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I INTRODUCTION

One of the main differences between the labour market behaviour of men and women lies in the discontinuity of labour force attachment exhibited by most women over their lifetime - largely, but not exclusively, for the purpose of raising a family. These interruptions to their labour market experience constitute an important influence on the labour market position of women and provide a potentially important factor in the explanation of their labour market disadvantate. Skills are obtained to a considerable extent through labour market experience and may be blunted in periods of absence from the labour force. In addition, absence from the labour force removes an individual from the internal labour market and may thereby reduce the probability of gaining entry to the better jobs on re-entry.

The objectives of this paper are firstly to describe the various work-history patterns exhibited by U.K. women and, secondly, to quantify the effect of these life-cycle factors on the occupational attainment, occupational progress and earnings of women. The data source is the National Training Survey (NTS) which provides a unique retrospective longitudinal data set on the work histories of over 50,000 individuals. (For details see Manpower Services Commission (1976).)

Variation in work-history patterns across individuals is exhibited in a number of ways: there are differences in the number of interruptions to labour market activity experienced, there are differences in the timing of these interruptions and there are differences in the lengths of the interr-uptions. The first part of this paper (Sections II and III) examines the distribution of these differences across individuals and across identifiable sub-groups.

Section II of the paper examines the frequency distribution of the number of spells of work and non-work, and the mean durations in each case. Comparisons are made with the United States and several important differences in the labour market behaviour of women in the U.K. are noted. In Section III, we concentrate on a single age-group, namely those aged 45-54, to examine the effects of other characteristics abstracting from the effects of age on work history. Variations in work-history patterns for this age-group according to school leaving age, marital status and first occupation held are examined.

In the second part of the paper (Sections IV and V) we turn our attention to the influence that discontinuity of labour market experience has on the occupational attainment, occupational progress and earnings of women. Greenhalgh and Stewart (1982b) demonstrate that married women in the NTS sample attain occupational levels substantially below those of comparable men, even after standardisation for education, training and potential experience. The latter part of this paper investigates how much of this is the result of differences in work-history patterns and which components of these patterns are the most important.

In Section IV we examine how our selected age group are distributed across occupations and how this is influenced by the number of interruptions and their length. The distribution of earnings is examined in a parallel fashion. We also examine the differences between those currently working full and part time. In Section V we return our attention to the full sample and present regression estimates of the ceteris paribus effect of differences in work history on earnings and occupational status, comparing the equations with those for men. Section VI presents some conclusions.

II WORK-HISTORY PATTERNS

In this section we examine the frequency distribution of the number of spells of work and non-work, and the mean durations in each case. By a spell of work (or "in-spell") we mean a period of continuous employment, irrespective of the number of employers and/or occupations contained within it. Thus "out-spells" comprise non-employment and/or unemployment. An in-spell might alternatively be defined as a period of continuous labour force attachment, thus including within it any periods of long term unemployment.[1/] In the bulk of the paper it is the former distinction (work/non work) that is used, but we also investigate the alternative (participation/non-participation) to demonstrate that little difference is made to the work-history patterns according to the treatment of long term unemployment. The main method used in this and the next two sections to describe the various work-history patterns exhibited by women is based on the diagramatic representation used by Corcoran (1979) to describe these patterns for U.S. women. It will be extended in a number of useful ways to incorporate additional information.

Figure 1 presents the work-history patterns of the women in the sample who were working at the time of interview (using the work/non-work definition). For these currently working women, six basic patterns of work history are examined based on the total number of spells in and out of work. Of those women currently working, 33.2% have worked continuously since completing full-time education. However, the average length of these continuous work histories (11.1 years) indicates that these are mainly younger women. We will see in the next section how this proportion varies with age. Of those who have had interruptions since starting work, 65% have had only one interruption and

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1/ Periods of unemployment of less than three months were not recorded in the NTS. Hence a period of employment can contain a short spell of unemployment, as can a period of non-participation.

over 90% have had no more than two.[2/] Only 7% of the women had a delayed start and 87.4% of the sample falls into the category of having a direct start and no more than two interruptions (1,3 or 5 segments). The mean number of segments is 2.95 and the median and mode are both three. Thus, the vast majority of working women have experienced interruptions to their work-history at some time in their life, but relatively few have had more than two spells out of employment.

Comparison with the results for the United States presented by Corcoran (1979) provides some interesting contrasts. A summary of the results for the U.S. and the U.K. is presented in Table 1.[3/] The major difference is that delayed entry to the labour market is far less common among U.K. women than amongst those in the U.S. Only 7% of the U.K. women fall into this category, whilst the corresponding figure for the U.S. is somewhat in excess of 38% (37.3% plus some of the 11.8% in the group with five segments or more). On the other hand, U.K. women are far more likely to have experienced a single interruption (i.e. three segments) than those in the U.S. In fact the probability of this in the U.K. is over 2½ times that in the U.S. This difference would appear to be largely a matter of timing in that the proportions in the two countries who have experienced a single out-spell are very similar (42% in the U.K. and 44% in the U.S.). In the U.K. the vast majority (93%) of women with a single out-spell had prior work experience, whilst in the U.S. the majority (65%) did not. Slightly more women in the U.K. experience

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2/ The term interruption will be used in its narrow sense for the remainder of this paper to mean a period of non-work flanked by two periods in work. Thus a gap between school and work does not count as an interruption.

3/ The survey used by Corcoran provides work-history information only back to the age of 18, which therefore understates the total experience of some women in her sample and prevents precise comparison of the patterns of work and proportions of time spent in work by British and American women.

two or more out-spells than in the U.S. (24.8% and 20.2% respectively), but the difference is not great.

Turning our attention now to the mean durations of the spells, it would appear that when delayed starts do occur in the U.K. they are of shorter duration than in the U.S., whereas interruptions are generally longer in the U.K. than the U.S. The women in the U.K. sample have, on average, 1.6 years more total time since completion of their education than those in the U.S. sample.

Figure 2 presents a comparable distribution to Figure 1, when an in-spell is defined to be a period continuously in the labour force. When periods of long term unemployment are included as parts of in-spells, the average number of spells is thereby reduced slightly: from 2.945 spells to 2.875 spells. The percentage who experienced a delayed start under the new definition falls from 7.0 to 5.7, whilst those experiencing at least one interruption falls from 63.7 to 62.1. The percentage who have been in the labour force continuously without a delayed start is 2.3% higher than before. Put another way, 3.4% of those who had not participated continuously by the tighter definition applied in Figure 1, considered themselves to have been permanent members of the labour force. Amongst those with at least one out-spell, the distributions of the number of segments are very similar. The mean durations are also similar, particularly those in the categories with the higher number of segments. The overall picture presented is not much altered by choice of in-spell definition and, for the remainder of this paper, we revert to defining as in-spell as in Figure 1. This is because we expect spells of unemployment to be more similar, in their effects on occupation and earnings, to non-participation than to employment.

In Figure 3 we turn our attention to those not currently working. Amongst these women, only 3.7% have never worked and only 11.8% have had more than two spells in work, whilst the largest group (56%) have had exactly one in-spell. Comparison with those currently working is not straight-forward. If we focus on the number of out-spells, then we must compare each row of Figure 3 with the following row in Figure 1. By excluding those who have always worked, Table 2 summarises the distributions and durations of the two groups. The out-spell distributions can be seen to be fairly similar with only a slight tendency for those currently not working to have experienced more out-spells than those currently working.

We can also observe from Table 2 that the mean duration of the current uncompleted out-spell of those not currently working is in all cases greater than the mean duration of the corresponding completed out-spell of those currently working. However, the implication of this is unclear. It may be that those currently not working are systematically different from those currently working and that a significant proportion of them will not complete their current out-spell before retirement, i.e. will not work again. Alternatively, it may be that those currently not working are <u>not</u> systematically different and are merely being observed in the middle of a to-be-completed out-spell. If the probability of re-entering work falls with duration out of work, then the average uncompleted duration will be greater than the average completed duration (an example of what is known as a "length-biased sample"). The observed differences may well be the result of the combination of these two influences. Resolution of this issue requires examination of individual durations and is left to future research. It is worth noting in passing, however, that the ratio of the mean uncompleted duration of those who have never worked to the corresponding mean duration of non-work for those currently working (who had a delayed start) is 2.5, but is between 1.2 and 1.6 for all

for all other groups. This suggests (no more) that a significant proportion of those who have never worked are systematically different and may never enter the labour market. This is plausible when we consider that the average numbers with a physical or mental disability in the female population would account for a significant proportion of this small group.

III THE VARIATION IN WORK HISTORY PATTERNS

The picture obtained above for the whole sample of women takes no account of the fact that individuals are observed at different points in their as yet uncompleted life cycles. Thus the majority of those who have worked continuously may be younger women who have yet to experience a break, whereas older women may predominate in categories with a larger number of segments. In this section we first examine how the patterns observed above vary with age.

Figure 4 presents the distributions and mean durations for five age groups of current workers illustrating that, as expected, there are marked differences by age. 82.2% of those aged 24 or under have worked continuously since completing their education, whereas only 13.1% of those aged 35 and over have done so and there is an increase in the average number of segments with age. However, presence of delayed starts seems to have declined over time: 11.6% of the oldest age-group experienced a delayed start, whereas only 5.2% of the youngest age-group did.

Despite the general increase in the number of segments with age, the pattern is well established by the time the 35-44 age-group is reached. That pattern is as follows: the three segments class is the mean, median and modal class, containing about half the age-group; about 20% of the group have two interruptions and no delayed start; about 13% have worked continuously. The three segments class is already the modal class in the 25-34 age-group, but 34% of that age-group have worked continuously and this is less than half

the corresponding frequency in the youngest age-group. Hence, if there are no changes in behaviour by younger cohorts and if economic conditions were to remain unchanged, we may deduce that about 60% of those in the youngest age-group who have worked continuously to date would experience an interruption in the next ten years.[4/] The transition between the second and third age-groups also predicts, ceteris paribus, about 60% of those who have worked continuously experiencing an interruption in the following ten years and about 20% of those who have already had one, experiencing at least one more.

Turning our attention to the mean durations, the general impression is that those who experience additional interruptions are likely to have shorter first interruptions and that their total time not working is on average similar to that of those with only a single interruption. Focusing on the 45-54 age-group, for whom it is argued the bulk of interruptions have already been undertaken, the mean duration of the first interruption of those who go on to have exactly one more is 7 years, whilst for those who have experienced only one it is 12.7 years. For those with two interruptions the average total time not working is 13 years, not dissimilar to that of those with one. Even for those with three or more out-spells, the average total time not working, at 14.6 years, is not that much larger. In fact for all currently working women with out-spells, the proportion of time worked on average lies between 55% and 65% of the total working life.

For each age group, we also investigated the work history patterns of women who were not working when interviewed, (results not tabulated). For all five age groups the modal frequency is two segments, i.e. those on their first

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4/ For a discussion of cohort effects, see Greenhalgh and Stewart (1982a).

interruption, after a period of work commenced immediately after schooling was completed. The next largest group is those on their second interruption, i.e. with two spells of work. For all ages, a majority have experienced no more than two out-spells. This confirms the picture for working women, namely that relatively few women move in and out of the labour force experiencing short spells of work and non-work.

The proportion of non working women who had never worked was highest for those aged ≤24 (10%). These women had on average spent a very short time since leaving school (1.3 years) and were therefore atypical of all permanent non-participants. In the 24-35 age group the proportion of non-workers with no work experience was only 1½% and this proportion rose with age to 5½% for those over 55. This reinforces the findings of Figure 3 above for all ages, indicating that very few mature women have never worked.

We gain further insights into the degree of homogeneity or heterogeneity of our samples of working and non-working women by examining the proportion of the working life which a typical non-worker has spent in employment. Women aged ≤34 had worked for 55-65% of the time if they were currently on their first or second interruption, these proportions being equal to those for currently working women with out-spells. Non-workers of all ages who had experienced more than two interruptions had worked at least 50% of the time since leaving school. The groups of non-workers who had been less attached to the labour force were: older women on their first or second interruption (33-46% of time working) and younger or older women with delayed starts to work, the proportions of time in work being 37-45% and 26-37% respectively. Thus no group, except those few who had never worked, had spent less than a quarter of their working life in employment. In the remainder of the paper we shall concentrate on patterns for currently working women, since our objective is to examine their occupational status and earnings in relation to past work experience. The

explanation of the process by which women are sorted into those who remain attached to the labour force for a large proportion of their working life and those who do not enter, or do not return to market work after an interruption, is left to future research.[5/]

We now turn our attention to the question of how work-history patterns vary across identifiable sub-groups. We consider first variation according to the age at which the women completed full-time education, disaggregating by three school-leaving-age groups: those who left at 15 or below (77.7% of the age-group), those who left at 16 (10.5% of the age-group) and those who left at 17 or above (11.8% of the age-group). The results are presented in Figure 5. The probability of a delayed start rises with additional education: 9.2% of those who left school at 15 had an out-spell before their first job, whilst 10.3% of those who left at 16 and 11.3% of those who left at 17 or above had one. The probability of having worked continuously also rises with education (11.8%. 14.8% and 18.2% in the three education groups) whilst the number of interruptions falls: 32.8% of those who left by 15 had at least two interruptions, compared with only 27.8% of those who left at 16 and 22.9% of those who left at 17 or above. When considering the differences in mean durations we must proceed with caution. The average number of years since leaving school of those who left at 17 or above is three less than that of those who left at 16 and five less than that of those who left at 15 or below. Thus, although those who left school at 17 or above have shorter interruptions, they have not in all cases worked a higher proportion of their working lives. They also have shorter initial in-spells in all cases.

Disaggregation by marital status is presented in Figure 6 and, as we would expect, most of the single (never married) women have worked continuously

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5/ This research will be severely hampered by the lack of information on the husbands of these women, particularly since family income is an important predictor of participation.

since completion of full-time education (61.3% compared with 9.2% for the sometime married). However, more single women experienced delayed starts (14.7% compared with 9.4% of currently married and 7.7% of widowed, divorced andseparated women). In general they have far fewer interruptions (only 6.4% have more than one) and the interruptions they do experience are much shorter in all groups.

Finally in this section we disaggregate the work-history patterns by first occupation held. In Figure 7, five broad groups are considered (collapsed from six groups which are used below in Section V): I managerial, professional, other non-manual, plus IV skilled manual, foremen and supervisors; II clerical, III sales, V non-skilled operatives, etc., and VI personal service. Those who entered upper non-manual or skilled manual jobs are more likely than those in the other groups to have worked continuously: 16.8% have done so, compared with 7.6% of those who entered personal service jobs. Delayed starts are most likely amongst those who subsequently entered personal service jobs, but are also more common than average for group I + IV. Experiencing more than one interruption is most likely amongst those who entered either personal service or non-skilled operative jobs, but here too group I + IV has a higher proportion with this pattern than clerical or sales workers. Nevertheless, looking at the majority, who experience one or less interruptions, a picture emerges of those who start out in the most skilled jobs being less likely to subsequently interrupt their work-experience and having a shorter spell out of the labour market if they do.

IV THE EFFECTS OF INTERRUPTIONS ON CURRENT ECONOMIC STATUS

We now turn our attention to the effects of interrupted work experience on the earnings and occupational attainment of the women in the 45-54 age-group. We also examine how the patterns of those currently working full and part-time differ. We initially concentrate on interruptions, not distinguishing between women with and without a delayed start. Table 3 presents the effect of the number of interruptions on the distribution of weekly earnings at the time of interview. For those without any interruptions in their work experience, about 30% of women in this age group earn less than £25 per week and over 40% earn more than £35 per week. For those with a single interruption, only about half as many earn over £35 per week and nearly twice as many earn less than £25 per week, a considerable shift. Additional interruptions successively reduce the number earning in excess of £35 per week and increase the number earning less than £25 per week, although in each case the changes are not as great as those induced by the initial interruption. In the class with four or more interruptions, the proportion earning more than £35 per week is less than a third of that for the class without interruptions, whilst the proportion earning less than £25 per week is about $2\frac{1}{4}$ times as great as that for the class without interruptions. Clearly, those who experience interruptions to their work experience earn substantially less on average than those who do not and each successive interruption results in a further reduction.

We next examine whether the lengths of these interruptions make any difference to the level of earnings. We select the class with a single interruption. (53.4% of the working women in this age-group) and sub-classify by the length of the interruption into three groups: those with a short interruption (up to 5 years), those with an interruption of medium length (over 5 years and up to 10 years) and those with a long interruption (in excess of 10 years). The

distribution of earnings for each of these three groups is presented in Table 4. The proportion earning less than £25 per week increases (and the proportion earning more than £35 decreases) with the duration of the interruption and the increase (decrease) is most marked for those who were out of the labour market for more than 10 years.

We now turn our attention to occupational attainment. First we consider how the distribution of this age-group across occupations varies with the number of interruptions experienced. Six groups of occupations are identified and the results are presented in Table 5. The proportion found in group I (managerial, professional and other non-manual occupations) declines with each interruption experienced, the largest fall, over one third, being associated with the initial interruption. However, the other occupation groups do not exhibit this monotonic pattern.

Comparing those in the single interruption category with those in the no interruptions category, we find substantial declines in the proportions of upper non-manual workers and skilled manual workers, as expected, and a smaller decline in the proportion of clerical workers. There are substantial increases in the proportions of personal service workers and sales workers and a smaller increase in the proportion in the other operatives category. The proportion of personal service workers in each of the groups with discontinuous work experience is roughly double that in the group without any interruptions.

Focusing on the group with exactly one interruption, we next examine how the distribution across occupations varies with the length of that interruption. (Table 6). Comparing the groups with interruptions lasting more than 10 years and lasting 5 years or less, the proportion in the upper non-manual jobs declines by almost a third and the proportion in skilled manual jobs by almost a half. The proportion in sales jobs increases by a half and the proportion

in personal service work by almost a half. The picture is a broadly consistent one: the probability of a woman working in one of the occupation categories requiring more formal training and more dependent on some form of "career-ladder" is reduced by interruptions and more so by longer ones than shorter ones. Women with interruptions are, as a result, over-represented in the personal service sector and in sales jobs.

Finally in this section we look at the differences in work-history patterns between those currently working full-time and those currently working part-time. These are presented in Figure 8. The frequency distributions of the number of segments differ considerably. 18.4% of those currently in full-time work have uninterrupted work experience, while only 6.1% of those currently in part-time work do. In addition 35.9% of part-timers have two or more interruptions as compared with 27% of full-timers. Turning our attention to the mean durations of the spells, we observe that those currently working part-time have in general spent more time out of the labour market than those currently working full-time. In the modal group (3 segments) the average interruption duration of a part-timer is 3 years longer than that of a full-timer and the same difference in total years of non-work is found in the 5 segments and 6-or-more segments groups. In general, interruptions to labour market experience increase the probability of working part-time later in life.

V CETERIS PARIBUS EFFECTS OF INTERRUPTIONS BY REGRESSION ANALYSIS

In this section we investigate the ceteris paribus effects of interrupted work experience on the economic status of women. To do this we incorporate information on work histories into equations for occupational attainment, occupational progress and weekly earnings, which are estimated separately by sex, also differentiating married from single women.

The measure of occupational attainment used was derived by ranking occupations by the average male hourly earnings within the occupation.[6/] This ranking is only a measure of status to the extent that status is correlated with average hourly pay. However it does avoid some of the weaknesses of "status" rankings and provides a useful adjoint to the analysis of male-female earnings differences, differences in occupational attainment providing part of the explanation, the remainder being due to differences in men's and women's earnings within each occupational group. The two equations using this dependent variable differ in that the second looks at occupational attainment in 1975 conditional on the individual's position in 1965, whilst the first is unconditional.

The earnings variable used in the third equation is derived from the National Training Survey data, which recorded only into which of ten groups an individual's earnings fall. It is used, as proposed by Stewart (1982), by fitting a lognormal distribution to each of the sample distributions of earnings (for men, married women, single women) and constructing the conditional expectation of earnings for each group as the dependent variable. This provides a simple and convenient one-step estimator which, as Stewart (1982) demonstrates, is a good approximation to the Maximum Likelihood estimator and considerably better than the more ad hoc possibilities such as using midpoints. The loss of information due to the grouping is not great.

The specifications of the equations and the definitions of included variables are based on Greenhalgh and Stewart (1981b). In that paper, experience was measured (in a manner similar to earlier studies) as time since first job,

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6/ This procedure follows work for men only by Metcalf and Nickell (1982) using the National Training Survey data. The data for this ranking were from the General Household Survey, 1975, which contains more details of earnings and hours of work than the National Training Survey, 1975, which contains more details of earnings and hours of work than the National Training Survey

thus reflecting potential rather than actual experience. In the equations presented below we replace this potential experience measure by its value in 1965 and also include variables relating to the length and type (full or part-time) of work experience between 1965 and 1975. In so doing we assume that it is the recent work history of the individual which is most instrumental in determining his or her position in 1975. However, the influence of early work experience is also investigated by the inclusion of a variable reflecting any gap between school and work.

Tables 7 and 8 present estimates of the equations explaining occupational status in 1975, Table 7 being unconditional and Table 8 conditional on 1965 position. Table 9 contains estimates of the corresponding equation explaining earnings. The sample in all cases, for compatibility, contains only those individuals who had already worked by 1965 and omits those without earnings at the time of interview. (Greenhalgh and Stewart, 1982b, demonstrate that neither the use of larger, and hence non-comparable, samples, nor the ad hoc inclusion of further explanatory variables have any important effect on the results.)

Looking at the overall effect of the respecification reveals that explanatory power of the equations increases only moderately in the case of occupational attainment. In the specification of Table 7, the R^2 for married women rises from .220 to .254 and that for single women from .256 to .269, whilst that for men hardly changes at all. A similar increase is observed in Table 8. In the explanation of earnings (Table 9) the increase in explanatory power for married women from .160 to .473 is much larger, as would be expected since part timers and full timers are now differentiated. The increases for men (.226 to .274) and for single women (.321 to .397) are much smaller.

In most cases the coefficients on the original variables change little when the work history variables are added, particularly for men and single women.[7/] The main exception to this is in respect of the coefficients on full-time training in the last 10 years for married women. This is not surprising since, firstly, there is likely to be correlation between absence from the labour market and lack of training during a given period for this group and, secondly, part of the return to training is the increased probability of working full time thereafter. There is also a slight decrease in the returns to schooling in the earnings equation, indicating that part of the originally measured returns is due to the greater labour force attachment and higher probability of working full time of those with additional schooling.

Turning to the coefficients on the work experience variables, we will concentrate on the equations for married women with whom this exercise is largely concerned. The length of any delayed start to work significantly reduces occupational attainment (Table 7). However, the magnitude of the effect is slight: a five-year gap would reduce occupational status by about 2%. This effect is not a cumulative one, since there is no further reduction given 1965 position, (the variable is insignificant in Table 8). The effect on earnings is insignificant, implying that women who experience such a gap make up for their lower occupational status, probably by working longer hours.

The extent of work experience in the last 10 years has a significant impact in all three equations for married women. The interpretation of this variable must be treated with some caution. It takes values between 0 and 1, depending on the number of years worked at least part-time between 1965 and 1974.

7/ Comparisons can be made between Tables 7 to 9 in this paper and Tables 10 to 12 respectively of Greenhalgh and Stewart (1982b)

Thus the co-efficient gives the impact of having worked part-time throughout the ten years relative to not having worked at all. If part of the period was worked full-time then the return is supplemented by the effect of the variable representing the proportion of this period spent in full time work. This second variable has no significant impact on occupational status, whether unconditional or conditional on 1965 position. Hence, having worked continuously throughout the last 10 years raises occupational attainment by 3% relative to not having worked at all and there is no additional return to this work having been full-time rather than part-time (ceteris paribus or current hours of work, on which see below.). This can be seen in Table 10, where these differentials are computed separately for those currently working full and part-time. By contrast, in the case of earnings, there is a return of 7% to having worked part-time throughout the period with an additional return of nearly 16% if that work was entirely full-time, reflecting higher earnings within occupations.

Being currently full-time raises earnings by 60%, ceteris paribus, a not unexpected result. Those currently full-time have, ceteris paribus, an occupational status 9% above part-timers. However, this may not be a casual effect but rather an indication of which jobs offer part-time working opportunities. The number of occupational moves in the last 10 years for family reasons reduces occupational status by about 1% per move and earnings by about 6% per move. This effect on earnings is no greater than that for men and less than that for single women, although both of these groups experience such moves less frequently than married women.

VII CONCLUSIONS

This paper has examined the various work-history patterns exhibited by women in the U.K. The findings show that female attachment to the labour force

is less peripheral than is generally supposed. Interruptions to work experience are the norm for married women, but they are usually few in number and their total duration is small in comparison with the total length of working life.

Work history patterns were found to differ systematically with age, school leaving age, marital status and first occupation and to have an important effect on the occupational attainment, occupation progress and earnings of women. Interruptions exert a substantial downward force on later economic position. This suggests that there is a significant social wastage arising from depreciation of skills relevant to the labour market, which could be countered by policies which facilitate re-entry.

Some indication of how important the variables relating to work experience are in explaining occupational status and earnings can be obtained by looking at the extent to which differences between men and women with a given set of characteristics are reduced when these factors are included. Table 11 presents percentage differences, by sex and marital status, between individuals with the same characteristics. These computations are also of interest in their own right since, following Greenhalgh (1980), they can give an indication of the effects of discrimination and family role specialisation on earnings and occupational status.

Using a specification which does not take account of differences in previous work experience or current working hours (see Greenhalgh and Stewart, 1981b, Table 13) we obtain the figures in column 3 of Table 11. These indicate that there are large unexplained differences in weekly earnings between married men and women: with the men earning more than 2½ times as much as comparable women. This ratio is reduced to about 2 when these additional factors are included (Column 4), but even here full allowance cannot be made

for differences in hours of work, because the data only record whether the individual works full or part time. Family role specialisation accounts for more than half of the difference, as shown by the comparisons of married and single people of the same sex in rows 1 and 3. Even so, there appears to be about a 30% differential in weekly earnings between single men and women, some part of which is attributable to discrimination. According to the 1975 General Household Survey, single men work roughly 15% more hours per week than single women. Hence the differential due to discrimination may also be of the order of 15%.

Columns 1 and 2 contain an equivalent analysis of differentials in occupational status. There are all dramatically smaller than the corresponding differentials in earnings, implying that the bulk of the differences in earnings occur within an occupational level. For married men and women, the unexplained differential is reduced by about a third when the work experience variables are included, resulting in a 7% differential in occupational status in favour of the married men. Surprisingly, there is virtually no difference in the occupational levels attained by comparable single and married women once work experience is allowed for. If anything, married women reach positions which are slightly higher (by about 1%). The 7% differential between married men and married women appears largely to be due to a difference of about 5% between married and single men with only about 2% in occupational status between comparable single men and single women. These effects suggest that family role specialisation (or marital status discrimination) is at least as important as sex discrimination in determining differences in occupational status between individuals with comparable characteristics.

When compared with the earnings differences, these results suggest that there are sizeable earnings differences between men and women without family responsibilities who are doing jobs at comparable levels of occupational status.

It may be that the jobs are not sufficiently similar to provide information for the implementation of the Equal Pay Act. Differences between married men and women are further accentuated by specialisation within the household (or perhaps by differential discrimination, if married men are preferred to single men whilst single women are preferred to married women). Married men appear to gain advantages over single men, both in terms of occupation and earnings within occupations. Married women appear to lose compared to single women in terms of earnings, but not in occupational status given their actual work experience. However, comparisons of the pairs of columns (1) v (2) and (3) v (4) in Table 11 suggest that, if these married women had been able to pursue the same work patterns as single women (perhaps due to a revised allocation of family duties or to changes in employer of public policy towards child care), they would have reached an occupational status 5% higher and earned at least 40% more than they do. This provides a measure of the opportunity cost of interruptions in work experience for family reasons.

FIGURE 1

WORK HISTORY PATTERNS OF WOMEN CURRENTLY WORKING

Number of Segments	Frequency	Mean Durations
1	(33.2%)	11.1
2	(3.1%)	7.5 — 11.6
3	(38.9%)	8.4 — 9.5 — 8.2
4	(2.5%)	3.9 — 7.4 — 9.1 — 9.3
5	(15.3%)	6.9 — 5.5 — 4.2 — 4.9 — 5.9
⩾ 6	(7.0%)	Σ work = 17.5 years Σ non-work = 11.6 years

NOTES to FIGURES 1, 2 AND 3:

1. Bars containing shading are periods of continuous work. Those without are periods of non-participation and/or unemployment of more than three months. Shorter spells of unemployment were not recorded in the survey.
2. The numbers in the bars are the mean durations (in years) for each segment for those in that row of the frequency distribution.
3. The left-hand end of the complete bar represents completion of education, the right-hand end 1975.

FIGURE 2

WORK HISTORY PATTERNS OF WOMEN CURRENTLY WORKING - ALTERNATIVE DEFINITION OF AN IN-SPELL **AS TIME** IN THE LABOUR FORCE (INCLUDING LONG TERM UNEMPLOYMENT)

Number of Segments	Frequency	Mean Durations
1	(35.5%)	10.8
2	(2.4%)	9.3 — 12.9
3	(38.4%)	8.5 — 9.6 — 8.2
4	(2.2%)	4.3 — 7.2 — 9.1 — 9.2
5	(15.1%)	6.9 — 5.5 — 4.2 — 5.0 — 6.0
⩾ 6	(6.4%)	Σ work = 17.6 years Σ non-work = 11.8 years

NOTES: See notes to Figure 1

FIGURE 3

WORK HISTORY PATTERNS OF WOMEN CURRENTLY NOT WORKING

Number of Segments	Frequency	Mean Durations
1	(3.7%)	18.5
2	(55.8%)	8.7 | 11.1
3	(4.2%)	4.6 | 8.0 | 14.3
4	(22.6%)	7.1 | 6.4 | 4.9 | 6.4
5	(1.9%)	3.1 | 5.1 | 6.7 | 5.2 | 8.3
⩾ 6	(11.8%)	$\bar{x}$ work = 14.1 years $\bar{x}$ non-work = 13.7 years

NOTES: See notes to Figure 1

FIGURE 4

WORK HISTORY PATTERNS OF WOMEN CURRENTLY WORKING BY AGE GROUP

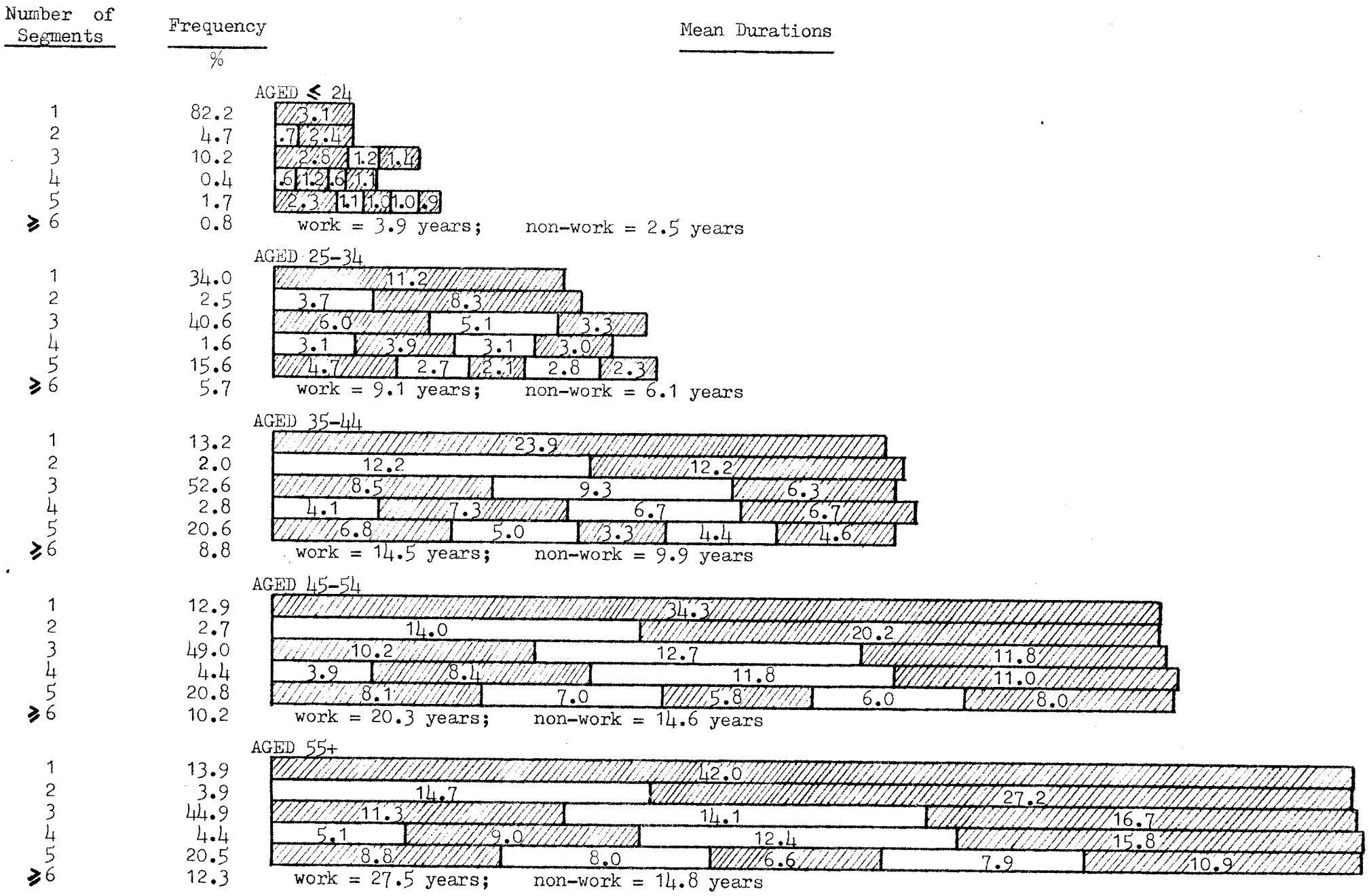

FIGURE 5

WORK HISTORY PATTERNS OF CURRENT WORKING WOMEN AGED 45-54 BY SCHOOL LEAVING AGE

Number of Segments	School Leaving Age	Frequency within S.L.A. group %	Mean Durations
1	≤ 15	11.8	35.4
	16	14.8	34.3
	≥ 17	18.2	29.9
2	≤ 15	2.3	14.0 21.5
	16	4.3	13.2 20.2
	≥ 17	3.5	15.2 14.9
3	≤ 15	48.8	10.5 12.9 12.1
	16	49.6	9.5 13.4 10.4
	≥ 17	49.7	8.3 11.0 11.5
4	≤ 15	4.4	3.6 8.8 12.5 11.2
	16	3.5	5.6 7.6 10.1 11.4
	≥ 17	5.8	4.7 7.1 9.1 9.8
5	≤ 15	21.9	8.4 7.1 5.8 6.1 8.1
	16	18.3	6.9 6.8 6.2 5.5 7.7
	≥ 17	16.2	6.0 5.9 5.2 5.7 7.8
≥ 6	≤ 15	10.9	Σ work = 20.8 years Σ non-work = 14.7 years
	16	9.5	17.1 years 16.3 years
	≥ 17	6.7	18.6 years 11.6 years

FIGURE 6

WORK HISTORY PATTERNS OF CURRENTLY WORKING WOMEN AGED 45-54 BY CURRENT MARITAL STATUS

Number of Segments	Marital Status	Frequency within M.S. group %	Mean Durations
1	Single	61.3	34.3
	Married	9.2	34.4
	W/D/S	9.2	34.4
2	Single	9.8	7.6 / 28.0
	Married	2.1	16.3 / 17.4
	W/D/S	2.7	15.9 / 19.0
3	Single	18.4	10.4 / 4.2 / 19.2
	Married	51.1	10.2 / 13.0 / 11.5
	W/D/S	52.6	9.6 / 12.6 / 12.8
4	Single	4.1	3.4 / 11.7 / 6.8 / 12.7
	Married	4.6	4.0 / 8.3 / 12.2 / 10.7
	W/D/S	3.7	3.9 / 7.5 / 11.6 / 12.4
5	Single	3.8	10.1 / 3.7 / 5.3 / 2.1 / 11.4
	Married	22.4	8.0 / 7.1 / 5.7 / 6.2 / 7.8
	W/D/S	19.9	8.5 / 6.8 / 6.4 / 4.7 / 9.2
⩾ 6	Single	2.6	Σwork = 27.9 years Σnon-work = 5.9 years
	Married	10.7	20.3 years 13.9 years
	W/D/S	11.9	19.4 years 15.3 years

FIGURE 7

WORK HISTORY PATTERNS FOR CURRENTLY WORKING WOMEN AGED 45-54 BY FIRST OCCUPATION

Occupation Category	Number of Segments	Frequency	Mean Durations
I & IV	1	16.8%	33.3
	2	4.2%	11.2 / 22.7
	3	42.9%	10.4 / 11.3 / 12.3
	4	4.7%	4.2 / 7.9 / 11.9 / 10.5
	5	21.5%	7.5 / 6.4 / 5.3 / 6.2 / 8.9
	≥ 6	9.9%	Σ work = 20.7 Σ non-work = 13.9
II	1	14.1%	33.8
	2	1.8%	13.5 / 20.3
	3	53.6%	10.2 / 12.6 / 10.8
	4	2.4%	2.8 / 9.6 / 11.7 / 10.2
	5	19.4%	8.1 / 7.5 / 5.8 / 5.2 / 7.2
	≥ 6	8.6%	Σ work = 19.7 Σ non-work = 14.0
III	1	11.9%	34.4
	2	1.1%	22.5 / 13.5
	3	55.5%	9.9 / 13.2 / 11.9
	4	3.0%	1.3 / 8.9 / 14.3 / 10.3
	5	17.8%	8.3 / 8.8 / 5.3 / 6.1 / 6.2
	≥ 6	10.6%	Σ work = 19.3 Σ non-work = 15.3
V	1	12.4%	35.7
	2	2.1%	14.8 / 20.7
	3	46.2%	10.5 / 12.7 / 12.6
	4	5.3%	4.8 / 7.5 / 12.0 / 11.4
	5	22.7%	8.6 / 6.1 / 6.5 / 6.3 / 8.0
	≥ 6	11.2%	Σ work = 21.1 Σ non-work = 14.3
VI	1	7.6%	35.7
	2	4.4%	15.2 / 18.5
	3	46.9%	9.6 / 13.9 / 12.3
	4	7.4%	4.5 / 9.1 / 10.7 / 11.6
	5	21.9%	7.7 / 7.0 / 5.6 / 6.5 / 9.3
	≥ 6	11.8%	Σ work = 20.2 Σ non-work = 16.0

NOTES

The occupation categories are:

I Managerial, professional and other non-manual (excluding those appearing in other categories)
II Clerical
III Sales
IV Craft workers, skilled operatives, supervisors and foremen.
V Other operatives (not skilled), etc.
VI Personal service

FIGURE 8

WORK HISTORY PATTERNS FOR FULL-TIME AND PART-TIME CURRENTLY WORKING WOMEN AGED 45-54

Number of Segments	Frequency %	Mean Durations
		FULL-TIME WORKING WOMEN
1	18.4	34.3
2	3.4	12.4 | 21.8
3	46.7	9.9 | 11.3 | 13.5
4	4.5	4.1 | 7.8 | 11.1 | 11.9
5	18.5	7.7 | 6.4 | 5.8 | 5.1 | 9.7
⩾6	8.5	Σ work = 22.2 Σ non-work = 12.8
		PART-TIME WORKING WOMEN
1	6.1	34.3
2	1.8	17.8 | 16.7
3	51.9	10.5 | 14.2 | 10.0
4	4.3	3.7 | 9.3 | 12.7 | 9.9
5	23.6	8.5 | 7.5 | 5.8 | 6.9 | 6.4
⩾6	12.3	Σ work = 18.7 Σ non-work = 16.1

TABLE 1

COMPARISON OF WORK HISTORY PATTERNS FOR CURRENTLY WORKING WOMEN IN THE U.S. AND THE U.K.

Number of Segments	UNITED STATES			UNITED KINGDOM		
	frequency %	Σ work (years)	Σ non-work (years)	frequency %	Σ work (years)	Σ non-work (years)
1	35.6	12.2	-	33.2	11.1	-
2	28.9	13.9	9.6	3.1	11.6	7.5
3	15.3	15.6	8.2	38.9	16.6	9.5
4	8.4	12.9	12.3	2.5	16.7	13.0
⩾ 5	11.8	15.6	8.9	22.3	17.2	10.8

TABLE 2

SUMMARY OF WORK HISTORY PATTERNS FOR CURRENTLY WORKING AND NOT WORKING WOMEN WITH AT LEAST ONE OUT-SPELL

Number of out-spells	Delayed start?	CURRENTLY WORKING		CURRENTLY NOT WORKING	
		frequency %	Σ non-work (years)	frequency %	Σ non-work (years)
1	yes	4.6	7.5	3.7	18.5
1	no	58.2	9.5	55.8	11.1
2	yes	3.7	13.0	4.2	18.9
2	no	22.9	10.4	22.6	12.8
⩾ 3	-	10.5	11.6	13.7	14.3

NOTE

The sample of currently working women is as in Figure 1 less the 33.2% who have always worked.

TABLE 3

THE EFFECT OF THE NUMBER OF INTERRUPTIONS TO WORK EXPERIENCE ON CURRENT EARNINGS (WORKING WOMEN AGED 45-54)

Number of Interruptions	EARNINGS		
	< £25 p.w. %	£25p.w.-£35p.w. %	> £35 p.w. %
0	30.6	25.5	43.9
1	54.9	22.5	22.6
2	59.1	20.6	20.3
3	65.2	17.2	17.6
4+	69.6	16.1	14.3
All	53.3	22.0	24.7

TABLE 4

THE EFFECT OF THE LENGTH OF INTERRUPTION, FOR THOSE WITH EXACTLY ONE, ON CURRENT EARNINGS (WORKING WOMEN AGED 45-54)

Length of Interruption	EARNINGS		
	< £25 p.w. %	£25p.w.-£35p.w. %	> £35 p.w. %
⩽ 5 years	44.7	22.8	32.5
5-10 years	48.8	23.5	27.7
> 10 years	60.8	22.0	17.2
All	54.9	22.5	22.6

TABLE 5

THE EFFECT OF THE NUMBER OF INTERRUPTIONS ON OCCUPATIONAL ATTAINMENT (WORKING WOMEN AGED 45-54)

Number of Interruptions	Occupation Category					
	I	II	III	IV	V	VI
0	25.4	27.2	6.1	13.4	13.5	14.4
1	16.4	25.6	9.5	8.3	13.8	26.3
2	15.8	21.0	8.6	7.4	16.1	31.1
3	13.3	25.8	9.8	8.3	15.3	27.7
4+	10.0	21.7	15.9	10.1	13.0	29.0

NOTES to TABLES 5 and 6

1. The occupation categories are:

   I Managerial, professional and other non-manual (excluding those appearing in other categories).
   II Clerical
   III Sales
   IV Craft workers, skilled operatives, supervisors and foremen.
   V Other operatives (not skilled), etc.
   VI Personal service

TABLE 6

THE EFFECT OF THE LENGTH OF INTERRUPTION, FOR THOSE WITH EXACTLY ONE, ON OCCUPATIONAL ATTAINMENT (WORKING WOMEN AGED 45-54)

Length of Interruption	Occupation Category					
	I	II	III	IV	V	VI
< 5 years	20.7	24.3	7.6	12.5	14.8	20.1
5-10 years	17.1	30.3	6.3	8.8	14.6	23.3
>10 years	14.6	24.6	11.3	6.6	13.2	29.6

TABLE 7

Occupational Status Regressions

Dependent Variable	Log (Average hourly earnings in 1975 occupation)					
	Males		Females			
			Married, Wid/Div/Sep		Single	
Independent Variable						
Experience: (Potential)						
Number of years since left full time education -10	.0018	(3.89)	.0002	(0.05)	.0100	(5.37)
(Number of years since left full time education -10)^2	-.0001	(16.02)	-.0001	(3.22)	-.0003	(6.40)
Schooling: Left full time education at:						
16	.1792	(610.88)	.1462	(359.04)	.1779	(35.85)
17	.2393	(428.88)	.1395	(165.09)	.1499	(12.80)
18	.2777	(322.20)	.1704	(121.09)	.2045	(17.24)
19	.2865	(131.76)	.2623	(81.67)	.2354	(6.16)
20	.2761	(77.25)	.4393	(336.51)	.2254	(8.85)
21 or over	.4490	(822.30)	.4705	(639.39)	.2893	(20.83)
Qualifications: obtained since left full time education						
Clerical/Commercial	.1840	(19.26)	.0590	(10.74)	.0710	(1.51)
CSE Less than Grade 1/SLC Lower	-.0521	(0.25)	-.0374	(0.03)	.0839	(0.97)
CSE Grade 1 or City & Guilds Ordinary or 'O' Levels	.0635	(25.53)	.0675	(8.31)	.0121	(0.02)
City & Guilds Advances or ONC/OND or 'A' Levels or City & Guilds Full Technical	.1263	(103.16)	.1657	(22.55)	-.0615	(0.15)
Nursing or Teaching	.0602	(5.36)	.0604	(18.35)	-.0286	(0.37)
HNC/HND or Other Professional or University Diploma/Certificate	.2626	(413.19)	.1144	(7.79)	.1596	(2.52)
First and/or Higher Degree	.1744	(49.27)	.2855	(32.99)	.2802	(6.59)
Marital Status:						
Married	.0479	(32.87)	-		-	
Widowed/Divorced/Separated	.0250	(2.80)	-.0063	(0.58)	-	
Training: dummies according to weeks						
Full time training (1965-1974), No. of weeks 1- 4	.0710	(89.53)	.0308	(10.16)	.1181	(12.36)
5-13	.0575	(31.11)	.0458	(12.55)	.1176	(5.01)
14-52	.0687	(42.57)	.0033	(0.34)	.1584	(6.24)
53 and over	.0816	(70.31)	-.0533	(8.98)	-.0275	(0.29)
missing weeks	-		-.0138	(0.06)	-	

TABLE 7 (contd)

	Males		Females: Married, Wid/Div/Sep		Females: Single	
Evening training (1965-1974), No. of weeks 1- 4	-.0047	(0.01)	.0342	(4.57)	.1672	(1.15)
5-13	.0208	(0.69)	.0741	(24.46)	.0853	(0.34)
14-52	.0395	(3.98)	.1044	(42.65)	.1273	(5.41)
53 and over	.0596	(9.43)	.0588	(9.34)	.1086	(3.51)
missing weeks	-		.0334	(0.60)	-	
Full time training (pre 1965), No. of weeks 1- 4	.0208	(3.58)	.0106	(1.60)	.0305	(0.74)
5-13	.0106	(1.06)	.0025	(0.08)	-.0069	(0.03)
14-52	.0186	(5.33)	.0011	(0.01)	-.0158	(0.11)
53 and over	.0645	(132.05)	-.0489	(33.27)	-.0777	(4.25)
missing weeks	.0638	(4.07)	.0186	(0.28)	.6875	(5.42)
Part time (pre 1965), No. of weeks 1- 4	-.0056	(0.03)	.0059	(0.05)	-.1177	(0.77)
5-13	.0300	(0.97)	.0042	(0.02)	.0388	(0.02)
14-52	.0694	(9.70)	.0221	(0.75)	-.0536	(0.28)
53 and over	.0945	(47.12)	.0321	(1.93)	.0064	(0.00)
missing weeks	-.0336	(0.06)	-.0489	(0.14)	-	
Evening (pre 1965), No. of weeks 1- 4	.0357	(1.03)	.0008	(0.00)	-.0669	(0.24)
5-13	-.0177	(0.41)	.0773	(9.60)	-.0409	(0.11)
14-52	.0455	(7.74)	.0575	(13.45)	.0846	(1.47)
53 and over	.0724	(30.95)	.0657	(16.86)	.0715	(1.18)
missing weeks	.0117	(0.08)	.0989	(2.13)	.1430	(0.82)
Work Experience:						
Gap between school and work (years)	.0005	(0.04)	-.0043	(7.00)	-.0024	(0.22)
Proportion of past 10 years in full time work	-.0780	(22.90)	.0017	(0.03)	-.0171	(0.38)
Currently full time	.0725	(18.36)	.0891	(148.83)	.0780	(1.92)
Work experience in last 10 years	.0762	(13.94)	.0293	(15.01)	.1038	(4.05)
Occupational moves in last 10 years (family reasons)	-.0063	(0.23)	-.0095	(4.48)	-.0275	(0.56)
Constant Term:	4.3525	(26042.95)	4.3742	(157026.09)	4.2566	(3656.77)
R^2	.2544		.2542		.2692	
Sample Size:	13,621		8,350		629	

TABLE 8

Occupational Progress Regressions

Dependent Variable	Log (Average hourly earnings in 1975 occupation)					
	Males		Females			
			Married, Wid/Div/Sep		Single	
Independent Variable						
Experience: (Potential)						
Number of years since left full time education -10	-.0009	(1.77)	-.0004	(0.19)	.0037	(1.14)
(Number of years since left full time education -10)^2	-.00002	(2.63)	-.00001	(0.29)	-.0001	(1.68)
Schooling: Left full time education at:						
16	.0805	(190.56)	.0877	(146.91)	.0766	(10.05)
17	.0909	(96.10)	.0794	(61.94)	.0595	(3.11)
18	.0970	(61.31)	.0952	(44.07)	.0937	(5.64)
19	.1358	(47.08)	.1498	(31.27)	.0687	(1.09)
20	.0686	(7.57)	.2427	(115.69)	.0207	(0.11)
21 or over	.1229	(90.90)	.2575	(205.95)	.0133	(0.62)
Qualifications: obtained since left full time education						
Clerical/Commercial	.1068	(10.39)	.0186	(1.26)	.0257	(0.31)
CSE Less than Grade 1/SLC Lower	-.0504	(0.38)	-.0277	(0.02)	-.0288	(0.02)
CSE Grade 1 or City & Guilds Ordinary or 'O' Levels	.0304	(9.36)	.0676	(9.85)	.0822	(1.74)
City & Guilds Advances or ONC/OND or 'A' Levels or City & Guilds Full Technical	.0808	(67.46)	.1633	(25.96)	-.0536	(0.19)
Nursing or Teaching	.0484	(3.94)	.0612	(22.33)	-.0280	(0.56)
HNC/HND or Other Professional or University Diploma/Certificate	.1293	(157.29)	.0896	(5.67)	.0398	(0.25)
First and/or Higher Degree	.0915	(21.68)	.2463	(29.13)	.1668	(3.68)
Marital Status:						
Married	.0293	(19.66)	-		-	
Widowed/Divorced/Separated	.0087	(0.55)	-.0059	(0.62)	-	
Training: dummies according to weeks						
Full time training (1965-1974), No. of weeks 1- 4	.0455	(58.59)	.0353	(15.77)	.0975	(13.41)
5-13	.0366	(20.17)	.0502	(17.93)	.1078	(6.63)
14-52	.0412	(24.45)	.0167	(1.02)	.0737	(2.08)
53 and over	.0343	(19.79)	-.0230	(1.98)	-.0319	(0.62)
missing weeks	-		-.0435	(0.66)	-	

TABLE 8 (contd)

	Males		Females: Married, Wid/Div/Sep		Females: Single	
Evening training (1965-1974), No. of weeks 1- 4	-.0063	(0.04)	.0348	(5.60)	.0725	(0.34)
5-13	-.0032	(0.03)	.0692	(25.25)	.0341	(0.24)
14-52	.0093	(0.35)	.0971	(43.80)	.0282	(0.41)
53 and over	.0364	(5.63)	.0487	(7.58)	.0197	(0.18)
missing weeks	-		.0297	(0.57)	-	
Full time training (pre 1965), No. of weeks 1- 4	.0001	(0.00)	-.0007	(0.01)	.0103	(0.13)
5-13	-.0208	(6.54)	-.0152	(3.55)	-.0307	(1.02)
14-52	-.0145	(5.14)	-.0096	(1.04)	-.0131	(0.12)
53 and over	.0087	(3.78)	-.0286	(13.42)	-.0563	(3.53)
missing weeks	-.0006	(0.00)	.0026	(0.01)	.1881	(0.64)
Part-time (pre 1965), No. of weeks 1- 4	-.0314	(1.40)	-.0092	(0.15)	-.0594	(0.31)
5-13	.0084	(0.12)	-.0149	(0.29)	-.0251	(0.01)
14-52	.0548	(9.68)	.0088	(0.14)	-.1134	(2.02)
53 and over	.0310	(8.12)	.0114	(0.29)	-.0306	(0.12)
missing weeks	-.0151	(0.02)	.0437	(0.13)	-	
Evening (pre 1965), No. of weeks 1- 4	.0423	(2.32)	.0086	(0.09)	-.0058	(0.00)
5-13	-.0262	(1.43)	.0563	(6.04)	-.0067	(0.45)
14-52	.0184	(2.02)	.0390	(7.32)	.0610	(1.20)
53 and over	.0200	(3.78)	.0345	(5.50)	.0384	(0.54)
missing weeks	-.000003	(0.00)	.0582	(0.88)	.0297	(0.06)
Work Experience:						
Gap between school and work (years)	-.0003	(0.02)	-.0018	(1.48)	.00003	(0.00)
Proportion of last 10 years in full time work	-.1103	(73.22)	-.0134	(2.26)	-.0630	(1.75)
Currently full time	.0970	(52.66)	.0875	(170.40)	.0861	(3.74)
Work experience in last 10 years	.0526	(10.65)	.0299	(18.54)	.0534	(1.70)
Occupational moves in last 10 years (family reasons)	-.0138	(1.73)	-.0132	(10.09)	-.0218	(0.56)
Log of GHS Hourly Wages in 1965:	.6661	(8170.89)	.4293	(1545.93)	.6949	(347.64)
Last unsuccessful attempt to obtain training occurred between 1965-1974: (dummy)	-.0237	(3.97)	-.0161	(0.59)	-.1025	(3.00)
Last time an offer of training was turned down occurred between 1965-1974: (dummy)	.0111	(1.02)	-.0454	(9.23)	.0199	(0.15)
Constant Term:	1.4866	(1512.49)	2.4856	(2563.05)	1.3043	(60.52)
R^2	.5346		.3719		.5444	
Sample Size:	13,621		8,350		629	

TABLE 9

Earnings Regressions

Dependent Variable	Log (1975 annual earnings)					
	Males		Females			
			Married, Wid/Div/Sep		Single	
Independent Variables						
Experience: (Potential)						
Number of years since left full time education -10	.0083	(65.08)	.0038	(4.35)	.0050	(0.71)
(Number of years since left full time education -10)^2	-.0003	(130.72)	-.0001	(8.26)	-.0001	(0.18)
Schooling: Left full time education at:						
16	.1549	(350.44)	.1104	(79.32)	.2367	(34.15)
17	.2553	(375.15)	.1505	(74.51)	.3141	(30.22)
18	.3156	(319.62)	.1728	(48.26)	.3458	(26.50)
19	.3091	(117.81)	.2184	(21.95)	.5217	(21.56)
20	.3537	(97.41)	.6284	(266.88)	.6147	(35.42)
21 or over	.5243	(861.26)	.5339	(319.03)	.5448	(39.74)
Qualifications: obtained since left full time education						
Clerical/Commercial	.1424	(8.86)	.0634	(4.81)	.0449	(0.32)
CSE Less than Grade 1/SLC Lower	-.2833	(5.75)	-.2409	(0.44)	.0792	(0.05)
CSE Grade 1 or City & Guilds Ordinary or 'O' Levels	.0927	(41.74)	.0518	(1.89)	.0019	(0.00)
City & Guilds Advances or ONC/OND or 'A' Levels or City & Guilds Full Technical	.1384	(95.17)	.1185	(4.47)	.0985	(0.21)
Nursing or Teaching	.1638	(30.46)	.2847	(158.04)	.2490	(14.94)
HNC/HND or Other Professional or University Diploma/Certificate	.2924	(393.38)	.3266	(24.64)	.2396	(3.05)
First and/or Higher Degree	.2889	(103.89)	.3932	(24.27)	.5325	(12.81)
Marital Status:						
Married	.1514	(252.38)	-		-	
Widowed/Divorced/Separated	.1000	(34.46)	.0607	(21.04)	-	
Training: dummies according to weeks						
Full time training (1965-1974), No. of weeks 1- 4	.0756	(77.90)	.0790	(25.83)	.1329	(8.42)
5-13	.0472	(16.06)	.1059	(26.03)	.1095	(2.34)
14-52	.0631	(27.56)	.1103	(14.65)	.2226	(6.64)
53 and over	.0966	(75.72)	.0686	(5.76)	.0647	(0.87)
missing weeks	-		.2570	(7.53)	-	

TABLE 9 (contd)

		Males		Females: Married, Wid/Div/Sep		Females: Single	
Evening training (1965-1974),	No. of weeks 1- 4	.0063	(0.02)	.0124	(0.23)	.0808	(0.14)
	5-13	.0107	(0.14)	.0762	(10.01)	.1450	(1.46)
	14-52	.0538	(5.67)	.0617	(5.76)	.0394	(0.28)
	53 and over	.0389	(3.09)	.1102	(12.70)	-.0047	(0.00)
	missing weeks	-		-.0277	(0.16)	-	
Full time training (pre 1965),	No. of weeks 1- 4	.0177	(1.98)	.0017	(0.01)	.0401	(0.69)
	5-13	.0221	(3.54)	.0351	(6.21)	-.0152	(0.08)
	14-52	.0543	(34.85)	-.0042	(0.06)	-.0050	(0.01)
	53 and over	.0669	(109.11)	.0029	(0.04)	.0092	(0.03)
	missing weeks	.0726	(4.05)	.0858	(2.30)	.2491	(0.38)
Part-time (pre 1965),	No. of weeks 1- 4	-.0163	(0.18)	.0472	(1.25)	.1408	(0.59)
	5-13	.0530	(2.32)	.0395	(0.68)	.7944	(4.59)
	14-52	.0891	(12.28)	.0621	(2.30)	.0821	(0.36)
	53 and over	.1251	(63.48)	.0533	(2.05)	.2675	(3.02)
	missing weeks	.0024	(0.00)	.6584	(10.04)	-	
Evening (pre 1965),	No. of weeks 1- 4	.0244	(0.37)	.0115	(0.05)	.0307	(0.03)
	5-13	.0310	(0.96)	.0300	(0.56)	-.0865	(0.26)
	14-52	.0882	(22.30)	.0184	(0.53)	.0191	(0.04)
	53 and over	.0853	(33.06)	.0096	(0.14)	.1240	(1.92)
	missing weeks	.1553	(11.34)	.0264	(0.06)	.2315	(1.16)
Work Experience:							
Gap between school and work (years)		-.0004	(0.02)	.0039	(2.31)	.0015	(0.05)
Proportion of past 10 years in full time work		.0534	(8.25)	.1357	(76.27)	.2059	(6.33)
Currently full time		.1206	(39.04)	.4674	(1588.53)	.1871	(5.96)
Work experience in last 10 years		.1547	(44.10)	.0678	(31.11)	.2110	(9.01)
Occupational moves in last 10 years (family reasons)		-.0640	(17.94)	-.0594	(67.22)	-.1296	(6.67)
Constant Term:		3.3939	(12164.78)	2.6775	(22802.98)	2.8187	(662.78)
R^2		.2740		.4730		.3975	
Sample Size:		13,621		8,350		629	

TABLE 10

PERCENTAGE DIFFERENTIALS ASSOCIATED WITH WORK HISTORY OF MARRIED WOMEN

WORKING HOURS IN 1975	WORK HISTORY DURING 1965-74	PERCENTAGE DIFFERENTIAL	
		OCCUPATIONAL STATUS	WEEKLY EARNINGS
Full time	Full time	12.8	95.6
Full time	Part time	12.6	70.8
Full time	Non participant	9.3	59.6
Part time	Full time	3.1	22.6
Part time	Part time	3.0	7.0
Part time	Non participant	Base group for comparisons	

TABLE 11

PREDICTED DIFFERENTIALS IN OCCUPATIONAL STATUS AND EARNINGS BY SEX AND MARITAL STATUS

Dependent Variable:	(1) Occupational Status		(2) Occupational Status		(3) Weekly Earnings		(4) Weekly Earnings	
Work History Variables included:	No		Yes		No		Yes	
Number of Explanatory Variables:	43		48		43		48	
Groups for Comparison:								
Married Men / Single Men	4.85		4.81		16.28		16.12	
Single Men / Single Women	3.90	1.08	3.08	0.83	33.81	32.58	29.38	30.41
Single Women / Married Women	4.86	5.79	-0.64	-1.32	65.19	63.98	19.12	21.55
Married Men / Married Women	13.64	9.29	7.11	6.47	154.44	155.27	80.29	114.34

NOTES

1. The first row of figures in this table contains only one figure per column because of the pooled specification which was adopted for men.
2. The remaining rows contain two estimates using the separate regressions for men, married and single women. In the first of the two figures the mean characteristics are those of the numerator group; in the second they are those of the denominator group.

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