CHAPTER 1


4 U.S. Bureau of the Census, Resident Population Projections of the United States: Middle, Low, and High Series, 1996 to 2050, March 1996, above information from pp. 2-9 and Table B. There are expected to be 4 million deaths in 2050.


7 Day, p. 4.


24 Twenty-eight percent of the students who held employee jobs worked both while school was in session and also during the summer, 8 percent worked only during the school months, and another 6 percent worked only during the summer months.


CHAPTER 2

1 Employment is projected to increase by 14 percent in the 1996-2006 period, with unemployment projected to be 5.4 percent in 2006. This slower growth rate than the preceding decade is due to a decreasing rate in the growth of the labor force.


13 U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey. There are no publicly reported annual data that are available on the relative earnings of Asian women and men, due to their small sample size in the primary data sets used for these calculations.


CHAPTER 1


4. U.S. Bureau of the Census, Resident Population Projections of the United States: Middle, Low, and High Series, 1996 to 2050, March 1996, above information from pp. 2-9 and Table 1. There are expected to be 4 million deaths in 2050.


25. Twenty-eight percent of the students who held employee jobs worked both while school was in session and also during the summer; 8 percent worked only during the school months, and another 6 percent worked only during the summer months.


CHAPTER 2

1. Employment is projected to increase by 14 percent in the 1996-2006 period, with unemployment projected to be 5.4 percent in 2006. This slower growth rate than the preceding decade is due to a decreasing rate in the growth of the labor force.


CHAPTER 3

1 "Workforce" includes women who are employed and women who are unemployed and looking for work.


4 Smith and Bachu, p. 6.


8 Hayghe, pp. 42, 45.


10 Winkler, p. 42.


12 Hayghe, p. 43.

13 Smith and Bachu, p. 2.


15 Single women are considered those "without a spouse present." 

16 CEA, p. 4.

17 The percent of mothers of children under age six, with a spouse present, who were employed increased from 32 percent in 1975 to 61 percent in 1998. The corresponding percentages for mothers without a spouse in the household were 42 and 59 percent. Goodman, p. 5.


23 Metlife pp. 7, 33.


25 Fathers are the caregivers for their children 18 percent of the time; grandparents — 16 percent; other relatives — 9 percent. U.S. Bureau of Census press release, "While Moms Work, Dads or Other Relatives Care for 4 in 10 Preschoolers," http://www.census.gov/Press-Release/www/children.html.

26 This assumes a mandated 182 days of school x 7 hours a day = 1274 hours versus work 8 hours a day, 5 days a week for 50 weeks. This estimate does not consider child's sickness nor does it consider travel time to work.


28 Presser and Cox, p. 28.

29 Galinsky and Bond, p. 47.

30 Galinsky and Bond, p. 2.


35 In 1969, 28 percent of women 25 to 54 years of age worked year round, full time; by 1997 the percentage had increased to 50% (although there was a general decline for men over same time period). U.S. Department of Labor, Bureau of Labor Statistics, Report of the American Workforce, 1999, forthcoming.


37 Winkler, p. 42.


39 CEA, p. 3.


42 Bond, Galinsky, and Swanberg, pp.5-6.

43 Many of these workers are likely in informal flexible schedules rather than formal plans reported in the Employee Benefits survey, which says flexible schedules are offered to less than 6 percent of employees. BLS Press Release, "Workers on Flexible and Shift Schedules in 1997," http://www.bls.gov/news.release/reel.rel2.htm, March 26, 1998.

44 Presser and Cox, p. 25.


47 Burton, "Internet Generated $350 Billion Last Year," USA Today, July 13, 1999, p. 1A.


49 These wage premiums are due in part to differences in occupation, industry, and education and are reduced to roughly 15 percent on average when these other factors are taken into account.


52 Bond, Galinsky, and Swanberg.

CHAPTER 4


3 Beth Burton, "Internet Generated $350 Billion Last Year," USA Today, July 13, 1999, p. 1A.


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44 Presser and Cox, p. 25.


47 Galinsky and Bond, pp. V, 111.


49 Among the occupations that are expected to grow most rapidly in the future, most have a high percentage of workers working nonstandard hours or nonstandard days, thus increasing the need for child care during non-standard hours. Presser and Cox, p. 32.

50 The Census Bureau has estimated a dependency ratio, which shows how many children and elderly there are for every 100 people, aged 18 to 64, who are working. The middle series projections show the dependency ratio would decline from 64 in 1995 to 60 in 2030. Moderate increases are projected to occur by 2020 to 68 and significant increases by 2050 (80). U.S. Bureau of Census, “Resident Population Projections of the United States: Middle, Low, and High Series, 1996-2050,” March 1996, http://www.census.gov/population/projections/nation/hpalts.txt.


52 Bond, Galinsky, and Swanson.

CHAPTER 4


3 Beth Belton, “Internet Generated $301 Billion Last Year,” USA Today, June 10, 1999, p. 1A.


5 These wage premiums are due in part to differences in occupation, industry, and education and are reduced to roughly 15 percent on average when these other factors are taken into account.

CHAPTER 5
1 Data on workplace fatalities are derived from the Bureau of Labor Statistics’ Census of Fatal Occupational Injuries.
2 Data on workplace injuries and illnesses are derived from the Bureau of Labor Statistics’ Survey of Occupational Injuries and Illnesses.
8 Sleep Foundation, http://www.sleepfoundation.org/PressArchives/NewSurvey.html

CHAPTER 6
8 Atkinson and Court, p. 33.
13 J. j udy and Dimaggio, p. 18.
16 Atkinson and Court, p. 9.
23 Houseman, p. 31.
24 Cohany, pp. 2-31.
25 Cohany, p. 18.
CHAPTER 5

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CHAPTER 6


CHAPTER 7

8. The Bureau of Labor Statistics collected data on contingent and alternative work arrangements in 1999 but at the time of this writing, these data were not yet available.
10. These categories of alternative work arrangements overlap with the category of contingent workers.
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21. These categories of alternative work arrangements overlap with the category of contingent workers.
27. Houseman, pp. 24-29.


34 Hipple, 1999.


36 The most recent BLS data show that for men between 35 and 44 years of age, median years of tenure with their current employer was 6.5 years in January 1991, and it was 6.1 and 5.5 years in February 1996 and 1998, respectively. In contrast, in January 1983 and 1987, median tenure for this same age group of men was 73 and 70 years, respectively. Similarly, median years of tenure in current job was down for men between the ages of 25 and 34, though not quite so dramatically. For these younger men, median tenure in current job was 2.8 years in February 1998, down from 3.2 years in January 1983. Bureau of Labor Statistics, “Employee Tenure in 1998,” News release, September 23, 1998, http://stats.bls.gov/news.release/tenure.toc.htm.