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FAMILY DATA FROM THE SURVEY OF LABOUR AND
INCOME DYNAMICS: 1996 STATUS

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EXECUTIVE SUMMARY

A person's "family situation" is often an important consideration to various decisions. For example, a person may choose not to work in the paid labour market as his/her spouse may earn a sufficient amount for their requirements. Thus, family variables are important to many analyses, and this is even more true for longitudinal analyses.

The use of longitudinal family data is complicated by the fact that a family can change over time as people move in and out, are born and die. To deal with this, SLID does the following:

- uses the "attributional approach" which attributes the family characteristics to each individual
- uses derived variables at the individual level to convey change

This approach is described in the document, along with several examples to indicate how family data can be analysed longitudinally.

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1. INTRODUCTION

The purpose of this paper is to look at longitudinal data relating to the family produced from the first wave (or year) of SLID (Survey of Labour and Income Dynamics) data. The descriptive text borrows heavily from previous SLID research papers (see References). Although one year of data is not sufficient for some analyses, it is possible to obtain interesting and new results from the initial wave of data. So the new contribution of this report is to present some data from the first wave of SLID data which has relevance to the family.

2. DATA COLLECTION AND SLID FAMILY DATA

Most surveys which contain household and family variables construct family relationships in relation to a household reference person or "head". For example, a family composed of a husband, wife and two children might use either the husband or the wife as the reference person. We would end up with relationships of head, spouse, and children. By collecting family relationships based on a reference person we lose detailed information about family relationships.

Annually, SLID collects an expanded set of demographic data by asking (or updating) the relationship of every household member to every other household member, rather than by the traditional method of relating everyone to one reference person.

SLID collects data on all persons in the selected households and follows them for six years. The objective of this relationship approach is to collect data that will reflect the changes that have taken place in family relationships in recent years, for example, to identify blended families. As well, in a longitudinal survey, this approach avoids the need to re-ask relationships if the reference person leaves the household.

This new method of establishing household/family relationships is facilitated by the use of computer-assisted interviewing (CAI), as described below.

Figure 1

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┌─────────────────────────────────────────────────────────────────────┐
│                                                                       │
│    WHAT IS THE RELATIONSHIP. . . ?                                    │
│    OF                          TO                                     │
│  ┌──────────────────┐    ┌──────────────────┐    ┌─────────────────┐ │
│  │                  │    │                  │    │                 │ │
│  │ ▸George Roe      │    │  Mary Roe        │    │ Husband/Wife    │ │
│  │  Mary Roe        │    │  Kelly Roe       │    │ Common-law      │ │
│  │  Kelly Roe       │    │  Martha Winter   │    │ Father/Mother   │ │
│  │  Martha Winter   │    │                  │    │ Child           │ │
│  │                  │    │                  │    │ Sister/Brother  │ │
│  │                  │    └──────────────────┘    │ Grandparent     │ │
│  └──────────────────┘                            │ Grandchild      │ │
│                                                   │ In-law          │ │
│                                                   │ Other related   │ │
│                                                   │ Unrelated       │ │
│                                                   │ Same-sex partner│ │
│                                                   └─────────────────┘ │
│                                                                       │
│                                                                       │
└─────────────────────────────────────────────────────────────────────┘
```
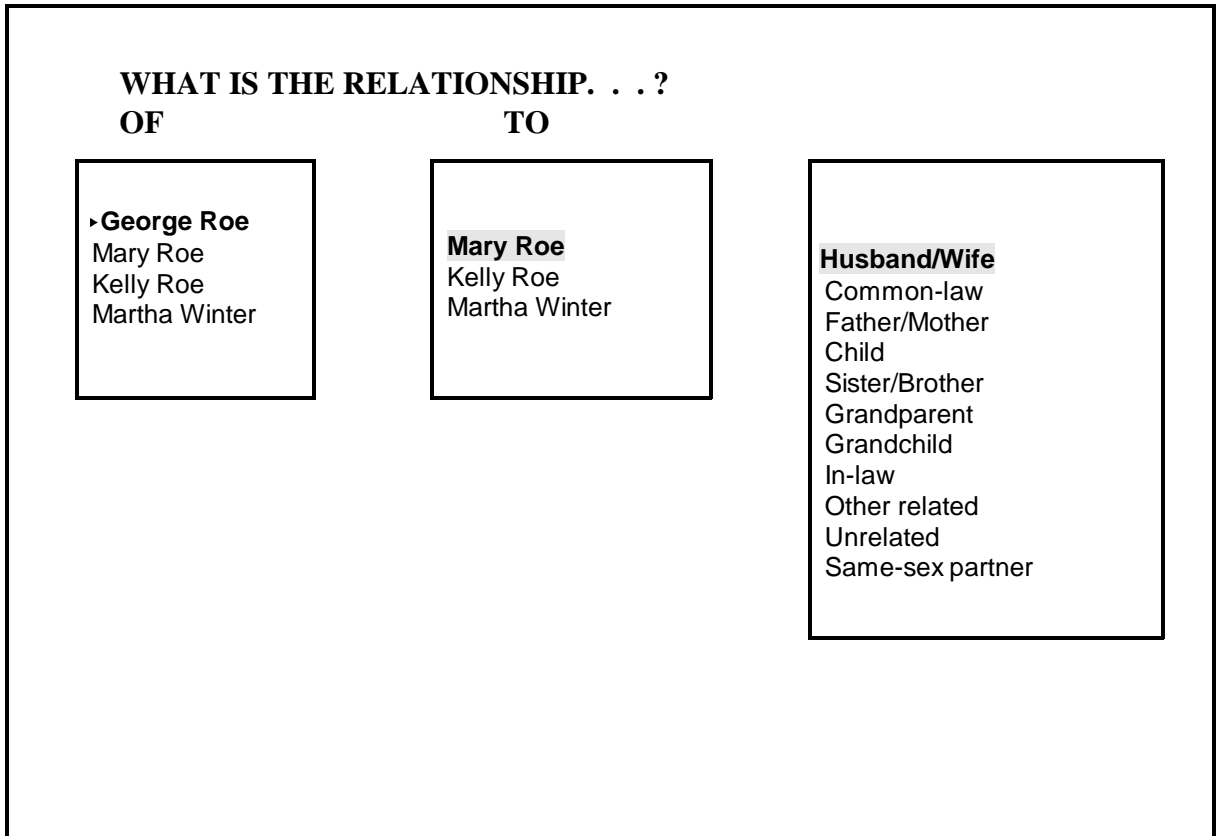
After age, sex and marital status have been completed for all household members, relationships are collected. The screen displays the question "*What is the relationship of . . . (member's name) to . . . (member's name)?* " and the response categories. The interviewer selects the appropriate category, but does not read them unless a probe is required. Figure 1 portrays an example of the screen that would be displayed for a household consisting of George and Mary Roe, Kelly (his daughter by his first wife) and Martha Winter, the mother of Mary.

Each time a relationship of father/mother is selected, an additional window displays a secondary question asking whether the person is the birth or step-parent. Following our example, the question would ask: *"Is George Roe the birth or step parent of Kelly Roe?"* The response options the interviewer can select are birth, step, adoptive or foster child. The question was deliberately kept short to encourage a probe for stepchildren but the four responses are provided to record "adopted" or "foster" if volunteered by the respondent.

When relationships have been completed for all household members an optional review screen is available, as shown in Figure 2.

Figure 2. Example of review screen

First name	Last Name	Is the . . . . . of	First Name	Last name
George	**Roe**	Husband Birth Father In-law	**Mary** **Kelly** **Martha**	**Roe** **Roe** **Winter**
Mary	**Roe**	Wife Step mother Birth child	**George** **Kelly** **Martha**	**Roe** **Roe** **Winter**
Kelly	**Roe**	Birth child Stepchild Grandchild	**George** **Mary** **Martha**	**Roe** **Roe** **Winter**
Martha	**Winter**	In-law Birth mother Grandparent	**George** **Mary** **Kelly**	**Roe** **Roe** **Roe**

3. THE LONGITUDINAL APPROACH TO HOUSEHOLD/FAMILY CONSTRUCTION

3.1 Problems with constructing longitudinal households/families

In cross-sectional surveys, a series of rules can be applied to identify family members within households. For example, within a household, we can distinguish a married couple and their children from relatives of the married couple (e.g., parents, brother/sister), and from household members who do not share any blood relationship to the married couple and their children. Different household types can be constructed for the survey population, and then correlated with a characteristic of interest, such as family income for a specific year. Since these are **static** households (identified at one point in time), it is assumed implicitly that household composition was intact for the year in which the income was referenced. In many cases, this may not be true, as the household may have been formed at different intervals within the reference period. With the cross-sectional design we can repeat the same procedure on a different sample of the same population the following year and assess changes in household income for particular household types. For example, we may be interested in tracking the household income of female lone-parent households. However, a cross-sectional survey cannot determine changes for particular households. Being a longitudinal survey, SLID re-surveys the same individuals every year for six years, identifying changes in household composition for sample members. But how does one take these changes into consideration?

Let us take the case of a household composed of a married couple with two children when SLID first interviews them. This situation is analogous to the cross-sectional situation, until we re-survey this family at the next wave. The next year we find that the husband and wife have separated. There are now two households:

1) the mother and two children, and 2) the husband. The following year one child moves out of the mother's household to form a household of her own — there are now three households.   How do we relate each of these to the original household when analysing the survey data?

We cannot deal with these composition changes by employing rules for the construction of static households. Longitudinal or dynamic definitions of household composition attempt to deal with this situation. The husband and wife living in two separate dwellings could be treated as a case of household dissolution, and hence forming two new households. On the other hand, it could be maintained that one of the households is still the original household.   As McMillian and Herriot (1985: 352) note, there is no accepted method for determining whether composition changes result in the formation of a new household and the dissolution of an old household. They point out that a "dynamic" definition of households must first develop a set of continuity rules which identify cases of household dissolution, household formation, and cases where two households at two points in time are identified as the same household. Duncan and Hill (1985: 362) note that all definitions of longitudinal households are centred around efforts to divide households into two types: (1) households that are the same across time (longitudinal households) and (2) households that are different across time (non-longitudinal households). It is in deciding what is "the same" where longitudinal household definitions differ. McMillian and Herriot (1985: 354) list a number of rules for ascribing "sameness" to households over time: (1) the household that contains the majority of the members of the original household; (2) households that contain the head or reference person from the original household; (3) households that contain the principal person (the mother in a married couple household).

Duncan and Hill (1985: 362) conclude that "efforts to define a longitudinal household are bound to be futile." They argue that there is no satisfactory way to define this concept, and that attempting to do so can obscure the nature of household composition changes. Longitudinal households and non-longitudinal households contain a wide range of disparate households. Most longitudinal definitions of households would classify the separated wife and her children, in the above example, as the "same" as the original husband-wife household. Separation can have a significant effect on the economic well-being of the mother and children. Hence, longitudinal definitions that combine intact and separated/divorcing families may be combining individuals in vastly different socio-economic situations.

Duncan and Hill suggest an alternative "attributional" or individual approach. In this case the individual rather than the family is used as the unit of analysis, even if it is the characteristics of the family (e.g., family income) that are of primary interest. In other words, one can use the family as the unit of measurement, but use the individual as the unit of analysis, **attributing to each individual the characteristic of the family in which he or she lives**. Duncan and Hill contend that this approach involves fewer conceptual problems and better facilitates the analysis of the role of household or family composition change on people's behaviour and outcomes.   Changes in the composition of households or families in which individuals reside are treated as an attribute of individuals and become a straightforward explanatory variable that can be used along with other demographic characteristics of individuals for analysis.

3.2   SLID's approach to household and family construction

SLID will **not** construct either longitudinal households or longitudinal families. By collecting information on all changes in household composition and the date when

each change occurs, it will be possible to attach individuals to households at any time during the reference period. Variables at the household or family level will be calculated using the attributional approach. This approach is consistent with SLID's sampling methodology. All persons in the originally selected households, regardless of age, are deemed to be in the sample, and are followed if they move out of the original household. Each year the sample will change: persons who "move in" with a person who is part of the SLID longitudinal sample will be included, since all cohabitants are also included in the survey. Cohabitants are not considered part of the SLID longitudinal sample, and are interviewed only as long as they reside with a member of the SLID longitudinal sample.

For wave 1, SLID has derived the household and family composition as of December 31. This means that families are formed at the end of 1992 and at the end of 1993. Using the attributional approach, one can use family variables as part of the analysis.

Other possible approaches to family formation are discussed in SLID research paper 94-13. These alternate approaches make use of the move date information so that it is possible to determine who a person is living with at any point in time. These approaches have not yet been implemented into the SLID database. In terms of family data, this is likely to be the first major enhancement to the SLID database.

4. CONTENT OF FAMILY VARIABLES

Most family variables are simple roll-ups or counts based on the data for all persons in the family. This section provides a quick list of the current SLID family variables, all of which are produced annually based on the family composition on December 31.

Descriptive

- ▸ Typology with 7 categories:

  Unattached individual in a one-person household

  Unattached individual in a multi-person household

  Married couple with no children

  Married couple with children

  Female lone-parent

  Male lone-parent

  Other economic family types

  > *Note: "Married" includes common-law relationships; Children means all children under age 25.*

- ▸ Size
- ▸ Number of generations
- ▸ Step families (yes / no)
- ▸ Number of students: full-time and part-time
- ▸ Number of months attended school full-time and part-time
- ▸ Number of disabled
- ▸ Number unable to work
- ▸ Family intact from previous year (yes/no)
- ▸ Number of persons by five-year age groups
- ▸ Age of youngest and oldest family member

Labour

- ▸ Number of persons and total weeks employed and unemployed
- ▸ Number of persons employed and unemployed by week
- ▸ Number of full-year full-time workers
- ▸ Number self-employed
- ▸ Number of jobs held

Income

▸ Receipt of Social Assistance, Unemployment Insurance and Worker's Compensation by month

▸ Total income by sources:

Employment

Self-employment (farm and non-farm)

Investment income

Taxable capital gains

Child tax benefits

OAS

GIS

CPP/QPP

UI benefits

Social assistance

Worker's compensation

GST credits

Pension income

Other taxable money income

Alimony

RRSP withdrawals

▸ Total income

▸ Total federal and provincial income taxes paid

▸ Relationship to LICO and LIM

5. POSSIBLE AREAS OF RESEARCH

SLID research paper 95-13 describes analytical uses of SLID data. This report will briefly summarize that discussion.

Life cycle research

This term denotes the sequence of family events that characterize an individual's path or trajectory through life. For example, how are marriage and childbearing sequenced with various changes in labour market activity and what is the impact on family income? Since SLID covers only a six-year period for a given individual, complete life cycle data are not available. However, SLID can identify certain key life events (marriage, birth of first child, losing a job, retirement), and provide "before and after pictures" for those experiencing a particular life event.

Equity and job quality research

One aspect to which SLID can contribute greatly is the relationship between job characteristics and a person's family situation. For example, what is the impact of a person's family situation on wages, hours of work and work schedule, and occupational mobility including assuming managerial responsibilities? Male-female differences may be examined in light of the family context; for example, what is the impact of the number and ages of children?

6.   SELECTED RESULTS USING WAVE 1 DATA

Four analytical questions are considered. These were chosen to illustrate different variables, including some unique to SLID, as well as concentrating on longitudinal rather than cross-sectional data uses.

6.1   How much family change is there over a one-year period?

A family typology with seven categories is used for SLID. A transition matrix (end of 1992 vs end of 1993) for family type can be derived, and is shown in

Table 1 (only six categories are used for this matrix). Using the attributional
approach described earlier, this matrix is derived at the person level and not the
family level. This research question was the focus of a SLID study in April 1996.
This transition matrix formed part of that study.

Table 1: Persons by family type at end of 1992 and end of 1993 (Total population / Age 16 and over) Population estimates								
Family type at end of 1993								
	Total	Unattached individuals	Couple with no children	Couple with children	Female lone-parent	Male lone-parent	Other economic family types	Don't know	Not applicable
	%	%	%	%	%	%	%	%	%
Total	100	15.86	23.09	37.55	4.34	0.95	14.98	2.47	0.75
Family type at end of 1992								
Unattached individuals	15.09	13.38	0.82	0.14	0.04	0.03	0.41	0.07	0.2
Couple with no children	23.33	0.7	20.64	0.91	0.03	0	0.57	0.22	0.27
Couple with children	41.14	0.79	0.63	35.74	0.38	0.2	1.89	1.42	0.09
Female lone-parent	4.79	0.22	0.03	0.1	3.73	0.01	0.48	0.19	0
Male lone-parent	0.99	0.09	0.05	0.02	0.01	0.69	0.12	0.02	0
Other economic family types	14.44	0.69	0.87	0.63	0.1	0.01	11.51	0.44	0.19
Don't know	0.22	0	0.04	0	0.04	0	0.01	0.11	0

Table 1 shows that 85.8% of persons aged 16 and over lived in the same family
type at the end of 1993 as they had at the end of 1992. This does not mean no
changes in the family, just that any changes which occurred did not affect the
family type used for SLID. Although a large number of persons are in the same
family type both years, 14.2% or 315,000 persons aged 16 and over were classified
into a different family type at the end of 1993 as compared to 1992. One could say
that these are persons with a major change in family structure.

An important point to be made is that the estimate of persons experiencing a
significant family change is very much dependent on the typology used and the

number of categories. In general, the larger the number of categories, the higher the estimate of change will be.

As well, the estimate of the number of persons in "Other economic family types" is about 14% to 15%. It would be interesting to investigate this group to determine the predominant family types, if any, which comprise this group.

6.2   Do "stable" families have a higher income than those that are not?

For this purpose, a "stable" family is one which has no change in family composition during the year (in this case, 1993) and which did not change address. Family income can be compared between different family types.

Table 2: Persons by family type and family change during the year (Total population aged 16 and over / Reference year 1993) Population estimates ('000)								
	Same family composition and address as year start							
	Total		Yes		No		Don't know	
	('000)	%	('000)	%	('000)	%	('000)	%
Total	22,160	100.0	16,923	100.0	5,070	100.0	167	100.0
Family type								
Unattached individuals	3,515	15.9	2,442	14.4	1,073	21.2	0	0.0
Couple with no children	5,116	23.1	4,205	24.8	911	18.0	0	0.0
Couple with children	8,322	37.6	6,816	40.3	1,506	29.7	0	0.0
Female lone-parent	962	4.3	680	4.0	282	5.6	0	0.0
Male lone-parent	211	1.0	111	0.7	100	2.0	0	0.0
Other economic family types	3,319	15.0	2,386	14.1	933	18.4	0	0.0
Don't know	547	2.5	282	1.7	265	5.2	0	0.0
Not applicable	167	0.8	0	0.0	0	0.0	167	100.0

From Table 2, one can see that about three-quarters of persons aged 16 and over were in a stable family which did not move. As would be expected, married couples tended to be most stable; over 80% had the same family composition and

same address as compared to the previous year. Although sample sizes are small for this group, the data reveal male lone-parent families to be the least stable with almost half of all these families had experienced a change during the year.

Table 3 presents the average family income by family type and whether the person is in a stable family.

Table 3: Mean family income for persons by family change during the year (Total population / Reference year 1993) Population estimates			
	Same family composition and address as year start		
	Total	Yes	No
	$	$	$
Total	52,890	54,200	48,514
Family type			
Unattached individuals	23,498	24,463	21,300
Couple with no children	50,143	50,254	49,629
Couple with children	64,930	65,928	60,406
Female lone-parent	28,688	30,547	24,215
Male lone-parent	54,573	62,402	45,888
Other economic family types	64,034	63,467	65,484
Don't know	58,649	62,511	54,545

Table 4 presents the distribution of persons in single-parent families by family income quintile, as determined from the entire population. For example, 42.5% of persons in female lone-parent families with the same family composition and address at the end of the year as at the beginning of the year fall into the lowest family income quintile.

Table 4: Family income quintile for persons by family change during the year (Total population / Reference year 1993) Population estimates				
		Same family composition and address as year start		
		Total	Yes	No
Family type				
		%	%	%
Female lone-parent	Total	100.0	100.0	100.0
	Family income quintile			
	Q1 (Low)	46.1	42.5	54.7
	Q2	30.0	29.8	30.3
	Q3	14.8	15.7	12.7
	Q4	8.2	10.9	1.6
	Q5 (High)	0.9	1.0	0.6
Male lone-parent	Total	100.0	100.0	100.0
	Family income quintile			
	Q1 (Low)	20.7	19.8	21.7
	Q2	22.9	25.5	20.0
	Q3	24.1	24.3	23.9
	Q4	18.5	15.1	22.4
	Q5 (High)	13.7	15.3	12.0

Stability seems to be somewhat related to family income (see Table 3). Persons in stable families had an average family income about 12% higher than those with a change during the year. Although the difference is small, it is interesting to note that those in stable "Other family types" had a lower average income than those with a change. Those family types where stability tends to have the most positive impact is in single-parent families where family incomes are about 30% higher in stable families. One significant difference is that average family income of male lone-parent families is close to twice that of female lone-parent families. In fact almost half of persons in female lone-parent families are in the lowest family income quintile (Table 4).

6.3   What is the impact of marital status on retirement income and what is the difference between "unmarried" males and females?

Although SLID does not ask whether a person is retired, a definition can be employed to identify those that are retired. Since labour market data are not collected for those aged 70 and over (due to the relatively low participation rate), the definition differs for those under 70 and for those aged 70 and over.

Definition of retired:

For persons aged under 70: Age 55 or more; Not in labour force at any time during the year; Did not want or look for work at any time during the year; and had either income from a pension or from CPP/QPP or had five or more years of lifetime work experience.

For persons aged 70 and over: Had either income from a pension or from CPP/QPP or had five or more years of lifetime work experience.

Table 5 shows that about 3 in 5 persons aged 55 or over are classified as "retired" by the SLID definition. About 70% of unmarried females are retired whereas this is so for less than 60% of unmarried males.

Among those aged 55 and over, family income differs greatly between those who are retired (average income = $35,000) and those who are still in the labour force (average income = $57,000). (See Table 6). Not surprisingly, married retirees have a higher family income than those who are not married: $41,000 compared to $26,000. Of retirees that are not married, males had a higher family income than females ($30,000 versus $24,000).

		Total		Retired		Not retired (in labour force)		Not retired (not in labour force)		Don't know	
Table 5: Persons by sex, retired status, and marital status at end of 1993											
(Population aged 55 and over)											
Population estimates ('000)											
		Number	%	Number	%	Number	%	Number	%	Number	%
Total	Total	5,787	100.0	3,355	58.0	1,817	31.4	207	3.6	408	7.1
	Living with a spouse at end of year										
	Yes	3,771	100.0	1,998	53.0	1,408	37.3	119	3.2	246	6.5
	No	1,993	100.0	1,342	67.3	404	20.2	88	4.4	160	8.0
	Don't know	22	100.0	16	70.0	5	22.0	0	0.0	2	8.0
Male	Total	2,670	100.0	1,480	55.4	1,089	40.8	37	1.4	64	2.4
	Living with a spouse at end of year										
	Yes	2,114	100.0	1,152	54.5	921	43.6	31	1.5	10	0.5
	No	553	100.0	326	58.9	167	30.2	6	1.1	54	9.8
	Don't know	3	100.0	3	77.8	1	22.2	0	0.0	0	0.0
Female	Total	3,117	100.0	1,875	60.2	728	23.4	170	5.5	344	11.0
	Living with a spouse at end of year										
	Yes	1,657	100.0	846	51.0	487	29.4	88	5.3	236	14.2
	No	1,440	100.0	1,016	70.5	236	16.4	82	5.7	106	7.4
	Don't know	19	100.0	13	68.6	4	22.0	0	0.0	2	9.5

		Total $	Retired $	Not retired (in labour force) $	Not retired (not in labour force) $	Don't know $
Total	Total	41,964	34,609	57,211	27,560	43,066
	Living with a spouse at end of year					
	Yes	48,806	40,582	61,735	33,933	48,777
	No	28,445	25,815	40,777	18,957	24,628
	Don't know	22,982	24,149	19,215	0	23,127
Male	Total	47,561	38,116	61,753	25,968	28,833
	Living with a spouse at end of year					
	Yes	50,452	40,437	63,913	28,815	32,095
	No	35,252	29,989	48,508	11,733	25,981
	Don't know	20,171	20,905	17,599	0	0
Female	Total	37,205	31,844	50,468	27,907	44,130
	Living with a spouse at end of year					
	Yes	46,707	40,780	57,620	35,730	49,517
	No	26,048	24,487	35,789	19,502	24,368
	Don't know	23,499	24,825	19,516	0	23,127

Table 6: Mean family income for persons by sex, retired status and marital status
Retired at end of 1993

About one-third retirees are in the lowest income quintile (Table 7). This number jumps to almost two-thirds of unmarried females who are defined to be retired. For those that are married the percentage is about one-fifth.

Table 7: Family income quintile for retired persons by sex and marital status					
		Living with a spouse at end of year			
		Total	Yes	No	Don't know
		%	%	%	%
Total	Total	100.0	100.0	100.0	100.0
	Family income quintile				
	Q1 (Low)	32.0	18.6	56.8	60.2
	Q2	25.8	30.4	16.9	28.3
	Q3	16.8	20.3	10.2	6.3
	Q4	11.4	15.1	4.6	4.0
	Q5 (High)	12.0	15.5	5.6	1.2
	Don't know	2.0	0.0	5.8	0.0
Male	Family income quintile	100.0	100.0	100.0	100.0
	Q1 (Low)	23.4	17.8	44.4	69.1
	Q2	26.4	28.8	17.3	3.7
	Q3	18.9	20.4	13.1	27.2
	Q4	13.6	15.8	5.2	0.0
	Q5 (High)	15.4	17.2	8.4	0.0
	Don't know	2.4	0.0	11.6	0.0
Female	Family income quintile	100.0	100.0	100.0	100.0
	Q1 (Low)	39.3	19.8	61.6	58.6
	Q2	25.2	32.5	16.8	32.8
	Q3	15.0	20.2	9.2	2.5
	Q4	9.6	14.2	4.3	4.8
	Q5 (High)	9.2	13.3	4.5	1.4
	Don't know	1.7	0.0	3.6	0.0

6.4   For women aged 25 to 44, how is the number of children related to years of work experience, annual hours worked, annual employment earnings, and having a managerial job?

This is an illustration of the unique mix of data which SLID can offer, both for cross-sectional as well as longitudinal analysis. In fact, these tables are cross-sectional in nature.

For women aged 25 to 44, Table 8 presents the person's labour force status during
1993 according to the number of children she has given birth to or raised (adopted,
step and foster children). As the number of children increases, the percentage of
persons working full-year decreases steadily. One would expect a big change
between persons with no children and those with one child, and the data show this.
However, there are also large differences between two and three children, and
between four and five children.

	Total		Employed all year		Not in labour force all year		Employed part-year		Other		Don't Know	
Table 8: Number of children by annual labour force status (Females aged 25 to 44 / Reference year 1993) Population estimates ('000)												
					Annual labour force status							
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Total	4,792	100.0	2,948	61.5	772	16.1	804	16.8	200	4.2	68	1.4
Number children												
Zero	1,232	100.0	895	72.6	79	6.4	186	15.1	47	3.8	24	2
One	915	100.0	565	61.7	128	14.0	163	17.8	50	5.5	9	1
Two	1,519	100.0	932	61.4	272	17.9	246	16.2	62	4.1	7	0.4
Three	728	100.0	378	51.9	189	25.9	129	17.7	28	3.8	5	0.7
Four	192	100.0	94	48.7	53	27.4	37	19.2	8	4.2	1	0.5
Five or more	90	100.0	35	38.2	34	37.3	19	21.2	3	3.3	0	0
Don't know	116	100.0	51	43.7	18	15.5	23	20.3	2	1.6	22	18.9

Table 9 shows the average years of work experience for women aged 25 to 44.
Interestingly, the distribution by number of children born and raised has an
inverted-U shape. This merits further investigation, but it would appear that the
average age of birth of first child and the high correlation between age and work
experience (one cannot work more than about 15 years less than a person's age)
are contributing to this result.

	Total	Employed all year	Not in labour force all year	Employed part-year	Other	Don't Know
			Annual labour force status			
Total	9.7	11.4	5.0	8.4	6.8	0.0
Number children						
Zero	9.8	10.8	4.3	7.7	7.1	0.0
One	10.3	11.8	5.7	9.7	6.3	0.0
Two	10.1	12.1	5.3	8.5	7.0	0.0
Three	8.7	11.0	4.8	8.5	6.9	0.0
Four	8.0	10.7	4.3	7.3	4.0	0.0
Five or more	5.6	7.0	2.9	8.7	10.0	0.0
Don't know	9.2	11.4	6.8	6.7	7.1	0.0

Table 9: Mean years of work experience by number of children and labour force status (Females aged 25 to 44 / Reference year 1993)

Table 10 shows the average number of paid hours at all jobs (excluding self-employment) during the year. As the number of children born and raised increases, the number of paid hours decreases. This is true for full-time as well as part-year workers. Undoubtedly, family responsibilities are playing a role in the number of paid hours.

Table 11 shows the same table except that average annual employment earnings are presented. The results are similar to that obtained using paid hours.

Table 10: Mean annual paid hours by number of children and labour force status (Females aged 25 to 44 / Reference year 1993)			
		Annual labour force status	
	Total	Employed all year	Employed part-year
Total	1,229	1,748	838
Number children			
Zero	1,573	1,935	931
One	1,229	1,727	849
Two	1,163	1,670	833
Three	964	1,618	749
Four	842	1,426	783
Five or more	701	1,551	602
Don't know	1,195	1,829	859

Table 11: Mean annual employment earnings by number of children and labour force status (Females aged 25 to 44 / Reference year 1993)			
		Annual labour force status	
	Total	Employed all year	Employed part-year
	$	$	$
Total	17,880	25,706	9,764
Number children			
Zero	25,037	30,953	13,526
One	18,384	26,734	8,920
Two	15,593	22,760	8,947
Three	12,767	21,666	6,816
Four	12,005	18,916	10,022
Five or more	7,530	16,687	4,734
Don't know	17,717	24,600	14,214

The last table (Table 12) presented for women aged 25 to 44 looks at those who are in managerial jobs according to the number of children born and raised. With one exception, the results are similar to that in other tables: as the number of children increases, the percentage of persons in managerial jobs decreases, likely reflecting the higher demand for family responsibilities.

The exception occurs for women with one child, who have a lower percentage of managers than those with two or three children. An age effect may be contributing (average age of women with one child may be lower than that of women with two or three children), but requires further investigation.

	Total		Yes		No		Don't know	
	Number	%	Number	%	Number	%	Number	%
Total	5,534	100	721	13.0	4,191	75.7	622	11.2
Number children								
Zero	1,257	100	196	15.6	968	77.0	93	7.4
One	930	100	105	11.3	736	79.2	88	9.5
Two	1,776	100	237	13.3	1,338	75.4	201	11.3
Three	927	100	116	12.5	684	73.8	127	13.7
Four	325	100	29	9.0	235	72.2	61	18.8
Five or more	219	100	20	9.2	157	71.8	42	19.0
Don't know	100	100	17	17.0	73	72.4	11	10.6

Table 12: Number of children by manager status
(Females aged 25 to 44 / Reference year 1993)
Population estimates ('000)
Manager status

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