

Part-Time Employment of the Aged

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Between a third and a fourth of all older workers in the United States usually hold part-time jobs. Who are these older workers? How old are they? Do they prefer part-time employment? What type of work do they do? What industries are most likely to employ part-time older workers? Answers to these questions can be found in data collected by the Bureau of the Census and the Bureau of Old-Age and Survivors Insurance, reported in the following pages.

OLD-age benefits were designed as a "floor" of protection against the hazard of dependency in old age, but these benefits alone are insufficient as retirement income for most people. In general, they require supplementation by savings and home ownership, by industry pensions, and by employment. Otherwise any supplementation must come, less constructively, from such sources as relatives or public assistance.

For the aged—persons aged 65 and over—employment is an important means of support. Until the beginning of 1953, more aged persons had income from employment than from any other single source. In 1953, slightly more aged persons were getting old-age and survivors insurance benefits (32 out of every 100) than were receiving income from employment (30 out of every 100). This shift reflected the increase in the number of beneficiaries under the 1950 amendments, as well as the decline in recent years in the proportion of aged persons with jobs.

The declining role of employment among the sources of income of the aged has been a matter of concern not only because of its implications for their well-being but also because of its effects on the costs of public programs for income maintenance in old age. Attention has therefore been directed to the available information on the part-time employment of older men and women. Beginning January 1955, the retirement test under old-age and survivors insurance permits

beneficiaries to earn as much as \$1,200 in a year without loss of benefits. How much in employment or earnings is possible within the limits of this retirement test may depend on existing patterns of or opportunities for part-time employment.

Concept of Part-Time Employment

The development of data on part-time employment requires as a first step a definition that separates part-time employment from full-time employment. The next step is to classify part-time workers by age, sex, and other characteristics that may be useful in understanding the extent and nature of part-time work. (A distinction should be drawn between part-time jobs and part-time workers, however; a full-time worker, for example, may hold more than one part-time job.)

Separating part-time workers from full-time workers involves selection of the work period to be used as a criterion. Shall a part-time worker be deemed one who works part of an 8-hour day, part of a 40-hour week, or part of a normal working month, quarter, or year? The fraction of the day, week, month, or year that will constitute the dividing line between part-time and full-time work must also be determined. Is it, for example, seven-eighths of the normal workday, seven-eighths of the normal workweek (the definition adopted by the Bureau of the Census), three-fourths of the typical workmonth, or one-half of a normal workyear?

Different nations have different concepts of part-time employment. These concepts are so widely diver-

gent as to make intercountry comparisons impossible or impracticable. In the United States, more data are available on part-time employment as defined by the Bureau of the Census than on any other concept of part-time employment. The regular workweek is commonly accepted as being a 5-day, 40-hour week, and it is reasonable to regard something less than that as part time. The Bureau of the Census, in those numbers of its P-50 series devoted to part-time workers, defines part-time work as a workweek of 1-34 hours. Thus it considers anything less than seven-eighths of a 40-hour week as part-time work and a workweek as short as 35 hours as full time.

What is the concept of part-time work that is best suited to a study of the extent of part-time employment of the aged? Many persons aged 65 and over undoubtedly are affected by disabilities that make them unable to work a full 8-hour day. Accordingly, the preferable work period to use as a basis for defining part-time work among the aged might ideally be the day rather than the week, month, or year. On that basis a person usually working less than, say, 7 hours a day might be deemed a part-time worker. A person who usually works an 8-hour day for only a few days a week or month, however, would not ordinarily be regarded as a full-time worker.

If a person regularly works a 5-day week at less than 7 hours a day, he is counted by the Bureau of the Census as a part-time worker, and most persons would probably agree with such a classification. Under the Bureau's definition, however, four or fewer full-time workdays of 8 hours each are counted as part-time employment. Thus some employment, which on a daily basis is clearly full time, would become part time under the criterion of "less than 35 hours a week." On the other hand, the definition used by the Bureau of the Census does conform with a common public concept of the week as a work

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and pay unit. Workers are usually paid once a week or every 2 weeks. All things considered, the definition of part-time work in terms of "hours per week" appears to be the most acceptable usage for statistical purposes. In addition, it is the only definition on which there are extensive data.

Bureau of the Census Surveys

The Bureau of the Census also classifies its data by the more common reasons that persons work part time and by their preferences for part-time or full-time work. The following summary of the Bureau's data on part-time employment is designed to illustrate the magnitude of the group falling in these more detailed classifications.

Out of a total of 57.0 million persons at work, 9.0 million worked part time in the census survey week of August 1954.¹ This group is subdivided into the additional categories of those who "usually work full time" (3.6 million) and those who "usually work part time" (5.5 million).

The group of those who usually work full time is classified further as those who "worked part time because of economic factors" (1.9 million), and "worked part time for other reasons" (1.7 million). The economic factors are "slack work," "material shortages or repairs to plant or equipment," "started new job," and "job terminated during survey week." "Other reasons" are "own illness," "vacation," "bad weather," and "all other," which includes illness or death in family, industrial disputes, transportation difficulties, holidays, and various personal reasons.

Those who usually work part time are also shown in two categories: those who "prefer and could accept full-time work" (1.2 million), and

Table 1.—Men and women aged 65 and over at work during survey weeks of December 1953 and November 1954, by full-time and part-time employment status

Employment status	December 1953		November 1954	
	Men	Women	Men	Women
Number (in thousands).....	2,174	561	2,274	639
Percent.....	100.0	100.0	100.0	100.0
Worked full time.....	74.1	60.7	71.0	56.3
Worked part time.....	23.8	38.0	29.0	43.7
Usually worked full time.....	6.8	2.0	9.8	9.4
Worked part time because of economic factors.....	3.4	1.1	2.7	2.8
Worked part time for other reasons.....	3.5	.7	7.0	6.6
Usually worked part time.....	17.0	36.4	19.3	34.3
Preferred and could accept full-time work.....	1.3	1.2	1.8	1.7
Did not prefer or could not accept full-time work.....	15.7	34.3	17.4	32.6

Source: Bureau of the Census, *Current Population Reports, Labor Force*, Series P-50, No. 52, March 1954, tables 1 and 4. Data for November 1954 are from Bureau of the Census, unpublished data.

those who "do not prefer or could not accept full-time work" (4.3 million).

The unemployed (3.2 million) in the labor force are divided into those "looking for full-time work" (92 percent) and those "looking for part-time work" (8 percent).

These census data understate the number of part-time jobs. Persons with a part-time job in addition to their main full-time job are enumerated as persons working full time. Persons holding more than one part-time job may also be counted as full-time workers.

The Bureau of the Census also publishes data on part-time and full-time employment on an annual basis. In its reports on the work experience of the population it retains the criterion of 35 hours a week to separate part-time workers from full-time workers but uses in addition the concept of less than full-year work by those usually working full time on a weekly basis. This definition results in four mutually exclusive classifications of workers by the extent of their work attachment:²

² Ibid., Series P-50, No. 54, August 1954, table A.

"Part-time workers"—those who usually worked at jobs that provided less than 35 hours of work per week (10.2 million during 1953); "intermittent full-time workers"—those who usually worked at full-time jobs and worked 26 weeks or less during the year (6.9 million); "part-year full-time workers"—those who usually worked at full-time jobs and worked 27-49 weeks during the year (12.0 million); and "year-round full-time workers"—those who usually worked at full-time jobs and worked 50 weeks or more during the year (41.6 million). For purposes of some of the statistical tables in the series, the part-time workers are grouped with the intermittent workers to form another category—"worked part time or intermittently."

The Bureau of the Census concepts of part-year employment appear to be of more limited use in a study of part-time employment of the aged because of the high incidence of terminal employment and retirements among people aged 65 and over. Thus, some of the so-called "intermittent" employment (full-time for 26 weeks or less) as recorded by the Bureau reflects, with respect to the aged, not only employment that is intermittent or part-time in character but, to an important extent, full-time employment. Employment of the aged for less than year-round, full-time schedules is nevertheless of interest because of its bearing on the extent of supplementation of old-age benefits under an annual retirement test.

Part-Time Employment of the Aged in the Survey Week

Of the approximately 13.7 million aged persons in the United States, about 1 in 5, or 2.9 million, were at work during the survey week of May 1954 (table 1). About 1 in every 4 of those who were employed were working part time.

Thus, during the survey week, about 800,000 persons aged 65 and over were at work part time. Not all of them, however, usually worked part time. Of the 800,000, about 150,000 usually worked at full-time jobs but were working at part-time jobs during the survey week because of "economic factors" or "other rea-

sons." The remainder, a total of about 650,000, usually worked part time. Fewer than 30,000 of these usual part-time workers stated that they preferred and could accept full-time work. By far the majority—about 622,000 out of 650,000—preferred part-time work or could not accept full-time work.

Table 2.—Aged persons at work who usually work part time and "do not prefer or could not accept full-time work," as a percent of all aged persons at work in specified survey weeks, 1947-54¹

Survey week and age	Total	Men	Women
Sept. 1947	16.1		
Mar. 1948	13.9		
Sept. 1948	17.4		
May 1949	17.4		
Aug. 1949	15.6		
Nov. 1949	19.8		
Feb. 1950	19.0		
May 1950	17.0		
Nov. 1950	19.4		
Feb. 1951	18.4		
May 1951	19.7		
May 1952	20.3		
Nov. 1952	21.4		
Dec. 1953:			
65 and over	19.5	15.7	34.3
65-69	14.9	10.5	30.7
70 and over	26.4	23.1	41.1
Nov. 1954:			
65 and over	20.7	17.4	32.6
65-69	17.4	13.1	32.6
70 and over	25.5	23.6	32.5

¹ Data not available by sex or by age group above 65, before 1953.

² Represents percentage who "prefer part-time work," a concept later modified to "do not prefer or could not accept full-time work."

Source: Bureau of the Census, *Current Population Reports, Labor Force*, Series P-50, Nos. 7, 12, 17, 18, 21, 25, 26, 33, 34, 46, 52. Data for November 1954 from Bureau of the Census, unpublished data.

About 400,000, or 13 percent of the more than 2.3 million aged men at work, preferred part-time work or could not accept full-time work. Of the 600,000 aged women at work, about 220,000 or 37 percent preferred part-time work or could not accept full-time work. Thus the preferences of aged women workers, compared with those of men, appear to run strongly toward part-time employment. As a result, women form a substantial proportion—more than a third—of the aged persons who usually work part time, although only 1 aged worker in every 5 was a woman.

Of all aged persons at work during survey weeks in the 8 years 1947-54, from about 14 percent (March 1948) to about 22 percent (March and May 1954) usually worked part time and "did not prefer or could not accept

full-time work" (table 2). The proportion rose from average levels of about 16 percent in 1947 and 1948 to about 21 percent in 1952 and 1954.³ Thus, this segment of the aged labor force now is comprised of more than half a million aged people who look to part-time work for supplementation of their old-age benefits or other income.

Beginning with the survey week of December 1953, the census data provide information on the preferences of aged workers with respect to part-time work, by sex and by age group. A much greater proportion of men and women aged 70 and over prefer part-time work, compared with persons in the age group 65-69. This difference is undoubtedly a result of age and its accompanying disabilities. Yet even at age 70 and over, slightly less than a fourth of the men at work "do not prefer or could not accept full-time work," and between two-fifths and one-half of the women of that age at work also are "voluntary" part-time workers.

Decennial Census Data on Part-Time Employment

Data on hours worked by persons aged 65 and over were not obtained in any decennial census before 1940. While comparable data for the years between 1940 and 1950 are not available, a comparison of the 1950 Census data with those of 1940 shows the importance of part-time employment to both the young and the old (table 3). It also gives some indication of the extent of change in part-time work over that decade.

There was an apparent increase from 1940 to 1950 in the relative number of aged men and women engaged in part-time work. Part-time employment seemed also to increase among men under age 20 and among

³ Differences between two sample surveys of as much as 3 percentage points in the proportions could well be due to sampling variations. With data from 14 surveys covering 7 years, however, it appears probable that the rise from levels of about 16 percent to about 20 percent represents a real rise in the proportions and is not due to sampling variations. See "Source and Reliability of the Estimates," *Current Population Reports, Labor Force*, Series P-50, No. 55, August 1954.

women in all age groups except those aged 18-29 but to decline among men aged 20-64. The increase in part-time work of the aged, as well as of the

Table 3.—Persons who worked part time as a percentage of all persons employed and at work during Decennial Census week, by age and sex, 1940 and 1950

Sex and age	1940		1950	
	Worked less than 35 hours per week	Hours worked not reported	Worked less than 35 hours per week	Hours worked not reported
Men	10.4	6.0	9.9	2.4
14-17	28.9	11.3	53.8	6.6
18-19	15.9	8.3	21.1	2.9
20-24	11.1	6.1	10.8	2.3
25-29	9.6	5.1	7.4	2.1
30-34	9.0	5.0	6.2	1.9
35-44	8.6	5.3	6.3	2.0
45-54	9.5	5.9	7.5	2.3
55-64	10.9	7.0	10.3	2.7
65-74	13.8	9.0	18.4	3.4
75 and over	19.5	12.2	32.3	5.0
Women	17.7	6.8	19.9	3.2
14-17	29.7	11.2	56.8	7.1
18-19	18.5	7.7	17.4	3.3
20-24	14.7	6.0	12.6	2.7
25-29	15.7	5.2	15.7	2.6
30-34	17.2	5.5	19.2	2.8
35-44	18.5	6.2	20.3	2.8
45-54	19.8	7.8	20.9	3.2
55-64	20.3	10.1	23.4	3.5
65-74	21.2	15.9	28.8	5.7
75 and over	19.8	26.6	34.1	13.4

Source: Bureau of the Census, *Sixteenth Census of the United States: 1940—Population, The Labor Force (Sample Statistics), Employment and Personal Characteristics*, table 29; *U. S. Census of Population: 1950*, vol. IV, *Special Reports*, part 1, chapter A, *Employment and Personal Characteristics*, table 13.

younger people, was probably not so great, however, as table 3 indicates and may not have been significant for those aged 65 and over as a group. There was a certain lack of comparability between the 1940 and 1950 enumerations.

(1) The 1940 enumeration excluded from the count of employed persons those who were on public emergency work, many of whom worked less than 35 hours a week, but in 1950 there were few, if any, emergency workers.

(2) The 1945 revision of the Bureau of the Census questionnaire on the labor force (used also in 1950) accounted for an increase of almost 5 percent in the number of aged members of the labor force—an increase of about 2½ percent for aged men and about 20 percent for aged women. Much of this increase probably

Table 4.—Work experience of persons aged 65 and over in the civilian noninstitutional population, by sex, 1950-53¹

Sex, age, and year	Total who worked during year		Usually worked full time						Usually worked part time							
			Total	Weeks worked during year					Total	Weeks worked during year						
	Number (thousands)	Percent		13 or less	14-26	27-39	40-47	48-49		50-52	13 or less	14-26	27-39	40-47	48-49	50-52
1950, total.....	3,403	100.0	71.4	4.0	5.7	6.9	-----	7.4	47.5	28.6	4.9	5.6	3.6	-----	24.0	10.5
Men.....	2,679	100.0	76.5	3.7	5.4	7.1	-----	8.0	52.3	23.5	4.3	4.8	3.8	-----	22.8	7.9
Women.....	724	100.0	52.5	5.1	6.9	6.1	-----	5.0	29.7	47.5	7.5	8.7	2.9	-----	28.4	20.3
1951, total.....	3,606	100.0	73.0	3.3	4.6	5.9	6.5	2.3	50.4	27.0	5.9	5.9	2.9	2.1	.6	9.5
Men.....	2,860	100.0	77.8	2.7	5.0	5.8	6.9	2.7	54.8	22.2	4.3	5.0	2.7	1.8	.3	8.1
Women.....	746	100.0	55.0	5.6	3.2	6.4	5.4	.8	33.5	45.0	11.8	9.4	4.0	2.9	1.9	15.0
1952, total.....	3,836	100.0	73.8	4.0	6.0	6.7	5.5	3.0	48.6	26.2	6.1	4.6	2.3	2.0	.4	10.7
Men.....	2,952	100.0	77.6	3.3	6.1	7.2	5.9	3.4	51.6	22.4	5.1	4.5	1.7	1.7	.4	8.9
Women.....	884	100.0	61.1	6.1	5.9	5.0	4.1	1.6	38.5	38.9	9.3	5.0	4.3	3.2	.5	16.7
1953, total.....	3,798	100.0	69.6	3.3	6.4	6.3	5.2	2.1	46.3	30.4	6.1	6.2	2.9	2.6	1.1	11.5
65-69.....	2,184	100.0	76.0	3.3	6.7	6.9	5.2	2.8	51.1	24.0	3.9	5.3	2.3	1.9	.8	8.9
70 and over.....	1,614	100.0	61.0	3.2	6.1	5.6	5.1	1.2	39.8	39.0	9.0	7.4	3.8	3.5	1.4	13.9
Men.....	2,904	100.0	73.4	2.8	5.9	6.1	5.1	2.4	51.1	26.6	4.9	6.1	2.8	2.4	1.1	9.2
65-69.....	1,670	100.0	80.9	2.9	5.9	6.5	5.5	3.1	57.2	19.1	3.1	5.3	2.2	1.7	.9	5.9
70 and over.....	1,324	100.0	64.0	2.8	5.9	5.7	4.7	1.5	43.4	36.1	7.2	7.2	3.5	3.3	1.4	13.3
Women.....	804	100.0	55.6	4.9	8.6	7.2	5.2	1.4	28.2	44.4	10.3	6.3	3.7	3.2	.5	20.3
65-69.....	516	100.0	60.0	4.7	9.5	8.3	4.3	2.1	31.1	40.0	6.4	5.4	2.9	2.5	.4	22.3
70 and over.....	288	100.0	47.4	5.2	6.9	5.2	6.9	-----	23.2	52.6	17.3	8.0	5.2	4.5	.7	16.6

¹ Represents tabulated replies to the following questions asked each year by the Census enumerators in the January current population survey: (a) "In [last year], how many weeks did . . . work either full time or part time (not counting work around the house? (Include paid vacations and paid sick leave.))" (b) "When . . . was working [last year], did he usually work full time or part time?" Due to the change in 1953 in the population base from 1940 to 1950, the totals with work experience for 1952 and 1953 are roughly 230,000 and 350,000

larger, respectively, than they would have been had the 1940 population base been used. See Bureau of the Census, *Current Population Reports, Labor Force Series P-50, No. 54, August 1954.*

² 40-49 weeks.
Source: Bureau of the Census, *Current Population Reports, Labor Force, Series P-50: No. 35, October 1951; No. 43, March 1953; No. 48, November 1953; and No. 54, August 1954—tables 1 and B in each release.*

was accounted for by part-time workers. The revision also brought about a higher proportion of persons in the labor force among the younger ages and a higher proportion working part time.⁴

(3) The enumeration in 1950 was probably more nearly accurate than in 1940, as indicated by the marked reduction in the proportion of persons for whom hours were not reported. The proportion whose hours were not reported was large in the age groups that include a relatively large number of part-time workers, especially aged women. Had hours worked been reported more fully in 1940, the proportion of part-time workers probably would have been larger in that year.

Thus there is a reasonable doubt that part-time employment of the aged increased significantly between 1940 and 1950. The table unquestionably does show that in both 1940 and 1950 part-time employment was much more important to the old and the young than to those in the middle age groups.

⁴ Bureau of the Census, *Labor Force, Employment and Unemployment in the United States, 1940-1946, Series P-50, No. 2, p. 8, and table IV, p. 9.*

Part-Time Employment of the Aged, 1950-53

Of the 3.8 million aged persons who worked in 1953, almost 1 in 3 (27 percent of the men and 44 percent of the women) usually worked at part-time jobs during that year. Table 4 shows the number of weeks, according to the Bureau of the Census, that these aged men and women worked in each of the years 1950-53.

Besides the 30 percent who were part-time workers in 1953, 46 percent of the aged worked "full time, year round" (50-52 weeks); 14 percent worked "full time, part year" (27-49 weeks); and 9.7 percent were "intermittent workers" (usually worked full time and worked 26 weeks or less during the year). From 1950 to 1953 the proportion of men working part time rose slightly (from 24 to 27 percent), and the corresponding proportion for women fell slightly (from 48 to 44 percent), but there was much greater stability over the period for men than for women. Data are available for 1953 for persons aged 65-69 and 70 and over separately. As already indicated in table 2, those aged 70 and over are much more likely to work at part-time jobs than those aged 65-69.

Data from the Bureau of Old-Age and Survivors Insurance

Quarters of Employment

Old-age and survivors insurance data on the number of calendar quarters in which the aged work in covered employment during the year reflect changes in the levels of part-year employment. Those who work in fewer than 4 quarters of the year, for example, are clearly part-year workers as far as the old-age and survivors insurance program is concerned. One advantage of the data is that they are classified by sex for each year since 1939, and for recent years data for 5-year age groups over age 65 are available. The data on quarters employed are cross-classified by the amount of annual wages, as well as by sex and age.

These data on quarters of employment have two basic limitations when used in a study of part-time employment. First, they are not conclusive in regard to part-time employment as it is commonly understood. A worker is recorded as having worked in a calendar quarter if he has been credited with \$1 or more in taxable earnings for that quarter. Consequently, many

workers with such small amounts of employment during the year as to qualify as part-time workers under most criteria are reported as 4-quarter workers; furthermore, the data pertain to employment and annual wages only in jobs covered by the old-age and survivors insurance program. Thus a worker might have had covered employment in 1-3 quarters and be shown as a part-year worker but actually have a full-time noncovered occupation. In the second place, the extension of coverage under the 1950 amendments to the Social Security Act has made the data for the years before 1951 not entirely comparable with the more recent data because the newly covered occupations may be characterized by part-time work to a greater or less extent. Moreover, the entrance of newly covered workers into the program after the first quarter of the year tends to increase the proportion with fewer than 4 quarters in covered employment without any actual increase, necessarily, in the proportion of part-year workers in the labor force.

Table 5 shows that relatively fewer aged men than aged women work less than 4 quarters in covered employment during the year. The largest proportions of part-year workers were to be found in 1942 for men and in 1943 for women. An increase in part-year employment with the expansion of output during the early phase of World War II was followed by a drop in 1944 and then a gradual, though not continuous, decline. By 1952 the proportion of aged men employed part of a

Table 5.—Four-quarter workers as a percent of all workers aged 65 and over in employment covered by old-age and survivors insurance, by sex, 1939-52

Year	All workers	Male workers	Female workers
1939.....	66.2	66.2	66.7
1940.....	64.5	64.6	62.9
1941.....	63.6	63.7	62.8
1942.....	58.9	58.6	62.4
1943.....	61.1	62.6	50.0
1944.....	66.4	67.7	57.9
1945.....	66.2	66.9	61.0
1946.....	63.8	64.0	62.4
1947.....	66.1	66.6	63.1
1948.....	69.5	70.1	65.9
1949.....	68.8	68.9	68.4
1950.....	69.4	69.7	67.8
1951 ¹	69.8	70.7	65.9
1952 ¹	68.1	68.8	65.6

¹ Preliminary.

Table 6.—Employed old-age beneficiaries, by age, extent of employment, and sex, survey year 1951

Sex and extent of employment	Total	Age at end of survey year				
		66-69	70-74	75-79	80-84	85 and over
Men in sample.....	12,354	3,830	4,625	2,826	868	205
Employed:						
Number.....	4,215	1,603	1,611	814	162	25
Percent of total.....	34.1	41.9	34.8	28.8	18.7	12.2
Percent employed.....	100.0	100.0	100.0	100.0	100.0	100.0
Full time ¹	52.5	54.5	51.8	49.9	56.2	36.0
Part time ²	20.3	18.5	20.5	24.3	16.0	16.0
Irregular days ³	23.4	22.9	24.1	22.4	22.8	44.0
Full time and part time ⁴	3.8	4.1	3.5	3.4	4.9	4.0
Women in sample.....	2,750	1,148	994	470	116	22
Employed:						
Number.....	728	373	262	77	12	4
Percent of total.....	26.5	32.5	26.4	16.4	10.3	18.2
Percent employed.....	100.0	100.0	100.0	100.0	100.0	100.0
Full time ¹	39.7	39.7	40.5	35.1	66.7	-----
Part time ²	33.8	33.5	35.5	28.6	25.0	75.0
Irregular days ³	23.1	22.3	21.8	33.8	8.3	25.0
Full time and part time ⁴	3.4	4.6	2.3	2.6	-----	-----

¹ Worked 35 hours or more a week part or all of the year and also irregular days.

² Worked less than 35 hours a week part or all of the year and also irregular days.

³ Worked irregular days only.

⁴ Worked full time and part time, or full time, part time, and irregular days.

year was somewhat less than in 1939; for aged women, the proportion was slightly greater. In 1952 the proportion of part-year workers was considerably larger for aged men than that for men workers of all ages—31 percent compared with 27 percent. For women, this relationship was reversed; the corresponding proportions were 34 percent for aged women as compared with 42 percent for women of all ages.

Part-Time Employment Among Aged Beneficiaries

The national survey of old-age and survivors insurance beneficiaries, based on a sample of aged beneficiaries on the rolls in December 1950, has provided data on the extent and amount of beneficiary employment during the 1951 survey year, classified by age, amount of earnings, type of employment, and reason for termination of last covered employment before receiving the first old-age benefit payment.⁵

⁵ For survey methods and description and for findings from the preliminary data of the survey see the *Bulletin* for August 1952. For findings based on the final tabulations of selected data relating to income, see the *Bulletin* for June 1952; for those relating to assets, liabilities, and net worth, see the *Bulletin* for August 1953; and for an evaluation of the beneficiaries' economic resources, see the *Bulletin* for April 1954.

The beneficiaries under the old-age and survivors insurance program in 1951 were a select group in many respects. They were persons aged 65 and over who had fulfilled certain requirements to become, or remain, beneficiaries: they had a work record since 1936 largely in urban or industrial employment; they became entitled to benefits, usually on retirement; and they may have limited the amount of their earnings to meet the retirement test, although some of them had one or more benefit deductions for work during the year. Hence characteristics and patterns revealed by the survey data should not necessarily be taken as typical of all the aged in the population. Caution should be used in comparing the beneficiary data in tables 6-9 with data on the proportions at work part time as shown by the Bureau of the Census, not only because of the select character of the beneficiaries as a group but also because of some differences in definition of part-time employment during the year.⁶

The employment experience of the old-age beneficiaries—men and women retired on their own wage records—appears to have differed considerably

⁶ The definition of part-time employment in a week used in the beneficiary survey was the same as that used by the Bureau of the Census—less than 35 hours.

Table 7.—Old-age beneficiaries, by age and by sex, employment status, and extent of employment, survey year 1951

Sex, employment status, and extent of employment	Total number	Percent in specified age group at end of survey year					
		Total	66-69	70-74	75-79	80-84	85 and over
Men in sample.....	12,354	100.0	31.0	37.4	22.9	7.0	1.7
Not employed.....	8,139	100.0	27.4	37.0	24.7	8.7	2.2
Employed.....	4,215	100.0	38.0	38.2	19.3	3.8	0.6
Full time ¹	2,214	100.0	39.5	37.7	18.3	4.1	0.4
Part time ²	856	100.0	34.7	38.7	23.1	3.0	0.5
Irregular days ³	986	100.0	37.2	39.5	18.5	3.8	1.1
Full time and part time ⁴	159	100.0	40.9	35.8	17.6	5.0	0.6
Women in sample.....	2,750	100.0	41.7	36.1	17.1	4.2	0.8
Not employed.....	2,022	100.0	38.3	36.2	19.4	5.1	0.9
Employed.....	728	100.0	51.2	36.0	10.6	1.6	0.5
Full time ¹	289	100.0	51.2	36.7	9.3	2.8	—
Part time ²	246	100.0	50.8	37.8	8.9	1.2	1.2
Irregular days ³	168	100.0	49.4	33.9	15.5	0.6	0.6
Full time and part time ⁴	25	100.0	68.0	24.0	8.0	—	—

¹ Worked 35 hours or more a week part or all of the year and also irregular days.

² Worked less than 35 hours a week part or all of the year and also irregular days.

³ Worked irregular days only.

⁴ Worked full time and part time, or full time, part time, and irregular days.

from that of other aged persons in the population. For example, of the beneficiaries surveyed, about a third of the men and a fourth of the women were employed during 1951 (table 6). According to the Bureau of the Census, about half of the aged men and a tenth of the aged women in the population were employed during that year.⁷ Again, of the old-age beneficiaries employed, about half the men and three-fifths of the women worked part time or "irregular" days during 1951.⁸ The Bureau of the Census reports that, of all aged persons in the population who were employed during 1951, less than a fourth of the men and less than half of the women worked at part-time jobs.⁹ While the two sets of data are not strictly comparable, they seem to indicate that the men who were old-age beneficiaries were less likely to be employed, and the women were more likely to be employed, than the men and women in the rest of the aged population. On the other hand, both women and men beneficiaries who worked were more likely to be employed part time than were their employed counterparts in the aged population.

Age.—Beginning with 1951, the re-

⁷ Bureau of the Census, *Current Population Reports, Labor Force*, Series P-50, No. 43, March 13, 1953, table B.

⁸ Irregular days include odd jobs, occasional assignments, casual labor, and so forth.

⁹ Op. cit., table 1.

tirement test was not applicable to the beneficiaries aged 75 or over—one-fourth of the employed men and one-eighth of the employed women in the old-age beneficiary group in 1951. There was, however, no rise at age 75 in the proportion in full-time employment; on the contrary, there was some increase at this age in the proportions in part-time or irregular employment. The age group 80-84 had, however, higher proportions working full time than any of the other age groups. In this age group the sample was small for women (12) but not for men (162).

Were the beneficiaries who had part-time work younger or older than the full-time workers? They were slightly older in the case of men beneficiaries, but there was virtually no difference between the age distributions of full-time and part-time workers among the women beneficiaries (table 7). The explanation may be that part-time work is a common arrangement among women regardless of age, while among men part-time work tends to reflect primarily the declining job opportunities or declining strength and fitness that accompany advanced years.

Earnings.—A distribution of employed beneficiaries by the amount of their earnings shows some tendency for them to adjust their employment to the retirement test. The maximum covered earnings permitted in 1951 without loss of benefits was \$50 a month. Hence, beneficiaries who did

not expect to make substantially more than \$50 a month might have reason to limit their monthly covered earnings to no more than that amount.

Table 8.—Old-age beneficiaries employed in survey year 1951, by earnings and by sex and extent of employment

Sex and earnings	Total	Extent of employment			
		Full time ¹	Part time ²	Irregular days ³	Full time and part time ⁴
Employed men in sample ⁵	4,112	2,186	816	953	167
Percent.....	100.0	100.0	100.0	100.0	100.0
\$1-299.....	29.4	8.6	39.1	71.9	11.5
300-599.....	17.6	10.3	32.7	20.7	21.0
600-899.....	8.1	8.1	11.9	3.5	17.8
900-1,199.....	5.6	7.0	5.4	1.6	12.1
1,200-1,499.....	5.3	7.6	3.1	0.7	10.8
1,500-1,799.....	5.0	7.9	2.1	0.5	6.4
1,800-2,099.....	6.2	10.4	2.2	0.1	7.0
2,100-2,399.....	3.5	6.2	0.5	—	3.2
2,400-2,999.....	7.7	13.8	0.7	0.3	3.2
3,000 or more.....	11.4	19.9	2.0	0.6	7.0
Employed women in sample ⁶	712	283	236	168	25
Percent.....	100.0	100.0	100.0	100.0	100.0
\$1-299.....	42.7	18.0	48.3	79.2	24.0
300-599.....	23.3	18.4	34.3	17.3	16.0
600-899.....	11.2	14.8	11.0	3.6	24.0
900-1,199.....	5.5	10.2	3.4	—	8.0
1,200-1,499.....	3.8	8.5	0.4	—	8.0
1,500-1,799.....	5.9	11.7	2.1	—	16.0
1,800-2,099.....	2.8	7.1	—	—	—
2,100-2,399.....	2.4	5.7	—	—	4.0
2,400-2,999.....	1.5	3.5	0.4	—	—
3,000 or more.....	0.8	2.1	—	—	—

¹ Worked 35 hours or more a week part or all of the year and also irregular days.

² Worked less than 35 hours a week part or all of the year and also irregular days.

³ Worked irregular days only.

⁴ Worked full time and part time, or full time, part time, and irregular days.

⁵ Excludes those who received no cash income from their employment, most of whom received board and room only.

This tendency appears to be reflected in the distribution of beneficiaries by earnings interval (table 8).¹⁰ Of the male beneficiaries employed full time, more than 80 percent had total earnings in excess of \$600, and 20 percent had earnings of \$3,000 or more. By contrast, the distribution of men part-time workers by earnings

¹⁰ In 1951 earnings in noncovered employment were not taken into account under the retirement test, and beneficiaries aged 75 and over were not subject to the test. In that year all the earnings of two-fifths of the employed beneficiaries were not subject to the test.

interval reveals that more than 70 percent of the men had earnings of less than \$600. The group with earnings of \$300-\$599 included a third of the part-time workers. Those working only irregular days showed an even more marked tendency to earn less

(61 percent of the men and 72 percent of the women) were working at their usual occupations. By contrast, only about a third of the men and women on part-time jobs were employed at their usual occupations. The part-time workers were employed predominantly at lighter occupations; 55 percent of the men and 58 percent of the women were so employed. Most of those working irregular days were also employed at lighter occupations.

day workers and almost a third of the part-time workers had quit their last covered job before entitlement because of being unable to work. The corresponding proportion for full-time workers was one-fifth.

One in every 3 of the women beneficiaries who were employed in 1951 had quit her last covered job before entitlement because of being unable to work. As with men, these women who had recovered and gone back to work tended to be in part-time or irregular jobs. Among employed female beneficiaries, 34 percent of the irregular-day workers and 42 percent of the part-time workers had quit their last covered job before entitlement because they were unable to work. The corresponding proportion for full-time workers was 24 percent.

In summary, the data from the national survey of beneficiaries show that, in comparison with full-time workers, the beneficiaries who were employed part time or irregularly were somewhat older and were more likely to have earnings less than \$600, to be employed at a lighter occupation than before entitlement to benefits, and to have quit their last job before entitlement because they were unable to work.

Table 9.—Old-age beneficiaries employed in survey year 1951, by type of employment and by sex and extent of employment

Sex and type of employment	Total	Extent of employment			
		Full time ¹	Part time ²	Irregular days ³	Full time and part time ⁴
Employed men in sample.....	4,207	2,211	852	985	159
Percent.....	100.0	100.0	100.0	100.0	100.0
Usual occupation.....	48.0	61.3	33.6	28.3	63.5
Lighter occupation.....	37.2	22.5	54.7	57.2	23.3
Different occupation.....	14.7	16.1	11.6	14.4	13.2
Combined types of employment.....	0.1	(⁵)	0.1	0.1
Employed women in sample.....	722	288	241	168	25
Percent.....	100.0	100.0	100.0	100.0	100.0
Usual occupation.....	48.5	71.9	30.3	31.5	68.0
Lighter occupation.....	39.1	14.9	58.1	57.7	8.0
Different occupation.....	12.5	13.2	11.6	10.7	24.0
Combined types of employment.....

¹ Worked 35 hours or more a week part or all of the year and also irregular days.

² Worked less than 35 hours a week part or all of the year and also irregular days.

³ Worked irregular days only.

⁴ Worked full time and part time, or full time, part time, and irregular days.

⁵ Less than 0.05 percent.

than \$600; 93 percent of these beneficiaries earned less than that amount. Evidence of adjustment of employment to the retirement test was even more pronounced among women beneficiaries. Thirty-six percent of the women full-time workers and 83 percent of the women part-time workers had earnings of less than \$600.

Type of employment.—The beneficiary survey data afford a distribution of employed beneficiaries by the following types of employment: usual occupation; lighter occupation; different, but not necessarily lighter; and some combination of these types (table 9). As might be expected, the majority of those employed full time

Reasons for termination of last covered employment.—The beneficiary survey provides data on beneficiaries employed full time, part time, or on irregular days, classified by reasons for the termination of the last covered employment before the first benefit payment. With respect to beneficiaries who quit their jobs, data are available on whether the reason was "unable to work" or "other reason" (table 10).

One in every 4 of the men beneficiaries who were employed in 1951 had quit his last covered job before entitlement to benefits because he was "unable to work." Evidently, these employed men, though unable to work when they left their jobs and applied for benefits, had recovered sufficiently to return to work. Among the male beneficiaries, a third of the irregular-

Table 10.—Old-age beneficiaries, by reason for termination of last covered employment before first benefit payment, and by sex, employment status, and extent of employment, survey year 1951

Sex and reason for termination of employment before first benefit payment	Total	Not employed	Employed				
			Total	Extent of employment			
				Full time ¹	Part time ²	Irregular days ³	Full time and part time ⁴
Men in sample.....	12,346	8,138	4,208	2,207	856	986	159
Percent.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Employment not terminated.....	2.2	⁵ 0.1	6.2	8.1	6.8	1.4	5.0
Employment terminated.....	97.8	99.9	93.8	91.9	93.2	98.6	95.0
Quit job, total.....	54.0	58.9	44.6	42.3	48.1	47.7	39.6
Unable to work.....	40.6	48.7	24.9	19.7	30.4	32.7	19.5
Other reason.....	13.4	10.2	19.7	22.6	17.8	15.0	20.1
Lost job.....	43.8	41.0	49.2	49.6	45.1	50.9	55.3
Women in sample.....	2,744	2,020	724	286	246	167	25
Percent.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Employment not terminated.....	2.0	⁵ 0.1	7.2	6.6	9.3	4.8	8.0
Employment terminated.....	98.0	99.9	92.8	93.4	90.7	95.2	92.0
Quit job, total.....	64.0	67.8	53.5	48.3	58.9	56.3	40.0
Unable to work.....	46.0	50.8	32.7	24.1	42.3	34.1	28.0
Other reason.....	18.0	17.0	20.7	24.1	16.7	22.2	12.0
Lost job.....	34.0	32.1	39.4	45.1	31.7	38.9	52.0

¹ Worked 35 hours or more a week part or all of the year and also irregular days.

² Worked less than 35 hours a week part or all of the year and also irregular days.

³ Worked irregular days only.

⁴ Worked full time and part time, or full time, part time, and irregular days.

⁵ Employment not terminated when beneficiaries first received benefits but was subsequently terminated.

Table 11.—Percentage distribution of full-time and part-time workers by major industry, survey week, December 1953 and May 1954

Major industry	December 1953		May 1954	
	Full-time workers	Part-time workers ¹	Full-time workers	Part-time workers ¹
All industries.....	100.0	100.0	100.0	100.0
Agriculture.....	7.7	14.1	10.1	17.5
Construction.....	5.0	1.8	4.8	2.0
Manufacturing.....	29.9	6.5	28.1	9.1
Transportation, communication, and other public utilities.....	7.8	2.1	7.7	1.8
Wholesale and retail trade.....	15.9	27.2	14.7	21.9
Service industries.....	17.5	34.2	18.0	33.6
Public administration.....	4.9	1.5	5.3	1.8
All other industries.....	1.6	0.1	0.9	1.6
Self-employed workers.....	9.2	9.7	9.8	8.3
Unpaid family workers.....	0.4	2.8	0.5	2.3

¹ Worked part time during the survey week and usually worked part time.

Source: Bureau of the Census, *Current Population Reports, Labor Force*, Series P-50, No. 52, March, 1954, table 5, and No. 55, August 1954, table 5.

Industrial Classification

No comprehensive data are available to show specifically the extent of part-time work by both age and industry. Some idea of the relative extent of part-time employment of older men and women by major industry division is provided by Bureau of the Census data showing the distribution of all part-time workers by industry division (table 11) and showing the industries that have large proportions of workers, of all ages, working part time (table 12).

From table 11 it is seen that "agriculture," "wholesale and retail trade," and "service industries" were the chief contributors to part-time employment.¹¹ In the survey weeks of 1953 and 1954 these three industrial divisions together accounted for about 75 percent of all persons usually employed part time.

Table 12 shows part-time workers as a proportion of all workers in each major industry division. Thus, in 1952, in agriculture almost 1 out of every 4 was a part-time worker; in the service industries, about 1 out of every 5. This table also shows aged workers as a

percent of all workers in each major industry division. The industries having the larger proportions of part-time workers are seen, in general, to have the larger proportions of the aged as well. This relationship also prevailed in 1950 and 1951.¹² The tendency to employ part-time workers thus appears to be closely associated with the tendency to employ aged workers.

Occupational Classification

Data from the Bureau of the Census also give some idea of the relative extent of part-time employment of aged individuals in the major occupational groups. Table 13 shows part-time workers of all ages as a proportion of all workers in each major occupational group. Thus, among "private household workers" almost 3 out of 5 were part-time workers, and among "farm laborers and foremen" more than 2 out of 5.

A comparison of the two columns of data in table 13 shows that there is a considerable association among the occupational groups between the tendency to employ part-time workers and the tendency to employ aged workers. The degree of association is less marked, however, than in the case of the industry classifications shown in table 12.

Table 12.—Persons working less than 35 hours a week and workers aged 65 and over as a percent of all workers in each major industry, annual averages, 1952

Major industry	Persons working less than 35 hours a week as a percent of all workers	Workers aged 65 and over as a percent of all workers
Total, all industries.....	14.1	4.8
Agriculture.....	24.4	10.7
Construction.....	15.0	4.8
Manufacturing.....	9.4	2.7
Transportation, communication, and other public utilities.....	6.3	3.3
Wholesale and retail trade.....	15.9	4.0
Service industries.....	22.0	6.2
All other industries.....	9.6	2.6

Source: Bureau of the Census, *Current Population Reports, Labor Force, Annual Report on the Labor Force, 1952*, Series P-50, No. 45, July 1953, tables E and G.

¹² *Ibid.*, *Annual Report on the Labor Force*, Series P-50, No. 40, May 1952, table G and table E; and No. 31, March 1951, table E.

Table 13.—Persons working less than 35 hours a week as a percent of all workers in each major occupation, annual averages, 1952, and workers aged 65 and over as a percent of all workers in each major occupation, April 1951

Major occupational group	Persons working less than 35 hours a week as a percent of all workers	Workers aged 65 and over as a percent of all workers
Total employed.....	16.0	4.8
Professional, technical and kindred workers.....	13.1	4.0
Farmers and farm managers. Managers, officials and proprietors except farm.....	15.7	11.8
Clerical and kindred workers	6.7	7.4
Sales workers.....	11.2	1.7
Craftsmen, foremen and kindred workers.....	22.0	4.7
Operatives and kindred workers.....	8.9	4.4
Private household workers.....	14.0	2.3
Service workers, except private household.....	57.0	7.7
Farm laborers and foremen.....	19.4	7.9
Laborers, except farm and mine.....	42.7	5.0
	20.4	4.6

¹ Differs from the corresponding percent shown in table 12 because of the different bases used for annual averages and perhaps because of the rounding of separate estimates.

Source: Bureau of the Census, *Current Population Reports, Labor Force, Annual Report on the Labor Force, 1952*, Series P-50, No. 45, July 1953, table H.

Bureau of Labor Statistics, *Employment and Economic Status of Older Men and Women*, Bulletin No. 1092, May 1952, table 12.

"Private household workers," "service workers, except private household," and "farm laborers and foremen" are the occupational groups in which part-time employment of older men and women is likely to be most prevalent. "Sales workers" and "laborers, except farm and mine" have large proportions of part-time workers and about average proportions of aged workers. About half of the part-time workers and a third of the aged that are employed are in these five occupational groups, which account, however, for only about a fourth of the total number of persons employed in the Nation.

Summary

Recent data from the Bureau of the Census reveal that from a fourth to a third of all workers aged 65 and over usually do part-time work. Of those working part time, about 9 out of every 10 prefer that type of employment. Aged women work part time to a greater extent than do aged men.

(Continued on page 22)

Paso, Tex.) Hearings, 83d Congress, 2d Session, on S. Res. 89, *Investigation of Juvenile Delinquency in the United States*. Washington: U. S. Govt. Print. Off., 1954. 123 pp.

Similar hearings were held in Boston, Denver, Philadelphia, and Washington, D. C.

WILBY, LOIS. "The Professional Foster Home." *Child Welfare*, New York, Jan. 1955, pp. 1-5. 35 cents.

Describes one agency's experience in providing adequate facilities for specialized foster care.

Health and Medical Care

AMERICAN MANAGEMENT ASSOCIATION. *Company Experience with Major Medical Expense and Products Liability Insurance*. (Insurance Series, No. 105.) New York: The Association, 1954. 44 pp.

FOX, HARLAND. *Company-Paid Sick Leave and Supplements to Workmen's Compensation*. (Studies in Personnel Policy, No. 146.) New York: National Industrial Conference Board, Inc., 1954. 27 pp. \$1.25.

Includes a description of the "broad relationship among company-paid sick leave programs, group accident and sickness insurance, and company supplements to workmen's compensation."

HEALTH INSURANCE COUNCIL. *The Extent of Voluntary Health Insurance Coverage in the United States, as of December 31, 1953. Report on Annual Survey*. New York: The Council, 1954. 31 pp.

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OLIVER, E. M. "Vocational Rehabilitation in the State of Washington." *State Government*, Chicago, Vol. 27, Dec. 1954, pp. 245-246 f. 50 cents.

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of major medical care and descriptions of and experience with extended coverage plans.

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RODRIGUEZ, ARTHUR A., and KOCZUR, JOSEPH L. "Integrated Plan Returns Patients to Community Life." *Archives of Physical Medicine and Rehabilitation*, Chicago, Vol. 35, Sept. 1954, pp. 580-586. 75 cents.
The Chicago Department of Welfare's rehabilitation program.

ROEMER, MILTON I.; FEADER, CARMAN P.; and ACKER, MURRAY S. "Medical Care for the Indigent in Saskatchewan, Part I." *Canadian Journal of Public Health*, Toronto, Vol. 45, No. 1954, pp. 460-470. 50 cents.

Eligibility and coverage, benefits, methods of payment, administration, and experience in utilization of services.

PART-TIME EMPLOYMENT

(Continued from page 11)

Among those aged 65 and over the proportion working part time increases with age. Old-age beneficiaries under the old-age and survivors insurance program who were employed in 1951 had less than full-time work to a greater extent than the aged popula-

tion generally. Industries and, in lesser degree, occupations with large proportions of part-time workers tend to have large proportions of workers aged 65 and over.

Although available data give some indication of the importance of part-time work for persons aged 65 and over, additional kinds of data are

needed in order to gauge the potential role of part-time work in providing incomes for the aged. For that purpose surveys should be designed to show both the potential demand for and the supply of part-time work for the aged in relation to such factors as individual man-hour productivity and work strain.