before Pearl Harbor and in March 1944-----	10, 230	19. 6
Entered labor force between December 1941 and March 1944-----	6, 650	12. 7
Not in labor force March 1944-----	35, 440	
Not in labor force at either date ¹ -----	33, 260	63. 6
Both dates:		
Home housework-----	25, 550	
In school-----	1, 580	
Unable to work-----	1, 700	
Under 14 before Pearl Harbor-----	2, 440	
Other ¹ -----	1, 900	
Left labor force between December 1941 and March 1944-----	2, 180	4. 2

¹ Includes 570,000 with status not reported for December 1941.

⁶ See footnote on p. 3.

WAR SHIFTS IN WOMEN'S EMPLOYMENT IN MAJOR OCCUPATION GROUPS

The great net increases in woman employment do not show the shifts in and out of the labor force, nor the very considerable shifts between major groups of occupations. The March 1944 woman labor force is made up as follows:

	[In thousands]
Women employed March 1944.....	16, 480
In same occupation as formerly.....	8, 370
Not in same occupation as formerly.....	8, 110
Changed occupation.....	1, 460
Were unemployed formerly ¹	230
Entered labor force.....	6, 420

¹ Includes those on emergency work.

Women Remaining in the Same Occupation Group as Before Pearl Harbor.

Of 9,830,000 women who were employed both before Pearl Harbor and in March 1944, 85 percent (8,370,000 women)⁷ had remained in the same occupation groups in which they formerly worked. In every occupation group, more than three-fourths of the March 1944 women employees who were in the labor force before Pearl Harbor had remained in the same group as before. The summary next presented shows how the occupation groups differed in extent of retaining their women workers.

Perhaps it is of even greater significance that half of the total number of the women in the *entire March 1944 woman labor force* were in the same occupation group as before Pearl Harbor. This was true of more than 70 percent of the professional and semiprofessional and proprietary workers, more than 60 percent of those in domestic service and farm occupations. However, only a little over 40 percent of the sales, manufacturing,⁸ and service workers other than domestic were in the same occupation as formerly, as were only about 50 percent of the clerical employees.

Occupation group	Women who in March 1944 said they were in same occupation group as before Pearl Harbor			
	All women employed March 1944 (in thousands)	Number (in thousands)	Percent of--	
			All women employed before Pearl Harbor and in this occupation in March 1944	All women in the group in March 1944
All occupations.....	16, 480	8, 370	85. 2	50. 8
Professional and semiprofessional.....	1, 490	1, 080	96. 0	72. 8
Proprietors, managers, and officials.....	650	460	86. 6	71. 1
Clerical and kindred.....	4, 380	2, 210	56. 5	50. 5
Sales.....	1, 240	510	56. 5	41. 2
Craftsmen, foremen, operatives, and laborers except farm.....	4, 920	2, 060	78. 2	41. 9
Domestic service.....	1, 570	1, 000	90. 9	63. 9
Other services.....	1, 650	700	76. 4	42. 5
Farm workers.....	560	340	93. 8	60. 8
Not classifiable.....	20	(1)		

¹ Less than 1,000.

⁷ See table below, this page.

⁸ This is the group craftsmen, foremen, operatives, and laborers except farm. It will be referred to in discussion as "manufacturing," though a small proportion of these workers are in other types of industry.

Labor-Force Status Before Pearl Harbor of Women Employed March 1944, by Occupation Group.

The occupations of women in March 1944 differed considerably in the proportion of their women workers who had been in the labor force (though not necessarily in the same occupation group) in the week before Pearl Harbor. For example, as the following summary shows, more than 70 percent of the women who in March 1944 were in the proprietary, professional, and domestic-service groups were in the labor force before Pearl Harbor. On the other hand, more than 50 percent of the women who were in sales, as well as more than 40 percent of those in the groups that had increased most largely, manufacturing and clerical work, were not in the labor force in December 1941, but entered employment directly from activities outside the labor force that engaged them before Pearl Harbor.

Occupation group	Percent ¹ of women employed in March 1944 who before Pearl Harbor were—	
	In labor force	Not in labor force
All occupations.....	61.0	39.0
Proprietors, managers, and officials.....	82.4	17.6
Professional and semiprofessional.....	76.3	23.7
Domestic service.....	71.0	29.0
Farm workers.....	65.0	35.0
Clerical and kindred.....	59.5	40.5
Services other than domestic.....	57.5	42.5
Craftsmen, foremen, operatives, and laborers except farm.....	55.9	44.1
Sales.....	48.0	52.0

¹ For numbers, see table 4 in the appendix.

Women Who Entered the Various Occupational Groups After Pearl Harbor.

Though one occupation group had sustained a net loss,⁹ in March 1944 every group had some women who were not so employed in December 1941. Of the total 8,110,000 women who came either from other occupations or from entirely outside the labor force, the largest proportion came from home housework, with the exception of clerical workers, to whom the schools furnished the largest group. The groups second in size that entered semiprofessional, sales, and farm occupations were from the schools, and to proprietary or managerial work more women transferred from other occupations than entered from any source except home housework. Manufacturing and service industries each acquired similar proportions of women workers from schools and from other occupations in the labor force. The following summary shows these data:

⁹ 1944 compared to 1940. See p. 9, summary and footnote 11.

Occupation group	Women entering group since Pearl Harbor (in thousands)	Percent of entrants to group who came from—			
		Other occupations	Home housework	School	Other activities
All occupations.....	8,110	18.0	44.4	27.0	10.6
Professional and semiprofessional.....	400	11.1	44.6	34.9	9.4
Proprietors, managers, and officials.....	190	38.0	52.9	4.8	4.2
Clerical and kindred.....	2,170	15.9	30.7	44.8	8.7
Sales.....	730	11.0	50.1	28.8	10.1
Craftsmen, foremen, operatives and laborers except farm.....	2,860	20.1	50.9	19.1	10.0
Domestic service.....	570	17.6	46.8	18.7	19.9
Other services.....	950	22.9	45.0	19.1	12.9
Farm workers.....	220	10.3	58.1	18.9	12.8
Not classifiable.....	20	23.2	48.6	18.3	9.9

¹ Major group formerly under 14 years of age.

² 3 or 4 percent formerly unemployed.

Occupation Group in March 1944 of Women Not in the Labor Force Before Pearl Harbor.

More than half of the 6,420,000 women employed in 1944 who had entered the labor force since December 1941 were from home housework and about a third were from the schools. As has been mentioned, the major groups of new women workers went into manufacturing and clerical work, with the service and the sales groups next though acquiring considerably smaller numbers.

There were differences in the types of occupation that engaged women who had been home houseworkers, in school, under 14, or unemployed. Of the home houseworkers, 40 percent went into manufacturing, slightly less than half as many into the clerical and into the combined service groups, 10 percent into sales occupations. Of the school girls, nearly 45 percent became clerical workers, a fourth went into manufacturing jobs, and very roughly a tenth each into the sales and the combined service groups. A small but perhaps significant proportion went from school into semiprofessional types of work.

Of the girls who were under 14 before Pearl Harbor, 85 percent still were in school in March 1944. Of those who went to work after Pearl Harbor, only a very small proportion were unemployed in March 1944. The remainder naturally were young workers, for the most part with very little experience. Consequently, until they can acquire further training, their opportunity for employment is found chiefly in those occupations that do not demand much experience. Nearly half of them had taken work in domestic or other service occupations, about a fifth sales jobs, and very roughly a tenth each were in manufacturing, in clerical occupations, and on the farm.

Though the proportions of women unemployed just before Pearl Harbor were relatively small, considerable numbers of them had found jobs in one or another occupation by March 1944. It is not surprising that the largest groups of these had been taken on in the manufacturing and clerical lines of work, in which total increases were so great, and by service industries (especially other than domestic) which needed replacements badly since they were losing to the manufacturing and clerical groups. Very few went to professional or semiprofessional occupations, fewer yet to sales, fewest of all to proprietary and farm jobs.

The summary following shows the 1944 occupational distribution of these major groups of workers who entered the labor force after Pearl Harbor.

Occupation group	Percent distribution by occupation group of employed women who in March 1944 said that before Pearl Harbor they were—		
	Outside the labor force (total)	In home housework	In school
Total (in thousands).....	1 6,420 100.0	3,600 100.0	2,190 100.0
Professional and semiprofessional.....	5.5	5.0	6.4
Proprietors, managers, and officials.....	1.8	2.8	.4
Clerical and kindred.....	27.6	18.5	44.3
Sales.....	10.0	10.1	9.5
Craftsmen, foremen, operatives, and laborers except farm.....	33.8	40.5	24.9
Domestic service.....	7.1	7.4	4.0
Other services.....	10.9	11.9	8.3
Farm workers.....	3.1	3.5	1.9
Not classifiable.....	.3	.3	.2

¹ For numbers see table 4 in appendix.

Former Occupation Group of Women Who Shifted to New Occupations.

Of the women employed both before Pearl Harbor and in March 1944, there were 1,460,000 who changed their occupation group. The factors normally of greatest influence with women in making such shifts are the strength of demand in an occupation and the extent to which the worker can better her situation by the change. During the war period patriotic motives are added to these. Thus the movements tend to be toward those occupation groups that are seeking workers most urgently, notably the manufacturing, clerical, and to a less extent the service occupations other than domestic.

The movements also tend to be, naturally, toward the occupations considered more desirable than the ones engaged in, because of better conditions of work, higher pay, wider opportunity, or other inducement. Thus women formerly in domestic service have gone to other services and to manufacturing; those in other services have gone to the manufacturing and sales groups; those from manufacturing and sales, to clerical jobs; those from clerical, to manufacturing, managerial, and professional and semiprofessional work. Shifts in both directions have been considerable as between sales and manufacturing, between sales and clerical, and between domestic service and farm work.

New Employment of Women Who Changed Occupations.

Many of the 1,460,000 women who changed their employment after Pearl Harbor went into strikingly different lines of work. Over half those leaving service occupations and clerical work and some 40 percent leaving the professional group went to manufacturing. Practically half or more of those leaving sales, manufacturing, and the proprietary group went into clerical occupations. Of those leaving the farm, 60 percent went to domestic service.

Net Gain or Loss in Each Occupation Group Since 1940.

As might be expected, the greatest net increases in employment from the time of the 1940 Census to March 1944 have been in the manufacturing¹⁰ and the clerical groups, which have added more than 2½ and 2 million women, respectively, some of them formerly in other occupations or unemployed and others not previously in the labor force. The sales group and services other than domestic have added roughly 400,000 each; the proprietary group, over 200,000; the farm occupations, a very much smaller number. It must be remembered that neither of the periods under discussion reflected the great seasonal employment on the farms that occurred in summer. The gain in the professional and semiprofessional group is trifling, and there has been an actual loss of just over 400,000 in domestic service.

The result of these changes is that the manufacturing and clerical occupations now engage a much larger proportion of all employed women than was the case in 1940.¹¹ The two occupation groups that ordinarily may be considered at opposite ends of the scale so far as training requirements are concerned, domestic service and professional employments, have in 1944 smaller proportions of all women workers than formerly. The remaining occupations—services other than domestic, sales, farm, and proprietary groups—have much the same proportions of the employed women as in 1940.

The following summary shows these data:

Occupation group	Number of employed women in March 1944 (in thousands)	Net changes since 1940 ¹		Percent distribution in—	
		Number (in thousands)	Percent	1940	March 1944
All occupations ²	16,480	+5,340	+48.0	100.0	* 100.0
Professional and semiprofessional.....	1,490	+20	+1.2	13.2	9.0
Proprietors, managers, and officials.....	650	+230	+53.3	3.8	3.9
Clerical and kindred.....	4,380	+2,010	+84.5	21.3	26.6
Sales.....	1,240	+460	+38.4	7.0	7.5
Craftsmen, foremen, operatives, and laborers except farm.....	4,920	+2,670	+118.7	20.2	29.9
Domestic service.....	1,570	-400	-20.4	17.7	9.5
Other services.....	1,650	+390	+30.9	11.3	10.0
Farm workers.....	560	+90	+18.6	4.2	3.4

¹ Figures used for 1940 comprise the employed and also those seeking work who were experienced in the occupation. See note 11, this page, for reason for comparison with 1940 occupation data. The 1940 figures include the experienced unemployed, since they were a part of the labor force needing jobs, though their occupational allocation refers only to the occupation last engaged in and not their usual or normal occupation.

² Total exceeds details, since those in occupations not classifiable are not shown separately.

Over-all Employment and Occupation Shifts of Women.

In addition to the women newly entering the labor force, the previously unemployed who now have jobs, and those who changed from one occupation group to another, a statement of occupation shifts must note the 2,250,000 women estimated to have left the labor force in the period between 1940 and March 1944.¹² The combined shifts in

¹⁰ See footnote 8, p. 6.

¹¹ The 1940 data are used for this one comparison for the following reasons: The available tabulations show March 1944 occupations of women according to employment or activity status before Pearl Harbor. A complete occupational count of those employed just before Pearl Harbor cannot be had, since the occupation distribution of those in the labor force before Pearl Harbor but having since left the labor force is not available. The nearest approach to occupational data for this latter group is in assuming that their occupational distribution was approximately the same as that of all women in the 1940 labor force, which has been done for the discussion on pp. 8-9 and in table 6.

¹² This does not take account of individuals making several shifts within the period.

employment and occupations had affected more than 10½ million women, not very far short of the whole number of women employed in 1940.

Adding to this the women who remained in the same occupation group as before gives a grand total of employment and shift data for 18½ million women. This number, roughly 37 percent of the country's whole woman population,¹³ has been involved in productive and service processes in the short period of about 2¼ years from the week before Pearl Harbor to March 1944. The summary following shows the figures contributing to this over-all picture of employment and shifts.

	<i>[In thousands]</i>
Total reported (remained in employment and shifted employment, combined)-----	18, 730
Remained in same occupation-----	8, 370
Shifted occupation or changed employment status-----	10, 360
In labor force in 1944-----	8, 110
Not before in labor force-----	6, 420
Formerly unemployed (out of a job)-----	230
Shifted from one occupation to another ² -----	1, 460
Left labor force before 1944-----	2, 250

¹ See note 13, this page. Takes no account of those not reporting 1944. See note 5, p. 3.

² See note 12, preceding page.

Another method of illustrating the magnitude of the shifts that have occurred is by comparing them with the March 1944 employment in each occupation group. Such a comparison shows a general shifting of more than 60 percent in and out of occupations in terms of present employment. The shift in the sales group and in service other than domestic has been more than 70 percent as great as the March 1944 woman employment; in domestic service and in manufacturing, more than 65 percent as great. Least shifting has occurred in professional and proprietary occupations. The summary following shows these shifts for each occupation group.

<i>Occupation group</i>	<i>Ratio of over-all employment shifts¹ to total March 1944 employment</i>
Total-----	62. 9
Professional and semiprofessional-----	47. 1
Proprietors, managers, and officials-----	42. 1
Clerical and kindred-----	60. 5
Sales-----	71. 5
Manufacturing-----	67. 4
Domestic service-----	61. 5
Other services-----	72. 9
Farm workers-----	56. 3

¹ Total comprises 10,360,000 women who shifted into and out of the labor force or changed occupations. See table 6 of appendix.

¹³ See summary on p. 22.

CHANGES IN WOMAN EMPLOYMENT BY INDUSTRY GROUP

Practically half the women employed in March 1944 were in the same broad industry group as formerly, as the following summary shows:

	[In thousands]
Women employed March 1944	16, 480
In same industry group as formerly	8, 220
Not in same industry group as formerly	8, 270
From other industry groups	1, 620
Formerly unemployed	230
From outside the labor force	6, 420

Women Remaining in Same Industry Group as Formerly.

Tabulation by industries from this material necessitates combinations into very broad groups. Though the particular occupation greatly influences shifts between industries, data from the sample do not permit correlation of occupation and industry. The summaries following indicate the combinations made along broad industrial lines.

It is not surprising that manufacturing had the smallest proportion of employees who were in the same industry class as formerly (except for the mining-construction-Government group, containing only a relatively small number of women; it is merely a residual group).

The largest proportions of the March 1944 women workers in the same industry group both before Pearl Harbor and in March 1944 were those in the domestic, personal, and recreation services; in the finance, business, and repair, and professional services; and in agriculture.

Industry group	Women in the industry group in March 1944 (in thousands)	Women in the same industry group December 1941 and March 1944	
		Number (in thousands)	Percent of all in the industry group in March 1944
All industries	16, 450	8, 220	49.9
Agriculture	580	350	60.5
Manufacturing ¹	5, 590	2, 380	42.6
Transportation, communication, public utilities	680	330	48.0
Trade, wholesale and retail	3, 190	1, 530	47.8
Finance, business, repair, professional	2, 680	1, 630	61.0
Domestic, personal, recreation services	2, 660	1, 660	62.5
Other (mining, construction, Government, forestry, fishing) ²	1, 080	330	30.7
Not ascertainable	20	(?)	-----

¹ See p. 12 for Industries included in each manufacturing group.

² These were combined, since this is an "other" industry group.

³ Less than 5,000.

Women Who Remained in the Labor Force.

Of the women employed in March 1944 in the business-professional group and in domestic and other services, about 70 percent were in the labor force before Pearl Harbor. On the other hand, only 55 to

57 percent of those in trade, in manufacturing, and in the mining-construction-Government group formerly were in the labor force, as appears in the following:

Industry group	Percent who before Pearl Harbor were—	
	In labor force	Not in labor force
All industries.....	61.0	39.0
Agriculture.....	64.8	35.2
Manufacturing ¹	56.8	43.2
Transportation, communication, public utilities.....	60.9	39.1
Trade, wholesale and retail.....	56.2	43.8
Finance, business, repair, professional.....	69.6	30.4
Domestic, personal, recreation services.....	69.1	30.9
Other (mining, construction, Government, forestry, fishing).....	54.6	45.4

¹ See text following for industries included in each manufacturing group.

The Various Manufacturing Industries.

Manufacturing industries have been tabulated in separate divisions in order to show the shifts in woman employment between the various types of manufacturing industries, shifts which are of particular importance in wartime. Group I contains the workers in major war manufacturing—in the metal, chemical, and rubber industries. Group II is composed of workers in the consumer industries that supply both the civilian population and the armed forces with essentials—food, clothing, textiles, and leathers. The remaining manufacturing employees are placed in group III. As the following summary shows, group I, the essential war industries that have expanded so rapidly, differed from the two other manufacturing groups in two respects: Its labor force included much smaller proportions of its own former employees, and its recruitment of new personnel was very much greater from within the labor force as well as from outside sources.

Manufacturing group	Women in the industry group in March 1944 ¹ (in thousands)	Percent who formerly were—			
		In same manufacturing group	In another manufacturing group	In industry groups other than manufacturing	Outside the labor force
All manufacturing.....	5,590	38.0	4.6	12.0	43.2
Group I.....	2,690	23.6	7.7	17.7	49.1
Group II.....	2,190	53.8	1.0	5.8	36.9
Group III.....	730	43.8	4.3	9.8	40.3

¹ Totals exceed cross details; in all manufacturing, about 2 percent were unemployed; in group I, 2 percent; in group II, 2.5 percent; in group III, 1.8 percent.

New Entrants to Each Industry Group.

With one exception, the largest numbers of new entrants to every industry group came from home housework, and in almost all groups the second largest number came from the schools; however, 20 percent of the total shifted from other industry groups. Home houseworkers made up nearly 60 percent of the newcomers to agriculture and half those to the domestic-and-personal-service group; and in each of these, schoolgirls were 18 percent of the new workers. On the other hand, the situation was reversed for the transportation-communication group, home houseworkers constituting only 26 percent of the new employees and girls out of school 46 percent. Workers from these two sources

were more nearly equal in number in the business-professional group. The residual mining-construction-Government group differed from the others in that almost as many women newly employed came from other industry groups as from home housework, in each case nearly a third. This and manufacturing group I drew from other industries larger proportions than any other group, and agriculture, trade, manufacturing II, and the services group drew least from other industries.

Regarding those from other sources, the major groups in agriculture and the domestic and personal services were under 14 years of age before Pearl Harbor. Considerable numbers of women formerly unemployed were taken on in each manufacturing group, in trade, and in the miscellaneous mining-construction-Government group. Manufacturing II and the business-professional group took considerable numbers of girls formerly under 14, but larger numbers of those formerly unemployed.

Industry group	New entrants to the industry since Pearl Harbor (in thousands)	Percent who came from—			
		Other industries	Home housework	School	Other activities
Total.....	18,270	19.6	43.5	26.5	10.4
Agriculture.....	230	10.5	58.5	18.1	² 12.9
Manufacturing.....	³ 3,210	21.0	45.6	24.8	8.6
Group I.....	2,060	33.2	39.9	20.5	⁴ 6.4
Group II.....	1,000	14.7	48.3	25.8	¹ 11.2
Group III.....	410	25.2	38.4	28.3	⁴ 8.1
Transportation, communication, public utilities.....	360	24.1	26.4	45.6	4.0
Trade, wholesale and retail.....	1,670	14.3	45.4	28.4	⁴ 11.9
Finance, business, repair, professional.....	1,040	19.9	39.6	32.4	⁴ 8.1
Domestic, personal, recreation services.....	1,000	15.0	49.7	18.0	² 17.2
Other (mining, construction, Government, forestry, fishing).....	750	31.3	31.5	26.6	⁴ 10.6

¹ Total exceeds details, as industry for 10,000 new entrants not ascertainable.

² Major group under 14 before Pearl Harbor.

³ Details here exceed total entrants to all manufacturing industries, as 260,000 women shifted from group to group within manufacturing.

⁴ Major group formerly unemployed.

⁵ Includes considerable numbers of those formerly under 14, but larger numbers of unemployed.

Distribution of New Entrants to Labor Force.

Of the women who entered employment from home housework, 40 percent went to manufacturing, chiefly to groups I and II, about half as many to trade, 14 percent to the domestic and personal services, and a somewhat similar proportion, 12 percent, to the business and professional group.

Of the newly employed schoolgirls, proportions similar to those of home houseworkers entered the total manufacturing and trade groups, but a very much smaller proportion went into the domestic and personal services.

Of the girls under 14 entering the labor force, 40 percent went into trade, 35 percent to the domestic and personal services, nearly 10 percent to agriculture. Relatively few entered manufacturing industries, none the third group.

More than half of the unemployed went to manufacturing, chiefly to groups I and II, but very roughly a tenth of them went to each of the

groups of trade, domestic and personal services, mining-construction-Government, and business-professional.

Industry group	Percents entering the industry groups specified who before Pearl Harbor were—	
	In home housework	In school
Number of women (in thousands).....	1 3,600	1 2,190
Percent.....	100.0	100.0
Agriculture.....	3.7	1.9
Manufacturing.....	40.6	36.3
Group I.....	22.8	19.2
Group II.....	13.4	11.7
Group III.....	4.4	5.3
Transportation, communication, public utilities.....	2.6	7.4
Trade, wholesale and retail.....	21.0	21.6
Finance, business, repair, professional.....	11.5	15.4
Domestic, personal, recreation services.....	13.8	8.2
Other (mining, construction, Government, forestry, fishing).....	6.6	9.1

¹ Total exceeds details, as industry group not ascertainable for very small proportions.

Major Shifts Between Industry Groups.

The over-all of shifts between industry groups made in the war period by women who were employed both before Pearl Harbor and in March 1944 involved nearly 2 million women. The largest proportions who entered the various manufacturing groups, the transportation-communication, and the mining-construction-Government groups were from trade. Women entering agriculture, trade, and business-professional went in greatest numbers from the domestic and personal services. Manufacturing group I gained from group II, and each of the manufacturing groups gained from the domestic and personal services. It must be borne in mind that these figures are estimates based on a small sample.

More than 60 percent of the women who left agriculture went to the domestic and personal services. The major war manufacturing industries (group I) attracted more than 50 percent of those leaving manufacturing (groups II and III) and 30 to 40 percent of those leaving the trade, business-professional, and domestic-and-personal-service groups. However, some women went from manufacturing I to the mining-construction-Government group, as did the largest number of those leaving transportation-communication. These may have been largely clerical workers. Of those leaving mining, construction, and so forth, the largest proportion went to business-professional.

Net Gain or Loss in Each Industry Group Since 1940.¹⁴

Woman employment increased by nearly 50 percent from 1940 to March 1944. However, this does not take account of the 1,710,000 women who were on emergency work or unemployed in 1940, who in reality were a part of the labor force at that time. Addition of these to the 1940 labor force reduces the increase in woman employment by 1944 to about 36 percent.

As would be expected, the greatest increase was in the war industries

¹⁴ See footnote 11, p. 9, for explanation of use of 1940 figures for comparison here, and footnote 1 to summary on p. 9 concerning inclusion of experienced unemployed.

(group I of manufacturing). Next came the mining-construction-Government group, and then transportation-communications. Much smaller increases than elsewhere occurred in the business-professional and agricultural groups, and the domestic and other services group declined considerably.

Naturally, in 1944 a very much larger proportion of the woman labor force than in 1940 was in the war manufacturing industries, and the small proportion in the mining-construction-Government group almost doubled. Smaller proportions of the women employed in 1944 than in 1940 were in the domestic and other services group and the business-professional group. The remaining industry groups contained fairly similar proportions of all women workers in 1940 and in 1944, this being true also of the manufacturing groups II and III, not the primary war industries. The following summary shows the changes in industry distribution of woman employment, 1940 to 1944:

Industry group	Women employed in March 1944 (in thousands)	Net change in woman employment since 1940 ¹		Percent distribution in—	
		Number (in thousands)	Percent	1940	March 1944
Total	16,480	+5,340	+48.0	100.0	100.0
Agriculture	580	+90	+19.4	4.4	3.5
Manufacturing	5,590	+3,270	+140.7	20.8	33.9
Group I	2,690	+2,210	+82.7	4.3	16.3
Group II	2,160	+830	+62.6	12.0	13.1
Group III	730	+220	+42.6	4.6	4.4
Transportation, communication, public utilities	680	+340	+98.4	3.1	4.2
Trade, wholesale and retail	3,100	+1,160	+57.2	18.2	19.4
Finance, business, repair, professional	2,680	+300	+12.6	21.3	16.2
Domestic, personal, recreation services	2,660	-290	-9.9	26.5	16.1
Other (mining, construction, Government, forestry, fishing)	1,080	+700	+180.0	3.5	6.6

¹ See footnote 1, p. 2, for reason for comparison with 1940 industry data.

² Takes no account of the women who in 1940 were unemployed or on emergency work and who were a part of the labor force. Their inclusion reduces the increase to about 36 percent.

³ Total exceeds details slightly, since those not classifiable are not included.

The Employment Situation Within Each Industry Group.

Manufacturing.—The war manufacturing industries (group I) showed the enormous net gain in woman employment from 1940 to 1944 of more than 460 percent, and this produced a large gain in the total manufacturing employment of women.

The war industries (group I) drew roughly almost equal numbers of women from home housework and from other industry groups, chiefly from trade, the domestic and personal services, and the second manufacturing group. The essential supply industries (group II) and all other manufacturing (group III) drew their new woman workers most largely from home housework and schools. Group II drew the smallest proportion of its new women workers from other industry groups. Other industry sources of women workers for groups I and II were largely trade and the domestic and personal services, and to some extent the business-professional group. Group III also drew a considerable number of women from group II, and group II from group I. All three groups, but especially I and II, took on relatively large numbers of the unemployed women.

Of those leaving these industries many women went to trade, considerable numbers from groups I and III to business-professional industries, and some from group I to mining-construction-Government. As has been indicated, there also was considerable shifting in the woman labor force between the manufacturing groups, from the war industries (I) to the supply industries (II), and from groups II and III to the war industries.

Mining-Construction-Government.—This group shows a larger proportional increase from 1940 to 1944 than any other except war manufacturing. It gained roughly a third of its new workers each from home housework and from other industries, with a proportion only a little smaller from the schools. Of those entering from other industries, the largest numbers were from trade and the business-professional group. Smaller numbers were from the domestic and other services and from women formerly unemployed. Of those leaving this industry group for other employment, most went to the business-professional group, considerably smaller numbers to the essential supply industries (group II).

Transportation-Communication-Public Utilities.—Woman employment in this industry group almost doubled from 1940 to March 1944. Not far from half of its new women employees came from the schools, and more than a fourth came from housework. From other industries, this group gained women workers from trade and from domestic and other services, with considerable numbers also from the business-professional group. Its losses of women were largely to the mining-construction-Government group and to the war manufacturing industries (group I), with considerable numbers going also to the business-professional group.

Trade.—It may seem surprising that this group had well over half again as many women employees in March 1944 as in 1940. Not far from half the new women workers in trade came from home housework, more than a fourth from the schools, and fewer than in any other group had been in other industries. However, some women entered trade from the domestic and other services, smaller numbers from the business-professional group, the manufacturing supply industries (group II), and those formerly unemployed. Of the women leaving trade, most went to manufacturing, especially to the war industries (group I); some went to the mining-construction-Government group, and somewhat smaller numbers to the business-professional group.

Agriculture.—This group employed almost 20 percent more women in the spring of 1944 than in the spring of 1940. About 60 percent of its new women entrants came from home housework, the group next in size from schools. Of the women from other industry groups over 65 percent were from the domestic and other services. Of the women leaving agriculture, over 60 percent went to the domestic and other services, nearly 10 percent to manufacturing I.

Finance-Insurance-Business-Professions.—This industry group had over 10 percent more women employees in March 1944 than in 1940. Very roughly a third of its new women workers came from each of the sources home housework and the schools. Of those from other industry groups the largest numbers formerly were in trade and the domestic and other services. Appreciable numbers came from among the unemployed and the girls who had been under 14. Of the women who left this group for other industries, most went to war manufacturing

(group I), much smaller numbers to mining-construction-Government and to trade.

Domestic-Personal-Recreation Services.—This was the only group that sustained a net loss in number of women workers between 1940 and March 1944. Though it had this net loss, some women had come newly into such employment. Half these came from home housework, and groups of similar size were from schools and from other industries, chiefly from agriculture, with smaller numbers from trade. Considerable numbers of women workers under 14 years of age entered this group. Of the women leaving these services, most went to manufacturing, especially to the war industries (group I), and appreciable numbers went to trade and to the business-professional group.

MARITAL STATUS OF WOMEN WAR WORKERS

To the worker, the items of greatest importance about her job are the character of the work, the conditions under which it is done, and the amount it pays. Whether she be married or single has in itself no bearing on her job. Whatever their marital status, most working women must support themselves, and in many cases others as well. Among single as well as married women a large proportion are home-keepers and many also care for children. Whether she be single or married, the household responsibilities of the woman worker in addition to her outside job may affect seriously her health and efficiency.

To the employer, the important attribute of his workers is their efficiency on the job, and their marital status is of no concern to him unless it should affect the efficiency or regular attendance of his labor force.

Though marital status is of far less significance in the job than other factors, it is a matter of continuous interest. This may be partly because the more significant factors are so much more difficult to determine than the relatively simple data as to marital status. It also is in part a relic of the early idea that society has the right to regulate the lives of women in more personal matters than it does the lives of men.

In 1940, as at all previous census dates, many more single than married women were working, though married women far exceeded single women in the population. A number of things contributed to this. Aside from the matter of tradition, it has become customary for the young woman to develop expertness in some occupation, to be taught that it is incumbent on her to work as a matter of course, to be at least self-supporting, and often to contribute to the family funds more than the amount of her own upkeep.

Increases in Employment of Women, by Marital Status.

Employment increases in the war period were very much greater among married than single women, both in numbers and in proportions of their marital group that entered the labor force, as the following shows:

	<i>Employment increases from 1940 to March 1944</i>	
	<i>Number (in thousands)</i>	<i>Percent</i>
Single women.....	1, 700	32
Married women.....	3, 130	75

The large increase among single women is not surprising, since if not already employed they are likely to be more free than married women to go to work. As noted on page 2, marital status was not obtained in March but was transcribed from the February schedule for the same family. In cases where marital status was not available from the February schedule, a woman was listed as single unless there was a man of similar age in the family and no other woman possibly his wife. This explains the difference between the marital-status figures shown here and the February figures reported by the Census. In this time of pressure for added labor supply, the married women for the first time in this country's history exceeded single women in the employed group, and that by nearly 2 points (1.7) in March 1944. Since this was a period of accelerated marriage, the proportion of the married women in the population also had increased, as will be discussed later (p. 21). Numbers then employed were as follows:

	Women employed March 1944	
	Number (in thousands)	Percent
Total.....	16,480	100.0
Single.....	7,030	42.7
Married.....	7,310	44.4
Widowed or divorced.....	2,140	13.0

Various Groups of Married Women.

To discuss married women as a complete group loses sight of significant differences in labor-force status between those whose husbands are present in the home and those whose husbands are absent for one reason or another. Women with husbands absent constitute 12 percent of all married women, but they are 26 percent of the married women employed. The data now made available separate information as to married women with husbands present and those with husbands absent, and for the first time those whose husbands are in the armed forces also are singled out. The latter group has become important during this war period in the increase in employment, as the following shows, though a considerable proportion of the service men's wives had left the labor force before March 1944. (See p. 19.)

This section of the report includes some discussion of these various groups of married women, but again attention must be called to the fact that, as explained on page 2, the figures are estimates from a sample. Therefore, while they give a good general indication as to the relationships of the various groups, including the relative place of some that are quite small in comparison with others, they cannot be interpreted as measuring the size of these groups with exactitude.

	Women employed in March 1944		Percent in 1940
	Number (in thousands)	Percent	
All women.....	16,480	100.0	100.0
Single.....	7,030	42.7	47.9
Married.....	7,300	44.3	31.9
Husband present.....	5,370	32.6	
Husband absent—			
In armed forces.....	1,280	7.7	5.6
Not in armed forces.....	650	4.0	
Widowed or divorced.....	2,140	13.0	14.6

¹ Total exceeds details, as there were 10,000 women for whom husbands' status was not ascertainable.

Women's Labor-Force Status, by Marital Status in March 1944.

Of the women who were in the labor force both before Pearl Harbor and in March 1944, 42 percent were single, 30 percent married with husband present, 16 percent widowed or divorced. Of the new entrants after Pearl Harbor, nearly 44 percent were single, about 36 percent married with husband present, nearly 10 percent were women with husbands in the armed forces, and a somewhat smaller proportion were widowed or divorced.

Of the women not in the labor force in either period, the March 1944 status was that 65 percent were married with husband present, 17 percent single, 13 percent widowed or divorced. Eighty percent of the total were in home housework, some were in school, a few had been under 14 before Pearl Harbor.

Of those who had left the labor force between the Pearl Harbor date and March 1944, 62 percent were married with husband present, about 12 percent each were single or were service wives, nearly 10 percent widowed or divorced. Of the total of this group nearly 93 percent had gone into home housework.

Marital status	Percent in each marital status of those who—			
	Were in labor force at both dates	Entered labor force between dates	Were not in labor force at either date	Left labor force since Pearl Harbor
All groups (in thousands).....	10,230	6,650	33,260	2,180
Single.....	42	44	17	12
Married:				
Husband present.....	30	36	65	62
Husband absent—				
In armed forces.....	7	9	3	13
Other.....	5	3	2	3
Widowed or divorced.....	16	8	13	10

Relative Stability of Single and Married Women Workers.

A consideration of the women at work in March 1944 who were employed before Pearl Harbor shows as very nearly equal the stability of single and married women. In each group between 56 and 59 percent had been employed before Pearl Harbor, and the numbers of the single and the married women who were at work in both periods are remarkably similar. Of those employed before Pearl Harbor who had continued to work, the smallest proportion was among the women with husbands in the armed forces. Even of these, more than half were employed at both times, but their not remaining employed may be explained by the availability of financial allotments for their livelihood and by their assumption of new responsibilities of home and children, which would fill their time. Increased mobility during wartime might add to or detract from numbers of employed married

women in various areas, depending on a variety of factors. The following summary shows the figures just discussed, with others:

Marital status	Employed before Pearl Harbor and in March 1944	
	Number employed at both dates (in thousands)	Percent of all March 1944 employed women
All women.....	9, 830	59. 7
Single.....	4, 140	58. 9
Married.....	4, 130	56. 4
Husband present.....	3, 010	56. 1
Husband absent—		
In armed forces.....	660	51. 5
Not in armed forces.....	450	68. 5
Widowed or divorced.....	1, 560	73. 1

¹ Total exceeds details, as status of some husbands not ascertainable.

Marital Status and Former Activity of New Accessions to the Woman Labor Force.

Of the 6,650,000 women in the labor force in 1944 who were not employed before Pearl Harbor, over 40 percent were single and a number not very far short of this were married, with husbands present.

Among the single women, 68 percent formerly were in school. Among the 2 million young women who had been in school, about 90 percent were single women (1,970,000 of them). However, there were a considerable number of young wives with husbands now in the armed forces who were former schoolgirls.

Of the 3½ million women workers who formerly were home houseworkers, more than 2 million were married with husbands present in the home.

The summary following shows the previous activities of the major proportions of the new women workers in the various marital groups:

Marital status	New women workers in 1944 (in thousands)	Percent who before Pearl Harbor were—			
		Unem- ployed	In home housework	In school	Other
Total.....	6, 650	3. 4	54. 1	33. 0	9. 5
Single.....	2, 890	4. 4	13. 5	68. 0	14. 0
Married.....	3, 190	1. 7	86. 0	7. 0	5. 4
Husband present.....	2, 360	1. 1	91. 3	3. 5	4. 1
Husband absent—					
In armed forces.....	620	2. 4	67. 7	20. 4	9. 5
Not in armed forces.....	210	5. 8	80. 1	6. 2	7. 9
Status of husband not ascertainable.....	(¹)		100. 0		
Widowed or divorced.....	570	7. 7	81. 4	. 8	10. 1

¹ Less than 5,000.

Marital Status and Activity of Women Who Left the Labor Force.

Among the women who were employed just before Pearl Harbor, 2,250,000 left employment prior to March 1944. Over 60 percent of these are married women with husbands present. More than a tenth are those with husbands in the armed services, a smaller proportion are single women, and still fewer are widowed or divorced. In each group the great majority of those who left employment returned to

home housework; in the case of married women with husbands present, this group comprises over 96 percent of all those leaving. Very roughly a tenth of the widowed or divorced women and of those with husbands in the armed forces are still in the labor force but unemployed in March 1944, and this is true of a somewhat larger proportion of the single women. Small numbers have returned to school, nearly all of these being single girls.

The summary following shows the activities of the women in each marital group who left employment between Pearl Harbor and March 1944.

Marital status	Women who left employment since Pearl Harbor (in thousands)	Percent who in March 1944 were—			
		Unem- ployed	In home housework	In school	Other ¹
All women.....	2,250	6.0	87.8	0.5	5.7
Single.....	280	13.0	62.5	2.7	21.8
Married:					
Husband present.....	1,370	3.0	96.3	(²)	.7
Husband absent—					
In armed forces.....	300	10.1	86.2	.5	3.3
Not in armed forces.....	80	8.6	83.0	.7	7.8
Status of husband not ascertainable.....	(³)		100.0		
Widowed or divorced.....	210	9.1	70.6	.7	19.6

¹ Includes those unable to work.

² Less than 0.05 percent.

³ Less than 5,000.

Increasing Employment of Married Women.

Though single women formerly have made up the greater part of this country's woman labor force, it has become necessary for an increasing number of married women to work, a factor in American economy that cannot be ignored. To begin with, there now are in the population about 2½ million more married women and some millions fewer single women than in 1940 to help carry on the country's production and services. The proportion of married women in the entire woman population increased by 8 or 9 percent, 1940 to 1944, while the number of single women declined by from 6 to 9 percent.

The time has passed when a woman automatically can leave the labor market merely because of her marriage. Efforts to push her out for that inconsequential reason may result in unwarranted family hardship. In an increasing number of instances her earnings are necessary to support the new home. In many cases she could not marry unless her earnings helped to establish the home. In perhaps more cases she could not marry unless she continued to shoulder her premarital financial responsibilities in her parents' home. An important population trend that contributes considerably to this situation is the increase in the proportion of older persons. Young persons often must continue after marriage to carry part of the support of family members who are passing beyond working age or are so young as still to be in school. The responsibility of the individual family for its older members is likely to be unchanged for a number of years to come, since the proportion of these older persons in the population is increasing and their needs are not yet adequately provided for

through the developing assurance systems. In many families some part of this load is being assumed, and must continue to be assumed, by the working wife and the married daughter.

During the war period more than a million married women with husbands present have left employment—1,370,000—most of them to enter home housework. This indicates that those who are able to do so in general are likely to return to their homes. Those who remain in their occupations find it necessary to continue work for some reason, and in the postwar period they should not be discriminated against in employment for arbitrary reasons, such as marital status, that have no connection with their working ability.

The proportional increase in married women, combined with other economic and population factors such as have been discussed, makes it probable that after the war there will be more married women in the labor force than before the war, though the number is likely to be smaller than at the war peak.

The proportions among the women of each marital group who were employed in 1940 and in March 1944 are as follows:

Marital status	Woman population in 1940 ¹		Woman population in March 1944		
	Number (In thousands)	Percent employed in 1940 ²	Number ³ (In thousands)	Percent change from 1940	Percent employed in March 1944
Total.....	50,550	22.0	52,320	+3.5	31.5
Single.....	13,940	38.3	13,110	-6.0	53.6
Married.....	30,090	13.9	32,490	+8.0	22.5
Widowed or divorced.....	6,520	25.0	6,720	+3.0	31.8

¹ U. S. Census of 1940. Population, Vol. IV, table IX, p. 5, and table 2, p. 9.

² *Ibid.*, Vol. III, table 68, p. 111.

³ Marital status figures shown here were transcribed from February schedules. See text on p. 18 for explanation.

⁴ Marital status of population shown only for persons 15 and over. Age group 14 assumed to be single.

AGE OF WOMEN WORKERS AND WOMEN NOT AT WORK

Of the women in the labor force in March 1944, 55 percent were under 35 years of age, but of those not in the labor force nearly 60 percent were 35 years of age or older, more than 40 percent being at least 45.

Of women in the labor force before Pearl Harbor as well as in March 1944, over half were 35 years of age or older. The largest group were 45 years old or more, with almost as many 25 to 34. The opposite situation existed among those that newly entered the labor force during the war period, nearly half being under 25 years of age and the largest group under 20.

Of workers who were not in the labor force at either date, 60 percent were 35 years old or more, the largest group being 45 or over. However, of former workers who had left the labor force during the war, 60 percent were under 35, the largest group being 25 to 34.

Labor-force status	Number of women (in thousands)	Percent whose age in March 1944 was—				
		Under 20	20-24	25-34	35-44	45 or over
Total in labor force in March 1944.....	16,880	13.1	18.8	23.0	21.5	23.5
In labor force before Pearl Harbor and also in March 1944.....	10,230	2.9	18.9	26.3	23.9	27.9
Entered labor force since Pearl Harbor.....	6,650	28.6	18.7	17.9	17.9	16.8
Total not in labor force in March 1944.....	35,440	13.4	7.9	19.8	17.6	41.3
Not in labor force at either date.....	33,200	14.0	6.8	18.9	17.6	42.6
Left labor force since Pearl Harbor.....	2,180	4.0	23.9	33.6	17.2	21.1

Former and Present Activity Status, by Age.

Among the home houseworkers, nearly half of those who did not enter the labor force were 45 years of age or more, but of those who went to work after Pearl Harbor over 70 percent were under 45.

Almost a third of the schoolgirls entering the labor force after Pearl Harbor were at least 20 years of age, but of those who did not take jobs only 15 percent were as old as 20.

Few of the women formerly unable to work took jobs after Pearl Harbor; of those who did not take jobs over 90 percent were 45 or more.

Labor-force status in 1941 and subsequent status	Number of women (in thousands)	Percent who were—		
		Under 20	20-44	45 or over
In home housework in 1941:				
Entered labor force.....	3,710	1.7	70.1	28.2
Did not enter.....	26,070	1.0	52.2	46.8
In school in 1941:				
Entered labor force.....	2,280	68.6	31.3	.1
Did not enter.....	2,200	85.3	14.7	
Unable to work in 1941:				
Did not enter.....	1,820	1.4	7.7	91.0

Labor-Force Status and Marital Status, by Age.

Of the single women in the labor force in March 1944, 90 percent were under 45 years of age; of those who were widowed or divorced, more than 60 percent were 45 or over. Among the women in the labor force, practically a third of those who were married with husbands present and of those with husbands absent but not in the armed forces were 45 years of age or older. Those with husbands in the armed services were younger women. This distribution of the women of each marital status was similar for the groups that entered the labor force after Pearl Harbor and those who already were in the labor force, except that the women newly entering from the group with husbands absent but not in the armed services tended to be younger than those of the same marital group but already in the labor force.

Among those who were not in the labor force, over 70 percent of the single women and more than a tenth of the women with husbands in the armed services were under 20 years of age. In every other group those not in the labor force tended to be older; more than 90 percent of the widowed and divorced and more than 40 percent of those married

but with husbands present, or husbands absent but not in the armed forces, were at least 45. The proportions who were 45 years of age or older were larger among those who formerly were not at work than among those who had left the labor force, except for single women, among whom more than a tenth of those who left the labor force were under 20 years of age and hence may be expected to have resumed their schooling.

APPENDIX—GENERAL TABLES

[Note.—Because of rounding of numbers, details and totals do not agree in all cases.]

TABLE 1.—Activity status in March 1944 of women 14 years old or more at that time, by their activity status in week preceding Pearl Harbor
[In thousands]

Activity status in week before Pearl Harbor	Women in status specified in week before Pearl Harbor	Activity status in March 1944							
		Women in labor force			Women not in labor force				
		Total	Em- ployed	Unem- ployed	Total	In home house- work	In school	Unable, ¹ to work	Other
Total.....	1 52, 320	16, 880	16, 480	400	35, 440	28, 750	3, 940	2, 310	430
In labor force.....	12, 410	10, 230	10, 060	170	2, 180	2, 020	20	70	70
Employed.....	12, 000	9, 970	9, 830	130	2, 120	1, 980	10	70	60
Unemployed.....	320	260	230	40	60	40	(?)	(?)	10
Seeking work.....	100	90	70	20	10	10	(?)	(?)	(?)
Not seeking.....	80	60	60	10	20	10	(?)	(?)	(?)
Emergency work.....	140	110	110	(?)	40	30	(?)	(?)	(?)
Not in labor force.....	39, 000	6, 310	6, 100	210	32, 690	26, 240	3, 890	2, 210	350
In home housework.....	29, 780	3, 710	3, 600	110	26, 070	25, 650	20	390	110
In school.....	4, 480	2, 230	2, 190	90	2, 200	520	1, 580	10	90
Unable to work.....	1, 830	10	10	.....	1, 820	30	(?)	1, 700	.....
Under 14.....	2, 670	240	230	10	2, 440	120	2, 290	10	20
Other.....	230	70	70	(?)	160	30	.....	10	120
Labor-force status not ascertainable.....	910	340	330	10	570	490	30	30	10

¹ Woman population 14 years old or more in March 1944.

² Less than 5,000.

TABLE 2.—Activity status of major groups of women in March 1944, by status in week preceding Pearl Harbor

Activity status	Women in status specified in week before Pearl Harbor (in thousands)	Percent of group specified whose status in March 1944 was—				
		Employed	Unem- ployed	In home housework	In school	Other
In labor force:						
Employed.....	12, 090	81.4	1.1	16.4	0.1	1.1
Unemployed.....	320	69.3	12.0	13.2	1.2	4.3
Not in labor force:						
In home housework.....	29, 780	12.1	.4	85.8	.1	1.7
In school.....	4, 480	48.9	1.9	11.7	35.2	2.3
Under 14.....	2, 670	8.5	.3	4.3	85.7	1.2

TABLE 3.—Percent distribution of chief groups of women in March 1944 according to activity status in week preceding Pearl Harbor

Activity status	Percent distribution before Pearl Harbor of women who in March 1944 were—				
	In all types of activity	Employed	Unemployed	In home housework	In school
Total (in thousands).....	52,320 100.0	16,460 100.0	400 100.0	28,750 100.0	3,940 100.0
In labor force:					
Employed.....	23.1	59.7	33.5	6.9	0.3
Unemployed.....	.6	1.4	9.7	.1	.1
Not in labor force:					
In home housework.....	56.9	21.8	28.3	88.9	.4
In school.....	8.6	13.3	21.6	1.8	40.1
Unable to work.....	3.5	.1	.....	.1	.1
Under 14.....	5.1	1.4	2.1	.4	58.2
Other and not ascertainable.....	2.2	2.4	4.7	1.8	.8

¹ Women 14 years old or more in March 1944.

TABLE 4.—Occupation group of women employed in March 1944, by labor-force status in week preceding Pearl Harbor
(In thousands)

Occupation group	Number of women in the group March 1944	In labor force both before Pearl Harbor and in March 1944		Not in labor force before Pearl Harbor	
		Number	Percent of all in occupation group March 1944	Number	Percent of all in occupation group March 1944
Total.....	16,480	10,060	61.0	6,420	39.0
Professional and semiprofessional	1,490	1,140	76.3	350	23.7
Proprietors, managers, and officials	650	540	82.4	110	17.6
Clerical and kindred	4,380	2,610	59.5	1,770	40.5
Sales.....	1,240	590	48.0	640	52.0
Craftsmen, foremen, operatives, and laborers except farm	4,920	2,750	55.9	2,170	44.1
Domestic service.....	1,570	1,110	71.0	450	29.0
Other services.....	1,650	950	57.5	700	42.5
Farm workers.....	550	350	65.0	200	35.0
Not classifiable.....	20	10	25.1	20	74.9

TABLE 5.—Occupation group in December 1941 of women who shifted to new occupation group before March 1944

Occupation group in March 1944	Percent distribution of women according to occupation group in which employed before Pearl Harbor							
	Professional and semiprofessional	Proprietors, managers, and officials	Clerical and kindred	Sales	Craftsmen, foremen, operatives, and laborers except farm	Domestic service	Other services	Farm workers
All occupations (1,460,000 women).....	5.3	2.2	7.0	17.1	13.4	27.4	19.0	7.5
Professional and semiprofessional.....	.....	3.4	32.4	20.6	12.4	8.8	14.2	8.1
Proprietors, managers, and officials.....	1.0	.....	22.1	33.6	15.7	4.7	20.6	2.4
Clerical and kindred.....	8.5	4.7	.....	33.7	32.3	5.7	12.1	1.9
Sales.....	10.2	.....	19.8	.....	26.7	9.7	29.7	1.1
Craftsmen, foremen, operatives, and laborers except farm.....	5.6	1.7	9.3	14.0	.....	34.7	29.3	4.5
Domestic service.....	2.9	.4	.....	1.6	4.7	.....	23.3	65.6
Other services.....	.7	1.1	1.4	8.8	17.0	68.7	.....	1.7
Farm workers.....	6.8	7.0	.....	.....	21.4	64.8	.....	.....

TABLE 6.—Over-all of women's employment in same occupation and their shifts in and out of labor force and between occupations, December 1941 to March 1944

[In thousands]

Occupation group	Women who remained in same occupation and women who changed activity or occupation, December 1941 to March 1944 combined ¹	Women in same occupation in March 1944 as before Pearl Harbor	Women who shifted their occupation or employment status				Left the labor force before March 1944 ² (estimate)
			Grand total, all shifts	Entered labor force or changed occupation since Pearl Harbor			
				Total	Entered employment	Changed occupation	
All occupations.....	18,730	8,370	10,360	8,110	6,650	1,460	2,250
Professional and semiprofessional.....	1,780	1,080	700	400	360	40	300
Proprietors, managers, and officials.....	740	460	270	190	120	70	90
Clerical and kindred.....	4,860	2,210	2,650	2,170	1,830	340	480
Sales.....	1,400	510	890	730	650	80	160
Craftsmen, foremen, operatives, and laborers except farm.....	5,380	2,060	3,320	2,860	2,290	570	460
Domestic service.....	1,970	1,000	960	570	470	100	400
Other services.....	1,910	700	1,200	950	730	220	260
Farm workers.....	660	340	320	220	200	20	100
Not classifiable.....	50	(³)	50	20	20	10	30

¹ Does not take account of individuals making several shifts within the period.² Distributed according to 1940 Census of Occupations of employed women.³ Less than 1,000.

TABLE 7.—Industry group of women employed in March 1944 by labor-force status in week preceding Pearl Harbor

[In thousands]

Industry group	Women in industry group in March 1944	In labor force before Pearl Harbor		Not in labor force before Pearl Harbor	
		Number of women	Percent of all in the industry group in March 1944	Number of women	Percent of all in the industry group in March 1944
Total.....	16,480	10,060	61.0	6,420	39.0
Agriculture.....	580	380	64.8	200	35.2
Manufacturing.....	5,590	3,170	56.8	2,420	43.2
Group I.....	2,690	1,370	50.9	1,320	49.1
Group II.....	2,160	1,370	63.1	800	36.9
Group III.....	730	440	59.7	290	40.3
Transportation, communication, public utilities.....	680	420	60.9	270	39.1
Trade, wholesale and retail.....	3,100	1,790	56.2	1,400	43.8
Finance, business, repair, professional.....	2,680	1,860	69.6	810	30.4
Domestic, personal, recreation services.....	2,660	1,640	69.1	820	30.9
Other (mining, construction, Government, forestry, fishing).....	1,080	590	54.6	490	45.4
Not ascertainable.....	20	10	40.0	10	60.0

¹ See p. 12 for industries included in each group.

TABLE 8.—Former industry group of women who shifted to new industry group

Industry group to which women shifted since Pearl Harbor	Percent distribution of women according to industry group in which employed before Pearl Harbor									
	Agriculture	Manufacturing			Transportation, communication	Trade	Business, professional	Domestic and other services	Mining, etc.	
		Total	Group I	Group II						Group III
All industries (1,880,000)	6.0	8.8	3.7	12.5	6.4	2.9	26.4	13.7	24.6	2.4
Agriculture		13.3	4.0		9.4		6.5	6.3	67.4	6.4
Manufacturing	3.2					2.2	42.5	18.3	30.8	2.6
Group I	1.6	30.3		20.9	9.3	1.3	29.7	14.8	20.9	.8
Group II	5.4	14.7	8.3		6.4	3.1	35.9	9.1	27.4	4.1
Group III	3.1	30.4	9.2	21.2		1.5	20.4	8.7	23.3	2.0
Transportation, communication, public utilities	2.0	12.3	4.2	8.1			34.6	14.2	27.7	4.4
Trade, wholesale and retail	1.8	23.7	4.8	14.2	4.7	2.4		20.5	48.3	1.6
Finance, business, repair, professional	3.2	10.6	5.8	3.3	10.5	3.1	31.6		32.7	9.6
Domestic, personal, recreation services	47.6	8.7	3.0	3.6	2.0	4.0	26.4	11.1		1.2
Other (mining, construction, Government, forestry, fishing)	2.4	17.3	6.2	7.4	3.7	8.7	30.9	23.2	12.0	

TABLE 9.—Labor-force status of women in March 1944 and in week preceding Pearl Harbor, by marital status

Labor-force status	Marital status					
	Total ¹	Single	Widowed or divorced	Married, husband present	Married, husband absent in the armed forces	Married, husband absent not in the armed forces
	NUMBER OF WOMEN					
Woman population.....	52,320	13,110	6,720	28,510	2,580	1,300
In labor force March 1944.....	16,880	7,230	2,180	5,460	1,330	670
In labor force at both dates.....	10,230	4,330	1,630	3,090	700	470
Entered labor force between dates.....	6,650	2,900	550	2,370	620	200
Under 14 before Pearl Harbor.....	240	230			(²)	(²)
Not in labor force March 1944.....	35,440	5,880	4,540	23,050	1,250	690
Not in labor force at either date ²	33,260	5,610	4,330	21,700	980	620
At both dates—						
In home housework.....	25,550	900	2,640	20,740	750	510
In school.....	1,580	1,570		(²)	10	(²)
Unable to work.....	1,790	300	1,230	210	10	40
Under 14 before Pearl Harbor and not in labor force March 1944.....	2,440	2,400		20	10	(²)
Left labor force since Pearl Harbor.....	2,180	270	210	1,350	280	70
In home housework March 1944.....	2,020	180	170	1,340	270	70
	PERCENT DISTRIBUTION					
Woman population.....	100.0	100.0	100.0	100.0	100.0	100.0
In labor force at both dates.....	19.6	33.0	24.2	10.8	27.3	34.5
Entered labor force between dates.....	12.7	22.1	8.3	8.3	24.2	14.8
Not in labor force at either date.....	63.6	42.8	64.4	76.1	37.8	45.4
Left labor force since Pearl Harbor.....	4.2	2.1	3.1	4.7	10.8	5.3

¹ Totals exceed cross details, as details not shown for 40,000 women married but with husband's status not ascertainable. For source of data on marital status see p. 18.

² Totals exceed details, as details not shown for 1,900,000 in other activities.

³ Less than 5,000.

TABLE 10.—Percent distribution of women according to marital status, by labor-force status in March 1944 and in week preceding Pearl Harbor

Labor-force status	Total number of women ¹ (In thousands)	Percent of total women who were—				
		Single	Widowed or divorced	Married, husband present	Married, husband absent in the armed forces	Married, husband absent not in the armed forces
Woman population.....	52,320	25.1	12.8	54.5	4.9	2.6
In labor force March 1944.....	16,880	42.8	12.9	32.3	7.9	4.0
In labor force at both dates.....	10,230	42.3	15.9	30.2	6.9	4.6
Entered labor force between dates.....	6,650	43.5	8.3	35.6	9.4	3.0
Under 14 before Pearl Harbor.....	240	97.1			1.3	1.5
Not in labor force March 1944.....	35,440	16.6	12.8	65.0	3.5	2.0
Not in labor force at either date.....	33,260	16.9	13.0	65.3	2.9	1.9
At both dates—						
In home housework.....	25,550	3.5	10.4	81.2	2.9	2.0
In school.....	1,580	99.3		.2	.4	.1
Unable to work.....	1,790	16.7	63.7	11.7	.3	2.5
Under 14 before Pearl Harbor and not in labor force March 1944.....	2,440	98.6		1.0	.3	.1
Left labor force since Pearl Harbor.....	2,180	12.4	9.6	61.8	12.7	3.3
In home housework March 1944.....	2,020	9.0	8.2	66.2	13.2	3.2

¹ Aged 14 and over. For source of data on marital status see p. 18.

TABLE 11.—*Marital status and age of women in labor force March 1944*

Marital status of women in labor force	Number of women (in thousands)	Percent whose age in March 1944 was—		
		Under 20	20-44	45 or over
Total in labor force in March 1944.....	16,880	13.1	63.4	23.5
Single.....	7,230	27.8	62.4	9.8
Widowed or divorced.....	2,180	.1	38.7	61.2
Married, husband present.....	5,460	1.2	67.8	31.0
Married, husband absent, in armed forces.....	1,330	8.6	89.7	1.6
Married, husband absent, not in armed forces.....	670	1.4	66.8	31.8
In labor force both March 1944 and before Pearl Harbor.....	10,230	2.9	69.2	27.9
Single.....	4,330	6.1	79.3	14.6
Widowed or divorced.....	1,630	.1	38.4	61.5
Married, husband present.....	3,090	.4	65.8	33.7
Married, husband absent, in armed forces.....	700	2.8	95.5	1.7
Married, husband absent, not in armed forces.....	470	.5	64.5	35.0
Came into labor force since Pearl Harbor.....	6,650	28.6	54.6	16.8
Single.....	2,900	60.3	37.1	2.6
Widowed or divorced.....	550	.2	39.7	60.1
Married, husband present.....	2,370	2.3	70.3	27.4
Married, husband absent, in armed forces.....	620	15.3	83.2	1.5
Married, husband absent; not in armed forces.....	200	3.6	72.1	24.2

¹ Total exceeds details, as details not shown for women with husbands' status not ascertainable. In interpreting, note statement as to sample on p. 2, and p. 18.

TABLE 12.—*Marital status and age of women not in labor force March 1944*

Marital status of women not in labor force	Number of women (in thousands)	Percent whose age in March 1944 was—		
		Under 20	20-44	45 or over
Total not in labor force in March 1944.....	35,440	13.4	45.3	41.3
Single.....	5,580	71.9	15.9	12.2
Widowed or divorced.....	4,540	.1	6.6	93.2
Married, husband present.....	23,050	1.4	58.1	40.5
Married, husband absent, in armed forces.....	1,250	13.5	84.3	2.3
Married, husband absent, not in armed forces.....	690	4.1	49.3	46.5
Not in labor force at either date.....	33,260	14.0	43.4	42.6
Single.....	5,610	74.8	13.2	12.0
Widowed or divorced.....	4,330	.1	5.9	94.0
Married, husband present.....	21,700	1.3	56.8	42.0
Married, husband absent, in armed forces.....	950	15.7	81.6	2.7
Married, husband absent, not in armed forces.....	620	3.7	47.9	48.5
Left labor force since Pearl Harbor.....	2,180	4.0	74.8	21.1
Single.....	270	11.1	72.1	16.5
Widowed or divorced.....	210	1.0	21.6	77.4
Married, husband present.....	1,350	2.6	80.3	17.1
Married, husband absent, in armed forces.....	280	5.5	93.9	.6
Married, husband absent, not in armed forces.....	70	8.0	62.0	30.1

¹ Total exceeds details, as details not shown for women with husbands' status not ascertainable. See p. 18.