



## Recent trends in higher education and labor force activity

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Education traditionally has provided a path to the most desirable jobs and career advancement. Even in a sluggish economy, higher education provides considerable advantages in the job market, as demonstrated by the consistently lower-than-average unemployment rates of college graduates. Recent statistics on the employment status of workers as it relates to their educational attainment, show that the premium associated with higher education still holds.<sup>1</sup>

About 1 of 4 persons age 25 to 64 in the work force had completed 4 years or more of college in March 1982 (table 1), compared with 1 of 7 persons in March 1970. The increase reflects, in large part, the growth of the population 25 to 34 years old—the baby-boom generation born in the decade following World War II. One-third of the 25- to 64-year-old work force were in this age group in 1982, and 26 percent of them had graduated from college.

In 1982, as in other years, the highest labor force participation rates and lowest unemployment rates were recorded by college graduates—whether men or women or black, white, or Hispanic (table 2). For example, at 87 percent, the labor force participation rate for all college graduates topped the rate for high school graduates (75 percent) by a wide margin. Unemployment rates were 3.0 percent for college graduates and 8.5 percent for high school graduates. More specifically, 94 percent of the black male college graduates were in the work force, and their unemployment rate was 8.9 percent. Comparable rates for black men with only a high school diploma were 86 percent and 17.3 percent.

Male college graduates had roughly the same labor force participation rates regardless of their race or ethnic group. Among female college graduates, the partici-

**Table 1. Labor force status of persons 25 to 64 years old, by sex, and years of school completed, March 1982**

[Numbers in thousands]

Labor force status and years of school completed	Both sexes	Men	Women
Population, total	109,680	52,840	56,842
Elementary: 8 years or less	11,411	5,828	5,582
High school: 1 to 3 years	13,829	6,326	7,504
4 years only	44,595	19,127	25,468
College: 1 to 3 years	18,290	8,969	9,321
4 years or more	21,555	12,587	8,968
Labor force, total	82,016	47,144	34,870
Elementary: 8 years or less	6,365	4,273	2,092
High school: 1 to 3 years	8,987	5,279	3,708
4 years only	33,235	17,347	15,890
College: 1 to 3 years	14,616	8,235	6,382
4 years or more	18,812	12,012	6,799
Labor force participation rate	74.8	89.2	61.3
Elementary: 8 years or less	55.8	73.3	37.5
High school: 1 to 3 years	65.0	83.4	49.4
4 years only	74.5	90.7	62.4
College: 1 to 3 years	79.9	91.8	68.5
4 years or more	87.3	95.4	75.8
Unemployment rate	7.6	7.9	7.2
Elementary: 8 years or less	13.2	12.8	14.0
High school: 1 to 3 years	12.1	12.7	11.2
4 years only	8.5	9.3	7.8
College: 1 to 3 years	6.2	6.8	5.3
4 years or more	3.0	2.9	3.2

NOTE: Because of rounding, sums of individual items may not equal totals.

pation rate for blacks has been substantially higher than for whites. In recent years, however, white women in the college graduate group have increased their rate of labor force participation, while the rate for black women has remained about the same. As a result, the gap between their rates has narrowed substantially, as shown below:

	1970			1982		
	White	Black	Change	White	Black	Change
Total, 25-64 years . . .	48	59	11	61	65	4
High school:						
Less than 4 years . . .	42	51	9	43	49	6
4 years only	50	66	16	62	70	8
College:						
1 to 3 years.	49	76	27	67	81	14
4 years or more . . .	59	92	33	75	89	14

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**Table 2. Labor force status of persons 25 to 64 years old by race, Hispanic origin, and years of school completed, March 1982**

(Numbers in thousands)

Labor force status and years of school completed	Men			Women		
	White	Black	Hispanic	White	Black	Hispanic
Population, total	46,452	5,076	2,815	49,027	6,353	3,243
Elementary: 8 years or less	4,728	960	1,036	4,339	999	1,238
High school: 1 to 3 years	5,222	996	371	5,891	1,460	484
4 years only	16,974	1,791	758	22,632	2,363	970
College: 1 to 3 years	7,921	818	374	8,183	934	333
4 years or more	11,607	512	277	7,983	597	217
Labor force, total	41,810	4,196	2,564	29,822	4,122	1,708
Elementary: 8 years or less	3,538	543	895	1,581	413	462
High school: 1 to 3 years	4,394	797	328	2,850	783	234
4 years only	15,492	1,538	727	13,941	1,643	616
College: 1 to 3 years	7,294	733	359	5,474	753	233
4 years or more	11,092	483	255	5,975	533	162
Labor force participation rate	90.0	82.7	91.1	60.8	64.9	52.7
Elementary: 8 years or less	74.8	67.0	86.4	36.4	41.3	37.3
High school: 1 to 3 years	84.1	80.0	88.4	48.4	53.6	48.3
4 years only	91.3	85.9	95.9	61.6	69.5	63.5
College: 1 to 3 years	92.1	89.6	96.0	66.9	80.6	70.0
4 years or more	95.6	94.3	92.1	75.8	89.3	74.7
Unemployment rate	7.2	15.0	10.5	6.4	12.8	11.1
Elementary: 8 years or less	12.0	17.3	13.4	14.5	11.4	18.0
High school: 1 to 3 years	12.6	12.9	14.3	10.4	15.1	18.4
4 years only	8.3	17.3	8.8	6.8	15.6	7.0
College: 1 to 3 years	6.0	14.6	7.8	4.6	10.6	5.6
4 years or more	2.6	8.9	4.7	3.1	5.4	4.9

NOTE: Because of rounding, sums of individual items may not equal totals.

Like women college graduates, the difference between white and black participation rates decreased in other education groups. Most of the change was accounted for by women in the 25 to 34 age group.

A disaggregation of the college graduate labor force by marital status explains more of the differential in labor force rates between these white and black women. In March 1982, the rate for black married women with a college education was 20 percentage points higher than that for whites, as shown below:

	White	Black
Single	93	96
Married, spouse present	68	88
Separated or divorced	91	89

Even though relatively fewer black than white college graduates were married (54 compared to 62 percent), the considerably higher level of labor force activity among black wives was enough to raise the overall level substantially.

### Occupations

The kinds of jobs held by college graduates have become more diverse since 1970, with a much smaller proportion in the professional and technical fields (table 3). The sluggish business conditions of March 1982 might have accounted for some of the change, but the long-term trend reflects both shifts in the demand for certain occupations and the impact of the baby-boom generation as it matured and entered the labor force.<sup>2</sup>

In 1970, 65 percent of all 25- to 64-year-old college graduates were professional and technical workers.<sup>3</sup> From 1970 to 1982, a combination of factors such as population growth, increased labor force participation by women, financial support from parents, and large scale aid to higher education by all levels of government, helped to more than double the number of workers who were college graduates—from 8.6 to 18.9 million. By 1982, only 54 percent of these graduates were professional and technical workers.

**Table 3. Occupation of the total experienced labor force and of college graduates, age 25 to 64**

Occupation	Total		College graduates	
	1970 census	March 1982	1970 census	March 1982
Total: Number (thousands)	60,916	82,096	8,616	18,943
Percent	100.0	100.0	100.0	100.0
White-collar workers	47.9	54.6	94.1	89.6
Professional and technical	15.6	18.5	64.6	53.9
Managers	9.5	13.0	16.2	20.1
Sales	6.8	6.1	6.6	7.7
Clerical	15.9	17.0	6.6	7.8
Blue-collar workers	37.5	31.7	3.9	6.0
Crafts	15.4	13.9	2.4	3.6
Operatives, except transport	14.2	10.6	.8	1.2
Transport equipment operatives	4.1	3.6	.3	.5
Nonfarm laborers	3.8	3.6	.3	.7
Service workers	11.7	11.5	1.4	3.5
Farmers and farmworkers	3.0	2.1	.7	.9

NOTE: Data for 1970 are from the Decennial Census. Data for 1982 are from special tabulations of the March 1982 Current Population Survey. The experienced labor force includes both employed and unemployed workers by occupation of most recent employment.

**Table 4. Unemployment rates of persons 25 to 64 years old, by occupation of last job, years of school completed, and sex, March 1982**

Sex and occupation	Less than 4 years high school	High school, 4 years only	College, 1 to 3 years	College, 4 years or more
<b>Men</b>				
Total .....	12.6	9.0	6.6	2.8
Professional and technical workers .....	5.9	4.5	4.2	1.7
Managers and administrators .....	4.6	2.8	3.8	1.7
Salesworkers .....	9.1	4.3	5.3	3.0
Clerical workers .....	6.8	6.0	5.6	3.2
Craftworkers .....	14.3	9.8	6.8	8.6
Operatives, except transport .....	14.7	14.5	12.0	18.3
Transport equipment operatives .....	12.4	11.1	15.9	16.6
Nonfarm laborers .....	18.6	18.2	13.5	19.3
Service workers .....	8.6	8.7	9.1	6.5
Farmers and farmworkers .....	7.5	4.0	3.2	-
<b>Women</b>				
Total .....	11.9	7.7	5.3	3.2
Professional and technical workers .....	7.4	4.1	2.7	2.3
Managers and administrators .....	5.5	3.1	4.7	4.3
Salesworkers .....	5.8	7.3	4.9	3.6
Clerical workers .....	9.5	6.3	5.2	4.7
Craftworkers .....	9.6	7.3	9.8	-
Operatives, except transport .....	16.5	16.6	12.9	7.4
Transport equipment operatives .....	8.9	6.4	-	-
Nonfarm laborers .....	14.0	12.2	( <sup>1</sup> )	( <sup>1</sup> )
Service workers .....	8.7	7.8	7.0	4.6
Farmers and farmworkers .....	32.0	3.6	-	-

<sup>1</sup> Rate not shown where base is less than 75,000.  
Dashes indicate fewer than 1,000 persons unemployed.

The decline in the proportion of college graduates in professional and technical occupations reflects, in part, a slowdown in employment growth in the teaching professions as the number of children age 6 to 17 declined considerably.<sup>4</sup> Some of the shift out of professional and technical occupations represents an increase in the demand for other skills which require more than a high school education. For instance, college graduates have benefited from the growth of business enterprises which needed an increasing number of technically sophisticated managers. Also, many sales jobs now require extensive technical knowledge in order to make an effective presentation of the product. Some college graduates also have shifted into clerical, craft, and service jobs because of their location, work schedules, or because of a preference for manual work. However, the increase in the proportion of college graduates in these three occupations, from 10 percent in 1970 to 15 percent in 1982 would seem to represent some "underemployment" as defined by Clifford Clogg and others.<sup>5</sup> Certainly, the 16 years or more of school they had completed, compared with the median of slightly more than 12 years for all persons in these occupations, indicates substantially more formal education than needed. The "mismatch" of education to occupation seems clear, even though the requirements for entering or advancing in some

specific jobs within these occupations may have increased.

For the 1980's, BLS has projected a surplus of between 2 and 3 million college graduates who will enter the labor force.<sup>6</sup> Based on past records, relatively few of these graduates are likely to be unemployed. As shown in table 4, the advantage of more education apparently was sufficient enough for college graduates to have a lower unemployment rate in most occupations. For example, in March 1982, the unemployment rate for male salesworkers with a college degree was 3.0 percent, compared with 9.1 percent for salesworkers with less than 4 years of high school.

The main exceptions were among men in operative and laborers jobs, where a college education is obviously of little advantage. For the relatively small group of college graduates in the operative field, the relatively high unemployment rate may mean that recent graduates had to settle for some of these jobs and were then laid off during the 1981-82 downturn in business conditions.

Among women, unemployment rates for college graduates were about half those for workers with less than a high school diploma, and also much lower than for high school graduates in most occupational groups. This indicates that, rather than raising their unemployment, the "oversupply" of college graduates may simply steer more and more of them toward jobs which have not traditionally required a college education. □

— FOOTNOTES —

<sup>1</sup> Data for this report are based primarily on special annual tabulations of information obtained through the Current Population Survey (CPS), conducted monthly for the Bureau of Labor Statistics by the Bureau of the Census. The data relate to the civilian noninstitutional population 16 years and over (unless otherwise specified) in the week ending March 13, 1982. Because the estimates are based on a sample, they may differ from the figures that would have been obtained from a complete census. Sampling variability may be relatively large in cases where the numbers are small. Small estimates, or small differences between estimates, should be interpreted with caution. This report is the latest in a series on this subject. The most recent was Anne McDougall Young, "Educational attainment of workers, 1981," *Monthly Labor Review*, April 1982, pp. 52-55. Data on the educational attainment of the population are published by the Bureau of the Census in *Current Population Reports*, Series P-20.

<sup>2</sup> *Occupational Outlook for College Graduates, 1978-79 Edition*, Bulletin 1956 (Bureau of Labor Statistics, 1978).

<sup>3</sup> *1970 Census of the Population, Occupational Characteristics*, PC(2)-7A, table 8 (U.S. Department of Commerce, Bureau of the Census).

<sup>4</sup> Bureau of Labor Statistics, *Special Labor Force Report 134*, and U.S. Department of Labor News Release 82-276.

<sup>5</sup> Clifford C. Clogg, *Measuring Underemployment* (New York, Academic Press, 1979), p. 223.

<sup>6</sup> Jon Sargent, "The Job Outlook for College Graduates," *Occupational Outlook Quarterly*, Summer 1982, p. 7.

<sup>7</sup> Richard Freeman, *The Overeducated American* (Cambridge, Mass., Harvard University Press, 1976).

## Pay in petroleum refineries outpaces manufacturing rise

Wage levels of production and related workers in petroleum refineries rose 57 percent (9.4 percent a year) from April 1976 to May 1981, according to the latest occupational wage survey of this industry.<sup>1</sup> For all manufacturing industries, wage levels increased an average of 8.5 percent annually, according to the wage and salary component of the Employment Cost Index. The larger pay gains in the petroleum industry reflect increases specified in collective bargaining agreements, typically renegotiated every 2 years. The contracts, chiefly with the Oil, Chemical, and Atomic Workers International Union (OCAW, AFL-CIO), covered nearly seven-eighths of the workers surveyed in May 1981.

Since the survey, wage rates rose by 9 percent in January 1982 and by an additional 90 cents per hour (approximately 7.1 percent) in January 1983 in agreements between the OCAW and the major oil producers. Provisions for automatic cost-of-living wage adjustments (COLA) are rare in oil refineries; none, in fact, was found in facilities under OCAW agreements.

Slightly more than nine-tenths of the 65,500 production workers covered by the May 1981 study had straight-time hourly earnings within the narrow \$10-\$13 range; the average for all production workers was \$11.58. This narrow earnings distribution reflects the relatively large proportion of skilled workers in the industry, the high degree of collective bargaining with a single union, the predominance of pattern bargaining, and the prevalence of single-rate pay plans (covering three-fourths of the workers). Among the eight geographic regions studied, average pay levels ranged from \$10.32 in the Texas Inland-North Louisiana-Arkansas region (and \$10.34 in Western Pennsylvania-West Virginia) to \$11.87 on the East Coast. The Texas-Louisiana Gulf Coast, employing two-fifths of the work force, averaged \$11.73. Pay levels also were tabulated by size of community and size of establishment. (See table 1.)

The industry's overall pay level is strongly influenced by the relatively large number of skilled workers. For example, one-fourth of all production workers surveyed were either chief operators or assistant operators—two highly skilled positions which involve monitoring the separation of crude oil into its various components; and one-fifth were skilled maintenance workers. By contrast, janitors, maintenance trades helpers, and laborers together made up fewer than one-tenth of the work force. Nevertheless, wage rates paid to lower skilled workers were considerably higher than the pay levels for workers in the same occupations in industries with less unionization and which were less capital-intensive.<sup>2</sup>

Among the individual occupations,<sup>3</sup> average hourly

earnings ranged from \$9.81 for janitors to \$12.55 for chief operators. (See table 1.) This 28-percent earnings spread contrasts with a 37-percent differential recorded in April 1976. Uniform cents-per-hour pay adjustments often stipulated in the industry's collective bargaining agreements contributed to the narrowed differential.

Assistant operators, the largest occupational group studied separately, averaged \$11.87 per hour. Other numerically important processing jobs and their averages included pumpers, \$12; chief operators' helpers, \$11.40; and laborers, \$9.83.

The industry's tight clustering of rates is even more evident within individual occupations. For the occupations surveyed separately, the spread of earnings for the middle 50 percent of workers was typically less than \$1 an hour. For each of the nine skilled maintenance trades, the middle range covered less than 35 cents. The industry's overall index of dispersion (computed by dividing the middle range of the earnings distribution by the median) was 11—among the lowest of the industries regularly studied by the Bureau. The dispersion index was less than 3 percent for each of the nine journeyman maintenance jobs, while other production occupations generally registered from 3 to 10 percent.

Nearly all refinery workers were provided paid holidays, vacations, and at least part of the cost of life, hospitalization, surgical, basic medical, and major medical insurance, as well as retirement plans. Typically, workers received 10 paid holidays annually, and vacation payments of 2 weeks after 1 year of service, 3 weeks after 5 years, 4 weeks after 10 years, 5 weeks after 20 years, and 6 weeks after 30 years. Health plans were usually financed jointly by the employers and employees.

A comprehensive report on the survey findings, *Industry Wage Survey: Petroleum Refining, May 1981* (Bulletin 2143), is available from the Government Printing Office, or from any of the Bureau's regional offices.

### FOOTNOTES

<sup>1</sup> The surveys included refineries employing 100 workers or more at the time of reference of the universe data, and engaged primarily in producing gasoline, lubricants, and other products from crude petroleum and its fractionation products (industry 2911 as defined in the 1972 *Standard Industrial Classification Manual*, prepared by the U.S. Office of Management and Budget.) Earnings data exclude premium pay for overtime and for work on weekends, holidays, and late shifts. For summary findings of the June 1976 study, see Carl Barsky, "Occupational wage levels cluster in petroleum refineries," *Monthly Labor Review*, June 1977, 54-56. For full details, see *Industry Wage Survey: Petroleum Refining, April 1976*, Bureau of Labor Statistics Bulletin 1948.

<sup>2</sup> For example, the average pay level for janitors in refineries was \$9.81 an hour, 37 percent above the \$7.16 all-manufacturing average reported for janitors in the Nation's metropolitan areas in July 1981. See *Occupational Earnings in All Metropolitan Areas, July 1981*, Summary 82-7 (Bureau of Labor Statistics, June 1982).

<sup>3</sup> The occupations studied separately accounted for 73 percent of the production workers covered by the survey and represent the range of skills and pay levels found in the industry.

**Table 1. Average straight-time hourly earnings and number of production workers in petroleum refineries by selected characteristics, United States and regions, May 1981**

Characteristic	United States		East Coast		Western Pennsylvania-West Virginia		Midwest I		Midwest II		Texas-Louisiana Gulf Coast		Texas Inland-North Louisiana-Arkansas		Rocky Mountain		West Coast	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
All production workers <sup>1</sup>	65,566	\$11.58	7,056	\$11.87	1,863	\$10.34	9,657	\$11.74	6,125	\$11.25	25,839	\$11.73	4,019	\$10.32	2,095	\$11.61	8,912	\$11.77
Size of community:																		
Metropolitan areas <sup>2</sup>	52,167	11.66	6,990	11.92	591	10.66	8,279	11.72	2,700	11.28	21,583	11.75	1,550	9.50	1,562	11.64	8,912	11.77
Nonmetropolitan areas	13,399	11.25	—	—	1,272	10.18	1,378	11.88	3,425	11.22	4,256	11.67	2,469	10.83	533	11.52	—	—
Size of establishment:																		
100-999 workers	36,865	11.38	2,980	11.75	1,863	10.34	6,474	11.73	6,125	11.25	6,806	11.38	4,019	10.32	2,095	11.61	6,503	11.88
1000 workers or more	28,701	11.83	4,076	11.96	—	—	3,183	11.76	—	—	19,033	11.86	—	—	—	—	—	—
<b>Selected occupations</b>																		
<b>Maintenance</b>																		
Boilermakers, maintenance	836	12.16	133	12.29	—	—	106	12.04	—	—	376	12.16	10	11.01	—	—	168	12.29
Carpenters, maintenance	595	12.10	60	12.33	10	10.07	47	12.18	24	11.68	295	12.16	25	11.35	18	12.09	116	12.20
Electricians, maintenance	1,307	12.14	148	12.37	26	10.64	174	12.16	91	11.84	571	12.29	76	11.03	43	12.12	178	12.27
Helpers, maintenance trades	1,388	10.46	—	—	69	9.07	170	10.78	105	10.94	492	10.69	263	9.81	—	—	128	10.46
Instrument repairers	1,574	12.17	159	12.33	21	10.75	215	12.20	109	11.83	708	12.29	65	11.08	42	12.18	255	12.27
Machinists, maintenance	1,675	12.19	286	12.37	11	10.85	222	12.12	44	11.74	650	12.21	26	11.51	44	12.12	392	12.20
Mechanics, general	2,785	12.04	299	12.48	34	10.69	803	11.97	346	11.92	965	12.09	—	—	191	11.97	—	—
Mechanics, maintenance (machinery)	1,154	12.02	—	—	—	—	—	—	185	11.76	652	12.21	108	10.90	20	12.24	46	12.39
Pipefitters, maintenance	2,448	12.10	305	12.29	52	10.51	404	12.14	163	11.87	1,070	12.18	—	—	77	12.16	307	12.20
Welders, hand, maintenance	1,156	12.07	186	12.34	44	10.35	139	12.18	79	11.77	444	12.18	69	11.40	36	12.10	159	12.22
<b>Processing</b>																		
Assistant operators	10,240	11.87	997	12.30	54	10.62	1,803	12.11	1,060	11.58	3,872	11.84	533	10.89	363	11.90	1,558	11.92
Chief operators	7,041	12.55	449	13.08	165	11.14	986	12.70	562	12.19	3,169	12.69	520	11.50	223	12.58	967	12.67
Chief operators' helpers	3,151	11.40	274	11.87	60	10.38	389	12.02	219	11.04	1,575	11.40	217	10.37	74	11.79	343	11.31
Compounders	235	11.82	34	12.41	27	10.67	—	—	20	11.73	52	12.47	38	10.89	—	—	22	11.98
Laborers	3,014	9.83	140	10.74	112	10.00	472	10.44	524	9.72	1,064	9.72	372	9.29	166	9.13	164	10.13
Loaders, tank cars or trucks	990	10.59	37	10.34	17	10.36	226	11.31	155	10.80	96	11.01	286	9.25	41	11.42	132	11.51
Package fillers, machine	395	10.81	78	10.82	51	10.67	—	—	68	11.06	163	10.77	—	—	—	—	—	—
Pumpers	1,406	12.00	214	12.61	47	10.47	253	12.42	181	11.47	421	12.34	122	10.31	65	12.27	103	11.77
Pumpers' helpers	611	11.41	52	11.66	—	—	38	11.54	38	10.76	359	11.55	21	10.29	22	11.92	73	11.18
Treaters, oils	526	11.05	28	12.48	55	10.26	31	12.32	63	11.11	—	—	32	9.22	—	—	40	11.99
Treaters' helpers, oils	75	11.37	14	11.52	—	—	—	—	—	—	—	—	—	—	—	—	—	—
<b>Inspecting and testing</b>																		
Routine testers, laboratory	2,650	11.49	193	12.06	90	10.50	381	11.61	279	11.25	1,134	11.80	225	10.01	81	11.49	267	11.44
<b>Recording and control</b>																		
Stock clerks	604	11.26	65	11.31	11	10.26	85	11.20	37	10.94	324	11.42	28	10.28	10	11.52	44	11.23
<b>Material movement</b>																		
Truckdrivers	836	9.99	84	10.86	29	10.09	—	—	53	10.76	193	10.96	56	9.44	21	11.48	58	11.04
Power-truck operators	311	11.00	—	—	41	10.64	—	—	—	—	—	—	—	—	10	11.30	—	—
Forklift	242	10.88	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Other than forklift	69	11.44	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
<b>Custodial</b>																		
Guards	469	10.43	76	10.81	—	—	60	10.37	34	10.42	236	10.54	—	—	—	—	30	10.57
Janitors	232	9.81	16	3.38	8	9.19	68	10.09	50	10.11	30	10.38	19	8.76	14	8.92	27	10.14

<sup>1</sup> Virtually all workers were men.

<sup>2</sup> Standard metropolitan statistical areas as defined by the U.S. Office of Management and Budget through February 1974.

Note: Earnings exclude premium pay for overtime and for work on weekends, holidays, and late shifts.

The regions used in this survey are defined as follows: East Coast—Connecticut, Delaware, District of Columbia, Florida, Georgia, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, North Carolina, Rhode Island, South Carolina, Vermont, Virginia, and the following counties in Pennsylvania: Bradford, Columbia, Dauphin, Montour, Northumberland, Sullivan, York, and all counties east thereof; Western Pennsylvania-West Virginia—West Virginia and those counties in Pennsylvania not included in the East Coast region; Midwest I—Illinois, Indiana, Kentucky, Michigan, Ohio, and Tennessee; Midwest II—Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, Oklahoma, South Dakota, and Wisconsin; Texas-Louisiana

Gulf Coast—the following counties in Texas: Aransas, Brazoria, Calhoun, Cameron, Chambers, Fort Bend, Galveston, Hardin, Harris, Jackson, Jasper, Jefferson, Kenedy, Kleberg, Liberty, Matagorda, Montgomery, Newton, Nueces, Orange, Polk, Refugio, San Jacinto, San Patricio, Tyler, Victoria, Waller, Wharton, and Willacy; the following parishes in Louisiana: Avoyelles, East Feliciana, Pointe Coupee, St. Helena, Tangipahoa, Vernon, Rapides, Washington, and West Feliciana, and all parishes south thereof; the following counties in Mississippi: George, Hancock, Harrison, Jackson, Pearl River, and Stone; and the following counties in Alabama: Baldwin and Mobile; Texas Inland-North Louisiana-Arkansas—Arkansas and New Mexico and those parts of the States of Alabama, Louisiana, Mississippi, and Texas not included in the Texas-Louisiana Gulf Coast; Rocky Mountain—Colorado, Idaho, Montana, Utah, and Wyoming; and West Coast—Arizona, California, Nevada, Oregon, and Washington. Alaska and Hawaii were excluded from the survey.

Dashes indicate that no data were reported or that data did not meet publication criteria.