A STUDY OF THE UNDEREMPLOYMENT AND UNDERUTILIZATION OF WOMEN IN IOWA

IOWA COMMISSION ON THE STATUS OF WOMEN
1976

A STUDY OF THE UNDEREMPLOYMENT

AND

UNDERUTILIZATION OF WOMEN IN IOWA

Iowa Commission on the Status of Women

1976

Prepared by

Ms. Mary Riche-Warren
Director
Employment Project
Iowa Commission on the Status of Women

Ms. Cindy Jackson
Assistant Director
Employment Project
Iowa Commission on the Status of Women

Ms. Abigail McKenzie
Researcher
Employment Project
Iowa Commission on the Status of Women

Dr. Larry E. Short
College of Business Administration
Drake University

Iowa
a place to grow

STATE COMMISSION ON THE STATUS OF WOMEN
507 Tenth Street
Des Moines, Iowa 50319
Telephone (515) 247-4461

ROBERT D. RAY
GOVERNOR

CRISTINE WILSON
CHAIRPERSON

SUE FOLLON
EXECUTIVE DIRECTOR

July 10, 1976

The Honorable Robert D. Ray
Office of the Governor
State Capitol Building
Des Moines, Iowa 50319

Dear Governor Ray:

It is with pleasure that we, the Iowa Commission on the Status of Women, present this comprehensive study, *A Study of the Underemployment and Underutilization of Women in Iowa*. This study, made possible by a Comprehensive Employment and Training Act grant, is a result of a year-long research effort. It is expected that the findings in this report will provide some much needed information relating to the employment of women in the private sector and that it will have a significant impact on the state and nation as action is taken to provide for equality of opportunity for women in the work force.

We wish to express our appreciation for the assistance given the Commission by the Office of the Governor in seeking and receiving funding for the Project and in disseminating the results of the study.

The Commission sincerely hopes that this study will be given careful consideration as we pledge our own continued support.

Sincerely,

Cristine Wilson
Chairperson

Sue Follon
Executive Director

CW:SF:ks

ACKNOWLEDGMENTS

The Employment Project would have remained an ambitious idea had it not been for the willing cooperation of the 6,000 employees who took the time to complete and return the questionnaire. We want to express our special gratitude to those employees and to the 261 employers who agreed to participate in the study.

The Employment Project staff was a group of individuals whose specialized talents were combined, then enhanced by their collective spirit. Long hours, many miles on the road, and a special dedication to the Project turned a challenging research objective into a reality. Special thanks go to Jeanne Myerson, Peggy Piper, and Kitty Stoner, field researchers; and Linda Pearson, administrative secretary. We also thank Debi Oswald and Ruth Steenhoek for their extra efforts in assuring the printing of this report.

Our very special appreciation is extended to a group of individuals, known as the Advisory Task Force, who served as volunteer advisors to the Project and gave generously of their time, energies and expertise. They are Ed Anson, Delores Brewer, Fran Calhoon, Betty Durden, Gib Eggen, Ed Lewis, Alice McKee, Karen Powell, Dal Schroeder, Keith Schroeder, Will Smith, Betty Talkington, and Fran Van Winkle. Without their input, the project would not have developed into such a successful research effort.

The questionnaires would have been meaningless without the many hours of coding done by Linda King, Lisa Parker, Chelle Stoner, and Bob Watley. We thank them and Drake University for the use of their Dial Computer Center and for their assistance in converting thousands of pieces of information into statistical data.

Special thanks go to Bob Tyson, Director, and Walt Salomon, Director of Manpower Planning, of the state Office for Planning and Programming who assisted with funding and were always available with answers when questions arose. Other vital assistance was provided by Northwestern Bell Telephone Company, and the staffs of the Iowa Campaign Disclosure Commission and the Iowa Employment Security Commission. To all of these people, we extend our thanks for their help.

ABSTRACT

PURPOSE

The purpose of this study was to determine if women in Iowa are underemployed and underutilized in private sector business and industry. The study was a federally funded project conducted under the auspices of the Iowa Commission on the Status of Women and was conducted during the period from May 1975 through May 1976.

METHODOLOGY

This study used the survey method for data collection. The sample of 261 employers was selected at random from the total universe of 1,449 employers submitting Equal Employment Opportunity (EEO-1) Reports in 1974. The sample was stratified by geographic area and employer size and consideration was also given to the sample's representation of industry types and community sizes.

The sample employees were selected from lists of full-time personnel furnished by employers; an equal proportion of male and female employees was included in the sample. Researchers used a table of random numbers to insure the selection of a random sample. The findings of this study are based upon questionnaires from 5,995 employees or 44 percent of the 13,582 questionnaires distributed.

RESULTS

The findings from this study reveal that women in Iowa are underutilized and underemployed in certain occupations and at certain pay levels. Specifically, it was found that women are: (1) underutilized in laborer, operative, craft and technical positions; (2) underutilized in managerial and supervisory positions; (3) underutilized at pay levels from $10,000 to $17,500; (4) underemployed (when compared to men) in terms of years in their current positions in office/clerical positions; (5) underemployed (when compared to men) in terms of years in their

TABLE OF CONTENTS

LIST OF TABLES

CHAPTER I

INTRODUCTION

The status of women in 1976 has clearly changed from the early 1900's when Carrie Chapman Catt, president of the National American Woman Suffrage Association (1900-1902; 1915-1920), stated:

> "If we find woman inferior to man, we must find the reason not in her natural endowment, but in the environment which warped her growth."[1]

Today few people would claim that women are inferior to men, however, recent figures indicate that women continue to hold inferior positions in the work force. National statistics show large percentages of women clustered in low status, low paying jobs. Women also experience continually higher unemployment rates than men.

Such statistics may be correct on a national basis; however, there was insufficient empirical evidence to determine whether or not such a condition existed and to what extent in Iowa. Therefore, a study of the employment and utilization of women in Iowa's work force was necessary to understand the specific situation in this state.

STATEMENT OF THE PROBLEM

A new and increased awareness has resulted from an examination of the economic and social problems women face. Laws have been passed in recent years to deal with equality of opportunity; non-legislative developments have occurred even more rapidly. The recency of these events may explain why specific empirical evidence on the employment and utilization of working women in Iowa was non-existent.

In the past 15 years, pivotal legislation has been passed at the federal and state levels of government in an attempt to insure equal opportunities for both men and women. The Equal Pay Act, an amendment to the Fair Labor Standards Act, was passed by Congress in 1963 to guarantee equal pay for equal work for all people.

Title VII of the Civil Rights Act of 1964 prohibited discrimination in employment on the basis of sex and was intended to remove the barriers that had been operating to favor men over women in working situations. The Equal Employment Opportunity Commission was created as a federal agency to oversee the implementation of these laws. The Equal Employment Opportunity Act of 1972 expanded the coverage defined by the Civil Rights Act and provided the Equal Employment Opportunity Commission with the necessary powers to enforce the fair employment practice policies defined in the previous legislation.

In 1965, the President issued Executive Order 11246 which established a policy of equal opportunity in all aspects of the federal government, including government contractors and subcontractors. This required that affirmative action plans be developed by almost every major employer in the United States. Executive Order 11246 was amended in 1967 by Executive Order 11375 to prohibit discrimination on the basis of sex. This Executive Order did not substantially change the previous prohibition against sex discrimination; however, it did strengthen enforcement procedures. Three years later, the Office of Federal Contract Compliance issued the necessary guidelines governing the implementation of Executive Order 11246 as amended by Executive Order 11375.

The 61st General Assembly of the Iowa legislature adopted the Iowa Civil Rights Act in 1965 which prohibited discrimination in employment. This Act made discrimination illegal in the hiring, firing, or classifying of jobs by any employer, labor organization or employment agency. It further prohibited advertising that suggested an individual was objectionable or unwelcome on the basis of age, race, creed, color, sex, national origin, religion or disability. The Iowa Civil Rights Act was broadened by Executive Order 15 in 1973. Issued by Governor Robert D. Ray, this Executive Order made it unlawful to discriminate against applicants for state government employment because of sex, age or disability.

Despite these sweeping changes in the law, the President's Council of Economic Advisers did not include a chapter on the economic problems of women in their annual Economic Report of the President until 1973. Only recently have federal statisticians begun to gather extensive data specifically dealing with women as a unique segment of the work force.

Need for the Study

The continuous growth in the number of women in the labor force necessitates a re-evaluation of the contributions working women are making to the economy. Over the last 24 years, the number of women in the nation's labor force has doubled. In 1974, 36 million women represented 40 percent of the nation's workers.[2] Despite such an increase in the number of working women, they were still primarily concentrated in the lower paying, traditionally female occupations and industries.

About 35 percent of all employed women in 1974 were in clerical positions; 15 percent were professional and technical workers, which included more than 2 million teachers and 1.3 million health workers; 21 percent were in service positions; and about 13 percent held operative positions. The median income for women working in full-time jobs was $6,488 or 57 percent of the median income received by working men in 1973.[3]

In Iowa, the number of women working also increased. In 1975, 36 percent of all employed persons in the state were female.[4] Although data are gathered regularly by the U.S. Bureau of the Census, the U.S. Department of Labor and various Iowa state agencies, there is no central depository of specific information on working women in the state.

Comprehensive demographic data on Iowa's work force have never been compiled, so national or regional data have often been used to suggest a profile of Iowa workers. However, such an extrapolation may distort the actual characteristics of workers in this unique state. Iowa is an agricultural state, with two of every three

acres farmed. Only 27 cities in the state's 99 counties have populations over 10,000, while 785 communities have populations of less than 2,500 people. The eastern urban centers are heavily industrialized with many plants manufacturing farm equipment or processing foods. More than 55,000 employers file tax records with the state, yet fewer than 1,000 of these companies have more than 100 employees.[5]

Iowa also has a recent history of women in non-traditional roles. The assistant to the director of men's athletics at Drake University in Des Moines is a woman. The President Pro Tempore of the Iowa Senate and third in line to become governor is a woman. The national Chairman of the Republican Party, a woman, maintains a permanent residence in Des Moines.

Although these significant achievements by Iowa women suggest that opportunities are available, 1974 figures reveal that approximately 80 percent of the clerical employees in the state were women while only 11 percent of the managers were women.[6] If the national statistics for occupational median wages hold true in Iowa, then women were also earning lower wages than men. Thus, such statistical evidence seems to contradict the known accomplishments of Iowa women and it appears that women continue to work in lower paying, traditional occupations. If this is the case, women may not be utilizing their full range of skills and abilities.

Any business that does not fully utilize the capabilities of its employees may be reducing total productivity and thereby profitability as well. The combined effect of many organizations neglecting the full capabilities of employees could ultimately influence the total American economy. This problem, because practically insolvable on a national scale, may be better resolved at the state level. Therefore, a comprehensive study of the employment and utilization of women in Iowa's work force was necessary to ascertain the actual occurrence and extent of underutilization and underemployment of women working in the state.

Purpose of the Study

This study examines the Iowa work force to determine if women are underemployed and underutilized by business and industry within the state. The study investigates the extent and seriousness of the problem.

More specifically, the purpose of the study is to:

(a) Obtain original data from employees in Iowa regarding work-related, personal, attitudinal, and aspirational information;

(b) Analyze and compare the data obtained from both men and women employees to determine if the problem of underemployment and underutilization exists, the extent of its existence, and factors contributing to the problem.

Scope and Limitations of the Study

This federally funded study was conducted under the auspices of the Iowa Commission on the Status of Women. The Commission became statutory in 1972 and was charged with examining the status of Iowa women, including their status in the area of employment.

The investigation of underutilization and underemployment of women was restricted to employees working full-time in Iowa. An equal proportion of both men and women was surveyed. Analysis was primarily restricted to the employment problems of women. Employees were asked their sex, but no questions about race, color, religion or national origin were asked. The focus of the study was on women as a group and did not isolate the problems of minority women. Therefore, no conclusions can be drawn regarding minority female workers.

Employees working for companies subject to the reporting requirements of the Equal Employment Opportunity Commission were eligible to be surveyed. All participation by individual employees and employers was voluntary; researchers had no regulatory or enforcement authority. All information was obtained directly from employees and none of the specific data obtained was given to the employers.

Only private sector businesses and industries were sampled; public and educational system employers were excluded.

A relatively large sample was needed to compensate for the diversity of the workers and their environments. This restricted the data gathering to variables essential for the conduct of this study. Although accumulation of information on personality and motivational characteristics would have been helpful, it did not appear to be essential. Therefore, the attitudinal information gathered in the survey only included information on job satisfaction and employee aspirations.

Value of the Study

Such a comprehensive study on the underemployment and underutilization of women in Iowa should have significant impact. The results provide a basis for a realistic determination of whether or not underemployment and underutilization of working Iowa women exists and to what extent. Thus, further actions attempting equality of employment opportunity can be based on factual data for Iowa rather than on emotional appeals and national statistics.

Barriers to upward mobility for women can be identified from survey results and can serve as a catalyst for the study's second year when an educational model for employers and employees will be developed. Such factors as education, experience and aspirations can be further studied to determine their effect in limiting the occupations of women and upward mobility for women.

Finally, the development of comprehensive, state-wide data on underemployment and underutilization of women provides a reference for employers in the state. Businesses can examine and compare their own situations with others in the state. In addition, the comprehensive findings should assist employers in assessing their company personnel policies and procedures.

ORGANIZATION OF THE PROJECT

In response to the potential problems of underemployment and underutilization of women in Iowa, a proposal was submitted to the Manpower Services Council, Iowa's clearing house for federal funds, to provide funding for the:

> Research and development of a program to assess and document the extent of, and factors contributing to the underemployment of the female labor force in Iowa and to develop and evaluate a comprehensive program to counteract these factors.

The proposal outlined a three phase program to cover a period of three years. Phase I, the Research Phase, would test the hypothesis that female workers in Iowa are significantly underemployed and underutilized in certain job categories and at specific income levels. Phase II, the Education Phase, would design an educational model to overcome the problems uncovered in Phase I. The educational model would be implemented in selected organizations with the objective of counteracting the factors which are disadvantageous to the full utilization of women's capabilities. Phase III, the Evaluation Phase, would evaluate the attitudinal and behavioral changes of the workers and employers involved in the program.

In the spring of 1975, the Iowa Commission on the Status of Women received a federal grant to fund Phase I of the Project. The Employment Project was established as a separate organization within the Iowa Commission on the Status of Women to conduct the study. The first year was organized into three distinct time periods; organization, data gathering, and data analysis.

During May through September 1975, a full-time project director and three full-time supporting staff members were hired to work on the organizational stage of the study. They examined existing information and developed the research methodology and the research instrument necessary to conduct the data gathering, the second stage of the project. A pilot study tested the research methodology and instrument in early September and modifications were made accordingly.

An Advisory Task Force representing business, government, industry, higher education, organized labor and special interest groups was formed. (See Appendix A for a listing of the members.) The members of the task force volunteered their time and expertise while serving as resource persons throughout the study. A nucleus steering committee within the full task force was established for handling the more frequent business.

The state-wide data gathering stage of the study was conducted from October 1975 through January 1976. The state was divided into five geographic areas for both research and travel purposes. From a universe of 1,449 employers who had a minimum of 100 workers in Iowa, 261 locations were chosen to be surveyed. The selection of the employer sample was on a random basis after stratifying for geographic area and size of business.

Four temporary field research workers joined the staff for this four month process. The survey questionnaire was distributed by the field researchers to randomly selected full-time male and female workers; no part-time workers were included in the sample. Questionnaires were returned directly to the project office in pre-addressed stamped envelopes or administered on-site.

Participation was voluntary for both employers and employees. All 261 employers were kept confidential and the anonymity of employees was guaranteed. No employers were given specific data on their employees' responses.

To ensure cooperation of some branch businesses included in the sample, permission was needed from company headquarters located outside the state to sanction the participation of their Iowa employees. Twelve major headquarters were contacted to obtain cooperation for their Iowa locations; however, no out-of-state travel was involved.

The analysis of the gathered data was accomplished during the months of February through April, 1976. Three temporary staff members were needed to code the 6,000

questionnaires before keypunching. Initial computer analysis of the data was begun by an Employment Project research staff member. Consultants were hired to complete the computer analysis and to facilitate the writing of the final report. Drake University provided its Dial Computer Center facilities for the analysis of the data.

The first year of the Employment Project was completed on April 30, 1976. Phase II funding was granted in February of 1976 for the design and testing of an educational model for employers and employees to counteract the barriers to women's full employment. Further in-depth studies will be conducted with more extensive attitude measurement during the second year. Phase III, or the third year, will evaluate the changes promulgated in the second year of the Employment Project.

DEFINITIONS OF TERMS

Definitions are provided to insure that the reader interprets these frequently used terms in a manner consistent with their intended meaning in the study.

DISCRIMINATION: Discrimination is any overt or covert action directed toward an individual solely because of race, color, religion, sex or national origin.

EQUAL EMPLOYMENT OPPORTUNITY (OR EQUAL OPPORTUNITY): The concept of equal employment opportunity extends beyond a definition of nondiscrimination. It involves the taking of action when necessary to insure full equality in matters of employment, advancement, development, and treatment. This may be demonstrated through such actions as recruitment of women when it is determined they are not proportionately represented in the work force or by periodically evaluating the effectiveness of an entire personnel program and initiating action to correct deficiencies.

UNDERUTILIZATION: The term underutilization is used to describe a situation in which fewer numbers of women are employed in specific job categories than would be expected in view of their availability in the work force.

UNDEREMPLOYMENT: The term underemployment considers the relationship between an individual's education, experience and aspirations and her/his current job. The term depicts situations in which an individual's education or experience is greater than others in similar jobs or at similar pay levels.

EMPLOYEE: An employee is defined as any person working full-time for pay; full-time generally consists of 37.5 hours per week minimum.

ORGANIZATION OF THE STUDY

The primary concern of the Employment Project study has been presented in general terms in Chapter I, along with the study's purpose, significance, and scope and limitations. A detailed explanation of the organization of the project and the definitions of terms has also been presented.

In Chapter II, the historical development of women in the work force is presented to establish the proper frame of reference for the conduct of the study. In addition, a framework of discrimination against women in employment is developed to offer possible explanations of the causes of underemployment and underutilization.

Chapter III presents the research design and description of the hypotheses. It also includes a discussion of the research methodology, research instrument design, universe and sample selection, collection of data, and limitations of the study.

A summary of the results obtained from the study is presented in Chapters IV and V. In Chapter IV, characteristics of the sample are presented in addition to those findings applicable only to the testing of the research hypotheses. Other relevant findings developed in the study are discussed in Chapter V. The final Chapter, Chapter VI, reviews the overall findings and presents conclusions of the study.

Footnotes for Chapter I

[1]Carrie Chapman Catt, "President's Annual Address", (Washington, D.C.: National American Woman Suffrage Association, 1902).

[2]United States Department of Labor, Bureau of Labor Statistics, "Marital and Family Characteristics of the Labor Force, March 1975", (Washington, D.C.: U.S. Government Printing, July, 1975), p. 3.

[3]United States Department of Labor, Employment Standards Administration, 1975 Handbook on Women Workers, (Washington, D.C.: U.S. Government Printing, 1975).

[4]Iowa Employment Security Commission, Research and Statistics Department, "Manpower Information for Affirmative Action Programs 1975", (Des Moines, Iowa: Iowa Employment Security Commission, 1975), Table 2.

[5]Iowa Employment Security Commission, Research and Statistics Department, "Report on Covered Employees and Wages", (Des Moines, Iowa: Iowa Employment Security Commission, 1975).

[6]1974 EEO-1 Report Summary for Iowa.

CHAPTER II

HISTORICAL DEVELOPMENT OF WOMEN IN THE WORK FORCE

Although women have always been a part of the work force in the United States, interest in equality of opportunities for women in the work force has been a recent development. In the early years of the twentieth century, concerns of legislators to protect women against employment abuses coupled with cultural influences resulted in the development and acceptance of discriminatory practices against working women. As social conditions and the demographic features of the female labor force have changed, three distinct periods of women's participation in the labor force become evident: the Protectionist Era, 1900-1940; Transitional Era, 1940-1963; and the Transformation Era, 1963 to Present. A discussion of the significant factors influencing the employment and utilization of women in each period will be presented to provide a historical understanding of the present status of women in the labor force. In addition, a theoretical framework of discrimination against working women will be developed to offer possible explanations of the underlying causes of two basic types of discrimination in employment; underemployment and underutilization.

PROTECTIONIST ERA, 1900-1940

Early Legislation

The twentieth century was a time of rapid industrialization. In the wake of that industrial development, working conditions emerged which were notorious for their atrocity. Women and children, as well as male workers, suffered greatly during this period.

In reaction to this situation, legislation was passed to counteract the abuses toward working people. Labor organizations emerged and child labor laws were passed. Women were recognized as a unique segment of the labor force and laws were

passed by most states which attempted to protect working women. This legislation included regulation of hours worked, minimum wages, work before and after childbirth, working conditions, and jobs held by women. For example, Iowa's protective labor legislation, although not as restrictive as legislation in many states, required the provision of seats for working women wherever practical.

These laws were passed with the intention of protecting women; however, no consideration was given to individual abilities and preferences. Therefore, such laws often discriminated against women by limiting the availability of certain job opportunities.

The Working Woman

The industrial boom in the early years of the twentieth century caused a rapid expansion of several nonmanual occupations. Specifically, the number of clerical workers, teachers, nurses, and telephone operators expanded greatly and became largely female dominated. Women were quick to take advantage of these expanded job opportunities and much of the growth of the female work force between 1900-1940 can be accounted for by the expansion of these occupations.[1]

The growing textile and cotton industries attracted women in the early part of this era. Women were utilized because the industry was directly associated with skills women had learned in the home while preparing their families' clothing. Spinning, weaving and sewing were considered unique skills of women, thus promoting the exclusive use of women in those jobs.[2]

As industrialization of the economy progressed, demand increased for workers with general education and some specific skills. The opening of educational opportunities for women, initiated in the 19th century, allowed women to capitalize on this demand. The age of women leaving school steadily increased during this period as women took advantage of these educational opportunities which prepared them for newer, more highly skilled jobs.

The general trend for the period of 1900-1940 suggests that young single women joined the labor force before marriage but often did not re-enter the labor force after marriage. In 1900, 32 percent of women 20 to 24 years old were working, whereas only 19 percent of women 25 to 34 years old were employed. Although percentages were higher in 1940, the pattern in ages of labor force participation for women, peaking at ages 20 to 24, then sharply declining, was similar.[3]

The male labor shortage during World War I encouraged women to enter the labor force. Women were hired for many types of jobs at pay rates never before offered to them. Many women proved themselves capable of performing jobs previously reserved for men. The fact that many men did not return home from the war allowed some women to keep their non-traditional jobs with better wages.[4]

Traditionally, women did not work to develop a career. To the contrary, working was only an acceptable means of support before marriage. Only if a woman remained single or lost her husband was it appropriate for her to work to support herself, her parents, or her children. By the 1930's, single women were an accepted part of the labor force but married women were not. At least 6 opinion polls taken in the 1930's included questions regarding married working women, which suggests the importance of the issue. Generally, attitudes toward married working women were negative, with less than 25 percent of the respondents approving of a married woman working; and from 40 to 80 percent disapproving "depending on the alternatives allowed them."[5]

Two polls conducted by the American Institute of Public Opinion focused specifically on husbands' attitudes toward their wives working at specified wages. Although a larger proportion, 33 percent, responded favorably to their wives working at the higher wage, generally the responses from husbands did not indicate a positive attitude toward the employment of their wives--even during a major economic depression.[6]

In summary, the number of women in the work force increased only 5 percentage points over forty years; from 20 percent of the work force in 1900 to 25 percent in 1940. The typical female worker during this period was young and single. She worked in occupations viewed as extensions of her traditional nurturing and supportive role. The majority of employed women were domestic servants, teachers, nurses, seamstresses and textile mill workers. Women also entered the newly expanding jobs of secretary, stenographer, and telephone operator. Opinions in the early years of the twentieth century indicated it was not desirable for women to work. Working merely consumed the years until marriage. Further, a woman's job choices were severely limited to a few occupations, due to the rigid societal perception of the woman's role.

TRANSITIONAL ERA, 1940-1963

Changing Forces

The year 1940 marked the end of a decade of depression, the beginning of hostilities that would lead to United States involvement in World War II, and the beginning of a period that would show fundamental changes in women's participation in the work force.

To meet the demands of World War II, two million women were drawn into the work force between March and August of 1941. By 1943, more than four million additional workers were needed just to operate armed forces and munitions industries. The only realistic source for this additional labor supply was women. Married women, a group that had not traditionally sought employment in the past, and single women joined the labor force by the millions to fill jobs in the factories and offices throughout the United States.[7]

When Japan surrendered in 1945, the ratio of female to male workers was just over one worker to every three. However, a significant change in the work force occurred with the end of the war as men returned to their former jobs. Whereas

19 million women were employed in 1944, only 17 million women were employed by 1946. Thus, women's participation dropped from 35 percent of the total work force in 1944 to just under 29 percent in 1946. The shutdown of many war-related industries caused much of this decrease.[8]

Post-war trends in the industrialization of the United States, however, favored increasing participation by female workers. As industrialization progressed, the manufacturing and service industries continued to grow. Oppenheimer states "if there are changes in the industrial and occupational composition because of increases in the relative demand for manufactured goods, and for services,...then these changes imply changes in the composition of the demand for labor, if not also increases in the amount of labor demanded."[9]

Oppenheimer further suggests that the changing industry demand for a certain type of worker translated into a demand for female labor, because women were clustered in the demanded jobs.[10] Some of the occupations in greatest demand were stenographers, typists, secretaries, teachers, nurses, and telephone operators, where women held most of the jobs.

Low fertility in the thirties and increased industrial activity caused a labor shortage in the early fifties. As the demand for female labor grew, it could not be met by the traditional pool of young, unmarried working women. This factor coupled with the deaths of many young men during World War II created an employment situation that was favorable for new groups of older, married women.

World War II and the post-war industrialization established a need for female workers which took precedence over the restrictions set forth in the protective labor laws. Though the protective labor laws existed until the sixties, no other major legislation dealing with working women was passed during this twenty year period of transition.

The Changing Woman

The impact of both single and married women seeking employment caused dramatic

changes in the demographic characteristics of the female labor force during the period. By 1950, a clear pattern of married and older women entering the labor force became apparent.

Although participation by young women remained highest (43 percent of all women aged 20-24 were working in 1950), the rate for women aged 35-44 increased from 15 percent in 1900 to 35 percent in 1950.[11] The numbers of married women entering the work force were also increasing as first evidenced during the war. By 1950, married women comprised more than 52 percent of the female labor force. By 1963, married women made up 57 percent of the female labor force.[12]

Another notable break in the traditional pattern of female labor force participation was the entrance of women with children. In 1951, 30 percent of women with children 6-17 years old were in the labor force. This increased to 41.5 percent in 1963. Women with pre-school age children, as a group, remained the least likely to be employed. Fourteen percent of women with children 6 years old and younger, with husbands present in the home, were working in 1951; an increase of 60 percent brought their participation rate up to 22.5 percent by 1963.[13]

Women went to work for many reasons. First, as previously noted, there was an increased demand for women in certain jobs. Secondly, many women were the source of primary family income; i.e., in 1960, 10 percent of all families were headed by women.[14] Finally, during the 1950's the standard of living rose significantly and many women began to work to support their families' life style.

Single women were readily accepted as part of the work force; however, married women who were working still had not received approval. In a 1946 opinion poll only 34 percent of the men and 42 percent of the women approved of married women with children under 16 working. Surprisingly, in a 1960 poll, still only 34 percent of the husbands approved of wives working.[15]

Changing Work Force

Regardless of these unchanging attitudes toward working wives, women continued to join the work force. From 1900 to 1940, the participation of women 14 years and older in the labor force only grew from 20.4 percent to 25.4 percent. In the next seven years, from 1940 to 1947, participation increased by 5.6 percentage points; and it increased another 5.7 percentage points from 1947 to 1960. By 1960, women workers comprised 36.7 percent of the total labor force.[16]

During the period from 1940 to 1963 unemployment rates for women closely mirrored their participation rates in the work force. In 1950, when women were 29.0 percent of the work force, women comprised 32 percent of the unemployed. In 1960, when 36.7 percent of the workers were women, women were 35 percent of the unemployed persons.[17]

In 1960, women continued to be clustered in the traditional jobs of the past 60 years. Fifty-four percent of the employed women were clerical, service, and private household workers. Only one percent of the employed women were craft workers, and only 5 percent were managers and administrators.[18]

In summary, the demographic characteristics of women in the labor force went through several important changes during the transitional era. Older as well as married women entered the labor force in substantial numbers, but the occupational composition of the female labor force remained basically unchanged as the United States entered the decade of the sixties.

TRANSFORMATION ERA, 1963 TO PRESENT

Impetus for Further Change

The social conditions of the 1960's served as a catalyst for the transformation of traditional stereotypes. The issues of racism and the Viet Nam War shaped a period noted for its civil disobedience and social activism. This climate of

heightened social consciousness created a favorable atmosphere for re-evaluating women's role in society. Promoting the theory that the traditional role of wife and mother was confining and the status of women was that of second class citizens, the feminist movement began.

Women sought recognition of their importance in the home and on the job. The realization that women were working for lower salaries and with less chance for advancement than men prompted women to demand and organize for equal rights. The movement received public attention in 1963 when the President's Committee on the Economic Status of the Woman Worker documented the extent of discriminatory practices against the employed woman. The Committee recommended equal opportunities in hiring, training, promotion and pay for women.[19]

In the same year (1963) Congress passed the Equal Pay Act, requiring equal pay for men and women doing the same work. In a landmark decision interpreting the Act, a federal court ruled in 1968 that work need not be identical if it was substantially equal in skill, effort, and responsibility.[20]

The Equal Pay Act, although important in the recognition of women's rights, did not address itself to the more complex aspects of employment discrimination in hiring and promotion. The most influential piece of legislation in regard to this kind of discrimination is Title VII of the Civil Rights Act of 1964. Title VII requires that all employees be treated without regard to sex in every phase of employment, including hiring, firing, promotion and pay. Title VII is of great importance to the woman worker, but ironically, the inclusion of the sex clause was not intended as corrective legislation. The principle purpose of the Act was to eliminate racial discrimination; the sex clause was included as an attempt by Congressional conservatives to defeat the bill.[21]

Title VII of the Civil Rights Act is binding for employers of 15 or more people, public and private employment agencies, labor organizations, and labor/management apprenticeship programs. The Act established the Equal Employment Opportunity Commission (EEOC) to administer the law and to receive, investigate and resolve employment discrimination charges under Title VII. In August of 1969, the EEOC addressed itself to the effect of Title VII on state protective labor laws, which required preferential treatment for women. The EEOC stated, "State laws and regulations, although originally promulgated for the purpose of protecting females, have ceased to be relevant to our technology due to the expanding role of the female worker in our economy." The Commission found that such laws did not consider the capabilities, preferences, and abilities of individual females and tended to discriminate rather than protect. In conclusion, the Commission ruled that "such laws and regulations conflict with Title VII and will not be considered a defense to an otherwise established unlawful employment practice."[22]

In 1965, Iowa enacted its own Civil Rights Act, which prohibited discrimination in employment. It stated that discrimination in hiring, firing or classifying of jobs by any employer, labor organization, or employment agency was unlawful. The Act also prohibited advertising that suggested any individual was objectionable or unwelcome on the basis of age, race, creed, color, sex, national origin, religion or disability.

Equality of opportunity was further extended through legislative amendment and Executive Order. In 1972, an amendment to the Equal Pay Act extended its provisions to administrative, professional and outside sales personnel; in 1974, federal, state, and local governments were included. The Civil Rights Act was amended in 1972 to bar hiring based on stereotyped characterizations of the sexes, classification or labeling of jobs by sex, or advertising by sex. Government, federal contractors

and subcontractors and federally assisted construction contractors were required to abide by the Civil Rights Act by Executive Order 11246 (as amended by Executive Order 11375). This Executive Order, as amended, specifically required federal contractors to ensure employment and treatment without regard to sex by instituting affirmative action programs. Iowa broadened its Civil Rights Act in 1973 when Governor Robert D. Ray ruled it unlawful to discriminate against applicants for state employment for reasons of sex, age, or disability through Executive Order 15.

Congress passed the Equal Rights Amendment (ERA) in March 1972. This constitutional amendment reads: "Equality of rights under the law shall not be denied or abridged by the United States or by any state on account of sex." To become law, an amendment to the Constitution must be approved by 38 states. Iowa, one of 34 states who have ratified the ERA, passed the Amendment on March 24, 1972, by a vote of 73-34 in the Iowa House and 44-1 in the Iowa Senate.

The period of 1963-1975 was a time in which much social legislation was passed. The same climate also promoted change in societal attitudes. By the late sixties the Women's Movement was extremely visible and had given women an opportunity to assess their individual life styles. A number of factors favored the ideology of the women's movement becoming a reality. The development of oral contraceptives and access to legal abortions allowed women more control over pregnancy. This in turn gave women more freedom and more options in choosing and achieving lifetime goals.

This period was also a time of war, and as in World Wars I and II, the Viet Nam War brought women into the labor market. Because civilian labor was in short supply, employers were forced to adjust work schedules to include part-time employment to attract women. A good example of this is the growth of the "temporary office help" industry which expanded markedly during this period.[23]

Further job opportunities were created for women as expansion occurred in areas where women traditionally worked. During the past fifteen years, the service sector has continued as one of the fastest growing. Within the service sector the fields of government and teaching, historically the employers of women were booming. In addition, technological development created new fields, such as computer sciences, which had no previously identified sex stereotyped label. There was less resistance to hiring women in this new field than an influx into traditionally male-stereotyped jobs.

Today's Working Woman

Clearly an environment was created in this period where women found more possibilities, more opportunities, and more demand for their employment. Reflecting these changes, labor force participation rates for women 16 years and older increased from approximately 37 percent in 1960 to 40 percent in 1975. Three major trends became evident by the end of the 1960's. First, in 1963, the three youngest age groups displayed increased participation rates. Forty-five percent of women aged 20-24 were working in 1947, with percentages remaining stable until 1963 when rates increased from 47.6 percent to 56.8 percent in 1969. The next two youngest age groups 25-34 and 35-44 reflect similar, if less dramatic, increases. Secondly, in 1960, 32 percent of all wives whose husbands had jobs, were working; by 1975 this figure had risen to 43.6 percent. Finally, in 1960 slightly over 28 percent of wives with children under six were working, while in 1975, 39 percent were working.[24] These statistics suggest significant shifts in the demographic characteristics of the working woman.

Several demographic trends during this period provide an understanding of the growing participation rate of younger women. Women were marrying at later dates, which enlarged the pool of young, single women who had consistently exhibited high

participation rates. After marriage, women showed a declining fertility rate coupled with births at later ages, which also increased the supply of younger women.[25] In 1952, 8 percent of women workers had completed college work; in 1974, 13 percent had 4 or more years of college. In 1952, 51 percent of all women workers had completed high school; by 1974, 72 percent had a high school diploma.[26] There is a documented positive correlation between educational attainment and labor force participation. The more investment made in education, the higher the probability that women will attempt to turn that investment into rewards in the labor market.[27]

The argument that women work only for "pin money" is a common one. However, recent statistics belie this myth. In March 1973, 42 percent of employed women were single, widowed, divorced or separated. Further, 19 percent were married to husbands who earned less than $7,000 annually. Thus, a total of 61 percent of the women worked to provide the necessities of daily living.[28]

It must not be presumed, however, that work is significant only for primary wage earners. The number of married women in the labor force more than doubled since 1950 from 9 million to slightly over 20 million.[29] Work is an important part of the lives of many women. A 1973 study indicates that women expect to enter the work force in increasing numbers and are also aiming at higher level positions. Approximately 75 percent of the white women and 67 percent of the black women indicated preferences for white collar jobs, and half of those were seeking professional, technical, or managerial positions. The study attributes this increase in women's plans for work to their lesser expectations for childbearing and their own changing concept of the role of women. These findings are further supported by a 1970 study which found that of women aged 30-44, 60 percent of the white and 67 percent of the black women workers would continue to work even if they could live

comfortably without their earnings.[30]

Women are working in significant numbers today. They are wives and mothers; they work out of necessity and because it is a meaningful part of their adult lives. This seems to indicate a substantial change in today's working woman from the woman worker of 50 years ago. The woman worker of the early twentieth century was pitied as compared to the preferred role of mother and wife. Today women are an important part of the American work force and are representative of the entire female population. They are making inroads into an ever broadening number of occupations.

Present Utilization of Women

Even though these recent changes are encouraging, we must look closely at the total employment picture for women. Women have continued to have higher unemployment rates than men. In 1974 the male unemployment rate was approximately 4.8 percent, for females it was about 6.8 percent. This gap usually widens as unemployment declines. While women made up about 40 percent of the national labor force in 1974, they constituted over 45 percent of the unemployed work force.[31] In Iowa, where the total unemployment rate in 1974 was 3.0 percent, it was 4.0 percent for women. Although women made up 36.5 percent of the Iowa labor force, they composed 48.5 percent of all unemployed workers in Iowa.[32]

After a woman secures a job she is usually paid less than a man. From 1967 to 1974, the median weekly earnings of full-time working women remained at about 60 percent of the earnings of men working full-time. Women on the average in 1973 earned slightly less than $130 per week, while men earned about $200 per week.[33] According to 1973 figures, annual earnings of women, though varying by occupation, were in no case higher than 64 percent of the annual earnings of men employed in similar work, and were sometimes as low as 38 percent.[34]

Several recent studies have been conducted to explain the difference in pay for men and women. A number of factors were found to contribute to the discrepancy in pay between men and women. In 1964 Sanborn found that women worked fewer hours per week, had higher absenteeism and turnover, and on the whole, less experience than men.[35] Fuchs, in 1964, found that women's more casual attachment to the work force and less post schooling job investment were important elements in the differential earnings for men and women.[36]

The importance of attachment to the labor force and experience was further supported by Sawhill in 1973.[37] He noted that the estimated work life expectancy for a married 25 year old is 30 years for women and about 38 years for men, with women spending less time in each job than men. Sawhill also found that women's job investment was less than men. Malkiel and Malkiel's study of the personnel files of 272 professionals in a single company indicated similar findings. Differences in experience, education and productivity (in terms of absenteeism) account for 75 percent of the difference in pay for men and women.[38]

Although hours worked, education, experience, and job investment account for much variance in the pay between men and women, there still remains a portion of the differential that is unexplained. Presumably this unexplained portion could be attributed to sex discrimination. Suter and Miller in a study of career women in 1968 concluded that women's pay was commensurate with education and effort, but not skewed as highly as men's. Women receive just average wages regardless of training, job status, or experience; women do not turn education and job status into income as readily as men.[39]

The most important single factor contributing to the difference in pay between men and women, however, was the clustering of women in lower paying occupations. Whether this occurs through job choice or job assignment, this balkanization seems

a critical element in the difference in pay. Fuchs found women in male concentrated industries earned considerably more than women in industries with a more equitable male-female mix.[40] Sawhill also found that the remainder of his adjusted pay differential could be attributed to the overwhelming presence of women in lower paying jobs.[41] Oaxaca concluded that occupational barriers were the key to wage differences, and that if these barriers could be eliminated, it would virtually remove any wage differential.[42] Malkiel and Malkiel attributed 25 percent of the pay differential to the lower job assignments of women.[43]

Although women have made great strides, they continue to be largely employed in occupations traditionally considered women's work. In 1974, 53 percent of the 33.4 million women workers were employed as service or clerical workers. They composed 98 percent of all private household workers, 78 percent of all clerical workers, and 59 percent of service workers. They made up only 18 percent of managers and administrators, and 4 percent of craft workers. Forty-five percent of the 30.1 million working women were employed in retail trade or service industries. Women were 55 percent of all workers in the service industry and 47 percent of the workers in the retail trade industry.[44]

A FRAMEWORK OF DISCRIMINATION

The preceding discussion suggests that women have not fully reached equality in employment in 1976--either in certain male dominated occupations or in higher paying jobs. If this is the case, women may be experiencing two general types of discrimination: underemployment and underutilization.

Underutilization

The term "underutilization" is directly related to the imbalance between male and female employment in particular occupational groups and pay levels. If

work-related characteristics such as individual talents, qualities, and occupational preferences were randomly distributed throughout the population of men and women, then it would be expected that men and women would hold positions in any job category proportionate to their total representation in the work force. For example, since women make up about 40 percent of the national work force, one would expect that women would hold about 40 percent of the jobs in every job category. However, as noted in the previous section, women comprise only 4 percent of all craft workers nationally, thus it is clear that women are "underutilized" in craft positions. Underutilization is the condition of having fewer members of a specified group in a certain job category than would be expected by their availability in the work force.

Underutilization is the result of a variety of both economic and social influences in the environment. The sex roles defined in a culture have a great effect on the acceptable occupational choices for men and women in the labor market. Historically, women's participation in the labor market has been viewed as an extension of their roles in the family unit. Traditionally, women have been employed in fields closely related to their nurturing role (e.g., nursing and teaching) and often their jobs have been considered secondary to their primary role in the family unit. Women have been socialized into accepting these roles and often perceive such occupations to be more compatible with their societal roles. Women may choose low skilled jobs because they feel they will not get an adequate return on personal investment in education or training or because they do not, in fact, plan to remain continuously in the work force.

Responsibilities of the home and family may also influence the types of jobs women enter. Women's participation in the work force and their occupational choices can be linked to their child-bearing and child-rearing functions. The pattern of

participation of women in the work force often follows a three phase life/family pattern. In the first phase, the woman works before she marries and has children. During the second phase, she drops out of the work force to bear children and care for her family. After these child-rearing years, she may re-enter the labor force for a third phase of employment. Although more and more women with pre-school age children are presently working, these women remain the least likely women to be employed. The decision to have children often causes a break in a woman's work life, because in most cases, the burden of child care rests on the mother. This pattern of entering, leaving, and re-entering the work force has resulted in a tendency by employers to consider the female employee as a non-permanent employee.

Employers' decisions to hire or advance women are another aspect of occupational balkanization. With little or no experience of having women in certain traditional male occupations, employers may immediately assume that women should be hired for only traditional female occupations. Since some employers may also perceive women to have a lesser attachment to the labor force than men, they may not be willing to invest the cost of training a woman for the more highly skilled jobs.

Employers may inadvertently discourage women from entering higher level positions in administration or management. An employer who has previously looked only to the men in the organization to find promotable employees, may overlook career-oriented women in formal or informal career-pathing. Organizational guidelines for promotion have been designed from male career expectations and may not be adaptable to female life work cycles. If a woman senses that there will be no support for her, either from management or from her co-workers, she may become sufficiently discouraged and not attempt upward movement within an organization.

Thus, through their own job choices, life/family patterns, and job assignment by employers, women often remain underutilized in certain types of jobs. It

appears that the situation will continue until the employer encourages, and the female employee actively seeks, wider occupational choices for women.

Underemployment

The term "underemployment" has been used to describe a person unemployed on a qualitative basis. If a person is working in a position that does not utilize full productive capacity, then the person is termed "underemployed". A Ph.D. in engineering who works as a file clerk is an exaggerated example of this concept.

Qualitative variables can be isolated to measure underemployment. Persons are underemployed in relation to their education or training and previous work experience outside the home. The determination of underemployment is made by comparing the education and experience of persons in similar job categories, income or responsibility levels. For purposes of this study, the Ph.D. file clerk is underemployed only if other individuals working as file clerks have significantly different (lower) education backgrounds. This does not mean to imply that individuals with doctorates who are working as file clerks are not underemployed in relation to their educational backgrounds. This merely suggests that they are no more underemployed than any other persons with similar educational backgrounds in similar occupations.

The underemployment of women is often due to the socialization of both sexes. The employer may reason that men merit higher salaries, additional investment in training or preference in hiring because men will not leave the work force when they marry and have children. Employers may also assume that men are better employment risks because they are more geographically mobile, can give more time and effort to the job because of fewer domestic responsibilities, and need more money to provide support for their families. Thus, regardless of individual skills or education, an employer may feel it is preferable to hire men for jobs requiring high levels of skill or responsibility.

Through socialization of sex roles, an employer may feel comfortable only with women performing certain tasks regardless of their qualifications for other positions. The potential gain in profits to companies through full use of skills and abilities of all employees may be outweighed by the unconscious desire to maintain the status quo of traditional roles of the sexes. Some employers may be willing to forego the advantages of equality of opportunity for female employees just to maintain the known advantages of the status quo.

Women, too, may feel that only certain working roles are acceptable. This feeling, coupled with subtle discouragement from the employer, may convince her that there will be little support for her in a non-traditional role. Regardless of her abilities, a female employee may assume traditional jobs to avoid threatening either her identity as a woman or her position in the organization.

Domestic responsibilities may also limit the full use of a woman's skills. For married women, oftentimes non-paid work; i.e., work in the home, rather than leisure time, is the substitute for paid work. In many cases, a married women's entrance into the work force reduces or perhaps even eliminates her free time. Accepting higher level or more responsible jobs often requires more time at work or precludes the possibility of leaving a job when needed at home. This may be an impossibility for a woman who handles the majority of domestic responsibilities.

SUMMARY

Certain fundamental changes in the female work force have occurred since 1900. The female work force is no longer limited to the young or single woman. Legislators were once committed to creating a protective working atmosphere for women. Today, legislation is directed toward providing equality of employment opportunities for women.

Yet many aspects of the employment situation appear unchanged. Women remain disproportionately concentrated in a few traditional occupations; they are poorly represented in certain male-stereotyped jobs. Women appear to be paid less than men, regardless of their education, training or experience. Women often have more difficulty finding jobs was well as being promoted within an organization after obtaining a job.

It seems that sex discrimination in employment remains a very real problem. Sex discrimination, whether expressed as underutilization or underemployment, is ultimately a function of our socialization. Stereotyped roles for the sexes permeate all aspects of our culture. The problem is further complicated by its size: women are 53 percent of our total population and 40 percent of the national work force. But more importantly, the personal nature of the problem makes it sensitive; as the status quo is questioned, the traditional relationships between men and women are threatened.

The importance of understanding the problem outweighs the potential danger of its volatile nature. To explore adequately and resolve sex discrimination in employment, Iowa must understand its specific situation. How extensive are the problems in Iowa? In what jobs and at what levels do the women in Iowa work? In what industries and areas is sex discrimination in Iowa most problematic? Only through understanding the specific situation in Iowa can solutions to sex discrimination in employment be found. Then equality in employment opportunities can be realistically and actively pursued.

Footnotes for Chapter II

[1]Valerie Kincaid Oppenheimer, The Female Labor Force in the United States, (Berkley: Institute of International Studies, University of California, 1970), pp. 151-153.

[2]Oppenheimer, p. 102.

[3]Oppenheimer, p. 7.

[4]Eleanor Brantely Schwartz, The Sex Barrier In Business, (Georgia State University: Atlanta, Georgia, 1971), p. 16.

[5]Oppenheimer, p. 43.

[6]Oppenheimer, p. 47.

[7]Thomas Morain, "Emergence of the Women's Movement, 1960-1970", Ph.D. Thesis, University of Iowa, 1974, p. 41.

[8]Morain, p. 42.

[9]Oppenheimer, p. 156.

[10]Oppenheimer, p. 157.

[11]Oppenheimer, pp. 8-21.

[12]Morain, p. 46.

[13]United States Department of Labor, Bureau of Labor Statistics, U.S. Working Women: a chartbook, (Washington, D.C.: U.S. Government Printing, 1975), p. 26.

[14]U.S. Working Women: a chartbook, p. 31.

[15]Oppenheimer, p. 50.

[16]Oppenheimer, pp. 3-6.

[17]United States Department of Labor, Employment Standards Administration, 1975 Handbook on Women Workers, (Washington, D.C.: U.S. Government Printing, 1975), p. 26.

[18]U.S. Working Women: a chartbook, p. 8.

[19]Schwartz, p. 29.

[20]United States Department of Labor, Employment Standards Administration, "Brief Highlights of Major Federal Laws and Orders on Sex Discrimination", (Washington, D.C.: U.S. Government Printing, 1974), p. 1.

[21]Wendell French, The Personnel Management Process, (Boston: Houghton Mifflin Company, 1974), p. 248.

[22]United States Department of Labor, Wage and Labor Standards Administration, Laws on Sex Discrimination in Employment, (Washington, D.C.: U.S. Government Printing, 1970), p. 10.

[23]Caroline Bird, Born Female: The High Cost of Keeping Women Down, (Rev. ed., New York: David McKay Company, Inc., 1970), p. 158.

[24]Morain, p. 54 and United States Department of Labor, Bureau of Labor Statistics, "Marital and Family Characteristics of the Labor Force", (Washington, D.C.: U.S. Government Printing, 1975), pp. 2-4.

[25]Morain, p. 55.

[26]U.S. Working Women: a chartbook, p. 45.

[27]Juanita Kreps, Sex in the Marketplace: American Women at Work, (Baltimore: The Johns Hopkins Press, 1971), p. 24.

[28]United States Department of Labor, Women's Bureau, "Why Women Work", (Washington, D.C.: U.S. Government Printing, 1974)

[29]U.S. Working Women: a chartbook, p. 21.

[30]United States Department of Labor, Manpower Report of the President, (Washington, D.C.: U.S. Government Printing, April 1975), pp. 64-65.

[31]U.S. Working Women: a chartbook, p. 24

[32]Iowa Employment Security Commission, Research and Statistics Department, "Manpower Information for Affirmative Action Programs 1975", (Des Moines, Iowa: Iowa Employment Security Commission, 1975), Table 2.

[33]U.S. Working Women: a chartbook, p. 32.

[34]U.S. Working Women: a chartbook, p. 36.

[35]Henry Sanborn, "Pay Differences Between Men and Women", Industrial and Labor Relations Review, XVII, No. 4, (July 1964), pp. 535-550.

[36]Victor Fuchs, "Differences in Hourly Earnings Between Men and Women", Monthly Labor Review, XCIV, No. 5, (May 1971), pp. 9-15.

[37]Isabell Sawhill, "Economics of Discrimination Against Women: Some New Findings", Journal of Human Resources, VIII, No. 4, (Summer 1973), pp. 384-395.

[38]Burton G. and Judith A. Malkiel, "Male - Female Differentials in Professional Employment", American Economic Review, LXIII, (September 1973), pp. 693-705.

[39]Larry Suter and Herman Miller, "Components of Income Differences Between Men and Career Women", American Journal of Sociology, LXXVIII, (January 1973), pp. 962-974.

[40]Fuchs, pp. 13-14.

[41]Sawhill, p. 391.

[42]Ronald Oaxaca, "Sex Differences in Wages", from unpublished article presented at conference on "Discrimination in Labor Markets", (October 1971), p. 32.

[43]Malkiel and Malkiel, p. 702.

[44]U.S. Working Women: a chartbook, p. 9.

CHAPTER III

HYPOTHESES AND RESEARCH DESIGN

INTRODUCTION

The review of the history and problems related to underemployment and underutilization of women in the work force suggests numerous propositions which could be tested through empirical research. Only those hypotheses which were considered to be of greatest significance in fulfilling the objectives of this study were selected for empirical testing.

After the presentation of hypotheses, this chapter will present a discussion of the research methodology, design and administration of the research instrument, the nature of the population and sample, and the limitations of the methodology and sample.

HYPOTHESES

It is the general hypothesis of this study that equality of opportunity for working women in Iowa has not yet been fully obtained. If the study confirms this hypothesis, an action model will be designed and implemented during the second year of the project to assist employers and employees in their efforts to obtain equality of opportunity for women. Thus, a supporting purpose of the study is to identify the barriers to job entrance and upward mobility for women to ascertain the reasons for underemployment and underutilization of women.

The first major research hypothesis tests the assumption that women are not employed in certain types and levels of positions to the same extent as their availability in the work force. This hypothesis assumes that in certain job categories, (e.g., professional, technician and skilled craft positions), and certain higher level positions (e.g., supervisory and managerial positions), fewer women are employed than should be. Thus, the first major research hypothesis states:

Women employees in Iowa are underutilized in certain job categories and certain position levels in relation to their availability in the work force.

In order to test this hypothesis adequately, it must be presented in more specific terms and in the null form for the express purpose of being rejected by the findings of the study. The rejection of the null hypotheses permits the alternative hypotheses to be accepted. The specific testable hypotheses presented in null form are:

Hypothesis 1.1 Women are employed in each job category[1] in proportions equal to their representation in the Iowa work force.

Hypothesis 1.2 Women are employed in managerial positions in proportions equal to their representation in the Iowa work force.

Hypothesis 1.3 Women are employed in supervisory positions in proportions equal to their representation in the Iowa work force.

Hypothesis 1.4 Women are employed at specific pay levels in proportions equal to their representation in the Iowa work force.

The next major research hypothesis is based on the assumption that women workers in Iowa are underemployed in relation to their capabilities. The hypothesis assumes that women are not employed in positions or at pay levels commensurate with their education, previous work experience and aspirations. Thus, the second major research hypothesis states:

Women employees in Iowa are underemployed in relation to their education, previous work experience, and aspirations.

The specific testable hypotheses presented in null form are:

Hypothesis 2.1 Women and men employees in like job categories have similar education backgrounds.

Hypothesis 2.2 Women and men employees at comparable pay levels have similar education backgrounds.

Hypothesis 2.3 Women and men employees in like job categories have comparable years of working experience.

Hypothesis 2.4 Women and men employees at comparable pay levels have comparable years of working experience.

Hypothesis 2.5 Women and men employees in like job categories have similar perceptions of their underemployment in the organizational hierarchy.

Hypothesis 2.6 Women and men employees at comparable pay levels have similar perceptions of their underemployment in the organizational hierarchy.

An additional subset of the underemployment hypothesis considers the employment of college graduates at skill and pay levels appropriate to their education. These hypotheses will compare the distribution of male college graduates with the distribution of female college graduates by job category and pay levels. The specific testable hypotheses presented in null form are:

Hypothesis 2.7 Women and men college graduates are proportionally distributed among the various job categories.

Hypothesis 2.8 Women and men college graduates are proportionally distributed among the various pay levels.

Hypothesis 2.9 Women and men college graduates have similar perceptions of their underemployment in the organizational hierarchy.

RESEARCH METHODOLOGY

This study was essentially concerned with the gathering of demographic and attitudinal information from employees. The questionnaire approach was selected to collect information from employees because of the wide dispersion of the universe. Collecting large amounts of data insured that all essential parts of the universe were adequately represented.

The primary analysis technique used in this study involved the determination of significant differences between various sets of data. Since the study primarily focuses on the differences between employment and utilization of men and women in the Iowa business sector, tests of significance involving sample proportion differences and mean differences were the most frequently used statistical techniques.

RESEARCH INSTRUMENT DESIGN

The research instrument used in the conduct of this study, titled Employment Survey, was specially designed by the Employment Project staff to obtain both demographic and attitudinal information from employees of business and industry in Iowa. (See Appendix B for the Employment Survey questionnaire.)

The staff of the Employment Project received general guidance from an Advisory Task Force (ATF) which represented business and industry, government, higher education, organized labor, and special interest groups, such as women's organizations, professional business associations and the general public. The content base of the questionnaire was developed by the project staff and a smaller steering committee of the ATF. The questionnaire required the collection of four kinds of information: (1) work related, (2) personal, (3) attitudinal, and (4) aspirational. An extensive list of informational items was eventually narrowed and refined to include only those items critical to the study. The specific items determined to be necessary for the conduct of this study are shown in Figure 1. Each item was developed into question form for inclusion in the questionnaire.

The Employment Survey questionnaire was designed to facilitate administration and to promote voluntary cooperation by employers. Five criteria were considered important in the questionnaire design. First, the face validity had to be high. Employees responding to the questionnaire had to readily see the relationship between the questions and the stated purpose of the questionnaire. Second, the questions

FIGURE 1

WORK RELATED INFORMATION

1. Total years experience
2. Years of work experience by specific job category
3. Years of voluntary (nonpaid) work experience
4. Years in present position
5. Present job category
6. Years and number of work interruptions by cause of interruption
7. Years of most recent uninterrupted work
8. Miles traveled in commuting to work
9. Requirements for travel in present job
10. Number of people currently supervised
11. Extent of supervisory responsibilities

PERSONAL INFORMATION

1. Education
2. Training
3. Current enrollment in education or vocational pursuits
4. Union membership
5. Age
6. Sex
7. Marital status
8. Number dependents
9. Number of children under 12 living at home
10. Primary financial reason for working
11. Other reason for working
12. Annual income

ATTITUDINAL INFORMATION

1. Willingness to travel in the job
2. Willingness to change employers for more pay or a more responsible job
3. Willingness to move to a different town for a job
4. Effect low cost child care would have upon willingness to work overtime, work different shifts, accept position requiring travel and accept positions of more responsibility
5. Likelihood of obtaining desired position within five years
6. Attitudes toward present job, supervision, pay, co-workers, and opportunities for promotion

ASPIRATIONAL INFORMATION

1. Hierarchial positional level presently desired
2. Type of occupation presently desired
3. Hierarchial positional level desired in future
4. Type of occupation desired in future

had to be easily read and understood by persons completing the questionnaire. Third, the questions had to avoid extensive or complicated answers. Fourth, the answers to the questions had to be available from the employees' own knowledge and easily recorded on the questionnaire. Fifth, the questionnaire had to be easily completed within ten to twenty minutes.

The Employment Survey questionnaire utilized a number of different questioning techniques. All work-related and personal information required a specific answer. For example, the question developed to obtain total years of work experience asked:

> "How many years have you worked for pay? _____years (specify number)"

Attitudinal information questions required employees to make decisions concerning: (1) willingness to travel, (2) willingness to change employers, (3) willingness to move to a different town, (4) likelihood of obtaining desired position, and (5) effect of low cost child care upon willingness to work over-time, work different shifts, accept positions requiring travel, and accept positions of more responsibility. For example, the question developed to ascertain employees' attitudes toward mobility asked:

> "Would you change employers to obtain more pay and/or a more responsible job? (check one) ___Yes ___No."

Attitudes toward employees' present job, supervision, pay, co-workers, and opportunities for promotion were obtained through the Job Description Index developed and validated by Patricia C. Smith.[2]

Aspirational information was obtained by requesting employees to indicate their perception of the specific job category and organizational hierarchial level preferred now and in the future. Occupational aspirations were determined by comparing present job category with desired job category. Hierarchial aspirations were determined by comparing employees' perception of their current level with their desired level in the organizational hierarchy.

The validity and reliability of the Job Description Index portion of the Employment Survey questionnaire have been well documented.[2] Although the validity of the remaining portion of the Employment Survey questionnaire is less certain, there was evidence for concluding it was utilitarian for purposes of this study. Several groups cooperated in pretesting the questionnaire. Initially, a faculty member of the College of Business Administration, Drake University, reviewed the instrument on the basis of his knowledge of the construction of research instruments. The instrument was also reviewed by a faculty member of the Psychology Department of Iowa State University. Secondly, the Advisory Task Force evaluated the instrument for content and construction. Thirdly, the questionnaire was administered to a group of twenty employees. Each employee was requested to complete the questionnaire and encouraged to ask questions while responding to each question. Upon completion of the questionnaire, each employee was interviewed by a researcher and asked to comment on the questionnaire.

Lastly, a formal pilot study was made of the questionnaire with a sample of employees representative of those in the actual universe. Two hundred and fifty-six employees, 115 women and 141 men, in four companies completed the questionnaire. The pilot study included a large hospital, a large manufacturer, a small rural utility and a small transportation company. Employees from three of the pilot study locations returned their responses by mail. One employer in the pilot study allowed employees to complete the questionnaire on-site. The length of time required to complete the questionnaire ranged from 7 to 20 minutes with a mean of 16 minutes. This fell within the range of time earlier established as a criteria of construction. Responses on each questionnaire were analyzed to ascertain any additional problems. Only minor changes were made in the research instrument as a result of the pilot study.

It is believed that high face validity was established through the pre-test of the research instrument. Employees were open and frank in their discussion of the instrument and its potential for obtaining the desired information. Construct validity was also tested. Since construct validity is determined and evaluated by a subjective process of judgment,[3] Cronback has suggested that an effective method of testing the construct validity is the administration of the instrument to individuals who "think aloud" in order to determine the relevant and irrelevant features of the research instrument.[4] This method was utilized in administering the questionnaire to the initial pilot sample of 20 employees and the Advisory Task Force. These people believed the research instrument was a good measure of the elements it was designed to measure.

UNIVERSE AND SAMPLE SELECTION

Employer Sample Selection

The employer universe for this study consisted of all Iowa private sector employers who filed Equal Employment Opportunity (EEO-1) reports in 1974. The universe specifically excluded any employer with less than one hundred employees in Iowa. However, many firms employing over one hundred employees in Iowa had branch locations with less than one hundred employees and were included in the universe.

The restriction on employer size was deemed necessary for two reasons. First, the study's purpose was to investigate the underemployment and underutilization of working women in Iowa so an action model could be designed to assist employers and employees in overcoming specific problems discovered by the research. Since more opportunities for advancement would appear to exist in larger firms, a study of larger, more complex firms could produce more useful information. Smaller firms may be restricted in their efforts to develop and promote personnel by the lack of opportunities available. Therefore, it was assumed that larger employers

would have more opportunities for well qualified employees.

The second reason for restricting employer size to one hundred or more employees was prompted by the requirements of the Civil Rights Act. Since all firms employing one hundred or more employees are subject to the Civil Rights Act and are required to submit periodic reports to the Equal Employment Opportunity Commission, these firms already had data on the employment and utilization of women. Thus, it was believed the request for data by the researchers would not impose an unusual workload on employers nor would employers feel this request would be an invasion on their privacy.

The size of the employer sample was determined to be 261 firms, which afforded maximum employer coverage within budgetary and time limitations of the study. Since Iowa consists of distinct geographical areas, each with unique characteristics, the sample was initially stratified into five major geographical areas: central, southwest, northwest, northeast, and southeast, in order to preserve the flavor of each of the major geographical areas in Iowa. These five areas were selected because common usage within Iowa often classifies the state into these areas and each area contains a unique mix of industry, community sizes and agriculture. Thus, the findings of the study could be applied to a specific geographic area rather than the total state. Table III-I shows the number of firms employing over one hundred employees by major geographic area. (See Appendix C for a map of areas.)

Stratification of the sample was also designed to account for size of employer. The researchers used the Bureau of the Census size classifications as follows: (a) one to forty-nine employees, (b) fifty to ninety-nine employees, (c) one hundred to two hundred and forty-nine employees, (d) two hundred and fifty to four hundred and ninety-nine employees, (e) five hundred or more employees. Although the study was limited to firms employing one hundred employees or more, many such firms have branch locations with less than one hundred employees. These firms

TABLE III-1

FIRMS IN IOWA EMPLOYING ONE HUNDRED

OR MORE EMPLOYEES BY GEOGRAPHIC AREA

GEOGRAPHIC AREA IN IOWA	NUMBER OF FIRMS	PERCENT
Central	250	17.3%
Southwest	100	6.9
Northwest	268	18.5
Northeast	415	28.6
Southeast	416	28.7
Total	1,449	100.0%

SOURCE: 1974 EEO-1 reports for Iowa.

TABLE III-2

FIRMS IN IOWA EMPLOYING ONE HUNDRED

OR MORE EMPLOYEES BY NUMBER OF EMPLOYEES PER LOCATION

NUMBER OF EMPLOYEES PER LOCATION	NUMBER OF FIRMS	PERCENT
1-49*	407	28.1%
50-99*	290	20.0
100-249	454	31.3
250-499	170	11.7
500 and over	128	8.8
Total	1,449	100.0%

SOURCE: 1974 EEO-1 reports for Iowa.

*An employer size of less than 100 employees suggests a larger organization with multi-locations, some of which may have less than 100 employees at a particular work location. For example, a retail chain may consist of a headquarter office and many retail outlets of fewer than 100 employees each.

provided the opportunity to study employees in small branch locations who had access to larger organizations for promotion and developmental purposes. The number of firms in Iowa with total employment of one hundred or more is shown in Table III-2.

Although the sample was not specifically stratified by industrial classification and community size, it was hoped that the random selection of firms would result in a proportional representation of these two classifications. Firms were classified in accordance with the Standard Industrial Classifications. Six classifications were used in this study: (a) agriculture and construction, (b) manufacturing, (c) transportation and utilities, (d) wholesale and retail trade, (e) finance and insurance, and (f) services. Table III-3 shows the number of firms in Iowa employing at least one hundred employees by the six classifications used in this study. Firms were also classified by the size of community in which they were located. These classifications followed the Bureau of the Census Categories and were as follows: (a) under 2,500 in population, (b) 2,500 to 10,000 in population, and (c) over 10,000 in population. The number of firms in Iowa by geographic area and size of community is shown in Table III-4.

The process of sample selection was accomplished through the construction and utilization of Table III-5. Initially, firms in the universe were classified by geographic area and firm size as shown in Step One, Table III-5. Second, as shown in Step Two of Table III-5, the distribution of these firms was calculated as a percentage figure; e.g., 86 or 32 percent of the 268 firms in Northwest Iowa employ 1-49 employees. Next the specific desired sample size, as shown in Step Three, for each combination of geographic area and firm size was computed using the information in Table III-1 and Step Two of Table III-5. For example, from Table III-1 it was determined that 18.5 percent of the sample of 261 firms, or 48 firms, should be in the Northwest area of Iowa. Of the 48 firms in Northwest Iowa in the sample,

TABLE III-3

FIRMS IN IOWA EMPLOYING ONE HUNDRED

OR MORE EMPLOYEES BY TYPE OF INDUSTRY

TYPE OF INDUSTRY	NUMBER OF FIRMS	PERCENT
Agriculture, Construction	38	2.6%
Manufacturing	511	35.3
Transportation, Utilities	154	10.6
Wholesale and Retail Trade	493	34.0
Finance, Insurance	72	5.0
Services	181	12.5
Total	1,449	100.0%

SOURCE: 1974 EEO-1 reports for Iowa.

TABLE III-4

FIRMS IN IOWA EMPLOYING ONE HUNDRED

OR MORE EMPLOYEES BY GEOGRAPHIC AREA AND COMMUNITY SIZE

GEOGRAPHIC AREA AND COMMUNITY SIZE BY POPULATION	NUMBER OF FIRMS	PERCENT
Central Iowa		
Under 2,500	4	0.3%
2,500-10,000	9	0.6
10,000 and Over	237	16.4
Total	250	17.3%
Southwest Iowa		
Under 2,500	11	0.8%
2,500-10,000	48	3.3
10,000 and Over	41	2.8
Total	100	6.9%
Northwest Iowa		
Under 2,500	27	1.9%
2,500-10,000	86	5.9
10,000 and Over	155	10.7
Total	268	18.5%
Northeast Iowa		
Under 2,500	23	1.6%
2,500-10,000	69	4.8
10,000 and Over	323	22.3
Total	415	28.7%
Southeast Iowa		
Under 2,500	23	1.6%
2,500-10,000	64	4.4
10,000 and Over	329	22.7
Total	416	28.7%
Total: Iowa		
Under 2,500	88	6.1%
2,500-10,000	276	19.0
10,000 and Over	1085	74.9
Total	1,449	100.0%

SOURCE: 1974 EEO-1 reports for Iowa.

TABLE III-5

DEVELOPMENT OF THE STRATIFIED SAMPLE

STEP ONE: DISTRIBUTION OF FIRMS IN UNIVERSE

Geographic Area in Iowa	Size of Firm by Number of Employees					
	1-49	50-99	100-249	250-499	Over 500	Total
Central	49	59	86	30	26	250
Southwest	33	16	37	7	7	100
Northwest	86	57	77	31	17	268
Northeast	126	75	134	40	40	415
Southeast	113	83	120	62	38	416
Total	407	290	454	170	128	1,449

STEP TWO: PERCENTAGE DISTRIBUTION OF FIRMS IN UNIVERSE

Geographic Area in Iowa	Size of Firm by Number of Employees				
	1-49	50-99	100-249	250-499	Over 500
Central	19.6	23.6	34.4	12.0	10.4
Southwest	33.0	16.0	37.0	7.0	7.0
Northwest	32.0	21.3	28.7	11.6	6.3
Northeast	30.4	18.1	32.3	9.6	9.6
Southeast	27.2	20.0	28.8	14.9	9.1

STEP THREE: DISTRIBUTION OF FIRMS IN SAMPLE BY GEOGRAPHIC AREA AND SIZE OF FIRM

Geographic Area in Iowa	Size of Firm by Number of Employees					
	1-49	50-99	100-249	250-499	Over 500	Total
Central	9	11	15	5	5	45
Southwest	6	3	7	1	1	18
Northwest	15	10	14	6	3	48
Northeast	23	14	24	7	7	75
Southeast	20	15	22	11	7	75
Total	73	53	82	30	23	261

Step Two of Table III-5 shows that 32 percent, or 15 of the firms from Northwest Iowa should employ 1-49 employees. The actual sample selection was accomplished by randomly selecting 15 of the 86 firms available in that particular area and size grouping. If a firm refused to participate in the study, another firm was selected at random from the same geographic area, size grouping, industry type, and community size as a replacement.

Employee Sample Selection

The employee universe for the study consisted of all full-time employees, excluding those employees incapable of responding to the questionnaire such as illiterates and retardates. The sample was selected from a list of employees supplied by the personnel office of the participating firms. A table of random numbers was used to insure the selection of an unbiased sample. Two decision rules were followed in the selection of each sample.

(1) Female-male stratification. In order to establish an accurate base on which to measure underemployment and underutilization of women in the Iowa work force, an equal number of men and women were to be sampled. Thus, all employee lists were considered by the researchers as two separate lists; one of women employees and the other of men employees. Using a table of random numbers, random samples were drawn from each list to insure full representation of both men and women in the sample.

(2) Sample size determination. Sample size was determined from the employee list for each employer as follows:

(a) All employees were selected from employee lists containing 1 to 49 employees.

(b) Thirty employees (i.e., 30 men and 30 women) were selected at random from employee lists containing from 50 to 99 employees.

(c) Forty employees (i.e., 40 men and 40 women) were selected at random from employee lists containing 100 to 249 employees.

(d) Fifty employees (i.e., 50 men and 50 women) were selected at random from employee lists containing 250 to 499 employees.

(e) One hundred employees (i.e., 100 men and 100 women) were selected at random from employee lists containing 500 or more employees.

These decision rules were designed to insure that adequate numbers of employees were included in each sample from each employer.

COLLECTION OF DATA

Employers selected to participate in this study were contacted by the researchers to obtain their cooperation. The purpose and objectives of the study were explained and the research methodology, information needed, and extent of cooperation required of each employer participating in the study was described.

Prior to accepting an employer as a participant in the study, each employer was presented with a short explanation of the study. In summary form, employers were given the following information:

1. The researchers identified themselves as employees of the Iowa Commission on the Status of Women, an agency of the state government.

2. The study was a federally funded project to ascertain the underemployment and underutilization of working women in Iowa.

3. Iowa was the only state attempting to gather comprehensive factual data on its workers in this manner.

4. An Advisory Task Force was guiding the scope and conduct of the project.

5. Participation by any employer was completely voluntary.

6. Cooperating employers would not be identified in the study and any data

obtained would be reported in such a manner as to prohibit identification of a single employer. All sample locations would be kept confidential.

7. Responses from all employees participating in the survey would be anonymous.

8. Random selection of employees within a location was controlled by the researchers and employers could not exercise any influence over what information was gathered, how it was gathered, and which employees were selected in the sample. Participating employers could not see any specific data from their employees. A final report of the findings would be submitted to all participating employers.

9. Benefits to the employers for participating in the study were explained. These included the opportunity to participate in a state-wide, scientific study to determine the extent of underemployment and underutilization of women and the opportunity to obtain a comprehensive report which would be valuable to the in-house development of affirmative action plans and programs.

After this presentation, the researcher answered any questions. If an employer declined to participate in the study, another employer was selected at random from the stratified groupings. If the employer decided to participate in the study, the researcher gathered the information required from the employer, selected the sample of employees and administered the Employment Survey questionnaire to those employees.

The research instrument, the Employment Survey questionnaire, was distributed to employees from October 1975 through January 1976. The questionnaire's introductory paragraph explained that: (1) the purpose of the survey was to obtain job-related information from workers in Iowa, (2) employees were randomly selected to participate in the study, and (3) replies would be anonymous. Employees specifically were not advised that the study was undertaken by the Iowa Commission on the Status of Women to ascertain the underemployment and underutilziation of women in Iowa. The researchers believed that such knowledge could bias some replies from

respondents.

The Employment Survey questionnaire was distributed to employees in two ways. First, all employers were asked to permit their employees to complete the questionnaire on the job. When permission was granted for this method of administration, employees were assembled together, read the instructions to the questionnaire, and requested to complete the questionnaire. When permission was not granted for on-site administration, employees were given the questionnaire and a postage paid envelope and asked to complete and the return the questionnaire. Responses were either mailed directly to the Employment Project office or collected later at the work site by the field researcher.

LIMITATIONS OF THE STUDY

The conceptual model and research methodology had several limitations which constrain the universality of the findings and conclusions. Some of the more important limitations are summarized below.

First, the research design did not include some variables which may be relevant to understanding underemployment and underutilization of women. For instance, the study did not attempt to determine personality characteristics of women and in what ways, if any, personality may be relevant to underemployment or underutilization. Next, the model did not consider various motivational needs of women. Whereas some women may be content to work in friendly environments that offer companionship, others may require environments that offer the opportunity to influence actions of others within the organization. The conceptual model did not account for the differing direction and strengths of motivational drives.

Further, the research design did not include any unemployed women. The study assumed, given the low unemployment rate in Iowa, that the major problem in Iowa was underemployment and underutilization of women rather than unemployment. Thus,

the assumption was made that nearly every woman who was willing to accept any type of work could find a job. This assumption, however, did not account for those women who would not accept employment in positions beneath their current capabilities or women in Iowa who were unemployed.

The research methodology employed in the study had several limitations which restrict the generality of the findings. Since participation in the study by employees was voluntary, non-respondent bias might affect the findings of the study. Since anonymity was a key factor in encouraging cooperation from employees, there was no way to determine which employees did not respond to the questionnaire. Therefore, a follow-up was impossible to determine if non-respondents would have provided substantially different information than the respondents. A bias may also have resulted from employers' refusing to participate in the study. It is possible that only those employers with effective equality of opportunity programs cooperated with researchers and permitted their employees to be sampled. In addition, since the employer sample was drawn from firms submitting an Equal Employment Opportunity Employer Information Report (EEO-1), any firm which met all other criteria for inclusion in the sample, but did not submit an EEO-1 report was not included in the universe.

The utilization of a questionnaire with fixed alternative responses may have influenced the results of the study. The fixed response statements may not have provided the respondents with a choice which expressed their exact feelings. In addition, it is possible that respondent bias was interjected in completing the questionnaire. Individual differences in the perception of identical situations precluded identical evaluation of these situations. For example, some respondents may have selected the job category of technician to describe their duties and responsibilities while other respondents with the same duties selected the job

category of professional. Further, an error in questionnaire printing eliminated the job category of laborer, thereby forcing employees in laborer positions to select either service worker or operatives (semi-skilled) as the most appropriate job category.

Another possible limitation rests in the fact that the questionnaires were distributed to employees over a four month period of time. There is no way to know if respondents' answers may have changed during the four months.

Finally, since the study was limited only to those firms employing 100 or more persons and subject to the Civil Rights Act, the study did not represent all employers or employees within Iowa. It is possible that those employers subject to the equal employment opportunity requirement are doing more to promote equality of opportunity for women than those employers not subject to these requirements. Therefore, their equal employment opportunity program results may not be representative of smaller employers in Iowa. In addition, a self selecting process may occur among persons electing employment. For example, better qualified, more ambitious persons may seek positions with larger firms believing that better promotional opportunities exist in these firms. Since this study was restricted only to larger firms, employee responses from these firms may not be truly representative of all employees in Iowa.

In sum, the study might never have been attempted if all the possible conceptual and methodological criticisms were resolved before such research was undertaken. It is believed, however, that there is a sufficient theoretical base and related empirical research to warrant concluding that the methodology provided an adequate framework for deriving significant new data and insights.

Footnotes for Chapter III

[1]For the purposes of this study, occupations were categorized according to the definitions outlined in the instructions for the Equal Employment Opportunity Employee Information Report, EEO-1.

[2]Patricia Cain Smith, et al., The Measurement of Satisfaction in Work and Retirement (Chicago: Rand McNally & Company, 1969), p. 37.

[3]Edwin E. Ghisells, Theory of Psychological Measurement (New York: McGraw Hill Book Company, 1964), p. 350.

[4]Leo J. Cronbach, Essentials of Psychological Testing, 3rd ed. (New York: Harper & Row, 1970), p. 144.

CHAPTER IV

RESULTS OF EMPIRICAL RESEARCH -- HYPOTHESES TESTING

INTRODUCTION

This chapter is limited to a discussion of the results obtained in testing the hypotheses presented in Chapter III. Supplementary findings not directly related to testing the hypotheses will be presented in Chapter V. Specifically, this chapter will: (a) provide a general profile of demographic and work-related characteristics of the sample, (b) discuss the criteria used to determine under-utilization and underemployment, (c) present a brief descriptive summary of the findings of the empirical research, (d) test the hypotheses on a statewide basis and (e) summarize the major findings supported by the analysis.

CHARACTERISTICS OF THE SAMPLE

The results of the research are based on information obtained from questionnaires distributed to employees throughout Iowa. Of the 13,582 questionnaires distributed in 261 firms in Iowa, 6,346 or about 47 percent were returned. However, 351 of the returned questionnaires were either returned too late or were inadequately completed and thus unusable. Therefore, analysis in this chapter is based on 5,995 questionnaires, or about 44 percent of the sample.

Employer Sample

The distribution of the firms in the universe and sample are presented in Tables IV-1, IV-2, IV-3, and IV-4 by geographic area, type of industry, firm size, and community size respectively. As shown in Table IV-1 the distribution of the firms in the sample by geographic area is fairly representative of the distribution of the firms in the universe. The study surveyed 261 or 18 percent of the 1,449 firms in the universe and about 18 percent of the firms in each geographic area were

TABLE IV-1

DISTRIBUTION OF FIRMS IN UNIVERSE AND SAMPLE

BY GEOGRAPHIC AREA

GEOGRAPHIC AREA IN IOWA	FIRMS IN UNIVERSE	FIRMS IN SAMPLE	
		Number	Percent
Central	250	45	18.0%
Southwest	100	18	18.0
Northwest	268	48	17.9
Northeast	415	75	18.0
Southeast	416	75	18.0
Total	1,449	261	18.0%

TABLE IV-2

DISTRIBUTION OF FIRMS IN UNIVERSE AND SAMPLE

BY TYPE OF INDUSTRY

TYPE OF INDUSTRY	FIRMS IN UNIVERSE	FIRMS IN SAMPLE	
		Number	Percent
Agriculture, Construction	38	7	18.4%
Manufacturing	511	89	17.4
Transportation, Utilities	154	23	14.9
Wholesale and Retail Trade	493	94	19.0
Finance, Insurance	72	16	22.2
Service	181	32	17.7
Total	1,449	261	18.0%

TABLE IV-3

DISTRIBUTION OF FIRMS IN UNIVERSE AND SAMPLE

BY SIZE OF FIRM

SIZE OF FIRM BY NUMBER OF EMPLOYEES	FIRMS IN UNIVERSE	FIRMS IN SAMPLE	
		Number	Percent
1-49	407	79	19.4%
50-99	290	49	16.9
100-249	454	76	16.7
250-499	170	34	20.0
500 and Over	128	23	18.0
Total	1,449	261	18.0%

TABLE IV-4

DISTRIBUTION OF FIRMS IN UNIVERSE AND SAMPLE

BY SIZE OF COMMUNITY

COMMUNITY SIZE BY POPULATION	FIRMS IN UNIVERSE	FIRMS IN SAMPLE	
		Number	Percent
Under 2,500	88	15	17.0%
2,500-10,000	268	51	19.0
10,000 and Over	1,082	195	18.0
Total	1,438	261	18.2%

included in the sample. This suggests that the findings should be representative of the five major geographic areas in Iowa.

Table IV-2 shows the distribution of firms in the universe and sample by type of industry. All major industry classifications are well represented with finance and insurance having a slightly higher proportion of representation and transportation and utilities having a slightly lower proportion of representation. However, the findings should adequately represent these six major industry classifications in Iowa.

Table IV-3 and IV-4 suggest that the sample of firms is representative of the five firm size classifications and the three community size classifications used in the study. Thus, it appears the distribution of the firms in the sample is representative of the distribution of the firms in the universe by geographic area, type of industry, firm size and community size.

Employee Sample

The distribution of the employee sample and usable questionnaires is shown in Tables IV-5, IV-6, IV-7, IV-8, IV-9. When the questionnaires distributed and returned are compared by industry classification, as shown in Table IV-5, it appears that employees in wholesale and retail trades and manufacturing industries were less responsive than employees in other industries. Only 26 percent of the employees asked to complete questionnaires in the wholesale and retail trade industry cooperated in the study. However, 98 percent of the employees in the sample from finance and insurance industries completed and returned questionnaires. This suggests that employees in wholesale and retail trades and manufacturing industries are not as well represented in the study as employees in other industries.

All firm sizes are about equally represented, as shown in Table IV-6, with employees in smaller firms (1-49 employees) somewhat less represented than

TABLE IV-5

SAMPLE DISTRIBUTION AND RETURN

BY TYPE OF INDUSTRY

TYPE OF INDUSTRY	QUESTIONNAIRES DISTRIBUTED	QUESTIONNAIRES RETURNED	
		Number	Percent
Agriculture, Construction	226	128	56.6%
Manufacturing	6,414	2,447	38.2
Transportation, Utilities	1,337	738	55.2
Wholesale and Retail Trade	2,688	705	26.2
Finance, Insurance	1,115	1,091	97.8
Service	1,802	883	49.0
Total	13,582	5,992	44.1%

TABLE IV-6

SAMPLE DISTRIBUTION AND RETURN

BY SIZE OF FIRM

SIZE OF FIRM BY NUMBER OF EMPLOYEES	QUESTIONNAIRES DISTRIBUTED	QUESTIONNAIRES RETURNED	
		Number	Percent
1-49	1,625	557	34.3%
50-99	1,660	688	41.1
100-249	4,025	1,846	45.9
250-499	2,729	1,331	48.8
500 and Over	3,543	1,569	44.3
Total	13,582	5,991	44.1%

TABLE IV-7

SAMPLE DISTRIBUTION AND RETURN

BY SIZE OF COMMUNITY

COMMUNITY SIZE BY POPULATION	QUESTIONNAIRES DISTRIBUTED	QUESTIONNAIRES RETURNED	
		Number	Percent
Under 2,500	672	305	45.4%
2,500-10,000	2,055	894	43.5
10,000 and Over	10,855	4,793	44.2
Total	13,582	5,992	44.1%

TABLE IV-8

SAMPLE DISTRIBUTION AND RETURN

BY GEOGRAPHIC AREA

GEOGRAPHIC AREA IN IOWA	QUESTIONNAIRES DISTRIBUTED	QUESTIONNAIRES RETURNED	
		Number	Percent
Central	2,718	1,303	47.9%
Southwest	888	473	53.3
Northwest	1,998	941	47.1
Northeast	3,827	1,592	41.6
Southeast	4,151	1,685	40.6
Total	13,582	5,994	44.1%

other size categories. Tables IV-7 and IV-8 suggest that all community sizes and geographic areas are well represented in the sample. As shown in Table IV-9, questionnaires were returned by 3,047 men and 2,931 women. Thus, both sexes are equally represented; 49 percent of the respondents are female and 51 percent are male. It appears that the distribution of the employees in the sample is fairly representative of the different industries, geographic areas, firm sizes and community sizes in Iowa. Aggregate data may tend to under-represent employees in wholesale and retail trade and over-represent employees in finance and insurance industries.

Demographic Characteristics of the Sample

The demographic characteristics of the respondents show a somewhat heterogenous sample as indicated in Table IV-10. Women were paid considerably less than men in the sample; 84 percent of the female respondents earned less than $10,000 while 73 percent of the male respondents earned $10,000 or more. This may be partially explained by respondents' education. Only 10 percent of the female respondents had college degrees compared with 25 percent of the male respondents; 37 percent of the female respondents had post secondary education in contrast to 50 percent of the male respondents. Thus, it appears that the females in the sample had less education than the men.

The main financial reason for working appeared to be different for men and women. Ninety-five percent of the male respondents worked either to support only themselves or themselves and others in contrast to only 45 percent of the female respondents. It is interesting, however, to note that 20 percent of the women may be considered heads of households, since they provide primary support for themselves and others. A difference in age and marital status between men and women is also apparent. Although 50 percent of both men and women respondents in the sample were

TABLE IV-9

SAMPLE DISTRIBUTION AND RETURN

BY SEX

SEX	QUESTIONNAIRES DISTRIBUTED	QUESTIONNAIRES RETURNED Number	QUESTIONNAIRES RETURNED Percent
Male	7,336	3,047	41.5%
Female	6,246	2,931	46.9
Total	13,582	5,978	44.0%

TABLE IV-10

PERSONAL CHARACTERISTICS OF RESPONDENTS

N=5995

CHARACTERISTIC	MALE Number	MALE Percent	FEMALE Number	FEMALE Percent	TOTAL
Annual Income					
Under $5,000	111	13%	755	87%	866
$ 5,000 to $ 7,499	294	21	1,098	79	1,392
$ 7,500 to $ 9,999	513	46	601	54	1,114
$10,000 to $12,499	677	70	288	30	965
$12,500 to $14,999	556	84	105	16	661
$15,000 to $17,499	359	92	33	8	392
$17,500 to $19,999	212	93	15	7	227
$20,000 and Over	306	97%	8	3%	314
Economic Reason for Working					
To Support Self Only	410	36%	731	64%	1,141
Primary Support of Self and Others	2,477	81	587	19	3,064
Supplemental Support of Self and Others	138	8	1,517	92	1,655
None	15	14%	91	86%	106
Noneconomic Reasons for Working					
None	345	55%	282	45%	627
Enjoy Work	925	50	929	50	1,854
Furthers Career	430	70	180	30	610
Dedicated to Field	136	71	55	29	191
Occupies Time	127	37	219	63	346
Creates New Outside Interests	55	30	130	70	185
Allows Luxuries	396	41	563	59	959
None of the above	340	33%	476	67%	1,016
Education Level					
Less than a High School Diploma	382	56%	298	44%	680
High School Diploma	1,133	42	1,557	58	2,690
Some College, No Degree	779	50	775	50	1,554
College Degree	500	73	187	27	687
Some Graduate Work, No Degree	138	69	63	31	201
Graduate Degree	108	72%	42	28%	150
Vocational Training					
More than One	529	64%	297	36%	826
Business, Secretarial, Office	310	29	753	71	1,063
Nursing, Health Fields	48	16	246	84	294
Trades, Crafts	426	90	46	10	472
Engineering, Science	133	92	11	8	144
Agriculture, Home Economics	82	77	24	23	106
Other	193	53	172	47	365
None	1,174	49%	1,209	51%	2,383

TABLE IV-10 (CONT.)

PERSONAL CHARACTERISTICS OF RESPONDENTS

CHARACTERISTIC	MALE Number	MALE Percent	FEMALE Number	FEMALE Percent	TOTAL
Age					
Under 25	529	40%	788	60%	1,317
25-34	1,002	59	679	41	1,699
35-44	634	55	509	45	1,143
45-54	529	49	559	51	1,088
55-64	326	48	354	52	680
64 and Over	26	52%	24	48%	50
Marital Status					
Never Married	400	41%	574	59%	974
Presently Married	2,492	57	1,861	43	4,353
Widowed, Separated, Divorced	151	24%	490	76%	641
Number of Dependents					
None	400	23%	1,340	77%	1,740
1	662	51	641	49	1,303
2	569	60	383	40	952
3	663	73	244	27	907
4	405	77	124	23	529
5	201	76	65	24	266
6	72	73	26	27	98
7	28	76	9	24	37
8	23	58%	17	43%	40
Children Under 6 Years of Age					
None	2,120	47%	2,435	53%	4,555
1	529	61	341	39	870
2	279	76	96	24	393
3	62	87	9	13	71
4	8	80	2	20	10
5	3	75%	1	25%	4
Children 7-12 Years of Age					
None	2,318	49%	2,403	51%	4,721
1	404	59	284	41	688
2	231	60	153	40	384
3	56	56	44	44	100
4	12	86	2	14	14
5	2	67	1	33	3
6	1	50%	1	50%	2
Union Membership					
Union Member	874	67%	421	33%	1,295
Not Union Member	2,167	46%	2,500	54%	4,667

at least 34 years old; only 17 percent of the men while 27 percent of the women were under 25 years of age. This suggests that women may start working earlier than men; drop out of the labor force between the ages of 25 to 34; and then re-enter the labor force to continue their work. Many more women than men in the sample, 17 percent to 5 percent respectively, were either widowed, separated, or divorced. Eighty-two percent of the male respondents were presently married in contrast to only 64 percent of the women respondents.

The typical male respondent had twice as many dependents as the typical female respondent, an average of 2.4 dependents for men and 1.2 for women. Considerably fewer women than men had children under the age of 6 living at home; 30 percent of the male respondents in contrast with only 16 percent of the female respondents, had children under 6 living at home.

Table IV-11 indicates only slight differences between men and women in selected work related statistics. Both men and women respondents commuted about the same distance to work; 85 percent of the male and 87 percent of the female respondents traveled 15 miles or less. Forty-eight percent of the male respondents and 53 percent of the female respondents had been employed two years or less in their current position while 13 percent of the males and 11 percent of the females had been employed 11 years or more in their current position. Approximately one-half of the men and one-half of the women had 5 or less years of experience in their current job category and about one-third of each sex group had 11 or more years experience in their current job category.

The differences between men and women were most apparent in total number of years worked for pay, travel requirements of the job and supervisory responsibilities. Only 12 percent of the male respondents had worked 5 years or less in contrast to 25 percent of the female respondents. One-half of the women and one-third of the

TABLE IV-11

SELECTED WORK RELATED CHARACTERISTICS OF RESPONDENTS

N=5995

CHARACTERISTIC	MALE Number	MALE Percent	FEMALE Number	FEMALE Percent	TOTAL
Years Worked for Pay					
Less than 1	7	28%	18	72%	25
1- 2	63	26	179	74	242
3- 5	292	35	541	65	833
6-11	615	45	762	55	1,377
11-15	461	49	482	51	943
16-20	415	56	330	44	745
21 or More	1,182	66%	610	34%	1,792
Years in Current Position					
Less than 1	145	37%	243	63%	388
1- 2	1,219	49	1,287	51	2,506
3- 4	759	54	643	46	1,402
5-10	508	55	416	45	924
11-15	159	49	164	51	323
16-20	105	61	68	39	173
21 or More	124	61%	79	39%	203
Years of Experience in Present Category					
Less than 1	58	39%	90	61%	148
1- 2	493	47	565	53	1,058
3- 4	583	51	567	49	1,150
5-10	608	54	526	46	1,134
11-15	304	54	259	46	563
16-20	217	58	155	42	372
21 or More	325	60%	221	41%	546
Travel Required					
None	1,755	41%	2,495	59%	4,250
Occasional	847	75	288	25	1,135
Frequent	433	77%	130	23%	563
Number of People Under Direct Supervision					
None	1,650	42%	2,244	58%	3,894
At least 1 Person	1,397	67%	690	33%	2,087
Miles to Work					
15 or Less	2,583	51%	2,525	49%	5,108
16 to 30	319	50	325	50	644
31 to 45	64	52	59	48	123
45 or More	64	87%	10	14%	74

men had worked only ten years. Almost twice as many men as women, 39 percent of the men and 21 percent of the women, had worked 21 years or more. Forty-two percent of the men in comparison to only 14 percent of the women were required to perform some travel in their work. Almost twice as many men as women, 46 percent of the men and 24 percent of the women, had some supervisory responsibilities.

Thus, it would appear that the typical male in the sample was better paid, better educated, had worked longer, and had more dependents than the typical female. The data suggest that women entered the work force earlier than men but tended to drop out for a period of time. Women were not usually employed in supervisory positions or positions requiring travel. In conclusion, it appears that the profile of the typical female respondent in the sample was quite different from that of the typical male respondent.

JUDGMENTAL CRITERIA

Analysis of data to determine underutilization and underemployment requires a norm for a basis of comparison. The selected norm will then be compared against sample data to determine the extent of underemployment and underutilization. Statistical tests of significance involving sample differences, i.e., differences of means and differences of proportions, will be used to determine if the differences between the norm and the sample data is significant or only a result of sampling error.

Underutilization Criteria

In determining underutilization of women in Iowa, two different norms depicting the proportions of women in the Iowa work force would appear to be appropriate as the basis for comparison. These norms assume that a distribution of women throughout the various job categories and pay levels would occur in similar proportions under conditions of full equality of employment.

The first norm considers the availability of women in the Iowa work force, i.e., the percentage utilization of women in a particular job category as compared to the overall percentage utilization of women in the Iowa work force.* For example, if 34 percent of the Iowa work force consists of women, then it is assumed that 34 percent of the professional positions should be filled by women. If less than 34 percent of the professional positions are filled by women, it can be concluded that women are underutilized in those positions. If over 34 percent of any job category is made up of female employees, it can be concluded that women are not underutilized in those categories. This norm was used to analyze the data from Equal Employment Opportunity Reports submitted by employers.

However, a norm of percentage utilization of women in the Iowa work force can only be used when available data are either from a census or random sample. This type of norm cannot be used when the sample is stratified by sex as it was in this study. Therefore, another norm must be established to judge the sample data in this study.

For the purpose of this study, a norm of proportional ratios between men and women in the sample was selected as the basis for comparison. The assumption underlying this norm was that the distribution of male and female employees throughout the various job categories and pay levels should be similar under conditions of full equality of opportunity since a random sample was made of an equal number of both men and women employees. For example, if employees were selected at random to participate and the sample stratified so that one-half of the overall sample was female respondents, then an equal proportion of both male and female respondents would be expected to hold supervisory positions. If the proportion of women in

---

*In this chapter the Iowa work force is considered to comprise all employees who worked for employers submitting EEO-1 reports in 1974.

supervisory positions is significantly smaller, it can be concluded that women are underutilized in supervisory positions.

Although it is recognized that persons with similar abilities may possess different occupational interests, it is assumed in this study that occupational interests are not a function of sex. Thus, women and men should be employed in proportions representative of their availability in the work force. With full equality of opportunity, the distribution of women throughout the various job categories and pay levels should be proportionate to their availability in the work force.

Underemployment Criteria

The norm for testing the hypotheses on underemployment is the extent of male employment in similar job and pay categories. Thus, the education and experience of women are compared with the education and experience of men in similar job categories and pay levels. For example, if women employees in low skilled positions, such as office/clerical positions, have higher education levels than men employees in similar positions, it can be concluded that women are underemployed in relation to men. Thus, women employees are not able to use their education in higher skilled jobs, but are required to stay in the low skill positions regardless of their capabilities.

Conversely, if women in higher skilled positions, such as professional positions, have higher educational levels than men in similar positions, the conclusion is that they are underemployed in relation to men. The rationale for this conclusion is based on the assumption that women are required to possess a higher level of education than men in order to perform similar work.

It is again recognized that persons with similar education and experience may possess differing interests. In this study, however, it is assumed that these

differing interests are not a function of the sex of the person. Thus, with full equality of opportunity, the distribution of education and experience between men and women should be of similar proportions within similar job categories and pay levels.

UNDERUTILIZATION OF WOMEN

This section will present the findings concerning underutilization of women in specific job categories and pay levels. The findings from testing hypotheses 1.1 and 1.2 were based on 1974 Equal Employment Opportunity Reports submitted by Iowa employers. Sample data collected in this study were used to test hypotheses 1.3 and 1.4. Analysis of underutilization of women was made only with aggregate data, i.e., statewide data. More detailed information regarding utilization of women by type of industry, community size, firm size, and geographic area can be found in Apprendix F.

A norm of the proportions of women available in the Iowa work force was used as the basis for determining underutilization of women by job category. Since this is census data, any proportion of women under 34 percent (the proportion of women in Iowa work force*) was considered an indication of underutilization of women. In determining the underutilization of women in supervisory positions and in specific pay levels, the utilization of women was compared with the utilization of men in the sample. In order to prove underutilization, the proportion of women must be significantly lower than the norm proportion[1], which is the proportion of men in those positions.

Utilization by Job Category

Table IV-12 indicates the utilization of men and women by job category in Iowa.

*In this chapter the Iowa work force is considered to comprise all employees who worked for employers submitting EEO-1 reports in 1974.

As might be expected, positions with the highest utilization of women were office and clerical; 37,861 positions, or 81% of the 46,565 office and clerical jobs in the state, were held by women. Positions with the next highest utilization of women were service, with 15,451 positions, or 56 percent of the 27,518 service jobs filled by women. Both sales and professional positions appear to utilize women adequately, (i.e., women held at least 34 percent of the positions in these two categories). Laborer, operative, craft, and technical positions inadequately utilize women in a statewide basis with all four of these job categories having less than 34 percent of the positions filled by women. The extent of underutilization of women in labor and technician positions (31 and 33 percent utilization, respectively) was not as serious as in the craft and operative positions (5 and 24 percent utilization, respectively). Nevertheless, the low utilization of women in these four job categories necessitates the rejection of part of null hypothesis 1.1 which states:

> Women are employed in each specific job category in proportions equal to their representation in the Iowa work force.

Therefore, an alternative hypothesis regarding the utilization of women can be accepted and will read:

> Women are underutilized in laborer, operative, craft, and technical positions in Iowa.

Utilization in Managerial Positions

Table IV-13 shows the utilization of men and women in managerial positions throughout Iowa; only 3,353 or 11 percent of the 29,618 employees in managerial positions were women. This extremely low utilization of women is significantly lower than their 34 percent representation in the Iowa work force. Therefore, we must reject null hypothesis 1.2 which states:

> Women are employed in managerial positions in proportions equal to their representation in the Iowa work force.

TABLE IV-12

UTILIZATION[1] OF MEN AND WOMEN

BY JOB CATEGORY

JOB CATEGORY[2]	MALE		FEMALE		TOTAL
	Number	Percent	Number	Percent	
Service	12,067	43.9%	15,451	56.1%	27,518
Labor	24,843	69.2	11,065	30.8	35,908
Operative	72,398	75.9	23,026	24.1	95,424
Craft	40,130	94.9	2,141	5.1	42,271
Office/Clerical	8,704	18.7	37,861	81.3	46,565
Sales	18,858	60.6	12,266	39.4	31,124
Technicians	10,129	66.9	5,015	33.1	15,144
Professionals	11,002	60.5%	7,188	39.5%	18,190

SOURCE: 1974 EEO-1 Summary Report for Iowa.

[1]Utilization is determined by comparing the percentage of women in any job category with the state-wide utilization of women (i.e., 34 percent).

[2]Managerial positions are shown in Table IV-13.

TABLE IV-13

UTILIZATION[1] OF MEN AND WOMEN

IN MANAGERIAL POSITIONS

N=29,618

JOB CATEGORY	MALE		FEMALE		TOTAL
	Number	Percent	Number	Percent	
Managers	26,265	88.7%	3,353	11.3%	29,618

SOURCE: 1974 EEO-1 Summary for Iowa.

[1]Utilization is determined by comparing the percentage of women in managerial positions with the state-wide utilization of women (i.e., 34 percent).

The accepted alternative hypothesis will read:

> Women are underutilized in managerial positions in Iowa.

Utilization in Supervisory Positions

Sample data were used to test for utilization of women in supervisory positions. Since near equal proportions of men and women employees were sampled, it is assumed that near equal proportions of men and women would appear in supervisory positions if there were no underutilization. Table IV-14 shows that only 690 women or 24 percent of the 2,934 female respondents held supervisory positions in contrast to 46 percent of the male respondents. The difference between the proportions of male and female respondents positions is significant. Therefore, null hypothesis 1.3 which states:

> Women are employed in supervisory positions in proportions equal to their representation in the Iowa work force.

must be rejected and the alternative hypothesis accepted which will read:

> Women are underutilized in supervisory positions in Iowa.

Utilization by Pay Levels

The utilization of men and women by pay levels in Iowa is shown in Table IV-15. Since near equal proportions of men and women were included in the sample, it is assumed again that without underutilization, near equal proportions of men and women would occur at each pay level. The data indicate a sharp difference between the pay levels of men and women in Iowa. Whereas, 1,853 women or 64 percent of the female respondents earned less than $7,500, only 305 men or 13 percent of the male respondents earned this income. On the upper end of the pay scale, 877 or 29 percent of the male respondents earned $15,000 or more in contrast to only 56 or 2 percent of the female respondents. The median wage level of women in the sample was $5,000 to $7,499 as compared with a median wage level of $10,000 to $12,499 for men.

TABLE IV-14

UTILIZATION[1] OF MEN AND WOMEN
IN SUPERVISORY POSITIONS
N=5981

JOB CATEGORY	MALE Number	MALE Percent	FEMALE Number	FEMALE Percent	TOTAL
Non-Supervisory	1,650	54.2%	2,244	76.5%	3,894
Supervisory	1,397	45.8	690	23.5*	2,087
Total	3,047	100.0%	2,934	100.0%	5,981

[1]Utilization is determined by comparing percentages of women in supervisory positions with percentages of men in supervisory positions.

*Indicates the difference between sample proportions is significant at the .05 level.

TABLE IV-15

UTILIZATION[1] OF MEN AND WOMEN
BY INCOME
N=5931

PAY LEVEL	MALE Number	MALE Percent	FEMALE Number	FEMALE Percent	TOTAL
Under $5,000	111	3.7%	755	26.0%*	866
$ 5,000 to $ 7,499	294	9.7	1,098	37.8 *	1,392
$ 7,500 to $ 9,999	513	16.9	601	20.7	1,114
$10,000 to $12,499	677	22.3	288	9.9 *	965
$12,500 to $14,499	556	18.4	105	3.6 *	661
$15,000 to $17,499	359	11.9	33	1.1 *	392
$17,500 to $19,999	212	7.0	15	0.5	227
$20,000 and Over	306	10.1	8	0.3	314
Total	3,028	100.0%	2,903	100.0%	5,931

[1]Utilization is determined by comparing the percentage distribution of men and women within a single pay level.

*Indicates the difference between sample proportions is significant at the .05 level.

A significant difference was found between the sample proportions for men and women in women in pay levels above $10,000. The difference between men and women sample proportions in pay levels above $17,500 was not statistically significant. However, this was probably the result of an extremely small sample size of women in those pay levels rather than an adequate utilization of women. Therefore, hypothesis 1.4 which states:

> Women are employed in specific pay levels in proportions equal to their representation in the Iowa work force.

must be rejected and the alternative hypothesis accepted. This alternative hypothesis will read:

> Women are underutilized in pay levels from $10,000 through $17,499 in Iowa.

In summary, it appears that women are underutilized in certain job categories and at certain pay levels. From the data analysis it can be concluded that women are underutilized in labor, operative, craft and technical positions with the most significant underutilization of women in operative and craft positions. Additionally, women were underutilized in both managerial and supervisory positions throughout Iowa. When the utilization of women was analyzed by pay levels, it was apparent that women were underutilized in the higher pay levels of $10,000 and above.

UNDEREMPLOYMENT OF WOMEN[2]

This section will present an analysis of the findings regarding underemployment of women in certain job categories and pay levels. The testing of hypotheses 2.1 through 2.8 was made with aggregate sample data, i.e., state-wide data. More detailed data can be found in Appendix G. A norm of the proportion of women to men with similar education, experience and aspirational backgrounds in job categories and pay levels was used as the basis for determining underemployment of women. In order to prove underemployment, the sample proportion of women must be significantly[3]

higher than the same sample proportion for men with similar backgrounds and in similar positions.[4]

Employment by Education Level

Tables IV-16 and IV-17 show the education level of men and women in Iowa by job category and pay level, respectively. Since the purpose of this section is to determine underemployment by education, more education than that of others in similar types or levels of positions, only education levels beyond high school were considered.

Analysis of data in Table IV-16 revealed that a large number of people with college degrees were employed in low skilled and low paid positions. Sixty-seven male and 32 female college graduates were working in blue collar positions and 16 male and 100 female college graduates were working in office and clerical positions. However, when a comparison was made of the proportion of men with college degrees against the proportion of women with college degrees in similar positions, underemployment of women could not be substantiated. For example, about 6 percent of the men and 5 percent of the women in blue collar positions had college degrees and 15 percent of the men and 8 percent of the women in clerical positions had college degrees.

The only significant differences between the proportions of men and women concerning education level was found in professional positions between persons with some college education. However, closer analysis of this data suggested that this may have been due to overemployment rather than underemployment. Since 64 positions had at least a bachelors degree, the heavy proportion of women at the "some college" level suggested that women may have moved into professional positions with less education than men.

As indicated in Table IV-17, significant underemployment of women cannot be

TABLE IV-16

EMPLOYMENT OF MEN AND WOMEN

BY JOB CATEGORY AND LEVEL OF EDUCATION

N=5624

JOB CATEGORY AND SEX	LESS THAN A HIGH SCHOOL DIPLOMA	HIGH SCHOOL DIPLOMA	SOME COLLEGE	COLLEGE DEGREE	SOME GRADUATE WORK	GRADUATE DEGREE	TOTAL
Service							
Number							
Male	54	62	37	12	3	0	168
Female	97	180	45	9	6	3	340
Percent							
Male	32%	37%	22%	7%	2%	0%	100%
Female	29%	53%	13%	3%	2%	1%	100%
Operative							
Number							
Male	96	226	91	17	4	2	436
Female	43	145	29	2	3	0	222
Percent							
Male	22%	52%	21%	4%	1%	0%	100%
Female	19%	65%	13%	1%	1%	0%	100%
Craft							
Number							
Male	102	348	117	15	9	5	596
Female	27	78	20	4	2	3	134
Percent							
Male	17%	58%	20%	3%	2%	1%	100%
Female	20%	58%	15%	3%	2%	2%	100%
Office/Clerical							
Number							
Male	4	40	46	15	1	0	106
Female	34	726	407	80	11	9	1,267
Percent							
Male	4%	38%	43%	14%	1%	0%	100%
Female	3%	57%	32%	6%	1%	1%	100%
Sales							
Number							
Male	13	92	91	65	11	9	281
Female	12	121	61	20	6	1	221
Percent							
Male	5%	33%	32%	23%	4%	3%	100%
Female	5%	55%	28%	9%	3%	0%	100%
Technicians							
Number							
Male	9	55	94	43	7	7	215
Female	9	60	67	9	3	4	152
Percent							
Male	4%	26%	44%	20%	3%	3%	100%
Female	6%	39%	44%	6%	2%	3%	100%
Professionals							
Number							
Male	3	39	69	128	31	42	312
Female	1	30	73	46	18	15	183
Percent							
Male	1%	13%	22%	41%	10%	14%	100%
Female	1%	16%	40%*	25%	10%	8%	100%

TABLE IV-16 (CONT.)

EMPLOYMENT OF MEN AND WOMEN

BY JOB CATEGORY AND LEVEL OF EDUCATION

JOB CATEGORY AND SEX	LESS THAN A HIGH SCHOOL DIPLOMA	HIGH SCHOOL DIPLOMA	SOME COLLEGE	COLLEGE DEGREE	SOME GRADUATE WORK	GRADUATE DEGREE	TOTAL
Managers							
Number							
Male	32	193	207	197	71	43	743
Female	9	92	49	15	8	6	179
Percent							
Male	4%	31%	26%	25%	9%	5%	100%
Female	5%	51%	27%	8%	5%	3%	100%

NOTE: Since data were analyzed only to determine underemployment by education, statistically significant differences were computed only for education levels of "some college" or above.

*Indicates that the female sample proportion is significantly higher than male sample proportion at the .05 level.

TABLE IV-17

EMPLOYMENT OF MEN AND WOMEN

BY INCOME AND LEVEL OF EDUCATION

N=5911

PAY LEVEL	HIGH SCHOOL DIPLOMA OR LESS		SOME COLLEGE		COLLEGE DEGREE OR ABOVE		TOTAL
	Number	Percent	Number	Percent	Number	Percent	
Under $5,000							
Male	66	59%	29	26%	16	14%	111
Female	540	72	145	19	64	9	749
$5,000 to $7,499							
Male	181	62	81	28	31	11	293
Female	685	63	323	29	88	8	1,096
$7,500 to $9,999							
Male	296	58	133	26	82	16	511
Female	363	61	178	30	57	10	598
$10,000 to $12,499							
Male	373	55	166	25	136	20	675
Female	162	57	80	28	44	15	286
$12,500 to $14,999							
Male	293	53	144	26	119	21	556
Female	59	56	26	25	20	19	105
$15,000 to $17,499							
Male	163	38	86	24	110	31	359
Female	15	46	8	54	10	30	33
$17,500 to $19,999							
Male	81	38	65	24	65	31	211
Female	7	47	5	54	3	20	15
$20,000 and Over							
Male	49	16	73	31	183	60	305
Female	1	13%	4	33%	3	38%	8

NOTE: Since data were analyzed only to determine underemployment by education, statistically significant differences were computed only for education levels of "some college" or above.

found by analyzing the proportions of women and men by pay and education level. Thus, it appears that the general educational achievement of both men and women was proportionally utilized by pay level.

Further support for this conclusion is shown in Tables IV-18 and IV-19. When the average education of both male and female respondents for each job and pay category was analyzed, there was still no indication of underemployment of women by education. As shown in Tables IV-18 and IV-19, female respondents did not have significantly higher average educational backgrounds than male respondents in similar job categories or pay levels.

Therefore, the findings from testing hypothesis 2.1 and 2.2 which read respectively:

> Women and men employees in like job categories have similar education backgrounds.
>
> Women and men employees at comparable pay levels have similar education backgrounds.

will not permit the rejection of either hypothesis. Thus the research hypothesis which states there is underemployment of women in relation to their education cannot be accepted.

Employment by Experience

The average (mean) years of experience of respondents by sex and job category are shown in Table IV-20. In terms of total years of working experience and years of experience with current employer, the average years of experience for women was slightly lower than the average years of experience for men in every job category. When the years of experience in the current position was analyzed for each job category, a similar pattern of women having fewer average years of experience existed except in the categories of office/clerical and sales. Only in office and clerical positions was the average years of experience in the current position for

TABLE IV-18

AVERAGE EDUCATION OF MEN AND WOMEN

BY JOB CATEGORY

N=5624

JOB CATEGORY	AVERAGE YEARS OF EDUCATION	
	Male	Female
Service	12.3%	11.9%
Operative	12.2	12.0
Craft	12.3	12.2
Office/Clerical	13.4	12.8
Sales	13.8	13.0
Technicians	13.9	13.5
Professionals	15.2	14.7
Managers	14.3%	13.2%

TABLE IV-19

AVERAGE EDUCATION OF MEN AND WOMEN

BY INCOME

N=5911

PAY LEVEL	AVERAGE YEARS OF EDUCATION	
	Male	Female
Under $5,000	12.1%	12.5%
$ 5,000 to $ 7,499	12.6	12.7
$ 7,500 to $ 9,999	12.8	11.0
$10,000 to $12,499	13.1	13.1
$12,500 to $14,999	13.2	13.3
$15,000 to $17,499	13.7	13.8
$17,500 to $19,999	13.8	13.6
$20,000 and Over	15.1%	14.6%

TABLE IV-20

AVERAGE YEARS OF EXPERIENCE OF MEN AND WOMEN

BY JOB CATEGORY

N=5527

JOB CATEGORY	YEARS WORKED TOTAL Mean	TOTAL SD[1]	CURRENT EMPLOYER Mean	CURRENT EMPLOYER SD	CURRENT POSITION Mean	CURRENT POSITION SD
Service						
Male (158)[2]	17.8	14.2	5.1	7.0	4.2	6.2
Female (317)	11.3	9.3	4.8	5.5	4.2	4.9
Operative						
Male (435)	17.3	12.4	7.3	8.3	5.1	6.3
Female (222)	13.4	10.2	6.7	7.4	4.6	5.7
Craft						
Male (595)	21.3	12.1	11.3	9.9	7.0	7.7
Female (134)	14.2	10.6	7.8	8.8	5.5	6.9
Office/Clerical						
Male (107)	13.3	10.6	6.7	8.4	3.4	4.9
Female (1,268)	12.5	9.6	6.4	7.0	4.2*	5.3
Sales						
Male (283)	16.1	11.8	7.0	7.9	4.4	6.2
Female (220)	12.6	10.2	5.8	6.4	4.6	5.2
Technicians						
Male (217)	14.7	10.0	8.2	7.8	5.0	6.0
Female (154)	12.7	9.3	5.6	5.7	3.9	4.6
Professionals						
Male (312)	10.7	10.7	8.3	8.6	4.3	4.6
Female (183)	9.9	9.9	6.4	6.7	3.5	6.1
Managers						
Male (743)	10.9	10.9	11.7	9.4	4.8	5.3
Female (179)	10.7	10.7	11.6	0.1	4.5	6.3

[1] SD = Standard Deviation.

[2] Number in parentheses indicates sample size.

*Female mean is significantly higher than male mean at .05 level.

women significantly higher than the average years of experience for men.

These findings suggest that women do not have an average of more years of total working experience than men in any job category or have an average of more years of experience with their current employer than men in any job category. When the average years of experience in the current position were considered, women were found to possess a higher average of years of experience than men only in office and clerical positions. Therefore, most of hypothesis 2.3 cannot be rejected. Thus, the research hypothesis which states there is underemployment of women in relation to their experience cannot be accepted except for that portion which reads:

> Women are underemployed in relation to men only in office and clerical positions in terms of experience in their current position.

Table IV-21 shows the average years of experience of respondents by sex and pay level. A substantially different picture of underemployment of women appears when the average years of experience for women in their current position was greater than the average for men in all pay levels under $10,000. The average years of experience for women with their current employer was also greater than the average for men in all pay levels under $15,000. The averages for men and women are similar when comparing their total years of work experience at all pay levels. These findings suggest that women may be required to stay longer than men with their current employer and in their current position in the lower pay levels before advancing to higher paid positions. Thus, part of hypothesis 2.4 which reads:

> Women and men employees at comparable pay levels have comparable years of working experience.

can be rejected and alternative hypotheses accepted which will read:

> Women are underemployed in relation to men in terms of years in their current position in pay levels under $10,000.
>
> Women are underemployed in relation to men in terms of years with their current employer in pay levels under $15,000.

TABLE IV-21

AVERAGE YEARS OF EXPERIENCE OF MEN AND WOMEN

BY INCOME

N=5915

INCOME	YEARS WORKED TOTAL Mean	TOTAL SD[1]	CURRENT EMPLOYER Mean	CURRENT EMPLOYER SD	CURRENT POSITION Mean	CURRENT POSITION SD
Under $5,000						
Male (111)[2]	11.9	13.7	2.8	4.2	2.2	3.7
Female (751)	10.1	8.9	4.4*	6.0	3.7*	5.4
$5,000 to $7,499						
Male (2,911)	14.6	12.8	3.7	4.7	2.9	4.2
Female (1,095)	11.9	9.3	5.6*	5.9	3.9*	4.7
$7,500 to $9,999						
Male (510)	15.6	11.9	6.1	7.5	3.9	5.4
Female (599)	16.1	10.8	8.3*	7.3	5.2*	5.5
$10,000 to $12,499						
Male (676)	17.7	11.8	8.5	8.3	5.4	6.2
Female (288)	17.1	10.7	10.1*	8.6	5.8	6.4
$12,500 to $14,499						
Male (556)	20.2	11.3	10.8	9.2	6.2	6.9
Female (105)	19.7	10.2	13.0*	9.0	6.2	6.9
$15,000 to $17,499						
Male (359)	22.1	10.0	12.4	9.4	6.3	6.5
Female (33)	20.1	8.7	14.0	10.3	4.2	4.5
$17,500 to $19,999						
Male (212)	23.4	9.6	14.8	10.2	6.7	7.0
Female (15)	22.6	7.9	14.9	9.1	5.0	5.1
$20,000 and Over						
Male (306)	24.8	10.2	14.3	9.8	6.4	6.9
Female (8)	28.0	18.6	19.2	19.7	13.1	14.7

[1]SD - Standard Deviation.

[2]Number in parentheses indicates sample size.

*Female mean is significantly higher than male mean at the .05 level.

Employee Perception of Underemployment

Employees' perception of the utilization of their skills and abilities by their employer adds a qualitative measure of underemployment. Quantitative measures of years of experience or years of education do not always measure actual abilities of employees. For example, it is impossible to determine whether 20 years of experience is 20 years of progressively more responsible experience or merely one year of experience repeated twenty times. Since qualitative measures of actual skills and abilities of employees are practically impossible to determine in a study of this nature, the researchers relied upon the employees' perceptions for a qualitative measure of underemployment. Although it was recognized that the employees' perception of underemployment may differ from an employer's perception of underemployment, nevertheless this does provide some indication of underemployment in qualitative terms, at least as viewed by the employee.

Employee perceptions of their own possible underemployment was obtained through a question designed to acertain the employee's perceived hierarchical level in the organization and the hierarchical level they felt they should be in now. If employees felt that they should be at higher levels in the organizational hierarchy, it could be concluded that they were underemployed, at least in their perceptions of their skills and abilities. If employees were satisfied with their current levels in the organizational hierarchy or desirous of a lower level position, it could be concluded that they were not underemployed in relation to their perceptions of their skills and abilities.

Tables IV-22 and IV-23 show the perceived underemployment of men and women by job category and pay level, respectively. About 42 percent of both men and women felt they should be in higher level jobs in the organizational hierarchy than they occupied. However, as indicated in Table IV-22, a significantly lower

TABLE IV-22

EMPLOYEE PERCEPTIONS OF UNDEREMPLOYMENT[1]

BY SEX AND JOB CATEGORY

N=5284

PRESENT JOB CATEGORY	PERSONS WHO DESIRE A LOWER HIERARCHIAL LEVEL THAN THEIR CURRENT POSITION		PERSONS WHO DESIRE NO CHANGE FROM THEIR CURRENT POSITION		PERSONS WHO DESIRE A HIGHER HIERARCHIAL LEVEL THAN THEIR CURRENT POSITION		TOTAL	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Service								
Male	1	0.7%	75	51.0%	71	48.3%	147	100%
Female	6	2.0	190	64.8	97	33.1	293	100%
Operative								
Male	5	1.2	223	53.7	187	45.1	415	100%
Female	0	.0	115	55.8	91	44.2	206	100%
Craft								
Male	6	1.0	329	56.5	246	42.3	581	100%
Female	2	1.7	67	56.3	50	42.0	119	100%
Office/ Clerical								
Male	1	1.0	38	36.2	66	62.9	105	100%
Female	4	0.3	598	50.2	588	49.9 *	1,190	100%
Sales								
Male	1	.4	164	59.9	109	39.8	274	100%
Female	3	1.5	111	55.8	85	42.7	199	100%
Technicians								
Male	3	1.4	108	50.0	105	48.6	216	100%
Female	1	.7	94	63.8	52	35.4	147	100%
Professionals								
Male	2	.7	177	55.7	134	43.6	307	100%
Female	1	.6	121	68.8	54	30.7	176	100%
Managers								
Male	8	1.1	471	62.8	259	35.1	738	100%
Female	1	.6%	120	70.2%	50	29.2%	171	100%

[1]Employee perceptions of underemployment are measured by responses to two questions asking respondents to: (a) circle a number on a hierarchial ladder indicating their present position and (b) circle a number on a hierarchial ladder indicating the position they feel they should be in now. No difference between (a) and (b) suggests full employment. Underemployment is suggested when (b) is higher than (a).

*Indicates that the female sample proportion is significantly higher than the male proportion at the .05 level.

TABLE IV-23

EMPLOYEE PERCEPTIONS OF UNDEREMPLOYMENT[1]

BY SEX AND INCOME

N=5558

PRESENT PAY LEVEL	PERSONS WHO DESIRE A LOWER HIERARCHIAL LEVEL THAN THEIR CURRENT POSITION		PERSONS WHO DESIRE NO CHANGE FROM THEIR CURRENT POSITION		PERSONS WHO DESIRE A HIGHER HIERARCHIAL LEVEL THAN THEIR CURRENT POSITION		TOTAL	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Under $5,000								
Male	0	.0%	49	45.8%	58	54.2%	107	100.0%
Female	11	1.7	374	56.9	272	41.4	657	100.0
$5,000 to $9,999								
Male	12	1.6	373	49.1	374	49.3	759	100.0
Female	6	.4	859	55.2	691	44.4	1,556	100.0
$10,000 to $14,999								
Male	9	.8	666	56.0	514	43.2	1,189	100.0
Female	2	.5	226	60.3	147	39.2	375	100.0
$15,000 to $19,999								
Male	5	.9	355	63.6	198	35.5	558	100.0
Female	1	2.1	27	57.5	19	40.4	47	100.0
$20,000 and Over								
Male	4	1.3	214	70.6	85	28.1	303	100.0
Female	0	.0%	6	85.7%	1	14.3%	7	100.0%

[1]Employee perceptions of underemployment are measured by responses from two questions asking respondents to: (a) circle a number on a hierarchial ladder indicating their present position and (b) circle a number on a hierarchial ladder indicating the position they feel they should be in now. No difference between (a) and (b) suggests full employment. Underemployment is suggested when (b) is higher than (a).

*Indicates that the female sample proportion is significantly higher than the male proportion at the .05 level.

proportion of women than men in service, office and clerical, technical, professional, and managerial positions desired higher level positions. In no job category was the proportion of women who felt they should be in a higher level position significantly greater than the proportion of men. These findings suggest that, although more than 40 percent of both male and female respondents perceived themselves as underemployed in their present positions, the frequency of female respondents who considered themselves underemployed was no greater than the frequency of male respondents, and was sometimes less. Therefore, hypothesis 2.5 which reads:

> Men and women employees in like job categories have similar perceptions of their underemployment in the organizational hierarchy.

cannot be rejected by the findings of this study.

The perceptions of underemployment of men and women in Iowa by pay level is shown in Table IV-23. As indicated in Table IV-23, the proportion of men who felt they should be in higher positions was highest in the lower pay levels and continually decreased as the pay levels increased. This suggests that the lower the pay level of male respondents, the higher the frequency of dissatisfaction with their current position. In contrast to the male respondents, the frequency of female respondents who were dissatisfied with their current positions remained fairly constant throughout all pay levels up to $20,000 at which time it decreased significantly. This suggests that about the same proportion of females were dissatisfied with their positions regardless of their pay level.

Table IV-23 also shows that a higher proportion of men than women were dissatisfied with their current positions in all pay levels below $15,000. There appears to be very little difference between the proportions of men and women who were dissatisfied with their positions in pay levels above $15,000. Thus hypothesis 2.6 which reads:

> Women and men employees at comparable pay levels have similar perceptions of their underemployment in the organizational hierarchy.

cannot be rejected. Thus the general research hypothesis which suggests that a larger proportion of women than men perceive themselves as underemployed cannot be substantiated, either where viewed by pay levels or job categories of respondents.

Employment of College Graduates

In American society, college graduates are often earmarked for the more responsible and better paying jobs. The question arises whether female college graduates are provided the same opportunities as male college graduates to benefit from their additional education. In order to determine the extent to which college educated women in Iowa are fully employed, a comparison must be made between the distribution of male college graduates and the distribution of female college graduates in various job categories and pay levels. It is assumed that with full equality of opportunity, the distribution of female college graduates among the various job categories will closely mirror the distribution of male college graduates among the job categories. For example, if 27 percent of the male college graduates are employed in professional positions, then approximately 27 percent of the female college graduates should also be employed in professional positions.

Tables IV-24 and IV-25 show the employment of college graduates by job category and pay level, respectively. As shown in Table IV-24, a significantly larger proportion of women college graduates were employed in office/clerical positions than were men college graduates. Additionally, a significantly smaller proportion of female college graduates were employed in managerial positions than were men college graduates. The significantly different proportions of women college graduates in office/clerical and managerial positions necessitates the rejection of part of null hypothesis 2.7 which reads:

TABLE IV-24

EMPLOYMENT OF COLLEGE GRADUATES

BY SEX AND JOB CATEGORY

N=1020

JOB CATEGORY	MALE Number	MALE Percent	FEMALE Number	FEMALE Percent	TOTAL
Service	15	2%	18	6%	33
Operative	23	3	5	2	28
Craft	29	4	9	3	38
Office/Clerical	16	2	100	35 *	116
Sales	85	12	27	10	112
Technicians	57	8	16	6	92
Professionals	201	27	79	28	280
Managers	311	42	29	10 *	340
Total	737	100%	283	100%	1,039

*Indicates difference between male and female proportions is significant at the .05 level.

TABLE IV-25

EMPLOYMENT OF COLLEGE GRADUATES

BY SEX AND INCOME

N=1031

PAY LEVEL	MALE Number	MALE Percent	FEMALE Number	FEMALE Percent	TOTAL
Under $5,000	16	2%	64	22%*	80
$ 5,000 to $ 9,999	113	15	145	50 *	258
$10,000 to $14,499	255	34	64	22 *	319
$15,000 to $19,999	175	24	13	4 *	188
$20,000 and Over	183	25	3	1	186
Total	742	100%	289	99%	1,031

*Indicates difference between male and female proportions is significant at .05 level.

TABLE IV-26

COLLEGE GRADUATES' PERCEPTIONS OF UNDEREMPLOYMENT[1]

BY SEX

N=1003

COLLEGE GRADUATES WHO:	MALE Number	MALE Percent	FEMALE Number	FEMALE Percent	TOTAL
Desire a lower position hierarchial level than their current position.	5	0.7%	1	0.3%	6
Desire no change from their current position.	425	58.0	143	53.0	568
Desire a higher hierarchial level than their current position.	303	41.3	126	46.7 *	429
Total	733	100.0%	270	100.0%	1,003

[1]Employee perceptions of underemployment are measured by responses from two questions asking respondents to: (a) circle a number on a hierarchial ladder indicating their present position and (b) circle a number on a hierarchial ladder indicating the position they feel they should be in now. Underemployment is suggested when (b) is higher than (a).

*Indicates difference between male and female proportions is significant at the .05 level.

> Men and women college graduates are proportionally distributed among the various job categories.

Thus, an alternative hypothesis must be accepted which will read:

> Women college graduates are underemployed only in managerial positions and overemployed in office/clerical positions.

Table IV-25 indicates that significantly higher proportions of women than men college graduates were employed in pay levels under $10,000 and significantly fewer women than men college graduates were employed in pay levels from $10,000 to $20,000. Although it cannot be statistically proven that women were disproportionately employed in pay levels above $20,000 in relation to men, this may be due to the very small sample of women in this pay level. Thus, the findings from testing hypothesis 2.8 which reads:

> Men and women college graduates are proportionally distributed among the various pay levels.

support the rejection of the hypothesis and the alternative hypothesis can be accepted. This hypothesis will read:

> Women college graduates are underemployed in pay levels above $10,000 in relation to male college graduates.

College Graduates' Perceptions of Underemployment

Table IV-26 shows male and female college graduates' perceptions of their underemployment. The overall proportion of college graduates who desired higher level positions is not significantly greater than the overall proportion of respondents in the sample (i.e., about 43 percent of college graduates and about 42 percent of the total sample). The findings, however, suggest that a slightly higher proportion of female college graduates were dissatisfied with their current hierarchial level than male college graduates. More than 46 percent, or 126 of the 270 female respondents perceived themselves as underemployed, in contrast to only 41 percent, or 303 of the 733 male respondents. This suggests that hypothesis 2.8 which reads:

> Women and men college graduates have similar perceptions of their underemployment in the organizational hierarchy.

can be rejected and the alternative hypothesis accepted. This will read:

> A larger proportion of women college graduates than men college graduates perceive themselves as underemployed in the organizational hierarchy.

In summary, there appears to be some indication of underemployment of women. Women are underemployed in terms of experience in their current positions and experience with their current employer at most salary levels, especially the lower levels, but women are not underemployed in relation to their education. It is interesting, however, to note that women did not perceive themselves as underemployed any more frequently than men. Finally, female college graduates appeared to be significantly overemployed in office and clerical positions, underemployed in managerial positions and underemployed in higher pay levels.

SUMMARY OF MAJOR FINDINGS

This chapter has presented the findings resulting from testing the major research hypotheses of the study. A brief discussion of the general characteristics of the sample and a description of the resulted obtained from the Employment Survey questionnaire was presented. Specific hypotheses were tested to determine the existence and extent of underemployment and underutilization of women in Iowa.

The respondents consisted of 5,995 employees located in 261 businesses and industries throughout Iowa. Five major geographic areas in Iowa (i.e., Central, Southwest, Northwest, Northeast, and Southeast Iowa), and six major industry classifications (i.e., agriculture and construction; manufacturing; transportation and utilities; wholesale and retail trade; finance and insurance; and services) are well represented in the sample. Additionally, the sample appears to be representative of the five distinct firm size groupings (i.e., 1-49 employees, 50-99

employees, 100-249 employees, 250-499 employees, and 500 or more employees) and the three community sizes (i.e., under 2,500 population, 2,500 to 10,000 population, and over 10,000 population). The respondents were a heterogenous group, the typical female respondent differing significantly from the typical male respondent. The typical female respondent was paid considerably less than the male respondent and was working primarily for supplemental support in contrast to men who were working mainly for primary support of self and others. She was less educated, had fewer dependents and years of work experience, and was employed in fewer supervisory and managerial positions than the typical male respondent.

The findings of the study support the hypotheses that women are underutilized in Iowa in specific jobs and at certain higher pay levels. The most serious underutilization of women occurs in craft, operative, supervisory and managerial positions. The findings also suggest that women are underutilized in pay levels of $10,000 and more.

Analysis of the data suggests that some underemployment of women also exists. The findings do not support hypotheses suggesting that women are underemployed in relation to their education backgrounds either by job category or pay levels. However, when only college graduates are compared, it becomes evident that women college graduates are underemployed in managerial positions and overemployed in office and clerical positions. Women college graduates are also underemployed in pay levels above $10,000.

Women do not appear to have significantly higher numbers of total years of experience than men in any job category with the exception of office/clerical positions. In these positions, women are underemployed only in terms of years of experience in their current position. The findings also indicate that women are underemployed in pay levels under $10,000 in relation to years in their current

position and in pay levels under $15,000 in relation to years of experience with their current employer. However, female respondents in the study did not perceive that they were underemployed any more frequently than did male respondents with the single exception of female college graduates. More female college graduates perceived themselves as underemployed than male college graduates.

Thus, the findings of this study support the popular assumptions that women are underemployed and underutilized in certain circumstances. The study, however, also reveals a few positive findings. Educational underemployment does not appear to be serious for women except among college graduates. Women are not underutilized in service, office/clerical, sales, and professional positions and are not seriously underutilized in laborer and technical positions. In addition, a smaller proportion of women than men perceived themselves as underemployed.

Footnotes for Chapter Four

[1]Statistical significance between sample proportions was determined through the use of the following formula:

P_1, P_2 = sample proportions
P = estimate of population proportion
q = 1 - P
N_1, N_2 = sample sizes

$$Z = \frac{P_1 - P_2}{\sqrt{pq \frac{N_1 + N_2}{N_1 + N_2}}}$$

[2]This study only considers underemployment of women. No attempt was made to ascertain underemployment of men.

[3]Statistical significance between sample means was determined through the use of the following formula:

X_1, X_2 = sample means
SD_1, SD_2 = standard deviations
N_1, N_2 = sample sizes

$$Z = \frac{X_1 - X_2}{\sqrt{\frac{SD_1}{N_1} + \frac{SD_2}{N_2}}}$$

[4]For example, if women in clerical positions have a higher education level than men, we can conclude that women are underemployed in relation to their education. If women in managerial positions have more experience than men, we can conclude that they are required to be more experienced than men in similar positions and are, therefore, underemployed.

CHAPTER V

RESULTS OF EMPIRICAL RESEARCH -- OTHER FINDINGS

INTRODUCTION

This chapter presents findings relevant to the underemployment and underutilization of women in Iowa that are not directly related to testing the general research hypotheses. These findings will assist in developing an understanding of the reasons for underemployment and underutilization of women and help identify some of the barriers to job entrance and upward mobility. Specifically, this chapter will: (a) discuss the mobility of respondents and its impact on underemployment and underutilization, (b) analyze aspirations of respondents to determine if sex is a differentiating variable, and (c) provide a general discussion of respondent's satisfaction with various dimensions of their jobs.

EMPLOYEE MOBILITY

Mobility is often a prerequisite for obtaining and holding the more responsible positions in business today. The ability to travel in a job or relocate to obtain a better job may be a direct influence on promotional opportunities. In larger, more complex companies, the knowledge obtained from performing various assignments throughout the organization has been traditionally recognized by management as important in the development of future executives. The knowledge an employee gains from a breadth of experiences better equips that employee to perform in a managerial role. Thus, travel on the job or the willingness to transfer and relocate are often necessities for advancement to higher level managerial positions. This section of the study discusses the mobility of male and female employees. Four aspects of mobility will be analyzed; (1) travel required in present job, (2) willingness to travel in any job, (3) willingness to change employers for a better job, and (4) willingness to move to a different town for a better job.

Travel Required in Present Job

Travel requirements of employees in their jobs were determined by asking respondents to indicate whether their current jobs required "no travel", "occasional travel", or "frequent travel". The travel requirements of men and women in their present jobs are indicated in Tables V-1, V-2, and V-3.

Men were required to travel in far greater proportions than women; 42 percent of the men and only 14 percent of the women traveled in their present jobs. Twenty-eight percent of the men traveled "occasionally" and 14 percent traveled "frequently", while only 10 percent of the women traveled "occasionally" and only 4 percent traveled "frequently" in performing their jobs. Conversely, 86 percent of the women and only 58 percent of the men were not required to travel in their present jobs.

Geographic area, community size, employer size, and type of industry had little effect on the travel performed by men and women as shown in Table V-1. Higher proportions of women in the service, and transportation and utilities industries were required to travel in their jobs than women in other industries; however, the travel requirements for women were still substantially less than those for men.

Table V-2 presents travel requirements for both men and women by job category, income, education, and age. Only in service occupations were a higher proportion of women than men, 16 percent to 11 percent respectively, required to travel in their jobs. Both men and women were required to travel most in the higher skilled occupations of professionals and managers. Except in managerial positions where similar proportions of men and women were required to travel "occasionally" in their jobs, generally more men were required to travel in their jobs than women.

Travel requirements appear to be closely related to income; the higher the income, the higher the proportions were for both men and women respondents who traveled in their jobs. It is important to note that there was little difference between the proportions of male and female respondents performing "occasional"

TABLE V-1

TRAVEL REQUIRED OF MEN AND WOMEN STATE-WIDE,

BY GEOGRAPHIC AREA, SIZE OF COMMUNITY, SIZE OF FIRM, AND TYPE OF INDUSTRY

N=5948

CHARACTERISTIC	PERCENTAGE PERFORMING NO TRAVEL		PERCENTAGE PERFORMING OCCASIONAL TRAVEL		PERCENTAGE PERFORMING FREQUENT TRAVEL	
	Male	Female	Male	Female	Male	Female
State-wide	58%	86%	28%	10%	14%	4%
Geographic Area in Iowa						
Central	52%	85%	31%	11%	17%	5%
Southwest	66	85	19	10	15	5
Northwest	66	85	24	9	11	5
Northeast	57	84	29	11	14	5
Southeast	56%	88%	30%	8%	14%	3%
Community Size by Population						
Under 2,500	61%	86%	18%	6%	21%	8%
2,500-10,000	66	85	22	10	13	5
Over 10,000	56%	86%	30%	10%	14%	4%
Firm Size by Number of Employees						
1- 49	44%	82%	37%	13%	20%	6%
50- 99	54	82	22	12	23	6
100-249	59	85	26	10	15	5
250-499	60	86	30	10	10	3
500 and Over	62%	89%	28%	8%	10%	4%
Type of Industry						
Agriculture, Construction	33%	91%	47%	9%	20%	0%
Manufacturing	70	91	20	6	10	3
Transportation, Utilities	39	77	37	19	24	4
Wholesale and Retail Trade	55	83	27	11	18	6
Finance, Insurance	42	92	44	7	14	2
Service	62%	78%	31%	15%	7%	7%

NOTE: Percentages are row percentages by sex. For example, 52 percent of all men from Central Iowa performed "no travel" in their jobs.

TABLE V-2

TRAVEL REQUIRED OF MEN AND WOMEN

BY JOB CATEGORY, INCOME, LEVEL OF EDUCATION, AND AGE

	PERCENTAGE PERFORMING NO TRAVEL		PERCENTAGE PERFORMING OCCASIONAL TRAVEL		PERCENTAGE PERFORMING FREQUENT TRAVEL	
	Male	Female	Male	Female	Male	Female
JOB CATEGORY (N=5554)						
Service	89%	84%	4%	8%	7%	8%
Operative	67	92	10	4	23	5
Craft	73	83	15	11	13	7
Office/Clerical	84	94	10	4	6	1
Sales	53	82	26	12	22	6
Technicians	62	82	29	14	10	5
Professionals	39	66	50	28	12	6
Managers	36%	48%	51%	48%	13%	5%
INCOME (N=5899)						
Under $5,000	87%	87%	6%	7%	7%	7%
$ 5,000-$ 9,999	83	90	9	7	8	3
$10,000-$12,499	70	80	19	15	11	5
$12,500-$14,999	57	57	29	35	14	7
$15,000 and Over	28%	29%	50%	59%	21%	12%
LEVEL OF EDUCATION (N=5931)						
Less than a High School Diploma	71%	84%	12%	6%	17%	10%
High School Diploma	66	89	19	7	15	4
Some College	57	83	32	14	11	3
College Degree and Above	39%	75%	46%	19%	15%	7%
AGE (N=5944)						
Under 25	77%	89%	14%	8%	9%	3%
25-34	58	85	29	11	13	4
35-44	47	82	36	13	17	5
45-54	50	84	32	11	18	5
55 and Over	61%	86%	23%	8%	16%	6%

NOTE: Percentages are row percentages by sex. For example, 89 percent of all male service workers performed "no travel" in their jobs.

travel in their jobs when respondents were classified by income. For example, only 13 percent of the men and 14 percent of the women with incomes under $5,000 were required to perform any travel in their jobs while 71 percent of both men and women with incomes over $15,000 were required to travel in their jobs. It is interesting to note, however, with the exception of respondents earning under $5,000, the proportion of men who traveled "frequently" in their jobs was about twice the proportion of women in every income category.

Travel requirements of the job also varied with the education and age of respondents. Generally, as education increased, travel requirements increased; the increase in the proportion of men required to travel was, however, substantially greater than for women. Twenty-nine percent of the men and 16 percent of the women without a high school diploma were required to travel in their jobs while 61 percent of the men and only 26 percent of the women with at least a college degree were required to travel in their jobs. Although men in the age groups of 25-54 were required to travel substantially more than men in the other age groups, age had little relation to the travel requirements for women in their current jobs.

As indicated in Table V-3, the travel requirements for women varied little when respondents were grouped by economic reason for working, marital status, and number of dependents and children. The travel requirements for men, however, appear to vary by their main economic reason for working and their marital status. Forty-six percent of the men who provided primary support for themselves and others in contrast to only 31 percent of those who provided supplemental support and 24 percent who supported only themselves were required to travel in their jobs. Forty-six percent of the men presently married in contrast to 39 percent of those who were widowed, separated, or divorced and 24 percent of the single men were required to travel in their jobs. Thus, it appears that men who are married or provide primary support for themselves and others were required to travel most in their jobs.

TABLE V-3

TRAVEL REQUIRED OF MEN AND WOMEN

BY ECONOMIC REASON FOR WORKING, MARITAL STATUS, AND NUMBER OF DEPENDENTS AND CHILDREN

	PERCENTAGE PERFORMING NO TRAVEL		PERCENTAGE PERFORMING OCCASIONAL TRAVEL		PERCENTAGE PERFORMING FREQUENT TRAVEL	
	Male	Female	Male	Female	Male	Female
ECONOMIC REASON FOR WORKING (N=5936)						
Support Self Only	76%	87%	13%	10%	11%	4%
Primary Support of Self and Others	54	81	31	13	15	6
Supplemental Support of Self and Others	69%	87%	21%	9%	10%	4%
MARITAL STATUS (N=5937)						
Never Married	75%	86%	13%	10%	11%	4%
Presently Married	55	86	31	9	15	4
Widowed, Separated, or Divorced	61%	84%	21%	12%	18%	5%
NUMBER OF DEPENDENTS (N=5844)						
0	75%	87%	15%	9%	10%	4%
1	62	83	25	11	12	5
2	56	85	30	11	13	4
3	54%	84%	31%	11%	15%	5%
NUMBER OF CHILDREN (N=5949)						
0	61%	85%	26%	11%	14%	5%
1	57	86	28	10	15	4
2	54	88	32	9	14	3
3	47%	87%	36%	10%	17%	4%

NOTE: Percentages are row percentages by sex. For example, 76 percent of all men who supported only themselves performed "no travel" in their jobs.

Willingness to Travel in Any Job

The findings in the previous section on travel requirements reveal that a much higher proportion of men than women performed travel in their present jobs. If women are arbitrarily restricted from the many positions requiring travel or if women are presumed to be unwilling to perform travel duties in those positions, employers may be denying women the opportunity to enter jobs which could be important experiences for future development. The elimination of underemployment and underutilization of women in the work force will also be difficult if women are restricting themselves from these jobs which require travel. Therefore, a determination must be made of women's willingness to travel.

Employees were asked to indicate the extent of travel they would be willing to perform in any job. These responses are indicated in Tables V-4, V-5, and V-6. Although a higher proportion of men than women, 84 percent to 61 percent respectively, were willing to perform travel in any job, there appears to be substantially more women willing to travel than are presently required to travel. This suggests that employers may not be giving women the opportunity to obtain jobs requiring travel.

As shown in Table V-4, geographic area, community size, and employer size had little relation to respondents' willingness to travel. When the responses were classified by industry, however, some patterns emerged. A lower proportion of men in manufacturing, and a lower proportion of women in manufacturing, and wholesale and retail trade were willing to travel than in the other industries. A higher proportion of women in agriculture and construction industries, and transportation and utilities industries were willing to travel than in other industries. As shown in Table V-5, when the responses were classified by job category, income, education, and age, the pattern found for "travel required" was also found for "willingness to travel". Generally, as skill and responsibility of the position, income, and

TABLE V-4

WILLINGNESS OF MEN AND WOMEN TO ACCEPT TRAVEL STATE-WIDE,
BY GEOGRAPHIC AREA, SIZE OF COMMUNITY, SIZE OF FIRM, AND TYPE OF INDUSTRY
(N=5923)

CHARACTERISTIC	PERCENTAGE WILLING TO ACCEPT NO TRAVEL		PERCENTAGE WILLING TO ACCEPT OCCASIONAL TRAVEL		PERCENTAGE WILLING TO ACCEPT FREQUENT TRAVEL	
	Male	Female	Male	Female	Male	Female
State-wide	16%	39%	61%	50%	23%	11%
Geographic Area in Iowa						
Central	13%	38%	60%	50%	27%	12%
Southwest	18	39	56	50	27	11
Northwest	17	39	62	51	21	10
Northeast	15	35	64	52	21	12
Southeast	18%	42%	60%	48%	22%	10%
Community Size by Population						
Under 2,500	13%	44%	58%	45%	30%	12%
2,500-10,000	17	42	60	48	24	10
Over 10,000	16%	38%	62%	51%	23%	11%
Firm Size by Number of Employees						
1- 49	12%	45%	60%	42%	28%	13%
50- 99	13	41	56	48	31	11
100-249	19	37	57	53	24	10
250-499	14	40	65	48	21	13
500 and Over	16%	38%	65%	51%	19%	11%
Type of Industry						
Agriculture, Construction	12%	26%	58%	63%	30%	11%
Manufacturing	20	42	61	48	19	10
Transportation, Utilities	14	26	58	61	29	13
Wholesale and Retail Trade	13	48	58	42	29	10
Finance, Insurance	10	33	70	60	20	8
Service	13%	36%	64%	48%	23%	15%

NOTE: Percentages are row percentages by sex. For example, 13 percent of all men from Central Iowa were willing to accept "no travel" in any job.

TABLE V-5

WILLINGNESS OF MEN AND WOMEN TO ACCEPT TRAVEL

BY JOB CATEGORY, INCOME, LEVEL OF EDUCATION, AND AGE

	PERCENTAGE WILLING TO ACCEPT NO TRAVEL		PERCENTAGE WILLING TO ACCEPT OCCASIONAL TRAVEL		PERCENTAGE WILLING TO ACCEPT FREQUENT TRAVEL	
	Male	Female	Male	Female	Male	Female
JOB CATEGORY (N=5541)						
Service	30%	46%	49%	37%	22%	16%
Operative	21	43	51	43	28	14
Craft	25	48	55	40	21	12
Office/Clerical	13	40	59	53	28	7
Sales	7	39	60	49	33	12
Technicians	13	31	69	58	18	11
Professionals	6	18	79	66	15	16
Managers	7%	16%	69%	65%	24%	19%
INCOME (N=5871)						
Under $5,000	23%	44%	47%	45%	31%	11%
$ 5,000-$ 9,999	20	40	58	50	22	10
$10,000-$12,499	20	29	60	56	20	16
$12,500-%14,999	15	21	63	64	22	16
$15,000 and Over	8%	4%	66%	70%	26%	27%
LEVEL OF EDUCATION (N=5903)						
Less than a High School Diploma	39%	58%	40%	30%	21%	12%
High School Diploma	21	42	58	48	21	10
Some College	7	32	68	56	26	12
College Degree and Above	9%	21%	67%	62%	24%	17%
AGE (N=5917)						
Under 25	9%	27%	65%	60%	26%	13%
25-34	11	37	65	56	24	10
35-44	15	44	62	46	23	10
45-54	19	44	59	46	22	10
55 and Over	36%	60%	45%	30%	19%	10%

NOTE: Percentages are row percentages by sex. For example, 30 percent of all male service workers were willing to accept "no travel" in any job.

TABLE V-6

WILLINGNESS OF MEN AND WOMEN TO ACCEPT TRAVEL

BY ECONOMIC REASON FOR WORKING, MARITAL STATUS, AND NUMBER OF DEPENDENTS AND CHILDREN

	PERCENTAGE WILLING TO ACCEPT NO TRAVEL		PERCENTAGE WILLING TO ACCEPT OCCASIONAL TRAVEL		PERCENTAGE WILLING TO ACCEPT FREQUENT TRAVEL	
	Male	Female	Male	Female	Male	Female
ECONOMIC REASON FOR WORKING (N=5910)						
Support Self Only	11%	26%	57%	54%	32%	20%
Primary Support of Self and Others	16	32	62	55	22	13
Supplemental Support of Self and Others	28%	46%	52%	47%	20%	7%
MARITAL STATUS (N=5910)						
Never Married	10%	20%	58%	60%	33%	20%
Presently Married	17	46	62	47	21	7
Widowed, Separated, or Divorced	18%	26%	48%	50%	34%	17%
NUMBER OF DEPENDENTS (N=5516)						
0	11%	36%	58%	50%	31%	14%
1	20	35	59	55	21	10
2	18	41	62	50	21	7
3	13%	44%	66%	47%	21%	10%
NUMBER OF CHILDREN (N=5923)						
0	17%	37%	58%	50%	25%	13%
1	14	43	65	52	21	5
2	13	41	67	51	21	8
3	14%	43%	63%	48%	23%	8%

NOTE: Percentages are row percentages by sex. For example, 11 percent of all men who supported only themselves were willing to accept "no travel" in any job.

education increased, the proportion of respondents willing to travel in any job increased.

As indicated in Table V-6, although the number of dependents and children had little effect upon respondents' willingness to accept travel, economic reason for working and marital status had some interesting effects for both men and women. The highest proportion of men and women willing to travel in a job supported only themselves, 89 percent and 74 percent respectively. Eighty-four percent of the men and 68 percent of the women who provided primary support for themselves and others were willing to travel in a job, while 72 percent of the men and 54 percent of the women who provided supplemental support were willing to travel. Men were willing to accept travel in any job in far greater proportions than women, regardless of their marital status. Eighty-three percent of the men and only 54 percent of the women who were presently married were willing to travel. Thus, even married men were willing to travel in large proportions. Married women and women providing supplemental support, however, were least willing to travel of any group.

Willingness to Change Employers or Locations

Mobility is also indicated by employees' willingness to change their present employer or move to a different town to obtain a job with more pay or more responsibility. In the past few decades, men have substantially increased their promotional opportunities by changing employers or moving to other locations.

This section of the study ascertained the extent of employee mobility by asking respondents whether or not they would be willing to change employers or move to a different town or obtain higher paying or more responsible jobs. The responses to these questions are shown in Tables V-7, V-8 and V-9. Similar proportions of men and women, 67 percent and 60 percent respectively, indicated they would change employers for a better job; however, 60 percent of the men while only 30 percent of the women were willing to move to a different town for a better job.

TABLE V-7

WILLINGNESS OF MEN AND WOMEN TO CHANGE EMPLOYERS OR MOVE FOR A BETTER JOB BY GEOGRAPHIC AREA, SIZE OF COMMUNITY, SIZE OF FIRM, AND TYPE OF INDUSTRY

N=5920

CHARACTERISTIC	PERCENTAGE WILLING TO CHANGE EMPLOYERS		PERCENTAGE WILLING TO MOVE TO A DIFFERENT TOWN	
	Male	Female	Male	Female
State-wide	67%	60%	60%	30%
Geographic Area in Iowa				
Central	68%	61%	64%	33%
Southwest	68	56	63	20
Northwest	70	61	62	31
Northeast	62	60	58	32
Southeast	67%	58%	58%	28%
Community Size by Population				
Under 2,500	74%	68%	62%	31%
2,500-10,000	71	56	67	23
Over 10,000	65%	60%	59%	31%
Firm Size by Number of Employees				
1- 49	58%	51%	64%	26%
50- 99	62	55	62	25
100-249	68	62	59	31
250-499	72	66	62	31
500 and Over	66%	56%	58%	31%
Type of Industry				
Agriculture, Construction	73%	61%	70%	33%
Manufacturing	72	62	58	30
Transportation, Utilities	49	50	58	40
Wholesale and Retail Trade	61	52	65	21
Finance, Insurance	73	73	62	37
Service	75%	57%	64%	29%

NOTE: Percentages are row percentages figured for each column. For example, 67 percent of the men state-wide were willing to change employers for a better job while 60 percent of the men state-wide were willing to move to a different town for a better job.

Thus, it appears that many women, i.e., 70 percent of the women in the sample, may be denying themselves promotional opportunities due to their unwillingness to move for a better job.

As shown in Table V-7, there was little difference throughout the various geographic areas between the proportions of men and women willing to change employers for a better job; however, the proportions of men and women willing to move for a better job were substantially different. About one-half as many women who were willing to change employers were willing to change towns. Men throughout Iowa seemed about equally willing to change employers or move for better jobs.

When viewing responses by community size, it was found in communities of 2,500 to 10,000 in population that the highest proportion of men and the lowest proportion of women were willing to move (67 percent to 23 percent, respectively). Classifying responses by size of employer did not reveal any substantial variance due to employer size.

Some interesting patterns emerge when viewing the mobility of respondents by type of industry. The lowest proportions of men and women willing to change employers were in the transportation and utilities industries, 49 percent and 50 percent, respectively. Women in those industries were also the most willing to move for a better job, with 40 percent responding affirmatively. Men and women were equally willing to change employers, 73 percent for both sexes, in the finance and insurance industries which was the highest proportion of women in any industry. In the wholesale and retail trade industry, 21 percent of the women were willing to move to a different town, the lowest proportion in any industry.

Table V-8 shows the mobility of men and women by present job category, income, education, and age. There were few differences in the willingness of both men and women to change employers in most occupations. The proportion of women in managerial positions willing to change employers was lowest (43 percent);

TABLE V-8

WILLINGNESS OF MEN AND WOMEN TO CHANGE EMPLOYERS OR MOVE FOR A BETTER JOB
BY JOB CATEGORY, INCOME, LEVEL OF EDUCATION, AND AGE

	PERCENTAGE WILLING TO CHANGE EMPLOYERS		PERCENTAGE WILLING TO MOVE TO A DIFFERENT TOWN	
	Male	Female	Male	Female
PRESENT JOB CATEGORY	N=5498		N=5501	
Service	73%	61%	52%	27%
Operative	69	67	53	35
Craft	62	55	52	29
Office/Clerical	75	64	68	30
Sales	62	54	62	26
Technicians	75	58	65	32
Professionals	77	58	72	35
Managers	63%	43%	69%	38%
INCOME	N=5850		N=5855	
Under $5,000	79%	64%	63%	30%
$ 5,000-$ 9,999	74	61	61	29
$10,000-$12,499	68	51	58	33
$12,500-$14,999	65	43	59	35
$15,000 and Over	57%	37%	62%	47%
LEVEL OF EDUCATION	N=5879		N=5886	
Less than a High School Diploma	50%	44%	39%	17%
High School Diploma	61	57	53	27
Some College	72	66	68	36
College Degree and Above	77%	71%	74%	42%
AGE	N=5893		N=5899	
Under 25	82%	77%	74%	45%
25-34	77	72	71	35
35-44	68	57	62	24
45-54	52	43	50	21
55 and Over	31%	28%	25%	9%

NOTE: Percentages are row percentages figured for each column. For example, 73 percent of all male service workers were willing to change employers for a better job while 52 percent of all male service workers were willing to move to a different town for a better job.

however, the proportion of women willing to move was highest (38 percent). Men appeared quite willing to change employers regardless of their occupations. Women managers, professionals and operatives were more willing to move to a different town than women in the other job categories. Men in professional, managerial, and office/clerical positions were more willing to move than men in other job categories. It should be noted that a higher proportion of male managers were willing to move, by 6 percentage points, than were willing to change employers.

As might be expected, there was an inverse relationship between income and willingness to change employers for a better job; the less earned, the more willing both men and women were to change employers for a better job. In contrast, almost one-half the women who earned $15,000 or more were willing to move for a better job. At all other income levels, never more than 35 percent of the women expressed a willingness to move, whereas the proportion of men willing to move always remained around 60 percent, regardless of the income level.

Responses for men and women varied with age and education as shown in Table V-8. The more educated respondents were, the more willing both men and women were to change employers and to move to a different town for a better job. The proportion of men willing to move, however, was almost double the proportion of women willing to move at all education levels, except the college degree category where 74 percent of the men and 42 percent of the women were willing to move. The younger respondents were more willing to change employers or to move than were older respondents. The percentage of respondents who were willing to change employers or move decreased for both sexes as the age increased. The proportion of men who were willing to move, however, was twice that of women regardless of the age category.

Economic reason for working and marital status also seemed to affect the willingness to change employers and to move for men and women, as shown in Table V-9. Male and female household heads, those who provided primary support for themselves

TABLE V-9

WILLINGNESS OF MEN AND WOMEN TO CHANGE EMPLOYERS OR MOVE FOR A BETTER JOB
BY ECONOMIC REASON FOR WORKING, MARITAL STATUS, AND NUMBER OF DEPENDENTS AND CHILDREN

	PERCENTAGE WILLING TO CHANGE EMPLOYERS		PERCENTAGE WILLING TO MOVE TO A DIFFERENT TOWN	
	Male	Female	Male	Female
ECONOMIC REASON FOR WORKING	N=5883		N=5889	
Support Self Only	79%	62%	66%	46%
Primary Support of Self and Others	65	65	61	40
Supplemental Support of Self and Others	65%	57%	39%	20%
MARITAL STATUS	N=5884		M=5890	
Never Married	78%	71%	68%	52%
Presently Married	65	58	59	21
Widowed, Separated, or Divorced	69%	54%	62%	36%
NUMBER OF DEPENDENTS	N=5787		N=5794	
0	76%	56%	65%	31%
1	58	63	53	34
2	66	61	64	28
3	68%	66%	62%	24%
NUMBER OF CHILDREN	N=5895		N=5902	
0	62%	57%	56%	31%
1	68	65	64	30
2	75	69	68	26
3	74%	68%	71%	23%

NOTE: Percentages are row percentages figured for each column. For example, 79 percent of all men who supported only themselves were willing to change employers, while 66 percent of all men who supported only themselves were willing to move to a different town for a better job.

and others, were equally willing to change employers, both at 65 percent. Men and women providing supplemental support also had similar percentages, 65 percent and 57 percent respectively, willing to change employers. The largest difference between men's and women's willingness to change employers occurred for those who supported only themselves; 79 percent of the men in that category were willing to change employers, the highest percentage of men in any category, while 62 percent of the women who supported only themselves were willing to change employers. Thus, women who provided primary support for themselves and others and men who supported only themselves had the highest percentages of respondents willing to change employers for a better job. Women who supported only themselves, however, were the most willing to move of all women and those providing supplemental support were the least willing to move. Only 39 percent of the men who provided supplemental support were willing to move, the lowest percentage of men in any category. The men who supported themselves only were most willing to move, 66 percent responded affirmatively. Thus, men and women who supported themselves only were most willing to move to a different town for a better job.

There appears to be little difference between men's and women's responses when classified by marital status with regard to willingness to change employers. Of all respondents, however, women who were widowed, separated or divorced were the least willing to change employers (54 percent) while presently married men were the least willing of all men to change employers (65 percent). Never married women had the highest percentage willing to move (52 percent), while 68 percent of the never married men were willing to move. Married men and women were the least willing to move; only 59 percent of the married men and 21 percent of the married women indicated a willingness to move.

Table V-9 also shows the number of dependents and children and the willingness of men and women to change employers or to move for a better job. Women with one

dependent were more willing to change employers for a better job than men with one dependent, 63 percent to 58 percent respectively. Women with no dependents were far less willing than men to change employers for a better job, 56 percent to 76 percent respectively. Men's willingness to change employers dropped by almost 20 percentage points from no dependents to the one dependent category. The proportion of men willing to change employers then increased as the number of dependents increased. The proportion of women willing to move when viewed by dependents decreased as the number of dependents increased.

The proportion of men and women willing to change employers increased as the number of children increased. This pattern also emerged in men's willingness to move for a better job; the more children, the more willing men were to move. In contrast, the opposite pattern emerged for women. The more children, the less willing women were to move; and again, the proportions of women were half those of the men in all categories for number of children. For example, men and women who had three children were more willing to change employers for a better job than those who had no children. Men with three children were also more willing to move; however, women with three children were more reluctant to move than when they had no children. Thus, women with children were not willing to move even when a better job might be obtained.

Summary

Generally, men were required to travel in far greater proportions than women in their present jobs; 42 percent of the men and only 14 percent of the women had travel requirements in their jobs. There was very little difference between the travel requirements of men and women when viewed by geographic area, community size, employer size, or type of industry, although women in the service, and transportation and utility industries were required to travel more than women in other industries. By occupation, women in the service category were required to travel even more than

men. Higher proportions of both men and women were required to travel in the higher skilled and higher paying jobs. As education level increased, the travel requirements also increased for both male and female respondents.

Women in Iowa were willing to perform travel as a job duty in numbers far exceeding their present requirements. This suggests that employers may not be giving women the opportunity to travel or to obtain those jobs where travel is a prerequisite. Generally, the geographic area, community size and employer size had little effect on the willingness of respondents to travel. Fewer men in manufacturing, and fewer women in manufacturing, and wholesale and retail trade were willing to travel; and more women in agriculture and construction, and transportation and utilities industries were willing to travel than in the other industries.

The proportion of male and female respondents willing to travel in any job increased as their income, skill and responsibility, and education level increased. The highest proportions of both men and women willing to travel were those who supported only themselves. Women who were presently married and women who provided supplemental support were least willing to travel in any job.

The proportions of men and women willing to change employers for a better job were similar, 67 percent and 60 percent respectively, across the state. Both men and women were least willing to change employers in the transportation and utilities industries than in other industries. Women in managerial positions were less willing to change employers than women in any other category. Men and women who provided primary support for themselves and others were equally willing to change employers for better jobs. The more children both men and women had, the more willing both sexes were to change employers for better jobs.

Generally, the proportions of men willing to move were twice that for the women with regard to all variables. Thirty percent of the women in the sample were willing to move to a different town for a better job while 60 percent of the men were

willing to move. The lowest percentage of women willing to move was that group which provided supplemental support. The highest percentages of women willing to move were those who had never married.

ASPIRATIONS

One aspect often considered when management makes promotional decisions is the employee's desire to move up in the organization. Those employees desiring advancement may be considered first for promotion. If it is presumed that women are not career-oriented and do not desire to advance within the company, they may be denied opportunities for advancement. Thus, an attempt to measure personal aspirations is important to determine the validity of these presumptions. If women wish to advance in the organization or desire to hold more skilled and responsible positions, then solutions to underemployment and underutilization may focus on constructive ways to fulfill these aspirations rather than on efforts to create them. Thus, the measurement of personal aspirations will not only provide a more complete profile of female workers, but also will suggest a direction that progress toward full employment and utilization must take.

Two basic aspects of aspirations will be discussed: hierarchial aspirations and occupational aspirations. Hierarchial aspirations deal with workers' desires to move up within their present organization. Occupational aspirations concern career goals and occupational interests. These two aspects of aspirations will provide insights into both general desires for upward movement and specific occupational orientation.

Hierarchial Aspirations

Hierarchial aspirations were determined from analyzing responses to a question which asked respondents to place themselves on three organizational ladders depicting the hierarchial structure of their organization. Respondents were to show the level

of their current position on the first ladder, the level of the position they felt they should presently be in on the second, and the level of the position they would like to be in five years from now on the third ladder. The difference between the hierarchial level they currently held and the hierarchial level they desired to hold five years from now was considered an indication of hierarchial aspirations. Respondents who showed upward movement from the first ladder to the third ladder were considered to have aspirations to higher level positions.

Similar Hierarchial Aspirations. When respondents were classified by certain demographic variables, the hierarchial aspirations of men and women showed parallel trends indicating the effects of these variables on men's and women's aspirations were similar. Classifying respondents by age, education, noneconomic reason for working, job category, marital status, and number of children living in the home showed similar trends for men and women.

Table V-10 shows the proportion of men and women who aspired to higher levels in the organization by age and education. Age appears to have an inverse relationship to hierarchial aspirations; the proportion of men and women aspiring to higher level positions was highest for younger respondents and lowest for older respondents. Eighty-seven percent of the men and 83 percent of the women under 25 aspired to higher level positions. The hierarchial aspirations of both men and women declined with age, with a sharp decrease after 35 years of age. Only 12 percent of the men and 7 percent of the women 65 years or older indicated a desire for upward movement in the organization. Thus, age appears to be highly related to the hierarchial aspirations of both men and women.

The educational level of respondents, as shown in Table V-10, also appears to affect hierarchial aspirations. The proportion of both men and women with aspirations for higher level positions sharply increased from those respondents with less than a high school education to those with some college work. Whereas only 53

TABLE V-10

MEN AND WOMEN ASPIRING TO HIGHER POSITIONS IN THE ORGANIZATIONAL HIERARCHY BY AGE, LEVEL OF EDUCATION, JOB CATEGORY, AND MARITAL STATUS

CHARACTERISTIC	MALE		FEMALE	
	Number	Percent	Number	Percent
Age (N=5439)				
Under 25	440	87%	615	83%
25-34	820	84	523	81
35-44	418	68	313	69
45-54	285	57	257	56
55-64	102	39	112	43
Over 65	2	12%	1	7%
Level of Education (N=5426)				
Less than a High School Diploma	176	53%	119	51%
High School Diploma	723	68	956	70
Some College	589	79	537	77
College Degree	398	82	135	80
Some Graduate Work	110	82	46	79
Graduate Degree	68	66%	23	64%
Job Category (N=5124)				
Service	95	66%	177	60%
Operative	276	68	119	60
Craft	366	65	72	62
Office/Clerical	88	85	898	78
Sales	203	77	125	67
Technicians	180	83	105	75
Professionals	242	80	123	71
Managers	522	72%	104	64%
Marital Status (N=5428)				
Never Married	311	83%	430	82%
Presently Married	1,661	71	1,125	69
Widowed, Separated, or Divorced	94	69%	262	65%

NOTE: Percentages are row percentages of those persons with positive aspirations; i.e., those showing an increase from (a) a position on a ladder depicting their current position and (b) a position on a ladder showing the position they want to be in 5 years from now. For example, 87 percent of all men under 25 years of age desired to move up from their present position.

percent of the men and 51 percent of the women with less than a high school education aspired to higher level positions, 79 percent of the men and almost 77 percent of the women with some college education aspired to higher positions. The aspirations of both men and women with either some college education, a college degree, or some graduate work differed only slightly. The proportion of respondents with a graduate degree desiring higher level positions dropped substantially from the previous three educational level groupings.

The hierarchial aspirations of men and women by job category and marital status are also shown in Table V-10. There appears to be some relationship between the type of work respondents performed and their hierarchial aspirations. Generally, the proportion of both men and women who desired higher level positions was lower for blue collar workers than for white collar workers. Although higher proportions of men than women aspired to higher level positions in every job category, this difference between male and female respondents did not vary greatly in any job category. Thus, it can be concluded that people in white collar positions may have higher hierarchial aspirations than people in blue collar positions.

As shown in Table V-10, both men and women had similar aspirations when grouped by marital status. A substantial proportion of both male and female respondents who had never married aspired to higher level positions. The proportion of respondents with aspirations for promotions declined sharply after they were married. There appears to be little difference in the hierarchial aspirations of persons who were presently married and those who were widowed, separated or divorced. Age may have been a factor, however, since 61 percent of the men and 63 percent of the women who had never married were under 25 years of age.

Table V-11 shows the proportion of men and women who aspired to higher levels in the organization by number of children living in the home and non-economic reasons for working. The proportion of men and women with hierarchial aspirations slightly

TABLE V-11

MEN AND WOMEN ASPIRING TO HIGHER POSITIONS IN THE ORGANIZATIONAL HIERARCHY BY NUMBER OF CHILDREN, NONECONOMIC REASON FOR WORKING, INCOME, ECONOMIC REASON FOR WORKING, AND NUMBER OF DEPENDENTS

CHARACTERISTIC	MALE		FEMALE	
	Number	Percent	Number	Percent
Number of Children (N=5411)				
0	1,075	69%	1,241	69%
1	391	75	290	74
2	378	79	189	78
3	151	79	57	79
4 or More	73	72%	44	65%
Noneconomic Reason for Working (N=5078)				
None	207	66%	145	63%
Enjoy Work	607	70	550	67
Furthers Career	371	88	162	94
Dedicated to Field	84	64	30	61
Occupies Time	86	74	128	64
Creates New Outside Interests	40	74	102	83
Allows Luxuries	283	76%	354	69%
Income (N=5404)				
Under $5,000	83	80%	434	69%
$ 5,000-$ 7,499	207	78	706	73
$ 7,500-$ 9,999	365	76	373	69
$10,000-$12,499	477	75	187	71
$12,500-$14,999	377	71	68	68
$15,000-$17,499	231	67	23	72
$17,499-$19,999	144	70	8	53
$20,000 and Over	174	60%	5	71%
Economic Reason for Working (N=5344)				
Support Self Only	308	81%	470	75%
Primary Support of Self and Others	1,660	71	389	73
Supplemental Support of Self and Others	88	69%	918	69%
Number of Dependents (N=5362)				
0	296	80%	800	68%
1	397	66	420	75
2	405	75	251	72
3	463	73	172	79
4 or More	491	72%	145	66%

NOTE: Percentages are row percentages of those persons with positive aspirations; i.e., those showing an increase from (a) a position on a ladder depicting their current position and (b) a position on a ladder showing the position they want to be in 5 years from now. For example, 69 percent of all men with no children desired to move up from their present position.

increased as the number of children residing in the home increased; the proportion declined when four or more children were residing in the home. Again, this may have been a factor of age. Respondents with two or three children living in the home had the highest proportion of respondents aspiring to higher level positions and at least 60 percent of this group was under 35 years of age.

As shown in Table V-11, the highest proportions of both men and women with aspirations for higher level positions were those whose primary noneconomic reason for working was to further their career. Almost 88 percent of the men and 94 percent of the women who were working to further their career aspired to higher organizational levels. The lowest proportions of both male and female respondents, 64 percent and 61 percent respectively, who aspired to higher level positions were those who were dedicated to their field. Only in two categories did the proportions of men and women show divergent trends. Of those respondents who were working to occupy their time, 74 percent of the men and 64 percent of the women aspired to higher positions. Of those respondents who were working as an outside interest, 74 percent of the men and 83 percent of the women aspired to higher level positions. Thus, it appears that women who were working to develop new outside interests and both men and women who were working to further their career had the highest hierarchial aspirations. Respondents whose main noneconomic reason for working was a dedication to their field had the lowest hierarchial aspirations. It should be noted, however, that more than 60 percent of the respondents in each category of noneconomic reason for working aspired to higher level positions.

Dissimilar Hierarchial Aspirations. Classifying respondent's hierarchial aspirations by other demographic variables produced divergent trends between male and female respondents. Thus, in contrast to the parallel effect discussed above, the effect of some variables on respondents' aspirations produced non-parallel or divergent trends. Classifying respondents by their total number of dependents,

economic reason for working, and income had different and sometimes opposite effects on the hierarchial aspirations of men and women. The proportion of men and women who aspired to higher levels in the organizational hierarchy by income, economic reason for working and number of dependents is shown in Table V-11.

As shown in Table V-11, the proportion of men aspiring to higher level positions declined as income increased; 80 percent of the men who earned under $5,000 and 60 percent who earned over $20,000 aspired to higher level positions. The inverse relationship between income and hierarchial aspirations for men may partially be explained by the relationship between age and income for men. As men grow older, they are more likely to have higher incomes. For example, 75 percent of the men who earned under $5,000 a year were under 35 years of age, while 80 percent of the men who earned $20,000 a year or more were over 35 years of age.

In contrast, the proportion of women with aspirations to higher level positions remained fairly constant throughout all income levels, differing by no more than 4 percentage points. The only exception occurred at the income level $17,500 to $19,999 where only 53 percent of the women aspired to higher level positions. This may be attributed to sampling error resulting from the small number of women responding in the category (i.e., only 15 women earned this amount). This contrast in the relationship of income to hierarchial aspirations between men and women may be explained by the fact that age and income were not related for women as they were for men. Women of all ages were fairly equally distributed in each income category; i.e., in each income level at least 40 percent of the women were over 35 years of age.

As shown in Table V-11, the highest proportion of respondents with aspirations to higher level positions were males who supported only themselves. Eighty-one percent of the male respondents and 75 percent of the female respondents whose main financial reason for working was to support only themselves aspired to higher level

positions. The proportions of both male and female respondents who desired to advance within the organization were highest for those supporting only themselves and lowest for those providing supplemental support of themselves and others.

A respondent's number of dependents appeared to have differing effects for men and women, as shown in Table V-11. The highest proportion of men aspiring to higher level positions were those with no dependents while the highest proportion of women aspiring to higher level positions were those with three dependents. In the category of no dependents and four or more dependents, a substantially higher proportion of men aspired to higher level positions than women in the same categories. A higher proportion of women than men with one dependent aspired to higher level positions.

Hierarchial Aspirations by Non-Personal Characteristics. Aspirations by geographic area, community size, employer size and type of industry are discussed separately. These non-personal variables are considered distinct from the personal demographics above and are presented in Table V-12.

Of the five geographic areas shown in Table V-12, the greatest proportions of men and women aspiring to higher levels were in Central Iowa, with 77 percent and 79 percent, respectively. For most geographic areas, the proportions of men and women aspiring to higher levels were very similar; only in Northwest Iowa was there a substantial difference between the responses of men and women. Seventy-five percent of the men and only 62 percent of the women in Northwest Iowa aspired to higher level positions.

Employee aspirations by community size showed little difference between men and women except in communities with populations of 2,500 to 10,000. As shown in Table V-12, 73 percent of both men and women aspired to higher level positions in communities of over 10,000 in population. However, in communities of 2,500 to 10,000 in population, 70 percent of the men while only 58 percent of the women aspired to higher level positions.

TABLE V-12

MEN AND WOMEN ASPIRING TO HIGHER POSITIONS IN THE ORGANIZATIONAL HIERARCHY BY GEOGRAPHIC AREA, SIZE OF COMMUNITY, SIZE OF FIRM, AND TYPE OF INDUSTRY

N=5541

CHARACTERISTIC	MALE		FEMALE	
	Number	Percent	Number	Percent
Geographic Area in Iowa				
Central	507	77%	418	79%
Southwest	155	63	131	68
Northwest	326	75	260	62
Northeast	531	70	470	69
Southeast	549	72%	542	73%
Community Size by Population				
Under 2,500	64	65%	108	68%
2,500-10,000	300	70	220	58
Over 10,000	1,704	73%	1,493	73%
Firm Size by Number of Employees				
1- 49	223	72%	127	67%
50- 99	243	71	161	61
100-249	535	65	534	65
250-499	488	78	443	75
500 and Over	578	77%	556	78%
Type of Industry				
Agriculture, Construction	50	66%	29	76%
Manufacturing	880	72	695	70
Transportation, Utilities	278	66	204	74
Wholesale and Retail Trade	430	76	240	61
Finance, Insurance	242	79	312	87
Service	188	70%	341	66%

NOTE: Percentages are row percentages of those persons with positive aspirations; i.e., those showing an increase from (a) a position on a ladder depicting their current position and (b) a position on a ladder showing the position they want to be in 5 years from now. For example, 77 percent of all men from Central Iowa desired to move up from their present position.

The highest proportions of both men and women aspiring to higher organizational levels by employer size were employed in firms with 250 employees or more. In no employer size category did men and women differ greatly in their aspirations, except in organizations with 50-99 employees; 61 percent of the women and 71 percent of the men aspired to higher level positions.

Employee aspirations by industry, presented in Table V-12, showed that men and women in the finance and insurance industries had the highest proportion of respondents aspiring to higher level positions (79 percent of the men, 87 percent of the women). Percentages of men and women desiring higher level positions were similar only in service and manufacturing industries. In all other industries, the percentages of men and women differ by at least 8 percentage points. The proportion of women with aspirations to higher level positions was greater than the proportion of men in the agriculture and construction, transportation and utilities, and finance and insurance industries and less than men's in wholesale and retail trade.

Occupational Aspirations

Occupational aspirations were determined from analysis of responses to a question which asked respondents to place themselves in one of eight occupational categories that best described: (a) their current job, (b) the job they would like to be in now, and (c) the job they would like to be in ultimately. The job they would like to be in ultimately, (c), was considered a reflection of occupational aspirations. For example, if 22 percent of the women and 51 percent of the men ultimately aspired to be in managerial jobs, the conclusion could be drawn that men, more than women, aspired to managerial positions.

Table V-13 shows the respondents' present jobs and the jobs they would like to be in ultimately by sex and occupation. Two patterns are clearly evident. First, if personal choice was met in all placements, few occupational categories would be adequately staffed. Only in the categories of service workers and technicians did

TABLE V-13

PRESENT AND ULTIMATELY DESIRED JOB CATEGORY

OF MEN AND WOMEN STATE-WIDE

N=5131

JOB CATEGORY	MALE		FEMALE		TOTAL	
	P[1]	U[2]	P[1]	U[2]	P[1]	U[2]
Service						
Number	139	50	281	137	420	187
Percent	5%	2%	12%	6%	8%	4%
Operative						
Number	403	161	191	69	594	230
Percent	15%	6%	3%	3%	12%	5%
Craft						
Number	557	424	112	85	669	509
Percent	21%	16%	5%	4%	13%	10%
Office/Clerical						
Number	104	33	1,166	671	1,270	704
Percent	4%	1%	48%	28%	25%	14%
Sales						
Number	265	132	191	129	456	261
Percent	10%	5%	8%	5%	9%	5%
Technicians						
Number	210	146	145	240	355	386
Percent	8%	5%	6%	10%	7%	8%
Professionals						
Number	307	372	176	565	483	937
Percent	11%	14%	7%	23%	9%	18%
Managers						
Number	723	1,390	161	527	884	1,917
Percent	27%	51%	7%	22%	17%	37%

[1] P designates occupational category presently held.

[2] U designates occupational category ultimately desired.

NOTE: Percentages are column percentages. For example, 5 percent of all male respondents were service workers, while 2 percent of all male respondents ultimately desired to be service workers.

the number of people desiring jobs closely match the number of jobs currently held. In some job categories like professional and managerial, there were twice as many people ultimately desiring these jobs than there were persons currently in those jobs. In other occupations like operative, office/clerical, and sales, there were twice as many jobs than people desiring such occupations. Thus, it can be concluded from this study that employers would be unable to satisfy all individual occupational aspirations.

The second pattern suggests that men and women do have different occupational preferences. Since the sample of both men and women was completely random, it would be expected that both men and women would prefer job categories in equal proportions if there was no difference between the occupational choices of men and women. This occurred in only one instance; 5 percent of both male and female respondents ultimately desired sales positions. Occupational aspirations differed slightly for men and women in three other types of jobs. Two percent of the men and 6 percent of the women aspired to service positions; 6 percent of the men and 3 percent of the women aspired to operative positions. Only about 5 percent of the men and 10 percent of the women aspired to technical jobs.

The most significant differences between male and female occupational aspirations came in craft, office/clerical, professional, and managerial occupations. Substantially more women than men aspired to office/clerical and professional jobs. Twenty-eight percent of the women and only 1 percent of the men ultimately aspired to be in office/clerical positions while 23 percent of the women and 14 percent of the men aspired to professional positions. Substantially fewer women than men aspired to craft and managerial positions. Only 4 percent of the women and 16 percent of the men aspired to craft jobs and 22 percent of the women and 51 percent of the men aspired to managerial jobs. Thus, it appears that the occupational preferences of women may be significantly different from those of men.

Table V-14 shows the percentage of respondents who were presently in the job they ultimately desired. This table indicates the percentage of both male and female respondents who did not desire a change from their present occupation. About equal proportions of both men and women, 54 and 50 percent respectively, desired to remain in their present occupations. It appears, however, that in five of the eight occupational categories, higher percentages of women than men were satisfied with their current occupation. Twenty-five percentage points more women than men in professional and office/clerical positions, and 23 percentage points more women than men in service positions desired to ultimately stay in their present occupation. It is interesting to note that only slightly fewer women than men wanted to remain in operative, craft and managerial positions.

When this aspirational information is coupled with the information on underutilization presented in the previous chapter, some interesting findings become apparent. Women were somewhat underutilized in operative and technical positions and substantially underutilized in craft and managerial positions. As shown in Table V-14, however, in both operative and craft positions, a lower proportion of women than men who were presently in these positions wanted to ultimately remain in those occupations. Additionally, fewer women aspired to those positions than were currently in these positions, as shown in Table V-13. The lack of aspirations by women to enter or remain in operative and craft positions may make it difficult for an employer to obtain full utilization of women in these job categories.

It should be easier, however, for an employer to obtain full utilization of women in technical positions. Women were only slightly underutilized in technical positions (i.e., 33 percent present utilization in contrast to 34 percent full utilization) and almost twice as many women wanted technical positions than were currently in technical positions. In addition, the proportion of women desiring to remain in technical positions was much higher than the proportion of men. Although

TABLE V-14

MEN AND WOMEN ULTIMATELY DESIRING THEIR PRESENT JOB CATEGORY STATE-WIDE

N=5131

JOB CATEGORY	MALE		FEMALE	
	Number	Percent	Number	Percent
Service	46	33%	127	46%
Operative	139	35	57	30
Craft	299	54	53	47
Office/Clerical	24	23	555	48
Sales	94	36	84	44
Technicians	61	29	75	52
Professionals	124	40	115	65
Managers	667	92	142	88
Total	1,454	54%	1,208	50%

NOTE: Percentages are percentages of men and women who ultimately want to stay in their current job category. For example, 33 percent of all male service workers ultimately desired to be service workers.

TABLE V-15

PRESENT AND ULTIMATELY DESIRED JOB CATEGORY

BY SEX AND TYPE OF INDUSTRY

N=4739

	PERCENTAGE OF RESPONDENTS											
	AGRICULTURE, CONSTRUCTION		MANUFACTURING		TRANSPORTATION, UTILITIES		WHOLESALE AND RETAIL TRADE		FINANCE, INSURANCE		SERVICE	
JOB CATEGORY	P[1]	U[2]	P[1]	U[2]	P[1]	U[2]	P[1]	U[2]	P[1]	U[2]	P[1]	U[2]
Service												
Male	3%	3%	5%	1%	2%	.2%	5%	2 %	1 %	1%	19 %	9 %
Female	0	0	7	3	2	1	8	4	1	1	35	18
Operative												
Male	21	11	21	7	18	10	11	4	2	1	4	3
Female	0	0	19	7	4	1	1	.5	1	1	.4	.2
Craft												
Male	14	16	28	23	30	16	14	11	2	2	9	6
Female	0	0	9	6	5	3	5	5	.3	1	.6	1
Office/ Clerical												
Male	0	0	2	1	10	3	2	1	6	2	3	1
Female	87	40	49	32	63	26	33	26	80	33	25	18
Sales												
Male	1	4	3	3	5	2	29	11	16	10	2	2
Female	0	8	1	3	4	1	38	20	7	4	1	2
Technicians												
Male	4	1	8	6	6	8	6	4	11	4	10	6
Female	5	5	7	12	2	7	2	8	3	8	12	11
Professionals												
Male	18	11	10	14	7	11	5	12	24	14	20	23
Female	5	18	5	20	3	16	4	15	3	28	20	36
Managers												
Male	38	54	23	45	23	50	28	56	36	67	34	50
Female	3%	29%	3%	18%	19%	45 %	9%	22 %	6 %	24%	6 %	14 %
N=	109		2008		542		670		658		752	

[1] P designates occupational category presently held.

[2] U designates occupational category ultimately desired.

NOTE: Percentages are column percentages. For example, 3 percent of all male respondents from agriculture and construction industries were service workers, while 3 percent ultimately desired to be service workers.

TABLE V-16

PRESENT AND ULTIMATELY DESIRED JOB CATEGORY

BY SEX AND SIZE OF FIRM

JOB CATEGORY	PERCENTAGE OF RESPONDENTS									
	1-49		50-99		100-249		250-499		500 and Over	
	P[1]	U[2]	P[1]	U[2]	P[1]	U[2]	P[1]	U[2]	P[1]	U[2]
Service										
Male	4%	2%	3%	1%	7%	3%	5%	2%	5%	1%
Female	19	8	22	11	13	7	7	3	8	4
Operative										
Male	5	4	20	9	18	8	13	3	14	6
Female	1	1	4	0	8	3	7	3	13	5
Craft										
Male	15	11	13	11	23	18	20	15	24	18
Female	2	1	4	4	4	4	7	4	4	4
Office/Clerical										
Male	2	2	3	1	3	1	3	1	7	1
Female	38	29	37	24	51	26	51	28	50	30
Sales										
Male	36	17	18	6	7	4	5	3	3	2
Female	26	16	17	10	7	5	7	5	1	1
Technicians										
Male	5	3	7	5	5	5	7	4	12	9
Female	3	7	4	8	5	9	6	10	9	11
Professionals										
Male	5	8	5	15	11	12	14	16	15	16
Female	4	18	6	21	5	24	8	27	10	23
Managers										
Male	27	55	30	52	26	50	33	56	21	47
Female	7%	21%	7%	23%	7%	22%	7%	21%	6%	22%
N=	476		572		1,564		1,142		1,376	

[1] P designates occupational category presently held.

[2] U designates occupational category ultimately desired.

NOTE: Percentages are column percentages by sex. For example, 4 percent of all male respondents from firms of 1-49 employees were service workers while 2 percent ultimately desired to be service workers.

a lower proportion of women than men who were presently in managerial positions desired to remain in those positions, over three times more women desired managerial jobs than were currently in managerial jobs. Therefore, employers should be able to make substantial gains in increasing their utilization of women in managerial jobs. However, it should be recognized that there will be much competition for managerial jobs because 1,390 men and 527 women aspired to the 884 managerial jobs shown in Table V-13.

The occupational aspirations of men and women by job category and industry are shown in Table V-15. The differences in occupational aspirations between industries can generally be attributed to the differing occupational compositions within industries. For example, in the service sector, where 35 percent of the women were employed as service workers, 18 percent of the women ultimately aspired to these positions, in comparison to the total sample where only 12 percent were employed as service workers and 6 percent ultimately aspired to these positions. Thus, it is not surprising to have found a higher proportion of women in wholesale and retail trade ultimately aspiring to sales positions and in manufacturing a higher proportion aspiring to crafts positions than was found in other industries.

This particular finding is one of great importance. It appears that as the proportion of female respondents presently in a job category increases, the proportion aspiring to that category also increases. A notable example is managerial positions in the transportation and utilities industry. Nineteen percent of the women in this industry were employed in managerial positions, as compared to 6 percent of the total sample and 45 percent of the women in this industry ultimately aspired to managerial positions, as compared to only 22 percent of the total female sample. Thus, it appears if women are placed in non-traditional jobs, more women will aspire to these positions and employers may find it easier to recruit women for these non-traditional jobs.

As shown in Table V-16, employer size had very little effect on occupational aspirations. Again, differences in ultimate occupational choice are the result of differing present occupational composition. For example, in small organizations of 49 employees, usually retail outlets, a larger proportion of employees presently hold and ultimately wish to be in sales than the total sample of respondents.

Table V-17 shows that the occupational aspirations of women are fairly similar when classified by job category and geographic area, with a few possible exceptions. In Southwest Iowa, a much lower proportion of women aspired to professional positions and in Northwest Iowa a much lower proportion aspired to managerial positions than in the other geographic areas. A much higher proportion of women in Central Iowa aspired to managerial positions than in the other geographic areas.

The relatively high proportion of women that aspired to managerial positions in Central Iowa may be partially explained by the location of Des Moines, the largest urban center in the state, within this area. More women may aspire to managerial positions because they perceive greater opportunities for promotion into those positions in urban areas. There is no apparent reason for women's lower aspirations to professional positions in Southwest Iowa or to managerial positions in Northwest Iowa, as the percentage of women presently in these job categories varies only slightly from the state-wide sample. However, it might be noted that the hierarchial aspirations of women in Northwest Iowa were exceptionally low and the job satisfaction of women in Southwest Iowa was exceptionally high.

It seems that the size of the community where respondents worked may have influenced the aspirations of men and women for three types of jobs. As indicated in Table V-18, as community size increased, aspirations for managerial positions increased. In communities of less than 2,500 in population, 8 percent of the women aspired to managerial positions; in communities of 2,500 to 10,000 in population, 15 percent of the women aspired to managerial positions; and in communities over

TABLE V-17

PRESENT AND ULTIMATELY DESIRED JOB CATEGORY

BY SEX AND GEOGRAPHIC AREA

	PERCENTAGE OF RESPONDENTS									
	CENTRAL IOWA		SOUTHWEST IOWA		NORTHWEST IOWA		NORTHEAST IOWA		SOUTHEAST IOWA	
JOB CATEGORY	P[1]	U[2]	P[1]	U[2]	P[1]	U[2]	P[1]	U[2]	P[1]	U[2]
Service										
Male	6%	3%	9%	2%	7%	2%	4%	2%	3%	1%
Female	9	5	16	6	15	7	10	5	12	5
Operative										
Male	12	6	16	4	21	7	13	6	16	6
Female	1	4	17	5	10	4	4	2	13	4
Craft										
Male	11	8	24	2	23	18	23	18	25	18
Female	3	2	1	2	10	6	4	3	4	4
Office/ Clerical										
Male	6	1	3	4	3	1	4	1	2	1
Female	55	28	35	32	39	27	53	28	48	26
Sales										
Male	14	6	10	5	4	4	11	6	8	3
Female	8	5	15	6	7	5	11	6	6	5
Technicians										
Male	10	5	7	5	7	6	6	4	8	6
Female	7	7	13	14	6	12	5	9	5	11
Professionals										
Male	14	15	7	13	10	15	11	12	11	13
Female	9	24	9	17	9	26	7	24	5	23
Managers										
Male	28	56	24	47	26	47	28	51	27	51
Female	9%	28%	5%	20%	5%	14%	7%	23%	7%	21%
N=	1137		400		818		1367		1409	

[1] P designates occupational category presently held.

[2] U designates occupational category ultimately desired.

NOTE: Percentages are column percentages by sex. For example, 6 percent of all male respondents from Central Iowa were service workers, while 3 percent ultimately desired to be service workers.

TABLE V-18

PRESENT AND ULTIMATEMLY DESIRED JOB CATEGORY

BY SEX AND SIZE OF COMMUNITY IN POPULATION

JOB CATEGORY	PERCENTAGE OF RESPONDENTS					
	UNDER 2,500		2,500-10,000		OVER 10,000	
	P[1]	U[2]	P[1]	U[2]	P[1]	U[2]
Service						
Male	6%	0%	8%	3%	5%	2%
Female	12	5	26	11	9	5
Operative						
Male	30	11	18	6	14	6
Female	27	7	9	3	6	3
Craft						
Male	28	27	20	15	20	15
Female	19	10	4	1	4	4
Office/Clerical						
Male	2	3	2	1	4	1
Female	30	30	37	30	51	27
Sales						
Male	7	6	13	4	9	5
Female	4	8	5	5	9	5
Technicians						
Male	3	1	5	4	8	6
Female	4	12	8	10	6	10
Professionals						
Male	5	16	9	14	12	14
Female	0	22	7	24	8	23
Managers						
Male	19	35	27	52	27	52
Female	4%	8%	4%	15%	7%	24%
N=	218		745		4168	

[1] P designates occupational category presently held.

[2] U designates occupational category ultimately desired.

NOTE: Percentages are column percentages by sex. For example, 6 percent of male respondents from communities under 2,500 in population were service workers, while 0 percent ultimately desired to be service workers.

10,000 in population, 24 percent of the women aspired to managerial positions. In addition, only 35 percent of the men in communities under 2,500 in population aspired to managerial positions as compared to 52 percent of the men in larger communities.

A higher proportion of both men and women aspired to crafts and operatives positions in communities of under 2,500 in population than in larger communities. Eleven percent of the men ultimately aspired to operative positions and 27 percent to craft positions in small communities as compared to only 6 percent and 15 percent respectively in large communities. In communities under 2,500 in population, 7 percent of the women aspired to operative positions and 10 percent aspired to craft positions as compared to 4 percent or less in larger communities. Thus, it appears that a higher proportion of both men and women aspired to managerial positions in larger communities and a higher proportion of both men and women aspired to operative and craft positions in smaller communities.

Summary

Although many factors were shown to effect the hierarchial aspirations of men and women, it appears that age was the most important factor. The highest percentages of respondents aspiring within the divisions of number of children, marital status, education and income were the groups which included the greatest percentages of respondents under 35 years of age. Younger respondents with a full work life ahead of them had greater desire to move up in the organizational hierarchy than did older respondents. In contrast, older respondents may have realistically perceived lesser possibilities of advancement.

Of the entire sample of 5,441 respondents, it is important to note that 2,068 or 72 percent of the men and 1,821 or 71 percent of the women had aspirations to move up in their organizations. This suggests that Iowans generally are motivated toward organizational advancement. It should also be noted that women, as much as men, desired upward movement within the organizations.

Clearly, occupational aspirations for men and women differ. The majority of the men ultimately aspired to managerial positions; 51 percent of the 2,708 male respondents selected this category as their ultimate occupational choice. In contrast, 22 percent of the women aspired to managerial positions. Of the 2,423 women responding, 28 percent aspired to office/clerical positions, and 23 percent aspired to professional positions.

Although 1,390 men ultimately aspired to managerial positions, only 884 persons currently held managerial positions. Only 671 women ultimately aspired to office/clerical positions, but 1,270 persons currently held these jobs. Thus, there were actually fewer women wanting to be office/clerical workers than there were people in these jobs and there were more men aspiring to managerial positions than there were positions.

The majority of men in the sample appear to have a single career goal, to become managers. The majority of women in the sample do not have a single career goal; however, they do show a tendency to aspire to the more responsible, and higher skilled positions. For example, only 6 percent of the women held technical jobs, while 10 percent ultimately aspired to that occupation; 23 percent of the women wanted professional positions, while only 7 percent worked as professionals; and 22 percent of the women ultimately aspired to managerial positions, while only 7 percent held these jobs. Thus, although women have more diverse goals than men, the majority aspired to the more responsible and higher skilled jobs.

As mentioned previously, it appears that as women fill non-traditional jobs more women will ultimately aspire to these jobs. As role models become more visible, more women may choose non-traditional occupations. When women enter previously male stereotyped jobs and once equality of employment opportunity is achieved, employers should find an increasing number of women aspiring to these types of jobs.

JOB SATISFACTION

Job satisfaction is defined as the feelings employees have about the different dimensions of their jobs. There appear to be five dimensions or aspects of the job which exert major influence on job satisfaction. These are: (1) the nature of the work, (2) the nature of employee remuneration, (3) the opportunities for promotion, (4) the type of supervision received, and (5) the attributes of the employees' co-wokers. All of these dimensions of the job may be sources of satisfaction or dissatisfaction. Employee expectations, previous experience, and the other available alternatives strongly influence the employees' frame of reference.[1] Job satisfaction is the perceived characteristics of the job in relation to this frame of reference.

The Job Description Index (JDI) developed by Smith and associates was used to ascertain employees' feelings toward their jobs.[2] The JDI is one of the most thoroughly researched and validated instruments available. The JDI uses a unique approach in determining job satisfaction.[3] For each major dimension of the job (i.e., present work, opportunities for promotion, supervision, co-workers, and pay), a list of words or phrases was included for employees to indicate whether or not each word or phrase was applicable to their particular situation. For example, if the word or phrase applied, employees were asked to write "Y" for yes beside the word. If the word did not apply, employees were instructed to write "N" for no. If they could not decide, they were asked to so indicate with a question mark "?".

In presenting the data from this study, only employee satisfaction will be discussed. It was felt that a discussion of both employee satisfaction and dissatisfaction would be redundant since dissatisfaction is merely the inverse of satisfaction. (See Appendix J for complete reporting of JDI data).

The determination of a cutoff score between satisfaction and dissatisfaction required a subjective decision. The total possible score for each job dimension (i.e., present work, opportunities for promotion, supervision, co-workers, and pay)

was divided into thirds. The top third of the total possible score was labeled "highly satisfied", the middle "satisfied", and the bottom third "dissatisfied". For example, employees indicating enough positive responses to score in the top third of the total possible score in any of the five job dimensions were considered to be "highly satisfied" with that job dimension. Employees with a score that placed them in the middle third of the total possible score in any job dimension were considered to be "satisfied" with that dimension of the job. Employees whose score placed them in the lower third of the total possible score were considered to be "dissatisfied" with that job dimension. Thus, for the purposes of this study, employees were considered to be satisfied with a job dimension if at least two-thirds of their responses were positive for that job dimension.

When analyzing job satisfaction data, it is often more useful to discern differences and trends than absolute amounts. For example, the exact interpretation of the fact that only 42 percent of the female respondents were satisfied with their promotional opportunities is difficult to determine. However, when the fact that only 42 percent of the female respondents, in contrast to over 55 percent of the male respondents were satisfied with their promotional opportunities, a conclusion may be drawn that women were less satisfied than men with this aspect of their job.

Job Satisfaction State-wide

Table V-19 shows the percentage of respondents state-wide who were satisfied with certain aspects of their jobs. A relatively large proportion of the respondents appear to be satisfied with the work they were performing, the supervision they received, and the people with whom they worked. In addition, the perceptions of men and women toward these three elements of the job differed only slightly. About 83 percent of both men and women were satisfied with their work; 88 percent of the men and 89 percent of the women were satisfied with their supervision; and 89 percent of both men and women were satisfied with their co-workers.

TABLE V-19

SATISFACTION WITH WORK, PROMOTIONAL OPPORTUNITIES, SUPERVISION,

CO-WORKERS, AND PAY STATE-WIDE BY SEX

N=5981

JOB CHARACTERISTIC	MALE	FEMALE
Work	82.6%	82.9%
Promotional Opportunities	55.4	41.5
Supervision	88.0	89.1
Co-workers	88.9	89.1
Pay	69.7%	61.3%

NOTE: Percentages are the percentages of men and women who scored in the top two thirds of the total possible scores for each job characteristic. For example, 83 percent of all male respondents were "satisfied" or "highly satisfied" with their work.

It appears that respondents were less satisfied with both promotional opportunities and pay than with the other dimensions of the job. Also, for promotional opportunities and pay there was a greater difference by sex than for the other job dimensions. Over 55 percent of the men and only 42 percent of the women were satisfied with their promotional opportunities. It is interesting to note that employees in the sample appear to be least satisfied with their promotional opportunities, even lower than their satisfaction with their current pay. Seventy percent of the men and about 61 percent of the women were satisfied with their pay.

In Smith's original study in 1960, norms were developed from data on 638 female and 1,970 male employees of 19 companies in 16 Standard Metropolitan Statistical Areas. The findings revealed that the smallest proportion of respondents indicated satisfaction with promotional opportunities followed by satisfaction with pay. A large proportion of employees were satisfied with work, supervision and co-workers. This general pattern of job satisfaction occurred in this study where the job dimensions with the least satisfaction were promotional opportunities followed by pay. A large proportion of the employees in Iowa appeared to be satisfied with their work, their supervision, and their co-workers.

Job Satisfaction by Geographic Area and Community Size

Table V-20 shows the job satisfaction of men and women by geographic area and community size. The proportion of men satisfied with their work, supervision, and co-workers was very similar to the proportion of women when viewed by geographic area and community size. This pattern differs only in the Southwest area and in communities under 2,500 in population. A much higher proportion of women than men in Southwest Iowa were satisfied with their work, supervision, and co-workers. This suggests that women in Southwest Iowa were more satisfied than men with their work, supervision, and co-workers and about equally satisfied in other geographic areas.

TABLE V-20

JOB SATISFACTION OF MEN AND WOMEN

BY GEOGRAPHIC AREA, SIZE OF COMMUNITY, TYPE OF INDUSTRY, AND SIZE OF FIRM

N=5981

	PERCENTAGE OF RESPONDENTS SATISFIED WITH:									
	WORK		PROMOTIONAL OPPORTUNITIES		SUPERVISION		CO-WORKERS		PAY	
CHARACTERISTIC	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Geographic Area										
Central	84%	86%	56%	47%	91%	90%	91%	90%	67%	62%
Southwest	75	89	50	43	85	94	85	94	60	71
Northwest	81	79	53	38	84	87	87	88	69	60
Northeast	85	84	60	39	88	89	89	89	74	56
Southeast	82%	81%	53%	41%	87%	89%	89%	88%	70%	64%
Community Size in Population										
Under 2,500	76%	73%	37%	20%	78%	85%	78%	87%	47%	40%
2,500-10,000	77	81	56	38	87	89	87	88	65	64
Over 10,000	84%	84%	56%	44%	89%	89%	90%	89%	71%	63%
Type of Industry										
Agriculture, Construction	81%	96%	58%	65%	85%	93%	82%	89%	72%	67%
Manufacturing	77	76	49	33	85	87	86	86	66	62
Transportation, Utilities	87	86	52	58	89	93	90	92	82	84
Wholesale and Retail Trade	86	84	67	42	90	88	91	88	72	55
Finance, Insurance	91	86	67	49	93	90	98	93	67	52
Service	86%	91%	51%	43%	94%	91%	89%	92%	61%	58%
Size of Firm										
1- 49	88%	87%	72%	52%	91%	88%	88%	91%	72%	63%
50- 99	83	79	61	42	87	87	92	87	80	64
100-249	81	83	52	36	87	88	87	90	65	54
250-499	82	82	54	40	87	90	88	89	62	58
500 and Over	82%	83%	51%	46%	89%	91%	91%	88%	75	71%

NOTE: Percentages are the percentages of men and women who scored in the top two thirds of the total possible scores for each job characteristic. For example, 84 percent of all men from Central Iowa were "satisfied" or "highly satisfied" with their work.

When satisfaction with work, supervision, and co-workers was analyzed by community size, it is apparent that satisfaction of both men and women tended to increase as community size increased. There appears to be minimal differences between male and female satisfaction in these three job elements except in communities under 2,500 in population where a much lower proportion of men were satisfied with supervision and co-workers than women. This suggests that women were more satisfied than men with their supervision and co-workers in communities of under 2,500 in population and about equally satisfied in all other community sizes.

A different pattern appears when satisfaction with promotional opportunities and pay was analyzed. In all geographic areas and community sizes, a lower proportion of women than men were satisfied with pay and promotional opportunities. Again one exception occurs; only in Southwest Iowa was a smaller proportion of men than women satisfied with their pay. Satisfaction with pay and promotional opportunities also appears to be a function of the size of the community. As community size increased, satisfaction with pay and promotional opportunities increased greatly for both sexes. The proportion of respondents who were satisfied with their pay and promotional opportunities increased by about 20 percentage points for both men and women between the smallest and largest community sizes.

Job Satisfaction by Type of Industry and Employer Size

Job satisfaction of men and women by type of industry and employer size is also shown in Table V-20. There appears to be little difference between the proportion of men and women satisfied with work, supervision and co-workers when analyzed by industry and employer size. The only major difference appears in the agriculture and construction industry where a much larger proportion of women than men were satisfied with work, supervision, and co-workers. This suggests that men and women were about equally satisfied with their work, supervision, and co-workers in all industries and employer sizes, except in agriculture and construction, where women

were more satisfied than men. There did not appear to be any relationship between the size of the firm and employees' satisfaction with work, supervision, or co-workers.

Important findings appear when analyzing employee satisfaction with promotional opportunities by industry and employer size. Employee satisfaction with promotional opportunities appears to be related to the size of the firm; as firm size increased employee satisfaction decreased. In addition, a much lower proportion of women than men were satisfied with promotional opportunities, except in very large organizations where the proportion of men and women who were satisfied differed only 5 percentage points. It is also interesting to note that a higher proportion of women than men were satisfied with their promotional opportunities in agriculture and construction, and transportation and utilities industries; a lower proportion of women than men were satisfied with promotional opportunities in manufacturing, wholesale and retail trade, and finance and insurance industried.

No relationship appeared evident between the categories of employer size and employee satisfaction with pay. However, there does appear to be some sex-differentiation in satisfaction with pay within the employer size categories. In smaller organizations of less than 250, there was a greater difference between the proportions of men and women who were satisfied with their pay than in large organizations.

When the data are analyzed by type of industry, it appears that a much lower proportion of women than men were satisfied with their pay in wholesale and retail trade, and finance and insurance, than in the other industries. Only in the transportation and utilities industries was a higher proportion of women than men satisfied with their pay.

Job Satisfaction by Job Category and Income

As indicated in Table V-21, distinct patterns appear when job satisfaction is analyzed by job category and income. Employee satisfaction with all elements of the

TABLE V-21

JOB SATISFACTION OF MEN AND WOMEN

BY JOB CATEGORY, INCOME, AGE, AND LEVEL OF EDUCATION

N=5981

	PERCENTAGE OF RESPONDENTS STATISFIED WITH:									
	WORK		PROMOTIONAL OPPORTUNITIES		SUPERVISION		CO-WORKERS		PAY	
CHARACTERISTIC	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Job Category										
Service	58%	77%	38%	35%	83%	87%	76%	86%	48%	51%
Operative	65	63	36	29	81	86	83	82	64	66
Craft	82	75	46	40	83	90	87	84	65	57
Office/ Clerical	73	86	57	42	93	90	87	91	62	61
Sales	89	89	74	50	94	95	93	92	74	62
Technicians	90	92	52	42	89	87	93	90	74	72
Professionals	96	98	67	53	94	93	97	97	78	76
Managers	95%	95%	71%	68%	95%	97%	94%	93%	83%	79%
Income										
Under $5,000	63%	75%	40%	36%	87%	86%	80%	87%	41%	43%
$ 5,000-$ 9,999	71	85	52	41	85	89	85	89	49	62
$10,000-$14,999	84	88	53	51	87	92	89	91	72	90
$15,000-$19,999	92	96	62	69	90	98	93	92	88	92
$20,000 or Over	97%	100%	67%	75%	93%	100%	95%	100%	93%	75%
Age										
Under 25	73%	79%	62%	47%	90%	89%	88%	91%	65%	60%
25-34	83	81	60	44	89	89	90	90	70	64
35-44	86	85	58	43	87	92	92	90	74	62
45-54	88	87	52	35	88	89	89	88	72	59
55-64	82	86	34	33	84	87	81	84	64	60
65 and Over	81%	75%	39%	21%	77%	88%	81%	83%	46%	67%
Level of Education										
Less than a High School Diploma	77%	81%	48%	40%	84%	88%	88%	88%	63%	60%
Some College	84	86	57	44	44	90	90	91	71	65
College Degree and Above	92%	85%	67%	46%	94%	93%	95%	93%	81%	60%

NOTE: Percentages are the percentages of men and women who scored in the top two-thirds of the total possible score for each job characteristic. For example, 58 percent of all male service workers were "satisfied" or "highly satisfied" with their work.

job seems to be related to income. As the income of both male and female respondents increased, the proportion of respondents who were satisfied increased. Although only about 40 percent of the respondents with incomes below $5,000 are satisfied with their pay and promotional opportunities, it is interesting to note that additional income had less effect on employees' attitudes toward promotional opportunities than toward pay. At the higher pay levels, almost 90 percent of the employees were satisfied with their pay while only about 70 percent were satisfied with their promotional opportunities. This may suggest that employees were searching for more than just money in their jobs; at all pay levels the possibility to grow and develop appeared to be very important.

There appears to be very little difference between male and female satisfaction with supervision and co-workers. A high proportion of women, however, in contrast to men in pay levels under $10,000 were satisfied with their work and a high proportion of women at pay levels from $5,000 to $15,000 appeared to be satisfied with their pay. A much lower proportion of women than men were satisfied with their promotional opportunities at pay levels of $5,000 to $10,000.

When job satisfaction is analyzed by job category of the respondent, it appears that a relationship may exist between employees' attitudes toward their jobs and the skill and responsbility requirements of the position. Generally, as the skill and responsibility requirements of the job increased, employee satisfaction with all elements of the job increased. A higher proportion of employees in white collar jobs than employees in blue collar jobs were satisfied with their promotional opportunities. A higher proportion of women than men were satisfied with their work in service and clerical positions, with their supervision in craft positions, and with their co-workers in service positions. A lower proportion of women than men were satisfied with their pay in craft and sales positions and with their promotional opportunities in clerical, sales, technical, and professional positions.

Job Satisfaction by Age and Education

Table V-21 also shows the job satisfaction of men and women by age and education. Age appears to have some relationship to job satisfaction, but the relationship varies among the different job dimensions. The proportion of both male and female respondents who were satisfied with their work increased as their age increased until they reached about 55 years, at which time it began to decrease. Although the proportion of female respondents satisfied with promotional opportunities was much lower than the proportion of male respondents for each age group, the patterns were similar; as the age of respondents increased, the proportion of respondents satisfied with promotional opportunities decreased.

Satisfaction with supervision is quite different for men and women. Whereas the proportion of women who were satisfied with their supervision remained fairly constant regardless of age, the proportion of men who were satisfied with their supervision dropped as their age increased. The proportion of respondents satisfied with co-workers and pay increased up to a certain age and then decreased as age increased, similar to the relationship previously found between satisfaction with work and age. A lower proportion of women than men at all ages except 55-64 appear to be satisfied with their promotional opportunities. A lower proportion of women than men at ages 35-54 appears to be satisfied with their pay. There appears to be relatively little difference between the proportion of men and women of all ages who were satisfied with their work, supervision, and co-workers.

Education also appears to affect job satisfaction. The general pattern suggested that as respondents' education increased, job satisfaction increased. Only a few exceptions to this pattern are noted. A lower proportion of women college graduates, in contrast to the proportion of women with some college education, were satisfied with their work and their pay. It should also be noted that the increase from the proportion of people with some college who were satisfied with their

promotional opportunities to those with a college degree was much less for women than for men.

A unique pattern develops when the differences between the proportions of male and females satisfied with their pay and promotional opportunities are examined. It appears that as education level increased, the difference between the proportions of men and women who were satisfied with their pay and promotional opportunities increased. In analyzing satisfaction with promotional opportunities, there was an 8 percentage point difference between male and female respondents who had a high school education or less; a 13 percentage point difference for those having some college; and a 21 percentage point difference for those with a college degree. In analyzing satisfaction with pay, there was a 4 percentage point difference between men and women with a high school education or less, a 6 percentage point difference for those with some college and a 21 percentage point difference for those with a college degree.

Job Satisfaction by Marital Status and Economic Reason for Working

Job satisfaction for men and women by marital status and main economic reason for working is shown in Table V-22. There appears to be little relationship between the marital status of men and women and satisfaction with supervision and co-workers. There also appears to be little difference between the proportions of men and women satisfied with supervision, co-workers, and work, except that a lower proportion of single men than single women were satisfied with their work. A lower proportion of married, and widowed, divorced or separated women than men were satisfied with their promotional opportunities and pay.

When job satisfaction is analyzed by main economic reason for working, it appears there was little difference between the proportions of males and females who were satisfied with their supervision and co-workers. It is interesting to note that the highest proportion of men and the lowest proportion of women, satisfied

TABLE V-22

JOB SATISFACTION OF MEN AND WOMEN

BY MARITAL STATUS AND ECONOMIC REASON FOR WORKING

N=5981

CHARACTERISTIC	PERCENTAGE OF RESPONDENTS SATISFIED WITH:									
	WORK		PROMOTIONAL OPPORTUNITIES		SUPERVISION		CO-WORKERS		PAY	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Marital Status										
Never Married	70%	82%	55%	50%	89%	90%	86%	89%	64%	64%
Presently Married	84	82	56	39	88	89	90	90	71	61
Widowed, Separated, or Divorced	81%	85%	52%	39%	86%	89%	85%	87%	67%	59%
Main Economic Reason for Working										
Support Self Only	71%	83%	53%	44%	88%	89%	86%	87%	64%	63%
Primary Support of Self and Others	85	81	56	43	88	88	90	88	72	53
Supplemental Support of Self and Others	73%	83%	49%	40%	85%	89%	83%	90%	53%	64%

NOTE: Percentages are the percentages of men and women who scored in the top two-thirds of the total possible scores for each job characteristic. For example, 70 percent of all men who had never married were "satisfied" or "highly satisfied" with their work.

with their pay were those providing primary support for themselves and others. A higher proportion of women than men who were providing supplemental support were satisfied with their pay. A lower proportion of men than women who supported only themselves or who provided supplemental support were satisfied with their work. A much lower proportion of women than men in all categories of economic reason for working were satisfied with their promotional opportunities.

Summary

Generally, both male and female employees in Iowa appear to be well satisfied with their work, supervision and co-workers and somewhat less satisfied with their promotional opportunities and pay. However, even women are much less satisfied than men with their pay and promotional opportunities.

A number of findings appear regarding employee satisfaction when viewed by geographic area, and community size. There was little difference between the satisfaction of men and women with their work, supervision, and co-workers by geographic area except in Southwest Iowa where women appeared to be more satisfied than men; however, there was great difference between the satisfaction of men and women with their pay and promotional opportunities. Women appeared much less satisfied with their pay and promotional opportunities, except in Southwest Iowa where women were more satisfied than men with their pay. There also appeared to be some relationship between job satisfaction and community size; as community size increased, job satisfaction also increased. This increase in satisfaction was most prominent in the job dimensions of pay and promotional opportunities.

When job satisfaction was analyzed by employer size and type of industry, additional findings appeared evident. There was no relationship between the size of an employer and employee satisfaction with work, supervision, co-workers, and pay; however, a relationship seems to exist between employer size and employee satisfaction with promotional opportunities. Employees in the larger organizations appeared to

be somewhat less satisfied with their promotional opportunities than employees in smaller organizations. Satisfaction of both men and women with work, supervision, and co-workers differed little by industry or employer size except in agriculture and construction where women were much more satisfied than men. Women appeared to be much less satisfied than men with their promotional opportunities in organizations under 250 employees and in manufacturing, wholesale and retail trade, and finance and insurance industries. Women were less satisfied than men with their pay in wholesale and retail trade, and finance and insurance industries and in smaller organizations.

When job satisfaction was analyzed by job category and income, job satisfaction appeared to be positively related to income level and skill and responsibility level of the job; as skill and responsibility and income increased, employee satisfaction with all elements of the job increased. Women in all job categories appeared to be as satisfied or more satisfied than men with their work, supervision, and the people with whom they worked. Women were slightly less satisfied than men with their pay only in craft and sales positions and with their promotional opportunities in office/clerical, sales, technical and professional positions. It is interesting to note that women managers were almost as satisfied with their promotional opportunities as men managers. Women in all pay levels were as satisfied or more satisfied than men in all the dimensions of their job with one exception; women earning between $5,000 to $10,000 were much less satisfied than men with their promotional opportunities in the same pay level.

It appeared that job satisfaction was also partially related to age and education. Women appeared less satisfied than men with their promotional opportunities through all age categories and education levels; middle aged women, 35-54, and women college graduates were less satisfied with their pay than similar aged and educated men. Employee satisfaction with all elements of the job generally increased as education

level increased. Although age did have some effect on job satisfaction, the effect varied for each job dimension.

Both marital status and economic reason for working may have affected job satisfaction. Women were less satisfied than men with their promotional opportunities regardless of their marital status or economic reason for working. Women who were presently married, widowed, separated, or divorced and women who provided primary support for themselves and others were less satisfied with their pay than men in similar categories.

Footnotes for Chapter V

[1]Patricia C. Smith, et al., The Measurement of Satisfaction in Work and Retirement (Chicago: Rand McNally and Company, 1969), p. 63.

[2]Smith explains: "We deliberately confine our definition of job satisfaction to persistent feelings toward discriminable aspects of the job situation. These feelings are thought to be associated with perceived differences between what is expected and what is experienced in relation to the alternatives available in a given situation. Appropriate measures of satisfaction may then be sensitive to the effects of differences in crucial aspects not only of the actual situation, but also of the expectations of individuals, as determined by their background and experience, and by the long and short-term alternatives which are present in the psychological field." Smith, et al., p. 37.

[3]This form of questionnaire has several advantages as a measure of job satisfaction, as Smith explains: "First, it is directed toward specific areas of satisfaction rather than global or general satisfaction. Several different areas of job satisfaction must be measured separately if any substantial understanding is to be achieved. This does not imply that satisfaction in several areas are necessarily statistically independent, but it does provide for those important situations where there are some discriminable differences which the respondent can report with some assurance.

Second, the verbal level required to answer the JDI is quite low...The JDI does not require that the respondent be able to make abstractions or understand long, vague sentences with several qualifications, but only that he understand the general meaning of single words or short phrases.

Third, the JDI does not ask the respondent directly how satisfied he is with his work, but rather asks him to describe his work. Thus, the responses have a job-referent rather than a self-referent. In describing his job, the respondent does, however, provide information which may be used to infer his satisfaction." Smith, et al., pp. 69, 70.

CHAPTER VI

SUMMARY AND CONCLUSIONS

This chapter will present (a) an introduction explaining the concerns of the study, (b) a review of the research objectives and procedures used in conducting the study, (c) a summary of the major findings, (d) the general conclusions, and (e) recommendations for further research.

INTRODUCTION

In the early twentieth century, women typically worked only when they were young and single and left the work force when they married. They were employed primarily in jobs which were extensions of their traditional nurturing and supportive role in the family. Beginning with World War II and continuing through post-war industrial expansion, demands for labor encouraged significant numbers of older and married women to enter the labor force. This trend in working patterns has continued, and today the female labor force is representative of the entire adult female population. In contrast, however, the occupational composition of the female labor force appears relatively unchanged. National statistics show that women are still clustered in the traditional jobs of the early twentieth century, and earn only about 60 percent of the average earnings of men.

To examine this apparent inequality in employment opportunities, the Iowa Commission on the Status of Women sought and received federal funds to study the Iowa work force to determine the existence and extent of underemployment and underutilization of women in business and industry within the state. Original data was to be gathered to determine whether or not a problem existed, to what extent, and the factors contributing to the problem.

This investigation of underutilization and underemployment of women was restricted to full-time employees in Iowa. Only private sector businesses and

industries were sampled; public and educational system employers were excluded. The focus of the study was on women in general and did not isolate the problems of minority women. Only women presently employed full-time were sampled, therefore, no conclusions can be drawn regarding unemployed women. The study did not attempt to analyze the effects that the employment of women may have on the family structure or any other societal institution.

RESEARCH OBJECTIVES AND PROCEDURES

The survey method was chosen for this study since it allowed for the gathering of information from a large number of respondents over a wide geographic area with minimum cost. The specific questionnaire used in the study was developed by the Employment Project staff and the steering committee of the Advisory Task Force and was pre-tested in September. The questionnaire was designed to collect four kinds of information: work related, personal, attitudinal, and aspirational.

A sample of 261 firms was selected from the 1,449 employers in the universe of employers submitting Equal Employment Opportunity (EEO-1) Reports in 1974. The sample was stratified to insure representation of five geographic areas within Iowa (central, southwest, northwest, northeast, and southeast) and representation of firm sizes (employers were grouped by number of employees: 1-49, 50-99, 100-249, 250-499, and 500 or more employees). Consideration was also given to the sample's representation of industry types (agriculture and construction, manufacturing, transportation and utilities, wholesale and retail trade, finance and insurance, and service industries) and community sizes (populations less than 2,500; 2,500 to 10,000; and over 10,000).

Data was collected by field researchers who contacted individual employers and requested permission to survey their employees. Employees were randomly selected from lists of full-time personnel furnished by employers; an equal proportion of

male and female employees were included in the sample. Researchers used a table of random numbers to insure the selection of a random sample. Employees were requested to complete the questionnaire on-site or to complete and return the questionnaire in a postage paid envelope. Of the 13,582 questionnaires distributed, 5,995 usable questionnaires or 44 percent were returned. The returned questionnaires were representative of the geographic areas, employer sizes, community sizes and industry types mentioned above.

Participation in the study was voluntary for both employers and employees; thus, non-respondent bias may affect the universality of the findings. Another major limitation of the study was the fixed response statements used in the questionnaire; the appropriate choice may not have been provided to express the exact situation or feelings of respondents.

An additional limitation of the study was the inclusion of only those firms employing 100 or more persons in Iowa and required to submit EEO-1 reports. It is possible that employers subject to the equal employment opportunity requirements are doing more to promote equality of opportunity for women than those employers not subject to such requirements. Therefore, the results may be biased in showing a better situation than actually exists among all employers in Iowa. Although the study had these limitations, there is sufficient theoretical base and related empirical research to conclude that the methodology provided an adequate framework for deriving significant new data and insights.

SUMMARY OF MAJOR FINDINGS

Underutilization of Women

The term underutilization was used in this study to describe a situation in which fewer numbers of women are employed in specific occupations than would be expected in view of their availability in the work force. Women were considered to

be underutilized when they comprised less than 34 percent of any occupational category. The criteria of 34 percent was selected because it represented the proportion of the Iowa work force who are women, according to 1974 EEO-1 summary data. The occupational categories were service, laborer, operative, craft, sales, office/clerical, technical, professional, and managerial. Women were considered underutilized in supervisory positions and at certain pay levels when the proportion of women was significantly lower than the proportion of men in these categories. This criteria was established because underutilization in supervisory positions and at certain pay levels was determined through an equal sampling of female and male employees.

The findings revealed that women were underutilized in certain occupations and at certain pay levels. Specifically, it was found that:

> Women in Iowa are underutilized in laborer, operative, craft, and technical positions. Women are also underutilized in managerial and supervisory positions and at pay levels from $10,000 through $17,500.

Women were substantially underutilized in managerial and craft positions, but only slightly underutilized in operative and technical positions. It was found that women were not underutilized in positions paying under $10,000 or in service, office/clerical, sales, and professional positions.

Underemployment of Women

The term underemployment was used in this study to describe a situation in which an individual's education or experience is greater than others in similar jobs or at similar pay levels. Female respondents were considered underemployed if their education or experience was significantly higher when compared to male respondents in similar job categories and at similar pay levels.

Generally, the findings suggest that underemployment of women exists in Iowa. Specifically, it was found that:

> Women in Iowa are underemployed when compared to men in terms of years of experience in their current positions in office/clerical occupations and at pay levels under $10,000. Women are also underemployed when compared to men in terms of years of experience with their current employer at pay levels under $15,000.

The study was unable to support the hypothesis that women are underemployed in relation to their education or total years of working experience. Additionally, women in Iowa did not perceive themselves as underemployed any more frequently than men.

College graduates were considered a unique group of employees since they are often earmarked for more responsible and higher paying jobs. The study attempted to determine if college educated women were underemployed in relation to college educated men. Specifically, it was found that:

> Women college graduates in Iowa are underemployed in managerial positions and at pay levels above $10,000 when compared to men college graduates. Women college graduates feel that they are underemployed in their present position in the organization to a greater extent than do men college graduates.

The study was unable to support the hypothesis that women college graduates were underemployed in relation to men college graduates in technical or professional occupations.

Employee Mobility

Mobility of respondents was analyzed through a study of the travel required in the respondents' present job, the amount of travel respondents would be willing to accept, respondents' willingness to move to a different town for a better job, and respondents' willingness to change employers for a better job. Mobility was considered important because it is often essential in order to gain the experiences necessary for the better paying, more responsible positions in an organization.

Analysis of employee mobility revealed that over twice as many men as women were required to perform some travel in their jobs. Substantial numbers of both

male and female employees, however, were willing to travel in a job if it was required; over four-fifths of the men and three-fifths of the women were willing to travel in any job.

Both male and female employees expressed a willingness to change employers to obtain a job with more pay or more responsibility. About two-thirds of both men and women would change employers to obtain a better job. Significantly fewer women than men, however, were willing to move to a different town to obtain a better job. Only about half as many women as men were willing to move to obtain a better job.

Employee Aspirations

Hierarchial Aspirations. Hierarchial aspirations were determined by analyzing the difference between a respondent's current position in the organizational hierarchy and the position the respondent wished to be in five years from now. A positive difference was considered to indicate a desire for upward movement in the organization. This analysis was considered important to determine the validity of the presumption that only men desire to move up in organizations.

This study found that almost three-fourths of both men and women in Iowa had aspirations to move up in their organizations. Men and women had similar hierarchial aspirations when viewed by age, education, job category, and marital status. Age seemed to have the most pervasive effect on hierarchial aspirations; as age increased, aspirations for both men and women decreased. Thus, it appears that more Iowans under 35 years of age aspired to higher level positions than did older Iowans.

Education also appeared to influence men's and women's aspirations. Generally, education appeared to be positively related to employee hierarchial aspirations; the higher the education level, the greater the aspirations. Occupation also affected employee aspirations; it was found that both men and women in office/clerical, professional, and technical positions had higher aspirations than did men and women in service, operative or craft positions. The hierarchial aspirations of men

decreased as their income increased; in contrast, the aspirations of women remained fairly constant throughout all income levels.

Occupational Aspirations. Occupational aspirations were determined through an analysis of respondents' choices of the occupational category they would ultimately like to hold. This analysis of occupational aspirations provided an indication of respondents' general career perferences and was important in determining whether or not sex was a differentiating variable.

Few occupational categories had similar proportions of respondents aspiring to and presently holding those jobs. For example, twice as many employees aspired to managerial and professional jobs as presently held them; and twice as many respondents held operative, office/clerical and sales positions as there were respondents aspiring to them. Thus, it appears that satisfaction of all occupational aspirations would be difficult.

About 50 percent of both men and women respondents desired to remain in their present occupations. In five of the eight occupational categories (service, office/clerical, sales, technical, and professional), however, a higher proportion of women than men were satisfied with their current occupations. In addition, the occupational aspirations for men and women clearly differed. The majority of men in the sample appeared to have a single career goal, to become managers. The majority of women in the sample did not have a single career goal; however, many did show a tendency to aspire to the more responsible, and higher skilled positions. For example, only 6 percent of the women held technical jobs, while 10 percent ultimately aspired to that occupation; 23 percent of the women wanted professional positions, while only 7 percent worked as professionals; and 22 percent of the women ultimately aspired to managerial positions, while only 7 percent held these jobs. Twenty-eight percent of the women aspired to office/clerical positions; however, 48 percent of the women were presently employed as office/clerical workers. Thus, although

women had more diverse goals than men, the majority of women aspired to the more responsible and higher skilled jobs.

Job Satisfaction

Job satisfaction was defined as the feelings employees have about their jobs. Five job dimensions were considered to have a major influence on employee satisfaction with the job: (1) nature of the work, (2) nature of employee remuneration, (3) opportunities for promotion, (4) type of supervision, and (5) attributes of co-workers.

A relatively large proportion of both men and women were satisfied with the work they were performing, the supervision they received, and their co-workers. In addition, the perceptions of men and women toward these three job elements differed only slightly. Both men and women appeared to be less satisfied with their promotional opportunities and pay than with the other dimensions of their jobs. There was a differentiation between men and women with regard to promotional opportunities and pay; women were much less satisfied with these two dimensions of their jobs than were men. Both male and female employees appeared to be even less satisfied with their promotional opportunities than with their current pay.

CONCLUSIONS

This study found that both underutilization and underemployment of women exist in Iowa. Women are not employed as supervisors, managers, or as skilled craft workers in numbers representative of their availability in the work force. They are paid less than men, both in terms of years of experience with their current employer and years of experience in their present position. Notably, college educated women are underemployed in the higher pay levels and managerial positions in comparison to college educated men.

Another serious problem in Iowa is the over-representation of women in the

lower paying, lower skilled jobs. Overutilization of women in pay levels under $7,500 may be due to the concentration of women in service and office/clerical jobs. Notably, even college educated women are overutilized in office/clerical positions. Women comprise 56 percent of all service workers and 81 percent of the office/clerical workers. Forty-seven percent of the women in contrast to only 10 percent of the men are employed in these two job categories. This concentration of women in lower paying jobs is of greater concern when it is noted that 40 percent of the women are either sole or primary wage earners. Furthermore, a number of women are earning supplemental income essential to their families' support.

Employers may feel that women are absent from higher paying, more responsible jobs because of their own occupational choices and preferences. Although this study does reveal that female employees are typically less educated, have fewer dependents, have worked a shorter period of time, and are less likely to be married than male employees, this does not mean that women are satisfied with these lower paying occupations. A closer scrutiny of the female work force reveals that many female employees are career-oriented. Women wish to move up in their organizations and the majority wish to hold technical, professional and managerial positions. A substantially larger number of women are willing to travel than are presently required to travel in their jobs and 60 percent of the women are willing to change employers for a better job. The desire of many women for the higher paying, more responsible jobs is further indicated by their extreme dissatisfaction with their current pay and promotional opportunities. A significantly higher proportion of college educated women than college educated men perceived themselves as underemployed.

The study shows that there are women who desire fuller work experiences, are prepared to accept the requirements of more responsible positions, and have the education to hold higher level positions. Employing the full talents of these women would benefit both the employee and the organization. With minimal effort,

employers should be able to make some immediate progress toward greater utilization of women in managerial and supervisory positions.

There is little evidence, however, that women desire skilled craft positions. Thus, it will be difficult to substantially increase the proportions of women in these positions immediately. Efforts are needed to encourage women to consider these fields. One method would be to increase the number of female role models in those jobs. It appears from this study that as the number of female role models in non-traditional jobs increases, the number of women aspiring to those jobs will increase.

SUGGESTIONS FOR FURTHER RESEARCH

Progress toward equality of employment opportunity can be made and can be beneficial to both women employees and organizations. Achieving such progress, however, is more difficult than merely suggesting its possibility. How is career-orientation developed among women? How is a supportive work atmosphere for women created in the traditional male dominated occupations? What are the differences in career motivation between men and women? How can the aspirations of women who desire more responsible, higher skilled jobs be fulfilled? Further research should be directed toward answering these questions.

In-depth research in a small number of organizations with groups of selected employees is required. Various educational models need to be developed and tested concerning women's motivation, assertiveness, and technical and managerial skills. The impact of these models must be evaluated. In sum, tools need to be developed to assist both employers and employees in obtaining full equality of employment.

Furthermore, research such as this study must be conducted periodically to ascertain the extent of underemployment and underutilization of women in Iowa. Such periodic research could serve to evaluate Iowa's progress toward achievement of equality of opportunity. Other areas which might be pursued in further research are

the underemployment and underutilization of women in the public sectors of government and education; the impact of affirmative action plans; career pathing for women and work atmospheres that are supportive to women in non-traditional jobs.

B I B L I O G R A P H Y

BOOKS

Babbie, Earl R. Survey Research Methods. Belmont, California: Wadsworth Publishing Company, Inc., 1973.

Bird, Caroline. Born Female: The High Cost of Keeping Women Down, rev. ed. New York: David McKay Company, Inc., 1970.

Cronbach, Leo J. Essentials of Psychological Testing, third ed. New York: Harper & Row, 1970.

French, Wendell. The Personnel Management Process, third ed. Boston: Houghton Mifflin Company, 1970.

Ghisells, Edwin E. Theory of Psychological Measurement. New York: McGraw Hill Book Company, 1964.

_____. Guide to Consumer Markets. New York: The Conference Board, Inc., 1974.

Kreps, Juanita. Sex in the Marketplace: American Women at Work. Baltimore: The John Hopkins Press, 1971.

Madden, Janice Fanning. The Economics of Sex Discrimination. Toronto: Lexington Books, 1973.

Oppenhiemer, Valerie Kincaid. The Female Labor Force in the United States. Berkeley: Institute of International Studies, University of California, 1970.

Simon, Julian L. Basic Research Methods in Social Science. New York: Random House, 1969.

Smith, Patricia Cain. The Measurement of Satisfaction in Work and Retirement. Chicago: Rand McNally & Company, 1969.

Tsuchigane, Robert. Economic Discrimination Against Women in the United States. Toronto: Lexington Books, 1974.

GOVERNMENT DOCUMENTS

Catt, Carrie Chapman. "President's Annual Address". Washington, D.C.: National American Woman Suffrage Association, 1902.

Iowa Development Commission. 1976 Statistical Profile of Iowa. Des Moines, Iowa: Iowa Development Commission, 1976.

Iowa Employment Security Commission, Research and Statistics Department. "Manpower Information for Affirmative Action Programs, 1975". Des Moines, Iowa: Iowa Employment Security Commission, 1975.

U.S. Department of Commerce, Bureau of the Census. Detailed Characteristics--Iowa. Washington, D.C.: U.S. Government Printing, 1972.

U.S. Department of Commerce, Bureau of the Census. General Social and Economic Characteristics--Iowa. Washington, D.C.: U.S. Government Printing, 1972.

U.S. Department of Labor. Manpower Report of the President. Washington, D.C.: U.S. Government Printing, April, 1975.

U.S. Department of Labor, Bureau of Labor Statistics. "Marital and Family Characteristics of the Labor Force, March, 1975". Washington, D.C.: U.S. Government Printing, July, 1975.

U.S. Department of Labor, Bureau of Labor Statistics. U.S. Working Women: a chartbook. Washington, D.C.: U.S. Government Printing, 1975.

U.S. Department of Labor, Employment Standards Administration. "Brief Highlights of Major Federal Laws and Orders on Sex Discrimination". Washington, D.C.: U.S. Government Printing, 1975.

U.S. Department of Labor, Employment Standards Administration. 1975 Handbook on Women Workers. Washington, D.C.: U.S. Government Printing, 1975.

U.S. Department of Labor, Wage and Labor Standards Administration. Laws on Sex Discrimination in Employment. Washington, D.C.: U.S. Government Printing, 1970.

U.S. Department of Labor, Women's Bureau. 1969 Handbook on Women Workers. Washington, D.C.: U.S. Government Printing, 1969.

U.S. Department of Labor, Women's Bureau. "Why Women Work". Washington, D.C.: U.S. Government Printing, 1974.

ARTICLES

Cohen, Malcolm S. "Sex Differences in Compensation", Journal of Human Resources, V, No. 4 (Fall, 1971), 434-447.

Fuchs, Victor. "Differences in Hourly Earnings Between Men and Women", Monthly Labor Review, XCIV, No. 5 (May, 1971), 9-15.

Malkiel, Burton G. and Judith A. "Male - Female Differentials in Professional Employment", American Economic Review. LXIII (September, 1973), 693-705.

Sanborn, Henry. "Pay Differences Between Men and Women", Industrial and Labor Relations Review, XVII, No. 4, (July, 1964), 535-550.

Sawhill, Isabell. "Economics of Discrimination Against Women: Some New Findings", Journal of Human Resources, VIII, No. 3, (Summer, 1973), 384-395.

Suter, Larry and Miller, Herman. "Components of Income Differences Between Man and Career Women", American Journal of Sociology, LXXVIII, (January, 1973), 962-974.

UNPUBLISHED MATERIALS

Morain, Thomas. Emergence of the Women's Movement, 1960-1970. Unpublished doctoral dissertation, University of Iowa, 1974.

Oaxaca, Ronald. "Sex Differences in Wages". Unpublished article presented at conference on "Discrimination in Labor Markets", October, 1971.

APPENDIX A

ADVISORY TASK FORCE MEMBERS

**Edward Anson, Edward Anson and Associates, Sioux City

Delores Brewer, Equal Employment Opportunity Officer, Iowa Department of Social Services, Des Moines

Frances Calhoon, welder and member, Iowa Commission on the Status of Women, Ames

**Betty Durden, Director of Personnel and Special Assistant for Equal Opportunity Programs, Drake University, Des Moines; former chairperson, Governor Robert D. Ray's Commission on the Status of Women and former member, Iowa Commission on the Status of Women.

**Gib Eggen, Vice President-Personnel, Northwestern Bell Telephone Company, Des Moines

Dr. Edwin Lewis, Professor of Psychology and Assistant Vice President for Academic Affairs, Iowa State University; former member, Governor Robert D. Ray's Commission on the Status of Women, Ames

Dalles L. Schroeder, Vice President-Personnel, The Bankers Life Company, Des Moines

**Dr. Larry E. Short, Associate Professor of Management, College of Business Administration, Drake University, Des Moines

Keith Schroeder, Executive Secretary, Iowa Employment Security Commission, Des Moines

Will C. Smith, Vice President-Personnel, Iowa Des Moines National Bank, Des Moines

**Betty Talkington, Director Women's Activities, Iowa Federation of Labor; former member and officer, Governor Harold Hughes' Commission on the Status of Women, Des Moines

Frances Van Winkle, Deputy Director, Iowa Merit Employment Department; member, Iowa Commission on the Status of Women, Des Moines

Karen Powell, ex-efficio member; Assistant Personnel Supervisor, Northwestern Bell Telephone Company, Des Moines

** Steering Committee members

IOWA COMMISSION ON THE STATUS OF WOMEN

Cristine Wilson, Chairperson
Des Moines

Edward M. Anson
Sioux City

Joseph Bertroche
Indianola

Frances Calhoon
Ames

Roxanne Conlin
Des Moines

John D. Cuttell
West Des Moines

Jacqueline Day
Des Moines

Marilyn J. Dunn
Cedar Rapids

Mildred I. Freel, R.N.
Iowa City

Patricia Geadelmann
Cedar Falls

Carolyn Hannan
Council Bluffs

Phyllis Howlett
Des Moines

Mary Jean Montgomery
Spencer

Clay Morain
Jefferson

Kathleen Neylan
Elkader

Anita Northup
Lenox

Joan Poe
Cedar Falls

Jane Ann Robbins
West Des Moines

Edith Sackett
Spencer

Sister Madeleine Marie Schmidt
Washington, D.C.

Frances Van Winkle
Des Moines

Kristelle Vorhaus
West Des Moines

Sandy Williams
Davenport

Iowa Commission on the Status of Women
507 - 10th Street (General)..... 247-4461
Executive Director (Sue Follon) 247-4467
Information & Program (Carol, Mary, Dee, and Shelley).. 247-4470
Employment Project..... 247-4462
Employment Project Director (Cindy Jackson)..... 247-4413

EMPLOYMENT PROJECT STAFF

Mary Riche-Warren, Project Director

Cindy Jackson, Assistant Director

Field Researchers:

Jeanne Myerson
Abigail McKenzie
Peggy Piper
Kitty Ellsworth Stoner

Coders:

Chelle Stoner
Robert Watley
Lisa Parker
Linda King

Clerical Staff:

Linda Pearson
Debi Oswald
Michael Little

APPENDIX B

Employment Survey

Iowa has received federal funds for a survey to obtain job-related information from workers across the state. You and your employer were randomly chosen for this study. We would appreciate your taking a few minutes to fill out the following questionnaire. Please return it in the attached self-addressed stamped envelope within the next 2 days. All information will be kept confidential. Thank you for your help.

Please answer the following questions as accurately as possible.

1. How many years have you worked for pay?_____Years *(specify number)*

2. How many years have you been with your current employer?_____Years *(specify number)*

3. How many years have you been in your present position with your current employer?
_____Years *(specify number)*

4. Has your paid work experience ever been interrupted for any of the following reasons? *(check as many as apply and specify length of time)*

_____Does not apply
_____Military_____Yrs.
_____Injury_____Yrs.
_____Layoff_____Yrs.
_____Ill-health_____Yrs.
_____Family_____Yrs.
_____Education_____Yrs.
_____Could not find a job I wanted_____Yrs.
_____Did not want to work_____Yrs.
_____Other *(specify)*_____________________Yrs.

5. How many years ago did you return to work after the most recent break in your paid work experience? *(specify number)*

_____Years ago
_____Does not apply

6. What is the annual income from your present job? *(check one)*

_____Under $5,000
_____$5,000 to $7,499
_____$7,500 to $9,999
_____$10,000 to $12,499
_____$12,500 to $14,999
_____$15,000 to $17,499
_____$17,500 to $19,999
_____$20,000 or over

7. Indicate your main financial reason for working: *(check one)*

_____To support self only
_____Primary support of self and others
_____Supplemental support of self and others
_____None

8. Indicate your other main reason for working: *(check one)*

_____None
_____Enjoy my work
_____Furthers my career
_____Dedicated to my field
_____Occupies my time
_____Creates new outside interests
_____Allows luxuries
_____None of the above apply

9. Note the ladders below. The top of the ladder represents the highest position in your organization; the bottom of the ladder represents the lowest position in your organization. Mark a response on each ladder.

Circle the number on the ladder to the right indicating your present position.

7
6
5
4
3
2
1

Circle the number on the ladder to the right indicating the position you feel you should be in now.

7
6
5
4
3
2
1

Circle the number on the ladder to the right indicating the position you want to be in 5 years from now.

7
6
5
4
3
2
1

10. What is the likelihood of obtaining the job you want to be in within the next five years? *(check one)*

_____Excellent _____Good _____Fair _____Poor

11. The following chart lists occupations by job categories. Carefully follow the instructions above the 4 columns and mark a response for columns A,B,C, and D.

	A. Indicate the job category you are in presently (check one)	*B. Indicate the job category you would like to be in now (check one)*	*C. Indicate the job category you would like to be in ultimately (check one)*	*D. Indicate the paid work experience you have had in each job category (write in number of years)*
SERVICE WORKERS (orderly, waiter/waitress, janitor, nurses' aide, cooks, etc.)				
OPERATIVES (SEMI-SKILLED) (apprentice, truck driver, attendant, deliverer, etc.)				
CRAFTS (SKILLED) (mechanic, electrician, brick-layer, repairer, etc.)				
OFFICE/CLERICAL (typist, bookkeeper, secretary, telephone operator, etc.)				
SALES (agent, broker, sales personnel, cashier-checker, grocery clerk, etc.)				
TECHNICIANS (drafter, LPN, computer programmer/operator, medical technician, etc.)				
PROFESSIONALS (accountant, RN, auditor, engineer, teacher, personnel worker, etc.)				
OFFICIALS/MANAGERS (executive, dept. superintendent, plant manager, middle management, officials, etc.)				

12. How much travel is required to perform the duties of your present job? *(check one)*

_____No travel
_____Occasional travel
_____Frequent travel

13. How much travel would you be willing to accept in performing the duties of any job? *(check one)*

_____No travel
_____Occasional travel
_____Frequent travel

14. How many people are directly under your supervision? *(check one)*

_____0 persons
_____1 to 5 persons
_____6 to 10 persons
_____11 to 20 persons
_____More than 20 persons

15. Indicate which of the following you perform: *(check as many as apply)*

_____Recommend hiring
_____Hiring
_____Recommend discharge
_____Discharging
_____Contribute to performance appraisals
_____Administer performance appraisals
_____Recommend salary levels
_____Approve salaries
_____Other *(specify)*_____
_____Perform none of the above

16. Think of your PRESENT WORK. What is it like most of the time? In the blank beside each word given below, write y for "Yes" if it describes your work; n for "No" if it does NOT describe your work; or ? if you cannot decide.

_____Fascinating
_____Routine
_____Satisfying
_____Boring
_____Good
_____Creative
_____Respected
_____Hot
_____Pleasant
_____Useful
_____Tiresome
_____Healthful
_____Challenging
_____On your feet
_____Frustrating
_____Simple
_____Endless
_____Gives sense of accomplishment

17. Think of the OPPORTUNITIES FOR PROMOTION that you have now. How well does each of the following words describe these? In the blank beside each word below, put y for "Yes" if it describes your opportunities for promotion; n if it does NOT describe them; or ? if you cannot decide.

_____Good opportunities for promotion
_____Opportunity somewhat limited
_____Promotion on ability
_____Dead-end-job
_____Good chance for promotion
____Unfair promotion policy
____Infrequent promotions
____Regular promotions
____Fairly good chance for promotion

18. Think of the kind of SUPERVISION that you get on your job. How well does each of the following words describe this supervision? In the blank beside each word below, put y if it describes the supervision you get on your job; n if it does NOT describe it; or ? if you cannot decide.

_____Asks my advice
_____Hard to please
_____Impolite
_____Praises good work
_____Tactful
_____Influential
_____Up-to-date
_____Doesn't supervise enough
_____Quick-tempered
_____Tells me where I stand
_____Annoying
_____Stubborn
_____Knows job well
_____Bad
_____Intelligent
_____Leaves me on my own
_____Around when needed
_____Lazy

19. Think of the majority of the PEOPLE that you work with now or the people you meet in connection with your work. How well does each of the following words describe these people? In the blank beside each word below, put y if it describes the people you work with; n if it does NOT describe them; or ? if you cannot decide.

_____Stimulating
_____Boring
_____Slow
_____Ambitious
_____Stupid
_____Responsible
_____Fast
_____Intelligent
_____Easy to make enemies
_____Talk too much
_____Smart
_____Lazy
_____Unpleasant
_____No privacy
_____Active
_____Narrow interests
_____Loyal
_____Hard to meet

20. Think of the PAY you get now. How well does each of the following words describe your PRESENT PAY? In the blank beside each word, put y if it describes it; n if it does NOT describe it; or ? if you cannot decide.

_____Income adequate for normal expenses
_____Satisfactory profit sharing
_____Barely live on income
_____Bad
_____Income provides luxuries
_____Less than I deserve
_____Highly paid
_____Underpaid
_____Insecure

21. Would you change employers to obtain more pay and/or a more responsible job? *(check one)*

_____Yes
_____No

22. Would you move to a different town to obtain more pay and/or a more responsible job? *(check one)*

_____Yes
_____No

23. Your highest level of education: *(check one)*

_____Less than high school diploma
_____High school diploma
_____Some college, but no degree
_____College degree (B.A., B.S., etc.)
_____Some graduate work, but no degree
_____Graduate degree

24. Mark all of the following areas in which you have completed vocational training: *(check as many as apply)*

_____Business, secretarial, office work
_____Nursing or other health fields
_____Trades and crafts
_____Engineering or science fields
_____Computer training
_____Agriculture or home economics
_____Other *(specify)* _____
_____None

25. Are you currently enrolled in any educational or vocational program(s)?

_____Yes *(specify)*_____
_____No

26. Are you a member of a union related to your present job? *(check one)*

_____Yes
_____No

27. Indicate the number of miles you travel (one way) to get to work: *(check one)*

_____15 miles or less
_____16 to 30 miles
_____31 to 45 miles
_____Over 45 miles

28. Age: *(check one)*

_____Under 25
_____25 to 34
_____35 to 44
_____45 to 54
_____55 to 64
_____Over 64

29. Sex: *(check one)*

_____Male
_____Female

30. Marital status: *(check one)*

_____Never married
_____Presently married
_____Widowed, separated, or divorced

31. How many dependents, excluding yourself, do you have? *(write appropriate number in space)*

_____Dependents

32. How many children under the age of 12 are currently living with you? *(write number)*

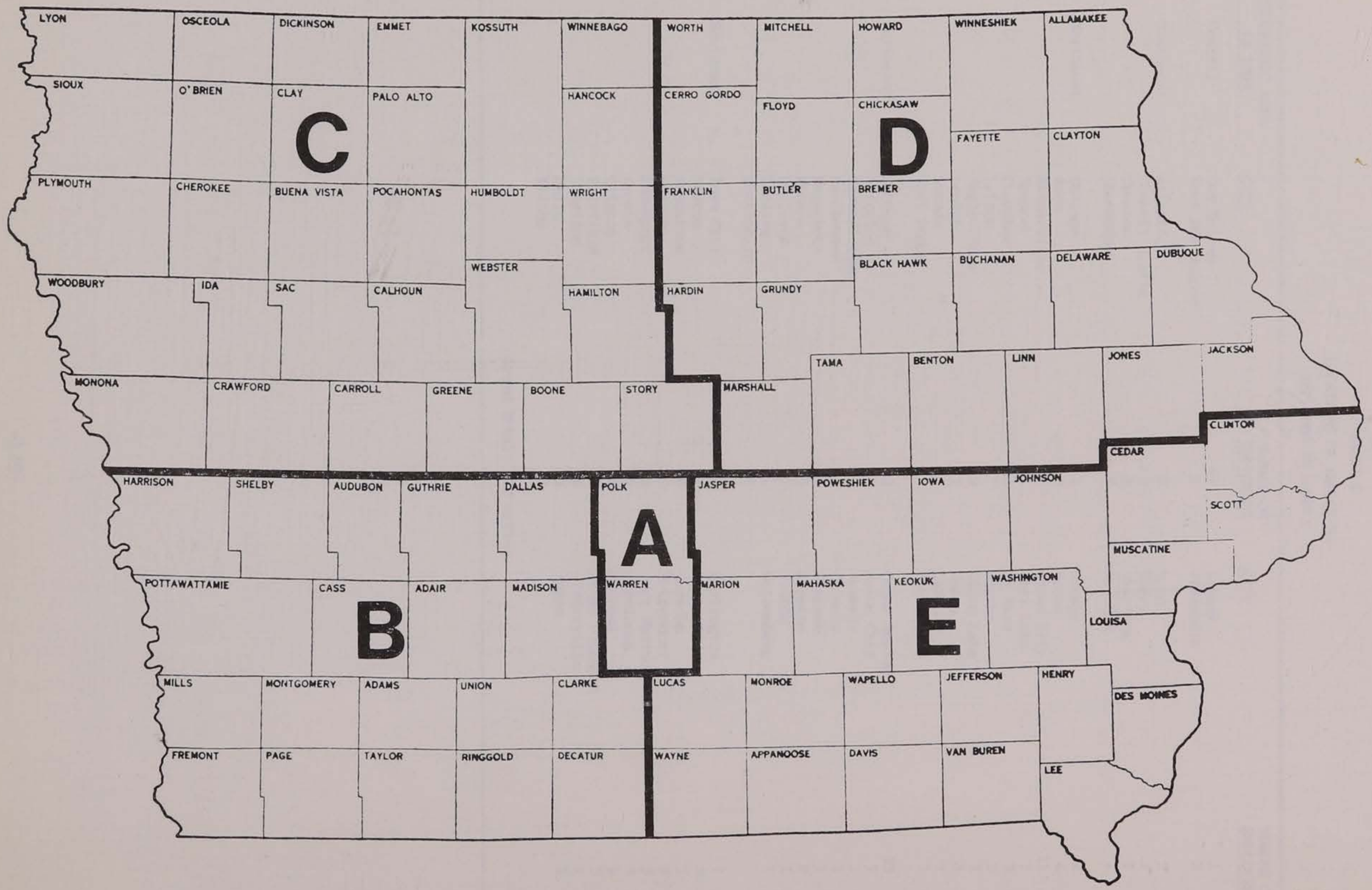
_____Children under 6
_____Children 7 to 12
_____None

33. If low cost, quality child care were available, would you do any of the following?

_____		Does not apply
_____Yes	_____ No	Work after normal working hours
_____Yes	_____ No	Work a different shift
_____Yes	_____ No	Accept a more responsible position
_____Yes	_____ No	Accept (more) on-the-job travel

34. Indicate your level and years of involvement in the following community organizations:

None_____	Member	Years	Elective or Appointive Positions	Years
Service				
Professional				
Educational				
Civic				
Religious				
Political				
Union				
Other_____				


LYON
OSCEOLA
DICKINSON
EMMET
KOSSUTH
WINNEBAGO
WORTH
MITCHELL
HOWARD
WINNESHIEK
ALLAMAKEE
SIOUX
O'BRIEN
CLAY
PALO ALTO
HANCOCK
CERRO GORDO
FLOYD
CHICKASAW
C
D
FAYETTE
CLAYTON
PLYMOUTH
CHEROKEE
BUENA VISTA
POCAHONTAS
HUMBOLDT
WRIGHT
FRANKLIN
BUTLER
BREMER
WEBSTER
BLACK HAWK
BUCHANAN
DELAWARE
DUBUQUE
WOODBURY
IDA
SAC
CALHOUN
HAMILTON
HARDIN
GRUNDY
TAMA
BENTON
LINN
JONES
JACKSON
MONONA
CRAWFORD
CARROLL
GREENE
BOONE
STORY
MARSHALL
CLINTON
CEDAR
HARRISON
SHELBY
AUDUBON
GUTHRIE
DALLAS
POLK
JASPER
POWESHIEK
IOWA
JOHNSON
SCOTT
A
MUSCATINE
POTTAWATTAMIE
CASS
ADAIR
MADISON
WARREN
MARION
MAHASKA
KEOKUK
WASHINGTON
B
E
LOUISA
MILLS
MONTGOMERY
ADAMS
UNION
CLARKE
LUCAS
MONROE
WAPELLO
JEFFERSON
HENRY
DES MOINES
FREMONT
PAGE
TAYLOR
RINGGOLD
DECATUR
WAYNE
APPANOOSE
DAVIS
VAN BUREN
LEE

APPENDIX C

APPENDIX D

LOCATIONS OF EMPLOYERS

INCLUDED IN SAMPLE

GEOGRAPHIC AREA IN IOWA	CITY	NUMBER OF EMPLOYERS	CITY	NUMBER OF EMPLOYERS
Central	Des Moines	41	Ankeny	1
	West Des Moines	1	Indianola	2
Southwest	Atlantic	5	Leon	2
	Council Bluffs	4	Perry	1
	Creston	2	Clarinda	1
	Shenandoah	2	Red Oak	1
Northwest	Denison	1	George	1
	Ames	9	Boone	4
	Estherville	2	Sioux City	11
	Spencer	1	Wall Lake	1
	Cherokee	3	Le Mars	3
	Lytton	1	Algona	2
	Eagle Grove	2	Storm Lake	1
	Lehigh	1	Onawa	1
	Nevada	1	Carroll	1
	Fort Dodge	1	Pocahontas	1
Northeast	Dubuque	12	Cedar Rapids	25
	Waterloo	11	Mason City	7
	Marshalltown	6	Waverly	1
	Manchester	1	Oelwein	1
	Maquoketa	2	Cascade	1
	Waukon	1	Hampton	2
	Bellevue	1	Vinton	1
	Lansing	1	Guttenberg	1
	Monticello	1		
Southeast	Iowa City	7	Burlington	7
	Newton	1	Coralville	2
	Muscatine	6	Corydon	1
	Ottumwa	6	Bettendorf	3
	Davenport	15	Fort Madison	3
	Keokuk	3	Oskaloosa	3
	Clinton	5	Grinnell	2
	Fairfield	2	Mount Pleasant	3
	Chariton	2	Centerville	1
	Pella	1	Amana	1
	Wilton	1		

Grand Total: 72 cities

APPENDIX E

EMPLOYER INTERVIEWS

In addition to surveying employees, researchers interviewed employers. Current employment figures and information regarding personnel policies and practices were obtained; the current employment data was necessary for researchers to determine the size of the sample. Further, this information gave the researchers an understanding of the varying personnel policies throught the state.

Although this information is not included in this report, it will provide a framework for the design of Phase Two (second year) research. The information gathered is described below:

Employment Data

1) Number of full-time employees (male and female)
2) Number of part-time employees (male and female)
3) Approximate number of employees hired
4) Approximate number of employees relocated
5) Union affiliation and percentage of employees belonging to unions

Personnel Policies and Practices Information

1) Description of work week
2) Headquarter location and/or source of employment
3) Promotion practices
4) Recruitment practices
5) Training practices
6) Performance evaluation system
7) Fringe benefit package
8) Effect of current economic conditions

APPENDIX F

UTILIZATION DATA

Complete utilization data is displayed in Appendix F. Except where noted, the tables include the aggregate sample of male and female responses. See Chapters III and IV for the discussion of underutilization.

TABLE F-1

UTILIZATION OF MEN AND WOMEN

BY JOB CATEGORY AND TYPE OF INDUSTRY

JOB CATEGORY	AGRICULTURE CONSTRUCTION		MANUFACTURING		TRANSPORTATION UTILITIES		WHOLESALE AND RETAIL TRADE		FINANCE INSURANCE		SERVICE	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Service	2	0	60	80	9	7	33	36	4	3	60	216
Operative	18	0	260	201	76	10	65	7	8	2	9	3
Craft	12	0	337	98	131	11	85	21	7	1	24	3
Office/ Clerical	0	39	29	471	43	182	8	140	19	303	8	137
Sales	1	0	30	15	20	11	173	164	53	26	6	5
Technicians	3	3	93	61	26	6	33	6	36	11	25	67
Professionals	13	2	118	44	30	9	28	16	73	11	50	101
Managers	27	1	260	29	96	53	161	38	112	22	89	36

TABLE F-2

UTILIZATION OF MEN AND WOMEN

BY JOB CATEGORY AND SIZE OF COMMUNITY IN POPULATION

JOB CATEGORY	UNDER 2,500		2,500-10,000		10,000 AND OVER	
	Male	Female	Male	Female	Male	Female
Service	5	24	41	101	122	217
Operative	29	38	70	40	337	145
Craft	26	31	81	21	489	82
Office/Clerical	2	45	6	145	99	1,082
Sales	6	6	54	22	223	193
Technicians	3	5	21	32	192	117
Professionals	4	1	33	26	275	156
Managers	18	6	105	14	622	159

TABLE F-3

UTILIZATION OF MEN AND WOMEN

BY JOB CATEGORY AND GEOGRAPHIC AREA

JOB CATEGORY	CENTRAL		SOUTHWEST		NORTHWEST		NORTHEAST		SOUTHEAST	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Service	51	64	26	34	34	71	33	74	24	99
Operative	84	7	37	31	95	48	99	37	121	100
Craft	75	16	59	5	99	44	174	33	189	36
Office/Clerical	42	299	7	63	14	168	25	366	19	376
Sales	97	49	24	10	17	33	88	83	57	46
Technicians	63	35	16	23	29	27	48	30	60	39
Professionals	90	44	15	16	42	40	83	46	82	37
Managers	186	52	53	11	107	19	203	44	196	53

TABLE F-4

UTILIZATION OF MEN AND WOMEN

BY JOB CATEGORY AND SIZE OF FIRM IN NUMBER OF EMPLOYEES

JOB CATEGORY	1-49		50-99		100-249		250-499		500 AND OVER	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Service	17	43	14	65	63	127	32	43	42	64
Operative	17	1	73	11	154	73	84	44	108	94
Craft	48	3	46	16	199	40	124	45	179	30
Office/Clerical	7	74	10	97	23	433	19	309	48	359
Sales	112	56	64	50	60	55	29	51	18	9
Technicians	15	7	25	11	40	43	43	33	93	60
Professionals	14	7	17	14	84	43	86	49	110	70
Managers	83	17	99	16	205	60	204	46	154	40

TABLE F-5

UTILIZATION OF MEN AND WOMEN IN SUPERVISORY POSITIONS

BY TYPE OF INDUSTRY

JOB CATEGORY	AGRICULTURE CONSTRUCTION		MANUFACTURING		TRANSPORTATION UTILITIES		WHOLESALE AND RETAIL TRADE		FINANCE INSURANCE		SERVICE	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Supervisory	46	5	482	114	163	80	315	138	162	73	148	224
Non-Supervisory	30	40	700	879	268	209	270	290	148	305	119	340

TABLE F-6

UTILIZATION OF MEN AND WOMEN IN SUPERVISORY POSITIONS

BY SIZE OF COMMUNITY IN POPULATION

JOB CATEGORY	UNDER 2,500		2,500-10,000		10,000 AND OVER	
	Male	Female	Male	Female	Male	Female
Supervisory	37	22	218	87	1,061	525
Non-Supervisory	56	134	191	310	1,288	1,619

TABLE F-7

UTILIZATION OF MEN AND WOMEN IN SUPERVISORY POSITIONS

BY GEOGRAPHIC AREA IN IOWA

JOB CATEGORY	CENTRAL		SOUTHWEST		NORTHWEST		NORTHEAST		SOUTHEAST	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Supervisory	298	160	109	46	189	91	360	169	360	168
Non-Supervisory	387	405	127	146	247	355	390	544	384	613

TABLE F-8

UTILIZATION OF MEN AND WOMEN IN SUPERVISORY POSITIONS

BY SIZE OF FIRM IN NUMBER OF EMPLOYEES

JOB CATEGORY	1-49		50-99		100-249		250-499		500 AND OVER	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Supervisory	168	63	168	68	352	205	333	158	294	140
Non-Supervisory	143	145	179	211	473	666	284	457	456	584

APPENDIX G

EMPLOYMENT DATA

Complete employment data is displayed in Appendix G. Except where noted, the tables include the aggregate sample of male and female responses. See Chapters III and IV for the discussion of underemployment.

TABLE G-1

EMPLOYMENT OF MEN AND WOMEN

BY TYPE OF INDUSTRY, JOB CATEGORY, AND LEVEL OF EDUCATION

TYPE OF INDUSTRY AND JOB CATEGORY	LESS THAN A HIGH SCHOOL DIPLOMA		HIGH SCHOOL DIPLOMA		SOME COLLEGE		COLLEGE DEGREE		SOME GRADUATE WORK		GRADUATE DEGREE	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Agriculture, Construction												
Service	0	0	1	0	1	0	0	0	0	0	0	0
Operative	6	0	11	0	1	0	0	0	0	0	0	0
Craft	5	0	3	0	3	0	1	0	0	0	0	0
Office/Clerical	0	0	0	18	0	19	0	1	0	0	0	1
Sales	0	0	0	0	0	0	1	0	0	0	0	0
Technicians	0	0	0	2	3	1	0	0	0	0	0	0
Professionals	0	0	0	2	3	0	3	0	1	0	6	0
Managers	1	0	2	0	3	1	14	0	3	0	4	0
Manufacturing												
Service	14	23	23	50	15	5	6	0	2	1	0	1
Operative	62	43	136	130	48	26	10	2	3	1	1	0
Craft	64	24	206	57	56	11	5	2	3	2	3	2
Office/Clerical	2	14	14	256	10	171	3	20	0	4	0	4
Sales	4	0	11	6	7	7	6	1	2	1	0	0
Technicians	8	6	22	27	44	22	14	2	1	2	3	1
Professionals	2	0	18	7	26	13	46	19	17	4	9	1
Managers	18	3	92	12	57	11	53	1	27	1	12	1
Transportation, Utilities												
Service	2	2	5	4	2	1	0	0	0	0	0	0
Operative	15	0	35	6	22	2	4	0	0	2	0	0
Craft	14	0	78	7	31	3	3	1	4	0	1	0
Office/Clerical	1	5	16	112	23	54	3	7	0	2	0	0
Sales	0	0	4	5	11	2	4	2	1	2	0	0
Technicians	0	0	11	1	13	4	2	1	0	0	0	0
Professionals	0	0	8	7	6	2	12	0	2	0	2	0
Managers	8	0	29	32	35	14	19	5	2	2	3	0
Wholesale and Retail Trade												
Service	14	7	10	24	7	3	2	1	0	0	0	0
Operative	13	1	33	5	17	1	2	0	0	0	0	0
Craft	12	3	45	12	22	4	3	1	2	0	1	1
Office/Clerical	0	4	3	90	2	38	3	7	0	0	0	0
Sales	8	9	68	103	58	37	29	11	2	3	6	1
Technicians	0	1	13	2	13	1	6	2	1	0	0	0
Professionals	1	0	1	4	9	7	11	4	1	0	5	1
Managers	3	5	43	21	58	8	44	2	11	2	2	0
Finance, Insurance												
Service	1	1	1	1	1	1	0	0	1	0	0	0
Operative	0	0	4	1	2	0	0	0	1	0	1	0
Craft	0	0	6	0	1	1	0	0	0	0	0	0
Office/Clerical	1	6	4	179	7	82	6	28	0	4	0	4
Sales	1	1	7	6	14	13	23	6	5	0	3	0
Technicians	0	0	6	7	7	2	17	2	3	0	3	0
Professionals	0	0	8	5	15	3	34	2	6	1	10	0
Managers	1	0	16	13	32	5	40	3	14	1	8	0
Service												
Service	23	64	22	101	11	35	4	8	0	5	0	2
Operative	0	0	7	3	1	0	1	0	0	0	0	0
Craft	7	0	10	2	4	1	3	0	0	0	0	0
Office/Clerical	0	5	3	71	4	43	0	17	1	1	0	0
Sales	0	2	2	1	1	2	2	0	1	0	0	0
Technicians	1	2	3	21	14	37	4	2	2	1	1	3
Professionals	0	1	4	5	10	48	22	21	4	13	10	13
Managers	1	1	11	14	22	10	27	4	14	2	14	5

TABLE G-2

EMPLOYMENT OF MEN AND WOMEN

BY SIZE OF COMMUNITY IN POPULATION, JOB CATEGORY, AND LEVEL OF EDUCATION

SIZE OF COMMUNITY IN POPULATION AND JOB CATEGORY	LESS THAN A HIGH SCHOOL DIPLOMA		HIGH SCHOOL DIPLOMA		SOME COLLEGE		COLLEGE DEGREE		SOME GRADUATE WORK		GRADUATE DEGREE	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Under 2,500												
Service	0	8	2	16	2	0	0	0	1	0	0	0
Operative	7	7	17	25	5	6	0	0	0	0	0	0
Craft	6	6	17	20	2	3	1	1	0	0	0	1
Office/Clerical	0	3	2	25	0	13	0	3	0	0	0	1
Sales	0	1	3	5	2	0	1	0	0	0	0	0
Technicians	0	1	1	1	1	3	0	0	0	0	1	0
Professionals	1	0	1	1	2	0	0	0	0	0	0	0
Managers	0	1	9	3	5	2	3	0	0	0	1	0
2,500-10,000												
Service	8	29	18	46	11	20	4	2	0	2	0	1
Operative	11	6	42	26	13	7	2	0	1	1	1	0
Craft	10	3	49	15	17	3	4	0	0	0	1	0
Office/Clerical	0	7	2	82	3	47	1	9	0	0	0	0
Sales	3	2	28	16	15	4	6	0	1	0	1	0
Technicians	2	2	8	14	9	12	0	2	1	1	0	1
Professionals	0	0	6	4	4	11	13	5	3	1	7	5
Managers	11	0	36	10	29	2	20	0	8	1	1	1
Over 10,000												
Service	46	60	42	118	24	25	8	7	2	4	0	2
Operative	78	30	167	94	73	16	15	2	3	2	1	0
Craft	86	18	282	43	98	14	10	3	9	2	4	2
Office/Clerical	4	24	36	619	43	347	14	68	1	11	0	8
Sales	10	9	61	100	74	57	58	20	10	6	8	1
Technicians	7	6	46	45	84	52	43	7	6	2	6	3
Professionals	2	1	32	25	63	62	115	41	28	17	35	10
Managers	21	8	148	79	173	45	174	15	63	7	41	5

TABLE G-3

EMPLOYMENT OF MEN AND WOMEN

BY GEOGRAPHIC AREA, JOB CATEGORY, AND LEVEL OF EDUCATION

GEOGRAPHIC AREA AND JOB CATEGORY	LESS THAN A HIGH SCHOOL DIPLOMA		HIGH SCHOOL DIPLOMA		SOME COLLEGE		COLLEGE DEGREE		SOME GRADUATE WORK		GRADUATE DEGREE	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Central Iowa												
Service	18	18	15	35	12	7	6	3	0	1	0	0
Operative	21	2	44	4	13	1	4	0	2	0	0	0
Craft	16	2	39	6	15	6	3	1	2	0	0	1
Office/Clerical	1	5	15	182	18	85	7	20	1	5	0	1
Sales	4	4	25	20	35	13	27	9	3	2	3	1
Technicians	0	0	15	11	19	20	23	4	5	0	1	0
Professionals	0	0	7	9	26	17	37	9	8	6	12	3
Managers	1	0	28	29	65	15	64	5	20	3	8	0
Southwest Iowa												
Service	8	14	13	17	4	2	1	1	0	0	0	0
Operative	6	4	21	25	7	2	2	0	1	0	0	0
Craft	10	2	35	2	13	1	1	0	0	0	0	0
Office/Clerical	1	1	1	35	4	25	1	2	0	0	0	0
Sales	1	0	13	10	7	0	3	0	0	0	0	0
Technicians	2	3	7	12	5	6	1	1	1	0	0	1
Professionals	0	1	3	2	2	10	8	2	2	1	0	0
Managers	5	1	15	7	20	2	7	0	4	0	2	1
Northwest Iowa												
Service	9	16	13	37	8	12	3	3	1	2	0	0
Operative	14	5	54	31	22	11	4	0	0	1	1	0
Craft	16	5	55	30	23	6	1	1	1	0	3	2
Office/Clerical	0	3	7	92	5	61	2	10	0	1	0	1
Sales	1	2	9	19	5	7	1	5	1	0	0	0
Technicians	0	2	7	7	16	14	4	2	0	1	2	1
Professionals	3	0	9	4	13	19	12	9	3	1	2	7
Managers	6	0	31	11	36	4	20	2	9	1	4	1
Northeast Iowa												
Service	10	21	11	39	9	10	2	1	1	2	0	0
Operative	24	9	54	21	19	6	1	0	0	0	1	0
Craft	28	6	103	23	35	3	5	1	2	0	1	0
Office/Clerical	0	14	10	205	12	121	2	18	0	2	0	5
Sales	6	2	28	46	29	30	17	3	4	2	3	0
Technicians	1	0	11	14	26	12	6	1	1	1	2	1
Professionals	0	0	7	10	15	13	30	16	14	7	17	0
Managers	11	5	60	20	38	13	58	3	20	1	15	2
Southeast Iowa												
Service	9	28	10	52	4	14	0	1	1	1	0	3
Operative	31	23	53	64	30	9	6	2	1	2	0	0
Craft	32	12	116	17	31	4	5	1	4	2	1	0
Office/Clerical	2	11	7	212	7	115	3	30	0	3	0	2
Sales	1	4	17	26	15	11	17	3	3	2	3	0
Technicians	6	4	15	16	28	15	9	1	0	1	2	1
Professionals	0	0	13	5	13	14	41	10	4	3	11	5
Managers	9	3	59	25	48	15	48	5	18	3	14	2

TABLE G-4

EMPLOYMENT OF MEN AND WOMEN

BY SIZE OF FIRM IN NUMBER OF EMPLOYEES, JOB CATEGORY, AND LEVEL OF EDUCATION

SIZE OF FIRM IN NUMBER OF EMPLOYEES AND JOB CATEGORY	LESS THAN A HIGH SCHOOL DIPLOMA		HIGH SCHOOL DIPLOMA		SOME COLLEGE		COLLEGE DEGREE		SOME GRADUATE WORK		GRADUATE DEGREE	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1-49												
Service	6	9	6	21	3	5	1	3	1	3	0	1
Operative	3	1	11	0	3	0	0	0	0	0	0	0
Craft	7	0	22	1	15	2	2	0	0	0	2	0
Office/Clerical	0	2	2	39	4	29	1	3	0	0	0	1
Sales	3	4	37	40	34	7	27	3	4	2	7	0
Technicians	0	0	8	3	6	4	1	0	0	0	0	0
Professionals	1	0	1	2	4	4	6	1	0	0	2	0
Managers	0	2	22	9	23	3	30	1	4	1	4	1
50-99												
Service	5	18	4	31	3	12	2	3	0	1	0	0
Operative	16	1	38	9	16	1	3	0	0	0	0	0
Craft	2	0	23	13	14	2	4	1	2	0	1	0
Office/Clerical	0	6	5	52	4	35	0	2	1	1	0	0
Sales	5	3	30	31	17	13	8	2	2	1	1	0
Technicians	0	0	10	7	10	2	4	1	1	0	0	1
Professionals	0	0	2	4	4	4	6	2	1	3	4	1
Managers	4	1	32	7	28	5	26	1	7	2	2	0
100-249												
Service	22	43	21	64	15	16	4	2	1	1	0	0
Operative	36	14	78	50	33	8	5	1	2	0	0	0
Craft	47	11	107	22	41	7	2	0	2	0	0	0
Office/Clerical	3	8	9	255	9	132	2	29	0	3	0	5
Sales	3	2	16	27	17	22	19	3	4	1	0	0
Technicians	2	3	11	11	13	23	12	3	0	2	2	1
Professionals	0	0	13	7	18	21	35	8	7	1	11	6
Managers	14	5	64	36	52	12	41	5	21	1	11	1
250-499												
Service	10	11	13	27	6	4	2	0	1	0	0	1
Operative	18	6	47	30	11	6	5	0	1	1	2	0
Craft	17	7	83	29	21	6	2	1	1	0	0	2
Office/Clerical	0	7	7	159	7	103	4	33	0	4	0	2
Sales	2	2	5	21	15	17	5	9	1	1	1	1
Technicians	1	3	5	19	25	8	9	1	1	0	2	1
Professionals	2	0	11	7	25	13	25	19	7	4	16	6
Managers	9	0	39	20	60	17	54	5	23	2	19	2
500 and Over												
Service	11	16	18	37	10	8	3	1	0	1	0	1
Operative	23	21	52	56	28	14	4	1	1	2	0	0
Craft	29	9	113	13	26	3	5	2	4	2	2	1
Office/Clerical	1	11	17	221	22	108	8	13	0	3	0	1
Sales	0	1	4	2	8	2	6	3	0	1	0	0
Technicians	6	3	21	20	40	30	17	4	5	1	3	1
Professionals	0	1	12	10	18	31	55	16	16	10	9	2
Managers	5	1	36	20	44	12	46	3	16	2	7	2

TABLE G-5

EMPLOYMENT OF MEN AND WOMEN

BY TYPE OF INDUSTRY, INCOME, AND LEVEL OF EDUCATION

TYPE OF INDUSTRY AND INCOME	LESS THAN A HIGH SCHOOL DIPLOMA		HIGH SCHOOL DIPLOMA		SOME COLLEGE		COLLEGE DEGREE		SOME GRADUATE WORK		GRADUATE DEGREE	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Agriculture, Construction												
Under $5,000	0	0	0	2	0	1	0	0	0	0	0	1
$ 5,000-$ 7,499	1	0	2	11	2	14	0	1	0	0	0	0
$ 7,500-$ 9,999	7	0	2	8	2	4	1	0	0	0	0	0
$10,000-$12,499	2	0	5	1	1	2	3	0	0	0	2	0
$12,500-$14,999	0	0	4	0	2	0	5	0	0	0	0	0
$15,000-$17,499	1	0	1	0	2	0	1	0	1	0	1	0
$17,500-$19,999	3	0	1	0	1	0	2	0	0	0	0	0
$20,000 or Over	1	0	3	0	4	0	8	0	3	0	7	0
Manufacturing												
Under $5,000	6	32	9	126	10	38	2	8	0	3	0	3
$ 5,000-$ 7,499	29	56	55	251	22	116	7	11	3	1	1	3
$ 7,500-$ 9,999	62	40	113	158	56	83	13	12	2	6	3	3
$10,000-$12,499	64	20	178	61	68	27	24	10	7	5	4	0
$12,500-$14,999	38	5	120	16	63	10	29	6	10	2	6	0
$15,000-$17,499	14	1	64	2	25	2	23	1	10	0	6	0
$17,500-$19,999	4	0	20	1	20	1	19	0	7	0	0	0
$20,000 or Over	2	0	11	0	9	1	27	0	16	1	8	0
Transportation, Utilities												
Under $5,000	1	1	0	2	0	1	1	1	0	1	0	0
$ 5,000-$ 7,499	1	2	6	18	6	13	0	2	0	0	0	0
$ 7,500-$ 9,999	6	0	13	57	15	24	4	5	0	1	0	0
$10,000-$12,499	8	4	32	48	28	27	4	2	0	2	0	0
$12,500-$14,999	12	0	60	32	30	9	9	2	3	3	0	0
$15,000-$17,499	8	0	35	11	26	3	10	2	2	0	2	0
$17,500-$19,999	3	0	36	6	24	4	4	0	1	1	0	0
$20,000 or Over	5	0	13	0	18	1	15	2	3	0	4	0
Wholesale and Retail Trade												
Under $5,000	15	25	12	133	10	43	4	12	0	3	0	2
$ 5,000-$ 7,499	13	11	29	89	28	31	2	8	1	1	2	1
$ 7,500-$ 9,999	12	6	49	40	36	17	12	5	1	2	2	0
$10,000-$12,499	11	2	50	15	42	4	24	3	5	0	0	0
$12,500-$14,999	7	0	42	3	21	3	19	0	3	0	0	0
$15,000-$17,499	2	0	27	1	21	0	11	0	0	0	3	0
$17,500-$19,999	1	0	8	0	12	0	11	0	0	1	1	0
$20,000 or Over	0	0	7	0	20	2	18	0	7	0	6	0
Finance, Insurance												
Under $5,000	1	1	0	51	3	22	2	8	0	1	2	3
$ 5,000-$ 7,499	0	7	15	120	7	68	5	25	1	5	1	1
$ 7,500-$ 9,999	1	0	7	34	14	17	28	3	3	1	0	0
$10,000-$12,499	0	0	9	5	17	2	30	3	6	0	3	0
$12,500-$14,999	0	0	7	1	17	0	17	0	3	0	4	0
$15,000-$17,499	1	0	8	0	7	1	17	1	6	0	5	0
$17,500-$19,999	1	0	3	0	5	0	6	1	2	0	1	0
$20,000 or Over	0	0	6	1	13	0	15	0	8	0	9	0
Service												
Under $5,000	12	54	10	113	6	40	5	9	0	6	0	3
$ 5,000-$ 7,499	14	23	16	97	16	81	6	22	1	4	1	3
$ 7,500-$ 9,999	6	4	18	16	10	33	9	9	3	3	1	7
$10,000-$12,499	3	0	11	6	10	18	17	7	4	7	3	5
$12,500-$14,999	1	0	2	2	11	4	8	2	3	3	0	2
$15,000-$17,499	0	0	2	0	5	2	7	2	3	0	2	4
$17,500-$19,999	0	0	1	0	3	0	7	0	2	0	2	0
$20,000 or Over	0	0	1	0	9	0	7	0	6	0	16	0

TABLE G-6

EMPLOYMENT OF MEN AND WOMEN

BY SIZE OF COMMUNITY IN POPULATION, INCOME, AND LEVEL OF EDUCATION

SIZE OF COMMUNITY IN POPULATION AND INCOME	LESS THAN A HIGH SCHOOL DIPLOMA		HIGH SCHOOL DIPLOMA		SOME COLLEGE		COLLEGE DEGREE		SOME GRADUATE WORK		GRADUATE DEGREE	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Under 2,500												
Under $5,000	2	27	2	64	2	10	0	1	0	1	0	0
$ 5,000-$ 7,499	6	13	10	45	2	13	1	2	1	0	0	2
$ 7,500-$ 9,999	6	1	14	9	5	4	2	1	0	0	1	0
$10,000-$12,499	8	1	21	2	6	1	2	0	0	0	0	0
$12,500-$14,999	2	0	4	1	1	0	0	0	0	0	0	0
$15,000-$17,499	0	0	1	0	1	0	0	0	0	0	0	0
$17,500-$19,999	0	0	0	0	0	0	0	0	0	0	0	0
$20,000 or Over	0	0	0	0	3	0	0	0	0	0	1	0
2,500-10,000												
Under $5,000	3	28	6	83	4	24	2	5	0	3	0	1
$ 5,000-$ 7,499	15	18	31	93	17	61	4	7	1	2	0	2
$ 7,500-$ 9,999	21	6	58	44	31	17	13	3	0	1	2	4
$10,000-$12,499	12	1	55	11	20	5	10	1	4	1	1	1
$12,500-$14,999	2	0	25	0	22	2	8	1	4	0	1	0
$15,000-$17,499	3	0	21	0	10	0	6	1	2	0	1	0
$17,500-$19,999	1	0	4	0	1	0	6	0	2	0	0	0
$20,000 or Over	2	0	7	0	3	0	3	0	2	0	6	0
Over 10,000												
Under $5,000	30	58	23	280	23	111	12	32	0	10	2	11
$ 5,000-$ 7,499	37	68	82	448	62	249	15	60	4	9	5	4
$ 7,500-$ 9,999	67	43	130	260	97	157	52	30	9	12	3	6
$10,000-$12,499	68	24	209	123	140	74	90	24	18	13	11	4
$12,500-$14,999	54	5	206	53	121	24	79	9	18	8	9	2
$15,000-$17,499	23	1	115	14	75	8	63	5	20	0	18	4
$17,500-$19,999	11	0	65	7	64	5	43	1	10	2	4	0
$20,000 or Over	6	0	34	1	67	4	87	2	41	1	43	0

TABLE G-7

EMPLOYMENT OF MEN AND WOMEN

BY GEOGRAPHIC AREA, INCOME, AND LEVEL OF EDUCATION

GEOGRAPHIC AREA AND INCOME	LESS THAN A HIGH SCHOOL DIPLOMA		HIGH SCHOOL DIPLOMA		SOME COLLEGE		COLLEGE DEGREE		SOME GRADUATE WORK		GRADUATE DEGREE	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Central Iowa												
Under $5,000	16	25	10	73	6	32	8	10	0	4	0	3
$ 5,000-$ 7,499	20	13	27	130	32	67	4	18	3	4	1	1
$ 7,500-$ 9,999	9	2	35	57	31	35	21	8	4	1	1	0
$10,000-$12,499	10	1	45	20	31	19	37	10	8	4	3	2
$12,500-$14,999	6	0	35	15	33	8	26	2	4	3	2	0
$15,000-$17,499	2	0	19	6	20	1	25	2	7	0	6	0
$17,500-$19,999	4	0	15	2	19	2	14	0	0	1	1	0
$20,000 or Over	2	0	10	0	33	1	37	1	14	0	10	0
Southwest Iowa												
Under $5,000	2	8	3	29	0	6	0	1	0	0	0	0
$ 5,000-$ 7,499	11	10	25	49	8	25	2	3	1	0	0	0
$ 7,500-$ 9,999	16	9	33	33	22	12	3	0	1	0	0	0
$10,000-$12,499	6	2	27	9	12	8	5	1	2	0	0	1
$12,500-$14,999	3	0	12	1	5	0	5	1	2	1	0	1
$15,000-$17,499	4	0	7	0	11	0	6	0	0	0	0	0
$17,500-$19,999	1	0	2	0	2	0	2	0	0	0	1	0
$20,000 or Over	0	0	6	0	4	0	1	0	3	0	1	0
Northwest Iowa												
Under $5,000	4	20	3	91	9	37	2	10	0	4	0	1
$ 5,000-$ 7,499	9	11	21	97	11	60	5	9	1	0	1	4
$ 7,500-$ 9,999	18	4	39	34	21	28	7	8	0	2	3	5
$10,000-$12,499	18	3	62	12	34	9	5	5	2	1	3	1
$12,500-$14,999	6	0	35	2	27	2	10	0	6	1	1	1
$15,000-$17,499	4	0	27	3	13	0	9	0	1	0	2	0
$17,500-$19,999	0	0	6	2	9	0	3	0	2	0	0	0
$20,000 or Over	2	0	1	0	6	0	7	0	3	0	2	0
Northeast Iowa												
Under $5,000	6	29	9	137	11	37	2	9	0	4	1	5
$ 5,000-$ 7,499	4	21	22	136	19	97	6	16	1	3	3	2
$ 7,500-$ 9,999	22	15	51	80	29	51	15	7	1	5	1	0
$10,000-$12,499	21	4	76	30	46	17	19	7	8	4	4	0
$12,500-$14,999	26	4	70	22	45	8	26	4	2	0	5	0
$15,000-$17,499	11	1	46	3	14	3	12	1	11	0	8	1
$17,500-$19,999	6	0	18	2	17	0	13	0	4	0	2	0
$20,000 or Over	2	0	14	1	11	2	29	0	14	1	15	0
Southeast Iowa												
Under $5,000	7	31	6	97	3	33	2	8	0	2	1	3
$ 5,000-$ 7,499	14	44	28	174	11	74	3	23	0	4	0	1
$ 7,500-$ 9,999	29	20	44	109	30	52	21	11	3	5	1	5
$10,000-$12,499	33	16	75	65	43	27	36	2	2	5	2	1
$12,500-$14,999	17	1	83	14	34	8	20	3	8	3	2	0
$15,000-$17,499	5	0	38	2	28	4	17	3	3	0	3	3
$17,500-$19,999	1	0	28	1	18	3	17	1	6	1	0	0
$20,000 or Over	2	0	10	0	19	1	16	1	9	0	22	0

TABLE G-8

EMPLOYMENT OF MEN AND WOMEN

BY SIZE OF FIRM IN NUMBER OF EMPLOYEES, INCOME, AND LEVEL OF EDUCATION

SIZE OF FIRM IN NUMBER OF EMPLOYEES AND INCOME	LESS THAN A HIGH SCHOOL DIPLOMA		HIGH SCHOOL DIPLOMA		SOME COLLEGE		COLLEGE DEGREE		SOME GRADUATE WORK		GRADUATE DEGREE	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1-49												
Under $5,000	5	17	3	56	5	14	2	5	0	2	1	2
$ 5,000-$ 7,499	4	3	14	38	11	25	0	3	1	3	1	1
$ 7,500-$ 9,999	9	4	23	20	22	5	11	2	0	0	1	0
$10,000-$12,499	5	0	22	8	18	6	18	1	4	0	0	0
$12,500-$14,999	1	0	24	1	12	2	14	0	0	0	1	0
$15,000-$17,499	1	0	20	0	12	0	6	0	0	0	3	0
$17,500-$19,999	2	0	4	0	4	1	3	0	1	1	0	0
$20,000 or Over	0	0	4	1	11	1	15	0	3	0	8	0
50-99												
Under $5,000	4	21	5	62	3	23	1	3	0	2	0	0
$ 5,000-$ 7,499	2	11	10	54	3	24	1	4	1	2	0	1
$ 7,500-$ 9,999	7	2	20	38	13	15	5	3	0	4	1	1
$10,000-$12,499	13	2	44	11	25	8	9	0	2	2	2	0
$12,500-$14,999	9	0	31	9	23	2	12	2	2	0	0	0
$15,000-$17,499	3	0	27	0	13	0	11	0	3	0	3	0
$17,500-$19,999	2	0	10	1	9	0	8	0	0	0	1	0
$20,000 or Over	0	0	6	0	10	1	5	0	6	0	1	0
100-249												
Under $5,000	11	54	6	188	6	60	5	14	0	5	0	5
$ 5,000-$ 7,499	30	36	51	180	25	126	6	23	3	2	2	2
$ 7,500-$ 9,999	42	10	64	83	37	42	23	8	3	2	0	4
$10,000-$12,499	33	6	93	30	49	12	23	3	2	0	4	1
$12,500-$14,999	17	1	74	11	46	4	22	0	7	1	3	1
$15,000-$17,499	9	0	27	6	14	2	11	2	5	0	2	0
$17,500-$19,999	4	0	19	3	14	0	8	0	5	0	0	0
$20,000 or Over	5	0	11	0	19	1	26	1	12	1	13	0
250-499												
Under $5,000	11	15	8	87	11	39	4	15	0	4	1	4
$ 5,000-$ 7,499	13	19	23	164	22	80	9	30	1	3	1	4
$ 7,500-$ 9,999	17	12	50	60	32	40	19	9	2	2	3	3
$10,000-$12,499	16	3	72	20	34	10	17	10	8	3	4	1
$12,500-$14,999	11	1	40	3	29	4	14	1	7	1	3	0
$15,000-$17,499	3	0	15	1	18	5	10	2	2	0	5	4
$17,500-$19,999	0	0	7	0	9	0	16	1	2	0	2	0
$20,000 or Over	1	0	6	0	17	1	19	0	13	0	21	0
500 and Over												
Under $5,000	4	6	9	34	4	9	2	1	0	1	0	1
$ 5,000-$ 7,499	9	30	25	150	20	68	4	9	0	1	1	0
$ 7,500-$ 9,999	19	22	45	112	29	76	8	12	4	5	1	2
$10,000-$12,499	21	15	54	67	40	44	35	11	6	9	2	3
$12,500-$14,999	20	3	66	30	34	14	25	7	6	6	3	1
$15,000-$17,499	10	1	48	7	29	1	31	2	12	0	6	0
$17,500-$19,999	4	0	29	3	29	4	14	0	4	1	1	0
$20,000 or Over	2	0	14	0	16	0	25	1	9	0	7	0

TABLE G-9

EMPLOYMENT OF MEN AND WOMEN

BY TYPE OF INDUSTRY, JOB CATEGORY, AND YEARS OF TOTAL WORK EXPERIENCE

TYPE OF INDUSTRY AND JOB CATEGORY	LESS THAN ONE YEAR		1-2 YEARS		3-5 YEARS		6-10 YEARS		11-15 YEARS		16-20 YEARS		MORE THAN 20 YEARS	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Agriculture, Construction														
Service	0	0	0	0	0	0	1	0	0	0	0	0	1	0
Operative	0	0	0	0	1	0	3	0	4	0	5	0	5	0
Craft	0	0	0	0	1	0	1	0	2	0	4	0	4	0
Office/Clerical	0	0	0	2	0	10	0	11	0	10	0	2	0	4
Sales	0	0	0	0	0	0	0	0	1	0	0	0	0	0
Technicians	0	0	0	0	2	1	0	1	1	0	0	1	0	0
Professionals	0	0	0	0	2	0	2	0	3	0	2	0	4	2
Managers	0	0	1	0	3	0	5	0	2	1	6	0	10	0
Manufacturing														
Service	0	2	2	2	13	16	12	20	8	13	9	11	15	16
Operative	0	0	7	18	38	35	65	46	45	33	27	24	77	44
Craft	0	1	2	5	35	14	63	28	41	15	41	10	155	24
Office/Clerical	1	0	1	22	1	83	5	123	4	82	6	48	11	111
Sales	0	0	0	0	4	1	4	10	4	2	7	2	11	0
Technicians	0	0	6	7	10	10	25	14	19	11	9	11	24	8
Professionals	0	0	3	2	8	6	25	8	30	8	15	3	36	17
Managers	0	0	2	0	4	2	28	5	39	4	50	9	136	9
Transportation, Utilities														
Service	0	0	0	0	1	2	3	1	1	3	0	0	4	1
Operative	1	0	0	1	6	5	16	1	6	2	10	0	37	1
Craft	0	0	0	0	2	2	16	2	21	3	15	1	77	3
Office/Clerical	0	0	1	5	12	18	15	57	4	30	4	20	7	52
Sales	0	0	0	2	2	1	2	2	3	4	5	0	8	2
Technicians	0	0	0	1	2	2	4	1	2	0	6	0	12	2
Professionals	0	0	2	0	0	0	4	0	6	2	2	4	16	3
Managers	0	0	0	0	1	3	8	10	11	12	15	6	61	22
Wholesale and Retail Trade														
Service	0	0	3	6	4	8	4	5	2	7	6	3	13	7
Operative	0	0	3	0	16	2	16	1	5	0	5	1	20	3
Craft	0	0	1	1	5	2	18	9	16	2	12	3	31	4
Office/Clerical	0	1	2	1	1	26	1	42	4	22	0	22	0	25
Sales	1	0	7	13	25	39	58	38	25	21	21	15	34	37
Technicians	0	0	1	0	1	2	12	0	5	3	9	0	5	1
Professionals	0	0	0	2	3	1	8	5	6	4	2	1	9	3
Managers	0	0	1	2	12	5	34	9	33	3	27	7	54	12
Finance, Insurance														
Service	0	0	0	0	0	1	1	0	0	2	0	0	3	0
Operative	0	0	1	0	2	1	3	1	0	0	0	0	2	0
Craft	0	0	0	0	0	0	3	1	0	0	0	0	4	0
Office/Clerical	0	2	2	32	2	98	9	75	3	39	0	21	3	34
Sales	0	0	1	1	5	5	8	13	14	2	8	3	17	2
Technicians	0	0	0	1	7	1	10	6	6	0	5	1	8	2
Professionals	0	0	1	1	9	2	25	1	10	6	8	0	20	1
Managers	0	0	0	0	5	1	18	7	12	4	21	2	56	8
Service														
Service	2	4	8	22	9	50	12	61	5	34	4	20	20	24
Operative	0	0	0	0	2	0	1	1	0	0	0	1	6	1
Craft	0	0	0	0	1	2	3	1	4	0	4	0	12	0
Office/Clerical	0	3	0	12	2	27	4	40	1	25	0	9	1	21
Sales	0	0	0	0	2	0	1	2	1	0	1	2	1	1
Technicians	0	0	3	2	6	12	5	19	6	13	2	7	3	14
Professionals	0	3	0	8	9	19	11	22	11	20	6	13	13	16
Managers	0	0	0	0	5	1	13	11	16	2	12	11	42	11

TABLE G-10

EMPLOYMENT OF MEN AND WOMEN

BY SIZE OF COMMUNITY IN POPULATION, JOB CATEGORY, AND YEARS OF TOTAL WORK EXPERIENCE

SIZE OF COMMUNITY IN POPULATION AND JOB CATEGORY	LESS THAN ONE YEAR		1-2 YEARS		3-5 YEARS		6-10 YEARS		11-15 YEARS		16-20 YEARS		MORE THAN 20 YEARS	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Under 2,500														
Service	0	0	1	2	1	6	1	7	0	3	1	3	1	3
Operative	0	0	0	9	5	6	10	6	2	8	3	6	9	3
Craft	0	1	0	3	7	7	8	10	3	4	1	1	7	5
Office/Clerical	0	1	0	4	0	11	0	9	0	6	0	4	2	10
Sales	0	0	1	0	2	1	0	1	2	1	1	2	0	1
Technicians	0	0	0	1	1	1	0	1	2	1	0	1	0	0
Professionals	0	0	0	0	0	0	1	0	1	0	0	0	1	1
Managers	0	0	0	0	2	0	3	2	4	0	2	3	7	1
2,500-10,000														
Service	0	4	2	7	8	29	9	32	4	14	7	8	10	6
Operative	0	0	1	1	17	12	18	10	12	6	13	3	9	7
Craft	0	0	1	1	9	4	23	9	14	1	10	1	24	5
Office/Clerical	0	0	0	9	1	35	2	34	1	29	1	14	1	23
Sales	0	0	1	0	10	7	21	4	7	4	8	3	7	3
Technicians	0	0	1	3	3	4	4	8	5	6	1	4	7	7
Professionals	0	0	1	2	2	3	9	2	8	5	2	4	11	10
Managers	0	0	1	0	3	0	16	4	13	1	25	2	47	7
Over 10,000														
Service	2	2	10	21	18	42	23	48	12	42	11	23	45	39
Operative	1	0	10	9	43	25	76	34	46	21	31	17	129	39
Craft	0	0	2	2	28	9	73	22	67	15	65	12	252	21
Office/Clerical	1	5	6	61	17	216	32	305	15	173	9	104	19	214
Sales	1	0	6	16	26	38	52	60	39	24	33	17	64	38
Technicians	0	0	9	7	24	23	52	32	32	20	30	15	45	20
Professionals	0	3	5	11	29	25	65	34	57	35	33	17	86	31
Managers	0	0	3	2	25	12	87	36	96	25	104	30	305	54

TABLE G-11

EMPLOYMENT OF MEN AND WOMEN

BY GEOGRAPHIC AREA, JOB CATEGORY, AND YEARS OF TOTAL WORK EXPERIENCE

GEOGRAPHIC AREA AND JOB CATEGORY	LESS THAN ONE YEAR		1-2 YEARS		3-5 YEARS		6-10 YEARS		11-15 YEARS		16-20 YEARS		MORE THAN 20 YEARS	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Central Iowa														
Service	2	1	5	9	5	15	9	16	5	11	7	4	17	8
Operative	0	0	3	0	14	2	14	3	7	1	8	0	38	1
Craft	0	0	0	1	6	4	13	6	8	3	13	1	33	1
Office/Clerical	0	2	4	17	13	60	11	88	7	49	3	33	4	49
Sales	1	0	4	7	14	11	18	8	13	7	15	3	31	13
Technicians	0	0	1	6	11	5	18	10	10	7	11	4	12	3
Professionals	0	3	0	6	10	10	27	12	17	6	9	2	27	5
Managers	0	0	0	1	7	4	29	17	32	5	28	7	90	18
Southwest Iowa														
Service	0	0	1	2	6	8	8	12	3	6	2	2	6	4
Operative	1	0	0	5	5	7	13	8	9	6	4	2	5	3
Craft	0	0	1	0	6	0	9	2	6	1	12	0	25	2
Office/Clerical	0	0	0	5	0	7	1	12	1	18	2	7	3	13
Sales	0	0	1	0	4	2	8	2	3	3	4	3	4	0
Technicians	0	0	0	1	2	3	3	7	5	3	0	5	6	4
Professionals	0	0	0	0	2	2	2	1	5	3	1	3	5	7
Managers	0	0	0	0	1	0	5	1	9	0	9	5	29	5
Northwest Iowa														
Service	0	5	2	7	7	17	4	18	2	10	3	8	15	6
Operative	0	0	2	1	21	12	21	13	12	9	14	6	24	7
Craft	0	0	1	3	16	9	17	17	9	6	12	5	44	4
Office/Clerical	0	0	1	15	1	34	7	51	1	31	0	11	4	26
Sales	0	0	1	2	1	7	3	7	1	6	7	4	4	7
Technicians	0	0	2	1	5	2	8	9	6	6	3	2	5	7
Professionals	0	0	0	0	2	8	7	9	13	10	5	5	14	8
Managers	0	0	1	0	7	1	17	4	15	3	17	3	49	8
Northeast Iowa														
Service	0	0	5	8	7	14	6	16	4	14	4	8	7	13
Operative	0	0	1	2	15	4	19	5	16	3	12	2	36	20
Craft	0	1	1	2	8	6	33	8	30	2	17	2	85	12
Office/Clerical	1	2	0	20	3	85	6	93	4	59	3	32	8	73
Sales	0	0	0	6	9	15	28	36	19	8	12	7	19	11
Technicians	0	0	4	1	6	10	10	7	3	4	9	3	16	5
Professionals	0	0	2	4	11	4	21	10	13	10	9	4	27	14
Managers	0	0	3	1	7	3	34	8	27	6	42	10	90	16
Southeast Iowa														
Service	0	0	0	4	2	23	6	25	2	18	3	12	11	17
Operative	0	0	5	11	10	18	37	21	16	16	9	16	44	18
Craft	0	0	0	0	8	1	32	8	31	8	22	6	96	12
Office/Clerical	0	2	1	17	1	76	9	104	3	51	2	39	3	86
Sales	0	0	2	1	10	11	16	12	12	5	4	5	13	11
Technicians	0	0	3	2	4	8	17	8	15	7	8	6	13	8
Professionals	0	0	4	3	6	4	18	4	18	11	11	7	25	8
Managers	0	0	0	0	8	4	21	12	30	12	35	10	101	15

TABLE G-12

EMPLOYMENT OF MEN AND WOMEN

BY SIZE OF FIRM IN NUMBER OF EMPLOYEES, JOB CATEGORY, AND YEARS OF TOTAL WORK EXPERIENCE

SIZE OF FIRM IN NUMBER OF EMPLOYEES & JOB CATEGORY	LESS THAN ONE YEAR		1-2 YEARS		3-5 YEARS		6-10 YEARS		11-15 YEARS		16-20 YEARS		MORE THAN 20 YEARS	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1-49														
Service	0	0	5	5	2	11	3	15	2	8	1	2	4	2
Operative	0	0	0	0	2	0	3	0	1	0	3	0	7	1
Craft	0	0	1	0	3	0	6	1	13	1	6	0	19	1
Office/Clerical	0	0	0	4	2	17	2	20	3	16	0	5	2	12
Sales	1	0	4	5	17	12	28	13	24	10	16	6	22	10
Technicians	0	0	0	0	2	3	4	1	2	0	2	3	5	0
Professionals	0	0	0	0	2	0	3	1	5	3	1	0	3	3
Managers	0	0	2	1	7	2	23	5	11	0	11	4	29	5
50-99														
Service	0	3	2	7	1	16	2	15	3	9	4	8	2	6
Operative	0	0	0	2	7	2	11	3	13	0	11	2	30	2
Craft	0	1	0	1	2	3	13	7	19	1	7	2	14	1
Office/Clerical	0	0	0	4	4	11	1	26	2	23	0	15	3	16
Sales	0	0	3	4	11	12	23	14	5	5	10	3	10	11
Technicians	0	0	1	2	2	2	6	1	4	3	7	1	5	2
Professionals	0	0	0	0	1	0	3	3	2	1	3	3	7	7
Managers	0	0	1	0	7	1	14	5	15	1	22	2	40	7
100-249														
Service	0	2	2	13	10	30	9	31	3	24	8	12	29	15
Operative	1	0	6	9	18	19	37	14	20	10	17	6	55	15
Craft	0	0	0	2	11	7	41	8	24	6	21	4	101	12
Office/Clerical	0	2	2	32	1	108	9	128	2	64	3	35	6	62
Sales	0	0	0	1	4	11	11	20	13	5	11	7	21	11
Technicians	0	0	0	5	5	3	14	15	7	7	5	5	9	8
Professionals	0	0	1	3	10	7	22	4	18	12	4	5	29	12
Managers	0	0	0	1	5	3	26	11	36	15	34	11	104	19
250-499														
Service	0	0	1	1	8	9	6	13	5	6	2	5	10	9
Operative	0	0	3	1	23	10	25	13	13	10	7	5	13	5
Craft	0	0	1	2	17	7	15	21	16	7	15	4	59	4
Office/Clerical	1	4	2	22	1	65	7	90	3	53	2	25	3	50
Sales	0	0	1	5	2	10	8	16	3	6	4	5	11	9
Technicians	0	0	5	1	5	10	11	8	13	6	3	4	6	4
Professionals	0	0	0	4	9	9	22	10	14	12	12	5	29	9
Managers	0	0	0	0	10	4	26	12	29	6	39	10	98	14
500 and Over														
Service	2	1	3	4	6	11	13	13	3	12	4	7	11	16
Operative	0	0	2	7	14	12	28	20	13	15	9	13	42	26
Craft	0	0	1	1	11	3	29	4	21	5	27	4	90	13
Office/Clerical	0	0	2	12	12	61	15	84	6	52	5	42	8	107
Sales	0	0	0	1	4	1	3	2	3	3	1	1	7	1
Technicians	0	0	4	3	14	10	21	16	13	11	14	7	27	13
Professionals	0	3	5	6	8	12	25	18	27	12	15	8	30	11
Managers	0	0	1	0	1	2	17	9	22	4	25	8	88	17

TABLE G-13

EMPLOYMENT OF MEN AND WOMEN

BY TYPE OF INDUSTRY, JOB CATEGORY, AND YEARS OF EXPERIENCE WITH CURRENT EMPLOYER

TYPE OF INDUSTRY AND JOB CATEGORY	LESS THAN ONE YEAR		1-2 YEARS		3-5 YEARS		6-10 YEARS		11-15 YEARS		16-20 YEARS		MORE THAN 20 YEARS	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Agriculture, Construction														
Service	0	0	1	0	1	0	0	0	0	0	0	0	0	0
Operative	0	0	4	0	3	0	7	0	1	0	0	0	3	0
Craft	0	0	1	0	4	0	3	0	0	0	2	0	2	0
Office/Clerical	0	1	0	13	0	14	0	9	0	1	0	1	0	0
Sales	0	0	0	0	1	0	0	0	0	0	0	0	0	0
Technicians	0	0	2	3	0	0	1	0	0	0	0	0	0	0
Professionals	0	0	4	0	3	2	3	0	2	0	0	0	1	0
Managers	0	0	6	1	5	0	5	0	3	0	2	0	6	0
Manufacturing														
Service	0	5	28	23	12	17	10	22	4	4	2	6	4	3
Operative	10	10	57	60	89	48	51	38	19	19	18	11	16	13
Craft	6	4	47	31	90	21	80	19	41	8	22	4	51	11
Office/Clerical	1	17	6	154	9	107	3	84	5	52	1	26	4	30
Sales	0	2	5	5	5	3	9	4	2	0	4	0	5	0
Technicians	0	5	28	24	23	14	21	9	7	4	4	2	9	3
Professionals	1	0	22	16	27	7	29	10	15	6	12	1	12	4
Managers	2	0	31	1	56	6	54	6	45	8	25	5	45	3
Transportation, Utilities														
Service	0	0	3	2	1	3	2	1	1	0	1	0	1	1
Operative	2	2	21	4	20	1	15	1	3	2	1	0	14	0
Craft	2	0	10	1	14	1	24	3	7	3	14	1	60	2
Office/Clerical	0	1	22	40	8	33	3	42	3	23	1	15	6	28
Sales	0	0	2	6	2	0	4	3	3	2	3	0	6	0
Technicians	0	0	2	2	3	1	3	1	5	0	4	0	9	2
Professionals	0	0	4	1	3	0	7	0	1	6	4	1	11	1
Managers	0	0	2	2	6	8	13	13	12	6	15	8	48	16
Wholesale and Retail Trade														
Service	4	4	11	11	11	8	2	10	2	2	1	0	2	1
Operative	6	1	21	1	16	2	12	1	4	0	3	0	3	2
Craft	0	1	18	10	21	3	20	2	12	2	4	1	9	2
Office/Clerical	1	6	4	54	2	29	1	19	0	19	0	5	0	7
Sales	12	10	56	54	52	31	26	40	12	19	10	6	5	4
Technicians	0	0	6	3	8	0	10	1	7	1	2	1	0	0
Professionals	0	0	7	8	6	1	7	4	3	2	1	0	4	1
Managers	0	1	30	9	31	10	47	2	16	5	12	7	24	4
Finance, Insurance														
Service	0	1	2	2	0	0	0	0	2	0	0	0	0	0
Operative	0	1	6	1	1	0	0	0	0	0	0	0	0	0
Craft	0	0	2	1	2	0	2	0	1	0	0	0	0	0
Office/Clerical	2	21	7	152	3	49	5	37	0	23	1	7	1	13
Sales	0	2	19	10	13	9	14	2	3	0	0	1	4	2
Technicians	1	0	12	1	3	5	11	3	5	2	1	0	3	0
Professionals	1	2	26	1	19	4	17	1	2	2	5	1	3	0
Managers	2	0	16	4	14	2	33	5	16	5	14	2	17	4
Service														
Service	12	24	30	81	8	57	5	36	2	8	0	3	3	6
Operative	1	0	2	1	1	1	3	0	0	0	1	1	1	0
Craft	3	0	7	1	6	1	5	1	1	0	1	0	1	0
Office/Clerical	0	11	5	45	2	37	0	18	0	17	1	5	0	3
Sales	0	1	3	0	0	2	1	0	1	0	1	1	0	1
Technicians	1	1	9	22	8	18	3	17	1	6	3	1	0	2
Professionals	3	9	20	34	15	28	6	13	4	10	1	2	1	5
Managers	1	1	23	7	17	7	23	11	11	4	7	3	6	3

TABLE G-14

EMPLOYMENT OF MEN AND WOMEN

BY SIZE OF COMMUNITY IN POPULATION, JOB CATEGORY, AND YEARS OF EXPERIENCE WITH CURRENT EMPLOYER

SIZE OF COMMUNITY IN POPULATION AND JOB CATEGORY	LESS THAN ONE YEAR		1-2 YEARS		3-5 YEARS		6-10 YEARS		11-15 YEARS		16-20 YEARS		MORE THAN 20 YEARS	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Under 2,500														
Service	0	0	3	7	1	8	0	7	0	0	0	1	1	1
Operative	1	1	3	14	10	10	9	8	1	2	3	0	2	3
Craft	0	3	6	8	9	6	7	8	1	1	1	1	2	4
Office/Clerical	0	0	0	12	0	24	1	5	0	4	1	0	0	0
Sales	0	0	2	1	4	2	0	3	0	0	0	0	0	0
Technicians	0	0	1	3	0	0	2	1	0	0	0	1	0	0
Professionals	0	0	0	0	2	0	2	1	0	0	0	0	0	0
Managers	0	0	5	0	3	3	5	1	3	0	2	1	0	1
2,500-10,000														
Service	0	12	22	36	12	35	3	14	1	3	2	0	1	1
Operative	1	2	24	22	31	8	11	4	1	0	1	1	1	1
Craft	1	1	27	9	30	7	16	2	1	1	3	0	3	1
Office/Clerical	0	5	2	46	3	33	1	34	0	15	0	6	0	6
Sales	0	0	14	6	17	6	14	5	4	3	3	1	2	0
Technicians	1	0	6	10	8	11	3	5	1	4	0	1	2	1
Professionals	1	0	9	9	7	6	7	2	4	7	2	0	3	2
Managers	0	0	12	2	30	1	25	2	9	4	12	2	17	3
Over 10,000														
Service	16	22	50	76	20	42	16	48	10	11	2	8	8	9
Operative	17	11	84	31	89	34	68	28	25	19	19	11	34	11
Craft	10	1	52	27	98	13	111	15	60	11	39	5	118	10
Office/Clerical	4	52	42	400	21	212	10	170	8	116	3	53	11	75
Sales	12	15	69	68	52	37	40	41	17	18	15	7	18	7
Technicians	1	6	52	42	37	27	44	25	24	9	14	2	19	6
Professionals	4	11	74	51	64	36	60	25	23	19	21	5	29	9
Managers	5	2	91	22	96	29	145	34	91	24	61	22	129	26

TABLE G-15

EMPLOYMENT OF MEN AND WOMEN

BY GEOGRAPHIC AREA, JOB CATEGORY, AND YEARS OF EXPERIENCE WITH CURRENT EMPLOYER

GEOGRAPHIC AREA AND JOB CATEGORY	LESS THAN ONE YEAR		1-2 YEARS		3-5 YEARS		6-10 YEARS		11-15 YEARS		16-20 YEARS		MORE THAN 20 YEARS	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Central Iowa														
Service	14	7	20	26	8	17	3	9	1	1	1	2	4	2
Operative	8	2	28	2	17	1	16	1	4	1	6	0	4	0
Craft	2	1	14	8	15	2	15	2	7	2	7	0	14	1
Office/Clerical	3	20	19	117	11	57	3	49	2	29	2	9	2	16
Sales	7	4	36	20	18	7	15	12	5	5	7	0	9	1
Technicians	1	1	17	16	13	6	14	7	10	4	4	0	5	1
Professionals	1	8	30	15	19	11	19	3	6	5	6	1	9	1
Managers	3	1	25	6	24	8	50	12	24	7	21	9	38	9
Southwest Iowa														
Service	0	2	15	12	8	6	2	10	0	2	0	1	1	1
Operative	1	1	13	17	17	8	4	5	0	0	0	0	2	0
Craft	1	0	21	3	16	0	8	1	1	1	1	0	11	0
Office/Clerical	0	1	0	17	3	13	0	18	1	9	0	4	3	1
Sales	0	0	7	1	6	2	6	5	2	1	2	0	1	0
Technicians	0	0	4	8	7	10	1	3	0	0	1	1	3	1
Professionals	0	0	3	3	3	6	2	2	2	3	2	0	3	2
Managers	0	0	9	14	14	3	12	5	5	0	6	0	7	3
Northwest Iowa														
Service	0	11	15	23	8	24	3	9	2	3	2	2	4	0
Operative	3	2	22	14	34	12	21	13	5	4	4	2	6	0
Craft	6	1	14	18	34	13	18	8	12	2	6	2	9	0
Office/Clerical	0	7	6	57	6	48	1	24	0	19	1	7	0	5
Sales	1	2	4	11	3	4	3	8	1	6	2	2	3	0
Technicians	0	0	14	8	5	6	5	8	4	3	0	2	0	0
Professionals	0	1	6	12	14	10	9	7	6	7	3	0	4	3
Managers	0	0	19	1	23	4	24	3	15	4	8	4	18	3
Northeast Iowa														
Service	2	4	15	34	7	10	4	18	3	4	1	0	1	3
Operative	0	0	24	7	28	5	25	4	9	5	7	4	6	11
Craft	0	3	17	11	33	3	54	7	17	0	9	2	44	7
Office/Clerical	1	14	9	140	1	63	5	66	4	35	1	15	4	32
Sales	3	5	20	31	30	19	19	16	7	6	5	3	4	3
Technicians	0	1	12	13	13	6	8	5	5	2	3	0	7	3
Professionals	0	2	28	16	17	9	18	8	6	5	6	2	8	4
Managers	1	0	27	6	35	10	50	5	27	7	20	8	42	8
Southeast Iowa														
Service	0	10	10	24	2	29	7	23	5	4	0	4	0	5
Operative	7	9	24	27	34	26	22	17	9	11	6	6	19	4
Craft	2	0	19	4	39	8	39	7	25	8	20	2	45	7
Office/Clerical	0	15	10	127	3	88	3	52	1	43	0	24	2	27
Sales	1	4	18	12	16	13	11	8	6	3	2	3	3	3
Technicians	1	4	13	10	7	10	21	8	6	4	6	1	6	2
Professionals	4	0	16	14	20	6	21	8	7	6	6	2	8	1
Managers	1	1	28	11	33	8	39	12	32	10	20	4	41	7

TABLE G-16

EMPLOYMENT OF MEN AND WOMEN

BY SIZE OF FIRM IN NUMBER OF EMPLOYEES, JOB CATEGORY, AND YEARS OF EXPERIENCE WITH CURRENT EMPLOYER

SIZE OF FIRM IN NUMBER OF EMPLOYEES & JOB CATEGORY	LESS THAN ONE YEAR		1-2 YEARS		3-5 YEARS		6-10 YEARS		11-15 YEARS		16-20 YEARS		MORE THAN 20 YEARS	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1-49														
Service	3	10	8	17	5	10	0	6	1	0	0	0	0	0
Operative	1	0	7	0	3	1	4	0	0	0	1	0	1	0
Craft	0	0	10	1	9	0	9	1	5	0	8	0	7	1
Office/Clerical	0	3	2	29	3	17	0	12	1	6	1	3	0	4
Sales	2	7	35	15	29	9	23	12	11	10	5	2	7	1
Technicians	0	0	4	6	2	0	5	0	1	1	0	0	3	0
Professionals	0	0	2	2	6	2	3	3	1	0	1	0	1	0
Managers	0	0	17	7	17	1	20	3	7	2	9	1	13	3
50-99														
Service	0	6	9	27	3	16	1	11	1	4	0	0	0	1
Operative	0	2	10	4	23	3	26	1	4	3	3	0	7	0
Craft	0	0	9	4	16	4	10	4	4	2	2	0	5	0
Office/Clerical	0	2	4	35	3	16	2	20	0	15	0	5	1	3
Sales	4	0	17	14	23	18	11	11	3	3	5	2	1	1
Technicians	0	0	3	5	5	3	7	1	6	0	2	2	2	0
Professionals	0	0	3	6	3	2	4	1	3	4	2	0	2	1
Managers	0	0	8	2	19	4	28	1	16	2	10	5	18	2
100-249														
Service	2	9	25	44	12	40	6	24	6	2	4	3	8	5
Operative	9	7	43	24	47	15	25	12	8	4	14	2	8	8
Craft	5	2	28	11	35	6	47	8	18	3	14	3	52	7
Office/Clerical	0	27	8	182	7	86	1	65	2	39	0	12	5	21
Sales	1	3	18	18	16	9	14	15	3	2	5	3	3	5
Technicians	1	2	17	11	8	11	7	12	5	6	1	0	2	1
Professionals	1	2	25	12	17	8	16	5	8	10	7	2	10	4
Managers	2	1	32	6	34	7	43	14	23	12	24	7	45	13
250-499														
Service	2	2	15	12	10	8	3	14	1	3	0	1	1	3
Operative	3	3	33	21	27	10	14	8	5	1	0	1	1	0
Craft	2	1	21	21	40	12	27	8	14	2	4	1	15	0
Office/Clerical	2	19	10	122	2	79	3	43	2	26	0	9	0	11
Sales	5	5	10	23	3	7	4	10	1	5	3	1	3	0
Technicians	1	2	13	14	13	8	12	6	2	1	1	2	1	0
Professionals	2	2	20	20	26	10	23	9	5	4	2	2	8	2
Managers	3	1	33	8	40	12	53	6	37	7	14	8	22	4
500 and Over														
Service	9	7	18	19	3	12	9	14	2	5	0	5	1	2
Operative	6	4	18	18	30	23	19	19	10	13	5	9	20	7
Craft	4	0	17	7	37	4	41	4	21	6	15	2	44	7
Office/Clerical	2	6	20	90	9	71	6	69	3	49	3	30	5	42
Sales	0	0	5	5	2	2	2	1	3	1	0	0	6	0
Technicians	0	2	23	19	17	16	18	12	11	5	10	0	13	6
Professionals	2	7	32	20	21	20	23	10	10	8	11	1	11	4
Managers	0	0	18	1	19	9	31	13	20	5	18	4	48	8

TABLE G-17

EMPLOYMENT OF MEN AND WOMEN

BY TYPE OF INDUSTRY, JOB CATEGORY, AND YEARS OF EXPERIENCE IN PRESENT POSITION

TYPE OF INDUSTRY AND JOB CATEGORY	LESS THAN ONE YEAR		1-2 YEARS		3-5 YEARS		6-10 YEARS		11-15 YEARS		16-20 YEARS		MORE THAN 20 YEARS	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Agriculture, Construction														
Service	0	0	1	0	1	0	0	0	0	0	0	0	0	0
Operative	0	0	4	0	8	0	6	0	0	0	0	0	0	0
Craft	0	0	4	0	4	0	1	0	1	0	1	0	1	0
Office/Clerical	0	3	0	15	0	14	0	4	0	0	0	1	0	0
Sales	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Technicians	0	0	2	3	1	0	0	0	0	0	0	0	0	0
Professionals	2	0	4	0	4	0	3	0	0	0	0	0	0	0
Managers	1	1	11	0	8	0	5	0	0	0	1	0	1	0
Manufacturing														
Service	4	11	28	25	12	18	7	14	2	3	2	7	3	2
Operative	18	17	95	75	78	54	36	29	12	11	13	5	4	7
Craft	12	7	14	40	87	21	71	16	21	5	9	4	22	4
Office/Clerical	1	25	13	217	8	113	4	58	2	34	0	13	1	10
Sales	1	2	12	7	5	3	5	2	2	0	3	0	2	0
Technicians	0	6	46	36	24	8	12	5	6	3	3	0	2	2
Professionals	2	0	46	23	38	9	22	7	4	5	3	0	3	0
Managers	4	1	101	10	80	9	47	3	12	4	6	1	9	1
Transportation, Utilities														
Service	0	0	5	3	1	3	1	1	1	0	1	0	0	0
Operative	3	3	26	4	18	2	13	0	2	1	3	0	10	0
Craft	5	0	29	6	29	2	18	1	17	1	12	1	19	0
Office/Clerical	2	5	30	77	4	36	2	30	4	12	0	8	1	12
Sales	1	2	6	4	3	3	7	1	0	1	1	0	2	0
Technicians	0	0	6	4	4	0	9	1	1	0	3	1	3	0
Professionals	0	1	11	6	9	1	6	0	0	1	3	0	1	0
Managers	0	2	30	29	28	14	22	4	5	2	8	0	3	2
Wholesale and Retail Trade														
Service	4	5	15	10	9	9	1	9	2	2	0	1	2	0
Operative	6	1	28	1	13	2	11	1	3	0	3	1	1	1
Craft	1	1	28	8	23	4	14	3	7	1	4	2	7	2
Office/Clerical	1	9	6	68	1	29	0	16	0	10	0	3	0	2
Sales	20	13	90	66	33	32	18	27	4	16	4	4	3	3
Technicians	1	0	15	3	4	1	9	1	3	0	1	1	0	0
Professionals	0	1	14	11	5	0	5	4	3	0	0	0	1	0
Managers	7	7	87	14	31	7	23	2	4	2	3	1	4	3
Finance, Insurance														
Service	0	1	2	2	0	0	1	0	1	0	0	0	0	0
Operative	0	1	7	1	0	0	0	0	0	0	0	0	0	0
Craft	0	0	2	1	2	0	2	0	1	0	0	0	0	0
Office/Clerical	2	30	9	177	5	43	3	34	0	9	0	2	0	6
Sales	0	3	23	12	15	5	9	3	3	2	0	0	3	1
Technicians	1	1	19	6	7	2	8	2	1	0	0	0	0	0
Professionals	2	4	40	5	18	2	10	0	0	0	3	0	0	0
Managers	2	1	40	13	31	2	31	5	6	0	1	1	0	0
Service														
Service	12	27	30	87	9	52	4	34	1	5	1	3	3	4
Operative	1	0	2	2	1	1	4	0	1	0	0	0	0	0
Craft	3	0	9	1	7	2	3	0	1	0	1	0	0	0
Office/Clerical	2	18	4	58	1	34	0	12	0	10	0	2	0	3
Sales	0	2	3	1	1	0	1	1	1	0	0	1	0	0
Technicians	2	3	11	26	10	16	1	17	1	4	0	1	0	0
Professionals	4	10	23	48	16	23	2	13	3	4	1	0	1	3
Managers	2	4	43	19	22	3	13	8	3	2	4	0	1	0

TABLE G-18

EMPLOYMENT OF MEN AND WOMEN

BY SIZE OF COMMUNITY IN POPULATION, JOB CATEGORY, AND YEARS OF EXPERIENCE IN PRESENT POSITION

SIZE OF COMMUNITY IN POPULATION AND JOB CATEGORY	LESS THAN ONE YEAR		1-2 YEARS		3-5 YEARS		6-10 YEARS		11-15 YEARS		16-20 YEARS		MORE THAN 20 YEARS	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Under 2,500														
Service	0	1	3	8	1	11	0	2	0	0	0	2	1	0
Operative	0	1	10	16	6	11	8	5	3	2	1	1	1	2
Craft	1	3	11	9	8	6	4	7	1	1	1	1	0	4
Office/Clerical	0	0	0	17	0	20	1	4	1	4	0	0	0	0
Sales	0	0	5	2	1	2	0	2	0	0	0	0	0	0
Technicians	0	0	2	4	1	0	0	0	0	1	0	0	0	0
Professionals	0	0	2	1	1	0	1	0	0	0	0	0	0	0
Managers	0	0	10	3	6	2	2	0	0	0	0	1	0	0
2,500-10,000														
Service	1	14	23	41	10	30	2	13	0	1	3	1	1	0
Operative	1	3	32	24	27	8	7	3	1	0	2	0	0	1
Craft	1	1	43	12	22	7	13	0	1	1	0	0	1	0
Office/Clerical	0	6	3	68	3	30	0	22	0	12	0	3	0	3
Sales	1	0	30	11	11	2	8	4	1	3	2	1	1	0
Technicians	1	0	10	19	6	4	2	6	1	3	0	0	1	0
Professionals	2	1	13	14	13	5	3	2	1	3	0	0	1	1
Managers	0	0	42	3	39	3	13	7	5	1	2	0	4	0
Over 10,000														
Service	19	29	55	78	21	41	12	43	7	9	1	8	6	6
Operative	27	18	120	43	85	40	55	22	14	10	16	5	14	5
Craft	19	4	132	35	122	16	92	13	46	5	26	6	48	2
Office/Clerical	8	84	59	527	16	219	8	128	5	59	0	26	2	30
Sales	21	22	100	77	45	39	32	28	9	16	6	4	9	4
Technicians	3	10	87	55	43	23	37	20	11	3	7	3	4	2
Professionals	8	15	123	78	76	30	44	22	9	7	10	0	5	2
Managers	16	16	260	79	155	30	126	15	25	9	21	2	14	6

TABLE G-19

EMPLOYMENT OF MEN AND WOMEN

BY GEOGRAPHIC AREA, JOB CATEGORY, AND YEARS OF EXPERIENCE IN PRESENT POSITION

GEOGRAPHIC AREA AND JOB CATEGORY	LESS THAN ONE YEAR		1-2 YEARS		3-5 YEARS		6-10 YEARS		11-15 YEARS		16-20 YEARS		MORE THAN 20 YEARS	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Central Iowa														
Service	14	10	22	24	8	15	2	10	1	1	0	1	4	1
Operative	9	2	34	3	15	1	16	0	4	1	5	0	0	0
Craft	2	1	24	9	16	4	11	1	7	0	6	0	8	1
Office/Clerical	5	30	24	152	9	52	3	40	0	11	0	3	0	6
Sales	11	8	45	19	15	5	16	12	3	3	3	0	4	0
Technicians	2	2	31	20	14	7	14	5	1	1	1	0	1	0
Professionals	2	10	45	23	20	8	17	2	4	0	1	0	1	1
Managers	7	9	79	25	42	9	40	5.	8	3	6	0	2	0
Southwest Iowa														
Service	0	2	18	14	6	8	1	7	0	2	0	1	0	0
Operative	1	1	18	18	13	8	4	4	0	0	0	0	1	0
Craft	1	0	28	3	17	1	4	0	2	1	2	0	5	0
Office/Clerical	0	1	3	29	3	14	0	12	0	6	0	1	1	0
Sales	0	0	12	3	6	2	4	3	1	1	1	0	0	0
Technicians	0	1	6	11	6	7	2	4	0	0	0	0	2	0
Professionals	0	1	6	5	5	6	1	3	1	1	0	0	2	0
Managers	0	0	24	5	16	2	7	4	3	0	3	0	0	0
Northwest Iowa														
Service	2	13	15	23	7	22	1	7	2	3	2	2	4	0
Operative	4	4	33	20	31	11	19	7	4	3	2	2	1	0
Craft	7	2	30	23	26	10	24	6	7	0	1	2	4	0
Office/Clerical	1	8	9	82	2	43	1	13	1	14	0	5	0	2
Sales	1	2	7	13	4	6	1	4	1	6	1	2	2	0
Technicians	0	1	17	14	5	3	5	5	1	3	0	1	0	0
Professionals	0	1	18	22	12	8	9	5	2	3	1	0	0	1
Managers	3	0	53	7	30	5	10	2	1	3	5	1	5	1
Northeast Iowa														
Service	2	4	17	36	7	12	4	18	2	1	1	2	0	1
Operative	3	0	38	9	25	9	20	7	6	3	5	2	1	6
Craft	3	5	51	11	43	4	35	8	15	1	7	3	18	1
Office/Clerical	1	24	13	172	3	75	4	51	4	19	0	8	0	13
Sales	8	8	38	35	21	18	11	13	4	6	2	1	3	2
Technicians	1	1	21	16	11	6	7	3	5	1	1	0	2	2
Professionals	3	2	38	20	24	8	10	9	1	4	5	0	2	1
Managers	2	2	77	23	58	6	45	4	10	3	4	2	5	4
Southeast Iowa														
Service	2	15	9	30	4	25	6	16	2	3	1	5	0	4
Operative	11	15	39	33	34	30	11	12	4	5	7	2	12	2
Craft	8	0	53	10	50	10	35	5	17	5	11	2	14	4
Office/Clerical	1	27	13	177	2	85	1	38	1	25	0	12	1	12
Sales	2	4	33	20	11	12	8	2	1	3	1	2	1	2
Technicians	1	5	24	17	14	4	11	9	5	2	5	2	0	0
Professionals	5	2	31	23	29	5	11	5	2	2	3	0	1	0
Managers	4	5	79	25	54	13	39	7	8	1	5	0	6	1

TABLE G-20

EMPLOYMENT OF MEN AND WOMEN

BY SIZE OF FIRM IN NUMBER OF EMPLOYEES, JOB CATEGORY, AND YEARS OF EXPERIENCE IN PRESENT POSITION

SIZE OF FIRM IN NUMBER OF EMPLOYEES & JOB CATEGORY	LESS THAN ONE YEAR		1-2 YEARS		3-5 YEARS		6-10 YEARS		11-15 YEARS		16-20 YEARS		MORE THAN 20 YEARS	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1-49														
Service	3	11	9	16	4	6	0	8	1	0	0	0	0	0
Operative	0	0	8	0	4	1	4	0	1	0	0	0	0	0
Craft	1	0	19	0	8	1	7	1	9	1	2	0	2	0
Office/Clerical	1	7	2	37	2	13	0	6	2	3	0	3	0	4
Sales	3	8	56	20	22	10	18	8	6	8	1	1	6	1
Technicians	0	0	7	7	1	0	4	0	0	0	2	0	1	0
Professionals	0	0	4	2	6	1	3	2	0	0	0	0	1	0
Managers	4	3	43	8	18	3	12	1	1	1	3	0	1	0
50-99														
Service	0	8	11	29	2	17	0	9	1	1	0	0	0	1
Operative	0	0	17	5	25	3	25	0	3	3	2	0	1	0
Craft	1	2	18	5	12	4	7	4	3	1	3	0	2	0
Office/Clerical	0	2	7	56	2	10	0	15	1	11	0	1	0	1
Sales	7	1	34	22	13	13	6	9	2	2	2	1	0	0
Technicians	1	0	9	7	3	3	7	0	3	1	1	0	1	0
Professionals	0	0	8	8	3	3	4	1	1	2	0	0	1	0
Managers	2	1	45	6	26	3	20	4	3	1	1	1	2	0
100-249														
Service	4	12	26	49	12	38	6	18	3	2	4	3	7	3
Operative	12	7	66	31	36	17	20	8	6	3	11	2	1	5
Craft	9	3	60	17	45	6	37	4	17	2	10	3	19	5
Office/Clerical	0	38	17	221	3	85	2	50	0	22	0	5	1	8
Sales	3	4	26	22	15	10	10	9	2	4	2	2	1	3
Technicians	1	4	24	16	6	7	6	11	2	4	0	0	2	0
Professionals	4	3	37	23	24	7	10	5	2	4	6	0	1	1
Managers	3	2	75	30	61	8	36	10	14	4	8	0	5	5
250-499														
Service	2	4	16	13	12	7	0	12	1	3	0	2	1	2
Operative	7	5	40	21	22	11	11	6	2	1	0	0	1	0
Craft	2	2	42	24	41	11	18	5	7	1	3	2	10	0
Office/Clerical	2	27	12	151	1	75	3	29	1	15	0	4	0	7
Sales	8	7	10	21	5	8	1	8	0	5	3	1	2	0
Technicians	1	2	22	18	14	6	3	5	2	0	0	2	1	0
Professionals	3	3	36	26	29	8	13	8	4	3	1	0	0	1
Managers	6	7	85	22	58	11	40	2	6	1	3	2	5	1
500 and Over														
Service	11	9	19	20	2	14	8	11	1	4	0	6	0	0
Operative	9	10	31	26	31	27	10	16	6	5	6	4	12	3
Craft	8	1	47	10	46	7	40	6	12	2	9	2	16	1
Office/Clerical	5	16	24	147	11	86	4	54	2	24	0	16	1	13
Sales	1	2	9	5	2	2	5	0	0	0	0	0	1	0
Technicians	1	4	37	30	26	11	19	10	5	2	4	1	0	2
Professionals	3	10	53	34	27	16	18	8	3	1	3	0	3	1
Managers	1	3	64	19	37	10	33	5	6	3	8	0	5	0

TABLE G-21

EMPLOYMENT OF MEN AND WOMEN

BY TYPE OF INDUSTRY, INCOME, AND YEARS OF TOTAL WORK EXPERIENCE

TYPE OF INDUSTRY AND INCOME	LESS THAN ONE YEAR		1-2 YEARS		3-5 YEARS		6-10 YEARS		11-15 YEARS		16-20 YEARS		MORE THAN 20 YEARS	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Agriculture, Construction														
Under $5,000	0	0	0	0	0	2	0	1	0	1	0	0	0	0
$ 5,000-$ 7,499	0	0	0	2	2	9	0	8	1	5	1	1	1	1
$ 7,500-$ 9,999	0	0	0	0	1	0	3	2	2	4	3	2	3	4
$10,000-$12,499	0	0	0	0	2	0	2	0	3	2	3	0	3	1
$12,500-$14,999	0	0	0	0	4	0	2	0	3	0	0	0	2	0
$15,000-$17,499	0	0	1	0	0	0	0	0	1	0	2	0	2	0
$17,500-$19,999	0	0	0	0	1	0	1	0	0	0	2	0	4	0
$20,000 or Over	0	0	0	0	0	0	4	0	4	0	7	0	11	0
Manufacturing														
Under $5,000	1	2	3	22	8	55	8	57	0	25	3	20	4	27
$ 5,000-$ 7,499	2	1	4	27	25	88	38	117	11	77	10	47	28	82
$ 7,500-$ 9,999	0	0	6	5	40	28	61	74	34	58	35	41	74	96
$10,000-$12,499	0	1	7	1	29	10	83	27	50	20	37	27	136	38
$12,500-$14,999	0	0	3	0	14	0	36	6	57	7	34	6	122	20
$15,000-$17,499	0	0	2	0	3	0	16	0	27	0	29	2	65	4
$17,500-$19,999	0	0	0	0	1	0	5	0	13	1	16	1	35	0
$20,000 or Over	0	0	0	0	1	0	0	0	9	0	11	0	53	2
Transportation, Utilities														
Under $5,000	0	0	0	0	0	2	0	1	1	2	0	0	1	1
$ 5,000-$ 7,499	0	0	0	3	5	7	4	13	1	5	1	6	2	1
$ 7,500-$ 9,999	0	0	0	4	13	12	12	30	4	16	1	8	8	18
$10,000-$12,499	1	0	0	1	5	8	18	17	7	15	11	9	29	34
$12,500-$14,999	0	0	2	0	2	2	21	10	19	11	15	4	55	19
$15,000-$17,499	0	0	1	0	1	1	9	3	10	3	15	3	47	6
$17,500-$19,999	0	0	0	0	0	0	3	0	8	2	9	1	48	8
$20,000 or Over	0	0	0	1	0	0	3	0	4	2	9	0	42	0
Wholesale and Retail Trade														
Under $5,000	0	0	9	17	9	51	11	49	1	39	1	27	10	37
$ 5,000-$ 7,499	0	1	6	7	18	25	22	44	7	14	6	17	13	32
$ 7,500-$ 9,999	1	0	2	0	19	11	34	13	19	14	9	10	26	22
$10,000-$12,499	0	0	0	1	16	2	44	7	26	5	15	3	32	6
$12,500-$14,999	0	0	1	0	4	0	21	2	20	2	19	1	27	1
$15,000-$17,499	0	0	0	0	0	0	7	0	10	0	18	1	29	0
$17,500-$19,999	0	0	0	0	0	0	6	1	8	0	4	0	15	0
$20,000 or Over	0	0	0	0	2	0	7	0	7	0	15	0	27	2
Finance, Insurance														
Under $5,000	1	0	2	18	2	40	4	16	0	4	0	3	1	3
$ 5,000-$ 7,499	1	0	1	17	5	68	13	75	3	32	0	13	7	19
$ 7,500-$ 9,999	0	0	1	0	11	1	18	10	14	17	3	8	6	19
$10,000-$12,499	0	0	1	0	8	0	25	3	8	0	10	3	13	4
$12,500-$14,999	0	0	0	0	1	0	12	0	9	0	7	0	19	1
$15,000-$17,499	0	0	0	0	0	0	4	0	6	1	7	0	27	1
$17,500-$19,999	0	0	0	0	0	0	1	0	0	0	6	1	12	0
$20,000 or Over	0	0	0	0	3	0	2	0	6	0	8	0	32	1
Service														
Under $5,000	1	5	8	33	9	56	7	61	2	33	1	20	4	19
$ 5,000-$ 7,499	0	3	0	9	9	41	14	70	6	40	4	26	21	41
$ 7,500-$ 9,999	0	2	0	2	8	12	9	14	12	14	3	7	15	21
$10,000-$12,499	0	0	3	4	7	4	7	15	9	7	5	5	16	8
$12,500-$14,999	0	0	0	0	2	2	6	2	6	1	1	4	10	4
$15,000-$17,499	0	0	0	0	2	0	1	1	4	2	1	2	11	3
$17,500-$19,999	0	0	0	0	0	0	3	0	1	0	7	0	4	0
$20,000 or Over	0	0	0	0	0	0	3	0	6	0	7	0	23	0

TABLE G-22

EMPLOYMENT OF MEN AND WOMEN

BY SIZE OF COMMUNITY IN POPULATION, INCOME, AND YEARS OF TOTAL WORK EXPERIENCE

SIZE OF COMMUNITY IN POPULATION AND INCOME	LESS THAN ONE YEAR		1-2 YEARS		3-5 YEARS		6-10 YEARS		11-15 YEARS		16-20 YEARS		MORE THAN 20 YEARS	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Under 2,500														
Under $5,000	2	0	1	12	1	17	2	23	0	15	0	16	2	18
$ 5,000-$ 7,499	0	0	0	8	3	17	8	20	3	10	1	8	5	12
$ 7,500-$ 9,999	0	0	1	0	8	2	7	5	1	6	5	1	6	1
$10,000-$12,499	0	0	0	0	6	0	8	0	8	0	1	2	13	2
$12,500-$14,999	0	0	0	0	0	0	0	0	1	0	1	0	5	1
$15,000-$17,499	0	0	0	0	0	0	0	0	0	0	1	0	1	0
$17,500-$19,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0
$20,000 or Over	0	0	0	0	0	0	0	0	1	0	0	0	3	0
2,500-10,000														
Under $5,000	0	4	1	13	4	54	7	39	0	15	2	13	0	8
$ 5,000-$ 7,499	2	0	1	7	15	41	22	55	7	33	8	16	14	30
$ 7,500-$ 9,999	0	0	4	1	22	5	30	14	25	19	18	10	26	25
$10,000-$12,499	0	0	2	0	14	0	28	5	15	2	14	3	29	10
$12,500-$14,999	0	0	1	0	2	0	12	0	13	0	11	2	23	1
$15,000-$17,499	0	0	0	0	1	0	5	0	7	1	13	0	17	0
$17,500-$19,999	0	0	0	0	0	0	3	0	3	0	2	0	6	0
$20,000 or Over	0	0	0	0	0	0	2	0	0	0	7	0	14	0
Over 10,000														
Under $5,000	2	2	20	65	23	135	21	123	4	74	3	41	18	61
$ 5,000-$ 7,499	0	6	10	50	46	180	61	252	19	130	13	86	53	134
$ 7,500-$ 9,999	1	2	4	10	62	57	100	124	59	98	31	65	100	154
$10,000-$12,499	1	1	9	7	47	24	143	64	80	47	66	42	187	79
$12,500-$14,999	0	0	5	0	25	4	86	20	100	21	64	13	207	43
$15,000-$17,499	0	0	4	0	6	1	32	4	51	5	58	8	163	14
$17,500-$19,999	0	0	0	0	1	0	16	1	27	3	42	3	112	8
$20,000 or Over	0	0	0	1	6	0	17	0	35	2	50	0	171	5

TABLE G-23

EMPLOYMENT OF MEN AND WOMEN

BY GEOGRAPHIC AREA, INCOME, AND YEARS OF TOTAL WORK EXPERIENCE

GEOGRAPHIC AREA AND INCOME	LESS THAN ONE YEAR		1-2 YEARS		3-5 YEARS		6-10 YEARS		11-15 YEARS		16-20 YEARS		MORE THAN 20 YEARS	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Central Iowa														
Under $5,000	1	1	12	19	6	39	7	44	2	21	3	11	9	12
$ 5,000-$ 7,499	0	3	1	18	24	54	24	71	9	32	4	19	22	37
$ 7,500-$ 9,999	1	2	1	2	24	15	36	24	17	20	8	14	14	26
$10,000-$12,499	0	0	1	6	15	5	37	19	18	10	16	5	45	11
$12,500-$14,999	0	0	1	0	6	1	18	8	22	6	18	2	41	11
$15,000-$17,499	0	0	1	0	3	0	8	1	14	1	14	3	39	4
$17,500-$19,999	0	0	0	0	0	0	5	0	6	2	9	0	33	3
$20,000 or Over	0	0	0	1	3	0	7	0	11	0	23	0	62	1
Southwest Iowa														
Under $5,000	0	0	1	7	2	12	1	9	0	7	0	4	1	4
$ 5,000-$ 7,499	2	0	1	5	7	14	16	24	6	17	3	13	12	14
$ 7,500-$ 9,999	0	0	1	0	10	3	20	10	18	14	12	10	15	17
$10,000-$12,499	1	0	0	0	7	1	7	6	7	4	10	3	20	7
$12,500-$14,999	0	0	0	0	1	0	4	1	5	0	3	2	14	1
$15,000-$17,499	0	0	0	0	0	0	5	0	3	0	4	0	16	0
$17,500-$19,999	0	0	0	0	0	0	1	0	1	0	1	0	5	0
$20,000 or Over	0	0	0	0	0	0	0	0	1	0	4	0	10	0
Northwest Iowa														
Under $5,000	4	0	2	16	5	44	7	44	0	25	0	18	3	16
$ 5,000-$ 7,499	1	0	2	10	13	39	15	52	2	39	4	17	12	22
$ 7,500-$ 9,999	0	0	2	2	18	9	16	32	6	11	14	6	31	21
$10,000-$12,499	0	0	5	0	19	3	29	3	19	9	13	6	36	10
$12,500-$14,999	0	0	0	0	5	0	11	1	19	2	13	0	37	3
$15,000-$17,499	0	0	0	0	2	1	4	0	10	1	12	0	28	1
$17,500-$19,999	0	0	0	0	0	0	2	0	3	0	5	1	10	1
$20,000 or Over	0	0	0	0	0	0	1	0	5	0	2	0	14	0
Northeast Iowa														
Under $5,000	1	2	6	30	8	57	9	54	2	28	2	20	2	28
$ 5,000-$ 7,499	0	1	3	13	15	66	18	89	4	38	4	20	12	47
$ 7,500-$ 9,999	0	0	1	2	19	16	30	24	21	36	11	24	36	56
$10,000-$12,499	0	1	2	1	13	3	48	24	31	7	22	7	59	20
$12,500-$14,999	0	0	3	0	9	2	35	4	23	9	25	5	79	18
$15,000-$17,499	0	0	2	0	1	0	13	0	18	1	18	1	50	7
$17,500-$19,999	0	0	0	0	1	0	7	0	11	0	16	1	26	1
$20,000 or Over	0	0	0	0	2	0	5	0	10	0	18	0	50	4
Southeast Iowa														
Under $5,000	1	0	1	18	7	54	6	34	0	23	0	17	5	27
$ 5,000-$ 7,499	1	0	4	19	5	65	18	91	8	47	7	41	14	56
$ 7,500-$ 9,999	0	0	4	5	21	21	35	53	23	42	9	22	36	60
$10,000-$12,499	0	0	3	0	13	12	58	17	28	19	20	26	68	43
$12,500-$14,999	0	0	2	0	6	1	30	6	45	4	17	6	64	12
$15,000-$17,499	0	0	1	0	1	0	7	3	13	3	24	4	48	2
$17,500-$19,999	0	0	0	0	0	0	4	1	9	1	13	1	44	3
$20,000 or Over	0	0	0	0	1	0	6	0	9	2	10	0	52	0

TABLE G-24

EMPLOYMENT OF MEN AND WOMEN

BY SIZE OF FIRM IN NUMBER OF EMPLOYEES, INCOME, AND YEARS OF TOTAL WORK EXPERIENCE

SIZE OF FIRM IN NUMBER OF EMPLOYEES AND INCOME	LESS THAN ONE YEAR		1-2 YEARS		3-5 YEARS		6-10 YEARS		11-15 YEARS		16-20 YEARS		MORE THAN 20 YEARS	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1-49														
Under $5,000	0	0	5	9	5	27	3	26	1	15	0	8	2	11
$ 5,000-$ 7,499	0	0	4	6	5	18	9	20	6	13	3	8	4	7
$ 7,500-$ 9,999	1	0	1	0	12	2	18	6	18	9	5	4	11	10
$10,000-$12,499	0	0	0	1	10	0	23	4	11	4	9	2	14	4
$12,500-$14,999	0	0	1	0	5	0	10	1	12	0	6	0	18	2
$15,000-$17,499	0	0	1	0	0	0	4	0	7	0	9	0	21	0
$17,500-$19,999	0	0	0	0	0	0	1	1	2	0	2	0	9	1
$20,000 or Over	0	0	0	0	2	0	5	0	9	0	6	0	19	2
50-99														
Under $5,000	4	0	4	15	1	28	6	30	1	13	1	12	0	8
$ 5,000-$ 7,499	0	0	1	5	9	13	3	33	1	17	1	13	2	14
$ 7,500-$ 9,999	0	0	0	1	10	8	12	10	8	13	6	10	9	21
$10,000-$12,499	0	0	1	0	8	0	28	9	17	3	12	4	27	7
$12,500-$14,999	0	0	1	0	4	2	14	2	11	3	17	2	30	4
$15,000-$17,499	0	0	0	0	1	0	7	0	12	0	18	0	22	0
$17,500-$19,999	0	0	0	0	0	0	5	0	5	0	6	0	14	1
$20,000 or Over	0	0	0	0	2	0	3	0	0	0	9	0	14	1
100-249														
Under $5,000	0	3	7	40	7	93	6	74	1	45	1	34	5	40
$ 5,000-$ 7,499	2	1	2	24	20	88	35	126	9	54	10	29	38	47
$ 7,500-$ 9,999	0	0	2	3	18	13	51	31	24	33	19	19	54	50
$10,000-$12,499	1	1	0	0	14	2	46	10	24	11	24	8	95	20
$12,500-$14,999	0	0	0	0	5	0	27	3	41	4	17	2	79	9
$15,000-$17,499	0	0	0	0	3	1	7	2	12	3	9	1	37	3
$17,500-$19,999	0	0	0	0	0	0	4	0	8	0	9	1	30	2
$20,000 or Over	0	0	0	0	0	0	7	0	9	2	19	0	52	1
250-499														
Under $5,000	1	1	3	18	9	38	11	47	1	27	1	12	10	21
$ 5,000-$ 7,499	0	3	1	15	17	69	23	95	6	47	5	25	15	47
$ 7,500-$ 9,999	0	0	4	3	24	15	30	35	23	32	11	17	32	25
$10,000-$12,499	0	0	6	0	20	6	31	11	26	9	18	10	48	11
$12,500-$14,999	0	0	0	0	5	0	18	2	22	4	15	0	44	4
$15,000-$17,499	0	0	0	0	1	0	3	1	8	2	12	5	29	4
$17,500-$19,999	0	0	0	0	0	0	3	0	5	0	11	1	17	0
$20,000 or Over	0	0	0	0	0	0	2	0	8	0	14	0	53	1
500 and Over														
Under $5,000	1	0	3	8	6	20	4	8	0	4	2	4	3	7
$ 5,000-$ 7,499	0	2	3	15	13	50	21	53	7	42	3	35	13	61
$ 7,500-$ 9,999	0	2	2	4	27	26	26	61	12	36	13	26	26	74
$10,000-$12,499	0	0	4	6	14	16	51	35	25	22	18	23	45	49
$12,500-$14,999	0	0	4	0	8	2	29	12	28	10	21	11	64	26
$15,000-$17,499	0	0	3	0	2	0	16	1	19	1	24	2	72	7
$17,500-$19,999	0	0	0	0	1	0	6	0	10	3	16	1	48	4
$20,000 or Over	0	0	0	1	2	0	2	0	10	0	9	0	50	0

TABLE G-25

EMPLOYMENT OF MEN AND WOMEN

BY TYPE OF INDUSTRY, INCOME, AND YEARS OF EXPERIENCE WITH CURRENT EMPLOYER

TYPE OF INDUSTRY AND INCOME	LESS THAN ONE YEAR		1-2 YEARS		3-5 YEARS		6-10 YEARS		11-15 YEARS		16-20 YEARS		MORE THAN 20 YEARS	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Agriculture, Construction														
Under $5,000	0	0	0	1	0	3	0	0	0	0	0	0	0	0
$ 5,000-$ 7,499	1	0	4	11	1	9	0	5	0	0	0	0	0	0
$ 7,500-$ 9,999	0	0	3	4	2	5	3	2	1	0	2	1	1	0
$10,000-$12,499	0	0	6	1	1	0	3	1	1	1	0	0	2	0
$12,500-$14,999	0	0	4	0	4	0	1	0	0	0	0	0	1	0
$15,000-$17,499	0	0	1	0	2	0	3	0	1	0	0	0	0	0
$17,500-$19,999	0	0	0	0	1	0	3	0	0	0	0	0	3	0
$20,000 or Over	0	0	1	0	6	0	8	0	4	0	2	0	5	0
Manufacturing														
Under $5,000	2	21	12	87	9	43	2	30	0	11	0	4	1	12
$ 5,000-$ 7,499	7	16	50	145	33	113	20	81	3	39	4	21	1	23
$ 7,500-$ 9,999	11	9	65	75	89	69	31	69	15	35	13	24	25	21
$10,000-$12,499	3	3	49	18	95	30	96	32	37	22	22	7	43	12
$12,500-$14,999	1	0	32	5	63	6	73	4	37	9	20	3	39	12
$15,000-$17,499	1	0	18	0	33	0	35	0	23	2	16	1	16	3
$17,500-$19,999	1	0	6	0	11	1	11	0	18	0	9	1	14	0
$20,000 or Over	1	0	8	0	5	0	15	1	15	0	9	0	21	1
Transportation, Utilities														
Under $5,000	0	0	2	2	0	3	0	1	0	0	0	0	0	0
$ 5,000-$ 7,499	0	1	9	19	2	7	1	4	1	3	0	1	0	0
$ 7,500-$ 9,999	2	1	20	22	8	20	2	25	1	9	1	5	4	6
$10,000-$12,499	2	1	14	8	18	9	11	17	5	16	3	11	19	22
$12,500-$14,999	0	0	11	5	18	4	28	11	8	9	10	6	39	11
$15,000-$17,499	0	0	8	0	9	2	14	5	3	1	11	2	38	6
$17,500-$19,999	0	0	1	0	3	1	10	1	11	3	5	1	38	5
$20,000 or Over	0	0	2	1	2	1	8	0	6	1	14	0	26	0
Wholesale and Retail Trade														
Under $5,000	6	17	22	83	9	38	1	37	2	25	0	11	1	9
$ 5,000-$ 7,499	6	7	36	52	21	28	5	31	3	12	2	5	0	6
$ 7,500-$ 9,999	6	0	38	16	37	17	15	14	7	13	0	6	8	4
$10,000-$12,499	2	0	32	4	39	5	31	6	19	5	7	1	4	3
$12,500-$14,999	1	0	16	2	20	3	29	1	11	0	6	0	9	0
$15,000-$17,499	2	0	7	0	4	0	22	0	10	0	10	1	9	0
$17,500-$19,999	0	0	1	0	10	1	12	0	4	0	2	0	4	0
$20,000 or Over	0	0	2	0	9	0	17	0	7	2	7	0	16	0
Finance, Insurance														
Under $5,000	1	12	6	64	1	4	0	1	0	1	0	1	1	2
$ 5,000-$ 7,499	3	15	16	105	3	54	5	31	1	14	0	3	0	4
$ 7,500-$ 9,999	3	0	32	2	7	8	8	14	2	15	1	6	0	10
$10,000-$12,499	0	0	18	1	20	1	22	3	2	2	3	1	0	2
$12,500-$14,999	0	0	6	0	7	0	23	0	5	0	4	0	3	1
$15,000-$17,499	0	0	5	0	5	1	11	0	8	0	6	1	9	0
$17,500-$19,999	0	0	1	0	3	1	3	0	2	0	4	0	6	0
$20,000 or Over	0	0	6	0	10	0	11	0	9	0	5	0	10	1
Service														
Under $5,000	9	35	15	98	4	59	3	23	1	8	0	2	0	3
$ 5,000-$ 7,499	5	5	29	67	9	66	7	53	1	24	0	4	3	10
$ 7,500-$ 9,999	6	6	18	12	14	17	4	17	1	7	4	9	0	4
$10,000-$12,499	0	2	18	16	11	12	8	4	2	5	6	1	2	3
$12,500-$14,999	1	0	10	2	4	1	5	4	2	2	1	0	2	4
$15,000-$17,499	0	1	6	3	3	2	5	1	2	1	1	0	2	0
$17,500-$19,999	0	0	3	0	5	0	4	0	2	0	0	0	1	0
$20,000 or Over	0	0	2	0	10	0	12	0	9	0	4	0	2	0

TABLE G-26

EMPLOYMENT OF MEN AND WOMEN

BY SIZE OF COMMUNITY IN POPULATION, INCOME, AND YEARS OF EXPERIENCE WITH CURRENT EMPLOYER

SIZE OF COMMUNITY IN POPULATION AND INCOME	LESS THAN ONE YEAR		1-2 YEARS		3-5 YEARS		6-10 YEARS		11-15 YEARS		16-20 YEARS		MORE THAN 20 YEARS	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Under 2,500														
Under $5,000	0	4	3	28	2	25	1	24	0	8	0	3	0	11
$ 5,000-$ 7,499	0	0	7	21	8	38	5	12	0	2	0	0	0	2
$ 7,500-$ 9,999	1	0	6	2	11	6	6	5	1	1	0	1	3	0
$10,000-$12,499	0	0	2	0	9	0	16	1	2	1	3	1	5	1
$12,500-$14,999	0	0	0	0	1	0	2	0	2	0	2	0	0	1
$15,000-$17,499	0	0	1	0	0	0	0	0	0	0	1	0	0	0
$17,500-$19,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0
$20,000 or Over	0	0	2	0	0	0	0	0	1	0	1	0	0	0
2,500-10,000														
Under $5,000	0	0	6	61	7	43	1	17	0	7	0	1	0	7
$ 5,000-$ 7,499	0	0	36	55	21	55	7	39	1	13	2	6	0	7
$ 7,500-$ 9,999	0	0	45	22	43	19	19	12	7	11	3	3	5	3
$10,000-$12,499	0	0	21	6	39	4	27	1	4	4	7	2	3	0
$12,500-$14,999	0	0	11	1	19	0	17	1	5	1	4	0	6	0
$15,000-$17,499	0	0	5	0	19	1	7	0	1	0	6	0	5	0
$17,500-$19,999	0	0	2	0	1	0	4	0	3	0	0	0	4	0
$20,000 or Over	0	0	0	0	2	0	9	0	4	0	2	0	6	0
Over 10,000														
Under $5,000	18	64	48	246	14	82	4	51	3	30	0	14	3	15
$ 5,000-$ 7,499	19	39	101	323	40	184	26	154	8	77	4	28	4	34
$ 7,500-$ 9,999	23	16	125	107	103	111	38	124	19	67	18	47	30	38
$10,000-$12,499	6	6	114	42	136	53	128	61	60	46	31	18	62	38
$12,500-$14,999	3	0	68	13	96	14	140	19	56	19	35	9	87	27
$15,000-$17,499	3	1	39	3	37	4	83	6	46	4	37	5	69	9
$17,500-$19,999	1	0	10	0	32	4	39	1	34	3	20	2	62	5
$20,000 or Over	1	0	19	1	40	1	62	1	45	3	38	0	74	2

TABLE G-27

EMPLOYMENT OF MEN AND WOMEN

BY GEOGRAPHIC AREA, INCOME, AND YEARS OF EXPERIENCE WITH CURRENT EMPLOYER

GEOGRAPHIC AREA AND INCOME	LESS THAN ONE YEAR		1-2 YEARS		3-5 YEARS		6-10 YEARS		11-15 YEARS		16-20 YEARS		MORE THAN 20 YEARS	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Central Iowa														
Under $5,000	13	26	16	67	7	33	2	13	2	7	0	1	0	0
$ 5,000-$ 7,499	13	16	40	108	19	43	7	37	2	15	0	4	3	10
$ 7,500-$ 9,999	8	5	50	18	27	20	9	27	2	14	2	11	3	8
$10,000-$12,499	3	2	39	13	29	8	32	14	14	12	9	2	8	5
$12,500-$14,999	2	0	21	5	16	4	32	7	8	4	9	2	19	6
$15,000-$17,499	0	0	15	0	6	1	16	1	13	2	15	2	12	3
$17,500-$19,999	0	0	1	0	10	1	12	0	6	2	5	0	19	2
$20,000 or Over	0	0	8	1	14	0	28	0	16	1	15	0	25	0
Southwest Iowa														
Under $5,000	0	2	4	21	1	9	0	11	0	0	0	0	0	1
$ 5,000-$ 7,499	2	2	30	27	11	22	4	23	0	8	0	3	0	1
$ 7,500-$ 9,999	2	0	25	15	36	16	7	14	3	5	2	1	1	3
$10,000-$12,499	0	0	10	4	19	7	8	3	2	2	3	1	10	4
$12,500-$14,999	0	0	3	0	5	0	8	2	2	1	2	1	7	0
$15,000-$17,499	0	0	2	0	9	0	5	0	0	0	4	0	8	0
$17,500-$19,999	0	0	1	0	1	0	1	0	1	0	1	0	3	0
$20,000 or Over	0	0	1	0	0	0	6	0	4	0	1	0	3	0
Northwest Iowa														
Under $5,000	0	18	9	67	4	37	1	24	1	14	0	4	1	1
$ 5,000-$ 7,499	2	6	21	58	16	55	8	36	0	20	1	5	0	1
$ 7,500-$ 9,999	6	2	22	17	25	29	13	16	6	9	3	6	13	1
$10,000-$12,499	2	0	28	4	37	6	28	7	11	6	7	5	11	3
$12,500-$14,999	1	0	12	0	27	2	18	0	15	1	5	1	7	2
$15,000-$17,499	0	0	9	0	14	1	17	1	6	0	5	0	5	1
$17,500-$19,999	0	0	1	0	3	0	4	0	6	0	2	1	4	1
$20,000 or Over	0	0	3	0	4	0	4	0	2	0	2	0	7	0
Northeast Iowa														
Under $5,000	3	20	21	104	4	35	2	33	0	13	0	6	0	10
$ 5,000-$ 7,499	1	6	28	115	11	59	8	53	4	15	4	9	0	17
$ 7,500-$ 9,999	4	1	39	33	31	27	19	36	7	24	7	15	11	22
$10,000-$12,499	0	1	20	10	49	14	58	15	14	8	12	3	22	12
$12,500-$14,999	1	0	27	5	40	6	48	4	14	6	11	5	33	12
$15,000-$17,499	0	0	12	1	17	0	31	1	14	1	7	2	21	4
$17,500-$19,999	0	0	4	0	10	0	13	0	16	1	6	1	12	0
$20,000 or Over	1	0	6	0	10	0	16	1	15	1	10	0	27	2
Southeast Iowa														
Under $5,000	2	19	7	76	7	36	1	11	0	11	0	7	2	14
$ 5,000-$ 7,499	3	15	25	91	12	98	11	56	3	34	1	13	1	14
$ 7,500-$ 9,999	8	8	40	48	38	44	15	48	9	27	7	18	10	11
$10,000-$12,499	2	3	40	17	50	22	45	24	25	23	10	10	19	18
$12,500-$14,999	1	0	16	4	28	2	53	7	24	8	14	0	27	8
$15,000-$17,499	1	1	7	2	10	3	21	3	14	1	13	1	28	1
$17,500-$19,999	1	0	5	0	9	3	13	1	8	0	6	0	28	2
$20,000 or Over	0	0	3	0	14	1	17	0	13	1	13	0	18	0

TABLE G-28

EMPLOYMENT OF MEN AND WOMEN

BY SIZE OF FIRM IN NUMBER OF EMPLOYEES, INCOME, AND YEARS OF EXPERIENCE WITH CURRENT EMPLOYER

SIZE OF FIRM IN NUMBER OF EMPLOYEES AND INCOME	LESS THAN ONE YEAR		1-2 YEARS		3-5 YEARS		6-10 YEARS		11-15 YEARS		16-20 YEARS		MORE THAN 20 YEARS	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1-49														
Under $5,000	3	17	9	33	2	21	1	14	0	7	0	3	1	2
$ 5,000-$ 7,499	0	3	19	37	8	13	3	14	1	5	0	0	0	1
$ 7,500-$ 9,999	3	0	24	8	18	6	10	8	7	4	2	2	2	3
$10,000-$12,499	0	0	18	2	19	1	16	6	7	3	4	2	3	1
$12,500-$14,999	1	0	9	1	14	0	13	1	4	0	5	0	5	1
$15,000-$17,499	0	0	6	0	4	0	12	0	6	0	8	0	6	0
$17,500-$19,999	0	0	0	0	3	1	5	0	0	0	1	0	5	1
$20,000 or Over	0	0	1	0	10	0	9	0	5	1	6	0	10	1
50-99														
Under $5,000	0	11	8	43	4	25	0	25	1	6	0	0	0	1
$ 5,000-$ 7,499	0	1	9	32	5	29	1	20	2	8	0	3	0	1
$ 7,500-$ 9,999	2	0	14	18	17	14	7	8	2	13	0	7	4	3
$10,000-$12,499	1	0	15	3	26	7	33	4	9	4	6	2	6	3
$12,500-$14,999	0	0	12	3	18	5	19	2	11	0	8	2	9	1
$15,000-$17,499	1	0	10	0	18	0	17	0	4	0	6	0	4	0
$17,500-$19,999	0	0	0	0	6	0	9	0	6	1	2	0	7	0
$20,000 or Over	0	0	0	0	4	0	9	0	5	1	3	0	7	0
100-249														
Under $5,000	5	30	13	148	6	67	2	38	0	18	0	9	1	17
$ 5,000-$ 7,499	7	20	55	140	31	92	14	74	4	25	3	2	3	17
$ 7,500-$ 9,999	10	6	61	26	43	27	16	38	11	22	12	15	15	16
$10,000-$12,499	3	1	30	5	47	7	50	9	23	13	20	5	32	12
$12,500-$14,999	1	0	22	0	34	2	44	3	14	4	12	2	41	7
$15,000-$17,499	1	0	9	0	10	2	16	4	6	0	8	1	18	3
$17,500-$19,999	0	0	5	0	7	0	10	0	8	0	5	1	16	2
$20,000 or Over	1	0	9	0	12	1	19	1	11	1	15	0	20	0
250-499														
Under $5,000	4	19	19	80	8	29	2	15	2	13	0	4	1	4
$ 5,000-$ 7,499	6	15	32	111	16	86	9	57	1	19	2	9	0	4
$ 7,500-$ 9,999	7	2	38	43	47	28	18	27	5	14	1	8	7	5
$10,000-$12,499	1	0	36	13	44	13	41	7	16	8	5	3	7	3
$12,500-$14,999	1	0	14	3	24	0	33	3	12	2	6	0	14	2
$15,000-$17,499	1	1	6	3	8	2	16	1	11	1	3	3	8	1
$17,500-$19,999	0	0	5	0	9	1	7	0	8	0	2	0	5	0
$20,000 or Over	0	0	6	0	12	0	21	0	18	0	7	0	13	1
500 and Over														
Under $5,000	6	8	8	31	3	8	1	0	0	1	0	2	0	2
$ 5,000-$ 7,499	8	6	29	79	9	57	11	40	1	35	1	20	1	20
$ 7,500-$ 9,999	6	8	38	36	32	61	12	60	2	26	6	19	10	18
$10,000-$12,499	2	5	38	25	48	29	31	37	11	23	6	9	22	23
$12,500-$14,999	0	0	22	7	26	7	50	11	22	14	10	5	24	17
$15,000-$17,499	0	0	14	0	16	1	29	1	20	3	19	1	38	5
$17,500-$19,999	1	0	2	0	8	2	12	1	15	2	10	1	33	2
$20,000 or Over	0	0	5	1	4	0	13	0	11	0	10	0	30	0

TABLE G-29

EMPLOYMENT OF MEN AND WOMEN

BY TYPE OF INDUSTRY, INCOME, AND YEARS OF EXPERIENCE IN PRESENT POSITION

TYPE OF INDUSTRY AND INCOME	LESS THAN ONE YEAR		1-2 YEARS		3-5 YEARS		6-10 YEARS		11-15 YEARS		16-20 YEARS		MORE THAN 20 YEARS	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Agriculture, Construction														
Under $5,000	0	1	0	2	0	1	0	0	0	0	0	0	0	0
$ 5,000-$ 7,499	0	1	4	12	1	9	0	3	0	0	0	0	0	0
$ 7,500-$ 9,999	0	1	3	4	4	4	3	0	1	0	1	1	0	0
$10,000-$12,499	0	1	6	0	3	1	4	1	0	0	0	0	0	0
$12,500-$14,999	1	0	5	0	3	0	1	0	1	0	0	0	0	0
$15,000-$17,499	1	0	4	0	1	0	1	0	0	0	0	0	0	0
$17,500-$19,999	0	0	0	0	4	0	1	0	1	0	0	0	1	0
$20,000 or Over	1	0	7	0	10	0	6	0	0	0	1	0	1	0
Manufacturing														
Under $5,000	4	25	15	100	4	40	2	21	0	10	0	3	0	10
$ 5,000-$ 7,499	14	29	57	202	27	102	15	56	0	23	2	12	0	9
$ 7,500-$ 9,999	19	15	105	113	70	79	33	54	7	24	7	9	8	7
$10,000-$12,499	7	5	124	39	92	36	58	22	28	12	15	5	16	4
$12,500-$14,999	4	0	88	11	79	12	56	6	13	4	10	2	15	4
$15,000-$17,499	3	0	42	1	47	3	31	2	8	0	5	0	6	0
$17,500-$19,999	3	0	22	0	20	1	12	0	9	0	1	1	3	0
$20,000 or Over	1	0	28	0	16	0	17	1	6	0	2	0	3	1
Transportation, Utilities														
Under $5,000	0	0	2	3	0	3	0	0	0	0	0	0	0	0
$ 5,000-$ 7,499	2	1	8	21	3	8	0	4	0	0	0	0	0	0
$ 7,500-$ 9,999	2	4	27	40	4	18	1	14	2	3	1	4	1	4
$10,000-$12,499	4	4	24	33	18	13	10	10	5	10	5	7	6	7
$12,500-$14,999	1	4	33	20	24	11	23	7	10	1	8	0	13	3
$15,000-$17,499	0	0	26	7	19	5	14	2	8	2	9	0	6	0
$17,500-$19,999	1	0	20	5	16	3	15	1	3	2	3	0	10	0
$20,000 or Over	1	0	10	3	16	0	15	0	3	0	6	0	7	0
Wholesale and Retail Trade														
Under $5,000	10	22	22	89	6	45	1	30	1	16	0	10	1	6
$ 5,000-$ 7,499	9	14	43	66	11	23	4	26	3	6	2	1	0	3
$ 7,500-$ 9,999	7	3	61	24	22	18	11	10	3	9	0	2	6	1
$10,000-$12,499	6	1	65	7	29	6	22	5	7	2	2	1	2	2
$12,500-$14,999	3	0	39	2	16	2	21	1	5	0	4	0	4	0
$15,000-$17,499	2	1	25	0	13	0	10	0	5	0	6	0	3	0
$17,500-$19,999	1	0	10	0	11	1	8	0	2	0	0	0	1	0
$20,000 or Over	3	0	20	0	14	0	12	1	4	1	2	0	3	0
Finance, Insurance														
Under $5,000	1	20	7	57	0	4	0	1	0	1	0	0	1	1
$ 5,000-$ 7,499	3	19	16	138	5	33	4	27	0	5	0	0	0	3
$ 7,500-$ 9,999	0	1	41	18	5	15	2	12	2	5	0	2	0	2
$10,000-$12,499	1	0	30	3	17	1	14	5	1	0	2	0	0	0
$12,500-$14,999	0	0	18	1	16	0	11	0	1	0	1	0	0	0
$15,000-$17,499	0	0	15	0	12	0	15	0	2	0	0	1	0	0
$17,500-$19,999	0	0	5	0	5	1	4	0	2	0	2	0	1	0
$20,000 or Over	0	0	10	0	20	0	16	0	4	0	0	0	1	1
Service														
Under $5,000	10	44	16	101	3	48	2	21	1	6	0	1	0	3
$ 5,000-$ 7,499	7	10	30	96	9	64	4	38	0	14	1	4	3	5
$ 7,500-$ 9,999	8	7	20	23	14	14	2	20	2	5	1	2	0	1
$10,000-$12,499	0	3	23	24	10	10	7	5	4	1	3	0	0	0
$12,500-$14,999	1	1	11	2	9	2	2	6	1	0	0	0	0	2
$15,000-$17,499	0	1	7	5	5	0	3	1	1	1	2	0	1	0
$17,500-$19,999	0	0	3	0	9	0	3	0	0	0	0	0	0	0
$20,000 or Over	0	0	17	0	11	0	7	0	2	0	1	0	1	0

TABLE G-30

EMPLOYMENT OF MEN AND WOMEN

BY SIZE OF COMMUNITY IN POPULATION, INCOME, AND YEARS OF EXPERIENCE IN PRESENT POSITION

SIZE OF COMMUNITY IN POPULATION AND INCOME	LESS THAN ONE YEAR		1-2 YEARS		3-5 YEARS		6-10 YEARS		11-15 YEARS		16-20 YEARS		MORE THAN 20 YEARS	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Under 2,500														
Under $5,000	0	5	5	34	0	28	1	18	0	6	0	4	0	8
$ 5,000-$ 7,499	0	1	9	29	8	33	3	8	0	2	0	0	0	2
$ 7,500-$ 9,999	1	0	13	5	8	5	5	3	0	2	0	0	1	0
$10,000-$12,499	0	0	13	1	8	1	8	0	5	1	1	1	2	0
$12,500-$14,999	0	0	2	0	1	1	2	0	1	0	1	0	0	0
$15,000-$17,499	0	0	1	0	1	0	0	0	0	0	0	0	0	0
$17,500-$19,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0
$20,000 or Over	0	0	4	0	0	0	0	0	0	0	0	0	0	0
2,500-10,000														
Under $5,000	1	20	9	70	3	37	1	12	0	5	0	1	0	0
$ 5,000-$ 7,499	4	7	41	90	16	41	5	28	0	10	2	2	0	4
$ 7,500-$ 9,999	4	0	64	29	33	21	16	15	4	6	2	1	3	1
$10,000-$12,499	1	0	42	10	37	1	13	5	6	2	2	1	0	0
$12,500-$14,999	0	0	26	1	21	0	10	2	1	0	1	0	3	0
$15,000-$17,499	0	1	17	0	18	0	6	0	0	0	1	0	1	0
$17,500-$19,999	0	0	5	0	7	0	0	0	1	0	0	0	1	0
$20,000 or Over	1	0	5	0	6	0	8	0	2	0	1	0	2	0
Over 10,000														
Under $5,000	24	87	48	248	10	76	3	43	2	22	0	9	2	12
$ 5,000-$ 7,499	31	66	108	416	32	165	19	118	3	36	3	15	3	14
$ 7,500-$ 9,999	34	31	180	188	78	122	31	92	13	38	8	19	11	14
$10,000-$12,499	16	15	217	95	124	65	94	43	34	22	24	11	22	13
$12,500-$14,999	11	5	166	35	125	26	102	18	29	5	21	2	29	9
$15,000-$17,499	6	2	101	13	78	8	68	5	24	3	21	1	15	0
$17,500-$19,999	5	0	55	5	58	6	43	1	16	2	6	1	15	0
$20,000 or Over	5	0	83	3	81	0	67	2	17	1	11	0	14	2

TABLE G-31

EMPLOYMENT OF MEN AND WOMEN

BY GEOGRAPHIC AREA, INCOME, AND YEARS OF EXPERIENCE IN PRESENT POSITION

GEOGRAPHIC AREA AND INCOME	LESS THAN ONE YEAR		1-2 YEARS		3-5 YEARS		6-10 YEARS		11-15 YEARS		16-20 YEARS		MORE THAN 20 YEARS	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Central Iowa														
Under $5,000	15	33	16	64	6	31	2	13	1	3	0	1	0	0
$ 5,000-$ 7,499	18	25	40	131	16	33	5	30	1	7	0	4	3	4
$ 7,500-$ 9,999	10	11	63	36	16	23	9	18	2	6	0	0	1	2
$10,000-$12,499	3	4	60	30	24	8	29	10	9	3	7	0	2	1
$12,500-$14,999	0	4	45	9	21	6	22	5	5	1	5	0	7	2
$15,000-$17,499	2	1	37	2	14	3	16	1	1	2	7	0	2	0
$17,500-$19,999	1	0	15	3	12	1	15	1	5	0	2	0	3	0
$20,000 or Over	4	0	29	1	33	0	26	1	7	0	3	0	3	0
Southwest Iowa														
Under $5,000	0	3	4	25	1	10	0	5	0	0	0	0	0	1
$ 5,000-$ 7,499	3	3	30	39	10	20	3	16	0	7	0	1	0	0
$ 7,500-$ 9,999	1	0	41	25	24	14	6	12	2	3	1	0	1	0
$10,000-$12,499	0	0	20	8	20	7	4	3	4	1	1	1	3	0
$12,500-$14,999	0	0	10	0	9	0	3	4	0	0	2	0	3	0
$15,000-$17,499	0	0	11	0	9	0	4	0	0	0	2	0	2	0
$17,500-$19,999	0	0	2	0	3	0	1	0	0	0	0	0	2	0
$20,000 or Over	0	0	5	0	2	0	3	0	3	0	0	0	2	0
Northwest Iowa														
Under $5,000	1	20	10	72	2	39	1	15	1	13	0	4	1	1
$ 5,000-$ 7,499	6	10	24	91	13	40	5	21	0	13	0	4	0	0
$ 7,500-$ 9,999	8	3	31	28	24	26	12	11	2	8	2	3	7	1
$10,000-$12,499	3	1	57	11	27	7	23	4	6	2	4	5	4	1
$12,500-$14,999	5	2	33	2	21	2	20	1	4	0	2	0	3	1
$15,000-$17,499	0	0	16	1	26	1	9	0	3	1	1	0	1	0
$17,500-$19,999	0	0	8	2	6	0	3	0	1	0	1	0	1	0
$20,000 or Over	0	0	10	0	5	0	2	0	2	0	2	0	1	0
Northeast Iowa														
Under $5,000	4	27	23	107	2	37	1	31	0	8	0	5	0	6
$ 5,000-$ 7,499	2	13	33	142	8	51	6	44	2	8	4	6	0	9
$ 7,500-$ 9,999	7	3	62	49	24	41	14	38	6	12	1	4	4	8
$10,000-$12,499	4	3	54	21	49	17	36	13	14	5	8	0	6	4
$12,500-$14,999	5	0	67	14	42	9	28	5	11	4	9	2	10	4
$15,000-$17,499	2	0	29	4	26	2	24	2	12	0	3	1	6	0
$17,500-$19,999	1	0	18	0	20	0	12	0	6	1	1	1	3	0
$20,000 or Over	2	0	21	0	26	0	26	1	3	1	2	0	5	2
Southeast Iowa														
Under $5,000	5	29	9	84	2	24	1	9	0	9	0	5	1	12
$ 5,000-$ 7,499	6	23	31	132	9	95	8	43	0	13	1	5	0	7
$ 7,500-$ 9,999	13	14	60	84	31	44	11	31	5	17	6	9	2	4
$10,000-$12,499	7	7	81	36	49	28	23	18	12	14	7	7	9	7
$12,500-$14,999	4	1	39	11	54	10	41	5	11	0	5	0	9	2
$15,000-$17,499	2	2	26	6	22	2	21	2	8	0	9	0	5	0
$17,500-$19,999	3	0	17	0	24	5	12	0	5	1	2	0	7	0
$20,000 or Over	0	0	27	2	21	0	16	0	4	0	5	0	5	0

TABLE G-32

EMPLOYMENT OF MEN AND WOMEN

BY SIZE OF FIRM IN NUMBER OF EMPLOYEES, INCOME, AND YEARS OF EXPERIENCE IN PRESENT POSITION

SIZE OF FIRM IN NUMBER OF EMPLOYEES AND INCOME	LESS THAN ONE YEAR		1-2 YEARS		3-5 YEARS		6-10 YEARS		11-15 YEARS		16-20 YEARS		MORE THAN 20 YEARS	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1-49														
Under $5,000	4	21	10	38	0	13	1	15	0	5	0	1	1	1
$ 5,000-$ 7,499	1	6	22	42	5	13	2	8	1	3	0	0	0	0
$ 7,500-$ 9,999	2	2	37	10	13	7	6	4	6	2	0	1	1	2
$10,000-$12,499	1	1	34	3	16	3	11	4	2	2	2	2	1	0
$12,500-$14,999	2	0	18	1	9	0	16	1	4	0	1	0	2	1
$15,000-$17,499	0	0	16	0	8	0	7	0	6	0	4	0	1	0
$17,500-$19,999	1	0	3	0	4	1	1	0	2	1	1	0	2	0
$20,000 or Over	2	0	13	0	12	0	8	0	2	1	1	0	3	1
50-99														
Under $5,000	2	13	9	49	1	27	0	19	1	3	0	0	0	0
$ 5,000-$ 7,499	1	2	11	52	4	21	0	15	1	4	0	0	0	1
$ 7,500-$ 9,999	2	1	23	23	10	14	9	11	0	11	1	2	1	0
$10,000-$12,499	3	4	33	10	23	5	27	3	8	2	1	1	0	1
$12,500-$14,999	0	0	33	8	16	3	15	1	4	0	5	0	4	0
$15,000-$17,499	1	0	26	0	19	0	11	0	2	0	1	0	0	0
$17,500-$19,999	1	0	10	0	9	0	8	0	1	1	0	0	1	0
$20,000 or Over	1	0	11	0	7	0	5	1	2	0	1	0	1	0
100-249														
Under $5,000	6	38	15	160	4	67	2	24	0	15	0	7	0	13
$ 5,000-$ 7,499	10	27	63	176	23	82	14	56	0	14	2	1	3	11
$ 7,500-$ 9,999	16	9	87	55	33	31	19	30	5	12	4	4	4	7
$10,000-$12,499	5	2	67	18	50	9	35	10	18	6	14	3	11	4
$12,500-$14,999	4	0	58	6	45	4	25	5	10	0	13	0	13	3
$15,000-$17,499	3	1	24	5	15	2	12	1	5	1	5	0	4	0
$17,500-$19,999	0	0	14	2	20	1	5	0	7	0	2	0	3	0
$20,000 or Over	2	0	21	2	25	0	24	1	6	0	5	0	3	0
250-499														
Under $5,000	6	28	19	75	8	28	1	14	1	9	0	5	1	4
$ 5,000-$ 7,499	8	25	34	149	14	67	5	41	1	10	2	4	0	3
$ 7,500-$ 9,999	10	3	58	54	37	34	7	22	5	10	1	3	6	1
$10,000-$12,499	2	1	69	23	41	12	23	5	8	3	3	1	4	1
$12,500-$14,999	4	1	31	3	33	2	23	1	4	2	2	0	7	1
$15,000-$17,499	2	2	16	6	20	2	10	1	2	0	1	1	2	0
$17,500-$19,999	1	0	10	0	14	1	9	0	1	0	0	0	1	0
$20,000 or Over	0	0	27	0	23	0	17	0	6	0	3	0	1	1
500 and Over														
Under $5,000	7	12	9	30	0	6	1	0	0	1	0	1	0	2
$ 5,000-$ 7,499	15	4	28	116	10	56	6	34	0	17	1	12	0	5
$ 7,500-$ 9,999	9	16	52	80	25	62	11	43	1	11	4	10	3	5
$10,000-$12,499	6	10	69	52	39	38	19	26	9	12	7	6	8	7
$12,500-$14,999	1	4	54	18	44	18	35	12	9	3	2	2	6	4
$15,000-$17,499	0	0	37	2	35	4	34	3	9	2	11	0	9	0
$17,500-$19,999	2	0	23	3	18	3	20	1	6	0	3	1	9	0
$20,000 or Over	1	0	20	1	20	0	19	0	3	0	2	0	8	0

APPENDIX H

ASPIRATIONAL DATA

Complete aspirational data is displayed in Appendix H. Except where noted, the tables include the aggregate sample of male and female responses. See Chapter V for the discussion of hierarchial and occupational satisfaction.

TABLE H-1

HIERARCHIAL ASPIRATIONS OF MEN AND WOMEN

BY GEOGRAPHIC AREA, SIZE OF COMMUNITY, SIZE OF FIRM, AND TYPE OF INDUSTRY

	NO DIFFERENCE		POSITIVE		NEGATIVE	
	Male	Female	Male	Female	Male	Female
GEOGRAPHIC AREA IN IOWA						
Central	145	105	507	418	11	9
Southwest	82	60	155	131	11	2
Northwest	104	154	326	260	6	8
Northeast	216	197	531	470	14	15
Southeast	192	194	549	542	18	9
COMMUNITY SIZE IN POPULATION						
Under 2,500	33	50	64	108	1	1
2,500-10,000	115	150	300	220	14	11
10,000 and Over	591	510	1,704	1,493	45	31
FIRM SIZE BY NUMBER OF EMPLOYEES						
1- 49	83	59	223	127	6	4
50- 99	97	99	243	161	4	6
100-249	273	264	535	534	22	18
250-499	127	139	488	443	12	10
500 and Over	159	149	578	556	16	5
TYPE OF INDUSTRY						
Agriculture, Construction	25	9	50	29	1	0
Manufacturing	314	288	880	695	31	10
Transportation, Utilities	138	68	278	204	8	3
Wholesale and Retail Trade	127	145	430	240	9	10
Finance, Insurance	62	40	242	312	3	5
Service	73	160	188	341	8	15

TABLE H-2

HIERARCHIAL ASPIRATIONS OF MEN AND WOMEN

BY JOB CATEGORY, INCOME, AND LEVEL OF EDUCATION

	NO DIFFERENCE		POSITIVE		NEGATIVE	
	Male	Female	Male	Female	Male	Female
JOB CATEGORY						
Service	47	105	95	177	3	12
Operative	118	74	276	119	12	4
Craft	183	41	366	72	16	3
Office/Clerical	13	241	88	898	3	12
Sales	58	57	203	125	2	5
Technicians	34	36	180	105	2	0
Professionals	53	49	242	123	6	1
Managers	189	54	522	104	10	4
INCOME						
Under $5,000	19	178	83	434	2	22
$ 5,000 to $ 7,499	53	247	207	706	6	9
$ 7,500 to $ 9,999	97	159	365	373	18	7
$10,000 to $12,499	150	75	477	187	7	1
$12,500 to $14,999	144	31	377	68	10	0
$15,000 to $17,499	101	8	231	23	12	1
$17,500 to $19,999	59	5	144	8	3	2
$20,000 and Over	112	2	174	5	2	0
LEVEL OF EDUCATION						
Less than a High School Diploma	146	107	176	119	8	7
High School Diploma	314	391	723	956	25	23
Some College	143	153	589	537	14	9
College Degree	77	33	398	135	11	1
Some Graduate Work	22	12	110	46	2	0
Graduate Degree	35	11	68	23	0	2

TABLE H-3

HIERARCHIAL ASPIRATIONS OF MEN AND WOMEN

BY AGE AND ECONOMIC AND NON-ECONOMIC REASON FOR WORKING

	NO DIFFERENCE		POSITIVE		NEGATIVE	
	Male	Female	Male	Female	Male	Female
AGE						
Under 25	53	112	440	615	11	12
25-34	141	115	820	523	16	6
35-44	180	137	418	313	13	4
45-54	200	191	285	257	12	12
55-64	150	140	102	112	8	9
65 and Over	15	13	2	1	0	0
ECONOMIC REASON FOR WORKING						
Support Self Only	62	154	308	470	10	5
Primary Support of Self and Others	631	133	1,660	389	50	10
Supplemental Support of Self and Others	40	389	88	918	0	27
NONECONOMIC REASON FOR WORKING						
None	101	75	207	145	8	9
Enjoy Work	252	260	607	550	14	12
Furthers Career	45	10	371	162	6	1
Dedicated to Field	46	19	84	30	2	0
Occupies Time	28	66	86	128	3	5
Creates New Outside Interests	14	19	40	102	0	2
Allows Luxuries	84	150	283	354	8	10
None of the Above	143	97	337	283	16	4

TABLE H-4

HIERARCHIAL ASPIRATIONS OF MEN AND WOMEN

BY NUMBER OF DEPENDENTS AND CHILDREN AND MARITAL STATUS

	NO DIFFERENCE		POSITIVE		NEGATIVE	
	Male	Female	Male	Female	Male	Female
NUMBER OF CHILDREN						
0	463	527	1,075	1,241	32	30
1	126	99	391	290	8	5
2	92	50	378	189	9	3
3	34	14	151	57	6	1
4	12	2	34	7	3	2
5 or More	11	3	29	20	0	1
NUMBER OF DEPENDENTS						
0	66	349	296	800	8	20
1	195	137	397	420	11	7
2	122	92	405	251	11	4
3	165	41	463	172	8	5
4	93	28	282	81	13	2
5 or More	94	41	209	64	7	3
MARITAL STATUS						
Never Married	54	94	311	430	9	3
Presently Married	646	475	1,661	1,125	46	33
Widowed, Separated, or Divorced	38	136	94	262	4	7

TABLE H-5

OCCUPATIONAL ASPIRATIONS OF MEN STATEWIDE:

PRESENT JOB CATEGORY BY ULTIMATELY DESIRED JOB CATEGORY

	DESIRED JOB ULTIMATELY							
PRESENT JOB	Service	Operative	Craft	Office/ Clerical	Sales	Technicians	Professionals	Managers
Service	46	8	22	1	5	7	22	28
Operative	2	139	69	3	17	36	42	95
Craft	2	8	300	2	9	26	61	149
Office/Clerical	0	2	4	24	0	11	15	48
Sales	0	1	11	1	94	3	28	127
Technicians	0	2	5	0	0	61	44	98
Professionals	0	0	1	0	2	2	124	178
Managers	0	1	12	2	5	0	36	667

TABLE H-6

OCCUPATIONAL ASPIRATIONS OF WOMEN STATEWIDE:

PRESENT JOB CATEGORY BY ULTIMATELY DESIRED JOB CATEGORY

	DESIRED JOB ULTIMATELY							
PRESENT JOB	Service	Operative	Craft	Office/ Clerical	Sales	Technicians	Professionals	Managers
Service	128	3	6	42	5	22	60	15
Operative	1	57	15	26	13	23	35	21
Craft	1	3	53	13	1	13	13	15
Office/Clerical	4	5	10	555	23	92	258	219
Sales	1	1	1	24	84	12	32	36
Technicians	1	0	0	8	2	75	37	22
Professionals	1	0	0	2	0	1	115	57
Managers	0	0	0	1	1	2	15	142

TABLE H-7

MALE AND FEMALE SERVICE WORKERS:

DESIRED JOB NOW BY DESIRED JOB ULTIMATELY

	DESIRED JOB ULTIMATELY															
	SERVICE		OPERATIVE		CRAFT		OFFICE/ CLERICAL		SALES		TECHNICIANS		PRO- FESSIONALS		MANAGERS	
DESIRED JOB NOW	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Service	45	123	0	0	2	1	0	1	1	0	0	1	0	11	2	2
Operative	0	0	7	1	4	0	0	0	0	0	1	0	0	1	2	2
Craft	0	0	1	0	14	5	0	0	0	0	1	0	3	1	2	1
Office/Clerical	0	2	0	0	1	0	1	36	0	0	0	1	0	9	1	1
Sales	0	0	0	1	0	0	0	3	4	3	1	2	0	2	4	0
Technicians	0	2	0	0	0	0	0	0	0	1	3	17	2	3	1	0
Professionals	1	0	0	1	0	0	0	1	0	1	0	1	15	33	4	1
Managers	0	0	0	0	1	0	0	0	0	0	1	0	2	0	12	8

TABLE H-8

MALE AND FEMALE OPERATIVES:

DESIRED JOB NOW BY DESIRED JOB ULTIMATELY

	DESIRED JOB ULTIMATELY															
	SERVICE		OPERATIVE		CRAFT		OFFICE/ CLERICAL		SALES		TECHNICIANS		PRO- FESSIONALS		MANAGERS	
DESIRED JOB NOW	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Service	1	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0
Operative	0	0	137	55	5	4	0	1	2	3	2	3	0	1	12	4
Craft	1	0	1	0	62	10	1	1	3	2	16	3	10	1	17	3
Office/Clerical	0	0	0	1	0	1	2	23	0	3	0	4	1	8	1	0
Sales	0	0	0	0	0	0	0	0	10	4	0	0	2	1	3	0
Technicians	0	0	0	1	0	0	0	0	0	0	15	12	5	6	3	2
Professionals	0	0	0	0	2	0	0	1	1	0	0	1	18	17	7	4
Managers	0	0	1	0	0	0	0	0	1	1	1	0	5	1	51	8

TABLE H-9

MALE AND FEMALE CRAFT WORKERS:

DESIRED JOB NOW BY DESIRED JOB ULTIMATELY

	DESIRED JOB ULTIMATELY															
	SERVICE		OPERATIVE		CRAFT		OFFICE/ CLERICAL		SALES		TECHNICIANS		PRO- FESSIONALS		MANAGERS	
DESIRED JOB NOW	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Service	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Operative	0	0	4	1	2	1	0	1	1	0	0	0	0	0	1	0
Craft	1	0	3	0	292	50	1	0	0	0	6	1	12	1	45	4
Office/Clerical	0	0	0	0	0	0	0	10	0	0	0	1	0	2	2	1
Sales	0	0	1	0	0	0	0	0	6	1	0	1	2	0	1	2
Technicians	0	0	0	0	3	0	0	1	0	0	17	10	11	0	9	3
Professionals	0	0	0	1	0	0	0	1	0	0	2	0	29	9	19	1
Managers	0	0	0	1	2	1	1	0	2	0	1	0	7	1	72	4

TABLE H-10

MALE AND FEMALE OFFICE/CLERICAL WORKERS:

DESIRED JOB NOW BY DESIRED JOB ULTIMATELY

	DESIRED JOB ULTIMATELY															
	SERVICE		OPERATIVE		CRAFT		OFFICE/ CLERICAL		SALES		TECHNICIANS		PRO- FESSIONALS		MANAGERS	
DESIRED JOB NOW	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Service	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Operative	0	0	2	4	1	0	0	0	0	0	0	1	0	0	0	0
Craft	0	0	0	0	3	7	1	0	0	0	1	0	1	1	2	2
Office/Clerical	0	3	0	1	0	3	22	549	0	8	2	24	1	67	4	72
Sales	0	0	0	0	0	0	0	1	0	10	0	1	1	8	1	3
Technicians	0	0	0	0	0	0	0	0	0	0	8	56	5	29	3	10
Professionals	0	1	0	0	0	0	0	5	0	2	0	8	6	142	13	44
Managers	0	0	0	0	0	0	1	0	0	3	0	1	1	9	25	85

TABLE H-11

MALE AND FEMALE SALES WORKERS:

DESIRED JOB NOW BY DESIRED JOB ULTIMATELY

	DESIRED JOB ULTIMATELY															
	SERVICE		OPERATIVE		CRAFT		OFFICE/ CLERICAL		SALES		TECHNICIANS		PRO- FESSIONALS		MANAGERS	
DESIRED JOB NOW	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Service	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
Operative	0	0	0	1	1	0	0	0	0	0	0	0	1	0	0	0
Craft	0	0	1	0	8	1	0	0	1	0	0	0	1	0	1	0
Office/Clerical	0	0	0	0	0	0	0	22	0	1	0	1	1	4	0	2
Sales	0	0	0	0	1	0	0	2	93	82	1	3	3	6	48	12
Technicians	0	0	0	0	0	0	0	0	0	0	1	6	1	2	1	0
Professionals	0	0	0	0	0	0	0	0	0	1	0	0	15	17	10	6
Managers	0	0	0	0	1	0	1	0	0	0	1	1	6	3	67	16

TABLE H-12

MALE AND FEMALE TECHNICIANS:

DESIRED JOB NOW BY DESIRED JOB ULTIMATELY

	DESIRED JOB ULTIMATELY															
	SERVICE		OPERATIVE		CRAFT		OFFICE/ CLERICAL		SALES		TECHNICIANS		PRO- FESSIONALS		MANAGERS	
DESIRED JOB NOW	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Service	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Operative	0	0	2	0	0	0	0	0	0	0	0	0	0	0	4	0
Craft	0	0	0	0	4	0	0	0	0	0	0	0	0	0	0	0
Office/Clerical	0	0	0	0	0	0	0	1	0	0	0	0	0	2	0	0
Sales	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0
Technicians	0	0	0	0	1	0	0	6	0	1	61	75	18	12	35	9
Professionals	0	0	0	0	0	0	0	1	0	1	0	0	23	23	25	7
Managers	0	0	0	0	0	0	0	0	0	0	0	0	2	0	33	6

TABLE H-13

MALE AND FEMALE PROFESSIONALS:

DESIRED JOB NOW BY DESIRED JOB ULTIMATELY

	DESIRED JOB ULTIMATELY															
	SERVICE		OPERATIVE		CRAFT		OFFICE/ CLERICAL		SALES		TECHNICIANS		PRO- FESSIONALS		MANAGERS	
DESIRED JOB NOW	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Service	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Operative	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Craft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Office/Clerical	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0
Sales	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Technicians	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0
Professionals	0	1	0	0	1	0	0	1	0	0	1	0	124	115	103	36
Managers	0	0	0	0	0	0	0	0	2	0	0	0	0	0	74	21

TABLE H-14

MALE AND FEMALE MANAGERS:

DESIRED JOB NOW BY DESIRED JOB ULTIMATELY

	DESIRED JOB ULTIMATELY															
	SERVICE		OPERATIVE		CRAFT		OFFICE/ CLERICAL		SALES		TECHNICIANS		PRO- FESSIONALS		MANAGERS	
DESIRED JOB NOW	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Service	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Operative	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Craft	0	0	0	0	10	0	0	0	1	0	0	0	1	0	1	0
Office/Clerical	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0
Sales	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Technicians	0	0	0	0	0	0	0	0	0	0	0	1	1	2	1	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0	23	8	1	1
Managers	0	0	1	0	1	0	2	0	3	1	0	0	11	5	664	140

TABLE H-15

MEN AND WOMEN IN AGRICULTURE AND CONSTURCTION INDUSTRIES:

PRESENT JOB BY DESIRED JOB ULTIMATELY

	DESIRED JOB ULTIMATELY															
	SERVICE		OPERATIVE		CRAFT		OFFICE/ CLERICAL		SALES		TECHNICIANS		PRO- FESSIONALS		MANAGERS	
PRESENT JOB	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Service	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Operative	0	0	8	0	3	0	0	0	1	0	1	0	1	0	1	0
Craft	0	0	0	0	6	0	0	0	0	0	0	0	1	0	3	0
Office/Clerical	0	0	0	0	0	0	0	14	0	3	0	1	0	7	0	8
Sales	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
Technicians	0	0	0	0	0	0	0	1	0	0	0	1	1	0	2	0
Professionals	0	0	0	0	1	0	0	0	0	0	0	0	4	0	8	2
Managers	0	0	0	0	1	0	0	0	1	0	0	0	1	0	24	1

TABLE H-16

MEN AND WOMEN IN MANUFACTURING INDUSTRIES:

PRESENT JOB BY DESIRED JOB ULTIMATELY

	DESIRED JOB ULTIMATELY															
	SERVICE		OPERATIVE		CRAFT		OFFICE/ CLERICAL		SALES		TECHNICIANS		PRO- FESSIONALS		MANAGERS	
PRESENT JOB	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Service	8	23	6	2	13	0	0	18	2	1	2	5	10	10	9	7
Operative	1	1	69	55	57	13	2	22	7	12	24	21	27	29	52	19
Craft	2	1	4	2	180	35	1	11	5	1	16	12	34	10	74	8
Office/Clerical	0	2	0	1	3	2	6	227	0	8	0	30	2	93	16	70
Sales	0	0	0	0	2	0	0	1	15	4	0	1	0	3	12	3
Technicians	0	1	1	0	2	0	0	5	0	1	22	33	26	7	40	11
Professionals	0	0	0	0	0	0	0	1	0	0	0	0	39	26	77	13
Managers	0	0	1	0	6	0	1	1	1	0	0	1	16	0	228	24

TABLE H-17

MEN AND WOMEN IN TRANSPORTATION AND UTILITIES INDUSTRIES:

PRESENT JOB BY DESIRED JOB ULTIMATELY

	DESIRED JOB ULTIMATELY															
	SERVICE		OPERATIVE		CRAFT		OFFICE/ CLERICAL		SALES		TECHNICIANS		PRO-FESSIONALS		MANAGERS	
PRESENT JOB	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Service	1	2	0	0	0	0	1	1	0	0	0	0	1	1	4	1
Operative	0	0	39	2	4	2	0	1	0	0	5	1	4	3	21	1
Craft	0	0	3	1	62	4	0	0	0	0	8	0	13	1	37	5
Office/Clerical	0	0	1	0	1	2	10	67	0	1	5	16	9	29	17	55
Sales	0	0	0	0	1	0	0	1	7	1	0	1	2	1	10	6
Technicians	0	0	0	0	0	0	0	0	0	0	15	2	2	0	8	4
Professionals	0	0	0	0	0	0	0	0	0	0	0	0	11	5	19	4
Managers	0	0	0	0	0	0	0	0	0	0	0	0	2	3	93	47

TABLE H-18

MEN AND WOMEN IN WHOLESALE AND RETAIL TRADE INDUSTRIES:

PRESENT JOB BY DESIRED JOB ULTIMATELY

	DESIRED JOB ULTIMATELY															
	SERVICE		OPERATIVE		CRAFT		OFFICE/ CLERICAL		SALES		TECHNICIANS		PRO-FESSIONALS		MANAGERS	
PRESENT JOB	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Service	10	13	0	1	2	2	0	3	3	1	1	5	5	4	7	2
Operative	0	0	19	0	5	0	0	2	8	1	4	0	7	1	17	1
Craft	0	0	1	0	38	12	1	2	4	0	0	0	9	1	26	2
Office/Clerical	0	1	0	0	0	3	1	67	0	3	3	12	0	19	4	17
Sales	0	1	0	1	8	1	1	21	42	67	3	8	21	19	85	21
Technicians	0	0	0	0	2	0	0	0	0	0	11	3	6	2	13	1
Professionals	0	0	0	0	0	0	0	0	0	0	1	0	13	7	13	8
Managers	0	0	0	0	4	0	0	0	2	1	0	0	5	3	144	29

TABLE H-19

MEN AND WOMEN IN FINANCE AND INSURNACE INDUSTRIES:

PRESENT JOB BY DESIRED JOB ULTIMATELY

	DESIRED JOB ULTIMATELY															
	SERVICE		OPERATIVE		CRAFT		OFFICE/ CLERICAL		SALES		TECHNICIANS		PRO-FESSIONALS		MANAGERS	
PRESENT JOB	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Service	3	2	0	0	1	0	0	1	0	0	0	0	0	0	0	0
Operative	1	0	0	0	0	0	0	0	0	0	1	1	2	1	3	0
Craft	0	0	0	0	6	0	0	0	0	0	1	0	0	1	0	0
Office/Clerical	0	1	1	3	0	3	6	114	0	6	1	24	1	78	10	54
Sales	0	0	0	0	0	0	0	1	28	8	0	1	3	9	18	6
Technicians	0	1	1	0	0	0	0	1	0	0	7	3	3	2	24	5
Professionals	0	0	0	0	0	0	0	0	0	0	1	1	26	4	45	6
Managers	0	0	0	0	0	0	0	0	1	0	0	0	7	4	101	16

TABLE H-20

MEN AND WOMEN IN SERVICE INDUSTRIES:

PRESENT JOB BY DESIRED JOB ULTIMATELY

	DESIRED JOB ULTIMATELY															
	SERVICE		OPERATIVE		CRAFT		OFFICE/ CLERICAL		SALES		TECHNICIANS		PRO- FESSIONALS		MANAGERS	
PRESENT JOB	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Service	22	88	2	0	6	4	0	19	0	3	4	12	6	45	8	5
Operative	0	0	4	0	0	0	1	1	1	0	1	0	1	1	1	0
Craft	0	0	0	0	8	2	0	0	0	0	1	1	4	0	9	0
Office/Clerical	0	0	0	1	0	0	1	66	0	2	2	9	3	32	1	15
Sales	0	0	1	0	0	0	0	0	1	4	0	1	2	0	2	0
Technicians	0	0	0	0	1	0	0	1	0	1	6	33	6	26	11	1
Professionals	0	1	0	0	0	0	0	1	2	0	0	0	31	73	16	24
Managers	0	0	0	0	1	0	1	0	0	0	0	1	5	5	77	25

TABLE H-21

MEN AND WOMEN IN CENTRAL IOWA:

PRESENT JOB BY DESIRED JOB ULTIMATELY

	DESIRED JOB ULTIMATELY															
	SERVICE		OPERATIVE		CRAFT		OFFICE/ CLERICAL		SALES		TECHNICIANS		PRO- FESSIONALS		MANAGERS	
PRESENT JOB	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Service	15	22	0	0	4	2	0	3	2	2	3	4	8	8	9	3
Operative	1	0	33	0	5	0	0	1	3	0	5	0	7	2	22	1
Craft	1	0	1	1	34	8	0	1	1	0	4	1	7	2	19	2
Office/Clerical	0	0	1	1	1	1	6	131	0	6	4	14	11	56	18	62
Sales	0	1	0	0	2	0	0	4	31	17	2	3	6	6	48	9
Technicians	0	0	1	0	0	0	0	1	0	0	16	12	11	12	33	8
Professionals	0	1	0	0	1	0	0	0	0	0	0	1	40	25	46	17
Managers	0	0	0	0	2	0	0	0	3	0	0	0	9	6	165	39

TABLE H-22

MEN AND WOMEN IN SOUTHWEST IOWA:

PRESENT JOB BY DESIRED JOB ULTIMATELY

	DESIRED JOB ULTIMATELY															
	SERVICE		OPERATIVE		CRAFT		OFFICE/ CLERICAL		SALES		TECHNICIANS		PRO- FESSIONALS		MANAGERS	
PRESENT JOB	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Service	4	10	3	1	4	0	1	9	1	0	1	2	3	5	4	1
Operative	1	0	7	6	9	1	1	7	2	4	3	4	4	4	9	4
Craft	0	0	0	0	30	1	0	0	0	0	4	1	6	0	15	0
Office/Clerical	0	0	0	1	0	1	4	37	0	2	0	4	0	7	3	8
Sales	0	0	0	0	0	0	0	2	7	4	1	0	3	0	12	3
Technicians	0	0	0	0	0	0	0	0	0	0	3	13	4	6	9	3
Professionals	0	0	0	0	0	0	0	0	2	0	0	0	9	7	4	8
Managers	0	0	0	0	0	0	2	0	0	0	0	0	0	1	51	7

TABLE H-23

MEN AND WOMEN IN NORTHWEST IOWA:

PRESENT JOB BY DESIRED JOB ULTIMATELY

	DESIRED JOB ULTIMATELY															
	SERVICE		OPERATIVE		CRAFT		OFFICE/ CLERICAL		SALES		TECHNICIANS		PRO-FESSIONALS		MANAGERS	
PRESENT JOB	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Service	7	30	2	1	2	2	0	10	2	0	1	5	6	11	7	2
Operative	0	0	25	11	20	2	1	8	6	3	6	6	11	6	17	3
Craft	0	0	0	2	48	17	0	7	2	0	5	6	11	3	28	4
Office/Clerical	0	0	0	0	0	2	4	76	0	3	6	12	0	45	4	17
Sales	0	0	0	0	3	1	0	4	5	14	0	2	1	5	8	4
Technicians	0	0	0	0	1	0	0	3	0	0	7	17	13	4	8	0
Professionals	0	0	0	0	0	0	0	0	0	0	1	0	14	28	27	9
Managers	0	0	1	0	2	0	0	0	0	0	0	0	6	1	97	17

TABLE H-24

MEN AND WOMEN IN NORTHEAST IOWA:

PRESENT JOB BY DESIRED JOB ULTIMATELY

	DESIRED JOB ULTIMATELY															
	SERVICE		OPERATIVE		CRAFT		OFFICE/ CLERICAL		SALES		TECHNICIANS		PRO-FESSIONALS		MANAGERS	
PRESENT JOB	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Service	10	32	3	0	9	2	0	7	0	2	1	4	3	14	5	2
Operative	0	0	36	11	16	3	1	3	3	2	8	1	7	4	22	4
Craft	1	0	2	0	91	10	2	3	5	1	7	2	15	4	40	6
Office/Clerical	0	3	1	1	3	2	5	157	0	5	0	30	1	74	15	67
Sales	0	0	1	1	6	0	1	11	33	27	0	6	10	17	31	11
Technicians	0	0	0	0	0	0	0	1	0	2	15	13	8	6	23	7
Professionals	0	0	0	0	0	0	0	1	0	0	1	0	36	28	46	15
Managers	0	0	0	0	4	0	0	0	2	0	0	0	8	5	184	39

TABLE H-25

MEN AND WOMEN IN SOUTHEAST IOWA:

PRESENT JOB BY DESIRED JOB ULTIMATELY

	DESIRED JOB ULTIMATELY															
	SERVICE		OPERATIVE		CRAFT		OFFICE/ CLERICAL		SALES		TECHNICIANS		PRO-FESSIONALS		MANAGERS	
PRESENT JOB	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Service	10	34	0	1	3	0	0	13	0	1	1	7	2	22	3	7
Operative	0	1	38	29	19	9	0	7	3	4	14	12	13	19	25	9
Craft	0	1	5	0	97	17	0	2	1	0	6	3	22	4	47	3
Office/Clerical	0	1	0	2	0	4	5	154	0	7	1	32	3	76	8	65
Sales	0	0	0	0	0	0	0	3	18	22	0	1	8	4	28	9
Technicians	0	1	1	0	4	0	0	3	0	0	20	20	8	9	25	4
Professionals	0	0	0	0	0	0	0	1	0	0	0	0	25	27	55	8
Managers	0	0	0	0	4	0	0	1	0	1	0	2	13	2	170	40

TABLE H-26

MEN AND WOMEN IN COMMUNITIES UNDER 2,500 IN POPULATION:

PRESENT JOB BY DESIRED JOB ULTIMATELY

	DESIRED JOB ULTIMATELY															
	SERVICE		OPERATIVE		CRAFT		OFFICE/ CLERICAL		SALES		TECHNICIANS		PRO-FESSIONALS		MANAGERS	
PRESENT JOB	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Service	0	6	0	0	1	1	0	6	1	0	0	0	3	3	0	0
Operative	0	0	10	7	7	3	1	7	1	6	0	3	5	8	2	1
Craft	0	0	0	2	14	9	0	4	1	1	1	5	1	2	8	2
Office/Clerical	0	0	0	0	0	0	2	21	0	1	0	2	0	14	0	1
Sales	0	0	0	0	0	0	0	0	1	2	0	2	0	0	5	1
Technicians	0	0	0	0	0	0	0	1	0	0	0	3	1	1	2	0
Professionals	0	0	0	0	0	0	0	0	0	0	0	0	3	0	1	0
Managers	0	0	0	0	2	0	0	0	1	0	0	0	1	0	13	5

TABLE H-27

MEN AND WOMEN IN COMMUNITIES OF 2,500 TO 10,000 IN POPULATION:

PRESENT JOB BY DESIRED JOB ULTIMATELY

	DESIRED JOB ULTIMATELY															
	SERVICE		OPERATIVE		CRAFT		OFFICE/ CLERICAL		SALES		TECHNICIANS		PRO-FESSIONALS		MANAGERS	
PRESENT JOB	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Service	10	40	4	2	4	0	0	11	2	2	0	7	6	27	6	4
Operative	1	0	20	10	17	1	1	8	2	3	6	2	4	3	17	6
Craft	1	0	1	0	35	2	0	3	0	0	5	4	11	2	24	2
Office/Clerical	0	0	0	0	0	1	2	79	0	2	1	8	0	28	3	15
Sales	0	0	0	0	3	0	1	4	11	12	1	0	7	1	27	1
Technicians	0	0	0	0	0	0	0	2	0	0	4	16	5	5	11	4
Professionals	0	0	0	0	0	0	0	1	0	0	0	0	16	17	17	7
Managers	0	0	0	0	1	0	1	0	0	0	0	0	4	1	97	13

TABLE H-28

MEN AND WOMEN IN COMMUNITIES OF OVER 10,000 IN POPULATION:

PRESENT JOB BY DESIRED JOB ULTIMATELY

	DESIRED JOB ULTIMATELY															
	SERVICE		OPERATIVE		CRAFT		OFFICE/ CLERICAL		SALES		TECHNICIANS		PRO-FESSIONALS		MANAGERS	
PRESENT JOB	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Service	36	82	4	1	17	5	1	25	2	3	7	15	13	30	22	11
Operative	1	1	109	40	45	11	1	11	14	4	30	18	33	24	76	14
Craft	1	1	7	1	251	42	2	6	8	0	20	4	49	9	117	11
Office/Clerical	0	4	2	5	4	9	20	455	0	20	10	82	15	216	45	203
Sales	0	1	1	1	8	1	0	20	82	70	2	10	21	31	95	34
Technicians	0	1	2	0	5	0	0	5	0	2	57	56	38	31	85	18
Professionals	0	1	0	0	1	0	0	1	2	0	2	1	105	98	160	50
Managers	0	0	1	0	9	0	1	1	4	1	0	2	31	14	557	124

TABLE H-29

MEN AND WOMEN IN FIRMS OF 1-49 EMPLOYEES:

PRESENT JOB BY DESIRED JOB ULTIMATELY

	DESIRED JOB ULTIMATELY															
	SERVICE		OPERATIVE		CRAFT		OFFICE/ CLERICAL		SALES		TECHNICIANS		PRO-FESSIONALS		MANAGERS	
PRESENT JOB	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Service	5	14	0	1	2	0	0	8	1	2	0	2	1	7	3	1
Operative	0	0	9	0	1	0	0	0	2	0	0	0	0	0	4	1
Craft	0	0	1	0	21	2	1	0	1	0	0	0	3	0	18	1
Office/Clerical	0	0	0	0	0	0	3	34	0	2	2	3	0	19	2	11
Sales	0	0	1	0	4	0	1	9	46	23	1	4	10	3	43	8
Technicians	0	0	0	0	0	0	0	1	0	0	6	3	2	1	7	1
Professionals	0	0	0	0	1	0	0	0	0	0	0	0	3	4	10	3
Managers	0	0	0	0	3	0	0	0	0	1	0	0	3	0	74	12

TABLE H-30

MEN AND WOMEN IN FIRMS OF 50-99 EMPLOYEES:

PRESENT JOB BY DESIRED JOB ULTIMATELY

	DESIRED JOB ULTIMATELY															
	SERVICE		OPERATIVE		CRAFT		OFFICE/ CLERICAL		SALES		TECHNICIANS		PRO-FESSIONALS		MANAGERS	
PRESENT JOB	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Service	4	25	0	0	0	1	0	1	1	1	0	4	4	17	2	5
Operative	0	0	29	1	8	2	1	3	3	1	2	0	8	3	15	0
Craft	0	0	0	0	17	4	0	1	1	0	1	2	8	1	16	2
Office/Clerical	0	0	1	0	0	2	3	43	0	4	1	6	1	12	4	25
Sales	0	1	0	0	5	0	0	8	15	18	1	2	10	7	26	5
Technicians	0	0	0	0	2	0	0	1	0	1	10	6	4	2	8	0
Professionals	0	0	0	0	0	0	0	1	0	0	0	0	9	8	7	5
Managers	0	0	0	0	3	0	0	0	0	0	0	0	3	1	92	15

TABLE H-31

MEN AND WOMEN IN FIRMS OF 100-249 EMPLOYEES:

PRESENT JOB BY DESIRED JOB ULTIMATELY

	DESIRED JOB ULTIMATELY															
	SERVICE		OPERATIVE		CRAFT		OFFICE/ CLERICAL		SALES		TECHNICIANS		PRO-FESSIONALS		MANAGERS	
PRESENT JOB	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Service	20	53	4	1	7	4	1	16	2	2	0	6	7	21	10	1
Operative	0	1	52	18	31	6	0	8	4	6	14	5	13	11	27	4
Craft	1	1	3	0	99	12	1	4	1	1	11	6	21	5	46	6
Office/Clerical	0	2	0	3	0	6	7	169	0	8	1	42	1	89	13	79
Sales	0	0	0	1	0	0	0	4	20	23	1	2	3	12	32	10
Technicians	0	0	0	0	0	0	0	4	0	1	10	17	7	12	24	6
Professionals	0	0	0	0	0	0	0	1	0	0	2	0	33	29	48	12
Managers	0	0	0	0	1	0	1	1	3	0	0	0	9	6	186	50

TABLE H-32

MEN AND WOMEN IN FIRMS OF 250-499 EMPLOYEES:

PRESENT JOB BY DESIRED JOB ULTIMATELY

	DESIRED JOB ULTIMATELY															
	SERVICE		OPERATIVE		CRAFT		OFFICE/ CLERICAL		SALES		TECHNICIANS		PRO-FESSIONALS		MANAGERS	
PRESENT JOB	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Service	10	14	1	1	4	1	0	10	1	0	1	5	5	4	8	2
Operative	1	0	15	10	13	0	1	8	6	4	6	4	9	7	26	5
Craft	0	0	1	2	65	18	0	6	4	0	4	3	12	4	32	4
Office/Clerical	0	1	0	1	1	1	3	128	0	4	2	18	2	77	10	47
Sales	0	0	0	0	2	1	0	2	7	18	0	4	2	9	17	9
Technicians	0	0	0	0	2	0	0	1	0	0	8	20	11	6	21	4
Professionals	0	0	0	0	0	0	0	0	0	0	0	1	39	33	45	12
Managers	0	0	1	0	3	0	0	0	1	0	0	1	13	5	179	33

TABLE H-33

MEN AND WOMEN IN FIRMS OF 500 OR MORE EMPLOYEES:

PRESENT JOB BY DESIRED JOB ULTIMATELY

	DESIRED JOB ULTIMATELY															
	SERVICE		OPERATIVE		CRAFT		OFFICE/ CLERICAL		SALES		TECHNICIANS		PRO-FESSIONALS		MANAGERS	
PRESENT JOB	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Service	7	22	3	0	9	0	0	7	0	0	6	5	5	11	5	6
Operative	1	0	34	28	16	7	1	7	2	2	14	14	12	14	23	11
Craft	1	0	3	1	98	17	0	2	2	0	10	2	17	3	37	2
Office/Clerical	0	1	1	1	3	1	8	181	0	5	5	23	11	61	19	57
Sales	0	0	0	0	0	0	0	1	6	2	0	0	3	1	9	4
Technicians	0	1	2	0	1	0	0	1	0	0	27	29	20	16	38	11
Professionals	0	1	0	0	0	0	0	0	2	0	0	0	39	41	68	25
Managers	0	0	0	0	2	0	1	0	1	0	0	1	8	3	136	32

APPENDIX I

MOBILITY DATA

Complete mobility data is displayed in Appendix I. Except where noted, the tables include the aggregate sample of male and female responses. See Chapter V for the discussion of mobility.

TABLE I-1

TRAVEL REQUIRED OF MEN AND WOMEN

BY GEOGRAPHIC AREA, SIZE OF COMMUNITY, SIZE OF FIRM, AND TYPE OF INDUSTRY

	NO TRAVEL		OCCASIONAL TRAVEL		FREQUENT TRAVEL	
	Male	Female	Male	Female	Male	Female
GEOGRAPHIC AREA IN IOWA						
Central	369	497	221	62	118	28
Southwest	171	181	50	21	39	11
Northwest	301	402	108	44	50	25
Northeast	462	650	230	88	114	37
Southeast	452	765	238	73	112	29
COMMUNITY SIZE IN POPULATION						
Under 2,500	63	171	19	11	22	16
2,500-10,000	300	368	99	44	57	23
10,000 and Over	1,392	1,956	729	233	354	91
FIRM SIZE BY NUMBER OF EMPLOYEES						
1- 49	145	179	120	28	64	12
50- 99	201	256	83	38	86	20
100-249	528	795	233	93	134	50
250-499	390	580	193	70	67	21
500 and Over	490	685	218	59	82	27
TYPE OF INDUSTRY						
Agriculture, Construction	27	42	38	4	16	0
Manufacturing	911	1,025	257	65	131	38
Transportation, Utilities	173	222	165	55	109	12
Wholesale and Retail Trade	335	390	161	50	111	29
Finance, Insurance	134	351	140	25	45	7
Service	175	465	86	89	21	44

TABLE I-2

TRAVEL REQUIRED OF MEN AND WOMEN

BY JOB CATEGORY, INCOME, LEVEL OF EDUCATION, AND AGE

	NO TRAVEL		OCCASIONAL TRAVEL		FREQUENT TRAVEL	
	Male	Female	Male	Female	Male	Female
JOB CATEGORY						
Service	148	286	7	26	11	28
Operative	293	202	44	8	99	10
Craft	430	110	86	14	77	9
Office/Clerical	90	1,198	11	54	6	18
Sales	149	179	72	26	61	13
Technicians	134	126	62	21	21	7
Professionals	120	121	154	51	37	11
Managers	265	85	380	85	100	8
INCOME						
Under $5,000	95	650	6	49	8	51
$ 5,000 to $ 7,499	242	987	26	64	23	35
$ 7,500 to $ 9,999	374	521	79	61	60	16
$10,000 to $12,499	469	231	127	44	77	13
$12,500 to $14,999	318	61	159	36	78	7
$15,000 to $17,499	160	10	137	22	62	1
$17,500 to $19,999	66	4	110	7	36	4
$20,000 and Over	22	2	195	4	88	2
LEVEL OF EDUCATION						
Less than High School Diploma	267	241	44	16	63	29
High School Diploma	749	1,383	210	113	171	55
Some College	444	642	247	104	88	26
College Degree	214	148	213	29	73	10
Some Graduate Work	40	45	77	12	20	6
Graduate Degree	36	25	55	14	17	3
AGE						
Under 25	404	704	75	61	48	22
25-34	581	589	294	77	127	30
35-44	295	418	229	64	108	26
45-54	260	465	169	58	96	30
55-64	198	300	74	24	51	19
65 and Over	16	16	6	4	3	3

TABLE I-3

TRAVEL REQUIRED OF MEN AND WOMEN

BY ECONOMIC REASON FOR WORKING, MARITAL STATUS AND NUMBER OF DEPENDENTS AND CHILDREN

	NO TRAVEL		OCCASIONAL TRAVEL		FREQUENT TRAVEL	
	Male	Female	Male	Female	Male	Female
ECONOMIC REASON FOR WORKING						
Support Self Only	309	628	53	69	47	28
Primary Support of Self and Others	1,339	474	761	73	368	37
Supplemental Support of Self and Others	94	1,311	29	135	14	61
None of Above	9	74	3	11	3	4
MARITAL STATUS						
Never Married	301	491	53	58	45	25
Presently Married	1,361	1,592	762	174	361	81
Widowed, Separated, or Divorced	91	404	31	56	26	23
NUMBER OF DEPENDENTS						
0	301	1,158	58	121	40	52
1	413	529	167	73	81	34
2	317	323	171	41	75	16
3	358	205	206	28	98	11
4	197	109	130	11	75	4
5 or More	157	93	109	12	58	12
NUMBER OF CHILDREN						
0	1,026	1,757	439	207	231	94
1	310	376	151	43	80	17
2	270	230	159	24	69	8
3	92	72	70	8	33	3
4	19	12	20	0	10	0
5 or More	38	48	8	6	10	8

TABLE I-4

TRAVEL MEN AND WOMEN WOULD BE WILLING TO ACCEPT

BY GEOGRAPHIC AREA, SIZE OF COMMUNITY, SIZE OF FIRM, AND TYPE OF INDUSTRY

	NO TRAVEL		OCCASIONAL TRAVEL		FREQUENT TRAVEL	
	Male	Female	Male	Female	Male	Female
GEOGRAPHIC AREA IN IOWA						
Central	95	224	424	292	188	70
Southwest	46	83	144	105	69	24
Northwest	76	184	287	238	98	46
Northeast	118	273	512	402	172	96
Southeast	140	358	482	411	176	87
COMMUNITY SIZE IN POPULATION						
Under 2,500	13	85	60	87	31	23
2,500-10,000	76	182	271	208	108	42
10,000 and Over	386	855	1,518	1,153	564	258
FIRM SIZE BY NUMBER OF EMPLOYEES						
1- 49	39	98	199	91	92	29
50- 99	47	127	206	147	116	34
100-249	172	342	511	499	211	92
250-499	91	264	423	318	135	85
500 and Over	126	291	509	393	149	83
TYPE OF INDUSTRY						
Agriculture, Construction	10	12	47	29	24	5
Manufacturing	258	471	789	532	248	116
Transportation, Utilities	60	76	258	175	127	38
Wholesale and Retail Trade	79	222	352	196	176	45
Finance, Insurance	32	125	223	229	64	30
Service	36	216	180	287	64	89

TABLE I-5

TRAVEL MEN AND WOMEN WOULD BE WILLING TO ACCEPT

BY JOB CATEGORY, INCOME, LEVEL OF EDUCATION, AND AGE

	NO TRAVEL		OCCASIONAL TRAVEL		FREQUENT TRAVEL	
	Male	Female	Male	Female	Male	Female
JOB CATEGORY						
Service	50	158	81	127	36	55
Operative	90	95	224	96	122	30
Craft	145	63	324	52	123	16
Office/Clerical	14	500	63	673	30	93
Sales	20	85	170	105	92	26
Technicians	29	47	149	89	39	17
Professionals	20	33	244	120	47	29
Managers	53	28	509	114	181	33
INCOME						
Under $5,000	25	327	52	332	34	80
$ 5,000 to $ 7,499	54	462	167	517	67	105
$ 7,500 to $ 9,999	105	213	296	324	108	58
$10,000 to $12,499	134	82	400	160	136	45
$12,500 to $14,999	86	21	348	65	122	16
$15,000 to $17,499	54	1	221	25	83	7
$17,500 to $19,999	10	1	157	8	45	6
$20,000 and Over	5	0	197	6	102	2
LEVEL OF EDUCATION						
Less than High School Diploma	143	164	148	85	78	35
High School Diploma	238	645	654	743	240	149
Some College	54	248	523	435	198	90
College Degree	29	32	347	122	123	31
Some Graduate Work	5	17	98	35	34	11
Graduate Degree	6	11	74	22	28	6
AGE						
Under 25	46	208	342	470	139	104
25-34	109	234	655	389	237	73
35-44	96	222	387	231	145	52
45-54	101	241	309	250	118	56
55-64	112	201	145	100	61	37
65 and Over	11	14	10	8	3	1

TABLE I-6

TRAVEL MEN AND WOMEN WOULD BE WILLING TO ACCEPT

BY ECONOMIC REASON FOR WORKING, MARITAL STATUS AND NUMBER OF DEPENDENTS AND CHILDREN

	NO TRAVEL		OCCASIONAL TRAVEL		FREQUENT TRAVEL	
	Male	Female	Male	Female	Male	Female
ECONOMIC REASON FOR WORKING						
Support Self Only	43	185	232	385	129	145
Primary Support of Self and Others	389	189	1,533	320	542	73
Supplemental Support of Self and Others	38	694	72	710	28	98
None of Above	4	49	9	31	2	7
MARITAL STATUS						
Never Married	38	114	229	341	130	114
Presently Married	409	846	1,548	865	522	128
Widowed, Separated, or Divorced	27	159	70	237	50	80
NUMBER OF DEPENDENTS						
0	42	476	231	661	123	179
1	132	224	382	345	139	63
2	99	156	348	190	119	36
3	86	107	435	113	140	23
4	55	53	241	63	108	7
5 or More	56	49	199	55	68	12
NUMBER OF CHILDREN						
0	288	760	981	1,018	419	265
1	78	188	351	227	113	21
2	63	107	331	132	103	21
3	27	36	123	40	45	7
4	6	6	33	5	10	1
5 or More	13	25	33	23	13	8

TABLE I-7

WILLINGNESS OF MEN AND WOMEN TO CHANGE EMPLOYERS FOR A BETTER JOB

BY GEOGRAPHIC AREA IN IOWA, SIZE OF COMMUNITY, SIZE OF FIRM, AND TYPE OF INDUSTRY

	YES		NO	
	Male	Female	Male	Female
GEOGRAPHIC AREA IN IOWA				
Central	479	354	221	229
Southwest	175	117	82	91
Northwest	320	290	136	183
Northeast	492	461	304	307
Southeast	528	504	262	359
COMMUNITY SIZE IN POPULATION				
Under 2,500	78	136	28	62
2,500-10,000	317	241	132	191
10,000 and Over	1,599	1,349	845	916
FIRM SIZE BY NUMBER OF EMPLOYEES				
1- 49	187	114	135	107
50- 99	226	169	141	141
100-249	600	575	283	354
250-499	460	438	180	226
500 and Over	520	430	266	341
TYPE OF INDUSTRY				
Agriculture, Construction	58	27	21	17
Manufacturing	920	700	364	427
Transportation, Utilities	218	142	228	145
Wholesale and Retail Trade	361	239	236	224
Finance, Insurance	230	280	87	104
Service	207	338	69	252

TABLE I-8

WILLINGNESS OF MEN AND WOMEN TO CHANGE EMPLOYERS FOR A BETTER JOB
BY JOB CATEGORY, INCOME, LEVEL OF EDUCATION, AND AGE

	YES		NO	
	Male	Female	Male	Female
JOB CATEGORY				
Service	121	206	45	132
Operative	297	147	135	74
Craft	366	72	221	60
Office/Clerical	79	805	27	456
Sales	171	117	107	97
Technicians	161	88	55	63
Professionals	236	105	69	76
Managers	461	77	269	101
INCOME				
Under $5,000	86	477	23	267
$ 5,000 to $ 7,499	223	703	66	379
$ 7,500 to $ 9,999	364	319	138	277
$10,000 to $12,499	457	145	213	140
$12,500 to $14,999	361	44	190	59
$15,000 to $17,499	213	15	141	18
$17,500 to $20,000	119	3	89	11
$20,000 and Over	163	2	137	5
LEVEL OF EDUCATION				
Less than High School Diploma	188	128	188	161
High School Diploma	682	881	430	658
Some College	556	506	217	260
College Degree	386	143	102	44
Some Graduate Work	99	41	38	21
Graduate Degree	78	23	28	18
AGE				
Under 25	425	605	93	177
25-34	671	495	225	191
34-44	426	285	199	216
45-54	272	236	249	315
55-64	104	103	219	245
65 and Over	5	1	20	28

TABLE I-9

WILLINGNESS OF MEN AND WOMEN TO CHANGE EMPLOYERS FOR A BETTER JOB

BY ECONOMIC REASON FOR WORKING, MARITAL STATUS AND NUMBER OF DEPENDENTS AND CHILDREN

	YES		NO	
	Male	Female	Male	Female
ECOMONIC REASON FOR WORKING				
Support Self Only	317	449	86	272
Primary Support of Self and Others	1,577	378	863	202
Supplemental Support of Self and Others	88	854	47	642
None of Above	9	41	6	49
MARITAL STATUS				
Never Married	310	403	86	167
Presently Married	1,580	1,059	870	775
Widowed, Separated, or Divorced	102	258	47	224
NUMBER OF DEPENDENTS				
0	300	743	94	578
1	374	397	276	235
2	369	232	192	146
3	446	159	206	83
4	282	78	115	43
5 or More	208	72	114	44
NUMBER OF CHILDREN				
0	1,045	1,173	635	875
1	366	277	169	152
2	365	179	121	80
3	143	56	50	26
4	37	10	12	2
5 or More	38	31	18	34

TABLE I-10

WILLINGNESS OF MEN AND WOMEN TO MOVE FOR A BETTER JOB

BY GEOGRAPHIC AREA IN IOWA, SIZE OF COMMUNITY, SIZE OF FIRM, AND TYPE OF INDUSTRY

	YES		NO	
	Male	Female	Male	Female
GEOGRAPHIC AREA IN IOWA				
Central	447	190	254	393
Southwest	162	42	95	170
Northwest	285	146	174	325
Northeast	464	245	330	524
Southeast	457	243	335	620
COMMUNITY SIZE IN POPULATION				
Under 2,500	66	60	40	137
2,500-10,000	301	102	149	333
10,000 and Over	1,448	704	999	1,562
FIRM SIZE BY NUMBER OF EMPLOYEES				
1- 49	210	56	116	164
50- 99	228	77	138	236
100-249	524	291	361	639
250-499	398	207	245	458
500 and Over	455	235	327	535
TYPE OF INDUSTRY				
Agriculture, Construction	56	15	24	31
Manufacturing	741	334	546	789
Transportation, Utilities	257	113	184	176
Wholesale and Retail Trade	389	99	214	368
Finance, Insurance	193	135	121	244
Service	179	170	99	424

TABLE I-11

WILLINGNESS OF MEN AND WOMEN TO MOVE FOR A BETTER JOB
BY JOB CATEGORY, INCOME, LEVEL OF EDUCATION, AND AGE

	YES		NO	
	Male	Female	Male	Female
JOB CATEGORY				
Service	85	91	80	250
Operative	228	78	200	143
Craft	308	38	284	94
Office/Clerical	72	382	34	876
Sales	174	57	105	160
Technicians	138	49	75	104
Professionals	219	62	86	117
Managers	508	67	226	110
INCOME				
Under $5,000	69	222	40	527
$ 5,000 to $ 7,499	178	321	112	761
$ 7,500 to $ 9,999	309	160	199	432
$10,000 to $12,499	387	93	281	193
$12,500 to $14,999	326	36	222	67
$15,000 to $17,499	216	14	137	19
$17,500 to $19,999	134	8	74	6
$20,000 and Over	188	4	114	4
LEVEL OF EDUCATION				
Less than High School Diploma	148	50	231	240
High School Diploma	592	416	525	1,128
Some College	527	277	243	487
College Degree	369	84	120	102
Some Graduate Work	97	25	41	37
Graduate Degree	77	12	27	29
AGE				
Under 25	384	354	133	425
25-34	699	240	292	448
35-44	385	123	239	381
45-54	261	116	262	434
55-64	83	32	238	318
65 and Over	3	1	23	23

TABLE I-12

WILLINGNESS OF MEN AND WOMEN TO MOVE FOR A BETTER JOB

BY ECONOMIC REASON FOR WORKING, MARITAL STATUS, AND NUMBER OF DEPENDENTS AND CHILDREN

	YES		NO	
	Male	Female	Male	Female
ECONOMIC REASON FOR WORKING				
Support Self Only	267	328	137	391
Primary Support of Self and Others	1,486	234	957	348
Supplemental Support of Self and Others	52	292	83	1,207
None of Above	6	12	9	78
MARITAL STATUS				
Never Married	271	297	125	273
Presently Married	1,450	391	1,003	1,447
Widowed, Separated, or Divorced	93	175	57	306
NUMBER OF DEPENDENTS				
0	257	415	139	909
1	345	216	309	417
2	357	105	202	275
3	404	58	251	182
4	249	30	147	91
5 or More	192	29	128	86
NUMBER OF CHILDREN				
0	948	634	736	1,417
1	340	131	195	301
2	329	66	158	192
3	137	18	55	62
4	28	5	21	7
5 or More	33	12	23	53

APPENDIX J

JOB SATISFACTION DATA

Complete job satisfaction data is displayed in Appendix J. Except where noted, the tables include the aggregate sample of male and female responses. See Chapter V for the discussion of job satisfaction.

TABLE J-1

JOB SATISFACTION OF MEN AND WOMEN

BY GEOGRAPHIC AREA IN IOWA

JOB CHARACTERISTIC	CENTRAL		SOUTHWEST		NORTHWEST		NORTHEAST		SOUTHEAST	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Work										
Unsatisfied	111	82	64	24	90	101	122	129	146	168
Satisfied	254	251	93	89	186	187	286	323	296	369
Highly Satisfied	347	257	103	100	187	188	400	328	362	338
Promotional Opportunities										
Unsatisfied	316	310	131	121	216	295	321	475	376	517
Satisfied	180	166	67	56	128	107	227	176	204	202
Highly Satisfied	216	114	62	36	119	74	260	129	224	156
Supervision										
Unsatisfied	66	62	39	13	72	60	98	88	92	97
Satisfied	190	120	70	52	126	119	200	200	213	207
Highly Satisfied	456	408	151	148	265	297	510	492	499	571
Co-workers										
Unsatisfied	63	58	38	13	61	57	88	86	89	108
Satisfied	173	145	65	47	115	122	179	186	212	226
Highly Satisfied	476	387	157	153	287	297	541	508	503	541
Pay										
Unsatisfied	232	226	104	61	141	189	206	341	242	318
Satisfied	271	219	77	91	184	163	330	258	301	299
Highly Satisfied	208	145	79	61	137	124	271	178	261	257

TABLE J-2

JOB SATISFACTION OF MEN AND WOMEN

BY SIZE OF COMMUNITY IN POPULATION

JOB CHARACTERISTIC	UNDER 2,500		2,500-10,000		10,000 AND OVER	
	Male	Female	Male	Female	Male	Female
Work						
Unsatisfied	26	53	104	83	403	368
Satisfied	55	84	161	158	899	977
Highly Satisfied	25	62	192	198	1,182	951
Promotional Opportunities						
Unsatisfied	67	160	202	274	1,091	1,284
Satisfied	21	28	131	106	654	573
Highly Satisfied	18	11	124	59	739	439
Supervision						
Unsatisfied	23	29	62	49	282	242
Satisfied	31	71	120	91	648	536
Highly Satisfied	52	99	275	299	1,554	1,518
Co-workers						
Unsatisfied	23	26	60	51	256	245
Satisfied	30	70	127	100	587	556
Highly Satisfied	53	103	270	288	1,641	1,495
Pay						
Unsatisfied	56	120	158	157	711	858
Satisfied	35	53	154	149	974	828
Highly Satisfied	15	26	144	133	797	606

TABLE J-3

JOB SATISFACTION OF MEN AND WOMEN

BY TYPE OF INDUSTRY

JOB CHARACTERISTIC	AGRICULTURE CONSTRUCTION		MANUFACTURING		TRANSPORTATION UTILITIES		WHOLESALE AND RETAIL TRADE		FINANCE INSURANCE		SERVICE	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Work												
Unsatisfied	15	2	305	273	57	42	87	77	30	55	39	55
Satisfied	30	16	510	471	174	109	218	199	84	189	99	235
Highly Satisfied	36	28	489	394	217	139	307	197	206	141	144	312
Promotional Opportunities												
Unsatisfied	34	16	663	765	217	123	202	274	105	197	139	343
Satisfied	20	16	367	225	110	79	136	116	95	107	78	164
Highly Satisfied	27	14	274	148	121	88	274	83	120	81	65	95
Supervision												
Unsatisfied	12	3	199	146	51	20	64	56	23	39	18	56
Satisfied	26	6	364	312	125	66	132	116	80	88	72	110
Highly Satisfied	43	37	741	680	272	204	416	301	217	258	192	436
Co-workers												
Unsatisfied	15	5	183	161	43	23	58	58	8	29	32	46
Satisfied	14	7	365	309	98	75	147	100	67	105	53	130
Highly Satisfied	52	34	756	668	307	192	407	315	245	251	197	426
Pay												
Unsatisfied	23	15	436	430	81	45	169	211	105	184	111	250
Satisfied	33	24	502	385	192	97	203	155	129	132	104	237
Highly Satisfied	25	7	364	322	175	146	239	107	86	69	67	114

TABLE J-4

JOB SATISFACTION OF MEN AND WOMEN

BY SIZE OF FIRM IN NUMBER OF EMPLOYEES

JOB CHARACTERISTIC	1-49		50-99		100-249		250-499		500 AND OVER	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Work										
Unsatisfied	41	29	64	65	167	161	117	120	144	129
Satisfied	126	90	126	130	354	407	223	273	286	319
Highly Satisfied	165	105	180	121	378	376	315	280	360	329
Promotional Opportunities										
Unsatisfied	94	108	145	184	432	601	303	402	386	423
Satisfied	73	68	88	76	245	200	177	163	222	200
Highly Satisfied	165	48	137	56	222	143	175	108	182	154
Supervision										
Unsatisfied	29	26	48	42	119	113	83	67	88	72
Satisfied	74	45	98	74	241	226	176	149	210	204
Highly Satisfied	229	153	224	200	539	605	396	457	492	501
Co-workers										
Unsatisfied	39	20	30	36	117	96	78	77	75	93
Satisfied	70	54	87	67	246	244	152	169	189	192
Highly Satisfied	223	150	253	213	536	604	425	427	526	492
Pay										
Unsatisfied	92	82	72	113	318	433	248	281	195	226
Satisfied	119	80	133	100	328	310	238	253	344	287
Highly Satisfied	121	62	163	103	253	198	169	139	250	263

TABLE J-5

JOB SATISFACTION OF MEN AND WOMEN

BY LEVEL OF EDUCATION

JOB CHARACTERISTIC	LESS THAN A HIGH SCHOOL DIPLOMA		HIGH SCHOOL DIPLOMA		SOME COLLEGE		COLLEGE DEGREE		SOME GRADUATE WORK		GRADUATE DEGREE	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Work												
Unsatisifed	115	67	228	279	126	111	43	26	11	13	7	6
Satisfied	169	134	468	671	282	305	141	70	37	16	16	17
Highly Satisfied	98	97	437	607	371	359	316	91	90	34	85	19
Promotional Opportunities												
Unsatisfied	224	194	557	928	332	431	161	103	47	28	36	27
Satisfied	102	73	287	376	217	184	126	46	47	18	25	7
Highly Satisfied	56	31	289	253	230	160	213	38	44	17	47	8
Supervision												
Unsatisfied	80	48	161	172	77	79	28	13	7	3	12	4
Satisfied	93	76	320	384	216	158	119	49	28	16	20	13
Highly Satisfied	209	174	652	1,001	486	538	353	125	103	44	76	25
Co-workers												
Unsatisfied	85	52	146	179	65	70	31	9	7	6	3	5
Satisfied	103	77	318	399	187	180	95	44	22	12	18	13
Highly Satisfied	194	169	669	979	527	525	374	134	109	45	87	24
Pay												
Unsatisfied	193	133	359	608	228	273	104	77	24	23	14	18
Satisfied	107	95	424	537	295	288	223	62	61	25	53	18
Highly Satisfied	80	70	350	410	256	212	172	48	53	15	41	6

TABLE J-6

JOB SATISFACTION OF MEN AND WOMEN

BY AGE

JOB CHARACTERISTIC	UNDER 25		25-34		35-44		45-54		55-64		65 AND OVER	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Work												
Unsatisfied	143	164	171	136	91	76	65	73	58	49	5	6
Satisfied	227	394	365	270	206	197	177	223	131	129	8	5
Highly Satisfied	159	230	466	291	337	236	287	263	137	176	13	13
Promotional Opportunities												
Unsatisfied	203	419	402	387	269	289	255	365	215	238	16	19
Satisfied	136	211	257	169	164	128	172	115	69	79	8	4
Highly Satisfied	190	158	343	141	201	92	102	79	42	37	2	1
Supervision												
Unsatisfied	53	85	109	79	84	43	62	62	53	47	6	3
Satisfied	153	167	272	167	154	116	129	152	83	91	8	5
Highly Satisfied	323	536	621	451	396	350	338	345	190	216	12	16
Co-workers												
Unsatisfied	65	73	98	68	50	52	60	68	61	56	5	4
Satisfied	172	196	241	173	135	125	106	146	83	80	7	5
Highly Satisfied	292	519	663	456	449	332	363	345	182	218	14	15
Pay												
Unsatisfied	188	313	297	251	164	192	147	230	115	140	14	8
Satisfied	194	263	401	249	269	187	184	195	111	129	4	6
Highly Satisfied	147	212	304	195	201	130	196	132	99	85	8	10

TABLE J-7

JOB SATISFACTION OF MEN AND WOMEN

BY MARITAL STATUS

JOB CHARACTERISTIC	NEVER MARRIED		PRESENTLY MARRIED		WIDOWED, SEPARATED, OR DIVORCED	
	Male	Female	Male	Female	Male	Female
Work						
Unsatisfied	121	101	383	331	29	72
Satisfied	154	255	897	764	62	194
Highly Satisfied	125	218	1,212	766	60	224
Promotional Opportunities						
Unsatisfied	181	285	1,104	1,129	73	298
Satisfied	94	164	672	429	39	121
Highly Satisfied	125	125	716	312	39	71
Supervision						
Unsatisfied	43	55	301	212	22	52
Satisfied	112	112	656	455	30	127
Highly Satisfied	245	407	1,535	1,194	99	311
Co-workers						
Unsatisfied	55	61	261	195	22	66
Satisfied	117	136	574	466	52	121
Highly Satisfied	228	377	1,657	1,200	77	303
Pay						
Unsatisfied	142	205	731	725	50	201
Satisfied	135	203	970	635	57	188
Highly Satisfied	123	165	788	498	44	101

TABLE J-8

JOB SATISFACTION OF MEN AND WOMEN

BY ECONOMIC REASON FOR WORKING

JOB CHARACTERISTIC	SUPPORT SELF ONLY		PRIMARY SUPPORT OF SELF AND OTHERS		SUPPLEMENTAL SUPPORT OF SELF AND OTHERS	
	Male	Female	Male	Female	Male	Female
Work						
Unsatisfied	121	121	370	111	37	258
Satisfied	155	305	890	253	59	620
Highly Satisfied	134	305	1,217	223	42	639
Promotional Opportunities						
Unsatisifed	192	408	1,088	334	70	913
Satisfied	94	183	664	151	40	353
Highly Satisfied	124	140	725	102	28	251
Supervision						
Unsatisfied	50	79	292	70	21	160
Satisfied	108	156	640	144	43	375
Highly Satisfied	252	496	1,545	373	74	982
Co-workers						
Unsatisfied	57	94	256	69	23	146
Satisfied	128	181	566	157	46	368
Highly Satisfied	225	456	1,655	361	69	1,003
Pay						
Unsatisfied	148	269	702	275	64	552
Satisfied	143	266	978	206	36	524
Highly Satisfied	119	195	795	105	37	440

TABLE J-9

JOB SATISFACTION OF MEN AND WOMEN

BY INCOME

JOB CHARACTERISTIC	UNDER $5,000		$5,000 TO $7,499		$7,500 TO $9,999		$10,000 TO $12,499		$12,500 TO $14,999		$15,000 TO $17,499		$17,500 TO $20,000		$20,000 OR OVER	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Work																
Unsatisfied	41	186	101	168	136	90	131	40	69	8	35	1	10	1	9	0
Satisfied	40	352	121	478	215	240	291	90	216	32	111	8	60	3	52	0
Highly Satisfied	30	217	72	452	162	271	255	158	271	65	213	24	142	11	245	8
Promotional Opportunities																
Unsatisifed	67	483	161	665	226	342	333	148	247	43	138	11	77	4	101	2
Satisfied	24	173	66	268	159	145	169	67	151	32	93	8	60	7	82	1
Highly Satisfied	20	99	67	165	128	114	175	73	158	30	128	14	75	4	123	5
Supervision																
Unsatisfied	14	106	47	120	71	59	90	24	69	6	40	1	15	0	21	0
Satisfied	31	192	73	254	153	141	206	65	141	27	85	10	45	4	58	0
Highly Satisfied	66	457	174	724	289	401	381	199	346	72	234	22	152	11	227	8
Co-workers																
Unsatisfied	22	96	53	120	67	65	85	26	55	9	33	3	8	1	15	0
Satisfied	29	194	89	282	156	139	189	72	134	19	59	9	46	4	37	1
Highly Satisfied	60	465	152	696	290	397	403	190	367	77	267	21	158	10	254	7
Pay																
Unsatisfied	66	433	179	497	235	152	228	34	122	7	52	3	18	1	22	1
Satisfied	25	227	74	387	186	237	293	112	247	37	157	10	77	6	96	0
Highly Satisfied	20	94	41	214	92	210	155	142	187	61	148	20	117	8	188	6

TABLE J-10

JOB SATISFACTION OF MEN AND WOMEN

BY JOB CATEGORY

JOB CHARACTERISTIC	SERVICE		OPERATIVE		CRAFT		OFFICE/ CLERICAL		SALES		TECHNICIANS		PRO-FESSIONALS		MANAGERS	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Work																
Unsatisfied	70	79	151	83	108	33	29	179	32	24	21	12	12	3	41	9
Satisfied	66	153	208	111	267	67	43	538	99	108	87	52	68	45	198	53
Highly Satisfied	32	111	77	29	221	34	35	555	152	89	109	90	232	135	506	117
Promotional Opportunities																
Unsatisfied	104	224	280	158	322	80	46	743	73	110	105	90	104	87	217	57
Satisfied	41	80	90	36	146	32	34	314	73	72	65	32	96	49	215	53
Highly Satisfied	23	39	66	29	128	22	27	215	137	40	47	32	112	47	313	69
Supervision																
Unsatisfied	29	46	83	31	104	13	8	125	18	12	23	20	19	12	38	6
Satisfied	48	74	135	66	180	40	28	295	67	49	72	31	67	48	151	28
Highly Satisfied	91	223	218	126	312	81	71	852	198	160	122	103	226	123	556	145
Co-workers																
Unsatisfied	41	49	73	40	75	21	14	111	20	18	16	15	9	6	44	12
Satisfied	47	89	137	70	174	44	24	311	65	46	60	25	60	38	128	35
Highly Satisfied	80	205	226	113	347	69	69	850	198	157	141	114	243	139	573	132
Pay																
Unsatisfied	87	167	157	77	207	58	41	502	73	82	57	44	68	44	127	36
Satisfied	50	106	146	85	229	45	43	450	95	77	110	70	144	73	304	62
Highly Satisfied	31	69	133	61	159	31	23	319	115	61	50	40	99	66	313	80