

4.16 Industries

Open-ended questions (e.g., “What kind of business or industry is/was this?”) have been included in each interview. Verbatim responses to this question are coded by Census personnel using three-digit codes from the 1960, 1980, and 1990 classification systems (Census 1960, 1980, and 1990). Two- and one-digit edited versions of these raw variables are available for most survey years for 1960 codes. Table 4.16.1 summarizes the years in which each of the various coding systems have been used. The User Notes at the end of this section contain an extensive discussion of Census/CHRR editing and creation procedures that affect the industry variables.

Table 4.16.1 Industry Coding Systems Used by Survey Year

Coding System	1967–82	1984, 1986	1987, 1989	1992	1995–99
1960 Codes	*	*	*	*	
1980 Codes-current/last job only		*			
1980 Codes-current/last job and dual job only			*	*	
1980 Codes-all jobs					*
1990 Codes-current/last job and dual job only				*	
1990 Codes-all jobs					*

Information with which to code the industry of the respondent’s current job or current/last job was collected during each survey. In addition, the industry of intervening jobs was coded for each personal interview beginning in 1969 and for each dual job reported in a personal interview beginning in 1972. Table 4.19.2 provides information about the coding systems used in the various surveys. The first survey included a retrospective collection of respondents’ work experience prior to 1966, which asked about the industry of the longest job ever held and the longest job held between or since certain life cycle events (e.g., between stopping school and first marriage, between first marriage and first child, since the birth of first child, or since first marriage). These life cycle events questions were presented to varying universes (e.g., ever married, married with no children, never married with children, and never married with no children). A five-year retrospective fielded in 1977 included a question on the industry of the longest job held since June 1972. Related variables present for single survey years are (1) the industry of an alternative job that those respondents who reported job-shopping while remaining employed with the same firm indicated that they could have had and/or had been offered (1971) and (2) the industry of the employer from whom the respondent receives or will receive a pension and the type of industry providing a pension for her husband (1989).

Present for each survey year through 1992, edited variables from the Occupation & Industry (O & I) Rewrite provide one-, two-, and three-digit versions of the raw current/last job variables. Several

versions of the current/last job variables (e.g., edited and unedited, collapsed and noncollapsed) are also available. See the User Notes section below for additional information.

Table 4.16.2 Industrial Sector of Respondents' Current/Last Job by Survey Year: 1967–99

Industrial Sector	Total	Agriculture, Forestry, Fisheries	Mining	Construction	Manufacturing	Transportation, Communications & Public Utilities	Wholesale & Retail Trade	Finance, Insurance & Real Estate	Business & Repair Services	Personal Services	Entertainment & Recreation	Professional & Related Services	Public Administration
67	4855	184	7	24	1086	182	1047	233	95	726	50	1023	198
68	4638	175	6	25	1048	183	983	208	91	665	46	1012	196
69	4487	186	5	29	998	161	907	204	101	635	40	1042	179
71	4382	177	5	27	891	159	897	211	90	614	33	1089	189
72	4306	169	6	26	837	161	888	206	86	606	32	1106	183
74	4162	172	6	35	818	148	813	187	94	549	23	1130	187
76	4033	158	4	34	750	134	815	195	105	530	27	1091	190
77	3821	159	3	39	698	127	743	181	116	529	20	1029	177
79	3692	145	6	38	669	122	701	184	93	513	20	1018	183
81	3557	134	1	40	635	115	670	186	89	495	21	986	185
82	3429	137	4	35	607	103	638	187	98	459	18	966	177
84	3309	133	5	35	549	92	625	193	96	444	19	939	179
86	3232	122	5	35	525	92	595	178	111	438	24	944	163
87	3143	115	4	34	504	87	571	175	111	445	22	901	174
89	3005	111	4	32	447	82	537	166	126	438	24	878	160
92	2866	97	2	31	413	71	524	150	128	406	23	872	149
95	1131	29	1	13	109	26	192	81	56	117	21	428	58
97	851	27	–	11	79	21	150	57	50	98	13	312	33
99	667	22	–	13	45	16	121	48	42	66	10	248	36

Universe: Respondents both working and not working during the survey week for whom an industry code for their current or last job was available.

Note: Through 1995, this table is based on R00713., R00860., R01312., R01999., R02826., R03053., R03270.20, R04515., R04887., R05263., R06631., R07188., R07806., R08861., R10075., R13027., and R18995.-R18999. The 1997 and 1999 numbers are based on the 1990 industry code for each job (e.g., R36398. for job #01 in 1997, R44422. for job #01 in 1999). Through 1992, industries were coded using the 1960 Census classification system. The 1995–99 data are based on the 1990 classification system.

Survey Instruments & Documentation: Questions about industry affiliation can be found in the regularly fielded “Current Labor Force Status,” “Work Experience,” “Work Experience & Attitudes,” “Retrospective Work History,” “Employment,” and “Respondent’s Employer Supplement” sections of the questionnaire. Industry questions can also be found in the special 1967 “Work Experience Before 1966,” 1989 “Pension & Retirement,” and 1992–99 “Husband’s Current Labor Force

Status”/“Husband’s Retrospective Work History” sections of the questionnaires. Part One and Appendix H of “Attachment 2: 1960, 1980 & 1990 Census of Population Industrial & Occupational Codes” in the *Codebook Supplement* provide listings by industry of the relevant one-, two-, and three-digit codes.

User Notes: Researchers should be aware of a number of issues related to the industry variables. These issues are discussed in the following paragraphs.

Variable titles for industries listed within the various NLS documentation items do not always specify the Census coding system utilized. *If no year is listed, users should assume that the 1960 classification system was used for coding.*

Substantive differences exist between a number of similarly titled occupation, industry, and class of worker variables present in the Original Cohort data files. One set of raw variables relating to the respondent’s current job is derived from responses to questions found within the “CPS” section of each questionnaire. Additional versions of this set of variables are created using the two different procedures described below.

(1) An Occupation & Industry (O & I) Rewrite creates a set of seven “backfilled” or summary variables that enables researchers to identify the last occupation, industry, or class of worker status of all respondents who were interviewed in a given year, whether or not they were currently working. Values utilized are either those from the job in which the respondent was employed the week before the interview or “backfilled” values from the job that was current at the last time the respondent reported employment. Although the industry associated with an intervening job might technically be a respondent’s most recent industry affiliation, the O & I program is not designed to pick up information from such jobs. All O & I variables are classified utilizing the 1960 Census codes. Titles for this set of O & I Rewrite variables appear in Table 4.16.3.

Table 4.16.3 Occupation & Industry Variables from the O & I Rewrite

Variable Title	Version	Question #
Class of Worker at Current or Last Job	Collapsed	
Occupation of Current or Last Job	3-digit	
Occupation of Current or Last Job	Duncan Index	[Always Blank– Created Variables]
Occupation of Current or Last Job	1-digit	
Industry of Current or Last Job	3-digit	
Industry of Current or Last Job	2-digit	
Industry of Current or Last Job	1-digit	

The user can differentiate O & I Rewrite variables from non-backfilled variables by (a) the absence of a question number in the documentation that identifies the source of the variable or (b) the presence of the word “collapsed” at the end of the O & I variable title. This series ended in 1992 because the 1960 codes no longer matched the U.S.’s industrial structure.

(2) In the 1980s, Census began an editing procedure that cleans items from the “CPS” section of the questionnaire during the creation of the ‘Employment Status Recode’ variables. Census originally created the ESR variables with no cleaning or editing of the items from the “Current Labor Force Status - CPS” section of the questionnaire. In the mid-1980s, recurring problems with the program that created ESR forced Census to create edited “CPS” items. Census sends both unedited and edited versions of these items to CHRR for public release. Edited variables are identified with either the word “EDITED” or the abbreviations “EDT” or “E” appended to the variable title. Edited versions of these variables will have fewer cases than the unedited versions. When looking at patterns over time, users may wish to use the set of unedited versions.

References

- Census Bureau. *1960 Census of Population Alphabetical Index of Occupations and Industries (Revised Edition)*. Washington, DC: U.S. Government Printing Office, 1960.
- Census Bureau. *1980 Census of Population Classified Index of Industries and Occupations*. Washington, DC: U.S. Government Printing Office, 1980.
- Census Bureau. *Census of Population and Housing, 1990, Alphabetical Index of Industries and Occupations*. Washington, DC: U.S. Government Printing Office, 1990.

4.17 Job Satisfaction

During most survey years, respondents rated how they felt about their jobs on a scale from “like it very much” to “dislike it very much.” For the early survey years, the question pertained only to the current job, thus restricting the universe to those respondents who reported working during the survey week. For the 1982 and 1987–92 interviews, the question was asked about the current or the most recent job, thereby expanding the universe to include respondents reporting work since the date of last interview. In 1995–99, respondents were asked this question in reference to all jobs since their last interview. Following this global satisfaction question, most surveys elicited information on the specific factors that the respondent liked and disliked about the job. Global job satisfaction information is available for all survey years except 1968, 1974, and 1976.

Data comparing the respondent’s attitude toward her current job with her attitude toward her job in a previous survey year were collected during some of the early years of the survey. In addition, respondents were asked in select survey years whether a higher wage or liking the job was more important toward motivating them to work. Consult Table 4.17.1 for availability by survey year and reference numbers.

During the 1992 survey, respondents were asked a series of questions about the effort and concentration level required by their current or last job. In addition, the women agreed or disagreed with a series of statements about the satisfaction and importance of their jobs/work. The reference numbers for these questions are R10188.–R10197.

Survey Instruments: These job satisfaction questions are located within the “Current Labor Force Status” sections of the questionnaires.

<p>User Notes: Cross-cohort analyses are possible using items from the other Original Cohorts and the NLSY79.</p>
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Reference

Andrisani, Paul J.; Appelbaum, Eileen; Koppel, Ross; and Miljus, Robert C. *Work Attitudes and Labor Market Experience: Evidence from the National Longitudinal Surveys*. New York: Praeger Publishers, 1978.

Table 4.17.1 Reference Numbers of Job Satisfaction Questions by Survey Year

Survey Year	Attitude toward current job, current / last job, or all jobs ¹	Attitude toward current job compared to job in a previous interview	Motivation to work	Things liked / disliked about job	Commitment to work
1967	R00095., R00721.	–	R00102., R00139.	R00096.–R00101.	R00103.–R00106., R00140.–R00143., R00729.
1969	R00967., R01014., R01327.50	R01015., R01016.	R01037.	R00968.–R00973.	R01033.–R01036., R01327.
1971	R01611.	R01626., R01627.	–	R01612.–R01617.	–
1972	R02414.	R02429., R02430., R02853.	R02469.	R02415.–R02420.	R02465.–R02468.
1974	–	–	–	–	R02928.
1976	–	–	–	–	R03135.
1977	R03638.	R03646., R03647.	R03814.	R03639.–R03644.	R03810.–R03813.
1979	R04631.	–	–	R04632.–R04637.	–
1981	R04946.	–	–	R04947.–R04952.	R04978.
1982	R05342.	–	R06207.	R05343.–R05348.	R06206.
1984	R06724.	–	–	R06725.–R06730.	R06761.
1986	R07276.	–	–	R07277.–R07279., R07281.–R07283.	R07350.
1987	R07890.	–	R08538.	R07891.–R07893., R07895.–R07897.	R08537.
1989	R08937.	–	–	R08938.–R08940., R08942.–R08944.	–
1992	R10153., R13008.	–	–	–	–
1995	R25476.–R25481.	–	–	–	–
1997	e.g., R36578. (job #01)	–	–	–	–
1999	e.g., R44618. (job #01)	–	–	–	–

¹ Attitude toward current job was asked in the 1967, 1969–72, 1977–81, and 1984–86 surveys. In 1982 and 1987–92, the survey inquired about the respondent's current or last job. In 1995–99, the survey asked each job the respondent held since the last interview.

4.18 Job Search

Most surveys of the Mature Women include at least basic job search questions, while several years have had extensive series concerning various job search aspects. These include questions about a respondent's job search activities based on the *Current Population Survey*, searches conducted while the respondent was otherwise employed, how geographic mobility affects job search, and what a respondent would do in hypothetical job offer situations.

CPS Job Search Questions

Basic CPS questions, used to determine a respondent's labor force status, were included in every survey except 1968 (see the "Labor Force Status" section of this guide for more information). These asked about the respondent's main activity during the week before the interview (i.e., working, looking for work, going to school, retired), whether she was looking for work during the past four weeks, and the reason she could not take a job last week (i.e., temporary illness, child care problems). The 1995–99 surveys also asked for the main reason the respondent was not looking for work during the last four weeks (i.e., could not find any, lacks experience, family responsibilities).

In all personal interviews, Mature Women respondents looking for work were questioned concerning the details of their job search. This series asked which methods they used during the previous four weeks to look for work, why they started looking (e.g., lost or quit job), the starting date or duration of their search, and whether they were looking for full- or part-time work.

Most interviews asked the respondent various questions concerning her labor force status during a specific time period (past calendar year, last 12 months). In some years, the questionnaire requested the number of non-working weeks that she spent looking for work or on layoff. If "missing" weeks exist when the respondent was not working and not looking for work, she is asked for the reason no job search was conducted during those weeks (i.e., illness, birth of child, in school).

Characteristics of the job a respondent is searching for can be found in the personal surveys between 1967 and 1982; in personal interviews from 1971–82, similar questions were asked of respondents who expected to look for work in the next year. The various details collected in these question sets include the kind of work, search methods used, the number of hours per week and amount of pay desired, and any restrictions (hours or location) that would be a factor in accepting a position.

Respondents who were not working and not looking for work in 1967 or 1969–72 were asked if they would accept a job if offered one. If they answered yes, a follow-up question asked why they were not looking for such a job now. Similarly, the 1977 and 1982 surveys asked respondents in the same group

for a reason why they were not looking for work at this time. The 1995–99 surveys simply asked if a respondent intended to begin looking for work during the next 12 months.

The surveys also include the reasons behind starting or stopping a job search. These can be instrumental in understanding why a respondent’s labor force status has changed from one survey to another. For those who were looking for work at the time of the last interview, questions from the 1969 survey asked how they found their current job (if now working) or why they stopped looking for work (if currently not employed and not looking). During that same survey, respondents who were not employed and not looking last year, but were now searching for work, reported what prompted their decision. In 1969, 1972, and 1977, respondents who were not working and not looking but switched to working sometime during the year between interviews were asked why they decided to take their current job and how they found it.

Related Variables: In most surveys, the respondent was asked about the number of her husband’s (or partner’s beginning in 1987) non-working weeks during the past 12 months and whether he spent any of them looking for work. The CPS questions addressed to respondents in 1995–99 were repeated later in the interview to determine the labor force status of the respondent’s husband or partner. In several years, married respondents were asked whether they or any other family members had started working or looking for work because the respondent’s husband was not working.

User Notes: The CPS redesign and the implementation of the CAPI interview have influenced both the choice of questions and their wording (see the “Labor Force Status” section for details on these developments). Users are cautioned to review the questionnaire rather than assuming that similarly titled variables used the same question wording, were addressed to the same universe, or referred to the same time period.

Job Search while Employed

The 1972 Mature Women interview included an extensive series of questions concerning any job search activities respondents conducted while otherwise employed. These started by asking how often the respondent conducted this type of job search, the year when this search occurred, and what prompted the decision to look for other work at that time. The other details gathered include the search methods used, the kind of work she looked for, and whether the search was conducted in the same area where the respondent lived. If she found a job she could have had, a group of questions asked for specific characteristics of that position (i.e., kind of industry, location, salary).

Respondents who did not look for another job while employed are surveyed on whether they ever received a definite full-time job offer that they did not accept. If so, detailed questions concerning the offer then follow; if not, these respondents were asked whether they ever thought of looking for other work during this time. If the respondent considered it but never conducted a search, or never considered looking at all, she is asked about the reasons for her decision.

Geographic Mobility

Personal surveys from 1969–82 asked respondents who had moved since a specific time (date of last interview or during the past calendar year) whether they had a job lined up at the time of their move or were looking before or afterwards. In 1971, 1972, and 1977, relocated respondents who had no job arrangements beforehand answered questions about the number of weeks spent looking until they found a job before or after the move. A 1982 question asked respondents who had moved since the 1972 interview whether they were looking for work right before or after the move. This same survey included questions for the respondent concerning whether her husband had a job lined up at the time of their move or was looking for work before or after the move.

Most surveys which have asked respondents about their reasons for moving include “better employment opportunities” as one of the options.

Hypothetical Jobs

Several surveys have included questions about hypothetical job offers and reservation wages. The 1967 and 1969 questionnaires asked working respondents what they would do if they lost their current job tomorrow. One answer, “look for work,” led to other questions that asked about the kind of work the respondent would look for, any specific companies where she would apply, and a reason for mentioning those employers. The 1967 survey also inquired as to the respondent’s future plans after she stops her current job. If her response was “look for work,” she was asked about the kind of work she would look for and whether it would be a part- or full-time position.

Respondents who were not working and not looking for work during the 1967 and 1969 interviews were asked about the possibility of accepting a job if one was offered to them. Those who answered that they would take it or that it depends were then asked if they expect to look for work within the next year. Similarly, in 1977 and 1982 respondents were asked if they would accept a job offer in the same area where they lived, at the same rate of pay that they currently received. Possible answers varied from a definite yes or no to several reasons in between: it depends on the type of work, it depends on whether she is satisfied with the company, no—the pay is not enough, etc.

Beginning in 1967 and continuing through the 1986 survey, respondents were queried about their reactions to hypothetical job offers. Most frequently, these questions were set in the context of a job offer in the same geographical area in which the respondent currently lived, but occasionally the questions referred to a different geographical area. The hypothetical job offer series was often broken down by current labor force status of the respondent (e.g., unemployed or out of the labor force); component questions usually ask about the rate of pay required to accept the job offer, hours per week the respondent would be willing to work on the job, and the occupation required to accept the position. Researchers should consult the questionnaires for survey years in which these types of questions were asked and note any minor variations in text wording or universes. These questions can be found on the CD-ROM by searching under the word “Hypothetical.”

Survey Instruments: Job search questions can be found in multiple sections throughout the Mature Women questionnaires. CPS job search questions are part of the various “Current Labor Force Status,” “Work Experience,” and “Work History” sections. The “Retrospective Work History” questionnaire section includes the job search while employed questions. Job search questions related to geographic mobility are found in “Family Background,” “Attitudes Toward Work,” and “Geographic Mobility” sections. All the hypothetical job series are in the sections “Attitudes Toward Work,” “Work Experience,” and “Current Labor Force Status and Work History.”

4.19 Labor Force Status

This section describes the labor force status variables. It does not provide either a comprehensive discussion of all questions asked in the “Current Labor Force Status” sections of the survey instruments or a thorough treatment of the detailed information available on labor market transitions and work histories. Users should consult the table of contents for references to additional labor market–related topics of interest such as work experience, job satisfaction, industries, occupations, wages, etc.

Each questionnaire’s “Current Labor Force Status” section collects information on the labor market activity in which respondents were engaged during most of the week prior to the interview. This series is based on the questions asked in the monthly *Current Population Survey (CPS)* of American households conducted by the Census Bureau for the Department of Labor. The primary purpose of the *CPS* is to collect up-to-date information about the number of persons in the country who are employed, unemployed, or out of the labor force during a given survey week. Results from the *CPS* surveys, released in the monthly publication *Employment and Earnings*, provide detailed information, classified by age, sex, race, and various other characteristics, on the employment and unemployment experiences of the U.S. population.

Survey Week Labor Force Status: Two sets of variables describe each respondent’s labor force status during the survey week for each year through 1992. Due to the redesign of the *Current Population Survey* in 1994 and the subsequent redesign of the comparable Mature Women questions, only the second set is present in 1995 and later surveys.

- 1. Activity Most of Survey Week:** The 1967–92 ‘Activity Most of Survey Week’ variables reflect each respondent’s reply to the survey question “What were you doing most of last week?” “Last week” refers to the full calendar week (Sunday through Saturday) preceding the date of interview. Although coding categories differ slightly over time, the following categories of responses have been used to classify the data: (a) working; (b) with a job, not at work; (c) looking for work; (d) going to school; (e) keeping house; (f) unable to work; and (g) other. A new coding category, “retired,” was added in 1982. Beginning in the mid-1980s, two versions of the ‘Activity Most of Survey Week’ variables, one edited by the Census Bureau during preparation of ‘Employment Status Recode’ and an unedited version, were made available to the public. In the early years of these surveys, responses to the CPS section were never edited. However, minor inconsistency problems which developed during the creation of ESR over time led the Census Bureau to start editing the questions before running the ESR program. CHRR requested that the unedited versions continue to be made available, appending “Edited,” “Ed,” or “E” to the edited variable descriptions to help researchers

distinguish between the two. Additional information on this editing procedure can be found in the User Notes discussion in the “Industries” section of this guide.

The main survey week activity question is followed by a second question that seeks to identify those respondents who did any work at all last week in addition to a main non-working activity (such as “looking for work” or “going to school”). This follow-up question is asked of all respondents except those who indicate that they were working or were unable to work.

Definitions for each of these labor market activities are intended to be consistent with those utilized in the CPS. Census interviewers are instructed to use their CPS manual for assistance in coding the current labor force status questions. Since Census is responsible for CPS data collection, it is likely that NLS CPS questions are interpreted in a consistent manner.

- 2. *Employment Status Recode (ESR)/Monthly Labor Recode (MLR):*** Created by the Census Bureau, ESR and MLR are very similar variables that recode responses to various employment-related questions into a consistent measure of each respondent’s survey week labor force activity. ESR was constructed for the 1967–92 surveys; due to changes in the *Current Population Survey* which were reflected in the Mature Women “Current Labor Force Status” section, MLR is constructed for 1995 and subsequent surveys. A series of decision rules, depicted in Table 4.19.1 below, clusters information collected from twelve core questions (dealing with main survey week activity, hours worked, whether/why absent from a job, job search activity, occupation, class of worker, etc.) into positive or negative indicators of “working,” “with a job but not at work,” and “unemployed (looking for work).” To be assigned to one of these recodes, a respondent must display at least two positive and no negative indicators that she belongs to one of these groups; otherwise she is considered to belong to one of the “not in the labor force” categories. For example, working more than 14 hours/week and a class of worker of “private employee” are positive indicators for a “working” ESR/MLR; a respondent with these positive indicators would not have any negative indicators for a “working” ESR/MLR. More detail on the decision pathways used to assign each recode and on exceptions to the rules presented below can be found in “Attachment 5: Standardized Employment Status Questions and Recodes” (Census 1977) in the *Codebook Supplement*.

Either ESR or MLR is available for all survey years except 1984 and 1986. Information on creation inconsistencies can be found in the User Notes section below.

Table 4.19.1 Employment Status Recode/Monthly Labor Recode Creation

Ten Employment-Related Questions Used to Create ESR/MLR			
Major activity	Whether absent from job	Reason could not take job (availability for work)	
Whether worked last week	Why absent from job	Occupation	
Hours worked	Whether looking for work	Class of worker	
	What doing to find work		
	ESR/MLR - 1 WORKING	ESR/MLR - 2 WITH A JOB, NOT AT WORK	ESR/MLR - 3 UNEMPLOYED (LOOKING FOR WORK)
Positive indicators	<ol style="list-style-type: none"> Working last week 15+ hours worked Class of worker entry other than "never worked" 1–14 hours worked combined with class of worker entry other than "without pay" 	<ol style="list-style-type: none"> Absent from job or business Class of worker entry other than "without pay" or "never worked" Reason for absence from work other than "layoff" or "new job to begin in 30 days" 	<ol style="list-style-type: none"> Absent from job or business Reason for absence is "layoff" or "new job to begin in 30 days" Looking for work Any entry in class of worker (including "never worked" and "without pay") Method of looking for work entered other than "nothing"
Negative indicators	<ol style="list-style-type: none"> 1–14 hours worked combined with class of worker = "without pay" 	<ol style="list-style-type: none"> Reason for absence from work is "layoff" or "new job to begin in 30 days" Working last week Any hours worked Class of worker is "without pay" 	<ol style="list-style-type: none"> Method of looking for work is "nothing" Not available for work Reason for absence from work is "other" (not "layoff" or "new job to begin in 30 days") Working last week Any hours worked

Source: Census Bureau. "Standardized Employment Status Questions and Recodes." Washington, DC: U.S. Department of Commerce, April 1977. This document is distributed by CHRR as "Attachment 5: Employment Status Recodes" and is an important source of information on exceptions to the general indicators listed above.

Related Variables: Information available on the employment status of household members is described in the "Household Composition" section of this guide.

Survey Instruments & Documentation: Questions on main survey week activity are located at the beginning of the "Current Labor Force Status" section of each questionnaire. Each year's *Interviewers' Reference Manual* provides detailed instructions for interviewers on how to code this section of the questionnaire in a manner consistent with CPS. Decision rules that guide Census in its creation of the ESR/MLR variables can be found in "Attachment 5: Standardized Employment Status Questions and Recodes" (Census 1977) in the *Codebook Supplement*.

User Notes: The various codes that categorize activities for those respondents not in the labor force vary across survey years and cohort. Table 4.19.2 presents the coded values by survey year for the ESR/MLR variables.

Table 4.19.2 Employment Status Recode/Monthly Labor Recode Codes

	67-72	74, 76	77	79, 81	82, 87, 89	92	95-99
Working	1	1	1	1	1	1	1
With a Job, Not at Work	2	2	2	2	2	2	2
Unemployed	3	3	3	3	3	3	
Unemployed, Layoff							3
Unemployed, Looking							4
In School ¹	4	4	4	4	4	4	
Keeping House	5	5	5	5	5	5	
Retired					8	7	5
Unable to Work	6	6	6	6	6	6	
Disabled							6
(Code Not Used)	7						
Other	8	7	8	7	7	8	7
Never Worked	0	8					
Noninterview	(Blank all years)						

¹ Although this code is present in the codebook, no information was actually collected on respondent's educational status in this survey.

While the “Current Labor Force Status” sections of NLS questionnaires follow the wording and format of those asked in the *CPS*, users should be aware that NLS *CPS* sections include additional questions over and above those found in the *CPS* surveys.

Classification of “unemployed” and “out of the labor force” for the telephone surveys in 1974, 1976, 1979, 1981, and 1987 is not absolutely consistent with *CPS* definitions due to the absence of one question, “What were you doing last week to find work?” Beginning in 1995, MLR replaced ESR to match changes in the *Current Population Survey*; the decision rules for MLR are slightly different. In this year, CHRR also began to create the status variable, which had previously been created by the Census Bureau.

Researchers examining employment over time can construct a loose approximation of ESR/MLR by using positive responses to the following three questions: (1) Did you do any work at all last week? (2) Did you have a job or business from which you were temporarily absent? and (3) Have you been

looking for work? A respondent, for example, who is coded “other” on ‘Activity Most of Survey Week’ but has a job from which she was absent would be reclassified as “working.”

Labor Force Status Tables

Tables 4.19.3, 4.19.4, and 4.19.5 depict labor force status as measured by Employment Status Recode and Monthly Labor Recode variables. Readers should note that these tables contain *unweighted* frequencies and should only be used as an aid in describing raw frequency counts in these data. They must not be used to make inferences about population data.

Table 4.19.3 Labor Force Status: Civilian Respondents 1967–99 (Unweighted)

Survey Year	Total Intv'd	In the Labor Force			Out of the Labor Force				Not Intv'd
		Total	Employed	Unemp	Total	Retired	Unable to Work ¹	Other ²	
1967	5083	2671	2525	146	2412	–	26	2386	–
1968	4910	2430	2338	92	2480	–	70	2410	173
1969	4712	2611	2499	112	2101	–	31	2070	371
1971	4575	2620	2511	109	1955	–	47	1908	508
1972	4471	2568	2471	97	1903	–	46	1857	612
1974	4322	2600	2483	117	1722	–	90	1632	761
1976	4172	2486	2347	139	1686	–	147	1539	911
1977	3964	2397	2282	115	1567	–	92	1475	1119
1979	3812	2291	2202	89	1521	–	158	1363	1271
1981	3677	2215	2109	106	1462	–	138	1324	1406
1982	3542	2063	1947	116	1479	15	95	1369	1541
1987	3241	1637	1572	65	1604	91	108	1405	1842
1989	3094	1441	1401	40	1653	156	126	1371	1989
1992	2953	1106	1059	47	1847	339	137	1371	2130
1995	2711	760	731	29	1951	1255	233	463	2372
1997	2604	598	584	14	2006	1522	241	243	2479 ³
1999	2467	480	471	9	1987	1442	319	226	2616

Note: This table is based on R00706., R00857., R01308., R01989., R02822., R03049., R03270., R04511., R04858., R05237., R06617., R08841., R09995., R12924., R16813., R35764., and R43443.

¹ “Disabled” in 1995 and subsequent surveys.

² Depending on the survey year, “other” may include categories such as in school, keeping house, and never worked. Consult the codebook for information on specific categories available in a given year.

³ Includes four interviewed respondents for whom MLR data are unavailable.

**Table 4.19.4 Labor Force Status: Non-black Civilian Respondents
1967–99 (Unweighted)**

Survey Year	Total Intv'd	In the Labor Force			Out of the Labor Force				Not Intv'd
		Total	Employed	Unemp	Total	Retired	Unable to work ¹	Other ²	
1967	3693	1763	1689	74	1930	–	15	1915	–
1968	3576	1654	1604	50	1922	–	31	1891	117
1969	3418	1755	1691	64	1663	–	12	1651	275
1971	3330	1836	1768	68	1494	–	21	1473	363
1972	3264	1822	1757	65	1442	–	19	1423	429
1974	3157	1848	1771	77	1309	–	52	1257	536
1976	3049	1777	1687	90	1272	–	72	1200	644
1977	2892	1727	1653	74	1165	–	48	1117	801
1979	2781	1661	1607	54	1120	–	79	1041	912
1981	2685	1627	1566	61	1058	–	80	978	1008
1982	2583	1502	1426	76	1081	11	43	1027	1110
1987	2383	1207	1166	41	1176	66	50	1060	1310
1989	2277	1073	1050	23	1204	122	62	1020	1416
1992	2170	841	810	31	1329	253	75	1001	1523
1995	2012	590	569	21	1422	985	109	328	1681
1997	1937	468	459	9	1469	1198	108	163	1756 ³
1999	1848	374	368	6	1474	1150	150	174	1845

Note: This table is based on R00023. (race), R00706., R00857., R01308., R01989., R02822., R03049., R03270., R04511., R04858., R05237., R06617., R08841., R09995., R12924., R16813., R35764., and R43443.

¹ “Disabled” in 1995 and subsequent surveys.

² Depending on the survey year, “other” may include categories such as in school, keeping house, and never worked. Consult the codebook for information on specific categories available in a given year.

³ Includes two interviewed respondents in each racial group for whom MLR data are unavailable.

**Table 4.19.5 Labor Force Status: Black Civilian Respondents
1967–99 (Unweighted)**

Survey Year	Total Intv'd	In the Labor Force			Out of the Labor Force				Not Intv'd
		Total	Employed	Unemp	Total	Retired	Unable to work ¹	Other ²	
1967	1390	908	836	72	482	–	11	471	–
1968	1334	776	734	42	558	–	39	519	56
1969	1294	856	808	48	438	–	19	419	96
1971	1245	784	743	41	461	–	26	435	145
1972	1207	746	714	32	461	–	27	434	183
1974	1165	752	712	40	413	–	38	375	225
1976	1123	709	660	49	414	–	75	339	267
1977	1072	670	629	41	402	–	44	358	318
1979	1031	630	595	35	401	–	79	322	359
1981	992	588	543	45	404	–	58	346	398
1982	959	561	521	40	398	4	52	342	431
1987	858	430	406	24	428	25	58	345	532
1989	817	368	351	17	449	34	64	351	573
1992	783	265	249	16	518	86	62	370	607
1995	699	170	162	8	529	270	124	135	691
1997	667	130	125	5	537	324	133	80	723 ³
1999	619	106	103	3	513	292	169	52	771

Note: This table is based on R00023. (race), R00706., R00857., R01308., R01989., R02822., R03049., R03270., R04511., R04858., R05237., R06617., R08841., R09995., R12924., R16813., R35764., and R43443.

¹ "Disabled" in 1995 and subsequent surveys.

² Depending on the survey year, "other" may include categories such as in school, keeping house, and never worked. Consult the codebook for information on specific categories available in a given year.

³ Includes two interviewed respondents in each racial group for whom MLR data are unavailable.

4.20 Marital Status & Marital Transitions

Marital Status: Questions on marital status have been asked of respondents in each survey year except for the 1968 mail survey. In general, the resulting ‘Marital Status’ variable includes six coding categories: married—spouse present, married—spouse absent, widowed, divorced, separated, and never married.

Other marital status variables include: (1) A ‘Marital Status and Family Status’ variable (which combines marital status with the presence of children), created in 1967 and 1969–76; (2) a ‘Marital Status and Labor Force Group’ variable (which combines marital status with labor force participation), created in 1967 and 1972; and (3) marital status of the children, available in 1986 (e.g., ‘Living Children Born or Adopted - #1 - Current Marital Status’). Age at first marriage, number of times married, and way first marriage ended were also collected for daughters of respondents in 1986.

Marital Transitions: It is possible to construct a fairly comprehensive marital history using the Mature Women data. The user should be aware, however, that very different questions are asked at different points in time. The following month and year variables are present in various years: (1) the date of first marriage; (2) the date of the most recent (latest or present) marriage; (3) the date of marriage to the current spouse; (4) the date of each change in marital status since a past interview; and (5) the date of becoming widowed, divorced, or separated. Other variables spanning various years include types of marital status changes and patterns of changes in marriage. Users are urged to examine the original questionnaires to determine wording, context, universe, and coding categories. In addition, while marital transition questions are asked periodically and cover previous dates, they were not asked annually in the early years of the survey. A series of marital status and transition variables is available for the following survey years: 1969–72, 1977, and 1982–99.

Note that in earlier years, marital status information was updated for all respondents, including noninterviews. Noninterviewed respondents were assigned the marital status reported at their previous interview. In later years, updates to the marital status variables were made for interviewed respondents only (regardless of year). The User Notes section below provides a more complete explanation. Finally, some marital information is missing. For instance, in the first survey, although marital transition questions were asked, only the dates of the first and most recent marriage were recorded; if the respondent was married more than twice, the dates of the “middle” marriages are missing.

Created marital transition variables. The 1999 data release includes new created variables that trace a respondent’s marital transitions reported during the years of the Mature Women survey (1967–99). For each respondent, a series of variables indicates the start date (variable name STDATxx) and end date (ENDATxx), if applicable, of each marriage reported. These variables were created using the form

YYMM. For example, if a woman was first married in October of 1965, she would have a value of 6510 for the STDAT01 variable. Missing codes for these created variables indicate that the respondent had never married (-999), that her first marriage never ended (-998), that her first marriage ended and no second marriage has been reported (-997), and so forth. If a woman reported her marital status as married but did not provide a marriage date, she is assigned a code of 0, meaning that the date is unreported. More information on the creation of these variables, and the rules used to accommodate missing data, is provided in Appendix 41 of the *Mature Women Codebook Supplement*.

User Notes: Users should carefully check coding category differences in marital status. In addition, there are many related variables such as marital status collected retrospectively for noninterview years and interviewer check items that use different categories than those described above. When marital transitions were updated from a midpoint of a previous year rather than from a previous interview, certain vital information may be missing. For instance, if a respondent was interviewed in 1979, was a noninterview in 1981, then was interviewed again in 1982, her marital history was updated since a specified date in 1981 (not 1979). If she was married in 1979 but divorced and remarried before 1981, her marital status would be married for both 1979 and 1982, with no marital transitions recorded. Her husband, however, would be a different person with different characteristics than in 1979. It is imperative for researchers to examine the questionnaires to determine *exactly* what information is recorded, especially for those not interviewed in earlier years of the survey.

Questions for Widowed Respondents: In 1995–99, a special series of questions was addressed to Mature Women who had been widowed since their last interview. Respondents first answered questions about their husband’s needs during the last year of his life, including whether the respondent provided special nursing care for the husband, the number of hours per day such care was required, and how this affected the respondent’s employment opportunities. Respondents also provided information about how medical costs were paid during this time.

The second part of this series focused on the respondent’s financial situation after her husband’s death. These questions determined the types and amounts of benefits or other assistance the widow had received in connection with her husband’s death. Sources of income recorded include insurance, Social Security, pensions, and family members.

Users should note that if the respondent appeared to be too uncomfortable to answer these questions at any point in the series, interviewers could skip past the remaining questions at their discretion. In these cases, a code of –7 in the data indicates that the respondent was unable to answer.

Spouse/Partner Characteristics: Information on the respondent's spouse is available in all years except the 1968 mail survey; data are collected about the partners of respondents beginning with the 1987 survey. Spouse/partner topics include health, income, education, weeks worked, and attitudes. The "Household Roster" is also a possible source of partner information. Although the list of possible relationships to the respondent on the "Household Roster" section of the questionnaire ("Household Record" variables) does not include "partner" in the early years, the revised relationship codes of later years do include this category.

In addition to this basic background information, beginning in 1992 the survey collected detailed information on the work experiences of the respondent's husband. The same questions have been asked regarding the respondent's partner since 1995. In questionnaire sections such as "Husband's Work History" and "Husband's Employer Supplement," the respondent reports on the husband's/partner's current labor force status; occupation, industry, and class of worker at current or most recent job; start and stop dates of employment; rate of pay; usual hours worked; and union membership. Similar information is then recorded for other jobs held since the last interview. Additionally, the respondent describes the husband's or partner's job search activity in the past month and weeks of unemployment since the last interview/in the last year. Finally, the interview addresses retirement issues by asking the respondent whether her husband/partner was covered by Social Security (1992 only); what his or her plans and expectations are for retirement; and what types of pension coverage are available from current and past employers.

Survey Instruments: Current marital status of the respondent is generally transcribed from the updated *Household Record Cards* to page one of the questionnaire or to the *Information Sheet*. In some survey years, however, current marital status is collected in other sections of the questionnaire, such as "Health" or "Work Attitudes." Marital transition information is collected in the "Marital History," "Family Members," "Family Background," "Marital Status," or "Household Record" questionnaire sections.

4.21 Occupations & Occupational Prestige Indices

This section reviews (1) the occupational classification coding systems used by the Census Bureau to classify occupations of NLS respondents and other household members and (2) the occupational prestige scoring systems assigned to 1960 Census occupations. Data on the occupation(s) that respondents were seeking or in which they were employed or received training have been collected during most survey years. In addition, select surveys have collected information on the occupation of intervening and dual jobs.

Coding by occupation has been based on an open-ended question (e.g., “What kind of work [are/were] you doing?”). Follow-up questions fielded during some survey years elicit more specific information on job duties and job titles. Interviewers enter verbatim responses from the respondent into the questionnaire; Census personnel then code the responses using the 1960, 1980, and/or 1990 *Census Bureau Alphabetical Index of Occupations and Industries*. Table 4.21.1 shows which coding systems have been used in various survey years.

Table 4.21.1 Occupation Coding Systems Used by Survey Year

Coding System	1967–82	1984, 1986	1987, 1989	1992	1995–99
1960 Codes	*	*	*	*	
1980 Codes-current/last job only		*			
1980 Codes-current/last job and dual job only			*	*	
1980 Codes-all jobs					*
1990 Codes-current/last job and dual job only				*	
1990 Codes-all jobs					*

A series of edited variables (O & I Rewrite) provides three-digit and one-digit occupational codes for the current or last job reported by the respondent. The universe for these variables is all respondents interviewed in a given survey year for whom occupational data were collected. The User Notes in the “Industries” section of this guide provide additional information on editing and creation procedures utilized for certain occupation variables. This series ended in 1992 because the 1960 codes no longer matched the industrial structure of the United States.

Background information on the development of the 1960 and 1980 classification systems and the relationships between the 1960 and 1970 and the 1970 and 1980 coding categories is available within various Census publications (Census 1972, 1989).

Occupational prestige indices. The following occupational prestige scores are provided for select variables:

- (1) **Duncan Index:** All three-digit 1960 Census occupational categories have been assigned a two-digit ordinal prestige score based upon the education and income distributions of the occupation. The scores, ranging from 0 to 97, may be interpreted either as estimates of prestige ratings or simply as values on a scale of occupational socioeconomic status. For details, see Duncan (1961).
- (2) **Bose Index:** This ordinal measure of the prestige of an occupation was developed from responses of a sample of 197 white households in the Baltimore metropolitan area to questions about the prestige of 110 selected occupations. The rankings within each occupation were averaged and the mean values transformed to a metric with values 0 to 100 (Bose 1973). The latter scores were regressed on the 1959 median earnings and 1960 median years of school completed of the civilian experienced labor force employed in these occupations (Census 1960). The resultant equation was then used to estimate the mean prestige scores for occupations of the Mature Women.

Related Variables: Information on the occupations of family or household members is available in many survey years; see the “Household Composition” section of this guide for more information.

Survey Instruments & Documentation: Questions on occupations are found within the “Current Labor Force Status,” “Work History,” and “Retirement and Pension” sections of the questionnaires; occupations of household members have been collected as part of the “Family Background” or “Household Members” sections. Attachment 2 of the *Codebook Supplement* provides the 1960, 1980, and 1990 *Census of Population* industry and occupational classification codes and the accompanying Duncan Index. Attachment 4 lists the Bose Index scores for select 1960 occupations.

User Notes: Variable titles for occupations listed within the various NLS documentation items do not always specify the Census coding system utilized. *If no year is listed, users should assume that the 1960 classification system was used for coding.* Appendix E in Bose (1985) presents additional Bose scores for the 1970 and 1980 as well as 1960 Census occupations.

The series of edited occupational variables (O & I Rewrite) can be differentiated from the direct questionnaire item ‘Occupation of Current or Last Job’ variables by the absence of a question number in the source field or by the word “collapsed” appended to the titles of these edited variables. See the Occupation & Industry Rewrite discussion in the “Industries” section of this guide for additional information. This series ended in 1992 because the 1960 codes were outdated.

In the questionnaires and Census versions of the data files provided to CHRR, the responses to some employment-related questions were coded in such a way as to require reference to another question’s response. Relevant notations are present within the codebook.

The user should also be aware that “job” changes are tracked with ambiguity as to whether they are an occupation change, an employer change, or both.

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4.22 Pension Benefits & Pension Plans

This section reviews information on receipt of pension benefits and on pension plans for which the respondent is eligible. It also describes the special pension plan matching project conducted in conjunction with the 1989 survey. For details on income from Social Security/Railroad Retirement or disability insurance, see the “Social Security & Disability” section of this guide.

Pension Income

One focus of the Mature Women pension data collection has been receipt of various entitlements by the respondent and/or other members of the respondent’s household over a twelve-month period. The 1967–72 and 1977 surveys gathered information on whether income had been received in the past calendar year from any local, state, or federal governmental pensions or from any other retirement pensions and, if so, the pension benefit amount received from each. The universe for the 1967–72 survey years was any (unspecified) family member; during 1977, receipt and amount information was collected separately for the respondent, her husband, and other family members. The 1974, 1976, and 1981 surveys fielded questions which did not distinguish the source of the pension benefit, combining Social Security and other pension income.

The 1982 and subsequent surveys included a set of pension income questions that asked, in a separate series, whether the respondent or her husband had received any pension income in the past calendar year/last 12 months and, if so, the amount. Beginning in 1982, coding categories consistently identified plan providers as one of the following: private employer, the military, the federal government, state or local government, a union, a personal plan (e.g., IRA, Keogh, or 401k), or another source.

Survey Instruments & Documentation: Questions on pension income are found in the “Assets & Income” questionnaire sections. Each year’s *Interviewer’s Reference Manual* contains detailed instructions on the specific types of monies to be included and excluded when recording each income source.

Pension Plans

In the late 1970s, the Mature Women surveys began to ask respondents about their expected retirement income. A series fielded in 1979 included questions about working respondents’ eligibility for a pension plan—other than Social Security/Railroad Retirement—from their employers, the age at which eligibility for full or reduced benefits would be attained should they remain with their employer, and the age at which benefits could be drawn should they leave their current job today. Also collected was information on the eligibility of the respondent’s spouse for other pension benefits from one or more of the following sources: a personal plan, a private employer, a government employer, or the military.

The 1982 and 1986 questionnaires included similar sets of questions designed to explore current/expected pension coverage of the household from current or past employment. Questions included: (1) whether the respondent or her spouse was eligible for or already receiving pension benefits from a current employer or from another job held in the past; (2) whether the respondent was eligible for or already receiving survivor benefits or other benefits from a husband's or ex-husband's employment or military service; and (3) whether the respondent or husband had a personal retirement (IRA or Keogh) plan.

More detailed data were collected beginning in 1989. This survey included questions designed to identify the most important pension plan for which a respondent was eligible through her own employment, the most important pension plan of a spouse, and any other benefits for which a respondent was eligible through a spouse's or ex-spouse's employment or military service. During this fielding, information was gathered on:

- (1) characteristics of the pension provider (whether the source of the pension was a private employer; the military; another federal, state, or local governmental unit; a union; etc.)
- (2) the industry of the provider and corresponding occupation of the respondent or spouse
- (3) characteristics of each plan (age/service year requirements and estimated pension benefit amounts for full versus reduced benefits; method of determining benefits; vesting rules; and for those already receiving benefits, actual monthly benefit amounts)

Information collected in 1989 about the respondent's pension plans was used to contact the plan providers and gather additional data. This special pension matching project is described below.

In 1992 and each subsequent survey, extensive data have been collected regarding multiple employer-provided pension plans; coverage under pension plans obtained through self-employment is not included. Separate questionnaire sections collect information for both the respondent and her husband on: (1) future pensions from current employers, (2) current pensions from previous employers, and (3) future pensions from previous employers. Each series gathers details on participation in defined benefit and/or defined contribution pension plans offered by an employer. For those participating in a defined benefit plan, data are collected on the number of years included in the plan, the amount of money contributed, the age at which full or reduced benefits would be/were being received, and expected/actual benefit amounts at retirement. For those participating in a defined contribution plan, information is gathered on the type(s) of account plan (e.g., thrift or savings, 401k, 403b, Supplemental Retirement Account, profit sharing, stock purchase), amounts both employer and respondent contributed, the total dollar amount of contributions ever made, and how the dollars were invested. All respondents providing pension plan

information are asked whether an early retirement option with incentives had been offered and, if so, the type(s) (credit for extra years of service, increased benefits, early benefits, lump sum settlement, etc.). Additional information is collected from those covered under a pension plan from a previous employer on type of employer, years worked for that employer, years included in the pension plan, and employment stop date. Those currently receiving a pension from a previous employer report the year they started receiving this pension, the amount received, cost of living adjustments, and changes in the pension benefit amount over time.

User Notes: Researchers should be aware of a shift in the way pension data were organized between 1995 and 1997. In 1995, the pension questions are included as part of the employer roster, so the pensions are organized by employer. This means that respondents report all pensions from employer #01, then all pensions from employer #02, and so on. The employer number (#01, #02, etc.) is included in the variable title. In 1997 and 1999, pension data are located in a separate roster, so that plans are organized in the order they were reported by the respondent. The variable titles include only “PN #01,” “PN #02,” “PN #03,” etc., for the first plan reported, second plan reported, and so on, regardless of which employer that plan is associated with. A set of ID variables then permits researchers to link the plans with the appropriate employer.

The following example illustrates the implications of this change. Consider a respondent with four pensions, two from a current employer listed on line 2 in the employer roster, and two from a past employer listed on line 5 of the employer roster. In 1995, the respondent would start with question RSP-108-ARR-02 and answer questions about the first plan for employer #02. She would then return to the same question, now numbered RSP-208-ARR-02, and provide information about the second plan with that employer. This pattern would repeat for plans three and four. In 1997, the respondent would answer a series of questions, beginning with RSP-102-ARR-01, about her first pension plan. She would next answer the same series of questions, now numbered RSP-102-ARR-02, about her second plan, and so on until all plans are reported. Researchers can then look at the R7PENS variables to determine which plan number a given plan is for a specific employer. Finally, researchers can use the R7EMPS variables to determine which employer matches with a given plan. Note that, in the example, the plans are listed by employer, but they would not necessarily be listed in that order.

Table 4.22.1 Pension Plan Rostering Systems

	1995		1997, 1999			
	Question name	Variable title	Question name	Variable title	Value of R7PENS	Value of R7EMPS
Pension 1	RSP-108-ARR-02	1 st pension plan-job #02	RSP-102-ARR-01	PN #01	R7PENS-ROST1=1	R7EMPS-ROST1=2
Pension 2	RSP-208-ARR-02	2 nd pension plan-job #02	RSP-102-ARR-02	PN #02	R7PENS-ROST2=2	R7EMPS-ROST2=2
Pension 3	RSP-108-ARR-05	1 st pension plan-job #05	RSP-102-ARR-03	PN #03	R7PENS-ROST3=1	R7EMPS-ROST3=5
Pension 4	RSP-208-ARR-05	2 nd pension plan-job #05	RSP-102-ARR-04	PN #04	R7PENS-ROST4=2	R7EMPS-ROST4=5
Meaning	108, 208, etc. indicate the 1 st , 2 nd , etc., plan from the same employer. ARR-## indicates the employer number on the employer roster.		ARR-## indicates the number of the plan on the pension roster. ROST# serves the same function in similar question names.		The value indicates whether this is the 1 st , 2 nd , etc. plan for a single employer.	The value indicates the number of the employer on the employer roster.

Related Variables: The “Geographic Mobility” section of the 1982 questionnaire collected information on the effect of the respondent’s move to her current residence on (1) the job seniority rights of the respondent or spouse and (2) the retirement plans of the respondent or spouse. Coding categories delineated whether the respondent/spouse had lost some, none, or all seniority or pension/retirement rights or whether she or he had no such rights before the move. The fringe benefit series regularly includes “retirement pension program” as one of the benefits made available by a current or past employer. Availability should not be confused with actual coverage under a pension plan or receipt of pension benefits.

Survey Instruments & Documentation: Early questions on eligibility for pension benefits are found in the “Retirement,” “Retirement and Pension,” and “Current Labor Force Status & Work History” sections of the questionnaires. The 1992 pension data questions are located in the following sections of the 1992 questionnaire: “Respondent Employed: Future Pensions from Current Employer,” “Respondent’s Current Pension(s) from Previous Employers,” “Respondent’s Future Pension(s) from Previous Employers,” “Husband Employed: Future Pensions from Current Employer,” “Husband’s Current Pension(s) from Previous Employers,” and “Husband’s Future Pension(s) from Previous Employers.” The pension questions for 1995–99 are located in the “Respondent Employer Supplement,” “Husband Employer Supplement,” and “Income and Assets” sections. The interviewer’s reference manuals (*Field Representative’s Manuals*) provide definitions of the various types of pension plans. See “Appendix 24: Pension Plan Data Documentation” in the *Codebook Supplement* for additional information.

Pension Matching Project (1989)

Address information collected during the regular 1989 survey permitted the Census Bureau to contact pension providers identified during the 1989 survey for the subsequent Pension Matching Project. Copies of the relevant Summary Plan Descriptions (SPD), actual pension plans, and Internal Revenue Forms-5500 were obtained. Details on each defined benefit or defined contribution plan were systematically coded by the Institute for Survey Research (ISR) at the University of Michigan using the protocol developed for the *Survey of Consumer Finances (SCF)*. Respondents eligible for the pension-matching project were those who provided, during administration of the main questionnaire, pension plan and provider locator information for one or more of the pension sources listed below. Of the approximately 1,900 respondent households reporting pension eligibility from one or more sources, plan information was linked to respondent information for 1,329 respondents. Use the series of ‘ISR Pension Plan Matching’ variables on the Mature Women main data file to locate the correct pension plan.

Table 4.22.2 Key Questions: 1989 Mature Women Pension Matching Project

Source of Pension Plan	Question Numbers	Reference
(1) the most important pension plan for which a respondent was eligible through her own employment	Q79a Q79b	R09812. = 1 or R09813. = 1 or 3
(2) the most important pension plan for which a spouse of a married or separated respondent was eligible through his own employment	Q80a Q80b	R09846. = 1 or R09847. = 1 or 3
(3) survivor’s benefits or any other benefit from the employment or military service of a spouse or ex-spouse for which a respondent—of any marital status except “never married”— was eligible	Q81c Q82c	R09880. = 1 or 3 or R09886. ≥ 1

Of the 815 unique pension plans, 538 (66.0 percent) are defined benefit plans, 259 (31.8 percent) are defined contribution plans, and 18 (2.2 percent) are plans with combined characteristics. Users should note that coverage under multiple and different types of pension plans is possible. For example, a household may receive or be eligible to receive pension benefits from one defined benefit and three defined contribution plans. The source of the four plans could be solely from one household member’s (e.g., the spouse’s) employment, or from more than one member.

The *SCF*-based instruments recorded data on plan definitions, benefit formulas, and other provisions applicable to six different retirement conditions: early retirement, normal retirement, late retirement, employment termination prior to retirement, disability retirement, and death or survivor’s benefits. Each record contains the identification, linkage, and plan characteristic variables listed below in Figure 4.22.1.

Data Files: The data on pension plan characteristics are available on a supplementary data set. This pension plan file contains a pension plan number and the detailed plan characteristic information listed above for each of the 815 plans coded by ISR. This data set is included in the 1999 data release; the series of ISR Pension Plan Matching variables on the main data file can be used to locate the correct plan.

**Figure 4.22.1 Identification, Linkage, and Plan-Specific Variables:
Pension Plan Data (1989)**

CODING ID#: the unique number assigned by ISR to each pension plan. Incorporated within the plan number is information on type of pension plan. Plans with ID#s below 3000 are defined benefit plans; those with ID#s from 3000–4999 are defined contribution plans; and those with ID#s 5000 and over are combination defined benefit and defined contribution plans.	
SEQ#: the unique number identifying the pension plan/provider combination.	
PPID#: the identification number of the pension provider. Identical numbers mean the same pension provider; however, different numbers do not necessarily mean different providers.	
PLAN#: an identification number of the pension plan or plans reviewed. The 997/998/999 series indicates that multiple plans from the same provider were examined.	
HHID#: the identification number of the individual(s) covered under the pension plan. Each individual in a household has been assigned a different HHID#. Up to 52 eligible individuals can be covered under a given pension plan.	
OTHER SEQ HHID#: the SEQ# of another plan under which the same individual is covered.	
INTEG SEQ HHID#: the SEQ# of the plan containing information on how benefits are integrated for this individual.	
General Plan Provisions (for definitions of terms, see Appendix 24 in the <i>Codebook Supplement</i>)	
Defined Benefit Plans:	Defined Contribution Plans:
Variable Definitions	General
Benefit Formulas	Participant & Employer Contributions
Eligibility Requirements	Retirement Benefits
Special Features	Early, Late, Mandatory Retirement Requirements
	Disability, Death & Survivor Benefits Provisions
	Payment Options
	Classification and Miscellaneous Provisions

Survey Instruments & Documentation: Documentation for this separate pension plan file consists of the following ISR-produced materials:

- (1) Overview: a description of the *Survey of Consumer Finances* including a helpful list of acronyms and definitions of some of the more commonly used terms found within both the ISR and NLS coding documents
- (2) Coding Reference Manual: a document containing instructions to coders of the NLS Pension Coding Instruments
- (3) NLS Pension Coding Instruments: copies of the three coding instruments that were used to record, from each SPD, General Plan Provision items (Part I), Defined Benefit Pension

Plan items (Part II), and Defined Contribution Pension Plan items (Part III) of the NLS pension plans

- (4) NLS Pension Provider Coding Sheets: a summary instrument which combined the characteristics of each plan with identification of each household eligible for that plan

Reference

Gustman, Alan L. and Steinmeier, Thomas L. “Retirement in a Family Context: A Structural Model for Husbands and Wives.” NLS Discussion Paper 94-17. Washington, DC: Bureau of Labor Statistics, 1994.

4.23 Public Assistance Support Sources

Data on public assistance income sources have been collected during all survey years except 1968; sources generally include public assistance/welfare, Aid to Families with Dependent Children (AFDC)/Temporary Assistance to Needy Families (TANF), food stamps, Supplemental Security Income (SSI), and public housing. Users should be aware that not only is there considerable variation across years in the types of public assistance income sources for which data were collected but also that universes (all family members, any family member, respondent and spouse, respondent only, spouse only), reporting periods (past calendar year, previous 12 months, most recent month), and question wording can differ substantially from year to year. Table 4.23.1 outlines these variations.

Beginning in 1982, data were collected on the number of months in the past year the respondent or husband/partner received each type of assistance. In 1982 and 1987–99, respondents also reported the monthly average welfare (AFDC) income and monthly average SSI income they received. Monthly average variables are available for welfare/public assistance in 1979, 1981, 1984, and 1986.

Survey Instruments: The “Assets and Income” or “Income” sections of the questionnaires contain the questions on public assistance income sources.

User Notes: NLS surveys also collect data on Unemployment Insurance, Workers’ Compensation, Disability, and Social Security; none of these sources of income are considered here as part of “public assistance.” The “Social Security & Disability” section of this guide describes some of these additional income sources.

Table 4.23.1 Public Assistance Questions by Survey Year, Type of Assistance, Reference Period & Universe

Survey Year	Type of Assistance					Reference Period	Universe
	AFDC / TANF	Welfare / Public Asst.	Food Stamps	SSI / Public Assistance	Public Housing		
1967	R00468.	R00469.	R00472.	–	–	Past Calendar Year	Family Members
1969	R01099.	R01100.	R01102.	–	–	Past Calendar Year	Family Members
1971	R01776.	R01777.	R01779.	–	–	Past Calendar Year	Family Members
1972	R02601.	R02602.	R02604.	–	–	Past Calendar Year	Family Members
1974	–	R03037.	–	–	–	Previous 12 Months	Family Members
1976	–	R03247.	R03254.	–	–	Previous 12 Months	Family Members
1977	–	R04121.	R04123.	R04114.	–	Past Calendar Year	Family Members
1979	–	R04793.	R04789.	–	–	Previous 12 Months	R/Husband
1981	–	R05132.	R05129.	–	–	Previous 12 Months	R/Husband
1982	R06326.	–	R06323.	R06329.	R06212.	Past Calendar Year	R/Husband
1984	–	R07076.	R07073.	–	–	Previous 12 Months	R/Husband
1986	–	R07637.	R07634.	–	–	Previous 12 Months	R/Husband
1987	R08657.	–	R08654.	R08660.	R08543.	Past Calendar Year	R/Husband/Partner
1989	R09766.	–	R09763.	R09769.	R09631.	Past Calendar Year	R/Husband/Partner
1992	R10692.	–	R10689.	R10695.	–	Previous 12 Months	R/Husband/Partner
1995	R33968.– R33970.	–	R33965.– R33967.	R33971.– R33973.	R33822.	Previous 12 Months	R/Husband/Partner
1997	R41618.– R41620.	–	R41615.– R41617.	R41621.– R41623.	R41472.	Previous 12 Months	R/Husband/Partner
1999	R51207.– R51209.	–	R51204.– R51206.	R51210.– R51212.	R51054.	Previous 12 Months	R/Husband/Partner

4.24 Race, Ethnicity & Nationality

Race: One race variable (R00023.) is available for each respondent. ‘Race’ is a three-category variable (“black,” “white,” and “other”) available only for the respondent and, in general, is derived from the household screening. According to the *Current Population Survey Interviewer’s Reference Manual* (Census 1962) in use at the time of the screening, race was to be determined by interviewer observation. Interviewers were instructed to code Mexicans, Puerto Ricans, and other Latin Americans as “white” unless they were obviously of another race and to include respondents of Japanese, Chinese, American Indian, Korean, Hindu, Eskimo, etc., heritage in the “other” category. At the time of the first survey, race information for each respondent was manually transferred to the questionnaire from data entered on the *Household Record Cards* during the 1966 household screening. (Only in the case of the creation of a new household, where a respondent had moved out of the household in which she was living at the time of the screening, would the interviewer fill out a new *Household Record Card*, in which case all household member information would be newly recorded.) Table 4.24.1 presents a distribution of race by nationality.

User Notes: Self-reported race questions provide very different answers than race determined by the interviewer. Because of this difference, most national surveys now ask the respondent to classify their own race.

Table 4.24.1 Number of Respondents by Race and Nationality

Nationality	Total	White	Black	Other
Total	5083	3606	1390	87
U.S. or Canada ¹	3302	1985	1294	23
North or West Europe	832	825	6	1
Central or East Europe	255	254	0	1
South Europe	233	229	2	2
Latin America	85	80	1	4
Other	113	35	24	54
NA	263	198	63	2

Note: This table is based on R00023. and R00808.

¹ The U.S. and Canada category appears overrepresented because nationality was based on birthplace of parents and grandparents (i.e., this category includes all respondents whose parents and grandparents were born in the U.S. or Canada).

Nationality/Ethnicity: The variable ‘Nationality of R’ (R00625.), created in 1967, is available for each respondent. The nationality of respondents was derived from the first parent or grandparent born outside of the U.S. and Canada using the following decision rules: if the father was born outside of the

U.S. and Canada, his nationality was assigned to the respondent; if he was born inside the U.S. and Canada but the respondent’s mother was not, her nationality was assigned, and so forth. Categories include U.S. or Canada, North or West Europe, Central or East Europe, South Europe, Latin America, and other; there are no separate categories for Asian or African countries. Specific countries in each category are not listed in the codebook with the nationality variable but are included in Table 4.24.2.

Table 4.24.2 Country Codes for the Nationality Variables

Coding Category	Countries
North or West Europe	Austria, Belgium, Denmark, England, France, Germany, Iceland, Ireland (Eire), Luxembourg, Netherlands, Northern Ireland, Norway, Scotland, Sweden, Switzerland, Wales
Central or East Europe	Albania, Bulgaria, Czechoslovakia, Estonia, Finland, Hungary, Latvia, Lithuania, Poland, Romania, U.S.S.R., Yugoslavia
South Europe	Andorra, Azores, Gibraltar, Gozo, Greece, Italy, Liechtenstein, Malta, Monaco, Portugal, San Marino, Spain, Trieste, Vatican City
Latin America	Mexico, Central American countries, South American countries

A single question fielded in 1995 asked each respondent for information on her origin or descent. Thirty-one ethnicity coding categories (e.g., Chinese, Dutch, Mexican-American, Portuguese, etc.) were provided with instructions to “mark all that apply.” This question was repeated in 1997 for respondents who were not interviewed in 1995 and in 1999 for respondents who had not been interviewed in either of the prior two surveys.

Survey Instruments & Documentation: Race was recorded on *Household Record Card* form LGT-1, used at the time of the 1966 screening and the initial interview, and was manually transferred to the first page of the 1967 questionnaire. Birthplace was recorded in the “Family Background” section of the 1967 questionnaire. The 1995–99 ethnicity question can be found in the “Other Family Background” section. The codebook contains information on the specific derivation of the nationality variable.

Reference

Census Bureau. “*Current Population Survey and Housing Vacancy Survey: Interviewer’s Reference Manual.*” Washington, DC: U.S. Department of Commerce, 1962.

4.25 Social Security & Disability

This section describes income from Social Security, Railroad Retirement, and disability programs such as Workers' Compensation. Refer to the "Pension Benefits & Pension Plans" section of this guide for information on income from pension plans.

Social Security/Railroad Retirement Payments: All survey years except 1968 included a set of income questions on whether one or more family members had received Social Security or Railroad Retirement payments during the past year. Receipt by the respondent, her husband, or another family member was specified during most survey years. During four interviews (1974, 1976, 1979, and 1981), household income from Social Security was not separated from income received from other pension sources, nor were the specific family members receiving such payments identified.

Beginning with the 1979 survey, separate questions address the current/future eligibility of the respondent and, during select years, that of her husband, for Social Security benefits. Respondents interviewed in the 1979, 1982, 1986, and 1989 surveys were asked whether they would be eligible for Social Security based on their own work record when they reached retirement age. Information on the eligibility of the respondent for benefits from her husband's or ex-husband's account was collected during 1982, 1986, and 1989. The total number of years the respondent was employed in jobs covered by Social Security or Railroad Retirement was gathered during 1984, 1986, and 1989. The 1989 and 1992 surveys included a question asking whether the respondent was covered by Social Security or Railroad Retirement in her current/last job.

Social Security Disability/Other Disability Payments: Information on receipt of and amount of benefit payments received as a result of a disability was collected during each survey year except 1968. Separate questions that differentiate income received from Social Security Disability, Veterans Compensation or pension, Workers' (previously Workman's) Compensation, or another disability payment are present in most survey years. The 1974, 1976, 1979, and 1981 question wording merges disability income with income received from interest and dividends, while the 1984 and 1986 interviews asked respondents about whether any (unspecified) disability income from such sources as Social Security Disability, Workers' Compensation, etc., had been received. Both universes (any family member, respondent or other family member, respondent or husband/partner) and time frames (past calendar year, last 12 months) vary across survey years. The 1992–99 surveys included a set of questions on whether the respondent and/or her husband had applied for or received Social Security Disability benefits either in her lifetime or since the last interview. If so, the survey recorded the age of each family member when receipt began and the year disability benefits were last received.

Figure 4.25.1 Instructions to Census Interviewers for Coding Social Security, Disability & Other Pension Sources

<i>Social Security Payments</i>	Include [those] Social Security payments received by persons who have worked long enough in “covered” employment, that is, employment in which Social Security payments were made from a person’s salary, to be entitled to payments. Social Security payments may also be paid to the spouse or dependent children of covered workers. Exclude Supplemental Security payments. Do not add in Medicare premiums which are automatically deducted.
<i>Railroad Retirement Benefits</i>	U.S. Railroad Retirement benefits are based on a person’s long-term employment (10 years or more) in the railroad industry. Exclude pensions established by railroad companies or unions to supplement Federal Railroad Retirement.
<i>Social Security Disability Payments</i>	Include any payments made to disabled workers under the Social Security disability insurance program (SSDI). Also include Black Lung payments to coal miners and disability payments made under the Railroad Retirement Act. Do not include payments from Supplemental Security Income (SSI) or any Social Security benefits other than disability payments.
<i>Any Other Disability Payments</i>	Include payments received from private disability insurance policies and from the type of private health insurance which provides income when the individual is unable to work because of illness or injury. Also include disability payments from unions or employers.
<i>Veterans Compensation or Pension</i>	Include money received as periodic benefits paid to disabled former members of the armed forces by the Veterans Administration for service-connected disability. Exclude [any] veterans pension paid to the survivor of a veteran and compensation paid to the survivor of a veteran.
<i>Workers’ Compensation</i>	Workers’ compensation consists of lump sum or periodic payments to employees injured in connection with their jobs. The payments may come from private insurance carriers, State funds, and self-insured employers under Federal and State workers’ compensation laws. If the payments come from an insurance company, the insurance must have been paid by the employer, not the employee.

Source: 1992 Survey of Mature Women Field Representative’s Manual (Census Bureau 1992).

Survey Instruments & Documentation: Questions on income from and eligibility for Social Security and disability are found in the “Assets & Income,” “Retirement” or “Retirement and Pension,” and post-1988 “Current Labor Force Status & Work History” sections of the questionnaires. The 1992–99 retrospectives on Social Security Disability are located in “Income.” Each survey year’s *Interviewer’s Reference Manual* contains detailed instructions on the specific types of monies to be included and excluded when recording each income source (see Figure 4.25.1).

4.26 Training

Training questions were fielded during all survey years except 1968, 1974, 1976, and 1992. The 1967 survey collected information on the training experiences of each respondent during high school and since her regular schooling ended, and on the types of professional or trade certification ever received. Subsequent surveys updated this training and certification record, added both on-the-job training and apprenticeship as categories in the training type/training provider series, and gathered information on the future educational and training plans of the respondents.

The 1967 survey collected information on whether the respondent had been enrolled during high school in a vocational or commercial curriculum and whether, since attending regular school, she had ever participated in a full-time company training program of two or more weeks duration; in other technical or skill training; or additional general training in such courses as English, math, science, or art. Information was gathered for each program on the type of training (professional/technical, managerial, clerical, skilled manual, or general courses); length of and hours per week spent in the training program; completion status; whether the skills acquired were used on the current job; and whether this training had ever been used on a job. In addition, the 1967 survey fielded questions on the respondent's plans to enroll in educational or training courses in the future, whether a certificate had ever been obtained to practice any profession or trade, and, if so, the type (professional [teacher, nurse, etc.] or trade [beautician, etc.]).

A series of variables created from these data summarized—for the longest training program in which the respondent had been enrolled outside of regular school—the characteristic information on each program described above. Another variable coupled the type of training with whether the training was completed. This latter variable was created once again with the 1972 data.

The next four personal interviews (1969, 1971, 1972, and 1977) updated the respondent's record with additional training courses or educational programs in which she participated and/or any new diplomas, degrees, and certificates acquired since the last interview. The 1972 questionnaire repeated the 1967 series on the respondent's plans to seek additional training in the future. Created variables included 'Type and Duration of Longest Occupational Training Program' since 1967 (1969 interview) and since 1967 and 1969 (1971 interview); coding distinguished between programs of "less than 16 weeks" and "16 weeks or more."

Questions about on-the-job training (OJT) and/or other training or educational programs in which the respondent had participated since the last interview were featured in the 1979–89 and 1995–99 surveys. For each OJT program in which the respondent was enrolled, information was collected on the number of weeks, hours per week, and program completion.

The second training series in the 1979–89 and 1995–99 surveys continued to record the same type of information as in earlier surveys with the following exceptions/changes: (1) New coding categories were added to the sponsor/provider questions that included apprenticeship beginning in 1981 and community organizations beginning in 1984. (2) In 1984, a government agency category was added that was intended to reflect training programs operated by CETA, JTPA, or other manpower programs. (3) The coding categories for the type of certification series shifted for the 1979 survey only to professional/technical, managerial, etc. (4) Beginning with the 1981 survey, the certification coding categories included: certificate, license, journeyman’s card, or other. (5) The 1984 and subsequent surveys added two questions, one on the reason the respondent took the other training program and the second on the kind of work for which she was being trained; the 1995–99 surveys also asked if the program was required by the respondent’s employer. (6) Finally, a question on whether the other training program was part of an apprenticeship program was added to the 1987 and 1989 questionnaires; this question supplemented apprenticeship as a coding category in the provider type series.

Table 4.26.1 presents by survey year and race the numbers of respondents participating in on-the-job and other vocational training programs during 1979–97. Because the universe of respondents asked these questions was different in 1999, that year is not included in the table.

Table 4.26.1 Numbers of Respondents Participating in Training Programs by Type of Training and Race: 1979–97

Year	On-the-Job Training			Other Vocational Training ¹		
	Total	Non-black	Black	Total	Non-black	Black
1979	341	265	76	284	238	46
1981	422	326	96	300	257	43
1982	327	245	82	193	164	29
1984	358	281	77	236	200	36
1986	354	284	70	206	173	33
1987	273	231	42	155	133	22
1989	313	250	63	151	122	29
1995	167	129	38	88	74	14
1997	105	82	23	67	54	13

Note: This table is based on R00023. (race), R04836., R04845., R05211., R05215., R06507., R06511., R07132., R07136., R07741., R07745., R08680., R08684., R09913., R09917., R34786., R34795., R41948., and R41957.

¹ The 1987 and 1989 surveys asked whether the other training program was part of an apprenticeship program. Small numbers of respondents reported participation in this type of training.

Survey Instruments & Documentation: The “Education & Training” or “Education” sections of the questionnaires contain the training questions. Appendices 6 and 7 in the *Codebook Supplement* contain derivations for the constructed ‘Type & Completion of Training Prior to 67’ and ‘Type & Completion of Occupational Training Taken 67–72’ summary variables.

References

Bureau of Labor Statistics. *Work and Family: Never Too Old to Learn*. Report No. 856. Washington, DC: U.S. Department of Labor, 1993.

Parnes, Herbert S., et al. *Dual Careers: A Longitudinal Study of Labor Market Experience of Women*. Manpower Research Monograph No. 21. Washington, DC: U.S. Government Printing Office, 1970.

Shaw, Lois B. “Effects of Education and Occupational Training on the Wages of Mature Women.” Columbus, OH: Center for Human Resource Research, The Ohio State University, 1983.

4.27 Transfers

Many Americans have the responsibility of taking care of elderly parents or in-laws, while others are providing money to support their elderly parents. Additionally, many people help their children with education expenses, costs of weddings and new families, house purchases, child care, and so on. Recent surveys of the Mature and Young Women NLS cohorts have included questions about transfers of time and money to a respondent's parents and children.

Parents and Transfers

Prior to the 1997 survey, a limited amount of data was collected about parents or transfers. The 1967 survey started an occasional collection of information about the life status of the respondent's parents. In most surveys' "Income" sections, respondents are asked if they have received an inheritance and the inheritance's value. In 1982, 1984, and 1987–99, the survey asked respondents whether they regularly spent time caring for a relative or friend outside of their household and the number of hours spent at this task each week. The 1984, 1987, and 1989–99 surveys included questions about the respondent's care of household members, including her relationship to the person needing care. These questions on caring for ill and disabled persons are located in either the household chores series or the "Health" section of the questionnaire, depending on the survey year. Finally, in the "Current Labor Force Status" section of the questionnaires, respondents who are not working can state that they are caring for an ill family member. These sources, however, provided only a minimal picture of parents and transfers.

The "Parents and Transfers" section in the 1997 survey contained in-depth questions about parental health, marital status, income, housing, and transfers to and from the respondent. The section began with biographical and health information about the respondent's parents and in-laws, living and deceased. Information was then collected about the parents' residence, including whether the parent lived in a nursing home, and the distance the parent lived from the respondent. If one or more of the respondent's or her husband's parents lived in the same household as the respondent, the survey asked whether the parent(s) contributed to the running of the household. Respondents also provided information about the financial situation of their parents and in-laws by answering questions about parental income and the net worth of the parents' assets. Residence and financial information was gathered for the surviving parents of the respondent as well as for her husband's parents; stepparents were included when married to a biological parent.

User Notes: The 1997 transfers questions referred to the mother and father identified by the respondent as the people who played the most important role in raising her. The parents could be biological, step-, or adoptive parents. The same selection criteria applied to her husband's parents.

In addition to this basic background information, the 1997 survey collected extensive data about transfers of time and money to the respondent's living parents and parents-in-law. The respondent first reported transfers to her father and his current wife, whether that was the respondent's mother or another person. If the respondent's parents were not currently married, she next reported transfers to her mother and her current husband. This process was repeated for the respondent's husband's father and his wife and finally, if applicable, for the husband's mother and her husband. Transfers were not reported separately for a married couple; for example, money given to a father and his wife was reported as one amount.

In 1997, questions about time transfers asked about two types of assistance: help with personal care (defined in the survey as help with dressing, eating, cutting hair, or any other care involving the body) and help with household chores and errands (activities such as house cleaning, yard work, cooking, house repairs, car repairs, shopping, and trips to doctors). Respondents first reported whether they had spent any time in the past 12 months helping each parent or couple with personal care and stated how many hours over the past 12 months they had spent helping each parent. The same questions were repeated for time spent helping with household chores or running errands.

The 1997 Mature Women survey then collected information about financial transfers to each parent or couple in the previous 12 months. Regarding loans, the first type of financial assistance, respondents stated whether they had made any loans, the value of the loan, and whether they expected the amount to be repaid. Respondents then reported the total value of gifts given in the past 12 months, if the gifts had a total value of at least \$100. The last question about money transfers asked about the value of other financial support, such as paying bills or expenses without the expectation of being paid back.

Finally, the transfers section included questions about whether deceased parents had a will and the amount of the estate. If the estate was not divided evenly among the surviving children, the respondent was asked to explain the reason.

User Notes: In 1997, the Mature Women survey included a special set of questions asked only of respondents who had a daughter in the Young Women cohort. These respondents provided information about transfers of time and money received from each daughter and her spouse. This information can be compared to the Young Woman's 1997 report of transfers provided to her mother. This reciprocal collection allows researchers to evaluate differences in perceptions about transfers and the quality of these data, using information from both sides of the transfer.

Survey Instruments: The parental transfer information was collected in the “Parents and Transfers” section of the 1997 questionnaire.

Children and Transfers

To capture complementary information about intergenerational transfers in the opposite direction, the 1999 survey asked Mature Women about transfers involving the respondent’s children. Included in the data collection were biological, step-, and adopted children of both the respondent and her husband. This new section supplements the fertility data periodically collected since the 1960s.

The 1999 transfers section initially collected demographic data, including gender, age or date of birth, highest grade completed, and relationship to the respondent for all children not residing in the household (these data are in the household record for children residing in the household). Residence questions for children outside the household asked about the distance each child lived from the respondent, whether the child owned his or her home, and the home’s value.

The rest of the transfers questions referred only to children age 19 or older and to children ages 14 to 18 who were married or had a child. If any of the respondent’s children lived with her and met these universe requirements, a series of residence questions asked about the child’s financial and time contributions to the household. If the respondent lived in her child’s household, these questions asked her to report her financial and time contributions to the shared household. The respondent then answered questions about the assets and debts of each eligible child.

After collecting this preliminary information, the survey asked the respondent to report transfers of time and money to and from up to five children meeting the universe requirements described above. Included were separate questions regarding loans, gifts, and other financial assistance, as well as time transferred for child care, personal care, chores, and errands. These questions were very similar to the parental series described above, although additional categories of time transfers were included. If the respondent had more than five children, additional information was collected about the remaining children as a group. The selection of children for these questions is described in Figure 4.27.1.

Figure 4.27.1 Children Included in the Transfers Data Collection

	Total # of Children	# Inside the Household	# Outside the Household	Children Included in the Survey
Situation 1	5 or fewer	Any number	Any number	Each child asked about individually
Situation 2	6 or more	4 or fewer	Any number	Each child in HH asked about individually; children outside HH asked about as a group
Situation 3	6 or more	5 or more	4 or fewer	Children in HH asked about as a group; each child outside HH asked about individually
Situation 4	6 or more	All	None	All children asked about as a group
Situation 5	6 or more	None	All	All children asked about as a group
Situation 6	6 or more	5 or more	5 or more	All children in HH asked about as a group; all children outside HH asked about as a group

Respondents then provided information about their estates. If the respondent had a will, she first stated whether or not she would leave everything to her husband if she died before he did. She then stated whether any of her children would be the beneficiaries if her husband was not alive; if not, the respondent was asked to explain. If the estate would not be divided equally among the children, she was asked to give a reason.

User Notes: The 1999 Young Women survey included a special set of questions for respondents who had a mother in the Mature Women cohort. These Young Women described transfers of time and money to and from their mothers and reported the amount of their mothers’ assets and debts. Like the similar series of 1997 questions addressed to Mature Women with daughters in the Young Women cohort, this reciprocal collection of data provides researchers with an opportunity to assess the quality of the 1999 transfers data.

Survey Instruments: The child transfer information was collected in the “Intra-Family Transfers” section of the 1999 questionnaire.

Table 4.27.1 provides basic information about the number of respondents in the universe for each major topic in the 1997 and 1999 transfers sections. These totals do not imply that all respondents answered every question on a given topic; they are shown to give researchers a general idea of the amount of data available.

Table 4.27.1 Universe Information for the 1997 and 1999 Transfers Sections

1997 Parents and Transfers Item	# of Resp.	1999 Children and Transfers Item	# of Resp.
Total respondents interviewed	2608	Total respondents interviewed	2467
Number of respondents:		Number of respondents:	
With at least one living parent (R's or husband's)	475	With at least one living child	2138
Providing time transfers to any parent	266	Providing time transfers to any child	586
Providing financial transfers to any parent	201	Providing financial transfers to any child	1280
Providing any transfer to any parent	324	Providing any transfer to any child	1390
		Receiving time transfers from any child	795
		Receiving financial transfers from any child	1354
		Receiving any transfer from any child	1530
Answering questions on estate of father or mother	2147	Answering questions on own estate	1244

Note: The parental transfers information is based on R42031., R42032., R42044. R42045., R42066., R42067., R42079., R42080., R42138., R42141., R42144., R42147., R42149., R42167., R42170., R42173., R42176., R42178., R42196., R42199., R42202., R42205., R42207., R42224., R42227., R42230., R42233., R42235., R42091., and R42107. The child transfers information is based on a number of variables from the 1999 transfers section; researchers who need more information should contact NLS User Services.

4.28 Wages

This section overviews the rate of pay information collected for one or more jobs held by the respondent since the last interview (e.g., the current or last job, a second or dual job, or various intervening jobs). Data are also available for some survey years on reservation wages (i.e., the minimum wage required to accept a job by those not in the labor force) and on rates of pay associated with hypothetical job offers; these questions are described in the “Job Search” section of this guide. Related variables not discussed here include whether and under what conditions extra pay was received, how such overtime work was compensated, whether wages were set by a collective bargaining agreement, the hours or shift usually worked, and the respondent’s preference for working different hours for different pay.

Rate of Pay: All interviews except the 1968 mail survey collected earnings, periodicity, and usual hours worked per week data for those respondents whose current or past job was in the private or governmental sector. From this information, a set of variables was created for each survey year based on a common hourly time unit, ‘Hourly Rate of Pay at Current or Last Job *KEY*.’ Rate of pay data for dual and/or intervening jobs are available for each post-1971 personal survey. The longest-job-held-since-June 1972 series fielded in 1977 included a rate of pay for that job. Follow-up questions for those respondents providing any time unit other than “per hour” were included in post-1987 surveys that asked whether wages were compensated by the hour on that job and, if so, an hourly wage rate was collected. In addition, post-1987 surveys gathered information on the number of hours a respondent worked at home for her current/last employer. This “at home” series was expanded beginning in 1992 to include (1) confirmation that the hours worked at home had been included in the already-reported usual number of hours worked per week, (2) the number of hours worked at home for not only the current/last job but also for a dual job (and intervening jobs in 1995–99), and (3) the number of hours worked at home by those who owned their own business or who were working without pay during the survey week. Total pay along with an applicable time period for those respondents employed within the teaching profession is specified beginning with the 1992 survey. A special hourly pay rate variable (R03064.) created for 1974 provides values for those who reported earnings in that year from a current/last job and for an additional 556 respondents reporting hourly wage information at an earlier interview.

Survey Instruments & Documentation: Rate of pay information was collected in the “Current Labor Force Status,” “Current Labor Force Status and Work History,” “Work Experience and Attitudes,” “Employment,” “Work Attitudes,” “Retrospective Work History,” or “Respondent’s Employer Supplement” sections of the questionnaires. Derivations for most created hourly rate of pay variables are presented in the codebook; Appendix 19 in the *Codebook Supplement* includes additional derivations.

User Notes: Derivations for select hourly rate of pay variables contain statements that set values above and below designated extreme values to “NA.” This truncation is not consistently applied across survey years. Derivations for certain created rate of pay variables do not appear within the public codebook or *Codebook Supplement*; users needing this information should contact NLS User Services. “At home” work hours are incorporated within the creation procedures for the hourly rate of pay *KEY* variables beginning with post-1991 releases.

References

- Bureau of Labor Statistics. *Work & Family: Changes in Wages and Benefits Among Young Adults*. Report No. 849. Washington, DC: U.S. Department of Labor, July 1993.
- Olsen, Randall J. “Labor Market Behavior of Women 30–44 in 1967 and Women 14–24 in 1968: The National Longitudinal Surveys.” Columbus, OH: Center for Human Resource Research, The Ohio State University, 1987.

4.29 Work Experience

Although the NLS has collected information on labor force behavior since its inception, only partial work histories can be constructed for respondents for certain survey years. The degree of completeness of the work history data varies by survey year.

For those wishing to measure labor force attachment over time, three approaches are available. One can examine (1) the amount of time in weeks that a respondent spent working, unemployed (looking for work), or out of the labor force; (2) the start and stop dates of each job a respondent has held (i.e., a continuous job history); or (3) the start and stop dates associated with each employer for whom a respondent worked (i.e., a continuous employer history).

In general, summary weeks data (i.e., information on the number of weeks working, weeks unemployed, and weeks out of the labor force) were collected during each interview for either the previous 12 months or the previous calendar year. The term “summary weeks data” refers to the respondent’s answers (in weeks) to the following types of questions: “During the past 12 months, in how many different weeks did you do any work at all?” Respondents who worked 52 weeks were asked: “Did you lose any full weeks of work during the past 12 months because you were on layoff from a job or lost a job?” Respondents who worked less than 52 weeks were asked: “In any of the remaining weeks, were you looking for work or on layoff from a job?” Those responding “yes” were asked: “How many weeks?” Respondents who did not work during the past 12 months were asked if they had spent any time looking for work or on layoff and if they had, how many weeks. While placement and wording of the individual questions have varied, this core set of summary questions is always present in each interview.

Unfortunately, such data collection consistency did not occur in obtaining information to track all job and/or all employer changes. The gaps in information collected on weeks worked (see discussion below) are minor compared to the gaps in information on jobs held and employment spells. Due to the fact that personal and telephone interviews used different time reference periods, it is only possible to construct a complete job and/or employer record for the later years of the survey.

There are three different ways to construct a summary measure for number of weeks worked, seeking work, or out of the labor force. Users can examine the start and stop dates associated with each job, especially in the personal interview years, when the questionnaire included a detailed work history in a column format. (The titles for these variables can be found on the CD-ROM by searching for the words “Most Recent Job.”) When the information about start and stop dates is combined, a fairly complete picture of total number of weeks in the labor force can be pieced together. This is the usual procedure that has been used at CHRR to create the *KEY* weeks variables. Users attempting to create number of weeks worked themselves instead of using the created *KEY* variables need to pay close attention to

the skip patterns followed in the early survey years. Many check items send respondents to different parts of the questionnaire to respond to questions worded specifically for their particular situations. When constructing number of weeks worked, users should pay particular attention to the dates in the detailed work history section. During the early survey years, the Census Bureau truncated the date the respondent started the job to the preceding interview date if it started before then, so the actual starting date may not be available; in the later years, when an interviewer inadvertently went back before the date of the last interview and gathered information before that date, this information was sometimes left on the data file instead of being blanked out and eliminated.

Two alternatives to this time-consuming procedure of piecing the record together from start and stop dates include (1) use of information from the summary weeks questions present in the questionnaire for all years through 1992 or (2) a combination of data from (a) the *KEY* summary weeks variables for those years in which they were constructed and (b) information from the summary weeks questions for those years in which no *KEY* variable is available. The *KEY* variables (e.g., those variables with titles of ‘# of Weeks Worked [reference period] *KEY*,’ ‘# of Weeks Unemployed [reference period] *KEY*,’ and ‘# of Weeks OLF [reference period] *KEY*’) were created for those survey years in which respondents were personally interviewed. Care should be taken to check that the number of cases on the summary weeks variables is reasonably close to the number of respondents interviewed (since all respondents should have a value on these variables). If this is not the case, the user needs to make sure that the desired information is not present in another part of the questionnaire or to adjust for the fact that in some years respondents who had not worked since the last interview are assigned to “NA” or missing instead of being assigned a “zero” for zero weeks of work, as one would expect.

Gaps in the reference periods for the summary week variables occur in the early 1970s when the project phased in an alternating personal and telephone interview pattern. The regularly fielded personal interviews conducted during the early survey years gave way to a 2-2-1 interview pattern (i.e., two telephone interviews occurring two years apart followed by a personal interview at the end of the five-year period). The intent of the telephone interview was to obtain a brief update of information on each respondent and to maintain sufficient contact such that the lengthier personal interview could be completed. Due to the fact that the reference period for the summary weeks questions within a telephone interview was the previous 12 months and that no interview was conducted the year before each telephone survey, gaps in the summary weeks record occurred.

The discussion below reviews the types of summary weeks information that are available from the questionnaire. Included is information on changes in the reference periods for which these data were collected. The weeks worked accounting is not completely accurate due to the slight over- or under-

counting of weeks that occurs when a respondent is not interviewed exactly one year from the date of the last interview. If the respondent accurately answers the question on how many weeks in the last 12 months she worked and it has been 13 months since the last interview, the summary weeks variables would miss four weeks of employment status information. Census was asked in the early years to interview each respondent as close as possible to the date of the previous interview; the actual dates of interview can and should be checked.

The 1967 survey collected information from respondents not currently working on the specific year that they last worked. Responses were coded into the following categories: “never worked at all,” “never worked two or more weeks,” the (specific) year worked if before 1962, the (specific) month and year if employment occurred between 1962 and 1965, or a residual category indicating that the last time worked was January 1966 or later. All respondents were asked the summary weeks questions on number of weeks worked, weeks unemployed, and weeks out of the labor force for the previous calendar year (i.e., 1966).

Respondents were filtered through a detailed section on work experience before 1966, with different questions depending on marital status and fertility. Respondents who had been married or were currently married and had children were asked for information on the longest job held between the time they stopped attending school and their (first) marriage, the longest job held between the time they married and had their first child, and the longest job held since the birth of their first child. Respondents who were married and who had no children were asked for information on the longest job held between the time they stopped attending school and their (first) marriage, and the longest job held since their (first) marriage. Those who had never married and who had no children were asked for information on the first job in which they worked six months since attending school full-time and the longest job ever held since they stopped attending school full-time. The never-married group with children was asked for information on the longest job held between the time they stopped attending school and the birth of their first child, and the longest job held since that child’s birth. Each of these groups was also asked a global question on how many years since these benchmark events they had worked at least six months. A series of created variables (R00744.05–R00744.50) presents this information.

The 1968 survey was a mail interview in which all respondents were asked for information on the job they held last week; the summary weeks questions covered the past 12 months. In the 1969 interview, those respondents who were currently working or who had held a job since June 1, 1968, were asked about that job; summary weeks questions again refer to the last 12 months.

In 1971, the current or last job, the detailed work history section, and the summary weeks questions each used the date of the previous interview as the reference period. In the 1972 survey, the 1971

pattern was repeated. Except for respondents who were not interviewed in all years, fairly accurate total number of weeks worked, unemployed, or out of the labor force variables can be constructed for 1966–72.

The gaps in the summary weeks information began with the 1974 telephone interview. Data on the current or last job were collected back to the date of the previous interview; however, the summary weeks questions only asked about the previous 12-month period. The 1976 telephone interview followed the 1974 pattern.

The 1977 personal interview collected information for those respondents who had worked since the date of the 1976 interview (or April 4, 1976, if the respondent was not interviewed in 1976) on the current or last job and detailed work history. The summary weeks questions were asked of all respondents for the period “since 1976.” Respondents were also asked for information on the longest job held since June 1972.

The 1979 telephone interview referred to the date of the 1977 interview (or April 15, 1977, if the respondent was not interviewed in 1977) for the current or last job and to the previous 12 months for the summary weeks questions. A new type of question (item 12d) obtained information on the number of weeks worked for the 12-month period previous to the last 12 months. Answer categories are numbered “1” through “4” with “1” meaning that the respondent worked most of the year (46–52 weeks), “2” meaning that she had worked more than half a year (26–45 weeks), “3” meaning that she had worked less than half a year (1–25 weeks), and “4” meaning she had not worked at all. By using the midpoint and assigning zero weeks to those respondents who did not work at all, users can approximate the number of weeks worked, although one cannot distinguish between those unemployed and those out of the labor force. The 1981 telephone interview repeated the 1979 pattern.

The 1982 personal interview repeated the 1977 pattern. Respondents were asked for information about both their current or last job and all other jobs held since the date of the 1981 interview (or since April 5, 1981, if the respondent was not interviewed in 1981). The reference period for the summary weeks questions was the last 12 months. For those respondents who had not worked since the last interview, information on weeks unemployed and weeks out of the labor force was collected using item 6. When using the items from the questionnaire to construct weeks worked, users should note that item 21 is bounded differently than usual. Because researchers were running into inconsistencies trying to create summary measures over time, a set of questions dealing with the number of years worked since the respondent was 18 years old was added to this questionnaire. Items 41a through 41c gather information on the number of years since she was 18 that a respondent held a job at all, in how many of those years

she worked six months or more, and, of those years, how many she usually worked at least 35 hours per week.

The 1984 telephone interview referred to the date of the 1982 interview (or August 1, 1982, if the respondent was not interviewed in 1982) for the current or last job. Two sets of summary weeks questions referred to the last 12 months and the 12-month period previous to that. Unlike the 1979 and 1981 questions, the answer categories were actual weeks; by using item 12e, one can separate out weeks unemployed from weeks out of the labor force. Items 5c and 5d provide similar information on respondents who had not worked at all since the date of their last interview. Variables need to be created to combine this information for all interviewed respondents.

The 1986 telephone interview referred back to the date of the 1984 interview (or May 5, 1984, if the respondent was not interviewed in 1984) for the current or last job. Two sets of summary weeks questions referred to the last 12 months and the 12-month period previous to that. For those who have not worked at all since 1984, the weeks unemployed and weeks out of the labor force information is collected using items 5b through 5d. Variables need to be created to combine this information for all interviewed respondents.

The 1987 personal interview repeated the 1982 pattern. Respondents were asked about their current or last job and about all employers (not jobs) for whom they had worked since the date of the 1986 interview (or since August 5, 1986, if the respondent was not interviewed in 1986). The focus of the detailed work history section was deliberately changed, and the lead-in question was revised to ask about employers (not jobs) for whom the respondent had worked three or more consecutive months. This year was one of two years (1987 and 1989) that information was collected on all employers for whom the respondent had worked for three or more consecutive months; in all other years respondents are asked about all jobs, regardless of tenure. Summary information was collected for the last 12-month period in items 26a through 26c. For those respondents who had not worked since the previous interview, information on weeks unemployed and out of the labor force can also be found in items 26a through 26c.

The 1989 survey was also a personal interview due to a BLS decision to eliminate the 2-2-1 pattern and field a personal interview every other year. Respondents were asked for information on both their current or last job and on all employers (not jobs) for whom the respondent had worked for three or more consecutive months since the date of the 1987 interview (or since August 15, 1987, if the respondent was not interviewed in 1987). Summary weeks information was collected for the period since the 1987 interview.

The 1992 personal interview included questions on the respondent's current or last job and on all employers for whom the respondent had worked since the date of the 1989 interview (or since the date of last interview, for those not interviewed in 1989). The detailed work history questions were asked about all employers for whom the person had worked since the last interview. Because this change in the reference date back to the previous interview coincided with changes in rules about dropping respondents after two years of noninterview, Census interviewed some respondents whose last interview occurred in the mid-1980s. Certain respondents will consequently have work histories that go back past 1989. The summary weeks questions cover the three-year gap in one-year increments.

The 1995–99 personal interviews asked respondents about the start and stop dates of their current/last job and any intervening jobs. These start and stop dates were used—in conjunction with their reason for not working—to create summary weeks variables.

Survey Instruments: The work experience data are collected in the “Work History,” “Employment,” “Work Experience,” “On Jobs,” or “Employer Supplement” sections of the questionnaire in various survey years.

Created Work History Variables

The 1999 data release includes a new set of week-by-week employment status variables for the CAPI interview years. Beginning with the first week of 1994 and continuing through the respondent's most recent interview date, a variable for each week indicates whether the respondent was working (coded “1”) or not working (coded “0”) that week. A summary variable for each year totals the number of weeks that the respondent worked. These variables can be located on the CD-ROM by searching for their question names as follows:

NCV-WORK-xx-01 to NCV-WORK-xx-52 (working/not working each week of year 19xx)
NCV-WORKxx (total weeks working in year 19xx)

Missing data are treated in the following manner: If the job start or end year is provided, an unknown or missing day is set to 15, and an unknown or missing month is set to 1 (January). Missing years are not imputed. If days provided are inconsistent for a given month (e.g., April 31), the day is reset to the closest consistent day (April 30). More information is available in Appendix 41 in the *Mature Women Codebook Supplement*.

Descriptive Tables

The tables below present information on sample sizes by race and interview year for weeks worked and number of employers. For the purposes of these tables, the racial category “non-blacks” includes both whites and all other non-black races. Labels in the year columns refer to the survey year in which these

data were collected, not to the reference period of the variable. “AVG WKS” means average number of weeks; “NO WORK” means the respondent reported no weeks of work; and “MISSING” means the respondent is a noninterview or an invalid skip for that particular survey year.

Table 4.29.1 reports the average number of weeks worked for individuals interviewed at each survey point. In Table 4.29.2, this information is broken down by the number of survey years the respondent reported a positive number of weeks worked. Table 4.29.3 gives the average number of weeks worked for each survey. Finally, Table 4.29.4 provides the average number of employers the respondents reported for each survey period.

A number of decisions were made during the construction of these tables. The tables are not weighted and should not be used to make inferences about populations. The universe for the first two tables is all respondents who were interviewed in all years. Years in which the *KEY* or summary week variables were found to have an upper range greater than 52 were truncated to 52. In those years that a *KEY* variable covers a two-year period, the total number of weeks was divided by two.

The weeks tables do not take into account whether or not the respondent was really in the labor force; if a respondent was interviewed and did not report any weeks worked, she was assigned a “zero” even if, for example, she was permanently handicapped and would not have been in the labor force under normal conditions. The number of respondents in the “NO WORK” categories in the third and fourth tables are similar although not identical. There was no attempt to eliminate respondents who did not have information available for both weeks and employers.

The last table presents information on the number of employers reported each survey year; however, the reference period varies across survey years (i.e., “survey year” could refer to the last twelve months, or to a period since the last interview that was one, two, three, or more years ago). Examining information on the total number of employers across time is difficult and time-consuming. Although it is possible to find information for most detailed work history years on the same and different employers within the survey period, the main linkage across years is the one for the current employer in the “CPS” section. In other words, it is not possible in the early survey years to know that the intervening employer in the second column of the detailed work history section is the same employer as that entered two years later in the third column of the work history without making a number of assumptions based on matching the job and/or employer characteristics. In later survey years, it is possible to link an employer across the years. However, use of this extra information was beyond the scope of these tabular presentations.

Table 4.29.1 Average Number of Weeks Worked in All Survey Years by Race (Unweighted): 1967–99

Race	Number of Cases	Average Weeks ¹
Non-black	1435	25.1
Black	455	26.3
Total	1890	25.4

Universe: Individuals who have been interviewed in all survey years (1967–99).

Note: This table is based on R00023. (race), R00171., R00865., R00950., R01992., R02832., R02920., R03123., R04522., R04650., R04965., R06635., R06744., R07333., R08851., R10065., R13016., R25502., R36368., and R44385.

¹ Zeros are included in calculating averages.

Table 4.29.2 Average Number of Weeks Worked by the Number of Years Reported Working and Race (Unweighted): 1967–99

# Years Reported Work	Non-black		Black		Total	
	# of Cases	Average Weeks ¹	# of Cases	Average Weeks ¹	# of Cases	Average Weeks ¹
0	124	–	18	–	142	–
1–5	201	28.7	73	27.7	274	28.4
6–10	271	39.3	80	36.2	351	38.6
11–15	421	43.6	129	42.4	550	43.3
16–18	418	45.8	155	46.4	573	46.0

Universe: Individuals who have been interviewed in all survey years (1967–99).

Note: This table is based on the same variables as Table 4.29.1.

¹ Zeros are not included in calculating averages.

Table 4.29.3 Number of Weeks Worked by Survey Year and Race (Unweighted): 1967–99

Year	# of Respondents Working			Ave. # of Weeks Worked			# of Resp. Not Working			# of Respondents Missing		
	Total	Non-black	Black	Total	Non-black	Black	Total	Non-black	Black	Total	Non-black	Black
1967	2999	2001	998	39.9	39.7	40.2	2084	1692	392	–	–	–
1968	2766	1893	873	39.2	40.0	37.5	2144	1683	461	173	117	56
1969	2905	1968	937	41.4	41.7	40.8	1807	1450	357	371	275	96
1971	2956	2086	870	40.3	39.5	42.0	1619	1244	375	508	363	145
1972	2754	1956	798	42.5	42.5	42.5	1717	1308	409	612	429	183
1974	2784	1995	789	43.3	43.1	43.9	1538	1162	376	761	536	225
1976	2631	1907	724	43.7	43.9	43.1	1541	1142	399	911	644	267
1977	2417	1762	655	45.1	45.0	45.3	1547	1130	417	1119	801	318
1979	2413	1780	633	44.8	44.8	44.8	1399	1001	398	1271	912	359
1981	2137	1587	550	46.6	46.5	47.0	1540	1098	442	1406	1008	398
1982	2124	1572	552	47.8	47.6	48.6	1418	1011	407	1541	1110	431
1984	2010	1507	503	45.4	45.3	45.5	1412	1003	409	1661	1183	478
1986	1874	1410	464	46.1	46.0	46.4	1461	1043	418	1748	1240	508
1987	1769	1321	448	43.8	43.7	44.2	1472	1062	410	1842	1310	532
1989	1654	1245	409	40.9	40.5	41.8	1440	1032	408	1989	1416	573
1992	1388	1042	346	40.4	40.4	40.5	1565	1128	437	2130	1523	607
1995	1084	831	253	38.4	39.0	36.4	1627	1181	446	2372	1681	691
1997	818	636	182	43.8	44.7	40.5	1790	1303	487	2475	1754	721
1999	669	521	148	46.2	46.7	44.5	1798	1327	471	2616	1845	771

Note: This table is based on the same variables as Table 4.29.1.

Table 4.29.4 Average Number of Employers per Survey Period by Race (Unweighted): 1967–99

Year	# of Respondents Working			Average # of Employers ¹			# of Resp. Not Working			# of Respondents Missing		
	Total	Non-black	Black	Total	Non-black	Black	Total	Non-black	Black	Total	Non-black	Black
1967	2841	1881	960	1.3	1.2	1.4	2242	1812	430	–	–	–
1968	2752	1861	891	1.2	1.2	1.2	2158	1715	443	173	117	56
1969	2945	1992	953	1.1	1.1	1.1	1767	1426	341	371	275	96
1971	3041	2133	908	1.3	1.3	1.3	1534	1197	337	508	363	145
1972	2812	1989	823	1.2	1.2	1.2	1659	1275	384	612	429	183
1977	2524	1828	696	1.2	1.2	1.2	1440	1064	376	1119	801	318
1982	2211	1639	572	1.2	1.2	1.2	1331	944	387	1541	1110	431
1987	1808	1344	464	1.3	1.3	1.2	1433	1039	394	1842	1310	532
1989	1712	1286	426	1.1	1.1	1.1	1382	991	391	1989	1416	573
1992	1533	1146	387	1.3	1.3	1.2	1420	1024	396	2130	1523	607
1995	1145	873	272	1.3	1.3	1.2	1566	1139	427	2372	1681	691
1997	861	666	195	1.2	1.2	1.2	1747	1273	474	2475	1754	721
1999	671	523	148	1.2	1.2	1.1	1796	1325	471	2616	1845	771

¹ Averages in 1967 reflect responses to R00188.; 1968 averages reflect the sum of responses to R00835. and R00847.; and 1969 averages reflect the sum of responses to R00910., R00923., R00927., and R00938. The other years listed reflect the sum of responses to class of worker on current/last job, class of worker on current/last dual job, and the class of worker on all intervening jobs.