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HIGHLY QUALIFIED MANPOWER
ATTRITION ESTIMATES

TO 1985

working paper

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1. Introduction

The Canadian baby boom, which came to an end in the early 1960's, has had a considerable influence on the social and economic evolution of the country. The expansion of the education system, in terms of numbers of students as well as in terms of expenditures, is a case in point. The population wave swelled the elementary, the secondary, and finally the post-secondary systems to the breaking point. The subsequent "baby ebb" has already depleted the elementary system, is now in the process of draining the secondary system, and will soon make its depleting impact felt in the area of university education. Another example of the impact of the baby boom on the country is the staggering rate of labour force growth, underway for some years, and still continuing for some time to come.

The various states of demographic composition that the country is experiencing have an important bearing on the balance between collective and individual consumption, given preferences for certain social policies; on the ratios of working-age to dependent population (young and old); and on the age structure of economy's manpower.

The age structure is a function of the rate of labour market entries at the base of the age pyramid in relation to the size of the older age segments of the age pyramid. For a particular occupation, the rate of inflow is governed not so much by demographic trends as by demand factors.

The demand that governs the rate of inflow of new entrants varies considerably from one scientific occupation to the next over the foreseeable future. In those groups of occupations for which there continues to be strong demand, for economic and other reasons, the rate of inflow should remain normal in relation to the existing stocks, and excessive aging of the existing populations is not likely to occur. When demand for new entrants is weak in relation to existing stocks, however, the median age will rise, by definition. Depending on the distribution of population within such groups, this aging effect could entail certain difficulties.

It is obvious that the aging effect cannot be properly studied and quantified without first estimating future demand for various types of scientific manpower. Such demand estimates are available to the authors of this paper through the MOSST highly qualified manpower demand model. This model was developed by MOSST to analyse future trends in the demand for university graduates in about 60 different fields of study. The HQM demand model relates the demand for graduates to two broad influences: the growth, and structural changes in the economy and the population; and second, the need to replace manpower that is withdrawing from the workforce due to attrition such as death, emigration and retirement. These calculations employ tables describing the various probabilities of interdisciplinary

mobility. The model has been designed for simulation purposes, to help MOSST in the assessment and quantification of policies dealing with the support of university research and research training.

This paper specifically describes the method and the results of the attrition module of the MOSST model. This particular part of the system is driven by, first, the base-year age-sex distribution of a given stock of persons; second, by the number of new entrants into the stock, by age and sex, as the years go by; and third, by the various rates relating to mortality, withdrawal, and emigration.

The outputs from this portion of the model are the number of persons that need to be replaced each year, and their rates of withdrawal, for the various reasons; annual estimates of the age-sex distribution by single year of age, of the persons in an occupation, for the projection period; and tables showing the average age, for each projection year, of a given occupation's incumbents.

This paper provides (a) brief explanations of the method and the assumptions underlying the attrition calculations; (b) a discussion of the major results and their possible implications; and (c) statistical tables containing the main quantitative assumptions and the main output results.

2. Coverage

The HQM population is broken down by occupations as defined in the new Canadian classification system[1]. The main feature of this system, which distinguishes it from classification systems used prior to the 1971 Census, is the delineation of the educational and vocational training required within each occupational group. In particular, associated with each occupation are what are termed "General Educational Development" (GED) and "Specific Vocational Preparation" (SVP) indices. These indices help define those occupational groups which constitute the stock of scientific and professional manpower.

At the first level of detail (i.e. at the "7-digit" level), each occupation is assigned a general educational development index (GED) which, according to the CCDO, ".... embraces those aspects of education (formal and informal) which contribute to the worker's (a) reasoning development and ability to follow instructions, and (b) acquisition of "tool" knowledges, such as mathematical and language skills. GED is education of a general nature which does not have a recognized, specific occupational objective. Ordinarily, such education is obtained in elementary school, high school, or college; however it is derived also from experience and self-study".

[1] See Canadian Classification and Dictionary of Occupations (CCDO); and 1971 Occupational Classification Manual (OCM)

The following list provides the GED index levels in terms of years of schooling:

GED Index Level	Years of Schooling
6	17 plus
5	13 to 16
4	11 to 12
3	9 to 10
2	7 to 8

According to the CCDO, each occupation is also assigned a specific vocational preparation (SVP) index which is "... measured by the amount of time needed to acquire the information, techniques, and skills needed for average work performance in a specific occupation. This training may be acquired in a school, work, military, or institutional environment, or through vocationally-oriented hobbies. It does not include orientation training required of a worker to become accustomed to the special conditions of a new job for which he is already fully qualified".

In addition, the SVP includes training given in any of the following forms: (a) university or college training where the average four-year university or college curriculum is considered as equivalent to about two years of specific vocational preparation; (b) vocational training; (c) apprenticeship; (d) in-plant training; (e) on-the-job training; and (f) experience in other jobs. The various index levels

of SVP are shown in the following list:

SVP Index Level	Period of Preparation
1	Short demonstration only
2	Anything beyond short demonstration up to and including 30 days
3	Over 30 days up to and including 3 months
4	Over 3 months up to and including 6 months
5	Over 6 months up to and including 1 year
6	Over 1 year up to and including 2 years
7	Over 2 years up to and including 4 years
8	Over 4 years up to and including 10 years
9	Over 10 years

The GED and SVP indices provide the basis for defining a highly qualified manpower occupation. This study follows the generally accepted definition of an HQM occupation as possessing a GED/SVP index level of 12 or more. Table 1 lists the occupations which qualify under this definition and which constitute, therefore, the subject of this study. There are over 60 HQM occupations, including the occupation "university professor". The latter occupation is further broken down into over 60 fields of specialization.

Statistical results will be provided in Appendix B for those occupations that are marked with an asterisk (*) in Table I. (Data on the other occupations are available on request).

TABLE 1

HQM OCCUPATIONS

MAJOR GROUP	OCM NUMBER		OCCUPATION
Health	3113	*	Dentistry
	3111	*	Medicine
	3151	*	Pharmacy
	3130-31		Nursing
	3137		Rehabilitation Therapy
	1134		Health Administration
	3117-19-53		Other HQM Health
Engineering	2141	*	Architecture
	2142		Chemical Engineering
	2143		Civil Engineering
	2144		Electrical Engineering
	2147		Mechanical Engineering
	2151		Metallurgical Engineering
	2155		Aeronautical Engineering
	2153		Mining Engineering
	2154		Petroleum Engineering
	2145		Industrial Engineering
	2157-59		Engineering n.e.c.
		*	Engineering (ex. Architecture), Total
Life Sciences	3115	*	Veterinary Medicine
	3152		Dietetics and Nutrition
	2131	*	Agriculture and Related
	2133	*	Biology and Related
Physical Sciences and Mathematics	2112	*	Geology
	2114		Meteorology
	2111	*	Chemistry
	2113	*	Physics
	2181-89	*	Mathematics
	2183		Computer Sciences
Humanities and Fine Arts	2511-13-19		Religion
	2350-51		Library and Archival
	3355		Translation
	3311-13-14-30-32-33-52		Other HQM Humanities and Fine Arts

MAJOR GROUP	OCM NUMBER	OCCUPATION
Education	2711	* University Teaching
		* Dentistry
		* Medicine
		* Pharmacy
		* Nursing
		* Rehab Therapy
		* Health Adm. & Other
		* Medical Research
		* Architecture
		* Chemical Engineering
		* Civil Engineering
		* Electrical Engineering
		* Mech., Aero. Engineering
		* Metall. Engineering
		* Mine., Geol. Engineering
		* Indust. & Other Engineering
		* Agric. Engineering
		* Veterinary Medicine
		* Dietetics
		* Agriculture
		* Forestry
		* Biochemistry
		* Biology
		* Botany
		* Zoology
		* Household Sci.
		* Agric., Bio. Sci.
		* Geol., Metro., Ocean.
		* Chemistry
		* Physics
		* Mathematics
		* Computer Sciences
		* Metallurgy
		* Other Math., Phys.
		* Theology
		* Library, Archiv.
		* Translation
		* Fine, Applied Arts
		* History
		* English
		* French
		* Mod. Languages
		* Classics, Philos.
		* Other Humanities
		* Secondary School Teaching
		* Elementary School Teaching
		* Education Admin.
		* Counselling
		* Special Education
		* Other Teaching
		* Educ. Psychology
		* Other non-teaching Ed.
		* Education, Other
		* Law

MAJOR GROUP	OCM NUMBER	OCCUPATION
		* Accounting
		* Commerce, Admin.
		* Social Work
		* Clinical Psych.
		* Psychology (other)
		* Economics
		* Anthrop., Archaeol.
		* Geography, Env. Stud.
		* Pol. Sci.
		* Sociol., Demog. Crimin.
		* Linguistics
		* Other Soc. Sciences
	2731	*Elementary and Pre-School
	2733	*Secondary School
	2791	*Community College Teaching
	2719-39-92-93-95 and 2391 and 1133	Other HQM Education
Law	2341-43	*Law
Commerce, Administration and Government	1111-13-15-16-19	Government Officials and Administrators
	6116	Commissioned Officers
	1130-31-32-35-36-37-41-42-43-45-47-49	General Administration
	1174-75-76-79	Related Management Occupations
	1171	Accounting
	5131	Technical Sales
	5170	Supervising - Sales and Services
	5173	Sales, Securities
	7131	Farm Management
Social Sciences	2331-99	Social Work
	2315	*Psychology
	2311	*Economics
	2313	*Sociology, Anthropology and Related
	2319	Other Social Sciences and Related n.e.c.

3. Data on the HQM Population

The analysis is carried out at an extremely fine level of detail, with regard to the number of occupations, and the age-sex composition by single years of age. For this reason, all input data files are obtained in machine-readable form, directly from the various survey sources. Base-year information on the number of persons in most occupations other than those in the health and education fields are from the 1971 Census. The health and educational numbers are obtained from Statistics Canada administrative records, not only for the base-year (usually 1971) but also for more recent years. The number, and distribution by specialization, of university professors is from the Statistics Canada "University Full-Time Teaching Staff System".

The information on the base-year age-sex distribution for most occupations is obtained from the 1971 Census, while the distribution for university teachers, relating to the year 1975, is from the above Statistics Canada university files.

4. Basic Assumptions

Mortality assumptions are based on the most recent information available, and relate to single-year age-sex groups. One set of mortality rates serves for all occupations, and the rates are the same for all years to 1985. This is a common type of assumption in recent demographic studies, since there appears to have been relatively little change in recent mortality behaviour to warrant different assumptions. Not enough information is available to ascertain whether death rates for the various HQM occupations differ significantly from each other.

Emigration is assumed, for the solution of the MOSST model reported here, at three-quarters of one per cent of the beginning stock, for each individual HQM occupation, for each year of the projection period. [1] This is consistent with annual gross emigration for the past several years, estimated to amount to 80,000. The age-sex distribution of emigrants is based on a recent Statistics Canada study[2]. A lower age bound of 25 years is assumed for emigrants leaving HQM occupations.

As the stock of persons in a given occupation ages, there are other gross changes besides death and emigration, namely accessions and withdrawals. These are basically functions of age. The data, using a "working life tables" analysis, have led to the assumption that for an inventory of persons in an occupation, in the ages under 30, accessions outweigh withdrawals; in the ages 30 - 54, accessions and withdrawals cancel each other; and in the ages 55 and over, withdrawals progressively outweigh accessions as age increases (as more and more persons retire, for example). Such net withdrawal rates for persons

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[1] Excepting the number of emigrating medical doctors, estimated by Health and Welfare Canada at about 300 per year; and the number of emigrant engineers, estimated by the CEMC at about 600 per year.

[2] Statistics Canada, Technical Report on Population Projections for Canada and the Provinces, 1972-2001, Cat. No. 91-516, p. 218; and Statistics Canada, 1971 Census, Occupations by Sex and Age, Cat. No. 94-723

55 and over are estimated for 10 male and 4 female major occupation groups, covering all occupations given in Table 1 above. (The method of calculating the withdrawal rates is given in the following section). The withdrawal rates apply to single year age-sex groups, and are held constant for the years to 1985.

The total number of new entrants into an occupation each year is the sum of (a) the growth in the required stock of persons, as obtained from the MOSST model demand calculations; and (b) the demand for replacements due to the various types of attrition noted above. The age-sex distribution of such new entrants into each HQM occupation is based on the HQM post-censal survey.

5. Method

(a) The attrition model.

The existing stocks in the base period 0 are subjected to the risks of mortality, retirement and emigration appropriate to their age, sex and occupation. The decrease this causes in the overall stock level by occupation is the demand due to attrition at the beginning of period 1. Algebraically this can be expressed in the following way:

$$D_{R_1}^k = \sum_i \sum_j S_{ijo}^k (d_{ij})(r_{ij}^k) + E_{ij}^k$$

where $D_{R_1}^k$ is the replacement demand in the kth occupation in period 1

S_{ijo}^k is the stock in the kth occupation of age i and sex j in the base period 0

d_{ij} represents the mortality rate of persons of age i and sex j

r^k_{ij} is the retirement rate of persons in the kth occupation of age i and sex j

E^k_{ij} is the number of emigrants from the kth occupation of age i and sex j.

The new entrants by single years of age, sex and occupation in period 1 are added to the age, sex and occupation-specific stocks remaining from period 0. These new stocks are, in turn, subjected to the various risks of attrition, producing estimates of replacement demanded by each occupation in period 2. The process is reiterated to the end of the projection period.

(b) Withdrawal rates

Age, sex and occupation-specific retirement rates are derived for those aged 55 and over, using a method similar to that by which working life tables are calculated. The 1971 Census provides stock estimates by single years of age, sex and occupation. For each occupation group "participation rates" by single years of age and sex are calculated by standardizing the 1971 stock numbers to the 1971 population by single years of age and sex. These rates are applied to the respective age and sex groups of a stationary population[1] to obtain the number of persons from a specific cohort who are in a given occupational group at each successive age. The difference in the stock of age i and the stock of age $i + 1$ in a

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[1] The stationary population comprises the number of persons who will be alive and in Canada at different ages out of an original group of 100,000 born alive. In practice, two stationary populations are calculated - one for males and one for females. They are computed using mortality rates and emigration estimates consistent with the assumptions of the attrition model.

given occupation is assumed to be due to the effects of mortality, retirement and emigration:

$$S^k_{i+1, j, t+1} = S_{ijt} (1 - d_{ij})(1 - r^k_{ij}) - E^k_{ij}$$

Given the stock estimates derived from the "participation rates" and the stationary population, the above equation can be solved for r^k_{ij}, the retirement rate.

See Table A-2 below

6. Results of the Calculations.

The results are presented in Appendix B below. They refer to a selection of HQM occupations only rather than to all HQM groups from the OCM listed in Table I above. The selection was made on the basis of interest to the reader of this study, with emphasis given to the traditional health, basic, and applied sciences, and social science occupations, as well as to the various teaching groups. In fact, the universtiy teaching group is broken down further into some 70 teaching specialities, since attrition, age and distribution changes for this group are of particular interest for science and research questions.

The data are generated by the MOSST demand model. The results should be taken as general orders of magnitude, despite their appearance of precision.

a) Attrition

Attrition rates for the general groups of HQM occupations appear to be fairly stable between the mid-seventies and the mid-eighties, with the exception of the education sector. In that sector, the rates of attrition are rising, mainly as a consequence of a maturing age pyramid and relatvely little new demand growth. The data are given in Table B-1. This table also provides an estimate of the total number of attrition for the 10 years 1975-85.

As far as the university sector is concerned, the rates are displayed in Table B-2, by individual teaching speciality. While the rates vary considerably for one speciality to the next, the large majority of the rates rises over the 10 year period 1975-85, as expected from the underlying demand picture. The table also shows the cumulated number of attrition for each teaching speciality for 1975-85.

b) The Role of Attrition in Total HQM Demand to 1985

The model estimates demand for manpower that is based on growth factors, as well as demand based on the need for replacement. Generally, the projection results show that over the decade to 1985, the need for replacements constitute the major source of demand in two important groups of occupations, i.e. occupations in the health and in the education sectors. In fact, for secondary school teaching, attrition is insufficient to reduce

the stock of teachers to the level indicated by enrolment growth. In elementary school teaching, new entrants will be demanded towards the end of the projection period, as the number of teachers needed still declines, but at a lesser rate than the need for replacement.

The results also show that in another group of occupations, demand due to growth is relatively more important than demand due to attrition to 1985. Included in this group of occupations are the applied sciences, the social sciences, and to some extent, the basic natural sciences. These estimates are provided in Table B-3 below.

c) Median Age

Estimates of median age are presented in two tables: Table B-4, relating to the general group of HQM occupations; and Table B-5, relating to university teachers by teaching speciality.

The median age changes to 1985 fall into two patterns. For the first group of occupations, including health, the applied sciences, and the social sciences, the median age falls slightly for the first half of the 1970's, and then rises gradually over the decade to 1985. For occupations in the teaching fields and in the basic natural sciences, there is a steady rise in the median age from the beginning 1970's to 1985.

The median age for university professors as a group is estimated to rise from 39.7 years in 1976 to 43.9 years in 1985, a rise of 4.2 years over the nine-year period, or a little less than 6 months per year.

d) Age Distribution

Age distributions are provided in two sets of tables -
the first relating to the general HQM occupations (Table B-6),
and the second to university teachers in detail (Table B-7).

The results are in terms of absolute numbers as well as in
percentage form, by five-year age intervals (the calculations,
however, were carried out by sex and single-year-of-age).

6. SUMMARY

The statistical analysis presented in this paper is based on
the most recent age data available, and   on   a refined
technique for estimating changes in attrition and age
distributions.   The calculations were carried out within the
framework of a comprehensive manpower demand model, which
facilitates the calculation of more reliable age-attrition
projections than would be possible without demand estimates.

APPENDICES

TABLE A-1

MORTALITY RATES BY AGE AND SEX

AGE	MALE	FEMALE	AGE	MALE	FEMALE
15	0.0010551	0.0004580	51	0.0084061	0.0044027
16	0.0012734	0.0005153	52	0.0092659	0.0048106
17	0.0014462	0.0005549	53	0.0101672	0.0052408
18	0.0015776	0.0005722	54	0.0111092	0.0056927
19	0.0016911	0.0005754	55	0.0121282	0.0061791
20	0.0017810	0.0005715	56	0.0132603	0.0067124
21	0.0018411	0.0005674	57	0.0145417	0.0073051
22	0.0018657	0.0005701	58	0.0159649	0.0079349
23	0.0018340	0.0005774	59	0.0175060	0.0085933
24	0.0017500	0.0005849	60	0.0191759	0.0093140
25	0.0016447	0.0005956	61	0.0209856	0.0101308
26	0.0015492	0.0006125	62	0.0229460	0.0110771
27	0.0014944	0.0006387	63	0.0250341	0.0121218
28	0.0014816	0.0006743	64	0.0272425	0.0132426
29	0.0014901	0.0007173	65	0.0296059	0.0144861
30	0.0015181	0.0007675	66	0.0321591	0.0158991
31	0.0015636	0.0008250	67	0.0349367	0.0175285
32	0.0016246	0.0008897	68	0.0378967	0.0193194
33	0.0016949	0.0009598	69	0.0410161	0.0212406
34	0.0017758	0.0010351	70	0.0443578	0.0233744
35	0.0018766	0.0011187	71	0.0479848	0.0258029
36	0.0020070	0.0012136	72	0.0519601	0.0286081
37	0.0021764	0.0013229	73	0.0562097	0.0317094
38	0.0023866	0.0014473	74	0.0606918	0.0350519
39	0.0026315	0.0015846	75	0.0655171	0.0387569
40	0.0029081	0.0017340	76	0.0707965	0.0429456
41	0.0032136	0.0018943	77	0.0766410	0.0477393
42	0.0035452	0.0020646	78	0.0829766	0.0530571
43	0.0038886	0.0022372	79	0.0897294	0.0588182
44	0.0042458	0.0024130	80	0.0970103	0.0651438
45	0.0046380	0.0026031	81	0.1049301	0.0721552
46	0.0050865	0.0028188	82	0.1135998	0.0799737
47	0.0056127	0.0030712	83	0.1229454	0.0885183
48	0.0062159	0.0033602	84	0.1328930	0.0977083
49	0.0068820	0.0036780	85	0.1435535	0.1076649
50	0.0076117	0.0040254			

SOURCE: Statistics Canada, Life Tables, Canada and The Provinces, 1970-1972
Catalogue No. 84-532

WITHDRAWAL RATES PER 1,000 BY OCCUPATIONAL GROUP, AGE AND SEX

MALES

	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70
Health	37	47	46	46	44	34	24	23	25	31	39	39	40	78	83	86
Engineering	40	40	38	32	25	49	68	80	113	151	144	142	163	160	127	119
Life Sciences	14	19	24	38	54	85	93	133	177	230	207	191	150	124	69	90
Physical Sciences and Maths	44	52	47	65	85	80	95	141	159	196	232	242	227	212	178	132
Humanities and Fine Arts	16	19	21	24	24	35	43	50	60	75	69	70	79	105	105	122
Education	25	24	37	46	55	76	103	125	155	188	198	203	194	179	139	126
Law	30	26	22	20	10	9	12	18	20	21	22	33	32	73	71	75
Comm/Mgt/Govt.	36	40	43	45	51	66	83	105	130	156	160	155	148	146	123	120
Social Science	76	90	91	82	88	69	70	94	118	172	202	179	141	133	89	54

FEMALES

	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70
HQM Occupations	26	36	34	59	64	74	67	107	123	126	145	136	105	131	156	182
Nursing	14	15	16	20	24	35	93	119	163	150	208	167	126	118	110	174
Education	5	19	28	48	65	55	85	121	152	163	227	240	266	144	178	141

TABLE B-1

ESTIMATE OF ATTRITION, SELECTED HQM OCCUPATIONS, 1975-1985

	ANNUAL ATTRITION RATE (per cent of beg. stock)		TOTAL ATTRITION (Number)
	1975-76	1984-85	1975 - 85

OCCUPATION

Dentistry	2.3	2.2	2,048
Medicine	2.1	2.2	9,169
Pharmacy	2.2	2.0	3,167
Architecture	1.7	1.8	1,014
Engineering	1.9	1.9	13,233
Veterinary Medicine	1.8	1.8	659
Agriculture	2.1	1.8	1,588
Biology	1.5	1.6	576
Geology	1.1	1.3	969
Chemistry	1.6	1.7	1,440
Physics	1.4	1.6	143
Mathematics	1.6	1.6	882
University Teachers	1.7	2.1	6,141
Elementary Teachers	1.8	2.2	31,513
Secondary Teachers	1.6	2.2	18,035
Community College Teach.	1.6	1.9	3,024
Law	1.8	1.4	4,284
Psychology	1.5	1.6	763
Economics	1.4	1.3	1,234
Sociology, Anthropology	.9	1.1	60

SOURCE: MOSST, Highly Qualified Manpower Demand Model.

TABLE B-2

ESTIMATE OF ATTRITION, UNIVERSITY TEACHERS BY SPECIALITY, 1975-1985

	ANNUAL ATTRITION RATE (per cent of beg. stock)		TOTAL ATTRITION (Number)
	1975-76	1984-85	1975 - 85

UNIVERSITY TEACHING SPECIALITY

Dentistry	2.0	2.7	73
Medicine	1.8	2.4	397
Pharmacy	2.2	2.5	37
Nursing	1.5	1.7	98
Rehab Therapy	1.7	2.1	33
Health Adm. & other	1.6	2.5	72
Medical Research	1.9	2.5	195
Architecture	1.9	2.3	46
Chemical Engineering	1.7	2.3	49
Civil Engineering	1.7	2.2	73
Electrical Engineering	1.5	1.9	73
Mech., Aero. Engineering	1.8	2.3	74
Metall. Engineering	1.5	2.1	10
Mine., Geol. Engineering	2.2	2.6	14
Indust. & other Eng.	2.1	2.3	120
Agric. Engineering	1.3	3.3	11
Veterinary Medicine	1.7	2.1	44
Dietetics	2.5	2.7	23
Agriculture	2.6	2.8	109
Forestry	2.1	2.6	22
Biochemistry	1.7	2.3	27
Biology	1.5	2.1	143
Botany	1.7	2.5	40
Zoology	1.8	2.1	57
Household Sci.	1.4	2.0	25
Agric., Bio. Sci.	1.8	1.9	32
Geol., Metro., Ocean.	1.5	2.2	89
Chemistry	2.2	2.7	175
Physics	1.6	2.1	193
Mathematics	1.5	1.7	239
Computer Sci.	1.0	1.4	47
Metallurgy	2.6	2.3	10
Other Math., Phys.	1.0	1.5	8
Theology	2.5	2.6	166
Library, Archiv.	2.5	3.5	30
Translation	2.3	2.0	4
Fine, Appl. Arts	1.8	2.0	237
History	1.7	2.0	205
English	2.0	2.2	309

TABLE B-2 (cont'd)

	ANNUAL ATTRITION RATE (per cent of beg. stock)		TOTAL ATTRITION (Number)
	1975-76	1984-85	1975 - 85
French	2.0	2.2	170
Mod. Languages	1.9	2.2	175
Classics, Philos.	2.1	2.2	220
Other Humanities	2.0	2.5	42
Secondary School Teach.	2.0	2.6	75
Elementary School Teach.	2.0	2.4	38
Education Admin.	2.6	2.4	30
Counselling	1.4	1.8	12
Special Education	1.1	2.0	15
Other Teaching	1.4	1.8	174
Educ. Psychology	1.9	2.2	38
Other non-teaching Ed.	1.7	2.0	74
Education, Other	2.0	2.6	192
Law	1.3	1.4	75
Accounting	1.4	1.7	23
Commerce, Admin.	1.5	1.8	188
Social Work	1.9	2.4	76
Clinical Psych.	3.9	2.8	10
Psychology (other)	1.3	1.6	186
Economics	1.5	2.0	175
Anthrop., Archaeol.	1.8	2.0	85
Geography, Env. Stud.	1.5	1.9	138
Pol. Sci.	1.5	1.8	120
Sociol., Demog. Crimin.	1.5	1.8	156
Linguistics	1.7	1.8	35
Other Soc. Sciences	1.8	2.2	10
All Univ. Teachers	1.7	2.1	6,141

SOURCE: MOSST, Highly Qualified Manpower Demand Model.

TABLE   B-3

ESTIMATE OF DEMAND FOR SELECTED HQM OCCUPATIONS, 1975-85

OCCUPATION	REPLACEMENT DEMAND [1]	DEMAND DUE TO GROWTH	TOTAL DEMAND
Dentistry	2,048	710	2,758
Medicine	9,169	6,802	15,971
Pharmacy	3,167	2,183	5,350
Architecture	1,014	1,864	2,878
Engineering	13,233	20,636	33,869
Veterinary Medicine	659	1,356	2,015
Agriculture	1,588	2,849	4,437
Biology	576	810	1,386
Geology	969	2,145	3,114
Chemistry	1,440	1,476	2,916
Physics	143	116	259
Mathematics	882	1,535	2,417
University Teachers	6,141	5,038	11,179
Elementary School Teach.	31,513	- 23,005	8,508
Secondary School Teach.	18,035	- 19,981	- 1,946
Community College Teach.	3,024	1,316	4,340
Law	4,284	10,482	14,766
Psychology	763	788	1,551
Economics	1,234	3,134	4,368
Sociology, Anthropology	60	93	153

(1)   due to attrition

SOURCE: MOSST, Highly Qualified Manpower Demand Model.

TABLE B-4

ESTIMATE OF MEDIAN AGE, SELECTED HQM OCCUPATIONS
(1971, 1976 and 1985)

MEDIAN AGE

OCCUPATION	1971	1976	1985
Dentistry	41.8	38.8	40.4
Medicine	41.2	39.0	39.6
Pharmacy	41.8	35.5	37.5
Architecture	39.9	37.5	38.4
Engineering	36.6	33.2	37.0
Veterinary Medicine	40.5	33.4	36.8
Agriculture	37.9	34.5	36.4
Biology	31.3	32.5	37.7
Geology	33.6	30.9	37.3
Chemistry	32.1	33.3	38.5
Physics	32.8	34.3	40.6
Mathematics	33.4	31.3	36.3
University Teaching	37.8	39.7	43.9
Elementary Teaching	29.2	33.1	40.7
Secondary Teaching	31.4	34.0	42.7
Community College Teaching	37.4	33.7	39.3
Law	39.7	35.7	37.4
Psychology	30.5	31.7	38.0
Economics	32.4	31.9	36.6
Sociol., Anthropology	28.4	31.0	38.0

SOURCE: MOSST, Highly Qualified Manpower Demand Model.

TABLE B-5

ESTIMATE OF MEDIAN AGE, UNIVERSITY TEACHERS BY SPECIALITY
(1972, 1976 and 1985)

	MEDIAN AGE		
	1972	1976	1985
UNIVERSITY TEACHING SPECIALITY			
Dentistry	41.5	41.6	43.2
Medicine	40.6	41.9	46.5
Pharmacy	39.8	40.7	42.9
Nursing	38.5	38.1	40.9
Rehab. Therapy	41.0	41.1	43.8
Health Admin. & Other	41.6	40.3	42.4
Medical Research	40.9	42.5	45.5
Architecture	39.1	41.0	45.4
Chemical Engineering	38.6	41.3	45.1
Civil	38.3	41.6	46.2
Electrical	37.1	39.7	45.4
Mechanical and Aero.	38.3	41.1	45.6
Metallurgical	37.0	39.6	43.9
Mining & Geology	42.8	44.3	45.0
Industrial & Other	38.3	40.9	45.5
Agricultural	41.8	47.1	47.9
Veterinary Medicine	39.4	39.3	41.7
Dietetics	44.0	45.8	43.5
Agriculture	41.8	43.7	43.7
Forestry	40.9	41.4	43.6
Biochemistry	38.3	41.2	44.0
Biology	38.5	40.4	44.6
Botany	39.2	40.6	44.5
Zoology	38.4	39.6	44.3
Household Science	39.9	39.4	43.1
Agriculture & Biological Science	36.3	38.7	43.1
Geology, Meteorology, & Ocean.	39.1	40.3	45.2
Chemistry	37.1	39.7	45.0
Physics	37.8	40.4	45.6
Mathematics	35.2	37.7	43.4
Computer Science	32.9	35.3	42.3
Metallurgy &	35.6	41.4	45.4
Other Math. & Phys. Science	33.7	36.2	43.5
Theology	41.5	43.5	46.2
Library & Archival	44.4	47.3	45.3
Translation	33.8	34.9	37.7
Fine and Applied Arts	38.3	39.9	43.4
History	36.8	39.1	44.0
English	37.6	40.8	44.2
French	37.3	40.1	43.6
Modern Languages	38.1	41.1	45.0

TABLE B-5 (Cont'd)

MEDIAN AGE

	1972	1976	1985
Classics & Philosophy	37.5	39.6	43.7
Other Humanities & Related	38.9	42.0	43.1
Secondary School Education	41.8	42.9	45.0
Elementary School Education	40.4	42.4	44.4
Education Admin.	41.1	43.1	45.4
Counselling	34.2	37.5	44.2
Special Education	30.8	38.5	42.0
Other Teaching	35.7	38.0	42.7
Education Psychology	39.8	41.8	44.5
Other Non-Teaching	38.8	40.4	45.6
Education (Other)	41.3	43.6	45.2
Law	34.0	35.1	41.6
Accounting	36.0	36.1	41.7
Community & Admin.	35.0	36.7	42.1
Social Work	41.3	41.5	45.3
Clinical Psychology	40.5	47.2	40.5
Psychology (Other)	34.7	36.4	42.5
Economics	35.3	37.8	42.8
Anthropology & Archaeology	38.3	39.2	43.7
Geog./Environmental Studies	34.9	37.6	42.8
Political Science	34.6	36.7	43.0
Sociology, Demog., Crimin.	35.9	37.4	42.3
Linguistics	35.8	38.2	42.9
Other Social Sciences	37.8	43.2	44.1

education (handwritten annotation)

Social professions (handwritten annotation)

Social Sciences (handwritten annotation)

TOTAL UNIVERSITY Teachers.   37.8   39.7   43.9

SOURCE: MOSST, Highly Qualified Manpower Demand Model.

TABLE   B-6

ESTIMATE OF AGE DISTRIBUTION, SELECTED HQM OCCUPATIONS
(1971, 1976 and 1985)

OCCUPATION: DENTISTRY

AGE GROUP	NUMBER			PERCENTAGE DISTRIBUTION		
	1971	1976	1985	1971	1976	1985
UNDER 25	233	66	58	3.1	0.7	0.6
25 TO 29	1235	1947	1037	16.6	22.1	11.0
30 TO 34	991	1752	1364	13.3	19.8	14.5
35 TO 39	932	907	2238	12.5	10.3	23.7
40 TO 44	897	864	1367	12.0	9.8	14.5
45 TO 49	1055	841	752	14.2	9.5	8.0
50 TO 54	688	994	798	9.2	11.3	8.5
55 TO 59	437	591	687	5.9	6.7	7.3
60 TO 64	326	318	645	4.4	3.6	6.8
65 AND OVER	658	547	486	8.8	6.2	5.2
TOTAL	7453	8828	9432	100.0	100.0	100.0

OCCUPATION: MEDICINE

AGE GROUP	NUMBER			PERCENTAGE DISTRIBUTION		
	1971	1976	1985	1971	1976	1985
UNDER 25	1124	245	175	3.4	0.6	0.4
25 TO 29	4549	8875	5489	13.8	22.0	12.0
30 TO 34	4878	7436	7448	14.8	18.5	16.2
35 TO 39	4809	4525	10629	14.6	11.2	23.2
40 TO 44	4630	4515	5584	14.1	11.2	12.2
45 TO 49	4561	4381	4122	13.8	10.9	9.0
50 TO 54	2987	4308	4046	9.1	10.7	8.8
55 TO 59	2185	2555	3574	6.6	6.3	7.8
60 TO 64	1418	1594	2613	4.3	4.0	5.7
65 AND OVER	1799	1840	2179	5.5	4.6	4.8
TOTAL	32942	40275	45860	100.0	100.0	100.0

OCCUPATION: PHARMACY

	NUMBER			PERCENTAGE DISTRIBUTION		
AGE GROUP	1971	1976	1985	1971	1976	1985
UNDER 25	1095	829	520	9.7	5.9	3.2
25 TO 29	1701	3848	2207	15.0	27.3	13.8
30 TO 34	1247	2208	3222	11.0	15.7	20.1
35 TO 39	1132	1155	3770	10.0	8.2	23.5
40 TO 44	1374	1057	1677	12.1	7.5	10.5
45 TO 49	1283	1306	917	11.3	9.3	5.7
50 TO 54	980	1215	992	8.7	8.6	6.2
55 TO 59	987	844	1118	8.7	6.0	7.0
60 TO 64	666	724	736	5.9	5.1	4.6
65 AND OVER	865	896	875	7.6	6.4	5.5
TOTAL	11330	14082	16035	100.0	100.0	100.0

OCCUPATION: ARCHITECTURE

AGE GROUP	NUMBER			PERCENTAGE DISTRIBUTION		
	1971	1976	1985	1971	1976	1985
UNDER 25	134	69	73	3.3	1.4	1.1
25 TO 29	648	1348	1272	16.1	26.3	18.4
30 TO 34	633	1293	1883	15.8	25.3	27.2
35 TO 39	608	447	1653	15.1	8.7	23.9
40 TO 44	672	466	709	16.7	9.1	10.3
45 TO 49	583	570	288	14.5	11.1	4.2
50 TO 54	292	505	312	7.3	9.9	4.5
55 TO 59	188	224	399	4.7	4.4	5.8
60 TO 64	153	115	280	3.8	2.2	4.0
65 AND OVER	104	79	49	2.6	1.5	0.7
TOTAL	4015	5117	6918	100.0	100.0	100.0

OCCUPATION: ENGINEERNG,TOTL

AGE GROUP	NUMBER			PERCENTAGE DISTRIBUTION		
	1971	1976	1985	1971	1976	1985
UNDER 25	4635	2455	1639	10.1	3.8	2.0
25 TO 29	8410	20299	12745	18.3	31.8	15.6
30 TO 34	7805	12476	17434	16.9	19.6	21.3
35 TO 39	6396	7105	21412	13.9	11.1	26.2
40 TO 44	5683	5841	9296	12.3	9.2	11.4
45 TO 49	5583	5252	6035	12.1	8.2	7.4
50 TO 54	3436	5187	4960	7.5	8.1	6.1
55 TO 59	2154	2918	4162	4.7	4.6	5.1
60 TO 64	1417	1496	3060	3.1	2.3	3.7
65 AND OVER	560	772	1091	1.2	1.2	1.3
TOTAL	46079	63802	81834	100.0	100.0	100.0

OCCUPATION: VETERINARY MED

	NUMBER			PERCENTAGE DISTRIBUTION		
AGE GROUP	1971	1976	1985	1971	1976	1985
UNDER 25	161	85	59	6.9	2.6	1.3
25 TO 29	415	1022	727	17.9	31.2	16.5
30 TO 34	261	640	1002	11.3	19.6	22.7
35 TO 39	274	241	1156	11.8	7.4	26.2
40 TO 44	375	257	465	16.2	7.9	10.5
45 TO 49	321	358	208	13.9	10.9	4.7
50 TO 54	241	305	263	10.4	9.3	6.0
55 TO 59	161	218	280	6.9	6.6	6.4
60 TO 64	60	109	187	2.6	3.3	4.2
65 AND OVER	47	38	63	2.0	1.2	1.4
TOTAL	2316	3272	4411	100.0	100.0	100.0

OCCUPATION: AGRICULTURE+RLT

AGE GROUP	NUMBER			PERCENTAGE DISTRIBUTION		
	1971	1976	1985	1971	1976	1985
UNDER 25	894	314	253	15.0	4.4	2.6
25 TO 29	978	1975	1640	16.4	27.6	16.7
30 TO 34	751	1408	2320	12.6	19.7	23.6
35 TO 39	627	697	2259	10.5	9.7	23.0
40 TO 44	686	584	1124	11.5	8.2	11.4
45 TO 49	667	649	604	11.2	9.1	6.1
50 TO 54	548	629	514	9.2	8.8	5.2
55 TO 59	444	491	582	7.5	6.9	5.9
60 TO 64	272	287	361	4.6	4.0	3.7
65 AND OVER	94	121	161	1.6	1.7	1.6
TOTAL	5960	7155	9819	100.0	100.0	100.0

OCCUPATION: BIOLOGY+RELTD

AGE GROUP	NUMBER			PERCENTAGE DISTRIBUTION		
	1971	1976	1985	1971	1976	1985
UNDER 25	729	152	133	24.5	4.3	3.1
25 TO 29	632	1167	553	21.3	33.0	12.8
30 TO 34	425	801	772	14.3	22.6	17.8
35 TO 39	299	399	1265	10.0	11.3	29.2
40 TO 44	278	278	645	9.4	7.9	14.9
45 TO 49	248	262	329	8.3	7.4	7.6
50 TO 54	157	233	235	5.3	6.6	5.4
55 TO 59	116	139	209	3.9	3.9	4.8
60 TO 64	76	75	138	2.6	2.1	3.2
65 AND OVER	15	31	47	0.5	0.9	1.1
TOTAL	2975	3535	4328	100.0	100.0	100.0

OCCUPATION: GEOLOGY

AGE GROUP	NUMBER			PERCENTAGE DISTRIBUTION		
	1971	1976	1985	1971	1976	1985
UNDER 25	922	430	51	19.6	5.6	0.5
25 TO 29	892	2985	632	19.0	39.1	6.8
30 TO 34	707	1586	2286	15.0	20.8	24.6
35 TO 39	762	663	3228	16.2	8.7	34.8
40 TO 44	546	724	1175	11.6	9.5	12.7
45 TO 49	476	517	652	10.1	6.8	7.0
50 TO 54	220	448	601	4.7	5.9	6.5
55 TO 59	140	184	404	3.0	2.4	4.4
60 TO 64	20	82	214	0.4	1.1	2.3
65 AND OVER	20	8	40	0.4	0.1	0.4
TOTAL	4705	7628	9283	100.0	100.0	100.0

OCCUPATION: CHEMISTRY

	NUMBER			PERCENTAGE DISTRIBUTION		
AGE GROUP	1971	1976	1985	1971	1976	1985
UNDER 25	1417	328	247	19.8	4.0	2.6
25 TO 29	1637	2301	1059	22.9	28.0	11.0
30 TO 34	1157	2020	1634	16.2	24.6	17.0
35 TO 39	796	1091	2564	11.2	13.3	26.7
40 TO 44	726	745	1648	10.2	9.1	17.2
45 TO 49	531	684	952	7.4	8.3	9.9
50 TO 54	391	495	620	5.5	6.0	6.5
55 TO 59	290	330	548	4.1	4.0	5.7
60 TO 64	145	172	245	2.0	2.1	2.6
65 AND OVER	50	59	74	0.7	0.7	0.8
TOTAL	7140	8226	9592	100.0	100.0	100.0

OCCUPATION: PHYSICS

AGE GROUP	NUMBER			PERCENTAGE DISTRIBUTION		
	1971	1976	1985	1971	1976	1985
UNDER 25	77	38	11	10.0	3.9	1.0
25 TO 29	194	188	79	25.0	19.5	7.4
30 TO 34	199	290	151	25.6	29.9	14.3
35 TO 39	92	191	257	11.9	19.7	24.2
40 TO 44	82	86	239	10.6	8.9	22.5
45 TO 49	58	78	169	7.5	8.0	16.0
50 TO 54	29	54	64	3.8	5.6	6.1
55 TO 59	24	24	59	3.1	2.5	5.5
60 TO 64	19	14	25	2.5	1.4	2.3
65 AND OVER	0	4	7	0.0	0.5	0.7
TOTAL	775	967	1061	100.0	100.0	100.0

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                    OCCUPATION: MATHEMATICS
                              NUMBER                         PERCENTAGE DISTRIBUTION
    AGE GROUP          1971      1976      1985         1971      1976      1985
    UNDER 25            764       284       225         20.3       5.6       3.5
    25 TO 29            754      1906      1085         20.1      37.9      16.8
    30 TO 34            508       924      1332         13.5      18.4      20.7
    35 TO 39            372       475      1856          9.9       9.4      28.8
    40 TO 44            337       346       728          9.0       6.9      11.3
    45 TO 49            402       316       373         10.7       6.3       5.8
    50 TO 54            261       380       301          7.0       7.6       4.7
    55 TO 59            201       226       269          5.4       4.5       4.2
    60 TO 64            131       124       201          3.5       2.5       3.1
    65 AND OVER          25        51        68          0.7       1.0       1.1
        TOTAL          3755      5032      6437        100.0     100.0     100.0
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OCCUPATION: UNIVERSITY

AGE GROUP	NUMBER			PERCENTAGE DISTRIBUTION		
	1972	1976	1985	1972	1976	1985
UNDER 25	235	321	256	0.8	1.0	0.7
25 TO 29	3849	2486	2644	13.7	8.1	7.6
30 TO 34	6622	6166	5281	23.6	20.1	15.1
35 TO 39	5662	6770	4475	20.2	22.0	12.8
40 TO 44	4351	5338	6291	15.5	17.4	18.0
45 TO 49	3088	3976	6069	11.0	12.9	17.4
50 TO 54	2017	2807	4719	7.2	9.1	13.5
55 TO 59	1266	1674	3176	4.5	5.4	9.1
60 TO 64	716	956	1562	2.6	3.1	4.5
65 AND OVER	217	246	475	0.8	0.8	1.4
TOTAL	28025	30740	34948	100.0	100.0	100.0

OCCUPATION: ELEM/PRE-SCHOOL

AGE GROUP	NUMBER			PERCENTAGE DISTRIBUTION		
	1971	1976	1985	1971	1976	1985
UNDER 25	50271	2323	5262	28.2	1.4	3.5
25 TO 29	44117	51967	5926	24.7	30.7	3.9
30 TO 34	22425	43257	3272	12.6	25.6	2.2
35 TO 39	15190	21042	54773	8.5	12.4	36.4
40 TO 44	11857	14132	34683	6.6	8.4	23.0
45 TO 49	10007	11059	17243	5.6	6.5	11.4
50 TO 54	8810	9358	12009	4.9	5.5	8.0
55 TO 59	8438	7891	9145	4.7	4.7	6.1
60 TO 64	5360	5727	5650	3.0	3.4	3.8
65 AND OVER	1825	2382	2664	1.0	1.4	1.8
TOTAL	178300	169138	150626	100.0	100.0	100.0

OCCUPATION: SECNDRY SCHOOL

AGE GROUP	NUMBER			PERCENTAGE DISTRIBUTION		
	1971	1976	1985	1971	1976	1985
UNDER 25	15654	2773	‾2423	16.1	2.7	‾2.9
25 TO 29	27243	24917	‾5670	28.1	23.8	‾6.8
30 TO 34	16653	29187	5880	17.2	27.9	7.0
35 TO 39	10411	15806	28327	10.7	15.1	34.0
40 TO 44	8320	9760	24970	8.6	9.3	29.9
45 TO 49	6391	7815	12964	6.6	7.5	15.5
50 TO 54	5129	5973	8343	5.3	5.7	10.0
55 TO 59	4143	4548	6190	4.3	4.4	7.4
60 TO 64	2348	2753	3478	2.4	2.6	4.2
65 AND OVER	707	983	1376	0.7	0.9	1.6
TOTAL	97000	104514	83436	100.0	100.0	100.0

OCCUPATION: COMM. COLLEGE

	NUMBER			PERCENTAGE DISTRIBUTION		
AGE GROUP	1971	1976	1985	1971	1976	1985
UNDER 25	1026	899	⁻11	8.5	5.2	⁻0.1
25 TO 29	2080	4912	889	17.2	28.4	5.0
30 TO 34	2066	3558	3306	17.1	20.5	18.5
35 TO 39	1789	1958	5394	14.8	11.3	30.2
40 TO 44	1431	1699	2875	11.8	9.8	16.1
45 TO 49	1431	1358	1741	11.8	7.8	9.8
50 TO 54	999	1358	1454	8.3	7.8	8.1
55 TO 59	777	888	1168	6.4	5.1	6.5
60 TO 64	331	529	761	2.7	3.1	4.3
65 AND OVER	169	157	271	1.4	0.9	1.5
TOTAL	12100	17315	17847	100.0	100.0	100.0

OCCUPATION: LAW

AGE GROUP	NUMBER			PERCENTAGE DISTRIBUTION		
	1971	1976	1985	1971	1976	1985
UNDER 25	451	237	204	2.6	1.0	0.6
25 TO 29	3212	6084	5682	18.3	26.0	17.2
30 TO 34	2756	4986	7196	15.7	21.3	21.8
35 TO 39	2551	2594	7317	14.5	11.1	22.2
40 TO 44	2200	2414	3939	12.5	10.3	11.9
45 TO 49	1799	2086	2270	10.2	8.9	6.9
50 TO 54	1328	1694	2208	7.6	7.2	6.7
55 TO 59	1077	1170	1642	6.1	5.0	5.0
60 TO 64	857	880	1240	4.9	3.8	3.8
65 AND OVER	1348	1290	1299	7.7	5.5	3.9
TOTAL	17580	23435	32997	100.0	100.0	100.0

OCCUPATION: PSYCHOLOGY

	NUMBER			PERCENTAGE DISTRIBUTION		
AGE GROUP	1971	1976	1985	1971	1976	1985
UNDER 25	924	190	113	23.7	4.1	2.1
25 TO 29	959	1611	636	24.6	34.4	11.7
30 TO 34	512	1125	930	13.1	24.0	17.2
35 TO 39	386	479	1712	9.9	10.2	31.6
40 TO 44	301	361	858	7.7	7.7	15.8
45 TO 49	291	282	417	7.5	6.0	7.7
50 TO 54	276	274	283	7.1	5.8	5.2
55 TO 59	146	235	257	3.7	5.0	4.7
60 TO 64	85	91	123	2.2	1.9	2.3
65 AND OVER	15	39	87	0.4	0.8	1.6
TOTAL	3895	4689	5416	100.0	100.0	100.0

OCCUPATION: ECONOMICS

	NUMBER			PERCENTAGE DISTRIBUTION		
AGE GROUP	1971	1976	1985	1971	1976	1985
UNDER 25	723	535	422	12.9	6.7	3.9
25 TO 29	1612	2546	1778	28.7	31.8	16.4
30 TO 34	854	2080	2329	15.2	25.9	21.4
35 TO 39	658	803	2773	11.7	10.0	25.5
40 TO 44	537	617	1665	9.6	7.7	15.3
45 TO 49	472	505	656	8.4	6.3	6.0
50 TO 54	362	443	562	6.4	5.5	5.2
55 TO 59	216	294	369	3.8	3.7	3.4
60 TO 64	121	127	213	2.1	1.6	2.0
65 AND OVER	60	69	96	1.1	0.9	0.9
TOTAL	5615	8018	10863	100.0	100.0	100.0

OCCUPATION: SOCIO/ANTHRO

	NUMBER			PERCENTAGE DISTRIBUTION		
AGE GROUP	1971	1976	1985	1971	1976	1985
UNDER 25	142	23	11	32.6	4.3	1.7
25 TO 29	112	203	58	25.8	38.3	9.4
30 TO 34	83	139	89	19.1	26.2	14.5
35 TO 39	34	79	229	7.9	14.9	37.3
40 TO 44	24	31	111	5.6	5.9	18.1
45 TO 49	24	22	59	5.6	4.2	9.7
50 TO 54	10	23	28	2.2	4.3	4.5
55 TO 59	0	8	17	0.0	1.6	2.8
60 TO 64	5	0	12	1.1	0.1	1.9
65 AND OVER	0	2	0	0.0	0.3	0.1
TOTAL	435	530	614	100.0	100.0	100.0

TABLE B-7

ESTIMATE OF AGE DISTRIBUTION, UNIVERSITY TEACHERS BY SPECIALITY
(1972, 1976 and 1985)

UNIVERSITY TEACHING SPECIALITY

The tables on pages 50 - 114 should read 1972 instead of 1971

SOURCE: MOSST, Highly Qualified Manpower Demand Model.

OCCUPATION: **UNIVERSITY TEACHER - DENTISTRY**

AGE GROUP	NUMBER			PERCENTAGE DISTRIBUTION		
	1971	1976	1985	1971	1976	1985
UNDER 25	0	5	3	0.0	1.7	1.0
25 TO 29	22	23	32	9.3	8.1	9.6
30 TO 34	43	50	60	17.8	17.4	18.3
35 TO 39	46	49	41	19.1	17.0	12.3
40 TO 44	36	49	47	15.1	17.0	14.5
45 TO 49	33	34	48	13.8	11.8	14.6
50 TO 54	33	32	38	13.8	11.1	11.7
55 TO 59	12	36	31	4.9	12.5	9.5
60 TO 64	14	6	20	5.8	2.1	6.0
65 AND OVER	1	4	8	0.4	1.3	2.4
TOTAL	239	289	328	100.0	100.0	100.0

OCCUPATION: UNIVERSITY TEACHER – MEDICINE

	NUMBER			PERCENTAGE DISTRIBUTION		
AGE GROUP	1971	1976	1985	1971	1976	1985
UNDER 25	2	18	18	0.1	1.0	0.9
25 TO 29	23	66	180	1.5	3.6	8.6
30 TO 34	279	206	329	18.2	11.2	15.7
35 TO 39	421	478	155	27.5	26.0	7.4
40 TO 44	335	384	248	21.9	20.9	11.9
45 TO 49	222	297	442	14.5	16.2	21.1
50 TO 54	131	209	340	8.5	11.3	16.2
55 TO 59	73	116	236	4.8	6.3	11.3
60 TO 64	39	54	117	2.6	3.0	5.6
65 AND OVER	6	13	28	0.4	0.7	1.3
TOTAL	1534	1841	2093	100.0	100.0	100.0

OCCUPATION: UNIVERSITY TEACHER - PHARMACY

	NUMBER			PERCENTAGE DISTRIBUTION		
AGE GROUP	1971	1976	1985	1971	1976	1985
UNDER 25	1	2	2	0.9	1.9	1.9
25 TO 29	11	8	16	8.8	5.4	9.5
30 TO 34	27	35	30	22.1	23.7	18.0
35 TO 39	22	24	19	18.6	16.4	11.3
40 TO 44	18	22	35	15.0	15.0	20.8
45 TO 49	13	18	21	10.6	12.3	12.6
50 TO 54	18	15	17	15.9	10.2	10.3
55 TO 59	7	17	14	6.2	11.9	8.7
60 TO 64	3	4	9	2.7	2.9	5.1
65 AND OVER	0	2	5	0.0	1.1	2.7
TOTAL	120	146	166	100.0	100.0	100.0

OCCUPATION: UNIVERSITY TEACHER - NURSING

AGE GROUP	NUMBER			PERCENTAGE DISTRIBUTION		
	1971	1976	1985	1971	1976	1985
UNDER 25	16	11	4	4.0	2.0	0.7
25 TO 29	65	104	45	16.3	18.6	7.2
30 TO 34	70	113	105	17.6	20.3	16.6
35 TO 39	72	93	137	18.2	16.7	21.6
40 TO 44	61	80	101	15.2	14.4	16.0
45 TO 49	35	61	89	8.8	11.0	14.0
50 TO 54	35	36	69	8.8	6.5	10.9
55 TO 59	32	35	54	8.0	6.3	8.5
60 TO 64	11	21	18	2.7	3.8	2.9
65 AND OVER	1	2	11	0.3	0.4	1.7
TOTAL	398	556	633	100.0	100.0	100.0

OCCUPATION: UNIVERSITY TEACHER - REHAB. THERAPY

AGE GROUP	NUMBER			PERCENTAGE DISTRIBUTION		
	1971	1976	1985	1971	1976	1985
UNDER 25	3	2	1	2.8	0.9	0.8
25 TO 29	7	20	15	6.5	12.4	8.0
30 TO 34	20	26	30	17.6	15.9	16.2
35 TO 39	21	24	28	18.5	14.9	15.0
40 TO 44	22	32	23	19.4	19.9	12.4
45 TO 49	16	24	28	13.9	14.9	15.2
50 TO 54	13	19	23	11.1	11.8	12.6
55 TO 59	7	8	22	6.5	4.8	12.0
60 TO 64	4	5	12	3.7	3.3	6.6
65 AND OVER	0	2	2	0.0	1.0	1.2
TOTAL	115	161	183	100.0	100.0	100.0

OCCUPATION: UNIVERSITY TEACHER — HEALTH ADMIN+OTHR

AGE GROUP	NUMBER			PERCENTAGE DISTRIBUTION		
	1971	1976	1985	1971	1976	1985
UNDER 25	3	7	3	1.6	2.3	0.9
25 TO 29	26	40	32	12.6	12.7	8.8
30 TO 34	34	59	66	16.8	18.7	18.3
35 TO 39	30	48	55	14.7	15.1	15.2
40 TO 44	34	39	58	16.8	12.3	16.0
45 TO 49	31	49	50	15.2	15.4	13.8
50 TO 54	32	34	31	15.7	10.7	8.5
55 TO 59	10	26	43	4.7	8.2	11.9
60 TO 64	2	14	17	1.0	4.5	4.7
65 AND OVER	2	1	7	1.0	0.2	1.8
TOTAL	203	318	361	100.0	100.0	100.0

OCCUPATION: UNIVERSITY TEACHER - MED. RESEARCH

AGE GROUP	NUMBER			PERCENTAGE DISTRIBUTION		
	1971	1976	1985	1971	1976	1985
UNDER 25	1	8	9	0.1	1.0	0.9
25 TO 29	48	34	86	5.0	4.0	9.1
30 TO 34	182	113	156	18.9	13.5	16.4
35 TO 39	214	187	79	22.3	22.4	8.4
40 TO 44	200	153	132	20.8	18.3	13.9
45 TO 49	140	142	155	14.6	17.0	16.3
50 TO 54	92	99	149	9.5	11.8	15.6
55 TO 59	46	66	109	4.8	7.9	11.4
60 TO 64	28	26	60	2.9	3.1	6.3
65 AND OVER	11	8	16	1.1	0.9	1.7
TOTAL	961	836	950	100.0	100.0	100.0

OCCUPATION: UNIVERSITY TEACHER - ARCHITECTURE

AGE GROUP	NUMBER			PERCENTAGE DISTRIBUTION		
	1971	1976	1985	1971	1976	1985
UNDER 25	0	2	2	0.0	1.0	0.9
25 TO 29	16	10	20	10.3	5.0	8.5
30 TO 34	32	33	37	20.7	15.8	15.9
35 TO 39	33	44	26	21.4	21.2	11.1
40 TO 44	26	45	30	16.6	21.7	12.6
45 TO 49	23	29	48	15.2	14.0	20.2
50 TO 54	13	23	34	8.3	11.1	14.4
55 TO 59	9	13	23	5.5	6.1	9.9
60 TO 64	3	9	13	2.1	4.3	5.4
65 AND OVER	0	0	3	0.0	0.0	1.2
TOTAL	154	208	236	100.0	100.0	100.0

OCCUPATION: UNIVERSITY TEACHER - CHEMICAL ENG.

AGE GROUP	NUMBER			PERCENTAGE DISTRIBUTION		
	1971	1976	1985	1971	1976	1985
UNDER 25	0	2	2	0.0	1.0	0.8
25 TO 29	27	9	22	10.9	3.9	8.3
30 TO 34	57	45	41	23.5	19.0	15.3
35 TO 39	51	48	20	20.9	20.3	7.4
40 TO 44	54	49	48	22.2	20.7	17.9
45 TO 49	24	40	47	10.0	16.9	17.6
50 TO 54	16	21	39	6.5	8.8	14.3
55 TO 59	9	15	33	3.5	6.2	12.2
60 TO 64	5	5	13	2.2	2.2	4.8
65 AND OVER	1	2	3	0.4	1.0	1.3
TOTAL	245	237	269	100.0	100.0	100.0

OCCUPATION: UNIVERSITY TEACHER — CIVIL ENG.

	NUMBER			PERCENTAGE DISTRIBUTION		
AGE GROUP	1971	1976	1985	1971	1976	1985
UNDER 25	0	3	3	0.0	0.9	0.8
25 TO 29	33	16	33	8.7	4.4	8.1
30 TO 34	98	40	62	25.7	11.1	15.1
35 TO 39	86	99	38	22.6	27.4	9.2
40 TO 44	61	75	48	15.9	20.7	11.7
45 TO 49	57	60	82	15.1	16.6	20.0
50 TO 54	14	42	74	3.6	11.6	18.0
55 TO 59	13	12	47	3.4	3.2	11.4
60 TO 64	18	12	20	4.7	3.2	4.7
65 AND OVER	1	3	4	0.3	0.8	1.0
TOTAL	381	362	412	100.0	100.0	100.0

OCCUPATION: UNIVERSITY TEACHER – ELECTRICAL ENG.

AGE GROUP	NUMBER			PERCENTAGE DISTRIBUTION		
	1971	1976	1985	1971	1976	1985
UNDER 25	3	4	3	0.8	0.9	0.7
25 TO 29	38	21	34	9.5	5.0	7.3
30 TO 34	112	75	67	27.8	18.3	14.3
35 TO 39	101	111	40	25.1	26.9	8.6
40 TO 44	62	94	79	15.3	22.8	16.9
45 TO 49	47	43	110	11.6	10.4	23.4
50 TO 54	20	40	72	5.0	9.7	15.3
55 TO 59	11	15	40	2.6	3.7	8.5
60 TO 64	7	7	20	1.9	1.7	4.2
65 AND OVER	1	2	3	0.3	0.5	0.7
TOTAL	402	413	470	100.0	100.0	100.0

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OCCUPATION: UNIVERSITY TEACHER - MECHAN+~~OTHER~~ ENG

AGE GROUP	NUMBER			PERCENTAGE DISTRIBUTION		
	1971	1976	1985	1971	1976	1985
UNDER 25	1	4	3	0.3	1.2	0.9
25 TO 29	36	18	33	10.3	5.1	8.3
30 TO 34	84	53	63	23.9	15.0	15.6
35 TO 39	80	85	38	22.7	24.1	9.3
40 TO 44	53	69	56	15.1	19.5	14.0
45 TO 49	47	54	78	13.3	15.3	19.5
50 TO 54	29	39	66	8.2	11.0	16.5
55 TO 59	7	20	38	2.1	5.7	9.3
60 TO 64	15	8	21	4.2	2.2	5.1
65 AND OVER	0	3	6	0.9	0.9	1.4
TOTAL	352	354	402	100.0	100.0	100.0

OCCUPATION: UNIVERSITY TEACHER — METALLURGICAL ENG.

AGE GROUP	NUMBER			PERCENTAGE DISTRIBUTION		
	1971	1976	1985	1971	1976	1985
UNDER 25	1	1	1	1.9	0.9	0.8
25 TO 29	5	4	5	9.6	6.4	8.0
30 TO 34	12	13	10	21.2	23.2	14.8
35 TO 39	14	13	6	25.0	22.8	9.1
40 TO 44	7	9	15	13.5	15.8	23.1
45 TO 49	10	5	11	17.3	8.7	17.2
50 TO 54	4	9	9	7.7	15.8	14.1
55 TO 59	2	2	5	3.8	3.4	7.3
60 TO 64	0	2	3	0.0	3.1	4.5
65 AND OVER	0	0	1	0.0	0.0	1.1
TOTAL	55	57	65	100.0	100.0	100.0

OCCUPATION: UNIVERSITY TEACHER - MINING+GEOLOGY

AGE GROUP	NUMBER			PERCENTAGE DISTRIBUTION		
	1971	1976	1985	1971	1976	1985
UNDER 25	0	1	1	0.0	1.0	1.0
25 TO 29	4	2	6	7.3	3.4	9.4
30 TO 34	7	10	11	12.7	17.9	17.4
35 TO 39	10	10	6	16.4	17.5	8.7
40 TO 44	12	8	9	20.0	14.0	14.0
45 TO 49	10	12	10	16.4	21.1	15.7
50 TO 54	6	6	8	10.9	10.5	12.6
55 TO 59	5	5	10	9.1	8.5	15.5
60 TO 64	4	4	2	7.3	6.1	3.3
65 AND OVER	0	0	1	0.0	0.0	2.3
TOTAL	59	57	65	100.0	100.0	100.0

OCCUPATION: UNIVERSITY TEACHER — INDUST+OTHR ENG

AGE GROUP	NUMBER			PERCENTAGE DISTRIBUTION		
	1971	1976	1985	1971	1976	1985
UNDER 25	1	5	5	0.3	1.0	0.8
25 TO 29	42	34	51	11.4	6.3	8.4
30 TO 34	87	79	99	24.0	14.8	16.4
35 TO 39	77	125	66	21.1	23.5	11.0
40 TO 44	64	106	73	17.5	19.9	12.0
45 TO 49	38	78	127	10.5	14.7	21.1
50 TO 54	27	42	92	7.3	7.9	15.2
55 TO 59	16	38	58	4.4	7.1	9.6
60 TO 64	13	20	24	3.5	3.8	3.9
65 AND OVER	0	5	10	0.0	1.0	1.6
TOTAL	364	533	605	100.0	100.0	100.0

OCCUPATION: UNIVERSITY TEACHER - AGRICULTURAL ENG.

	NUMBER			PERCENTAGE DISTRIBUTION		
AGE GROUP	1971	1976	1985	1971	1976	1985
UNDER 25	0	0	1	0.0	0.9	1.2
25 TO 29	3	1	5	6.0	2.7	10.1
30 TO 34	9	4	8	16.0	9.4	15.6
35 TO 39	10	8	4	18.0	18.4	7.8
40 TO 44	10	5	3	18.0	11.4	6.8
45 TO 49	14	11	7	26.0	25.3	14.9
50 TO 54	5	11	5	10.0	25.2	11.0
55 TO 59	1	3	11	2.0	6.7	21.7
60 TO 64	1	0	5	2.0	0.0	10.1
65 AND OVER	1	0	0	2.0	0.0	0.8
TOTAL	53	44	50	100.0	100.0	100.0

OCCUPATION: UNIVERSITY TEACHER — VET. MEDICINE

AGE GROUP	NUMBER			PERCENTAGE DISTRIBUTION		
	1971	1976	1985	1971	1976	1985
UNDER 25	2	2	2	1.3	1.0	0.8
25 TO 29	30	36	19	17.6	17.1	8.2
30 TO 34	24	47	43	14.5	22.5	18.1
35 TO 39	31	23	47	18.2	11.0	19.8
40 TO 44	35	34	39	20.8	16.3	16.3
45 TO 49	12	27	20	6.9	12.9	8.6
50 TO 54	20	15	33	11.9	7.2	13.9
55 TO 59	9	16	21	5.0	7.5	8.9
60 TO 64	5	9	8	3.1	4.3	3.6
65 AND OVER	1	1	4	0.6	0.3	1.9
TOTAL	169	209	237	100.0	100.0	100.0

OCCUPATION: UNIVERSITY TEACHER - DIETETICS

AGE GROUP	NUMBER			PERCENTAGE DISTRIBUTION		
	1971	1976	1985	1971	1976	1985
UNDER 25	0	1	1	0.0	1.1	1.0
25 TO 29	4	7	10	6.3	8.1	9.5
30 TO 34	11	13	18	15.6	15.2	17.9
35 TO 39	10	9	14	14.1	10.1	13.6
40 TO 44	13	12	10	18.8	13.6	9.7
45 TO 49	10	19	11	14.1	21.6	10.9
50 TO 54	10	12	10	14.1	13.6	10.1
55 TO 59	10	6	17	14.1	6.7	17.1
60 TO 64	2	6	8	3.1	7.2	7.9
65 AND OVER	0	2	2	0.0	2.7	2.4
TOTAL	68	88	100	100.0	100.0	100.0

OCCUPATION: UNIVERSITY TEACHER – AGRICULTURE

AGE GROUP	NUMBER			PERCENTAGE DISTRIBUTION		
	1971	1976	1985	1971	1976	1985
UNDER 25	2	4	4	0.6	1.1	1.0
25 TO 29	36	23	44	9.6	6.0	10.2
30 TO 34	63	58	81	16.7	15.2	18.9
35 TO 39	64	57	49	16.9	15.0	11.5
40 TO 44	57	69	53	15.3	18.2	12.3
45 TO 49	52	52	57	13.8	13.7	13.2
50 TO 54	39	52	57	10.5	13.7	13.2
55 TO 59	39	31	43	10.5	8.2	9.9
60 TO 64	23	29	34	6.2	7.8	7.8
65 AND OVER	0	4	9	0.0	1.0	2.0
TOTAL	377	379	431	100.0	100.0	100.0

OCCUPATION: UNIVERSITY TEACHER - FORESTRY

AGE GROUP	NUMBER			PERCENTAGE DISTRIBUTION		
	1971	1976	1985	1971	1976	1985
UNDER 25	0	1	1	0.6	1.0	1.0
25 TO 29	11	5	10	11.2	5.4	9.1
30 TO 34	17	20	18	18.0	21.6	16.5
35 TO 39	16	18	9	16.9	19.1	8.7
40 TO 44	13	11	21	13.5	11.6	19.9
45 TO 49	17	12	16	18.0	12.7	14.6
50 TO 54	12	17	11	12.4	18.0	10.1
55 TO 59	4	5	12	4.5	5.1	10.8
60 TO 64	3	4	8	3.4	4.6	7.7
65 AND OVER	2	1	2	2.2	0.8	1.7
TOTAL	95	94	107	100.0	100.0	100.0

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OCCUPATION: UNIVERSITY TEACHER - BIOCHEMISTRY

	NUMBER			PERCENTAGE DISTRIBUTION		
AGE GROUP	1971	1976	1985	1971	1976	1985
UNDER 25	1	1	1	1.3	0.9	0.9
25 TO 29	7	10	12	9.2	7.7	8.4
30 TO 34	23	24	24	28.9	19.0	16.3
35 TO 39	16	28	16	19.7	21.8	11.1
40 TO 44	14	17	28	17.1	13.2	19.1
45 TO 49	11	21	18	13.2	16.3	12.5
50 TO 54	5	14	19	6.6	10.8	13.2
55 TO 59	3	8	17	3.9	6.0	11.7
60 TO 64	0	5	8	0.0	4.2	5.5
65 AND OVER	0	0	2	0.0	0.0	1.3
TOTAL	81	129	146	100.0	100.0	100.0

OCCUPATION: UNIVERSITY TEACHER - BIOLOGY

AGE GROUP	NUMBER			PERCENTAGE DISTRIBUTION		
	1971	1976	1985	1971	1976	1985
UNDER 25	2	8	7	0.3	1.0	0.8
25 TO 29	82	55	66	12.4	7.4	7.8
30 TO 34	140	138	128	21.3	18.6	15.1
35 TO 39	155	157	99	23.6	21.2	11.7
40 TO 44	115	145	137	17.4	19.6	16.2
45 TO 49	65	109	148	9.9	14.7	17.5
50 TO 54	49	69	133	7.4	9.3	15.8
55 TO 59	36	39	79	5.5	5.2	9.4
60 TO 64	11	20	37	1.6	2.7	4.4
65 AND OVER	3	2	10	0.5	0.3	1.2
TOTAL	659	742	844	100.0	100.0	100.0

OCCUPATION: UNIVERSITY TEACHER - BOTANY

	NUMBER			PERCENTAGE DISTRIBUTION		
AGE GROUP	1971	1976	1985	1971	1976	1985
UNDER 25	0	2	2	0.0	0.9	0.9
25 TO 29	18	13	18	11.0	7.5	8.8
30 TO 34	32	30	32	19.4	16.5	15.8
35 TO 39	39	40	23	23.9	22.3	11.2
40 TO 44	28	27	31	16.8	15.0	15.2
45 TO 49	16	29	38	9.7	16.2	18.7
50 TO 54	23	16	21	14.2	8.9	10.2
55 TO 59	5	19	25	3.2	10.8	12.3
60 TO 64	1	2	9	0.6	1.0	4.3
65 AND OVER	2	2	5	1.3	0.9	2.5
TOTAL	165	180	204	100.0	100.0	100.0

OCCUPATION: UNIVERSITY TEACHER - ZOOLOGY

AGE GROUP	NUMBER			PERCENTAGE DISTRIBUTION		
	1971	1976	1985	1971	1976	1985
UNDER 25	3	3	2	1.1	1.0	0.8
25 TO 29	28	21	25	9.3	7.4	7.8
30 TO 34	81	53	48	27.0	18.9	15.2
35 TO 39	47	70	37	15.7	24.9	11.7
40 TO 44	61	34	59	20.3	12.1	18.6
45 TO 49	37	51	58	12.5	18.2	18.1
50 TO 54	13	26	30	4.3	9.2	9.3
55 TO 59	15	11	43	5.0	3.8	13.4
60 TO 64	11	11	14	3.6	3.8	4.2
65 AND OVER	4	2	4	1.4	0.8	1.1
TOTAL	299	281	320	100.0	100.0	100.0

OCCUPATION: UNIVERSITY TEACHER - HELD SCIENCE

AGE GROUP	NUMBER			PERCENTAGE DISTRIBUTION		
	1971	1976	1985	1971	1976	1985
UNDER 25	9	2	1	5.8	1.6	0.8
25 TO 29	18	23	12	12.2	16.2	7.6
30 TO 34	24	23	25	16.5	16.4	15.5
35 TO 39	23	26	33	15.8	18.2	20.6
40 TO 44	17	20	21	11.5	14.0	12.8
45 TO 49	27	21	22	18.0	14.7	13.7
50 TO 54	13	13	17	8.6	9.1	10.7
55 TO 59	6	10	18	4.3	6.9	11.0
60 TO 64	6	4	9	4.3	2.5	5.8
65 AND OVER	4	1	3	2.9	0.5	1.6
TOTAL	148	143	163	100.0	100.0	100.0

OCCUPATION: UNIVERSITY TEACHER - AGRIC+BIOL SCI.

	NUMBER			PERCENTAGE DISTRIBUTION		
AGE GROUP	1971	1976	1985	1971	1976	1985
UNDER 25	0	2	1	0.0	1.0	0.7
25 TO 29	2	16	14	12.5	10.2	7.8
30 TO 34	5	30	30	31.3	18.9	16.6
35 TO 39	5	43	26	31.3	27.5	14.3
40 TO 44	2	27	30	12.5	17.2	17.1
45 TO 49	1	13	37	6.3	8.3	20.5
50 TO 54	1	9	26	6.3	5.7	14.5
55 TO 59	0	11	6	0.0	6.8	3.6
60 TO 64	0	5	6	0.0	2.9	3.5
65 AND OVER	0	2	2	0.0	1.5	1.4
TOTAL	17	157	178	100.0	100.0	100.0

OCCUPATION: UNIVERSITY TEACHER — GEOL+METEOR+OCEAN

AGE GROUP	NUMBER			PERCENTAGE DISTRIBUTION		
	1971	1976	1985	1971	1976	1985
UNDER 25	0	4	4	0.0	0.9	0.8
25 TO 29	29	32	41	6.9	6.7	7.6
30 TO 34	97	79	79	23.2	16.5	14.5
35 TO 39	101	118	62	24.2	24.8	11.5
40 TO 44	79	104	81	18.8	21.8	15.0
45 TO 49	54	64	105	13.0	13.4	19.3
50 TO 54	24	39	93	5.9	8.1	17.2
55 TO 59	19	23	50	4.6	4.9	9.1
60 TO 64	10	12	21	2.3	2.6	3.9
65 AND OVER	5	1	6	1.3	0.3	1.1
TOTAL	418	478	543	100.0	100.0	100.0

OCCUPATION: UNIVERSITY TEACHER - CHEMISTRY

AGE GROUP	NUMBER			PERCENTAGE DISTRIBUTION		
	1971	1976	1985	1971	1976	1985
UNDER 25	4	9	8	0.5	0.9	0.7
25 TO 29	88	52	80	9.7	5.6	7.6
30 TO 34	260	166	155	28.5	18.1	14.8
35 TO 39	210	248	96	23.0	26.9	9.1
40 TO 44	142	169	193	15.5	18.4	18.4
45 TO 49	98	125	222	10.7	13.6	21.2
50 TO 54	52	78	143	5.7	8.4	13.7
55 TO 59	36	43	97	4.0	4.6	9.2
60 TO 64	15	25	43	1.6	2.7	4.1
65 AND OVER	6	8	12	0.7	0.8	1.2
TOTAL	911	922	1048	100.0	100.0	100.0

OCCUPATION: UNIVERSITY TEACHER - PHYSICS

AGE GROUP	NUMBER			PERCENTAGE DISTRIBUTION		
	1971	1976	1985	1971	1976	1985
UNDER 25	6	9	9	0.6	0.9	0.8
25 TO 29	78	39	89	7.7	4.0	7.9
30 TO 34	284	156	170	28.3	15.7	15.1
35 TO 39	234	275	90	23.3	27.7	8.0
40 TO 44	164	202	184	16.3	20.4	16.3
45 TO 49	114	141	244	11.3	14.2	21.6
50 TO 54	59	94	175	5.8	9.4	15.5
55 TO 59	38	45	103	3.8	4.6	9.2
60 TO 64	19	28	53	1.9	2.8	4.7
65 AND OVER	9	4	12	0.8	0.4	1.1
TOTAL	1005	993	1129	100.0	100.0	100.0

OCCUPATION: UNIVERSITY TEACHER - MATHEMATICS

AGE GROUP	NUMBER			PERCENTAGE DISTRIBUTION		
	1971	1976	1985	1971	1976	1985
UNDER 25	14	16	10	1.0	1.1	0.7
25 TO 29	266	122	111	19.2	8.8	7.0
30 TO 34	405	350	229	29.2	25.2	14.5
35 TO 39	250	347	205	18.0	25.0	13.0
40 TO 44	188	224	376	13.6	16.1	23.8
45 TO 49	110	153	283	7.9	11.0	17.9
50 TO 54	61	84	196	4.4	6.0	12.4
55 TO 59	50	48	110	3.6	3.5	6.9
60 TO 64	30	36	44	2.1	2.6	2.8
65 AND OVER	15	10	15	1.1	0.7	1.0
TOTAL	1389	1389	1579	100.0	100.0	100.0

OCCUPATION: UNIVERSITY TEACHER - COMPUTER SCI

AGE GROUP	NUMBER			PERCENTAGE DISTRIBUTION		
	1971	1976	1985	1971	1976	1985
UNDER 25	5	3	2	1.5	0.8	0.5
25 TO 29	87	53	26	25.2	13.5	5.7
30 TO 34	130	134	54	37.4	34.0	12.4
35 TO 39	46	101	87	13.2	25.7	19.5
40 TO 44	42	39	125	12.0	9.9	27.9
45 TO 49	22	34	83	6.4	8.6	18.6
50 TO 54	11	24	31	3.1	6.1	6.9
55 TO 59	2	4	28	0.6	1.0	6.3
60 TO 64	2	2	11	0.6	0.5	2.4
65 AND OVER	0	0	0	0.0	0.0	0.1
TOTAL	347	393	447	100.0	100.0	100.0

OCCUPATION: UNIVERSITY TEACHER — METALL+MAT SCI.

	NUMBER			PERCENTAGE DISTRIBUTION		
AGE GROUP	1971	1976	1985	1971	1976	1985
UNDER 25	0	1	0	0.0	1.1	0.8
25 TO 29	9	4	5	18.6	7.8	8.4
30 TO 34	12	6	9	25.6	12.7	16.6
35 TO 39	6	13	6	14.0	26.7	11.0
40 TO 44	5	5	7	11.6	10.2	13.0
45 TO 49	7	9	10	16.3	18.5	18.5
50 TO 54	3	6	6	7.0	12.3	11.5
55 TO 59	0	1	8	0.0	2.0	13.6
60 TO 64	2	4	3	4.7	7.2	5.0
65 AND OVER	1	1	1	2.3	1.6	1.6
TOTAL	46	49	55	100.0	100.0	100.0

OCCUPATION: UNIVERSITY TEACHER - OTHER MATH+PHY SCI

AGE GROUP	NUMBER			PERCENTAGE DISTRIBUTION		
	1971	1976	1985	1971	1976	1985
UNDER 25	1	0	0	3.8	0.8	0.6
25 TO 29	6	5	4	23.1	7.7	6.2
30 TO 34	7	19	8	26.9	32.6	12.6
35 TO 39	3	20	11	11.5	33.9	17.0
40 TO 44	5	3	17	19.2	5.0	25.2
45 TO 49	2	7	16	7.7	11.8	23.9
50 TO 54	1	2	4	3.8	3.3	6.5
55 TO 59	0	3	3	0.0	4.9	4.9
60 TO 64	1	0	1	3.8	0.0	2.0
65 AND OVER	0	0	1	0.0	0.0	1.1
TOTAL	28	59	67	100.0	100.0	100.0

OCCUPATION: UNIVERSITY TEACHER - THEOLOGY

	NUMBER			PERCENTAGE DISTRIBUTION		
AGE GROUP	1971	1976	1985	1971	1976	1985
UNDER 25	0	7	7	0.0	1.1	1.0
25 TO 29	26	30	68	4.8	4.9	9.6
30 TO 34	88	63	127	16.6	10.2	17.9
35 TO 39	114	113	68	21.4	18.2	9.7
40 TO 44	102	149	61	19.2	24.1	8.6
45 TO 49	61	94	112	11.4	15.2	15.9
50 TO 54	55	62	134	10.4	10.0	18.9
55 TO 59	46	55	81	8.6	8.9	11.5
60 TO 64	27	32	34	5.0	5.2	4.8
65 AND OVER	15	14	15	2.8	2.3	2.2
TOTAL	533	621	706	100.0	100.0	100.0

OCCUPATION: UNIVERSITY TEACHER - LIBRARY+ARCHIVAL

AGE GROUP	NUMBER			PERCENTAGE DISTRIBUTION		
	1971	1976	1985	1971	1976	1985
UNDER 25	1	1	1	1.1	1.1	1.1
25 TO 29	3	8	12	3.2	7.5	10.7
30 TO 34	6	6	23	6.5	6.2	19.5
35 TO 39	13	15	12	12.9	14.7	10.2
40 TO 44	30	11	9	39.1	10.8	8.2
45 TO 49	17	26	12	17.2	25.6	10.2
50 TO 54	14	17	10	14.0	16.7	8.6
55 TO 59	6	9	24	6.5	8.6	20.8
60 TO 64	7	6	9	7.5	6.2	8.0
65 AND OVER	1	2	3	1.1	2.4	2.8
TOTAL	99	102	116	100.0	100.0	100.0

OCCUPATION: UNIVERSITY TEACHER - TRANSLATION

	NUMBER			PERCENTAGE DISTRIBUTION		
AGE GROUP	1971	1976	1985	1971	1976	1985
UNDER 25	0	0	0	0.0	1.1	0.8
25 TO 29	2	6	2	22.2	32.0	8.4
30 TO 34	3	3	5	33.3	17.4	27.3
35 TO 39	0	2	4	0.0	11.3	22.2
40 TO 44	0	2	4	0.0	11.3	18.6
45 TO 49	0	1	1	0.0	5.6	4.1
50 TO 54	1	0	2	11.1	0.0	9.0
55 TO 59	2	2	1	22.2	11.2	4.4
60 TO 64	1	2	0	11.1	10.2	2.3
65 AND OVER	0	0	1	0.0	0.0	2.8
TOTAL	10	18	20	100.0	100.0	100.0

OCCUPATION: UNIVERSITY TEACHER - FINE+APPLD ARTS

AGE GROUP	NUMBER			PERCENTAGE DISTRIBUTION		
	1971	1976	1985	1971	1976	1985
UNDER 25	12	14	10	1.2	1.1	0.8
25 TO 29	127	124	106	13.2	10.4	7.8
30 TO 34	205	233	214	21.4	19.5	15.7
35 TO 39	185	233	217	19.3	19.5	16.0
40 TO 44	151	216	202	15.8	18.1	14.9
45 TO 49	112	160	216	11.7	13.4	15.9
50 TO 54	70	101	192	7.3	8.4	14.1
55 TO 59	53	63	124	5.5	5.3	9.2
60 TO 64	32	38	59	3.3	3.1	4.3
65 AND OVER	12	13	18	1.2	1.1	1.3
TOTAL	959	1195	1358	100.0	100.0	100.0

OCCUPATION: UNIVERSITY TEACHER - HISTORY

AGE GROUP	NUMBER			PERCENTAGE DISTRIBUTION		
	1971	1976	1985	1971	1976	1985
UNDER 25	5	10	9	0.5	0.9	0.8
25 TO 29	175	72	94	17.0	6.8	7.8
30 TO 34	258	230	179	25.1	21.7	14.9
35 TO 39	203	253	135	19.8	23.8	11.2
40 TO 44	158	184	238	15.4	17.4	19.8
45 TO 49	94	127	225	9.1	12.0	18.7
50 TO 54	71	91	158	7.0	8.6	13.1
55 TO 59	37	57	99	3.6	5.4	8.2
60 TO 64	20	27	53	2.0	2.5	4.4
65 AND OVER	5	9	15	0.5	0.9	1.2
TOTAL	1026	1060	1205	100.0	100.0	100.0

OCCUPATION: UNIVERSITY TEACHER - ENGLISH

AGE GROUP	NUMBER			PERCENTAGE DISTRIBUTION		
	1971	1976	1985	1971	1976	1985
UNDER 25	13	14	13	0.8	1.0	0.8
25 TO 29	233	84	133	15.0	6.0	8.3
30 TO 34	362	271	256	23.2	19.3	16.0
35 TO 39	338	288	173	21.7	20.5	10.8
40 TO 44	216	286	274	13.9	20.3	17.2
45 TO 49	162	160	266	10.4	11.4	16.6
50 TO 54	97	146	237	6.2	10.4	14.9
55 TO 59	76	82	143	4.9	5.8	9.0
60 TO 64	46	62	76	2.9	4.4	4.8
65 AND OVER	15	13	25	1.0	0.9	1.6
TOTAL	1557	1406	1598	100.0	100.0	100.0

OCCUPATION: UNIVERSITY TEACHER - FRENCH

	NUMBER			PERCENTAGE DISTRIBUTION		
AGE GROUP	1971	1976	1985	1971	1976	1985
UNDER 25	10	10	7	1.0	1.3	0.8
25 TO 29	160	62	74	17.4	7.9	8.3
30 TO 34	205	158	146	22.3	20.1	16.3
35 TO 39	169	162	113	18.4	20.6	12.7
40 TO 44	130	130	153	14.1	16.5	17.1
45 TO 49	95	99	154	10.3	12.6	17.2
50 TO 54	68	79	101	7.4	10.0	11.2
55 TO 59	35	45	87	3.8	5.7	9.8
60 TO 64	33	34	45	3.6	4.3	5.0
65 AND OVER	15	8	15	1.6	1.1	1.7
TOTAL	919	788	896	100.0	100.0	100.0

OCCUPATION: UNIVERSITY TEACHER - MOD. LANGUAGES

AGE GROUP	NUMBER			PERCENTAGE DISTRIBUTION		
	1971	1976	1985	1971	1976	1985
UNDER 25	4	8	8	0.5	1.0	0.8
25 TO 29	101	51	77	11.7	6.3	8.4
30 TO 34	194	120	148	22.5	14.9	16.2
35 TO 39	195	177	103	22.6	22.0	11.2
40 TO 44	125	174	125	14.5	21.6	13.7
45 TO 49	86	104	167	10.0	12.9	18.2
50 TO 54	82	81	138	9.5	10.0	15.1
55 TO 59	45	55	89	5.2	6.9	9.7
60 TO 64	29	27	44	2.3	3.4	4.8
65 AND OVER	10	9	17	1.1	1.1	1.9
TOTAL	861	807	917	100.0	100.0	100.0

OCCUPATION: UNIVERSITY TEACHER - CLASSICS+PHILOSOPHY

AGE GROUP	NUMBER			PERCENTAGE DISTRIBUTION		
	1971	1976	1985	1971	1976	1985
UNDER 25	3	10	9	0.3	1.0	0.8
25 TO 29	149	65	94	14.9	6.7	8.4
30 TO 34	263	203	181	26.3	20.7	16.2
35 TO 39	161	226	124	16.1	23.1	11.1
40 TO 44	121	139	222	12.2	14.2	19.9
45 TO 49	130	122	186	13.0	12.4	16.6
50 TO 54	66	107	135	6.6	10.9	12.1
55 TO 59	67	45	94	6.7	4.6	8.4
60 TO 64	24	48	54	2.5	4.9	4.9
65 AND OVER	14	16	18	1.4	1.6	1.6
TOTAL	998	982	1116	100.0	100.0	100.0

OCCUPATION: UNIVERSITY TEACHER - OTHER HUM+RELATED

	NUMBER			PERCENTAGE DISTRIBUTION		
AGE GROUP	1971	1976	1985	1971	1976	1985
UNDER 25	4	2	2	3.7	1.0	1.0
25 TO 29	13	13	18	11.2	8.1	9.4
30 TO 34	20	28	32	17.8	16.7	17.1
35 TO 39	26	34	25	22.4	20.6	13.2
40 TO 44	19	24	28	16.8	14.5	15.1
45 TO 49	13	20	27	11.2	12.1	14.3
50 TO 54	12	21	29	10.3	12.7	10.7
55 TO 59	4	15	21	3.7	9.4	11.4
60 TO 64	2	7	10	1.9	4.4	5.5
65 AND OVER	1	1	4	0.9	0.4	2.4
TOTAL	114	165	188	100.0	100.0	100.0

OCCUPATION: UNIVERSITY TEACHER - SECONDARY

AGE GROUP	NUMBER			PERCENTAGE DISTRIBUTION		
	1971	1976	1985	1971	1976	1985
UNDER 25	1	3	3	0.4	1.0	1.0
25 TO 29	19	19	32	7.8	6.2	9.5
30 TO 34	40	39	59	16.5	13.0	17.4
35 TO 39	43	61	35	17.4	20.4	10.4
40 TO 44	43	52	42	17.4	17.4	12.4
45 TO 49	34	47	54	13.9	15.7	15.8
50 TO 54	24	38	52	10.0	12.6	15.2
55 TO 59	31	22	32	12.6	7.5	9.3
60 TO 64	10	16	24	3.9	5.2	7.1
65 AND OVER	0	3	7	0.0	1.0	2.0
TOTAL	245	300	341	100.0	100.0	100.0

OCCUPATION: UNIVERSITY TEACHER - ELEMENTARY

AGE GROUP	NUMBER			PERCENTAGE DISTRIBUTION		
	1971	1976	1985	1971	1976	1985
UNDER 25	2	2	2	1.6	1.0	0.9
25 TO 29	11	11	16	7.9	7.0	9.1
30 TO 34	21	24	31	15.7	14.9	17.0
35 TO 39	31	32	19	22.8	20.2	10.8
40 TO 44	21	26	28	15.7	16.4	15.3
45 TO 49	16	24	27	11.8	15.1	14.8
50 TO 54	16	16	23	11.8	10.1	12.7
55 TO 59	11	13	22	7.9	8.0	12.0
60 TO 64	6	12	9	4.7	7.4	5.1
65 AND OVER	0	0	4	0.0	0.0	2.2
TOTAL	135	159	181	100.0	100.0	100.0

OCCUPATION: UNIVERSITY TEACHER — EDUC. ADMIN.

AGE GROUP	NUMBER			PERCENTAGE DISTRIBUTION		
	1971	1976	1985	1971	1976	1985
UNDER 25	0	1	1	0.0	1.1	0.9
25 TO 29	7	5	13	6.1	4.4	9.2
30 TO 34	16	19	24	13.2	15.2	17.6
35 TO 39	30	17	13	24.6	14.0	9.7
40 TO 44	29	25	16	23.7	20.6	11.7
45 TO 49	19	24	14	15.8	19.8	10.5
50 TO 54	9	13	30	7.0	10.7	21.6
55 TO 59	9	7	16	7.0	5.6	11.7
60 TO 64	3	8	7	2.6	6.6	5.3
65 AND OVER	0	2	3	0.0	1.9	2.0
TOTAL	121	121	138	100.0	100.0	100.0

OCCUPATION: UNIVERSITY TEACHER - COUSELLING

AGE GROUP	NUMBER			PERCENTAGE DISTRIBUTION		
	1971	1976	1985	1971	1976	1985
UNDER 25	0	1	1	0.0	0.9	0.7
25 TO 29	13	5	6	18.5	7.0	7.2
30 TO 34	24	16	11	35.4	22.7	14.1
35 TO 39	12	24	9	16.9	33.6	10.7
40 TO 44	6	10	17	9.2	14.0	20.6
45 TO 49	5	5	23	7.7	6.9	28.0
50 TO 54	3	5	6	4.6	7.0	7.7
55 TO 59	4	4	5	6.2	5.4	6.1
60 TO 64	1	2	3	1.5	2.5	3.7
65 AND OVER	0	0	1	0.0	0.0	1.2
TOTAL	69	72	81	100.0	100.0	100.0

OCCUPATION: UNIVERSITY TEACHER - SPECIAL EDUCATION

	NUMBER			PERCENTAGE DISTRIBUTION		
AGE GROUP	1971	1976	1985	1971	1976	1985
UNDER 25	0	2	1	0.0	1.9	0.7
25 TO 29	11	11	8	43.5	11.2	7.3
30 TO 34	4	26	17	17.4	27.9	15.4
35 TO 39	2	11	18	8.7	11.6	16.5
40 TO 44	2	21	21	8.7	22.3	19.1
45 TO 49	1	6	12	4.3	6.3	11.0
50 TO 54	4	13	20	17.4	13.8	18.2
55 TO 59	0	4	6	0.0	4.1	5.2
60 TO 64	0	1	6	0.0	1.0	5.9
65 AND OVER	0	0	1	0.0	0.0	0.7
TOTAL	24	94	107	100.0	100.0	100.0

OCCUPATION: UNIVERSITY TEACHER — OTHER TEACHING

AGE GROUP	NUMBER			PERCENTAGE DISTRIBUTION		
	1971	1976	1985	1971	1976	1985
UNDER 25	27	11	8	3.2	1.1	0.7
25 TO 29	178	113	83	21.1	10.9	7.1
30 TO 34	200	266	169	23.8	25.8	14.4
35 TO 39	142	206	199	16.8	20.0	17.0
40 TO 44	107	160	228	12.8	15.5	19.5
45 TO 49	80	134	189	9.5	13.0	16.1
50 TO 54	59	70	147	7.0	6.8	12.5
55 TO 59	27	45	101	3.2	4.3	8.6
60 TO 64	19	19	38	2.3	1.8	3.2
65 AND OVER	4	8	11	0.5	0.7	0.9
TOTAL	842	1032	1173	100.0	100.0	100.0

CCCUPATION: UNIVERSITY TEACHER — EDUC. PSYCHOLOGY

AGE GROUP	NUMBER			PERCENTAGE DISTRIBUTION		
	1971	1976	1985	1971	1976	1985
UNDER 25	0	2	2	0.0	1.0	0.8
25 TO 29	15	9	16	9.8	5.5	8.4
30 TO 34	29	33	31	13.9	19.0	16.0
35 TO 39	34	31	19	22.4	18.0	9.7
40 TO 44	32	34	33	21.0	18.8	16.9
45 TO 49	20	29	29	13.3	16.8	14.6
50 TO 54	10	16	30	6.3	9.3	15.6
55 TO 59	11	8	24	7.0	4.5	12.2
60 TO 64	2	10	9	1.4	5.8	4.5
65 AND OVER	0	1	2	0.0	0.4	1.0
TOTAL	152	172	196	100.0	100.0	100.0

OCCUPATION: UNIVERSITY TEACHER - OTHER NON-TEACHING

AGE GROUP	NUMBER			PERCENTAGE DISTRIBUTION		
	1971	1976	1985	1971	1976	1985
UNDER 25	1	4	3	0.5	0.9	0.7
25 TO 29	15	21	33	6.4	5.4	7.6
30 TO 34	49	64	67	20.9	16.8	15.4
35 TO 39	65	94	43	27.7	24.5	9.9
40 TO 44	43	79	64	18.2	20.6	14.6
45 TO 49	22	57	93	9.5	14.9	21.3
50 TO 54	12	35	64	5.0	9.1	14.6
55 TO 59	16	13	45	6.8	3.3	10.4
60 TO 64	10	14	20	4.1	3.7	4.7
65 AND OVER	2	3	3	0.9	0.8	0.7
TOTAL	234	384	437	100.0	100.0	100.0

OCCUPATION: UNIVERSITY TEACHER — EDUCATION(OTHER)

	NUMBER			PERCENTAGE DISTRIBUTION		
AGE GROUP	1971	1976	1985	1971	1976	1985
UNDER 25	4	8	8	0.6	1.0	1.0
25 TO 29	59	50	83	7.8	6.5	9.4
30 TO 34	120	98	152	16.0	12.6	17.2
35 TO 39	152	142	97	20.3	18.2	11.0
40 TO 44	147	142	99	19.6	18.3	11.2
45 TO 49	102	135	122	13.6	17.4	13.7
50 TO 54	81	93	152	10.8	11.9	17.2
55 TO 59	55	70	102	7.4	9.0	11.5
60 TO 64	29	33	50	3.8	4.3	5.7
65 AND OVER	1	7	19	0.1	0.9	2.1
TOTAL	750	779	885	100.0	100.0	100.0

OCCUPATION: UNIVERSITY TEACHER - LAW

AGE GROUP	NUMBER			PERCENTAGE DISTRIBUTION		
	1971	1976	1985	1971	1976	1985
UNDER 25	5	10	3	1.2	1.8	0.5
25 TO 29	116	89	37	26.3	16.6	6.0
30 TO 34	120	167	85	27.3	31.1	13.8
35 TO 39	85	100	129	19.3	18.6	21.1
40 TO 44	54	75	163	12.3	13.9	26.6
45 TO 49	22	51	77	5.1	9.4	12.5
50 TO 54	16	29	68	3.6	5.3	11.1
55 TO 59	12	9	32	2.7	1.7	5.2
60 TO 64	5	3	17	1.2	0.6	2.7
65 AND OVER	4	5	2	1.0	0.9	0.4
TOTAL	441	539	613	100.0	100.0	100.0

OCCUPATION: UNIVERSITY TEACHER - ACCOUNTING

AGE GROUP	NUMBER			PERCENTAGE DISTRIBUTION		
	1971	1976	1985	1971	1976	1985
UNDER 25	1	3	1	1.2	2.1	0.6
25 TO 29	17	34	12	19.0	21.0	6.5
30 TO 34	23	34	30	26.2	20.9	16.4
35 TO 39	16	34	40	17.9	21.2	21.9
40 TO 44	15	23	34	16.7	14.3	18.8
45 TO 49	9	16	31	9.5	9.9	16.8
50 TO 54	3	10	15	3.6	6.2	8.3
55 TO 59	1	4	13	1.2	2.4	6.9
60 TO 64	3	1	6	3.6	0.5	3.4
65 AND OVER	1	2	1	1.2	1.5	0.4
TOTAL	89	161	183	100.0	100.0	100.0

OCCUPATION: UNIVERSITY TEACHER — COMMERCE+ADMINISTRAT

AGE GROUP	NUMBER			PERCENTAGE DISTRIBUTION		
	1971	1976	1985	1971	1976	1985
UNDER 25	17	14	8	2.0	1.3	0.7
25 TO 29	188	130	88	22.4	12.0	7.1
30 TO 34	216	313	184	25.7	28.7	14.8
35 TO 39	156	214	216	18.6	19.7	17.4
40 TO 44	104	162	297	12.4	14.9	24.0
45 TO 49	69	98	171	8.2	9.0	13.8
50 TO 54	50	76	143	5.9	6.9	11.6
55 TO 59	19	51	74	2.3	4.7	6.0
60 TO 64	17	26	43	2.0	2.4	3.5
65 AND OVER	3	5	13	0.4	0.5	1.1
TOTAL	841	1089	1238	100.0	100.0	100.0

OCCUPATION: UNIVERSITY TEACHER - SOCIAL WORK

		NUMBER		PERCENTAGE DISTRIBUTION		
AGE GROUP	1971	1976	1985	1971	1976	1985
UNDER 25	0	3	3	0.0	1.0	0.9
25 TO 29	17	13	34	6.2	3.7	8.9
30 TO 34	61	56	62	22.0	16.8	16.3
35 TO 39	51	72	31	18.5	21.6	8.2
40 TO 44	37	60	57	13.5	18.0	14.9
45 TO 49	45	47	68	16.2	14.1	18.0
50 TO 54	30	39	56	10.8	11.7	14.7
55 TO 59	21	27	41	7.7	8.2	10.8
60 TO 64	13	14	21	4.6	4.1	5.4
65 AND OVER	1	3	7	0.4	0.9	1.8
TOTAL	276	334	380	100.0	100.0	100.0

OCCUPATION: UNIVERSITY TEACHER - CLINICAL PSYCHOLOGY

AGE GROUP	NUMBER			PERCENTAGE DISTRIBUTION		
	1971	1976	1985	1971	1976	1985
UNDER 25	0	0	0	0.0	1.4	1.0
25 TO 29	5	1	3	23.8	4.5	10.3
30 TO 34	2	5	6	9.5	19.1	20.4
35 TO 39	3	2	5	14.3	7.3	15.7
40 TO 44	6	3	4	28.6	11.1	11.7
45 TO 49	2	7	2	9.5	26.0	5.5
50 TO 54	0	3	3	0.0	11.1	8.8
55 TO 59	1	2	5	4.8	7.1	17.4
60 TO 64	2	2	2	9.5	6.4	6.2
65 AND OVER	0	2	1	0.0	6.0	3.0
TOTAL	22	27	31	100.0	100.0	100.0

OCCUPATION: UNIVERSITY TEACHER - PSYCHOLOGY (OTHER)

	NUMBER			PERCENTAGE DISTRIBUTION		
AGE GROUP	1971	1976	1985	1971	1976	1985
UNDER 25	14	13	9	1.2	1.0	0.6
25 TO 29	263	141	92	22.7	11.3	6.5
30 TO 34	317	371	192	27.4	29.8	13.6
35 TO 39	221	281	234	19.2	22.5	16.6
40 TO 44	132	183	359	11.4	14.7	25.3
45 TO 49	106	115	224	9.2	9.2	15.8
50 TO 54	53	89	154	4.6	7.1	10.9
55 TO 59	30	30	102	2.6	2.4	7.2
60 TO 64	11	20	42	0.9	1.6	3.0
65 AND OVER	9	4	7	0.7	0.3	0.5
TOTAL	1155	1245	1415	100.0	100.0	100.0

OCCUPATION: UNIVERSITY TEACHER — ECONOMICS

AGE GROUP	NUMBER			PERCENTAGE DISTRIBUTION		
	1971	1976	1985	1971	1976	1985
UNDER 25	9	11	8	1.0	1.1	0.7
25 TO 29	161	125	81	18.5	13.2	7.6
30 TO 34	255	211	164	29.4	22.3	15.2
35 TO 39	155	210	183	17.9	22.2	17.1
40 TO 44	95	145	209	10.9	15.3	19.5
45 TO 49	82	84	173	9.4	8.9	16.1
50 TO 54	64	82	137	7.3	8.6	12.8
55 TO 59	27	54	60	3.1	5.7	5.6
60 TO 64	15	22	47	1.7	2.3	4.4
65 AND OVER	7	3	12	0.9	0.3	1.1
TOTAL	869	946	1075	100.0	100.0	100.0

OCCUPATION: UNIVERSITY TEACHER - ANTHRO+ARCHAEOLOGY

AGE GROUP	NUMBER			PERCENTAGE DISTRIBUTION		
	1971	1976	1985	1971	1976	1985
UNDER 25	2	4	4	0.6	1.0	0.7
25 TO 29	56	34	38	15.0	7.6	7.6
30 TO 34	83	101	74	22.0	22.9	14.8
35 TO 39	68	95	66	18.1	21.6	13.2
40 TO 44	62	72	95	16.4	16.3	18.9
45 TO 49	53	59	90	14.1	13.4	17.9
50 TO 54	20	41	60	5.4	9.3	12.0
55 TO 59	19	17	47	5.1	3.9	9.3
60 TO 64	11	13	22	2.8	2.8	4.4
65 AND OVER	2	5	6	0.6	1.2	1.2
TOTAL	377	441	502	100.0	100.0	100.0

OCCUPATION: UNIVERSITY TEACHER — GEOG/ENVIRONMNT STUD

AGE GROUP		NUMBER			PERCENTAGE DISTRIBUTION	
	1971	1976	1985	1971	1976	1985
UNDER 25	4	7	6	0.6	0.9	0.7
25 TO 29	146	74	64	20.9	9.4	7.2
30 TO 34	201	205	127	28.9	26.2	14.3
35 TO 39	119	190	130	17.1	24.3	14.6
40 TO 44	94	114	204	13.5	14.5	22.8
45 TO 49	59	79	169	8.4	10.1	18.9
50 TO 54	45	61	89	6.4	7.7	9.9
55 TO 59	16	33	60	2.3	4.2	6.7
60 TO 64	7	15	35	1.1	1.9	3.9
65 AND OVER	5	6	8	0.8	0.8	0.9
TOTAL	696	785	892	100.0	100.0	100.0

OCCUPATION: UNIVERSITY TEACHER - POLITICAL SCIENCE

AGE GROUP	NUMBER			PERCENTAGE DISTRIBUTION		
	1971	1976	1985	1971	1976	1985
UNDER 25	4	6	5	0.6	0.9	0.7
25 TO 29	135	68	56	19.5	9.7	7.0
30 TO 34	222	192	112	32.2	27.6	14.2
35 TO 39	118	174	123	17.1	25.0	15.5
40 TO 44	78	95	207	11.2	13.6	26.1
45 TO 49	59	64	121	8.5	9.2	15.3
50 TO 54	37	49	88	5.4	7.0	11.1
55 TO 59	21	31	46	3.1	4.4	5.8
60 TO 64	12	12	25	1.7	1.8	3.2
65 AND OVER	5	5	9	0.8	0.8	1.1
TOTAL	692	697	792	100.0	100.0	100.0

OCCUPATION: UNIVERSITY TEACHER - SOCIOL/DEM/CRIMIN

AGE GROUP	NUMBER			PERCENTAGE DISTRIBUTION		
	1971	1976	1985	1971	1976	1985
UNDER 25	7	8	7	0.9	0.9	0.7
25 TO 29	185	104	72	22.1	11.9	7.3
30 TO 34	186	234	146	22.2	26.7	14.6
35 TO 39	166	172	164	19.8	19.6	16.5
40 TO 44	122	128	221	14.6	14.6	22.2
45 TO 49	82	98	163	9.8	11.2	16.4
50 TO 54	50	63	104	6.0	7.2	10.5
55 TO 59	23	41	71	2.8	4.7	7.1
60 TO 64	13	24	36	1.5	2.7	3.6
65 AND OVER	3	5	11	0.4	0.5	1.1
TOTAL	839	876	996	100.0	100.0	100.0

OCCUPATION: UNIVERSITY TEACHER - LINGUISTICS

AGE GROUP	NUMBER			PERCENTAGE DISTRIBUTION		
	1971	1976	1985	1971	1976	1985
UNDER 25	1	2	2	0.6	0.9	0.7
25 TO 29	33	11	16	18.6	5.7	7.3
30 TO 34	47	56	32	26.3	29.3	14.6
35 TO 39	35	39	26	19.8	20.4	12.2
40 TO 44	24	32	53	13.8	16.8	24.3
45 TO 49	14	23	37	7.8	12.0	17.1
50 TO 54	10	13	25	5.4	6.8	11.3
55 TO 59	7	9	18	4.2	4.5	8.2
60 TO 64	5	4	7	3.0	2.3	3.0
65 AND OVER	1	2	3	0.6	1.2	1.2
TOTAL	178	191	217	100.0	100.0	100.0

OCCUPATION: UNIVERSITY TEACHER - OTHER SOCIAL SCI.

	NUMBER			PERCENTAGE DISTRIBUTION		
AGE GROUP	1971	1976	1985	1971	1976	1985
UNDER 25	0	1	1	0.0	1.0	0.8
25 TO 29	6	5	5	14.6	8.3	8.3
30 TO 34	10	10	10	22.0	17.6	15.7
35 TO 39	10	12	9	22.0	20.7	13.9
40 TO 44	13	8	12	29.3	13.8	18.2
45 TO 49	2	12	6	4.9	20.7	9.5
50 TO 54	1	5	9	2.4	8.6	13.9
55 TO 59	1	3	10	2.4	5.0	14.5
60 TO 64	0	2	3	0.0	3.2	4.1
65 AND OVER	1	1	1	2.4	1.4	1.0
TOTAL	44	58	66	100.0	100.0	100.0