

# Measures of Labor Mobility and OASDHI Data

by SEBASTIA SVOLOS\*

*The extent to which workers change employment and the causes and effects of such changes have long been of interest to those concerned with the full utilization of our potential labor supply. Management and labor, Federal, State, and local government, and organizations involved with automation, unemployment, housing, and welfare programs—all use information on the mobility of labor.*

*This article describes and illustrates various measures of labor mobility that can be derived from data for wage and salary workers covered by the old-age, survivors, disability, and health insurance (OASDHI) program, examines the nature of the data, and explores some of its ramifications. Several studies involving detailed analysis of some of the measures are in progress.*

DATA OBTAINED from the earnings records of workers covered under the OASDHI program can be used to measure various aspects of their mobility. These annual data, which are derived from a 1-percent sample of workers in covered employment, include the following variables: the worker's age, sex, race, and amount of taxable earnings and the employer's industry and geographic location. Although employment not covered by OASDHI—that under the railroad retirement system or the Federal retirement systems, for example—are not represented, the data reflect the work experience of about nine-tenths of all workers in paid employment. Measures of the extent to which workers change employers, industry, geographic location of employment, and coverage group can be derived from these data.

The earnings records of workers in the sample data can be further classified: (1) all workers with employment credits either from self-employment or as wage and salary workers; (2) workers with employment credits primarily from self-employment; and (3) workers with credits derived primarily from wage and salary employ-

ment. Of every 100 workers in covered employment during a year, 90 have employment as wage and salary workers only, about 8 have employment credits derived from self-employment income only, and 2 report taxable self-employment income in addition to wages as employees.<sup>1</sup> Selected data for wage and salary workers are presented here to show some of the labor mobility measures available from OASDHI records. Although data on self-employed workers are not included, it is possible through special tabulation to obtain data showing the movement of workers into and out of the self-employed category during an extended period of time.

## CHANGE OF EMPLOYER

In some of the tabulations of data derived from OASDHI earnings records, wage and salary workers receiving taxable wages during a specific year have been classified as "single-employer" workers or "multi-employer" workers. A single-employer worker in these tabulations is a worker for whom only one employer reported the payment of taxable wages in the year. A multi-employer worker is one for whom two or more employers have reported taxable wage payments in the year.

It is reasonable to assume that most single-

<sup>1</sup> George H. Trafton, *Employment and Earnings of Self-Employed Workers Under Social Security* (Research Report No. 5), Division of Research and Statistics, Social Security Administration, April 1964.

TABLE 1.—Proportion of wage and salary workers who were multi-employer workers in 1960, by sex and age

[Based on 1-percent sample data]

Age in 1960	Total	Men	Women
Total.....	28.6	31.9	22.7
Under 20.....	36.4	39.3	32.1
20-24.....	41.8	48.8	30.1
25-29.....	36.0	41.2	24.6
30-34.....	29.7	32.8	22.8
35-39.....	27.1	29.7	22.1
40-49.....	24.3	26.9	19.9
50-59.....	20.6	22.7	17.1
60-64.....	17.1	18.0	15.4
65 and over.....	13.9	14.7	12.2

\*Program Studies Branch, Office of Research and Statistics.

employer workers were employed in only one establishment and only one industry during the year. Since, by OASDHI definition, an employer is a legal entity that may be engaged in more than one industrial activity in more than one geographic area, a single-employer worker may have transferred during the year from one establishment of his employer to another, to a plant in another geographic area, or to an establishment that has a different industry classification. Or he may have made a combination of these moves and still be classified as a single-employer worker. Of necessity, those who had taxable wages reported by only one employer but who also worked for one or more employers in noncovered employment are also classified as single-employer workers, as well as those who worked for another employer in covered employment who failed to report their taxable wages.

were concurrently both wage and salary workers and self-employed workers. Some may have worked part of the year for one company and later transferred to a subsidiary firm of the same company. Because a subsidiary is a separate legal entity, a worker who transfers to the subsidiary is listed as employed by that firm as well as by the parent organization, and he is therefore classified as having more than one employer. Workers who continue to work in the same establishment when there was a change of ownership during the year are also classified as multi-employer workers.

An example of data showing workers classified by employer change is presented in table 1. In 1960 almost one-third of the men and more than one-fifth of the women receiving taxable wages were multi-employer workers. The proportion with more than one employer was largest among the younger workers and declined gradually.

When the data on multi-employer wage and salary workers in 1960 are classified by number of employers, it is found that most of these workers had only two employers during the year (table 2). Almost 2 in 10 of the men, however, and 1 in 10 of the women had four or more employers.

TABLE 2.—Percentage distribution of multi-employer wage and salary workers in 1960 by number of employers, sex, and age

[Based on 1-percent sample data]

Age in 1960	Men				
	Total	Two employers	Three employers	Four employers	Five or more employers
Total.....	100.0	59.5	21.7	9.2	9.6
Under 20.....	100.0	62.2	23.3	9.0	5.5
20-24.....	100.0	55.6	24.5	11.0	8.9
25-29.....	100.0	59.0	22.4	9.4	9.2
30-34.....	100.0	59.0	21.9	9.2	9.9
35-39.....	100.0	59.6	20.9	8.5	11.0
40-49.....	100.0	60.1	20.2	8.6	11.1
50-59.....	100.0	60.6	19.2	8.8	11.4
60-64.....	100.0	63.7	18.5	7.3	10.5
65 and over.....	100.0	71.8	16.7	4.7	6.7

  

Age in 1960	Women			
	Total	Two employers	Three employers	Four or more employers
Total.....	100.0	70.7	19.5	9.9
Under 20.....	100.0	71.1	20.3	8.6
20-24.....	100.0	69.5	20.6	9.9
25-29.....	100.0	69.4	20.3	10.3
30-34.....	100.0	69.8	19.8	10.4
35-39.....	100.0	69.8	19.4	10.8
40-49.....	100.0	71.3	18.6	10.1
50-59.....	100.0	71.9	17.9	10.1
60-64.....	100.0	73.5	18.4	8.2
65 and over.....	100.0	76.7	15.2	8.1

Most wage earners classified as multi-employer workers changed jobs in covered employment during the year. Some of them, however, were "moonlighters"—workers who at the same time held two covered jobs with different employers or

## CHANGE OF INDUSTRY

In addition to providing information on employer change, data derived from the OASDHI basic records show change in industry of employment of workers receiving taxable wages. A description of these data must begin with a brief explanation of the method used in classifying workers by industry.

TABLE 3.—Proportion of wage and salary workers who were multi-employer workers in 1962, by sex and industry of major job

[Based on 1-percent sample data]

Industry division of major job in 1962	Total	Men	Women
Total.....	28.6	32.0	22.7
Agriculture, forestry, and fisheries.....	36.1	38.6	22.4
Mining.....	33.1	33.4	28.9
Contract construction.....	53.9	55.2	28.1
Manufacturing.....	24.9	26.7	20.7
Transportation, communication, and public utilities.....	27.9	31.2	17.1
Wholesale and retail trade.....	30.3	34.0	25.2
Finance, insurance, and real estate.....	26.9	31.2	22.8
Services.....	27.8	34.7	23.3

TABLE 4.—Proportion of multi-employer wage and salary workers who were multi-industry workers, by sex and age in 1961

[Based on 1-percent sample data]

Age in 1961	Total	Men	Women
Total.....	77.4	80.4	69.9
Under 20.....	87.3	88.9	84.3
20-24.....	86.1	89.4	77.1
25-29.....	81.0	83.9	70.4
30-34.....	76.2	78.7	68.4
35-39.....	74.1	76.6	67.5
40-44.....	72.8	75.6	66.0
45-49.....	70.9	74.1	63.6
50-54.....	69.2	72.6	61.8
55-59.....	65.4	69.0	57.3
60-64.....	61.9	66.3	51.9
65 and over.....	57.5	62.3	45.3

The Social Security Administration assigns each employer an industry code based on his major type of industrial activity. The coding, which is done on a 4-digit basis, generally conforms with the *Standard Industrial Classification Manual* of the U. S. Bureau of the Budget. If, in his quarterly social security tax report, an employer with more than one establishment lists separately his employees in each establishment or reporting unit, an industry code is assigned to each unit.

Each employee is classified by industry on the basis of the industry code of his employer or reporting unit. Although a worker may have received taxable wages from only one employer during a year, he may have worked in two or more of the employer's reporting units with different industry codes. Such a worker is assigned the industry code of the reporting unit in which he received taxable wages in the largest number of calendar quarters (or, if he had wages in the same number of quarters in each unit, the industry code of his unit in the latest quarter). In the tabulations such an employee is shown as

TABLE 5.—Proportion of multi-employer wage and salary workers who were multi-industry workers, by sex and industry division of major job in 1962

[Based on 1-percent sample data]

Industry division of major job in 1962	Total	Men	Women
Total.....	78.7	81.6	71.2
Agriculture, forestry, and fisheries.....	69.8	69.5	72.5
Mining.....	70.1	69.1	87.1
Contract construction.....	76.9	76.6	86.8
Manufacturing.....	83.6	86.6	74.7
Transportation, communication, and public utilities.....	81.6	80.3	89.8
Wholesale and retail trade.....	76.4	79.4	70.8
Finance, insurance, and real estate.....	83.8	82.3	85.8
Services.....	71.3	80.9	61.9

TABLE 6.—Proportion of wage and salary workers who had a different industry division of major job in 1960 than in 1957, by sex and industry division of major job in 1957

[Based on 1-percent sample data]

Industry division of major job in 1957	Total	Men	Women
Total.....	23.8	24.1	23.3
Agriculture, forestry, and fisheries.....	39.4	38.1	47.3
Mining.....	32.8	32.1	46.1
Contract construction.....	30.8	30.2	46.0
Manufacturing.....	17.0	16.9	17.3
Transportation, communication, and public utilities.....	21.6	20.4	25.2
Wholesale and retail trade.....	30.6	30.9	30.3
Finance, insurance, and real estate.....	23.9	21.7	26.1
Services, except domestic.....	25.0	31.2	20.0
Domestic service.....	18.3	28.0	17.2
Government.....	24.2	24.3	24.1

a single-industry worker. A worker who has received taxable wages from two or more employers in 1 year is assigned the industry code of the employer from whom he received the largest amount of taxable wages during the year. Although industry codes in the employee-employer basic record are assigned in four digits, in practice the industry codes for workers are tabulated on a 2-digit basis, which is usually referred to as the code on an industry *group* basis.

When the data for single-employer and multi-employer wage earners are combined and the workers are distributed according to the assigned industry codes, they are said to be distributed by industry of major job. Table 3 shows the proportion of multi-employer workers among men and women workers classified by industry division of major job. It indicates, for example, that among male multi-employer workers the largest proportion was in the construction industry and the smallest in manufacturing.

If a multi-employer worker has received taxable wages in one or more industry groups in addition to those earned in the industry group of his major job, he is shown as a multi-industry worker. Since all workers who have received taxable wages from only one employer are classified as single-industry workers, all those shown to have had an industry change in a year are in the multi-employer category.

Tables 4 and 5 are examples of data on industry change within a year by multi-employer workers. The proportion of multi-employer workers in each age group who received taxable wages in more than one industry group in 1961 is shown in table 4. The data indicate that, for a large majority of workers, an employer change also

involves a change in industry attachment. Of multi-employer workers in 1961, 80 percent of the men and 70 percent of the women were also multi-industry workers. Furthermore, the data indicate that, as expected, the proportion of the workers who made industry changes varied inversely with age, ranging from 89 percent of the men aged 20-24 to 62 percent of those aged 65 and over. The range for women was from 84 percent among those under age 20 to 45 percent among those aged 65 and over.

When the multi-employer wage earners are classified by industry division of major job in 1962, the data show that in every industry division most workers who changed employers also changed industry but that there were significant interindustry differences in the amount of shifting by workers from one industry group to another (table 5). Among the multi-employer workers in 1962, the proportion of men who

worked in more than one industry during the year was largest (87 percent) for workers whose major job was in manufacturing and smallest (69 percent) for those whose major job was in mining. For women, the proportion who worked in more than one industry group was largest (90 percent) among those whose major job was in transportation, communication, and public utilities, and it was smallest (62 percent) for those whose major job was in services.

A second measure of industry mobility is provided by data that compare a worker's industry division of major job in one year with that of another year. Table 6, in which civilian workers who received taxable wages in both 1957 and 1960 are classified by industry division of major job in the former year, shows the proportion whose major job was in a different industry division in 1960. Among workers whose major job in 1957 was in manufacturing, 17 percent of the

TABLE 7.—Percentage distribution of wage and salary workers with a different industry division of major job in 1960 than in 1957, by sex

[Based on 1-percent sample data]

Industry division of major job in 1957	Industry division of major job in 1960											
	Total	Agriculture, forestry, and fisheries	Mining	Contract construction	Manufacturing	Transportation, communication, and public utilities	Wholesale retail trade	Finance, insurance, and real estate	Services, except domestic	Domestic service	Government	Unknown
Men												
Total.....	100.0	3.8	2.1	11.8	24.0	6.8	23.1	4.9	14.8	0.4	6.4	2.0
Agriculture, forestry, and fisheries.....	100.0		1.9	16.1	29.9	5.3	25.6	2.0	10.6	.7	6.6	1.2
Mining.....	100.0	4.0		19.1	33.6	6.6	18.3	2.1	9.0	.1	5.7	1.6
Contract construction.....	100.0	5.4	3.7		29.6	7.1	23.7	6.3	13.8	.3	6.8	3.0
Manufacturing.....	100.0	4.3	2.2	14.7		8.0	39.5	4.7	17.2	.3	6.9	2.2
Transportation, communication, and public utilities.....	100.0	3.7	3.1	12.3	25.1		27.9	3.5	14.9	.2	6.4	2.9
Wholesale and retail trade.....	100.0	3.8	1.6	12.1	41.2	7.8		5.5	19.3	.3	6.4	1.8
Finance, insurance, and real estate.....	100.0	1.9	1.1	14.8	20.2	4.3	27.9		20.2	.4	7.1	2.0
Services, except domestic.....	100.0	3.2	1.3	9.4	28.4	7.2	33.5	6.3		.6	8.7	1.4
Domestic service.....	100.0	5.6	1.5	8.7	12.8	4.1	20.9	9.7	29.1		5.1	2.6
Government <sup>1</sup> .....	100.0	5.1	1.6	10.7	22.0	6.9	22.3	5.7	24.2	.3		1.2
Unknown.....	100.0	3.1	4.2	15.9	35.3	4.1	22.3	3.3	9.2	.3	2.4	
Women												
Total.....	100.0	1.2	0.4	1.6	21.1	4.1	24.1	9.6	26.7	3.7	5.6	1.8
Agriculture, forestry, and fisheries.....	100.0		(?)	.7	22.0	1.4	36.8	4.5	22.4	7.9	3.3	1.0
Mining.....	100.0	1.7		5.1	29.5	5.1	20.5	14.2	18.2	2.3	2.8	.6
Contract construction.....	100.0	1.3	2.1		20.7	4.2	28.3	10.1	23.1	4.2	4.4	1.5
Manufacturing.....	100.0	1.3	.5	1.6		3.2	46.3	8.0	29.6	2.5	4.5	2.5
Transportation, communication, and public utilities.....	100.0	.5	.8	1.5	20.8		28.8	12.9	28.5	.9	4.4	.9
Wholesale and retail trade.....	100.0	1.4	.4	1.7	32.3	5.5		12.4	35.7	3.3	5.5	1.8
Finance, insurance, and real estate.....	100.0	.5	.7	1.8	21.7	5.4	28.6		32.8	2.1	5.4	1.2
Services, except domestic.....	100.0	1.0	.3	1.7	24.2	4.2	38.6	11.1		7.4	9.6	1.9
Domestic service.....	100.0	3.7	.1	1.0	11.0	.5	25.9	5.6	46.4		3.9	1.8
Government <sup>1</sup> .....	100.0	1.2	.4	1.3	15.1	3.5	20.6	8.1	46.1	.3		.4
Unknown.....	100.0	.5	.4	1.1	29.8	1.6	32.7	5.4	22.5	3.7	2.3	

<sup>1</sup> Regular government functions—executive, legislative, and judicial—on the State and local government level.

<sup>2</sup> Less than 0.05 percent.

men received most of their taxable wages in another industry division in 1960. The major job of 39 percent of the men whose major job was in the agriculture, forestry, and fishing division in 1957 was in another industry division in 1960.

In table 7, the workers whose records showed a change in the industry division of their major job are classified by industry division of major job in 1957 and distributed by industry division of major job in 1960. The totals show, for example, that almost one-fourth (24 percent) of the men with a shift from 1957 to 1960 were employed in the manufacturing industry division in the later year. The second largest shift for men (23 percent) was to wholesale and retail trade. Twenty-one percent of the women had shifted to manufacturing, 24 percent had moved to wholesale and retail trade, and 27 percent had moved to the service industry division.

The data presented in tables 4-7 show workers distributed by industry of major job. Regardless of the number of industries in which a worker had employment during the year, he is "assigned" to only one industry group.

Using the basic employee-employer records, the Social Security Administration also tabulates data showing the total number of workers who received taxable wages in each industry group or industry division during the year. In these tabulations, a worker is counted once in each 2-digit industry in which he had some covered employment during the year. A comparison of the number of workers in an industry during a year with the number whose major job was in that industry gives another measure of labor mobility. The data in table 8 indicate that, of the men who were employed in contract construction at some time during 1962, more than one-fourth had their major job in another industry division;

TABLE 8.—Proportion of wage and salary workers with employment in specified industry divisions in 1962 who had their major job in another industry division in 1962, by sex

[Based on 1-percent sample data]

Industry division in 1962	Total	Male	Female
Agriculture, forestry, and fisheries.....	22.4	23.6	15.2
Mining.....	20.2	20.5	15.5
Contract construction.....	26.8	26.8	26.6
Manufacturing.....	9.9	11.0	7.3
Transportation, communication, and public utilities.....	19.4	21.8	10.0
Wholesale and retail trade.....	21.1	25.0	15.0
Finance, insurance, and real estate.....	19.7	25.8	12.8
Services.....	19.2	29.5	10.7

TABLE 9.—Proportion of multi-employer wage and salary workers with employment in specified industry divisions in 1962 who had their major job in another industry division in 1962, by sex

[Based on 1-percent sample data]

Industry division in 1962	Total	Men	Women
Agriculture, forestry, and fisheries.....	44.5	44.5	44.5
Mining.....	43.3	43.5	38.9
Contract construction.....	40.5	39.9	56.3
Manufacturing.....	30.6	31.5	27.6
Transportation, communication, and public utilities.....	46.3	47.3	39.5
Wholesale and retail trade.....	46.9	49.5	41.2
Finance, insurance, and real estate.....	47.7	52.7	39.1
Services.....	46.2	54.7	34.1

for those employed in manufacturing, the proportion was only about one-tenth. Only 7 percent of the women employed in manufacturing at any time in 1962 had their major job in another industry division.

In the annual sample data, only the wage and salary workers who had more than one employer during the year are coded in more than one industry. Data comparable to the figures for all workers are shown for multi-employer workers in table 9. Among men with more than one employer who worked in the service industry in 1962, 55 percent had their major job in another industry division; the corresponding proportion for manufacturing was 32 percent.

Still another indicator of the extent to which wage and salary workers in covered employment have moved from one industry to another can be obtained by adding together the numbers employed in each 2-digit industry within an industry division and dividing the sum by the number employed in that industry division during the year. The resulting ratio indicates the extent to which workers in the industry division

TABLE 10.—Average number<sup>1</sup> of 2-digit industry groups in which workers were employed in specified industry divisions in 1962, by sex

[Based on 1-percent sample data]

Industry division in 1962	Total	Men	Women
Agriculture, forestry, and fisheries.....	1.021	1.022	1.017
Mining.....	1.008	1.008	1.000
Contract construction.....	1.195	1.204	1.031
Manufacturing.....	1.083	1.090	1.064
Transportation, communication, and public utilities.....	1.023	1.027	1.006
Wholesale and retail trade.....	1.107	1.114	1.097
Finance, insurance, and real estate.....	1.032	1.029	1.035
Services.....	1.071	1.082	1.062

<sup>1</sup> The sum of the number of workers employed in each of the 2-digit industry groups in the industry division divided by the number of workers employed in the division during the year.

TABLE 11.—Proportion of wage and salary workers with employment in specified coverage groups in 1960 who had their major job in 1960 in another coverage group, by sex

[Based on 1-percent sample data]

Coverage group in 1960	Total	Men	Women
Farm.....	18.4	18.9	14.5
State and local government.....	12.3	16.1	7.3
Nonprofit organizations.....	17.1	26.2	12.4
Federal civilian.....	49.0	57.9	23.6
Uniformed services.....	17.2	17.3	12.5
Household.....	10.6	28.0	8.1
Industry and commerce.....	3.5	3.8	2.9

shifted from one industry group to another group in the same division.

Thus, if every worker in an industry division remained in the same industry group during the year, the ratio would be 1.0; if every worker in the division worked in two different industry groups in the division, the ratio would be 2.0; or, if every worker was employed in three different industry groups in the division, the ratio would be 3.0. If half the workers had worked in two industry groups in the division and half had worked in only one, the ratio would be 1.5.

The ratio derived in this way may therefore be said to indicate the extent of intradivisional industry mobility, since it shows the average number of industry groups in which workers were employed within the division during the year. The ratio is somewhat understated, since single-employer workers are classified as employed in one industry even though they might have worked in several industrial activities for the same employer. The data in table 10 indicate that, for men in 1962, the industry division in which the greatest amount of intradivisional industry mobility prevailed was in contract construction, and that the least was in mining.

## CHANGE OF COVERAGE GROUP

Special reporting procedures for certain coverage groups make it possible to tabulate earnings records data for a number of groups of wage and salary workers that are of special interest to labor-market analysts. These coverage groups consist of farm wage workers,<sup>2</sup> State and local

<sup>2</sup> Since farm wage and salary workers make up less than half the total employment in agriculture, data that include both wage workers and self-employed farmers would result in a more comprehensive analysis.

TABLE 12.—Proportion of wage and salary workers in specified coverage groups in 1960 who had covered employment outside the coverage group in 1960, by sex

[Based on 1-percent sample data]

Coverage group in 1960	Total	Men	Women
Farm.....	38.1	39.7	27.7
State and local government.....	28.1	35.7	17.9
Nonprofit organizations.....	31.8	44.5	25.2
Federal civilian.....	59.1	67.0	33.9
Uniformed services.....	31.8	31.9	25.4
Household.....	19.8	43.0	16.5
Industry and commerce.....	7.9	9.3	5.3

government employees, employees of nonprofit organizations, members of the uniformed services, household workers, and Federal civilian employees who are, in general, hired on a part-time basis and are not covered under a Federal employee retirement system.

Earnings records for these special groups are maintained on the same basis as those for wage and salary workers in industry and commerce. Data have been tabulated showing the total number of workers employed in these categories during the year and also the number whose major job during the year fell into these categories. A comparison of the data gives a measure of the labor mobility of the workers so classified. The data in table 11 indicate, for example, that more than half the men who were in the Federal civilian coverage group some time during 1962 had their major job as wage and salary workers in another type of covered employment; among State and local government workers, the corresponding proportion was only one-sixth. For women, the range was substantially smaller, from one-fifth of those in covered Federal civilian employment to less than one-tenth of those in State and local government employment.

Data have also been tabulated to show the

TABLE 13.—Proportion of wage and salary workers in 1961 who were multistate workers, by sex and age

[Based on 1-percent sample data]

Age in 1961	Total	Men	Women
Total.....	7.4	9.5	3.6
Under 20.....	9.0	11.9	4.7
27-24.....	15.5	20.7	6.7
25-29.....	11.4	14.3	5.1
30-34.....	7.4	9.1	3.7
35-39.....	6.1	7.7	3.0
40-44.....	5.4	7.0	2.7
45-49.....	4.8	6.2	2.4
50-54.....	4.0	5.2	2.0
55-59.....	3.4	4.3	1.9
60-64.....	2.6	3.3	1.3
65 and over.....	1.6	1.8	1.2

number of wage earners who were employed in one or more than one coverage group. These data are similar in concept to those showing the number of single-industry and multi-industry workers. The proportion of workers in each special coverage group who also had taxable wages in another type of covered employment during 1962 is shown in table 12. The proportion who had covered employment outside the coverage group ranged from one-third to two-thirds of the men and from one-sixth to one-third of the women. Data can be tabulated for each coverage group to show the specific industries in which the multi-coverage group workers were employed during the year, but such data are not now available.

### GEOGRAPHIC CHANGE

In addition to employer, industry, and coverage-group change, data showing change in the geographic location of workers receiving taxable wages are derived from OASDHI basic employee-employer records. Although most studies of geographic mobility refer to change in the worker's place of residence, the measures obtained from the Social Security Administration's data relate to the location of the employer's establishment. This focus means that the data on geographic change are tabulated on the same principle as the industry-change data.

The basic records for each worker, in addition to listing the industry code of the employer who reported wages for him during a year, include the geographic location of the employer's establishment. County and State codes are assigned to an employer for each establishment or "reporting unit."

A worker is assigned to the county and State

TABLE 14.—Proportion of multi-employer wage and salary workers in 1961 who were multistate workers, by sex and age

[Based on 1-percent sample data]

Age in 1961	Total	Men	Women
Total.....	26.5	30.6	16.1
Under 20.....	25.1	30.6	15.1
20-24.....	37.8	43.2	23.2
25-29.....	32.2	35.3	20.8
30-34.....	25.4	28.2	16.4
35-39.....	22.9	26.3	14.1
40-44.....	22.3	25.9	13.6
45-49.....	21.0	24.6	12.7
50-54.....	19.0	22.4	11.6
55-59.....	18.1	21.0	11.8
60-64.....	16.2	19.3	9.1
65 and over.....	12.1	12.8	10.3

TABLE 15.—Proportion of wage and salary workers whose geographic region of major job was different in 1960 than in 1957, by sex and geographic region of major job in 1957

[Based on 1-percent sample data]

Geographic region of major job in 1957 <sup>1</sup>	Total	Men	Women
Total.....	7.2	7.7	6.3
New England.....	6.4	6.6	6.1
Middle Atlantic.....	5.3	5.6	4.6
South Atlantic.....	7.6	8.2	6.4
East North Central.....	6.9	7.3	6.0
East South Central.....	10.3	11.1	8.8
West North Central.....	9.1	9.5	8.3
West South Central.....	8.3	8.7	7.5
Mountain.....	13.6	14.3	11.8
Pacific.....	6.8	7.2	5.9

<sup>1</sup> Geographic region as defined by the Department of Commerce, Bureau of the Census.

of the reporting unit in which he received taxable wages in most calendar quarters if during the year he was employed by only one employer but worked in two or more reporting units in different counties and/or States. A single-employer worker is shown as a single-State worker.

Tabulations have been prepared that indicate whether wage earners had covered employment in one State or in more than one State in a year. Workers who receive taxable wages during the year from a number of employers located in the same State are classified as single-State workers, and those receiving taxable wages from employers located in different States are classified as multi-state workers. Table 13 shows the proportion of multistate workers, classified by age and sex in 1961.

Since workers who have received taxable wages from only one employer are classified as single-State workers, all workers shown to have had any State change in a year are multi-employer workers. The data indicate that the proportion of multi-employer workers who were multistate workers in 1961 was almost twice as large for men as for women (table 14). The data also show that the proportions varied inversely with age. In the group aged 20-24, more than two-fifths of the men with more than one employer were in the multistate category; for those aged 65 and over the figure was one-eighth. For women the range was from less than one-fourth to about one-tenth.

The OASDHI data also make it possible to compare wage earners' geographic location of employment in one year with that in another. In table 15, workers who received taxable wages in both 1957 and 1960 are classified by region of

TABLE 16.—Percentage distribution of men and women wage and salary workers with a different geographic region of major job in 1960 than in 1957, by geographic region of major job in 1960

[Based on 1-percent sample data]

Geographic region of major job in 1957 <sup>1</sup>	Geographic region of major job in 1960									
	Total	New England	Middle Atlantic	South Atlantic	East North Central	East South Central	West North Central	West South Central	Mountain	Pacific
Men										
New England.....	100.0		48.6	18.2	14.6	1.9	2.9	2.4	1.5	10.0
Middle Atlantic.....	100.0	14.4		32.0	23.1	3.5	4.9	3.5	3.7	14.9
South Atlantic.....	100.0	5.2	34.0		22.7	15.2	4.5	7.8	2.8	7.8
East North Central.....	100.0	3.5	19.1	19.3		14.3	14.6	7.4	5.8	16.1
East South Central.....	100.0	1.8	8.1	31.9	29.0		5.4	15.8	1.9	6.1
West North Central.....	100.0	1.9	8.5	5.9	30.4	3.2		16.4	14.4	19.3
West South Central.....	100.0	.8	7.9	10.1	13.6		14.8		16.8	23.0
Mountain.....	100.0	.8	5.1	4.5	9.1	1.8	14.8	18.4		45.5
Pacific.....	100.0	2.6	13.8	7.8	15.9	5.3	12.2	14.1	28.3	
Women										
New England.....	100.0		41.6	21.9	11.6	1.8	3.4	2.3	2.7	14.7
Middle Atlantic.....	100.0	13.1		35.6	19.3	3.7	3.0	4.9	4.1	16.4
South Atlantic.....	100.0	7.8	38.0		19.1	9.8	5.0	7.0	3.3	10.0
East North Central.....	100.0	3.4	17.9	18.7		11.7	15.8	6.3	5.5	20.7
East South Central.....	100.0	2.4	9.4	29.3	29.5		6.3	12.2	2.9	8.1
West North Central.....	100.0	2.9	7.2	6.4	29.1	2.3		10.3	15.0	26.9
West South Central.....	100.0	2.0	7.8	12.4	14.1	9.4	13.1		13.1	28.1
Mountain.....	100.0	1.8	5.3	3.9	8.1	1.8	13.1	16.5		49.4
Pacific.....	100.0	4.4	14.9	9.5	16.1	3.4	12.7	14.8	24.4	

<sup>1</sup> Geographic region as defined by the Department of Commerce, Bureau of the Census.

major job in 1957. The proportion whose major job in 1960 was in another geographic region is also shown. Among men whose major job in 1957 was in the Mountain region, 14 percent received most of their taxable wages in another region in 1960. Of the men whose major job was in the Middle Atlantic region in 1957, less than 6 percent had their major job in another region in 1960.

The men and women for whom a change in the

geographic region of major job was reported were classified by geographic region of major job in 1957 and distributed by geographic region of major job in 1960 (table 16). In general, for the men in this group the major job in 1960 was in a neighboring area. For example, of the men employed in the Middle Atlantic region in 1957 who changed, approximately one-third shifted to the South Atlantic region in 1960 and less than a fourth to the East North Central region.

## Notes and Brief Reports

### Arkansas Missile-Site Disaster: Survivor Benefits Payable\*

One of the basic functions of old-age, survivors, disability, and health insurance (OASDHI) is to provide benefits to the survivors of workers insured under the program. The importance of such benefits is brought out vividly when an area suffers a major disaster such as the Titan II

missile-site fire, which occurred near Searcy, Arkansas, on August 9, 1965. What the benefits will mean in financial terms to the families of the men killed in this disaster is shown in the following actuarial analysis of the benefits awarded. In all, lump-sum death payments and monthly benefits to the survivors will total \$1½ million.

As a result of the fire, 53 men, all of them civilians, lost their lives. All the men were married and had enough quarters of coverage to have survivor insurance protection. Their ages ranged from 21 to 69.

\*Prepared by George I. Kowalczyk, Office of the Actuary—Baltimore.