SIXTEENTH CENSUS OF THE UNITED STATES: 1940

POPULATION

THE LABOR FORCE

(Sample Statistics)

Employment and Family Characteristics of Women

Prepared under the supervision of
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SIXTEENTH CENSUS OF THE UNITED STATES: 1940

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FOREWORD

Sampling techniques were utilized in the Sixteenth Decennial Census for the first time in the history of the Population Census. The use of sampling methods permitted the collection of statistics on a larger number of inquiries than had heretofore been possible, the release of preliminary population statistics at an early date, and the tabulation of a great many social and economic characteristics of the population at a relatively low cost.

This report is based on tabulations of a sample of the population returns and presents data on the labor force status of women in the United States according to employment and family characteristics. These statistics were designed for use in analyzing the demographic factors affecting the female labor supply, with special reference to the potential supply of labor during the war emergency. The data describing the family characteristics of women not in the labor force in each metropolitan district of 100,000 or more provide materials for estimating potential labor supply in many areas where war production is concentrated. This report was prepared under the supervision of Dr. Leon E. Truesdell, Chief Statistician for Population, and Dr. A. Ross Eckler, Assistant Chief Statistician, by William H. Mautz, Chief of Economic Statistics, Dr. John D. Durand, Edwin D. Goldfield, and Louis Schwalb. The sampling procedures were under the direction of Dr. W. Edwards Deming, Mathematical Adviser.
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INTRODUCTION

This report presents data on the labor force status of women in the United States, according to family characteristics, based on tabulations of a sample of the returns of the Sixteenth Decennial Census of Population, taken in April 1940. Statistics on marital status and number of children are presented for women in the labor force and for those not in the labor force during the census week of March 24 to 30, 1940, classified by age, color, education, and other characteristics, and by economic characteristics of their husbands. Data are given for the United States and four broad regions, and for metropolitan districts of 100,000 or more.

The statistics presented here are designed for use in the analysis of the factors determining the female labor supply, with special reference to the potential supply of labor during the war. Variations in the proportions of women in the labor force according to age, other personal characteristics, family characteristics, and economic status indicate the conditions under which women are most likely to enter the labor market. Distributions of women not in the labor force according to these characteristics show the composition of the potential female labor supply. Statistics for individual metropolitan districts, showing the personal and family characteristics of women not in the labor force, provide materials for analyzing labor supply problems in areas where war production is concentrated.

RELATED REPORTS

This is one of a series of reports giving information on persons in the labor force and not in the labor force, under the general title, "Population." The detailed statistics shown in this report are based on tabulations of a sample of the population, designated as Sample B, whereas the data shown in the other reports of this series are based on tabulations of another sample, designated as Sample C.

The specific titles of the other reports in this series and a brief summary of the subjects covered are given below:

1. Employment and Personal Characteristics: Detailed figures on characteristics of males and females in the labor force according to age, employment status, months worked in 1939, marital status, household relationship, and other characteristics, for the United States and regions.
2. Occupational Characteristics: Statistics on the occupational characteristics of the labor force, according to age, months worked in 1939, and other characteristics, for the United States and regions.
3. Industrial Characteristics: Industrial characteristics of the labor force, by personal and economic characteristics, for the United States and regions.

Usual Occupation: Usual occupation of persons in the labor force and of those not in the labor force, including data for the United States, regions, States, and large cities.

Wage or Salary Income in 1939: Statistics on wage or salary income and receipt of other income in 1939 for wage or salary workers by months worked in 1939, age, and other characteristics, for other persons in the labor force, and for persons not in the labor force, for the United States, geographic divisions, States, and large cities.

The 1940 Population Census schedule is reproduced in Part 1 of Volume III and Part I of Volume IV of the Sixteenth Census Reports on Population. The instructions to enumerators are also reproduced in these volumes.

Another report, based on tabulations of Sample B, presents 1940 data pertinent to the problems of potential labor supply, and appears under the title indicated below:

Characteristics of Persons Not in the Labor Force: Sex, age, color, marital status, household relationship, and data on previous employment, for persons not in the labor force, with an analysis of potential labor supply, for the United States and regions.

Labor force data for families will be presented in a series of publications under the general title, "Families." A report in this series entitled, "Employment Status," will present data for families by number and employment status of persons in the labor force, by characteristics of the family and of the family head, for the United States, regions, and cities of 1,000,000 inhabitants or more. This report will include data on the labor force status of wives of family heads by number and age of children under 18 years old and other family characteristics.

A final report, based on tabulations of another sample, designated as Sample C, presents data on characteristics of persons in the labor force, by characteristics of the family and of the family head, for the United States and regions, and cities of 1,000,000 inhabitants or more. This report will include data on the labor force status of wives of family heads by number and age of children under 18 years old and other family characteristics.

Areas

Most of the statistics in this report are presented for the United States, for four broad regions, and for the 11 metropolitan districts having 1,000,000 inhabitants or more. In addition, condensed classifications of women in the labor force and not in the labor force by age, marital status, and number of children are presented for metropolitan districts of 100,000 to 1,000,000. The four regions are: (a) The Northeastern States, comprising the New England and Middle Atlantic Divisions; (b) the North Central States, comprising the East North Central and West North Central Divisions; (c) the South, comprising the South Atlantic, East South Central, and West South Central Divisions; and (d) the West, comprising the Mountain and Pacific Divisions. In some cases, the figures for regions and metropolitan districts are omitted or presented in condensed form.

Statistics for the United States and regions in this report are given separately for four area groups: (a) Metropolitan districts of 100,000 or more, (b) urban areas outside metropolitan districts of 100,000 or more; (c) rural-nonfarm areas outside such metropolitan districts. In some of the cases the urban areas outside metropolitan districts of 100,000 or more are divided into two classes: Urban places of 25,000 to 100,000, and urban places of 2,500 to 25,000. The classification by urban and rural residence differs from that given in most of the publications of the 1940 census in that totals for the urban, rural-nonfarm, and rural-farm areas are not shown. The
metropolitan district grouping is used because the economic and family characteristics of women, and the employment opportunities available to them, are much the same in the towns and unincorporated suburbs surrounding large cities as in the urban centers of the same size, and differ greatly from those in isolated urban and rural communities. The data for individual metropolitan districts were prepared particularly to meet the needs of the War Manpower Commission and other agencies interested in the reserve labor supply. Many of these figures were made available to these agencies considerably in advance of the publication of this report.

A metropolitan district includes, in addition to the central city or cities, all adjacent and contiguous minor civil divisions or incorporated places having a population of 150 or more per square mile. In some metropolitan districts, a few nonwhites were considered as urban residents in the census (a), whereas in others, those living in and around a city or group of cities, it tended to in a more or less integrated area with common economic, social, and, often, administrative interests.

Urban population not in metropolitan districts of 100,000 or more is in general that residing in cities and other incorporated places (outside such metropolitan districts), having partly because of the comparatively large sampling errors in and around a city or group of cities, it tends to be a more or less integrated area with common economic, social, and, often, administrative interests.

Some of the data on the characteristics of women 18 to 64 years old that were tabulated have been omitted from the tables in this report, partly because of limited funds for publication and partly because of the comparatively large sampling errors that are to be expected in the more detailed cross-classifications for categories containing only a small number of persons. For these reasons, some of the detailed distributions are included on the basis of special qualifications. A metropolitan district is thus not a political unit but rather an area including all those age 18 to 64 who were living in and around a city or group of cities, it tended to be a more or less integrated area with common economic, social, and, often, administrative interests.

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INTRODUCTION

The age group 18 to 64 years included 94.9 percent of the total female labor force in March 1940, and 76.6 percent of all women 18 years old and over who were not in the labor force. It included 69.7 percent of the women engaged in own home housework, who constitute the largest group of women not in the labor force and the most important group from the standpoint of the analysis of potential labor supply.

FAMILY CHARACTERISTICS

The family relationships and home responsibilities of women are important factors determining the normal size of the female labor force and the extent to which it can readily be increased during a period of labor shortage. The position of the woman in the household—either as a person relatively free from household duties or as a homemaker with other persons dependent upon her for care—tends to determine her availability for employment outside the home. The presence of small children especially limits the employment of young mothers. Moreover, married women with husbands able to provide for them are much less likely to be workers, even if they are relatively free from domestic burdens, than unmarried women.

In this report three classifications relating to the family status of women are presented: Marital status, number of children under 10 years old, and relationship to head of household.

Marital status.—In the classification by marital status three major groups are shown: (a) Single, (b) married, husband present, and (c) other marital status. The 2,777,250 single married women who are classified as inmates of institutions, wives of soldiers, sailors, and other military personnel, and as widowed (since separated) are included in the table as such, even though some of them are not married and are not widows. In the tables in this report the group "married, husband absent" (combined in the tables in this report with "other marital status") is included as a separate group because it is a very large group and is of considerable economic importance, particularly to the extent that the present metropolitan areas are relatively free of children, whose presence tends to be a barrier to employment. Those who have young children, however, are particularly unlikely to be in the labor force. Thus, the proportion in the labor force is normally much smaller for married women with husband present than for women in the other marital status groups. Although married women with husband present constituted nearly two-thirds of the total female population 18 to 64 years old, they represented less than one-third of the married women 18 to 64 years old in the labor force in March 1940 (table 12). Of the 26,641,802 married women with husband present, only 3,670,600, or 13.8 percent, were in the labor force, as compared with 66.3 percent of the 3,052,360 divorced and widowed women. Those who were widowed, divorced, or married with husband absent occupied an intermediate position, with 47.0 percent in the labor force.

Because of the high birth rate for the farm population, the heavier housework duties and farm chores, and the lack of mechanical housekeeping aids and other home conveniences, housekeeping duties tend to be a greater obstacle to employment for married women in rural-farm areas than for those in cities and towns. Moreover, in normal times, opportunities for the employment of women in rural-farm localities are comparatively limited; most farms are remote from industrial and commercial centers, so that often women in rural-farm areas have opportunity to work only on the home farm. The proportion in the labor force for married women 18 to 64 years old with husband present was only 5.4 percent in rural-farm areas outside metropolitan districts of 100,000 or more, as compared with 15.2 percent in metropolitan districts of 100,000 or more, and 18.4 percent in urban places outside such metropolitan districts (table 2). The proportions in the labor force for rural-farm women who were single or of other marital status were also comparatively low.

Children under 10 years old.—All married, widowed, and divorced women are classified according to the number of their children under 10 years old, including stepchildren and adopted children, who had their usual place of residence in the same household. Tables 1 to 16 show various groupings of married, widowed, and divorced women by number and age of their children (under 5 years old and 5 to 9 years old). Tables 4, 5, 6, and 10 show the number (none, one, two or more) of children under 5 years old. Tables 17 to 25 show for married women with husband present various characteristics in relation to the presence or absence of children under 10 years old. Children over 10 years old, and nephews, nieces, grandchild, etc. of any age, are not taken into account, although they often add to the dependency burden of the woman.

Altogether, married women with husband present have housekeeping responsibilities comparable to the responsibilities at least to some extent with their employment outside the home. Those who have young children, however, are particularly unlikely to be in the labor force. Only 1.3 percent of the married women 18 to 64 years old living with their husbands, who had one child under 10 years old, and only 5.9 percent of those who had two or more children under 10 were in the labor force, as compared with 7.7 percent of those who had no children under 10 (table 11). Most of the working married women with one or more children under 10 were probably women who could hire servants or arrange for someone to take care of the children, or women who were forced to work to support themselves and their families.
THE LABOR FORCE—SAMPLE STATISTICS

Children under 5 years old hindered the employment of their mothers more than older children. For married women 15 to 44 years of age, who held jobs both with and without child under 5, but no children 5 to 9 years old, the proportion in the labor force was only 7.5 percent, whereas it was 12.8 percent for those with one child 5 to 9 but none under 5.

Relationship to head of household.—Each married, widowed, or divorced woman living in a private household is classified according to her relationship to the head of the household. The term “private household,” as used in the 1940 census, includes the related family members and the unrelated lodgers, servants, or hired hands who live in the same dwelling unit and share common household arrangements. A person living alone, or a small group of unrelated persons sharing the same living accommodations as “partners” is also counted as a private household. A family residing permanently or for an indefinite period in an apartment hotel is counted as a private household.

The following relationship categories are shown in this report:

1. Head of private household. — One person in each private household was designated as the household head, that is, the person regarded as the head by the members of the household. This person is usually the chief breadwinner or “economic head” of the family. In some cases, however, the head is a parent of the chief earner or is the only adult member of the household. If both husband and wife were present in the household, the husband rather than the wife was designated as the head. Therefore, no women who were married with husband present were classified as heads. Some female heads were women living alone, who may have had dependents, and some were unattached women sharing living accommodations with “partners.”

2. Wife of head.—This category comprises married women with husband present who were the wives of heads of private households. Not all married women with husband present are included in this category, since some were wives of members of the household other than the head, or were not in private households.

Other relative of head.—This group includes mothers, daughters, granddaughters, sisters, and all other persons (except wives) related by blood, marriage, or adoption to the head of the household in which they lived.

Not related to head.—This category comprises lodgers, servants, and other persons living in private households but not related to the household head.

In private household.—This category comprises women living in private households, including inmates of penal and mental institutions and homes for the aged, infirm, and needy residents, other than inmates, of such institutions; and other women not in private households, such as residents of boarding or lodging houses, transients in hotels, and women living in schools, hospitals, and convicts.

The statistics on household relationships given here differ from family statistics in that the data shown here are classifications of individuals, rather than of entire families as units.

The proportion in the labor force was considerably higher for married women with husband present who were “other relatives” of household heads than for those who were wives of heads (Table 14). The former group presumably was comparatively free from householding duties, and included a relatively large proportion of women under 45 years old, among whom the proportion of workers was greater than among older women. Women who were in private households but were not relatives of heads showed a high proportion in the labor force. This group included servants living in the household, all of whom were in the labor force. Only a minority of the women in this group were married with husband present, and few had children under 10 years old.

PERSONAL CHARACTERISTICS

Age.—Because of the considerable part which age plays in determining the participation of any group of women in the labor force, we have included in this report present status of women aged 15 to 50 years. Women analyzed by age in the labor force for the first time in recent years. Women usually remain in the labor force only for a short period of their lives. Most women leave their jobs when they marry, and differences without children continue to work, but very few remain in the labor force after they begin to raise a family. Although the assumption of household duties and the shifting of breadwinning responsibilities to the husband are the primary reasons causing the reduction of women in the labor force, the physical disabilities associated with the older ages and the preference of employers for younger workers are also important considerations.

The proportions of single women in the labor force were comparatively high at all ages, decreasing gradually from a peak of 76.1 percent for the group 20 to 29 years old to 65.6 percent for those 45 to 49 (Table 11). For married women with husband present but without children under 10 years old, the proportions in the labor force were less than half as great as for single women at ages under 30, and increased more rapidly with increasing age. Among women who had children under 10, the proportion was no greater than 8.8 percent for any age period. The percentages in the labor force for the former group did not decline much in the older groups, partly because women re-entering the labor force compensated for some extent for those who withdrew in these age classes. Some of the women who re-entered the labor force were able to return to work because their children had grown older and therefore required less care. Others were forced to return by economic pressure.

Women who were married with husband absent, or widowed or divorced, and who had no children under 10 years old, showed almost as high a proportion in the labor force up to 45 years of age as did single women; these women were like single women in their lack of family responsibilities and in the necessity for earning their own living. Similarly, for married women with husband absent and widowed and divorced women who had children under 10, the necessity for providing a living for themselves and their children resulted in a comparatively large percentage of workers. Although the proportions in the labor force for those as high for these groups as for some marital status group without children under 10, they were much higher at every age than the proportions for married women with husband present and with children under 10.

Color.—Because of the differences between whites and nonwhites in economic status, occupations, and family characteristics, most of the detailed tables for the United States and the South include separate statistics for nonwhite women. Statistics by color are not presented for the Northwest States, the North Central States, and the West, where the nonwhite population is small. Data for nonwhite women are shown for individual metropolitan districts having a relatively large nonwhite population.

The great majority of the nonwhites are Negroes, except in the West, where there are many Indians, Chinese, and Japanese. Persons of Mexican birth or ancestry who were not definitely Indian or of other nonwhite race were classified as white in 1940.

Nonwhite women tend to remain in the labor force after marriage and after having children, to a greater extent than white women (Table 16). Differences in the proportions of white and nonwhite married women in the labor force were especially great in the older age groups and among those with children over 15 years of age. These differences can be attributed partly to economic factors, which force nonwhite women to live longer even after they have married and have begun to raise a family. Nonwhite women are also due partly to the fact that nonwhite women are employed largely as domestic servants and farm laborers—occupations in which opportunities for the employment of older women are comparatively favorable.

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Total Women</th>
<th>15 to 24 Years Old</th>
<th>25 to 34 Years Old</th>
<th>35 to 44 Years Old</th>
<th>45 to 50 Years Old</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>100.0</td>
<td>50.0</td>
<td>25.0</td>
<td>20.0</td>
<td>15.0</td>
</tr>
<tr>
<td>Single</td>
<td>50.0</td>
<td>25.0</td>
<td>15.0</td>
<td>10.0</td>
<td>5.0</td>
</tr>
<tr>
<td>Married, husband present</td>
<td>30.0</td>
<td>15.0</td>
<td>10.0</td>
<td>5.0</td>
<td>0.0</td>
</tr>
<tr>
<td>Widowed &amp; divorced</td>
<td>10.0</td>
<td>5.0</td>
<td>5.0</td>
<td>0.0</td>
<td>0.0</td>
</tr>
</tbody>
</table>

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Color.—Because of the differences between whites and nonwhites in economic status, occupations, and family characteristics, most of the detailed tables for the United States and the South include separate statistics for nonwhite women. Statistics by color are not presented for the Northwestern States, the North Central States, and the West, where the nonwhite population is small. Data for nonwhite women are shown for individual metropolitan districts having a relatively large nonwhite population.

The great majority of the nonwhites are Negroes, except in the West, where there are many Indians, Chinese, and Japanese. Persons of Mexican birth or ancestry who were not definitely Indian or of other nonwhite race were classified as white in 1940.

Nonwhite women tend to remain in the labor force after marriage and after having children, to a greater extent than white women (Table 16). Differences in the proportions of white and nonwhite married women in the labor force were especially great in the older age groups and among those with children over 15 years of age. These differences can be attributed partly to economic factors, which force nonwhite women to live longer even after they have married and have begun to raise a family. Nonwhite women are also due partly to the fact that nonwhite women are employed largely as domestic servants and farm laborers—occupations in which opportunities for the employment of older women are comparatively favorable.
INTRODUCTION

Table IV. PERCENT IN THE LABOR FORCE, FOR MARRIED WOMEN 18 TO 64 YEARS OLD BY HUSBAND PRESENT, BY AGE AND COLOR, AND PRESENCE OR ABSENCE OF CHILDREN UNDER 10 YEARS OLD, FOR THE UNITED STATES: MARCH 1940

<table>
<thead>
<tr>
<th>COLOR, AND CHILDREN UNDER 10 YEARS OLD</th>
<th>Total, 18 to 64 yrs. old</th>
<th>AGE OF WIFE (YEARS)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>13.8</td>
<td>15.6</td>
</tr>
<tr>
<td>White</td>
<td>12.5</td>
<td>14.4</td>
</tr>
<tr>
<td>Nonwhite</td>
<td>17.0</td>
<td>19.1</td>
</tr>
<tr>
<td>Without children under 10</td>
<td>15.7</td>
<td>17.5</td>
</tr>
<tr>
<td>White</td>
<td>14.5</td>
<td>16.4</td>
</tr>
<tr>
<td>Nonwhite</td>
<td>20.0</td>
<td>21.6</td>
</tr>
<tr>
<td>With children under 10</td>
<td>15.8</td>
<td>17.5</td>
</tr>
<tr>
<td>White</td>
<td>16.5</td>
<td>18.4</td>
</tr>
<tr>
<td>Nonwhite</td>
<td>20.6</td>
<td>22.4</td>
</tr>
</tbody>
</table>

Monthly rental value of home.—The data on monthly rental value of home, as presented in this report, are restricted to married women who were the wives of heads of private households living in metropolitan districts of 100,000 or more and in urban areas outside such metropolitan districts. Statistics on this subject are not presented for women who were other relatives or nonrelatives of the head or who were not living in private households, or for women in rural areas, because for such women the rental value of the home is not a reliable indication of economic status. For rural-farm areas in particular the data on monthly rental value are not entirely satisfactory because of the difficulty in separating the value or rent of the farm house from that of the rest of the farm property.

For women living in rented homes, the monthly rental value represents the reported monthly contract rent. For those in owner-occupied homes, it represents one percent of the reported value of the home.

For wives living in metropolitan areas, the percentage in the labor force, as shown in table V, which presents median years of school completed by various groups of women, the median year of school completed may be defined as the year which divides each group of women into equal parts, not in the labor force. This difference may be explained partly in terms of more favorable employment opportunities for those with better education. On the other hand, among women with children under 10, those not in the labor force had slightly greater educational attainments, on the average, than those in the labor force. For women with children, economic pressure affecting the families of the more poorly educated apparently was the more important factor.

Table V. MEDIAN YEARS OF SCHOOL COMPLETED BY MARRIED WOMEN 18 TO 64 YEARS OLD WITH HUSBAND PRESENT, BY LABOR FORCE STATUS AND AGE OF WIFE, AND PRESENCE OR ABSENCE OF CHILDREN UNDER 10 YEARS OLD, FOR THE UNITED STATES: MARCH 1940

<table>
<thead>
<tr>
<th>LABOR FORCE STATUS, AND CHILDREN UNDER 10 YEARS OLD</th>
<th>Total, 18 to 64 yrs. old</th>
<th>AGE OF WIFE (YEARS)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>6.6</td>
<td>8.8</td>
</tr>
<tr>
<td>In labor force</td>
<td>6.6</td>
<td>8.8</td>
</tr>
<tr>
<td>Not in labor force</td>
<td>6.6</td>
<td>8.8</td>
</tr>
<tr>
<td>With children under 10</td>
<td>6.6</td>
<td>8.8</td>
</tr>
<tr>
<td>In labor force</td>
<td>6.6</td>
<td>8.8</td>
</tr>
<tr>
<td>Not in labor force</td>
<td>6.6</td>
<td>8.8</td>
</tr>
</tbody>
</table>

The distribution of married women with children under 10 by labor force status and years of school completed shows a tendency for little schooling to be associated with relatively high proportions in the labor force, except that college graduates had a high proportion in the labor force (table 17). For women with college training, a group that had on the average a relatively high economic status, the high proportion in the labor force probably reflects the desire of these women to retain the attractive positions open to those with higher education, and their ability to hire outside help to care for their children.

ECONOMIC CHARACTERISTICS

The employment of married women is affected by the economic status of their families. In this report, four types of data bearing on family economic status are shown in relation to the labor force status of married women. These are monthly rental value of the home, wage or salary income of the husband, employment status of the husband, and major occupation group of the husband.

Wage or salary income of husband.—Statistics on the labor force status of married women according to the wage or salary income in 1939 of their husbands are presented in this report. These statistics are shown for married women with husband present whose husbands did not receive income amounting to $50 or more in 1939 from sources other than wages or salaries, living in metropolitan districts or 100,000 or more and in urban and rural-nonfarm areas outside such metropolitan districts. Statistics on this subject are not presented for women whose husbands received other income of $50 or more in 1939, while the labor force status of the wife is that of the husband, is in many cases an incomplete measure of economic status. Data are not presented for rural-farm areas in which many of the workers in these areas are employers, own-account workers, and unpaid family workers, who usually receive little or none of their income in the form of money wages or salaries.

Money wage or salary as defined for the purposes of the 1940 census includes all money received by persons as compensation for work or services performed as employees, including commissions, tips, piece-rate payments, bonuses, etc., as well as receipts commonly referred to as wages or salaries.

A person was considered as having other income if his income from the sources specified below totaled $50 or more. "Other income" includes all income other than money wages or salaries, such as income from roomers or boarders, business profits, professional fees, income in kind, receipts from the sale of farm products, rents, interest, dividends, unemployment compensation, direct relief, old-age assistance, pensions, annuities, royalties, and regular contributions from persons other than members of the immediate family. Other income does not include receipts in the form of lump-sum insurance settlements, all gifts of goods or money, inheritances, receipts or profits from the sale of properties (unless the person earned his living by buying and selling such properties), or reimbursements for travel expenses.

The income data for husbands refer to the calendar year 1939, while the labor force status of the wife is that of the
Employment status of husband.— Data are shown in this report for married women, by husband present, classified by the employment status of their husbands.

The categories of the husband are shown: (a) Married (not in labor force); (b) married (in labor force); (c) not in the labor force. These groups are defined below:

Married (not in labor force) includes persons who worked for pay or profit at any time during the week of March 24 to 30, 1940, in private work or nonemergency Federal, State, or local government work, or who assisted without pay on a farm or in a family business and persons not actually at work and not seeking work during the week of March 24 to 30, 1940, but with jobs, businesses, or professional enterprises from which they were temporarily absent because of vacation, illness, industrial dispute, bad weather, or layoff not exceeding four weeks with definite instructions to return to work on a specific date. The group employed (except on public emergency work) includes not only employees but also proprietors, farmers, other self-employed persons, and unpaid family workers.

Public emergency work.— This category includes persons who were not in the labor force on March 24 to 30, 1940, who were forced to assume responsibility for supporting their families because their husbands were not in the labor force (except as employed includes persons who worked for pay or profit at any time during the week of March 24 to 30, 1940, in private work or nonemergency Federal, State, or local government work, or who assisted without pay on a farm or in a family business and persons not actually at work and not seeking work during the week of March 24 to 30, 1940, but with jobs, businesses, or professional enterprises from which they were temporarily absent because of vacation, illness, industrial dispute, bad weather, or layoff not exceeding four weeks with definite instructions to return to work on a specific date. The group employed (except on public emergency work) includes not only employees but also proprietors, farmers, other self-employed persons, and unpaid family workers.

Public emergency work.— This category includes persons who worked full or part time, with or without pay, during the census week, who were seeking work at any time during the week of March 24 to 30, 1940. This group comprises persons not employed nor on public emergency work, and not seeking work during the week of March 24 to 30, 1940. In the interpretation of the data on employment status, alimony payments were considered as income and the fact that considerable numbers of persons actually on public emergency work were returned in the census as employed on private or nonemergency government work, seeking work, or in school.

The percentages of married women in the labor force were greatest for those whose husbands were not in the labor force (except as employed includes persons who worked for pay or profit at any time during the week of March 24 to 30, 1940, in private work or nonemergency Federal, State, or local government work, or who assisted without pay on a farm or in a family business and persons not actually at work and not seeking work during the week of March 24 to 30, 1940, but with jobs, businesses, or professional enterprises from which they were temporarily absent because of vacation, illness, industrial dispute, bad weather, or layoff not exceeding four weeks with definite instructions to return to work on a specific date. The group employed (except on public emergency work) includes not only employees but also proprietors, farmers, other self-employed persons, and unpaid family workers).

Occupation of employed women.— A classification by occupational groups shown is for married women (with husband present) in the labor force show the number who were employed (except on public emergency work) on March 24 to 30, 1940. The group seeking work is subdivided into experienced workers and new workers, the latter being women who had not previously worked full time for a month or more. Women seeking work whom a report on work experience was lacking were classified as experienced workers.

Among married women in the labor force, the highest proportions of workers were found among women 25 to 30 (Table 30). Women 25 to 30 had greatest difficulty in securing jobs, in part because many of them were relatively inexperienced. In part because many of them were relatively inexperienced. Probable handicapped by physical disabilities. The proportion of work during the week of March 24 to 30, 1940, was nearly the same in urban and rural areas. The proportion of workers among married women whose husbands were employed as domestic service workers probably results partly from the fact that husbands and wives are often employed together as domestic servants in the same household. The low percentages shown for the wives of farmers and farm laborers are an illustration of the characteristically small proportions of workers among married women in rural-farm areas.

Employment status and occupation of women in the labor force.— The data on employment status of married women (husband present) in the labor force show the number who were employed (except on public emergency work) on March 24 to 30, 1940. The group seeking work is subdivided into experienced workers and new workers, the latter being women who had not previously worked full time for a month or more. Women seeking work whom a report on work experience was lacking were classified as experienced workers.

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Occupation of employed women.— A classification by occupational groups shown is for married women (with husband present) during the census week. Employed women are classified according to whether they were employed at home or employed away from home, and those employed away from home are subdivided into five occupational groups: Professional and semiprofessional workers; clerical, kindred workers; operatives and craftsmen and kindred workers; service workers (except protective service); and all other occupations.
women with children under 10 years old may be explained partly in terms of differences in the types of jobs sought by women without children and with children. A relatively large proportion of the married women with children under 10 who were employed during the census week were employed at home. Among those employed away from home, a higher proportion were operatives and craftsmen and kindred workers than was the case for women without children. The latter included a considerably higher proportion of clerical, sales, and kindred workers.

APPLICATIONS OF THE DATA TO THE ANALYSIS OF POTENTIAL LABOR SUPPLY

The census statistics showing characteristics of the female population are essential materials for planning the mobilization of labor resources during the war. Most of the relatively few men above school age who were able to work but not in the labor force in March 1940 have since become workers. Women, therefore, comprise the main reserve of labor supply needed to meet the demands of war production.

The number of women who will be employed during the war cannot be predicted on the basis of census data, since the number of workers needed will depend on ultimate military requirements for men and materials, the productive capacity of the nation's industries and the extent to which they can be converted to war work, and other factors beyond the scope of these analyses. The figures in this report show, however, what groups of women are the main potential sources of additional labor supply, and thus indicate what kinds of measures may be needed to bring a given number of workers into the labor force. They also indicate the characteristics of the women who will probably take war jobs, their age, color, household relationships, marital status, number and age of children under 10 years old, and their geographical distribution. This information is useful for planning retraining programs and other steps to facilitate the absorption of the new recruits into the labor force.

The employment status and family characteristics of women, and their geographical distribution, have been altered somewhat since the time of the census by absorption into war industries, migration into the centers of war production, and increases in the marriage and birth rates. The figures should be taken into account in applying the 1940 census data to problems of labor supply.

The total number of women 16 years old and over who were not in the labor force in March 1940 was 37,464,420 (table I). Not all of these women can be considered as part of the available labor supply. The total included 4,296,440 girls 14 to 17 years old, most of whom were in school, and whose employment is limited by child labor laws, school attendance laws, and current educational standards. An additional 4,266,440 were women 65 years old and over, few of whom were physically qualified for full-time or part-time employment outside the home. Women 16 to 64 years old there were 1,020,420 who were reported as unable to work or in institutions.

Married women under 65 years old constitute the main source of additional labor supply. There were only 2,954,320 single women 18 to 64 years old and only 2,872,950 widowed and divorced women and married women with husband absent who were not in the labor force in March 1940 (table VI). Of the latter group, 1,059,900 were 45 years old and over. Of the 914,080 under 45 years old, 247,100 had one or more children under 10. Most of the unmarried women who were physically capable and not responsible for the care of dependents in the home have probably taken jobs since the census data.

Among married women, those without children constitute the group which provides to yield the greatest number of additional workers. The total of 22,971,220 married women 18 to 64 years old with husband present who were not in the labor force included 18,164,980 women without children under 10 years old and 4,806,240 with children. The presence of small children is a serious deterrent to the employment of their mothers. In March 1940, only 7.8 percent of all married women 18 to 64 years old with husband present and with one or more children under 10 years old were in the labor force (table III). The percentage in the labor force for those who had children under 5 years old was even lower. Such women cannot be expected to enter the labor force in large numbers unless day care for children is provided. Even under favorable employment conditions many mothers of young children will prefer to remain housewives.

Women with children of school age are more readily available for employment than those with younger children. At the time of the census, 11.2 percent of the married women with children 5 to 9 years old, but with no children under 10, were in the labor force (table II). Expansion of kindergarten and elementary school facilities to offer more complete care of children 5 to 9 years old and over during working hours should make it possible for many more of these mothers to take jobs.

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Table VI. MARRITAL STATUS, AGE, AND PRESENCE OR ABSENCE OF CHILDREN UNDER 10 YEARS OLD, FOR WOMEN 19 TO 64 YEARS OLD IN THE LABOR FORCE, BY AGE, IN THE UNITED STATES, IN METROPOLITAN DISTRICTS OF 100,000 OR MORE, AND IN SPECIFIED URBAN AND RURAL AREAS: MARCH 1940

<table>
<thead>
<tr>
<th>MARRITAL STATUS</th>
<th>United States</th>
<th>Metropolitan Districts of 100,000 or more</th>
<th>Rural-nonfarm</th>
<th>Rural-farm</th>
</tr>
</thead>
<tbody>
<tr>
<td>Single</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total, 18 to 64 years</td>
<td>28,789,020</td>
<td>13,115,460</td>
<td>13,093,560</td>
<td>28,789,020</td>
</tr>
<tr>
<td>18 to 24 years</td>
<td>3,808,380</td>
<td>1,255,080</td>
<td>2,553,300</td>
<td></td>
</tr>
<tr>
<td>25 to 34 years</td>
<td>9,270,560</td>
<td>4,872,560</td>
<td>4,398,000</td>
<td></td>
</tr>
<tr>
<td>35 to 44 years</td>
<td>5,659,850</td>
<td>3,795,950</td>
<td>1,863,900</td>
<td></td>
</tr>
<tr>
<td>45 to 54 years</td>
<td>4,298,440</td>
<td>2,384,540</td>
<td>1,913,900</td>
<td></td>
</tr>
<tr>
<td>55 to 64 years</td>
<td>3,373,460</td>
<td>1,732,460</td>
<td>1,641,000</td>
<td></td>
</tr>
<tr>
<td>Married, husband present</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total, 18 to 64 years</td>
<td>13,154,980</td>
<td>6,451,980</td>
<td>6,703,000</td>
<td></td>
</tr>
<tr>
<td>18 to 24 years</td>
<td>1,324,900</td>
<td>691,900</td>
<td>633,000</td>
<td></td>
</tr>
<tr>
<td>25 to 34 years</td>
<td>3,626,940</td>
<td>1,907,940</td>
<td>1,719,000</td>
<td></td>
</tr>
<tr>
<td>35 to 44 years</td>
<td>2,109,440</td>
<td>1,201,440</td>
<td>908,000</td>
<td></td>
</tr>
<tr>
<td>45 to 54 years</td>
<td>1,625,940</td>
<td>945,940</td>
<td>680,000</td>
<td></td>
</tr>
<tr>
<td>55 to 64 years</td>
<td>1,215,940</td>
<td>701,940</td>
<td>514,000</td>
<td></td>
</tr>
<tr>
<td>Married, husband absent</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total, 18 to 64 years</td>
<td>13,164,980</td>
<td>6,451,500</td>
<td>6,713,480</td>
<td></td>
</tr>
<tr>
<td>18 to 24 years</td>
<td>1,324,900</td>
<td>691,900</td>
<td>633,000</td>
<td></td>
</tr>
<tr>
<td>25 to 34 years</td>
<td>3,626,940</td>
<td>1,907,940</td>
<td>1,719,000</td>
<td></td>
</tr>
<tr>
<td>35 to 44 years</td>
<td>2,109,440</td>
<td>1,201,440</td>
<td>908,000</td>
<td></td>
</tr>
<tr>
<td>45 to 54 years</td>
<td>1,625,940</td>
<td>945,940</td>
<td>680,000</td>
<td></td>
</tr>
<tr>
<td>55 to 64 years</td>
<td>1,215,940</td>
<td>701,940</td>
<td>514,000</td>
<td></td>
</tr>
</tbody>
</table>

Women under 45 years old are more readily employable than those above that age. Of the 13,164,980 married women 18 to 64 years old in the labor force who had no children under 10, 8,109,940 were under 45 years old (table VI). Although many of those 45 to 64 years of age may be willing to work, their employment is handicapped by physical limitations and by the preference of employers for younger workers.

In areas where the demand for additional workers is greatest, extensive employment of women normally not in the labor force, and of those with children, will probably be needed during the war. Much of the nation's wartime industry is concentrated in the metropolitan districts of 100,000 inhabitants or more, but less than half of the women not in the labor force at the time of the census lived in these areas. Migration of workers from areas where the need is less will not obviate the necessity of drawing upon these women because such migration is limited by the physical distances already existing in the large industrial centers. Furthermore, migration of married women is not easy because of their family ties.

Women in rural-farm areas will be useful in the alleviation of seasonal labor shortages. Those residing in rural-nonfarm localities and small towns may replace men who have left for the armed forces or who have migrated to large production centers, and may also help seasonally on farms.

COMPARISON BETWEEN RESULTS OF SAMPLE TABULATIONS AND COMPLETE COUNT

The statistics for women 18 to 64 years of age shown in all detailed tables of this report, and in all text tables except table I, are based on tabulations of Sample C, which consists of females 15 years old and over. In certain portions of the
areas shown a 24-percent sample was used (multiplied by a uniform factor of 40), and elsewhere a 5-percent sample (multiplied by a uniform factor of 20).

Table I of this report, and the statistics of the other reports in the series, "The Labor Force--Sample Statistics," are based on tabulations of Sample B, which is a 5-percent sample of all persons. Because of sampling variation and differences in processing, exact agreement is not to be expected between the results of tabulations based on Samples B and C, or between the results of tabulations based on either sample and the complete count. Table VII shows comparable totals available from all three sources. Despite the lack of exact agreement with the complete count, the sample data presented in the report nevertheless indicate the relationships among the various characteristics involved. With regard to the individual numbers in the tables based on Sample C, comparisons thus far made with figures obtainable also from the complete count indicate that 95 percent of the numbers above 25,000 will differ from those available from the complete count by less than 5 percent, 95 percent of those between 10,000 and 25,000 will differ by less than 10 percent, and 95 percent of those between 2,500 and 10,000 will differ by less than 20 percent. Somewhat larger variations may occur in the case of numbers below 2,500, but even here the majority of the differences are less than 15 percent.

Table VII. Sample tabulations and complete count, for women 16 to 64 years old, by labor force status and age, for the United States: March, 1940

<table>
<thead>
<tr>
<th>LABOR FORCE STATUS AND AGE</th>
<th>Based on complete count</th>
<th>Based on Sample B</th>
<th>Based on Sample C</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Number</td>
<td>Percent</td>
<td>Number</td>
</tr>
<tr>
<td>Total, 16 to 64 years old</td>
<td>21,118,459</td>
<td>99.8</td>
<td>20,971,977</td>
</tr>
<tr>
<td>16 to 24 years</td>
<td>4,410,904</td>
<td>100.0</td>
<td>4,345,040</td>
</tr>
<tr>
<td>25 to 34 years</td>
<td>5,157,076</td>
<td>99.6</td>
<td>5,145,860</td>
</tr>
<tr>
<td>35 to 44 years</td>
<td>6,169,486</td>
<td>99.8</td>
<td>6,166,760</td>
</tr>
<tr>
<td>45 to 64 years</td>
<td>5,193,077</td>
<td>100.1</td>
<td>5,248,880</td>
</tr>
<tr>
<td>Not in labor force</td>
<td>12,806,818</td>
<td>101.0</td>
<td>12,746,200</td>
</tr>
<tr>
<td>16 to 24 years</td>
<td>2,868,383</td>
<td>100.7</td>
<td>2,848,000</td>
</tr>
<tr>
<td>25 to 34 years</td>
<td>3,100,658</td>
<td>99.9</td>
<td>3,099,000</td>
</tr>
<tr>
<td>35 to 44 years</td>
<td>3,668,360</td>
<td>100.6</td>
<td>3,665,100</td>
</tr>
<tr>
<td>45 to 64 years</td>
<td>3,205,977</td>
<td>100.0</td>
<td>3,197,900</td>
</tr>
<tr>
<td>Not in labor force</td>
<td>9,921,241</td>
<td>99.9</td>
<td>9,868,800</td>
</tr>
</tbody>
</table>

Percentage of complete count: 100.0

TABLES VII. Comparative totals available from the complete count by less than 5 percent, 95 percent of those between 2,500 and 10,000 will differ by less than 20 percent. Somewhat larger variations may occur in the case of numbers below 2,500, but even here the majority of the differences are less than 15 percent.