

Older workers (1956)

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Older Worker Adjustment to Labor Market Practices

An Analysis of
Experience in
Seven Major
Labor Markets

UNITED STATES DEPARTMENT OF LABOR
James P. Mitchell, Secretary

BUREAU OF EMPLOYMENT SECURITY
Robert C. Goodwin, Director

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An Analysis of Experience in Seven Major Labor Markets

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PREFACE

This report presents the findings of a comprehensive survey of the labor market experience and problems of older workers which was conducted by the Bureau of Employment Security and seven of its affiliated State employment security agencies, with the cooperation in four States of universities. It is part of a broader program of research into all economic aspects of older worker problems undertaken by the Department of Labor.

The basic purpose of this study, as of the Department's program, was to determine the nature and extent of the problems of older workers in the labor market and provide a factual basis for helping to resolve those problems. This report covers the labor market research aspects of a coordinated seven-area project in which the operating aspects of public employment office services to older workers were analyzed at the same time. The latter phase of the project was designed primarily to develop new and improved employment services tailored to the special needs of older workers, including more intensive counseling, selective placement, individualized job development, and community participation. It also provided data on employer attitudes and practices as revealed in employment service order-taking, placement, and employer relations activities. The results of this phase of the seven-area study are described in a companion report on "Counseling and Placement Services for Older Workers."

Supplementing these labor market and employment service program studies is a Bureau of Employment Security study of "Pension Costs in Relation to the Hiring of Older Workers". Studies conducted by the Bureau of Labor Statistics on the performance of older workers on the job and on the status of older workers under collective bargaining agreements, will provide additional economic facts relating to the abilities and status of older workers. On the basis of these organized materials, the Department of Labor is introducing an action program to assist State and communities to break down age barriers to employment through improved placement and counseling services and an educational campaign directed to management, labor, and the general public. The Department is also working directly with other agencies and organizations concerned with the amelioration of older workers' problems in the labor market.

The labor market research reflected in this report was designed to provide data on (1) the characteristics of unemployed older workers seeking jobs through public employment offices and how they compare with younger job seekers and (2) employment patterns of older and younger workers, and labor market practices, as reflected in hiring and separation transactions, affecting the employment and unemployment experience of older workers. The extensive data on these subjects presented in this publication were collected from samples of job seekers, employers and employed workers in seven major metropolitan areas. A general description of the survey methods and limitations is given in Chapter I, while details of the sampling procedures are discussed in Appendix A. Summaries of the findings for each of the seven areas are presented in Chapters VI-XII.

Much of the vast amount of data collected in the survey are not presented in this report. Additional reports are planned to exploit these materials or to analyze particular aspects of the older worker problems in more detail. A case book of successful employer practices in the hiring and utilization of older workers is planned on the basis

of materials collected during the survey, as well as a Job Guide for Older Workers designed to assist mature job seekers in making satisfactory adjustments in the labor market. It is also expected that the seven State employment security agencies participating in this project will publish comprehensive analyses of the findings for the individual study areas.

The procedures for the conduct of the seven area studies were developed by the Bureau of Employment Security on the basis of a pilot project which is sponsored on the part of the Minnesota Department of Employment Security and the University of Minnesota.

The Bureau is deeply indebted to the personnel of the participating State agencies and universities for their cooperation and skill in carrying out the extensive and complex job of collecting and compiling the survey data under extremely difficult circumstances. The individual State agencies and universities which participated in the project were:

Detroit.....	Michigan Employment Security Commission and Wayne University
Los Angeles.....	California Department of Employment and the University of California
Miami.....	Florida Industrial Commission
Minneapolis-St. Paul.....	Minnesota Department of Employment Security
Philadelphia.....	Pennsylvania Bureau of Employment Security and Temple University
Seattle	Washington Employment Security Department and the University of Washington

This report was prepared under the general direction of Louis Levine, Assistant Director, Bureau of Employment Security, in charge of the Office of Program Review and Analysis; Lazar M. Paves, Deputy Assistant Director in charge of Manpower Studies and Research Development; and, in the initial and field collection stages, Eugene D. Vinogradoff, formerly Chief, Division of Labor Market Studies. Key responsibilities were assigned to John I. Saks, Chief, Manpower Studies Branch; Norman Medvin, Labor Economist, assisted by Benjamin Goldstein; and, in the developmental stages Vladimir D. Chavrid, Chief, Division of Special Studies and Research Development. Individual sections of the report were prepared by Jildo Cappio, Gabriel Cherin, Irving Gedanken, Sarah F. Leiter, Carlyle Rosenfeld, and Ruth Rosenwald, assisted by William E. Blake, Jr., Barbara H. Mahan, and other staff members. Gladys F. Miller, Chief, Division of Labor Market and Manpower Studies, assisted in the review of sections of the report.

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**Older Worker Adjustment to Labor Market Practices:
An Analysis of Experience in Seven Major Labor Markets**

SUMMARY OF FINDINGS

Characteristics of Older Job Seekers

1. A weekly average of 160,000 job seekers at public employment offices were sampled in January-February 1956 in the seven areas included in the survey. Those age 45 and over represented 40 percent of the total; the 65 and over age segment constituted 10 percent of all job seekers. The proportion age 45 and over ranged from 33 percent in Los Angeles and 35 percent in Detroit to 52 percent in Worcester and Miami and a high of 65 percent in Seattle.
2. Unemployed older workers possess considerable assets in the job market. Unemployed workers age 45 and over in the seven areas possess higher occupational qualifications than younger job seekers. Relatively twice as many of the older job seekers as of the younger applicants were classified as skilled workers.
3. Manufacturing provided the last job for a larger number of the older workers in the seven-area survey than any other industry, with secondary concentrations in construction and trade. More than two out of five older job seekers were last employed in manufacturing, a somewhat smaller percentage than of the younger applicants.
4. An outstanding quality of older job seekers is their dependability. They are not job hoppers. Their work histories showed them as less inclined to change jobs than younger workers; they also show longer job tenure for the older group. Data on labor turnover rates by age underscores this finding.
5. Older job seekers in their previous jobs earned better wages in general than younger workers. Proportionately more of them had last earned \$100 or more per week than less mature workers, reflecting the generally higher skill attainments of the older worker group.
6. Younger applicants had completed more years of schooling than older job seekers, a reflection of the changing attitudes toward education and longer compulsory school attendance requirements in recent decades. Five out of every six of the job seekers under age 45 had completed elementary school, compared with barely two out of three of those aged 45-64.
7. When older workers become unemployed, they tend to remain out of work longer than younger workers. This condition is accentuated with advancing years. It is also true at each educational level and regardless

of the industry (other than durable goods manufacturing) to which the older job seekers were last attached or the occupational skills which they possessed. Older women experienced longer duration unemployment than younger women or men of corresponding age.

8. The higher the degree of skill or training required in the last job, the greater the likelihood that the applicant's last job corresponded to his longest job. Some seven out of every ten of the job seekers age 45 and over had their most recent jobs in the same industry and in the same major occupational group in which they had held their longest job in the preceding 15-year period.
9. Female job seekers were, on the average, younger than the male job seekers. Two-thirds of the women were under 45 years of age as compared with only 57 percent of the men. The proportion of women 65 and over--one out of every 20--was less than half that for men.
10. Disabilities increased with age. One in every 10 workers under 45 years of age reported physical handicaps. The proportion increased to 1 in 7 among job seekers 45 to 54 years of age and to 1 in 4 for those age 65 and over. The incidence of handicaps among older women was only two-thirds as great as among older men.
11. Older women job seekers, in terms of their work experience, appear to have the most difficult problems of obtaining continuous employment.

Older Workers on the Job

1. More than a third of the 3.9 million employed workers sampled in the seven areas were at least 45 years of age. Three percent were age 65 and over. The highest concentrations of employed workers age 45 and over were found in Philadelphia (42 percent) and in Worcester (39 percent). In Miami, older workers represented 31 percent of the surveyed employment and in Los Angeles, 32 percent.
2. Workers 45 and over held proportionately more jobs than younger workers in the skilled, managerial, sales, and service occupations. Their employment pattern more or less parallels their occupational composition among the job seekers.
3. Employed workers 45 and over were distributed by industry in nearly the same way as younger workers. Nearly half of the employment in both age groups was in manufacturing in the seven areas combined. Durable goods plants had a slightly lower proportion of all older workers than of all younger workers, while the converse applied in nondurable plants.
4. As employed workers get older, they stay on the same job longer. They also stay longer in small firms and constitute a higher proportion of total employment in small firms than in larger establishments. This difference is more marked among the oldest workers, those age 65 and over.

5. Slightly more than two-thirds of the workers under 45 years of age and slightly less than that proportion of the workers 45 and over were employed in jobs with pension coverage (in sampled establishments with 50 or more employees). The proportion for workers 65 and over was considerably lower--53 percent.) The data on hires, however, clearly show the deterrent effect of pension plan coverage on job opportunities for workers 45 and over.

Comparison of Employed and Unemployed Older Workers

1. Workers 45 and over represented 35 percent of the surveyed employment but 40 percent of the job seekers at local employment offices in the seven areas. However, workers 45-64 years of age represented a slightly lower proportion of unemployment than of employment. Workers 65 and over, on the other hand, comprised 10 percent of the job seekers and had only about 3 percent of the jobs in the seven areas combined.
2. Despite the fact that workers 45 and over as a whole comprised a considerably higher proportion of the job seekers than they did of the employed workers, the situation was reversed in the professional and managerial occupations. The sharpest excesses of their proportion of unemployment over their share of the jobs were in the clerical, sales and skilled groups.
3. Workers 45 and over constitute more of the unemployed than of the employed in each of the broad industry divisions, but the difference was relatively slight in manufacturing. Those 45-64 years of age had a lower incidence of unemployment in both manufacturing and transportation, communications and public utilities. The relatively sharp difference for manufacturing was responsible for the fact that all workers 45-64 years of age represented a lower proportion of unemployment than of employment.
4. Unemployment for men became quite disproportionate, compared with their share of the jobs, in the age group 55-64, and the difference was most severe for men 65 years of age and over. Among women, the incidence of unemployment became most noticeable in the age bracket 35-44.
5. The experience of unemployed older workers generally compared unfavorably with employed older workers. The unemployed (a) had slightly fewer years of formal schooling; (b) had more jobs of shorter duration; (c) experienced more spells of unemployment for longer durations; and (d) changed occupations and industries somewhat more frequently.

Age Factors in Labor Turnover

1. Accession and separation rates are much lower for older than for younger workers. Workers 45 years of age and over comprised 40 percent of the job seekers at the time of the survey but obtained only 22 percent of the jobs filled by employers during the survey year.

2. Workers 45 years of age and over have the best relative chances of being hired for a new job in the construction and service industries or if they possess skilled, service, professional or managerial occupational backgrounds. They receive lower than average proportions of the hires, on the other hand, in durable goods manufacturing and transportation, communications, and public utilities, and in the clerical and sales occupations.
3. Once employed, an older worker holds on to his job more and quits less than younger workers. Older workers held about 35 percent of the jobs, but experienced less than one quarter of the annual total separations. They quit their jobs less than half as often as younger workers.
4. Older workers have a better chance of getting a job with a smaller firm than with a large one.
5. The older worker is more likely to be hired for a job which is not covered by a private pension plan than one in which he will have such coverage. Workers 45 years of age and over account for 25 percent of the hires in employment without pension plans, contrasted with 14 percent in jobs with this advantage.

CHAPTER I. INTRODUCTION

A. NATURE OF THE PROBLEM

People tend to think of older workers as men and women who have reached some arbitrary, chronological age such as 60 or 65. In reality, there is no fixed age at which a worker becomes too old to work. The age at which a worker encounters employment obstacles varies widely with his occupation, industry, locality and the general condition of the labor market. Upper-age limits, for example, may be 30 for airline hostesses, 35 for stenographers, 40 for salesmen, 45 for telephone linemen, and 65 for janitors. Age restrictions in actual practice are determined by individual employers and are usually applied in advance of any review of the individual job seeker's qualifications. Ideally, each worker should be considered for employment on the basis of his abilities in relation to the requirements of the job. The prevalence of artificial age barriers to employment is a growing problem which may become even more serious because of our greater longevity and the aging composition of the Nation's population. .

People live longer

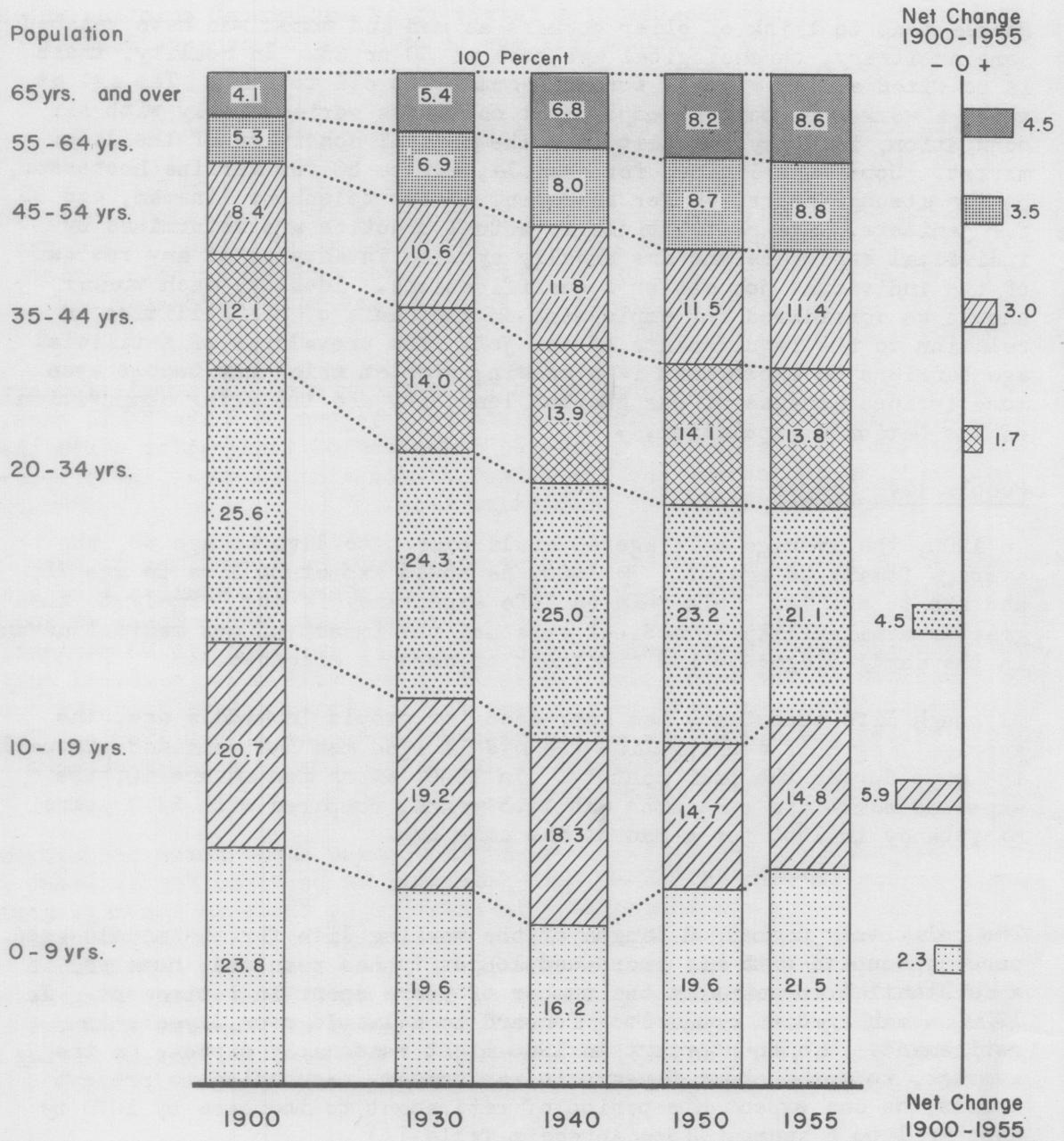
In 1900, the average male age 40 could expect to live to age 68, the average female to age 69. By 1950, he could expect to live to age 71, and she to age 75. This gain in life expectancy is due largely to the greater availability of medical care and the impact of new medical advances in the early diagnosis and treatment of chronic diseases.

Although life expectancy has increased for people in middle age, the average length of working life for middle aged men has remained virtually the same during the half century. In 1900, among men at age 40, the expected work-life remaining was 24.5 years, compared with 24.9 years expectancy in 1950 for a man of the same age.

The relatively unchanged length of the working life for the middle-aged person, coupled with his increased longevity has resulted, however, in a substantial increase in the number of years spent in retirement. In 1900, a man aged 40 could look forward to a little over 3 years in retirement. His counterpart in 1950 might reasonably expect, on the average, to spend about 6 years in retirement. According to present trends, he can expect his period of retirement to increase by 1975 by another 1 to 3 years. (See Appendix Table I.)

Many physically able workers approaching age 65 would prefer to spend part of the indicated retirement years more productively. Some of them,

Changing Proportions of Age Groups in the Population, 1900-1955



Source: U.S. Bureau of the Census

indeed, continue to work past age 65 because annuities and pensions are not sufficient to maintain a desired standard of living. Others work simply because the opportunity remains open to them. Many, however, are involuntarily retired because of a fairly rigid employment practice which utilizes an arbitrary chronological age to end working careers without regard to individual competence.

The population 45 and over is increasing more rapidly than the total population

One of the more striking aspects of the trend of the population during the period of rapid growth, 1900-1955, is the extent to which the Nation has aged. While the population of the United States doubled in this period, the number in the 45 to 64 age group tripled, and the 65-and-over age group quadrupled. (See Appendix Table II.)

The major causes for these changes in the structure of the population are: (1) the significant decline in the birth rate between the two World Wars, (2) increased life expectancy, and (3) a decline of immigration since the first World War which has had the effect of reducing somewhat the proportion of younger people in the population base.

Growth among the older and the younger age groups will continue to outstrip that of the intermediate groups for some years ^{1/}. Analysis by age of projected population from 1955 to 1975 shows that, while those 45 and over will increase 34 percent and those under 25 years of age 58 percent, the remainder of the population (those 25 to 44) will have increased only 13 percent. The lower rate of increase for the intermediate group is due mainly to the low birth rate of the depression decade of the 1930's. The heavy concurrent growth in the number and proportion of younger workers also poses a problem for older workers.

In actual numbers, the U. S. Bureau of the Census labor force projections by age groups through 1975 show that jobs must be provided for at least 7.2 million persons age 45 and over in addition to those in that age group now in the work force. On the average, there will be about 360,000 additional workers age 45 and over in the labor force each year from 1955 until 1975. The continued employment of these additional older workers depends on (1) a net expansion in total employment at the rate of about 1,000,000 jobs a year, and (2) a lessening of age restrictions in hiring in order to provide jobs for this annual increment.

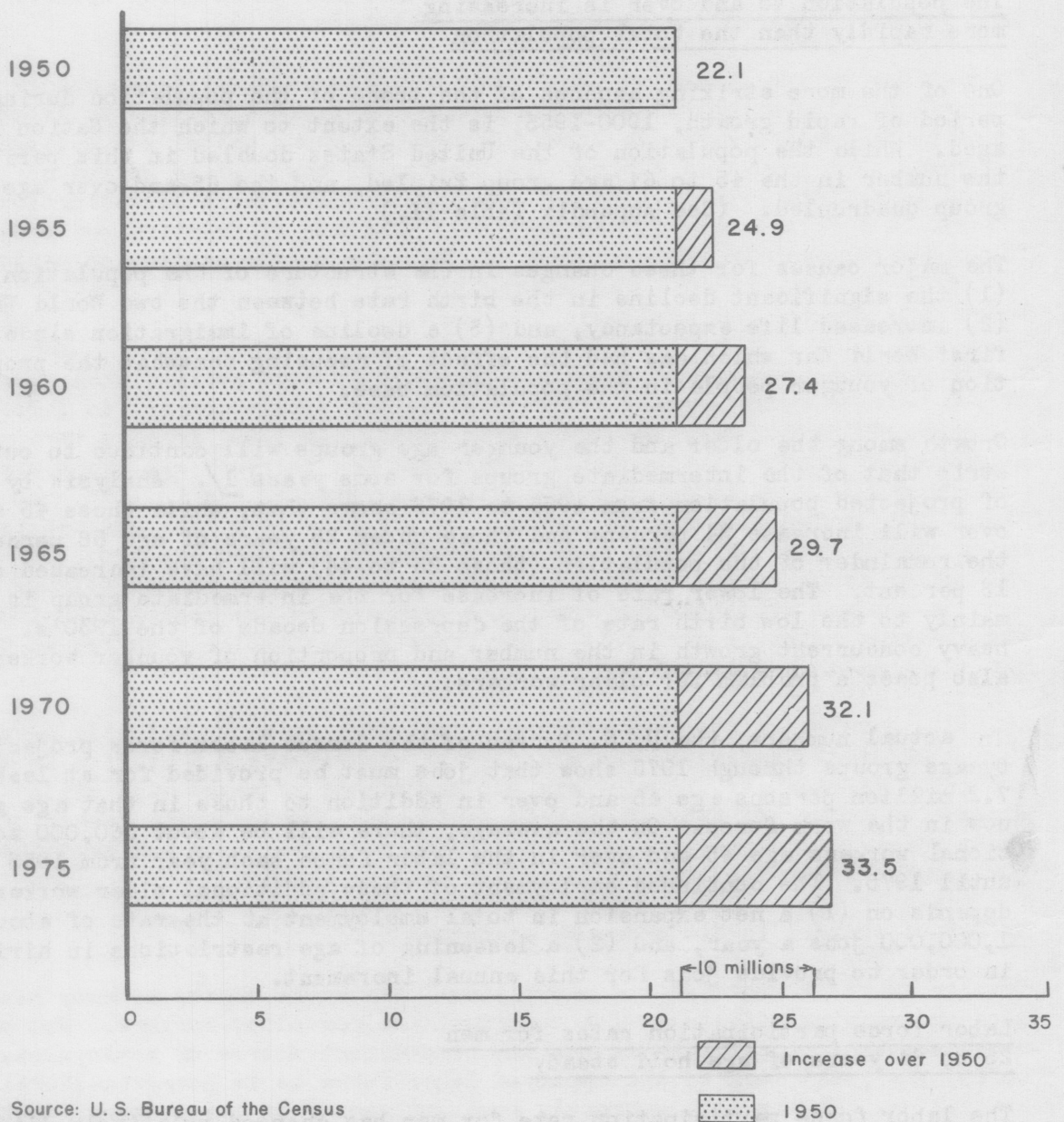
Labor force participation rates for men 25 to 64 years of age hold steady

The labor force participation rate for men has changed relatively little over the decades. This is to be expected since most men between 25 and

^{1/} Assumptions for the projections cited here are given in the pertinent tables in Appendix C.

Persons 45 Years of Age and Over in the Labor Force, 1950-1975

(in millions)



64 are normally in the labor force; significant changes in the participation rate could generally only occur at the two extremes, affecting those under 25 and those age 65 and over. (See Appendix Table III.)

The participation rate of men age 65 and over showed a long-term decline from 57 percent in 1920 to 40 percent in 1955. This downtrend resulted mainly from the extension of public and private pension plans and from the continued population migration away from farms where older workers tend to work in larger proportions than elsewhere.

Projections by the Bureau of the Census indicate no significant change in over-all participation rates in the future. A limited decline in labor force participation rates is expected to occur among school and college age youth as a result of further lengthening of the average period of formal education. The factors influencing the decline in participation rates of men 65 and over in the past will continue to function but are expected to result in a slower rate of decrease in the projection period.

Women face greater job pressures

The employment problems of women are potentially more serious than those of men because women's rates of increase in the population and in labor force participation have been more pronounced. In 1900, females were outnumbered by males in the total population and in every age group except those age 5-24. By 1950, this situation was reversed and in 1955, the female population outnumbered the male by slightly more than one million. Women were particularly more numerous in the 65 and over age group, reflecting their greater longevity. Increased interest in job holding among women was evidenced for every age grouping in the period 1920-1955. The greatest relative growth in labor force participation occurred in the groups between ages 35 and 64.

By 1975, females in the population may outnumber males by slightly more than 3 million. Moreover, the excess will approximate 5.5 million in the age group 45 and over. (Under age 45, the number of males will still exceed the number of females.) This continuing growth in the number of older women underscores the need to provide more full-time and part-time job opportunities for those willing and able to work.

Effect of changes in the economic structure

Changes in the industrial and occupational structure of the economy have also had varying effects on job opportunities for older workers. Not very many decades ago, agriculture was the predominant source of employment. Today, the great bulk of the employed labor force is in nonagricultural activities. Within this currently dominant sector of the economy, there has been an increasing concentration of industrial activity in large establishments. This tends to have a restrictive effect on the opportunities that older workers can find for self-employment.

Extent of hiring restrictions

The nub of the older worker problem is the imposition of hiring restrictions in the form of chronological age limits. The phase of the seven-area project dealing with local employment office services confirmed earlier findings that many employers follow such restrictive hiring practices. Of the 21,000 job openings listed during April 1956 at local employment offices participating in the study, more than half (52 percent) specified age limits of under 55, 41 percent specified under 45, and 20 percent under 35. ^{1/}

Employer age preferences cut across all occupational groups and industries. Upper age limitations were found more frequently, however, in clerical, unskilled, professional and managerial, and sales job openings than in other occupational groups.

All types of industries applied upper age restrictions. In both the finance, and real estate and the transportation, communications, and public utilities industries, one-third of the job openings specified workers under 35 years, and more than one-half specified workers under 45 years. In the durable goods manufacturing and wholesale and retail trade, almost one-half of the job openings specified upper age limits under 45 years of age. Approximately 60 percent of the job openings of the above four major industrial divisions specified upper age limits under 55 years.

It was also generally found that firms of all sizes specified upper age limits, but that the larger establishments did so more frequently than smaller ones.

B. DESCRIPTION OF SURVEY PROCEDURES

The survey was designed to provide comprehensive and inter-related data for various age groups on the personal and labor market characteristics of job seekers, employed workers, and persons hired or separated from employment.

Data on job seekers

Data on unemployed workers were obtained by personal interviews of a sample of workers seeking jobs through the local public employment offices in the seven participating areas. Most of these interviews took place in January and February 1956. They provided current characteristics and 3-year work histories for both older and younger workers. The data obtained concerning these workers include the industries and occupations to which they were normally or most recently attached, their education, earnings in last job, the degree, if any, of physical handicaps, frequency and

^{1/} Source: "Counseling and Placement Services to Older Workers," Bureau of Employment Security, U. S. Department of Labor, 1956.

duration of periods of employment, job mobility and other labor force factors. A copy of the questionnaire used in this phase of the study is reproduced in Appendix B.

Since the sample of unemployed persons was selected from job seekers at employment offices, the data collected are not necessarily typical of all unemployed workers in the area. On the other hand, since claimants for unemployment insurance comprised about 90 percent of the job seekers interviewed, the study covers workers who have a close attachment to the labor force. The younger worker age group (those under 25 years of age) is probably underrepresented in the study, partly because many of these workers have no work experience or an insufficient amount to entitle them to unemployment insurance benefits when unemployed. Similarly, re-entrants into the labor force, including workers over 65 years of age who come from retirement to seek work, are also likely to be under-represented.

Data on employment and labor turnover

Data on employed workers and labor turnover were obtained from questionnaires sent to a sample of employers in each area. A copy of this questionnaire also appears in Appendix B. The staffing patterns obtained through this questionnaire provided the basis for comparing the distributions of employed workers by age, sex, occupation, and by the industry and size-of-firm in which they were employed. Data on hires and separations of individual workers were also obtained from this source. A separate questionnaire on employers' policies and practices, obtained only from firms with 50 or more employees provided information on the extent, if any, of private pension plan coverage in each establishment.

The data on employment and labor turnover are not necessarily representative of the over-all totals in each area since the employer samples were selected from establishments with 8 or more employees covered by State or railroad unemployment insurance programs.

The employment data refer to June 1955 in each area except Los Angeles (March) and Seattle (December). The turnover statistics refer to hires and separations during the 12-month periods ending with the month of reference for the employment data.

Comparisons of employed and unemployed older workers

Comparisons of employed and unemployed older workers are based on two different sources of information. Most of the more general comparisons are based on the full samples of job seekers during the January-February 1956 period and of employed workers as of June 1955 (except as already indicated). Some of aspects of the comparisons between employed and unemployed workers, cited in the report, may possibly be affected by the difference in the periods of reference. This limitation would apply

primarily to season factors affecting the composition of the unemployed segment.

Comparisons of job seekers and employed workers are also based, in part, on work histories covering a 15-year period, which were taken from small, matched sub-samples of job seekers and employed workers 45 years of age or more. These work histories cover long-term labor force characteristics such as the number and duration of periods of unemployment and illness, industrial and occupational mobility, frequency of job changes, etc.

Selection of the survey areas

The selection of the seven areas participating in the study was influenced, in part, by their representativeness of certain characteristics in the economy, including their geographic scatter. Los Angeles and Seattle, for example, are fast-growing metropolitan centers, while Philadelphia is an old and established one. Minneapolis-St. Paul and Los Angeles were areas of balanced labor supply, while the others were areas of relatively ample supply. Miami typified a southern predominantly non-manufacturing area; Worcester, a relatively small New England manufacturing center. Another factor influencing the "selection" of the areas was, of course, the fact that the State employment security agencies involved were interested in the older worker problem and in undertaking a special study of the problem.

Together, the 1950 population of the seven areas totaled almost 14 million. In January 1956, their nonfarm employment of wage and salary workers approximated 5.9 million. The employment covered by the survey was, however, limited to that subject to State unemployment insurance and Railroad Retirement programs and approximated 3,900,000.

The data presented in this report represent only the seven metropolitan areas studied. They are not necessarily representative of a national pattern of all metropolitan areas.

Selected population, labor force, and employment data
for the seven areas

Standard metropolitan area	1950 (000's) <u>1/</u>		Nonagricultural employment, January 1956 (000's)		Area classi- fication <u>2/</u> Jan. 1956	
	Popu- lation	Labor force	Total	<u>Manufacturing</u>		
				Num- ber		% of total
Population of 1 million and over						
Los Angeles <u>3/</u>	4,368	1,840	1,986	708	35.7	B
Philadelphia <u>4/</u>	3,671	1,538	1,415	576	40.7	C
Detroit	3,016	1,269	1,336	658	49.2	C
Minneapolis-St. Paul	1,117	478	482	139	28.8	B
Population under 1 million						
Seattle	733	314	293	83	28.2	C
Miami	495	214	249	30	12.0	C
Worcester	276	111	107	52	49.0	C

- 1/ Source: Bureau of the Census.
- 2/ Group B indicates unemployment rate somewhat lower than the national average; Group C indicates unemployment rate close to the national average.
- 3/ Includes total Los Angeles metropolitan area. Study, however, was confined to Los Angeles County and excludes Orange County.
- 4/ Includes New Jersey portion of metropolitan area although older worker study was confined to Philadelphia County.

Occupation and industry detail

The codes in the U. S. Employment Service "Dictionary of Occupational Titles" were used in the seven-area surveys. The worker's occupation was identified by a 3-digit code, i.e., 1-33-secretaries. Except where noted otherwise, the report uses the following broad occupational categories for analysis:

Professional and Managerial
Clerical
Sales
Service
Skilled
Semiskilled
Unskilled and other

The industry classifications originally assigned to surveyed establishments were the 4-digit Standard Industrial Classification codes for manufacturing and 3-digit Social Security Board codes for nonmanufacturing. For most analysis purposes, the data were grouped into industry divisions as follows:

- Construction
- Manufacturing
 - Durable
 - Nondurable
- Transportation, communications, and other public utilities
- Wholesale and retail trade
- Finance, insurance, and real estate
- Service
- Government
- Other and n.e.c.

Sampling procedures

Technical notes on the sampling methods employed and the limitations of the data due to sampling are presented in Appendix A.

CHAPTER II. CHARACTERISTICS OF OLDER JOB SEEKERS

This chapter is designed to provide information about the labor force characteristics and work experience of older unemployed workers. The older job seekers are compared with their younger counterparts according to the industry in which they were last employed, their most recent occupation, the extent of their education, physical handicaps and related characteristics. Periods of employment, unemployment, and withdrawal from the job market are also compared for older and younger job seekers.

The facts in this chapter, therefore, comprise the basic information of the older worker problem. They serve to bring into focus the information about older job seekers which is needed to plan and carry out actions to promote their more effective utilization in the labor market. In later chapters, the facts about the unemployed are compared with data on employment patterns and on hires and separations.

The basic data used in this chapter came from interviews with randomly selected samples of applications at local public employment offices in the seven areas studied. About 40 percent of the job seekers in the seven areas combined were 45 years of age or over, but the proportion ranged from 33 percent in Los Angeles and 35 percent in Detroit to 52 percent in Worcester and Miami and a high of 65 percent in Seattle. (See Appendix Table IV-A.)

Many older job seekers last employed in manufacturing

Manufacturing provided the last job for a larger number of the older workers than any other industry. More than 2 out of every 5 job seekers of all ages and both sexes in the seven areas had their last job in manufacturing. A somewhat larger proportion of the job seekers under age 45--almost one-half--had their last job in a factory.

Nearly one-fifth of the older applicants had last worked in the construction industry, a somewhat higher proportion than for those under age 45. The relative importance of this industry among the unemployed was, of course, affected by the fact that it was at a seasonal employment low at the time of the survey.

Two-thirds of the jobless workers last employed in durable goods manufacturing were under 45 years of age. Nondurable manufacturing industries also indicated a relatively large number of the younger age group. (See Table 1.)

Table 1. Percentage Distributions of Job Seekers by Industry of Last Attachment and by Age Group, Seven Areas, January-February 1956

Age	Industry of Last Attachment							
	All industries	Construction	Manufacturing			Trade	Service	Other ^{1/}
			Total	Durable	Non-durable			
Total, 7 areas	100.0	17.0	44.4	24.7	19.8	16.7	10.4	11.5
Under 45	100.0	15.8	47.0	26.7	20.3	16.3	9.9	10.9
45-64	100.0	19.9	38.8	20.2	18.6	17.9	11.7	11.7
65 and over	100.0	15.3	45.5	25.6	19.8	15.3	9.1	14.8
Total, 7 areas	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	60.0	55.9	63.5	65.0	61.7	58.6	57.2	56.0
45-64	29.8	34.9	26.1	24.4	28.1	32.0	33.8	30.9
65 and over	10.2	9.2	10.4	10.6	10.2	9.3	9.0	13.0

^{1/} Includes transportation, communications, and public utilities; finance, insurance, and real estate; government and miscellaneous.

Patterns varied among the seven areas. The most striking difference was due to the effect of cold weather on the construction industry. In Los Angeles, for instance, where the year-round temperature is mild, only 1 in 14 of the job seekers came from the construction industry, while in the northern cities of Minneapolis-St. Paul and Worcester, the construction industry contributed 3 out of 10 of the unemployed applicants, as shown in Appendix Tables V and V-A.

Industrial composition of the areas accounted for other differences. For instance, Miami which is primarily a resort city, had only one-fifth of its unemployed applicants displaced from manufacturing industries. In Detroit, on the other hand, three-fifths of the unemployed applicants had last worked in manufacturing.

While the proportion of applicants aged 45 or more in the 7 areas as a whole was roughly similar for all major industry groups except manufacturing, there was wide variation among the individual areas. Among male applicants whose last job was in manufacturing, three-fourths of those in Seattle were 45 years old or more, but in Los Angeles, only one-third fell into this older category.

Degree of skill rises with age

As might be expected, among manual occupations (skilled, semiskilled, or unskilled), the degree of skill rises with age. While workers 45 years of age and over accounted for 40 percent of the job seekers in all occupations, they comprised 29 percent of the unskilled, 34 percent of the semiskilled, and 58 percent of the skilled applicants. More to the point, perhaps, is the fact that the proportion of all older workers in the skilled category (27 percent) was more than twice as great as the proportion of younger workers so classified in the seven areas combined. In Detroit, three times as many of the older as of the younger applicants were skilled.

Table 2. Percentage Distributions of Job Seekers by Most Recent Occupation and by Age, Seven Areas, January-February 1956

Age	Most Recent Occupation								
	All occupations	Prof. and Mgrl.	Clerical	Sales	Service	Skilled	Semi-skilled	Unskilled	Other 1/
Total, 7 areas	100.0	5.8	8.6	4.0	9.7	18.2	27.9	23.7	2.1
Under 45	100.0	6.2	8.9	3.5	7.6	12.7	30.7	28.1	2.3
45 and over	100.0	4.8	8.1	4.9	12.9	26.5	23.8	17.1	1.9
Total, 7 areas	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	60.1	64.7	62.5	51.3	46.7	42.0	66.2	71.2	63.8
45 and over	39.9	35.3	37.5	48.7	53.3	58.0	33.8	28.8	36.2

1/ Includes "occupations not reported."

The dominance of manufacturing and construction as the industries to which most applicants were last attached is reflected in the high proportion for both applicants age 45 and over (67 percent) and applicants under age 45 (72 percent) who were last employed in skilled, semiskilled, and unskilled occupations combined.

Service occupations, as well as the skilled category, also accounted for considerably more of the older than of the younger job seekers, no doubt reflecting the concentration in the service field of occupations in which greater numbers of older workers are employed. Workers 45 years of age or more were concentrated more heavily in skilled and service occupations than younger workers in each of the seven areas. While this relationship also held for sales occupations for the seven areas combined, more of the younger than of the older workers were in sales occupations in two areas and the ratios were about the same for both age groups in two other areas. (See Appendix Tables VI and VI-A.)

Younger applicants have more years of schooling

Older applicants had completed fewer years of schooling than younger job seekers. Factors responsible for this anticipated differential include the dramatic expansion in school attendance of the total population and the decline in immigration over the years.

Among the job seekers under age 45, five out of six had completed elementary school. In marked contrast, barely 2 out of 3 of those age 45-64 had completed elementary school. For the age group 65 and over, whose formal education was generally completed in the first decade of this century, there was a notable decline in school achievement; just over half had completed elementary school.

In general, very few applicants had had formal schooling beyond the high school level. However, a considerably higher-than-average proportion of the job seekers in all age groups in Los Angeles, Miami, and Seattle had completed high school or had some college training. Relatively twice as many of the mature job seekers in Los Angeles had gone to high school as in Philadelphia. (Appendix Table VII.)

Disabilities increase with age

A larger proportion of unemployed workers age 45 and over possessed physical handicaps than did younger job seekers. The experience of the public employment offices in the 7-area survey was that a substantially higher proportion of handicapped persons were identified after intensive interviewing and counseling than was reported in the initial interview. The following data on handicaps are based on initial interviews.

One in every 10 workers under 45 years of age reported one or more physical handicaps. Among job seekers 45 to 55 years of age, the proportion increased to 1 in 7; in the next 10-year interval, it increased to 1 in 5; and for workers 65 or more years of age, the proportion was 1 in 4. The physical infirmities resulting from occupational hazards are, in part, a function of age. Relatively more older workers are apt to have disabilities resulting from accidents on the job merely because they have been exposed to occupational hazards for a longer period of time.

The two most frequently cited types of physical handicap, accounting for half of all handicapped cases, were orthopedic difficulties and vision, hearing, and speech problems. Older men were more apt to have orthopedic handicaps, and older women vision, sight, and hearing problems. Orthopedic handicaps, however, seem to reach their greatest frequency in middle age for both men and women. Vision, hearing, and speech difficulties, on the other hand, are relatively more numerous among the younger (under age 45) and the oldest (65 and over) age groups for men, and among the oldest group for women. (Appendix Table VIII.)

Nonwhites: Greater unemployment among the young

Nonwhite workers represented 24 percent of all unemployed in the seven areas combined but their proportion was much higher than this among job seekers under 45 (32 percent) and much lower among older job seekers. They comprised only 19 percent of all job seekers 45-54 years of age, 11 percent of the 55-64 age group, and 6 percent of those 65 and over. The patterns were similar for both men and women, although the latter showed an even wider differential between the under 45 and the 45 and over age groups. (Appendix Table IX.)

Older workers are more stable than younger workers

Older workers are less inclined to change jobs than younger workers. The number of job seekers holding only one job during their entire period of employment between 1953 and 1955 in all seven areas rose moderately with each advancing 10-year age interval. For men, the pattern of job stability began to increase notably after age 45 and showed its sharpest increase at age 65.

Table 3. Percentage Distribution of Job Seekers by Age and by Number of Jobs in the Three Year Period, 1953-1955, Seven Areas

Age Group	Total	1 job	2 or 3 jobs	4 or more jobs	Other ^{1/}
Total, seven areas	<u>100.0</u>	42.4	34.8	17.6	5.2
Under 45	<u>100.0</u>	35.5	39.2	19.5	5.8
45-64	<u>100.0</u>	45.9	32.0	17.3	4.8
65 and over	<u>100.0</u>	72.6	16.4	7.6	3.4

^{1/} Includes no jobs held in past 3 years and number of jobs not reported.

Job stability by age group varied considerably among the seven areas. In Worcester, Detroit, and Philadelphia, the areas in which manufacturing employment was more significant, one-job holders became relatively more numerous with advancing age than in other areas. In Los Angeles, Miami, and Seattle--all areas of heavy post-war immigration--the increases with advancing age in the number of holders of one job were less marked. In the 45-64 age group, single job holders ranged from more than 1 in 4 to just over 1 in 3 of all job seekers in three areas, compared with nearly 1 in every 2 in the seven areas combined. (See Appendix Table X.)

The proclivity of older workers to "stay put" is further reflected in figures on the average number of years on a job. Here again, as might be expected from the pattern of one-job holders, the average duration of jobs held increased with age. Interviews with a sub-sample of unemployed older workers, covering a 15-year work period, showed that although one-third of the age group 45-54 held their jobs for an average per job of 4 or more years, three-fourths of the still older group age 65-and-over showed a similar average duration. Added evidence of the stability of older workers is found at the other end of the scale where only 8 percent of the group of workers ages 45-54 indicated an average job duration of 12 years or more in the preceding 15-year period compared to 46 percent of those 65 years old and over.

A consistent pattern of relationship between age and job stability shows up in the seven individual areas. The tendency for job duration to increase with age also applies equally to men and women.

Job seekers of all ages reported approximately equal amounts of employment in the preceding 3-year period. There were no significant differences in the number of months worked in the generally high employment period 1953-1955, except for the very youngest age group of workers. Those under age 25 reported limited employment experience reflecting, of course, their briefer attachment to the labor force. This pattern was more marked for young men than for young women, probably because most males spend some time in the Armed Forces and more of them attend college. (See Appendix Table XI.)

More of older job seekers had highest earnings on last job

Workers age 45 and over on the whole, had weekly earnings somewhat higher than those under that age. Almost half of all job seekers, both older and younger, had last earned between \$60 and \$99 per week. However, the highest wages reported had been received by more older than younger workers, no doubt reflecting the higher proportion of skilled workers in the 45 and over age group. About 22 percent of the older job seekers earned \$100 weekly or more, compared with only 14 percent of those under 45 years of age.

Older workers age 45-64 showed a higher pattern of earnings than younger workers in all industry divisions, but the difference was negligible in service. In both trade and service, however, the proportion of workers 65 and over who earned at least \$100 per week was considerably below the average for all age groups.

Among job seekers of both sexes displaced from manufacturing, more than half had last earned \$60 to \$90 per week and over one-quarter had earned \$40 to \$59 per week. There was substantially the same proportion of older job seekers as of those under 45 years of age in both of these earnings brackets. (See Appendix Table XII.)

Older job seekers are unemployed longer

Spells of unemployment generally increase in frequency and duration at age 45. Workers age 45 to 64 were apt to be unemployed almost half again as many times as those under 45 years of age. Their total length of unemployment, measured by the total number of months they were out of work during the 3-year period, was also greater. (See Appendix Table XIII.)

Job seekers age 45 and over were unemployed for longer periods of time than those under age 45 in all industry categories, with the exception of those whose prior attachment was to durable goods manufacturing. In that industry division, which provided approximately one-quarter of all jobs held by workers over age 45, they could expect, on the basis of past experience, at least no greater periods of unemployment than the younger worker. This may perhaps be due to the highly unionized nature of the activity and the seniority status of older workers.

Duration of unemployment of older workers was clearly longer in construction, transportation, communication, and public utilities, trade and service. In each of these industry divisions, at least half of the workers age 45 and over reported unemployment totaling 6 or more months in the last 3 years. Only one-third of the younger workers in these industrial categories were unemployed for as much as 6 months.

Table 4. Percentage Distribution of Job Seekers by Age Group and Duration of Unemployment in Last 3 Years, Classified by Industry Division of Last Attachment, Seven Areas

Duration of Unemployment and Age	Total	Construction	Manufacturing			Trade	Service	Other 1/
			Total	Durable	Non-durable			
<u>Under 45</u>	<u>100</u>	<u>100</u>	<u>100</u>	<u>100</u>	<u>100</u>	<u>100</u>	<u>100</u>	<u>100</u>
Less than 2 months	27	28	24	22	27	31	34	27
2-5 months	35	36	34	32	36	37	34	40
6 or more months	38	36	42	46	37	32	32	33
<u>45 and over</u>	<u>100</u>	<u>100</u>	<u>100</u>	<u>100</u>	<u>100</u>	<u>100</u>	<u>100</u>	<u>100</u>
Less than 2 months	20	17	22	20	23	23	20	18
2-5 months	31	28	32	35	30	31	32	19
6 or more months	49	55	46	45	47	46	48	53

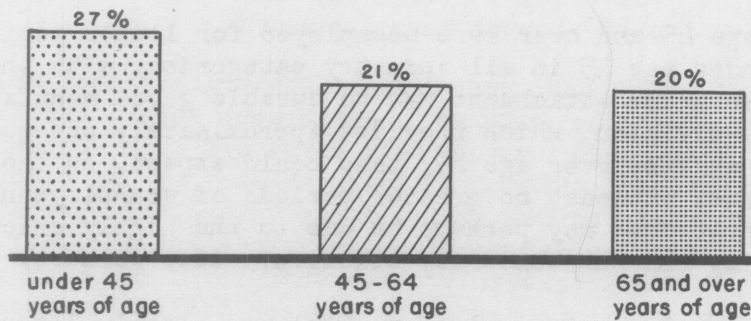
1/ Includes transportation, communications and public utilities, finance, insurance and real estate.

Chart II - I.

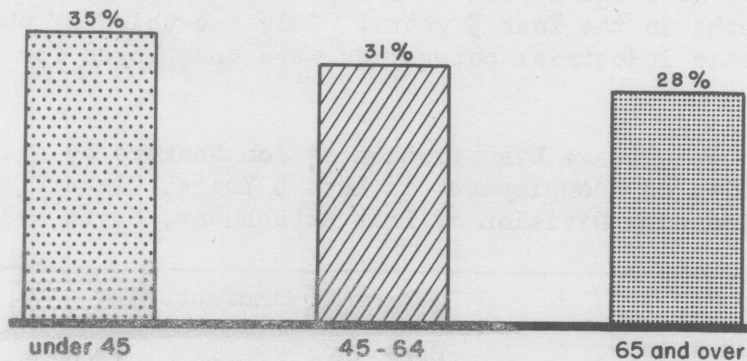
DURATION OF UNEMPLOYMENT IN 3-YEAR PERIOD, 1953 - 55

Each Age Group as a Percent of All Workers in That Age Group

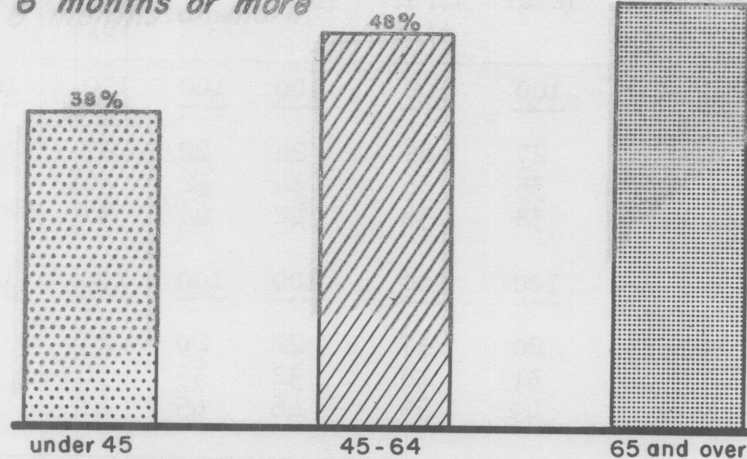
Unemployed less than 2 months



Unemployed 2 - 5 months



Unemployed 6 months or more



Duration of unemployment varies by occupation

Longer unemployment is experienced in all occupational groups by job seekers age 45 and over in comparison with younger workers. In general, one in two of the workers 45 and over was unemployed for 6 or more months in the previous 3-year period, but less than two in every five of the workers under 45 years of age. Conversely, relatively fewer older workers than younger workers had periods of shorter unemployment duration.

Although older workers last employed in the professional and managerial occupations reported the shortest unemployment experience of all older worker groups, they were considerably worse off than younger workers in this same occupational category. Twice as many of the older as of the younger professional and managerial workers reported unemployment of 6 or more months. Skilled older workers also experienced relatively more long spells of unemployment (one in two was unemployed for 6 or more months as compared to only one in three of the younger skilled workers).

Older job seekers who last worked in the "white collar" occupations reported shorter periods of unemployment than any of the manual or service occupational groups. The "white collar" occupations, however, numerically constituted only one-sixth of the total of the unemployed older workers surveyed while the manual and service categories contained four-fifths of the older job seekers.

Table 5. Percentage Distribution of Job Seekers by Age and Duration of Unemployment in Last 3 Years, Classified by Occupation in Last Job, Seven Areas

Duration of Unemployment and Age	Occupation in Last Job						
	Total	Prof. and Mgr'l.	Cler. and Sales	Service	Skilled	Semi-skilled	Unskilled
<u>Under 45</u>	<u>100</u>	<u>100</u>	<u>100</u>	<u>100</u>	<u>100</u>	<u>100</u>	<u>100</u>
Less than 2 months	27	38	33	29	33	24	23
2-5 months	35	41	37	32	34	37	33
6 or more months	38	21	30	39	33	39	44
<u>45 or more</u>	<u>100</u>	<u>100</u>	<u>100</u>	<u>100</u>	<u>100</u>	<u>100</u>	<u>100</u>
Less than 2 months	20	26	26	17	21	22	15
2-5 months	31	32	33	32	29	31	31
6 or more months	49	42	41	51	50	47	54

Less schooling handicaps older job seekers

Although additional schooling tends to go with shorter unemployment, increased age offsets this influence. Having more formal schooling helps an older worker to find a job when he is competing with another older worker who has less education. His schooling, however, does not stand him in as good stead when he competes with a younger worker who has the same amount of education. Older workers, regardless of educational attainment, experience generally longer unemployment duration than younger workers.

Some 52 percent of the job seekers age 45 and over with no more than elementary school education were unemployed for 6 months or more in the 3-year period as against 44 percent of those older workers with additional schooling. The comparable percentage was only 35 percent for workers under age 45.

Table 6. Percentage Distribution of Job Seekers by Age Group and Unemployment Duration, Classified by Educational Attainment, Seven Areas ^{1/}

Age and Duration of Unemployment	Elementary School Education or Less	More than Elementary School
<u>Under 45</u>	<u>100</u>	<u>100</u>
Less than 2 months	23	29
2-5 months	33	36
6 or more months	44	35
<u>45 or more</u>	<u>100</u>	<u>100</u>
Less than 2 months	18	24
2-5 months	29	33
6 or more months	52	44

^{1/} See also Appendix Table XIV for a more detailed distribution of area unemployment of job seekers by age and education.

Dependents add to job stake of older men

The proportion of unemployed men with dependents far exceeds women in the same situation. Most of jobless women with dependents are in the 25-44 age groups.

About three-fourths of the males age 25 and above have at least one dependent. The number of dependents, as one might expect, falls away with advancing years. For example, 60 percent of the men in early middle age (35-44 years of age) have two or more dependents and this proportion drops progressively until it reaches 11 percent for those age 65 and over. (See Appendix Table XV.)

From the social and economic viewpoint, the data graphically illustrate that a failure on the part of a male worker 35 or over to obtain a job works a hardship, in the main, on a family unit. And this family unit is by no means confined to a wife alone for it is only after age 55 that the responsibility for supporting one or more children begins to be relieved appreciably.

Older workers are willing and able to work

After they pass the period of military service and advanced schooling, men show a high degree of continuous attachment to labor force. Their willingness and ability to work do not drop off as they pass middle age. The data do not permit substantive conclusions on this score for workers beyond age 64.

For men under age 25, almost half were out of the labor force for at least one of the 3 years previous to the time of interview. This was undoubtedly attributable to military service or continuation of schooling. For females, the pattern of labor force attachment is affected for the younger age groups by continuation of higher education, homemaking and child bearing. The extent of labor force participation increases noticeably after age 45 and continues high through age 65. (See Appendix Tables XVI and XVI-A)

In all seven areas studied, attachment to the labor market increases with advancing age. Nevertheless, in Los Angeles, and to a lesser extent in Miami, there was a clear pattern of older workers with relatively longer periods out of the labor force than in the remaining areas. Some of the explanation may lie in the extent to which seasonal activities prevail in each of those areas, as for example, resort activity in Miami, as well as the large number of elderly people who are intermittently available for employment if suitable opportunities become available. The greater migratory flow of workers to those climatically favorable areas may also be partly responsible, because of their lower average age.

Frequency of prolonged illness levels off at middle age

No continuously close association between age and the frequency of prolonged illness is apparent. The data tended to show the lowest rate of prolonged illness for the age group 30-39. There is a rise in the number of times out of the labor force because of sickness of a month or longer as workers passed age 40. From that age on, however, until

age 60, the average shows virtually no change in the rate of illness. At age 60 and over, there is a tendency for the frequency of illness lasting at least a month to increase.

Unemployed workers willing to spend reasonable time commuting to jobs

Older workers do not differ appreciably from younger workers in the amount of time they are willing to spend to travel to and from work. Almost half the unemployed in the seven surveyed areas indicated that they would spend as much as an hour to an hour and a half commuting each way to a job. Another 12 percent expressed a willingness to travel an hour and a half or more to their place of employment. More than an additional third of these job seekers limited the time they would travel each way to a range of from one-half an hour to an hour and a negligible proportion--some 3 percent--restricted their one-way travel time preference to less than 30 minutes.

There was surprisingly little difference among the various age groups in their expressed willingness to spend time traveling to and from work. A somewhat smaller proportion of the "oldsters," just over one in two of those 65 years of age and over, would agree to spend an hour or more going to and from their jobs--as compared with an average of three in five for all age groups combined.

Differences in preferred commuting time were considerably more marked between men and women. Men unquestionably were willing to spend more time traveling to work than women. In virtually all age groups, a higher proportion of women job seekers were willing to spend only a half hour to an hour traveling than an hour to an hour and a half. In the aggregate for all age groups, the ratios for women were 46 and 44 percent, respectively. This is in rather sharp contrast to unemployed men of whom more than half were willing to travel an hour to an hour and a half. A considerably small proportion of the women, 6 percent, as compared with the men, 15 percent, would commute as much as 90 minutes each way.

Among the different areas some variations were noted in the length of time job seekers would commute to their places of employment. For example, the percentage of workers of all ages willing to spend an hour and a half or more commuting was much higher in Detroit and Philadelphia than in Worcester or Minneapolis-St. Paul. However, in no area was there any significant variation among the age groups up to age 65.

How much does the older worker change his occupational field?

Three out of every four job seekers 45 and over for the seven areas combined had most recently worked in a major occupational group similar to the one in which they had held their longest job in the last 15 years. Furthermore, the higher the degree of skill or training required in the

last job, the greater the likelihood that the applicant's last job corresponded to his longest job. This was even more true for those age 65 and over, more than a third of whom had last held skilled jobs and another one-fifth semiskilled jobs.

Of all applicants age 45 years and over whose most recent job was professional, managerial, or skilled, four out of five had worked longest at a similar type of job. Of those, however, who were most recently employed in clerical, sales, service or unskilled jobs, less than two out of three had worked longest in the same fields of occupational activity. This suggests that employers appear more willing to take on older workers in jobs calling for judgment and experience than in jobs which are more routine or purely physical in character.

Although a sizable majority had their longest job in the same occupational field as their last job, some additional facts are revealed by studying this relationship from the point of view of the longest job held. Four-fifths of the job seekers who were longest employed in clerical, sales, service or at skilled and unskilled jobs and three-fourths of those longest employed in semiskilled work had their more recent employment in corresponding fields of work.

Table 7. Percentage distribution of job seekers 45 years of age and over by occupation in last job and by longest job ever held, 7 areas

Occupation in last job	Occupation of longest job ever held					
	Total	Prof. & Mgr'l.	Clerical, Sales and Service	Skilled	Semi-skilled	Unskilled
Total	100.0	100.0	100.0	100.0	100.0	100.0
Professional & Managerial	5.1	51.7	1.9	.6	.4	.2
Clerical, Sales & Service	26.0	25.1	82.7	5.5	8.4	8.8
Skilled	26.4	10.9	3.7	83.0	5.3	3.9
Semiskilled	23.6	5.9	6.0	6.3	76.1	6.8
Unskilled	17.0	5.4	5.4	4.3	9.3	79.0
Other & Occupation Not Reported	1.9	1.0	.3	.3	.5	1.3

But only one-half the workers who were normally attached to professional and managerial posts held their last jobs in similar occupations. These figures suggest that workers over age 45 have considerable difficulty in holding to professional or managerial functions, if once separated from them. They move into all other occupational fields but most noticeably into clerical and service jobs--over one in five had their last jobs in these areas of work. One in ten moved over into a skilled manual trade, and as many moved down to semiskilled and unskilled jobs.

Shifts in occupational categories other than professional and managerial were very much less marked. There was virtually no movement into professional and managerial employment. This is not surprising since this type of work generally requires special training or experience. There was some emphasis in shifts toward service jobs from other categories of jobs longest held. More than 10 percent of the unemployed workers whose longest job was in a skilled occupation found their more recent job in less responsible semiskilled and unskilled work; 10 percent of normally semi-skilled workers moved to unskilled work.

Does the older worker shift industries?

Some seven out of ten of all the job seekers age 45 years and over in the seven surveyed areas had their most recent jobs in the same industry in which they had held their longest job in the preceding 15-year period. ^{1/} The greatest attachment was to the construction industry where almost nine out of ten job seekers who were longest employed in that type of work had their last job. A number of factors contributed. Employment in construction has been well sustained at high levels since the close of World War II. Construction workers are highly organized and in many areas the union does a large part of the recruitment and placement of workers.

There was also a high degree of attachment among job seekers 45 years of age and over to manufacturing industries. Four out of five workers who had their longest jobs in the preceding 15 years in manufacturing had been most recently employed in factory work. About two-thirds of the unemployed who had been normally associated with trade and service activities also had their most recent work experience there. On the other hand, only about one-half of the workers longest attached to transportation, communications and public utilities had last worked in the corresponding industries.

The proportion of job seekers whose most recent job was in the same industry as that in which they held their longest job tended to increase moderately with advancing age. Construction was one exception. At age 65 and over a relatively somewhat smaller number had held their most recent jobs in that industry. This may be due to the arduous manual character of much construction work.

In contrast, in the transportation, communications and public utilities industries, attachment became markedly greater with advancing age. Three out of four of those 65 and over had their last job in such activities, twice the proportion of workers age 45 to 54.

^{1/} This discussion is based on data relating to the nine broad industry groups. Within these groups are many heterogenous activities. Analysis by more refined industry classification might reveal differing degrees of attachment to an industry.

Table 8. Percentage distribution of job seekers 45 years of age and over by industry of last attachment and by industry of longest job ever held, 7 areas

Industry of last attachment	Industry of longest job ever held						
	Total	Construction	Mfg.	Trans., Comm. & util.	Trade	Service	Other <u>1/</u>
Total	<u>100.0</u>	<u>100.0</u>	<u>100.0</u>	<u>100.0</u>	<u>100.0</u>	<u>100.0</u>	<u>100.0</u>
Construction	18.4	87.6	6.7	14.8	7.1	4.6	18.4
Manufacturing	40.9	5.6	80.0	11.9	12.7	12.2	20.3
Trans., Comm., and P. U.	4.7	.6	1.0	51.6	1.7	1.1	2.6
Trade	18.0	2.7	5.7	7.9	67.2	13.4	12.2
Service	12.1	1.7	3.8	7.8	7.6	64.9	11.8
Other <u>1/</u>	5.9	1.8	2.8	6.0	3.7	3.8	34.7

1/ Includes finance, insurance, and real estate; government; agriculture, and mining.

Workers changed from their industry of longest attachment without any definitive pattern. Those previously employed longest in factories who transferred their industrial attachment moved mainly to construction and trade. Those in transportation, communication and public utilities moved primarily to construction and manufacturing and secondarily to trade and service. Trade workers shifted to factory employment and in lesser numbers to construction and service.

OLDER WOMEN JOB SEEKERS

In many instances the labor market difficulties encountered by the older woman worker are more extensive than those of men. They tend to be intensified by women's greater-than-average population growth and continuously growing attachment to the labor force.

In the seven areas combined, almost 55,000 of the job seekers were women. They constituted one-third of all job seekers in these areas, a slightly higher ratio than women represented in the national unemployment total in January and February 1956.

Almost six out of every 10 unemployed female job applicants at the local public employment offices were in the age bracket 25-44. Female job seekers under age 25 were relatively few.

The female job seekers in the survey were, on the average, younger than the males. Two-thirds of the women were under 45 years of age, compared with only 57 percent of the men. The proportion of women 65 and over--one out of every 20--was less than half that for men.

Four-fifths of the jobless women were white. The nonwhite job seekers among the women coming into the public employment offices were younger than the white. More than half were under 35 years of age and an additional third were in the 35-44 age group.

There were some marked variations in the ratio of male to female job seekers in the several areas. Los Angeles reported the largest proportion of women job seekers (41 percent), Detroit and Miami, the smallest (28 percent). In Los Angeles, the high proportion of female job applicants was due in considerable measure to the seasonally high unemployment of female canning workers. In Detroit, the relatively small proportion of women is attributed in part to the smaller-than-average female component in the local labor force. Although Miami has a year-round temperate climate, an unusual lull in construction contributed to a higher-than-average number of male job applicants.

Most older unemployed women are in semiskilled and clerical occupations

About half of the older female job applicants were last employed in semi-skilled (32.6 percent) and clerical (16.1 percent) occupations. The next largest groups were from service and unskilled jobs, each of which accounted for about 14 percent. However, considerably higher proportions of the older than of the younger women job seekers had been employed in service, skilled, and sales occupations. (See Table 9.)

Older unemployed women on a relative basis were three times more numerous than older unemployed men in the clerical and sales occupations. On the other hand, older male job applicants were relatively more numerous than older female applicants in the skilled, unskilled and professional and managerial groups.

Table 9. Percentage distribution of job seekers by most recent occupation and by age group and sex, seven areas, January-February 1956

Sex and age	Total ^{1/}	Most recent occupation						
		Prof- & Mgr'l.	Clerical	Sales	Serv-ice	Skilled	Semi-skilled	Unskilled
Female, total	100.0	4.4	15.6	6.1	11.3	6.2	35.0	20.3
Under 45	100.0	4.9	15.4	4.5	6.9	4.2	36.1	23.7
45 & over	100.0	3.5	16.1	9.2	13.9	10.3	32.6	13.8
Male, total	100.0	6.5	5.1	3.0	8.8	24.2	24.4	25.4
Under 45	100.0	7.0	5.2	2.8	6.0	17.7	27.6	30.7
45 & over	100.0	5.7	4.9	3.2	12.5	32.9	20.2	18.4

^{1/} Entries will not total 100.0 because "other" and "not reported" items are omitted.

Older women predominantly in nondurable goods manufacturing and trade

Manufacturing was the industry of last attachment of more unemployed older women than any other industry. Half of all female applicants 45 years of age and over were last employed in factory jobs, mostly in nondurable goods plants. Trade was the industry of last attachment for more than one-fourth of the older women applicants. (See Table 10.)

There was relatively little difference by age group in the proportion which women in nondurable goods plants and in service industries represented of the total employment of women in all industries. Durable goods manufacturing, on the other hand, employed a much smaller proportion of the women 45 and over than of younger women, while a reverse pattern prevailed in trade.

Table 10. Percentage distribution of job seekers by industry of last attachment and by age group and sex, seven areas, January-February 1956

Sex and age	Total ^{1/}	Industry of last attachment					
		Con-struction	Manufacturing		Trade	Service	Other
			Durable goods	Nondurable goods			
Female, total	100.0	1.0	19.8	37.6	21.0	12.1	8.4
Under 45	100.0	.7	23.2	38.1	18.6	11.7	7.5
65 & over	100.0	2.3	7.2	36.1	27.5	12.1	14.6
Male, total	100.0	25.1	27.4	10.8	14.5	9.5	11.9
Under 45	100.0	24.8	29.1	9.8	14.9	8.3	11.6
45-64	100.0	28.6	23.3	10.0	14.5	11.2	11.9
65 & over	100.0	18.2	29.9	16.1	12.6	8.5	13.6

^{1/} Entries may not total 100.0 percent because "not reported" items are omitted.

Women have more schooling than men

The educational pattern of women job seekers is similar to that of all job seekers; The extent of schooling decreases with age. The data revealed, however, that women had completed more years of schooling than had men of the same age. Relatively more female than male applicants in each age group attended or completed high school.

Many women have dependents

Although a greater proportion of men than women of every age group reported one or more dependents, almost half of the women seeking work between the ages 25 and 34 had at least one dependent and almost as high a proportion of those ages 35 to 44.

Women have fewer physical handicaps than men

Physical impairments among women, as among men, increased with age. The proportion of women applicants with a handicap in the 45-54 and 55-64 age groups were 11 and 16 percent, respectively, between two and three times greater than for those under age 35. Women with vision, hearing and speech defects were the most numerous among the handicapped group at all ages but the relative number of women with orthopedic difficulties became most frequent after age 35.

Almost twice as many of the men (16 percent) as of the women (9 percent) were found to have some type of physical handicap--in many cases of course, not job related.

Older women had fewer different jobs than younger women

Older women workers made fewer job changes than younger women workers. This is consistent with the pattern that once on a job, older people tend to be more stable, do less job shopping. Of the older female applicants age 45 and over, 60 percent reported only one job in the previous three years as compared with 45 percent for those under age 45. In the youngest age group (under 25), only one-half as many of the women (30 percent) held any one job.

Despite the fact that movement in and out of the labor force for women workers is higher than for men, there were relatively fewer job shifts among female than male applicants. In the age intervals 25 and over, a far higher proportion of women job applicants than men had only one job in the three years preceding the survey. This may be attributable, in part, to the high proportion of the male applicants who were attached to the construction industry and its high rate of turnover.

Unemployed older women have least successful experience in job market

Older and younger women job seekers during the 3-year survey period reported approximately the same amount of months of employment. The younger women, however, spent more months out of the labor market. The net result was more months of unemployment for the older than for the younger women job seekers.

Not only do older women job seekers compare unfavorably with younger women in their labor market experience, on the average, but they also have less success than older men in the job market. Women job seekers age 45 and over, compared with men of corresponding age, were employed for shorter periods and unemployed for longer periods, though not as often.

Some differences in the time out of the labor force because of illness were shown between men and women job seekers. The illness rate for male applicants was somewhat lower than for female both in the younger and older categories. In general, the incidence of illness increases with age, but this pattern is more clearly discernible for women than for men.

CHAPTER III. OLDER WORKERS ON THE JOB

The purpose of this chapter is to review the extent to which older workers are currently being utilized in the labor market and the characteristics and factors that appear to influence their utilization. What are the age characteristics of employed men and women? In what occupations and industries are older workers employed in greatest proportions? To what extent do such factors as length of service, size of firm, and pension plan coverage influence the employment patterns of older workers? How do employment patterns change as workers become older? Between 1,500 and 2,000 employers in each of the seven areas provided this type of information concerning their employment patterns as of June 1955. 1/

Areas vary in degree of older worker employment

More than a third (35 percent) of the 3.9 million employed workers represented by the sample of surveyed employers in the seven areas combined were 45 years old and over. About 10 percent of this older group were at least 65 years old. In the seven study areas, selected partly because of wide differences in economic base, industrial growth patterns, and labor market conditions, there were significant differences in the relative importance of the older worker in the employment pattern. The highest concentrations were found in Philadelphia (42 percent of employed were 45 and over) and in Worcester (39 percent). On the other hand, older workers in Miami represented only 31 percent of surveyed employment and in Los Angeles, only 32 percent. 2/

Relatively more older men were employed than older women in the seven areas. Employment of men 45 and over represented about 36 percent of the total, whereas only 30 percent of the employed women were 45 and over. The utilization of older women, however, appeared to correlate closely with the extent to which all women were employed in each area. Where opportunities were more numerous for women, older women also shared in these opportunities. For example, women held only 23 percent of the surveyed jobs in Detroit, and the smallest proportion of women among the employed older workers was in Detroit (25 percent). In Worcester, where relatively more women (31 percent) are employed, older women represented 37 percent of the total for both sexes. 3/

Some occupations have more older workers

Older workers held proportionately more jobs than younger workers in some occupations, especially in skilled jobs, but also in managerial, sales, and service occupations. As shown in Table 1, more than one-fourth of the older employed workers were skilled as compared with one-fifth of the younger workers. Older women were employed more frequently than younger women in more occupational groups than men. They actually outnumbered younger women in all but the clerical and unskilled groups, which, of course, employ large proportions of women. Older men outnumbered younger men only in the skilled, managerial, and service occupations.

1/ March for Los Angeles and December for Seattle.

2/ See Appendix Table XVIII.

3/ See Appendix Table XVIII-A.

Table 1. Percentage distribution by occupational group of employment, classified by sex and age groups, seven areas

Occupational group	Total		Men		Women	
	Under 45	45 & over	Under 45	45 & over	Under 45	45 & over
Total, all occupations	100.0	100.0	100.0	100.0	100.0	100.0
Professional	7.6	5.5	9.7	6.2	2.7	3.3
Managerial	4.7	8.1	5.9	9.4	2.0	4.3
Clerical	21.2	14.0	9.4	7.8	48.3	33.3
Sales	7.0	7.7	6.4	6.1	8.3	12.4
Service	5.5	9.3	4.0	8.2	9.0	12.5
Skilled	20.4	25.9	27.6	32.4	4.1	5.7
Semiskilled	20.3	17.6	22.4	17.1	15.6	19.1
Unskilled and other	13.2	11.9	14.6	12.7	10.1	9.4

The largest proportions of older men were skilled, semiskilled, and unskilled, with these three groups together employing more than half of the men 45 and over. There are more older women in clerical occupations (33 percent) than in any other group, but their importance in these occupations decreases as they get older.

As both men and women get older, their relative employment varies considerably from one occupational group to another. (See Table 2.) Men 65 and over are employed less frequently in skilled and semiskilled occupations than men between 45 and 64 years old. They show up in greater proportions in service, clerical, and unskilled occupations. Women 65 and over are found more frequently than those 45 to 64 in professional, service, and skilled occupations, and less frequently in clerical and unskilled.

Table 2. Percentage distribution of employment by occupational group and sex, workers 45 to 64 and 65 and over, seven areas

Occupational group	Total		Men		Women	
	45-64	65 & over	45-64	65 & over	45-64	65 & over
Total, all occupations	100.0	100.0	100.0	100.0	100.0	100.0
Professional	5.5	5.6	6.3	5.2	3.0	7.8
Managerial	8.1	8.8	9.3	10.0	4.4	2.9
Clerical	14.2	12.3	7.6	9.4	33.6	28.0
Sales	7.7	8.0	6.0	7.2	12.5	11.8
Service	8.7	14.8	7.6	14.2	12.2	18.2
Skilled	26.0	24.7	33.0	27.7	5.5	8.8
Semiskilled	18.1	12.7	17.6	11.9	19.3	16.7
Unskilled and other	11.8	13.1	12.5	14.4	9.6	5.7

Workers 45 and over have a very large proportion of the managerial and service jobs (48 percent and 47 percent, respectively) and a very small proportion of the clerical and professional jobs (26 percent and 28 percent). (See Table 3 and also Appendix Tables XIX, XIX-A, XIX-B and XIX-C.)

Table 3. Employment of workers 45 and over as percent of all employment by occupational group and area

Occupational group	Total seven areas	Detroit	Los Angeles	Miami	Minneapolis-St. Paul	Philadelphia	Seattle	Worcester
Total, all occupations	34.5	33.9	32.0	30.6	34.3	41.9	35.0	39.1
Professional	27.7	26.5	28.8	24.3	21.2	30.4	21.1)44.6
Managerial	47.6	44.2	46.8	44.2	48.3	55.2	47.8	
Clerical	25.9	25.8	23.6	22.7	24.2	31.4	26.3	30.8
Sales	36.9	30.2	37.3	38.2	38.6	44.6	38.8	41.4
Service	47.0	42.6	45.2	35.2	48.3	62.6	53.6	54.8
Skilled	40.1	42.8	34.4	35.8	40.3	51.4	38.3	42.4
Semiskilled	31.4	30.7	27.6	29.2	33.0	37.9	37.6	38.3
Unskilled	32.2	29.7	31.5	20.7	31.1	40.6	30.2	33.3

Table 3 also shows that the proportions of employed workers in each occupational group differ widely by area. The greatest range was in the unskilled group, where Philadelphia with 41 percent was relatively twice as great as Miami with 21 percent. The narrowest range was for managerial workers, with Philadelphia having relatively one-fourth more than Miami or Detroit. Nevertheless, the greater the utilization of older workers in an area, the greater the proportion generally found to be employed in each occupational group. Philadelphia had the largest proportions of employed workers in the older age brackets and also had the highest proportion of older workers in each occupational group. Miami, with the lowest proportion of employed workers in the older age group, had the smallest proportion in each occupational group. This relationship and the wide differences between areas indicate that utilization of more older workers is dependent on area-wide conditions and hiring climate as well as upon their occupational skills and other characteristics.

The industry in which an older worker is employed does not appear to influence his utilization and ability to compete with younger workers as much as his occupation. There were no major differences between the proportions of younger and older workers who are employed in the various industry divisions, but the industry attachment of both younger and older men differed from that for women. (See Table 4.) Fifty-two percent of the older men (45 and over) were employed in manufacturing, primarily in durable goods in the seven areas. Only 38 percent of the older women were in manufacturing, with more in non-durable goods than in durable. Trade employed more than a third of the older women, but less than a fifth of the older men. (See Appendix Tables XX, XX-A, XX-B, and XX-C.)

Table 4. Percentage distribution of employment by industry division, sex and age, seven areas

Industry group	Total		Men		Women	
	Under 45	45 & over	Under 45	45 & over	Under 45	45 & over
Total, all industries	100.0	100.0	100.0	100.0	100.0	100.0
Construction	5.5	6.0	7.4	7.7	0.8	1.0
Manufacturing	48.8	48.4	53.1	51.9	39.0	37.9
Durable	35.6	33.0	41.0	38.2	23.6	17.3
Nondurable	13.2	15.4	12.1	13.7	15.4	20.6
Trans., Comm., & Pub. Utils.	8.2	8.4	9.2	9.6	7.7	4.7
Trade	22.4	22.6	19.2	18.8	29.3	33.8
Wholesale	8.2	8.8	8.4	9.0	7.7	8.0
Retail	14.2	13.8	10.8	9.8	21.6	25.8
Fin., Ins., Real Estate	5.6	4.8	3.1	3.9	11.4	7.5
Service	9.0	9.8	7.8	8.1	11.7	15.1

Table 5 shows the industry attachment for older men and women 45 to 64 separately from those 65 and over. Relatively more men and women 65 and over than 45 to 64 were in trade and service industries and significantly smaller proportions in durable goods manufacturing, and transportation, communications, and public utilities. Thus, workers shift industries, as well as occupations, as they grow older.

Table 5. Percentage distribution of employment by industry group and sex, workers 45 to 64 and 65 and over, seven areas

Industry group	Total		Men		Women	
	45-64	65 & over	45-64	65 & over	45-64	65 & over
Total, all industries	100.0	100.0	100.0	100.0	100.0	100.0
Construction	6.0	7.3	7.7	8.2	0.9	2.6
Manufacturing	48.9	42.7	52.7	45.2	38.4	29.6
Durable	33.5	27.7	39.0	31.2	17.8	9.5
Nondurable	15.4	15.0	13.7	14.0	20.6	20.1
Trans., Comm., & Pub. Utils.	8.6	6.6	9.8	7.5	4.9	1.3
Trade	22.4	23.5	18.6	21.0	33.5	37.3
Wholesale	8.7	9.2	8.9	9.7	8.0	6.8
Retail	13.7	14.3	9.7	11.3	25.5	30.5
Fin., Ins., Real Estate	4.7	5.1	3.8	4.9	7.6	6.7
Service	9.4	14.7	7.6	13.1	14.7	22.5

Older workers were employed in sizable proportions in all industry divisions, ranging from 31 percent in finance, insurance and real estate to 37 percent in construction and service. In manufacturing and trade, the two largest industry divisions, the proportion of employed workers 45 and over approximated the over-all average of 35 percent. In line with its over-all high utilization rate for older workers (42 percent), Philadelphia led the other six areas in 3 of the 7 industry divisions (transportation, communication, utilities, 48 percent; manufacturing 43 percent; finance, insurance and real estate, 37 percent). Worcester and Philadelphia each had 41 percent older workers in trade employment.

Table 2.2
~~Table 6.~~ Percentage distribution of employment by age, classified by size of firm and sex, seven areas *Start with caps*

Size of firm (number of employees)	Total	Under 45	45 and over			
			Total	45-54	55-64	65 & over
<u>Total, men & women</u>	<u>100.0</u>	65.5	34.5	19.7	11.8	3.0
8-49	<u>100.0</u>	65.8	34.2	19.0	11.2	4.0
50-99	<u>100.0</u>	63.6	36.4	21.1	11.3	4.0
100-499	<u>100.0</u>	63.6	36.4	20.2	12.3	3.9
500-999	<u>100.0</u>	64.4	35.6	21.4	11.7	2.6
1000 and over	<u>100.0</u>	67.1	32.9	19.2	12.0	1.8
5000 and over	<u>100.0</u>	67.7	32.3	18.7	12.1	1.5
<u>Men, total</u>	<u>100.0</u>	63.6	36.4	20.1	12.7	3.6
8-49	<u>100.0</u>	64.8	35.2	19.0	11.5	4.8
50-99	<u>100.0</u>	62.3	37.7	21.7	11.5	4.5
100-499	<u>100.0</u>	62.2	37.8	20.5	12.9	4.4
500-999	<u>100.0</u>	63.0	37.0	21.1	12.7	3.2
1000 and over	<u>100.0</u>	64.0	35.8	20.0	13.6	2.2
5000 and over	<u>100.0</u>	63.6	35.2	19.4	13.9	1.9
<u>Women, total</u>	<u>100.0</u>	70.0	30.0	18.8	7.5	1.7
8-49	<u>100.0</u>	68.3	31.7	19.2	10.5	2.0
50-99	<u>100.0</u>	66.9	33.1	19.8	10.8	2.5
100-499	<u>100.0</u>	66.9	33.1	19.6	10.8	2.7
500-999	<u>100.0</u>	66.6	33.4	21.9	10.0	1.5
1000 and over	<u>100.0</u>	75.4	24.6	16.6	7.3	0.7
5000 and over	<u>100.0</u>	77.8	22.2	16.2	5.7	0.3

Source: U. S. Bureau of Employment Security.
Older Worker Adjustment to Labor
Market Practices, B E S No. R151 (1956),
 p. 39.

Table 7. Percentage distribution of employed by size of firm, classified by age and sex

Size of firm and sex	Age group				
	Total	Under 45	Total	45 and over 45-64 65 & over	
<u>Total, men & women</u>	<u>100.0</u>	<u>100.0</u>	<u>100.0</u>	<u>100.0</u>	<u>100.0</u>
8-49 (employees)	23.1	23.2	22.9	22.1	30.1
50-99	10.6	10.3	11.2	10.9	13.7
100-499	22.7	22.0	23.9	23.4	28.7
500-999	7.3	7.2	7.6	7.7	6.2
1000 & more	36.3	37.2	34.6	35.9	21.2
<u>Men, total</u>	<u>100.0</u>	<u>100.0</u>	<u>100.0</u>	<u>100.0</u>	<u>100.0</u>
8-49	23.0	23.4	22.3	21.4	30.7
50-99	10.6	10.4	11.0	10.8	13.5
100-499	22.0	21.5	22.8	22.4	26.9
500-999	6.5	6.5	6.6	6.7	5.9
1000 & more	37.9	38.2	37.2	38.8	23.1
<u>Women, total</u>	<u>100.0</u>	<u>100.0</u>	<u>100.0</u>	<u>100.0</u>	<u>100.0</u>
8-49	23.0	22.5	24.3	24.1	26.8
50-99	10.4	9.9	11.5	11.3	15.2
100-499	24.4	23.4	26.9	26.3	38.0
500-999	9.4	9.0	10.5	10.6	8.3
1000 & more	32.7	35.3	26.8	27.7	11.7

Proportionately more older workers found in smaller firms

The very large establishments, those with 1,000 or more workers, employ relatively fewer workers 45 and over than establishments in any other size groups. (Table 6.) Workers 65 and over are found most frequently in the smallest firms (8-49 employees) and account for a much larger proportion of total employment in firms employing less than 50 than in firms of 500 or more (Table 7). Quite differently, workers 45 to 64 are distributed among all size of firm groups in proportions closer to the distribution of workers under 45. This suggests that the retirement age influences employment patterns of the larger firms to a greater extent than the smaller firms.

There are also different patterns within the group age 45 and over for men and women. The proportion of employed men who were at least 65 years old decreased consistently as the size of firm increased; the proportion of men 45-54 was highest in firms employing 50-99 and for those 55-64 in the firms employing 100-499. Women between 45 and 54 had their highest share of total employment in firms employing 500-999, those 65 and over in firms employing 100-499. The reasons for these relationships are not clear, although undoubtedly different labor market practices for women and industry-occupation shifts with age for both men and women may account for some of the size of firm differences.

The area-by-area differences in the proportions of older workers employed in each size of firm group were more pronounced than the overall differences of proportions of workers 45 and over between various sizes of firms, but they generally correlated with the over-all proportions of older workers in the employed in the various areas. For example, the largest firms (1,000 and over) in Philadelphia had proportionately more older workers than those in any other area. (Table 8.) The differences among areas were least marked for the firms employing 8-49 workers, although Detroit's ratio of older workers in such firms was low compared to the other areas. ^{1/}

Older workers stay on the job

The older worker tended to be employed by one firm longer than the younger worker, and this tendency increased as the age of the workers rose. Among younger workers (under 45), only 11 percent were employed by one firm for 10 years or more, but 45 percent of the older workers (45 or more) were employed for 10 years or more (Table 9). This is to some extent, of course, a function of their relative length of total time in the labor market. For the older workers, however, the proportions employed for both 10 years or more and 15 years or more in the same firm advanced with each age bracket 45 and above.

Table 8. Workers 45 and over as percent of total employment in each size of firm category, by area

Size of firm	Total 7 areas	Detroit	Los Angeles	Miami	Minneapolis-St. Paul	Philadelphia	Seattle	Worcester
Total, all sizes	34.5	33.9	32.0	30.6	34.3	41.9	35.0	39.1
8-49	34.2	31.5	33.2	33.3	34.1	39.2	38.9	39.8
50-99	36.4	32.7	36.1	29.5	35.7	44.3	34.5	36.7
100-499	36.4	31.6	34.9	30.7	34.5	43.3	42.1	46.6
500-999	35.6	33.7	32.9	35.8	32.8	40.6	31.8	33.3
1000 & over	32.9	35.4	27.0	23.2	34.1	42.3	29.0	32.5

Table 9. Percentage distribution of employment by age group, classified by number of years employed, seven areas

Number of years employed	Total	Under 45	45 and over			
			Total	45-54	55-64	65 & over
Total	100.0	100.0	100.0	100.0	100.0	100.0
Under 1 year	23.1	28.7	12.4	13.7	10.9	9.4
1 - 4	33.8	39.6	22.8	26.2	18.3	18.1
5 - 9	20.2	20.3	19.8	20.9	18.5	17.9
10 - 14	9.7	7.0	14.9	14.6	14.7	18.3
15 or more	13.2	4.4	30.0	24.6	37.5	36.2
Under 10	77.0	88.6	55.1	60.9	47.8	45.4
10 or more	23.0	11.4	44.9	39.1	52.2	54.6

^{1/} See Appendix Table XXI.)

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Relatively fewer older workers employed under pension plans

Two-thirds of all the workers in the seven areas included in the study, who were employed in establishments with 50 or more employees, were covered by pension plans. Coverage was highest in finance, insurance, and real estate and durable goods manufacturing where 4 out of 5 workers were covered.

(Table 10.) In service activities, slightly more than one-third were covered and construction, one-fifth.

About 65 percent of the workers 45 and over were covered, compared with 68 percent of the employees under 45. Coverage was proportionately about the same, however, for workers under 45 as for workers aged 45 to 64. From 65 on, workers were much less likely to be covered. The proportion covered for this oldest group was much lower in every industry.

Workers 45 and over represented 34 percent of all employees in the establishments reporting on pension plan coverage. They accounted for a slightly lower proportion of the employment covered by pensions in the seven areas and a slightly higher proportion of the employment not protected by pension provisions. (Table 11.) The relative under-representation of older workers in pension-covered jobs characterized each of the seven areas except Detroit, where workers 45 and over had 35 percent of the surveyed jobs with pension coverage and only 32.5 percent of those without such coverage.

In both manufacturing and trade, the two largest industries in the surveyed areas, as in all industries combined, proportionately fewer older workers were employed in covered jobs than in those not covered. However, in the factories of Philadelphia, Detroit, and Minneapolis-St. Paul, older workers had a higher proportion of the covered jobs than of the noncovered jobs. In trade, only Minneapolis-St. Paul had relatively more older workers in pension-covered employment than in jobs not covered. (See Appendix Table XXII.)

Nearly three-fourths of the workers in professional and managerial and clerical and sales occupations were covered by pension plans, as compared to only two-thirds of those in production and maintenance jobs (Table 12). Professional and managerial occupations have the most complete coverage generally in all industries. The extent of coverage by industry and occupations varied significantly among the women as compared to men. Women were covered more completely in clerical and sales and were covered to a much less extent than men in professional and managerial and production and maintenance jobs. In addition, men 45 and over were nearly as completely covered as men under 45, but there was a sharp drop in the proportion of women 45 and over covered, especially for professional, managerial, clerical and sales occupations. The age group 65 and over showed a sharp drop-off of coverage, especially for the women.

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Table 10. Workers covered by pension plans as percent of total employment, by industry division and age, seven areas

Industry division	Total	Under 45	45-64	65 & over
Total, all industries	66.6	68.0	66.5	52.7
Construction	19.3	18.1	23.8	18.3
Manufacturing	73.2	74.2	73.7	60.1
Durable	80.1	80.4	80.6	67.9
Nondurable	53.6	54.3	55.0	44.0
Trans., comm., & public utilities	78.1	82.7	72.6	58.7
Trade	59.6	60.4	59.4	49.1
Finance, Insurance, and real estate	81.2	83.0	78.5	54.9
Service	34.6	32.4	40.7	33.4
Other	90.7	100.0	83.6	50.0

Table 11. Workers 45 and over as percent of total employment--covered and noncovered by pensions, by area

Area	Total employment		Non-covered
	All	Covered	
Total, all areas	34.2	33.3	36.0
Detroit	34.5	35.0	32.5
Los Angeles	31.7	29.8	34.7
Miami	27.8	25.5	30.1
Minneapolis-St. Paul	30.7	30.4	31.1
Philadelphia	42.2	40.4	42.6
Seattle	33.4	30.4	43.4
Worcester	39.3	38.1	41.3

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Table 12. Pension plan coverage of occupational groups, by age and sex

Age group	Percent of all workers in specified groups covered by pension plans							
	Male				Female			
	Prof. Cler. Prod.				Prof. Cler. Prod.			
	Total	& Manag.	& Sales	& Maint.	Total	& Manag.	& Sales	& Maint.
Total	67.8	75.2	71.9	65.6	63.6	67.9	75.0	49.1
Under 45 - total	68.8	76.7	73.2	66.2	66.2	74.2	77.2	48.7
45 & over - total	67.6	72.5	70.8	66.2	58.3	56.6	68.8	47.9
45 - 64	68.8	72.8	71.7	67.5	59.5	60.3	70.1	48.7
65 & over	55.6	67.4	62.2	52.6	38.2	18.8	45.6	34.3

CHAPTER IV. COMPARISON OF EMPLOYED AND UNEMPLOYED OLDER WORKERS

Whether workers in the labor force are employed or unemployed is quite often accidental and beyond their control. Incidence and duration of unemployment are affected by conditions such as seasonal displacement, market saturation, product shifts, inventory adjustment, and other cyclical and technological factors. Hence, whether old or young, almost everyone in the labor force is out of a job at some time or other. The composition of the employed and unemployed changes continually by movements from one to the other category and in and out of the labor force.

In order to determine the real nature of the employment problems of the older worker, as distinct from problems shared by workers of all ages, special conditions and factors that relate closely to the individuals must be examined. This chapter therefore deals with as direct comparisons as possible of the work experience of the employed and unemployed older and younger workers. These comparisons should reveal some of those characteristics applicable to the older group independently of the underlying economic forces of the labor market.

Certain limitations of the data which have already been noted in Chapter I need to be kept in mind. First, employment data in the main, refer to June 1955 while the unemployment count was taken some 7 months later in January and February 1956 with consequent seasonal influence, particularly in construction, nondurable goods manufacturing, and to a lesser extent in trade. The employment statistics also are limited to wage and salary workers in firms of eight or more covered by unemployment insurance and the Railroad Retirement Act.

The unemployment statistics are not thoroughly representative of all unemployment in the areas, the sample being drawn exclusively from the local public employment office walk-in traffic. Because about 90 percent of these job seekers were unemployment insurance claimants, the sample may underrepresent the very youngest age group who have not had sufficient work experience to qualify for benefits and hence would not necessarily appear at the local employment office.

Unemployment weighs heavily beginning with workers between 55 and 64

Men accounted for 72 percent of those employed and only 66 percent of the unemployed. Both older and younger men experienced a lower proportion of unemployment than women. For example, men aged 45-64 held 75 percent of the jobs but represented only 68 percent of the job seekers; the comparable age women, 26 percent and 32 percent respectively. Even in the oldest group, those age 65 and over, the men had a differential advantage over women in labor force status. In that group 84 percent of the men were employed and 82 percent were unemployed. Women 65 and over held 16 percent of the jobs but claimed 18 percent of the job seekers. (See Table 1.)

Chart IV-1.

EMPLOYED AND UNEMPLOYED WORKERS BY SEX AND AGE, 1955-56

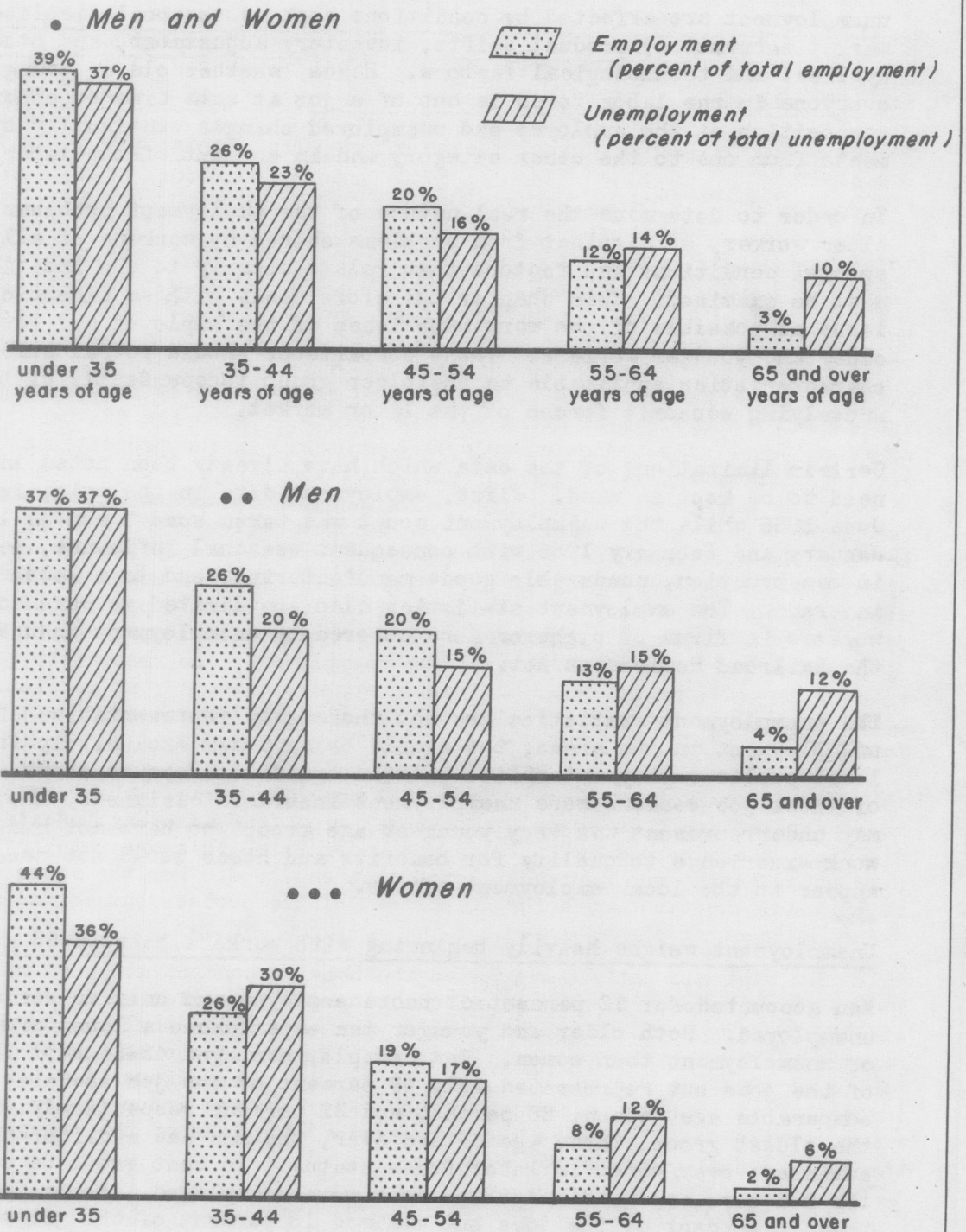


Table 1. Percentage distributions of employed and unemployed workers by sex and age, seven areas,

Sex	Employed				Unemployed			
	Total all ages	Under 45	45-64	65 and over	Total all ages	Under 45	45-64	65 and over
Total	<u>100.0</u>	<u>100.0</u>	<u>100.0</u>	<u>100.0</u>	<u>100.0</u>	<u>100.0</u>	<u>100.0</u>	<u>100.0</u>
Men	71.6	69.6	74.5	84.0	66.3	63.0	67.9	81.7
Women	28.4	30.4	25.5	16.0	33.7	37.0	32.1	18.3
Total	<u>100.0</u>	65.5	31.5	3.0	<u>100.0</u>	60.0	29.8	10.2
Men	<u>100.0</u>	63.7	32.8	3.5	<u>100.0</u>	57.0	30.5	12.5
Women	<u>100.0</u>	70.0	28.3	1.7	<u>100.0</u>	66.0	28.5	5.5

Both men and women 65 years of age or more experienced by far the highest incidence of unemployment among the age groups. Under age 65, men experienced relatively low unemployment compared to the proportions employed. However, rates trend significantly upward for those age 55-64.

For each 10-year group prior to 55-64, the proportion of unemployed workers to total unemployment was less than the respective proportion of persons at work to the total employed. (See Table 2.) Workers under age 55 accounted for 85 percent of the employed but for only 76 percent of the job seekers. Conversely, workers age 55 or more held 15 percent of the jobs but constituted 24 percent of the unemployed. The respective percentages, of course, do not mean that older workers encounter no difficulties prior to age 55, but merely indicate that the problem intensifies after that age.

The severest impact of unemployment fell on older workers who were 65 or more years of age. In every occupational group and in every industry division, there were substantially more workers in this age category, on a relative basis, who were unemployed than employed. For the seven areas as a whole, they accounted for 10 percent of the jobless but for no more than 3 percent of the employed.

While the over-all pattern reflected the heavier concentration of males in the labor force, the pattern of unemployment rates for women was substantially different. Somewhat greater-than-average unemployment for women first appeared in the age group 25 to 34. The incidence of unemployment became more severe for the age group 35 to 44. Comparisons in Table 2 indicate that with the exception of the very youngest group (under age 25), women between 45 and 54 were the only groups with less of the unemployment than of the employment of all women.

The above comparisons represent an average for all seven areas. The situation in individual areas varied considerably as shown in Appendix Tables IV-A and XVIII-A.

Table 2. Percentage distributions of employed and unemployed, by age and sex, seven areas,

	Employed			Unemployed		
	Total	Men	Women	Total	Men	Women
Total	100.0	100.0	100.0	100.0	100.0	100.0
Under 25	12.8	9.7	20.7	12.0	12.9	10.1
25-34	26.6	27.6	23.8	24.6	24.2	25.7
35-44	26.1	26.3	25.5	23.4	19.9	30.2
45-54	19.7	20.1	18.8	15.7	15.3	16.6
55-64	11.8	12.7	9.5	14.1	15.2	11.9
65 and over	3.0	3.5	1.7	10.2	12.5	5.5
Under 45	65.5	63.7	70.0	60.0	57.0	66.0
45 and over	34.5	36.3	30.0	40.0	43.0	34.0
45-64	31.5	32.8	28.3	29.8	30.5	28.5
65 and over	3.0	3.5	1.7	10.2	12.5	5.5

Unemployment rate low in some occupations

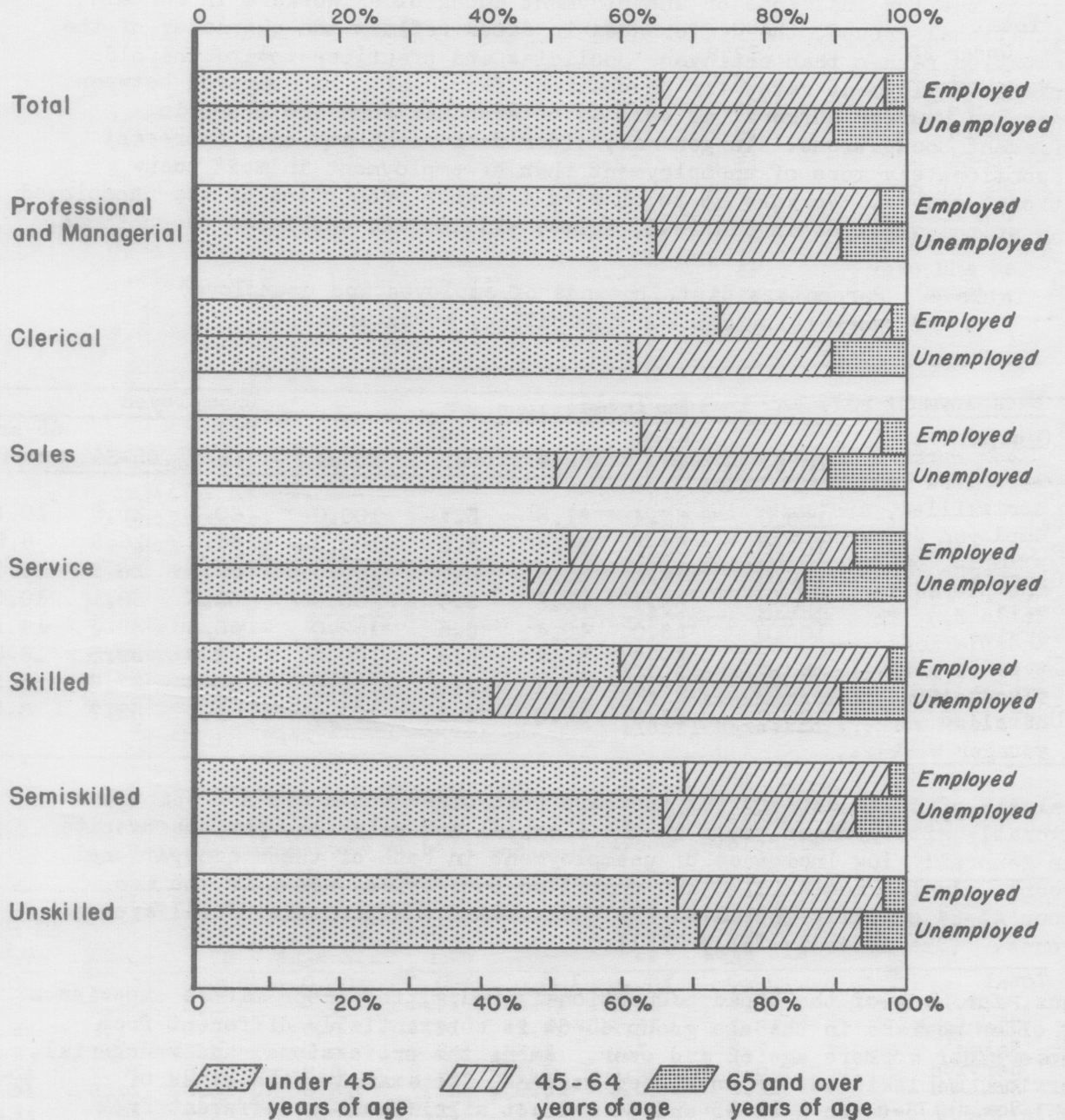
Older workers in professional, managerial, clerical, and sales occupations were less frequently unemployed than older service and manual (skilled, semiskilled, and unskilled) workers. The former group of occupations employed 36 percent of all older workers in the age group 45-64, for example, but these same occupations contributed only 19 percent to the unemployed total of older workers in the corresponding age group. (See Table 3.) This is not surprising since the professional, managerial, and clerical occupations are generally part of the fixed or "overhead" type of activity which shows less sensitivity to seasonal or economic fluctuations than production-type activity. In this respect, experience of older workers differed little from the occupational experiences of younger workers.

Table 3. Percentage distributions by occupation of employed and unemployed workers, classified by age, seven areas

Occupation	Employed				Unemployed			
	Total all ages	Under 45	45-64	65 and over	Total all ages	Under 45	45-64	65 and over
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Prof. & Mgr'l.	12.8	12.3	13.6	14.4	5.9	6.3	5.3	5.2
Clerical	18.7	21.2	14.2	12.5	8.8	9.1	7.9	9.2
Sales	7.2	7.0	7.7	8.0	4.1	3.6	5.3	4.3
Service	6.8	5.5	8.7	14.8	9.9	7.8	12.7	13.6
Skilled	22.3	20.4	25.9	24.7	18.6	13.0	24.5	34.1
Semiskilled	19.4	20.4	18.1	12.7	28.5	31.4	26.0	18.7
Unskilled	12.8	13.2	11.8	13.1	24.2	28.8	18.3	14.7

Chart IV- 2.

EMPLOYED AND UNEMPLOYED WORKERS BY AGE AND OCCUPATION, 1955 - 56



The experience of women workers was essentially similar. In the two occupational categories with the largest number of such workers--clerical and semiskilled--the unemployment rates were as strikingly low for the older and younger women in clerical occupations as they were uniformly high in the semiskilled occupations. (See Appendix Table XXIII-A.)

Despite the low incidence of unemployment among older workers in certain occupational groups, the differences in rates reflect the character of the occupation rather than employers' policies and practices toward the older worker. Employment rates for occupations should also be compared between older and younger workers, as well as between the same age group in different occupations. In general, older workers 45 and over represent proportionately more of unemployment than of employment in most occupational groups. Workers 45 to 64 were a higher proportion of the unemployed than of the employed in clerical, sales, skilled and unskilled occupations.

Table 4. Percentage distributions of employed and unemployed workers by age and occupation, seven areas,

Occupation	Employed				Unemployed			
	Total	Under 45	45-64	65 and over	Total	Under 45	45-64	65 and over
Total	<u>100.0</u>	65.4	31.5	3.1	<u>100.0</u>	60.1	29.8	10.1
Prof. & Mgr'l.	<u>100.0</u>	63.1	33.4	3.5	<u>100.0</u>	64.6	26.9	8.5
Clerical	<u>100.0</u>	74.1	23.9	2.0	<u>100.0</u>	62.5	26.9	10.6
Sales	<u>100.0</u>	63.1	33.5	3.4	<u>100.0</u>	51.3	38.1	10.6
Service	<u>100.0</u>	53.0	40.4	6.6	<u>100.0</u>	46.6	38.3	14.1
Skilled	<u>100.0</u>	59.9	36.7	3.4	<u>100.0</u>	42.0	39.5	18.5
Semiskilled	<u>100.0</u>	68.6	29.4	2.0	<u>100.0</u>	66.2	27.2	6.6
Unskilled	<u>100.0</u>	67.8	29.0	3.2	<u>100.0</u>	71.1	32.7	6.2

Analysis of these data by sex indicate that older women did not compare favorably with younger women in the clerical and sales occupations despite the generally low incidence of unemployment in both of these occupational groups. In the semiskilled and unskilled categories, women in the age group 45-64 actually indicated the best relative experience of all age groups. (See Appendix Table XXIII.)

Thus, for many of the broad occupational groups, the labor market experience of older workers in the age group 45-64 is substantially different from those older workers age 65 and over. Among the professional and managerial, service, semiskilled and unskilled workers, for example, the rates of joblessness between ages 45 and 64 are not significantly different from those of the younger workers. Only when those workers reached age 65 were they at a relative disadvantage with respect to employment. In particular, there was a relatively large pool of unemployed skilled workers

65 years of age and over.

Industry pattern favorable to age group 45-64

Less of the unemployed older workers than of the employed older workers were in durable goods manufacturing, transportation, communications and public utilities, and trade. Workers aged 45 to 64 in these industrial groups accounted for 65 percent of all employed workers, but only 43 percent of all unemployed in this age group. A substantial number of retail trade workers were laid off after the Christmas season. Some of these undoubtedly dropped from the labor force. Those who remained may not have been fully reflected as job seekers to the extent that they did not qualify for unemployment insurance benefits and did not visit the local employment office. Service workers after 65 years of age demonstrated a higher-than-average employment stability than service workers under that age. (See Table 5.)

Construction contributed more than its proportionate share of unemployment of older workers. This was undoubtedly due to the seasonal lull which prevailed at the time of the survey in several areas. Nondurable goods manufacturing, too, evidenced a high rate of unemployment attributable, in part, to such factors as heavy layoffs in food processing in Los Angeles.

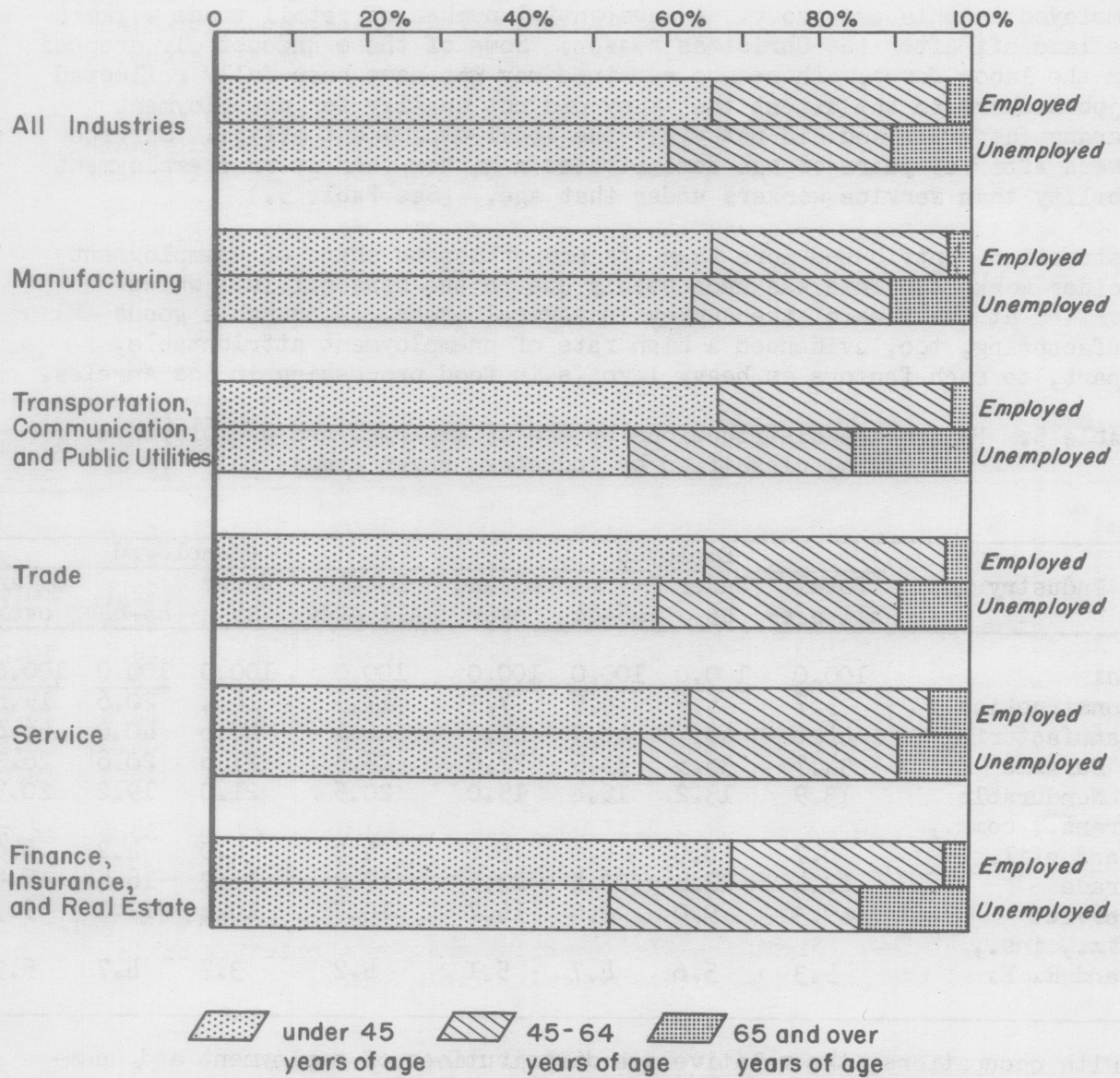
Table 5. Percentage distributions by age of employed and unemployed workers, classified by industry, seven areas

Industry	Employed				Unemployed			
	Total all ages	Under 45	45-64	65 and over	Total all ages	Under 45	45-64	65 and over
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Construction	5.7	5.5	6.0	7.3	17.5	16.4	20.6	15.8
Manufacturing	48.6	48.7	48.9	42.8	46.1	48.6	40.0	46.6
Durable	34.7	35.5	33.5	27.8	25.6	27.6	20.8	26.3
Nondurable	13.9	13.2	15.4	15.0	20.5	21.0	19.2	20.3
Trans., comm., and util.	8.7	8.8	8.6	6.6	4.3	4.0	4.2	6.6
Trade	22.4	22.4	22.4	23.5	17.2	16.9	18.4	15.8
Service	9.3	9.0	9.4	14.7	10.7	10.4	12.1	9.3
Fin., ins., and R. E.	5.3	5.6	4.7	5.1	4.2	3.7	4.7	5.9

As with occupations, the relative age distributions of employment and unemployment by industry were more indicative of the situation in the respective industries than of age differences. In construction and nondurable goods manufacturing, for example, industry groups in which older workers had a high incidence of unemployment, relatively unfavorable rates were also

Chart IV - 3.

EMPLOYED AND UNEMPLOYED WORKERS BY AGE AND INDUSTRY, 1955-56



apparent among younger workers. Among women workers, unemployment was relatively high in nondurable goods manufacturing, reflecting developments in many seasonal industries such as food processing. (See Appendix Table XXIV-A.)

A broad study of industry patterns indicates that older workers age 45-64 are not especially unfavorably situated in comparison with younger workers. The disparities stand out relatively in service, and in finance, insurance, and real estate industries. The manufacturing industries, both durable and nondurable, on the other hand, clearly favored the 45-64 age group.

The picture as it applies to the older workers age 65 and over is again markedly different. Most of the differential and unfavorable employment-unemployment rates are found in this age group. They occur in all industries and vary from two to six times the relative differences that apply to the least favorable ratio in the age group 45-64. (See Table 6.)

Table 6. Percentage distributions of employed and unemployed workers by industry and age, seven areas,

Industry	Employed				Unemployed			
	Total all ages	Under 45	45-64	65 and over	Total all ages	Under 45	45-64	65 and over
Total	100.0	65.5	31.5	3.0	100.0	60.0	29.8	10.2
Construction	100.0	63.0	33.1	3.9	100.0	55.9	34.9	9.2
Manufacturing	100.0	65.7	31.7	2.7	100.0	63.5	26.1	10.4
Durable	100.0	67.2	30.4	2.4	100.0	65.0	24.4	10.6
Nondurable	100.0	61.8	34.9	3.3	100.0	61.7	28.1	10.2
Trans., comm., and util.	100.0	66.6	31.1	2.3	100.0	55.5	29.2	15.4
Trade	100.0	65.3	31.5	3.2	100.0	58.6	32.0	9.3
Service	100.0	63.3	31.9	4.8	100.0	57.2	33.8	9.0
Fin., ins., and R. E.	100.0	69.2	27.9	2.9	100.0	52.5	33.3	14.2

Women in the 45-64 age group also fared well in durable and nondurable manufacturing industries. Significantly fewer numbers, on a relative basis, were unemployed than employed. (See Appendix Table XXIV.)

Comparison of Matched Samples of Employed and Unemployed Older Workers

Unemployed workers have less education

In general, unemployed workers had slightly fewer years of formal schooling than employed workers. The difference showed up in the relative numbers attending and completing high school. (See Table 7.)

Table 7. Employed and unemployed workers 45 years of age and over by number of school years completed, six areas 1/,

Number of school years completed	Employed (percent)	Unemployed (percent)
Less than 8 years elementary school	24	32
8 years elementary school or more	76	68
1 year high school or more	47	41
4 years high school or more	24	18

1/ Data for Los Angeles not available.

This pattern was observed in all areas except Minneapolis-St. Paul, where relatively more unemployed than employed workers had gone beyond elementary and high school.

Older unemployed have more jobs of shorter duration

The older job seekers were more stable than the younger, but were less stable than employed workers of comparable age. The older unemployed tended to change jobs more frequently than the employed during the previous 15-year work period and their average time on a job was consequently briefer. (See Table 8.)

Table 8. Percentage distributions of employed and unemployed workers 45 years of age and over, by number of jobs and average duration of job in past 15 years, six areas 1/, 1941-1955

No. of jobs held	Average duration of job held	
	Employed	Unemployed
Total	<u>100</u>	<u>100</u>
1	36	24
2	20	14
3-5	25	30
6 or more	19	32

1/ Data for Los Angeles not available.

Although there was generally greater stability among the employed, differing industrial structures, migration patterns, as well as climatic differences accounted for variations in the extent of job shifting among the areas. Since construction workers are generally more itinerant than other persons in the labor force, their seasonal concentration in the unemployed sample in the northern areas explains, in part, Seattle and Minneapolis-St. Paul

reporting the greatest amount of job shifting. The seasonal resort industries, likewise, contributed to the low level of job stability in Miami, although construction had an unusual seasonal lull. Heavy migration patterns may also have contributed to worker instability in Seattle and Miami. The prevalence of nonseasonal manufacturing activities, on the other hand, was a stabilizing influence in many areas. Workers in Worcester, Detroit, and Philadelphia undoubtedly owed their stability, in part, to the dominance of continuing nonseasonal factory employment in each of the respective areas.

Jobless spend considerable time looking for jobs

In addition to changing jobs more often during their prior working period, older job seekers also experienced more spells of unemployment for longer durations. (See Table 9.)

Table 9. Percentage distributions of employed and unemployed workers 45 years of age and over, classified by unemployment experience in a 15-year period, six areas ^{1/}, 1941-1955

No. of times unem- ployed	Em- ployed	Un- employed	No. of months unem- ployed	Em- ployed	Un- employed	Average dur. of unempl. (mos.)	Em- ployed	Un- employed
Total	100	100	Total	100	100	Total	100	100
None	68	10 ^{2/}	None	68	10 ^{2/}	None	68	10 ^{2/}
1	16	37	1-5	15	32	1-2	12	27
2-4	10	33	6-11	8	20	3-5	13	38
5 or more	6	20	12 or more	9	38	6 or more	7	25

^{1/} Data for Los Angeles not available.

^{2/} Includes those with less than one-half month of unemployment at time of interview.

Despite the greater incidence of unemployment among the current jobless, four out of five older workers had not been unemployed (one month and over) more than four times in the 15-year period. This is a relatively good record. However, once in the job market, the currently unemployed experienced a great deal of difficulty in becoming reemployed as shown by their longer average duration of unemployment. This suggests that, on the whole, currently unemployed older workers in comparison with older employed workers, possessed personal or work characteristics which hindered their ready reemployment.

Relatively few have worked in more than two geographic locations

The geographic mobility patterns of employed and unemployed workers age 45 and over in the six areas reporting 1/ did not differ markedly in the preceding 15 year-period. Approximately two out of three held jobs in only one locality during the period. The number in each group who had worked in two different areas during the period studied was practically identical. In neither group was the number who had worked in 3 or more geographic locations significant.

Relatively few major occupational shifts

The basic occupational fields 2/ of the great majority of the specially sampled older worker group remained relatively stable over the 15-year period. Almost one half of the employed and two-fifths of the unemployed workers were engaged in a single occupational activity during the period; about another fourth in each group had worked at two occupations. (See Table 10.)

Table 10. Percentage distributions by number of different occupations in 15 year period for matched samples of employed and unemployed workers, 45 years of age and over, by sex 1/

Number of different occupations 2/	Total		Men		Women	
	Em- ployed	Unem- ployed	Em- ployed	Unem- ployed	Em- ployed	Unem- ployed
Total	100.0	100.0	100.0	100.0	100.0	100.0
1	46.7	39.8	45.0	36.7	50.5	46.4
2	26.3	24.1	27.3	22.9	24.1	26.9
3	13.4	15.7	13.7	16.6	12.9	13.6
4 or more	13.5	20.4	14.0	23.6	12.5	13.0

Women appeared to make fewer occupational shifts than men. Over half the employed women for whom work histories were obtained had their 15-year job experience in one occupation as compared with 45 percent of the men. The same general pattern obtained among the unemployed, although the proportions holding the one occupation were lower in both groups--46 percent of the women as against 37 percent of the men.

- 1/ Data not available for Los Angeles. The sample consisted of employed and unemployed workers 45 years of age and over matched according to age, sex, and occupational characteristics to the maximum extent possible.
- 2/ Relates to U. S. Employment Service Dictionary of Occupational Titles 3-digit groupings of more detailed occupations. These groupings, in general, embrace closely related or homogeneous occupations.

Few workers make numerous industry changes

The matched samples of work histories also throw light on the number of different industries ^{1/} in which older workers held jobs. Industrial mobility appeared to be neither especially restricted--about two-fifths of all those in the sample had worked in only one industry--; nor unduly high--less than one-fifth of the workers had jobs in four or more industries. The pattern of industrial mobility roughly followed that of occupational mobility. Industry shifts were somewhat more prevalent than occupational shifts among the unemployed, but there were no significant differences among the employed.

Almost one-half of the unemployed and over one-third of the employed older workers had worked in only one industry. A fourth of each group had worked in two different industries; another sixth had work experience in three industries. More numerous shifts characterized some 15 percent of the employed and 22 percent of the unemployed. (See Table 11.)

Table 11. Percentage distributions by number of different industries of employment in 15 year period for matched samples of employed and unemployed workers, 45 years of age and over by sex (6 areas) ^{1/}

No. of different industries ^{2/} in past 15 years	Total		Men		Women	
	Em- ployed	Unem- ployed	Em- ployed	Unem- ployed	Em- ployed	Unem- ployed
Total	100.0	100.0	100.0	100.0	100.0	100.0
1	45.8	35.9	45.6	33.5	46.1	41.2
2	25.1	24.6	24.3	23.6	27.0	26.9
3 or more	29.1	39.5	30.2	42.8	26.9	31.9

^{1/} Los Angeles area data not available.

^{2/} Relates to 3-digit SIC and SSB industry codes.

Almost one-half of the employed men and women reported their entire 15-year work experience as the industry of their current employment. This differs somewhat from the experience in the unemployed group where two-fifths of the women as compared with only one-third of the men had been attached to only one industry.

^{1/} Refers to 3-digit industry groupings in the Standard Industrial Classification for manufacturing industries, and the Social Security Board Industrial Classification for nonmanufacturing industries.

Employed and unemployed older women

Older women who were currently unemployed at the time of the survey reported in their 15-year work histories that they were not as regularly attached to the labor force as were those older women currently employed. Two-thirds of the unemployed women had left the labor force for more than one year during the previous 15 years, while only one-half of the employed women were out for that corresponding period of time. A partial explanation for the difference is revealed by data which show that more of the currently unemployed women had temporarily left the labor force for child-bearing reasons or more generally, to keep house.

The vast majority of both groups, however, had never been out or had only been out once from the labor force for this reason. Sickness as a reason for leaving the labor force was of limited importance for both employed and unemployed older women.

While the frequency of spells of joblessness for unemployed older women was low, they had considerable difficulty in obtaining employer acceptance for new jobs. For about half of them, an average spell of unemployment lasted between two and four months. Average duration of unemployment for women is probably biased upward because of the fact that some women nominally retain their attachment to the labor market but in practice are not too anxious to return to work. The unemployed women job applicant also changed jobs somewhat more frequently and held them for shorter periods of time than the currently employed older women.

CHAPTER V. AGE FACTORS IN LABOR TURNOVER

Previous chapters have reviewed the characteristics of unemployed older workers, the kinds of jobs in which older persons are employed, and compared the experiences of employed and unemployed older workers in the labor market. Perhaps the most significant measure of job opportunities for older workers comes from reviewing their experience in the hiring process in comparison with the experience of workers in the younger age groups. It is here that the older worker competes directly with the younger worker. The survey of employer practices in the seven areas provided detailed data on labor turnover, including both hires and separations, covering establishments employing nearly 3.9 million workers. During the 12-month period for which labor turnover data were examined by age, estimated totals of 2.4 million hires and 2.2 million separations occurred at these establishments. This chapter analyzes the characteristics of older workers in relation to their chances of getting jobs and staying employed. It analyzes employer actions affecting older workers, both men and women, as reflected in hires and separations, by industry, occupation, and size-of-firm. It also reviews the implications of pension plans on the ability of older workers to find work and stay on the job.

Job opportunities decline with increasing age

While workers 45 years of age and over comprised 40 percent of the job seekers in the seven areas, they obtained only 22 percent of the jobs filled by employers during the year under study. Similar disparities are found for both men and women. (See Table 1.) Male workers 45 and over, representing better than two-fifths of all male job seekers, received less than one-fourth of all hires of men. Women 45 and over comprised one-third of the female unemployed, but received about one-sixth of the total hires of all women.

The consistency of the pattern of the decline in relative job opportunities with increases in the age of the job seekers is brought out even more sharply by a comparison of the distribution of hires and unemployment in terms of more detailed age breaks. (See Appendix Table XXVI.) Workers under 25 accounted for more than twice as many of the hires of pensions in all age groups as they did of the unemployment, but persons 65 and over comprised about five times as much of total unemployment as of total hires. The turning point for both sexes combined is in the age bracket 45-54, which showed 14 percent of the hires and 16 percent of the unemployment. For men in this age bracket, however, the proportions of hires and of unemployment are about equal, while the next higher age group (55-64) had twice as many of the unemployed men as of the hires of men. For women, on the other hand, the turning point is in the age bracket 35-44; women in this age group were 30 percent of all female job seekers, and received only 22 percent of the hires of women.

Table 1. Percentage distribution of hires, separations, employment, and job seekers, by age and sex, seven areas

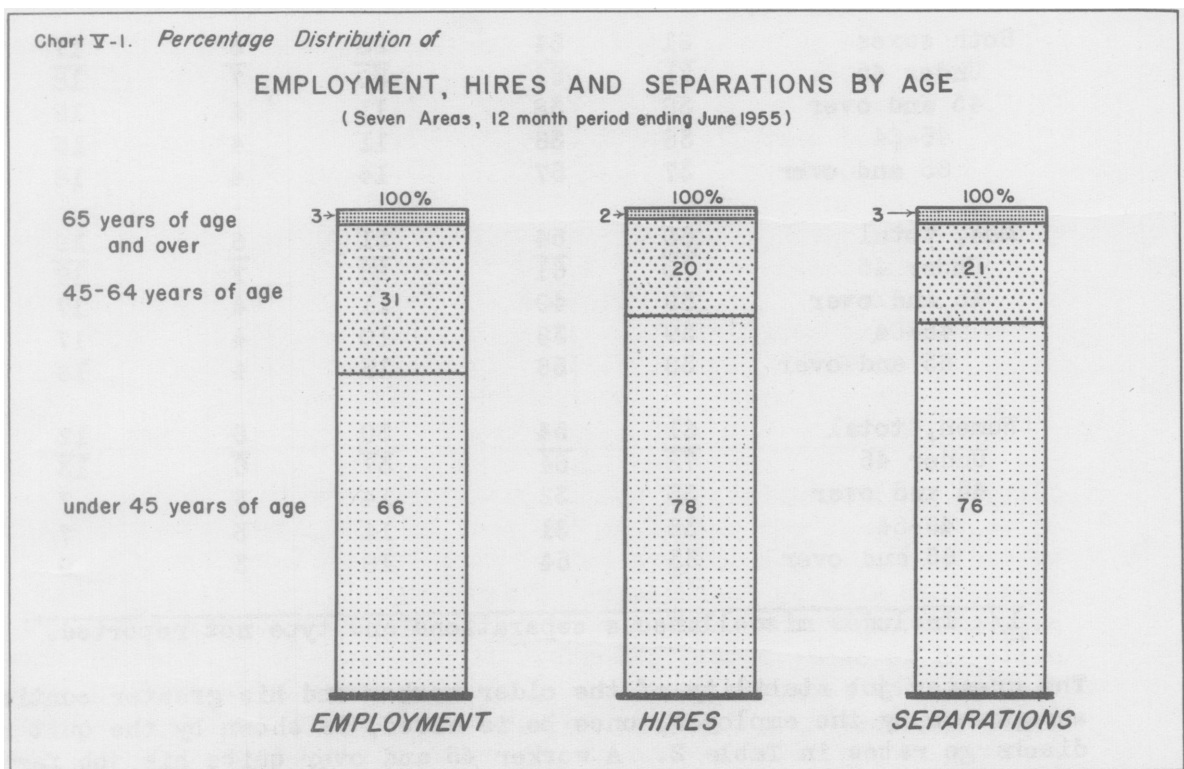
	Annual total		Employment	Job seekers
	Total	Separations		
Total, both sexes	100.0	100.0	100.0	100.0
Under 45	77.3	75.6	65.4	60.0
45 and over	22.1	24.4	34.6	40.0
45-64	20.2	21.1	31.5	29.8
65 and over	1.9	3.3	3.1	10.2
Men, total	100.0	100.0	100.0	100.0
Under 45	76.0	72.9	63.6	57.0
45 and over	24.0	27.1	36.4	43.0
45-64	21.7	23.2	32.8	30.5
65 and over	2.3	3.9	3.6	12.5
Women, total	100.0	100.0	100.0	100.0
Under 45	82.6	82.3	69.9	66.0
45 and over	17.4	17.7	30.1	34.0
45-64	16.5	16.0	28.4	26.5
65 and over	0.9	1.7	1.7	5.5

Certain qualifications of these comparisons are important. Hires are, of course, made not only from the pool of unemployed workers (defined to include only job seekers out of work for at least seven consecutive days), but also by recruitment of new entrants, re-entrants, and separated employees seeking work for less than a week and workers employed in other establishments. If allowance were made for these factors, the relative position of older workers in the hiring process would undoubtedly not appear so adverse. In other words, their proportion of the total source of potential hires is undoubtedly somewhat closer than their proportion of total unemployment to their share of hires. The markedly lower separation rate for older than for younger workers is strong supporting evidence. The conclusion is inescapable, however, that persons 45 and over among the unemployed have a considerably smaller chance of being hired than younger job seekers. (See also Appendix Table XXVI-A)

Older workers also have lower separation rates

On the other hand, once employed, older workers also have a considerably less chance of being separated from their jobs than younger workers. Workers 45 and over were 35 percent of the total number employed at the end of the turnover survey period in the seven areas, but they had experienced slightly less than one quarter of the annual total separations. A similar relationship shows up for both men and women.

Workers 45 years and over as a group accounted for a somewhat greater proportion of separations than of hires. However, this difference was due in considerable measure to the situation for workers at least 65 years of age, who accounted for 3.3 percent of the separations and only 1.9 percent of the hires. And many of the separations of workers in this oldest age group, of course, reflect retirements (and deaths). Workers 45-64 years of age experienced only a little more of the separations (21 percent) than of the hires (20 percent) of all workers. In fact, women in this age bracket had a slightly higher proportion of the total hires than of the separations of women.



Differences in the relative extent of participation in the job changing process among the various age groups is also demonstrated by annual turnover rates per 100 employed. As shown in Table 2, the total hiring rate exceeded the separation rate for the 12-month periods reported, reflecting the over-all increase in employment that occurred in the seven areas combined. Most of the employment increase resulted from the excess of hires over separations of workers under 45 years of age. However, accessions of workers 45 to 64 years of age also exceeded their separations slightly, while separations were substantially greater than hires in the 65 and over age group.

Over-all turnover rates were about the same for both men and women, but younger women had slightly more turnover than younger men, while the reverse relationship showed up for older men and women. For both men and women 45 to 64 years of age, hiring rates were higher than separation rates but the difference was somewhat greater for women.

Table 2. Annual turnover rates by age and sex
(per 100 employed)

	Total hires	Separations			
		Total 1/	Quits	Dis- charges	Layoffs
Both sexes	61	54	23	6	17
Under 45	71	62	30	7	18
45 and over	38	38	11	4	15
45-64	38	36	11	4	15
65 and over	37	57	14	4	16
Men, total	60	54	21	6	19
Under 45	70	61	28	7	19
45 and over	39	40	11	4	17
45-64	39	38	10	4	17
65 and over	38	58	13	4	18
Women, total	61	54	30	5	12
Under 45	72	64	37	6	13
45 and over	35	32	14	3	7
45-64	35	31	14	3	7
65 and over	33	54	18	3	9

1/ Includes miscellaneous separations and type not reported.

The greater job stability of the older worker and his greater continued acceptance by the employer, once he is hired, is shown by the quit and discharge rates in Table 2. A worker 45 and over quits his job far less than half as often as a younger worker. Similarly, but to a less marked degree, an older worker has a smaller chance of being fired from his job than a younger worker. In times of layoffs, the employer is less apt to release the older worker, no doubt, in part, because of seniority practices. (See Appendix Tables XXVII, XXVII-A, XXVII-B)

Prospects of older workers affected by local conditions

Older workers' share of annual hires varied considerably among the seven areas covered by the study, ranging from only 15 percent in Detroit to 30 percent in Seattle. (See Table 3.) But their proportion of unemployment was between two and two and one-half times as large as their pro-

portion of the hires in each area except Los Angeles. In this area, the odds against the older job seeker, as measured by his relative representation among the unemployed and accessions, was down to about four to three. The relatively favorable job prospects for older job seekers in Los Angeles, compared with the other six areas, seem anomalous in view of the relatively low proportion of the employed workers in this area who are at least 45 years old. The explanation undoubtedly lies in such factors as the relatively recent vintage of much of this area's rapid economic expansion and its generally good over-all labor market conditions. (See Appendix Table XXVI-A)

The same factor may also account, in some degree, for the fact that Miami, which has the lowest participation of older workers in the employed work force of any of the seven areas, ranks second--although by no means close--to Los Angeles in the relative hiring chances of its older job seekers. In Miami, job opportunities for older unemployed workers appear less favorable than in Los Angeles, despite the fact that nearly one-fourth of its hires were of persons 45 or over, primarily because of the high proportion (52 percent) which such persons represent of all job seekers in the Florida city. In Seattle, where older workers accounted for more of the hires than in any other area, they also bulked largest in the unemployed group. Since the accessions data relate to a full 12-month period and the tallies of job seekers to the seasonal peak of unemployment in the area, the data undoubtedly under-rate the relative year-round job chances of older job seekers in Seattle.

In all seven of the areas, workers 45 and over had nearly the same proportion of separations as of hires, with their percentage of separations slightly higher in each case except Miami. This point is particularly pertinent in analyzing the Detroit situation, where not only the proportion of workers 45 and over to total hires, but also their proportion to separations, is the lowest for any area. Seniority practices, particularly in the dominant durable goods industries, are certainly an important factor.

Table 3. Workers 45 years of age and over as percent of total hires, separations, employment, and job seekers - by area

Area	Annual total		Employment	Job seekers
	Total	Separations		
Total, 7 areas	22.1	24.4	34.5	39.9
Detroit	14.7	17.8	33.9	35.3
Los Angeles	24.3	26.3	32.0	32.7
Miami	24.5	24.3	30.4	51.8
Minneapolis-St. Paul	19.9	21.8	34.3	47.4
Philadelphia	18.1	19.9	41.9	40.0
Seattle	29.6	31.4	35.8	65.3
Worcester	20.8	21.0	39.1	52.4

Older workers find relatively more opportunities in service industry and older men in construction

In terms of his proportion of hires, the worker 45 years of age and over fares best in the construction and service industries. Older workers received 22 percent of all hires during the year under study. The construction industry, in which employment is predominantly male, made 35 percent of its hires from the older age group. (See Appendix Table XXVIII)

Durable goods manufacturing accounts for less than its proportionate share of the hirings of older workers, particularly of women. Transportation, communications, and public utilities present a similar pattern, although even less favorable to women 45 and over. In the finance, insurance, and real estate division, hires of women account for six out of every ten and the proportion of women 45 years of age or older to all hires of women is extremely low. In the manufacture of non-durable goods, a reverse pattern is indicated as women 45 and over account for a relatively high share of the hiring of women, whereas the older men do not fare as well. Trade shares a slightly less-than-average proportion of hires of older workers, although in its retail segment relatively more of the hires of women are made from the older age group than is the case in all industries combined.

The relative standing of the various industry divisions, according to their separation actions affecting older workers, resembles the pattern found with respect to accessions.

Occupational experience favors older workers

When considered in the light of a distribution by occupational groups, the relative advantage of the higher skills and longer experience of the older worker becomes apparent. In terms of proportions of all hiring actions which involved persons 45 and over, the skilled, service, and professional and managerial groups show a favorable picture. In the skilled and service occupations, about three out of every ten hires are older workers, compared to the over-all ratio of roughly two out of ten.

In both clerical and sales occupations, especially the former, under-utilization of older workers, compared with the all-occupation average, is the pattern. However, the accessions data for these occupations, where the majority of hires are of women, demonstrate slightly greater than average acceptance of older women in sales jobs and considerably smaller than average hiring in clerical jobs. While 70 percent of the clerical personnel are female, only one out of every ten of the women hired are 45 years of age and over. Hires of older women for sales occupations ran to nearly twice that proportion. (See Appendix Table XXIX)

In semiskilled occupations, hiring actions are split three to one between males and females. However, older women in these occupations experience

24 percent of the female hiring actions (compared with 17 percent for all occupations), whereas older men account for less than their average proportion of all accessions of men. In unskilled occupations, as in the clerical field, older workers of both sexes receive less than their average share of the hires.

The pattern of older workers' participation in hires in the various occupational fields--with their relatively lower share of the hires in unskilled, semiskilled, and clerical occupations and their higher relative share in skilled and professional and managerial positions--is consistent with the progression up the occupational scale that most workers experience as they grow older.

Large firms hire proportionately fewer older workers than smaller firms

Based on size-of-firm categories, starting with employers of 8 to 49 workers and ranging upwards with categories having lower limits of 50, 100, 500, and 1,000 workers, turnover rates are generally higher in the smaller firms. Moreover, as size of firm increases, the hiring rates of older workers also decrease but quite a bit more rapidly than those of workers under 45 years of age.

The hiring rates found at the two extremes of establishment size demonstrate this point. Establishments with 8 to 49 workers hired 99 persons under 45 years of age, during the 12-month period, for every 100 they employed in this age group, compared with a rate of 68 for those 45 and over. Firms employing 1,000 or more workers hired younger people at the rate of 45 per 100, more than three times the rate of 14 for older workers.

Older workers more likely to stay with regular jobs

If an older worker obtains a regular job, lasting at least a year, he is more likely than a younger worker to stay with the firm, up to the age of normal retirement.

The annual separation rate for all groups was 54 for each 100 workers employed at the end of the period under study. For those under 45, this rate was 62, in contrast to the rate of 38 found for older workers. Rates were also computed separately for groups of workers classified according to their periods of service with the same employer, such as under 1 year, 1 to 4 years, 5 to 9 years, etc. These rates show that male workers--and especially those 45 and over--experience very high separation rates for length-of-service periods of less than 1 year. The separation rate for male workers 45 and over who had less than 1 year's service was 192 per 100, as compared with 150 for the younger workers with the same length of service. The differential is due in some measure to the fact that employers in need of temporary or casual male workers tend to hire them from the older age group. For women employed less than a year, a reverse but narrower pattern was indicated, with the younger women having a

separation rate of 128, compared with 122 for those 45 and over.

The much lower over-all separation rate for older than for younger workers results from the fact that after 1 year of service with the same firm, separation rates for the older workers decline much faster than those for workers under 45 years of age. This differential becomes even greater, of course, when workers 65 and over are excluded from the 45 and over group.

Older worker more likely to get job with no pension coverage

The older worker is more likely to find a job which is not covered by a private pension plan than one in which he will have such coverage. Workers 45 years of age and over account for 25 percent of the hires in employment without pension plans, contrasted with 14 percent in jobs with this advantage.

Turnover data related to pension plan coverage was compiled for a sample of firms having employment of 50 or more. These data were not available for Miami. The employment of the firms included in this part of the survey was 2.9 million (71 percent of the total), with related twelve-month hires of 1.3 million and separations of 1.2 million. The size cut-off of 50 or more workers results in generally lower turnover rates than found in the over-all data, since turnover tends to be lower in larger firms.

Firms with pension plans are much less likely to hire workers 45 years of age and over (see Table 4). Firms without pension plan coverage for such workers hired about 45 older workers per 100 employed, in contrast to a rate of 16 per 100 in employment with pension coverage.

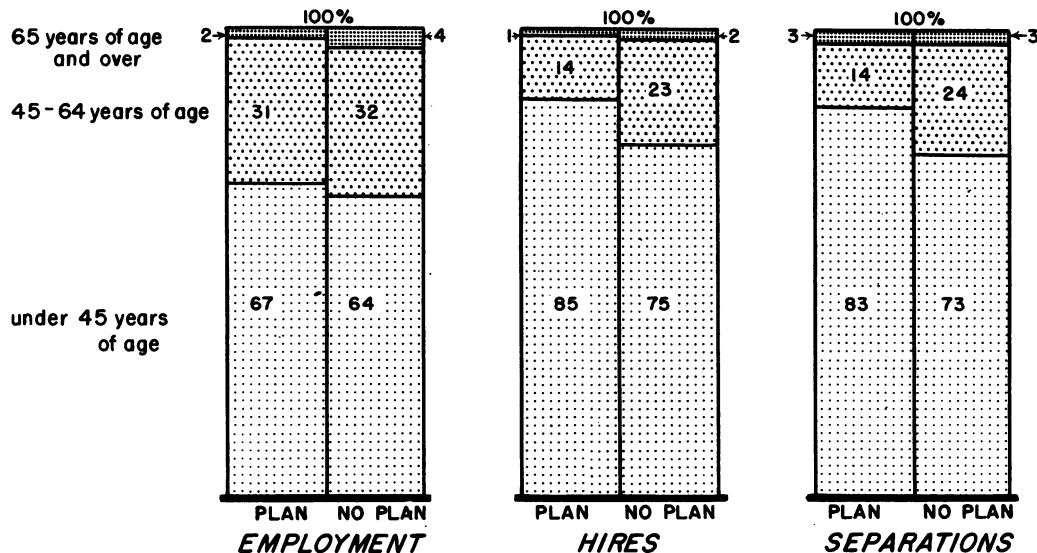
Table 4. Annual turnover rates by pension plan coverage and age of worker (per 100 employed), six areas 1/

Age	Pension plan		No pension plan	
	Hires	Separations	Hires	Separations
Total	37	34	67	62
Under 45	47	42	80	71
45 and over	16	18	45	46
45-64	16	16	47	46

1/ Excludes Miami.

Chart V-2. *Percentage Distribution of***EMPLOYMENT, HIRES AND SEPARATIONS BY AGE FOR WORKERS
COVERED AND NOT COVERED BY PENSION PLANS**

(Six Areas, 12 month period ending June 1955)



However, firms which have pension plans tend to have a more stable work force, as demonstrated by the lower rates shown above for both younger and older workers where pension plans are in effect. Nevertheless, the older workers were hired at only one-third of the rate for younger workers in pension-covered jobs, compared with more than half of the younger group's rate in jobs not covered. (See Appendix Table XXX)

All workers, and especially those 45 years of age and over, are much less likely to quit employment covered by private pension plans than they are in jobs without such coverage. The quit rate for workers under pension plans was only five per 100 for older workers and 23 per 100 for workers under 45 years of age, compared with 14 and 32, respectively, for these age groups in jobs without pension coverage.

The relative turnover and utilization of the older workers in various industry groups are compared in the following table for jobs with and without pension plan coverage:

Table 5. Workers 45 years of age and over as percent of total hires, separations and employment, by pension plan coverage and industry division

Industry	Hires		Separations		Employment	
	Pension plan	No pension plan	Pension plan	No pension plan	Pension plan	No pension plan
<u>Total</u>	<u>14</u>	<u>25</u>	<u>18</u>	<u>27</u>	<u>33</u>	<u>35</u>
Construction	34	34	30	35	43	35
Manufacturing	13	19	18	21	34	35
Transportation, communication, & public utilities	10	18	17	18	31	47
Trade	13	20	14	23	33	35
Finance, insurance, & real estate	8	25	10	25	27	36
Service	26	35	29	38	46	36

Chapter III of this study presents an analysis of employment patterns with and without pension plan coverage. That analysis shows little difference in the over-all proportion of workers 45 and over employed in relation to such coverage, although there were more marked differences among the individual industry divisions. However, the hiring and separating patterns vary widely both in the total and by industry.

Only in the construction industry, where pension plan coverage is relatively small, do older workers get equal shares of the hires in jobs with and without private pension coverage. In the rest of the industry divisions, older workers obtain a smaller proportion of the hires in jobs with pension coverage than of those without such coverage. An older worker who wants work in the finance, insurance, and real estate industry has a three-to-one chance of obtaining such a job without being covered by a private pension plan.

The percentages of total separations experienced by workers 45 years and over, by industry division and pension plan coverage, generally run parallel to the proportions of hires for the same age group. Firms which have private pension plans in a given industry tend to have a more stable work force than firms without such plans in the same industry.

The introduction of the factor of private pension plan coverage into a consideration of the hiring of older workers by firms of different sizes merely combines earlier conclusions. An older worker has a better chance of obtaining a job in a smaller firm where he will not have pension plan coverage.

Chapter VI. Detroit, Michigan

SUMMARY

Older job seekers in the Detroit area do not have as good a chance of obtaining employment as younger ones. As a result, once an older worker becomes unemployed, he is likely to stay out of work somewhat longer than workers in the younger age categories.

However, older workers already on the payroll show a high degree of continuity, especially in the skilled and managerial occupations. In both of these occupational groups, as well as in service jobs, workers at least 45 years of age have a greater than proportionate share of the jobs.

The dominance of automobile industry employment, together with union seniority provisions, has provided older workers in this area, in the main, with job seniority and tenure to a degree not equalled perhaps in any of the other surveyed areas.

Workers 45 and over represent a slightly larger proportion of job seekers at local employment offices in Detroit than they do of covered employment. While about 35 percent of all job seekers were 45 or more years of age, most of the skilled and service applicants, and nearly half of those in professional and managerial occupations, were in this older age group.

Although labor turnover is generally lower where pension plans are in effect, older workers are proportionately less likely than younger workers to be hired in such establishments as in those in which pension plan coverage is not a factor.

LABOR MARKET BACKGROUND

The Detroit labor market area (fifth largest in the Nation) includes all of Wayne, Macomb, and Oakland counties. In 1950, the area population totaled 3,016,200, an increase of some 27 percent from the 1940 level. From 1950 to 1955, population in the Detroit area increased by about 17 percent while the U. S. total population rose 9 percent. The City of Detroit had 1,850,000 inhabitants in 1950.

The area's 1,336,000 nonagricultural wage and salary workers in January 1956 were about equally distributed between manufacturing and nonmanufacturing. (See Table A.) As the automobile capital of the Nation, Detroit has about half of its 658,000 factory workers employed in motor vehicle manufacturing. Production for the auto industry also accounts for a significant share of employment in such other leading factory industries as nonelectrical machinery, fabricated metals, and primary metals. Food, chemicals, and printing were other important sources of factory employment.

Table A. Nonagricultural employment, by industry division
Detroit Area, Michigan
January 1956

Industry division	Nonagricultural employment of wage and salary workers - January 1956 (est.)				
	Total			Women	
	Number	% of total	% change from June 1955	Number	% of total
Total	1,336,000	100.0	+ 0.2	364,700	27.3
Construction	61,000	4.6	- 0.5	1,100	1.8
Manufacturing, total	658,000	49.2	- 0.3	98,800	15.0
Durable	579,000	43.3	- 1.2	76,600	13.2
Nondurable	79,000	5.9	- 3.2	21,800	27.6
Trans., comm., and utilities	87,000	6.5	+ 4.8	24,400	28.0
Trade	251,000	18.8	0	121,200	48.3
Finance, insurance, and real estate	47,000	3.5	+ 2.2	25,000	53.2
Service	165,000	12.4	+ 1.2	76,000	46.1
Government	66,000	4.9	+ 1.5	18,200	27.6
Other	1,000	.1	0	0	-

Detroit's nonfarm employment increased by some 122,000, or 10.0 percent, in the 5-year period ending May 1955. Most of the rise centered in nonmanufacturing, with virtually every nonfactory industry, led by trade, service and construction, sharing the uptrend. During the 2-year period, 1953-55 following the termination of the Korean conflict, total manufacturing employment decreased by some 11 percent. Except for normal seasonal fluctuations in both factory and nonfactory industries, there were no further significant employment changes in the area until after the end of the year 1955 when large-scale reductions in auto and related supplier plants cut factory employment sharply.

Unemployment in Detroit varies quickly and widely with cyclical fluctuations in the national economy, defense mobilization needs, and developments in the automobile industry. A migrant labor supply comes into the area when labor demands are plentiful, leaves when opportunities drop. Just prior to the Korean war, Detroit was classified as an area of substantial labor surplus. For most of the period of the conflict, there was a slight surplus of labor. Reflecting largely the effects of the mild recession in the Nation's economy which began in the second half of 1953, unemployment in Detroit decreased steadily to September 1954. The substantial labor surplus which resulted had disappeared again by November 1955, when estimated total unemployment hit a 2-year low of 35,000, or 2.2 percent of the civilian labor force. Volume layoffs in the auto industry began again in early 1956, at the time of the survey.

A. CHARACTERISTICS OF OLDER JOB SEEKERS

In the Detroit area, about one out of three of the job seekers were 45 years of age and over. More than three-fourths of all job seekers were men, and a substantially higher proportion of them (38 percent) than of the unemployed women (28 percent) were 45 or more years old.

Industry of Last Attachment. The majority of the unemployed (60 percent) came from manufacturing industries. Although this high proportion in part reflects the concentration of employment in this industry, it was also due to the decreased levels of employment in the automobile industry at the time of the survey (January-February 1956). Except for the trade and construction industries, where seasonal factors raised unemployment, the remaining industries each accounted for 7 percent or less of the unemployed.

Although the highest proportions of both the younger and older unemployed workers were last attached to manufacturing, relatively fewer older than younger job seekers were last employed in factories. Thus, although about 35 percent of all the job seekers were age 45 or more, this age group accounted for less than 31 percent of the unemployed from the manufacturing industry, possibly because of their greater seniority. The proportion was slightly lower in the dominant durable goods segment. Older workers, however, constituted a higher than average proportion of the unemployed in finance, insurance, and real estate; service; and construction industries. In the remaining industries, their proportion differed little from the over-all average. (See Table 1.)

Table 1. Percentage distributions of job seekers by industry of last attachment and age group, January-February 1956

Age group	Industry of last attachment									
	Manufacturing									
	Total	Con- struc- tion	Total	Dur- able	Non- dur- able	Trans., comm., util.	Trade	Fin., ins., & R.E.	Serv- ice	Other ^{1/}
Total	100.0	15.7	60.0	53.3	6.7	3.7	10.3	1.1	7.1	2.1
Under 45	100.0	14.4	64.1	57.4	6.7	3.6	9.8	.7	5.3	2.1
45 & over	100.0	18.1	52.7	45.8	6.9	3.8	11.1	1.7	10.5	2.1
45 - 64	100.0	18.2	50.1	43.2	7.0	4.4	12.5	1.3	11.5	2.1
65 & over	100.0	17.9	61.6	54.9	6.7	1.8	6.3	3.1	7.1	2.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	64.7	59.3	69.1	69.7	64.1	63.5	61.9	43.0	48.0	64.7
45 & over	35.3	40.7	30.9	30.3	35.9	36.5	38.1	57.0	52.0	35.3
45 - 64	27.4	31.7	22.8	22.2	28.1	32.7	33.3	33.5	44.1	26.9
65 & over	7.9	9.0	8.1	8.1	7.8	3.8	4.8	23.5	7.9	8.4

^{1/} Includes government, miscellaneous and industry not reported

Most Recent Occupation. Reflecting the concentration of manufacturing workers among the unemployed, the highest proportion of all job seekers were in semiskilled occupations, with the next highest proportions in the unskilled and skilled occupations. (See Table 2.) Although all unemployed skilled workers were just over a third as numerous as the semiskilled, the ratio of skilled to semiskilled was about two to three for those age 45 and over. For those age 65 and over, the concentration among the skilled group was even more striking; three older job seekers were skilled to two semiskilled. (For those under age 45, the ratio was one skilled to five semiskilled.)

In only two occupations--semiskilled and unskilled--were there relatively fewer unemployed older than younger workers. The older workers accounted for relatively high proportions of the unemployed in the service, skilled, and professional and managerial occupations.

Table 2. Percentage distributions of job seekers by most recent occupation and age group, January-February 1956

Age group	Most recent occupation								
	All occupations	Prof. & mgr'l.	Clerical	Sales	Service	Skilled	Semi-skilled	Unskilled	Other
Total	100.0	1.5	5.9	2.7	7.4	14.1	39.8	27.4	1.3
Under 45	100.0	1.2	5.6	2.4	4.3	8.9	44.5	32.1	.9
45 & over	100.0	2.1	6.4	3.1	13.0	23.5	31.1	18.8	1.9
45 - 64	100.0	2.3	6.7	3.6	12.4	21.2	33.5	18.6	.3
65 & over	100.0	1.3	5.4	1.3	15.2	31.7	22.8	19.6	2.7
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	64.7	51.2	61.6	58.7	37.7	41.0	72.4	75.7	46.5
45 & over	35.3	48.8	38.4	41.3	62.3	59.0	27.6	24.3	53.5
45 - 64	27.4	41.9	31.2	37.3	46.0	41.2	23.1	18.6	36.6
65 & over	7.9	6.9	7.2	4.0	16.3	17.8	4.5	5.7	16.9

Number of Jobs Held. The work histories of the job seekers, summarized in Table 3, show that frequency of job changes decreased with advancing age. A much higher proportion of those age 45 and over had held only one job in the preceding 3 years prior to their current spell of unemployment than those under age 45. The oldest group, age 65 and over, had by far the most stable record, 5 out of 6 of these job seekers having held only one job in the period. The greater employment stability of the older workers probably results from a number of factors including the accumulation of seniority rights, more settled living patterns, and perhaps, the fact that the older worker is aware that relatively fewer new job opportunities are available to him because of hiring restrictions.

Table 3. Percentage distributions of job seekers by number of jobs held in past 3 years and age group, January-February 1956

Age group	Number of jobs held				
	Total	1	2-3	4 or more	Other ^{1/}
Total	100.0	47.0	35.6	14.1	3.3
Under 45	100.0	37.9	42.0	17.5	2.6
45 & over	100.0	63.6	24.0	7.8	4.6
45 - 64	100.0	57.3	27.8	9.5	5.3
65 & over	100.0	85.3	8.0	1.8	2.2
Total	100.0	100.0	100.0	100.0	100.0
Under 45	64.7	52.2	76.2	80.6	50.9
45 & over	35.3	47.8	23.8	19.6	49.1
45 - 64	27.5	33.4	21.4	18.6	43.8
65 & over	7.9	14.4	2.4	1.0	5.3

^{1/} Includes "no job held" in past 3 years and "number of jobs not reported."

Number of Months Employed. In the Detroit area, the older worker also showed a greater amount of employment in the 3-year period and a longer duration of employment per job held. About 80 percent of the workers age 45 and over had been employed for at least 24 out of the 36 months prior to the survey, as compared with 60 percent of the workers under age 45. A close relationship between the average duration of jobs held and advancing age is also shown in the 15-year work history of the job seekers. These data show that the average duration of jobs held rises as the workers advance in age.

Duration of Unemployment. In the 3 years previous to the survey, about 45 percent of the job seekers had been unemployed for a total of 6 months or more. (See Table 4.) The younger workers, under age 45, showed about the same proportion. However, a slightly higher proportion of the job seekers age 45 to 64 had experienced 6 months or more of unemployment in the previous 36 months. Although a relatively lower proportion of the workers age 65 and over reported being unemployed 6 months or more during that period, the lower rate may reflect primarily withdrawals from the labor force of such workers when they could not find employment.

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Table 4. Percentage distributions of job seekers by duration of unemployment in last 3 years and age group, January-February 1956

Age group	Duration of unemployment			
	Total	Less than 2 months	2-5 months	6 months or more
Total	100.0	24.5	30.6	45.0
Under 45	100.0	25.8	29.4	44.7
45 & over	100.0	22.0	32.7	45.3
45 - 64	100.0	20.7	31.7	47.5
65 & over	100.0	26.3	36.2	37.5
Total	100.0	100.0	100.0	100.0
Under 45	64.7	68.3	62.2	64.5
45 & over	35.3	31.7	37.8	35.5
45 - 64	27.4	23.2	28.4	28.9
65 & over	7.9	8.5	9.4	6.6

Commuting Time Preferences. There is no significant difference between older and younger unemployed workers with respect to the amount of time willing to be spent in traveling to work. Approximately 45 percent of the job seekers were reported as willing to travel from 60 to 89 minutes one way, while less than one-fifth would travel 90 minutes or more.

B. OLDER WORKERS ON THE JOB

Older workers hold approximately their proportionate share of the jobs in the Detroit labor market. In the area, workers 45 years of age and over accounted for slightly more than one-third of the 1 million persons employed in firms covered by the Unemployment Insurance and Railroad Retirement Board programs which employ 8 or more workers. The overwhelming majority of the workers in this group were mature workers age 45 to 64. Less than 3 percent of all workers were 65 years of age and over. A substantially higher proportion of the employed men were 45 years of age and over as compared with women--37 percent and 25 percent, respectively.

Occupation, Age and Sex. Reflecting the highly industrialized character of the area, virtually one-fourth of all the employed workers were engaged in skilled and another fourth in semiskilled occupations. Of the 340,000 workers age 45 and over, almost 30 percent were engaged in skilled occupations and about 20 percent in semiskilled. Although about the same proportion of the workers 65 and over were in skilled occupations, the semiskilled proportion drops to 14 percent.

Older workers (45 and over) appear to fare best in those occupations where experience and length of work on the job are important factors. Thus, although older workers make up one-third of total employment, they account for two-fifths of the workers engaged in managerial and skilled occupations.

(See Table 5.) In these occupations the proportions employed rise with age, reaching a peak for managerial workers at 65 and over and for the skilled workers in the age group 55 to 64.

The service occupations also appear to provide better employment opportunities for older workers, the proportions of workers employed rising as age increases, with the 65 and over group showing the highest rate of employment for workers in these occupations. On the other hand, employment in professional occupations shows decreasing proportions with age, partly because in general older workers have less formal education than younger workers and because of the relatively recent expansion in the use of professional personnel in industry. Over two-thirds of the workers in this occupation were 25 to 34, while this age group accounted for only about 27 percent of total employment.

Table 5. Percentage distribution of employment by occupational group, sex, and age group, June 1955

Sex and age group	Occupational group								
	Total	Professional	Managerial	Clerical	Sales	Service	Skilled	Semi-skilled	Unskilled
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Men	76.7	91.6	88.0	39.5	54.2	51.3	97.0	83.4	82.2
Women	23.3	8.4	12.0	60.5	45.8	48.7	3.0	16.6	17.8
Under 45	66.1	73.5	55.3	74.2	69.8	57.4	57.2	69.3	70.3
45 - 64	31.4	24.6	39.6	23.8	27.4	38.6	40.0	29.3	26.9
65 & over	2.5	1.9	4.6	2.0	2.8	4.0	2.8	1.4	2.8
Men, total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	63.4	74.1	55.5	64.5	67.0	44.2	57.1	68.9	68.3
45 - 64	33.7	24.5	39.4	31.0	28.7	49.3	40.1	29.6	28.2
65 & over	2.9	1.4	5.1	4.4	4.3	6.5	2.8	1.5	3.5
Women, total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	75.0	67.1	58.3	80.5	73.1	71.4	58.7	71.3	79.8
45 - 64	24.1	26.0	40.5	19.0	25.8	27.2	39.4	28.0	20.2
65 & over	0.9	6.9	1.2	0.5	1.1	1.4	1.9	0.7	0

Some significant differences in occupational patterns were shown for men and women. While older men were concentrated in the skilled and semiskilled occupations, the older women appeared more often in clerical and sales and service occupations. Older male workers 45 and over accounted for more than one-third of the workers in skilled occupations, while only about 6 percent of the older women workers were in these occupations. Generally, the proportion of women in clerical, sales and semiskilled occupations, which is high for the younger age groups, declines with age.

Industry, Age, and Sex. Workers 45 and over were about 34 percent of all covered employees in the Detroit area, and they had slightly more of the jobs in the important manufacturing sector--because of the high ratio in durable goods plants--and in construction. They had their lowest relative share of the covered jobs in trade and transportation, communication and utilities. (See Table 6.) On the basis of their employment patterns these industries show a marked preference for younger workers. Thus, although workers under age 35 accounted for two-fifths of all the employment in the area, they represented about one-half of the total employment in those industries.

Significant differences are apparent between the industrial distributions of employment of older men and women. Almost 7 out of 10 men in the age group 45 and over were employed in manufacturing industries, less than one in every three of the women in this age group were in manufacturing. Only one in every seven women workers 65 and over was employed in manufacturing. The largest concentration of older women workers was in trade, which accounted for one-third of women 45 to 64 and 65 years of age or more. Women 45 and over also had a slightly higher proportion of the jobs in trade than they did of all industries combined. Construction, in which very few women were employed, showed a disproportionately high concentration of women 45 and over.

Table 6. Percentage Distribution of employment by industry division sex and age group

Sex and age group	Total	Con- struc- tion	Manufacturing			Trans., comm., util. Trade	Fin., ins., & R.E.	Serv- ice
			Total	Dur- able	Non- dur- able			
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Men	76.7	98.4	84.3	86.6	68.7	77.3	53.2	42.8
Women	23.3	1.6	15.7	13.4	31.3	22.7	46.8	57.2
Under 45	66.1	63.5	64.4	64.2	66.0	70.0	71.4	67.5
45 - 64	31.4	33.5	33.4	33.7	31.3	27.9	26.1	29.4
65 and over	2.5	3.0	2.2	2.1	2.7	2.1	2.5	3.1
Men, total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	63.4	63.6	62.2	62.2	62.3	66.4	68.7	51.7
45 - 64	33.7	33.5	35.2	35.4	33.9	31.0	27.4	44.1
65 and over	2.9	2.9	2.6	2.4	3.8	2.6	3.9	4.2
Women, total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	75.0	55.5	76.6	77.4	74.2	82.3	74.5	79.2
45 - 64	24.1	33.3	23.0	22.2	25.5	17.7	24.6	18.5
65 and over	.9	11.2	.4	.4	.3	0	.9	2.3

Size of Firm, Age, and Sex. In the Detroit area, there is a heavy concentration of employment in establishments employing 1,000 or more workers. They accounted for over one-half million, or 55 percent, of total covered employment in mid-1955. (Establishments with 5,000 or more workers accounted for 41 percent of the total.) The larger establishments also reported above average employment of mature workers age 45 to 64.

However, firms employing fewer than a thousand workers show a greater concentration of persons age 65 and over, presumably reflecting in large measure more rigid retirement policies and extensive pension programs in the larger firms. Except for some minor variations, workers under age 45 are fairly evenly distributed by size of firm. (See Table 7.) Among women there is a higher concentration of those age 65 and over in small firms than there is among men. Women between ages 45 to 64 also have a somewhat above average proportion of total female employment in firms of 500 to 1,000 workers.

Table 7. Percentage distribution of employment by size of firm by age group

Age group	Size of firm (number of employees)					
	Total	8-49	50-99	100-499	500-999	1000 or more
Percent of total	100.0	16.4	6.5	15.1	7.3	54.7
Total	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	66.1	68.5	67.3	68.4	66.3	64.6
45 - 64	31.5	27.8	28.3	28.5	31.7	33.7
65 & over	2.4	3.7	4.4	3.1	2.0	1.7

Size of Firm, Length of Service, and Age. The employment stability of workers 45 and over in the Detroit area is clearly evidenced by the data on length of service with their current employer. Virtually one-half of the employed workers 55 years of age and over have worked with the same employer for 15 years or more. Since the workers age 45-54 on the average have at least 10 years less work experience than those age 55 and over, they show a lower but still substantial proportion (55 percent) as having worked 15 years or more with their current employer.

The largest firms in the Detroit area appear to offer greater opportunity for stable employment. In firms employing fewer than 50 workers, only about 18 percent of the persons age 55 and over in the work force of these firms had 15 years or more of service. The proportion, however, rises consistently with the increase in the size of firm so that for the firms with 5,000 or more workers, 75 percent of the 55 and over age bracket were employed at least 15 years with the company. Similarly, for workers between ages 45 and 54 the proportion rises from one-seventh in firms of less than 50 to one-half in firms of 5,000 and over.

Although in general the chances for a worker to continue in employment with a given firm are better in larger than smaller firms, the situation is virtually reversed insofar as his chances of obtaining new employment are concerned. This condition is indicated by the fact that the proportion of workers 45 and over in firms employing 1,000 or more who were reported as having a length of service of five years or less is substantially lower than in smaller firms. Moreover, according to job orders received in the local employment offices in Detroit, the proportion of these orders having upper age restrictions rises as the size of the firm increases.

Industry, Length of Service, and Age. Relatively significant differences appear between industries in the distribution of workers by length of service and age. For the area as a whole, about 18 percent of the employed workers had service of 15 years or more with a single employer. However, this proportion is equalled or bettered only in the manufacturing industry where 23 percent of the workers were reported as staying with their current employer for at least 15 years and in the transportation, communications, and public utilities industries where 18 percent of the workers were reported with this length of service.

At the other end of the scale, the construction, trade and service industries show only between 4 and 7 percent of the workers having at least 15 years of service with their present employer. The manufacturing and transportation, communications, and public utilities industries also show a concentration of workers 45 and over with at least 15 years of service. In both of these industries about 40 percent of those age 45 to 54 and 60 percent of the workers 55 and over have been working for the same employer for at least 15 years. A noticeable concentration of workers of this length of service is also reported in the finance, insurance, and real estate industry division.

In the remaining industries the pattern is more mixed, with the construction industry showing the major proportion of the workers age 45 and over as having between 5 to 14 years of service. In trade, although the proportion of persons age 45 and over is above average in the 15-year or more category, there is also a large proportion of workers of these ages with between 5 and 14 years of service.

Except for the construction and service industries, it appeared that workers age 45 and over faced difficulties in obtaining jobs with a new employer once they lose their present job. In the construction industry, where workers over 45 represent about 36 percent of the work force, they accounted for about 30 percent of all workers with less than one year of service in this industry. In the service industry about one-fourth of the workers who had less than a year of employment with their present employer were age 45 and over, while in the industry as a whole about one-third of the workers were age 45 and over. In sharp contrast, in the finance, insurance, and real estate industries about one-half of the workers with less than one year of service were under age 25 and more than three-fourths were under age 45. However, of the total employment in this industry only 25 percent were under age 25 and about two-

thirds were under age 45. Similar, though less striking, differences were shown for all the remaining industries.

Pension Plans and Employment Patterns. Pension plans are well established among employers in the Detroit area. Approximately 80 percent of the almost 800,000 workers in establishments employing 50 or more workers and covered by the Unemployment Insurance or Railroad Retirement Board programs participate in some form of pension plan. Moreover, of the 675,000 workers covered by pension plans, 550,000, or four-fifths of the workers, are employed in establishments with 1,000 or more workers. In these establishments only 11,000 workers are not covered by some type of pension plan. This almost universal coverage of workers in the large plants makes it difficult to determine clearly the effects of pension plans, per se, since some of the differences may reflect primarily factors more closely related to size of firm than to pension plan programs.

Except possibly for workers age 65 and over, the existence of pension plans does not appear to have any significant effect on the employment of older workers, although the proportion of covered workers between ages 45 and 64 is somewhat higher than the proportion of those workers not covered. (See Table 8.) In manufacturing and trade, the workers age 45-64 constitute similar proportions in both groups of workers--those covered and those not covered by pension plans. However, in finance, insurance, and real estate, and transportation, communications, and public utilities industries, workers age 45 and over comprise 50 percent of the employment of the group without pension plans and only about 30 percent of the workers under pension programs.

Table 8. Percentage distribution of employment by pension plan coverage in firms of 50 or more, principal industry, and age

Age group	Total employment			Manufacturing		Transportation, comm. and util.	
	All	Covered	Non-covered	Covered	Non-covered	covered	Non-covered
Percent of total	100.0	80.0	20.0	62.2	8.9	6.5	0.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	65.5	65.0	67.6	63.6	68.7	71.6	49.0
45 & over	34.5	35.0	32.4	36.4	31.3	28.4	51.0
45 - 64	32.3	33.1	29.0	34.6	27.6	26.5	45.3
65 & over	2.2	1.9	3.4	1.8	3.7	1.9	5.7

Except for the construction and service industry groups, a majority of the workers in each industry division are covered by pension programs, the proportion ranging from about 60 percent in trade to 94 percent in the transportation, communication, and public utilities.

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Within the manufacturing industry pension plans were much more prevalent in the durable goods than in the nondurable goods industries--90 percent as compared with 64 percent, respectively.

A higher proportion of the men than of the women were employed in jobs covered by pension plans. While 80 percent of the men were employed in such jobs, the proportion for women was about 70 percent. However, this, in large measure, may reflect the fact that a relatively smaller proportion of women are employed in the larger establishments than in the smaller firms.

Broad pension plan coverage of workers by occupation is also shown in the Detroit area. Equal proportions (approximately 80 percent) of the workers surveyed who were engaged in the professional and managerial, clerical and sales, and production and maintenance occupations participate in some type of pension program.

C. COMPARISON OF THE CHARACTERISTICS OF EMPLOYED AND UNEMPLOYED OLDER WORKERS

The comparisons of the employed and unemployed by age shown in Tables 9 and 10 indicate that the incidence of unemployment for workers age 45-64 in Detroit is lower than for younger workers. The former represent 31.4 percent of the employed and only 27.4 percent of the unemployed. The situation is notably reversed for those age 65 and over. Although the group accounts for 2.5 percent of the employed, they represent almost 8 percent of the job seekers.

Occupation, Age, and Sex. However, when compared by occupation and industry some significant differences from the over-all pattern are shown between the distribution of unemployed and employed workers age 45 and over. Older workers have a higher proportion of unemployment than of employment in all occupational groups except semiskilled and unskilled. (See Table 9.) This general pattern obtains for both men and women.

Table 9. Percentage distributions of employed and unemployed workers by age group and occupation

Occupational group	Employed 1/					Unemployed 2/				
	Total	Under 45	45 and over			Total	Under 45	45 and over		
			Total	45-64	65 & over			Total	45-64	65 & over
Percent of total	<u>100.0</u>	66.1	33.9	31.4	2.5	<u>100.0</u>	64.7	35.3	27.4	7.9
Total, all occupations	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Prof. & mgr'l.	10.3	10.3	10.5	10.3	13.2	1.5	1.2	2.1	2.3	1.3
Clerical	14.5	16.3	11.0	10.9	12.1	5.9	5.6	6.4	6.7	5.4
Sales	6.7	7.0	5.9	5.8	7.7	2.7	2.4	3.1	3.6	1.3
Service	6.8	5.9	8.5	8.3	11.3	7.4	4.3	13.0	12.4	15.2
Skilled	23.9	20.7	30.2	30.5	27.0	14.1	8.9	23.5	21.2	31.7
Semiskilled	25.2	26.4	22.8	23.5	14.0	39.7	44.5	31.1	33.5	22.8
Unskilled 3/	12.6	13.3	11.0	10.7	14.7	28.7	33.0	20.7	18.9	22.3

1/ June 1955

2/ Weekly average, January-February 1956

3/ Includes "Other"

One of the sharpest differences observed is for skilled occupations, where about 60 percent of the unemployed are age 45 and over, while workers in this age group account for about 43 percent of all skilled workers employed. (See Tables 2 and 5.) In direct contrast, unemployed workers age 45 and over with semiskilled and unskilled backgrounds represent a lower proportion of unemployment than of employment.

Industry, Age, and Sex. By industry of attachment, the rate of unemployment of older workers age 45 and over was higher than for younger workers in all industry categories except manufacturing. The relatively highest rate of unemployment among older workers was shown for those previously employed in the finance, insurance and real estate, and service industries. In these two industries, the same general pattern is shown for men as for women. (See Tables 1 and 6.)

In manufacturing, workers between age 45 and 64 represent a smaller proportion of the unemployed than of the employed. Workers 65 years of age and over, on the other hand, account for about 8 percent of the unemployed previously employed in manufacturing, but only 2 percent of the employment.

Table 10. Percentage distributions of employed and unemployed workers by age group and industry division

Industry division	Employed ^{1/}					Unemployed ^{2/}				
	45 and over					45 and over				
	Total	Under 45	Total	45-64	65 & over	Total	Under 45	Total	45-64	65 & over
Percent of total	100.0	66.1	33.9	31.4	2.5	100.0	64.7	35.3	27.4	7.9
Total, all industries	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Construction	3.8	3.6	4.0	4.1	4.7	15.7	14.4	18.1	18.2	17.9
Manufacturing	64.2	62.6	68.1	67.3	57.9	60.1	64.1	52.7	50.1	61.6
Durable	56.0	54.4	59.9	59.1	48.8	53.3	57.4	45.8	43.2	54.9
Nondurable	8.2	8.2	8.2	8.2	9.1	6.7	6.7	6.9	7.0	6.7
Trans., comm., & util.	6.6	7.0	5.9	5.8	5.5	3.7	3.6	3.8	4.4	1.8
Trade	15.9	17.2	13.2	13.4	16.3	10.3	9.8	11.1	12.5	6.3
Fin., ins., & R.E.	2.6	2.7	2.5	2.5	3.3	1.1	.7	1.7	1.3	3.1
Service ^{3/}	6.8	6.8	6.4	6.8	12.4	9.2	7.4	12.6	13.6	9.3

^{1/} June 1955^{2/} Weekly average, January-February 1956^{3/} Includes "Other"Comparison of Matched Samples of Employed and Unemployed Workers

Education Differences. In a comparison of work experience over a period of 15 years by means of small samples, matched by occupation, age, and sex, unemployed and employed older workers showed differing degrees of educational attainment. The employed group had somewhat more schooling than the unemployed.

Unemployment Experience. The unemployed workers age 45 and over on the average changed employers a greater number of times during the previous 15 years than the employed workers of the same age, sex, and occupation. As a result, the average duration of the jobs held by the unemployed was much shorter than those held by the employed.

In addition, both the average duration and number of separate periods of unemployment over the past 15 years for the workers currently unemployed was greater than for the matched group of currently employed persons.

Number of Geographic Locations. In general, little difference in geographic mobility is shown between the employed and unemployed. About 20 percent of the workers in each group changed their geographic location of employment in the past 15 years.

D. AGE FACTORS IN LABOR TURNOVER

In the Detroit area, the chances of obtaining jobs are not as good for older workers as they are for younger workers. Annual hiring rates show a noticeable and consistent decline with increasing age. For young workers under 25, the annual hiring rate was equivalent to 100 percent of the employment for this age group. It declined consistently to a rate of 12 workers per hundred for persons 55 years of age and over. As clearly shown in Table 11, hiring (predominantly new hires) of workers under age 45 was exceptionally high in relation to their employment in the area.

As in the case of hires, a close relationship between age and separation rates is also apparent in the Detroit area. Partially offsetting the older workers' disadvantage in hiring rates is the fact that separation rates also decline with age, with the annual total separation rate for workers 45 and over considerably lower than for those under age 45.

Voluntary quits bulk much larger proportionately among the separations of workers under age 45 than of those age 45-64. For the latter group, layoffs are a more significant factor.

Table 11. Percentage distribution of hires and separations 12 months ending June 30, 1955, and employment, June 1955, by principal industry and age group

Industry and age	Total employment June 1955	Hires		Separations		
		Total	New	Total	Quits	Layoffs
Total	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	66.1	85.2	87.0	82.0	86.8	78.7
45 - 64	31.5	14.0	12.4	14.3	11.3	19.6
65 & over	2.4	0.7	0.5	3.5	1.8	1.7
Manufacturing	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	64.5	86.2	89.7	80.9	86.9	75.9
45 - 64	33.3	13.3	10.1	14.4	11.1	21.9
65 & over	2.2	0.6	0.2	4.6	2.0	2.2
Transportation, communica- tions and public utilities	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	70.0	91.2	91.9	91.9	92.4	94.3
45 - 64	28.0	8.9	8.1	7.6	7.6	5.7
65 & over	2.0	--	--	0.5	--	--

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Among workers age 65 and over, a high annual separation rate results mainly from retirements and deaths, which accounted for 50 percent of the separations reported for the workers in that age group.

Although hires of younger workers were greater in proportion to their employment than hires of older workers in all industry groups, differences occurred in individual industries. In the construction and trade industry groups, there appeared to be fewer restrictions on the hiring of older workers. In these industries, the disparity between the hiring rates for younger and older workers tended to be narrower than in any of the others. In the finance, insurance, and real estate, and transportation, communications, and public utilities industries, not only were hires of workers between 45 and 64 relatively low, but no hires at all were made of workers age 65 and over. On the other hand, separations of workers in these ages were also quite low. The older workers fared somewhat better in the manufacturing industries, primarily, however, as a result of rehires of previous employees.

No unusual differences between the labor turnover patterns of men and women showed up, except in the construction industry where employment of women is negligible.

Employer hiring preference for younger workers is also apparent in all broad occupational groups, though there is some difference in the degree of preference in certain occupations. Relative to their employment, workers age 45 and over have the greatest employment opportunities in the sales and service occupations and, to a somewhat lesser degree, in the skilled occupations. New job prospects are least favorable for older workers in the professional, managerial, and clerical occupational groups. In the unskilled and semi-skilled occupations relatively significant hires are reported for workers between the ages of 45 to 54. The annual hiring rate for such workers age 55 and over, however, dropped sharply.

New job opportunities for older workers appear to be relatively better in smaller firms. The annual hiring rate of workers age 45 and over decreases as the firms become larger. These restrictions by size of firm are even more marked for workers age 65 years of age and over in firms employing 500 or more workers. In these firms, hiring of such workers is apparently restricted primarily to former employees.

Both the annual hiring rates and separation rates for workers covered by some type of pension program were consistently lower than the corresponding rates for workers not covered by such programs. This relationship held for both younger and older workers. However, there is some tendency for employers to hire a lower proportion of workers age 45 and over in jobs covered by pension plans than in jobs without pension protection.

Among workers hired for jobs not covered by pensions, about 16 percent were age 45 and over. By comparison, of all the hires of workers in jobs covered by pension programs, 13 percent were of persons age 45 and over. However, as

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indicated in the table below, there was little difference in the proportions of workers age 45 and over employed in jobs covered and not covered by pension plans.

	Workers covered by pension plans (percent)	Workers not covered by pension plans (percent)
Employment		
Under 45	65	68
45 and over	35	32
Hires		
Under 45	87	84
45 and over	13	16

A pattern similar to that prevailing for the area as a whole is shown by each major industry division except trade. The turnover data for trade are, of course, affected by the large-scale temporary expansion of employment in such seasons as Christmas and Easter. The most marked difference between the hires and separation rates for workers covered and not covered by pension plans was in the transportation, communications, and public utilities industries. In these industries, the annual separation rate for workers not covered by pension plans was more than three-fourths greater than the rate for workers under such plans. Similarly, the hiring rate for workers without pension programs was two-thirds greater than for workers under such programs.

Chapter VII. Los Angeles, California

SUMMARY

The older worker in Los Angeles has to meet strong competition in finding a job, especially in the attractive, dynamic growth industries--aircraft, electronics, metals, automobile assembly. The constant addition to the Los Angeles labor supply of a flow of younger workers from other parts of the country has continued to fill the demands of expanding establishments, partly at the expense of resident older job seekers.

This survey points up the fact that older workers--especially those 55 years of age and over--do not get full consideration in hiring. Expanding firms tend to grow largely by increasing their employment of younger workers. This is true in spite of the demonstrated greater job stability of the more mature part of the labor supply.

When the impact of the younger immigrant in relation to growth industries is removed from the analysis of the Los Angeles labor market picture, several usually prevalent patterns emerge. Older workers tend to concentrate their employment in the retail trade and service industries, and in construction. Women--nearly half in clerical occupations--show a pattern of labor force withdrawal and re-entry related to the timing of family formation and growth. Professional women are significantly older than professional men, while the reverse is true in service jobs.

An older worker was likely to have a longer period of employment on his last job than a younger worker. When he is unemployed, however, the older worker stays out of work longer. The study reveals that though the older worker has more difficulty in finding a job, especially with a larger firm, once he obtains employment, he is more apt to remain on the job for longer periods. He likewise has a better chance of finding work in an establishment without private pension coverage than he does where such coverage prevails. If, however, he does secure a job with pension plan coverage, he is less likely to separate from it, especially if in the larger firms.

The older the worker, the more likely he is to stay in the same occupation, unless he is a clerical or service worker aged 55 to 64. Persons 45 and over comprised slightly more of the unemployed in Los Angeles than they did of the employed. However, the reverse relationship prevailed for persons 45 to 64 years of age, who represented a somewhat higher proportion of the employed than of the job seekers because of the favorable situation in the 45 to 54 age bracket. The unemployed ratio for workers 55 to 64 years of age and the relative incidence of unemployment was substantially higher in the 65 and over age group.

LABOR MARKET BACKGROUND

The Los Angeles-Long Beach labor market area includes all of Los Angeles and Orange counties in southwestern California.^{1/} In 1950, the area had a population of 4,367,900, making it the third largest metropolitan area in the United

^{1/} The Older Worker Study covers Los Angeles County only.

States. The population increased about 50 percent between 1940 and 1950 and about 30 percent from 1950 to 1956, reflecting the long-sustained heavy immigration into the area.

A relatively large proportion--nearly 36 percent--of the area's 1,990,000 nonfarm wage and salary workers were engaged in manufacturing in January 1956. Aircraft is the dominant factory industry, with 197,400 workers, or one-fourth of the national total engaged in aircraft production. Other important manufacturing industries are electrical and nonelectrical machinery, fabricated metals, food products, and apparel. Trade, with 436,000 workers, and service, with 355,600 are the leading nonmanufacturing industries. About 35,000 workers in the service group are employed in the world-famous Hollywood motion picture studios.

Table A. Nonagricultural employment, by industry division
Los Angeles-Long Beach Area, California
January 1956

Industry division	Nonagricultural employment of wage and salary workers - January 1956 (est.)				
	Total			Women	
	Number	% of total	% change from March 1955	Number	% of total
Total	1,985,700	100.0	+ 3.9	647,300	32.6
Construction	121,000	6.1	- 1.9	6,100	5.0
Manufacturing, total	708,300	35.7	+ 4.4	183,500	25.9
Transportation, communications, and utilities	143,400	7.2	+ 5.2	35,800	25.0
Trade	436,000	22.0	+ 4.8	168,800	38.7
Finance, insurance, and real estate	92,800	4.7	+ 4.9	51,200	55.2
Service	355,600	17.9	+ 4.4	169,700	47.7
Government	108,200	5.4	+ .4	29,500	27.3
Other	20,400	1.0	+ 2.5	2,700	13.2

Women comprise about a third of all nonfarm workers and over a fourth of those in manufacturing. Large numbers of women are employed in service, retail trade, finance, insurance, and real estate, and transportation, communications, and utilities.

Aided by heavy immigration, the labor supply in the Los Angeles area has been able to keep pace with a rapid growth in nonfarm employment during most of the 5 years ending with 1955. Following 5 years of moderate labor surplus, unemployment has declined and a slight shortage has developed in the area. Shortages of aircraft and electrical equipment production workers, particularly

in skilled, technical and professional fields, and of secretaries, stenographers and other clerical help, have characterized the area for some time. Teachers, registered nurses, social workers and others in occupations requiring college training are also in short supply. Seasonal fluctuations characterize apparel, food processing, and fishing, construction and trade.

In January 1956, an estimated 73,200 persons, 3.1 percent of the labor force, were unemployed in the Los Angeles area. Food packers and canners and workers from the trade, apparel, and motion picture industries were among the principal surplus groups. Unemployed women constituted about 38 percent of all job seekers in January, as compared to 33 percent in November 1955, and 42 percent in October. In January, about a fourth of all job seekers in the area were in professional, managerial, clerical or sales categories, another fourth were unskilled and entry workers, about a fifth were skilled, and about a fifth were semiskilled.

A. CHARACTERISTICS OF OLDER JOB SEEKERS

Summary

Job seekers 45 and over in Los Angeles, who represented nearly one-third of the survey period average of 45,700, were likely to have had longer periods of employment on their last jobs than younger workers but the older applicants were out of work longer. For the job seekers as a whole, three out of five were men. About 36 percent of the men were age 45 or over, while three out of ten of the women were in this age bracket. Job seekers 45 years of age or over were more likely to be nonveterans, to have less education than younger workers but to change jobs less often.

Male applicants were subject to more frequent spells of unemployment and were unemployed for longer periods at a time than were women applicants. Men tended to change jobs more often and to earn substantially more than women. A higher proportion of women left the labor force and for longer periods.

Education

Older job seekers lacked the educational attainment of younger ones. Of those 45 years of age and over, slightly less than half had not gone beyond an eighth grade education. Among those under 45 years of age, however, three out of five had attended high school. Only one out of ten unemployed older workers had attended college for at least 1 year but twice that proportion of the younger job seekers had similar records.

Number of Dependents

Over half of all job seekers (two-thirds of the men and two-fifths of the women) had dependents. Only one out of five of the men 45 years of age and over had two or more dependents as compared with twice that proportion of men under 45 years of age. The pattern was reversed for women as one-fourth of them who were 45 years of age and over had dependents compared with less than half of that proportion among the younger women applicants.

Industry of Last Attachment

Manufacturing, trade and service had employed more than four out of every five of the job seekers surveyed, as shown in the table below. However, the manufacturing industries tended to employ proportionately smaller numbers of workers ranging from 45 to 64 years of age, than trade, service, finance, insurance, and real estate industries.

Table 1. Percentage distributions of job seekers by industry of last attachment and age group, January-February 1956

Age group	Industry of last attachment									
	Manufacturing					Trans., comm., util.	Trade	Fin., ins., & R.E.	Serv- ice	Other ^{1/}
	Total	Con- struc- tion	Total	Dur- able	Non- dur- able					
Total	100.0	6.7	42.0	13.8	28.2	3.1	21.8	2.5	21.7	2.2
Under 45	100.0	5.3	44.1	14.5	29.6	3.4	21.4	2.1	21.4	2.3
45 & over	100.0	9.6	37.6	12.3	25.3	2.3	22.6	3.5	22.4	1.9
45 - 64	100.0	9.0	36.8	11.9	24.9	2.4	23.3	3.2	23.1	2.1
65 & over	100.0	12.4	41.2	14.1	27.1	1.9	19.5	4.8	19.0	1.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	67.3	52.8	70.7	70.8	70.6	75.2	66.0	54.7	66.2	71.2
45 & over	32.7	47.2	29.3	29.2	29.4	24.8	34.0	45.3	33.8	28.8
45 - 64	26.6	36.0	23.4	23.0	23.6	21.1	28.6	33.8	28.5	25.5
65 & over	6.1	11.2	5.9	6.2	5.8	3.7	5.4	11.5	5.3	3.3

^{1/} Includes government, miscellaneous, and industry not reported

About one-third of the males last worked in manufacturing industries, fairly evenly divided between durable and nondurable goods. On the other hand, 55 percent of all the unemployed women had last been employed in manufacturing with 46 percent in nondurable and less than 10 percent in durable goods production. The age and sex patterns present opposite pictures as between these two segments of factory unemployment. Men in nondurable manufacturing appeared to experience proportionately heavier unemployment when age 55 and over, whereas women in such factories had proportionately greater unemployment among those under age 45. In durable goods manufactures, men under age 35 experienced relatively higher rates of unemployment than older workers while for women higher proportions were found between the ages of 35 and 55.

The proportion of jobless men last employed in construction tends to increase with age, whereas in trade, the reverse is true. Service industries represented the industry of last attachment for one out of five unemployed workers, with some increase in the proportion with age up to age 65.

Most Recent Occupation

Three out of five job seekers had last worked in a skilled, semiskilled or unskilled occupation. The proportion of unemployed in skilled occupations increased as workers passed the age of 45. It was most marked in the age group 65 and over, being almost two-thirds again higher than the proportion in the 45-54 age group and almost twice the proportion of those age 65 in any other occupational category. The 45 and over age group constituted almost one-half of the total number of skilled job seekers and slightly less (45 percent) of those last employed in sales occupations. (See Table 2.)

Handicaps

About 15 percent of the job seekers had physical handicaps, 18 percent of the men compared with 10 percent of the women. The proportion having handicaps among those 45 years or older was almost twice as great as among those under 45.

Race

About three-quarters of the men looking for work and two-thirds of the women were white. The nonwhite proportion was highest for the youngest age group and declined rapidly as age increased. For example, more than half of the unemployed women under 25 were nonwhite but only one out of ten of those 65 and over.

Table 2. Percentage distributions of job seekers by most recent occupation and age group, January-February 1956

Age group	Most recent occupation								
	All occupations	Prof. & agr'l.	Clerical	Sales	Service	Skilled	Semi-skilled	Unskilled	Other
Total	100.0	12.6	9.8	5.0	12.2	13.7	28.0	18.1	0.3
Under 45	100.0	13.5	10.6	4.1	11.4	10.2	28.7	20.7	0.3
45 & over	100.0	10.9	8.2	7.0	12.9	20.9	26.8	12.8	0.5
45 - 64	100.0	10.8	8.7	7.1	14.1	18.8	27.0	13.1	0.5
55 - 64	100.0	12.2	8.3	8.1	13.1	20.4	25.3	12.4	0.2
65 & over	100.0	11.2	6.1	6.6	7.2	30.9	26.3	11.4	0.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	67.3	72.1	72.7	54.6	62.7	50.4	68.9	77.1	60.9
45 & over	32.7	27.9	27.3	45.4	37.3	49.6	31.1	22.9	39.1
45 - 64	26.6	22.9	23.7	37.9	30.8	36.7	25.7	19.3	39.1
55 - 64	13.3	12.9	11.4	21.6	14.3	19.8	12.0	9.1	8.7
65 & over	6.1	5.0	3.6	7.5	6.5	12.9	5.4	3.6	0.0

Number of Months Employed

More than half of all job seekers had lost at least 6 months of work during the past 3 years, and the only groups having a better-than-average record in this respect were men in the ages 25 to 44, women 35 to 44, and women 65 and over. By this measure, the group with the least favorable experience (excepting workers under age 25) were men 55 to 64, only two-fifths of whom had 30 or more months of employment in the previous 3 years.

Number of Jobs Held

A greater proportion of the job seekers age 45 and over held only one job in the past 3 years than had those under age 45. This proportion increased significantly with age, being half as high again for those age 65 and over as compared with the age group 45-54 and almost twice as high as those under age 45. In addition to greater stability, the difficulty older workers face in obtaining employment undoubtedly contributes to this situation. (See Table 3.)

Industry and Gross Weekly Pay

Older job seekers had fared better in terms of pay than younger job seekers for each industry group, primarily because of their generally higher skill classifications, greater experience, and seniority on the job. Of the job seekers 45 and over, 40 percent had received \$80 or more per week on their last job, compared with 31 percent of those under 45.

Table 3. Percentage distributions of job seekers by number of jobs held in last 3 years and age group, January-February 1956

Age group	Number of jobs held				
	Total	1	2-3	4 or more	Other ^{1/}
Total	100.0	25.6	39.3	27.3	7.8
Under 45	100.0	22.8	39.9	29.3	8.0
45 & over	100.0	31.3	37.7	23.6	7.4
45 - 64	100.0	28.6	38.4	25.6	7.4
55 - 64	100.0	32.3	38.7	21.2	7.8
65 & over	100.0	43.3	34.9	14.7	7.1
Total	100.0	100.0	100.0	100.0	100.0
Under 45	87.3	59.9	68.5	71.8	68.9
45 & over	32.7	40.1	31.5	28.2	31.1
45 - 64	26.6	29.8	26.1	24.9	25.6
55 - 64	13.3	16.8	13.2	10.3	13.5
65 & over	6.1	10.3	5.4	3.2	5.6

^{1/} Includes "no job held" in past 3 years and "number of jobs not reported"

Duration of Unemployment

For both unemployed men and women, with the exception of those under age 25, there was a tendency for the amount of unemployment in the previous 3 years to be greater with increased age. While over one-third of all job seekers had been unemployed for at least 6 months in that period, 43.5 percent of those 45 and over had experienced that much unemployment.

Table 4. Percentage distributions of job seekers by duration of unemployment in last 3 years and age group, January-February 1956

Age group	Duration of unemployment			
	Total	Less than 2 months	2-5 months	6 months or more
Total	100.0	31.9	33.2	34.9
Under 45	100.0	33.8	35.3	30.8
45 & over	100.0	27.8	28.7	43.5
45 - 64	100.0	27.4	28.1	44.5
55 - 64	100.0	27.0	27.5	45.5
65 & over	100.0	29.4	31.2	39.5
Total	100.0	100.0	100.0	100.0
Under 45	87.3	71.5	71.7	59.3
45 & over	32.7	28.5	28.3	40.7
45 - 64	26.6	22.9	22.5	33.8
55 - 64	13.2	11.1	10.9	17.1
65 & over	6.1	5.6	5.7	6.9

There was also a noticeable tendency for the duration of the current spell of unemployment to increase with age. The proportion of those age 45-54 who had been out of work for at least 3 months was only slightly higher than the all-ages average. It, however, increased noticeably in the next age interval 55-64 and reached a very much higher proportion for the age 65 and over.

Table 4a. Percent of job seekers with current spell of unemployment of 3 months or more, by industry of last attachment and age group, January-February 1956

Industry	Age group			
	Total	45-54	55-64	65 & over
<u>All industries</u>	<u>23.3%</u>	<u>25.5%</u>	<u>30.5%</u>	<u>37.1%</u>
Construction	16.0	15.7	16.6	41.3
Manufacturing	25.2	26.7	32.6	37.6
Transportation, communi- cations, and utilities	13.7	18.1	30.4	62.5
Trade	23.6	25.5	29.2	44.9
Finance, insurance, and real estate	27.4	35.3	35.9	35.1
Service	21.1	24.5	35.1	22.0
Government	34.9	64.7	16.7	0.0

Education as a Factor in Unemployment Duration

The job seekers 45 years of age and over who had been out of work for 6 months or more during the 3-year period tended to have a lower level of education than those who had been unemployed for shorter periods. The variation in amount of unemployment with level of education among those 45 years of age and over was minor, however, compared to the much greater difference in the level of education between the entire group under age 45 and that 45 years of age and over.

Mobility

The relative stability of the older worker is indicated by the fact that, generally, the older age group has relatively higher numbers of job seekers whose most recent occupation was the same as the occupation of the longest job they had ever held. These percentages increased as age advanced for those in skilled, semiskilled and unskilled occupations and to a slightly lesser degree for those in professional and managerial and sales occupations. However, the data also shows some occupational transfers by older workers. Among those

55 to 64 years of age, the unemployed clerical and service workers did the greatest amount of occupational shifting; these groups have lower percentages of workers with the same occupation for last job and longest job ever held than similar workers in the 45 to 54 age group.

For two out of three of the job seekers 45 years of age and over, the industry division of last attachment was the same as the industry division of the longest job ever held. This proportion tends to increase with the age of the unemployed, primarily in the finance, insurance and real estate and trade industries and to a less marked degree in manufacturing and service. A greater degree of industry shifting was found among the unemployed age 65 and over moving from the construction industry and government employment to other major industries.

Only about one-half of the job seekers 45 years of age or older had all of their employment in the last 15 years in the Los Angeles area. This points up the significance of immigration patterns into the Los Angeles area in the past 15 years. Men, regardless of age, have changed the location of their employment more frequently than women.

B. OLDER WORKERS ON THE JOB

Of the 1,440,000 workers in Los Angeles establishments covered by the survey, 32 percent were 45 years old and over, contrasted with 42 percent in the similar age group in the Philadelphia area. Paced by a three-fold increase in the factory work force, total nonfarm employment more than doubled in the Los Angeles labor market area in the period from 1940 to 1955. Most of this tremendous expansion was accomplished by the use of an immigrant labor supply. Since such workers tend to be largely in the younger age groups, the comparatively lower percentage 45 years of age and over in this area becomes understandable.

Occupation, Age and Sex

About seven out of ten of the Los Angeles work force studied were men. While one-third of the men were age 45 and over, only 28 percent of the women were in this age bracket (Table 5).

Despite the fact that workers 45 and over account for a relatively lower share of all employed in Los Angeles, more of these workers than of the younger workers, as in the case of the seven areas combined, are employed in professional and managerial, sales, service, and skilled occupations. However, the difference was relatively smaller in Los Angeles in the skilled category than in the other occupational groups; while over one-fourth of the workers 45 and over were in this group, the ratio was a close 23 percent for younger workers. In service occupations, on the other hand, the difference was much sharper, with nearly twice as many of the older workers (8.4 percent) as of the younger workers (4.8 percent) in this category.

Table 5. Percentage distribution of employment by occupational group, sex, and age group, March 1955

Sex and age group	Occupational group								
	Total	Pro- fes- sional	Mana- gerial	Cleri- cal	Sales	Serv- ice	Skilled	Semi- skilled	Un- skilled
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Men	70.7	87.0	84.8	30.9	67.6	62.1	93.3	72.7	73.8
Women	29.3	13.0	15.2	69.1	32.4	37.9	6.7	27.3	26.2
Under 45	68.0	71.2	53.2	76.4	62.7	54.8	65.6	72.4	68.5
45 & over	32.0	28.8	46.8	23.6	37.3	45.2	34.4	27.6	31.5
45 - 64	29.2	26.2	42.9	21.8	34.6	38.4	31.9	25.5	28.2
55 - 64	9.6	9.0	15.9	7.4	12.2	17.6	8.6	8.4	8.5
65 & over	2.8	2.6	3.9	1.8	2.7	6.8	2.5	2.1	3.3
Men, total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	66.5	72.8	53.5	73.0	64.5	47.8	65.0	73.8	67.7
45 & over	33.5	27.2	46.5	27.0	35.5	52.2	35.0	26.2	32.3
45 - 64	30.2	25.1	42.0	24.1	31.9	42.8	32.5	23.9	28.2
55-64	10.0	8.4	15.8	9.8	10.6	21.1	8.9	7.6	9.1
65 & over	3.3	2.1	4.5	2.9	3.6	9.4	2.5	2.3	4.1
Women, total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	71.6	60.5	51.8	77.8	59.1	66.4	74.1	68.7	70.9
45 & over	28.4	39.5	48.2	22.2	40.9	33.6	25.9	31.3	29.1
45 - 64	26.8	33.6	47.5	20.8	40.0	31.1	23.3	29.9	28.2
55-64	8.7	13.2	16.3	6.4	15.5	11.7	4.0	10.8	6.9
65 & over	1.6	5.9	.7	1.4	.9	2.5	2.6	1.4	.9

With only 32 percent of all jobs, workers 45 and over had 45 percent of the service jobs and an even higher proportion (47 percent) of the managerial posts in Los Angeles. They had their lowest relative share (24 percent) in the clerical field.

Age and employment patterns also differed between the sexes. While women 45 and over represented 28 percent of the total number of women in all occupations, the ratio was considerably higher in sales and professional work as well as in the smaller managerial field.

Industry, Age, and Sex

Manufacturing industries in the Los Angeles survey accounted for almost half (46 percent) of total employment. Durable goods production predominated, representing one-third of the area's employment total; 13 percent of the workers were in nondurable goods manufacturing.

Table 6. Percentage distribution of employment by industry division, sex and age group

Age and sex	Industry								
	Manufacturing					Trans.,		Fin.,	
	Total	Con- struc- tion	Total	Dur- able	Non- dur- able	comm., util.	Trade	ins., & R.E.	Serv- ice
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Men	70.9	96.3	75.0	78.5	65.8	69.0	65.5	45.8	62.5
Women	29.1	3.7	25.0	21.5	34.2	31.0	34.5	54.2	37.5
Under 45	68.0	61.2	70.7	73.1	64.5	72.6	65.2	73.5	61.8
45 & over	32.0	38.8	29.3	26.9	35.5	27.4	34.8	26.5	38.2
45 - 64	29.2	34.6	27.2	25.0	32.8	26.3	31.7	24.0	33.3
65 & over	2.8	4.2	2.1	1.9	2.7	1.1	3.1	2.5	4.9
Men, total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	66.5	61.3	69.9	71.9	63.8	67.8	64.2	66.2	59.4
45 & over	33.5	38.7	30.1	28.1	36.2	32.2	35.8	33.8	40.6
45 - 64	30.2	34.5	27.7	25.9	33.1	30.5	32.1	29.3	34.4
65 & over	3.3	4.2	2.4	2.2	3.1	1.7	3.7	4.5	6.2
Women, total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	71.6	58.7	73.0	77.3	65.7	83.1	67.3	79.8	65.8
45 & over	28.4	41.3	27.0	22.7	34.3	16.9	32.7	20.2	34.2
45 - 64	26.8	37.0	25.7	21.9	32.2	16.9	30.7	19.5	31.3
65 & over	1.6	4.3	1.3	.8	2.1	0.0	2.0	.7	2.9

It is apparent that the durable goods industries in Los Angeles--primarily metals, machinery and transportation equipment--which have expanded tremendously in the post-war period, have not used older workers to the same degree that other industries have. Only 27 percent of the employees in these industries were 45 and over, compared with 35.5 percent in non-durable goods plants and 32.0 percent in all industries combined. Industry divisions with the highest proportions of workers 45 and over were construction (38.8 percent) and service (38.2 percent). (See Table 6.)

In finance, insurance, and real estate, transportation, communications, and public utilities, one out of three males employed was age 45 and over--comparable to the over-all area ratio for males. Females in these two industry divisions average younger than in any other industry groups, with less than 1 out of five over age 44 and over one-third under age 25.

Size of Firm, Age, and Sex

Based on the age patterns of employment by size of firm, the older worker in Los Angeles has a better opportunity in relatively smaller firms. Workers 45 and over had only 27.0 percent of the jobs in establishments with 1,000 or more workers, compared with the all-establishment average of 32.0 percent. For men, the companies having fewer than 500 workers employ somewhat more than the average percentage of those age 45 and over. Women age 45 and over are found more often in firms employing fewer than 100. The oldest workers (65 and over) have about a 20 percent greater chance of being employed with firms under 500 in size.

The very largest companies--those having over 5,000 workers--had only about one out of every four of their male work force in the 45 and over age group, compared with the one-third proportion for all firms. Older women comprise an even smaller proportion in these firms--about 21 percent, compared with 28 percent in the over-all. (See Table 7)

Industry, Length of Service and Age

Workers with comparatively short lengths of service on their present job tend to be concentrated in the younger age groups and those with longer tenure in the older age groups. This undoubtedly reflects in part the fact that the younger workers have usually not been in the labor force long enough to accumulate seniority to the same extent as older workers.

Table 7. Percentage distribution of employment
by size of firm and age group

Age group	Size of firm (number of employees)					
	Total All sizes	8-49	50-99	100-499	500-999	1,000 or more
Percent of total	100.0	26.4	12.0	25.4	4.9	31.3
Total	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	68.0	66.8	63.9	65.1	67.1	73.0
45 and over	32.0	33.2	36.1	34.9	32.9	27.0
45-64	29.2	29.7	33.0	31.4	30.8	25.5
55-64	9.6	10.1	9.9	10.9	10.6	8.0
65 and over	2.8	3.5	3.1	3.5	2.1	1.5

The largest concentrations of workers with less than 5 years service are found in the 25 to 34 age group. For those with 5 to 9 years service, the most numerous group are 35 to 44 years old, while those with 10 or more years service tend to be concentrated in the 45-64 age group. Three out of four with 15 or more years of service with current employer are 45 years old or over.

Significant differences, however, appear for certain combinations of industry, age, and length of service. Many of these are related to industry characteristics as for example, short duration male construction jobs for all age groups, the amount of experience required for certain jobs and the ratio of males to females in the industry. Three out of every five construction workers with 10 and more years service are age 45 or over.

In transportation, communications, and public utilities, a definite "career" pattern seems to appear. Some nine out of ten workers of comparatively short-service (less than 5 years), are in the younger age brackets, reflecting the employment of younger women and their more frequent transfer into and out of the labor market. Of those in this industry with 10-14 years tenure, one-half are 45 and over, and of those with 15 years or more service, four-fifths are in this age group. A similar pattern is found in finance, insurance and real estate.

Trade exhibits a steady progression of longer service by age groups. Five out of every six with 15 or more years service are age 45 or over.

The pattern in service industries supports conclusions derived from other distributions, namely, that it offers opportunities for workers transferring from other industries and for those entering or re-entering the labor market comparatively late in life. Of those with 1-4 years tenure, one in three is 45 years of age or over, a concentration second only to that found in the construction industry. Nevertheless, service industries are by no means devoid of older workers of long service. Of those with 15 or more years service, nine out of ten are 45 years or more--the highest such proportion of any industry.

In Los Angeles, apparently an older worker has some difficulty in finding a job with a larger firm, but once he does, he has a greater chance of staying with it until he retires.

Pension Plans and Employment Patterns

In the firms for whom the data were collected, those with 50 or more employees, two-thirds of all workers were covered by pension plans. Firms without a pension plan have a higher proportion of workers age 45 and over in toto and in each occupational group than firms with a pension plan in the same industry. (See Table 8.)

The percent of pension coverage increased with size of firm and also in those industries with the greatest year-round employment stability. However, viewed in the perspective of industry composition, it is known that the service industry is made up of many small establishments and while pension coverage in service firms reporting 50 or more employers covered 51 percent of the employees, actual pension coverage in this industry as a whole probably tends to be much more limited.

The proportion of workers covered by pension plans varies greatly by industry. It ranges from a high of 86 percent in reporting establishments in transportation, communications, and public utilities to a low of 12 percent in construction. More than 50 percent of workers are covered in all nonmanufacturing industries except construction. In manufacturing, with 69 percent of all workers covered by pension plans, durable goods coverage (73 percent) differs substantially from non-durables (56 percent).

About two-thirds of workers covered by pensions are under age 45 and one-third are over that age. In the construction industry because of the lower proportion of younger workers, this order is reversed. The number of older workers covered, except for construction, is proportionately highest in service and lowest in finance, insurance, and real estate.

Table 8. Percentage distribution of employment by pension plan coverage, principal industry and age groups
(In establishments with 50 or more employees)

Age group	Total employment			Manufacturing		Trade	
	All	Covered	Non-covered	Covered	Non-covered	Covered	Non-covered
Percent of total	100.0	63.6	36.4	36.9	16.6	11.8	8.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	68.3	70.2	65.3	72.8	67.5	66.3	63.2
45 and over	31.7	29.8	34.7	27.2	32.5	33.7	36.8
45-64	29.3	27.9	31.4	25.4	29.4	31.5	33.3
65 and over	2.4	1.9	3.3	1.8	3.1	2.2	3.5

In firms with no pension plan, the highest proportion of older workers are in service and the lowest in transportation, communications and public utilities. The two industries which are the least likely to have a pension plan, service and construction, are those in which the older worker is found in the greatest proportions.

C. COMPARISON OF THE CHARACTERISTICS OF EMPLOYED AND UNEMPLOYED OLDER WORKERS

For the surveyed groups as a whole in Los Angeles, there was only a slight difference between employed and unemployed workers in the proportion 45 years of age and over. About 32 percent of the employed and 33 percent of the job seekers were in this age bracket. The slightly higher ratio for job seekers was mainly due to the situation in the 65 and over group, which accounted for 6.1 percent of the applicants and only 2.8 percent of the employed. Workers 45-64 actually showed a somewhat greater proportion of the employed (29.2 percent) than of the job seekers (26.6 percent). In the 55 to 64 age group, however, the ratio to the total number of job seekers was about one-third higher than their proportion of employment. (See Appendix Tables IV-A and XVIII-A.)

Occupation, Age and Sex

Among the occupational groups the same relationships for various age groups between the ratios to total employment and unemployment generally prevailed. The major exceptions to this pattern among the occupational groups were in service occupations for both sexes and in semiskilled occupations for women. In every group except one (female clerical workers), those in the age group 45 to 54 enjoyed a relatively more favorable proportion of employment than of unemployment.

For those in the broad group under 45 years of age, unfavorable unemployment rates were found for both sexes among professional and

managerial, service and unskilled workers. Unfavorable patterns also existed for males in clerical and sales occupations and for women in semiskilled jobs.

Table 9. Percentage distributions of employed and unemployed workers by age group and occupation

Occupational group	Employed 1/					Unemployed 2/				
	Total	Under 45	45 and over			Total	Under 45	45 and over		
			Total	45-64	65 & over			Total	45-64	65 & over
Percent of total	100.0	68.0	32.0	29.2	2.3	100.0	67.3	32.7	26.6	6.1
Total, all occupations	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Prof. & mgr'l.	14.6	13.6	16.7	16.8	16.6	12.6	13.5	10.9	10.8	10.5
Clerical	19.1	21.4	14.1	14.2	12.9	9.8	10.6	8.2	8.7	5.7
Sales	7.2	6.7	8.4	8.5	7.1	5.0	4.1	7.0	7.1	6.2
Service	6.0	4.8	8.4	7.8	14.7	12.2	11.4	12.9	14.1	13.1
Skilled	23.7	22.8	25.6	25.8	21.3	13.7	10.2	20.9	18.3	29.0
Semiskilled	17.5	18.7	15.1	15.3	13.2	28.0	28.7	26.8	27.0	24.8
Unskilled & other	11.9	12.0	11.7	11.5	14.2	18.7	21.0	13.3	13.6	10.7

1/ March 1955.

2/ Weekly average, January-February 1956.

Industry, Age and Sex

The older worker distributions of employment and unemployment by age for the various industry divisions are also almost uniformly consistent with the over-all pattern. For workers aged 45 to 54, every available classification except two presents a picture of relatively more of the employment than of the unemployment.

Among women 45 to 54 years of age, the job seekers last employed in transportation, communications and public utilities, and in durable goods manufactures were relatively greater in numbers than their counterpart segment of employment.

Table 10. Percentage distributions of employed and unemployed workers by age group and industry division

Industry division	Employed 1/					Unemployed 2/				
	Total	Under 45	45 and over			Total	Under 45	45 and over		
			Total	45-64	65 & over			Total	45-64	65 & over
Percent of total	<u>100.0</u>	68.0	32.0	29.2	2.8	<u>100.0</u>	67.3	32.7	26.6	6.1
Total, all industries	<u>100.0</u>	<u>100.0</u>	<u>100.0</u>	<u>100.0</u>	<u>100.0</u>	<u>100.0</u>	<u>100.0</u>	<u>100.0</u>	<u>100.0</u>	<u>100.0</u>
Constr.	7.2	6.5	8.7	8.5	10.8	6.9	5.4	9.8	9.2	12.6
Mfg.	45.9	47.7	42.1	42.7	35.3	42.9	45.1	38.4	37.6	41.7
Durable	33.3	35.7	28.0	28.5	22.7	14.1	14.8	12.6	12.2	14.3
Nondur.	12.6	12.0	14.1	14.2	17.6	28.8	30.3	25.8	25.4	27.4
Trans., comm., & util.	6.8	7.2	5.8	6.1	2.8	3.2	3.5	2.3	2.5	1.9
Trade	23.1	22.2	25.1	25.1	25.7	22.3	21.9	23.1	23.8	19.7
Fin., ins., & R. E.	5.4	5.9	4.5	4.4	4.8	2.6	2.1	3.6	3.3	4.9
Service	11.6	10.5	13.8	13.2	20.6	22.2	21.9	22.9	23.6	19.2

1/ March 1955.

2/ Weekly average, January-February 1956.

D. AGE FACTORS IN LABOR TURNOVER

In the overall, age appears to be a significant factor in hires and separations. As shown in Table 11, workers 45 years of age and over, with 32 percent of the employment, had 24 percent of the hires and a slightly greater percentage (26) of the separations.

The lower turnover rates among older workers can be attributed to such factors as seniority provisions of union contracts and the greater stability of employment that usually follows the attainment of more experience. However, the excess of separations over hires for those age 45 and over cannot be attributed primarily to normal retirements (and deaths), since separation rates greater than hiring rates are found in each of the available age intervals from age 45 up, while the reverse is true for all the younger groups.

With respect to the types of separations reported, it is significant that the annual quit rate for workers under 45 was 375 per 1,000, while among those age 45 and over, this rate was only 182--less than half as much. Similarly, younger workers were discharged at a slightly higher rate than the older workers. This emphasizes the greater stability of

the latter and the resultant saving in breaking-in expense to the employer in not having to replace labor turnover. The broad age distribution of layoffs and rehires approximated that of employment.

Table 11. Percentage distribution of hires and separations 12 months ending March 30, 1955, and employment, March 1955, by principal industry and age group

Industry and age	Total employment March 1955	Hires		Separations		
		Total	New	Total	Quits	Layoffs
Total	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	68.0	75.7	77.5	73.7	81.5	68.3
45-64	29.2	22.0	20.6	23.4	16.7	28.9
55-64	9.6	7.2	6.6	7.7	4.9	10.5
65 and over	2.8	2.3	1.9	2.9	1.8	2.8
Manufacturing	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	70.7	82.0	83.4	80.3	85.2	78.7
45-64	27.2	17.2	16.1	17.8	13.8	19.3
55-64	8.5	5.8	5.2	5.8	4.2	6.7
65 and over	2.1	0.7	0.5	1.9	1.0	2.0
Trade	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	65.3	78.1	80.1	76.9	81.2	74.0
45-64	31.6	20.4	18.5	21.4	17.5	25.1
55-64	11.3	6.3	5.5	6.9	5.6	9.6
65 and over	3.1	1.5	1.4	1.7	1.2	0.9

The differences between hiring and separation rates are primarily characteristic of men, since the only female age group of women who experienced more separations than hires were age 65 or more. For male workers, the excess of separations over hires fell largely on those age 35 and over in the service industries and in transportation, communications and public utilities, although the difference was more marked in service for those age 45 and over.

In the professional and managerial occupations, employers tended to hire men age 25 to 34 at more than twice the rate of those age 55 to 64, with decreasing rates for the intermediate 10-year intervals. Women in these occupations experience more hiring and separation actions proportionately than men, the reverse of the situation with respect to the totals for each sex.

In clerical work, men between the ages of 45 and 54 experienced slightly more favorable accession rates than those ages 25 to 44 and 55 to 64. However, clerical separations exceeded accessions in all male age groups 35 and over. The hiring of women clerical workers demonstrates a clear relationship to age, with the highest rates found in the youngest group and decreasing rates in each successive older age bracket. The largest 10-year group (25 to 34) had more separations than hires, probably due to family formations. A similar net loss is again found among those 55 and over, undoubtedly as a result of withdrawals from the labor market.

Both hires and separations occur proportionately less frequently among older workers in sales and service occupations where the turnover rates are higher in the younger age groups.

Employers show preferences for younger men in the semiskilled and unskilled occupations. Skilled and semiskilled male workers age 45 to 54 were, however, hired proportionately less frequently than those in the 55-64 age group. Hiring rates for women also seemed to favor those in the 55 to 64 age group in the skilled, semiskilled and unskilled occupations as compared with those 35 to 54.

Annual turnover rates computed by size of firm and classified according to the age of workers emphasize two points: (a) The larger firms have lower hiring and separation rates, and (b) the older workers in these establishments, with few exceptions, have the lowest rates. Regardless of size, those firms with greater net expansion needs apparently paid less attention to age in their hires and separations.

Separation Rate and Length of Service

When allowance is made for retirements (and deaths) of those age 65 and over, the rate of younger worker separations exceeds that of older workers. Workers under age 25, for example, separate about twice as often as workers in the age brackets 35 to 64. As one might expect, separation rates decrease markedly as length of service increases. A worker with less than one year of service has a five times greater chance of being separated than a worker with one to four years service.

Pension Plans

Where pension plan coverage is in effect, labor turnover is sharply reduced. Noncovered employees experienced higher accession and separation rates than employees covered by pension plans. About two-thirds of the total of 924,000 employees in establishments with 50 or more workers were covered by a pension plan.

Where plans were in effect, the emphasis in hiring was on youth. Conversely, the older worker, age 45 and over, appeared to have a decidedly

greater opportunity for employment where there was no pension coverage.

Percent of hires in jobs ---

	Covered by pension plan	Not covered by pension plan
Total hires	100	100
Under age 45	84	73
Age 45 and over	16	27

While the older worker enjoyed a greater opportunity for employment in establishments where he had no pension coverage, he was also more vulnerable to separation. (See following text table.) Neither was there the compulsion to quit at age 65 or other mandatory retirement age for employees not covered by a pension plan.

Percent of separations in jobs ---

	Covered by pension plan	Not covered by pension plan
Total separations	100	100
Under age 45	83	71
Age 45 and over	17	29

The collective bargaining pattern in the Los Angeles area in the years preceding the survey saw improvement in many pension, life insurance, and health and welfare plans. Vested pension rights after 10 years service are a feature embodied in the plans of the Los Angeles automobile and aircraft industry. Eligibility for a deferred pension at age 65 is a vested right of the employee after 10 years of service upon reaching age 45. The level term cost to provide these benefits increases as an employee's age increases. Hence, such benefits may have served to place further emphasis on the hiring of youth by companies providing these benefits. They may also have served to curtail the high separation rate among the under 45 age group. At the same time, the vested pension rights may enhance the mobility of the long service employee after completing the necessary qualifying period.

Size of firm has no bearing on the over-all conclusion that the existence of a pension plan tends to reduce labor turnover. Regardless of size, the sample showed that noncovered employees experience higher accession and separation rates than employees covered by pension plans.

However, hiring policy seems to vary with size of firm. Pension coverage was accompanied by greater emphasis on the hiring of workers under age 45 as size of firm increased (see text table).

**Percent of annual hires by size-of-firm
for workers with pension plan coverage**

	- Size of firm (Number of employees) -				
	50-99	100-499	500-999	1000-4999	5000 and over
Total hires	100	100	100	100	100
Under age 45	79	79	77	86	93
Age 45 and over	21	21	23	14	7

The conclusions seem to be that the older worker would seem to have greater employment opportunities (1) in smaller establishments and (2) where there is no pension coverage. Also the smaller the firm, the less likelihood there is of encountering a pension plan.

Among workers covered by pension plans, the chances of separation for older workers varies in inverse ratio to size of firm. (See text table.)

**Percent of annual separations by size-of-firm
for workers covered by pension plans**

	- Size of firm (Number of employees) -				
	50-99	100-499	500-999	1000-4999	5000 and over
Total separations	100	100	100	100	100
Under age 45	76	79	85	82	90
Age 45 and over	24	21	15	18	10

On the other hand, the chances for separation of the elder worker appear to be much greater generally for the employee without a pension plan than at firms with a pension plan.

Chapter VIII. Miami, Florida

SUMMARY

The older worker in the Miami area faces somewhat the same employment problems as in other areas, although Miami's labor market differs from other industrial labor markets because of strong seasonal patterns, high mobility of labor force, extensive utilization of migratory labor supply, and economic dependence on nonmanufacturing activities, especially the tourist-dominated trade and service industries.

Workers aged 45 and over experienced proportionately more than their share of Miami's unemployment and had less than their share of employment. They had more difficulties getting jobs than younger workers, but they held their jobs longer once they were employed. Consistently with the migration, labor supply, and growth patterns, relatively few workers in Miami were employed in the same job 10 years or more. However, relatively more of these were workers 45 and over. Both separations and hires showed a tendency to decrease as the age of workers increases. This, too, indicated employers preferred to hire young workers even though older workers quit less frequently.

Trade, service and manufacturing industries provided jobs in the highest proportions of workers aged 45 to 64; these were primarily in firms of less than 50 workers where most employment in the area is found. Somewhat fewer of the older workers held jobs covered by pension plans than jobs not covered by pension plans. Workers 45 and over accounted for more than half of all job seekers in early 1956. An even greater percentage of job seekers previously employed in the construction industry were 45 and over. Workers with skilled occupational backgrounds accounted for by far the highest proportion of older job seekers.

LABOR MARKET BACKGROUND

The Miami labor market area includes all of Dade County on the southeastern coast of Florida. In 1950, the area had a population of 495,100 of whom 249,300 were residents of Miami, Florida's largest city. By January 1956, the area's population had increased to 743,700, an increase of over 50 percent in less than six years. Between 1940 and 1950, the population had gained nearly 85 percent.

Miami is a famous resort area as well as an important air transportation and facilities maintenance center. Trade and service (largely tourist-connected) are the primary industrial activities. Manufacturing has doubled

its payrolls in the last five years, but is still of minor importance and is limited largely to light industries. Apparel is the largest factory industry, employing about 5,000 workers. Food processing, and fabricated metals, furniture and fixtures, printing and publishing, and stone-clay-glass are other important factory industries. The area also contains a significant citrus and winter vegetable agricultural activity.

Table A. Nonagricultural employment by industry division
Miami Area, Florida
January 1956

Industry division	Nonagricultural employment of wage and salary workers - January 1956 (est.)				
	Total		% change from June 1955	Women	
	Number	% of total		Number	% of total
Total	248,600	100.0	+ 12.6	83,750	33.7
Construction	22,300	9.0	- 6.5	1,550	7.0
Manufacturing, total	29,900	12.0	+ 6.2	10,750	36.0
Transportation, communications, and public utilities	31,200	12.6	+ 11.2	6,600	21.2
Trade	75,700	30.4	+ 9.6	28,250	37.3
Finance, insurance, and real estate	13,800	5.6	+ 14.5	6,350	46.0
Service	60,050	24.1	+ 27.9	27,650	46.0
Government	14,450	5.8	+ 30.8	2,450	17.0
Other	1,200	.5	- 25.0	150	12.5

In the five years ending with June 1955, Miami's nonfarm employment increased nearly 50 percent, with half of the gain in trade and service. Another 13 percent was added by January 1956. Employment in the Miami area follows a marked seasonal pattern, rising to an annual peak during the height of the winter tourist season in February, and reaching its summer low during July or August. The importance of the seasonal variation on the employment pattern has been declining because of summer tourist season promotion and employment expansions of nonseasonal manufacturing, government and finance-insurance.

Nevertheless, Miami still depends considerably on seasonal immigrant workers to meet peak demands in trade and service occupations. These immigrants also assure continuing moderate labor surplus conditions most of every year. Unemployment during the last 3 years (ending with July 1956) has ranged from 3 to 5 percent of the labor force. It reaches its annual peak in late summer, reflecting the arrival of job seekers at the beginning of the season, and normally is at its seasonal low in March. As of January 1956, unemployment totaled 11,300 (4.5 percent of the labor force); women constituted a seasonal low of 30 percent due to the heavy demand for clerical and sales help.

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A. CHARACTERISTICS OF OLDER JOB SEEKERS

More than one-half of the job seekers surveyed in the Miami area were 45 years of age and over. At most, this age group constitutes only one-third of the employment in Miami. More of the men job seekers were 45 years of age and over than women--55 percent and 45 percent, respectively.

Industry of last attachment. The job seekers of all ages were fairly evenly distributed among major industry groups, except for relatively few from the transportation, communications, and public utilities and finance and insurance industries. (See Table 1.) Less than 5 percent of the job seekers were last employed in each of these activities, doubtless reflecting the stable employment patterns of these nonseasonally-affected industries. Almost one-fourth of all the area's job seekers came from construction. Although not customarily affected climatically by seasonal considerations, construction had an unusual winter lull. Another one-fourth came from trade, and only slightly fewer from the manufacturing and service industries.

There was no marked concentration of older workers in any single industry group except construction. About 60 percent of the job seekers previously employed in that industry were 45 years of age and over, while workers of this age accounted for 52 percent of all job seekers. The proportion of older workers in each other industry was slightly below the proportion they constituted of the unemployed of all ages. (See Table 1.) Workers age 65 and over appeared to have greater difficulties than mature workers age 45 to 64 in retaining jobs in the manufacturing, finance, insurance and real estate and service industries.

Table 1. Percentage distribution of job seekers by industry of last attachment and age group, January-February 1956

Age group	Industry of last attachment									
	Total	Manufacturing				Trans., comm., util. Trade	Fin., ins., & R. E.	Serv- ice	Other ^{1/}	
		Con- struc- tion	Dur- able	Non- dur- able						
Total	100.0	22.2	21.7	12.5	9.2	4.8	22.5	4.4	13.9	5.5
Under 45	100.0	18.6	22.5	14.1	8.4	5.5	24.7	4.6	16.5	7.5
45 & over	100.0	25.4	21.1	11.0	10.1	4.0	20.5	4.3	20.9	3.8
45-64	100.0	26.3	20.3	10.6	9.7	4.0	21.0	4.2	20.4	3.9
65 & over	100.0	20.7	25.0	12.8	12.2	4.3	18.3	4.9	23.2	3.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	48.1	40.5	49.3	54.4	53.4	56.1	52.8	49.9	52.4	64.9
45 & over	51.9	59.5	50.2	45.5	46.6	43.9	47.2	50.1	47.6	35.1
45-64	43.3	51.4	40.4	36.8	45.3	36.2	40.3	40.5	47.0	29.3
65 & over	8.6	8.1	9.3	8.8	11.3	7.7	6.9	9.6	10.6	5.4

^{1/} Includes government, miscellaneous and industry not reported

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Most recent occupation. Workers with skilled occupations accounted, by far, for the highest proportion of job seekers age 45 and over, as shown in Table 2. Relatively low proportions were in such diverse occupations as professional and managerial, sales and unskilled. As compared with the younger workers, those age 45 and over had the most serious disparities in the service and skilled occupations. There was also a high proportion of unemployed older workers in the professional and managerial occupations. Older job seekers age 45 and over appeared best situated proportionately, in comparison with their younger counterparts, in the clerical and unskilled classifications. For example, there were only 2 older job seekers for every 3 younger ones in clerical occupations, and 20 percent of the job seekers under 45 were clerical workers compared to only 12 percent of those 45 and over.

Table 2. Percentage distributions of job seekers by most recent occupation and age group, January-February 1956

Age group	All occupations	Most recent occupation							
		Prof. & mgr'l.	Clerical	Sales	Service	Skilled	Semi-skilled	Unskilled	Other
Total	100.0	9.2	16.1	8.4	14.5	27.0	14.4	9.1	1.4
Under 45	100.0	9.0	20.5	8.5	11.1	21.3	16.0	12.0	1.7
45 & over	100.0	9.4	12.1	8.3	17.5	32.2	13.0	6.4	1.1
45-64	100.0	9.1	11.7	8.0	17.7	32.2	13.5	6.5	1.2
65 & over	100.0	10.5	14.1	10.2	16.4	31.8	10.5	5.9	.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	48.1	46.6	60.7	48.1	36.7	37.6	52.7	63.1	57.3
45 & over	51.9	53.4	39.3	51.9	63.3	62.4	47.3	36.9	42.7
45-64	43.3	43.5	31.8	41.5	53.5	52.2	41.0	31.3	39.0
65 & over	8.6	9.9	7.5	10.4	9.8	10.2	6.3	5.6	3.7

Number of jobs held. Three-fourths of the job seekers of all ages worked at least two years of the three-year period preceding the survey. However, those age 45 and over, particularly men 55 to 64 and women 45 to 54, were more steadily employed than the younger job seekers. This characteristic is substantiated by the higher proportion of job seekers age 45 and over who held one job in the past three years as compared with those under age 45 holding one job. (See Table 3.) The greatest stability was evidenced by those job seekers age 65 and over.

Table 3. Percentage distributions of job seekers by number of jobs held in last 3 years and age group, January-February 1956

Age group	Number of jobs held					1/
	Total	1	2-3	4 or more	Other	
Total	100.0	36.2	39.8	21.2	2.8	
Under 45	100.0	33.6	43.0	19.1	4.3	
45 & over	100.0	38.5	36.9	23.1	1.4	
45-64	100.0	35.3	38.8	24.6	1.4	
65 & over	100.0	54.9	27.5	15.8	1.8	
Total	100.0	100.0	100.0	100.0	100.0	
Under 45	48.1	44.7	52.0	43.4	73.2	
45 & over	51.9	55.3	48.0	56.6	26.8	
45-64	43.3	42.5	42.1	50.2	21.4	
65 & over	8.6	13.0	5.9	6.4	5.4	

^{1/} Includes "no job held" in past 3 years and "number of jobs not reported"

Older workers were also more likely than younger workers to continue on a job for a longer period. Job seekers 45 and over not only made a favorable showing in holding one job for two years or more, but were twice as likely as younger workers to hold a job for four years or more.

Duration of unemployment. Despite the favorable showing of older workers in holding one job for a longer period, substantially fewer workers age 45 and over than younger workers were unemployed less than two months in the 3-year period. (See Table 4.) Moreover, almost twice as many of the workers age 45 and over were unemployed six months or more as were those under age 45. Those age 65 and over had experienced relatively the longest periods of unemployment. Almost half of that age group had been out of work for 6 months or more during the period.

Table 4. Percentage distributions of job seekers by duration of unemployment in last 3 years and age group, January-February 1956

Age group	Duration of unemployment			
	Total	Less than 2 months	2 - 5 months	6 months or more
Total	100.0	42.0	29.3	27.1
Under 45	100.0	48.7	31.1	19.2
45 & over	100.0	35.8	27.7	34.4
45-64	100.0	38.6	27.5	32.2
65 & over	100.0	21.3	28.7	45.7
Total	100.0	100.0	100.0	100.0
Under 45	48.1	55.8	51.1	34.1
45 & over	51.9	44.1	48.9	65.9
45-64	43.3	39.8	40.6	51.5
65 & over	8.6	4.3	8.4	14.4

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Changes in labor force status. Based on a sample study of the job seekers age 45 and over, nearly one-half reported that they had been continuously in the labor force during the 15 years prior to the survey period. Of those that had left the labor force for one reason or another, the bulk (90 percent) were out of the labor force not more than twice. In addition, absences from the labor force over the 15-year period grew less numerous as age increased and were relatively least during the immediately preceding six years. Women who reported that they had left the labor force were less than one-half the proportion shown for all job seekers age 45 and over. The most important reason women gave for absence from the labor force at some time during the past 15 years was keeping house.

Occupation of last job and longest job. The great majority of Miami's job seekers age 45 and over were last employed in the same major occupational field in which they held their longest job. As many as 3 out of 10 had, however, shifted to other occupational categories in their most recent job, some of them to a higher level. Those who changed employment to different occupations usually transferred to jobs of apparently lesser responsibility and prestige. Occupational shifts were relatively most numerous for those whose longest jobs were in professional and managerial posts or in unskilled work. Workers in the former groups moved mostly down the line to clerical and service jobs; some, however, were most recently employed in skilled jobs. Workers whose longest jobs were in unskilled occupations shifted to service jobs or were upgraded to semiskilled and skilled work.

There was noticeable mobility between clerical and sales jobs and between service and manual jobs. This seems to point to a tendency for white-collar workers to stay in white-collar work even if in a different occupational field; while blue-collar and service workers had relatively greater mobility within these areas and less opportunity for white-collar jobs.

Industry of last attachment and longest attachment. Industry attachment for older workers in Miami is not as great as occupational attachment. That is, workers 45 and over move from one industry to another more readily than from one occupation to another. Some three out of five job seekers age 45 or more held their last jobs in the same industry in which they had their longest job. Greatest stability and least mobility characterized workers attached to construction. About two-thirds of the workers employed longest in manufacturing, trade, and service were also last employed in these industries, respectively. There was also considerable job shifting between the three activities.

Commuting time preferences. Older job seekers were willing to spend at least as much time traveling as younger workers. Almost three out of five of the job seekers of all ages would travel at least one hour each way to and from work, the proportion of those under 45 being somewhat lower than those age 45 and over. More older women, however, preferred a shorter commuting time.

B. THE OLDER WORKER ON THE JOB

In the Miami area, older workers appear to have somewhat less than their proportionate share of employment. Workers age 45 and over accounted for approximately 30 percent of the 155,000 persons employed in establishments employing 8 or more workers covered by the unemployment insurance system in June 1955. The 65 and over age group represented slightly less than 10 percent of all the older employed workers of each sex. (See Table 5.) A slightly higher proportion of men in the age groups 45 and over hold jobs than women, though older male workers almost outnumbered older females by two to 1.

Industry, age, and sex. Trade and service employed more than one-half of the workers at the time of this phase of the survey in mid-1955, even though resort activities were seasonally low in Miami. However, manufacturing industries provided a significant diversification of employment. As might be expected, trade, service, and manufacturing industries also employed the highest proportion of workers between the ages of 45 and 64 (see Table 5). In other industries, preference for younger workers appeared to be slightly greater. Above-average employment of workers age 65 and over occurred only in the service and finance, insurance, and real estate industries.

Table 5. Percentage distribution of employment by industry and by sex and age group - June 1955

Sex and age group	Industry								
	Total	Con- struc- tion	Manufacturing			Trans., comm., util.	Trade	Fin., ins., & R. E.	Serv- ice
			Total	Dur- able	Non- dur- able				
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Men	71.0	96.1	69.4	77.7	61.4	80.0	66.3	58.0	60.1
Women	29.0	3.9	30.6	22.3	38.6	20.0	33.7	42.0	39.9
Under 45	69.4	72.1	68.1	69.7	66.7	74.5	68.2	71.0	66.1
45-64	28.1	25.9	29.7	28.2	31.1	24.4	29.5	25.1	30.1
65 & over	2.5	2.0	2.2	2.1	2.2	1.1	2.3	3.9	3.8
Men, total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	67.8	71.5	65.9	66.4	65.1	71.0	68.2	62.0	62.8
45-64	29.6	26.4	31.5	30.9	32.3	27.8	29.5	31.5	33.3
65 & over	2.6	2.1	2.6	2.7	2.6	1.2	2.3	6.5	3.9
Women, total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	73.5	84.8	73.3	81.1	69.1	88.3	72.5	83.5	71.0
45-64	24.5	15.2	25.6	18.9	29.2	11.2	25.3	16.2	25.3
65 & over	2.0	0	1.1	0	1.7	.5	2.2	.3	3.7

Employment of men and women age 45 and over varied also. The number of older men equalled or bettered the proportion they constituted of all employed men in every industry group except construction and transportation, communications, and public utilities. Women age 45 and over made their best showing proportionately in manufacturing, especially non-durable, and to a lesser extent in trade and service. Service industries employed by far the greatest percentage of women 65 and over.

Occupation, age, and sex. Differences in the employment distribution of older workers by occupational groups were marked. (See Table 6.) The managerial and sales occupations employed the highest proportion of workers age 45 and over, older females showing a slightly larger percentage than males in their respective age groups. Better than average proportions of older workers were also employed in the skilled and service occupations, especially those age 55 and over. Employment of older workers in three occupational groups--unskilled, clerical and professional--was relatively limited. Clerical and unskilled workers in particular show a progressively decreasing percentage with age. The over-all pattern appears to be generally the same for men and women; however, the proportion of older women in service occupations is much lower than that of older men and the proportion of older men in skilled occupations is much lower than of older women.

Table 6. Percentage distribution of employment by occupational group, sex and age group

Sex and age group	Occupational group								
	Total	Pro-fes-sional	Mana-gerial	Cleri-cal	Sales	Serv-ice	Skilled	Semi-skilled	Un-skilled
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Men	71.0	86.9	87.4	32.2	64.9	58.3	94.6	80.2	84.2
Women	29.0	13.1	12.6	67.8	35.1	41.7	5.4	19.8	15.8
Under 45	69.4	75.7	55.8	77.3	61.8	64.8	64.2	70.8	79.3
45-64	28.1	22.8	41.8	21.0	35.1	30.2	32.7	27.9	19.7
65 & over	2.5	1.5	2.4	1.7	3.1	5.0	3.1	1.3	1.0
Men, total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	67.8	75.3	55.1	66.5	65.2	60.0	66.0	72.0	78.4
45-64	29.6	23.0	42.1	29.7	31.1	33.8	31.7	27.2	20.4
65 & over	2.6	1.7	2.8	3.8	3.7	6.2	2.3	0.8	1.2
Women, total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	73.5	78.4	55.9	82.4	55.4	78.0	43.1	66.1	81.8
45-64	24.5	21.6	44.1	16.9	42.6	19.0	41.6	30.8	18.2
65 & over	2.0	--	--	0.7	2.0	3.0	15.3	3.1	--

Size of firm and age. Relatively few workers in the Miami area are employed in firms of 500 or more. Employment is particularly concentrated in establishments employing less than 50 persons. (See Table 7.) Although employment of older workers does not differ by size of firm, the proportions employed of those age 45 and over progressively decreases and drops sharply in establishments with at least 1,000 workers. For every 4 workers in these age groups who have jobs in establishments of 8-49 workers, there are proportionately only 3 in firms of 1,000 and more. There are proportionately more older women in the smaller firms than older men.

Table 7. Percentage distribution of employment
by size of firm and age group

Age group	Number of employees					1,000 or more
	Total	8-49	50-99	100-499	500-999	
Percent of total	100.0	43.5	18.9	21.6	3.1	12.9
Total	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	69.4	66.7	70.5	69.3	64.2	76.8
45-64	28.1	30.3	26.5	27.4	33.1	22.3
65 & over	2.5	3.0	3.0	3.3	2.7	.9

Length of Service, Size of Firm, Age. In Miami, relatively few workers (10 percent) were employed for 10 years or more with their current employer. Although this low rate may in part result from the seasonal resort nature of much of the employment, the more important factor is probably the excessive worker migration into Miami, as reflected in the phenomenal rise in population and industrial activity since 1940. Although a larger proportion of workers age 45 and over reported employment of 10 years or more with a single employer than younger workers, most of the older workers, likewise, had less than 10 years of service.

The larger the firm the greater was the proportion of employees having a tenure of 10 years or more. While only about 5 percent of the workers in firms employing less than 50 workers had been attached to one establishment 10 years or more, the proportion rose to almost one-third in firms employing at least a thousand workers. This is probably due to the largest firms having been longest established in the area and the nature of their non-seasonal operations such as airline terminals and service facilities, and manufacturing. Of workers with service of 10 years or more in each size of firm group, the older workers accounted for the greatest proportion, particularly those between the ages of 45 and 54.

Pension plans and employment patterns. Slightly less than half of the more than 70,000 workers in surveyed firms employing 50 were covered by some type of private pension program. Proportionately, somewhat fewer of the older workers age 45 and over held jobs covered by pensions than jobs not covered. (See Table 8.)

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Pension coverage of employees varies widely between industries. However, in each industry where there is some type of pension program a slightly lower proportion of workers age 45 and over is reported as employed in jobs covered by pensions than in those not covered. In the transportation, communications, and public utilities and the finance, insurance, and real estate industries 90 percent and 75 percent, respectively, of the workers participate in a pension system. In all other industries the majority of the workers are not covered by such programs. Moreover, no pension program of any type is available for workers in the construction industry. The oldest group of workers age 65 and over have proportionately the lowest degree of coverage except in trade where they show an unusually higher proportion of covered workers than noncovered in contrast with the reverse situation for those age 45-64.

Table 8. Percentage distribution of employment by pension plan coverage in firms of 50 or more employees, principal industry, and group

Age group	Total employment			Manufacturing		Trade	
	All	Covered	Non-covered	Covered	Non-covered	Covered	Non-covered
Total	<u>100.0</u>	<u>100.0</u>	<u>100.0</u>	<u>100.0</u>	<u>100.0</u>	<u>100.0</u>	<u>100.0</u>
Under 45	72.2	74.5	69.9	74.8	67.8	72.5	71.2
45 & over	27.8	25.5	30.1	25.2	32.2	27.5	28.8
45-64	26.1	24.0	28.2	23.9	30.2	25.1	27.1
65 & over	1.7	1.4	2.0	1.3	2.0	2.3	1.8

Pension coverage of employees also varies widely between occupations. While two-thirds of the workers employed in the professional and managerial occupations are covered, only about one-third of those in clerical and sales and in production and maintenance occupations participate in a pension system. Like for industries, in each occupational group the older workers account for a smaller proportion of the employment covered by pension plans than they do of the noncovered employment.

C. COMPARISON OF THE CHARACTERISTICS OF EMPLOYED AND UNEMPLOYED OLDER WORKERS

Miami employers apparently prefer younger workers to older workers, judging from comparative age distributions of the employed and unemployed workers. (See Table 9.) Workers under 45 represented slightly less than 1 out of 2 of the unemployed but nearly 7 out of 10 of the employed workers. Conversely, workers 45 and over accounted for significantly lower proportions of the employed than of the unemployed. Among those in the oldest group, there were proportionately between 2 and 3 times as many unemployed for every employed person age 65 and over.

Occupation and age. Marked differences between younger and older employed and unemployed workers were shown by occupation. (See Table 9.) Relatively high proportions of older workers were employed in skilled and, to a lesser extent, in service and professional and managerial occupations. Those age 65 and over had an extremely favorable position relatively in the skilled and service groups. However, those age 45 and over had, similarly, the highest representation proportionately among the unemployed in the skilled and service occupations. On the other hand, although the older workers constituted lower proportions of employment in the clerical and semiskilled occupations, younger workers constituted a higher proportion of the unemployed in these occupations.

Table 9. Percentage distributions of employed and unemployed workers by age group and occupation

Occupational group	Employed ^{1/}					Unemployed ^{2/}				
	Total	45 and over				Total	45 and over			
		Under 45	Total	45-64	65 & over		Under 45	Total	45-64	65 & over
Percent of total	100.0	69.4	30.6	28.1	2.5	100.0	48.1	51.9	43.3	8.6
Total, all occupations	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Prof. & mgr'l.	12.3	11.4	14.5	14.8	10.0	9.2	9.0	9.4	9.1	10.5
Clerical	18.0	20.1	13.3	13.4	12.2	16.1	20.5	12.1	11.7	14.1
Sales	8.6	7.6	10.7	10.7	10.7	8.4	8.5	8.3	8.0	10.2
Service	15.4	14.4	17.7	16.5	30.8	14.5	11.1	17.5	17.7	16.4
Skilled	20.2	18.2	23.6	23.5	25.0	27.0	21.3	32.2	32.2	31.8
Semiskilled	11.4	11.6	10.8	11.2	5.8	14.4	16.0	13.0	13.5	10.5
Unskilled ^{3/}	14.1	16.2	9.4	9.9	5.5	10.5	13.7	7.5	7.7	6.5

^{1/} June 1955

^{2/} Weekly average, January-February 1956

^{3/} Includes "Other"

Industry and age. The differences between younger and older employed and unemployed workers were not quite so marked by industry. However, in the manufacturing and trade industries higher proportions of older than younger workers were employed. In contrast, the unemployment data showed a reverse relationship, with the proportion of older workers previously employed in these industries below that for younger workers. This pattern was not identical for those age 65 and over who had lower proportionate employment and a higher incidence of unemployment, except in manufacturing. (See Table 10.) In the service industry where higher proportions of older workers were also employed, the older workers had approximately the same relationship among the unemployed last employed in this industry. In the remaining industries, the older workers constituted lower proportions of employment than the younger workers, while generally the unemployment relationship was reversed in favor of the younger workers.

Table 10. Percentage distributions of employed and unemployed workers by age group and industry division

Industry division	Employed ^{1/}					Unemployed ^{2/}				
	45 and over					45 and over				
	Under				65 &	Under				65 &
	Total	45	Total	45-64	over	Total	45	Total	45-64	over
Percent of total	100.0	69.4	30.6	28.1	2.5	100.0	48.1	51.9	43.3	8.6
Total, all industries	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Construction	13.0	14.6	13.0	13.1	12.0	22.1	18.6	25.4	26.3	20.7
Manufacturing	14.0	13.7	14.5	14.7	12.0	21.7	22.5	21.1	20.3	25.2
Durable	6.8	6.8	6.8	6.9	5.7	12.5	14.1	11.0	10.6	12.9
Nondurable	7.2	6.9	7.8	7.9	6.3	9.3	8.4	10.1	9.7	12.3
Trans., comm., & util.	15.8	16.6	12.9	13.5	6.6	4.7	5.5	4.0	4.0	4.3
Trade	30.7	29.6	31.4	31.7	28.4	22.5	24.7	20.5	21.0	18.2
Fin., ins., & R.E.	6.2	6.2	5.8	5.5	9.7	4.4	4.6	4.3	4.2	4.9
Service ^{3/}	20.3	19.3	22.3	21.5	31.1	23.3	21.8	24.7	24.4	26.7

^{1/} June 1955^{2/} Weekly average, January-February 1956^{3/} Includes "Other"

Geographic, occupational and industrial changes. Employed older workers in Miami appear to have experienced more geographic, occupational and industrial shifts in the past 15 years than older job seekers.

Work histories of a small matched sample of employed and unemployed older workers, by age, occupation and sex revealed great geographic mobility among Miami's workers. This should be expected since there is a great deal of permanent and temporary immigration into Miami. Mobility was greater for the employed than for the unemployed. Two-thirds of the employed and half the unemployed had worked in more than one geographic location during the past 15 years. A greater number of the employed women than the employed men had worked in more than one location. The migration patterns also help explain why so many more of the unemployed than the employed had moved into the area relatively recently. The ratio of employed to unemployed who had lived in Miami less than a year was 1 to 22. On the other hand, 72 percent of the unemployed had been residents for one year or more. Of the employed, 67 percent lived there for 8 years or more as compared to only 36 percent of the unemployed.

The older worker case histories further revealed a high degree of occupational mobility for both the employed and unemployed, with the greater number of changes of occupation reported for the employed. In the aggregate, about

two-thirds of all persons for whom 15-year work histories were obtained, had held jobs in more than one occupational field. Occupational mobility was considerably greater among men than among women.

More of the individuals made industry changes than occupational changes. Somewhat less than one-fifth of the employed workers and about one-fourth of the unemployed had been attached to one industry during the preceding 15 years. Employment experience in as many as four different industries was not uncommon. Women, however, appeared to have less industrial mobility than men.

Frequency of unemployment in 15-year period. Nearly 70 percent of the employed had not been out of work at all in the 15-year period as compared to only 27 percent of the job seekers (excluding their current spell of unemployment). Those locally employed who had had some unemployment were out of work for shorter durations and less frequently than the job seekers in the same occupational groups.

D. AGE FACTORS IN LABOR TURNOVER

The annual rates of hires and separations are generally high for all workers in the Miami area (averaging over 100 percent of employment). Rates of separations and hires, however, both tend to decrease as the age of workers increases. There is a more noticeable decline in the new hires rate as age increases than in the rate for all hires. (See Table 11.) Voluntary quit rates, which are appreciably lower for workers age 45 and over than for younger workers, indicate that older workers hold on to their jobs more than younger ones. The age factor did not seem to affect layoff rates, however. Rates generally comparable to their percentages of total employment were reported for all age groups. Hires exceeded separations in all age groups, except workers 65 and over. The excess of separations over hires for this age group of workers results primarily from the high rate of separations because of retirements and deaths.

Employers hire more younger workers than older workers. In comparison with the proportion that younger workers constitute of total employment, new hires of such workers are significantly high. This relatively less hiring of older workers occurs even though younger workers are much more inclined to change jobs than older workers, as evidenced by the high proportion these workers are of all the voluntary quits. Conversely, older workers age 45-64 are not hired in jobs in anything like the same proportion as their representation among the employed. However, Miami compares favorably on the whole, with other areas in the less extensive preference shown by employers in engaging new workers.

Table 11. Percentage distribution of hires and separations 12 months ending June 30, 1955, and employment, June 1955, by principal industry and age group

Industry and age	Total employment June 1955	Hires		Separations		
		Total	New	Total	Quits	Layoffs
Total	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	69.5	75.5	78.1	75.7	80.8	67.4
45 - 64	28.1	22.5	19.9	22.1	17.2	30.2
65 & over	2.5	2.0	1.9	2.2	2.0	2.5
Manufacturing	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	68.1	80.1	80.6	76.8	79.8	69.3
45 - 64	29.7	18.1	17.8	20.5	17.8	26.6
65 & over	2.2	1.7	1.6	2.7	2.4	4.1
Trade	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	68.2	80.7	82.7	79.9	83.9	67.7
45 - 64	29.5	17.8	15.8	18.3	14.9	29.4
65 & over	2.3	1.6	1.5	1.8	1.2	3.0

Industry hiring and separation rates vary some from the over-all patterns. Relatively more older workers were hired in the construction and service industries. In construction, both the separation and hiring rates for workers age 45 to 54 were above the average and were higher than the rates for all younger workers except those under age 25. Although the hiring rates in the service industries were somewhat lower for older workers than younger workers, there was a greater differential between hires and separations among older than younger workers. In contrast, in the manufacturing and transportation, communication and public utilities industries, separation rates exceeded hires for workers age 55 to 64 as well as for those age 65 and over, whereas for younger workers hires exceeded separations. The preference for younger workers is clearly reflected in the distribution of hires and separations for the manufacturing industry shown in Table 11. In the remaining industries, the turnover appeared to follow the over-all pattern with both hires and separations generally tending to show some decrease with advancing age.

In general, there was little difference in the turnover rates for men and women except for women age 65 and over. There are better opportunities for employment for these older women than men 65 and over primarily because of their better-than-average opportunities for employment in the trade and service industries. Physical demands are not as strenuous in trade and service industries as in durable goods manufacturing and transportation, communication and public utilities industries, neither of which showed any hires or separations of women age 65 and over. Moreover, the transportation

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and communication industries hiring restrictions appeared also to be extended to women between ages 55 and 64.

Hiring practices regarding older workers were similar in all size of firm groups in Miami. In each group, hiring rates decreased as workers advanced in age. Moreover, hiring rates were above the average in each size of firm group for workers under age 35. The hiring patterns of workers age 65 and over, however, did vary some. In both small firms employing less than 50 workers and larger ones employing at least a thousand workers, workers 65 and over appeared to have better employment opportunities than in firms of other sizes.

Service occupations provided the best employment opportunities for older workers and skilled occupations the next best. Although hires decreased with age in the service occupations, a greater rate of decline is shown by separations so that, on balance, the excess of hires over separations is greater for older than for younger workers. In the skilled occupations, a similar pattern prevailed but to a lesser degree.

The separation rates for workers with under one year of service was more than $2\frac{1}{2}$ times greater than the average separation rate for all employed workers in the Miami area. However, among the workers with less than one year of service those over age 45 showed a somewhat lower separation rate than the younger workers. As the length of service increased, pronounced drops in separation rates occurred in all age groups. For the workers with 1 to 4 years of service the annual rate decreased to 33 per hundred workers and dropped sharply to 7 per 100 workers for those employed 10 years or more. For workers with more than one year of service some rise in the separation rate was apparent within the group as age increased. Moreover, relative to the other age groups the highest rates were shown for workers age 55 and over. For the workers age 65 and over the high rates reflect deaths and retirements for reasons of health. A similar pattern is shown between separation rates for men but a mixed pattern was reported for women.

Chapter IX. Minneapolis-St. Paul, Minnesota

SUMMARY

The older worker in Minneapolis-St. Paul has much the same characteristics as older workers elsewhere and, if unemployed, has the same difficulty in finding a job. Minneapolis-St. Paul employers seem to favor younger workers when hiring new employees. Although older workers (age 45 and over) represent one-third of total employment in the area, only one-fifth of all hiring is among workers that age. This reflects higher turnover among younger workers as well as the employers' preference for them. The older worker who has a job stays with it longer than the younger worker. If, however, he loses his position, it takes him longer to find a new one.

The employed older worker is more likely to be with a small firm than with a large one. However, if he works for a large firm, he has probably been with them longer than his counterpart in a small firm. On the average, his chances of being covered by a pension plan are about equal to those of the younger worker. Where pension plan coverage is in effect labor turnover tends to be lower for workers of all ages. But hiring opportunities are even fewer, relatively, in jobs covered by pension plans than they are for younger workers.

LABOR MARKET BACKGROUND

The Minneapolis-St. Paul labor market area, which includes all of Anoka, Dakota, Hennepin, and Ramsey counties, is located on the Mississippi River in southeastern Minnesota. The 1950 population totaled 1,116,500, an increase of 18.7 percent from the 1940 level. Since 1950, population in the area has increased by about 12 percent as compared with an average U. S. rise of 9 percent.

The Twin Cities area is one of the largest ordnance and precision instruments center in the Nation, and an important distribution point for the Upper Midwest. The area's economy is well balanced, manufacturing and trade being the most important industrial activities. (See Table A.) Major factory industries are food processing, nonelectrical machinery, ordnance and instruments, printing and publishing. Other important sources of factory employment include fabricated metals, electrical machinery, apparel, and chemicals.

Since 1953, construction has been a major prop in the local economy. Some improvements were noted in factory employment during the latter part of 1955.

The Minneapolis-St. Paul area is generally characterized by low-to-moderate unemployment. Although jobless rolls rise seasonally during the winter months, unemployment has never reached substantial proportions in recent years. In June 1955 unemployment approximated 3.5 percent of the labor force. By January 1956, it was 4.3 percent.

Table A. Nonagricultural employment, by industry division
Minneapolis-St. Paul, Minnesota
January 1956

Industry division	Nonagricultural employment of wage and salary workers - January 1956 (est.)				
	Total			Women	
	Number	% of total	% change from June 1955	Number	% of total
Total	482,100	100.0	+ 0.8	166,300	34.5
Construction	24,600	5.1	- 16.6	1,000	4.1
Manufacturing, total	139,000	28.8	+ 1.0	34,600	24.9
Transportation, communications, and public utilities	50,900	10.6	+ 1.1	11,200	22.0
Trade	121,500	25.2	+ 3.3	48,900	40.2
Finance, insurance, and real estate	30,300	6.3	- 0.3	19,000	62.7
Service	83,600	17.3	+ 5.3	44,400	53.1
Government, regular	32,200	6.7	+ 4.5	7,200	22.4

The unemployed group at the time of the survey reflects labor market conditions typical of the Minneapolis-St. Paul area during the winter months when much of the unemployment is seasonal. Layoffs in the garment industry, in paper, printing and publishing, and especially in construction, account for the major share of the area's winter unemployment.

A. CHARACTERISTICS OF OLDER JOB SEEKERS

Summary. Workers 45 years of age or more were about 47 percent of the weekly average number of job seekers in the area during January-February 1956. Nearly 70 percent of all job seekers were men. Half of the men were 45 and over, compared with 42 percent of the women.

Education. As between the younger and older job seekers, the former have more formal education. Almost 60 percent of men under age 45 had attended high school as compared with 33 percent of those 45 to 54 years old and 19 percent of those age 55 and over. A higher proportion of women than of men in each age bracket had attended high school. Three out of 4 women under age 45 had some high school training but only 2 out of 4 of those age 45 to 54 and 1 out of 4 of those past their 55th birthday.

Number of dependents. Because of the influence of the unmarried younger workers, nearly 2 out of 5 unemployed men under age 45 had no dependents. However, only one-third of those age 45 and over were in that situation.

Among women, 82 percent of those under 45 had no dependents as compared with 84 percent of those age 45 and over.

Industry of last attachment. Slightly less than half of all the unemployed were age 45 and over. But more than half of the job seekers last employed in construction and finance, insurance and real estate were in this older worker group.

The age 65 and over group significantly accounted for 1 in 12 of all the unemployed, with the proportion ranging from only about 3 percent in transportation, communications, and public utilities to 11 percent in service.

Approximately two-thirds of job seekers, under age 45 and also age 45 and over had last worked in the construction or manufacturing industry. Trade accounted for another sixth.

Table 1. Percentage distributions of job seekers by industry of last attachment and age group, January-February 1956

Age group	Industry of last attachment									
	Manufacturing					Trans., comm., util.	Fin., ins., & Serv- R. E.	Trade	ice	Other ^{1/}
	Total	Con- struc- tion	Dur- able	Dur- able	Non- dur- able					
Total	100.0	31.3	34.3	16.4	17.9	4.0	16.9	7.8	2.5	3.2
Under 45	100.0	27.6	36.1	18.0	18.1	5.0	17.5	7.3	2.5	4.0
45 & over	100.0	34.0	33.0	15.3	17.7	3.3	16.6	8.2	2.5	2.4
45-64	100.0	34.7	32.0	14.1	17.9	3.6	17.0	7.9	2.3	2.5
65 & over	100.0	30.2	38.0	21.0	16.9	1.7	14.6	10.0	3.3	2.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	52.6	47.4	54.9	56.7	53.2	62.6	54.0	49.5	52.7	62.2
45 & over	47.4	52.5	45.1	43.2	46.8	37.4	46.0	50.5	47.3	37.8
45-64	39.1	44.4	36.1	32.9	39.0	34.0	39.0	39.8	36.2	32.0
65 & over	8.3	8.2	9.0	10.4	7.8	3.4	7.2	10.8	11.1	5.8

^{1/} Includes government, miscellaneous and industry not reported.

The proportion of job seekers under age 45 who were displaced from manufacturing jobs was about one-third higher than that displaced from construction work. Among workers age 45 and over, however, the proportion displaced from both these industries was almost equal. The actual number of workers age 45 and over who were displaced from construction and finance was greater than the number of younger workers. More than two-fifths of all male job seekers were last employed in the construction industry, but only a fraction of 1 percent of the female job seekers. On the other hand, nearly three-fifths of the female job seekers were displaced from manufacturing.

Most recent occupation. Three out of four job seekers had last worked in a manual job (skilled, semiskilled, or unskilled). The proportion of all workers displaced from skilled jobs increased markedly with age. Skilled workers were the largest group among those age 45 and over, followed in order by the unskilled and semiskilled and reflecting the preponderance of workers attached to manufacturing and construction. Very few women had, however, been employed in skilled jobs; nearly all those displaced from manual jobs had been in semiskilled or unskilled work. (See Table 2.)

Table 2. Percentage distributions of job seekers by most recent occupation and age group, January-February 1966

Age group	All occupations	Most recent occupation						
		Prof. & agr'l.	Clerical	Sales	Serv-ice	Skilled	Semi-skilled	Un-skilled
Total 1/	100.0	3.0	6.1	3.2	9.4	23.2	24.0	29.2
Under 45	100.0	3.3	7.1	3.6	6.2	15.3	26.4	36.0
45 & over	100.0	2.6	5.5	2.9	11.7	29.0	22.2	24.0
45-64	100.0	2.8	5.3	3.1	11.0	28.0	22.8	25.1
65 & over	100.0	1.7	6.3	2.1	15.2	33.6	18.9	18.9
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	52.6	58.9	58.9	57.7	36.9	36.9	57.0	62.5
45 & over	47.4	41.1	41.1	42.3	63.1	63.1	43.0	27.5
45-64	39.1	36.5	32.8	37.0	49.0	50.3	36.6	32.3
65 & over	8.3	4.6	8.3	5.3	14.1	12.8	6.4	5.2

1/ Components in this percentage distribution will not add to 100 percent as "not reported" and "other" are omitted.

Handicaps. As would be expected, physical handicaps increased in each age group of the unemployed. The highest percentage was among men age 55 and older; more than 1 in 3 had at least one handicap, largely orthopedic and vision, hearing, and speech defects.

Race. Nonwhite job seekers accounted for a very small percentage (4 percent) of the area's unemployed. Their percentage of the job seekers was, however, somewhat higher than their proportion of the population. Among unemployed men, the proportion of nonwhites decreased in each successive older group, dropping from 6 percent among the youngest to 2 percent among those age 55 and over. Among unemployed women, the proportion of nonwhites similarly declined with age, but not so markedly. Nearly one-third of the unemployed nonwhite workers (nearly two-thirds of them under 45 years old) had last been employed in the construction industry.

Number of months employed. A study of the 3-year work history of unemployed workers corroborates conclusions drawn from other materials: that older workers stick with their jobs more tenaciously than younger workers, that they become unemployed less frequently than younger workers, but that once unemployed, they remain unemployed longer than younger workers.

The number of months of employment during the past three years is not significantly different for job seekers under age 45 and those age 45 and over except that in the younger group, where there are many who have newly entered the labor market in the preceding three-year period, there is a higher proportion who have had less than 18 months of work. Women averaged less employment during the previous three years than men, particularly in the younger age group.

Number of jobs held. The number of jobs held during the last three years was markedly lower for the older workers than for the younger. The proportion of the job seekers age 65 and over who held only one job is particularly noteworthy. The relatively limited number of job changes was also significant among women job seekers. This sex difference was no doubt accounted for by the number of unemployed men who were attached to the construction industry with its high turnover rates.

Table 3. Percentage distributions of job seekers by number of jobs held in last 3 years and age group, January-February 1956

Age group	Number of jobs held			
	Total 1/	1	2-3	4 or more
Total	100.0	39.8	34.6	24.7
Under 45	100.0	29.1	41.1	29.8
45 & over	100.0	48.1	30.2	21.7
45-64	100.0	43.4	33.2	23.4
65 & over	100.0	70.5	15.9	13.6
Total	100.0	100.0	100.0	100.0
Under 45	52.6	40.2	60.2	60.2
45 & over	47.4	59.8	39.8	39.8
45-64	39.1	44.5	36.1	35.4
65 & over	8.3	15.3	3.7	4.4

1/ Items may not total 100.0 because of exclusion of "no job held in past 3 years" and "number of jobs not reported."

Industry and gross weekly pay. As might be expected, gross weekly pay in the last job was higher among workers age 45 and over than in the younger age group. Only 17 percent of the younger job seekers had last earned as much as one hundred dollars per week, but 28 percent of the

job seekers past their 45th birthday had earned that amount or more per week in their last job. This was due partly to the larger proportion of older workers who were attached to the construction and manufacturing industries where wages are relatively high, and to the higher average skill classification of the more experienced older worker.

Duration of unemployment. Age has more effect on duration of unemployment than does the amount of education a job seeker has or the industry or the occupation in which he was last employed. Regardless of education, industry or occupation, duration of unemployment rises with age. Although those under and over age 45 had not too substantial a difference in the proportions unemployed in the middle duration period of 2-5 months, the older workers had a very much smaller proportion (15 percent) unemployed less than 2 months than the younger age group (23 percent). Conversely, those age 45 and over had a correspondingly larger proportion unemployed for 6 months or more. (See Table 4.)

Table 4. Percentage distributions of job seekers by duration of unemployment in last 3 years and age group, January-February 1956

Age group	Total	Duration of unemployment		
		Less than 2 months	2 - 5 months	6 months or more
<u>Total</u>	<u>100.0</u>	18.6	35.4	46.1
Under 45	<u>100.0</u>	23.4	37.8	38.8
45 & over	<u>100.0</u>	13.2	32.7	54.1
45-64	<u>100.0</u>	13.5	33.8	52.6
65 & over	<u>100.0</u>	11.6	27.2	61.2
<u>Total</u>	<u>100.0</u>	<u>100.0</u>	<u>100.0</u>	<u>100.0</u>
Under 45	<u>52.6</u>	<u>66.3</u>	<u>56.2</u>	<u>44.3</u>
45 & over	47.4	33.7	43.8	55.7
45-64	39.1	28.6	37.5	44.8
65 & over	8.3	5.2	6.3	10.9

Number of times unemployed. The number of times a worker becomes unemployed during a year apparently rises with age to a high point in the 50-54 year age bracket, and then levels off. Up to age 55, men seem to become unemployed more frequently than do women, but after age 55 the frequency of spells of unemployment is more pronounced among women.

B. OLDER WORKERS ON THE JOB

In June 1955 there were 428,100 workers employed in the Twin-Cities area in the firms covered by the survey. Over one-third of them were employed

in manufacturing industries and another 29 percent were employed in trade.

Industry, age, and sex. In all industries, one-third of the workers were age 45 years and over. Very few had passed their 65th birthday. Almost the same age distribution applied to manufacturing as a whole. Indeed, there were no really significant variations in the proportion of workers age 45 and over in any industry. Among older males, however, the service industry had the smallest relative number of any industry division, only just over 1 in 4 finding employment there. For older female workers, the lowest proportionate employment was reported for the finance, insurance, and real estate activity where nearly half of all workers were women but just over 1 in 5 of the women were age 45 or over. The corresponding ratio for all industries was 1 in 3. (See Table 5.)

Table 5. Percentage distribution of employment by industry and by sex and age group - June 1955

Sex and age group	Industry								
	Total	Con-struction	Manufacturing			Trans., comm., util.	Trade	Fin., ins., R.E.	Serv-ice
			Total	Dur-able	Non-dur-able				
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Men	68.0	94.5	72.9	78.9	66.0	78.4	59.2	46.5	58.2
Women	32.0	5.5	27.1	21.1	34.0	21.6	40.8	53.5	41.8
Under 45	65.7	64.1	65.4	65.7	65.1	68.6	63.5	68.5	69.9
45-64	30.6	29.9	31.6	30.9	32.3	28.5	32.4	26.6	26.2
65 & over	3.7	6.0	3.0	3.4	2.6	2.9	4.1	4.9	3.9
Men, total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	65.8	64.7	65.4	64.1	67.2	66.6	66.1	56.4	73.6
45-64	30.1	29.6	31.2	32.0	30.1	30.1	29.3	36.1	22.2
65 & over	4.1	5.7	3.4	3.9	2.7	3.3	4.6	7.5	4.2
Women, total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	65.8	55.5	65.4	71.7	61.0	75.8	60.2	79.1	64.9
45-64	31.4	34.8	32.6	26.9	36.5	23.0	36.3	18.3	31.7
65 & over	2.8	9.7	2.0	1.4	2.5	1.2	3.5	2.6	3.4

Occupation, age, and sex. Occupationwise, older workers, both males and females, were relatively much better represented among the service and managerial groups. Older women workers were also favorably situated in the distribution of female jobs in sales and skilled occupations. Relatively few women were, however, skilled manual workers. (See Table 6.)

Table 6. Percentage distribution of employment by occupational group, sex and age group

Sex and age groups	Occupational group								
	Total	Professional	Managerial	Clerical	Sales	Service	Skilled	Semi-skilled	Unskilled
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Men	68.0	88.7	86.8	30.8	55.0	52.4	94.8	72.8	83.7
Women	32.0	11.3	13.2	69.2	45.0	47.6	5.2	27.2	16.3
Under 45	65.7	78.8	51.7	75.8	61.7	51.7	59.7	67.0	68.9
45-64	30.6	19.5	41.6	22.4	34.3	40.3	35.0	30.6	28.4
65 & over	3.7	1.7	6.7	1.8	4.0	8.0	5.3	2.4	2.7
Men, total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	65.8	79.7	52.8	70.6	68.5	50.3	60.6	71.2	69.6
45-64	30.1	18.3	40.6	25.6	27.8	40.0	34.3	26.7	27.5
65 & over	4.1	2.0	6.8	3.8	3.7	9.7	5.1	2.1	2.9
Women, total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	65.8	71.6	45.7	78.0	53.3	53.2	45.4	55.7	65.6
45-64	31.4	28.4	49.0	21.0	42.3	40.8	44.9	41.2	32.3
65 & over	2.8	---	5.3	1.0	4.4	6.0	9.7	3.1	2.1

In the professional occupations nearly 4 out of 5 workers were under age 45. In clerical occupations, which are predominantly female, the proportion of young workers was almost equally high.

Size of firm and age. In each size-of-firm group, workers past their 45th birthday made up just about one-third of the total. But small firms employed relatively high proportions of workers over 65. The proportion of the work force made up of this oldest group was 5 percent in firms employing 8-49 workers and declined steadily to 2.3 percent in firms employing 1,000 or more. (See Table 7.)

Table 7. Percentage distribution of employment
by size of firm and age group

Age group	Number of employees					1,000 or more
	Total	8-49	50-99	100-499	500-999	
Percent of total	100.0	25.9	12.0	23.7	5.7	32.7
Total	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	65.7	65.9	64.3	65.5	67.2	65.9
45-64	30.6	29.1	31.1	30.7	29.6	31.8
65 & over	3.7	5.0	4.6	3.8	3.2	2.3

Size of firm, length of service, and age. There is a tendency for length of service to increase with size of firm. Older workers, however, represent the same predominant proportion (about 80 percent), of those with 15 years or more of service in all size categories. The length of time in business, naturally, has a decided effect on the age structure of the firms' employees, the proportion of older workers almost always increasing with the age of the employing establishment.

Industry, length of service, and age. Nearly 3 out of 5 of all workers had been with their present employers less than 5 years; 28 percent had worked for the same firm between 5 and 14 years, and 13 percent had worked 15 or more years with the same employer. In all industries except construction and service, the majority of workers past their 45th birthday had been with their present employers more than 5 years. In construction, however, approximately three-fourths of all workers up to age 64 had been with their present employer less than 5 years. In service industries also, three-fourths of the workers had been with the same employer less than 5 years. Among the older workers, however, there were relatively more who had been with their present employer a longer period.

The proportion of workers with more than 15 years of service rose from 9 percent in the establishments that employed fewer than 50 workers to 25 percent in firms employing 5,000 or more. At the same time, the proportion of workers with less than 1 year of service declined almost steadily with each successively larger size-of-firm group, from 28 percent in firms employing 8-49 workers to 13 percent in those employing 5,000 or more.

In all of the industries, the proportion of older workers employed increased with the age of the employing firm. The exception to this generalization was that firms from 10-14 years old reported a lower rate of utilization of workers at least 45 years of age than was reported by firms 5-9 years old.

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Pension plans and employment patterns. Older workers age 45-64 are employed in slightly more of the jobs with pension coverage than of those without such coverage in this area. Relatively fewer employees continue to work beyond the usual retirement age of 65 in firms with pension plans. (See Table 8.)

Table 8. Percentage distribution of employment by pension plan coverage in firms of 50 or more, principal industry, and age group

Age group	Total employment			Manufacturing		Trade	
	Total	Covered	Non-covered	Covered	Non-covered	Covered	Non-covered
Percent of total	100.0	60.5	39.5	27.2	13.2	16.3	12.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	69.3	69.6	68.9	68.6	69.2	68.7	71.6
45 and over	30.7	30.4	31.1	31.4	30.8	31.3	28.4
45-64	27.2	27.5	26.8	28.0	26.8	28.2	23.7
65 and over	3.5	2.9	4.3	2.8	4.0	3.1	4.7

About 60 percent of workers in the Minneapolis-St. Paul area, in establishments employing 50 or more workers, are covered by some kind of pension plan. Those age 45 and over are covered by pension plans in almost the same proportion as their representation in total employment. Manufacturing and trade which accounted for over 70 percent of the employees afforded pension plan protection had approximately the same proportion of the older workers in all industries.

Coverage of all workers varies greatly between industries ranging from a high of 92 percent in finance, insurance, and real estate to a low of 7 percent in construction.

Pension plan coverage increases with size of firm. Among establishments employing from 50 to 99 workers, about one-third of the employees are covered, while in establishments employing 1,000 or more, nearly four-fifths are covered by pension plans. In surveyed firms employing 5,000 or more, all employees are potentially covered by pension plans.

C. COMPARISON OF THE CHARACTERISTICS OF EMPLOYED AND UNEMPLOYED OLDER WORKERS

A comparison by age of all the employed and unemployed in the Twin-Cities area shows that relatively more older workers than younger workers were unemployed. While 66 percent of all employed workers were under 45 years old, only 53 percent of the unemployed were in that group. Conversely,

while only 34 percent of the employed were past their 45th birthday, 47 percent of the unemployed were that old.

Occupation and age. Tables 9 and 10 show the relative distribution by occupation and by industry by age of the total labor force in the area. Skilled workers who represent 20 percent of all employed older workers account for 29 percent of all the unemployed in this age group. Those age 65 and over were as disproportionately affected as those age 45-64. In the under age 45 group, approximately equal proportions were skilled workers among both the employed and unemployed. Significantly larger proportions of the older workers in both the semiskilled and unskilled categories were shown for unemployed than employed.

Table 9. Percentage distributions of employed and unemployed workers by occupation and age group

Occupational group	Employed 1/					Unemployed 2/				
	45 and over					45 and over				
	Total	Under 45	Total	45-64	65 & over	Total	Under 45	Total	45-64	65 & over
Percent of total	100.0	65.7	34.3	30.6	3.7	100.0	52.6	47.4	39.1	8.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Prof. & mgr'l.	13.0	12.6	13.9	13.6	16.1	3.0	3.3	2.6	2.8	1.7
Clerical	21.0	24.2	14.8	15.4	10.1	6.1	7.1	5.5	5.3	6.3
Sales	10.1	9.5	11.3	11.3	11.0	3.2	3.6	2.9	3.1	2.1
Service	7.8	6.1	10.9	10.2	16.9	9.4	6.2	11.7	11.0	15.2
Skilled	17.2	15.6	20.2	19.6	24.8	23.2	15.3	29.0	28.0	33.6
Semiskilled	15.9	16.2	15.3	15.9	10.1	24.0	26.4	22.2	22.8	18.9
Unskilled 3/	15.0	15.8	13.6	14.0	11.0	31.1	38.0	26.1	27.0	22.2

1/ June 1955

2/ Weekly average, January-February 1956

3/ Includes "other."

Industry and age. The preponderance of the skilled, semiskilled and unskilled manual workers among the unemployed illustrates the impact of seasonal construction layoffs as unemployment for this industry represents 31 percent of the total for all industries and only 6 percent of the employment. Although the construction industry provided jobs for only 6 percent of those age 45 and over, it accounted for 34 percent of all the older unemployed workers.

Table 10. Percentage distributions of employed and unemployed workers by age group and industry division

Industry division	Employed 1/					Unemployed 2/				
	45 and over					45 and over				
	Total	Under 45	Total	45-64	65 & over	Total	Under 45	Total	45-64	65 & over
Percent of total	100.0	65.7	34.3	30.6	3.7	100.0	52.6	47.4	39.1	8.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Constr.	5.9	5.8	6.2	5.8	9.6	31.3	27.6	34.0	34.7	30.2
Mfg.	36.9	36.5	37.0	37.9	29.8	34.3	36.1	33.0	32.0	38.0
Durable	19.8	19.6	19.7	19.9	17.9	16.4	18.0	15.3	14.1	21.0
Nondurable	17.1	16.8	17.3	18.0	12.0	17.9	18.1	17.7	17.9	16.9
Trans., comm., & util.	14.0	14.5	12.8	13.0	10.9	4.0	5.0	3.3	3.6	1.7
Trade	29.3	28.5	31.5	31.3	33.2	16.9	17.5	16.6	17.0	14.6
Fin., ins., & R.E.	6.7	6.9	6.1	5.8	8.9	7.8	7.3	8.2	7.9	10.0
Service 3/	7.3	7.7	6.4	6.2	7.7	5.7	6.5	4.9	4.8	5.5
Other	0	0	0	0	0	0	0	0	0	0

1/ June 1955

2/ Weekly average, January-February 1956.

3/ Includes "other."

Comparison of Matched Samples of Employed and Unemployed Workers. A comparison of the 15-year work history of a very small sample of older employed and unemployed workers (age 45 and over), matched according to their age, sex and occupational groupings, indicates that the older unemployed worker has been out of work more frequently and for longer periods in the past 15 years than has his employed counterpart. He has changed jobs, occupation, industry and geographic location more frequently. He has been ill more often and for longer periods.

Apparently education does not make too much difference in one's employment or unemployment experience in this area. The survey showed no correlation between schooling and employment or unemployment. On the whole, employed women have more education than employed men. Among the unemployed, more women than men have had a high school education, but more men than women have had college training.

Most workers, both those who are currently employed and those who are currently unemployed, had not been out of the labor force at all during the past 15 years. However, those of the unemployed who had withdrawn were out for longer periods than the currently employed who at some time during the period had been out of the labor force. Women, both employed

and unemployed, had been out of the labor force more often and for longer periods than men, often because of household obligations.

The greatest difference in the previous 15-year employment experience between those older workers who now have a job and those who are looking for one is in the number of times they have been unemployed. Two out of every 3 of the currently employed had not been unemployed at all during the period but only 1 in 16 of the unemployed had such a record (excluding their current spell of unemployment). Not only had more of the unemployed suffered periods of unemployment in the past 15 years but 20 percent of them had been unemployed for a total of 2 years or more as compared with only 7 percent of the employed who had suffered that much joblessness in the past 15 years.

The relatively unstable employment experience of the older workers who are currently without a job, compared with the employed, shows up in the number of employment shifts during the 15-year period. Those currently unemployed changed jobs more frequently--17 percent of the unemployed had 15 or more jobs in the last 15 years as compared with just over half of that percentage of the employed. This matched sample study also showed that the currently employed on the average worked longer on each job held during the period than had the currently unemployed workers--57 percent of them averaged 2 years or less in each job as compared with 72 percent of the unemployed. These comparisons are undoubtedly affected in considerable degree in this area by the high proportion which construction workers represent of the unemployed, even though the data were, in effect, "standardized" for current occupation.

Approximately 3 out of 4 workers in samples, both the employed and the unemployed older worker, had not changed the geographic location of their employment in the last 15 years. But among those who had changed geographic location, the unemployed had changed more frequently than the employed. The unemployed had also shifted from one industry to another more frequently than the employed.

The currently unemployed also had changed occupations more often than the employed. Among the employed, 70 percent had changed occupations only once or twice in the 15-year period as compared with 62 percent of the unemployed. The remaining job seekers had changed jobs more frequently than the balance of the employed. Employed and unemployed older women, likewise, changed occupations and industries less frequently than men.

The majority of both the employed and unemployed had worked longest at a skilled, semiskilled, or unskilled job. Similar employment was likewise typical for the majority for the last job held. However, among those in these groups who shifted away from the occupation of their longest job, the semiskilled unemployed had shifted to unskilled, skilled, and service work, and those who had worked longest at an unskilled job had shifted to semiskilled, skilled and service occupations.

D. AGE FACTORS IN LABOR TURNOVER

Older workers appear to get less than their proportionate share of job openings. However, the figures are not quite as unfavorable as a cursory examination might suggest. Pension plans sharply reduce both hirings and separations. They also emphasize the greater preference of employers who have such plans in effect for younger workers than obtains in plants which do not furnish pension coverage.

During the year ending June 30, 1955, Minneapolis-St. Paul employers covered by the survey hired more than 211,000 workers. Most of these people (94 percent) had never before worked for the employer who hired them. Although older workers (age 45 and over) represented one-third of total employment in the area, only one-fifth of all hiring during the year was among workers in that age bracket. In the manufacturing industry the discrepancy was even greater; there, workers past their 45th birthday made up more than one-third of the labor force, but they represented less than half that proportion of total hires.

Four out of 5 of all workers hired were under 45 years old. One reason for this disproportion of hires is that a great many of the youngest age group would have recently entered the local labor market. The process of absorbing them into employment would mean a relatively high rate of hiring for the group. Also, turnover is high among young workers and for beginners' jobs, youth being replaced by youth. Of all workers who quit their jobs during the year, 86 percent were under 45 years old. In contrast, though older workers made up one-third of the area's total employment, they accounted for only a little more than one-eighth of all quits. (See Table 11.)

Of all the workers under 25 years of age who were employed during the survey year, nearly half quit their jobs. A total of 4 out of 5 of these youngest workers were separated from their jobs, counting additionally those who were discharged or laid off or left for any other reason. In contrast, only 27 percent of workers between 45 and 54 years of age and 22 percent of those age 55 to 64 were separated from their jobs for any reason whatsoever.

All types of separations decline with age but the quit rate declined most sharply. In the under 25 year group, the annual quit rate was 48 percent and in the 55 to 64 year group it fell to 8 percent. The sharp drop in quits probably results from a variety of factors, chief of which is the worker's vested interest in pension systems and his realization that the older one gets the more difficult it is to find a new job. The declining rate of layoffs in the older age brackets no doubt reflects the working of the seniority system as well as the value to the employer of the trained and tested employee.

There is considerable variation in turnover in different industries. In construction, for instance, where workers are hired and laid off with

changing seasons and with the start and completion of jobs, turnover is well above 100 percent for the year. No consistent pattern is discernible in this industry except that both layoffs and hires are at the lowest rate in the 35 to 44 year bracket where 18 percent of the industry's employment is found. While the over-all turnover rates vary from industry to industry--being lowest in transportation, communications, and public utilities and highest in construction--the pattern of declining rates in each successive age group up to age 65 is general except for construction.

Table 11. Percentage distribution of hires and separations twelve months ending June 30, 1955, and employment, June 1955, by principal industry, and age group

Industry and age	Total employment June 1955	Hires		Separations		
		Total	New	Total	Quits	Layoffs
Total	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	65.7	80.1	81.6	78.2	85.7	69.5
45-64	30.6	17.9	16.6	18.0	12.4	26.7
65 and over	3.7	2.0	1.8	3.8	1.9	3.8
Manufacturing	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	65.4	84.9	87.1	81.3	88.3	74.5
45-64	31.6	14.3	12.2	14.9	10.6	23.0
65 and over	3.0	.7	.7	3.9	1.1	2.5
Trade	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	63.5	80.2	82.2	80.3	84.5	73.2
45-64	32.4	17.4	15.8	16.0	13.1	22.6
65 and over	4.1	2.5	2.0	3.7	2.5	4.3

Sex makes a difference in labor turnover. While layoff rates generally decline with age, among females, layoffs rise to the highest point in the 35 to 44 year old group. This is true in manufacturing, both durable and nondurable goods, and in finance, insurance, and real estate. This anomaly is not true among males though the layoff rate does rise among males aged 35 to 44 in durable goods manufacturing and in service industries.

With a few exceptions the pattern of turnover declining in each successive age group up to age 65 applies within the various occupational groups as well as within the various industries. Two notable exceptions are the highest rate of layoffs in service occupations in the 35 to 44 year group and the highest layoff rates in skilled occupations in the 45 to 54 year

group. Males account for both these high rates.

Size of firm makes little difference in turnover patterns, though larger firms have somewhat less turnover than the smaller ones. Within each size-of-firm group, however, the various turnover rates generally follow the over-all pattern of decline with age. There are variations, of course, which are probably accounted for by fortuitous influence of individual establishments in the group.

Separation rate and length of service. As would be expected, there is a close inverse correlation of separation rates and length of service, especially since length of service is directly correlated with age:

Annual separation rate by length of service, age and sex

<u>Length of service</u>	<u>Total</u>	<u>Men</u>	<u>Women</u>
Total	46.5	47.1	45.7
Under 1 year	121.2	138.2	94.0
1-4 years	34.2	32.6	36.7
5-9 years	10.4	9.1	13.7
10-14 years	7.9	7.0	10.3
15-and more	7.7	7.3	9.4

The longer a worker has been employed in the same firm, the less likely he is to be separated from his job. Among workers with less than one year of service, the separation rate is well above 100 percent annually. After one year of service the rate drops sharply; workers with 1 to 4 years of service show a separation rate of 32 percent. With the next five years of service the separation rate again drops sharply, but after 10 years of service the rate of decline is smaller.

Sex makes some difference in the separation rate. Among workers with less than one year of service, the separation rate is much higher for men--possibly because of the high proportion of young workers in this group and the effect of the draft. After one year of service, the rates are somewhat higher for women than for men--no doubt reflecting the influence of matrimony and home responsibilities.

Pension plans. The existence or absence of pension plans significantly affects hiring and separation patterns, according to the data obtained for firms with 50 or more employees. During the year ending June 30, 1955, the hiring rate among workers covered by pension plans in these firms was 26 percent, and the separation rate was 24 percent. Among the noncovered workers, the rate was 41 percent for both hires and separations. A greater proportion of the total hiring is done in the younger age groups in firms that have a pension plan than in firms that do not

have pension plans. Allowing for the probability that pension plan coverage tends toward industries and firms which ordinarily have relatively lower rates of turnover, it still appears that a pension plan makes for substantially lower turnover.

In finance, insurance and real estate activities, for instance, where 92 percent of the workers are covered by pension plans, the annual hiring rate was 27 percent among the covered employees and 32 percent among those not covered by pension plans, while separations were at the rate of 25 percent among covered employees and 32 percent among noncovered workers. On the other hand, in service industries where only 28 percent of the workers are covered by pension plans, hiring among covered workers was at a rate of 34 percent, while among noncovered workers it was at the rate of 47 percent; and separations were at the rate of 42.0 percent among covered workers and 49 percent among the noncovered.

Size of firm and pension plans together affect turnover rates. In firms employing 50 to 99 workers, twice as many workers are not covered by pension plans as are covered. The proportion of coverage rises with size of firm until in the group employing 5,000 or more, all employees are generally covered by some kind of pension plan. Consequently, turnover rates among noncovered employees in smaller plants apply to the majority of workers, but in the larger plants turnover rates among noncovered employees apply only to a very small proportion of all the employees in those establishments.

Generally, in each size group, hiring and separation practices are much freer among noncovered workers than among covered workers--that is, both hiring and separations are at a higher rate among noncovered workers. As the size of firm increases, the gap between turnover rates for covered and noncovered employees widens and this is true in each age group.

Chapter X. Philadelphia, Pennsylvania

SUMMARY

In Philadelphia, two out of five job seekers registered for work at local public employment offices in January and February 1956, were age 45 and over; three out of five were under age 45. The unemployed more mature worker had less education than his younger counterpart; but despite this, his earning capacity was virtually as great on his last job. This attested to the value of skill and experience acquired through the years. Older job seekers, in contrast to younger ones, were more stable workers; they made fewer job changes and were unemployed fewer times, but once separated from a job they were unemployed for a longer duration.

Minority group job seekers were over represented among the unemployed, but the older nonwhite worker appeared to fare better than the younger one.

Workers age 45 and over represented about the same proportion among those with jobs as among the job seekers. However, those age 65 and over had a much heavier proportion of unemployed than of employed. A much more favorable employment-unemployment relationship is disclosed for those age 45-64. They were especially prominent in managerial and skilled occupations where work experience, maturity of judgment, and job seniority are important. Service occupations in the service industries, especially for those age 65 and over, and in nondurable goods manufacturing provided the largest concentrations of employment opportunities.

The size of firm had little effect on the proportion of older workers employed. Older workers are steadier, as indicated by the increasing percentages of workers age 45 and over in employment distributions by years of service. This could be attributable in part to seniority rights, vested interests in pension plans, and other job mobility reducing factors more associated with older than with younger workers. The majority of the mature workers in plans surveyed were covered by private pension plans, but the proportion was slightly lower than that for younger workers. This illustrates the general tendency for establishments with pension plans to offer employment in covered jobs to relatively fewer older than to younger workers.

Hires and separations, however, are disproportionately concentrated among younger workers and decline relatively with advancing age. Regardless of industry, occupation, or size of firm, local hiring practices strongly favor the younger worker. But worker practices, as evidenced by diminishing quit rates with advancing age, show that mature employees are much more stable than younger employees. Small and moderate size establishments and those which have no pension plan provisions appear to afford mature unemployed workers greater job opportunities than large plants.

LABOR MARKET BACKGROUND

The Philadelphia labor market area (fourth largest in the Nation) includes Philadelphia, Delaware, Montgomery, Bucks and Chester Counties in southeastern Pennsylvania, and Camden, Burlington and Gloucester Counties in New Jersey. This survey, however, is limited to the Philadelphia County section of the labor market area. The total area population of 3,671,000 in 1950, which included the city with 2,071,600, increased by 14.7 percent from 1940. As of the end of 1955, the population had risen another 11 percent.

The Philadelphia area has a widely diversified economy and is one of the Nation's most important industrial centers. In addition, the City of Philadelphia is one of the largest ports in the U.S. Slightly over two-fifths of the area's nonagricultural wage and salary workers were engaged in manufacturing in January 1956. Factory employment is almost evenly distributed between soft and hard goods industries, with no one industry dominant.

From the standpoint of size of employment, apparel, with 64,000 workers, is the area's largest manufacturing activity, followed by paper, printing and publishing (55,000), transportation equipment (54,800), and electrical machinery (52,800). Since the cessation of hostilities in Korea in mid-1953, factory employment in the area declined steadily until early 1955 when an upturn occurred, which has since been generally maintained.

About two-fifths of the 1950 civilian labor force were skilled, semiskilled and unskilled workers. Women currently constitute just slightly less than one-third of the total area work force.

Table A. Nonagricultural employment, by industry division
Philadelphia area, Pennsylvania, January 1956

Industry division	Nonagricultural employment of wage and salary workers - January 1956 (Est.)				
	Total			Women	
	Number	% of total	% change from May 1955 ^{1/}	Number	% of total
Total	1,414,500	100.0	+ 0.9	441,500	31.2
Manufacturing	576,100	40.7	+ .3	169,200	29.4
Construction	77,800	5.5	- 7.9	3,000	3.8
Trans., comm., & util.	114,700	8.1	- 1.5	18,700	16.3
Trade	306,700	21.7	+ 6.8	105,300	34.3
Finance, insurance, and real estate	69,800	4.9	+ .6	36,200	51.9
Service	181,300	12.8	+ .3	85,800	47.3
Government	85,800	6.1	+ .2	23,100	26.9
Other	2,300	.2	0	200	8.7

^{1/} Data for June 1955 not available.

The labor supply situation in Philadelphia generally responds quickly to major fluctuations in the Nation's economy. Since 1950, the rate of unemployment in the area has usually been somewhat above that for the Nation as a whole. In recent years Philadelphia has been characterized for the most part as an area of moderate labor surplus. In November 1955, unemployment was estimated at 86,300 or 4.9 percent of the area's labor force. Unemployment rose seasonally to 109,200 or 6.3 percent of the labor force in January 1956. At that time women accounted for about 35 percent of the total unemployed.

A. CHARACTERISTICS OF OLDER JOB SEEKERS

Summary. In Philadelphia, two out of five job seekers registered for work at local public employment offices in January and February 1956, were age 45 and over; three out of five were under age 45. The more mature unemployed worker had less education than his younger counterpart, but despite this, his earning capacity was virtually as great on his last job. This attested to the value of skill and experience acquired through the years.

Minority group job seekers were over represented among the unemployed but the older nonwhite worker appeared to fare better than the younger one.

Unemployed older workers in contrast to younger ones were more stable employees; they made fewer job changes and were unemployed fewer times, but once separated from a job they were unemployed for a longer duration.

Industry of last attachment. Unemployed workers at all age levels were predominantly last attached to the area's major industry--manufacturing. A slightly higher proportion of the mature job seeker group than that of the under age 45 group were last employed in trade activities; a somewhat lower proportion in construction; and about the same proportion as younger job seekers in manufacturing. When one excludes the age 65 and over group from those age 45 and over there is substantially no difference in the proportions of those age 45-64 and those under age 45 last attached to each of these three major industry groups. (See Table 1.)

Table 1. Percentage distributions of job seekers by industry of last attachment and age group, January-February 1956

Age group	Industry of last attachment									
	Manufacturing					Trans., comm., util.	Trade	Fin., ins., R. E.	Serv- ice	Other ^{1/}
	Total	Con- struc- tion	Total	Dur- able	Non- dur- able					
Total	100.0	22.4	45.3	20.2	25.1	4.5	13.9	6.6	2.9	0.9
Under 45	100.0	24.4	45.3	21.1	24.2	3.4	13.2	6.5	2.2	1.1
45 & over	100.0	19.3	45.4	18.8	26.5	6.2	14.9	6.7	4.1	.3
45-64	100.0	24.3	44.8	16.9	27.9	3.8	13.6	7.2	2.8	.5
65 & over	100.0	10.7	46.4	22.3	24.2	10.4	17.0	5.8	6.3	0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	60.0	65.5	60.0	62.7	57.9	45.2	57.2	59.2	44.5	86.7
45 & over	40.0	34.5	40.0	37.3	42.1	54.8	42.8	40.8	55.5	13.3
45-64	25.5	27.6	25.1	21.3	28.2	21.3	25.0	28.0	24.4	13.3
65 & over	14.5	6.9	14.9	16.0	13.9	33.5	17.8	12.8	31.1	0

^{1/} Includes government, miscellaneous and industry not reported

Most recent occupation. Almost three-fourths of the unemployed job seekers were manual workers workers last employed in skilled, semiskilled, and unskilled jobs. Almost twice as many of the mature workers as compared with those under age 45 were last employed at skilled jobs. The proportion of skilled workers among those age 65 and over was considerably higher than that of any other age bracket, although the numbers involved were comparatively small. On the other hand, a relatively higher proportion of job seekers under age 45 held semiskilled and unskilled jobs. This occupational pattern emphasizes the growing level of skill with advancing age and work experience. (See Table 2.)

Only about 10 percent combined, of the unemployed held sales and service jobs. But a disproportionate share of workers in these occupational fields, as in the skilled field, were age 45 and over. The highest proportionate concentrations were also in the 65 and over age group.

The overall pattern (60 percent of the unemployed under age 45 and the balance age 45 and over) approximately prevailed for professional, managerial, and clerical occupations.

Table 2. Percentage distribution of job seekers by
most recent occupation and by age group,
January-February 1956

Age	Most recent occupation								
	All occupa- tions	Prof. and Mgr'l.	Cleri- cal	Sales	Serv- ice	Skilled	Semi- skilled	Un- skilled	Other
Total	100.0	2.9	8.6	3.4	7.7	20.9	25.3	27.0	1.1
Under 45	100.0	3.0	8.4	2.8	5.6	15.5	27.2	33.5	1.0
45 and over	100.0	2.8	9.1	4.3	11.5	28.9	22.4	17.2	1.2
45-64	100.0	2.2	7.7	3.9	9.5	25.8	26.6	20.2	1.3
65 and over	100.0	3.8	11.5	4.9	14.8	34.3	15.1	12.1	1.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	60.0	60.7	58.0	49.4	40.2	44.8	64.6	74.3	58.0
45 and over	40.0	39.3	42.0	50.6	59.8	55.2	35.4	25.7	42.0
45-64	25.5	19.0	22.6	29.4	31.4	31.5	26.8	19.2	28.0
65 and over	14.5	20.3	19.4	21.2	28.4	23.7	8.6	6.5	14.0

Handicaps. The proportion of job seekers with handicaps began to increase at age 45 and rose with each advancing age interval. Although almost twice as many workers among those age 45 and over had handicaps than was the case with workers under age 45, the very great majority of both older (81 percent) and younger (89 percent) workers reported no handicaps. In the aggregate, about 15 percent of the area's unemployed had some handicap.

A similar pattern prevailed for both men and women, but comparatively fewer women than men in each age interval were handicapped.

Number of dependents. Almost as many of the unemployed 45 years of age and over had dependents as did those under age 45. Well over a third of all the unemployed registered at public employment offices had no dependents but this ratio was strongly influenced by the large proportion of those under age 25 without dependents. Older workers, however, reported to a greater degree that they had only one dependent, while a greater proportion of younger workers had two or more dependents.

At every age group, far more of the unemployed men than women had dependents. Only one in four men had no dependents. Contrary to popular belief that women are "secondary" wage earners, almost half of the female job seekers under age 45 and about a third of those age 45 and over did have dependents.

Race. Nonwhite workers are substantially overrepresented in Philadelphia's unemployment, but older nonwhite workers seem to fare relatively better than younger ones.

According to 1950 Census data, some 13 percent of the area's labor force was nonwhite. At the time of the Census and at the time of the survey, a much higher proportion--27 percent--of the unemployed belonged to racial minority groups. Their numbers were particularly significant in the young-to-middle age groups, that is from ages 25 to 54. They comprised a less-than-average proportion of the unemployed in the upper age brackets. This pattern prevailed for both men and women, although only two out of ten unemployed women were nonwhite, as compared with three out of ten of the men.

The high incidence of nonwhite unemployment may be partially attributable to the seasonal lull in construction. By far the largest absolute number and highest proportion of nonwhite job seekers were last attached to this industry. In addition, a somewhat higher than average proportion were last employed in service activities.

Number of months employed. Older workers (except for those age 65 and over) tended to have more months of employment in the three years preceding the survey than younger workers. This reflects in considerable measure the fact that among those under age 45 are included the young workers who have had a briefer attachment to the labor force. The experience of the oldest age group, however, shows relatively fewer months of employment.

Number of jobs held. Philadelphia's job seekers in the aggregate reported a considerable degree of job stability. Almost 60 percent of the unemployed of all ages made no job changes, another 30 percent held either two or three jobs in the past three years. More detailed data reveal that the proportion of job seekers who held only one job and made no job changes in the last three years rose with each advancing age interval. Women changed jobs less frequently than men and among mature women, job stability was particularly marked.

Table 3. Percentage distribution of job seekers by number of jobs held in last three years and by age group, January-February 1956

Age group	Number of jobs held				
	Total	1	2-3	4 or more	Other ^{1/}
Total, all ages	100.0	57.9	29.4	6.3	6.4
Under 45	100.0	49.4	35.5	7.6	7.5
45-64	100.0	62.8	26.4	5.4	5.4
65 and over	100.0	84.2	9.3	2.7	3.8
Total	100.0	100.0	100.0	100.0	100.0
Under 45	60.0	51.2	56.7	72.2	70.1
45-64	25.5	27.7	26.4	21.5	21.2
65 and over	14.5	21.1	17.0	6.3	8.7

^{1/} Includes "no job held" in past 3 years and "number of jobs not reported."

Industry and gross weekly pay. In their most recent employment, the earning capacity of older workers compared favorably with that of younger workers. Well over half of all workers earned at least \$60.00 per week. A slightly higher proportion of the unemployed 45 years of age and over as compared with those under 45 reported such earnings, no doubt due to the proportionately higher level of skills in their occupations of last attachment.

Duration of unemployment. More than two out of five of the area's job seekers were unemployed for at least one-sixth of the preceding three years. The situation grew worse with advancing age. Fewer of the mature unemployed as compared with the younger unemployed were without work and seeking work for a brief time (less than two months) or for a moderate period (two to five months). But considerably more of them were unemployed for at least six months out of the past three years. However, the greatest impact of prolonged unemployment was felt by those age 65 and over. The 45-64 age group though worse off proportionately than those under age 45 generally did not vary too greatly from the average durations for the entire unemployed group.

Table 4. Percentage distribution of job seekers by duration of unemployment in last 3 years and age group, January-February 1956

Age group	Duration of unemployment			
	Total	Less than 2 months	2 - 5 months	6 months or more
Total	100.0	20.7	34.9	44.4
Under 45	100.0	21.7	38.6	39.7
45 and over	100.0	19.2	29.3	51.5
45 - 64	100.0	19.2	32.1	48.7
65 and over	100.0	19.0	24.5	56.5
Total	100.0	100.0	100.0	100.0
Under 45	60.0	63.5	66.9	54.3
45 and over	40.0	36.5	33.1	45.7
45 - 64	25.5	23.2	22.9	27.3
65 and over	14.5	13.3	10.2	18.4

Data show that a higher proportion of mature workers were unemployed fewer times in comparison with younger workers. It would thus appear that mature workers lose their jobs less often but have a harder time returning to employment once separated from a job.

Education as a factor in unemployment duration. The amount of formal schooling among Philadelphia job seekers decreased sharply with advancing age. Only one in four of the unemployed 45 years of age and over had attended high school. The corresponding ratio for those under age 45 was almost two out of three, and for those under age 45--more than four out of five.

Very few of the local job seekers at any age level had attended college. Comparatively more women than men at all age levels had greater educational attainments.

In Philadelphia, educational achievement appeared to have relatively little relationship to duration of unemployment. Among the younger unemployed a slightly larger proportion of those who had attended high school experienced brief or moderate duration of unemployment--up to six months in the last three years. Among job seekers age 45 and over almost the reverse picture prevailed. Relatively more of those who had high school training experienced brief (under two months) and substantial (at least

six months) unemployment, while more of those who never went to high school experienced a moderate duration of unemployment (2-5 months).

Occupation as a factor in unemployment duration. A larger proportion of the older unemployed workers as compared with the younger, whose last jobs were in skilled, clerical, and service employment experienced less than two months of unemployment in the past three years. A briefer duration of unemployment was more characteristic of younger job seekers in unskilled jobs. More of the mature workers who were last attached to these occupational fields, (except clerical), also experienced a moderate duration of unemployment--from two to five months. But older job seekers with at least six months of unemployment outnumbered younger ones, comparatively, in professional and managerial, sales, service, and skilled occupations. They fared better only as regards semiskilled and unskilled occupations.

Labor force attachment. In Philadelphia, 70 percent of public employment office registrants for jobs had been continuously attached to the labor force for the preceding three years. The proportion of women workers who had not been out of the labor force for as much as a month rose with advancing years to age 65, when it dropped somewhat. Fewer than half of the younger job seekers were employed or seeking work for the entire three years, reflecting, of course, their briefer attachment to the labor market and to some extent withdrawals for military service.

B. OLDER WORKERS ON THE JOB

Occupation, age and sex. Slightly more than two out of every five workers employed in Philadelphia were 45 years of age or older, a considerably higher proportion than the average of three out of ten for the seven areas combined. In the managerial group of occupations, workers age 45 and over held 55 percent of the jobs, reflecting work experience, and the greater maturity of judgment usually required for a supervisory function. (See Table 5.) Older workers, mainly men, held more than half the skilled jobs, another reflection of their experience and the seniority factor.

The relative number of older workers in the service group, both males and females, was also very high, in part the result of shifts to this group of occupations with advancing age. Those age 65 and over were especially prominent in this occupational group, accounting for 10 percent of all those employed, and representing more than twice the average for the workers in this age category in all the industries surveyed. To a lesser extent, a similar situation obtained in the skilled occupations for this age group for both sexes.

Opportunities in the professional and clerical occupations were unfavorable for older workers. In the professional group, the imbalance, is in part attributable to the relatively recent expansion in scientific and technical fields and the greater educational opportunities available to younger

workers. In the case of clerical work, employer preferences for younger workers are contributory factors.

Table 5. Percentage distribution of employment by occupational group, sex and age group

Sex and age group	Occupational group								
	Total	Pro-fes-sional	Mana-gerial	Cleri-cal	Sales	Serv-ice	Skilled	Semi-skilled	Un-skilled
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Men	68.8	87.5	91.7	36.4	75.6	68.5	89.9	65.6	75.1
Women	31.2	12.5	8.3	63.6	24.4	31.5	10.1	34.4	24.9
Under 45	58.1	69.6	44.8	68.6	55.4	37.4	48.6	62.1	59.4
45-64	37.7	27.9	49.8	28.7	39.2	52.7	45.4	35.2	36.8
65 and over	4.2	2.5	5.4	2.7	5.4	9.9	6.0	2.7	3.8
Men, total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	55.1	69.2	43.6	62.8	55.3	36.0	48.2	62.9	57.0
45-64	39.6	28.2	50.7	32.3	38.9	51.7	45.4	34.1	38.6
65 and over	5.3	2.6	5.7	4.9	5.8	12.3	6.4	3.0	4.4
Women, total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	64.7	71.8	56.8	71.9	55.9	42.2	52.4	60.4	66.4
45-64	33.4	26.4	40.5	26.7	40.2	54.1	45.4	37.4	31.6
65 and over	1.9	1.8	2.7	1.4	3.9	3.7	2.2	2.2	2.0

Source: Table 1. Employment patterns series.

The heavy concentrations in the skilled, semiskilled and unskilled manual occupations, averaging approximately 56 percent of all workers age 45 and over, reflected the industrialized character of the Philadelphia economy and the predominance of manufacturing activities. The most dominant occupational groups for older women were respectively, clerical and semi-skilled.

Industry, age and sex. Industrially, employment of older workers is, relatively speaking, concentrated in transportation, communications and public utilities and nondurable goods manufacturing. The largest proportionate number of workers 65 years of age and over were found in the service industries, probably a reflection of the existence of a considerable amount of marginal types of industrial activity where neither continuity of service, promotional opportunities, or the prospect of high wages could attract younger workers in sufficient quantity. The

absence of pension plan coverage which if in effect, frequently entails compulsory retirement at age 65 would also tend to build up the proportions of those age 65 and over in these industries.

On the other hand, older workers, age 45 and over, were a relatively small proportion of the industry's work force in construction and finance, insurance and real estate. (See Table 6.)

Older men enjoy far more job opportunities relatively than older women. Those age 45-64 constituted 40 percent of all the employed males whereas women of comparable ages made up only 33 percent of female employment. In all industries except service, the proportions of males age 45-64 and 65 and over employed exceeded those of women in the same age brackets of female employment. An unusually large proportion of men 45 years of age or more, ranging between 44 and 50 percent, are found in both durable and nondurable goods manufacturing, transportation, etc., finance, etc., and trade. Among older women the highest relative number of jobs held was in nondurable goods manufacturing in addition to the service industries.

As a source of employment, manufacturing, the dominant area industry, primarily because of nondurable goods production, accounted for a relatively greater number of jobs for older workers than it did for younger workers. Trade was another industry in which large numbers of mature workers were employed.

Table 6. Percentage distribution of employment by industry division, sex and age group

Age and sex	Industry									
	Manufacturing					Trans., comm., & util.	Trade	Fin., ins. & R. E.	Service	Other
	Total	Construction	Total	Durable	Nondurable					
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Men	68.8	93.3	70.7	79.2	64.1	88.9	62.6	44.0	63.5	73.7
Women	31.2	6.7	29.3	20.8	35.9	11.1	37.4	56.0	36.5	26.3
Under 45	58.1	63.0	56.9	58.9	55.4	51.5	59.6	63.5	61.5	52.6
45-64	37.7	33.9	38.5	36.2	40.3	43.7	36.6	34.1	33.3	36.9
65 and over	4.2	3.1	4.6	4.9	4.3	4.8	3.8	2.4	5.2	10.5
Men, total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	55.1	61.3	54.8	56.0	53.6	50.5	55.6	50.8	63.2	50.0
45-64	39.6	35.3	39.6	38.1	41.1	44.3	39.5	44.4	30.4	35.7
65 and over	5.3	3.4	5.6	5.9	5.3	5.2	4.9	4.8	6.4	14.3
Women, total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	64.7	84.1	61.9	69.9	58.5	59.8	66.0	73.6	58.8	60.0
45-64	33.4	15.9	35.9	28.9	38.9	39.0	31.9	26.0	38.2	40.0
65 and over	1.9	0	2.2	1.2	2.6	1.2	2.1	.4	3.0	0

Size of firm, age, and sex. The size of firm had generally little influence on the proportion of older workers employed. In a series of size categories covered by the 50 to 5,000 range the proportion of older workers employed fell within the narrow range of 41 to 44 percent. (See Table 7.)

Contrary to general expectations, the very smallest firms, those employing between 8-49 workers had the smallest proportion (39 percent) of older workers attached to their payrolls. (See Table 7.) The largest firms, on the other hand, those of 5,000 or more workers, had the largest proportion--46 percent of their total employment.

Table 7. Percentage Distribution of Employment
by Size of Firm by Age

Age Group	Size of Firm (Number of Employees)						
	Total	8-49	50-99	100-499	500-999	1000-4999	5000 and over
Percent of total	100.0	19.3	10.8	27.4	17.0	17.6	7.7
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	58.1	60.8	55.7	56.7	59.4	58.9	54.4
45-64	37.7	34.2	38.9	38.1	37.4	38.3	42.3
65 and over	4.2	5.0	5.4	5.2	3.2	2.8	3.3

Firms of all sizes employ a higher percentage of older men than older women. Firms employing 5,000 employ the largest percentage of older men but the smallest percentage of older women. The three largest size groups of firms also employ a much lower percentage of persons 65 and over. Furthermore, the largest firms employ a very low percentage of men under 25 years of age but a large percentage of women of corresponding age.

Industry, length of service, and sex. The steadiness and reliability of older workers in the Philadelphia, Pennsylvania area is clearly shown by data on employment by industry, length of service and age. Percentages of older workers employed increased sharply with years of service as per the following table. The rate of increase was more pronounced in the highest age brackets. Much of this may be attributable to seniority rights, vested interests in pension plans and other mobility-reducing factors which are more applicable to older workers than to younger ones.

However, it also demonstrates that workers over age 45 once hired tend to stay with the same employer much more so than a younger worker. This pattern is generally true for all industries. In construction, however, percentages of workers age 65 and over who have 15 or more years of service are less than those with shorter periods of service due probably to the arduous nature of the work in this industry and the greater job mobility characteristics of construction workers.

Table 7A. Percentage distribution of employment by age, by length of service

	Length of service--years					
	Total empl.	Under 1	1-4	5-9	10-14	15 & over
Total all ages %	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	58.3	81.4	78.0	65.3	45.8	19.5
45 and over	41.7	18.6	22.0	34.7	54.2	80.5
45-54	22.7	11.7	14.2	20.7	30.0	37.4
55-64	14.8	5.3	6.2	11.4	17.7	33.6
65 and over	4.2	1.6	1.6	2.6	6.5	9.5

Size of firm, length of service, and age. Employment of workers age 45 and over was fairly consistent in the different lengths of service for firms ranging in size from the smallest (8-49) to medium size (100-499). From firms employing 500 or more, however, the pattern was noticeably different. For each length of service period, the proportion of older workers, though increasing within the particular size-of-firm group according to the increased length of service, declined very sharply between different sizes of firms. For example, in the firms of 500-999 those age 45 and over of under one year of service amounted to 15 percent of total employment; in the 1,000-4,999 they accounted for 10 percent; in the 5,000 and more class their representation was zero. For the one to four year interval, the corresponding percentages were 24, 17, and 6. This emphasizes the well established practice of larger establishments in not hiring workers generally after age 55. Since these firms almost universally have extensive pension plan coverage for employees, the above analysis suggests the direct relationship between these two practices.

This characteristic was more pronounced for those age 65 and over in all periods of service up to 14 years. From a figure of just under 5.0 percent in firms of 500-999, the employment in this age group in all length-of-service periods dropped to zero in firms of 5,000 or more. The numerically small but fairly high proportion of those in the 65 and over age groups with 15 or more years of service in even the largest establishments,

is assumed to be composed of managerial and supervisory staff who are not necessarily subject to company retirement policies generally operative at age 65.

Pension plans and employment patterns. A majority of all the workers, including those age 45 and over in establishments employing 50 or more, were protected by private pension plans. Two out of five of these covered were age 45 and over, a slightly lower proportion than they represented in total surveyed employment. This illustrates the general tendency of establishments with pension plans to offer employment in covered jobs to relatively fewer older workers than to younger ones.

Although workers age 45 and over totaled 40 percent of the employment covered by pension plans, as compared with 45 percent in the same age category of noncovered employment, they, nevertheless, represented a larger absolute number of workers. For those age 65 and over, the disparity between covered and noncovered employment was markedly greater than for all those age 45 and over. (See Table 8.) This pattern, no doubt, reflects the enforced retirement provisions in many plants where pension coverage is in effect.

In manufacturing, by far the most important industry in the area, the existence of a pension plan did not appear to disadvantage the older worker except in the oldest age brackets. There were more workers age 45-64 covered by pension plans than otherwise. The situation for those age 65 and over was, however, reversed.

In other industries, workers age 45 and over were less fortunate. Among trade and transportation, communications, and public utilities, for example, the relative number of older workers not covered by a pension plan increased substantially over those who had pension protection. It may be concluded that establishments which have pension plan coverage to any large extent--and this is most general in larger companies--tend to employ lower proportions of older workers than where no pension protection is in effect.

Table 8. Percentage distribution of employment by pension plan coverage in firms of 50 or more, by principal industry, and age group, June 1955

Age group	Total employment			Manufacturing		Trade	
	All	Covered	Non-	Covered	Non-	Covered	Non-
			covered		covered		covered
Percent of total	<u>100.0</u>	58.2	41.8	26.0	22.5	14.6	6.5
Total	<u>100.0</u>	<u>100.0</u>	<u>100.0</u>	<u>100.0</u>	<u>100.0</u>	<u>100.0</u>	<u>100.0</u>
Under 45	57.8	59.6	55.1	55.7	57.4	63.9	50.6
45 & over	42.2	40.4	44.9	44.3	42.6	36.1	49.4
45 - 64	38.3	37.3	39.7	40.5	37.6	33.6	43.8
65 & over	3.9	3.1	5.2	3.8	5.0	2.5	5.6

The pattern of pension plan application by industry has a direct relationship to the coverage of older workers in various occupational groups. The relatively even distribution of older workers covered and not covered by pension plans in the manufacturing industry was generally applicable to older workers in the production and maintenance occupations. Among the professional and managerial and clerical and sales groups, there were relatively larger numbers of workers not covered than covered by pension plans.

C. COMPARISON OF THE UNEMPLOYED AND EMPLOYED OLDER WORKER

The ratio of workers age 45 and over in surveyed employment and unemployment was the same--40 percent. Service and manual occupations were accounted for by a far higher proportion of the unemployed than the employed at virtually all age levels. The reverse was true of the white-collar occupations, the professional and managerial, clerical and sales jobs.

Slightly over two out of five workers in surveyed employment and almost the same proportion of job seekers registered at employment offices were mature workers, that is, age 45 and over. Thus, in the overall, it does not appear that the older worker suffered any significant disadvantage with regard to employment. Actually this was not the case for those in the oldest age bracket, age 65 and over. About three and a half times as many relatively in this age group were unemployed as were employed; while between ages 45-64, workers were considerably more heavily represented in employment than unemployment.

Occupation age and sex. Employment for workers in professional, managerial, clerical and sales occupations appeared to be relatively good at the time of the survey of the job seekers. At all age levels there were relatively fewer of these types of applicants among the unemployed as compared with their relative importance in the distribution by occupational category of those employed. The oldest group of professional and managerial and sales workers appeared to have only a lesser advantage in this regard. In the clerical occupations, however, the unemployment rate for younger workers was considerably lower proportionately than for mature workers. (See Table 9.)

In general, older unemployed workers age 45 or more whose last job was in a service or manual occupation did not have significantly different unemployment rates than younger workers. The relative incidence in unemployment was greater than in employment for all age groups in the service, skilled, semiskilled and unskilled occupations, with the one exception that a somewhat larger proportion of workers under age 45 were employed at skilled jobs than were unemployed.

Table 9. Percentage distributions of employed and unemployed workers by age group and occupation

Occupational group	Employed ^{1/} 45 and over					Unemployed ^{2/} 45 and over				
	Total	Under 45	65 & over			Total	Under 45	65 & over		
			Total	45-64	over			Total	45-64	over
Percent of total	100.0	58.1	41.9	37.7	4.3	100.0	60.0	40.0	25.5	14.5
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Prof. & mgr'l	11.5	14.0	11.5	11.7	10.7	2.9	3.0	2.8	2.2	3.8
Clerical	22.8	26.4	16.7	17.0	14.4	8.6	8.4	9.1	7.7	11.5
Sales	5.4	5.1	5.7	5.6	6.9	3.4	2.8	4.3	3.9	4.9
Service	6.0	4.0	9.0	8.5	14.1	7.7	5.6	11.5	9.5	14.8
Skilled	20.4	16.6	24.4	24.0	28.5	20.9	15.5	28.9	25.8	34.3
Semiskilled	19.3	20.3	17.1	17.7	12.4	25.3	27.2	22.4	26.6	15.1
Unskilled & other	14.6	11.9	13.9	14.0	13.0	28.1	34.5	18.4	21.5	13.2

1/ June 1955

2/ Weekly average, January-February 1956

Industry, age and sex. The construction industry, seasonally down at the time of the survey, accounted for a very disproportionately high share of the area's unemployment in all age groups. Only one out of 25 workers in covered employment was employed in construction, while more than one in five local job seekers last worked in this industry. (See Table 10.)

All other major industries in the aggregate accounted for more of the employed than of the unemployed. The same was true at all age levels except that the unemployment rate for finance, insurance, and real estate workers at ages 45 to 64 and 65 and over was slightly higher than the employment rate. Neither the younger nor the older worker last employed in manufacturing, as well as in construction, enjoyed any significant advantage in the extent to which they were unemployed as compared to the extent they were employed. For all other industries, those under age 45 had a lower unemployment rate than those age 45 and over.

Table 10. Percentage distributions of employed and unemployed workers by age group and industry division

Industry division	Employed ^{1/} 45 and over					Unemployed ^{2/} 45 and over				
	Total	Under	Total	45-64	65 &	Total	Under	Total	45-64	65 &
		45			over		45			over
Percent of total	<u>100.0</u>	58.1	41.9	37.7	4.3	<u>100.0</u>	60.0	40.0	25.5	14.5
Total, all industries	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Constr.	3.9	4.2	3.4	3.5	2.9	22.4	24.4	19.3	24.3	10.7
Mfg.	47.1	46.1	48.3	48.0	50.9	45.3	45.3	45.4	44.8	46.4
Durable	20.6	20.7	20.1	19.7	23.9	20.2	21.1	18.8	16.9	22.3
Nondur.	26.5	25.4	28.2	28.3	27.0	25.1	24.2	26.5	27.9	24.2
Trans., comm. & util.	9.9	8.8	11.4	11.5	11.1	4.5	3.4	6.2	3.8	10.4
Trade	23.7	24.2	22.8	22.9	21.2	13.9	13.2	14.9	13.6	17.0
Fin., ins., & R.E.	7.8	8.5	6.8	7.1	4.4	6.6	6.5	6.7	7.2	5.8
Service	8.7	8.2	7.1	6.9	13.8	2.9	2.2	4.1	2.8	6.3
Other	0.1	0.1	0.1	0.1	0.0	.9	1.1	.3	.5	0.0

^{1/} June 1955^{2/} Weekly average, January-February 1956

Comparison of matched samples of employed and unemployed workers. A comparison of 15-year work histories for a small matched sample of the unemployed age 45 and over and employed workers of the same age, sex and skill revealed some similarities and differences.

Educational achievement was fairly similar. The employed workers appeared to have greater job stability as evidenced by few employer changes, longer average job duration, fewer times unemployed, and for shorter periods.

The unemployed worker had a more continuous attachment to the labor force and was more mobile geographically, occupationally, and industrially.

Job stability is greater for the employed group. Almost half the employed men and more than half the employed women worked only for their current employer during the preceding 15-year period. In contrast, about one-third of the unemployed worked only for their last employer during this period. Almost twice as many of the unemployed as compared with the employed had worked for 3 or more employers during the period.

Further indication of greater job stability among those employed at the time of the survey is evidenced by work history data on duration of jobs held. Two out of five of the sampled workers employed worked continuously in their current job for the entire 15-year period. Only one in five of the unemployed had a similar record.

Among the unemployed, 30 percent reported that their average job duration lasted less than 4 years. In contrast, only about 10 percent of the employed had averaged less than 4 years on a job.

More than three-fourths of the employed workers had experienced no unemployment whatsoever in the 15-year period. Another 15 percent had been unemployed only once; thus almost 95 percent had been in the job market more than once. Those currently unemployed did not begin to match this record. Only about half of them had been unemployed not more than one time.

Since the very great majority of employed workers had never been unemployed in the past 15 years, it follows, of course, that a large number of those unemployed at the time of the survey also had more months of unemployment and longer duration of unemployment than did the employed.

A considerably greater proportion of the unemployed than the employed men reported continuous attachment to the labor force. Almost three times as many employed male workers as unemployed were out of the labor force more than six months.

Among women, the situation was reversed, although as would be expected, fewer of both the employed and especially the unemployed women than men reported uninterrupted attachment to the labor force. However, far more employed women were not out of the labor force at all or only briefly during the last 15 years than was the case with the unemployed women.

Illness kept very few of the employed or unemployed men and women out of the labor force for a significant length of time.

Only about one-fourth of the employed and fewer than one-half of the unemployed women withdrew from the labor force (and mostly only one time) because of domestic responsibilities, contrary to the widely held belief that women are in and out of the labor market often for that reason.

The matched sample data for workers age 45 and over revealed very little difference in educational achievement. Virtually the same number in each group had attended high school. More of the employed workers, however, had completed their secondary school training.

These aggregate figures, however, conceal divergent trends between men and women. Among the men, considerably more of the employed than the unemployed attended high school. For the women the reverse was true. But more employed and unemployed women than men had high school training.

Well over 80 percent of the employed and unemployed in the small matched sample study had their current or most recent job in the same major industry as their longest job. The degree of industry attachment was somewhat more marked among the employed, particularly for those with jobs in manufacturing, trade, and finance. There was little shifting out of service industries among either the employed or the unemployed.

Data from a larger more representative sample of all unemployed workers age 45 and over showed similar results. Fewer unemployed workers, normally employed in construction, had had their last jobs in that industry, and a sizeable number longest attached to the service industry shifted to other industries in their last job. Those shifts were made predominantly to manufacturing. A considerable number of workers whose longest jobs were in trade and finance also had their most recent jobs in manufacturing.

Almost all of the employed workers in the matched sample, were currently in the same broad occupational category in which they also held their longest jobs. Much more shifting occurred among the unemployed--about one-fourth of them held their last jobs in an occupational field different from their normal work. Only about half the workers longest employed in professional and managerial work were last employed in such work.

Similar facts emerge from data from all unemployed workers age 45 and over. In addition to the fact that the great majority of mature job seekers had their last job in the same occupational field as their longest job, there is evidence that some of the shifts were to positions of less responsible work. For example, more semiskilled workers were last engaged in unskilled than in skilled work.

In the Philadelphia area, unemployed workers over 45 years of age are somewhat more mobile than employed workers of the same age. Twice as many unemployed (40 percent) as employed (20 percent) workers had made one or more shifts in the geographic locations of their employment over the past 15 years. Very few of either the employed or unemployed had worked in more than two geographic locations.

Employed older workers, as one would expect, changed their occupation and industry less readily than the unemployed since they generally had longer continuity of employment. Because many occupations cut across industry lines, there was greater shifting among the unemployed between occupations. Fewer of the employed and unemployed women made occupational changes than men. Industry shifts were also less prevalent among women.

Unemployed workers age 45 and over were willing to spend as much time traveling as younger job seekers. Commuting practices would not, therefore, be a basis for limiting the availability of the unemployed older workers for jobs.

Almost half of both the younger and older unemployed were willing to spend an hour to an hour and a half on one-way travel to work. Similar proportions of older and younger job seekers (13 percent) indicated a willingness to commute more than an hour and a half each way to a job.

Women, however, definitely preferred shorter commuting time than men. More than half of the unemployed women set a one-way travel limit of less than an hour, but more of those age 45 and over would travel a longer time than younger women to secure employment.

D. AGE FACTORS IN LABOR TURNOVER

Turnover rates in Philadelphia are moderate. There were 22 hires and 19 separations per 100 workers in surveyed employment during the 1955 calendar year. Hires and separations, however, are disproportionately concentrated among younger workers and decline relatively with advancing age, except for the sharp upturn in separations at age 65 and over resulting largely from retirements (and deaths).

Regardless of industry, occupation, or size of firm, local hiring practices strongly favor the younger worker. But worker practices, as evidenced by diminishing quit rates with advancing age, show that mature employees are much more stable than younger employees.

Although the older job seeker is at a disadvantage in finding employment under most circumstances, his job prospects are relatively better, as compared with the younger job seeker in durable goods manufacture and service industries. They are also better if he is a skilled, semiskilled, or service worker.

Small and moderate size establishments and those which have no pension plan provisions appear to afford mature unemployed workers greater job opportunities than large plants.

For the aggregate of all the major industries, hiring rates were very high for workers under age 25. They dropped sharply for workers age 25 to 34 and then declined more moderately with each advancing age level to age 65, when the rate held even. At age 65, employment is, of course, quite low and the recruitment of a few upper age bracket workers can result in what appears to be a brisk rate of hiring. Consequently, the higher accession rate for those age 65 and over in trade and finance as

compared with those age 45 to 64, is not particularly significant. In almost all industries, construction and trade excepted, rehires were not a major influence in hiring patterns.

This spread between the accession rates in the youngest and oldest age intervals was very great--running as much as ten to one in most industries. Excluding those in the ages under 25 and those 65 and over, the discrepancy between job opportunities for younger and older workers narrows considerably. More than three workers age 25 to 34 are hired for every worker age 55 to 64, with the mature worker having relatively greater opportunities in durable goods manufacturing and service industries and relatively fewer opportunities in trade, finance, and transportation, communications, and public utilities.

Reflecting the area's rise in employment over the year, accessions exceeded separations in each age interval, except those age 65 and over in all industries other than transportation, communications, and public utilities.

Separations, as well as accessions, declined with rising age intervals to age 65. Voluntary quit rates fell off quite markedly with advancing age, attesting to the greater job stability of mature workers. This was particularly noticeable in the manufacturing, transportation, and service industries. Separations resulting from discharges were not numerous. They were, however, also lower for mature workers in all industries, pointing to less prevalent unsatisfactory work habits among the older employees.

Layoff rates in most industries were considerably lower than quit rates and except for the service industries declined with advancing age. But the decline was much less marked than with quits. Thus, it appears that when mature workers have a choice, they held on to their jobs to a much greater extent than the younger workers, but when the separation is initiated by the employer the mature worker enjoys a lesser advantage.

This is further revealed by the table below, which shows that related to employment, the hires, the quits, and the layoffs associated with mature workers account for a disproportionately small share of the total. Mature workers, nevertheless, account for a higher proportion of the layoffs than of the hires or quits.

On the whole, the pattern of declining accession and separation rates with advancing age (to age 65) shown by industry turnover data also prevailed in all major occupations. Employer preference for younger workers was evidenced in the hiring rates by age for each of the occupations. This preference, however, appeared to be less marked for professional and managerial posts and for service, skilled, and semiskilled jobs.

Table 11. Percentage distribution of hires and separations 12 months ending June 30, 1955, and employment, June 1955, by principal industry and age group

Industry and age group	Total Employment June 1955	Hires		Separations		
		Total	Hires	Total	Quits	Layoffs
Total	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	58.1	81.9	82.5	80.1	84.7	78.2
45 - 64	37.7	16.7	16.4	15.0	13.8	18.0
65 & over	4.2	1.4	1.1	4.9	1.5	3.8
Manufacturing	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	57.0	79.0	79.2	79.9	83.8	73.2
45 - 64	38.4	19.6	20.0	14.8	14.5	19.9
65 & over	4.6	1.4	.8	5.3	1.7	6.9
Trade	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	59.6	85.0	85.8	83.8	82.8	86.4
45 - 64	36.6	13.6	12.7	14.1	15.1	12.7
65 & over	3.8	1.4	1.5	2.1	2.1	.9

Turnover rates were comparatively low in professional and managerial occupations which are generally quite stable fields of work. Contrary to the usual pattern, moderate layoff rates which declined in the ages up to 45 rose again for mature workers in those occupations. In the service occupations, also, layoff rates did not decline consistently with age.

Stability of employment, as reflected by the extremely low rate of voluntary quits, was particularly impressive for the mature workers in professional and managerial and clerical jobs.

In establishments of all sizes the dominant pattern of turnover was the same. Accessions declined with advancing age as did separations to age 65. But some important differences did become apparent.

A mature worker seeking a job has a much better chance of finding it in a smaller-to-moderate size establishment. A more-than-average proportion of mature workers are employed in large firms, but these firms account for a much smaller proportion of the accessions in the upper age groups.

Ninety percent of those 45 to 54 years of age hired through the year were in establishments employing fewer than 1,000 workers. Virtually all workers over this age were also hired in such establishments.

The large establishments (1,000 or more employees) which had one-fourth of the surveyed workers age 65 and over on their payrolls, hired no workers in that age group during the year. The large firms accounted for only 9 percent of the accessions at ages 45 to 64, although they had more than a fourth of their employment in that group. It thus appears that workers retain their jobs in large establishments as they grow older, but once having reached a mature age have a much smaller chance of being hired by a large employer.

Separation rate and length of service. Separations in the Philadelphia area decline dramatically with increasing length of service. Rates are very high for workers with less than one year of service--84 left for every 100 employed during the year. The separation rate for all workers with one to four years service fell sharply to 25 per 100; with five or more years of service it dropped off even more drastically, to 5 per 100 workers.

Furthermore, separation rates generally diminished with advancing years to age 65, within each length of service interval. For example, the separation rate (102 percent) for workers under age 25 with less than one year's service was double the rate of those age 55 to 64 (51 percent) with the same length of service. Thus age and length of service are definite influences in the separation practices of workers.

Pension plans. In general, turnover patterns were similar in regard to workers covered by pension plans and those not covered. Accession rates decline with increasing age, although where there was no pension plan coverage in some industries (notably construction and trade), they rose at age 65. In addition, hiring was relatively more favorable to middle age groups in the construction industry and to the upper age groups in service establishments where pension plan coverage was in effect.

Separation rates also declined with advancing years to age 65 regardless of the existence or lack of pension plan coverage. They tended to be a little higher where pension plan coverage was operative than where it was not, but accessions were lower. The higher separation rates were strongly influenced by retirements of workers age 65 and over. For workers covered by pension plans in this age bracket, the rate was 43 per hundred, for those not covered it was 14 per hundred. In trade and finance activities, both hires and separations were higher for those workers covered by pension plans than for those not covered.

Existence of pension plans seems to substantially lessen the chance of employment for older workers. Not only were total hiring rates higher for

those workers not covered by pension plans, the differences in hiring rates between noncovered and covered workers were generally greater with increasing age. For example, for the under 25 age group, hiring rates for those not working under pension plans were slightly higher than for those covered by pension plans. However, for the 55-64 age group, hiring rates for non-covered employees age 65 and over were more than four times those for covered workers. In firms which provided pension plan coverage, new hires of persons age 55 and over for covered jobs were extremely limited. Employment opportunities for mature workers appear to be considerably better in smaller and moderate-size establishments where no pension plan protection is offered.

Chapter XI. Seattle, Washington

SUMMARY

In Seattle, age generally begins to become an impediment to employment at 45, and the impediment grows stronger with advancing years. At the time of the survey, when unemployment totals were at their seasonal peak, older workers constituted two-thirds of the job seekers at the local public employment office. The disadvantage which the mature worker experiences results largely from local hiring practices that strongly favor the young. This marked preference for workers under age 45 prevails despite the greater stability of those over age 45 as evidenced by fewer job changes, greater length of service, and lower quit rates.

Older workers are more subject to layoffs than younger workers, and they are unemployed for longer spells when they lose their jobs. Over half of the unemployed of all ages were without jobs for at least 6 months of the 3 years preceding the survey; but of those age 45 and over, three out of five had experienced at least that amount of unemployment.

Mature workers are relatively heavily represented in service and managerial jobs and in construction, service, and transportation, communications, and utilities. The smaller firms, fewer of whose employees are covered by pension plans, afford greater job opportunities for the mature worker than the larger ones; they seem to have more flexible hiring policies. The worker who is 45 years or older also has better employment prospects if he is skilled or will take a service or unskilled job.

Older employed workers in the Seattle area have a decided edge over the older unemployed. They have higher educational attainments, greater employment stability over a long period of time, including fewer employer changes, longer average duration of jobs, and fewer and shorter spells of unemployment.

LABOR MARKET BACKGROUND

Situated on Puget Sound in the northwest corner of the United States, Seattle--called the "gateway to Alaska"--is a major West Coast ocean port and the leading manufacturing, trade, and transportation center of the Pacific Northwest. Population in the labor market area, which includes all of King County, increased 45 percent between 1940 and 1950, more than twice the average rate of gain in all United States metropolitan areas. The City of Seattle had 467,600 of the 733,000 area inhabitants in 1950.

Nearly 30 percent of the area's 300,000 nonfarm wage and salary workers are engaged in manufacturing. Aircraft production, centered in one large firm, employs almost half of all factory workers. Fabricated metals, logging and lumbering, food products, shipbuilding, primary metals, and apparel and textiles are also significant manufacturing activities in the area.

Table A. Nonagricultural employment, by industry division
Seattle Area, Washington, January 1956

Industry division	Nonagricultural employment of wage and salary workers - January 1956 (est.)				
	Total			Women	
	Number	% of total	% change from June 1955	Number	% of total
Total	293,100	100.0	- 1.7	106,400	36.3
Construction	12,600	4.3	+ 0.1	300	2.4
Manufacturing, total	82,700	28.2	- 18.7	14,800	17.9
Transportation, commu- nications, and utilities	32,300	11.0	+ 17.5	4,900	15.2
Trade	72,100	24.6	- 0.7	36,300	50.4
Finance, insurance and real estate	18,700	6.4	+ 1.6	10,900	58.3
Service	51,800	17.7	- 9.0	33,100	63.9
Government	22,000	7.5	- 2.2	6,100	27.7
Other	900	.3	---	0	---

In the 5 years ending with January 1956, nonfarm employment in the Seattle area increased nearly 50,000 (21 percent), with about half of the gain in manufacturing. Aircraft payrolls more than doubled. A large backlog of orders for civilian and military planes indicates further substantial expansion in the dominant aircraft industry for several years in the future.

Seattle's employment pattern is notable for its marked seasonal fluctuations. Logging, lumbering, food processing, and construction reach their annual peaks in August or September and decline sharply when weather conditions hamper outdoor work. Transportation and fishing are also at a low ebb during the winter months. Holiday-season uptrends in trade and service only partly offset these annual losses to the year-end.

Unemployment reaches its seasonal peak in January, when the number of jobless in the area is often more than twice as high as in midsummer. Seasonally-unemployed workers from other areas, who "winter over" in Seattle, make up a significant proportion of its midwinter job seekers. Large segments of this seasonal labor surplus are farm workers, fishermen, food processors, loggers and lumbermen, local construction workers, and construction workers from other parts of the State and from Alaska. In summer, women normally comprise more than two-fifths of the unemployed, since male workers in construction, logging and other outdoor activities are largely at work in this season.

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In July 1955, the Seattle area, which had been characterized by a moderate labor surplus since January 1952, was classified as an area of balanced labor demand-supply. By January 1956, however, unemployment rose seasonally to nearly 6 percent of the labor force. Nearly 70 percent of the 21,400 unemployed in January were men, a large proportion of them skilled logging, lumbering, and construction workers and fishermen.

A. CHARACTERISTICS OF OLDER JOB SEEKERS

Mature workers were unusually prominent in Seattle's mid-winter count of the unemployed who were seeking jobs through the local public employment office. For every job seeker under age 45, there were two age 45 and over. This high incidence of older workers among the unemployed resulted, in part, from seasonal factors. Under-representation of younger workers among public employment office job registrants was also an influence.

Industry of Last Attachment. The greatest proportion of the job seekers had most recently worked in those industries which also employed the most people--manufacturing and trade, each of which accounted for one-fourth of the unemployed.

Since job seekers age 45 and over as a whole outnumbered those under age 45 by 2 to 1, it was to be expected that the number of more mature workers last attached to each industry category would outnumber younger workers. And they did--more than the aggregate average in construction and finance; and less than the average in trade, service, and transportation; just about average in manufacturing. (See Table 2.)

Table 1. Percentage distributions of job seekers by industry of last attachment and age group, January-February 1956

Age group	Industry of last attachment									
	Manufacturing									
	Total	Con- struc- tion	Total	Dur- able	Non- dur- able	Trans., comm., util.	Trade	Fin., ins., & R.E.	Serv- ice	Other ^{1/}
Total	100.0	19.0	25.6	16.6	9.1	9.3	25.2	4.9	11.6	4.4
Under 45	100.0	15.7	24.5	16.5	8.0	10.6	29.5	3.6	12.4	3.7
45 & over	100.0	20.8	26.2	16.6	9.6	8.6	22.9	5.5	11.1	4.9
45 - 64	100.0	19.7	25.1	17.0	8.1	9.0	25.0	4.3	11.9	5.0
65 & over	100.0	24.5	30.2	15.3	14.9	7.2	16.0	9.5	8.4	4.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	34.7	28.6	33.2	34.6	30.5	39.6	40.5	25.8	37.1	31.1
45 & over	65.3	71.4	66.8	65.4	69.4	60.4	59.4	74.2	62.9	68.9
45 - 64	50.3	52.1	49.2	51.6	44.8	48.7	49.8	44.8	51.9	38.8
65 & over	15.0	19.3	17.7	13.8	24.6	11.7	9.6	12.4	10.9	30.1

^{1/} Includes government, miscellaneous and industry not reported

Most Recent Occupation. One-fourth of all unemployed workers, as indicated in the table below, had last worked at a skilled job; and for every skilled job seeker under age 45, there were three age 45 and over. This high concentration of joblessness in skilled occupations is a seasonal phenomenon in Seattle. Not only are there a considerable number of local construction craftsmen out of work, but there is also a seasonal return of construction workers from Alaska and an urban inflow of logging and lumbering workers from other parts of the State who come to winter in Seattle.

Reflecting the high demand and the long-sustained shortage of clerical workers, only 10 percent of the unemployed were experienced or trained clerical workers, and there was relatively little difference in the number who were under age 45 or 45 years of age and over.

Table 2. Percentage distributions of job seekers by most recent occupation and age group, January-February 1956

Age group	All Occupations	Most recent occupation						
		Prof. & mgr'l.	Clerical	Sales	Serv-ice	Skilled	Semi-skilled	Unskilled
Total	100.0	5.2	10.8	5.6	15.3	25.4	16.2	21.3
Under 45	100.0	6.0	14.9	5.6	14.5	18.2	18.4	22.4
45 & over	100.0	4.8	8.7	5.6	15.7	29.2	15.0	21.0
45 - 64	100.0	4.9	8.7	6.7	16.0	27.5	15.3	21.0
65 & over	100.0	4.6	8.8	1.9	14.9	35.1	14.1	20.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	34.7	39.8	47.6	34.6	32.9	24.8	39.4	35.9
45 & over	65.3	60.2	52.4	65.4	67.1	75.2	60.6	64.1
45 - 64	50.3	47.0	40.2	60.2	52.5	54.4	47.5	49.6
65 & over	15.0	13.2	12.2	5.2	14.6	20.8	13.1	14.6

Number of Months Employed. There were no significant differences among the various age groups in the number of months worked in the 3-year period 1953-1955, except for the youngest age group. More of the unemployed workers under age 25 reported rather limited employment experience, reflecting, of course, their briefer attachment to the labor force. Women tended to have fewer months of employment than men.

Number of Jobs Held. The 3-year work histories of the unemployed revealed more job changes in Seattle than in any other of the surveyed areas, except Los Angeles and Miami. All three areas have experienced substantial immigration which apparently accounts for some of the job changes, particularly among workers new to the area. In addition, the area has considerable employment of seasonal nature. Nevertheless, a fair degree of stability characterized the entire group of job seekers--36 percent had held only one job; 70 percent had

no more than three jobs, as indicated in Table 3 below. Considerably more job seekers age 45 and over held only one job during the 3 years than those under age 45.

Table 3. Percentage distributions of job seekers by number of jobs held in last 3 years and age group, January-February 1956

Age group	Number of jobs held				
	Total	1	2-3	4 or more	Other ^{1/}
Total	100.0	36.1	33.2	28.5	2.2
Under 45	100.0	27.8	39.0	29.9	3.3
45 & over	100.0	40.4	30.1	27.7	1.8
45 - 64	100.0	34.9	32.9	30.0	2.2
65 & over	100.0	58.7	20.6	20.2	.4
Total	100.0	100.0	100.0	100.0	100.0
Under 45	34.7	26.8	40.8	36.5	49.9
45 & over	65.3	73.2	59.2	63.5	50.9
45 - 64	50.3	48.8	49.9	52.8	48.4
65 & over	15.0	24.5	9.3	10.7	2.5

^{1/} Includes "no job held" in past 3 years and "number of jobs not reported".

Industry and Gross Weekly Pay. In their most recent employment, older job seekers had greater earnings than younger ones. A large proportion, 54 percent, of the unemployed workers age 45 and over earned at least \$80 a week, while only 38 percent of those under 45 had comparable earnings in this high-wage area.

This may be due largely to the fact that mid-winter unemployment in Seattle comprises an unusually large number of skilled workers including a very high proportion of those in the upper-age levels.

Duration of Unemployment. The area reported a high incidence of substantial unemployment during the last 3 years among its current job seekers of all ages. Well over half all unemployed persons had been without jobs and seeking jobs for at least 6 months of the preceding 3 years. Furthermore, unemployed workers age 45 and over had a considerably higher duration of unemployment than did the unemployed under age 45, as indicated in Table 4.

Relatively twice as many younger as older workers were unemployed less than 2 months, and considerably more younger workers than older workers were unemployed a moderate amount of time, from 2 to 5 months. More of the older workers, however, had spent at least one-sixth of the preceding 3 years in unemployment status.

Table 4. Percentage distributions of job seekers by duration of unemployment in last 3 years and age group, January-February 1956

Age group	Duration of unemployment			
	Total	Less than 2 months	2 - 5 months	6 months or more
Total	100.0	6.5	37.8	55.7
Under 45	100.0	9.6	44.2	46.2
45 & over	100.0	4.8	34.5	60.7
45 - 64	100.0	5.1	35.7	59.2
65 & over	100.0	3.9	30.1	66.0
Total	100.0	100.0	100.0	100.0
Under 45	34.7	51.7	40.5	28.8
45 & over	65.3	48.3	59.5	71.2
45 - 64	50.3	39.4	47.5	53.4
65 & over	15.0	9.0	12.0	17.8

Older job seekers, with at least 6 months of unemployment in the last 3 years, had a larger proportion of their numbers than did younger job seekers in skilled occupations only. Younger workers with substantial unemployment were relatively a bit more numerous in all other occupations.

Education as a Factor in Unemployment Duration. Among the unemployed workers in Seattle there was a dramatic difference in educational achievement between younger and older workers. With every advancing age level, the amount of formal schooling diminished.

More than 80 percent of job seekers under age 45 had attended high school; 10 percent had some college training. But among the unemployed 45 years of age and over, only 45 percent had some high school training.

Those job seekers in the comparable age groups with greater educational achievement experienced unemployment of briefer or more moderate duration. This was true both of workers under age 45 and those age 45 and over. However, younger workers with lesser educational achievement had relatively as long duration of unemployment as older workers with more advanced school training. Thus, it appears that as far as ease in getting a job is concerned, advantages of more schooling are about cancelled by disadvantages of age.

Number of Dependents. Almost as many unemployed workers 45 years of age and over had some dependents as did younger workers. More than two out of five job seekers had no dependents. This average was strongly influenced by the high proportion of both men and women under age 25 with no dependents. Relatively many more unemployed men, as might be expected, had persons dependent upon them than unemployed women.

Handicaps. Of the total number of unemployed persons in the Seattle area, 12 percent had some type of physical handicap. Not all of them, however, would be considered serious impediments to finding a job. The proportion of handicapped increased with advancing age until 65, when the incidence of handicaps dropped off. A much smaller proportion of the unemployed women than men reported handicaps, and among women the proportion began to decline after age 54.

B. OLDER WORKERS ON THE JOB 1/

The mid-winter employment pattern in Seattle is more favorable to the younger worker. This is a time when seasonal unemployment of skilled workers tends to be high, and among these skilled workers are many in the upper-age brackets. Two out of three employed workers included in this survey were under age 45; one out of three was at least age 45.

The distribution of older and younger workers in employment varied considerably by occupation, industry, and size of firm. In Seattle, mature workers were heavily represented in service and managerial jobs; their numbers were better than average in construction, service, transportation, communications, and utilities industries; and their incidence of employment was greater in smaller establishments.

Occupation, Age, and Sex. Workers age 45 and over are found in largest proportions in service occupations. They account for more than half the employment in service jobs as compared with just over a third of all jobs. Mature workers are also well represented in managerial posts, but these account for only 7 percent of the area's surveyed employment.

Workers in the manual trades, particularly skilled and semiskilled, were also fairly well represented in the upper-age groups. As a matter of fact, skilled jobs were the only ones in which there was an increasing proportion of workers beyond age 45 and up to age 55, as shown in Table 5.

On the other hand, employment in professional, clerical, and unskilled jobs was very strongly weighted in the direction of the younger worker.

The differences which showed up between men and women workers were generally due to the variations which normally prevail in the kinds of jobs that men and women hold. Thus, among the men, only 15 percent of those under age 25 held clerical jobs; whereas, among women, 72 percent had such jobs. The proportion of women employed in clerical work dropped with advancing age. Nevertheless, as many as two out of five women workers from 45 to 54 years old were in clerical jobs.

A higher proportion of those age 45 and over among both men and women had service jobs than was true in the younger age groups, but these jobs comprised a much higher proportion of all jobs for women in these age groups than they did for men.

1/ Surveyed employment is limited to the City of Seattle which accounts for about four-fifths of area's nonagricultural employment.

Table 5. Percentage distribution of employment by occupational group, sex and age group

Sex and age group	Occupational group								
	Total	Pro-fes-sional	Mana-gerial	Cleri-cal	Sales	Serv-ice	Skilled	Semi-skilled	Un-skilled
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Men	70.9	84.9	85.7	31.5	58.3	51.3	97.1	85.6	80.0
Women	29.1	15.1	14.3	68.5	41.7	48.7	2.9	14.4	20.0
Under 45	65.0	78.9	52.2	73.7	61.2	46.4	61.7	62.4	69.8
45 - 64	31.9	17.5	43.5	25.1	35.4	44.7	35.6	35.0	27.1
65 & over	3.1	3.6	4.3	1.2	3.4	8.9	2.7	2.6	3.1
Men, total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	64.4	78.3	53.3	67.8	69.1	45.0	61.6	64.0	70.2
45 - 64	32.2	17.7	42.5	30.0	27.1	44.7	35.6	33.9	26.1
65 & over	3.4	4.0	4.2	2.2	3.8	10.3	2.8	2.1	3.7
Women, total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	66.4	82.0	45.0	76.3	50.0	47.8	61.3	54.1	68.5
45 - 64	31.3	16.5	50.0	22.9	47.2	43.8	37.1	40.1	31.0
65 & over	2.3	1.5	5.0	0.8	2.8	7.4	1.6	5.8	0.5

Industry, Age, and Sex. In absolute terms, men had by far the highest proportion of total employment in construction, manufacturing, transportation, communications, and public utilities and to a lesser extent in trade and service industries where they constituted just over half of the total employed. Women were a majority in finance, insurance, and real estate.

Older workers had relatively more of the jobs in service, nondurable goods manufacturing, transportation and trade. (See Table 6.)

Almost two out of every five workers covered by this study were employed in manufacturing industries and three-fourths of these persons were engaged in durable goods manufacturing. A significantly smaller ratio of those 45 years of age and over were employed in manufacturing than of those under age 45.

Relatively two to three times as many of the women workers in each age group were employed in service industries as men. For both men and women, a considerably higher proportion in the upper-age intervals, including those age 65 and over, were employed in service activities. Construction, too, was favorable to the employment of the not-so-young. This is not surprising in view of the fairly high average age of workers in many construction trades and the degree of union organization.

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Table 6. Percentage distribution of employment by industry division, sex, and age group

Age and sex	Industry								
	Manufacturing					Trans., comm., util.	Trade	Fin., ins., & R.E.	Serv- ice
	Total	Con- struc- tion	Total	Dur- able	Non- dur- able				
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Men	70.9	94.7	81.2	84.5	67.8	82.8	58.9	48.5	51.3
Women	29.1	5.3	18.8	15.5	32.2	17.2	41.1	51.5	48.7
Under 45	65.0	52.5	69.6	71.2	63.3	60.9	64.8	67.0	57.1
45 - 64	31.9	41.7	27.9	26.3	34.2	37.2	32.6	29.5	36.0
65 & over	3.1	5.8	2.5	2.5	2.5	1.9	2.6	3.5	6.9
Men, total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	64.4	52.6	68.7	69.4	65.0	57.7	68.2	57.3	57.2
45 - 64	32.2	42.2	28.3	27.7	31.4	40.1	29.3	36.9	34.3
65 & over	3.4	5.2	3.0	2.9	3.6	2.2	2.5	5.8	8.5
Women, total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	66.4	50.0	73.5	80.8	57.7	59.4	59.7	76.1	56.9
45 - 64	31.3	33.3	25.9	18.7	39.0	40.2	37.3	22.5	37.9
65 & over	2.3	16.7	.6	.5	.4	.4	0	1.4	5.2

Workers 45 years of age had more than their average share of the jobs in construction, service, and transportation, communications, and public utilities.

Trade accounted for another fourth of covered employment; and in this industry, workers in each age group were represented with comparatively equal weight. A larger proportion of the women (although a smaller absolute number) were in trade than of men. This industry also absorbed an increasing proportion of the women at higher age levels.

In finance, insurance, and real estate, higher proportions of men were employed at each advancing age interval; the reverse was true of women, probably because younger women are predominantly in clerical jobs in these industries.

Size of Firm and Age. In Seattle, more than a third of the workers in covered employment work in smaller establishments, with fewer than 100 workers; somewhat over a fourth are in medium-sized establishments, employing 100 but under 1,000; and almost two out of five are in large firms, with 1,000 or more workers. (See Table 7.)

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Small and medium-sized establishments, where hiring policies may be more flexible, employed a greater share of the workers age 45 and over as compared with their total share of the area's employment. More than half of all workers age 65 and over were in establishments employing fewer than 100 people.

Table 7. Percentage distribution of employment by size of firm and age group

	Total	Size of firm		
		8-99	100-999	1000 or more
Percent of total	100.0	36.1	26.5	37.4
Total	100.0	100.0	100.0	100.0
Under 45	65.0	62.5	61.2	69.8
45 - 64	31.9	33.2	35.1	28.6
65 & over	3.1	4.3	3.7	1.6

Industry, Length of Service, and Age. Length of service with one employer increases sharply with advancing age in the Seattle area, evidencing greater stability of the mature worker. This may be partly attributable to the mature worker's acceptance of his current status and recognition of the difficulty of obtaining another equivalent employment opportunity. Survey data appear to point at a relationship between age and length of service that goes beyond that of probable duration of attachment to the labor market. This tendency prevailed in all industries and was particularly marked in manufacturing, and in transportation, communications, and public utilities.

Three out of five workers under 25, more than might be expected despite their relatively short attachment to the labor force, were employed less than a year at their current place of employment. This ratio drops with each higher age interval until at the other extreme, among those 65 and over, only 1 in 10 had less than a year's service in their current jobs. Close to 60 percent of all workers at least 45 years of age had a minimum of 5 years service with their current employer as compared with only 40 percent of those age 25 to 44.

Size of Firm, Length of Service, and Age. Length of service is, of course, not only a function of worker stability but of employer hiring and layoff patterns. It will be noted in a subsequent section that smaller firms have more liberal hiring practices with regard to mature workers. In addition, however, layoff rates were higher in smaller establishments than in larger ones and, in smaller establishments, were relatively more numerous than quits.

It follows, then, that in smaller establishments, as compared with larger ones, there are comparatively more workers in the upper-age intervals with less seniority who are susceptible to layoffs. Thus, length of service, although greater for those in the upper-age limits in firms of all sizes, is more impressively so in the larger establishments. Among workers 45 years

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of age and over, about three-fourths in establishments with 1,000 or more workers had been employed at least 5 years in their current jobs; the comparable figures for those in establishments with fewer than 100 workers was 50 percent, and over 60 percent in medium-sized establishments with 100 to 1,000 employees.

Pension Plans and Employment Patterns. In Seattle, a very substantial proportion of workers, almost four out of five, males and females equally, in establishments with 50 or more employees, are covered by pension plans; the proportions are even higher in durable goods manufacturing, and transportation, communications, and public utilities. In nondurable goods manufacturing, however, just over half of the employees are covered; in the service industry, somewhat more than a third.

Table 8. Percentage distribution of employment by pension plan coverage in firms of 50 or more, by principal industry, and age group, December 1955

Age group	Total employment		Manufacturing		Trade		
	All	Covered	Non-covered	Covered	Non-covered	Covered	Non-covered
Percent of total	100.0	77.4	22.6	36.9	10.4	17.2	4.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	66.6	69.6	56.6	74.9	57.3	66.4	63.3
45 & over	33.4	30.4	43.4	25.1	42.7	33.6	36.7
45 - 64	30.9	28.8	37.9	23.5	38.2	32.8	32.6
65 & over	2.5	1.6	5.5	1.6	4.5	.8	4.1

There is a noticeable decrease in general in the proportion of workers with advancing age who have pension plan benefits. Among workers under 25, 84 percent are included in pension plans; this ratio drops rather moderately to 71 percent at age 55 to 64 and then very sharply to 51 percent at age 65 and over. Although the rate of decline varied somewhat, the pattern was clearly discernible in durable goods manufacturing; in trade; and in finance, insurance, and real estate. In nondurable goods production, where pension plan coverage was less significant, the proportion of workers covered in each age group increased with increasing age. In service activities, relatively far more of the workers age 35 and over were not covered by pension plans while benefits were extended to a majority of the employees under age 35.

Professional and managerial personnel in this area have the most complete pension plan coverage. This generally applies at all ages. All but 15 percent of the staff in these occupational areas in establishments reporting pension plan data were covered. A somewhat smaller proportion of the clerical and sales personnel--82 percent--were also covered. In contrast, however, 72 percent of the production and maintenance workers were included in pension plan provisions.

Within the separate industries, the extent of pension plan coverage for each of the three occupational categories (professional and managerial, clerical and sales, and production and maintenance) varied--sometimes a little, sometimes quite significantly.

In each of the major occupational categories, relatively fewer workers age 45 and over were covered by pension plans than those under age 45. There was less difference among professional and managerial staff, with 85 percent covered under age 45 and 82 percent coverage for those age 45 and over. About 10 percent more of the younger than older clerical and sales workers were included in pension plan programs. The spread was greatest for production and maintenance workers, more than three-fourths of these workers under age 45 covered as compared with fewer than two-thirds in the upper-age brackets.

C. COMPARISON OF THE CHARACTERISTICS OF EMPLOYED AND UNEMPLOYED OLDER WORKERS

A comparison of employed and unemployed workers made in any but the winter season might have shown substantially different results. Unemployment in Seattle rises sharply in the winter and more markedly than employment declines. Construction workers return to Seattle in large numbers from seasonal jobs in Alaska; food processing, agricultural, and logging and lumbering workers often employed in outlying areas are unemployed in Seattle during the winter. They influence the characteristics of the unemployed. Because of the nature of their work, they are bound to have changed jobs and employers, while more of them than of the employed are likely to have had fairly long duration of unemployment over a period of years. However, the seasonal pattern reflected in this survey's unemployment data is typical.

On the basis of the data available, employed workers in Seattle appear to have an edge over the unemployed. They are better educated. They have greater employment stability as evidenced in 15-year work histories by 1) fewer employer changes, 2) longer average duration of jobs, 3) fewer and shorter periods of unemployment, and 4) somewhat greater attachment to the labor force, or less time out of the labor force.

A comparison of all employed with the unemployed registered for jobs at the local public employment office shows an over-representation of workers age 45 or more among the unemployed (two out of three job seekers were mature workers) and an under-representation of the same age group among the employed (only one in three was age 45 or above).

Occupation and Age. Workers in each of the upper-age intervals beginning with age 45 are substantially over-represented among the unemployed and substantially under-represented among the employed. In surveyed employment, only one out of three workers was age 45 or over. Among the unemployed, a coincidentally complementary ratio prevailed--two out of three were age 45 or over.

Almost two and a half times as many of the employed workers, as compared with the unemployed, were under age 25. With each advancing age interval to age 45, this difference narrowed, then widened again in reverse direction, so that by age 65 and over, the ratio of workers unemployed was five times as great as the corresponding figure for the employed.

In the professional and managerial, clerical, skilled, and unskilled occupations, relatively twice as many of the unemployed as compared with the employed were age 45 and over. For the other occupational categories, the over-representation of mature workers in the unemployed was somewhat less marked but still very substantial.

For all major occupational groups except skilled, the break came at age 45. Among skilled workers, the ratio of unemployed workers exceeded that of the employed at age 55. Between the ages of 45 and 54, skilled workers were represented to the same degree among the employed and unemployed. Nevertheless, in the aggregate, skilled job seekers age 45 and over out-numbered those under age 45 three to one, due largely to seasonal factors. Under age 45, the younger skilled workers were again substantially better represented in employment.

Table 9. Percentage distributions of employed and unemployed workers by age group and occupation

Occupational group	Employed ^{1/}					Unemployed ^{2/}				
	45 & over					45 & over				
	Total	Under 45	Total	45-64	65 & over	Total	Under 45	Total	45-64	65 & over
Percent of total	100.0	65.0	35.0	32.0	3.1	100.0	34.7	65.3	50.3	15.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Prof. & mgr'l.	16.2	16.6	14.8	14.7	20.3	5.2	6.0	4.8	4.9	4.6
Clerical	21.8	24.3	16.3	17.1	8.5	10.8	14.9	8.7	8.7	8.8
Sales	8.7	8.1	9.3	9.5	9.5	5.6	5.6	5.6	6.7	1.9
Service	7.4	5.3	11.3	10.4	20.9	15.3	14.5	15.7	16.0	14.9
Skilled	21.8	20.5	23.6	24.3	19.1	25.4	18.2	29.2	27.5	35.1
Semiskilled	14.7	13.9	15.4	15.9	12.5	16.2	18.4	15.0	15.3	14.1
Unskilled	9.4	11.3	9.3	8.1	9.2	21.5	22.4	21.0	21.0	20.6

^{1/} December 1955

^{2/} Weekly average, January-February 1956

Industry and Age. Industry patterns were similar to occupational patterns. For every major industry, workers age 45 and over were substantially less well represented among the employed than they were among the unemployed. The contrast was sharpest in manufacturing where fewer than a third of the

employed were at least 45 years old. Among the unemployed whose last job was in a factory, more than two-thirds were mature workers.

A significantly larger proportion of the unemployed--almost one in five--had last worked in construction, whereas this industry absorbed only 5 percent of the area's surveyed employment. The seasonal factors which were responsible have already been discussed. There were also relatively half as many more service workers among the unemployed as among the employed.

Although there were no very sharp differences in the industry distribution of unemployed workers under age 45 and age 45 and over, a comparison of the employed and unemployed data for the younger and the more mature workers further revealed the disadvantage of the older worker in manufacturing industries, and his relative advantage in construction, trade and service. (See Table 10.)

Table 10. Percentage distributions of employed and unemployed workers by age group and industry division

Industry division	Employed ^{1/} 45 & over					Unemployed ^{2/} 45 & over				
	Under 45		65 & over			Under 45		65 & over		
	Total	45	Total	45-64	over	Total	45	Total	45-64	over
Percent of total	100.0	65.0	35.0	31.9	3.1	100.0	34.7	65.3	50.3	15.0
Total, all industries	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Construction	4.7	3.7	6.1	5.9	8.5	19.0	15.7	20.8	19.7	24.5
Manufacturing	38.2	40.6	33.3	33.6	31.1	25.6	24.5	26.2	25.1	30.2
Durable	30.6	33.2	25.4	25.5	24.9	16.6	16.5	16.6	17.0	15.3
Nondurable	7.6	7.4	7.9	8.1	6.2	9.1	8.0	9.6	8.1	14.9
Trans., comm., & utilities	14.1	13.1	15.5	16.4	8.9	9.3	10.6	8.6	9.0	7.2
Trade	26.2	26.2	26.1	26.6	23.3	25.2	29.5	22.9	25.0	16.0
Fin., ins., & R.E.	8.3	8.5	7.6	7.5	9.5	4.9	3.6	5.5	4.3	9.5
Service	8.4	7.6	10.7	9.7	18.7	11.6	12.4	11.1	11.9	8.4
Other	.1	.4	.7	.3	0	4.4	3.7	4.9	5.0	0

1/ December 1955

2/ Weekly average, January-February 1956

Comparison of Matched Samples of Employed and Unemployed Older Workers

Number of Employers. Employed men in a matched sub-sample of 205 cases of older employed and unemployed workers of similar age, sex, and skill made far fewer

employer changes than did the unemployed. Almost three times as many among the male employed had worked for no more than two employers in the last 15 years as among the male unemployed--39 percent as compared with 14 percent. Women tended to make fewer employment changes than men.

Average Duration of Job Held. Persons currently working had held their jobs for longer periods of time than had those seeking work, as indicated by data from the matched sample of employed and unemployed workers. Twice as many employed as unemployed had an average job duration of 6 years or longer, and 80 percent of those unemployed had averaged less than 6 years per job during the past 15 years. Although men tended to change employers oftener than women, more employed men than employed women had an average job duration of 6 or more years.

Unemployment Experience. Employed workers were unemployed fewer times, for fewer months, and for shorter average duration in the last 15 years than unemployed workers.

Among the 205 currently employed workers, almost three-fourths stated that they had not been unemployed in the past 15 years. Only 10 percent of those at work had been unemployed (for at least a month) more than once. The unemployed did not fare so well, but three-fourths of them had been unemployed no more than four times over the 15-year period.

Labor Force Withdrawals. The difference in labor force attachment during the preceding 15 years for men and women was far greater than the differences between the employed and unemployed of each sex.

A majority of the employed and unemployed men had not been out of the labor force during the 15 years under study--almost 70 percent of the employed and close to 60 percent of the unemployed. A somewhat higher proportion of the male job seekers than those with jobs had left the labor force for periods of 1 to 11 months.

Occupation of Last Job and Longest Job. The great majority (about seven out of ten) of the employed and unemployed older workers for whom 15-year work histories were obtained had their current or last job in the same major occupational field in which they were longest employed.

(Data for a larger sample of all unemployed workers 45 years of age and older showed very similar results. More information is available on occupational shifts--involving last jobs which were not in the same field as the workers' longest jobs. Changes reflected improvement in some cases, but more often the shifts were to jobs of lesser responsibility and prestige. Professional and managerial workers moved in largest numbers to skilled jobs and to a lesser extent to clerical and sales jobs. Clerical workers tended to shift to sales jobs and unskilled work. Sales workers moved into semiskilled and unskilled employment and to clerical work. Skilled workers tended to be downgraded to semiskilled and unskilled jobs, while semiskilled moved both to skilled and to unskilled posts. The unskilled shifted to higher skilled jobs and to service occupations.)

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Industry of Last Job and Longest Job. Unemployed workers 45 years of age and over showed a fairly high degree of industry attachment; that is, their last employment was in the same major industry as the one in which they had held their longest job. Relatively more workers (three out of four) whose longest job was in construction had their last employment in construction. Roughly, two out of three whose longest job was in manufacturing, trade, or service also had their most recent employment in these industries. Shifts from the industries of longest attachment were more marked in transportation, communications, and public utilities, where only about half the workers with longest jobs in these activities were last employed in them.

Number of Geographic Locations. About three out of five of the workers in the small matched sample of employed and unemployed had their entire 15-year work experience in one geographic location. The fact that as many as two out of five among the employed and unemployed had worked in more than one geographic location reflects, in part, the great volume of immigration which has characterized this area between 1940 and 1955. Women workers tended to make fewer geographic changes than men.

Commuting Time Preferences. Older job seekers are generally willing to spend as much time commuting to work as younger ones. More than two out of five unemployed workers in this area were willing to spend from an hour to an hour and a half on one-way travel to their jobs. A somewhat smaller proportion were willing to commute from a half-hour to an hour each way to work.

Differences by age group were not significant, but a considerably larger proportion of women than men would not spend an hour or more traveling to their jobs.

D. AGE FACTORS IN LABOR TURNOVER

In Seattle, turnover rates are high. As of December 1955, there were in this survey about 200,000 workers in establishments with eight or more employees covered by State Unemployment Insurance Laws or the Railroad Retirement Act. During 1955, these establishments hired almost as many people--186,500--as were employed at the close of the year, and lost through separations somewhat fewer--171,000. This expensive rate of turnover is strongly influenced by turnover patterns of younger workers.

Nevertheless, local employers have a strong preference for hiring and retaining younger workers. Thus, we find that a disproportionately smaller share of the hires and a disproportionately larger share of the layoffs go to the mature worker who is 45 years of age or more. (See Table 11.)

Both accession and separation rates were lower for women than for men, but quit rates were much higher for women and layoff rates were much higher for men.

Table 11. Percentage distribution of hires and separations 12 months ending June 30, 1955, and employment, December 1955, by principal industry and age group

Industry and age group	Total Employment Dec. 1955	Hires		Separations		
		Total	New	Total	Quits	Layoffs
Total	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	65.0	70.3	70.8	68.6	80.8	58.6
45 - 64	31.9	27.0	26.7	27.7	17.7	36.9
65 & over	3.1	2.6	2.4	3.7	1.5	4.5
Manufacturing	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	69.6	78.2	79.3	73.6	86.0	59.4
45 - 64	27.9	19.8	19.2	23.2	12.6	36.7
65 & over	2.5	2.0	1.6	3.2	1.4	3.8
Trade	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	64.8	74.1	78.0	72.8	76.0	70.8
45 - 64	32.6	24.0	21.0	24.4	22.3	26.4
65 & over	2.6	1.9	1.0	2.9	1.8	2.8

For all of the major industry categories, the annual rate of total hires, influenced largely by new hires, was very high for those under age 25. Generally, there was a sizable drop in the hiring rate between ages 25 to 34 followed by a somewhat moderate decrease to age 45 and then small decreases with advancing age intervals.

In the aggregate, hires as related to base employment were more than twice as numerous in the youngest age group as they were in the oldest. Among some of the individual industries, the spread was three- or fourfold. Obviously, older workers are not hired on a basis proportionate to their employment.

Industry patterns differed somewhat, partly because of the influence of rehires. In manufacturing, accession rates dropped sharply between those under age 25 and those age 25 to 34, with no very marked differences after age 35. This appeared to be largely due to a substantial rehire rate in the upper-age intervals. New hires did drop off. A favorable rehire policy in trade establishments also tempered the rate of decline in total accession rates for the advancing age groups, particularly for those 65 years of age and over.

If one is a skilled worker, age is a less significant impediment to getting a job in the Seattle area. In every other occupational field, as in every major industry, recruitment of persons under age 25, compared with end-of-year employment of those under 25, was much higher than the recruitment in

any other age group. Also similar to the industry pattern was the rather sharp drop in hiring rates in the various occupational categories between the youngest age group and the next one, comprising those age 25 to 34. The rates for the latter category were half those of the former except for service, skilled, and unskilled jobs where the drop was less marked.

Except in the recruitment of skilled workers, hiring rates for workers under age 45 were greater than for workers 45 years of age and over. Accession rates for skilled workers began to move up at age 35 and rose steadily until, by age 65, the rate of hires exceeded that for persons under age 25.

Seattle has few large employing units for an area of its size. It has only one plant which employs as many as 5,000 persons. Roughly, one-third of the workers in covered employment are in establishments employing fewer than 100 people; about two out of five are in fairly sizable establishments employing 1,000 or more workers; and the balance are in medium-sized establishments with 100 to 1,000.

Although older workers are unquestionably at a disadvantage as compared with younger workers in firms of any size, they fare much better in the smaller ones. In firms employing from 8 to 100 workers, the annual hiring rate for those under age 45 was 158 per 100 workers as compared with 139 per 100 among those age 45 and over. In firms employing 1,000 or more, the hiring rate for those under age 45 was double that for workers age 45 and over.

Separation Rate. Just as hires are concentrated among young workers, so are separations. As accession rates tend to decline with advancing age, so do separation rates--until age 65 and over, when deaths and retirements become an important influence. This decline is particularly noteworthy for quits or voluntary separations which strongly influence total separation rates in the younger age intervals as layoffs do in the upper ones. In most industries, there was a sharp decline in quit rates beginning at age 35. In some, there was a further sharp drop at age 45. An analysis of voluntary separations by occupation reveals the same thing. For each major occupational category, voluntary separations tended to decline with advancing age up to age 65, pointing up the stability of the older worker and the saving to the employer in not having to train excessive numbers of replacements. Again, the sharpest point of demarcation was at age 35.

Contrary to popular belief, in Seattle at least, age does not spare a worker from a layoff notice. Although layoff rates differ less markedly by age groups than quit rates, those 45 years of age and over experience a higher rate of layoffs than those under 45.

In construction and trade industries, layoffs were rather high among young workers, tapered off among the middle-age groups, and rose again with advancing age. In the important manufacturing industries and in finance, insurance, and real estate, layoffs rose with advancing age. In transportation, communications, and public utilities, the reverse pattern obtained.

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Layoffs were most important in skilled and unskilled occupations, both in absolute numbers and in rates--rising with advancing age, especially after age 45. In the sales occupation, where layoffs were fairly significant, the rates were highest in the under 25 age group, dropped to age 55, and then rose again.

Layoffs were relatively more prevalent in the smaller establishments than in larger ones, and rates in establishments employing fewer than 100 people were considerably higher for mature workers than for those under age 45.

Pension Plans. Establishments with more than 50 workers who reported on the existence of pension plans employed 140,000 persons. About three-fourths of these employees were covered by pension provisions. Firms with pension plans had a far more stable work force than those without. Hiring and separation rates were almost twice as high in plants without pension plans as in those with plans.

However, both in establishments with pension plans and in establishments without them, accession rates declined with increasing age; total separations declined with increasing age (up to age 65 and over); quits and discharges declined with increasing age; and layoffs were relatively higher for those age 45 and over than those under age 45. This pattern prevailed in most industries.

There were, nevertheless, important differences in the recruitment policies of firms with pension plans and those without which are of significance to the mature worker. Hiring in establishments without pension plans was at about twice the rate that prevailed in establishments with plans for all age groups combined; but it was four times the rate among workers 45 years of age and over. At the same time, separation rates, although higher in no-plan firms, were much closer to accession rates for mature workers in these firms. In pension plan firms, separations exceeded accessions more consistently and by a greater amount in the upper-age levels.

Thus, a comparison of turnover data for plants with and without pension plans reveals greater employment opportunities for mature workers in those without pension plans.

Chapter XII. Worcester, Massachusetts

SUMMARY

The economic characteristics of the older job seekers are not only different from those of the jobless younger worker but also from those of employed persons in the same age range and occupations.

Although older workers tend to be more stable on the job than younger persons, job opportunities are relatively fewer for them. Fewer of the older than of the younger workers quit their jobs voluntarily or are discharged.

The decline in employment opportunities as age increases is especially marked for employment covered by pension plans. Pension plans go with lower labor turnover for all age groups, but especially for older persons.

Smaller size firms are generally more likely to hire older workers than are large firms; but a greater proportion of workers age 65 and over retire from large plants than from small ones, possibly because of more strict company retirement policies. In the smaller plants, older workers are also more likely to quit or be laid off.

Proportionately more older workers were able to secure jobs in nondurable goods manufacturing, trade and service industries than in, for example, durable goods manufacturing and transportation and utilities group. Also, workers with service, sales or unskilled occupations had the best chances of securing employment.

The unemployed older worker was different in many respects from the jobless younger person. The older worker had less formal education, fewer dependents, and was more likely to have a physical disability. He was unemployed more often and for longer periods than a younger person but when employed, he was a more steady and stable worker. He changed jobs less frequently.

More than half of the unemployed in most industry groups were 45 or more years of age even though in most cases they were a significantly smaller proportion of the work force. Older unemployed persons were a large majority of those who had acquired professional, managerial, service or skilled occupations and a minority of the clerical and unskilled.

When employed, the older jobless person tended to earn more than a younger one, probably because of higher skill and more responsible jobs.

The jobless older person differed in several respects from employed persons in his own age group. The average unemployed person had less schooling than one who was employed. Older workers, especially the unskilled, were proportionately more numerous among the unemployed than among the employed.

LABOR MARKET BACKGROUND

The Worcester, (Mass.) labor market area is about 40 miles west of Boston and includes the City of Worcester, the second largest in the State, and all the towns in Worcester County. Between 1940 and 1950, the area's population rose by 11 percent to 282,200, of whom 203,500 lived in the City of Worcester. By the end of 1955, the population of the labor market area had increased by 10.6 percent to 299,400, as compared with a 9 percent rise in the United States during the same period.

The industrial activity of the Worcester area is dominated by manufacturing, which provided almost half of the employment in January 1956. Trade and service are other significant industrial activities. (See Table A.) The principal manufacturing industries are nonelectrical machinery, primary metals, stone-clay-glass, fabricated metal products, textiles, and leather.

Table A. Nonagricultural employment, by industry division
Worcester area, Massachusetts, January 1956

Industry division	Nonagricultural employment of wage and salary workers - January 1956 (Est.)				
	Total			Women	
	Number	% of total	% change from June 1955	Number	% of total
Total	106,700	100.0	+ 0.7	36,200	33.9
Manufacturing	52,400	49.0	+ 1.4	14,400	27.5
Construction	3,600	3.4	- 18.2	200	5.6
Trans., comm., & util.	5,300	5.0	- 5.4	1,300	24.5
Trade	20,500	19.2	- 1.9	7,100	34.6
Finance, insurance, and real estate	4,400	4.1	+ 2.3	3,000	68.2
Service	13,200	12.4	- .8	7,100	53.8
Government	7,000	6.6	0	3,100	44.3
Other	300	.3	0	---	---

Prior to the Korean war and subsequently into 1955, the Worcester area was one of a substantial labor surplus. Increased industrial activity during a large part of 1955 resulted in a significant reduction in the over supply of labor. Acute labor shortages developed in the metal trades and in the clerical, professional and technical occupations despite the existence of a small over-all labor surplus.

Job seekers in the Worcester local public employment office are, in general, representative of the types of skills available in the area. At the end

of 1955, three-fourths of the job seekers were about equally divided among the skilled, semiskilled and unskilled occupational groups. About one out of ten was a clerical or sales person and one out of 20 a professional or managerial worker.

Massachusetts is one of the few States in the country with a law which forbids discrimination in employment on account of age.

A. CHARACTERISTICS OF OLDER JOB SEEKERS

The older unemployed worker had characteristically more unemployment, for longer periods, than younger workers. He had less formal education and fewer dependents but a greater possibility of having some physical handicap. When employed, he worked more steadily and earned higher average pay at a higher occupational skill. He was more stable, changing jobs considerably less often than the younger worker. Frequency of illness was not directly related to age though periods of sickness were longer in the oldest worker group.

Education. The older unemployed job seeker had less formal education than the jobless younger worker. Only one-third of the older workers had some schooling beyond elementary school as compared with over half of the younger persons. Among the older workers, those age 45-54 had the most education.

Number of dependents. Younger unemployed persons were twice as likely to have several dependents as the older unemployed. Almost a third of the younger unemployed had two or more dependents as compared with one-sixth of older persons.

Industry of last attachment. A larger proportion of the unemployed in most industry divisions were older workers, despite their being in most cases a significantly smaller proportion of the work force. The older job seeker constituted a minority of the unemployed from the transportation industry group, while those last attached to construction were equally divided between the younger and older age groups. (See Table 1.) Older unemployed women were a minority of the female job seekers last employed in manufacturing and finance and real estate.

Table 1. Percentage distributions of job seekers by industry division of last attachment and age group - January-February 1956

Age group	Industry of last attachment								Other ^{1/}
	All industries	Construction	Manufacturing		Trade	Service	Trans. comm. util.	Fin., ins., R.E.	
			Durable	Non-durable					
Total	100.0	31.1	27.3	19.7	11.0	5.0	3.1	1.5	1.2
Under 45	100.0	34.0	26.2	18.0	10.8	4.3	3.6	1.4	1.7
45-64	100.0	33.5	21.4	24.6	11.3	6.1	1.0	1.0	1.1
65 & over	100.0	19.3	41.0	15.3	11.1	4.8	5.5	2.8	0.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	47.5	51.7	45.2	43.1	48.3	40.8	55.4	43.8	65.4
45-64	33.7	36.6	26.6	42.3	34.8	41.5	10.8	21.9	30.8
65 & over	18.8	11.7	28.2	14.6	18.9	17.9	33.8	34.3	3.8

^{1/} Includes government and miscellaneous.

Most recent occupation. Older unemployed workers made up a large majority of those who had acquired professional, managerial, service or skilled occupational competence. They constituted about half of the unemployed semi-skilled and sales persons and a minority of the clerical and unskilled, as indicated in Table 2.

Table 2. Percentage distributions of job seekers by most recent occupation and age group January-February 1956

Age	Most recent occupation								Other
	All occupa.	Prof. & mgr'l.	Clerical	Sales	Service	Skilled	Semi-skilled	Unskilled	
Total	100.0	3.1	6.4	4.0	5.3	29.3	23.8	27.3	.8
Under 45	100.0	1.8	7.5	4.5	3.4	22.8	25.7	33.5	.8
45-64	100.0	3.4	3.9	4.0	5.7	34.1	22.8	25.3	.8
65 & over	100.0	6.0	8.0	2.8	9.5	36.2	21.2	15.3	1.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	47.5	27.3	55.6	52.9	30.0	37.0	50.9	58.0	44.5
45-64	33.7	36.4	20.7	34.1	36.3	39.6	32.4	31.4	33.3
65 & over	18.8	36.3	23.7	13.0	33.7	23.4	16.7	10.6	22.2

Handicaps. A slightly larger proportion of the older (1 in 8) than younger (1 in 9) unemployed men had physical handicaps. Older unemployed women had

physical handicaps. Older unemployed women had fewer handicaps than older men.

Number of months employed. Older workers tend to be jobless longer than younger workers. During the 3-year period prior to the survey, almost 1 out of 5 of the older workers had been jobless for a year or more but only 1 out of 16 of younger workers. A high incidence of unemployment affects women at an earlier age than men.

Older unemployed workers also had more employment in the 3 years prior to the survey than younger workers, indicating they were not out of the labor force as much. They had also changed jobs less frequently. Among the older persons, 96 percent had been employed for 2 years or more but only 87 percent of the younger workers, undoubtedly in part because of the shorter time in the labor market of those under 25.

Number of jobs held. Over half of the older persons had only one job within the 3-year period, as against fewer than one-third of the younger persons. Relatively twice as many persons in the oldest age group (65 and over) had only one job as compared with those 45-64 years of age. (See Table 3.) Older women were more likely to have had only one job than older men.

Table 3. Percentage distributions of job seekers
by number of jobs held in last three
years and age group
January-February 1956

Age group	Number of jobs held			
	Total 1/	1	2 - 3	4 or more
Total	100.0	39.8	39.2	18.9
Under 45	100.0	28.9	47.1	21.1
45-64	100.0	36.7	39.9	21.8
65 & over	100.0	73.1	17.8	8.3
Total	100.0	100.0	100.0	100.0
Under 45	47.5	34.6	57.2	53.1
45-64	33.7	31.1	34.3	38.7
65 & over	18.8	34.3	8.5	8.2

1/ Items may not total 100.0 because of exclusion of "no job held" in past 3 years and "number of jobs not reported."

Industry and gross weekly pay. Older unemployed workers tended to earn more when they had been employed than younger workers, possibly because of the greater proportions of higher skilled and more responsible jobs

which they had previously held plus the receipt of seniority grade pay scales in similar occupations to those held by younger workers. Close to 40 percent of the older workers had earned \$80 a week or more as compared with one-fourth of younger persons.

Education as a factor in unemployment duration. Workers of all ages with the most education tended to be jobless for shorter periods of time. Over half of those who had been jobless for less than 6 months had graduated from elementary school but less than 4 out of 10 of those jobless for longer periods.

Duration of unemployment. During the 3-year period ending January or February 1956, almost half of the older unemployed workers had been jobless for 6 months or more as compared with one-fourth of those below age 45, as indicated in Table 4. Relatively more older than younger job seekers who had been jobless for over 6 months came from manufacturing, trade and service and fewer from the construction industry.

Table 4. Percentage distributions of the unemployed by duration of unemployment in last three years and age group - January-February 1956

Age group	Duration of unemployment			
	Total	Less than 2 months	2-5 months	6 months and more
Total	100.0	35.8	27.7	36.5
Under 45	100.0	45.3	28.0	26.7
45-64	100.0	31.8	27.3	40.8
65 & over	100.0	18.9	27.5	53.5
Total	100.0	100.0	100.0	100.0
Under 45	47.5	60.1	48.0	34.8
45-64	33.7	29.9	33.3	37.7
65 & over	18.8	9.9	18.7	27.5

Older workers tend to be more continuously attached to the labor force than younger persons and men more than women. About 60 percent of those 45 and over had been in the labor force continuously for the prior 3 years as compared with 40 percent of the younger workers.

Mobility. Among the older unemployed skilled and unskilled workers, 7 out of every 8 had last been employed in the occupation in which they had the longest experience. Only 7 out of every 10 of the sales, professional, and managerial workers had similar experience.

Older unemployed workers from the construction and manufacturing industries tended to have the steadiest industry attachment, while those from

the transportation, communications, and public utilities group had the least.

Unemployed persons tended to be somewhat more mobile than those who were employed when the study was made. During the 15-year preceding period, about 1 in 7 of the unemployed had moved from another geographical area, at least twice as many proportionately as among the employed.

Older workers age 45-64 were willing to travel almost as much as younger ones (an hour or more each way) to get and hold a job. The oldest worker category (age 65 and over) prefer to work closer to home than younger persons, showing the greatest reluctance to travel an hour or more to work. Men were generally more willing to spend considerable time traveling to work than women.

B. OLDER WORKERS ON THE JOB

Occupation, age and sex. In mid-June 1955, about 40 percent of the non-farm wage and salary workers in Worcester were age 45 and over. Men composed 70 percent of the total work force and about the same percent of the older worker group. In the service occupations, older workers actually constituted a majority of the total employed and an even higher proportion of the males employed in that occupational activity. (See Table 5.) One-fourth of all the older workers were skilled, one-fifth were semiskilled and another one-fifth clerical and sales workers.

As expected, the older men were concentrated in different occupations than the older women. The largest single group of the older male workers (35 percent) were skilled, relatively 6 times as many as women. An additional 20 percent of the men were semiskilled workers and 15 percent had a professional or a managerial job. Among the women, however, almost half worked at clerical and sales occupations and 30 percent were semiskilled.

A larger relative proportion of the older than younger employed men were skilled, professional and managerial or service workers. This was most marked in service occupations where over 60 percent of the workers were more than 45 years of age. The older women, however, were relatively more numerous than the younger women in all occupations, except clerical and unskilled. Although about 40 percent of the women were age 45 or over, more than half of the sales and semiskilled women were in the older age group.

Table 5. Percentage distribution of employment
by occupational group, sex and age group

Sex and age groups	Occupational group							
	Total	Prof.& mgr'l.	Cleri- cal	Sales	Serv- ice	Skilled	Semi- skilled	Un- skilled
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Men	69.3	86.4	30.7	56.8	65.7	94.8	63.7	76.7
Women	30.7	13.6	69.3	43.2	34.3	5.2	36.3	23.3
Under 45	60.9	55.4	69.2	58.6	45.2	57.6	61.7	66.7
45-64	34.4	38.1	28.2	35.2	44.4	37.4	34.6	29.4
65 & over	4.7	6.5	2.6	6.2	10.4	5.0	3.7	3.9
Men, total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	60.0	55.3	63.4	59.0	38.7	58.1	62.6	66.4
45-64	34.7	39.0	32.8	26.4	46.9	36.9	32.9	28.8
65 & over	5.3	5.7	3.8	4.6	14.4	5.0	4.5	4.8
Women, total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	62.9	56.0	71.8	45.0	57.6	47.2	60.4	68.1
45-64	33.8	32.6	26.2	46.8	39.6	46.5	37.4	30.8
65 & over	3.3	11.4	2.0	8.2	2.8	6.3	2.2	1.1

Industry, age, and sex. Older workers were most likely to be employed in manufacturing and trade and service industries--where they represented over two-fifths of the total industry employment, slightly more than their participation in all industries combined. In manufacturing, the excess was due entirely to the higher than average proportion in nondurable plants.

Older women workers accounted for an even higher proportion of total industry employment in trade. Despite the extremely high proportion of female employment in finance, insurance, and real estate, older women were not as well off employmentwise in this industry division as in nondurable goods manufacturing or in service industries. (See Table 6.)

Table 6. Percentage distribution of employment
by industry and by sex and age group
June 1955

Sex and age group	Industry									
	Total	Con- struc- tion	Manufacturing			Trans., comm., util.	Trade	Fin., ins., R.E.	Serv- ice	Other
			Total	Dur- able	Non- dur- able					
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Men	69.3	96.5	73.4	81.4	57.1	69.2	60.1	36.8	56.8	100.0
Women	30.7	3.5	26.6	18.6	42.9	30.8	39.9	63.2	43.2	0
Under 45	60.9	70.1	59.8	61.2	57.1	66.8	59.3	76.0	57.8	57.2
45-64	34.4	24.5	35.7	35.0	37.1	31.6	34.6	22.4	34.6	35.7
65 & over	4.7	5.4	4.5	3.8	5.8	1.6	6.1	1.6	7.6	7.1
Men, total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	60.0	69.4	58.8	59.4	56.4	62.9	62.2	69.5	57.1	57.2
45-64	34.7	24.9	36.3	36.4	35.9	34.8	31.5	29.3	32.9	35.7
65 & over	5.3	5.7	5.1	4.2	7.7	2.3	6.3	1.2	10.0	7.1
Women, total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	0
Under 45	62.9	85.7	63.2	69.2	57.9	75.3	54.9	79.8	58.9	0
45-64	33.8	14.3	34.1	28.8	38.9	24.7	39.4	18.4	36.7	0
65 & over	3.3	0	2.7	2.0	3.2	0	5.7	1.8	4.4	0

Size of firm, age, and sex. In the Worcester area, medium size firms (100-499 employees) had a relatively larger proportion of workers age 45 and over (41 percent) than did smaller or larger establishments. While each of those smallest size-of-firm groups (8-49 and 50-99) had about one-third of their employees in the 45-64 age bracket, the ratio was about 3 to 10 in the two largest size-of-firm groups. Workers past their 65th birthday held a sharply lower proportion of the jobs in the two largest size-of-firm groups than in the smaller establishments. (See Table 7.)

Table 7. Percentage distribution of employment
by size of firm and age group

Age group	Number of employees					
	Total all sizes	8-49	50-99	100-499	500-999	1,000 or more
Percent of total	100.0	21.6	9.8	31.6	10.5	26.5
Total	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	60.9	60.2	63.3	53.4	66.7	67.5
45-64	34.4	33.6	32.7	39.2	30.7	31.4
65 and over	4.7	6.2	4.0	7.4	2.6	1.1

Note: Due to rounding, sum of the items may not add to total.

Industry, length of service, and sex. As a worker's age increased, his attachment to his industry of employment tended to be stronger. About half of the older workers were employed in the same industry for 10 years or more but in the oldest age groups (55-64 and 65 and over) about two-thirds were so employed, with about half of them showing 15 years or more of service.

In the stable utilities industries, 8 out of 10 older workers had been employed for 10 or more years, whereas in the service industry, which workers tend to enter at a relatively late age, only about one-third of the older workers had that length of service. The durable goods manufacturing industries, where men predominate, had relatively twice as many workers with 10 years or more of service (7 out of 10) than the nondurable goods industries (4 out of 10) which employ a large proportion of women.

Size of firm, length of service, and age. There is a direct relationship between the size of the firm in which the older worker is employed and the number of years he is working in the industry. The larger the firm, the more likely it is that the older person has been working in the industry a long number of years. Of those working for small firms (less than 100 employees), 15 or more years of service had been completed by almost 40 percent of workers age 55-64 and by half of those 65 or over. For those employed by large firms (1,000 or more employees), however, two-thirds had been in the industry for 15 or more years.

Conversely, the small firms (less than 100 employees) tended to have a greater proportion of older workers (40 percent) with relatively short periods (under 5 years) of service in the industry as compared with medium or large size firms (15 percent).

Pension plans and employment patterns. In the Worcester area, approximately 60 percent of the workers covered in the survey (in firms with 50 or more employees) were covered by pension plans. All workers from the finance, insurance, and real estate industry group were covered; almost 90 percent of the older workers from the transportation, communications, and public utilities group; and 80 percent in durable goods manufacturing.

Table 8. Percentage distribution of employment by pension plan coverage in firms of 50 or more, principal industry, and age group

Age group	Total employment			Manufacturing		Trade	
	All	Covered	Non-covered	Covered	Non-covered	Covered	Non-covered
Percent of total	100.0	59.6	40.4	48.4	24.2	2.5	10.8
Total, all ages	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	61.2	62.9	58.6	61.5	58.0	63.6	55.9
45-64	34.6	34.6	34.7	35.7	35.3	33.1	36.8
65 and over	4.2	2.5	6.7	2.8	6.7	3.3	7.3

A larger segment of the men (two-thirds) than of women (one-half) were covered by pension plans, because a major portion of the women were employed in nondurable goods manufacturing and trade which have relatively small coverage. Older production and maintenance workers were as equally covered by a pension plan as younger workers, but proportionately less older workers in professional and clerical and sales jobs had coverage. Among the older clerical and sales personnel, over one-fourth were in trade where almost none were under pension plans.

Workers 45 and over, with 39.3 percent of total employment in the firms included in the study of pension coverage, had 41.3 percent of the jobs not covered by pension plans and only 38.1 percent of the covered jobs. The difference in these ratios was negligible in the 45-64 age group, however, and marked in the 65 and over group (6.6 percent of noncovered vs. 3.1 percent of covered jobs).

C. COMPARISON OF CHARACTERISTICS OF EMPLOYED AND UNEMPLOYED OLDER WORKERS

Older workers were proportionately one-third more numerous among the unemployed than they were among the employed. About 39 percent of the employed were age 45 and over, but over half of the unemployed were in this age group. For both men and women, the older the age group the greater the relative number of unemployed.

The employed older worker averaged a greater amount of schooling than the older jobless person. Over half of both groups of workers had completed public school and a third had finished high school. All of the employed had had some schooling, but 1 in 20 of the jobless had none. A greater proportion of the employed than unemployed had attended college.

Unskilled older workers were relatively twice as numerous among the jobless as among the employed, while unemployed skilled workers were only about one-third greater, suggesting that an older worker with a skill has a relatively better chance of getting and holding a job than an unskilled older worker. Semiskilled job seekers among the unemployed were proportionate to the number employed. (See Table 9.)

When compared with the employed, older male workers were relatively twice as numerous among the jobless than were older women workers. Comparatively many were older men with unskilled and skilled occupations. Among the women, unskilled workers were proportionately four times as great among the unemployed as among the employed. White collar and service workers were relatively a very small proportion of the jobless older women.

Table 9. Percentage distributions of employed and unemployed workers by occupation and age group

Occupation	Employed ^{1/}				Unemployed ^{2/}			
	Total	Under 45	45-64	65 & over	Total	Under 45	45-64	65 & over
Percent of total	<u>100.0</u>	60.9	34.4	4.7	<u>100.0</u>	47.5	33.7	18.8
Total	<u>100.0</u>	<u>100.0</u>	<u>100.0</u>	<u>100.0</u>	<u>100.0</u>	<u>100.0</u>	<u>100.0</u>	<u>100.0</u>
Prof. & mgr'l.	10.4	9.4	11.5	14.4	3.1	1.8	3.4	6.0
Clerical	17.1	19.4	14.0	9.5	6.4	7.5	3.9	8.0
Sales	7.5	7.2	7.6	9.9	4.0	4.5	4.0	2.8
Service	5.1	3.8	6.6	11.4	5.3	3.4	5.7	9.5
Skilled	24.8	23.4	26.9	26.7	29.2	22.8	34.1	36.2
Semiskilled	22.4	22.7	22.5	17.5	23.8	25.7	22.8	21.2
Unskilled & other	12.7	14.0	10.8	10.6	28.1	34.3	26.1	16.3

^{1/} June 1955

^{2/} Weekly average, January-February 1956

Because of seasonal outbacks, the proportion of jobless older workers in the unemployed older worker total from the construction industry was relatively 10 times as great as the proportion of older worker construction employment in the area's over-all employment of these age categories. Similarly, jobless workers from the finance industry group were about twice as numerous as the relative proportion of older workers employed. Because of the relatively large number of unemployed construction workers in the unemployed total, only half of the jobless were from manufacturing industries as compared with two-thirds of the employed. (See Table 10.) Relatively more workers from nondurable goods industries were without employment than those from durable goods plants.

Table 10. Percentage distributions of employed and unemployed workers by industry division and age group
1955-56

Industry	Employed ^{1/}				Unemployed ^{2/}			
	Total	Under 45	45-64	65 & over	Total	Under 45	45-64	65 & over
Percent of total	100.0	60.9	34.4	4.7	100.0	47.5	33.7	18.8
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Constr.	3.2	3.7	2.3	3.8	31.1	34.0	33.5	19.3
Mfg.	63.5	62.3	66.0	60.4	47.0	44.2	46.0	56.3
Trans., comm., & util.	6.0	6.6	5.5	2.0	3.1	3.6	1.0	5.5
Trade	18.5	17.9	18.6	24.1	11.0	10.8	11.3	11.1
Fin., ins., & R.E.	3.6	4.5	2.3	1.2	1.5	1.4	1.0	2.8
Service	5.1	4.9	5.1	8.3	5.0	4.3	6.1	4.8
Other	.1	.1	.1	.2	1.2	1.7	1.1	0.2

^{1/} June 1955

^{2/} Weekly average, January-February 1956

D. AGE FACTORS IN LABOR TURNOVER

Older workers have fewer opportunities for new jobs but show stability on those they have. As the workers grow older, especially after reaching middle age, relatively fewer new hires are reported for them. At the same time, the most stable employees were the older workers, few leaving voluntarily, particularly in the age brackets 55-64. Labor turnover is lower among workers covered by pension plans in all age groups but very sharply below the average hiring rate in the case of older workers. Workers age 45 and over constituted one-fifth of all hires in the 12-month period, but 39 percent of the employment. However, they also accounted for one-fifth of the separations and only 16.7 percent of the quits, reflecting their greater stability. (See Table 11.)

The older (as well as the younger) workers possessing a service, sales or unskilled occupation had a better chance of obtaining employment than if he held some other occupational skill. Among clerical, professional or managerial workers, a younger person was generally preferred over an older one. Older male workers in sales, service, or unskilled occupations had greater employment prospects than women in these categories. For skilled or semiskilled opportunities, women relatively had greater possibilities than men.

Table 11. Percentage distribution of hires and separations, 12 months ending June 30, 1955, and employment, June 1955, by principal industry and age group

Industry and age	Total employment June 1955	Hires		Separations		
		Total	New	Total	Quits	Layoffs
Total	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	60.9	79.2	82.2	79.0	83.3	77.1
45-64	34.4	18.5	16.5	16.9	15.0	20.0
65 and over	4.7	2.3	1.3	4.1	1.7	2.9
Manufacturing	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	59.8	80.1	83.6	79.5	85.3	72.9
45-64	35.7	18.2	15.9	16.4	13.7	23.5
65 and over	4.5	1.7	.5	4.1	1.0	3.6
Trade	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	57.4	79.8	81.1	79.2	80.7	87.6
45-64	36.2	16.7	16.6	15.2	15.2	10.3
65 and over	6.4	3.5	2.3	5.6	4.1	2.1

In the year ending June 1955, small (less than 100 employees) and medium size (100-499 employees) firms in the Worcester area were expanding more than large ones and, therefore, did more hiring. The older worker was more likely to be hired by a very small plant or a medium size one than by a large firm (500 employees or over). This tendency was especially true for workers between 45-54 years of age. Firms with less than 100 employees hired a relatively much greater proportion in the next higher age brackets (55 and over) than did large ones.

Relatively more workers, regardless of age, were separated from small firms than from large ones. Among older workers, the tendency to quit decreased as the size of firm increased, whereas about the same proportion of younger workers (under age 45) quit their jobs in all plants except the largest (1,000 or more employees). A greater proportion of the workers age 65 and over retired from large plants than smaller ones, possibly because of more strict company retirement policies.

Older workers are more reliable and steadier employees than younger persons (under age 45). A much smaller proportion of older workers had quit their jobs or were discharged. The most stable group was age 55-64. In the highest age bracket, 65 and over, there was a substantial increase in the proportion leaving employment, possibly because of retirement.

Professional, managerial, and clerical older workers were less likely to quit their jobs voluntarily than unskilled older workers or those in sales or service occupations.

Separation rate and length of service. Separations from employment were most prevalent among those employed less than a year and tended to decline sharply as length of service increased. The greatest stability of employment among those on the job more than 1 year was found among age 45-64. Except for the least stable group of workers, those under age 25, the oldest age group (65 years and over) regardless of length of service, consistently had the greatest relative number of separations.

Labor turnover, both hires and separations, was much lower in plants with pension plans than in those lacking them. Firms with pension plans hired relatively one-third fewer workers than those without plans. They also had the same proportionate pattern of separations.

Although all plants hired relatively fewer older workers (age 45 and over) than they did younger persons, the drop in hiring rates for plants with pension plans was much more severe as the age of the older worker increased. In the 45-54 age range, non-pension plan firms hired relatively 5 times as many workers as those with pension plans, but in the 65 and over age group this relationship was 9 to 1. Employers in the manufacturing industries whose workers were covered by pension plans were less restrictive in their hiring practices than their counterparts in trade or in transportation, communications, and public utilities industry.

Pension plans. In plants with pension plans, separations in the age 65 and over group of workers were caused almost entirely by retirement (or death) but among plants without pension plans, layoffs and quits were primary causes of separations. Quits by workers age 45 and over were almost negligible if the workers were employed by firms with pension plans. In firms without pension plans this ratio was 7-9 times as large.

Firms without pension plans, regardless of size, hired relatively more older workers than those with plans. For workers age 45-64 employment opportunities were somewhat better in plants with less than 500 employees.

APPENDIX A. TECHNICAL NOTES ON SAMPLING PLANS

The data for this study came from the following sampling plans:

- (1) Sample of employers covered by State unemployment insurance laws and the Railroad Retirement Act and their employees. This sample covered approximately 15,000 employees in each area and provided the data for the analysis of employment and turnover patterns of older and younger workers. Data on pension plan coverage and other personnel policies and practices were obtained from employers in this sample who had 50 or more employees.
- (2) Sample of unemployed workers seeking work through public employment offices. This sample included about 2,000 job seekers in each area. Work histories for the three years prior to January 1956, were obtained for all job seekers in the sample, and 15-year work histories for 400 of those who were 45 and over years of age.
- (3) Matched sub-samples of 250 employed and 250 unemployed workers selected from the above two samples. These sub-samples provided the basis for comparing the 15-year work histories of employed and unemployed workers. The unemployed group was selected at random from the 400 job seekers for whom 15-year work histories were obtained, and the employed sub-sample was selected at random within groups of employed workers stratified to match the unemployed sub-sample by age, sex, and occupation.

Detailed descriptions of the three sampling plans follow.

1. Methodology for Sampling Employers and Their Employees

A 2-stage sample design was developed for the employer and employee information. Employers (establishments) were selected from all establishments in the area with 8 or more workers in employment covered by State unemployment insurance laws or the Railroad Retirement Act. Establishments with 7 or fewer workers were excluded from the survey even though in some States they are covered by the unemployment insurance system. The selection of a firm was on the basis of probability proportionate to the size of the firm in an industry. A random employee sample was then taken from the employment records of the firm selected in the first stage of this sampling procedure.

The employment and labor turnover data were supplied by the establishments in the sample. For each employee in the sample, the employer was asked to provide the sex, year of birth, date of original hire, whether any hire during a specified 12-month period was a new hire or a rehire, date of separation, reason for separation and plant job title. The plant job title was subsequently converted to the nomenclature of the

U. S. Employment Service Dictionary of Occupational Titles. In addition, each establishment furnished its total employment by sex as of a designated payroll period. (See Name List Employment Questionnaire form attached).

To obtain the policies and practices data, questionnaires were sent to all firms in the sample with 50 or more employees. The questionnaire identified firms which had and those which did not maintain pension plans for three types of employees: Professional and managerial, clerical and sales, and production and maintenance workers. The data for these firms permitted the relating of pension data to industry, age, sex, size of establishment, and other characteristics. (It should be noted that the employee data in those firms with pension plans is limited only to the specific occupational groups of employees covered by the plan and not to all workers in the establishment, if the plan was restricted in its application.)

Specific steps in the sample selection are indicated below:

- a. First, a sample of establishments stratified by industry and by size of employment was obtained; second, the employees in these firms were sampled by Social Security number selection.
- b. To determine the sample size, establishments in the area were arrayed by industry and size of firm within industry. This was usually done on the basis of Employer Contribution Reports under the State Unemployment Insurance Program. The size intervals were 8-49, 50-99, 100-499, 500-999, 1,000-4,999, 5,000 and over. This permitted a cutoff of different sizes depending upon the size composition of establishments in the area. Data for inter-state railroads covered by the Railroad Retirement Act were added to the appropriate size group totals.
- c. The employee sample was selected from a listing of workers employed in the sample establishments at any time during the period third quarter 1954 through second quarter 1955. (The State of Washington, where wage reporting is on an annual basis, used calendar year 1955).

States receiving all of their wage records quarterly from covered establishments were in a position to designate to the employer the names of the employees included in the sample. These States had wage records from which they could obtain an unduplicated count of persons employed by the establishments in the sample during the 12 months included in the study. Michigan and Massachusetts do not receive individual wage record reports from employers, except upon request for workers seeking to establish eligibility for unemployment insurance benefits. Thus, the Detroit and Worcester areas used two methods for establishing employee lists (1) wage record data from the Bureau of Old-Age and Survivors Insurance of the Social Security Administration in Baltimore; and (2) letters to employers asking them to supply information on employees with pre-designated Social Security number and digits.

- d. Once the selection ratio for the sample of employees was determined, the objective was to take the same percentage size sample of employees from each size group of establishment. For practical purposes, it was agreed to sample more firms among the larger size groups and relatively fewer firms from the smaller size groups. The number of employees sampled from each firm then depended upon this simple relationship: The percent firms of a size group in the sample times the percent employees in the sample from each firm equals the over-all sampling ratio. In other words, a smaller relative sample of employees was taken from the larger firms in the sample, while a relatively large sample of employees was taken from the smaller firms included in the sample. To assure proper representation of industries in the sample, the firm listings in each size group were arrayed further by industry and size of establishment within industry. From this arrayed listing, the sample of establishments was selected by the previously established selection interval.
 - e. The size of the sample and the selection interval used in d. above depended upon the estimated total current employment in the area. The objective was to achieve a sample size with no more than a 15 percent error estimate, 95 times out of 100, in a cell containing 1 percent of the universe. Although the general experience was that the employers were remarkably cooperative in supplying the mass of data called for, the sample size fell slightly short of the objective. As a result, a general statement for the 7 areas must include the consideration that the chances are 95 out of 100 or 19 out of 20 that the true estimate for a cell containing 1 percent of the total employment is within a 20 percent range of the figure shown in the table, i.e., the inflated sample. The two-sigma level for a cell as small as one-tenth of 1 percent of total employment is 60 percent. Of course, for cells larger than 1 percent of the employment, the errors of estimate are progressively smaller than 20 percent.
- The total employment in the seven areas has corresponding errors of estimate of ± 6 percent for a cell that is one percent of the total employment and ± 20 percent for a cell that is only one-tenth of one percent of the seven area employment i.e. .001 \pm .20 (.001).
- f. The sampling method used provided an unduplicated count of the employment in an establishment during the year. The procedure made it possible to derive annual turnover data. However, for employment as of a given period, all those not on the payroll were eliminated so as to provide employment characteristics as of a given time.

2. Methodology for Sampling of Unemployed Workers

Two samples were necessary for the analysis of the characteristics of the unemployed workers seeking jobs through the public employment offices in each area.

- (a) A sample of about 2,000, approximately 1,000 each of those under 45 years of age and those 45 years of age and over, was taken in each of the seven areas, of those seeking work through the local public employment offices. This comprised the "current characteristics" sample for whom 3-year work histories were obtained. The 3-year work histories include such items for analysis as age, sex, primary occupation, occupation and industry of last attachment, duration of unemployment, income levels, number of dependents and other economic and personal characteristics.
- (b) A sample of about 400 was taken from the 1,000 job seekers 45 years of age and over in the current characteristics sample. Fifteen-year work histories were prepared for these older unemployed workers and were designed to throw light on their long-range characteristics, such as average duration of employment on job, frequency of illness and industrial accidents, number of temporary and part-time jobs, number of times and duration out of the labor force, shifts from wage and salary employment to self-employment, income levels, occupation and industrial changes, industry and occupation of longest attachment, occupation of most recent job, worker mobility in terms of geography, occupations, industries and skill levels, etc.

a. The "current characteristics" sample

- (1) Interviewing costs limited the size of the current characteristics sample in each area to the approximately 2,000 unemployed individuals mentioned above.
- (2) Both claimants and nonclaimants were included in the sample. Claimants were those persons who during a specific week filed a waiting period or compensable claims for total unemployment. Nonclaimants were all those persons who appeared at the local office and who were totally unemployed for at least one week prior to their visit. The sample, therefore, also includes persons who have exhausted their unemployment insurance benefits, as well as initial claimants who were unemployed for one week prior to the filing of the initial claim. It excludes other initial claimants and nonclaimants who were not unemployed a full week, persons drawing benefits for partial or part total unemployment and persons employed at the time but seeking other jobs.
- (3) In selecting the 2,000, a separate random sample was taken from each of the two age groups, i.e., the sample was stratified by age. In general, the sampling was then spaced over a 2-month period to meet the workload capacities of the available interviewers. The digits of the Social Security account number used to select the sample were changed each week to avoid giving a

worker who makes regular visits to the local office, more than one chance of being chosen. The characteristics of the unduplicated sample of walk-in traffic were then attributed to the average weekly traffic to permit area comparisons.

- (4) In Minneapolis-St. Paul, for example, it was estimated that during the 9 weeks of the survey 95,694 claims for total unemployment were filed and 5,870 nonclaimants came to the local offices seeking work. The average weekly walk-in traffic was 11,285. 1,935 persons under 45 years of age and 3,482 persons 45 and over had the Social Security digits selected. (Odd digits 01-09 were used for the younger group and all digits 00-09 were used for the older age group). Since the variable traffic flow often exceeded the available time for interviews, a random sub-selection was made from among the eligible workers. In all, 51.7 percent (1,001) of the 1,935 persons under 45 years of age and 39.3 percent (1,369) of the 3,482 eligible persons 45 and over were interviewed.

The inflation factors to be applied to the sample results were determined as follows:

1. Average weekly traffic = 11,285
2. Persons sampled and interviewed by age

Age	Persons in sample	Persons interviewed	% interviewed of sample	% sample of average week	% interviewed of average week	Reciprocal of inflation factors
44 and under	1,935	1,001	51.731	X	51.731(X)	.51731(X)
45 and over	3,482	1,369	39.316	2X $\frac{1}{2}$	39.316(2X)	.39316(2X)
Total	5,417	2,370	43.751	48.002	21.001	

1/ Twice as many Social Security number digits were used to select the 45 and over sample.

3. Solving for X

$$\frac{1935}{X} + \frac{3482}{2X} = \frac{5417}{.48002} = 11,285$$

$$X = \frac{3676}{11285} = .325742$$

$$\text{Then the inflation factors are: } 44 \text{ and under } \frac{1}{.51731(X)} = 5.9348$$

$$45 \text{ and over } \frac{1}{.39316(2X)} = 3.90415$$

(5) Representativeness of Sample

Control procedures depended upon the operating procedures in the several States. In Minneapolis-St. Paul the representativeness of the sample was checked by maintaining an age, sex, occupation and claim status record on all persons eligible for interview who were either passed over in selecting the sub-sample or refused to be interviewed.

Comparisons of the age and sex distributions of the interviewed with the omitted and refused, indicated no significant differences. In addition, comparisons of samples taken in different weeks indicated no significant differences.

(6) Basis for Making an Estimate of the Sampling Errors in the Current Characteristics Sample

Each area interviewed approximately 1,000 under 45 years of age and 1,000 45 years of age and over. For each stratum the 1,000 is a sample, not of the number of the average weekly universe, but of the number of different people walking into the local public employment office during the period of the survey. In the Minneapolis-St. Paul example, the 1,001 under 45 who were interviewed, represent 5,940 (i.e., $1,001 \times 5.9344$) in the average week. Allowing for .15 turnover per week for the 9 weeks, $9(.15) (5,940) = 8,019$ different people coming in during the 9 weeks. The sampling error to be considered in the average week is

$$e = 2 \sigma_p = \sqrt{\frac{4(1-p)}{np} \left(\frac{N-n}{N} \right)}$$

where p = percent size of cell = .05
 n = sample size = 1,000
 N = size of sampled universe = 8,000

$$e = \sqrt{\frac{4(.95)}{1000 (.05)} \left(\frac{7,000}{8,000} \right)} = \sqrt{.0665}$$

= 25.8% (at the 2 sigma level of error estimate)

As a conservative rule for all areas drop the finite correction factor. Then,

$$e = \sqrt{\frac{4(1-p)}{1000 p}} = .06325 \sqrt{\frac{1-p}{p}}$$

A conservative estimate of the error in a 5 percent cell would be

$$e = \sqrt{\frac{4(.95)}{1000(.05)}} = .06325 \sqrt{19} = \sqrt{.076}$$

$$= 27.6\%$$

The chances are better than 95 out of 100 that the true figure in a cell that contains 5 percent of the unemployed under 45 or 5 percent of the unemployed 45 and over would lie somewhere between

.05 \pm .276(.05), or .05 \pm .014, or between .036 and .064.

Note: The p value is the ratio of the number with a characteristic to the number in the stratum for the average week, i.e., either to the average number 44 and under or to the average number 45 and over.

The corresponding error of estimate for the unemployment in the seven areas, combined, is only 10 percent for a cell that is either 5 percent of the unemployed under 45 or 5 percent of the unemployed 45 and over. Likewise, the chances are 95 out of 100 that the true figure for a characteristic of the unemployed that is one percent of either of the two categories lies somewhere between .01 \pm .24(.01).

b. The "15-year work history" sample

Fifteen-year work histories were obtained for a sample of about 400 individuals selected from those 45 years of age and over in the current characteristics sample in each area. The selection was made by using the appropriate Social Security account number digits to obtain 40 percent of the 1,000 persons 45 and over. The individuals for the 15-year work history sample were identified at the same time that they were selected for the study of current characteristics.

In appraising the statistics derived from the 15-year work history, and to a lesser extent the 3-year work history, the factor of the applicant's ability to recall events is all important. The findings, therefore, are subject to the type of inaccuracy resulting from memory lapses. To avoid spurious analysis, only periods of unemployment and illness of significance, that is, those in excess of half a month and rounded to the next full month were reported. Because the nature of the event grows increasingly hazy as the occurrence recedes further in the past, the figures obtained from the 15-year work history achieve maximum reliability when analyzed in broad descriptive and qualitative terms rather than in reliance on detailed statistical distributions.

3. The Matched Samples of Employed and Unemployed Older Workers

From the 400 job seekers age 45 and over for whom 15-year work histories were obtained in each area, 250 were selected to be matched with a sub-sample of 250 workers from the sample of employees having the same age, sex, and relatively detailed (3-digit in Dictionary of Occupational Titles) occupations.

None of the areas was able to meet the goal of 250 matched cases. The mobility of labor made it difficult to locate some of the employed workers for interview. In a special problem area like Miami, the fact that a few months intervened between the employment reported by the establishment and the time of interview, meant that many of the workers had moved with no forwarding address. The cost of interviewing at the residence of the worker instead of at the place of employment made every area reject a few matched cases because of travel time and costs. This cost made the study impractical in Los Angeles, where the residences of the employed are spread over an area greater than the 4,853 square miles in the metropolitan area itself.

Another problem in all areas was the inability to find 250 employed older workers in a sample of about 5,000-8,000 such workers, with the same age, sex, and 3-digit occupation as the 250 selected unemployed workers.

Although the goal of 250 matched cases was not achieved, those contacted provide a good comparison of employed and unemployed workers, controlled for certain basic characteristics. The number matched and interviewed in each of the six areas completing this phase of the study was as follows:

Seattle:	205	Detroit:	184
Worcester:	205	Minneapolis-St. Paul:	158
Philadelphia:	197	Miami:	78
Total:		1027	

Thus, for the seven areas the comparisons of the older employed and unemployed workers were drawn from 2,054 case histories divided equally between the employed and unemployed. Because of the very small samples finally obtained and the possible distortion due to non-response, the analysis of data from the matched samples of employed and unemployed workers in the body of the report is quite limited, particularly in the individual area sections.

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2. Current Characteristics Questionnaire. This form was used to obtain the characteristics and three-year work histories for job seekers covered by the study.

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Older Worker Study
CURRENT CHARACTERISTICS QUESTIONNAIRE
For Unemployed Workers

1. SOC. SEC. # _____ 2. SEX: Male _____ Female _____ 3. VETERAN? Yes _____ No _____
4. PRINT YOUR FULL NAME:

 Last First Initial
5. ADDRESS:

 Number & Street Zone City
6. TELEPHONE: _____ 7. DATE OF BIRTH: _____
 Month Day Year
8. CIRCLE THE HIGHEST YEAR OF EDUCATION YOU HAVE COMPLETED:
 1 2 3 4 5 6 7 8 9 10 11 12 COLLEGE: 1 2 3 4 5 6 7
 DEGREE _____ MAJOR _____
9. HAVE YOU HAD ANY OTHER TRAINING SUCH AS BUSINESS, TECHNICAL, MILITARY, CORRESPONDENCE OR NIGHT SCHOOLS, APPRENTICESHIPS, ETC.
 Yes _____ No _____
10. BASED ON YOUR PAST EXPERIENCE WHICH ONE OF THE FOLLOWING HAS HELPED YOU MOST IN GETTING JOBS? (CHECK ONE)
 _____ PRIVATE EMPLOYMENT BUREAU _____ STATE EMPLOYMENT SERVICE
 _____ NEWSPAPER ADS _____ YOUR UNION
 _____ APPLYING DIRECTLY TO EMPLOYER _____ FRIENDS OR RELATIVES
 _____ OTHER _____
11. ARE YOU USUALLY THE MAIN SOURCE OF SUPPORT FOR THE HOUSEHOLD? Yes _____ No _____
12. HOW MANY DEPENDENTS DO YOU HAVE? _____
13. ARE YOU NOW A UNION MEMBER? Yes _____ No _____
14. HOW MUCH TIME WOULD YOU BE WILLING TO SPEND TRAVELLING ONE WAY TO WORK? _____ MINUTES
15. WHAT WAS YOUR MOST RECENT FULL TIME JOB?
 EMPLOYER _____ ADDRESS _____
 TYPE OF BUSINESS _____ IND. CODE _____ (City)
 NAME OF JOB _____ OCC. CODE _____
 DESCRIBE WHAT YOU DID: _____

 LENGTH OF JOB: _____ DATE JOB ENDED: _____
 _____ YEARS _____ MOS. _____ MO. _____ DAY _____ YR.

CURRENT CHARACTERISTICS QUESTIONNAIRE

16. WHAT WAS THE LONGEST JOB YOU EVER HELD?

EMPLOYER _____ ADDRESS _____
 TYPE OF BUSINESS _____ IND. CODE _____ (City)
 NAME OF JOB _____ OCC. CODE _____
 DESCRIBE WHAT YOU DID: _____

LENGTH OF JOB: _____ DATE JOB ENDED: _____ LAST WEEKLY PAY _____
 YEARS MOS. MO. DAY YR.

17. LIST YOUR GROSS WEEKLY EARNINGS ON EACH JOB YOU HELD DURING THE LAST 3 YEARS:

	DATE BEGAN	DATE ENDED	WEEKLY PAY		DATE BEGAN	DATE ENDED	WEEKLY PAY
YOUR MOST RECENT JOB	_____	_____	_____	YOUR FOURTH LAST JOB	_____	_____	_____
YOUR SECOND LAST JOB	_____	_____	_____	YOUR FIFTH LAST JOB	_____	_____	_____
YOUR THIRD LAST JOB	_____	_____	_____				

18. LABOR FORCE EXPERIENCE LAST THREE YEARS:

	1953												1954												1955												
	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	
EMPLOYED																																					
OUT OF LABOR FORCE																																					
UNEMPLOYED																																					

COMMENTS & QUALIFICATIONS: _____

19. WHAT WAS YOUR TOTAL MONEY INCOME FOR THE CALENDAR YEAR 1954? \$ _____

20. DO YOU HAVE ANY HANDICAPS? GIVE DETAILS: _____

21. DO YOU HAVE ANY OTHER SOURCE OF INCOME BESIDES EARNINGS? (CHECK EACH SOURCE)

_____ PENSION _____ SOCIAL SECURITY _____ NONE
 _____ INSURANCE _____ PROPERTY
 _____ RELATIVES _____ PUBLIC ASSISTANCE
 _____ OTHER _____

WHAT?

22. PRIMARY OCCUPATION CODE _____ 23. CLAIMANT _____ NON-CLAIMANT? _____

24. WHEN DID YOU MOVE TO THE _____ AREA? _____

25. INTERVIEWER'S NAME _____ 26. DATE OF INTERVIEW _____

27. TIME FOR INTERVIEW _____ MINUTES 28. RACE: WHITE _____ OTHER _____

29. DO YOU HAVE ANY ADDITIONAL COMMENTS ABOUT THIS INTERVIEW? (COOPERATIVENESS, VALIDITY OF ANSWERS, ADDITIONAL INFORMATION VOLUNTEERED BY THE WORKER, INTERVIEWING DIFFICULTIES, OTHER NOTABLE CHARACTERISTICS OF THE WORKER, ETC.)

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Table I. Average Life and Work-Life Expectancy for Men, 1900-1975

Year	At Age 40			At Age 60		
	Average Number Years			Average Number Years		
	Life Expectancy	Work Life Expectancy	In Retirement	Life Expectancy	Work Life Expectancy	In Retirement
1900 ^{1/}	27.7	24.5	3.2	14.3	11.5	2.8
1940	29.6	23.8	5.8	15.1	9.2	5.9
1947	30.2	24.8	5.4	15.3	9.7	5.6
1950	30.8	24.9	5.9	15.7	9.7	6.0
1975 ^{2/}	33.9	24.5	9.4	16.8	7.9	8.9
1975 ^{3/}	33.9	27.2	6.7	16.8	10.5	6.3

^{1/} For white males in 11 original death registration States.

^{2/} Assumes continued decline in labor force participation rates for men, 55 years and over, based on 1920-40 trends.

^{3/} Assumes labor force participation rates at 1947 levels.

Source: Bureau of Labor Statistics

the unadjusted figures are as follows
Table II. Population of the U. S., by Age and Sex, 1900-1975 (Millions)

Age and Sex	Number			Projected ^{1/}			Percent Change	
	1900	1920	1940	1955	1965	1975	1900-1955	1955-1975
Total, Male & Female	76.0	105.7	131.7	165.2	193.3	228.5	+117	+38
Under 35	53.3	69.6	78.3	94.8	102.7	112.5	+ 78	+50
35-44	9.2	14.2	18.3	22.8	24.1	22.1	+148	- 3
45-54	6.4	10.5	15.5	18.9	22.1	23.3	+195	+23
55-64	4.0	6.5	10.6	14.5	17.1	19.9	+263	+37
65 and over	3.1	4.9	9.0	14.2	17.3	20.7	+358	+46
Male, Total	38.8	53.9	66.1	82.0	95.4	112.7	+111	+37
Under 35	26.8	34.9	39.1	47.8	57.2	72.5	+ 78	+52
35-44	4.9	7.4	9.2	11.2	11.8	11.0	+129	- 2
45-54	3.4	5.7	8.0	9.3	10.7	11.3	+174	+22
55-64	2.1	3.4	5.4	7.1	8.1	9.2	+238	+30
65 and over	1.6	2.5	4.4	6.6	7.6	8.7	+313	+32
Female, Total	37.2	51.8	65.6	83.2	97.9	115.8	+124	+39
Under 35	26.5	34.7	39.2	47.0	55.5	70.0	+ 77	+49
35-44	4.3	6.8	9.1	11.6	12.3	11.1	+170	- 4
45-54	3.0	4.8	7.5	9.6	11.4	12.0	+220	+25
55-64	1.9	3.1	5.2	7.4	9.0	10.7	+289	+45
65 and over	1.5	2.4	4.6	7.6	9.7	12.0	+407	+58

^{1/} Assumes 1954-55 fertility level continues to 1975.

Source: Bureau of the Census

Table III. Labor Force Participation Rates, by Age and Sex, United States, 1920-1955

Age and Sex	1920	1940	1950	1955
Total, Male and Female	55.8	54.1	56.8	58.7
Male, Total	85.9	80.9	82.4	83.6
14 - 19 years	55.9	38.4	47.5	49.5
20 - 24 years	90.7	89.2	86.9	90.8
25 - 34 years	96.2	96.3	94.4	97.7
35 - 44 years	96.6	96.6	96.5	98.1
45 - 54 years	94.5	93.7	94.6	96.5
55 - 64 years	87.4	85.6	85.1	87.9
65 years and over	57.1	43.3	45.0	39.6
Female, Total	24.1	27.4	31.9	34.8
14 - 19 years	29.6	19.9	26.4	29.9
20 - 24 years	39.3	47.8	44.4	46.0
25 - 34 years	25.0	35.3	23.5	34.9
35 - 44 years	20.6	29.2	38.0	41.6
45 - 54 years	19.4	24.2	36.9	43.8
55 - 64 years	15.3	17.8	27.3	32.5
65 years and over	8.2	6.7	9.5	10.6

Source: Bureau of the Census

Table IV. Weekly Average Number of Job Seekers by Age and Sex in Seven Areas, January-February 1956

Age and Sex	All Areas	De- troit	Los Angeles	Miami	Minn.- St. Paul	Phila- delphia	Seat- tle	Wor- cester
Total, M & F	161,800	34,000	45,700	6,000	11,300	50,200	12,000	2,600
Under 25	19,400	4,700	4,100	600	1,500	7,400	700	300
25 - 34	39,900	10,300	13,100	1,000	2,000	11,400	1,500	400
35 - 44	37,800	6,900	13,400	1,200	2,400	11,300	2,000	500
45 - 54	25,500	5,500	6,100	1,400	2,400	6,600	3,100	400
55 - 64	22,800	3,800	6,100	1,200	2,000	6,200	3,000	400
65 & over	16,500	2,700	2,800	500	900	7,300	1,800	500
Male, total	107,300	24,400	27,200	4,300	7,800	33,600	8,200	1,800
Under 25	13,900	3,700	2,600	400	1,100	5,500	400	200
25 - 34	25,900	7,300	8,000	700	1,500	7,300	800	300
35 - 44	21,300	4,100	7,000	800	1,400	6,600	1,200	300
45 - 54	16,400	3,800	3,700	900	1,600	4,200	2,000	300
55 - 64	16,300	3,000	4,000	1,000	1,500	4,200	2,300	300
65 & over	13,500	2,400	2,000	500	800	5,900	1,400	400
Female, total	54,500	9,600	18,500	1,700	3,500	16,500	3,900	900
Under 25	5,500	1,000	1,600	200	400	1,800	300	100
25 - 34	14,000	3,000	5,200	300	600	4,100	600	100
35 - 44	16,500	2,800	6,500	400	1,000	4,800	800	200
45 - 54	9,000	1,700	2,400	400	800	2,500	1,000	200
55 - 64	6,500	800	2,100	300	600	2,000	700	100
65 & over	3,000	200	800	100	100	1,300	400	100

Note: Because of rounding, the individual figures do not necessarily add to group totals.

Table IV-A. Percentage Distribution by Age of Weekly Average Number of
Job Seekers Classified by Area and Sex,
Seven Areas, January-February 1956

Age and Sex	All Areas	De- troit	Los Angeles	Miami	Minn.- St. Paul	Phila- delphia	Se- attle	Worces- ter
Total, Male & Female	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	60.1	64.7	67.3	48.1	52.7	60.0	34.6	47.7
Under 25	12.0	13.9	9.1	9.9	13.3	14.6	5.7	13.0
25-34	24.7	30.4	28.8	17.4	18.1	22.8	12.3	16.6
35-44	23.4	20.4	29.4	20.8	21.3	22.6	16.6	18.1
45-64	29.8	27.4	26.7	43.3	39.1	25.5	50.3	33.5
45-54	15.7	16.2	13.4	22.7	21.1	13.2	25.4	16.9
55-64	14.1	11.2	13.3	20.6	18.0	12.3	24.9	16.6
65 and over	10.2	7.9	6.1	8.6	8.2	14.5	15.0	18.7
Male, Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	57.0	61.8	64.4	45.3	50.4	57.6	30.1	43.5
Under 25	12.9	15.2	9.4	9.4	13.4	16.4	4.8	11.7
25-34	24.2	29.9	29.4	17.2	18.7	21.7	10.3	17.0
35-44	19.9	16.7	25.6	18.7	18.3	19.5	15.0	14.8
45-64	30.5	28.1	28.4	43.9	39.3	24.8	52.5	31.5
45-54	15.3	15.7	13.5	21.4	20.1	12.4	24.7	14.4
55-64	15.2	12.4	14.9	22.5	19.2	12.4	27.8	17.1
65 and over	12.6	10.0	7.2	10.7	10.3	17.7	17.3	24.9
Female, Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	66.1	72.1	71.3	55.2	57.6	64.9	44.3	56.0
Under 25	10.1	10.6	8.5	11.2	12.9	11.1	7.7	15.6
25-34	25.7	31.8	27.8	17.9	16.6	25.0	16.5	15.7
35-44	30.3	29.7	35.0	26.1	28.1	28.8	20.1	24.7
45-64	28.5	25.4	24.3	41.6	38.7	27.0	45.5	37.7
45-54	16.6	17.4	13.2	25.9	23.4	14.9	26.9	22.0
55-64	11.9	8.0	11.1	15.7	15.3	12.1	18.6	15.7
65 and over	5.5	2.5	4.4	3.2	3.6	8.1	10.1	6.3

Table V. Percentage Distribution by Industry of Last Attachment of Job Seekers Classified by Age Group, Seven Areas, January-February 1956

Age and Area	Industry of Last Attachment								
	All Industries	Construction	Mfg.		Transportation ^{1/}	Trade	Finance ^{2/}	Service	Other ^{3/}
			Durable	Non-durable					
Total, 7 areas	100.0	17.0	24.7	19.8	4.2	16.7	4.1	10.4	3.1
Under 45	100.0	15.8	26.7	20.3	3.9	16.3	3.6	9.9	3.5
45 - 64	100.0	19.9	20.2	18.6	4.1	17.9	4.6	11.7	3.0
65 & over	100.0	15.3	25.6	19.8	6.4	15.3	5.7	9.1	2.8
Detroit	100.0	15.7	53.3	6.8	3.7	10.3	1.1	7.1	2.0
Under 45	100.0	14.4	57.4	6.7	3.6	9.8	0.7	5.3	2.1
45 - 64	100.0	18.2	43.2	7.0	4.4	12.5	1.3	11.5	1.9
65 & over	100.0	17.9	54.9	6.7	1.8	6.3	3.1	7.1	2.2
Los Angeles	100.0	6.7	13.8	28.2	3.1	21.8	2.5	21.7	2.2
Under 45	100.0	5.3	14.5	29.6	3.4	21.4	2.1	21.4	2.3
45 - 64	100.0	9.0	11.9	24.9	2.4	23.3	3.2	23.1	2.2
65 & over	100.0	12.4	14.1	27.1	1.9	19.5	4.8	19.0	1.2
Miami	100.0	22.2	12.5	9.3	4.8	22.5	4.4	18.9	5.4
Under 45	100.0	18.6	14.2	8.4	5.6	24.5	4.6	16.7	7.4
45 - 64	100.0	26.3	10.6	9.7	4.0	20.9	4.2	20.5	3.8
65 & over	100.0	20.7	12.9	12.3	4.3	18.2	4.9	23.1	3.6
Minneapolis-St. Paul	100.0	30.6	16.7	18.0	4.2	16.9	7.7	2.5	3.4
Under 45	100.0	27.6	18.0	18.2	5.0	17.5	7.3	2.5	3.9
45 - 64	100.0	34.7	14.1	17.9	3.6	17.0	7.9	2.3	2.5
65 & over	100.0	30.2	21.0	16.9	1.7	14.6	10.0	3.3	2.3
Philadelphia	100.0	22.4	20.2	25.1	4.5	13.9	6.6	2.9	4.4
Under 45	100.0	24.4	21.1	24.2	3.4	13.2	6.5	2.2	5.0
45 - 64	100.0	24.3	16.9	27.9	3.8	13.6	7.2	2.8	3.5
65 & over	100.0	10.7	22.3	24.2	10.4	17.0	5.8	6.3	3.3
Seattle	100.0	19.0	16.6	9.1	9.3	25.2	4.9	11.6	4.3
Under 45	100.0	15.7	16.5	8.0	10.6	29.5	3.6	12.4	3.7
45 - 64	100.0	19.7	17.0	8.1	9.0	25.0	4.3	11.9	5.0
65 & over	100.0	24.5	15.3	14.9	7.2	16.0	9.5	8.4	4.2
Worcester	100.0	30.4	26.8	19.3	2.9	10.8	3.1	4.9	1.8
Under 45	100.0	33.6	25.9	17.7	3.4	10.7	1.3	4.2	3.2
45 - 64	100.0	32.0	20.4	23.6	0.9	10.7	5.7	5.8	0.9
65 & over	100.0	19.4	41.0	15.4	5.5	11.1	2.6	4.8	0.2

^{1/} Includes communications and public utilities

^{2/} Includes insurance and real estate

^{3/} Includes "Not Reported"

Table V-A. Percentage Distribution by Age Group of Job Seekers Classified by Industry of Last Attachment, Seven Areas, January-February 1956

Age and Area	Industry of Last Attachment								
	All Industries	Construction	Mfg.		Transportation ^{1/}	Trade	Finance ^{2/}	Service	Other
			Durable	Non-durable					
Total, 7 areas	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	60.0	55.9	65.0	61.7	55.4	58.6	52.5	57.3	63.0
45 - 64	29.8	34.9	24.4	28.1	29.2	32.0	17.2	33.7	30.2
65 & over	10.2	9.2	10.6	10.2	15.4	9.4	14.3	9.0	6.8
Detroit	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	64.7	59.3	69.7	64.0	63.5	61.9	43.0	48.0	60.7
45 - 64	27.4	31.7	22.2	28.1	32.7	33.3	33.5	44.1	29.0
65 & over	7.9	9.0	8.1	7.9	3.8	4.8	23.5	7.9	10.3
Los Angeles	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	67.3	52.8	70.8	70.6	75.1	66.0	54.8	66.2	65.7
45 - 64	26.6	36.0	23.0	23.6	21.2	28.6	33.7	28.5	30.4
65 & over	6.1	11.2	6.2	5.8	3.7	5.4	11.5	5.3	3.9
Miami	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	48.1	40.4	54.5	43.7	56.1	52.9	49.8	42.4	55.6
45 - 64	43.3	51.6	36.7	45.0	36.1	40.2	40.8	47.0	37.3
65 & over	8.6	8.0	8.8	11.3	7.8	6.9	9.4	10.6	7.1
Minneapolis-St. Paul	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	52.6	47.4	56.7	53.2	62.6	54.0	49.5	52.7	62.2
45 - 64	39.1	44.4	32.9	39.0	34.0	39.0	39.8	36.2	32.0
65 & over	8.3	8.2	10.3	7.8	3.4	7.0	10.7	11.1	5.8
Philadelphia	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	60.0	65.5	62.7	57.8	45.1	57.2	59.3	44.5	77.8
45 - 64	25.5	27.6	21.3	28.2	21.2	25.0	28.0	24.4	17.8
65 & over	14.5	6.9	16.0	14.0	33.6	17.8	12.7	31.1	4.4
Seattle	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	34.7	28.6	34.6	30.6	39.6	40.6	25.8	37.1	25.5
45 - 64	50.3	52.1	51.6	44.8	48.7	49.8	44.8	51.9	59.4
65 & over	15.0	19.3	13.8	24.6	11.7	9.6	29.4	11.0	15.1
Worcester	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	47.6	51.7	45.3	43.0	55.1	46.3	19.5	40.6	66.7
45 - 64	33.7	36.6	26.5	42.4	10.3	34.8	64.6	41.5	30.0
65 & over	18.7	11.7	28.2	14.6	34.6	18.9	15.9	17.9	3.3

^{1/} Includes communications and public utilities

^{2/} Includes insurance and real estate

Table VI. Percentage Distribution by Age Group of Job Seekers Classified by Most Recent Occupation, Seven Areas, January-February 1956

Age and Area	Most Recent Occupation						
	All Occupations	Prof. & Mgr'l.	Clerical	Sales	Service	Skilled	Semi-skilled Unskilled
Total, 7 areas	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	60.1	64.7	62.5	51.3	46.7	42.0	71.2
45 and over	39.9	35.3	37.5	48.7	53.3	58.0	28.8
Detroit	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	64.7	51.1	61.6	58.6	37.8	41.1	75.6
45 and over	35.3	48.9	38.4	41.4	62.2	58.9	24.4
Los Angeles	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	67.3	72.1	72.7	54.6	62.7	50.4	77.1
45 and over	32.7	27.9	27.3	45.4	37.3	49.6	22.9
Miami	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	48.2	46.4	60.7	48.1	36.9	37.6	63.2
45 and over	51.8	53.6	39.3	51.9	63.1	62.4	36.8
Minn.-St. Paul	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	52.6	58.9	58.9	57.7	36.9	36.9	62.5
45 and over	47.4	41.1	41.1	42.3	63.1	63.1	27.5
Philadelphia	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	60.0	60.7	58.0	49.4	40.2	44.8	74.3
45 and over	40.0	39.3	42.0	50.6	59.8	55.2	25.7
Seattle	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	34.7	39.8	47.6	34.6	32.9	24.8	35.9
45 and over	65.3	60.2	52.4	65.4	67.1	75.2	64.1
Worcester	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	47.6	26.8	55.4	51.9	30.5	37.1	58.0
45 and over	52.4	73.2	44.6	48.1	69.5	62.9	42.0

Table VI-A. Percentage Distribution by most Recent Occupation of Job Seekers
Classified by Age Group, Seven Areas, January-February 1956

Age and Area	Most Recent Occupation								
	All Occupations	Prof. & Mgr'l.	Clerical	Sales	Serv-ice	Skilled	Semi-skilled	Un-skilled	Other
Total, 7 areas	100.0	5.8	8.6	4.0	9.7	18.2	27.9	23.7	2.1
Under 45	100.0	6.2	8.9	3.5	7.6	12.7	30.7	28.1	2.3
45 and over	100.0	4.8	8.1	4.9	12.9	26.5	23.7	17.1	1.9
Detroit	100.0	1.5	5.9	2.6	7.4	14.1	39.6	27.2	1.7
Under 45	100.0	1.2	5.6	2.4	4.3	8.9	44.3	31.9	1.4
45 and over	100.0	2.1	6.4	3.1	13.0	23.5	31.0	18.8	2.1
Los Angeles	100.0	12.6	9.8	5.0	12.2	13.7	28.0	18.1	0.6
Under 45	100.0	13.5	10.6	4.1	11.4	10.2	28.7	20.7	0.8
45 and over	100.0	10.9	8.2	7.0	12.9	20.9	26.8	12.8	0.5
Miami	100.0	9.0	15.9	8.3	14.4	26.6	14.4	9.0	2.4
Under 45	100.0	8.7	20.0	8.3	11.0	20.8	15.6	11.7	3.9
45 and over	100.0	9.3	12.1	8.3	17.5	32.2	13.2	6.3	1.1
Minneapolis-									
St. Paul	100.0	3.0	6.3	3.3	8.8	21.8	24.4	30.3	2.1
Under 45	100.0	3.3	7.1	3.6	6.2	15.3	26.4	36.0	2.0
45 and over	100.0	2.6	5.5	2.9	11.7	29.0	22.2	24.0	2.1
Philadelphia	100.0	2.9	8.6	3.4	7.7	20.9	25.3	27.0	4.2
Under 45	100.0	3.0	8.4	2.8	5.2	15.5	27.2	33.5	4.5
45 and over	100.0	2.8	9.1	4.3	11.5	28.9	22.4	17.2	3.8
Seattle	100.0	5.2	10.8	5.6	15.3	25.4	16.2	21.3	0.2
Under 45	100.0	6.0	14.9	5.6	14.5	18.2	18.4	22.0	0.5
45 and over	100.0	4.8	8.7	5.6	15.7	29.2	15.0	20.9	0.1
Worcester	100.0	3.1	6.3	3.9	5.3	29.0	23.6	27.3	1.5
Under 45	100.0	1.7	7.4	4.3	3.4	22.6	25.3	33.1	2.2
45 and over	100.0	4.3	5.4	3.6	7.1	34.9	22.1	21.7	0.9

Table VII. Percentage Distribution of Job Seekers by Education and by Age Group, Seven Areas, January-February 1956

Age and Area	Total <u>1/</u>	Elementary School		High School		College
		Less than 8 years	8 years	1-3 years	4 years	1 or more yrs.
Total, seven areas	100.0	23.6	19.3	28.3	20.1	8.3
Under 45	100.0	14.8	14.5	35.1	25.3	10.3
45-64	100.0	34.1	26.9	19.8	13.4	5.8
65 and over	100.0	47.4	25.8	13.6	9.1	4.0
Detroit	100.0	26.7	21.2	28.8	17.3	4.9
Under 45	100.0	18.3	18.3	35.6	22.0	5.8
45 and over	100.0	42.2	26.6	16.1	8.7	3.3
Los Angeles	100.0	15.4	11.3	27.4	26.8	16.9
Under 45	100.0	11.4	7.1	30.3	30.1	20.7
45 and over	100.0	23.8	20.1	21.4	20.1	9.2
Miami	100.0	16.3	18.0	23.9	25.0	16.5
Under 45	100.0	8.6	11.8	28.5	32.3	18.6
45 and over	100.0	23.5	23.7	19.6	18.4	12.5
Minneapolis-St. Paul	100.0	18.2	32.6	24.8	19.0	4.6
Under 45	100.0	8.0	21.7	33.8	30.2	5.9
45 and over	100.0	26.7	40.2	17.9	10.5	3.5
Philadelphia	100.0	28.4	21.1	30.3	14.7	2.8
Under 45	100.0	18.6	17.6	40.4	19.8	3.2
45 and over	100.0	43.1	26.2	15.1	7.1	2.3
Seattle	100.0	15.1	25.8	26.7	22.7	8.7
Under 45	100.0	4.6	14.1	34.2	36.1	10.8
45 and over	100.0	20.7	31.9	22.7	15.6	7.6
Worcester	100.0	23.7	24.2	28.5	15.1	4.0
Under 45	100.0	13.8	23.3	35.9	22.1	4.3
45 and over	100.0	32.7	25.0	21.9	8.7	3.3

1/ Items may not add to 100 percent due to "number of school years not reported."

Table VIII. Percentage Distribution of Job Seekers by Physical Handicap and by Age Group, January-February 1956

Age and Sex	Percent total handicap of total unemployment	Total ^{1/}	Handicap			
			Ortho- pedic disa- bilities	Vision, hearing and speech	Respiratory exc. asthma, cardio vascular	Other
Total, Male and Female	13.9	100.0	22.0	27.2	9.9	40.9
Under 45	10.4	100.0	21.8	27.0	6.8	44.4
45-54	14.6	100.0	24.9	24.1	10.3	40.8
55-64	20.5	100.0	23.6	26.2	15.6	34.7
65 and over	24.3	100.0	17.9	31.7	10.7	39.7
Male, Total	16.4	100.0	22.8	26.1	10.4	40.8
Under 45	12.7	100.0	22.5	27.4	6.9	43.3
45-54	16.8	100.0	25.7	21.4	12.6	40.4
55-64	22.5	100.0	25.5	23.4	15.1	36.0
65 and over	25.3	100.0	18.1	30.0	11.5	40.5
Female, Total	9.0	100.0	19.3	31.1	8.1	41.5
Under 45	6.5	100.0	19.6	25.9	6.4	48.0
45-54	10.8	100.0	22.7	31.9	3.7	41.6
55-64	15.5	100.0	16.7	36.3	17.2	29.8
65 and over	19.4	100.0	16.8	41.4	6.3	35.4

^{1/} Items may not add to 100.0 percent due to rounding.

**Table IX. Percentage Distribution of Job Seekers by Race
and by Age Group, January-February 1956**

Age and Sex	Total	White	Nonwhite
Total, Male and Female	100.0	76.0	24.0
Under 45	100.0	68.5	31.5
45-54	100.0	81.2	18.8
55-64	100.0	89.1	10.9
65 and over	100.0	93.6	6.4
Male, Total	100.0	74.5	25.5
Under 45	100.0	66.6	33.4
45-54	100.0	76.8	23.2
55-64	100.0	86.5	13.5
65 and over	100.0	92.9	7.1
Female, Total	100.0	78.9	21.1
Under 45	100.0	71.8	28.2
45-54	100.0	89.3	10.7
55-64	100.0	95.8	4.2
65 and over	100.0	96.7	3.3

Table X. Percentage Distribution of Job Seekers by Age and by Number of Jobs in a Three-Year Period, Seven Areas, 1953-1955

Area and Age	Total <u>1/</u>	1 Job	2 or 3 Jobs	4 or More Jobs	Other <u>2/</u>
Total, seven areas	100.0	42.4	34.8	17.6	5.2
Under 45	100.0	35.5	39.2	19.5	5.8
45-64	100.0	45.9	32.0	17.3	4.8
65 and over	100.0	72.6	16.4	7.6	3.4
Detroit	100.0	46.9	35.7	14.1	3.3
Under 45	100.0	37.9	42.0	17.5	2.6
45-64	100.0	57.3	27.8	9.6	5.4
65 and over	100.0	85.3	10.7	1.8	2.2
Los Angeles	100.0	25.6	39.3	27.3	7.8
Under 45	100.0	22.8	39.9	29.2	7.9
45-64	100.0	28.6	38.3	25.6	7.5
65 and over	100.0	43.3	34.8	14.7	7.1
Miami	100.0	36.1	39.9	21.1	2.9
Under 45	100.0	33.6	43.0	19.1	4.3
45-64	100.0	35.2	38.8	24.7	1.4
65 and over	100.0	55.3	27.2	15.9	1.8
Minn.-St. Paul	100.0	39.8	34.6	24.7	.9
Under 45	100.0	28.9	40.9	29.2	1.1
45-64	100.0	43.1	32.9	23.2	.8
65 and over	100.0	70.5	16.0	13.5	0
Philadelphia	100.0	57.9	29.4	6.3	6.4
Under 45	100.0	49.4	35.5	7.6	7.5
45-64	100.0	62.8	26.4	5.3	5.4
65 and over	100.0	84.2	9.3	2.7	3.8
Seattle	100.0	36.1	33.2	28.5	2.2
Under 45	100.0	27.8	39.0	30.1	3.3
45-64	100.0	34.9	32.9	30.0	2.2
65 and over	100.0	58.7	20.6	20.2	.4
Worcester	100.0	39.8	39.2	19.0	2.0
Under 45	100.0	29.2	47.7	20.5	2.6
45-64	100.0	37.3	40.2	21.4	1.3
65 and over	100.0	74.2	17.6	7.6	.6

1/ May not add to 100.0 because of rounding.

2/ Includes no jobs held in past three years and number of jobs not reported.

Table XI. Percentage Distribution of Job Seekers by Age and by Number of Months Employed, Seven Areas, 1953-1955

Area and Age	Total ^{1/}	1-11 Months	12-23 Months	24-29 Months	30-35 Months	36 Months	Other ^{2/}
Total, 7 areas	100.0	6.6	21.2	22.4	37.0	8.0	4.8
Under 45	100.0	8.6	20.7	21.1	36.3	7.9	5.4
45 - 64	100.0	3.8	20.4	25.3	37.7	8.8	4.1
65 and over	100.0	3.6	26.0	21.7	38.5	6.7	3.5
Detroit	100.0	8.9	23.1	24.5	34.8	8.7	.0
Under 45	100.0	12.3	25.5	24.0	30.5	7.7	.0
45 - 64	100.0	3.4	20.0	27.1	39.3	10.1	0.1
65 and over	100.0	0.8	14.3	19.2	53.6	12.1	.0
Los Angeles	100.0	5.1	20.7	21.9	35.1	10.2	7.1
Under 45	100.0	5.5	20.6	19.8	36.1	10.7	7.1
45 - 64	100.0	4.0	20.7	27.7	31.4	9.3	7.0
65 and over	100.0	1.4	22.1	20.2	40.7	8.4	7.1
Miami	100.0	9.7	16.1	17.1	39.5	16.6	1.0
Under 45	100.0	14.8	13.7	14.8	38.9	17.0	1.0
45 - 64	100.0	4.8	16.4	18.8	41.6	17.3	1.0
65 and over	100.0	4.2	27.6	21.5	34.8	10.9	1.2
Minn.-St. Paul	100.0	5.9	21.8	27.2	40.5	4.3	0.3
Under 45	100.0	10.9	22.4	23.4	38.0	5.2	0.1
45 - 64	100.0	2.1	21.4	28.4	44.0	3.6	0.4
65 and over	100.0	2.5	20.7	37.4	34.8	4.2	0.4
Philadelphia	100.0	10.9	20.2	20.6	40.2	3.9	4.2
Under 45	100.0	13.8	17.7	20.3	40.8	3.8	3.7
45 - 64	100.0	6.1	19.6	21.6	41.9	5.0	5.8
65 and over	100.0	7.4	32.4	20.1	34.3	2.2	3.6
Seattle	100.0	5.4	23.9	24.4	33.4	12.9	.0
Under 45	100.0	8.2	22.5	22.8	34.1	12.4	0.1
45 - 64	100.0	4.3	24.1	25.3	33.0	13.2	0.1
65 and over	100.0	2.7	25.9	25.2	33.1	13.0	.0
Worcester	100.0	8.5	17.0	23.6	34.3	15.8	0.8
Under 45	100.0	13.5	16.7	18.9	32.5	17.2	1.1
45 - 64	100.0	4.3	12.9	29.0	37.3	16.0	.6
65 and over	100.0	2.0	24.6	26.4	34.7	12.1	.0

^{1/} May not add to 100.0 because of rounding.

^{2/} Include no months employed and number of months employed not reported.

Table XII. Percentage Distribution of Job Seekers by Last Gross Weekly Pay and by Age and Industry of Last Attachment, January-February 1956

Industry of Last Attachment and Age	Total ^{1/}	Under \$40	\$40-59	\$60-99	\$100 and over
Total, all industries	100.0	8.2	24.5	46.3	17.3
Under 45	100.0	8.2	26.6	47.3	14.0
45-64	100.0	8.2	22.3	43.9	22.3
65 and over	100.0	8.8	18.9	46.9	21.7
Construction	100.0	1.3	5.4	45.5	45.9
Under 45	100.0	1.1	6.4	51.9	39.3
45-64	100.0	1.5	4.1	38.4	53.5
65 and over	100.0	1.6	4.5	34.0	57.0
Manufacturing	100.0	6.8	27.9	53.7	9.8
Under 45	100.0	6.9	29.5	54.7	7.1
45-64	100.0	6.3	27.4	52.1	12.8
65 and over	100.0	6.8	19.4	52.3	18.3
Trade	100.0	14.3	34.2	38.2	9.9
Under 45	100.0	13.3	37.3	37.0	8.9
45-64	100.0	14.6	30.1	39.9	12.4
65 and over	100.0	19.5	29.2	40.6	7.4
Service	100.0	15.8	26.8	28.3	16.0
Under 45	100.0	15.7	27.2	25.7	16.6
45-64	100.0	15.2	26.2	31.0	16.8
65 and over	100.0	18.5	26.2	36.2	8.2
Other	100.0	8.3	23.0	49.4	15.7
Under 45	100.0	9.4	27.1	47.4	11.3
45-64	100.0	8.5	19.2	48.3	22.1
65 and over	100.0	4.3	17.0	58.2	18.3

^{1/} Items do not total 100 percent due to pay not reported.

Table XIII. Percentage Distribution of Job Seekers by Age, by Number of Months Unemployed, Seven Areas, 1953-1955

Area and Age	Number of Months Unemployed							24 or more	Not reported
	Total 1/ None	1-2	3-5	6-11	12-17	18-23			
Total, 7 areas	100.0	12.4	20.8	22.5	23.7	11.2	4.1	1.6	3.6
Under 45	100.0	13.5	22.9	23.8	22.4	9.7	3.2	1.1	3.5
45-64	100.0	10.9	18.2	20.8	26.4	13.3	4.6	2.1	3.8
65 and over	100.0	10.8	15.9	20.2	23.8	14.4	7.9	3.4	3.7
Detroit	100.0	15.8	16.7	22.5	25.9	13.3	4.3	1.5	0.0
Under 45	100.0	16.9	16.1	22.5	25.9	13.8	3.6	1.5	0.0
45-64	100.0	12.8	17.9	21.8	26.4	13.9	5.3	1.8	0.1
65 and over	100.0	16.5	18.3	27.7	23.2	7.6	6.2	0.4	0.0
Los Angeles	100.0	15.3	24.9	20.1	20.8	7.6	3.1	0.9	7.4
Under 45	100.0	15.9	26.8	21.4	18.5	6.6	2.7	0.6	7.3
45-64	100.0	14.7	19.6	17.1	26.4	9.5	3.6	1.6	7.6
65 and over	100.0	11.2	26.7	18.3	21.2	9.5	5.7	0.3	7.1
Miami	100.0	26.5	25.1	19.8	16.9	6.7	2.5	0.9	1.6
Under 45	100.0	31.3	27.9	20.7	14.7	2.9	1.0	0.5	1.0
45-64	100.0	23.6	24.3	18.2	19.0	9.0	2.9	1.3	1.7
65 and over	100.0	15.3	13.3	21.3	19.5	15.9	9.2	1.2	4.3
Minn.-St. Paul	100.0	3.3	25.1	23.8	27.8	15.6	3.3	0.9	0.2
Under 45	100.0	3.7	32.0	25.5	24.8	10.8	2.6	0.6	0.1
45-64	100.0	2.9	20.4	23.8	29.7	18.8	3.4	0.7	0.3
65 and over	100.0	3.8	17.7	17.6	31.5	19.8	5.9	3.8	0.0
Philadelphia	100.0	9.9	18.7	24.4	23.7	12.0	4.3	2.3	4.7
Under 45	100.0	9.5	21.9	26.7	23.4	10.0	3.7	1.2	3.8
45-64	100.0	9.9	15.6	22.3	25.2	14.1	3.4	2.8	6.6
65 and over	100.0	11.5	11.5	18.4	22.5	16.8	8.2	5.8	5.2
Seattle	100.0	1.6	18.5	24.0	28.9	15.2	8.6	3.1	0.0
Under 45	100.0	2.1	22.9	28.8	27.2	12.5	4.4	2.1	0.0
45-64	100.0	1.8	16.7	22.2	29.3	16.6	9.7	3.6	0.0
65 and over	100.0	0	14.5	19.5	31.3	16.4	14.9	3.4	0.0
Worcester	100.0	25.6	17.7	19.8	23.4	10.2	1.5	1.1	0.9
Under 45	100.0	33.1	20.5	19.1	20.1	5.1	0.6	0.3	1.2
45-64	100.0	20.8	18.1	19.8	27.9	8.8	2.6	1.2	0.8
65 and over	100.0	14.8	9.6	21.5	23.6	25.8	1.8	2.4	0.4

1/ May not add to 100.0 because of rounding

Table XIV. Percentage Distribution of Job Seekers by Age, Duration of Unemployment and Education, Seven Areas, 1953-1955

Educational Achievement	Duration of Unemployment in Last 3 Years and Age											
	Total, all ages				Under 45				45 and over			
	Months Unemployed				Months Unemployed				Months Unemployed			
	Under		6 &		Under		6 &		Under		6 &	
	Total	2	2-5	more	Total	2	2-5	more	Total	2	2-5	more
<u>Did Not Proceed Beyond Elementary School</u>												
Total 1/	100.0	20.4	30.9	48.7	100.0	23.3	33.1	43.6	100.0	18.4	29.4	52.2
Detroit	100.0	21.0	28.9	50.2	100.0	20.8	26.5	52.7	100.0	21.4	31.4	47.5
Los Angeles	100.0	27.8	28.7	43.5	100.0	32.2	33.6	34.2	100.0	24.1	24.5	51.4
Miami	100.0	36.8	30.3	32.9	100.0	41.8	36.3	21.8	100.0	34.9	28.0	37.2
Minn.-St. Paul	100.0	13.0	32.1	54.9	100.0	16.0	36.2	47.8	100.0	16.4	38.1	45.5
Philadelphia	100.0	19.5	33.3	47.2	100.0	21.3	37.1	41.7	100.0	18.2	30.5	51.3
Seattle	100.0	3.8	31.9	64.3	100.0	6.3	38.1	55.5	100.0	3.3	30.8	66.0
Worcester	100.0	28.1	29.1	42.8	100.0	36.8	30.4	32.8	100.0	23.6	28.4	48.0
<u>Education Beyond Elementary School</u>												
Total 1/	100.0	27.3	35.3	37.4	100.0	28.6	36.2	35.2	100.0	23.6	32.8	43.6
Detroit	100.0	27.8	32.1	40.2	100.0	28.7	31.1	40.2	100.0	23.8	36.3	39.9
Los Angeles	100.0	33.6	34.9	31.4	100.0	34.4	35.8	30.0	100.0	31.6	32.1	36.3
Miami	100.0	45.7	29.7	24.6	100.0	51.1	30.2	18.7	100.0	37.8	28.9	33.3
Minn.-St. Paul	100.0	23.6	38.5	38.0	100.0	26.5	38.6	35.0	100.0	16.4	38.1	45.5
Philadelphia	100.0	21.6	36.9	41.5	100.0	21.8	39.4	38.8	100.0	20.6	27.0	52.4
Seattle	100.0	8.4	42.1	49.6	100.0	10.3	45.6	44.1	100.0	6.5	38.8	54.7
Worcester	100.0	44.3	26.0	29.7	100.0	50.3	26.6	23.1	100.0	34.3	25.0	40.7

1/ May not add to 100.0 because of rounding.

Table XV. Percentage Distribution of Job Seekers by Number of Dependents by Age and Sex, Seven-Area Total, January-February 1956

Age and Sex	Total	Number of Dependents			
		None	1	2	3 or more
Male, Total	100.0	30.0	31.2	15.8	23.0
25-34	100.0	29.5	16.3	18.6	35.6
35-44	100.0	21.3	20.9	19.7	38.1
45-54	100.0	27.1	32.3	16.6	24.0
55-64	100.0	29.7	49.1	12.1	9.1
65 and over	100.0	25.6	63.3	9.0	2.1
Female, Total	100.0	65.0	20.8	9.2	5.0
25-34	100.0	55.6	23.9	12.6	7.9
35-44	100.0	60.6	20.5	12.3	6.6
45-54	100.0	70.3	19.3	6.8	3.6
55-64	100.0	78.6	17.4	2.5	1.5
65 and over	100.0	76.6	22.0	1.4	0

Table XVI. Percentage Distribution of Job Seekers by Number of Months Out of Labor Force in Last Three Years by Age Group, Seven Areas, January-February 1956

Age and Area	Total	Months Out of Labor Force			
		None	1-5	6-11	12 or more
Total, seven areas	100.0	68.0	12.6	6.4	13.0
Under 45	100.0	62.3	13.1	6.8	17.8
45-64	100.0	75.9	12.3	5.8	7.0
65 and over	100.0	78.5	10.9	5.4	5.2
Detroit	100.0	70.7	10.6	4.5	14.2
Under 45	100.0	64.9	10.0	5.2	19.9
45-64	100.0	80.2	11.7	3.6	4.5
65 and over	100.0	84.9	12.4	1.8	0.9
Los Angeles	100.0	58.5	19.3	8.8	13.4
Under 45	100.0	55.5	19.5	8.3	16.7
45-64	100.0	64.1	19.0	9.5	7.4
65 and over	100.0	66.2	18.8	11.9	3.1
Miami	100.0	68.1	9.2	6.6	16.1
Under 45	100.0	59.6	8.3	7.7	24.4
45-64	100.0	75.3	10.4	6.0	8.3
65 and over	100.0	78.7	9.4	3.5	8.4
Minneapolis-St. Paul	100.0	69.5	13.8	5.8	10.9
Under 45	100.0	59.1	13.8	7.0	20.1
45-64	100.0	76.1	14.2	5.2	4.5
65 and over	100.0	82.4	11.7	3.7	2.2
Philadelphia	100.0	73.4	8.4	5.7	12.5
Under 45	100.0	68.2	9.3	6.4	16.1
45-64	100.0	83.3	6.7	4.0	6.0
65 and over	100.0	78.0	7.5	5.5	9.0
Seattle	100.0	73.4	11.6	6.2	8.8
Under 45	100.0	62.7	12.6	8.3	16.4
45-64	100.0	77.7	11.0	5.7	5.6
65 and over	100.0	84.0	11.1	3.0	1.9
Worcester	100.0	72.4	9.5	4.3	13.8
Under 45	100.0	61.4	10.4	4.7	23.5
45-64	100.0	79.6	9.6	5.0	5.8
65 and over	100.0	87.6	7.2	2.0	3.2

**Table XVI-A. Percentage Distribution of Job Seekers by Number of Months Out of the Labor Force in Last Three Years and by Age Group, by Sex
January-February 1956**

Age and Sex	Months Out of Labor Force				
	Total	None	1-5	6-11	12 or more
Total, Male and Female	100.0	68.0	12.6	6.4	13.0
Under 25	100.0	39.5	8.5	8.7	43.3
25-34	100.0	64.7	13.4	7.5	14.4
35-44	100.0	71.6	15.1	5.2	8.1
45-54	100.0	76.2	11.6	5.3	6.9
55-64	100.0	75.5	13.1	6.3	5.1
65 and over	100.0	78.5	10.9	5.4	5.2
Male, Total	100.0	72.8	11.1	4.9	11.2
Under 25	100.0	40.0	7.2	6.5	46.3
25-34	100.0	70.6	11.9	5.3	12.2
35-44	100.0	81.0	12.1	3.5	3.4
45-54	100.0	82.7	10.3	4.1	2.9
55-64	100.0	78.6	13.0	5.4	3.0
65 and over	100.0	79.3	11.0	4.8	4.9
Female, Total	100.0	58.2	15.7	9.4	16.7
Under 25	100.0	38.4	11.8	14.2	35.6
25-34	100.0	53.9	16.1	11.4	18.6
35-44	100.0	59.1	19.2	7.4	14.3
45-54	100.0	64.2	14.0	7.7	14.1
55-64	100.0	67.9	13.5	8.5	10.1
65 and over	100.0	73.5	11.1	8.2	7.2

Table XVII. Percentage Distribution of Job Seekers 45 and Over by Longest Job Ever Held and Most Recent Occupation, Seven Areas, January-February 1956

Occupation of Most Recent Job, and Area	Occupation of Longest Job Ever Held								
	All occu- pations	Prof. & Mgr'l.	Cler.	Sales	Serv- ice	Skilled	Semi- skilled	Un- skilled	Other 1/
All Occupations									
Total, 7 areas	100.0	7.9	7.3	5.0	10.6	25.9	24.0	13.4	5.9
Detroit	100.0	4.2	3.8	5.5	11.3	25.4	31.9	15.4	2.5
Los Angeles	100.0	14.9	7.9	6.9	11.4	17.0	23.3	5.9	12.7
Miami	100.0	14.6	11.5	7.2	11.9	32.5	15.0	5.0	2.3
Minn.-St. Paul	100.0	4.9	5.6	3.8	8.4	27.2	24.2	20.2	5.7
Philadelphia	100.0	4.0	8.2	3.6	9.7	29.4	23.7	15.3	6.1
Seattle	100.0	10.0	9.0	4.6	12.4	29.5	17.0	17.5	0.
Worcester	100.0	5.5	6.0	4.4	5.2	36.2	24.3	17.3	1.1
Prof. & Mgr'l									
Total	100.0	79.7	4.5	2.2	1.6	3.0	1.7	0.5	6.7
Detroit	100.0	80.9	14.3	--	--	--	4.8	--	--
Los Angeles	100.0	77.9	4.5	2.0	1.2	2.0	2.5	--	9.9
Miami	100.0	86.1	1.1	3.2	2.1	6.4	--	1.1	0.
Minn.-St. Paul	100.0	77.7	8.4	2.7	--	--	2.8	5.6	2.8
Philadelphia	100.0	76.0	6.9	--	3.4	3.4	--	--	10.3
Seattle	100.0	87.4	1.8	--	1.8	7.2	--	1.8	--
Worcester	100.0	87.5	6.2	4.2	--	--	2.1	--	--
Clerical									
Total	100.0	11.2	65.6	9.5	3.8	2.3	4.3	2.3	1.1
Detroit	100.0	6.3	70.2	6.3	6.3	--	9.3	1.6	--
Los Angeles	100.0	24.5	57.6	7.6	4.4	2.2	2.7	0.5	0.5
Miami	100.0	17.6	70.1	3.3	2.5	4.1	0.8	1.6	--
Minn.-St. Paul	100.0	4.0	66.6	8.0	6.7	4.0	4.0	4.0	2.7
Philadelphia	100.0	5.5	74.7	4.4	2.2	3.3	4.4	3.3	2.2
Seattle	100.0	1.0	77.8	3.0	3.0	9.2	3.0	3.0	--
Worcester	100.0	3.3	78.2	1.7	6.7	1.7	5.0	1.7	1.7
Sales									
Total	100.0	13.6	8.8	62.1	4.2	2.1	5.0	1.5	2.5
Detroit	100.0	6.5	16.1	61.2	6.5	--	9.7	--	0.
Los Angeles	100.0	16.5	7.6	61.0	6.3	2.2	3.2	1.3	1.9
Miami	100.0	7.3	14.4	68.7	2.4	3.6	1.2	--	--
Minn.-St. Paul	100.0	12.5	5.0	60.0	2.5	7.5	5.0	7.5	--
Philadelphia	100.0	14.0	4.7	60.4	2.3	2.3	7.0	2.3	7.0
Seattle	100.0	17.2	14.1	60.9	3.1	1.6	3.1	--	--
Worcester	100.0	5.0	12.5	80.0	--	2.5	--	--	--

Table XVII. cont.

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Occupation of Most Recent Job, and Area	Occupation of Longest Job Ever Held								
	All occu- pations	Prof. & Mgr'l.	Cler.	Sales	Serv- ice	Skilled	Semi- skilled	Un- skilled	Other ^{1/}
Service									
Total	100.0	3.1	1.7	1.8	64.2	8.6	10.7	7.0	2.9
Detroit	100.0	1.5	0.8	--	65.4	12.3	14.6	4.6	0.8
Los Angeles	100.0	5.1	2.2	4.1	60.0	7.3	8.9	5.1	7.3
Miami	100.0	9.2	2.9	0.6	56.9	14.3	8.1	5.7	2.3
Minn.-St. Paul	100.0	5.5	2.4	0.7	56.4	8.0	9.8	12.9	4.3
Philadelphia	100.0	--	0.9	1.7	70.7	6.9	11.2	6.9	1.7
Seattle	100.0	3.9	2.2	1.2	65.9	6.7	9.5	10.6	--
Worcester	100.0	2.5	6.3	2.5	52.0	12.7	11.4	10.1	2.5
Skilled									
Total	100.0	3.2	1.3	0.8	1.2	81.0	4.8	2.0	5.8
Detroit	100.0	3.0	--	0.9	1.7	85.5	5.5	2.6	0.8
Los Angeles	100.0	4.8	3.6	1.2	2.1	67.6	5.4	--	15.3
Miami	100.0	4.7	2.2	--	1.5	81.9	7.5	1.6	0.6
Minn.-St. Paul	100.0	3.5	1.2	1.2	0.8	79.2	7.0	2.8	4.3
Philadelphia	100.0	0.7	0.7	0.7	0.3	87.3	2.1	1.0	7.2
Seattle	100.0	7.5	0.9	0.3	1.5	76.6	7.2	6.0	--
Worcester	100.0	1.5	0.8	0.5	0.8	89.5	4.1	2.3	0.5
Semiskilled									
Total	100.0	2.0	1.7	1.4	2.6	6.9	76.7	3.8	4.8
Detroit	100.0	1.9	1.0	1.6	2.6	7.4	79.1	5.8	0.6
Los Angeles	100.0	2.8	3.0	2.0	4.7	4.3	68.8	3.2	11.2
Miami	100.0	3.8	1.5	3.0	3.0	13.0	71.0	2.3	2.4
Minn.-St. Paul	100.0	1.9	2.0	2.0	1.7	5.6	78.9	4.9	3.0
Philadelphia	100.0	0.9	1.3	0.4	0.9	6.2	83.2	2.2	4.9
Seattle	100.0	2.9	1.2	1.8	3.5	15.2	69.6	5.9	--
Worcester	100.0	1.2	0.8	1.6	1.6	8.1	83.9	2.8	--
Unskilled									
Total	100.0	2.5	1.9	1.7	3.0	6.6	13.0	61.7	9.0
Detroit	100.0	2.1	1.1	2.1	5.3	5.9	16.0	65.4	2.1
Los Angeles	100.0	6.6	3.1	3.5	3.5	2.3	14.5	33.8	32.7
Miami	100.0	3.1	4.8	4.8	4.7	11.1	17.5	44.4	9.6
Minn.-St. Paul	100.0	0.6	2.2	2.8	2.4	6.5	12.0	65.5	8.0
Philadelphia	100.0	0.6	1.1	--	3.4	4.6	10.9	73.6	5.8
Seattle	100.0	3.7	2.9	1.8	2.5	15.5	12.3	61.3	--
Worcester	100.0	1.7	0.8	2.5	2.1	10.3	12.8	69.4	0.4

^{1/} Includes "occupation not reported."

Table XVII-A. Percentage Distribution by Most Recent Occupation of Job Seekers 45 and Over, Classified by Longest Job Ever Held, Seven Areas, January-February 1956

Occupation of most recent job and area	Occupation of Longest Job Ever Held							
	Total	Prof. & Mgr'l.	Clerical	Sales	Service	Skilled	Semi-skilled	Unskilled
Total, all areas	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Prof. & Mgr'l.	5.1	51.7	3.1	2.3	.8	.6	.4	.2
Clerical	8.0	11.5	73.1	15.3	2.9	.7	1.5	1.3
Sales	5.0	8.5	6.0	61.0	2.0	.4	1.0	.5
Service	13.0	5.1	3.0	4.6	79.7	4.4	5.9	7.0
Skilled	26.4	10.9	4.6	4.0	2.9	83.0	5.3	3.9
Semiskilled	23.6	5.9	5.6	6.8	5.8	6.3	76.1	6.8
Unskilled	17.0	5.4	4.5	5.9	5.8	4.3	9.3	79.0
Other & occupation not reported	1.9	1.0	.1	.1	.1	.3	.5	1.3
Detroit	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Prof. & Mgr'l.	2.1	40.5	2.6	3.6	0	0	.3	0
Clerical	6.4	9.5	71.1	40.0	3.5	0	1.9	.6
Sales	3.1	4.8	10.5	36.4	1.8	0	.9	0
Service	13.0	4.8	2.6	0	75.2	6.3	6.0	3.8
Skilled	23.5	16.6	0	3.6	3.5	79.5	4.1	3.9
Semiskilled	31.1	14.3	7.9	9.1	7.1	9.1	77.1	11.7
Unskilled	18.9	9.5	5.3	7.3	8.9	4.3	9.4	80.0
Other & occupation not reported	1.9	0	0	0	0	.8	.3	0
Los Angeles	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Prof. & Mgr'l.	10.8	56.4	6.1	3.2	1.2	1.3	1.1	0
Clerical	8.1	13.3	58.9	9.0	3.1	1.0	.9	.7
Sales	6.9	7.7	6.7	61.8	3.9	.9	.9	1.5
Service	13.9	4.7	3.9	8.4	73.0	6.0	5.3	11.9
Skilled	20.7	6.7	9.4	3.5	3.9	82.4	4.8	0
Semiskilled	26.6	5.0	10.0	7.7	11.0	6.7	78.5	14.1
Unskilled	12.6	5.6	5.0	6.4	3.9	1.7	7.9	71.8
Other & occupation not reported	.4	.6	0	0	0	0	.6	0
Miami	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Prof. & Mgr'l.	9.3	55.2	.8	4.0	1.6	1.8	0	1.9
Clerical	12.0	14.6	73.9	5.4	2.5	1.5	.6	3.8
Sales	8.3	4.2	10.7	79.9	1.6	.6	1.9	1.9
Service	17.5	11.0	4.2	1.3	84.2	7.7	9.4	20.5
Skilled	32.2	10.4	6.2	5.4	4.1	81.0	16.1	9.6
Semiskilled	13.2	3.3	1.7	4.0	3.5	5.2	62.6	5.8
Unskilled	6.4	1.3	2.5	0	2.5	2.2	7.5	56.5
Other & occupation not reported	1.1	0	0	0	0	0	1.9	0

Table XVII-A. cont.

Occupation of most recent job and area	Occupation of Longest Job Ever Held							
	Total	Prof. & Mgr'l.	Clerical	Sales	Serv- ice	Skilled	Semi- skilled	Un- skilled
Minn.-St. Paul	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Prof. & Mgr'l.	2.6	41.9	3.9	1.9	0.0	0.0	0.3	0.7
Clerical	5.5	4.4	64.9	11.5	4.4	0.8	1.2	1.1
Sales	2.9	7.5	2.6	46.2	0.8	0.8	0.6	1.1
Service	11.9	13.4	5.2	2.0	80.1	3.5	4.8	7.6
Skilled	29.1	20.9	6.5	9.6	2.6	84.7	8.7	4.0
Semiskilled	22.0	9.0	7.8	11.5	4.3	4.6	71.5	5.4
Unskilled	23.6	2.9	9.1	17.3	6.9	5.6	11.7	76.5
Other & occu- pation not reported	2.4	0	0	0	.9	0	1.2	3.2
Philadelphia	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Prof. & Mgr'l.	2.9	55.0	2.5	0.0	1.0	0.3	0.0	0.0
Clerical	9.0	12.5	83.9	11.4	2.1	1.0	1.7	2.0
Sales	4.3	15.0	2.5	74.3	1.0	0.3	1.3	0.7
Service	11.5	0.0	1.2	5.7	85.6	2.8	5.6	5.2
Skilled	28.9	5.0	2.5	5.7	1.0	87.7	2.6	2.0
Semiskilled	22.3	5.0	3.7	2.9	2.1	4.8	80.2	3.3
Unskilled	17.3	2.5	2.5	0.0	6.2	2.8	8.2	84.2
Other & occu- pation not reported	3.8	2.5	1.2	0	1.0	.3	.4	2.6
Seattle	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Prof. & Mgr'l.	4.8	42.1	1.0	0.0	0.7	1.2	0.0	0.5
Clerical	8.7	7.9	74.6	5.9	2.2	0.3	1.6	1.6
Sales	5.6	9.7	8.7	74.7	1.4	0.3	1.0	0.0
Service	15.7	6.1	3.9	3.9	83.6	3.6	8.7	9.5
Skilled	29.2	22.0	2.9	1.9	3.6	75.9	12.4	10.0
Semiskilled	15.0	4.3	2.0	5.8	4.2	7.7	61.3	5.0
Unskilled	21.0	7.9	6.9	7.8	4.3	11.0	15.0	73.4
Other & occu- pation not reported	0	0	0	0	0	0	0	0
Worcester	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Prof. & Mgr'l.	4.3	70.5	3.8	3.5	0.0	0.0	0.3	0.0
Clerical	5.3	2.7	73.5	1.8	7.0	0.2	0.9	0.4
Sales	3.5	2.7	7.6	68.4	1.4	0.0	0.0	0.0
Service	6.9	2.7	6.3	3.5	73.3	2.4	3.0	4.2
Skilled	35.2	10.7	3.8	3.5	4.2	86.2	5.7	4.6
Semiskilled	22.2	4.0	2.5	7.0	5.6	5.0	77.5	3.3
Unskilled	21.8	6.7	2.5	12.3	8.5	6.2	11.4	87.5
Other & occu- pation not reported	.8	0	0	0	0	0	1.2	0

Table XVIII. Percentage Distribution by Age, of Employment,^{1/} Classified by Area and Sex, Seven Areas, June 1955

Age and Sex	All Areas	De-troit	Los Angeles	Miami	Minn.-St. Paul	Phila-delphia	Se-attle	Worces-ter
Total, M & F	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	65.5	66.1	68.0	69.4	65.8	58.2	65.0	60.9
Under 25	12.8	13.4	11.8	11.8	17.5	11.7	13.1	12.2
25-34	26.6	26.7	28.5	28.1	25.4	22.6	26.2	23.3
35-44	26.1	26.0	27.7	29.5	22.9	23.9	25.7	25.4
45-64	31.5	31.5	29.2	28.1	30.6	37.6	31.9	34.4
45-54	19.7	18.7	19.6	19.2	18.3	22.7	20.0	20.0
55-64	11.8	12.8	9.6	8.9	12.3	14.9	11.9	14.4
65 and over	3.0	2.4	2.8	2.5	3.6	4.2	3.1	4.7
Male, Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	63.6	63.4	66.5	67.8	65.8	55.2	64.4	60.0
Under 25	9.7	10.3	9.0	10.1	13.1	8.1	10.5	8.6
25-34	27.6	27.3	29.6	28.6	28.6	23.1	27.6	25.0
35-44	26.3	25.8	27.9	29.1	24.1	24.0	26.3	26.4
45-64	32.8	33.7	30.2	29.6	30.1	39.5	32.2	34.7
45-54	20.1	19.5	20.2	19.8	17.4	22.9	20.2	19.9
55-64	12.7	14.2	10.0	9.8	12.7	16.6	12.0	14.8
65 and over	3.6	2.9	3.3	2.6	4.1	5.3	3.4	5.3
Female, Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	70.0	75.1	71.6	73.5	66.0	64.6	66.2	63.0
Under 25	20.7	23.5	18.5	16.0	27.0	19.7	19.5	20.4
25-34	23.8	25.1	25.8	26.9	18.7	21.6	22.6	19.4
35-44	25.5	26.5	27.3	30.6	20.3	23.3	24.1	23.2
45-64	28.3	24.1	26.8	24.5	31.3	33.5	31.4	33.7
45-54	18.8	16.0	18.1	17.7	19.9	22.5	20.0	20.2
55-64	9.5	8.1	8.7	6.8	11.4	11.0	11.4	13.5
65 and over	1.7	.8	1.6	2.0	2.7	1.9	2.4	3.3

- ^{1/} In establishments with 8 or more workers covered by State unemployment insurance laws or by the Railroad Retirement Act
- ^{2/} Employment data for Los Angeles refer to March 1955; for Seattle, to December 1955

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Table XVIII-A. Estimated Distribution of Covered Employment 1/
by Age and Sex, Seven Areas, June 1955 2/
(000 omitted)

Age and sex	All Areas	De- troit	Los Angeles	Miami	Minn.- St. Paul	Phila- delphia	Se- attle	Worces- ter
Total, Male & Female	3,892	1,007	1,434	144	399	629	198	81
Under	1,500	134	169	17	70	74	26	10
25-34	1,033	270	409	40	101	142	52	19
35-44	1,014	262	397	43	91	149	51	21
45-54	767	188	281	27	73	143	39	16
55-64	458	129	138	13	49	94	24	11
65 and over	120	24	40	4	15	27	6	4
Male, total	2,785	773	1,012	102	269	432	141	56
Under 25	270	79	91	10	35	35	15	5
25-34	770	211	300	29	77	100	39	14
35-44	732	200	282	30	65	103	37	15
45-54	561	151	205	20	47	99	28	11
55-64	352	110	101	10	34	72	17	8
65 and over	100	22	33	3	11	23	5	3
Female, total	1,107	234	422	42	130	197	57	25
Under 25	230	55	78	7	35	39	11	5
25-34	263	59	109	11	24	42	13	5
35-44	282	62	115	13	26	46	14	6
45-54	206	37	76	7	26	44	11	5
55-64	106	19	37	3	15	22	7	3
65 and over	20	2	7	1	4	4	1	1

1/ In establishments with 8 or more workers covered by State unemployment insurance laws or by the Railroad Retirement Act.

2/ Employment data for Los Angeles refer to March 1955; for Seattle, to December 1955.

Table XIX. Percentage Distribution by Occupation of Employment ^{1/}
Classified by Age Group, Seven Areas
June 1955 ^{2/}

Age and Area	All Occupa- tions	Prof. & Mgr'l.	Cleri- cal	Sales	Serv- ice	Skilled	Semi- skilled	Unskilled & Other
Total, 7 areas	100.0	12.8	18.7	7.2	6.8	22.3	19.4	12.8
Under 45	100.0	12.3	21.2	7.0	5.5	20.4	20.3	13.3
45 and over	100.0	13.6	14.0	7.7	9.3	25.9	17.6	11.9
Detroit	100.0	10.3	14.5	6.7	6.8	23.9	25.2	12.6
Under 45	100.0	10.3	16.3	7.0	5.9	20.7	26.4	13.4
45 and over	100.0	10.5	11.0	5.9	8.5	30.2	22.8	11.1
Los Angeles	100.0	14.6	19.1	7.2	6.0	23.7	17.5	11.9
Under 45	100.0	13.6	21.4	6.7	4.8	22.8	18.7	12.0
45 and over	100.0	16.7	14.1	8.4	8.4	25.6	15.1	11.7
Miami	100.0	12.3	18.0	8.6	15.4	20.2	11.4	14.1
Under 45	100.0	11.4	20.2	7.6	14.4	18.7	11.6	16.1
45 and over	100.0	14.5	13.3	10.7	17.7	23.5	10.8	9.5
Minn.-St. Paul	100.0	13.1	20.9	10.1	7.8	17.2	15.9	15.0
Under 45	100.0	12.7	24.1	9.5	6.1	15.7	16.2	15.7
45 and over	100.0	13.9	14.8	11.3	10.9	20.2	15.3	13.6
Philadelphia	100.0	11.5	22.8	5.4	6.2	20.2	19.3	14.6
Under 45	100.0	11.3	27.0	5.2	4.1	16.9	20.6	14.9
45 and over	100.0	11.8	17.1	5.8	9.2	24.6	17.4	14.1
Seattle	100.0	16.2	21.8	8.7	7.4	21.8	14.7	9.4
Under 45	100.0	16.8	24.7	8.2	5.3	20.8	14.1	10.1
45 and over	100.0	15.1	16.3	9.5	11.3	24.0	15.6	8.2
Worcester	100.0	10.4	17.1	7.5	5.1	24.8	22.4	12.7
Under 45	100.0	9.4	19.4	7.2	3.8	23.4	22.7	14.1
45 and over	100.0	11.8	13.5	7.9	7.2	26.9	21.9	10.8

- ^{1/} In establishments with 8 or more workers covered by State unemployment insurance laws or by the Railroad Retirement Act
- ^{2/} Employment data for Los Angeles refer to March 1955; for Seattle to December 1955

Table XIX-A. Percentage Distribution by Age Group of Employment 1/
by Age, Classified by Occupation,
Seven Areas, June 1955 2/

Age and Area	All Occupations	Prof. & Mgr'l.	Cleri- cal	Sales	Serv- ice	Skilled	Semi- skilled	Un- skilled
Total, 7 areas	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	65.5	65.3	74.1	63.1	53.0	59.9	68.6	67.8
45 and over	34.5	34.7	25.9	36.9	47.0	40.1	31.4	32.2
Detroit	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	66.1	65.6	74.2	69.8	57.4	57.2	69.3	70.3
45 and over	33.9	34.4	25.8	30.2	42.6	42.8	30.7	29.7
Los Angeles	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	68.0	63.3	76.4	62.7	54.8	65.6	72.4	68.5
45 and over	32.0	36.7	23.6	37.3	45.2	34.4	27.6	31.5
Miami	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	69.4	64.0	77.3	61.8	64.8	64.2	70.9	79.3
45 and over	30.6	36.0	22.7	38.2	35.2	35.8	29.1	20.7
Minn.-St. Paul	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	65.7	63.6	75.8	61.7	51.7	59.7	67.0	68.9
45 and over	34.3	38.4	24.2	38.3	48.3	40.3	33.0	31.1
Philadelphia	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	58.2	57.0	68.6	55.4	37.9	48.6	62.1	59.4
45 and over	41.8	43.0	31.4	44.6	62.1	51.4	37.9	40.6
Seattle	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	65.0	67.1	73.7	61.2	46.4	61.7	62.4	69.8
45 and over	35.0	32.9	26.3	38.8	53.6	38.3	37.6	30.2
Worcester	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	60.9	55.4	69.2	58.6	45.2	57.6	61.7	66.7
45 and over	39.1	44.6	30.8	41.4	54.8	42.4	38.3	33.3

1/ In establishments with 8 or more workers covered by State unemployment insurance laws or by the Railroad Retirement Act

2/ Employment data for Los Angeles refer to March 1955; for Seattle, to December 1955

Table XIX-B. Percentage Distribution by Occupation of Employed Men 1/
Classified by Age Group, Seven Areas, June 1955 2/

Age and Area	All Occupa- tions	Prof. & Mgr'l.	Cleri- cal	Sales	Serv- ice	Skilled	Semi- skilled	Unskilled & Other
Total, 7 areas	100.0	15.6	8.8	6.3	5.5	29.4	20.5	13.9
Under 45	100.0	15.6	9.4	6.4	4.0	27.6	22.4	14.6
45 and over	100.0	15.6	7.8	6.1	8.2	32.4	17.1	12.8
Detroit	100.0	12.1	7.5	4.7	4.6	30.2	27.4	13.5
Under 45	100.0	12.7	7.6	5.0	3.2	27.3	29.8	14.4
45 and over	100.0	11.3	7.2	4.2	6.9	35.5	23.2	11.7
Los Angeles	100.0	17.8	8.4	6.9	5.2	31.3	18.0	12.4
Under 45	100.0	17.2	9.2	6.7	3.8	30.5	20.0	12.6
45 and over	100.0	18.9	6.8	7.3	8.2	32.7	14.1	12.0
Miami	100.0	15.3	8.3	8.0	12.9	26.5	13.0	16.0
Under 45	100.0	14.4	8.2	7.7	11.5	25.8	13.9	18.5
45 and over	100.0	17.3	8.6	8.6	15.9	27.7	11.3	10.6
Minn.-St. Paul	100.0	16.9	9.5	8.2	6.0	23.9	17.0	18.5
Under 45	100.0	16.6	10.2	8.5	4.6	22.1	18.4	19.6
45 and over	100.0	17.4	8.1	7.5	8.7	27.6	14.3	16.4
Philadelphia	100.0	15.0	12.1	6.0	6.2	26.4	18.4	15.9
Under 45	100.0	15.3	13.8	6.0	4.1	23.2	21.1	16.5
45 and over	100.0	14.6	10.0	5.9	8.8	30.4	15.1	15.2
Seattle	100.0	19.5	9.7	7.2	5.3	29.9	17.8	10.6
Under 45	100.0	20.4	10.2	7.7	3.7	28.8	17.7	11.5
45 and over	100.0	17.9	8.7	6.2	8.2	32.2	18.0	8.8
Worcester	100.0	12.9	7.6	6.1	4.8	33.9	20.6	14.1
Under 45	100.0	11.9	8.0	7.0	3.1	32.9	21.4	15.7
45 and over	100.0	14.4	6.9	4.7	7.4	35.5	19.3	11.8

1/ In establishments with 8 or more workers covered by State unemployment insurance laws or by the Railroad Retirement Act

2/ Employment data for Los Angeles refer to March 1955; for Seattle, to December 1955

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Table XIX-C. Percentage Distribution by Age Group of Employed Women ^{1/}
 Classified by Occupation, Seven Areas, June 1955 ^{2/}

Age and Area	All Occupations	Prof. & Mgr'l.	Clerical	Sales	Service	Skilled	Semi-skilled	Unskilled & Other
Total, 7 areas	100.0	5.6	43.8	9.5	10.0	4.6	16.6	9.9
Under 45	100.0	4.7	48.3	8.3	9.0	4.1	15.6	10.0
45 and over	100.0	7.6	33.3	12.4	12.5	5.7	19.1	9.4
Detroit	100.0	4.4	37.6	13.1	14.3	3.1	17.9	9.6
Under 45	100.0	3.7	40.3	12.8	13.5	2.4	17.0	10.3
45 and over	100.0	6.7	29.4	14.1	16.3	5.1	20.6	7.8
Los Angeles	100.0	7.0	45.0	8.0	7.7	5.4	16.3	10.6
Under 45	100.0	5.5	48.9	6.6	7.2	5.6	15.6	10.6
45 and over	100.0	10.7	34.9	11.5	9.1	4.9	18.0	10.9
Miami	100.0	5.5	42.7	10.5	22.5	3.6	7.9	7.3
Under 45	100.0	4.9	48.0	7.9	21.9	2.1	7.1	8.1
45 and over	100.0	7.1	28.1	17.6	24.3	7.8	10.1	5.0
Minneapolis-St. Paul	100.0	5.1	45.3	14.2	11.5	2.8	13.5	7.6
Under 45	100.0	4.3	53.9	11.6	9.3	1.9	11.4	7.6
45 and over	100.0	6.5	29.0	19.3	15.7	4.5	17.4	7.6
Philadelphia	100.0	3.8	46.4	4.2	6.3	6.5	21.2	11.6
Under 45	100.0	3.9	51.4	3.7	4.1	5.3	19.7	11.9
45 and over	100.0	3.7	37.1	5.3	10.3	8.8	23.8	11.0
Seattle	100.0	8.2	51.1	12.4	12.3	2.2	7.3	6.5
Under 45	100.0	8.2	58.9	9.4	8.9	2.0	5.9	6.7
45 and over	100.0	8.2	35.9	18.4	19.1	2.5	9.9	6.0
Worcester	100.0	4.6	38.8	10.5	5.7	4.2	26.5	9.7
Under 45	100.0	4.1	44.2	7.5	5.2	3.1	25.4	10.5
45 and over	100.0	5.5	29.5	15.7	6.5	6.0	28.4	8.4

^{1/} In establishments with 8 or more workers covered by State unemployment insurance laws or by the Railroad Retirement Act

^{2/} Employment data for Los Angeles refer to March 1955; for Seattle, to December 1955

Table XX. Percentage Distribution by Industry Group of Employment ^{1/}
Classified by Age Group, Seven Areas, June 2/ 1955

Age and Area	All In- dustries	Construc- tion	Manufacturing		Trans- portation ^{3/}	Fi- nance ^{4/}	Serv- ice
			Durable	Nondurable			
Total, 7 areas	100.0	5.7	34.7	13.9	8.7	22.4	9.3
Under 45	100.0	5.5	35.5	13.2	8.8	22.4	9.0
45-64	100.0	6.0	33.5	15.4	8.6	22.4	9.4
65 and over	100.0	7.3	27.8	15.0	6.6	23.5	14.7
Detroit	100.0	3.7	56.1	8.2	6.6	15.9	6.9
Under 45	100.0	3.6	54.5	8.2	7.0	17.2	6.8
45-64	100.0	4.0	59.8	8.2	5.9	13.2	6.4
65 and over	100.0	4.6	48.8	9.1	5.5	16.2	12.4
Los Angeles	100.0	7.2	33.3	12.6	6.8	23.1	11.6
Under 45	100.0	6.5	35.8	12.0	7.2	22.2	10.5
45-64	100.0	8.5	28.5	14.2	6.1	25.1	13.2
65 and over	100.0	10.8	22.7	12.6	2.8	25.7	20.6
Miami	100.0	14.1	6.3	7.2	15.5	30.3	20.0
Under 45	100.0	14.6	6.8	6.9	16.6	29.7	19.2
45-64	100.0	13.1	6.9	7.9	13.5	31.7	21.4
65 and over	100.0	12.2	5.7	6.3	6.6	28.5	30.9
Minn.-St. Paul	100.0	5.9	19.7	17.0	13.9	29.6	7.3
Under 45	100.0	5.8-	19.6	16.8	14.6	28.6	7.7
45-64	100.0	5.8	19.9	18.0	13.0	31.3	6.2
65 and over	100.0	9.6	17.9	12.0	10.9	33.1	7.7
Philadelphia	100.0	3.9	20.6	26.5	9.9	23.8	7.5
Under 45	100.0	4.2	20.7	25.4	8.8	24.2	8.2
45-64	100.0	3.5	19.7	28.4	11.5	22.9	6.9
65 and over	100.0	2.9	24.0	27.1	11.1	21.3	9.2
Seattle	100.0	4.7	30.7	7.6	14.1	26.2	8.4
Under 45	100.0	3.7	33.5	7.3	13.2	26.2	7.6
45-64	100.0	5.9	25.5	8.1	16.4	26.7	9.7
65 and over	100.0	8.5	24.9	6.2	8.9	23.3	18.7
Worcester	100.0	3.2	42.8	20.9	6.0	18.4	5.1
Under 45	100.0	3.7	42.3	19.7	6.8	18.1	4.9
45-64	100.0	2.3	43.6	22.6	5.5	18.6	5.1
65 and over	100.0	3.8	34.7	25.8	2.1	24.1	8.3

^{1/} In establishments with 8 or more workers covered by State unemployment insurance laws or by the Railroad Retirement Act

^{2/} Employment data for Los Angeles refer to March 1955, for Seattle to December 1955

^{3/} Includes communications and public utilities

^{4/} Includes insurance and real estate

Table XX-A. Percentage Distribution by Age of Employment 1/ Classified by Industry Division and Area, Seven Areas, June 1955 2/

Age and Area	All Industries	Construction	Manufacturing		Transportation ^{3/}	Trade	Finance ^{4/}	Services
			Durable	Non-durable				
Total, 7 areas	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	65.5	63.0	67.2	61.8	66.6	65.3	69.2	63.3
45-64	31.5	33.1	30.4	34.9	31.1	31.5	27.9	31.9
65 and over	3.0	3.9	2.4	3.3	2.3	3.2	2.9	4.8
Detroit	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	66.1	63.5	64.2	66.0	70.0	71.4	67.5	66.2
45-64	31.4	33.5	33.7	31.3	27.9	26.1	29.4	29.4
65 and over	2.5	3.0	2.1	2.7	2.1	2.5	3.1	4.4
Los Angeles	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	68.0	61.2	73.1	64.5	72.6	65.2	73.5	61.8
45-64	29.2	34.6	25.0	32.8	26.3	31.7	24.0	33.3
65 and over	2.8	4.2	1.9	2.7	1.1	3.1	2.5	4.9
Miami	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	69.3	72.1	69.7	66.7	74.5	68.2	71.0	66.1
45-64	28.2	25.9	28.2	31.1	24.4	29.5	25.1	30.1
65 and over	2.5	2.0	2.1	2.2	1.1	2.3	3.9	3.8
Minn.-St. Paul	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	65.7	64.1	65.7	65.1	68.6	63.5	68.5	69.9
45-64	30.6	29.9	30.9	32.3	28.5	32.4	26.6	26.2
65 and over	3.7	6.0	3.4	2.6	2.9	4.1	4.9	3.9
Philadelphia	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	58.2	63.0	58.9	55.4	51.5	59.6	63.5	61.5
45-64	37.6	33.9	36.2	40.3	43.7	36.6	34.1	33.3
65 and over	4.2	3.1	4.9	4.3	4.8	3.8	2.4	5.2
Seattle	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	65.0	52.5	71.2	63.3	60.9	64.8	67.0	57.1
45-64	31.9	41.7	26.3	34.2	37.2	32.6	29.5	36.0
65 and over	3.1	5.8	2.5	2.5	1.9	2.6	3.5	6.9
Worcester	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	60.9	70.1	61.2	57.1	66.8	59.3	76.0	57.8
45-64	34.4	24.5	35.0	37.1	31.6	34.6	22.4	34.6
65 and over	4.7	5.4	3.8	5.8	1.6	6.1	1.6	7.6

1/ In establishments with 8 or more workers covered by State unemployment insurance laws or by the Railroad Retirement Act

2/ Employment data for Los Angeles refer to March 1955; for Seattle to December 1955

3/ Includes communications and public utilities

4/ Includes insurance and real estate

Table XX-B. Percentage Distribution of Employed Males ^{1/} by Industry Group and by Age, Seven Areas, June 1955 ^{2/}

Age and Area	All In- dustries	Construc- tion	Manufacturing		Trans- portation ^{3/}	Fi- nance ^{4/}	Serv- ice
			Durable	Non-durable			
Total, 7 areas	100.0	7.5	40.0	12.7	8.4	19.1	7.9
Under 45	100.0	7.4	41.1	12.1	9.2	19.3	7.8
45-64	100.0	7.7	38.9	13.7	9.8	18.5	7.6
65 and over	100.0	8.2	31.3	14.0	7.5	21.0	13.1
Detroit	100.0	4.8	63.2	7.4	6.6	11.1	5.4
Under 45	100.0	4.9	62.0	7.2	7.0	12.0	5.7
45-64	100.0	4.8	66.5	7.4	6.1	9.0	4.3
65 and over	100.0	4.8	51.9	9.6	6.0	14.7	10.9
Los Angeles	100.0	9.7	37.0	11.7	6.6	21.3	10.2
Under 45	100.0	8.9	40.0	11.3	6.7	20.5	9.1
45-64	100.0	11.0	31.6	12.9	6.7	22.7	11.7
65 and over	100.0	12.4	24.8	11.2	3.3	24.0	19.5
Miami	100.0	17.6	7.5	6.2	17.8	28.7	17.1
Under 45	100.0	18.6	7.3	6.0	18.7	29.0	15.8
45-64	100.0	15.7	7.8	6.8	16.7	28.3	19.3
65 and over	100.0	14.1	7.7	6.0	8.1	26.6	25.0
Minn.-St. Paul	100.0	8.3	23.0	16.6	16.1	25.4	6.0
Under 45	100.0	8.1	22.4	16.9	16.3	25.6	6.8
45-64	100.0	8.1	24.4	16.6	16.0	24.9	4.5
65 and over	100.0	11.5	21.7	10.8	12.8	28.6	6.2
Philadelphia	100.0	5.3	23.7	24.8	12.9	21.4	6.9
Under 45	100.0	5.9	24.2	24.0	11.8	21.6	7.9
45-64	100.0	4.7	22.8	25.8	14.4	21.4	5.3
65 and over	100.0	3.3	26.5	24.8	12.7	19.7	8.4
Seattle	100.0	6.2	36.5	7.2	16.4	21.9	6.1
Under 45	100.0	5.0	39.4	7.3	14.7	23.1	5.4
45-64	100.0	8.0	31.5	7.0	20.5	19.9	6.5
65 and over	100.0	9.2	30.8	7.6	11.0	16.5	15.2
Worcester	100.0	4.5	50.2	17.2	6.0	16.0	4.2
Under 45	100.0	5.2	49.6	16.1	6.3	16.6	4.0
45-64	100.0	3.2	52.8	17.9	6.0	14.5	4.0
65 and over	100.0	4.8	39.8	25.1	2.6	19.4	7.9

^{1/} In establishments with 8 or more workers covered by State unemployment insurance laws or by the Railroad Retirement Act

^{2/} Employment data for Los Angeles refer to March 1955, for Seattle to December 1955

^{3/} Includes communications and public utilities

^{4/} Includes insurance and real estate

Table XX-C. Percentage Distribution of Employed Females ^{1/} by Industry Group
and by Age, Seven Areas, June 1955 ^{2/}

Age and Area	All In- dustries	Construc- tion	Manufacturing		Trans- portation ^{3/}	Fi- nance ^{4/}	Serv- ice
			Durable	Nondurable			
Total, 7 areas	100.0	0.9	21.7	17.0	6.8	30.7	12.7
Under 45	100.0	0.8	23.6	15.4	7.7	29.2	11.7
45-64	100.0	0.9	17.8	20.6	4.9	33.5	14.7
65 and over	100.0	2.6	9.5	20.1	1.3	37.3	22.5
Detroit	100.0	0.2	32.3	11.0	6.5	32.0	11.5
Under 45	100.0	.2	33.4	10.9	7.1	31.8	9.8
45-64	100.0	.4	29.7	11.7	4.7	32.6	15.9
65 and over	100.0	3.3	13.3	3.4	0	33.3	30.0
Los Angeles	100.0	1.1	24.4	14.9	7.2	27.6	14.8
Under 45	100.0	0.9	26.4	13.7	8.3	25.9	13.7
45-64	100.0	1.5	19.9	17.8	4.5	31.6	17.4
65 and over	100.0	3.0	11.9	19.4	0.0	34.3	26.9
Miami	100.0	1.7	5.2	9.6	10.9	35.7	27.9
Under 45	100.0	2.0	5.8	9.0	13.1	33.9	26.9
45-64	100.0	1.1	4.0	11.4	5.0	43.9	28.6
65 and over	100.0	0	0	7.8	2.6	36.4	51.9
Minn.-St. Paul	100.0	1.1	12.9	18.0	9.3	38.0	9.7
Under 45	100.0	.9	14.0	16.7	10.8	34.7	9.6
45-64	100.0	1.2	11.0	20.9	6.8	43.9	9.8
65 and over	100.0	4.0	6.3	16.0	4.0	47.4	12.0
Philadelphia	100.0	0.9	13.7	30.6	3.5	28.6	8.7
Under 45	100.0	1.2	14.8	27.6	3.2	29.3	8.0
45-64	100.0	.4	11.8	35.5	4.1	27.4	10.0
65 and over	100.0	0.0	8.5	41.5	2.1	30.9	13.8
Seattle	100.0	0.8	16.3	8.4	8.4	37.3	14.1
Under 45	100.0	.6	19.9	7.5	9.6	33.5	12.0
45-64	100.0	.9	9.7	10.7	6.4	44.6	17.0
65 and over	100.0	5.9	4.4	1.5	1.5	47.0	30.8
Worcester	100.0	.4	25.8	29.1	6.1	24.0	7.2
Under 45	100.0	.5	28.4	26.8	7.3	20.9	6.7
45-64	100.0	.2	22.1	33.5	4.4	28.0	7.8
65 and over	100.0	0	16.0	28.8	0	41.6	9.6

^{1/} In establishments with 8 or more workers covered by State unemployment insurance laws or by the Railroad Retirement Act

^{2/} Employment data for Los Angeles refer to March 1955, for Seattle to December 1955.

^{3/} Includes communications and public utilities

^{4/} Includes insurance and real estate

Table XXI. Percentage Distribution of Employment ^{1/} by Age and by Size of Firm, Seven Areas, June 1955 ^{2/}

Age and Area	Size of Firm					
	All	8-49	50-99	100-499	500-999	1000 and more
Total, seven areas	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	65.5	65.8	63.6	63.6	64.4	67.1
45-64	31.5	30.2	32.4	32.5	33.0	31.1
65 and over	3.0	4.0	4.0	3.9	2.6	1.8
	34.5	34.2	36.4	36.4	35.6	33.9
Total, seven areas	100.0	23.1	10.6	22.7	7.3	36.3
Under 45	100.0	23.2	10.3	22.0	7.2	37.3
45-64	100.0	22.1	10.9	23.4	7.7	35.9
65 and over	100.0	30.1	13.7	28.8	6.2	21.2
Detroit	100.0	16.4	6.5	15.1	6.3	55.7
Under 45	100.0	17.0	6.6	15.6	6.3	54.5
45-64	100.0	14.5	5.8	13.7	6.3	59.7
65 and over	100.0	25.2	11.8	19.2	5.8	38.0
Los Angeles	100.0	26.3	12.0	25.4	5.0	31.3
Under 45	100.0	26.0	11.2	24.3	4.9	33.6
45-64	100.0	26.7	13.5	27.3	5.2	27.3
65 and over	100.0	33.5	13.6	31.7	3.8	17.4
Miami	100.0	43.5	18.9	21.6	3.1	12.9
Under 45	100.0	41.7	19.2	22.0	2.8	14.3
45-64	100.0	47.1	17.9	21.1	3.6	10.3
65 and over	100.0	52.3	23.4	16.1	3.3	4.9
Minneapolis-St. Paul	100.0	25.9	12.0	23.7	5.7	32.7
Under 45	100.0	26.0	11.8	23.6	5.8	32.8
45-64	100.0	24.6	12.2	23.8	5.5	33.9
65 and over	100.0	35.1	15.0	24.0	5.0	20.9
Philadelphia	100.0	19.3	10.8	27.5	17.0	25.4
Under 45	100.0	20.3	10.5	26.5	17.4	25.3
45-64	100.0	17.6	11.2	27.7	16.8	26.7
65 and over	100.0	23.2	13.7	33.5	12.9	16.7
Seattle	100.0	24.0	12.1	22.0	4.4	37.5
Under 45	100.0	22.5	12.2	19.7	5.3	40.3
45-64	100.0	26.2	11.4	25.9	3.0	33.5
65 and over	100.0	33.2	17.0	31.3	0.0	18.5
Worcester	100.0	23.2	9.6	30.9	10.6	25.7
Under 45	100.0	22.9	10.0	27.1	11.6	28.4
45-64	100.0	22.7	9.2	35.2	9.5	23.4
65 and over	100.0	30.6	8.3	48.9	6.0	6.2

^{1/} In establishments with 8 or more workers covered by State unemployment insurance laws or by the Railroad Retirement Act

^{2/} Employment data for Los Angeles refer to March 1955; for Seattle to December 1955

Table XXII. Percentage Distribution by Age of Employment,
Classified by Pension Plan Coverage 1/ and Industry for
Each Area, Seven Areas, June 1955 2/

Area, age and pension plan coverage	Total	Con- struc- tion	Manufacturing			Trans., Comm. & Util.	Trade	Fin., Ins., R. E.	Service
			Total	Dura- ble	Non- dura- ble				
7 areas, plan	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	66.7	57.1	66.4	67.2	62.9	68.8	66.8	72.9	55.8
45-64	31.1	40.2	31.5	30.8	34.3	29.5	30.7	25.7	39.8
65 and over	2.2	2.7	2.1	2.0	2.8	1.7	2.5	1.4	4.4
7 areas, no plan	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	64.0	64.8	64.7	66.3	62.8	53.7	65.0	64.1	63.7
45-64	32.0	32.2	31.4	29.9	33.2	41.7	31.1	30.8	31.6
65 and over	4.0	3.0	3.9	3.8	4.0	4.6	3.9	5.1	4.7
Detroit, plan	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	65.0	63.3	63.6	63.3	66.6	71.6	70.7	73.9	42.1
45-64	33.1	35.2	34.6	34.9	31.6	26.5	26.5	25.3	53.9
65 and over	1.9	1.5	1.8	1.8	1.8	1.9	2.8	.8	4.0
Detroit, no plan	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	67.6	65.2	68.7	69.9	66.3	49.0	71.3	39.6	66.3
45-64	29.0	33.8	27.6	26.6	29.6	45.3	26.6	52.8	28.7
65 and over	3.4	1.0	3.7	3.5	4.1	5.7	2.1	7.6	5.0
Los Angeles, plan	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	70.2	44.1	72.8	74.5	65.8	70.4	66.3	78.3	54.5
45-64	27.9	52.5	25.4	23.9	31.8	29.2	31.5	21.7	40.8
65 and over	1.9	3.4	1.8	1.6	2.4	.4	2.2	----	4.7
Los Angeles, no plan	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	65.1	64.2	67.5	68.6	65.5	72.6	63.2	65.7	59.9
45-64	31.4	32.3	29.4	28.5	31.1	27.4	33.3	27.6	36.4
65 and over	3.3	3.5	3.1	2.9	3.4	----	3.5	6.7	3.7
Miami, plan	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	74.5	0	74.8	77.1	73.8	75.0	72.5	73.4	80.5
45-64	24.1	0	23.9	20.8	25.2	23.9	25.1	24.6	19.5
65 and over	1.4	0	1.3	2.1	.9	1.1	2.3	2.0	----
Miami, no plan	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	69.9	74.5	67.8	68.2	67.4	62.7	71.2	70.9	68.2
45-64	28.1	23.9	30.2	29.8	30.5	36.7	27.1	27.8	28.9
65 and over	2.0	1.5	2.0	2.0	2.0	.6	1.8	1.3	2.9
Minn.-St. Paul, plan	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	69.6	45.4	68.6	71.1	65.7	73.0	68.7	76.4	58.7
45-64	27.5	45.5	28.6	26.3	31.2	24.8	28.2	19.7	38.0
65 and over	2.9	9.1	2.8	2.6	3.1	2.2	3.1	3.9	3.3
Minn.-St. Paul, no plan	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	68.9	63.2	69.2	68.1	70.5	60.9	71.6	64.5	75.4
45-64	26.8	32.9	26.8	27.2	26.3	33.5	23.7	27.9	21.6
65 and over	4.3	3.9	4.0	4.7	3.2	5.6	4.7	7.6	3.0

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Table XXII. (Con't.) Percentage Distribution by Age of Employment
Classified by Pension Plan Coverage ^{1/} and Industry for
Each Area, Seven Areas, June 1955 ^{2/}

Area, age and pension plan coverage	Total	Con- struc- tion	Manufacturing			Trans., Comm. & Util.	Trade	Fin., Ins., R. E.	Serv- ice
			Total	Dura- ble	Non- dura- ble				
Philadelphia, plan	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	59.6	61.5	55.7	57.6	53.0	58.8	63.9	63.6	66.1
45-64	37.3	35.4	40.5	38.5	43.4	38.1	33.6	34.7	30.8
65 and over	3.1	3.1	3.8	3.9	3.6	3.1	2.5	1.7	3.1
Philadelphia, no plan	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	55.1	60.8	57.4	58.3	56.9	42.7	50.6	68.5	60.1
45-64	39.7	35.8	37.6	36.2	38.4	51.7	43.8	29.8	32.8
65 and over	5.2	3.4	5.0	5.5	4.7	5.6	5.6	1.7	7.1
Seattle, plan	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	69.6	0	74.9	77.0	59.6	60.6	66.4	74.7	61.3
45-64	28.8	0	23.5	21.5	37.7	37.4	32.8	23.0	34.2
65 and over	1.6	0	1.6	1.5	2.7	2.0	0.8	2.3	4.5
Seattle, no plan	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	56.6	0	57.3	49.5	71.5	50.0	63.3	60.4	47.2
45-64	37.9	0	38.2	44.2	27.3	47.1	32.6	32.1	43.4
65 and over	5.5	0	4.5	6.3	1.2	2.9	4.1	7.5	9.4
Worcester, plan	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	62.9	0	61.5	61.3	62.7	63.2	63.6	78.7	0
45-64	34.6	0	35.7	35.9	34.6	35.1	33.1	20.5	0
65 and over	2.5	0	2.8	2.8	2.7	1.7	3.3	.8	0
Worcester, no plan	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	58.7	80.8	58.0	62.1	55.1	76.4	55.9	0	52.0
45-64	34.7	14.9	35.3	32.8	37.0	22.5	36.8	0	41.0
65 and over	6.7	4.3	6.7	5.1	7.9	.9	7.3	0	7.0

^{1/} In establishments with 50 or more workers covered by State unemployment insurance laws or by the Railroad Retirement Act.

^{2/} Employment data for Los Angeles refer to March 1955; for Seattle, to December 1955.

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Table XXIII. Percentage Distribution by Age of Employed ^{1/} and Unemployed Workers Classified by Area and Sex, Seven Areas, 1955-1956

Area and Sex	Employed ^{2/}				Unemployed ^{2/}			
	Total	Under 45	45-64	65 & over	Total	Under 45	45-64	65 & over
Total, 7 areas	100.0	65.5	31.5	3.0	100.0	60.0	29.8	10.2
Male	100.0	63.7	32.8	3.5	100.0	57.0	30.5	12.5
Female	100.0	70.0	28.3	1.7	100.0	66.0	28.5	5.5
Detroit	100.0	66.1	31.4	2.5	100.0	64.7	27.4	7.9
Male	100.0	63.4	33.7	2.9	100.0	61.9	28.1	10.0
Female	100.0	75.0	24.1	0.9	100.0	72.1	25.2	2.5
Los Angeles	100.0	68.0	29.2	2.8	100.0	67.3	26.6	6.1
Male	100.0	66.5	30.2	3.3	100.0	64.4	28.4	7.2
Female	100.0	71.6	26.8	1.6	100.0	71.3	24.3	4.4
Miami	100.0	69.4	28.1	2.5	100.0	48.1	43.3	8.6
Male	100.0	67.8	29.6	2.6	100.0	45.3	44.0	10.7
Female	100.0	73.5	24.5	2.0	100.0	55.3	41.3	3.4
Minn.-St. Paul	100.0	65.7	30.6	3.7	100.0	52.6	39.2	8.2
Male	100.0	65.8	30.1	4.1	100.0	50.4	39.3	10.3
Female	100.0	65.8	31.4	2.8	100.0	57.6	38.8	3.6
Philadelphia	100.0	58.1	37.7	4.2	100.0	60.0	25.5	14.5
Male	100.0	55.1	39.6	5.3	100.0	57.5	24.8	17.7
Female	100.0	64.7	33.4	1.9	100.0	64.9	27.0	8.1
Seattle	100.0	65.0	31.9	3.1	100.0	34.7	50.3	15.0
Male	100.0	64.4	32.2	3.4	100.0	30.1	52.6	17.3
Female	100.0	66.4	31.3	2.3	100.0	44.4	45.5	10.1
Worcester	100.0	60.9	34.4	4.7	100.0	47.5	33.7	18.8
Male	100.0	60.0	34.7	5.3	100.0	43.4	31.6	25.0
Female	100.0	62.9	33.8	3.3	100.0	56.0	37.7	6.3

^{1/} In establishments with 8 or more workers covered by State unemployment insurance laws or by the Railroad Retirement Act

^{2/} June 1955 except Los Angeles (March 1955) and Seattle (December 1955)

^{3/} January-February 1956

Table XXIV. Percentage Distribution, by Occupation, of Employed ^{1/} and Unemployed Workers Classified by Age Group and Sex, Seven Areas, June 1955

Occupation	Employed ^{2/}				Unemployed ^{3/}			
	Total	Under 45	45-64	65 & over	Total	Under 45	45-64	65 & over
Total, Male & Female ^{4/}	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Prof. & mgr'l.	12.8	12.3	13.6	14.4	5.9	6.3	5.3	5.2
Clerical	18.7	21.2	14.2	12.3	8.8	9.1	7.9	9.2
Sales	7.2	7.0	7.7	8.0	4.1	3.6	5.3	4.3
Service	6.8	5.5	8.7	14.8	9.9	7.8	12.7	13.8
Skilled	22.3	20.4	25.9	24.7	18.6	13.0	24.5	34.1
Semiskilled	19.4	20.4	18.1	12.7	28.5	31.4	26.0	18.7
Unskilled	12.8	13.2	11.8	13.1	24.2	28.8	18.3	14.7
Male, Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Prof. & mgr'l.	15.6	15.6	15.6	15.2	6.7	7.2	6.1	5.1
Clerical	8.8	9.4	7.6	9.4	5.2	5.4	4.5	6.4
Sales	6.3	6.4	6.0	7.2	3.1	3.0	3.4	3.1
Service	5.5	4.0	7.6	14.2	9.0	6.2	12.2	14.2
Skilled	29.4	27.6	33.1	27.7	24.8	18.2	31.8	38.3
Semiskilled	20.5	22.4	17.6	11.9	25.1	28.4	21.8	17.4
Unskilled	13.9	14.6	12.5	14.4	26.1	31.6	20.2	15.5
Female, Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Prof. & mgr'l.	5.6	4.7	7.4	10.7	4.4	5.0	3.5	4.0
Clerical	43.8	48.2	33.5	28.1	15.8	15.6	15.2	21.7
Sales	9.5	8.3	12.5	11.8	6.2	4.6	9.2	9.6
Service	10.0	9.0	12.2	18.2	11.4	10.2	13.8	12.5
Skilled	4.6	4.1	5.5	8.8	6.3	4.2	9.2	16.0
Semiskilled	16.6	15.6	19.3	16.7	35.4	36.4	34.7	24.6
Unskilled	9.9	10.1	9.6	5.7	20.5	24.0	14.4	11.6

^{1/} In establishments with 8 or more workers covered by State unemployment insurance plans or by the Railroad Retirement Act

^{2/} June 1955 except Los Angeles (March 1955) and Seattle (December 1955)

^{3/} January-February 1956

^{4/} Includes "sex not reported"

Table XXIV-A. Percentage Distribution by Age Group of Employed ^{1/} and Unemployed Workers, Classified by Occupation and Sex, Seven Areas, June 1955

Occupation	Employed ^{2/}				Unemployed ^{3/}			
	Total	Under 45	45-64	65 & over	Total	Under 45	45-64	65 & over
Total, male & female ^{4/}	100.0	65.5	31.5	3.0	100.0	60.0	29.8	10.2
Prof. & Mgr'l	100.0	63.1	33.4	3.5	100.0	64.6	26.9	8.5
Clerical	100.0	74.1	23.9	2.0	100.0	62.5	26.9	10.6
Sales	100.0	63.1	33.5	3.4	100.0	51.3	38.1	10.6
Service	100.0	53.0	40.4	6.6	100.0	46.6	38.3	14.1
Skilled	100.0	59.9	36.7	3.4	100.0	42.0	39.5	18.5
Semiskilled	100.0	68.6	29.4	2.0	100.0	66.2	27.2	6.6
Unskilled	100.0	67.8	29.0	3.2	100.0	71.1	22.7	6.2
Male, total	100.0	63.7	32.8	3.5	100.0	57.0	30.5	12.5
Prof. & Mgr'l	100.0	63.5	33.0	3.5	100.0	61.7	28.6	9.7
Clerical	100.0	67.9	28.3	3.8	100.0	58.5	26.4	15.1
Sales	100.0	64.6	31.3	4.1	100.0	53.9	33.6	12.5
Service	100.0	45.9	44.9	9.2	100.0	39.1	41.5	19.4
Skilled	100.0	59.7	36.9	3.4	100.0	41.7	39.2	19.1
Semiskilled	100.0	69.6	28.3	2.1	100.0	64.6	26.8	8.6
Unskilled	100.0	66.8	29.5	3.7	100.0	75.0	20.5	4.5
Female, total	100.0	70.0	28.3	1.7	100.0	66.0	28.5	5.5
Prof. & Mgr'l	100.0	59.4	37.3	3.3	100.0	73.1	21.9	5.0
Clerical	100.0	77.2	21.7	1.1	100.0	65.0	27.3	7.7
Sales	100.0	60.9	37.0	2.1	100.0	49.0	42.4	8.6
Service	100.0	62.7	34.2	3.1	100.0	59.3	34.5	6.2
Skilled	100.0	62.6	34.1	3.3	100.0	44.0	41.8	14.2
Semiskilled	100.0	65.5	32.7	1.8	100.0	63.8	25.8	10.4
Unskilled	100.0	71.5	27.5	1.0	100.0	78.4	20.4	3.2

^{1/} In establishments with 8 or more workers covered by State unemployment insurance plans or by the Railroad Retirement Act

^{2/} June 1955 except Los Angeles (March 1955) and Seattle (December 1955)

^{3/} January-February 1956

^{4/} Includes "sex not reported"

Table XXV. Percentage Distribution, by Industry, of Employed ^{1/} and Unemployed Workers, Classified by Age Group and Sex, Seven Areas, June 1955

Industry and Sex	Employed ^{2/}				Unemployed ^{3/}			
	Total	Under 45	45-64	65 & over	Total	Under 45	45-64	65 & over
All Industries ^{4/}	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Construction	5.7	5.5	6.0	7.3	17.5	16.4	20.6	15.8
Manufacturing	48.6	48.7	48.9	42.8	46.1	48.6	40.0	46.6
Durable	34.7	35.5	33.5	27.8	25.6	27.6	20.8	26.3
Nondurable	13.9	13.2	15.4	15.0	20.5	21.0	19.2	20.3
Trans., Comm., P.U.	8.7	8.8	8.6	6.6	4.3	4.0	4.2	6.6
Trade	22.4	22.4	22.4	23.5	17.2	16.9	18.4	15.8
Service	9.3	9.0	9.4	14.7	10.7	10.4	12.1	9.3
Fin., Ins., R.E.	5.3	5.6	4.7	5.1	4.2	3.7	4.7	5.9
Male, Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Construction	7.5	7.4	7.7	8.2	26.0	25.9	29.6	18.7
Manufacturing	52.7	53.2	52.5	45.3	39.7	40.6	34.5	47.4
Durable	40.0	41.2	38.8	31.3	28.5	30.4	24.1	30.8
Nondurable	12.7	12.1	13.7	14.0	11.2	10.2	10.4	16.6
Trans., Comm., P.U.	9.4	9.2	9.8	7.5	5.7	5.4	5.6	7.1
Trade	19.1	19.3	18.6	21.0	15.0	15.6	15.0	13.0
Service	7.9	7.8	7.6	13.1	9.9	9.2	11.6	8.8
Fin., Ins., R.E.	3.4	3.1	3.8	4.9	3.7	3.3	3.7	5.0
Female, Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Construction	0.9	0.8	0.9	2.6	1.0	.7	1.4	2.3
Manufacturing	38.7	39.0	38.4	29.6	58.4	62.5	51.9	43.8
Durable	21.7	23.6	17.8	9.5	20.1	23.7	14.7	7.3
Nondurable	17.0	15.4	20.6	20.1	38.3	38.8	37.2	36.5
Trans., Comm., P.U.	6.8	7.7	4.9	1.3	1.8	1.7	1.4	4.4
Trade	30.7	29.4	33.5	37.3	21.3	19.0	25.6	27.8
Service	12.7	11.7	14.7	22.5	12.3	11.9	13.1	12.2
Fin., Ins., R.E.	10.2	11.4	7.6	6.7	5.2	4.2	6.6	9.5

- ^{1/} In establishments with 8 or more workers covered by State unemployment insurance plans or by the Railroad Retirement Act
^{2/} June 1955 except Los Angeles (March 1955) and Seattle (December 1955)
^{3/} January-February 1956
^{4/} Includes "sex not reported"

Table XXV-A. Percentage Distribution by Age Group of Employed ^{1/} and Unemployed
Classified by Industry and Sex, Seven Areas, June 1955

Industry and Sex	Employed ^{2/}				Unemployed ^{3/}			
	Total	Under 45	45-64	65 & over	Total	Under 45	45-64	65 & over
All Industries ^{4/}	100.0	65.5	31.5	3.0	100.0	60.0	29.8	10.2
Construction	100.0	63.0	33.1	3.9	100.0	55.9	34.9	9.2
Manufacturing	100.0	65.7	31.7	2.7	100.0	63.5	26.1	10.4
Durable	100.0	67.2	30.4	2.4	100.0	65.0	24.4	10.6
Nondurable	100.0	61.8	34.9	3.3	100.0	61.7	28.1	10.2
Trans., Comm., P.U.	100.0	66.6	31.1	2.3	100.0	55.5	29.2	15.4
Trade	100.0	65.3	31.5	3.2	100.0	58.6	32.0	9.3
Service	100.0	63.3	31.9	4.8	100.0	57.2	33.8	9.0
Fin., Ins., R.E.	100.0	69.2	27.9	2.9	100.0	52.5	33.3	14.2
Male, Total	100.0	63.6	32.8	3.6	100.0	57.1	30.5	12.4
Construction	100.0	62.8	33.4	3.8	100.0	56.1	34.8	9.1
Manufacturing	100.0	64.2	32.7	3.1	100.0	58.2	26.7	15.1
Durable	100.0	65.3	31.9	2.8	100.0	60.4	25.9	13.7
Nondurable	100.0	60.8	35.3	3.9	100.0	52.1	28.4	18.8
Trans., Comm., P.U.	100.0	62.9	34.2	2.9	100.0	54.1	30.2	15.7
Trade	100.0	64.1	32.0	3.9	100.0	58.7	30.4	10.9
Service	100.0	62.7	31.4	5.9	100.0	52.9	35.9	11.2
Fin., Ins., R.E.	100.0	58.8	36.1	5.1	100.0	51.9	31.0	17.2
Female, Total	100.0	70.0	28.2	1.8	100.0	66.0	28.5	5.5
Construction	100.0	64.4	30.6	5.0	100.0	46.0	41.0	13.1
Manufacturing	100.0	70.6	28.1	1.3	100.0	70.6	25.2	4.2
Durable	100.0	76.1	23.2	.7	100.0	77.2	20.8	2.0
Nondurable	100.0	63.6	34.3	2.1	100.0	66.9	27.8	5.3
Trans., Comm., P.U.	100.0	79.4	20.3	0.3	100.0	64.0	22.7	13.4
Trade	100.0	67.0	30.9	2.1	100.0	58.5	34.2	7.3
Service	100.0	64.4	32.6	3.0	100.0	64.0	30.5	5.5
Fin., Ins., R.E.	100.0	78.0	20.9	1.1	100.0	53.4	36.4	10.2

^{1/} In establishments with 8 or more workers covered by State unemployment insurance plans or by the Railroad Retirement Act

^{2/} June 1955 except Los Angeles (March 1955) and Seattle (December 1955)

^{3/} January-February 1956

^{4/} Includes "sex not reported"

Table XXVI. Percentage Distribution by Age of Hires, Separations, Employment and Job Seekers, Classified by Sex, Seven Areas

Age and sex	Annual total <u>1/</u>							Employ- ment <u>2/</u>	Job seekers <u>3/</u>
	Hires			Separations					
	Total	New	Rehires	Total	Quits	Dis- charges	Lay- offs		
Both sexes	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 25	25.3	27.0	16.4	23.0	28.1	21.8	16.5	12.8	12.0
25-34	29.7	30.1	28.9	29.8	33.4	31.8	27.0	26.5	24.6
35-44	22.9	22.5	26.0	22.8	21.6	23.8	25.9	26.1	23.4
45-54	13.7	12.9	17.6	14.2	10.8	14.6	17.9	19.7	15.7
55-64	6.5	5.9	8.7	6.9	4.3	6.0	9.8	11.8	14.1
65 and over	1.9	1.6	2.4	3.2	1.8	2.0	3.0	3.0	10.2
Men, total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 25	21.3	22.7	15.9	18.7	23.4	19.1	12.8	9.7	12.9
25-34	31.1	31.8	29.2	30.6	34.8	33.3	27.5	27.6	24.2
35-44	23.6	23.3	24.9	23.6	23.1	23.8	26.2	26.3	19.9
45-54	14.7	13.8	17.9	15.5	11.7	14.9	19.2	20.1	15.3
55-64	7.0	6.4	9.5	7.7	4.8	6.5	10.9	12.7	15.2
65 and over	2.3	2.0	2.6	3.9	2.2	2.4	3.4	3.6	12.6
Women, total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 25	34.9	37.1	17.9	33.4	36.4	29.5	31.7	20.7	10.1
25-34	26.1	26.3	28.1	27.9	30.9	27.6	24.7	23.8	25.7
35-44	21.6	20.6	28.7	21.0	19.0	23.7	24.5	25.4	30.2
45-54	11.4	10.7	16.5	11.5	9.5	13.8	12.2	18.9	16.6
55-64	5.1	4.6	6.7	4.5	3.2	4.5	5.6	9.5	11.9
65 and over	.9	.7	2.1	1.7	1.0	.9	1.3	1.7	5.5

^{1/} Data refer to 12 months ending June 1955, except Los Angeles (March 1955) and Seattle (December 1955).

^{2/} In establishments with eight or more workers covered by State unemployment insurance laws or by the Railroad Retirement Act. Data refer to June 1955, except Los Angeles (March 1955) and Seattle (December 1955).

^{3/} January-February 1956.

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Table XVI-A. Percentage Distribution by Age of Employment, June 1955 ^{1/}
 And Hires and Separations ^{2/} Classified by Type and Area,
 Seven Areas, Twelve Months Ending June 30, 1955 ^{3/}

Age and Area	Employ- ment	Hires		Separations		
		Total	New	Total	Quits	Layoffs
Total, seven areas	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	65.5	77.9	79.6	75.6	83.1	69.4
45-64	31.5	20.2	18.8	21.1	15.1	27.7
65 and over	3.0	1.9	1.6	3.3	1.8	2.9
Detroit	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	66.1	85.3	87.1	82.1	87.0	78.7
45-64	31.5	14.0	12.4	14.4	11.3	19.6
65 and over	2.4	.7	.5	3.5	1.7	1.7
Los Angeles	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	68.0	75.5	78.1	73.7	81.5	68.3
45-64	29.2	22.6	19.9	23.4	16.7	28.9
65 and over	2.8	2.0	1.9	2.9	1.8	2.8
Miami	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	69.3	77.1	78.2	75.7	80.8	67.4
45-64	28.2	21.0	20.0	22.1	17.2	30.2
65 and over	2.5	1.9	1.8	2.2	2.0	2.4
Minneapolis-St. Paul	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	65.8	81.4	81.6	78.1	85.7	69.5
45-64	30.6	16.9	16.6	18.2	12.4	26.7
65 and over	3.6	1.7	1.8	3.7	1.9	3.8
Philadelphia	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	58.2	81.9	82.5	80.1	84.7	78.2
45-64	37.6	16.7	16.4	15.0	13.8	18.0
65 and over	4.2	1.4	1.1	4.9	1.5	3.8
Seattle	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	65.0	70.3	70.8	68.6	80.8	58.6
45-64	31.9	27.0	26.7	27.7	17.7	36.9
65 and over	3.1	2.6	2.5	3.7	1.5	4.5
Worcester	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	60.9	79.2	82.2	79.0	83.3	77.1
45-64	34.4	18.5	16.5	16.9	15.0	20.0
65 and over	4.7	2.3	1.3	4.1	1.7	2.9

^{1/} Data for Los Angeles refer to March 1955 and for Seattle to December 1955

^{2/} In establishments with 8 or more workers covered by State unemployment insurance laws or by the Railroad Retirement Act.

^{3/} Data for Los Angeles refer to year ending March 1955; for Seattle, year ending December 1955

Table XXVII. Annual Turnover Rates 1/ by Age and Area,
Seven Areas, 12 Months Ending June 1955 2/

Age and Area	Number Per 100 Employed				
	Hires		Separations		
	Total	New	Total	Quits	Layoffs
Total, seven areas	61	50	54	23	17
Under 45	71	61	62	30	18
45 and over	38	29	38	11	15
45-64	38	30	36	11	15
65 and over	31	26	52	14	16
Detroit	42	37	34	18	9
Under 45	54	49	42	23	11
45 and over	18	14	18	7	6
45-64	17	14	14	6	5
65 and over	12	8	49	13	7
Los Angeles	83	71	78	31	24
Under 45	88	81	85	37	24
45 and over	63	50	64	18	24
45-64	62	50	63	18	24
65 and over	68	48	83	21	25
Miami	113	77	107	47	28
Under 45	118	85	113	54	26
45 and over	87	54	82	29	29
45-64	87	53	82	28	29
65 and over	89	57	92	36	27
Minneapolis-St. Paul	53	46	46	22	16
Under 45	60	53	51	27	14
45 and over	29	23	27	9	12
45-64	29	23	25	9	13
65 and over	27	21	45	11	14
Philadelphia	22	19	19	9	6
Under 45	35	28	28	14	8
45 and over	11	8	9	3	3
45-64	12	8	8	3	3
65 and over	8	5	23	3	5
Seattle	93	70	86	32	39
Under 45	99	74	89	39	34
45 and over	74	54	72	17	43
45-64	74	55	70	17	42
65 and over	73	51	95	14	53
Worcester	42	33	35	18	8
Under 45	54	44	44	24	9
45 and over	22	15	18	8	4
45-64	22	16	17	8	4
65 and over	20	9	30	7	5

- 1/ In establishments with 8 or more workers covered by State unemployment insurance laws or by the Railroad Retirement Act
2/ Data for Los Angeles refer to 12 months ending March 1955; for Seattle, ending December 1955

Table XXVII A. Annual turnover rates for men^{1/} by age and area,
7 areas, 12 months ending June 1955^{2/}

Age and area	Number per 100 employed				
	Hires		Separations		
	Total	New	Total	Quits	Layoffs
Total, 7 areas	60	49	54	21	19
Under 45	70	60	61	26	19
45 and over	39	30	40	11	17
45-64	39	30	38	10	17
65 and over	36	27	57	13	18
Detroit	40	34	33	17	9
Under 45	52	46	41	23	10
45 and over	18	14	18	6	6
45-64	18	14	15	6	6
65 and over	12	7	50	13	7
Los Angeles	84	71	79	28	28
Under 45	93	81	84	33	27
45 and over	65	52	68	17	29
45-64	65	52	69	17	29
65 and over	71	52	82	19	28
Miami	112	76	108	43	34
Under 45	117	82	114	48	31
45 and over	87	51	83	27	32
45-64	86	50	82	25	33
65 and over	91	51	102	16	19
Minn.-St. Paul	54	47	47	19	19
Under 45	59	52	50	23	16
45 and over	30	25	30	8	15
45-64	30	25	28	7	15
65 and over	27	23	47	10	16
Philadelphia	25	18	20	7	8
Under 45	30	22	23	10	8
45 and over	10	7	9	3	3
45-64	10	7	8	3	3
65 and over	8	5	22	3	5
Seattle	98	74	89	28	47
Under 45	101	75	89	34	41
45 and over	85	65	83	15	55
45-64	86	65	81	15	54
65 and over	79	60	106	15	61
Worcester	44	34	34	15	9
Under 45	50	40	38	18	10
45 and over	21	13	17	6	5
45-64	21	14	15	6	5
65 and over	20	11	32	6	5

- ^{1/} In establishments with 3 or more workers covered by State unemployment insurance laws or by the Railroad Retirement Act.
- ^{2/} Data for Los Angeles refer to 12 months ending March 1955; for Seattle, to December 1955.

Table XXVII-B. Annual Turnover Rates for Women ^{1/} by Age
and Area, 7 Areas, 12 Months Ending
June 1955 ^{2/}

Age and Area	Hires		Separations		
	Total	New	Total	Quits	Layoffs
Total, seven areas	61	53	54	30	12
Under 45	72	63	64	37	13
45 and over	35	28	32	14	7
45-64	35	28	31	14	7
65 and over	26	21	48	18	9
Detroit	50	45	37	21	11
Under 45	60	55	43	25	13
45 and over	20	16	18	9	5
45-64	20	16	17	8	5
65 and over	20	17	40	13	7
Los Angeles	77	69	74	39	15
Under 45	86	79	83	47	17
45 and over	52	44	50	20	10
45-64	52	45	48	19	10
65 and over	45	33	79	31	7
Miami	123	87	137	62	22
Under 45	127	92	118	70	15
45 and over	95	62	86	36	19
45-64	96	63	87	38	19
65 and over	88	51	66	16	19
Minn.-St. Paul	52	46	46	30	8
Under 45	63	56	54	36	9
45 and over	26	20	22	12	6
45-64	26	20	21	11	5
65 and over	27	14	39	15	10
Philadelphia	35	27	26	15	6
Under 45	45	36	35	21	8
45 and over	14	11	9	4	3
45-64	14	11	8	4	3
65 and over	9	5	29	6	4
Seattle	82	60	76	43	19
Under 45	91	68	84	52	15
45 and over	47	29	45	19	15
45-64	46	30	43	20	14
65 and over	57	24	68	12	29
Worcester	50	41	45	29	7
Under 45	63	53	58	37	8
45 and over	25	19	22	12	3
45-64	26	21	22	12	3
65 and over	20	3	22	7	2

- ^{1/} In establishments with 8 or more workers covered by State unemployment insurance laws or by the Railroad Retirement Act.
^{2/} Data for Los Angeles refer to 12 months ending March 1955; for Seattle, to December 1955.

Table XXVIII. Percentage Distribution of Hires and Separations by Industry, by Age and Sex, Seven Areas, Twelve Months Ending Before June 1955

	Industry								
	Manufacturing								
	All indus- tries	Con- struc- tion	Total	Dur- able	Non- dur- able	Trans- porta- tion 1/	Trade	Fi- nance 2/	Serv- ice
HIRES									
Total hires									
Both sexes	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Males	71.0	98.7	72.9	81.3	54.0	85.1	56.0	39.4	62.1
Females	29.0	1.3	27.1	18.7	46.0	14.9	44.0	60.6	37.9
Total									
male & female	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	77.9	64.6	82.7	83.9	79.9	84.4	80.6	85.1	71.5
45 and over	22.1	35.4	17.3	16.1	20.1	15.6	19.4	14.9	28.5
45-64	20.2	31.4	16.5	15.4	18.9	15.1	18.0	13.7	25.1
Males									
total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	76.0	64.5	82.6	82.8	81.8	80.3	78.7	76.1	69.8
45 and over	24.0	35.5	17.4	17.2	18.1	19.7	21.3	23.9	30.2
45-64	21.7	31.5	16.4	16.4	16.5	19.3	19.3	21.0	25.7
Females									
total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	82.6	71.3	83.2	89.0	77.6	95.1	83.4	91.0	74.0
45 and over	17.4	28.7	16.8	11.0	22.4	4.9	16.6	9.0	26.0
45-64	16.5	23.8	16.4	10.9	21.6	3.7	15.9	8.8	23.4
SEPARATIONS									
Total separations									
Both sexes	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Males	71.3	98.6	72.9	80.8	53.8	84.3	56.6	36.2	63.5
Females	28.7	1.4	27.1	19.2	46.2	15.7	43.4	63.8	36.5
Total									
male & female	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	75.6	63.8	79.9	80.6	78.3	80.0	79.6	83.4	68.5
45 and over	24.4	36.2	20.1	19.4	21.7	20.0	20.4	16.6	31.5
45-64	21.1	32.1	17.0	16.2	18.7	17.0	18.4	12.7	26.8
Males									
total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	72.9	63.5	78.9	78.7	79.8	80.4	76.9	69.6	65.8
45 and over	27.1	36.5	21.1	21.3	20.2	19.6	23.1	30.4	34.2
45-64	23.2	32.4	17.2	17.5	16.1	16.7	20.5	22.7	28.9
Females									
total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	82.3	80.0	83.0	89.1	76.7	88.8	83.3	91.0	72.9
45 and over	17.7	20.0	17.0	10.9	23.3	11.2	16.7	9.0	27.1
45-64	16.0	15.1	16.0	10.7	21.5	8.0	15.5	7.2	23.4

1/ Transportation includes communications and public utilities

2/ Finance includes insurance and real estate

Table XXIX. Percentage Distribution of Hires and Separations by Occupation, by Age and Sex, Seven Areas, Twelve Months Ending June 1955

Occupation	Occupation							
	All Occupations	Prof. & Mgr'l.	Clerical	Sales	Serv-ice	Skilled	Semi-skilled	Un-skilled
-----HIRES-----								
Total Hires								
Both Sexes	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Males	70.8	80.5	30.2	47.7	61.1	96.8	75.4	82.7
Females	29.2	19.5	69.8	52.3	38.9	3.2	24.6	17.3
Total								
Male & Female	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	78.0	76.1	87.2	79.5	70.0	67.7	82.3	80.7
45 and over	22.0	23.9	12.8	20.5	30.0	32.3	17.7	19.3
45-64	20.1	20.6	11.8	19.6	26.2	29.4	16.9	17.6
Males								
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	76.1	76.5	80.4	78.5	65.7	67.6	84.5	79.8
45 and over	23.9	23.5	19.6	21.5	34.3	32.4	15.5	20.2
45-64	21.6	20.4	16.9	20.5	29.4	29.5	14.7	18.2
Females								
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	82.9	74.8	90.0	81.2	76.8	69.2	75.9	84.6
45 and over	17.1	25.2	10.0	18.8	23.2	30.8	24.1	15.4
45-64	15.8	20.7	9.6	17.8	20.1	24.2	22.5	14.6
-----SEPARATIONS-----								
Total Separations								
Both Sexes	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Males	71.4	77.3	29.9	47.9	62.9	96.9	76.2	83.4
Females	28.6	22.7	70.1	52.1	37.1	3.1	23.8	16.6
Total								
Male & Female	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	75.7	70.7	85.3	80.6	68.6	63.7	80.2	79.1
45 and over	24.3	29.3	14.7	19.4	31.4	36.3	19.8	20.9
45-64	21.1	23.7	12.9	18.3	25.7	31.5	17.5	18.2
Males								
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	73.0	69.6	75.6	78.2	64.0	63.6	81.7	78.4
45 and over	27.0	30.4	24.4	21.8	36.0	36.4	18.3	21.6
45-64	23.1	24.9	20.0	20.7	28.7	31.6	15.9	18.7
Female								
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	82.4	74.4	89.4	83.3	76.0	63.7	75.7	82.3
45 and over	17.6	25.6	10.6	16.7	24.0	36.3	24.3	17.7
45-64	15.5	19.4	9.9	15.4	19.6	28.2	21.7	15.8

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Table XXX. Percentage Distribution by Age, of Employment and Hires and Separations Classified by Pension Plan Coverage 1/ and Area, Six Areas 2/

Age and Area	Employment		Total Hires		Total Separations		Quits	
	Plan	No Plan	Plan	No Plan	Plan	No Plan	Plan	No Plan
Total, 6 areas	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	66.6	63.6	85.8	75.5	82.4	73.0	90.1	79.9
45-64	31.2	32.4	13.6	22.6	14.3	23.7	8.8	18.4
65 and over	2.2	4.0	0.6	1.9	3.3	3.3	1.1	1.7
Detroit	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	65.0	67.6	86.9	83.9	83.2	79.3	88.5	84.7
45-64	33.1	29.0	12.7	15.5	13.0	18.0	9.6	14.2
65 and over	1.9	3.4	0.4	0.7	3.8	2.7	1.9	1.1
Los Angeles	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	70.2	65.3	84.4	72.7	83.3	70.6	91.6	77.6
45-64	27.9	31.4	14.7	25.3	14.9	26.2	7.7	21.0
65 and over	1.9	3.3	0.9	2.0	1.8	3.2	0.7	1.3
Minn.-St. Paul	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	69.6	68.9	84.5	78.9	79.7	77.8	89.1	84.4
45-64	27.5	26.8	14.5	19.0	15.2	18.6	9.6	13.1
65 and over	2.9	4.3	0.9	2.1	5.2	3.6	1.3	2.5
Philadelphia	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	59.6	55.1	87.1	77.4	86.7	80.0	91.4	78.7
45-64	37.3	39.7	12.5	20.0	12.2	16.7	8.0	18.0
65 and over	3.1	5.2	0.4	2.6	1.1	3.3	0.7	3.3
Seattle	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	69.6	56.6	88.9	68.8	79.9	68.6	89.0	79.1
45-64	28.8	37.9	10.4	28.5	17.3	26.8	10.4	17.1
65 and over	1.7	5.5	0.5	2.7	2.8	4.6	0.6	3.8
Worcester	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under 45	61.9	58.7	88.8	80.7	82.0	78.7	92.0	81.8
45-64	35.0	34.7	11.0	16.5	11.8	16.7	7.8	15.9
65 and over	3.1	6.6	0.2	2.8	6.3	4.6	0.2	2.3

1/ In establishments with 50 or more workers covered by State unemployment insurance laws or by the Railroad Retirement Act. Employment data refer to June 1955, except Los Angeles (March 1955) and Seattle (December 1955). Hires and separations refer to 12 months ending June 1955 except Los Angeles (March 1955) and Seattle (December 1955).

2/ Data not available from Miami