

SURVEY OF OCCUPATIONAL MOBILITY

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**THE MOBILITY OF SAN FRANCISCO WORKERS
1940-1949**

Institute of Industrial Relations
University of California
(Berkeley)

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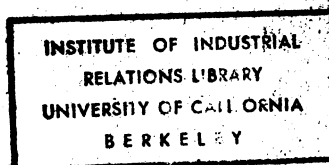


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SUMMARY

Report Number II: Occupational Mobility Survey, San Francisco

The Mobility of San Francisco Workers, 1940-1949

Description of the San Francisco Work History Group

The workers represented by the San Francisco work history sample were distributed occupationally and industrially in much the same manner as were the currently employed San Francisco workers who were analyzed in our first report.

The median age of the men in the sample was 44.9 years, median years of school completed were 11.4, and median earnings were \$74.55. For the women, the median age was 42.9 years, median years of school completed were 12.3, and median earnings were \$51.90. There were wide variations among major occupation groups as to education and earnings and significant differences in median age.

Thirty-five percent of the men and 48 percent of the women had moved to the San Francisco-Oakland Metropolitan Area sometime during the eleven years preceding the survey. These migrants were distributed occupationally and industrially in a somewhat different manner from the nonmigrants.

Of the men, 52 percent were union members, but only 31 percent of the women belonged to a union. Over half of the male union members were employed in construction, manufacturing, or transportation and utilities in 1950, while 63 percent of the female union members were employed either in manufacturing or in wholesale and retail trade.

Wartime and Postwar Shifts in Employment

The men and women represented by the San Francisco work history sample were not all in the civilian labor force throughout the decade of the forties. Approximately 85 percent of the men, but only 53 percent of the women, had been employed in January, 1940. By December, 1944, about 23 percent of the men were in the Armed Forces, but between the end of 1944 and the end of 1949 the great majority of these men re-entered civilian life, and by the latter date 95 percent of the men with work histories were employed. Employment of the women in the group increased markedly during the war period and to a somewhat lesser extent during the postwar period. In December, 1944, 73 percent of the women were employed, and, by December, 1949, 86 percent were employed.

While inter-group occupational and industrial shifts by these men and women undoubtedly played an important role in facilitating wartime and postwar shifts in production, such inter-group shifts were actually made by only a minority of the workers. For example, only 28 percent of the men who were employed at the end of 1944 were then working in a different major occupation group from the one in which they had been employed in January, 1940. Wartime inter-group occupation shifts by women played a role of considerably less importance than in the case of the men. But the inter-group shifts which took place after the war did not, for the most part, "cancel out" the wartime shifts, and, by 1950, 34 percent of the men

with work histories and 15 percent of the women were employed in a different major occupation group from the one in which they had been employed in 1940. The proportions of men and women who were involved in inter-group industrial shifts in the war and postwar periods were very similar to the proportions who were involved in inter-group occupation shifts.

In spite of the relatively large proportion of migrants in the San Francisco work history group, the percentages of persons who were involved in inter-group occupational or industrial shifts in the war and postwar periods did not differ greatly from the corresponding percentages for the six cities combined. The only important difference related to the experience of the men during the war. The men represented by the San Francisco sample were involved in inter-group occupational and industrial shifts during the war to a somewhat greater extent, relatively, than were the men in the six cities combined.

Factors in Mobility

The men and women represented by the San Francisco work history group had been relatively mobile (in a job sense) in the 1940-1949 period. The median male worker had held 2.5 jobs during the period, as compared with a corresponding median of 2.2 jobs for the six cities combined. The median female worker in the San Francisco group had held 2.2 jobs, as compared with 2.0 for the six cities combined.¹

There can be little doubt, on the basis of our analysis of the San Francisco work history group, that age is a decisive factor in mobility. The median number of jobs held by men varied from 3.3 for the 25 to 34 age group to 1.3 for the 65 and over age group, while the corresponding medians for women were 3.1 for the youngest group and 1.2 for the oldest group. Furthermore, older persons had remained with one employer to a considerably larger extent, relatively, than younger persons during the ten-year period, and, when they did change jobs, had displayed a relatively high degree of attachment to a particular occupation. There was a tendency, also, for the proportion of total job shifts which occurred for economic reasons to increase with advancing age.²

Migration status was also, apparently, an important factor in mobility, or, to put the same point in a somewhat different way, persons who had moved into the Area relatively recently had tended to hold more jobs in the 1940-1949 period than residents of longer standing. The median number of jobs held varied from 3.6 for men who had lived in the Area less than six years to 1.8 for men who had lived in the Area 21 years or more. The corresponding medians for women were 3.1 and 1.5. While we were not in a position to separate the influence of age from the influence of migration status, there was some evidence that the relatively greater mobility of migrants was not entirely attributable to the fact that the migrants tended to be younger than the nonmigrants. There were indications, also, that migrants had experienced job separations for economic reasons to a relatively greater extent than had nonmigrants.

1. In the case of the women, the difference was not large enough to be necessarily significant.

2. For an explanation of the term "economic reasons," see pp. 28-29.

While a careful analysis of the reasons for inter-city differences can be made only through access to complete data for all six cities, there are a number of reasons for believing that the relatively high mobility displayed by the San Francisco work history group may be explained chiefly by the relatively large proportion of migrants in the group.

Persons who had been in the civilian labor force less than the full ten-year period had tended to change jobs more often than persons who had been in the labor force practically the full ten years, but the persons with shorter periods in the labor force were relatively young, and most of the men in this category were veterans. Furthermore, among the persons who had been in the labor force less than the full period, a relatively large proportion were migrants. The relatively high job mobility of persons who had been in the labor force less than the full period, therefore, was probably explained chiefly by their comparative youth, and by the fact that they were either migrants or veterans or both. There was some suggestive evidence that intermittent movement into and out of the labor force may have tended to increase the job mobility of some of the women in the group, particularly middle-aged women.

The broad occupational level in which a person was employed apparently exerted an important independent influence on his mobility. Among the men, the median number of jobs held varied from 1.8 for professional workers to 3.3 for laborers, and, among the women, from 1.4 for professional workers to 2.7 for private household workers. These differences were not consistently related to age differences or to differences in proportions of migrants included in the various occupation groups. In certain occupation groups, moreover, the percentages of persons who had experienced some job separations for economic reasons were comparatively high (craftsmen, operatives, and laborers among the men, and sales and service workers among the women). There was considerable variation among occupation groups, in addition, with respect to the relative importance of various types of job shifts. For all occupation groups, the most common type of shift involved a simultaneous change in employer, occupation and industry, but the relative importance of this type of shift varied from 40 percent of all shifts made by male craftsmen to 69 percent of all shifts made by male clerical workers. In the case of the women's occupation groups, variations of this kind were somewhat less marked. For nearly all occupation groups, job shifts for economic reasons were less likely to be of the complex "employer, occupation, and industry" type than job shifts for noneconomic reasons.

Our analysis indicated that, in general, the broad industry group in which a person was employed had not influenced his mobility to as great an extent as had his occupational level. Male construction workers stood out as a group with comparatively high mobility and with somewhat distinctive patterns of mobility. Outside of the construction industry, however, the median numbers of jobs held in the broad industry groups which we analyzed varied within a narrow range, and differences in patterns of mobility among broad industry groups were, on the whole, not very marked.

Of some importance was the fact that a relatively large percentage of all shifts made by men in both construction and manufacturing had been for economic reasons.

Our analysis has indicated, then, that, so far as the San Francisco work history group was concerned, occupational differentials in mobility at broad levels of skill were more important than differences among broad industry groups. In the concluding chapter of the report, we have attempted a "mobility profile" of each major occupation group. We suggest that those who do not wish to read the entire report turn to Chapter VII for a summary of the nature of the differences in mobility among occupation groups.

CHAPTER I

INTRODUCTION¹

This is the second in a series of three reports on the Occupational Mobility Survey in San Francisco. The first report, which was based on the Household Schedule, was concerned with problems of labor force potential in the city. The present report, based on the Work History Schedule, is concerned with patterns and factors in labor mobility in San Francisco.

Approximately 2,000 San Francisco households were included in the survey, all located within the City of San Francisco. The Household Schedule provided information on all members of these households, with particular reference to the employment status of persons 14 years of age or over at the time of the survey (January-February, 1951). In addition, a Work History Schedule was completed for every member of the household who was 25 years of age or over and who had worked full time for pay at least one month in 1950. Each worker in this group was asked to reproduce his work history over the entire period from January, 1940 to the date of the survey, starting with his current job (or current work status) and tracing his employment history backward step by step over the 11-year period. It was requested that he account, not only for the actual jobs which he had held, but also for every period when he was unemployed or out of the civilian labor force for any reason.

The Work History Schedules, therefore, provide the data for an analysis of labor mobility over an 11-year period. The period actually selected as a basis for the mobility measures used in the present report was the 10-year period from January, 1940 to December, 1949. The workers whose mobility will be measured constitute a sample of those members of San Francisco's adult population aged 25 years and over, as of early 1951, who had worked full time for pay at least one month in 1950. Nearly two-fifths of these persons, as we shall see, had moved into the San Francisco Area between January, 1940 and the date of the survey. On the other hand, many of the workers who had been living in San Francisco in January, 1940 had since migrated to other areas. In addition, many of the persons for whom work histories were obtained were not in the civilian labor force during the entire period (they were still in school in 1940, they were in the Armed Forces during World War II, they were housewives during much of the period, and so on). Thus, the measures of labor mobility which we shall be discussing are not measures of the mobility of San Francisco's labor force over a 10-year period -- they are measures of the mobility over a 10-year period of workers who were living in San Francisco at the end of the period and not all of whom were in the labor force during the entire period. This distinction is most important and will be mentioned again at several points in our discussion.

In interpreting these data, one must bear in mind, also, the rather obvious point that labor mobility is influenced in a most fundamental way by the general economic conditions prevailing during the period studied. The decade of the forties constituted a period of high employment and income

1. This report was prepared by Margaret S. Gordon with the assistance of Grace Woodward and Grace Alexander.

levels -- a period, therefore, in which the economic environment encouraged voluntary shifts in employment. One would expect that a study covering such a period would bring to light a far larger proportion of voluntary, as opposed to involuntary, job shifts than would a study concerned with the decade of the thirties, when depressed economic conditions and large-scale unemployment inevitably entailed a heavy proportion of involuntary employment shifts. Many of the job shifts of the forties, furthermore, were associated with the shifts in production brought on by the mobilization of the economy during World War II and the subsequent postwar demobilization. A study of this decade is of particular value, therefore, in shedding light on the kinds of voluntary job shifts which may be expected to occur during and after a period of national emergency. But the study should not be regarded as having value exclusively with reference to this one aspect of labor mobility. The net changes in the economic structure which occurred over the decade of the forties reflected long-run trends, as well as the impact of the war and postwar upheaval. In their decisions to move from one job to another, workers were, for the most part unconsciously, making adjustments to these long-run trends in many cases. They were also, in some instances, making voluntary or involuntary adjustments to shorter-run fluctuations not directly or exclusively related to war-induced changes.

One final point -- because they are based on a sample survey, the data are subject to sampling variability. The reader is referred to the Appendix for a statement on the source and reliability of the data, prepared by the Census Bureau. In our analysis of the material, we shall, in general, select for discussion only those relationships which may be regarded as significant after allowing for the element of sampling variability. The larger estimates, together with percentages based on them, are more reliable than the smaller estimates or the percentages based on these small estimates. Percentages which have been computed on the basis of totals below 25,000 are especially unreliable, while percentages based on totals below 2,955 in the case of males or 2,874 in the case of females have been eliminated altogether from the tables. In a few cases, we shall mention relationships which are suggestive even though they cannot be regarded as necessarily significant after allowing for the element of sampling variability, but in all such cases we shall warn the reader that the findings cannot be regarded as conclusive. All estimates in the tables have been converted to a total population basis.

CHAPTER II

THE SAN FRANCISCO WORK HISTORY GROUP

Occupational Characteristics

As we saw in our first report, San Francisco tends to have a relatively high proportion of nonmanual workers and a comparatively low percentage of manual workers in its employed population. The operatives group, in particular, comprises a considerably smaller percentage of the city's workers than is the case in most large urban communities. Among women, clerical workers -- the dominant group in all large cities -- are even more important, relatively, than elsewhere. These differences reflect the commercial and financial character of the city and the relative unimportance of manufacturing as an industry.

The occupational distribution of the work history group (see Text Table 1), based on the longest jobs held by these workers in 1950, closely resembled that of the workers who were currently at work at the time of the Occupational Mobility Survey, based on their current jobs (Table 27, Report 1). The elimination of workers under 25 years of age, and the use of the longest job in 1950 as the basis for classifying workers by occupation, produced only insignificant changes in the relative importance of the various major occupation groups.

Industrial Characteristics

With its highly commercial and financial character, San Francisco has an unusually large proportion of workers employed in the transportation, trade, and service industries and a comparatively low percentage employed in manufacturing. This type of industrial distribution characterizes the San Francisco work history sample. In fact, if we classify the workers with work histories by the major industry group of their longest job in 1950 (see Text Table 2), we find that the resulting industrial distribution differs very little from that of currently employed workers, based on their current jobs, in early 1951.¹ The only significant difference appears in the case of male manufacturing workers, who represented 17 percent of the work history group (in terms of the longest 1950 job), as compared with 20 percent of the currently employed group (in terms of their current jobs). This difference cannot be fully explained on the basis of the data available to us, but it is consistent with what we should expect in view of the facts that (1) the proportion of all male workers currently employed who were in manufacturing was significantly higher in early 1951 than at the time of the 1950 Census and (2) that an unusually large proportion of workers under 25 (excluded from the work history group) were employed in manufacturing in early 1951.

1. See Table 28, Part II, Report No. 1. Differences as small as one percentage point between corresponding percentages in the two tables cannot be regarded as necessarily significant, in view of the element of sampling variability.

TABLE 1. MAJOR OCCUPATION GROUP OF LONGEST JOB IN 1950, MEDIAN AGE, MEDIAN YEARS SINCE BEGINNING FIRST FULL-TIME PAID CIVILIAN JOB, MEDIAN YEARS OF SCHOOL COMPLETED, AND SEX—SAN FRANCISCO WORK HISTORY SAMPLE^A

Major occupation group of longest job in 1950 and sex	Workers		Median age	Median years since beginning first full-time job	Median years of school completed
	Number	Per-cent			
Total men with work histories ^B	216,456 ^C	100	44.9	25.9	11.4
Professional, technical, and kindred workers	19,651	9	41.6	19.5	16.1
Managers, officials, and proprietors, incl. farm	40,927	19	47.4	29.1	12.1
Clerical and kindred workers	17,287	8	41.4	22.5	12.6
Sales workers	19,503	9	43.5	23.8	12.5
Craftsmen, foremen, and kindred workers	41,814	19	44.8	27.6	10.0
Operatives and kindred workers	29,994	14	44.5	24.7	9.6
Private household workers ^F	591	.3			
Service workers, exc. private household	31,471	15	46.9	25.9	9.0
Laborers, incl. farm but not mine	15,219	7	45.5	27.7	8.5
Total women with work histories ^B	115,816 ^D	100	42.9	19.0	12.3
Professional, technical, and kindred workers	12,789	11	44.1	19.7	15.9
Managers, officials, and proprietors, incl. farm	9,627	.8	46.3	22.2	12.6
Clerical and kindred workers	46,700	41	40.6	18.1	12.5
Sales workers	8,765	8	42.6	20.9	12.4
Craftsmen, foremen, and kindred workers ^F	1,724	.1			
Operatives and kindred workers	13,076	11	44.8	19.4	8.7
Private household workers	4,311	4	48.8	22.1	8.6
Service workers, exc. private household	17,818	15	45.6	15.6	9.9
Laborers, incl. farm but not mine ^F	1,006	1			

^AOccupation refers to the occupation held longest on the longest job in 1950; all other data in the table relate to the survey date in early 1951.

^BIndividual items do not always add to totals because of the rounding that was necessary when the sample data were converted to a total population basis.

^CExcludes 146 men not reporting occupation of longest job in 1950.

^DExcludes 575 women who were in the Armed Forces in 1950.

^EPercent not shown where less than 0.5.

^FMedians have been calculated for occupation groups with fewer than 2,955 men or 2,874 women (i.e., 20 persons in the sample).

Source: Occupation Mobility Survey, San Francisco, Tables W-1, W-3, and W-4 (see Appendix, Tables A-1, A-2, A-4, and A-5).

TABLE 2. MAJOR INDUSTRY GROUP OF LONGEST JOB IN 1950, MEDIAN AGE, AND SEX—SAN FRANCISCO WORK HISTORY SAMPLE^A

Major industry group of longest job in 1950	Men			Women		
	Number	Per- cent	Median age	Number	Per- cent	Median age
Total with work histories ^B	216,013 ^C	100	44.9	115,816 ^D	100	42.9
Extractive industries ^F	2,216	1		431	—E	
Construction ^F	19,947	9	43.7	1,437	1	
Manufacturing	37,529	17	45.3	20,117	18	42.7
Durable goods	19,503	9	45.9	6,610	6	39.6
Primary metal industries ^F	2,955	1	47.2	—	—	
Fabricated metal products, incl. not specified metal ^F	3,989	2	46.4	1,293	1	
Machinery, exc. electrical ^F	2,216	1		1,006	1	
Electrical machinery, equipment and supplies ^F	1,034	—E		718	1	
Aircraft and parts	—	—		—	—	
Ship and boat building and repairing ^F	5,467	3	42.9	862	1	
Transportation equipment, exc. air- craft and ship ^F	148	—E		144	—E	
Professional and photographic equip- ment, and watches ^F	443	—E		433	—E	
Miscellaneous manufacturing ^F	443	—E		287	—E	
Other durable goods ^F	2,807	1		1,868	2	
Nondurable goods	18,026	8	44.5	13,507	12	44.0
Meat products ^F	1,625	1		144	—E	
Food and kindred products, exc. meat products	5,024	2	48.3	3,161	3	41.2
Textile mill products ^F	443	—E		287	—E	
Apparel and other fabricated textile products ^F	1,478	1		5,029	4	44.5
Paper and allied products ^F	732	—E		575	1	
Printing, publishing, and allied industries	6,206	3	43.5	3,449	3	44.0
Rubber products ^F	148	—E		144	—E	
Other nondurable goods ^F	2,364	1		718	—	
Not specified manufacturing	—	—		—	—	
Transportation, communication, and other public utilities	26,004	12	44.4	6,754	6	39.7
Wholesale and retail trade	57,476	27	44.1	30,319	27	41.6
Finance, insurance, and real estate	16,844	8	48.8	11,352	10	43.3
Business and repair services ^F	8,274	4	43.9	2,586	2	
Personal services	14,775	7	50.9	11,926	10	47.5
Entertainment and recreation services ^F	2,364	1		1,724	1	
Professional and related services	10,786	5	47.3	19,829	17	45.0
Public administration	19,799	9	41.2	9,340	8	41.7

^AIndustry refers to industry of longest job in 1950; age relates to the survey date in early 1951.

^BIndividual items do not always add to totals because of rounding.

^CExcludes 591 men not reporting industry of longest job in 1950.

^DExcludes 576 women who were in the Armed Forces in 1950.

^EPercent not shown where less than 0.5.

^FMedian ages have been calculated for industry groups with fewer than 2,955 men or 2,874 women.

Source: Occupational Mobility Survey, San Francisco, Table W-2 (See Appendix, Table A-3).

Age

The men with work histories were a somewhat older group than the women, with a median age of 44.9 years, as compared with 42.9 years for the women (see Text Table 1). This difference was to be expected in the light of our findings in the first report with respect to the age composition of San Francisco male and female workers and their labor force participation rates.¹

As might be expected, also, in the light of our earlier findings, there were significant variations in median age among the different occupation groups.² Thus, the two youngest groups, in the case of the men, were the professional workers and the clerical workers. If we examine the occupational distribution of the various male age groups, we find that both professional and clerical workers tended to decline in relative importance in the occupational structure with advancing age.³ The two oldest groups among the men, on the other hand were the managerial group and the service workers. These two groups tended to occupy a more important position in the occupational structure among older workers than among younger workers, although the tendency was more clearcut and somewhat more pronounced in the case of the managerial workers. The median ages of the other male occupation groups were close to the median for all men with work histories, and these groups demonstrated no consistent tendency to increase or decrease in relative importance with advancing age.⁴

Among the women, the clerical group was the only major occupation group whose median age was distinctly below that of all women with work histories. It was also the only female occupational group which showed a clearcut tendency to decline in relative importance with increasing age. Median ages of the female managerial, private household, and service groups were somewhat above the median for all women represented by the work history sample.

1. See Survey of Occupational Mobility, Background Report and Preliminary Analysis of Household Data Relating to San Francisco, September 19, 1951, pp. 15-17. (This report will hereafter be referred to as Report No. 1.)

2. The significance of differences between medians cited in the present report has been tested when possible in accordance with a method which involves arriving at an estimate of the standard deviation of the distribution through the use of the formula, $s^2 = \frac{1}{2.96} (x_{.93} - x_{.07})$. In this formula, $x_{.93}$ is the

value of observation i where $i = 1 + .93n$, and $x_{.07}$ is the value of observation i where $i = 1 + .07n$.

3. The 65 and over group constitutes an exception to this tendency in the case of both groups, but the total number of men aged 65 and over is too small to yield a reliable percentage distribution.

4. It must be recognized, of course, that in the case of occupation groups with relatively few workers, medians are less reliable than for the larger groups.

To some extent, these differences in median age among the various occupation groups apparently reflected long-run shifts in the occupational structure. As we noted in our first report, there appeared to be a tendency for younger workers to enter the occupations which had been increasing in relative importance. But this is clearly not the only factor at work. The high median age of the managerial group is undoubtedly attributable chiefly to the fact that it takes a good many years for workers (1) to acquire enough capital to establish enterprises of their own or (2) to rise to managerial or official positions. On the other hand, some workers undoubtedly find their employment opportunities restricted as they grow older and are forced to take jobs as private household or service workers because they are no longer vigorous enough to "hold down" more strenuous jobs.¹

If we turn to the question of age variations among major industry groups (Table 2), we find that the median age of men employed in the larger major industrial groups deviated very little from the median age of all men with work histories. Somewhat older, as measured by their median ages, were the men in "finance, insurance, and real estate," and some of the service industries.

In the case of the women, also, median ages of the larger industrial groups did not deviate widely from the median age of all women with work histories. Medians for some of the smaller groups deviated rather widely from that for the women as a whole, but these differences cannot be regarded as necessarily significant.

There was no consistent relationship between the median ages of the various occupation groups and the median numbers of years since beginning first full time paid civilian job. If we study Text Table 1 carefully, however, we find that the lack of systematic relationship between these two variables tends to be explained by differences in education among the various occupational groups, to which we now turn.

Education

The San Francisco workers with work histories had spent relatively long periods in school, on the whole. For the men, the median number of years of school completed was 11.4, and for the women, 12.3 (see Text Table 1). This was a considerably higher median educational attainment than the 1940 Census showed for all persons 20 years old or over in San Francisco or for workers in the country as a whole. But there were wide variations in educational attainment among the major occupation groups. The professional group stood out as the only group in which the median worker had the equivalent of a college education. In the other nonmanual groups, the median worker had slightly better than a high school education. In the various manual groups, on the other hand, the median worker had completed 10 years or less of school.

In general, median years of school completed tended to agree quite closely for the two sexes in each major occupation group.

In view of the fact that one of the major purposes of this study is to

1. Cf. Lloyd G. Reynolds. The Structure of Labor Markets (New York, 1951), p. 139.

test the hypothesis that significant differences in mobility exist among broad occupation groups as defined by the Census, it is of some interest for our purposes to observe the manner in which differences in occupational characteristics relate to the Census classification scheme. So far as educational characteristics are concerned, there appears to be a rather consistent relationship between variations among major occupation groups and the location of those groups in the Census classification system. Educational attainment, as measured by median years of school completed, tends, on the whole, to decline as we proceed down the Census occupational scale, in the case of both men and women in the San Francisco work history group.

Within the various major occupation groups, of course, there was considerable variation in years of school completed. Suffice it to say, on this point, that the great majority of professional workers had had some college training, whereas in the other nonmanual groups only some 20 to 30 percent of the workers had had any higher education.¹ Very few manual workers had had any college training, and substantial numbers of manual workers had completed eight years of school or less. Educational experience of workers in the managerial group varied more widely than in any of the other nonmanual groups, especially in the case of the men. This is one aspect of the heterogeneity of the managerial group, which includes, on the one hand, highly paid business executives and on the other hand, substantial numbers of small businessmen, some of them operating "ma and pa" stores or tiny service establishments.

Self-employment

To what extent were the workers with work histories self-employed (as of their longest job in 1950) and to what extent were they employed by others? Table X indicates that 18 percent of all the men with work histories were self-employed but that these men were heavily concentrated, as we might expect, in the managerial and professional groups. Over half of the "managers, officials, and proprietors" group apparently consisted of proprietors. Only small percentages of the men in the various male manual groups worked for themselves.

Among women, the proportion of self-employed was considerably lower (7%), but these women were distributed occupationally in much the same manner as the male self-employed group.

The tendency for the proportion of self-employed workers to increase with advancing age conforms both with what we should expect and with what we observed in our first report, as does the reversal of this tendency in the case of women aged 65 and over.

Among the various major industry groups, (Text Table 7) the highest proportions of self-employed persons were found in wholesale and retail trade and in some of the service industries.

1. See Appendix, Table A-3.

TABLE 3. SELF-EMPLOYED OR EMPLOYEE STATUS, AND MEDIAN WEEKLY EARNINGS OF EMPLOYEES AT END OF LONGEST JOB IN 1950, FOR EACH MAJOR OCCUPATION, AGE, AND SEX GROUP—SAN FRANCISCO WORK HISTORY SAMPLE^A

Major occupation group of longest job in 1950, age in 1951, and sex	Employed persons				Employees	
	Total number	Percent		Employees	Number	Median weekly earnings at end of longest job in 1950
		Total	Self-employed			
Total men with work histories ^B	206,261 ^C	100	18	82	168,880	\$74.58
25-44 years	105,199	100	15	85	89,390	75.94
45-64 years	89,981	100	21	79	70,921	73.99
65 and over	11,081	100	23	77	8,569	57.99
Professional, technical, and kindred workers	18,617	100	32	68	12,707	90.00
Managers, officials, and proprietors, incl. farm	39,893	100	53	47	18,912	Over \$100.00 ^D
Clerical and kindred workers	16,844	100	-	100	16,844	68.16
Sales workers	18,173	100	15	85	15,513	83.43
Craftsmen, foremen, and kindred workers	39,598	100	8	92	36,495	83.98
Operatives and kindred workers	29,403	100	6	94	27,778	68.22
Private household workers ^E	296				296	
Service workers, incl. private household	29,550	100	8	92	27,334	60.92
Laborers, incl. farm but not mine	13,889	100	6	94	13,002	68.69
Total women with work histories ^B	109,206 ^D	100	7	93	101,303	51.90
25-44 years	62,793	100	5	95	59,775	51.98
45-64 years	41,383	100	11	89	36,785	52.35
65 and over	5,029	100	6	94	4,742	47.65
Professional, technical, and kindred workers	11,927	100	18	82	9,772	64.22
Managers, officials, and proprietors, incl. farm	9,483	100	36	64	6,034	58.67
Clerical and kindred workers	43,539	100	1	99	43,252	54.45
Sales workers	8,478	100	5	95	8,047	48.89
Craftsmen, foremen, and kindred workers ^E	1,724				1,724	
Operatives and kindred workers	12,214	100	2	98	11,927	48.18
Private household workers	3,449	100	-	100	3,449	30.53
Service workers, incl. private household	17,531	100	7	93	16,238	46.19
Laborers, incl. farm but not mine ^E	862					

^AOccupation, self-employed or employee status, and weekly earnings relate to the longest job in 1950; age data relate to the survey date in early 1951.

^BIndividual items do not always add to totals because of rounding.

^CExcludes 10,343 men not reporting earnings at end of longest job in 1950 and 148 men not reporting occupation of that job.

^DExcludes 6,897 women not reporting earnings at end of longest job in 1950 and 575 women who were in the Armed Forces in 1950.

^EPercentages or medians have been calculated for occupation groups with fewer than 2,955 men or 2,674 women.

^FMedian could be computed for this occupational group, since the median fell in the open-ended class interval, \$100.00 or more.

Source: Occupational Mobility Survey, San Francisco, Table W-21 (Revised Outline Item II.D.7).

TABLE 4. SELF-EMPLOYED OR EMPLOYEE STATUS, AND MEDIAN WEEKLY EARNINGS OF EMPLOYEES AT END OF LONGEST JOB IN 1950, FOR EACH MAJOR INDUSTRY AND SEX GROUP--SAN FRANCISCO WORK HISTORY SAMPLE^A

Major industry group of longest job in 1950, and sex	Employed persons				Employees	
	Total number	Percent			Number	Median weekly earnings at end of longest job in 1950
		Total	Self-employed	Employees		
Total men with work histories ^B	206,113 ^C	100	18	82	168,732	\$74.55
Extractive industries ^E	1,920				590	
Construction	18,617	100	13	87	16,105	90.36
Manufacturing	36,199	100	7	93	33,635	75.50
Transportation, communication, and other public utilities	25,265	100	4	96	24,231	72.46
Wholesale and retail trade	54,521	100	30	70	37,973	76.29
Finance, insurance, and real estate	15,662	100	18	82	12,855	71.60
Business and repair services	8,274	100	45	55	4,580	74.44
Personal services	13,741	100	27	73	10,047	52.59
Entertainment and recreation services ^E	2,216				1,920	
Professional and related services	10,195	100	30	70	7,092	71.10
Public administration	19,503	100	-	100	19,503	71.78
Total women with work histories ^B	109,205 ^D	100	7	93	101,302	51.90
Extractive industries ^E	267				267	
Construction ^E	1,437				1,437	
Manufacturing	19,399	100	6	94	18,249	54.06
Transportation, communication, and other public utilities	6,323	100	-	100	6,323	58.19
Wholesale and retail trade	29,457	100	7	93	27,445	49.84
Finance, insurance, and real estate	10,202	100	7	93	9,484	51.89
Business and repair services ^E	2,442				2,011	
Personal services	10,489	100	15	85	8,908	38.57
Entertainment and recreation services ^E	1,724				1,293	
Professional and related services	18,967	100	8	92	17,386	54.56
Public administration	8,478	100	-	100	8,478	55.00

^AIndustry, self-employed or employee status, and weekly earnings relate to the longest job in 1950.

^BIndividual items do not always add to totals because of rounding.

^CExcludes 10,343 men not reporting earnings at end of longest job in 1950 and 591 men not reporting industry of that job.

^DExcludes 6,898 women not reporting earnings at end of longest job in 1950 and 575 women who were in the Armed Forces in 1950.

^ENo percentages or medians have been calculated for industry groups with fewer than 2,955 men or 2,874 women.

Source: Occupational Mobility Survey, San Francisco, Table W-22 (Revised Outline Item II.E.6).

Weekly Earnings

Every worker for whom a work history was obtained was asked to report his weekly earnings in dollars at the beginning and end of every civilian job or occupational assignment in his work history, except for periods of self-employment.¹ Weekly earnings were to include overtime earnings and were to be reported "before" deductions for Social Security, withholding taxes, etc. The earnings data which are summarized in Table 3 and 4 relate to weekly earnings "at the end of the longest job in 1950". If the worker's longest job in 1950 was also his current job, these weekly earnings would actually be his most recent weekly earnings at the time of the survey.²

On this basis, the median male employee in the San Francisco work history group was earning approximately \$75 at the end of his longest job in 1950. Median weekly earnings for women employees in the sample were much lower, approximately \$52 a week.

Text Table 3 suggests that older workers, particularly those aged 65 and over, were at something of a disadvantage with respect to earnings in comparison with younger workers. This finding cannot be regarded as conclusive, however, in view of the small numbers of workers represented in the 65 and over age group, in the case of both men and women. Women in the 45 to 64 age bracket had slightly higher median earnings than women under 45, moreover, although the difference was so small as to be insignificant.

Occupational differences so far as we can judge from these data, tend to have a more marked effect on earnings than does age. Wide variations showed up in the median earnings of the major occupation groups. In spite of their higher median educational attainment male professional workers had somewhat lower median earnings than managerial workers. In interpreting this fact, we must remember, of course, that no earnings data were reported for the self-employed. It is highly probable that managers and officials for whom earnings were reported were a better educated group, on the whole, than proprietors, for whom earnings were not reported, and who would undoubtedly include a substantial proportion of small businessmen with only modest education attainments. Conversely, self-employed professional men probably tend to have relatively high earnings.

Outside of the professional and managerial groups, the highest paid male workers, in terms of median weekly earnings, were the sales and crafts-men groups. Both these groups, indeed, were not far below professional workers in median earnings. At a considerably lower level, and very close together in terms of median earnings, were the clerical, operatives, and laborers groups. Neither the higher median education of the clerical group nor the semi-skilled status of the operatives group gained for these workers higher median earnings than were received by the poorly educated, unskilled laborers group. Service workers, who, in the case of males, include a

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1. He was also asked to report his hourly rate, if any.
 2. Each worker was asked to report his most recent weekly earnings on his current job.

substantial proportion of janitors and similar workers, received still lower earnings. This group, as we have seen, had a comparatively high median age and may well have included a considerable number of older workers who had been forced to take jobs as service workers because they were no longer vigorous enough to hold more active jobs. In interpreting these data, of course, we must keep in mind the relative unreliability of medians for the smaller occupation groups.

In the case of women, variations in median earnings among major occupation groups, outside of the private household group, were less wide than in the case of men, in both percentage and absolute terms. There appeared, moreover, to be a somewhat more consistent relationship between variations in median earnings and variations in median years of school completed in the case of the women's groups, but the small numbers of women represented in many of the groups force us to regard these findings as suggestive rather than conclusive.

Median earnings in the various major industry groups, especially for men, were clustered to a considerably greater extent than in the case of major occupation groups (see Table 4). Construction stood out as an industry in which median weekly earnings of men were well above those in any other industry. In personal services, on the other hand, median weekly earnings were considerably below those of any other industry. But in all other industries median weekly earnings of men were between \$71 and \$76 a week (in round dollars), or close to the median for all male employees.

In the case of the women, also, the personal services industry stood out as one with unusually low median earnings. All other industry groups in which enough women were employed to justify computation of a median had median earnings ranging from \$50 to \$58 (in round dollars). The ranking of individual industry groups with respect to women's earnings, differed somewhat from their ranking with respect to male earnings. Thus, women in wholesale and retail trade had the lowest median earnings of those in any industry other than personal services, while men in wholesale and retail trade had the highest median earnings outside of the construction industry. Undoubtedly this difference reflects the fact that men tend to occupy the more responsible and better-paid jobs (such as store managers and buyers) in trade.

Years of Residence in the Area

One of the most important points brought out in our first report was that San Francisco had a higher percentage of migrants (37%) in its adult civilian noninstitutional population (aged 14 and over) than any other city in the Occupational Mobility Survey except Los Angeles.¹ The percentage of migrants in the work history group as a whole (39%) was not significantly different (see Table A-6, Appendix).² But a larger proportion of the women with work histories were migrants (48%) than was the case with the adult

1. See Table 24, Report No. 1.

2. This percentage applies to men and women combined and does not actually appear in the table.

female population as a whole (40%). This was to be expected in the light of our earlier finding that a larger proportion of women who were at work were migrants than of women who were not at work.¹ Among the men with work histories, on the other hand, the proportion of migrants (35%) was not significantly different from the proportion of migrants (34%) in the adult civilian male population (aged 14 and over) as a whole.

Was there any tendency for migrants to be distributed differently among the major occupation groups from nonmigrants? Text Table 5 indicates that the proportion of "managers, officials, and proprietors" was significantly lower among the migrants, while, in general, the proportion of manual workers was slightly larger (57%) among the migrants than among the nonmigrants (54%).

But the differences between the wartime and postwar migrants with respect to 1950 occupational levels were more striking than the differences between the migrants and nonmigrants. Thus, the proportion of professional workers was much higher among the postwar migrants (0-5 years of residence) than among the wartime migrants (6-11 years residence). On the other hand, the proportion of manual workers was substantially higher among the wartime migrants. In fact, 67 percent of the wartime migrants in the work history group were employed as manual workers in 1950, as compared with 51 percent of the postwar migrants.

What of the women workers? In this case, the proportion of professional workers was significantly lower among the migrants than among the nonmigrants. On the other hand, the proportion of service workers of all types, including private household workers, was considerably higher among the migrants.

Again, in the case of the women, there were differences between wartime and postwar migrants with respect to 1950 occupational distribution. The proportion of managerial workers was considerably higher among the postwar migrants, while the proportion of manual workers, especially service workers other than private household, was substantially higher among the wartime migrants. Combining manual groups, we find that 47 percent of the wartime migrant women were manual workers, as compared with 31 percent of those who entered the area after the war.

What conclusions can we draw from these observations? The data tell us nothing, of course, about the occupational groups in which the migrants were employed before moving to the area.² To the extent that differences show up in the 1950 occupational distribution of migrants and nonmigrants, these differences do not permit us to conclude that migrants tend, in general, to display different occupational characteristics from nonmigrants. But the data do tend to suggest that the broad occupational levels at which migrants were employed in 1950 were related to the state of the labor market at the time the migrants entered the area. During World War II, there was an abnormally heavy demand for manual workers, particularly craftsmen, in the San Francisco Bay Area. The migrants who entered the area from 1940 to

1. See Table 24, Report No. 1.

2. This question will be taken up in Report No. 3.

TABLE 5. PERCENT OF WORKERS BY MAJOR OCCUPATION GROUP OF LONGEST JOB IN 1950 FOR EACH MIGRATION-STATUS AND SEX GROUP—SAN FRANCISCO WORK HISTORY SAMPLE

Major occupation group of longest job in 1950 and sex	Total	Migrants ^A			Nonmigrants (12 years residence and over)
		Total	0-5 years residence	6-11 years residence	
Men with work histories	216,456 ^B	74,614	14,473	30,141	141,842
Percent	100	100	100	100	100
Professional, technical, and kindred workers	9	11	15	5	8
Managers, officials, and proprietors, incl. farm	19	14	14	14	22
Clerical and kindred workers	8	9	10	8	7
Sales workers	9	9	10	7	9
Craftsmen, foremen, and kindred workers	19	22	20	24	18
Operatives and kindred workers	14	13	12	15	14
Private household workers	-	-	-	-	-
Service workers, exc. private household	15	16	15	18	14
Laborers, incl. farm but not mine	7	6	4	9	8
Women with work histories	115,672 ^C	55,895	34,629	21,266	59,777
Percent	100	100	100	100	100
Professional, technical, and kindred workers	11	8	8	9	13
Managers, officials, and proprietors, incl. farm	8	7	10	2	9
Clerical and kindred workers	41	40	41	35	43
Sales workers	8	8	10	7	7
Craftsmen, foremen, and kindred workers	1	2	1	3	1
Operatives and kindred workers	11	11	10	14	11
Private household workers	4	5	6	3	2
Service workers, exc. private household	15	18	14	25	13
Laborers, incl. farm but not mine	1	1	-	2	1

^A Migrants are persons who had lived in the San Francisco-Oakland Standard Metropolitan Area less than 12 years.

^B Excludes 148 men not reporting occupation of longest job in 1950.

^C Excludes 144 women not reporting years of residence and 575 women who were in the Armed Forces in 1950.

Source: Occupational Mobility Survey, San Francisco, Table W-5 (see Appendix, Table A-6).

1945 were employed to a large extent in manual occupations in 1950. Probably they were largely manual workers before migrating, but definite information on this point must await the preparation of our third report. The migrants who entered the area from 1946 to 1951 were more heavily concentrated in nonmanual occupations in 1950 than were the wartime migrants. In the light of what we know about economic conditions in San Francisco after the war and occupational trends in the decade as a whole, we may safely assume that job opportunities were more favorable for most nonmanual workers groups after the war than for most manual groups, especially in view of the fact that the area was probably somewhat over-supplied with manual workers as a result of the wartime influx.

One further comment perhaps needs to be made at this point. The relatively low percentage of managerial workers among the male migrants is undoubtedly related to differences in age between migrants and nonmigrants. Migrants, as we know from Report No. 1, tend to be comparatively young, and are not as likely to have arrived at a point in their careers at which they can become easily established in managerial positions or proprietorships as nonmigrants. Age has a bearing on some of the other occupational differences between migrants and nonmigrants, but the differences apparently cannot be explained solely or even primarily on the basis of age.

Comparison of the migrants and nonmigrants with respect to major industry group in 1950 suggests somewhat similar conclusions (see Text Table 6). In the case of the men, the proportion of construction workers was substantially higher among the migrants than among the nonmigrants. Differences with respect to other broad industry groups were not large enough to be considered necessarily significant. But if we compare wartime and postwar migrants, we note much more striking differences. The proportion of men employed in transportation and utilities as of 1950 was substantially higher among the wartime than among the postwar migrants. Construction workers and workers in "all other" (chiefly service) industries, on the other hand, figured heavily among the postwar migrants. We know that transportation was one of the major industries which expanded in San Francisco during the war.¹ We also know that activity in the construction and service industries expanded substantially after the war.

In the case of the women, differences in the industrial distribution, as of 1950, of migrants and nonmigrants were not large enough to be considered significant.

Before we leave the matter of years of residence, there is one further point to be considered. It has frequently been stated that home ownership tends to constitute a barrier to geographical mobility. This hypothesis cannot be fully tested within the framework of the present study, but Text Table 7 summarizes the relationship between home tenure and years of residence among the household heads in the San Francisco work history sample.

1. See Table 9, Report No. 1.

TABLE 6. PERCENT OF WORKERS BY MAJOR INDUSTRY GROUP OF LONGEST JOB IN 1950 FOR EACH MIGRATION-STATUS AND SEX GROUP--SAN FRANCISCO WORK HISTORY SAMPLE

Major industry group of longest job in 1950 and sex	Total	Migrants ^A			Nonmigrants (12 years residence and over)
		Total	0-5 years residence	6-11 years residence	
Men with work histories ^B Percent	216,013 ^C 100	74,319 100	44,178 100	30,141 100	141,694 100
Construction	9	12	14	9	8
Manufacturing	17	16	15	18	18
Durable goods	9	10	10	12	8
Nondurable goods	8	6	5	6	10
Transportation, communication, and other public utilities	12	11	7	17	13
Wholesale and retail trade	27	25	24	26	27
All other industries	35	36	40	30	34
Women with work histories ^B Percent	115,672 ^D 100	55,896 100	34,486 100	21,410 100	59,777 100
Construction	1	2	2	-	1
Manufacturing	17	16	15	19	19
Durable goods	6	5	5	7	6
Nondurable goods	11	11	10	12	13
Transportation, communication and other public utilities	6	6	6	7	5
Wholesale and retail trade	26	28	28	27	25
All other industries	50	48	48	47	50

^AMigrants are persons who had lived in the San Francisco-Oakland Standard Metropolitan Area less than 12 years.

^BIndividual items do not always add to totals because of rounding.

^CExcludes 591 men not reporting industry of longest job in 1950.

^DExcludes 144 women not reporting years of residence and 575 women who were in the Armed Forces in 1950.

Source: Occupational Mobility Survey, San Francisco, Table W-6 (see Appendix, Table A-7).

Table 7. Years of Residence in San Francisco Oakland Metropolitan Area for Each Home-Tenure and Sex Group of Household Heads--
San Francisco Work History Sample

Years of residence in Standard Metropolitan Area and Sex	Total house- hold heads	Home tenure		
		Head owns or is buy- ing home	Head rents home	Home rent free ^B
Men	179,223	75,206	102,688	1,330
Percent	100	100	100	
0-5 years residence	20	8	28	
6-11 years residence	15	10	13	
12-20 years residence	15	14	17	
21 or more years residence	50	68	37	
Women	45,263 ^A	9,053	35,923	287
Percent	100	100	100	
0-5 years residence	26	8	31	
6-11 years residence	17	16	17	
12-20 years residence	16	11	17	
21 or more years residence	41	65	35	

^AExcludes 144 women not reporting years of residence.

^BNo percentages have been calculated for home-tenure groups with fewer than 2,955 men or 2,874 women.

Source: Occupational Mobility Survey, San Francisco, Table W-24 (Revised Outline Item II.E.10). Since the median would fall in an open-end class interval in several instances, vertical percentages have been presented in this table rather than the medians called for in the outline.

Clearly there was a direct relationship between home ownership and years of residence in the area. In the case of both male and female household heads, long-established residents of the area bulked much more largely among the home owners than among the home renters, while the more recent residents constituted a substantially larger proportion of the home-renter group than of the home-owner group.

Influence of Fathers' Occupations on the Occupations of the Work History Group

One of the most interesting problems in labor mobility relates to the shifts in broad occupational levels which occur from generation to generation. To what extent, and in what manner, are the occupations of workers influenced by the occupations of their fathers? Do sons and daughters tend (1) to follow in the footsteps of their fathers, (2) to shift to closely-related occupational groups, or (3) to move to quite different occupational levels?

The great majority of San Francisco workers for whom work histories were obtained had certainly not followed in their father's footsteps. In fact, if we compare the major occupation of the longest job held by these workers

in 1950 with the major occupation group of their father's longest jobs, we find that only about 22 percent of the men and nine percent of the women were employed in the same major occupation group as their fathers had been (see Text Table 8).¹ The proportions who were employed in precisely the same individual occupations as their fathers must have been considerably smaller still.

Among the male workers who were employed in different major occupation groups from those of their fathers, many were at quite different occupational levels. The sons of nonmanual workers were chiefly in nonmanual occupations, but approximately a third of them were in manual occupations. Similarly, the sons of manual workers were primarily in manual occupations, but approximately a third of this group were in nonmanual occupations. Thus so far as these workers were concerned, there had apparently been no greater tendency for the son of a manual worker to go into a nonmanual occupation than for the son of a nonmanual worker to become a manual worker. In this connection, we must, of course bear in mind the fact that the longest job in 1950 did not necessarily indicate, particularly in the case of younger workers, the occupational level at which the worker would be employed during the greater part of his working career.

While the data suggest that the sons of professional workers had entered manual occupations to a relatively lesser extent than the sons of other nonmanual workers, we cannot attach definite significance to this observation because of the small number of fathers in the professional group.

Of the sons of manual workers, those whose fathers had been craftsmen were found in nonmanual occupations in 1950 to a relatively greater extent than the sons of other manual workers. This is not surprising, in view of the fact that craftsmen, who tend to be the highest paid of the manual workers' groups, are likely to be in a position to encourage their sons to acquire at least a high school education and perhaps, in some cases, to finance a start in a small business for their sons. At the other extreme, the sons of farmers were employed in manual occupations in 1950 to a greater relative extent than the sons of workers in any other occupation group.

On the whole, the women in the sample show a rather different pattern, in relation to their fathers' occupations, from the men. We would expect, of course, that merely because of the difference in sex, daughters would be distributed occupationally in quite a different manner from their fathers. We know, also, that the women with work histories were employed in nonmanual occupations to a relatively greater extent than the men. Were the fathers of these women also in nonmanual occupations to a larger extent than the fathers of the men in the sample? The answer is no.² The occupational distribution of fathers of women in the sample was remarkably similar to the occupational distribution of the fathers of the men. It follows, of course,

1. The information in Table 8 is presented in greater detail in Table A-8, Appendix.

2. See the estimates in the first column of Table 8. For purposes of this comparison, we have regarded farmers as manual workers.

TABLE 8. RELATIONSHIP OF MAJOR OCCUPATION GROUP OF LONGEST JOB IN 1950 TO MAJOR OCCUPATION GROUP OF FATHER'S LONGEST JOB, FOR EACH SEX—SAN FRANCISCO WORK HISTORY SAMPLE

Major occupation group of father's longest job and sex	Total	Per-cent	Major occupation group of longest job in 1950		
			Same as father's occupation group	Different occupation group from father's ^E	
				Nonmanual	Manual
Total men with work histories ^A	203,158 ^B	100	22	34	44
Farmers and farm managers	33,983	100	1	27	72
Nonmanual groups	76,389	100	28	39	33
Professional, technical, and kindred workers	13,741	100	28	44	28
Managers, officials, and proprietors, exc. farm	49,645	100	29	37	34
Clerical and kindred workers	5,615	100	16	47	37
Sales workers	7,388	100	22	44	34
Manual groups	92,789	100	24	33	43
Craftsmen, foremen, and kindred workers	40,780	100	29	41	30
Operatives and kindred workers	18,912	100	25	24	51
Service workers incl. private household	12,264	100	23	30	47
Laborers, incl. farm but not mine	20,833	100	17	27	56
Total women with work histories ^A	106,189 ^C	100	9	51	40
Farmers and farm managers	22,128	100	-	46	54
Nonmanual groups	41,815	100	18	65	17
Professional, technical, and kindred workers	8,909	100	29	56	15
Managers, officials, and proprietors, exc. farm	27,877	100	11	70	19
Clerical and kindred workers	2,874	100	60	25	15
Sales workers ^D	2,155				
Manual groups	42,246	100	6	64	30
Craftsmen, foremen, and kindred workers	20,548	100	1	73	26
Operatives and kindred workers	9,915	100	10	67	23
Service workers incl. private household	3,736	100	27	54	19
Laborers, incl. farm but not mine	6,047	100	2	47	51

^AIndividual items do not always add to totals because of rounding.

^BExcludes 148 men not reporting occupation of longest job in 1950 and 13,298 men not reporting occupation of father's longest job.

^CExcludes 575 women who were in the Armed Forces in 1950 and 9,627 women not reporting occupation of father's longest job.

^DNo percentages have been calculated for father's occupation groups which include fewer than 2,955 sons or 2,874 daughters.

^EApert from the one percent of sons of farmers and farm managers who were in the same occupation group as their fathers, no sons or daughters were farmers or farm managers.

Source: Occupational Mobility Survey, Table W-9 (See Appendix, Table A-8).

that the daughters of manual workers who were represented in the sample must have entered nonmanual occupations to a relatively greater extent than the sons of manual workers, and this shows up clearly in the table. In fact, approximately 70 percent of the daughters of manual workers were in nonmanual occupations, while about 83 percent of the daughters of nonmanual workers were in nonmanual occupations. If we look at the more detailed data in Table A-8 (Appendix), we note that the proportion of daughters who were clerical workers was substantial throughout the occupational range of fathers, although there was some variation among fathers' occupation groups in this respect.

In general, fathers' occupation groups do not seem to be a very reliable guide to the occupational level in which their children will be found, particularly their daughters. There is some suggestion in the data that the sons and daughters of the more highly paid groups will be more likely to be found in occupation groups characterized by relatively long educational experience than the sons and daughters of the most poorly paid groups, but the small numbers in some of the fathers' occupation groups seriously limit the reliability of some of the percentages and prevent our reaching definite conclusions on this point.¹

Union Membership

Some writers on labor problems have maintained that membership in unions tends to discourage labor mobility, especially in the case of workers who have belonged to a union for any considerable period of time.² In support of this thesis, they cite such factors as provisions in collective bargaining contracts requiring employers to give preference to workers already employed by the company when job openings occur, seniority provisions of various types, and so on.

Whether union membership actually discourages labor mobility to any substantial extent is a question which has not been fully explored and will not be subject to intensive analysis in the present report. But we can at least seek to bear in mind the manner in which union members are distributed among major industry groups in connection with our analysis of industrial differentials in mobility.

Text Table 9 indicates that slightly more than half of the men with work histories, or some 113,000 men, in San Francisco belonged to unions. These men were distributed industrially in quite a different manner from the non-union workers. The industries which were apparently heavily unionized were construction, manufacturing, and the transportation group. These three major industry groups in which 38 percent of the men with work histories were employed, included 54 percent of the union members but only 22 percent of those who were not union members. All other industries with any substantial number of workers were represented by a smaller proportion of union than of nonunion

1. For somewhat similar conclusions on this general problem, based on a labor mobility survey of Oakland workers conducted by the Institute of Industrial Relations of the University of California, Berkeley, see a forthcoming article by Reinhard Bendix in the American Journal of Sociology.

2. Cf., for example, Reynolds, op. cit., pp. 22, 148.

TABLE 9. MAJOR INDUSTRY GROUP OF LONGEST JOB IN 1950 FOR EACH UNION-MEMBERSHIP STATUS AND SEX GROUP--SAN FRANCISCO WORK HISTORY SAMPLE

Major industry group of longest job in 1950	Men						Women					
	Total		Union member		Not a union member		Total		Union member		Not a union member	
	Number	Per-cent	Number	Per-cent	Number	Per-cent	Number	Per-cent	Number	Per-cent	Number	Per-cent
Total with work histories ^A	215,865 ^B	100	113,325	100	102,539	100	115,816 ^C	100	35,923	100	79,893	100
Agriculture, forestry, fisheries, and mining	2,216	1	739	1	1,478	1	431	^D	-	-	431	1
Construction	19,799	9	15,662	14	4,137	4	1,437	1	-	-	1,437	2
Manufacturing	37,529	17	24,822	22	12,707	12	20,117	18	9,627	27	10,490	13
Durable goods	19,503	9	12,263	11	7,240	7	6,610	6	2,586	7	4,023	5
Nondurable goods	13,026	8	12,559	11	5,467	5	13,507	12	7,041	20	6,466	8
Transportation, communication, and other public utilities	26,004	12	20,242	18	5,762	6	6,754	6	2,586	7	4,167	5
Wholesale and retail trade	57,476	27	26,152	23	31,323	32	30,319	27	12,932	36	17,387	22
Finance, insurance, and real estate	16,844	8	3,546	3	13,298	13	11,352	10	1,724	5	9,627	12
Business and repair services	8,274	4	3,694	3	4,580	4	2,586	2	144	^D	2,443	3
Personal services	14,775	7	6,797	6	7,979	8	11,926	10	4,167	12	7,759	10
Entertainment and recreation services	2,364	1	1,034	1	1,330	1	1,724	1	575	2	1,150	1
Professional, and related services	10,786	5	3,546	3	7,240	7	19,829	17	3,736	10	16,094	20
Public administration	19,799	9	7,092	6	12,707	12	9,340	8	431	1	8,909	11

^AIndividual items do not always add to totals because of rounding.

^BExcludes 591 men not reporting industry of longest job in 1950 and 148 men not reporting union-membership status.

^CExcludes 575 women who were in the Armed Forces in 1950.

^DPercent not shown where less than 0.5.

Source: Occupational Mobility Survey, San Francisco, Table W-23 (Revised Outline Item II.E.9).

members, although in some cases the differences were not large enough to be considered significant.

The proportion of women who were union members was considerably smaller than in the case of the men. Only some 36,000, or 31 percent, of the women with work histories were members of unions. This reflected, in part, the fact that a larger percentage of the women were employed in the industries which tend to be nonunionized, as well as the fact that, within the unionized industries, a larger proportion of the women were doubtless employed in office, or white collar, jobs than was true of the men.

In the case of the women, manufacturing and wholesale and retail trade together accounted for 63 percent of the union members, as contrasted with only 35 percent of the nonunion workers. Within manufacturing, the non-durable goods industries accounted for a larger proportion of the female union members than of total women with work histories. This type of contrast did not prevail to any significant degree in the case of the men. In wholesale and retail trade, also, the situation was rather different as between the two sexes. This industry accounted for a substantially larger proportion of the women who were union members than of those who were not members of unions, whereas the reverse was true in the case of the men. Even so, the total number of female union members in wholesale and retail trade was apparently smaller than the number of nonunion women employed in the industry. The fact that the industry accounted for a higher proportion of total female union members than of nonunion members simply reflected the fact that, outside of trade and manufacturing, there were very few industries which had any significant number of women union members.

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This completes our description of the San Francisco work history sample. The remainder of the report will be concerned with an analysis of the job shifts made by these workers from 1940 on.

CHAPTER III

SHIFTS IN EMPLOYMENT OF THE WORK HISTORY GROUP, 1940-1944, 1944-1949, and 1940-1950

The present chapter will trace the employment shifts of the men and women with work histories during the decade of the forties. From the data on the work history schedules, it was possible to determine the employment status of each worker, together with his occupation and industry if employed, on any given date from January, 1940 to the date of the survey. For purposes of analyzing wartime and postwar shifts in employment, it was decided to code this information for three key months during the period -- January, 1940, December, 1944, and December, 1949. The resulting tabulations permit us to trace the shifts in employment of the workers represented by the work history sample between January, 1940 and December 1944 and between December, 1944 and December, 1949. In addition, we have prepared a tabulation which permits us to compare the major occupation group of the longest job in 1950 with the employment status or major occupation group of employment in January, 1940.

At this point, it will be well to repeat a warning made in our introductory chapter. All of our information, including that used in the present chapter, is drawn from the work histories of a sample of workers residing in San Francisco in early 1951. Many of these workers, as we know, moved into the San Francisco Metropolitan Area sometime after January, 1940, while many of them were not in the labor force during the entire period. But the shifts in employment and employment status which we shall be analyzing in the present chapter are the shifts made by these workers, wherever they were, between the relevant pairs of dates. They do not directly represent the shifts in employment of the San Francisco labor force between the pairs of dates in question.

Changes in Employment Status

Of the approximately 217,000 men represented by the work history sample, the great majority (85%) were employed in January, 1940 (see Table A-9, Appendix). Most of the remaining men (some 27,000 or 12 percent of the total) were not in the labor force at that time.¹ A very small proportion of the total were unemployed or in the Armed Forces in January, 1940.²

1. The category "other status" in Table A-9 includes persons who were not in the labor force and persons who were doing unpaid family work, but the number of unpaid family workers was negligible.
2. The small proportion who were unemployed in January, 1940 is somewhat surprising, in view of the fact that the 1940 Census, relating to the last week in March of that year, showed a male unemployment ratio of 15 percent (as a percentage of men in the labor force) in both San Francisco and the United States. (See Table 10, Part II, Report No. 1). Quite possibly, some of the men who were actually unemployed in January, 1940 reported themselves as not having been in the labor force on that date. This would be especially likely to have occurred in the case of younger workers who had never been employed prior to January, 1940. In addition, of course, many persons who were unemployed in 1940 were no longer in the labor force in 1950.

By December, 1944, some 50,000, or 23 percent, of the men represented by the work history sample were in the Armed Forces, and the number who were employed had dropped to about 163,000, or 75 percent of the total. Of those who were in the Armed Forces, 63 percent had been employed in January, 1940, and most of the remainder had not been in the labor force on the earlier date.

By December, 1949, the great majority (some 205,000) were employed, including most of those who had been in the Armed Forces in December, 1944, while the entire group, of course, was employed at least one month in 1950. While we may infer, therefore, that a substantial majority of the men were employed throughout the entire period, the situation was somewhat different in the case of the women. Of the approximately 116,000 women represented by the sample, only about a half (53%) had been employed in January, 1940. Most of the other women (44% of the total) had not been in the labor force at the beginning of the period. Employment of the women in the group jumped considerably during the war, and by December, 1944, 73 percent (84,000) of our 116,000 women were employed, while 25 percent were not in the labor force. In the meantime, however, some 7,000 of the women who had been employed in January, 1940 had dropped out of the labor force or had become unemployed. By December, 1949, employment of these women had increased again, to about 101,000, but apparently some 6,000 of those who had been employed in December, 1944 had become unemployed or dropped out of the labor force.

It is clear, therefore, that a substantial proportion of the women were not in the labor force throughout the entire period. This fact will have to be kept in mind in connection with the various mobility measures which we shall be discussing in later chapters and in connection with the data on occupational and industrial shifts in the present chapter.¹

Inter-Group Occupational Shifts

During both the war period and postwar periods, a substantial proportion of the workers represented by the work history sample shifted among broad occupational levels (see Table A-10, Appendix).

Of the men who were employed in December, 1944, the great majority (92%) had been employed in January, 1940, but only 63 percent had been employed in the same occupation group on the previous date. About 28 percent had been employed in a different occupation group in January, 1940. The proportion making such shifts between the two dates was relatively high for craftsmen, operatives, and laborers and relatively low for professional workers. The other occupation groups as of December, 1944 fell between these two extremes, each including approximately 20 percent who had been in a different occupation group in January, 1940.

1. In connection with this analysis of shifts in employment status, it is interesting to note that the shifts experienced by the San Francisco workers resembled very closely those for the six cities combined. To check this point, we have computed the percentages in Table A-9 for the six cities combined. The resulting table is not included in this report, but there were no appreciable differences between the percentages for San Francisco and for the six cities combined. (See Occupational Mobility Survey, Six Cities Combined, Tables W-45 and W-47, not included in the present report.)

Of the men who were employed in December, 1949, only 76 percent had been employed five years earlier. The other 24 percent had chiefly been in the Armed Forces on the earlier date. Thus, although the proportion of the total who had been employed in the same occupation group in December, 1944 (56%) was smaller than in the case of the 1940-1944 comparison, the extent of movement between occupation groups was also relatively smaller. Only 20 percent of the total had been employed in a different occupation group in December, 1944.

Among the major occupation groups in which these men were employed in December, 1949, the professional group again included the smallest percentage of workers who had been employed in a different occupation group in December, 1944. A large proportion of those who were employed as professional workers at the end of 1949 had been in the "other status" activity group five years earlier (chiefly in the Armed Forces). Among the men who were employed as craftsmen in December, 1949, also, relatively few had been employed in a different occupation group in December, 1944. The groups which showed up at the end of 1949 with the highest proportions of workers who had been in other occupation groups five years earlier were the service and laborers groups.

Turning to the women, we find that the extent of shifting between major occupation groups was somewhat less than among the men. Of the approximately 84,000 women who were employed in December, 1944, only about 64 percent had been employed in January, 1940. The remaining women had for the most part not been in the labor force on the earlier date. Only some 13 percent of the total 84,000 had been employed in a different occupation group in January, 1940. Again, in the case of the women, we find that, of those employed as professional workers at the end of 1944, a comparatively small proportion had been employed in other occupation groups at the beginning of 1940. Among the service workers and clerical workers, also, only small proportions had been in different occupation groups on the earlier date. The largest percentages of women who had shifted occupational levels between the two dates were found among the managerial and sales workers. At all occupational levels, a substantial proportion of those women who were employed in December, 1944 had not been in the labor force in January, 1940.

Somewhat similar relationships prevailed as between December, 1949 and December, 1944. Of the women employed in December, 1949, however, about 78 percent had been employed at the end of 1944. This was a considerably larger percentage than had been employed on both dates in connection with the 1944-1940 comparison. But the relative importance of movement between major occupation groups was not significantly greater than in the earlier period, only 14 percent of those who were employed at the end of 1949 having been in a different occupation group at the end of 1944.

In the case of the women, the relative position of the various major occupation groups with respect to the proportions drawn from other occupation groups was much the same in the postwar period as in the war period. Again the professional group stood out as having drawn relatively few women from other occupation groups. The clerical group also showed up with a very low percentage of women who had moved from other groups between 1944 and 1949. Again, also, in the managerial and sales groups,

comparatively large percentages of women had been drawn from other groups.¹

Let us now consider the character of the inter-group occupational shifts which occurred over the decade as a whole, between January, 1940 and 1950 (longest job). Table A-15 (Appendix) indicates that, while 84 percent of the men and 53 percent of the women who were employed in 1950 had also been employed in 1940, the individual occupation groups (as of 1950) varied somewhat with respect to the proportions of their workers who had been employed in January, 1940. These variations are clearly related to the differences in median age of the several occupation groups and, even more directly, to the differences in median number of years since beginning first full time paid civilian job (see Text Table 1). We may safely infer that most of the men who had not been employed in January, 1940 were apparently younger workers who had not yet entered the labor force at that time. In the case of the women, the situation is not so clearcut. In view of the very substantial proportions of women in the various occupation groups who had not been employed in January, 1940, it is probable that many of these women were not in the labor force in 1940 for reasons other than their youth.

Of the men represented by the work history group, only about half had been employed in the same occupation group in 1940. 34 percent had been in a different occupation group in January, 1940 from the one in which they were employed in 1950. The total number of men involved in these shifts amounted to some 73,000, or about 14,000 less than the approximately 87,000 men who had shifted to a different occupation group either between January, 1940 and December, 1944 or between December, 1944 and December, 1949.² While we must bear in mind the fact that the figures cited have no precise significance because of the element of sampling variability, the data suggest that, on the whole, the postwar shifts were not of such a character as to "cancel out" the wartime shifts. If the 46,000 men who had moved to a different occupation group during the war had moved back to their prewar occupation group during the postwar period, our data would reveal no net shifts over the period as a whole. What we may actually infer from the data is that the men who shifted to a different occupation group after the war must for the most part have either been different men from those who shifted during the war or, if they were the same men, must have moved to a different occupation group after the war from the one in which they had been employed

1. Once more, in the case of Table A-10, we have checked to determine the extent to which the San Francisco percentages agreed with those for the six cities combined. On the whole, the extent of agreement was striking, although there were some differences in the relative degree to which individual occupation groups were affected by movement from other groups. This was particularly true with respect to 1940-1944 shifts of manual workers. The men in the San Francisco work history group who were employed as craftsmen, operatives, or laborers in December, 1944 had been drawn from other occupation groups to a greater extent than the corresponding groups in the six cities combined. This difference is not unexpected, in view of the special nature of wartime developments in the San Francisco Area and the extent to which war industries were manned by migrants. (See Occupational Mobility Survey, Six Cities Combined, Tables W-45 and W-47).

2. Approximately 46,000 shifted to a different occupation group between January, 1940 and December, 1944, while about 41,000 shifted between December, 1944 and December, 1949 (see Table A-10, Appendix).

in January, 1940.

In the case of the women represented by the work history sample, only about 38 percent had been employed in the same occupation group in 1940. About 18,000 or 15 percent of the total, were employed in a different occupation group in 1950 from the one in which they had been employed in January, 1940. Again, the data suggest that the wartime shifts were not "cancelled out" by postwar shifts, for the most part.

There were variations among the major occupation groups as to the proportions of workers who had been employed in different groups in January, 1940. Among the male groups, a relatively large proportion of sales workers and relatively small proportions of professional workers and operatives had been employed in other occupation groups in 1940. Among the women's groups relatively large percentages of managerial and sales workers, and relatively small percentages of clerical and professional workers had been employed in different groups in 1940.

Before attempting to interpret these results, let us consider the extent to which occupation groups lost workers to other groups over the course of the decade. Text Table 10, which applies only to men who were employed in both January, 1940 and at least one month in 1950, sheds light on this question.¹ It indicates that, while there was considerable movement both into and out of all major occupation groups, there were also differences among the groups. On the whole, the groups which lost workers on net balance in this interchange were the groups which tended to decline in relative importance in San Francisco over the course of the decade, while those which gained on net balance were the groups which gained in relative importance over the ten-year period between the 1940 and 1950 censuses.² But these net changes were accomplished, as we have seen, not by a simple movement in one direction but as the net result of movements both into and out of the various major occupation groups. We must recognize, of course, that not all these workers were in San Francisco during the entire period. The great majority, however, were in the city by 1950, and the distribution of their 1950 jobs was influenced primarily by conditions in San Francisco rather than elsewhere.

Can we explain the fact that all major male occupation groups both gained workers from other groups and lost workers to other groups purely as a reflection of the differing directions of movement in the war and post-war periods? The answer is no. If we analyze 1940-1944 shifts and 1944-1949 shifts, we find that in both of these periods, all groups both gained and lost workers, although the relative impact of the gains and losses was clearly influenced by the differing economic conditions prevailing in the two periods.³

1. We have not attempted this type of comparison in the case of women, in view of the small numbers employed in many of the occupation groups, especially in 1940.

2. See Table 7, Report No. 1. The changes recorded in this table were as we pointed out in Report No. 1, not large enough in many instances to be regarded as necessarily significant after allowing for the element of sampling variability, but they are nevertheless consistent with the net results of inter-group movements on the part of the men with work histories.

3. This statement is based on an analysis of Tables W-45 and W-47, Occupational Mobility Survey, San Francisco, (not presented in full in this report).

TABLE 10. COMPARISON OF MAJOR OCCUPATION GROUP OF LONGEST JOB IN 1950 WITH MAJOR OCCUPATION GROUP OF EMPLOYMENT IN JANUARY 1940, FOR MEN EMPLOYED BOTH DATES—SAN FRANCISCO WORK HISTORY SAMPLE

Major occupation group of employment, January 1940	Employed in January, 1940		Major occupation group of longest job in 1950	
	Number	Per- cent	Same occupa- tion group	Different occu- pation group
Total men ^A	182,473 ^B	100	60	40
Professional, technical, and kindred workers	13,445	100	82	18
Managers, officials, and proprietors, incl. farm	35,313	100	60	40
Clerical and kindred workers	15,809	100	44	56
Sales workers	13,297	100	57	43
Craftsmen, foremen, and kindred workers	29,698	100	74	26
Operatives and kindred workers	36,199	100	45	55
Service workers, incl. private household	22,311	100	72	28
Laborers, incl. farm but not mine	16,400	100	50	50

Major occupation group of longest job in 1950	Employed in 1950		Major group of employment, January, 1940	
	Number	Per- cent	Same occupa- tion group	Different occu- pation group
Total men ^A	182,473 ^B	100	60	40
Professional, technical, and kindred workers	15,513	100	71	29
Managers, officials, and proprietors, incl. farm	36,495	100	58	42
Clerical and kindred workers	11,968	100	58	42
Sales workers	15,809	100	48	52
Craftsmen, foremen, and kindred workers	36,937	100	59	41
Operatives and kindred workers	24,674	100	66	34
Service workers, incl. private household	27,334	100	58	42
Laborers, incl. farm but not mine	13,741	100	59	41

^AIndividual items do not always add to totals because of rounding.

^BExcludes 148 men not reporting occupation of longest job in 1950, and 296 men not reporting occupation of January 1940 job.

Source: Occupational Mobility Survey, San Francisco, tabulation undertaken at University of California (Berkeley).

Once we have recognized the importance of economic trends in influencing inter-group occupational movements, is there anything further that can be said on the basis of the data analyzed in the present chapter? The fact that the professional group was involved in inter-group movement in both directions on a relatively small scale in all three periods which we have been examining suggests that this group is a comparatively "closed" occupational group. We cannot attach positive significance to this finding, in view of the small numbers of men on which percentages were based in the case of this group, but the finding is supported by other evidence and is to be expected in view of the unusually lengthy educational background which appears to be characteristic of this group. Most workers in other occupation groups are not qualified for professional jobs, and, conversely, professional workers cannot ordinarily "improve their lot" by shifting to other occupation groups. Another group which appears to be relatively "closed" in the same sense, but only in the case of women, is the clerical workers group.

Can anything be said about the direction of movement between groups? In general, shifts took place between almost all occupation groups. Unfortunately, the small numbers of persons in many of the groups preclude intensive analysis, but something at least can be said about the direction of movement in the case of the larger male groups. These movements are summarized in Table 11, but in drawing inferences from the table, one must bear in mind the fact that the smaller percentages, in particular, are subject to wide sampling variability.

Table 11 indicates that the managerial group drew workers quite widely from both nonmanual groups and manual groups and lost workers to both nonmanual and manual groups. There appears to have been considerable interchange in both directions between the craftsmen and operatives groups on the one hand, and the managerial group on the other. Undoubtedly, much of this interchange took the form of movement into and out of small business enterprises.

The craftsmen group also drew its workers rather widely from other occupational levels, particularly during the war period, but the data suggest that the most important single source of "craftsmen, foremen, and kindred workers" (among other occupational groups) was the operatives group. The workers who left the craftsmen group scattered rather widely among other occupational levels, but over the decade as a whole there was a considerable movement of craftsmen into positions in the managerial group.

Movement into the operatives group differed considerably as between the war, and postwar periods. During the war, the operatives group drew workers quite widely from other occupational groups, but in the 1944-1949 period, many of the male workers who moved into the operatives group from other groups were craftsmen. This suggests, perhaps, that some workers who were able to move into the more skilled craftsmen category under the impact of the wartime scarcity of skilled workers were not able to maintain such positions after the war. On net balance, over the decade as a whole, the operatives group drew workers rather widely from other occupational groups and lost workers to many other groups.

The service workers group also drew workers widely from other occupational levels during the forties. It is perhaps suggestive that a very small per-

TABLE 11. PART I. SELECTED MAJOR OCCUPATION GROUPS OF EMPLOYMENT, JANUARY 1940, DECEMBER 1944, AND DECEMBER 1949, BY MAJOR OCCUPATION GROUP OF EMPLOYMENT AT EARLIER OR LATER DATES, FOR MEN--SAN FRANCISCO WORK HISTORY SAMPLE

Major occupation group of employment, January 1940	Selected major occupation groups of employment, December 1944, of men who were also employed in January 1940		
	Managers, officials, and proprietors, incl. farm	Craftsmen, foremen, and kindred workers	Operatives and kindred workers
Total	28,368	38,268	24,527
Percent	100	100	100
Managers, officials, and proprietors, incl. farm	75	6	8
Other nonmanual groups	11	7	8
Craftsmen, foremen, and kindred workers	4	57	7
Operatives and kindred workers	6	16	61
Other manual groups	4	14	16
Major occupation group of employment, December 1944	Selected major occupation groups of employment, January 1940, of men who were also employed in December 1944		
	Managers, officials, and proprietors, incl. farm	Craftsmen, foremen, and kindred workers	Operatives and kindred workers
Total	29,551	26,152	27,186
Percent	100	100	100
Managers, officials, and proprietors, incl. farm	72	4	7
Other nonmanual groups	9	3	4
Craftsmen, foremen, and kindred workers	8	82	22
Operatives and kindred workers	7	6	56
Other manual groups	4	5	11
Major occupation group of employment, December 1944	Selected major occupation groups of employment, December 1949, of men who were also employed in December 1944		
	Managers, officials, and proprietors, incl. farm	Craftsmen, foremen, and kindred workers	Operatives and kindred workers
Total	34,427	30,585	21,276
Percent	100	100	100
Managers, officials, and proprietors, incl. farm	73	1	1
Other nonmanual groups	8	3	2
Craftsmen, foremen, and kindred workers	9	87	15
Operatives and kindred workers	6	8	75
Other manual groups	4	1	7
Major occupation group of employment, December 1949	Selected major occupation groups of employment, December 1944, of men who were also employed in December 1949		
	Managers, officials, and proprietors, incl. farm	Craftsmen, foremen, and kindred workers	Operatives and kindred workers
Total	29,841	38,711	25,689
Percent	100	100	100
Managers, officials, and proprietors, incl. farm	85	8	7
Other nonmanual groups	10	6	5
Craftsmen, foremen, and kindred workers	1	67	10
Operatives and kindred workers	1	8	61
Other manual groups	3	11	17

Source: Occupational Mobility Survey, San Francisco, Tables W-45 and W-47.

TABLE 11. PART II. SELECTED MAJOR OCCUPATION GROUPS OF LONGEST JOB IN 1950 BY MAJOR OCCUPATION GROUP OF EMPLOYMENT IN JANUARY 1940, AND SELECTED MAJOR OCCUPATION GROUPS OF EMPLOYMENT, JANUARY 1940, BY MAJOR OCCUPATION GROUP OF LONGEST JOB IN 1950, FOR MEN EMPLOYED BOTH DATES—SAN FRANCISCO WORK HISTORY SAMPLE

Major occupation group of employment, January 1940	Selected major occupation groups of employment, longest job in 1950, of men who were also employed, January 1940			
	Managers, officials, and proprietors, incl. farm	Craftsmen, foremen, and kindred workers	Operatives and kindred workers	Service workers, incl. private household
Total	36,495	36,937	24,674	27,334
Percent	100	100	100	100
Managers, officials, and proprietors, incl. farm	58	6	10	7
Other nonmanual groups	17	7	5	6
Craftsmen, foremen, and kindred workers	11	59	4	4
Operatives and kindred workers	8	18	66	13
Service workers, incl. private household	6	4	5	59
Other manual groups	-	6	10	11

Major occupation group of employment, longest job in 1950	Selected major occupation groups of employment, January 1940, of men who also were employed at least one month in 1950			
	Managers, officials, and proprietors, incl. farm	Craftsmen, foremen, and kindred workers	Operatives and kindred workers	Service workers, incl. private household
Total	35,313	29,698	36,199	22,311
Percent	100	100	100	100
Managers, officials, and proprietors, incl. farm	60	13	8	11
Other nonmanual groups	20	4	10	4
Craftsmen, foremen, and kindred workers	7	74	18	6
Operatives and kindred workers	7	3	46	5
Service workers, incl. private household	5	4	9	71
Other manual groups	1	2	9	3

Source: Occupational Mobility Survey, San Francisco, tabulation undertaken at University of California (Berkeley).

centage of those who had moved into the service group from other groups by 1950 had been craftsmen in 1940. If, as we have elsewhere noted, there are indications that a good many service workers tend to be older men who have previously been employed in other occupational groups, it would appear that skilled craftsmen may be less likely to be forced to seek this type of employment than other groups of workers. Those who left the service group to join other groups over the course of the decade scattered rather widely.

One final type of measure of the pattern of the inter-group shifts which occurred in our three periods is presented in Table 12. This table indicates that, in the case of men, the majority of inter-group shifts over the course of all three periods we have been discussing were made by manual workers, and that the most important single type of shift in each period was from one manual group to another. Between 1940 and 1944, nonmanual to manual inter-group shifts were relatively more important than manual to nonmanual inter-group shifts, while the reverse was true in the postwar period. Over the decade as a whole, the majority of inter-group shifts by nonmanual workers were to other nonmanual groups rather than to manual groups. In the case of women, employed as they were primarily in nonmanual occupations in 1950, the majority of inter-group shifts were made by nonmanual workers, and the most common type of shift was from a nonmanual group to a nonmanual group. It must be recognized that these comparisons relate only to net shifts made by our workers between the two terminal dates of each of our three periods — they do not give any indication as to the numbers and types of shifts those workers may have made who shifted more than once between any two pair of dates in the table.

Inter-Group Industrial Shifts

Inter-group industrial shifts by workers with work histories in the war and postwar periods are summarized in Table A-11 (Appendix). Interestingly enough, the percentages of workers involved in shifts between industrial groups in the two periods were strikingly similar to the percentages involved in shifts between occupation groups, in the case of both sexes (compare the top rows of Tables A-10 and A-11). This suggests that most of the shifts made by these men involved a combination of occupational and industrial shifts. We shall have occasion to look into this question more fully in Chapter VI.

Of the men with work histories who were employed at the end of 1944, and had also been employed in January, 1940, the largest percentages who had shifted from different occupation groups between the two dates were found in durable goods manufacturing and in transportation and utilities. By far the greatest expansion in employment during the war, of course, occurred in durable goods industries, particularly shipbuilding, while employment in transportation also expanded substantially.¹ On the other hand, after the war, it was the construction industry which drew the largest percentage of workers from other industries, as far as the men with work histories were concerned, reflecting the building boom which characterized the postwar period. The men employed in wholesale and retail trade at the end of 1949

1. See Table 9, Report No. 1.

TABLE 12. PATTERN OF INTER-GROUP OCCUPATION SHIFTS, JANUARY 1940-DECEMBER 1944,
DECEMBER 1944-DECEMBER 1949, AND JANUARY 1940--LONGEST JOB IN 1950,
FOR PERSONS EMPLOYED ON BOTH TERMINAL DATES IN EACH PERIOD, BY SEX--
SAN FRANCISCO WORK HISTORY SAMPLE

Pattern of inter- group occupation shifts	Men						Women					
	1940-1944		1944-1949		1940-1950		1940-1944		1944-1949		1940-1950	
	Number	Per- cent	Number	Per- cent	Number	Per- cent	Number	Per- cent	Number	Per- cent	Number	Per- cent
Total ^A	148,934 ^B	100	156,912 ^C	100	182,473 ^D	100	54,172 ^E	100	78,028 ^E	100	61,355 ^F	100
Remained in same occupation group	102,837	69	116,280	74	109,042	60	42,534	79	63,081	81	43,540	71
Moved to differ- ent occupation group	46,108	31	40,643	26	73,453	40	11,643	21	14,947	19	17,821	29
Nonmanual group to non- manual group	6,798	5	7,390	5	17,738	10	5,892	11	6,468	8	8,909	15
Nonmanual group to man- ual group	10,936	7	3,697	2	13,451	7	1,869	3	2,300	3	3,163	5
Manual group to manual group	22,904	15	19,211	12	26,893	15	1,869	3	3,448	4	2,587	4
Manual group to nonmanual group	5,470	4	10,345	7	15,371	8	2,013	4	2,731	4	3,162	5

^A Individual items do not always add to totals because of rounding.

^B Excludes 296 men not reporting occupation of January 1940 job.

^C Excludes 296 men not reporting occupation of December 1949 job.

^D Excludes 148 men not reporting occupation of longest job in 1950 and 296 men not reporting occupation of January 1940 job.

^E Excludes 144 women not reporting occupation of December 1944 job.

^F Excludes 575 women who were in the Armed Forces in 1950.

Source: Occupational Mobility Survey, San Francisco, Tables W-45 and W-47, and tabulation undertaken at University of California (Berkeley).

had also been drawn to a greater-than-average extent from other industries.¹

The question that is, of course, of special interest in connection with San Francisco wartime developments is, "From what industries did the workers who flocked into the durable goods industries (particularly ship-building) during the war come, and to what industries did they go after the war?" In view of the nature of our data, we cannot answer this question fully, especially since we have no information on workers who left the area after the war. But we can gain some insight into the previous and subsequent employment status and industrial attachments of the men represented in the work history sample who were employed in durable goods industries in December, 1944.

Table 13. Employment Status and Major Industry of Employment, January 1940 and December 1949, of Men Employed in Durable Goods Manufacturing Industries, December 1944--San Francisco Work History Sample

Employment status and major industry of employment, (1) January 1940 and (2) December 1944	Men employed in durable good manufacturing industries, December 1944	
	Status and industry, January 1940 (1)	Status and industry December 1949 (2)
Total	34,722	34,722
Percent	100	100
Employed	86	95
Construction	6	8
Manufacturing	37	44
Durable goods	29	38
Nondurable goods	8	6
Transportation, communication, and utilities	11	7
Wholesale and retail trade	11	18
All other industries	21	18
Unemployed	8	3
Other status	6	2

Source: Occupational Mobility Survey, San Francisco, Tables W-46 and W-48.

1. Comparison of Table A-11 with a corresponding table for the six cities combined (not included in the present report) indicates that a smaller proportion of the men represented in the San Francisco work history group who were employed in December, 1944 were in the same major industry group in which they had been employed in January, 1940 than was the case for the six cities combined. As we might expect, the major industry group in which this type of contrast appeared to a striking degree was durable goods manufacturing. This parallels a similar difference which we noted in connection with occupation groups in Table A-10.

Table 13 indicates that, of these men, 87 percent had been employed in January, 1940. The largest single group (less than a third of the total) had been employed in durable goods industries on the earlier date. The other men who had been employed in early 1940 had had a wide variety of industrial attachments. By December, 1949, the majority of these men had moved out of durable goods industries and were distributed in a manner not strikingly different from that of January, 1940. A larger percentage was employed. Apart from this, the chief difference was the larger percentage employed in wholesale and retail trade than had been the case in January, 1940.

In view of the relatively small numbers of workers represented by the San Francisco work history sample who were employed in manufacturing on our three key dates, an intensive analysis of shifts within manufacturing, such as is being made for some of the other cities in the survey, is not justified in the case of San Francisco. Nor are we justified in attempting to analyze the movements of the women who were employed in the durable goods industries during the war.

Summary

We may summarize the most important points brought out in the present chapter as follows:

1. While inter-group occupational and industrial shifts clearly played an important role in facilitating the production shifts which characterized the war and postwar periods, only a minority of the workers represented in the San Francisco work history sample were involved in such shifts. In the case of women, additions to the labor force played a relatively more important role than inter-group shifts. We must recognize, of course, that the data analyzed in the present chapter probably tend to understate the amount of shifting that actually occurred, because (a) no account is taken of shifts within broad occupational and industrial groups, (b) some workers may have made inter-group shifts within the war or postwar periods which do not show up in the data, and (c) workers who migrated to San Francisco during the war and later left the city may have been more mobile, on the whole, than those who were residing in the city at the time of the survey.
2. While the direction of inter-group occupational shifts during the war was clearly dominated by the expanding need for manual workers in war industries, and the direction of inter-group occupational shifts after the war was dominated by the expanding need for workers in peacetime activities, the postwar shifts by no means cancelled out the wartime shifts. This may be attributable, in part, to the fact that the postwar economic situation in San Francisco differed considerably from the prewar situation, but it also undoubtedly reflects, in large part, the experience of migrants to the area. We shall probably find, when we explore this problem more fully in our third report, that there were greater contrasts between the occupational affiliations of migrants in 1940 and in 1950 than of nonmigrants.
3. The data suggest that professional workers and female clerical workers represent relatively "closed" occupational groups, in the sense that comparatively few workers move into these groups from other groups or out of these groups into other groups.
4. No single occupation group appears to be an outstandingly important

"source" of workers for any other group, although interchange between the craftsmen and operatives groups seems to play a role of some importance. There is also some evidence of interchange between the craftsmen and operatives groups, on the one hand, and the managerial group, on the other. On the whole, we should require a much larger sample in order to arrive at any positive conclusions on the direction of inter-group shifts.

CHAPTER IV

FACTORS IN MOBILITY, 1940-1949

In this chapter we shall be concerned with an analysis of the influence of various factors on the mobility of the San Francisco work history group from January, 1940 to December, 1949. Our attention will be focussed on general mobility, as measured by numbers of changes in activity status, numbers of jobs held, and average length of jobs held.

Changes in Activity Status

Since the decade of the forties was characterized by a great deal of movement into and out of the civilian labor force associated with the war-time mobilization and subsequent demobilization, our first and most general mobility measure relates to the number of changes in activity status made by each worker during the ten-year period (see Text Table 14). A worker was considered to have changed his activity status¹ if he (1) entered or left the civilian labor force or experienced any other change in employment status, (2) experienced any change in job (other than a change in occupational assignment on the same job), or (3) experienced any change in activity status during periods out of the labor force, such as from student to member of the Armed Forces or vice versa.

Workers who did casual work only during the ten-year period are excluded from Text Table 14 and other mobility tables, because of the fact that it was impossible to determine from their work histories how many jobs such

Table 14. Median Number of Changes in Activity Status^A, January 1940-December 1949, for Each Age and World War II Veteran-Status Group of Men and for Each Age Group of Women--San Francisco Work History Sample^B

Age	Men				Women	
	Veterans of World War II		Nonveterans of World War II		Number	Median no. of changes in status
	Number	Median no. of changes in status	Number	Median no. of changes in status		
Total ^C	61,169	4.1	151,150	1.4	114,810	2.2
25-34 years	31,028	4.4	14,775	3.9	29,744	3.9
35-44 years	20,981	4.0	41,075	2.3	35,492	2.3
45-54 years	8,274	3.5	47,872	1.0	30,750	1.5
55-64 years	739 ^D		35,904	0.7	13,938	1.2
65 years and over	11,880 ^D		11,525	0.4	4,886	0.5

^AFor definition of a change in activity status, see text.

^BExcludes persons with only casual or odd job work, 1940-1949.

^CIndividual items do not always add to totals because of rounding.

^DNo medians have been calculated for age groups with fewer than 2955 men or 2874 women.

^ESource: Occupational Mobility Survey, San Francisco, Table W-26 (Revised Outline Item III.A.5).

workers had held.¹ If a worker had performed casual work during portions of the ten-year period but had held regular jobs during other portions of the period, an attempt was made by the Census Bureau to estimate the total number of jobs the worker had held, and all such workers were included in the mobility tables.

Table 14 indicates, as we might expect, that World War II veterans had tended to experience more changes in activity status than other workers. In fact, the median World War II veteran in the San Francisco work history group had experienced 4.1 changes in status during the ten-year period, as contrasted with only 1.4 changes for the median male nonveteran.² While so sharp a contrast was in part explained by the fact that the veterans were predominantly young, this is clearly not the entire explanation. Although the median number of changes in status was high for younger age groups throughout the table and fell consistently with increasing age, the decline was much more pronounced for male nonveterans and for women than for the veterans.

The median woman in the work history group had experienced 2.2 changes in status, or somewhat more than the median male nonveteran. Apparently, this difference was related to the younger age composition of the female group. The table suggests, also, that women aged 45 to 64 had tended to experience more changes in activity status than male nonveterans of corresponding ages, but the differences in the relevant medians are not large enough to be considered necessarily significant. There were no differences between younger women and younger male nonveterans with respect to median numbers of jobs held.

Number of Civilian Jobs Held: Variations by Labor Force Exposure and Pattern of Job Separations

Our second mobility measure relates to number of civilian jobs held (see Text Table 15). The median male worker represented by the San Francisco work history sample had held 2.5 jobs during the ten-year period, while the median female worker had held 2.2 jobs. Does this difference, which is large enough to be considered significant, indicate that men tend to change jobs more frequently than women? Let us postpone any attempt to answer this question until we have considered the influence of other factors on the relative job mobility of the two sexes.

1. These workers represented only a very small proportion of the work history group (see Table A-17, Appendix).

2. In the table relating to changes in activity status, the class intervals were 0, 1, 2, 3...."10 or more" changes in status. In interpolating the median within a class interval, the limits of the class intervals were taken as -0.5 to 0.5, 0.5 to 1.5, 1.5 to 2.5, and so on. Thus if the median was say, 0.7, as for male nonveterans 65 years of age and over, this simply meant that the median fell near the lower end of the class interval representing one change in activity status. The same method was employed in computing median number of jobs held.

Table 15. Percent of Workers, Median Age, and Median Number of Civilian Jobs Held, January 1940-December 1949, by Months in the Civilian Labor Force and Sex--San Francisco Work History Sample^A

Months in civilian labor force, 1940-1949, and sex	Workers		Median Age	Median number of civilian jobs held
	Number	Percent		
Total men--all periods in civilian labor force	211,137	100	44.8	2.5
115-120 months	135,045	64	49.8	2.0
60-114 months	55,407	26	38.1	3.5
Less than 60 months	20,685	10	31.8	2.3
Total women--all periods in civilian labor force	111,361	100	43.0	2.2
115-120 months	46,125	41	48.4	1.8
60-114 months	40,665	37	39.5	2.9
Less than 60 months	24,571	22	39.1	2.0

^AExcludes persons with only casual or odd job work and persons with no civilian job; 1940-1949.

Source: Occupational Mobility Survey, San Francisco, Tables W-27, W-31, W-33, W-37, W-39, and W-43 (see Appendix, Tables A-12 and A-16).

Table 15 indicates that the median number of jobs held by workers who had been in the civilian labor force 60 to 114 months was considerably higher, in the case of both sexes, than the median number of jobs held by workers who had been in the labor force practically the full ten-year period (115 to 120 months). Workers who had been in the labor force less than 60 months had also tended to change jobs more frequently (in a comparable period) than those who had been in the labor force virtually the full period. While the actual median numbers of jobs held by men and women who had been in the labor force less than 60 months were not significantly larger than the median numbers of jobs held by those who had been in the labor force almost the full period, we clearly must make an allowance for their shorter period in the labor force in measuring their job mobility rates.

What factors account for the relatively greater job mobility of persons who had been the labor force less than the full period? Clearly, the fact that these workers tended to be younger than the men and women who had been in the labor force 115 to 120 months was partly responsible, for, as we shall see in the next section, job mobility tended to vary inversely with age. In addition, the fact that the men who had been in the labor force less than 115 months were chiefly World War II veterans was probably an

important factor in the situation.¹ We have no separate tabulation giving numbers of jobs held by veterans, but all the indirect evidence which we have bearing on this point suggests that veterans tended to hold more jobs than nonveterans of corresponding ages. Finally, in the case of both men and women, the proportion of migrants among persons with less than 115 months in the civilian labor force was substantially higher than among those with 115 months or more in the civilian labor force,² and, as we shall see, migrants tended to have comparatively high job mobility rates.

Table A-12 (Appendix), which is more detailed than Text Table 15, indicates the median numbers of jobs held by persons with varying patterns of job separations. As we might expect, the median worker with only one employer had tended to hold only one job. Apparently there were some cases in which persons with only one employer had been separated from their jobs and had later returned to the same employer, but these cases were too few in number to have an appreciable effect on the medians for the various labor-force-exposure and sex groups. The only exception occurs in the case of men who had been in the labor force 60 to 114 months and had had only one employer. The median worker in this group had held 1.9 jobs. Among the relatively small number of workers in this group, there were probably a number of veterans who had returned to jobs with their former employers after the war.³

In the case of persons with more than one employer, a distinction is drawn between those with no job shifts for "economic" reasons and those with all other combinations of shifts. A word of explanation is in order here. When the Occupational Mobility Survey was planned, it was originally intended to determine, from the reasons reported by workers for leaving jobs, whether each job separation was voluntary or involuntary. When the schedules were examined, it was found that it was impossible in some cases to determine whether a given job separation was voluntary or involuntary. It was therefore decided to classify all separations which apparently resulted from a change in business conditions affecting the employer's establishment as job shifts for economic reasons. Such cases include layoffs, "firm went out of business" or "went bankrupt", "factory moved out of town", etc. Job separations for noneconomic reasons include all other types of separations -- "disliked working conditions", "wanted more money", "boss fired me", "entered Armed Forces", etc. Thus, job separations for economic reasons may be regarded as involuntary separations, but certain types of involuntary separations associated with the employee's individual relations with his employer ("boss fired me", etc.) are classified as separations for noneconomic reasons. A person who had no job shifts for economic reasons is

1. While a negligible percentage of the men who had been in the civilian labor force 115 to 120 months were World War II veterans, 71 percent of those who had been in the civilian labor force 60 to 114 months and 91 percent of those with less than 60 months in the labor force were veterans of the last war. (See Occupational Mobility Survey, San Francisco, Table W-7.)

2. See Text Table 20.

3. Actually, the number of workers in this group is so small that the median cannot be regarded as very reliable.

a person who at no time in the ten-year period lost a job as a result of a change in business conditions affecting his employer.¹

Table A-12 indicates that the workers who had experienced no job shifts for economic reasons had tended to hold fewer jobs than "all other" workers. This relationship held for all groups of workers in the table and suggests that, on the whole, workers who had experienced some involuntary separations related to business conditions affecting their employers tended to have had somewhat higher mobility rates, as measured by number of jobs held, than workers who had not experienced such involuntary separations.

Number of Civilian Jobs Held by Age and Family Status

We have already referred to the decided tendency for mobility, as measured by number of jobs held, to decline with increasing age (see Table A-13, Appendix). This relationship held in decisive manner for both sexes, but in the case of men the difference between the median number of jobs held by those aged 25 to 34 and those aged 35 to 44 was not significant. If we compare Table A-13 with Text Table 14, we are led to infer that the relatively high median number of jobs held by men aged 35 to 44, as compared with women in the same age bracket, may have reflected the relatively high mobility of the veteran contingent among the men. There is suggestive evidence, moreover, which may be drawn from a number of the tables in this report, that the men who had migrated to the Area during the war, and who apparently represented a considerable percentage of the 35 to 44 age group, had tended to hold an unusually high number of jobs during the ten-year period. This question will be explored more fully in our third report.

The median number of jobs held by the men represented by the San Francisco work history sample (2.5) was significantly higher than the corresponding median (2.2) for the six cities combined.² In the case of women, the medians were 2.2 for San Francisco and 2.0 for the six cities combined. This latter difference was not large enough to be considered necessarily significant. If we compare the medians for the various age groups (not shown in this report), we find that medians for San Francisco workers of both sexes tended to be higher than those for the six cities combined in the case of all age groups except the 65 and over group.³ The difference was especially large in the case of male workers aged 35 to 44. In the absence of complete data for all six cities, we cannot fully explain the higher mobility of San Francisco men, but all the evidence which we have suggests that the chief explanation was the relatively high proportion of migrants in San Francisco.

Age appears to be an extremely important factor in relation to mobility, not only in San Francisco but in the six cities combined. Whether it is primarily the influence of age alone, or of some related factor such as length of service with a particular employer, which tends to restrict the mobility of workers as they grow older, we shall not attempt to settle in

1. Or, if he was self-employed, was never forced to give up his business because of declining profits or an actual business failure.

2. See Text Tables 16-18.

3. In the cases of certain individual age groups especially for women, the differences were not large enough to be considered necessarily significant. See Occupational Mobility Survey, Six Cities Combined, Table W-10.

this report, since we have not gathered data on length of service, seniority, or other similar factors. Some writers have maintained that length of service is the decisive factor, rather than age.

Do family heads and secondary workers differ in relation to job mobility? Table A-13 indicates that the median male family head in the San Francisco work history group had held the same number of civilian jobs in the ten-year period (2.5) as the median male secondary worker. The manner in which mobility varied with age differed somewhat, however, for the two types of workers. In the case of the male family heads, the median number of jobs held declined consistently with increasing age. In the case of the male secondary workers, the median number of jobs held was rather small for the 25 to 34 age group, as compared with the corresponding median for family heads, but rose to a peak for the age group 45 to 54 and then declined. Let us postpone any attempt to interpret this contrast until we have considered Table A-14, relating to average length of civilian jobs, which is discussed in the next section of this chapter.

In the case of women, the secondary workers were the dominant group, representing 88 percent of all women included in Table A-13. There were no significant differences between their mobility, as measured by median number of jobs held, and that of the women as a whole. The small differences observed in the case of female family heads cannot be regarded as necessarily significant.

Average Length of Civilian Jobs Held by Age and Family Status

The average length of civilian jobs held by the median male worker represented by the work history sample was 38.9 months or a little over three years (see Table A-14, Appendix).¹ For younger men, aged 25 to 34 years, the median was only 21.6 months, and, as we would expect, the median increased sharply with advancing age. On the basis of the evidence in Table A-13 and A-14, we may infer that younger men had tended, not only to change jobs more frequently than older men, but also to have been in the civilian labor force over a shorter total period. This inference, of course, is entirely consistent with the fact that a substantial proportion of the younger men were veterans of World War II.

The difference between the median average length of civilian jobs held by male family heads and secondary workers was not large enough to be considered necessarily significant. The decided contrast between the median average length of civilian jobs held by family heads aged 45 to 54 and secondary workers in the corresponding age bracket is worth mentioning, however, even though the number of secondary workers in this age bracket is so small that the median for the group is not very reliable. The fact that secondary workers in this age bracket (and to a lesser extent in the 55 to 64 age bracket) had tended both to hold more jobs than family heads of corresponding ages and to spend a considerably shorter average period on each job suggests that middle-aged secondary workers tend to display greater job mobility than middle-aged family heads.

1. The reader will note that the table excludes persons with casual work only and persons who held no civilian job in the 1940-1949 period.

The median average length of civilian jobs held by women represented by the work history sample was almost the same as that for men -- the difference was not large enough to be considered necessarily significant. Jobs held by women aged 45 to 54, however, tended to have been somewhat shorter in average length than those held by men in the same age bracket. The evidence in Tables A-13 and A-14, considered together, suggests that middle-aged women had, on the whole, been in the civilian labor force over a somewhat shorter total period than middle-aged men.

There were no significant differences between female family heads and female secondary workers with respect to average length of civilian jobs held.

Number of Civilian Jobs by Years of Residence

One would expect that the workers who migrated to San Francisco and the other six cities in the survey from 1940 on would have tended to hold more jobs during the 1940-49 period than the nonmigrants.¹ The very process of migrating inevitably involved at least one job shift, unless the worker was transferred or had not held a civilian job before migrating. Furthermore, the migrants were, on the whole, younger than the nonmigrants.

Table 16 indicates clearly that, for both San Francisco and the six cities combined, the number of jobs held by workers during the ten-year period tended to vary inversely with years of residence in the Standard Metropolitan Area. There was a sharp contrast moreover, between the median number of jobs held by migrants, both wartime and postwar, and by persons with 12 to 20 years of residence in the Area (or Areas). The differences in median number of jobs held by the most recent group of migrants (with 0 to 5 years of residence) and the wartime migrants (with 6 to 11 years of residence) were not material.

The data in Table 16 lend support to the inference that the slightly greater mobility of the men represented by the San Francisco work history sample as measured by median number of civilian jobs held, than of the men in the six cities combined may be attributable primarily to the relatively high proportion of migrants in San Francisco.

We must recognize, of course, that the greater mobility of the migrants was associated with the fact that they tended to be on the whole, a younger group than the nonmigrants. But the San Francisco work history group was actually somewhat older, on the whole, than the work history population of the six cities combined, in spite of the comparatively high proportion of migrants in the San Francisco group.² It will be recalled, also, that the median number of jobs held by every age group in San Francisco except the oldest was higher, in the case of both sexes, than the corresponding median for the six cities combined. We may tentatively conclude, therefore, that the comparatively high mobility rate of the San Francisco work history

1. The most recent migrants (those with 0 years residence) did not, of course, move to the Area in question until after the end of 1949.

2. See Occupational Mobility Survey, San Francisco and Six Cities Combined, Table W-10.

TABLE 16. PERCENT OF WORKERS AND MEDIAN NUMBER OF CIVILIAN JOBS HELD, JANUARY 1940-DECEMBER 1949, BY YEARS OF RESIDENCE IN STANDARD METROPOLITAN AREA AND SEX--WORK HISTORY SAMPLE FOR SAN FRANCISCO AND FOR SIX CITIES COMBINED^A

Years of residence in Standard Metro- politan Area and Sex	San Francisco			Six Cities Combined		
	Number	Percent	Median number of civilian jobs held	Number	Percent	Median number of civilian jobs held
Total men ^B	213,354 ^C	100	2.5	2,350,257 ^E	100	2.2
0-5 years	44,326	21	3.6	314,493	13	3.2
6-11 years	29,994	14	3.5	248,931	11	3.5
12-20 years	32,062	15	2.4	250,796	11	2.2
21 and over	106,972	50	1.8	1,536,035	65	1.9
Total women ^B	115,384 ^D	100	2.2	1,104,136 ^F	100	2.0
0-5 years	34,486	30	3.1	173,328	16	2.9
6-11 years	21,123	18	2.8	146,684	13	2.8
12-20 years	15,806	14	1.9	135,080	12	2.1
21 and over	43,970	38	1.5	649,046	59	1.6

^AExcludes persons with only casual or odd-job work, 1940-1949.

^BIndividual items do not always add to totals because of rounding.

^CExcludes 148 men not reporting years of residence.

^DExcludes 144 women not reporting years of residence.

^EExcludes 923 men not reporting years of residence.

^FExcludes 219 women not reporting years of residence.

Source: Occupational Mobility Survey, San Francisco, and Six Cities Combined, Table W-51.

group was associated chiefly with the relatively high proportion of migrants in the group. This matter will be further explored in Report No. 3.

Number of Civilian Jobs by Major Occupation Group

Table 17 indicates that the mobility of workers in the various major occupation groups, as measured by median number of civilian jobs held, differed considerably. In the case of San Francisco men, there was a wide difference between the median numbers of jobs held by professional and managerial workers, on the one hand (1.8 jobs in both cases), and the median number held by laborers on the other (3.3 jobs). Differences between adjacent groups in the Census classification scheme, however, were in many cases not wide enough to be considered necessarily significant. If we compare the men's groups with the women's groups in San Francisco, we find that the variations by occupation group were somewhat similar for the two sexes but that the median for almost every male group was a little higher than the median for the corresponding female group. These differences, were not large enough to be considered significant, but they tend to rule out any inference that the higher mobility of San Francisco men was entirely attributable to the fact that the men were more heavily concentrated in the more mobile manual groups than were the women.

The range of variation among major occupation groups, with respect to median number of jobs held was somewhat wider in San Francisco in the case of both sexes, than in the six cities combined. Another way of expressing the same point is that while differences between the medians for San Francisco and for the six cities combined were insignificant in the case of some of the occupation groups (particularly the less mobile groups), they were quite large in the case of certain other groups. The differences were especially large for craftsmen and service workers, in the case of men. Why was it that San Francisco workers who were employed in certain occupation groups in 1950 had been more mobile in the 1940-49 period, as measured by median number of civilian jobs held, than the corresponding workers in the six cities combined, particularly in the case of the men? Was it chiefly because the relevant San Francisco occupation groups included larger proportions of migrants than the corresponding groups in the six cities combined? If we compare Table 16 with Table A-6 (Appendix), we do tend to find that the occupation groups for which median numbers of jobs held were higher in San Francisco than in the six cities combined were also, on the whole, the groups which included comparatively large percentages of migrants, either wartime or postwar. In the case of the women's groups, this comparison must be regarded as suggestive, rather than conclusive, for the number of women in most of the San Francisco female occupation groups was so small that we cannot attach significance either to differences between them or to differences between the San Francisco groups and the corresponding groups in the six cities combined.

Were the variations among major occupation groups with respect to median number of jobs held associated with age differences? So far as San Francisco is concerned, the answer appears to be no. If we compare the median ages of workers in the various occupation groups (see Table 1) with median numbers of jobs held, we find no tendency for the groups with relatively low median

TABLE 17. PERCENT OF WORKERS AND MEDIAN NUMBER OF CIVILIAN JOBS HELD, JANUARY 1940-DECEMBER 1949, BY MAJOR OCCUPATION GROUP OF LONGEST JOB IN 1950 AND SEX--
WORK HISTORY SAMPLE FOR SAN FRANCISCO AND FOR SIX CITIES COMBINED^A

Major occupation group of longest job in 1950 and sex	San Francisco			Six Cities Combined		
	Number	Per- cent	Median number of civilian jobs held	Number	Per- cent	Median number of civilian jobs held
Total men ^B	213,208	100	2.5	2,347,863 ^E	100	2.2
Professional, technical, & kindred workers	19,651	9	1.8	224,167	10	1.9
Managers, officials, & proprietors, incl. farm	40,927	19	1.8	376,412	16	1.9
Clerical and kindred workers	17,139	8	2.3	187,960	8	2.1
Sales workers	19,503	9	2.6	154,865	7	2.1
Craftsmen, foremen, and kindred workers	39,893	19	3.0	522,817	22	2.3
Operatives and kindred workers	29,994	14	2.9	509,317	21	2.5
Private household workers ^G	591	—H	—	4,071	—H	—
Service workers, exc. private household	31,028	15	3.0	213,212	9	2.2
Laborers, incl. farm but not mine	14,480	7	3.3	155,046	7	2.8
Total women ^B	114,953	100	2.2	1,100,648 ^F	100	2.0
Professional, technical, & kindred workers	12,789	11	1.4	92,964	8	1.5
Managers, officials, & proprietors, incl. farm	9,484	8	2.1	78,364	7	2.0
Clerical and kindred workers	46,556	41	2.1	335,281	31	2.2
Sales workers	8,765	8	2.5	67,306	6	1.7
Craftsmen, foremen, and kindred workers ^G	1,724	1	—	19,124	2	—
Operatives and kindred workers	12,932	11	2.1	309,092	28	2.1
Private household workers	4,167	4	2.7	38,422	3	2.2
Service workers, exc. private household	17,530	15	2.5	150,418	14	2.0
Laborers, incl. farm but not mine ^G	1,006	1	—	9,676	1	—

^AExcludes persons with only casual or odd job work, 1940-1949.

^BIndividual items do not always add to totals because of rounding.

^CExcludes 296 men not reporting occupation of longest job in 1950.

^DExcludes 575 women who were in the Armed Forces in 1950.

^EExcludes 321 men not reporting occupation of longest job in 1950 and 2,996 men who were in the Armed Forces in 1950.

^FExcludes 25 women not reporting occupation of longest job in 1950 and 3,682 women who were in the Armed Forces in 1950.

^GNo medians have been calculated for occupation groups with fewer than 2,955 men or 2,874 women (San Francisco) or 30,599 men or 30,044 women (Six Cities Combined).

^HPercent not shown where less than 0.5.

Source: Occupational Mobility Survey, San Francisco, and Six Cities Combined, Table W-52.

TABLE 18. PERCENT OF WORKERS AND MEDIAN NUMBER OF CIVILIAN JOBS HELD, JANUARY 1940-DECEMBER 1949, BY MAJOR INDUSTRY GROUP OF LONGEST JOB IN 1950 AND SEX--
WORK HISTORY SAMPLE FOR SAN FRANCISCO AND FOR SIX CITIES COMBINED^A

Major industry group of longest job in 1950 and sex	San Francisco			Six Cities Combined		
	Number	Per-cent	Median number of civilian jobs held	Number	Per-cent	Median number of civilian jobs held
Total men ^B	213,502	100	2.5	2,351,180	100	2.2
Construction	18,321	9	3.4	190,722	8	2.9
Manufacturing	37,234	17	2.5	796,089	34	2.2
Durable goods	19,356	9	2.5	477,919	20	2.2
Nondurable goods (incl. not specified mfr.)	17,878	8	2.4	318,171	14	2.1
Transportation, communication and other public utilities	25,413	12	2.3	273,653	12	2.0
Wholesale and retail trade	57,180	27	2.5	518,004	22	2.4
All other industries ^C	75,354	35	2.3	572,712	24	2.0
Total women ^B	115,528	100	2.2	1,104,355	100	2.0
Construction ^D	1,437	1		5,854	1	
Manufacturing	19,973	17	2.1	382,790	35	2.1
Durable goods	6,610	6	2.4	156,623	14	2.1
Nondurable goods (incl. not specified mfr.)	13,363	11	1.9	226,167	21	2.0
Transportation, communication and other public utilities	6,754	6	2.1	48,688	4	1.4
Wholesale and retail trade	30,319	26	2.4	256,268	23	1.9
All other industries ^C	57,046	50	2.0	410,755	37	2.1

^A Excludes persons with only casual or odd job work, 1940-1949.

^B Individual items do not always add to totals because of rounding.

^C Includes persons whose industry was not reported or who were in the Armed Forces in 1950.

^D No medians have been calculated for industry groups with fewer than 2,955 men or 2,874 women (San Francisco) or 30,599 men or 30,044 women (Six Cities Combined).

Source: Occupational Mobility Survey, San Francisco, and Six Cities Combined, Table W-53.

ages to display high mobility or vice versa. The one clearcut exception was the male managerial group, which had a high median age and a comparatively low median number of jobs, but this appears to be the exception that proves the rule.

Number of Civilian Jobs by Major Industry Group

Variations in mobility among major industry groups, as measured by numbers of civilian jobs held, were not as wide as variations among major occupation groups. The construction industry stood out as an industrial group in which the median male worker had held an unusually large number of civilian jobs during the ten-year period, in both San Francisco and the six cities combined. In the six cities combined, women workers in the transportation and utilities group had held a comparatively small median number of jobs. But, on the whole, medians for male workers in the various major industry groups in San Francisco did not deviate widely from the median for all San Francisco men with work histories, and similarly for San Francisco women and for both sexes in the six cities combined. Of course, the fact that a number of industries have been combined in an "all other" category may tend to obscure some differences, but the size of our sample does not justify intensive analysis of the smaller industry groups.

As was the case with occupation groups, the median number of jobs held by men in the various industry groups tended to be higher than the median number held by women in the same industry group. Again, the differences were not large enough to be considered significant in many instances.

As we should expect, also, the median numbers of jobs held by San Francisco workers were higher, in the case of a number of industry groups, than the corresponding medians for the six cities combined. Again, as in the case of occupation groups, we find that there was some tendency for these differences to apply chiefly to those industry groups which included a comparatively large percentage of either wartime or postwar migrants (see Table A-7).

Number of Civilian Jobs Held by Sex

We postponed consideration of the question as to whether there appeared to be a difference in mobility between the sexes which was independent of other factors, until we had completed our discussion of the influence of other factors. Throughout the tables which we have been analyzing, whether we controlled for age, years of residence, labor force exposure, major occupation group, or major industry group, the median number of jobs held by women tended to be somewhat lower than the median number of jobs held by men, although in most cases the differences were so small that they could not be regarded as necessarily significant. One factor for which we were not in a position to account fully was veteran status as a factor influencing the mobility of the men. Text Table 14 and Appendix Table A-13, considered together, suggest that the high proportion of veterans in the younger male age groups account for much of the difference in job mobility between men and women. We are left, therefore, with the conclusion that, on the whole, the influence of sex as such had very little influence on job mobility.

Summary

The analysis in the present chapter tends to indicate that age, broad occupational level, and migration status were the most important factors responsible for job mobility differentials observed in connection with the San Francisco work history group. Of these factors, age and migration status were clearly closely related, but there is suggestive evidence that each exerted some independent influence. In our third report, we shall attempt to explore more fully the relative influence of these two factors.

Insofar as we have been able to judge on the basis of the broad industry groups analyzed in the present chapter, differences in major industry group affiliation tended to be less important as a factor influencing mobility than differences in major occupation group affiliation. Outside of the male construction group, differences in job mobility among major industry groups, as measured by median number of jobs held during the preceding ten years by workers employed in those industry groups in 1950, were not marked.

Veteran status clearly had an influence on numbers of changes in activity status. Whether it also influenced number of jobs held we cannot be certain, but it is highly likely that its influence was important. As a factor in mobility, however, veteran status must be regarded both as a transitory phenomenon and one which is closely related to age.

Differences in labor force exposure also had an influence on mobility, but here again we are dealing with a factor which is closely related to age and, in the case of the men in the particular period we have studied, to veteran status.

CHAPTER V

PATTERNS OF JOB SEPARATIONS, 1940-1949

In the previous chapter we were concerned with factors in mobility. The present chapter will help us to round out our picture of mobility by focussing attention on the factors which influenced a worker's pattern of job separations.

Pattern of Job Separations by Months in the Civilian Labor Force and Age

Approximately a third of the men and women represented by the work history sample had had only one employer during the ten-year period (see Table A-16, Appendix). But, in the case of both sexes, the percentage of persons with only one employer was higher for those who had been in the labor force practically the entire period (42% for men, 44% for women) than for the work history group as a whole. On the other hand, a relatively small proportion of those who had been in the labor force 60-114 months had had only one employer, while those who had been in the labor force less than 60 months occupied an intermediate position.¹ Thus, the differences among the three labor-force-exposure groups with respect to proportions with only one employer were consistent with their relative mobility rates, as measured by median numbers of jobs held.

Age had an important influence on patterns of job separations, just as it did on mobility. The percentages of younger workers with only one employer were relatively small in the case of both sexes but increased steadily with advancing age. This relationship tended to hold, also, for all three labor-force-exposure groups.

Among the persons with more than one employer, the majority had had no job shifts for economic reasons, but the percentage of women of whom this was true was higher than the percentage of men. Older persons had experienced relatively fewer job shifts of any description than younger persons, but, if we examine Table A-16 carefully, we note that, among persons with more than one employer, the relative proportions of persons with no job shifts for economic reasons showed some tendency to decline with advancing age. Text Table 19, which applies only to persons with more than one employer brings out this relationship clearly.

There were differences, too, among the three labor-force-exposure groups in this respect. The percentage of men with more than one employer who had had no job shifts for economic reasons tended to vary inversely with the period spent in the labor force. Thus, although the men who had been in the labor force practically the full ten years had experienced job shifts to a relatively lesser extent than men with shorter periods in the labor force, a comparatively large percentage of those who had changed jobs had experienced some separations for economic reasons. This suggests that the men with shorter periods in the labor force (chiefly veterans, as we know) had been relatively less exposed to involuntary separations associated

1. Actually, 41 percent of the women who had been in the labor force less than 60 months had had only one employer. The difference between this percentage and the corresponding figure of 44 percent for women with 115-120 months in the labor force was not significant.

with the wartime and postwar shifts in production than the men who had been in the labor force throughout the decade.¹

Table 19. Percent of Persons with More than One Employer by Pattern of Job Separations, January 1940-December 1949, for each Age and Labor-Force-Exposure Group--San Francisco Work History Sample^A

Months in civilian labor force, age in 1951, and sex	Persons with more than one employer			
	Total	Per- cent	With no job separations for economic reasons	All other
Total men--all periods in civilian labor force ^B	141,251	100	57	43
25-34 years	39,007	100	61	39
35-44 years	46,689	100	57	43
45-54 years	32,949	100	59	41
55 and over	22,608	100	46	54
115-120 months in civilian labor force	78,456	100	50	50
60-114 months in civilian labor force	47,281	100	62	38
Less than 60 months in civilian labor force	15,514	100	74	26
Total women--all periods in civilian labor force ^B	72,134	100	66	34
25-34 years	23,566	100	68	32
35-44 years	24,570	100	66	34
45-54 years	15,951	100	66	34
55 and over	8,046	100	57	43
115-120 months in civilian labor force	25,865	100	69	31
60-114 months in civilian labor force	31,613	100	64	36
Less than 60 months in civilian labor force	14,656	100	63	37

^AExcludes persons with casual or odd job work only and persons with no civilian job, 1940-1949.

^BIndividual items do not always add to totals because of rounding.

Source: Occupational Mobility Survey, San Francisco, Tables W-27, W-33, and W-39 (see Appendix, Table A-16).

1. Of course, the men with more than one employer who had been in the civilian labor force 115-120 months may have experienced job separations for economic reasons to a relatively greater extent simply because they were, on the whole, an older group. That this is not the entire explanation is suggested by a detailed analysis of the data for age groups within labor-force-exposure groups (not shown in Table 19). Even among the younger age groups, the percentage with no job shifts for economic reasons tended to vary inversely with the period of time spent in the labor force. For the most part, the age groups within labor-force-exposure groups are too small to justify this type of detailed analysis.

To the extent that differences prevailed among the female labor-force-exposure groups, they were the reverse of those which prevailed for men. The percentage of women with more than one employer who had had no job shifts for economic reasons was slightly lower for the group with 60-114 months in the civilian labor force than for the group with 115-120 months in the labor force.

Pattern of Job Separations by Years of Residence

We would expect to find that relatively few migrants had had only one employer. Not only was this the case, but there was a direct and consistent relationship between years of residence in the Area and proportions of persons with only one employer (see Table A-20, Appendix). The proportion of persons with only one employer increased with increasing years of residence. This relationship held, also, for all three labor-force-exposure groups in the case of both men and women. It was not independent, of course, of the influence of age differences.

Table A-20 brings out certain additional relationships which are less obvious. Apparently, the proportion of migrants, and especially of postwar migrants, was substantially lower among persons who had been in the civilian labor force nearly the full ten years than among groups with shorter periods in the labor force. Because this factor has an important bearing on the mobility differentials we have observed among the three labor-force-exposure groups, we present the relevant percentages in Text Table 20.

Table 20. Percent of Persons by Years of Residence in San Francisco-Oakland Standard Metropolitan Area, for Each Labor-Force-Exposure and Sex Group—San Francisco Work History Sample

Years of residence in Standard Metropolitan Area and sex	Total--all periods in civilian labor force	Persons with 115-120 months in civilian labor force	Persons with 60-114 months in civilian labor force	Persons with less than 60 months in civilian labor force
Total men	211,137	135,045	55,407	20,685
Percent	100	100	100	100
0-5 years	21	11	33	47
6-11 years	14	13	19	11
12-20 years	15	17	13	11
21 years and over	50	59	35	31
Total women	111,217 ^B	45,981	40,665	24,571
Percent	100	100	100	100
0-5 years	30	19	32	45
6-11 years	19	12	23	24
12-20 years	14	19	12	6
21 years and over	37	50	33	25

^AExcludes persons with only casual or odd job work and persons with no civilian job, 1940-1949.

^BExcludes 144 women not reporting years of residence.

Source: Occupational Mobility Survey, San Francisco, Tables W-30, W-36, and W-42 (see Appendix, Table A-20).

In the preceding section, we noted that the percentage of persons with more than one employer who had had no job shifts for economic reasons tended to decline with advancing age. If migration status had little or no independent influence on the extent to which persons had experienced job separations for economic reasons, we should expect that the percentage of persons with more than one employer who had had no job shifts for economic reasons would also have declined with increasing years of residence (in view of the direct relationship between age and years of residence in the Area).

Table 21 enables us to examine the nature of this relationship more easily by concentrating our attention on persons with more than one employer. In the case of women with more than one employer, the relationship between years of residence and percentages with no job shifts for economic reasons was in line with what we should expect. Among the more recent residents (a comparatively young group), the percentage with no job shifts for economic reasons tended to be higher than among the residents of longer standing (on the whole, an older group). In the case of men with more than one employer, on the other hand, the percentage of those with 0 to 5 years of residence in the Area who had had no job shifts for economic reasons was no higher than the corresponding percentage for men with 21 or more years of residence in the Area. The proportion with no job shifts for economic reasons was lowest in the case of wartime migrants (6 to 11 years of residence).

Table 21. Percent of Persons with More than One Employer by Pattern of Job Separations, January 1940-December 1949, for Each Years-of-Residence and Sex Group--San Francisco Work History Sample^A

Years of residence in Standard Metropolitan Area and Sex	Persons with more than one employer			
	Total	Per- cent	With no job separations for economic reasons	All other
Total men ^B	141,251	100	57	43
0-5 years	38,120	100	58	42
6-11 years	26,154	100	49	51
12-20 years	21,129	100	57	43
21 years and over	55,851	100	59	41
Total women	71,990	100	65	35
0-5 years	27,445	100	72	28
6-11 years	16,668	100	66	34
12-20 years	8,908	100	63	37
21 years and over	18,968	100	57	43

^AExcludes persons with only casual or odd job work and persons with no civilian job, 1940-1949.

^BIndividual items do not always add to totals because of rounding.

Sources: Occupational Mobility Survey, San Francisco, Tables W-30, W-36, and W-42 (see Appendix, Table A-20).

We may tentatively infer that, if we were in a position to eliminate the influence of age differences, we should find that male migrants with more than one employer, particularly those who had migrated to the Area

during the war period, had job separations for economic reasons to a relatively greater extent than nonmigrants with more than one employer. This matter will be more fully explored in Report No. 3.

Pattern of Job Separations by Major Occupation Groups

For the major occupation groups, information on patterns of job separations is presented in somewhat greater detail than for other groups. (See Table A-17, Appendix). Thus, for persons with only one employer, a distinction is drawn between those who were employed throughout 1940-1949 and those who were not. This is an important distinction, since without it we might be led to draw misleading inferences with respect to differentials in mobility. We note, for instance, that among the men with more than one employer, the majority had been employed throughout 1940-1949, whereas among the women with only one employer, only about half had been employed throughout 1940-1949. On the other hand, the percentages who had had more than one employer were very similar for the two sexes (65% of the men and 62% of the women).

In the light of what we have already learned from our analysis of number of civilian jobs held in the previous chapter, it is not surprising to find that the male professional and managerial groups, as of 1950, included the smallest percentages of men who had had more than one employer in the 1940-1949 period (51% and 49%, respectively). Outside of these two groups, the percentages of men with more than one employer varied within a very small range, from 68 percent in the case of clerical workers to 73 percent in the case of service workers. Among the women's groups, the professional group stood out with a comparatively small percentage of persons with more than one employer. The other women's groups included percentages varying from 61 percent in the case of managerial workers and operatives to 75 percent in the case of service workers.

The most interesting data in Table A-17 are those relating to the proportions of persons with no job separations for economic reasons and all other combinations of separations. The "all other" column gives us some notion of the relative proportions of persons in the various major occupation groups who had experienced at least some job separations for economic reasons. Here again, the professional and managerial groups stand out from the other male groups, with relatively low proportions of men in the "all other" column. On the other hand, the craftsmen, operatives and laborers groups had relatively high percentages in the "all other" column. In the case of the women, sales workers and service workers included comparatively high percentages of persons in the "all other" column.

We shall postpone any attempt to discuss the implications of the variations we have observed until we have had an opportunity, in Chapter VI, to study the proportions of total job shifts which were for economic or non-economic reasons.

Table A-18 presents the pattern of job separations for each major occupation group by months in the civilian labor force. In general, the only new point deserving of special comment which is brought out by a careful study of this table is that there were rather marked differences in the occupational distributions of the three male labor-force-exposure groups. We shall not discuss these differences in detail, but they do tend to shed additional light on the differing mobility characteristics of

the three groups of men.¹

Pattern of Job Separations by Major Industry Group

In Chapter IV, we found that the median number of civilian jobs held by men in the construction industry stood out as being unusually high. From Table A-19 (Appendix) we learn that the percentage of men in the construction industry who had had only one employer in the 1940-1949 period was unusually low. The range of variation among other major industry groups with respect to percentages of workers who had had only one employer was not very wide, from 31 percent in manufacturing and trade to 38 percent in "all other" industries. Among women's major industry groups, the range of variation was a little wider, and the pattern of variation was somewhat different from that which prevailed among men's groups.

Men who were in the construction industry in 1950 not only had been more mobile than other male industrial groups but also had experienced job separations for economic reasons to a relatively large extent. Approximately half of the men in the construction industry were in the "all other" column, indicating that they had experienced some job shifts for economic reasons. Outside of the construction industry, the percentages of men who had had some job shifts for economic reasons ranged from 22 percent in transportation and utilities and in "all other" industries to 38 percent in manufacturing.

Among the major industry groups in which any considerable number of women were employed in 1950, wholesale and retail trade stood out as the industrial group with the largest proportion of women (31%) who had experienced some job separations for economic reasons. The range of variation among other major industry groups in this respect was not very wide.

* * * * *

Our analysis of patterns of job separations has indicated that those groups of men and women which had tended to be least mobile, also included relatively large proportions of persons who had had only one employer during the ten-year period. There were also indications that age, labor-force-exposure, years of residence in the Area, and occupational and industrial affiliation tended to have some influence on the extent to which workers had experienced job separations for economic reasons. Since the next chapter will shed further light on this latter point, we shall not discuss the implications of these differences at this stage.

¹ Table A-18 also indicates that variations in patterns of job separations by major occupation group were very similar for the three labor-force-exposure groups.

CHAPTER VI

TYPES OF JOB SHIFTS MADE BY PERSONS WITH MORE THAN ONE EMPLOYER, 1940-1949

We come now to an analysis of job shifts made by persons who had had more than one employer during the 1940-1949 period. Since the tables which we shall analyze were derived by a series of rather complex steps, we have included a brief description of the procedures involved in our Note on Statistical Procedures in the Appendix. The important points to bear in mind about these tables are (1) that they apply only to the shifts made by persons who had had more than one employer, (2) that the estimates in the tables relate to numbers of shifts rather than to numbers of persons, and (3) that the terms occupation shift and industry shift as used in the tables mean any shift in a person's actual occupation or industry as determined by the detailed Census code, rather than merely a shift between major occupation groups or major industry groups. It would actually be possible from these tables to calculate average numbers of shifts for the persons represented in the tables, but this would, on the whole, be a somewhat misleading procedure because it would leave out of account the persons who had had only one employer, (who, it will be recalled, did not represent a uniform percentage of all age, occupation, and industry groups). The information on numbers of jobs held (Chapter IV) gives a more reliable picture of relative mobility.

The most striking point brought out by the first of the series of tables on job shifts (Table A-21, Appendix) relates to the high proportion of total shifts which involved a simultaneous change in employer, occupation, and industry. Fifty-five percent of all the shifts made by men who had had more than one employer were of this complex type, while 47 percent of the shifts made by women with more than one employer were of this type. Apparently, if a person changed his occupation, he also tended to change his industry, for the proportion of shifts involving a change in employer and occupation without a change in industry was very small for both sexes. Somewhat more important, especially in the case of women, were shifts involving a change in employer and industry without an accompanying change in occupation. Approximately a fifth of all shifts in the case of both sexes involved a change in employer without an accompanying change in either occupation or industry. Very few shifts, relatively, made by persons who had had more than one employer involved a return to the same job.

The distribution of job shifts by type of shift was, on the whole, very similar for the three labor-force-exposure groups in the case of both sexes. The most noteworthy difference appeared in the case of men who had been in the labor force less than 60 months. The percentage of shifts made by these men which involved a simultaneous change in employer, occupation, and industry was relatively high. This is consistent with the familiar fact, observed in a number of labor mobility studies, that young men who have recently entered the labor force tend to try out various types of jobs before locating the type of job which satisfies them.

There were some significant differences in the relative proportions of various types of shifts made by men who had experienced no job shifts for economic reasons during the ten-year period and those with "all other combinations" of shifts (see Table A-22). Thus, the proportion of shifts involving a simultaneous change of employer, occupation, and industry was relatively high for men who had experienced no shifts for economic reasons. On closer examination, we find that this held true only for the men who had been in the labor force less than 115 months. This suggests that voluntary shifts, at least on the part of men who had been in the labor force less than full period, were more likely to involve a simultaneous change in employer, occupation, and industry than were involuntary shifts.¹ The same type of relationship did not hold true for women. In fact the reverse relationship prevailed to a significant extent for women who had been in the civilian labor force 60 to 114 months.

Types of Job Shifts by Age

Apparently, age had some influence on types of job shifts (see Table A-29, Appendix). The most common type of shift -- the employer, occupation, and industry shift -- tended to decline in relative importance with increasing age of the groups making the shifts. On the other hand, the relative importance of "employer shifts only" tended to increase with advancing age, and there was some tendency, in the case of men, for the relative proportion of "employer and industry" shifts to increase with advancing age. On the whole, the table suggests that, on the part of people who change jobs at all, the ties of attachment to a particular occupation tend to become somewhat stronger with advancing age. If we consider this in conjunction with the fact that 50 percent or more of persons aged 55 and over had had only one employer in the ten-year period (Table A-16), we are led to infer that occupational changes by older persons are relatively unimportant.

One other point is worth noting in connection with Table A-29. For younger women, the percentage of "employer, occupation, and industry shifts" was somewhat smaller than for younger men, but this difference tended to disappear with advancing age.

Tables A-30 and A-31 (Appendix) enable us to distinguish between job shifts for economic and for noneconomic reasons by type of shift for the various age groups. In the case of men, a significantly larger percentage of job shifts for noneconomic reasons involved a simultaneous change of employer, occupation, and industry than of job shifts for economic reasons. This contrast held, moreover, for all age groups for which shifts of both types were sufficiently numerous to justify the computation of percentage distributions -- i.e., for all age groups up to 65 years of age and over. Once again, then, there was some suggestion that, at least in the case of men, voluntary shifts were more likely to involve a change in both occupation and industry than were involuntary shifts.² This inference must be

1. Cf. discussion of Tables A-30 and A-31, below.

2. This type of contrast was previously noted in our analysis of Table A-22, where, however, it did not hold for men who had been in the labor force 115-120 months, and where the distinction was between shifts by persons with no job shifts for economic reasons and by persons with all other combinations of shifts.

regarded as somewhat tentative, since the distinction between job shifts for noneconomic and for economic reasons does not precisely correspond to a distinction between voluntary and involuntary shifts.

One additional point is brought out by a study of Tables A-30 and A-31 -- there was some tendency for job shifts for economic reasons to increase in relative importance with advancing age. This relationship may be discerned clearly in Text Table 22. There is a suggestion, furthermore, that 55 to 64 years may be a critical age range in which job shifts for economic reasons are likely to assume somewhat greater relative importance as a percentage of all job shifts than for other age groups. The table indicates, also, that job shifts for noneconomic reasons accounted for a somewhat larger proportion of women's shifts than of men's shifts.

Table 22. Percent of Job Shifts for Economic and Noneconomic Reasons, January 1940-December 1949, for Each Age and Sex Group of Persons with More than One Employer--San Francisco Work History Sample

Age in 1951 and sex	Shifts by persons with more than one employer			
	Number	Percent	For economic reasons	For noneconomic reasons
Total shifts by men	423,236	100	24	76
25-34 years	127,675	100	20	80
35-44 years	149,399	100	21	79
45-54 years	94,870	100	26	74
55-64 years	41,532	100	43	57
65 and over	9,760	100	35	65
Total shifts by women	197,583	100	19	81
25-34 years	78,031	100	15	85
35-44 years	65,236	100	18	82
45-54 years	38,510	100	24	76
55-64 years	12,786	100	29	71
65 and over ^A	3,020			

^A No percentages have been calculated for male age groups with fewer than 4,433 shifts or for female age groups with fewer than 3,449 shifts.

Source: Occupational Mobility Survey, San Francisco, Tables W-19 and W-20 (see Appendix, Tables A-29 to A-31).

Types of Job Shifts by Major Occupation Group

There were some significant differences in types of shifts made by persons in the various major occupation groups. This was particularly true in the case of men. Thus, only about 40 percent of shifts made by men in the "craftsmen, foremen, and kindred workers" group involved a simultaneous change in employer, occupation and industry. This was the lowest percentage of such shifts for any major occupation group. If, moreover, we combine "employer and occupation" shifts, with "employer,

occupation, and industry" shifts, we find that these two types of shifts together accounted for a lower percentage of all shifts made by the craftsmen group than by any other major occupation group. This suggests that craftsmen, although a relatively mobile group (as measured by median number of jobs held) tended, when they did move, to shift occupations to a relatively lesser extent than men in other major occupation groups. In this latter respect, the group which most resembled the craftsmen group was the professional group.¹ This is an interesting, though perhaps not surprising, relationship, in view of the fact that, of all major occupation groups, professional workers and craftsmen tend to possess the most specialized skills or training.

On the other hand, "employer, and occupation" shifts and "employer, occupation, and industry" shifts, considered together, accounted for an unusually high proportion of shifts made by men in the managerial, clerical, and laborers group. These were the groups, then, which, when they did move, tended to display relatively little attachment to a particular occupation.

If we combine "employer and industry" and "employer, occupation, and industry" shifts, we find that, on the whole, the groups which displayed relatively little attachment to a particular occupation were also the groups which tended to display relatively little attachment to a particular industry.

Among women's occupation groups, the contrasts of this general character were less marked, and in any case, the total number of shifts was too small, for most occupation groups, to yield a very reliable percentage distribution. For the two groups with the largest numbers of total shifts — "clerical and kindred workers" and "service workers except private household" — the percentages of "employer and occupation" shifts and "employer, occupation, and industry" shifts combined appeared to be comparatively low. In other words, these groups, when they did change jobs, tended to display a relatively high degree of attachment to a particular occupation. On the other hand, clerical workers who changed jobs displayed a relatively low degree of attachment to a particular industry. Approximately 79 percent of all shifts made by female clerical workers involved a change in industry.² For service workers, the corresponding percentage was 60 percent, lower than for any other female major occupation group except private household workers — i.e., female service workers appeared to have a relatively high degree of attachment to particular industries.

Tables A-24 and A-25 enable us to draw a distinction between shifts for economic and noneconomic reasons for the major occupation groups. Since the total number of shifts for economic reasons was very small for some occupation groups, particularly in the case of women, we must be wary of attaching much significance to percentage distributions based on these totals. We shall therefore confine our comments to a few groups which had experienced substantial numbers of shifts of both types:

1. The total number of shifts made by the male professional workers was so small that the percentage distribution based on it cannot be regarded as very reliable.

2. I.e., were either "employer and industry" shifts or "employer, occupation, and industry" shifts.

We have already noted that for male "craftsmen, foremen, and kindred workers" the percentage of shifts which involved a simultaneous change of employer, occupation, and industry was comparatively small. This was especially true of shifts made by this group for economic reasons, of which only about 27 percent were of the "employer, occupation, and industry" type, as compared with 47 percent of the shifts made by the group for noneconomic reasons. On the other hand, 40 percent of the economic shifts made by craftsmen were employer shifts only, as compared with only 25 percent of the noneconomic shifts. This same type of contrast showed up for the other male manual groups, but less sharply than in the case of craftsmen.¹

There were some interesting differences among major occupation groups, also, with respect to the relative importance of job shifts for economic and noneconomic reasons, as Text Table 23 indicates. Although job shifts for noneconomic reasons were much the more numerous of the two types of shifts for all male occupation groups, they represented relatively small percentages of total shifts made by laborers and craftsmen and relatively large percentages of total shifts made by professional and managerial workers. There were variations among the women's groups, also, in this respect, but again we must be wary of drawing positive inferences because of the small total number of shifts made by most of the women's groups. For clerical workers, the group with the largest number of shifts, the proportion of shifts for noneconomic reasons was comparatively high.

Types of Job Shifts by Major Industry Group

Throughout our analysis thus far, the contrasts between male construction workers and other broad industrial groups of workers with respect to various aspects of mobility have been quite marked. This is no less true of types of job shifts than of the other mobility characteristics which we have been analyzing. The percentage of total job shifts by construction workers which involved a simultaneous change in employer, occupation, and industry was considerably smaller than for any other broad industrial group, male or female. If we combine "employer and occupation" shifts with "employer, occupation, and industry" shifts, we find, also, that these two types of shifts together accounted for a considerably smaller percentage of shifts made by male construction workers than by other types of workers. In other words, while male construction workers were relatively mobile, they displayed a comparatively large degree of attachment to a particular occupation when they did move. On the other hand, the percentage of "Employer shifts only" was comparatively high for the construction group and the percentage of "employer and industry" shifts was somewhat higher than for some of the other industrial groups. These contrasts between male workers in the construction industry and in other industries are not at all surprising. The very nature of the industry inevitably tends to produce frequent job shifts, but the skilled craftsmen who play a comparatively important role in the construction industry might be expected to display a comparatively high degree of attachment to their respective occupations.

1. In the case of laborers, the difference was not large enough to be considered necessarily significant.

TABLE 23. PERCENT OF JOB SHIFTS FOR ECONOMIC AND NONECONOMIC REASONS,
JANUARY 1940-DECEMBER 1949, FOR EACH MAJOR OCCUPATION^A AND
SEX GROUP OF PERSONS WITH MORE THAN ONE EMPLOYER--SAN
FRANCISCO WORK HISTORY SAMPLE

Major occupation group of longest job in 1950 and sex	Shifts by persons with more than one employer			
	Number	Percent	For economic reasons	For nonecon- omic reasons
Total shifts by men	422,234 ^B	100	24	76
Professional, technical, and kindred workers	26,162	100	15	85
Managers, officials, and proprietors, incl. farm	46,406	100	18	82
Clerical and kindred workers	32,961	100	21	79
Sales workers	39,163	100	24	76
Craftsmen, foremen, and kindred workers	99,604	100	29	71
Operatives and kindred workers	68,270	100	27	73
Private household workers ^D	296			
Service workers, exc. private household	73,751	100	20	80
Laborers, incl. farm but not mine	35,621	100	34	66
Total shifts by women	196,887 ^C	100	19	81
Professional, technical, and kindred workers	12,937	100	9	91
Managers, officials, and proprietors, incl. farm	15,090	100	19	81
Clerical and kindred workers	77,453	100	15	85
Sales workers	17,104	100	24	76
Craftsmen, foremen, and kindred workers	5,608	100	41	59
Operatives and kindred workers	18,250	100	23	77
Private household workers	9,487	100	29	71
Service workers, exc. private household	39,376	100	20	80
Laborers, incl. farm but not mine ^D	1,582			

^AMajor occupation group of longest job in 1950.

^BExcludes shifts of 148 men not reporting occupation of longest job in 1950.

^CExcludes shifts of 575 women who were in the Armed Forces in 1950.

^DNo percentages have been calculated for male occupation groups with fewer than 4,433 shifts or for female occupation groups with fewer than 3,449 shifts.

Source: Occupational Mobility Survey, San Francisco, Tables W-15 and W-17 (see Appendix, Tables A-23 to A-25).

The industrial group in which the highest percentage of shifts were of the "employer, occupation, and industry" variety in the case of both men and women was the transportation and utilities group. Whether this was equally true in the case of other cities in the survey, we are not at this point in a position to know, but there are reasons for supposing that it might not be. As we have previously had occasion to point out, employment in the transportation industry in San Francisco increased markedly during World War II. Furthermore, it may well be that workers engaged in waterfront activities, who undoubtedly represent a larger proportion of San Francisco's male transportation workers than of the corresponding male groups in most of the other cities, display somewhat different mobility characteristics from workers in, say, the railroad industry.

Tables A-27 and A-28 enable us to distinguish between shifts for economic and noneconomic reasons for broad industry groups. With respect to types of shifts, the differences between these two tables take the form with which we have by now become familiar. For nearly all industry groups, "employer, occupation, and industry" shifts represented a larger proportion of shifts for noneconomic reasons than of shifts for economic reasons, and the differences were wider in the case of men than in the case of women.

Once more, also, we find that there were differences among the various groups of persons with more than one employer with respect to the relative proportions of job shifts for economic and for noneconomic reasons. Table 24 brings out these differences. The percentages of shifts for economic reasons were especially high for men in construction and in manufacturing, for perhaps somewhat different reasons in the two cases. The seasonal character of the construction industry would tend to give rise to job separations for economic reasons, but, in addition, there were important longer-term fluctuations in construction activity during the decade of the forties which were partly cyclical in character and were, in part, related to the imposition and subsequent removal of wartime restrictions on the use of building materials. In the case of manufacturing, the relatively high proportion of job shifts for economic reasons probably reflects chiefly the impact of the wartime expansion and subsequent contraction of activity in the durable goods industries. The fact that the proportion of job shifts for economic reasons was considerably lower for women in manufacturing who had had more than one employer than for the corresponding group of men undoubtedly reflects, at least in part, the fact that a larger proportion of the women were employed in nondurable goods industries.

Summary

The main points brought out in the present chapter may be summarized as follows:

1. More than half of all job shifts made during the 1940-1949 period by persons represented by the San Francisco work history sample who had had more than one employer involved a simultaneous change in employer, occupation, and industry. This type of shift, however, tended to represent a larger percentage of shifts for noneconomic reasons than of shifts for economic reasons. This suggests that, had our study covered a period in which the economic environment was less favorable to voluntary shifts than was the decade of the forties, we should have found that "employer,

TABLE 24. PERCENT OF JOB SHIFTS FOR ECONOMIC AND NONECONOMIC REASONS,
JANUARY 1940-DECEMBER 1949, FOR EACH MAJOR INDUSTRY^A AND
SEX GROUP OF PERSONS WITH MORE THAN ONE EMPLOYER--
SAN FRANCISCO WORK HISTORY SAMPLE

Major industry group of longest job in 1950 and sex	Job shifts of persons with more than one employer			
	Number	Percent	For economic reasons	For nonecon- omic reasons
Total shifts by men	420,609 ^B	100	24	76
Construction	54,247	100	35	65
Manufacturing	70,936	100	33	67
Transportation, communication, and other public utilities	45,077	100	19	81
Wholesale and retail trade	117,623	100	22	78
All other industries	132,726	100	19	81
Total shifts by women	197,311 ^C	100	19	81
Construction	4,886	100	18	82
Manufacturing	29,751	100	21	79
Transportation, communication, and other public utilities	9,482	100	17	83
Wholesale and retail trade	62,653	100	22	78
All other industries	90,539	100	16	84

^A Major industry group of longest job in 1950.

^B Excludes shifts of 591 men not reporting industry of longest job in 1950.

^C Excludes shifts of 575 women who were in the Armed Forces in 1950.

Source: Occupational Mobility Survey, San Francisco, Tables W-16 and W-18
(see Appendix, Tables A-26 to A-28).

occupation, and industry" shifts played a somewhat less important role.

2. Age, occupational level, and, to a lesser extent, broad industry groupings all had some influence on types of shifts. Differences in the length of time persons had been in the labor force, however, had, for the most part, relatively little influence.

3. "Employer, occupation, and industry" shifts were relatively more important for men than for women and for younger persons than for older persons. They represented well over half of all shifts made by male workers other than professional workers and craftsmen, but were especially important for male clerical workers and laborers. They constituted a somewhat smaller proportion of all shifts made by female clerical and service workers than by women in other occupation groups. They represented more than half of all shifts made by male workers in every broad industry group except the construction industry, but were especially important for men in the transportation industry. They were important, also, for women in the transportation industry.

4. Age, occupational level, and broad industry groupings tended to have some influence on the relative importance of job shifts for economic reasons. These shifts, though they represented less than a fourth of all shifts made by persons with more than one employer, were somewhat more important for men than for women, for older persons than for younger persons, and for male craftsmen and laborers and men in the construction and manufacturing industries than for other groups of workers with more than one employer. On the basis of data in Chapter V, moreover, we may infer that they were probably somewhat more important for migrants than for nonmigrants.

CHAPTER VII

CONCLUSIONS

The Occupational Mobility Survey was designed primarily to test the following hypotheses:

- (1) that occupational and/or industrial differentials in mobility are sufficiently great to affect manpower requirements estimates at broad levels of occupational skill or industry groups and therefore affect total requirements under varying levels of production requirements,
- (2) that regional differentials in job shifts and in movement into and out of the labor force are sufficiently great to require assessment in the planning of industrial mobilization and manpower recruitment or controls,
- (3) that the patterns of and factors in mobility vary sufficiently in different occupations and industries to require variations in the procedures planned for recruitment of production workers in peacetime or in an emergency.

Of these three hypotheses, only the first and third can be tested through an analysis of the data for a single city. Furthermore, in connection with the first and third hypotheses, we have little information, at this stage, as to the extent to which the San Francisco results agree with those for the other cities. For the present, our results must be regarded as having applicability only to the persons represented by the San Francisco work history sample.

One other point needs to be stressed here. Although we know that many workers in our sample shifted between major occupation and industry groups in the 1940-1949 period, our analysis is based on an occupational and industrial classification of these workers in accordance with their longest 1950 jobs. Fortunately for our purposes, only a minority of the workers in the sample were involved in inter-group occupational or industrial shifts, and, on the whole, our analysis of the character of these inter-group shifts indicates that they took place chiefly between those groups which in any case displayed relatively high mobility.

1. Occupational differentials in mobility. Our analysis has indicated clearly that there are important occupational differentials in mobility and that these differentials are probably sufficiently great to affect manpower requirements estimates at broad levels of occupational skill. The difference in mobility between professional workers, at one extreme, and laborers, at the other, was quite wide. On the other hand, the differences in mobility between adjacent major occupation groups in the Census classification scheme were not wide, particularly in the cases of the various manual groups.

While age is an extremely important factor in mobility, our analysis indicates that the occupational differentials which we have observed were not, on the whole, associated with age differences among the major occupation groups or with the related factor of differences in labor force exposure. Again, while the persons who had recently entered the Area appeared to have been relatively mobile (in a job sense) in the ten-year period, there was no consistent tendency for occupational differentials in mobility to be associated with differences in the proportions of migrants in the various major occupation groups. Occupational differentials in mobility did tend, on the other hand, to be associated with differences in educational background, and, less consistently, with differences in earnings.

2. Industrial differentials in mobility. Our analysis of industrial differentials in mobility was based on a very broad classification scheme, in view of the fact that the size of the sample did not justify a study of finer groupings. Among the broad industry groups which were analyzed, male construction workers displayed comparatively high mobility rates, but differences between the remaining groups were not wide.

While the special characteristics of the construction industry probably help to explain the relatively high mobility of construction workers, there were other factors involved. There was, for example, an unusually large percentage of postwar migrants in the male construction group. Whether this indicated that the relatively high job mobility of the construction workers was largely explained by the relatively high proportion of migrants in their ranks or whether it indicated that construction workers tend to display both greater job mobility and greater geographical mobility than workers in other industries is not at this point entirely clear. We shall seek to shed further light on this problem in our third report.

3. Occupational variations in patterns of mobility and factors in mobility. Our analysis has indicated that there are important variations in patterns of mobility which require variations in procedures required for recruitment of workers. Perhaps the most important illustration of a difference of this kind was the contrast between patterns of mobility of professional workers and craftsmen, two groups of special importance in relation to manpower recruitment problems. There was evidence of relatively little movement into the professional groups from other occupation groups, indicating that a scarcity of professional workers would have to be met very largely through procedures designed to make the requisite educational training available to young men and women on a wider scale. On the other hand, there was evidence that craftsmen could be recruited from other occupation groups to a considerable extent and that, in fact, a significant proportion of men who had had experience working as craftsmen in World War II were employed in other occupation groups at the end of 1949. Another important type of contrast between these two groups was that a considerably larger percentage of craftsmen than of professional workers had experienced job shifts for economic reasons.

Of the factors in mobility which we have specifically analyzed and which might vary among different occupation groups, age is clearly the most fundamental and the most important. While there were age differences among the major occupation groups, we have not been in a position, owing to limitations of sample size, to determine whether the tendency for mobility to vary inversely with age held equally for all occupation groups. There is suggestive evidence that it did not. We might hazard a guess that, while the mobility of professional workers, and probably also of managerial workers, tended to decline markedly with advancing age, the tendency would not be as sharp or clearcut for, say, craftsmen employed in the construction industry, or certain other groups of manual workers. The tendency for a relatively large proportion of the job shifts of older workers to occur for economic reasons would undoubtedly not hold equally true for all occupation groups.

4. Industrial variations in patterns of mobility and factors in mobility.

There were some differences among broad industry groups in patterns of mobility, but there were indications that these differences reflected, at least to some extent, the varying impact of the wartime and postwar production shifts on the different industry groups rather than genuine industrial differentials in patterns of mobility. Men in the construction industry apparently had had somewhat different patterns of mobility from workers in other industries. To some extent these differences (the relatively high proportion of job separations for economic reasons, for example) were apparently attributable, at least in part, to the special characteristics of the industry, but to some extent (the high degree of attachment to a particular occupation) they were associated with the occupational composition of the men in the industry.

We have not been in a position to determine whether factors in mobility, such as age, differed among different industry groups. Here again, however, we might hazard a guess that there were differences between two such different industry groups as, say, "durable goods manufacturing" and "finance, insurance, and real estate", in the extent to which mobility declined with age.

Mobility profile of each major occupation group. In view of the fact that references to varying degrees and patterns of mobility for the different occupation groups are scattered throughout this report, we shall conclude by attempting a "mobility profile" of each major occupation group. In view of the small numbers of women employed in many of the groups, we shall confine our references to women to cases in which there were significant differences between the men and women in a given occupation group.

Professional, technical and kindred workers. All things considered, this group was the least mobile of the major occupation groups, except perhaps in a geographical sense. Workers in the group had tended to change jobs relatively little, and a comparatively large proportion of them had had only one employer. There was relatively little movement into the group from other groups and relatively little movement out of it to other groups. Comparatively few workers who had changed jobs had experienced job separations for economic reasons, and job shifts by these workers had involved a change in occupation to a lesser

extent, relatively than in most other occupation groups.

Managers, officials, and proprietors, including farm. Workers who were employed in this occupation group in 1950 had tended to display no greater job mobility, as measured by median numbers of jobs held, or proportion with only one employer, than had professional workers (at least in the case of the men), but there was evidence of considerably more interchange between the managerial group and other groups during the course of the decade than had been true of the professional workers. Job shifts by managerial workers, moreover, had taken the form of "employer, occupation and industry" shifts to a relatively large extent.

Clerical and kindred workers. There appeared to be differences between the mobility characteristics of male and female clerical workers, but in this case we are in a position to arrive at more positive conclusions about the women than about the men, since the women make up much the larger group. Women clerical workers displayed only moderate mobility, and there was relatively little interchange between the group and other occupation groups. Of the job shifts made by women clerical workers, a relatively small proportion involved a change in occupation, but a comparatively high proportion involved a change in industry. Only a small percentage of total job shifts were for economic reasons. Of the shifts made by male clerical workers, however, a considerably larger percentage had been of the complex "employer, occupation and industry" type than was the case with the women.

Sales workers. Neither male nor female sales workers were sufficiently numerous to permit our reaching positive conclusions about their mobility characteristics. In general, sales workers displayed moderately high mobility, and there was evidence of considerable interchange between the group and other occupation groups.

Craftsmen, foremen, and kindred workers. This group was one of the more mobile groups. Furthermore, there had been a good deal of interchange between the group and other occupation groups, although during the war the direction of movement was chiefly into the group and after the war the direction was chiefly out of the group. A larger proportion of the job shifts made by craftsmen had been for economic reasons than was true of many other groups, but, in shifting jobs, particularly for economic reasons, craftsmen had displayed a relatively high degree of attachment to a particular occupation.

Operatives and kindred workers. Male operatives had been about as mobile as craftsmen, and there had been a considerable amount of movement both into and out of the group. Over the course of the decade as a whole, the outward movement had been quite large. While some of the workers who had moved out of the group had been "upgraded" to the craftsmen level, the majority had moved to other occupational levels. With respect to pattern of job separations and types of shifts, operatives did not deviate greatly from male workers as a whole. Female operatives appeared to have been somewhat less mobile than the men. While this observation cannot be regarded as conclusive, in view of the small number of women in the group, it is

consistent with the fact that female manufacturing workers in San Francisco were more heavily concentrated in nondurable goods industries than were the men. Employment in the nondurable goods industries had been considerably more stable during the decade than employment in the durable goods industries.

Service workers, including private household. Service workers had been one of the more mobile groups, and there had been a considerable amount of interchange between this group and other occupation groups, particularly in the case of the men. With respect to pattern of job separations and types of shifts, male service workers did not differ substantially from male workers as a whole. In the case of female service workers, however, a somewhat smaller proportion of job shifts had been of the complex "employer, occupation, and industry" type than was true of most other female occupation groups.

Laborers. Since the number of female laborers was insignificant, we shall confine our remarks to the men. The male laborers had been highly mobile, and there was a relatively large amount of movement into and out of the group in both the war and postwar periods. A comparatively large percentage of the shifts made by laborers had been of the complex "employer, occupation, and industry" type, and a larger percentage of shifts made by the group had been for economic reasons than was true of any other occupation group.

APPENDIX

DEPARTMENT OF COMMERCE
Bureau of the Census
Washington 25

August 13, 1951

Source and Reliability of Estimates for San Francisco
Occupational Mobility Survey, 1951

Source of data

The estimates presented in this report are based on a sample of approximately 4,000 persons 14 years and over. For the most part these persons were located in about 1,900 households systematically selected from all households in San Francisco which were enumerated in the 1950 Census of Population and Housing. The remainder were located in large quasi households (hotels, dormitories, convents, etc.) and in units constructed subsequent to the 1950 Census. These types of places were sampled separately in order to insure adequate coverage and eliminate possible biases from the sample.

The estimates of total males and females 14 years and over are based on a combination of data from the present survey and the 1950 Census. All other estimates were obtained by inflating weighted sample results to the estimates of total males and females 14 years and over.

Reliability of Estimates

Since the estimates are based on sample data, they are subject to sampling variability. The following table presents the approximate sampling variability of estimates of selected sizes for overall totals, i.e., those not classified by sex. The chances are about 19 out of 20 that the difference between the estimate and the figure which would have been obtained from a complete census is less than the sampling variability shown below:

<u>Size of Estimate</u>	<u>Sampling Variability</u>
1,000	800
2,500	1,200
5,000	1,800
10,000	2,500
25,000	3,900
50,000	5,400
100,000	7,300
250,000	10,100
500,000	10,000
610,491	8,000

Estimates of characteristics by sex are subject to slightly less sampling variability than that shown above.

The sampling variability of an estimated percentage depends upon both the size of the percentage and the size of the total on which it is based. Estimated percentages are relatively more reliable than the corresponding absolute estimates. The following table presents the approximate sampling variability of estimated percentages based on totals of selected sizes:

If the estimated percentage is:	And if the size of the base is					
	610,491*	500,000	250,000	100,000	50,000	25,000
	Then the chances are about 19 out of 20 that the difference between the estimated percentage and the percentage which would have been obtained from a complete census is less than:					
2 or 98	0.4	0.5	0.7	1.1	1.6	2.0
5 or 95	0.7	0.8	1.1	1.7	2.4	3.4
10 or 90	1.0	1.1	1.5	2.4	3.4	4.7
25 or 75	1.4	1.5	2.2	3.4	4.8	6.8
50	1.6	1.8	2.5	3.9	5.6	7.9

*Estimated population 14 and over.

In addition to sampling variability, the estimates are subject to biases due to errors of response and to nonreporting. The possible effect of such biases is not included in the above measures of reliability; data obtained from a complete count of all persons are also subject to these biases.

Sampling Variability of Aggregate Number of Job Shifts
(Supplementary Census Memorandum, October 17, 1951)

City	Sex	Job Shifts ¹	Sampling Variability
San Francisco	Total	603,000	38,542
	Male	415,490	32,570
	Female	187,510	21,018

¹ Estimated from number of jobs.

A Note on Statistical Procedures

Estimates

The estimates in the tables were derived from the sample data by multiplying each item in each cell by a weighting factor. The weighting factors used by the Census Bureau for this purpose were, in the case of San Francisco, 147.752 for men and 143.692 for women. Because this procedure necessitated rounding of the final estimates, individual items in the tables do not always add to the control totals. We have not attempted to adjust the estimates in order to eliminate these discrepancies, which are so small as to be insignificant.

Percentages

Percentages have been rounded to whole numbers and adjusted to add to 100 percent in all cases. Adjustments were made by "correcting" the largest percentage in the distribution. If, however, the discrepancy amounted to two percentage points, the correction was distributed between the two largest percentages except in cases in which the largest percentage exceeded 50 percent.

Derivation of Tables Relating to Job Shifts

All job shifts made by persons with more than one employer were classified by the Census Bureau as to type (see Table A-21 for a list of types of shifts). The detailed Census occupation and industry code formed the basis for determining whether a person had shifted his occupation or industry. After the shifts made by each person had been classified as to type, the total number of shifts of each type was recorded for each person. A series of tabulations was then prepared by the Census Bureau which yielded frequency distributions of persons who had experienced each type of shift by the number of shifts of that type which they had experienced. Job shifts for economic reasons and for noneconomic reasons were tabulated separately.

The resulting tables presented difficulties for analysis because they related to numbers of persons who had made shifts of each type, but any given person might have made more than one type of shift and thus might have appeared several times in the same table. It was therefore decided that each research center would derive from these tables a second set of tables indicating total shifts of each type. Total shifts were computed by multiplying each number of shifts (in each frequency distribution) by the number of persons making that number of shifts and adding the resulting figures.

Discrepancy in Table A-15

A discriminating reader may observe that the total number of women represented in Table A-15 (including "not reported" cases) is 144 less than the control total in Table A-1 and other tables. Table A-15 is based on a tabulation prepared at the University of California (Berkeley) from work history punch cards supplied by the Census Bureau. The total number of cards which we received for women was one less than it should have been to yield the total number of women represented in the tabulations which had been prepared by the Census. Thus we had a discrepancy of 144 women after applying the weighting factor.

TABLE A-1. MAJOR OCCUPATION GROUP OF LONGEST JOB IN 1950 FOR EACH AGE AND SEX GROUP--SAN FRANCISCO WORK HISTORY SAMPLE^A

Occupation group of longest job in 1950 and sex	Total		Age in years									
			25-34		35-44		45-54		55-64		65 and over	
	Number	Per- cent	Number	Per- cent	Number	Per- cent	Number	Per- cent	Number	Per- cent	Number	Per- cent
Total men with work histories ^B	216,456 ^C	100	46,099	100	62,795	100	57,475	100	37,529	100	12,559	100
Professional, technical, and kindred workers	19,651	9	5,467	12	6,649	11	4,433	8	2,216	6	887	7
Managers, officials, and proprietors, incl. farm	40,927	19	6,354	14	11,229	17	12,116	21	7,979	22	3,251	27
Clerical and kindred workers	17,287	8	5,615	12	4,728	8	4,137	7	1,625	4	1,182	9
Sales workers	19,503	9	4,580	10	6,058	10	4,580	8	3,398	9	867	7
Craftsmen, foremen, and kindred workers	41,814	19	7,388	16	13,741	21	12,116	21	6,944	19	1,625	13
Operatives and kindred workers	29,994	14	8,126	18	7,240	12	8,274	14	4,433	12	1,921	15
Private household workers	591	^E	-	-	-	-	296	1	148	^E	148	1
Service workers, exc. private household	31,471	15	6,058	13	8,274	13	7,388	13	7,683	20	2,069	16
Laborers, incl. farm but not mine	15,219	7	2,512	5	4,876	8	4,137	7	3,103	8	591	5
Total women with work histories ^B	115,816 ^D	100	29,601	100	35,779	100	31,181	100	14,082	100	5,173	100
Professional, technical, and kindred workers	12,789	11	2,730	9	4,023	11	3,592	12	1,724	12	718	14
Managers, officials, and proprietors, incl. farm	9,627	8	2,299	8	2,155	6	2,874	9	1,581	11	718	14
Clerical and kindred workers	46,700	41	14,369	48	16,094	46	11,352	36	3,592	27	1,293	25
Sales workers	8,765	8	1,868	6	3,305	9	1,868	6	1,150	8	575	11
Craftsmen, foremen, and kindred workers	1,724	1	287	1	718	2	431	1	287	2	-	-
Operatives and kindred workers	13,076	11	2,874	10	3,736	10	4,742	15	1,293	9	431	8
Private household workers	4,311	4	862	3	862	2	1,150	4	862	6	575	11
Service workers, exc. private household	17,818	15	4,023	14	4,598	13	4,886	16	3,449	24	862	17
Laborers, incl. farm but not mine	1,006	1	287	1	287	1	288	1	144	1	-	-

^AWork histories were obtained for all persons 25 years old and over who worked full time for pay for one month or more in 1950; occupation refers to the occupation held longest on the longest job in 1950.

^BIndividual items do not always add to totals because of the rounding that was necessary when the sample data were converted to a total population basis.

^CExcludes 148 men not reporting occupation of longest job in 1950.

^DIncludes 575 women who were in the Armed Forces in 1950. These women were classified under "occupation not reported".

^EPercent not shown where less than 0.5.

Source: Occupational Mobility Survey, San Francisco, Table W-1 (Revised Outline Item II.E.1).

TABLE A-2. MAJOR OCCUPATION GROUP OF LONGEST JOB IN 1950 BY AGE AND SEX--
SAN FRANCISCO WORK HISTORY SAMPLE

Major occupation group of longest job in 1950 and sex	Total		Age in years					
	Number	Per- cent	25-34	35-44	45-54	55-64	65 and over	Median age
Total men with work histories ^A	216,456 ^B	100	21	29	27	17	6	44.9
Professional, technical and kindred workers	19,651	100	28	33	23	11	5	41.6
Managers, officials, and proprietors, incl. farm	40,927	100	16	27	29	20	8	47.4
Clerical and kindred workers	17,287	100	33	27	24	9	7	41.4
Sales workers	19,503	100	23	32	23	17	5	43.5
Craftsmen, foremen, and kindred workers	41,814	100	18	32	29	17	4	44.8
Operatives and kindred workers	29,994	100	27	24	28	15	6	44.5
Private household workers ^D	591	100	-	-	-	-	-	-
Service workers, exc. private household	31,471	100	19	27	23	24	7	46.9
Laborers, incl. farm but not mine	15,219	100	17	32	27	20	4	45.5
Total women with work histories ^A	115,816 ^C	100	26	31	27	12	4	42.9
Professional, technical and kindred workers	12,789	100	21	32	28	13	6	44.1
Managers, officials, and proprietors, incl. farm	9,627	100	24	22	31	16	7	46.3
Clerical and kindred workers	46,700	100	31	34	24	8	3	40.6
Sales workers	8,765	100	21	38	21	13	7	42.6
Craftsman, foremen, and kindred workers ^D	1,724	100	-	-	-	-	-	-
Operatives and kindred workers	13,076	100	22	29	36	10	3	44.8
Private household workers	4,311	100	20	20	27	20	13	48.8
Service workers, exc. private household	17,818	100	23	26	27	19	5	45.6
Laborers, incl. farm but not mine ^D	1,006	100	-	-	-	-	-	-

^AIndividual items do not always add to totals because of rounding.

^BExcludes 148 men not reporting occupation of longest job in 1950.

^CExcludes 575 women who were in the Armed Forces in 1950.

^DNo percentages or median ages have been calculated for occupation groups with fewer than 2,955 men or 2,874 women (i.e., 20 persons in the sample).

Source: Occupational Mobility Survey, San Francisco, Table W-1 (Revised Outline Item II.E.2).

TABLE A-3. MAJOR INDUSTRY GROUP OF LONGEST JOB IN 1950 FOR EACH AGE AND SEX
GROUP--SAN FRANCISCO WORK HISTORY SAMPLE

Major industry group of longest job in 1950 and sex	Total		Age in years									
			25-34		35-44		45-54		55-64		65 and over	
	Number	Per- cent	Number	Per- cent	Number	Per- cent	Number	Per- cent	Number	Per- cent	Number	Per- cent
Total men with work histories ^A	216,013 ^B	100	46,099	100	62,499	100	57,327	100	37,529	100	12,559	100
Agriculture, forestry, fisheries, and mining	2,216	1	591	1	591	1	591	1	296	1	148	1
Construction	19,947	9	3,546	8	7,388	12	5,171	9	3,103	8	739	6
Manufacturing	37,529	17	7,831	17	10,638	17	10,195	18	6,944	19	1,921	15
Durable goods	19,503	9	4,580	10	4,580	7	6,501	12	3,103	8	739	6
Non-durable goods	18,026	8	3,251	7	6,058	10	3,694	6	3,842	11	1,182	9
Transportation, commu- nication, and other public utilities	26,004	12	6,501	14	6,944	11	8,126	14	3,546	9	887	7
Wholesale and retail trade	57,476	27	12,411	27	17,878	29	13,593	24	10,638	28	2,955	24
Finance, insurance, and real estate	16,844	8	3,103	7	3,103	5	5,762	10	3,103	8	1,773	14
Business and repair services	8,274	4	1,773	4	2,660	4	1,773	3	1,921	5	148	1
Personal services	14,775	7	1,921	4	3,103	5	3,989	7	3,398	9	2,364	19
Entertainment and recreation services	2,364	1	739	2	296	D	887	2	296	1	148	1
Professional and re- lated services	10,786	5	2,512	5	2,216	4	2,955	5	2,216	6	887	7
Public administration	19,799	9	5,171	11	7,683	12	4,285	7	2,069	6	591	5

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TABLE A-3. (CONTINUED)

Major industry group of longest job in 1950 and sex	Age in years											
	Total		25-34		35-44		45-54		55-64		65 and over	
	Number	Per- cent	Number	Per- cent	Number	Per- cent	Number	Per- cent	Number	Per- cent	Number	Per- cent
Total women with work histories ^A	115,816 ^C	100	29,601	100	35,779	100	31,181	100	14,082	100	5,173	100
Agriculture, forestry, fisheries, and mining	431	^D	144	-	144	^D	144	-	-	-	-	-
Construction	1,437	1	144	-	863	2	287	1	144	1	-	-
Manufacturing	20,117	18	5,173	17	6,322	18	6,035	19	1,868	13	718	14
Durable goods	6,610	6	2,443	8	1,868	5	1,581	5	287	2	431	8
Nondurable goods	13,507	12	2,730	9	4,454	13	4,454	14	1,581	11	287	6
Transportation, commu- nication, and other public utilities	6,754	6	2,299	8	2,299	6	1,437	5	431	3	287	6
Wholesale and retail trade	30,319	27	8,622	30	9,915	29	7,616	24	3,736	28	431	8
Finance, insurance, and real estate	11,352	10	3,161	11	3,018	8	3,018	10	1,437	10	718	14
Business and repair services	2,586	2	862	3	431	1	862	3	431	3	-	-
Personal services	11,926	10	2,299	8	2,874	8	3,161	10	2,443	17	1,150	22
Entertainment and recreation services	1,724	1	575	2	575	2	431	1	144	1	-	-
Professional and re- lated services	19,829	17	3,880	13	6,035	17	5,460	18	3,161	22	1,293	25
Public administration	9,340	8	2,443	8	3,305	9	2,730	9	287	2	575	11

^AIndividual items do not always add to totals because of rounding.

^BExcludes 591 men not reporting industry of longest job in 1950.

^CExcludes 575 women who were in the Armed Forces in 1950.

^DPercent not shown where less than 0.5.

Source: Occupational Mobility Survey, San Francisco, Table W-2 (Revised Outline Item II.E.1a).

TABLE A-4. MAJOR OCCUPATION GROUP OF LONGEST JOB IN 1950 BY YEARS OF SCHOOL COMPLETED AND SEX—SAN FRANCISCO WORK HISTORY SAMPLE

Major occupation group of longest job in 1950 and sex	Total	Years of school completed								
		None	Elementary school			High school		College		
			1-4	5-7	8	9-11	12	1-3	4	More than 4
Total men with work histories ^A	216,308 ^B	3,989	11,081	24,970	31,767	45,655	58,362	18,321	14,775	7,388
Percent	100	2	5	12	15	21	27	8	7	3
Professional, technical, and kindred workers	19,651	-	296	296	-	1,034	4,137	3,694	5,467	4,728
Percent	100	-	2	2	-	5	21	19	27	24
Managers, officials, and proprietors, incl. farm	40,927	296	1,625	3,842	5,171	8,422	13,298	3,989	2,955	1,330
Percent	100	1	4	9	13	21	32	10	7	3
Clerical and kindred workers	17,287	-	148	739	1,478	2,364	6,649	2,807	2,364	739
Percent	100	-	1	4	9	14	38	16	14	4
Sales workers	19,503	-	296	739	1,182	2,955	8,422	2,955	2,512	443
Percent	100	-	2	4	6	15	43	15	13	2
Craftsmen, foremen, and kindred workers	41,814	591	1,478	4,728	10,934	9,899	11,672	1,921	591	-
Percent	100	1	4	11	26	24	28	5	1	-
Operatives and kindred workers	29,994	1,182	2,512	4,876	4,285	10,195	5,319	1,478	148	-
Percent	100	4	8	16	14	35	18	5	-	-
Private household workers ^D	591	296	-	148	-	148	-	-	-	-
Service workers, excl. private household	31,323	1,330	2,364	6,353	5,615	6,944	6,797	1,182	591	148
Percent	100	4	8	20	18	22	22	4	2	-
Laborers, incl. farm but not mine	15,219	296	2,364	3,251	3,103	3,694	2,069	296	148	-
	100	2	16	21	20	24	14	2	1	-

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TABLE A-4 (CONTINUED)

Major occupation group of longest job in 1950 and sex	Total	Years of school completed								
		None	Elementary school			High school		College		
			1-4	5-7	8	9-11	12	1-3	4	More than 4
Total women with work histories ^A	115,816 ^C	1,006	2,730	8,190	12,501	20,117	45,550	14,513	9,196	2,012
Percent	100	1	2	7	11	17	39	13	8	2
Professional, technical, and kindred workers	12,789	-	-	-	-	144	4,023	2,299	4,454	1,868
Percent	100	-	-	-	-	1	31	18	35	15
Managers, officials, and proprietors, incl. farm	9,627	144	287	575	575	1,006	3,880	2,012	1,150	-
Percent	100	2	3	6	6	10	40	21	12	-
Clerical and kindred workers	46,700	-	-	287	2,730	7,616	27,158	6,322	2,443	144
Percent	100	-	-	1	6	16	58	14	5	2
Sales workers	8,765	-	287	431	431	2,012	3,161	1,437	1,006	-
Percent	100	-	3	5	5	23	37	16	11	-
Craftsmen, foremen, and kindred workers ^D	1,724	-	144	144	718	287	287	144	-	-
Operatives and kindred workers	13,076	718	862	2,730	3,305	1,868	2,730	862	-	-
Percent	100	5	7	21	25	14	21	7	-	-
Private household workers	4,311	-	575	862	1,150	431	1,006	287	-	-
Percent	100	-	13	20	27	10	23	7	-	-
Service workers, exc. private household	17,818	-	575	2,874	3,592	6,322	3,161	1,150	144	-
Percent	100	-	3	16	20	36	18	6	1	-
Laborers, incl. farm but not mine ^D	1,006	144	-	287	-	431	144	-	-	-

^AIndividual items do not always add to totals because of rounding.

^BExcludes 148 men not reporting years of school completed and 148 men not reporting occupation.

^CExcludes 575 women who were in the Armed Forces in 1950.

^DPercentages have been calculated for occupation groups with fewer than 2,955 men or 2,874 women.

^EPercent not shown where less than 0.5.

Source: Occupational Mobility Survey, San Francisco, Table W-3 (Revised Outline Item II.E.3).

TABLE A-5. MAJOR OCCUPATION GROUP OF LONGEST JOB IN 1950 BY YEARS SINCE BEGINNING FIRST FULL-TIME PAID CIVILIAN JOB AND SEX --
SAN FRANCISCO WORK HISTORY SAMPLE

Major occupation group of longest job in 1950 and sex	Total	Years since beginning first full-time paid civilian job							
		0-4	5-9	10-14	15-19	20-24	25-34	35-44	45 and over
Total men with work histories ^A Percent	210,546 ^B 100	2,807 1	11,081 5	29,550 14	27,925 13	29,255 14	53,338 26	37,677 18	18,912 9
Professional, technical, and kindred workers Percent	19,503 100	1,182 6	1,478 8	3,398 17	4,137 21	2,660 14	2,807 14	3,103 16	739 4
Managers, officials, and proprietors, incl. farm Percent	40,484 100	- -	1,626 4	4,728 12	4,137 10	5,024 12	11,525 29	8,274 20	5,171 13
Clerical and kindred workers Percent	16,991 100	296 2	1,625 10	4,137 24	1,330 8	2,216 13	3,989 23	2,807 17	591 3
Sales workers Percent	18,912 100	591 3	887 5	3,251 17	1,921 10	3,694 20	4,137 21	3,546 19	887 5
Craftsmen, foreman, and kindred workers Percent	40,780 100	148 -	1,182 3	5,467 13	5,762 14	4,580 11	12,411 31	6,797 17	4,433 11
Operatives and kindred workers Percent	29,846 100	296 1	1,921 6	4,876 16	3,251 11	4,876 16	6,797 24	5,319 18	2,512 8
Private household workers ^D	591	-	-	-	-	-	148	148	296
Service workers, exc. private household Percent	29,402 100	148 1	1,921 7	2,660 9	5,319 18	3,989 14	7,388 24	4,728 16	3,251 11
Laborers, incl. farm but not mine Percent	14,037 100	148 1	444 3	1,034 7	2,069 15	2,216 16	4,137 30	2,955 21	1,034 7

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TABLE A-5. (CONTINUED)

Major occupation group of longest job in 1950 and sex	Total	Years since beginning first full-time paid civilian job							
		0-4	5-9	10-14	15-19	20-24	25-34	35-44	45 and over
Total women with work histories ^A Percent	112,942 ^C 100	5,317 5	18,967 17	21,553 19	13,220 12	16,093 14	23,853 20	10,921 10	3,012 3
Professional, technical, and kindred workers Percent	12,645 100	1,581 13	826 7	1,724 14	2,299 18	1,868 15	2,586 20	1,293 10	431 3
Managers, officials, and proprietors, incl. farm Percent	9,627 100	575 6	1,006 10	1,868 19	718 87	1,437 15	1,868 19	2,012 22	144 2
Clerical and kindred workers Percent	45,119 100	1,006 2	8,675 19	9,627 22	5,029 11	6,897 15	10,058 23	3,161 7	575 1
Sales workers Percent	8,765 100	287 3	862 10	1,437 16	1,581 18	1,150 13	2,443 29	718 8	287 3
Craftsmen, foremen, and kindred workers ^D	1,724	144	-	431	287	431	287	144	-
Operatives and kindred workers Percent	12,645 100	1,006 8	2,730 21	1,581 13	1,150 9	1,581 13	3,736 29	575 5	287 2
Private household workers Percent	4,024 100	144 4	431 11	575 14	431 11	1,006 24	718 18	718 18	- -
Service workers exc. private household Percent	17,387 100	575 3	3,880 23	4,023 24	1,724 10	1,437 8	2,155 12	2,299 13	1,293 7
Laborers, incl. farm but not mine ^D	1,006	-	431	288	-	287	-	-	-

^AIndividual items do not always add to totals because of rounding.

^BExcludes 5,910 men not reporting years since beginning first full-time paid civilian job, and 148 men not reporting occupation.

^CExcludes 2,874 women not reporting years since beginning first full-time paid civilian job, and 575 women who were in the Armed Forces in 1950.

^DPercentages have not been calculated for occupation groups with fewer than 2,955 men or 2,874 women.

Source: Occupational Mobility Survey, San Francisco, Table W-4 (Revised Outline item II.E.4).

TABLE A-6. MAJOR OCCUPATION GROUP OF LONGEST JOB IN 1950 BY YEARS OF RESIDENCE
IN SAN FRANCISCO-OAKLAND METROPOLITAN AREA AND SEX—
SAN FRANCISCO WORK HISTORY SAMPLE

Major occupation group of longest job in 1950 and sex	Total	Years of residence in Standard Metropolitan Area			
		0-5	6-11	12-20	21 and over
Total men with work histories ^A	216,456 ^B	44,473	30,141	32,653	109,189
Percent	100	21	14	15	50
Professional, technical, and kindred workers	19,651	6,501	1,625	2,807	8,717
Percent	100	33	8	14	45
Managers, officials, and proprietors, incl. farm.	40,927	6,206	4,137	7,240	23,345
Percent	100	15	10	18	57
Clerical and kindred workers	17,287	4,580	2,364	1,478	8,865
Percent	100	26	14	9	51
Sales workers	19,503	4,580	2,069	3,251	9,604
Percent	100	23	11	17	49
Craftsmen, foremen, and kindred workers	41,814	9,013	7,535	6,206	19,060
Percent	100	22	18	15	45
Operatives and kindred workers	29,994	5,171	4,433	3,546	16,844
Percent	100	17	15	12	56
Private household workers ^D	591	-	-	148	443
Service workers exc. private household	31,471	6,649	5,319	4,728	14,775
Percent	100	21	17	15	47
Laborers, incl. farm but not mine	15,219	1,773	2,660	3,251	7,536
Percent	100	12	17	21	50
Total women with work histories ^A	115,672 ^C	34,629	21,266	16,094	43,683
Percent	100	30	18	14	38
Professional, technical, and kindred workers	12,645	2,730	2,012	2,155	5,748
Percent	100	22	16	17	45
Managers, officials, and proprietors, incl. farm	9,627	3,592	431	1,293	4,311
Percent	100	37	4	13	46
Clerical and kindred workers	46,700	14,226	7,472	6,179	18,824
Percent	100	30	16	13	41
Sales workers	8,765	3,305	1,437	1,293	2,730
Percent	100	38	16	15	31
Craftsmen, foremen, and kindred workers ^D	1,724	287	575	144	718
Operatives and kindred workers	13,076	3,449	2,874	1,581	5,173
Percent	100	26	22	12	40
Private household workers	4,311	2,155	718	144	1,293
Percent	100	50	17	3	30
Service workers, exc. private household	17,818	4,886	5,317	3,161	4,454
Percent	100	27	30	18	25
Laborers, incl. farm but not mine ^D	1,006	-	431	144	431

^AIndividual items do not always add to totals because of rounding.

^BExcludes 342 men not reporting years of residence and 148 men not reporting occupation of longest job in 1950.

^CExcludes 575 women who were in the Armed Forces in 1950 and 144 women not reporting years of residence.

^DPercentages have not been computed for occupations with fewer than 2,955 men or 2,874 women.

Source: Occupational Mobility Survey, San Francisco, Table W-5 (Revised Outline Item II.E.5).

TABLE A-7. MAJOR INDUSTRY GROUP OF LONGEST JOB IN 1950 BY YEARS OF RESIDENCE IN
SAN FRANCISCO-OAKLAND METROPOLITAN AREA AND SEX--SAN FRANCISCO WORK
HISTORY SAMPLE

Major industry group of longest job in 1950 and sex	Total	Years of residence in Standard Metropolitan Area			
		0-5	6-11	12-20	21 and over
Total men with work histories ^A	216,013 ^B	44,178	30,141	32,505	109,189
Percent	100	20	14	15	51
Extractive industries ^D	2,216	443	148	443	1,182
Construction	19,947	6,058	2,660	2,512	8,717
Percent	100	30	13	13	44
Manufacturing	37,529	6,501	5,467	5,467	20,094
Percent	100	17	15	15	53
Durable goods	19,503	4,137	3,546	3,546	8,274
Percent	100	21	18	18	43
Nondurable goods	18,026	2,364	1,921	1,921	11,820
Percent	100	13	11	11	65
Transportation, communication, and other public utilities	26,004	2,955	5,024	3,398	14,627
Percent	100	11	19	13	57
Wholesale and retail trade	57,476	10,786	7,831	10,047	28,812
Percent	100	19	14	17	50
Finance, insurance, and real estate	15,844	2,364	1,330	2,955	10,195
Percent	100	14	8	18	60
Business and repair services	8,274	2,660	1,773	1,625	2,216
Percent	100	32	21	20	27
Personal services	14,775	3,694	1,182	1,478	8,422
Percent	100	25	8	10	57
Entertainment and recreation services ^D	2,364	1,182	739	148	296
Professional and related services	10,786	3,398	1,182	2,364	3,842
Percent	100	32	11	22	35
Public administration	19,799	4,137	2,807	2,069	10,786
Percent	100	21	14	10	55

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TABLE A-7. (CONTINUED)

Major industry group of longest job in 1950 and sex	Total	Years of residence in Standard Metropolitan Area			
		0-5	6-11	12-20	21 and over
Total women with work histories ^A Percent	115,672 ^C 100	34,486 30	21,410 19	16,094 14	43,683 37
Extractive industries ^D	431	144	144	144	-
Construction ^D	1,437	862	-	287	287
Manufacturing Percent	20,117 100	5,029 25	4,023 20	2,586 13	8,478 42
Durable goods Percent	6,610 100	1,581 24	1,437 22	287 4	3,305 50
Nondurable goods Percent	13,507 100	3,449 26	2,586 19	2,299 17	5,173 38
Transportation, communication, and other public utilities Percent	6,754 100	2,155 32	1,437 21	1,150 17	2,012 30
Wholesale and retail trade Percent	30,319 100	9,771 32	5,748 19	4,311 14	10,490 35
Finance, insurance, and real estate Percent	11,352 100	3,305 29	1,150 10	1,150 10	5,748 51
Business and repair services ^D	2,586	1,293	287	287	718
Personal services Percent	11,926 100	3,592 30	2,730 23	1,724 14	3,880 33
Entertainment and recreation services ^D	1,724	718	287	-	718
Professional and related services Percent	19,685 100	4,886 25	3,449 18	3,018 15	8,334 42
Public administration Percent	9,340 100	2,730 29	2,155 23	1,437 15	3,018 32

^AIndividual items do not always add to totals because of rounding.

^BExcludes 591 men not reporting industry of longest job in 1950.

^CExcludes 144 women not reporting years of residence and 575 women who were in the Armed Forces in 1950.

^DPercentages have not been computed for industries with fewer than 2,955 men or 2,874 women.

Source: Occupational Mobility Survey, San Francisco, Table W-5 (Revised Outline Item II.E.5g)

TABLE A-8. MAJOR OCCUPATION GROUP OF LONGEST JOB IN 1950 FOR EACH MAJOR OCCUPATION GROUP OF FATHER'S LONGEST JOB AND SEX--SAN FRANCISCO WORK HISTORY SAMPLE

Major occupation group of longest job in 1950 and sex	Major occupation group of father's longest job											
	Total	Prof., tech., & kindred workers		Farmers & farm managers		Managers, officials, & propo. exc. farm		Clerical & kindred workers		Sales workers		
		Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	
Total men with work histories ^a	203,156 ^b	100	13,741	100	33,983	100	49,645	100	5,615	100	7,388	100
Professional, technical, and kindred workers	18,617	9	3,842	28	739	2	6,206	13	591	11	1,478	20
Managers, officials, and proprietors incl. farm	38,120	19	2,364	17	4,876	14	14,775	29	1,625	28	443	6
Clerical and kindred workers	16,253	8	1,921	14	1,773	5	4,285	9	887	16	1,330	18
Sales workers	18,173	9	1,773	13	2,216	7	7,240	15	443	8	1,625	22
Craftsmen, foremen, and kindred workers	40,169	20	1,478	11	7,979	24	6,501	13	739	13	1,625	22
Operatives and kindred workers	28,073	14	1,625	12	6,058	18	2,660	5	739	13	148	2
Service workers, incl. private household laborers, incl. farm but not mine	29,107	14	591	4	7,535	22	5,763	12	443	8	591	8
	14,628	7	148	1	2,808	8	2,216	4	148	3	148	2
Total women with work histories ^a	106,189 ^c	100	8,909	100	22,128	100	27,877	100	2,874	100	2,155	100
Professional, technical, and kindred workers	11,783	11	2,586	29	1,437	6	5,604	20	431	15	287	
Managers, officials, and proprietors incl. farm	9,052	9	1,150	13	431	2	3,161	11	287	10	=	
Clerical and kindred workers	42,677	39	3,449	38	6,754	31	11,783	42	1,724	60	1,293	
Sales workers	8,478	8	431	5	1,581	7	2,299	8	=	=	=	
Craftsmen, foremen, and kindred workers	1,724	2	=	=	575	3	431	2	144	5	=	
Operatives and kindred workers	11,639	11	144	2	3,880	18	1,581	6	287	10	287	
Service workers, incl. private household laborers, incl. farm but not mine	19,974	19	1,006	11	7,041	31	3,018	11	=	=	288	
	862	1	144	2	431	2	=	=	=	=	=	

^aIndividual items do not always add to totals because of rounding.

^bExcludes 148 men not reporting occupation of longest job in 1950 and 13,298 men not reporting occupation of father's longest job.

^cLongest job.

Excludes 575 women who were in the Armed Forces in 1950 and 9,627 women not reporting occupation of father's longest job. Dno percentages have been calculated for fathers' occupation groups which include fewer than 2,955 sons or 2,674 daughters.

Source: Occupational Mobility Survey, San Francisco, Table W-9 (Revised Outline Item II.E.6).

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Craftsmen, Foremen, & kindred workers		Operatives & kindred workers		Service workers incl. priv, household		Laborers incl. farm but not mine	
Number	Per- cent	Number	Per- cent	Number	Per- cent	Number	Per- cent
40,760	100	18,912	100	12,261	100	20,833	100
2,955	7	1,034	5	887	7	887	4
7,683	19	1,921	10	1,182	10	3,251	16
3,103	8	1,034	5	1,034	8	887	4
2,955	7	739	4	591	5	591	3
11,968	29	3,694	20	2,660	22	3,547	17
5,171	13	4,728	25	2,364	19	4,581	22
4,433	11	3,399	18	2,807	23	3,546	17
2,512	6	2,364	13	739	6	3,546	17
20,548	100	9,915	100	3,736	100	8,047	100
1,006	5	287	3	-	-	144	2
2,012	10	1,150	12	144	4	718	9
8,909	44	4,454	45	1,868	50	2,443	29
2,874	14	718	7	-	-	575	7
287	1	=	=	-	-	287	4
2,155	10	1,006	10	718	19	1,580	20
3,162	15	2,299	23	1,005	27	2,156	27
144	1	-	=	-	=	144	2

TABLE A-9. EMPLOYMENT STATUS IN DECEMBER 1949 BY THAT OF DECEMBER 1944 AND EMPLOYMENT STATUS IN DECEMBER 1944 BY THAT OF JANUARY 1940, FOR EACH SEX--SAN FRANCISCO WORK HISTORY SAMPLE

Employment status and sex	Status in December 1949	Employment status, December 1944				Status in December 1944	Employment Status, January 1940			
		Employed	Unem- ploy- ed	Armed Forces	Other Status		Employed	Unem- ploy- ed	Armed Forces	Other Status
Men ^A	216,604	162,675	443	49,792	3,694	216,604	182,326	5,319	2,364	26,595
Percent	100	75	- ^C	23	2	100	85	2	1	12
Employed	205,375	157,208	296	44,178	3,694	162,675	149,230	4,137	148	9,161
Percent	100	76	- ^C	22	2	100	91	3	- ^G	6
Unemployed	4,285	2,807	148	1,330	-	443 ^B	443	-	-	-
Percent	100	66	3	31	-					
Armed Forces	443 ^B	-	-	443	-	49,792	31,471	1,034	2,069	15,218
Percent						100	63	2	4	31
Other status	6,501	2,660	-	3,842	-	3,694	1,182	148	148	2,216
Percent	100	41	-	59	-	100	32	4	4	60
Women ^A	116,391	84,347	1,437	1,581	29,026	116,391	61,500	3,161	-	51,729
Percent	100	73	1	1	25	100	53	3	-	44
Employed	100,584	78,168	862	1,437	20,117	84,347	54,172	2,586	-	27,589
Percent	100	78	1	1	20	100	64	3	-	33
Unemployed	2,155 ^B	1,006	575	-	575	1,437 ^B	575	431	-	431
Armed Forces	-	-	-	-	-	1,581 ^B	1,293	-	-	287
Other status	13,651	5,173	-	144	8,334	29,026	5,461	144	-	23,422
Percent	100	38	-	1	61	100	19	- ^C	-	81

^AIndividual items do not always add to totals because of rounding.

^BNo percentages have been calculated for status groups with fewer than 2,955 men or 2,874 women.

^CPercent not shown where less than 0.5.

Source: Occupational Mobility Survey, San Francisco, Tables W-45 and W-47 (Revised Outline Item II.J).

TABLE A-10. ACTIVITY STATUS IN DECEMBER 1944 FOR EACH MAJOR OCCUPATION GROUP OF EMPLOYMENT IN DECEMBER 1949
AND ACTIVITY STATUS IN JANUARY 1940 FOR EACH MAJOR OCCUPATION GROUP OF EMPLOYMENT IN DECEMBER
1944, BY SEX--SAN FRANCISCO WORK HISTORY SAMPLE

Major occupation group and sex	Employed, December 1949	Activity status, December 1944					Activity status, January 1940						
		Employed both dates				Unem- ployed	Other status	Employed both dates				Unem- ployed	Other status
		Total	In some occupa- tion group	In diff- erent occupa- tion group				Total	In same occupa- tion group	In diff- erent occupa- tion group			
Total men Percent	205,079 ^B 100	156,912 76	116,280 56	40,643 20	296 E	147,872 24	162,379 ^C 100	114,893 91	102,837 63	46,108 28	4,137 3	9,309 6	
Professional, technical, and kindred workers Percent	17,730 100	11,672 66	10,195 58	1,479 8	-	6,058 34	11,525 100	10,490 91	9,308 81	1,184 10	-	1,034 9	
Managers, officials, and proprietors, incl. farm Percent	41,518 100	34,127 83	24,970 60	9,457 23	-	7,093 17	31,176 100	28,368 91	21,573 69	6,798 22	296 1	2,512 8	
Clerical and kindred workers Percent	15,809 100	10,195 64	7,979 50	2,218 14	-	5,614 36	11,081 100	9,899 89	7,683 69	2,217 20	-	1,182 11	
Sales workers Percent	18,026 100	12,559 70	7,979 45	4,581 25	-	5,467 30	9,752 100	9,308 95	7,210 74	2,069 21	-	143 5	
Craftsmen, foreman, and kindred workers Percent	39,154 100	30,585 78	26,004 66	4,581 12	-	8,570 22	40,927 100	38,268 93	21,572 52	16,698 41	1,182 3	1,478 4	
Operatives and kindred workers Percent	28,664 100	21,276 74	15,809 55	5,469 19	-	7,388 26	27,039 100	24,527 91	15,514 58	9,014 33	1,034 4	1,478 5	
Service workers, incl. private household Percent	29,550 100	23,640 80	15,070 51	3,571 29	296 1	5,615 19	17,878 100	16,548 93	13,002 73	3,546 20	739 4	592 3	
Laborers, incl. farm but not mine Percent	14,628 100	12,559 86	8,274 57	4,287 29	-	2,069 14	13,002 100	11,525 88	6,945 53	4,582 35	887 7	591 5	

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Major occupation group and sex	Employed, December 1949	Activity status, December 1944					Employed, December 1944	Activity status, January 1940				
		Employed both dates				Unem- ploy- ed		Employed both dates	Unem- ploy- ed	Other status		
		Total	In same occupa- tion group	In diff- erent occupa- tion group	Other status							
Total women ^a	100,410 ^b 100	78,024 78	63,799 64	14,229 14	862 1	21,554 21	84,203 ^b 100	54,172 64	43,109 51	11,068 13	2,586 3	27,445 33
Professional, technical, and kindred workers Percent	10,346 100	8,047 78	7,185 70	862 8	144 1	2,156 21	9,627 100	7,328 76	6,610 69	719 7	- -	2,299 24
Managers, officials, and proprietors, incl. farm Percent	9,340 100	7,616 81	4,886 52	2,731 29	- -	1,725 19	7,185 100	5,317 74	3,305 46	2,012 28	- -	1,868 26
Clerical and kindred workers Percent	40,521 100	32,474 80	28,882 71	3,593 9	287 1	7,759 19	34,917 100	21,841 63	17,962 52	3,879 11	718 2	12,358 35
Sales workers Percent	7,759 100	5,029 65	3,018 39	2,013 26	- -	2,730 35	4,742 100	3,305 70	2,012 43	1,295 27	- -	1,437 30
Craftsmen, foremen, and kindred workers ^f	1,868	1,868	718	1,150	-	-	2,012	862	431	432	-	1,150
Operatives and kindred workers Percent	11,495 100	8,622 76	7,328 65	1,294 11	144 1	2,730 23	11,783 100	6,322 53	4,742 40	1,580 13	1,150 10	4,311 37
Service workers, incl. private household Percent	18,249 100	13,507 74	11,064 61	2,442 13	287 2	4,455 24	12,933 100	8,765 68	7,760 60	1,007 8	575 4	3,593 28
Laborers, incl. farm but not mine ^f	862	862	718	144	-	-	1,006	431	287	144	144	431

^aIndividual items do not always add to totals because of rounding.

^bExcludes 296 men not reporting occupation of December 1949 job.

^cExcludes 296 men not reporting occupation of January 1940 job.

^dExcludes 144 women not reporting occupation of December 1944 job.

^ePercent not shown where less than 0.5.

^fNo percentages have been calculated for occupation groups with fewer than 2,955 men and 2,874 women.

Source: Occupational Mobility Survey, San Francisco, Tables W-45 and W-47 (Revised Outline Items II.G and H).

TABLE A-11. ACTIVITY STATUS IN DECEMBER 1944 FOR EACH MAJOR INDUSTRY GROUP OF EMPLOYMENT IN DECEMBER 1949 AND ACTIVITY STATUS IN JANUARY 1940 FOR EACH MAJOR INDUSTRY GROUP OF EMPLOYMENT IN DECEMBER 1944--SAN FRANCISCO WORK HISTORY SAMPLE

Major industry group and sex	Employed, December 1949	Activity status, December 1944					Activity status, January 1940																
		Employed both dates		In same industry group	In different industry group	Unemployed	Other status	Employed both dates		In same industry group	In different industry group	Unemployed	Other status										
		Total	Percent					Total	Percent														
Total men	204,784 ^B	156,617	77	117,613	58	39,015	19	286	14	47,872	23	161,788 ^C	148,343	92	106,238	66	42,117	26	4,137	2	9,309	5	
Construction	18,912	14,036	74	8,126	43	5,911	31	-	-	4,876	26	9,752	100	9,456	96	7,092	72	2,365	24	148	2	148	2
Manufacturing	35,347	28,812	79	25,118	69	3,695	10	-	-	7,535	21	47,281	100	41,518	87	23,049	48	18,471	39	2,660	6	3,104	7
Durable goods	18,912	15,366	81	13,002	68	2,366	13	-	-	3,547	19	34,722	100	30,141	86	10,343	30	19,801	56	2,660	8	1,921	6
Nondurable goods	17,435	13,445	77	10,047	57	3,400	20	-	-	3,990	23	12,263	100	1,229	92	9,752	30	1,478	12	-	-	1,035	8
Not specified manufacturing ^F	-	-	-	-	-	-	-	-	-	-	-	296	100	148	94	-	-	148	100	-	-	148	100
Transportation, communication, and other public utilities	25,118	19,503	78	15,809	63	3,695	15	-	-	5,614	22	22,162	100	20,685	94	12,854	59	7,832	35	296	1	1,182	5
Wholesale and retail trade	54,372	42,552	78	29,403	54	13,151	24	-	-	11,821	22	35,460	100	32,358	91	27,039	76	5,320	15	591	2	2,512	7
All other industries	70,034	51,713	74	39,157	56	12,563	18	296	14	18,026	26	47,132	100	44,324	94	36,204	77	8,129	17	443	1	2,365	5

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TABLE A-11. (CONTINUED)

Major industry group and sex	Employed, December 1949	Activity status, December 1944					Employed, December 1944	Activity status, January 1940				
		Employed both dates				Employed both dates						
		Total	In same industry group	In different industry group	Unemployed	Other status		Total	In same industry group	In different industry group	Unemployed	Other status
Total women Percent	100,440 ^D 100	78,024 78	62,076 62	15,950 16	862 1	21,554 21	84,203 ^D 100	54,172 64	43,108 51	11,065 13	2,586 3	27,445 33
Construction ^F	862	718	144	575	-	144	575	287	-	287	-	287
Manufacturing Percent	18,393 100	15,088 82	12,214 66	2,874 16	144 1	3,161 17	20,548 100	12,789 62	9,196 45	3,593 17	1,437 7	6,322 31
Durable goods Percent	5,748 100	4,454 77	2,874 49	1,581 28	-	1,294 23	9,484 100	4,598 49	2,155 23	2,442 26	862 9	4,023 42
Nondurable goods Percent	12,645 100	10,633 84	8,047 64	2,588 20	144 1	1,868 15	11,064 100	8,190 74	6,754 61	1,438 13	575 5	2,299 21
Not specified manufacturing ^F	-	-	-	-	-	-	-	-	-	-	-	-
Transportation, communication, and other public utilities Percent	7,041 100	5,604 80	3,161 45	2,444 35	144 2	1,293 18	5,173 100	2,730 53	1,868 36	862 17	144 3	2,299 44
Wholesale and retail trade Percent	26,439 100	20,404 77	15,375 58	5,028 19	144 1	5,891 22	19,542 100	12,932 66	9,771 50	3,162 16	431 2	6,179 32
All other industries Percent	47,705 100	36,210 76	31,182 65	5,029 11	431 1	11,065 23	38,366 100	25,434 67	22,273 59	3,161 8	575 1	12,357 32

^A Individual items do not always add to totals because of rounding.

^B Excludes 148 men not reporting industry of December 1944 job and 443 men not reporting industry of December 1949 job.

^C Excludes 739 men not reporting industry of January 1940 job and 148 men not reporting industry of December 1944 job.

^D Excludes 144 women not reporting industry of December 1944 job.

^E Percent not shown where less than 0.5.

^F No percentages have been calculated for industry groups with fewer than 2,955 men or 2,874 women.

Source: Occupational Mobility Survey, San Francisco, Tables W-46 and W-48 (Revised Outline Items II.G and H).

TABLE A-12. MEDIAN NUMBER OF CIVILIAN JOBS HELD, JANUARY 1940-DECEMBER 1949, BY MONTHS IN THE CIVILIAN LABOR FORCE, PATTERN OF JOB SEPARATIONS, AND SEX—SAN FRANCISCO WORK HISTORY SAMPLE^A

Months in civilian labor force, pattern of job separations, and sex	Men		Women	
	Number	Median number of civilian jobs held	Number	Median number of civilian jobs held
Total persons—all periods in civilian labor force ^B	211,137	2.5	111,361	2.2
Persons with only one employer	69,886	1.1	39,229	1.0
Persons with more than one employer	141,251	3.5	72,134	3.1
With no job shifts for economic reasons	80,082	2.9	47,275	2.9
All other	61,169	4.2	24,859	3.5
Persons in civilian labor force 115-120 months ^B	135,045	2.0	46,125	1.8
Persons with only one employer	56,589	1.0	20,261	1.0
Persons with more than one employer	78,456	3.4	25,865	2.9
With no job shifts for economic reasons	39,302	2.7	17,818	2.7
All other	39,154	4.0	8,047	3.2
Persons in civilian labor force 60-114 months ^B	55,407	3.5	40,665	2.9
Persons with only one employer	8,126	1.9	9,053	1.1
Persons with more than one employer	47,281	4.0	31,612	3.5
With no job shifts for economic reasons	29,255	3.3	20,261	3.2
All other	18,026	5.4	11,352	4.2
Persons in civilian labor force less than 60 months ^B	20,685	2.3	24,571	2.0
Persons with only one employer	5,171	1.1	9,915	1.0
Persons with more than one employer	15,514	2.8	1,657	2.8
With no job shifts for economic reasons	11,525	2.6	9,196	2.7
All other	3,989	3.7	5,460	3.0

^AExcludes persons with only casual or odd job work and persons with no civilian job, 1940-1949.

^BIndividual items do not always add to totals because of rounding.

Source: Occupational Mobility Survey, San Francisco, Tables W-31, W-37, and W-43 (Revised Outline Item III.A.1).

TABLE A-13. MEDIAN NUMBER OF CIVILIAN JOBS HELD, JANUARY 1940-DECEMBER 1949, FOR EACH AGE, FAMILY STATUS, AND SEX GROUP, AND PERCENT OF PERSONS BY AGE FOR EACH FAMILY STATUS AND SEX GROUP--SAN FRANCISCO WORK HISTORY SAMPLE^A

Age and sex	Total			Family heads			Secondary workers		
	Number	Per-cent	Median number of civilian jobs held	Number	Per-cent	Median number of civilian jobs held	Number	Per-cent	Median number of civilian jobs held
Total men ^B	212,319	100	2.5	162,379	100	2.5	149,940	100	2.5
25-34 years	45,803	22	3.3	33,392	21	3.4	12,411	25	2.4
35-44 years	62,056	29	3.1	49,349	30	3.2	12,707	25	2.9
45-54 years	56,146	26	2.1	44,178	27	1.9	11,968	24	3.0
55-64 years	36,643	17	1.6	27,039	17	1.5	9,604	19	2.1
65 and over	11,673	6	1.3	8,422	5	1.3	3,251	7	1.5
Total women ^B	111,810	100	2.2	14,226	100	1.9	100,584	100	2.2
25-34 years	29,744	26	3.1	2,443	17	2.7	27,301	27	3.1
35-44 years	35,492	31	2.4	5,460	39	1.2	30,032	30	2.3
45-54 years	30,750	27	1.7	3,592	25		27,158	27	1.8
55-64 years	13,938	12	1.6	1,724	12		12,214	12	1.6
65 and over	4,886	4	1.2	1,006	7		3,880	4	1.3

^AExcludes persons with only casual or odd job work, 1940-1949.

^BIndividual items do not always add to totals because of rounding.

Source: Occupational Mobility Survey, San Francisco, Tables W-10 and W-11 (Revised Outline Items III.A.2 and 4). Estimates in table W-10 have been adjusted in accordance with procedures outlined in U.S. Bureau of the Census Memorandum, Inconsistencies in Work History Tables, Occupational Mobility Survey, July 24, 1951.

TABLE A-14. MEDIAN OF AVERAGE LENGTH OF CIVILIAN JOB, JANUARY 1940-DECEMBER 1949,
FOR EACH AGE, FAMILY STATUS, AND SEX GROUP--SAN FRANCISCO WORK HISTORY
SAMPLE^A

Age and sex	Total persons		Family heads		Secondary workers	
	Number	Median of average length of civilian job	Number	Median of average length of civilian job	Number	Median of average length of civilian job
Men ^B	211,137	38.9 months	161,936	40.5 months	49,201	35.1 months
25-34 years	44,621	21.6 months	32,949	21.9 months	11,672	20.8 months
35-44 years	62,056	33.0 months	49,349	33.2 months	12,707	32.6 months
45-54 years	56,146	57.3 months	44,178	63.8 months	11,968	35.1 months
55-64 years	36,643	70.3 months	27,039	71.3 months	9,604	66.3 months
65 and over	11,673	119.6 months	8,422	119.6 months	3,251	119.7 months
Women ^B	111,361	36.7 months	14,082	36.8 months	97,279	36.7 months
25-34 years	27,876	20.3 months	2,443	25.5 months	25,433	20.3 months
35-44 years	34,630	35.7 months	5,460	70.3 months	29,170	36.6 months
45-54 years	30,175	46.6 months	3,449		26,726	46.1 months
55-64 years	13,794	61.5 months	1,724		12,070	61.9 months
65 and over	4,886	119.6 months	1,006		3,880	104.5 months

^AExcludes persons with only casual or odd job work and persons with no civilian job, 1940-1949.

^BIndividual items do not always add to totals because of rounding.

Source: Occupational Mobility Survey, San Francisco, Tables W-12 and W-13 (Revised Outline Items III.A.3 and 4). Estimates in Table W-12 have been adjusted in accordance with procedures outlined in U.S. Bureau of the Census Memorandum, Inconsistencies in Work History Tables, Occupational Mobility Survey, July 24, 1951.

BW migrants - jobs after mig = 11 mos.
Wage... - ... = about 29 months

TABLE A-15. ACTIVITY STATUS IN JANUARY 1940 FOR EACH MAJOR OCCUPATION GROUP OF LONGEST JOB IN 1950, BY SEX--SAN FRANCISCO WORK HISTORY SAMPLE

Major occupation group of longest job in 1950 and sex	Employed full time at least one month in 1950	Activity status, January 1940				
		Employed both dates			Unem- ployed	Other status
		Total	In same occupation group	In different occupation group		
Total men ^A	216,160 ^B	182,473	109,042	73,453	5,319	28,368
Percent	100	85	51	34	2	13
Professional, technical, and kindred workers	19,651	15,513	11,082	4,434	148	3,990
Percent	100	79	56	23	1	20
Managers, officials, & proprietors, incl. farm	40,928	36,495	21,128	15,371	591	3,842
Percent	100	90	53	37	1	9
Clerical and kindred workers	16,991	11,968	6,945	5,027	444	4,580
Percent	100	70	40	30	3	27
Sales workers	19,503	15,809	7,536	8,277	148	3,547
Percent	100	81	39	42	1	18
Craftsmen, foremen, and kindred workers	41,814	36,937	21,867	15,073	887	3,989
Percent	100	88	52	36	2	10
Operatives and kindred workers	29,994	24,674	16,400	8,276	1,330	3,989
Percent	100	83	55	28	4	13
Service workers, incl. private household	32,062	27,334	15,957	11,379	1,035	3,694
Percent	100	85	50	35	3	12
Laborers, incl. farm but not mine	15,219	13,741	8,127	5,616	739	740
Percent	100	90	53	37	5	5
Total women ^A	115,672 ^C	61,356	43,540	17,821	3,018	51,293
Percent	100	53	38	15	3	44
Professional, technical, and kindred workers	12,789	8,190	7,616	576	144	4,455
Percent	100	64	59	5	1	35
Managers, officials, & proprietors, incl. farm	9,627	6,178	2,299	3,879	288	3,162
Percent	100	64	24	40	3	33
Clerical and kindred workers	46,556	23,565	19,112	4,454	862	22,129
Percent	100	50	40	10	2	48
Sales workers	8,765	5,029	1,869	3,162	-	3,736
Percent	100	57	21	36	-	43
Craftsmen, foremen, and kindred workers ^D	1,724	1,006	575	432	-	718
Operatives and kindred workers	13,077	6,180	3,592	2,586	718	6,179
Percent	100	48	28	20	5	47
Service workers, incl. private household	22,129	10,777	8,190	2,588	862	10,490
Percent	100	49	37	12	4	47
Laborers, incl. farm but not mine ^D	2,006	432	287	144	144	431

^AIndividual items do not always add to totals because of rounding.

^BExcludes 148 men not reporting occupation of longest job in 1950 and 296 men not reporting occupation of January 1940 job.

^CExcludes 575 women who were in the Armed Forces in 1950.

^DPercentages have been calculated for occupation groups with fewer than 2,955 men or 2,874 women.

Source: Occupational Mobility Survey, San Francisco, tabulation undertaken at University of California (Berkeley).

TABLE A-16. PATTERN OF JOE SEPARATIONS, JANUARY 1940-DECEMBER 1949, BY MONTHS IN THE CIVILIAN LABOR FORCE, AGE, AND SEX--SAN FRANCISCO WORK HISTORY SAMPLE^A

Months in civilian labor force, age, and sex	Total	Persons with only one employer	Persons with more than one employer	
			With no job shifts for economic reasons	All other
Total men--all periods in civilian labor force ^B	211,137	69,086	80,082	61,169
Percent	100	33	38	29
25-34 years	44,621	5,615	23,788	15,219
Percent	100	13	53	34
35-44 years	62,056	15,367	26,595	20,094
Percent	100	25	43	32
45-54 years	56,146	23,197	19,356	13,593
Percent	100	42	34	24
55-64 years	36,642	18,469	8,274	9,900
Percent	100	50	23	27
65 and over	11,672	7,240	2,069	2,365
Percent	100	62	18	20
Men in civilian labor force 115-120 months ^B	135,045	56,589	39,302	39,154
Percent	100	42	29	29
25-34 years	8,274	1,034	2,807	4,433
Percent	100	13	34	53
35-44 years	37,381	10,786	13,593	13,002
Percent	100	29	36	35
45-54 years	45,212	20,094	14,480	10,638
Percent	100	44	32	24
55-64 years	33,687	18,026	6,649	9,013
Percent	100	53	20	27
65 and over	10,490	6,649	1,773	2,069
Percent	100	63	17	20
Men in civilian labor force 60-114 months ^B	55,407	8,126	29,255	18,026
Percent	100	15	52	33
25-34 years	21,129	1,478	11,968	7,683
Percent	100	7	57	36
35-44 years	21,129	3,103	11,672	6,353
Percent	100	15	55	30
45-54 years	9,752	2,512	4,433	2,807
Percent	100	26	45	29
55 and over	3,398	1,034	1,182	1,183
Percent	100	30	35	35
Men in civilian labor force less than 60 months ^B	20,685	5,171	11,525	3,989
Percent	100	25	56	19
25-34 years	15,218	3,103	9,013	3,103
Percent	100	20	60	20
35-44 years	3,546	1,478	1,330	739
Percent	100	41	38	21
45 and over ^C	1,921	591	1,182	148

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TABLE A-16 (CONTINUED)

Women in civilian labor force, age, and sex	Total	Persons with only one employer	Persons with more than one employer With no job shifts for economic reasons	All other
Total women--all periods in civilian labor force ^A	111,361	39,229	47,275	24,859
Percent	100	35	43	22
25-34 years	27,875	4,311	15,950	7,616
Percent	100	15	53	27
35-44 years	34,630	10,058	16,236	9,334
Percent	100	29	47	24
45-54 years	30,175	14,225	10,490	5,461
Percent	100	47	35	18
55-64 years	13,794	7,185	3,736	2,874
Percent	100	52	27	21
65 and over	4,885	3,448	862	574
Percent	100	70	18	12
Women in civilian labor force 115-120 months ^B	46,125	20,261	17,816	8,047
Percent	100	44	39	17
25-34 years	4,311	575	2,874	862
Percent	100	13	67	20
35-44 years	12,794	3,592	7,328	2,874
Percent	100	26	53	21
45-54 years	11,800	8,334	4,886	1,581
Percent	100	56	33	11
55-64 years	9,627	5,173	2,012	2,443
Percent	100	54	21	25
65 and over	3,592	2,586	718	287
Percent	100	72	20	8
Women in civilian labor force 60-114 months ^B	40,665	9,053	20,261	11,352
Percent	100	22	50	28
25-34 years	11,369	1,437	9,196	3,736
Percent	100	10	64	26
35-44 years	13,220	2,730	6,322	4,167
Percent	100	21	47	32
45-54 years	9,771	3,161	3,880	2,730
Percent	100	32	40	28
55 and over	3,305	1,724	862	718
Percent	100	52	26	22
Women in civilian labor force less than 60 months	24,571	9,915	9,196	5,460
Percent	100	41	37	22
25-34 years	9,196	2,299	3,000	3,008
Percent	100	25	42	33
35-44 years	7,616	3,736	2,586	1,293
Percent	100	49	34	17
45 and over	7,759	3,800	2,730	1,150
Percent	100	50	35	15

^A Excludes persons with only casual or odd job work and persons with no civilian job, 1950-1949.

^B Individual items do not always add to totals because of rounding.

^C No percentages have been calculated for age groups with fewer than 2,955 men or 2,874 women. Certain age groups have been combined to provide larger bases for percentages in the case of persons in the civilian labor force 60-114 months and less than 60 months.

TABLE A-17. PATTERN OF EMPLOYMENT EXPERIENCE, JANUARY 1940-DECEMBER 1949, FOR EACH MAJOR OCCUPATION^A AND SEX GROUP--SAN FRANCISCO WORK HISTORY SAMPLE

Major occupation group of longest job in 1950 and sex		Pattern of job separations								
		Persons with only one employer		Persons with more than one employer				Persons who did casual or odd job work only	Persons with no civilian job, 1940-1949	
		Total	Employed throughout 1940-1949	Not employed throughout 1940-1949	Total	No job separations for economic reasons	All other			
Total men with work histories ^B	Percent	Total								
		216,456 100	69,887 32	54,373 25	15,514 7	141,103 65	80,082 37	61,021 28	4,285 2	1,182 1
Professional, technical, and kindred workers	Percent	19,651 100	9,013 46	6,501 33	2,512 13	10,047 51	7,240 37	2,807 14	- -	591 3
Managers, officials, and proprietors, incl. farm	Percent	40,927 100	20,686 51	16,696 41	3,990 10	20,242 49	13,593 33	6,649 16	- -	- -
Clerical and kindred workers	Percent	17,287 100	5,171 30	3,546 21	1,625 9	11,820 68	7,388 42	4,433 26	- -	296 2
Sales workers	Percent	119,503 100	5,762 30	4,580 24	1,182 6	13,741 70	8,274 42	5,467 28	- -	- -
Craftsmen, foreman, and kindred workers	Percent	41,814 100	9,161 22	6,944 17	2,216 5	30,141 72	14,480 35	15,662 37	2,512 6	- -
Operatives and kindred workers	Percent	29,994 100	8,570 29	7,240 25	1,330 4	21,129 71	10,786 37	10,343 34	148 1	148 1
Private household workers ^F		591	296	296	-	148	148	-	148	-
Service workers, exc. private household	Percent	31,471 100	7,979 25	5,467 17	2,512 8	22,902 73	13,741 44	9,161 29	591 2	- -
Laborers, incl. farm but not mine	Percent	15,219 100	3,251 21	3,103 20	148 1	10,934 72	4,433 29	6,502 43	887 6	148 1

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TABLE A-17. (CONTINUED)

Major occupation group of longest job in 1950 and sex		Pattern of job separations								
		Persons with only one employer				Persons with more than one employer				
		Total	Employed throughout 1940-1949	Not employed throughout 1940-1949	Total	No job separations for economic reasons	All other	Persons who did casual or odd job work only	Persons with no civilian job, 1940-1949	
Total women with work histories ^B	Percent	115,818 100	38,941 34	19,255 17	19,686 17	71,846 62	47,131 41	24,715 21	1,581 1	3,449 3
Professional, technical, and kindred workers	Percent	12,789 100	7,041 55	3,592 28	3,449 27	4,598 36	3,449 27	1,150 9	144 1	1,006 8
Managers, officials, and proprietors, incl. farm	Percent	9,627 100	3,592 37	2,155 22	1,437 15	5,891 61	4,167 43	1,724 18	-	144 2
Clerical and kindred workers	Percent	46,700 100	16,381 35	8,478 18	7,903 17	29,169 63	20,261 44	8,909 19	144 F	1,006 2
Sales workers	Percent	8,765 100	2,586 30	1,150 13	1,437 17	6,035 68	3,161 35	2,874 33	-	144 2
Craftsmen, foremen, and kindred workers ^E		1,724 100	431 25	287 17	144 8	1,293 75	287 17	1,006 58	-	-
Operatives and kindred workers	Percent	13,076 100	4,311 33	1,293 10	3,018 23	7,903 61	5,029 39	2,874 22	287 2	575 4
Private household workers	Percent	4,311 100	718 17	431 10	287 7	3,161 73	1,868 43	1,293 30	431 10	-
Service workers, exc. private household	Percent	17,618 100	3,592 20	1,724 10	1,868 10	13,220 75	8,478 48	4,742 27	575 3	431 2
Laborers, incl. farm but not mine ^F		1,006 100	287 29	144 14	144 14	575 57	431 43	144 14	-	144 14

^AMajor occupation group of longest job in 1950.

^BIndividual items do not always add to totals because of rounding.

^CExcludes 148 men not reporting occupation of longest job in 1950.

^DExcludes 575 women who were in the Armed Forces in 1950.

^ENo percentages have been calculated for occupation groups with fewer than 2,955 men or 2,874 women.

^FPercent not shown where less than 0.5.

TABLE A-18. PATTERN OF JOB SEPARATIONS BY MONTHS IN THE CIVILIAN LABOR FORCE,
JANUARY 1940-DECEMBER 1949, FOR EACH MAJOR OCCUPATION^A AND SEX GROUP--
SAN FRANCISCO WORK HISTORY SAMPLE^B

(Page 1 of 4)

Persons in civilian labor force, major occupation group of longest job in 1950, and sex	Total	Persons with only one employer	Persons with more than one employer	
			With no job shifts for economic reasons	All other
Total men--all periods in civilian labor force ^C	210,989 ^D	69,886	80,082	61,021
Percent	100	33	38	29
Professional, technical, and kindred workers	19,061	9,013	7,240	2,807
Percent	100	47	38	15
Managers, officials, & proprietors, incl. farm	40,929	20,686	13,594	6,649
Percent	100	51	33	16
Clerical and kindred workers	16,992	5,172	7,388	4,432
Percent	100	30	44	26
Sales workers	19,504	5,762	8,274	5,467
Percent	100	30	42	28
Craftsmen, foremen, and kindred workers	39,303	9,161	11,480	15,662
Percent	100	23	37	40
Operatives and kindred workers	29,699	8,571	10,786	10,343
Percent	100	29	36	35
Private household workers ^F	443	296	148	-
Service workers, exc. private household	30,880	7,979	13,741	9,161
Percent	100	26	44	30
Laborers, incl. farm but not mine	14,185	3,251	4,433	6,502
Percent	100	23	31	46
Men in civilian labor force 115-120 months ^C	134,897	56,589	39,302	39,006
Percent	100	42	29	29
Professional, technical, and kindred workers	10,934	6,797	2,512	1,625
Percent	100	62	23	15
Managers, officials, & proprietors, incl. farm	30,142	17,287	7,979	4,876
Percent	100	58	26	16
Clerical and kindred workers	8,422	3,842	2,216	2,364
Percent	100	46	26	28
Sales workers	10,638	4,728	3,103	2,807
Percent	100	45	29	26
Craftsmen, foremen, and kindred workers	24,675	7,092	8,422	9,161
Percent	100	29	34	37
Operatives and kindred workers	19,208	7,388	4,580	7,240
Percent	100	38	24	38
Private household workers ^F	443	296	148	-
Service workers, exc. private household	19,503	6,058	7,683	5,762
Percent	100	31	39	30
Laborers, incl. farm but not mine	10,934	3,103	2,660	5,172
Percent	100	28	24	48

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TABLE A-18. (CONTINUED)

(Page 2 of 4)

Months in civilian labor force, major occupation group of longest job in 1950, and sex	Total	Persons with only one employer	Persons with more than one employer	
			With no job shifts for economic reasons	All other
Men in civilian labor force 60-124 months ^C Percent	55,407 100	8,126 15	29,255 52	18,026 33
Professional, technical, and kindred workers Percent	4,433 100	591 13	3,103 70	739 17
Managers, officials, & proprietors, incl. farm Percent	7,388 100	2,512 34	3,546 48	1,330 18
Clerical and kindred workers Percent	5,467 100	1,182 22	2,660 48	1,625 30
Sales workers Percent	6,206 100	443 7	3,989 64	1,773 29
Craftsmen, foremen, and kindred workers Percent	12,559 100	1,330 11	4,728 38	6,501 51
Operatives and kindred workers Percent	8,570 100	887 10	5,024 59	2,660 31
Private household workers ^F	-	-	-	-
Service workers, exc. private household Percent	7,979 100	1,034 13	4,433 56	2,512 31
Laborers, incl. farm but not mine ^F	2,808	148	1,773	887
Men in civilian labor force less than 60 months ^C Percent	20,685 100	5,171 25	11,525 56	3,989 19
Professional, technical, and kindred workers Percent	3,694 100	1,625 44	1,625 44	443 12
Managers, officials, & proprietors, incl. farm Percent	3,399 100	887 26	2,069 61	443 13
Clerical and kindred workers Percent	3,103 100	148 5	2,512 81	443 14
Sales workers ^F	2,660	591	1,182	887
Craftsmen, foremen, and kindred workers ^F	2,069	739	1,330	-
Operatives and kindred workers ^F	1,921	296	1,182	443
Private household workers ^F	-	-	-	-
Service workers, exc. private household Percent	3,398 100	887 26	1,625 48	887 26
Laborers, incl. farm but not mine ^F	443	-	-	443

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TABLE A-18. (CONTINUED)

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Months in civilian labor force, major occupation group of longest job in 1950, and sex	Total	Persons with only one employer	Persons with more than one employer	
			With no job shifts for economic reasons	All other
Total women—all periods in civilian labor force ^C	110,786 ^E	38,941	47,131	24,715
Percent	100	35	43	22
Professional, technical, & kindred workers	11,639	7,041	3,449	1,150
Percent	100	60	30	10
Managers, officials, & proprietors, incl. farm	9,484	3,592	4,167	1,724
Percent	100	38	44	18
Clerical and kindred workers	45,550	16,381	20,261	8,909
Percent	100	36	44	20
Sales workers	8,622	2,587	3,161	2,873
Percent	100	30	37	33
Craftsmen, foremen, and kindred workers ^F	1,724	431	288	1,005
Operatives and kindred workers	12,214	4,310	5,029	2,874
Percent	100	35	41	24
Private household workers	3,881	718	1,868	1,293
Percent	100	19	48	33
Service workers, exc. private household	16,812	3,592	8,478	4,742
Percent	100	21	51	28
Laborers, incl. farm but not mine ^F	862	288	431	144
Women in civilian labor force 115-120 months ^C	45,981	20,117	17,818	8,047
Percent	100	43	39	18
Professional, technical, and kindred workers	5,173	3,592	1,006	575
Percent	100	70	19	11
Managers, officials, & proprietors, incl. farm	5,029	2,299	2,012	718
Percent	100	46	40	14
Clerical and kindred workers	18,967	8,765	7,903	2,299
Percent	100	46	42	12
Sales workers	3,736	1,150	1,868	718
Percent	100	31	50	19
Craftsmen, foremen, and kindred workers ^F	718	287	144	287
Operatives and kindred workers	4,598	1,724	1,868	1,006
Percent	100	38	40	22
Private household workers ^F	1,581	431	575	575
Service workers, exc. private household	5,891	1,724	2,299	1,868
Percent	100	29	39	32
Laborers, incl. farm but not mine ^F	287	144	144	-

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TABLE A-18. (CONTINUED)

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Months in civilian labor force, major occupation group of longest job in 1950, and sex	Total	Persons with only one employer	Persons with more than one employer	
			With no job shifts for economic reasons	All other
Women in civilian labor force 60-114 months ^C	40,665	9,053	20,261	11,352
Percent	100	22	50	28
Professional, technical, & kindred workers	4,023	1,581	1,868	575
Percent	100	39	47	14
Managers, officials, & proprietors, incl. farm	2,847	575	1,868	431
Percent	100	20	65	15
Clerical and kindred workers	17,818	4,598	8,478	4,742
Percent	100	26	47	27
Sales workers ^F	2,012	287	1,006	718
Craftsmen, foremen, and kindred workers ^F	575	-	144	431
Operatives and kindred workers	5,173	1,293	2,443	1,437
Percent	100	25	47	28
Private household workers ^F	1,150	-	718	431
Service workers, exc. private household	6,610	718	3,449	2,443
Percent	100	11	52	37
Laborers, incl. farm but not mine ^F	431	-	287	144
Women in civilian labor force less than 60 months ^C	24,140	9,771	9,052	5,316
Percent	100	41	37	22
Professional, technical, and kindred workers ^F	2,443	1,868	575	-
Managers, officials, & proprietors, incl. farm ^F	1,581	718	287	575
Clerical and kindred workers	8,765	3,018	3,880	1,868
Percent	100	34	45	21
Sales workers	2,874	1,150	287	1,437
Percent	100	40	10	50
Craftsmen, foremen, and kindred workers ^F	431	144	-	287
Operatives and kindred workers ^F	2,443	1,293	718	431
Private household workers ^F	1,150	287	575	287
Service workers, exc. private household	4,311	1,150	2,730	431
Percent	100	27	63	10
Laborers, incl. farm but not mine ^F	144	144	-	-

^AMajor occupation group of longest job in 1950.

^BExcludes persons with only casual or odd job work and persons with no civilian job, 1940-1949.

^CIndividual items do not always add to totals because of rounding.

^DIncludes 148 men not reporting occupation of longest job in 1950.

^EExcludes 575 women who were in the Armed Forces in 1950.

^FNo percentages have been calculated for occupation groups with fewer than 2,955 men or 2,874 women.

Source: Occupational Mobility Survey, San Francisco, Tables W-28, W-34, and W-40 (Revised Outline Item III.A.8).

TABLE A-19. PATTERN OF JOB SEPARATIONS BY MONTHS IN THE CIVILIAN LABOR FORCE,
JANUARY 1940-DECEMBER 1949, FOR EACH MAJOR INDUSTRY^A AND SEX
GROUP--SAN FRANCISCO WORK HISTORY SAMPLE^B

(Page 1 of 3)

Months in the civilian labor force, major industry group of longest job in 1940, and sex	Total	Persons with only one employer	Persons with more than one employer	
			With no job shifts for economic reasons	All other
Total men--all periods in civil- ian labor force ^C	210,546 ^D	69,886	79,934	60,725
Percent	100	33	38	29
Construction	17,435	3,546	5,467	8,422
Percent	100	20	31	49
Manufacturing	37,086	11,672	11,377	14,037
Percent	100	31	31	38
Transportation, communication, and other public utilities	24,970	8,718	10,786	5,467
Percent	100	35	43	22
Wholesale and retail trade	57,032	17,730	23,049	16,253
Percent	100	31	40	29
All other industries	74,026	28,221	29,256	16,551
Percent	100	38	40	22
Men in civilian labor force 115-120 months ^C	134,602	56,589	39,154	38,858
Percent	100	42	29	29
Construction	9,899	2,807	2,216	4,876
Percent	100	28	22	50
Manufacturing	25,709	9,308	6,353	10,047
Percent	100	36	25	39
Transportation, communication, and other public utilities	16,991	7,979	5,319	3,694
Percent	100	47	31	22
Wholesale and retail trade	36,051	13,889	11,525	10,638
Percent	100	38	32	30
All other industries	45,952	22,605	13,741	9,605
Percent	100	49	30	21
Men in civilian labor force 60-114 months ^C	55,259	8,126	29,255	17,878
Percent	100	15	53	32
Construction	6,206	296	2,512	3,398
Percent	100	5	40	55
Manufacturing	9,013	1,625	3,694	3,694
Percent	100	18	41	41
Transportation, communication, and other public utilities	6,206	443	4,433	1,330
Percent	100	7	72	21
Wholesale and retail trade	16,253	2,807	8,717	4,728
Percent	100	17	54	29
All other industries	17,582	2,956	9,900	4,729
Percent	100	17	56	27

(Continued on next page)

TABLE A-19. (CONTINUED)

(Page 2 of 3)

Persons in the civilian labor force, major industry group of longest job in 1950, and sex	Total	Persons with only one employer	Persons with more than one employer	
			With no job shifts for economic reasons	All other
Men in civilian labor force less than 60 months ^C	20,685	5,171	11,525	3,989
Percent	100	25	56	19
Construction ^F	1,330	443	739	148
Manufacturing ^F	2,364	739	1,330	296
Transportation, communication, and other public utilities ^F	1,773	296	1,034	443
Wholesale and retail trade	4,728	1,034	2,807	887
Percent	100	22	59	19
All other industries	10,492	2,660	5,615	2,217
Percent	100	25	54	21
Total women--all periods in civil- ian labor force ^C	110,786 ^E	38,941	47,131	24,715
Percent	100	35	43	22
Construction ^F	1,436	-	719	719
Manufacturing	18,968	7,040	7,759	4,167
Percent	100	37	41	22
Transportation, communication, and other public utilities	6,753	2,873	2,586	1,294
Percent	100	43	38	19
Wholesale and retail trade	29,745	8,909	11,639	9,196
Percent	100	30	39	31
All other industries	53,883	20,118	24,427	9,341
Percent	100	37	46	17
Women in civilian labor force 115- 120 months ^C	45,981	20,117	17,818	8,047
Percent	100	43	39	18
Construction ^F	718	-	575	144
Manufacturing	9,053	4,454	3,592	1,006
Percent	100	49	40	11
Transportation, communication, and other public utilities ^F	2,299	1,293	862	144
Wholesale and retail trade	11,783	4,023	3,592	4,167
Percent	100	34	30	36
Other industries	22,130	10,346	9,197	2,586
Percent	100	46	42	12

(Continued on next page)

TABLE A-19. (CONTINUED)

(Page 3 of 3)

Months in the civilian labor force, major industry group of longest job in 1950, and sex	Total	Persons with only one employer	Persons with more than one employer	
			With no job shifts for economic reasons	All other
Women in civilian labor force 60- 114 months ^C	40,665	9,053	20,261	11,352
Percent	100	22	50	28
Construction ^F	718	-	144	575
Manufacturing	6,754	1,293	3,305	2,155
Percent	100	19	49	32
Transportation, communication, and other public utilities	4,023	1,293	1,724	1,006
Percent	100	32	43	25
Wholesale and retail trade	10,490	1,868	6,179	2,443
Percent	100	18	59	23
All other industries	18,678	4,598	8,909	5,174
Percent	100	25	47	28
Women in civilian labor force less than 60 months ^C	24,140	9,771	9,052	5,316
Percent	100	41	37	22
Construction ^F	-	-	-	-
Manufacturing	3,161	1,293	862	1,006
Percent	100	41	27	32
Transportation, communication, and other public utilities ^F	431	287	-	144
Wholesale and retail trade	7,472	3,018	1,868	2,586
Percent	100	40	25	35
All other industries	13,075	5,174	6,321	1,581
Percent	100	40	48	12

Major industry of longest job in 1950.

Excludes persons with only casual or odd job work and persons with ^{no civilian} ~~only one~~ job, 1940-1949.

Individual items do not always add to totals because of rounding.

Excludes 591 men not reporting industry of longest job in 1950.

Excludes 575 women who were in the Armed Forces in 1950.

No percentages have been calculated for industry groups with fewer than 2,955 men or 2,874 women.

Source: Occupational Mobility Survey, San Francisco, Tables W-29, W-35, and W-41 (Revised Outline Item III.A.9).

TABLE A-20. PATTERN OF JOB SEPARATIONS BY MONTHS IN THE CIVILIAN LABOR FORCE,
JANUARY 1940-DECEMBER 1949, FOR EACH YEARS-OF-RESIDENCE AND
SEX GROUP--SAN FRANCISCO WORK HISTORY SAMPLE^A

Months in the civilian labor force, years of residence in the Standard Metropolitan Area, and sex	Total	Persons with only one employer	Persons with more than one employer	
			With no job shifts for economic reasons	All other
Total men--all periods in civilian labor force ^B	211,137	69,886	80,082	61,169
Percent	100	33	38	29
0-5 years	43,291	5,171	22,163	15,957
Percent	100	12	51	37
6-11 years	30,141	3,990	12,708	13,446
Percent	100	13	42	45
12-20 years	31,914	10,786	12,116	9,013
Percent	100	34	38	28
21 years and over	105,790	49,940	33,097	22,754
Percent	100	47	31	22
Men in civilian labor force 115-120 months ^B	135,045	56,589	39,302	39,154
Percent	100	42	29	29
0-5 years	15,366	2,807	6,206	6,353
Percent	100	18	40	42
6-11 years	17,287	1,921	6,797	8,570
Percent	100	11	39	50
12-20 years	22,458	8,422	7,092	6,944
Percent	100	37	32	31
21 years and over	79,934	43,439	19,208	17,287
Percent	100	54	24	22
Men in civilian labor force 60-114 months ^B	55,407	8,126	29,255	18,026
Percent	100	15	52	33
0-5 years	18,173	443	10,490	7,240
Percent	100	2	58	40
6-11 years	10,490	1,182	5,024	4,285
Percent	100	11	48	41
12-20 years	7,240	1,625	3,694	1,921
Percent	100	22	51	27
21 years and over	19,503	4,876	10,047	4,580
Percent	100	25	52	23
Men in civilian labor force less than 60 months ^B	20,685	5,171	11,525	3,989
Percent	100	25	56	19
0-5 years	9,752	1,921	5,467	2,364
Percent	100	20	56	24
6-11 years ^C	2,364	887	887	591
12-20 years ^C	2,216	739	1,330	148
21 years and over	6,353	1,625	3,842	887
Percent	100	26	60	14

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TABLE A-20. (CONTINUED)

Months in the civilian labor force, years of residence in the Standard Metropolitan Area, and sex	Total	Persons with only one employer	Persons with more than one employer	
			With no job shifts for economic reasons	All other
Total women—all periods in civilian labor force ^B	111,217 ^D	39,229	47,131	24,859
Percent	100	35	43	22
0-5 years	33,049	5,603	19,830	7,615
Percent	100	17	60	23
6-11 years	20,979	4,311	10,920	5,748
Percent	100	21	52	27
12-20 years	15,088	6,179	5,604	3,304
Percent	100	41	37	22
21 years and over	42,101	23,135	10,777	8,191
Percent	100	55	26	19
Women in civilian labor force 115-120 months ^B	45,981	20,261	17,674	8,047
Percent	100	43	39	18
0-5 years	8,909	862	5,891	2,155
Percent	100	10	66	24
6-11 years	5,604	575	3,736	1,293
Percent	100	10	67	23
12-20 years	8,765	3,305	3,736	1,724
Percent	100	38	42	20
21 years and over	22,703	15,519	4,311	2,874
Percent	100	68	19	13
Women in civilian labor force 60-114 months ^B	40,665	9,053	20,261	11,352
Percent	100	22	50	28
0-5 years	13,076	718	9,053	3,305
Percent	100	5	70	25
6-11 years	9,484	1,581	5,029	2,874
Percent	100	17	53	30
12-20 years	4,742	1,868	1,581	1,293
Percent	100	40	33	27
21 years and over	13,363	4,886	4,598	3,880
Percent	100	37	34	29
Women in civilian labor force less than 60 months ^B	24,571	9,915	9,196	5,460
Percent	100	41	37	22
0-5 years	11,064	4,023	4,886	2,155
Percent	100	36	45	19
6-11 years	5,891	2,155	2,155	1,581
Percent	100	37	37	26
12-20 years ^C	1,581	1,006	287	287
Percent	100	64	18	18
21 years and over	6,035	2,730	1,868	1,437
Percent	100	45	31	24

^AExcludes persons with only casual or odd job work and persons with no civilian job, 1940-1949.

^BIndividual items do not always add to totals because of rounding.

^CNo percentages have been calculated for years-of-residence groups with fewer than 2,955 men or 2,874 women.

^DExcludes 144 women not reporting years of residence.

Source: Occupational Mobility Survey, San Francisco, Tables W-30, W-36, and W-42 (Revised Outline Item III.A.10).

TABLE A-21. TYPE OF JOB SHIFT, JANUARY 1940-DECEMBER, 1949, FOR PERSONS WITH MORE THAN ONE EMPLOYER BY MONTHS IN THE CIVILIAN LABOR FORCE AND SEX--SAN FRANCISCO WORK HISTORY SAMPLE

Type of job shift 1940-1949	Shifts by men						Shifts by women									
	Total	Months in civilian labor force				Total	Months in civilian labor force									
		115-120	60-114	Less than 60	115-120		60-114	Less than 60								
Number	Per- cent	Number	Per- cent	Number	Per- cent	Number	Per- cent	Number	Per- cent	Number	Per- cent					
Total job shifts	424,394	100	220,458	100	167,726	100	36,210	100	197,150	100	60,642	100	99,004	100	37,504	100
Return to same job	9,606	2	2,512	1	6,207	4	887	2	4,888	2	1,149	2	2,301	2	1,438	4
Employer shift only	87,336	21	47,728	22	34,435	21	5,173	14	40,526	21	15,663	26	17,533	18	7,330	20
Employer and occu- pation	27,489	6	15,814	7	9,459	6	2,216	6	8,046	4	2,011	3	5,173	5	862	2
Employer and industry	63,099	15	34,282	16	25,271	15	3,546	10	48,708	25	14,225	23	25,718	26	8,765	23
Employer, occupation, and industry	232,578	55	118,349	53	89,989	53	24,240	68	93,688	47	27,306	46	47,992	49	18,390	49
All other	4,286	1	1,773	1	2,365	1	148	A	1,294	1	288	A	287	A	719	2

A. Percent not shown where less than 0.5.

Source: Occupational Mobility Survey, San Francisco, Tables W-32, W-38, and W-44 (Revised Outline Item III.B.1).

TABLE A-22. TYPE OF JOB SHIFT, JANUARY 1940-DECEMBER 1949, FOR PERSONS WITH MORE THAN ONE EMPLOYER
WITH NO SHIFTS FOR ECONOMIC REASONS AND WITH ALL OTHER COMBINATIONS OF SHIFTS,
BY MONTHS IN THE CIVILIAN LABOR FORCE AND SEX--SAN FRANCISCO WORK HISTORY SAMPLE

Type of shift, 1940-1949	Shifts by men										Shifts by women									
	Months in civilian labor force										Months in civilian labor force									
	Total	Per- cent	Number	Per- cent	Number	Per- cent	Number	Per- cent	Number	Per- cent	Total	Per- cent	Number	Per- cent	Number	Per- cent	Number	Per- cent	Number	Per- cent
total job shifts--persons with no shifts for economic reasons	188,252	100	86,149	100	78,457	100	23,646	100	113,380	100	35,778	100	57,051	100	20,551	100				
return to same job	5,468	3	1,183	1	3,546	5	739	3	2,588	2	431	1	1,582	3	575	3				
employer shift only	35,316	19	20,836	24	11,819	15	2,661	11	25,004	22	9,195	26	11,066	19	4,743	23				
employer and occupation	10,934	6	6,206	7	3,694	5	1,034	4	4,885	4	431	1	3,079	7	575	3				
employer and industry	24,978	13	12,414	14	10,199	13	2,365	10	28,596	25	9,196	26	15,378	27	4,022	20				
employer, occupation, and industry	109,634	58	45,066	53	47,869	60	16,669	71	51,732	46	16,381	46	24,859	43	10,492	50				
all other	1,922	1	444	1	1,330	2	148	1	575	1	44	A	287	1	44	1				
total job shifts--persons with all other combinations of shifts	236,161	100	134,317	100	89,277	100	12,567	100	83,779	100	24,867	100	41,960	100	16,952	100				
return to same job	4,139	2	1,330	1	2,661	3	148	1	2,299	3	718	3	718	2	863	5				
employer shift only	52,027	22	26,894	20	22,619	25	2,514	20	15,520	19	6,467	26	6,466	15	2,587	15				
employer and occupation	16,554	7	9,606	7	5,766	6	1,182	9	3,161	4	1,580	6	1,294	3	287	2				
employer and industry	38,126	16	21,868	16	15,076	17	1,182	9	20,122	24	5,033	20	10,348	25	4,741	28				
employer, occupation, and industry	122,950	52	73,289	55	42,120	48	7,541	61	41,957	49	10,925	44	23,134	55	7,898	47				
all other	2,365	1	1,330	1	1,035	1	-	-	720	1	44	1	-	-	576	3				

Percent not shown where less than 0.5.

Source: Occupational Mobility Survey, San Francisco, Tables W-32, W-38, and W-44 (Revised Outline Item III.B.1).

TABLE A-23. TYPE OF JOB SHIFT, JANUARY 1940-DECEMBER 1949, FOR EACH MAJOR OCCUPATION^A
GROUP OF PERSONS WITH MORE THAN ONE EMPLOYER,^A AND SEX—SAN FRANCISCO WORK
HISTORY SAMPLE

Major occupation group of longest job in 1950 and sex	Total job shifts	Type of shift					All other
		Return to same job	Employer shift only	Employer and occupation shift	Employer and industry shift	Employer, occupation, & industry shift	
Men with more than one employer Percent	422,234 ^B 100	9,460 2	86,753 21	26,457 6	62,520 15	232,756 55	4,288 1
Professional, technical, and kindred workers Percent	26,162 100	444 2	6,501 25	1,922 7	4,287 16	12,860 49	148 1
Managers, officials, and proprie- tors, incl. farm Percent	46,406 100	592 1	6,505 14	4,876 11	5,173 11	28,225 61	1,035 2
Clerical and kindred workers Percent	32,961 100	1,183 4	3,843 12	1,035 3	3,251 10	22,910 69	739 2
Sales workers Percent	39,163 100	1,330 3	6,945 18	2,071 5	5,173 13	23,053 59	591 2
Craftsmen, foremen, and kindred workers Percent	99,604 100	1,922 2	29,410 30	6,649 7	19,803 20	40,933 40	887 1
Operatives and kindred workers Percent	68,270 100	1,477 2	12,413 18	4,433 6	8,573 13	40,930 60	444 1
Private household workers ^D	296	-	-	-	-	296	-
Service workers, exc. private household Percent	73,751 100	2,069 3	16,407 22	3,844 5	10,052 14	41,083 56	296 E
Laborers, incl. farm but not mine Percent	35,621 100	443 1	4,729 13	1,627 5	6,208 17	22,466 64	148 E

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TABLE A-23 (CONTINUED)

Major occupation group of longest job in 1950 and sex	Total job shifts	Type of shift					
		Return to same job	Employer shift only	Employer and occupation shift	Employer and industry shift	Employer, occupation, & industry shift	All other
Women with more than one employer Percent	196,887 100	4,888 2	40,526 21	7,904 4	48,146 24	94,272 48	1,151 1
Professional, technical, and kindred workers Percent	12,937 100	288 2	2,156 17	431 3	3,163 24	6,899 54	- -
Managers, officials, and proprietors, incl. farm Percent	15,090 100	144 1	2,875 19	1,580 10	2,732 18	7,471 50	288 2
Clerical and kindred workers Percent	77,453 100	1,438 2	11,208 14	3,305 4	27,449 35	33,478 44	575 1
Sales workers Percent	17,104 100	431 3	2,586 15	144 1	4,599 27	9,344 54	- -
Craftsmen, foremen, and kindred workers ^D	5,608	432	1,149	144	-	3,883	-
Operatives and kindred workers Percent	18,250 100	575 3	4,023 22	144 1	3,736 20	9,722 54	- -
Private household workers Percent	9,487 100	431 5	3,594 37	575 6	144 2	4,743 50	- -
Service workers, exc. private household Percent	39,376 100	1,149 3	12,647 32	1,581 4	6,179 16	17,532 44	288 1
Laborers, incl. farm but not mine ^D	1,582	-	288	-	144	1,150	-

^AMajor occupation group of longest job in 1950.

^BExcludes shifts of 148 men not reporting occupation of longest job in 1950.

^CExcludes shifts of 575 women who were in the Armed Forces in 1950.

^DNo percentages have been calculated for occupation groups with fewer than 2,955 men or 2,874 women. Total numbers of persons in each major occupation group may be found in Table A-1. Totals in the present Table refer to job shifts rather than to persons.

^EPercent not shown where less than 0.5.

Source: Occupational Mobility Survey, San Francisco, Tables W-15 and W-17 (Revised Outline Item III.B.2).

TABLE A-24. JOB SHIFTS FOR ECONOMIC REASONS BY TYPE OF SHIFT, JANUARY 1940-DECEMBER 1949,
FOR EACH MAJOR OCCUPATION GROUP^A OF PERSONS WITH MORE THAN ONE EMPLOYER,
AND SEX—SAN FRANCISCO WORK HISTORY SAMPLE

Major occupation group of longest job in 1950 and sex	Total job shifts for economic reasons	Type of shift					
		Return to same job	Employer shift only	Employer and occupation shift	Employer and industry shift	Employer, occupation, & industry shift	All other
Men with more than one employer Percent	103,018 ^B 100	2,218 2	27,345 27	7,094 7	18,034 18	48,031 46	296 -
Professional, technical and kindred workers ^D	3,991	-	591	591	740	2,069	-
Managers, officials, and proprie- tors, incl. farm Percent	8,129 100	296 4	1,035 13	443 5	591 7	5,764 71	- -
Clerical and kindred workers Percent	6,801 100	296 4	1,922 28	296 4	1,035 15	3,252 49	- -
Sales workers Percent	9,312 100	- -	1,034 11	592 6	1,183 13	6,355 68	148 2
Craftsmen, foremen, and kindred workers Percent	29,262 100	592 2	11,824 40	2,216 8	6,504 22	7,978 27	148 1
Operatives and kindred workers Percent	18,179 100	443 2	4,730 26	1,034 6	2,809 15	9,163 51	- -
Private household workers ^D	-	-	-	-	-	-	-
Service workers, exc. private household Percent	15,074 100	591 4	4,287 28	1,478 10	2,511 17	6,207 41	- -
Laborers, incl. farm but not mine Percent	12,270 100	- -	1,922 16	444 4	2,661 22	7,243 58	- -

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TABLE A-24. (CONTINUED)

Major occupation group of longest job in 1950 and sex	Total job shifts for economic reasons	Type of shift					
		Return to same job	Employer shift only	Employer and occupation shift	Employer and industry shift	Employer, occupation, & industry shift	All other
Women with more than one employer	36,934 ^C	1,151	8,621	1,725	8,480	16,669	288
Percent	100	3	23	5	23	45	1
Professional, technical and kindred workers ^D	1,150	-	144	144	144	718	-
Managers, officials, and proprietors, incl. farm ^D	2,873	-	575	287	575	1,292	144
Clerical and kindred workers	11,352	-	1,724	718	4,743	4,167	-
Percent	100	-	15	6	42	37	-
Sales workers	4,166	-	861	-	718	2,587	-
Percent	100	-	21	-	17	62	-
Craftsmen, foremen, and kindred workers ^D	2,302	432	575	144	-	1,151	-
Operatives and kindred workers	4,167	-	1,150	-	1,005	2,012	-
Percent	100	-	28	-	24	48	-
Private household workers ^D	2,731	144	1,006	-	-	1,581	-
Service workers, exc. private household	7,905	575	2,586	432	1,295	2,873	144
Percent	100	7	33	5	16	37	2
Laborers, incl. farm but not mine ^D	288	-	-	-	-	288	-

^AMajor occupation group of longest job in 1950.

^BExcludes shifts of 148 men not reporting occupation of longest job in 1950.

^CExcludes shifts of 575 women who were in the Armed Forces in 1950.

^DNo percentages have been calculated for male occupation groups with fewer than 4,433 shifts or female occupation groups with fewer than 3,449 shifts.

Source: Occupational Mobility Survey, San Francisco, Table W-15 (Revised Outline Item III.B.2).

TABLE A-25. JOB SHIFTS FOR NONECONOMIC REASONS BY TYPE OF SHIFT, JANUARY 1940-DECEMBER 1949,
FOR EACH MAJOR OCCUPATION GROUP^A OF PERSONS WITH MORE THAN ONE EMPLOYER, AND SEX--
SAN FRANCISCO WORK HISTORY SAMPLE

Major occupation group of longest job in 1950 and sex	Total job shifts for non-economic reasons	Type of shift					
		Return to same job	Employer shift only	Employer and occupation	Employer and industry	Employer, occupation, and industry	All other
Men with more than one employer	319,216 ^B	7,242	59,408	19,363	44,486	184,725	3,992
Percent	100	2	19	6	14	58	1
Professional, technical, & kindred workers	22,171	444	5,910	1,331	3,547	10,791	148
Percent	100	2	27	6	16	48	1
Managers, officials, & proprietors, incl. farm	38,277	296	5,470	4,433	4,582	22,461	1,035
Percent	100	1	14	12	12	58	3
Clerical and kindred workers	26,160	887	1,921	739	2,216	19,658	739
Percent	100	3	7	3	8	76	3
Sales workers	29,851	1,330	5,911	1,479	3,990	16,698	443
Percent	100	4	20	5	13	57	1
Craftsmen, foremen, and kindred workers	70,342	1,330	17,586	4,433	13,299	32,955	739
Percent	100	2	25	6	19	47	1
Operatives and kindred workers	50,091	1,034	7,683	3,399	5,764	31,767	444
Percent	100	2	15	7	12	63	1
Private household workers ^D	296	-	-	-	-	296	-
Service workers, exc. private household	58,677	1,478	12,120	2,366	7,541	34,876	296
Percent	100	3	21	4	13	58	1
Laborers, incl. farm but not mine	23,351	443	2,807	1,183	3,547	15,223	148
Percent	100	2	12	5	15	65	1
Women with more than one employer	159,953 ^C	3,737	31,905	6,179	39,666	77,603	863
Percent	100	2	20	4	25	48	1
Professional, technical, & kindred workers	11,787	288	2,012	287	3,019	6,181	-
Percent	100	2	17	2	26	53	-
Managers, officials, & proprietors, incl. farm	12,217	144	2,300	1,293	2,157	6,179	144
Percent	100	1	19	11	18	50	1
Clerical and kindred workers	66,101	1,438	9,484	2,587	22,706	29,311	575
Percent	100	2	14	4	34	45	1
Sales workers	12,938	431	1,725	144	3,881	6,757	-
Percent	100	3	13	1	30	53	-
Craftsmen, foremen, and kindred workers ^D	3,306	-	574	-	-	2,732	-
Operatives and kindred workers	14,083	575	2,873	144	2,731	7,760	-
Percent	100	4	20	1	19	56	-
Private household workers	6,756	287	2,588	575	144	3,162	-
Percent	100	4	38	9	2	47	-
Service workers, exc. private household	31,471	574	10,061	1,149	4,884	14,659	144
Percent	100	2	32	4	16	46	1
Laborers, incl. farm but not mine ^D	1,294	-	288	-	144	862	-

^AMajor occupation group of longest job in 1950.

^BIncludes shifts of 148 men not reporting occupation of longest job in 1950.

^CIncludes shifts of 575 women who were in the Armed Forces in 1950.

^DNo percentages have been calculated for male occupation groups with fewer than 4,433 shifts or for female occupation groups with fewer than 3,449 shifts.

^EPercent not shown where less than 0.5.

Source: Occupational Mobility Survey, San Francisco, Table W-17 (Revised Outline Item III.B.2).

TABLE A-26. TYPE OF JOB SHIFT, JANUARY 1940-DECEMBER 1949, FOR EACH MAJOR INDUSTRY GROUP^A OF PERSONS WITH MORE THAN ONE EMPLOYER, AND SEX—SAN FRANCISCO WORK HISTORY SAMPLE

Major industry group of longest job in 1950 and sex	Total job shifts	Type of shift					
		Return to same job	Employer shift only	Employer and occupation	Employer and industry	Employer, occupation, and industry	All other
Men with more than one employer Percent	420,609 ^B 100	9,459 2	86,469 21	26,457 6	62,374 15	231,563 55	4,287 1
Construction Percent	54,247 100	1,478 3	18,922 34	4,286 8	10,937 20	18,180 34	444 1
Manufacturing Percent	70,936 100	1,182 2	12,711 18	4,729 7	13,891 20	37,684 52	739 1
Transportation, communication, and other public utilities Percent	45,077 100	887 2	8,132 18	2,663 6	3,105 7	29,994 66	296 1
Wholesale and retail trade Percent	117,623 100	3,694 3	23,053 20	6,501 6	17,734 15	64,572 54	2,069 2
All other industries Percent	132,726 100	2,218 2	23,651 18	8,278 6	16,707 13	81,133 60	739 1
Women with more than one employer Percent	197,311 ^C 100	4,889 2	40,524 21	7,903 4	48,148 24	94,264 48	1,583 1
Construction Percent	4,886 100	- -	- -	144 3	1,438 29	3,304 68	- -
Manufacturing Percent	29,751 100	1,007 3	4,744 16	719 2	8,190 28	14,803 50	288 1
Transportation, communication and other public utilities Percent	9,482 100	144 2	1,868 20	287 3	1,437 15	5,602 58	144 2
Wholesale and retail trade Percent	62,653 100	1,582 3	11,785 19	2,586 4	17,245 28	29,311 46	144 D
All other industries Percent	90,539 100	2,156 2	22,127 24	4,167 5	19,838 22	41,244 46	1,007 1

^AMajor industry group of longest job in 1950.

^BExcludes shifts of 591 men not reporting industry of longest job in 1950.

^CExcludes shifts of 575 women who were in the Armed Forces in 1950.

^DPercent not shown where less than 0.5.

Source: Occupational Mobility Survey, San Francisco, Tables W-16 and W-18 (Revised Outline Item III.B.3).

TABLE A-27. JOB SHIFTS FOR ECONOMIC REASONS BY TYPE OF SHIFT, JANUARY 1940-DECEMBER 1949,
FOR EACH MAJOR INDUSTRY GROUP^A OF PERSONS WITH MORE THAN ONE EMPLOYER,
AND SEX--SAN FRANCISCO WORK HISTORY SAMPLE

Major industry group of longest job in 1950 and sex		Total job shifts for economic reasons	Type of shift					
			Return to same job	Employer shift only	Employer and occupation	Employer and industry	Employer occupation, and industry	All other
Men with more than one employer Percent		102,730 ^B 100	2,218 2	27,350 27	7,095 7	18,035 18	47,736 46	296 E
Construction	Percent	19,219 100	444 2	8,872 46	2,069 11	2,809 15	5,025 26	- -
Manufacturing	Percent	23,353 100	443 2	5,026 22	1,626 7	6,504 28	9,754 41	- -
Transportation, communication, and other public utilities	Percent	8,426 100	148 2	2,514 30	296 4	1,035 12	4,433 52	- -
Wholesale and retail trade	Percent	26,455 100	887 3	5,616 21	1,034 4	3,398 13	15,224 58	296 1
All other industries	Percent	25,277 100	296 1	5,322 21	2,070 8	4,289 17	13,300 53	- -
Women with more than one employer Percent		36,940 ^C 100	1,152 3	8,625 23	1,725 5	8,479 23	16,671 45	288 1
Construction ^D		862	-	-	-	287	575	-
Manufacturing	Percent	6,325 100	432 7	1,294 20	144 2	1,724 27	2,587 42	144 2
Transportation, communication, and other public utilities ^D		1,581	-	144	-	431	1,006	-
Wholesale and retail trade	Percent	13,652 100	432 3	3,592 26	575 4	3,306 24	5,747 43	- -
All other industries	Percent	14,520 100	288 2	3,595 25	1,006 7	2,731 19	6,756 46	144 1

^AMajor industry group of longest job in 1950.

^BExcludes shifts of 591 men not reporting industry of longest job in 1950.

^CExcludes shifts of 575 women who were in the Armed Forces in 1950.

^DNo percentages have been calculated for male industry groups with fewer than 4,433 shifts or for female industry groups with fewer than 3,449 shifts.

^EPercent not shown where less than 0.5.

Source: Occupational Mobility Survey, San Francisco, Table W-16 (Revised Outline Item III.B.3).

TABLE A-28. JOB SHIFTS FOR NONECONOMIC REASONS BY TYPE OF SHIFT, JANUARY 1940-DECEMBER 1949,
FOR EACH MAJOR INDUSTRY GROUP^A OF PERSONS WITH MORE THAN ONE EMPLOYER, AND SEX--
SAN FRANCISCO WORK HISTORY SAMPLE

Major industry group of longest job in 1950 and sex	Total job shifts for non- economic reasons	Type of shift					
		Return to same job	Employ- er shift only	Employ- er and occupa- tion	Employer and industry	Employer occupa- tion, and industry	All other
Men with more than one employer	317,879 ^B	7,241	59,119	19,362	44,339	183,827	3,991
Percent	100	2	19	6	14	58	1
Construction	35,028	1,034	10,050	2,217	8,128	13,155	444
Percent	100	3	29	6	23	38	1
Manufacturing	47,583	739	7,685	3,103	7,387	27,930	739
Percent	100	2	15	7	16	58	2
Transportation, communication, and other public utilities	36,651	739	5,618	2,367	2,070	25,561	296
Percent	100	2	15	6	6	70	1
Wholesale and retail trade	91,168	2,807	17,437	5,467	14,336	49,348	1,773
Percent	100	3	19	6	16	54	2
All other industries	107,449	1,922	18,329	6,208	12,418	67,833	739
Percent	100	2	17	6	12	62	1
Women with more than one employer	160,371 ^C	3,737	31,899	6,178	39,669	77,593	1,295
Percent	100	2	20	4	25	48	1
Construction	4,024	-	-	144	1,351	2,729	-
Percent	100	-	-	4	29	67	-
Manufacturing	23,426	575	3,450	575	6,466	12,216	144
Percent	100	2	15	2	28	52	1
Transportation, communication, and other public utilities	7,901	144	1,724	287	1,006	4,596	144
Percent	100	2	22	4	13	57	2
Wholesale and retail trade	49,001	1,150	8,193	2,011	13,939	23,564	144
Percent	100	2	17	4	28	49	1
All other industries	76,019	1,868	18,532	3,161	17,107	34,488	863
Percent	100	2	24	4	23	46	1

^AMajor industry group of longest job in 1950.

^BExcludes shifts of 591 men not reporting industry of longest job in 1950.

^CExcludes shifts of 575 women who were in the Armed Forces in 1950.

^DPercent not shown where less than 0.5.

Source: Occupational Mobility Survey, San Francisco, Table W-18 (Revised Outline Item III.B.3).

TABLE A-29. TYPE OF JOB SHIFT, JANUARY 1940-DECEMBER 1949, FOR EACH AGE AND SEX GROUP OF PERSONS WITH MORE THAN ONE EMPLOYER--SAN FRANCISCO WORK HISTORY SAMPLE

Age in 1951 and sex		Total job shifts	Type of shift					All other
			Return to same job	Employer shift only	Employer and occupation	Employer and industry	Employer, occupation, and industry	
Men with more than one employer Percent		423,236 100	9,459 2	86,750 21	26,640 6	62,813 15	233,324 55	4,286 1
25-34	Percent	127,675 100	3,103 2	20,693 16	8,719 7	14,927 12	78,460 62	1,773 1
35-44	Percent	149,399 100	4,286 3	32,212 22	8,869 6	22,463 15	80,091 53	1,478 1
45-54	Percent	94,870 100	1,478 2	18,914 20	6,502 7	14,929 16	52,308 54	739 1
55-64	Percent	41,532 100	296 1	11,086 27	2,070 5	9,311 22	18,473 44	296 1
65 and over	Percent	9,760 100	296 3	3,845 39	444 5	1,183 12	3,992 41	-
Woman with more than one employer Percent		197,583 100	4,890 2	40,522 21	7,904 4	43,285 24	94,688 48	1,294 1
25-34	Percent	78,031 100	2,446 3	13,078 17	3,736 5	18,249 23	40,091 51	431 1
35-44	Percent	65,236 100	1,150 2	10,775 17	2,012 3	17,819 27	32,905 50	575 1
45-54	Percent	38,510 100	431 1	11,208 29	1,581 4	9,343 24	15,659 41	288 1
55-64	Percent	12,786 100	576 5	4,022 31	287 2	2,730 21	5,171 41	-
65 and over ⁴		3,020	287	1,439	288	144	862	-

⁴No percentages have been calculated for male age groups with fewer than 4,433 shifts or for female age groups with fewer than 3,449 shifts.

Sources: Occupational Mobility Survey, San Francisco, Tables W-19 and W-20 (Revised Outline Form III-B-4).

TABLE 1-30. JOBS SHIFTS FOR ECONOMIC REASONS BY TYPE OF SHIFT, JANUARY 1940-
DECEMBER 1949, FOR EACH AGE AND SEX GROUP OF PERSONS WITH MORE
THAN ONE EMPLOYER--SAN FRANCISCO WORK HISTORY SAMPLE

Age in 1950 and sex	Total job shifts for economic reasons	Type of shift					
		Return to same job	Employer shift only	Employer and occupation	Employer and industry	Employer, occupation, and industry*	All other
Men with more than one em- ployer Percent	103,316 100	2,218 2	27,347 26	7,095 7	18,035 17	48,325 48	296 ..
25-34 Percent	26,613 100	296 1	7,096 27	1,330 5	3,400 13	13,891 54	- -
35-44 Percent	30,737 100	887 3	8,571 28	1,921 6	5,172 17	14,038 46	148 ..B
45-54 Percent	25,127 100	591 2	4,878 19	2,217 9	5,176 21	12,265 49	- -
55-64 Percent	18,036 100	296 2	5,767 32	1,331 7	3,843 21	6,651 37	148 1
65 and over ^A	3,403	148	1,035	296	444	1,480	-
Women with more than one em- ployer Percent	37,075 100	1,152 3	8,620 23	1,725 5	8,478 23	16,812 45	288 1
25-34 Percent	11,927 100	576 5	2,586 22	431 4	2,586 22	5,748 47	- -
35-44 Percent	11,495 100	144 1	1,867 16	287 3	3,018 26	6,035 53	144 1
45-54 Percent	9,197 100	144 2	2,299 25	863 9	1,868 20	3,879 42	144 2
55-64 Percent	3,736 100	288 8	1,436 38	- -	1,006 27	1,006 27	- -
65 and over ^A	720	-	432	144	-	144	-

^ANo percentages have been calculated for male age groups with fewer than 4,433 shifts or for female age groups with fewer than 3,449 shifts.

^BPercent not shown where less than 0.5.

Source: Occupational Mobility Survey, San Francisco, Table W-19 (Revised Outline Item III.B.4).

TABLE A-31. JOB SHIFTS FOR NONECONOMIC REASONS BY TYPE OF SHIFT, JANUARY 1940-DECEMBER 1949, FOR EACH AGE AND SEX GROUP OF PERSONS WITH MORE THAN ONE EMPLOYER--SAN FRANCISCO WORK HISTORY SAMPLE

Age in 1951 and sex	Total job shifts for noneconomic reasons	Type of shift					
		Return to same job	Employer shift only	Employer and occupation	Employer and industry	Employer, occupation, and industry	All other
Men with more than one em- ployer	319,920	7,241	59,403	19,509	44,778	184,999	3,990
Percent	100	2	19	6	14	58	1
25-34	101,662	2,807	13,597	7,389	11,527	64,569	1,773
Percent	100	3	13	7	11	64	2
35-44	118,662	3,399	23,641	6,948	17,291	66,053	1,380
Percent	100	3	20	6	15	55	1
45-54	69,743	887	14,036	4,285	9,753	40,043	739
Percent	100	1	20	6	14	58	1
55-64	23,496	-	5,319	739	5,468	11,822	148
Percent	100	-	23	3	23	50	1
65 and over	6,357	148	2,810	148	739	2,512	-
Percent	100	2	44	2	12	40	-
Women with more than one em- ployer	160,508	3,738	31,902	6,179	39,807	77,876	1,006
Percent	100	2	20	4	25	48	1
25-34	66,104	1,870	10,492	3,305	15,663	34,343	431
Percent	100	3	16	5	24	51	1
35-44	53,741	1,006	8,908	1,725	14,801	26,870	431
Percent	100	2	17	3	28	49	1
45-54	29,313	287	8,909	718	7,475	11,780	144
Percent	100	1	30	2	26	41	B
55-64	9,050	288	2,586	287	1,724	4,165	-
Percent	100	3	29	3	19	46	-
65 and over ^A	2,300	287	1,007	144	144	718	-

^ANo percentages have been calculated for male age groups with fewer than 4,433 shifts or for female age groups with fewer than 3,449 shifts.

^BPercent not shown where less than 0.5.

Source: Occupational Mobility Survey, San Francisco, Table W-20 (Revised Outline Item III.B.4).