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## Postwar Labor Turn-Over Among Women Factory Workers<sup>1</sup>

WOMEN HAVE RETAINED 1 million of the 2½ million additional production jobs which they acquired in the period from October 1939 to the war peak in November 1943 (see chart). About half the job increase from the prewar period has been concentrated in the higher-paying durable-goods industries. Despite the increased availability of men, these industries which are traditionally staffed by men now employ over 800,000 women—almost 2½ times as many as in 1939. Actually, one-fourth of all women production workers in November 1946 were employed in the heavy-goods industries.

Even in the nondurable-goods industries where three-fourths of all women production workers are employed, the war has broadened the field for women. For example, 1 out of every 5 production workers in chemical manufacturing is a woman.

At the war's end 3,882,000 women were employed in manufacturing industries. One month later, their employment had dropped to 3,207,000, a loss of 675,000 production jobs. In addition to large scale lay-offs, considerable numbers of women voluntarily quit their jobs as men were demobilized. The low point in the employment of women came in February 1946, when only 2,934,000 women production workers were on factory pay rolls. After that reconversion low, employment of women gained, and by November 1946, 3,265,000 women held production jobs in manufacturing industries. However, the November 1946 employment level of women represents a decline from the war's end of 617,000 production jobs.

### *Lay-Off Rates<sup>2</sup>*

Soon after VJ-day, lay-offs claimed 175 out of every 1,000 women in manufacturing industries, almost double the rate for men. In the heavy-industry groups, involuntary separation rates—mostly lay-offs—were consistently higher for women than for men from August 1945 through May 1946, a year after VE-day. It was during this same period that three-fourths of the veterans now employed in

<sup>1</sup> Prepared by Clara F. Schloss and Ella Joan Pelinsky in the Bureau's Employment Statistics Division. This study relies primarily upon the turn-over rates for women in manufacturing establishments published monthly by the Bureau of Labor Statistics. The tabulated rates, covering hires, total separations, and quits, are based on reports of some 6,800 establishments employing around 4,200,000 workers. This sample is somewhat smaller than the one for all employees in manufacturing industries, as some firms do not report separate data for women.

<sup>2</sup> Involuntary separation rates are based on terminations of employment initiated by employers, such as lay-offs and discharges. It also includes military and miscellaneous separations. Because lay-offs are the significant element in women's involuntary separations, the terms have been used interchangeably.

manufacturing obtained jobs. From June to November of 1946, after demobilization had slackened, the involuntary separation rate was no higher for women than for men.

Since both men and women felt the greatest impact of the ending of the war in the first 2 months after VJ-day, a more reliable indication of the current attitude toward women is gained from an analysis of turn-over statistics from November 1, 1945, to November 30, 1946. Among the major industrial groups, only iron and steel and petroleum products reported higher involuntary separation rates for women than for men in each month of this period.

TABLE 1.—*Monthly involuntary separation rates of women in manufacturing industries, November 1945–46<sup>1</sup>*

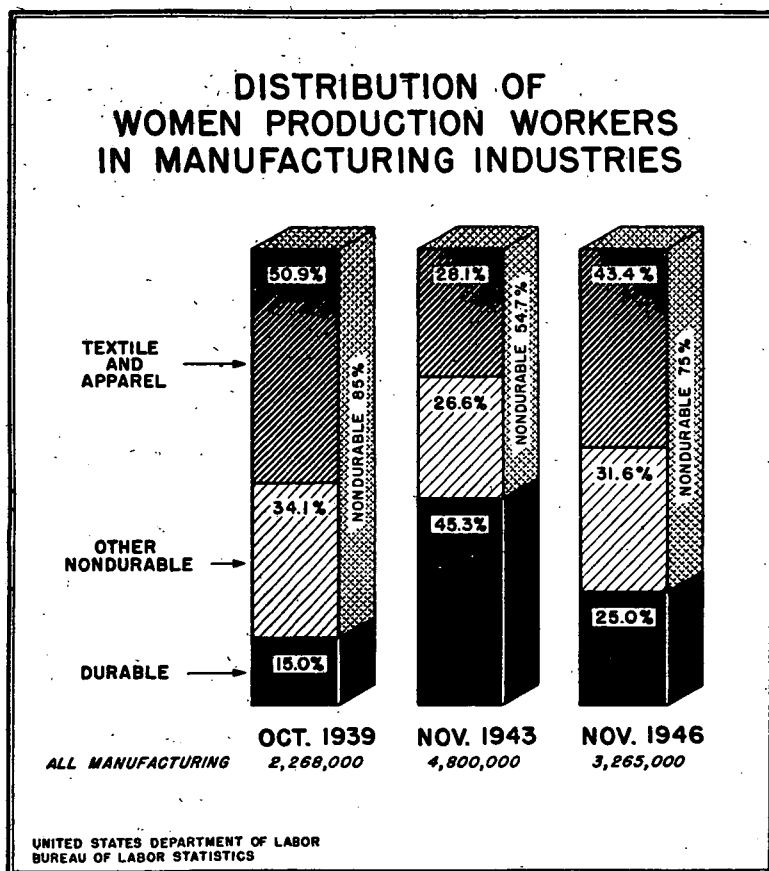
Industry group	Rates per 100 women employees												
	1945		1946										
	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov. <sup>2</sup>
All manufacturing.....	2.1	1.7	2.2	1.9	1.9	1.7	1.7	1.3	1.0	1.0	1.1	1.2	1.0
Durable goods.....	4.1	3.0	4.2	3.6	3.2	2.6	2.8	1.6	1.2	1.4	1.3	1.5	1.5
Nondurable goods.....	1.3	1.1	1.4	1.5	1.4	1.5	1.3	1.2	.9	.7	1.1	1.2	.7
Iron and steel and their products.....	2.5	2.5	3.2	2.7	4.2	2.9	3.1	1.8	1.3	1.4	1.4	1.8	1.2
Electrical machinery.....	2.4	1.6	2.8	2.3	2.8	2.5	2.0	1.8	1.2	1.3	1.3	1.2	1.5
Machinery, except electrical.....	2.2	2.6	3.3	2.8	2.3	2.2	2.4	1.3	1.0	1.3	.9	1.1	1.1
Transportation equipment, except automobiles.....	0.5	7.1	9.1	9.6	9.8	7.2	6.7	3.3	2.6	2.3	3.0	2.9	2.6
Automobiles.....	2.6	5.1	6.1	4.5	3.6	2.0	6.9	1.4	1.5	2.3	2.4	3.5	3.4
Nonferrous metals and their products.....	1.7	2.4	4.4	1.9	2.0	2.0	1.3	1.0	.8	1.5	.9	1.0	1.1
Lumber and timber basic products.....	6.9	2.0	5.9	3.1	.9	.8	1.1	.6	.6	.4	1.0	.6	1.1
Furniture and finished lumber products.....	1.9	1.8	2.7	2.8	1.5	1.2	1.2	.9	1.0	1.3	1.3	1.3	1.4
Stone, clay, and glass products.....	1.9	2.3	2.7	1.4	1.2	1.5	2.6	.9	1.2	.7	.8	.9	1.3
Textile-mill products and other fiber manufactures.....	.7	.6	.8	.7	.7	.6	.6	.6	.6	.5	.6	.5	.6
Apparel and other finished textile products.....	.5	.7	.5	.9	.7	.8	.5	.4	.4	.3	.4	.6	.5
Leather and leather products.....	.8	.6	.6	.7	.7	.6	1.0	.8	.6	.5	.5	.6	.6
Food.....	2.8	1.8	2.8	3.4	4.4	4.9	4.7	4.2	2.6	1.8	3.4	3.6	1.2
Tobacco manufactures.....	3.0	3.8	4.0	2.6	1.8	1.1	1.7	.5	.9	1.1	.7	.7	1.0
Paper and allied products.....	1.9	1.6	2.0	1.5	1.4	.9	.9	.8	.9	.5	.8	.5	1.0
Chemicals and allied products.....	3.0	2.5	3.5	2.9	3.1	1.7	1.0	.9	.8	1.0	1.0	1.3	1.0
Products of petroleum and coal.....	2.3	6.3	6.6	3.7	4.3	4.5	3.8	1.6	2.6	2.2	1.2	1.0	.8
Rubber products.....	1.0	1.0	1.9	1.1	1.4	1.4	1.1	.6	.5	.7	.7	.7	.9
Miscellaneous industries.....	1.1	1.4	2.1	1.7	1.8	1.6	1.5	1.3	1.2	1.4	1.4	1.4	1.0

<sup>1</sup> Based on BLS series of monthly labor turn-over rates for men and women in all manufacturing and major industrial groups; covering some 6,800 establishments employing around 4,200,000 production and salaried workers.

<sup>2</sup> Preliminary data.

In addition to iron and steel, involuntary separation rates were generally higher for women than for men in such important durable-goods groups as automobiles, and both electrical machinery and non-electrical machinery. In two heavy-goods groups—transportation equipment and lumber—rates for women were lower than rates for men in more than half of the months. The circumstance that women

are not being separated from their jobs in some of the heavy industries at an even higher rate may be attributed in large measure to seniority rights which they acquired in the war period. In certain groups, also, their retention may be due to their employment in special classifications designated as "women's jobs."



In the nondurable-goods component of manufacturing, involuntary separation rates for women were consistently lower than for men in every month of the period except October 1946. The lay-off rates for women tended to be higher than those for men only in the chemicals, rubber products, petroleum, and miscellaneous industries groups. However, even in these groups, involuntary separation rates for women were lower in November 1946 than in the previous year. This trend toward reduction of lay-offs is characteristic of periods of high employment. (See table 1.)

Current employment,<sup>3</sup> although more than 1½ million below the war peak (see chart), is still about a million above the level of October 1939. It is noteworthy that the current employment level is approximately the same as in October 1942, when around 3,400,000 women were on factory pay rolls. Since mass hiring of women on production jobs did not begin until 1943, it is apparent that their gain of over a million jobs—almost 60 percent of it in durable-goods groups—occurred between prewar October 1939 and October 1942. This explains in part how women could accumulate enough seniority even in predominantly men-employing industrial groups to avoid lay-offs in greater numbers.

### *Quit Rates<sup>4</sup>*

Quits, in the postwar as in the war period, comprised the bulk of women's separations from factory jobs. Except for the 2 months immediately following VJ-day, women's quit rates accounted for from 70 to nearly 90 percent of their total separation rates. Their quit rates were less than 80 percent of their separation rates in the months prior to July 1946 and over 80 percent from July through November 1946. (See table 2.)

Quit rates also dominated men's separations, but the proportion of quits to total separations was lower for men than for women. Up to July 1946, men's quit rates were never more than two-thirds of their total separations, but from July on, they represented closer to three-fourths.

The postwar level of quit rates for women is high, indicating job-shifting as much as withdrawals from the labor force. This is borne out by the presence of still sizable numbers of women in such predominantly male-employing industrial groups as iron and steel, nonelectrical machinery, automobiles, nonferrous metals, and stone, clay, and glass.

Of the women on durable-goods pay rolls between November 1, 1945, and November 30, 1946, an average of 49 out of every 1,000 women quit their jobs each month. While this rate is more than 20 percent higher than the average rate of 41 per 1,000 for men, it is less than the average quit rate of 57 per 1,000 for women in the nondurable-goods groups.

Among the durable-goods groups, the highest quit rates for women, averaging 63 and 71 quits per 1,000, were found in the relatively low-paying, hazardous lumber and furniture groups. The highest quit

<sup>3</sup> For estimates of number of women production workers in manufacturing industries see series on Women in Factories prepared in Employment Statistics Division.

<sup>4</sup> Quit rates are based on termination of employment initiated by employees regardless of reasons such as dissatisfaction with hours, wages, working conditions, labor policies, local housing, or transportation, or obtaining another job.

rates of men also occurred in these groups. The quit rate for men in lumber industries averaged 74 per 1,000. This is the only durable-goods group in which the quit rate was higher for men than for women, but relatively few women were on the pay rolls of this group.

TABLE 2.—*Monthly quit rates for women in manufacturing industries, November 1945–46*

Industry Group	Rates per 100 women employees												
	1945		1946										
	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
All manufacturing.....	5.7	4.9	5.7	5.1	5.3	5.3	5.4	5.0	5.6	6.5	6.5	5.7	4.7
Durable goods.....	5.1	4.6	5.4	4.5	4.8	4.8	4.6	4.5	4.7	5.6	6.0	5.1	4.2
Nondurable goods.....	5.9	5.1	5.8	5.2	5.5	5.4	5.7	5.2	5.9	6.9	6.7	5.9	4.9
Iron and steel and their products.....	5.2	4.7	5.6	5.0	5.2	5.1	4.6	4.2	5.2	5.6	5.8	4.8	4.5
Electrical machinery.....	4.1	3.7	5.0	4.6	5.0	5.0	5.1	4.9	4.9	6.1	6.4	5.8	5.1
Machinery, except electrical.....	4.3	3.6	4.2	3.5	3.9	3.9	3.4	3.5	3.5	4.6	4.9	3.8	2.9
Transportation equipment except automobiles.....	5.5	5.0	5.1	4.1	4.0	3.4	3.5	3.7	3.3	3.8	4.4	3.8	2.7
Automobiles.....	4.5	4.6	5.0	3.8	3.8	4.0	3.6	3.7	3.3	4.3	4.5	4.3	3.1
Nonferrous metals and their products.....	4.5	3.6	5.0	4.2	3.9	4.6	4.3	4.6	5.0	6.1	6.5	5.1	4.1
Lumber and timber basic products.....	7.9	9.4	8.4	6.3	5.0	6.1	5.6	4.6	5.4	6.1	7.1	5.5	5.1
Furniture and finished lumber products.....	7.9	6.4	7.9	6.5	6.8	6.4	6.5	6.5	7.0	8.4	8.6	7.2	5.6
Stone, clay, and glass products.....	5.0	4.1	4.9	4.0	4.7	5.2	5.2	4.9	4.9	8.3	5.7	4.7	3.5
Textile-mill products and other fiber manufactures.....	5.5	4.9	5.9	5.2	5.6	5.6	5.9	5.4	5.9	6.1	5.8	5.4	4.5
Apparel and other finished textile products.....	5.7	4.5	5.3	4.6	5.2	5.4	5.6	5.0	6.2	7.3	6.3	5.6	4.8
Leather and leather products.....	5.7	5.4	5.6	5.3	5.6	5.8	5.6	4.9	6.2	7.2	6.8	5.9	4.1
Food and kindred products.....	8.2	7.8	7.4	7.9	7.0	6.2	7.2	6.7	6.7	8.5	9.6	8.7	7.7
Tobacco manufactures.....	6.1	4.0	6.8	4.1	6.0	6.7	6.6	6.3	5.7	6.9	5.8	5.4	4.7
Paper and allied products.....	7.2	5.6	6.9	5.9	6.3	6.0	5.9	6.4	6.7	8.2	9.0	7.1	5.2
Chemicals and allied products.....	4.3	3.4	4.0	3.7	3.6	3.6	3.4	3.7	3.8	4.2	4.5	3.4	2.5
Products of petroleum and coal.....	4.8	4.8	4.9	3.5	3.3	3.0	3.7	3.3	3.3	3.8	4.2	3.1	2.7
Rubber products.....	5.0	4.4	6.0	5.0	4.8	5.0	4.7	4.8	5.0	5.5	6.0	5.5	4.0
Miscellaneous industries.....	3.7	3.6	4.5	4.0	4.3	4.3	4.3	4.0	4.1	5.0	5.4	4.8	3.4

<sup>1</sup> Based on BLS series of monthly labor turn-over rates for men and women in all manufacturing and major industrial groups; covering some 6,800 establishments employing around 4,200,000 production and salaried workers.

<sup>2</sup> Preliminary data.

The food group had the highest women's quit rate of all soft-goods groups—77 quits per 1,000 women as compared with only 46 quits per 1,000 men. In the apparel group, which is predominantly staffed by women, the quit rate was 55 per 1,000 women, and the rate for men was only 31 quits per 1,000. The textile group, which ranks next as an employer of women, also had a women's quit rate of 55 per 1,000, not too different from the quit rate for men of 47 per 1,000.

The lowest quit rates for women in major manufacturing groups occurred in the high-wage petroleum and coal products group and in the chemical group. However, the rate of 37 quits per 1,000 women in each group was considerably greater than the corresponding rates of 12 and 22 quits per 1,000 men.

While the quit rates for women are high, there is evidence that family responsibilities keep many women in their jobs.<sup>5</sup> Older women are reluctant to quit because of the trend toward more rigid hiring specifications in respect to age and experience to be faced when seeking new employment. Some women apparently stay on in the expectation of eventual lay-off. Others continue working to give ex-GI husbands a longer period of time to adjust to civilian life than would be possible if the veteran were the only breadwinner. Wives of disabled veterans stick to the job to lighten the financial burdens of the home. There are also numerous other reasons why fewer women quit their jobs than had been anticipated, such as good pay, pleasant working conditions, satisfaction with the type of work, unwillingness to look for other jobs in less skilled classifications, and hesitation to return to domestic duties.

### *Hiring Rates*

Hiring rates for women (like separation rates) still exhibit the high levels characteristic of the war period.<sup>6</sup> The hiring rate in November 1946 of 67 per 1,000 women was not too different from the rate of 71 per 1,000 in November 1944, when war production was in full swing, or 73 per 1,000 in November 1945, during the reconversion period.

It should not be inferred from the high level of their hiring rates alone, that large numbers of women are being absorbed into the post-war work force. On the contrary, not until the comparatively recent period of June to November 1946, were the hiring rates for women sufficient to more than offset their separation rates. Moreover, it is apparent from statistics on the employment of women production workers after VJ-day, that an over-all employment gain of only about 60,000 production workers occurred between September 1945 and November 1946. Men gained about 1,600,000 production jobs in this period, more than 22 percent compared with women's gain of 2 percent.

The demand for women workers, as gauged by the industrial hiring rate, averaged 70 for every 1,000 women on factory pay rolls between November 1945 and November 30, 1946. Seasonally low December was the only month in which the rate fell below 62 per 1,000 women. (See table 3.)

In the durable-goods groups, in which less than one-fourth of the women in manufacturing were employed throughout most of the

<sup>5</sup> See U. S. Women's Bureau Bulletin No. 209: *Women Workers in Ten War Production Areas and Their Postwar Employment Plans* (pp. 19-22). Washington, 1946.

<sup>6</sup> Hiring or accession rates are based on the total number of persons added to the pay roll during the month. Employees returning to work after vacations or furloughs from work not exceeding 10 days are excluded from the computation.

period following VJ-day, the hiring rates averaged around 68 per 1,000 women and 73 per 1,000 men. In the nondurable-goods component in which women have always comprised a sizable portion of the work force, the hiring rate averaged 70 per 1,000 women and 66 per 1,000 men.

The greatest demand for the services of women in the durable-goods component appeared to be in the electrical machinery group. In September 1945—1 month after VJ-day—over 179,000 women, or almost 6 percent of all women on industrial pay rolls, were employed in this group. In November 1946, when it was apparent from the declining ratio of women to total employees that women were being hired at a lower rate than men, women nevertheless showed an actual employment gain of over 44,000. About 7 percent of all women in manufacturing were employed in this group in November 1946.

TABLE 3.—Monthly hiring rates for women in manufacturing industries, November 1945–46<sup>1</sup>

Industry group	Rates per 100 women employees											
	1945		1946									
	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct. Nov. <sup>2</sup>
All manufacturing.....	7.3	4.9	7.7	6.4	6.5	6.2	6.5	7.0	7.5	8.0	8.3	7.6 6.7
Durable goods.....	6.5	5.1	7.6	5.8	6.4	6.3	6.1	7.3	7.6	7.7	8.4	7.7 5.7
Nondurable goods.....	7.7	4.9	7.7	6.5	6.5	6.2	6.6	6.8	7.5	8.1	8.3	7.6 7.0
Iron and steel and their products.....	5.8	4.0	7.4	5.6	6.2	6.4	6.0	6.4	7.6	7.3	7.3	7.0 5.4
Electrical machinery.....	7.5	6.9	10.5	8.7	8.0	7.0	8.3	8.0	8.5	8.9	9.8	9.0 7.6
Machinery, except electrical.....	4.3	3.2	4.8	8.3	4.1	5.1	4.5	5.8	5.5	5.5	6.2	5.9 4.6
Transportation equipment, except automobiles.....	5.4	4.9	4.3	3.8	4.4	5.2	4.7	5.1	5.4	5.9	6.7	6.4 4.4
Automobiles.....	12.1	7.8	10.3	6.9	8.9	7.0	7.4	7.5	7.5	8.7	8.9	8.6 4.4
Nonferrous metals and their products.....	7.1	4.2	8.5	7.6	7.3	7.1	6.3	7.5	7.9	7.3	9.4	7.7 5.6
Lumber and timber basic products.....	4.7	3.4	2.9	3.0	3.2	6.3	6.3	6.9	8.2	7.8	8.7	5.9 3.2
Furniture and finished lumber products.....	9.6	5.3	7.8	6.1	8.4	6.4	9.1	10.1	8.9	9.4	11.3	9.4 7.7
Stone, clay, and glass products.....	5.4	4.4	7.9	6.0	5.6	5.6	5.1	7.9	8.5	7.0	7.4	6.6 4.2
Textile-mill products and other fiber manufactures.....	7.0	5.0	8.0	6.5	6.5	6.0	6.3	6.6	6.4	6.8	7.1	6.8 5.8
Apparel and other finished textile products.....	7.3	3.8	8.0	6.1	6.5	6.3	7.0	7.0	6.4	7.5	7.5	7.4 6.4
Leather and leather products.....	7.0	5.6	8.0	6.7	6.8	6.5	7.0	6.6	6.5	6.0	6.9	6.0 5.2
Food.....	12.6	7.7	8.3	9.0	7.3	7.2	7.0	7.1	13.2	14.2	14.0	11.3 14.3
Tobacco manufactures.....	5.1	4.2	8.2	6.3	8.3	7.1	6.9	8.2	10.0	8.2	8.5	8.4 6.2
Paper and allied products.....	6.8	4.1	7.6	6.1	6.7	6.6	7.1	9.2	8.1	8.1	9.0	8.2 3.7
Chemicals and allied products.....	4.2	3.0	4.4	3.5	3.8	3.9	3.7	5.6	5.5	4.4	4.9	4.6 3.7
Products of petroleum and coal.....	1.9	1.6	2.7	2.3	3.7	3.3	2.9	3.4	3.1	3.8	5.2	4.4 3.4
Rubber products.....	7.2	5.2	8.6	7.1	6.1	5.9	5.5	6.2	6.4	7.1	8.2	7.1 5.5
Miscellaneous industries.....	6.0	3.9	6.6	6.3	6.6	5.7	6.5	6.4	6.6	6.1	6.9	6.9 5.0

<sup>1</sup> Based on BLS series of monthly labor turn-over rates for men and women in all manufacturing and major industrial groups; covering some 6,800 establishments employing around 4,200,000 production and salaried workers.

<sup>2</sup> Preliminary data.

Although comments are not available as to the jobs for which women were selected in the electrical machinery industry, job referrals of the United States Employment Service and forecasts of the industry's needs in the next few months indicate that women were being



considered for or placed in unskilled and semiskilled classifications. Many areas reported difficulty in recruiting women trainees in electrical industries.<sup>7</sup>

That a considerable demand for women's services existed in other heavy-goods groups is evident from the excess of hiring rates over total separation rates in all groups, except transportation equipment, in at least 4 months of the period June–November 1946. The increase in employment of women in heavy-goods groups since the reconversion low in February 1946 was around 185,000, with about 100,000 jobs in groups other than electrical machinery.

Among the nondurable-goods groups, where three-fourths of the women in manufacturing industries were employed in November 1946 (see chart), the textile and apparel groups accounted for almost 44 percent. For women on textile products pay rolls the hiring rate averaged 65 per 1,000 in the period November 1, 1945, through November 30, 1946; but for men it averaged somewhat higher, around 73 per 1,000 men. In apparel, the hiring rate of 67 per 1,000 women was considerably higher than that for men—53 per 1,000. However, in both these groups the margin between the hiring and separation rates tended to be greater for men than for women, reflecting in some measure, the influence of veteran training programs.

The textile and apparel groups combined reported record employment levels in November 1946, reflecting the addition of about 185,000 women workers after VJ-day. While reports from the United States Employment Service confirm a sustained demand for women workers in these industrial groups, they indicate a specific need for semiskilled and unskilled workers, with a considerably smaller demand for skilled workers. The difficulty in meeting this demand may be attributed in part to the relatively low weekly earnings for both men and women in these industries—\$38 in the textile and \$36 in the apparel groups in November 1946.

Although the hiring rate of women in the food industries was generally higher than that of men (averaging 102 per 1,000 women and 85 per 1,000 men), women's separation rate of 109 per 1,000 as compared with only 78 per 1,000 for men kept the level of employment of women in the industry from rising. In part, hiring of both men and women was retarded by livestock shortages in slaughtering and meat-packing plants, which were not alleviated until November 1946. Traditionally, about 1 out of every 10 women on factory pay rolls is employed in the food group. Weekly earnings in November 1946 for all production workers in the industry averaged almost \$45.

<sup>7</sup> Labor Market Information Area Series, September 1946 Current supplements, United States Employment Service.

The leather and leather products group, another large employer of women, normally accounting for about 5 percent of all women in manufacturing, hired during the period at a rate averaging 65 accessions for every 1,000 women on the pay rolls. Men were hired at a lower rate—55 per 1,000 men—but their separation rate (45 per 1,000 men) was also lower than that for women (64 per 1,000 women). Weekly earnings for both men and women in this group, as in textiles and apparel, were relatively low, averaging \$37 in November 1946.

The hiring rates of women in the tobacco and rubber industries exceeded their total separation rates in each month of the period June to November 1946. They were also higher in every month except August in the miscellaneous industries group, which includes such important postwar industries as pianos and toy manufacturing. Employment gains in these groups added about 35,000 women production workers to the industries' pay rolls, an increase of about 14 percent from September 1945 to November 1946.

It becomes quite evident that while the over-all hiring rate of women in manufacturing as a whole was not too different from that of men from November 1, 1945, to November 30, 1946—the rates being 70 per 1,000 women and 71 per 1,000 men—much of the hiring of women served only to replace quits. Apparently industry prefers to hire women to replace women who quit. From June through November 1946, the monthly hiring rates for women were sufficiently above their separation rates to indicate a rising employment trend.

### *Magnitude of Turn-Over Problem*

Just how much personnel activity takes place cannot be fully gauged by changes in employment nor by a review of separation and accession rates. The magnitude of the labor turn-over problem in the period since the end of World War II is best judged by an analysis of the number of personnel actions which combined to bring about the net decline of about 600,000 in the employment of women. Actually, women quit about 2¼ million jobs after VJ-day. In addition, employers laid off slightly more than 1 million women during the same period. The hiring of 2¼ million women partially offset these separations. In total, therefore, almost 6 million personnel actions are reflected in the net reduction in employment of 600,000 women production workers after VJ-day. It must be remembered that numerous personnel actions are involved in maintaining stable employment even in normal times.