

TABLE 8.—PROPORTIONS OF WORKERS WITH 10 YEARS OR MORE TENURE, JANUARY 1951, 1963, AND 1966

	1951 ¹	1963	1966
Total.....	100.0	100.0	100.0
5 yrs. or less.....	63.6	52.6	54.6
6 to 10 yrs.....	16.0	16.8	15.6
11 to 15 yrs.....	20.4	² 11.6	10.7
16 to 21 yrs.....		9.0	8.2
Over 21 yrs.....		10.0	10.9

¹ Estimated by allocating $\frac{2}{3}$ of those with current jobs starting from September 1945 to December 1947, to the 5 yrs. and less group and the remainder to the 6 to 10 yrs. group, and $\frac{1}{3}$ of those with jobs starting in the January 1940 November 1941, to the 6 to 10 yrs. group and the remainder to the 11 yrs. and more group.

² Estimated by allocating $\frac{1}{2}$ of those with jobs starting October 1945 to June 1950, to the 11 to 15 yrs. group and the remainder to the 16 to 21 yrs. group.

Source: Derived from "Experience of Workers at Their Current Jobs, January 1951," "Current Population Reports—Labor Force," series P-50, No. 36, p. 1. Harvey R. Hamel, "Job Tenure of American Workers, January 1963," "Special Labor Force Report," No. 36, Bureau of Labor Statistics, 1963, table A, p. A-5. Harvey R. Hamel, "Job Tenure of Workers, January 1966," "Monthly Labor Review," January 1967, table 1, p. 32.

TABLE 9.—PROPORTION OF MALE WORKERS WITH MORE THAN 10 YEARS OF SERVICE IN THEIR CURRENT JOB, BY OCCUPATION, JANUARY 1963

	Percent with more than 10 yrs. service		Median years of service	
	Age 25 to 44	Age 45 and over	Age 25 to 44	Age 45 and over
Total male.....	26.3	56.4	5.1	12.8
Professional, technical, and kindred.....	19.8	60.1	4.4	14.2
Wage and salary.....	18.2	53.3	4.0	11.5
Self-employed.....	33.8	80.5	7.3	21.0
Farmers and farm managers.....	56.2	82.1	11.7	21.0
Managers, officials, and proprietors:				
Except farm.....	29.2	59.5	6.0	13.8
Wage and salary.....	30.4	61.6	6.2	15.0
Self-employed.....	27.4	57.7	5.4	12.9
Clerical and kindred.....	28.5	61.7	5.6	14.7
Sales workers.....	17.3	43.3	3.4	8.3
Craftsmen, foremen, and kindred.....	31.1	56.8	6.0	12.7
Operatives and kindred.....	25.8	57.5	5.2	12.7
Service workers, including private household.....	21.3	35.3	4.1	6.0
Farm laborers and foremen.....	14.6	26.3	.9	3.0
Laborers, except farm and mine.....	18.1	43.8	3.2	7.8

Source: Derived from Harvey R. Hamel, "Job Tenure of American Workers, January 1963," "Special Labor Force Reports, No. 36," "Bureau of Labor Statistics," 1963, table G, p. A-12.

On this evidence, at least, there is no reason to believe that the proportion of mature managers or professionals who are mobile is especially low. Indeed, because layoffs of professionals and managers are relatively infrequent, the tenure pattern suggests that the proportion of workers in these occupations who voluntarily change jobs in a period of years is probably higher than for most other major occupation groups. This is inconsistent with what is known of gross annual job changing behavior of these occupation groups. In all occupations in 1961, 4.5 job shifts per 100 persons with work experience were to improve status, while the rates were 3 per 100 for professionals and 2 per 100 managers. The tenure information suggests relatively fewer job shifts per job changer during periods longer than a year, and, therefore, less gross mobility. In part, of course, the pattern reflects the relatively high job status of upper white-collar workers, the infrequency of layoffs, and the year-round, full-time, salaried jobs they typically hold. These characteristics, in turn, are related to the specific investments which employers have in these workers which make em-