

Gender Differences in Employed Job Search

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Early labor force participation patterns can have a significant effect on lifetime earnings. Parsons (1991) demonstrates that young people tend to have high rates of mobility and that rapid wage growth is generally observed early in the life cycle. Empirical evidence shows that, in the early years of labor force participation, men experience higher wage growth than women (Loprest 1992). Given that there is some wage growth differential between men and women, one might hypothesize that there are significant gender differences in the patterns of job search and job mobility. By replicating and extending a study conducted by Donald Parsons in 1991, we examine the legitimacy of this hypothesis.

I. Literature Review

Job mobility most often results in increased wage growth if preceded by a purposeful job search (Parsons 1991). Based on Burdett's (1978) theoretical job search model, Parsons uses data from the National Longitudinal Survey of Youth to measure the probability of an employed job search. With regard to gender and employed job search issues, Parsons discovers that young women who are married with spouses present search on the job significantly less than young men who are married with spouses present. Similarly, Light and Ureta (1990) found that men are consistently more committed to the labor force than women in their early years of labor force participation. During these years, women's employment is more likely than men's employment to be interrupted for marriage, childbirth, and other family related quits. Light and Ureta (1995) find that men are more likely than women to participate in employed job search because of their stronger commitment to the labor force.

Increased opportunity costs of employed job search for women have a negative effect on the returns to their search, which consequently reduces the likelihood of employed job search. Keith and McWilliams (1999) cite evidence of the increased opportunity costs of searching for women, but show no evidence that there are differences in the direct search costs for men and women. Additionally, Blau and Kahn (1981) cite that traditional sex roles, marital status and dependents may affect male and female search behavior differently. In particular, these factors increase the value of non-wage time spent in household activities for women, thereby increasing their opportunity cost of searching. Although these costs have fallen over time, the higher opportunity costs for women will reduce both their search intensity and their returns to search. These diminished returns will reduce the likelihood of employed job search for women.

Not only have researchers examined the significant gender differences in job search patterns, they have also examined the gender differences present in job mobility. Keith and McWilliams (1995) find that the two types of job mobility (voluntary and involuntary) have different effects on wage growth. Due to its association with employed job search, voluntary mobility positively affects wage growth. Conversely, involuntary mobility, not typically associated with employed job search, negatively affects wage growth. The most significant gender differences occur with voluntary mobility, which can be separated into two distinct categories: economic quits and family related quits. Keith and McWilliams (1995) find that women are more likely to experience a family related quit than an economic quit; in fact, they cite that women are seven times more likely than men to quit for family related reasons. Furthermore, Loprest (1992) finds that, following a family related quit, women are likely to exit the labor force entirely or to seek part-time work; thus, family related quits are not positively associated with wage growth. In addition, economic quits are more likely than family related quits to be associated with employed job search and thus, more likely to have a positive effect on subsequent wages (Keith and McWilliams 1995).

II. Parsons' Model

In his 1991 paper, Donald Parsons introduces an empirical model for employed job search. Parsons differentiates three possible states for individuals: (1) unemployed and searching, (2) employed and searching, and (3) employed and not searching. Parsons uses these states to create a dichotomous search variable that is equal to one if the individual searched and zero otherwise. The dichotomous search variable becomes the dependent variable in the model that Parsons estimates, using probit analysis. He estimates separate models of employed job search activity for males and females, and he specifies a vector of wages, a vector of employment characteristics, a vector of labor market conditions, and a vector of demographic characteristics.

Parsons uses as an independent variable the current wage reported by the individual, and he imputes an alternate wage. Based on the reported wages and characteristics of people in the sample, this imputed alternate wage is an attempt to measure the wage the individual could be making at another job. Additionally, Parsons includes a measure of the respondent's perception of the probability of promotion. We would expect the current wage and the probability of promotion to negatively affect the probability of search. Conversely, we would expect the alternate wage to positively affect the probability of search.

The vector of employment characteristics includes both tenure and experience. Tenure is defined as the amount of time (measured in weeks) that the respondent has been at his current job. We expect tenure to negatively affect the probability of search. Experience is actually a created variable, and it is computed as $\text{age} - \text{school} - 6$, which is how it has often been created in recent literature. It is measured in years and is used as a measure of the respondent's potential experience. In this section, Parsons also includes a measure of the hours worked per week. The dummy variable *Part-Time* is equal to one if the respondent worked fewer than 35 hours per week. Given this definition, if the variable is significant, we would expect the part-time dummy to be positively related to the probability of search.

Parsons uses a vector of labor market conditions to proxy the job offer rate. He uses a dummy variable (*Job Opportunities*) that is equal to one if the respondent states that finding another job would be extremely or somewhat difficult. He includes a dummy equal to one if the respondent lives in the south, and a third dummy equal to one if the respondent resides in a Standard Metropolitan Statistical Area (SMSA). We would expect both *Job Opportunities* and *SMSA* to be positively related to the probability of search. The south dummy variable is specified to detect the regional differences in search behavior.

Finally, the vector of demographic characteristics includes the individual's age. It includes a dummy equal to one if the respondent is limited in his type or amount of work because of health. Race is specified with a dummy equal to one if the individual is black. In later years, we added a second race dummy equal to one if the individual is Hispanic. Parsons also specifies a marital status dummy variable, equal to one if the individual is married with a spouse present. The race dummy is specified to detect racial differences in search behavior. We would expect age, health, and marital status to negatively affect the probability of search. Parsons also includes a measure of the number of dependents present in the household, but it is excluded from the model we estimated. We were unable to determine the variable he used to measure the number of dependents.

III. Data

The data used in this paper is from the National Longitudinal Survey of Youth. This survey was first conducted in 1979 and the original survey consisted of 12,686 respondents. Each of these respondents was contacted annually between 1979 and 1994, and then biannually after 1994, and asked questions similar to those asked in 1979. Parsons (1991) uses data collected in 1980 and 1981 from the National Longitudinal Survey of Youth to examine the search patterns of employed youth. Parsons restricts the sample to employed out-of-school youth in 1980 that were out-of-school and in the labor force in 1981. The final sample, consisting of 1044 males and 1039 females, is used to examine the probability of employed job search. In order to measure this probability, Parsons uses a series of survey questions to determine search behavior. The employed respondent must first state whether he has searched for other work in the past four weeks. If the respondent replies no, then he must state whether he intends to search for work of any type in the next twelve months. By

answering these questions, the respondent indicates whether he has participated in or intends to participate in employed job search.

In order to replicate, as well as extend, Parsons' research, the original restrictions placed upon the sample were utilized. The respondents were asked what activity they had most frequently participated in the previous week. If the respondents chose "working" or "with a job, not at work" in 1980, they were included in the sample of employed respondents. Furthermore, to insure that these respondents were committed to the labor force, the respondents were included if they chose "working," "with a job, not at work," or "looking for work," in the 1981 survey. Once the sample was reduced to respondents who were employed in 1980 and committed to the labor force in 1981, restrictions based on school enrollment were made. Respondents were included only if they were out of school in both 1980 and 1981.

A. 1980 Sample

In the replication of Parsons' descriptive statistics relating job search to race for men and women, self-employed respondents were excluded, with the theoretical justification that their search patterns differ from other employed respondents. Furthermore, Parsons chose to categorize respondent's race by white, black, and other; however, this research employs the more commonly used categories of Hispanic, black, and non-Hispanic, non-black.

Although the original sample was not reproduced precisely, similar trends are evident in the results, as shown in Table 1. Men are more likely than women to have searched in the past four weeks and to indicate that they plan to search in the next twelve months. In Parsons' results, 46% of the males reported some search activity, while only 41.9% of the females reported some search activity. This study finds similar patterns: 46.9% of males and 41.5% of females reported some search activity. Furthermore, for both men and women, blacks tend to search more than both Hispanics and non-Hispanics, non-blacks.

Table 1: Search Behavior Among Employed Youth by Race, 1980

		Males			
		Hispanic	Black	Non-Hispanic, Non-Black	Total
Nonsearchers	Count	117	114	416	647
	% Within Race	56.0%	42.5%	56.1%	53.1%
Searched in the last 4 weeks	Count	36	64	137	237
	% Within Race	17.2%	23.9%	18.5%	19.5%
Plan to search in the next 12 mos.	Count	56	90	188	334
	% Within Race	26.8%	33.6%	25.4%	27.4%
Total	Count	209	268	741	1218
	% Within Race	100%	100%	100%	100%

		Females			
		Hispanic	Black	Non-Hispanic, Non-Black	Total
Nonsearchers	Count	97	85	381	563
	% Within Race	68.8%	46.7%	59.6%	58.5%
Searched in the last 4 weeks	Count	16	39	105	160
	% Within Race	11.3%	21.4%	16.4%	16.6%
Plan to search in the next 12 mos.	Count	28	58	153	239
	% Within Race	19.9%	31.9%	23.9%	24.8%
Total	Count	141	182	639	962
	% Within Race	100%	100%	100%	100%

B. 1984 and 1996 Samples

Using the restrictions established in 1980, similar descriptive statistics were produced for the 1984 and 1996 samples in order to examine the longitudinal trends present in search behavior; these results appear in Tables 2 and 3, respectively. The years 1984 and 1996 were chosen based on the availability of variables similar to Parsons' original variables. In 1984, men continued to search more than women, and for both years, blacks searched more than the other two race categories. In addition to these patterns, the percentage of non-searchers continually increased, indicating that age has a negative impact on likelihood of search.

Table 2: Search Behavior Among Employed Youth by Race, 1984

		Males			
		Hispanic	Black	Non-Hispanic, Non-Black	Total
Nonsearchers	Count	264	264	908	1436
	% Within Race	57%	44.3%	60.2%	55.9%
Searched in the last 4 weeks	Count	100	167	318	585
	% Within Race	21.6%	28.0%	21.1%	22.8%
Plan to search in the next 12 mos.	Count	99	165	283	547
	% Within Race	21.4%	27.7%	18.8%	21.3%
Total	Count	463	596	1509	2568
	% Within Race	100%	100%	100%	100%

		Females			
		Hispanic	Black	Non-Hispanic, Non-Black	Total
Nonsearchers	Count	198	241	894	1333
	% Within Race	66.4%	53.7%	64.1%	62.3%
Searched in the last 4 weeks	Count	36	81	232	349
	% Within Race	12.1%	18.0%	16.6%	16.3%
Plan to search in the next 12 mos.	Count	64	127	268	459
	% Within Race	21.5%	28.3%	19.2%	21.4%
Total	Count	298	449	1394	2141
	% Within Race	100%	100%	100%	100%

Table 3: Search Behavior Among Employed Youth by Race, 1996

		Males			
		Hispanic	Black	Non-Hispanic, Non-Black	Total
Nonsearchers	Count	404	532	1225	2161
	% Within Race	77.8%	73.3%	83.8%	79.8%
Searched in the last 4 weeks	Count	61	112	125	298
	% Within Race	11.8%	15.45	8.5%	11.0%
Plan to search in the next 12 mos.	Count	54	82	112	248
	% Within Race	10.4%	11.3%	7.7%	9.2%
Total	Count	519	726	1462	2707
	% Within Race	100%	100%	100%	100%

		Females			
		Hispanic	Black	Non-Hispanic, Non-Black	Total
Nonsearchers	Count	313	486	943	1742
	% Within Race	81.3%	70.5%	82.1%	78.4%
Searched in the last 4 weeks	Count	42	107	116	265
	% Within Race	10.9%	15.5%	10.1%	11.9%
Plan to search in the next 12 mos.	Count	30	96	89	215
	% Within Race	7.8%	13.9%	7.8%	9.7%
Total	Count	385	689	1148	2222
	% Within Race	100%	100%	100%	100%

IV. Estimation of the Probability of Search

A. 1980 Regression Results

Once the samples are established, Parsons uses probit analysis to estimate a model of employed job search. With the exception of the variable that Parsons uses to measure the number of dependents in the household, the same variables were included in our replication of Parsons' original model. The estimation

results are reported in Table 4. Based on comparisons of signs and significance, the coefficients of our replication for the male sample matched Parsons' original coefficients. However, the coefficients in our female equation differed greatly from Parsons' original coefficients. For example, the *Promote-Low* variable was found to be significant at the one percent level; it was not found to be significant in Parsons' original model. Additionally, *Tenure*, *Experience*, and *SMSA* proved to be significant in our analysis, but insignificant in Parsons' work. Furthermore, Parsons found the alternative wage variable¹ to be significant at the five percent level, yet in our estimation it was insignificant. These discrepancies in significance could be explained by measurement error or differences in sample size, or they could be attributed to the age of the people in the 1980 sample.

For both the male and female samples, current wage, tenure, and the probability of promotion were significant and inversely related to the probability of job search. Also, for males and females, the variables for part-time and race were both significant and positively related to the probability of job search. The alternate wage, age, and health, were all insignificant in both samples. For females the experience and the marital status variables were significant and inversely related to the probability of job search; however, they were insignificant for males. Living in an SMSA proved insignificant for the males, but significant for females and positively related to the probability of search. The job opportunity and region variables are both significant for males, but insignificant for females. For males, a strong labor market increases the probability of search, but living in the South makes men less likely to search than men in other regions.

Some important gender implications can be derived from these results. For example, it is important to note that the race and part-time dummy variables have the same effect on the probability of search for both genders. However, there are also significant gender differences. Most importantly, marital status was significant for women, but insignificant for men. This result implies that married women are less likely to participate in employed job search than married men.

¹ The wage equation used to estimate this model can be found in Appendix B.

Table 4: Probit Estimates of the Determinants of Job Search Activity, 1980

Probability of Employed Job Search		
	Females	Males
CONSTANT	-1.758138** (.7934443)	.320483 (.749446)
WAGES		
Log Wage	-.401597** (.164741)	-.576361*** (.121700)
Promote-High	-1.249451*** (.145424)	-.924040*** (.156970)
Promote-Medium	-.398022*** (.143830)	-.530243*** (.154669)
Promote-Low	-.866128*** (.135213)	-.428861*** (.165074)
Log Alt. Wage	.843871 (1.085152)	.683193 (1.169504)
EMPLOYMENT CHARACTERISTICS		
Tenure	-.002719** (.001235)	-.003013*** (.000958)
Experience	-.086129** (.041408)	-.024382 (.030184)
Part-Time	.229797* (.135850)	.741709*** (.194917)
LABOR MARKET CONDITONS (Job Offer Rate)		
Job Opportunities	-.07148 (.104693)	.243269*** (.058960)
South	-.144985 (.109670)	-.299908*** (.100624)
SMSA	.316138** (.131717)	.058697 (.125875)
DEMOGRAPHIC CHARACTERISTICS		
Age	.087997 (.064439)	-.013200 (.70528)
Health	.127872 (.222682)	.186368 (.229846)
Black	.390067*** (.128042)	.400735*** (.125461)
Married Spouse Present	-.242860** (.111126)	.029123 (.109298)
Log Likelihood	-507.4826	-650.9081

Notes: Standard errors are reported in parentheses. Sample sizes were 1218 males and 962 females, and the age range was 17 to 23.

*** 1-percent significance, ** 5-percent significance, * 10-percent significance

B. 1984 Regression Results

Using Parsons' original model, probit analysis is used to estimate the probability of employed job search for both the 1984 and 1996 samples. For both the female and male equations in 1984, the current wage and tenure variables were both significant and inversely related to the probability of search (see Table 5). The variables used to measure part-time employment and black were significant and positively related to the probability of search for both males and females. The alternate wage² continues to be insignificant for both males and females. *Unemployment*, *Health*, and *Hispanic* were also insignificant for both samples. *Experience*, *South*, *Job Satisfaction*, and *Marital Status* were all significant and inversely related to the probability of search in the female sample, but insignificant for the male sample. *SMSA* and *Age* were significant and positively related for the female sample but insignificant for the males.

The findings in the 1984 sample did not differ greatly from the findings in the 1980 sample. Higher wages and longer job tenure continue to decrease the probability of search. In 1984, black people continue to be more likely to search than people of other races. Also, being married with a spouse present continues to have a significant, negative impact on the probability of search for women, but not for men.

C. 1996 Regression Results

In the 1996 results (also reported in Table 5), *Wage*, *Tenure*, and *Job Satisfaction* were all significant and inversely related to the probability of job search for both males and females. Additionally, in 1996, *Marital Status* became significant and inversely related for the males. Part-time employment remained significant and positively related for both men and women; and black workers continue to search more than other races. *Experience*, *Unemployment*, *South*, *SMSA*, and *Age* were all insignificant for both samples. The alternate wage and the Hispanic variables were significant and positively related to the probability of job search for males, but insignificant for females. However, *Health* was significant and positively related to the probability of job search for females, but insignificant for males.

The most notable difference in 1996 is that being married with a spouse present now influences the search behavior of both men and women. It has always negatively affected the probability of search for women, but before 1985 it was insignificant in the male model. In the 1996 sample, being married with a spouse present reduces the probability of search for both men and women.

² The wage equation used to estimate this model for the 1984 and 1996 samples can be found in Appendix C.

Table 5: Probit Estimates of the Determinants of Job Search Activity

	Probability of Employed Job Search			
	1984		1996	
	Females	Males	Females	Males
CONSTANT	.823724*	1.329275***	.588541	.324055
	(.452904)	(.377766)	(.614325)	(.570228)
WAGES				
Log Wage	-.637814***	-.769626***	-.234520***	-.449977***
	(.093798)	(.078556)	(.076477)	(.071031)
Job Satisfaction	-1.235065***	-1.080721	-.925719***	-1.053935***
	(.114125)	(.096523)	(.097067)	(.099566)
Log Alt. Wage	-.360408	.137567	-.134810	.843151***
	(.493868)	(.462530)	(.380834)	(.316998)
EMPLOYMENT CHARACTERISTICS				
Tenure	-.001383***	-.001762***	-.000914***	-.000920***
	(.000397)	(.000330)	(.000148)	(.000139)
Experience	-.132822***	-.022412	-.053455	.041343
	(.033828)	(.026973)	(.040803)	(.029082)
Part-Time	.403957***	.750267***	.158941*	.437396***
	(.099643)	(.108018)	(.091314)	(.137960)
LABOR MARKET CONDITONS (Job Offer Rate)				
Unemployment	.020450	-.023332	-.083195	.002227
	(.088198)	(.075934)	(.072804)	(.067047)
South	-.143518*	-.000685	-.096202	-.054860
	(.078603)	(.064381)	(.082817)	(.073702)
SMSA	.173817*	.074612	.163714	.091784
	(.101343)	(.097416)	(.112634)	(.100304)
DEMOGRAPHIC CHARACTERISTICS				
Age	.093472*	.028601	.036559	-.048190
	(.046914)	(.041533)	(.042247)	(.033497)
Health	.158032	.188710	.257434*	.225569
	(.177668)	(.170867)	(.144195)	(.166559)
Black	.204511**	.263316***	.276205***	.404781***
	(.090001)	(.083977)	(.087580)	(.092857)
Hispanic	-.027482	.092469	.003167	.257094***
	(.100464)	(.078698)	(.097477)	(.090875)
Married Spouse Present	-.368848***	-.017820	-.243074***	-.238037***
	(.071014)	(.088952)	(.070379)	(.080866)
Log Likelihood	-1011.020	-1315.686	.975.2482	-1107.894

Notes: Standard errors are reported in parentheses. Sample sizes were 2568 males and 2141 females in 1984, and the age range was 21 to 27. Sample sizes were 2707 males and 2222 females in 1996, and the age range was 33 to 39.

*** 1-percent significance, ** 5-percent significance, * 10-percent significance

D. Differences in 1984 and 1996 Results

A few minor differences exist in the 1984 and 1996 results. Several of the variables that are significant for females in 1984 are no longer significant for females in 1996. The only major difference is that marital status is insignificant for males in 1984, but significant for males in 1996. However, it is significant for females in both years. This result could indicate that males are now more likely to take their spouses into consideration when making decisions concerning job search activities.

V. Trends in Search Activity

In all three years, current wage and tenure were significant and inversely related to the probability of search for both men and women. Unexpectedly, the alternative wage variable was only significant for the males in the 1996 sample. Additionally, *Part-Time* was significant and positively related to the probability of search for all years. *Job Satisfaction* was significant and inversely related to the probability of search for all years, with the exception of the 1984 male sample. Black workers showed consistent patterns of more employed job search compared to other races. The Hispanic variable was only significant for the males in 1996. The marital status variable was always significant and inversely related to the probability of job search for the females; however, it was not significant for males before 1985.

VI. Conclusion

Although there were differences in sample sizes, the conclusions drawn from the 1980 cross tabulations remained consistent with Parsons' findings. However, the differences in sample size may have influenced the conclusions drawn from the replication of Parsons' 1980 probit analysis, particularly in the female sample. There were some important gender implications, specifically concerning marital status, in the 1980 results. The noteworthy difference is that, in 1980, marital status was significant for women but not for men. In order to both validate Parsons' results and to examine trends in job search behavior in later years, we extended the study to the years 1984 and 1996. The availability of variables was the primary reason for the selection of these years. It is important to note that we are examining the same cohort; that is, the people in the sample are aging. We are not examining the behavior of a particular age over time. As the respondents aged, certain variables, such as wage and tenure, remained significant. However, it became apparent that different factors influenced their search behavior. Among these factors, the most significant changes occurred with regard to race and marital status. As the respondents aged, the differences in the race variables declined. The likelihood of employed search was more equally distributed across the races. The difference with regard to marital status that existed in 1980 remained important in 1984 and 1996. Marital status was not a significant factor in the job search behavior of men before 1985. Although the differences in job search behavior for men and women have decreased throughout the years, our results confirm the hypothesis that differences do exist in the job search behavior of men and women.

VII. Future Research

This paper has found significant gender differences in patterns of search behavior; however, it is only the first step in examining the influence of gender on employed job search. The empirical work in this paper examines an aging cohort, indicating that there may be some mixed effects. Simultaneously, the cohort ages and society changes; it is difficult to separate these effects when examining job search behavior. Additionally, this paper does not examine the effects of the presence of dependents in the household on the probability of search. Both the age of children in the household and the number of children in the household could have significant effects on the probability of employed job search.

VIII. References

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Appendix A
Search Behavior Among Employed Youth Using Alternate Race Variable, 1980

		Males			
		Hispanic	Black	Other	Total
Nonsearchers	Count	503	113	29	645
	% Within Race79	57.6%	42.5%	42.0%	53.3%
Searched in the last 4 weeks	Count	154	64	16	234
	% Within Race79	17.6%	24.1%	23.2%	19.4%
Plan to search in the next 12 mos.	Count	217	89	24	330
	% Within Race79	24.8%	33.5%	34.8%	27.3%
Total	Count	874	266	69	1209
	% Within Race79	100%	100%	100%	100%

		Hispanic	Black	Other	Total
Nonsearchers	Count	446	85	30	561
	% Within Race79	61.2%	47.8%	65.2%	58.9%
Searched in the last 4 weeks	Count	116	37	5	158
	% Within Race79	15.9%	20.8%	10.9%	16.6%
Plan to search in the next 12 mos.	Count	167	56	11	234
	% Within Race79	22.9%	31.5%	23.9%	24.6%
Total	Count	729	178	46	953
	% Within Race79	100%	100%	100%	100%

Appendix B
Wage Equation, 1980

	Females	Males
Constant	.684*** (.108)	.709*** (.085)
AFQT80	.002096*** (.000)	.001632*** (.000)
Tenure	.001078*** (.000)	.001093*** (.000)
Experience	.02499*** (.007)	.03650*** (.006)
Black	.01997 (.029)	-.01825 (.022)
South	-.0781 (.022)	-.03339** (.017)
Part-Time	-.03110 (.026)	-.06039** (.024)
SMSA	.07555*** (.022)	.07432*** (.017)
Marital Status	-.01084 (.023)	.02337 (.019)
School	.03207*** (.009)	.04072*** (.007)
Health	.03709 (.047)	.006255 (.040)
Job Opportunities	.02127 (.021)	.01348 (.017)

Notes: Standard errors are reported in parentheses. Using the 1984 and 1996 samples, a modified wage equation was estimated. An additional race variable was included to measure the wage effects of Hispanic people. Also in this wage equation, experience was included in the quadratic form, in order to more accurately measure the wage effects of each additional year of experience. The job opportunity variable used in Parsons' original wage equation was no longer available in 1984 and 1996; therefore, the unemployment rate was used to measure the respondents' perception of job opportunities.

*** 1-percent significance, ** 5-percent significance, * 10-percent significance

Appendix C
Wage Equation

	1980(Revised)		1984		1996	
	Females	Males	Females	Males	Females	Males
Constant	.677*** (.106)	.564*** (.114)	.409*** (.082)	.606*** (.080)	1.589*** (.198)	2.011*** (.197)
AFQT80	.002388*** (.000)	.001552*** (.001)	.003503*** (.000)	.002981*** (.000)	.004599*** (.000)	.004804*** (.000)
Tenure	.001154*** (.000)	.0009914*** (.000)	.0008963*** (.000)	.0008928*** (.000)	.0004707*** (.000)	.0003639*** (.000)
Experience	.01471 (.013)	.05796*** .014	.03843*** (.010)	.04920*** (.010)	-.05201*** (.018)	-.06534*** (.018)
Experience Squared	.001280 (.002)	-.002869* (.002)	-.001295 (.001)	-.001989** (.001)	.001277** (.001)	.001978*** (.001)
Black	.04885 (.030)	-.05098* (.030)	.02903 (.025)	-.02026 (.022)	.01816 (.026)	-.05429** (.025)
Hispanic	.08762*** (.030)	.02519 (.031)	.05757** (.026)	.01408 (.022)	.05428* (.028)	-.04302* (.025)
South	-.03563 (.022)	-.05159** (.023)	-.05388*** (.018)	-.02206 (.017)	-.08720*** (.021)	-.05628*** (.020)
Part-Time	-.02485 (.026)	.01072 (.038)	-.110*** (.021)	-.09005*** (.026)	-.107*** (.024)	.05248 (.044)
SMSA	.04953** (.024)	.07929*** (.025)	.111*** (.022)	.136*** (.020)	.180*** (.025)	.157*** (.024)
Marital Status	-.01193 (.023)	.08138*** (.027)	.01376 (.018)	.128*** (.018)	.03884** (.020)	.149*** (.019)
Health	.04385 (.047)	.02422 (.059)	-.150*** (.042)	-.07387 (.046)	-.123*** (.042)	-.09894** (.050)
School	.03292*** (.009)	.05910*** (.009)	.06030*** (.006)	.05424*** (.006)	.06361*** (.007)	.04714*** (.007)
Unemployment	.03091 (.022)	.03625 (.024)	.06259*** (.021)	.02935 (.021)	-.05964*** (.020)	-.04764** (.019)

Notes: Standard errors are reported in parentheses.

*** 1-percent significance, ** 5-percent significance, * 10-percent significance

Appendix D
Variable Definitions

AFQT80	AFQT80	Respondent's percentile score on Armed Forces Qualifying Test in 1980
Age	AGE	Age of respondent
Black	BLACKDUM	=1 if respondent is black
Experience	EXPERIENCE	Respondent's potential experience measured in years (age-school-6)
Health	HEALTH	=1 if respondent is limited in type or amount of work based on health
Hispanic	HISPDUM	=1 if respondent is Hispanic
Job Satisfaction	SATDUM	=1 if respondent is satisfied with current job
Job Opportunities	JOBOPDUM	=1 if respondent states that finding another job would be extremely or somewhat difficult
Log Alternate Wage	LOGALTW	Natural log of respondent's alternate wage (in dollars)
Log Wage	LNWAGE	Natural log of respondent's current wage (in dollars)
Marital Status	MSTATDUM	=1 if respondent is married with spouse present
Part-Time	PTDUM	=1 if respondent worked fewer than 35 hours per week
Probability of Search	SEARCH2	=1 if respondent searched or intends to search
Tenure	TENURE	Respondent's weeks of experience at current job
Promotion-High	PROHIDUM	=1 if respondent perceives probability of promotion to be high
Promotion-Medium	PROMEDUM	=1 if respondent perceives probability of promotion to be medium
Promotion-Low	PROLODUM	=1 if respondent perceives probability of promotion to be low
School	SCHOOL	Respondent's highest grade completed
SMSA	SMSADUM	=1 if respondent lives in a SMSA
South	SOUTHDUM	=1 if respondent resides in South
Unemployment	UNEMPDUM	=1 if unemployment rate is below 6%
