# OCCUPATIONAL STATUS AND MOBILITY OF MEN AND WOMEN

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## INTRODUCTION

Although there exists a wealth of data relating to the British labour market, there are a number of important issues for which reliance has previously had to be placed on small surveys or case studies in order to form an opinion. Thus it has been known for some time that men and women cluster in different industries and occupations and that there are relatively few women in some jobs and rather a lot in others. Even so, no clear idea has been available of the extent to which men and women achieve different average levels of occupational status, when occupations are ranked in some way that enables us to compare the various jobs done by men and women.[1/] The average amount of formal schooling has risen over the period in which the present adult labour force was entering the labour market, but there has been no clear view as to whether or not the structure of occupations has changed accordingly, nor as to whether the relative position of women has improved, deteriorated, or stayed the same. The rapid increase in labour force participation and the rise of part-time working by married women in the post-war period have been well documented, but there is little evidence on whether or not this has had a detrimental effect on the labour market position of men.

In the research reported here we utillise the National Training Survey (People and Their Work), conducted in 1975, to explore these areas of ignorance. This data set records detailed histories of both employment status and occupation for a sample of over 50,000 men and women, based on a nationally representative sampling frame.[2/] The research was directed

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1/ A recent analysis of occupational mobility by Mayhew and Rosewell, 1981, used a data base which does not contain any information on women.

2/ For details of this survey see Manpower Services Commission (1976)

towards the following questions:

a) What are the overall differences between men and women in respect of their occupational status and occupational mobility over the sample period; and for women are there further differences by marital status and hours of work?

b) What has been happening to the occupational structure, both of the population as a whole and of those in employment; and have men and women fared similarly as changes took place?

c) How have different cohorts fared as a result of experiencing their particular life cycles against a changing background of occupational structure and macroeconomic conditions?

In order to compare the occupational status of different people at various points in time, it is necessary to rank occupations according to a scale which does not itself vary through time. In this study, occupations (held at any date) were ranked by the average hourly earnings in the occupation in 1975, the data for this ranking being provided by the General Household Survey which contains more details of earnings and hours of work than the National Training Survey.[3/] Since we know that men tend to earn more per hour than women in the same occupation, we also need a ranking which is not affected by the proportion of women in the occupation. Hence the average hourly earnings measure was computed for men only, but used to rank occupations of men and women. This ranking therefore represents the status of the occupation on the hypotheses that status is correlated with hourly pay and that women are accorded the same status in society as men

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3/ This procedure follows work for men only by Metcalf and Nickell (1982) using the same data set.

doing a particular job, even if they are paid less.[4/]

In the first section of the paper we describe the distributions of occupational status of men and women using this ranking. We also examine the occupational mobility experienced by the samples over the ten year period 1965-75. Previous work for men only by Metcalf and Nickell (1982) identified a clear fall in the proportion of men working in low-paid occupations during this period. In the second section of this paper, we investigate whether there was a similar fall in the proportion of women in low-paid work or whether women have entered the lower paid jobs left vacant by the upwardly mobile male workers. To answer these questions we examine the shifts in the occupational structure of the population as a whole and the shifts in the occupational structure of those in employment. In the third section of the paper we examine the experience of cohorts born ten years apart. This permits us to see whether the upward shift in the occupational structure was due merely to an increase in the average quality of the labour force or whether later entrants gained advancement from exogenous shifts in the occupational structure arising from the demand side. Regressions are estimated incorporating schooling, qualifications, job training and experience as explanatory variables for occupational status. Comparisons between individuals can then be made on a constant quality basis, using predicted values from these regressions.

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4/ We do not neglect the consideration of lower pay for women within occupations; we analyse the current earnings data provided by the National Training Survey in other papers, see Greenhalgh and Stewart (1982) and Stewart and Greenhalgh (1982).

## I. THE EXPERIENCE OF THE SAMPLE DURING 1965-75

We first summarise the experience of the members of the sample over the period, making no attempt to standardise for characteristics such as age, qulaifications, work experience, or training, when comparing one year with another. The purpose of this preliminary descriptive analysis is to gain an impression of the amount of occupational mobility experienced by individuals over time and to elucidate similarities or dissimilarities between the sexes in their levels of occupational attainment.

Tables 1 and 2 show the initial and final positions of individuals over the period 1965-75, where occupational position at all dates is measured by the 1975 GHS average hourly earnings within the occupation. The samples for these tables have been chosen to exclude those below the minimum school leaving age in 1965 and to exclude those approaching retirement in 1975. The sample is thus aged 25-55 in 1975 and, as a consequence, there are still a considerable number of individuals whose occupational classification was zero in 1965 since they had not had a job by that date. This category included those still in full-time education, those who were unemployed between education and first job, and those who were not in the labour force who had never worked. Those who were non-participants in any year but who had previously been in employment retained the occupational rank of their last job.

We shall first consider the distribution of the sample in 1965, which is given as the left hand margin of each table. In Table 1 we see that the male distribution has one main peak (disregarding those in Group 0) around Groups 4-5 (81-100p) and a long right-hand tail. For women, there are two minor peaks in the distribution in addition to one major peak around 4 and 5, as for men. The minor peaks occur for Group 2 (61-70p), and Group 10 (141-150p).

There are noticeably fewer women in the right-hand tail, i.e. above 150p, than is the case for men. If we exclude those with rank zero, the median occupational status in 1965 was 89.4p for men and 87.7p for women, whereas the first quartile was 77.8p for men but only 70.5p for women.

Thus, whilst there are almost as many women as men in the upper and lower halves of the occupational distribution of the population in 1965, women have a significantly lower average occupational status than men. This is because they cluster strongly in the left hand tail and also predominate just above the median, whereas men dominate the right hand tail and also outnumber women in the group just below the median. The fact that the median occupational status of women is not far below men, is due to femail concentration in certain lower level non-manual jobs, such as typists, telephone operators and clerical workers. Turning to the mobility matrix, it is clear that there are large proportions of individuals who, by 1975, had not moved out of the group in which they started in 1965. This is shown by the large proportion in each row who remain on the diagonal. As would be expected, those who began in Group 0 are the most mobile, but there were still approximately 30% remaining in Group 0 by 1975. (In fact more men than women remained in Group 0, some of whom could have been continuing their education and training.

Table 3 summarises the complex pattern of mobility by collapsing occupations into five categories. As can be seen from the distribution in 1965, women have only a slightly smaller proportion than men below 91p but, of the approximately 46% in the range 38-90p, a much larger proportion than men are below 70p. Similarly, over 40% of both sexes are above 91p, but, again, for women a smaller fraction are in the highest category.

In the column headed "Immobile" the proportion staying on the diagonal in Table 1 or Table 2 has been averaged for the groups as shown in the column headed "Mobile" is 100 minus this percentage. For both men and women there is higher mobility in the left-hand tail (38-70p) than in the group just below the median (71-90p), but, as we move upwards, there is higher mobility in the group just above the median (91-130p) than there is in the right-hand tail (130p+). This latter effect is particularly marked for women as those in the highest occupations are extremely immobile.

By 1975 the overall distribution has, as would be expected, shifted upwards for both men and women, due to the ageing of the sample over the period. In addition, many of the new entrants come in at higher levels due to having remained in education beyond age 15. However, if we look at the difference in the proportions in various groups between 1965 and 1975 (Table 3) we see that, for men, the main part of the re-distribution is into the highest group (131p and above) whilst, for women, a similar total increase is split between Groups 3 to 4 (71-90p) and the highest group.

Some additional insight into the experience of the sample over the ten year period is given by breaking down the sample according to age, marital status and hours of work. In order to compute averages and differences, it was appropriate to exclude those with zero occupational rank. This has the effect of excluding those who had not worked by 1965. For the younger sample groups, the effect is to exclude the more highly educated individuals from Tables 4-6. Table 4 gives a breakdown of the occupational status and mobility by 5-year age groups. This illustrates how experiences over the ten year period differed according to the point reached in the life-cycle. It also shows dramatically the differences between men and women, as can be seen by considering both the levels in 1975 and the changes between 1965 and 1975.

The average male-female differential in occupational status in 1975 is 11%, for those aged 25-29, rises to a maximum of 18% at 35-39 years, and then falls again to reach 13% at 55-59 years of age. For both sexes, average occupational status is highest for those aged 30-39 and declines monotomically with age from 40 to retirement. For all ages, men exhibit substantial upward mobility, although this declines after age 34. For women there is only a small degree of upward mobility for the youngest group and for those aged 40-55 in 1975, some of whom may have been re-entrants during the period 1965-1975. For the majority of men and women, upward mobility was greater during 1965-70 than 1970-75, the exceptions being men aged 35-39 and women aged 35-44.

Table 5 extends the life-cycle picture of Table 4 in an important way by splitting men and women according to marital status and hours of work in 1975. Married men have the highest occupational level (7p above the next group) and single men have the lowest status on average. Married men also have the highest degree of mobility, but here single men are above the widowed, divorced and separated("W/D/S".) As these comparisons are not corrected for age group, the lower position of the single men will in part reflect the fact that they are younger. The picture by marital status is entirely reversed for women. Thus, single women have the highest status (9p above the next group), whilst married women are slightly above W/D/S. Mobility is greatest for single women and rather small for the other groups. It is also interesting to note that, by 1975, single women have a higher occupational level and have experienced larger overall mobility than single and W/D/S men.

The differences by hours of work are obviously related to the differences by marital status, since the majority of the part time workers will be married or W/D/S.women. Accordingly, we find that full time women have a

higher occupational level and a greater degree of upward mobility than other groups. For men, the few working part time had a similar occupational level to the average, but had recently experienced downward mobility. Those currently not working or not stating their hours ("other") exhibit the lowest occupationsl status in the case of men but occupy a central position in the case of women, being above part timers in terms of their average occupational level.

The evidence thus reveals that there are a few similarities but also some considerable differences between the sexes. Men have a considerably higher occupational status than women. This differential widens with age to a peak for those aged 35-39, but then falls again, thus reflecting the different 'career' paths of men and women through the family raising years.[5/] The majority of both sexes experience very little upward or downward mobility over the ten-year period. Those who do move are likely to move up on average if male (excepting older men) or if female and working full time. By contrast, part time women experience net downward mobility.

## II THE EXPERIENCE OF A SAMPLE OF CONSTANT AGE DURING 1965-75

In this section the purposes of the analysis are to show what have been the changes in the occupational distribution, abstracting from the process of aging by individuals, and to examine how men and women have fared as this distribution altered. We therefore turn to the examination of samples selected for each year to give the same age range.

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5/ For detailed analysis of the effects of labour market interruptions on the occupation and earnings of married women, see Stewart and Greenhalgh (1982)

## IIa THE CONSTANT AGE SAMPLE

In Tables 6 and 7 we examine the changing occupational structure of the population as a whole, excluding only those with zero occupational rank. This reflects the potential labour supply in the widest sense by including all those who had ever worked, even if they were not participating at the time. We examine below (Section IIb, Tables 8-10) the structure of occupations for employed persons, which reflects both demand and supply influences. 6/

Since there were no women over 60 interviewed in the survey, the oldest respondent was 50 in 1965. The samples have been chosen to reflect this by including all those who were aged 16-50 in each year. Table 6 represents the overall distribution for a pooled sample of men and women (excluding those who have never worked). It can be seen that the correction for aging removes hardly any of the upward mobility described above in Section I.

Therefore we conclude that over the period 1965-1975 the occupational distribution of the total population (i.e. potential workers) shifted to the right. About 7½% of those in the lower half of the distribution in 1965 are redistributed into the upper half by 1975. The major part of this shift reflects a reduction in the left-hand tail (containing mainly women) and an increase in the right-hand tail (containing a majority of men). The proportion in the left-hand tail (38-70p) fell by nearly 5%, whilst that in the right-hand tail rose by 5½%. The process of redistribution into higher level occupations was slightly faster during 1965-70 than 1970-75. This process affected both men and women (see Table 7), but men achieved more upward mobility, especially into the right-hand tail, than did women.

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6/ Although tables 6-10 present data for 1965, 1970 and 1975 only, we investigated every year between these dates as well. In all cases the trends observed were monotonic during the whole period.

Men maintained higher proportions in the groups 71-90p and 131+ throughout the period, whilst women maintained larger shares in the groups 38-70p and 91-130p. Although 1 in 5 women who begin the period in the lowest group (38-70p) moves up, 1 out of every 3 men in the same group achieves upward mobility (Table 7). As a result, the high proportion of women in this group is increased still further, to over 75% by 1975.

The next to lowest group (71-90p) also contained an increasing proportion of women, owing to the greater upward mobility of men from this category. There were further small increases in the shares of women in the other two categories, despite the fact that the overall share of women in the combined male and female sample did not change. This occurred because the changes in the underlying distribution and the differences in the initial distributions of men and women in the sample combined to release larger absolute numbers of women than men from the left-hand tail.

The main findings for potential labour supply are: that the occupational structure shifted upwards between 1965 and 1975; that this upward shift occurred for both male and female populations, but was larger for men; and that the female share in the bottom half of the distribution was increasing. These changes in the occupational distribution reflect both the changing potential of new entrants as compared with retiring workers and the greater upward mobility of those born later in time. However, it should be noted that changes in occupational status can only occur when entering or continuing employment, since non-workers retain the status of their last job. Hence the 'supply side' picture provided above may have been limited by availability of suitable jobs. We now consider the results of breaking down the constant age population according to employment status in order to observe changes in the occupational distribution of the employed. Although this is more of a 'demand side' picture, the distribution of jobs offered

may have been tempered by the available supply in economic conditions, such as those in 1975, different from those of today.

## IIb THE CONSTANT AGE SAMPLE BY HOURS OF WORK AND EMPLOYMENT STATUS

Whilst the above analysis is interesting in providing information concerning the potential supply of workers, the examination of the occupational structure differentiating those who were, or were not, employed gives insights into the use which has been made of this potential supply. In this section we begin by examining a breakdown of the female sample by hours of work and then go on to the analysis of both male and female samples by employment status.

Table 8 can be compared with Tables 6 and 7 and gives a breakdown of the same female sample into those in full time work, in part time work and "other". Compared with the distribution for all women, full time women are more concentrated in the groups 91-130p and 131+, whilst part time women are more concentrated in the lower groups 38-70p and 71-90p. The remainder are fairly similar to the overall distribution, but have a slightly greater proportion in the lowest group and a correspondingly smaller proportion in the highest group. Compared with men, full time women have higher median status - 61% are above 91p whilst only 56½% of men are - but despite this, full time women have a lower percentage than men in the right-hand tail.

For all types of women the proportion in the 38-70p group falls through time, reflecting the upward shift in the occupational structure, but this fall is somewhat less for part time women, especially in the period 1970-75. For all three types, the percentage fall (as a percentage of women) is greater than that for men, but even so only 1 in 4 full-timers and "others", and 1 in 6 part-timers move up, compared with 1 in 3 men. The proportion

of women in the 71-90p group falls for full time and other women, but rises slightly for part time women. For full-timers the fall is less than that for men. In the 91-130p group the proportions rise for all types of women, the largest rise being amongst "others", who are mainly non-participants. For all three types the rises exceed that for men, although for part time women the increase is mainly observed in the first half of the period, i.e. 1965-70. In the 131+ group the proportions rise for all types of women, but in each case the rise is less than that for men. Again, part time women show the smallest rise.

The proportion of women who worked part time rose dramatically from 9.2% to 21.0% and this increase in part time work seems to account for all the increase in activity rates over the period, as the proportion in full time work fell slightly from 40.1% to 38.8%. As we shall see below, this has important implications for the occupational structure of those who were employed during the period 1965-75.

Tables 9 and 10 are comparable with Tables 6 and 7 above, the difference being that they exclude those not currently employed from the groups 38-70p, 71-90p, etc., and record them separately as long-term unemployed or not in the labour force.[7/] Apart from relatively few workers (less than 1% of the sample) who were excluded from Tables 6 and 7 (by virtue of having zero value for the measure of occupational status) but can be included here (because they are unemployed or not working), the total samples are much the same in both sets of tables.

Table 9 shows that the structure of occupations for workers begins and ends the period at a higher average level than that for the potential workforce in Table 6. However, by 1975 the distribution of employed

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7/ The NTS did not record spells of unemployment of less than 3 months. Those unemployed for shorter spells thus retained their previous occupational rank and employment status.

persons had shifted upward by slightly less than the distribution of potential workers, so that the difference in status between workers and non-workers narrowed. 4% of the population, who were employed in the lower half of the 1965 distribution, were relocated at higher levels by 1975; in addition the overall participation rate rose slightly so that the upper half of the 1965 distribution expanded to employ 5% more of the population. This represents a contraction of 10¾% in lower level jobs and an expansion of 12% in higher level jobs.

The distribution of men in employment (Table 10) has a higher average occupational status than all men. In 1965 about 56% of employed men were above 80p and 23% were above 130p, compared with 46% and 11%, respectively, of all men. Between 1965 and 1975 the average degree of upward mobility amongst employed men was a little below that for all men.

For women, Table 10 shows that the proportion in employment who are in the 1-70p group falls only slightly, much less than that for all women and for men. The proportion of employed women who are in the 71-90p group rises, in contrast to that for all women which falls slightly. The proportions of women employed in the higher groups rises, but in the group 131+ the rise is considerably less than for the total sample. Table 10 also shows the percentage of women in each category and comparison with Table 7 indicates that employment in the lower status groups has become even more predominantly female than has the distribution of the whole sample.

Although the identification of the status of unemployment by the NTS is confined to spells of three months or more, nevertheless it is worthwhile examining the information provided on long-term unemployment. Whilst the long-term unemployment rates of both men and women increased over the period, male unemployment rose much more than female. The figures are: 0.9% in 1965 to 2.8% in 1975 for men, as aginst 2.1% in 1975 rising to 2.5% in 1975 for women (calculated from Table 10 to give long-term unemployment as a percentage of employed plus unemployed). These changes are reflected in

the proportion of women amongst the unemployed, which fell sharply. The proportion of women in the sample who were employed or unemployed rose from 64.5% in 1965 to 68.8% in 1975. This is reflected in the falling proportion of women among non-participants and the rise in the overall 'participation rate' from 80% to 82% in ten years.[8/]

The implications of these findings for women are that, over the period 1965-75, the proportion of women who were working in occupations below 90p hardly changed. The proportion of women who were not working fell by about 4% and this was balanced by a similar increase in the proportion of women working in occupations above 90p. The upward mobility reflected in the distribution of working women was significantly less than for all women and less than for men.

The evidence on full time, part time and others (Table 8) appears at first sight to refute this, since within each category of hours the upward shift in the distribution was observed. Nevertheless, it must be remembered that the absolute numbers of part time women workers rose dramatically. Thus, although the proportion at the lower end of the scale fell within each hours category, this was offset by the rapidly rising numbers of part time workers, who were distributed more heavily in the lower status groups.[9/] Those not working were mostly female, but were being joined by an increasing number of long-term unemployed men. Their respective distributions of occupational status were shifting upwards over time, but remained on average below those for all women or men.

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8/ As the samples excluded those in full time education, these figures are not comparable with standard participation rates. Also, although both samples contain those aged 15-50 at each date, the rates would be slightly affected by the increasing sample size reflecting more younger people, so are not strictly comparable for time series projection purposes.

9/ In addition, the category 'not working' in Table 10 includes some women working variable hours, who would probably also be lower status workers and who may also be increasing in number, for whom the distribution by occupational status is masked by being aggregated with non-workers.

The findings of Section II indicate that both the distribution of jobs and the distribution of occupations in the potential labour supply were shifting upwards over the period surveyed, but that the latter distribution moved upwards more rapidly. The gap between the two distributions was narrowed, but those not in work (by choice or chance) continued to be slightly below average occupational status. Within this framework of change, the patterns for men and women were quite different. Of the male population, 80% working in lower level jobs in 1965 moved elsewhere, nearly 6% to higher levels but over 2% to long term unemployment or non-participation. By contrast, the proportion of all women in lower level jobs fell by less than ½%, there was an influx of 4% from non-participation and thus the proportion of the female population working at higher levels rose by 4½%.

The occupational distributions of both full-time and part-time women workers shifted to the right, but the net increase in participation by women went into part-time work, which is more concentrated in lower level jobs. This explains why their overall proportion in lower level jobs did not fall significantly, and why the female share of employment in the lowest group (under 70p) rose by 8% to nearly 73%. The occupational distribution of non-working women, who comprise 95% of non workers, shifted to the right as the lower status women entered part-time work. Thus part-time women workers replaced men at the lower level, whilst men and full-time women moved up or moved out of employment.

## III THE EXPERIENCE OF DIFFERENT COHORTS

We next examine the effect of being born in a particular period of history on the occupational attainment of the individual. As has been seen above, individuals experienced upward mobility (on average) as they grew older, and this was accompanied by an upward shift in the distribution of occupations

for a constant age sample. This points to the possibility that some individuals with labour market skills comparable to those of persons born earlier than themselves may have obtained a higher occupational status. However, given that education and training expanded rapidly in the post-war period, it could also be the case that the observed shift in the occupational distribution reflected only the rising skill level. In this section we first present some descriptive statistics for different schooling levels. We then go on to multivariate regression analysis, incorporating a wider range of variables reflecting labour market skills.

## IIIa THE EXPERIENCES OF DIFFERENT SCHOOLING GROUPS

Given that the detailed occupational data span eleven years from 1965 to 1975, it is possible to examine the experience of groups born ten years apart. Thus the 1975 position of the group aged 20-29 (in 1975) can be compared with that in 1965 of those aged 30-39 (in 1975). Provided that the age distribution is fairly regular within each band, the average age is similar at each point being compared, so that differences between these positions can be attributed to historical factors. The analysis is conducted for all men and all women, as no information is available on marital status in 1965.

Table 11 gives a breakdown of occupational status by age for four cohorts. Following the above argument, the 1975 mean value for those aged 20-29 (third figure in first column) can be compared with the 1965 mean for those aged 30-39 (first figure in second column). As will be seen, for both sexes, the figures for the younger cohorts are always above those for their elders, indicating an upward shift in the average life-cycle profile through time. The average gain for being born 10 years later is about 9p for men and about 5p for women, with the greatest gains being obtained by those aged 30-39 in 1975.

The results in Table 11 incorporate the effects of increased education, which would be expected to increase occupational status. Separate analyses were conducted for school leaving ages from 15 to 21, which permitted us to examine whether individuals with the same level of schooling fared better or worse through time. The resulting differences for people at the same point in the life-cycle are summarised in Table 12, which reveals that the experience of the different schooling groups and sexes are quite diverse. In order to place the results in context, it is necessary to consider the lifetime experiences which are being compared.

The typical individual aged 55 in 1975 was born in 1920, educated during the late 20's and early 30's and came on to the labour market in the mid-to-late 30's, when the economy was struggling out of the Great Depression. The 45 year-old was born in 1930, educated during the late 30's and during the Second World War, and entered the labour market in the immediate post-war period. The comparison between these groups is presented in the columns headed '40-49' in Table 12. For all schooling groups, the younger of these two cohorts has fared better, indicating that the disruption to their education by the War was not as detrimental to them as was the disruption to early work experience for their elders. Women who left at 19 or 20 fared better than other women (and men of the same schooling level), possibly by going into the traditional female careers of nursing or teaching during the post-war expansion of social services. For all other schooling levels, the younger women gained much less of an advantage than did their male counterparts, for whom 4 out of 7 groups gained more than 10p.

The columns headed '30-39' compare the position in 1965 of the 45 year-old with the 1975 position of those aged on average 35 years. Such an individual was born in 1940, educated after the war and entered the labour market in the mid-to-late 50's. Men in this group fared extremely well compared with their elders, regardless of schooling level. Women leaving school at 18 or 21 gained, but others fared less well. In particular, those leaving at 19 or 20 suffered a lowering of position compared to their elders, who had gained such a significant advantage over the previous cohort. A possible explanation could be that the rapid promotion of these women meant that the opportunities for advancement of the next cohort were reduced.

Turning to those aged 25 on average, these people were born in 1950 and educated in the late 50's to early 60's. They entered the labour market in the mid-to-late 60's, when the post-war boom was beginning to falter. For both men and women, three out of seven schooling groups show a fall in position compared with the group which preceded them. Even where positive gains occurred, they were much smaller in all cases than those for the previous cohort. For women, the 19 and 20 year-old school leavers again suffered a setback and they were joined by those leaving at 21. For men, the two schooling groups for which the older cohort had made the highest gains (namely those leaving at 18 and 20) are both included in the set of three who faced setbacks.

Using the separate results by schooling level (Table 12) and the distribution by schooling of the older of the two cohorts in each comparison, it is possible to compute a weighted average prediction for the difference between cohorts on the assumption of no change in the schooling distribution. These predicted differences can be compared with the actual differences to assess how much of the overall gains may be due to changes in occupational status arising from increased schooling. For men aged 45 and 35 in 1975, the gains

made on a constant schooling basis were about 8p, whilst for corresponding women the gains were about 3p. For men and women aged 25 in 1975 gains over the previous cohorts would only have been about 1p if they had received the same amount of schooling. For both men and women, the gains associated with the secular rise in the average school leaving age gave successive cohorts an ever increasing boost to occupational status which, for the youngest cohort, forms the major part of their advantage.

## IIIb COHORT REGRESSION ANALYSIS

Whilst the breakdown by schooling gives some degree of explanation of the differences between cohorts, other variables (such as amount of job training received) may also have contributed to the secular rise in occupational attainment. For instance, those with more schooling may also have received extra training and this may provide part of the explanation for the large differences for some schooling groups observed in Table 12. The proportion of the male sample with full time training of any duration rises by over 10% with each successive cohort and also increases within the individual's lifetime, comparing values in 1965 and 1975 for a given cohort. For women the proportion with full-time training is much lower than for men, especially amongst older age-groups (e.g. 37% compared with 59% for full-time training amongst 50-59 year-olds). By contrast, women were more likely to have obtained evening training than men by 1975, with much of this training having been obtained during 1965-75.

The regressions presented in Tables 13-15 relate occupational position to experience, schooling and/or qualifications, marital status and job training. In each regression a pair of comparable cohorts has been pooled and the dependent variable and the major independent variables were constructed by matching the approporate information from 1975 for the younger group to that for 1965 for the older group. Coefficients for these independent

variables are presented in the first and third columns of each table.

In addition a full set of interactive dummy variables were constructed for each of the independent variables. The dummy takes the value of unity for the younger cohort and zero for the older cohort. This specification permits statistical testing of the significance of changes in the equation arising from the different historical circumstances faced by the younger cohort. Coefficients for these variables are presented in the second and fourth columns of the tables.

Whilst tables 13-15 present only one specification, we estimated two specifications of these regressions for each cohort of men and women, differentiated by their parameterisation of the effects of schooling and qualifications on occupational attainment. In the results presented here we included separate sets of dummy variables reflecting school leaving age and post-schooling increments to highest qualification level.[10/] In the alternative (results not shown) we included the overall highest qualification level but excluded years of schooling. Our main specification therefore examines the extent to which extra schooling results in higher occupational status, regardless of variations between those leaving at a given age in the highest qualification they had obtained to date. The alternative effectively disregards extra schooling which does not result in formal qualifications. The choice of other explanatory variables is restricted to those available for 1965 and 1975. In the case of marital status, these variables are only known for 1975, but are included as proxies for marital status 10 years earlier.

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10/ Although the minimum school leaving age was raised to 16 in 1972, this would not have affected any of the samples in this cohort analysis, as the youngest person would have been aged 17 in 1972.

Estimates of equations relating occupational status to experience, schooling and/or qualifications, marital status and job training show that there are some significant changes in the structure of the equation between adjacent cohorts and these can be interpreted as changes in the returns to various characteristics. Nevertheless, there is a considerable degree of stability since the number of characteristics with constant returns is far larger than that with variable returns.

The first independent variable, potential labour market experience, refers to the years between first occupation and the point reached (either 1975 or 1965). A full interpretation of the occupational profiles implied by the coefficients of this variable is given below in Figures 1 to 3. It is sufficient for the present to note that the profile is generally upward sloping at 25, flat at 35 and downward sloping at 45, but there are deviations from the familiar inverted U-shape for some cohorts. These arise where the trend effects of being born earlier or later outweigh the experience differences between individuals within the ten-year cohort. It should also be remembered that, for married women, this variable will not be a close proxy for actual experience because of the interruptions caused by children.

All the independent variables other than potential experience are dummy variables, so their coefficients can be interpreted as the percentage differential associated with the characteristics (owing to the dependent variable being in natural logarithms). In Tables 13-15, extra years of schooling are associated with higher occupational status for both men and women, although for men there are slightly greater gains for staying on to 16, 17 or 18, whilst for women there are larger differentials for staying on to 19, 20 or 21. These differences by sex are less clear in the alternative specification which replaces schooling by formal qualifications.

The effects of schooling and qualifications on occupational attainment were generally constant through time. Nevertheless in the alternative specification several instances arise where later cohorts gained more from acquiring qualifications, particularly from vocational qualifications. For men the most significant result is for qualification category 5, (HNC, HND, Other Professional, etc) which is associated with an increasing degree of upward mobility for those entering the labour market from the mid-50's onwards (aged 35 and 25 in 1975). For women the largest differences between cohorts occur for those with nursing or teaching qualifications (category 4). Those aged 45 in 1975 gained substantially over their elders, as did those aged 25 in 1975, whilst the intervening group appears not to have achieved any significant advancement over the group which preceded them.

The coefficients of marital status show larger and more consistent differences between married men, widowed and single men than between women of different marital status. The hints at the problems faced by women who, regardless of marital status, may have been faced with the same set of limited job opportunities in traditionally female occupations. However, marital status variables, especially in Tables 13-15, indicated somewhat greater diversity between married (and formerly married) and single women over time. Thus, widowed, divorced and separated women who were aged 35 in 1975 and married women aged 25 in 1975 appear to be in lower relative positions than were those of the same age ten years earlier. This is plausible, given that married and divorced women would have been less able than single women to take advantage of the expanding opportunities as society reassessed the role of women during the 1960's and early 1970's.

Training variables exhibit the expected positive coefficients in many cases, but there are also several instances of insignificant effects and even some negative coefficients for women. Full-time training of 1-4 weeks duration has

no significant effect for men, except for those aged 45. Evening training for men is not generally associated with higher status unless of more than 14 weeks duration; the older cohorts at 45 years are the exception with a positive coefficient for short spells of evening training. For women, full-time training up to one year and evening training of more than four weeks generally provide positive gains, but full-time training of more than 52 weeks is consistently associated with lower occupational status for all age groups. (For a more detailed examination of the returns to training, see Greenhalgh and Stewart, 1982).

The returns to full-time training are fairly constant between cohorts for men, as are the returns to evening training for both sexes. However, large amounts of full-time training appear in some cases to have resulted in smaller gains for men and women over time. Thus for men, those aged 25 in 1975 with training of more than 14 weeks were at a lower position than their predecessors. For women aged 35 in 1975, who reached working age in 1955, three out of five coefficients on full-time training are below those for the previous cohort.[11/] When combined with the negative coefficient on training over 52 weeks, this presents a bleak picture for those women pursuing lengthy or repeated spells of full-time training which do not result in formal qualifications. Having considered in some detail the positions attained by those with skills and training, we now turn to the predicted occupational position of the unskilled worker. This forms the base line onto which the relative advances made by those with skills must be added. Figures 1 to 3 present the predicted occupational positions for those with only minimum schooling and with no qualifications or formal job training, who still constituted a substantial proportion of the sample by 1975.

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11/ The return to training in terms of occupational status may be inhibited if the individual does not return to work. Greenhalgh and Stewart (1982) illustrate that there was a net movement out of the labour force by women receiving full-time training in 1965-75.

Separate predictions are given by marital status and sex, but it must be emphasised that not all the coefficients on marital status were significant, so that these must be treated as indicative rather than firm predictions.

The main finding is that, for all six groups, those born later generally attained a higher occupational status. Over the thirty year gap separating those aged 55 and 25 in 1975, the total upward shifts experienced were: married men 15%, single women 13½%, single men 10%, widowed and divorced women 6½%, married women 5½%, widowed and divorced men 4%. Thus lower skilled workers benefited as much as many of the higher skilled.

This picture can be integrated with that observed in Section II. It suggests that, whilst the proportion of workers with skills and training increased over time, given the observed participation rates, this increase did not exhaust the increasing demand for higher level workers. New entrants with vocational qualifications were able to increase their status compared to their predecessors and all younger workers were able to advance more quickly than older workers and to satisfy their rising aspirations regarding job status.

Within this general picture the experience of the various groups of men and women by marital status were rather different. For the oldest cohort (aged 55 in 1975) all three groups of men had a predicted occupational status at aged 45 higher than that for any group of women, the ranking by marital status being married men, widowed men, single men, single women, widowed women, married women. This rank order reflects that associated with the traditional division of labour within the family, which requires specialisation in market work by the husband and places the burden of domestic work on the wife. For the youngest cohort (aged 25 in 1975), although married men remain at the top of the rankings, single women have moved up to second place, and

married women are fourth behind single men, displacing widowed men and women to fifth and sixth place.

Obviously these rankings might not be inconsistent if life-time profiles cross. The evidence that can be gleaned from segments of the life-time profiles in Figures 1-3, suggests that single women will continue to enjoy their improved position, if the 25 year-olds pursue a path parallel to that of 35 year-olds, whereas young married women are likely to lose ground over their life-time.

In an earlier study, (Greenhalgh, 1980) the author found that the earnings of single women improved significantly relative to men over the period 1971 to 1975, whilst those of married women improved hardly at all. These findings for occupational status confirm this impression of single women gaining ground in the labour market, as a consequence of the reassessment of male and female roles, but married women being inhibited by family responsibilities from gaining access to higher level occupations.

## CONCLUSIONS

The main findings of this paper are that the occupational status and mobility of men and women differ significantly, with men experiencing greater upward mobility and achieving higher occupational status. Single women who work full-time do not suffer as great a disadvantage as married or divorced women, thus indicating that only those women who are prepared to work on the same terms as men can expect to attain similar occupational status.

The occupational structure has shifted upwards through time, both in respect of the total population (or potential workforce) and the employed, with the larger shift occurring in the potential supply. As most male and some female workers moved up, married women moved into part-time low status jobs to fill the gap. These forces appear to have almost eliminated an initial excess of low status female non-participants, bringing the occupational distribution of non-participants closer to that of participants.

Measurable skills, such as schooling, qualifications and job-training, are associated with higher occupational status for both men and women. Nevertheless, the temporal increase in the proportions of workers with such skills does not fully explain the upward shift in the occupational structure. Successive cohorts of individuals benefited from the changing structure of job opportunities, even if they had left school at 15 with no qualifications. These benefits were experienced by married and single men and women to varying degrees, with married men and single women obtaining the largest and most consistent advantages from being born later in time.

TABLE 1

MALE OCCUPATIONAL MOBILITY 1965-1975

| 1965 Group / Rank | N | % | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | TOTAL |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 1975 Group | | | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | |
| Rank | | | 0 | 38-60 | 61-70 | 71-80 | 81-90 | 91-100 | 101-110 | 111-120 | 121-130 | 131-140 | 141-150 | 151-160 | 161-170 | 171-180 | 181-190 | 191-200 | 201+ | |
| N | | | 705 | 165 | 1,034 | 2,384 | 3,161 | 2,916 | 1,322 | 892 | 364 | 323 | 380 | 452 | 339 | 602 | 214 | 140 | 662 | 16,055 |
| % | | | 4.4 | 1.0 | 6.4 | 14.8 | 19.7 | 18.2 | 8.2 | 5.6 | 2.3 | 2.0 | 2.4 | 2.8 | 2.1 | 3.7 | 1.3 | 0.9 | 4.1 | 100 |
| 0 | 0 | 2,066 | 12.9 | 34.1 | 0.3 | 1.8 | 4.9 | 9.2 | 10.5 | 4.1 | 3.9 | 1.8 | 3.0 | 5.8 | 3.5 | 4.5 | 4.1 | 2.3 | 2.1 | 4.0 |
| 1 | 38-60 | 224 | 1.4 | 0 | 58.0 | 3.1 | 9.8 | 15.2 | 6.7 | 2.7 | 1.8 | 0.4 | 0 | 0.4 | 0 | 0 | 0.9 | 0.9 | 0 | 0 |
| 2 | 61-70 | 1,300 | 8.1 | 0 | 0 | 58.5 | 11.0 | 12.0 | 7.0 | 2.9 | 3.4 | 1.4 | 0.4 | 0.7 | 0.5 | 0.2 | 0.5 | 0.3 | 0.1 | 1.0 |
| 3 | 71-80 | 2,541 | 15.8 | 0 | 0.2 | 2.3 | 60.4 | 12.7 | 10.1 | 5.1 | 2.3 | 1.7 | 0.3 | 0.6 | 0.8 | 0.4 | 1.4 | 0.6 | 0.1 | 1.1 |
| 4 | 81-90 | 3,113 | 19.4 | 0 | 0.2 | 1.9 | 8.2 | 63.2 | 9.6 | 5.5 | 2.9 | 2.1 | 1.3 | 0.3 | 0.6 | 0.4 | 1.8 | 0.2 | 0.1 | 1.7 |
| 5 | 91-100 | 3,082 | 19.2 | 0 | 0.3 | 1.7 | 5.5 | 7.7 | 58.2 | 7.1 | 2.8 | 1.8 | 1.7 | 0.7 | 3.9 | 1.3 | 3.0 | 0.7 | 0.3 | 3.0 |
| 6 | 101-110 | 1,152 | 7.2 | 0 | 0.4 | 1.6 | 6.0 | 10.8 | 8.4 | 53.6 | 3.0 | 2.1 | 2.3 | 0.8 | 1.2 | 1.0 | 4.3 | 0.3 | 0.6 | 3.6 |
| 7 | 111-120 | 823 | 5.1 | 0 | 0 | 1.9 | 5.2 | 6.7 | 7.3 | 3.4 | 51.5 | 3.4 | 1.2 | 1.1 | 3.3 | 1.2 | 3.4 | 3.3 | 0.6 | 6.4 |
| 8 | 121-130 | 183 | 1.1 | 0 | 0.5 | 1.6 | 6.6 | 8.7 | 9.8 | 2.7 | 3.8 | 40.4 | 10.9 | 3.8 | 2.2 | 0.5 | 4.4 | 0 | 0 | 3.8 |
| 9 | 131-140 | 152 | 0.9 | 0 | 0 | 0 | 3.9 | 6.6 | 3.9 | 2.6 | 2.0 | 1.3 | 44.1 | 2.6 | 9.2 | 5.3 | 8.6 | 2.0 | 3.3 | 4.6 |
| 10 | 141-150 | 250 | 1.6 | 0 | 0 | 2.8 | 3.2 | 7.2 | 5.2 | 0.8 | 3.6 | 1.2 | 0.4 | 63.2 | 0.4 | 0.4 | 8.4 | 0 | 0.8 | 2.4 |
| 11 | 151-160 | 256 | 1.6 | 0 | 0 | 2.7 | 2.0 | 2.0 | 7.4 | 0.4 | 4.3 | 1.2 | 4.7 | 0.4 | 52.0 | 1.6 | 7.0 | 3.9 | 0.4 | 10.2 |
| 12 | 161-170 | 189 | 1.2 | 0 | 0 | 0 | 0.5 | 1.6 | 3.2 | 1.6 | 2.1 | 1.6 | 0 | 1.1 | 2.1 | 66.7 | 6.9 | 2.1 | 0.5 | 10.1 |
| 13 | 171-180 | 235 | 1.5 | 0 | 0 | 0.4 | 4.3 | 4.3 | 4.7 | 2.1 | 4.7 | 1.3 | 3.4 | 1.7 | 2.1 | 1.3 | 55.3 | 4.3 | 1.7 | 11.5 |
| 14 | 181-190 | 103 | 0.6 | 0 | 0 | 1.9 | 1.9 | 3.9 | 6.8 | 0 | 4.9 | 0 | 1.9 | 5.8 | 2.9 | 1.9 | 10.7 | 45.6 | 2.9 | 8.7 |
| 15 | 191-200 | 69 | 0.4 | 0 | 0 | 0 | 0 | 0 | 0 | 1.4 | 7.2 | 0 | 0 | 1.4 | 1.4 | 2.9 | 7.2 | 1.4 | 73.9 | 2.9 |
| 16 | 201+ | 317 | 2.0 | 0 | 0.3 | 0.6 | 0.3 | 2.8 | 3.8 | 1.6 | 4.1 | 1.6 | 2.2 | 1.6 | 3.2 | 3.5 | 8.8 | 3.5 | 0.6 | 61.5 |
| TOTAL | | 16,055 | 100 | | | | | | | | | | | | | | | | | |

NOTES TO TABLES 1, 2 and 3:

1. Group - numbers the rows and columns of the matrix. Group 0 contains those who have never worked.
2. Rank - indicates the spread of average hourly earnings for the group; earnings are measured in pence per hour.
3. N, % - shows the marginal distributions in absolute and % terms.
4. Total - the sample comprises those aged 25-55 in 1975.

## TABLE 2

## FEMALE OCCUPATIONAL MOBILITY 1965-1975

| 1965 Group / Rank / N / % | 1975 Group | | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | TOTAL |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Rank | | 0 | 38-60 | 61-70 | 71-80 | 81-90 | 91-100 | 101-110 | 111-120 | 121-130 | 131-140 | 141-150 | 151-160 | 161-170 | 171-180 | 181-190 | 191-200 | 201+ | |
| | N | | 708 | 618 | 3,253 | 3,167 | 2,709 | 4,024 | 2,107 | 634 | 558 | 51 | 873 | 295 | 35 | 115 | 54 | 9 | 154 | 19,364 |
| | % | | 3.7 | 3.2 | 16.8 | 16.4 | 14.0 | 20.8 | 10.9 | 3.3 | 2.9 | 0.3 | 4.5 | 1.5 | 0.2 | 0.6 | 0.3 | 0.0 | 0.8 | 100 |
| 0 | 0 | 2,513 | 13.0 | 28.2 | 1.4 | 6.6 | 6.0 | 8.3 | 15.3 | 11.0 | 2.7 | 3.1 | 0.7 | 11.4 | 1.8 | 0.6 | 1.0 | 0.5 | 0.3 | 1.3 |
| 1 | 38-60 | 547 | 2.8 | 0 | 55.8 | 9.9 | 11.7 | 7.1 | 7.1 | 2.6 | 3.7 | 0.4 | 0 | 0.7 | 0.5 | 0 | 0 | 0 | 0 | 0.5 |
| 2 | 61-70 | 3,561 | 18.4 | 0 | 2.5 | 56.4 | 14.9 | 7.9 | 9.6 | 1.9 | 3.7 | 1.2 | 0.0 | 0.9 | 0.6 | 0 | 0.1 | 0.1 | 0 | 0.3 |
| 3 | 71-80 | 2,177 | 11.2 | 0 | 2.7 | 10.2 | 63.6 | 8.4 | 9.2 | 2.1 | 1.7 | 0.6 | 0.0 | 0.6 | 0.5 | 0 | 0.2 | 0 | 0 | 0.2 |
| 4 | 81-90 | 2,771 | 14.3 | 0 | 1.8 | 9.3 | 14.5 | 60.1 | 7.9 | 1.6 | 1.9 | 1.2 | 0.1 | 0.9 | 0.4 | 0.0 | 0.3 | 0 | 0 | 0.2 |
| 5 | 91-100 | 4,082 | 21.1 | 0 | 1.2 | 8.1 | 10.1 | 5.3 | 59.7 | 5.9 | 2.4 | 2.1 | 0.1 | 1.4 | 2.4 | 0.0 | 0.3 | 0.1 | 0 | 0.9 |
| 6 | 101-110 | 2,116 | 10.9 | 0 | 0.8 | 5.3 | 7.0 | 2.9 | 10.2 | 63.9 | 2.0 | 2.2 | 0.2 | 1.4 | 2.2 | 0 | 0.8 | 0.3 | 0 | 0.8 |
| 7 | 111-120 | 319 | 1.6 | 0 | 2.2 | 12.5 | 10.7 | 5.0 | 12.2 | 4.1 | 48.0 | 1.6 | 0.3 | 0.6 | 0.6 | 0 | 0.6 | 0.6 | 0 | 0.9 |
| 8 | 121-130 | 491 | 2.5 | 0 | 0.6 | 6.7 | 6.1 | 4.3 | 18.1 | 4.5 | 3.3 | 48.5 | 0.4 | 3.1 | 3.1 | 0 | 0.6 | 0.2 | 0 | 0.6 |
| 9 | 131-140 | 32 | 0.2 | 0 | 0 | 0 | 3.1 | 6.3 | 15.6 | 15.6 | 0 | 0 | 50.0 | 9.4 | 0 | 0 | 0 | 0 | 0 | 0 |
| 10 | 141-150 | 463 | 2.4 | 0 | 0.2 | 3.0 | 1.3 | 1.9 | 3.5 | 1.1 | 1.9 | 1.3 | 0.2 | 82.3 | 0.4 | 0 | 2.4 | 0.2 | 0 | 0.2 |
| 11 | 151-160 | 92 | 0.5 | 0 | 0 | 3.3 | 1.9 | 0 | 21.7 | 13.0 | 5.4 | 4.3 | 1.1 | 3.3 | 44.6 | 0 | 2.2 | 0 | 0 | 0 |
| 12 | 161-170 | 22 | 0.1 | 0 | 0 | 4.5 | 0 | 0 | 9.1 | 0 | 0 | 0 | 0 | 4.5 | 0 | 81.8 | 0 | 0 | 0 | 0 |
| 13 | 171-180 | 56 | 0.3 | 0 | 0 | 3.6 | 0 | 5.4 | 7.1 | 7.1 | 0 | 3.6 | 0 | 21.4 | 3.6 | 0 | 46.4 | 0 | 0 | 1.8 |
| 14 | 181-190 | 36 | 0.2 | 0 | 0 | 5.6 | 8.3 | 5.6 | 0 | 2.8 | 2.8 | 0 | 0 | 0 | 0 | 0 | 2.8 | 66.7 | 0 | 5.6 |
| 15 | 191-200 | 2 | 0.0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 50.0 | 0 | 0 | 0 | 0 | 50.0 | 0 |
| 16 | 201+ | 84 | 0.4 | 0 | 2.4 | 6.0 | 2.4 | 4.8 | 11.9 | 6.0 | 4.8 | 2.4 | 1.2 | 7.1 | 2.4 | 0 | 4.8 | 0 | 0 | 44.0 |
| TOTAL | | 19,364 | 100 | | | | | | | | | | | | | | | | | |

NOTE: see Table 1.

TABLE 3

OCCUPATIONAL MOBILITY 1965-1975

| Group | Rank | 1965 % | Immobile (% by row) | Mobile (% by row) | 1975 % | 1965-75 % change |
|---|---|---|---|---|---|---|
| MALES: | | | | | | |
| 0 | 0 | 12.9 | 34.1 | 65.9 | 4.4 | -8.5 |
| 1,2 | 38 - 70 | 9.5 | 58.5 | 41.5 | 7.4 | -2.1 |
| 3,4 | 71 - 90 | 35.2 | 61.9 | 38.1 | 34.5 | -0.7 |
| 5-8 | 91 -130 | 32.6 | 55.5 | 44.5 | 34.3 | +1.7 |
| 9-16 | 131+ | 9.8 | 57.7 | 42.3 | 19.3 | +9.5 |
| 1-16 | 38 -131+ | 100 | 58.7 | 41.3 | 100 | |
| FEMALES: | | | | | | |
| 0 | 0 | 13.0 | 28.2 | 71.8 | 3.7 | -9.3 |
| 1,2 | 38 - 70 | 21.2 | 56.3 | 43.7 | 20.0 | -1.2 |
| 3,4 | 71 - 90 | 25.5 | 61.6 | 38.4 | 30.4 | +4.9 |
| 5-8 | 91 -130 | 36.1 | 59.7 | 40.3 | 37.9 | +1.8 |
| 9-16 | 131+ | 4.1 | 69.1 | 30.9 | 8.2 | +4.1 |
| 1-16 | 38 -131+ | 100 | 59.9 | 40.1 | 100 | |

NOTES:

1. Immobile - indicates the proportion within these groups who remained on the diagonal in Table 1 or 2, i.e. whose occupational status changed by less than 10p.

2. See also notes to Table 1.

TABLE 4

OCCUPATIONAL STATUS AND MOBILITY OF MEN AND WOMEN BY AGE

| Sex / Age in 1975 | Males | | | | Females | | | |
|---|---|---|---|---|---|---|---|---|
| | Status in 1975 | Mobility 1970 - 75 | Mobility 1965 - 70 | Mobility 1965 - 75 | Status in 1975 | Mobility 1970 - 75 | Mobility 1965 - 70 | Mobility 1965 - 75 |
| 25-29 | 102.162 | 3.769 | 6.601 | 10.371 | 92.346 | -0.008 | 2.404 | 2.396 |
| 30-34 | 110.081 | 5.278 | 6.251 | 11.530 | 93.767 | -0.223 | 0.744 | 0.521 |
| 35-39 | 110.040 | 4.513 | 4.412 | 8.925 | 93.303 | 0.310 | 0.068 | 0.378 |
| 40-44 | 107.461 | 2.839 | 4.347 | 7.186 | 91.692 | 0.939 | 0.550 | 1.488 |
| 45-49 | 103.734 | 1.840 | 3.491 | 5.330 | 90.193 | 0.282 | 1.190 | 1.473 |
| 50-54 | 100.609 | 0.910 | 3.333 | 4.243 | 88.818 | 0.616 | 1.213 | 1.829 |
| 55-59 | 97.267 | 0.419 | 1.890 | 2.309 | 86.095 | 0.205 | 0.730 | 0.936 |
| 60-64 | 95.326 | -0.107 | 0.512 | 0.326 | - | - | - | - |

NOTES:

1. Cases where the occupational rank (by GHS hourly earnings) was zero in 1965 or 1970 or 1975 have not been included. All figures in these tables are in pence per hour.

TABLE 5

OCCUPATIONAL STATUS AND MOBILITY OF MEN AND WOMEN BY MARITAL STATUS AND BY HOURS OF WORK

| Marital status and hours worked in 1975 | Males | | | | Females | | | |
|---|---|---|---|---|---|---|---|---|
| | Status in 1975 | Mobility 1970 - 75 | Mobility 1965 - 70 | Mobility 1965 - 75 | Status in 1975 | Mobility 1970 - 75 | Mobility 1965 - 70 | Mobility 1965 - 75 |
| Married | 104.43 | 2.62 | 3.96 | 6.58 | 90.53 | 0.17 | 0.84 | 1.01 |
| Single | 96.56 | 1.14 | 3.00 | 4.14 | 99.57 | 2.55 | 2.15 | 4.70 |
| Widowed/Divorced/ Separated | 97.16 | 0.02 | 1.92 | 1.94 | 89.58 | 0.40 | 1.39 | 1.79 |
| Full time | 104.13 | 2.60 | 4.07 | 6.67 | 97.66 | 3.11 | 2.66 | 5.77 |
| Part time | 104.85 | -3.03 | 1.19 | -1.84 | 86.13 | -1.59 | -0.27 | -1.86 |
| Other | 95.69 | 0.35 | 1.00 | 1.35 | 89.66 | -0.26 | 0.65 | 0.39 |

NOTES:

1. 'Full time' was defined as working '30 hours a week or more, excluding meal breaks and overtime'.

2. 'Other' includes those whose working hours were not stated.

## TABLE 6

OCCUPATIONAL STATUS THROUGH TIME FOR SAMPLES OF CONSTANT AGE (MEN PLUS WOMEN)

| Year \ Rank | 38 - 70 | 71 - 90 | 91 - 130 | 131+ |
|---|---|---|---|---|
| 1965 | 18.6 | 35.0 | 38.8 | 7.5 |
| 1970 | 15.9 | 33.5 | 40.1 | 10.4 |
| 1975 | 13.9 | 32.4 | 40.5 | 13.1 |
| 70 - 65 | -2.7 | -1.5 | 1.3 | 2.9 |
| 75 - 70 | -2.0 | -1.1 | 0.4 | 2.7 |
| 75 - 65 | -4.7 | -2.6 | 1.7 | 5.6 |

NOTES TO TABLES **6 and 7:**

1. Figures in these tables are % by row.

2. The samples in these tables exclude those who had never worked, for whom the occupational rank was zero. For each year the sample was selected using restrictions for age in 1975 which were appropriate to generate a sample aged 16 to 50 in that year. Thus the sample size varies from year to year with some tendency to rise between '65 and '75, thus indicating that there are fewer people who were aged 26-60 than were 16-50 in 1975, i.e. the sample contains more younger people.

OCCUPATIONAL STATUS THROUGH TIME FOR MALE AND FEMALE SAMPLES OF CONSTANT AGE

TABLE 7

| Rank / Year | Males | | | | Females | | | |
|---|---|---|---|---|---|---|---|---|
| | 38-70 | 71-90 | 91-130 | 131+ | 38-70 | 71-90 | 91-130 | 131+ |
| 1965 | 11.27 | 40.85 | 36.92 | 10.95 | 24.95 | 29.94 | 40.51 | 4.59 |
| 1970 | 8.96 | 38.16 | 37.60 | 15.27 | 21.68 | 29.70 | 42.17 | 6.44 |
| 1975 | 7.33 | 36.09 | 37.92 | 18.66 | 19.54 | 29.34 | 42.79 | 8.32 |
| 70 - 65 | -2.31 | -2.69 | +0.68 | +4.32 | -3.27 | -0.24 | +1.66 | +1.85 |
| 75 - 70 | -1.63 | -2.07 | +0.32 | +3.39 | -2.14 | -0.36 | +0.62 | +1.88 |
| 75 - 65 | -3.94 | -4.76 | +1.00 | +7.71 | -5.41 | -0.60 | +2.28 | +3.73 |
| **Female share within group** | | | 1965 | | 72.1 | 46.1 | 56.1 | 32.9 |
| | | | 1970 | | 74.5 | 48.4 | 57.5 | 33.7 |
| | | | 1975 | | 75.7 | 48.8 | 56.9 | 34.3 |

**NOTES:** see notes to Table 6.

## TABLE 8

OCCUPATIONAL STATUS OF FEMALES BY HOURS OF WORK THROUGH TIME

| Status and Rank / Year | FULL TIME | | | | | PART TIME | | | | | OTHER | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | 38 - 70 | 71-90 | 91-130 | 131+ | Sample | 38 - 70 | 71-90 | 91-130 | 131+ | Sample | 38 - 70 | 71-90 | 91-130 | 131+ | Sample |
| 1965 | 19.91 | 27.73 | 45.62 | 6.74 | 7,455 | 30.39 | 37.23 | 29.10 | 3.27 | 1,711 | 27.95 | 30.37 | 38.54 | 3.14 | 9,438 |
| 1970 | 17.02 | 26.14 | 47.34 | 9.50 | 7,892 | 26.12 | 38.35 | 30.73 | 4.79 | 2,756 | 24.35 | 30.16 | 41.17 | 4.32 | 9,215 |
| 1975 | 14.41 | 24.67 | 49.14 | 11.77 | 7,710 | 25.57 | 38.02 | 30.85 | 5.56 | 4,169 | 21.34 | 29.32 | 42.90 | 6.43 | 8,016 |
| 70 - 65 | -2.89 | -1.59 | 1.72 | 2.76 | | -4.27 | 1.12 | 1.63 | 1.52 | | -3.60 | -0.21 | 2.63 | 1.18 | |
| 75 - 70 | -2.61 | -1.47 | 1.80 | 2.27 | | -0.55 | -0.33 | 0.12 | 0.77 | | -3.01 | -0.84 | 1.73 | 2.11 | |
| 75 - 65 | -5.50 | -3.06 | 3.52 | 5.03 | | -4.82 | 0.79 | 1.75 | 2.29 | | -6.61 | -1.05 | 4.36 | 3.29 | |

NOTES

1. The total female sample is the same as that in Table 7; the classification by hours of work refers to hours worked in each year.
2. The definition of full time work remains, as in Table 5 as greater or equal to 30 hours per week.
3. **'Other'** includes those not at work and those not stating hours of work. The extent of non-reporting of hours worked **seems to be quite large, by comparison of the full plus part timers with the numbers recorded as employed. Even so, this group is dominated by non-participants.**

## TABLE 9

OCCUPATIONAL AND EMPLOYMENT STATUS THROUGH TIME FOR SAMPLES OF CONSTANT AGE

| Status and Rank / Year | Employed | | | | Long term Unemployed | Not in labour force |
|---|---|---|---|---|---|---|
| | 38-70 | 71-90 | 91-130 | 131+ | | |
| 1965 | 11.9 | 25.3 | 28.2 | 13.5 | 1.1 | 20.0 |
| 1970 | 10.2 | 24.3 | 28.9 | 15.4 | 1.1 | 20.1 |
| 1975 | 9.3 | 23.9 | 29.9 | 16.8 | 2.2 | 17.8 |
| 70 - 65 | -1.7 | -1.0 | 0.7 | 1.9 | 0.0 | 0.1 |
| 75 - 70 | -0.9 | -0.4 | 1.0 | 1.4 | 1.1 | -2.3 |
| 75 - 65 | -2.6 | -1.4 | 1.7 | 3.3 | 1.1 | -2.2 |

NOTES TO TABLES 11, 12 and 13:

1. Samples were selected in each year to give a constant age range of 16-50. Individuals in full-time education and those who were permanently disabled were omitted from the sample.
2. The employed comprises employees, self-employed, employed abroad and armed forces and those unemployed less than three months.
3. The unemployed includes those seeking and not seeking work who had been unemployed for more than three months.
4. Those not in the labour force were: housewives, in full-time training or education, sick, or resident abroad not employed.

TABLE 10

MALE AND FEMALE OCCUPATIONAL AND EMPLOYMENT STATUS THROUGH TIME FOR SAMPLES OF CONSTANT AGE

| Status and Rank / Year | M A L E S | | | | | | F E M A L E S | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Employed | | | | Long term unemployed | Not in labour force | Employed | | | | Long term unemployed | Not in labour force |
| | 38-70 | 71-90 | 91 - 130 | 131 + | | | 38-70 | 71-90 | 91 - 130 | 131 + | | |
| 1965 | 9.11 | 33.99 | 31.97 | 22.46 | 0.87 | 1.60 | 14.16 | 17.98 | 25.05 | 5.98 | 1.34 | 35.47 |
| 1970 | 7.10 | 31.89 | 32.64 | 25.53 | 1.18 | 1.65 | 12.66 | 18.11 | 25.79 | 7.21 | 1.07 | 35.15 |
| 1975 | 5.53 | 29.60 | 32.89 | 27.26 | 2.75 | 1.96 | 12.53 | 19.13 | 27.45 | 7.97 | 1.72 | 31.19 |
| 70 - 65 | -2.01 | -2.10 | +0.67 | +3.07 | +0.31 | +0.05 | -1.50 | +0.13 | +0.74 | +1.23 | -0.27 | -0.32 |
| 75 - 70 | -1.57 | -2.29 | +0.25 | +1.73 | +1.57 | +0.31 | -0.13 | +1.02 | +1.66 | +0.76 | +0.65 | -3.96 |
| 75 - 65 | -3.58 | -4.39 | +0.92 | +4.80 | +1.88 | +0.36 | -1.63 | +1.15 | +2.40 | +1.99 | +0.38 | -4.28 |
| | | | | | **Female share within group** 1965 | | **64.9** | **38.7** | **48.3** | **24.1** | **64.9** | **96.4** |
| | | | | | 1970 | | **68.7** | **41.1** | **49.3** | **25.7** | **52.8** | **96.3** |
| | | | | | 1975 | | **72.8** | **43.4** | **49.7** | **25.7** | **42.5** | **94.9** |

## TABLE 11

## OCCUPATIONAL STATUS 1965-1975 BY AGE IN 1975

| Sex: | MALES | | | | | FEMALES | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| Age in 1975: | 20 - 29 | 30 - 39 | 40 - 49 | 50 - 59 | Sample Size | 20 - 29 | 30 - 39 | 40 - 49 | 50 - 59 | Sample Size |
| 1965 (VB4) | 91.761 | 99.827 | 99.317 | 95.708 | 15,558 | 89.934 | 93.089 | 89.438 | 86.150 | 18,659 |
| 1970 (VG4) | 98.386 | 106.951 | 103.259 | 98.360 | 18,088 | 94.511 | 94.535 | 90.306 | 87.169 | 21,731 |
| 1975 (VM4) | 106.474 | 112.142 | 105.636 | 99.042 | 19,394 | 97.924 | 94.683 | 90.947 | 87.613 | 23,202 |
| 1970 - 1965 | 6.625 | 7.124 | 3.942 | 2.662 | | 4.577 | 1.446 | 0.868 | 1.019 | |
| 1975 - 1970 | 8.088 | 5.191 | 2.377 | 0.682 | | 3.413 | 0.148 | 0.641 | 0.444 | |
| 1975 - 1965 | 14.713 | 12.315 | 6.319 | 3.334 | | 7.990 | 1.594 | 1.509 | 1.463 | |

NOTES:

1. This table differs from Table 4 in that all individuals who had a non-zero occupational rank were included in each year. In Table 4, individuals who had a zero occupational rank in any of the three years 1965, 1970, or 1975, were excluded.

2. As a consequence of 1, the total sample increases over time by the entry of individuals who had previously never worked.

## TABLE 12

## DIFFERENCES IN STATUS FOR PEOPLE AT SAME STAGE IN LIFE CYCLE BORN TEN YEARS APART

| School leaving age / Life cycle age | MALES | | | FEMALES | | |
|---|---|---|---|---|---|---|
| | 20 - 29 | 30 - 39 | 40 - 49 | 20 - 29 | 30 - 39 | 40 - 49 |
| 15 or less | 2.30 | 7.06 | 6.85 | 1.54 | 2.49 | 3.09 |
| 16 | -2.68 | 10.99 | 13.07 | 0.52 | 3.36 | 4.72 |
| 17 | 1.88 | 4.31 | 13.71 | 1.60 | 1.21 | 1.96 |
| 18 | -1.59 | 16.46 | 6.81 | 1.37 | 8.96 | 1.30 |
| 19 | 4.15 | 13.76 | 14.05 | -1.34 | -3.91 | 15.46 |
| 20 | -3.42 | 18.03 | 1.05 | -2.36 | -0.66 | 7.60 |
| 21 or over | 2.71 | 12.82 | 10.67 | -3.71 | 5.55 | 3.34 |
| All | 6.65 | 12.83 | 9.93 | 4.84 | 5.25 | 4.80 |
| Predicted difference for constant schooling | 1.25 | 8.01 | 7.90 | 1.18 | 2.65 | 3.60 |
| Change associated with increased schooling | 5.40 | 4.82 | 2.03 | 3.66 | 2.60 | 1.20 |

NOTES:

1. The figures for school leaving ages 15 to 21 and for all individuals were obtained by subtracting the mean occupational status in 1965 of the relevant members of one cohort from the mean occupational status in 1975 of those in the cohort born ten years later.

2. The predicted difference for constant schooling is a weighted average of the figures for school leaving ages 15 to 21, where the weights are the schooling proportions for the older of the two cohorts being compared.

## TABLE 13

OCCUPATIONAL STATUS - COMPARABLE COHORT REGRESSIONS AT AVERAGE AGE OF 25 YEARS

| | Males | | | | Females | | | |
|---|---|---|---|---|---|---|---|---|
| | Coefficient of variable | | Coefficient of 0,1 dummy X variable* | | Coefficient of variable | | Coefficient of 0,1 dummy X variable* | |
| Independent Variable | | | | | | | | |
| Experience: | | | | | | | | |
| Experience (Potential) | -.0012 | (0.91) | .0106 | (33.31) | -.0003 | (0.08) | .0047 | (10.53) |
| Schooling: Left full time education at: | | | | | | | | |
| 16 | .1416 | (193.58) | -.0290 | (4.54) | .1320 | (253.53) | -.0152 | (1.84) |
| 17 | .1902 | (138.70) | .0122 | (0.35) | .1443 | (157.03) | -.0001 | (0.00) |
| 18 | .2844 | (198.72) | .0106 | (0.18) | .1872 | (149.06) | -.0094 | (0.23) |
| 19 | .2183 | (39.63) | .0596 | (2.07) | .2387 | (75.75) | -.0353 | (1.06) |
| 20 | .3589 | (63.24) | -.0346 | (0.41) | .4257 | (235.15) | -.0686 | (3.53) |
| 21 or over | .5207 | (567.06) | .0519 | (3.59) | .5132 | (651.28) | -.0257 | (1.13) |
| Qualifications: Obtained after leaving school | | | | | | | | |
| Clerical/Commercial | .0409 | (0.22) | .0889 | (0.69) | .1040 | (20.24) | -.0219 | (0.64) |
| CSE Less than Grade 1/SLC lower | -.2205 | (0.79) | .2525 | (1.01) | -.1085 | (0.47) | .1384 | (0.58) |
| CSE Grade 1 or City & Guilds Ordinary or '0' Levels | .0154 | (0.61) | .0286 | (1.34) | .0144 | (0.21) | -.0031 | (0.01) |
| City & Guilds Advanced or ONC/OND or 'A' Levels or City & Guilds Full Technical | .1042 | (25.71) | -.0207 | (0.73) | .0004 | (0.00) | .0886 | (2.81) |
| Nursing or Teaching | -.0035 | (0.00) | .0250 | (0.08) | .0033 | (0.02) | .0441 | (2.14) |
| HNC/HND or Other Professional or University Diploma/Cert. | .2853 | (111.45) | -.0159 | (0.20) | .1952 | (11.32) | .0471 | (0.48) |
| First and/or Higher Degree | .2231 | (11.11) | -.1131 | (2.22) | .1816 | (13.12) | - | |
| Marital Status: | | | | | | | | |
| Married | .0274 | (4.60) | .0055 | (0.14) | .0072 | (0.22) | -.0416 | (6.00) |
| Widowed/Divorced/Separated | .0440 | (2.98) | -.0618 | (2.78) | -.0226 | (1.38) | -.0167 | (0.45) |

TABLE 13 (Contd)

| | Males | | | | Females | | | |
|---|---|---|---|---|---|---|---|---|
| | Coefficient of variable | | Coefficient of 0,1 dummy variable* | | Coefficient of variable | | Coefficient of 0,1 dummy variable* | |
| Training: | | | | | | | | |
| Full time training, No. weeks 1- 4 | .0200 | (1.28) | -.0018 | (0.01) | .0319 | (10.65) | -.0029 | (0.05) |
| 5-13 | .0527 | (9.56) | -.0366 | (2.65) | .0222 | (4.63) | -.0029 | (0.05) |
| 14-52 | .0489 | (14.98) | -.0348 | (4.25) | .0428 | (13.09) | -.0166 | (1.13) |
| 53 and over | .0860 | (96.70) | -.0333 | (7.36) | -.0888 | (69.18) | .0031 | (0.46) |
| missing weeks | .1862 | (9.53) | -.0097 | (0.01) | .0287 | (0.23) | -.0458 | (0.39) |
| Evening training, No. weeks 1- 4 | -.0905 | (1.82) | .1214 | (2.25) | .0413 | (1.27) | -.0302 | (0.56) |
| 5-13 | .0091 | (0.03) | .0043 | (0.01) | .0348 | (1.43) | .0181 | (0.29) |
| 14-52 | .0977 | (12.45) | -.0406 | (1.40) | .0430 | (6.21) | .0109 | (0.27) |
| 53 and over | .0148 | (0.45) | .0838 | (7.25) | .0776 | (15.59) | -.0356 | (2.22) |
| missing weeks | .0218 | (0.05) | -.3137 | (1.41) | -.0680 | (0.37) | .1111 | (0.83) |
| Constant | 4.4211 | (69144.93) | -.0620 | (8.05) | 4.4319 | (60852.11) | -.0036 | (0.03) |
| $R^2$ | .2736 | | | | .2509 | | | |
| Sample Size: | 9,816 | | | | 11,900 | | | |

* Dummy = 1 for cohort born later in time.

NOTES TO TABLES 13-18:

1. People with zero occupational status (who had never worked) were excluded from regressions.

2. People recorded as having age left full time education less than 6 were excluded.

3. Training categories are dummy variables reflecting five categories of total weeks of full-time and evening training cumulated to the observation date.

4. The figures in brackets are F statistics.

TABLE 14

OCCUPATIONAL STATUS - COMPARABLE COHORT REGRESSIONS AT AVERAGE AGE OF 35 YEARS

| | Males | | | | Females | | | |
|---|---|---|---|---|---|---|---|---|
| | Coefficient of variable | | Coefficient of 0,1 dummy variable* | | Coefficient of variable | | Coefficient of 0,1 dummy variable* | |
| Independent Variable | | | | | | | | |
| Experience: | | | | | | | | |
| Experience (Potential) | -.0009 | (0.59) | -.0008 | (0.20) | -.0009 | (0.96) | .0014 | (1.30) |
| Schooling: Left full time education at: | | | | | | | | |
| 16 | .1619 | (153.38) | .0107 | (0.39) | .1419 | (215.40) | .0008 | (0.00) |
| 17 | .2855 | (204.11) | -.0442 | (2.78) | .1770 | (162.54) | -.0165 | (0.84) |
| 18 | .2848 | (122.71) | .0065 | (0.04) | .1697 | (76.97) | .0437 | (3.13) |
| 19 | .2026 | (26.14) | .0422 | (0.61) | .3020 | (103.58) | -.0488 | (1.51) |
| 20 | .2114 | (18.04) | .0521 | (0.63) | .4417 | (299.43) | -.0350 | (0.93) |
| 21 or over | .4605 | (330.59) | .0261 | (0.66) | .4882 | (520.93) | .0009 | (0.00) |
| Qualifications: Obtained after leaving school | | | | | | | | |
| Clerical/Commercial | .0881 | (0.97) | .1227 | (1.18) | .1080 | (21.31) | -.0406 | (1.76) |
| CSE Less than Grade 1/SLC lower | .1672 | (1.57) | | - | -.0265 | (0.04) | | - |
| CSE Grade 1 or City & Guilds Ordinary or 'O' Levels | .0666 | (5.72) | -.0258 | (0.60) | .0077 | (0.04) | .0074 | (0.02) |
| City & Guilds Advanced or ONC/OND or 'A' Levels or City & Guilds Full Technical | .1141 | (24.76) | .0242 | (0.68) | .0490 | (0.38) | .0417 | (0.24) |
| Nursing or Teaching | .1431 | (10.64) | -.1730 | (7.64) | -.0342 | (2.75) | .0513 | (3.68) |
| HNC/HND or Other Professional or University Diploma/Cert. | .1680 | (54.37) | .1203 | (17.13) | .1048 | (4.00) | .1112 | (2.95) |
| First and/or Higher Degree | .1410 | (11.42) | .0518 | (0.93) | -.0241 | (0.09) | .1982 | (4.31) |
| Marital Status: | | | | | | | | |
| Married | .0577 | (16.87) | -.0102 | (0.28) | -.0260 | (3.07) | -.0231 | (1.24) |
| Widowed/Divorced/Separated | .0776 | (8.40) | -.0285 | (0.56) | -.0188 | (1.08) | -.0499 | (3.69) |

TABLE 14 (Contd)

| | Males | | | | Females | | | |
|---|---|---|---|---|---|---|---|---|
| | Coefficient of variable | | Coefficient of 0,1 dummy variable* | | Coefficient of variable | | Coefficient of 0,1 dummy variable* | |
| **Training:** | | | | | | | | |
| Full time training, No. weeks 1- 4 | .0247 | (1.55) | .0337 | (1.75) | .0242 | (5.19) | -.0057 | (0.16) |
| 5-13 | .0693 | (17.81) | -.0217 | (0.87) | .0362 | (9.52) | -.0290 | (3.62) |
| 14-52 | .0564 | (17.96) | .0019 | (0.01) | .0192 | (2.13) | -.0058 | (0.11) |
| 53 and over | .0889 | (94.16) | .0026 | (0.04) | -.0338 | (10.16) | -.0324 | (4.91) |
| missing weeks | .0823 | (2.26) | .0092 | (0.01) | .0729 | (3.14) | -.1548 | (6.01) |
| Evening training, No. weeks 1- 4 | -.0402 | (0.45) | .0626 | (0.67) | -.0102 | (0.07) | .0418 | (0.88) |
| 5-13 | -.0032 | (0.01) | .0249 | (0.26) | .1280 | (7.14) | -.0675 | (3.68) |
| 14-52 | .0689 | (6.84) | -.0093 | (0.08) | .0517 | (6.57) | .0331 | (1.82) |
| 53 and over | .1283 | (39.57) | -.0622 | (5.30) | .0629 | (11.20) | .0006 | (0.00) |
| missing weeks | .0465 | (0.48) | .1163 | (0.92) | -.0456 | (0.73) | .1010 | (1.65) |
| **Constant** | 4.3909 | (22834.64) | .0777 | (3.76) | 4.4423 | (35779.60) | .0203 | (0.39) |
| $R^2$ | .2966 | | | | .2533 | | | |
| **Sample Size:** | 9,383 | | | | 11,294 | | | |

* Dummy = 1 for cohort born later in time.

NOTES: see notes to Table 13

TABLE 15

OCCUPATIONAL STATUS - COMPARABLE COHORT REGRESSIONS AT AVERAGE AGE OF 45 YEARS

| | Males | | | | Females | | | |
|---|---|---|---|---|---|---|---|---|
| | Coefficient of variable | | Coefficient of 0,1 dummy variable* | | Coefficient of variable | | Coefficient of 0,1 dummy variable* | |
| Independent Variable | | | | | | | | |
| Experience: | | | | | | | | |
| Experience (Potential) | -.0029 | (4.43) | -.0004 | (0.05) | -.0030 | (11.74) | .0033 | (8.14) |
| Schooling: Left full time education at: | | | | | | | | |
| 16 | .1642 | (132.36) | .0210 | (1.14) | .1353 | (179.13) | .0118 | (0.73) |
| 17 | .2444 | (120.10) | .0221 | (0.53) | .1942 | (179.85) | -.0185 | (0.87) |
| 18 | .2735 | (83.29) | -.0089 | (0.05) | .2089 | (111.00) | -.0563 | (4.26) |
| 19 | .2495 | (28.85) | .0462 | (0.55) | .2237 | (41.33) | .1049 | (5.43) |
| 20 | .3553 | (44.32) | -.0251 | (0.11) | .3995 | (145.50) | .0447 | (1.19) |
| 21 or over | .4332 | (165.01) | -.0033 | (0.01) | .4869 | (331.87) | -.0047 | (0.02) |
| Qualifications: Obtained after leaving school | | | | | | | | |
| Clerical/Commercial | .0732 | (0.55) | .0575 | (0.19) | .0948 | (13.18) | -.0002 | (0.00) |
| CSE Less than Grade 1/SLC lower | - | | - | | - | | - | |
| CSE Grade 1 or City & Guilds Ordinary or 'O' Levels | .1092 | (15.19) | -.0468 | (1.49) | .0908 | (2.32) | -.0596 | (0.80) |
| City & Guilds Advanced or ONC/OND or 'A' Levels or City & Guilds Full Technical | .1134 | (14.29) | .0382 | (1.04) | .0743 | (0.56) | .0656 | (0.36) |
| Nursing or Teaching | .0755 | (2.33) | .0998 | (2.35) | -.0311 | (2.39) | .0946 | (12.62) |
| HNC/HND or Other Professional or University Diploma/Cert. | .2515 | (85.25) | -.0251 | (0.53) | .1461 | (7.51) | -.0169 | (0.06) |
| First and/or Higher Degree | .0824 | (3.15) | .0728 | (1.53) | .2107 | (5.33) | -.0030 | (0.00) |
| Marital Status: | | | | | | | | |
| Married | .0392 | (6.42) | .0441 | (4.31) | -.0209 | (2.63) | -.0149 | (0.59) |
| Widowed/Divorced/Separated | .0076 | (0.01) | .0324 | (0.78) | -.0218 | (2.14) | .0010 | (0.00) |

TABLE 15 (Contd)

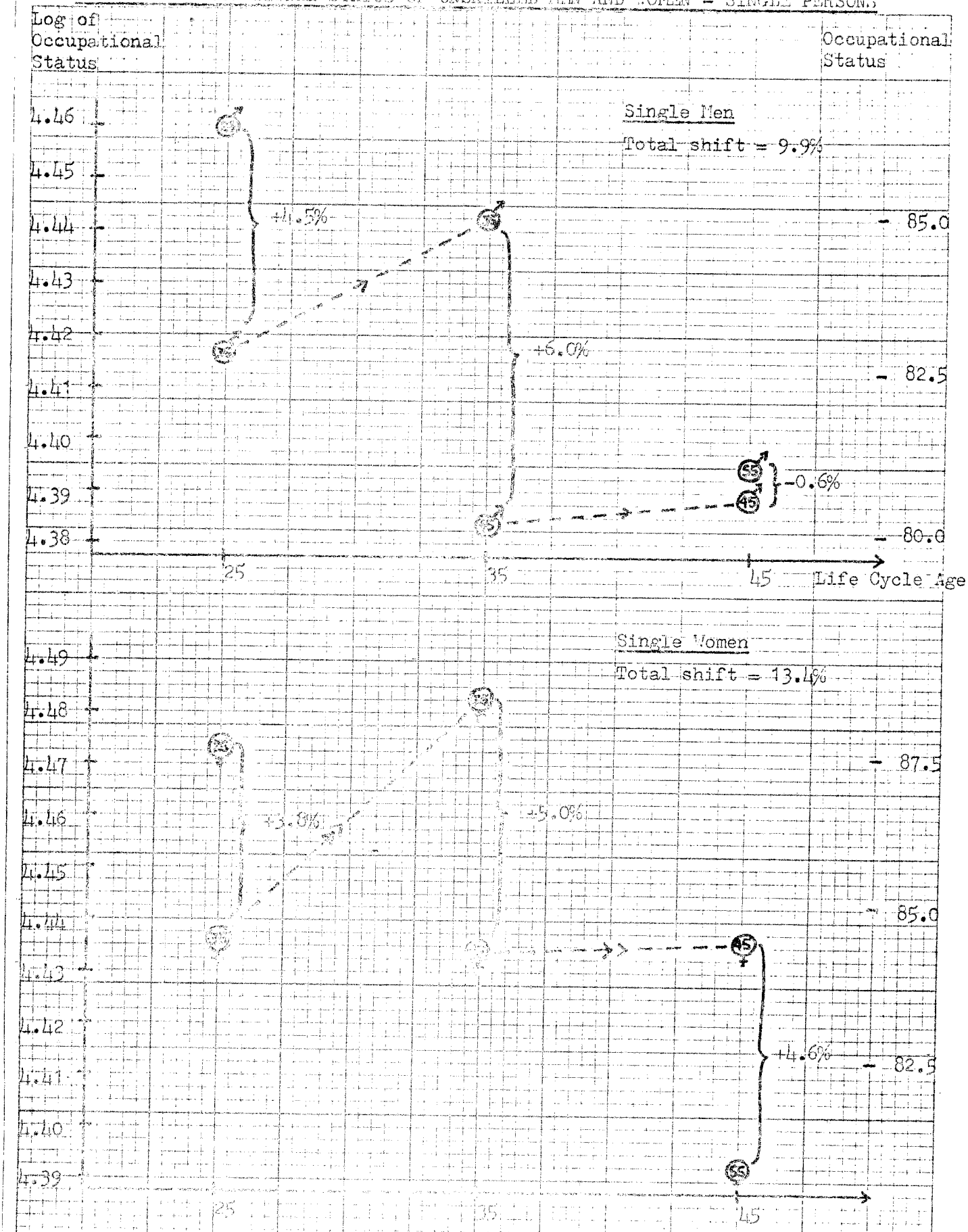
| | Males | | | | Females | | | |
|---|---|---|---|---|---|---|---|---|
| | Coefficient of variable | | Coefficient of 0,1 dummy variable* | | Coefficient of variable | | Coefficient of 0,1 dummy variable* | |
| Training: | | | | | | | | |
| Full time training, No. weeks 1- 4 | .0470 | (6.21) | .0144 | (0.31) | .0253 | (5.48) | .0205 | (1.99) |
| 5-13 | .0171 | (0.94) | .0396 | (2.73) | .0705 | (40.87) | -.0219 | (2.01) |
| 14-52 | .0266 | (3.55) | .0212 | (1.15) | .0307 | (6.35) | -.0011 | (0.00) |
| 53 and over | .0738 | (62.31) | .0332 | (5.99) | -.0033 | (0.11) | -.0117 | (0.67) |
| missing weeks | .0387 | (0.95) | -.0045 | (0.00) | .0368 | (0.96) | .0466 | (0.83) |
| Evening training, No. weeks 1- 4 | .1119 | (4.19) | -.1671 | (4.85) | -.0382 | (0.63) | .0609 | (1.35) |
| 5-13 | .0025 | (0.00) | .0201 | (0.11) | .0857 | (5.35) | .0003 | (0.00) |
| 14-52 | .0204 | (0.52) | -.0020 | (0.00) | .0519 | (3.86) | .0371 | (1.45) |
| 53 and over | .0737 | (14.10) | .0211 | (0.61) | .0903 | (15.97) | -.0086 | (0.10) |
| missing weeks | .0607 | (1.10) | -.0792 | (0.77) | .1223 | (5.76) | -.0910 | (2.08) |
| Constant | 4.4746 | (10370.03) | .0019 | (0.00) | 4.4780 | (24148.78) | -.0604 | (2.33) |
| $R^2$ | .2323 | | | | .2220 | | | |
| Sample Size: | 9,326 | | | | 10,950 | | | |

* Dummy = 1 for cohort born later in time.

NOTES: see notes to Table 13

FIGURE 1

PREDICTED OCCUPATIONAL STATUS OF UNSKILLED MEN AND WOMEN - SINGLE PERSONS




NOTES to FIGURES 1-3

1. Men aged x years in 1975, ——— path travelled.
2. Women aged x years in 1975, - - - - path travelled.
3. y% Differential between groups of same sex at same age, as a percentage of status level of older cohort.

FIGURE 2

PREDICTED OCCUPATIONAL STATUS OF UNSKILLED MEN AND WOMEN - MARRIED PERSONS

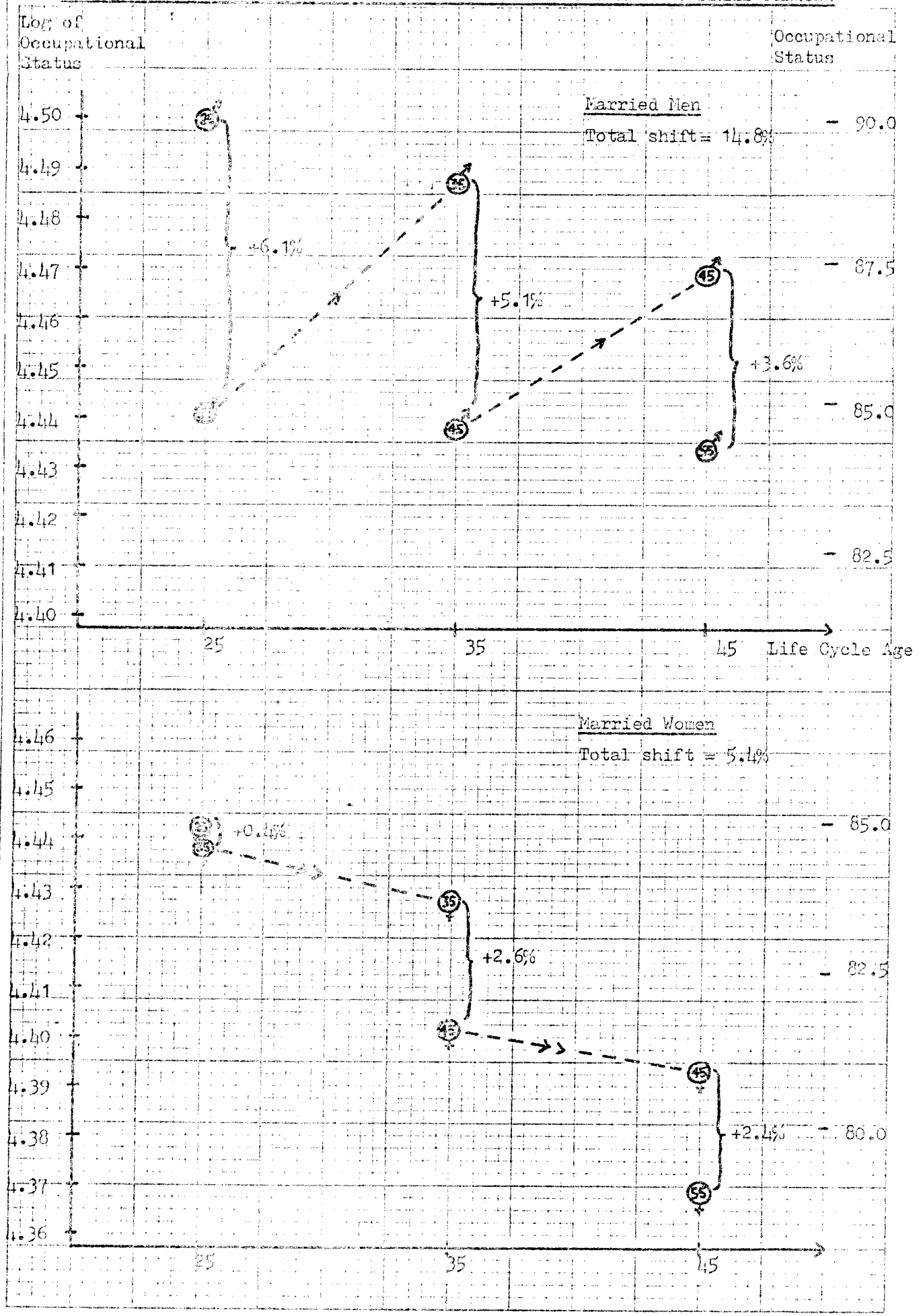
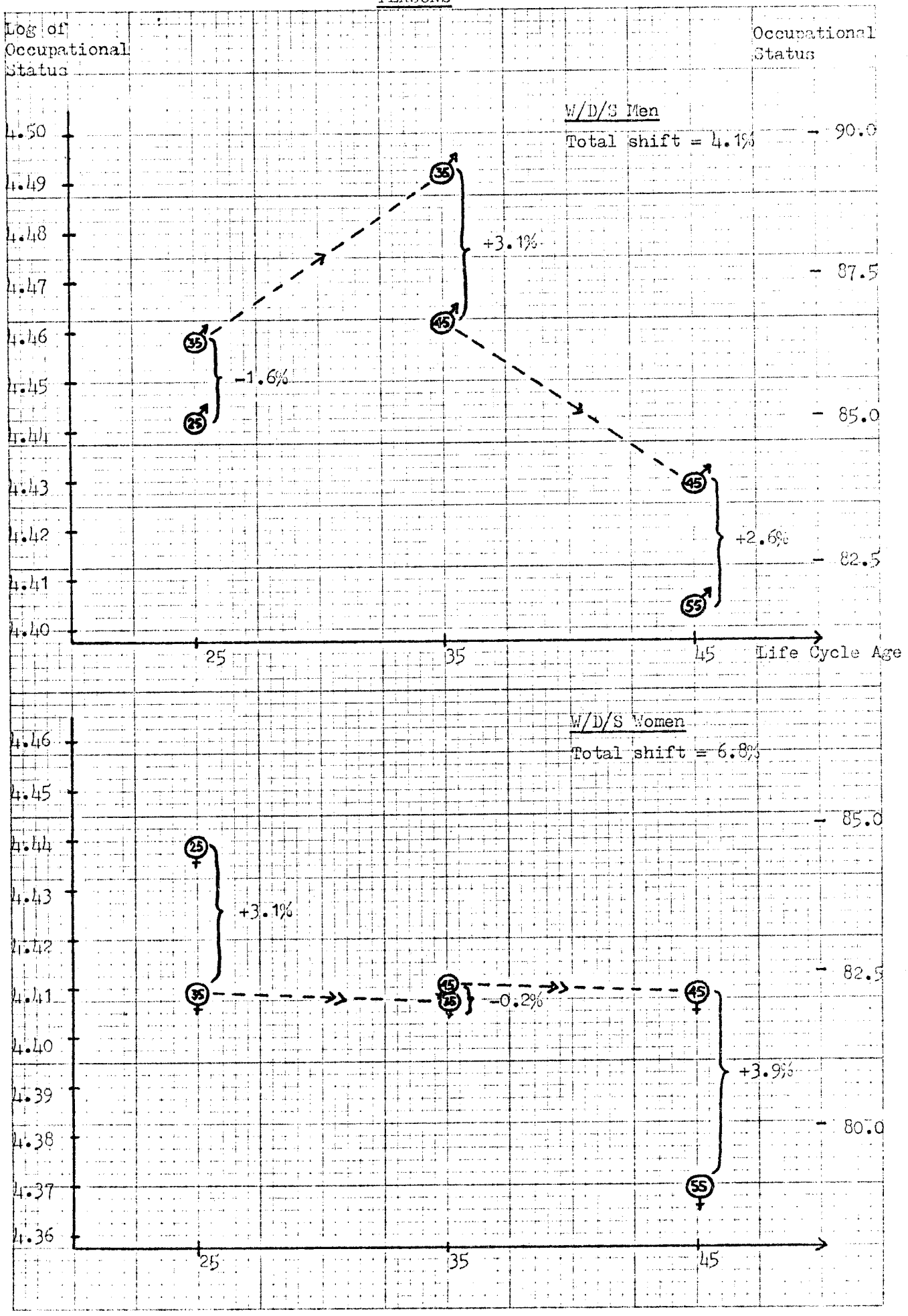


FIGURE 3

PREDICTED OCCUPATIONAL STATUS OF UNSKILLED MEN AND WOMEN - WIDOWED/DIVORCED/SEPARATED PERSONS



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