

or more employees covered by pension plans. ^{3/} Coverage was highest in finance, insurance, real estate, and durable goods manufacturing, and lowest in service employment and construction. Coverage was about the same for workers through age 64, but from age 65 it was much lower in all industries.

In the 1956 study, it was concluded that an older worker was more likely to be hired in a job not covered by a private pension plan. Workers 45 years of age and over accounted for 25 percent of the hires in employment not covered by pension plans, as compared with 14 percent in jobs with this coverage.

A recent report by the Bureau of Labor Statistics, Labor Mobility in Private Pension Plans, June 1964, ^{4/} explored the provisions of 25,000 plans filed with the U. S. Department of Labor under the Welfare and Pension Plans Disclosure Act of 1959. The study included data on 1961 coverage of plans registered through 1960. The report emphasizes the relative recency of private pension movements. In 1961, only about 1.2 million workers were receiving benefits from the plans studied, and about half this number were estimated to have been receiving benefits five years earlier. The study noted that private pension plans have slowed in growth, although their coverage may double between 1960 and 1980. Multi-employer plans resulting from collective bargaining have declined in growth since the late 1950's.

Pension Plans and Worker Mobility

Although the U. S. Department of Labor studies ^{5/} did not directly explore the effect of pension plans on worker mobility, they noted the influence of pension plans on the willingness of middle-aged workers to change jobs. Among the elements of the private pension structure which seem to relate to worker mobility, the following were mentioned in the 1964 study:

1. Because pension plans are relatively new, many workers still do not fully realize the value of the pension credits they are accumulating. Also, plans now tend to be concentrated in certain industries and groups of workers. The real effect of pension rights on the individual worker's motivation to stay with an employer or change jobs is not fully understood.
2. Vesting privileges were included in two-thirds of the plans covering three-fifths of the workers. Vesting may not give the mobility advantages which have been imputed to these provisions because (a) long continuous service and attainment of middle age, usually

^{3/} Older Worker Adjustment to Labor Market Practices - An Analysis of Experience in Seven Major Labor Markets. U.S. Department of Labor, Bureau of Employment Security, Bulletin No. R151, September 1956. Page 27.

^{4/} Labor Mobility in Private Pension Plans, BLS, Washington, 1964.

^{5/} Ibid.