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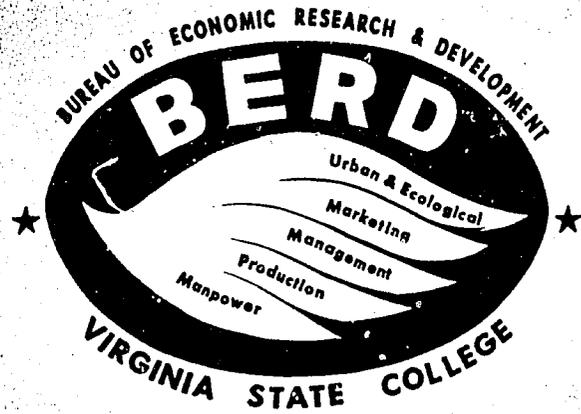
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THE SOCIAL AND ECONOMIC CHARACTERISTICS OF WOMEN IN VIRGINIA:
THE LABOR MARKET STATUS OF RURAL WOMEN

PRESENTED AT:

THE SEMINAR ON "PROSPECTS FOR GROWTH IN RURAL SOCIETIES:
WITH OR WITHOUT ACTIVE PARTICIPATION OF WOMEN"

DECEMBER 1974
PRINCETON, NJ

BY
BARBARA J. MOODY
BUREAU OF ECONOMIC RESEARCH AND DEVELOPMENT
VIRGINIA STATE COLLEGE
PETERSBURG, VIRGINIA 23803

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PREFACE

This first draft of the paper "Social and Economic Characteristics of Women In Virginia" represents the first of a series of studies dealing with problems concerning rural women. The Bureau of Economic Research and Development (BERD) has a broad program entitled "Determination of Economic Opportunities for Rural Families," under which an attempt will be made to determine the contributions of rural females to economic, social and community development both nationally and internationally.

The author would welcome communications with individuals who share similar research interest.

I would like to express my appreciation to Dr. Huey J. Battle, Director of BERD at Virginia State College, The Manpower Administration of the United States Department of Labor, and The Agency for International Development of the United States Department of State for affording the opportunity and latitude in research to generate this study.

In addition, I am indebted to Dr. Charles Whyte, Assistant Director of BERD for his many helpful comments, and to Shirley Smith, United States Department of Labor. Each of these agencies and individuals made valuable contributions that were basic to the development of this monograph.

Finally, to Westley Motley and Ruby Dodson, research assistants, for assisting in the computation of some of the data, and to Mrs. Ann Knight and Mrs. Page Glass goes my gratitude for typing this report.

Though all of the above assisted in this endeavor, responsibility for any errors rest solely with the author.

Barbara J. Moody
BERD 1974

TABLE OF CONTENTS

	Page
PREFACE	
LIST OF TABLES	iii
LIST OF FIGURES	iv
SUMMARY AND CONCLUSIONS	v
Chapter	
I. INTRODUCTION	1
II. LABOR FORCE AND EMPLOYMENT	3
A. Labor Force Participation and Demographic Characteristics	3
B. Employment and Fullness of Employment	6
III. INCOME AND EARNINGS	14
A. Earnings	14
B. Income	16
APPENDIX (Future Research Plans)	26

LIST OF FIGURES

Figure		Page
1.	Labor Force Participation Rates of Women by Age: Virginia and Counties of Amelia, Brunswick, Cumber- land, and Southampton, 1970	4
2.	Earnings of Persons Working 50 - 52 Weeks, By Sex: 1969	16

LIST OF TABLES

Table	Page
I. Labor Force Participation Rates of Women by Age and Marital Status: Virginia and Counties: 1970	5
II. Rate of Unemployment, by Age and Sex: Virginia and Counties of Amelia, Brunswick, Cumberland, and Southampton, 1970	7
III. Percent of Employed Civilian Labor Force Working Full-Time by Age and Sex: Virginia and Counties of Amelia, Brunswick, Cumberland, and Southampton, 1970	8
IV. Rate of Non-Labor Force Participation by Age and Sex: Virginia and Counties of Amelia, Brunswick, Cumberland, and Southampton, 1970	9
V. Weeks Worked, by Age and Sex: Virginia and Counties of Amelia, Brunswick, Cumberland, and Southampton, 1970	13
VI. Median Earnings, by Occupation and Sex: Virginia, 1969	17A
VII. Percentage Income Distribution, by Age and Sex: Counties of Amelia, Brunswick, Cumberland, and Southampton	18
VIII. Percentage Income Distribution, by Age and Sex: Virginia, 1969	19
IX. Percentage Distribution of Employed Persons by Occupation, Sex and Locale, 1970	21
X. Percentage of Persons Receiving Income by Sex and Education	21
XI. Mean Income of Persons, by Sex and Household Status	22
XII. Poverty Income Criteria for Families, by Age and Sex of Head, Nonfarm Residence and Number of Children Under Age 18	23

SUMMARY AND CONCLUSIONS

The data reveals that labor force participation is highest for both the state and the study group in the 20 - 24 age group. However, there exists an almost 50 percent higher labor force participation rate of females in the study group in the 16 - 19 age groups. This not only suggest lower family incomes in the study group relative to the state, but more importantly suggests a lack of employment opportunities for females in the study group.

The rate of labor force participation by married women in the study group was found to be substantially smaller than that of the married women in the state as a whole. Again the reason for this low rate of labor force participation may be attributed to the lack of employment opportunities rather than the necessity to work.

It is apparent that rural women are more adversely affected by those social and demographic factors than females in the state as a whole. The data reveals the magnitude of the effects of the following variables:

1. Marital Status - the rate of labor force participation in 1970 for economically independent females (divorced, separated, and single) ranged from 45.4% to 72.9% in the state compared with a range of 35.15% to 49.74% in the study group. For married women, the comparable rates were 41.8% and 33.0% respectively.
2. Age - Although the full-time labor participation of females reached the highest level in age group 20 - 24 for both the state and the study group, the percentage decline in full-time labor participation begins with an earlier age group (45 - 49) for the study group than the state as a whole which begins with age group 50 - 54.

3. Number of children - The labor force participation rate was significantly different for females in the state and study group (40.0% compared to 33.8% respectively).
4. Education - The level of education has a greater effect on females than males. When income is used as a measure of labor force participation, the data reveals a direct relationship of education and income and hence to the level of labor force participation. (especially for certain occupations)

CHAPTER I
INTRODUCTION

This study is to determine the social and economic status and labor market participation rates of rural women in the counties of Amelia, Brunswick, Cumberland, and Southampton which are located in South Central Virginia. (Here after referred to as the study group). The major approach used to accomplish this goal is a cross sectional analysis which relates (1) characteristics of women throughout the state to the same characteristics for men, (2) characteristic of women throughout the state to women in these counties, and (3) characteristics of women in these counties to the same characteristics of men in these same counties.

Although there are many possible variables that might be used as indicators of the status of women, there are two which are most applicable for a cross sectional analysis: (1) labor force participation, and (2) earnings of those in the labor force.

This ^{Paper} monograph is divided into three parts. The first is devoted to labor force participation and employment. These characteristics are ~~first~~ examined ~~in~~ terms of their relationships to demographic variables such as age, marital status, and fertility. The characteristics of the employed population, hours worked per week and number of weeks worked are ^{then} analyzed. ^{Next,} The characteristics of those not in the labor force are examined. Finally, the concept of occupational mobility is introduced.

The second part focuses on earnings (from employment) and income (from all sources). These data are considered in terms of their functional relationship to level of educational attainment, occupation and industrial composition, as well as basic demographic characteristics such as age and family type. The concept of poverty is also introduced in this part and the characteristics of persons and families with income below the poverty criteria are examined. Additionally, these income and earnings data are related to labor force and employment status. Lastly, there is a brief summarization of labor force participation, earnings, income, and occupation for rural women in Virginia.

CHAPTER II

LABOR FORCE AND EMPLOYMENT

The purpose of this chapter is to compare labor force¹ participation of women in the state of Virginia to women in the study group. Comparisons are made relative to the demographic and social variables which influence the degree of employment. *Something about the data source*

A. LABOR FORCE PARTICIPATION AND DEMOGRAPHIC CHARACTERISTICS

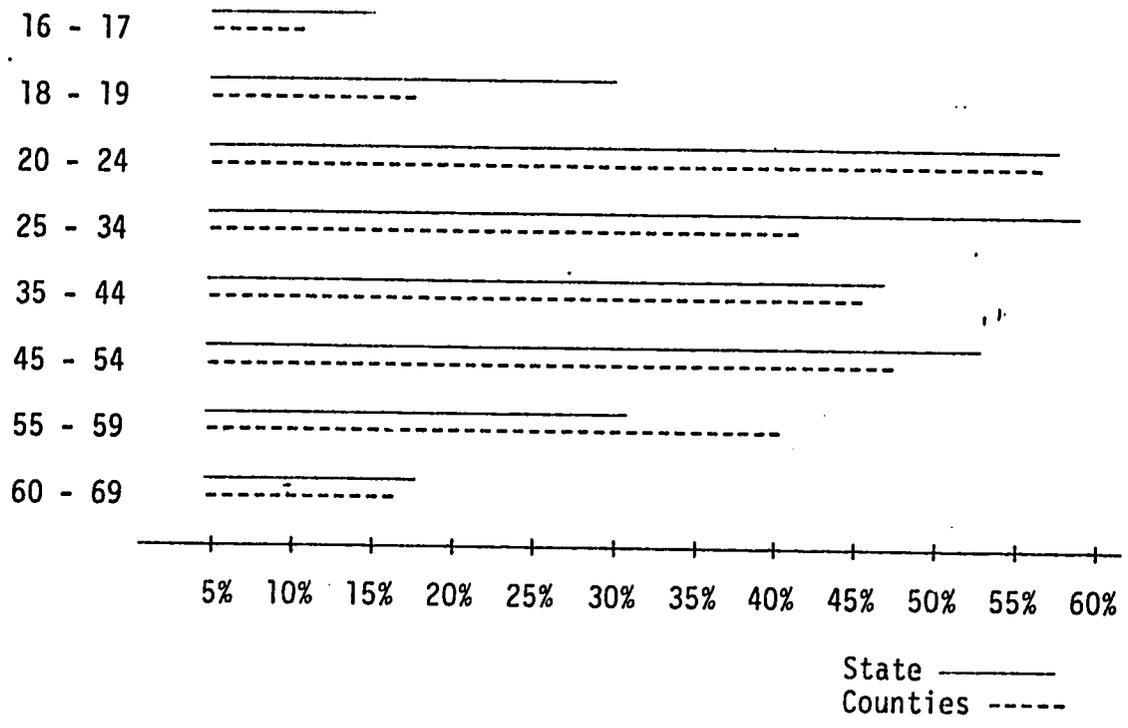
At the time the decennial data was collected, 42.4 percent of all adult (16 years of age and older) females in the state were counted as being in the labor force compared to 33.7 percent of all females in the study group.

Female rates of labor force participation are related to age, marital status and incidence of children among other things. As shown in Figure(1) labor force participation is highest for both the state and the study group in the 20-24 age group; then increased slightly in the 35-44 age group. The 50-54 age group showed no significant change. In the 55-59 age group, the percent of females in the study group tends to be moderately higher than that of the state but in the 16-19 age group the incidence of labor force participation for the state was almost 50% higher compared with that of the study group.

¹The Labor Force consists of those individuals employed in full-time or part-time jobs, and the unemployed; those without jobs but who are actively seeking employment.

FIGURE 1.

LABOR FORCE PARTICIPATION RATES OF
WOMEN BY AGE: VIRGINIA AND COUNTIES
OF AMELIA, BRUNSWICK, CUMBERLAND, AND
SOUTHAMPTON, 1970



When labor force participation of women is considered as a function of their marital status, the highest rates of participation for the state occurred among those women who are most likely to be economically independent --i.e. the divorced, separated, and the single women. The rates of labor force participation for these three groups in the state were 72.9 percent, 52.6 percent, and 45.4 percent respectively. The rates for the study group were found to be substantially smaller ranging from 10 to 15 percent respectively for these three groups. The 1970 average rate of labor force participation for all married women in the state was 41.8 percent but for females in the study group the rate was only 33.0 percent. (Table 1)

TABLE I
LABOR FORCE PARTICIPATION RATES OF WOMEN BY AGE AND
MARITAL STATUS: VIRGINIA AND COUNTIES: 1970

AGE	SINGLE		MARRIED, SPOUSE PRESENT		SEPARATED		WIDOWED		DIVORCED	
	STATE	COUNTIES	STATE	COUNTIES	STATE	COUNTIES	STATE	COUNTIES	STATE	COUNTIES
16 - 17	15.9	10.8	20.5	21.8	20.0	22.7	28.4	--	31.4	52.9
18 - 19	39.8	37.6	41.3	34.09	43.9	39.4	56.0	40.0	62.4	--
20 - 24	68.05	61.9	50.3	55.22	59.9	59.3	59.0	49.6	81.5	74.67
25 - 34	78.0	68.2	41.9	58.4	55.2	62.05	56.0	49.5	81.0	81.8
35 - 44	70.5	59.6	47.1	60.88	59.0	57.1	61.7	55.8	83.3	78.3
45 - 49	69.4	56.2	47.4	46.7	61.1	57.9	63.9	59.5	83.5	77.9
50 - 54	69.0	54.7	45.7	57.3	56.4	49.4	60.2	53.5	79.9	70.6
55 - 59	62.6	46.1	39.6	36.1	49.8	39.9	57.7	50.5	72.2	59.9
60 - 64	54.9	46.9	23.9	23.7	42.1	34.1	42.8	35.9	59.9	50.8
65 - 69	30.3	27.2	11.2	10.6	22.9	19.7	19.5	15.9	32.4	20.5
70 - 74	9.0	12.4	5.6	4.4	14.2	15.8	9.4	8.2	16.7	17.9
75+	8.5	7.9	3.9	3.2	9.5	10.1	3.8	3.5	10.2	11.7
Totals	47.99	40.79	31.53	34.36	41.16	38.95	43.20	35.15	57.86	49.74

SOURCE: Bureau of Census, Detailed Characteristics of Virginia; 1970, U. S. Department of Commerce, Government Printing Office, Washington, D. C.

For women in the state with children under 6 years of age, the rate of labor force participation was 33.8 percent while for women with children between the ages of 6 and 17, the rate was 50.3 percent. Data from women in the study group show a labor force participation rate of 40.0 percent for women with children under 6 years of age, 51.0 percent for those women with children between the ages of 6 and 7, and a rate of 47.0 percent for women with no children under 18 years of age.

Labor force participation, then, may be considered as functionally determined by demographic variables as well as environmental locale. The differences in the labor force participation between women in the state and those in the study group may surfacely be explained by fewer jobs located in rural environs, the inadequacy of transportation, and inadequate child care facilities.

Of the total female population in the state, 16 years and older not currently in the labor force, 41.6 percent worked sometime within the preceding year while the remaining never worked. If one considers age and the year last worked, the data reveals that the younger the individual, the more recent the labor force experience. The data on the proportion of women not in the labor force who had never worked was highest in the 16-19 age group.

B. FULLNESS OF EMPLOYMENT

The labor force includes those employed and those actively seeking employment. This latter group is also termed unemployed.

Traditionally unemployment is higher among females than males because males tend to secure more permanent jobs whereas females tend to secure less permanent jobs due to family responsibilities and institutional insensitivity. This tends to be more dominant in rural communities.

In 1970, 4.0 percent of all females in the civilian labor force of the state were unemployed compared to only 2.3 percent of all males in this age group. (Table II) The rate for females in the study group was only marginally lower than females in the state while the male rate was comparable to the state average (6.7 and 4.3 respectively Table II). The margin of difference between males and females in the state (8.5 and 14.1) was wider than that of the study group (8.5 and 13.2), respectively, in the 16-17 age group. This can partially be explained by the fact that continuous education on the average is longer in the state than is in the study group. However, in the 20-24 age group, the state margin was smaller, showing 4.2 for males and 5.5 for females while in the study group, it was 4.4 for males and 6.7 for females.

TABLE II
 PERCENTAGE
 RATE OF UNEMPLOYMENT, BY AGE AND SEX:
 VIRGINIA AND COUNTIES OF AMELIA, BRUNSWICK,
 CUMBERLAND, AND SOUTHAMPTON, 1970

AGE	STATE		COUNTIES	
	MALE	FEMALE	MALE	FEMALE
16 - 17	8.5	14.1	8.5	13.2
18 - 19	8.6	11.1	9.1	12.1
20 - 24	4.2	5.5	4.4	6.7
25 - 34	1.5	3.7	1.9	4.3
35 - 44	1.3	3.05	1.5	3.8
45 - 64	1.48	2.4	1.9	3.2
65+	2.9	3.7	2.9	3.9
Totals	2.3	4.0	4.3	6.7

SOURCE: Bureau of Census, Detailed Characteristics of Virginia, 1970, U.S. Department of Commerce, Government Printing Office, Washington, D.C.

In addition to the relative amount of employment among the civilian labor force, it is also possible to determine the degree of employment by measuring hours worked per week or weeks worked per year. The former measure is used to classify an individual as a full time or as a part-time worker. A part-time worker is one who has worked from 1-34 hours in the week immediately preceding the census collection period; a full-time worker is one who has worked 35 hours or more hours during this period. Data on the relative number of full-time workers by age and sex are shown for the state and the study group in Table III.

TABLE III
 PERCENT OF EMPLOYED CIVILIAN LABOR FORCE
 WORKING FULL-TIME BY AGE AND SEX:
 VIRGINIA AND COUNTIES OF AMELIA, BRUNSWICK,
 CUMBERLAND, AND SOUTHAMPTON, 1970

AGE	MALE		FEMALE	
	COUNTIES	STATE	COUNTIES	STATE
16 - 19	47.5	42.23	50.35	46.79
20 - 24	82.34	81.62	75.30	76.32
25 - 29	88.65	89.93	75.05	70.23
30 - 34	90.7	91.24	70.43	70.36
35 - 39	90.98	91.66	70.50	71.83
40 - 44	89.45	90.96	72.0	72.58
45 - 49	89.15	90.91	71.68	73.51
50 - 54	87.37	89.63	69.63	73.64
55 - 59	84.21	87.80	69.40	68.84
60 - 64	79.92	83.40	64.45	53.02
65 - 69	60.53	65.41	55.59	47.60
70 - 74	59.28	54.64	49.28	52.95
75 - 79	59.20	56.76	57.07	61.07
80 - 84	56.45	54.23	62.91	69.26
85+	73.88	72.15	70.22	72.15
Totals	75.97	76.17	65.59	65.34

SOURCE: Bureau of Census, Detailed Characteristics of Virginia, 1970; U. S. Department of Commerce, Government Printing Office, Washington, D.C.

The data in the Table III show relatively little change in the overall ratio of full-time workers to total employed workers. For males in the state and study group the employment rates were 76.17% and 75.64%, respectively. The rates for females in both the state and study group were 65.34 and 65.59. In four age groups [16 - 19, 25 - 29, 60 - 64, and the 65 - 69], the females in the study group have an appreciable difference from the state: 50.35 compared with 46.79; 75.05 compared with 70.23; 64.45 compared with 53.02; and 55.59 compared with 47.60. Though more females in the study group appear outside the labor force, of the ones in the labor force, the trend is for them to be employed full-time rather than unemployed. This suggests that the majority of rural women is either employed or outside the labor force (Table IV). This is especially true of females in the 70 and over age group.

TABLE IV
PERCENTAGE
RATE OF NON-LABOR FORCE
PARTICIPATION BY AGE AND SEX:
VIRGINIA AND COUNTIES OF AMELIA,
BRUNSWICK, CUMBERLAND, AND SOUTHAMPTON,
1970

AGE	STATE		COUNTIES	
	MALES	FEMALES	MALES	FEMALES
16 - 19	54.36	71.84	60.45	75.98
20 - 24	14.23	42.70	21.21	47.20
25 - 29	6.22	51.20	7.90	52.97
30 - 34	4.66	53.47	6.30	52.85
35 - 39	4.86	49.97	6.90	48.87
40 - 44	5.71	47.86	7.64	48.24
45 - 49	7.27	48.05	10.21	50.38
50 - 54	9.77	49.20	12.99	54.32
55 - 59	15.77	53.68	20.47	59.88
60 - 64	29.53	64.26	36.10	70.81
65 - 69	60.05	82.81	65.73	85.69
70 - 74	76.87	91.04	80.45	92.45
75+	84.68	95.00	88.27	95.58
Totals	28.76	61.62	32.66	60.17

SOURCE: Bureau of Census, Detailed Characteristics Of Virginia, 1970, U. S. Department Of Commerce, Government Printing Office, Washington. D. C.

For females in the state and study group the full-time employment ratio was at a maximum in the 20 - 24 age group, showing a percentage rate of employment of 76.32 and 75.32 and 75.30 respectively. (Table III) The employment rate thereafter declined for both the state and study group in age groups 25 - 34, but increasing in age group 35 - 44 for both the state and study group. For age group 45 - 54 there was a continued increase for the state while these age groups marked the beginning of a more drastic downward trend in full-time employment for the study group. The state also experienced an overall downward trend in full-time employment beginning with age group 55 - 59. (Table III)

A concept closely allied to the number of hours worked per week is the number of weeks worked in the previous year. This measure will be greatly affected by movement into and out of the labor force (strikes, layoffs, etc.). It does, nonetheless, give an indication of the fullness of employment.

As shown in Table IV, about 70 percent of all men who worked in 1969 worked 50 - 52 weeks, as contrasted with only 47 percent of all women. Only 12 percent of all men worked 26 weeks or less in 1969, compared with 27 percent of women. A relatively large number of women (15 percent) worked 13 weeks or less. The fact that 37 percent of these were aged 16 - 21 suggest that these short term workers included a large number of students who worked only during the summer recess. Similarly, for men 64 percent of those working 13 weeks or fewer were aged 16 - 21. Of all persons working in 1969, only 16.1 percent of the women and 15.1 percent of the men were in the 16 - 21 age category.

In the state, the data on the proportion of persons working 48 or more weeks in 1969 closely paralleled those on hours worked. For males, the maximum percentages occurred in the 15 or 20 years after age 30; for females, the maximum proportion occurred for women in their fifties. For persons of each sex, the proportion working 48+ weeks in 1969 was relatively low between the ages of 16 and 24 as well as at all ages over 65. In the aggregate, about three fourths of all employed males and about half of all employed females worked 48 or more weeks in 1969. For persons aged 16 - 24, the proportions were 52.6 percent and 43.6 percent, respectively.

In the study group for those men who worked 50 - 52 weeks, there was a participation rate of 62.15, 9 percentage points behind the male state total. However, for weeks worked of 40 - 47 and 27 - 39, the males in the study group had a slightly higher participation rate. For females, about 43 percent of all who worked in 1969 worked 50 - 52 weeks showing only a 2 percent difference to the women in the state. As the number of weeks worked diminishes, females in the study group tend to outnumber female participants in the state. This suggests that females in the study group engage in more short period, seasonal work than do women in the remainder of the state. (Table V)

In the aggregate, 84 percent of all males and 50 percent of all females aged 16 and over worked some time in 1969. The pattern of these rates by age and sex are quite similar to the pattern of labor force participation.

TABLE V
WEEKS WORKED, BY AGE AND SEX: VIRGINIA
AND COUNTIES OF AMELIA, BRUNSWICK, CUMBERLAND, AND SOUTHAMPTON
1970

	50 - 52		48 - 49		40 - 47		27 - 39		14 - 26		1 - 13	
	STATE	COUNTIES	STATE	COUNTIES								
FEMALE												
16 - 21	21.41	22.19	3.55	3.31	6.89	6.23	12.66	12.41	20.41	21.22	34.97	34.63
22 - 24	41.90	42.16	5.43	4.06	10.68	9.89	13.37	13.90	15.02	14.72	13.59	14.83
25 - 29	45.68	46.02	5.19	4.42	10.71	9.50	12.69	13.60	12.29	12.70	13.44	13.75
30 - 34	47.71	47.47	5.06	4.51	9.98	9.15	12.18	13.43	11.60	12.18	13.47	13.47
35 - 39	51.93	52.04	5.05	4.81	10.14	9.33	11.56	12.38	9.95	9.76	11.37	11.68
40 - 44	56.04	54.45	5.12	4.84	10.11	10.00	10.18	11.56	8.56	8.83	10.00	10.34
45 - 54	59.08	55.15	5.39	5.11	9.72	9.81	9.99	11.40	7.01	7.95	8.81	10.60
55 - 59	58.99	52.68	5.35	4.91	10.55	10.26	10.82	13.59	6.25	8.83	8.03	9.84
60 - 64	53.24	44.67	5.28	4.49	11.06	11.04	12.27	16.09	8.33	10.51	9.83	13.19
65 - 69	41.09	37.30	3.82	2.82	9.50	8.64	13.32	13.87	14.41	17.09	17.86	20.29
70 - 74	36.49	34.78	4.98	2.82	8.23	7.68	12.60	13.69	13.12	14.06	24.59	26.97
75+	38.35	36.18	4.01	3.97	8.88	8.64	12.21	13.42	11.49	14.77	25.05	23.03
TOTAL	45.9	43.76	4.93	4.17	9.68	9.18	11.74	13.28	11.76	12.72	15.32	16.89

SOURCE: Bureau of Census, Detailed Characteristics of Virginia, 1970, U. S. Department of Commerce, Government Printing Office, Washington, D. C.

TABLE V CONTINUED

	50 - 52		48 - 49		40 - 47		27 - 39		14 - 26		1 - 13	
	STATE	COUNTIES	STATE	COUNTIES	STATE	COUNTIES	STATE	COUNTIES	STATE	COUNTIES	STATE	COUNTIES
MALE												
16 - 21	32.35	27.0	5.12	3.48	7.70	6.62	10.80	11.65	16.77	19.64	27.27	31.61
22 - 24	63.78	63.08	6.96	5.74	7.99	8.55	7.46	8.24	7.44	7.80	6.38	6.58
25 - 29	78.95	77.26	5.88	5.63	6.49	7.38	4.03	4.84	2.70	2.91	1.95	1.98
30 - 34	84.40	81.36	5.04	5.29	5.32	6.39	2.78	3.79	1.57	1.94	0.89	1.22
35 - 39	85.16	76.94	4.86	5.1	5.22	6.49	2.77	4.02	1.20	1.75	0.78	0.99
40 - 44	84.55	81.08	4.67	5.27	5.41	6.24	3.05	4.34	1.33	1.69	0.99	1.38
45 - 54	82.60	78.36	4.92	5.38	5.88	7.35	3.39	4.92	1.82	2.32	1.39	1.68
55 - 59	77.69	72.09	5.41	5.6	7.01	8.81	4.77	7.32	2.83	3.54	2.29	2.65
60 - 64	71.65	65.40	5.22	5.4	7.86	8.18	6.43	8.93	4.44	6.24	4.40	5.86
65 - 69	50.25	43.05	4.57	4.03	8.64	6.91	10.33	13.70	12.85	16.30	13.35	15.99
70 - 74	44.29	35.75	3.95	3.9	8.12	8.54	12.02	15.70	14.44	16.60	17.18	19.50
75+	48.16	44.54	3.66	2.5	7.97	9.1	9.23	9.67	12.94	15.01	18.04	19.18
TOTAL	71.01	62.15	4.01	4.77	6.96	7.54	6.42	8.09	6.69	6.62	7.90	9.05

SOURCE: Bureau of Census, Detailed Characteristics of Virginia, 1970, U. S. Department of Commerce, Government Printing Office, Washington, D. C.

CHAPTER III

INCOME AND EARNINGS

Earnings consist of wage and salary income and net self-employment income received before deduction for income and social security taxes, dues, and the like. Total income includes the income sources listed as earnings as well as social security payments, welfare payments, and allotted sources of income (interest, rent, pensions, and so on).

A. EARNINGS

In 1969, a total of 835,036 women in the state worked for some or part of the year. The median income earned by these women was \$3,059 or only about one half of the median income for all males employed (\$6,068). In the study group, a total of 6,089 women worked for some or part of the year. The median income earned by these women was \$2,523 which is (as with the women in the state) less than one half of the income for males in the study group. Part of the difference is attributable to the fact that women were substantially less likely to have worked the entire year than were men. As shown in Table V, 71.2 percent of all male workers worked 50 - 52 weeks compared to only 42.6 percent of females who worked 50 - 52 weeks or less.

Even when weeks worked is held constant, sizeable differences remained in median earnings considered by sex. For those who worked for 50 - 52 weeks, earnings of males exceeded those of females by 63 percent (\$7,375 and \$4,511). For other workers, the relative differences were as follows:

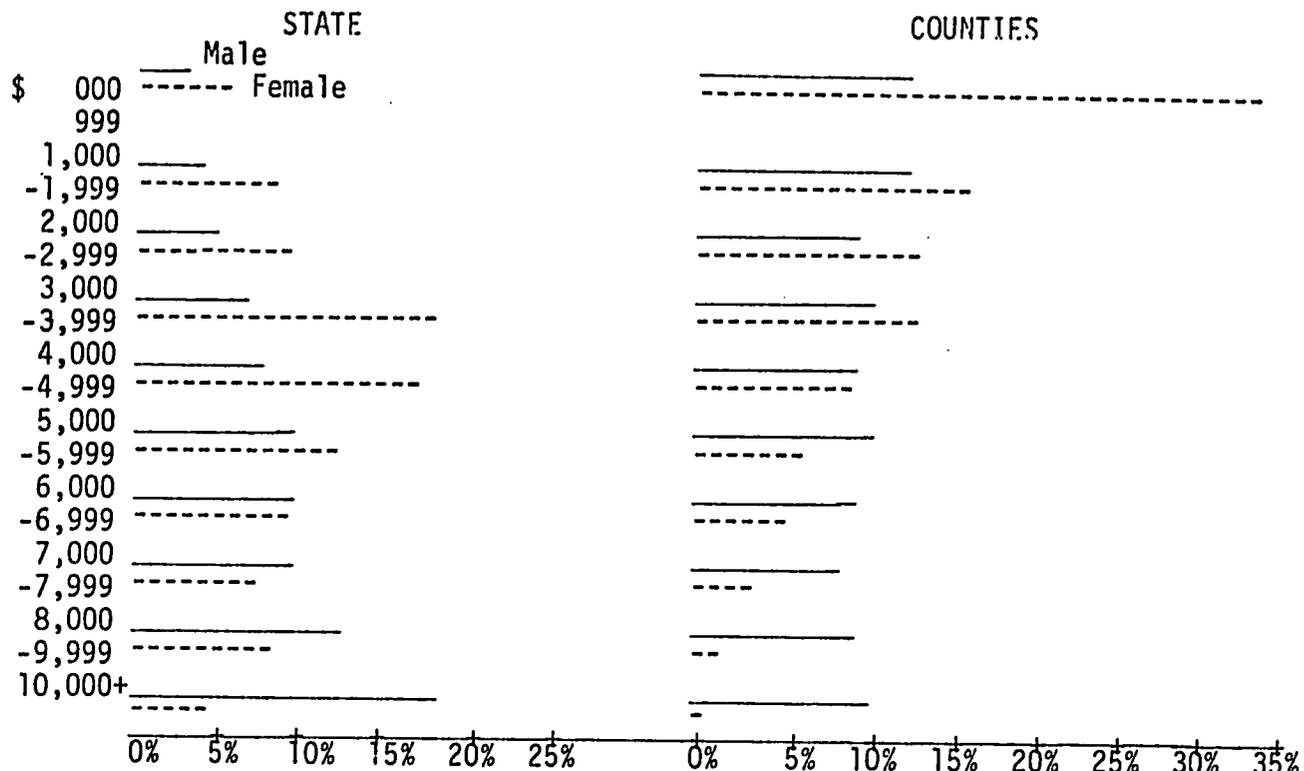
For males who worked 40 - 49 weeks, their median income was \$4,752 and for females it was \$3,453; for those males who worked 27 - 29 weeks, their median income was \$2,631 compared to females whose median income was \$1,296; for males who worked 1 - 13 weeks, their median income was \$703 compared to females whose median income was \$592. The causes for this disparity presumably include such factors as number of hours worked per week and differences in the industrial and occupational composition of the male and female components of the labor force, as well as the possibility of lower wages paid to female workers for reasons of seniority and discrimination.

Figure 2 portrays considerable differences between male and female workers. Earnings of females in the state occurred most frequently in the \$3,000 - 3,999 category. For males, earnings occurred most frequently in the \$10,000+ category. Females were about twice as likely as males to earn less than \$3,000, but only about one sixth as likely to earn \$10,000 or more. Earnings for females in the study group occurred most frequently in the \$0 - 999 category while male earnings in the study group appear to be fairly equally distributed in all income categories.

Figure 2 further reveals 33% of rural women earn less than \$1,000 per year while 35 percent of the women in the state earn between \$3,000 and \$4,999. Fifty percent of rural women earn less than \$2,000 while less than one percent of rural women earn \$10,000.

For women in the state, the levels of median earnings by occupations are shown in Table VI. Data on earnings by sex of worker are not available for the experienced civilian labor force. However, census data for 1969 does not provide median income by detailed occupation and sex for the counties in the study group, consequently a comparative analysis cannot be made with reference to median income.

FIGURE 2
 EARNINGS OF PERSONS WORKING 50 - 52 WEEKS,
 BY SEX: 1969



Since the average number of hours worked per week was lower for women workers than men, there is a degree of downward bias in the median earnings of female workers vis-a-vis that of males. This downward bias seems to be more significant in the study group than in the state.

B. INCOME

Income differs conceptually from earnings in that income includes receipts from all sources while earnings include only receipts from wage and salaries.

Percentage distributions of income by age and sex for 1969 are shown in Table VII and VIII. Females in the state were nearly 3 times as likely than men to have received less than \$1,000 (28.31 to 10.60), and 2.2 times as likely to have received less than \$2,000. Females in the study group were 2.3 times as likely than males to have earned less than \$1,000 (33.53% to 12.79). Of the women in the study only 3.55 (compared to the state average of 5.02) percent had incomes between \$6,000 and \$6,999. Slightly over 4.0 percent of the females in the study group had an income of at least \$7,000 while the state figure was slightly over 7.0%. Last of all, only 1.35 percent had an income of \$10,000+ while females in the state 3.29 had incomes of \$10,000 or more. The median income for females in the state and the study groups were \$2,411 and \$1,923 respectively. This ranks the females in the study group lowest in terms of median income since they had median incomes of only 1/4 that of the males in the study.

There are interesting differences in the level of income by age for members of both sexes and groups. For females in the state and study group the age group with highest median income were those between 25-34, while for males those age groups were between 35-44 age group. The level of median income among males rose consistently until the peak age period, (35-44) then declined with almost the same consistency. Not only did the females peak earlier but after the decline from the peak the females in the state saw another observable increase reached in the 45 - 54 age group. On the other hand however, females in the study group, experienced a leveling off in the age period 35 - 44, then declined.

TABLE VI
 MEDIAN EARNINGS, BY OCCUPATION
 AND SEX: VIRGINIA, 1969

	1969	
	MEN	WOMEN
Professional	\$11,383	\$6,198
Managérial	11,024	5,541
Clerical	6,932	4,324
Sales	7,657	2,386
Craftsmen	7,165	4,236
Operatives	5,515	3,480
Nonfarm Laborers	3,701	3,007
Farmers	3,272	1,606
Farm Workers	2,319	977
Private Household	1,691	942
Service	4,568	2,255
Total	6,865	3,612

SOURCE: Bureau of Census, Detailed Characteristics Of Virginia, 1970, U. S. Department Of Commerce, Government Printing Office, Washington, D. C.

TABLE VII
 PERCENTAGE INCOME DISTRIBUTION, BY AGE AND SEX:
 COUNTIES OF AMELIA, BRUNSWICK, CUMBERLAND, AND SOUTHAMPTON

	\$0- \$999	\$1,000- \$1,999	\$2,000- \$2,999	\$3,000- \$3,999	\$4,000- \$4,999	\$5,000 \$5,999	\$6,000 \$6,999	\$7,000 9,000	\$10,000+	Median
1969										
Male-Total	12.79	11.03	08.59	09.56	09.21	10.00	08.56	17.19	08.67	\$4,871
14-19	56.53	21.82	9.27	5.46	3.21	1.85	0.72	0.92	0.13	885
20-24	12.78	14.76	13.90	14.74	12.83	12.03	8.04	8.89	1.70	3,580
25-34	3.17	3.68	4.95	8.55	10.87	13.57	12.80	26.96	11.81	6,433
35-44	3.10	4.03	4.74	7.98	9.26	12.01	11.10	24.54	15.24	6,799
45-54	4.42	5.89	6.59	9.84	10.09	11.01	10.02	22.14	12.42	6,205
55-64	8.76	12.54	9.81	11.93	10.53	10.46	7.95	22.74	7.29	4,567
65-74	21.52	27.73	17.64	10.98	5.89	3.88	3.03	10.86	2.44	3,246
75+	35.69	30.60	16.31	6.16	3.27	1.94	1.34	2.33	1.21	2,233
Female-Total	33.53	17.84	11.72	13.15	9.21	5.62	3.55	4.03	1.35	1,923
14-19	65.96	17.21	6.91	5.73	2.74	.71	.28	.31	0.13	758
20-24	25.49	15.43	14.55	19.81	13.12	6.23	3.47	1.46	0.42	2,623
25-34	20.48	14.32	13.17	16.96	14.08	8.65	5.86	5.30	1.20	3,114
35-44	40.27	29.56	13.32	17.34	26.12	17.14	10.31	6.05	1.59	3,102
45-54	22.45	16.39	13.34	16.22	10.79	7.21	4.53	6.64	4.92	2,828
55-64	33.76	20.07	12.23	11.10	6.74	4.97	3.19	5.53	4.71	1,872
65-74	52.89	27.01	8.79	4.06	2.34	1.26	1.10	1.56	1.53	942
75+	64.68	22.73	5.83	3.11	1.08	.61	.50	.82	0.84	773

SOURCE: BUREAU OF CENSUS, DETAILED CHARACTERISTICS OF VIRGINIA, 1970, U. S. DEPARTMENT OF COMMERCE, GOVERNMENT PRINTING OFFICE, WASHINGTON, D. C.

TABLE VIII
 PERCENTAGE INCOME DISTRIBUTION, BY AGE AND SEX: VIRGINIA, 1969

	\$0- \$999	\$1,000- \$1,999	\$2,000- \$2,999	\$3,000- \$3,999	\$4,000 \$4,999	\$5,000- \$5,999	\$6,000- \$6,999	\$7,000 9,999	\$10,000+	Median
1969										
Male-Total	10.60	9.89	8.09	8.12	7.43	8.20	7.70	18.12	21.85	\$5,716
14-19	55.92	22.61	9.61	5.28	2.76	1.85	0.80	0.78	0.37	894
20-24	10.81	17.49	18.11	15.57	10.64	9.46	7.23	8.49	2.20	3,231
25-34	2.45	3.21	4.08	6.50	8.57	11.32	11.66	29.03	23.18	7,211
35-44	2.23	2.97	3.26	5.15	6.34	8.81	9.08	24.71	37.46	8,334
45-54	3.20	3.97	4.46	6.36	6.88	7.89	8.01	22.23	36.99	8,109
55-64	5.92	8.63	7.22	8.81	8.44	8.83	7.77	18.64	25.74	6,281
65-74	14.76	23.08	15.92	11.78	7.24	5.19	4.02	7.64	10.33	2,806
75+	25.18	29.55	17.75	9.08	5.08	3.28	2.61	3.88	5.25	1,868
Female-Total	28.31	16.88	11.71	11.88	9.12	6.75	5.02	7.06	3.29	2,411
14-19	64.15	18.31	7.87	5.03	2.53	1.16	0.46	0.27	0.21	779
20-24	23.61	15.00	13.55	15.93	12.79	8.51	6.45	3.62	0.54	2,840
25-34	19.25	12.72	11.78	13.90	12.19	9.27	7.87	10.54	2.48	3,454
35-44	18.89	13.41	12.66	14.61	11.65	8.98	6.23	9.33	4.24	3,347
45-54	17.88	13.53	12.35	13.79	10.54	8.44	6.15	10.95	6.39	3,452
55-64	24.79	16.78	12.06	11.81	8.30	6.27	4.35	9.37	6.27	2,908
65-74	40.37	27.97	11.30	6.52	3.80	2.73	1.84	3.00	2.46	1,347
75+	50.19	28.46	8.78	4.36	2.26	1.55	1.12	1.76	1.51	996

SOURCE: BUREAU OF CENSUS, DETAILED CHARACTERISTICS OF VIRGINIA, 1970, U. S. DEPARTMENT OF COMMERCE, GOVERNMENT PRINTING OFFICE, WASHINGTON, D. C.

A variable which is also frequently associated with level of income is the level of education completed. The level of income is expected to vary directly with the level of education, *ceteris paribus* (such as age, labor force status). An examination of the data (Table IX and X) reveals that this is generally the case. The only real exception occurred among males aged 18 - 24, and a large proportion of these are still enrolled in school.

The data also reveal that age and education have a greater effect on the level of income for females than those factors do for males. The general pattern of the effects of age and education was about the same for each sex. However, the level of income for females was much lower than for males in all cases.

For males in the state, the largest percentage [25.80] of those receiving an income had 12 years of education while the largest percentage [23.36] receiving an income in the study group had 5 - 7 years of education. (Table X) For females, the largest percentage receiving an income in the state [30.82] had 12 years of education, while the largest percentage (27.15) receiving an income in the study group likewise had 12 years of education. Only 15.61 percent of the females in the study group had more than 12 years of education, while 24.21 percent of the females in the state had 12 or more years of education. Of the males in the study group, 14.50 percent had more than 12 years of education while males in the state reported 25.66 percent having more than 12 years of education.

Another type of variable which exerts considerable influence in the level of income of persons by sex and household status. For persons with income, [in the state] mean income of male family heads (\$7,047) exceeded that of female family heads by over 100 percent (\$3,198). (Table XI) Mean income for male family heads in the study group was \$5,700 exceeding female family heads [\$2,600] by 120 percent. (Table XI)

TABLE IX
 PERCENTAGE DISTRIBUTION OF EMPLOYED PERSONS
 BY OCCUPATION, SEX, AND LOCALE, 1970

	MALE		FEMALE	
	STATE	COUNTIES	STATE	COUNTIES
Professional	15.62	9.52	16.67	12.34
Managerial	11.60	8.87	2.38	3.15
Sales	6.34	4.39	6.79	5.40
Clerical	7.64	5.15	33.98	24.46
Craftsmen	22.23	25.21	1.79	2.46
Nontransport Operatives	12.13	17.80	14.65	26.15
Transport Operatives	6.08	7.65	1.00	1.21
Nonfarm Laborers	7.26	10.33	1.87	1.70
Farmers and Farm Managers	2.29	1.67	.20	.001
Farm Laborers	1.74	3.40	.004	.08
Service	6.93	5.87	14.45	14.80
Private Household	.001	.001	5.49	7.42

SOURCE: Bureau of Census, Detailed Characteristics of Virginia, 1970, U. S. Department of Commerce, Government Printing Office, Washington, D. C.

TABLE X
 PERCENTAGE OF PERSONS RECEIVING INCOME
 BY SEX AND EDUCATION

YEARS,	MALE		FEMALE	
	STATE	COUNTIES	STATE	COUNTIES
0 - 4	7.50	12.23	5.13	7.89
5 - 7	15.44	23.36	13.10	19.71
8	6.83	8.37	6.45	7.68
9 - 11	18.76	19.75	20.38	21.96
12	25.80	21.29	30.82	27.15
13 - 15	11.43	7.25	13.91	9.32
16	7.43	3.93	7.50	4.79
17+	6.80	3.32	2.70	1.50

SOURCE: Bureau of Census, Detailed Characteristics of Virginia, 1970, U. S. Department of Commerce, Government Printing Office, Washington, D. C.

TABLE XI
 MEAN INCOME OF PERSONS, BY
 SEX AND HOUSEHOLD STATUS

	STATE		COUNTIES	
	MALE	FEMALE	MALE	FEMALE
TOTAL	\$ 7,047	\$ 3,198	\$ 5,700	\$ 2,600
Head of Family	8,669	3,756	6,791	2,834
Wife of Head		3,312	6,871	2,860
Other Relative			2,480	1,868
14 - 19	1,145	1,008	1,238	967
20 - 44	3,749	2,993	3,559	2,737
45 - 64	3,704	3,091	3,175	2,527
65+	1,941	1,408	1,614	1,164
Private Individuals	6,294	4,222	4,056	2,574
Secondary Individuals	3,115	2,310	2,292	1,775

SOURCE: Bureau of Census, Detailed Characteristics of Virginia, 1970, U. S. Department of Commerce, Government Printing Office, Washington, D. C.

Given the difference in family income as related to the sex of head of family, the incidence of poverty was expected to be greater for female-headed families than for male headed families. [The threshold level of income (the minimum which must be received in order to avoid being classified as "poverty") is defined on the basis of age and sex of head, family size and number of children under 18]. According to the criteria which was applied for the census period as shown in Table XII, [The overall] weighted average of the poverty threshold was \$3,388] more than 70 percent of the female headed families in the study group found themselves below the poverty threshold. Less than 40 percent of female headed families in the state were under the poverty threshold. Forty-one percent of male headed families in the study group were under the poverty threshold and less than 20 percent of the male headed families in the state were under the poverty threshold.

TABLE XII

POVERTY INCOME CRITERIA FOR FAMILIES, BY AGE AND SEX OF HEAD, NONFARM RESIDENCE
AND NUMBER OF CHILDREN UNDER AGE 18

Family Size	None	1	2	3	4	5	6 or more
Male Head							
1. Under 65 years old...	\$1,975	---	---	---	---	---	---
65 years old and over	1,774	---	---	---	---	---	---
2. Under 65 years old...	2,469	\$2,766	---	---	---	---	---
65 years old and over	2,216	2,766	---	---	---	---	---
3.	2,875	2,968	\$3,137	---	---	---	---
4.	3,790	3,847	3,715	\$3,902	---	---	---
5.	4,574	4,630	4,481	4,368	\$4,462	---	---
6.	5,247	5,265	5,153	5,041	4,891	\$4,967	---
7 or more.....	6,609	6,665	6,535	6,422	6,274	6,049	\$5,994
Female Head							
1. Under 65 years old...	\$1,826	---	---	---	---	---	---
65 years old and over	1,752	---	---	---	---	---	---
2. Under 65 years old...	2,282	\$2,491	---	---	---	---	---
65 years old and over	2,190	2,491	---	---	---	---	---
3.	2,781	2,651	\$2,931	---	---	---	---
4.	3,641	3,771	3,753	\$3,715	---	---	---
5.	4,368	4,500	4,481	4,444	\$4,294	---	---
6.	5,096	5,191	5,153	4,115	4,948	\$4,798	---
7 or more.....	6,403	6,497	6,478	6,422	6,255	6,124	\$5,825

SOURCE: Census, Public Use Samples of Basic Records From the 1970 Census: Description and Technical Documentation (Government Printing Office, 1972), p. 122.

APPENDIX

FUTURE RESEARCH PLANS

Most studies that have been concerned with the activities of Women in the Labor Market have been primarily addressing the problems of urban women and rarely give much attention to the activities of rural women in the labor market. There exists a need to raise questions and answer questions for these women so that the choice of whether or not they participate in labor market activities will be based on sound knowledge of the system rather than sketchy mis-information.

Although progress of women in labor activities has been made, progress of women in urban areas is more pronounced than progress of rural women.

There are many research avenues:

1. What are the effects of rural public education on the labor market activity of women?
2. What is the relationship of welfare to labor market activity?
3. What are the causative factors relating to out-migration of rural women?
4. What are the economic effects of sexual discrimination and employment competition on rural women?
5. The effects of inadequate day care facilities as a reason for labor market inactivity.
6. What are the effects of racial discrimination on minority rural women's labor market activity? Economic effects? Social effects?
7. A study of peak time activities of women in the farm sector in an effort to ascertain their contribution to overall farming output.
8. An analysis of the changing roles (if any) of rural women.

9. An investigation of possible labor market adjustments which would result in increased utilization of the labor force potential of rural women.
10. What vocational training is available to rural areas? How much are they utilized?