Assessment of Job Changes, Occupational Status and Wage Rates for Employment Equity Designated Groups 1988-1989

(Working Paper)

(1.20)

A study prepared for

the Interdepartmental Working Group on Employment Equity Data

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March 31, 1992

Disponible en anglais seulement

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1988-1989

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HIGHLIGHTS

- For nearly all starting occupations, female employees and members of the other designated groups are more likely to leave their jobs but are less likely than male employees to find reemployment.

- Nearly half of all movers remain within one of the 12 employment equity categories. Thus, analysis of shifts in the distribution of employment defined exclusively by shifts among categories in the 12-way breakdown misses a very large share of total job mobility.

- Female employees are more likely than male to move out of their narrowly-defined occupations, but less likely to move far in occupational status. Employees from the designated groups who change jobs are less likely than either male or female movers to leave their narrowly-defined occupation and those who do are less likely to move between employment equity occupational categories.

- Female employees, occupational advancement is more associated with promotion than is that of male employees, who tend more to advance through external mobility. Members of designated groups who change jobs are even more likely than male employees generally to change employers. Thus, they are less likely to advance in the internal labour market.

- Female employees lag behind male employees in their job status in all occupations. Female employees from the designated groups also lag behind female employees from the general population in nearly all occupations.

- The disparity in status between male and female members of designated groups is not much less than that between male and female employees in the general population. Male employees from designated groups are closer in status to male employees from the general population than they are to female employees from the designated groups.

- Job mobility within the firm is much more associated with the higher occupational levels among male employees, than it is among female or designated group employees. For male employees at lower occupational levels, the external job market presents much more of an opportunity for upward mobility than it does for the other groups.

- In addition to being more concentrated in occupations with lower status and having lower status levels within occupations, female employees also have lower current wages relative to their job status within each occupation than do male employees. Designated group employees, similarly, are more concentrated in occupations with lower status and have lower status levels within occupations than do male employees, but their current wage levels are consistent with their status levels.

- Male employees gain more by changing jobs than do female employees. The ratio of male to female gains is consistent with the maintenance of the disparity in status between the two population groups in the presence of a segregated labour market.

- Progress in job status for all women continuing in employment over the period 1988-1989 was just 60% that of male employees. Members of other designated groups fall about mid-way between male and female employees from the general population.

- Female and other designated group employees gain much less by moving outside their broad occupational groups than do male employees.

- Declines in job status associated with occupational change are larger for female than for male employees. For Professionals leaving their 4-digit occupations, for example, male employees lose on average $580 while female employees lose $3,510. Members of designated groups lose $1,730.

- The average gain in status for those changing jobs within the same firm is highest for those in designated groups at $3,260. Next are male employees with nearly $3,100. Female employees gain only $2,000 from internal moves.

- For employees moving outside their occupations, whether narrowly defined or in terms of the broad employment equity categories, changes in job status for male employees are larger relative to changes in current wages than are those for the other groups, reflecting the expectation of greater upward wage mobility within the job for the former than for the latter.

- Female employees from the designated groups show the highest shortfall relative to male employees from the general population in actual job status. Female employees from the general population are next, while male employees from the designated groups are closest to parity.

- If the job levels of the designated groups, including female employees from the general population, stood in the same relationship to qualifications, insofar as these can be accounted for by age, education and regional location, as for male employees from the general population, the existing gaps between female employees from the general population and male and female employees from the designated groups, on the one hand and male employees from the general population, on the other hand, would be completely or nearly completely eliminated.

- Designated group female employees experienced a substantial increase over the period in their wages, both actual and adjusted for qualifications, relative to male employees, although their adjusted relative job status remained unchanged. Wages for designated group male employees and female employees from the general population showed only small changes relative to those of male employees.

- Differences between male and female employees, whether from the general or from the designated group population, in job status and wage components are of much greater magnitude than differences between the individual designated groups as a whole and the general population. Overall, the wage difference with male employees from the general population at the start of the period for male designated groups was about $2,000 while it was over $7,500 for female employees.

- There were half-a-million employees in total at the beginning of 1988 in firms covered by the Legislated Employment Equity Program (LEEP) and close to 700,000 in firms covered by the Federal Contractors Program (FCP), about 5% and 7%, respectively, of total employment. Among the designated groups, LEEP employment accounts for 33% and 19% of total employment of those groups in Transportation and Communications, respectively. Together, the two sectors account for 50% of all designated group employment covered by LEEP.

- Education has a clearly positive influence on participation and employment among all the designated groups relative to men from the general population.

- Employer coverage has a positive influence on both male and female employee status relative to their labour characteristics.

I. INTRODUCTION

A. Purpose

The study has two purposes: to investigate a set of possible explanations for the observed employment experience of the employment equity designated groups over the period 1988-1989; and to assess the impact of the employment equity program.

B. Background

This study is based on data from the Labour Market Activity Survey (LMAS) conducted by Statistics Canada and contained in files of individual records covering the years 1988 and 1989. This will be the second such file, the previous one having covered the period 19861987. By using the master file, it has been possible to distinguish from the general population members of those three groups designated under the *Employment Equity Act* who were also indicated in the earlier longitudinal file: women; Aboriginal peoples; and visible minorities. In addition, for the first time members of the fourth group - persons with disabilities - were also shown.

C. Issues

The principal questions to be examined in the study as part of the interpretation of the statistical results are:

- has the experience of the designated groups differed from that of the population at large;
- has the experience of members of the designated groups employed in firms covered by the employment equity program differed from that of members of the designated groups outside covered employment;
- to what extent can the differences be explained by the characteristics of jobs prevailing in the respective industries;
- to what extent do the observed differences reflect differences in skills, experience and location; and
- to what extent is the amelioration of differences, if any, attributable to the program.

D. Overview of the Study

The study consists of three parts. In the first part, the progress of members of the designated groups toward the objectives of employment equity during the period 1988-1989 are assessed, in two ways. First, the pattern of job changes among the employment equity occupational classes are measured. Second, changes in the status of individuals in terms of the income associated with each occupation, both among those in designated groups and in the general population are measured. By using the single, continuous measure of income, it is possible to compare the amount of progress made by individuals in specific designated groups having different initial occupational levels, including, in addition to occupational mobility, progress within occupational groups. It is also possible, by comparing the results for designated groups with the male general population, to assess by how much the gap between the two is changing.

Second, several aspects of labour force experience and progress in employment equity are explored by means of regression analysis. The use of this technique makes possible a number of investigations which would not be feasible with cross-tabulations alone. It allows assessment of the influence of individual characteristics on labour force participation, employment and job status (as measured by expected wage). It also allows estimates of the relative importance of job status and wage rate components in the observed gap in wage income between male employees from the general population and members of the designated groups.

Third, the impact of the employment equity program is assessed. By using the employer identifiers in the master file, individual respondents working in the sector covered by either the legislated or the contractors' program are indicated. Using tabular and regression analysis, a quantitative estimate of the influence of coverage of the employer on the worker's job status is obtained.

E. Nomenclature

The population groups used for analysis in this study are as follows:

Total Population: all persons of ages 16-69 residing in the ten provinces of Canada, other than persons living on Indian Reserves, full-time members of the Canadian Armed Forces and inmates of institutions

Total Employees: members of the total population with paid employment

Male Employees: men from the Total Employees population other than those included in the *Employment Equity Act* designated groups

Female Employees: women from the Total Employees population other than those in the *Employment Equity Act* designated groups

Designated Groups: persons from the Total Population included in the *Employment Equity Act* designated groups, viz., members of visible minorities, Aboriginal peoples and persons with disabilities

General Population: members of the total population not in one of the designated groups.

It should be noted that this terminology differs from that associated with the employment equity programs in which the term "Designated Groups" currently includes also Female Employees. The terminology adopted for this report is intended to facilitate its exposition.

II. JOB CHANGES AMONG THE EMPLOYMENT EQUITY OCCUPATIONAL CLASSES

A. Mobility Status

Persons having paid employment at the beginning of 1988[1] have been classified according to their mobility status over the period 1988-1989, as shown in Fig. 1. "Stayers" are those who remained in their starting job over the entire period (some with temporary absences). "Movers" moved to another job which they held at the end of 1989. "Others" did not have paid employment at the end of 1989.

Overall, two-thirds of the population were stayers. Of the other one-third of those who left their initial jobs (the "Leavers" shown in Table A-1 upon which Fig. 1 is based), less than half (14% of the original population) were movers. More than half of the Leavers (19% of the original population) either left the labour force or became unemployed or self-employed. Among the component populations groups, smaller proportions of the designated groups, including female employees from the general population, remained in their jobs. The larger proportions of the designated groups leaving their jobs resulted mainly from larger proportions leaving employment entirely - 20% for female employees and 25% for members of designated groups, compared with 16.5% for male employees. A slightly larger proportion, 15.5% of female employees moved to another job than did the other groups, with 13.7% each.

Table A-1 shows the distribution of the starting population of paid employees by occupation. The occupations Sales Workers and Service Workers had particularly high rates of leaving and of re-employment. The very low rate of re-employment among male Upper Level Managers is likely a reflection of the high rate of permanent retirement among this predominantly older group. Conversely, Professionals, Foremen/Forewomen and Middle Level Managers had particularly low rates of leaving and intermediate rates of re-employment.

In all occupational categories for which adequate numbers of observations exist, other than Supervisors, female employees show higher rates of leaving than do male employees. Among the large classes of Clerical, Sales and Services workers, however, the difference is one percentage point or less.

Female employees are generally less likely than male employees to find re-employment, except in those occupations, e.g., Crafts and Trades, where only small numbers of women are employed. The rates for Clerical workers are almost identical.

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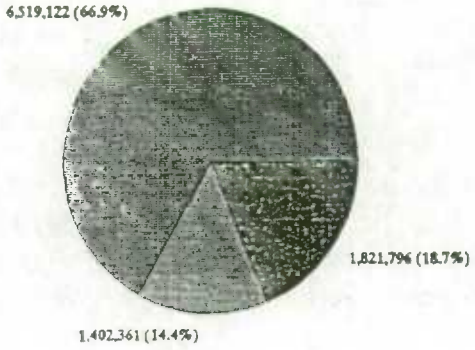
[1] A small share, amounting to less than 5% of paid employees with jobs at the beginning of the period are excluded from the analysis. These individuals could not be assigned to any specific employment equity occupational category because of the way in which their occupations are defined in the Standard Occupational Coding scheme.

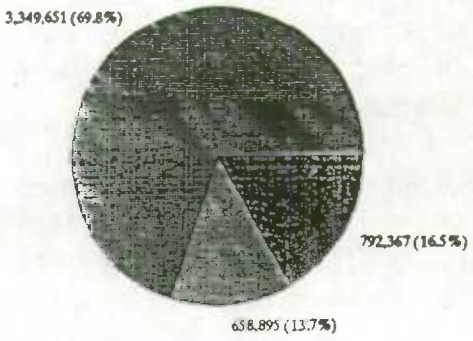
FIG. 1
MOBILITY STATUS

TOTAL EMPOYEES



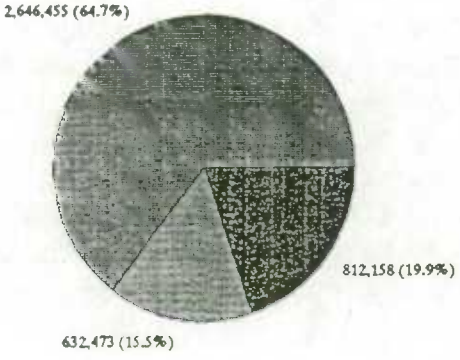
STAYERS MOVERS
OTHERS

MALE



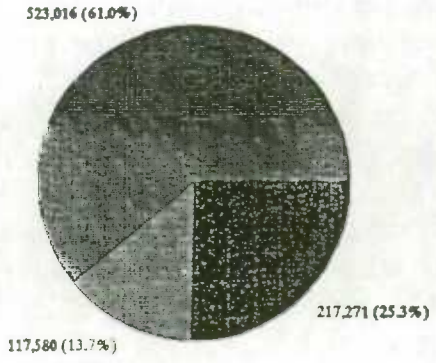
STAYERS MOVERS
OTHERS

FEMALE



STAYERS MOVERS
OTHERS

DESIGNATED GROUPS



STAYERS MOVERS
OTHERS

Members of designated groups other than women generally, i.e, members of visible minorities, Aboriginal peoples and persons with disabilities, are more likely to leave their job than are male employees generally in all occupational categories. Except in the category of Middle Level Managers, rates of re-hire for members of the designated groups are much lower than those for male employees from the general population, in most cases by one-third to one-half.

In the Clerical occupation, the single largest category of female and of designated group employment, only 30% of male, versus 35% of female and 36% of designated group employees left their initial employment. The shares of those who were re-hired by the same or other employer were much closer together, however, at 46%, 45% and 43%, respectively. For all occupations combined, rates of leaving were, for the three groups, 30%, 35% and 39% while rates of re-hire were 45%, 44% and 35%. There is a sharp difference, therefore, in the rate at which designated group employees are able to find replacement employment as compared with either male or female groups in the general population.

B. Movers by Type of Move

Table A-2 makes it possible to compare rates of inter-job mobility between and within broad employment equity occupational groupings and more narrowly-defined job types. Four types of move are shown: within (intra-) and between (inter-) the 12 employment equity occupational groups and within and between occupations defined at the four-digit level of the Standard Occupational Classification. Because of the small numbers of observations, particularly for the two intra-occupational and for the intra-firm categories, it is not possible to show estimates at the level of the individual employment equity occupation grouping; only combined totals over all occupations are shown. Rates of inter-12-group and inter-4-digit moves are shown by occupation, where sufficient observations are available, for the various population groups in Fig. 2.

Mobility rates are calculated for each type of move as the numbers involved in that type divided by the total population of movers. The different types of move are not exclusive. Included, e.g., in employees moving between 4-digit occupations are both those moving between employment equity occupation groups and those moving within any of those groups. As with Table A-1, therefore, the individual rates do not add to 1.0.

Nearly half - about 44% - of all movers remain within one of the 12 employment equity categories. Thus, analysis of shifts in the distribution of employment defined exclusively by shifts among categories in the 12-way breakdown misses a very large share of total job mobility.

Of the three groups, male movers from the general population have the highest rate of mobility between occupations in the 12-way classification, with 59%, followed by female employees with nearly 55%. Employees from other designated groups who change jobs are much more likely to remain within the same occupational grouping, with only 49% of them changing categories.

FIG. 2

MOVER RATES BY OCCUPATION: inter-12

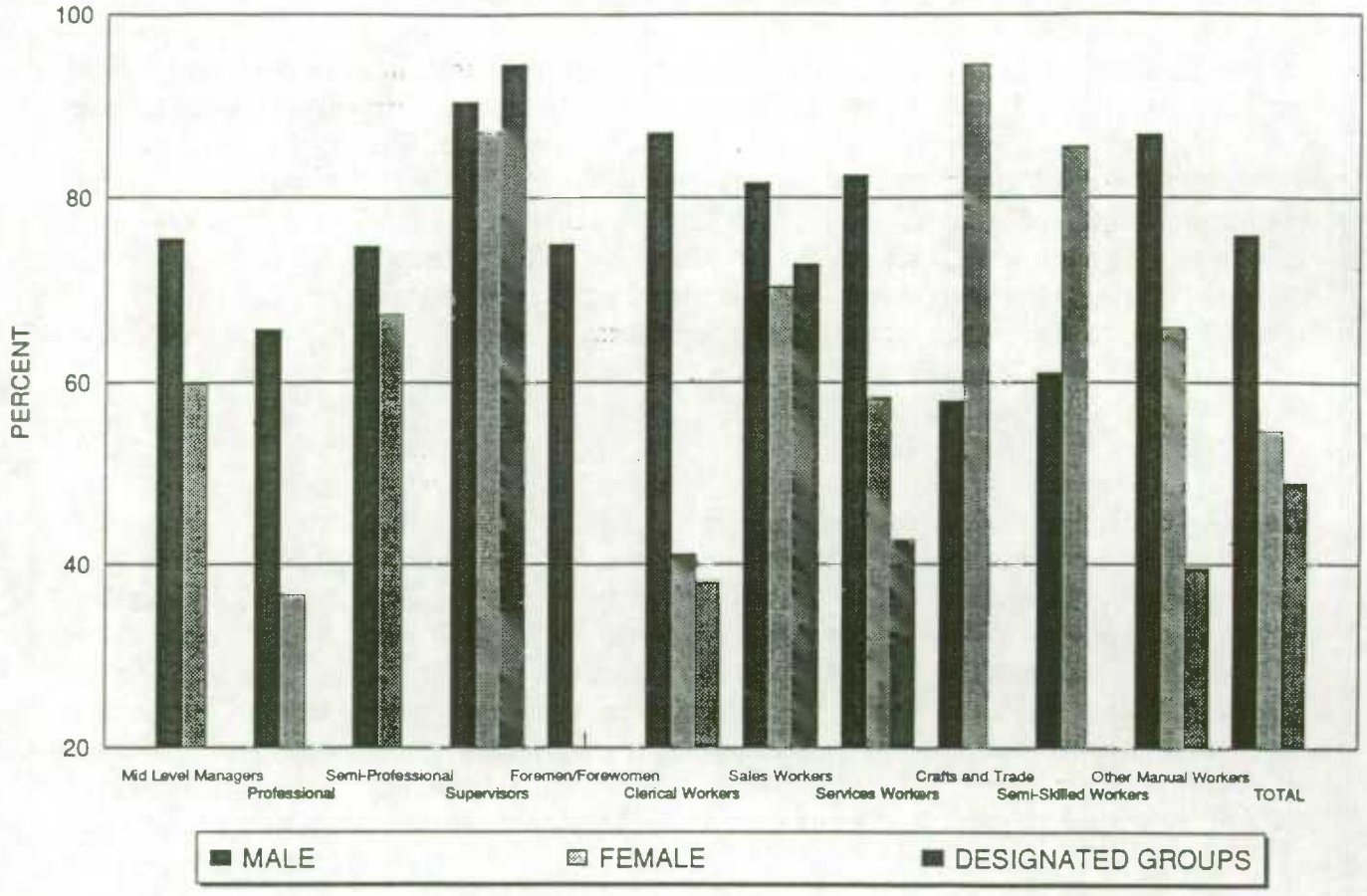
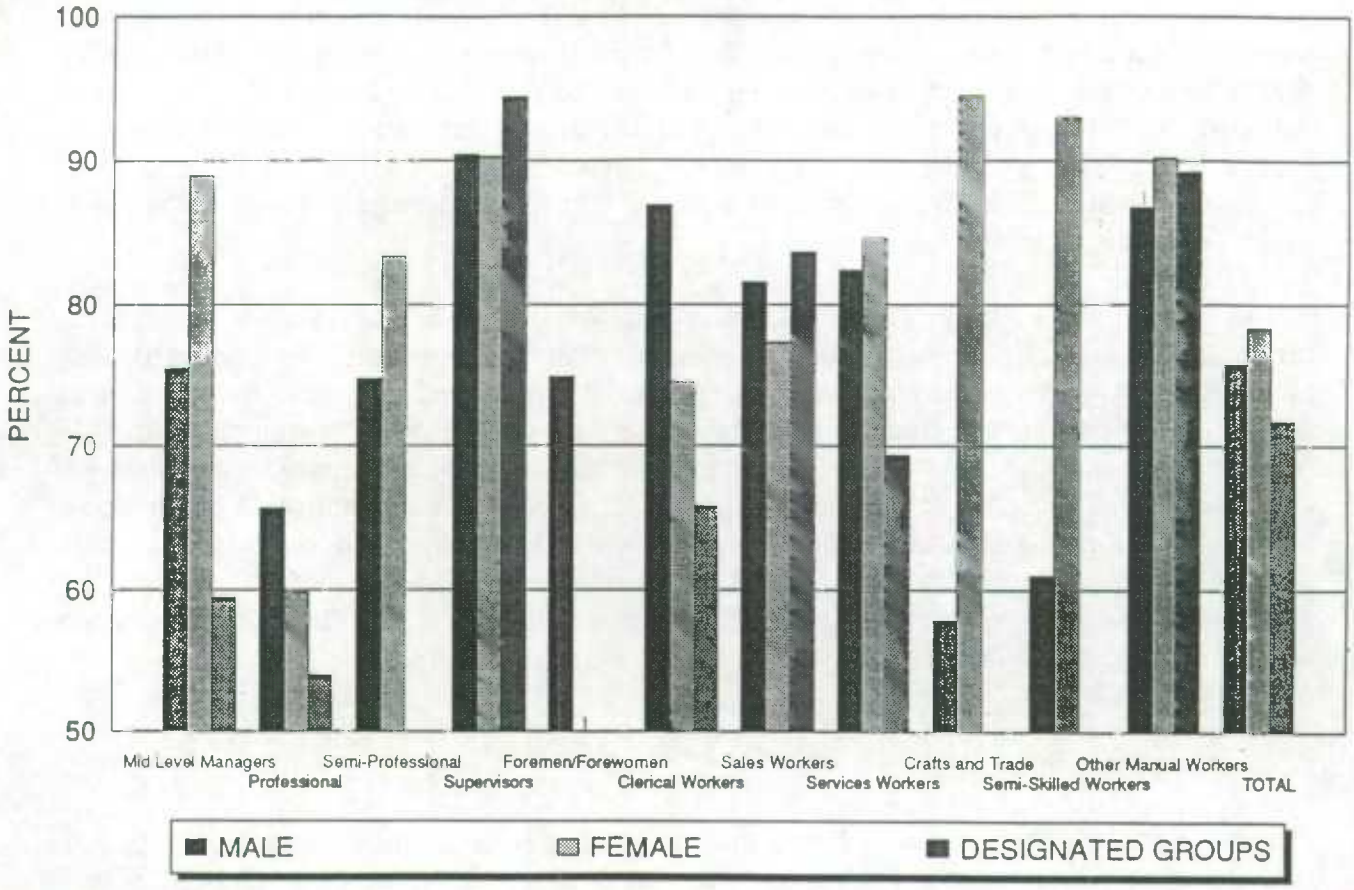


FIG. 2

MOVER RATES BY OCCUPATION: inter-4



Inter-occupational mobility at the level of the 12 groupings may involve large discontinuities in skill requirements and responsibilities associated with the job. By contrast, mobility among occupations defined by the 4-digit SOC level is associated with relatively minor changes in job characteristics. For members of the employed labour force as a whole, somewhat more than half - 56% - of job movers leave their broad (12-way) occupation; but over three-quarters leave their more narrowly-defined (4-digit) occupation. Female movers are more likely than male movers to leave their 4-digit occupation. Thus, female employees are more likely than male to change jobs (Table A-1), are more likely to move out of their narrowly-defined occupation in doing so, but less likely to move far in occupational status. Employees from the designated groups who change jobs are less likely than either male or female movers to leave their narrowly-defined occupation and those who do are less likely to move between employment equity occupational categories.

For all mover groups - male, female and other designated - only a small fraction remain with the same employer, i.e., promotions, demotions or lateral transfers are few compared with moves to a job with another employer. Only about 9% of moves are within the same firm. Female employees are more likely to remain with the same firm than are male employees. This result suggests, since examination of the data (not shown) indicates that demotions and transfers are a very small share of total intra-firm job change, that female employees' occupational advancement is more associated with promotion than is that of male employees, who tend more to advance through external mobility. Members of designated groups who change jobs are even more likely than male employees generally to change employers. Thus, they are less likely to advance in the internal labour market.

C. Job Status and Income

The purpose of the *Employment Equity Act* is "to achieve equality in the workplace". In this study, progress toward equality is defined by the job status of designated groups relative to that of the remainder of the population, i.e., male employees not in any designated group. The status associated with a job is measured as the level of wage income normally expected to be received by occupants of jobs in that category[2]. The use of expected income to represent status in the occupational hierarchy, in addition to allowing a direct comparison of groups within the population of employees, will also make it possible to distinguish between the effects of differences among groups in access to jobs and of differences in wages for jobs of the same type.

Job status at the start of the 1988-1989 period for women and for other designated groups, as well as for male and for total paid employees is shown, in terms of expected income, in Fig.

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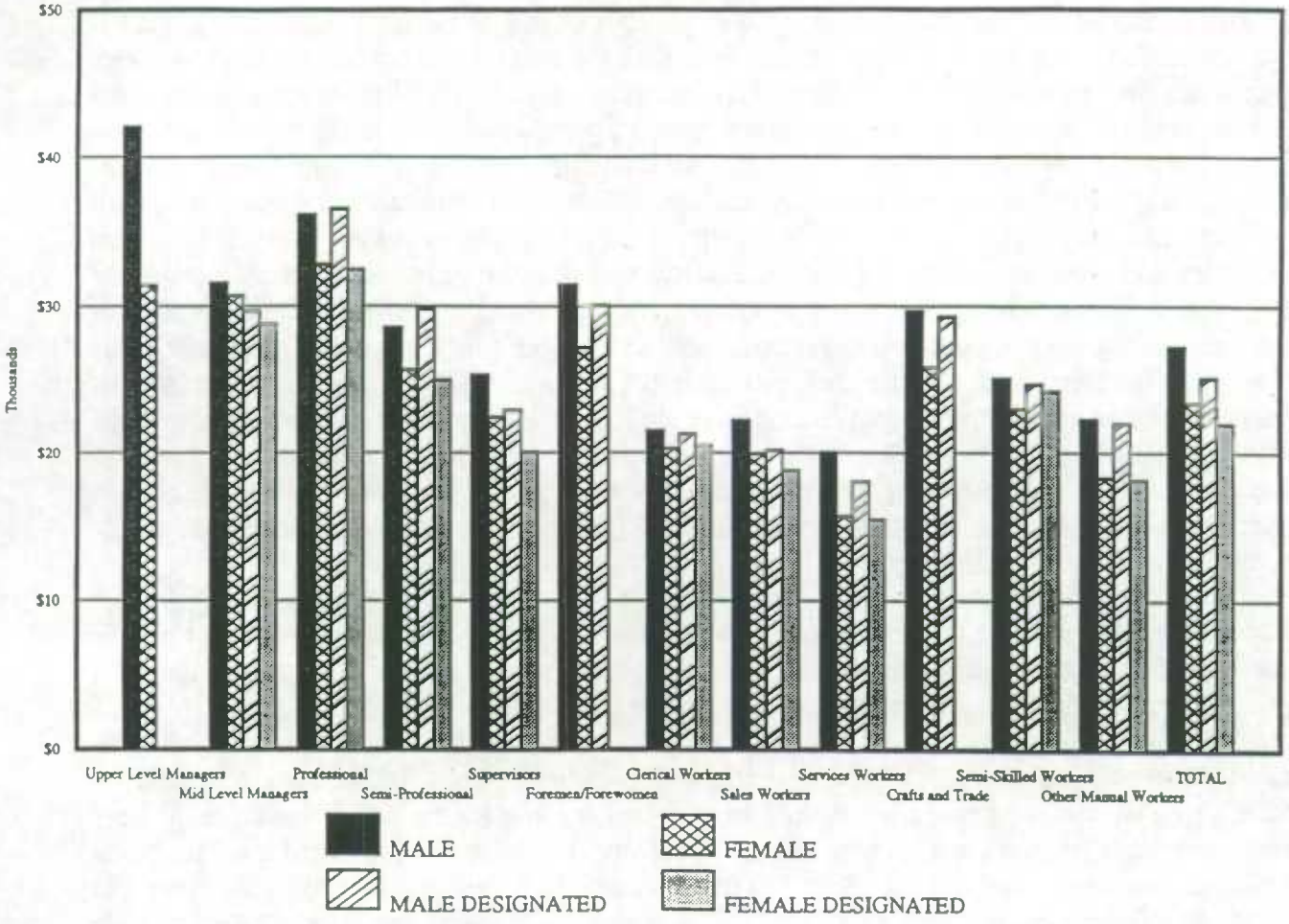
[2] Expected income in an occupational category is constructed as the mean value of wages being paid to jobholders in that category. Weighted mean values for paid employees at the beginning of 1988 were calculated for each 4-digit Standard Occupational Category in which there were sufficient numbers of observations, otherwise for groupings of 4-digit categories.

Fig. 3
STATUS: TOTAL EMPLOYEES



3. Status is shown within the 12 employment equity occupational groups. The same distribution in terms of current income is shown in Fig. 4. A further breakdown of the figures upon which these charts are based, by mobility status, can be found in Tables A-3 and A-4.

By comparing current and expected income at the start of the period for designated groups vs. the remainder of the employed population, it is possible to gauge the relative extent to which wages are consistent with status between the two sets of groups. The disparity between current and expected wage for any sub-population depends upon several factors other than access to jobs. It depends in part also upon the age distribution within that sub-population relative to the general population. Many studies in the literature of labour economics have found that age or its correlate, job tenure, is positively associated with income within each job type. Various explanations have been advanced for this disparity, including: higher-paid workers having less incentive to search for alternative employment; the risk to the employer of possible lack of adaptability of the new worker to the specific job; and the need for the worker to acquire skills specific to the firm which affect his/her productivity[3]. If, e.g., the training explanation is used, then it might be argued that formal education could in part substitute for, in part facilitate such skill development in the workplace. There should, therefore, be some adjustment for variables such as this one. In subsequent sections of this report, such adjustment is made in the context of multiple regression analysis. The analysis of Fig. 3, based upon the more detailed Table A-3, gives an initial view of this relationship.

Comparing the values of expected income for paid employees by population group, it can be seen that female employees lag behind male employees in their job status in all occupations. Female employees from the designated groups also lag behind female employees from the general population in nearly all occupations for which there are sufficient observations, with the notable exception of Clerical Workers, the largest category by far of female employment. In the Clerical Workers category, the values of expected income for male and female employees are also relatively close, with a gap of $1,600 (6% below the male level). In the Mid-Level Managers category their level is only $560 or less than 2% below that of male employees. In other large categories, however - Professional, Services, Sales and Other Manual Workers - the gaps range from $3,700 for Professional to $6,700 for Other Manual Workers, gaps of 10% and 20%, respectively. Overall, female employees show a shortfall of 16.7% relative to male employees.

It is not possible, because of statistically inadequate numbers of observations, to present the entire analysis of Table A-3 separately for male and female members of designated groups. For the total starting population of designated groups, however, the separate figures for male and for female employees are shown in the last two columns and graphically in Fig. 3. It can be seen that, overall, the disparity in status between male and female members of designated groups

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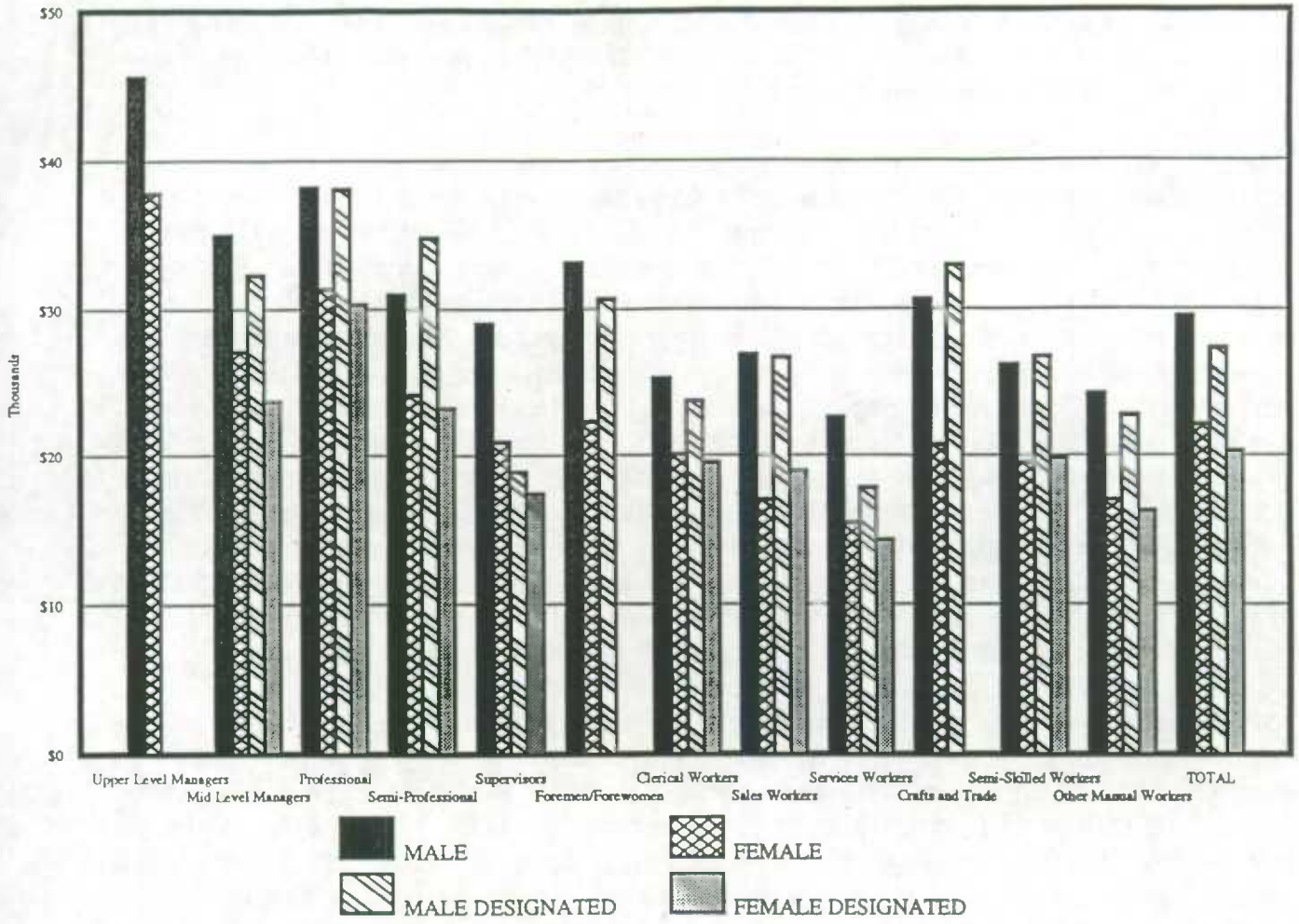
[3] These explanations are consistent with three theoretical positions in the labour economics literature falling under the rubrics, respectively of job search, job matching and on-the-job training; see L. Lynch, "The Role of off-the-job vs. On-the-Job Training for the Mobility of Women Workers," *American Economic Review Papers & Proceedings*, May 1991, pp.151-156.

FIG. 4

WAGE: TOTAL EMPLOYEES



is not much less than that between male and female employees in the general population - $3,146 for designated group employees vs. $3,796 for those in the general population. For some individual categories with large shares of female employment the gap is considerably greater among members of designated groups than among the general population, e.g., $4,084 vs. $3,348, respectively, among Professionals.

For all the population groups, persons leaving a job have lower status and lower current wage income than those remaining, in most occupational categories. Among those leaving a job, however, an important distinction is between intra-firm and inter-firm movers. The former, relatively few in number, tend to have higher status than those moving between employers. Numbers of observations do not allow a detailed analysis of the wage income of each of the two types of mover by employment equity occupational categories. Calculated totals for each population group over all occupations combined, however, show a gap of $1,887 for male employees, $1,108 for female employees and $1,141 for the other designated groups. For all job movers combined, those remaining with the same employer are $1,300 in status above those who changed employers. Thus, job mobility within the firm is much more associated, among male employees, with the higher occupational levels than it is among female or designated group employees. The internal market accounts for 17% of moves among male employees, 21% among female employees and 16.5% among designated group employees. These patterns suggest that for male employees at lower occupational levels, the external job market presents much more of an opportunity for upward mobility than it does for the other groups.

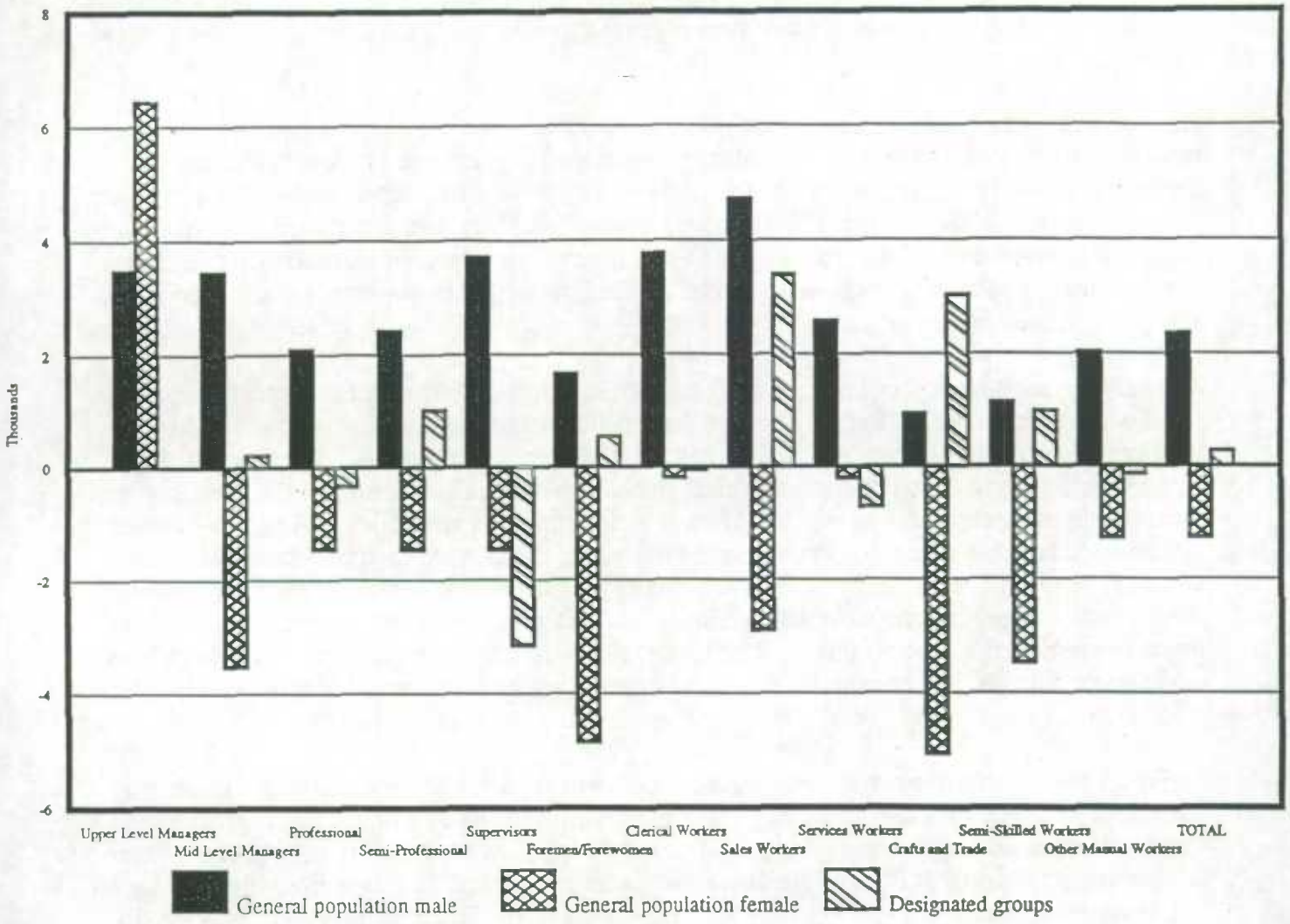
Differences in starting status between movers and all employees may be viewed as another measure of the potential for upward mobility on the part of the mobile population. If there are no distinctions in hiring on the basis of membership in one or another of the population groups and leaving aside possible systematic differences in labour force quality among the groups, we would expect that those groups for whom the potential for up-grading of status is greatest would show the most upward mobility when they change jobs. Alternatively, the differences among groups in the gap between movers' starting status and the status of all employees may be viewed as a measure of the differential amount of adjustment in status among groups which is required on the part of movers in order to achieve homogeneity, i.e., equal status for all groups.

Comparing the three populations, it can be seen that this potential, or gap, is greater for female and for other designated group employees than for male employees. Compared with the mean status of all employees, regardless of group ($25,312) the respective differences with the mean starting status of movers are, for female $3,731, for other designated group $3,213 and for male employees $963. Assuming no distinctions in hiring on the basis of group membership, we would expect job moves among females and other designated groups to show greater progress on the scale of job status than do those of male employees in the general population, if they are moving closer to equality of job status with male employees.

The assumption of no distinction in the labour market on the basis of group membership may be seen as one extreme. At the other extreme, it might be assumed that the labour market is sub-divided into a set of segregated markets, one for each group. Under this assumption, the

FIG. 5

DIFFERENCES: WAGE MINUS STATUS



relevant potential, or gap, is represented by the difference between the group's own value for starting status of all employees less the starting status of movers of that group. According to this measure, the gap for female employees is $1,792, for designated group employees is $1,802 and for male employees is $2,820. With segregated markets, male employees from the general population need about twice as much progress as employees from either of the other two groups to maintain their relative position.

How these gaps in status between movers and the respective general populations of employees compare with actual progress in job status by movers will be explored below in Section II.D. Fig. 4 (based on Table A-4) repeats the analysis of Fig. 3, but with current wage income rather than job status. While the patterns are generally similar, there are wider variations in dollar values, a consequence of the way in which the status level has been calculated. Disparities between male and female employees within the designated group populations are even more marked than the gaps in job status.

Male employees have higher levels of current wage income than of job status (expected income) in all occupational classes (Fig. 5). Except for the (for female employees) very small category of Upper-Level Managers, the reverse is true for female employees. Designated group employees are in an intermediate situation, having nearly equal levels of the two income measures in all occupations in which they have substantial numbers of jobs. Thus, in addition to being more concentrated in occupations with lower status and having lower status levels within occupations, female employees also have lower current wages relative to their job status within each occupation than do male employees. Designated group employees, similarly, are more concentrated in occupations with lower status and have lower status levels within occupations than do male employees, but their current wage levels are consistent with their status levels.

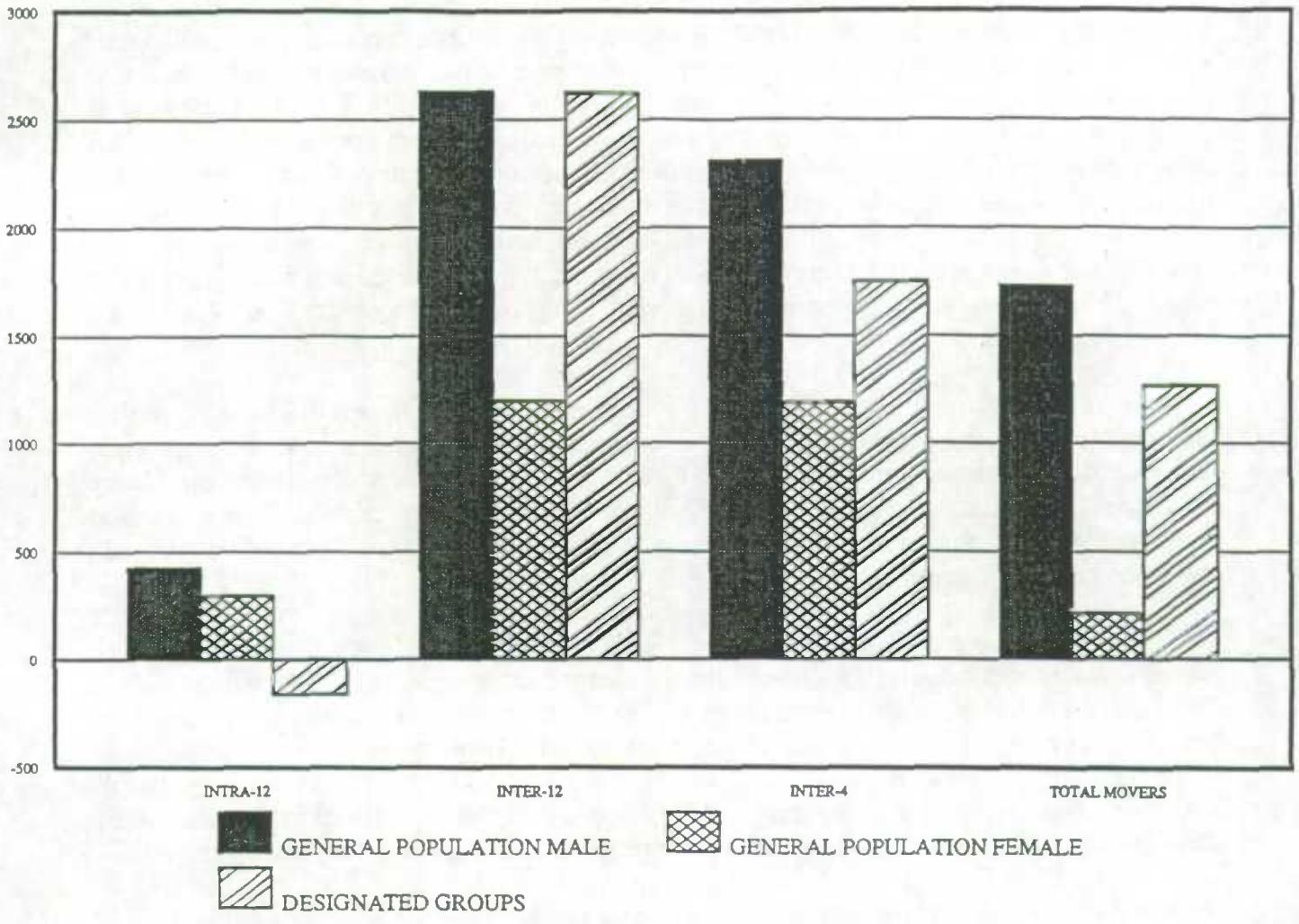
Smaller positive or larger negative differences between current and expected wage levels may indicate a problem of insufficient pay for work of equal value. The higher current wages relative to expected wages among designated group stayers than among designated group movers is a pattern similar to that of male employees; whereas among female employees, current wages are lower than expected wages for both stayers and movers. These patterns may indicate that the search for an equitable job position continues for longer into the career cycle for female employees than for others.

D. Change in Job Status and Income by Type of Mover

Change in job status, as measured by expected income, is shown, for the various types of job mover, in Fig. 6, based upon Table A-5. By construction, employees moving between jobs in

FIG. 6

CHANGE IN EXPECTED JOB STATUS: ALL OCCUPATIONS



the same 4-digit occupation category as well as those not changing jobs have no change in status[4].

It has been demonstrated in the literature of labour economics that workers new to a job tend to receive lower wages than workers with some experience in that job and with the same set of other measurable skill characteristics. Previous reports[5] have shown a wide distribution of changes in current wage income associated with a job change. A large proportion - about 27% of movers - actually show negative income changes when current wage income is employed as the measure. The use of expected, in place of current wage income should reduce this proportion and shift the distribution generally toward higher positive income changes. By comparing the change in the current wage with the change in expected wage (job status) it is possible to compare different groups with regard to the degree to which their services are initially "discounted".

Comparing movers from the male and female general populations, it is seen that male employees gain more by changing jobs than do female employees. Overall, the gain for male employees, in terms of expected income, was over $1,700 compared with less than $800 for female employees. Recalling the discussion of Section II.C, the ratio of male to female gains is consistent with the maintenance of the disparity in status between the two population groups in the presence of a segregated labour market.

For male employees moving to a different 4-digit occupation, the average gain in expected income was over $2,300, about twice that for female employees, with just under $1,200. Progress in job status for all women continuing in employment over the period was just 60% that of male employees[6]. Members of other designated groups moving to other occupations narrowly defined, with a net gain of about $1,750, fall about mid-way between male and female employees from the general population. Male employees from the general population gained 26% more on average in job status than did employees from the other designated groups.

Female and other designated group employees gain much less by moving outside their broad occupational groups than do male employees. The discrepancy between male employees moving

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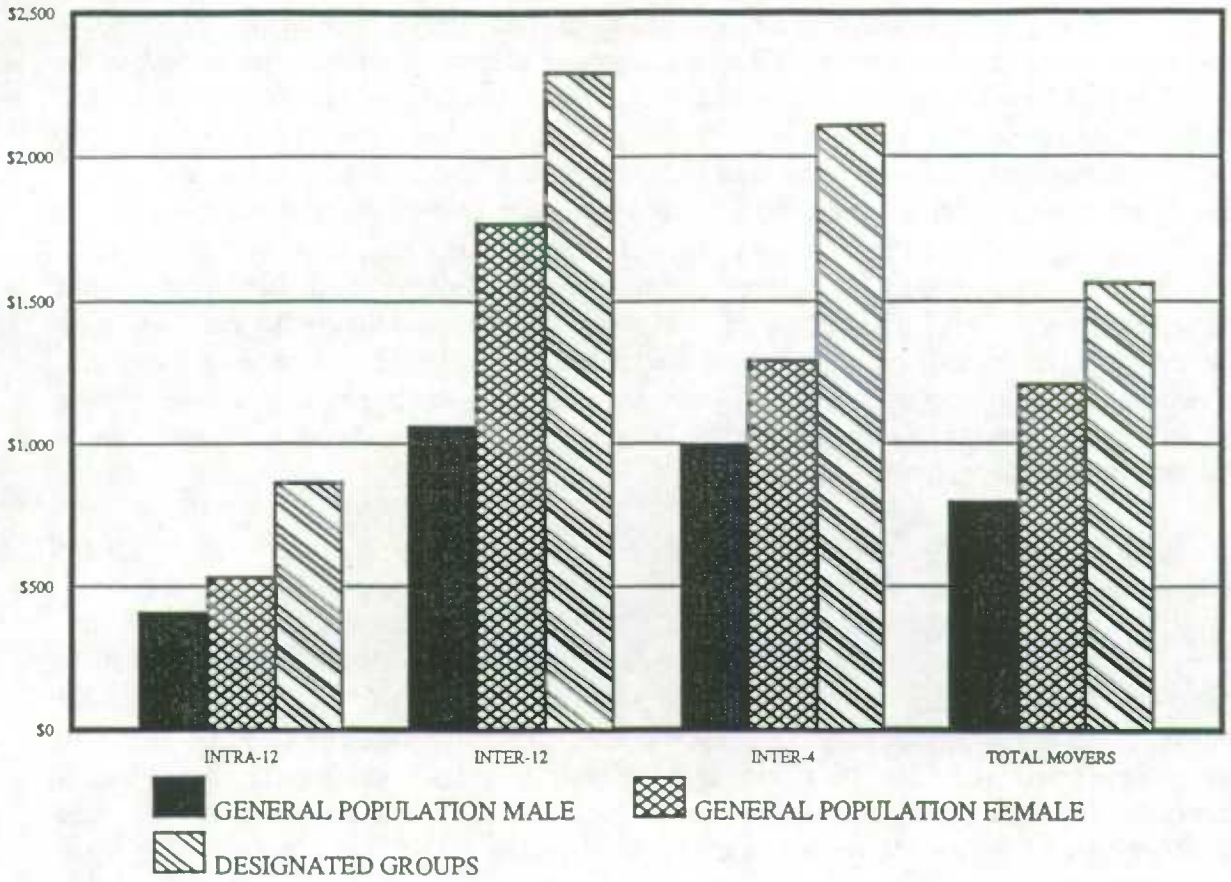
[4] In Table A-5, stayers and inter-4-digit movers show non-zero values because expected income, the measure of job status, has been calculated separately for the beginning and the end of the period. The figures for stayers represent the change in valuation of job status over the two-year period. They have been used, in constructing Fig. 6, to deflate the values shown in Table A-5 for the other groups. Similarly, in Fig. 7, based upon Table A-6 and in Fig. 8, based upon both Tables A-5 and A-6, expected or current income changes for stayers have been subtracted from the same measures for the various categories of movers.

[5] See: IRSA, "The Labour Market Activity of Groups Designated Under the *Employment Equity Act*," 1990; and IRSA, "The Labour Market Activity of Groups Designated Under the Employment Equity Act, 1988-1989," 1992.

[6] The figure is based upon expected income gains for inter-4-digit movers and rates of inter-4-digit mobility for male and for female employees of $2,307 and 10.4% and $1,186 and 12.1%, respectively.

FIG. 7

CHANGE IN ANNUAL WAGE INCOME: ALL OCCUPATIONS



between categories of the 12-way employment equity occupational classification and those moving within categories is also large - $2,600 versus $425 - compared with the respective figures for female employees of $1,200 and $300 and of members of other designated groups of $1,600 and -$160. The pattern of lower gains or larger losses for female compared with male employees is quite general among those occupation classes where numbers of movers are sufficient to allow direct comparison. Thus, e.g., among Clerical Workers, the largest single category of female employees and job movers, most female employees who change jobs do so within the broad Clerical category, gaining job status relative to stayers equivalent, on average, to $450. The minority who change to another (12-way) occupational category gain about $4,640 in status. Among male Clerical employees, by contrast, over three-quarters of those who move change (12-way) occupation and in doing so gain nearly $5,500 in status. Consequently, for job movers originating in the broad Clerical grouping who change (4-digit) occupations, the gain for female employees is only $2,900 compared with over $4,700 for male employees. In those occupations in which rates of mobility across the boundaries of broad occupational categories are higher for female than for male employees, such as Semi-Professional and Semi-Skilled Workers, the net change in job status for women making such transitions tends to be much lower than that of male employees.

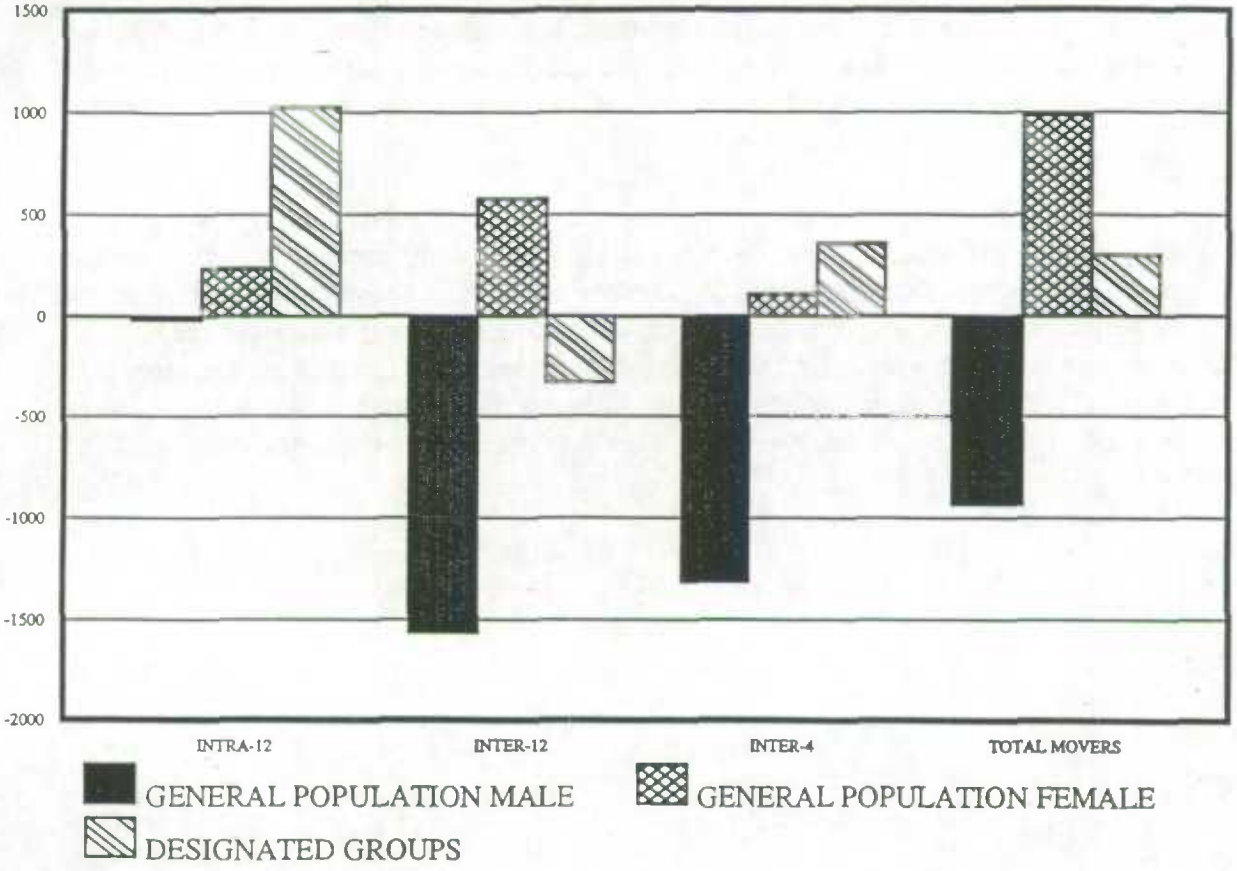
The general pattern of positive and negative changes in status among occupations is similar for male and female employees. Among Mid-Level Managers, for whom there is large sunk investment in knowledge related to the firm and among Professionals and Crafts and Trades employees, for whom there is similar investment in skills related to the occupation as well as restrictions on entry stemming from licensing requirements, changing to a different occupation is associated with a decline in status. These declines are more widespread and greater in magnitude for female than for male employees. For Professionals leaving their 4-digit occupations, for example, male employees lose on average $580 while female employees lose $3,510. Members of designated groups lose $1,730. Among Mid-Level Managers, the other high-status occupation containing large numbers of female employees, male employees leaving their 4-digit occupations lose $1,300 while female employees lose $5,000.

Because of the small rates of intra-firm moves there are insufficient observations to compare change in status for these movers at the level of the individual starting occupation. Over all occupations together, however, the gain in status for those changing jobs within the same firm is highest for those in designated groups at $3,260. Next are male employees with nearly $3,100. Female employees gain only $2,000 from internal moves.

Fig. 7 shows the change in annual wage income by type of mover. It presents a similar picture to the one conveyed in Fig. 6. Once again, the wage change for stayers has been subtracted from that of the individual mover types to obtain a net figure, viz., change in wage beyond what would have been realized without changing jobs. For the three groups male, female and other designated group employees, the net increases in wages for all movers.(see also Table A-6) were, respectively, about $800, $1,200 and $1,500. Differences are small between male and female employees in net wage gain for the individual types of mover. The designated group employees moving between job categories defined either by 4-digit codes or the 12-way

FIG. 8

DIFFERENCE IN STATUS WAGE AND ANNUAL WAGE: ALL OCCUPATIONS



classification gain, net, proportionately much more in wage income than do employees in the other two groups. Thus, while smaller proportions of designated group than of male employees change their occupation, the net change in wage income of those who do is greater on average than that of employees in the other population groups. By contrast, their change in status, about $1,260 in expected income relative to stayers, is proportionately much less than that of male employees, at $1,730. Change in wage income for those remaining in their jobs is about $1,300 for male employees, $1,000 for female employees and $1,100 for designated group employees, a pattern similar to, but slightly smaller in each case than the respective values of expected income.

The difference between change in current wage and change in job status by type of move is shown in Fig. 8. The difference is less, algebraically, than the difference for either female employees or the other designated groups for all types of move. These contrasts among the groups may reflect a longer horizon (lower rate of discounting over time) on the part of employers for male employees compared with the other groups. The male employee hired into a job at a particular level is typically expected to realize a steeper path, over time, of wage increases than are members of the other groups. This expectation reflects actual experience, as discussed above.

III. DISPARITIES BETWEEN DESIGNATED GROUPS AND OTHER EMPLOYEES

A. Differences in Job Status Between Designated Groups and the Male Population

Differences between the designated groups and the male general population in job status, as measured by expected income, are shown in Table 1. Differences are shown for the beginning and end of the period, i.e., the beginning of 1988 and the end of 1989. In addition, the difference of the differences is shown in each case, measuring the progress over the two-year period toward equality between the designated groups and the non-designated portion of the population of paid employees.

The table shows two sets of values. The first is the difference between the male general population and the group represented in that cell in the average values of the level of expected income. The second set of values, labelled "adjusted", answers the question: "By how much would an employee from one of the designated groups increase his/her job status if that status were in the same relationship to objective labour force characteristics (age, education, regional location) as it is for male employees from the general population?". These values are calculated by applying the coefficients for male employees from the general population, shown in Table 7 to the actual characteristics of each of the female and designated group employees and subtracting the value predicted by applying the coefficients of the individual's own group[7].

Female employees from the designated groups show the highest shortfall in actual job status. Male employees from the general population have status levels on average over $5,000 or nearly 25% higher than those of female employees from the designated groups. Female employees from the general population are next, with a gap of about $4,000. Male employees from the designated groups are closest to parity, with a gap of about $1,600. For both of the female employee groups, the gap increased over the two-year period, but it decreased by more than 10% for male designated group employees.

For female employees from the general population, the calculated amounts of the actual and the adjusted differences with male employees are almost identical, indicating that none of the actual difference can be attributed to lesser qualifications (insofar as these can be accounted for by age, education and regional location) for the female employees. There is very little variation in the adjusted differences among occupations. Those female employees in the occupations with lower status levels have about the same absolute difference in adjusted values and therefore a much larger difference in proportion to their own status levels than do employees in the higher-status occupations. For Mid-Level Managers and Clerical Workers, the actual differences are small in comparison with the adjusted differences. Female employees in these occupations have higher qualification levels than do male employees, but these superior qualifications are not enough to raise their average status level above that of their male counterparts.

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[7] As an example and referring to Table 7, a male employee from one of the designated groups having the characteristics of the reference group would be predicted to have a value of the expected wage of $23,444, but an adjusted value of $24,989, a difference of $1,545.

As with female employees, male designated employees have about the same status levels as would be expected when adjustment is made for qualifications, but the gaps between this group and male employees generally are much smaller. In the Professional and Semi-Professional occupations, they have higher status levels than do male employees from the general population, but their qualifications indicate an even larger gap is warranted. In those occupations in which there are only small differences with male employees from the general population Clerical, Crafts, Semi-Skilled and Other Manual Workers - there are still large adjusted gaps relative to mean status levels.

Of the three groups, designated female employees are clearly the furthest behind male employees, with gaps of $5,200 - $5,300 in actual and $5,400 in adjusted expected income overall. The gap between of the two female groups and male employees grew larger over the period; however, when adjustment is made, there are small increases for both the designated male and designated female employees, while the increase in the gap for female employees decreases slightly. In summary, if the job levels of the designated groups, including female employees from the general population, stood in the same relationship to qualifications, insofar as these can be accounted for by age, education and regional location, as for male employees from the general population, the existing gaps between female employees from the general population and male and female employees from the designated groups, on the one hand and male employees from the general population, on the other hand, would be completely or nearly completely eliminated.

B. Differences in Current Income Between Designated Groups and the Male Population

Differences between the designated groups and the male non-designated population in current wage income are shown in Table 2. It allows us to compare the progress of designated groups with the balance of the population of paid employees with respect to actual earnings. Table 2 is the same as Table 1, except that it shows differences in current wage income, rather than in expected income. By comparing the two tables, it is possible to ascertain whether gains in wage levels relative to employees from the male general population are matched by gains in occupational status, and vice versa and how the relative gains compare, as between designated groups and others.

The results of Table 2 are generally similar to those of Table 1, although the dollar magnitudes, as expected, are larger. Designated female employees, for whom the gap in current wage income was initially greatest - 45% of their own mean wage level - were most successful in closing it, with a gain of $1,100 and an adjusted gain of $840, equivalent to increases of 12% and 9%, respectively, in the gap between their own wages and those of male employees. For female employees from the general population and for designated group male employees changes over the period were very relatively small, in terms of actual differences. For designated group male employees the relatively small adjusted gap increased by 8% of their own mean wage level.

In summary, designated group female employees experienced a substantial increase in their wages, both actual and adjusted for qualifications, relative to male employees, although their adjusted relative job status remained unchanged. Wages for designated group male employees and female employees from the general population showed only small changes relative to those of male employees.

C. Occupation and Wage Disparities

Differences in wage income between designated groups and other paid employees may be partitioned into two components. The first is disparities in occupational status among employees. This component is closely related to the objective of the employment equity programs. Its magnitude pertains to the question: "How much of the difference between the wage levels of male employees and the designated groups can be accounted for by differences in the types of jobs they hold?".

The second component is disparities in wage within occupation, or the "pure wage" component. This component relates to the objective of pay equity programs. Its magnitude pertains to the question: "What is the difference between male employees and the designated groups in the wage rate for the same job?".

Table 1 showed, by employment equity occupational category, the first of these components and Table 2 the total difference in wage income. Both tables showed the values in terms both of actual values and values adjusted for differences in labour characteristics. Table 3 both summarizes the results of Tables 1 and 2 for actual values and extends them by including, as a residual, the pure wage component of the difference in income and by showing a further breakdown of designated groups by individual group and sex[8].

The columns under the heading "Total" represent the calculated difference in current wage income. Figures in the columns headed "Job Status" measure differences in income levels associated with differences in occupation. The figures in the columns under the heading "Wage", calculated simply as the difference between the corresponding figures in the "Total" and "Job Status" columns, represent the disparity in the predicted wage net of the effect of the difference in occupational status.

Differences between male and female employees, whether from the general or from the designated group population, in job status and wage components are of much greater magnitude than differences between the individual designated groups as a whole and the general population. Overall, the wage difference with male employees from the general population at the start of the period for male designated groups was about $2,000 while it was over $7,500 for female

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[8] It was intended to produce, in addition to Table 3, another table showing the same dimensions adjusted for labour characteristics; however, the investigators were not successful in producing acceptable regression estimates at the level of the individual population groups shown in Table 3.

employees. The two groups disparities with the male general population changed little over the period, with the gap for designated male employees decreasing and the gap for designated female employees increasing slightly. Some designated groups lost ground, during the period, to male employees in the general population in terms of total wage income, the largest losses being for male employees with disabilities and Aboriginal female employees. By contrast, female employees from the persons with disabilities and visible minority populations and, to a much smaller extent, male employees from the visible minority population gained.

For male members of the designated groups other than Aboriginal peoples, i.e., employees from the visible minority and persons with disabilities populations and for female members of Visible Minorities discrepancies in job status relative to the general male employee population were the predominant component of overall differences in wages at the start of the period. For male employees from the Aboriginal population and female employees from the general, Aboriginal and persons with disabilities populations, the job status and pure wage components were of about equal magnitude. Among the designated groups, only female employees with disabilities gained relative to male employees from the general population both in job status (a small amount) and in wages adjusted for status (a much larger amount). Consequently, the gap for this group, the largest among the groups at the start of the period, was slightly smaller than that of female Aboriginal employees at the end of the period.

IV. SECTOR OF EMPLOYMENT AND COVERAGE

The distribution by industry sector of the groups designated under the *Employment Equity Act* is shown in Fig. 9. In addition, occupational status in relation to coverage by one or both of the programs is shown in Table A-7. Occupational status is shown in terms both of the 12 employment equity categories and, within each of those categories, of expected income[9,10].

There were half-a-million employees in total at the beginning of 1988 in firms covered by the Legislated Employment Equity Program (LEEP) and close to 700,000 in firms covered by the Federal Contractors Program (FCP), about 5% and 7%, respectively, of total employment. The Communications and Transportation sectors contained much larger proportions of employees in firms covered by LEEP - 16% and 40% respectively. Together they account for about 58% of all employees covered by LEEP. In Transportation 40% and in Communications 24% of female employment is covered by LEEP. Together, the two sectors account for 64% of all female employment covered by LEEP. Among the designated groups, LEEP employment accounts for 33% and 19% of total employment of those groups in Transportation and Communications, respectively. Together, the two sectors account for 50% of all designated group employment covered by LEEP.

In the Communications sector, employees under LEEP are concentrated in the Mid-Level Manager, Professional, Supervisory and Clerical occupation groups. In Transportation, LEEP-covered employment is more evenly distributed over the occupational categories. Relative to other firms in the Transportation sector, numbers of employees in LEEP firms are proportionately larger in the Professional, Foremen/Forewomen, Clerical, Service and Crafts and Trades categories. For firms covered by FCP in all sectors, there are notably larger proportions of employees in the Mid-Level Manager, Professional, and Crafts and Trades occupations.

Female employees account for the bulk of Clerical Workers in all sectors, both covered and other. More than half of all female employees in Mid-Level Management and Professional positions covered by LEEP are in the Communications sector; but those covered by FCP are primarily outside either the Communications or Transportation sectors. Female employees from the general population, while accounting for 43% of total employment represent only 38% of LEEP and 32% of FCP employment.

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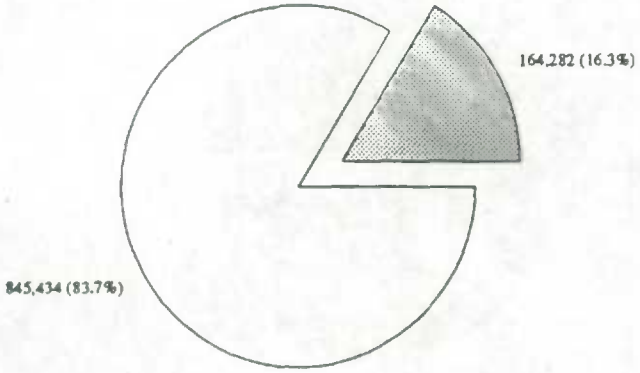
[9] Some employers are included both in the Legislated Employment Equity Program and in the Federal Contractors Program. In the Transportation sector, such employers account for an estimated 97 employees (less than the minimum number for mandatory inclusion of a firm in either program) while for all sectors together they account for an estimated 10,461 employees. These employees are shown both under LEEP and, for "Other Sectors" and "Total", under FCP in Table 10. The figures under the heading "Other" for Communications and for Transportation include some employees in FCP-covered firms. Their numbers are too small to show separately.

[10] Of the three major industrial sectors used in employment equity reporting, Communication, Transportation and Banking, the last of these cannot be shown separately because of Statistics Canada confidentiality requirements.

Firms covered by LEEP and FCP account for 5% and 6%, respectively, of all employees in other designated groups. Employees in Communications and Transportation from the designated group populations are covered by LEEP in about the same proportions as are employees generally - 18.6% and 33% versus 16.3% and 39.7, respectively. Employees from the designated group populations are found in substantial number in LEEP-covered employment only in the Clerical and Crafts and Trades occupations and in FCP-covered employment in the Professional, Clerical, Services and Other Manual Worker categories. Designated group employment, which is 10% of total employment, amounts to only 9% of LEEP and 8% of FCP employment.

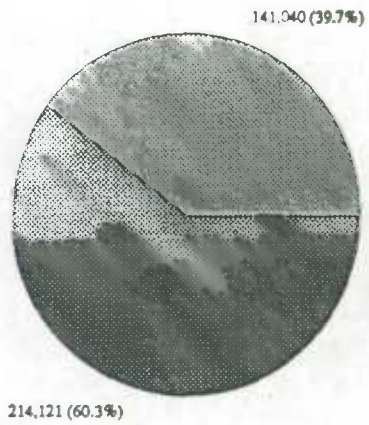
FIG. 9
TOTAL EMPLOYEES

COMMUNICATIONS



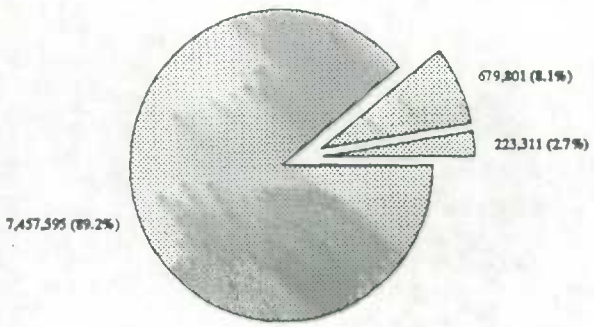
Leep FCP

TRANSPORTATION



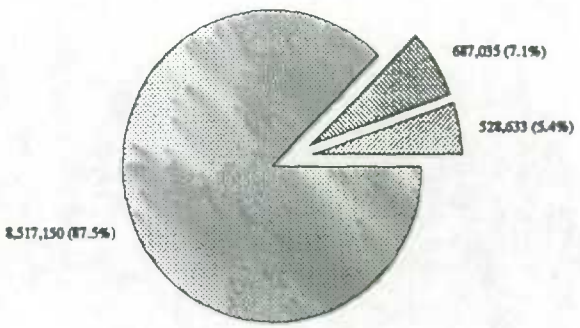
Leep FCP

OTHER SECTORS



Leep FCP Other

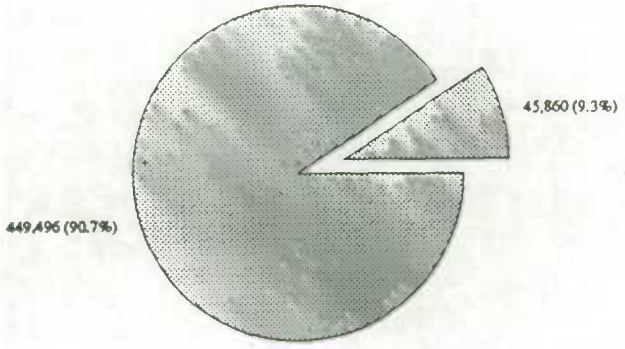
TOTAL



Leep FCP Other

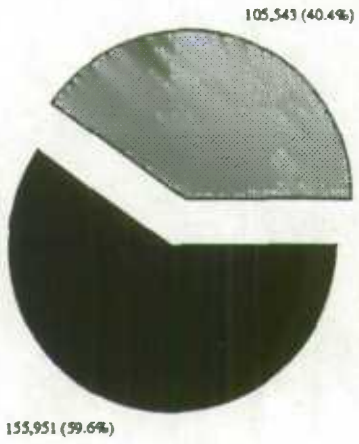
FIG. 9 (cont'd)
GENERAL POPULATION MALE

COMMUNICATIONS



Leep Other

TRANSPORTATION



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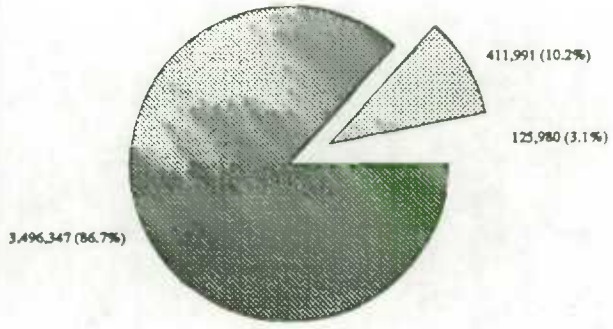
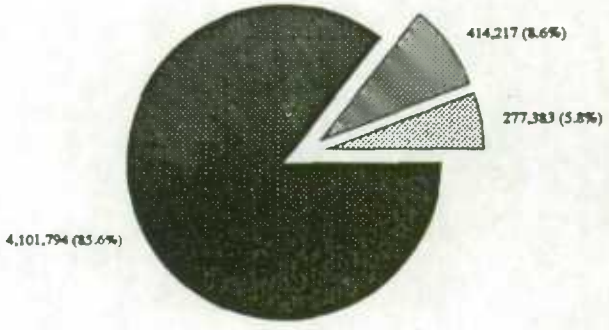


Leep FCP Other

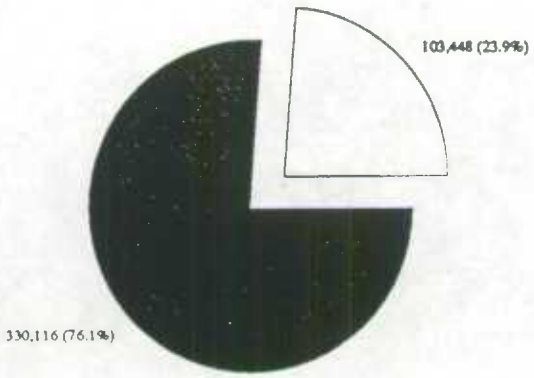
TOTAL



Leep FCP Other

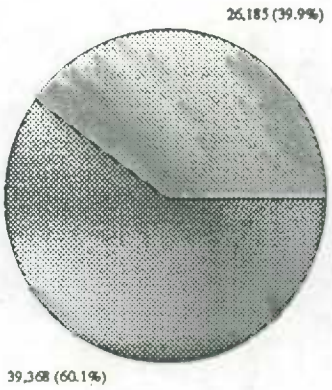
FIG. 9 (cont'd)
GENERAL POPULATION FEMALE

COMMUNICATIONS



Leep Other

TRANSPORTATION



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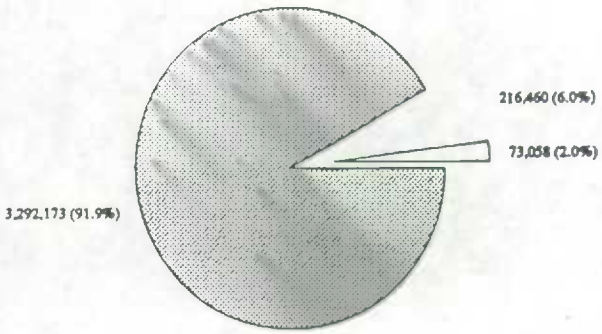
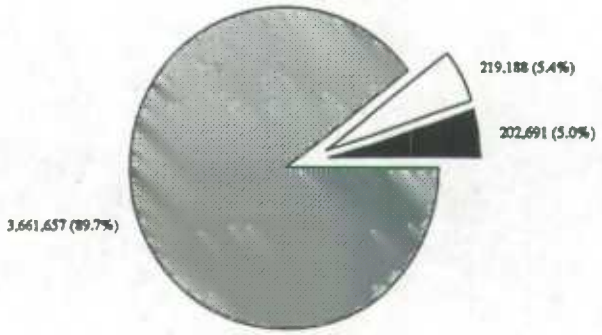
OTHER SECTORS



Leep FCP Other

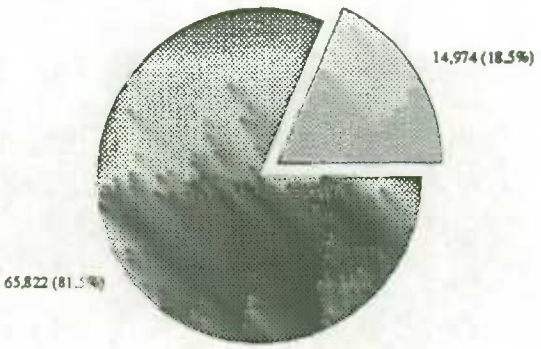
TOTAL



Leep FCP Other

FIG. 9 (cont'd)
DESIGNATED GROUPS

COMMUNICATIONS



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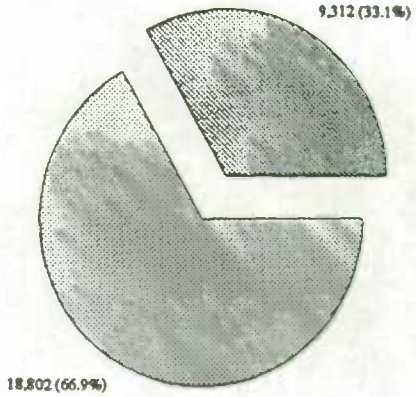
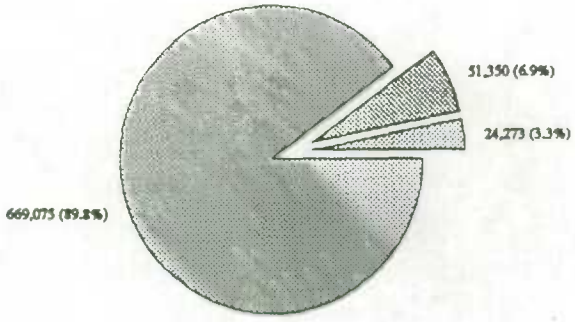


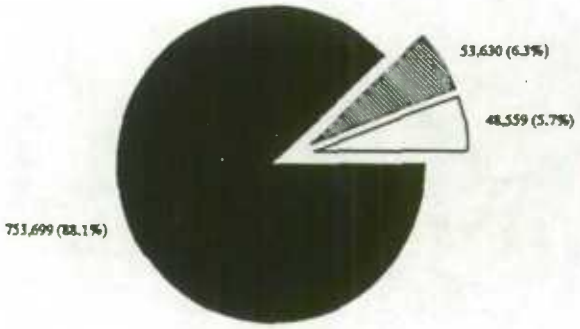
Leep Other

OTHER SECTORS



Leep FCP Other

TOTAL



Leep FCP Other

V. LABOUR FORCE PARTICIPATION AND EMPLOYMENT

Weeks of labour force participation and employment during 1988 have been examined by means of regression analysis separately for male and for female employees in the general population and in the other designated groups. The detailed results are shown in Tables 4 and 5. Using these equations, it is possible to calculate an expected value for weeks in the labour force during 1988 for persons in each of the population groups with any particular combination of age, education, regional residence and family type characteristics[11].

The results show an increasing share of potential weeks in the labour force and of weeks employed with age initially, but a falling-off in the later years for all groups but female employees from the general population. The peak for weeks employed generally occurs earlier in the life-cycle than it does for weeks in the labour force, reflecting a greater tendency with age to intermittent employment.

Education also has a clearly positive influence on participation, although less among the male general population than among the other groups. The influence is greatest among women in the general population and only slightly less among women in other designated groups. The influence of increasing levels of education beyond elementary on weeks employed is nearly flat for men in the general population but relatively steep for members of the other groups. Education has a somewhat greater influence on employment than on weeks in the labour force for each of the population groups.

Among the regions, participation rates are notably low in the Atlantic provinces for all groups, in Quebec for all groups other than for men from the general population and in British Columbia for both female groups. This pattern holds also for weeks employed.

In the dimension of "Family Type", the term "Couple1" refers to individuals in families headed by couples in which there are no family members other than the respondent with paid employment. "Couple2" pertains to families headed by couples in which there is at least one family member other than the respondent with paid employment. It is assumed that, in the great majority of cases, these categories pertain, respectively, to persons whose spouses are not or are employed. Full-time students and the 16-19-year-old portion of the sample have been excluded from the regressions. The regression results are counter to what would have been expected on

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[11] The predicted value of weeks in the labour force for groups with particular combinations of characteristics may be calculated from Table 4 as the sum of the intercept term plus the individual coefficients pertaining to that class of individuals. For example, female employees from the general population of age 25-34 with high school education, living in Quebec and in a family in which at least one other person has paid employment would be predicted to have 34.36 (22.67 + 5.97 + 11.74 - 4.14 - 1.88) weeks in the labour force. Note that the intercept term, representing the predicted value for the reference group, must be added to the values of the regression coefficients for the individual dimensions. For male employees from the general population with the same set of characteristics, the predicted value is 46.11. Thus, the difference between male and female employees from the general population with this particular set of characteristics is 11.75 weeks.

the assumption that there is substitution between the spouses in time spent in the labour force or employment, e.g., that the wife reduces her time as the husband increases his. Rather, the results suggest that one member of a couple can be expected to spend more weeks in the labour force or employed when his/her spouse is employed than when not. Differences are most marked between women from the general population and the other population groups. For the former, the difference between the two family types is between 13 and 14 weeks for either weeks in the labour force or weeks employed; for the latter, the range is from about 8 weeks for men to about 10 weeks for male and female designated groups.

Among the designated groups, persons with disabilities have the lowest participation and employment rates. Women from the Aboriginal population have values intermediate between persons with disabilities and the other designated groups.

An implicit regression equation can be constructed for weeks unemployed from the regression results for weeks in the labour force and weeks employed as simply the difference between the two sets of coefficients. Table 6 shows the resulting coefficients for male employees from the general population and employees in each of the designated groups in weeks unemployed averaged over each of the populations.

By comparison with male employees, the individual designated groups, including female employees from the general population, have two features in common. Weeks unemployed decreases as level of education increases, for male employees; but for the designated groups, there is little relationship between the two variables, with the possible exception of female designated group employees. Male employees from couple-headed households have less unemployment than singles, by the same amount regardless of whether another family member has paid employment. For members of the designated groups, individuals in families headed by couples in which there are no family members other than the respondent with paid employment have fewer weeks of unemployment than do the other two family types, although the difference for male employees from designated groups is small as between the two couple-headed family types.

For male employees, the unemployment rate is relatively low in the middle years (35-44); but for female employees it is relatively high in those years, while for the other designated groups it is the earlier years (25-34) when weeks unemployed is greatest.

VI. DETERMINANTS OF JOB STATUS AND WAGES

A. Job Status

A model of job status has been fitted to the data by means of regression analysis. The results are shown in Table 7. Separate equations for each group were fitted for both 1988 and 1989. Results for both the linear and the log-linear forms of the regression equation are shown.

Age and education are both expected to have a positive influence on job status and they prove to be consistently so for all groups and for both years, although for female employees from the designated groups the individual age categories are mostly not significantly different from the excluded category. Differences over the range of ages accounted for by the regression model (excluding the 16-19 group, which accounted for less than 1% of employees) amounted, in 1988, to over $8,000 for male general and over $7,000 for male designated group employed populations. By contrast, the difference between those of ages 20-24 and those 55+ was less than $5,000 for employees from the female general population and somewhat more than $3,000 for the other female designated groups.

Differences in education play a greater role for female than for male employees. Within the general population, women with university-level education had job status in 1988 equivalent to $12,500 greater than those with no or only elementary education, compared to $9,800 for male employees. Among the designated groups, the range for female employees was $9,800 compared with $8,100 for male employees.

Other than the Atlantic region with respect to female employees from the general population and British Columbia with respect to female employees from both the general and the designated group populations, the regional dimension does not appear to have a significant influence on job status. Similarly, differences between persons with disabilities and those in either the visible minority or Aboriginal populations, holding all other variables constant, are not consistently significant for both years.

B. Wages

The results of the regression equations for current wage income are shown in Table 8. The patterns are very similar to those of the regressions for job status, except that the coefficients are larger in absolute value, reflecting the greater variance of current wages compared with job status as constructed for this study. As with job status, male employees, whether from the general or designated groups populations show steeper increases with age in current wage income than do female employees. While the returns to education are greater for female than for male employees in their respective population groups, the differences are smaller, both proportionately and in absolute terms, than the differences in job status. This result implies that formal education increases women's access to jobs, but that the increased access is not matched by higher wages.

Coefficients for the regions and for membership in designated groups are, again, not consistently significant. Wages for male and female employees from the general population are lower in the Atlantic provinces and higher in Ontario. Male employees in the Atlantic provinces have lower wages relative to those in the Prairies than do female employees. Quebec has lower wages for male employees from the visible minority population than do the Prairies.

VII. JOB STATUS AND COVERAGE

The effects on job status of employment in a firm covered by either of the programs under the *Employment Equity Act* are shown in Table 9. To the equations for job status shown previously in Table 7 have been added variables for employment in 1988 with firms covered by one or the other program.

Within the general population, employer coverage is seen to have a positive influence on both male and female employee status relative to their labour characteristics. The effect on male employees, however, is twice as great for the Federal Contractors Program and three times as great for the Legislated Employment Equity Program as the effect on female employees. The differences in dollar terms are 755 for FCP and 1,888 for LEEP. Thus, in those firms covered by either of the programs, employees hold jobs of higher levels relative to their own qualifications than do employees in firms generally. Even adjusting for differences in labour-market-related personal characteristics, however, the difference in status between male and female employees within covered firms is greater than in industry generally.

For employees from the other designated groups, the coefficients for coverage by either of the two programs, while plausible in magnitude, are not statistically significant. The result should probably not be interpreted as rejecting the hypothesis that coverage for these groups affects job status, since only about 20 observations of coverage in each of the programs were available for the regression, a number probably inadequate for this purpose.

An important caveat should be cited with respect to these results. As with all regression results reported for this study, there may be a number of characteristics pertaining to the suitability of individuals for jobs which are not included in our explanatory variables, e.g., at older ages, women have less work experience, on average than do men, resulting, traditionally, from the interruption of the work career by women for the purpose of child-rearing, deferment of entry until after the child-rearing stage, etc. Attempts at incorporating such "excluded variables" might be worthwhile, but are limited by the characteristics of the data. In the case of the regression results shown in Table 9, there is in addition the possibility of self-selection. Men with positive labour characteristics not accounted for by the other explanatory variables may tend to be found in covered employment proportionately more than women. Accounting for this effect might reduce, eliminate, or even reverse the disparity in job status implied by the regression coefficients.

An attempt was made to account for self-selection by means of a standard econometric procedure[12]. This procedure involves estimating a second equation for predicting a variable proportional to the self-selection effect. An attempt was made to estimate such an equation, but the results were not of sufficient quality to incorporate in the analysis.

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[12] See, e.g., G. S. Maddala, *Limited-Dependent and Qualitative Variables in Econometrics*, Cambridge University Press, 1983, for a discussion of the problem and procedures.

VIII. CONCLUSIONS AND RESEARCH NEEDS

The results of the investigation reported in this paper demonstrate that there are large variations among the individual designated groups in the gap between their own job status and that of the remainder of the population and that, over the two-year period covered by this study, these gaps have remained stable or increased. The effect of the employment equity programs, insofar as it has been explicitly tested in this study, has been in each case to increase the job status of designated group employees in those firms directly affected, but to increase the differential between their own status and that of other employees within those firms.

The study results demonstrate the importance of separate analysis of the designated groups by sex. Use of the existing LMAS data for such investigation will require very careful specification of the analysis, given the small numbers of observations available for the individual groups.

The differing employment and mobility patterns shown by the analysis as between, especially, male and female employees, regardless of membership in designated groups, suggest two dimensions, at least, in which refinement might be made in future studies. First, the markets for full-time and for part-time work may be distinct, i.e., variation in labour supply to one may be insensitive to wages in the other. Investigation of variations related to these two types of employment should and could, with LMAS, be made. Second, and possibly a causal factor of distinctions in the first dimension, is the need for improved representation of differences in labour quality. It is well known that the representative woman in the middle or older age range with a given level of formal education is likely to have less continuous job experience than her male counterpart. While it can be argued that less job experience is the result, rather than the cause, of differences in job status between male and female employees, there is a need in any event for a better set of quality indicators than is readily available from LMAS at present.

TABLE 1. DIFFERENCES IN JOB STATUS (actual): 1988, 1989
(Male general value minus designated group value ($))

OCCUPATION	FEMALE GENERAL			DESIGNATED MALE			DESIGNATED FEMALE		
	1988	1989	DIFF.	1988	1989	DIFF.	1988	1989	DIFF.
Upper Level Managers	1,450	2,076	626	-	-	-	-	-	-
Mid Level Managers	808	840	32	1,845	1,570	-275	2,737	2,125	-612
Professional	3,288	3,559	271	-460	-1,085	-625	3,624	3,600	-24
Semi-Professional	2,870	3,343	472	-1,253	-1,701	-448	3,575	3,484	-91
Supervisors	2,877	3,090	214	2,386	1,369	-1,017	5,263	3,907	-1,356
Foremen/Forewomen	4,151	5,137	985	1,417	1,818	401	-	-	-
Clerical Workers	1,219	1,399	180	230	33	-197	1,032	1,266	234
Sales Workers	2,262	2,831	568	2,045	2,779	734	3,425	4,150	726
Services Workers	4,273	5,843	1,570	1,936	3,004	1,068	4,511	6,870	2,360
Crafts and Trade	3,888	5,948	2,060	423	269	-154	-	-	-
Semi-Skilled Workers	2,097	2,304	207	389	138	-252	894	1,223	330
Other Manual Workers	3,974	4,956	982	262	1,127	865	4,128	4,840	712
TOTAL	3,753	4,110	357	1,640	1,555	-85	5,206	5,314	108

(Male general value as percent of group value)

OCCUPATION	FEMALE GENERAL			DESIGNATED MALE			DESIGNATED FEMALE		
	1988	1989	% CHANGE	1988	1989	% CHANGE	1988	1989	% CHANGE
Upper Level Managers	3.6	5.1	43.2	-	-	-	-	-	-
Mid Level Managers	2.6	2.6	4.0	6.2	5.0	-14.9	9.5	6.9	-22.3
Professional	10.0	10.5	8.2	-1.3	-2.8	135.9	11.2	10.7	-0.7
Semi-Professional	11.2	12.5	16.5	-4.2	-5.4	35.8	14.3	13.1	-2.5
Supervisors	12.8	12.8	7.4	10.4	5.3	-42.6	26.3	16.7	-25.8
Foremen/Forewomen	15.2	18.2	23.7	4.7	5.8	28.3	-	-	-
Clerical Workers	6.0	6.4	14.8	1.1	0.1	-85.8	5.0	5.7	22.7
Sales Workers	11.4	13.1	25.1	10.2	12.8	35.9	18.2	20.5	21.2
Services Workers	27.3	32.4	36.8	10.8	14.4	55.2	29.2	40.4	52.3
Crafts and Trade	15.1	23.2	53.0	1.4	0.9	-36.4	-	-	-
Semi-Skilled Workers	9.1	9.6	9.9	1.6	0.5	-64.7	3.7	4.9	36.9
Other Manual Workers	21.7	25.4	24.7	1.2	4.8	329.7	22.8	24.7	17.2
TOTAL	16.0	16.7	9.5	6.4	5.8	-5.2	23.7	23.2	2.1

TABLE 1 (cont'd). DIFFERENCES IN JOB STATUS (adjusted): 1988, 1989
(Male general value minus designated group value ($))

OCCUPATION	FEMALE GENERAL			DESIGNATED MALE			DESIGNATED FEMALE		
	1988	1989	DIFF.	1988	1989	DIFF.	1988	1989	DIFF.
Upper Level Managers	3,722	4,131	410	-	-	-	-	-	-
Mid Level Managers	3,702	4,056	354	2,128	2,099	-29	5,292	5,377	86
Professional	3,176	3,716	540	2,676	2,330	-346	5,222	5,429	207
Semi-Professional	3,231	3,785	554	2,094	1,977	-117	5,282	5,008	-274
Supervisors	4,130	4,479	348	1,649	2,561	911	5,933	5,426	-507
Foremen/Forewomen	4,393	4,941	548	2,249	2,500	251	-	-	-
Clerical Workers	3,882	4,175	294	2,112	2,091	-20	5,120	5,202	83
Sales Workers	3,701	4,012	311	1,318	1,947	629	5,202	4,907	-295
Services Workers	4,123	4,226	103	1,617	1,726	109	5,803	5,426	-377
Crafts and Trade	4,091	4,198	107	1,732	2,049	317	-	-	-
Semi-Skilled Workers	4,005	4,096	91	1,362	1,703	341	5,637	5,602	-36
Other Manual Workers	4,801	4,779	-22	1,632	1,666	34	5,742	6,121	379
TOTAL	3,784	4,096	312	1,842	1,934	92	5,414	5,432	17

(Male general value as percent of group value)

OCCUPATION	FEMALE GENERAL			DESIGNATED MALE			DESIGNATED FEMALE		
	1988	1989	% CHANGE	1988	1989	% CHANGE	1988	1989	% CHANGE
Upper Level Managers	10.9	11.9	11.0	-	-	-	-	-	-
Mid Level Managers	12.0	12.8	9.6	6.9	6.6	-1.4	17.1	16.9	1.6
Professional	9.5	11.0	17.0	8.0	6.9	-12.9	15.6	16.1	4.0
Semi-Professional	11.2	13.1	17.1	7.3	6.8	-5.6	18.4	17.3	-5.2
Supervisors	15.2	15.7	8.4	6.1	9.0	55.3	21.8	19.0	-8.5
Foremen/Forewomen	15.7	16.9	12.5	8.0	8.5	11.2	-	-	-
Clerical Workers	15.3	16.2	7.6	8.3	8.1	-1.0	20.2	20.2	1.6
Sales Workers	14.3	15.5	8.4	5.1	7.5	47.8	20.2	19.0	-5.7
Services Workers	17.3	17.4	2.5	6.8	7.1	6.7	24.3	22.3	-6.5
Crafts and Trade	15.1	15.0	2.6	6.4	7.3	18.3	-	-	-
Semi-Skilled Workers	16.0	16.0	2.3	5.4	6.7	25.0	22.5	21.9	-0.6
Other Manual Workers	20.2	19.6	-0.4	6.9	6.8	2.1	24.2	25.1	6.6
TOTAL	13.9	14.5	8.2	6.7	6.8	5.0	19.8	19.2	0.3

TABLE 2. DIFFERENCES IN ANNUAL WAGE INCOME (actual): 1988, 1989
(Male general value minus designated group value ($))

OCCUPATION	FEMALE GENERAL			DESIGNATED MALE			DESIGNATED FEMALE		
	1988	1989	DIFF.	1988	1989	DIFF.	1988	1989	DIFF.
Upper Level Managers	7,759	10,260	2,501	-	-	-	-	-	-
Mid Level Managers	7,823	7,732	-92	2,709	6,037	3,328	11,294	9,857	-1,437
Professional	6,883	7,528	645	134	160	26	7,903	7,350	-553
Semi-Professional	6,766	7,079	313	-3,863	-3,536	327	7,762	6,405	-1,357
Supervisors	8,052	9,371	1,319	10,134	8,915	-1,219	11,601	13,076	1,476
Foremen/Forewomen	11,297	10,707	-590	2,466	1,120	-1,346	-	-	-
Clerical Workers	5,225	4,809	-416	1,559	1,320	-239	5,779	5,010	-769
Sales Workers	9,894	10,128	234	217	1,075	858	7,986	4,463	-3,523
Services Workers	7,152	8,569	1,417	4,815	5,525	710	8,312	9,436	1,124
Crafts and Trade	9,891	9,897	5	-2,303	-5,649	-3,346	-	-	-
Semi-Skilled Workers	6,724	7,946	1,222	-498	452	950	6,394	6,891	497
Other Manual Workers	7,283	8,338	1,056	1,564	1,267	-297	8,028	9,743	1,715
TOTAL	7,432	7,591	159	2,174	2,119	-55	9,239	8,125	-1,114

(Male general value as percent of group value)

OCCUPATION	FEMALE GENERAL			DESIGNATED MALE			DESIGNATED FEMALE		
	1988	1989	% CHANGE	1988	1989	% CHANGE	1988	1989	% CHANGE
Upper Level Managers	20.5	28.2	32.2	-	-	-	-	-	-
Mid Level Managers	28.8	26.3	-1.2	8.4	19.4	122.9	47.7	36.1	-12.7
Professional	22.0	22.9	9.4	0.4	0.4	19.5	26.1	22.2	-7.0
Semi-Professional	28.0	27.5	4.6	-11.1	-9.7	-8.5	33.5	24.3	-17.5
Supervisors	38.4	40.2	16.4	53.7	37.5	-12.0	66.7	66.7	12.7
Foremen/Forewomen	51.8	44.4	-5.2	8.0	3.3	-54.6	-	-	-
Clerical Workers	26.0	22.1	-8.0	6.6	5.2	-15.4	29.6	23.2	-13.3
Sales Workers	58.1	53.4	2.4	0.8	3.8	395.0	42.2	18.1	-44.1
Services Workers	46.3	50.0	19.8	27.1	27.4	14.7	58.1	58.0	13.5
Crafts and Trade	47.7	43.5	0.1	-7.0	-14.8	145.3	-	-	-
Semi-Skilled Workers	34.5	39.8	18.2	-1.9	1.6	-190.8	32.3	32.8	7.8
Other Manual Workers	42.8	46.5	14.5	6.9	5.1	-19.0	49.4	58.9	21.4
TOTAL	36.6	33.3	2.1	7.9	7.6	-2.5	45.5	38.8	-12.1

TABLE 2 (cont'd) . DIFFERENCES IN ANNUAL WAGE INCOME (adjusted): 1988, 1989
(Male general value minus designated group value ($))

OCCUPATION	FEMALE GENERAL			DESIGNATED MALE			DESIGNATED FEMALE		
	1988	1989	DIFF.	1988	1989	DIFF.	1988	1989	DIFF.
Upper Level Managers	8,040	8,592	552	-	-	-	-	-	-
Mid Level Managers	7,199	7,442	243	4,003	3,728	-275	9,365	7,859	-1,506
Professional	6,651	6,729	78	5,284	5,024	-261	9,453	7,356	-2,097
Semi-Professional	6,343	6,362	19	3,617	3,658	42	9,857	7,295	-2,563
Supervisors	7,588	7,878	290	4,751	3,489	-1,262	10,410	9,052	-1,358
Foremen/Forewomen	7,607	8,665	1,058	3,745	4,282	537	-	-	-
Clerical Workers	6,811	6,873	62	3,597	3,732	135	8,852	8,366	-486
Sales Workers	6,315	6,341	25	2,785	3,646	861	8,679	7,595	-1,085
Services Workers	6,272	6,239	-34	2,675	2,961	286	9,385	8,317	-1,068
Crafts and Trade	7,449	6,750	-700	3,409	3,002	-406	-	-	-
Semi-Skilled Workers	6,724	6,474	-250	2,155	3,014	859	9,087	9,334	247
Other Manual Workers	7,499	7,532	34	3,040	3,527	486	9,684	9,683	-1
TOTAL	6,770	6,738	-32	3,398	3,680	282	9,321	8,476	-844

(Male general value as percent of group value)

OCCUPATION	FEMALE GENERAL			DESIGNATED MALE			DESIGNATED FEMALE		
	1988	1989	% CHANGE	1988	1989	% CHANGE	1988	1989	% CHANGE
Upper Level Managers	23.6	24.7	6.9	-	-	-	-	-	-
Mid Level Managers	23.3	23.4	3.4	13.0	11.7	-6.9	30.3	24.7	-16.1
Professional	19.8	19.9	1.2	15.7	14.9	-4.9	28.2	21.8	-22.2
Semi-Professional	22.1	22.0	0.3	12.6	12.6	1.1	34.3	25.2	-26.0
Supervisors	27.9	27.6	3.8	17.5	12.2	-26.6	38.2	31.7	-13.0
Foremen/Forewomen	27.2	29.6	13.9	13.4	14.6	14.3	-	-	-
Clerical Workers	26.8	26.7	0.9	14.2	14.5	3.8	34.8	32.4	-5.5
Sales Workers	24.5	24.6	0.4	10.8	14.1	30.9	33.6	29.4	-12.5
Services Workers	26.3	25.7	-0.5	11.2	12.2	10.7	39.3	34.3	-11.4
Crafts and Trade	27.4	24.2	-9.4	12.5	10.8	-11.9	-	-	-
Semi-Skilled Workers	26.8	25.3	-3.7	8.6	11.8	39.8	36.2	36.5	2.7
Other Manual Workers	31.6	30.9	0.4	12.8	14.5	16.0	40.8	39.7	-0.0
TOTAL	24.9	24.7	-0.5	12.1	12.9	8.3	33.3	30.0	-9.1

TABLE 3
JOB STATUS AND WAGE RATE COMPONENTS OF DIFFERENCES IN CURRENT INCOME
(male general value minus designated group value)

	Job Status			Wage			Total		
	1	2	3	1	2	3	1	2	3
	1988	1989	Diff.	1988	1989	Diff.	1988	1989	Diff.
Male									
Visible Minority	1,620	1,149	-470	406	597	191	2,026	1,746	-279
Aboriginal	-644	970	325	794	672	-122	1,439	1,642	204
Disabilities	1,901	1,890	-11	677	1,361	684	2,578	3,251	673
Total Desig. Groups	**1,640**	**1,555**	**-85**	**534**	**564**	**30**	**2,174**	**2,119**	**-55**
Female									
General	3,753	4,111	358	3,679	3,480	-199	7,432	7,591	159
Visible Minority	5,211	5,236	25	3,229	2,409	-820	8,440	7,645	-796
Aboriginal	4,410	5,044	634	5,071	4,858	-213	9,481	9,902	422
Disabilities	5,374	5,166	-208	5,006	3,866	-1,141	10,381	9,032	-1,349
Total Desig. Groups	**3,860**	**4,125**	**265**	**3,702**	**3,648**	**-54**	**7,562**	**7,773**	**212**

TABLE 4

1988 WEEKS IN LABOUR FORCE: REGRESSION ANALYSIS

	General Population		Designated Groups	
	Male	Female	Male	Female
Intercept	30.7182 *	22.6671 *	12.3532 *	6.6911 *
Age				
16–19	– –	– –	– –	– –
20–24	–4.3392 *	0.5305	–0.1181	5.8610 *
25–34	2.0000 *	5.9654 *	4.1601 *	4.8232 *
35–44	7.4297 *	6.6924 *	9.7430 *	8.7661 *
45–54	8.1996 *	9.2768 *	6.1000 *	6.8518 *
55+	– –	– –	– –	– –
Education				
None/elementary	– –	– –	– –	– –
Some high school	4.2303 *	6.7440 *	5.1127 *	5.2011 *
High school	6.5247 *	11.7396 *	8.4594 *	9.2047 *
Some Post–secondary	5.0721 *	11.6705 *	5.0679 *	9.5781 *
Post–secondary	6.9354 *	15.9256 *	9.8572 *	13.2399 *
University	7.7718 *	18.0648 *	12.8017 *	16.4051 *
Region				
Atlantic	–3.8424 *	–5.9856 *	–6.0687 *	–3.6612 *
Quebec	–0.6868 *	–4.1417 *	–4.8551 *	–3.5096 *
Ontario	1.1386 *	–0.9529 *	1.3596	–0.5706
Prairies	– –	– –	– –	– –
BC	–1.7004 *	–3.7390 *	–0.5537	–3.6546 *
Family Type				
Couple 1	–0.8743 *	–15.5247 *	–0.9349	–6.2513 *
Couple 2	7.5608 *	–1.8793 *	9.3174 *	4.2086 *
Single	– –	– –	– –	– –
Designated Group				
Vismin	– –	– –	12.0130 *	10.8917 *
Aborig	– –	– –	11.2623 *	5.5223 *
Disabilities	– –	– –	– –	– –
Adjusted R^2	0.1687	0.1759	0.2809	0.2604
Dependent Mean	43.3088	32.9627	29.2237	21.0151
No. of Observations	23,974	25,003	3,300	3,581

* – Significant at 5% level.

TABLE 4

1989 WEEKS IN LABOUR FORCE: REGRESSION ANALYSIS

	General Population		Designated Groups	
	Male	Female	Male	Female
Intercept	26.2870 *	17.6432 *	13.7073 *	6.4690 *
Age				
16–19	– –	– –	– –	– –
20–24	10.9514 *	14.7352 *	5.5198 *	17.1668 *
25–34	14.0861 *	13.5205 *	12.3731 *	11.2029 *
35–44	9.9619 *	9.9837 *	8.4934 *	10.0145 *
45–54	7.9288 *	9.9498 *	5.6570 *	8.2350 *
55+	– –	– –	– –	– –
Education				
None/elementary	– –	– –	– –	– –
Some high school	2.0334 *	2.5801 *	4.2423 *	3.8348 *
High school	1.6400 *	6.2536 *	3.7671 *	7.1615 *
Some Post–secondary	1.8156 *	8.1925 *	5.8248 *	8.3366 *
Post–secondary	2.2129 *	9.3169 *	8.0675 *	7.7893 *
University	2.7235 *	11.0222 *	8.6406 *	14.4243 *
Region				
Atlantic	–0.6319	–2.6287 *	–7.1455 *	–3.5071 *
Quebec	0.0922	–2.3174 *	–4.9955 *	–4.2084 *
Ontario	–2.0937 *	–2.3189 *	–2.7710 *	–3.4966 *
Prairies	– –	– –	– –	– –
BC	0.0467	–0.8555	–4.0341 *	–3.1299 *
Family Type				
Couple 1	–2.9002 *	–7.5648 *	–2.4926 *	–4.1407 *
Couple 2	1.5324 *	–1.6973 *	2.9352 *	2.6616 *
Single	– –	– –	– –	– –
Designated Group				
Vismin	– –	– –	8.4351 *	7.1588 *
Aborig	– –	– –	10.3659 *	5.7659 *
Disabilities	– –	– –	– –	– –
Adjusted R^2	0.0719	0.1152	0.1772	0.2042
Dependent Mean	34.2332	27.4243	22.8269	17.6939
No. of Observations	23,974	25,003	3,300	3,581

* – Significant at 5% level.

TABLE 5

1988 WEEKS EMPLOYED: REGRESSION ANALYSIS

	General Population		Designated Groups	
	Male	Female	Male	Female
Intercept	29.9748 *	22.3108 *	12.0173 *	6.4805 *
Age				
16–19	– –	– –	– –	– –
20–24	–5.0968 *	–0.0716	–1.0056	4.8706 *
25–34	3.6072 *	5.3206 *	3.4734 *	4.4643 *
35–44	6.9528 *	6.3118 *	9.0559 *	8.3693 *
45–54	7.9412 *	9.1348 *	5.7458 *	6.6029 *
55+	– –	– –	– –	– –
Education				
None/elementary	– –	– –	– –	– –
Some high school	4.4023 *	6.5269 *	4.7329 *	4.9998 *
High school	6.8458 *	11.6807 *	8.3330 *	9.1262 *
Some Post–secondary	5.4323 *	11.6278 *	5.0940 *	9.3387 *
Post–secondary	7.3854 *	15.9361 *	9.7301 *	13.2129 *
University	8.2973 *	18.1782 *	13.0478 *	16.4055 *
Region				
Atlantic	–4.1608 *	–6.2461 *	–6.2656 *	–3.5870 *
Quebec	–0.8366 *	–4.2215 *	–4.9864 *	–3.4513 *
Ontario	1.2341 *	–0.8312 *	1.4159	–0.3343
Prairies	– –	– –	– –	– –
BC	–1.8445 *	–3.9573 *	–0.6000	–3.5710 *
Family Type				
Couple 1	–0.5724	–15.2700 *	–0.5792	–6.0787 *
Couple 2	7.8576 *	–1.7427 *	9.6033 *	4.1296 *
Single	– –	– –	– –	– –
Designated Group				
Vismin	– –	– –	12.0422 *	10.7973 *
Aborig	– –	– –	11.1271 *	5.3061 *
Disabilities	– –	– –	– –	– –
Adjusted R^2	0.1693	0.1720	0.2778	0.2530
Dependent Mean	42.6668	32.3840	28.6721	20.5802
No. of Observations	23,974	25,003	3,300	3,581

* – Significant at 5% level.

TABLE 5

1989 WEEKS EMPLOYED: REGRESSION ANALYSIS

	General Population		Designated Groups	
	Male	Female	Male	Female
Intercept	24.2222 *	17.0663 *	11.1861 *	5.3189 *
Age				
16–19	– –	– –	– –	– –
20–24	9.3905 *	13.3881 *	4.9398 *	15.3203 *
25–34	12.1993 *	11.7810 *	9.9065 *	9.7339 *
35–44	8.5362 *	8.6549 *	7.4967 *	8.8020 *
45–54	7.1717 *	9.1190 *	4.7446 *	7.4706 *
55+	– –	– –	– –	– –
Education				
None/elementary	– –	– –	– –	– –
Some high school	2.0020 *	1.9853 *	3.3137 *	3.8525 *
High school	2.4997 *	6.0185 *	3.8144 *	6.9272 *
Some Post–secondary	2.7084 *	8.3269 *	6.7034 *	8.3513 *
Post–secondary	3.2123 *	9.4777 *	7.7136 *	7.5761 *
University	4.3632 *	11.4450 *	8.5660 *	15.2083 *
Region				
Atlantic	−2.7719 *	−4.1347 *	−6.3448 *	−3.6703 *
Quebec	−0.5326	−2.8353 *	−4.3984 *	−3.4775 *
Ontario	−1.4991 *	−2.0430 *	−1.9209	−2.2665 *
Prairies	– –	– –	– –	– –
BC	−0.3272	−1.5961 *	−3.7195 *	−3.1394 *
Family Type				
Couple 1	−1.8510 *	−7.2612 *	−1.0772	−4.2336 *
Couple 2	2.1025 *	−1.6306 *	3.6036 *	2.3973 *
Single	– –	– –	– –	– –
Designated Group				
Vismin	– –	– –	9.1000 *	7.0277 *
Aborig	– –	– –	9.7845 *	4.7464 *
Disabilities	– –	– –	– –	– –
Adjusted R^2	0.0636	0.1139	0.1796	0.1998
Dependent Mean	32.3153	25.7801	20.9062	16.3190
No. of Observations	23,974	25,003	3,300	3,581

* – Significant at 5% level.

TABLE 6

1988 WEEKS UNEMPLOYED: IMPLICIT COEFFICIENTS FROM REGRESSION ANALYSIS

	General Population		Designated Groups	
	Male	Female	Male	Female
Intercept	0.7434	0.3563	0.3359	0.2106
Age				
25-34	0.7576	0.6021	0.8875	0.9904
35-44	-1.6072	0.6448	0.6867	0.3589
45-54	0.4769	0.3806	0.6871	0.3968
55+	--	--	--	--
Education				
None/elementary	--	--	--	--
Some high school	-0.1720	0.2171	0.3798	0.2013
High school	-0.3211	0.0589	0.1264	0.0785
Some Post-secondary	-0.3602	0.0427	-0.0261	0.2394
Post-secondary	-0.4500	-0.0105	0.1271	0.0270
University	-0.5255	-0.1134	-0.2461	-0.0004
Region				
Atlantic	0.3184	0.2605	0.1969	0.0742
Quebec	0.1498	0.0798	0.1313	-0.0583
Ontario	-0.0955	-0.1217	-0.0563	-0.2363
Prairies	--	--	--	--
BC	0.1441	0.2183	0.0463	-0.0836
Family Type				
Couple 1	-0.3019	-0.2547	-0.3557	-0.1726
Couple 2	-0.2968	0.1366	-0.2859	0.0790
Single	--	--	--	--
Designated Group				
Vismin	--	--	-0.0292	0.0944
Aborig	--	--	0.1352	0.2162
Disabilities	--	--	--	--

TABLE 7

1988 JOB STATUS: REGRESSION ANALYSIS

	General Population				Designated Groups			
	Male		Female		Male		Female	
	Wage	Lwage	Wage	Lwage	Wage	Lwage	Wage	Lwage
Intercept	24,989.00 *	2.49 *	18,403.00 *	2.19 *	23,443.60 *	2.43 *	18,988.60 *	2.22 *
Age								
16-19	-9,048.40 *	-3.04 *	-4,966.00 *	-1.94 *	-9,423.80 *	-3.25 *	-1,148.00	-0.42
20-24	-8,353.80 *	-2.68 *	-4,877.60 *	-1.75 *	-7,216.20 *	-2.40 *	-3,221.00 *	-1.10 *
25-34	-5,784.60 *	-1.71 *	-3,470.40 *	-1.18 *	-4,042.60 *	-1.24 *	-1,664.80 *	-0.45
35-44	-2,959.80 *	-0.79 *	-1,058.00 *	-0.33 *	-1,489.80 *	-0.41 *	-126.00	-0.03
45-54	-516.40 *	-0.13 *	256.80	0.08	-1,015.60	-0.22	87.80	0.01
55+	--	--	--	--	--	--	--	--
Education								
None/elementary	--	--	--	--	--	--	--	--
Some high school	2,495.60 *	0.71 *	2,457.20 *	0.90 *	2,581.40 *	0.81 *	700.40	0.26
High school	3,338.20 *	0.95 *	4,394.80 *	1.58 *	2,261.40 *	0.75 *	2,453.20 *	0.86 *
Some Post-secondary	4,150.40 *	1.14 *	5,839.20 *	2.04 *	2,813.60 *	0.80 *	4,219.60 *	1.47 *
Post-secondary	5,921.00 *	1.68 *	8,200.00 *	2.77 *	4,974.20 *	1.47 *	5,976.60 *	2.07 *
University	9,798.20 *	2.57 *	12,506.80 *	3.91 *	8,133.00 *	2.14 *	9,821.60 *	3.15 *
Region								
Atlantic	-433.80	-0.13	-607.20 *	-0.21 *	382.60	0.07	563.00	0.18
Quebec	-82.60	-0.00	-56.00	-0.03	-988.00	-0.29	-124.80	-0.04
Ontario	-61.60	0.02	223.80	0.06	191.40	0.03	219.80	0.09
Prairies	--	--	--	--	--	--	--	--
BC	-362.40	-0.08	-454.40 *	-0.15 *	231.20	0.13	-1,641.40 *	-0.60 *
Designated Group								
VisMin/Aboriginal	--	--	--	--	-215.20	-0.11	-805.00 *	-0.30 *
Disabilities	--	--	--	--	--	--	--	--
Adjusted R^2	0.26	0.25	0.30	0.30	0.17	0.16	0.26	0.25
Dependent Mean	27,160.20	2.57	23,406.60	2.42	25,521.00	2.50	21,954.00	2.35
No. of Observations	14,507	14,507	12,500	12,500	1,189	1,189	1,022	1,022

* - Significant at 5% level.

TABLE 8

1988 CURRENT ANNUAL WAGE: REGRESSION ANALYSIS

	General Population				Designated Groups			
	Male		Female		Male		Female	
	Wage	Lwage	Wage	Lwage	Wage	Lwage	Wage	Lwage
Intercept	26,945.80 *	2.51 *	15,921.80 *	2.02 *	24,758.60 *	2.37 *	15,471.40 *	1.98 *
Age								
16–19	−18,165.40 *	−8.83 *	−10,020.20 *	−5.15 *	−19,025.80 *	−6.06 *	−5,850.40	−3.54
20–24	−18,663.40 *	−8.42 *	−9,579.80 *	−4.17 *	−19,469.80 *	−8.47 *	−8,150.60 *	−2.85 *
25–34	−14,821.40 *	−4.19 *	−7,464.40 *	−2.60 *	−14,218.80 *	−4.20 *	−4,323.20 *	−1.37 *
35–44	−6,914.20 *	−1.55 *	−1,774.60 *	−0.51 *	−8,527.00 *	−1.46 *	332.40	0.16
45–54	−1,035.80 *	−0.16 *	1,101.80 *	0.28 *	−3,498.80 *	−0.81 *	1,177.60	0.37
55+	– –	– –	– –	– –	– –	– –	– –	– –
Education								
None/elementary	– –	– –	– –	– –	– –	– –	– –	– –
Some high school	3,767.40 *	0.89 *	2,848.40 *	1.03 *	7,005.80 *	1.93 *	1,084.60	0.37
High school	5,545.60 *	1.35 *	5,265.40 *	1.97 *	8,516.80 *	2.01 *	3,326.80 *	1.40 *
Some Post–secondary	7,366.40 *	1.68 *	7,032.00 *	2.44 *	9,193.40 *	2.35 *	8,718.80 *	2.53 *
Post–secondary	9,685.80 *	2.40 *	10,295.20 *	3.81 *	6,221.80 *	1.71 *	6,695.00 *	2.78 *
University	15,542.20 *	3.33 *	16,638.80 *	5.23 *	13,471.60 *	3.41 *	15,701.20 *	5.09 *
Region								
Atlantic	−3,774.40 *	−1.01 *	−3,124.20 *	−1.21 *	−4,047.40 *	−1.19 *	−648.60	−0.29
Quebec	−138.00	0.05	823.00 *	0.26 *	−4,114.00 *	−0.99 *	−496.40	−0.28
Ontario	1,386.00 *	0.39 *	1,054.80 *	0.30 *	925.60	0.31	−368.00	−0.31
Prairies	– –	– –	– –	– –	– –	– –	– –	– –
BC	2,317.20 *	0.88 *	393.40	0.25 *	1,511.00	0.48	−1,193.80	−0.46
Designated Group								
VisMin/Aboriginal	– –	– –	– –	– –	328.40	0.17	19.80	0.00
Disabilities	– –	– –	– –	– –	– –	– –	– –	– –
Adjusted R^2	0.28	0.32	0.29	0.32	0.19	0.22	0.27	0.25
Dependent Mean	29,538.00	2.58	22,106.00	2.29	27,365.40	2.49	20,299.20	2.20
No. of Observations	14,507	14,507	12,500	12,500	1,189	1,169	1,022	1,022

* – Significant at 5% level.

TABLE 7

1989 JOB STATUS: REGRESSION ANALYSIS

	General Population				Designated Groups			
	Male		Female		Male		Female	
	Wage	Lwage	Wage	Lwage	Wage	Lwage	Wage	Lwage
Intercept	27,110.80 *	2.57 *	21,550.20 *	2.33 *	25,435.20 *	2.51 *	20,157.80 *	2.28 *
Age								
16-19	-8,637.20 *	-2.77 *	-4,002.00 *	-1.38 *	-9,214.40 *	-3.23 *	-2,168.40	-0.66
20-24	-7,143.20 *	-2.18 *	-4,338.00 *	-1.46 *	-6,645.40 *	-2.03 *	-1,963.00 *	-0.61 *
25-34	-4,381.60 *	-1.22 *	-2,507.80 *	-0.79 *	-2,827.00 *	-0.74 *	-1,169.60	-0.31
35-44	-2,419.60 *	-0.61 *	-525.60 *	-0.16 *	-1,437.60 *	-0.36 *	279.60	0.07
45-54	-279.60	-0.05	463.20 *	0.14 *	-1,261.20 *	-0.30 *	462.60	0.08
55+	--	--	--	--	--	--	--	--
Education								
None/elementary	--	--	--	--	--	--	--	--
Some high school	615.40 *	0.20 *	-584.80 *	-0.11	378.80	0.08	-378.60	-0.15
High school	1,467.20 *	0.41 *	1,521.60 *	0.61 *	1,094.20	0.33	1,950.00 *	0.66 *
Some Post-secondary	2,427.80 *	0.63 *	2,846.80 *	1.00 *	1,773.00 *	0.43	3,150.80 *	1.02 *
Post-secondary	4,485.00 *	1.24 *	5,054.80 *	1.69 *	3,076.40 *	0.83 *	4,131.60 *	1.43 *
University	8,993.20 *	2.24 *	10,338.20 *	3.09 *	7,821.60 *	1.95 *	9,691.20 *	2.96 *
Region								
Atlantic	-687.60 *	-0.20 *	-812.00 *	-0.27 *	194.60	0.01	-336.00	-0.11
Quebec	-131.60	-0.02	-498.00 *	-0.16 *	-960.20	-0.29	-751.00	-0.29
Ontario	62.20	0.05	244.60	0.07	-71.20	-0.05	622.20	0.22
Prairies	--	--	--	--	--	--	--	--
BC	-19.20	0.00	-566.80 *	-0.18 *	-397.00	-0.05	-1,112.00 *	-0.35 *
Designated Group								
VisMin/Aboriginal	--	--	--	--	567.40	0.11	-553.40	-0.22
Disabilities	--	--	--	--	--	--	--	--
Adjusted R^2	0.25	0.24	0.28	0.27	0.17	0.15	0.24	0.23
Dependent Mean	28,228.60	2.61	24,105.80	2.45	26,754.40	2.55	22,914.20	2.40
No. of Observations	17,348	17,348	15,938	15,938	1,444	1,444	1,342	1,342

* - Significant at 5% level.

TABLE 8

1989 CURRENT ANNUAL WAGE: REGRESSION ANALYSIS

	General Population				Designated Groups			
	Male		Female		Male		Female	
	Wage	Lwage	Wage	Lwage	Wage	Lwage	Wage	Lwage
Intercept	28,540.20 *	2.58 *	18,703.20 *	2.15 *	23,317.80 *	2.34 *	13,818.80 *	1.96 *
Age								
16–19	−19,743.80 *	−7.21 *	−8,742.80 *	−4.11 *	−21,665.00 *	−7.57 *	−7,617.20 *	−3.82 *
20–24	−18,085.80 *	−5.91 *	−8,737.60 *	−3.59 *	−18,532.40 *	−5.90 *	−6,712.60 *	−3.24 *
25–34	−14,345.00 *	−3.82 *	−6,119.00 *	−2.03 *	−15,265.00 *	−4.36 *	−3,629.20 *	−1.27 *
35–44	−7,015.00 *	−1.51 *	−655.20 *	−0.09	−7,474.00 *	−1.70 *	1,172.60	0.27
45–54	−872.40 *	−0.08	1,549.60 *	0.39 *	−3,792.00 *	−0.82 *	3,392.60 *	1.03 *
55+	– –	– –	– –	– –	– –	– –	– –	– –
Education								
None/elementary	– –	– –	– –	– –	– –	– –	– –	– –
Some high school	1,741.20 *	0.30 *	−750.60	−0.20	6,695.40 *	1.96 *	859.60	0.35
High school	4,140.00 *	0.85 *	1,825.20 *	0.77 *	6,936.00 *	2.22 *	2,254.80	0.97 *
Some Post–secondary	5,385.20 *	1.04 *	3,249.80 *	1.21 *	10,028.20 *	2.94 *	5,522.80 *	1.98 *
Post–secondary	8,110.00 *	1.82 *	8,582.80 *	2.35 *	9,396.00 *	3.01 *	7,100.40 *	2.68 *
University	14,850.60 *	2.95 *	14,101.60 *	4.30 *	14,464.00 *	3.87 *	19,385.20 *	5.39 *
Region								
Atlantic	−3,532.60 *	−0.99 *	−3,269.60 *	−1.30 *	−2,495.20	−1.12	−2,002.00	−0.90
Quebec	118.40	0.15	183.40	0.02	−4,187.60 *	−1.23 *	3,219.60 *	0.15
Ontario	1,886.60 *	0.53 *	1,353.20 *	0.42 *	248.20	−0.12	2,820.80 *	0.50 *
Prairies	– –	– –	– –	– –	– –	– –	– –	– –
BC	1,838.00 *	0.68 *	567.60	0.23 *	2,652.00	0.49	−1,191.40	−0.42
Designated Group								
VisMin/Aboriginal	– –	– –	– –	– –	2,221.00 *	0.52 *	−253.60	0.02
Disabilities	– –	– –	– –	– –	– –	– –	– –	– –
Adjusted R^2	0.27	0.34	0.27	2.59	0.19	0.24	0.31	0.35
Dependent Mean	29,965.20	2.59	22,398.80	2.31	27,848.00	2.51	21,840.00	2.25
No. of Observations	14,668	14,668	13,076	13,076	1,094	1,094	1,010	1,010

* – Significant at 5% level.

TABLE 9

1988 JOB STATUS: REGRESSION ANALYSIS
(including coverage)

	General Population		Designated Groups
	Male	Female	
Intercept	24,770 *	18,367 *	21,502 *
Age			
16–19	−8,760 *	−4,887 *	−6,281 *
20–24	−8,179 *	−4,824 *	−5,563 *
25–34	−5,628 *	−3,468 *	−3,005 *
35–44	−2,939 *	−1,077 *	−1,127 *
45–54	−536 *	246	−756
55+	– –	– –	– –
Education			
None/elementary	– –	– –	– –
Some high school	2,407 *	2,426 *	1,429 *
High school	3,209 *	4,343 *	1,742 *
Some Post–secondary	3,992 *	5,783 *	3,002 *
Post–secondary	5,757 *	8,180 *	4,651 *
University	9,675 *	12,496 *	8,464 *
Region			
Atlantic	−395	−610 *	822
Quebec	−76	−69	−532
Ontario	−86	208	326
Prairies	– –	– –	– –
BC	−288	−472 *	−202
Coverage			
FCP88	1,571 *	816 *	974
LEEP88	2,732 *	844 *	1,036
Other	– –	– –	– –
Adjusted R^2	0.27	0.31	0.18
Dependent Mean	13.58	11.70	11.95
No. of Observations	14,507	12,500	2,212

* – Significant at 5% level.

TABLE A-1 . MOBILITY STATUS: TOTAL EMPLOYEES (Counts)					
START OCCUPATION	STAYERS	LEAVERS	MOVERS	OTHERS	TOTAL
Upper Level Managers	64,081	22,367	6,996	15,371	86,448
Mid Level Managers	749,543	258,530	116,116	142,414	1,008,073
Professional	1,111,710	346,754	144,189	202,565	1,458,464
Semi-Professional	339,742	146,858	62,947	83,911	486,600
Supervisors	141,523	69,572	38,946	30,626	211,095
Foremen/Forewomen	199,718	60,953	23,936	37,017	260,671
Clerical Workers	1,164,395	603,296	271,978	331,318	1,767,691
Sales Workers	404,442	351,063	175,704	175,359	755,505
Services Workers	495,703	411,574	196,888	214,686	907,277
Crafts and Trade	508,684	196,028	70,868	125,160	704,712
Semi-Skilled Workers	477,505	258,873	106,886	151,987	736,378
Other Manual Workers	862,076	498,289	186,907	311,382	1,360,365
TOTAL	6,519,122	3,224,157	1,402,361	1,821,796	9,743,279

MOBILITY STATUS: TOTAL EMPLOYEES (Percentage)						
START OCCUPATION	STAYERS	LEAVERS	MOVERS	OTHERS	TOTAL	RATE OF REHIRE
Upper Level Managers	74.1	25.9	8.1	17.8	100	31.3
Mid Level Managers	74.4	25.6	11.5	14.1	100	44.9
Professional	76.2	23.8	9.9	13.9	100	41.6
Semi-Professional	69.8	30.2	12.9	17.2	100	42.9
Supervisors	67.0	33.0	18.4	14.5	100	56.0
Foremen/Forewomen	76.6	23.4	9.2	14.2	100	39.3
Clerical Workers	65.9	34.1	15.4	18.7	100	45.1
Sales Workers	53.5	46.5	23.3	23.2	100	50.0
Services Workers	54.6	45.4	21.7	23.7	100	47.8
Crafts and Trade	72.2	27.8	10.1	17.8	100	36.2
Semi-Skilled Workers	64.8	35.2	14.5	20.6	100	41.3
Other Manual Workers	63.4	36.6	13.7	22.9	100	37.5
TOTAL	66.9	33.1	14.4	18.7	100	43.5

TABLE A-1 (cont'd) . MOBILITY STATUS: GENERAL POPULATION MALE (Counts)					
START OCCUPATION	STAYERS	LEAVERS	MOVERS	OTHERS	TOTAL
Upper Level Managers	46,257	14,362	-	14,362	60,619
Mid Level Managers	446,159	146,224	64,193	82,031	592,383
Professional	449,130	121,293	58,583	62,710	570,423
Semi-Professional	155,342	58,753	28,779	29,974	214,095
Supervisors	47,513	24,104	10,835	13,269	71,617
Foremen/Forewomen	169,403	46,566	19,470	27,096	215,969
Clerical Workers	225,046	94,119	43,344	50,775	319,165
Sales Workers	186,629	148,951	83,056	65,895	335,580
Services Workers	178,630	135,531	71,628	63,903	314,161
Crafts and Trade	459,517	162,003	61,308	100,695	621,520
Semi-Skilled Workers	409,473	194,514	86,485	108,029	603,987
Other Manual Workers	576,552	301,535	127,907	173,628	878,087
TOTAL	3,349,651	1,447,955	655,588	792,367	4,797,606

MOBILITY STATUS: GENERAL POPULATION MALE (Percentage)						
START OCCUPATION	STAYERS	LEAVERS	MOVERS	OTHERS	TOTAL	RATE OF REHIRE
Upper Level Managers	72.4	22.5	-	22.5	100	-
Mid Level Managers	75.3	24.7	10.8	13.8	100	43.9
Professional	78.7	21.3	10.3	11.0	100	48.3
Semi-Professional	72.6	27.4	13.4	14.0	100	49.0
Supervisors	66.3	33.7	15.1	18.5	100	45.0
Foremen/Forewomen	78.4	21.6	9.0	12.5	100	41.8
Clerical Workers	70.5	29.5	13.6	15.9	100	46.1
Sales Workers	55.6	44.4	24.7	19.6	100	55.8
Services Workers	56.9	43.1	22.8	20.3	100	52.8
Crafts and Trade	73.9	26.1	9.9	16.2	100	37.8
Semi-Skilled Workers	67.8	32.2	14.3	17.9	100	44.5
Other Manual Workers	65.7	34.3	14.6	19.8	100	42.4
TOTAL	69.8	30.2	13.7	16.5	100	45.3

TABLE A–1 (cont'd) . MOBILITY STATUS: GENERAL POPULATION FEMALE (Counts)					
START OCCUPATION	STAYERS	LEAVERS	MOVERS	OTHERS	TOTAL
Upper Level Managers	14,258	–	–	–	14,258
Mid Level Managers	261,890	97,286	42,285	55,001	359,176
Professional	575,750	194,052	75,622	118,430	769,802
Semi–Professional	159,597	77,288	31,502	45,786	236,885
Supervisors	81,434	35,299	19,974	15,325	116,733
Foremen/Forewomen	15,498	16,083	9,496	6,587	31,581
Clerical Workers	840,499	453,653	204,605	249,048	1,294,152
Sales Workers	19 794	172,841	85,556	87,285	364,635
Services Workers	260,617	218,986	101,611	117,375	479,603
Crafts and Trade	19,283	12,971	6,329	6,642	32,254
Semi–Skilled Workers	30,456	38,441	12,115	26,326	68,897
Other Manual Workers	195,379	123,759	39,689	84,070	319,138
TOTAL	2,646,455	1,444,631	632,473	812,158	4,091,086

TABLE 1 . MOBILITY STATUS: GENERAL POPULATION FEMALE (Percentage)						
START OCCUPATION	STAYERS	LEAVERS	MOVERS	OTHERS	TOTAL	RATE OF REHIRE
Upper Level Managers	78.2	–	–	–	100	–
Mid Level Managers	72.9	27.1	11.8	15.3	100	43.5
Professional	74.8	25.2	9.8	15.4	100	39.0
Semi–Professional	67.4	32.6	13.3	19.3	100	40.8
Supervisors	69.8	30.2	17.1	13.1	100	56.6
Foremen/Forewomen	49.1	50.9	30.1	20.9	100	59.0
Clerical Workers	64.9	35.1	15.8	19.2	100	45.1
Sales Workers	52.6	47.4	23.5	23.9	100	49.5
Services Workers	54.3	45.7	21.2	24.5	100	46.4
Crafts and Trade	59.8	40.2	19.6	20.6	100	48.8
Semi–Skilled Workers	44.2	55.8	17.6	38.2	100	31.5
Other Manual Workers	61.2	38.8	12.4	26.3	100	32.1
TOTAL	64.7	35.3	15.5	19.9	100	43.8

TABLE A-2 . MOVERS BY TYPE OF MOVE: TOTAL EMPLOYEES (Counts)					
START OCCUPATION	INTRA-12 OCCN.	INTER-12 OCCN.	INTRA 4-DIGIT OCCN.	INTER 4-DIGIT OCCN.	TOTAL
Upper Level Managers	-	5,461	-	5,461	6,996
Mid Level Managers	49,705	66,411	24,255	91,861	116,116
Professional	88,037	56,152	55,099	89,090	144,189
Semi-Professional	22,922	40,025	12,872	50,075	62,947
Supervisors	-	34,848	-	35,510	38,946
Foremen/Forewomen	7,795	16,414	-	19,043	23,936
Clerical Workers	145,151	126,827	66,052	205,926	271,978
Sales Workers	55,959	119,745	35,901	139,803	175,704
Services Workers	79,828	117,060	35,465	161,423	196,888
Crafts and Trade	32,634	38,234	27,496	43,372	70,868
Semi-Skilled Workers	51,881	55,005	38,459	68,427	106,886
Other Manual Workers	72,583	114,324	22,851	164,056	186,907
TOTAL	612,128	790,506	328,314	1,074,047	1,402,361

MOVERS BY TYPE OF MOVE: TOTAL EMPLOYEES (Percentage)					
START OCCUPATION	INTRA-12 OCCN.	INTER-12 OCCN.	INTRA 4-DIGIT OCCN.	INTER 4-DIGIT OCCN.	TOTAL
Upper Level Managers	-	78.1	-	78.1	100
Mid Level Managers	42.8	57.2	20.9	79.1	100
Professional	61.1	38.9	38.2	61.8	100
Semi-Professional	36.4	63.6	20.4	79.6	100
Supervisors	-	89.5	-	91.2	100
Foremen/Forewomen	32.6	68.6	-	79.6	100
Clerical Workers	53.4	46.6	24.3	75.7	100
Sales Workers	31.8	68.2	20.4	79.6	100
Services Workers	40.5	59.5	18.0	82.0	100
Crafts and Trade	46.0	54.0	38.8	61.2	100
Semi-Skilled Workers	48.5	51.5	36.0	64.0	100
Other Manual Workers	38.8	61.2	12.2	87.8	100
TOTAL	43.6	56.4	23.4	76.6	100

TABLE A-2 (cont'd) . MOVERS BY TYPE OF MOVE: GENERAL POPULATION MALE (Counts)					
START OCCUPATION	INTRA-12 OCCN.	INTER-12 OCCN.	INTRA 4-DIGIT OCCN.	INTER 4-DIGIT OCCN.	TOTAL
Upper Level Managers	-	-	-	-	-
Mid Level Managers	27,824	36,369	15,711	48,482	64,193
Professional	34,184	24,399	20,128	38,455	58,583
Semi-Professional	12,248	16,531	7,276	21,503	28,779
Supervisors	-	9,794	-	9,794	10,835
Foremen/Forewomen	6,734	12,736	-	14,577	19,470
Clerical Workers	9,795	33,549	5,665	37,679	43,344
Sales Workers	28,655	54,401	15,295	67,761	83,056
Services Workers	23,970	47,648	12,602	59,026	71,628
Crafts and Trade	30,952	30,356	25,814	35,494	61,308
Semi-Skilled Workers	45,872	40,613	33,737	52,748	86,485
Other Manual Workers	47,375	80,532	16,878	111,029	127,907
TOTAL	268,754	390,104	159,171	499,724	658,895

MOVERS BY TYPE OF MOVE: GENERAL POPULATION MALE (Percentage)					
START OCCUPATION	INTRA-12 OCCN.	INTER-12 OCCN.	INTRA 4-DIGIT OCCN.	INTER 4-DIGIT OCCN.	TOTAL
Upper Level Managers	-	-	-	-	-
Mid Level Managers	43.3	56.7	24.5	75.5	100
Professional	58.4	41.6	34.4	65.6	100
Semi-Professional	42.6	57.4	25.3	74.7	100
Supervisors	-	90.4	-	90.4	100
Foremen/Forewomen	34.6	65.4	-	74.9	100
Clerical Workers	22.6	77.4	13.1	86.9	100
Sales Workers	34.5	65.5	18.4	81.6	100
Services Workers	33.5	66.5	17.6	82.4	100
Crafts and Trade	50.5	49.5	42.1	57.9	100
Semi-Skilled Workers	53.0	47.0	39.0	61.0	100
Other Manual Workers	37.0	63.0	13.2	86.8	100
TOTAL	40.8	59.2	24.2	75.8	100

TABLE A-2 (cont'd) . MOVERS BY TYPE OF MOVE: GENERAL POPULATION FEMALE (Counts)					
START OCCUPATION	INTRA-12 OCCN.	INTER-12 OCCN.	INTRA 4-DIGIT OCCN.	INTER 4-DIGIT OCCN.	TOTAL
Upper Level Managers	-	-	-	-	-
Mid Level Managers	16,920	25,365	-	37,641	42,285
Professional	47,822	27,800	30,380	45,242	75,622
Semi-Professional	10,308	21,194	5,230	26,272	31,502
Supervisors	-	17,371	-	18,033	19,974
Foremen/Forewomen	-	-	-	-	-
Clerical Workers	120,504	84,101	52,183	152,422	204,605
Sales Workers	25,371	60,185	19,445	66,111	85,556
Services Workers	42,300	59,311	15,620	85,991	101,611
Crafts and Trade	-	5,982	-	5,982	6,329
Semi-Skilled Workers	-	10,350	-	11,268	12,115
Other Manual Workers	13,548	26,141	-	35,794	39,689
TOTAL	283,430	342,456	135,936	489,950	625,886

MOVERS BY TYPE OF MOVE: GENERAL POPULATION FEMALE (Percentage)					
START OCCUPATION	INTRA-12 OCCN.	INTER-12 OCCN.	INTRA 4-DIGIT OCCN.	INTER 4-DIGIT OCCN.	TOTAL
Upper Level Managers	-	-	-	-	-
Mid Level Managers	40.0	60.0	-	89.0	100
Professional	63.2	36.8	40.2	59.8	100
Semi-Professional	32.7	67.3	16.6	83.4	100
Supervisors	-	87.0	-	90.3	100
Foremen/Forewomen	-	-	-	-	-
Clerical Workers	58.9	41.1	25.5	74.5	100
Sales Workers	29.7	70.3	22.7	77.3	100
Services Workers	41.6	58.4	15.4	84.6	100
Crafts and Trade	-	94.5	-	94.5	100
Semi-Skilled Workers	-	85.4	-	93.0	100
Other Manual Workers	34.1	65.9	-	90.2	100
TOTAL	45.3	54.7	21.7	78.3	100

TABLE A-2 (cont'd) . MOVERS BY TYPE OF MOVE: DESIGNATED GROUPS (Counts)					
START OCCUPATION	INTRA-12 OCCN.	INTER-12 OCCN.	INTRA 4-DIGIT OCCN.	INTER 4-DIGIT OCCN.	TOTAL
Upper Level Managers	-	-	-	-	-
Mid Level Managers	-	-	-	5,738	9,638
Professional	6,031	-	-	5,393	9,984
Semi-Professional	-	-	-	-	-
Supervisors	-	7,683	-	7,683	8,137
Foremen/Forewomen	-	-	-	-	-
Clerical Workers	14,852	9,177	8,204	15,825	24,029
Sales Workers	-	5,159	-	5,931	7,092
Services Workers	13,558	10,091	7,243	16,406	23,649
Crafts and Trade	-	-	-	-	-
Semi-Skilled Workers	-	-	-	-	8,286
Other Manual Workers	11,660	7,651	-	17,233	19,311
TOTAL	59,917	57,663	33,207	84,373	117,580

MOVERS BY TYPE OF MOVE: DESIGNATED GROUPS (Percentage)					
START OCCUPATION	INTRA-12 OCCN.	INTER-12 OCCN.	INTRA 4-DIGIT OCCN.	INTER 4-DIGIT OCCN.	TOTAL
Upper Level Managers	-	-	-	-	-
Mid Level Managers	-	-	-	59.5	100
Professional	60.4	-	-	54.0	100
Semi-Professional	-	-	-	-	-
Supervisors	-	94.4	-	94.4	100
Foremen/Forewomen	-	-	-	-	-
Clerical Workers	61.8	38.2	34.1	65.9	100
Sales Workers	-	72.7	-	83.6	100
Services Workers	57.3	42.7	30.6	69.4	100
Crafts and Trade	-	-	-	-	-
Semi-Skilled Workers	-	-	-	-	100
Other Manual Workers	60.4	39.6	-	89.2	100
TOTAL	51.0	49.0	28.2	71.8	100

TABLE A-3 . STARTING JOB STATUS: TOTAL EMPLOYEES
($ of expected annual wage)

START OCCUPATION	STAYERS	LEAVERS	MOVERS	OTHERS	TOTAL
Upper Level Managers	41,763	41,727	41,909	41,645	41,754
Mid Level Managers	31,260	30,557	29,958	31,046	31,111
Professional	34,397	33,509	33,737	33,347	34,200
Semi-Professional	27,407	26,059	26,131	26,006	27,028
Supervisors	24,219	21,252	20,526	22,175	23,236
Foremen/Forewomen	31,223	29,979	30,162	29,860	30,955
Clerical Workers	20,751	20,067	19,885	20,217	20,549
Sales Workers	21,700	19,982	19,850	20,113	20,922
Services Workers	18,608	15,644	15,679	15,612	17,293
Crafts and Trade	29,608	29,121	29,081	29,143	29,483
Semi-Skilled Workers	25,134	24,240	24,049	24,374	24,837
Other Manual Workers	21,535	20,439	20,628	20,326	21,142
TOTAL	26,248	23,422	23,013	23,626	25,312

TABLE A–3 . STARTING JOB STATUS: GENERAL POPULATION MALE ($ of expected annual wage)					
START OCCUPATION	STAYERS	LEAVERS	MOVERS	OTHERS	TOTAL
Upper Level Managers	42,250	41,654	–	41,739	42,085
Mid Level Managers	31,564	31,405	30,129	32,128	31,524
Professional	36,434	34,946	34,540	34,786	36,118
Semi–Professional	28,968	27,359	27,563	27,086	28,526
Supervisors	26,260	23,370	21,095	25,222	25,288
Foremen/Forewomen	31,677	30,652	30,504	30,633	31,456
Clerical Workers	21,850	20,700	19,860	21,233	21,511
Sales Workers	23,422	20,672	20,045	21,420	22,201
Services Workers	22,314	17,009	17,004	16,595	20,025
Crafts and Trade	29,788	29,415	29,283	29,430	29,691
Semi–Skilled Workers	25,264	24,677	24,236	24,926	25,075
Other Manual Workers	22,773	21,303	21,098	21,386	22,268
TOTAL	28,048	25,141	24,349	25,635	27,169

TABLE A–3 . STARTING JOB STATUS: GENERAL POPULATION FEMALE ($ of expected annual wage)					
START OCCUPATION	STAYERS	LEAVERS	MOVERS	OTHERS	TOTAL
Upper Level Managers	40,124	–	–	–	31,382
Mid Level Managers	31,001	29,811	29,776	29,838	30,679
Professional	32,768	32,777	32,962	32,658	32,770
Semi–Professional	25,839	25,246	24,831	25,532	25,646
Supervisors	23,467	19,971	20,220	19,647	22,410
Foremen/Forewomen	27,185	27,112	26,613	27,832	27,148
Clerical Workers	20,438	19,940	19,774	20,076	20,263
Sales Workers	20,354	19,460	19,853	19,075	19,931
Services Workers	16,322	14,889	14,791	14,974	15,668
Crafts and Trade	25,710	25,915	27,199	24,692	25,793
Semi–Skilled Workers	23,842	22,260	22,386	22,202	22,959
Other Manual Workers	18,100	18,565	19,345	18,196	18,280
TOTAL	24,224	22,601	21,581	21,994	23,373

TABLE A–3 . STARTING JOB STATUS: DESIGNATED GROUPS ($ of expected annual wage)					
START OCCUPATION	STAYERS	LEAVERS	MOVERS	OTHERS	TOTAL
Upper Level Managers	–	–	–	–	–
Mid Level Managers	29,620	28,645	29,610	26,916	29,361
Professional	34,664	33,561	34,888	32,943	34,371
Semi–Professional	27,723	25,023	–	24,693	26,903
Supervisors	21,378	20,681	20,519	–	21,063
Foremen/Forewomen	30,248	–	–	–	29,976
Clerical Workers	20,911	20,201	20,873	19,689	20,656
Sales Workers	19,265	19,643	17,533	20,318	19,465
Services Workers	17,434	15,773	15,485	15,976	16,599
Crafts and Trade	29,359	29,139	–	29,176	29,268
Semi–Skilled Workers	24,763	24,323	24,522	24,230	24,583
Other Manual Workers	21,059	20,212	20,153	20,233	20,680
TOTAL	24,956	23,133	22,099	22,099	23,901

TABLE A-4 . STARTING ANNUAL WAGE: TOTAL EMPLOYEES ($)					
START OCCUPATION	STAYERS	LEAVERS	MOVERS	OTHERS	TOTAL
Upper Level Managers	43,495	43,950	39,439	46,004	43,613
Mid Level Managers	33,051	28,513	28,021	28,913	31,887
Professional	35,427	30,395	29,686	30,899	34,230
Semi-Professional	29,259	23,217	21,943	24,172	27,436
Supervisors	24,842	20,349	19,355	21,613	23,361
Foremen/Forewomen	33,091	27,709	28,823	26,988	31,832
Clerical Workers	22,353	18,561	18,077	18,959	21,059
Sales Workers	24,343	18,984	19,053	18,914	21,852
Services Workers	20,863	14,530	14,485	14,572	17,990
Crafts and Trade	31,707	26,672	25,315	27,441	30,306
Semi-Skilled Workers	26,843	23,112	21,893	23,970	25,531
Other Manual Workers	23,743	19,351	18,622	19,788	22,134
TOTAL	28,016	21,744	20,940	22,362	25,940

TABLE A-4 (cont'd) . STARTING ANNUAL WAGE: GENERAL POPULATION MALES ($)					
START OCCUPATION	STAYERS	LEAVERS	MOVERS	OTHERS	TOTAL
Upper Level Managers	45,705	45,230	-	47,621	45,574
Mid Level Managers	36,301	30,938	30,503	31,279	34,978
Professional	39,757	32,460	30,371	34,411	38,205
Semi-Professional	32,807	26,047	24,486	27,546	30,952
Supervisors	32,349	22,416	20,641	23,866	29,006
Foremen/Forewomen	34,120	29,446	29,781	29,205	33,112
Clerical Workers	26,656	22,038	20,135	23,663	25,295
Sales Workers	29,224	24,044	23,774	24,384	26,925
Services Workers	26,933	16,917	17,399	16,377	22,612
Crafts and Trade	31,841	27,225	25,972	27,989	30,638
Semi-Skilled Workers	27,547	23,415	22,715	23,974	26,216
Other Manual Workers	26,011	21,010	19,740	21,946	24,294
TOTAL	31,571	24,772	23,579	25,764	29,516

TABLE A-4 (cont'd) . STARTING ANNUAL WAGE: GENERAL POPULATION FEMALES ($)					
START OCCUPATION	STAYERS	LEAVERS	MOVERS	OTHERS	TOTAL
Upper Level Managers	36,558	-	-	-	37,815
Mid Level Managers	28,016	24,833	24,282	25,257	27,154
Professional	31,931	29,518	29,127	29,768	31,322
Semi-Professional	25,888	20,672	19,565	21,433	24,186
Supervisors	21,310	20,133	20,694	19,402	20,954
Foremen/Forewomen	22,648	21,983	24,185	18,810	22,309
Clerical Workers	21,243	17,895	17,637	18,107	20,069
Sales Workers	19,075	14,763	14,749	14,776	17,031
Services Workers	17,335	13,228	12,740	13,651	15,460
Crafts and Trade	23,201	17,098	19,409	14,896	20,747
Semi-Skilled Workers	19,234	19,698	15,429	21,662	19,493
Other Manual Workers	17,837	15,707	15,691	15,714	17,011
TOTAL	23,809	19,011	18,573	19,351	22,115

TABLE A 4 (cont'd) . STARTING ANNUAL WAGE: DESIGNATED GROUPS ($)							
					TOTAL		
START OCCUPATION	STAYERS	LEAVERS	MOVERS	OTHERS	MALE	FEMALE	TOTAL
Upper Level Managers	-	-	-	-	-	-	-
Mid Level Managers	29,875	28,728	27,897	30,217	32,269	23,684	29,570
Professional	36,211	28,012	30,460	26,871	38,071	30,302	34,033
Semi-Professional	28,737	26,030	-	27,154	34,815	23,190	27,915
Supervisors	19,345	16,164	14,354	-	18,872	17,405	17,909
Foremen/Forewomen	32,249	-	-	-	30,646	-	30,513
Clerical Workers	21,997	18,111	18,109	18,112	23,735	19,516	20,599
Sales Workers	28,161	18,157	15,684	18,947	26,707	18,939	22,864
Services Workers	17,945	13,856	13,153	14,353	17,797	14,300	15,889
Crafts and Trade	35,129	28,311	-	29,022	32,941	-	32,311
Semi-Skilled Workers	25,335	25,907	22,759	27,387	26,774	19,822	25,569
Other Manual Workers	22,044	18,674	17,246	19,188	22,751	16,266	20,536
TOTAL	26,536	20,469	19,108	21,206	27,375	20,300	24,167

TABLE A-5
CHANGE IN EXPECTED JOB STATUS BY TYPE OF MOVER: TOTAL EMPLOYEES
(Dollars)

START OCCUPATION	Stayers	Intra - 12Grp. Occn.	Inter - 12Grp. Occn.	Intra- 4-Digit	Inter - 4-Digit	Total Movers
Upper Level Managers	1,067	1,080	-9,959	1,080	-9,959	-7,537
Mid Level Managers	1,931	2,421	-2,278	2,004	-866	-267
Professional	1,354	1,938	-5,068	1,391	-2,139	-790
Semi-Professional	1,108	1,646	1,737	1,078	1,865	1,704
Supervisors	568	-295	7,078	365	6,877	6,417
Foremen/Forewomen	1,788	2,323	150	2,022	559	850
Clerical Workers	1,191	1,428	6,196	1,202	4,437	3,651
Sales Workers	565	2,821	5,254	402	5,526	4,479
Services Workers	1,191	1,225	8,523	1,387	6,482	5,564
Crafts and Trade	2,041	1,330	-2,224	1,917	-2,175	-587
Semi-Skilled Workers	1,248	1,050	1,817	1,216	1,573	1,445
Other Manual Workers	1,404	1,157	4,442	1,404	1,505	3,166
TOTAL	**1,363**	**1,621**	**3,541**	**1,294**	**2,808**	**2,703**

TABLE A-5 (cont'd)
CHANGE IN EXPECTED JOB STATUS BY TYPE OF MOVER: GENERAL POPULATION MALES
(Dollars)

START OCCUPATION	Stayers	Intra - 12Grp. Occn.	Inter - 12Grp. Occn.	Intra - 4-Digit	Inter - 4-Digit	Total Movers
Upper Level Managers	1,071	-	-	-	-	-
Mid Level Managers	1,842	3,321	-792	2,353	549	990
Professional	1,311	2,490	-3,468	1,129	-578	9
Semi-Professional	1,018	2,482	3,391	1,737	3,433	3,004
Supervisors	1,248	-	5,915	-	5,915	5,305
Foremen/Forewomen	1,884	1,786	781	2,022	829	1,129
Clerical Workers	1,150	471	6,659	1,077	5,889	5,260
Sales Workers	519	3,625	6,511	125	6,732	5,515
Services Workers	1,306	1,306	10,534	1,310	8,756	7,445
Crafts and Trade	2,080	1,302	-1,429	1,922	-1,484	-50
Semi-Skilled Workers	1,195	999	3,057	1,148	2,489	1,966
Other Manual Workers	1,512	1,315	5,706	1,482	4,478	4,079
TOTAL	**1,464**	**1,889**	**4,091**	**1,380**	**3,771**	**3,193**

TABLE A-5 (cont'd)
CHANGE IN EXPECTED JOB STATUS BY TYPE OF MOVER: GENERAL POPULATION FEMALES
(Dollars)

START OCCUPATION	Stayers	Intra - 12Grp. Occn.	Inter - 12Grp. Occn.	Intra - 4-Digit	Inter - 4-Digit	Total Movers
Upper Level Managers	1,059	-	-	-	-	-
Mid Level Managers	2,073	1,169	-4,830	2,250	-3,006	-2,429
Professional	1,360	1,159	-6,107	1,469	-3,515	-1,513
Semi-Professional	1,139	727	641	269	748	669
Supervisors	241	-	7,004	-	6,610	6,091
Foremen/Forewomen	1,133	-	-	-	-	-
Clerical Workers	1,211	1,665	5,850	1,270	4,109	3,385
Sales Workers	624	1,716	3,783	616	3,921	3,170
Services Workers	1,092	1,387	7,172	1,594	5,340	4,186
Crafts and Trade	1,035	-	-5,501	-	-5,501	-5,199
Semi-Skilled Workers	1,648	-	-2,432	-	-2,115	-2,078
Other Manual Workers	1,144	1,292	1,400	1,137	1,388	1,363
TOTAL	**1,238**	**1,538**	**2,433**	**1,256**	**2,424**	**2,027**

TABLE A-5 (cont'd)
CHANGE IN EXPECTED JOB STATUS BY TYPE OF MOVER: DESIGNATED GROUPS
(Dollars)

START OCCUPATION	Stayers	Intra - 12Grp. Occn.	Inter - 12Grp. Occn.	Intra - 4-Digit	Inter - 4-Digit	Total Movers
Upper Level Managers	1,059	-	-	-	-	-
Mid Level Managers	1,989	-	-	-	1,219	849
Professional	1,540	4,991	-	-	-1,729	-8
Semi-Professional	1,467	-	-	-	-	-
Supervisors	112	-	8,730	-	8,730	8,301
Foremen/Forewomen	1,377	-	-	-	-	-
Clerical Workers	1,112	133	7,672	858	4,130	3,013
Sales Workers	467	-	9,163	-	9,636	8,136
Services Workers	1,283	575	6,969	1,077	4,286	3,303
Crafts and Trade	2,083	-	-	-	-	-
Semi-Skilled Workers	1,496	-	-	-	-	-
Other Manual Workers	1,278	359	1,532	2,383	636	824
TOTAL	**1,272**	**1,111**	**3,892**	**1,160**	**3,024**	**2,535**

TABLE A-6
CHANGE IN ANNUAL WAGE INCOME BY TYPE OF MOVER: TOTAL EMPLOYEES
(Dollars)

START OCCUPATION	Stayers	Intra - 12Grp. Occn.	Inter - 12Grp. Occn.	Intra - 4-Digit	Inter- 4-Digit	Total Movers
Upper Level Managers	1,146	-	964	-	964	-4,547
Mid Level Managers	1,434	7,060	-70	5,088	2,428	2,982
Professional	1,442	-300	4,154	-194	2,440	1,435
Semi-Professional	1,126	572	3,408	2,574	1,318	2,375
Supervisors	1,538	3,140	5,990	1,440	6,102	5,690
Foremen/Forewomen	1,106	2,260	2,026	2,428	2,018	2,101
Clerical Workers	1,028	1,102	3,098	584	2,498	2,033
Sales Workers	918	988	2,976	1,182	2,640	2,343
Services Workers	738	1,588	3,396	2,664	2,662	2,663
Crafts and Trade	1,492	3,350	658	3,656	782	1,898
Semi-Skilled Workers	974	2,050	2,874	1,994	2,744	2,474
Other Manual Workers	1,092	1,298	1,526	1,022	1,496	1,437
TOTAL	**1,177**	**1,606**	**2,678**	**1,528**	**2,371**	**2,210**

TABLE A-6
CHANGE IN ANNUAL WAGE INCOME BY TYPE OF MOVER: TOTAL EMPLOYEES
(Dollars)

START OCCUPATION	Stayers	Intra - 12Grp. Occn.	Inter - 12Grp. Occn.	Intra - 4-Digit	Inter- 4-Digit	Total Movers
Upper Level Managers	1,146	-	964	-	964	-4,547
Mid Level Managers	1,434	7,060	-70	5,088	2,428	2,982
Professional	1,442	-300	4,154	-194	2,440	1,435
Semi-Professional	1,126	572	3,408	2,574	1,318	2,375
Supervisors	1,538	3,140	5,990	1,440	6,102	5,690
Foremen/Forewomen	1,106	2,260	2,026	2,428	2,018	2,101
Clerical Workers	1,028	1,102	3,098	584	2,498	2,033
Sales Workers	918	988	2,976	1,182	2,640	2,343
Services Workers	738	1,588	3,396	2,664	2,662	2,663
Crafts and Trade	1,492	3,350	658	3,656	782	1,898
Semi-Skilled Workers	974	2,050	2,874	1,994	2,744	2,474
Other Manual Workers	1,092	1,298	1,526	1,022	1,496	1,437
TOTAL	**1,177**	**1,606**	**2,678**	**1,528**	**2,371**	**2,210**

TABLE A-6 (cont'd)
CHANGE IN ANNUAL WAGE INCOME BY TYPE OF MOVER: GENERAL POPULATION FEMALES
(Dollars)

START OCCUPATION	Stayers	Intra - 12Grp. Occn.	Inter - 12Grp. Occn.	Intra - 4-Digit	Inter- 4-Digit	Total Movers
Upper Level Managers	1,398	-	-	-	-	-
Mid Level Managers	1,606	4,866	3,246	-	4,440	3,894
Professional	1,338	-880	3,642	128	1,222	782
Semi-Professional	908	-218	1,258	2,180	494	775
Supervisors	1,238	-	5,974	-	6,194	5,689
Foremen/Forewomen	436	-	-	-	-	-
Clerical Workers	1,044	1,680	2,872	2,200	2,160	2,170
Sales Workers	202	4,236	3,184	3,406	3,516	3,496
Services Workers	508	1,722	3,184	3,856	2,342	2,575
Crafts and Trade	1,490	-	-2,234	-	-2,234	-2,604
Semi-Skilled Workers	1,296	-	2,808	-	2,764	3,072
Other Manual Workers	602	44	-362	320	-284	-223
TOTAL	**1,019**	**1,550**	**2,788**	**1,914**	**2,313**	**2,227**

TABLE A-6 (cont'd)
CHANGE IN ANNUAL WAGE INCOME BY TYPE OF MOVER: DESIGNATED GROUPS
(Dollars)

START OCCUPATION	Stayers	Intra - 12Grp. Occn.	Inter - 12Grp. Occn.	Intra - 4-Digit	Inter- 4-Digit	Total Movers
Upper Level Managers	-	-	-	-	-	-
Mid Level Managers	1,515	-	-	-	-4,242	-3,564
Professional	742	7,616	-	-	1,084	3,656
Semi-Professional	1,290	-	-	-	-	-
Supervisors	226	-	9,652	-	9,652	9,359
Foremen/Forewomen	2,012	-	-	-	-	-
Clerical Workers	962	404	6,282	-2,862	5,506	2,649
Sales Workers	908	-	1,346	-	704	864
Services Workers	828	1,992	4,662	2,462	3,426	3,131
Crafts and Trade	2,922	-	-	-	-	-
Semi-Skilled Workers	1,096	-	-	-	-	-
Other Manual Workers	1,112	1,958	-	-	256	593
TOTAL	**1,121**	**1,983**	**3,409**	**1,299**	**3,227**	**2,683**

TABLE A–7

INDUSTRY SECTOR OF EMPLOYMENT AND COVERAGE, 1988

TOTAL EMPLOYEES (counts)

OCCUPATION	Communications		Transportation		Other Sectors			Total		
	LEEP	Other	LEEP	Other	LEEP	FCP	Other	LEEP	FCP	Other
Upper–Level Managers	–	23,430	–	–	–	–	58,748	–	–	82,624
Mid–Level Managers	37,413	138,758	7,136	12,919	38,822	78,436	696,210	81,371	78,682	847,887
Professional	31,372	145,278	5,910	5,588	19,736	117,934	1,131,470	57,018	118,017	1,282,334
Semi–Professional	–	48,478	–	–	18,439	29,411	385,412	21,026	30,215	435,153
Supervisors	11,469	18,289	–	–	–	–	171,975	18,124	–	191,234
Foremen/Forewomen	–	12,547	8,275	9,880	–	28,588	198,490	12,654	28,588	220,917
Clerical Workers	78,571	209,865	32,082	22,427	80,961	111,894	1,247,006	171,814	113,327	1,479,298
Sales Workers	–	–	–	–	5,270	53,553	689,910	6,892	53,553	894,490
Services Workers	–	128,657	6,474	–	–	32,623	733,332	11,279	33,914	862,084
Crafts and Trade	–	51,258	34,080	13,889	37,427	77,410	488,460	71,811	77,605	553,807
Semi–Skilled Workers	–	25,775	31,626	116,804	15,982	35,899	507,312	48,475	38,839	649,891
Other Manual Workers	–	48,143	12,454	20,218	15,441	113,188	1,149,270	28,132	113,430	1,217,831
TOTAL	164,282	845,434	141,040	214,121	223,311	879,801	7,457,595	528,833	687,035	8,517,150

EXPECTED ANNUAL WAGE ($)

OCCUPATION	Communications		Transportation		Other Sectors			Total		
	LEEP	Other	LEEP	Other	LEEP	FCP	Other	LEEP	FCP	Other
Upper–Level Managers	–	37,424	–	–	–	–	43,365	–	–	41,681
Mid–Level Managers	36,040	31,908	29,370	32,449	32,978	31,156	30,541	34,069	31,074	30,793
Professional	31,948	34,859	35,198	33,112	38,620	38,141	33,660	34,593	38,137	33,794
Semi–Professional	–	27,326	–	–	31,062	29,727	28,535	31,033	29,789	28,812
Supervisors	25,315	27,424	–	–	–	–	22,447	28,334	–	22,954
Foremen/Forewomen	–	28,477	32,783	29,608	–	32,638	30,786	33,432	32,638	30,584
Clerical Workers	18,875	20,943	22,369	21,030	22,352	20,644	20,399	20,672	20,655	20,488
Sales Workers	–	–	–	–	25,825	20,882	20,833	24,541	20,882	20,873
Services Workers	–	28,982	20,235	–	–	17,480	15,540	19,483	17,500	17,225
Crafts and Trade	–	30,972	32,785	30,782	30,453	30,207	28,873	31,531	30,205	29,115
Semi–Skilled Workers	–	24,535	27,949	23,625	24,389	28,667	24,780	26,864	28,555	24,563
Other Manual Workers	–	21,090	24,618	22,838	22,829	22,228	20,936	23,580	22,237	20,973
TOTAL	25,870	27,817	27,908	24,918	28,310	27,334	24,677	27,444	27,308	24,995

TABLE A–7

INDUSTRY SECTOR OF EMPLOYMENT AND COVERAGE, 1988

GENERAL POPULATION MALES (counts)

OCCUPATION	Communications		Transportation		Other Sectors			Total		
	LEEP	Other	LEEP	Other	LEEP	FCP	Other	LEEP	FCP	Other
Upper–Level Managers	–	13,558	–	–	–	–	47,595	–	–	61,369
Mid–Level Managers	19,430	78,261	6,525	11,587	21,729	55,766	400,764	47,684	55,954	488,612
Professional	15,986	75,072	–	–	14,187	72,406	385,161	33,198	72,489	463,641
Semi–Professional	–	28,163	–	–	12,695	18,471	150,255	13,524	19,275	181,090
Supervisors	–	5,094	–	–	–	–	57,971	5,120	1,572	64,468
Foremen/Forewomen	–	11,457	7,026	6,799	–	21,393	165,653	10,155	21,393	183,909
Clerical Workers	7,223	42,161	11,875	6,378	16,918	26,591	207,509	36,016	26,591	256,048
Sales Workers	–	–	–	–	–	25,805	305,750	–	25,805	307,604
Services Workers	–	87,043	–	–	–	14,050	207,024	–	14,719	295,095
Crafts and Trade	–	47,621	31,810	12,827	29,692	68,731	428,944	61,661	68,778	489,392
Semi–Skilled Workers	–	22,122	30,158	91,784	12,326	29,880	415,359	43,234	30,315	529,265
Other Manual Workers	–	40,807	8,956	16,134	10,494	75,925	724,362	19,687	75,925	781,303
TOTAL	45,860	449,496	105,543	155,951	125,980	411,991	3,496,347	277,383	414,217	4,101,794

EXPECTED ANNUAL WAGE ($)

OCCUPATION	Communications		Transportation		Other Sectors			Total		
	LEEP	Other	LEEP	Other	LEEP	FCP	Other	LEEP	FCP	Other
Upper–Level Managers	–	37,379	–	–	–	–	25,606	–	–	28,270
Mid–Level Managers	37,273	32,391	29,287	32,428	34,206	31,154	30,942	34,783	31,153	31,204
Professional	32,608	35,954	–	–	39,480	39,290	35,481	35,801	39,283	35,548
Semi–Professional	–	27,862	–	–	31,448	29,633	28,299	31,401	29,703	28,172
Supervisors	–	28,120	–	–	–	–	24,623	29,061	–	25,013
Foremen/Forewomen	–	28,566	33,703	29,881	–	32,857	31,344	34,353	32,857	31,117
Clerical Workers	21,249	21,737	22,746	22,029	23,882	20,981	21,215	22,979	20,981	21,321
Sales Workers	–	–	–	–	–	22,762	22,129	–	22,762	22,151
Services Workers	–	28,770	–	–	–	19,971	18,181	–	19,820	19,905
Crafts and Trade	–	31,013	32,757	30,708	30,410	30,432	29,119	31,818	30,433	29,345
Semi–Skilled Workers	–	23,917	28,010	23,675	24,716	26,892	25,067	27,170	26,792	24,778
Other Manual Workers	–	21,616	25,165	22,853	23,692	23,680	22,073	24,294	23,680	22,065
TOTAL	32,419	29,463	29,235	25,339	30,282	29,250	28,189	30,237	29,226	28,518

TABLE A–7

INDUSTRY SECTOR OF EMPLOYMENT AND COVERAGE, 1988

GENERAL POPULATION FEMALES ($)

OCCUPATION	Communications		Transportation		Other Sectors			Total		
	LEEP	Other	LEEP	Other	LEEP	FCP	Other	LEEP	FCP	Other
Upper–Level Managers	–	8,782	–	–	–	–	7,951	–	–	16,963
Mid–Level Managers	16,784	54,317	–	–	13,846	16,919	253,451	31,099	18,977	309,100
Professional	13,225	56,009	–	–	–	37,786	655,674	19,901	37,786	712,115
Semi–Professional	–	15,268	–	–	–	10,251	205,509	5,266	10,251	221,368
Supervisors	7,893	10,322	–	–	–	–	94,904	8,672	–	106,795
Foremen/Forewomen	–	–	–	–	–	–	18,273	–	–	20,598
Clerical Workers	63,250	149,953	17,335	14,233	35,346	78,359	934,548	115,931	78,524	1,098,734
Sales Workers	–	–	–	–	–	23,331	336,031	–	23,331	338,757
Services Workers	–	25,344	–	–	–	11,707	436,356	5,722	11,707	462,174
Crafts and Trade	–	–	–	–	–	–	23,122	–	–	23,612
Semi–Skilled Workers	–	–	–	15,666	–	–	44,437	–	–	62,969
Other Manual Workers	–	5,425	–	–	–	26,663	281,917	–	26,663	288,472
TOTAL	103,448	330,116	26,185	39,368	73,058	216,460	3,292,173	202,691	219,188	3,661,657

EXPECTED ANNUAL WAGE ($)

OCCUPATION	Communications		Transportation		Other Sectors			Total		
	LEEP	Other	LEEP	Other	LEEP	FCP	Other	LEEP	FCP	Other
Upper–Level Managers	–	37,679	–	–	–	–	43,441	–	–	40,459
Mid–Level Managers	34,971	31,244	–	–	31,425	30,674	30,245	33,325	30,389	30,430
Professional	31,205	32,543	–	–	–	36,210	32,596	32,613	36,210	32,592
Semi–Professional	–	25,582	–	–	–	29,641	25,317	30,304	29,641	25,350
Supervisors	25,245	27,192	–	–	–	–	21,525	25,324	–	22,138
Foremen/Forewomen	–	–	–	–	–	–	27,259	–	–	27,461
Clerical Workers	18,347	20,742	22,065	20,479	21,630	20,452	20,213	19,904	20,455	20,289
Sales Workers	–	–	–	–	–	19,153	19,870	–	19,153	19,932
Services Workers	–	22,486	–	–	–	15,610	15,250	17,460	15,610	15,647
Crafts and Trade	–	–	–	–	–	–	24,537	–	–	24,638
Semi–Skilled Workers	–	–	–	23,675	–	–	22,284	–	–	22,961
Other Manual Workers	–	17,948	–	–	–	18,716	18,209	–	18,716	18,216
TOTAL	23,465	25,554	23,226	23,518	25,455	24,137	23,097	24,151	24,172	23,323

TABLE A–7

INDUSTRY SECTOR OF EMPLOYMENT AND COVERAGE, 1988

DESIGNATED GROUPS (counts)

OCCUPATION	Communications		Transportation		Other Sectors			Total		
	LEEP	Other	LEEP	Other	LEEP	FCP	Other	LEEP	FCP	Other
Upper–Level Managers	–	–	–	–	–	–	–	–	–	–
Mid–Level Managers	–	8,180	–	–	–	–	41,995	–	–	50,175
Professional	–	14,195	–	–	–	7,742	90,635	–	7,742	106,578
Semi–Professional	–	–	–	–	–	–	29,648	–	–	32,695
Supervisors	–	–	–	–	–	–	19,100	–	–	19,973
Foremen/Forewomen	–	–	–	–	–	–	14,564	–	–	16,410
Clerical Workers	8,098	17,751	–	–	8,697	6,944	104,949	19,667	8,212	124,516
Sales Workers	–		–	–	–	–	48,129	–	–	48,129
Services Workers	–	14,270	–	–	–	6,866	89,952	–	7,488	104,815
Crafts and Trade	–	–	–	–	5,269	–	36,394	6,159	–	40,603
Semi–Skilled Workers	–	–	–	9,354	–	–	47,516	–	–	57,657
Other Manual Workers	–	–	–	–	–	10,600	142,991	–	10,842	147,856
TOTAL	14,974	85,822	9,312	18,802	24,273	51,350	669,075	46,559	53,630	753,699

EXPECTED ANNUAL WAGE ($)

OCCUPATION	Communications		Transportation		Other Sectors			Total		
	LEEP	Other	LEEP	Other	LEEP	FCP	Other	LEEP	FCP	Other
Upper–Level Managers	–	–	–	–	–	–	–	–	–	–
Mid–Level Managers	–	31,821	–	–	–	–	28,493	–	–	29,036
Professional	–	38,209	–	–	–	36,819	33,624	–	36,819	34,192
Semi–Professional	–	–	–	–	–	–	26,044	–	–	26,516
Supervisors	–	–	–	–	–	–	20,428	–	–	20,676
Foremen/Forewomen	–	–	–	–	–	–	28,588	–	–	28,532
Clerical Workers	18,937	20,760	–	–	22,310	21,531	20,436	20,971	21,514	20,502
Sales Workers	–	–	–	–	–	–	19,326	–	–	19,326
Services Workers	–	24,056	–	–	–	15,572	15,469	–	15,893	16,639
Crafts and Trade	–	–	–	–	31,073	–	28,730	30,787	–	28,951
Semi–Skilled Workers	–	–	–	23,046	–	–	24,604	–	–	24,338
Other Manual Workers	–	–	–	–	–	20,658	20,550	–	20,782	20,584
TOTAL	22,428	27,921	25,431	24,331	26,673	25,433	23,288	25,126	25,280	23,719

TABLE A–7

INDUSTRY SECTOR OF EMPLOYMENT AND COVERAGE, 1988

DESIGNATED GROUPS (counts)

OCCUPATION	Communications		Transportation		Other Sectors			Total		
	LEEP	Other	LEEP	Other	LEEP	FCP	Other	LEEP	FCP	Other
Upper–Level Managers	–	–	–	–	–	–	–	–	–	–
Mid–Level Managers	–	8,180	–	–	–	–	41,995	–	–	50,175
Professional	–	14,195	–	–	–	7,742	90,635	–	7,742	106,578
Semi–Professional	–	–	–	–	–	–	29,648	–	–	32,695
Supervisors	–	–	–	–	–	–	19,100	–	–	19,973
Foremen/Forewomen	–	–	–	–	–	–	14,564	–	–	16,410
Clerical Workers	8,098	17,751	–	–	8,697	6,944	104,949	19,667	8,212	124,516
Sales Workers	–		–	–	–	–	48,129	–	–	48,129
Services Workers	–	14,270	–	–	–	6,866	89,952	–	7,488	104,815
Crafts and Trade	–	–	–	–	5,269	–	36,394	6,159	–	40,603
Semi–Skilled Workers	–	–	–	9,354	–	–	47,516	–	–	57,657
Other Manual Workers	–	–	–	–	–	10,600	142,991	–	10,842	147,856
TOTAL	14,974	65,822	9,312	18,802	24,273	51,350	669,075	48,559	53,630	753,699

EXPECTED ANNUAL WAGE ($)

OCCUPATION	Communications		Transportation		Other Sectors			Total		
	LEEP	Other	LEEP	Other	LEEP	FCP	Other	LEEP	FCP	Other
Upper–Level Managers	–	–	–	–	–	–	–	–	–	–
Mid–Level Managers	–	31,821	–	–	–	–	28,493	–	–	29,036
Professional	–	38,209	–	–	–	36,819	33,624	–	36,819	34,192
Semi–Professional	–	–	–	–	–	–	26,044	–	–	26,516
Supervisors	–	–	–	–	–	–	20,428	–	–	20,678
Foremen/Forewomen	–	–	–	–	–	–	26,588	–	–	28,532
Clerical Workers	18,937	20,760	–	–	22,310	21,531	20,436	20,971	21,514	20,502
Sales Workers	–	–	–	–	–	–	19,328	–	–	19,326
Services Workers	–	24,056	–	–	–	15,572	15,469	–	15,893	16,639
Crafts and Trade	–	–	–	–	31,073	–	28,730	30,767	–	28,951
Semi–Skilled Workers	–	–	–	23,048	–	–	24,604	–	–	24,338
Other Manual Workers	–	–	–	–	–	20,658	20,550	–	20,782	20,584
TOTAL	22,428	27,921	25,431	24,331	28,673	25,433	23,288	25,128	25,280	23,719