

Older workers (1949)

State of New York
Department of Labor

Division of Research
and Statistics

(SPECIAL LABOR NEWS MEMORANDUM)

(Number 18)

* * * *

May 19, 1949

... EMPLOYMENT STATUS OF OLDER WORKERS

CONTENTS

	Page
Occupational Status of Older Workers	3
Employment Problems of Older Workers	14

TABLES

Table 1. Estimated Civilian Population and Labor Force, by Sex and Age, United States and New York State, March 1948	25
Table 2. Participation and Unemployment Rates of Experienced Male Labor Force 45 Years of Age and Over, by Occupation, United States, 1940	26
Table 3. Self-Employed Workers in the Labor Force, by Sex and Age, United States, 1940	36
Table 4. Participation and Unemployment Rates of Experienced Female Labor Force 45 Years of Age and Over, by Occupation, United States, 1940	37
Table 5. Employment Status of Male Experienced Labor Force, by Age, United States, 1940	42
Table 6. Duration of Unemployment of Wage or Salary Workers Seeking Work, by Age Group, United States, 1940	43

RECEIVED

INSTITUTE OF
INDUSTRIAL RELATIONS

MAY 10 1949

State of New York - Department of Labor
Division of Research and Statistics

EMPLOYMENT STATUS OF OLDER WORKERS

The following materials were the basis of a paper presented by the Division Director at a public hearing of the New York State Joint Legislative Committee on Problems of the Aging, December 9, 1948.

Today the nation's older workers are joined with the rest of the labor force in the job security of a high employment economy. As a group, however, the older workers are set apart by employment obstacles which leave them vulnerable to economic changes and with inferior status in the labor market even in periods of high employment.

The special employment difficulties of older workers are not prevalent over the entire range of occupations. The areas in which they do exist, however, are numerous and the problems so arising are not readily identified, thus making solutions complex. For among the occupations there is wide variation in employment rates of older workers. Further, the difficulties vary according to whether the older worker is already employed or is unemployed and looking for a job. They are related to management's knowledge of worker performance and worker capacity, costs of doing business, union status and union policy, personal and social attitudes, and labor market mechanisms. Their significance is associated with the general level of business opportunity. What we already know about these and other aspects leaves much room for conjecture and further study.

For the purpose of this paper we define older workers as persons 45 years of age and over who have, or are seeking, employment. Experience has shown that in contemporary American society this is the period in which age has been a handicap to employment in many businesses and occupations.

Approximately 91 percent of the male civilian population 45 to 64 years of age was in the nation's labor force in March 1948. Twenty-nine percent of the female population in this age group was in the labor force. Of those age 65 and

over, approximately 44 percent of the males and 8 percent of the females were in the labor force. In New York State, the percentage of males 65 years and over and of females in both the aforementioned age groups was somewhat greater than in the nation as a whole. (See Table 1.)

The volume of unemployment among workers 45 years and over in March 1948 was estimated at 600,000, or about 3 percent, of the total of this age group in the labor force.¹ Of these, approximately 103,000 workers were age 65 and over. In New York State, we estimate that from 90,000 to 100,000 workers age 45 and over were unemployed in March, of which from 15,000 to 20,000 were 65 years and over.

Most of the relatively small number of males 45 to 64 years who were not in the labor force were unable to work. The majority of females of this age group not in the labor force were engaged in their own housework. Among males 65 and over, the percentage unable to work mounts sharply, but there are many able persons who are retired or for other reasons no longer seek work. Relatively current estimates place at approximately 60 percent the proportion of these non-employed older persons who must rely on public or private assistance as their most significant source of income.²

It should be noted that census data on labor force participation and unemployment among the oldest age groups, particularly persons age 65 and over, do not have the same significance which they have for younger workers. The count of unemployed does not include older persons who have given up the search for jobs because they were unable to compete with younger workers. Older persons who do work are engaged to a much greater extent in part-time employment than are younger adult workers. Data on the number of persons "unable" to work are no

1. United States Department of Commerce, Bureau of the Census, Current Population Reports, The Labor Force, April 9, 1948, Table 6.
2. A Report to the Committee on Ways and Means of the House of Representatives by the Committee's Social Security Technical Staff, Issues in Social Security, 1946, Table 60, p. 270.

certain index to the physiological incapacity of older persons to engage in employment, being based on responses which may be highly colored by mental attitudes. These various considerations have greater significance during periods of heavy unemployment than under today's conditions.

Occupational Status of Older Workers

Occupational distribution data reflect the net result of all the factors which at the time determine the kinds of employment of older workers. They may suggest explanations for occupational variation, as well as picturing it, and point to fruitful lines of further inquiry. For an examination of the occupational status of older workers, the 1940 Census of Population is still the best source of comprehensive information. It also has the value of presenting employment and unemployment patterns unaffected by war and postwar circumstances. While present patterns probably differ in important respects from those of 1940, they may be less indicative of those older worker problems with which we may be confronted in the future.

In 1940, experienced male workers 45 years of age and older constituted about 35 percent of the total number of experienced male workers in the nation's labor force. Compared with this, farmers 45 years and over were 52.5 percent of all farmers. (See Table 2.) In other words, older men participated much more heavily in farm operation than they did in other occupations taken as a group. Conversely, younger male workers engaged in farm operation at a much lower rate than they did in all other occupations. In this sense, farming is an older worker occupation.

Of the 166 occupational classes listed in the 1940 Census, experienced male workers 45 years of age and older in that year had a higher than average participation rate in 80 occupations and a lower than average rate in 86 occupations. (See Table 2.)

Grouping the occupations into classes, we find the following participation rates, with 100 equalling the rate of participation in the labor force of all experienced males age 45 and over:

Farmers and farm managers -- 151.

Proprietors, managers, and officials (except farm) -- 143. Every occupation in this group had a participation rate well over 100. The occupation of railroad conductors, classified in this group, had the highest rate of the 166 occupations detailed by the Census.

Craftsmen, foremen, and kindred workers -- 120. Most of the occupations in this group had rates above 100. Leading the group were locomotive engineers. Also very high were blacksmiths, forgemen and hammermen, tailors and furriers, shoemakers, carpenters, and railroad firemen. Most building trade crafts exceeded 100. On the other hand, the printing crafts were among the few which were below 100.

Protective service workers -- 113. Of four occupations in this group, guards and watchmen had a very high participation rate, the sixth highest among all occupations. Policemen and firemen had rates well above 100, while there were very few older men among soldiers and sailors.

Domestic service workers -- 103. The Census report shows no breakdown of this group.

Service workers except domestic and protective -- 103. Janitors and porters and boarding and lodging housekeepers had the highest rates in this group. Barbers also had very high older worker participation. Well below average, on the other hand, were waiters and bartenders, ushers, and hotel servants.

Professional and semi-professional workers -- 96. This group of occupations presented a wide range of older worker participation rates. Topping the list were veterinarians, with clergymen, physicians, and surgeons well up on the list. Dentists, architects, pharmacists, civil engineers, and lawyers exceeded the normal rate but not by as wide a margin. Falling well below 100 were teachers, designers and draftsmen, authors and reporters, chemists and metallurgists, artists and musicians, and dancers and athletes.

Laborers except farm and mine -- 88. All occupations in this group had older worker participation rates of less than 100, except fishermen, longshoremen and stevedores, gardeners, and laborers in the railroad and communication and utility industries.

Clerical, sales, and kindred workers -- 81. This group presented a diverse picture. Salesclerks and inside salesmen, shipping and receiving clerks, and typical office worker occupations had low older worker participation rates. Real estate and insurance agents and brokers had very high rates. Baggage men, mail carriers, and telegraph operators had rates well above average.

Operatives and kindred workers -- 73. This group, which is representative of semi-skilled industrial occupations, contained the greatest number of male workers of all the occupational groups. We found participation rates below 100 in all but 10 of the 38 occupations shown. The principal exceptions were railroad brakemen, streetcar and bus conductors and motormen, stationary firemen, and machine operators in the tobacco, apparel, and leather manufacturing industries. Truckdrivers and deliverymen had one of the lowest older worker participation rates.

Finally, farm laborers, which include hired hands and unpaid family workers, had the lowest of the group participation rates, 54.

Further analysis of the data shows that those occupations which had high ratios of self-employed persons had with few exceptions high participation by older workers. For example, farmers and farm managers were 99 percent self-employed; boarding house and lodging housekeepers, 90 percent; physicians and surgeons, 80 percent; barbers, 62 percent; real estate agents and brokers, 62 percent; pharmacists, 46 percent; painters and paper hangers, 41 percent; tailors, 37 percent; blacksmiths, 36 percent. Proprietors, managers, and officials (except farm) as a group were 55 percent self-employed, a ratio which was much higher among retail trade outlets, eating and drinking places, and personal service establishments.³

The dominant importance of self-employment to older men is indicated by the fact that in 1940 almost 40 percent of employed males 45 years of age and over and 55 percent of those age 65 and over were self-employed. (See Table 3.) John D. Durand points out that the high proportion of self-employed workers among older men is explained partly by shifts from a wage-earning to an entrepreneurial status as many workers grow older and partly by the longer working life of entrepreneurs.⁴

The two fields which have provided the greatest opportunity for gainful employment of elderly men, namely, agriculture and nonagricultural self-employment, are diminishing fields of employment. This trend is associated with the mechanization of industry and agriculture and the concentration of manufacturing and distribution in large establishments. Durand also points out that the relative

3. United States Department of Commerce, Bureau of the Census, 16th Census: 1940, Population, The Labor Force (Sample Statistics), Occupational Characteristics, pp. 131, 132.

4. John D. Durand, The Labor Force in the United States, 1890-1960, 1948, p. 110.

demand for skilled craftsmen, among which there is a high proportion of older men, also has been reduced somewhat over the years by technological developments. These developments have had a tendency to lessen the premium on experience and craftsmanship and to lead to the substitution of semi-skilled for skilled workers in many industrial processes. It is likely that industrial experience during the war gave this tendency added impetus.

Many of the remaining occupations in which older workers were employed in relatively large numbers were in the domestic, custodial, janitorial, and related service groups, where neither great physical stamina nor training and experience typically are required. To some extent, these are occupations to which older workers go or are assigned when they are deemed no longer qualified to perform their previous occupations. To some extent, they are occupations in which workers stay and grow old because of the absence of promotional opportunities.

The low participation rate of older workers among machine operators, laborers, and clerical and inside sales work in part merely indicates that these are occupations from which many younger workers progress to tasks of greater skill and responsibility. But in part it indicates, at least with respect to machine operators and laborers, management's judgment that older persons are less able than younger workers to meet the requirements of this kind of work.

The participation rates of older women had about the same ranking as rates of older men among the main occupational groups. (See Table 4.)

Ranking especially high were occupations having large proportions of self-employed persons. Women's occupations showing high rates were housekeepers, domestic service workers, charwomen, practical nurses, librarians, and social and welfare workers.

Of special interest is the extent of participation by older women in occupations where large numbers of women wage and salary workers were employed. In 1940 there were 22 occupations, excluding farmers and proprietors, in which more than 100,000 women were employed. Women age 45 and over had lower than

average participation rates in all but five of these. Only dressmakers, teachers, domestic service workers, cooks, chambermaids, and other nonfamily servants had above average participation rates. On the other hand, stenographers, typists and other office occupations, saleswomen, trained nurses, and waitresses were essentially younger women's occupations. Almost all the machine operator groups had low participation rates. The largest of these groups, operators in apparel manufacturing, however, was nearly average in this respect.

We turn now to data on the rate of unemployment among older persons in the various occupations in 1940. In that year there was substantial unemployment although not at an excessive rate as among the prewar years.

We find that there was no consistent relationship between occupational participation rates and unemployment rates among male workers age 45 and over. There was as much unemployment, generally speaking, among older workers in some older worker occupations as in younger worker occupations. In fact, in 126 of the 166 occupations listed by the Census, males 45 years of age and over were unemployed in greater proportions than all workers in their respective occupations. In 40 occupations they were unemployed at average or lesser rates. (See Table 2.)

Older men typically had low unemployment rates in occupations with high proportions of self-employed persons, such as farmers, boarding and lodging housekeepers, veterinarians, physicians and surgeons, lawyers, shoe repairers, barbers, and tailors. On the other hand, the group of proprietors and officials in most lines of manufacturing and commerce showed unemployment ratios among older men that were well above average. However, since the volume of unemployment in most of these occupations of heavy selfemployment was very low, older worker unemployment ratios have little significance. In such occupations, adjustment to periods of general unemployment takes the form of reduced work time, reduced earnings, or both. (See Table 2.)

If we eliminate from our calculations all self-employment, we find that 19.2 percent of male workers 45 years of age and over was unemployed in 1940 compared to 14.6 percent of all those 25 to 44 years of age. Among the 65-plus group, 18.4 percent of the male workers was unemployed. Including the self-employed, the unemployment ratios were 13.2 for male workers 45 years and over, 10.0 for those 65 and over, and 11.9 for those 25 to 44 years of age. (See Table 5.)

Railroad occupations, including engineers, firemen, brakemen, baggagemen, and laborers also had low older worker unemployment rates, calling to attention the important role which seniority policies play in this industry. Likewise, the occupations of mail carriers and postmasters and other government officials had low unemployment ratios among older men. Domestic and other service workers occupations as a whole had relatively less unemployment among the older men. Older men in some industrial groups of laborers had low unemployment rates. (See Table 2.)

In the large majority of occupations, however, the unemployment ratio of older men exceeded that of younger men, as previously indicated. The skilled crafts almost without exception showed higher rates of unemployment among older men. Most occupations in the laborers' group, and all occupations in the operatives' group, except railroad brakemen and truckdrivers, also had high unemployment rates among older men. Nearly all professional and semi-professional occupations, except those with high proportions of self-employed, likewise were in this category. Among the clerical and sales occupations, there was considerable diversity in unemployment rates, typical clerical occupations tending to show low rates. (See Table 2.)

Women's occupations also fail to show any over-all relationship between participation rates and unemployment rates. (See Table 4.)

Of the important women-employing occupations, nearly all groups of machine operatives and kindred workers had very high rates of unemployment among

older women relative to all women in these occupations. There were relatively high unemployment rates among older teachers, trained nurses, and some other professional groups, except librarians who were below average. Older stenographers and typists had about the same relative volume of unemployment as younger ones. Lower than average unemployment ratios were found among domestic servants, charwomen, housekeepers, and cooks. Salesclerks and waitresses also showed relatively less unemployment among older women.

Although data on duration of unemployment are not available for occupation-by-age groups, the over-all picture is quite clear. The duration of unemployment is much greater on the average among the older members of the labor force than among younger workers. As of April 1940, the median unemployment duration of unemployed workers 45 years of age and over was 9.3 months and for workers 65 years and over, 12.5 months, compared with 6.2 months for workers under 45 years of age. These figures, furthermore, understate the real duration of unemployment among older workers in 1940 because a large number of persons 65 and over still interested in working probably had withdrawn from the job market following a long period of futile searching for jobs. (See Table 6.)

In summary, the outstanding fact revealed by the foregoing analysis is the overshadowing importance of agricultural and nonagricultural self-employment as an area of economic activity among older workers. Almost forty percent of employed men age 45 years and over and 55 percent of those age 65 and over were self-employed in 1940. (See Table 3.) There is a direct and positive relationship between the extent of self-employment and older worker participation and employment rates in occupations throughout the agricultural, industrial, commercial and professional fields.

The analysis also gives some indication of the kinds of employment in which older workers do and do not have preferred status, as judged by 1940 conditions.

They do not have preferred status in machine operation and related semi-skilled occupations. Their rate of participation in these occupations is substantially less than in other occupations as a group, while their rate of unemployment is much greater than that of younger persons in the same lines of work. This tends to support the belief that older workers do not have manual dexterity and other abilities required in machine operation in the degree possessed by younger workers.

Older workers do not have preferred status among industrial and farm laborers, suggesting that they typically lack the physical vigor and strength needed by these jobs, in the judgment of employers.

The Census data, however, afford no basis for categorical conclusions that older persons are unable to work as machine operators and laborers. In 1940 there were nearly 90,000 employed male laborers (except farm and mine) and about 110,000 employed operatives and related workers 65 years of age and over.⁵ There were almost 360,000 women age 45 and over employed as operatives.⁶ The physically demanding occupations of blacksmiths, boilermakers, longshoremen, and stevedores had above average participation by men age 45 and over. (See Table 2.) The tobacco and leather manufacturing industries showed above average participation by male machine operators in both the 45-plus and 65-plus age groups.⁷ And although farm hands were typically in the younger age groups, a high proportion of farmers were older persons.

The status of skilled craftsmen is less clear. The participation of older workers in the crafts was relatively very much higher than in most other types of occupations. At the same time their rate of unemployment was much greater

5. United States Department of Commerce, Bureau of the Census, 16th Census: 1940, Population, Vol. III. The Labor Force, p. 99.

6. Ibid., p. 100.

7. Ibid., based on Table 65.

than that of younger workers in the same trades. This suggests that despite the skill that comes with age and experience, older craftsmen have greater difficulty becoming reemployed than do younger ones when unemployment is substantial and has been prolonged, as was generally true in 1940. Because of seniority they may hold on to their jobs longer than younger workers, but unemployment brings a reversal of their status. This is part of the general picture of relatively long unemployment duration among older workers.

Generally, the data show that the unemployment rate of older workers tends to be low in those occupations where the over-all rate of unemployment is very low compared with other occupations.

Older workers have preferred status in a number of service occupations which do not require unusual physical capabilities, manual dexterity, or experience and which are not part of a promotional line. High older worker participation and low unemployment rates characterize such occupations as guards and watchmen, domestic servants, porters and janitors, charwomen and chambermaids, and women cooks.

The status of older workers in clerical occupations is not readily defined. For the most part, these are occupations of low older worker participation. At the same time, they are typically occupations in which older workers have below average or average unemployment rates. This may indicate that many workers in these occupations in time move along to higher positions, those who fail to progress remaining fairly secure in their jobs. Older saleswomen and waitresses also have a combination of low participation and low unemployment rates. A circumstance which probably has some bearing on this situation is that older, married women tend to a greater extent than do young, single women to withdraw from the labor force during periods of unemployment. This probably also is a factor among the clerical occupations.

Older persons have very high status among professional and semi-professional occupations in which self-employment is characteristic. Their status in the remaining occupations is somewhat diverse, but inferior status tends to be characteristic in most cases.

We cannot say definitely whether or not there have been significant shifts in the occupational patterns of employed and unemployed older workers since 1940. Data on the occupations of unemployed workers are meager and not reliable for such a comparison. Data on employed workers made available by the Census Bureau, however, afford some measure of the changes. Male workers 45 years and over represented a larger proportion of the nation's employed workers during the war than they did in 1940. Since the war they have lost ground but have not returned to their prewar position. In April 1940 they constituted about 35 percent of all employed male workers, in July 1945, about 45 percent, and in April 1948 about 37 percent. Women workers age 45 and over have strengthened their position since the war. They represented 23 percent of all female employed workers in April 1940, 25 percent in July 1945, and 30 percent in April 1948.⁸

Older worker participation increased in nearly all the occupational groups during the war, in some at greater than average and in some at less than the average increase. Older men workers showed relatively the greatest gains in service worker, and clerical and sales occupations. Since the war, the occupation rankings have returned pretty much to the 1940 position, except that the service occupations continue to rank above the 1940 position in terms of older worker participation rates. During the war, older women gained in relative status in the farm laborer, professional, service, and operatives group. Their rates of participation since the war continue higher in these occupational groups than in 1940, although in some of them ground has been lost since the war. Older women, however, continue to participate in the important operatives and clerical groups at rates well below the average for all occupations.⁹

8. United States Department of Commerce, Bureau of the Census, Current Population Reports, Series P-50, No. 2, Tables II, 5; No. 13, Table 4.
9. Based on unpublished estimates of the United States Department of Commerce, Bureau of the Census.

Occupation analysis is only one aspect of the study of problems of older workers. Conditions which affect the employability of older workers may not be associated in any direct way with the nature of the occupation.

The following section outlines some of the more general problems which we know or suspect older workers encounter in maintaining and finding employment.

Employment Problems of Older Workers

Older workers share with other workers the hazards of discharge and layoff. In addition, they face the hazard of compulsory retirement.

Employees who have survived the process by which inefficient and undesirable workers are weeded out during their early period of employment with a business organization are relatively secure against discharge for cause. This assurance increases with length of service. The older worker with a short period of service is likely to be discharged as quickly as a younger worker. The old, long-service employee can be reasonably certain that he will not be discharged. Such were the findings of the New York State Joint Legislative Committee on Unemployment in its comprehensive survey of manufacturing industries published in 1933.¹⁰

The growth since that time in trade union coverage and the care with which unions through grievance procedures guard against arbitrary discharge suggests that this generalization is at least as applicable today as it was in 1933. A recent study of arbitration awards in discharge cases before the New York State Mediation Board¹¹ indicates that arbitrators give very great weight to the employee's length of service and that what is just cause for discharge is roughly associated with seniority.

10. New York State, Report of the Joint Legislative Committee on Unemployment. Legislative Document No. 66, 1933.

11. New York State Department of Labor, Division of Research and Statistics, Discharge For Cause, Special Bulletin No. 221, 1948.

Of greater significance than discharges are layoffs. The New York Joint Legislative Committee found in 1933 that security against layoffs also tends to increase with length of service. This relationship, too, probably is more prevalent today than it was then.

Union seniority provisions govern layoffs. Strict seniority, such as is found among the agreements of the railroad brotherhoods and various shop crafts, excludes competence and ability from entering into decisions of which workers shall be laid off. The newer industrial type unions usually recognize ability as a relevant consideration in addition to seniority, but it has been estimated that in two-thirds of the cases arising under these contracts the seniority principle governs anyway. In seasonal trades, such as apparel, the principle of equal division of work rather than of seniority governs slack periods. In industries such as construction where the term of employment with any employer is typically brief, there is little effort on the part of the unions to regulate layoffs. Rather, it is more feasible to institute controls at the hiring stage.

Seniority provisions of union contracts are not designed primarily to give job security to older workers. They have a highly important role in preventing the use of layoffs as a device for getting rid of older workers whose ability may be slightly impaired by age. If this practice results in the retention of inferior workers who otherwise would be cast aside, the question still remains whether the disadvantage may not be offset by economies attributable to a more stable, secure, and loyal work force. In this connection, piece work systems in some cases automatically accommodate the declining capacities of older workers.

The greatest of the hazards now faced by older workers in retaining employment is probably that of compulsory, premature retirement. This may be said to occur when older workers are dismissed while they can still meet the requirements of the jobs they have been performing or of other jobs in the plant

which they are willing to accept. Prior to the war, 65 years had been widely adopted and accepted as the retirement age for male workers, lower ages being commonly viewed as marking the limits of useful job performance by older women. These arbitrary limits were set aside by the majority of firms during the war and have since remained in abeyance among a number of them. Many employers have restored these retirement limits or have announced their intentions of doing so when labor conditions make it possible to replace older workers. It is significant, however, that others are reconsidering the wisdom of their prewar policies.

One alternative to compulsory retirement is the transfer of older workers to jobs more suited to their abilities. Such transfers may require retraining. Another alternative is the provision, with or without wage adjustments, of a less rigid schedule of attendance or hours or of other similar adjustments on the same job. The alternative may simply involve an examination and determination by the employer that the individual can continue to perform the job in the same manner he has for years. In large firms, among which the compulsory retirement system is more prevalent than in small firms, these individual determinations and adjustments undoubtedly are troublesome and may be costly. Transfer possibilities may be very limited. Employers, moreover, may fear that under a policy of individual consideration, they might be accused by unions and individual employees of favoritism and discrimination. Some unions undoubtedly are concerned about the possibilities of discrimination present in such a policy. This policy of accommodation does exist in many large firms. Some union contracts explicitly permit, and some, directly or indirectly, require that such a policy be followed. A comprehensive survey of employer and union attitudes and experience on this and related aspects of the problem would be especially useful at this time. As to the social issue posed, Professor Sumner Slichter has expressed the belief that the forced retention of older workers does not necessarily involve retraining that is wasteful from the standpoint of the community, since

retraining results in a better trained labor force and saves unproductive relief costs.¹²

The special problems faced by older workers in retaining employment are comparatively minor when compared with those encountered in finding jobs during a period of unemployment. Most wage earners, whether because of discharge, selective or mass layoff, or business failure, become unemployed one or more times during their working life. Older workers typically have greater difficulty in obtaining jobs than do younger workers. As skills become dulled and emotional balance impaired during unemployment, the job seeker becomes less able to sell himself to employers, with the result that initial difficulties in finding jobs may snowball into prolonged unemployment or even forced retirement from the job market.

The obstacles take the form of hiring limits based on age. These may be formal limits applied to all job seekers without distinction, or they may be informal practices applied to all but those exceptional older persons who have abilities, skills, or other attributes far superior to those of typical younger applicants. They may apply to all jobs or to specific types of jobs. The 1933 survey, previously mentioned, found that approximately 60 percent of jobs in New York State manufacturing industries were definitely closed to older workers, and that in addition 12 percent of the firms required an unusually exacting test of older workers,¹³ who were hired only if they manifested superiority over other prospects. This survey found 45 to 50 years to be the typical age limit for men and 40 years for women.

There is reason to believe that the rigid policies of the 1930's have been considerably relaxed. These policies were widely abandoned during the war,

12. Sumner H. Slichter, Union Policies and Industrial Management, 1941, p. 280.

13. Op. cit., pp. 206, 211.

and recent studies of the National Industrial Conference Board and of the present New York State Joint Legislative Committee on Problems of the Aging indicate a smaller percentage of firms with formal age barriers as well as an increasing age at which the barriers apply.¹⁴ Thirty-nine percent of the firms surveyed by the New York Committee, however, admitted they had formal age barriers.¹⁵ The New York State Employment Service finds substantial resistance to the acceptance of men over a range of 45 to 55 years of age and of women over 40 years.

One of the reasons for arbitrary age limits is ignorance of the capabilities of older workers. The individual employer may have had no reason to become enlightened on the subject. He may have had limited contacts with older workers; his attitude may be colored by unfortunate, isolated experience; habitual assumptions rather than adequate records may govern his judgment about the performance of his older workers; or the basic difficulty may arise from a lack of appreciation and understanding of the older worker problem. These employers fail to understand that some older persons can perform the typical jobs of younger workers; that many older workers excel in jobs requiring long training, experience, knowledge, and skill; and that older persons as a group tend to have positive qualities of dependability, judgment and loyalty.

The maintenance of arbitrary age limits in many cases may be due less to ignorance about the work potentialities of older persons than to the trouble and cost of ascertaining qualifications in individual cases. If relatively few older workers can perform certain types of jobs, the selection process must be relatively more careful. Thorough pre-employment examinations and probationary employment may suffice in many instances. But retraining may be required in

14. New York State Joint Legislative Committee on Problems of the Aging, Birthdays Don't Count, Legislative Document No. 61, 1948; National Industrial Conference Board, Management Record, June 1948, p. 297.

15. New York State Joint Legislative Committee on Problems of the Aging, op. cit., p. 152.

other cases, and retraining may be particularly costly where there is a short work-life expectancy. Case studies of a variety of firms that have had successful and unsuccessful experience in hiring older workers are needed to throw light on this, and related questions of costs both in employing and retraining older workers.

The practice of automatically rejecting older persons having minor physical or personality defects raises similar considerations. Very much worth noting in this connection is a recent study of the United States Bureau of Labor Statistics which shows that physically handicapped workers compare very favorably in respect to accident rates, absenteeism, and output with nonhandicapped workers in the same occupations.¹⁶

Probably no reason for refusing to hire older persons is more insistently advanced by employers than that workmen's compensation rates go up when the elderly are employed. This insistence is striking in view of the fact that age does not enter into the determination of workmen's compensation rates. Authoritative studies show that accident frequency rates tend to decline with advancing age, but that the severity and period of recovery from accidents increase with age. In the judgment of competent observers, these two factors tend to offset each other in their effect on compensation costs.

It is quite possible that a more detailed picture of the situation would dispel some of the confusion that exists on this point. The employer is concerned not with over-all or average relationships but with his own particular circumstances. The average is simply a convenient way of characterizing a number of situations which may differ widely among themselves. Up-to-date and comprehensive information on accident frequency and severity by age groups for

16. United States Department of Labor, Bureau of Labor Statics, Monthly Labor Review, January 1948, p. 31.

various occupations and industries set against a background of older worker participation in hazardous occupations might well aid our understanding of this problem.

In this connection, there may still be an absence of understanding among some New York State employers of the significance of the second-injury provisions of the New York Workmen's Compensation Law. The Chairman of the Workmen's Compensation Board, Miss Mary H. Donlon, has stated that:

In 1944 and 1945, the law was amended to relieve employers of excessive workmen's compensation costs of a second injury to an employee hired with a pre-employment disability. Because a second injury to a disabled worker is generally more costly than a first injury, employers naturally feared high workmen's compensation costs that might arise if they hired large numbers of physically disabled workers.

Under the recent amendments, the employer bears financial liability in second injury cases for the first 104 weeks. Beyond that time, the employer is reimbursed for all workmen's compensation payments and medical care by a Special Disability Fund. The costs of workmen's compensation to an individual employer are so reduced that he need no longer hesitate in New York State to employ qualified workers with partially disabling physical impairments.¹⁷

Also of significance to the employment problems of older workers is nonoccupational illness and accident. With the present and prospective growth of group health insurance, some employers may view older workers with the same kind of apprehension they now display because of workmen's compensation. The weight of evidence indicates that both the rate and duration of nonoccupational disability increase somewhat with age. Some observers, however, are inclined to minimize this tendency as being slight and subject to correction. In view of the fact that under group accident and health contracts extra premium rates are charged against employers having high proportions of women workers, the

17. New York State Joint Legislative Committee on Problems of the Aging, op. cit., p. 181.

difficulty referred to here may be especially significant for older women in the labor force.

A similar type of difficulty may arise under private retirement plans now in existence, because premium costs for employees increase with age. It does not appear, however, that this is a particularly significant over-all problem. Only 5 percent of manufacturing establishments provided such coverage in 1945-1946, according to surveys made by the United States Bureau of Labor Statistics.¹⁸ This ratio is undoubtedly higher in New York State. The difficulties encountered in this connection are, of course, overshadowed by the value of these plans to older workers.

Some employers have a marked preference for younger workers in occupations which involve contact with the public. Examples of such occupations are waitresses, office workers who meet customers, and store clerks. One wonders whether this preference is based on careful analysis of customer attitudes. In any event, the exceptions are numerous, as we all know.

Some employers in publishing, advertising, designing, and related fields believe that younger workers can better appeal to the ideas and enthusiasms of a public which in absolute numbers is predominantly young in age.

There is some evidence that young occupations and young industries have unusually low older worker participation and, conversely, that old industries and occupations, particularly those which have a declining status, have exceptionally high proportions of older workers. Especially in the professional occupations, jobs may arise from new fields of knowledge with which freshly trained persons are most familiar. Managers of new industries may operate on the assumption that skills acquired elsewhere by older workers have no particular value and, in fact,

18. United States Department of Labor, Bureau of Labor Statistics, Monthly Labor Review, September 1948, p. 230.

may interfere with the ready grasp of new work processes. Employers, moreover, may be concerned about whether an older worker would be a satisfied and productive member of the staff of a particular plant or office which is mostly composed of younger workers.

Workers through their unions exercise a considerable degree of control over hiring policies in some lines of industry. Union contract provisions which give preference to union members in the hiring process tend to favor the existing work force. Some policies eliminate age as a consideration in hiring. Examples are the rule of seniority in rehiring as found in railroad brotherhoods, equal division of work in the apparel unions, and hiring halls and other mechanisms of hiring through the union where the "first off, first hired" rule has prevailed, as in some building trades and the maritime trades. Union contracts occasionally provide that a given proportion of workers hired be over a specified age. Apprenticeship provisions serve to prevent the hiring of poorly trained younger workers among building, printing, and other skilled crafts.

The problem of older worker employment is in part a problem which older workers themselves must work out. Job openings in any labor market area seldom match in any precise way the desires and skills of job applicants. Some volume of unemployment always will exist because of this lack of correspondence. Obtaining jobs under these circumstances may require unemployed workers to adjust to changes in nature of work, travel, wages, working conditions, and working environment. It may require that they take advantage of available retraining facilities. At the same time, employment agencies and self-help groups have an essential role in ferreting out job possibilities and in assisting older job applicants in making the best use of their past training and present capabilities in the face of existing opportunities.

The point often is made that a decision to retain or to employ an older worker is in effect a decision not to promote or to hire a younger worker.

One may reason that such a choice is presented in a large number of cases, particularly when jobs are scarce or when there is a well-established policy of promotion-from-within. It is least likely to be presented during periods of expanding or abundant job opportunities, when the problem is more one of finding and retaining capable workers than it is of choosing between candidates for jobs. Such a choice may not be involved in a situation where, because of seniority rules or for other reasons, employers are required to or desire to retain in some capacity an older worker who can no longer perform his usual occupation. The over-all issue presented here is not discrimination. Rather, it concerns the questions of economic and psychological needs of old and young persons for employment and of society's basic attitudes towards its elders.

The most important obstacle to the employment of older workers is restricted business activity. An economy operating at full capacity such as we had during the war will provide jobs for a large majority of those who wish and are able to work. In 1945, approximately 800,000 more workers age 65 and over held jobs throughout the nation than would have been expected from prewar trends.¹⁹ In New York State, wartime demands brought into useful occupations over 90,000 workers 65 and over who would have been unemployed or voluntarily or involuntarily retired had there been a continuation of prewar trends.²⁰ This high level of employment has continued into the postwar period without drastic reduction.

From a long range viewpoint, our society can ill afford a mounting proportion of older persons among its consuming population unless they at the

19. Derived from data given in United States Department of Labor, Bureau of Labor Statistics, Monthly Labor Review, November 1945, pp. 841-877, with adjustments for change in unemployment levels.

20. Derived from New York State Department of Labor, Division of Research and Statistics, Labor Force Trends in New York State, October 1948, with adjustments for change in unemployment levels.

same time assume a more prominent role among its producers. It can ill afford arbitrary barriers which leave older persons with less than equal status in the labor market.

Table 1. ESTIMATED CIVILIAN POPULATION AND LABOR FORCE, BY SEX AND AGE,
UNITED STATES AND NEW YORK STATE, MARCH 1948 (a)

Sex and age	United States			New York State		
	Civilian labor force (b)			Civilian Labor Force		
	population	Number	Percent of	population (c)	Number	Percent of
	(In thousands)	(In thousands)	civilian population	(In thousands)	(In thousands)	civilian population
Total	108,368	59,769	55.2	11,256	6,777	60.2
14 to 44 years	67,673	39,129	57.8	6,824	4,341	63.6
45 to 64 years	29,838	17,910	60.0	3,352	2,141	63.9
65 years and over	10,857	2,730	25.1	1,080	295	27.3
Male	53,025	43,009	81.1	5,479	4,576	83.5
14 to 44 years	32,959	27,142	82.4	3,293	2,785	84.6
45 to 64 years	14,895	13,612	91.4	1,692	1,554	91.8
65 years and over	5,171	2,255	43.6	494	237	48.0
Female	55,343	16,760	30.3	5,777	2,201	38.1
14 to 44 years	34,714	11,987	34.5	3,531	1,556	44.1
45 to 64 years	14,943	4,298	28.8	1,660	587	35.4
65 years and over	5,686	475	8.4	586	58	9.9

- (a) Excludes persons under 14 years of age.
 (b) United States Department of Commerce, Bureau of the Census, Population, Special Reports, Series P-57, No. 69.
 (c) From unpublished estimates of the New York State Department of Health.

TABLE 2. PARTICIPATION AND UNEMPLOYMENT RATES OF EXPERIENCED MALE LABOR FORCE 45 YEARS OF AGE AND OVER,
BY OCCUPATION, UNITED STATES, 1940

Occupation	Experienced labor force					Unemployed		
	: 45 years of age and over					: 45 years of age		
	Total :(in thousands)	Number :(in thousands)	Percent : of	Participation : rate (a)	Total :(in thousands)	Number :(in thousands)	Unemployment : rate (b)	
Total	39,520.5	13,693.6	34.7	100.0	5,418.0	1,812.0	96.5	
Professional & semiprofessional workers	2,006.5	669.7	33.4	96.3	137.2	43.3	94.6	
Actors	12.3	4.6	37.2	107.3	4.7	2.1	118.4	
Architects	21.7	9.6	44.2	127.5	1.6	0.8	114.6	
Artists and art teachers	40.9	11.1	27.2	78.4	6.9	2.1	111.6	
Authors, editors and reporters	57.0	17.6	30.8	89.0	5.6	1.9	110.1	
Chemists, assayers and metallurgists	58.1	11.8	20.4	58.8	2.9	0.8	142.1	
Clergymen	136.4	71.5	52.5	151.4	3.3	2.0	116.1	
College presidents, professors and instructors	50.7	18.3	36.1	104.2	0.6	0.3	120.3	
Dentists	67.0	30.3	45.2	130.4	0.5	0.3	143.5	
Civil engineers	93.0	38.4	41.3	119.2	8.6	4.9	136.2	
Electrical engineers	58.7	18.7	31.9	92.0	2.3	1.1	152.9	
Mechanical engineers	84.1	32.3	38.4	110.8	3.1	1.6	134.3	
Other technical engineers	32.9	10.2	30.8	89.0	1.9	0.8	130.4	
Lawyers and judges	177.5	72.1	40.7	117.3	2.6	1.1	101.4	
Musicians and music teachers	97.1	23.7	24.4	70.5	25.5	6.9	110.3	
Osteopaths	5.5	2.4	43.4	125.3	0.1	(c)	154.1	
Pharmacists	83.8	34.1	40.8	117.6	3.7	1.9	128.5	
Physicians and surgeons	151.5	73.0	48.2	139.0	0.9	0.4	89.7	

(continued)

TABLE 2. PARTICIPATION AND UNEMPLOYMENT RATES OF EXPERIENCED MALE LABOR FORCE 15 YEARS OF AGE AND OVER,
BY OCCUPATION, UNITED STATES, 1940 (continued)

Occupation	Experienced labor force				Unemployed			
	Total		15 years of age and over		Total		15 years of age and over	
	(in thousands)	Number (in thousands)	Percent of total	Participation rate (a)	(in thousands)	Number (in thousands)	(in thousands)	Unemployment rate (b)
Professional & semiprofessional workers (cont.)								
Social and welfare workers	24.4	7.1	29.2	84.2	2.0	0.4	66.5	
Teachers (n.e.c.) (incl. county agents)	276.4	61.2	22.2	63.9	15.6	3.5	101.4	
Trained nurses and student nurses	8.4	1.9	23.2	67.0	0.7	0.2	143.7	
Veterinarians	10.6	7.5	70.6	203.7	0.2	0.1	76.9	
Other professional workers	65.5	18.3	28.0	80.8	5.1	1.5	107.0	
Dancers, showmen and athletes	38.1	7.7	20.3	58.7	6.6	1.3	100.4	
Designers and draftsmen	99.2	23.1	23.3	67.2	9.6	2.6	115.0	
Surveyors	16.1	3.5	21.7	62.6	3.1	0.4	65.4	
Other semiprofessional workers	239.5	59.5	24.9	71.7	19.8	4.3	87.8	
Farmers and farm managers	5,020.0	2,634.7	52.5	151.5	157.0	71.0	85.9	
Proprietors, managers and officials, except farm	2,990.8	1,477.7	49.4	142.6	97.3	55.2	114.8	
Conductors, railroad	47.1	39.2	83.3	240.4	1.3	1.1	102.9	
Postmasters and misc. government officials	163.1	85.8	52.6	151.8	6.5	2.7	79.9	
Other specified managers and officials	260.8	110.3	42.3	122.1	14.6	7.9	127.4	
Props., mgrs. and offic. (n.e.c.), by industry:								
Mining	27.5	16.0	58.1	167.7	1.2	0.8	112.8	
Construction	113.2	66.4	58.7	169.4	10.5	7.2	115.8	
Manufacturing	360.9	185.5	51.4	148.3	7.5	5.0	129.2	

(continued)

TABLE 2. PARTICIPATION AND UNEMPLOYMENT RATES OF EXPERIENCED MALE LABOR FORCE 45 YEARS OF AGE AND OVER,
BY OCCUPATION, UNITED STATES, 1940 (continued)

Occupation	Experienced labor force				Unemployed			
	Total		45 years of age and over		Total		45 years of age and over	
	(in thousands)	Number (in thousands)	Percent	Participation	(in thousands)	Number (in thousands)	Percent	Unemployment
				rate (a)			rate (b)	
Proprietors, managers and officials, except farm Props., mgrs. and offic. (n.e.c.), by industry:(cont.)								
Transport, comm. and utilities	118.7	60.9	51.4	148.2	1.9	1.2	116.6	
Wholesale trade	205.6	102.3	49.8	143.7	6.3	3.6	116.7	
Eating and drinking places	170.4	82.1	48.2	139.1	6.5	3.5	111.7	
Retail trade, exc. eating and drinking places	1,118.1	535.0	47.9	138.1	28.1	15.1	112.0	
Finance, insurance and real estate	160.7	81.4	50.7	146.2	3.5	2.3	127.9	
Business and repair services	65.6	26.3	40.0	115.6	1.6	0.8	123.2	
Personal services	79.0	43.1	54.5	157.2	2.5	1.6	116.6	
Misc. industries and services	100.1	43.3	43.3	124.9	5.3	2.5	110.4	
Clerical, sales and kindred workers	4,642.4	1,306.4	28.1	81.2	430.9	129.1	106.5	
Baggage men, express messengers, railway mail clerk	26.2	14.0	53.6	154.7	0.5	0.2	83.0	
Bkprs., accts., cashiers & ticket agents	501.7	149.3	29.8	85.9	46.2	17.8	129.3	
Mail carriers	114.0	49.3	43.2	124.7	2.1	0.5	59.1	
Messengers, except express	62.5	5.0	8.0	24.1	8.5	0.5	73.2	
Office machine operators	7.8	0.5	6.9	19.9	0.8	0.1	141.2	
Shipping & receiving clerks	202.1	39.5	19.5	56.4	19.9	3.7	95.0	
Stenos, typists & secretaries	77.3	15.3	19.8	57.1	9.7	1.4	74.3	
Telegraph operators	36.6	18.9	51.8	149.4	2.6	1.3	99.7	
Telephone operators	10.2	2.9	28.5	82.2	0.6	0.1	37.6	
Other clerical & kindred workers	1,332.1	317.2	23.8	68.7	143.4	35.9	105.2	
Canvassers & solicitors	68.2	22.3	32.7	94.4	5.3	1.9	110.7	

(continued)

TABLE 2. PARTICIPATION AND UNEMPLOYMENT RATES OF EXPERIENCED MALE LABOR FORCE 45 YEARS OF AGE AND OVER,
BY OCCUPATION, UNITED STATES, 1940 (continued)

Occupation	Experienced labor force				Unemployed			
	45 years of age and over		Percent of participation		Total (in thousands)		45 years of age and over	
	Total (in thousands)	Number (in thousands)	Rate	Rate	Total (in thousands)	Number (in thousands)	Rate	Rate
Clerical, sales and kindred workers								
Hucksters & peddlers	47.7	25.9	54.3	156.7	5.8	2.9		90.9
Newsboys	41.7	3.2	7.7	22.3	2.3	0.2		122.8
Insurance agents and brokers	232.0	89.7	38.7	111.6	9.9	4.2		110.3
Real estate agents and brokers	102.3	68.8	67.3	194.3	5.5	3.7		100.6
Other sales agents & brokers	618.1	218.7	35.4	102.1	41.0	18.5		127.6
Other salesmen	1,161.8	265.7	22.9	66.0	126.8	36.1		124.4
Craftsmen, foremen and kindred workers								
Bakers	5,861.2	2,441.4	41.7	120.2	881.7	429.3		116.9
Blacksmiths, forgemen & hammermen	139.9	45.4	32.4	93.6	14.7	5.6		116.2
Boilermakers	88.1	53.7	66.6	192.3	14.9	10.1		101.6
Cabinetmakers and patternmakers	34.9	19.3	55.4	159.9	5.3	3.3		110.6
Carpenters	93.1	42.9	46.0	132.9	9.8	5.1		112.6
Compositors and typesetters	785.0	436.6	55.6	160.5	207.0	126.7		110.1
Electricians	168.1	54.3	32.3	93.2	15.7	5.3		105.3
Foremen (n.o.c.), by industry	239.9	72.8	30.3	87.5	29.8	10.1		111.7
Construction	481.5	217.5	45.2	130.4	47.7	25.2		117.1
Manufacturing	71.2	34.1	47.9	138.1	28.9	14.8		107.3
Transportation, Communication, and utilities	243.4	100.0	41.1	118.6	8.0	5.0		152.0
Misc. industries & services								
	85.7	48.9	57.1	164.8	2.6	1.6		110.6
	81.2	34.5	42.5	122.7	8.2	3.8		108.2

(continued)

TABLE 2. PARTICIPATION AND UNEMPLOYMENT RATES OF EXPERIENCED MALE LABOR FORCE 45 YEARS OF AGE AND OVER,
BY OCCUPATION, UNITED STATES, 1940 (continued)

Occupation	Experienced labor force				Unemployed			
	: 45 years of age and over				: 45 years of age and over			
	Total :(in thousands):	Number :(in thousands):	Percent: of total:	Participation rate (a):	Total :(in thousands):	Number :(in thousands):	Unemployment rate (b):	
Craftsmen, foremen and kindred workers (continued)								
Inspectors (n.e.c.)	65.3	32.6	49.9	144.0	3.4	1.8	104.8	
Locomotive engineers	73.1	59.8	81.8	236.2	2.9	1.9	80.1	
Locomotive firemen	48.7	22.4	45.9	132.5	5.0	2.1	93.2	
Machinists, millwrights & toolmakers	670.2	258.9	38.6	111.5	51.2	24.5	124.1	
Masons, tile setters & stonemasons	163.9	81.1	49.5	142.8	53.3	30.0	113.8	
Mechanics & repairmen & loom fixers	985.5	253.3	25.7	74.2	110.1	30.2	106.7	
Molders, metal	87.9	40.4	46.0	132.6	11.6	7.0	131.1	
Painters (const.), paper hangers & glaziers	475.3	202.4	42.6	122.9	124.8	56.4	106.1	
Plasterers & cement finishers	80.8	36.7	45.4	130.9	27.3	14.8	119.8	
Plumbers & gas & steam fitters	215.8	93.9	43.5	125.5	36.7	18.2	113.9	
Printing craftsmen, exc. compositors & typesetters	65.6	22.4	34.2	98.6	4.6	2.1	133.6	
Rollers & roll hands, metal	28.9	8.7	30.1	86.8	3.9	1.3	113.8	
Roofers & sheet metal workers	123.5	42.1	34.1	98.3	20.1	8.2	120.0	
Shoemakers & repairers (not in factory)	63.4	36.2	57.0	164.6	5.4	2.8	91.8	
Stationary eng., crane-men, hoistmen	312.4	131.5	42.1	121.5	33.9	15.2	106.6	
Structural & ornamental metal workers	39.2	15.0	38.3	110.5	10.6	4.9	121.2	
Tailors & furriers	122.7	79.7	65.0	187.5	13.0	8.0	94.8	
Other craftsmen & kindred workers	208.6	77.0	36.9	106.5	19.1	8.3	117.6	

(continued)

TABLE 2. PARTICIPATION AND UNEMPLOYMENT RATES OF EXPERIENCED MALE LABOR FORCE 15 YEARS OF AGE AND OVER,
BY OCCUPATION, UNITED STATES, 1940 (continued)

Occupation	Experienced labor force			Unemployed		
	: 15 years of age and over			: 15 years of age		
	Total :(in thousands):	Number :(in thousands):	Percent of :total rate (a):	Total :(in thousands):	Number :(in thousands):	Unemploy- :ment :rate (b)
Operatives and kindred workers	6,783.7	1,721.3	25.4	73.2	919.2	270.1
Apprentices	79.3	0.6	0.8	2.2	8.0	0.2
Attendants, filling station, parking lot, etc.	208.4	17.5	8.4	24.3	20.6	1.9
Brakemen and switchmen, railroad	115.0	59.3	51.5	148.7	9.3	3.7
Chauffeurs, truck drivers and delivery men	1,654.9	266.3	16.1	46.4	258.0	37.5
Conductors, bus and street railway	16.9	8.6	50.9	146.9	0.9	0.5
Dressmakers & seamstresses (not in factory)	3.1	1.6	51.6	149.0	0.5	0.2
Firemen, except locomotive & fire department	120.4	57.9	48.1	138.7	14.3	7.7
Laundry oper. & laundresses, exc. family	51.0	13.3	26.2	75.5	5.8	1.9
Line- & servicemen, telegraph, tele- phone, power	109.0	23.3	21.4	61.7	6.3	1.9
Mine operatives & laborers	816.1	264.1	32.4	93.4	172.3	72.5
Motormen, railway, mine, factory, etc.	52.2	21.8	41.8	120.6	2.8	1.3
Painters, exc. construction & main- tenance	88.4	23.4	26.5	76.6	11.1	3.4
Power station operators	18.8	6.6	35.2	101.5	0.4	0.3
Sailors & deck hands, exc. U.S. Navy	44.5	11.0	24.7	71.3	10.6	2.8
Welders & flame-cutters	136.2	22.7	16.7	48.2	14.4	2.6
Other spec. operatives & kindred wkrs. Operatives & kindred wkrs. (n.e.c.), by ind.:	425.4	135.1	31.8	91.7	48.0	19.6
Manufacturing	2,454.4	663.3	27.0	78.0	277.9	92.9
Food & kindred products	212.1	54.4	25.6	74.0	25.9	7.6
Tobacco manufactures	27.2	11.9	43.6	126.0	5.1	2.5

(continued)

TABLE 2. PARTICIPATION AND UNEMPLOYMENT RATES OF EXPERIENCED MALE LABOR FORCE 45 YEARS OF AGE AND OVER,
BY OCCUPATION, UNITED STATES, 1940 (continued)

Occupation	Experienced labor force				Unemployed			
	Total		45 years of age and over		Total		45 years of age and over	
	(in thousands)	Number (in thousands)	Percent of total	Participation rate	(in thousands)	Number (in thousands)	Percent of total	Unemployment rate
Operatives and kindred workers Operatives and kindred wkrs. (n.e.c.), by ind.:								
Manufacturing (cont.)								
Cotton manufactures	196.8	39.6	20.1	58.1	15.5	5.0	32.6	158.6
Silk and rayon manufactures	40.6	9.0	22.1	63.7	7.4	2.4	32.2	146.6
Woolen & worsted manufactures	63.3	22.2	35.0	101.1	13.1	5.2	27.9	113.0
Knitgoods	61.7	6.1	9.8	28.3	6.2	0.9	27.8	151.5
Other textile-mill products	75.0	23.0	30.7	88.6	8.9	3.4	30.6	123.1
Apparel & other fabricated textile products	144.6	56.9	39.3	113.5	22.3	10.3	39.0	117.8
Lumber, furniture & lumber products	161.8	45.1	27.9	80.5	19.1	6.1	155.7	114.6
Paper, paper products & printing	137.3	33.7	24.5	70.8	11.2	3.3	126.1	121.0
Chemicals, & petroleum & coal products	114.7	24.8	21.6	62.4	7.0	1.7	107.7	114.3
Rubber products	59.7	14.8	24.8	71.5	6.7	1.8	53.0	107.9
Footwear industries, exc. rubber	123.9	35.6	28.7	82.8	17.2	6.2	106.7	126.4
Leather & leather prod., exc. footwear	51.6	20.3	39.4	113.7	6.9	2.9	44.7	105.9
Stone, clay and glass products	95.7	29.8	31.2	90.0	10.9	4.2	84.8	123.8
Iron & steel and not spec. metal ind.	281.1	79.9	28.4	82.1	31.3	10.6	249.8	118.7
Nonferrous metals & their products	52.8	14.1	26.6	76.9	5.7	1.8	47.1	116.9
Machinery	195.8	47.8	24.4	70.5	18.5	4.5	177.3	100.3
Automobiles and automobile equipment	179.3	47.6	26.6	76.7	18.0	6.3	161.3	131.5
Transportation equipment, exc. auto.	53.6	13.7	25.6	73.8	4.2	1.5	49.4	138.4
Other manufacturing industries	125.8	33.0	26.2	75.7	16.8	4.8	109.0	108.4
Nonmanufacturing industries and services	389.8	124.9	32.0	92.4	50.1	19.5	339.7	104.8

(continued)

TABLE 2. PARTICIPATION AND UNEMPLOYMENT RATES OF EXPERIENCED MALE LABOR FORCE 45 YEARS OF AGE AND OVER,
BY OCCUPATION, UNITED STATES, 1940 (continued)

Occupation	Experienced labor force			Unemployed		
	: 45 years of age and over			: 45 years of age		
	Total :(in thousands)	Number :(in thousands)	Percent: of total	Total :(in thousands)	Number :(in thousands)	Unemploy- ment rate (b)
Domestic service workers	143.2	51.0	35.6	102.7	19.2	6.7
Protective service workers						
Firemen, fire department	591.7	231.2	39.1	112.8	32.7	19.5
Guards & watchmen	74.2	28.7	38.6	111.4	1.0	0.5
Policemen, sheriffs & marshals	192.7	128.5	66.7	192.4	23.8	15.6
Soldiers, sailors, marines, coast guards	160.0	65.5	41.0	118.2	5.3	3.3
	164.8	8.5	5.2	15.0	2.6	0.1
Service workers, exc. domestic & protective	1,552.2	553.9	35.7	103.0	200.2	61.7
Barbers, beauticians & manicurists	219.1	101.6	46.4	133.8	12.5	5.6
Boardinghouse & lodginghouse keepers	6.1	4.7	76.6	221.2	0.3	0.1
Charwomen, janitors & porters	481.2	221.4	46.0	132.8	49.9	16.7
Cooks, except private family	208.0	69.5	33.4	96.4	42.8	16.4
Elevator operators	62.7	19.4	31.0	89.4	7.2	1.6
Housekeepers, stewards, host., exc. family	17.7	8.1	46.0	132.7	3.1	1.3
Practical nurses	4.7	2.2	47.6	137.5	1.0	0.5
Servants, exc. private family	129.6	26.7	20.6	59.4	20.4	4.4
Waiters & bartenders	301.8	79.2	26.3	75.8	42.6	12.4
Other service workers, exc. domestic & prot.	121.4	21.1	17.4	50.3	20.3	2.6
						74.5

(continued)

TABLE 2. PARTICIPATION AND UNEMPLOYMENT RATES OF EXPERIENCED MALE LABOR FORCE 45 YEARS OF AGE AND OVER,
BY OCCUPATION, UNITED STATES, 1940 (continued)

Occupation	Experienced labor force				Unemployed			
	: 45 years of age and over		: 45 years of age and over		: 45 years of age and over		: 45 years of age and over	
	Total :(in thousands):	Number :(in thousands):	Percent : of :	Partici- :pation :	Total :(in thousands):	Number :(in thousands):	Unemploy- :ment :	rate (b)
:	:	:	total :	rate (a) :	:	:	:	:
Farm laborers & foremen	2,988.3	554.2	18.6	53.5	420.9	107.3	137.6	
Farm laborers (wage workers) & farm foremen	2,222.0	528.1	23.8	68.6	395.6	106.6	113.4	
Farm laborers (unpaid family workers)	766.3	26.1	3.4	9.8	25.3	0.7	83.6	
Laborers, except farm & mine	4,307.0	1,320.6	30.7	88.5	1,525.0	499.3	106.8	
Fishermen & oystermen	59.3	21.7	36.6	105.5	7.3	2.9	108.5	
Longshoremen & stevedores	72.6	28.4	39.2	113.0	11.4	5.1	114.3	
Lumbermen, raftsmen & woodchoppers	145.6	45.0	30.9	89.2	36.2	13.6	122.0	
Other specified laborers	235.5	98.0	41.6	120.0	40.9	17.1	100.6	
Laborers (n.e.c.), by industry:								
Construction	1,218.2	406.6	33.4	96.3	800.9	283.1	105.9	
Manufacturing	1,374.6	352.6	25.7	74.0	222.5	61.7	108.1	
Food & kindred products	150.3	35.7	23.8	68.6	28.1	6.5	97.3	
Textile, textile prod. & apparel	80.4	18.7	23.3	67.2	12.3	3.2	111.8	
Lumber, furniture & lumber prod.	265.0	51.4	19.4	56.0	34.0	8.2	123.8	
Paper, paper products & printing	57.7	13.2	22.9	66.2	6.4	1.5	105.0	
Chemicals & petroleum & coal prod.	105.6	26.5	25.1	72.4	13.1	3.2	96.5	
Leather & leather products	24.2	6.5	26.7	77.0	3.7	0.9	92.2	
Stone, clay & glass products	94.2	25.5	27.1	78.1	15.1	4.7	115.7	
Iron, steel & not spec. metal ind.	302.5	93.3	30.9	89.0	57.7	18.4	103.3	
Nonferrous metals & their products	39.3	10.4	26.5	76.6	4.2	1.2	107.3	

(continued)

TABLE 2. PARTICIPATION IN UNEMPLOYMENT RATES OF EXPERIENCED MALE LABOR FORCE 45 YEARS OF AGE AND OVER,
BY OCCUPATION, UNITED STATES, 1940 (continued)

Occupation	Experienced labor force				Unemployed			
	: 45 years of age and over				: 45 years of age and over			
	Total :(in thousands):	Number :(in thousands):	Percent of :total :	Participation :rate(a) :	Total :(in thousands):	Number :(in thousands):	Percent of :total :	Unemployment :rate(b) :
Laborers except farm & mine								
Laborers (n.e.c.), by industry:								
Manufacturing (cont.)								
Machinery	66.4	19.0	28.6	82.5	8.3	2.2	93.2	
Automobiles & automobile equip.	64.5	19.2	29.8	85.9	12.6	4.2	113.5	
Transportation equip., exc. auto.	28.6	7.8	27.2	78.6	4.3	1.4	124.1	
Other manufacturing industries	96.0	25.4	26.4	76.3	22.7	6.0	99.4	
Nonmanufacturing	1,201.1	368.4	30.7	88.5	405.8	115.8	93.0	
Railroads (incl. railroad repair shops)	247.1	87.3	35.3	101.9	42.2	13.6	91.2	
Transportation, exc. railroad	89.3	22.9	25.6	73.9	18.4	4.7	99.4	
Communication & utilities	79.1	34.3	43.4	125.2	10.5	4.1	90.3	
Wholesale & retail trade	194.7	47.1	24.2	69.8	30.7	8.1	108.7	
Personal services	14.9	3.4	23.2	66.8	2.6	0.7	111.3	
Other nonmfg. industries & services	576.1	173.4	30.1	86.9	301.3	84.6	93.3	
Occupation not reported	2,633.5	731.6	27.8	80.2	596.8	119.5	72.1	

(a) Ratio of percentage of persons 45 years of age and over of the total experienced labor force in each occupation to similar percentage for all occupations combined.

(b) Ratio of the percentage unemployed in the total experienced labor force 45 years of age and over to the similar percentage unemployed of all persons in the experienced labor force.

(c) Less than 50.

Source: United States Department of Commerce, Bureau of the Census, 16th Census: 1940, Population, The Labor Force (Sample Statistics), Usual Occupation, Tables 4, 7, 11.

Table 3. SELF-EMPLOYED WORKERS IN THE LABOR FORCE,
BY SEX AND AGE, UNITED STATES, 1940 (a)

Sex and age	In labor force	Employed	Self-employed	
			Number	Percent of employed
Male, 14 and over	39,958,800	34,102,440	8,835,700	25.9
14 to 24 years	7,557,340	5,762,920	490,460	8.5
25 to 44 years	18,705,280	15,457,960	3,672,560	22.3
45 to 64 years	11,858,580	10,227,500	3,763,940	36.8
65 years and over	1,837,600	1,654,060	908,740	54.9
45 years and over	13,696,180	11,881,560	4,672,680	39.3
Female, 14 and over	13,007,480	11,278,920	957,640	8.5
14 to 24 years	4,093,960	3,240,100	59,620	1.8
25 to 44 years	6,080,700	5,517,940	387,760	7.0
45 to 64 years	2,553,820	2,261,580	426,640	18.9
65 years and over	279,000	259,300	83,620	32.2
45 years and over	2,832,820	2,520,880	510,260	20.2

(a) Excludes persons under 14 years of age.

Source: United States Department of Commerce, Bureau of the Census, 16th Census: 1940, Population, The Labor Force (Sample Statistics), Employment and Personal Characteristics, P. 65.

TABLE 4. PARTICIPATION AND UNEMPLOYMENT RATES OF EXPERIENCED FEMALE LABOR FORCE 45 YEARS OF AGE AND OVER,
BY OCCUPATION, UNITED STATES, 1940

Occupation	Experienced labor force			Unemployed		
	Total :(in thousands):	45 years of age and over :(in thousands):	Percent of total rate(a)	Total :(in thousands):	45 years of age and over :(in thousands):	Unemploy- ment rate(b)
Total	12,714.8	2,827.0	22.2	1,435.9	306.1	95.9
Professional and semiprofessional workers	1,436.0	334.8	23.3	104.9	21.0	118.5
Actresses	8.2	1.8	21.8	97.9	0.6	99.6
Artists and art teachers	20.7	4.7	22.9	103.2	0.9	103.0
Authors, editors and reporters	20.4	5.6	27.3	122.8	0.6	104.7
College presidents, professors and instructors	17.8	7.0	39.2	176.4	0.2	150.0
Dentists, pharmacists, osteopaths, veterinarians	5.8	2.3	39.2	179.6	0.2	93.9
Lawyers and judges	5.2	1.5	28.1	126.3	0.3	82.2
Librarians	31.0	11.0	35.3	158.8	2.0	73.6
Musicians and music teachers	62.6	21.8	34.8	156.7	6.8	83.5
Physicians and surgeons	7.1	2.8	40.1	180.4	0.1	100.0
Social and welfare workers	43.2	12.0	27.8	125.2	3.6	101.0
Teachers (incl. county agents)(n.e.c)	766.2	173.8	22.7	102.1	30.4	115.9
Trained nurses and student nurses	321.1	57.4	17.9	80.5	14.6	207.5
Other professional workers	32.3	8.3	25.7	115.7	2.1	134.5
Designers and draftsmen	11.9	2.2	18.6	83.6	1.3	97.7
Other semiprofessional workers	82.5	22.5	27.3	122.8	6.2	47.5
Farmers and farm managers	129.0	82.6	64.0	288.0	2.2	64.5

(continued)

TABLE 4. PARTICIPATION AND UNEMPLOYMENT RATES OF EXPERIENCED FEMALE LABOR FORCE 15 YEARS OF AGE AND OVER,
BY OCCUPATION, UNITED STATES, 1940 (continued)

Occupation	Experienced labor force				Unemployed			
	: 15 years of age and over				: 15 years of age and over			
	Total :(in thousands)	Number :(in thousands)	Percent of :(in thousands)	Participation rate (a)	Total :(in thousands)	Number :(in thousands)	Unemployment rate (b)	
Props., mgrs. & officials, exc. farm	345.7	168.5	48.7	219.3	7.6	3.4	92.2	
Misc. specified managers & officials	82.8	37.2	44.9	202.1	3.1	1.7	117.7	
Props., mgrs. & officials (n.e.c.) by industry:								
Manufacturing	15.8	6.7	42.6	191.4	0.4	0.2	134.3	
Eating & drinking places	50.0	22.2	44.3	199.3	1.0	0.3	69.2	
Other wholesale & retail trade	137.5	70.9	51.6	232.1	1.5	0.5	64.2	
Personal services	24.7	14.5	58.6	263.7	0.6	0.3	74.5	
Misc. industries & services	34.9	17.0	48.7	219.0	0.9	0.4	99.2	
Clerical, sales & kindred workers	3,291.0	446.0	13.6	61.0	321.7	41.7	95.5	
Bookkeepers, accountants, cashiers, ticket agents	451.4	67.1	14.9	66.9	29.5	5.9	135.0	
Office machine operators	51.5	3.0	5.8	25.9	3.6	0.3	144.4	
Stenographers, typists & secretaries	1,073.9	88.0	8.2	36.8	108.3	9.1	102.3	
Telegraph operators	8.0	1.2	14.8	66.7	0.2	0.1	306.9	
Telephone operators	186.5	22.7	12.2	54.7	8.1	1.1	112.3	
Other clerical & kindred workers	719.6	105.5	14.7	66.0	85.0	11.5	92.2	
Cannassers, peddlers & news vendors	16.6	7.4	44.5	200.0	1.2	0.5	86.3	
Insurance agents & brokers	12.4	6.3	51.0	229.2	0.2	0.2	131.3	
Real estate agents & brokers	9.8	6.4	65.8	295.9	0.4	0.3	94.2	
Other sales agents & brokers	14.0	4.6	32.5	146.1	1.2	0.5	129.1	
Other saleswomen	747.2	133.8	17.9	80.6	83.8	12.3	81.8	

(continued)

TABLE 4. PARTICIPATION AND UNEMPLOYMENT RATES OF EXPERIENCED FEMALE LABOR FORCE 45 YEARS OF AGE AND OVER,
BY OCCUPATION, UNITED STATES, 1940 (continued)

Occupation	Experienced labor force			Unemployed		
	45 years of age and over			15 years of age and over		
	Total (in thousands)	Number (in thousands)	Percent of total	Total (in thousands)	Number (in thousands)	Percent of total
Craftsmen, foremen & kindred workers	120.9	39.3	32.6	116.4	15.1	5.7
Compositors & typesetters	7.6	2.5	32.6	116.4	0.6	0.2
Foremen (n.e.c.), except farm	38.4	11.6	30.2	135.9	6.1	2.5
Other craftsmen & kindred workers	74.8	25.3	33.8	151.8	8.4	3.0
Operatives and kindred workers	2,193.3	419.2	19.1	86.0	305.1	82.8
Dressmakers & seamstresses (not in factory)	154.7	85.8	55.5	249.5	28.6	13.9
Laundry operatives & laundresses, exc. priv. family	160.5	32.5	20.3	91.2	11.7	2.1
Other spec. operatives & kindred workers	67.7	14.0	20.8	93.3	8.3	1.7
Operatives & kindred workers (n.e.c.), by industry:						
Manufacturing	1,720.9	266.6	15.5	69.7	241.5	61.5
Food & kindred products	119.5	14.8	12.4	55.9	17.6	2.5
Tobacco manufactures	55.5	8.3	15.0	67.6	5.6	1.0
Cotton manufactures	170.1	24.1	14.2	63.8	11.9	2.6
Silk & rayon manufactures	45.1	5.0	11.0	49.4	5.1	0.9
Woolen & worsted manufactures	55.0	12.7	23.1	103.9	8.3	2.2
Knit goods	117.7	11.0	9.4	42.1	7.9	1.0
Other textile-mill products	49.4	10.9	22.1	99.3	4.8	1.4
Apparel & other fabricated textile products	540.3	114.8	21.2	95.6	127.9	43.4
Lumber, furniture & lumber products	23.1	4.0	17.2	77.4	2.4	0.4

(continued)

TABLE 4. PARTICIPATION AND UNEEMPLOYMENT RATES OF EXPERIENCED FEMALE LABOR FORCE 45 YEARS OF AGE AND OVER,
BY OCCUPATION, UNITED STATES, 1940 (continued)

Occupation	Experienced labor force			Unemployed		
	45 years of age and over			45 years of age and over		
	Total (in thousands)	Number (in thousands)	Percent of total	Total (in thousands)	Number (in thousands)	Percent of total
Operatives and kindred workers (cont.)						
Paper, printing products & chemicals & petroleum & coal products	76.3	10.9	14.3	64.2	7.1	1.1
Rubber products	30.7	2.5	8.0	36.0	2.6	0.2
Footwear industries, except rubber	20.8	2.1	10.2	45.8	1.2	0.2
Leather & leather products, exc. footwear	89.5	13.5	15.1	67.9	6.6	1.2
Stone, clay & glass products	26.4	4.3	16.3	73.3	3.0	0.6
Iron, steel, nonferrous metal prod. & machinery	24.7	2.9	11.8	53.3	1.2	(a)
Transportation equipmt.	143.3	10.5	7.3	33.0	11.6	0.6
Other mfg. industries	28.9	2.4	8.4	37.9	2.0	0.2
Nonmanufacturing industries & services	104.6	11.8	11.3	50.8	14.8	2.0
	89.6	20.3	22.6	101.8	15.1	3.6
Domestic service workers	1,947.4	518.3	26.6	119.8	218.9	50.8
Protective service workers	4.8	2.4	49.4	222.1	0.4	0.2
Service workers, exc. domestic & protective	1,194.2	307.4	25.7	115.8	138.7	31.7
Barbers, beauticians & manicurists	208.6	22.5	10.8	48.6	11.5	1.3
Boarding house & lodginghouse keepers	37.8	29.2	77.4	348.1	0.5	0.4
Charwomen, janitors & porters	64.9	34.2	52.7	237.1	5.2	2.0
Cooks, exc. private family	117.7	51.2	43.5	195.8	16.3	6.7

(continued)

TABLE 4. PARTICIPATION AND UNEMPLOYMENT RATES OF EXPERIENCED FEMALE LABOR FORCE 45 YEARS OF AGE AND OVER,
BY OCCUPATION, UNITED STATES, 1940 (continued)

Occupation	Experienced labor force				Unemployed			
	: 45 years of age and over		: 45 years of age and over		: 45 years of age and over		: 45 years of age and over	
	Total :(in thousands):	Number :(in thousands):	Percent: of :	Partici- pation :	Total :(in thousands):	Number :(in thousands):	Unemploy- ment :(in thousands):	rate (b)
Service workers, exc. domestic & protective (continued)	13.4	1.4	10.2	45.7	1.3	0.1	60.6	
Elevator operators								
Housekeepers, stewards, host., exc. private family	55.6	33.4	60.0	270.0	6.1	3.2	88.5	
Practical nurses & midwives	98.4	53.7	54.6	245.6	17.1	9.5	102.0	
Servants, exc. private family	152.5	43.2	28.3	127.4	16.6	3.9	82.8	
Waitresses & bartenders	380.7	26.1	6.9	30.9	50.2	3.0	87.2	
Other service workers, exc. domestic & protective	64.6	12.4	19.2	86.1	13.8	1.7	62.6	
Farm laborers & foremen	276.9	47.8	17.3	77.6	19.7	3.1	93.5	
Farm laborers (wage workers) & farm foremen	110.9	22.7	20.5	92.3	16.8	3.0	85.9	
Farm laborers (unpaid family workers)	166.0	25.0	15.1	67.8	2.9	0.2	41.2	
Laborers, except farm & mine	119.8	19.1	15.9	71.6	23.2	4.4	119.4	
Misc. specified laborers	4.2	1.4	32.6	146.4	0.9	0.2	71.5	
Laborers (n.e.c.), mfg. industries	80.3	9.5	11.8	53.2	11.1	1.6	120.2	
Laborers (n.e.c.), nonmfg. industries and services	35.2	8.2	23.2	104.5	11.2	2.6	100.9	
Occupation not reported	1,655.8	441.7	26.7	120.0	307.3	60.4	73.7	

(a) Ratio of percentage of persons 45 years of age and over of the total experienced labor force in each occupation to similar percentage for all occupations combined.

(b) Ratio of the percentage unemployed in the total experienced labor force 45 years of age and over to the similar percentage unemployed of all persons in the experienced labor force.

Source: United States Department of Commerce, Bureau of the Census, 16th Census: 1940, Population, The Labor Force (Sample Statistics), Usual Occupation, Tables 4, 7, 11.

Table 5. EMPLOYMENT STATUS OF MALE EXPERIENCED LABOR FORCE,
BY AGE, UNITED STATES, 1940

Status	Total	Age (in years)					
		14 to 24	25 to 44	45 and over			Total
				45 to 64	65 and over		
Experienced labor force - total	39,520,480	7,143,580	18,683,320	13,693,580	11,856,400	1,837,180	
Employed	34,102,440	5,762,920	16,457,960	11,881,560	10,227,500	1,654,060	
Unemployed (a)							
Number	5,418,040	1,380,660	2,225,360	1,812,020	1,628,900	183,120	
Percent	13.7	19.3	11.9	13.2	13.7	10.0	
Employer, own-account and unpaid family worker	10,058,740	1,317,260	3,923,600	4,817,880	3,881,680	936,200	
Employed	9,838,100	1,285,080	3,846,280	4,706,740	3,788,220	918,520	
Unemployed							
Number	220,640	32,180	77,320	111,140	93,460	17,680	
Percent	2.2	2.4	2.0	2.3	2.4	1.9	
Wage or salary worker	29,461,740	5,826,320	14,759,720	8,875,700	7,974,720	900,980	
Employed	24,264,340	4,477,840	12,611,680	7,174,820	6,439,280	735,540	
Unemployed (a)							
Number	5,197,400	1,348,480	2,148,040	1,700,880	1,535,440	165,440	
Percent	17.5	23.1	14.6	19.2	19.3	18.4	

(a) Includes workers on public emergency.

Source: United States Department of Commerce, Bureau of the Census, 16th Census: 1940, Population, The Labor Force (Sample Statistics), Employment and Personal Characteristics, Table 11.

Table 6. DURATION OF UNEMPLOYMENT OF WAGE OR SALARY WORKERS SEEKING WORK,
BY AGE GROUP, UNITED STATES, 1940 (a)

Duration	:	:	Age (in years)		
			:	:	:
	Total		Under 45	45 and over	65 and over
	:	:	:	:	:
Total reporting	3,484,800	2,458,440	1,026,360	113,880	
Median duration (months)	7.0	6.2	9.3	12.5	
Percent unemployed:					
Under 1 month	3.6	4.0	2.5	1.9	
1 month	9.3	10.3	7.0	4.8	
2 months	7.6	8.4	5.8	4.5	
3 months	11.6	12.5	9.3	7.2	
4 and 5 months	13.4	14.0	11.9	10.9	
6 to 8 months	13.6	14.0	12.7	12.5	
9 to 11 months	7.7	7.7	7.5	7.4	
12 to 23 months	15.6	15.1	16.6	18.2	
24 months and over	17.6	14.0	26.7	32.6	

(a) Excludes workers under 14 years of age.

Source: United States Department of Commerce, Bureau of the Census, 16th Census; 1940, Population, The Labor Force (Sample Statistics), Employment and Personal Characteristics, P. 171.