

Table 7

Estimated compensation differences, calculated from weighted least-squares coefficient estimates using full sample from March 1994 ECI data; estimated differences allowed to differ for two industry groups.

full sample	log average hourly earnings	log benefits per hour	log total compensation per hour	log avg. hourly earnings/total comp. per hour	no. of obs. for job cat.
8 hrs/day, 24 hrs/week: relative to 8 hrs/day, 40 hrs/week					
retail trade, pers. serv.,enter.	-0.098 ** (0.038)	-0.274 ** (0.060)	-0.133 ** (0.036)	0.035 ** (0.012)	2,773
other industries	-0.043 ** (0.019)	-0.288 ** (0.034)	-0.091 ** (0.020)	0.048 ** (0.006)	18,847
6 hrs/day, 30 hrs/week: relative to 8 hrs/day, 40 hrs/week					
retail trade, pers. serv.,enter.	-0.130 ** (0.017)	-0.284 ** (0.029)	-0.161 ** (0.018)	0.031 ** (0.005)	2,773
other industries	-0.041 ** (0.009)	-0.228 ** (0.016)	-0.080 ** (0.010)	0.039 ** (0.003)	18,847
4 hrs/day, 20 hrs/week: relative to 8 hrs/day, 40 hrs/week					
retail trade, pers. serv.,enter.	-0.248 ** (0.025)	-0.563 ** (0.045)	-0.313 ** (0.026)	0.065 ** (0.008)	2,773
other industries	-0.104 ** (0.019)	-0.534 ** (0.033)	-0.193 ** (0.020)	0.089 ** (0.006)	18,847
no. of observations	21,620	21,619	21,620	21,620	
same-job sample					
8 hrs/day, 24 hrs/week: relative to 8 hrs/day, 40 hrs/week					
retail trade, pers. serv.,enter.	-0.194 ** (0.056)	-0.428 ** (0.147)	-0.229 ** (0.060)	0.035 (0.029)	405
other industries	-0.008 (0.024)	-0.254 ** (0.078)	-0.058 ** (0.028)	0.049 ** (0.017)	733
6 hrs/day, 30 hrs/week: relative to 8 hrs/day, 40 hrs/week					
retail trade, pers. serv.,enter.	-0.125 ** (0.021)	-0.302 ** (0.057)	-0.158 ** (0.026)	0.033 ** (0.010)	405
other industries	-0.072 ** (0.018)	-0.181 ** (0.066)	-0.097 ** (0.025)	0.025 ** (0.012)	733
4 hrs/day, 20 hrs/week: relative to 8 hrs/day, 40 hrs/week					
retail trade, pers. serv.,enter.	-0.223 ** (0.028)	-0.546 ** (0.065)	-0.287 ** (0.032)	0.063 ** (0.012)	405
other industries	-0.158 ** (0.030)	-0.449 ** (0.097)	-0.219 ** (0.040)	0.061 ** (0.018)	733
no. of observations	1,138	1,138	1,138	1,138	

Notes: Asymptotic standard errors in parentheses; * indicates significance at 10%; ** indicates significance at 5%. Full sample regressions also include dummy variables for 3-digit occupations, major industries, msa status, census region, union status, government status, and union/government interaction. Same-job sample regressions also include dummy variables for establishment/occupation, union status, and union/government interaction. The observation with zero benefits per hour is from other industries.