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THE MODEL EQUAL OPPORTUNITY EMPLOYER

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THE MODEL EQUAL OPPORTUNITY EMPLOYER

A DISSERTATION
SUBMITTED TO
THE FACULTY OF
THE DIVISION OF ECONOMICS
OKLAHOMA UNIVERSITY

IN PARTIAL FULFILLMENT
OF THE REQUIREMENTS
FOR THE DEGREE OF
DOCTOR OF PHILOSOPHY

BY
AMELIA SUE CAIN
May 6, 1981

THE MODEL EQUAL OPPORTUNITY EMPLOYER

A DISSERTATION

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THE MODEL EQUAL OPPORTUNITY EMPLOYER

BY: AMELIA SUE CAIN

MAJOR PROFESSOR: BENJAMIN J. TAYLOR

The purpose of this study was to examine the equality of employment opportunity of white women employed in state and local government. Two facets of employment opportunity were analyzed, employment and earnings. Employment and income gaps were determined by occupation and by state for the years 1973-76.

The data base used for this study was gathered by the Equal Employment Opportunity Commission. All state and local governments with 15 or more employees are required by Title VII of the Civil Rights Act of 1964 and amended in 1972, to file EEO-4 reports on a periodic basis. Employment and income data by sex and race are included on the EEO-4 report.

When looked at by occupation, there is a great deal of employment discrimination. Employment gaps ranged from -33 percent in the female dominated clerical occupations to 32 percent in the male dominated skilled craft occupations. By occupation, the earnings gaps ranged from 18 percent in the clerical occupations to 32 percent in the skilled craft occupations.

The analysis by state revealed that states with the best employment records generally had the largest income gaps and vice versa. And, the presence or absence of state equal employment or equal pay legislation made no significant difference in the employment pattern.

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CHAPTER I

INTRODUCTION

The purpose of this analysis is to examine the employment position of white women in state and local government employment from 1973 to 1976. White women were selected in order to eliminate any racial aspects involved in the employment of all women. The two facets of employment opportunity that will be examined are employment and earnings. State and local government employment was chosen for analysis for several reasons.

First, as William Rose, director of the Oklahoma Human Rights Commission states: "Clearly, State government's undisputed moral and legal obligation to equality of opportunity for all her citizens requires that she be the model equal opportunity employer."[1] While state and local governments may not be the model equal opportunity employers, several studies have concluded that women do fare better in the public sector as compared to the private

---

[1]William Rose, Oklahoma Advisory Committee to the U. S. Commission on Civil Rights at its open meeting in the State Capital, Oklahoma City, February 10-11, 1977, Vol. 1, p. 54, and quoted in The Quest for Equal Employment Opportunity in Oklahoma State Government, Oklahoma Advisory Committee to the U. S. Commission on Civil Rights, (Oklahoma City, Oklahoma: March, 1978), p. 2.

sector. Victor Fuchs[2] found that government employment tends to raise the earnings of women while depressing the earnings of men.

In a similar study by Gary D. Brown[3] workers were divided into three categories: private employees, government employees, and self-employed. The purpose of Brown's study was to determine how the type of employment affects the earnings of men and women. To avoid picking up any differential which were the result of racial differences, Brown also used only white men and white women. Brown found that for white women, the highest earnings class was government employees followed by private employees, and lastly self-employed. Brown concluded that white women do earn more in the public sector when compared to the private sector. This is the reverse of the situation for white men. Men earn more in private sector employment than in public sector employment. Brown concludes that this implies that private employers are discriminating against women. An important part of this study will be to determine whether or not public employers also discriminate against white women.

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[2]Victor R. Fuchs, "Differences in Hourly Earnings Between Men and Women." Monthly Labor Review 94 #5 (May 1971): pp. 9-15.

[3]Gary D. Brown, "How Type of Employment Affects Earnings Differences by Sex.: Monthly Labor Review 99 #7 (July 1976): pp. 25-30

Several states have done their own studies of employment discrimination against women and minorities. The state of Oklahoma has sponsored several studies on women and minorities in state and local government.[4] One of the more recent was prepared by the Oklahoma Advisory Committee to the United States Commission on Civil Rights using the EEO-4 State and Local Government Information Reports. The conclusion of this study was that employment discrimination existed in state and local government employment.

The limitations of the individual state studies are the narrow perspective of the individual state and a lack of concensus in the statistical measurements used. Any comparison between states was difficult. The advantage of this study is that 49 out of the 50 states' statistics are available for comparisons between the different states. Each state may be looked at individually and also compared to the total picture of state and local government employment.

A more comprehensive and sophisticated study of the employment opportunity of women was undertaken by the Equal

---

[4]Oklahoma Advisory Committee, The Quest, and the State of Oklahoma, Human Rights Commission and Governor's Advisory Commission on the Status of Women, Female, Racial and Ethnic Employment in the Classified Work Force, December 1975).

Employment Opportunity Commission.[6] The EEOC study examined the employment opportunity of women in the private sector between 1966 and 1975--ten years of Title VII enforcement. The EEOC study measured employment, occupational, and earnings gaps between white women and white men. Employment data was taken from the EEO-1, Employer Information Reports. Income data is not included in the statistics gathered on the EEO-1 reports. The EEOC also published a study of referral labor unions using the EEO-3, Local Union Report, data.[7]

A big advantage this study has over the EEOC studies is in the data itself. The EEO-4 reports, the basis of this study, include both employment and income data. Income does not have to be estimated from some other source and adjusted to fit the employment data.

Two English economists, Brian Chiplin and Peter J. Sloane,[8] in a somewhat different approach, analyzed equal

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[6]Equal Employment Opportunity Commission, Women: The Path to Equal Employment, Research Report No. 56, (Washington, D. C.: U. S. Government Printing Office, 1977).

[7]Equal Employment Opportunity Commission, Minority and Female Membership in Referral Unions, 1974, Research Report No. 55, (Washington, D. C.: U. S. Government Printing Office, 1977).

[8]Brian Chiplin and Peter J. Sloane, "Sexual Discrimination in the Labour Market,: British Journal of Industrial Relations XII #3 (November 1974): 371-403, and in Sex Discrimination in the Labour Market, (London: The McMillan Press Let., 1975).

employment opportunity versus equal pay. The English were debating passage of either or both types of legislation. Chiplin and Sloane concluded that equal pay would improve the position of women more than equal employment and therefore advocated the passage of equal pay legislation.

Women in the United States have both remedies available. Both the Equal Pay Act and Title VII of the Civil Rights Act were passed in 1964. In addition to the national legislation, most states have their own state legislation. Forty of 50 states have their own fair employment practices (equal employment) laws and 45 out of 50 have equal pay laws.[9] This study will attempt to assess the influence of state equal employment and equal pay legislation, on the assumption that the passage of the legislation should have a positive effect on the employment position of white females. States with equal pay and equal employment legislation should have more equitable employment practices.

The second reason for choosing the state and local government employment sector is the availability of an excellent data source. Beginning in 1973, EEO-4, State and Local Government Information Reports, are to be filed by all state and local governments employing 100 or more employees every year. Those employing 50 to 99 employees

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[9]U. S. Department of Labor, Employment Standards Bureau, Women's Bureau, 1975 Handbook on Women Workers, (Washington, D. C.: U. S. Government Printing Office, 1975), pp. 315-338.

must file every other year, those with 25-49 employees must file every four years, and those with 15-24 employees must file every six years. Only local governments with less than 15 employees are excluded from filing.[10]

The EEO-4 data is divided into male and female, then into six racial groups: White, Black, Hispanic, Asian, American Indian, and Other Employees. Each racial group is divided into eight occupational categories: clerical, officials and administrators, paraprofessionals, professionals, protective services, skilled craft, service maintenance, and technicians.[11] Each occupational category is divided into eight income levels: 0.1-3.900, 4,000-5,900, 6,000-7,900, 8,000-9,900, 10,000-12,900, 13,000-15,900, 16,000-24,900, and 25,000 and above. EEO-4 data is unique in the gathering of income data. It was the first of the EEOC reports to require income information as well as employment statistics. Another unique feature of the EEO-4 reports is the inclusion of data on new hires. EEO-4 data will enable much more sophisticated studies of employment patterns than any previous data base.

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[10]U. S. Equal Employment Opportunity Commission, Minorities and Women in State and Local Government, 1975 (Washington, D. C.: U. S. Government Printing Office, 1977) p. VIII.

[11]The occupational categories are defined in Appendix I, the EEO-4 Report.

The last reason for choosing the state and local government sector is that perhaps more of the difference in earnings in the state and local government sector may be attributed to pure discrimination, rather than some of the "other" factors to which many researchers attribute the male-female wage difference.

Some of the more common factors cited as a cause of the male-female difference are: mobility, education,[12] and seniority.[13] Women are considered less mobile than men. Mobility should not be as significant a factor in state and local government employment. State and local government jobs are more clearly specified than most private sector jobs. Most public sector jobs are clearly defined and hiring is done on the basis of qualification for that particular job. Educational requirements are specified in the job description. No one lacking the necessary educational credentials should be employed in the job. This should preclude pay differences on the basis of either difference in ability and or education--touted reasons for the male-female income difference. The remaining "other" reason for differences in male-female incomes is seniority. The male-

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[12]Several researchers have studied the effects of mobility and education on the male-female difference including Alan S. Blinder, Victor R. Fuchs, Larry Long, and Barbara B. Reagan.

[13]Seniority or job experience have also been examined by Blinder and Burton G. and Judith A. Malkiel, among others.

female income difference in state and local government employment is more likely to be due to either seniority or discrimination. This study will not attempt to explain the difference, but rather to determine if there are any common characteristics of the white male-female wage difference.

The purpose of this study is to examine the following:

1. Do white women in state and local government employment have equal employment opportunity?
2. Are employment opportunities for white women in state and local government the same in all occupations?
3. Are employment opportunities for white women in state and local government employment improving?
4. Are employment opportunities for white women in state and local government employment the same in all states?
5. Has state equal employment opportunity and equal pay legislation had an impact on employment opportunity of white women?
6. Are employment opportunities in state and local government employment better than in private sector employment?

Method and Limitations of the Study

This analysis will focus on the two main areas of employment discrimination against white women--employment and earnings. An analysis of the data concerning employment opportunity will be presented in Chapter II. In Chapter III, the analysis of the data on income equality

will be presented. Answers to the six questions in the previous section will be provided in Chapter IV based on the analysis in Chapters II and III and the findings of this study will be summarized.

In Chapter II, Employment Discrimination Against White Women in State and Local Government, 1973-76, the employment gap[14] will be utilized. The employment gap measures the difference between actual white female employment, or participation in each occupational category, and expected or "fair-share" employment. Expected or fair-share employment is equal to total white female participation in the labor force. White female participation in the labor force is the ratio of white female employment to the total labor force. In TABLE I 1, p. 10, the figures for the total labor force, white females and white males for the four years covered by this study are shown.

For example, if, in 1973, the participation rate of white females is 33.86 in the total labor force, then the fair-share or expected rate of employment in each occupational category should be 33.86 percent. The fair-share rate for white females in 1974 is 34.27, in 1975 is 34.77, and in 1976 is 35.21.

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[14]The employment gap will be defined the same in this study as EEOC defined it in their study, Women: The Path to Equal Employment.

TABLE I 1

TOTAL, WHITE FEMALE AND WHITE MALE CIVILIAN LABOR FORCE FOR PERSONS 16 YEARS AND OVER, 1973-76
(Thousands)

YEAR	TOTAL LABOR FORCE	WHITE FEMALES	WHITE MALES	WHITE FEMALE PARTICIPATION RATE	WHITE MALE PARTICIPATION RATE
1973	88,713	30,041	48,648	33.86	54.84
1974	91,011	31,192	49,486	34.27	54.37
1975	92,613	32,203	49,881	34.77	53.86
1976	94,773	33,371	50,506	35.21	53.29

SOURCE: U. S. Department of Labor, Employment and Training Report of the President (Washington, D. C.: U. S. Government Printing Office, 1977), pp. 139-40.

It is assumed that:

> . . . the number of qualified or qualifiable women in this labor pool is more than adequate to meet the labor requirements which would raise female employment to a fair-share level.[15]

To justify this assumption, the Equal Employment Opportunity Commission (EEOC), in their study:

> . . . let the median years of schooling of the labor force by job categories stand as a proxy for job qualifications. Years of schooling completed, in other words, are considered to indicate acquisition of particular basic skills, thus representing qualification for entry level and higher positions, as well as for on-the-job training and advance study and training while employed. According to the data (Current Population Survey Reports) . . . there were almost 50 women available in 1975 to fill each job in the employment gap. Similarly, . . . as of 1975, there were almost 13 women with at least a college education available for each professional and technical job in the employment gap.[16]

The method used to determine the employment gap for each occupational category was first, multiply total employment in each occupational category by the white female participation rate for each year studied. This product is the fair-share level of employment. Actual white female employment in each occupational category was then subtracted from the fair-share level to determine the level of employment gap. A positive gap indicates that white females are employed in that occupational category at a rate below their

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[15] EEOC, Women: The Path, p. 2.

[16] Ibid, pp. 36-37.

participation in the labor force. A negative gap indicates that white females are employed at a rate above their participation in the labor force. The level of employment gap was then divided by total employment in each occupational category to turn the employment gap into a percentage. The percentage employment gap made the comparisons between different occupations and different states possible.

The employment gap was calculated for both the total full-time labor force and for full-time new hires. New hires are defined as:

> . . . persons hires as permanent, full-time employees between July 1 and June 30 of the reporting year, who either were never employed in the jurisdiction or who were hired again after a break in service. These new hire data reflect changes in the level of employment (expansion) and turnover.[17]

New hire data is especially significant as any real attempt to change existing employment patterns will show up in the new hire data first. Without turnover and expansion, it would be impossible to change the existing employment pattern. The new hires data was relied on in Chapter II to determine the more or less discriminatory states.

Chapter II was divided into six sections. In section one the employment gap was determined for the entire state and local government labor force for both the total labor

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[17]U. S. Equal Employment Opportunity Commission, Minorities and Women in State and Local Government, 1975, Volume 1 (Washington, D.C.: U. S. Government Printing Office, 1977), p. ix.

force and for new hires. In section two the employment gaps were disaggregated by occupation. Employment gaps were used to determine whether an occupation was male or female dominated. If white females participated in an occupation above their expected rate, yielding a negative employment gap, the occupation was determined to be female dominated. If white females participated below their expected rate, yielding a positive employment gap, the occupation was determined to be male dominated. Changes in the employment gaps were also noted in section two.

The third section of Chapter II is the analysis of the employment gap by state. In the analysis by state, employment gaps for each occupation were computed by state for the years 1973-76 for the total full-time labor force and for full-time new hires. Rather than discuss all 49 states, five states were chosen as representative of the more discriminatory states, five states were chosen as representative of the less discriminatory states and five representatives of the in-between states were chosen. In order to determine whether a state was more or less discriminatory, a mean, or average employment gap for all 49 states was computed.

The mean employment gap is simply the average employment gap of all the states. The mean gap was used to isolate the more or less discriminatory states. The deviation of each state's employment gap, by occupation and

year, was turned into a Z score. A negative Z score means that a state's employment gap in that occupation is below the mean employment gap. A positive Z score means that a state's employment gap in that occupation is above the mean employment gap. This positive or negative Z score has two different interpretations, depending on whether the occupation was male or female dominated. In the case of the female dominated occupations, a negative Z score means that the state is more discriminatory than the average. A positive Z score means that the state is less discriminatory than the average. The reverse is true in the male dominated occupations. A negative Z score means that the state is less discriminatory than the average and a positive Z score means that the state is more discriminatory than the average.

The two interpretations are necessary because of the way the employment gap was measured. If white females are hired at a rate equal to their expected or fair-share rate, then the employment gap is zero. If white females are hired in excess of their fair-share, the gap is negative, and a Z score below the mean is even more negative, and therefore, more discriminatory for white females.

Since only the male dominated occupations will be analyzed, the problem of interpreting a negative Z value is avoided. This study is primarily concerned with discrimination against white females--not discrimination for white females.

In the male dominated occupations, only the new hires data will be used to select the more or less discriminatory states. The total labor force numbers are the cumulative result of employment patterns over a number of years. The new hires data is much more reflective of current employment patterns, and therefore more reflective of any change in employment patterns.

One factor hypothesized to make a difference in an individual state's employment pattern is the existence of state equal employment opportunity laws, called fair employment practices (FEP) laws in some states. It is assumed that employment patterns should be less discriminatory in states with equal employment laws compared to states without equal employment laws. To test this assumption, the states were divided into two groups; Group I contained those states with FEP laws and Group II contained those states without equal employment opportunity laws. There were ten states in 1975 with no equal employment opportunity legislation: Alabama, Arkansas, Georgia, Louisiana, Mississippi, North Carolina, North Dakota, Tennessee, Texas, and Virginia.[18] With the exception of North Dakota, all these states are generally considered Southern states. Section four of Chapter II shows the results of the T-test procedure.

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[18]U. S. Department of Labor, Employment Standards Administration, Women's Bureau, 1975 Handbook on Women Workers, Bulletin 297 (Washington, D. C.: U. S. Government Printing Office, 1976) p. 325.

A T-test was used to determine whether or not there was any significant difference between the means of Group I and Group II. The null hypothesis tested was that the mean of Group I equaled the mean of Group II, at an .05 level of significance.

In the fifth section of Chapter II the employment gaps, by occupation, in the state and local government sector were compared to the employment gaps in the private sector. The employment gaps in the private sector study were prepared by the EEOC.[19] Five occupational categories were comparable: Office and Clerical compared to Office and Clerical, Officials and Administrators compared to Officials and Managers, Professionals compared to Professionals, Skilled Craft Workers compared to Craftsmen (Skilled), and Technicians compared to Technicians in the state and local and private sectors respectively.[20]

In the concluding section of Chapter II an attempt will be made to summarize the employment position of white women in state and local government employment.

At the end of this study in the exhibits, the various measurements of the employment gap are shown. In EXHIBIT II A the overall participation rates for all state

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[19]EEOC, Women: The Path, pp. 65-70.

[20]See Appendix I and Appendix II for a comparison of the definitions used for each of the occupational categories used in the EEO-4 and EEO-1 reports.

and local government employees in the United States for 1973-76 are shown. The participation rates, by occupation, from 1973-76 are shown in EXHIBIT II B. EXHIBIT II C shows the mean employment gaps, by occupation, based on the state employment gaps. EXHIBIT II D shows the employment gaps, by state and occupation from 1973-76. The results of the T-tests at the .05 level of significance comparing the means of Group I and Group II states are shown in EXHIBIT II E.

Wage discrimination is also a common form of employment discrimination against women. The measurements used in Chapter III, Income Discrimination Against White Women in State and Local Government, 1973-76, are the wage and income gap.[21] The wage gap is the difference between average white male wages and average white female wages in each employment category. The income gap--the index of wage gap--is the difference between average white male and average white female wages divided by average white male wages times 100.

> While the dollar differentials are shown through the wage gap, the earnings position of women workers relative to white male workers is seen through the index of wage gap. This index measures earnings discrimination between (white) females and white males. Any increase in the index implies that the relative earnings position of women workers deteriorated relative to that of white male workers. Conversely, any decrease in the index means

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[21]The wage and income gap measurements used in this study are identical to those used in the EEOC study, Women: The Path to Equal Employment.

that the relative earnings position of women workers improved.[22]

While the EEO-4 data provides income data, there are two statistical problems created by the income groupings. Each occupational group has eight salary levels:[23]

0.1	-	3,900
4,000	-	5,900
6,000	-	7,900
8,000	-	9,900
10,000	-	12,900
13,000	-	15,900
16,000	-	24,900
25,000+	-	

The range of income covered by the intervals varies from 2,000 to 8,000 and the 25,000+ interval has no limit or bound at all. These problems were resolved by using the lower bound of each income category. Use of the lower bound did require one adjustment. Rather than use 0.1 in the 0.1 to 3,000 income category, 1,000 was used as the lower bound. It was assumed that no full-time worker in state and local government employment would be making less than 1,000 per year. This means that the average income used to determine the wage gap was underestimated for both white males and white females and probably underestimates white male average income the most. This means that the wage gaps are minimum wage gaps.

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[22]EEOC, Women: The Path, p. 15.

[23]See Appendix I for the salary ranges on the EEO-4 Reports.

Average white male and white female wages were determined by multiplying the lower bound in each income interval by the number employed in that income interval, then summing over the eight income categories in that occupation to determine total wages. The total number of white males and white females employed in each income level were also summed for that occupational category. Total white female or total white male employment was then divided into total white male or total white female income to obtain average white male or average white female income in that occupational category.

Chapter III was divided into six sections. In section one, the wage and income gap was determined for all white female state and local government employees. In section two, the wage and income gaps were disaggregated by occupation. The various occupations were ranked by absolute average income and by equitability.

In the third section, the wage and income gaps were analyzed by state. The analysis by state utilized the mean income gap. The mean income gap is the sum of individual state income gaps divided by 48 or 49, depending on the number of states reporting that year. The mean income gap was used to determine whether a state was more or less discriminatory than the average. The deviation from the mean of each state's income gap was turned into a Z score.

If the Z score was negative, then the state was less discriminatory than the mean. If the Z score was positive, then the state was more discriminatory than the mean. This interpretation was the same for all occupations because all the mean income gaps were positive. In all occupations, white males had higher average incomes than white females.

Since the purpose of the analysis by state was to find any common characteristics in income discrimination, the Z statistic was used to separate the states into those above the mean, positive Z scores, and those below the mean, negative Z scores. Stated in terms of income, a negative Z means a state pays white females a more equitable salary (compared to white males) than the average. A positive Z score means that a state pays white females a less equitable salary (compared to white males) than the average.

As in Chapter II, only the five most equitable, five least equitable, and five in-between states will be isolated and discussed. The criteria used for selection of these states were: first, the number of positive or negative, Z values, out of a possible 32 cases. The second criteria was the number of significant, positive or negative, deviations from the mean. A Z score of 1.64, positive or negative, was determined to be a significant deviation from the mean.

In section four, the states that had passed an equal pay law by 1975 were compared to the states without equal pay legislation. Group I states, with equal pay legislation, will be compared to Group II states, without equal pay legislation, to determine if the legislation makes a significant difference in white female incomes. The assumption is made that states with equal pay legislation should have smaller income gaps than states without equal pay legislation. Legislation should have a positive effect on the earnings of white women.

Five states, Alabama, Louisiana, Mississippi, North Carolina, and Texas,[24] all Southern states, have no equal pay legislation. The null hypothesis tested is that the mean of Group I states is equal to the mean of Group II states at a .05 level of significance. A T-test was used to determine whether to accept or reject the null hypothesis.

In the fifth section of this chpater, the income gaps in the state and local government sector will be compared to the income gaps in the private sector. The income gaps for the private sector were computed by EEOC.[25] The comparable occupations in the two sectors were: Office Clerical compared to Office Clerical, Officials and Administrators

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[24]Women's Bureau, 1975 Handbook on Women Workers, p. 323.

[25]EEOC, Women: The Path, pp. 123-28.

compared to Officials and Managers, Skilled Craft Workers compared to Craftsmen (Skilled), and Professionals and Technicians compared to Professionals and Technicians combined in the private sector.[26]

In the final section of this chapter, the income position of white females in state and local government employment will be summarized.

At the end of this study, the exhibits show the computations of the various measurements of the wage and income gaps. EXHIBIT III A shows the wage and income gaps for all white female state and local government employees, 1973-76. In EXHIBIT III B the wage and income gaps by occupation, for white females, 1973-76 are shown. EXHIBIT III C shows the mean gaps by occupation, and EXHIBIT III D shows the income gaps by state, then occupation and year. In EXHIBIT III E the results of the T-test measuring any difference between the means of Group I states with equal pay laws and group II states without equal pay laws are shown.

Chapter IV will be the concluding chapter and will attempt to summarize any contributions this study may have made to the knowledge about discrimination against white women in the state and local government employment. The

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[26] See Appendix I and Appendix II for a comparison of the definitions used for each of the occupational categories used in the EEO-4 and EEO-1 reports.

measurements of the employment gap in Chapter II will be compared to the measurements of the income gap in Chapter III. Neither the occupation nor the state can be judged free of discrimination if elements of discrimination still exist in either employment or income.

The format of the conclusion will be similar to the format of Chapters II and III. The first section will compare the employment and income gaps for all white females employed in state and local government. In section two the gaps will be compared by occupation and in section three the comparisons by state will be made. In section four the effects of state FEP and equal pay laws will be compared. Section five will contain the comparison of the public sector gaps to the private sector gaps. In section six an attempt will be made to summarize any findings of employment or income discrimination against white females in state and local government employment. In the concluding section the six questions posed in the introduction will be answered based on the findings in this study.

CHAPTER II

EMPLOYMENT DISCRIMINATION AGAINST WHITE WOMEN IN STATE AND LOCAL GOVERNMENT, 1973-76

The most obvious type of discrimination against white women is employment discrimination. If women are not given employment opportunity then no other type of job discrimination is possible. The first part of this analysis will concentrate on employment opportunity. The equality of employment opportunity will be measured by the employment gap for both the total labor force and for new hires. The employment gap is the difference between actual white female employment and fair-share white female employment. The employment gap may be either positive or negative depending on whether the occupation is male or female dominated.

In the first section of this chapter, white female employment gaps will be determined for all state and local government employment. In section two the employment gaps will be disaggregated by occupation. The summary statistics for all white females tend to obscure some very important occupational differences. The occupational employment gaps will be further disaggregated by state in section three. In order to compare different states, a mean employment gap for

each occupation must be computed based on the individual state gaps. Using this mean gap, the states were divided into more or less equitable states. Of these, 15 states will be singled out for detailed discussion. Five examples of the more discriminatory states, five of the less discriminatory states, and five in-between states will be discussed.

In section four the analysis by state was carried one step further. The effectiveness of state equal employment opportunity legislation was tested. The states were divided into Group I, states with FEP laws and Group II, states without FEP laws. It was assumed that states with FEP laws would have more equitable hiring practices (smaller employment gaps) than states without FEP laws. A T-test was used to determine whether or not there was any significant difference between the means of the two groups at an .05 significance level.

The employment gaps in public sector employment are compared to the employment gaps in private sector employment in section five. The Equal Employment Opportunity Commission prepared the analysis of the employment gaps in the private sector that will be used in this section for comparison. The final section of Chapter II will summarize the analysis of employment opportunity of white females in state and local government from 1973 to 1976.

Analysis of the Overall Employment Gap for White Females in State and Local Government

The participation rate of white females in state and local government, according to TABLE II 1, p. 27, was more than 6 percent below the fair-share participation rate for the four years studied. While overall white female participation increased from 27.1 percent in 1973 to 28.8 percent in 1976, fair-share participation increased from 33.8 percent in 1973 to 35.2 percent in 1976. Therefore, the gap for all four years studied remained almost constant at 6+ percent.

White male participation in state and local government decreased from 54.7 percent in 1973 to 51.1 percent in 1976. The employment gap for white males increased from .1 percent in 1973 to 2.2 percent in 1976. The overall position of white males has been deteriorating while the overall position of white females has remained constant. The employment position of white males seems to have been affected more by racial than sexual changes in state and local government employment.

The new hires participation rates of white females in state and local government were considerably different. From TABLE II 1, p. 27, the new hires employment gap in 1974 was only .4 percent, decreased to -1.0 in 1975, and decreased again in 1976 to -2.1. In 1975 and 1976 white female new hires were employed above their fair-share level.

TABLE II 1

WHITE MALE AND FEMALE PARTICIPATION RATES

AND EMPLOYMENT GAPS

1973-76

ALL OCCUPATIONS COMBINED

(In Percents)

	1973	1974	1975	1976
WHITE MALE				
FAIR SHARE	54.84	54.37	53.86	53.29
PARTICIPATION RATE	54.73	53.44	51.09	51.12
EMPLOYMENT GAP	.11	.93	2.77	2.17
NEW HIRES PARTICIPATION		42.32	39.14	40.03
NEW HIRES GAP		12.05	14.72	13.26
WHITE FEMALE				
FAIR SHARE	33.86	34.27	34.77	35.21
PARTICIPATION RATE	27.08	27.08	28.43	28.80
EMPLOYMENT GAP	6.78	6.19	6.34	6.41
NEW HIRES PARTICIPATION		33.85	35.78	37.30
NEW HIRES GAP		.42	-1.01	-2.09

SOURCE: EEOC and Department of Labor.

The new hires participation rates for white males in state and local government were also considerably different from the total labor force figures. White male new hires participation rates were 42.3 percent in 1974, 39.1 percent in 1975 and 40.0 percent in 1976. The white male new hires employment gaps were 12.1 in 1974, 14.7 in 1975 and 13.3 in 1976. In new hires, while white females gained 2.5 percent over the three years, white males lost only 1.1 percent. But prior to 1974, white males must have been losing jobs to someone, because their employment gap in 1974 new hires is 12.05 and only .93 in the total labor force.

Analysis of the White Female Employment Gap by Occupation

While total labor force statistics are important, the changes by occupation are much more meaningful. TABLES II 2 A-H show white male and white female participation rates by occupation for the four years for both the total labor force and new hires. Two occupational categories are quite female dominated, two occupational categories seem to be in transition, and four occupational categories are male dominated. The following section is an analysis of the employment gaps, by occupation and year, for both the total labor force and new hires.

Clerical

The most female dominated occupation, quite predictably, was office clerical. The data in TABLE II 2 A, p. 30, reveals that the white female participation rate in the office clerical occupations decreased from 70 percent in 1973 to 68.6 percent in 1976. The employment gap ranged from -36.2 percent in 1973 to -33.4 percent in 1976.

The white male participation rate for all four years in the office clerical occupations was around 12 percent for the total labor force. For white males, the new hires gap was a little smaller, about 11 percent, but it was also very stable over the three years.

The new hires gaps for white females in the clerical occupations were very stable for the three years studied while their participation rate increased. The clerical occupations are, and will remain, white female dominated for a long time.

Paraprofessionals

The other very female dominated occupational category was paraprofessionals. The participation rate of white females in the total labor force in state and local government was the same (43.4 percent) in 1973 as in 1976 (43.4 percent). From TABLE II 2 C, p. 31, this resulted in negative employment gaps for the four years of around -8 percent. In the case of new hires, the white female participation rate

TABLE II 2 A

WHITE MALE AND FEMALE PARTICIPATION RATES

AND EMPLOYMENT GAPS

1973-76

CLERICAL

(In Percents)

	1973	1974	1975	1976
WHITE MALE				
FAIR SHARE	54.84	54.37	53.86	53.29
PARTICIPATION RATE	12.70	12.42	13.02	12.29
EMPLOYMENT GAP	42.14	41.95	40.84	41.00
NEW HIRES PARTICIPATION		11.20	11.25	11.54
NEW HIRES GAP		42.17	42.61	41.75
WHITE FEMALE				
FAIR SHARE	33.86	34.27	34.77	35.21
PARTICIPATION RATE	70.03	69.14	67.30	68.59
EMPLOYMENT GAP	-36.17	-34.87	-32.53	-33.38
NEW HIRES PARTICIPATION		67.86	66.05	69.05
NEW HIRES GAP		-33.59	-31.28	-33.84

SOURCE: EEOC and Department of Labor.

TABLE II 2 C

WHITE MALE AND FEMALE PARTICIPATION RATES

AND EMPLOYMENT GAPS

1973-76

PARAPROFESSIONALS

(In Percents)

	1973	1974	1975	1976
WHITE MALE				
FAIR SHARE	54.84	54.37	53.86	53.29
PARTICIPATION RATE	25.66	24.22	23.38	23.16
EMPLOYMENT GAP	29.18	30.15	30.48	30.13
NEW HIRES PARTICIPATION		26.72	27.31	28.07
NEW HIRES GAP		27.65	26.55	25.22
WHITE FEMALE				
FAIR SHARE	33.86	34.27	34.77	35.21
PARTICIPATION RATE	43.39	41.48	41.97	43.36
EMPLOYMENT GAP	-9.53	-7.21	-7.20	-8.15
NEW HIRES PARTICIPATION		42.42	41.93	44.81
NEW HIRES GAP		-8.15	-7.16	-9.60

SOURCE: EEOC and Department of Labor.

increased from 42.4 percent in 1974 to 44.8 percent in 1976 and the employment gap increased from -8.2 percent to -9.6 percent over the same time period.

The white male participation rate for the total labor force decreased from 25.7 percent in 1973 to 24.2 percent in 1976. The employment gap increased slightly from 29.2 percent to 30.1 percent from 1973 to 1976. In the new hires category, the participation rate of white males increased from 26.7 to 28.1 from 1974 to 1976 and the employment gap decreased from 27.7 to 25.2 percent.

With both white female and white male participation increasing in the new hires category, minority individuals must be losing jobs to whites. It is inspiring to note that white males are now beginning to compete effectively for the low-paying semi-skilled jobs.

Professionals

Of the occupations in transition, the professionals category will be female dominated the soonest. The participation rate for white females in the total labor force increased from 31.6 percent in 1973 to 33.9 percent in 1976 according to TABLE II 2 D, p. 33. The total labor force employment gap decreased over the four years from 2.2 percent to 1.4 percent. The new hires employment gap changes for white females were even greater. The participation rate increased from 40.6 percent in 1974 to 44.5 percent in

TABLE II 2 D

WHITE MALE AND FEMALE PARTICIPATION RATES

AND EMPLOYMENT GAPS

1973-76

PROFESSIONALS

(In Percents)

	1973	1974	1975	1976
WHITE MALE				
FAIR SHARE	54.84	54.37	53.86	53.29
PARTICIPATION RATE	56.51	55.67	54.16	53.08
EMPLOYMENT GAP	-1.67	-1.30	-0.30	.22
NEW HIRES PARTICIPATION		43.56	42.31	39.98
NEW HIRES GAP		10.81	11.55	13.31
WHITE FEMALE				
FAIR SHARE	33.86	34.27	34.77	35.21
PARTICIPATION RATE	31.62	31.92	32.99	33.86
EMPLOYMENT GAP	2.24	2.35	1.78	1.35
NEW HIRES PARTICIPATION		40.61	42.31	44.45
NEW HIRES GAP		-6.34	-7.16	-9.24

SOURCE: EEOC and Department of Labor.

1976. The employment gaps were negative, increasing from -6.3 to -9.2 from 1974 to 1976.

The white male participation rate in the total labor force decreased from 56.5 to 53.1 from 1973 to 1976. The employment gap changed from a negative -1.7 to a positive .2 from 1973 to 1976. Again, in new hires the changes were greater. White male participation decreased from 43.6 percent in 1974 to 40.0 percent in 1976. The employment gaps were positive and increasing for the three years from 10.8 percent to 13.3 percent.

From the total labor force figures, by 1976, both white females and white males were being employed at, or very near their labor force participation rates. But, if the new hires rates continue, with white females being hired in excess of their labor force participation and white males being hired well below their labor force participation, this occupational category will soon be white female dominated.

It is important to note that the employment trend in the professionals category gives added support to the assumption that there is an adequate supply of white women trained and available for employment. The jobs in this occupational category require a college degree, and often advanced training beyond college is required. If it is possible to hire a sufficient number of white females in excess of their participation rate in this occupational category, then it should

be possible to hire a sufficient number of white females in other occupational categories such as skilled crafts where a college education is not a prerequisite. This high participation rate also seems to indicate that white females are willing to undertake substantial investment in human capital in order to qualify for professional jobs--when there is employment opportunity.

Technicians

The other occupational category that is in transition is technicians. The participation rate of white females ranged from 21.7 percent in 1973 to 25 percent in 1976 for the total labor force and the gap ranged from 12.2 percent in 1973 to 10.2 percent in 1976 according to TABLE II 2 H, p. 36. The new hires participation rate ranged from 32.3 percent in 1974 to 39.6 percent in 1976. The gap changed from a positive 2.0 percent in 1974 to a negative -4.4 percent in 1976.

The white male participation rate dropped from 64.4 percent in 1973 to 60.1 percent in 1976 for the total labor force according to TABLE II 2 H, p. 36. The gap decreased from -9.6 percent in 1973 to -6.8 percent in 1976. The decrease in the new hires participation rate was even greater, from 50.0 percent in 1974 to 43.6 percent in 1976. The new hires employment gap increased from 4.8 percent in 1974 to 9.7 percent in 1976.

TABLE II 2 H

WHITE MALE AND FEMALE PARTICIPATION RATES

AND EMPLOYMENT GAPS

1973-76

TECHNICIANS

(In Percents)

	1973	1974	1975	1976
WHITE MALE				
FAIR SHARE	54.84	54.37	53.86	53.29
PARTICIPATION RATE	64.42	63.32	60.93	60.05
EMPLOYMENT GAP	-9.58	-8.95	-7.07	-6.76
NEW HIRES PARTICIPATION		50.02	44.08	43.56
NEW HIRES GAP		4.35	9.78	9.73
WHITE FEMALE				
FAIR SHARE	33.86	34.27	34.77	35.21
PARTICIPATION RATE	21.68	22.38	23.89	25.00
EMPLOYMENT GAP	12.18	11.89	10.89	10.21
NEW HIRES PARTICIPATION		32.32	38.04	39.59
NEW HIRES GAP		1.95	-3.27	-4.38

SOURCE: EEOC and Department of Labor.

White females are competing very effectively against white males for jobs in the technicians category. If the present trend in new hires continues, the occupation will soon be white female dominated. This occupational category, like professionals, requires a high level of training. Training that white females are acquiring in order to be employed above their labor force participation rate.

Protective Services

White female participation rates in the protective service occupations rose from 2.5 percent in 1973 to 4.8 percent in 1976 for the total labor force according to TABLE II 2 E, p. 38. The employment gap for the total labor force remained close to 30 percent for all four years. The change in the new hires participation rate was greater, rising from 4.5 percent in 1974 to 10.8 percent in 1976, doubling over the three years. The new hires employment gap decreased from 28.8 percent in 1974 to 24.5 percent in 1976.

White male participation rates for the total labor force decreased from 87.6 percent in 1973 to 83.0 percent in 1976 according to TABLE II 2 E, p. 38. The employment gap for the total labor force decreased from -32.8 to -29.7 between 1973 to 1976. The new hires participation rate for white males dropped almost 8 percent from 78.0 percent in 1974 to 70.2 percent in 1976. The new hires gap decreased from -23.6 percent in 1974 to -16.9 percent in 1976.

TABLE II 2 E

WHITE MALE AND FEMALE PARTICIPATION RATES
AND EMPLOYMENT GAPS
1973-76
PROTECTIVE SERVICES
(In Percents)

	1973	1974	1975	1976
WHITE MALE				
FAIR SHARE	54.84	54.37	53.86	53.29
PARTICIPATION RATE	87.64	86.48	83.27	83.00
EMPLOYMENT GAP	-32.80	-32.11	-29.41	-29.71
NEW HIRES PARTICIPATION		78.00	69.75	70.20
NEW HIRES GAP		-23.63	-15.89	-16.91
WHITE FEMALE				
FAIR SHARE	33.86	34.27	34.77	35.21
PARTICIPATION RATE	2.46	2.74	4.54	4.78
EMPLOYMENT GAP	31.40	31.52	30.23	30.43
NEW HIRES PARTICIPATION		5.43	9.95	10.75
NEW HIRES GAP		28.84	24.82	24.46

SOURCE: EEOC and Department of Labor.

White female participation in the protective service occupations has about doubled over the period studied in both the total labor force and new hires. Yet increased white female participation does not explain all the decrease in white male participation. Minority males and or females must have made employment gains in the protective service occupations.

Skilled Craft

Another exceptionally male dominated occupational category is skilled craft workers. While employment opportunity in the other seven occupational categories was increasing, it was decreasing in the skilled craft occupations. TABLE II 2 F, p. 40, reveals that there was only a 0.4 percent change in white female participation from 3.3 in 1973 to 3.7 in 1976. The employment gap increased from 30.5 in 1973 to 31.6 in 1976 in the total labor force. Participation in new hires increased from 5.8 in 1974 to 8.6 in 1976 decreasing the employment gap from 28.5 to 26.7.

White male participation, from TABLE II 2 F, p. 40, in the total labor force decreased from 82.5 percent in 1973 to 80.3 percent in 1976. The employment gap for the total labor force showed almost no change, from -27.6 percent in 1973 to -27.0 percent in 1976. The white male new hires participation rate decreased from 79.0 in 1974 to 72.8 in 1976 and the employment gap decreased from -24.6 percent to -19.5 percent in 1974 and 1976 respectively. White male new

TABLE II 2 F

WHITE MALE AND FEMALE PARTICIPATION RATES
AND EMPLOYMENT GAPS
1973-76
SKILLED CRAFT
(In Percents)

	1973	1974	1975	1976
WHITE MALE				
FAIR SHARE	54.84	54.37	53.86	53.29
PARTICIPATION RATE	82.45	82.19	80.33	80.30
EMPLOYMENT GAP	-27.61	-27.82	-26.47	-27.01
NEW HIRES PARTICIPATION		79.03	71.28	72.78
NEW HIRES GAP		-24.66	-18.42	-19.49
WHITE FEMALE				
FAIR SHARE	33.86	34.27	34.77	35.21
PARTICIPATION RATE	3.33	3.31	3.69	3.65
EMPLOYMENT GAP	30.53	30.96	31.08	31.56
NEW HIRES PARTICIPATION		5.76	9.08	8.57
NEW HIRES GAP		28.51	25.69	26.65

SOURCE: EEOC and Department of Labor.

hires are losing more jobs than can be explained by the increase in white female new hires.

Officials and Administrators

Another clearly male dominated occupational category is officials and administrators. From TABLE II 2 B, p. 42, white female participation rates increased from 15.9 percent in 1973 to 17.2 percent in 1976, but the gaps remained at approximately 18 percent all four years for the total labor force. In the new hires category, the participation rate moved from 18.3 percent in 1974 to 21.7 percent in 1976. The gap decreased from 16 percent in 1974 to 13.6 percent in 1976.

The white male participation rate for the total labor force decreased from 77.3 percent in 1973 to 74.8 percent in 1976 so the gap changed very little, from -22.5 percent in 1973 to -21.5 percent in 1976. The new hires employment gaps changed from -17.1 percent to -14.4 percent.

While neither the white female nor the white male total labor force employment gaps changed, the new hires gaps changed by about the same amounts. The new hires white female employment gaps decreased about 2.5 percent and the white male employment gaps decreased a negative -2.5 percent.

Service Maintenance

White female participation rates in the service maintenance occupations ranged from 8.7 percent in 1973 to 10.4

TABLE II 2 3

WHITE MALE AND FEMALE PARTICIPATION RATES

AND EMPLOYMENT GAPS

1973-76

OFFICIALS AND ADMINISTRATORS

(In Percents)

	1973	1974	1975	1976
WHITE MALE				
FAIR SHARE	54.84	54.37	53.86	53.29
PARTICIPATION RATE	77.34	76.60	75.27	74.77
EMPLOYMENT GAP	-22.40	-22.23	-21.41	-21.52
NEW HIRES PARTICIPATION		71.47	70.77	67.67
NEW HIRES GAP		-17.10	-16.91	-14.38
WHITE FEMALE				
FAIR SHARE	33.86	34.27	34.77	35.21
PARTICIPATION RATE	15.88	15.86	16.40	17.18
EMPLOYMENT GAP	17.98	18.41	18.37	18.03
NEW HIRES PARTICIPATION		18.25	18.66	21.65
NEW HIRES GAP		16.02	16.11	13.56

SOURCE: EEOC and Department of Labor.

percent in 1976 in the total labor force as shown in TABLE II 2 G, p. 44. The employment gap decreased from 25.2 percent in 1973 to 24.8 percent in 1976. The new hires participation rate increased from 10.2 percent in 1974 to 14.3 percent in 1976 reducing the new hires gap from 24.0 percent to 20.9 percent.

The white male participation rate decreased from 58.0 in 1973 to 53.7 in 1976. The employment gap decreased from a -3.1 in 1973 to -0.4 in 1976 for the total labor force. The new hires participation rate dropped from 52.7 in 1974 to 51.5 in 1976. The employment gaps for new hires were positive for the three years, from 1.63 in 1974 to 1.84 in 1976.

While this occupational category is not white female dominated, it is also not white male dominated. In the total labor force, white males are employed very near their participation rate. In the new hires category, white males are being hired close to but below their participation rate. The large white female employment gaps must be the result of minority males and or females being hired in excess of their participation rate.

Summary

The white female employment gap for all occupations combined averages around 6 percent for the total labor force. The new hires employment gap by 1975 and 1976 were slightly

TABLE II 2 G

WHITE MALE AND FEMALE PARTICIPATION RATES
AND EMPLOYMENT GAPS
1973-76
SERVICE MAINTENANCE
(In Percents)

	1973	1974	1975	1976
WHITE MALE				
FAIR SHARE	54.84	54.37	53.86	53.29
PARTICIPATION RATE	57.93	56.31	53.79	53.72
EMPLOYMENT GAP	-3.09	-1.94	0.07	-0.43
NEW HIRES PARTICIPATION		52.74	49.24	51.45
NEW HIRES GAP		1.63	4.62	1.84
WHITE FEMALE				
FAIR SHARE	33.86	34.27	34.77	35.21
PARTICIPATION RATE	8.66	8.39	9.52	10.40
EMPLOYMENT GAP	25.20	25.88	25.25	24.81
NEW HIRES PARTICIPATION		10.23	12.71	14.29
NEW HIRES GAP		24.04	22.06	20.92

SOURCE: EEOC and Department of Labor.

negative, -1.0 and -2.1 respectively. On the basis of the new hires employment gaps, overall, white females in state and local government are being employed close to their participation rate in the labor force. They have achieved fair-share.

When the employment gap is broken down into the various occupational categories, the situation changes. Overparticipation in the female dominated occupations averages out the underparticipation in the male dominated occupations. There has been very little change in white female participation in the female dominated clerical and paraprofessional occupations. In the two most male dominated occupations, protective services and skilled craft, there has been only slight to moderate progress, but beginning at a very low level. In the other two male dominated occupations, service maintenance and officials and administrators, slight to moderate progress, beginning at a higher level. Two occupations, professionals and technicians, are changing from male to female domination. In both cases, white female new hires are being employed in excess of their participation rate or fair-share. Both these employment categories require high levels of training or education and sufficient quantities of qualified females seem to be available for employment.

Analysis of the Employment Gap by State

The purpose of the analysis by state was to determine whether or not such factors as geography, number of state and local government employees or the existence of equal employment opportunity legislation made any significant difference in the employment pattern of white females. In order to make comparisons, it was necessary to find a method of determining whether or not one state was more or less discriminatory than other states. The following method was used to determine the more or less discriminatory states.

The employment gap was calculated for each state by occupation and year. Using the employment gap for each state, a mean gap for all states was determined. TABLES II 3 A-H show the mean gaps and standard deviations for all states by occupation and year for both the total labor force and new hires. EXHIBIT II C and II D contain the figures TABLES II 3 A-H are based on.

From TABLES II 3 A, C, and H, pp. 47-49, two female dominated occupations, clerical and paraprofessionals, and one in transition occupation, technicians, have the largest standard deviations. In the clerical occupations, the mean employment gap for all four years in the total labor force was over -40 percent. The standard deviation averaged around 11 percent for both the total labor force and new hires. The standard deviations in the paraprofessionals

TABLE II 3 A

MEAN WHITE FEMALE EMPLOYMENT GAPS

AND STANDARD DEVIATIONS

CLERICAL

(In Percents)

	1973	1974	1975	1976
MEAN				
TOTAL LABOR FORCE	-43.15	-42.48	-40.70	-40.98
NEW HIRES		-39.70	-38.14	-39.07
STANDARD DEVIATION				
TOTAL LABOR FORCE	11.62	10.85	11.78	11.04
NEW HIRES		11.35	12.24	10.88

SOURCE: EEOC Data.

TABLE II 3 C

MEAN WHITE FEMALE EMPLOYMENT GAPS
AND STANDARD DEVIATIONS
PARAPROFESSIONALS
(In Percents)

	1973	1974	1975	1976
MEAN				
TOTAL LABOR FORCE	-14.93	-14.38	-13.12	-14.83
NEW HIRES		-14.59	-11.55	-12.95
STANDARD DEVIATION				
TOTAL LABOR FORCE	14.33	14.49	13.30	12.89
NEW HIRES		13.34	11.42	10.86

SOURCE: EEOC Data.

TABLE II 3 H

MEAN WHITE FEMALE EMPLOYMENT GAPS

AND STANDARD DEVIATIONS

TECHNICIANS

(In Percents)

	1973	1974	1975	1976
MEAN				
TOTAL LABOR FORCE	13.28	13.25	10.39	9.59
NEW HIRES		1.97	-3.22	-4.48
STANDARD DEVIATION				
TOTAL LABOR FORCE	8.63	7.06	8.36	8.30
NEW HIRES		11.28	11.22	9.67

SOURCE: EEOC Data.

occupations were even larger, with smaller negative gaps. From TABLE II 3 C, p. 48, the mean employment gaps for both the total labor force and new hires averaged around -12 percent. The standard deviations also averaged around 12 percent for both the total labor force and new hires. The standard deviations in this occupational category are almost as large as the mean gaps themselves. In the technicians occupations, TABLE II 3 H, p. 49, the standard deviations are around 8 percent for the total labor force and 10 percent for new hires. The mean employment gaps decreased from about 13 to 10 percent in the total labor force and decreased from a positive 2 percent to a negative -4 percent in new hires.

In three of the male dominated occupational categories, the standard deviations were much smaller. From TABLES II 3 E, F, and B, pp. 51-53, the standard deviations for the total labor force averaged around 3 to 4 percent, and rarely reached 5 percent. In the protective service occupations, with mean employment gaps in the total labor force of over 30 percent, the standard deviations in 1973 and 1974 were 1.1 and 1.6 percent respectively. From TABLE II 3 F, p. 52, the standard deviations in the total labor force for the skilled craft occupations averaged around 4 percent with mean gaps of around 30 percent. The standard deviations, from TABLE II 3 B, p. 53, for the officials and administrators

TABLE II 3 E

MEAN WHITE FEMALE EMPLOYMENT GAPS
AND STANDARD DEVIATIONS
PROTECTIVE SERVICES
(In Percents)

	1973	1974	1975	1976
MEAN				
TOTAL LABOR FORCE	31.01	31.02	30.55	30.68
NEW HIRES		28.26	26.19	25.50
STANDARD DEVIATION				
TOTAL LABOR FORCE	1.12	1.56	4.38	4.14
NEW HIRES		4.45	8.78	8.70

SOURCE: EEOC Data.

TABLE II 3 F

MEAN WHITE FEMALE EMPLOYMENT GAPS

AND STANDARD DEVIATIONS

SKILLED CRAFT

(In Percents)

	1973	1974	1975	1976
MEAN				
TOTAL LABOR FORCE	29.80	30.53	30.91	31.28
NEW HIRES		27.49	25.75	26.61
STANDARD DEVIATION				
TOTAL LABOR FORCE	3.54	5.42	4.16	3.11
NEW HIRES		6.31	9.88	7.65

SOURCE: EEOC Data.

TABLE II 3 B

MEAN WHITE FEMALE EMPLOYMENT GAPS

AND STANDARD DEVIATIONS

OFFICIALS AND ADMINISTRATORS

(In Percents)

	1973	1974	1975	1976
MEAN				
TOTAL LABOR FORCE	16.65	17.92	18.30	17.74
NEW HIRES		17.11	17.21	15.05
STANDARD DEVIATION				
TOTAL LABOR FORCE	5.03	3.90	4.19	3.72
NEW HIRES		7.14	6.61	7.97

SOURCE: EEOC Data.

occupations also averaged around 4 percent for the total labor force with mean employment gaps of around 17 percent.

From TABLE II 3 D, p. 55, the standard deviations in the professionals occupations averaged around 5.5 percent for all four years in the total labor force while the mean gaps fell close to zero. In new hires, the standard deviations are larger, closer to 10, with negative mean gaps close to -9. In this occupational category, there would possibly have been some benefit in further disaggregation. Doctors, engineers, nurses, and social workers are included in this occupational category. Lumping them together may be obscuring some occupational discrimination effects.

The service maintenance occupations had the in-between standard deviations, averaging around 7 percent for the total labor force while the mean gaps averaged around 22 percent according to TABLE II 3 C, p. 56. As pointed out earlier in this chapter, the service maintenance occupations are not white male dominated, but minority dominated.

The mean and standard deviations were used to determine whether or not a state was more or less discriminatory. Using the standard deviations, Z scores were computed for each state, occupation, and year for both the total labor force and new hires. The Z score may be either positive or negative depending on whether or not an individual state is hiring white females above or below the mean. In the male dominated occupations, a positive Z score means that white

TABLE II 3 D

MEAN WHITE FEMALE EMPLOYMENT GAPS

AND STANDARD DEVIATIONS

PROFESSIONALS

(In Percents)

	1973	1974	1975	1976
MEAN				
TOTAL LABOR FORCE	1.50	2.38	0.68	0.16
NEW HIRES		-8.12	-8.94	-9.41
STANDARD DEVIATION				
TOTAL LABOR FORCE	5.39	6.47	5.75	5.64
NEW HIRES		10.88	9.31	9.05

SOURCE: EEOC Data.

TABLE II 3 G

MEAN WHITE FEMALE EMPLOYMENT GAPS
AND STANDARD DEVIATIONS
SERVICE MAINTENANCE
(In Percents)

	1973	1974	1975	1976
MEAN				
TOTAL LABOR FORCE	23.62	23.41	21.10	21.96
NEW HIRES		20.99	18.25	18.22
STANDARD DEVIATION				
TOTAL LABOR FORCE	5.61	6.96	8.95	7.67
NEW HIRES		8.74	12.12	9.22

SOURCE: EEOC Data.

females are being employed below the mean and therefore the state is more discriminatory than the mean. A negative Z score means that white females are being employed at a rate greater than the mean and therefore the state is less discriminatory than the mean. In the female dominated occupations the opposite is true, a positive Z score is less discriminatory and a negative Z score is more discriminatory.

All the states were divided into either more discriminatory, less discriminatory, or in-between states. From each of these groups, five states most representative of their resepctive groups were selected for individual analysis.

Z scores were computed for both the total labor force and new hires. It was felt that the new hires measurement would be more indicative of a state's attempt to correct past employment discrimination, so the selection of the more or less discriminatory states was based on the new hires data rather than the total labor force data.

EEOC guidelines are usually interpreted to mean employing females in male dominated jobs, although discrimination for females should be as illegal as discrimination against females. Because of this, only the four male dominated occupations were used: officials and administrators, protective services, skilled craft, and service maintenance. The excluded occupations were: clerical and paraprofessionals, the female dominated occupations, and professionals and technicians, the in-transition occupational categories.

New hires data is available for only three years, 1974, 1975, and 1976. Three years times the 4 occupational categories yields 12 cases or measurements of discrimination in the male dominated occupations. In these 12 cases the number of positive to negative Z values are compared. A negative Z score means that a state discriminates less than the mean and a positive Z score means that a state discriminates more than the mean. A negative Z does not mean that a state does not discriminate against white females in that occupational category--only that they discriminate less than the average. The mean employment gaps in all four of the occupational categories are positive. White females are discriminated against in all four occupations analyzed.

Of the more discriminatory states, the five chosen for discussion were: California, Florida, New Mexico, North Carolina, and Tennessee. Of the less discriminatory states, the five chosen for discussion were: Indiana, Iowa, Minnesota, Nebraska, and Wisconsin. The five close to the mean states chosen for discussion were: Kentucky, Massachusetts, Missouri, Montana, and Pennsylvania.

A state was determined to be more (less) discriminatory if 8 out of 12 Z values were positive (negative). If 5 to 7 Z values were either positive or negative the state was determined to be in-between.

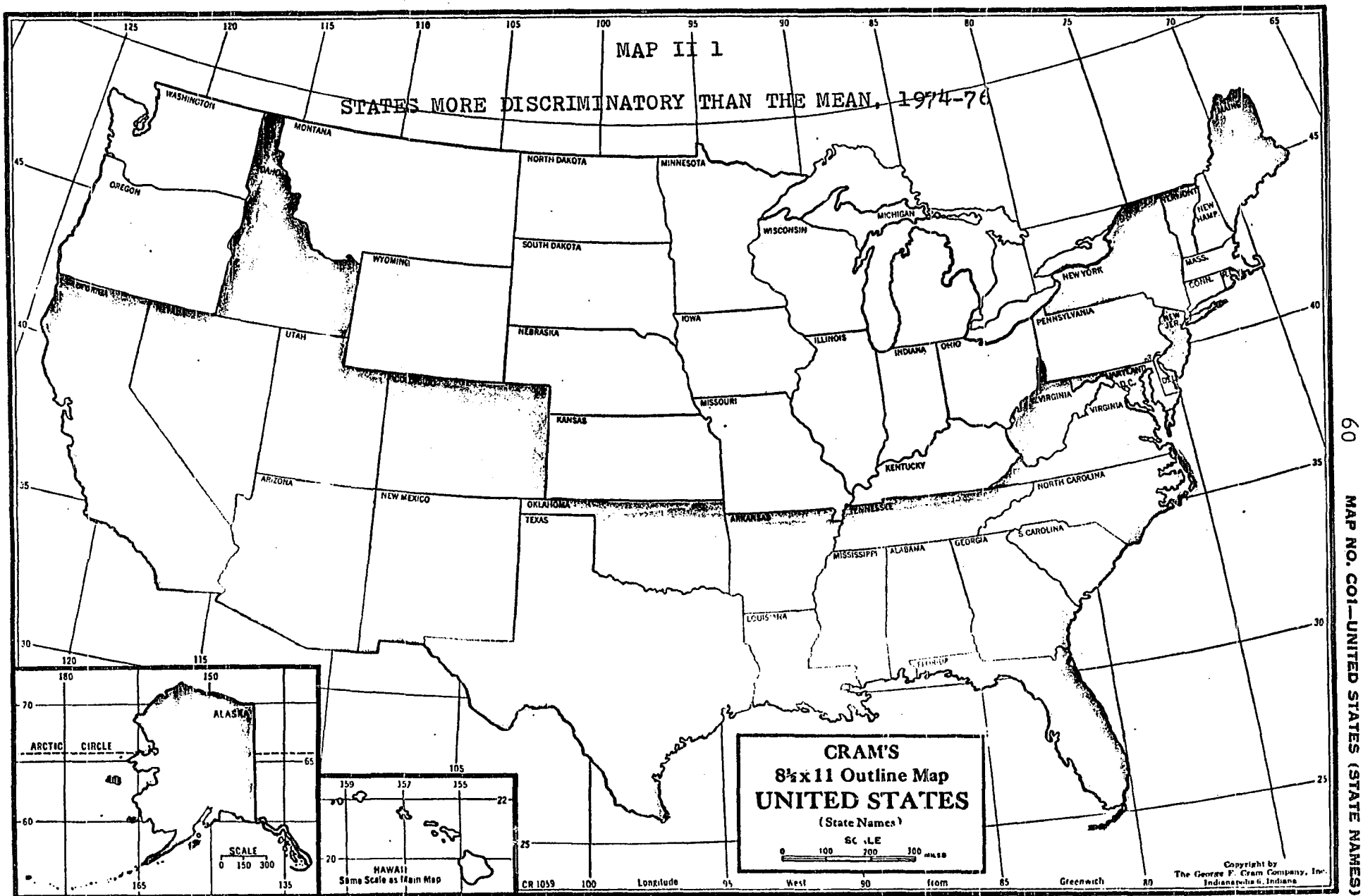
States More Discriminatory Than the Mean

One significant fact about the five states chosen as more discriminatory was that they discriminated more than the mean in all 12 cases. There was not a single instance of discrimination less than the mean. MAP II 1, p. 60, shows the geographical pattern of the states found to discriminate more than the mean.

Thirty states were more discriminatory than the mean. Generally the more discriminatory states were Southern or Eastern. Nine of the ten states without equal employment opportunity legislation are included in the more discriminatory states. Only North Dakota was less discriminatory than the mean. But even though 9 of the more discriminatory states have no EEO legislation, 21 of the 30 do have EEO laws.

California

The first of the more discriminaotry states chosen is California. California is the largest, with 577,102 state and local government employees reported by the Census Bureau in 1976, best paying of the 49 states considered. Geographically it is a Western state. While none of the Z values in California were significant (greater than 1.64) they were all positive in both the total labor force and in new hires in the four male dominated occupations. From TABLE II 4 A, p. 61, California employment gaps were larger



SOURCE: EEOC Data, EEO-4 Reports, 1973-76.

TABLE II 4 A

WHITE FEMALE EMPLOYMENT GAPS

IN THE MALE DOMINATED OCCUPATIONS

CALIFORNIA

(In Percents)

	1973	1974	1975	1976
OFFICIALS AND ADMINISTRATORS				
MEAN GAP				
TOTAL LABOR FORCE	16.65	17.92	18.30	17.74
NEW HIRES		17.11	17.21	15.05
STATE GAP				
TOTAL LABOR FORCE	20.15	19.56	19.51	20.35
NEW HIRES		24.35	18.91	17.72
PROTECTIVE SERVICES				
MEAN GAP				
TOTAL LABOR FORCE	31.01	31.02	30.55	30.68
NEW HIRES		28.26	26.19	25.50
STATE GAP				
TOTAL LABOR FORCE	31.06	31.08	31.40	31.53
NEW HIRES		30.33	28.36	28.93
SKILLED CRAFT				
MEAN GAP				
TOTAL LABOR FORCE	29.79	30.53	30.91	31.29
NEW HIRES		27.49	25.75	26.61
STATE GAP				
TOTAL LABOR FORCE	32.14	32.81	32.99	33.50
NEW HIRES		30.75	30.98	29.82
SERVICE MAINTENANCE				
MEAN GAP				
TOTAL LABOR FORCE	23.61	23.41	21.10	21.96
NEW HIRES		20.99	18.25	18.22
STATE GAP				
TOTAL LABOR FORCE	27.45	27.91	28.58	28.92
NEW HIRES		24.87	24.76	20.72

SOURCE: EEOC Data.

than the mean in every case, total labor force, and new hires in the male dominated occupational categories. California has both an equal employment opportunity and an equal pay law.

Florida

Florida is a large Southern state, ranking 6th in the number of state and local government employees, with the Census Bureau reporting 226,344 in 1976. All 12 of the Z values in the male dominated occupations were positive. From TABLE II 4 B, p. 63, Florida employment gaps were larger than the mean gaps in all 12 cases of new hires, and in 14 out of 16 cases in the total labor force. Florida has both an equal employment opportunity and equal pay law.

New Mexico

New Mexico is a small Southwestern state, ranking 36th in the total number of state and local government employees with the Census Bureau reporting 29,783 in 1976. New Mexico had the largest number of significant deviations of any state. In the clerical and paraprofessional occupations, they hired white females significantly below their participation rate in the labor force. From EXHIBIT II D, the employment gaps in the clerical and paraprofessional occupations were all positive while the mean gaps were all negative. A review of the total employment pattern and not just the white males and females, reveals that approximately

TABLE II 4 B

WHITE FEMALE EMPLOYMENT GAPS

IN THE MALE DOMINATED OCCUPATIONS

FLORDIA

(In Percents)

	1973	1974	1975	1976
OFFICIALS AND ADMINISTRATORS				
MEAN GAP				
TOTAL LABOR FORCE	16.65	17.92	18.30	17.74
NEW HIRES		17.11	17.21	15.05
STATE GAP				
TOTAL LABOR FORCE	14.36	18.53	21.05	18.64
NEW HIRES		18.29	19.78	18.35
PROTECTIVE SERVICES				
MEAN GAP				
TOTAL LABOR FORCE	31.01	31.02	30.55	30.68
NEW HIRES		28.26	26.19	25.50
STATE GAP				
TOTAL LABOR FORCE	30.66	31.65	31.11	31.87
NEW HIRES		29.59	29.05	29.16
SKILLED CRAFT				
MEAN GAP				
TOTAL LABOR FORCE	29.79	30.53	30.91	31.29
NEW HIRES		27.49	25.75	26.61
STATE GAP				
TOTAL LABOR FORCE	32.51	31.01	33.42	33.65
NEW HIRES		29.72	31.88	32.54
SERVICE MAINTENANCE				
MEAN GAP				
TOTAL LABOR FORCE	23.61	23.41	21.10	21.96
NEW HIRES		20.99	18.25	18.22
STATE GAP				
TOTAL LABOR FORCE	28.14	27.83	28.22	28.82
NEW HIRES		26.78	25.87	25.63

SOURCE: EEOC Data.

47 percent of total clerical and 30 percent of total para-professional employment consists of Hispanic females. The Hispanic influence dominates the employment pattern in several occupational categories in New Mexico.

In the male dominated occupations, all 12 Z values were positive, although none were significant. From TABLE II 4 C, p. 65, all of New Mexico's employment gaps, in both the total labor force and new hires, were larger than the mean gaps. New Mexico has both equal employment opportunity and equal pay legislation.

North Carolina

North Carolina ranks 12th in the total number of state and local government employees with 121,453 reported by the Census Bureau in 1976. Only Georgia and Florida of the Deep South states are larger. All 12 Z values in the new hires category were positive. From TABLE II 4 D, p. 66, all of North Carolina's new hires employment gaps were larger than the mean. In the total labor force, 14 out of 16 employment gaps were large than the mean. North Carolina is one of only five states with neither an equal employment opportunity nor an equal pay law.

Tennessee

Tennessee is a large state, ranking 14th in the total number of state and local government employees with the Census Bureau reporting 108,821 in 1976. Tennessee is a

TABLE II 4 C

WHITE FEMALE EMPLOYMENT GAPS

IN THE MALE DOMINATED OCCUPATIONS

NEW MEXICO

(In Percents)

	1973	1974	1975	1976
OFFICIALS AND ADMINISTRATORS				
MEAN GAP				
TOTAL LABOR FORCE	16.65	17.92	18.30	17.74
NEW HIRES		17.11	17.21	15.05
STATE GAP				
TOTAL LABOR FORCE	22.29	22.86	23.15	20.33
NEW HIRES		19.42	19.65	18.20
PROTECTIVE SERVICES				
MEAN GAP				
TOTAL LABOR FORCE	31.01	31.02	30.55	30.68
NEW HIRES		28.26	26.19	25.50
STATE GAP				
TOTAL LABOR FORCE	32.19	31.85	31.43	32.34
NEW HIRES		30.33	27.48	29.94
SKILLED CRAFT				
MEAN GAP				
TOTAL LABOR FORCE	29.79	30.53	30.91	31.29
NEW HIRES		27.49	25.75	26.61
STATE GAP				
TOTAL LABOR FORCE	30.67	32.74	33.16	33.90
NEW HIRES		33.81	31.69	32.95
SERVICE MAINTENANCE				
MEAN GAP				
TOTAL LABOR FORCE	23.61	23.41	21.10	21.96
NEW HIRES		20.99	18.25	18.22
STATE GAP				
TOTAL LABOR FORCE	30.56	30.51	30.89	30.70
NEW HIRES		28.17	29.94	27.29

SOURCE: EEOC Data.

TABLE II 4 D

WHITE FEMALE EMPLOYMENT GAPS

IN THE MALE DOMINATED OCCUPATIONS

NORTH CAROLINA

(In Percents)

	1973	1974	1975	1976
OFFICIALS AND ADMINISTRATORS				
MEAN GAP				
TOTAL LABOR FORCE	16.65	17.92	18.30	17.74
NEW HIRES		17.11	17.21	15.05
STATE GAP				
TOTAL LABOR FORCE	16.94	19.75	20.41	19.14
NEW HIRES		22.40	22.09	19.33
PROTECTIVE SERVICES				
MEAN GAP				
TOTAL LABOR FORCE	31.01	31.02	30.55	30.68
NEW HIRES		38.26	26.19	25.50
STATE GAP				
TOTAL LABOR FORCE	32.09	32.31	32.60	25.25
NEW HIRES		30.96	28.84	31.26
SKILLED CRAFT				
MEAN GAP				
TOTAL LABOR FORCE	29.79	30.53	30.91	31.29
NEW HIRES		27.49	25.75	26.61
STATE GAP				
TOTAL LABOR FORCE	13.92	30.83	31.66	31.52
NEW HIRES		28.88	29.53	27.70
SERVICE MAINTENANCE				
MEAN GAP				
TOTAL LABOR FORCE	23.61	23.41	21.10	21.96
NEW HIRES		20.99	18.25	18.22
STATE GAP				
TOTAL LABOR FORCE	28.40	28.75	28.10	26.92
NEW HIRES		30.48	28.73	26.76

SOURCE: EEOC Data.

Southern border state. All 12 Z values in the new hires category were positive and from TABLE II 4 E, p. 68, all 12 employment gaps were larger than the mean gaps. In 14 out of 16 cases in the total labor force, Tennessee's employment gap were larger than the mean gaps. Tennessee has no equal employment legislation, but does have an equal pay law.

Summary

The 30 more discriminatory states, as represented by the 5 most discriminatory states were both large and small states. They represented all levels of legislation--from no law at all to an equal pay law to both equal pay and equal opportunity laws. The only common characteristic was the geographical distribution. The more discriminatory states were generally Southern or Eastern--but not generally Northern.

States Less Discriminatory Than the Mean

Only 10 states were less discriminatory than the mean. The less discriminatory states were not as clearly less discriminatory; while on the other hand, the more discriminatory states were strongly more discriminatory. Wisconsin was the only less discriminatory state that was less discriminatory in all 12 cases. The five states chosen as representative of the less discriminatory states were: Indiana, Iowa, Minnesota, Nebraska and Wisconsin. MAP II 2, p. 69, shows the geographical pattern of the states found to discriminate less than

TABLE II 4 E

WHITE FEMALE EMPLOYMENT GAPS

IN THE MALE DOMINATED OCCUPATIONS

TENNESSEE

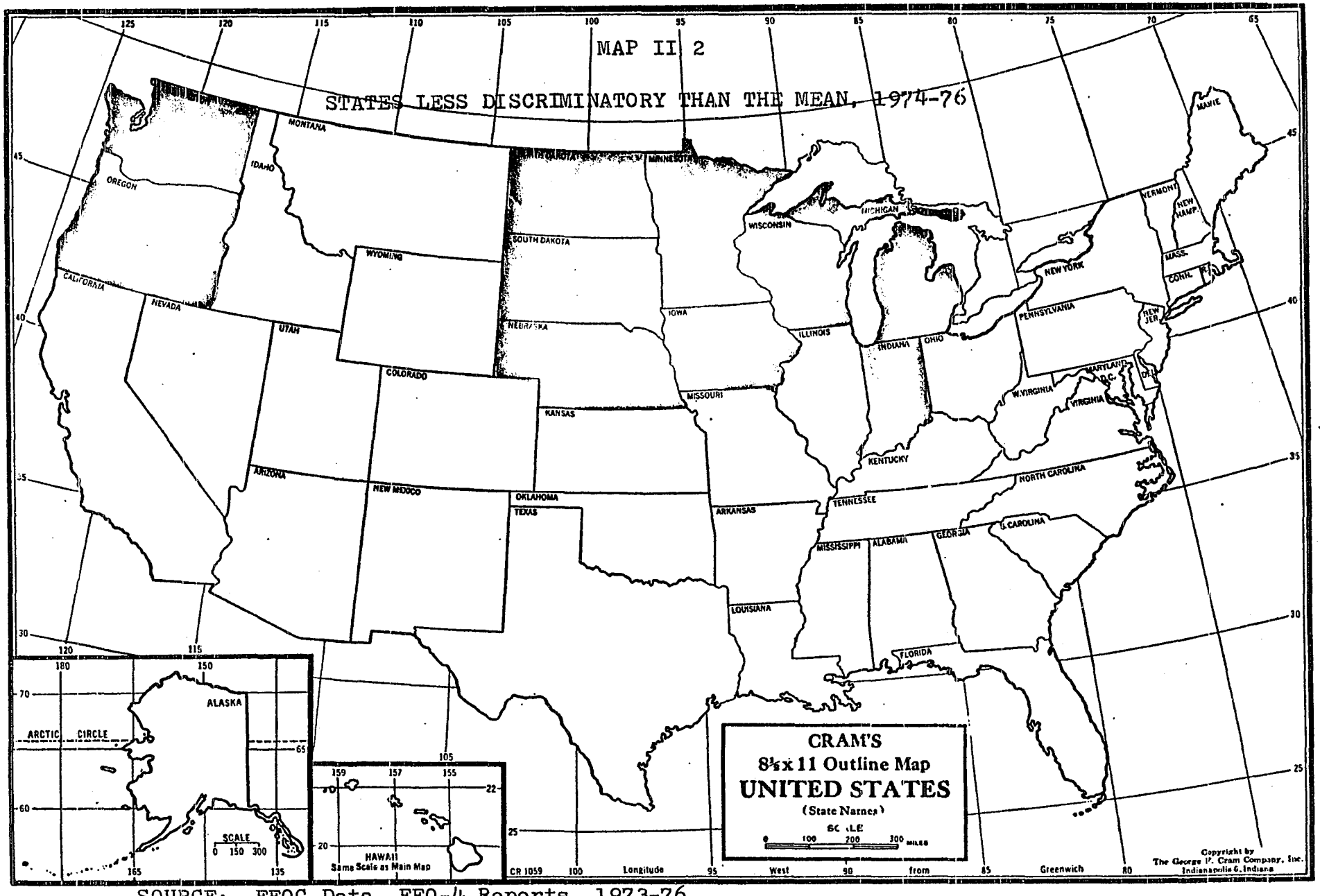
(In Percents)

	1973	1974	1975	1976
OFFICIALS AND ADMINISTRATORS				
MEAN GAP				
TOTAL LABOR FORCE	16.65	17.92	18.30	17.74
NEW HIRES		17.11	17.21	15.05
STATE GAP				
TOTAL LABOR FORCE	14.64	20.97	19.36	19.90
NEW HIRES		22.38	21.75	16.93
PROTECTIVE SERVICES				
MEAN GAP				
TOTAL LABOR FORCE	31.01	31.02	30.55	30.68
NEW HIRES		28.26	26.19	25.50
STATE GAP				
TOTAL LABOR FORCE	31.13	31.15	31.51	31.98
NEW HIRES		28.44	29.59	30.70
SKILLED CRAFT				
MEAN GAP				
TOTAL LABOR FORCE	29.79	30.53	30.91	31.29
NEW HIRES		27.49	25.75	26.61
STATE GAP				
TOTAL LABOR FORCE	30.13	32.54	30.23	33.47
NEW HIRES		31.27	30.81	27.35
SERVICE MAINTENANCE				
MEAN GAP				
TOTAL LABOR FORCE	23.61	23.41	21.10	21.96
NEW HIRES		20.99	18.25	18.22
STATE GAP				
TOTAL LABOR FORCE	26.68	29.11	26.18	25.95
NEW HIRES		26.48	25.26	22.79

SOURCE: EEOC Data.

MAP II 2

STATES LESS DISCRIMINATORY THAN THE MEAN, 1974-76



SOURCE: EEOC Data, EEO-4 Reports, 1973-76.

the mean. The North Central states are less discriminatory, plus Washington and Oregon, two Northwestern states.

Indiana

Indiana is a large central state ranking 15th in size of state and local government employment. The Census Bureau reported 105,919 state and local government employees in 1976. From TABLE II 5 A, p. 71, Indiana discriminated more than the mean in only 2 out of 12 new hires cases. In the skilled craft occupations in 1974 and 1975 the state gap was larger than the mean gap. In 1976 the situation in skilled craft had reversed and the state gap was smaller than the mean gaps. Indiana has both an equal employment oppportunity and equal pay law.

Iowa

Iowa is a North Central medium-sized state ranking 28th in the number of state and local employees. The Census Bureau reported 60,733 in 1976. Iowa was less discriminatory than the mean in 10 out 12 cases in the male dominated occupations. The two cases of more discrimination than the mean were 1975 officials and administrators and 1976 protective services as shown in TABLE II 5 B, p. 72. Iowa has passed both equal employment opportunity and equal pay legislation.

TABLE II 5 A

WHITE FEMALE EMPLOYMENT GAPS

IN THE MALE DOMINATED OCCUPATIONS

INDIANA

(In Percents)

	1973	1974	1975	1976
OFFICIALS AND ADMINISTRATORS				
MEAN GAP				
TOTAL LABOR FORCE	16.65	17.92	18.30	17.74
NEW HIRES		17.11	17.21	15.05
STATE GAP				
TOTAL LABOR FORCE	14.06	13.82	7.23	10.60
NEW HIRES		14.56	15.95	4.53
PROTECTIVE SERVICES				
MEAN GAP				
TOTAL LABOR FORCE	31.01	31.02	30.55	20.68
NEW HIRES		28.26	26.19	25.50
STATE GAP				
TOTAL LABOR FORCE	28.77	29.05	28.27	30.24
NEW HIRES		22.28	16.97	11.34
SKILLED CRAFT				
MEAN GAP				
TOTAL LABOR FORCE	29.79	30.53	30.91	31.29
NEW HIRES		27.49	25.75	26.61
STATE GAP				
TOTAL LABOR FORCE	25.86	32.08	31.52	31.49
NEW HIRES		31.17	32.29	24.75
SERVICE MAINTENANCE				
MEAN GAP				
TOTAL LABOR FORCE	23.61	23.41	21.10	21.96
NEW HIRES		20.99	18.25	18.22
STATE GAP				
TOTAL LABOR FORCE	21.52	20.56	16.65	15.51
NEW HIRES		17.59	13.95	14.46

SOURCE: EEOC Data.

TABLE II 5 B

WHITE FEMALE EMPLOYMENT GAPS

IN THE MALE DOMINATED OCCUPATIONS

IOWA

(In Percents)

	1973	1974	1975	1976
OFFICIALS AND ADMINISTRATORS				
MEAN GAP				
TOTAL LABOR FORCE	16.65	17.92	18.30	17.74
NEW HIRES		17.11	17.21	15.05
STATE GAP				
TOTAL LABOR FORCE	13.93	18.01	14.21	10.81
NEW HIRES		12.31	20.48	3.45
PROTECTIVE SERVICES				
MEAN GAP				
TOTAL LABOR FORCE	31.01	31.02	30.55	30.68
NEW HIRES		28.26	26.19	25.50
STATE GAP				
TOTAL LABOR FORCE	30.72	30.44	29.17	31.30
NEW HIRES		25.68	21.93	38.89
SKILLED CRAFT				
MEAN GAP				
TOTAL LABOR FORCE	29.79	30.53	30.91	31.29
NEW HIRES		27.49	25.75	26.61
STATE GAP				
TOTAL LABOR FORCE	26.84	27.51	27.68	28.57
NEW HIRES		20.58	25.64	22.21
SERVICE MAINTENANCE				
MEAN GAP				
TOTAL LABOR FORCE	23.61	23.41	21.10	21.96
NEW HIRES		20.99	18.25	18.22
STATE GAP				
TOTAL LABOR FORCE	21.76	21.02	20.71	15.41
NEW HIRES		17.12	13.31	9.40

SOURCE: EEOC Data.

Minnesota

Minnesota is a North Central medium-sized state ranking 21st in the total number of state and local government employees. The Census Bureau reported 89,271 government employees in 1976. Minnesota was less discriminatory than the mean in 9 out of 12 cases in the male dominated occupations. As TABLE II 5 C, p. 74, shows, the cases of more discrimination occurred in the skilled craft occupations in 1975 and 1976 and in the officials and administrators category in 1974. In all other cases Minnesota was less discriminatory than the mean. Minnesota has both an equal employment opportunity and equal pay law.

Nebraska

Nebraska is a small North Central state ranking 33rd in the number of state and local government employees, 44,327 reported by the Census Bureau in 1976. Nebraska was less discriminatory than the mean in 10 out of 12 cases in the male dominated occupations. The two exceptions were both in 1975 in the protective services and skilled craft occupations as shown in TABLE II 5 D, p. 75. Four of the new hires gaps were significant (Z scores greater than 1.64) in the male dominated occupations. In the service maintenance occupations, all the new hires gaps were significantly different from the mean, and were negative in 1975 and 1976. The other significant employment gap was in 1975 new hires in the

TABLE II 5 C

WHITE FEMALE EMPLOYMENT GAPS

IN THE MALE DOMINATED OCCUPATIONS

MINNESOTA

(In Percents)

	1973	1974	1975	1976
OFFICIALS AND ADMINISTRATORS				
MEAN GAP				
TOTAL LABOR FORCE	16.65	17.92	18.30	17.74
NEW HIRES		17.11	17.21	15.05
STATE GAP				
TOTAL LABOR FORCE	15.28	18.33	18.50	17.71
NEW HIRES		19.68	12.16	11.43
PROTECTIVE SERVICES				
MEAN GAP				
TOTAL LABOR FORCE	31.01	31.02	30.55	30.68
NEW HIRES		28.26	26.19	25.50
STATE GAP				
TOTAL LABOR FORCE	31.28	21.28	23.04	21.95
NEW HIRES		12.57	24.66	20.32
SKILLED CRAFT				
MEAN GAP				
TOTAL LABOR FORCE	29.79	30.53	30.91	31.29
NEW HIRES		27.49	25.75	26.61
STATE GAP				
TOTAL LABOR FORCE	29.77	29.67	33.31	31.95
NEW HIRES		21.94	31.37	33.39
SERVICE MAINTENANCE				
MEAN GAP				
TOTAL LABOR FORCE	23.61	23.41	21.10	21.96
NEW HIRES		20.99	18.25	18.22
STATE GAP				
TOTAL LABOR FORCE	5.82	10.41	9.68	19.09
NEW HIRES		1.37	7.74	10.23

SOURCE: EEOC Data.

TABLE II 5 D

WHITE FEMALE EMPLOYMENT GAPS

IN THE MALE DOMINATED OCCUPATIONS

NEBRASKA

(In Percents)

	1973	1974	1975	1976
OFFICIALS AND ADMINISTRATORS				
MEAN GAP				
TOTAL LABOR FORCE	16.65	17.92	18.30	17.74
NEW HIRES		17.11	17.21	15.05
STATE GAP				
TOTAL LABOR FORCE	16.93	13.08	19.60	18.97
NEW HIRES		2.42	14.53	11.36
PROTECTIVE SERVICES				
MEAN GAP				
TOTAL LABOR FORCE	31.01	31.02	30.55	30.68
NEW HIRES		28.26	26.19	25.50
STATE GAP				
TOTAL LABOR FORCE	30.54	26.81	31.27	30.46
NEW HIRES		25.02	31.08	19.49
SKILLED CRAFT				
MEAN GAP				
TOTAL LABOR FORCE	29.79	30.53	30.91	31.29
NEW HIRES		27.49	25.75	26.61
STATE GAP				
TOTAL LABOR FORCE	25.00	28.21	32.32	31.64
NEW HIRES		22.23	30.78	20.84
SERVICE MAINTENANCE				
MEAN GAP				
TOTAL LABOR FORCE	23.61	23.41	21.10	21.96
NEW HIRES		20.99	18.25	18.22
STATE GAP				
TOTAL LABOR FORCE	17.67	13.40	4.84	12.50
NEW HIRES		4.20	-13.13	-1.87

SOURCE: EEOC Data.

officials and administrators category. The state of Nebraska has passed both an equal employment opportunity and equal pay law.

Wisconsin

Wisconsin is a large North Central state ranking 19th in the number of state and local government employees, with the Census Bureau reporting 99,537 in 1976. Wisconsin was the only less discriminatory state in 12 out of 12 cases in the male dominated occupations, and 6 out of the 12 employment gaps deviated significantly from the mean. The state's employment gap was significantly below the mean in 1975 in the officials and administrators category, in 1974 in the skilled craft category, in 1974 in the service maintenance category, and every year in the protective services category, 1974-76.

In all occupational categories, Wisconsin had 10 significant deviations, all in the new hires category. In the male dominated occupations, the Z values were significant every year in protective services. But a review of the actual employment figures, as shown in TABLE II 6, p. 79, reveals an exceptionally large turnover rate in the protective service occupations. In 1974, 195 white females were hired and total white females employed were 351. In 1975, 522 white females were hired, but total white females employed were 347. Total employment includes new hires. In 1976, 319 new white females

were hired, total white female employment was 414. Over the three years 1,036 new white females were hired, yet total white female employment increased by only 37 from 1973 to 1976. A review of EXHIBIT II D, shows a similar situation in the technicians category. In the technicians category over the three years, 3,004 white females were hired while white female employment rose by only 126. That seems to be an exceptionally high turnover rate, especially in two job categories that require a great deal of training. This makes the employment gaps in TABLE II 5 E, p. 78, in all the male dominated occupations seem a little suspicious.

Wisconsin was not the only state doing a little "creative job categorizing." Michigan, another less discriminatory state, had remarkable Z scores in 1975 and 1976 in the protective service and skilled craft occupations. In protective services, from EXHIBIT II D, the employment gaps for the total labor force fell from 32 percent in 1973 and 1974 to 3 and 5 percent in 1975 and 1976. In new hires, the gap fell from 29 percent in 1974 to -22 and -24 percent in 1975 and 1976. The Z's were almost 6 standard deviations from the mean. Actual employment of white females in protective service occupations increased from 461 in 1974 to 8776 in 1975, with new hires of only 1471. In the skilled craft occupations, white female employment from 1974 to 1975 increased over 3000 with only 804 new hires. Total white female employment in these two occupations increased over

TABLE II 5 E

WHITE FEMALE EMPLOYMENT GAPS

IN THE MALE DOMINATED OCCUPATIONS

WISCONSIN

(In Percents)

	1973	1974	1975	1976
OFFICIALS AND ADMINISTRATORS				
MEAN GAP				
TOTAL LABOR FORCE	16.65	17.92	18.30	17.74
NEW HIRES		17.11	17.21	15.05
STATE GAP				
TOTAL LABOR FORCE	16.83	18.46	18.62	19.59
NEW HIRES		13.63	4.15	7.62
PROTECTIVE SERVICES				
MEAN GAP				
TOTAL LABOR FORCE	31.01	31.02	30.55	30.68
NEW HIRES		28.26	26.19	25.50
STATE GAP				
TOTAL LABOR FORCE	30.70	31.18	31.48	31.67
NEW HIRES		16.43	4.40	9.28
SKILLED CRAFT				
MEAN GAP				
TOTAL LABOR FORCE	29.79	30.53	30.91	31.29
NEW HIRES		27.49	25.75	26.61
STATE GAP				
TOTAL LABOR FORCE	31.11	32.51	33.22	33.41
NEW HIRES		-1.33	23.85	22.35
SERVICE MAINTENANCE				
MEAN GAP				
TOTAL LABOR FORCE	23.61	23.41	21.10	21.96
NEW HIRES		20.99	18.25	18.22
STATE GAP				
TOTAL LABOR FORCE	17.64	17.37	17.16	17.76
NEW HIRES		6.11	10.83	17.22

SOURCE: EEOC Data.

TABLE II 6

WHITE FEMALE EMPLOYMENT AND TOTAL EMPLOYMENT

IN THE MALE DOMINATED OCCUPATIONS

WISCONSIN

	1973	1974	1975	1976
OFFICIALS AND ADMINISTRATORS				
WHITE FEMALES				
LABOR FORCE	1174	643	566	719
NEW HIRES	0	32	64	40
TOTAL				
LABOR FORCE	6891	4067	3504	4602
NEW HIRES	0	155	209	145
PROTECTIVE SERVICES				
WHITE FEMALES				
LABOR FORCE	377	351	347	414
NEW HIRES	0	195	522	319
TOTAL				
LABOR FORCE	11936	11345	10560	11698
NEW HIRES	0	1093	1719	1230
SKILLED CRAFT				
WHITE FEMALES				
LABOR FORCE	159	98	64	97
NEW HIRES	0	89	24	27
TOTAL				
LABOR FORCE	5787	5577	4116	5379
NEW HIRES	0	250	229	210
SERVICE MAINTENANCE				
WHITE FEMALES				
LABOR FORCE	2937	2755	2506	2707
NEW HIRES	0	405	294	262
TOTAL				
LABOR FORCE	18110	16304	14228	15514
NEW HIRES	0	1438	1228	1456

SOURCE: EEOC DATA

11,000 while total white female employment in all occupations changed by only 296 from 42,982 to 43,278 from 1974 to 1975. During the same period, white female clerical workers lost 7400 and white female paraprofessionals lost about 3800. Apparently typists and child support workers are now driving police cars and fighting fires. That is "creative job categorizing."

Wisconsin and Michigan seem to be the only two states obviously manipulating the data. Kentucky, North Carolina and Pennsylvania also have some suspicious shifts in white female employment from the female dominated occupations to the male dominated occupations. But several states also have large shifts from the male dominated occupations to the female dominated occupations. Many of the changes are probably the result of a misunderstanding or lack of consistency in the reporting process rather than deliberate manipulation. Wisconsin has both equal employment opportunity and equal pay legislation.

Summary

The less discriminatory states are both large and small. With the exception of North Dakota, they all have equal employment opportunity and equal pay laws. North Dakota only has an equal pay law. The most significant feature in common is geography. With the exception of Washington and Oregon in the Northwest, they are all clustered in the North Central part of the United States.

The In-Between States

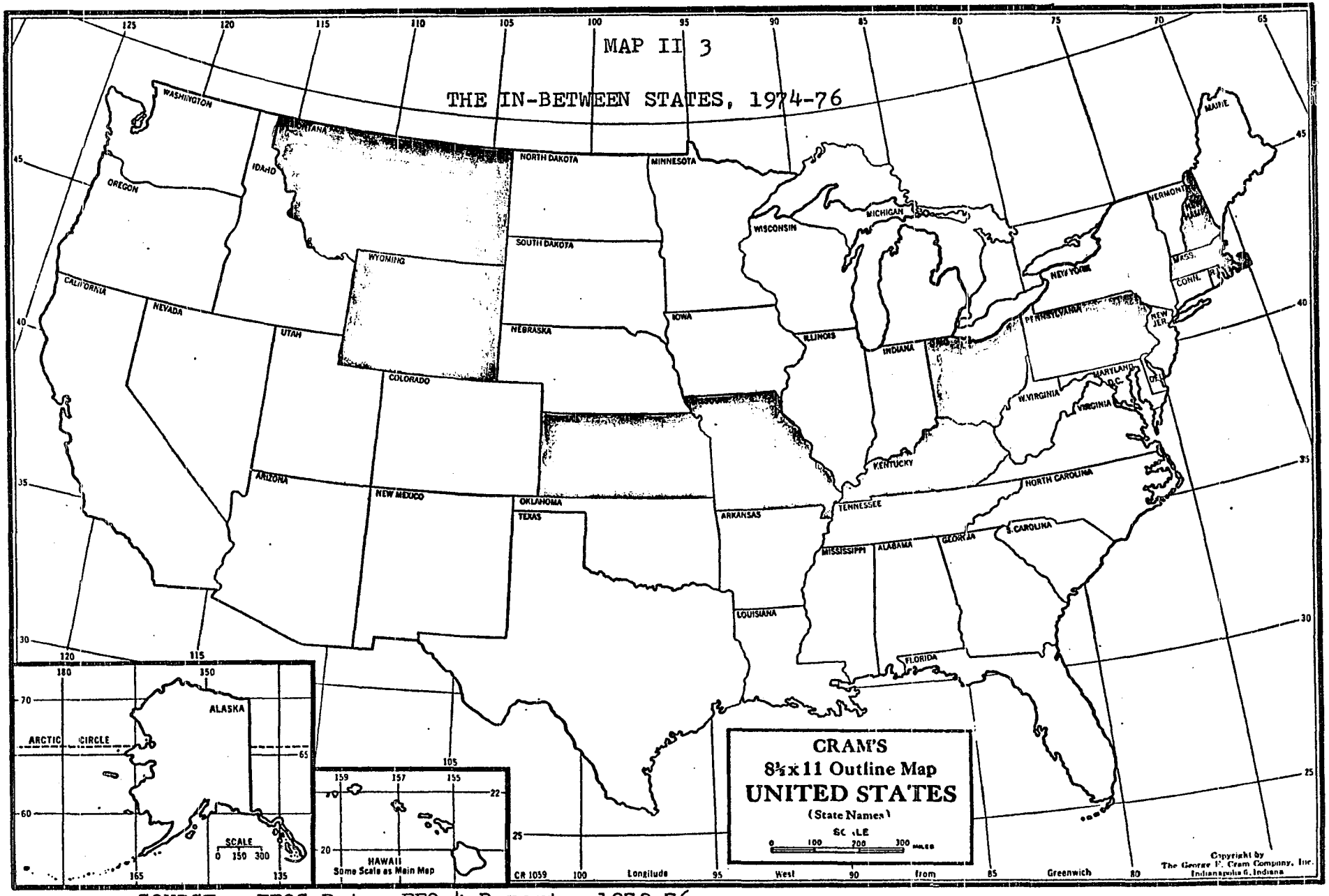
The in-between states were those that had about an equal number of positive and negative Z values: 5 to 7, 6 to 6, or 7 to 5; or were not clearly either more or less discriminatory. Nine states met this criteria: Kansas, Kentucky, Massachusetts, Missouri, Montana, New Hampshire, Ohio, Pennsylvania and Wyoming. MAP II 3, p. 82, shows the geographical pattern of these states. The five selected as most representative of the group were: Kentucky, Massachusetts, Missouri, Montana and Pennsylvania.

Kentucky

Kentucky is a Central, almost Southern state and ranks 23rd in the total number of state and local government employees with 68,154 reported by the Census Bureau in 1976. From TABLE II 7 A, p. 83, all the negative Z values (5) are in two occupational categories--officals and administrators and skilled craft. In the officials and administrators category, all the Z values are significant. The state employment gap is well below the mean gap. The 1974 new hires gap in the skilled craft occupations was also significantly negative. The positive Z values, employment gaps greater than the mean, were primarily in the protective services and service maintenance occupations. Seven of the 12 new hires Z values were positive in the male dominated

MAP II 3

THE IN-BETWEEN STATES, 1974-76



SOURCE: EEOC Data, EEO-4 Reports, 1973-76.

TABLE II 7 A

WHITE FEMALE EMPLOYMENT GAPS

IN THE MALE DOMINATED OCCUPATIONS

KENTUCKY

(In Percents)

	1973	1974	1975	1976
OFFICIALS AND ADMINISTRATORS				
MEAN GAP				
TOTAL LABOR FORCE	16.65	17.92	18.30	17.74
NEW HIRES		17.11	17.21	15.05
STATE GAP				
TOTAL LABOR FORCE	3.76	15.09	11.82	18.87
NEW HIRES		5.43	5.71	-2.90
PROTECTIVE SERVICES				
MEAN GAP				
TOTAL LABOR FORCE	31.01	31.02	30.55	30.68
NEW HIRES		28.26	26.19	25.50
STATE GAP				
TOTAL LABOR FORCE	28.84	31.80	31.55	31.53
NEW HIRES		30.35	26.22	28.11
SKILLED CRAFT				
MEAN GAP				
TOTAL LABOR FORCE	29.79	30.53	30.91	31.29
NEW HIRES		27.49	25.75	26.61
STATE GAP				
TOTAL LABOR FORCE	30.79	-3.79	24.38	32.49
NEW HIRES		14.27	13.65	31.28
SERVICE MAINTENANCE				
MEAN GAP				
TOTAL LABOR FORCE	23.61	23.41	21.10	21.96
NEW HIRES		20.99	18.25	18.22
STATE GAP				
TOTAL LABOR FORCE	24.91	25.67	19.34	21.95
NEW HIRES		26.72	25.22	18.48

SOURCE: EEOC Data.

occupations. Kentucky has both an equal employment opportunity and equal pay law.

Massachusetts

Massachusetts ranks 10th in the number of state and local government employees with the Census Bureau reporting 147,495 in 1976. Massachusetts is a Northeastern state. Massachusetts was evenly split with 6 positive and 6 negative Z values. Two of the negative Z values, one in officials and administrators, 1974, and protective services, 1974, were significant. In the officials and administrators category, all the employment gaps were below the mean. Massachusetts seems to be trying to employ white females in this occupation. In 1974 and 1975 the employment gaps in protective services were also below the mean, and in 1976 in the service maintenance occupations the employment gap was below the mean. Only one occupation, skilled craft, had positive Z values all three years. From TABLE II 7 B, p. 85, the new hires employment gaps in skilled craft occupations were not only larger than the mean, they were also increasing. Women are doing well in the officials and administrators category and losing ground in the skilled craft category. Massachusetts has both equal employment opportunity and equal pay legislation.

TABLE II 7 B

WHITE FEMALE EMPLOYMENT GAPS

IN THE MALE DOMINATED OCCUPATIONS

MASSACHUSETTS

(In Percents)

	1973	1974	1975	1976
OFFICIALS AND ADMINISTRATORS				
MEAN GAP				
TOTAL LABOR FORCE	16.65	17.92	18.30	17.74
NEW HIRES		17.11	17.21	15.05
STATE GAP				
TOTAL LABOR FORCE	15.03	18.22	14.92	16.31
NEW HIRES		4.50	9.52	5.58
PROTECTIVE SERVICES				
MEAN GAP				
TOTAL LABOR FORCE	31.01	31.02	30.55	30.68
NEW HIRES		28.26	26.19	25.50
STATE GAP				
TOTAL LABOR FORCE	32.81	33.27	33.03	33.56
NEW HIRES		19.82	24.25	30.81
SKILLED CRAFT				
MEAN GAP				
TOTAL LABOR FORCE	29.79	30.53	30.91	31.29
NEW HIRES		27.49	25.75	26.61
STATE GAP				
TOTAL LABOR FORCE	32.21	32.56	32.25	32.90
NEW HIRES		28.67	29.73	31.70
SERVICE MAINTENANCE				
MEAN GAP				
TOTAL LABOR FORCE	23.61	23.41	21.10	21.96
NEW HIRES		20.99	18.25	18.22
STATE GAP				
TOTAL LABOR FORCE	21.06	27.79	23.43	24.13
NEW HIRES		27.90	26.82	15.74

SOURCE: EEOC Data.

Missouri

Missouri ranks 16th in the number of state and local government employees with the Census Bureau reporting 105,072 in 1976. Missouri is located in the middle of the United States. Seven out of 12 Z values were positive and 5 were negative. But the negative Z's involved three out of four of the male dominated occupations. Only skilled craft had positive Z values every year. From TABLE II 7 C, p. 87, the employment gaps in the skilled craft occupations were greater than the mean gaps every year. The five employment gaps below the mean values were in the officials and administrators category, protective services, and service maintenance. Missouri has both an equal employment opportunity and equal pay law.

Montana

Montana is a Northwestern state ranking 42nd in the number of state and local government employees with the Census Bureau reporting 29,119 in 1976. Six out of 12 Z values were positive and 6 were negative. The six negative Z values are found in all four of the male dominated occupations. From TABLE II 7 D, p. 88, in 1976 the employment gaps are below the mean in the officials and administrators and protective service categories. The employment gap in skilled crafts is below the mean in 1975. In the service maintenance occupations

TABLE II 7 C

WHITE FEMALE EMPLOYMENT GAPS

IN THE MALE DOMINATED OCCUPATIONS

MISSOURI

(In Percents)

	1973	1974	1975	1976
OFFICIALS AND ADMINISTRATORS				
MEAN GAP				
TOTAL LABOR FORCE	16.65	17.92	18.30	17.74
NEW HIRES		17.11	17.21	15.05
STATE GAP				
TOTAL LABOR FORCE	12.19	10.68	8.77	9.34
NEW HIRES		14.83	14.27	18.30
PROTECTIVE SERVICES				
MEAN GAP				
TOTAL LABOR FORCE	31.01	31.02	30.55	30.68
NEW HIRES		28.26	26.19	25.50
STATE GAP				
TOTAL LABOR FORCE	31.78	32.19	32.74	32.83
NEW HIRES		27.87	28.93	23.29
SKILLED CRAFT				
MEAN GAP				
TOTAL LABOR FORCE	29.79	30.53	30.91	31.29
NEW HIRES		27.49	25.75	26.61
STATE GAP				
TOTAL LABOR FORCE	32.24	33.49	34.04	33.09
NEW HIRES		30.55	32.79	32.15
SERVICE MAINTENANCE				
MEAN GAP				
TOTAL LABOR FORCE	23.61	23.41	21.10	21.96
NEW HIRES		20.99	18.25	18.22
STATE GAP				
TOTAL LABOR FORCE	22.63	23.09	23.42	22.14
NEW HIRES		22.39	23.48	18.10

SOURCE: EEOC Data.

TABLE II 7 D

WHITE FEMALE EMPLOYMENT GAPS

IN THE MALE DOMINATED OCCUPATIONS

MONTANA

(In Percents)

	1973	1974	1975	1976
OFFICIALS AND ADMINISTRATORS				
MEAN GAP				
TOTAL LABOR FORCE	16.65	17.92	18.30	17.74
NEW HIRES		17.11	17.21	15.05
STATE GAP				
TOTAL LABOR FORCE	14.53	6.05	18.72	19.30
NEW HIRES		19.12	22.87	3.91
PROTECTIVE SERVICES				
MEAN GAP				
TOTAL LABOR FORCE	31.01	31.02	30.55	30.68
NEW HIRES		28.26	26.19	25.50
STATE GAP				
TOTAL LABOR FORCE	30.74	32.39	39.97	30.15
NEW HIRES		33.02	31.38	23.06
SKILLED CRAFT				
MEAN GAP				
TOTAL LABOR FORCE	29.79	30.53	30.91	31.29
NEW HIRES		27.49	25.75	26.61
STATE GAP				
TOTAL LABOR FORCE	29.11	27.10	28.53	28.54
NEW HIRES		28.50	6.45	28.83
SERVICE MAINTENANCE				
MEAN GAP				
TOTAL LABOR FORCE	23.61	23.41	21.10	21.96
NEW HIRES		20.99	18.25	18.22
STATE GAP				
TOTAL LABOR FORCE	14.19	14.80	8.77	11.90
NEW HIRES		7.31	7.29	4.70

SOURCE: EEOC Data.

the employment gap is below the mean all three years. In the service maintenance category, it appears that Montana is trying to provide employment opportunity for white women. Montana has both an equal employment opportunity and equal pay law.

Pennsylvania

Pennsylvania is a large Eastern state ranking 4th in the number of state and local government employees, with the Census Bureau reporting 249,326 in 1976. Seven of the 12 Z values were negative and 5 were positive. The seven negative values were found in all four of the male dominated occupational categories. There were even two years in the skilled craft occupations where the employment gaps were below the mean gaps as TABLE II 7 E, p. 90 shows.

Pennsylvania was one of the states that had large shifts in their employment numbers. From 1975 to 1976, white female employment in the paraprofessional occupations decreased by over 11,000 and white female service maintenance workers increased by 10,000. There seems to have been a change in job description for the two groups. Pennsylvania has both an equal employment opportunity and equal pay law.

Summary

Size does not seem to be an important factor in the in-between states, some are large and some are small. All

TABLE II 7 E

WHITE FEMALE EMPLOYMENT GAPS

IN THE MALE DOMINATED OCCUPATIONS

PENNSYLVANIA

(In Percents)

	1973	1974	1975	1976
OFFICIALS AND ADMINISTRATORS				
MEAN GAP				
TOTAL LABOR FORCE	16.65	17.92	18.30	17.74
NEW HIRES		17.11	17.21	15.05
STATE GAP				
TOTAL LABOR FORCE	18.72	19.54	19.95	20.07
NEW HIRES		19.92	11.01	12.99
PROTECTIVE SERVICES				
MEAN GAP				
TOTAL LABOR FORCE	31.01	31.02	30.55	30.68
NEW HIRES		28.26	26.19	25.50
STATE GAP				
TOTAL LABOR FORCE	31.76	31.67	32.12	32.16
NEW HIRES		28.26	31.49	22.54
SKILLED CRAFT				
MEAN GAP				
TOTAL LABOR FORCE	29.79	30.53	30.91	31.29
NEW HIRES		27.49	25.75	26.61
STATE GAP				
TOTAL LABOR FORCE	31.79	32.38	32.71	29.24
NEW HIRES		24.40	26.49	22.44
SERVICE MAINTENANCE				
MEAN GAP				
TOTAL LABOR FORCE	23.61	23.41	21.10	21.96
NEW HIRES		20.99	18.25	18.22
STATE GAP				
TOTAL LABOR FORCE	26.23	23.87	27.87	12.87
NEW HIRES		17.30	25.06	10.45

SOURCE: EEOC Data.

the in-between states do have both equal opportunity and equal pay legislation. Geography seems to be an important factor. The in-between states are just that geographically, they are between the more and less discriminatory states. There is the impression of a battle line. Employment opportunity seems to be spreading south, east, and west from the cluster of less discriminatory North Central states. The in-between states seem to be moving towards less discrimination. Only one occupational category, skilled craft, remains a male stronghold in the in-between states. The other male dominated occupations seem to be opening up to white females.

Conclusion

In all three cases, the more discriminatory, the less discriminatory, and the in-between states, geography seems to be the most common characteristic. Size and the existence of state legislation do not seem to make any difference in the employment pattern. In selected instances the less discriminatory and in-between states seem to have been guilty of some statistical manipulation.

While geography does seem to be significant, geography does not seem likely to be a probably cause of employment discrimination against white females. Therefore, something else must explain the employment discrimination against white females.

Effects of State Equal Employment Opportunity Laws

One factor that was hypothesized to make a difference in the employment pattern of white females in state and local government was the existence of state equal employment opportunity laws. In the previous section of this chapter, the existence of equal opportunity and equal pay legislation was noted. In order to test the hypothesis, the states were divided into two groups, Group I states were those with equal employment opportunity legislation and Group II states were those without equal employment opportunity legislation. The employment gaps were averaged for each group to determine Mean 1 for the states with EEO laws and Mean 2 for states without EEO laws.

The Null Hypothesis tested was that the two means were equal, $M_1=M_2$. The Alternative Hypothesis was that $M_1 \neq M_2$. A T-test procedure was run, using a 5 percent level of confidence, to determine whether to accept or reject the null hypothesis. EXHIBIT II E shows the results of the T-test for the 8 occupations for both the total labor force and new hires, 1973-76. The following are the results of the T-test for the eight occupational categories.

Clerical

It was not possible in any case to reject the null hypothesis in the clerical occupations. There was no significant difference between the means of the two groups.

GRAPH II 1, p. 94, shows the means of the two groups of states in the new hires category. While the differences in the means were not significant, the direction of the differences was noteworthy. In every case the negative gaps in the clerical occupations were larger in the states with EEO legislation. The clerical occupations are less white female dominated in states without EEO legislation.

Officials and Administrators

In the total labor force, the difference between the means of the two groups was significant in 1973, 1974, and 1975. In new hires, in all cases, there was no significant difference between the means of the two groups. GRAPH II 2, p. 95, shows the mean employment gaps of the two groups in the new hires category. As the graph shows, the direction of the differences seemed more important than the differences themselves. The mean employment gaps in the states without EEO legislation were all smaller than the mean employment gaps in the states with EEO legislation. The officials and administrators occupations are less male dominated in the states without equal employment opportunity legislation.

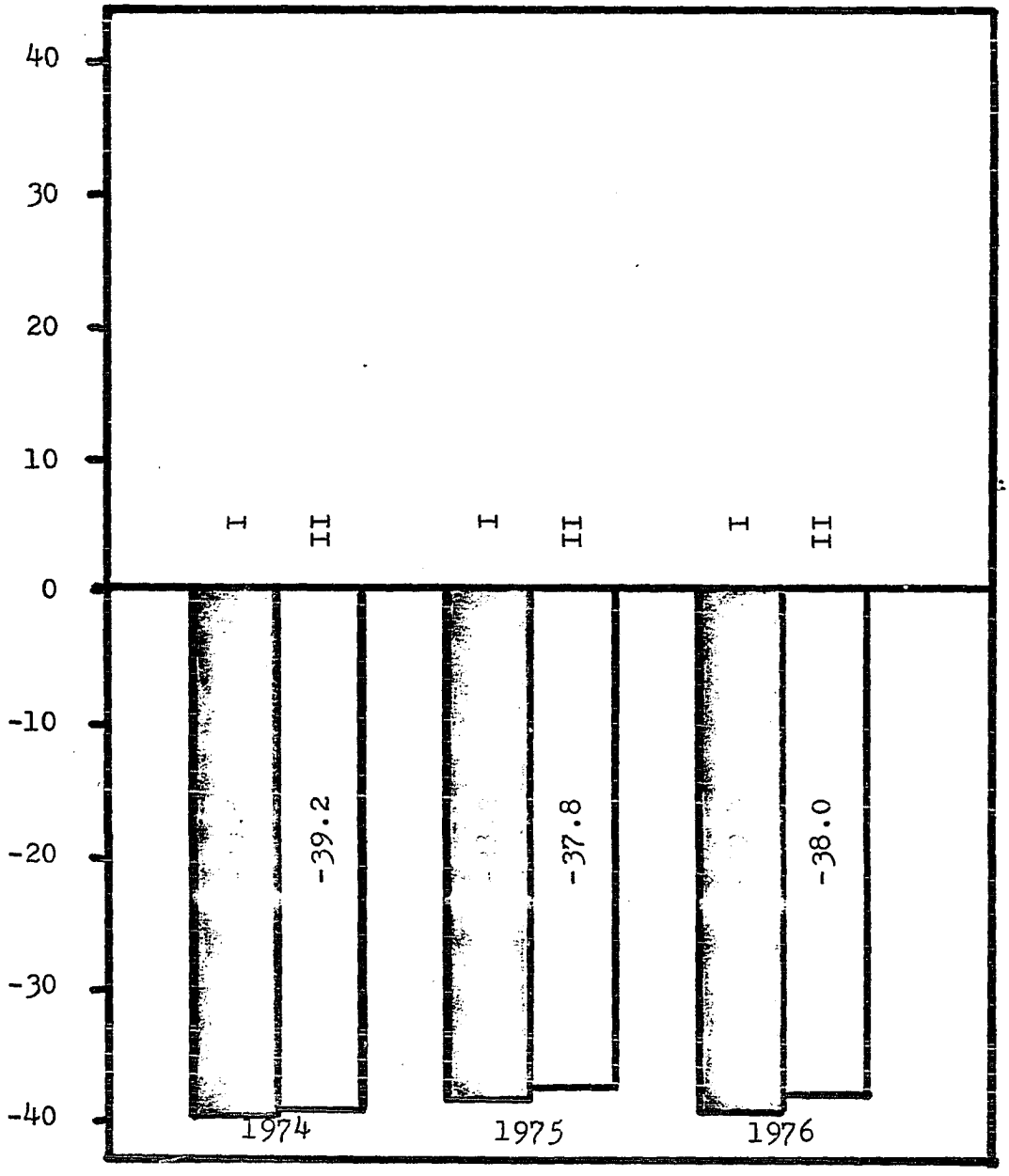
Paraprofessionals

Only once in the total labor force in 1975 was the difference between the two means significant. In new hires, there was no significant difference between the two means

GRAPH II 1

NEW HIRES EMPLOYMENT GAPS FOR STATES WITH/WITHOUT EQUAL EMPLOYMENT OPPORTUNITY LAWS, 1974-76

CLERICAL
(In Percents)

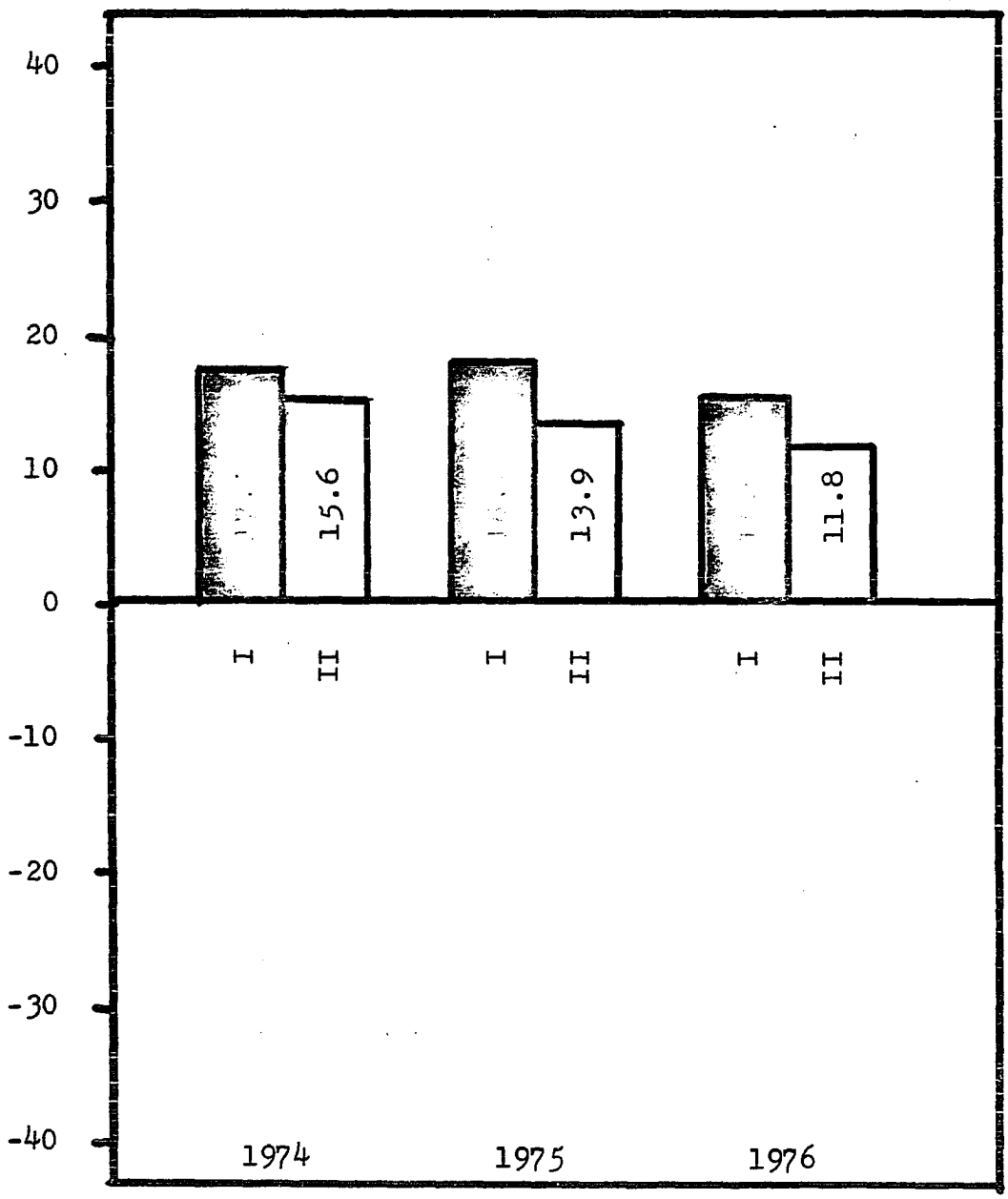


SOURCE: EEOC Data, EEO-4 Reports, 1974-76.

GRAPH II 2

NEW HIRES EMPLOYMENT GAPS FOR STATES WITH/WITHOUT EQUAL EMPLOYMENT OPPORTUNITY LAWS, 1974-76

OFFICIALS AND ADMINISTRATORS
(In Percents)



SOURCE: EEOC Data, EEO-4 Reports, 1974-76.

in any year tested. GRAPH II 3, p. 97, shows the new hires means of the two groups. The paraprofessionals occupations are less female dominated in the states without equal employment opportunity legislation.

Professionals

The professionals occupations had the largest number of significant differences between the means of the two groups. The difference between the means in the total labor force was significant every year tested, 1973, 1974, 1975, and 1976. In every case in the total labor force, the mean of Group I, states with EEO laws, was positive; and in every case the mean of Group II, states without EEO laws, was negative. In the Group II states, the professional occupations are already white female dominated.

In the new hires, the means of the two groups were significantly different in 1976. GRAPH II 4, p. 98, shows the means of the two groups for the new hires. As in the case of the total labor force, the professional occupations in the states without EEO laws are more white female dominated than the states with EEO laws.

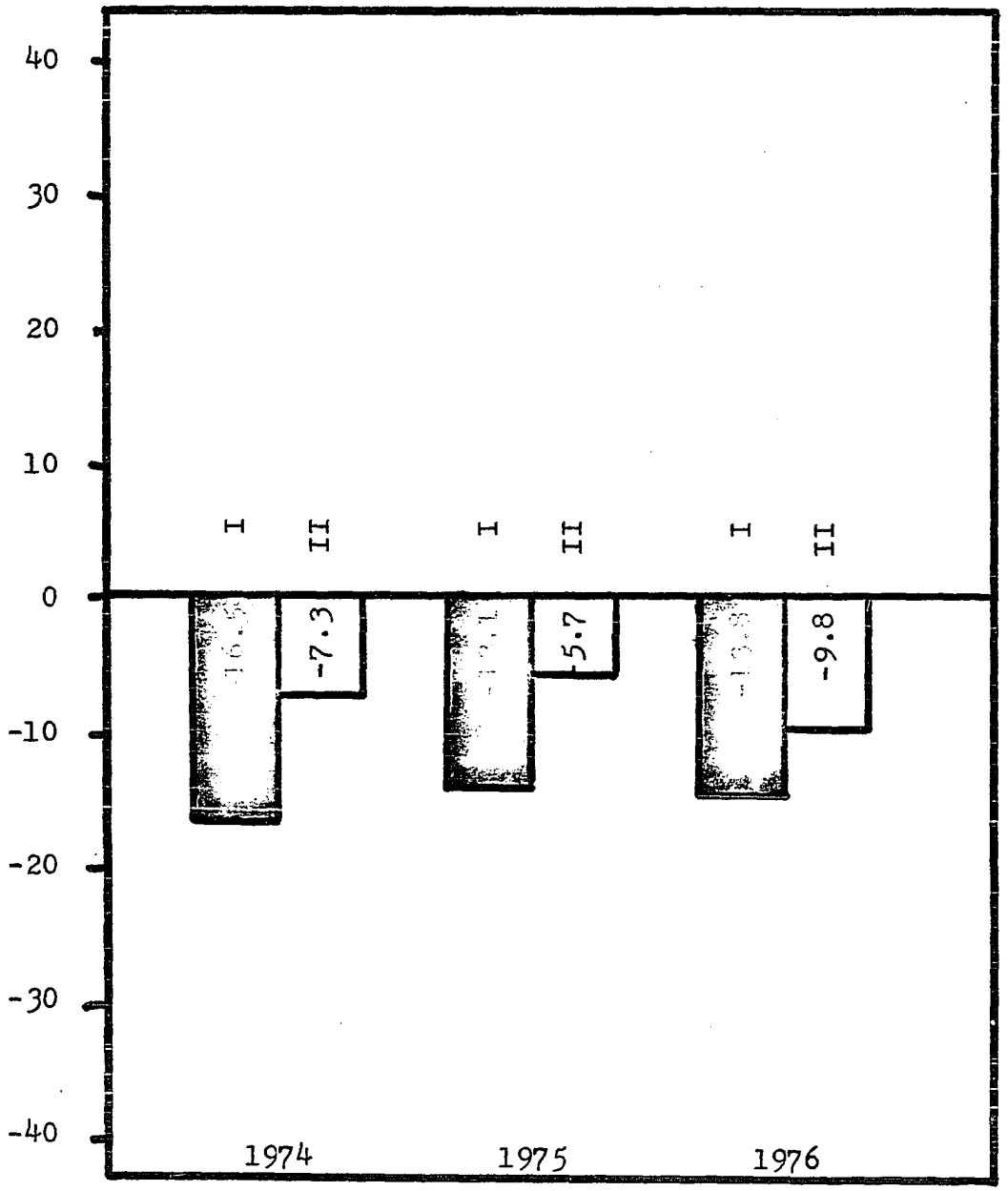
Protective Services

In the protective service occupations, the means of the two groups were not significantly different in any of the years tested in the total labor force. In new hires, there

GRAPH II 3

NEW HIRES EMPLOYMENT GAPS FOR STATES WITH/WITHOUT EQUAL EMPLOYMENT OPPORTUNITY LAWS, 1974-76

PARAPROFESSIONALS
(In Percents)

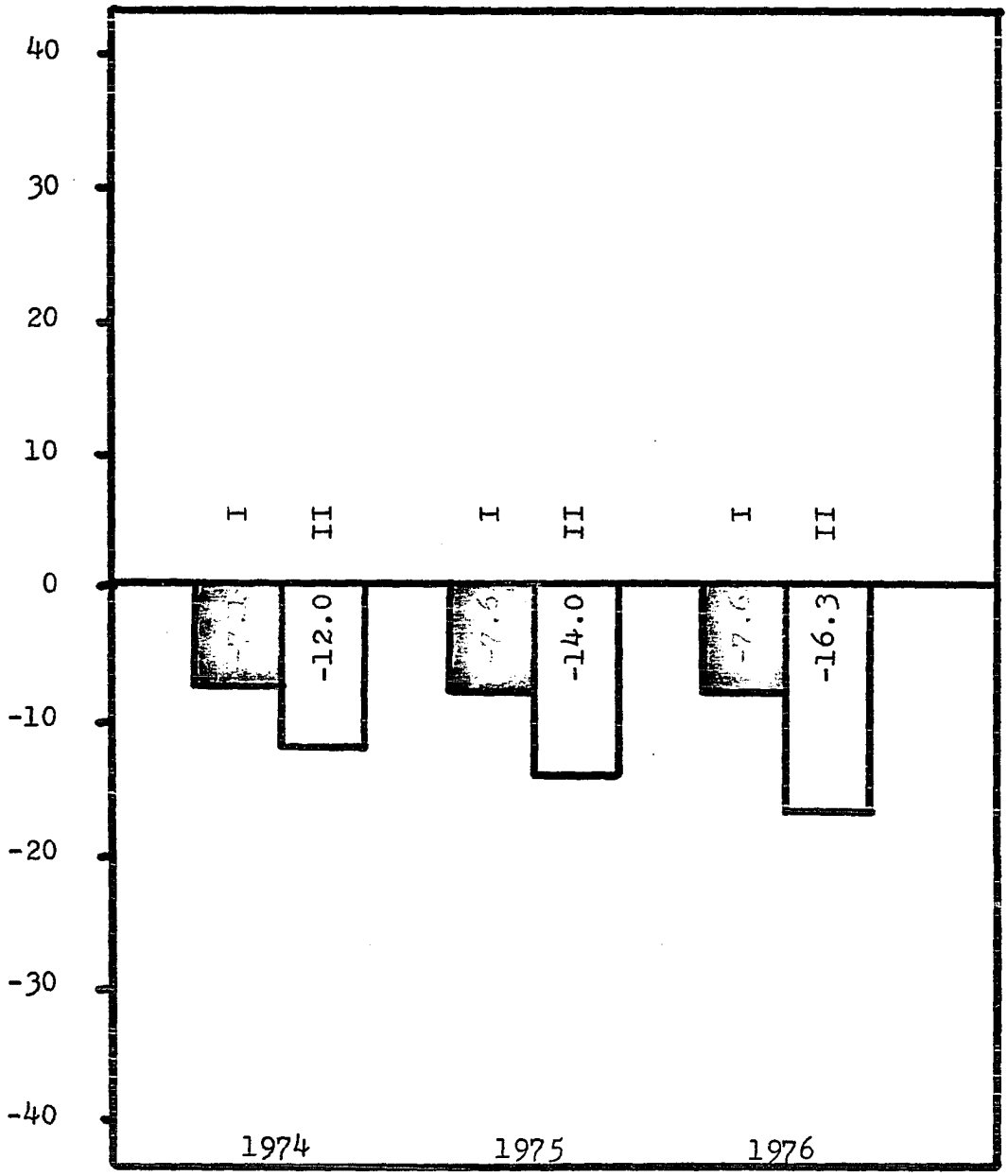


SOURCE: EEOC Data, EEO-4 Reports, 1974-76.

GRAPH II 4

NEW HIRES EMPLOYMENT GAPS FOR STATES WITH/WITHOUT EQUAL EMPLOYMENT OPPORTUNITY LAWS, 1974-76

PROFESSIONALS
(In Percents)



SOURCE: EEOC Data, EEO-4 Reports, 1974-76.

was a significant difference in 1976. From Graph II 5, p. 100, the employment gaps for new hires in Group I states are decreasing more rapidly than the gaps in Group II states. The direction of the differences is positive in protective service occupations. There is less employment discrimination against white females in states with EEO legislation. Since protective service occupations are one of the most male dominated of the occupations, the existence of EEO legislation may be making a difference where it counts the most.

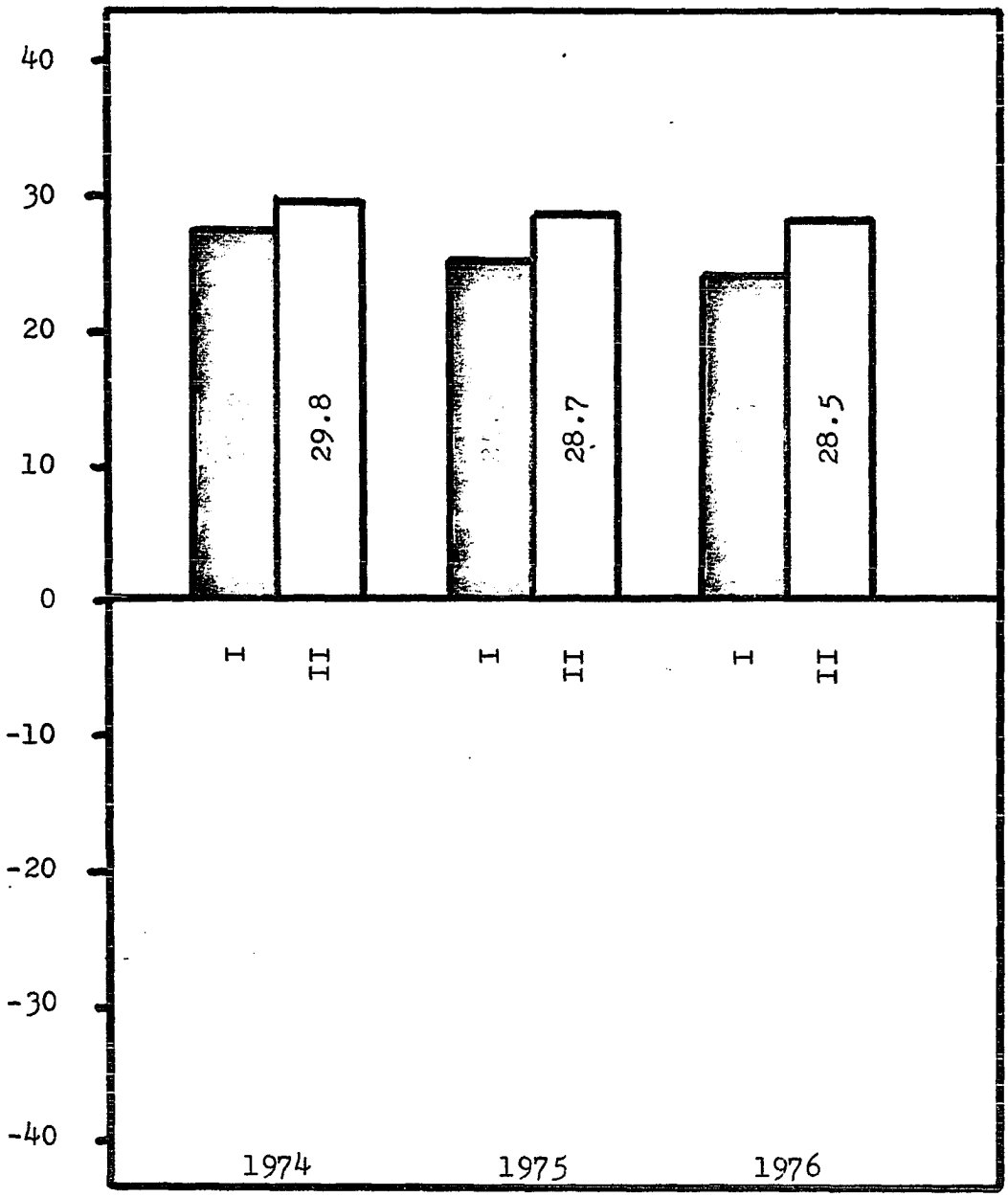
Skilled Craft Workers

The means of the two groups in the total labor force were not significantly different in any of the years tested, 1973-76. In the case of new hires, there was a significant difference between the means of the two groups in 1974. From GRAPH II 6, p. 101, the means of the two groups of new hires have a positive relationship. Employment discrimination is less against white females in the states with EEO legislation compared to the states without EEO legislation. Skilled craft is a very male dominated occupational category, and the legislation may be giving white females a slight edge. On the other hand, in this particular occupational category, the mean employment gaps in the states with legislation changed very little over the three years while the mean employment gaps in the states without legislation declined 2 percent.

GRAPH II 5

NEW HIRES EMPLOYMENT GAPS FOR STATES WITH/WITHOUT EQUAL EMPLOYMENT OPPORTUNITY LAWS, 1974-76

PROTECTIVE SERVICES
(In Percents)

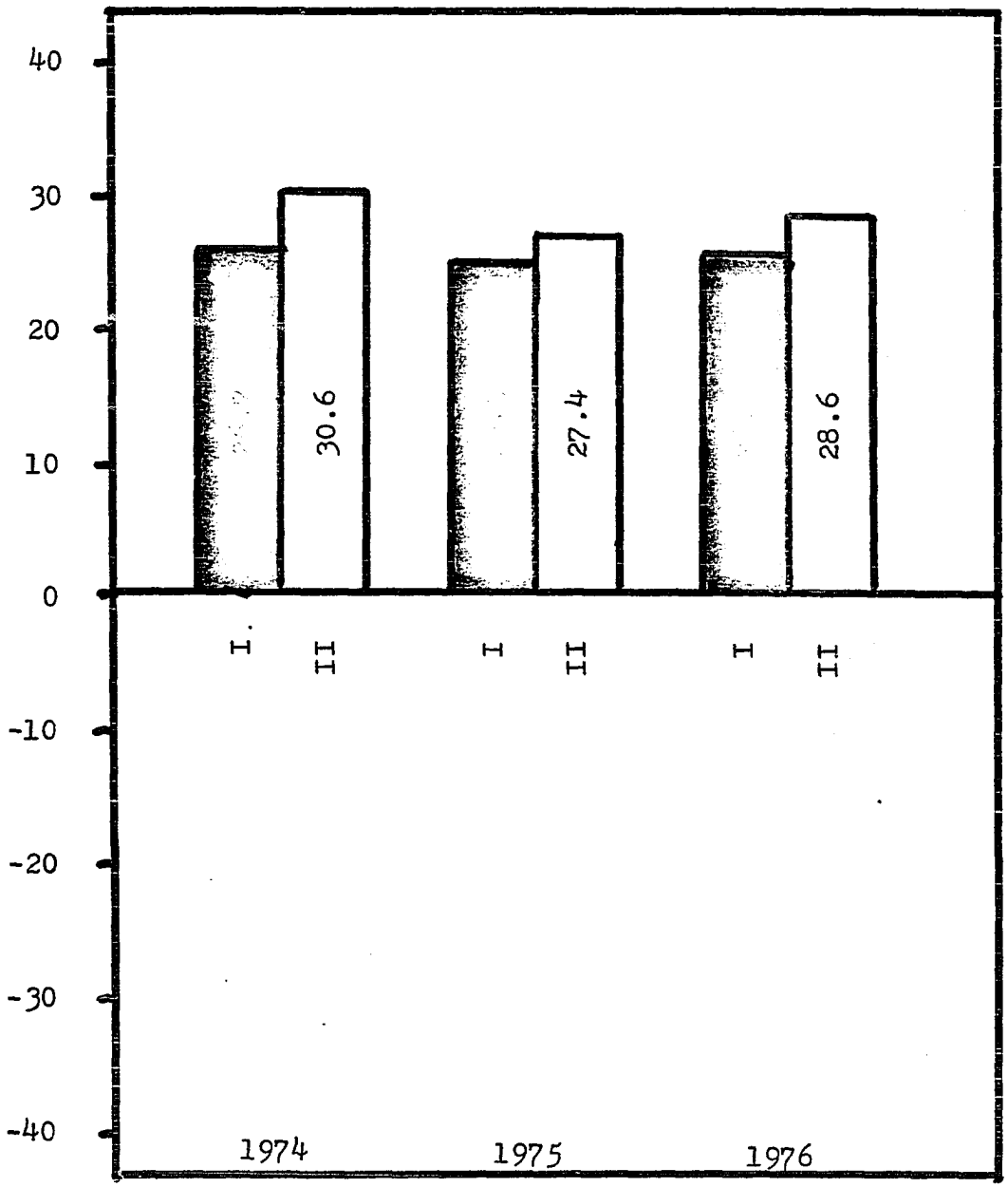


SOURCE: EEOC Data, EEO-4 Reports, 1974-76

GRAPH II 6

NEW HIRES EMPLOYMENT GAPS FOR STATES WITH/WITHOUT EQUAL EMPLOYMENT OPPORTUNITY LAWS, 1974-76

SKILLED CRAFT
(In Percents)



SOURCE: EEOC Data, EEO-4 Reports, 1974-76.

Service Maintenance

The means of the two groups in the total labor force were significantly different in 1973. In new hires, the means were significantly different in 1974. As in the case of protective services and skilled crafts, the differences between the means in the new hires category are positive. The employment gaps for Group I, states with EEO legislation, are smaller than the employment gaps for Group II, states without EEO legislation as GRAPH II 7, p. 103 shows. In the service maintenance occupations, both groups had decreasing gaps. While there is a larger decline in the employment gaps in states without legislation, they started with larger gaps.

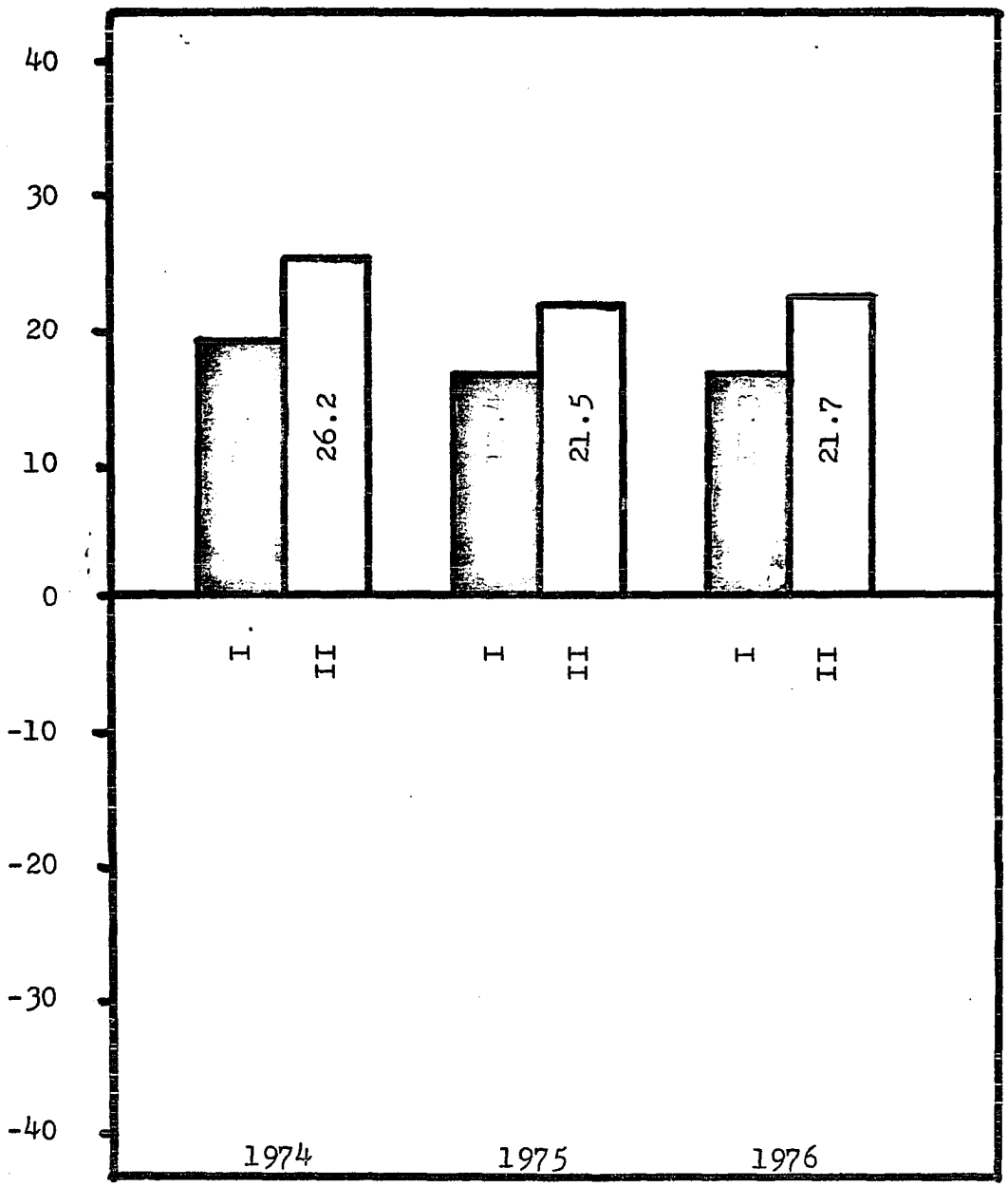
Technicians

There was no significant difference between the means of the two groups in any year tested in either the total labor force or new hires. GRAPH II 8, p. 104, shows the mean employment gaps in the new hires category. It was interesting that this was the only occupational category where the direction of the differences between the means of the two groups changed in the new hires. The employment gap in 1974 was larger in the states without legislation when both gaps were positive. In 1975 and 1976, when both gaps were negative, the gaps were more negative in the states without legislation.

GRAPH II 7

NEW HIRES EMPLOYMENT GAPS FOR STATES WITH/WITHOUT EQUAL EMPLOYMENT OPPORTUNITY LAWS, 1974-76

SERVICE MAINTENANCE
(In Percents)

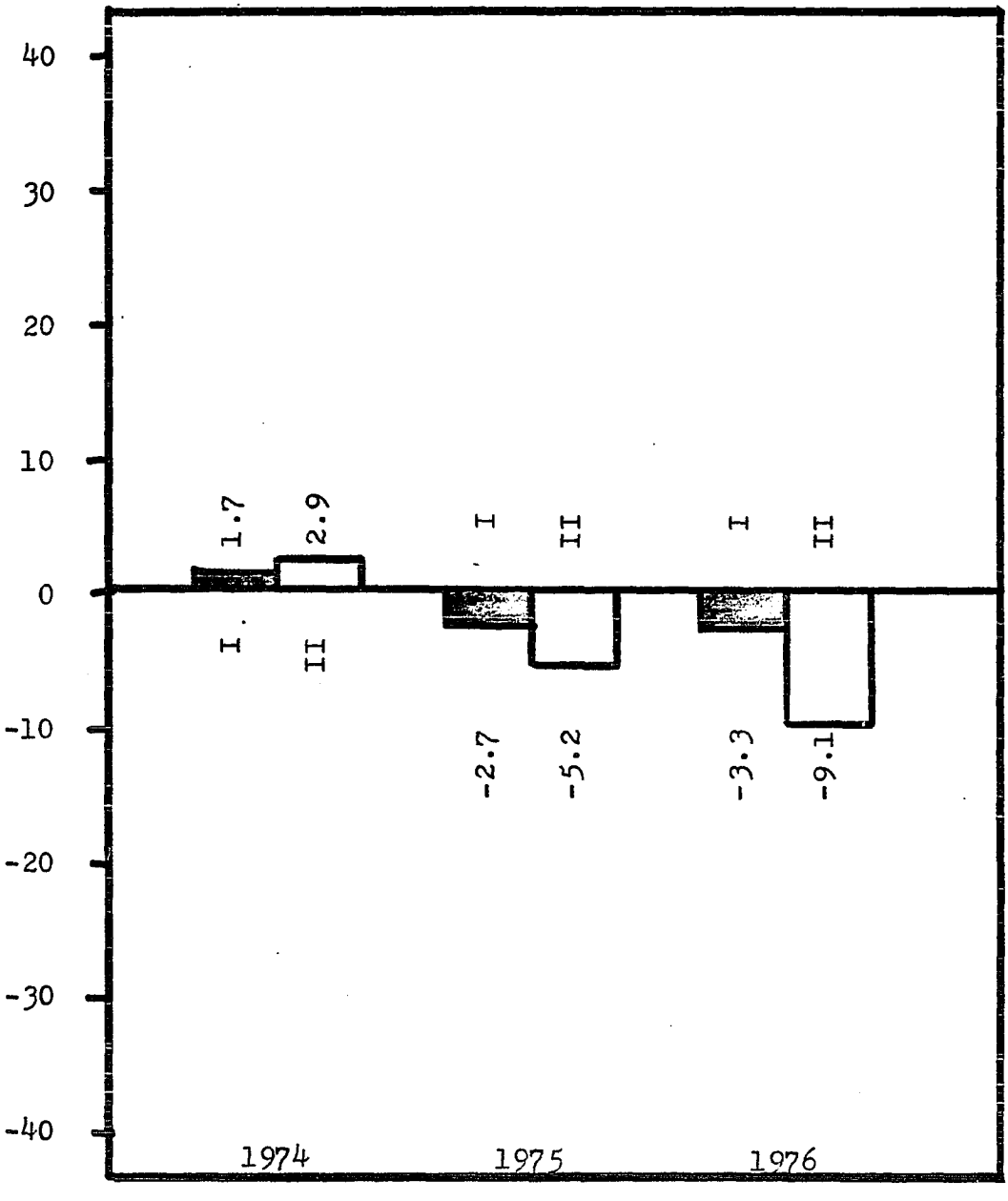


SOURCE: EEOC Data, EEO-4 Reports, 1974-76.

GRAPH II 8

NEW HIRES EMPLOYMENT GAPS FOR STATES WITH/WITHOUT EQUAL EMPLOYMENT OPPORTUNITY LAWS, 1974-76

TECHNICIANS
(In Percents)



SOURCE: EEOC Data, EEO-4 Reports, 1974-76.

Summary

Of the 56 cases tested for the eight occupational categories, 4 years for the total labor force and 3 years for new hires, there were 13 cases where there was a significant difference between the means of Group I and Group II. In 9 of the 13 cases of significant differences the relationship was negative. The states without legislation were less discriminatory against white females than the states with legislation. In only 4 of the 13 cases of significant differences were the differences positive, i.e., less discriminatory against white females. What was notable was that the 4 positive cases were all in the very male dominated occupational categories, and 3 of the 4 were in new hires. In new hires there was a significant difference between the means of the two groups in protective services, skilled craft, and service maintenance occupations. While the existence of state EEO legislation does not seem to make a significant difference in white female employment in most cases, it may be providing the cutting edge in the very male dominated occupations.

In the nine cases where the relationship was negative, the conclusion that the legislation increases discrimination against white females is rejected. Factors other than legislation are assumed to have impacted on the employment opportunity of white females. One factor that might be significant is the supply of labor. The states without EEO legislation,

with the possible exception of North Dakota, all have a high concentration of minority populations--black and hispanic. It is quite probable that the availability of minority workers influences the employment of white females. Another factor that must be considered is the demand for labor. Again, with the exception of North Dakota, the states without EEO legislation are generally in the Sunbelt--states that have been experiencing a more rapid rate of economic growth than most of the rest of the United States. This means expansion of the level of state and local government services and the expansion of their labor force. Expansion provides more employment opportunities for white females.

Comparisons Between the State and Local Government Sector and the Private Sector

Competition is considered an important factor in the allocation of resources in the field of economics. Therefore the employment pattern of white females in state and local government must be affected by the employment opportunity of white females in the private sector and vice versa. This comparison of public and private employment patterns is made possible because the Equal Employment Opportunity Commission collects employment data from the private sector similar to the data collected from the public sector.

Both the EEO-1, Private Sector Employment, and the EEO-4, State and Local Government Employment, reports are very large samples of their respective populations. In the private sector reports, for the comparable years 1973, 1974, and 1975; 54, 48, and 48 percent of total private sector employment was covered by the EEO-1 reports.[9] In general, only employers of 100 or more employees were required to file EEO-1 reports during these years. In 1975 the number of employees for private contractors was lowered to 50.[10]

In the state and local government reports for 1973, 1974, and 1975; 79, 80, and 75 percent of total state and local government employment was covered in the EEO-4 reports.[11] This greater coverage in the EEO-4 reports is the result of the requirement that state and local government employers of 15 or more employees had to file at least once every 6 years, while employers of over 100 employees and all state governments filed every year.[12]

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[9]U. S. Equal Employment Opportunity Commission, Minorities and Women in Private Industry, 1973, 1974, and 1975 (Washington, D. C.: U. S. Government Printing Office, 1975, 1976, and 1977), p. xvi, 14 and 14 and U. S. Department of Labor, Employment and Training Report of the President (Washington, D. C.: U. S. Government Printing Office, 1977), pp. 139-40.

[10]See Appendix II.

[11]EEOC, 1973-75 EEO-4 Reports.

[12]See Appendix I.

Comparison of the two sectors shows that the private sector employs the largest number of people. From TABLE II 8, p. 109, out of a total labor force of 92.6 million in 1975, only 5.2 million were employed in the state and local sector, and 62.3 million were employed in the private sector. More jobs mean more employment opportunities.

Negatively, the percent of the total labor force employed in the private sector decreased from 71 percent in 1973 to 67 percent in 1975 while state and local government employment remained relatively constant at about 5.5 percent of the labor force.

> Bureau of Census figures indicate that the number of noneducational employees in state and local government has almost doubled in the last 20 years. The average increase in the last five years has been almost 4 percent per year. Projections from the Bureau of Labor Statistics, Department of Labor, predict continued growth in state and local government employment at least through the mid-1980's.[13]

In the private sector, a declining level of job opportunities forced white females to depend more on turnover for job opportunities. In the public sector, both turnover and expansion provided white females more job opportunities.

The importance of the case for expansion was strengthened by an observation about the occupational distribution of state and local government employees. In four occupations:

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[13]EEOC, Minorities and Women in State and Local Government, 1973, p. xxv.

TABLE II 8

TOTAL AND REPORTED EMPLOYMENT IN STATE AND LOCAL GOVERNMENT AND IN THE PRIVATE SECTOR

	1973	1974	1975	1976
Reported				
State and Local	3,807,958	3,975,966	3,892,400	4,363,293
Private	34,212,461	31,511,992	29,944,509	(na)
Total				
State and Local	4,827,486	4,950,226	5,159,217	5,203,575
Private	63,091,000	64,050,000	62,330,000	64,496,000
Total Labor Force	88,713,000	91,011,000	92,613,000	94,773,000

SOURCES: EEOC, Minorities and Women in State and Local Government, 1973-76; Minorities and Women in Private Industry, 1973-75; Department of Labor, Employment and Training Report of the President, 1977; and Bureau of the Census, Department of Commerce, Statistical Abstract of the U. S., 1975 and 1977.

protective service, skilled craft, service maintenance, and officials and administrators, the percentage of total state and local employment decreased. In the other four occupations: professionals, technicians, paraprofessionals, and clerical workers, the percentage of total state and local employment increased. This may have made entry into the male dominated occupations more difficult for white females.

From TABLE II 9, p. 111, women, all races, increased their participation in state and local government from 34.7 percent in 1973 to 35.5 percent in 1974 to 37.5 percent in 1975; a change of 2.8 percent. Women, all races, in the private sector increased their participation only .3 percent over the same three years, from 36.8 percent in 1973 to 36.7 percent in 1974 to 37.1 percent in 1975.

Male participation, all races, again from TABLE II 9, p. 111, in state and local government decreased from 65.3 percent in 1973 to 64.5 percent in 1975 to 62.5 percent in 1975 an overall decrease of 2.8 percent according to EEOC. Male participation, all races, in the private sector, decreased .3 percent overall, from 63.2 percent in 1973 to 63.3 percent in 1974 then down to 62.9 percent in 1975.

White female participation rates in the state and local government sector, from TABLE II 9, p. 111, were 27.1 percent in 1973, 27.1 percent in 1974, and 28.4 percent in 1975, an increase of 1.3 percent. White female participation

TABLE II 9

PARTICIPATION RATES AND EMPLOYMENT GAPS FOR STATE AND LOCAL GOVERNMENT EMPLOYMENT AND PRIVATE SECTOR EMPLOYMENT, 1973-76

U. S. SUMMARY
(In Percents)

	1973	1974	1975
FAIR SHARE			
WHITE MALE	54.8	54.4	53.9
WHITE FEMALE	33.9	34.3	34.8
STATE AND LOCAL GOVERNMENT			
ALL MALE PARTICIPATION	65.3	64.5	62.5
WHITE MALE PARTICIPATION	54.7	53.5	51.1
WHITE MALE EMPLOYMENT GAP	.1	.9	2.8
ALL FEMALE PARTICIPATION	34.7	35.5	37.5
WHITE FEMALE PARTICIPATION	27.1	27.1	28.4
WHITE FEMALE EMPLOYMENT GAP	6.8	6.2	6.3
PRIVATE SECTOR			
ALL MALE PARTICIPATION	63.2	63.3	62.9
WHITE MALE PARTICIPATION	53.7	53.5	53.2
WHITE MALE EMPLOYMENT GAP	1.1	.9	.7
ALL FEMALE PARTICIPATION	36.8	36.7	37.1
WHITE FEMALE PARTICIPATION	30.5	31.1	30.5
WHITE FEMALE EMPLOYMENT GAP	3.4	4.2	4.3

SOURCE: EEO-1 and EEO-4 Data, Census Bureau and Current Population Survey.

rates in the private sector were 30.5 percent in 1973, 31.1 percent in 1974, and back to 30.5 percent in 1975.[14]

The biggest change was in white male participation in state and local government. From TABLE II 9, p. 111, participation rates were 54.7 percent in 1973, 53.5 percent in 1974 and 51.1 percent in 1975, a decline of 3.6 percent. In the private sector, white male participation decreased only .5 percent overall, from 53.7 percent in 1973 to 53.5 percent in 1974 to 53.2 percent in 1975.

Comparatively, both all women and white women have made greater headway in state and local government employment. There has been almost no change in the private sector in either all women or white women. While all women in the state and local government sector have been making more progress than white women, white males have been losing jobs faster than all males. In the private sector, white males and all males have lost very little ground, .5 and .3 percent respectively.

It can also be observed from TABLE II 9, p. 111, that in both the private sector and in the state and local government sector, the employment gaps for both white females and

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[14]Absolute comparisons of the totals is not possible because the private sector data includes both full-time and part-time employees. The state and local data separate full-time and part-time employees, and part-time employees are excluded from this study. This is the probable cause of greater white female participation rates in the private sector.

white males are positive. Positive employment gaps mean that both white females and white males are being employed below their participation rate in the labor force. This means that overall, minorities, male and female, are being employed above their participation rate in both the private sector and in the state and local government sector.

Summarizing the statistics over all occupations tends to hide any occupational employment patterns. The female dominated occupations tend to average out the male dominated occupations. Patterns of discrimination are much more distinct when they are looked at by occupation.

Most public sector jobs have counterparts, or similar jobs, in the private sector. These similar job categories are: 1. Office and Clerical, the title and job description are the same in both the private and the state and local government sector; 2. Officials and Managers in private sector are comparable to Officials and Administrators in the state and local government sector; 3. Professionals have the same title in both the private and the state and local government sector; 4. Craftsmen (Skilled) in the private sector are comparable to Skilled Craft Workers in state and local government; 5. Technicians have the same job title and description in both the private and the public sectors; 6. Service Workers in the private sector and

Paraprofessionals in the state and local government sector.[15] Two public sector groups have no counterparts in the private sector: 1. Protective Service Workers--mainly fire and police, and 2. Service Maintenance--mainly janitors and groundskeepers. Of the six similar occupational categories, only the first five will be compared because the EEOC study omitted service workers in their analysis.[16]

The occupational distribution of the private sector compared to the state and local government sector was quite different. Using the 1975 occupational distribution for both sectors,[17] only clerical workers appeared in the top four of both sectors. There were nine occupational categories in the private sector. Of these nine, 62 percent of the total labor force was employed in: 1. Operatives - 22 percent, 2. Clerical - 16 percent, 3. Skilled - 13 percent, and 4. Officials and Managers - 11 percent. In state and local government, the top four (of eight) occupational categories were: 1. Clerical - 19 percent, 2. Professionals - 18 percent, 3. Service Maintenance - 17 percent, and

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[15]See Appendix I and II for the titles and definitions in each of the occupational categories.

[16]EEOC, Women: The Path. No explanation was given, but service workers and laborers were both omitted from the analysis.

[17]EEOC, Minorities and Women in Private Industry, 1975, p. 14; and EEOC, EEO-4 Report, 1975. Although the actual percentages in each category varied, the overall ranking remained the same for the three years.

4. Protective Service - 13 percent; employing 66 percent of the total state and local government labor force.

Of the comparable occupations, clerical, professionals, skilled, and officials and managers appear on the top four of one list or the other. Technicians are the only occupational category not in the top four of either list, ranking ninth in the private sector and fifth in the state and local government sector.

Clerical

White female participation rates in the clerical occupations were higher than the participation rates in the private sector in 1973 and 1974 and lower in 1975, although the differences were not large. The employment gaps, the difference between fair-share and actual participation rates, for both sectors were large negative gaps. According to TABLE II 10 A, p. 116, the employment gaps in the private sector were -35.3, -34.6, and -34.4 for the three years 1973-75, for a change of only .9 percent over the three years. In the state and local sector the white female employment gaps for the same period were -36.2, -34.9, and -32.5, for a decrease of 3.7 percent. While there has been almost no change in white female employment in the private sector, the state and local sector has become less white female dominated.

The white male employment gap in the private sector decreased from 37.0 in 1973 to 36.7 in 1974, then increased

TABLE II 10 A

PARTICIPATION RATES AND EMPLOYMENT GAPS FOR STATE AND LOCAL GOVERNMENT EMPLOYMENT AND PRIVATE SECTOR EMPLOYMENT, 1973-76

CLERICAL

(In Percents)

FAIR SHARE	1973	1974	1975
WHITE MALE	54.8	54.4	53.9
WHITE FEMALE	33.9	34.3	34.8
STATE AND LOCAL GOVERNMENT			
WHITE MALE PARTICIPATION	12.7	12.4	13.0
WHITE MALE EMPLOYMENT GAP	42.1	42.0	40.8
WHITE FEMALE PARTICIPATION	70.0	69.1	67.3
WHITE FEMALE EMPLOYMENT GAP	-36.2	-34.9	-32.5
PRIVATE SECTOR			
WHITE MALE PARTICIPATION	17.8	17.7	16.8
WHITE MALE EMPLOYMENT GAP	37.0	36.7	37.1
WHITE FEMALE PARTICIPATION	69.2	68.9	69.2
WHITE FEMALE EMPLOYMENT GAP	-35.3	-34.6	-34.4

SOURCE: EEO-1 and EEO-4 Data, Census Bureau and Current Population Survey.

back to 37.1 in 1975 for an overall increase of .1 percent over the three years. In the state and local government sector, the white male employment gap decreased from 42.1 in 1973 to 42.0 in 1974 to 40.8 in 1975 for an overall decrease of 1.3 percent. While there was almost no change in white male employment in the private sector, white male participation in the public sector increased.

Officials and Administrators

White female participation in the officials and administrators category was considerably higher in the state and local government sector. Using the participation rates in TABLE II 10 B, p. 118, the employment gaps in the public sector were 18.0, 18.4 and 18.4, an increase of .4 percent from 1973 to 1975. While the gaps in the private sector were larger, 22.3, 22.3, and 21.8, the size of the gap decreased .5 percent from 1973 to 1975. In the officials and administrators category, the white female employment gap is increasing in the state and local sector and decreasing in the private sector. The private sector employs 11 percent of their total labor force in this occupational category and the public sector employs only 5 percent of their total. Employment opportunities for white females in management positions seem to be better in the private sector.

White male participation is higher in the private sector. The white male employment gaps in the private

TABLE II 10 B

PARTICIPATION RATES AND EMPLOYMENT GAPS FOR STATE AND LOCAL GOVERNMENT EMPLOYMENT AND PRIVATE SECTOR EMPLOYMENT, 1973-76

OFFICIALS AND ADMINISTRATORS

(In Percents)

FAIR SHARE	1973	1974	1975
WHITE MALE	54.8	54.4	53.9
WHITE FEMALE	33.9	34.3	34.8
STATE AND LOCAL GOVERNMENT			
WHITE MALE PARTICIPATION	77.3	76.6	75.3
WHITE MALE EMPLOYMENT GAP	-22.5	-22.2	-21.4
WHITE FEMALE PARTICIPATION	15.9	15.9	16.4
WHITE FEMALE EMPLOYMENT GAP	18.0	18.4	18.4
PRIVATE SECTOR			
WHITE MALE PARTICIPATION	83.4	83.0	81.7
WHITE MALE EMPLOYMENT GAP	-28.6	-28.6	-27.8
WHITE FEMALE PARTICIPATION	11.6	12.0	13.0
WHITE FEMALE EMPLOYMENT GAP	22.3	22.3	21.8

SOURCE: EEO-1 and EEO-4 Data, Census Bureau and Current Population Survey.

sector were -28.6, -28.6, and -27.8, decreasing .8 percent from 1973 to 1976. White male employment gaps in the public sector were -22.5, -22.2, and -21.4, decreasing 1.1 percent from 1973-75. White male participation rates in both sectors are declining at about the same rate, but only in the private sector are white females seeming to take advantage of it. In the public sector minorities must be gaining the jobs white males are losing.

Professionals

The professionals category employs almost 18 percent of state and local government employees and only 8 percent of the private sector employees. There are also large differences in the employment gaps in the two sectors. The white female employment gaps in the public sector for the three years, from TABLE II 10 D, p. 120, were 2.2, 2.4, and 1.8. In the private sector for the same three years, the gaps were 8.0, 9.1, and 9.6. While the white female employment gap in the public sector decreased .4 percent the gap in the private sector increased by 1.6 percent. There seems to be greater employment opportunity for white females in the professional occupations in the public sector.

The white male participation rate is much higher in the private sector. The employment gaps in the private sector for the three years were -12.1, -12.6, and -11.8, decreasing .3 percent. In the public sector the employment

TABLE II 10 D

PARTICIPATION RATES AND EMPLOYMENT GAPS FOR STATE AND LOCAL GOVERNMENT EMPLOYMENT AND PRIVATE SECTOR EMPLOYMENT, 1973-76

PROFESSIONALS

(In Percents)

FAIR SHARE	1973	1974	1975
WHITE MALE	54.8	54.4	53.9
WHITE FEMALE	33.9	34.3	34.8
STATE AND LOCAL GOVERNMENT			
WHITE MALE PARTICIPATION	56.5	55.7	54.2
WHITE MALE EMPLOYMENT GAP	-1.7	-1.3	-0.3
WHITE FEMALE PARTICIPATION	31.6	31.9	33.0
WHITE FEMALE EMPLOYMENT GAP	2.2	2.4	1.8
PRIVATE SECTOR			
WHITE MALE PARTICIPATION	66.9	67.0	65.7
WHITE MALE EMPLOYMENT GAP	-12.1	-12.6	-11.8
WHITE FEMALE PARTICIPATION	25.9	25.2	25.2
WHITE FEMALE EMPLOYMENT GAP	8.0	9.1	9.6

SOURCE: EEO-1 and EEC-4 Data, Census Bureau and Current Population Survey.

gaps were -1.7, -1.3, and -0.3, decreasing 1.4 percent over the three years.

The loss of white male jobs in the private sector are not being gained by white females, in fact white females in the private sector are losing jobs too. Minority individuals must be increasing their participation in the professional occupations in the private sector. In the public sector as well, white males are losing more jobs than white females are picking up, so minority individuals must be increasing their participation in the public sector.

Skilled Craft Workers

White females in the skilled craft occupations participated at a lower rate in state and local government compared to the private sector. The employment gaps in the private sector, according to TABLE II 10 E, p. 122, were 27.9, 28.1, and 29.0, increasing 1.1 percent from 1973 to 1975. In the state and local sector, the gaps were 30.5, 31.0, and 31.1 percent for 1973 to 1975, increasing .6 percent over the three years. In both sectors the gaps increased rather than decreased. White females are not likely to be hired in either sector. The strongest barriers to entry for white females exist in the skilled craft occupations.

The white male employment gaps in the private sector were -28.4, -27.9, and -28.6, increasing .2 percent over the three years. In the state and local government sector the

TABLE II 10 E

PARTICIPATION RATES AND EMPLOYMENT GAPS FOR STATE AND LOCAL GOVERNMENT EMPLOYMENT AND PRIVATE SECTOR EMPLOYMENT, 1973-76

SKILLED CRAFT

(In Percents)

FAIR SHARE	1973	1974	1975
WHITE MALE	54.8	55.4	53.9
WHITE FEMALE	33.9	34.3	34.8
STATE AND LOCAL GOVERNMENT			
WHITE MALE PARTICIPATION	82.5	82.2	80.3
WHITE MALE EMPLOYMENT GAP	-27.6	-27.8	-26.5
WHITE FEMALE PARTICIPATION	3.3	3.3	3.7
WHITE FEMALE EMPLOYMENT GAP	30.5	31.0	31.1
PRIVATE SECTOR			
WHITE MALE PARTICIPATION	83.2	82.3	82.5
WHITE MALE EMPLOYMENT GAP	-28.4	-27.9	-28.6
WHITE FEMALE PARTICIPATION	6.0	6.2	5.8
WHITE FEMALE EMPLOYMENT GAP	27.9	28.1	29.0

SOURCE: EEO-1 and EEC-4 Data, Census Bureau and Current Population Survey.

gaps were -27.6, -27.8, and -26.5, decreasing 1.1 percent over the three years. The decreasing participation of white males in the state and local government sector cannot be attributed to increasing white female participation.

Technicians

White female participation rates were higher in the private sector. In the private sector, white female employment gaps, according to TABLE II 10 H, p. 124, were 8.2, 9.0, and 7.5 for the three years, a decrease of .7 percent. In the public sector, the gaps were 12.2, 11.9, and 10.9 for the three years, a decrease of 1.3 percent. White females are improving their employment position faster in the state and local government sector, but they are employed at greater rates in the private sector.

The white male participation rates in the two sectors were very close. In the private sector the white male employment gaps for the three years were -7.5, -8.3, and -6.6, and in the public sector the gaps were -9.6, -9.0, and -7.1, decreasing .7 and 2.5 percent, respectively. Again, in the public sector, white males are losing jobs faster than white females are gaining jobs.

Summary

Overall, white females seem to be making more progress towards equal employment opportunity in the state and local government sector as compared to the private sector.

TABLE II 10 H

PARTICIPATION RATES AND EMPLOYMENT GAPS FOR STATE AND LOCAL GOVERNMENT EMPLOYMENT AND PRIVATE SECTOR EMPLOYMENT, 1973-76

TECHNICIANS

(In Percents)

FAIR SHARE	1973	1974	1975
WHITE MALE	54.8	54.4	53.9
WHITE FEMALE	33.9	34.3	34.8
STATE AND LOCAL GOVERNMENT			
WHITE MALE PARTICIPATION	64.4	63.3	60.9
WHITE MALE EMPLOYMENT GAP	-9.6	-9.0	-7.1
WHITE FEMALE PARTICIPATION	21.7	22.4	23.9
WHITE FEMALE EMPLOYMENT GAP	12.2	11.9	10.9
PRIVATE SECTOR			
WHITE MALE PARTICIPATION	62.3	62.7	60.5
WHITE MALE EMPLOYMENT GAP	-7.5	-8.3	-6.6
WHITE FEMALE PARTICIPATION	25.7	25.3	27.3
WHITE FEMALE EMPLOYMENT GAP	8.2	9.0	7.5

SOURCE: EEO-1 and EEO-4 Data, Census Bureau and Current Population Survey.

The white female employment gap is decreasing slightly in the state and local sector and it is increasing slightly in the private sector.

On an occupational basis, officials and administrators are doing a better job employing white females in the private sector. Professionals are better off in the state and local sector. Technicians are in about the same position in both sectors. In the skilled craft occupations, the position of white females is worsening in both sectors. In the clerical occupations, white females are losing jobs in the state and local sector, but the occupation is very white female dominated.

A factor that was not part of this analysis, but may have had an important effect on both public and private sector employment was the 1973-75 recession. Private sector employment decreased both absolutely and percentage-wise from 1974 to 1975 as shown in TABLE II 8, p. 110. The recession may have caused the decline in private sector employment as a percentage of the total labor force. At the same time, state and local government employment increased absolutely.

> Although many state and local governments resort to "limitations on personnel" when recessions necessitate expenditure adjustments, aggregate state and local employment generally has not fallen during contractions as it has in the private sector . . . state and local governments may restrict hiring, but collectively they do not lay off workers during economic downturns. In three of the last five recessions, including the 1973-75 recession, the growth of state and local employment accelerated relative to the previous expansionary period. The fast pace of employment during the 1953-54 and 1960 recessions seems to reflect

> strong secular growth in state and local government employment; the availability of federal funds to support state and local government jobs may explain the relatively rapid growth of state and local employment during the 1973-75 recession.[18]

On the basis of the three years compared, it is not possible to conclude that white females have better employment opportunity in the public sector or the private sector. The results are mixed. Choice of occupation, presence of available minority employees, and the state of the economy, all seem to have had an influence on the employment opportunity of white females in both the public and the private sector. Additionally, the competition for employees between the public and private sectors may effect employment opportunities in both sectors.

Conclusion

When the occupations are combined, the total labor force for state and local government shows an employment gap of around 6 percent for white females. The new hires data gives negative employment gaps indicating that white females are being employed slightly above their fair-share. If the present new hires trend continues, state and local government employment will be white female dominated in the near future.

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[18]Owen F. Humpage, "State and Local Budgets During Business Contractions," Economic Commentary, Federal Reserve Bank of Cleveland, August 25, 1980.

When these employment gaps are broken down by occupation, a much different pattern appears. White women are segregated occupationally. Four occupations are male dominated: protective services, skilled craft, service maintenance and officials and administrators. Two occupations are white female dominated: clerical and paraprofessionals. Two occupations will soon be white female dominated: professionals and technicians.

In the analysis by state, using only the male dominated occupations, a very strong geographical pattern emerges. The Northern, especially North Central, states are less discriminatory than the Southern or Eastern states.

The presence or absence of state equal employment opportunity legislation made no significant difference. The presence of state legislation did seem to make a slight difference in the very male dominated occupations. But considering the time and money spent to pass the legislation, the difference should be significant not slight. On a cost-benefit basis, the legislation is of questionable value.

The comparison between the private and the public sectors was inconclusive. White females have no clear cut employment advantage in either sector.

The occupational segregation was as expected. The geographical pattern was unexpected as was the fact that state legislation was insignificant. And throughout the

analysis of the employment gap, there was the strong impression that the primary factors influencing the employment opportunity of white women were supply and demand.

CHAPTER III

INCOME DISCRIMINATION AGAINST WHITE WOMEN IN STATE AND LOCAL GOVERNMENT 1973-76

Wage discrimination is an important type of discrimination against white women. On the average, women earn about 60 percent as much as white males. According to Victor R. Fuchs,[1] this difference has been relatively constant since the time of Moses. There have been in recent years, numerous attempts by economists to explain the reasons for this difference.[2] In this study, rather than try to explain the difference, the characteristics of this difference between white male and white female incomes in state and local government employment will be explored.

The first measurement of income disparity between white male and white female incomes is the wage gap. The wage gap is simply the difference between average white male

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[1]Victor R. Fuchs, "Differences in Hourly Earnings Between Men and Women," Monthly Labor Review 94 (May 1971): p. 9.

[2]Victor R. Fuchs, Mincer and Polachek, Chiplin and Sloane, Sandell and Shapiro are only a few of the many who have been doing research on the male-female wage difference.

wages and average white female wages in each employment category. A positive wage gap means white males earn more than white females. A negative wage gap means white females earn more than white males.

The other measurement of income disparity between white male and white female incomes is the income gap. The income gap is the index of wage gap. The income gap is the difference between average white male and average white female wages--the wage gap--divided by average white male wages, multiplied times 100. The income gap is the amount by which average white female wages must increase in order to equal average white male wages. Rather than saying that white females earn 60 percent of white male salaries, we can say that average white female salaries must increase by 40 percent in order to equal average white male salaries. The income gap is the ratio of average white female wages to average white male wages subtracted from 1. The wage gap measures the actual difference between average white male and average white female incomes. But the wage gap has very limited usefulness when either occupational or state by state comparisons are made because of the wide income disparities between occupations and states. The income gap is the more useful statistic for comparison purposes. The income gap measures the equitability of white female wages to white male wages for the relevant group, and therefore, will be emphasized in the discussions by occupation and by state.

The first section of this chapter will discuss the overall wage and income gaps of white women in state and local government from 1973 to 1976. Next the overall wage and income gaps will be broken down by occupation and discussed on an occupational basis in order to isolate any occupational differences in wage and income gaps.

The third section of this chapter will be the analysis of the wage and income gaps by state for each occupation from 1973 to 1976. In the analysis by state, all the states were divided into more equitable, less equitable, and in-between. Five examples of each will be selected and discussed. The states were also divided into Group I, states with equal pay legislation and Group II, states without equal pay legislation. It was assumed that states with equal pay legislation would pay white females more equitable wages than states without equal pay legislation. The results of this analysis will be discussed in the fourth section of this chapter.

The fifth section of this chapter will be a comparison of income gaps in the state and local government sector and private sector[3] from 1973 to 1975, using the study prepared by the Equal Employment Opportunity Commission on the private

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[3]Sharon P. Smith, "Government Wage Differentials by Sex," The Journal of Human Resources, XI 2, pp. 185-99, and Stephen H. Perloff, "Comparing Municipal Salaries with Industry and Federal Pay," Monthly Labor Review 94 (October 1971), have also investigated the income difference between the public and the private sector.

sector. The purpose of this comparison is to determine, if possible, whether or not white females are faring better income-wise in the public or private sector. The final section of this chapter will attempt to summarize the characteristics of wage discrimination against white females in state and local government employment.

Analysis of the Overall Wage and Income Gaps for White Females Employed in State and Local Government

The wage gap for all white female state and local government employees increased every year for the four years considered according to TABLE III 1, p. 133. The wage gaps for the four years were $2,705, $2,769, $3,004, and $3,094 for 1973-76. The income gap, the equitability measurement, on the other hand, decreased steadily over the four years from 29.63 in 1973 to 28.44 in 1974 to 28.20 in 1975 to 27.78 in 1976. White females earned 70.4 percent of white male salaries in 1973, 71.6 percent in 1974, 71.8 percent in 1975, and 72.2 percent in 1976. White female wages as a percent of white male wages improved 1.85 percent from 1973 to 1976.

A comparison of the average white male and average white female income in TABLE III 1, p. 133, also shows that white males in 1973 were earning higher average wages than white females in 1976. Wage discrimination against white females employed in state and local government is a reality. The income gap averaged around 28 percent for the four years

TABLE III 1

WHITE MALE AND WHITE FEMALE AVERAGE ANNUAL WAGES AND WHITE FEMALE WAGE AND INCOME GAPS, 1973-76

U. S. SUMMARY

(Wages in Dollars)

	1973	1974	1975	1976
WHITE MALE	9130	9737	10650	11137
WHITE FEMALE	6425	6968	7646	8043
WAGE GAP (WM - WF)	2705	2769	3004	3094
INCOME GAP (WAGE GAP/WM) X 100	29.63	28.44	28.20	27.78
1 - INCOME GAP (WF/WM)	70.37	71.56	71.80	72.22

SOURCE: EEOC DATA, EEO-4 REPORTS, 1973-76.

studied. In spite of both a national equal pay law and 45 out of 50 state equal pay laws, the income gap improved less than 2 percent from 1973 to 1976.

Analysis of Wage and Income Gaps by Occupation

While the average income gap is around 28 percent, the income gap by occupation ranged from about 18 percent in the clerical occupations to 32 percent in the skilled craft occupations in 1976, according to TABLE III 2, p. 135. There is a great deal of income discrimination against white women in a number of occupations.

There are several ways to look at white female earnings. TABLE III 3, p. 136, shows average white male, average white female, and the ratio of average white female to average white male wages for the eight occupational categories.

In ranking the occupations by income, white females are earning their highest wages in the officials and administrators, professionals and protective service categories. In terms of equitability, white females are earning their most equitable wages in the clerical, professionals, and para-professionals categories. Professionals seems to be the best occupation for white females in terms of both income and equitability.

The following is an analysis of the wage and income gaps for each of the eight occupational categories in state and local government for the years 1973-76.

TABLE III 2

INCOME GAPS BY OCCUPATION IN STATE AND LOCAL GOVERNMENT EMPLOYMENT

1973-76

(In Percents)

	1973	1974	1975	1976	% CHANGE 1973-76
CLERICAL	18.53	18.01	18.31	17.98	-0.55
OFFICIALS AND ADMINISTRATORS	21.98	22.11	20.28	21.93	-0.05
PARAPROFESSIONALS	22.03	19.30	16.86	19.15	-2.88
PROFESSIONALS	20.25	19.42	19.00	19.05	-1.20
PROTECTIVE SERVICES	29.66	26.83	24.18	26.99	-2.67
SKILLED CRAFT	41.71	37.86	31.16	32.03	-9.68
SERVICE MAINTENANCE	30.64	31.33	29.94	36.01	-4.63
TECHNICIANS	28.90	27.77	27.45	26.61	-2.29
UNITED STATES	29.63	28.44	28.20	27.78	-1.85

SOURCE: EEOC DATA, EEO-4 REPORTS, 1973-76.

TABLE III 3

AVERAGE WHITE FEMALE AND WHITE MALE INCOMES BY OCCUPATION, 1976

(In Dollars)

	WHITE FEMALE	WHITE MALE	WF/WM
OFFICIALS AND ADMINISTRATORS	11,888	15,228	78.07
PROFESSIONALS	10,947	13,523	80.95
PROTECTIVE SERVICES	8,445	11,567	73.01
TECHNICIANS	8,206	11,181	73.39
CLERICAL	7,101	8,658	82.02
SKILLED CRAFT	6,986	10,277	67.97
PARAPROFESSIONALS	6,540	8,088	80.85
SERVICE MAINTENANCE	6,289	8,501	73.99
UNITED STATES AVERAGE	8,043	11,137	72.22

SOURCE: EEOC DATA, EEO-4 REPORTS, 1976.

Clerical

In 1976, the clerical occupations ranked fifth in average earnings for white women and sixth in average earnings for white men in state and local government employment. In 1976, average white male income was $8,658 and average white female income was $7,101. From TABLE III 4 A, p. 138, the wage gap for clerical workers increased every year for the four years studied. The gap increased from $1,291 in 1973 to $1,557 in 1976. The income gap was not as consistent. The income gap decreased from 18.53 in 1973 to 18.01 in 1974, but increased to 18.31 in 1975, then decreased to 17.98 in 1976, for an overall decrease of .55 percent. The relative position of white females remained almost constant over the four years in the clerical occupations. White females earned approximately 82 percent of white male salaries from 1973-76 in this very female dominated occupation.

Officials and Administrators

By 1976, average white male income was $15,228 and average white female income was $11,888, leaving a gap of $3,340. From an absolute wage viewpoint, this was the highest earning occupation for both white males and white females in 1976. From TABLE III 4 B, p. 139, the wage gap increased every year. The income gap increased from 21.98 in 1973 to 22.11 in 1974, then decreased to 20.28 in 1975 and increased

TABLE III 4 A

WHITE MALE AND WHITE FEMALE AVERAGE ANNUAL WAGES AND WHITE FEMALE WAGE AND INCOME GAPS, 1973-76

CLERICAL

(Wages in Dollars)

	1973	1974	1975	1976
WHITE MALE	6970	7460	8213	8658
WHITE FEMALE	5679	6116	6709	7101
WAGE GAP (WM - WF)	1291	1344	1504	1557
INCOME GAP (WAGE GAP/WM) X 100	18.53	18.01	18.31	17.98
1 - INCOME GAP (WF/WM)	81.47	81.99	81.69	82.02

SOURCE: EEOC DATA, EEO-4 REPORTS, 1973-76.

TABLE III 4 B

WHITE MALE AND WHITE FEMALE AVERAGE ANNUAL WAGES AND WHITE FEMALE WAGE AND INCOME GAPS, 1973-76

OFFICIALS AND ADMINISTRATORS

(Wages in Dollars)

	1973	1974	1975	1976
WHITE MALE	12097	13476	14894	15228
WHITE FEMALE	9438	10496	11873	11888
WAGE GAP (WM - WF)	2659	2960	3021	3340
INCOME GAP (WAGE GAP/WM) X 100	21.98	22.11	20.28	21.93
1 - INCOME GAP (WF/WM)	78.02	77.89	79.72	78.07

SOURCE: EEOC DATA, EEO-4 REPORTS, 1973-76.

again in 1976 to 21.93, for a decrease of only .05 percent over the four years studied. The relative position of white females showed almost no improvement in this occupational category. White females averaged about 78 percent of white male incomes over the four years studied.

Paraprofessionals

In terms of earnings, in 1976, paraprofessionals ranked seventh in earnings for white females and eighth for white male earnings. Average white male income was $8,088 and average white female income was $6,540, leaving a gap of $1,548 in 1976. From TABLE III 4 C, p. 141, the wage gap decreased from $1,486 in 1973 to $1,415 in 1974 to $1,290 in 1975, and then increased to $1,548 in 1976. The income gap followed a similar pattern and decreased from 22.03 in 1973 to 19.30 in 1974 to 16.86 in 1975, then increased back to 19.15 in 1976. There was an overall decline in the income gap of 2.89 percent and by 1976 white females were earning almost 81 percent of white male wages.

Professionals

The professionals category was the second highest ranking occupation in 1976 in terms of earnings for both white males and white females. Average white female earnings were $10,947 and average white male earnings were $13,523 in 1976. The wage gaps increased every year from

TABLE III 4 C

WHITE MALE AND WHITE FEMALE AVERAGE ANNUAL WAGES AND WHITE FEMALE WAGE AND INCOME GAPS, 1973-76

PARAPROFESSIONALS

(Wages in Dollars)

	1973	1974	1975	1976
WHITE MALE	6746	7332	7647	8088
WHITE FEMALE	5260	5917	6357	6540
WAGE GAP (WM - WF)	1486	1415	1290	1548
INCOME GAP (WAGE GAP/WM) X 100	22.03	19.30	16.86	19.15
1 - INCOME GAP (WF/WM)	77.97	80.70	83.14	80.85

SOURCE: EEOC DATA, EEO-4 REPORTS, 1973-76.

$2,344 in 1973 to $2,576 in 1976 as shown in TABLE III 4 D, p. 143. The income gap decreased slightly, 1.2 percent over the four years, from 20.25 in 1973 to 19.42 in 1974 to 19.00 in 1975 then up to 19.05 in 1976. There was very little improvement in income equality for white women in the professionals category. White women earned about 81 percent of white male wages over the four years studied.

Protective Services

This very male dominated occupational category ranked third in earnings for both white males and white females in 1976. Average white female income was $8,445 and average white male income was $11,567 leaving a wage gap of $3,122 in 1976. Although the wage gap increased overall from 1973 to 1976, it actually decreased from 1973 to 1975. The income gap followed the same pattern, decreasing from 29.66 in 1973 to 26.83 in 1974 to 24.18 in 1975, then up to 26.99 in 1976 according to TABLE III 4 E, p. 144. Over the four years the income gap decreased by 2.66 percent. By 1976 white females were earning 73 percent of white male salaries. White female earnings made a noticeable improvement in the protective service occupations.

Skilled Craft

While white women lost ground in this very male dominated occupation in employment, they made their greatest

TABLE III 4 D

WHITE MALE AND WHITE FEMALE AVERAGE ANNUAL WAGES AND WHITE FEMALE WAGE AND INCOME GAPS, 1973-76

PROFESSIONALS

(Wages in Dollars)

	1973	1974	1975	1976
WHITE MALE	11575	12206	12987	13523
WHITE FEMALE	9231	9835	10519	10947
WAGE GAP (WM - WF)	2344	2371	2468	2576
INCOME GAP (WAGE GAP/WM) X 100	20.25	19.42	19.00	19.05
1 - INCOME GAP (WF/WM)	79.75	80.58	81.00	80.95

SOURCE: EEOC DATA, EEO-4 REPORTS, 1973-76.

TABLE III 4 E

WHITE MALE AND WHITE FEMALE AVERAGE ANNUAL WAGES AND WHITE FEMALE WAGE AND INCOME GAPS, 1973-76

PROTECTIVE SERVICES

(Wages in Dollars)

	1973	1974	1975	1976
WHITE MALE	9518	9963	10990	11567
WHITE FEMALE	6695	7291	8333	8445
WAGE GAP (WM - WF)	2823	2672	2657	3122
INCOME GAP (WAGE GAP/WM) X 100	29.66	26.83	24.18	26.99
1 - INCOME GAP (WF/WM)	70.34	73.17	75.82	73.01

SOURCE: EEOC DATA, EEO-4 REPORTS, 1973-76.

gains in income. In 1976, average white male income was $10,277 and average white female income was $6,986 leaving a gap of $3,291. The wage gap decreased from $3,473 in 1973 to $3,380 in 1974 to $3,055 in 1975, but rose back to $3,291 in 1976, according to TABLE III 4 F, p. 146. The income gap decreased an amazing 9.68 percent overall, from 41.71 in 1973 to 37.86 in 1974 to 31.16 in 1975 and back up to 32.03 in 1976. By 1976, white females were earning 68 percent of white male incomes. Yet in spite of the big gains, in 1976 the occupation ranked sixth in average earnings for white females behind the clerical occupations, while it ranked fifth in average earnings for white males. The skilled craft occupations were the most inequitable occupations pay-wise every year tested.

Service Maintenance

White females had their second largest gain in earnings in the service maintenance occupations, 4.63 percent. This was the lowest ranked occupational category for white females, eighth, and seventh in earnings for white males in 1976. Average white female income was $6,289 and average white male income was $8,501, leaving a gap of $2,211 in 1976 according to TABLE III 4 G, p. 147. The wage gap increased from 1973 to 1975 from $2,047 to $2,447, then decreased in 1976 to $2,211. The income gap increased from 30.64 in 1973 to 31.33 in 1974, then decreased to 29.94 in

TABLE III 4 F

WHITE MALE AND WHITE FEMALE AVERAGE ANNUAL WAGES AND WHITE FEMALE WAGE AND INCOME GAPS, 1973-76

SKILLED CRAFT

(Wages in Dollars)

	1973	1974	1975	1976
WHITE MALE	8327	8929	9804	10277
WHITE FEMALE	4854	5549	6749	6986
WAGE GAP (WM - WF)	3473	3380	3055	3291
INCOME GAP (WAGE GAP/WM) X 100	41.71	37.86	31.16	32.03
1 - INCOME GAP (WF/WM)	58.29	62.14	68.84	67.97

SOURCE: EEOC DATA, EEO-4 REPORTS, 1973-76.

TABLE III 4 G

WHITE MALE AND WHITE FEMALE AVERAGE ANNUAL WAGES AND WHITE FEMALE WAGE AND INCOME GAPS, 1973-76

SERVICE MAINTENANCE

(Wages in Dollars)

	1973	1974	1975	1976
WHITE MALE	6681	7342	8175	8501
WHITE FEMALE	4634	5042	5728	6289
WAGE GAP (WM - WF)	2047	2300	2447	2211
INCOME GAP (WAGE GAP/WM) X 100	30.64	31.33	29.94	26.01
1 - INCOME GAP (WF/WM)	69.36	68.67	70.06	73.99

SOURCE: EEOC DATA, EEO-4 REPORTS, 1973-76.

1975 and again in 1976 to 26.01. By 1976 white females were earning 74 percent of white male incomes.

Technicians

The technicians category ranked fourth for both white males and white females in terms of income in 1976. From TABLE III 4 H, p. 149, average white female earnings were $8,206 and average white male earnings were $11,181, leaving a gap of $2,975 in 1976. The wage gap increased from $2,661 in 1973 to $2,697 in 1974 to $2,900 in 1975 to $2,975 in 1976. The income gap decreased steadily over the four years from 28.90 in 1973 to 27.77 in 1974 to 27.45 in 1975 to 26.61 in 1976, a change of 2.29 percent over the four years. By 1976, white females were earning 73 percent of white male wages.

Summary

In ranking the average earnings of white males and white females in 1976, the top four were the same for both: officials and administrators, professionals, protective service, and technicians. For the white females, the next four were: clerical, skilled craft, paraprofessionals, and service maintenance. For white males, the next four were: skilled craft, clerical, service maintenance, and paraprofessionals. With this type of income structure, white females may never push for skilled, paraprofessional or service

TABLE III 4 H

WHITE MALE AND WHITE FEMALE AVERAGE ANNUAL WAGES AND WHITE FEMALE WAGE AND INCOME GAPS, 1973-76

TECHNICIANS

(Wages in Dollars)

	1973	1974	1975	1976
WHITE MALE	9209	9711	10566	11181
WHITE FEMALE	6548	7014	7666	8206
WAGE GAP (WM - WF)	2661	2697	2900	2975
INCOME GAP (WAGE GAP/WM) X 100	28.90	27.77	27.45	26.61
1 - INCOME GAP (WF/WM)	71.10	72.23	72.55	73.39

SOURCE: EEOC DATA, EEO-4 REPORTS, 1973-76.

maintenance type jobs, at least not as long as clerical occupations prove to be more financially rewarding.

White females made their greatest improvement in relative earnings in two very male dominated occupations, skilled craft and service maintenance, according to TABLE III 3, p. 136. They made moderate improvement in the paraprofessionals, prtoective services, and technicians occupations. They made very little improvement in professionals, clerical, and officials and administrators occupations. In only two occupations, officials and administrators and professionals, did white females make more than white males in service maintenance occupations. By 1976 all white male employees earned an average income of over $8,000, and only the top four occupations for white females earned over $8,000, according to TABLE III 3, p. 136.

The changes in the income gaps were all positive, even though sometimes very small. The wage gaps in most cases increased. Only in the skilled craft occupations did the average wage gap decrease over the four years. And although the relative income position may mean more to the researcher, the actual dollar difference is much more visible to the woman on the job. Factors like length of service and experience explain part of the income difference in the very male dominated occupations like protective services and skilled craft; they do not explain the income difference in the clerical and paraprofessional occupations.

Analysis of the Wage and Income Gap by State

For the analysis by state, the wage and income gaps were computed for each occupation by state and year. Negative gaps mean that white women are earning more than white men, positive gaps mean that white men are earning more than white women. These gaps were then averaged, by state, to give the mean income gaps for all states combined. The difference between the mean income gap and the income gap for each state was converted into a Z score. A negative Z means that the state is paying their white women more equitable salaries than the average or mean, and a positive Z score means that a state is paying their white women less equitable salaries than the mean. A Z score greater than 1.64 positive or negative was judged to be a significant deviation from the mean.

The mean income and wage gaps are shown in EXHIBIT III C by occupation and year. The wage and income gaps by state, occupation, and year are shown in EXHIBIT III D.

From EXHIBIT III D it might be noted that a significant wage gap may not always be a significant income gap and vice versa. For example, in EXHIBIT III D, the $2,125 wage gap for Michigan clerical workers was significant, but the income gap, the ratio of the difference between white female and white male to white male, was not significant. But, this is the exception; generally, if the wage gap is significant,

so is the income gap. The emphasis in this section will be on the income gap, although the wage gaps and the salaries themselves will also be discussed.

To the worker, while the wage gap is important, the actual wage is also important. From EXHIBIT III D, in 1973, Arkansas was paying white female clerical workers almost the same salary as white males, only a $67 difference. Michigan, on the other hand, had a positive wage gap of $2,125, very inequitable. But Michigan was paying their white female clerical workers an average $6,784 and Arkansas was paying their white female clerical workers an average $4,070. And cost of living differences aside, most white female workers would prefer the inequitable $6,784 to the equitable $4,070.

EXHIBIT III D shows some very wide differences in average wages when looked at by state. Alaska was by far the highest paying state. Alaska paid white females the highest wages in 30 out of 32 cases. But it was felt that Alaska was not exactly typical of the other 49 states. Salary ranges quoted in this section will be confined to the continental United States. EEOC excluded Hawaii from the data base for similar racial reasons. Excluding Alaska, California dominated the high salaries, paying the highest salary in 23 out of 32 cases for both white males and white females. The lowest paying state was Mississippi, paying white males the lowest in 19 out of 32 cases and paying white females the lowest

in 13 out of 32 cases. Since information on the equitability of salaries is not readily available to the general public, high salaries provide the attraction for both male and female workers.

In the analysis by state, the state of Nevada was deleted in 1976. In two occupational categories, clerical and paraprofessionals, the wage gap was negative, in paraprofessionals, for example, over $6,000 negative. Nevada reported 308 white female paraprofessionals, out of total white females of 929, in the over $25,000 income category. In fact, in all occupations, Nevada reported 1,700 more state and local government employees than the Census Bureau reported in 1976, and most of these, male and female, were reported in the over $25,000 income category. This, in turn, was found to have influenced both the mean and standard deviations in a number of occupational categories. Because of this, Nevada was deleted from the 1976 statistics.

There were a large number of states deviating significantly from the mean in each of the occupational categories. Of these, 15 states were chosen for discussion, the five most discriminatory, the five least discriminatory, and five on the mean states. If there are any common characteristics shared by the more or less discriminatory states it is hoped these five examples will reveal them.

In order to select the 15 states to be analyzed in detail, the differences between the state income gap and the mean income gap were measured by the number of standard deviations from the mean, or the Z score. Using the Z score, two criteria were used to select the 15 states. First was the number of positive or negative Z values out of the possible 32 cases, 8 occupations by 4 years. States having 20 of 32 positive Z values were considered less equitable states and those having 20 of 32 negative Z values were considered more equitable states. Those states with only 19, or less, positive or negative Z values were on-the-mean states.

The second criteria was the number of significant Z scores out of 32. A significant Z score was one greater than 1.64 positive or negative. A state having four or more significant Z values, positive or negative, was considered to be more or less discriminatory. States having either or both a large number of positive Z values and a number of significant positive Z's was determined to be more discriminatory. States having either or both a large number of negative Z values and a number of significant negative Z's was determined to be less discriminatory. The on-the-mean states were those about evenly split between positive and negative Z values and few or no significant Z values.

All the more equitable or less discriminatory states are shown on MAP III 1, p. 156. The five most equitable or least discriminatory states chosen for discussion were: Louisiana, Maine, Maryland, Oklahoma, and Rhode Island. The

less equitable or more discriminatory states are shown on MAP III 2, p. 157. The five least equitable states chosen for discussion were: Illinois, Minnesota, Nebraska, North Dakota, and South Dakota. The five states close to the mean are shown on MAP III 3, p. 158. California, New Hampshire, New Jersey, New York, and Texas were the five states chosen for discussion.

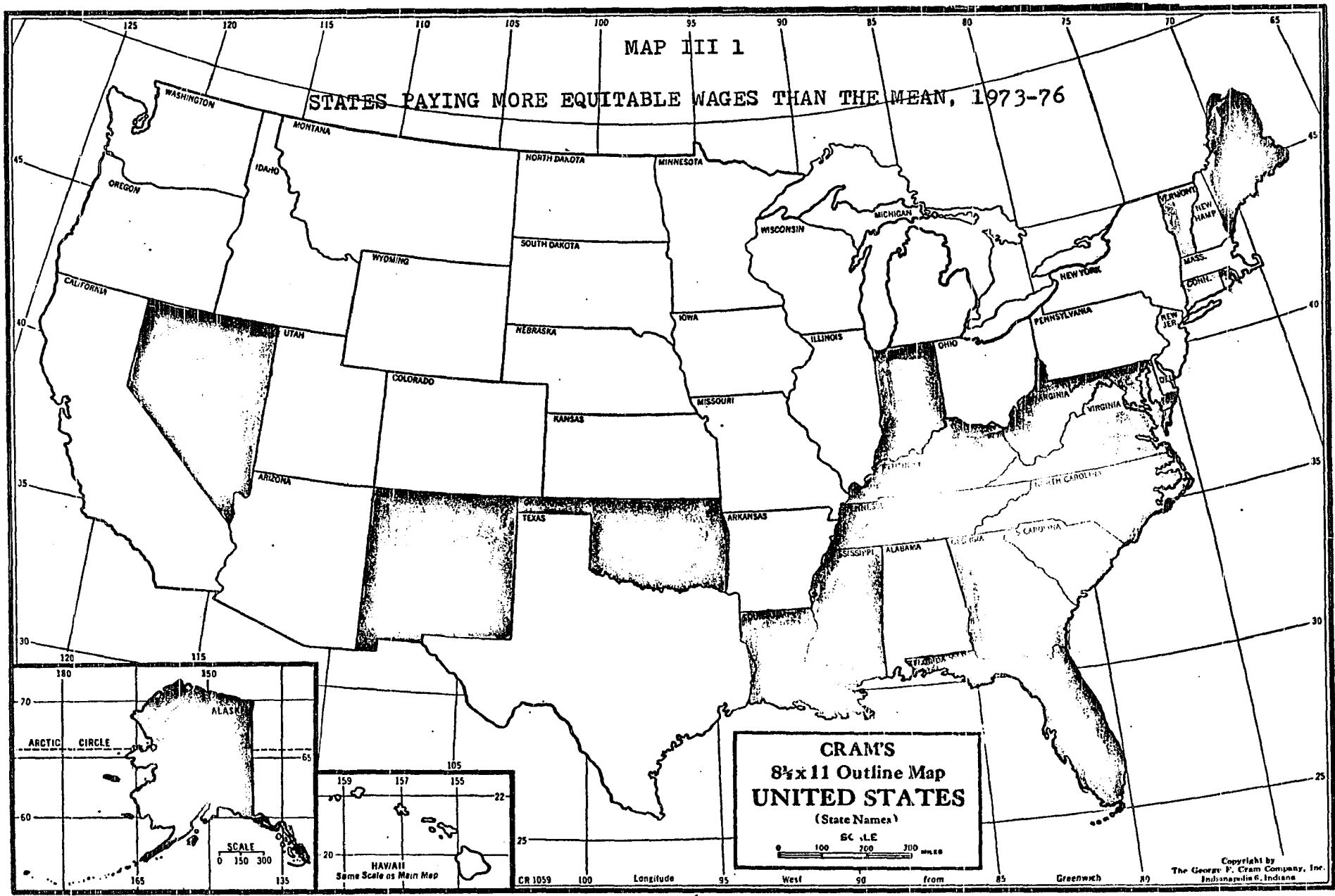
Five factors were considered in the discussion of the 15 states: average white female wages, total number of state and local government employees, population size, the existence of equal pay legislation, and geography--North, South, East, West. MAP III 4, p. 159 shows the 24 states paying the highest average wages and MAP III 5, p. 160 shows the 25 states with the greatest number of state and local government employees. For all the numerical comparisons, the states were divided into a top and bottom half. There was a remarkable positive correlation between the largest 25 states in terms of population size and the number of state and local government employees.

More Equitable States

The more equitable states were those with either a number of significant negative Z values, or those with a large number of negative Z values. The five selected as the most equitable had at least 27 negative Z values to 5 positive Z values. The states chosen were: Louisiana, Maine, Maryland, Oklahoma, and Rhode Island. Of these, only Rhode Island

MAP III 1

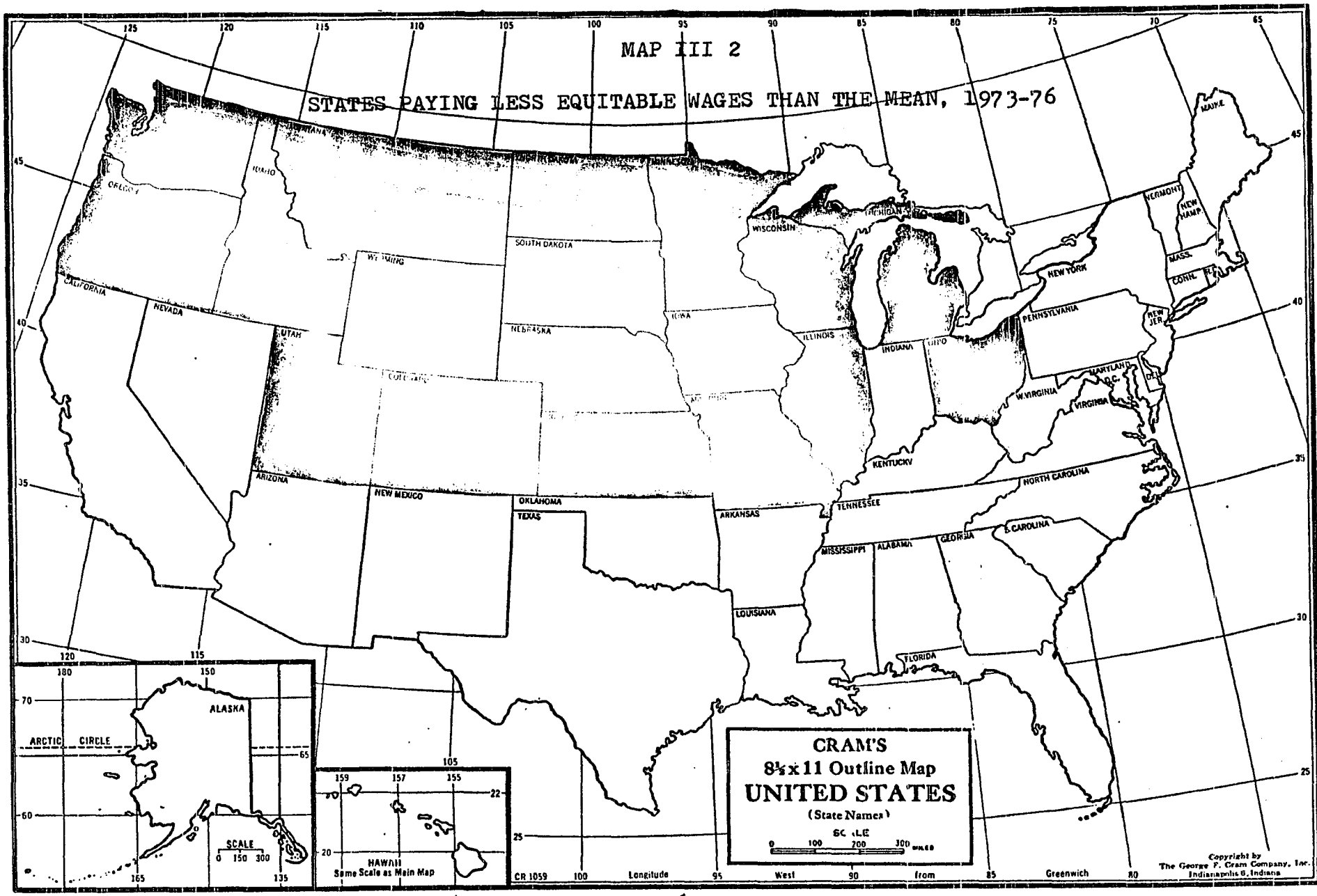
STATES PAYING MORE EQUITABLE WAGES THAN THE MEAN, 1973-76



SOURCE: EEOC Data, EEO-4 Reports, 1973-76.

MAP III 2

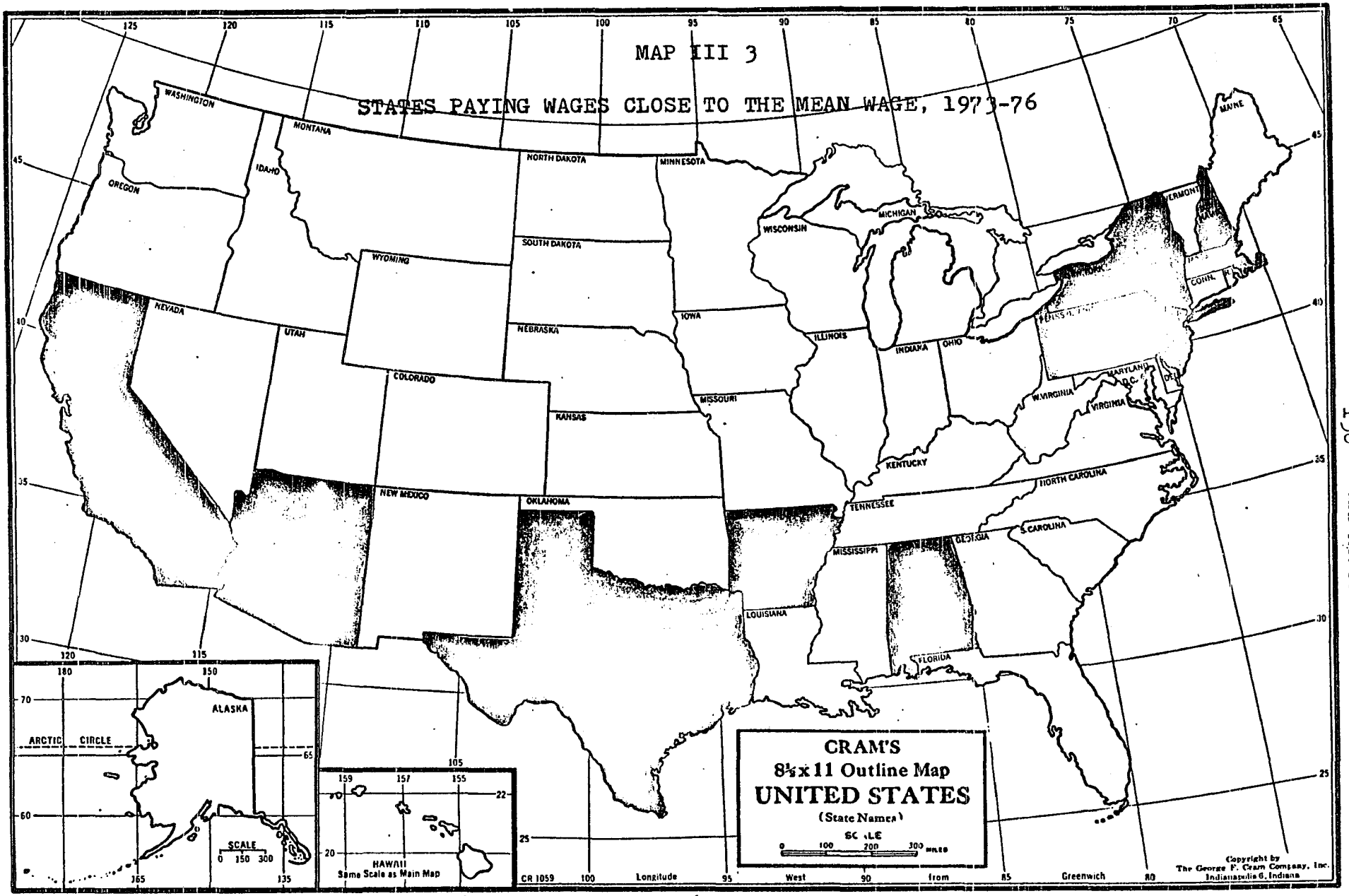
STATES PAYING LESS EQUITABLE WAGES THAN THE MEAN, 1973-76



SOURCE: EEOC Data, EEO-4 Reports, 1973-76.

MAP III 3

STATES PAYING WAGES CLOSE TO THE MEAN WAGE, 1973-76

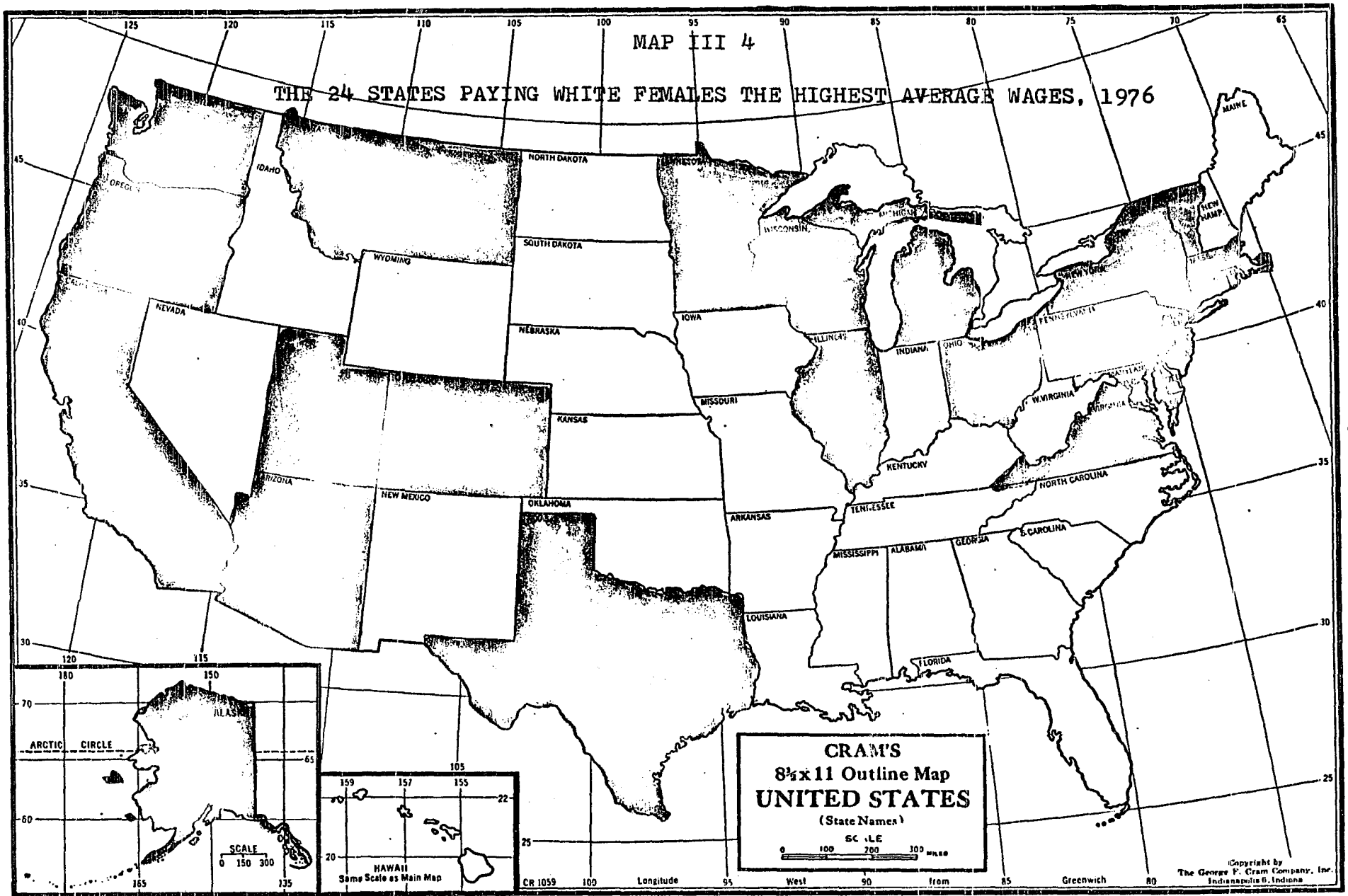


SOURCE: EEOC Data, EEO-4 Reports, 1973-76.

MAP NO. CO1—UNITED STATES (STATE NAMES)

MAP III 4

THE 24 STATES PAYING WHITE FEMALES THE HIGHEST AVERAGE WAGES, 1976

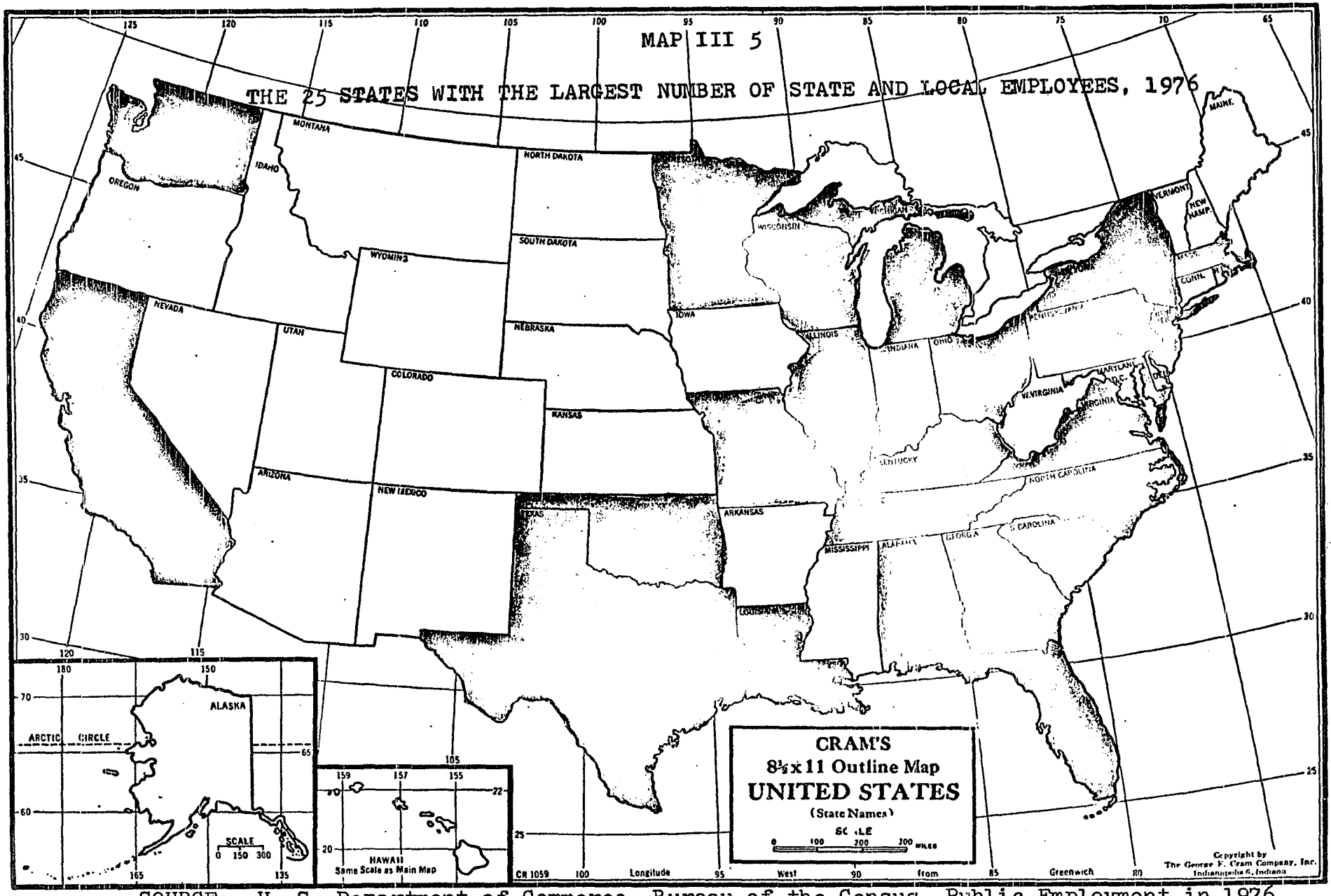


SOURCE: EEOC Data, EEO-4 Reports, 1976.

MAP NO. C01—UNITED STATES (STATE NAMES)

MAP III 5

THE 25 STATES WITH THE LARGEST NUMBER OF STATE AND LOCAL EMPLOYEES, 1976



SOURCE: U. S. Department of Commerce, Bureau of the Census, Public Employment in 1976.

failed to file state statistics in one year, 1974. MAP III 1, p. 156, shows all the states paying more equitable salaries. Twenty states paid clearly more equitable salaries than the mean. Of the 20, 17 are clearly Southern or Eastern. Only Nevada, Indiana, and Alaska fail to fit the geographical pattern.

Louisana

According to the Census Bureau, Louisiana employed 102,108 state and local government employees in 1976, ranking 18th in the number of employees. In average white female wages, Louisiana paid in the top 24 in only one of eight occupations, and was determined to be a low wage state. From TABLE III 5 A, p. 162, Louisiana paid white females more than white males in the paraprofessionals category, $4,998 to $4,884 in 1976. This yielded a negative income gap. The largest income gap in 1976 was 17.87 in the skilled craft occupations, but still well below the mean of 32.63. In both 1975 and 1976, Louisiana paid white females in all occupations more equitable wages than the average. There were significant Z values in professional and paraprofessional occupations and overall there were 27 out of 32 negative Z values or cases where Louisiana's income gap was below the mean gap. Louisana is a large, low paying, equitable, Southern state. Louisiana does not have an equal pay law.

TABLE III 5 A

WHITE MALE AND WHITE FEMALE AVERAGE ANNUAL WAGES
AND WHITE FEMALE WAGE AND INCOME GAPS, 1973-76

LOUISANA
(Wages in Dollars)

	CLERICAL	OFFICIALS & ADMINS.	PARA-PROS.	PRO-FESSIONALS	PROTECTIVE SERVICES	SKILLED CRAFT	SERVICE MAINT.	TECH.
1973								
WHITE MALE	6824	10655	4891	9885	697	6121	4390	7542
WHITE FEMALE	5473	8943	4612	8819	5873	3257	3379	5933
WAGE GAP	1351	1712	279	1066	1102	2864	1011	1519
INCOME GAP	19.80	16.07	5.70	10.79	15.80	56.79	23.03	20.38
MEAN INC. GAP	18.13	24.43	20.74	18.36	30.13	33.65	28.64	27.40
1974								
WHITE MALE	6978	11044	4802	9600	7536	6357	4817	8026
WHITE FEMALE	5674	9856	4685	9032	5946	4339	3892	5902
WAGE GAP	1304	1188	117	568	1590	2018	1035	2124
INCOME GAP	18.69	10.76	2.43	5.92	21.10	31.75	21.50	26.46
MEAN INC. GAP	17.50	23.40	19.05	17.91	26.58	30.97	27.40	26.16
1975								
WHITE MALE	5931	12526	5435	9624	6975	7279	5270	8519
WHITE FEMALE	5591	10925	4809	9359	6025	5599	4554	6753
WAGE GAP	340	1601	624	265	950	1680	717	1766
INCOME GAP	5.74	12.78	11.51	2.75	13.63	23.08	13.60	20.73
MEAN INC. GAP	15.08	20.44	14.56	16.62	22.83	31.04	23.28	24.74
1976								
WHITE MALE	7072	12641	4884	10859	7414	6532	5506	9071
WHITE FEMALE	6172	11094	4998	10126	6598	6186	4838	7603
WAGE GAP	900	1547	-114	733	816	1346	668	1468
INCOME GAP	12.73	12.24	-2.34	6.75	11.00	17.87	12.13	16.19
MEAN INC. GAP	15.89	21.62	17.03	16.61	23.73	32.63	24.47	24.20

SOURCE: EEOC Data, EEO-4 Reports, 1973-76.

Maine

Maine ranks 40th in number of state and local employees, with only 21,657 reported by the Census Bureau in 1976. The state appeared to pay white females in the top 24 in only two occupational categories and is, therefore, a low paying state. According to TABLE III 5 B, p. 164, the only occupations that Maine paid less equitable salaries were clerical and paraprofessionals. In all the male dominated and in transition occupations, Maine paid white females more equitable salaries than the mean. There were significant Z values in the professionals, skilled craft, and technicians categories and overall there were 29 negative to 3 positive Z values. Maine is a small, low paying, equitable, Eastern state. Maine has equal pay legislation.

Maryland

Maryland ranks 17th in the number of state and local employees, with 104,731 reported by the Census Bureau in 1976. Maryland is also a high paying state for white females, ranking in the top 24 in all eight occupational categories. In fact, in the officials and administrators category, Maryland paid white females the highest average wages in the continental United States all four reporting years. From TABLE III 5 C, p. 165, white female officials and administrators earned an average $16,136 in 1976. There were significant Z values in the skilled craft and service maintenance

TABLE III 5 B

WHITE MALE AND WHITE FEMALE AVERAGE ANNUAL WAGES
AND WHITE FEMALE WAGE AND INCOME GAPS, 1973-76

MAINE
(Wages in Dollars)

	CLERICAL	OFFICIALS & ADMINS.	PARA-PROS.	PRO-FESSIONALS	PROTECTIVE SERVICES	SKILLED CRAFT	SERVICE MAINT.	TECH.
1973								
WHITE MALE	6034	10425	5719	9755	6528	6891	5297	8176
WHITE FEMALE	4912	8214	5305	8591	6013	5236	4012	6649
WAGE GAP	1122	2211	414	1164	516	1655	1285	1528
INCOME GAP	18.59	21.21	7.23	11.93	7.90	24.01	24.26	18.69
MEAN INC. GAP	18.13	24.43	20.74	18.36	30.13	33.65	28.64	27.40
1974								
WHITE MALE	6347	11723	7092	10393	6960	8491	5904	8513
WHITE FEMALE	5338	9449	5580	9522	6294	5882	4741	7422
WAGE GAP	1109	2274	1512	872	665	2609	1163	1091
INCOME GAP	17.48	19.40	21.32	8.39	9.56	30.72	19.71	12.82
MEAN INC. GAP	17.50	23.40	19.05	17.91	26.58	30.97	27.40	26.16
1975								
WHITE MALE	6529	12909	6640	10509	7750	8980	6145	8827
WHITE FEMALE	5433	10734	5803	9493	6918	6333	5250	7351
WAGE GAP	1096	2175	837	1016	832	2647	895	1476
INCOME GAP	16.78	16.85	12.61	9.67	10.73	29.47	14.57	16.72
MEAN INC. GAP	15.08	20.44	14.56	16.62	22.83	31.04	23.28	24.74
1976								
WHITE MALE	5833	12228	6231	10944	7971	7873	6148	9209
WHITE FEMALE	5622	10287	6013	9977	6553	7151	5027	7435
WAGE GAP	211	1941	218	967	1418	722	1121	1773
INCOME GAP	3.61	15.88	3.50	8.84	17.79	9.17	18.23	19.26
MEAN INC. GAP	15.89	21.62	17.03	16.61	23.73	32.63	21.47	24.20

SOURCE: EEOC Data, EEO-4 Reports, 1973-76.

TABLE III 5 C

WHITE MALE AND WHITE FEMALE AVERAGE ANNUAL WAGES
AND WHITE FEMALE WAGE AND INCOME GAPS, 1973-76

MARYLAND
(Wages in Dollars)

	CLERICAL	OFFICIALS & ADMINS.	PARA-PROS.	PRO-FESSIONALS	PROTECTIVE SERVICES	SKILLED CRAFT	SERVICE MAINT.	TECH.
1973								
WHITE MALE	7335	16236	8044	12267	9535	8078	6231	9516
WHITE FEMALE	6478	12846	6616	10358	8601	6963	5922	7372
WAGE GAP	857	3390	1428	1911	934	1115	309	2144
INCOME GAP	11.68	20.89	17.75	15.57	9.80	13.80	4.96	22.53
MEAN INC. GAP	18.13	24.43	20.74	18.36	30.13	33.65	28.64	27.40
1974								
WHITE MALE	7655	17156	8681	13041	10060	8906	7291	10255
WHITE FEMALE	7034	15449	7786	11176	8886	4965	5880	8391
WAGE GAP	621	1706	895	1865	1176	3941	1410	1865
INCOME GAP	8.11	9.95	10.31	14.30	11.68	44.25	19.34	18.18
MEAN INC. GAP	17.50	23.40	19.05	17.91	26.58	30.97	27.40	26.16
1975								
WHITE MALE	8702	17730	8816	13305	10620	9090	8277	10768
WHITE FEMALE	7641	14625	8139	11475	9627	8357	5868	8669
WAGE GAP	1061	3104	677	1830	994	732	2408	2099
INCOME GAP	12.19	17.51	7.68	13.77	9.36	8.06	29.10	19.49
MEAN INC. GAP	15.08	20.44	14.56	16.62	22.83	31.04	23.28	24.74
1976								
WHITE MALE	8925	19117	9016	14418	11719	9622	7917	11575
WHITE FEMALE	8069	16136	8739	12364	10266	7390	7127	9454
WAGE GAP	856	2982	278	2055	1452	2233	790	2121
INCOME GAP	9.59	15.59	3.08	14.25	12.39	23.20	9.98	18.32
MEAN INC. GAP	15.89	21.62	17.03	16.61	23.73	32.63	24.47	24.20

SOURCE: EEOC Data, EEO-4 Reports, 1973-76.

categories and overall 30 out of 32 Z values were negative. Maryland is a large, high paying, equitable, Eastern state. Maryland has an equal pay law. This seems to be a very good place for white females to be employed.

Oklahoma

Oklahoma ranks 25th in the number of state and local government employees with the Census Bureau reporting 65,038 in 1976. Oklahoma is a low paying state for white females. From TABLE III 5 D, p. 167, in 1976, white female service maintenance workers were averaging less than $5,000. Oklahoma was one of only 9 states[4] that did not make the top 24 pay-wise for white females in any occupational category. Oklahoma had significant Z values in four different occupational categories, officials and administrators, professionals, service maintenance and technicians, and overall 27 out of 32 negative Z values. Oklahoma is an equitable, South Central, low paying state. Oklahoma has an equal pay law.

Rhode Island

Rhode Island had only 22,496 state and local employees in 1976, according to the Census Bureau and ranks 39th. Rhode Island is a high paying state for white females, missing the top 24 list in only two occupational categories,

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[4]The other eight states were: Alabama, Arkansas, Georgia, Kentucky, Mississippi, Missouri, Nevada, and Tennessee.

TABLE III 5 D

WHITE MALE AND WHITE FEMALE AVERAGE ANNUAL WAGES
AND WHITE FEMALE WAGE AND INCOME GAPS, 1973-76

OKLAHOMA
(Wages in Dollars)

	CLERICAL	OFFICIALS & ADMINS.	PARA-PROS.	PRO-FESSIONALS	PROTECTIVE SERVICES	SKILLED CRAFT	SERVICE MAINT.	TECH.
1973								
WHITE MALE	5360	9858	4748	8877	6513	5565	4457	7315
WHITE FEMALE	4789	7787	3390	7156	4184	4402	3928	5502
WAGE GAP	572	2071	1358	1721	2329	1163	530	1813
INCOME GAP	10.66	21.01	28.60	19.39	35.76	20.90	11.87	24.78
MEAN INC. GAP	18.13	24.43	20.74	18.36	30.13	33.65	28.64	27.40
1974								
WHITE MALE	5692	10157	4890	8876	7425	5908	4921	7318
WHITE FEMALE	5084	8481	4199	7511	5474	4857	4304	5842
WAGE GAP	607	1676	691	1365	1950	1051	618	1476
INCOME GAP	10.67	16.50	14.13	15.38	26.27	17.79	12.55	20.17
MEAN INC. GAP	17.50	23.40	19.05	17.91	26.58	30.97	27.40	26.16
1975								
WHITE MALE	6214	11688	6356	9739	7648	6672	5237	7969
WHITE FEMALE	5414	10230	4570	8186	6500	5418	4334	6603
WAGE GAP	801	1458	1787	1554	1148	1254	903	1366
INCOME GAP	12.88	12.48	28.11	15.95	15.01	18.80	17.25	17.14
MEAN INC. GAP	15.08	20.44	14.56	16.62	22.83	31.04	23.28	24.74
1976								
WHITE MALE	7231	12024	6603	10590	8607	7211	5747	8860
WHITE FEMALE	6182	11154	5155	9654	6845	5605	4969	7580
WAGE GAP	1049	866	1449	935	1762	1606	778	1280
INCOME GAP	14.51	7.20	21.94	8.83	20.47	22.27	13.54	14.45
MEAN INC. GAP	15.89	21.62	17.03	16.61	23.73	32.63	24.47	24.20

SOURCE: EEOC Data, EEO-4 Reports, 1973-76.

clerical and service maintenance. Rhode Island was the only more equitable state that failed to report state statistics in one of the reporting years, 1974. This failure to report probably influenced the number of significant Z values. Rhode Island had the largest number of negative significant Z values, 7, and 2 positive significant Z values. But both the positive significant Z's and 2 of the 7 negative significant Z values came from the 1974 figures. In spite of this, there were still 5 significant negative Z values in the other reporting years and, overall, 27 out of 32 Z values were negative. From TABLE III 5 E, p. 169, 4 of the 5 positive Z's also occured in 1974. Rhode Island is a small, high paying, Eastern, equitable state. Rhode Island has an equal pay law.

Summary

Of the 20 less discriminatory states, only 6 of 20 are in the top 24 pay-wise for white females. In the total number of state and local employees, 12 of the 20 are in the top 25. The geography is also imporatnt, 12 of the 20 could be called Southern states and 7 of the 20 are Eastern, with Virginia and West Virginia somewhat overlapping both Southern and Eastern. Only three of the less discriminatory states fail to fit the geography, Alaska, Indiana, and Nevada.

Of the five most equitable states, only Maryland and Rhode Island are in the top 24 pay-wise. One of the five,

TABLE III 5 E

WHITE MALE AND WHITE FEMALE AVERAGE ANNUAL WAGES
AND WHITE FEMALE WAGE AND INCOME GAPS, 1973-76

RHODE ISLAND
(Wages in Dollars)

	CLERICAL	OFFICIALS & ADMINS.	PARA-PROS.	PRO-FESSIONALS	PROTECTIVE SERVICES	SKILLED CRAFT	SERVICE MAINT.	TECH.
1973								
WHITE MALE	6077	12502	6594	9986	8442	7035	5557	8591
WHITE FEMALE	4981	10434	6420	9233	8477	5596	4542	7712
WAGE GAP	1096	2068	174	753	-35	1439	1015	879
INCOME GAP	18.04	16.54	2.64	7.54	-0.42	20.45	18.26	10.23
MEAN INC. GAP	18.13	24.43	20.74	18.36	30.13	33.65	28.64	27.40
1974								
WHITE MALE	6391	10909	7956	9901	8689	7183	6289	9085
WHITE FEMALE	5144	9390	4769	8024	9200	8000	3579	6903
WAGE GAP	1247	1518	3186	1877	-511	-817	2710	2182
INCOME GAP	19.51	13.92	40.05	18.95	-5.89	-11.37	53.10	24.02
MEAN INC. GAP	17.50	23.40	19.05	17.91	26.58	30.97	27.40	26.16
1975								
WHITE MALE	6589	13407	6917	11225	9251	7475	6257	9541
WHITE FEMALE	6092	11911	6860	10387	8521	5814	5357	8126
WAGE GAP	496	1496	57	838	730	1660	900	1415
INCOME GAP	7.53	11.16	0.82	7.47	7.90	22.21	14.38	14.83
MEAN INC. GAP	15.08	20.44	14.56	16.62	22.83	31.04	23.28	24.74
1976								
WHITE MALE	6630	14146	7431	12157	9565	8374	6929	9749
WHITE FEMALE	6289	11511	7270	10862	8462	6454	5123	8416
WAGE GAP	341	2635	161	1295	1103	1921	1806	1338
INCOME GAP	5.15	18.62	2.16	10.66	11.54	22.93	26.06	13.72
MEAN INC. GAP	15.89	21.62	17.03	16.61	23.73	32.63	24.47	24.20

SOURCE: EEOC Data, EEO-4 Reports, 1973-76.

Louisiana, has no equal pay legislation. Only two, Maine and Rhode Island, are in the bottom 25 in terms of the number of state and local employment. Three of the five states without equal pay legislation--Louisiana, Mississippi, and North Carolina--are included in the more equitable states. But 17 of the 20 more equitable states do have equal pay legislation. Geography seems to be the strongest common characteristic, followed by low pay and size of state and local employment, for the states paying white females more equitable salaries than the mean. Generally, the less discriminatory states are low paying Southern or Eastern states.

Less Equitable States

The less equitable states were those with either a number of significant positive Z values or those with a large number of positive Z values overall--24 out of 32. MAP III 2, p. 157, shows the states paying white females less equitable salaries than the mean. The geography was very striking. In general, the Northern states paid white females the less equitable salaries, and the most inequitable were the North Central states: Illinois, Minnesota, Nebraska, North Dakota, and South Dakota. Eighteen states paid white females clearly less equitable salaries than the mean. All 18 have equal pay laws.

Illinois

Illinois ranked 5th in the number of state and local government employees in 1976, with the Census Bureau reporting 246,741. Only California, New York, Pennsylvania, and Texas reported more state and local employment that year. Illinois ranked in the top 24 in all eight occupational categories in average earnings for white females. Illinois had 8 significant Z values and, overall, 31 out of 32 Z values were positive. According to TABLE III 6 A, p. 172, they were significantly more discriminatory in four occupations--paraprofessionals, skilled craft, service maintenance, and technicians. In skilled craft, for example, in 1976, white females earned only 47% of white male incomes. Illinois is a large, high paying inequitable, North Central state. Illinois has an equal pay law.

Minnesota

Minnesota ranked 21st in the total number of state and local government employees in 1976, with the Census Bureau reporting 184,300. In seven out of eight occupational categories, Minnesota paid white females in the top 24--the only expection was skilled craft. And it was in the skilled craft occupations that three out of four significant positive Z values appeared. The other significant Z value was in the technicians category. In addition to the 4 significant Z values, 29 out of 32 Z values, overall, were

TABLE III 6 A

WHITE MALE AND WHITE FEMALE AVERAGE ANNUAL WAGES
AND WHITE FEMALE WAGE AND INCOME GAPS, 1973-76

ILLINOIS
(Wages in Dollars)

	CLERICAL	OFFICIALS & ADMINS.	PARA-PROS.	PRO-FESSIONALS	PROTECTIVE SERVICES	SKILLED CRAFT	SERVICE MAINT.	TECH.
1973								
WHITE MALE	7089	14298	6941	12452	10998	11319	8131	9727
WHITE FEMALE	5538	10282	4269	9729	7231	3855	4443	5984
WAGE GAP	1551	4016	2672	2724	3767	7465	3688	3743
INCOME GAP	21.87	28.09	38.50	21.87	34.25	65.94	45.36	38.48
MEAN INC. GAP	18.13	24.43	20.74	18.36	30.13	33.65	28.64	27.40
1974								
WHITE MALE	7908	14776	7648	12773	11205	11779	8923	10698
WHITE FEMALE	5962	10967	5091	10200	7700	5519	5180	6399
WAGE GAP	1946	3809	2557	2572	3505	6260	3742	4299
INCOME GAP	24.61	25.78	33.42	20.14	31.28	53.15	41.94	40.18
MEAN INC. GAP	17.50	23.40	19.05	17.91	26.58	30.97	27.40	26.16
1975								
WHITE MALE	9265	163 4	8030	14070	13181	12751	10338	11681
WHITE FEMALE	7269	13526	6302	11597	9327	6687	6380	8585
WAGE GAP	1996	2798	1728	2473	3854	6063	3958	4096
INCOME GAP	21.54	17.14	21.52	17.57	29.24	47.55	38.29	35.06
MEAN INC. GAP	15.08	20.44	14.56	16.62	22.83	31.04	23.28	24.74
1976								
WHITE MALE	9276	16789	10012	14171	13514	13167	10775	12447
WHITE FEMALE	7414	13017	6015	11517	8727	6203	6519	7947
WAGE GAP	1863	3771	3996	2654	4787	6964	4256	4500
INCOME GAP	20.08	22.46	39.92	16.73	35.42	52.89	39.50	36.15
MEAN INC. GAP	15.89	21.62	17.03	16.61	23.73	32.63	24.47	24.20

SOURCE: EEOC Data, EEO-4 Reports, 1973-76.

positive. According to TABLE III 6 B, p. 174, white females in the skilled craft occupations earned only 42 percent of white male salaries in 1976. Minnesota is a large, high paying, inequitable, Northern state. Minnesota has an equal pay law.

Nebraska

Nebraska ranked 33rd in the number of state and local government employees in 1976, with 44,327 reported by the Census Bureau. Nebraska is a low wage state and paid white females in the top 24 in only one occupational category--protective services. Nebraska had 11 significant Z values in five different occupational categories: clerical, officials and administrators, protective services, skilled crafts, and technicians. Overall, there were 29 out of 32 positive Z values, the three negative Z values were in the protective service occupations. From TABLE III 6 C, p. 175, white females in the clerical occupations were only making 72 percent of white male incomes in 1976, compared to an average 84 percent. Nebraska is a small, low paying, ineqitable, North Central state. Nebraska has an equal pay law.

North Dakota

In total number of state and local government employees, North Dakota ranked 48 out of 50 with the Census Bureau, reporting 13,536. Only Wyoming and Vermont reported fewer

TABLE III 6 B

WHITE MALE AND WHITE FEMALE AVERAGE ANNUAL WAGES
AND WHITE FEMALE WAGE AND INCOME GAPS, 1973-76

MINNESOTA
(Wages in Dollars)

	CLERICAL	OFFICIALS & ADMINS.	PARA-PROS.	PRO-FESSIONALS	PROTECTIVE SERVICES	SKILLED CRAFT	SERVICE MAINT.	TECH.
1973								
WHITE MALE	6863	12830	7132	11416	9892	9192	7875	9395
WHITE FEMALE	5356	9851	4202	8915	7426	3217	5249	6197
WAGE GAP	1507	2979	2929	2501	2466	5975	2626	3198
INCOME GAP	21.96	23.22	41.07	21.91	24.93	65.00	33.35	34.04
MEAN INC. GAP	18.13	24.43	20.74	18.36	30.13	33.65	28.64	27.40
1974								
WHITE MALE	7443	14348	7131	12158	10804	9732	6960	9878
WHITE FEMALE	5642	9711	5314	9960	6503	3910	5534	6787
WAGE GAP	1801	4637	1817	2199	4302	5822	2436	3091
INCOME GAP	24.20	32.32	25.48	18.08	39.82	59.82	30.57	31.29
MEAN INC. GAP	17.50	23.40	19.05	17.91	26.58	30.97	27.40	26.16
1975								
WHITE MALE	8462	16850	8249	13502	12575	10987	9255	11555
WHITE FEMALE	6855	12640	6830	11292	9065	6804	6611	7834
WAGE GAP	1607	4210	1420	2210	3510	4184	2645	3721
INCOME GAP	18.99	24.98	17.21	16.37	27.91	38.08	28.57	32.21
MEAN INC. GAP	15.08	20.44	14.56	16.62	22.83	31.04	23.28	24.74
1976								
WHITE MALE	9216	16485	9305	14446	12923	11672	9994	12100
WHITE FEMALE	7249	12158	7924	11966	9431	4911	6625	8045
WAGE GAP	1966	4328	2381	2480	3493	6761	3370	4055
INCOME GAP	21.34	26.25	25.58	17.16	27.03	57.92	33.71	33.51
MEAN INC. GAP	15.89	21.62	17.03	16.61	23.73	32.63	24.47	24.20

SOURCE: EEOC Data, EEO-4 Reports, 1973-76.

TABLE III 6 C

WHITE MALE AND WHITE FEMALE AVERAGE ANNUAL WAGES
AND WHITE FEMALE WAGE AND INCOME GAPS, 1973-76

NEBRASKA
(Wages in Dollars)

	CLERICAL	OFFICIALS & ADMINS.	PARA-PROS.	PRO-FESSIONALS	PROTECTIVE SERVICES	SKILLED CRAFT	SERVICE MAINT.	TECH.
1973								
WHITE MALE	6666	12180	6046	10129	7852	7822	5619	7958
WHITE FEMALE	4525	7878	4158	7623	5851	2683	3870	4901
WAGE GAP	2141	4302	1889	2506	2001	5139	1749	3057
INCOME GAP	32.12	35.32	31.23	24.74	25.48	65.70	31.12	38.42
MEAN INC. GAP	18.13	24.43	20.74	18.36	30.13	33.65	28.64	27.40
1974								
WHITE MALE	7724	11605	6547	10550	7845	8330	5811	8691
WHITE FEMALE	4775	7147	4262	7983	3183	5014	3970	5490
WAGE GAP	2949	4458	2286	2567	4662	3316	1842	3200
INCOME GAP	38.18	38.42	34.91	24.33	59.42	39.81	31.69	36.83
MEAN INC. GAP	17.50	23.40	19.05	17.91	26.58	30.97	27.40	26.16
1975								
WHITE MALE	8272	14692	7339	11621	9157	9773	6985	9964
WHITE FEMALE	5730	11209	5203	8936	7216	4505	4448	6472
WAGE GAP	2542	3483	2136	2685	1941	5268	2537	3492
INCOME GAP	30.73	23.71	29.11	23.11	21.20	53.90	36.32	35.04
MEAN INC. GAP	15.08	20.44	14.56	16.62	22.83	31.04	23.28	34.74
1976								
WHITE MALE	8434	15128	7833	12366	9699	10101	7277	10735
WHITE FEMALE	6044	9569	5739	9489	7797	4678	4970	6755
WAGE GAP	2390	5559	2094	2877	1902	5423	2307	3981
INCOME GAP	28.34	36.74	26.74	23.27	19.61	53.69	31.70	37.08
MEAN INC. GAP	15.89	21.62	17.03	16.61	23.73	32.63	24.47	24.20

SOURCE: EEOC Data, EEO-4 Reports, 1973-76.

employees in 1976. North Dakota is a low paying state for white females, appearing in the top 24 income-wise in only two occupational categories--professionals and protective services. North Dakota paid white females significantly less than white males in 6 different occupational categories: officials and administrators, paraprofessionals, professionals, skilled craft, service maintenance, and technicians. In addition to the 10 significant positive Z values, overall, 24 Z's were positive out of 32, North Dakota was the only one of the less equitable states that did not file state statistics in 1973. Four of the 10 significant Z values occurred in 1973. North Dakota also had 2 significant negative Z values in the clerical and paraprofessional occupations. From TABLE III 6 D, p. 177, the 1975 income gaps in clerical and paraprofessional occupations were negative. North Dakota is a small, low paying, inequitable, Northern state. North Dakota has an equal pay law.

South Dakota

South Dakota ranked 45th in the number of state and local government employees in 1976, with the Census Bureau reporting 15,896. South Dakota is a low paying state for white females, and ranked in the top 24 in only two occupational categories--paraprofessionals and service maintenance. From TABLE III 6 E, p. 178, South Dakota has the smallest income gaps in the professional category over the four years.

TABLE III 6 D

WHITE MALE AND WHITE FEMALE AVERAGE ANNUAL WAGES
AND WHITE FEMALE WAGE AND INCOME GAPS, 1973-76

NORTH DAKOTA
(Wages in Dollars)

	CLERICAL	OFFICIALS & ADMINS.	PARA-PROS.	PRO-FESSIONALS	PROTECTIVE SERVICES	SKILLED CRAFT	SERVICE MAINT.	TECH.
1973								
WHITE MALE	5000	9177	4824	8245	7067	6393	5136	8684
WHITE FEMALE	3770	5621	2480	6793	3889	4000	2520	3500
WAGE GAP	1230	3555	2344	1452	3178	2393	2616	5184
INCOME GAP	24.60	38.75	48.59	17.61	44.97	37.43	50.93	59.70
MEAN INC. GAP	18.13	24.43	20.74	18.36	30.13	33.65	28.64	27.40
1974								
WHITE MALE	6429	11108	5177	9974	7315	6854	5538	8149
WHITE FEMALE	4630	6228	4256	7222	4971	4683	3876	5115
WAGE GAP	1799	4881	921	2752	2345	2171	1663	3033
INCOME GAP	27.99	42.94	16.69	27.59	32.05	31.67	30.02	37.23
MEAN INC. GAP	17.50	23.40	19.05	17.91	26.58	30.97	27.40	26.16
1975								
WHITE MALE	4970	12535	4457	11441	8498	7645	6524	8719
WHITE FEMALE	5467	7862	6068	8794	7375	5488	4937	5875
WAGE GAP	-498	4673	-1611	2647	1123	2157	1587	2844
INCOME GAP	-10.02	37.28	-36.15	23.13	13.21	28.22	24.33	32.62
MEAN INC. GAP	15.08	20.44	14.56	16.62	22.83	31.04	23.28	24.74
1976								
WHITE MALE	7561	14069	6884	12430	9305	8944	7197	10424
WHITE FEMALE	6054	9873	5879	10300	8000	2579	5163	6659
WAGE GAP	1507	4196	1005	2130	1305	6365	2035	3765
INCOME GAP	19.93	29.82	14.60	17.13	14.02	71.17	28.27	36.12
MEAN INC. GAP	15.89	21.62	17.03	16.61	23.73	32.63	24.47	24.20

SOURCE: EEOC Data, EEO-4 Reports, 1973-76.

TABLE III 6 E

WHITE MALE AND WHITE FEMALE AVERAGE ANNUAL WAGES
AND WHITE FEMALE WAGE AND INCOME GAPS, 1973-76

SOUTH DAKOTA
(Wages in Dollars)

	CLERICAL	OFFICIALS & ADMINS.	PARA-PROS.	PRO-FESSIONALS	PROTECTIVE SERVICES	SKILLED CRAFT	SERVICE MAINT.	TECH.
1973								
WHITE MALE	6078	8064	7455	9039	6870	5640	4779	7045
WHITE FEMALE	3970	4808	3881	6857	3486	2685	3641	4641
WAGE GAP	2108	3256	3574	2183	3384	2955	1139	2404
INCOME GAP	34.68	40.38	47.94	24.15	49.26	52.39	23.83	34.12
MEAN INC. GAP	18.13	24.43	20.74	18.36	30.13	33.65	28.64	27.40
1974								
WHITE MALE	6432	9685	9488	10478	7520	6324	5814	7558
WHITE FEMALE	4357	5526	5062	6712	2663	4450	4258	4835
WAGE GAP	2075	4159	4426	2866	4857	1874	1556	2723
INCOME GAP	32.26	42.94	46.65	27.35	64.59	29.63	26.76	36.03
MEAN INC. GAP	17.50	23.40	19.05	17.91	26.58	30.97	27.40	26.16
1975								
WHITE MALE	6253	12077	10131	11197	9000	8029	7044	8719
WHITE FEMALE	5251	9029	5038	8273	4030	5427	4317	5138
WAGE GAP	1002	3048	5093	2924	4970	2602	2727	3581
INCOME GAP	16.02	25.24	50.27	26.11	55.22	32.41	38.72	41.07
MEAN INC. GAP	15.08	20.44	14.56	16.62	22.83	31.04	23.28	24.74
1976								
WHITE MALE	7442	11684	10118	11713	9159	8463	7401	9365
WHITE FEMALE	5809	6838	6128	9752	5152	5495	5353	7243
WAGE GAP	1632	4846	3990	1961	4008	2968	2048	2122
INCOME GAP	21.93	41.47	39.44	16.74	43.76	35.07	27.67	22.66
MEAN INC. GAP	15.89	21.62	17.03	16.61	23.73	32.63	24.47	24.20

SOURCE: EEOC Data, EEO-4 Reports, 1973-76.

South Dakota had the largest number of positive significant deviations, 15, in six different occupational categories: clerical, officials and administrators, paraprofessionals, professionals, protective services, and technicians. Overall, South Dakota has 28 positive to 4 negative Z values. South Dakota is a small, low paying, inequitable, Northern state. South Dakota has an equal pay law.

Summary

The most common characteristic of the states paying white females less equitable salaries than the mean was the georgraphy. They were all in the Northern half of the United States. The five most inequitable were clustered in the North Central part of the United States. Of the 18 less equitable states, 10 were in the top 24 pay-wise for white females. Of the most inequitable, only 2 of 5 were high paying states, Minnesota and Illinois. Minnesota and Illinois were also the only 2 of the five in the top 25 in terms of the number of state and local government employment. The other three--Nebraska, North Dakota, and South Dakota--were all small low paying states. Of the 18 less equitable states, only 7 were in the top 25 in the number of state and local employees. Again, geography seems to be the most common characteristic of the less equitable states, followed by size. All 18 of the less equitable states have equal pay laws.

On-the-Mean States

The criteria used to select the on-the-mean states was: at most only one significant Z value, and a nearly even split between positive and negative Z values. The five states most nearly meeting this criteria were: California, New Hampshire, New Jersey, New York, and Texas. This group also had the most common characteristics other than geography. Geography was the least relevant factor in this group. In all, 11 states were very close to the mean. See MAP III 3, p. 158.

California

California ranks number one in terms of state and local employment, with the Census Bureau reporting 577,102 employees in 1976. California also has a very high concentration of all minority groups: Asian, Black, Indians, and Hispanic. California is also the highest paying state in the continental United States. California paid both white males and white females the highest salary in 23 out of 32 cases. From TABLE III 7 A, p. 181, by 1976, white males earned more than $10,000 in every occupation. There were no significant Z values and the positive-negative Z's were split 16-16. The income gaps in the clerical, officials and administrators, and protective service occupations were all smaller than the mean. In paraprofessionals and skilled craft

TABLE III 7 A

WHITE MALE AND WHITE FEMALE AVERAGE ANNUAL WAGES
AND WHITE FEMALE WAGE AND INCOME GAPS, 1973-76

CALIFORNIA
(Wages in Dollars)

	CLERICAL	OFFICIALS & ADMINS.	PARA-PROS.	PRO-FESSIONALS	PROTECTIVE SERVICES	SKILLED CRAFT	SERVICE MAINT.	TECH.
1973								
WHITE MALE	8162	16029	9699	14071	11967	11211	8712	11660
WHITE FEMALE	6892	12349	7421	11444	10435	6713	6079	8713
WAGE GAP	1271	3680	2278	2627	1532	4498	2633	2947
INCOME GAP	15.57	22.96	23.49	18.67	12.80	40.12	30.22	25.28
MEAN INC. GAP	18.13	24.43	20.74	18.36	30.13	33.65	28.64	27.40
1974								
WHITE MALE	8744	16762	10627	14966	12487	12189	9548	12528
WHITE FEMALE	7484	13248	7768	12078	10557	7635	6801	9167
WAGE GAP	1260	3514	2859	2888	1930	4554	2747	2261
INCOME GAP	14.41	20.97	26.90	19.29	15.45	37.36	28.77	26.83
MEAN INC. GAP	17.50	23.40	19.05	17.91	26.58	30.97	27.40	26.16
1975								
WHITE MALE	9313	17913	11235	15695	13903	13032	10369	13138
WHITE FEMALE	8072	14352	8626	13097	11901	8755	7800	9677
WAGE GAP	1242	3561	2609	2598	2002	4277	2569	3461
INCOME GAP	13.33	19.88	23.22	16.56	14.40	32.82	24.78	26.34
MEAN INC. GAP	15.08	20.44	14.56	16.62	22.83	31.04	23.28	24.74
1976								
WHITE MALE	10116	18988	11799	16492	14667	13856	11215	14016
WHITE FEMALE	8833	15161	9243	13867	12500	9002	8716	10547
WAGE GAP	1284	3826	2556	2625	2166	4855	2499	3470
INCOME GAP	12.69	20.15	21.66	15.92	14.77	35.04	22.28	24.76
MEAN INC. GAP	15.89	21.62	17.03	16.61	23.73	32.63	24.47	24.20

SOURCE: EEOC Data, EEO-4 Reports, 1973-76.

occupations, the income gaps were all larger than the mean. California is a large Western, high paying state. California has an equal pay law.

New Hampshire

New Hampshire ranks 44th in terms of the number of state and local government employees, with the Census Bureau reporting 18,594 in 1976. New Hampshire is an Eastern low paying state for white females. Only two occupational categories, service maintenance and technicians, made the top 24 pay list for white females. New Hampshire failed to report state statistics in both 1973 and 1974. In the cases of North Dakota and Rhode Island, the failure to report state statistics seemed to increase the number of exceptional deviations. But in New Hampshire, the smaller group of local employees seemed to be representative of the larger state and local group, income-wise. From TABLE III 7 B, p. 183 , white male and white female wages seem to be consistent in all four years. There was only 1 significant Z value, in 1973 professionals, and overall 15 positive and 17 negative Z values. All the income gaps in the paraprofessional occupations were smaller than the mean. New Hampshire has an equal pay law.

New Jersey

New Jersey ranks 9th in terms of the number of state and local employees, with the Census Bureau reporting 175,673

TABLE III 7 B

WHITE MALE AND WHITE FEMALE AVERAGE ANNUAL WAGES
AND WHITE FEMALE WAGE AND INCOME GAPS, 1973-76

NEW HAMPSHIRE
(Wages in Dollars)

	CLERICAL	OFFICIALS & ADMINS.	PARA-PROS.	PRO-FESSIONALS	PROTECTIVE SERVICES	SKILLED CRAFT	SERVICE MAINT.	TECH.
1973								
WHITE MALE	5192	9659	4343	9093	7179	6789	5710	7809
WHITE FEMALE	4527	6788	4015	6027	4583	3444	5069	5196
WAGE GAP	1265	2872	328	3066	2596	3344	641	2613
INCOME GAP	21.83	29.74	7.55	33.72	36.16	49.26	11.22	33.46
MEAN INC. GAP	18.13	24.43	20.74	18.36	30.13	33.65	28.64	27.40
1974								
WHITE MALE	6524	11059	5086	9406	7568	7332	5690	8385
WHITE FEMALE	5016	9506	4265	7237	6462	5143	3886	5392
WAGE GAP	1508	1553	821	2169	1106	2189	1804	2993
INCOME GAP	23.12	14.04	16.15	23.06	14.62	29.86	31.70	35.70
MEAN INC. GAP	17.50	23.40	19.05	17.91	26.58	30.97	27.40	26.16
1975								
WHITE MALE	6816	13867	6491	10668	8510	8041	6074	8802
WHITE FEMALE	6003	12098	5574	9054	7166	5539	5492	7392
WAGE GAP	814	1770	917	1614	1344	2502	852	1411
INCOME GAP	11.94	12.76	14.12	15.13	15.79	31.12	9.58	16.03
MEAN INC. GAP	15.08	20.44	14.56	16.62	22.83	31.04	23.28	24.74
1976								
WHITE MALE	6678	13576	6583	10982	8707	8401	6467	9138
WHITE FEMALE	6059	10424	5503	8895	6526	5292	5381	7621
WAGE GAP	620	3153	1081	2087	2181	8109	1087	1517
INCOME GAP	9.28	23.22	16.41	19.00	25.05	37.01	16.80	16.61
MEAN INC. GAP	15.89	21.62	17.03	16.61	23.73	32.63	24.47	24.20

SOURCE: EEOC Data, EEO-4 Reports, 1973-76.

state and local employees in 1976. New Jersey is a high paying state for white females, appearing in the top 24 pay-wise in every occupational category except protective services. It was in protective service, 1976, that the one significant Z value appeared. According to TABLE III 7 C, p. 185, protective services and paraprofessionals were the only two occupational categories where the income gaps were all larger than the mean. Overall, there were 15 negative and 17 positive Z values. New Jersey is a large, high paying Eastern state. New Jersey has an equal pay law.

New York

New York ranks 2nd in the total number of state and local government employees with the Census Bureau reporting 566,394 in 1976. New York also has a very high concentration of minorities: Asian, Black, and Hispanic. The only minority they are short on is Indians. New York is also a high paying state for white females, appearing in the top 24 in all 8 occupations. There were no significant Z values and, overall, there were 15 negative Z values and 17 positive Z values. There was an unusual occupational pattern to the income gaps, as TABLE III 7 D, p. 186 shows. All the negative income gaps were in four occupations: clerical, officials and administrators, paraprofessionals, and protective services. The positive Z values were in: professionals, skilled craft, service maintenance, and technicians

TABLE III 7 C

WHITE MALE AND WHITE FEMALE AVERAGE ANNUAL WAGES
AND WHITE FEMALE WAGE AND INCOME GAPS, 1973-76

NEW JERSEY
(Wages in Dollars)

	CLERICAL	OFFICIALS & ADMINS.	PARA-PROS.	PRO-FESSIONALS	PROTECTIVE SERVICES	SKILLED CRAFT	SERVICE MAINT.	TECH.
1973								
WHITE MALE	6967	13528	7769	11616	9765	8687	6881	9184
WHITE FEMALE	5819	10457	6016	9681	5666	5377	5247	6041
WAGE GAP	1148	3071	1754	1935	4099	3310	1634	2143
INCOME GAP	16.48	22.70	22.57	16.66	41.98	38.10	23.75	23.33
MEAN INC. GAP	18.13	24.43	20.74	18.36	30.13	33.65	28.64	27.40
1974								
WHITE MALE	8452	14909	8660	12713	10277	9042	7507	9865
WHITE FEMALE	6898	11360	6611	10944	6659	6907	5941	7697
WAGE GAP	2054	3549	2048	1768	3618	2135	1566	2168
INCOME GAP	24.30	23.80	23.65	13.91	35.20	23.61	20.86	21.98
MEAN INC. GAP	17.50	23.40	19.05	17.91	26.58	30.97	24.40	26.16
1975								
WHITE MALE	9039	15822	8494	13133	11054	9829	8162	10778
WHITE FEMALE	6816	12742	6952	11010	6674	7731	6710	8120
WAGE GAP	2224	3080	1542	2123	4381	2098	1452	2658
INCOME GAP	24.60	19.47	18.15	16.17	39.63	21.34	17.79	24.66
MEAN INC. GAP	15.08	20.44	14.56	16.62	22.83	31.04	23.28	24.74
1976								
WHITE MALE	9448	15796	8462	13331	11771	10230	8375	11483
WHITE FEMALE	6969	11874	6872	11054	7190	6714	6702	8338
WAGE GAP	2479	3922	1590	2276	4581	3516	1673	3145
INCOME GAP	26.24	24.83	18.80	17.08	38.92	34.37	19.98	27.39
MEAN INC. GAP	15.89	21.62	17.03	16.61	23.73	32.63	24.47	24.20

SOURCE: EEOC Data, EEO-4 Reports, 1973-76.

TABLE III 7 D

WHITE MALE AND WHITE FEMALE AVERAGE ANNUAL WAGES
AND WHITE FEMALE WAGE AND INCOME GAPS, 1973-76

NEW YORK
(Wages in Dollars)

	CLERICAL	OFFICIALS & ADMINS.	PARA-PROS.	PRO-FESSIONALS	PROTECTIVE SERVICES	SKILLED CRAFT	SERVICE MAINT.	TECH.
1973								
WHITE MALE	7504	14077	7231	13232	11569	9577	8293	11053
WHITE FEMALE	6539	11580	5664	10263	8319	5653	5174	6300
WAGE GAP	965	2497	1566	2969	3250	3924	3120	3753
INCOME GAP	12.86	17.74	21.66	22.44	28.09	40.97	37.62	33.95
MEAN INC. GAP	18.13	24.43	20.74	18.36	30.13	33.65	28.64	27.40
1974								
WHITE MALE	8285	15401	8335	14032	11817	10542	9364	11455
WHITE FEMALE	7089	13104	7863	11077	9830	7135	6075	8249
WAGE GAP	1195	2297	472	2956	1986	3407	3290	3206
INCOME GAP	14.43	14.92	5.66	21.06	16.81	32.32	35.13	27.99
MEAN INC. GAP	17.50	23.40	19.05	17.91	26.58	30.97	27.40	26.16
1975								
WHITE MALE	8581	16063	8335	14521	12743	11004	10119	12436
WHITE FEMALE	7449	13628	7813	11497	11479	7271	6262	8704
WAGE GAP	1132	2435	521	3025	1264	3732	3857	3732
INCOME GAP	13.19	15.16	6.26	20.83	9.92	33.92	38.12	30.01
MEAN INC. GAP	15.08	20.44	14.56	16.62	22.83	31.04	23.28	24.74
1976								
WHITE MALE	9025	16108	8715	15084	14053	11170	10315	12666
WHITE FEMALE	7782	13872	8099	11999	10847	7229	6585	9099
WAGE GAP	1243	2236	616	3084	3206	3941	3731	3568
INCOME GAP	13.77	18.88	7.07	20.45	22.81	35.28	36.17	28.17
MEAN INC. GAP	15.89	21.62	17.03	16.61	23.73	32.63	24.47	24.20

SOURCE: EEOC Data, EEO-4 Reports, 1973-76.

occupations. It was the only state to have such a clear occupational division. New York is a large, Eastern high paying state. New York has an equal pay law.

Texas

Texas is the 3rd largest state in terms of the number of state and local employees, with the Census Bureau reporting 272,243 in 1976. Texas also has a large concentration of minorities: Black and Hispanic. Texas is a Southwestern state, in the top 24 pay-wise for white females in four of the eight occupational categories--clerical, professionals, protective services, and service maintenance. There was only one significant Z value, in paraprofessionals in 1974, according to TABLE III 7 E, p. 188, and the positive-negative split was 16-16. In the professionals and technicians occupations, all the state income gaps are larger than the mean gap. In the protective service occupations, all the state gaps are smaller than the mean gap. Texas does not have an equal pay law. Texas was paying white females more equitable wages in the male dominated occupations.

Summary

The most common characteristic of the 5 states on-the-mean was size. With the exception of New Hampshire, all were in the top 10 in size. California, New York, and Texas ranked 1, 2, and 3. Also, with the exception of New

TABLE III 7 E

WHITE MALE AND WHITE FEMALE AVERAGE ANNUAL WAGES
AND WHITE FEMALE WAGE AND INCOME GAPS, 1973-76

TEXAS
(Wages in Dollars)

	CLERICAL	OFFICIALS & ADMINS.	PARA-PROS.	PRO-FESSIONALS	PROTECTIVE SERVICES	SKILLED CRAFT	SERVICE MAINT.	TECH.
1973								
WHITE MALE	4962	11436	6854	10105	7725	6587	4957	8018
WHITE FEMALE	4692	8462	3932	7908	5935	4453	3534	5181
WAGE GAP	1071	2974	2922	2197	1790	2134	1422	2837
INCOME GAP	21.31	26.00	42.63	21.74	23.17	32.40	28.69	35.38
MEAN INC. GAP	18.13	24.43	20.74	18.36	30.13	33.65	28.64	27.40
1974								
WHITE MALE	6536	12267	7403	10965	8092	7184	5279	8572
WHITE FEMALE	5179	9474	4482	8555	6392	5006	4011	5693
WAGE GAP	1357	2793	2921	2409	1700	2178	1268	2879
INCOME GAP	20.76	22.77	39.46	21.97	21.01	30.32	24.02	33.59
MEAN INC. GAP	17.50	23.40	19.05	17.91	26.58	30.97	27.40	26.16
1975								
WHITE MALE	7184	14223	6125	12373	9707	8654	6060	10070
WHITE FEMALE	6106	11377	5314	9763	8194	6358	4836	6594
WAGE GAP	1078	2845	812	2610	1512	2295	1224	3476
INCOME GAP	15.01	20.01	13.25	21.09	15.58	26.53	20.20	34.52
MEAN INC. GAP	15.08	20.44	14.56	16.62	22.83	31.04	23.28	24.74
1976								
WHITE MALE	7642	14381	6721	12725	10159	8836	6324	10941
WHITE FEMALE	6493	11119	5847	10462	8216	5900	5448	7286
WAGE GAP	1148	3261	874	2263	1942	2937	1076	3205
INCOME GAP	15.03	22.68	13.01	17.78	19.12	33.23	16.02	30.55
MEAN INC. GAP	15.89	21.62	17.03	16.61	23.73	32.63	24.47	24.20

SOURCE: EEOC Data, EEO-4 Reports, 1973-76.

Hampshire, all were generally high paying states for white females. The big three also had large concentrations of minority employees. New Hampshire was the only one of the five failing to report state statistics in any of the reporting years. Texas was the only one without equal pay legislation.

Summary

The results of the analysis by state were somewhat surprising. The most common characteristic of both the more and the less discriminatory states was geography. According to MAPS III 1 and III 2, pp. 156-57. Generally, the more discriminatory states were the Northern states and the less discriminatory states were the Southern and Eastern states. Comparison of MAPS III 1 and III 2 to MAPS III 4 and III 5, pp. 159-60, shows that pay and number of employees characteristics were less important.

The on-the-mean states, on the other hand, seemed to have everything but geography in common. They were generally large, high paying states. Three of the five also had large concentrations of minority employees.

Although the next section will examine whether or not equal pay laws make any significant difference, the five states without equal pay legislation paid white females more equitable salaries in three cases and there is no clear difference in two cases. All of the more discriminatory states have equal pay legislation.

Effects of State Equal Pay Laws

The most obvious remedy for employment and income discrimination is legislation, both national and state. In order to test the impact of equal pay legislation on the state level, the states were divided into two groups: Group I, those states with equal pay legislation, and Group II, those states without equal pay legislation. There were only five states without equal pay legislation: Alabama, Louisiana, Mississippi, North Carolina, and Texas--all Southern states. Five of the states with no equal employment legislation do have **equal** pay legislation: Arkansas, Georgia, North Dakota, Tennessee, and Virginia. The null hypothesis tested was that the mean of Group I equaled the mean of Group II, $M_1=M_2$, or there was no difference between the means of the two groups. A T-test was run at an .05 level of significance. The probability of an absolute value of t of .05 or less meant the rejection of the null hypothesis. EXHIBIT III E shows the results of the T-tests. It was assumed **that** the passage of state equal pay legislation would have a positive effect on the pay of white females. This assumption was tested for the four years and eight occupational categories.

Clerical

In the clerical occupations for the four years tested, there was no significant difference between the means of the

two groups. From GRAPH III 1, p. 192, in 1973 and 1974, the means of the states without legislation were larger; and in 1975 and 1976, the means of the states with legislation were larger. In the clerical occupations, equal pay legislation did not make any significant difference in white female wages.

Officials and Administrators

There was a significant difference between the means of Group I and Group II in 1975. From GRAPH III 2, p. 193, the mean income gap in 1975 of the states with equal pay legislation was 21.2 and the mean income gap of the states without equal pay legislation was 14.3. In this year, as in the other three, the mean income gap of the states with equal pay legislation was larger than the mean income gap of the states without legislation. Either the legislation had a negative effect on white female income or something else explains the difference in the means.

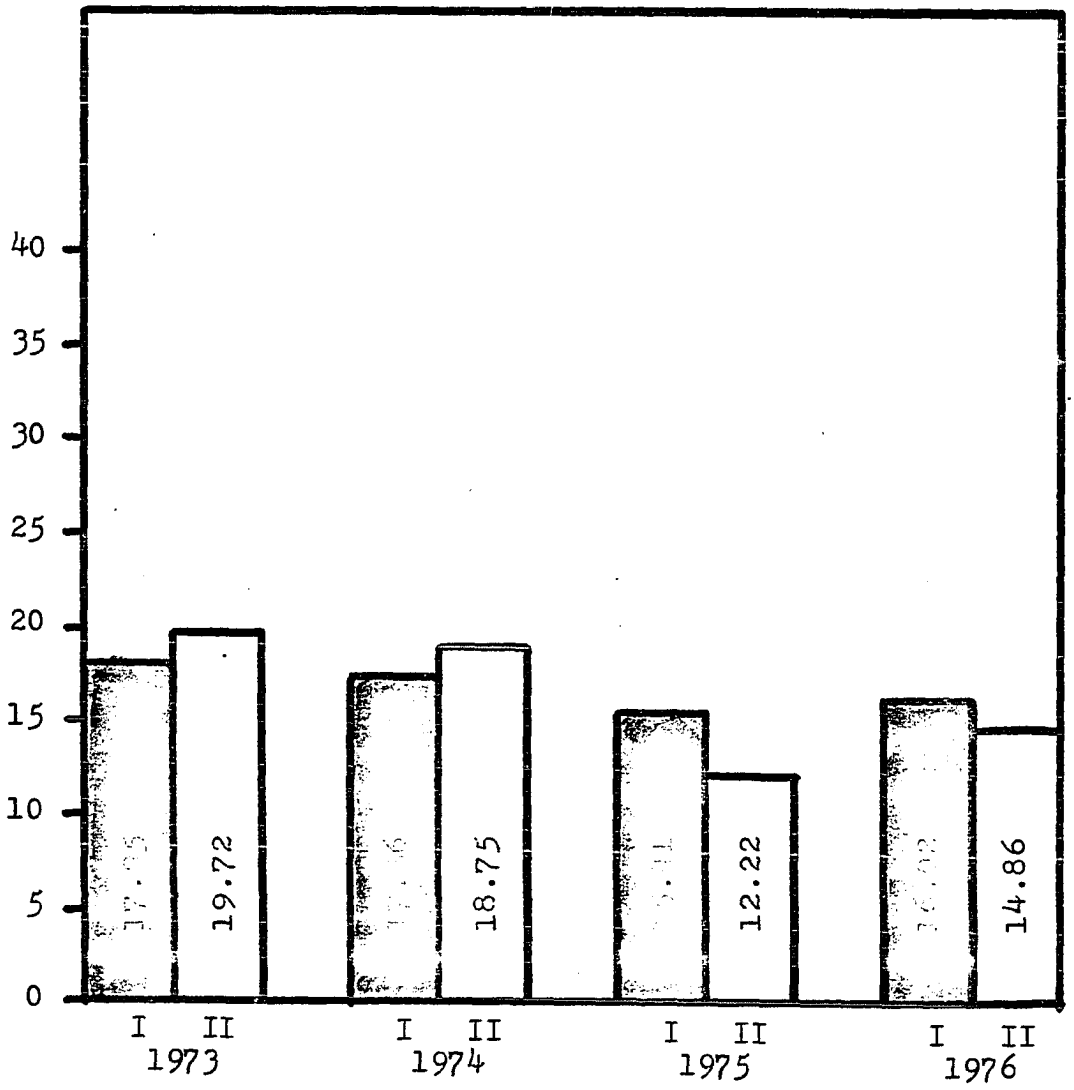
Paraprofessionals

There was no signficant difference between the means of the two groups in any year tested. In 1973 and 1974 the states without legislation had larger mean income gaps, and in 1975 and 1976 the states with legislation had the larger mean income gaps, as shown in GRAPH III 3, p. 194. The presence of equal pay legislation did not make any significant difference in white female wages.

GRAPH III 1

INCOME GAPS FOR STATES WITH/WITHOUT EQUAL PAY LAWS, 1973-76

CLERICAL
(Index Numbers)

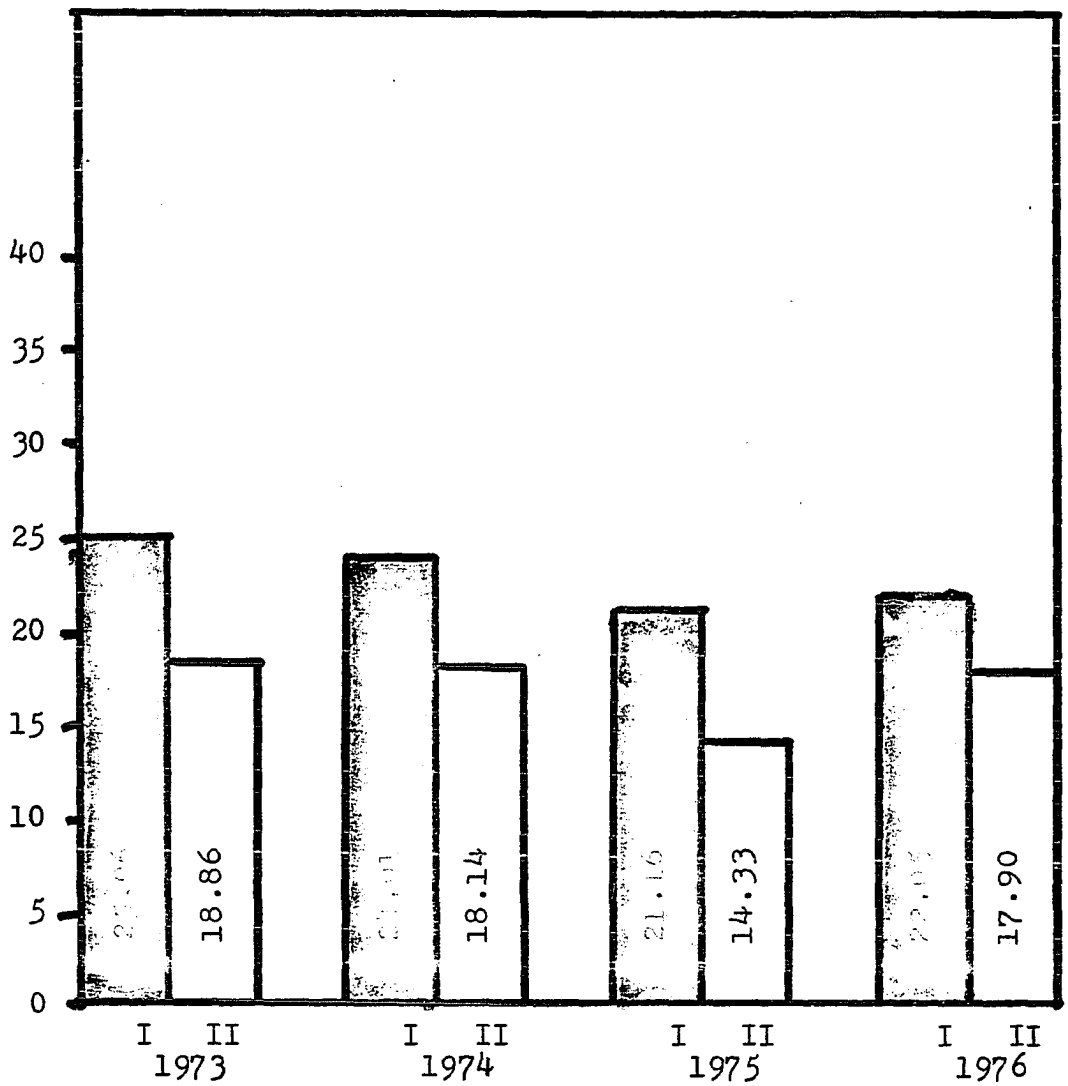


SOURCE: EEOC Data, EEO-4 Reports, 1973-76.

GRAPH III 2

INCOME GAPS FOR STATES WITH/WITHOUT EQUAL PAY LAWS, 1973-76

OFFICIALS AND ADMINISTRATORS
(Index Numbers)

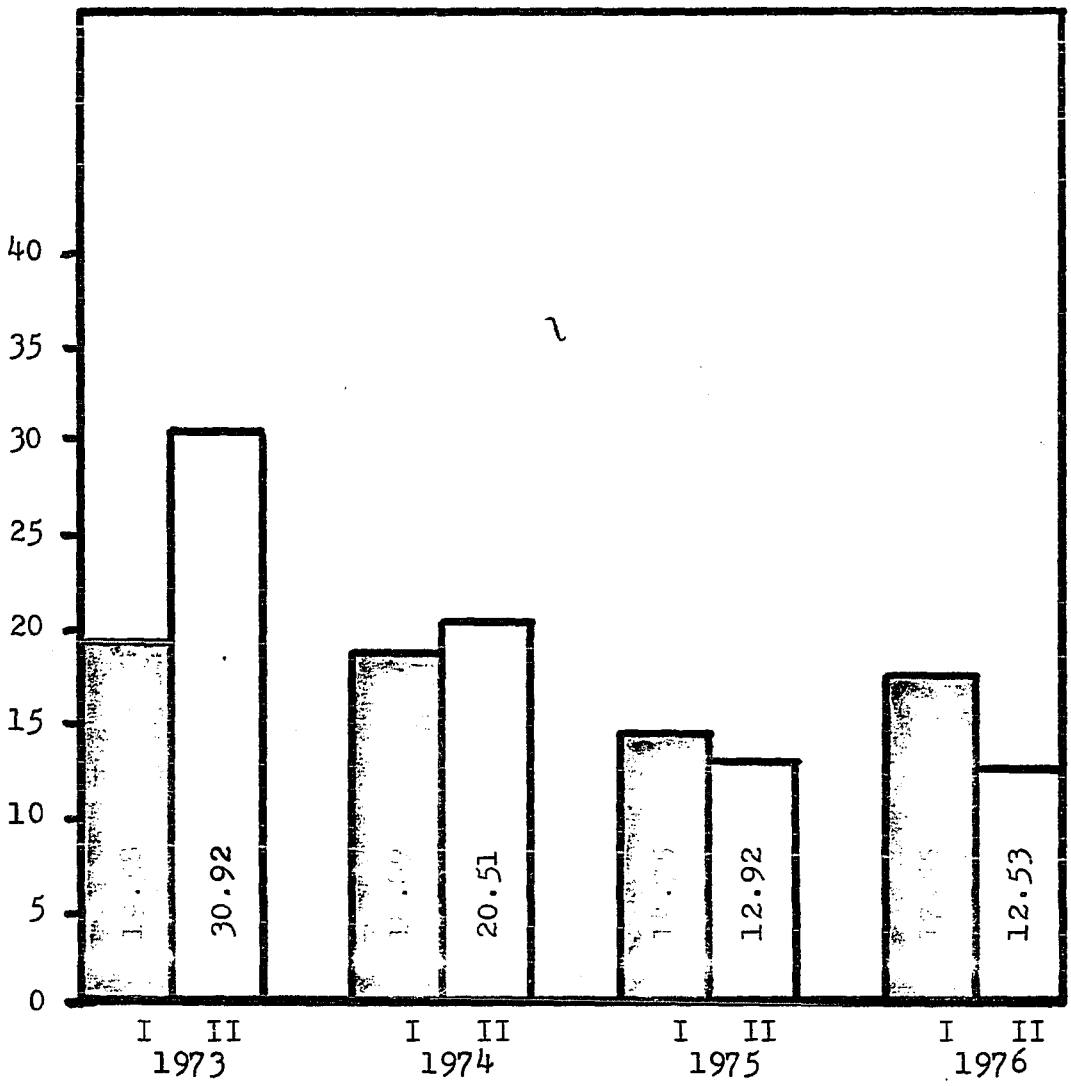


SOURCE: EEOC Data, EEO-4 Reports, 1973-76.

GRAPH III 3

INCOME GAPS FOR STATES WITH/WITHOUT EQUAL PAY LAWS, 1973-76

PARAPROFESSIONALS
(Index Numbers)



SOURCE: EEOC Data, EEO-4 Reports, 1973-76.

Professionals

Only once in 1973 was there a significant difference between the means of Group I and Group II. From GRAPH III 4, p. 196, the mean income gap of Group I was 18.9 and the mean income gap of Group II was 13.6. In 1973, and in the other years tested, the mean income gaps of Group II, without equal pay laws, were smaller than the mean income gaps of Group I with equal pay laws. Either the laws made a negative difference or something else explains the difference between the means.

Protective Services

There was no significant difference between the means of Group I and Group II states for the four years tested. In three out of four years--1973, 1975, and 1976--the mean income gaps of Group I, the states with equal pay laws, were smaller than the mean income gaps of Group II, the states with equal pay laws. According to GRAPH III 5, p. 197, 1974 was the exception, the mean income gap of Group II was smaller. While the presence of legislation did not make any significant difference in the pay of white females, in three out of four years the difference was positive.

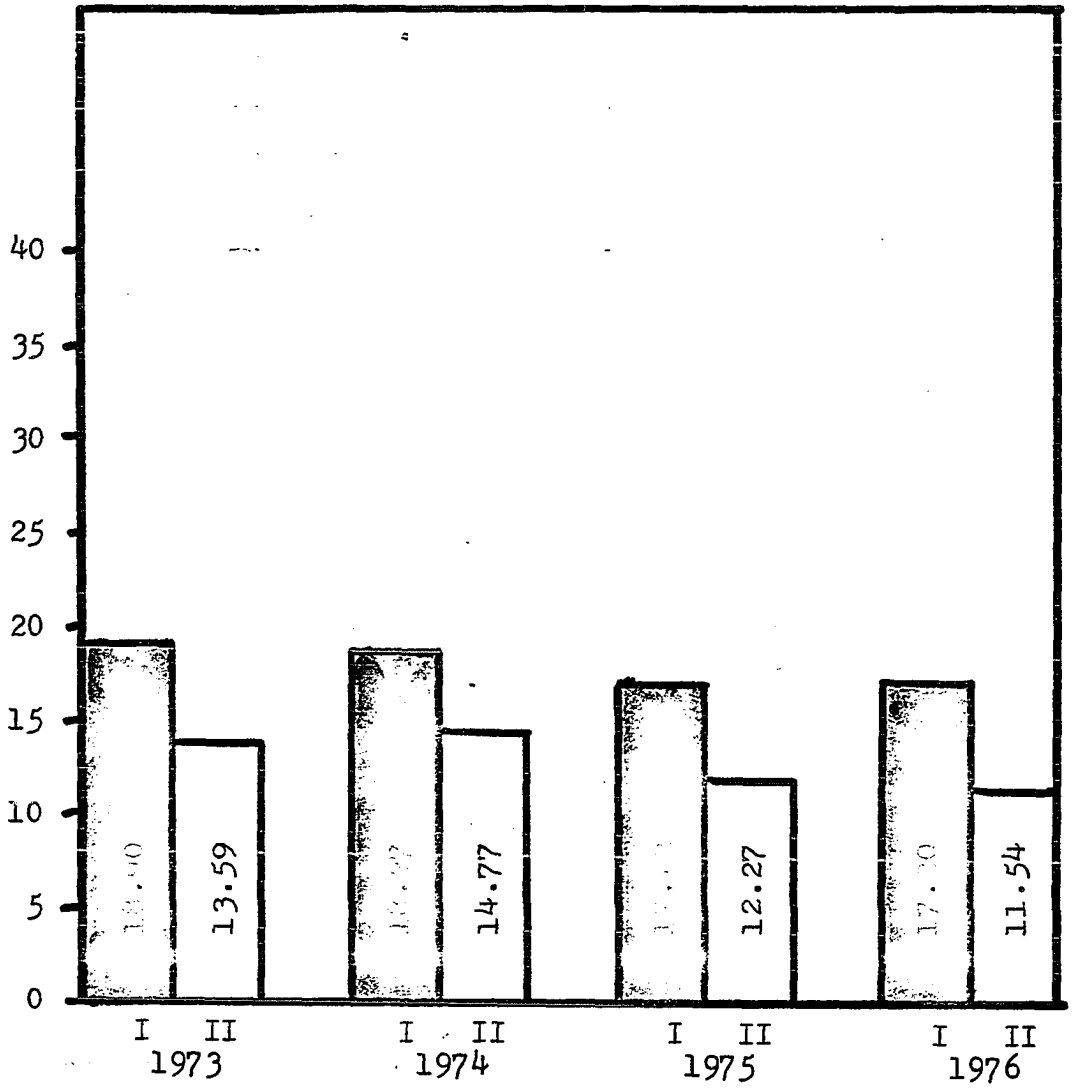
Skilled Craft

In the skilled craft occupations there was no significant difference between the means of Group I and Group II.

GRAPH III 4

INCOME GAPS FOR STATES WITH/WITHOUT EQUAL PAY LAWS, 1973-76

PROFESSIONALS
(Index Numbers)

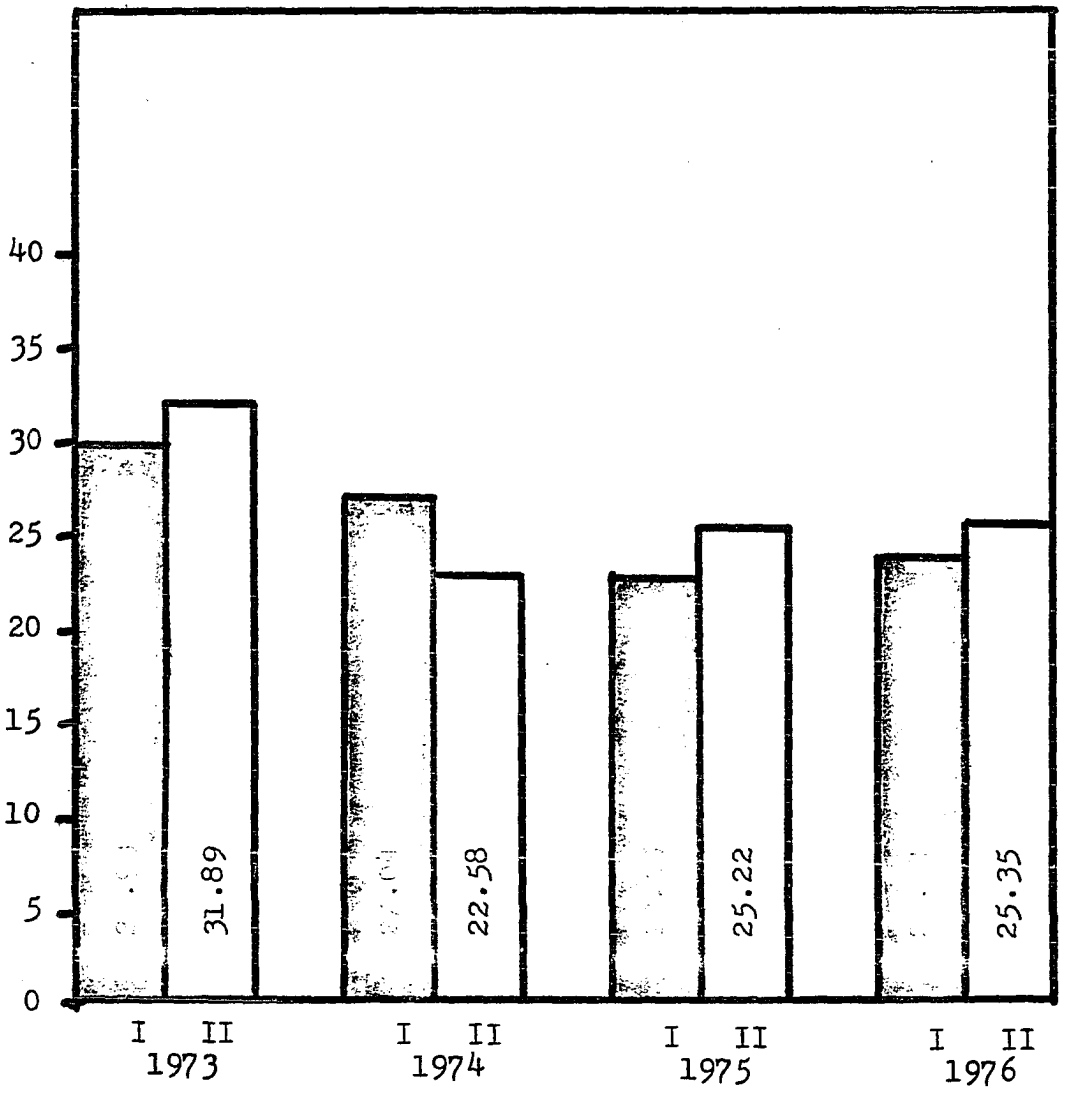


SOURCE: EEOC Data, EEO-4 Reports, 1973-76.

GRAPH III 5

INCOME GAPS FOR STATES WITH/WITHOUT EQUAL PAY LAWS, 1973-76

PROTECTIVE SERVICES
(Index Numbers)



SOURCE: EEOC Data, EEO-4 Reports, 1973-76.

From GRAPH III 6, p. 199, in all four years tested the mean income gaps for the states without equal pay legislation were smaller than the mean income gaps of the states with equal pay legislation. The presence of equal pay legislation did not significantly improve the pay of white females in the skilled craft occupations.

Service Maintenance

There was a significant difference between the means of the two groups in 1975, with a mean for Group I of 24.6 and a mean of 12.3 for Group II, as shown in GRAPH III 7, p. 200. In 1974 and 1976 as well, the means of Group II states, without equal pay legislation, were smaller than the means of Group I states, with legislation. Only in 1973 was the mean of Group I smaller. Either the laws have a negative effect on the pay of white females or something else explains the difference in the means.

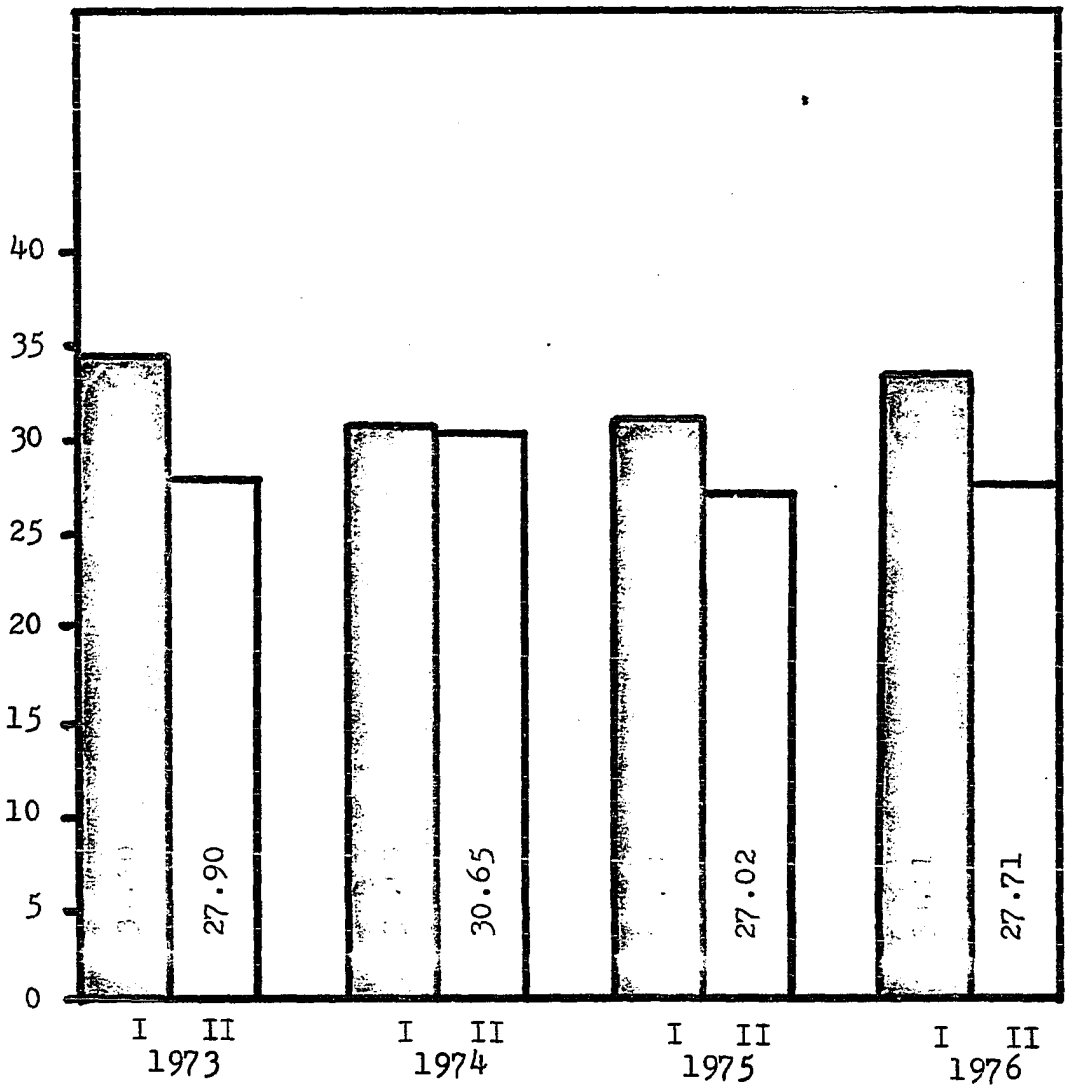
Technicians

There was no significant difference between the means of Group I and Group II in any year tested. In three out of four years, the means of Group I were smaller than the means of Group II and, in 1976, the means of the two groups were almost identical--24.2 compared to 24.0 as GRAPH III 8, p. 201 shows. Even though the differences were not significant, they were in the hypothesized direction.

GRAPH III 6

INCOME GAPS FOR STATES WITH/WITHOUT EQUAL PAY LAWS, 1973-76

SKILLED CRAFT
(Index Numbers)

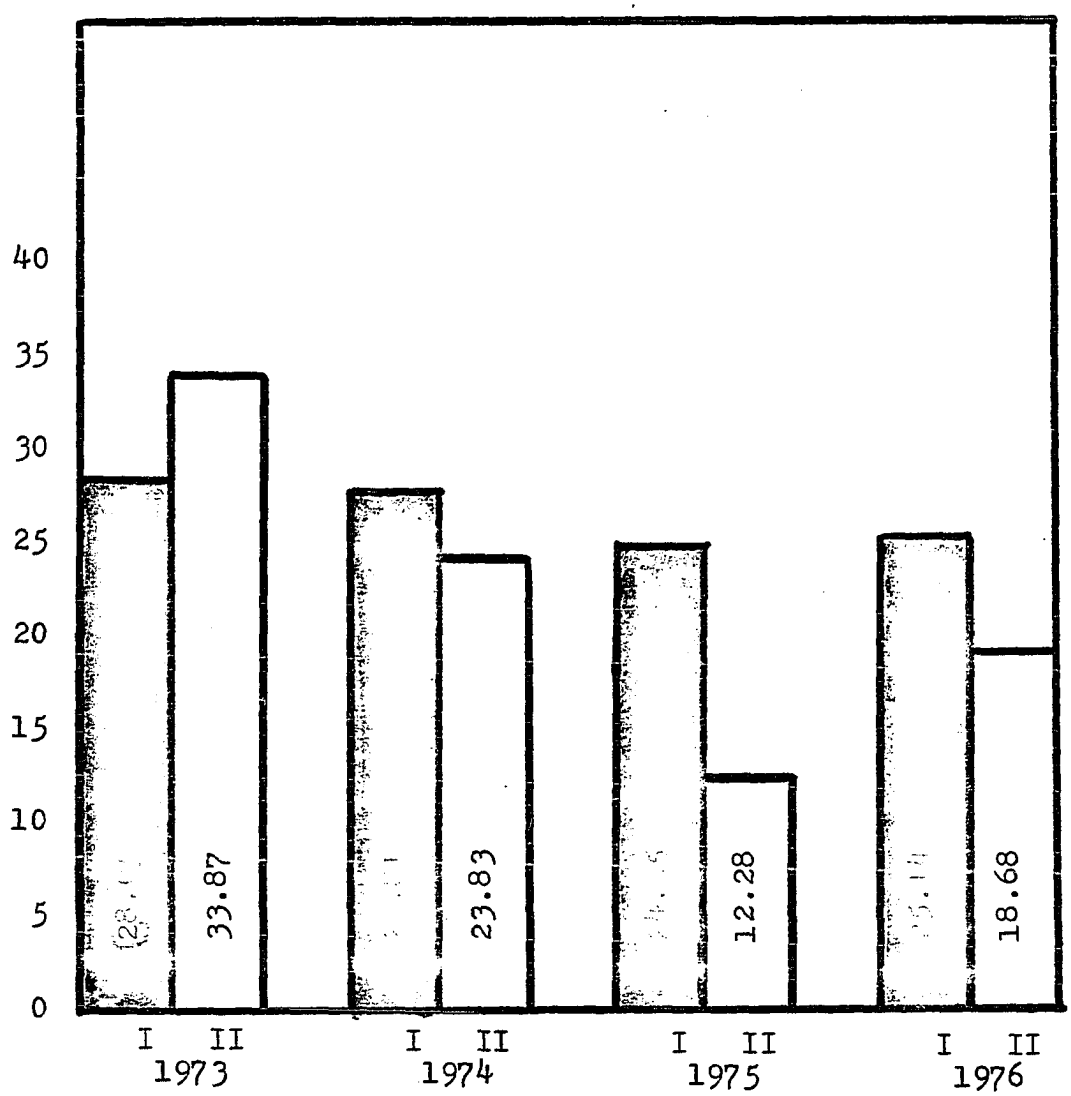


SOURCE: EEOC Data, EEO-4 Reports, 1973-76.

GRAPH III 7

INCOME GAPS FOR STATES WITH/WITHOUT EQUAL PAY LAWS, 1973-76

SERVICE MAINTENANCE
(Index Numbers)

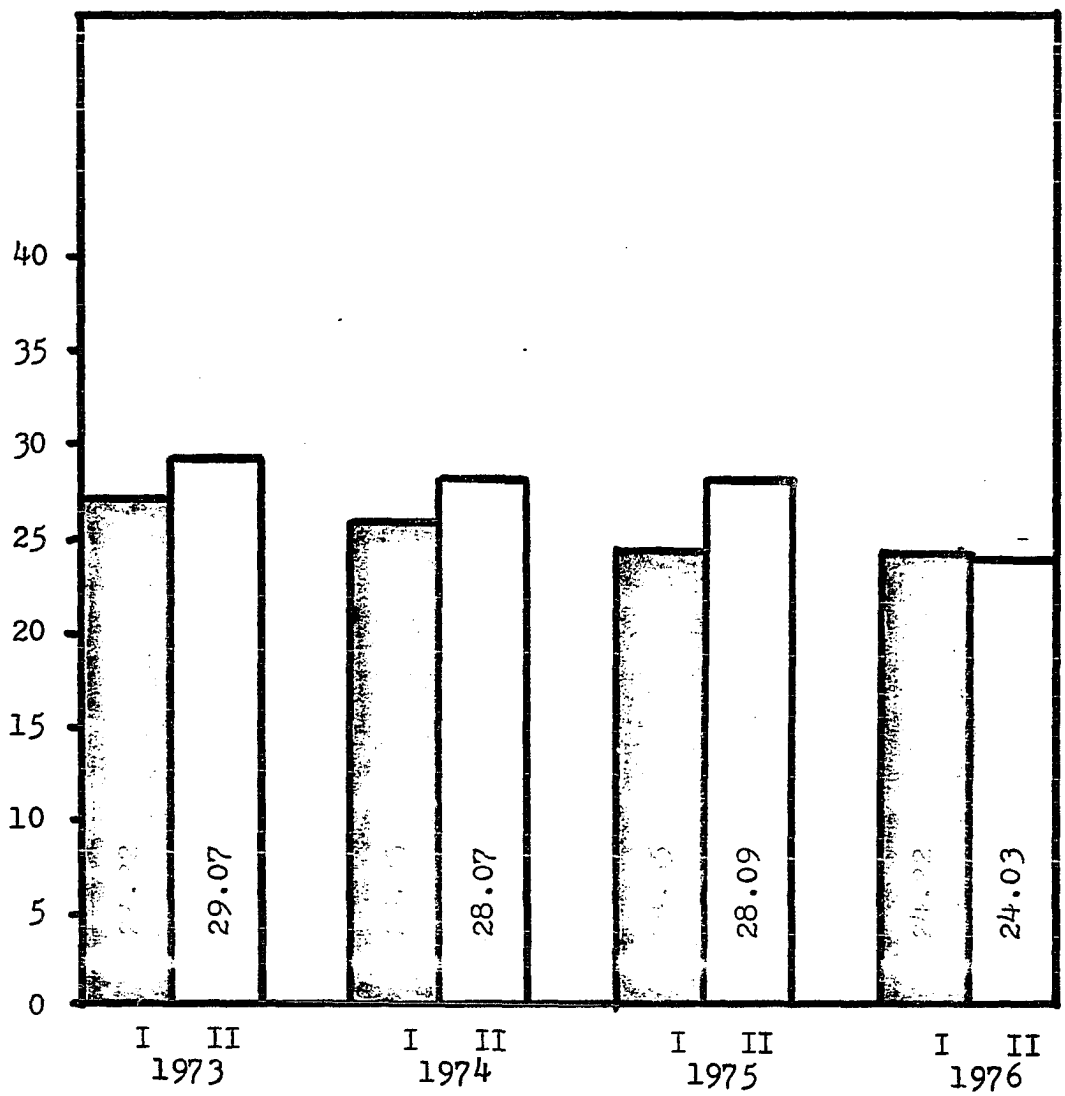


SOURCE: EEOC Data, EEO-4 Reports, 1973-76.

GRAPH III 8

INCOME GAPS FOR STATES WITH/WITHOUT EQUAL PAY LAWS, 1973-76

TECHNICIANS
(Index Numbers)



SOURCE: EEOC Data, EEO-4 Reports, 1973-76.

Summary

In only three cases: officials and administrators - 1975, professionals - 1973, and service maintenance - 1975, was there a significant difference between the means of the two groups out of a possible 32 cases. In all three cases where there was a significant difference between the two means, the difference was negative rather than positive. And, rather than conclude that the passing of equal pay legislation has a negative effect on the salaries of white females, it is assumed that something else explains this difference.

In only 11 cases of 32 were the mean income gaps of Group I smaller than the mean income gaps of Group II. In 20 cases the mean income gaps of Group I were larger than the mean income gaps of Group II, and in 1 case the income gaps were almost the same. Eight of the 11 smaller gaps for Group I occurred in 1973 and 1974. Group II was more likely to have the smaller gaps in 1975 and 1976.

Chiplin and Sloane argued for equal pay legislation over equal opportunity legislation on the assumption that equal pay would do more for women than equal employment. Implicitly, it was assumed that the passage of legislation would have a positive effect on the earnings and or employment of women. In the case of state and local government employment, for 1973-76, state legislation made no significant

difference in the earnings of white females. In fact, white females appear to be earning more equitable wages in the states without equal pay legislation.

It might also be pointed out that in the previous section in the analysis by state, Louisana, one of the five states judged to be the least discriminatory, was one of the five states without equal pay legislation. Texas, one of the states on-the-mean, was another state without equal pay legislation. On the other hand, the five states that were the most inequitable all have equal pay laws.

Comparisons Between the Public and the Private Sector

The absolute size of the wage gaps are not comparable between the public and private sector as the employment gaps were. As previously mentioned, the differences in the size of the income intervals and the difficulties involved in estimating the limit to the over $25,000 income category resulted in the use of the lower bound of each income category. In the private sector study, median income was used to estimate the wage and income gaps. In addition, the EEO-1 reports do not have income statistics, so it was necessary to use: "estimates of median weekly earnings inflated to cover the entire year, for payroll workers derived from the May CPS."[5] What will be compared is the income gaps, which

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[5]EEOC, Women the Path, p. 14.

measure the relationship between white male and white female wages, and the direction the income gaps are moving.

The occupational categories that are comparable are: office clerical, officials and administrators, skilled craft, and professionals and technicians combined. The EEO-1 study does not specify how the professionals and technicians were combined. For the public sector, the two were summed over total income and total white male and white female employment and divided to give average white male and average white female income for the two occupations combined.

Clerical

Although the lower bound was used to estimate white female income for the three comparable years in the clerical occupations, white females earned higher average wages in the state and local government sector. From TABLE III 8 A, p. 205, in 1975 white female average earnings were $6,700 and average white male earnings were $8,200 in the public sector. Average white female earnings were $6,300 and average white male earnings were $10,500 in the private sector. Therefore the income gaps were much smaller in the state and local sector than in the private sector. For the three years studied, white females in state and local government earned about 82 percent of white male incomes. In the private sector, white females earned only about 58 percent of white male incomes. The income gaps in the private sector were almost

TABLE III 8 A

AVERAGE EARNINGS AND WAGE AND INCOME GAPS FOR STATE AND LOCAL GOVERNMENT EMPLOYMENT AND PRIVATE SECTOR EMPLOYMENT, 1973-75

CLERICAL
(Earnings in Dollars)

	1973	1974	1975
STATE AND LOCAL GOVERNMENT			
WHITE MALE EARNINGS	7,000	7,500	8,200
WHITE FEMALE EARNINGS	5,700	6,100	6,700
DIFFERENCE (WAGE GAP)	1,300	1,300	1,500
INCOME GAP	18.53	18.01	18.31
PRIVATE			
WHITE MALE EARNINGS	8,800	9,500	10,500
WHITE FEMALE EARNINGS	5,600	6,000	6,300
DIFFERENCE (WAGE GAP)	3,200	3,500	4,200
INCOME GAP	36.36	36.84	40.00

SOURCE: EEOC Data and Current Population Survey.

twice as large as the income gaps in the public sector. By any measurement, absolute income or relative income, state and local government employment provides white females with much better employment opportunities in the clerical occupations.

Officials and Administrators

As in the clerical occupations, white females earned significantly higher average salaries in the public sector. Comparing average incomes in 1975, white females in the public sector earned $11,900 and in the private sector $8,500 according to TABLE III 8 B, p. 207. In this occupational category white male incomes were very close--$14,900 in the public sector and $15,500 in the private sector. The income gaps in the public sector were only half as large as those in the private sector. The 1976 income gap in the state and local government sector was 20.28 compared to 45.16 in the private sector. By any measurement of income, white females fared much better income-wise in the state and local government sector compared to the private sector.

Professionals and Technicians

Professionals and technicians combined, average white female earnings in the public sector were slightly higher than in the private sector. From TABLE III 8 D, p. 208, 1975 average white female earnings in the public sector were

TABLE III 8 B

AVERAGE EARNINGS AND WAGE AND INCOME GAPS FOR STATE AND LOCAL GOVERNMENT EMPLOYMENT AND PRIVATE SECTOR EMPLOYMENT, 1973-75

OFFICIALS AND ADMINISTRATORS
(Earnings in Dollars)

	1973	1974	1975
STATE AND LOCAL GOVERNMENT			
WHITE MALE EARNINGS	12,100	13,400	14,900
WHITE FEMALE EARNINGS	9,400	10,500	11,900
DIFFERENCE (WAGE GAP)	2,700	3,000	3,000
INCOME GAP	21.98	22.11	20.28
PRIVATE			
WHITE MALE EARNINGS	13,200	14,200	15,500
WHITE FEMALE EARNINGS	7,300	7,700	8,500
DIFFERENCE (WAGE GAP)	5,900	6,500	7,000
INCOME GAP	44.69	45.77	45.16

SOURCE: EEOC Data and Current Population Survey.

TABLE III 8 D

AVERAGE EARNINGS AND WAGE AND INCOME GAPS FOR STATE AND LOCAL GOVERNMENT EMPLOYMENT AND PRIVATE SECTOR EMPLOYMENT, 1973-75

PROFESSIONALS AND TECHNICIANS
(Earnings in Dollars)

	1973	1974	1975
STATE AND LOCAL GOVERNMENT			
WHITE MALE EARNINGS	10,600	11,200	12,100
WHITE FEMALE EARNINGS	8,500	9,000	9,700
DIFFERENCE (WAGE GAP)	2,100	2,200	2,400
INCOME GAP	19.81	19.64	19.83
PRIVATE			
WHITE MALE EARNINGS	12,500	13,400	14,700
WHITE FEMALE EARNINGS	8,400	8,800	9,600
DIFFERENCE (WAGE GAP)	4,100	4,600	5,100
INCOME GAP	32.80	34.32	34.69

SOURCE: EEOC Data and Current Population Survey.

$9,700 and in the private sector $9,600. Average white male earnings in the public sector were $12,100 and in the private sector $14,700. The income gaps in the private sector were much larger, averaging around 34 percent for the three years and in the public sector averaging around 20 percent. Again, whether the income measurement is relative or absolute, white females are doing much better in the public sector.

Skilled Craft

The earnings picture for white females in the skilled craft occupations is not nearly as good in either the public or the private sector as it is in the other occupations. As TABLE III 8 F, p. 210 shows, in 1973 and 1974 white females in the private sector may have earned higher average salaries. By 1975, white females in the public sector were earning as much as white females in the private sector, $6,700. Average white male earnings in the public sector were $9,800 and average white male earnings in the private sector were $11,800. The income gaps in the public sector were much larger than in the other three occupational categories compared, but still smaller than in the private sector. In 1973 white females in the public sector were earning 58 percent of white male salarise and in the private sector 54 percent. By 1975, white females in the public sector were earning 69 percent of white male incomes and their counterparts in the private sector were earning only 57 percent of white male incomes. The

TABLE III 8 F

AVERAGE EARNINGS AND WAGE AND INCOME GAPS FOR STATE AND LOCAL GOVERNMENT EMPLOYMENT AND PRIVATE SECTOR EMPLOYMENT, 1973-75

SKILLED CRAFT
(Earnings in Dollars)

	1973	1974	1975
STATE AND LOCAL GOVERNMENT			
WHITE MALE EARNINGS	8,300	8,900	9,800
WHITE FEMALE EARNINGS	4,800	5,500	6,700
DIFFERENCE (WAGE GAP)	3,500	3,400	3,000
INCOME GAP	41.71	37.86	31.16
PRIVATE			
WHITE MALE EARNINGS	10,300	11,000	11,800
WHITE FEMALE EARNINGS	5,600	6,200	6,700
DIFFERENCE (WAGE GAP)	4,700	4,800	5,100
INCOME GAP	45.63	43.63	43.22

SOURCE: EEOC Data and Current Population Survey.

white female earnings position in the public sector improved almost 11 percent. In the private sector the improvement was only 3 percent. In the public sector, the skilled craft occupations were the most discriminatory of the eight occupations studied. In the private sector, the skilled craft occupations ranked third behind sales and officials and managers as the most discriminatory occupations. Income-wise, white females are making greater gains in the public sector.

Summary

In all comparable occupations, white females in the state and local government sector were much better off income-wise than in the private sector. Not only were relative incomes better, so were absolute incomes. Although white females in the office clerical, officials and administrators, and professionals and technicians categories are much better off in the state and local government sector, the most significant changes were in the skilled craft occupations in both sectors. While the income gaps in the public sector remained almost constant in the other three comparable occupations, they decreased by 11 percent in skilled crafts. While the income gaps in the private sector in the other three comparable occupations increased over the three years, they decreased by 3 percent in skilled crafts. While the changes may not progress at the same rate in the two sectors, they do seem to move in the same direction.

A surprising result of this analysis was the high average income of white females in the state and local sector. The smaller income gaps in the state and local sector seemed to be due as much to the higher average white female salaries as to the lower average white male salaries. The white male salary was lower in the state and local government sector, but not much lower, especially when the use of the lower bound estimate is taken into consideration.

Conclusion

The income gap for all state and local government employees declined over the four years studied from 29.63 to 27.78. The overall decline in the income gap was caused by the decline in the income gaps of five of the occupational categories: professionals, protective services, skilled crafts, service maintenance and technicians. In the clerical, officials and administrators and professionals categories, there were almost no changes in the income gaps over the four years studied.

In 1976 the income gaps ranged from a low of 17.98 in the clerical occupations to a high of 32.03 in the skilled craft occupations. But, while skilled craft occupations have the largest income gaps, they also had the largest decreases in the income gaps over the four years.

In the analysis by state, the most significant finding was the geographical pattern of the more and less

equitable states. In general, the less equitable states were Northern states and the more equitable states were either Southern or Eastern.

Another surprising result was that the presence of equal pay legislation seemed to be related to less equitable wages. The more equitable states were the ones without equal pay legislation and the less equitable states were the ones with equal pay legislation. The most common characteristic of the on-the-mean states was size. Generally the larger, more populous states, with the more hetrogeneous labor force, turned out to be on-the-mean.

The comparison of the public and private sectors verifies the earlier studies of Fuchs and Brown.[6] White females in the state and local government sector earn higher absolute salaries than their counterparts in the private sector. White females in the state and local government sector also earn more equitable salaries than their counterparts in the private sector.

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[6]Victor R. Fuchs, "Differences in Hourly Earnings Between Men and Women," Monthly Labor Review 94 (May 1971) and Gary D. Brown, "How Type of Employment Affects Earnings Differences by Sex," Monthly Labor Review 99 (July 1976).

CHAPTER IV

CONCLUSION

The purpose of this study was to examine the equality of employment opportunity of white women employed in state and local government. The two facets of employment opportunity analyzed were employment and earnings as measured by the employment and income gaps. The following is an attempt to summarize and compare the results of these two measurements.

Overall Employment and Income Gaps

Over the four years studied, the white female employment gap remained almost constant at 6 percent for the total labor force. The white female new hires employment gaps present a much different set of statistics. The new hires employment gap changed from a positive .42 percent to a negative -2.09 percent. Overall, white female new hires are being employed above their fair-share, although this statistic is somewhat misleading. Of total white female new hires, 86 percent were hired in the clerical, paraprofessional, professional and technical occupations, leaving only 14 percent of total new hires white females to be employed in the male dominated occupations of protective services, skilled craft, officials and administrators, and service maintenance. The

aggregate statistics tend to obscure the occupational patterns in both the total labor force and new hires.

The income gap, like the employment gap showed very little change over the four years studied. The total change in the income gap was less than 2 percent. White female income equitability for the total labor force decreased from 29.6 in 1973 to 27.8 in 1976. By 1976 white females in state and local government were earning about 72 percent of white male salaries compared to about 70 percent in 1973.

Disaggregation of the income statistics by occupation provides a much better picture of the income changes of white females in the public sector. The U. S. Summary statistics tend to obscure important changes in both employment patterns and income.

Employment and Income Gaps by Occupation

The employment and income gaps were determined for each of eight occupational categories: office clerical and paraprofessional, female dominated occupations; professionals and technicians, in-transition occupations; and protective services, skilled craft, officials and administrators, and service maintenance, male dominated occupations. The employment and income gaps by occupation reveal a very different situation. Patterns of employment and income discrimination are much more obvious.

Clerical

White females dominate the clerical statistics. The participation rate for both the total labor force and new hires was about 69 percent in 1976, yielding a negative employment gap of about -33 percent. The participation rate of white females was about as stable in the clerical occupations as it was in the U. S. summary statistics. The income gap was also very stable over the 4 years studied--at about 18 percent. While the income gap was very stable, this was the most equitable occupation in state and local government. White females earned 82 percent of white male salaries in this female dominated occupation.

Paraprofessionals

The white female participation rate in the paraprofessionals occupation changed very little from 1973 to 1976. Both the total labor force and new hires participation rates were about 44 percent yielding employment gaps of about -9 percent. While the employment gap was stable the income gap decreased about 3 percent. Income-wise, white females are improving the equitability of their incomes in the paraprofessional occupations. In 1976 they were earning almost 81 percent of white male incomes.

Professionals

White females are being employed near their fair-share in the total labor force and above their fair-share --by 9 percent in 1976--in new hires. In terms of employment, white females have made their most impressive gains in the professionals category. The income gap, on the other hand, showed almost no improvement over the 4 years studied. While there was no improvement, as in the case of the clericals, white female professionals had the second most equitable salaries of any occupational category--81 percent of white male salaries. And in terms of total earnings, professionals ranked second highest, only officials and administrators ranked higher.

Technicians

White female employment for the total labor force decreased from 12 to 10 percent and the new hires gap decreased from 2 to a -4 percent. White females improved their employment position in the technicians category. The income gaps also decreased 2.3 percent from 28.9 to 26.6 from 1973 to 1976 so that white females were earning about 73.4 percent of white males incomes in 1976. White females improved both employment opportunity and income equity in the technicians occupations.

Protective Services

The employment gap for the total labor force changed only 1 percent over the four years, but the new hires gap decreased by over 4 percent--from 29 to 24.5 percent. The white female participation rate in new hires doubled from 5 to 10 percent. If this trend in new hires continues, total labor force figures should soon be changing more significantly. The income gap decreased almost 3 percent from 1973-76, but white females were earning only 73 percent of white male wages in 1976. White women seem to be experiencing some improvement in both job opportunities and incomes in the protective service occupations.

Skilled Craft

The total labor force employment gap in the skilled craft occupations increased from 1973 to 1976. The new hires gap figures were a little more encouraging. The new hires gap decreased by about 2 percent from 1974 to 1976. But considering the very small number of white females employed in the occupation, the 2 percent improvement does not represent very many jobs. A similar statement can be made about the protective service occupations. The new hires participation rate improved from 5.8 percent to 8.6 percent from 1974 to 1976. In this occupation it was the income improvement that was the most impressive, changing almost 10 percent.

But since the income gap was the largest of any occupation every year studied, a 42 percent gap in 1973, it needed to improve the most. The 32 percent gap remaining in 1976 was still the largest in any occupational category. The skilled craft occupations are the most inequitable in both employment and income for white females.

Officials and Administrators

There was almost no change in the total labor force employment gap, a .05 increase from 1973-76. The new hires employment gap decreased by about 2.5 percent. There was also no improvement in the income gap, a .05 decrease. Yet officials and administrators is one of the more equitable occupations, paying white females 78 percent of white male salaries in 1976. White females made no progress in either employment or income equity from 1973 to 1976 in this occupation.

Service Maintenance

White females improved their employment position in the total labor force by about 1 percent and in new hires by about 3 percent. The income gap decreased 4.6 percent from 1973 to 1976. White females were earning 74 percent of white male incomes in 1976. Equitability of employment opportunity and income improved in the service maintenance occupations.

Summary

In the race between equal employment and equal pay the occupational comparisons give no clear cut winner. In the new hires category, all eight occupations showed an improvement in white female employment. All eight occupations also showed an improvement in the income gap. Three of the same occupations showed more than a 2 percent improvement in both employment and income: protective services, service maintenance and technicians. Employment-wise the two other occupations showing a more than 2 percent improvement were: officials and administrators and professionals. Income-wise the two other occupations showing more than a 2 percent improvement were: paraprofessionals and skilled crafts. Only one occupation showed no improvement in either employment or income, the clerical occupation.

Employment and Income Gaps by State

One of the more significant findings of the study came from the analysis by state. Comparison of the employment and income gaps by state yielded an inverse pattern. TABLE IV, p. 221 taken from MAPS II 1, 2, and 3 and III 1, 2, and 3 showing the more and less discriminatory states reveals this. Using the employment gap, 30 states were determined to be more discriminatory than the mean, 10 states less discriminatory than the mean, and 9 states on-the-mean. Looking

TABLE IV

MORE OR LESS DISCRIMINATORY STATES AS MEASURED BY EMPLOYMENT AND INCOME GAPS, 1973-76

EMPLOYMENT GAP			INCOME GAP		
MORE	LESS	BETWEEN	MORE	LESS	BETWEEN
ALABAMA					ALABAMA
ALASKA				ALASKA	
ARIZONA					ARIZONA
ARKANSAS					ARKANSAS
CALIFORNIA					CALIFORNIA
COLORADO			COLORADO		
CONNECTICUT				CONNECTICUT	
DELAWARE					DELAWARE
FLORIDA				FLORIDA	
GEORGIA				GEORGIA	
IDAHO	INDIANA	KANSAS	IDAHO	INDIANA	
ILLINOIS		KENTUCKY	ILLINOIS	KENTUCKY	
LOUISIANA	IOWA		IOWA	LOUISIANA	
MAINE			KANSAS	MAINE	
MARYLAND	MICHIGAN		MICHIGAN	MARYLAND	
MISSISSIPPI	MINNESOTA	MASSACHUSETTS	MINNESOTA	MISSISSIPPI	MASSACHUSETTS
NEVADA		MISSOURI	MISSOURI	NEVADA	
NEW JERSEY		MONTANA	MONTANA		NEW JERSEY
NEW MEXICO	NEBRASKA		NEBRASKA	NEW MEXICO	
NEW YORK	NORTH DAKOTA	NEW HAMPSHIRE	NORTH DAKOTA		NEW HAMPSHIRE
NORTH CAROLINA		OHIO	OHIO	NORTH CAROLINA	NEW YORK
OKLAHOMA	OREGON	PENNSYLVANIA	OREGON	OKLAHOMA	PENNSYLVANIA
RHODE ISLAND	SOUTH DAKOTA		SOUTH DAKOTA	RHODE ISLAND	
SOUTH CAROLINA				SOUTH CAROLINA	
TENNESSEE				TENNESSEE	
TEXAS					TEXAS
UTAH			UTAH		
VERMONT	WASHINGTON		WASHINGTON	VERMONT	
VIRGINIA	WISCONSIN		WISCONSIN	VIRGINIA	
WEST VIRGINIA		WYOMING	WYOMING	WEST VIRGINIA	

SOURCE: EEOC Data

at the income gap, 18 states were more discriminatory than the mean, 20 states were less discriminatory than the mean, and 11 states were close to the mean. But of the 10 less discriminatory states in terms of employment, only Indiana was less discriminatory in terms of income. The other 9 less discriminatory states in employment are on the more discriminatory list in terms of income as TABLE IV 1, p. 221 shows. Thirty states were more discriminatory in terms of employment, but only 3 of these, Colorado, Idaho, and Illinois were also more discriminatory in terms of income. Yet, of the 30 more discriminatory states in employment, 18 were on the list of less discriminatory states in terms of income. There seems to be a strong relationship between the more discriminatory employment states and the less discriminatory income states. White women seem to make more equitable salaries in states where there is less emphasis on equal employment and they make less equitable salaries in the states where there is more emphasis on equal employment opportunity.

This inverse pattern may indicate that both equal employment and equal pay are not achievable goals simultaneously, and while equal pay may improve the position of women already working--employment opportunity seems the more logical first step in the longer run goal of ending employment discrimination against white women. Three states, New Hampshire, Massachusetts and Pennsylvania were mean states.

Effectiveness of State Equal Employment and Equal Pay Legislation

In measuring the effectiveness of state EEO laws, there were only 4 out of 56 cases with positive results and 9 with negative results. In these 13 cases there was a significant difference between the means of Group I and Group II states. In only 4 of the 13 cases were the differences in the "right" direction--the employment gaps in the states with equal opportunity legislation were significantly smaller. In 9 of the 13 cases, the means of the states without EEO legislation were significantly smaller. In the preponderance of cases, there was no significant difference between the mean employment gaps of the two groups. State equal opportunity laws did not seem to make any significant difference in the employment opportunity of white females from 1973 to 1976.

In testing the effectiveness of state equal pay legislation, there were only 3 cases out of 32 where there was a significant difference between the means of Group I and Group II and they were all negative rather than positive. The mean income gaps in the states without legislation were smaller than in the states with legislation. In 29 out of 32 cases there was no significant difference between the means of the two groups. State legislation made no significant difference in the equity of white female wages.

Public vs. Private Employment

There seems to be somewhat less employment discrimination in the state and local sector compared to the private sector, but there are occupational differences. In the clerical occupations, white female participation is decreasing faster in the public sector. The private sector seems to be increasing white female participation in the officials and administrators category faster than in the public sector. The public sector is providing white females in the professional occupations the greatest opportunity. In the public sector professional white females are being hired close to their participation rate with an employment gap of only 1.8 percent. In the private sector the employment gap was 9.6 percent and increasing rather than decreasing. In both the public and private sector, white females lost ground in the skilled craft occupations.

Comparison of the income gaps revealed that white females were better off in the public sector compared to the private sector in every occupation by 1976. In fact, the income gaps in the private sector were almost twice as large as in the public sector with the exception of the skilled craft occupations. In most cases, absolute incomes in the public sector, as well as relative incomes, were better.

Conclusion

To return to the questions posed in the introduction:

1. Do white women in state and local government employment have equal employment opportunity?

On an occupational basis, measured by either employment or income, white females do not have equality of employment opportunity in state and local government employment.

2. Are employment opportunities for white women in state and local government the same in all occupations?

Two occupations, professionals and technicians, are approaching equality of employment opportunity. In all the other occupations, white females are either very overemployed or very underemployed.

3. Are employment opportunities for white women in state and local government employment improving?

In all occupations, the new hires employment gaps and income gaps are showing improvement--although in some cases the improvement is miniscule.

4. Are employment opportunities for white women in state and local government employment the same in all states?

There is a great deal of variation in both equal employment and equal pay by state. In most cases a state that was less discriminatory in employment was more discriminatory in income. Indiana was the only state that was less discriminatory in both employment and income. Four

states were more discriminatory than the average in both employment and income, Colorado, Idaho, Illinois and Utah.

5. Has state equal employment opportunity and equal pay legislation had an impact on employment opportunity of white women?

State legislation does not seem to have made any significant difference in the employment or pay pattern of white women.

6. Are employment opportunities in state and local government employment better than in private sector employment?

While choice of occupation may make a difference in employment, income-wise public sector employment gives white females a definite advantage.

While the questions posed in the introduction have been answered--at least partially--by this study, there are a great many more questions about employment discrimination against white women in the public sector that need to be answered. This study is only a starting point for much more extensive research on the subject of employment and income discrimination against white females in state and local government employment. State and local governments are not yet "the model equal opportunity employer."

EXHIBIT II A

WHITE FEMALE AND MALE PARTICIPATION BY YEAR 3
15:21 WEDNESDAY, FEBRUARY 11, 1981

OBS	YEAR	GRANDTOT	GRTOTWF	GRTOTWM	GRANDNEW	GRNEWWF
1	73	3807958	1031059	2084256	0	0
2	74	3975966	1076815	2124796	710208	240427
3	75	3892400	1106608	1988807	628357	224824
4	76	4363293	1256464	2230566	588148	219361

OBS	GRNEWWM	PCTGDWF	PCTGNWF	PCTGDWM	PCTGNWM
1	0	27.0764	.	54.7342	.
2	300536	27.0831	33.8530	53.4410	42.3166
3	245926	28.4300	35.7797	51.0946	39.1379
4	235464	28.7962	37.2969	51.1212	40.0348

EXHIBIT II B

WHITE FEMALE AND MALE PARTICIPATION BY OCCUPATION 1
15:21 WEDNESDAY, FEBRUARY 11, 1981

YEAR=73

OBS	OCC	SUMTOT	SUMNEW	SUMWF	NEWWF	SUMWM	NEWWM	PCTOCCWF	PCTNOCWF	PCTOCCWM	PCTNOCWM
1	CLER	718283	0	503033	0	91228	0	70.0327	.	12.7008	.
2	OFADM	245242	0	38952	0	189677	0	15.8831	.	77.3428	.
3	PPRO	319381	0	138571	0	81957	0	43.3874	.	25.6612	.
4	PRO	598670	0	189315	0	338300	0	31.6226	.	56.5086	.
5	PTSVS	549374	0	13501	0	481481	0	2.4575	.	87.6418	.
6	SKIL	330129	0	10984	0	272199	0	3.3272	.	82.4523	.
7	SVSMA	693318	0	60037	0	401655	0	8.6594	.	57.9323	.
8	TECH	353561	0	76666	0	227759	0	21.6840	.	64.4186	.

YEAR=74

OBS	OCC	SUMTOT	SUMNEW	SUMWF	NEWWF	SUMWM
9	CLER	745831	161274	515652	109438	92656
10	OFADM	211532	17728	33551	3236	162025
11	PPRO	358613	95848	148747	40658	86867
12	PRO	654827	110249	209014	44772	364552
13	PTSVS	573157	70417	15732	3821	495672
14	SKIL	350551	32837	11615	1891	288108
15	SVSMA	711547	158865	59729	16253	400696
16	TECH	369908	62990	82775	20358	234210

OBS	NEWWM	PCTOCCWF	PCTNOCWF	PCTOCCWM	PCTNOCWM
9	18060	69.1379	67.8584	12.4245	11.1983
10	12670	15.8610	18.2536	76.5960	71.4689
11	25610	41.4784	42.4192	24.2230	26.7194
12	48023	31.9190	40.6099	55.6715	43.5587
13	54925	2.7448	5.4262	86.4810	77.9996
14	25950	3.3134	5.7587	82.1872	79.0267
15	83793	8.3942	10.2307	56.3134	52.7448
16	31505	22.3772	32.3194	63.3157	50.0159

YEAR=75

OBS	OCC	SUMTOT	SUMNEW	SUMWF	NEWWF	SUMWM
17	CLER	756122	142888	505894	94373	98484
18	OFADM	190616	13933	31265	2600	143480
19	PPRO	355246	89171	149095	37387	83050
20	PRO	688579	102198	227140	43239	372910
21	PTSVS	522122	54377	23726	5411	434774
22	SKIL	327853	27993	12107	2543	263352
23	SVSMA	674259	141983	64181	18042	362675
24	TECH	377603	55814	90200	21229	230082

OBS	NEWWM	PCTOCCWF	PCTNOCWF	PCTOCCWM	PCTNOCWM
17	16079	67.3032	66.0468	13.0249	11.2529
18	9861	16.4021	18.6607	75.2718	70.7744
19	24351	41.9695	41.9273	23.3782	27.3082
20	43236	32.9868	42.3090	54.1565	42.3061
21	37930	4.5441	9.9509	83.2706	69.7538
22	19952	3.6928	9.0844	80.3262	71.2750
23	69913	9.5187	12.7072	53.7887	49.2404
24	24604	23.8875	38.0353	60.9322	44.0821

WHITE FEMALE AND MALE PARTICIPATION BY OCCUPATION 2
15:21 WEDNESDAY, FEBRUARY 11, 1981

YEAR=76

OBS	OCC	SUMTOT	SUMNEW	SUMWF	NEWWF	SUMWM
25	CLER	830477	125400	569651	86588	102085
26	OFADM	220185	12824	37830	2776	164640
27	PPRO	366470	84450	158684	37844	84870
28	PRO	769340	97921	260498	43530	408361
29	PTSVS	602909	53754	28816	5778	500418
30	SKIL	368101	28412	13451	2431	295593
31	SVSMA	781529	130364	81247	18628	419829
32	TECH	424282	55023	106087	21786	254770

OBS	NEWWM	PCTOCCWF	PCTNOCWF	PCTOCCWM	PCTNOCWM
25	14473	68.5932	69.0494	12.2923	11.5415
26	8678	17.1810	21.6469	74.7735	67.6700
27	23703	43.3553	44.8123	23.1588	28.0675
28	39150	33.8599	44.4542	53.0794	39.9812
29	37736	4.7795	10.7490	83.0006	70.2013
30	20677	3.6542	8.5562	80.3021	72.7756
31	67077	10.3959	14.2892	53.7189	51.4536
32	23970	25.0039	39.5944	60.0473	43.5636

EXHIBIT II C

MEAN WHITE FEMALE EMPLOYMENT GAPS BY OCCUPATION AND YEAR 1
16:38 THURSDAY, FEBRUARY 12, 1981

OCC=CLER YEAR=73

VARIABLE	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
FLGPPCT	49	-0.43145500	0.11622294	-0.65128583	0.00848074
NHGPPCT	0	.	.	.	.

OCC=CLER YEAR=74

FLGPPCT	48	-0.42476659	0.10847193	-0.60101802	0.00896651
NHGPPCT	48	-0.39702151	0.11348594	-0.57957979	0.00513655

OCC=CLER YEAR=75

FLGPPCT	48	-0.40777934	0.11783186	-0.57723113	0.04946231
NHGPPCT	48	-0.38144283	0.12243908	-0.61615542	0.03175216

OCC=CLER YEAR=76

FLGPPCT	49	-0.40981396	0.11036933	-0.58407021	0.01287739
NHGPPCT	49	-0.39068172	0.10883233	-0.56094348	0.00664545

OCC=OFADM YEAR=73

FLGPPCT	49	0.16649806	0.05033961	0.03759484	0.32585015
NHGPPCT	0	.	.	.	.

OCC=OFADM YEAR=74

FLGPPCT	48	0.17922507	0.03902198	0.06045223	0.25138597
NHGPPCT	48	0.17111576	0.07143648	0.02418148	0.34270000

OCC=OFADM YEAR=75

FLGPPCT	48	0.18303988	0.04192914	0.06597795	0.26141158
NHGPPCT	48	0.17212150	0.06608766	0.03644869	0.34770000

OCC=OFADM YEAR=76

FLGPPCT	49	0.17739572	0.03719930	0.09342091	0.25069438
NHGPPCT	49	0.15054565	0.07969430	-0.02899756	0.31288431

OCC=PPRO YEAR=73

FLGPPCT	49	-0.14928264	0.14329295	-0.47661739	0.13213493
NHGPPCT	0	.	.	.	.

OCC=PPRO YEAR=74

FLGPPCT	48	-0.14384063	0.14492990	-0.57121509	0.11889893
NHGPPCT	48	-0.14585058	0.13343846	-0.56796282	0.06215701

OCC=PPRO YEAR=75

FLGPPCT	48	-0.13117347	0.13298159	-0.41283963	0.14457500
NHGPPCT	48	-0.11545423	0.11418985	-0.39603576	0.10725525

OCC=PPRO YEAR=76

FLGPPCT	49	-0.14833544	0.12885793	-0.42235652	0.11553490
NHGPPCT	49	-0.12945322	0.10859756	-0.39975185	0.10331951

OCC=PRO YEAR=73

FLGPPCT	49	0.01504624	0.05390281	-0.11306797	0.12824692
NHGPPCT	0	.	.	.	.

MEAN WHITE FEMALE EMPLOYMENT GAPS BY OCCUPATION AND YEAR 2
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OCC=PRO YEAR=74

VARIABLE	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
FLGPPCT	48	0.02380110	0.06474423	-0.10334900	0.28336570
NHGPPCT	48	-0.08122945	0.10878618	-0.41592069	0.16412857
OCC=PRO YEAR=75					
FLGPPCT	48	0.00684939	0.05753395	-0.13566106	0.10680448
NHGPPCT	48	-0.08937373	0.09306029	-0.32070731	0.05857533
OCC=PRO YEAR=76					
FLGPPCT	49	0.00155690	0.05640301	-0.12110107	0.09168790
NHGPPCT	49	-0.09406467	0.09051032	-0.32294836	0.09840872
OCC=PTSVS YEAR=73					
FLGPPCT	49	0.31014598	0.01118873	0.28572182	0.32962458
NHGPPCT	0	.	.	.	.
OCC=PTSVS YEAR=74					
FLGPPCT	48	0.31019339	0.01573949	0.25677089	0.34031450
NHGPPCT	48	0.28260539	0.04453980	0.12566146	0.33885385
OCC=PTSVS YEAR=75					
FLGPPCT	48	0.30553527	0.04381447	0.02498175	0.33719212
NHGPPCT	48	0.26193591	0.08777793	-0.22223413	0.33243282
OCC=PTSVS YEAR=76					
FLGPPCT	49	0.30678480	0.04144128	0.04697122	0.33917601
NHGPPCT	49	0.25501012	0.08700400	-0.23525632	0.33137461
OCC=SKIL YEAR=73					
FLGPPCT	49	0.29794988	0.03535449	0.13918789	0.33731465
NHGPPCT	0	.	.	.	.
OCC=SKIL YEAR=74					
FLGPPCT	48	0.30530720	0.05420204	-0.03790606	0.33642284
NHGPPCT	48	0.27491961	0.06310104	-0.01330000	0.34270000
OCC=SKIL YEAR=75					
FLGPPCT	48	0.30910512	0.04155990	0.11024274	0.34177846
NHGPPCT	48	0.25748929	0.09880176	-0.11077176	0.34770000
OCC=SKIL YEAR=76					
FLGPPCT	49	0.31289846	0.03106266	0.15512748	0.34469088
NHGPPCT	49	0.26610648	0.07653943	-0.01449664	0.35210000
OCC=SVSMA YEAR=73					
FLGPPCT	49	0.23611867	0.05608946	0.05820030	0.32660824
NHGPPCT	0	.	.	.	.
OCC=SVSMA YEAR=74					
FLGPPCT	48	0.23411805	0.06964404	0.00412857	0.33017528
NHGPPCT	48	0.20992512	0.08742633	-0.01914211	0.33804884

MEAN WHITE FEMALE EMPLOYMENT GAPS BY OCCUPATION AND YEAR 3
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OCC=SVSMA YEAR=75

VARIABLE	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
FLGPPCT	48	0.21103912	0.08950144	-0.05568722	0.30886713
NHGPPCT	48	0.18248823	0.12139723	-0.18759412	0.31890709
---------- OCC=SVSMA YEAR=76 ----------					
FLGPPCT	49	0.21958703	0.07669176	-0.04351271	0.30702461
NHGPPCT	49	0.18221182	0.09216876	-0.11703580	0.31714185
---------- OCC=TECH YEAR=73 ----------					
FLGPPCT	49	0.13278180	0.08627951	-0.18714792	0.28750850
NHGPPCT	0	.	.	.	.
---------- OCC=TECH YEAR=74 ----------					
FLGPPCT	48	0.13251784	0.07055686	-0.04863247	0.29178441
NHGPPCT	48	0.01965205	0.11277123	-0.25877300	0.25857678
---------- OCC=TECH YEAR=75 ----------					
FLGPPCT	48	0.10394903	0.08356431	-0.23931712	0.22943456
NHGPPCT	48	-0.03222294	0.11221378	-0.35323458	0.20206893
---------- OCC=TECH YEAR=76 ----------					
FLGPPCT	49	0.09592632	0.08299745	-0.19329474	0.19788928
NHGPPCT	49	-0.04477257	0.09667192	-0.35595369	0.15210000

EXHIBIT II D

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 1
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STATENM=ALABAMA

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
1	CLER	73	4347	0	3482	0	1471.89	0.00
2	CLER	74	10548	2433	7894	1731	3614.80	833.79
3	CLER	75	10514	2287	7989	1714	3655.72	795.19
4	CLER	76	12767	2438	9826	1848	4495.26	858.42
5	OFADM	73	1989	0	403	0	673.48	0.00
6	OFADM	74	2653	180	508	53	909.18	61.69
7	OFADM	75	2377	154	505	37	826.48	53.55
8	OFADM	76	3095	175	709	50	1089.75	61.62
9	PPRO	73	2770	0	1169	0	937.92	0.00
10	PPRO	74	5994	1593	2440	595	2054.14	545.92
11	PPRO	75	6903	1632	2998	649	2400.17	567.45
12	PPRO	76	8407	2033	3546	888	2960.10	715.82
13	PRO	73	2589	0	939	0	876.64	0.00
14	PRO	74	9622	1918	3546	884	3297.46	657.30
15	PRO	75	10848	2051	4503	1036	3771.85	713.13
16	PRO	76	12647	2570	5467	1476	4453.01	904.90
17	PTSVS	73	5594	0	159	0	1894.13	0.00
18	PTSVS	74	7996	1215	170	26	2740.23	416.38
19	PTSVS	75	7180	664	342	27	2496.49	230.87
20	PTSVS	76	8443	821	403	48	2972.78	289.07
21	SKIL	73	3846	0	74	0	1302.26	0.00
22	SKIL	74	5350	462	271	8	1833.44	158.33
23	SKIL	75	5618	341	575	17	1953.38	118.57
24	SKIL	76	6503	586	453	24	2289.71	206.33
25	SVSMA	73	11504	0	396	0	3895.25	0.00
26	SVSMA	74	13225	3946	501	239	4532.21	1352.29
27	SVSMA	75	12458	2876	557	194	4331.65	999.99
28	SVSMA	76	15280	2714	845	236	5380.09	955.60
29	TECH	73	3026	0	937	0	1024.60	0.00
30	TECH	74	5185	796	1369	350	1776.90	272.79
31	TECH	75	5609	841	1584	388	1950.25	292.42

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
1	-2010.1	0.00	-0.46241	.	-0.2664	.
2	-4279.2	-897.21	-0.40569	-0.36877	0.1759	0.2490
3	-4333.3	-918.81	-0.41214	-0.40175	-0.0370	-0.1659
4	-5330.7	-989.58	-0.41754	-0.40590	-0.0700	-0.1398
5	270.5	0.00	0.13599	.	-0.6061	.
6	401.2	8.69	0.15122	0.04826	-0.7177	-1.7199
7	321.5	16.55	0.13525	0.10744	-1.1398	-0.9787
8	380.7	11.62	0.12302	0.06639	-1.4617	-1.0560
9	-231.1	0.00	-0.08342	.	0.4596	.
10	-385.9	-49.08	-0.06437	-0.03081	0.5483	0.8621
11	-597.8	-81.55	-0.08660	-0.04997	0.3352	0.5735
12	-585.9	-172.18	-0.06969	-0.08469	0.6103	0.4122
13	-62.4	0.00	-0.02409	.	-0.7260	.
14	-248.5	-226.70	-0.02583	-0.11820	-0.7666	-0.3398
15	-731.2	-322.87	-0.06740	-0.15742	-1.2905	-0.7312
16	-1014.0	-571.10	-0.08018	-0.22222	-1.4491	-1.4159
17	1735.1	0.00	0.31018	.	0.0027	.
18	2570.2	390.38	0.32144	0.32130	0.7145	0.8688
19	2154.5	203.87	0.30007	0.30704	-0.1248	0.5138
20	2569.8	241.07	0.30437	0.29363	-0.0583	0.4439
21	1228.3	0.00	0.31936	.	0.6056	.
22	1562.4	150.33	0.29205	0.32538	-0.2447	0.7997
23	1378.4	101.57	0.24535	0.29785	-1.5340	0.4085
24	1836.7	182.33	0.28244	0.31114	-0.9806	0.5884
25	3499.3	0.00	0.30418	.	1.2134	.
26	4031.2	1113.29	0.30482	0.28213	1.0152	0.8259
27	3774.6	805.99	0.30299	0.28025	1.0274	0.8053
28	4535.1	719.60	0.29680	0.26514	1.0068	0.8998
29	87.6	0.00	0.02895	.	-1.2034	.
30	407.9	-77.21	0.07867	-0.09700	-0.7632	-1.0344
31	366.2	-95.58	0.06530	-0.11366	-0.4625	-0.7257

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 2
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STATENM=ALABAMA

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
32	TECH	76	7080	851	2421	437	2492.87	299.637

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
32	71.868	-137.36	0.0101508	-0.16141	-1.0335	-1.2066

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 3
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=ALASKA

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
33	CLER	73	2038	0	1698	0	690.07	0.000
34	CLER	74	1867	925	1548	753	639.82	316.997
35	CLER	75	2253	1125	1878	845	783.37	391.162
36	CLER	76	2707	1232	2212	937	953.13	433.787
37	OFADM	73	505	0	46	0	170.99	0.000
38	OFADM	74	437	33	49	3	149.76	11.309
39	OFADM	75	385	37	48	4	133.86	12.865
40	OFADM	76	504	58	64	7	177.46	20.422
41	PPRO	73	345	0	148	0	116.82	0.000
42	PPRO	74	312	189	145	92	106.92	64.770
43	PPRO	75	463	479	222	241	160.99	166.548
44	PPRO	76	652	355	357	174	229.57	124.995
45	PRO	73	1886	0	528	0	638.60	0.000
46	PRO	74	2102	363	554	117	720.36	124.400
47	PRO	75	2361	408	603	135	820.92	141.862
48	PRO	76	2940	745	795	189	1035.17	262.314
49	PTSVS	73	926	0	22	0	313.54	0.000
50	PTSVS	74	795	233	11	6	272.45	79.849
51	PTSVS	75	956	237	44	17	332.40	82.405
52	PTSVS	76	1189	429	62	58	418.65	151.051
53	SKIL	73	1421	0	10	0	481.15	0.000
54	SKIL	74	1499	332	34	20	513.71	113.776
55	SKIL	75	1705	550	51	17	592.83	191.235
56	SKIL	76	2080	508	90	25	732.37	178.867
57	SVSMA	73	1001	0	160	0	338.94	0.000
58	SVSMA	74	924	491	174	87	316.65	168.266
59	SVSMA	75	1362	931	258	157	473.57	323.709
60	SVSMA	76	1630	860	392	208	573.92	302.806
61	TECH	73	1158	0	247	0	392.10	0.000
62	TECH	74	1398	393	319	76	479.09	134.681
63	TECH	75	1045	318	317	97	363.35	110.569

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
33	-1007.9	0.00	-0.49457	.	-0.5430	.
34	-908.2	-436.00	-0.48644	-0.47135	-0.5685	-0.65499
35	-1094.6	-453.84	-0.48586	-0.40341	-0.6626	-0.17942
36	-1258.9	-503.21	-0.46504	-0.40845	-0.5004	-0.16328
37	125.0	0.00	0.24751	.	1.6093	.
38	100.8	8.31	0.23057	0.25179	1.3158	1.12933
39	85.9	8.86	0.22302	0.23959	0.9536	1.02092
40	113.5	13.42	0.22512	0.23141	1.2828	1.01469
41	-31.2	0.00	-0.09039	.	0.4110	.
42	-38.1	-27.23	-0.12204	-0.14407	0.1504	0.01333
43	-61.0	-74.45	-0.13178	-0.15543	-0.0046	-0.35009
44	-127.4	-49.00	-0.19545	-0.13804	-0.3656	-0.07908
45	110.6	0.00	0.05864	.	0.8088	.
46	166.4	7.40	0.07914	0.02039	0.8548	0.93408
47	217.9	6.86	0.09230	0.01682	1.4852	1.14110
48	240.2	73.31	0.08169	0.09841	1.4208	2.12654
49	291.5	0.00	0.31484	.	0.4197	.
50	261.4	73.85	0.32886	0.31695	1.1862	0.77108
51	288.4	65.40	0.30167	0.27597	-0.0881	0.15988
52	356.6	93.05	0.29996	0.21690	-0.1648	-0.43801
53	471.2	0.00	0.33156	.	0.9507	.
54	479.7	93.78	0.32002	0.28246	0.2714	0.11948
55	541.8	174.23	0.31779	0.31679	0.2089	0.60021
56	642.4	153.87	0.30883	0.30289	-0.1310	0.48055
57	178.9	0.00	0.17876	.	-1.0226	.
58	142.7	81.27	0.15439	0.16551	-1.1448	-0.50802
59	215.6	166.71	0.15827	0.17906	-0.5896	-0.02821
60	181.9	94.81	0.11161	0.11024	-1.4079	-0.78088
61	145.1	0.00	0.12530	.	-0.0867	.
62	160.1	58.68	0.11452	0.14932	-0.2551	1.14979
63	46.3	13.57	0.04435	0.04267	-0.7132	0.66740

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 4
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STATENM=ALASKA

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
64	TECH	76	1165	312	396	115	410.196	109.855

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
64	14.1965	-5.1448	0.0121858	-0.01649	-1.009	0.292565

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 5
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=ARIZONA

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
65	CLER	73	7887	0	5640	0	2670.54	0.00
66	CLER	74	6966	1779	5082	1231	2387.25	609.66
67	CLER	75	8696	1762	6145	1116	3023.60	612.65
68	CLER	76	10148	4046	7100	2758	3573.11	1424.60
69	OFADM	73	4997	0	1092	0	1691.98	0.00
70	OFADM	74	2943	205	444	45	1008.57	70.25
71	OFADM	75	1949	155	229	19	677.67	53.89
72	OFADM	76	2391	704	329	102	841.87	247.88
73	PPRO	73	2539	0	952	0	859.71	0.00
74	PPRO	74	2352	943	949	404	806.03	323.17
75	PPRO	75	2666	670	1100	274	926.97	232.96
76	PPRO	76	3292	1787	1332	751	1159.11	629.20
77	PRO	73	5716	0	1725	0	1935.44	0.00
78	PRO	74	5638	741	1412	207	1932.14	253.94
79	PRO	75	7505	978	2272	347	2609.49	340.05
80	PRO	76	8336	3318	2361	956	2935.11	1168.27
81	PTSVS	73	4672	0	150	0	1581.94	0.00
82	PTSVS	74	5659	1316	183	70	1939.34	450.99
83	PTSVS	75	6151	1240	239	75	2138.70	431.15
84	PTSVS	76	6794	1406	268	99	2392.17	495.05
85	SKIL	73	4072	0	23	0	1378.78	0.00
86	SKIL	74	4142	458	26	5	1419.46	156.96
87	SKIL	75	4053	273	24	2	1409.23	94.92
88	SKIL	76	4319	1121	32	17	1520.72	394.70
89	SVSMA	73	5666	0	329	0	1918.51	0.00
90	SVSMA	74	5688	1146	267	63	1949.28	392.73
91	SVSMA	75	6071	1037	314	47	2110.89	360.56
92	SVSMA	76	6933	1585	391	172	2441.11	558.08
93	TECH	73	4443	0	593	0	1504.40	0.00
94	TECH	74	4991	635	526	96	1710.42	217.61
95	TECH	75	5252	586	748	128	1826.12	203.75

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
65	-2969.5	0.0	-0.37650	.	0.47283	.
66	-2694.8	-621.3	-0.38684	-0.34926	0.34961	0.42084
67	-3121.4	-503.4	-0.35895	-0.28567	0.41443	0.78220
68	-3526.9	-1333.4	-0.34755	-0.32956	0.56418	0.56161
69	600.0	0.0	0.12007	.	-0.92232	.
70	564.6	25.3	0.19183	0.12319	0.32311	-0.67092
71	448.7	34.9	0.23020	0.22512	1.12485	0.80193
72	512.9	145.9	0.21450	0.20721	0.99746	0.71107
73	-92.3	0.0	-0.03635	.	0.78812	.
74	-143.0	-80.8	-0.06079	-0.08572	0.57306	0.45062
75	-173.0	-41.0	-0.06490	-0.06126	0.49834	0.47464
76	-172.9	-121.8	-0.05252	-0.06816	0.74360	0.56443
77	210.4	0.0	0.03682	.	0.40386	.
78	520.1	46.9	0.09226	0.06335	1.05732	1.32900
79	337.5	-6.9	0.04497	-0.00711	0.66255	0.88403
80	574.1	212.3	0.06887	0.06397	1.19344	1.74609
81	1431.9	0.0	0.30649	.	-0.32641	.
82	1756.3	381.0	0.31036	0.28951	0.01072	0.15499
83	1899.7	356.1	0.30884	0.28722	0.07553	0.28800
84	2124.2	396.1	0.31265	0.28169	0.14161	0.30662
85	1355.8	0.0	0.33295	.	0.99002	.
86	1393.5	152.0	0.33642	0.33178	0.57407	0.90115
87	1385.2	92.9	0.34178	0.34037	0.78617	0.83890
88	1488.7	377.7	0.34469	0.33693	1.02349	0.92539
89	1589.5	0.0	0.28053	.	0.79187	.
90	1682.3	329.7	0.29576	0.28773	0.88509	0.88990
91	1796.9	313.6	0.29598	0.30238	0.94903	0.98757
92	2050.1	386.1	0.29570	0.24358	0.99249	0.66585
93	911.4	0.0	0.20513	.	0.83855	.
94	1184.4	121.6	0.23731	0.19152	1.48522	1.52403
95	1078.1	75.8	0.20528	0.12927	1.21259	1.43915

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 6
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STATENM=ARIZONA

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
96	TECH	76	5629	1840	936	368	1981.97	647.864

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
96	1045.97	279.864	0.185818	0.1521	1.08307	2.0365

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 7
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=ARKANSAS

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
97	CLER	73	4337	0	3681	0	1468.51	0.000
98	CLER	74	4226	1034	3640	797	1448.25	354.352
99	CLER	75	4640	1086	3807	847	1613.33	377.602
100	CLER	76	6359	1440	5199	1138	2239.00	507.024
101	OFADM	73	2656	0	786	0	899.32	0.000
102	OFADM	74	2114	136	495	26	724.47	46.607
103	OFADM	75	1890	163	372	47	657.15	56.675
104	OFADM	76	2278	138	417	24	802.08	48.590
105	PPRO	73	2216	0	1301	0	751.01	0.000
106	PPRO	74	1751	750	1039	400	600.07	257.025
107	PPRO	75	2716	865	1517	523	944.35	300.760
108	PPRO	76	3941	1260	2451	789	1387.63	443.646
109	PRO	73	4389	0	1495	0	1486.12	0.000
110	PRO	74	4538	727	1618	344	1555.17	249.143
111	PRO	75	5721	926	2118	461	1989.19	321.970
112	PRO	76	6586	1083	2784	556	2318.93	381.324
113	PTSVS	73	2982	0	77	0	1009.71	0.000
114	PTSVS	74	3117	627	85	14	1068.20	214.873
115	PTSVS	75	2267	484	49	22	788.24	168.287
116	PTSVS	76	3951	863	142	57	1391.15	303.862
117	SKIL	73	2542	0	145	0	860.72	0.000
118	SKIL	74	2938	347	94	23	1006.85	118.917
119	SKIL	75	3592	343	75	40	1248.94	119.261
120	SKIL	76	2230	272	112	14	785.18	95.771
121	SVSMA	73	6652	0	542	0	2252.37	0.000
122	SVSMA	74	5993	1775	414	196	2053.80	608.292
123	SVSMA	75	3793	1275	635	157	1318.83	443.317
124	SVSMA	76	6303	1825	1013	239	2219.29	642.582
125	TECH	73	3405	0	879	0	1152.93	0.000
126	TECH	74	3343	402	1105	159	1145.65	137.765
127	TECH	75	3522	392	1096	179	1224.60	136.298

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
97	-2212.5	0.00	-0.51014	.	-0.6770	.
98	-2191.7	-442.65	-0.51863	-0.42809	-0.8654	-0.2738
99	-2193.7	-469.40	-0.47277	-0.43223	-0.5516	-0.4148
100	-2960.0	-630.98	-0.46548	-0.43818	-0.5044	-0.4364
101	113.3	0.00	0.04267	.	-2.4599	.
102	229.5	20.61	0.10855	0.15152	-1.8112	-0.2743
103	285.2	9.68	0.15087	0.05936	-0.7671	-1.7063
104	385.1	24.59	0.16904	0.17819	-0.2245	0.3468
105	-550.0	0.00	-0.24796	.	-0.6887	.
106	-438.9	-142.98	-0.25068	-0.19063	-0.7371	-0.3356
107	-572.6	-222.24	-0.21084	-0.25692	-0.5991	-1.2389
108	-1063.4	-345.35	-0.26982	-0.27409	-0.9428	-1.3319
109	-8.9	0.00	-0.00202	.	-0.3167	.
110	-62.8	-94.86	-0.01384	-0.13048	-0.5815	-0.4527
111	-128.8	-139.03	-0.02251	-0.15014	-0.5104	-0.6530
112	-465.1	-174.68	-0.07061	-0.16129	-1.2796	-0.7427
113	932.7	0.00	0.31278	.	0.2353	.
114	983.2	200.87	0.31543	0.32037	0.3327	0.8479
115	739.2	146.29	0.32609	0.30225	0.4690	0.4592
116	1249.1	246.86	0.31616	0.28605	0.2262	0.3568
117	715.7	0.00	0.28156	.	-0.4636	.
118	912.9	95.92	0.31071	0.27642	0.0996	0.0237
119	1173.9	79.26	0.32682	0.23108	0.4263	-0.2673
120	673.2	81.77	0.30188	0.30063	-0.3549	0.4510
121	1710.4	0.00	0.25712	.	0.3744	.
122	1639.8	412.29	0.27362	0.23228	0.5672	0.2557
123	683.8	286.32	0.18029	0.22456	-0.3436	0.3466
124	1206.3	403.58	0.19138	0.22114	-0.3678	0.4224
125	273.9	0.00	0.08045	.	-0.6065	.
126	40.6	-21.23	0.01216	-0.05282	-1.7058	-0.6427
127	128.6	-42.70	0.03651	-0.10893	-0.8070	-0.6836

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 8
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STATENM=ARKANSAS

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
128	TECH	76	3821	1063	1870	568	1345.37	374.282

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
128	-524.63	-193.72	-0.1373	-0.18224	-2.8101	-1.422

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 9
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=CALIFORN

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
129	CLER	73	105482	0	68010	0	35716.2	0.00
130	CLER	74	106407	23045	68262	15008	36465.7	7897.52
131	CLER	75	107895	22846	67022	13794	37515.1	7943.55
132	CLER	76	112201	10647	69476	6365	39506.0	3748.81
133	OFADM	73	17907	0	2455	0	6063.3	0.00
134	OFADM	74	16665	1079	2451	107	5711.1	369.77
135	OFADM	75	15128	908	2308	144	5260.0	315.71
136	OFADM	76	18676	669	2775	117	6575.8	235.55
137	PPRO	73	22765	0	8261	0	7708.2	0.00
138	PPRO	74	23517	6930	8325	2444	8059.3	2374.91
139	PPRO	75	22668	6518	7603	2334	7881.7	2266.31
140	PPRO	76	23010	6972	7934	2659	8101.8	2454.84
141	PRO	73	86148	0	23864	0	29169.7	0.00
142	PRO	74	87441	14200	24255	4361	29966.0	4866.34
143	PRO	75	87655	11835	24118	3894	30477.6	4115.03
144	PRO	76	93108	7871	25686	2906	32783.3	2771.38
145	PTSVS	73	60841	0	1701	0	20600.8	0.00
146	PTSVS	74	60613	6165	1934	243	20772.1	2112.75
147	PTSVS	75	55088	4758	1859	305	19154.1	1654.36
148	PTSVS	76	63659	3882	2340	244	22414.3	1366.85
149	SKIL	73	37850	0	652	0	12816.0	0.00
150	SKIL	74	38431	3383	562	119	13170.3	1159.35
151	SKIL	75	35479	2826	632	107	12336.0	982.60
152	SKIL	76	38181	2448	652	132	13443.5	861.94
153	SVSMA	73	64453	0	4131	0	21823.8	0.00
154	SVSMA	74	63961	15187	4068	1428	21919.4	5204.58
155	SVSMA	75	64329	15561	3983	1557	22367.2	5410.56
156	SVSMA	76	73689	12244	4636	1774	25945.9	4311.11
157	TECH	73	51615	0	11266	0	17476.8	0.00
158	TECH	74	53050	11838	11726	3403	18180.2	4056.88
159	TECH	75	50934	9893	11850	3132	17709.8	3439.80

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
129	-32294	0.0	-0.30615	.	1.07810	.
130	-31796	-7110.5	-0.29882	-0.30855	1.16112	0.77960
131	-29507	-5850.4	-0.27348	-0.25608	1.13977	1.02386
132	-29970	-2616.2	-0.26711	-0.24572	1.29297	1.33196
133	3608	0.0	0.20150	.	0.69537	.
134	3260	262.8	0.19563	0.24353	0.42028	1.01374
135	2952	171.7	0.19514	0.18911	0.28847	0.25706
136	3801	118.6	0.20351	0.17721	0.70211	0.33461
137	-553	0.0	-0.02428	.	0.87235	.
138	-266	-69.1	-0.01130	-0.00997	0.91452	1.01830
139	279	-67.7	0.01229	-0.01039	1.07885	0.92012
140	168	-204.2	0.00729	-0.02928	1.20776	0.92240
141	5306	0.0	0.06159	.	0.86344	.
142	5711	505.3	0.06531	0.03559	0.64117	1.07382
143	6360	221.0	0.07255	0.01868	1.14200	1.16107
144	7097	-134.6	0.07623	-0.01710	1.32386	0.85030
145	18900	0.0	0.31064	.	0.04432	.
146	18838	1869.7	0.31079	0.30328	0.03807	0.46427
147	17295	1349.4	0.31395	0.28360	0.19214	0.24678
148	20074	1122.9	0.31534	0.28925	0.20648	0.39350
149	12164	0.0	0.32137	.	0.66255	.
150	12608	1040.4	0.32808	0.30752	0.42008	0.51670
151	11704	875.6	0.32989	0.30984	0.50004	0.52983
152	12792	729.9	0.33502	0.29818	0.71227	0.41903
153	17693	0.0	0.27451	.	0.68441	.
154	17851	3776.6	0.27910	0.24867	0.64587	0.44320
155	18384	3853.6	0.28578	0.24764	0.83512	0.53670
156	21310	2537.1	0.28919	0.20721	0.90753	0.27125
157	6211	0.0	0.12033	.	-0.14432	.
158	6454	653.9	0.12166	0.05524	-0.15384	0.31554
159	5860	307.8	0.11505	0.03111	0.13280	0.56442

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 10
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STATENM=CALIFORN

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
160	TECH	76	57376	8532	13335	2807	20202.1	3004.12

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
160	6867.09	197.117	0.119686	0.0231033	0.286267	0.702126

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 11
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STATENM=COLORADO

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
161	CLER	73	8429	0	6210	0	2854.06	0.000
162	CLER	74	10441	2655	7932	1953	3578.13	909.868
163	CLER	75	10182	2082	6705	1327	3540.28	723.911
164	CLER	76	11105	2023	7698	1431	3910.07	712.298
165	OFADM	73	2242	0	330	0	759.14	0.000
166	OFADM	74	1920	186	302	36	657.98	63.742
167	OFADM	75	1755	148	261	12	610.21	51.460
168	OFADM	76	2429	144	386	25	855.25	50.702
169	PPRO	73	2954	0	1402	0	1000.22	0.000
170	PPRO	74	3015	723	1491	416	1033.24	247.772
171	PPRO	75	4479	1011	2118	524	1557.35	351.525
172	PPRO	76	3667	735	1752	348	1291.15	258.793
173	PRO	73	7681	0	2481	0	2600.79	0.000
174	PRO	74	8582	1125	2473	551	2941.05	385.537
175	PRO	75	9141	1444	2833	603	3178.33	502.079
176	PRO	76	9266	931	3059	458	3262.56	327.805
177	PTSVS	73	5780	0	157	0	1957.11	0.000
178	PTSVS	74	6473	1219	265	150	2218.30	417.751
179	PTSVS	75	5409	732	220	60	1880.71	254.516
180	PTSVS	76	7318	772	359	80	2576.67	271.821
181	SKIL	73	5265	0	123	0	1782.73	0.000
182	SKIL	74	5869	609	92	17	2011.31	208.704
183	SKIL	75	4582	294	40	24	1593.16	102.224
184	SKIL	76	6221	400	77	35	2190.41	140.840
185	SVSMA	73	6317	0	611	0	2138.94	0.000
186	SVSMA	74	7261	1865	856	174	2488.34	639.135
187	SVSMA	75	6595	1428	656	102	2293.08	496.516
188	SVSMA	76	6502	1306	566	134	2289.35	459.843
189	TECH	73	3716	0	694	0	1258.24	0.000
190	TECH	74	4125	663	834	198	1413.64	227.210
191	TECH	75	4139	589	873	183	1439.13	204.795

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
161	-3355.9	0.0	-0.39814	.	0.28663	.
162	-4353.9	-1043.1	-0.41700	-0.39289	0.07162	0.0364
163	-3164.7	-603.1	-0.31082	-0.28967	0.82290	0.7496
164	-3787.9	-718.7	-0.34110	-0.35527	0.62257	0.3254
165	429.1	0.0	0.19141	.	0.49488	.
166	356.0	27.7	0.18541	0.14915	0.15846	-0.3075
167	349.2	39.5	0.19898	0.26662	0.38022	1.4299
168	469.3	25.7	0.19319	0.17849	0.42450	0.3506
169	-401.8	0.0	-0.13601	.	0.09262	.
170	-457.8	-168.2	-0.15183	-0.23268	-0.05511	-0.6507
171	-560.7	-172.5	-0.12517	-0.17060	0.04512	-0.4829
172	-460.8	-89.2	-0.12567	-0.12137	0.17586	0.0744
173	119.8	0.0	0.01560	.	0.01018	.
174	468.1	-165.5	0.05454	-0.14708	0.47475	-0.6053
175	345.3	-100.9	0.03778	-0.06989	0.53757	0.2094
176	203.6	-130.2	0.02197	-0.13984	0.36189	-0.5058
177	1800.1	0.0	0.31144	.	0.11542	.
178	1953.3	267.8	0.30176	0.21965	-0.53577	-1.4135
179	1660.7	194.5	0.30703	0.26573	0.03405	0.0433
180	2217.7	191.8	0.30304	0.24847	-0.09029	-0.0751
181	1659.7	0.0	0.31524	.	0.48900	.
182	1919.3	191.7	0.32702	0.31479	0.40067	0.6318
183	1553.2	78.2	0.33897	0.26607	0.71860	0.0868
184	2113.4	105.8	0.33972	0.26460	0.86355	-0.0197
185	1527.9	0.0	0.24188	.	0.10266	.
186	1632.3	465.1	0.22481	0.24940	-0.13365	0.4515
187	1637.1	394.5	0.24823	0.27627	0.41554	0.7725
188	1723.4	325.8	0.26505	0.24950	0.59280	0.7300
189	564.2	0.0	0.15184	.	0.22089	.
190	579.6	29.2	0.14052	0.04406	0.11339	0.2164
191	566.1	21.8	0.13678	0.03700	0.39288	0.6169

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 12
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=COLORADO

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
192	TECH	76	4653	477	929	146	1638.32	167.952

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
192	709.321	21.9517	0.152444	0.0460203	0.680955	0.939186

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 13
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=CONNECTI

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
193	CLER	73	3163	0	2615	0	1070.99	0.000
194	CLER	74	8175	1341	6327	930	2801.57	459.561
195	CLER	75	7994	1249	6233	828	2779.51	434.277
196	CLER	76	8422	915	6663	653	2965.39	322.171
197	OFADM	73	1781	0	218	0	603.05	0.000
198	OFADM	74	2971	182	450	30	1018.16	62.371
199	OFADM	75	2831	168	470	16	984.34	58.414
200	OFADM	76	2946	140	490	29	1037.29	49.294
201	PPRO	73	1011	0	427	0	342.32	0.000
202	PPRO	74	5055	1160	2392	528	1732.35	397.532
203	PPRO	75	6313	1197	3185	512	2195.03	416.197
204	PPRO	76	5713	1227	2861	495	2011.55	432.027
205	PRO	73	2687	0	782	0	909.82	0.000
206	PRO	74	9470	902	2769	388	3245.37	309.115
207	PRO	75	9218	914	2924	372	3205.10	317.798
208	PRO	76	9944	878	3336	383	3501.28	309.144
209	PTSVS	73	7242	0	65	0	2452.14	0.000
210	PTSVS	74	10113	999	652	139	3465.73	342.357
211	PTSVS	75	8570	394	131	11	2979.79	136.994
212	PTSVS	76	8777	342	208	21	3090.38	120.418
213	SKIL	73	2395	0	29	0	810.95	0.000
214	SKIL	74	3821	207	47	11	1309.46	70.939
215	SKIL	75	3952	184	72	15	1374.11	63.977
216	SKIL	76	4186	156	69	6	1473.89	54.928
217	SVSMA	73	5337	0	64	0	1807.11	0.000
218	SVSMA	74	9539	1231	649	171	3269.02	421.864
219	SVSMA	75	8010	1098	519	120	2785.08	381.775
220	SVSMA	76	8599	880	642	72	3027.71	309.848
221	TECH	73	2042	0	193	0	691.42	0.000
222	TECH	74	4149	404	822	200	1421.86	138.451
223	TECH	75	3978	247	734	94	1383.15	85.882

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
193	-1544.0	0.00	-0.48815	.	-0.4878	.
194	-3525.4	-470.44	-0.43124	-0.35081	-0.0597	0.4072
195	-3453.5	-393.72	-0.43201	-0.31523	-0.2056	0.5408
196	-3697.6	-330.83	-0.43904	-0.36156	-0.2648	0.2676
197	385.0	0.00	0.21620	.	0.9873	.
198	568.2	32.37	0.19124	0.17786	0.3078	0.0945
199	514.3	42.41	0.18168	0.25246	-0.0324	1.2157
200	547.3	20.29	0.18577	0.14496	0.2252	-0.0701
201	-84.7	0.00	-0.08375	.	0.4573	.
202	-659.7	-130.47	-0.13049	-0.11247	0.0921	0.2501
203	-990.0	-95.80	-0.15681	-0.08004	-0.1928	0.3102
204	-849.5	-62.97	-0.14869	-0.05132	-0.0027	0.7194
205	127.8	0.00	0.04757	.	0.6034	.
206	476.4	-78.88	0.05030	-0.08746	0.4093	-0.0572
207	281.1	-54.20	0.03049	-0.05930	0.4110	0.3231
208	165.3	-73.86	0.01662	-0.08412	0.2671	0.1099
209	2387.1	0.00	0.32962	.	1.7409	.
210	2813.7	203.36	0.27823	0.20356	-2.0309	-1.7747
211	2848.8	125.99	0.33241	0.31978	0.6135	0.6590
212	2882.4	99.42	0.32840	0.29070	0.5216	0.4102
213	781.9	0.00	0.32649	.	0.8073	.
214	1262.5	59.94	0.33040	0.28956	0.4629	0.2320
215	1302.1	48.98	0.32948	0.26618	0.4903	0.0879
216	1404.9	48.93	0.33562	0.31364	0.7314	0.6210
217	1743.1	0.00	0.32661	.	1.6133	.
218	2620.0	250.86	0.27466	0.20379	0.5822	-0.0702
219	2266.1	261.77	0.28291	0.23841	0.8030	0.4607
220	2385.7	237.85	0.27744	0.27028	0.7544	0.9555
221	498.4	0.00	0.24408	.	1.2900	.
222	599.9	-61.55	0.14458	-0.15235	0.1710	-1.5252
223	649.2	-8.12	0.16319	-0.03287	0.7089	-0.0057

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 14
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=CONNECTI

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
224	TECH	76	4058	188	906	83	1428.82	66.1948

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
224	522.822	-16.805	0.128837	-0.089389	0.39653	-0.46153

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 15
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=DELAWARE

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
225	CLER	73	2262	0	1711	0	765.913	0.000
226	CLER	74	2205	354	1739	257	755.653	121.316
227	CLER	75	2200	317	1691	230	764.940	110.221
228	CLER	76	2051	569	1611	447	722.157	200.345
229	OFADM	73	565	0	61	0	191.309	0.000
230	OFADM	74	548	73	84	10	187.800	25.017
231	OFADM	75	535	28	68	0	186.019	9.736
232	OFADM	76	461	22	69	3	162.318	7.746
233	PPRO	73	1721	0	692	0	582.731	0.000
234	PPRO	74	1577	547	641	220	540.438	187.457
235	PPRO	75	1384	398	552	155	481.217	138.385
236	PPRO	76	1969	338	909	113	693.285	119.010
237	PRO	73	2351	0	745	0	796.049	0.000
238	PRO	74	1963	394	575	146	672.720	135.024
239	PRO	75	2342	309	749	133	814.313	107.439
240	PRO	76	2372	264	764	70	835.181	92.954
241	PTSVS	73	1544	0	38	0	522.798	0.000
242	PTSVS	74	1638	139	76	9	561.343	47.635
243	PTSVS	75	1422	129	51	5	494.429	44.853
244	PTSVS	76	1531	166	44	10	539.065	58.449
245	SKIL	73	1202	0	15	0	406.997	0.000
246	SKIL	74	946	130	15	7	324.194	44.551
247	SKIL	75	976	83	84	11	339.355	28.859
248	SKIL	76	1502	568	82	108	528.854	199.993
249	SVSMA	73	1545	0	157	0	523.137	0.000
250	SVSMA	74	1569	269	92	15	537.696	92.186
251	SVSMA	75	1839	337	282	31	639.420	117.175
252	SVSMA	76	1416	219	141	11	498.574	77.110
253	TECH	73	1040	0	134	0	352.144	0.000
254	TECH	74	1267	168	165	46	434.201	57.574
255	TECH	75	1071	77	136	23	372.387	26.773

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
225	-945.09	0.00	-0.41781	.	0.1174	.
226	-983.35	-135.68	-0.44596	-0.38329	-0.1954	0.1210
227	-926.06	-119.78	-0.42094	-0.37785	-0.1117	0.0293
228	-888.84	-246.66	-0.43337	-0.43349	-0.2134	-0.3933
229	130.31	0.00	0.23064	.	1.2741	.
230	103.80	15.02	0.18942	0.20571	0.2611	0.4843
231	118.02	9.74	0.22060	0.34770	0.8957	2.6568
232	93.32	4.75	0.20243	0.21574	0.6729	0.8180
233	-109.27	0.00	-0.06349	.	0.5987	.
234	-100.56	-32.54	-0.06377	-0.05949	0.5525	0.6472
235	-70.78	-16.62	-0.05114	-0.04175	0.6018	0.6455
236	-215.72	6.01	-0.10956	0.01778	0.3009	1.3558
237	51.05	0.00	0.02171	.	0.1237	.
238	97.72	-10.98	0.04978	-0.02786	0.4013	0.4906
239	65.31	-25.56	0.02789	-0.08272	0.3657	0.0715
240	71.18	22.95	0.03001	0.08695	0.5044	1.9999
241	484.80	0.00	0.31399	.	0.3434	.
242	485.34	38.64	0.29630	0.27795	-0.8826	-0.1045
243	443.43	39.85	0.31184	0.30894	0.1438	0.5355
244	495.07	48.45	0.32336	0.29186	0.4000	0.4235
245	392.00	0.00	0.32612	.	0.7968	.
246	309.19	37.55	0.32684	0.28885	0.3973	0.2208
247	255.36	17.86	0.26163	0.21517	-1.1422	-0.4283
248	446.85	91.99	0.29751	0.16196	-0.4955	-1.3607
249	366.14	0.00	0.23698	.	0.0154	.
250	445.70	77.19	0.28406	0.28694	0.7172	0.8809
251	357.42	86.17	0.19436	0.25571	-0.1864	0.6032
252	357.57	66.11	0.25252	0.30187	0.4295	1.2983
253	218.14	0.00	0.20975	.	0.8921	.
254	269.20	11.57	0.21247	0.06889	1.1332	0.4366
255	236.39	3.77	0.22072	0.04900	1.3973	0.7238

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 16
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STATENM=DELAWARE

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
256	TECH	76	1191	112	243	47	419.351	39.4352

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
256	176.351	-7.5648	0.14807	-0.067543	0.628254	-0.23554

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 17
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=FLORIDA

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
257	CLER	73	32874	0	24362	0	11131.1	0.00
258	CLER	74	36250	13731	26850	9975	12422.9	4705.61
259	CLER	75	36597	5305	26391	3789	12724.8	1844.55
260	CLER	76	40068	5313	29302	3697	14107.9	1870.71
261	OFADM	73	8128	0	1585	0	2752.1	0.00
262	OFADM	74	7157	870	1127	139	2452.7	298.15
263	OFADM	75	5847	347	802	52	2033.0	120.65
264	OFADM	76	7482	522	1240	88	2634.4	183.80
265	PPRO	73	12931	0	4511	0	4378.4	0.00
266	PPRO	74	18774	7488	6732	2756	6433.8	2566.14
267	PPRO	75	18506	3029	6329	1218	6434.5	1053.18
268	PPRO	76	20393	2894	6907	1028	7180.4	1018.98
269	PRO	73	26470	0	9975	0	8962.7	0.00
270	PRO	74	31152	7422	11487	3355	10675.8	2543.52
271	PRO	75	33164	2772	11961	1561	11531.1	963.82
272	PRO	76	35412	3365	12915	1821	12468.6	1184.82
273	PTSVS	73	21560	0	691	0	7300.2	0.00
274	PTSVS	74	23434	5639	614	264	8030.8	1932.49
275	PTSVS	75	23893	3061	875	175	8307.6	1064.31
276	PTSVS	76	26855	2412	897	146	9455.6	849.27
277	SKIL	73	12552	0	169	0	4250.1	0.00
278	SKIL	74	14682	2968	478	135	5031.5	1017.13
279	SKIL	75	13951	1833	188	53	4850.8	637.33
280	SKIL	76	16386	1573	256	42	5769.5	553.85
281	SVSMA	73	34570	0	1978	0	11705.4	0.00
282	SVSMA	74	37473	16986	2412	1273	12842.0	5821.10
283	SVSMA	75	34532	7609	2263	677	12006.8	2645.65
284	SVSMA	76	37381	6941	2389	665	13161.9	2443.93
285	TECH	73	21612	0	5341	0	7317.8	0.00
286	TECH	74	19183	5088	4277	1551	6574.0	1743.66
287	TECH	75	19128	2603	4236	1046	6650.8	905.06

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
257	-13231	0.0	-0.40247	.	0.24937	.
258	-14427	-5269.4	-0.39799	-0.38376	0.24686	0.1169
259	-13666	-1944.5	-0.37342	-0.36653	0.29156	0.1218
260	-15194	-1826.3	-0.37921	-0.34374	0.27732	0.4313
261	1167	0.0	0.14360	.	-0.45497	.
262	1326	159.1	0.18523	0.18293	0.15393	0.1654
263	1231	68.7	0.21054	0.19784	0.65577	0.3892
264	1394	95.8	0.18637	0.18352	0.24122	0.4137
265	-133	0.0	-0.01025	.	0.97026	.
266	-298	-189.9	-0.01588	-0.02536	0.88291	0.9030
267	106	-164.8	0.00570	-0.05441	1.02929	0.5346
268	273	-9.0	0.01341	-0.00312	1.25519	1.1633
269	-1012	0.0	-0.03824	.	-0.98859	.
270	-811	-811.5	-0.02604	-0.10933	-0.76982	-0.2584
271	-430	-597.2	-0.01296	-0.21543	-0.34435	-1.3546
272	-446	-636.2	-0.01261	-0.18906	-0.25112	-1.0495
273	6609	0.0	0.30655	.	-0.32140	.
274	7417	1668.5	0.31650	0.29588	0.40061	0.2981
275	7433	889.3	0.31108	0.29053	0.12651	0.3257
276	8559	703.3	0.31870	0.29157	0.28748	0.4202
277	4081	0.0	0.32514	.	0.76896	.
278	4554	882.1	0.31014	0.29721	0.08922	0.3533
279	4663	584.3	0.33422	0.31879	0.60441	0.6204
280	5514	511.9	0.33648	0.32540	0.75906	0.7747
281	9727	0.0	0.28138	.	0.80700	.
282	10430	4548.1	0.27833	0.26776	0.63488	0.6615
283	9744	1968.6	0.28217	0.25873	0.79471	0.6280
284	10773	1778.9	0.28819	0.25629	0.89454	0.8038
285	1977	0.0	0.09147	.	-0.47883	.
286	2297	192.7	0.11974	0.03787	-0.18107	0.1615
287	2415	-140.9	0.12624	-0.05414	0.26681	-0.1954

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 18
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STATENM=FLORIDA

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
288	TECH	76	20947	2419	5054	1016	7375.44	851.73

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
288	2321.44	-164.27	0.110824	-0.067908	0.1795	-0.23932

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 19
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STATENM=GEORGIA

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
289	CLER	73	15572	0	11984	0	5272.68	0.00
290	CLER	74	19786	6180	14890	4085	6780.66	2117.89
291	CLER	75	20417	5985	14664	4038	7098.99	2080.98
292	CLER	76	22150	5626	16134	3728	7799.01	1980.91
293	OFADM	73	4963	0	986	0	1680.47	0.00
294	OFADM	74	4346	290	846	47	1489.37	99.38
295	OFADM	75	4032	268	813	50	1401.93	93.18
296	OFADM	76	4967	344	1155	103	1748.88	121.12
297	PPRO	73	9523	0	4217	0	3224.49	0.00
298	PPRO	74	14320	5302	5725	1999	4907.46	1817.00
299	PPRO	75	13746	4494	5247	1641	4779.48	1562.56
300	PPRO	76	14203	3657	4952	1332	5000.88	1287.63
301	PRO	73	14059	0	6350	0	4760.38	0.00
302	PRO	74	20319	4573	8499	2246	6963.32	1567.17
303	PRO	75	22794	4899	9436	2479	7925.47	1703.38
304	PRO	76	26167	4814	11267	2450	9213.40	1695.01
305	PTSVS	73	11955	0	332	0	4047.96	0.00
306	PTSVS	74	14139	3163	541	138	4845.44	1083.96
307	PTSVS	75	11670	2197	489	132	4057.66	763.90
308	PTSVS	76	14403	2335	627	159	5071.30	822.15
309	SKIL	73	6715	0	420	0	2273.70	0.00
310	SKIL	74	9173	1963	447	108	3143.59	672.72
311	SKIL	75	7885	1238	626	115	2741.61	430.45
312	SKIL	76	9632	1235	530	70	3391.43	434.84
313	SVSMA	73	19188	0	1203	0	6497.06	0.00
314	SVSMA	74	25545	10226	1709	619	8754.27	3504.45
315	SVSMA	75	24332	7841	1747	1020	8460.24	2726.32
316	SVSMA	76	25808	7515	1704	815	9087.00	2646.03
317	TECH	73	9697	0	3325	0	3283.40	0.00
318	TECH	74	12834	2714	3919	1036	4398.21	930.09
319	TECH	75	12819	2422	3806	1072	4457.17	842.13

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
289	-6711.3	0.0	-0.43099	.	0.0040	.
290	-8109.3	-1967.1	-0.40985	-0.31830	0.1375	0.6936
291	-7565.0	-1957.0	-0.37053	-0.32699	0.3162	0.4448
292	-8335.0	-1747.1	-0.37630	-0.31054	0.3037	0.7364
293	694.5	0.0	0.13993	.	-0.5278	.
294	643.4	52.4	0.14804	0.18063	-0.7992	0.1332
295	588.9	43.2	0.14606	0.16113	-0.8819	-0.1663
296	593.9	18.1	0.11957	0.05268	-1.5546	-1.2280
297	-992.5	0.0	-0.10422	.	0.3145	.
298	-817.5	-182.0	-0.05709	-0.03433	0.5986	0.8358
299	-467.5	-78.4	-0.03401	-0.01745	0.7306	0.8582
300	48.9	-44.4	0.00344	-0.01213	1.1779	1.0803
301	-1589.6	0.0	-0.11307	.	-2.3768	.
302	-1535.7	-678.8	-0.07558	-0.14844	-1.5350	-0.6179
303	-1510.5	-775.6	-0.06627	-0.15832	-1.2709	-0.7409
304	-2053.6	-755.0	-0.07848	-0.15683	-1.4190	-0.6935
305	3716.0	0.0	0.31083	.	0.0611	.
306	4304.4	946.0	0.30444	0.29907	-0.3657	0.3697
307	3568.7	631.9	0.30580	0.28762	0.0060	0.2926
308	4444.3	663.2	0.30857	0.28401	0.0430	0.3333
309	1853.7	0.0	0.27605	.	-0.6193	.
310	2696.6	564.7	0.29397	0.28768	-0.2092	0.2023
311	2115.6	315.5	0.26831	0.25481	-0.9816	-0.0271
312	2861.4	364.8	0.29708	0.29542	-0.5094	0.3830
313	5294.1	0.0	0.27590	.	0.7093	.
314	7045.3	2885.5	0.27580	0.28217	0.5985	0.8263
315	6713.2	1706.3	0.27590	0.21761	0.7247	0.2894
316	7383.0	1831.0	0.28607	0.24365	0.8669	0.6666
317	-41.6	0.0	-0.00429	.	-1.5887	.
318	479.2	-105.9	0.03734	-0.03902	-1.3490	-0.5203
319	651.2	-229.9	0.05080	-0.09491	-0.6361	-0.5586

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 20
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STATENM=GEORGIA

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
320	TECH	76	14679	2400	4564	1100	5168.48	845.04

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
320	604.476	-254.96	0.0411796	-0.10623	-0.65962	-0.63577

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 21
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=IDAHO

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
321	CLER	73	2595	0	2425	0	878.67	0.000
322	CLER	74	3650	606	3345	556	1250.85	207.676
323	CLER	75	2103	581	1918	560	731.21	202.014
324	CLER	76	3531	686	3171	583	1243.27	241.541
325	OFADM	73	1042	0	153	0	352.82	0.000
326	OFADM	74	1792	48	217	12	614.12	16.450
327	OFADM	75	917	45	146	6	318.84	15.646
328	OFADM	76	1249	52	254	14	439.77	18.309
329	PPRO	73	1153	0	742	0	390.41	0.000
330	PPRO	74	1715	422	1068	296	587.73	144.619
331	PPRO	75	1091	369	754	254	379.34	128.301
332	PPRO	76	1303	270	919	203	458.79	95.067
333	PRO	73	2576	0	752	0	872.23	0.000
334	PRO	74	3635	354	1033	140	1245.71	121.316
335	PRO	75	2854	639	385	211	992.34	222.180
336	PRO	76	3573	237	1268	106	1258.05	83.448
337	PTSVS	73	1494	0	79	0	505.87	0.000
338	PTSVS	74	1877	228	73	9	643.25	78.136
339	PTSVS	75	1034	192	61	16	359.52	66.758
340	PTSVS	76	1825	305	112	13	642.58	107.390
341	SKIL	73	1631	0	49	0	552.26	0.000
342	SKIL	74	1625	118	71	4	556.89	40.439
343	SKIL	75	1009	125	27	6	350.83	43.462
344	SKIL	76	1783	127	52	6	627.79	44.717
345	SVSMA	73	1771	0	341	0	599.66	0.000
346	SVSMA	74	1614	319	272	41	553.12	109.321
347	SVSMA	75	848	270	213	41	294.85	93.879
348	SVSMA	76	1878	829	482	186	661.24	291.891
349	TECH	73	1671	0	427	0	565.80	0.000
350	TECH	74	1754	191	436	79	601.10	65.456
351	TECH	75	1640	174	477	60	570.23	60.500

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
321	-1546.3	0.00	-0.59589	.	-1.4148	.
322	-2094.1	-348.32	-0.57374	-0.57479	-1.3734	-1.5665
323	-1186.8	-357.99	-0.56433	-0.61616	-1.3286	-1.9170
324	-1927.7	-341.46	-0.54595	-0.49775	-1.2334	-0.9838
325	199.8	0.00	0.19177	.	0.5020	.
326	397.1	4.45	0.22161	0.09270	1.0861	-1.0977
327	172.8	9.65	0.18849	0.21437	0.1299	0.6392
328	185.8	4.31	0.14874	0.08287	-0.7704	-0.8492
329	-351.6	0.00	-0.30494	.	-1.0863	.
330	-480.3	-151.38	-0.28004	-0.35872	-0.9398	-1.5953
331	-374.7	-125.70	-0.34341	-0.34065	-1.5960	-1.9721
332	-460.2	-107.93	-0.35320	-0.39975	-1.5898	-2.4890
333	120.2	0.00	0.04667	.	0.5868	.
334	212.7	-18.68	0.05852	-0.05278	0.5362	0.2615
335	107.3	11.18	0.03761	0.01750	0.5346	1.1484
336	-9.9	-22.55	-0.00278	-0.09516	-0.0770	-0.0121
337	426.9	0.00	0.28572	.	-2.1829	.
338	570.2	69.14	0.30381	0.30323	-0.4057	0.4630
339	298.5	50.76	0.28871	0.26437	-0.3841	0.0277
340	530.6	94.39	0.29073	0.30948	-0.3874	0.6260
341	503.3	0.00	0.30856	.	0.3000	.
342	485.9	36.44	0.29901	0.30880	-0.1162	0.5369
343	323.8	37.46	0.32094	0.29970	0.2848	0.4272
344	575.8	38.72	0.32294	0.30486	0.3231	0.5063
345	258.7	0.00	0.14605	.	-1.6057	.
346	281.1	68.32	0.17417	0.21417	-0.8607	0.0486
347	81.8	52.88	0.09652	0.19585	-1.2795	0.1101
348	179.2	105.89	0.09544	0.12773	-1.6187	-0.5911
349	138.8	0.00	0.08306	.	-0.5762	.
350	165.1	-13.54	0.09413	-0.07091	-0.5441	-0.8031
351	93.2	0.50	0.05685	0.00287	-0.5637	0.3128

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 22
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=IDAHO

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
352	TECH	76	2358	228	829	67	830.252	80.2788

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
352	1.2518	13.2788	0.000530874	0.0582404	-1.1494	1.06559

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 23
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=ILLINOIS

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
353	CLER	73	31293	0	20447	0	10595.8	0.00
354	CLER	74	34688	8095	20865	3947	11887.6	2774.16
355	CLER	75	31534	5704	19134	3087	10964.4	1983.28
356	CLER	76	34805	5133	21039	3013	12254.8	1807.33
357	OFADM	73	8961	0	1392	0	3034.2	0.00
358	OFADM	74	9676	765	1383	89	3316.0	262.17
359	OFADM	75	8432	556	972	101	2931.8	193.32
360	OFADM	76	9986	475	1396	82	3516.1	167.25
361	PPRO	73	10082	0	4617	0	3413.8	0.00
362	PPRO	74	12158	3815	5375	1716	4166.5	1307.40
363	PPRO	75	7953	3293	3388	1271	2765.3	1144.98
364	PPRO	76	10337	2803	4972	1439	3639.7	986.94
365	PRO	73	29263	0	8483	0	9908.5	0.00
366	PRO	74	31899	6229	9584	2129	10931.8	2134.68
367	PRO	75	29827	4097	8333	1247	10370.8	1424.53
368	PRO	76	32321	3850	9564	1314	11380.2	1355.58
369	PTSVS	73	32059	0	559	0	10855.2	0.00
370	PTSVS	74	34670	2900	797	112	11881.4	993.83
371	PTSVS	75	28396	2408	676	149	9873.3	837.26
372	PTSVS	76	33423	2490	1051	207	11768.2	876.73
373	SKIL	73	13327	0	717	0	4512.5	0.00
374	SKIL	74	15857	1212	628	119	5434.2	415.35
375	SKIL	75	13898	1417	211	16	4832.3	492.69
376	SKIL	76	15269	1318	508	20	5376.2	464.07
377	SVSMA	73	28738	0	4285	0	9730.7	0.00
378	SVSMA	74	35780	5311	3879	682	12261.8	1820.08
379	SVSMA	75	31025	5545	3337	645	10787.4	1928.00
380	SVSMA	76	35945	4489	3718	530	12656.2	1580.58
381	TECH	73	21145	0	6447	0	7159.7	0.00
382	TECH	74	20325	3998	6424	1466	6965.4	1370.11
383	TECH	75	20014	3786	6411	1473	6958.9	1316.39

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
353	-9851.2	0.0	-0.31480	.	1.0037	.
354	-8977.4	-1172.8	-0.25880	-0.14488	1.5300	2.22174
355	-8169.6	-1103.7	-0.25907	-0.19350	1.2620	1.53500
356	-8784.2	-1205.7	-0.25238	-0.23489	1.4264	1.43152
357	1642.2	0.0	0.18326	.	0.3330	.
358	1933.0	173.2	0.19977	0.22636	0.5265	0.77334
359	1959.8	92.3	0.23242	0.16605	1.1778	-0.09194
360	2120.1	85.2	0.21230	0.17947	0.9384	0.36292
361	-1203.2	0.0	-0.11934	.	0.2089	.
362	-1208.5	-408.6	-0.09940	-0.10710	0.3067	0.29037
363	-622.7	-126.0	-0.07830	-0.03827	0.3976	0.67593
364	-1332.3	-452.1	-0.12889	-0.16128	0.1509	-0.29306
365	1425.5	0.0	0.04871	.	0.6246	.
366	1347.8	5.7	0.04225	0.00091	0.2850	0.75507
367	2037.8	177.5	0.06832	0.04333	1.0685	1.42601
368	1816.2	41.6	0.05619	0.01080	0.9687	1.15861
369	10296.2	0.0	0.32116	.	0.9847	.
370	11084.4	881.8	0.31971	0.30408	0.6047	0.48213
371	9197.3	688.3	0.32389	0.28582	0.4190	0.27213
372	10717.2	669.7	0.32065	0.26897	0.3347	0.16042
373	3795.5	0.0	0.28480	.	-0.3720	.
374	4806.2	296.4	0.30310	0.24452	-0.0408	-0.48184
375	4621.3	476.7	0.33252	0.33641	0.5634	0.79876
376	4868.2	444.1	0.31883	0.33693	0.1910	0.92526
377	5445.7	0.0	0.18949	.	-0.8313	.
378	8382.8	1138.1	0.23429	0.21429	0.0024	0.04990
379	7450.4	1283.0	0.24014	0.23138	0.3252	0.40273
380	8938.2	1050.6	0.24866	0.23403	0.3791	0.56225
381	712.7	0.0	0.03371	.	-1.1483	.
382	541.4	-95.9	0.02664	-0.02398	-1.5007	-0.38694
383	547.9	-156.6	0.02737	-0.04136	-0.9164	-0.08147

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 24
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=ILLINOIS

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
384	TECH	76	25315	3320	7121	1298	8913.41	1168.97

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
384	1792.41	-129.03	0.0708043	-0.038864	-0.30268	0.0611213

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 25
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=INDIANA

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
385	CLER	73	10477	0	8376	0	3547.51	0.00
386	CLER	74	11347	2723	9011	2017	3888.62	933.17
387	CLER	75	13301	2862	10263	2089	4624.76	995.12
388	CLER	76	15126	2508	11798	1796	5325.86	883.07
389	OFADM	73	4156	0	823	0	1407.22	0.00
390	OFADM	74	4147	274	848	54	1421.18	93.90
391	OFADM	75	4248	255	1170	48	1477.03	88.66
392	OFADM	76	3909	339	962	104	1376.36	119.36
393	PPRO	73	8123	0	3626	0	2750.45	0.00
394	PPRO	74	8598	1846	3958	818	2946.53	632.62
395	PPRO	75	10817	2807	5691	1627	3761.07	975.99
396	PPRO	76	6527	1539	4128	888	2298.16	541.88
397	PRO	73	9397	0	3582	0	3181.82	0.00
398	PRO	74	10673	1762	3867	771	3657.64	603.84
399	PRO	75	12325	1915	5118	1018	4285.40	665.85
400	PRO	76	15997	1889	6555	982	5632.54	665.12
401	PTSVS	73	9148	0	466	0	3097.51	0.00
402	PTSVS	74	10618	1243	554	149	3638.79	425.98
403	PTSVS	75	8978	1011	584	180	3121.65	351.52
404	PTSVS	76	11035	1081	549	258	3885.42	380.62
405	SKIL	73	4697	0	376	0	1590.40	0.00
406	SKIL	74	4436	387	97	12	1520.22	132.62
407	SKIL	75	3912	323	127	8	1360.20	112.31
408	SKIL	76	6340	564	236	59	2232.31	198.58
409	SVSMA	73	13331	0	1645	0	4513.88	0.00
410	SVSMA	74	12987	3513	1780	586	4450.64	1203.91
411	SVSMA	75	12920	4173	2341	869	4492.28	1450.95
412	SVSMA	76	14505	3151	2858	654	5107.21	1109.47
413	TECH	73	4484	0	830	0	1518.28	0.00
414	TECH	74	4726	681	887	199	1619.60	233.38
415	TECH	75	6139	1116	1727	554	2134.53	388.03

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
385	-4828.5	0.0	-0.46087	.	-0.2531	.
386	-5122.4	-1083.8	-0.45143	-0.39803	-0.2458	-0.0089
387	-5638.2	-1093.9	-0.42390	-0.38221	-0.1368	-0.0063
388	-6472.1	-912.9	-0.42788	-0.36401	-0.1637	0.2451
389	584.2	0.0	0.14057	.	-0.5150	.
390	573.2	39.9	0.13821	0.14562	-1.0510	-0.3569
391	307.0	40.7	0.07228	0.15946	-2.6417	-0.1915
392	414.4	15.4	0.10600	0.04532	-1.9192	-1.3204
393	-875.6	0.0	-0.10779	.	0.2896	.
394	-1011.5	-185.4	-0.11764	-0.10042	0.1808	0.3405
395	-1929.9	-651.0	-0.17842	-0.23192	-0.3553	-1.0200
396	-1829.8	-346.1	-0.28035	-0.22490	-1.0245	-0.8789
397	-400.2	0.0	-0.04259	.	-1.0692	.
398	-209.4	-167.2	-0.01962	-0.09487	-0.6706	-0.1254
399	-832.6	-352.2	-0.06755	-0.18389	-1.2932	-1.0157
400	-922.5	-316.9	-0.05766	-0.16775	-1.0500	-0.8141
401	2631.5	0.0	0.28766	.	-2.0097	.
402	3084.8	277.0	0.29052	0.22283	-1.2497	-1.3421
403	2537.7	171.5	0.28265	0.16966	-0.5223	-1.0513
404	3336.4	122.6	0.30235	0.11343	-0.1070	-1.6273
405	1214.4	0.0	0.25855	.	-1.1145	.
406	1423.2	120.6	0.32083	0.31169	0.2865	0.5828
407	1233.2	104.3	0.31524	0.32293	0.1475	0.6624
408	1996.3	139.6	0.31488	0.24749	0.0637	-0.2432
409	2868.9	0.0	0.21520	.	-0.3729	.
410	2670.6	617.9	0.20564	0.17589	-0.4089	-0.3893
411	2151.3	582.0	0.16651	0.13946	-0.4975	-0.3545
412	2249.2	455.5	0.15506	0.14455	-0.8413	-0.4087
413	688.3	0.0	0.15350	.	0.2401	.
414	732.6	34.4	0.15501	0.05048	0.3188	0.2734
415	407.5	-166.0	0.06638	-0.14872	-0.4495	-1.0381

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 26
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=INDIANA

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
416	TECH	76	9916	1207	3725	494	3491.42	424.985

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
416	-233.58	-69.015	-0.023556	-0.057179	-1.4396	-0.12834

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 27
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=IOWA

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
417	CLER	73	7617	0	6056	0	2579.12	0.000
418	CLER	74	7423	1560	6161	1363	2543.86	534.612
419	CLER	75	6964	1436	5765	1199	2421.38	499.297
420	CLER	76	8752	1511	7517	1327	3081.58	532.023
421	OFADM	73	3226	0	643	0	1092.32	0.000
422	OFADM	74	2737	255	445	56	937.97	87.388
423	OFADM	75	1989	140	409	20	691.58	48.678
424	OFADM	76	3103	148	757	47	1092.57	52.111
425	PPRO	73	4336	0	2850	0	1468.17	0.000
426	PPRO	74	4338	1229	2857	817	1486.63	421.178
427	PPRO	75	4319	1355	2879	816	1501.72	471.133
428	PPRO	76	6128	1830	4291	1174	2157.67	644.343
429	PRO	73	5188	0	1640	0	1756.66	0.000
430	PRO	74	5751	922	1782	418	1970.87	315.969
431	PRO	75	5905	876	2020	399	2053.17	304.585
432	PRO	76	7442	1095	2948	583	2620.33	385.549
433	PTSVS	73	4239	0	133	0	1435.33	0.000
434	PTSVS	74	4077	582	156	50	1397.19	199.451
435	PTSVS	75	3948	475	221	61	1372.72	165.157
436	PTSVS	76	4704	427	184	27	1656.28	150.347
437	SKIL	73	5445	0	382	0	1843.68	0.000
438	SKIL	74	4553	314	308	43	1560.31	107.608
439	SKIL	75	3259	208	231	19	1133.15	72.322
440	SKIL	76	5289	277	351	36	1862.26	97.532
441	SVSMA	73	8295	0	1004	0	2808.69	0.000
442	SVSMA	74	6900	1195	914	205	2364.63	409.526
443	SVSMA	75	6296	1538	885	330	2189.12	534.763
444	SVSMA	76	8554	1356	1694	350	3011.86	477.448
445	TECH	73	4479	0	732	0	1516.59	0.000
446	TECH	74	4259	461	740	165	1459.56	157.985
447	TECH	75	4003	565	969	261	1391.84	196.450

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
417	-3476.9	0.00	-0.45646	.	-0.2152	.
418	-3617.1	-828.39	-0.48729	-0.53102	-0.5764	-1.1807
419	-3343.6	-699.70	-0.48013	-0.48726	-0.6140	-0.8642
420	-4435.4	-794.98	-0.50679	-0.52613	-0.8786	-1.2445
421	449.3	0.00	0.13928	.	-0.5406	.
422	493.0	31.39	0.18011	0.12309	0.0228	-0.6723
423	282.6	28.68	0.14207	0.20484	-0.9771	0.4951
424	335.6	5.11	0.10814	0.03453	-1.8617	-1.4557
425	-1381.8	0.00	-0.31869	.	-1.1822	.
426	-1370.4	-395.82	-0.31590	-0.32207	-1.1872	-1.3206
427	-1377.3	-344.87	-0.31889	-0.25451	-1.4116	-1.2178
428	-2133.3	-529.66	-0.34813	-0.28943	-1.5505	-1.4731
429	116.7	0.00	0.02249	.	0.1380	.
430	188.9	-102.03	0.03284	-0.11066	0.1396	-0.2706
431	33.2	-94.41	0.00562	-0.10778	-0.0214	-0.1978
432	-327.7	-197.45	-0.04403	-0.18032	-0.8082	-0.9530
433	1302.3	0.00	0.30722	.	-0.2611	.
434	1241.2	149.45	0.30444	0.25679	-0.3658	-0.5796
435	1151.7	104.16	0.29172	0.21928	-0.3153	-0.4860
436	1472.3	123.35	0.31298	0.28887	0.1496	0.3892
437	1461.7	0.00	0.26844	.	-0.8346	.
438	1252.3	64.61	0.27505	0.20576	-0.5582	-1.0961
439	902.2	53.32	0.27682	0.25635	-0.7768	-0.0115
440	1511.3	61.53	0.28574	0.22214	-0.8744	-0.5745
441	1804.7	0.00	0.21756	.	-0.3308	.
442	1450.6	204.53	0.21024	0.17115	-0.3429	-0.4435
443	1304.1	204.76	0.20713	0.13314	-0.0436	-0.4065
444	1317.9	127.45	0.15406	0.09399	-0.8544	-0.9572
445	784.6	0.00	0.17517	.	0.4913	.
446	719.6	-7.02	0.16895	-0.01522	0.5164	-0.3092
447	422.8	-64.55	0.10563	-0.11425	0.0201	-0.7310

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 28
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=IOWA

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
448	TECH	76	5338	681	1493	332	1879.51	239.78

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
448	386.51	-92.22	0.0724072	-0.13542	-0.28337	-0.93766

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 29
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=KANSAS

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
449	CLER	73	8115	0	6578	0	2747.74	0.000
450	CLER	74	8129	2451	6614	1989	2785.81	839.958
451	CLER	75	7604	1714	6300	1412	2643.91	595.958
452	CLER	76	8709	1849	7264	1494	3066.44	651.033
453	OFADM	73	2313	0	486	0	783.18	0.000
454	OFADM	74	1939	179	311	39	664.50	61.343
455	OFADM	75	1740	68	308	12	605.00	23.644
456	OFADM	76	2434	174	460	23	857.01	61.265
457	PPRO	73	4502	0	2153	0	1524.38	0.000
458	PPRO	74	4451	1210	2078	549	1525.36	414.667
459	PPRO	75	5767	2171	3415	1247	2005.19	754.857
460	PPRO	76	5295	1476	2820	746	1864.37	519.700
461	PRO	73	5468	0	1915	0	1851.46	0.000
462	PRO	74	5756	1849	2039	1026	1972.58	633.652
463	PRO	75	6010	964	2407	466	2089.68	335.183
464	PRO	76	6652	967	2548	422	2342.17	340.481
465	PTSVS	73	4759	0	213	0	1611.40	0.000
466	PTSVS	74	4972	843	162	45	1703.90	288.896
467	PTSVS	75	4170	866	202	74	1449.91	301.108
468	PTSVS	76	5257	748	290	45	1850.99	263.371
469	SKIL	73	5234	0	150	0	1772.23	0.000
470	SKIL	74	5155	879	175	48	1766.62	301.233
471	SKIL	75	4473	554	84	33	1555.26	192.626
472	SKIL	76	5373	740	411	61	1891.83	260.554
473	SVSMA	73	7423	0	736	0	2513.43	0.000
474	SVSMA	74	7352	2666	1001	405	2519.53	913.638
475	SVSMA	75	6729	2458	1068	466	2339.67	854.647
476	SVSMA	76	7882	2578	1117	547	2775.25	907.714
477	TECH	73	4221	0	668	0	1429.23	0.000
478	TECH	74	4358	809	655	204	1493.49	277.244
479	TECH	75	3920	535	693	135	1362.98	186.019

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
449	-3830.3	0.0	-0.47200	.	-0.3488	.
450	-3828.2	-1149.0	-0.47093	-0.46881	-0.4256	-0.6325
451	-3656.1	-816.0	-0.48081	-0.47610	-0.6198	-0.7731
452	-4197.6	-843.0	-0.48198	-0.45590	-0.6539	-0.5993
453	297.2	0.0	0.12848	.	-0.7552	.
454	353.5	22.3	0.18231	0.12482	0.0790	-0.6480
455	297.0	11.6	0.17069	0.17123	-0.2946	-0.0135
456	397.0	38.3	0.16311	0.21992	-0.3840	0.8705
457	-628.6	0.0	-0.13963	.	0.0673	.
458	-552.6	-134.3	-0.12416	-0.11102	0.1358	0.2610
459	-1409.8	-492.1	-0.24446	-0.22669	-0.8519	-0.9741
460	-955.6	-226.3	-0.18048	-0.15332	-0.2494	-0.2198
461	-63.5	0.0	-0.01162	.	-0.4947	.
462	-66.4	-392.3	-0.01154	-0.21219	-0.5458	-1.2039
463	-317.3	-130.8	-0.05280	-0.13570	-1.0368	-0.4978
464	-205.8	-81.5	-0.03094	-0.08430	-0.5762	0.1079
465	1398.4	0.0	0.29384	.	-1.4571	.
466	1541.9	243.9	0.31012	0.28932	-0.0048	0.1507
467	1247.9	227.1	0.29926	0.26225	-0.1433	0.0036
468	1561.0	218.4	0.29694	0.29194	-0.2377	0.4245
469	1622.2	0.0	0.30994	.	0.3392	.
470	1591.6	253.2	0.30875	0.28809	0.0636	0.2088
471	1471.3	159.6	0.32892	0.28813	0.4768	0.3102
472	1480.8	199.6	0.27561	0.26967	-1.2005	0.0465
473	1777.4	0.0	0.23945	.	0.0594	.
474	1518.5	508.6	0.20655	0.19079	-0.3959	-0.2189
475	1271.7	388.6	0.18898	0.15811	-0.2464	-0.2008
476	1658.3	360.7	0.21038	0.13992	-0.1200	-0.4589
477	761.2	0.0	0.18034	.	0.5513	.
478	838.5	73.2	0.19240	0.09054	0.8487	0.6286
479	670.0	51.0	0.17091	0.09536	0.8014	1.1370

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 30
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=KANSAS

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
480	TECH	76	4639	493	940	159	1633.39	173.585

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
480	693.392	14.5853	0.14947	0.0295848	0.645126	0.769172

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 31
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=KENTUCKY

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
481	CLER	73	6358	0	5061	0	2152.82	0.000
482	CLER	74	7635	868	5645	680	2616.51	297.464
483	CLER	75	10534	2236	8558	1606	3662.67	777.457
484	CLER	76	9917	1502	8110	1207	3491.78	528.854
485	OFADM	73	3681	0	1108	0	1246.39	0.000
486	OFADM	74	2706	319	519	92	927.35	109.321
487	OFADM	75	2754	234	632	68	957.57	81.362
488	OFADM	76	2833	328	463	125	997.50	115.489
489	PPRO	73	3132	0	1628	0	1060.50	0.000
490	PPRO	74	1419	513	598	363	486.29	175.805
491	PPRO	75	4479	1120	2905	571	1557.35	389.424
492	PPRO	76	2932	569	1620	309	1032.36	200.345
493	PRO	73	8798	0	2984	0	2979.00	0.000
494	PRO	74	8568	598	2641	169	2936.25	204.935
495	PRO	75	10350	1696	3919	785	3598.69	589.699
496	PRO	76	12808	1292	5111	589	4509.70	454.913
497	PTSVS	73	5619	0	282	0	1902.59	0.000
498	PTSVS	74	5415	1250	134	49	1855.72	428.375
499	PTSVS	75	4561	807	147	69	1585.86	280.594
500	PTSVS	76	6111	915	225	65	2151.68	322.171
501	SKIL	73	4332	0	133	0	1466.82	0.000
502	SKIL	74	6600	365	2512	73	2261.82	125.085
503	SKIL	75	3957	464	411	98	1375.85	161.333
504	SKIL	76	4299	280	117	11	1513.68	98.588
505	SVSMA	73	7422	0	664	0	2513.09	0.000
506	SVSMA	74	8486	1787	730	135	2908.15	612.405
507	SVSMA	75	8722	1989	1346	190	3032.64	691.575
508	SVSMA	76	10564	2092	1401	350	3719.58	736.593
509	TECH	73	3392	0	482	0	1148.53	0.000
510	TECH	74	4721	365	1122	72	1617.89	125.085
511	TECH	75	5520	1223	1825	453	1919.30	425.237

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
481	-2908.2	0.00	-0.45741	.	-0.2233	.
482	-3028.5	-382.54	-0.39666	-0.44071	0.2591	-0.3850
483	-4895.3	-828.54	-0.46472	-0.37055	-0.4832	0.0890
484	-4618.2	-678.15	-0.46569	-0.45150	-0.5062	-0.5588
485	138.4	0.00	0.03759	.	-2.5607	.
486	408.3	17.32	0.15090	0.05430	-0.7258	-1.6353
487	325.6	13.36	0.11822	0.05710	-1.5460	-1.7404
488	534.5	-9.51	0.18867	-0.02900	0.3031	-2.2529
489	-567.5	0.00	-0.18120	.	-0.2227	.
490	-111.7	-187.19	-0.07872	-0.36490	0.4493	-1.6416
491	-1347.7	-181.58	-0.30088	-0.16212	-1.2762	-0.4087
492	-587.6	-108.66	-0.20042	-0.19096	-0.4042	-0.5664
493	-5.0	0.00	-0.00057	.	-0.2897	.
494	295.3	35.93	0.03446	0.06009	0.1646	1.2991
495	-320.3	-195.30	-0.03095	-0.11515	-0.6569	-0.2770
496	-601.3	-134.09	-0.04695	-0.10378	-0.8600	-0.1074
497	1620.6	0.00	0.28841	.	-1.9424	.
498	1721.7	379.37	0.31795	0.30350	0.4931	0.4691
499	1438.9	211.59	0.31547	0.26220	0.2268	0.0030
500	1926.7	257.17	0.31528	0.28106	0.2050	0.2994
501	1333.8	0.00	0.30790	.	0.2814	.
502	-250.2	52.09	-0.03791	0.14270	-6.3321	-2.0954
503	964.8	63.33	0.24383	0.13649	-1.5705	-1.2246
504	1396.7	87.59	0.32488	0.31281	0.3859	0.6102
505	1849.1	0.00	0.24914	.	0.2321	.
506	2178.2	477.40	0.25668	0.26715	0.3239	0.6546
507	1686.6	501.58	0.19338	0.25217	-0.1973	0.5740
508	2318.6	386.59	0.21948	0.18480	-0.0014	0.0280
509	666.5	0.00	0.19650	.	0.7385	.
510	495.9	53.09	0.10504	0.14544	-0.3895	1.1154
511	94.3	-27.76	0.01708	-0.02270	-1.0395	0.0849

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 32
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=KENTUCKY

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
512	TECH	76	5455	798	1304	240	1920.71	280.976

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
512	616.705	40.9758	0.113053	0.0513481	0.206355	0.994298

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 33
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=LOUISIAN

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
513	CLER	73	14103	0	9995	0	4775.28	0.00
514	CLER	74	15129	4249	10730	2881	5184.71	1456.13
515	CLER	75	17620	5212	12139	3558	6126.47	1812.21
516	CLER	76	17861	4054	12194	2769	6288.86	1427.41
517	OFADM	73	5088	0	1155	0	1722.80	0.00
518	OFADM	74	5093	393	1144	84	1745.37	134.68
519	OFADM	75	5061	395	1089	87	1759.71	137.34
520	OFADM	76	5680	540	1103	191	1999.93	190.13
521	PPRO	73	8800	0	3639	0	2979.68	0.00
522	PPRO	74	9228	3583	3719	1313	3162.44	1227.89
523	PPRO	75	9986	5201	3187	1839	3472.13	1808.39
524	PPRO	76	10515	3914	3432	1302	3702.33	1378.12
525	PRO	73	10659	0	4107	0	3609.14	0.00
526	PRO	74	11000	2234	4248	1114	3769.70	765.59
527	PRO	75	14026	2690	6111	1334	4876.84	935.31
528	PRO	76	13554	2509	5720	1169	4772.36	883.42
529	PTSVS	73	8030	0	134	0	2718.96	0.00
530	PTSVS	74	8526	1844	167	45	2921.86	631.94
531	PTSVS	75	8869	1942	242	87	3083.75	675.23
532	PTSVS	76	9802	2136	311	89	3451.28	752.09
533	SKIL	73	7927	0	288	0	2684.08	0.00
534	SKIL	74	7923	780	183	23	2715.21	267.31
535	SKIL	75	8134	1024	197	88	2828.19	356.04
536	SKIL	76	8470	992	188	33	2982.29	349.28
537	SVSMA	73	19807	0	878	0	6706.65	0.00
538	SVSMA	74	19479	6078	1004	316	6675.45	2082.93
539	SVSMA	75	19062	8970	1096	671	6627.86	3118.87
540	SVSMA	76	21650	6533	1037	362	7622.96	2300.27
541	TECH	73	7738	0	1665	0	2620.09	0.00
542	TECH	74	8836	1544	2049	534	3028.10	529.13
543	TECH	75	9426	2247	2678	936	3277.42	781.28

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
513	-5219.7	0.0	-0.37011	.	0.5278	.
514	-5545.3	-1424.9	-0.36653	-0.33534	0.5368	0.5435
515	-6012.5	-1745.8	-0.34123	-0.33496	0.5648	0.3797
516	-5905.1	-1341.6	-0.33062	-0.33093	0.7176	0.5490
517	567.8	0.0	0.11160	.	-1.0906	.
518	601.4	50.7	0.11808	0.12896	-1.5670	-0.5901
519	670.7	50.3	0.13253	0.12745	-1.2048	-0.6760
520	896.9	-0.9	0.15791	-0.00160	-0.5238	-1.9092
521	-659.3	0.0	-0.07492	.	0.5189	.
522	-556.6	-85.1	-0.06031	-0.02375	0.5763	0.9150
523	285.1	-30.6	0.02855	-0.00589	1.2011	0.9595
524	270.3	76.1	0.02571	0.01945	1.3507	1.3711
525	-497.9	0.0	-0.04671	.	-1.1457	.
526	-478.3	-348.4	-0.04348	-0.15596	-1.0392	-0.6869
527	-1234.2	-398.7	-0.08799	-0.14821	-1.6484	-0.6322
528	-947.6	-285.6	-0.06992	-0.11382	-1.2672	-0.2183
529	2585.0	0.0	0.32191	.	1.0516	.
530	2754.9	586.9	0.32311	0.31830	0.8208	0.8013
531	2841.8	588.2	0.32041	0.30290	0.3396	0.4667
532	3140.3	663.1	0.32037	0.31043	0.3279	0.6370
533	2396.1	0.0	0.30227	.	0.1222	.
534	2532.2	244.3	0.31960	0.31321	0.2637	0.6069
535	2631.2	268.0	0.32348	0.26176	0.3459	0.0433
536	2794.3	316.3	0.32990	0.31883	0.5475	0.6889
537	5828.7	0.0	0.29427	.	1.0368	.
538	5671.5	1766.9	0.29116	0.29071	0.8190	0.9240
539	5531.9	2447.9	0.29020	0.27290	0.8845	0.7447
540	6586.0	1938.3	0.30420	0.29669	1.1033	1.2420
541	955.1	0.0	0.12343	.	-0.1084	.
542	979.1	-4.9	0.11081	-0.00315	-0.3077	-0.2022
543	599.4	-154.7	0.06359	-0.06886	-0.4829	-0.3265

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 34
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=LOUISIAN

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
544	TECH	76	9440	1540	2268	570	3323.82	542.234

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
544	1055.82	-27.766	0.111846	-0.01803	0.191806	0.276634

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 35
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=MAINE

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
545	CLER	73	2895	0	2327	0	980.25	0.000
546	CLER	74	3015	534	2402	449	1033.24	183.002
547	CLER	75	2325	489	2070	452	808.40	170.025
548	CLER	76	3000	472	2366	428	1056.30	166.191
549	OFADM	73	1654	0	243	0	560.04	0.000
550	OFADM	74	1211	80	138	17	415.01	27.416
551	OFADM	75	930	46	94	8	323.36	15.994
552	OFADM	76	996	41	101	3	350.69	14.436
553	PPRO	73	1295	0	803	0	438.49	0.000
554	PPRO	74	1735	387	864	207	594.58	132.625
555	PPRO	75	1235	352	742	167	429.41	122.390
556	PPRO	76	1389	471	796	259	489.07	165.839
557	PRO	73	2771	0	772	0	938.26	0.000
558	PRO	74	2721	329	880	139	932.49	112.748
559	PRO	75	2530	263	834	111	879.68	91.445
560	PRO	76	2828	239	772	90	995.74	84.152
561	PTSVS	73	2250	0	80	0	761.85	0.000
562	PTSVS	74	1841	250	102	7	630.91	85.675
563	PTSVS	75	1695	170	98	5	589.35	59.109
564	PTSVS	76	2219	193	76	4	781.31	67.955
565	SKIL	73	2120	0	55	0	717.83	0.000
566	SKIL	74	1511	204	17	3	517.82	69.911
567	SKIL	75	1325	47	12	2	460.70	16.342
568	SKIL	76	1267	31	53	6	446.11	10.915
569	SVSMA	73	2866	0	339	0	970.43	0.000
570	SVSMA	74	2665	842	297	84	913.30	288.553
571	SVSMA	75	2229	337	184	89	775.02	117.175
572	SVSMA	76	2962	207	294	43	1042.92	72.885
573	TECH	73	1416	0	222	0	479.46	0.000
574	TECH	74	1634	260	301	73	559.97	89.102
575	TECH	75	1527	150	245	43	530.94	52.155

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
545	-1346.8	0.00	-0.46520	.	-0.2903	.
546	-1368.8	-266.00	-0.45398	-0.49812	-0.2693	-0.8909
547	-1261.6	-281.97	-0.54262	-0.57664	-1.1444	-1.5942
548	-1309.7	-261.81	-0.43657	-0.55468	-0.2424	-1.5069
549	317.0	0.00	0.19168	.	0.5003	.
550	277.0	10.42	0.22874	0.13020	1.2690	-0.5728
551	229.4	7.99	0.24662	0.17379	1.5165	0.0252
552	249.7	11.44	0.25069	0.27893	1.9704	1.6110
553	-364.5	0.00	-0.28148	.	-0.9225	.
554	-269.4	-74.38	-0.15528	-0.19218	-0.0789	-0.3472
555	-312.6	-44.61	-0.25311	-0.12673	-0.9169	-0.0988
556	-306.9	-93.16	-0.22097	-0.19779	-0.5637	-0.6293
557	166.3	0.00	0.06000	.	0.8340	.
558	52.5	-26.25	0.01929	-0.07979	-0.0697	0.0132
559	45.7	-19.55	0.01806	-0.07435	0.1948	0.1614
560	223.7	-5.85	0.07912	-0.02447	1.3751	0.7689
561	681.8	0.00	0.30304	.	-0.6347	.
562	528.9	78.67	0.28730	0.31470	-1.4548	0.7206
563	491.4	54.11	0.28988	0.31829	-0.3572	0.6420
564	705.3	63.96	0.31785	0.33137	0.2670	0.8777
565	662.8	0.00	0.31266	.	0.4160	.
566	500.8	66.91	0.33145	0.32799	0.4823	0.8411
567	448.7	14.34	0.33864	0.30515	0.7107	0.4824
568	393.1	4.92	0.31027	0.15855	-0.0847	-1.4052
569	631.4	0.00	0.22032	.	-0.2817	.
570	616.3	204.55	0.23126	0.24294	-0.0411	0.3776
571	591.0	28.17	0.26515	0.08361	0.6046	-0.8145
572	748.9	29.88	0.25284	0.14437	0.4336	-0.4106
573	257.5	0.00	0.18182	.	0.5684	.
574	259.0	16.10	0.15849	0.06193	0.3681	0.3749
575	285.9	9.15	0.18725	0.06103	0.9969	0.8311

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 36
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=MAINE

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
576	TECH	76	1879	159	317	59	661.596	55.9839

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
576	344.596	-3.0161	0.183393	-0.018969	1.05385	0.266917

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 37
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=MARYLAND

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
577	CLER	73	13838	0	9121	0	4685.55	0.00
578	CLER	74	14416	1755	9616	951	4940.36	601.44
579	CLER	75	14597	1973	9990	1105	5075.38	686.01
580	CLER	76	18888	1221	12512	729	6650.46	429.91
581	OFADM	73	3016	0	293	0	1021.22	0.00
582	OFADM	74	3556	114	365	5	1218.64	39.07
583	OFADM	75	3431	113	419	10	1192.96	39.29
584	OFADM	76	3405	81	353	11	1198.90	28.52
585	PPRO	73	5127	0	1511	0	1736.00	0.00
586	PPRO	74	7067	916	2049	291	2421.86	313.91
587	PPRO	75	8041	924	2114	232	2795.86	321.27
588	PPRO	76	6046	847	1997	261	2128.80	298.23
589	PRO	73	15449	0	4706	0	5231.03	0.00
590	PRO	74	16682	2369	5487	803	5716.92	811.86
591	PRO	75	17241	2007	5374	679	5994.70	697.83
592	PRO	76	21303	1871	6409	561	7500.79	658.78
593	PTSVS	73	13273	0	183	0	4494.24	0.00
594	PTSVS	74	14073	1771	254	223	4822.82	606.92
595	PTSVS	75	13654	2176	225	266	4747.50	756.60
596	PTSVS	76	15010	1071	304	212	5285.02	377.10
597	SKIL	73	4540	0	326	0	1537.24	0.00
598	SKIL	74	4920	420	170	28	1686.08	143.93
599	SKIL	75	5952	385	56	15	2069.51	133.86
600	SKIL	76	6370	297	59	15	2242.88	104.57
601	SVSMA	73	18242	0	1450	0	6176.74	0.00
602	SVSMA	74	17131	2957	1177	90	5870.79	1013.36
603	SVSMA	75	14767	1931	1109	67	5134.49	671.41
604	SVSMA	76	15979	1445	1497	68	5626.21	508.78
605	TECH	73	7925	0	976	0	2683.40	0.00
606	TECH	74	8340	1436	1567	609	2858.12	492.12
607	TECH	75	9393	963	1416	351	3265.95	334.84

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
577	-4435.5	0.00	-0.32053	.	0.95444	.
578	-4675.6	-349.56	-0.32434	-0.19918	0.92586	1.7433
579	-4914.6	-418.99	-0.33669	-0.21236	0.60334	1.3809
580	-5861.5	-299.09	-0.31033	-0.24495	0.90136	1.3390
581	728.2	0.00	0.24145	.	1.48895	.
582	853.6	34.07	0.24006	0.29884	1.55890	1.7879
583	774.0	29.29	0.22558	0.25920	1.01453	1.3177
584	845.9	17.52	0.24843	0.21630	1.90953	0.8251
585	225.0	0.00	0.04389	.	1.34807	.
586	372.9	22.91	0.05276	0.02501	1.35653	1.2805
587	681.9	89.27	0.08480	0.09662	1.62407	1.8572
588	131.8	37.23	0.02180	0.04395	1.32033	1.5968
589	525.0	0.00	0.03398	.	0.35135	.
590	229.9	8.86	0.01378	0.00374	-0.15474	0.7811
591	620.7	18.83	0.03600	0.00938	0.50669	1.0612
592	1091.8	97.78	0.05125	0.05226	0.88104	1.6167
593	4311.2	0.00	0.32481	.	1.31084	.
594	4568.8	383.92	0.32465	0.21678	0.91857	-1.4778
595	4522.5	490.60	0.33122	0.22546	0.58625	-0.4156
596	4981.0	165.10	0.33185	0.15415	0.60476	-1.1592
597	1211.2	0.00	0.26679	.	-0.88125	.
598	1516.1	115.93	0.30815	0.27603	0.05240	0.0176
599	2013.5	118.86	0.33829	0.30874	0.70227	0.5187
600	2183.9	89.57	0.34284	0.30159	0.96384	0.4637
601	4726.7	0.00	0.25911	.	0.40996	.
602	4693.8	923.36	0.27399	0.31226	0.57257	1.1706
603	4025.5	604.41	0.27260	0.31300	0.68782	1.0751
604	4129.2	440.78	0.25841	0.30504	0.50628	1.3327
605	1707.4	0.00	0.21545	.	0.95809	.
606	1291.1	-116.88	0.15481	-0.08139	0.31595	-0.8960
607	1849.9	-16.16	0.19695	-0.01679	1.11292	0.1376

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 38
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=MARYLAND

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
608	TECH	76	9151	746	1437	269	3222.07	262.667

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
608	1785.07	-6.3334	0.195068	-0.0084898	1.19451	0.375318

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 39
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=MASSACHU

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
609	CLER	73	19021	0	15728	0	6440.5	0.00
610	CLER	74	9910	1010	7817	566	3396.2	346.13
611	CLER	75	27356	524	17646	444	9511.7	182.19
612	CLER	76	29869	4148	19240	2453	10516.9	1460.51
613	OFADM	73	7190	0	1354	0	2434.5	0.00
614	OFADM	74	4031	215	647	64	1381.4	73.68
615	OFADM	75	4262	99	846	25	1481.9	34.42
616	OFADM	76	5265	243	995	72	1853.8	85.56
617	PPRO	73	10788	0	5973	0	3652.8	0.00
618	PPRO	74	3964	878	2172	544	1358.5	300.89
619	PPRO	75	8916	252	4805	124	3100.1	87.62
620	PPRO	76	11227	3419	5958	1590	3953.0	1203.83
621	PRO	73	19092	0	7434	0	6464.6	0.00
622	PRO	74	8701	820	3292	466	2981.8	281.01
623	PRO	75	15049	518	6017	307	5232.5	180.11
624	PRO	76	19095	2408	7361	1283	6723.3	847.86
625	PTSVS	73	22595	0	238	0	7650.7	0.00
626	PTSVS	74	18763	768	188	111	6430.1	263.19
627	PTSVS	75	14806	770	257	81	5148.0	267.73
628	PTSVS	76	21567	840	357	37	7593.7	295.76
629	SKIL	73	10384	0	171	0	3516.0	0.00
630	SKIL	74	8047	375	138	21	2757.7	128.51
631	SKIL	75	8893	139	224	7	3092.1	48.33
632	SKIL	76	11412	399	264	14	4018.2	140.49
633	SVSMA	73	24022	0	3075	0	8133.8	0.00
634	SVSMA	74	14283	1241	926	79	4894.8	425.29
635	SVSMA	75	17871	654	2026	52	6213.7	227.40
636	SVSMA	76	21730	2974	2407	579	7651.1	1047.15
637	TECH	73	10322	0	3118	0	3495.0	0.00
638	TECH	74	4586	302	897	118	1571.6	103.50
639	TECH	75	7024	223	1685	115	2442.2	77.54

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
609	-9287.5	0.00	-0.48828	.	-0.4889	.
610	-4420.8	-219.87	-0.44610	-0.21770	-0.1967	1.5802
611	-8134.3	-261.81	-0.29735	-0.49963	0.9372	-0.9653
612	-8723.1	-992.49	-0.29205	-0.23927	1.0670	1.3912
613	1080.5	0.00	0.15028	.	-0.3221	.
614	734.4	9.68	0.18219	0.04503	0.0761	-1.7651
615	635.9	9.42	0.14920	0.09517	-0.8070	-1.1643
616	858.8	13.56	0.16312	0.05580	-0.3839	-1.1888
617	-2320.2	0.00	-0.21507	.	-0.4591	.
618	-813.5	-243.11	-0.20523	-0.27689	-0.4236	-0.9820
619	-1704.9	-36.38	-0.19122	-0.14436	-0.4515	-0.2532
620	-2005.0	-386.17	-0.17858	-0.11295	-0.2348	0.1520
621	-969.4	0.00	-0.05078	.	-1.2212	.
622	-310.2	-184.99	-0.03565	-0.22559	-0.9182	-1.3270
623	-784.5	-126.89	-0.05213	-0.24496	-1.0251	-1.6719
624	-637.7	-435.14	-0.03339	-0.18071	-0.6197	-0.9573
625	7412.7	0.00	0.32807	.	1.6017	.
626	6242.1	152.19	0.33268	0.19817	1.4287	-1.8958
627	4891.0	186.73	0.33034	0.24251	0.5662	-0.2214
628	7236.7	258.76	0.33555	0.30805	0.6940	0.6097
629	3345.0	0.00	0.32213	.	0.6840	.
630	2619.7	107.51	0.32555	0.28670	0.3735	0.1867
631	2868.1	41.33	0.32251	0.29734	0.3226	0.4033
632	3754.2	126.49	0.32897	0.31701	0.5173	0.6651
633	5058.8	0.00	0.21059	.	-0.4551	.
634	3968.8	346.29	0.27787	0.27904	0.6282	0.7906
635	4187.7	175.40	0.23433	0.26819	0.2603	0.7060
636	5244.1	468.15	0.24133	0.15741	0.2835	-0.2691
637	377.0	0.00	0.03653	.	-1.1156	.
638	674.6	-14.50	0.14710	-0.04803	0.2067	-0.6002
639	757.2	-37.46	0.10781	-0.16800	0.0462	-1.2099

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 40
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STATENM=MASSACHU

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
640	TECH	76	8630	866	2095	328	3038.62	304.919

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
640	943.623	-23.081	0.109342	-0.026653	0.161642	0.187435

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 41
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=MICHIGAN

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
641	CLER	73	27351	0	19531	0	9261.0	0.00
642	CLER	74	26822	4147	19205	3120	9191.9	1421.18
643	CLER	75	18814	2826	11791	1774	6541.6	982.60
644	CLER	76	21947	2251	13868	1444	7727.5	792.58
645	OFADM	73	6636	0	1072	0	2246.9	0.00
646	OFADM	74	5996	262	906	32	2054.8	89.79
647	OFADM	75	5460	293	944	50	1898.4	101.88
648	OFADM	76	7042	283	1167	62	2479.5	99.64
649	PPRO	73	14428	0	6797	0	4885.3	0.00
650	PPRO	74	14734	3172	6341	1582	5049.3	1087.04
651	PPRO	75	7868	1392	2551	556	2735.7	484.00
652	PPRO	76	8608	1147	2872	516	3030.9	403.86
653	PRO	73	23124	0	6918	0	7829.8	0.00
654	PRO	74	24830	3012	7633	1278	8509.2	1032.21
655	PRO	75	24171	3232	7819	1430	8404.3	1123.77
656	PRO	76	27246	3109	8793	1399	9593.3	1094.68
657	PTSVS	73	23030	0	355	0	7798.0	0.00
658	PTSVS	74	21369	2090	461	114	7323.2	716.24
659	PTSVS	75	27194	2581	8776	1471	9455.4	897.41
660	PTSVS	76	31177	2610	9513	1533	10977.4	918.98
661	SKIL	73	10259	0	175	0	3473.7	0.00
662	SKIL	74	10873	445	343	31	3726.2	152.50
663	SKIL	75	14331	1968	3403	804	4982.9	684.27
664	SKIL	76	16119	1904	3175	698	5675.5	670.40
665	SVSMA	73	23169	0	3340	0	7845.0	0.00
666	SVSMA	74	24260	3085	3191	586	8313.9	1057.23
667	SVSMA	75	21158	3038	2267	461	7356.6	1056.31
668	SVSMA	76	24532	2238	2582	382	8637.7	788.00
669	TECH	73	15592	0	3818	0	5279.5	0.00
670	TECH	74	17534	1696	4902	711	6008.9	581.22
671	TECH	75	18468	1636	5727	748	6421.3	568.84

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
641	-10270	0.0	-0.37549	.	0.4816	.
642	-10013	-1698.8	-0.37332	-0.40965	0.4743	-0.1113
643	-5249	-791.4	-0.27901	-0.28004	1.0928	0.8282
644	-6140	-651.4	-0.27979	-0.28939	1.1781	0.9307
645	1175	0.0	0.17706	.	0.2098	.
646	1149	57.8	0.19160	0.22056	0.3171	0.6922
647	954	51.9	0.17481	0.17705	-0.1964	0.0746
648	1312	37.6	0.18638	0.13302	0.2415	-0.2199
649	-1912	0.0	-0.13250	.	0.1171	.
650	-1292	-495.0	-0.08767	-0.15604	0.3876	-0.0764
651	185	-72.0	0.02348	-0.05173	1.1629	0.5581
652	159	-112.1	0.01846	-0.09777	1.2944	0.2918
653	912	0.0	0.03943	.	0.4524	.
654	876	-245.8	0.03529	-0.08160	0.1774	-0.0034
655	585	-306.2	0.02421	-0.09475	0.3018	-0.0578
656	800	-304.3	0.02937	-0.09788	0.4932	-0.0422
657	7443	0.0	0.32319	.	1.1654	.
658	6862	602.2	0.32113	0.28815	0.6946	0.1246
659	679	-573.6	0.02498	-0.22223	-6.4032	-5.5159
660	1464	-614.0	0.04697	-0.23526	-6.2694	-5.6350
661	3299	0.0	0.32154	.	0.6673	.
662	3383	121.5	0.31115	0.27304	0.1079	-0.0298
663	1580	-119.7	0.11024	-0.06084	-4.7850	-3.2219
664	2500	-27.6	0.15513	-0.01450	-5.0791	-3.6661
665	4505	0.0	0.19444	.	-0.7430	.
666	5123	471.2	0.21117	0.15275	-0.3296	-0.6540
667	5090	595.3	0.24055	0.19596	0.3298	0.1109
668	6056	406.0	0.24685	0.18141	0.3555	-0.0087
669	1461	0.0	0.09373	.	-0.4526	.
670	1107	-129.8	0.06313	-0.07652	-0.9834	-0.8528
671	694	-179.2	0.03760	-0.10951	-0.7940	-0.6888

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 42
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=MICHIGAN

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
672	TECH	76	19496	1663	6067	812	6864.54	585.542

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
672	797.542	-226.46	0.040908	-0.13617	-0.66289	-0.94548

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 43
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=MINNESOT

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
673	CLER	73	11524	0	9657	0	3902.03	0.00
674	CLER	74	13351	3265	11194	2625	4575.39	1118.92
675	CLER	75	10982	2883	9341	2276	3818.44	1002.42
676	CLER	76	14114	2449	12158	2118	4969.54	862.29
677	OFADM	73	5532	0	1028	0	1873.14	0.00
678	OFADM	74	3325	185	530	27	1139.48	63.40
679	OFADM	75	2496	115	406	26	867.86	39.99
680	OFADM	76	3839	164	672	39	1351.71	57.74
681	PPRO	73	4175	0	3226	0	1413.65	0.00
682	PPRO	74	3691	931	2711	606	1264.91	319.05
683	PPRO	75	2825	746	1972	436	982.25	259.38
684	PPRO	76	8028	1654	5265	1026	2826.66	582.37
685	PRO	73	10089	0	4156	0	3416.14	0.00
686	PRO	74	12625	1803	4535	913	4326.59	617.89
687	PRO	75	12706	1689	4511	748	4417.88	587.27
688	PRO	76	14762	1934	5413	943	5197.70	680.96
689	PTSVS	73	6017	0	155	0	2037.36	0.00
690	PTSVS	74	6586	493	197	107	2257.02	168.95
691	PTSVS	75	4509	356	123	36	1567.78	123.78
692	PTSVS	76	5973	403	195	60	2103.09	141.90
693	SKIL	73	5521	0	226	0	1869.41	0.00
694	SKIL	74	5799	219	267	27	1987.32	75.05
695	SKIL	75	3488	206	51	7	1212.78	71.63
696	SKIL	76	5187	220	169	4	1826.34	77.46
697	SVSMA	73	14811	0	4153	0	5015.00	0.00
698	SVSMA	74	14709	2237	3510	736	5040.77	766.62
699	SVSMA	75	12774	1724	3205	466	4441.52	599.43
700	SVSMA	76	12516	1397	2018	349	4406.88	491.88
701	TECH	73	6382	0	1599	0	2160.95	0.00
702	TECH	74	6229	639	1482	303	2134.68	218.99
703	TECH	75	6042	537	1382	240	2100.80	186.71

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
673	-5755.0	0.0	-0.49939	.	-0.5845	.
674	-6618.6	-1506.1	-0.49574	-0.46128	-0.6543	-0.5662
675	-5522.6	-1273.6	-0.50287	-0.44176	-0.8070	-0.4926
676	-7188.5	-1255.7	-0.50931	-0.51274	-0.9015	-1.1216
677	845.1	0.0	0.15277	.	-0.2727	.
678	609.5	36.4	0.18330	0.19675	0.1045	0.3589
679	461.9	14.0	0.18504	0.12161	0.0477	-0.7643
680	679.7	18.7	0.17705	0.11430	-0.0092	-0.4549
681	-1812.3	0.0	-0.43409	.	-1.9876	.
682	-1446.1	-286.9	-0.39179	-0.30821	-1.7108	-1.2168
683	-989.7	-176.6	-0.35035	-0.23675	-1.6482	-1.0622
684	-2438.3	-443.6	-0.30373	-0.26821	-1.2059	-1.2778
685	-739.9	0.0	-0.07333	.	-1.6396	.
686	-208.4	-295.1	-0.01651	-0.16368	-0.6226	-0.7579
687	-93.1	-160.7	-0.00733	-0.09517	-0.2464	-0.0622
688	-215.3	-262.0	-0.01458	-0.13549	-0.2862	-0.4577
689	1882.4	0.0	0.31284	.	0.2407	.
690	2060.0	62.0	0.31279	0.12566	0.1649	-3.5237
691	1444.8	87.8	0.32042	0.24658	0.3397	-0.1750
692	1908.1	81.9	0.31945	0.20322	0.3057	-0.5953
693	1643.4	0.0	0.29767	.	-0.0080	.
694	1720.3	48.1	0.29666	0.21941	-0.1596	-0.8797
695	1161.8	64.6	0.33308	0.31372	0.5768	0.5691
696	1657.3	73.5	0.31952	0.33392	0.2131	0.8860
697	862.0	0.0	0.05820	.	-3.1720	.
698	1530.8	30.6	0.10407	0.01369	-1.8673	-2.2446
699	1236.5	133.4	0.09680	0.07740	-1.2764	-0.8657
700	2388.9	142.9	0.19087	0.10228	-0.3745	-0.8672
701	561.9	0.0	0.08805	.	-0.5184	.
702	652.7	-84.0	0.10478	-0.13148	-0.3931	-1.3402
703	718.8	-53.3	0.11897	-0.09923	0.1797	-0.5971

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 44
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=MINNESOT

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
704	TECH	76	7522	680	1969	386	2648.5	239.428

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
704	679.496	-146.57	0.0903345	-0.21555	-0.067373	-1.7665

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 45
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=MISSISSI

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
705	CLER	73	2653	0	2206	0	898.31	0.00
706	CLER	74	5642	1508	4842	1235	1933.51	516.79
707	CLER	75	2831	620	2274	426	984.34	215.57
708	CLER	76	3359	711	2747	560	1182.70	250.34
709	OFADM	73	1464	0	353	0	495.71	0.00
710	OFADM	74	2099	127	485	26	719.33	43.52
711	OFADM	75	1324	90	373	13	460.35	31.29
712	OFADM	76	1633	80	384	23	574.98	28.17
713	PPRO	73	2271	0	1177	0	768.96	0.00
714	PPRO	74	3785	1045	1200	366	1297.12	358.12
715	PPRO	75	2551	538	1050	224	886.98	187.06
716	PPRO	76	3185	783	1379	371	1121.44	275.69
717	PRO	73	2101	0	919	0	711.40	0.00
718	PRO	74	6163	1280	2749	750	2112.06	438.66
719	PRO	75	2404	383	1162	256	835.87	133.17
720	PRO	76	3377	517	1598	349	1189.04	182.04
721	PTSVS	73	2492	0	67	0	843.79	0.00
722	PTSVS	74	3861	943	123	34	1323.16	323.17
723	PTSVS	75	2601	507	96	23	904.37	176.28
724	PTSVS	76	3301	489	228	21	1162.28	172.18
725	SKIL	73	2656	0	145	0	899.32	0.00
726	SKIL	74	3289	458	138	12	1127.14	156.96
727	SKIL	75	2291	224	84	26	796.58	77.88
728	SKIL	76	2985	307	85	10	1051.02	108.09
729	SVSMA	73	8191	0	461	0	2773.47	0.00
730	SVSMA	74	11078	3012	684	212	3796.43	1032.21
731	SVSMA	75	7262	1616	492	94	2525.00	561.88
732	SVSMA	76	8840	1870	491	163	3112.56	658.43
733	TECH	73	2039	0	1072	0	690.41	0.00
734	TECH	74	4587	1004	1311	319	1571.96	344.07
735	TECH	75	2511	533	1474	325	873.07	185.32

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
705	-1307.7	0.00	-0.49291	.	-0.5288	.
706	-2908.5	-718.21	-0.51551	-0.47627	-0.8365	-0.6983
707	-1289.7	-210.43	-0.45555	-0.33940	-0.4054	0.3434
708	-1564.3	-309.66	-0.46570	-0.43552	-0.5064	-0.4120
709	142.7	0.00	0.09748	.	-1.3711	.
710	234.3	17.52	0.11164	0.13798	-1.7320	-0.4639
711	87.4	18.29	0.06598	0.20326	-2.7919	0.4711
712	191.0	5.17	0.11695	0.06460	-1.6249	-1.0784
713	-408.0	0.00	-0.17967	.	-0.2121	.
714	97.1	-7.88	0.02566	-0.00754	1.1695	1.0365
715	-163.0	-36.94	-0.06390	-0.06866	0.5059	0.4098
716	-257.6	-95.31	-0.08087	-0.12172	0.5236	0.0712
717	-207.6	0.00	-0.09881	.	-2.1123	.
718	-636.9	-311.34	-0.10335	-0.24324	-1.9639	-1.4892
719	-326.1	-122.83	-0.13566	-0.32071	-2.4770	-2.4858
720	-409.0	-166.96	-0.12110	-0.32295	-2.1747	-2.5288
721	776.8	0.00	0.31171	.	0.1401	.
722	1200.2	289.17	0.31084	0.30664	0.0413	0.5397
723	808.4	153.28	0.31079	0.30234	0.1200	0.4602
724	934.3	151.18	0.28303	0.30916	-0.5732	0.6223
725	754.3	0.00	0.28401	.	-0.3944	.
726	989.1	144.96	0.30074	0.31650	-0.0842	0.6589
727	712.6	51.88	0.31103	0.23163	0.0464	-0.2617
728	966.0	98.09	0.32362	0.31953	0.3453	0.6979
729	2312.5	0.00	0.28232	.	0.8237	.
730	3112.4	820.21	0.28096	0.27231	0.6725	0.7136
731	2033.0	467.88	0.27995	0.28953	0.7699	0.8818
732	2621.6	495.43	0.29656	0.26493	1.0036	0.8975
733	-381.6	0.00	-0.18715	.	-3.7081	.
734	261.0	25.07	0.05689	0.02497	-1.0718	0.0472
735	-600.9	-139.68	-0.23932	-0.26206	-4.1078	-2.0482

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 46
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=MISSISSI

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
736	TECH	76	3040	644	1658	410	1070.38	226.752

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
736	-587.62	-183.25	-0.19329	-0.28455	-3.4847	-2.4803

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 47
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=MISSOURI

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
737	CLER	73	14004	0	10075	0	4741.75	0.00
738	CLER	74	14775	2991	10691	2268	5063.39	1025.02
739	CLER	75	12980	3173	9520	2281	4513.15	1103.25
740	CLER	76	15862	3504	11934	2567	5585.01	1233.76
741	OFADM	73	4246	0	920	0	1437.70	0.00
742	OFADM	74	3879	216	915	42	1329.33	74.02
743	OFADM	75	3542	200	921	41	1231.55	69.54
744	OFADM	76	4724	207	1222	35	1663.32	72.88
745	PPRO	73	8955	0	4041	0	3032.16	0.00
746	PPRO	74	8871	2202	4089	1060	3040.09	754.63
747	PPRO	75	7726	1330	3282	588	2686.33	462.44
748	PPRO	76	10581	2364	4895	1166	3725.57	832.36
749	PRO	73	12357	0	4179	0	4184.08	0.00
750	PRO	74	12362	2440	4228	1066	4236.46	836.19
751	PRO	75	13425	3151	4706	1289	4667.87	1095.60
752	PRO	76	15170	2958	5753	1435	5341.36	1041.51
753	PTSVS	73	11900	0	248	0	4029.34	0.00
754	PTSVS	74	11622	1421	242	91	3982.86	486.98
755	PTSVS	75	9949	1096	202	64	3459.27	381.08
756	PTSVS	76	12288	1460	293	174	4326.60	514.07
757	SKIL	73	8779	0	142	0	2972.57	0.00
758	SKIL	74	8324	888	65	33	2852.63	304.32
759	SKIL	75	7903	658	58	13	2747.87	228.79
760	SKIL	76	8924	947	189	29	3142.14	333.44
761	SVSMA	73	13089	0	1470	0	4431.94	0.00
762	SVSMA	74	13081	2643	1463	314	4482.86	905.76
763	SVSMA	75	11490	2117	1304	239	3995.07	736.08
764	SVSMA	76	14106	2904	1844	497	4966.72	1022.50
765	TECH	73	6607	0	1294	0	2237.13	0.00
766	TECH	74	7078	818	1473	245	2425.63	280.33
767	TECH	75	6555	829	1473	255	2279.17	288.24

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
737	-5333.2	0.0	-0.38084	.	0.4355	.
738	-5627.6	-1243.0	-0.38089	-0.41557	0.4045	-0.16349
739	-5006.9	-1177.7	-0.38574	-0.37118	0.1871	0.08384
740	-6349.0	-1333.2	-0.40026	-0.38049	0.0865	0.09363
741	517.7	0.0	0.12193	.	-0.8854	.
742	414.3	32.0	0.10681	0.14826	-1.8556	-0.32001
743	310.6	28.5	0.08768	0.14270	-2.2744	-0.44519
744	441.3	37.9	0.09342	0.18302	-2.2574	0.40746
745	-1008.8	0.0	-0.11266	.	0.2556	.
746	-1048.9	-305.4	-0.11824	-0.13868	0.1766	0.05373
747	-595.7	-125.6	-0.07710	-0.09441	0.4066	0.18433
748	-1169.4	-333.6	-0.11052	-0.14113	0.2935	-0.10754
749	5.1	0.0	0.00041	.	-0.2715	.
750	8.5	-229.8	0.00068	-0.09419	-0.3571	-0.11909
751	-38.1	-193.4	-0.00284	-0.06138	-0.1684	0.30085
752	-411.6	-393.5	-0.02714	-0.13303	-0.5087	-0.43045
753	3781.3	0.0	0.31776	.	0.6805	.
754	3740.9	396.0	0.32188	0.27866	0.7423	-0.08857
755	3257.3	317.1	0.32740	0.28931	0.4989	0.31181
756	4033.6	340.1	0.32826	0.23292	0.5181	-0.25388
757	2830.6	0.0	0.32243	.	0.6923	.
758	2787.6	271.3	0.33489	0.30554	0.5458	0.48523
759	2689.9	215.8	0.34036	0.32794	0.7521	0.71308
760	2953.1	304.4	0.33092	0.32148	0.5802	0.72342
761	2961.9	0.0	0.22629	.	-0.1752	.
762	3019.9	591.8	0.23086	0.22390	-0.0468	0.15980
763	2691.1	497.1	0.23421	0.23480	0.2589	0.43095
764	3122.7	525.5	0.22138	0.18096	0.0233	-0.01362
765	943.1	0.0	0.14275	.	0.1155	.
766	952.6	35.3	0.13459	0.04319	0.0294	0.20871
767	806.2	33.2	0.12299	0.04010	0.2278	0.64451

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 48
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=MISSOURI

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
768	TECH	76	8546	1254	2163	519	3009.05	441.533

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
768	846.047	-77.467	0.0989991	-0.061776	0.037023	-0.17588

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 49
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=MONTANA

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
769	CLER	73	2726	0	2325	0	923.02	0.000
770	CLER	74	2958	1031	2530	884	1013.71	353.324
771	CLER	75	2972	1027	2570	860	1033.36	357.088
772	CLER	76	3527	1110	2998	973	1241.86	390.831
773	OFADM	73	1366	0	264	0	462.53	0.000
774	OFADM	74	1566	132	442	20	536.67	45.236
775	OFADM	75	1103	84	177	10	383.51	29.207
776	OFADM	76	1119	115	178	36	394.00	40.491
777	PPRO	73	1554	0	1120	0	526.18	0.000
778	PPRO	74	1390	773	1013	476	476.35	264.907
779	PPRO	75	1414	733	933	368	491.65	254.864
780	PPRO	76	2094	909	1232	484	737.30	320.059
781	PRO	73	2165	0	590	0	733.07	0.000
782	PRO	74	2431	534	708	200	833.10	183.002
783	PRO	75	2222	547	621	188	772.59	190.192
784	PRO	76	2914	791	939	287	1026.02	278.511
785	PTSVS	73	1282	0	40	0	434.09	0.000
786	PTSVS	74	1438	239	27	3	492.80	81.905
787	PTSVS	75	1311	177	63	6	455.83	61.543
788	PTSVS	76	1345	247	68	30	473.57	86.969
789	SKIL	73	2275	0	108	0	770.31	0.000
790	SKIL	74	2191	208	157	12	750.86	71.282
791	SKIL	75	1747	113	109	32	607.43	39.290
792	SKIL	76	1590	94	106	6	559.84	33.097
793	SVSMA	73	1840	0	362	0	623.02	0.000
794	SVSMA	74	2321	638	452	172	795.41	218.643
795	SVSMA	75	1750	848	455	233	608.47	294.850
796	SVSMA	76	2492	662	581	202	877.43	233.090
797	TECH	73	1041	0	375	0	352.48	0.000
798	TECH	74	1546	638	605	292	529.81	218.643
799	TECH	75	1386	417	507	163	481.91	144.991

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
769	-1402.0	0.00	-0.51430	.	-0.7128	.
770	-1516.3	-530.68	-0.51261	-0.51472	-0.8098	-1.0371
771	-1536.6	-502.91	-0.51704	-0.48969	-0.9272	-0.8841
772	-1756.1	-582.17	-0.49791	-0.52448	-0.7982	-1.2294
773	198.5	0.00	0.14533	.	-0.4204	.
774	94.7	25.24	0.06045	0.19118	-3.0437	0.2809
775	206.5	19.21	0.18723	0.22865	0.0999	0.8554
776	216.0	4.49	0.19303	0.03906	0.4203	-1.3990
777	-593.8	0.00	-0.38212	.	-1.6249	.
778	-536.6	-211.09	-0.38608	-0.27308	-1.6714	-0.9535
779	-441.4	-113.14	-0.31213	-0.15435	-1.3608	-0.3406
780	-494.7	-163.94	-0.23625	-0.18035	-0.6822	-0.4687
781	143.1	0.00	0.06608	.	0.9468	.
782	125.1	-17.00	0.05146	-0.03183	0.4272	0.4541
783	151.6	2.19	0.06822	0.00401	1.0667	1.0034
784	87.0	-8.49	0.02986	-0.01073	0.5018	0.9207
785	394.1	0.00	0.30740	.	-0.2455	.
786	465.8	78.91	0.32392	0.33015	0.8724	1.0674
787	392.8	55.54	0.29965	0.31380	-0.1344	0.5909
788	405.6	56.97	0.30154	0.23064	-0.1265	-0.2801
789	662.3	0.00	0.29113	.	-0.1930	.
790	593.9	59.28	0.27104	0.28501	-0.6322	0.1599
791	498.4	7.29	0.28531	0.06451	-0.5726	-1.9532
792	453.8	27.10	0.28543	0.28827	-0.8842	0.2896
793	261.0	0.00	0.14186	.	-1.6805	.
794	343.4	46.64	0.14796	0.07311	-1.2372	-1.5649
795	153.5	61.85	0.08770	0.07294	-1.3781	-0.9024
796	296.4	31.09	0.11895	0.04696	-1.3122	-1.4674
797	-22.5	0.00	-0.02163	.	-1.7897	.
798	-75.2	-73.36	-0.04863	-0.11498	-2.5674	-1.1939
799	-25.1	-18.01	-0.01810	-0.04319	-1.4606	-0.0977

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 50
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=MONTANA

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
800	TECH	76	1749	482	647	163	615.823	169.712

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
800	-31.177	6.7122	-0.017826	0.0139257	-1.3705	0.607191

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 51
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=NEBRASKA

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
801	CLER	73	5691	0	4683	0	1926.97	0.000
802	CLER	74	5613	950	4685	777	1923.58	325.565
803	CLER	75	5297	956	4343	779	1841.77	332.401
804	CLER	76	5779	912	4770	764	2034.79	321.115
805	OFADM	73	2186	0	370	0	740.18	0.000
806	OFADM	74	2411	135	511	43	826.25	46.264
807	OFADM	75	2024	163	307	33	703.74	56.675
808	OFADM	76	2174	109	353	26	765.47	38.379
809	PPRO	73	2011	0	1109	0	680.92	0.000
810	PPRO	74	2257	726	1373	427	773.47	248.800
811	PPRO	75	1893	701	1041	418	658.20	243.738
812	PPRO	76	2242	538	1203	294	789.41	189.430
813	PRO	73	4436	0	1555	0	1502.03	0.000
814	PRO	74	4584	714	1698	390	1570.94	244.688
815	PRO	75	4552	899	1743	474	1582.73	312.582
816	PRO	76	4719	586	1612	279	1661.56	206.331
817	PTSVS	73	2834	0	94	0	959.59	0.000
818	PTSVS	74	3002	346	224	32	1028.79	118.574
819	PTSVS	75	2513	271	88	10	873.77	94.227
820	PTSVS	76	2802	318	133	50	986.58	111.968
821	SKIL	73	5123	0	454	0	1734.65	0.000
822	SKIL	74	5824	432	353	52	1995.88	148.046
823	SKIL	75	4129	376	101	15	1435.65	130.735
824	SKIL	76	5124	480	183	69	1804.16	169.008
825	SVSMA	73	5229	0	847	0	1770.54	0.000
826	SVSMA	74	5051	1277	1054	384	1730.98	437.628
827	SVSMA	75	4978	1597	1490	765	1730.85	555.277
828	SVSMA	76	5302	1262	1204	468	1866.83	444.350
829	TECH	73	3139	0	909	0	1062.87	0.000
830	TECH	74	2813	276	873	123	964.02	94.585
831	TECH	75	2842	338	885	162	988.16	117.523

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
801	-2756.0	0.00	-0.48428	.	-0.4545	.
802	-2761.4	-451.44	-0.49197	-0.47519	-0.6195	-0.6888
803	-2501.2	-446.60	-0.47220	-0.46715	-0.5467	-0.7000
804	-2735.2	-442.88	-0.47330	-0.48562	-0.5752	-0.8723
805	370.2	0.00	0.16934	.	0.0565	.
806	315.2	3.26	0.13075	0.02418	-1.2421	-2.0569
807	396.7	23.68	0.19602	0.14525	0.3096	-0.4067
808	412.5	12.38	0.18973	0.11357	0.3315	-0.4640
809	-428.1	0.00	-0.21287	.	-0.4437	.
810	-599.5	-178.20	-0.26563	-0.24545	-0.8403	-0.7464
811	-382.8	-174.26	-0.20222	-0.24859	-0.5343	-1.1659
812	-413.6	-104.57	-0.18447	-0.19437	-0.2805	-0.5978
813	-53.0	0.00	-0.01194	.	-0.5007	.
814	-127.1	-145.31	-0.02772	-0.20352	-0.7957	-1.1241
815	-160.3	-161.42	-0.03521	-0.17955	-0.7310	-0.9690
816	49.6	-72.67	0.01050	-0.12401	0.1586	-0.3308
817	865.6	0.00	0.30543	.	-0.4214	.
818	804.8	86.57	0.26808	0.25021	-2.6755	-0.7272
819	785.8	84.23	0.31268	0.31080	0.1631	0.5567
820	853.6	61.97	0.30463	0.19487	-0.0519	-0.6913
821	1280.6	0.00	0.24998	.	-1.3568	.
822	1642.9	96.05	0.28209	0.22233	-0.4284	-0.8334
823	1334.7	115.74	0.32324	0.30781	0.3401	0.5093
824	1621.2	100.01	0.31639	0.20835	0.1123	-0.7546
825	923.5	0.00	0.17662	.	-1.0608	.
826	677.0	53.63	0.13403	0.04200	-1.4372	-1.9208
827	240.9	-209.72	0.04838	-0.13132	-1.8174	-2.5850
828	662.8	-23.65	0.12502	-0.01874	-1.2331	-2.1803
829	153.9	0.00	0.04902	.	-0.9709	.
830	91.0	-28.41	0.03236	-0.10295	-1.4196	-1.0872
831	103.2	-44.48	0.03630	-0.13159	-0.8095	-0.8855

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 52
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=NEBRASKA

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
832	TECH	76	3001	332	897	164	1056.65	116.897

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
832	159.652	-47.103	0.0531996	-0.14188	-0.5148	-1.0045

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 53
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=NEVADA

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
833	CLER	73	2988	0	2544	0	1011.74	0.000
834	CLER	74	3505	1014	2944	765	1201.16	347.498
835	CLER	75	3683	221	3121	179	1280.58	76.842
836	CLER	76	4963	1116	4220	945	1747.47	392.944
837	OFADM	73	2190	0	559	0	741.53	0.000
838	OFADM	74	1021	96	160	16	349.90	32.899
839	OFADM	75	889	24	119	2	309.11	8.345
840	OFADM	76	1146	84	235	7	403.51	29.576
841	PPRO	73	842	0	249	0	285.10	0.000
842	PPRO	74	994	360	439	126	340.64	123.372
843	PPRO	75	695	70	308	32	241.65	24.339
844	PPRO	76	1542	694	929	293	542.94	244.357
845	PRO	73	2538	0	562	0	859.37	0.000
846	PRO	74	3644	531	934	177	1248.80	181.974
847	PRO	75	3455	93	1006	39	1201.30	32.336
848	PRO	76	3956	662	1411	369	1392.91	233.090
849	PTSVS	73	2189	0	53	0	741.20	0.000
850	PTSVS	74	2201	340	87	9	754.28	116.518
851	PTSVS	75	1780	119	55	6	618.91	41.376
852	PTSVS	76	2734	418	143	30	962.64	147.178
853	SKIL	73	1277	0	29	0	432.39	0.000
854	SKIL	74	1259	98	55	7	431.46	33.585
855	SKIL	75	1032	51	11	0	358.83	17.733
856	SKIL	76	1855	165	38	12	653.15	58.096
857	SVSMA	73	1711	0	174	0	579.34	0.000
858	SVSMA	74	1768	471	161	56	605.89	161.412
859	SVSMA	75	1751	132	151	12	608.82	45.896
860	SVSMA	76	2581	514	284	58	908.77	180.979
861	TECH	73	2418	0	700	0	818.73	0.000
862	TECH	74	2769	739	792	224	948.94	253.255
863	TECH	75	2126	103	531	30	739.21	35.813

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
833	-1532.3	0.00	-0.51281	.	-0.7000	.
834	-1742.8	-417.50	-0.49724	-0.41174	-0.6682	-0.1297
835	-1840.4	-102.16	-0.49971	-0.46225	-0.7802	-0.6600
836	-2472.5	-552.06	-0.49819	-0.49467	-0.8007	-0.9555
837	182.5	0.00	0.08335	.	-1.6518	.
838	189.9	16.90	0.18599	0.17603	0.1734	0.0688
839	190.1	6.34	0.21384	0.26437	0.7346	1.3958
840	168.5	22.58	0.14704	0.26877	-0.8161	1.4834
841	36.1	0.00	0.04288	.	1.3410	.
842	-98.4	-2.63	-0.09895	-0.00730	0.3097	1.0383
843	-66.3	-7.66	-0.09547	-0.10944	0.2685	0.0526
844	-386.1	-48.64	-0.25036	-0.07009	-0.7918	0.5466
845	297.4	0.00	0.11717	.	1.8945	.
846	314.8	4.97	0.08639	0.00937	0.9667	0.8328
847	195.3	-6.66	0.05653	-0.07165	0.8635	0.1904
848	-18.1	-135.91	-0.00457	-0.20530	-0.1087	-1.2290
849	688.2	0.00	0.31439	.	0.3791	.
850	667.3	107.52	0.30317	0.31623	-0.4461	0.7549
851	563.9	35.38	0.31680	0.29728	0.2571	0.4027
852	819.6	117.18	0.29980	0.28033	-0.1687	0.2910
853	403.4	0.00	0.31589	.	0.5075	.
854	376.5	26.58	0.29901	0.27127	-0.1161	-0.0578
855	347.8	17.73	0.33704	0.34770	0.6722	0.9130
856	615.1	46.10	0.33161	0.27937	0.6025	0.1733
857	405.3	0.00	0.23691	.	0.0140	.
858	444.9	105.41	0.25164	0.22380	0.2515	0.1587
859	457.8	33.90	0.26146	0.25679	0.5634	0.6121
860	624.8	122.98	0.24207	0.23926	0.2931	0.6189
861	118.7	0.00	0.04910	.	-0.9698	.
862	156.9	29.26	0.05668	0.03959	-1.0749	0.1768
863	208.2	5.81	0.09794	0.05644	-0.0720	0.7901

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 54
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=NEVADA

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
864	TECH	76	2530	322	819	124	890.813	113.376

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
864	71.813	-10.624	0.0283846	-0.032993	-0.81378	0.121849

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 55
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=NEWHAMPS

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
865	CLER	73	834	0	681	0	282.39	0.000
866	CLER	74	710	128	626	107	243.32	43.866
867	CLER	75	1768	329	1552	292	614.73	114.393
868	CLER	76	2174	351	1941	293	765.47	123.587
869	OFADM	73	495	0	75	0	167.61	0.000
870	OFADM	74	527	27	85	1	180.60	9.253
871	OFADM	75	597	30	82	9	207.58	10.431
872	OFADM	76	954	33	196	8	335.90	11.619
873	PPRO	73	519	0	340	0	175.73	0.000
874	PPRO	74	848	347	775	316	290.61	118.917
875	PPRO	75	1357	298	686	203	471.83	103.615
876	PPRO	76	1862	281	1074	167	655.61	98.940
877	PRO	73	597	0	185	0	202.14	0.000
878	PRO	74	640	58	253	44	219.33	19.877
879	PRO	75	1955	230	669	99	679.75	79.971
880	PRO	76	2385	288	870	139	839.76	101.405
881	PTSVS	73	1299	0	24	0	439.84	0.000
882	PTSVS	74	1327	260	13	1	454.76	89.102
883	PTSVS	75	1142	99	12	2	397.07	34.422
884	PTSVS	76	1894	187	38	7	666.88	65.843
885	SKIL	73	684	0	45	0	231.60	0.000
886	SKIL	74	665	43	14	5	227.90	14.736
887	SKIL	75	988	60	52	2	343.53	20.862
888	SKIL	76	1290	89	65	1	454.21	31.337
889	SVSMA	73	1516	0	217	0	513.32	0.000
890	SVSMA	74	1516	456	500	165	519.53	156.271
891	SVSMA	75	2654	676	878	248	922.80	235.045
892	SVSMA	76	3280	823	1085	273	1154.89	289.778
893	TECH	73	381	0	92	0	129.01	0.000
894	TECH	74	416	64	102	32	142.56	21.933
895	TECH	75	767	84	194	30	266.69	29.207

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
865	-398.6	0.00	-0.47795	.	-0.4000	.
866	-382.7	-63.13	-0.53899	-0.49324	-1.0530	-0.8478
867	-937.3	-177.61	-0.53013	-0.53984	-1.0383	-1.2937
868	-1175.5	-169.41	-0.54072	-0.48266	-1.1861	-0.8451
869	92.6	0.00	0.18708	.	0.4090	.
870	95.6	8.25	0.18141	0.30566	0.0560	1.8835
871	125.6	1.43	0.21035	0.04770	0.6513	-1.8827
872	139.9	3.62	0.14665	0.10968	-0.8265	-0.5128
873	-164.3	0.00	-0.31651	.	-1.1670	.
874	-484.4	-197.08	-0.57122	-0.56796	-2.9488	-3.1633
875	-214.2	-99.39	-0.15783	-0.33351	-0.2004	-1.9096
876	-418.4	-68.06	-0.22470	-0.24221	-0.5926	-1.0383
877	17.1	0.00	0.02872	.	0.2536	.
878	-33.7	-24.12	-0.05261	-0.41592	-1.1802	-3.0766
879	10.8	-19.03	0.00550	-0.08273	-0.0234	0.0713
880	-30.2	-37.60	-0.01268	-0.13054	-0.2524	-0.4030
881	415.8	0.00	0.32012	.	0.8918	.
882	441.8	88.10	0.33290	0.33885	1.4429	1.2629
883	385.1	32.42	0.33719	0.32750	0.7225	0.7469
884	628.9	58.84	0.33204	0.31467	0.6093	0.6857
885	186.6	0.00	0.27281	.	-0.7111	.
886	213.9	9.74	0.32165	0.22642	0.3015	-0.7686
887	291.5	18.86	0.29507	0.31437	-0.3377	0.5757
888	389.2	30.34	0.30171	0.34086	-0.3601	0.9767
889	296.3	0.00	0.19546	.	-0.7249	.
890	19.5	-8.73	0.01288	-0.01914	-3.1766	-2.6201
891	44.8	-12.95	0.01688	-0.01916	-2.1694	-1.6611
892	69.9	16.78	0.02131	0.02039	-2.5854	-1.7557
893	37.0	0.00	0.09713	.	-0.4132	.
894	40.6	-10.07	0.09751	-0.15730	-0.4962	-1.5691
895	72.7	-0.79	0.09477	-0.00944	-0.1099	0.2030

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 56
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=NEWHAMPS

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
896	TECH	76	1091	100	298	39	384.141	35.21

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
896	86.1411	-3.79	0.0789561	-0.0379	-0.20447	0.0710916

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 57
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=NEWJERSE

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
897	CLER	73	23843	0	17766	0	8073.2	0.00
898	CLER	74	27074	4108	19675	2880	9278.3	1407.81
899	CLER	75	25336	1465	18404	918	8809.3	509.38
900	CLER	76	29074	3671	21107	2690	10237.0	1292.56
901	OFADM	73	7900	0	1151	0	2674.9	0.00
902	OFADM	74	8426	515	1228	74	2887.6	176.49
903	OFADM	75	6411	214	891	42	2229.1	74.41
904	OFADM	76	8346	523	1277	73	2938.6	184.15
905	PPRO	73	17046	0	4359	0	5771.8	0.00
906	PPRO	74	17822	3211	4999	1014	6107.6	1100.41
907	PPRO	75	13429	699	4135	220	4669.3	243.04
908	PPRO	76	13384	2091	4214	740	4712.5	736.24
909	PRO	73	20939	0	5545	0	7089.9	0.00
910	PRO	74	23793	3239	6423	1089	8153.9	1110.01
911	PRO	75	21897	781	6096	267	7613.6	271.55
912	PRO	76	24590	3369	6743	1076	8658.1	1186.22
913	PTSVS	73	23863	0	632	0	8080.0	0.00
914	PTSVS	74	25492	2458	710	117	8736.1	842.36
915	PTSVS	75	23098	957	926	64	8031.2	332.75
916	PTSVS	76	26153	1568	869	149	9208.5	552.09
917	SKIL	73	7742	0	424	0	2621.4	0.00
918	SKIL	74	8350	573	311	72	2861.5	196.37
919	SKIL	75	7896	249	156	12	2745.4	86.58
920	SKIL	76	10162	904	308	166	3578.0	318.30
921	SVSMA	73	21192	0	1688	0	7175.6	0.00
922	SVSMA	74	24315	3174	1710	258	8332.8	1087.73
923	SVSMA	75	20822	1564	1636	122	7239.8	543.80
924	SVSMA	76	26757	2721	1913	203	9421.1	958.06
925	TECH	73	7204	0	1112	0	2439.3	0.00
926	TECH	74	8297	904	1490	287	2843.4	309.80
927	TECH	75	7902	418	1421	152	2747.5	145.34

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
897	-9693	0.0	-0.40652	.	0.21451	.
898	-10397	-1472.2	-0.38401	-0.35837	0.37572	0.3406
899	-9595	-408.6	-0.37870	-0.27892	0.24681	0.8373
900	-10870	-1397.4	-0.37388	-0.38067	0.32562	0.0920
901	1524	0.0	0.19290	.	0.52455	.
902	1660	102.5	0.19696	0.19901	0.45450	0.3905
903	1338	32.4	0.20872	0.15144	0.61247	-0.3130
904	1662	111.1	0.19909	0.21252	0.58326	0.7777
905	1413	0.0	0.08288	.	1.62020	.
906	1109	86.4	0.06220	0.02691	1.42168	1.2947
907	534	23.0	0.03978	0.03296	1.28557	1.2998
908	499	-3.8	0.03725	-0.00180	1.44021	1.1755
909	1545	0.0	0.07378	.	1.08968	.
910	1731	21.0	0.07275	0.00649	0.75598	0.8063
911	1518	4.6	0.06931	0.00583	1.08556	1.0230
912	1915	110.2	0.07788	0.03272	1.35322	1.4007
913	7448	0.0	0.31212	.	0.17603	.
914	8026	725.4	0.31485	0.29510	0.29574	0.2805
915	7105	268.7	0.30761	0.28082	0.04735	0.2152
916	8339	403.1	0.31887	0.25707	0.29168	0.0237
917	2197	0.0	0.28383	.	-0.39927	.
918	2551	124.4	0.30545	0.21705	0.00272	-0.9172
919	2589	74.6	0.32794	0.29951	0.45327	0.4253
920	3270	152.3	0.32179	0.16847	0.28628	-1.2756
921	5488	0.0	0.25895	.	0.40700	.
922	6623	829.7	0.27237	0.26141	0.54929	0.5889
923	5604	421.8	0.26913	0.26969	0.64904	0.7184
924	7508	755.1	0.28060	0.27750	0.79562	1.0338
925	1327	0.0	0.18424	.	0.59643	.
926	1353	22.8	0.16312	0.02522	0.43368	0.0494
927	1327	-6.7	0.16787	-0.01594	0.76496	0.1451

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 58
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=NEWJERSE

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
928	TECH	76	9411	829	1583	247	3313.61	291.891

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
928	1730.61	44.8909	0.183893	0.0541507	1.05987	1.02329

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 59
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=NEWMEXIC

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
929	CLER	73	3941	0	1301	0	1334.42	0.000
930	CLER	74	4165	1182	1390	399	1427.35	405.071
931	CLER	75	4426	997	1320	315	1538.92	346.657
932	CLER	76	5943	1375	2016	475	2092.53	484.137
933	OFADM	73	1513	0	175	0	512.30	0.000
934	OFADM	74	1306	101	149	15	447.57	34.613
935	OFADM	75	1213	119	141	18	421.76	41.376
936	OFADM	76	1962	147	292	25	690.82	51.759
937	PPRO	73	959	0	198	0	324.72	0.000
938	PPRO	74	1126	221	252	62	385.88	75.737
939	PPRO	75	1280	246	260	65	445.06	85.534
940	PPRO	76	1805	482	427	134	635.54	169.712
941	PRO	73	3145	0	687	0	1064.90	0.000
942	PRO	74	3357	723	770	215	1150.44	247.772
943	PRO	75	3350	754	807	218	1164.79	262.166
944	PRO	76	4251	836	1261	367	1496.78	294.356
945	PTSVS	73	2399	0	40	0	812.30	0.000
946	PTSVS	74	2399	507	58	20	822.14	173.749
947	PTSVS	75	2218	343	74	25	771.20	119.261
948	PTSVS	76	3239	702	93	37	1140.45	247.174
949	SKIL	73	2474	0	79	0	837.70	0.000
950	SKIL	74	2090	219	32	1	716.24	75.051
951	SKIL	75	2304	389	37	12	801.10	135.255
952	SKIL	76	2893	266	38	6	1018.63	93.659
953	SVSMA	73	4786	0	158	0	1620.54	0.000
954	SVSMA	74	5033	1557	189	95	1724.81	533.584
955	SVSMA	75	4661	1449	181	70	1620.63	503.817
956	SVSMA	76	6234	1478	281	117	2194.99	520.404
957	TECH	73	2153	0	110	0	729.01	0.000
958	TECH	74	2239	430	114	45	767.31	147.361
959	TECH	75	2283	309	270	45	793.80	107.439

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
929	33.42	0.000	0.008481	.	3.78527	.
930	37.35	6.071	0.008967	0.005137	3.99857	3.54368
931	218.92	31.657	0.049462	0.031752	3.88046	3.37470
932	76.53	9.137	0.012877	0.006645	3.82979	3.65082
933	337.30	0.000	0.222936	.	1.12114	.
934	298.57	19.613	0.228611	0.194185	1.26560	0.32294
935	280.76	23.376	0.231459	0.196439	1.15479	0.36797
936	398.82	26.759	0.203272	0.182032	0.69562	0.39509
937	126.72	0.000	0.132135	.	1.96393	.
938	133.88	13.737	0.118899	0.062157	1.81287	1.55883
939	185.06	20.534	0.144575	0.083472	2.07358	1.74207
940	208.54	35.712	0.115535	0.074092	2.04776	1.87430
941	377.90	0.000	0.120158	.	1.95002	.
942	380.44	32.772	0.113329	0.045328	1.38279	1.16336
943	357.79	44.166	0.106804	0.058575	1.73732	1.58982
944	235.78	-72.644	0.055464	-0.086895	0.95575	0.07921
945	772.30	0.000	0.321926	.	1.05288	.
946	764.14	153.749	0.318523	0.303252	0.52923	0.46356
947	697.20	94.261	0.314337	0.274814	0.20088	0.14671
948	1047.45	210.174	0.323387	0.299393	0.40063	0.51013
949	758.70	0.000	0.306668	.	0.24659	.
950	684.24	74.051	0.327389	0.338134	0.40740	1.00179
951	764.10	123.255	0.331641	0.316852	0.54225	0.60082
952	980.63	87.659	0.338965	0.329544	0.83916	0.82882
953	1462.54	0.000	0.305587	.	1.23853	.
954	1535.81	438.584	0.305148	0.281685	1.01990	0.82081
955	1439.63	433.817	0.308867	0.299391	1.09303	0.96298
956	1913.99	403.404	0.307025	0.272939	1.14012	0.98436
957	619.01	0.000	0.287508	.	1.79332	.
958	653.31	102.361	0.291784	0.238049	2.25728	1.93664
959	523.80	62.439	0.229435	0.202069	1.50166	2.08791

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 60
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=NEWMEXIC

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
960	TECH	76	2926	540	549	211	1030.24	190.134

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
960	481.245	-20.866	0.164472	-0.038641	0.825875	0.0634292

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 61
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=NEWYORK

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
961	CLER	73	92491	0	51249	0	31317.5	0.00
962	CLER	74	100944	19992	54129	11082	34593.5	6851.26
963	CLER	75	102031	16631	52905	8936	35476.2	5782.60
964	CLER	76	95732	5248	51237	3190	33707.2	1847.82
965	OFADM	73	25608	0	3589	0	8670.9	0.00
966	OFADM	74	28178	5434	4277	1186	9656.6	1862.23
967	OFADM	75	27360	4089	4172	682	9513.1	1421.75
968	OFADM	76	27029	960	4162	189	9516.9	338.02
969	PPRO	73	27147	0	6959	0	9192.0	0.00
970	PPRO	74	56061	14270	17928	5098	19212.1	4890.33
971	PPRO	75	57250	15121	18728	5592	19905.8	5257.57
972	PPRO	76	56241	4819	19280	2086	19802.5	1696.77
973	PRO	73	72442	0	17815	0	24528.9	0.00
974	PRO	74	85342	17974	24247	7040	29246.7	6159.69
975	PRO	75	88021	15413	25308	5747	30604.9	5359.10
976	PRO	76	85850	6304	25036	2378	30227.8	2219.64
977	PTSVS	73	81848	0	1384	0	27713.7	0.00
978	PTSVS	74	87387	8043	1321	203	29947.5	2756.34
979	PTSVS	75	80707	4388	1263	204	28061.8	1525.71
980	PTSVS	76	77066	1138	996	72	27134.9	400.69
981	SKIL	73	37387	0	369	0	12659.2	0.00
982	SKIL	74	44567	4245	784	174	15273.1	1454.76
983	SKIL	75	42735	3312	995	338	14859.0	1151.58
984	SKIL	76	42494	860	829	77	14962.1	302.81
985	SVSMA	73	91261	0	4104	0	30901.0	0.00
986	SVSMA	74	103255	12665	5753	1534	35385.5	4340.30
987	SVSMA	75	96366	8569	5913	1338	33506.5	2979.44
988	SVSMA	76	93373	4213	5687	771	32876.6	1483.40
989	TECH	73	28919	0	4229	0	9792.0	0.00
990	TECH	74	30394	4236	5060	1349	10416.0	1451.68
991	TECH	75	30560	2906	4745	941	10625.7	1010.42

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
961	-19932	0.0	-0.21550	.	1.85813	.
962	-19535	-4230.7	-0.19353	-0.21162	2.13178	1.63368
963	-17429	-3153.4	-0.17082	-0.18961	2.01100	1.56676
964	-17530	-1342.2	-0.18311	-0.25575	2.05402	1.23981
965	5082	0.0	0.19845	.	0.63470	.
966	5380	676.2	0.19091	0.12444	0.29957	-0.65332
967	5341	739.7	0.19521	0.18091	0.29036	0.13300
968	5355	149.0	0.19812	0.15522	0.55704	0.05872
969	2233	0.0	0.08225	.	1.61583	.
970	1284	-207.7	0.02291	-0.01455	1.15053	0.98396
971	1178	-334.4	0.02057	-0.02212	1.14111	0.81739
972	522	-389.2	0.00929	-0.08077	1.22325	0.44829
973	6714	0.0	0.09268	.	1.44024	.
974	5000	-880.3	0.05858	-0.04898	0.53724	0.29648
975	5297	-387.9	0.06018	-0.02517	0.92690	0.68995
976	5192	-158.4	0.06048	-0.02512	1.04459	0.76172
977	26330	0.0	0.32169	.	1.03181	.
978	28627	2553.3	0.32758	0.31746	1.10486	0.78256
979	26799	1321.7	0.33205	0.30121	0.60518	0.44742
980	26139	328.7	0.33918	0.28883	0.78162	0.38873
981	12290	0.0	0.32873	.	0.87062	.
982	14489	1280.8	0.32511	0.30171	0.36532	0.42457
983	13864	813.6	0.32442	0.24565	0.36843	-0.11986
984	14133	225.8	0.33259	0.26257	0.63397	-0.04627
985	26797	0.0	0.29363	.	1.02535	.
986	29632	2806.3	0.28698	0.22158	0.75908	0.13330
987	27593	1641.4	0.28634	0.19156	0.84134	0.07469
988	27190	712.4	0.29119	0.16910	0.93369	-0.14231
989	5563	0.0	0.19236	.	0.69057	.
990	5356	102.7	0.17622	0.02424	0.61939	0.04068
991	5881	69.4	0.19243	0.02389	1.05886	0.50003

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 62
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=NEWYORK

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
992	TECH	76	29363	1277	4675	486	10338.7	449.632

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
992	5663.71	-36.368	0.192886	-0.028479	1.16823	0.16854

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 63
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=NORTHCAR

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
993	CLER	73	14131	0	6419	0	4784.76	0.00
994	CLER	74	16854	3007	10833	2174	5775.87	1030.50
995	CLER	75	19667	3665	12620	2622	6838.22	1274.32
996	CLER	76	21903	3461	14567	2358	7712.05	1218.62
997	OFADM	73	4279	0	724	0	1448.87	0.00
998	OFADM	74	4174	278	606	33	1430.43	95.27
999	OFADM	75	4436	418	637	53	1542.40	145.34
1000	OFADM	76	5680	340	913	54	1999.93	119.71
1001	PPRO	73	9077	0	6156	0	3073.47	0.00
1002	PPRO	74	7846	1539	2846	555	2688.82	527.42
1003	PPRO	75	6838	1493	2416	570	2377.57	519.12
1004	PPRO	76	9037	2194	3885	865	3181.93	772.51
1005	PRO	73	15478	0	5418	0	5240.85	0.00
1006	PRO	74	13440	2007	4868	1042	4605.89	687.80
1007	PRO	75	17697	3537	6828	1730	6153.25	1229.81
1008	PRO	76	21489	3513	8934	2005	7566.28	1236.93
1009	PTSVS	73	12061	0	214	0	4083.85	0.00
1010	PTSVS	74	12390	1780	243	59	4246.05	610.01
1011	PTSVS	75	11940	1990	259	118	4151.54	691.92
1012	PTSVS	76	16281	2682	1621	106	5732.54	944.33
1013	SKIL	73	8505	0	1696	0	2879.79	0.00
1014	SKIL	74	7325	927	252	50	2510.28	317.68
1015	SKIL	75	7077	649	220	34	2460.67	225.66
1016	SKIL	76	8791	746	324	56	3095.31	262.67
1017	SVSMA	73	12720	0	694	0	4306.99	0.00
1018	SVSMA	74	13899	4769	767	181	4763.19	1634.34
1019	SVSMA	75	14648	5662	977	342	5093.11	1968.68
1020	SVSMA	76	17074	4661	1415	394	6011.76	1641.14
1021	TECH	73	6447	0	1047	0	2182.95	0.00
1022	TECH	74	7016	1074	1526	359	2404.38	368.06
1023	TECH	75	11964	2127	3749	841	4159.88	739.56

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
993	-1634.2	0.0	-0.11565	.	2.7172	.
994	-5057.1	-1143.5	-0.30006	-0.38028	1.1497	0.1475
995	-5781.8	-1347.7	-0.29398	-0.36772	0.9657	0.1121
996	-6855.0	-1139.4	-0.31297	-0.32921	0.8775	0.5649
997	724.9	0.0	0.16940	.	0.0577	.
998	824.4	62.3	0.19752	0.22399	0.4687	0.7402
999	905.4	92.3	0.20410	0.22091	0.5023	0.7382
1000	1086.9	65.7	0.19136	0.19328	0.3754	0.5362
1001	-3082.5	0.0	-0.33960	.	-1.3282	.
1002	-157.2	-27.6	-0.02003	-0.01792	0.8543	0.9587
1003	-38.4	-50.9	-0.00562	-0.03408	0.9441	0.7126
1004	-703.1	-92.5	-0.07780	-0.04216	0.5474	0.8039
1005	-177.1	0.0	-0.01145	.	-0.4915	.
1006	-262.1	-354.2	-0.01950	-0.17648	-0.6688	-0.8756
1007	-674.8	-500.2	-0.03813	-0.14142	-0.7818	-0.5592
1008	-1367.7	-768.1	-0.06365	-0.21864	-1.1560	-1.3763
1009	3869.9	0.0	0.32086	.	0.9573	.
1010	4003.1	551.0	0.32309	0.30955	0.8192	0.6050
1011	3892.5	573.9	0.32601	0.28840	0.4673	0.3015
1012	4111.5	838.3	0.25254	0.31258	-1.3091	0.6617
1013	1183.8	0.0	0.13919	.	-4.4906	.
1014	2258.3	267.7	0.30830	0.28876	0.0552	0.2194
1015	2240.7	191.7	0.31661	0.29531	0.1807	0.3828
1016	2771.3	206.7	0.31524	0.27703	0.0755	0.1428
1017	3613.0	0.0	0.28404	.	0.8544	.
1018	3996.2	1453.3	0.28752	0.30475	0.7667	1.0846
1019	4116.1	1626.7	0.28100	0.28730	0.7817	0.8634
1020	4596.8	1247.1	0.26923	0.26757	0.6472	0.9261
1021	1136.0	0.0	0.17620	.	0.5032	.
1022	878.4	9.1	0.12520	0.00844	-0.1038	-0.0995
1023	410.9	-101.4	0.03434	-0.04769	-0.8330	-0.1379

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 64
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=NORTHCAR

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
1024	TECH	76	10910	2133	2977	931	3841.41	751.029

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
1024	864.411	-179.97	0.0792311	-0.084374	-0.20115	-0.40965

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 65
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=NORTHDAK

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
1025	CLER	73	898	0	827	0	304.063	0.000
1026	CLER	74	1706	343	1590	311	584.646	117.546
1027	CLER	75	1439	277	1267	252	500.340	96.313
1028	CLER	76	1880	299	1760	273	661.948	105.278
1029	OFADM	73	360	0	87	0	121.896	0.000
1030	OFADM	74	1046	65	246	11	358.464	22.275
1031	OFADM	75	810	28	152	6	281.637	9.736
1032	OFADM	76	833	45	126	8	293.299	15.844
1033	PPRO	73	92	0	75	0	31.151	0.000
1034	PPRO	74	623	229	434	137	213.502	78.478
1035	PPRO	75	203	12	88	5	70.583	4.172
1036	PPRO	76	652	204	479	123	229.569	71.828
1037	PRO	73	422	0	150	0	142.889	0.000
1038	PRO	74	1581	251	478	102	541.809	86.018
1039	PRO	75	1529	141	413	47	531.633	49.026
1040	PRO	76	2069	261	633	103	728.495	91.898
1041	PTSVS	73	556	0	27	0	188.262	0.000
1042	PTSVS	74	832	119	34	12	285.126	40.781
1043	PTSVS	75	776	118	32	13	269.815	41.029
1044	PTSVS	76	814	106	30	16	286.609	37.323
1045	SKIL	73	778	0	1	0	263.431	0.000
1046	SKIL	74	1399	130	41	0	479.437	44.551
1047	SKIL	75	1199	87	41	3	416.892	30.250
1048	SKIL	76	1198	95	19	18	421.816	33.449
1049	SVSMA	73	745	0	25	0	252.257	0.000
1050	SVSMA	74	1400	243	474	55	479.780	83.276
1051	SVSMA	75	1299	340	524	182	451.662	118.218
1052	SVSMA	76	1322	567	523	266	465.476	199.641
1053	TECH	73	269	0	34	0	91.083	0.000
1054	TECH	74	750	51	78	7	257.025	17.478
1055	TECH	75	1053	120	304	27	366.128	41.724

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
1025	-522.9	0.00	-0.58234	.	-1.2982	.
1026	-1005.4	-193.45	-0.58930	-0.56401	-1.5169	-1.4714
1027	-766.7	-155.69	-0.53277	-0.56205	-1.0608	-1.4751
1028	-1098.1	-167.72	-0.58407	-0.56094	-1.5788	-1.5644
1029	34.9	0.00	0.09693	.	-1.3819	.
1030	112.5	11.28	0.10752	0.17347	-1.8376	0.0329
1031	129.6	3.74	0.16005	0.13341	-0.5484	-0.5857
1032	167.3	7.84	0.20084	0.17432	0.6302	0.2983
1033	-43.8	0.00	-0.47662	.	-2.2844	.
1034	-220.5	-58.52	-0.35393	-0.25555	-1.4496	-0.8221
1035	-17.4	-0.83	-0.08580	-0.06897	0.3412	0.4071
1036	-249.4	-51.17	-0.38256	-0.25084	-1.8177	-1.1178
1037	-7.1	0.00	-0.01685	.	-0.5917	.
1038	63.8	-15.98	0.04036	-0.06367	0.2558	0.1614
1039	118.6	2.03	0.07759	0.01437	1.2295	1.1148
1040	95.5	-11.10	0.04616	-0.04254	0.7907	0.5693
1041	161.3	0.00	0.29004	.	-1.7971	.
1042	251.1	28.78	0.30183	0.24186	-0.5311	-0.9148
1043	237.8	28.03	0.30646	0.23753	0.0212	-0.2780
1044	256.6	21.32	0.31524	0.20116	0.2041	-0.6190
1045	262.4	0.00	0.33731	.	1.1134	.
1046	438.4	44.55	0.31339	0.34270	0.1492	1.0742
1047	375.9	27.25	0.31350	0.31322	0.1059	0.5640
1048	402.8	15.45	0.33624	0.16263	0.7514	-1.3520
1049	227.3	0.00	0.30504	.	1.2288	.
1050	5.8	28.28	0.00413	0.11636	-3.3024	-1.0702
1051	-72.3	-63.78	-0.05569	-0.18759	-2.9801	-3.0485
1052	-57.5	-66.36	-0.04351	-0.11704	-3.4306	-3.2467
1053	57.1	0.00	0.21221	.	0.9205	.
1054	179.0	10.48	0.23870	0.20545	1.5049	1.6475
1055	62.1	14.72	0.05900	0.12270	-0.5379	1.3806

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 66
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=NORTHDAK

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
1056	TECH	76	856	94	170	29	301.398	33.0974

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
1056	131.398	4.0974	0.153502	0.0435894	0.693703	0.914039

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 67
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=OHIO

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
1057	CLER	73	28361	0	19621	0	9603.0	0.00
1058	CLER	74	28363	4637	20116	3120	9720.0	1589.10
1059	CLER	75	26717	3969	18410	2553	9289.5	1380.02
1060	CLER	76	31244	3974	22251	2670	11001.0	1399.25
1061	OFADM	73	10303	0	1742	0	3488.6	0.00
1062	OFADM	74	10630	504	1484	72	3642.9	172.72
1063	OFADM	75	10291	552	1587	113	3578.2	191.93
1064	OFADM	76	10495	842	1858	206	3695.3	296.47
1065	PPRO	73	9868	0	3772	0	3341.3	0.00
1066	PPRO	74	9319	2308	3859	1190	3193.6	790.95
1067	PPRO	75	8871	2005	3467	933	3084.4	697.14
1068	PPRO	76	12877	3227	5955	1608	4534.0	1136.23
1069	PRO	73	24713	0	8022	0	8367.8	0.00
1070	PRO	74	24732	3261	8083	1421	8475.7	1117.54
1071	PRO	75	24333	3030	8185	1362	8460.6	1053.53
1072	PRO	76	32534	3881	11405	1740	11455.2	1366.50
1073	PTSVS	73	24303	0	773	0	8229.0	0.00
1074	PTSVS	74	25579	1827	759	104	8765.9	626.11
1075	PTSVS	75	22272	1615	776	131	7744.0	561.54
1076	PTSVS	76	25390	1544	663	129	8939.8	543.64
1077	SKIL	73	10985	0	658	0	3719.5	0.00
1078	SKIL	74	11084	753	508	44	3798.5	258.05
1079	SKIL	75	10439	529	660	47	3629.6	183.93
1080	SKIL	76	12878	510	606	53	4534.3	179.57
1081	SVSMA	73	34147	0	3126	0	11562.2	0.00
1082	SVSMA	74	32510	4494	3178	839	11141.2	1540.09
1083	SVSMA	75	30774	4589	3277	754	10700.1	1595.60
1084	SVSMA	76	33694	4300	4014	877	11863.7	1514.03
1085	TECH	73	18934	0	4784	0	6411.1	0.00
1086	TECH	74	19024	1725	4914	681	6519.5	591.16
1087	TECH	75	18170	1536	5085	649	6317.7	534.07

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
1057	-10018	0.0	-0.35323	.	0.67306	.
1058	-10396	-1530.9	-0.36653	-0.33015	0.53685	0.58926
1059	-9120	-1173.0	-0.34137	-0.29554	0.56356	0.70164
1060	-11250	-1270.8	-0.36007	-0.31977	0.45072	0.65159
1061	1747	0.0	0.16952	.	0.06009	.
1062	2159	100.7	0.20310	0.19984	0.61171	0.40213
1063	1991	78.9	0.19349	0.14299	0.24918	-0.44080
1064	1837	90.5	0.17506	0.10744	-0.06270	-0.54083
1065	-431	0.0	-0.04365	.	0.73721	.
1066	-665	-399.0	-0.07140	-0.17290	0.49983	-0.20270
1067	-383	-235.9	-0.04312	-0.11764	0.66212	-0.01911
1068	-1421	-471.8	-0.11035	-0.14620	0.29477	-0.15417
1069	346	0.0	0.01399	.	-0.01953	.
1070	393	-303.5	0.01588	-0.09306	-0.12240	-0.10871
1071	276	-308.5	0.01133	-0.10180	0.07780	-0.13358
1072	50	-373.5	0.00154	-0.09624	-0.00023	-0.02401
1073	7456	0.0	0.30679	.	-0.29965	.
1074	8007	522.1	0.31303	0.28578	0.18005	0.07119
1075	6968	430.5	0.31286	0.26659	0.16713	0.05297
1076	8277	414.6	0.32599	0.26855	0.46337	0.15563
1077	3062	0.0	0.27870	.	-0.54448	.
1078	3290	214.1	0.29687	0.28427	-0.15570	0.14813
1079	2970	136.9	0.28448	0.25885	-0.59263	0.01380
1080	3928	126.6	0.30504	0.24818	-0.25289	-0.23423
1081	8436	0.0	0.24705	.	0.19497	.
1082	7963	701.1	0.24495	0.15601	0.15547	-0.61673
1083	7423	841.6	0.24121	0.18339	0.33714	0.00746
1084	7850	637.0	0.23297	0.14815	0.17449	-0.36960
1085	1627	0.0	0.08593	.	-0.54299	.
1086	1606	-89.8	0.08439	-0.05208	-0.68205	-0.63611
1087	1233	-114.9	0.06784	-0.07483	-0.43207	-0.37966

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 68
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=OHIO

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
1088	TECH	76	15368	1431	3393	493	5411.07	503.855

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
1088	2018.07	10.8551	0.131317	0.00758567	0.426401	0.541608

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 69
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=OKLAHOMA

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
1089	CLER	73	8608	0	6451	0	2914.67	0.00
1090	CLER	74	8958	2401	6584	1662	3069.91	822.82
1091	CLER	75	8039	2305	5990	1593	2795.16	801.45
1092	CLER	76	10282	2258	7708	1609	3620.29	795.04
1093	OFADM	73	2962	0	497	0	1002.93	0.00
1094	OFADM	74	3314	265	532	70	1135.71	90.82
1095	OFADM	75	2535	143	470	28	881.42	49.72
1096	OFADM	76	3583	273	625	72	1261.57	96.12
1097	PPRO	73	4856	0	2762	0	1644.24	0.00
1098	PPRO	74	4521	1577	2386	878	1549.35	540.44
1099	PPRO	75	4578	1439	2602	785	1591.77	500.34
1100	PPRO	76	6136	1928	3516	998	2160.49	678.85
1101	PRO	73	7169	0	2890	0	2427.42	0.00
1102	PRO	74	7489	1308	2984	604	2566.48	448.25
1103	PRO	75	7135	1583	3060	804	2480.84	550.41
1104	PRO	76	8567	1401	3825	705	3016.44	493.29
1105	PTSVS	73	5750	0	141	0	1946.95	0.00
1106	PTSVS	74	6377	897	175	30	2185.40	307.40
1107	PTSVS	75	4176	655	88	10	1452.00	227.74
1108	PTSVS	76	6909	725	194	33	2432.66	255.27
1109	SKIL	73	4247	0	97	0	1438.03	0.00
1110	SKIL	74	4905	419	105	8	1680.94	143.59
1111	SKIL	75	3806	457	55	11	1323.35	158.90
1112	SKIL	76	4537	522	119	9	1597.48	183.80
1113	SVSMA	73	10975	0	892	0	3716.13	0.00
1114	SVSMA	74	10592	3302	1021	350	3629.88	1131.60
1115	SVSMA	75	7906	2859	1197	495	2748.92	994.07
1116	SVSMA	76	10134	2944	1461	417	3568.18	1036.58
1117	TECH	73	3882	0	797	0	1314.45	0.00
1118	TECH	74	3764	774	879	335	1289.92	265.25
1119	TECH	75	3256	699	993	317	1132.11	243.04

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
1089	-3536.3	0.00	-0.41082	.	0.1776	.
1090	-3514.1	-839.18	-0.39229	-0.34951	0.2994	0.4186
1091	-3194.8	-791.55	-0.39742	-0.34341	0.0879	0.3107
1092	-4087.7	-813.96	-0.39756	-0.36048	0.1110	0.2775
1093	505.9	0.00	0.17081	.	0.0856	.
1094	603.7	20.82	0.18217	0.07855	0.0754	-1.2958
1095	411.4	21.72	0.16230	0.15190	-0.4947	-0.3060
1096	636.6	24.12	0.17767	0.08836	0.0072	-0.7803
1097	-1117.8	0.00	-0.23018	.	-0.5646	.
1098	-836.7	-337.56	-0.18506	-0.21405	-0.2844	-0.5111
1099	-1010.2	-284.66	-0.22067	-0.19782	-0.6730	-0.7213
1100	-1355.5	-319.15	-0.22091	-0.16553	-0.5632	-0.3323
1101	-462.6	0.00	-0.06452	.	-1.4762	.
1102	-417.5	-155.75	-0.05575	-0.11907	-1.2287	-0.3479
1103	-579.2	-253.59	-0.08117	-0.16020	-1.5299	-0.7610
1104	-808.6	-211.71	-0.09438	-0.15111	-1.7009	-0.6303
1105	1805.9	0.00	0.31408	.	0.3514	.
1106	2010.4	277.40	0.31526	0.30926	0.3218	0.5983
1107	1364.0	217.74	0.32663	0.33243	0.4814	0.8031
1108	2238.7	222.27	0.32402	0.30658	0.4159	0.5928
1109	1341.0	0.00	0.31576	.	0.5038	.
1110	1575.9	135.59	0.32129	0.32361	0.2949	0.7716
1111	1268.3	147.90	0.33325	0.32363	0.5809	0.6694
1112	1478.5	174.80	0.32587	0.33486	0.4176	0.8983
1113	2824.1	0.00	0.25732	.	0.3781	.
1114	2608.9	781.60	0.24631	0.23670	0.1750	0.3063
1115	1551.9	499.07	0.19630	0.17456	-0.1647	-0.0653
1116	2107.2	619.58	0.20793	0.21046	-0.1520	0.3064
1117	517.4	0.00	0.13329	.	0.0059	.
1118	410.9	-69.75	0.10917	-0.09012	-0.3309	-0.9734
1119	139.1	-73.96	0.04272	-0.10581	-0.7327	-0.6557

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 70
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=OKLAHOMA

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
1120	TECH	76	4555	872	1409	467	1603.82	307.031

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
1120	194.815	-159.97	0.0427696	-0.18345	-0.64046	-1.4345

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 71
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=OREGON

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
1121	CLER	73	9239	0	8258	0	3128.33	0.00
1122	CLER	74	9561	3329	8385	2922	3276.55	1140.85
1123	CLER	75	9056	3321	8045	2989	3148.77	1154.71
1124	CLER	76	10935	3267	9633	2777	3850.21	1150.31
1125	OFADM	73	3404	0	496	0	1152.59	0.00
1126	OFADM	74	3343	417	515	76	1145.65	142.91
1127	OFADM	75	2888	299	494	60	1004.16	103.96
1128	OFADM	76	3738	435	640	86	1316.15	153.16
1129	PPRO	73	3365	0	2011	0	1139.39	0.00
1130	PPRO	74	3879	1502	2291	861	1329.33	514.74
1131	PPRO	75	3581	1443	2061	686	1245.11	501.73
1132	PPRO	76	4051	1313	2432	624	1426.36	462.31
1133	PRO	73	7621	0	2060	0	2580.47	0.00
1134	PRO	74	8178	1484	2106	473	2802.60	508.57
1135	PRO	75	8131	1427	2038	457	2827.15	496.17
1136	PRO	76	9289	1447	2635	535	3270.66	509.49
1137	PTSVS	73	5021	0	235	0	1700.11	0.00
1138	PTSVS	74	5811	999	257	74	1991.43	342.36
1139	PTSVS	75	4471	670	361	85	1554.57	232.96
1140	PTSVS	76	5666	688	299	64	1995.00	242.24
1141	SKIL	73	3421	0	160	0	1158.35	0.00
1142	SKIL	74	3437	322	69	44	1177.86	110.35
1143	SKIL	75	3065	247	33	8	1065.70	85.88
1144	SKIL	76	4013	323	116	53	1412.98	113.73
1145	SVSMA	73	5755	0	536	0	1948.64	0.00
1146	SVSMA	74	5798	1112	530	176	1986.97	381.08
1147	SVSMA	75	6202	2082	622	224	2156.44	723.91
1148	SVSMA	76	6644	1028	702	188	2339.35	361.96
1149	TECH	73	4482	0	576	0	1517.61	0.00
1150	TECH	74	4469	705	663	180	1531.53	241.60
1151	TECH	75	4029	560	620	116	1400.88	194.71

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
1121	-5129.7	0.0	-0.55522	.	-1.0649	.
1122	-5108.4	-1781.2	-0.53430	-0.53504	-1.0098	-1.2162
1123	-4896.2	-1834.3	-0.54066	-0.55233	-1.1277	-1.3957
1124	-5782.8	-1626.7	-0.52883	-0.49792	-1.0784	-0.9853
1125	656.6	0.0	0.19289	.	0.5243	.
1126	630.6	66.9	0.18865	0.16045	0.2414	-0.1494
1127	510.2	44.0	0.17665	0.14703	-0.1525	-0.3797
1128	676.1	67.2	0.18089	0.15440	0.0938	0.0483
1129	-871.6	0.0	-0.25902	.	-0.7658	.
1130	-961.7	-346.3	-0.24792	-0.23054	-0.7181	-0.6346
1131	-815.9	-184.3	-0.22784	-0.12770	-0.7269	-0.1072
1132	-1005.6	-161.7	-0.24825	-0.12315	-0.7754	0.0581
1133	520.5	0.0	0.06829	.	0.9879	.
1134	696.6	35.6	0.08518	0.02397	0.9480	0.9670
1135	789.1	39.2	0.09705	0.02745	1.5679	1.2553
1136	635.7	-25.5	0.06843	-0.01763	1.1857	0.8445
1137	1465.1	0.0	0.29180	.	-1.6400	.
1138	1734.4	268.4	0.29847	0.26863	-0.7446	-0.3139
1139	1193.6	148.0	0.26696	0.22083	-0.8805	-0.4682
1140	1696.0	178.2	0.29933	0.25908	-0.1799	0.0467
1141	998.4	0.0	0.29183	.	-0.1731	.
1142	1108.9	66.3	0.32262	0.20605	0.3195	-1.0914
1143	1032.7	77.9	0.33693	0.31531	0.6696	0.5852
1144	1297.0	60.7	0.32319	0.18801	0.3314	-1.0203
1145	1412.6	0.0	0.24546	.	0.1666	.
1146	1457.0	205.1	0.25129	0.18443	0.2466	-0.2917
1147	1534.4	499.9	0.24741	0.24011	0.4064	0.4747
1148	1637.4	174.0	0.24644	0.16922	0.3502	-0.1410
1149	941.6	0.0	0.21009	.	0.8960	.
1150	868.5	61.6	0.19434	0.08738	0.8763	0.6006
1151	780.9	78.7	0.19382	0.14056	1.0754	1.5397

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 72
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STATENM=OREGON

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
1152	TECH	76	4865	585	769	154	1712.97	205.978

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
1152	943.966	51.9785	0.194032	0.0888521	1.18203	1.38225

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 73
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=PENNSYLV

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
1153	CLER	73	41705	0	26105	0	14121.3	0.00
1154	CLER	74	40478	4424	25556	2961	13871.8	1516.10
1155	CLER	75	38614	1667	23477	940	13426.1	579.62
1156	CLER	76	41935	3958	26287	2502	14765.3	1393.61
1157	OFADM	73	15901	0	2408	0	5384.1	0.00
1158	OFADM	74	15432	864	2273	124	5288.5	296.09
1159	OFADM	75	14249	282	2112	67	4954.4	98.05
1160	OFADM	76	10470	783	1585	174	3686.5	275.69
1161	PPRO	73	30745	0	15354	0	10410.3	0.00
1162	PPRO	74	29994	4297	15566	2175	10278.9	1472.58
1163	PPRO	75	29582	1613	15020	780	10285.7	560.84
1164	PPRO	76	8730	2124	4361	1158	3073.8	747.86
1165	PRO	73	24615	0	8402	0	8334.6	0.00
1166	PRO	74	24154	2663	8407	1061	8277.6	912.61
1167	PRO	75	23717	1193	8086	448	8246.4	414.81
1168	PRO	76	28687	2683	9096	1172	10100.7	944.68
1169	PTSVS	73	33544	0	703	0	11358.0	0.00
1170	PTSVS	74	32515	1964	846	118	11142.9	673.06
1171	PTSVS	75	29138	1373	772	45	10131.3	477.39
1172	PTSVS	76	30952	1737	945	220	10898.2	611.60
1173	SKIL	73	22661	0	469	0	7673.0	0.00
1174	SKIL	74	21533	1337	408	132	7379.4	458.19
1175	SKIL	75	21303	302	440	25	7407.1	105.01
1176	SKIL	76	16167	697	965	89	5692.4	245.41
1177	SVSMA	73	25636	0	1957	0	8680.3	0.00
1178	SVSMA	74	23275	2693	2420	457	7976.3	922.89
1179	SVSMA	75	27679	3450	1910	335	9624.0	1199.56
1180	SVSMA	76	53428	4952	11935	1226	18812.0	1743.60
1181	TECH	73	14036	0	2152	0	4752.6	0.00
1182	TECH	74	13509	1001	2289	393	4629.5	343.04
1183	TECH	75	12390	621	1732	260	4308.0	215.92

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
1153	-11984	0.0	-0.28734	.	1.2400	.
1154	-11684	-1444.9	-0.28866	-0.32660	1.2548	0.62050
1155	-10051	-360.4	-0.26029	-0.21619	1.2517	1.34970
1156	-11522	-1108.4	-0.27475	-0.28004	1.2237	1.01665
1157	2976	0.0	0.18716	.	0.4105	.
1158	3016	172.1	0.19541	0.19918	0.4147	0.39288
1159	2842	31.1	0.19948	0.11011	0.3921	-0.93830
1160	2101	101.7	0.20072	0.12988	0.6269	-0.25934
1161	-4944	0.0	-0.16080	.	-0.0804	.
1162	-5287	-702.4	-0.17627	-0.16347	-0.2238	-0.13202
1163	-4734	-219.2	-0.16004	-0.13587	-0.2171	-0.17880
1164	-1287	-410.1	-0.14744	-0.19310	0.0069	-0.58606
1165	-67	0.0	-0.00274	.	-0.3299	.
1166	-129	-148.4	-0.00536	-0.05572	-0.4504	0.23447
1167	160	-33.2	0.00676	-0.02782	-0.0015	0.66140
1168	1005	-227.3	0.03502	-0.08472	0.5933	0.10320
1169	10655	0.0	0.31764	.	0.6700	.
1170	10297	555.1	0.31668	0.28262	0.4122	0.00030
1171	9359	432.4	0.32121	0.31493	0.3576	0.60367
1172	9953	391.6	0.32157	0.22544	0.3567	-0.33982
1173	7204	0.0	0.31790	.	0.5644	.
1174	6971	326.2	0.32375	0.24397	0.3403	-0.49045
1175	6967	80.0	0.32705	0.26492	0.4317	0.07519
1176	4727	156.4	0.29241	0.22441	-0.6596	-0.54477
1177	6723	0.0	0.26226	.	0.4661	.
1178	5556	465.9	0.23873	0.17300	0.0662	-0.42235
1179	7714	864.6	0.27869	0.25060	0.7559	0.56105
1180	6877	517.6	0.12872	0.10452	-1.1849	-0.84289
1181	2601	0.0	0.18528	.	0.6085	.
1182	2341	-50.0	0.17326	-0.04991	0.5774	-0.61682
1183	2576	-44.1	0.20791	-0.07098	1.2441	-0.34538

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 74
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STATENM=PENNSYLV

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
1184	TECH	76	21551	1917	5246	546	7588.11	674.976

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
1184	2342.11	128.976	0.108677	0.06728	0.153632	1.1591

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 75
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=RHODEISL

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
1185	CLER	73	3188	0	2655	0	1079.46	0.000
1186	CLER	74	855	124	687	93	293.01	42.495
1187	CLER	75	3285	626	2820	486	1142.19	217.660
1188	CLER	76	3891	563	3203	414	1370.02	198.232
1189	OFADM	73	1100	0	136	0	372.46	0.000
1190	OFADM	74	449	19	41	1	153.87	6.511
1191	OFADM	75	983	150	124	21	341.79	52.155
1192	OFADM	76	1197	44	178	3	421.46	15.492
1193	PPRO	73	3063	0	1612	0	1037.13	0.000
1194	PPRO	74	101	34	52	20	34.61	11.652
1195	PPRO	75	3500	839	1701	339	1216.95	291.720
1196	PPRO	76	3392	614	1694	271	1194.32	216.189
1197	PRO	73	3167	0	863	0	1072.35	0.000
1198	PRO	74	691	28	41	5	236.81	9.596
1199	PRO	75	3470	638	1054	192	1206.52	221.833
1200	PRO	76	3749	270	1057	98	1320.02	95.067
1201	PTSVS	73	3059	0	44	0	1035.78	0.000
1202	PTSVS	74	2096	183	5	2	718.30	62.714
1203	PTSVS	75	2365	264	73	26	822.31	91.793
1204	PTSVS	76	3381	425	91	39	1190.45	149.642
1205	SKIL	73	1344	0	47	0	455.08	0.000
1206	SKIL	74	627	25	4	0	214.87	8.567
1207	SKIL	75	1176	301	167	138	408.90	104.658
1208	SKIL	76	1086	36	86	7	382.38	12.676
1209	SVSMA	73	3498	0	321	0	1184.42	0.000
1210	SVSMA	74	1517	215	19	1	519.88	73.680
1211	SVSMA	75	2870	491	333	84	997.90	170.721
1212	SVSMA	76	4280	759	406	101	1506.99	267.244
1213	TECH	73	1302	0	177	0	440.86	0.000
1214	TECH	74	494	30	31	3	169.29	10.281
1215	TECH	75	1118	155	239	61	388.73	53.893

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
1185	-1575.5	0.00	-0.49421	.	-0.5400	.
1186	-394.0	-50.51	-0.46081	-0.40730	-0.3323	-0.0906
1187	-1677.8	-268.34	-0.51075	-0.42866	-0.8739	-0.3856
1188	-1833.0	-215.77	-0.47108	-0.38325	-0.5551	0.0683
1189	236.5	0.00	0.21496	.	0.9628	.
1190	112.9	5.51	0.25139	0.29007	1.8492	1.6652
1191	217.8	31.15	0.22156	0.20770	0.9186	0.5384
1192	243.5	12.49	0.20339	0.28392	0.6989	1.6736
1193	-574.9	0.00	-0.18768	.	-0.2680	.
1194	-17.4	-8.35	-0.17215	-0.24554	-0.1953	-0.7470
1195	-484.1	-47.28	-0.13830	-0.05635	-0.0536	0.5176
1196	-499.7	-54.81	-0.14731	-0.08927	0.0080	0.3700
1197	209.3	0.00	0.06610	.	0.9472	.
1198	195.8	4.60	0.28337	0.16413	4.0091	2.2554
1199	152.5	29.83	0.04395	0.04676	0.6449	1.4629
1200	263.0	-2.93	0.07016	-0.01086	1.2163	0.9193
1201	991.8	0.00	0.32422	.	1.2575	.
1202	713.3	60.71	0.34031	0.33177	1.9137	1.1039
1203	749.3	65.79	0.31683	0.24922	0.2579	-0.1449
1204	1099.5	110.64	0.32518	0.26034	0.4440	0.0612
1205	408.1	0.00	0.30363	.	0.1607	.
1206	210.9	8.57	0.33632	0.34270	0.5722	1.0742
1207	241.9	-33.34	0.20569	-0.11077	-2.4883	-3.7273
1208	296.4	5.68	0.27291	0.15766	-1.2873	-1.4169
1209	863.4	0.00	0.24683	.	0.1910	.
1210	500.9	72.68	0.33018	0.33805	1.3793	1.4655
1211	664.9	86.72	0.23167	0.17662	0.2305	-0.0483
1212	1101.0	166.24	0.25724	0.21903	0.4910	0.3995
1213	263.9	0.00	0.20266	.	0.8099	.
1214	138.3	7.28	0.27995	0.24270	2.0895	1.9779
1215	149.7	-7.11	0.13393	-0.04585	0.3587	-0.1214

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 76
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STATENM=RHODEISL

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
1216	TECH	76	1422	149	243	46	500.686	52.4629

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
1216	257.686	6.4629	0.181214	0.0433752	1.02759	0.911824

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 77
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=SOUTHCAR

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
1217	CLER	73	8311	0	6701	0	2814.10	0.000
1218	CLER	74	8239	616	6701	468	2823.51	211.103
1219	CLER	75	8319	1864	6772	1438	2892.52	648.113
1220	CLER	76	11068	904	8776	633	3897.04	318.298
1221	OFADM	73	2631	0	424	0	890.86	0.000
1222	OFADM	74	2332	112	387	6	799.18	38.382
1223	OFADM	75	2238	169	402	27	778.15	58.761
1224	OFADM	76	3305	111	702	16	1163.69	39.083
1225	PPRO	73	4581	0	1298	0	1551.13	0.000
1226	PPRO	74	6032	337	1602	108	2067.17	115.490
1227	PPRO	75	6136	1439	1488	346	2133.49	500.340
1228	PPRO	76	6780	615	1666	153	2387.24	216.541
1229	PRO	73	7120	0	2707	0	2410.83	0.000
1230	PRO	74	8703	186	3288	90	2982.52	63.742
1231	PRO	75	10098	1884	3801	844	3511.07	655.067
1232	PRO	76	11989	502	5042	223	4221.33	176.754
1233	PTSVS	73	5371	0	78	0	1818.62	0.000
1234	PTSVS	74	5361	867	158	55	1837.21	297.121
1235	PTSVS	75	4783	1145	61	22	1663.05	398.116
1236	PTSVS	76	6520	780	169	54	2295.69	274.638
1237	SKIL	73	2791	0	16	0	945.03	0.000
1238	SKIL	74	2761	288	68	5	946.19	98.698
1239	SKIL	75	2887	473	63	11	1003.81	164.462
1240	SKIL	76	4485	470	170	10	1579.17	165.487
1241	SVSMA	73	10065	0	364	0	3408.01	0.000
1242	SVSMA	74	8878	1876	463	33	3042.49	642.905
1243	SVSMA	75	7062	1806	302	52	2455.46	627.946
1244	SVSMA	76	12362	2031	721	71	4352.66	715.115
1245	TECH	73	4677	0	777	0	1583.63	0.000
1246	TECH	74	3589	344	853	87	1229.95	117.889
1247	TECH	75	3788	611	840	177	1317.09	212.445

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
1217	-3886.9	0.00	-0.46768	.	-0.3117	.
1218	-3877.5	-256.90	-0.47063	-0.41704	-0.4228	-0.17640
1219	-3879.5	-789.89	-0.46634	-0.42376	-0.4970	-0.34561
1220	-4879.0	-314.70	-0.44082	-0.34812	-0.2809	0.39106
1221	466.9	0.00	0.17744	.	0.2175	.
1222	412.2	32.38	0.17675	0.28913	-0.0635	1.65200
1223	376.2	31.76	0.16808	0.18794	-0.3569	0.23931
1224	461.7	23.08	0.13969	0.20796	-1.0135	0.72038
1225	253.1	0.00	0.05526	.	1.4274	.
1226	465.2	7.49	0.07712	0.02223	1.5246	1.25958
1227	645.5	154.34	0.10520	0.10726	1.7775	1.95034
1228	721.2	63.54	0.10638	0.10332	1.9767	2.14344
1229	-296.2	0.00	-0.04160	.	-1.0508	.
1230	-305.5	-26.26	-0.03510	-0.14117	-0.9098	-0.55100
1231	-289.9	-188.93	-0.02871	-0.10028	-0.6181	-0.11723
1232	-820.7	-46.25	-0.06845	-0.09212	-1.2412	0.02145
1233	1740.6	0.00	0.32408	.	1.2451	.
1234	1679.2	242.12	0.31323	0.27926	0.1928	-0.07505
1235	1602.0	376.12	0.33495	0.32849	0.6713	0.75816
1236	2126.7	220.64	0.32618	0.28287	0.4680	0.32020
1237	929.0	0.00	0.33287	.	0.9876	.
1238	878.2	93.70	0.31807	0.32534	0.2355	0.79902
1239	940.8	153.46	0.32588	0.32444	0.4036	0.67767
1240	1409.2	155.49	0.31420	0.33082	0.0418	0.84554
1241	3044.0	0.00	0.30244	.	1.1823	.
1242	2579.5	609.91	0.29055	0.32511	0.8103	1.31750
1243	2153.5	575.95	0.30494	0.31891	1.0491	1.12374
1244	3631.7	644.12	0.29378	0.31714	0.9674	1.46395
1245	806.6	0.00	0.17247	.	0.4600	.
1246	377.0	30.89	0.10503	0.08979	-0.3896	0.62198
1247	477.1	35.44	0.12595	0.05801	0.2632	0.80412

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 78
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STATENM=SOUTHCAR

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
1248	TECH	76	5320	597	1640	242	1873.17	210.204

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
1248	233.172	-31.796	0.0438293	-0.05326	-0.62769	-0.087798

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 79
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=SOUTHDAK

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
1249	CLER	73	13051	0	12919	0	4419.07	0.000
1250	CLER	74	1759	386	1660	356	602.81	132.282
1251	CLER	75	1452	443	1343	387	504.86	154.031
1252	CLER	76	1877	315	1715	285	660.89	110.911
1253	OFADM	73	17961	0	229	0	6081.59	0.000
1254	OFADM	74	685	46	135	13	234.75	15.764
1255	OFADM	75	458	27	68	5	159.25	9.388
1256	OFADM	76	881	32	185	2	310.20	11.267
1257	PPRO	73	983	0	453	0	332.84	0.000
1258	PPRO	74	553	78	341	42	189.51	26.731
1259	PPRO	75	657	106	444	72	228.44	36.856
1260	PPRO	76	671	72	407	53	236.26	25.351
1261	PRO	73	1806	0	482	0	611.51	0.000
1262	PRO	74	1421	286	433	104	486.98	98.012
1263	PRO	75	1867	430	582	212	649.16	149.511
1264	PRO	76	2014	202	596	83	709.13	71.124
1265	PTSVS	73	862	0	35	0	291.87	0.000
1266	PTSVS	74	931	173	80	2	319.05	59.287
1267	PTSVS	75	693	97	33	3	240.96	33.727
1268	PTSVS	76	1066	164	66	22	375.34	57.744
1269	SKIL	73	1971	0	143	0	667.38	0.000
1270	SKIL	74	1492	74	40	3	511.31	25.360
1271	SKIL	75	847	34	68	12	294.50	11.822
1272	SKIL	76	1077	77	99	10	379.21	27.112
1273	SVSMA	73	2219	0	534	0	751.35	0.000
1274	SVSMA	74	2055	333	306	61	704.25	114.119
1275	SVSMA	75	2005	319	654	127	697.14	110.916
1276	SVSMA	76	2489	373	561	111	876.38	131.333
1277	TECH	73	798	0	156	0	270.20	0.000
1278	TECH	74	833	96	103	31	285.47	32.899
1279	TECH	75	750	89	109	50	260.77	30.945

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
1249	-8499.9	0.00	-0.65129	.	-1.8915	.
1250	-1057.2	-223.72	-0.60102	-0.57958	-1.6249	-1.6086
1251	-838.1	-232.97	-0.57723	-0.52589	-1.4381	-1.1797
1252	-1054.1	-174.09	-0.56159	-0.55266	-1.3752	-1.4883
1253	5852.6	0.00	0.32585	.	3.1655	.
1254	99.7	2.76	0.14562	0.06009	-0.8612	-1.5542
1255	91.2	4.39	0.19923	0.16251	0.3861	-0.1454
1256	125.2	9.27	0.14211	0.28960	-0.9485	1.7448
1257	-120.2	0.00	-0.12223	.	0.1888	.
1258	-151.5	-15.27	-0.27394	-0.19576	-0.8976	-0.3740
1259	-215.6	-35.14	-0.32810	-0.33155	-1.4808	-1.8924
1260	-170.7	-27.65	-0.25446	-0.38401	-0.8236	-2.3440
1261	129.5	0.00	0.07171	.	1.0513	.
1262	54.0	-5.99	0.03799	-0.02094	0.2191	0.5542
1263	67.2	-62.49	0.03597	-0.14532	0.5061	-0.6012
1264	113.1	-11.88	0.05617	-0.05879	0.9683	0.3897
1265	256.9	0.00	0.29800	.	-1.0858	.
1266	239.1	57.29	0.25677	0.33114	-3.3942	1.0897
1267	208.0	30.73	0.30008	0.31677	-0.1245	0.6247
1268	309.3	35.74	0.29019	0.21795	-0.4005	-0.4259
1269	524.4	0.00	0.26605	.	-0.9023	.
1270	471.3	22.36	0.31589	0.30216	0.1953	0.4317
1271	226.5	-0.18	0.26742	-0.00524	-1.0031	-2.6592
1272	280.2	17.11	0.26018	0.22223	-1.6972	-0.5733
1273	217.4	0.00	0.09795	.	-2.4633	.
1274	398.2	53.12	0.19379	0.15952	-0.5790	-0.5766
1275	43.1	-16.08	0.02152	-0.05042	-2.1175	-1.9186
1276	315.4	20.33	0.12671	0.05451	-1.2111	-1.3855
1277	114.2	0.00	0.14311	.	0.1197	.
1278	182.5	1.90	0.21905	0.01978	1.2264	0.0012
1279	151.8	-19.05	0.20237	-0.21410	1.1777	-1.6208

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 80
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STATENM=SOUTHDAK

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
1280	TECH	76	906	43	173	20	319.003	15.1403

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
1280	146.003	-4.8597	0.161151	-0.11302	0.785861	-0.70593

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 81
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STATENM=TENNESSE

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
1281	CLER	73	12084	0	9283	0	4091.64	0.00
1282	CLER	74	12321	2677	9628	1982	4222.41	917.41
1283	CLER	75	12232	2904	9572	2154	4253.07	1009.72
1284	CLER	76	13788	3435	10747	2535	4854.75	1209.46
1285	OFADM	73	4543	0	873	0	1538.26	0.00
1286	OFADM	74	5046	412	671	49	1729.26	141.19
1287	OFADM	75	4179	315	644	41	1453.04	109.53
1288	OFADM	76	4808	268	736	49	1692.90	94.36
1289	PPRO	73	8944	0	3462	0	3028.44	0.00
1290	PPRO	74	7767	2451	3203	1015	2661.75	839.96
1291	PPRO	75	6840	2548	2729	955	2378.27	885.94
1292	PPRO	76	8002	2507	3703	1131	2817.50	882.71
1293	PRO	73	12939	0	4580	0	4381.15	0.00
1294	PRO	74	12675	2339	4725	1012	4343.72	801.58
1295	PRO	75	14442	2377	5474	1062	5021.48	826.48
1296	PRO	76	16044	3239	6395	1546	5649.09	1140.45
1297	PTSVS	73	9480	0	259	0	3209.93	0.00
1298	PTSVS	74	9091	1767	284	103	3115.49	605.55
1299	PTSVS	75	9078	1524	296	79	3156.42	529.89
1300	PTSVS	76	11254	2039	364	92	3962.53	717.93
1301	SKIL	73	5060	0	189	0	1713.32	0.00
1302	SKIL	74	5937	534	103	16	2034.61	183.00
1303	SKIL	75	5523	505	251	20	1920.35	175.59
1304	SKIL	76	6220	623	108	49	2190.06	219.36
1305	SVSMA	73	18303	0	1315	0	6197.40	0.00
1306	SVSMA	74	15217	4004	786	312	5214.87	1372.17
1307	SVSMA	75	16064	4300	1380	409	5585.45	1495.11
1308	SVSMA	76	19492	5790	1981	719	6863.13	2038.66
1309	TECH	73	7849	0	2363	0	2657.67	0.00
1310	TECH	74	12441	1951	3251	610	4263.53	668.61
1311	TECH	75	13154	1771	3924	692	4573.65	615.78

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
1281	-5191.4	0.0	-0.42961	.	0.0159	.
1282	-5405.6	-1064.6	-0.43873	-0.39768	-0.1287	-0.00581
1283	-5318.9	-1144.3	-0.43484	-0.39404	-0.2296	-0.10285
1284	-5892.2	-1325.5	-0.42735	-0.38589	-0.1588	0.04402
1285	665.3	0.0	0.14644	.	-0.3985	.
1286	1058.3	92.2	0.20972	0.22377	0.7816	0.73705
1287	809.0	68.5	0.19360	0.21754	0.2518	0.68727
1288	956.9	45.4	0.19902	0.16926	0.5814	0.23488
1289	-433.6	0.0	-0.04848	.	0.7035	.
1290	-541.2	-175.0	-0.06969	-0.07142	0.5117	0.55781
1291	-350.7	-69.1	-0.05128	-0.02710	0.6008	0.77372
1292	-885.5	-248.3	-0.11066	-0.09904	0.2924	0.28008
1293	-198.9	0.0	-0.01537	.	-0.5643	.
1294	-381.3	-210.4	-0.03008	-0.08996	-0.8322	-0.08029
1295	-452.5	-235.5	-0.03133	-0.09908	-0.6637	-0.10432
1296	-745.9	-405.5	-0.04649	-0.12521	-0.8519	-0.34408
1297	2950.9	0.0	0.31128	.	0.1013	.
1298	2831.5	502.6	0.31146	0.28441	0.0805	0.04050
1299	2860.4	450.9	0.31509	0.29586	0.2182	0.38651
1300	3598.5	625.9	0.31976	0.30698	0.3130	0.59733
1301	1524.3	0.0	0.30125	.	0.0933	.
1302	1931.6	167.0	0.32535	0.31274	0.3698	0.59932
1303	1669.3	155.6	0.30225	0.30810	-0.1649	0.51220
1304	2082.1	170.4	0.33474	0.27345	0.7030	0.09592
1305	4882.4	0.0	0.26675	.	0.5462	.
1306	4428.9	1060.2	0.29105	0.26478	0.8174	0.62742
1307	4205.5	1086.1	0.26179	0.25258	0.5671	0.57741
1308	4882.1	1319.7	0.25047	0.22792	0.4027	0.49592
1309	294.7	0.0	0.03754	.	-1.1038	.
1310	1012.5	58.6	0.08139	0.03004	-0.7247	0.09211
1311	649.6	-76.2	0.04939	-0.04304	-0.6529	-0.09639

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 82
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=TENNESSE

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
1312	TECH	76	13106	2272	4398	856	4614.62	799.971

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
1312	216.623	-56.029	0.0165285	-0.024661	-0.95663	0.208044

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 83
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=TEXAS

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
1313	CLER	73	35426	0	24107	0	11995.2	0.00
1314	CLER	74	38784	11944	25922	7794	13291.3	4093.21
1315	CLER	75	38480	13857	24629	8519	13379.5	4818.08
1316	CLER	76	43627	12847	28258	7997	15361.1	4523.43
1317	OFADM	73	11937	0	1872	0	4041.9	0.00
1318	OFADM	74	12225	746	1900	121	4189.5	255.65
1319	OFADM	75	10790	951	2057	296	3751.7	330.66
1320	OFADM	76	13245	779	2671	188	4663.6	274.29
1321	PPRO	73	20275	0	6733	0	6865.1	0.00
1322	PPRO	74	20281	8098	6405	2841	6950.3	2775.18
1323	PPRO	75	17748	8595	6978	3216	6171.0	2988.48
1324	PPRO	76	20871	9083	7790	3610	7348.7	3198.12
1325	PRO	73	27013	0	8777	0	9146.6	0.00
1326	PRO	74	29722	6317	9474	2694	10185.7	2164.84
1327	PRO	75	32754	8999	10837	4096	11388.6	3128.95
1328	PRO	76	38547	9170	12935	4215	13572.4	3228.76
1329	PTSVS	73	27050	0	846	0	9159.1	0.00
1330	PTSVS	74	30003	5510	941	242	10282.0	1888.28
1331	PTSVS	75	28175	4494	821	301	9796.4	1562.56
1332	PTSVS	76	32281	4633	1174	330	11366.1	1631.28
1333	SKIL	73	22324	0	245	0	7558.9	0.00
1334	SKIL	74	25110	2230	545	121	8605.2	764.22
1335	SKIL	75	23144	2385	600	78	8047.2	829.26
1336	SKIL	76	25338	2200	399	142	8921.5	774.62
1337	SVSMA	73	39071	0	2285	0	13229.4	0.00
1338	SVSMA	74	40886	14711	2385	945	14011.6	5041.46
1339	SVSMA	75	35674	14711	2498	1417	12403.8	5115.01
1340	SVSMA	76	40389	12572	2673	1322	14221.0	4426.60
1341	TECH	73	18351	0	4487	0	6213.6	0.00
1342	TECH	74	20134	4546	5125	1758	6899.9	1557.91
1343	TECH	75	22670	5859	4770	1927	7882.4	2037.17

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
1313	-12112	0.0	-0.34189	.	0.77064	.
1314	-12631	-3700.8	-0.32567	-0.30985	0.91358	0.7682
1315	-11250	-3700.9	-0.29235	-0.26708	0.97964	0.9340
1316	-12897	-3473.6	-0.29562	-0.27038	1.03467	1.1054
1317	2170	0.0	0.18178	.	0.30351	.
1318	2290	134.7	0.18728	0.18050	0.20644	0.1314
1319	1695	34.7	0.15706	0.03645	-0.61960	-2.0529
1320	1993	86.3	0.15044	0.11076	-0.72466	-0.4992
1321	132	0.0	0.00652	.	1.08727	.
1322	545	-65.8	0.02689	-0.00813	1.17800	1.0321
1323	-807	-227.5	-0.04547	-0.02647	0.64447	0.7793
1324	-441	-411.9	-0.02115	-0.04535	0.98706	0.7745
1325	370	0.0	0.01368	.	-0.02530	.
1326	712	-529.2	0.02395	-0.08377	0.00224	-0.0233
1327	552	-967.0	0.01684	-0.10746	0.17364	-0.1944
1328	637	-986.2	0.01654	-0.10755	0.26557	-0.1490
1329	8313	0.0	0.30732	.	-0.25216	.
1330	9341	1646.3	0.31134	0.29878	0.07262	0.3631
1331	8975	1261.6	0.31856	0.28072	0.29729	0.2140
1332	10192	1301.3	0.31573	0.28087	0.21590	0.2972
1333	7314	0.0	0.32763	.	0.83937	.
1334	8060	643.2	0.32100	0.28844	0.28944	0.2143
1335	7447	751.3	0.32178	0.31500	0.30487	0.5820
1336	8523	632.6	0.33635	0.28755	0.75507	0.2802
1337	10944	0.0	0.28012	.	0.78443	.
1338	11627	4096.5	0.28437	0.27846	0.72151	0.7839
1339	9906	3698.0	0.27768	0.25138	0.74455	0.5675
1340	11548	3104.6	0.28592	0.24695	0.86491	0.7023
1341	1727	0.0	0.09409	.	-0.44845	.
1342	1775	-200.1	0.08816	-0.04401	-0.62875	-0.5646
1343	3112	110.2	0.13729	0.01880	0.39898	0.4547

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 84
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=TEXAS

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
1344	TECH	76	24328	5036	5886	2214	8565.89	1773.18

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
1344	2679.89	-440.82	0.110157	-0.087535	0.171454	-0.44234

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 85
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=UTAH

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
1345	CLER	73	2953	0	2467	0	999.89	0.000
1346	CLER	74	3338	831	2861	714	1143.93	284.784
1347	CLER	75	3904	694	3376	602	1357.42	241.304
1348	CLER	76	3997	841	3436	690	1407.34	296.116
1349	OFADM	73	1160	0	202	0	392.78	0.000
1350	OFADM	74	1030	41	113	8	352.98	14.051
1351	OFADM	75	846	23	73	3	294.15	7.997
1352	OFADM	76	1124	51	146	2	395.76	17.957
1353	PPRO	73	1359	0	803	0	460.16	0.000
1354	PPRO	74	1249	523	788	281	428.03	179.232
1355	PPRO	75	1160	336	710	152	403.33	116.827
1356	PPRO	76	2176	691	1293	417	766.17	243.301
1357	PRO	73	3342	0	703	0	1131.60	0.000
1358	PRO	74	3819	493	784	161	1308.77	168.951
1359	PRO	75	4139	404	1054	130	1439.13	140.471
1360	PRO	76	4562	457	1188	143	1606.28	160.910
1361	PTSVS	73	2320	0	106	0	785.55	0.000
1362	PTSVS	74	2307	342	69	15	790.61	117.203
1363	PTSVS	75	2349	223	86	16	816.75	77.537
1364	PTSVS	76	2531	294	91	22	891.17	103.517
1365	SKIL	73	2132	0	100	0	721.90	0.000
1366	SKIL	74	1974	162	30	6	676.49	55.517
1367	SKIL	75	1708	89	34	12	593.87	30.945
1368	SKIL	76	1825	147	65	11	642.58	51.759
1369	SVSMA	73	2066	0	245	0	699.55	0.000
1370	SVSMA	74	2167	1020	191	206	742.63	349.554
1371	SVSMA	75	3343	844	252	145	1162.36	293.459
1372	SVSMA	76	2763	476	363	74	972.85	167.600
1373	TECH	73	2293	0	285	0	776.41	0.000
1374	TECH	74	2383	205	330	52	816.65	70.253
1375	TECH	75	2048	178	309	27	712.09	61.891

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
1345	-1467.1	0.00	-0.49682	.	-0.5624	.
1346	-1717.1	-429.22	-0.51440	-0.51651	-0.8263	-1.0529
1347	-2018.6	-360.70	-0.51705	-0.51974	-0.9274	-1.1295
1348	-2028.7	-393.88	-0.50754	-0.46835	-0.8855	-0.7137
1349	190.8	0.00	0.16446	.	-0.0404	.
1350	240.0	6.05	0.23299	0.14758	1.3778	-0.3295
1351	221.2	5.00	0.26141	0.21727	1.8691	0.6831
1352	249.8	15.96	0.22221	0.31288	1.2046	2.0370
1353	-342.8	0.00	-0.25228	.	-0.7188	.
1354	-360.0	-101.77	-0.28820	-0.19458	-0.9961	-0.3652
1355	-306.7	-35.17	-0.26437	-0.10468	-1.0016	0.0943
1356	-526.8	-173.70	-0.24211	-0.25137	-0.7277	-1.1227
1357	428.6	0.00	0.12825	.	2.1001	.
1358	524.8	7.95	0.13741	0.01613	1.7547	0.8949
1359	385.1	10.47	0.09305	0.02592	1.4982	1.2389
1360	418.3	17.91	0.09169	0.03919	1.5980	1.4723
1361	679.6	0.00	0.29291	.	-1.5404	.
1362	721.6	102.20	0.31279	0.29884	0.1650	0.3645
1363	730.7	61.54	0.31109	0.27595	0.1267	0.1597
1364	800.2	81.52	0.31615	0.27727	0.2259	0.2558
1365	621.9	0.00	0.29170	.	-0.1769	.
1366	646.5	49.52	0.32750	0.30566	0.4095	0.4872
1367	559.9	18.95	0.32779	0.21287	0.4497	-0.4516
1368	577.6	40.76	0.31648	0.27727	0.1154	0.1459
1369	454.5	0.00	0.22001	.	-0.2871	.
1370	551.6	143.55	0.25456	0.14074	0.2935	-0.7914
1371	910.4	148.46	0.27232	0.17590	0.6847	-0.0543
1372	609.9	93.60	0.22072	0.19664	0.0148	0.1565
1373	491.4	0.00	0.21431	.	0.9449	.
1374	486.7	18.25	0.20422	0.08904	1.0162	0.6153
1375	403.1	34.89	0.19682	0.19601	1.1114	2.0340

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 86
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=UTAH

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
1376	TECH	76	2429	179	392	56	855.251	63.0259

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
1376	463.251	7.0259	0.190717	0.0392508	1.14209	0.86916

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 87
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=VERMONT

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
1377	CLER	73	1355	0	1195	0	458.803	0.000
1378	CLER	76	1528	300	1281	245	538.009	105.630
1379	OFADM	73	348	0	48	0	117.833	0.000
1380	OFADM	76	466	15	68	3	164.079	5.281
1381	PPRO	73	911	0	511	0	308.465	0.000
1382	PPRO	76	1122	328	619	159	395.056	115.489
1383	PRO	73	1579	0	510	0	534.649	0.000
1384	PRO	76	1537	149	524	59	541.178	52.463
1385	PTSVS	73	674	0	17	0	228.216	0.000
1386	PTSVS	76	822	81	17	6	289.426	28.520
1387	SKIL	73	425	0	26	0	143.905	0.000
1388	SKIL	76	353	25	27	8	124.291	8.802
1389	SVSMA	73	1289	0	100	0	436.455	0.000
1390	SVSMA	76	1189	131	101	21	418.647	46.125
1391	TECH	73	606	0	57	0	205.192	0.000
1392	TECH	76	692	56	126	18	243.653	19.718

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
1377	-736.20	0.00	-0.54332	.	-0.9625	.
1378	-742.99	-139.37	-0.48625	-0.46457	-0.6926	-0.6789
1379	69.83	0.00	0.20067	.	0.6788	.
1380	96.08	2.28	0.20618	0.15210	0.7737	0.0195
1381	-202.54	0.00	-0.22232	.	-0.5097	.
1382	-223.94	-43.51	-0.19959	-0.13266	-0.3978	-0.0295
1383	24.65	0.00	0.01561	.	0.0105	.
1384	17.18	-6.54	0.01118	-0.04387	0.1705	0.5545
1385	211.22	0.00	0.31338	.	0.2888	.
1386	272.43	22.52	0.33142	0.27803	0.5944	0.2645
1387	117.90	0.00	0.27742	.	-0.5806	.
1388	97.29	0.80	0.27561	0.03210	-1.2003	-3.0573
1389	336.46	0.00	0.26102	.	0.4440	.
1390	317.65	25.13	0.26715	0.19179	0.6202	0.1040
1391	148.19	0.00	0.24454	.	1.2953	.
1392	117.65	1.72	0.17002	0.03067	0.8927	0.7804

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 88
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=VIRGINIA

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
1393	CLER	73	15303	0	10927	0	5181.60	0.00
1394	CLER	74	15347	3174	10809	2162	5259.42	1087.73
1395	CLER	75	16346	3251	11354	2281	5683.50	1130.37
1396	CLER	76	16879	2769	11899	1886	5943.10	974.96
1397	OFADM	73	5234	0	829	0	1772.23	0.00
1398	OFADM	74	4660	327	672	76	1596.98	112.06
1399	OFADM	75	4337	270	596	61	1507.97	93.88
1400	OFADM	76	5044	248	799	45	1775.99	87.32
1401	PPRO	73	6806	0	2727	0	2304.51	0.00
1402	PPRO	74	6560	1562	2754	676	2248.11	535.30
1403	PPRO	75	7741	1933	3158	706	2691.55	672.10
1404	PPRO	76	7846	1562	3114	657	2762.58	549.98
1405	PRO	73	14817	0	5598	0	5017.04	0.00
1406	PRO	74	15720	3706	5876	1225	5387.24	1270.05
1407	PRO	75	16744	2402	6337	1143	5821.89	835.18
1408	PRO	76	17634	2628	6712	1352	6208.93	925.32
1409	PTSVS	73	10390	0	409	0	3518.05	0.00
1410	PTSVS	74	12164	1945	534	126	4168.60	666.55
1411	PTSVS	75	12526	1915	590	159	4355.29	665.85
1412	PTSVS	76	13898	2107	706	173	4893.49	741.87
1413	SKIL	73	6297	0	91	0	2132.16	0.00
1414	SKIL	74	6533	643	66	23	2238.86	220.36
1415	SKIL	75	6936	735	139	89	2411.65	255.56
1416	SKIL	76	7315	545	77	19	2575.61	191.89
1417	SVSMA	73	15242	0	663	0	5160.94	0.00
1418	SVSMA	74	16052	5008	739	243	5501.02	1716.24
1419	SVSMA	75	16183	4089	966	346	5626.83	1421.75
1420	SVSMA	76	16754	2834	972	277	5899.08	997.85
1421	TECH	73	7885	0	1247	0	2669.86	0.00
1422	TECH	74	8003	3376	1228	284	2742.63	1156.96
1423	TECH	75	9150	1040	1630	282	3181.45	361.61

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
1393	-5745.4	0.0	-0.37544	.	0.4819	.
1394	-5549.6	-1074.3	-0.36161	-0.33846	0.5823	0.51603
1395	-5670.5	-1150.6	-0.34690	-0.35393	0.5166	0.22470
1396	-5955.9	-911.0	-0.35286	-0.32901	0.5160	0.56665
1397	943.2	0.0	0.18021	.	0.2724	.
1398	925.0	36.1	0.19849	0.11028	0.4938	-0.85155
1399	912.0	32.9	0.21028	0.12177	0.6496	-0.76183
1400	977.0	42.3	0.19369	0.17065	0.4381	0.25225
1401	-422.5	0.0	-0.06208	.	0.6086	.
1402	-505.9	-140.7	-0.07712	-0.09008	0.4604	0.41796
1403	-466.5	-33.9	-0.06026	-0.01754	0.5333	0.85751
1404	-351.4	-107.0	-0.04479	-0.06851	0.8036	0.56114
1405	-581.0	0.0	-0.03921	.	-1.0065	.
1406	-488.8	45.0	-0.03109	0.01215	-0.8478	0.85842
1407	-515.1	-307.8	-0.03076	-0.12815	-0.6538	-0.41672
1408	-503.1	-426.7	-0.02853	-0.16236	-0.5334	-0.75455
1409	3109.1	0.0	0.29924	.	-0.9752	.
1410	3634.6	540.6	0.29880	0.27792	-0.7239	-0.10523
1411	3765.3	506.8	0.30060	0.26467	-0.1127	0.03116
1412	4187.5	568.9	0.30130	0.26999	-0.1323	0.17221
1413	2041.2	0.0	0.32415	.	0.7410	.
1414	2172.9	197.4	0.33260	0.30693	0.5035	0.50729
1415	2272.6	166.6	0.32766	0.22661	0.4465	-0.31252
1416	2498.6	172.9	0.34157	0.31724	0.9231	0.66804
1417	4497.9	0.0	0.29510	.	1.0516	.
1418	4762.0	1473.2	0.29666	0.29418	0.8981	0.96370
1419	4660.8	1075.7	0.28801	0.26308	0.8600	0.66389
1420	4927.1	720.9	0.29408	0.25436	0.9714	0.78276
1421	1422.9	0.0	0.18045	.	0.5525	.
1422	1514.6	873.0	0.18926	0.25858	0.8042	2.11867
1423	1551.5	79.6	0.16956	0.07655	0.7851	0.96930

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 89
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=VIRGINIA

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
1424	TECH	76	9233	832	1736	297	3250.94	292.947

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
1424	1514.94	-4.0528	0.164079	-0.0048712	0.821139	0.412751

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 90
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=WASHINGT

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
1425	CLER	73	12545	0	10360	0	4247.74	0.00
1426	CLER	74	13359	3001	10742	2263	4578.13	1028.44
1427	CLER	75	12752	2486	10058	1834	4433.87	864.38
1428	CLER	76	14106	3013	11293	2325	4966.72	1060.88
1429	OFADM	73	8668	0	1663	0	2934.98	0.00
1430	OFADM	74	3585	228	516	43	1228.58	78.14
1431	OFADM	75	2855	231	367	46	992.68	80.32
1432	OFADM	76	3698	229	565	47	1302.07	80.63
1433	PPRO	73	4220	0	1885	0	1428.89	0.00
1434	PPRO	74	3187	634	1586	252	1092.18	217.27
1435	PPRO	75	3597	1141	1851	522	1250.68	396.73
1436	PPRO	76	3462	768	1875	335	1218.97	270.41
1437	PRO	73	10252	0	3120	0	3471.33	0.00
1438	PRO	74	13669	1406	3701	420	4684.37	481.84
1439	PRO	75	13436	1566	3841	536	4671.70	544.50
1440	PRO	76	14859	1860	4643	677	5231.85	654.91
1441	PTSVS	73	7963	0	266	0	2696.27	0.00
1442	PTSVS	74	8173	1062	296	77	2800.89	363.95
1443	PTSVS	75	6649	633	315	100	2311.86	220.09
1444	PTSVS	76	8001	900	410	86	2817.15	316.89
1445	SKIL	73	6970	0	199	0	2360.04	0.00
1446	SKIL	74	7727	662	289	36	2648.04	226.87
1447	SKIL	75	6612	373	192	56	2298.99	129.69
1448	SKIL	76	8571	592	321	46	3017.85	208.44
1449	SVSMA	73	11052	0	2098	0	3742.21	0.00
1450	SVSMA	74	10441	1581	1006	228	3578.13	541.81
1451	SVSMA	75	11446	1228	2089	199	3979.77	426.98
1452	SVSMA	76	11117	1836	2022	455	3914.30	646.46
1453	TECH	73	7905	0	1340	0	2676.63	0.00
1454	TECH	74	7617	868	1310	175	2610.35	297.46
1455	TECH	75	6868	649	1248	231	2388.00	225.66

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
1425	-6112.3	0.0	-0.48723	.	-0.4799	.
1426	-6163.9	-1234.6	-0.46140	-0.41138	-0.3377	-0.12654
1427	-5624.1	-969.6	-0.44104	-0.39003	-0.2823	-0.07014
1428	-6326.3	-1264.1	-0.44848	-0.41956	-0.3503	-0.26531
1429	1272.0	0.0	0.14674	.	-0.3924	.
1430	712.6	35.1	0.19877	0.15410	0.5008	-0.23815
1431	625.7	34.3	0.21915	0.14857	0.8613	-0.35643
1432	737.1	33.6	0.19931	0.14686	0.5892	-0.04625
1433	-456.1	0.0	-0.10808	.	0.2875	.
1434	-493.8	-34.7	-0.15495	-0.05478	-0.0766	0.68252
1435	-600.3	-125.3	-0.16690	-0.10979	-0.2686	0.04957
1436	-656.0	-64.6	-0.18949	-0.08410	-0.3194	0.41765
1437	351.3	0.0	0.03427	.	0.3566	.
1438	983.4	61.8	0.07194	0.04398	0.7435	1.15097
1439	830.7	8.5	0.06183	0.00543	0.9556	1.01870
1440	588.9	-22.1	0.03963	-0.01188	0.6750	0.90803
1441	2430.3	0.0	0.30520	.	-0.4425	.
1442	2504.9	286.9	0.30648	0.27020	-0.2357	-0.27863
1443	1996.9	120.1	0.30032	0.18972	-0.1189	-0.82269
1444	2407.2	230.9	0.30086	0.25654	-0.1431	0.01764
1445	2161.0	0.0	0.31005	.	0.3422	.
1446	2359.0	190.9	0.30530	0.28832	-0.0002	0.21235
1447	2107.0	73.7	0.31866	0.19757	0.2300	-0.60650
1448	2696.8	162.4	0.31465	0.27440	0.0563	0.10832
1449	1644.2	0.0	0.14877	.	-1.5573	.
1450	2572.1	313.8	0.24635	0.19849	0.1756	-0.13083
1451	1890.8	228.0	0.16519	0.18565	-0.5123	0.02603
1452	1892.3	191.5	0.17022	0.10428	-0.6438	-0.84555
1453	1336.6	0.0	0.16909	.	0.4208	.
1454	1300.3	122.5	0.17072	0.14109	0.5414	1.07683
1455	1140.0	-5.3	0.16599	-0.00823	0.7424	0.21379

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 91
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=WASHINGT

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
1456	TECH	76	7600	799	1784	353	2675.96	281.328

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
1456	891.96	-71.672	0.117363	-0.089702	0.258283	-0.46476

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 92
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=WESTVIRG

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
1457	CLER	73	6283	0	4778	0	2127.42	0.000
1458	CLER	74	5644	1330	4312	1060	1934.20	455.791
1459	CLER	75	6609	1363	4559	1004	2297.95	473.915
1460	CLER	76	6362	1341	4953	1081	2240.06	472.166
1461	OFADM	73	1819	0	273	0	615.91	0.000
1462	OFADM	74	1614	108	271	11	553.12	37.012
1463	OFADM	75	1895	100	356	16	658.89	34.770
1464	OFADM	76	2370	119	607	36	834.48	41.900
1465	PPRO	73	3657	0	1578	0	1238.26	0.000
1466	PPRO	74	3467	962	1737	375	1188.14	329.677
1467	PPRO	75	3799	1138	2067	622	1320.91	395.683
1468	PPRO	76	3481	1129	2003	610	1225.66	397.521
1469	PRO	73	4428	0	1589	0	1499.32	0.000
1470	PRO	74	4397	594	1674	225	1506.85	203.564
1471	PRO	75	5239	1339	2306	776	1821.60	465.570
1472	PRO	76	5252	1115	2416	575	1849.23	392.591
1473	PTSVS	73	2463	0	103	0	833.97	0.000
1474	PTSVS	74	2144	280	100	15	734.75	95.956
1475	PTSVS	75	2081	277	110	50	723.56	96.313
1476	PTSVS	76	2650	240	100	12	933.06	84.504
1477	SKIL	73	1935	0	69	0	655.19	0.000
1478	SKIL	74	1759	248	32	50	602.81	84.990
1479	SKIL	75	2043	267	64	12	710.35	92.836
1480	SKIL	76	2432	344	45	12	856.31	121.122
1481	SVSMA	73	5810	0	739	0	1967.27	0.000
1482	SVSMA	74	5091	1116	658	115	1744.69	382.453
1483	SVSMA	75	6150	2055	1532	766	2138.35	714.523
1484	SVSMA	76	6208	1256	1255	175	2185.84	442.238
1485	TECH	73	3055	0	198	0	1034.42	0.000
1486	TECH	74	2763	279	275	48	946.88	95.613
1487	TECH	75	3219	500	689	214	1119.25	173.850

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
1457	-2650.6	0.00	-0.42186	.	0.0825	.
1458	-2377.8	-604.21	-0.42130	-0.45429	0.0320	-0.5047
1459	-2261.1	-530.08	-0.34212	-0.38891	0.5573	-0.0610
1460	-2712.9	-608.83	-0.42643	-0.45401	-0.1505	-0.5819
1461	342.9	0.00	0.18852	.	0.4374	.
1462	282.1	26.01	0.17479	0.24085	-0.1135	0.9761
1463	302.9	18.77	0.15984	0.18770	-0.5534	0.2357
1464	227.5	5.90	0.09598	0.04958	-2.1886	-1.2669
1465	-339.7	0.00	-0.09290	.	0.3935	.
1466	-548.9	-45.32	-0.15831	-0.04711	-0.0998	0.7399
1467	-746.1	-226.32	-0.19639	-0.19887	-0.4904	-0.7305
1468	-777.3	-212.48	-0.22331	-0.18820	-0.5818	-0.5410
1469	-89.7	0.00	-0.02025	.	-0.6549	.
1470	-167.1	-21.44	-0.03801	-0.03609	-0.9548	0.4150
1471	-484.4	-310.43	-0.09246	-0.23184	-1.7261	-1.5309
1472	-566.8	-182.41	-0.10792	-0.16360	-1.9409	-0.7682
1473	731.0	0.00	0.29678	.	-1.1945	.
1474	634.7	80.96	0.29606	0.28913	-0.8981	0.1465
1475	613.6	46.31	0.29484	0.16719	-0.2441	-1.0793
1476	833.1	72.50	0.31436	0.30210	0.1829	0.5412
1477	586.2	0.00	0.30294	.	0.1412	.
1478	570.8	34.99	0.32451	0.14109	0.3542	-2.1209
1479	646.4	80.84	0.31637	0.30276	0.1749	0.4582
1480	811.3	109.12	0.33360	0.31722	0.6663	0.6678
1481	1228.3	0.00	0.21141	.	-0.4406	.
1482	1086.7	267.45	0.21345	0.23965	-0.2967	0.3400
1483	606.4	-51.48	0.09859	-0.02505	-1.2563	-1.7096
1484	930.8	267.24	0.14994	0.21277	-0.9081	0.3315
1485	836.4	0.00	0.27379	.	1.6343	.
1486	671.9	47.61	0.24317	0.17066	1.5683	1.3390
1487	430.2	-40.15	0.13366	-0.08030	0.3555	-0.4284

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 93
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STATENM=WESTVIRG

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
1488	TECH	76	2743	309	423	89	965.81	108.799

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
1488	542.81	19.7989	0.197889	0.0640741	1.22851	1.12594

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 94
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=WISCONSI

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
1489	CLER	73	12630	0	11145	0	4276.52	0.000
1490	CLER	74	11350	1007	9998	797	3889.64	345.099
1491	CLER	75	11167	1740	9790	1158	3882.77	604.998
1492	CLER	76	12369	1284	10865	1025	4355.12	452.096
1493	OFADM	73	6891	0	1174	0	2333.29	0.000
1494	OFADM	74	4067	155	643	32	1393.76	53.118
1495	OFADM	75	3504	209	566	64	1218.34	72.669
1496	OFADM	76	4602	145	719	40	1620.36	51.054
1497	PPRO	73	9597	0	6446	0	3249.54	0.000
1498	PPRO	74	9453	1616	6510	1055	3239.54	553.803
1499	PPRO	75	8493	2202	5716	1124	2953.02	765.635
1500	PPRO	76	9562	1577	6533	832	3366.78	555.262
1501	PRO	73	14135	0	4644	0	4786.11	0.000
1502	PRO	74	16959	1387	5485	997	5811.85	475.325
1503	PRO	75	16873	1357	5471	725	5866.74	471.829
1504	PRO	76	16951	1228	5622	720	5968.45	432.379
1505	PTSVS	73	11936	0	377	0	4041.53	0.000
1506	PTSVS	74	11345	1093	351	195	3887.93	374.571
1507	PTSVS	75	10560	1719	347	522	3671.71	597.696
1508	PTSVS	76	11698	1230	414	319	4118.87	433.083
1509	SKIL	73	5787	0	159	0	1959.48	0.000
1510	SKIL	74	5577	250	98	89	1911.24	85.675
1511	SKIL	75	4116	229	64	25	1431.13	79.623
1512	SKIL	76	5379	210	97	27	1893.95	73.941
1513	SVSMA	73	18110	0	2937	0	6132.05	0.000
1514	SVSMA	74	16304	1438	2755	405	5587.38	492.803
1515	SVSMA	75	14228	1228	2506	294	4947.08	426.976
1516	SVSMA	76	15514	1456	2707	262	5462.48	512.658
1517	TECH	73	5450	0	1481	0	1845.37	0.000
1518	TECH	74	5176	1222	1351	735	1773.82	418.779
1519	TECH	75	5330	2033	1448	1425	1853.24	706.874

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
1489	-6868.5	0.00	-0.54382	.	-0.9668	.
1490	-6108.4	-451.90	-0.53818	-0.44876	-1.0456	-0.4559
1491	-5907.2	-553.00	-0.52899	-0.31782	-1.0287	0.5197
1492	-6509.9	-572.90	-0.52631	-0.44619	-1.0555	-0.5100
1493	1159.3	0.00	0.16823	.	0.0345	.
1494	750.8	21.12	0.18460	0.13625	0.1377	-0.4881
1495	652.3	8.67	0.18617	0.04148	0.0747	-1.9768
1496	901.4	11.05	0.19586	0.07624	0.4965	-0.9324
1497	-3196.5	0.00	-0.33307	.	-1.2826	.
1498	-3270.5	-501.20	-0.34597	-0.31015	-1.3947	-1.2312
1499	-2763.0	-358.36	-0.32532	-0.16275	-1.4600	-0.4141
1500	-3166.2	-276.74	-0.33113	-0.17548	-1.4185	-0.4239
1501	142.1	0.00	0.01005	.	-0.0926	.
1502	326.8	-521.68	0.01927	-0.37612	-0.0699	-2.7107
1503	395.7	-253.17	0.02345	-0.18657	0.2886	-1.0444
1504	346.4	-287.62	0.02044	-0.23422	0.3348	-1.5485
1505	3664.5	0.00	0.30701	.	-0.2798	.
1506	3536.9	179.57	0.31176	0.16429	0.0996	-2.6564
1507	3324.7	75.70	0.31484	0.04404	0.2124	-2.4824
1508	3704.9	114.08	0.31671	0.09275	0.2395	-1.8650
1509	1800.5	0.00	0.31112	.	0.3726	.
1510	1813.2	-3.33	0.32513	-0.01330	0.3657	-4.5676
1511	1367.1	54.62	0.33215	0.23853	0.5545	-0.1919
1512	1796.9	46.94	0.33407	0.22353	0.6815	-0.5563
1513	3195.0	0.00	0.17642	.	-1.0643	.
1514	2832.4	87.80	0.17372	0.06106	-0.8672	-1.7028
1515	2441.1	132.98	0.17157	0.10829	-0.4410	-0.6112
1516	2755.5	250.66	0.17761	0.17215	-0.5473	-0.1091
1517	364.4	0.00	0.06686	.	-0.7641	.
1518	422.8	-316.22	0.08169	-0.25877	-0.7204	-2.4689
1519	405.2	-718.13	0.07603	-0.35323	-0.3341	-2.8607

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 95
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STATENM=WISCONSI

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
1520	TECH	76	5834	1192	1477	844	2054.15	419.703

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
1520	577.151	-424.3	0.0989289	-0.35595	0.0361772	-3.2189

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 96
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=WYOMING

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
1521	CLER	73	1463	0	1290	0	495.372	0.000
1522	CLER	74	1143	399	987	338	391.706	136.737
1523	CLER	75	1598	553	1363	485	555.625	192.278
1524	CLER	76	1896	540	1591	463	667.582	190.134
1525	OFADM	73	545	0	107	0	184.537	0.000
1526	OFADM	74	524	35	85	0	179.575	11.994
1527	OFADM	75	410	18	66	1	142.557	6.259
1528	OFADM	76	589	23	91	2	207.387	8.098
1529	PPRO	73	960	0	736	0	325.056	0.000
1530	PPRO	74	862	419	650	296	295.407	143.591
1531	PPRO	75	1186	878	902	653	412.372	305.281
1532	PPRO	76	1104	356	855	215	388.718	125.348
1533	PRO	73	1484	0	430	0	502.482	0.000
1534	PRO	74	1493	394	388	200	511.651	135.024
1535	PRO	75	1951	518	790	342	678.363	180.109
1536	PRO	76	1996	365	721	194	702.792	128.516
1537	PTSVS	73	856	0	17	0	289.842	0.000
1538	PTSVS	74	545	75	19	2	186.771	25.702
1539	PTSVS	75	351	58	16	3	122.043	20.167
1540	PTSVS	76	950	205	84	13	334.495	72.180
1541	SKIL	73	822	0	116	0	278.329	0.000
1542	SKIL	74	662	92	73	11	226.867	31.528
1543	SKIL	75	523	74	12	8	181.847	25.730
1544	SKIL	76	701	122	31	0	246.822	42.956
1545	SVSMA	73	1670	0	244	0	565.462	0.000
1546	SVSMA	74	1223	704	242	246	419.122	241.261
1547	SVSMA	75	1270	742	371	341	441.579	257.993
1548	SVSMA	76	1473	573	241	194	518.643	201.753
1549	TECH	73	918	0	222	0	310.835	0.000
1550	TECH	74	977	151	225	56	334.818	51.748
1551	TECH	75	1101	206	396	119	382.818	71.626

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
1521	-794.63	0.00	-0.54315	.	-0.9610	.
1522	-595.29	-201.26	-0.52082	-0.50442	-0.8855	-0.9463
1523	-807.38	-292.72	-0.50524	-0.52933	-0.8271	-1.2079
1524	-923.42	-272.87	-0.48704	-0.50531	-0.6997	-1.0532
1525	77.54	0.00	0.14227	.	-0.4813	.
1526	94.57	11.99	0.18049	0.34270	0.0323	2.4019
1527	76.56	5.26	0.18672	0.29214	0.0879	1.8161
1528	116.39	6.10	0.19760	0.26514	0.5432	1.4380
1529	-410.94	0.00	-0.42807	.	-1.9456	.
1530	-354.59	-152.41	-0.41136	-0.36374	-1.8459	-1.6329
1531	-489.63	-347.72	-0.41284	-0.39604	-2.1181	-2.4571
1532	-466.28	-89.65	-0.42236	-0.25183	-2.1265	-1.1269
1533	72.48	0.00	0.04884	.	0.6270	.
1534	123.65	-64.98	0.08282	-0.16491	0.9116	-0.7693
1535	-111.64	-161.89	-0.05722	-0.31253	-1.1136	-2.3980
1536	-18.21	-65.48	-0.00912	-0.17941	-0.1893	-0.9429
1537	272.84	0.00	0.31874	.	0.7681	.
1538	167.77	23.70	0.30784	0.31603	-0.1497	0.7505
1539	106.04	17.17	0.30212	0.29598	-0.0780	0.3878
1540	250.49	59.18	0.26368	0.28869	-1.0402	0.3871
1541	162.33	0.00	0.19748	.	-2.8418	.
1542	153.87	20.53	0.23243	0.22313	-1.3446	-0.8207
1543	169.85	17.73	0.32476	0.23959	0.3766	-0.1811
1544	215.82	42.96	0.30788	0.35210	-0.1616	1.1235
1545	321.46	0.00	0.19249	.	-0.7778	.
1546	177.12	-4.74	0.14483	-0.00673	-1.2821	-2.4782
1547	70.58	-83.01	0.05557	-0.11187	-1.7370	-2.4247
1548	277.64	7.75	0.18849	0.01353	-0.4055	-1.8301
1549	88.83	0.00	0.09677	.	-0.4174	.
1550	109.82	-4.25	0.11240	-0.02816	-0.2851	-0.4240
1551	-13.18	-47.37	-0.01197	-0.22997	-1.3872	-1.7622

WHITE FEMALE EMPLOYMENT GAPS AND ZS BY STATE 97
16:21 THURSDAY, FEBRUARY 12, 1981

STATENM=WYOMING

OBS	OCC	YEAR	SUMTOT	SUMNEW	SUMWF	NEWWF	FAIRFULL	FAIRNH
1552	TECH	76	1169	172	337	67	411.605	60.5612

OBS	FULLGAP	NEWGAP	FLGPPCT	NHGPPCT	ZFLGPPCT	ZNHGPPCT
1552	74.6049	-6.4388	0.0638194	-0.037435	-0.38684	0.0759029

EXHIBIT II E

MEAN EMPLOYMENT GAPS FOR STATES WITH/WITHOUT EEO LAWS 1
16:30 FRIDAY, FEBRUARY 13, 1981
OCC=CLER YEAR=73

TTEST PROCEDURE

VARIABLE: FLGPPCT

EEO	N	MEAN	STD DEV	STD ERROR
1	39	-0.43666165	0.11458908	0.01834894
2	10	-0.41114907	0.12659100	0.04003159

VARIANCES	T	DF	PROB > |T|
UNEQUAL	-0.5794	13.0	0.5722
EQUAL	-0.6153	47.0	0.5413

FOR H0: VARIANCES ARE EQUAL, F'= 1.22 WITH 9 AND 38 DF
PROB > F'= 0.6233

VARIABLE: NHGPPCT

EEO	N	MEAN	STD DEV	STD ERROR
1	0	.	.	.
2	0	.	.	.

VARIANCES	T	DF	PROB > |T|
UNEQUAL	.	.	.
EQUAL	.	.	.

NOTE: ALL VALUES ARE THE SAME FOR ONE CLASS LEVEL.

---------- OCC=CLER YEAR=74 ----------

VARIABLE: FLGPPCT

EEO	N	MEAN	STD DEV	STD ERROR
1	38	-0.42518987	0.11334593	0.01838714
2	10	-0.42315811	0.09287190	0.02936867

VARIANCES	T	DF	PROB > |T|
UNEQUAL	-0.0586	16.8	0.9539
EQUAL	-0.0521	46.0	0.9586

FOR H0: VARIANCES ARE EQUAL, F'= 1.49 WITH 37 AND 9 DF
PROB > F'= 0.5418

VARIABLE: NHGPPCT

EEO	N	MEAN	STD DEV	STD ERROR
1	38	-0.39842081	0.12170006	0.01974236
2	10	-0.39170419	0.07955094	0.02515622

VARIANCES	T	DF	PROB > |T|
UNEQUAL	-0.2100	21.5	0.8356
EQUAL	-0.1648	46.0	0.8698

FOR H0: VARIANCES ARE EQUAL, F'= 2.34 WITH 37 AND 9 DF
PROB > F'= 0.1764

MEAN EMPLOYMENT GAPS FOR STATES WITH/WITHOUT EEO LAWS 2
16:30 FRIDAY, FEBRUARY 13, 1981
OCC=CLER YEAR=75

TTEST PROCEDURE

VARIABLE: FLGPPCT

EEO	N	MEAN	STD DEV	STD ERROR
1	38	-0.41106150	0.12664891	0.02054517
2	10	-0.39530711	0.07966695	0.02519290

VARIANCES	T	DF	PROB > |T|
UNEQUAL	-0.4846	22.5	0.6326
EQUAL	-0.3727	46.0	0.7111

FOR H0: VARIANCES ARE EQUAL, F'= 2.53 WITH 37 AND 9 DF
PROB > F'= 0.1413

VARIABLE: NHGPPCT

EEO	N	MEAN	STD DEV	STD ERROR
1	38	-0.38234548	0.13232583	0.02146608
2	10	-0.37801274	0.07928088	0.02507082

VARIANCES	T	DF	PROB > |T|
UNEQUAL	-0.1313	23.9	0.8967
EQUAL	-0.0985	46.0	0.9220

FOR H0: VARIANCES ARE EQUAL, F'= 2.79 WITH 37 AND 9 DF
PROB > F'= 0.1055

---------- OCC=CLER YEAR=76 ----------

VARIABLE: FLGPPCT

EEO	N	MEAN	STD DEV	STD ERROR
1	39	-0.41159958	0.11636698	0.01863363
2	10	-0.40285004	0.08789448	0.02779467

VARIANCES	T	DF	PROB > |T|
UNEQUAL	-0.2615	18.0	0.7967
EQUAL	-0.2214	47.0	0.8257

FOR H0: VARIANCES ARE EQUAL, F'= 1.75 WITH 38 AND 9 DF
PROB > F'= 0.3751

VARIABLE: NHGPPCT

EEO	N	MEAN	STD DEV	STD ERROR
1	39	-0.39351039	0.11501308	0.01841683
2	10	-0.37964991	0.08455209	0.02673772

VARIANCES	T	DF	PROB > |T|
UNEQUAL	-0.4269	18.6	0.6744
EQUAL	-0.3560	47.0	0.7234

FOR H0: VARIANCES ARE EQUAL, F'= 1.85 WITH 38 AND 9 DF
PROB > F'= 0.3288

MEAN EMPLOYMENT GAPS FOR STATES WITH/WITHOUT EEO LAWS 3
16:30 FRIDAY, FEBRUARY 13, 1981

OCC=OFADM YEAR=73

TTEST PROCEDURE

VARIABLE: FLGPPCT

EEO	N	MEAN	STD DEV	STD ERROR
1	39	0.17579456	0.04808008	0.00769897
2	10	0.13024172	0.04381208	0.01385460

VARIANCES	T	DF	PROB > |T|
UNEQUAL	2.8740	15.1	0.0115
EQUAL	2.7174	47.0	0.0092

FOR H0: VARIANCES ARE EQUAL, F'= 1.20 WITH 38 AND 9 DF
PROB > F'= 0.8146

VARIABLE: NHGPPCT

EEO	N	MEAN	STD DEV	STD ERROR
1	0	.	.	.
2	0	.	.	.

VARIANCES	T	DF	PROB > |T|
UNEQUAL	.	.	.
EQUAL	.	.	.

NOTE: ALL VALUES ARE THE SAME FOR ONE CLASS LEVEL.

---------- OCC=OFADM YEAR=74 ----------

VARIABLE: FLGPPCT

EEO	N	MEAN	STD DEV	STD ERROR
1	38	0.18591452	0.03600487	0.00584076
2	10	0.15380512	0.04141984	0.01309810

VARIANCES	T	DF	PROB > |T|
UNEQUAL	2.2389	12.8	0.0436
EQUAL	2.4334	46.0	0.0189

FOR H0: VARIANCES ARE EQUAL, F'= 1.32 WITH 9 AND 37 DF
PROB > F'= 0.5169

VARIABLE: NHGPPCT

EEO	N	MEAN	STD DEV	STD ERROR
1	38	0.17511035	0.07559416	0.01226299
2	10	0.15593631	0.05323207	0.01683346

VARIANCES	T	DF	PROB > |T|
UNEQUAL	0.9207	19.7	0.3684
EQUAL	0.7517	46.0	0.4561

FOR H0: VARIANCES ARE EQUAL, F'= 2.02 WITH 37 AND 9 DF
PROB > F'= 0.2645

MEAN EMPLOYMENT GAPS FOR STATES WITH/WITHOUT EEO LAWS 4
16:30 FRIDAY, FEBRUARY 13, 1981

OCC=OFADM YEAR=75

TTEST PROCEDURE

VARIABLE: FLGPPCT

EEO	N	MEAN	STD DEV	STD ERROR
1	38	0.19026695	0.03931915	0.00637841
2	10	0.15557704	0.04203147	0.01329152

VARIANCES	T	DF	PROB > |T|
UNEQUAL	2.3530	13.4	0.0345
EQUAL	2.4484	46.0	0.0182

FOR H0: VARIANCES ARE EQUAL, F'= 1.14 WITH 9 AND 37 DF
PROB > F'= 0.7179

VARIABLE: NHGPPCT

EEO	N	MEAN	STD DEV	STD ERROR
1	38	0.18087148	0.06482789	0.01051647
2	10	0.13887160	0.06308112	0.01994800

VARIANCES	T	DF	PROB > |T|
UNEQUAL	1.8625	14.4	0.0830
EQUAL	1.8324	46.0	0.0734

FOR H0: VARIANCES ARE EQUAL, F'= 1.06 WITH 37 AND 9 DF
PROB > F'= 1.0000

---------- OCC=OFADM YEAR=76 ----------

VARIABLE: FLGPPCT

EEO	N	MEAN	STD DEV	STD ERROR
1	39	0.18129602	0.03742353	0.00599256
2	10	0.16218455	0.03382131	0.01069524

VARIANCES	T	DF	PROB > |T|
UNEQUAL	1.5589	15.2	0.1396
EQUAL	1.4667	47.0	0.1491

FOR H0: VARIANCES ARE EQUAL, F'= 1.22 WITH 38 AND 9 DF
PROB > F'= 0.7915

VARIABLE: NHGPPCT

EEO	N	MEAN	STD DEV	STD ERROR
1	39	0.15892846	0.08101777	0.01297323
2	10	0.11785266	0.06831330	0.02160256

VARIANCES	T	DF	PROB > |T|
UNEQUAL	1.6301	16.2	0.1224
EQUAL	1.4716	47.0	0.1478

FOR H0: VARIANCES ARE EQUAL, F'= 1.41 WITH 38 AND 9 DF
PROB > F'= 0.6095

MEAN EMPLOYMENT GAPS FOR STATES WITH/WITHOUT EEO LAWS 5
16:30 FRIDAY, FEBRUARY 13, 1981
OCC=PPRO YEAR=73

TTEST PROCEDURE

VARIABLE: FLGPPCT

EEO	N	MEAN	STD DEV	STD ERROR
1	39	-0.14626652	0.14301781	0.02290118
2	10	-0.16104553	0.15150498	0.04791008

VARIANCES	T	DF	PROB > |T|
UNEQUAL	0.2783	13.4	0.7850
EQUAL	0.2882	47.0	0.7745

FOR H0: VARIANCES ARE EQUAL, F'= 1.12 WITH 9 AND 38 DF
PROB > F'= 0.7427

VARIABLE: NHGPPCT

EEO	N	MEAN	STD DEV	STD ERROR
1	0	.	.	.
2	0	.	.	.

VARIANCES	T	DF	PROB > |T|
UNEQUAL	.	.	.
EQUAL	.	.	.

NOTE: ALL VALUES ARE THE SAME FOR ONE CLASS LEVEL.

---------- OCC=PPRO YEAR=74 ----------

VARIABLE: FLGPPCT

EEO	N	MEAN	STD DEV	STD ERROR
1	38	-0.15799158	0.14887728	0.02415108
2	10	-0.09006704	0.12046664	0.03809490

VARIANCES	T	DF	PROB > |T|
UNEQUAL	-1.5059	17.0	0.1504
EQUAL	-1.3294	46.0	0.1903

FOR H0: VARIANCES ARE EQUAL, F'= 1.53 WITH 37 AND 9 DF
PROB > F'= 0.5136

VARIABLE: NHGPPCT

EEO	N	MEAN	STD DEV	STD ERROR
1	38	-0.16501753	0.13805401	0.02239532
2	10	-0.07301615	0.08477773	0.02680907

VARIANCES	T	DF	PROB > |T|
UNEQUAL	-2.6337	23.2	0.0148
EQUAL	-2.0010	46.0	0.0513

FOR H0: VARIANCES ARE EQUAL, F'= 2.65 WITH 37 AND 9 DF
PROB > F'= 0.1225

MEAN EMPLOYMENT GAPS FOR STATES WITH/WITHOUT EEO LAWS 6
16:30 FRIDAY, FEBRUARY 13, 1981
OCC=PPRO YEAR=75

TTEST PROCEDURE

VARIABLE: FLGPPCT

EEO	N	MEAN	STD DEV	STD ERROR
1	38	-0.14950255	0.14084632	0.02284829
2	10	-0.06152296	0.06314022	0.01996669

VARIANCES	T	DF	PROB > |T|
UNEQUAL	-2.8995	33.9	0.0065
EQUAL	-1.9135	46.0	0.0619

FOR H0: VARIANCES ARE EQUAL, F'= 4.98 WITH 37 AND 9 DF
PROB > F'= 0.0149

VARIABLE: NHGPPCT

EEO	N	MEAN	STD DEV	STD ERROR
1	38	-0.13075665	0.11874959	0.01926373
2	10	-0.05730506	0.07331997	0.02318581

VARIANCES	T	DF	PROB > |T|
UNEQUAL	-2.4367	23.0	0.0230
EQUAL	-1.8564	46.0	0.0698

FOR H0: VARIANCES ARE EQUAL, F'= 2.62 WITH 37 AND 9 DF
PROB > F'= 0.1266

---------- OCC=PPRO YEAR=76 ----------

VARIABLE: FLGPPCT

EEO	N	MEAN	STD DEV	STD ERROR
1	39	-0.16000637	0.12821828	0.02053136
2	10	-0.10281879	0.12748089	0.04031300

VARIANCES	T	DF	PROB > |T|
UNEQUAL	-1.2641	14.1	0.2268
EQUAL	-1.2597	47.0	0.2140

FOR H0: VARIANCES ARE EQUAL, F'= 1.01 WITH 38 AND 9 DF
PROB > F'= 1.0000

VARIABLE: NHGPPCT

EEO	N	MEAN	STD DEV	STD ERROR
1	39	-0.13754167	0.11127797	0.01781874
2	10	-0.09790825	0.09605345	0.03037477

VARIANCES	T	DF	PROB > |T|
UNEQUAL	-1.1255	15.8	0.2772
EQUAL	-1.0303	47.0	0.3082

FOR H0: VARIANCES ARE EQUAL, F'= 1.34 WITH 38 AND 9 DF
PROB > F'= 0.6684

MEAN EMPLOYMENT GAPS FOR STATES WITH/WITHOUT EEO LAWS 7
16:30 FRIDAY, FEBRUARY 13, 1981

OCC=PRO YEAR=73

TTEST PROCEDURE

VARIABLE: FLGPPCT

EEO	N	MEAN	STD DEV	STD ERROR
1	39	0.02797837	0.04929485	0.00789349
2	10	-0.03538905	0.04104980	0.01298109

VARIANCES	T	DF	PROB > |T|
UNEQUAL	4.1709	16.4	0.0007
EQUAL	3.7380	47.0	0.0005

FOR H0: VARIANCES ARE EQUAL, F'= 1.44 WITH 38 AND 9 DF
PROB > F'= 0.5793

VARIABLE: NHGPPCT

EEO	N	MEAN	STD DEV	STD ERROR
1	0	.	.	.
2	0	.	.	.

VARIANCES	T	DF	PROB > |T|
UNEQUAL	.	.	.
EQUAL	.	.	.

NOTE: ALL VALUES ARE THE SAME FOR ONE CLASS LEVEL.

---------- OCC=PRO YEAR=74 ----------

VARIABLE: FLGPPCT

EEO	N	MEAN	STD DEV	STD ERROR
1	38	0.03739227	0.06313416	0.01024171
2	10	-0.02784533	0.04195668	0.01326787

VARIANCES	T	DF	PROB > |T|
UNEQUAL	3.8922	21.1	0.0008
EQUAL	3.0805	46.0	0.0035

FOR H0: VARIANCES ARE EQUAL, F'= 2.26 WITH 37 AND 9 DF
PROB > F'= 0.1935

VARIABLE: NHGPPCT

EEO	N	MEAN	STD DEV	STD ERROR
1	38	-0.07107807	0.11554537	0.01874393
2	10	-0.11980467	0.06947807	0.02197089

VARIANCES	T	DF	PROB > |T|
UNEQUAL	1.6872	23.8	0.1046
EQUAL	1.2684	46.0	0.2110

FOR H0: VARIANCES ARE EQUAL, F'= 2.77 WITH 37 AND 9 DF
PROB > F'= 0.1079

MEAN EMPLOYMENT GAPS FOR STATES WITH/WITHOUT EEO LAWS 8
16:30 FRIDAY, FEBRUARY 13, 1981

OCC=PRO YEAR=75

TTEST PROCEDURE

VARIABLE: FLGPPCT

EEO	N	MEAN	STD DEV	STD ERROR
1	38	0.01880008	0.05175966	0.00839653
2	10	-0.03856320	0.05812039	0.01837928

VARIANCES	T	DF	PROB > |T|
UNEQUAL	2.8389	13.0	0.0139
EQUAL	3.0416	46.0	0.0039

FOR HO: VARIANCES ARE EQUAL, F'= 1.26 WITH 9 AND 37 DF
PROB > F'= 0.5805

VARIABLE: NHGPPCT

EEO	N	MEAN	STD DEV	STD ERROR
1	38	-0.07614196	0.09225815	0.01496625
2	10	-0.13965446	0.08176373	0.02585596

VARIANCES	T	DF	PROB > |T|
UNEQUAL	2.1259	15.6	0.0498
EQUAL	1.9790	46.0	0.0538

FOR HO: VARIANCES ARE EQUAL, F'= 1.27 WITH 37 AND 9 DF
PROB > F'= 0.7379

---------- OCC=PRO YEAR=76 ----------

VARIABLE: FLGPPCT

EEO	N	MEAN	STD DEV	STD ERROR
1	39	0.01468085	0.05074652	0.00812595
2	10	-0.04962651	0.04936229	0.01560973

VARIANCES	T	DF	PROB > |T|
UNEQUAL	3.6542	14.3	0.0025
EQUAL	3.5937	47.0	0.0008

FOR HO: VARIANCES ARE EQUAL, F'= 1.06 WITH 38 AND 9 DF
PROB > F'= 1.0000

VARIABLE: NHGPPCT

EEO	N	MEAN	STD DEV	STD ERROR
1	39	-0.07630169	0.08572695	0.01372730
2	10	-0.16334029	0.07721465	0.02441742

VARIANCES	T	DF	PROB > |T|
UNEQUAL	3.1072	15.2	0.0071
EQUAL	2.9176	47.0	0.0054

FOR HO: VARIANCES ARE EQUAL, F'= 1.23 WITH 38 AND 9 DF
PROB > F'= 0.7822

MEAN EMPLOYMENT GAPS FOR STATES WITH/WITHOUT EEO LAWS 9
16:30 FRIDAY, FEBRUARY 13, 1981

OCC=PTSVS YEAR=73

TTEST PROCEDURE

VARIABLE: FLGPPCT

EEO	N	MEAN	STD DEV	STD ERROR
1	39	0.31028224	0.01171219	0.00187545
2	10	0.30961457	0.00938553	0.00296797

VARIANCES	T	DF	PROB > |T|
UNEQUAL	0.1902	17.0	0.8514
EQUAL	0.1666	47.0	0.8684

FOR H0: VARIANCES ARE EQUAL, F'= 1.56 WITH 38 AND 9 DF
PROB > F'= 0.4920

VARIABLE: NHGPPCT

EEO	N	MEAN	STD DEV	STD ERROR
1	0	.	.	.
2	0	.	.	.

VARIANCES	T	DF	PROB > |T|
UNEQUAL	.	.	.
EQUAL	.	.	.

NOTE: ALL VALUES ARE THE SAME FOR ONE CLASS LEVEL.

---------- OCC=PTSVS YEAR=74 ----------

VARIABLE: FLGPPCT

EEO	N	MEAN	STD DEV	STD ERROR
1	38	0.30967110	0.01717148	0.00278558
2	10	0.31217812	0.00871666	0.00275645

VARIANCES	T	DF	PROB > |T|
UNEQUAL	-0.6397	29.3	0.5273
EQUAL	-0.4443	46.0	0.6589

FOR H0: VARIANCES ARE EQUAL, F'= 3.88 WITH 37 AND 9 DF
PROB > F'= 0.0359

VARIABLE: NHGPPCT

EEO	N	MEAN	STD DEV	STD ERROR
1	38	0.27860140	0.04790457	0.00777115
2	10	0.29782053	0.02450563	0.00774936

VARIANCES	T	DF	PROB > |T|
UNEQUAL	-1.7512	29.1	0.0905
EQUAL	-1.2204	46.0	0.2285

FOR H0: VARIANCES ARE EQUAL, F'= 3.82 WITH 37 AND 9 DF
PROB > F'= 0.0379

MEAN EMPLOYMENT GAPS FOR STATES WITH/WITHOUT EEO LAWS 10
16:30 FRIDAY, FEBRUARY 13, 1981
OCC=PTSVS YEAR=75

TTEST PROCEDURE

VARIABLE: FLGPPCT

EEO	N	MEAN	STD DEV	STD ERROR
1	38	0.30357404	0.04895487	0.00794153
2	10	0.31298794	0.00972543	0.00307545

VARIANCES	T	DF	PROB > |T|
UNEQUAL	-1.1054	44.8	0.2749
EQUAL	-0.6004	46.0	0.5512

FOR H0: VARIANCES ARE EQUAL, F'= 25.34 WITH 37 AND 9 DF
PROB > F'= 0.0001

VARIABLE: NHGPPCT

EEO	N	MEAN	STD DEV	STD ERROR
1	38	0.25535782	0.09726708	0.01577880
2	10	0.28693266	0.02157157	0.00682153

VARIANCES	T	DF	PROB > |T|
UNEQUAL	-1.8368	45.6	0.0728
EQUAL	-1.0124	46.0	0.3167

FOR H0: VARIANCES ARE EQUAL, F'= 20.33 WITH 37 AND 9 DF
PROB > F'= 0.0001

---------- OCC=PTSVS YEAR=76 ----------

VARIABLE: FLGPPCT

EEO	N	MEAN	STD DEV	STD ERROR
1	39	0.30757405	0.04538468	0.00726737
2	10	0.30370673	0.02119728	0.00670317

VARIANCES	T	DF	PROB > |T|
UNEQUAL	0.3912	32.1	0.6983
EQUAL	0.2607	47.0	0.7955

FOR H0: VARIANCES ARE EQUAL, F'= 4.58 WITH 38 AND 9 DF
PROB > F'= 0.0199

VARIABLE: NHGPPCT

EEO	N	MEAN	STD DEV	STD ERROR
1	39	0.24719583	0.09484836	0.01518789
2	10	0.28548587	0.03303233	0.01044574

VARIANCES	T	DF	PROB > |T|
UNEQUAL	-2.0772	42.4	0.0439
EQUAL	-1.2488	47.0	0.2179

FOR H0: VARIANCES ARE EQUAL, F'= 8.24 WITH 38 AND 9 DF
PROB > F'= 0.0022

MEAN EMPLOYMENT GAPS FOR STATES WITH/WITHOUT EEO LAWS 11
16:30 FRIDAY, FEBRUARY 13, 1981

OCC=SKIL YEAR=73

TTEST PROCEDURE

VARIABLE: FLGPPCT

EEO	N	MEAN	STD DEV	STD ERROR
1	39	0.30017367	0.02812184	0.00450310
2	10	0.28927708	0.05676484	0.01795062

VARIANCES	T	DF	PROB > |T|
UNEQUAL	0.5888	10.2	0.5689
EQUAL	0.8673	47.0	0.3902

FOR H0: VARIANCES ARE EQUAL, F'= 4.07 WITH 9 AND 38 DF
PROB > F'= 0.0020

VARIABLE: NHGPPCT

EEO	N	MEAN	STD DEV	STD ERROR
1	0	.	.	.
2	0	.	.	.

VARIANCES	T	DF	PROB > |T|
UNEQUAL	.	.	.
EQUAL	.	.	.

NOTE: ALL VALUES ARE THE SAME FOR ONE CLASS LEVEL.

---------- OCC=SKIL YEAR=74 ----------

VARIABLE: FLGPPCT

EEO	N	MEAN	STD DEV	STD ERROR
1	38	0.30360644	0.06061484	0.00983302
2	10	0.31177007	0.01336671	0.00422693

VARIANCES	T	DF	PROB > |T|
UNEQUAL	-0.7627	45.5	0.4496
EQUAL	-0.4200	46.0	0.6764

FOR H0: VARIANCES ARE EQUAL, F'= 20.56 WITH 37 AND 9 DF
PROB > F'= 0.0001

VARIABLE: NHGPPCT

EEO	N	MEAN	STD DEV	STD ERROR
1	38	0.26677304	0.06804002	0.01103755
2	10	0.30587658	0.02040463	0.00645251

VARIANCES	T	DF	PROB > |T|
UNEQUAL	-3.0585	45.0	0.0037
EQUAL	-1.7836	46.0	0.0811

FOR H0: VARIANCES ARE EQUAL, F'= 11.12 WITH 37 AND 9 DF
PROB > F'= 0.0006

MEAN EMPLOYMENT GAPS FOR STATES WITH/WITHOUT EEO LAWS 12
16:30 FRIDAY, FEBRUARY 13, 1981

OCC=SKIL YEAR=75

TTEST PROCEDURE

VARIABLE: FLGPPCT

EEO	N	MEAN	STD DEV	STD ERROR
1	38	0.31000641	0.04480228	0.00726789
2	10	0.30568018	0.02741328	0.00866884

VARIANCES	T	DF	PROB > |T|
UNEQUAL	0.3824	23.3	0.7056
EQUAL	0.2900	46.0	0.7731

FOR H0: VARIANCES ARE EQUAL, F'= 2.67 WITH 37 AND 9 DF
PROB > F'= 0.1199

VARIABLE: NHGPPCT

EEO	N	MEAN	STD DEV	STD ERROR
1	38	0.25326647	0.10951349	0.01776543
2	10	0.27353600	0.03621374	0.01145179

VARIANCES	T	DF	PROB > |T|
UNEQUAL	-0.9590	43.4	0.3429
EQUAL	-0.5731	46.0	0.5694

FOR H0: VARIANCES ARE EQUAL, F'= 9.15 WITH 37 AND 9 DF
PROB > F'= 0.0014

---------- OCC=SKIL YEAR=76 ----------

VARIABLE: FLGPPCT

EEO	N	MEAN	STD DEV	STD ERROR
1	39	0.31110148	0.03327922	0.00532894
2	10	0.31990666	0.02003418	0.00633536

VARIANCES	T	DF	PROB > |T|
UNEQUAL	-1.0636	23.5	0.2983
EQUAL	-0.7967	47.0	0.4297

FOR H0: VARIANCES ARE EQUAL, F'= 2.76 WITH 38 AND 9 DF
PROB > F'= 0.1083

VARIABLE: NHGPPCT

EEO	N	MEAN	STD DEV	STD ERROR
1	39	0.26091701	0.08215487	0.01315531
2	10	0.28634540	0.04663466	0.01474718

VARIANCES	T	DF	PROB > |T|
UNEQUAL	-1.2867	25.2	0.2099
EQUAL	-0.9361	47.0	0.3540

FOR H0: VARIANCES ARE EQUAL, F'= 3.10 WITH 38 AND 9 DF
PROB > F'= 0.0750

MEAN EMPLOYMENT GAPS FOR STATES WITH/WITHOUT EEO LAWS 13
16:30 FRIDAY, FEBRUARY 13, 1981
OCC=SVSMA YEAR=73

TTEST PROCEDURE

VARIABLE: FLGPPCT

EEO	N	MEAN	STD DEV	STD ERROR
1	39	0.22371707	0.05606352	0.00897735
2	10	0.28448490	0.01556245	0.00492128

VARIANCES	T	DF	PROB > ITI
UNEQUAL	-5.9357	46.5	0.0001
EQUAL	-3.3702	47.0	0.0015

FOR H0: VARIANCES ARE EQUAL, F'= 12.98 WITH 38 AND 9 DF
PROB > F'= 0.0003

VARIABLE: NHGPPCT

EEO	N	MEAN	STD DEV	STD ERROR
1	0	.	.	.
2	0	.	.	.

VARIANCES	T	DF	PROB > ITI
UNEQUAL	.	.	.
EQUAL	.	.	.

NOTE: ALL VALUES ARE THE SAME FOR ONE CLASS LEVEL.

---------- OCC=SVSMA YEAR=74 ----------

VARIABLE: FLGPPCT

EEO	N	MEAN	STD DEV	STD ERROR
1	38	0.22756834	0.06306714	0.01023084
2	10	0.25900696	0.09004496	0.02847472

VARIANCES	T	DF	PROB > ITI
UNEQUAL	-1.0391	11.4	0.3203
EQUAL	-1.2787	46.0	0.2074

FOR H0: VARIANCES ARE EQUAL, F'= 2.04 WITH 9 AND 37 DF
PROB > F'= 0.1245

VARIABLE: NHGPPCT

EEO	N	MEAN	STD DEV	STD ERROR
1	38	0.19627044	0.08978234	0.01456462
2	10	0.26181289	0.05474934	0.01731326

VARIANCES	T	DF	PROB > ITI
UNEQUAL	-2.8969	23.4	0.0081
EQUAL	-2.1932	46.0	0.0334

FOR H0: VARIANCES ARE EQUAL, F'= 2.69 WITH 37 AND 9 DF
PROB > F'= 0.1175

MEAN EMPLOYMENT GAPS FOR STATES WITH/WITHOUT EEO LAWS 14
16:30 FRIDAY, FEBRUARY 13, 1981
OCC=SVSMA YEAR=75

TTEST PROCEDURE

VARIABLE: FLGPPCT

EEO	N	MEAN	STD DEV	STD ERROR
1	38	0.20388827	0.08398018	0.01362338
2	10	0.23821238	0.10863706	0.03435406

VARIANCES	T	DF	PROB > |T|
UNEQUAL	-0.9288	12.0	0.3713
EQUAL	-1.0810	46.0	0.2853

FOR H0: VARIANCES ARE EQUAL, F'= 1.67 WITH 9 AND 37 DF
PROB > F'= 0.2615

VARIABLE: NHGPPCT

EEO	N	MEAN	STD DEV	STD ERROR
1	38	0.17389049	0.11549550	0.01873584
2	10	0.21515964	0.14361156	0.04541396

VARIANCES	T	DF	PROB > |T|
UNEQUAL	-0.8401	12.2	0.4170
EQUAL	-0.9556	46.0	0.3443

FOR H0: VARIANCES ARE EQUAL, F'= 1.55 WITH 9 AND 37 DF
PROB > F'= 0.3367

---------- OCC=SVSMA YEAR=76 ----------

VARIABLE: FLGPPCT

EEO	N	MEAN	STD DEV	STD ERROR
1	39	0.21355298	0.06767718	0.01083702
2	10	0.24311984	0.10609877	0.03355138

VARIANCES	T	DF	PROB > |T|
UNEQUAL	-0.8386	10.9	0.4196
EQUAL	-1.0898	47.0	0.2814

FOR H0: VARIANCES ARE EQUAL, F'= 2.46 WITH 9 AND 38 DF
PROB > F'= 0.0514

VARIABLE: NHGPPCT

EEO	N	MEAN	STD DEV	STD ERROR
1	39	0.17325805	0.08338269	0.01335192
2	10	0.21713154	0.11936954	0.03774796

VARIANCES	T	DF	PROB > |T|
UNEQUAL	-1.0957	11.4	0.2959
EQUAL	-1.3546	47.0	0.1820

FOR H0: VARIANCES ARE EQUAL, F'= 2.05 WITH 9 AND 38 DF
PROB > F'= 0.1201

MEAN EMPLOYMENT GAPS FOR STATES WITH/WITHOUT EEO LAWS 15
16:30 FRIDAY, FEBRUARY 13, 1981

OCC=TECH YEAR=73

TTEST PROCEDURE

VARIABLE: FLGPPCT

EEO	N	MEAN	STD DEV	STD ERROR
1	39	0.14780585	0.07121730	0.01140389
2	10	0.07418803	0.11616634	0.03673502

VARIANCES	T	DF	PROB > |T|
UNEQUAL	1.9139	10.8	0.0825
EQUAL	2.5402	47.0	0.0144

FOR HO: VARIANCES ARE EQUAL, F'= 2.66 WITH 9 AND 38 DF
PROB > F'= 0.0338

VARIABLE: NHGPPCT

EEO	N	MEAN	STD DEV	STD ERROR
1	0	.	.	.
2	0	.	.	.

VARIANCES	T	DF	PROB > |T|
UNEQUAL	.	.	.
EQUAL	.	.	.

NOTE: ALL VALUES ARE THE SAME FOR ONE CLASS LEVEL.

---------- OCC=TECH YEAR=74 ----------

VARIABLE: FLGPPCT

EEO	N	MEAN	STD DEV	STD ERROR
1	38	0.14058665	0.06969801	0.01130651
2	10	0.10185637	0.06860868	0.02169597

VARIANCES	T	DF	PROB > |T|
UNEQUAL	1.5831	14.3	0.1353
EQUAL	1.5683	46.0	0.1237

FOR HO: VARIANCES ARE EQUAL, F'= 1.03 WITH 37 AND 9 DF
PROB > F'= 1.0000

VARIABLE: NHGPPCT

EEO	N	MEAN	STD DEV	STD ERROR
1	38	0.01715379	0.11374888	0.01845250
2	10	0.02914544	0.11442665	0.03618489

VARIANCES	T	DF	PROB > |T|
UNEQUAL	-0.2952	14.1	0.7721
EQUAL	-0.2963	46.0	0.7684

FOR HO: VARIANCES ARE EQUAL, F'= 1.01 WITH 9 AND 37 DF
PROB > F'= 0.8967

MEAN EMPLOYMENT GAPS FOR STATES WITH/WITHOUT EEO LAWS 16
16:30 FRIDAY, FEBRUARY 13, 1981

OCC=TECH YEAR=75

TTEST PROCEDURE

VARIABLE: FLGPPCT

EEO	N	MEAN	STD DEV	STD ERROR
1	38	0.12008136	0.06871911	0.01114771
2	10	0.04264616	0.10852803	0.03431958

VARIANCES	T	DF	PROB > |T|
UNEQUAL	2.1459	11.0	0.0551
EQUAL	2.7890	46.0	0.0077

FOR H0: VARIANCES ARE EQUAL, F'= 2.49 WITH 9 AND 37 DF
PROB > F'= 0.0487

VARIABLE: NHGPPCT

EEO	N	MEAN	STD DEV	STD ERROR
1	38	-0.02698974	0.11406231	0.01850335
2	10	-0.05210909	0.10824242	0.03422926

VARIANCES	T	DF	PROB > |T|
UNEQUAL	0.6456	14.7	0.5285
EQUAL	0.6258	46.0	0.5346

FOR H0: VARIANCES ARE EQUAL, F'= 1.11 WITH 37 AND 9 DF
PROB > F'= 0.9307

---------- OCC=TECH YEAR=76 ----------

VARIABLE: FLGPPCT

EEO	N	MEAN	STD DEV	STD ERROR
1	39	0.11139261	0.06446664	0.01032292
2	10	0.03560776	0.11879645	0.03756674

VARIANCES	T	DF	PROB > |T|
UNEQUAL	1.9452	10.4	0.0793
EQUAL	2.7459	47.0	0.0085

FOR H0: VARIANCES ARE EQUAL, F'= 3.40 WITH 9 AND 38 DF
PROB > F'= 0.0076

VARIABLE: NHGPPCT

EEO	N	MEAN	STD DEV	STD ERROR
1	39	-0.03291140	0.09394967	0.01504399
2	10	-0.09103109	0.09791620	0.03096382

VARIANCES	T	DF	PROB > |T|
UNEQUAL	1.6883	13.6	0.1142
EQUAL	1.7310	47.0	0.0900

FOR H0: VARIANCES ARE EQUAL, F'= 1.09 WITH 9 AND 38 DF
PROB > F'= 0.7905

EXHIBIT III A

WHITE FEMALE WAGE AND INCOME GAPS BY YEAR 1
9:54 TUESDAY, FEBRUARY 10, 1981

---------- YEAR=73 ----------

OBS	TOTINCWM	NWM	WMAV	TOTINCWF
1	19029503000	2084256	9130.12	6624597000

OBS	NWF	WFAV	WAGEGAP	INCGAP
1	1031059	6425.04	2705.08	29.6281

---------- YEAR=74 ----------

OBS	TOTINCWM	NWM	WMAV	TOTINCWF
2	20688849000	2124796	9736.86	7502890000

OBS	NWF	WFAV	WAGEGAP	INCGAP
2	1076815	6967.67	2769.2	28.4403

---------- YEAR=75 ----------

OBS	TOTINCWM	NWM	WMAV	TOTINCWF
3	21179858000	1988807	10649.5	8461087000

OBS	NWF	WFAV	WAGEGAP	INCGAP
3	1106608	7645.97	3003.56	28.2037

---------- YEAR=76 ----------

OBS	TOTINCWM	NWM	WMAV	TOTINCWF
4	24718281000	2219462	11137.1	10040424000

OBS	NWF	WFAV	WAGEGAP	INCGAP
4	1248385	8042.73	3094.33	27.7841

EXHIBIT III B

WHITE FEMALE WAGE AND INCOME GAPS BY OCCUPATION AND YEAR 1
9:22 TUESDAY, FEBRUARY 10, 1981

OCC=CLER

OBS	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF
1	73	635870000	91228	6970.12	2856570000
2	74	691252000	92666	7459.61	3153922000
3	75	808864000	98484	8213.15	3414186000
4	76	880770000	101729	8658.00	4015291000

OBS	NWF	WFAV	WAGEGAP	INCGAP
1	503033	5678.69	1291.43	18.5280
2	515652	6116.38	1343.23	18.0067
3	508894	6709.03	1504.12	18.3136
4	565431	7101.29	1556.71	17.9800

WHITE FEMALE WAGE AND INCOME GAPS BY OCCUPATION AND YEAR 2
9:22 TUESDAY, FEBRUARY 10, 1981

OCC=OFADM

OBS	YEAR	TOTINCWM	NWM	WMAV
5	73	2294486000	189677	12096.8
6	74	2183478000	162025	13476.2
7	75	2137037000	143480	14894.3
8	76	2494045000	163783	15227.7

OBS	TOTINCWF	NWF	WFAV	WAGEGAP	INCGAP
5	367628000	38952	9438.0	2658.83	21.9796
6	352149000	33551	10495.9	2980.25	22.1149
7	371228000	31265	11873.6	3020.72	20.2810
8	446934000	37595	11888.1	3339.62	21.9311

WHITE FEMALE WAGE AND INCOME GAPS BY OCCUPATION AND YEAR 3
9:22 TUESDAY, FEBRUARY 10, 1981

OCC=PPRO

OBS	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF
9	73	552872000	81957	6745.88	728843000
10	74	636955000	86867	7332.53	880204000
11	75	635069000	83050	7646.83	947835000
12	76	683071000	84454	8088.08	1032956000

OBS	NWF	WFAV	WAGEGAP	INCGAP
9	138571	5259.71	1486.17	22.0308
10	148747	5917.46	1415.07	19.2986
11	149095	6357.26	1289.57	16.8641
12	157955	6539.56	1548.52	19.1458

WHITE FEMALE WAGE AND INCOME GAPS BY OCCUPATION AND YEAR 4
9:22 TUESDAY, FEBRUARY 10, 1981

OCC=PRO

OBS	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF
13	73	3915821000	338300	11575.0	1747623000
14	74	4449819000	364552	12206.3	2055705000
15	75	4843084000	372910	12987.3	2389347000
16	76	5493444000	406220	13523.3	2836340000

OBS	NWF	WFAV	WAGEGAP	INCGAP
13	189315	9231.3	2343.70	20.2479
14	209014	9835.3	2371.02	19.4246
15	227140	10519.3	2468.00	19.0032
16	259087	10947.4	2575.88	19.0477

WHITE FEMALE WAGE AND INCOME GAPS BY OCCUPATION AND YEAR 5
9:22 TUESDAY, FEBRUARY 10, 1981

OCC=PTSVS

OBS	YEAR	TOTINCWM	NWM	WMAV
17	73	4582735000	481481	9518.0
18	74	4938466000	495672	9963.2
19	75	4777992000	434774	10989.6
20	76	5760060000	497982	11566.8

OBS	TOTINCWF	NWF	WFAV	WAGEGAP	INCGAP
17	90394000	13501	6695.36	2822.64	29.6558
18	114695000	15732	7290.55	2672.62	26.8250
19	197701000	23726	8332.67	2656.93	24.1767
20	242136000	28673	8444.74	3122.06	26.9916

WHITE FEMALE WAGE AND INCOME GAPS BY OCCUPATION AND YEAR 6
9:22 TUESDAY, FEBRUARY 10, 1981

OCC=SKIL

OBS	YEAR	TOTINCWM	NWM	WMAV
21	73	2266492000	272199	8326.6
22	74	2572453000	288108	8928.8
23	75	2581932000	263352	9804.1
24	76	3020735000	293921	10277.4

OBS	TOTINCWF	NWF	WFAV	WAGEGAP	INCGAP
21	53315000	10984	4853.88	3472.72	41.7064
22	64447000	11615	5548.60	3380.18	37.8571
23	81707000	12107	6748.74	3055.37	31.1642
24	93698000	13413	6985.61	3291.76	32.0292

WHITE FEMALE WAGE AND INCOME GAPS BY OCCUPATION AND YEAR 7
9:22 TUESDAY, FEBRUARY 10, 1981

OCC=SVSMA

OBS	YEAR	TOTINCWM	NWM	WMAV
25	73	2683669000	401655	6681.53
26	74	2942048000	400696	7342.34
27	75	2964742000	362675	8174.65
28	76	3553853000	418073	8500.56

OBS	TOTINCWF	NWF	WFAV	WAGEGAP	INCGAP
25	278221000	60037	4634.16	2047.37	30.6422
26	301146000	59729	5041.87	2300.47	31.3316
27	367595000	64181	5727.47	2447.18	29.9362
28	509191000	80963	6289.18	2211.37	26.0145

WHITE FEMALE WAGE AND INCOME GAPS BY OCCUPATION AND YEAR 8
9:22 TUESDAY, FEBRUARY 10, 1981

OCC=TECH

OBS	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF
29	73	2097558000	227759	9209.6	502003000
30	74	2274378000	234210	9710.8	580622000
31	75	2431138000	230082	10566.4	691488000
32	76	2832303000	253300	11181.6	863878000

OBS	NWF	WFAV	WAGEGAP	INCGAP
29	76666	6547.92	2661.63	28.9007
30	82775	7014.46	2696.39	27.7668
31	90200	7666.16	2900.23	27.4477
32	105268	8206.46	2975.15	26.6075

EXHIBIT III C

MEAN WHITE FEMALE INCOME GAPS BY OCCUPATION AND YEAR 1
11:35 THURSDAY, FEBRUARY 12, 1981

OCC=CLER YEAR=73

VARIABLE	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
TOTINCWM	49	12976938.776	20712096.999	225000.0000	102875000.0
NWM	49	1861.796	2710.464	45.0000	13710.0
WMAV	49	6367.745	989.486	4137.1571	8909.5
TOTINCWF	49	58297346.939	82628146.868	3083000.0000	468717000.0
NWF	49	10265.980	12407.178	681.0000	68010.0
WFAV	49	5204.456	886.551	3597.9148	7871.6
WAGEGAP	49	1163.289	465.681	66.7958	2203.8
INCGAP	49	18.133	6.616	1.6145	34.7
ZWAGEGAP	49	1163.289	465.681	66.7958	2203.8
ZINCGAP	49	18.133	6.616	1.6145	34.7

OCC=CLER YEAR=74

VARIABLE	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
TOTINCWM	48	14401083.333	22984399.162	535000.0000	126248000.0
NWM	48	1930.542	2767.455	82.0000	15239.0
WMAV	48	6872.207	1088.733	4584.4504	9574.5
TOTINCWF	48	65706708.333	91628899.008	3140000.0000	510896000.0
NWF	48	10742.750	12750.176	626.0000	68262.0
WFAV	48	5638.857	918.398	4357.2289	9000.0
WAGEGAP	48	1233.350	604.712	-94.4442	2948.6
INCGAP	48	17.503	8.022	-1.9278	38.2
ZWAGEGAP	48	1233.350	604.712	-94.4442	2948.6
ZINCGAP	48	17.503	8.022	-1.9278	38.2

OCC=CLER YEAR=75

VARIABLE	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
TOTINCWM	48	16851333.333	25925124.290	569000.0000	129615000.0
NWM	48	2051.750	2877.816	91.0000	15105.0
WMAV	48	7467.504	1386.608	4929.0780	11052.6
TOTINCWF	48	71128875.000	95445763.866	6927000.0000	540994000.0
NWF	48	10601.958	12345.224	1267.0000	67022.0
WFAV	48	6276.149	1015.209	4653.4741	10362.1
WAGEGAP	48	1191.355	734.641	-497.7333	3194.5
INCGAP	48	15.077	8.447	-10.0157	31.3
ZWAGEGAP	48	1191.355	734.641	-497.7333	3194.5
ZINCGAP	48	15.077	8.447	-10.0157	31.3

OCC=CLER YEAR=76

VARIABLE	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
TOTINCWM	48	18349375.000	26633740.81	809000.0000	123242000.0
NWM	48	2119.354	2792.11	107.0000	13656.0
WMAV	48	8029.712	1537.75	5705.5046	12871.2
TOTINCWF	48	83651895.833	105403954.12	7735000.0000	613648000.0
NWF	48	11779.813	12719.71	1281.0000	69476.0
WFAV	48	6678.262	1117.44	4877.6847	11919.5
WAGEGAP	48	1351.450	1033.71	158.2325	6857.9
INCGAP	48	15.895	8.56	2.6547	53.3
ZWAGEGAP	48	1351.450	1033.71	158.2325	6857.9
ZINCGAP	48	15.895	8.56	2.6547	53.3

OCC=OFADM YEAR=73

VARIABLE	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
TOTINCWM	49	46826244.898	54605672.729	2505000.0000	273070000.0
NWM	49	3870.959	4217.797	273.0000	19398.0
WMAV	49	11578.453	2044.882	7967.1053	17442.4
TOTINCWF	49	7502612.245	8192167.850	452000.0000	41560000.0
NWF	49	794.939	732.904	46.0000	3589.0
WFAV	49	8788.295	2006.349	4807.8603	14891.3
WAGEGAP	49	2790.158	925.942	661.6162	4623.7
INCGAP	49	24.427	8.191	5.0269	43.0
ZWAGEGAP	49	2790.158	925.942	661.6162	4623.7
ZINCGAP	49	24.427	8.191	5.0269	43.0

MEAN WHITE FEMALE INCOME GAPS BY OCCUPATION AND YEAR 2
11:35 THURSDAY, FEBRUARY 12, 1981

OCC=OFADM YEAR=74

VARIABLE	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
TOTINCWM	48	45489125.000	58007554.331	4298000.0000	328383000.0
NWM	48	3375.521	3815.257	375.0000	21322.0
WMAV	48	12684.540	2042.044	9685.0829	18842.7
TOTINCWF	48	7336437.500	9615863.896	385000.0000	56046000.0
NWF	48	698.979	757.285	41.0000	4277.0
WFAV	48	9755.204	2129.500	5525.9259	16510.2
WAGEGAP	48	2929.335	1027.938	1046.9169	4880.8
INCGAP	48	23.403	8.621	9.7805	43.9
ZWAGEGAP	48	2929.335	1027.938	1046.9169	4880.8
ZINCGAP	48	23.403	8.621	9.7805	43.9

OCC=OFADM YEAR=75

VARIABLE	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
TOTINCWM	48	44521604.167	56887488.299	4633000.0000	328258000.0
NWM	48	2989.167	3537.329	326.0000	20436.0
WMAV	48	14344.394	2157.547	9964.0853	22404.9
TOTINCWF	48	7733916.667	9909093.043	614000.0000	56856000.0
NWF	48	651.354	745.871	48.0000	4172.0
WFAV	48	11399.831	1946.497	7861.8421	19312.5
WAGEGAP	48	2944.562	1049.840	945.3185	5008.4
INCGAP	48	20.444	6.857	9.4873	37.3
ZWAGEGAP	48	2944.562	1049.840	945.3185	5008.4
ZINCGAP	48	20.444	6.857	9.4873	37.3

OCC=OFADM YEAR=76

VARIABLE	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
TOTINCWM	48	51959270.833	60515689.973	5399000.0000	326291000.0
NWM	48	3412.146	3615.659	323.0000	20257.0
WMAV	48	14642.618	2209.591	10426.7016	22728.4
TOTINCWF	48	9311125.000	10630408.928	837000.0000	57734000.0
NWF	48	783.229	785.532	64.0000	4162.0
WFAV	48	11479.118	2041.822	6837.8378	19718.8
WAGEGAP	48	3163.500	1014.426	865.6275	5558.5
INCGAP	48	21.621	6.532	7.1991	41.5
ZWAGEGAP	48	3163.500	1014.426	865.6275	5558.5
ZINCGAP	48	21.621	6.532	7.1991	41.5

OCC=PPRO YEAR=73

VARIABLE	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
TOTINCWM	49	11283102.041	14182722.650	82000.00000	62055000.0
NWM	49	1672.592	1804.913	17.00000	8021.0
WMAV	49	6153.284	1330.335	3970.95436	9699.1
TOTINCWF	49	14874346.939	18306036.242	186000.00000	102872000.0
NWF	49	2827.980	2834.569	75.00000	15354.0
WFAV	49	4855.162	1238.251	2102.80374	8060.8
WAGEGAP	49	1298.122	871.185	-1385.46864	3573.8
INCGAP	49	20.738	14.077	-30.94913	48.6
ZWAGEGAP	49	1298.122	871.185	-1385.46864	3573.8
ZINCGAP	49	20.738	14.077	-30.94913	48.6

OCC=PPRO YEAR=74

VARIABLE	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
TOTINCWM	48	13269895.833	18099186.555	356000.00000	85001000.0
NWM	48	1809.729	2130.378	45.00000	10198.0
WMAV	48	6732.744	1460.634	4403.30033	10906.3
TOTINCWF	48	18337583.333	25884083.733	248000.00000	140971000.0
NWF	48	3098.896	3535.861	52.00000	17928.0
WFAV	48	5407.114	1214.029	3396.66667	9551.7
WAGEGAP	48	1325.630	864.959	116.91835	4426.2
INCGAP	48	19.055	10.126	2.43462	46.7
ZWAGEGAP	48	1325.630	864.959	116.91835	4426.2
ZINCGAP	48	19.055	10.126	2.43462	46.7

MEAN WHITE FEMALE INCOME GAPS BY OCCUPATION AND YEAR 3
11:35 THURSDAY, FEBRUARY 12, 1981

OCC=PPRO YEAR=75

VARIABLE	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
TOTINCWM	48	13230604.167	17454309.747	468000.00000	86963000.0
NWM	48	1730.208	1959.228	105.00000	10434.0
WMAV	48	7173.152	1521.237	4457.14286	11235.0
TOTINCWF	48	19746562.500	26192235.375	534000.00000	146326000.0
NWF	48	3106.146	3455.302	88.00000	18728.0
WFAV	48	6061.088	1307.658	3966.66667	10964.0
WAGEGAP	48	1112.063	1008.856	-1611.03896	5092.8
INCGAP	48	14.563	12.472	-36.14510	50.3
ZWAGEGAP	48	1112.063	1008.856	-1611.03896	5092.8
ZINCGAP	48	14.563	12.472	-36.14510	50.3

OCC=PPRO YEAR=76

TOTINCWM	48	14230645.833	17151380.873	1005000.0000	94309000.0
NWM	48	1759.458	1828.760	146.0000	10822.0
WMAV	48	7685.051	1531.818	4701.7857	11798.9
TOTINCWF	48	21519916.667	24612669.714	2494000.0000	156141000.0
NWF	48	3290.729	3121.762	357.0000	19280.0
WFAV	48	6323.031	1258.014	4192.8934	11282.9
WAGEGAP	48	1362.020	907.423	-114.3545	3996.4
INCGAP	48	17.031	9.344	-2.3413	39.9
ZWAGEGAP	48	1362.020	907.423	-114.3545	3996.4
ZINCGAP	48	17.031	9.344	-2.3413	39.9

OCC=PRO YEAR=73

TOTINCWM	49	79914714.286	123362749.28	2185000.0000	698438000.0
NWM	49	6904.082	9061.19	265.0000	49637.0
WMAV	49	10466.049	1590.97	7052.6829	15229.9
TOTINCWF	49	35665775.510	48129383.55	1019000.0000	273099000.0
NWF	49	3863.571	4498.97	150.0000	23864.0
WFAV	49	8535.853	1346.25	6027.0270	12948.9
WAGEGAP	49	1930.196	569.43	349.7450	3065.9
INCGAP	49	18.360	4.81	4.9590	33.7
ZWAGEGAP	49	1930.196	569.43	349.7450	3065.9
ZINCGAP	49	18.360	4.81	4.9590	33.7

OCC=PRO YEAR=74

TOTINCWM	48	92704562.500	135226268.51	3640000.0000	738552000.0
NWM	48	7594.833	9361.64	387.0000	49349.0
WMAV	48	11150.401	1595.54	8554.3350	16147.7
TOTINCWF	48	42827187.500	57463479.34	329000.0000	292962000.0
NWF	48	4354.458	5079.13	41.0000	24255.0
WFAV	48	9150.772	1380.78	6765.8303	14000.0
WAGEGAP	48	1999.628	552.83	567.9141	3120.5
INCGAP	48	17.909	4.36	5.9160	27.6
ZWAGEGAP	48	1999.628	552.83	567.9141	3120.5
ZINCGAP	48	17.909	4.36	5.9160	27.6

OCC=PRO YEAR=75

TOTINCWM	48	100897583.33	140352504.14	9403000.0000	763906000.0
NWM	48	7768.96	9309.56	1086.0000	48672.0
WMAV	48	12056.58	1800.06	8658.3794	19182.3
TOTINCWF	48	49778062.50	61657266.29	3632000.0000	315866000.0
NWF	48	4732.08	5151.31	413.0000	25308.0
WFAV	48	10033.35	1491.67	8150.0434	16650.1
WAGEGAP	48	2023.23	606.84	264.8948	3024.6
INCGAP	48	16.62	4.41	2.7524	26.1
ZWAGEGAP	48	2023.23	606.84	264.8948	3024.6
ZINCGAP	48	16.62	4.41	2.7524	26.1

MEAN WHITE FEMALE INCOME GAPS BY OCCUPATION AND YEAR 4
11:35 THURSDAY, FEBRUARY 12, 1981

OCC=PRO YEAR=76

VARIABLE	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
TOTINCWM	48	114446750.00	150322574.59	11157000.000	831524000.0
NWM	48	8462.92	9604.49	1002.000	50421.0
WMAV	48	12670.53	1937.00	8703.260	21244.4
TOTINCWF	48	59090416.67	67904204.22	5065000.000	356180000.0
NWF	48	5397.65	5462.10	524.000	25686.0
WFAV	48	10539.17	1546.54	8188.328	17952.2
WAGEGAP	48	2131.36	638.95	92.497	3292.2
INCGAP	48	16.61	4.24	1.063	23.3
ZWAGEGAP	48	2131.36	638.95	92.497	3292.2
ZINCGAP	48	16.61	4.24	1.063	23.3

OCC=PTSVS YEAR=73

TOTINCWM	49	93525204.082	151531011.37	3675000.0000	816323000.0
NWM	49	9826.143	13247.09	520.0000	70564.0
WMAV	49	8233.398	1617.85	5748.0168	12567.9
TOTINCWF	49	1844775.510	3056777.54	82000.0000	17750000.0
NWF	49	275.531	341.35	17.0000	1701.0
WFAV	49	5761.359	1519.06	2761.1940	10435.0
WAGEGAP	49	2472.039	1120.44	-35.3328	6249.7
INCGAP	49	30.129	12.40	-0.4185	52.0
ZWAGEGAP	49	2472.039	1120.44	-35.3328	6249.7
ZINCGAP	49	30.129	12.40	-0.4185	52.0

OCC=PTSVS YEAR=74

TOTINCWM	48	102884708.33	159776212.18	3743000.0000	870917000.0
NWM	48	10326.50	13557.32	507.0000	73703.0
WMAV	48	8772.77	1745.28	6236.6450	14043.1
TOTINCWF	48	2389479.17	3556529.50	46000.0000	20418000.0
NWF	48	327.75	373.95	5.0000	1934.0
WFAV	48	6498.73	1950.98	2662.5000	13000.0
WAGEGAP	48	2274.04	1055.77	-511.3714	4857.3
INCGAP	48	26.58	12.70	-5.8855	64.6
ZWAGEGAP	48	2274.04	1055.77	-511.3714	4857.3
ZINCGAP	48	26.58	12.70	-5.8855	64.6

OCC=PTSVS YEAR=75

TOTINCWM	48	99541500.000	157789534.55	2800000.0000	861894000.0
NWM	48	9057.792	12226.90	330.0000	67639.0
WMAV	48	9708.681	2021.99	6657.3896	16352.7
TOTINCWF	48	4118770.833	11092200.21	86000.0000	74558000.0
NWF	48	494.292	1274.94	12.0000	8776.0
WFAV	48	7463.885	1825.86	4030.3030	13636.4
WAGEGAP	48	2244.796	1212.01	-960.8392	4969.7
INCGAP	48	22.828	11.75	-13.3028	55.2
ZWAGEGAP	48	2244.796	1212.01	-960.8392	4969.7
ZINCGAP	48	22.828	11.75	-13.3028	55.2

OCC=PTSVS YEAR=76

TOTINCWM	48	120001250.00	177517786.90	6986000.0000	920862000.0
NWM	48	10374.63	12754.08	765.0000	65528.0
WMAV	48	10252.89	2163.66	7061.6523	17848.6
TOTINCWF	48	5044500.00	12100903.06	134000.0000	80462000.0
NWF	48	597.35	1390.27	17.0000	9513.0
WFAV	48	7815.99	1911.62	4175.4386	15693.5
WAGEGAP	48	2436.90	1028.96	795.9079	5003.7
INCGAP	48	23.73	8.54	9.1713	43.8
ZWAGEGAP	48	2436.90	1028.96	795.9079	5003.7
ZINCGAP	48	23.73	8.54	9.1713	43.8

MEAN WHITE FEMALE INCOME GAPS BY OCCUPATION AND YEAR 5
11:35 THURSDAY, FEBRUARY 12, 1981

OCC=SKIL YEAR=73

VARIABLE	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
TOTINCWM	49	46254938.776	64850359.056	2779000.0000	321860000.0
NWM	49	5555.082	6486.818	397.0000	31277.0
WMAV	49	7480.686	1759.789	4295.4673	13368.7
TOTINCWF	49	1088061.224	1451084.083	4000.0000	8507000.0
NWF	49	224.163	278.666	1.0000	1696.0
WFAV	49	4911.199	1708.962	2682.8194	11869.6
WAGEGAP	49	2569.487	1660.071	-3503.2801	7464.3
INCGAP	49	33.650	17.676	-41.8738	65.9
ZWAGEGAP	49	2569.487	1660.071	-3503.2801	7464.3
ZINCGAP	49	33.650	17.676	-41.8738	65.9

OCC=SKIL YEAR=74

VARIABLE	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
TOTINCWM	48	53592770.833	75941047.326	3963000.0000	382559000.0
NWM	48	6002.250	7013.408	554.0000	36288.0
WMAV	48	8087.748	1901.641	5064.2738	15066.5
TOTINCWF	48	1342645.833	2155220.238	32000.0000	13465000.0
NWF	48	241.979	384.706	4.0000	2512.0
WFAV	48	5525.349	1515.703	2343.7500	12088.2
WAGEGAP	48	2562.398	1345.676	-816.8067	6260.1
INCGAP	48	30.968	13.206	-11.3711	59.8
ZWAGEGAP	48	2562.398	1345.676	-816.8067	6260.1
ZINCGAP	48	30.968	13.206	-11.3711	59.8

OCC=SKIL YEAR=75

VARIABLE	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
TOTINCWM	48	53790250.000	75923007.581	3934000.0000	382930000.0
NWM	48	5486.500	6635.478	486.0000	34800.0
WMAV	48	9005.324	1925.779	6052.7459	15631.9
TOTINCWF	48	1702229.167	4036839.802	72000.0000	27131000.0
NWF	48	252.229	512.644	11.0000	3403.0
WFAV	48	6175.324	1589.472	3632.6034	12882.4
WAGEGAP	48	2830.000	1244.333	732.4282	6664.3
INCGAP	48	31.041	10.673	8.0579	64.0
ZWAGEGAP	48	2830.000	1244.333	732.4282	6664.3
ZINCGAP	48	31.041	10.673	8.0579	64.0

OCC=SKIL YEAR=76

VARIABLE	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
TOTINCWM	48	62931979.167	81320940.058	2580000.0000	401797000.0
NWM	48	6123.354	6736.452	323.0000	34930.0
WMAV	48	9490.036	2134.742	6232.6758	18573.2
TOTINCWF	48	1952041.667	3858279.983	49000.0000	25733000.0
NWF	48	279.438	478.488	19.0000	3175.0
WFAV	48	6335.706	1717.671	2578.9474	14833.3
WAGEGAP	48	3154.330	1447.289	722.2960	6963.7
INCGAP	48	32.635	11.776	9.1741	71.2
ZWAGEGAP	48	3154.330	1447.289	722.2960	6963.7
ZINCGAP	48	32.635	11.776	9.1741	71.2

OCC=SVSMA YEAR=73

VARIABLE	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
TOTINCWM	49	54768755.102	83624476.738	3304000.0000	507404000.0
NWM	49	8197.041	10067.525	560.0000	61182.0
WMAV	49	5990.210	1502.569	3322.8346	10426.2
TOTINCWF	49	5677979.592	6625655.435	63000.0000	25113000.0
NWF	49	1225.245	1238.864	25.0000	4285.0
WFAV	49	4230.783	1076.788	1856.8330	7812.5
WAGEGAP	49	1759.427	851.690	-69.7896	3687.8
INCGAP	49	28.641	11.517	-1.9883	54.2
ZWAGEGAP	49	1759.427	851.690	-69.7896	3687.8
ZINCGAP	49	28.641	11.517	-1.9883	54.2

MEAN WHITE FEMALE INCOME GAPS BY OCCUPATION AND YEAR 6
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OCC=SVSMA YEAR=74

VARIABLE	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
TOTINCWM	48	61292666.667	96087861.058	4531000.0000	599106000.0
NWM	48	8347.833	10315.229	582.0000	63977.0
WMAV	48	6549.478	1574.505	4404.0466	11687.3
TOTINCWF	48	6273875.000	7417263.003	68000.0000	34949000.0
NWF	48	1244.354	1252.992	19.0000	5753.0
WFAV	48	4715.672	1106.592	3235.3801	9114.9
WAGEGAP	48	1833.805	751.948	617.7869	3742.3
INCGAP	48	27.398	7.595	12.5530	45.1
ZWAGEGAP	48	1833.805	751.948	617.7869	3742.3
ZINCGAP	48	27.398	7.595	12.5530	45.1

OCC=SVSMA YEAR=75

TOTINCWM	48	61765458.333	94935180.040	3634000.0000	580742000.0
NWM	48	7555.729	9352.331	596.0000	57390.0
WMAV	48	7315.290	1904.959	4381.2229	13272.8
TOTINCWF	48	7658229.167	7813447.955	749000.0000	37026000.0
NWF	48	1337.104	1179.863	151.0000	5913.0
WFAV	48	5500.716	1252.365	4138.1215	10910.9
WAGEGAP	48	1814.574	1059.673	-147.2324	4454.9
INCGAP	48	23.276	10.680	-3.3605	45.1
ZWAGEGAP	48	1814.574	1059.673	-147.2324	4454.9
ZINCGAP	48	23.276	10.680	-3.3605	45.1

OCC=SVSMA YEAR=76

TOTINCWM	48	74038604.167	103207703.66	4205000.0000	578330000.0
NWM	48	8709.854	9878.72	571.0000	56065.0
WMAV	48	7685.196	2062.37	4665.9361	16003.2
TOTINCWF	48	10608145.833	15351432.42	504000.0000	96692000.0
NWF	48	1686.729	1940.23	101.0000	11935.0
WFAV	48	5753.442	1578.72	4002.0367	13701.5
WAGEGAP	48	1931.754	906.24	229.6084	4256.3
INCGAP	48	24.471	7.97	4.9210	39.7
ZWAGEGAP	48	1931.754	906.24	229.6084	4256.3
ZINCGAP	48	24.471	7.97	4.9210	39.7

OCC=TECH YEAR=73

TOTINCWM	49	42807306.122	62248369.684	1980000.0000	385985000.0
NWM	49	4648.143	5561.640	228.0000	33104.0
WMAV	49	8445.115	1322.937	6044.1379	12454.2
TOTINCWF	49	10244959.184	16044483.847	119000.0000	98155000.0
NWF	49	1564.612	2084.311	34.0000	11266.0
WFAV	49	6126.306	1210.572	3500.0000	10161.9
WAGEGAP	49	2318.809	809.912	682.7976	5184.2
INCGAP	49	27.405	8.501	9.1518	59.7
ZWAGEGAP	49	2318.809	809.912	682.7976	5184.2
ZINCGAP	49	27.405	8.501	9.1518	59.7

OCC=TECH YEAR=74

TOTINCWM	48	47382875.000	66631935.745	2633000.0000	417050000.0
NWM	48	4879.375	5563.416	314.0000	33290.0
WMAV	48	8951.716	1421.972	6416.4283	13028.4
TOTINCWF	48	12096291.667	17894594.358	214000.0000	107486000.0
NWF	48	1724.479	2167.541	31.0000	11726.0
WFAV	48	6612.717	1238.694	4834.9515	11050.2
WAGEGAP	48	2338.999	650.063	910.9737	4298.7
INCGAP	48	26.155	6.194	12.8181	40.2
ZWAGEGAP	48	2338.999	650.063	910.9737	4298.7
ZINCGAP	48	26.155	6.194	12.8181	40.2

MEAN WHITE FEMALE INCOME GAPS BY OCCUPATION AND YEAR 7
11:35 THURSDAY, FEBRUARY 12, 1981

OCC=TECH YEAR=75

VARIABLE	N	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
TOTINCWM	48	50648708.333	67555539.034	4527000.0000	405703000.0
NWM	48	4793.375	5374.561	572.0000	30881.0
WMAV	48	9849.151	1657.907	7001.6214	16007.9
TOTINCWF	48	14406000.000	19452513.171	560000.0000	114673000.0
NWF	48	1879.167	2190.568	109.0000	11850.0
WFAV	48	7398.727	1382.594	4829.0366	13362.8
WAGEGAP	48	2450.424	786.411	582.1729	4095.5
INCGAP	48	24.742	6.822	8.3148	41.1
ZWAGEGAP	48	2450.424	786.411	582.1729	4095.5
ZINCGAP	48	24.742	6.822	8.3148	41.1

---------- OCC=TECH YEAR=76 ----------

TOTINCWM	48	59006312.500	78022560.482	5251000.0000	477482000.0
NWM	48	5277.083	5860.123	561.0000	34066.0
WMAV	48	10445.308	1825.383	7558.7558	18227.5
TOTINCWF	48	17997458.333	23381294.826	969000.0000	140639000.0
NWF	48	2193.083	2429.629	126.0000	13335.0
WFAV	48	7893.748	1415.207	5994.5718	14727.3
WAGEGAP	48	2551.560	796.513	1280.4387	4499.9
INCGAP	48	24.200	5.594	13.7221	37.1
ZWAGEGAP	48	2551.560	796.513	1280.4387	4499.9
ZINCGAP	48	24.200	5.594	13.7221	37.1

EXHIBIT III D

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 1
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=ALABAMA

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF
1	CLER	73	2640000	498	5301.2	15482000
2	CLER	74	12006000	1775	6763.9	42564000
3	CLER	75	11453000	1558	7351.1	46206000
4	CLER	76	13041000	1690	7716.6	60163000
5	OFADM	73	14047000	1488	9440.2	3155000
6	OFADM	74	23806000	2057	11573.2	5094000
7	OFADM	75	23903000	1787	13376.0	5763000
8	OFADM	76	29574000	2226	13285.7	7669000
9	PPRO	73	2445000	541	4519.4	3254000
10	PPRO	74	5998000	1063	5642.5	11361000
11	PPRO	75	7368000	1219	6044.3	15184000
12	PPRO	76	8517000	1342	6346.5	17865000
13	PRO	73	12305000	1409	8733.1	7111000
14	PRO	74	54206000	5448	9949.7	32083000
15	PRO	75	59906000	5508	10876.2	41694000
16	PRO	76	68910000	6091	11313.4	53307000
17	PTSVS	73	33170000	4993	6643.3	580000
18	PTSVS	74	53977000	7398	7296.2	970000
19	PTSVS	75	50653000	6052	8369.6	1448000
20	PTSVS	76	63749000	7394	8621.7	2237000
21	SKIL	73	18230000	3270	5574.9	326000
22	SKIL	74	30623000	4501	6803.6	1045000
23	SKIL	75	29695000	3815	7783.7	2567000
24	SKIL	76	40465000	5081	7964.0	2249000
25	SVSMA	73	25277000	5695	4438.5	805000
26	SVSMA	74	30444000	6285	4843.9	1859000
27	SVSMA	75	31398000	5689	5519.1	2555000
28	SVSMA	76	39161000	6805	5754.7	3641000
29	TECH	73	13084000	1736	7536.9	4338000
30	TECH	74	25297000	3344	7564.9	7413000
31	TECH	75	29990000	3467	8650.1	9590000

OBS	NWF	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
1	3482	4446.3	854.91	16.1267	-0.6622	-0.3033
2	7894	5391.9	1372.00	20.2840	0.2293	0.3467
3	7989	5783.7	1567.39	21.3218	0.5119	0.7393
4	9826	6122.8	1593.73	20.6534	0.2344	0.5558
5	403	7828.8	1611.40	17.0696	-1.2730	-0.8982
6	508	10027.6	1545.61	13.3551	-1.3461	-1.1654
7	505	11411.9	1964.17	14.6842	-0.9339	-0.8401
8	709	10816.6	2469.07	18.5844	-0.6846	-0.4648
9	1169	2783.6	1735.83	38.4084	0.5024	1.2553
10	2440	4656.1	986.37	17.4811	-0.3922	-0.1554
11	2998	5064.7	979.59	16.2068	-0.1313	0.1318
12	3546	5038.1	1308.43	20.6165	-0.0591	0.3837
13	939	7572.9	1160.19	13.2350	-1.3522	-1.0550
14	3546	9047.7	902.05	9.0661	-1.9854	-2.0263
15	4503	9259.2	1617.02	14.8675	-0.6694	-0.3969
16	5467	9750.7	1562.73	13.8130	-0.8900	-0.6603
17	159	3647.8	2995.50	45.0906	0.4672	1.2063
18	170	5705.9	1590.28	21.7961	-0.6476	-0.3764
19	342	4233.9	4135.71	49.4133	1.5602	2.2633
20	403	5550.9	3070.85	35.6176	0.6161	1.3919
21	74	4405.4	1169.52	20.9782	-0.8433	-0.7169
22	271	3856.1	2947.51	43.3228	0.2862	0.9355
23	575	4464.3	3319.40	42.6453	0.3933	1.0873
24	453	4964.7	2999.30	37.6608	-0.1071	0.4268
25	396	2032.8	2405.63	54.1996	0.7587	2.2193
26	501	3710.6	1133.34	23.3971	-0.9315	-0.5268
27	557	4587.1	932.00	16.8869	-0.8329	-0.5983
28	845	4308.9	1445.86	25.1247	-0.5362	0.0820
29	937	4629.7	2907.20	38.5730	0.7265	1.3137
30	1369	5414.9	2149.99	28.4206	-0.2908	0.3657
31	1584	6054.3	2595.84	30.0092	0.1849	0.7720

STATENM=ALABAMA

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF	NWF
32	TECH	76	35081000	3839	9138.06	15634000	2421

OBS	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
32	6457.66	2680.39	29.3322	0.161749	0.917391

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STATENM=ALASKA

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF
33	CLER	73	943000	112	8419.6	13366000
34	CLER	74	900000	94	9574.5	13932000
35	CLER	75	1260000	114	11052.6	19460000
36	CLER	76	1825000	146	12500.0	26366000
37	OFADM	73	7727000	443	17442.4	685000
38	OFADM	74	7066000	375	18842.7	809000
39	OFADM	75	7304000	326	22404.9	927000
40	OFADM	76	9455000	416	22728.4	1262000
41	PPRO	73	1182000	126	9381.0	1193000
42	PPRO	74	1047000	96	10906.3	1385000
43	PPRO	75	1464000	135	10844.4	2434000
44	PPRO	76	1812000	154	11766.2	4028000
45	PRO	73	19738000	1296	15229.9	6837000
46	PRO	74	23834000	1476	16147.7	7756000
47	PRO	75	31881000	1662	19182.3	10040000
48	PRO	76	42765000	2013	21244.4	14272000
49	PTSVS	73	10733000	854	12567.9	139000
50	PTSVS	74	10097000	719	14043.1	143000
51	PTSVS	75	13769000	842	16352.7	600000
52	PTSVS	76	18277000	1024	17848.6	973000
53	SKIL	73	17366000	1299	13368.7	98000
54	SKIL	74	19707000	1308	15066.5	411000
55	SKIL	75	23057000	1475	15631.9	657000
56	SKIL	76	32336000	1741	18573.2	1335000
57	SVSMA	73	6850000	657	10426.2	1250000
58	SVSMA	74	6802000	582	11687.3	1586000
59	SVSMA	75	12357000	931	13272.8	2815000
60	SVSMA	76	15187000	949	16003.2	5371000
61	TECH	73	9926000	797	12454.2	2510000
62	TECH	74	12390000	951	13028.4	3525000
63	TECH	75	10085000	630	16007.9	4236000

OBS	NWF	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
33	1698	7871.6	548.03	6.5089	-1.3212	-1.7571
34	1548	9000.0	574.47	6.0000	-1.0896	-1.4339
35	1878	10362.1	690.54	6.2478	-0.6817	-1.0452
36	2212	11919.5	580.47	4.6438	-0.7458	-1.3142
37	46	14891.3	2551.13	14.6260	-0.2581	-1.1965
38	49	16510.2	2332.46	12.3786	-0.5807	-1.2787
39	48	19312.5	3092.41	13.8024	0.1408	-0.9687
40	64	19718.8	3009.62	13.2417	-0.1517	-1.2828
41	148	8060.8	1320.14	14.0726	0.0253	-0.4735
42	145	9551.7	1354.53	12.4197	0.0334	-0.6552
43	222	10964.0	-119.52	-1.1021	-1.2208	-1.2560
44	357	11282.9	483.32	4.1077	-0.9683	-1.3830
45	528	12948.9	2281.07	14.9776	0.6162	-0.7031
46	554	14000.0	2147.70	13.3003	0.2678	-1.0561
47	603	16650.1	2532.23	13.2008	0.8388	-0.7748
48	795	17952.2	3292.21	15.4968	1.8168	-0.2627
49	22	6318.2	6249.73	49.7277	3.3716	1.5801
50	11	13000.0	1043.12	7.4279	-1.1659	-1.5077
51	44	13636.4	2716.37	16.6111	0.3891	-0.5293
52	62	15693.5	2155.08	12.0742	-0.2739	-1.3648
53	10	9800.0	3568.75	26.6947	0.6019	-0.3935
54	34	12088.2	2978.28	19.7675	0.3090	-0.8481
55	51	12882.4	2749.51	17.5891	-0.0647	-1.2603
56	90	14833.3	3739.90	20.1360	0.4046	-1.0614
57	160	7812.5	2613.68	25.0684	1.0030	-0.3102
58	174	9114.9	2572.34	22.0098	0.9822	-0.7095
59	258	10910.9	2361.97	17.7956	0.5166	-0.5132
60	392	13701.5	2301.63	14.3323	0.4081	-1.2650
61	247	10161.9	2292.26	18.4055	-0.0328	-1.0586
62	319	11050.2	1978.23	15.1840	-0.5550	-1.7711
63	317	13362.8	2645.16	16.5241	0.2476	-1.2046

STATENM=ALASKA

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF	NWF
64	TECH	76	11939000	655	18227.5	5832000	396

OBS	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
64	14727.3	3500.21	19.2029	1.191	-0.89323

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STATENM=ARIZONA

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF
65	CLER	73	5204000	847	6144.0	30154000
66	CLER	74	4320000	626	6901.0	30699000
67	CLER	75	6487000	856	7578.3	40860000
68	CLER	76	6954000	877	7929.3	50097000
69	OFADM	73	41424000	3374	12277.4	8943000
70	OFADM	74	32134000	2227	14429.3	4690000
71	OFADM	75	25772000	1559	16531.1	2924000
72	OFADM	76	31574000	1816	17386.6	4227000
73	PPRO	73	4622000	799	5784.7	4618000
74	PPRO	74	4593000	701	6552.1	5459000
75	PPRO	75	4390000	672	6532.7	6765000
76	PPRO	76	6406000	854	7501.2	8845000
77	PRO	73	35692000	3341	10683.0	14626000
78	PRO	74	42872000	3506	12228.2	14142000
79	PRO	75	56264000	4271	13173.5	24138000
80	PRO	76	69067000	4928	14015.2	26353000
81	PTSVS	73	32887000	3858	8524.4	1051000
82	PTSVS	74	44776000	4650	9629.2	1448000
83	PTSVS	75	51171000	5087	10059.2	1971000
84	PTSVS	76	60184000	5458	11026.7	2337000
85	SKIL	73	24120000	2883	8366.3	273000
86	SKIL	74	27201000	2915	9331.4	184000
87	SKIL	75	26869000	2580	10414.3	90000
88	SKIL	76	30614000	2767	11064.0	219000
89	SVSMA	73	13082000	2006	6521.4	1360000
90	SVSMA	74	14900000	2116	7041.6	1323000
91	SVSMA	75	16400000	2187	7498.9	1738000
92	SVSMA	76	23458000	2734	8580.1	2318000
93	TECH	73	27764000	3108	8933.1	3819000
94	TECH	74	36231000	3607	10044.6	4108000
95	TECH	75	37844000	3542	10684.4	5999000

OBS	NWF	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
65	5640	5346.5	797.6	12.981	-0.7853	-0.7787
66	5082	6040.7	860.2	12.465	-0.6170	-0.6280
67	6145	6649.3	929.0	12.258	-0.3572	-0.3336
68	7100	7055.9	873.4	11.015	-0.4625	-0.5700
69	1092	8189.6	4087.9	33.296	1.4015	1.0827
70	444	10563.1	3866.2	26.794	0.9114	0.3934
71	229	12768.6	3762.6	22.760	0.7792	0.3378
72	329	12848.0	4538.5	26.104	1.3555	0.6863
73	952	4850.8	933.9	16.144	-0.4181	-0.3264
74	949	5752.4	799.7	12.205	-0.6080	-0.6764
75	1100	6150.0	382.7	5.859	-0.7229	-0.6979
76	1332	6640.4	860.8	11.475	-0.5524	-0.5946
77	1725	8478.8	2204.2	20.633	0.4312	0.4725
78	1412	10015.6	2212.6	18.094	0.3852	0.0424
79	2272	10624.1	2549.4	19.352	0.8670	0.6198
80	2361	11161.8	2853.4	20.359	1.1301	0.8855
81	150	7006.7	1517.7	17.804	-0.8518	-0.9936
82	183	7912.6	1716.7	17.828	-0.5279	-0.6889
83	239	8246.9	1812.3	18.016	-0.3568	-0.4097
84	268	8720.1	2306.6	20.918	-0.1266	-0.3293
85	23	11869.6	-3503.3	-41.874	-3.6581	-4.2726
86	26	7076.9	2254.5	24.160	-0.2288	-0.5155
87	24	3750.0	6664.3	63.992	3.0814	3.0874
88	32	6843.8	4220.2	38.144	0.7365	0.4678
89	329	4133.7	2387.7	36.613	0.7377	0.6922
90	267	4955.1	2086.5	29.632	0.3361	0.2941
91	314	5535.0	1963.3	26.188	0.1408	0.2726
92	391	5928.4	2651.7	30.905	0.7944	0.8069
93	593	6440.1	2492.9	27.907	0.2150	0.0590
94	526	7809.9	2234.7	22.248	-0.1604	-0.6307
95	748	8020.1	2664.3	24.937	0.2720	0.0285

STATENM=ARIZONA

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF	NWF
96	TECH	76	42442000	3661	11593	8200000	936

OBS	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
96	8760.68	2832.32	24.4313	0.352491	0.0413508

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STATENM=ARKANSAS

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF
97	CLER	73	1659000	401	4137.2	14983000
98	CLER	74	1251000	266	4703.0	16525000
99	CLER	75	1987000	342	5809.9	19969000
100	CLER	76	3447000	569	6058.0	28462000
101	OFADM	73	15812000	1790	8833.5	5044000
102	OFADM	74	15234000	1527	9976.4	3242000
103	OFADM	75	17418000	1446	12045.6	3245000
104	OFADM	76	22167000	1780	12453.4	4330000
105	PPRO	73	1865000	463	4028.1	3900000
106	PPRO	74	1509000	329	4586.6	3820000
107	PPPO	75	5309000	758	7004.0	7331000
108	PPRO	76	3999000	759	5268.8	12489000
109	PRO	73	21813000	2558	8527.4	10406000
110	PRO	74	25035000	2587	9677.2	12711000
111	PRO	75	30753000	3110	9888.4	18170000
112	PRO	76	31191000	3096	10074.6	25064000
113	PTSVS	73	16950000	2710	6254.6	413000
114	PTSVS	74	17698000	2825	6264.8	363000
115	PTSVS	75	14424000	1997	7222.8	401000
116	PTSVS	76	25863000	3450	7496.5	808000
117	SKIL	73	11106000	2041	5441.5	630000
118	SKIL	74	13078000	2386	5481.1	392000
119	SKIL	75	18357000	2956	6210.1	358000
120	SKIL	76	11361000	1771	6415.0	571000
121	SVSMA	73	16266000	4489	3623.5	1222000
122	SVSMA	74	19878000	4186	4748.7	1355000
123	SVSMA	75	8125000	1793	4531.5	2681000
124	SVSMA	76	14903000	3194	4665.9	4494000
125	TECH	73	14290000	2357	6062.8	3853000
126	TECH	74	15423000	2051	7519.7	5779000
127	TECH	75	15882000	2151	7383.5	6933000

OBS	NWF	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
97	3681	4070.4	66.80	1.615	-2.3546	-2.4969
98	3640	4539.8	163.17	3.470	-1.7697	-1.7494
99	3807	5245.3	564.60	9.718	-0.8531	-0.6344
100	5199	5474.5	583.48	9.632	-0.7429	-0.7316
101	786	6417.3	2416.22	27.353	-0.4038	0.3572
102	495	6549.5	3426.93	34.350	0.4841	1.2699
103	372	8723.1	3322.52	27.583	0.3600	1.0412
104	417	10383.7	2069.68	16.619	-1.0783	-0.7656
105	1301	2997.7	1030.38	25.580	-0.3073	0.3440
106	1039	3676.6	910.01	19.841	-0.4805	0.0776
107	1517	4832.6	2171.39	31.002	1.0500	1.3181
108	2451	5095.5	173.30	3.289	-1.3100	-1.4706
109	1495	6960.5	1566.83	18.374	-0.6361	0.0030
110	1618	7856.0	1821.24	18.820	-0.3227	0.2086
111	2118	8578.8	1309.58	13.244	-1.1760	-0.7651
112	2784	9002.9	1071.74	10.638	-1.6584	-1.4100
113	77	5363.6	890.98	14.245	-1.4111	-1.2806
114	85	4270.6	1994.19	31.832	-0.2651	0.4138
115	49	8183.7	-960.84	-13.303	-2.6449	-3.0761
116	142	5690.1	1806.38	24.096	-0.6128	0.0428
117	145	4344.8	1096.62	20.153	-0.8872	-0.7636
118	94	4170.2	1310.93	23.917	-0.9300	-0.5339
119	75	4773.3	1436.75	23.136	-1.1197	-0.7407
120	112	5098.2	1316.81	20.527	-1.2696	-1.0282
121	542	2254.6	1368.91	37.778	-0.4585	0.7934
122	414	3272.9	1475.74	31.077	-0.4762	0.4844
123	635	4222.0	309.46	6.829	-1.4204	-1.5400
124	1013	4436.3	229.61	4.921	-1.8782	-2.4514
125	879	4383.4	1679.40	27.700	-0.7895	0.0347
126	1105	5229.9	2289.83	30.452	-0.0756	0.6936
127	1096	6325.7	1057.81	14.327	-1.7708	-1.5267

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 8
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STATENM=ARKANSAS

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF	NWF
128	TECH	76	12130000	1555	7800.64	11784000	1870

OBS	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
128	6301.6	1499.04	19.2169	-1.3214	-0.89073

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 9
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=CALIFORN

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF
129	CLER	73	81706000	10010	8162.4	468717000
130	CLER	74	82993000	9491	8744.4	510896000
131	CLER	75	86074000	9242	9313.4	540994000
132	CLER	76	96419000	9531	10116.4	613648000
133	OFADM	73	216423000	13502	16029.0	30316000
134	OFADM	74	203124000	12118	16762.2	32471000
135	OFADM	75	190644000	10643	17912.6	33124000
136	OFADM	76	252894000	13319	18987.5	42072000
137	PPRO	73	62055000	6398	9699.1	61304000
138	PPRO	74	68712000	6466	10626.7	64666000
139	PPRO	75	70747000	6297	11235.0	65586000
140	PPRO	76	71985000	6101	11798.9	73335000
141	PRO	73	698438000	49637	14070.9	273099000
142	PRO	74	738552000	49349	14965.9	292962000
143	PRO	75	763906000	48672	15695.0	315866000
144	PRO	76	831524000	50421	16491.6	356180000
145	PTSVS	73	621381000	51925	11966.9	17750000
146	PTSVS	74	634740000	50832	12487.0	20418000
147	PTSVS	75	627361000	45125	13902.7	22123000
148	PTSVS	76	755852000	51535	14666.5	29251000
149	SKIL	73	321860000	28709	11211.1	4377000
150	SKIL	74	354950000	29121	12188.8	4291000
151	SKIL	75	350312000	26881	13032.0	5533000
152	SKIL	76	401797000	28998	13856.0	5869000
153	SVSMA	73	275987000	31680	8711.7	25113000
154	SVSMA	74	293384000	30726	9548.4	27668000
155	SVSMA	75	306531000	29561	10369.4	31068000
156	SVSMA	76	366641000	32693	11214.7	40406000
157	TECH	73	385985000	33104	11659.8	98155000
158	TECH	74	417050000	33290	12527.8	107486000
159	TECH	75	405703000	30881	13137.6	114673000

OBS	NWF	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
129	68010	6891.9	1270.55	15.5659	0.23034	-0.3881
130	68262	7484.3	1260.05	14.4098	0.04415	-0.3856
131	67022	8071.9	1241.47	13.3300	0.06821	-0.2068
132	69476	8832.5	1283.84	12.6907	-0.06541	-0.3743
133	2455	12348.7	3680.28	22.9602	0.96132	-0.1791
134	2451	13248.1	3514.11	20.9645	0.56888	-0.2828
135	2308	14351.8	3560.80	19.8787	0.58698	-0.0825
136	2775	15161.1	3826.38	20.1521	0.65345	-0.2248
137	8261	7420.9	2278.23	23.4890	1.12503	0.1954
138	8325	7767.7	2858.97	26.9038	1.77274	0.7752
139	7603	8626.3	2608.70	23.2193	1.48350	0.6941
140	7934	9243.1	2555.75	21.6610	1.31552	0.4955
141	23864	11444.0	2626.94	18.6893	1.22359	0.0644
142	24255	12078.4	2887.48	19.2937	1.60601	0.3172
143	24118	13096.7	2598.29	16.5549	0.94763	-0.0144
144	25686	13866.7	2624.92	15.9167	0.77246	-0.1636
145	1701	10435.0	1531.86	12.8008	-0.83912	-1.3970
146	1934	10557.4	1929.62	15.4530	-0.32623	-0.8758
147	1859	11900.5	2002.25	14.4019	-0.20012	-0.7174
148	2340	12500.4	2166.06	14.7688	-0.26322	-1.0493
149	652	6713.2	4497.93	40.1202	1.16166	0.3660
150	562	7635.2	4553.57	37.3586	1.47968	0.4839
151	632	8754.7	4277.21	32.8209	1.16304	0.1668
152	652	9001.5	4854.49	35.0352	1.17472	0.2038
153	4131	6079.2	2632.55	30.2186	1.02517	0.1369
154	4068	6801.4	2747.02	28.7694	1.21446	0.1806
155	3983	7800.2	2569.29	24.7775	0.71221	0.1406
156	4636	8715.7	2498.96	22.2830	0.62589	-0.2743
157	11266	8712.5	2947.27	25.2773	0.77596	-0.2503
158	11726	9166.5	3361.32	26.8309	1.57265	0.1091
159	11850	9677.0	3460.58	26.3410	1.28451	0.2343

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 10
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=CALIFORN

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF
160	TECH	76	477482000	34066	14016.4	140639000

OBS	NWF	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
160	13335	10546.6	3469.77	24.7551	1.15279	0.0992341

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 11
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=COLORADO

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF	NWF
161	CLER	73	5615000	887	6330.3	32752000	6210
162	CLER	74	8073000	1073	7523.8	47259000	7932
163	CLER	75	14436000	1675	8618.5	43134000	6705
164	CLER	76	11861000	1389	8539.2	55802000	7698
165	OFADM	73	20035000	1796	11155.3	2575000	330
166	OFADM	74	19455000	1496	13004.7	2717000	302
167	OFADM	75	21212000	1398	15173.1	2653000	261
168	OFADM	76	30187000	1854	16282.1	4497000	386
169	PPRO	73	4085000	630	6484.1	6984000	1402
170	PPRO	74	4288000	572	7496.5	8791000	1491
171	PPRO	75	9175000	1224	7495.9	13148000	2118
172	PPRO	76	6972000	799	8725.9	13289000	1752
173	PRO	73	55692000	4690	11874.6	22451000	2481
174	PRO	74	70105000	5384	13021.0	24484000	2473
175	PRO	75	75546000	5531	13658.7	31418000	2833
176	PRO	76	78385000	5389	14545.4	36254000	3059
177	PTSVS	73	45983000	5122	8977.5	1020000	157
178	PTSVS	74	53067000	5458	9722.8	1960000	265
179	PTSVS	75	49750000	4535	10970.2	1984000	220
180	PTSVS	76	69873000	6012	11622.3	3514000	359
181	SKIL	73	34528000	4405	7838.4	462000	123
182	SKIL	74	42085000	4901	8587.0	533000	92
183	SKIL	75	39227000	3936	9966.2	229000	40
184	SKIL	76	56980000	5252	10849.2	390000	77
185	SVSMA	73	25058000	3908	6412.0	2547000	611
186	SVSMA	74	28888000	4115	7020.2	4605000	856
187	SVSMA	75	29265000	3838	7625.1	3800000	656
188	SVSMA	76	27156000	3373	8051.0	3727000	566
189	TECH	73	24025000	2700	8898.1	4174000	694
190	TECH	74	28263000	2924	9665.9	5755000	834
191	TECH	75	30094000	2869	10489.4	6646000	873

OBS	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
161	5274.1	1056.25	16.6856	-0.22985	-0.21883
162	5958.0	1565.75	20.8107	0.54968	0.41232
163	6433.1	2185.40	25.3570	1.35310	1.21704
164	7248.9	1290.34	15.1107	-0.05912	-0.09159
165	7803.0	3352.31	30.0512	0.60712	0.68664
166	8996.7	4007.99	30.8196	1.04934	0.86032
167	10164.8	5008.35	33.0081	1.96581	1.83241
168	11650.3	4631.83	28.4474	1.44745	1.04515
169	4981.5	1502.67	23.1746	0.23479	0.17307
170	5896.0	1600.46	21.3494	0.31774	0.22663
171	6207.7	1288.17	17.1850	0.17456	0.21026
172	7585.0	1140.86	13.0744	-0.24372	-0.42344
173	9049.2	2825.45	23.7940	1.57221	1.12977
174	9900.5	3120.46	23.9649	2.02745	1.38756
175	11090.0	2568.64	18.8060	0.89877	0.49596
176	11851.6	2693.78	18.5199	0.88023	0.45110
177	6496.8	2480.73	27.6326	0.00776	-0.20124
178	7396.2	2326.57	23.9290	0.04975	-0.20845
179	9018.2	1952.05	17.7941	-0.24154	-0.42861
180	9788.3	1833.95	15.7797	-0.58597	-0.93096
181	3756.1	4082.27	52.0806	0.91128	1.04267
182	5793.5	2793.54	32.5322	0.17177	0.11846
183	5725.0	4241.21	42.5559	1.13411	1.07894
184	5064.9	5784.27	53.3151	1.81715	1.75614
185	4168.6	2243.40	34.9876	0.56825	0.55106
186	5379.7	1640.50	23.3683	-0.25708	-0.53059
187	5792.7	1832.38	24.0310	0.01681	0.07066
188	6584.8	1466.19	18.2113	-0.51373	-0.78487
189	6014.4	2883.74	32.4083	0.69752	0.58855
190	6900.5	2765.39	28.6098	0.65592	0.39625
191	7612.8	2876.54	27.4234	0.54185	0.39297

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 12
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=COLORADO

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF	NWF
192	TECH	76	37679000	3248	11600.7	8196000	929

OBS	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
192	8822.39	2778.29	23.9494	0.284651	-0.044799

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 13
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=CONNECTI

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF
193	CLER	73	1988000	286	6951.0	15238000
194	CLER	74	7591000	1174	6465.9	39024000
195	CLER	75	6999000	1002	6985.0	40504000
196	CLER	76	7899000	1006	7851.9	46398000
197	OFADM	73	18963000	1490	12726.8	2155000
198	OFADM	74	33475000	2383	14047.4	5066000
199	OFADM	75	32833000	2256	14553.6	5409000
200	OFADM	76	34743000	2314	15014.3	5955000
201	PPRO	73	1818000	228	7973.7	2471000
202	PPRO	74	10433000	1533	6805.6	15758000
203	PPRO	75	12665000	1782	7107.2	21377000
204	PPRO	76	11731000	1610	7286.3	20147000
205	PRO	73	20083000	1777	11301.6	6913000
206	PRO	74	73702000	6235	11820.7	27728000
207	PRO	75	69989000	5758	12155.1	29488000
208	PRO	76	75869000	6068	12503.1	33963000
209	PTSVS	73	54137000	6804	9426.4	436000
210	PTSVS	74	83871000	8710	9629.3	4685000
211	PTSVS	75	77520000	7837	9891.5	1110000
212	PTSVS	76	82907000	7863	10543.9	1731000
213	SKIL	73	18718000	2197	8519.8	167000
214	SKIL	74	31760000	3611	8795.3	431000
215	SKIL	75	33494000	3724	8994.1	502000
216	SKIL	76	36946000	3883	9514.8	475000
217	SVSMA	73	29631000	4295	6899.0	324000
218	SVSMA	74	52600000	7329	7177.0	3684000
219	SVSMA	75	46470000	6184	7514.6	3132000
220	SVSMA	76	51905000	6526	7953.6	3909000
221	TECH	73	16549000	1721	9615.9	1359000
222	TECH	74	30312000	3063	9896.2	6279000
223	TECH	75	31509000	2999	10506.5	6162000

OBS	NWF	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
193	2615	5827.2	1123.90	16.1688	-0.0846	-0.2970
194	6327	6167.9	298.08	4.6100	-1.5466	-1.6072
195	6233	6498.3	486.71	6.9680	-0.9592	-0.9599
196	6663	6963.5	888.36	11.3139	-0.4480	-0.5351
197	218	9885.3	2841.52	22.3270	0.0555	-0.2564
198	450	11257.8	2789.64	19.8567	-0.1359	-0.4110
199	470	11508.5	3045.12	20.9235	0.0958	0.0699
200	490	12153.1	2861.20	19.0565	-0.2980	-0.3925
201	427	5786.9	2186.80	27.4252	1.0201	0.4750
202	2392	6587.8	217.82	3.2006	-1.2808	-1.5657
203	3185	6711.8	395.41	5.5635	-0.7104	-0.7216
204	2861	7041.9	244.39	3.3541	-1.2316	-1.4637
205	782	8840.2	2461.46	21.7799	0.9330	0.7110
206	2769	10013.7	1806.97	15.2865	-0.3485	-0.6010
207	2924	10084.8	2070.27	17.0322	0.0775	0.0938
208	3336	10180.8	2322.38	18.5744	0.2990	0.4640
209	65	6707.7	2718.67	28.8412	0.2201	-0.1038
210	652	7185.6	2443.69	25.3778	0.1607	-0.0944
211	131	8473.3	1418.26	14.3361	-0.6820	-0.7228
212	208	8322.1	2221.82	21.0721	-0.2090	-0.3113
213	29	5758.6	2761.18	32.4090	0.1155	-0.0702
214	47	9170.2	-374.87	-4.2621	-2.1827	-2.6676
215	72	6972.2	2021.87	22.4800	-0.6494	-0.8021
216	69	6884.1	2630.75	27.6490	-0.3618	-0.4234
217	64	5062.5	1836.45	26.6193	0.0904	-0.1756
218	649	5676.4	1500.54	20.9078	-0.4432	-0.8546
219	519	6034.7	1479.87	19.6934	-0.3159	-0.3355
220	642	6088.8	1864.79	23.4459	-0.0739	-0.1285
221	193	7041.5	2574.47	26.7730	0.3157	-0.0743
222	822	7638.7	2257.49	22.8118	-0.1254	-0.5397
223	734	8395.1	2111.41	20.0962	-0.4311	-0.6810

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 14
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=CONNECTI

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF	NWF
224	TECH	76	31879000	2891	11027	7703000	906

OBS	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
224	8502.21	2524.77	22.8963	-0.03363	-0.23303

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 15
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=DELAWARE

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF
225	CLER	73	1629000	254	6413.4	9701000
226	CLER	74	1028000	143	7188.8	10894000
227	CLER	75	1375000	181	7596.7	11184000
228	CLER	76	1084000	151	7178.8	10599000
229	OFADM	73	4320000	435	9931.0	452000
230	OFADM	74	6126000	415	14761.4	968000
231	OFADM	75	6621000	415	15954.2	803000
232	OFADM	76	5399000	323	16715.2	1012000
233	PPRO	73	1396000	255	5474.5	3280000
234	PPRO	74	2304000	326	7067.5	3898000
235	PPRO	75	2458000	326	7539.9	3464000
236	PPRO	76	2851000	370	7705.4	5960000
237	PRO	73	14395000	1293	11133.0	6663000
238	PRO	74	13482000	1115	12091.5	5758000
239	PRO	75	15597000	1301	11988.5	7469000
240	PRO	76	17179000	1327	12945.7	8216000
241	PTSVS	73	10709000	1256	8526.3	218000
242	PTSVS	74	12224000	1313	9310.0	439000
243	PTSVS	75	11569000	1124	10292.7	380000
244	PTSVS	76	13051000	1224	10662.6	348000
245	SKIL	73	6178000	916	6744.5	68000
246	SKIL	74	5401000	695	7771.2	88000
247	SKIL	75	5421000	654	8289.0	428000
248	SKIL	76	8587000	1111	7729.1	431000
249	SVSMA	73	3304000	560	5900.0	673000
250	SVSMA	74	4759000	672	7081.8	530000
251	SVSMA	75	4321000	637	6783.4	1708000
252	SVSMA	76	4205000	571	7364.3	800000
253	TECH	73	6696000	821	8155.9	769000
254	TECH	74	8126000	939	8653.9	1180000
255	TECH	75	7746000	780	9930.8	1018000

OBS	NWF	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
225	1711	5669.8	743.60	11.5945	-0.9012	-0.9884
226	1739	6264.5	924.29	12.8574	-0.5111	-0.5791
227	1691	6613.8	982.85	12.9378	-0.2838	-0.2532
228	1611	6579.1	599.66	8.3533	-0.7273	-0.8809
229	61	7409.8	2521.20	25.3871	-0.2905	0.1172
230	84	11523.8	3237.64	21.9331	0.2999	-0.1704
231	68	11808.8	4145.39	25.9831	1.1438	0.8078
232	69	14666.7	2048.50	12.2554	-1.0991	-1.4338
233	692	4739.9	734.63	13.4190	-0.6468	-0.5200
234	641	6081.1	986.36	13.9563	-0.3922	-0.5035
235	552	6275.4	1264.51	16.7710	0.1511	0.1771
236	909	6556.7	1148.75	14.9084	-0.2350	-0.2272
237	745	8943.6	2189.40	19.6558	0.4552	0.2715
238	575	10013.9	2077.57	17.1821	0.1410	-0.1666
239	749	9972.0	2016.51	16.8204	-0.0111	0.0458
240	764	10753.9	2191.82	16.9308	0.0946	0.0759
241	38	5736.8	2789.43	32.7157	0.2833	0.2086
242	76	5776.3	3533.66	37.9556	1.1931	0.8960
243	51	7451.0	2841.72	27.6091	0.4925	0.4070
244	44	7909.1	2753.49	25.8239	0.3077	0.2451
245	15	4533.3	2211.21	32.7852	-0.2158	-0.0489
246	15	5866.7	1904.56	24.5078	-0.4889	-0.4891
247	84	5095.2	3193.75	38.5301	0.2923	0.7017
248	82	5256.1	2472.98	31.9458	-0.4708	-0.0543
249	157	4286.6	1613.38	27.3454	-0.1715	-0.1125
250	92	5760.9	1320.98	18.6530	-0.6820	-1.1514
251	282	6056.7	726.62	10.7118	-1.0267	-1.1764
252	141	5673.8	1690.51	22.9556	-0.2662	-0.1900
253	134	5738.8	2417.10	29.6362	0.1214	0.2625
254	165	7151.5	1502.37	17.3607	-1.2870	-1.4197
255	136	7485.3	2445.48	24.6252	-0.0063	-0.0172

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 16
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=DELAWARE

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF	NWF
256	TECH	76	8352000	795	10505.7	1814000	243

OBS	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
256	7465.02	3040.64	28.9429	0.614027	0.847795

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 17
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=FLORIDA

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF
257	CLER	73	23184000	3711	6247.4	126980000
258	CLER	74	26045000	3951	6592.0	150649000
259	CLER	75	28835000	4023	7167.5	161984000
260	CLER	76	30150000	4230	7127.7	179486000
261	OFADM	73	74173000	6033	12294.5	15220000
262	OFADM	74	75928000	5674	13381.7	11647000
263	OFADM	75	72150000	4742	15215.1	9406000
264	OFADM	76	85698000	5818	14729.8	13861000
265	PPRO	73	18954000	3098	6118.1	21097000
266	PPRO	74	28804000	4401	6544.9	35995000
267	PPRO	75	28770000	4082	7048.0	37551000
268	PPRO	76	32817000	4527	7249.2	40637000
269	PRO	73	143636000	13346	10762.5	87779000
270	PRO	74	177704000	15690	11325.9	108274000
271	PRO	75	199468000	16718	11931.3	118608000
272	PRO	76	212903000	17881	11906.7	128592000
273	PTSVS	73	160505000	19117	8395.9	4376000
274	PTSVS	74	193165000	21058	9173.0	4343000
275	PTSVS	75	205606000	20729	9918.8	7180000
276	PTSVS	76	234090000	23226	10076.8	7847000
277	SKIL	73	79735000	10699	7452.6	824000
278	SKIL	74	94948000	11777	8062.2	2842000
279	SKIL	75	98993000	11342	8728.0	1179000
280	SKIL	76	115104000	13156	8749.2	1568000
281	SVSMA	73	84488000	15321	5514.5	8060000
282	SVSMA	74	96963000	16859	5751.4	10624000
283	SVSMA	75	102900000	15817	6505.7	11630000
284	SVSMA	76	109607000	16497	6644.1	12236000
285	TECH	73	92837000	11862	7826.4	31383000
286	TECH	74	102064000	12023	8489.1	28407000
287	TECH	75	115158000	12194	9443.8	30947000

OBS	NWF	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
257	24362	5212.2	1035.16	16.5695	-0.2751	-0.2364
258	26850	5610.8	981.24	14.8853	-0.4169	-0.3263
259	26391	6137.9	1029.69	14.3660	-0.2201	-0.0841
260	29302	6125.4	1002.28	14.0618	-0.3378	-0.2141
261	1585	9602.5	2692.02	21.8961	-0.1060	-0.3090
262	1127	10334.5	3047.22	22.7715	0.1147	-0.0732
263	802	11728.2	3486.92	22.9175	0.5166	0.3607
264	1240	11178.2	3551.58	24.1115	0.3826	0.3814
265	4511	4676.8	1441.35	23.5586	0.1644	0.2004
266	6732	5346.9	1198.03	18.3048	-0.1475	-0.0741
267	6329	5933.2	1114.85	15.8179	0.0028	0.1006
268	6907	5883.5	1365.72	18.8397	0.0041	0.1935
269	9975	8799.4	1962.58	18.2354	0.0569	-0.0259
270	11487	9425.8	1900.15	16.7770	-0.1799	-0.2595
271	11961	9916.2	2015.10	16.8892	-0.0134	0.0614
272	12915	9956.8	1949.87	16.3763	-0.2841	-0.0551
273	691	6335.7	2060.19	24.5379	-0.3676	-0.4507
274	614	7073.3	2099.71	22.8901	-0.1651	-0.2903
275	875	8205.7	1713.05	17.2708	-0.4387	-0.4732
276	897	8748.0	1330.74	13.2034	-1.0750	-1.2326
277	169	4875.7	2576.83	34.5764	0.0044	0.0524
278	478	5945.6	2116.55	26.2529	-0.3313	-0.3570
279	188	6271.3	2456.73	28.1476	-0.3000	-0.2711
280	256	6125.0	2624.16	29.9933	-0.3663	-0.2243
281	1978	4074.8	1439.70	26.1074	-0.3754	-0.2200
282	2412	4404.6	1346.77	23.4163	-0.6477	-0.5243
283	2263	5139.2	1356.46	21.0042	-0.4229	-0.2127
284	2389	5121.8	1522.25	22.9114	-0.4519	-0.1955
285	5341	5875.9	1950.55	24.9227	-0.4547	-0.2920
286	4277	6641.8	1847.26	21.7604	-0.7565	-0.7095
287	4236	7305.7	2138.11	22.6403	-0.3971	-0.3081

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 18
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=FLORIDA

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF
288	TECH	76	124821000	13022	9585.39	37157000
OBS	NWF	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
288	5054	7352	2233.4	23.3	-0.39945	-0.16087

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 19
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=GEORGIA

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF
289	CLER	73	8545000	1456	5868.8	62275000
290	CLER	74	12814000	2033	6303.0	81637000
291	CLER	75	14766000	2155	6852.0	88772000
292	CLER	76	15716000	2240	7016.1	100629000
293	OFADM	73	34464000	3425	10062.5	8452000
294	OFADM	74	37493000	3193	11742.2	7942000
295	OFADM	75	37574000	2847	13197.8	8518000
296	OFADM	76	45679000	3398	13442.9	11969000
297	PPRO	73	6676000	1259	5302.6	17341000
298	PPRO	74	11899000	2188	5438.3	27212000
299	PPRO	75	11190000	1992	5617.5	27136000
300	PPRO	76	12938000	2081	6217.2	26253000
301	PRO	73	63028000	6105	10324.0	51618000
302	PRO	74	100997000	9505	10625.7	73804000
303	PRO	75	125321000	10453	11989.0	90893000
304	PRO	76	138776000	11365	12210.8	108491000
305	PTSVS	73	71140000	10039	7086.4	2011000
306	PTSVS	74	88457000	11736	7537.2	3432000
307	PTSVS	75	76126000	9454	8052.3	3005000
308	PTSVS	76	95100000	11580	8212.4	4020000
309	SKIL	73	27482000	4369	6290.2	1744000
310	SKIL	74	45781000	6804	6728.5	2181000
311	SKIL	75	42314000	5444	7772.6	3614000
312	SKIL	76	54208000	6759	8020.1	3276000
313	SVSMA	73	30562000	6443	4739.8	4121000
314	SVSMA	74	59153000	9609	6156.0	6713000
315	SVSMA	75	50818000	8789	5782.0	7750000
316	SVSMA	76	59189000	9548	6199.1	7897000
317	TECH	73	32447000	4293	7558.1	18195000
318	TECH	74	50625000	6534	7747.9	22889000
319	TECH	75	53322000	6184	8622.6	25676000

OBS	NWF	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
289	11984	5196.5	672.31	11.4556	-1.0543	-1.0094
290	14890	5482.7	820.33	13.0149	-0.6830	-0.5595
291	14664	6053.7	798.24	11.6497	-0.5351	-0.4057
292	16134	6237.1	778.99	11.1030	-0.5538	-0.5597
293	986	8572.0	1490.47	14.8122	-1.4036	-1.1738
294	846	9387.7	2354.54	20.0519	-0.5592	-0.3886
295	813	10477.2	2720.51	20.8134	-0.2134	0.0247
296	1155	10362.8	3080.14	22.9127	-0.0822	0.1978
297	4217	4112.2	1190.46	22.4503	-0.1236	0.1216
298	5725	4753.2	685.11	12.5979	-0.7405	-0.6376
299	5247	5171.7	445.75	7.9351	-0.6605	-0.5314
300	4952	5301.5	915.71	14.7286	-0.4918	-0.2464
301	6350	8128.8	2195.18	21.2529	0.4553	0.6035
302	8499	8683.8	1941.83	18.2749	-0.1046	0.0838
303	9436	9632.6	2356.42	19.6549	0.5491	0.6884
304	11267	9629.1	2581.73	21.1430	0.7049	1.0705
305	332	6057.2	1029.13	14.5227	-1.2878	-1.2582
306	541	6343.8	1193.43	15.8338	-1.0235	-0.8459
307	489	6145.2	1907.06	23.6835	-0.2787	0.0728
308	627	6411.5	1800.95	21.9296	-0.6180	-0.2109
309	420	4152.4	2137.85	33.9368	-0.2600	0.0190
310	447	4879.2	1849.35	27.4851	-0.5299	-0.2637
311	626	5773.2	1999.43	25.7241	-0.6675	-0.4981
312	530	6184.9	1835.22	22.8826	-0.9114	-0.8282
313	1203	3425.6	1314.16	27.7263	-0.5228	-0.0795
314	1709	3928.0	2227.97	36.1919	0.5242	1.1578
315	1747	4436.2	1345.82	23.2761	-0.4424	-0.0000
316	1704	4634.4	1564.71	25.2409	-0.4050	0.0966
317	3325	5472.2	2085.94	27.5986	-0.2875	0.0228
318	3919	5840.5	1907.41	24.6183	-0.6639	-0.2481
319	3806	6746.2	1676.38	21.7613	-0.7299	-0.4370

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 20
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=GEORGIA

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF	NWF
320	TECH	76	62166000	7065	8799.15	30972000	4564

OBS	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
320	6786.15	2013	22.8772	-0.67615	-0.23645

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 21
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=IDAHO

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF
321	CLER	73	705000	124	5685.5	10667000
322	CLER	74	1230000	246	5000.0	15582000
323	CLER	75	1123000	141	7964.5	11509000
324	CLER	76	3797000	295	12871.2	19068000
325	OFADM	73	9568000	873	10959.9	1083000
326	OFADM	74	18524000	1562	11859.2	1949000
327	OFADM	75	10590000	761	13915.9	1419000
328	OFADM	76	13562000	978	13867.1	2454000
329	PPRO	73	1917000	344	5572.7	3310000
330	PPRO	74	3537000	592	5974.7	5051000
331	PPRO	75	1899000	289	6570.9	3821000
332	PPRO	76	2523000	326	7739.3	5453000
333	PRO	73	17528000	1765	9930.9	6031000
334	PRO	74	24882000	2526	9850.4	8583000
335	PRO	75	21528000	1912	11259.4	8078000
336	PRO	76	27116000	2238	12116.2	12314000
337	PTSVS	73	9522000	1385	6875.1	362000
338	PTSVS	74	13025000	1767	7371.3	383000
339	PTSVS	75	8058000	940	8572.3	402000
340	PTSVS	76	14749000	1664	8863.6	772000
341	SKIL	73	10291000	1555	6618.0	246000
342	SKIL	74	10665000	1536	6943.4	309000
343	SKIL	75	8198000	965	8495.3	150000
344	SKIL	76	15648000	1700	9204.7	355000
345	SVSMA	73	8204000	1382	5936.3	1240000
346	SVSMA	74	6992000	1321	5293.0	1103000
347	SVSMA	75	4111000	596	6897.7	1063000
348	SVSMA	76	9647000	1336	7220.8	2477000
349	TECH	73	9641000	1222	7889.5	2186000
350	TECH	74	10235000	1281	7989.9	2619000
351	TECH	75	10665000	1137	9379.9	2912000

OBS	NWF	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
321	2425	4398.76	1286.72	22.6317	0.2651	0.6800
322	3345	4658.30	341.70	6.8341	-1.4745	-1.3300
323	1918	6000.52	1964.02	24.6595	1.0518	1.1345
324	3171	6013.25	6857.94	53.2813	5.3269	4.3669
325	153	7078.43	3881.48	35.4152	1.1786	1.3415
326	217	8981.57	2877.59	24.2647	-0.0503	0.1000
327	146	9719.18	4196.72	30.1577	1.1927	1.4167
328	254	9661.42	4205.66	30.3284	1.0273	1.3331
329	742	4460.92	1111.76	19.9502	-0.2139	-0.0560
330	1068	4729.40	1245.26	20.8424	-0.0929	0.1766
331	754	5067.64	1503.29	22.8779	0.3878	0.6567
332	919	5933.62	1805.64	23.3309	0.4889	0.6742
333	752	8019.95	1510.93	15.2423	-0.0338	0.1835
334	1033	8308.81	1541.55	15.6497	-0.8286	-0.5178
335	885	9127.68	2131.73	18.9329	0.1788	0.5247
336	1268	9711.36	2404.82	19.8480	0.4280	0.7647
337	79	4582.28	2292.81	33.3496	-0.1600	0.2597
338	73	5246.58	2124.68	28.8238	-0.1415	0.1770
339	61	6590.16	1982.18	23.1229	-0.2167	0.0251
340	112	6892.86	1970.72	22.2340	-0.4531	-0.1752
341	49	5020.41	1597.60	24.1402	-0.5855	-0.5380
342	71	4352.11	2591.25	37.3198	0.0214	0.4810
343	27	5555.56	2939.78	34.6046	0.0882	0.3339
344	52	6826.92	2377.78	25.8323	-0.5366	-0.5777
345	341	3636.36	2299.96	38.7439	0.6347	0.8772
346	272	4055.15	1237.81	23.3560	-0.7926	-0.5283
347	213	4990.61	1907.04	27.6477	0.0873	0.4093
348	482	5139.00	2081.80	28.8306	0.1656	0.5467
349	427	5119.44	2770.09	35.1110	0.5572	0.9065
350	436	6006.88	1982.97	24.8186	-0.5477	-0.2158
351	477	6104.82	3275.13	34.9152	1.0487	1.4913

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 22
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=IDAHO

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF	NWF
352	TECH	76	14533000	1475	9852.88	5693000	829

OBS	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
352	6867.31	2985.57	30.3015	0.54489	1.09065

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 23
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=ILLINOIS

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF
353	CLER	73	27589000	3892	7088.6	113239000
354	CLER	74	33997000	4299	7908.1	124401000
355	CLER	75	40425000	4363	9265.4	139091000
356	CLER	76	41781000	4504	9276.4	155974000
357	OFADM	73	95352000	6669	14297.8	14312000
358	OFADM	74	103653000	7015	14775.9	15167000
359	OFADM	75	104096000	6377	16323.7	13147000
360	OFADM	76	124134000	7394	16788.5	18172000
361	PPRO	73	13681000	1971	6941.1	19709000
362	PPRO	74	17116000	2238	7647.9	27364000
363	PPRO	75	11274000	1404	8029.9	21351000
364	PPRO	76	19212000	1919	10011.5	29907000
365	PRO	73	207743000	16683	12452.4	82529000
366	PRO	74	216099000	16919	12772.6	97759000
367	PRO	75	223335000	15873	14070.1	96641000
368	PRO	76	223322000	15759	14171.1	110149000
369	PTSVS	73	304055000	27646	10998.2	4042000
370	PTSVS	74	324193000	28932	11205.3	6137000
371	PTSVS	75	306187000	23229	13181.2	6305000
372	PTSVS	76	368440000	27264	13513.8	9172000
373	SKIL	73	134857000	11914	11319.2	2764000
374	SKIL	74	159137000	13510	11779.2	3466000
375	SKIL	75	151553000	11886	12750.5	1411000
376	SKIL	76	169637000	12884	13166.5	3151000
377	SVSMA	73	145019000	17836	8130.7	19038000
378	SVSMA	74	177201000	19860	8922.5	20094000
379	SVSMA	75	163896000	15854	10337.8	21290000
380	SVSMA	76	195455000	18139	10775.4	24238000
381	TECH	73	108489000	11154	9726.5	38576000
382	TECH	74	107929000	10089	10697.7	41107000
383	TECH	75	114762000	9825	11680.6	48628000

OBS	NWF	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
353	20447	5538.2	1550.47	21.8726	0.83143	0.56521
354	20865	5962.2	1945.93	24.6068	1.17838	0.88553
355	19134	7269.3	1996.10	21.5436	1.09543	0.76559
356	21039	7413.6	1862.86	20.0816	0.49473	0.48903
357	1392	10281.6	4016.19	28.0696	1.32409	0.44715
358	1383	10966.7	3809.17	25.7796	0.85592	0.27572
359	972	13525.7	2797.94	17.1404	-0.13966	-0.48183
360	1396	13017.2	3771.29	22.4635	0.59914	0.12906
361	4617	4268.8	2672.36	38.5002	1.57743	1.26179
362	5375	5091.0	2556.92	33.4330	1.42353	1.41995
363	3388	6301.9	1727.97	21.5191	0.61050	0.55777
364	4972	6015.1	3996.38	39.9180	2.90312	2.44931
365	8483	9726.8	2723.83	21.8723	1.39338	0.73025
366	9584	10200.2	2572.33	20.1395	1.03595	0.51103
367	8333	11597.4	2472.74	17.5744	0.74073	0.21675
368	9564	11517.0	2654.03	18.7285	0.81802	0.50036
369	559	7230.8	3767.39	34.2547	1.15611	0.33265
370	797	7700.1	3505.22	31.2817	1.16614	0.37048
371	676	9326.9	3854.32	29.2409	1.32798	0.54593
372	1051	8726.9	4786.86	35.4221	2.28382	1.36899
373	717	3855.0	7464.25	65.9433	2.94853	1.82692
374	628	5519.1	6260.09	53.1453	2.74783	1.67931
375	211	6687.2	6063.34	47.5536	2.59845	1.54721
376	508	6202.8	6963.73	52.8898	2.63209	1.72002
377	4285	4442.9	3687.75	45.3559	2.26411	1.45135
378	3879	5180.2	3742.31	41.9423	2.53807	1.91498
379	3337	6380.0	3957.85	38.2351	2.02258	1.40528
380	3718	6519.1	4256.30	39.5002	2.56504	1.88460
381	6447	5983.6	3742.91	38.4817	1.75834	1.30295
382	6424	6399.0	4298.72	40.1836	3.01466	2.26470
383	6411	7585.1	4095.52	35.0526	2.09191	1.51271

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 24
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=ILLINOIS

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF
384	TECH	76	166761000	13398	12446.7	56589000

OBS	NWF	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
384	7121	7946.78	4499.93	36.1536	2.44613	2.13671

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 25
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=INDIANA

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF
385	CLER	73	4419000	820	5389.0	38656000
386	CLER	74	5343000	904	5910.4	44991000
387	CLER	75	6499000	1029	6315.8	55346000
388	CLER	76	9986000	1368	7299.7	71150000
389	OFADM	73	29590000	3041	9730.4	6698000
390	OFADM	74	31193000	2895	10774.8	7506000
391	OFADM	75	33391000	2728	12236.4	11232000
392	OFADM	76	32180000	2685	11985.1	9662000
393	PPRO	73	15693000	2427	6466.0	18411000
394	PPRO	74	17495000	2471	7080.1	22804000
395	PPRO	75	19842000	2659	7462.2	32716000
396	PPRO	76	9271000	1234	7513.0	22608000
397	PRO	73	47322000	5014	9438.0	28403000
398	PRO	74	58996000	5813	10149.0	33056000
399	PRO	75	65384000	6062	10785.9	46262000
400	PRO	76	93943000	8148	11529.6	65457000
401	PTSVS	73	60182000	8016	7507.7	2362000
402	PTSVS	74	74635000	9079	8220.6	2982000
403	PTSVS	75	66059000	7377	8954.7	3823000
404	PTSVS	76	91818000	9322	9849.6	4334000
405	SKIL	73	28170000	3847	7322.6	1896000
406	SKIL	74	29869000	3846	7766.3	544000
407	SKIL	75	28253000	3300	8561.5	670000
408	SKIL	76	49097000	5491	8941.4	1754000
409	SVSMA	73	46513000	8924	5212.1	7596000
410	SVSMA	74	46764000	7850	5957.2	8360000
411	SVSMA	75	46372000	7360	6300.5	11627000
412	SVSMA	76	56235000	8308	6768.8	16250000
413	TECH	73	24907000	3204	7773.7	4826000
414	TECH	74	28210000	3394	8311.7	5435000
415	TECH	75	33182000	3799	8734.4	11448000

OBS	NWF	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
385	8376	4615.1	773.93	14.3613	-0.8361	-0.5702
386	9011	4992.9	917.50	15.5235	-0.5223	-0.2468
387	10263	5392.8	923.07	14.6152	-0.3652	-0.0546
388	11798	6030.7	1269.02	17.3846	-0.0797	0.1740
389	823	8138.5	1591.83	16.3595	-1.2942	-0.9849
390	848	8851.4	1923.37	17.8507	-0.9786	-0.6440
391	1170	9600.0	2636.44	21.5458	-0.2935	0.1607
392	962	10043.7	1941.44	16.1988	-1.2047	-0.8300
393	3626	5077.5	1388.51	21.4740	0.1038	0.0523
394	3958	5761.5	1318.63	18.6244	-0.0081	-0.0425
395	5691	5748.7	1713.48	22.9621	0.5961	0.6735
396	4128	5476.7	2036.22	27.1028	0.7430	1.0778
397	3582	7929.4	1506.50	15.9044	-0.7404	-0.4938
398	3867	8548.2	1600.75	15.7725	-0.7215	-0.4896
399	5118	9039.1	1746.80	16.1953	-0.4555	-0.0959
400	6555	9985.8	1543.77	13.3896	-0.9196	-0.7603
401	466	5068.7	2439.07	32.4874	-0.0294	0.1902
402	554	5382.7	2837.95	34.5223	0.5341	0.6256
403	584	6546.2	2408.49	26.8963	0.1351	0.3463
404	549	7894.4	1955.25	19.8611	-0.4681	-0.4542
405	376	5042.6	2280.04	31.1370	-0.1744	-0.1422
406	97	5608.2	2158.00	27.7869	-0.3005	-0.2409
407	127	5275.6	3285.92	38.3802	0.3664	0.6877
408	236	7432.2	1509.16	16.8784	-1.1367	-1.3380
409	1645	4617.6	594.50	11.4060	-1.3678	-1.4966
410	1780	4696.6	1260.57	21.1604	-0.7623	-0.8213
411	2341	4966.7	1333.86	21.1706	-0.4536	-0.1972
412	2858	5685.8	1082.98	15.9997	-0.9366	-1.0622
413	830	5814.5	1959.26	25.2037	-0.4439	-0.2589
414	887	6127.4	2184.33	26.2801	-0.2379	0.0202
415	1727	6628.8	2105.57	24.1066	-0.4385	-0.0932

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 26
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=INDIANA

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF	NWF
416	TECH	76	39073000	4538	8610.18	27278000	3725

OBS	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
416	7322.95	1287.23	14.9501	-1.5873	-1.6534

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 27
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=IOWA

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF	NWF
417	CLER	73	8120000	1260	6444.4	29523000	6056
418	CLER	74	6748000	1095	6162.6	31734000	6161
419	CLER	75	7126000	997	7147.4	33381000	5765
420	CLER	76	7555000	984	7677.8	47353000	7517
421	OFADM	73	25738000	2541	10129.1	4508000	643
422	OFADM	74	26007000	2240	11610.3	3912000	445
423	OFADM	75	21296000	1539	13837.6	4101000	409
424	OFADM	76	31175000	2271	13727.4	7558000	757
425	PPRO	73	9060000	1368	6622.8	14303000	2850
426	PPRO	74	9080000	1358	6686.3	14103000	2857
427	PPRO	75	9225000	1318	6999.2	16160000	2879
428	PPRO	76	12840000	1678	7652.0	25434000	4291
429	PRO	73	35609000	3418	10418.1	13863000	1640
430	PRO	74	40487000	3858	10494.3	15672000	1782
431	PRO	75	43438000	3715	11692.6	19538000	2020
432	PRO	76	53648000	4255	12608.2	30124000	2948
433	PTSVS	73	31143000	4047	7695.3	750000	133
434	PTSVS	74	31422000	3856	8148.9	874000	156
435	PTSVS	75	33766000	3663	9218.1	1546000	221
436	PTSVS	76	43695000	4423	9879.0	1429000	184
437	SKIL	73	36950000	5022	7357.6	2015000	382
438	SKIL	74	32190000	4203	7658.8	1565000	308
439	SKIL	75	25869000	2978	9022.5	1514000	231
440	SKIL	76	44955000	4823	9321.0	2081000	351
441	SVSMA	73	44295000	7059	6275.0	3591000	1004
442	SVSMA	74	38060000	5772	6593.9	3537000	914
443	SVSMA	75	39569000	5205	7602.1	4253000	885
444	SVSMA	76	53496000	6543	8176.1	8354000	1694
445	TECH	73	29616000	3676	8056.6	4359000	732
446	TECH	74	29004000	3454	8397.2	4769000	740
447	TECH	75	28213000	2959	9534.6	6903000	969

OBS	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
417	4875.0	1569.44	24.3534	0.87218	0.94020
418	5150.8	1011.77	16.4180	-0.36642	-0.13526
419	5790.3	1357.16	18.9880	0.22569	0.46306
420	6299.5	1378.39	17.9528	0.02606	0.24038
421	7010.9	3118.20	30.7846	0.35428	0.77617
422	8791.0	2819.26	24.2824	-0.10709	0.10206
423	10026.9	3810.66	27.5385	0.82498	1.03470
424	9984.1	3743.28	27.2686	0.57154	0.86469
425	5018.6	1604.21	24.2225	0.35135	0.24751
426	4936.3	1750.01	26.1730	0.49063	0.70298
427	5613.1	1386.18	19.8047	0.27171	0.42031
428	5927.3	1724.68	22.5390	0.39966	0.58944
429	8453.0	1965.03	18.8617	0.06118	0.10436
430	8794.6	1699.68	16.1963	-0.54256	-0.39252
431	9672.3	2020.32	17.2786	-0.00479	0.14970
432	10218.5	2389.77	18.9541	0.40443	0.55362
433	5639.1	2056.23	26.7205	-0.37111	-0.27478
434	5602.6	2546.29	31.2473	0.25787	0.36777
435	6995.5	2222.65	24.1118	-0.01827	0.10926
436	7766.3	2112.74	21.3861	-0.31504	-0.27450
437	5274.9	2082.76	28.3075	-0.29320	-0.30225
438	5081.2	2577.65	33.6559	0.01133	0.20356
439	6554.1	2468.39	27.3581	-0.29061	-0.34503
440	5928.8	3392.19	36.3931	0.16435	0.31914
441	3576.7	2698.27	43.0006	1.10234	1.24684
442	3869.8	2724.10	41.3124	1.18398	1.83204
443	4805.6	2796.46	36.7853	0.92660	1.26486
444	4931.5	3244.54	39.6834	1.44861	1.90758
445	5954.9	2101.67	26.0863	-0.26811	-0.15510
446	6444.6	1952.63	23.2532	-0.59436	-0.46847
447	7123.8	2410.80	25.2847	-0.05038	0.07948

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 28
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=IOWA

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF	NWF
448	TECH	76	38407000	3754	10231	11398000	1493

OBS	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
448	7634.29	2596.66	25.3804	0.0566223	0.211007

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 29
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=KANSAS

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF
449	CLER	73	6437000	1022	6298.4	30178000
450	CLER	74	7090000	1019	6957.8	32846000
451	CLER	75	5822000	781	7454.5	32548000
452	CLER	76	6860000	782	8772.4	43400000
453	OFADM	73	17035000	1740	9790.2	2798000
454	OFADM	74	16983000	1550	10956.8	2456000
455	OFADM	75	16707000	1353	12348.1	2553000
456	OFADM	76	24368000	1839	13250.7	4626000
457	PPRO	73	8611000	1443	5967.4	9938000
458	PPRO	74	10038000	1509	6652.1	10717000
459	PPRO	75	8100000	1420	5704.2	14346000
460	PPRO	76	12531000	1580	7931.0	16741000
461	PRO	73	33493000	3279	10214.4	16011000
462	PRO	74	37162000	3358	11066.7	18755000
463	PRO	75	36837000	3231	11401.1	22570000
464	PRO	76	46077000	3686	12500.5	26287000
465	PTSVS	73	30810000	4274	7208.7	868000
466	PTSVS	74	33736000	4450	7581.1	866000
467	PTSVS	75	30871000	3644	8471.7	1125000
468	PTSVS	76	41006000	4589	8935.7	1860000
469	SKIL	73	30414000	4821	6308.6	670000
470	SKIL	74	30851000	4618	6680.6	789000
471	SKIL	75	29646000	4126	7185.2	468000
472	SKIL	76	39107000	4669	8375.9	2240000
473	SVSMA	73	30076000	5696	5280.2	2943000
474	SVSMA	74	28629000	5281	5421.1	4412000
475	SVSMA	75	26797000	4600	5825.4	4764000
476	SVSMA	76	37224000	5595	6653.1	5641000
477	TECH	73	25783000	3343	7712.5	3810000
478	TECH	74	29182000	3458	8439.0	4235000
479	TECH	75	25678000	2977	8625.5	4656000

OBS	NWF	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
449	6578	4587.7	1710.72	27.1610	1.1755	1.3646
450	6614	4966.1	1991.67	28.6250	1.2540	1.3964
451	6300	5166.3	2288.20	30.6953	1.4930	1.8490
452	7264	5974.7	2797.71	31.8923	1.3991	1.8685
453	486	5757.2	4033.03	41.1944	1.3423	2.0470
454	311	7897.1	3059.67	27.9249	0.1268	0.5246
455	308	8289.0	4059.15	32.8727	1.0617	1.8127
456	460	10056.5	3194.16	24.1056	0.0302	0.3805
457	2153	4615.9	1351.54	22.6487	0.0613	0.1357
458	2078	5157.4	1494.72	22.4700	0.1955	0.3373
459	3415	4200.9	1503.35	26.3550	0.3878	0.9455
460	2820	5936.5	1994.49	25.1480	0.6970	0.8686
461	1915	8360.8	1853.56	18.1435	-0.1345	-0.0443
462	2039	9198.1	1868.57	16.8846	-0.2371	-0.2348
463	2407	9376.8	2024.30	17.7553	0.0018	0.2578
464	2548	10316.7	2163.82	17.4698	0.0821	0.2032
465	213	4075.1	3133.59	43.4695	0.5904	1.0756
466	162	5345.7	2235.44	29.4870	-0.0366	0.2292
467	202	5569.3	2902.43	34.2601	0.5426	0.9733
468	290	6413.8	2521.92	28.2230	0.0826	0.5260
469	150	4466.7	1841.98	29.1977	-0.4382	-0.2519
470	175	4508.6	2172.03	32.5125	-0.2901	-0.1170
471	84	5571.4	1613.74	22.4593	-0.9774	-0.8040
472	411	5450.1	2925.76	34.9308	-0.1579	0.1950
473	736	3998.6	1281.56	24.2710	-0.5611	-0.3795
474	1001	4407.6	1013.54	18.6961	-1.0909	-1.1458
475	1068	4460.7	1364.76	23.4276	-0.4245	0.0142
476	1117	5050.1	1602.95	24.0933	-0.3628	-0.0473
477	668	5703.6	2008.94	26.0477	-0.3826	-0.1596
478	655	6465.6	1973.33	23.3835	-0.5625	-0.4474
479	693	6718.6	1906.85	22.1072	-0.6912	-0.3863

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 30
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=KANSAS

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF	NWF
480	TECH	76	32611000	3361	9702.77	6699000	940

OBS	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
480	7126.6	2576.17	26.5509	0.0308989	0.420227

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 31
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=KENTUCKY

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF
481	CLER	73	3823000	783	4882.5	20721000
482	CLER	74	6560000	1339	4899.2	28189000
483	CLER	75	7751000	1340	5784.3	48222000
484	CLER	76	6330000	1062	5960.5	47056000
485	OFADM	73	22594000	2357	9585.9	8047000
486	OFADM	74	23441000	2089	11221.2	3829000
487	OFADM	75	24766000	2055	12051.6	6873000
488	OFADM	76	29660000	2297	12912.5	4886000
489	PPRO	73	6714000	1100	6103.6	5859000
490	PPRO	74	4589000	691	6641.1	2527000
491	PPRO	75	5913000	1079	5480.1	12026000
492	PPRO	76	5239000	779	6725.3	8567000
493	PRO	73	41050000	5001	8208.4	20589000
494	PRO	74	53596000	5631	9518.0	21284000
495	PRO	75	60956000	6102	9989.5	34228000
496	PRO	76	75318000	7065	10660.7	46286000
497	PTSVS	73	35387000	5080	6965.9	1054000
498	PTSVS	74	34581000	5051	6846.4	712000
499	PTSVS	75	31910000	4226	7550.9	764000
500	PTSVS	76	45036000	5536	8135.1	1550000
501	SKIL	73	19802000	3880	5103.6	449000
502	SKIL	74	19165000	3579	5354.8	13465000
503	SKIL	75	19508000	3223	6052.7	1493000
504	SKIL	76	28964000	3796	7630.1	677000
505	SVSMA	73	18898000	5384	3510.0	2377000
506	SVSMA	74	28732000	6524	4404.0	2654000
507	SVSMA	75	28103000	6166	4557.7	5973000
508	SVSMA	76	39928000	7235	5518.7	5861000
509	TECH	73	20368000	2730	7460.8	3267000
510	TECH	74	21781000	3193	6821.5	5856000
511	TECH	75	26357000	3353	7860.7	10730000

OBS	NWF	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
481	5061	4094.3	788.25	16.1444	-0.8053	-0.3006
482	5645	4993.6	-94.44	-1.9278	-2.1957	-2.4222
483	8558	5634.7	149.60	2.5863	-1.4180	-1.4786
484	8110	5802.2	158.23	2.6547	-1.1543	-1.5465
485	1108	7262.6	2323.28	24.2364	-0.5042	-0.0233
486	519	7377.6	3843.51	34.2523	0.8893	1.2585
487	632	10875.0	1176.58	9.7629	-1.6840	-1.5578
488	463	10552.9	2359.58	18.2736	-0.7925	-0.5124
489	1628	3598.9	2504.74	41.0369	1.3650	1.4420
490	598	4225.8	2415.35	36.3697	1.2598	1.7100
491	2905	4139.8	1340.32	24.4580	0.2262	0.7934
492	1620	5288.3	1437.02	21.3674	0.0826	0.4641
493	2984	6899.8	1308.56	15.9418	-1.0917	-0.5027
494	2641	8059.1	1458.96	15.3284	-0.9780	-0.5914
495	3919	8733.9	1255.65	12.5697	-1.2649	-0.9179
496	5111	9056.2	1604.57	15.0512	-0.8245	-0.3679
497	282	3737.6	3228.36	46.3448	0.6750	1.3074
498	134	5313.4	1532.93	22.3905	-0.7020	-0.3296
499	147	5197.3	2353.60	31.1699	0.0898	0.7102
500	225	6888.9	1246.23	15.3191	-1.1572	-0.9849
501	133	3375.9	1727.67	33.8519	-0.5071	0.0114
502	2512	5360.3	-5.42	-0.1013	-1.9082	-2.3526
503	411	3632.6	2420.14	39.9342	-0.3294	0.8380
504	117	5786.3	1843.81	24.1649	-0.9055	-0.7193
505	664	3579.8	-69.79	-1.9883	-2.1477	-2.6596
506	730	3635.6	768.43	17.4483	-1.4168	-1.3101
507	1346	4437.6	120.14	2.6360	-1.5990	-1.9326
508	1401	4183.4	1335.29	24.1956	-0.6582	-0.0345
509	482	6778.0	682.80	9.1518	-2.0200	-2.1471
510	1122	5219.3	1602.23	23.4880	-1.1334	-0.4306
511	1825	5879.5	1981.27	25.2047	-0.5966	0.0678

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 32
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=KENTUCKY

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF	NWF
512	TECH	76	32133000	3730	8614.75	8395000	1304

OBS	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
512	6437.88	2176.86	25.269	-0.47042	0.191092

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 33
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=LOUISIAN

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF
513	CLER	73	13893000	2036	6823.7	54698000
514	CLER	74	14569000	2088	6977.5	60877000
515	CLER	75	13724000	2314	5930.9	67865000
516	CLER	76	14909000	2108	7072.6	75266000
517	OFADM	73	37878000	3555	10654.9	10329000
518	OFADM	74	39782000	3602	11044.4	11275000
519	OFADM	75	45068000	3598	12525.8	11897000
520	OFADM	76	51297000	4058	12641.0	12237000
521	PPRO	73	7331000	1499	4890.6	16782000
522	PPRO	74	7045000	1467	4802.3	17425000
523	PPRO	75	8315000	1530	5434.6	15327000
524	PPRO	76	7043000	1442	4884.2	17155000
525	PRO	73	55557000	5620	9885.6	36221000
526	PRO	74	56427000	5878	9599.7	38367000
527	PRO	75	62980000	6544	9624.1	57194000
528	PRO	76	69695000	6418	10859.3	57921000
529	PTSVS	73	49030000	7029	6975.4	787000
530	PTSVS	74	55464000	7360	7535.9	993000
531	PTSVS	75	52071000	7465	6975.4	1458000
532	PTSVS	76	58422000	7880	7414.0	2052000
533	SKIL	73	37017000	6048	6120.5	938000
534	SKIL	74	37702000	5931	6356.8	794000
535	SKIL	75	41725000	5732	7279.3	1103000
536	SKIL	76	45093000	5987	7531.8	1163000
537	SVSMA	73	41826000	9527	4390.5	2967000
538	SVSMA	74	43121000	8951	4817.5	3797000
539	SVSMA	75	41500000	7874	5270.5	4991000
540	SVSMA	76	51016000	9266	5505.7	5017000
541	TECH	73	37758000	5067	7451.7	9878000
542	TECH	74	45074000	5616	8026.0	12094000
543	TECH	75	46779000	5491	8519.2	18085000

OBS	NWF	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
513	9995	5472.5	1351.14	19.8007	0.4034	0.2520
514	10730	5673.5	1303.96	18.6881	0.1168	0.1477
515	12139	5590.7	340.20	5.7361	-1.1586	-1.1058
516	12194	6172.4	900.20	12.7280	-0.4365	-0.3699
517	1155	8942.9	1712.00	16.0678	-1.1644	-1.0205
518	1144	9855.8	1188.65	10.7625	-1.6934	-1.4661
519	1089	10924.7	1601.15	12.7827	-1.2796	-1.1174
520	1103	11094.3	1546.67	12.2354	-1.5938	-1.4368
521	3639	4611.7	278.89	5.7025	-1.1699	-1.0681
522	3719	4685.4	116.92	2.4346	-1.3974	-1.6413
523	3187	4809.2	625.42	11.5079	-0.4824	-0.2449
524	3432	4998.5	-114.35	-2.3413	-1.6270	-2.0732
525	4107	8819.3	1066.25	10.7659	-1.5172	-1.5746
526	4248	9031.8	567.91	5.9160	-2.5898	-2.7481
527	6111	9359.2	264.89	2.7524	-2.8975	-3.1435
528	5720	10126.0	733.25	6.7523	-2.1881	-2.3275
529	134	5873.1	1102.25	15.8020	-1.2225	-1.1551
530	167	5946.1	1589.76	21.0959	-0.6481	-0.4315
531	242	6024.8	950.56	13.6274	-1.0678	-0.7833
532	311	6598.1	815.89	11.0048	-1.5754	-1.4901
533	288	3256.9	2863.59	46.7866	0.1772	0.7432
534	183	4338.8	2017.97	31.7452	-0.4046	0.0589
535	197	5599.0	1680.32	23.0836	-0.9239	-0.7455
536	188	6186.2	1345.55	17.8662	-1.2497	-1.2541
537	878	3379.3	1011.20	23.0317	-0.8785	-0.4871
538	1004	3781.9	1035.58	21.4964	-1.0615	-0.7771
539	1096	4553.8	716.68	13.5979	-1.0361	-0.9062
540	1037	4838.0	667.73	12.1279	-1.3948	-1.5477
541	1665	5932.7	1519.01	20.3847	-0.9875	-0.8258
542	2049	5902.4	2123.61	26.4591	-0.3313	0.0491
543	2678	6753.2	1766.04	20.7301	-0.8703	-0.5881

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 34
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=LOUISIAN

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF
544	TECH	76	51217000	5646	9071.38	17244000

OBS	NWF	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
544	2268	7603.17	1468.2	16.185	-1.3601	-1.4327

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 35
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=MAINE

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF
545	CLER	73	3391000	562	6033.8	11431000
546	CLER	74	3821000	602	6347.2	12581000
547	CLER	75	1606000	246	6528.5	11246000
548	CLER	76	3663000	628	5832.8	13302000
549	OFADM	73	14679000	1408	10425.4	1996000
550	OFADM	74	12497000	1066	11723.3	1304000
551	OFADM	75	10766000	834	12908.9	1009000
552	OFADM	76	10920000	893	12228.4	1039000
553	PPRO	73	2745000	480	5718.8	4260000
554	PPRO	74	6035000	851	7091.7	4821000
555	PPRO	75	3194000	481	6640.3	4306000
556	PPRO	76	3620000	581	6230.6	4786000
557	PRO	73	19314000	1980	9754.5	6632000
558	PRO	74	18968000	1825	10393.4	8379000
559	PRO	75	17508000	1666	10509.0	7917000
560	PRO	76	22282000	2036	10944.0	7702000
561	PTSVS	73	14134000	2165	6528.4	481000
562	PTSVS	74	12054000	1732	6959.6	642000
563	PTSVS	75	12338000	1592	7750.0	678000
564	PTSVS	76	17017000	2135	7970.5	498000
565	SKIL	73	14154000	2054	6890.9	288000
566	SKIL	74	12677000	1493	8491.0	100000
567	SKIL	75	11764000	1310	8980.2	76000
568	SKIL	76	9503000	1207	7873.2	379000
569	SVSMA	73	13326000	2516	5296.5	1360000
570	SVSMA	74	13869000	2349	5904.2	1408000
571	SVSMA	75	12512000	2036	6145.4	966000
572	SVSMA	76	16341000	2658	6147.9	1478000
573	TECH	73	9738000	1191	8176.3	1476000
574	TECH	74	11331000	1331	8513.1	2234000
575	TECH	75	11263000	1276	8826.8	1801000

OBS	NWF	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
545	2327	4912.3	1121.47	18.5865	-0.0898	0.0685
546	2402	5237.7	1109.46	17.4795	-0.2049	-0.0029
547	2070	5432.9	1095.61	16.7820	-0.1303	0.2019
548	2366	5622.1	210.66	3.6116	-1.1036	-1.4347
549	243	8214.0	2211.43	21.2119	-0.6250	-0.3925
550	138	9449.3	2273.99	19.3972	-0.6375	-0.4646
551	94	10734.0	2174.83	16.8476	-0.7332	-0.5245
552	101	10287.1	1941.31	15.8754	-1.2048	-0.8795
553	803	5305.1	413.64	7.2331	-1.0153	-0.9594
554	864	5579.9	1511.80	21.3179	0.2152	0.2235
555	742	5803.2	837.10	12.6063	-0.2726	-0.1569
556	796	6012.6	218.07	3.5000	-1.2607	-1.4481
557	772	8590.7	1163.67	11.9516	-1.3458	-1.3364
558	880	9521.6	871.83	8.3883	-2.0400	-2.1816
559	834	9492.8	1016.20	9.6698	-1.6595	-1.5753
560	772	9976.7	967.32	8.8358	-1.8218	-1.8348
561	80	6012.5	515.91	7.9025	-1.7459	-1.7919
562	102	6294.1	665.47	9.5619	-1.5236	-1.3397
563	98	6918.4	831.63	10.7307	-1.1660	-1.0300
564	76	6552.6	1417.86	17.7889	-0.9904	-0.6957
565	55	5236.4	1654.58	24.0109	-0.5511	-0.5453
566	17	5882.4	2608.60	30.7222	0.0343	-0.0186
567	12	6333.3	2646.82	29.4741	-0.1472	-0.1468
568	53	7150.9	722.30	9.1741	-1.6804	-1.9923
569	339	4011.8	1284.70	24.2557	-0.5574	-0.3808
570	297	4740.7	1163.47	19.7058	-0.8915	-1.0128
571	184	5250.0	895.38	14.5700	-0.8674	-0.8152
572	294	5027.2	1120.64	18.2282	-0.8950	-0.7827
573	222	6648.6	1527.67	18.6841	-0.9768	-1.0258
574	301	7421.9	1091.22	12.8181	-1.9195	-2.1531
575	245	7351.0	1475.78	16.7193	-1.2394	-1.1760

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 36
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=MAINE

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF	NWF
576	TECH	76	14347000	1558	9208.6	2357000	317

OBS	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
576	7435.33	1773.27	19.2567	-0.97712	-0.88362

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 37
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=MARYLAND

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF
577	CLER	73	12726000	1735	7334.9	59088000
578	CLER	74	11146000	1456	7655.2	67642000
579	CLER	75	13061000	1501	8701.5	76334000
580	CLER	76	16198000	1815	8924.5	100957000
581	OFADM	73	40477000	2493	16236.3	3764000
582	OFADM	74	48413000	2822	17155.6	5639000
583	OFADM	75	47196000	2662	17729.5	6128000
584	OFADM	76	51616000	2700	19117.0	5696000
585	PPRO	73	7899000	982	8043.8	9997000
586	PPRO	74	13117000	1511	8681.0	15953000
587	PPRO	75	10491000	1190	8816.0	17205000
588	PPRO	76	9521000	1056	9016.1	17451000
589	PRO	73	103473000	8434	12268.6	48745000
590	PRO	74	109544000	8400	13041.0	61324000
591	PRO	75	119759000	9001	13305.1	61666000
592	PRO	76	159755000	11080	14418.3	79240000
593	PTSVS	73	107680000	11293	9535.1	1574000
594	PTSVS	74	116972000	11627	10060.4	2257000
595	PTSVS	75	121314000	11423	10620.2	2166000
596	PTSVS	76	143645000	12258	11718.5	3121000
597	SKIL	73	27385000	3390	8078.2	2270000
598	SKIL	74	34288000	3850	8906.0	544000
599	SKIL	75	43230000	4756	9089.6	468000
600	SKIL	76	45408000	4719	9622.4	436000
601	SVSMA	73	50725000	8141	6230.8	8587000
602	SVSMA	74	59505000	8162	7290.5	6921000
603	SVSMA	75	54153000	6543	8276.5	6508000
604	SVSMA	76	49182000	6212	7917.3	10669000
605	TECH	73	54915000	5771	9515.7	7195000
606	TECH	74	55276000	5390	10255.3	13148000
607	TECH	75	71778000	6666	10767.8	12275000

OBS	NWF	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
577	9121	6478.2	856.63	11.6789	-0.6585	-0.9756
578	9616	7034.3	620.90	8.1108	-1.0128	-1.1708
579	9990	7641.0	1060.49	12.1674	-0.1781	-0.3420
580	12512	8068.8	855.70	9.5882	-0.4796	-0.7366
581	293	12846.4	3389.85	20.8782	0.6477	-0.4332
582	365	15449.3	1706.25	9.9457	-1.1898	-1.5609
583	419	14625.3	3104.23	17.5088	0.1521	-0.4281
584	353	16136.0	2981.06	15.5937	-0.1798	-0.9227
585	1511	6616.1	1427.64	17.7484	0.1487	-0.2124
586	2049	7785.7	895.26	10.3128	-0.4976	-0.8633
587	2114	8138.6	677.37	7.6834	-0.4309	-0.5516
588	1997	8738.6	277.49	3.0777	-1.1952	-1.4933
589	4706	10358.1	1910.50	15.5723	-0.0346	-0.5795
590	5487	11176.2	1864.72	14.2989	-0.2440	-0.8273
591	5374	11474.9	1830.20	13.7556	-0.3181	-0.6490
592	6409	12363.9	2054.46	14.2489	-0.1204	-0.5574
593	183	8601.1	934.02	9.7956	-1.3727	-1.6393
594	254	8885.8	1174.55	11.6750	-1.0414	-1.1733
595	225	9626.7	993.49	9.3547	-1.0324	-1.1471
596	304	10266.4	1452.02	12.3909	-0.9572	-1.3278
597	326	6963.2	1114.98	13.8024	-0.8762	-1.1228
598	170	4964.7	3941.27	44.2542	1.0247	.1.0061
599	56	8357.1	732.43	8.0579	-1.6857	-2.1534
600	59	7389.8	2232.55	23.2016	-0.6369	-0.8011
601	1450	5922.1	308.74	4.9550	-1.7033	-2.0567
602	1177	5880.2	1410.29	19.3442	-0.5632	-1.0604
603	1109	5868.3	2408.13	29.0961	0.5601	0.5449
604	1497	7126.9	790.34	9.9825	-1.2595	-1.8167
605	976	7371.9	2143.76	22.5287	-0.2161	-0.5736
606	1567	8390.6	1864.73	18.1831	-0.7296	-1.2870
607	1416	8668.8	2098.99	19.4933	-0.4469	-0.7694

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 38
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=MARYLAND

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF	NWF
608	TECH	76	73337000	6336	11574.7	13585000	1437

OBS	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
608	9453.72	2120.93	18.3239	-0.54064	-1.0503

STATENM=MASSACHU

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF
609	CLER	73	15633000	2219	7045.1	95839000
610	CLER	74	12553000	1506	8335.3	51266000
611	CLER	75	83460000	8185	10196.7	123551000
612	CLER	76	88163000	8698	10136.0	140200000
613	OFADM	73	70657000	5690	12417.8	13703000
614	OFADM	74	42693000	3277	13028.1	6581000
615	OFADM	75	47662000	3254	14647.2	9805000
616	OFADM	76	61322000	4046	15156.2	11832000
617	PPRO	73	24638000	3645	6759.4	35507000
618	PPRO	74	9223000	1205	7653.9	12607000
619	PPRO	75	22451000	3180	7060.1	31179000
620	PPRO	76	29147000	3848	7574.6	40313000
621	PRO	73	118855000	10846	10958.4	68221000
622	PRO	74	56967000	4956	11494.6	31276000
623	PRO	75	105772000	8420	12562.0	62088000
624	PRO	76	140375000	10824	12968.9	77600000
625	PTSVS	73	204704000	21864	9362.6	1464000
626	PTSVS	74	183885000	18173	10118.6	1808000
627	PTSVS	75	146251000	14143	10340.9	1932000
628	PTSVS	76	228762000	20504	11156.9	2672000
629	SKIL	73	88381000	10062	8783.6	1196000
630	SKIL	74	74583000	7773	9595.1	846000
631	SKIL	75	87903000	8503	10337.9	1574000
632	SKIL	76	115471000	10852	10640.5	2118000
633	SVSMA	73	140690000	19568	7189.8	16912000
634	SVSMA	74	108367000	12480	8683.3	5770000
635	SVSMA	75	137685000	14862	9264.2	15103000
636	SVSMA	76	174745000	17826	9802.8	17957000
637	TECH	73	62992000	6781	9289.5	21942000
638	TECH	74	37635000	3483	10805.3	7420000
639	TECH	75	56511000	5065	11157.2	13795000

OBS	NWF	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
609	15728	6093.5	951.54	13.5064	-0.4547	-0.6994
610	7817	6558.3	1777.05	21.3196	0.8991	0.4758
611	17646	7002.2	3194.49	31.3287	2.7267	1.9240
612	19240	7286.9	2849.11	28.1088	1.4488	1.4266
613	1354	10120.4	2297.37	18.5007	-0.5322	-0.7235
614	647	10171.6	2856.51	21.9258	-0.0708	-0.1713
615	846	11589.8	3057.37	20.8734	0.1075	0.0626
616	995	11891.5	3264.75	21.5407	0.0998	-0.0122
617	5973	5944.6	814.81	12.0545	-0.5548	-0.6169
618	2172	5804.3	1849.61	24.1655	0.6058	0.5047
619	4805	6488.9	571.20	8.0905	-0.5361	-0.5189
620	5958	6766.2	808.39	10.6724	-0.6101	-0.6805
621	7434	9176.9	1781.53	16.2572	-0.2611	-0.4371
622	3292	9500.6	1993.94	17.3469	-0.0103	-0.1289
623	6017	10318.8	2243.23	17.8573	0.3625	0.2809
624	7361	10542.0	2425.82	18.7127	0.4624	0.4966
625	238	6151.3	3211.34	34.2997	0.6598	0.3363
626	188	9617.0	501.56	4.9568	-1.6789	-1.7023
627	257	7517.5	2823.37	27.3030	0.4774	0.3809
628	357	7484.6	3672.35	32.9154	1.2007	1.0755
629	171	6994.2	1789.49	20.3730	-0.4699	-0.7511
630	138	6130.4	3464.70	36.1089	0.6705	0.3893
631	224	7026.8	3311.10	32.0288	0.3866	0.0926
632	264	8022.7	2617.80	24.6022	-0.3707	-0.6821
633	3075	5499.8	1689.96	23.5050	-0.0816	-0.4460
634	926	6231.1	2452.15	28.2400	0.8223	0.1108
635	2026	7454.6	1809.64	19.5336	-0.0047	-0.3504
636	2407	7460.3	2342.49	23.8961	0.4532	-0.0720
637	3118	7037.2	2252.28	24.2455	-0.0821	-0.3716
638	897	8272.0	2533.32	23.4451	0.2989	-0.4375
639	1685	8186.9	2970.21	26.6216	0.6610	0.2754

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 40
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=MASSACHU

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF	NWF
640	TECH	76	69443000	6072	11436.6	17754000	2095

OBS	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
640	8474.46	2962.13	25.9005	0.515461	0.303963

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 41
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=MICHIGAN

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF
641	CLER	73	24617000	2763	8909.5	132502000
642	CLER	74	21796000	2422	8999.2	139720000
643	CLER	75	28544000	3074	9285.6	92268000
644	CLER	76	32921000	3403	9674.1	114099000
645	OFADM	73	73277000	5116	14323.1	10612000
646	OFADM	74	73595000	4732	15552.6	10144000
647	OFADM	75	71009000	4132	17185.1	11546000
648	OFADM	76	91504000	5317	17209.7	15174000
649	PPRO	73	30209000	3932	7682.9	42621000
650	PPRO	74	36384000	4438	8198.3	42468000
651	PPRO	75	36755000	3655	10056.1	16199000
652	PPRO	76	39527000	3838	10298.9	20003000
653	PRO	73	177509000	13338	13308.5	73591000
654	PRO	74	190215000	13889	13695.4	83578000
655	PRO	75	192994000	13398	14404.7	92378000
656	PRO	76	214423000	14560	14726.9	106424000
657	PTSVS	73	225876000	20620	10954.2	2480000
658	PTSVS	74	219672000	18748	11717.1	4035000
659	PTSVS	75	194038000	14788	13121.3	74558000
660	PTSVS	76	232338000	17259	13461.8	80462000
661	SKIL	73	84658000	8575	9872.7	1095000
662	SKIL	74	91858000	9151	10038.0	1867000
663	SKIL	75	86988000	8106	10731.3	27131000
664	SKIL	76	104300000	9696	10757.0	25733000
665	SVSMA	73	99014000	12223	8100.6	17864000
666	SVSMA	74	108523000	12617	8601.3	18960000
667	SVSMA	75	123375000	12249	10072.3	14305000
668	SVSMA	76	153609000	14848	10345.4	16750000
669	TECH	73	99095000	9290	10666.8	30073000
670	TECH	74	107215000	9743	11004.3	42330000
671	TECH	75	114040000	9521	11977.7	53803000

OBS	NWF	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
641	19531	6784.2	2125.33	23.8546	2.06588	0.86480
642	19205	7275.2	1723.99	19.1572	0.81135	0.20620
643	11791	7825.3	1460.33	15.7208	0.36613	0.07698
644	13868	8227.5	1446.61	14.9534	0.09206	-0.10996
645	1072	9899.3	4423.85	30.8661	1.76436	0.78857
646	906	11196.5	4356.15	28.0091	1.38804	0.53433
647	944	12230.9	4954.21	28.8284	1.91424	1.22282
648	1167	13002.6	4207.13	24.4463	1.02879	0.43261
649	6797	6270.6	1412.30	18.3825	0.13106	-0.16736
650	6341	6697.4	1500.92	18.3077	0.20266	-0.07376
651	2551	6350.1	3705.03	36.8536	2.57120	1.78728
652	2872	6964.8	3334.02	32.3727	2.17319	1.64182
653	6918	10637.6	2570.40	20.0091	1.30080	0.35536
654	7633	10949.6	2745.81	20.0492	1.34975	0.49032
655	7819	11814.6	2590.13	17.9812	0.93419	0.30898
656	8793	12103.3	2623.59	17.8150	0.77037	0.28466
657	355	6985.9	3968.30	36.2253	1.33543	0.49160
658	461	8752.7	2964.38	25.2996	0.65387	-0.10053
659	8776	8495.7	4625.64	35.2529	1.96439	1.05777
660	9513	8458.1	5003.74	37.1698	2.49459	1.57363
661	175	6257.1	3615.51	36.6215	0.63011	0.16810
662	343	5443.1	4594.88	45.7747	1.51038	1.12120
663	3403	7972.7	2758.64	25.7065	-0.05735	-0.49979
664	3175	8104.9	2652.13	24.6549	-0.34699	-0.67765
665	3340	5348.5	2752.13	33.9742	1.16556	0.46300
666	3191	5941.7	2659.62	30.9210	1.09823	0.46385
667	2267	6310.1	3762.15	37.3216	1.83790	1.31788
668	2582	6487.2	3858.21	37.2939	2.12577	1.60795
669	3818	7876.6	2790.21	26.1578	0.58204	-0.14669
670	4902	8635.3	2369.06	21.5285	0.04624	-0.74691
671	5727	9394.6	2583.11	21.5559	0.16873	-0.46560

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 42
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=MICHIGAN

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF
672	TECH	76	123582000	10011	12344.6	58613000

OBS	NWF	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
672	6067	9660.95	2683.67	21.7396	0.165858	-0.4398

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 43
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=MINNESOT

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF
673	CLER	73	11028000	1607	6862.5	51718000
674	CLER	74	13457000	1808	7443.0	63159000
675	CLER	75	11060000	1307	8462.1	64034000
676	CLER	76	14570000	1581	9215.7	88137000
677	OFADM	73	56992000	4442	12830.3	10127000
678	OFADM	74	39630000	2762	14348.3	5147000
679	OFADM	75	34307000	2036	16850.2	5132000
680	OFADM	76	51220000	3107	16485.4	8170000
681	PPRO	73	5527000	775	7131.6	13557000
682	PPRO	74	5790000	812	7130.5	14406000
683	PPRO	75	5758000	698	8249.3	13468000
684	PPRO	76	23132000	2486	9304.9	36457000
685	PRO	73	65012000	5695	11415.6	37051000
686	PRO	74	94106000	7740	12158.4	45168000
687	PRO	75	105298000	7799	13501.5	50936000
688	PRO	76	128568000	8900	14445.8	64774000
689	PTSVS	73	56701000	5732	9892.0	1151000
690	PTSVS	74	67473000	6245	10804.3	1281000
691	PTSVS	75	53568000	4260	12574.6	1115000
692	PTSVS	76	72564000	5615	12923.2	1839000
693	SKIL	73	48164000	5240	9191.6	727000
694	SKIL	74	53407000	5488	9731.6	1044000
695	SKIL	75	37511000	3414	10987.4	347000
696	SKIL	76	58139000	4981	11672.2	830000
697	SVSMA	73	81068000	10295	7874.5	21797000
698	SVSMA	74	85991000	10790	7969.5	19423000
699	SVSMA	75	84222000	9100	9255.2	21187000
700	SVSMA	76	100323000	10038	9994.3	13369000
701	TECH	73	44240000	4709	9394.8	9909000
702	TECH	74	46002000	4657	9878.0	10058000
703	TECH	75	52482000	4542	11554.8	10826000

OBS	NWF	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
673	9657	5355.5	1506.98	21.9598	0.73805	0.57839
674	11194	5642.2	1800.81	24.1946	0.93840	0.83415
675	9341	6855.2	1606.97	18.9902	0.56574	0.46331
676	12158	7249.3	1966.39	21.3374	0.59488	0.63570
677	1028	9851.2	2979.09	23.2192	0.20404	-0.14743
678	530	9711.3	4636.98	32.3173	1.66123	1.03404
679	406	12640.4	4209.80	24.9837	1.20517	0.66208
680	672	12157.7	4327.62	26.2513	1.14756	0.70894
681	3226	4202.4	2929.20	41.0734	1.87225	1.44458
682	2711	5313.9	1816.64	25.4768	0.56766	0.63423
683	1972	6829.6	1419.67	17.2096	0.30491	0.21223
684	5265	6924.4	2380.50	25.5833	1.12239	0.91523
685	4156	8915.1	2500.37	21.9048	1.00166	0.73699
686	4535	9959.9	2198.53	18.0824	0.35979	0.03966
687	4511	11291.5	2209.96	16.3683	0.30772	-0.05667
688	5413	11966.4	2479.47	17.1639	0.54481	0.13091
689	155	7425.8	2466.20	24.9313	-0.00521	-0.41903
690	197	6502.5	4301.79	39.8154	1.92063	1.04241
691	123	9065.0	3509.61	27.9102	1.04357	0.43264
692	195	9430.8	3492.47	27.0247	1.02586	0.38574
693	226	3216.8	5974.79	65.0027	2.05130	1.77371
694	267	3910.1	5821.48	59.8204	2.42189	2.18475
695	51	6803.9	4183.48	38.0753	1.08772	0.65912
696	169	4911.2	6760.91	57.9234	2.49196	2.14747
697	4153	5248.5	2626.01	33.3482	1.01748	0.40870
698	3510	5533.6	2435.89	30.5651	0.80070	0.41698
699	3205	6610.6	2644.56	28.5738	0.78324	0.49601
700	2018	6624.9	3369.45	33.7136	1.58643	1.15901
701	1599	6197.0	3197.78	34.0378	1.08527	0.78022
702	1482	6786.8	3091.26	31.2943	1.15721	0.82964
703	1382	7833.6	3721.25	32.2051	1.61598	1.09388

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 44
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=MINNESOT

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF
704	TECH	76	65813000	5439	12100.2	15841000

OBS	NWF	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
704	1969	8045.2	4055	33.5119	1.88753	1.6645

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 45
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=MISSISSI

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF
705	CLER	73	1319000	304	4338.8	7937000
706	CLER	74	2741000	474	5782.7	22550000
707	CLER	75	1390000	282	4929.1	10582000
708	CLER	76	1534000	267	5745.3	13399000
709	OFADM	73	8477000	1064	7967.1	2309000
710	OFADM	74	15985000	1552	10299.6	3801000
711	OFADM	75	8878000	891	9964.1	3364000
712	OFADM	76	11949000	1146	10426.7	3207000
713	PPRO	73	957000	241	3971.0	2475000
714	PPRO	74	3255000	647	5030.9	4076000
715	PPRO	75	1720000	384	4479.2	4165000
716	PPRO	76	2633000	560	4701.8	5782000
717	PRO	73	7229000	1025	7052.7	6160000
718	PRO	74	27197000	3055	8902.5	20386000
719	PRO	75	9403000	1086	8658.4	9659000
720	PRO	76	13081000	1503	8703.3	13740000
721	PTSVS	73	12318000	2143	5748.0	185000
722	PTSVS	74	21591000	3298	6546.7	588000
723	PTSVS	75	13874000	2084	6657.4	477000
724	PTSVS	76	17181000	2433	7061.7	952000
725	SKIL	73	7676000	1787	4295.5	480000
726	SKIL	74	12134000	2396	5064.3	539000
727	SKIL	75	8377000	1292	6483.7	434000
728	SKIL	76	12322000	1977	6232.7	373000
729	SVSMA	73	10128000	3048	3322.8	856000
730	SVSMA	74	23334000	5146	4534.4	2213000
731	SVSMA	75	13113000	2993	4381.2	2228000
732	SVSMA	76	15300000	3106	4925.9	1965000
733	TECH	73	4382000	725	6044.1	4758000
734	TECH	74	19113000	2748	6955.2	6625000
735	TECH	75	4527000	622	7278.1	7118000

OBS	NWF	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
705	2206	3597.91	740.90	17.0761	-0.9070	-0.1598
706	4842	4657.17	1125.53	19.4638	-0.1783	0.2444
707	2274	4653.47	275.60	5.5914	-1.2465	-1.1229
708	2747	4877.68	867.63	15.1016	-0.4680	-0.0927
709	353	6541.08	1426.03	17.8990	-1.4732	-0.7970
710	485	7837.11	2462.50	23.9087	-0.4541	0.0587
711	373	9018.77	945.32	9.4873	-1.9043	-1.5980
712	384	8351.56	2075.14	19.9022	-1.0729	-0.2631
713	1177	2102.80	1868.15	47.0454	0.6543	1.8688
714	1200	3396.67	1634.25	32.4841	0.3568	1.3262
715	1050	3966.67	512.50	11.4419	-0.5943	-0.2502
716	1379	4192.89	508.89	10.8234	-0.9402	-0.6643
717	919	6702.94	349.74	4.9930	-2.7755	-2.7360
718	2749	7415.79	1486.67	16.6995	-0.9279	-0.2772
719	1162	8312.39	345.99	3.9960	-2.7639	-2.8616
720	1598	8610.76	92.50	1.0628	-3.1910	-3.6710
721	67	2761.19	2986.82	51.9627	0.4594	1.7603
722	123	4780.49	1766.21	26.9786	-0.4810	0.0317
723	96	4968.75	1688.64	25.3649	-0.4589	0.2159
724	228	4175.44	2886.21	40.8716	0.4367	2.0071
725	145	3310.34	985.12	22.9340	-0.9544	-0.6062
726	138	3905.80	1158.48	22.8755	-1.0433	-0.6128
727	84	5166.67	1317.08	20.3136	-1.2158	-1.0051
728	85	4388.24	1844.44	29.5931	-0.9051	-0.2583
729	461	1856.83	1466.00	44.1190	-0.3445	1.3439
730	684	3235.38	1299.02	28.6480	-0.7112	0.1646
731	492	4528.46	-147.23	-3.3605	-1.8513	-2.4940
732	491	4002.04	923.91	18.7560	-1.1121	-0.7166
733	1072	4438.43	1605.71	26.5563	-0.8805	-0.0986
734	1311	5053.39	1901.85	27.3441	-0.6725	0.1919
735	1474	4829.04	2449.10	33.6501	-0.0017	1.3057

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 46
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=MISSISSI

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF	NWF
736	TECH	76	6561000	868	7558.76	9939000	1658

OBS	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
736	5994.57	1564.18	20.6937	-1.2396	-0.62675

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 47
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=MISSOURI

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF
737	CLER	73	11171000	1802	6199.2	48236000
738	CLER	74	12115000	1804	6715.6	56449000
739	CLER	75	9746000	1373	7098.3	53562000
740	CLER	76	12370000	1680	7363.1	70797000
741	OFADM	73	33653000	3039	11073.7	7210000
742	OFADM	74	32358000	2646	12229.0	7713000
743	OFADM	75	31247000	2298	13597.5	9385000
744	OFADM	76	43298000	3142	13780.4	12466000
745	PPRO	73	11407000	2112	5401.0	17161000
746	PPRO	74	11746000	1959	5995.9	18250000
747	PPRO	75	10804000	1794	6022.3	15263000
748	PPRO	76	15408000	2470	6238.1	25897000
749	PRO	73	67042000	6495	10322.1	30467000
750	PRO	74	67840000	6409	10585.1	33474000
751	PRO	75	75990000	6750	11257.8	40741000
752	PRO	76	89815000	7542	11908.6	52616000
753	PTSVS	73	82042000	10180	8059.1	1413000
754	PTSVS	74	84678000	9984	8481.4	1422000
755	PTSVS	75	77723000	8449	9199.1	1560000
756	PTSVS	76	103820000	10515	9873.5	2138000
757	SKIL	73	56159000	8108	6926.4	416000
758	SKIL	74	57586000	7790	7392.3	359000
759	SKIL	75	59935000	7384	8116.9	326000
760	SKIL	76	70112000	8168	8583.7	973000
761	SVSMA	73	39698000	6765	5868.1	5401000
762	SVSMA	74	41860000	6595	6347.2	5960000
763	SVSMA	75	38732000	5649	6856.4	5773000
764	SVSMA	76	50555000	7245	6977.9	9038000
765	TECH	73	37953000	4481	8469.8	7705000
766	TECH	74	42053000	4754	8845.8	9263000
767	TECH	75	40298000	4146	9719.7	10253000

OBS	NWF	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
737	10075	4787.7	1411.53	22.7695	0.53307	0.70078
738	10691	5280.0	1435.58	21.3767	0.33443	0.48288
739	9520	5626.3	1472.06	20.7382	0.38210	0.67025
740	11934	5932.4	1430.72	19.4309	0.07668	0.41302
741	920	7837.0	3236.75	29.2292	0.48231	0.58628
742	915	8429.5	3799.52	31.0697	0.84653	0.88933
743	921	10190.0	3407.47	25.0595	0.44093	0.67314
744	1222	10201.3	3579.09	25.9723	0.40968	0.66623
745	4041	4246.7	1154.32	21.3722	-0.16506	0.04503
746	4089	4463.2	1532.72	25.5528	0.23942	0.64272
747	3282	4650.5	1371.78	22.7783	0.25744	0.65873
748	4895	5290.5	947.56	15.1899	-0.45675	-0.19705
749	4179	7290.5	3031.59	29.3699	1.93422	2.28898
750	4228	7917.2	2667.90	25.2042	1.20881	1.67154
751	4706	8657.2	2600.53	23.0999	0.95133	1.46944
752	5753	9145.8	2762.81	23.2000	0.98826	1.55619
753	248	5697.6	2361.55	29.3028	-0.09861	-0.06659
754	242	5876.0	2605.34	30.7184	0.31379	0.32613
755	202	7722.8	1476.30	16.0484	-0.63407	-0.57723
756	293	7296.9	2576.59	26.0959	0.13576	0.27698
757	142	2929.6	3996.79	57.7040	0.85979	1.36080
758	65	5523.1	1869.22	25.2861	-0.51511	-0.43022
759	58	5620.7	2496.18	30.7530	-0.26827	-0.02694
760	189	5148.1	3435.59	40.0244	0.19434	0.62751
761	1470	3674.1	2194.00	37.3882	0.51024	0.75950
762	1463	4073.8	2273.41	35.8174	0.58462	1.10853
763	1304	4427.1	2429.29	35.4308	0.58010	1.13803
764	1844	4901.3	2076.61	29.7598	0.15985	0.66323
765	1294	5954.4	2515.36	29.6981	0.24268	0.26975
766	1473	6288.5	2557.29	28.9096	0.33580	0.44467
767	1473	6960.6	2759.11	28.3806	0.39252	0.53417

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 48
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=MISSOURI

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF	NWF
768	TECH	76	52731000	5317	9917.43	15649000	2163

OBS	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
768	7234.86	2682.58	27.0491	0.164487	0.50928

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 49
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=MONTANA

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF	NWF
769	CLER	73	2068000	338	6118.3	10962000	2325
770	CLER	74	2468000	377	6546.4	13090000	2530
771	CLER	75	2782000	356	7814.6	16351000	2570
772	CLER	76	3532000	461	7661.6	19969000	2998
773	OFADM	73	11669000	1086	10744.9	1616000	264
774	OFADM	74	12262000	1101	11137.1	2926000	442
775	OFADM	75	12148000	912	13320.2	1611000	177
776	OFADM	76	13221000	926	14277.5	1953000	178
777	PPRO	73	1753000	367	4776.6	4533000	1120
778	PPRO	74	1777000	331	5368.6	4703000	1013
779	PPRO	75	2998000	431	6955.9	5931000	933
780	PPRO	76	6287000	789	7968.3	7937000	1232
781	PRO	73	13444000	1522	8833.1	4370000	590
782	PRO	74	16097000	1671	9633.2	5517000	708
783	PRO	75	18094000	1550	11673.5	6345000	621
784	PRO	76	23909000	1912	12504.7	9612000	939
785	PTSVS	73	8711000	1205	7229.0	161000	40
786	PTSVS	74	10994000	1379	7972.4	168000	27
787	PTSVS	75	11235000	1215	9246.9	384000	63
788	PTSVS	76	11940000	1255	9513.9	419000	68
789	SKIL	73	16614000	2110	7873.9	292000	108
790	SKIL	74	15798000	1967	8031.5	796000	157
791	SKIL	75	15274000	1582	9654.9	582000	109
792	SKIL	76	15295000	1447	10570.1	706000	106
793	SVSMA	73	9595000	1393	6888.0	1409000	362
794	SVSMA	74	12373000	1801	6870.1	1889000	452
795	SVSMA	75	10357000	1229	8427.2	2587000	455
796	SVSMA	76	14574000	1820	8007.7	3279000	581
797	TECH	73	5115000	651	7857.1	2098000	375
798	TECH	74	7209000	907	7948.2	3320000	605
799	TECH	75	8075000	850	9500.0	3905000	507

OBS	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
769	4714.8	1403.50	22.9393	0.51584	0.72645
770	5173.9	1372.51	20.9658	0.23012	0.43165
771	6362.3	1452.35	18.5851	0.35527	0.41536
772	6660.8	1000.83	13.0629	-0.33919	-0.33077
773	6121.2	4623.72	43.0317	1.98022	2.27133
774	6619.9	4517.24	40.5601	1.54475	1.99014
775	9101.7	4218.48	31.6699	1.21344	1.63723
776	10971.9	3305.63	23.1526	0.14011	0.23456
777	4047.3	729.25	15.2671	-0.65299	-0.38867
778	4642.6	725.93	13.5219	-0.69332	-0.54639
779	6356.9	599.00	8.6114	-0.50856	-0.47717
780	6442.4	1525.94	19.1502	0.18065	0.22677
781	7406.8	1426.33	16.1476	-0.30486	-0.45990
782	7792.4	1840.78	19.1088	-0.28734	0.27485
783	10217.4	1456.16	12.4740	-0.93447	-0.93956
784	10236.4	2268.29	18.1395	0.21430	0.36127
785	4025.0	3204.05	44.3218	0.65332	1.14429
786	6222.2	1750.22	21.9534	-0.49615	-0.36401
787	6095.2	3151.68	34.0835	0.74825	0.95822
788	6161.8	3352.18	35.2344	0.88952	1.34701
789	2703.7	5170.23	65.6626	1.56665	1.81104
790	5070.1	2961.46	36.8729	0.29655	0.44715
791	5339.4	4315.42	44.6968	1.19375	1.27954
792	6660.4	3909.77	36.9888	0.52197	0.36973
793	3892.3	2995.75	43.4922	1.45161	1.28952
794	4179.2	2690.87	39.1680	1.13979	1.54969
795	5685.7	2741.46	32.5312	0.87469	0.86654
796	5643.7	2363.97	29.5213	0.47694	0.63332
797	5594.7	2262.48	28.7952	-0.06955	0.16354
798	5487.6	2460.58	30.9577	0.18703	0.77531
799	7702.2	1797.83	18.9245	-0.82984	-0.85278

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 50
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=MONTANA

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF	NWF
800	TECH	76	10332000	1065	9701.41	4932000	647

OBS	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
800	7622.87	2078.53	21.4251	-0.59387	-0.49602

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 51
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=NEBRASKA

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF	NWF
801	CLER	73	5066000	760	6665.8	21190000	4683
802	CLER	74	5561000	720	7723.6	22371000	4685
803	CLER	75	5898000	713	8272.1	24885000	4343
804	CLER	76	6570000	779	8433.9	28828000	4770
805	OFADM	73	21717000	1783	12180.0	2915000	370
806	OFADM	74	21666000	1867	11604.7	3652000	511
807	OFADM	75	24697000	1681	14691.9	3441000	307
808	OFADM	76	26852000	1775	15127.9	3378000	353
809	PPRO	73	3918000	648	6046.3	4611000	1109
810	PPRO	74	4367000	667	6547.2	5851000	1373
811	PPRO	75	4829000	658	7338.9	5416000	1041
812	PPRO	76	6574000	852	7833.3	6904000	1203
813	PRO	73	27550000	2720	10128.7	11854000	1555
814	PRO	74	28295000	2682	10550.0	13555000	1698
815	PRO	75	30541000	2628	11621.4	15576000	1743
816	PRO	76	35935000	2906	12365.8	15296000	1612
817	PTSVS	73	20635000	2628	7852.0	550000	94
818	PTSVS	74	20937000	2669	7844.5	713000	224
819	PTSVS	75	21189000	2314	9156.9	635000	88
820	PTSVS	76	24635000	2540	9698.8	1037000	133
821	SKIL	73	35010000	4476	7821.7	1218000	454
822	SKIL	74	44199000	5306	8330.0	1770000	353
823	SKIL	75	37840000	3872	9772.7	455000	101
824	SKIL	76	47957000	4748	10100.5	856000	183
825	SVSMA	73	21768000	3874	5619.0	3278000	847
826	SVSMA	74	20642000	3552	5811.4	4184000	1054
827	SVSMA	75	21543000	3084	6985.4	6628000	1490
828	SVSMA	76	26647000	3662	7276.6	5984000	1204
829	TECH	73	17230000	2165	7958.4	4455000	909
830	TECH	74	16234000	1868	8690.6	4793000	873
831	TECH	75	18722000	1879	9963.8	5728000	885

OBS	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
801	4524.9	2140.91	32.1179	2.09934	2.11384
802	4775.0	2948.58	38.1762	2.83645	2.57706
803	5729.9	2542.18	30.7320	1.83876	1.85335
804	6043.6	2390.28	28.3414	1.00496	1.45380
805	7878.4	4301.66	35.3173	1.63239	1.32954
806	7146.8	4457.94	38.4149	1.48706	1.74132
807	11208.5	3483.38	23.7096	0.51324	0.47626
808	9569.4	5558.48	36.7433	2.36092	2.31520
809	4157.8	1888.50	31.2339	0.67767	0.74560
810	4261.5	2285.76	34.9118	1.11002	1.56599
811	5202.7	2136.22	29.1081	1.01516	1.16625
812	5739.0	2094.35	26.7364	0.80704	1.03863
813	7623.2	2505.53	24.7369	1.01037	1.32580
814	7982.9	2567.04	24.3322	1.02638	1.47173
815	8936.3	2685.07	23.1045	1.09063	1.47050
816	9488.8	2876.96	23.2655	1.16692	1.57165
817	5851.1	2000.91	25.4829	-0.42048	-0.37456
818	3183.0	4661.48	59.4234	2.26132	2.58631
819	7215.9	1940.96	21.1968	-0.25069	-0.13891
820	7797.0	1901.83	19.6088	-0.52001	-0.48260
821	2682.8	5138.90	65.7004	1.54777	1.81318
822	5014.2	3315.84	39.8060	0.55990	0.66924
823	4505.0	5267.78	53.9028	1.95910	2.14210
824	4677.6	5422.87	53.6893	1.56744	1.78792
825	3870.1	1748.87	31.1242	-0.01240	0.21559
826	3969.6	1841.73	31.6919	0.01054	0.56534
827	4448.3	2537.09	36.3198	0.68183	1.22127
828	4970.1	2306.53	31.6977	0.41354	0.90623
829	4901.0	3057.44	38.4176	0.91199	1.29541
830	5490.3	3200.31	36.8251	1.32497	1.72251
831	6472.3	3491.49	35.0418	1.32382	1.50966

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 52
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=NEBRASKA

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF	NWF
832	TECH	76	21771000	2028	10735.2	6059000	897

OBS	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
832	6754.74	3980.47	37.0786	1.79396	2.30207

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 53
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=NEVADA

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF
833	CLER	73	1182000	165	7163.6	17160000
834	CLER	74	1421000	190	7478.9	20257000
835	CLER	75	1740000	205	8487.8	23926000
836	OFADM	73	20212000	1509	13394.3	5228000
837	OFADM	74	11754000	795	14784.9	1966000
838	OFADM	75	11996000	732	16388.0	1704000
839	PPRO	73	3485000	438	7956.6	1698000
840	PPRO	74	2469000	335	7370.1	2944000
841	PPRO	75	2065000	225	9177.8	2426000
842	PRO	73	21617000	1803	11989.5	5716000
843	PRO	74	30824000	2429	12690.0	9477000
844	PRO	75	28942000	2086	13874.4	11737000
845	PTSVS	73	20315000	2035	9982.8	346000
846	PTSVS	74	20510000	1972	10400.6	738000
847	PTSVS	75	17321000	1567	11053.6	492000
848	SKIL	73	9943000	1144	8691.4	211000
849	SKIL	74	10348000	1076	9617.1	354000
850	SKIL	75	10084000	917	10996.7	86000
851	SVSMA	73	8981000	1214	7397.9	849000
852	SVSMA	74	8882000	1190	7463.9	913000
853	SVSMA	75	10454000	1187	8807.1	1035000
854	TECH	73	14578000	1499	9725.2	5919000
855	TECH	74	17086000	1649	10361.4	6373000
856	TECH	75	15568000	1384	11248.6	5048000

OBS	NWF	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
833	2544	6745.3	418.35	5.8400	-1.5997	-1.8582
834	2944	6880.8	598.17	7.9981	-1.0504	-1.1849
835	3121	7666.1	821.67	9.6806	-0.5032	-0.6388
836	559	9352.4	4041.89	30.1762	1.3518	0.7019
837	160	12287.5	2497.41	16.8916	-0.4202	-0.7552
838	119	14319.3	2068.65	12.6230	-0.8343	-1.1407
839	249	6819.3	1137.34	14.2943	-0.1846	-0.4578
840	439	6706.2	664.00	9.0093	-0.7649	-0.9920
841	308	7876.6	1301.15	14.1772	0.1874	-0.0309
842	562	10170.8	1818.64	15.1687	-0.1959	-0.6634
843	934	10146.7	2543.31	20.0419	0.9835	0.4887
844	1006	11667.0	2207.40	15.9099	0.3035	-0.1606
845	53	6528.3	3454.50	34.6045	0.8769	0.3608
846	87	8482.8	1917.85	18.4398	-0.3374	-0.6407
847	55	8945.5	2108.15	19.0721	-0.1127	-0.3198
848	29	7275.9	1415.57	16.2870	-0.6951	-0.9823
849	55	6436.4	3180.74	33.0738	0.4595	0.1595
850	11	7818.2	3178.55	28.9045	0.2801	-0.2001
851	174	4879.3	2518.55	34.0443	0.8913	0.4491
852	161	5670.8	1793.06	24.0232	-0.0542	-0.4444
853	151	6854.3	1952.77	22.1728	0.1304	-0.1033
854	700	8455.7	1269.44	13.0531	-1.2957	-1.6882
855	792	8046.7	2314.71	22.3397	-0.0374	-0.6159
856	531	9506.6	1741.96	15.4861	-0.9009	-1.3568

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 54
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=NEWHAMPS

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF
857	CLER	73	695000	120	5791.7	3083000
858	CLER	74	535000	82	6524.4	3140000
859	CLER	75	1445000	212	6816.0	9316000
860	CLER	76	1516000	227	6678.4	11760000
861	OFADM	73	4018000	416	9658.7	509000
862	OFADM	74	4888000	442	11058.8	808000
863	OFADM	75	7114000	513	13867.4	992000
864	OFADM	76	10277000	757	13576.0	2043000
865	PPRO	73	317000	73	4342.5	1365000
866	PPRO	74	356000	70	5085.7	3305000
867	PPRO	75	4336000	668	6491.0	3824000
868	PPRO	76	5135000	780	6583.3	5910000
869	PRO	73	3328000	366	9092.9	1115000
870	PRO	74	3640000	387	9405.7	1831000
871	PRO	75	13601000	1275	10667.5	6057000
872	PRO	76	16473000	1500	10982.0	7739000
873	PTSVS	73	8952000	1247	7178.8	110000
874	PTSVS	74	9921000	1311	7567.5	84000
875	PTSVS	75	9574000	1125	8510.2	86000
876	PTSVS	76	16100000	1849	8707.4	248000
877	SKIL	73	4338000	639	6788.7	155000
878	SKIL	74	4773000	651	7331.8	72000
879	SKIL	75	7494000	932	8040.8	288000
880	SKIL	76	10258000	1221	8401.3	344000
881	SVSMA	73	6892000	1207	5710.0	1100000
882	SVSMA	74	5758000	1012	5689.7	1943000
883	SVSMA	75	10629000	1750	6073.7	4822000
884	SVSMA	76	14053000	2173	6467.1	5838000
885	TECH	73	2202000	282	7808.5	478000
886	TECH	74	2633000	314	8385.4	550000
887	TECH	75	5035000	572	8802.4	1434000

OBS	NWF	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
857	681	4527.2	1264.50	21.8331	0.2173	0.5592
858	626	5016.0	1508.42	23.1196	0.4549	0.7002
859	1552	6002.6	813.46	11.9345	-0.5144	-0.3720
860	1941	6058.7	619.68	9.2789	-0.7079	-0.7728
861	75	6786.7	2871.99	29.7349	0.0884	0.6480
862	85	9505.9	1552.94	14.0426	-1.3390	-1.0857
863	82	12097.6	1769.89	12.7529	-1.1189	-1.1203
864	196	10423.5	3152.49	23.2211	-0.0109	0.2450
865	340	4014.7	327.76	7.5478	-1.1138	-0.9370
866	775	4264.5	821.20	16.1472	-0.5832	-0.2871
867	686	5574.3	916.67	14.1222	-0.1937	-0.0353
868	1074	5502.8	1080.54	16.4133	-0.3102	-0.0661
869	165	6027.0	3065.87	33.7172	1.9944	3.1928
870	253	7237.2	2168.53	23.0555	0.3055	1.1792
871	669	9053.8	1613.64	15.1268	-0.6750	-0.3381
872	870	8895.4	2086.60	19.0002	-0.0701	0.5645
873	24	4583.3	2595.50	36.1549	0.1102	0.4858
874	13	6461.5	1105.97	14.6147	-1.1064	-0.9418
875	12	7166.7	1343.56	15.7875	-0.7436	-0.5994
876	38	6526.3	2181.09	25.0487	-0.2486	0.1544
877	45	3444.4	3344.29	49.2623	0.4667	0.8832
878	14	5142.9	2188.94	29.8554	-0.2775	-0.0842
879	52	5538.5	2502.31	31.1203	-0.2633	0.0075
880	65	5292.3	3109.00	37.0062	-0.0313	0.3712
881	217	5069.1	640.90	11.2241	-1.3133	-1.5124
882	500	3886.0	1803.72	31.7014	-0.0400	0.5666
883	878	5492.0	581.69	9.5771	-1.1635	-1.2827
884	1085	5380.6	1086.45	16.7997	-0.9328	-0.9619
885	92	5195.7	2612.86	33.4617	0.3631	0.7125
886	102	5392.2	2993.19	35.6955	1.0064	1.5402
887	194	7391.8	1410.69	16.0262	-1.3221	-1.2776

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 55
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=NEWHAMPS

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF	NWF
888	TECH	76	7210000	789	9138.15	2271000	298

OBS	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
888	7620.81	1517.34	16.6045	-1.2984	-1.3577

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 56
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=NEWJERSE

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF
889	CLER	73	17543000	2518	6967.0	103382000
890	CLER	74	29538000	3495	8451.5	125876000
891	CLER	75	28112000	3110	9039.2	125432000
892	CLER	76	33709000	3568	9447.6	147084000
893	OFADM	73	82643000	6109	13528.1	12036000
894	OFADM	74	96846000	6496	14908.6	13950000
895	OFADM	75	80342000	5078	15821.6	11353000
896	OFADM	76	102718000	6503	15795.5	15163000
897	PPRO	73	39436000	5076	7769.1	26222000
898	PPRO	74	43506000	5024	8659.6	33050000
899	PPRO	75	25065000	2951	8493.7	28746000
900	PPRO	76	26115000	3086	8462.4	28960000
901	PRO	73	144857000	12471	11615.5	53679000
902	PRO	74	181421000	14271	12712.6	70295000
903	PRO	75	171497000	13059	13132.5	67114000
904	PRO	76	197973000	14851	13330.6	74540000
905	PTSVS	73	197359000	20211	9764.9	3581000
906	PTSVS	74	226639000	22053	10277.0	4728000
907	PTSVS	75	213670000	19329	11054.4	6180000
908	PTSVS	76	264186000	22444	11770.9	6248000
909	SKIL	73	54557000	6280	8687.4	2280000
910	SKIL	74	63482000	7021	9041.7	2148000
911	SKIL	75	65605000	6675	9828.5	1206000
912	SKIL	76	86750000	8480	10230.0	2068000
913	SVSMA	73	96397000	14009	6881.1	8857000
914	SVSMA	74	123258000	16420	7506.6	10159000
915	SVSMA	75	108317000	13271	8161.9	10978000
916	SVSMA	76	146347000	17474	8375.1	12821000
917	TECH	73	45589000	4964	9183.9	7830000
918	TECH	74	53046000	5377	9865.4	11469000
919	TECH	75	54222000	5031	10777.6	11538000

OBS	NWF	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
889	17766	5819.1	1147.94	16.4768	-0.03295	-0.25039
890	19675	6397.8	2053.74	24.3003	1.35666	0.84732
891	18404	6815.5	2223.75	24.6011	1.40531	1.12756
892	21107	6968.5	2479.10	26.2405	1.09088	1.20840
893	1151	10457.0	3071.08	22.7015	0.30339	-0.21064
894	1228	11359.9	3548.62	23.8026	0.60246	0.04641
895	891	12741.9	3079.72	19.4653	0.12874	-0.14275
896	1277	11873.9	3921.56	24.8271	0.74728	0.49090
897	4359	6015.6	1753.51	22.5703	0.52272	0.13014
898	4999	6611.3	2048.31	23.6536	0.83551	0.45417
899	4135	6951.9	1541.86	18.1529	0.42602	0.28786
900	4214	6872.3	1590.08	18.7899	0.25133	0.18822
901	5545	9680.6	1934.57	16.6579	0.00625	-0.35381
902	6423	10944.3	1768.30	13.9099	-0.41844	-0.91643
903	6096	11009.5	2122.96	16.1657	0.16435	-0.10260
904	6743	11054.4	2276.19	17.0749	0.22667	0.10990
905	632	5666.1	4098.79	41.9746	1.45189	0.95505
906	710	6659.2	3617.86	35.2034	1.27283	0.67927
907	926	6673.9	4380.51	39.6269	1.76213	1.43016
908	869	7189.9	4581.02	38.9182	2.08377	1.77836
909	424	5377.4	3310.06	38.1018	0.44611	0.25184
910	311	6906.8	2134.98	23.6125	-0.31762	-0.55694
911	156	7730.8	2097.70	21.3431	-0.58851	-0.90862
912	308	6714.3	3515.67	34.3864	0.24966	0.14704
913	1688	5247.0	1634.04	23.7468	-0.14722	-0.42500
914	1710	5940.9	1565.64	20.8569	-0.35663	-0.86126
915	1636	6710.3	1451.66	17.7858	-0.34247	-0.51409
916	1913	6702.0	1673.09	19.9769	-0.28543	-0.56347
917	1112	7041.4	2142.56	23.3294	-0.21762	-0.47939
918	1490	7697.3	2168.04	21.9763	-0.26299	-0.67462
919	1421	8119.6	2657.94	24.6618	0.26388	-0.01182

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 57
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=NEWJERSE

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF	NWF
920	TECH	76	72173000	6285	11483.4	13199000	1583

OBS	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
920	8337.97	3145.41	27.391	0.745559	0.570392

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 58
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=NEWMEXIC

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF
921	CLER	73	933000	157	5942.7	6313000
922	CLER	74	854000	148	5770.3	6835000
923	CLER	75	1258000	205	6136.6	7266000
924	CLER	76	1971000	302	6526.5	12145000
925	OFADM	73	8299000	811	10233.0	1414000
926	OFADM	74	7464000	686	10880.5	1337000
927	OFADM	75	7186000	576	12475.7	1457000
928	OFADM	76	11705000	874	13392.4	2966000
929	PPRO	73	843000	139	6064.7	931000
930	PPRO	74	807000	139	5805.8	1231000
931	PPRO	75	1560000	197	7918.8	1521000
932	PPRO	76	2358000	284	8302.8	2534000
933	PRO	73	12220000	1322	9243.6	5148000
934	PRO	74	12691000	1299	9769.8	6155000
935	PRO	75	14157000	1302	10881.0	7066000
936	PRO	76	18419000	1539	11968.2	12537000
937	PTSVS	73	8957000	1258	7120.0	264000
938	PTSVS	74	8758000	1159	7556.5	351000
939	PTSVS	75	8145000	999	8153.2	521000
940	PTSVS	76	13728000	1589	8639.4	668000
941	SKIL	73	4268000	798	5348.4	271000
942	SKIL	74	4377000	701	6243.9	150000
943	SKIL	75	4728000	706	6696.9	204000
944	SKIL	76	6409000	820	7815.9	238000
945	SVSMA	73	4048000	845	4790.5	628000
946	SVSMA	74	4531000	898	5045.7	770000
947	SVSMA	75	3634000	695	5228.8	749000
948	SVSMA	76	5923000	1013	5847.0	1282000
949	TECH	73	6596000	941	7009.6	609000
950	TECH	74	7472000	967	7727.0	671000
951	TECH	75	7459000	845	8827.2	1841000

OBS	NWF	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
921	1301	4852.4	1090.25	18.3462	-0.1568	0.0322
922	1390	4917.3	853.00	14.7827	-0.6290	-0.3391
923	1320	5504.5	632.04	10.2995	-0.7613	-0.5655
924	2016	6024.3	502.18	7.6946	-0.8216	-0.9578
925	175	8080.0	2153.05	21.0401	-0.6881	-0.4135
926	149	8973.2	1907.31	17.5297	-0.9942	-0.6812
927	141	10333.3	2142.36	17.1723	-0.7641	-0.4772
928	292	10157.5	3234.91	24.1548	0.0704	0.3880
929	198	4702.0	1362.73	22.4697	0.0742	0.1230
930	252	4884.9	920.83	15.8607	-0.4680	-0.3154
931	260	5850.0	2068.78	26.1250	0.9483	0.9271
932	427	5934.4	2368.39	28.5251	1.1090	1.2301
933	687	7493.4	1750.12	18.9554	-0.3162	0.1193
934	770	7993.5	1776.32	18.1817	-0.4039	0.0624
935	807	8755.9	2125.07	19.5302	0.1678	0.6601
936	1261	9942.1	2026.05	16.9287	-0.1648	0.0754
937	40	6600.0	520.03	7.3038	-1.7422	-1.8402
938	58	6051.7	1504.79	19.9138	-0.7286	-0.5246
939	74	7040.5	1112.61	13.6464	-0.9341	-0.7817
940	93	7182.8	1456.60	16.8600	-0.9527	-0.8045
941	79	3430.4	1917.99	35.8612	-0.3925	0.1251
942	32	4687.5	1556.44	24.9272	-0.7476	-0.4574
943	37	5513.5	1183.37	17.6705	-1.3233	-1.2527
944	38	6263.2	1552.70	19.8660	-1.1066	-1.0843
945	158	3974.7	815.85	17.0304	-1.1079	-1.0082
946	189	4074.1	971.58	19.2558	-1.1467	-1.0721
947	181	4138.1	1090.66	20.8587	-0.6832	-0.2264
948	281	4562.3	1284.71	21.9722	-0.7140	-0.3133
949	110	5536.4	1473.20	21.0170	-1.0441	-0.7514
950	114	5886.0	1841.03	23.8259	-0.7660	-0.3760
951	270	6818.5	2008.70	22.7558	-0.5617	-0.2912

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 59
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=NEWMEXIC

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF	NWF
952	TECH	76	9336000	982	9507.13	4007000	549

OBS	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
952	7298.72	2208.4	23.2289	-0.43082	-0.17358

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 60
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=NEWYORK

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF
953	CLER	73	102875000	13710	7503.6	335118000
954	CLER	74	126248000	15239	8284.5	383733000
955	CLER	75	129615000	15105	8580.9	394107000
956	CLER	76	123242000	13655	9024.8	388731000
957	OFADM	73	273070000	19398	14077.2	41560000
958	OFADM	74	328383000	21322	15401.1	56046000
959	OFADM	75	328258000	20436	16062.7	56856000
960	OFADM	76	326291000	20257	16107.6	57734000
961	PPRO	73	31388000	4341	7230.6	3941800
962	PPRO	74	85001000	10198	8335.1	140971000
963	PPRO	75	86963000	10434	8334.6	146325000
964	PPRO	76	94309000	10822	8714.6	156141000
965	PRO	73	524146000	39611	13232.3	182837000
966	PRO	74	610014000	43472	14032.3	268579000
967	PRO	75	642269000	44229	14521.4	290961000
968	PRO	76	660264000	43774	15083.5	300418000
969	PTSVS	73	816323000	70564	11568.5	11513000
970	PTSVS	74	870917000	73703	11816.6	12986000
971	PTSVS	75	861894000	67639	12742.6	14498000
972	PTSVS	76	920862000	65528	14053.0	10804000
973	SKIL	73	299544000	31277	9577.1	2086000
974	SKIL	74	382559000	36288	10542.3	5594000
975	SKIL	75	382930000	34800	11003.7	7235000
976	SKIL	76	390175000	34930	11170.2	5993000
977	SVSMA	73	507404000	61182	8293.4	21232000
978	SVSMA	74	599106000	63977	9364.4	34949000
979	SVSMA	75	580742000	57390	10119.2	37026000
980	SVSMA	76	578330000	56065	10315.3	37448000
981	TECH	73	199259000	18027	11053.4	30873000
982	TECH	74	209294000	18271	11455.0	41741000
983	TECH	75	227681000	18309	12435.5	41299000

OBS	NWF	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
953	51249	6539.0	964.63	12.8555	-0.42659	-0.7978
954	54129	7089.2	1195.30	14.4281	-0.06292	-0.3833
955	52905	7449.3	1131.60	13.1874	-0.08134	-0.2236
956	51237	7782.1	1242.66	13.7695	-0.10524	-0.2483
957	3589	11579.8	2497.40	17.7407	-0.31618	-0.8163
958	4277	13104.0	2297.09	14.9151	-0.61506	-0.9845
959	4172	13628.0	2434.74	15.1577	-0.48562	-0.7710
960	4162	13871.7	2235.87	13.8809	-0.91444	-1.1849
961	6959	5664.3	1566.27	21.6617	0.30780	0.0656
962	17928	7863.2	471.89	5.6615	-0.98703	-1.3227
963	18728	7813.2	521.36	6.2554	-0.58552	-0.6661
964	19280	8098.6	615.96	7.0682	-0.82217	-1.0662
965	17815	10263.1	2969.24	22.4393	1.82472	0.8481
966	24247	11076.8	2955.55	21.0624	1.72914	0.7225
967	25308	11496.8	3024.65	20.8288	1.65022	0.9546
968	25036	11999.4	3084.03	20.4464	1.49100	0.9060
969	1384	8318.6	3249.91	28.0926	0.69425	-0.1642
970	1321	9830.4	1986.14	16.8081	-0.27269	-0.7691
971	1263	11479.0	1263.54	9.9159	-0.80961	-1.0993
972	996	10847.4	3205.56	22.8106	0.74703	-0.1077
973	369	5653.1	3924.02	40.9728	0.81595	0.4143
974	784	7135.2	3407.10	32.3183	0.62771	0.1023
975	995	7271.4	3732.38	33.9192	0.72519	0.2697
976	829	7229.2	3941.01	35.2614	0.54355	0.2247
977	4104	5173.5	3119.86	37.6189	1.59734	0.7795
978	5753	6074.9	3289.48	35.1275	1.93587	1.0177
979	5913	6261.8	3857.42	38.1198	1.92781	1.3893
980	5687	6584.8	3730.51	36.1646	1.98485	1.4663
981	4229	7300.3	3753.06	33.9540	1.77087	0.7704
982	5060	8249.2	3205.77	27.9858	1.33337	0.2955
983	4745	8703.7	3731.78	30.0092	1.62937	0.7720

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 61
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=NEWYORK

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF
984	TECH	76	223600000	17653	12666.4	42537000

OBS	NWF	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
984	4675	9098.82	3567.58	28.1657	1.27558	0.708872

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 62
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=NORTHCAR

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF
985	CLER	73	40530000	6551	6186.8	30059000
986	CLER	74	26497000	4347	6095.5	56417000
987	CLER	75	31876000	4430	7195.5	78611000
988	CLER	76	33100000	4644	7127.5	92617000
989	OFADM	73	34267000	3319	10324.5	6186000
990	OFADM	74	38135000	3344	11404.0	5534000
991	OFADM	75	46522000	3563	13057.0	7097000
992	OFADM	76	58912000	4419	13331.5	10209000
993	PPRO	73	9103000	1439	6325.9	30839000
994	PPRO	74	11128000	1890	5887.8	14968000
995	PPRO	75	10707000	1633	6556.6	13912000
996	PPRO	76	15515000	2129	7287.5	22496000
997	PRO	73	81090000	8514	9524.3	42745000
998	PRO	74	78567000	7295	10770.0	41849000
999	PRO	75	105448000	8911	11833.5	65729000
1000	PRO	76	120038000	10084	11903.8	86910000
1001	PTSVS	73	76383000	10535	7250.4	1188000
1002	PTSVS	74	85851000	10873	7895.8	1496000
1003	PTSVS	75	87698000	10197	8600.4	1735000
1004	PTSVS	76	99446000	11507	8642.2	11185000
1005	SKIL	73	23257000	3876	6000.3	8507000
1006	SKIL	74	39589000	5519	7173.2	1356000
1007	SKIL	75	44819000	5569	8047.9	1372000
1008	SKIL	76	51462000	6411	8027.1	2076000
1009	SVSMA	73	22577000	4858	4647.4	2602000
1010	SVSMA	74	25477000	5122	4974.0	2992000
1011	SVSMA	75	31570000	5704	5534.7	4645000
1012	SVSMA	76	35789000	6142	5826.9	6565000
1013	TECH	73	35154000	4642	7573.0	6012000
1014	TECH	74	38585000	4673	8257.0	9509000
1015	TECH	75	48008000	5574	8612.8	25339000

OBS	NWF	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
985	6419	4682.8	1504.03	24.3101	0.7317	0.9336
986	10833	5207.9	887.58	14.5614	-0.5718	-0.3667
987	12620	6229.1	966.40	13.4307	-0.3062	-0.1948
988	14567	6358.0	769.48	10.7959	-0.5630	-0.5956
989	724	8544.2	1780.30	17.2434	-1.0906	-0.8770
990	606	9132.0	2271.99	19.9228	-0.6395	-0.4036
991	637	11141.3	1915.69	14.6718	-0.9800	-0.8419
992	913	11181.8	2149.70	16.1250	-0.9994	-0.8413
993	6156	5009.6	1316.34	20.8086	0.0209	0.0050
994	2846	5259.3	628.52	10.6749	-0.8059	-0.8276
995	2416	5758.3	798.37	12.1764	-0.3109	-0.1913
996	3885	5790.5	1496.98	20.5419	0.1487	0.3757
997	5418	7889.4	1634.87	17.1652	-0.5186	-0.2483
998	4868	8596.8	2173.23	20.1785	0.3140	0.5200
999	6828	9626.4	2207.07	18.6511	0.3030	0.4609
1000	8934	9728.0	2175.80	18.2782	0.0696	0.3940
1001	214	5551.4	1699.00	23.4332	-0.6899	-0.5398
1002	243	6156.4	1739.42	22.0297	-0.5064	-0.3580
1003	259	6698.8	1901.53	22.1099	-0.2832	-0.0612
1004	1621	6900.1	1742.16	20.1587	-0.6752	-0.4182
1005	1696	5015.9	984.34	16.4049	-0.9549	-0.9756
1006	252	5381.0	1792.27	24.9855	-0.5723	-0.4530
1007	220	6236.4	1811.58	22.5099	-0.8184	-0.7993
1008	324	6407.4	1619.73	20.1782	-1.0603	-1.0578
1009	694	3749.3	898.11	19.3250	-1.0113	-0.8090
1010	767	3900.9	1073.12	21.5745	-1.0116	-0.7668
1011	977	4754.4	780.36	14.0994	-0.9760	-0.8592
1012	1415	4639.6	1187.35	20.3770	-0.8214	-0.5133
1013	1047	5742.1	1830.91	24.1767	-0.6024	-0.3797
1014	1526	6231.3	2025.68	24.5329	-0.4820	-0.2619
1015	3749	6758.9	1853.98	21.5257	-0.7584	-0.4715

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 63
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=NORTHCAR

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF	NWF
1016	TECH	76	56079000	6158	9106.69	20764000	2977

OBS	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
1016	6974.81	2131.88	23.4101	-0.52689	-0.14119

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 64
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=NORTHDAK

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF
1017	CLER	73	225000	45	5000.0	3118000
1018	CLER	74	540000	84	6428.6	7361000
1019	CLER	75	815000	164	4969.5	6927000
1020	CLER	76	809000	107	7560.7	10655000
1021	OFADM	73	2505000	273	9175.8	489000
1022	OFADM	74	8809000	793	11108.4	1532000
1023	OFADM	75	8160000	651	12534.6	1195000
1024	OFADM	76	9806000	697	14068.9	1244000
1025	PPRO	73	82000	17	4823.5	186000
1026	PPRO	74	761000	147	5176.9	1847000
1027	PPRO	75	468000	105	4457.1	534000
1028	PPRO	76	1005000	146	6883.6	2816000
1029	PRO	73	2185000	265	8245.3	1019000
1030	PRO	74	10742000	1077	9974.0	3452000
1031	PRO	75	12482000	1091	11440.9	3632000
1032	PRO	76	17116000	1377	12429.9	6520000
1033	PTSVS	73	3675000	520	7067.3	105000
1034	PTSVS	74	5662000	774	7315.2	169000
1035	PTSVS	75	6212000	731	8497.9	236000
1036	PTSVS	76	7118000	765	9304.6	240000
1037	SKIL	73	4967000	777	6392.5	4000
1038	SKIL	74	9177000	1339	6853.6	192000
1039	SKIL	75	8746000	1144	7645.1	225000
1040	SKIL	76	10393000	1162	8944.1	49000
1041	SVSMA	73	3672000	715	5135.7	63000
1042	SVSMA	74	4641000	838	5538.2	1837000
1043	SVSMA	75	4404000	675	6524.4	2587000
1044	SVSMA	76	4923000	684	7197.4	2700000
1045	TECH	73	1980000	228	8684.2	119000
1046	TECH	74	5370000	659	8148.7	399000
1047	TECH	75	6382000	732	8718.6	1786000

OBS	NWF	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
1017	827	3770.3	1229.7	24.595	0.1427	0.9767
1018	1590	4629.6	1799.0	27.985	0.9354	1.3066
1019	1267	5467.2	-497.7	-10.016	-2.2992	-2.9705
1020	1760	6054.0	1506.8	19.929	0.1503	0.4712
1021	87	5620.7	3555.1	38.745	0.8262	1.7480
1022	246	6227.6	4880.8	43.938	1.8984	2.3819
1023	152	7861.8	4672.7	37.279	1.6461	2.4553
1024	126	9873.0	4195.9	29.824	1.0177	1.2558
1025	75	2480.0	2343.5	48.585	1.2000	1.9782
1026	434	4255.8	921.1	17.793	-0.4677	-0.1246
1027	88	6068.2	-1611.0	-36.145	-2.6992	-4.0657
1028	479	5878.9	1004.6	14.595	-0.3938	-0.2607
1029	150	6793.3	1451.9	17.609	-0.8399	-0.1560
1030	478	7221.8	2752.2	27.594	1.3614	2.2192
1031	413	8794.2	2646.7	23.134	1.0274	1.4771
1032	633	10300.2	2129.8	17.134	-0.0025	0.1239
1033	27	3888.9	3178.4	44.974	0.6305	1.1968
1034	34	4970.6	2344.7	32.052	0.0669	0.4311
1035	32	7375.0	1122.9	13.214	-0.9256	-0.8185
1036	30	8000.0	1304.6	14.021	-1.1005	-1.1369
1037	1	4000.0	2392.5	37.427	-0.1066	0.2137
1038	41	4682.9	2170.7	31.672	-0.2911	0.0533
1039	41	5487.8	2157.3	28.218	-0.5406	-0.2645
1040	19	2578.9	6365.1	71.166	2.2185	3.2720
1041	25	2520.0	2615.7	50.931	1.0053	1.9355
1042	474	3875.5	1662.7	30.022	-0.2276	0.3454
1043	524	4937.0	1587.4	24.330	-0.2144	0.0987
1044	523	5162.5	2034.8	28.272	0.1138	0.4767
1045	34	3500.0	5184.2	59.697	3.5379	3.7985
1046	78	5115.4	3033.3	37.225	1.0681	1.7870
1047	304	5875.0	2843.6	32.615	0.4999	1.1540

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 65
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=NORTHDAK

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF	NWF
1048	TECH	76	7005000	672	10424.1	1132000	170

OBS	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
1048	6658.82	3765.28	36.1209	1.5238	2.13088

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 66
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=OHIO

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF
1049	CLER	73	27809000	4097	6787.6	109204000
1050	CLER	74	27160000	3805	7138.0	119452000
1051	CLER	75	28074000	3589	7822.2	120414000
1052	CLER	76	34321000	3986	8610.4	159699000
1053	OFADM	73	90133000	7541	11952.4	15971000
1054	OFADM	74	101692000	8085	12577.9	15031000
1055	OFADM	75	100854000	7498	13450.8	17175000
1056	OFADM	76	110196000	7813	14104.2	21603000
1057	PPRO	73	21552000	3001	7181.6	17748000
1058	PPRO	74	19771000	2709	7298.3	20251000
1059	PPRO	75	20100000	2536	7925.9	20599000
1060	PPRO	76	27656000	3320	8330.1	40736000
1061	PRO	73	150302000	14052	10696.1	69303000
1062	PRO	74	156407000	13988	11181.5	72621000
1063	PRO	75	154129000	13246	11635.9	78276000
1064	PRO	76	200870000	16061	12506.7	114152000
1065	PTSVS	73	198209000	21854	9069.7	4737000
1066	PTSVS	74	227345000	22908	9924.3	5310000
1067	PTSVS	75	213831000	19579	10921.4	5607000
1068	PTSVS	76	260073000	22807	11403.2	5678000
1069	SKIL	73	77598000	9214	8421.7	3696000
1070	SKIL	74	83468000	9389	8890.0	2983000
1071	SKIL	75	85119000	8520	9990.5	4221000
1072	SKIL	76	110965000	10720	10351.2	4094000
1073	SVSMA	73	148151000	21579	6865.5	13335000
1074	SVSMA	74	147096000	20267	7257.9	15252000
1075	SVSMA	75	139131000	17592	7908.8	17533000
1076	SVSMA	76	168486000	20098	8383.2	22350000
1077	TECH	73	97353000	11183	8705.4	30051000
1078	TECH	74	104422000	11320	9224.6	32162000
1079	TECH	75	101160000	10221	9897.3	36683000

OBS	NWF	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
1049	19621	5565.7	1221.98	18.0030	0.12603	-0.01970
1050	20116	5938.2	1199.82	16.8089	-0.05545	-0.08653
1051	18410	6540.7	1281.55	16.3834	0.12277	0.15472
1052	22251	7175.4	1435.02	16.6662	0.08085	0.09010
1053	1742	9168.2	2784.20	23.2940	-0.00644	-0.13830
1054	1484	10128.7	2449.15	19.4719	-0.46713	-0.45592
1055	1587	10822.3	2628.48	19.5415	-0.30108	-0.13165
1056	1858	11627.0	2477.17	17.5633	-0.67657	-0.52113
1057	3772	4705.2	2476.41	34.4827	1.35251	0.97639
1058	3859	5247.7	2050.53	28.0962	0.83808	0.89291
1059	3467	5941.4	1984.42	25.0373	0.86470	0.83985
1060	5955	6840.6	1489.48	17.8807	0.14047	0.09091
1061	8022	8639.1	2057.01	19.2314	0.22271	0.18121
1062	8083	8984.4	2197.10	19.6494	0.35720	0.39872
1063	8185	9563.3	2072.54	17.8116	0.08126	0.27054
1064	11405	10008.9	2497.75	19.9713	0.57342	0.79381
1065	773	6128.1	2941.62	32.4335	0.41910	0.18582
1066	759	6996.0	2928.21	29.5056	0.61962	0.23064
1067	776	7225.5	3695.93	33.8410	1.19730	0.93757
1068	663	8564.1	2839.11	24.8974	0.39089	0.13665
1069	658	5617.0	2804.73	33.3034	0.14171	-0.01961
1070	508	5872.0	3017.93	33.9476	0.33852	0.22564
1071	660	6395.5	3595.04	35.9846	0.61482	0.46324
1072	606	6755.8	3595.44	34.7345	0.30478	0.17829
1073	3126	4265.8	2599.68	37.8658	0.98657	0.80097
1074	3178	4799.2	2458.66	33.8756	0.83098	0.85287
1075	3277	5350.3	2558.44	32.3495	0.70198	0.84952
1076	4014	5568.0	2815.21	33.5815	0.97486	1.14244
1077	4784	6281.6	2423.88	27.8433	0.12973	0.05157
1078	4914	6545.0	2679.58	29.0484	0.52393	0.46707
1079	5085	7214.0	2683.31	27.1116	0.29613	0.34727

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 67
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=OHIO

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF	NWF
1080	TECH	76	115514000	10466	11037.1	28582000	3393

OBS	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
1080	8423.81	2613.26	23.6771	0.0774612	-0.093465

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 68
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=OKLAHOMA

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF
1081	CLER	73	7086000	1322	5360.1	30891000
1082	CLER	74	8395000	1475	5691.5	33476000
1083	CLER	75	7743000	1246	6214.3	32428000
1084	CLER	76	10283000	1422	7231.4	47652000
1085	OFADM	73	21746000	2206	9857.7	3870000
1086	OFADM	74	25169000	2478	10157.0	4512000
1087	OFADM	75	21354000	1827	11688.0	4808000
1088	OFADM	76	31527000	2622	12024.0	6974000
1089	PPRO	73	6476000	1364	4747.8	9363000
1090	PPRO	74	6523000	1334	4889.8	10019000
1091	PPRO	75	7348000	1156	6356.4	11991000
1092	PPRO	76	10070000	1525	6603.3	18124000
1093	PRO	73	32295000	3638	8877.1	20680000
1094	PRO	74	34022000	3833	8876.1	22412000
1095	PRO	75	33416000	3431	9739.4	25049000
1096	PRO	76	41765000	3944	10589.5	36928000
1097	PTSVS	73	32527000	4994	6513.2	590000
1098	PTSVS	74	40991000	5521	7424.6	958000
1099	PTSVS	75	28505000	3727	7648.2	572000
1100	PTSVS	76	51900000	6030	8607.0	1328000
1101	SKIL	73	19856000	3568	5565.0	427000
1102	SKIL	74	24707000	4182	5907.9	510000
1103	SKIL	75	22326000	3346	6672.4	298000
1104	SKIL	76	27316000	3788	7211.2	667000
1105	SVSMA	73	32569000	7307	4457.2	3504000
1106	SVSMA	74	33628000	6833	4921.4	4394000
1107	SVSMA	75	24186000	4618	5237.3	5188000
1108	SVSMA	76	34570000	6015	5747.3	7260000
1109	TECH	73	18601000	2543	7314.6	4385000
1110	TECH	74	17760000	2427	7317.7	5135000
1111	TECH	75	14599000	1832	7968.9	6557000

OBS	NWF	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
1081	6451	4788.6	571.50	10.6622	-1.2708	-1.1293
1082	6584	5084.4	607.08	10.6664	-1.0357	-0.8522
1083	5990	5413.7	800.60	12.8832	-0.5319	-0.2597
1084	7708	6182.1	1049.22	14.5092	-0.2924	-0.1618
1085	497	7786.7	2070.94	21.0084	-0.7767	-0.4173
1086	532	8481.2	1675.78	16.4988	-1.2195	-0.8008
1087	470	10229.8	1458.23	12.4763	-1.4158	-1.1621
1088	625	11158.4	865.63	7.1991	-2.2652	-2.2078
1089	2762	3389.9	1357.87	28.5999	0.0686	0.5585
1090	2386	4199.1	690.73	14.1259	-0.7340	-0.4867
1091	2602	4569.9	1786.46	28.1048	0.6685	1.0858
1092	3516	5154.7	1448.56	21.9369	0.0954	0.5250
1093	2890	7155.7	1721.42	19.3916	-0.3666	0.2145
1094	2984	7510.7	1365.35	15.3824	-1.1473	-0.5790
1095	3060	8185.9	1553.49	15.9505	-0.7741	-0.1514
1096	3825	9654.4	935.12	8.8307	-1.8722	-1.8368
1097	141	4184.4	2328.82	35.7553	-0.1278	0.4536
1098	175	5474.3	1950.28	26.2679	-0.3067	-0.0243
1099	88	6500.0	1148.24	15.0132	-0.9047	-0.6654
1100	194	6845.4	1761.60	20.4672	-0.6563	-0.3821
1101	97	4402.1	1162.96	20.8977	-0.8473	-0.7214
1102	105	4857.1	1050.80	17.7862	-1.1233	-0.9981
1103	55	5418.2	1254.26	18.7977	-1.2663	-1.1471
1104	119	5605.0	1606.15	22.2730	-1.0697	-0.8799
1105	892	3928.3	528.98	11.8679	-1.4447	-1.4565
1106	1021	4303.6	617.79	12.5530	-1.6172	-1.9546
1107	1197	4334.2	903.16	17.2447	-0.8601	-0.5647
1108	1461	4969.2	778.10	13.5385	-1.2730	-1.3708
1109	797	5501.9	1812.71	24.7821	-0.6249	-0.3085
1110	879	5841.9	1475.81	20.1677	-1.3279	-0.9666
1111	993	6603.2	1365.66	17.1374	-1.3794	-1.1147

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 69
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=OKLAHOMA

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF	NWF
1112	TECH	76	22576000	2548	8860.28	10680000	1409

OBS	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
1112	7579.84	1280.44	14.4514	-1.5959	-1.7426

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 70
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=OREGON

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF	NWF
1113	CLER	73	5099000	669	7621.8	44742000	8258
1114	CLER	74	6434000	856	7516.4	46964000	8385
1115	CLER	75	6353000	690	9207.2	53576000	8045
1116	CLER	76	7751000	848	9143.3	55346000	9633
1117	OFADM	73	37373000	2827	13220.0	5013000	496
1118	OFADM	74	36953000	2757	13403.3	5232000	515
1119	OFADM	75	36809000	2310	15934.6	6219000	494
1120	OFADM	76	48038000	2997	16028.7	8237000	640
1121	PPRO	73	7622000	1124	6781.1	12187000	2011
1122	PPRO	74	8428000	1246	6764.0	13362000	2291
1123	PPRO	75	10256000	1243	8251.0	15447000	2061
1124	PPRO	76	11255000	1329	8468.8	17906000	2432
1125	PRO	73	61298000	5309	11546.1	19689000	2060
1126	PRO	74	67872000	5735	11834.7	20455000	2106
1127	PRO	75	77604000	5756	13482.3	22440000	2038
1128	PRO	76	86404000	6272	13776.1	28697000	2635
1129	PTSVS	73	42838000	4703	9108.7	1499000	235
1130	PTSVS	74	53017000	5458	9713.6	1720000	257
1131	PTSVS	75	44336000	3993	11103.4	2674000	361
1132	PTSVS	76	63086000	5206	12117.9	2696000	299
1133	SKIL	73	28507000	3212	8875.2	703000	160
1134	SKIL	74	31439000	3312	9492.1	375000	69
1135	SKIL	75	32593000	2956	10988.9	283000	33
1136	SKIL	76	43025000	3798	11328.3	749000	116
1137	SVSMA	73	38015000	4964	7658.1	2724000	536
1138	SVSMA	74	38956000	4995	7799.0	2865000	530
1139	SVSMA	75	47363000	5094	9297.8	4409000	622
1140	SVSMA	76	52732000	5447	9680.9	4853000	702
1141	TECH	73	35996000	3805	9460.2	3974000	576
1142	TECH	74	37193000	3722	9992.7	4682000	663
1143	TECH	75	37345000	3300	11316.7	5508000	620

OBS	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
1113	5418.0	2203.80	28.9144	2.23440	1.62961
1114	5601.0	1915.40	25.4831	1.12789	0.99477
1115	6659.5	2547.71	27.6707	1.84628	1.49094
1116	6783.6	2356.77	25.7843	0.97254	1.15512
1117	10106.9	3113.17	23.5489	0.34884	-0.10719
1118	10159.2	3244.11	24.2038	0.30622	0.09294
1119	12589.1	3345.56	20.9955	0.38196	0.08043
1120	12870.3	3158.38	19.7046	-0.00504	-0.29333
1121	6060.2	720.97	10.6320	-0.66249	-0.71795
1122	5832.4	931.66	13.7737	-0.45548	-0.52153
1123	7494.9	756.10	9.1637	-0.35284	-0.43289
1124	7362.7	1106.11	13.0610	-0.28202	-0.42488
1125	9557.8	1988.29	17.2205	0.10202	-0.23685
1126	9712.7	2121.97	17.9301	0.22131	0.00476
1127	11010.8	2471.48	18.3314	0.73867	0.38837
1128	10890.7	2885.45	20.9452	1.18020	1.02378
1129	6378.7	2729.93	29.9707	0.23017	-0.01274
1130	6692.6	3021.02	31.1009	0.70752	0.35625
1131	7407.2	3696.23	33.2891	1.19755	0.89058
1132	9016.7	3101.22	25.5920	0.64562	0.21797
1133	4393.8	4481.41	50.4938	1.15171	0.95290
1134	5434.8	4057.37	42.7444	1.11094	0.89174
1135	8575.8	2413.12	21.9596	-0.33503	-0.85085
1136	6456.9	4871.43	43.0022	1.18643	0.88038
1137	5082.1	2576.05	33.6381	0.95883	0.43387
1138	5405.7	2393.34	30.6878	0.74411	0.43313
1139	7088.4	2209.38	23.7624	0.37257	0.04550
1140	6913.1	2767.82	28.5904	0.92256	0.51660
1141	6899.3	2560.88	27.0701	0.29888	-0.03938
1142	7363.5	2629.25	26.3116	0.44649	0.02525
1143	8883.9	2432.80	21.4975	-0.02242	-0.47564

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 71
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=OREGON

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF	NWF
1144	TECH	76	47644000	3954	12049.6	6823000	769

OBS	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
1144	8872.56	3177.01	26.3662	0.785233	0.387205

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 72
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=PENNSYLV

OBS	OCC	YEAR	TOTINCWM	NW1	WMAV	TOTINCWF
1145	CLER	73	69534000	8945	7773.5	160445000
1146	CLER	74	68719000	8598	7992.4	161594000
1147	CLER	75	74035000	8487	8723.3	166068000
1148	CLER	76	82724000	8662	9550.5	208618000
1149	OFADM	73	153337000	12253	12514.2	25804000
1150	OFADM	74	155290000	11969	12974.4	25684000
1151	OFADM	75	155263000	10816	14354.9	26126000
1152	OFADM	76	121405000	7919	15330.8	18969000
1153	PPRO	73	57751000	8021	7200.0	102872000
1154	PPRO	74	52743000	7359	7167.1	105971000
1155	PPRO	75	59715000	7511	7950.3	108630000
1156	PPRO	76	16163000	1908	8471.2	26358000
1157	PRO	73	154595000	14021	11026.0	82593000
1158	PRO	74	154264000	13559	11377.2	84149000
1159	PRO	75	165307000	13274	12453.4	87024000
1160	PRO	76	231954000	17051	13603.5	108160000
1161	PTSVS	73	280360000	29328	9559.5	4873000
1162	PTSVS	74	273727000	28053	9757.5	5315000
1163	PTSVS	75	277796000	24670	11260.5	5653000
1164	PTSVS	76	320324000	26203	12224.7	7102000
1165	SKIL	73	161335000	20420	7900.8	2560000
1166	SKIL	74	156581000	19501	8029.4	2428000
1167	SKIL	75	167135000	19120	8741.4	3168000
1168	SKIL	76	142214000	13866	10256.3	7358000
1169	SVSMA	73	94641000	14029	6746.1	7702000
1170	SVSMA	74	89029000	12499	7122.9	9466000
1171	SVSMA	75	132319000	14867	8900.2	10856000
1172	SVSMA	76	251997000	27128	9289.2	96692000
1173	TECH	73	93743000	10218	9174.3	12946000
1174	TECH	74	89741000	9572	9375.4	13726000
1175	TECH	75	94911000	9082	10450.5	12079000

OBS	NWF	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
1145	26105	6146.1	1627.36	20.9348	0.9966	0.4235
1146	25556	6323.1	1669.31	20.8861	0.7209	0.4217
1147	23477	7073.6	1649.70	18.9113	0.6239	0.4540
1148	26287	7936.2	1614.28	16.9027	0.2543	0.1177
1149	2408	10715.9	1798.29	14.3700	-1.0712	-1.2278
1150	2273	11299.6	1674.75	12.9081	-1.2205	-1.2173
1151	2112	12370.3	1984.67	13.8257	-0.9143	-0.9653
1152	1585	11980.4	3350.41	21.6540	0.1842	0.0357
1153	15354	6700.0	499.96	6.9439	-0.9162	-0.9799
1154	15566	6807.9	359.29	5.0130	-1.1172	-1.3867
1155	15020	7232.4	717.98	9.0308	-0.3906	-0.4435
1156	4361	6044.0	2427.15	28.6518	1.1738	1.2436
1157	8402	9830.2	1195.80	10.8453	-1.2897	-1.5622
1158	8407	10009.4	1367.84	12.0226	-1.1428	-1.3489
1159	8086	10762.3	1691.14	13.5797	-0.5473	-0.6889
1160	9096	11890.9	1712.60	12.5694	-0.6554	-0.9492
1161	703	6931.7	2627.74	27.4884	0.1390	-0.2129
1162	846	6282.5	3474.99	35.6135	1.1375	0.7116
1163	772	7322.5	3937.94	34.9713	1.3970	1.0338
1164	945	7515.3	4709.36	38.5233	2.2085	1.7321
1165	469	5458.4	2442.41	30.9133	-0.0765	-0.1548
1166	408	5951.0	2078.40	25.8850	-0.3597	-0.3849
1167	440	7200.0	1541.37	17.6331	-1.0356	-1.2562
1168	965	7624.9	2631.44	25.6568	-0.3613	-0.5926
1169	1957	3935.6	2810.48	41.6609	1.2341	1.1305
1170	2420	3911.6	3211.32	45.0845	1.8319	2.3287
1171	1910	5683.8	3216.41	36.1387	1.3229	1.2043
1172	11935	8101.6	1187.63	12.7851	-0.8211	-1.4653
1173	2152	6015.8	3158.50	34.4277	1.0368	0.8261
1174	2289	5996.5	3378.86	36.0398	1.5996	1.5957
1175	1732	6974.0	3476.43	33.2659	1.3047	1.2494

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 73
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=PENNSYLV

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF
1176	TECH	76	151598000	13092	11579.4	50880000

OBS	NWF	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
1176	5246	9698.82	1880.62	16.241	-0.84235	-1.4227

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 74
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=RHODEISL

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF
1177	CLER	73	2127000	350	6077.1	13224000
1178	CLER	74	882000	138	6391.3	3534000
1179	CLER	75	2194000	333	6588.6	17180000
1180	CLER	76	3242000	489	6629.9	20142000
1181	OFADM	73	11827000	946	12502.1	1419000
1182	OFADM	74	4298000	394	10908.6	385000
1183	OFADM	75	11128000	830	13407.2	1477000
1184	OFADM	76	13877000	981	14145.8	2049000
1185	PPRO	73	7412000	1124	6594.3	10349000
1186	PPRO	74	358000	45	7955.6	248000
1187	PPRO	75	9130000	1320	6916.7	11669000
1188	PPRO	76	9155000	1232	7431.0	12316000
1189	PRO	73	22009000	2204	9985.9	7968000
1190	PRO	74	6297000	636	9900.9	329000
1191	PRO	75	25739000	2293	11225.0	10948000
1192	PRO	76	31013000	2551	12157.2	11481000
1193	PTSVS	73	24718000	2928	8441.9	373000
1194	PTSVS	74	17803000	2049	8688.6	46000
1195	PTSVS	75	20500000	2216	9250.9	622000
1196	PTSVS	76	30426000	3181	9564.9	770000
1197	SKIL	73	8765000	1246	7034.5	263000
1198	SKIL	74	4274000	595	7183.2	32000
1199	SKIL	75	7385000	988	7474.7	971000
1200	SKIL	76	8123000	970	8374.2	555000
1201	SVSMA	73	16781000	3020	5556.6	1458000
1202	SVSMA	74	8868000	1410	6289.4	68000
1203	SVSMA	75	15117000	2416	6257.0	1784000
1204	SVSMA	76	24952000	3601	6929.2	2080000
1205	TECH	73	9304000	1083	8591.0	1365000
1206	TECH	74	4152000	457	9085.3	214000
1207	TECH	75	7976000	836	9540.7	1942000

OBS	NWF	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
1177	2655	4980.8	1096.35	18.041	-0.1437	-0.0140
1178	687	5144.1	1247.20	19.514	0.0229	0.2507
1179	2820	6092.2	496.39	7.534	-0.9460	-0.8929
1180	3203	6288.5	341.38	5.149	-0.9771	-1.2551
1181	136	10433.8	2068.29	16.544	-0.7796	-0.9624
1182	41	9390.2	1518.39	13.919	-1.3726	-1.1000
1183	124	11911.3	1495.94	11.158	-1.3799	-1.3544
1184	178	11511.2	2634.53	18.624	-0.5214	-0.4587
1185	1612	6420.0	174.33	2.644	-1.2900	-1.2854
1186	52	4769.2	3186.32	40.052	2.1512	2.0736
1187	1701	6860.1	56.58	0.818	-1.0462	-1.1020
1188	1694	7270.4	160.64	2.162	-1.3239	-1.5913
1189	863	9232.9	753.03	7.541	-2.0673	-2.2492
1190	41	8024.4	1876.55	18.953	-0.2226	0.2392
1191	1054	10387.1	837.94	7.465	-1.9532	-2.0752
1192	1057	10861.9	1295.32	10.655	-1.3085	-1.4061
1193	44	8477.3	-35.33	-0.419	-2.2379	-2.4628
1194	5	9200.0	-511.37	-5.886	-2.6383	-2.5560
1195	73	8520.5	730.35	7.895	-1.2495	-1.2714
1196	91	8461.5	1103.38	11.536	-1.2960	-1.4279
1197	47	5595.7	1438.77	20.453	-0.6811	-0.7466
1198	4	8000.0	-816.81	-11.371	-2.5112	-3.2059
1199	167	5814.4	1660.33	22.213	-0.9400	-0.8271
1200	86	6453.5	1920.74	22.936	-0.8523	-0.8236
1201	321	4542.1	1014.57	18.259	-0.8746	-0.9015
1202	19	3578.9	2710.41	43.095	1.1658	2.0668
1203	333	5357.4	899.48	14.379	-0.8634	-0.8331
1204	406	5123.2	1806.03	26.064	-0.1387	0.1998
1205	177	7711.9	879.09	10.233	-1.7776	-2.0199
1206	31	6903.2	2182.11	24.018	-0.2413	-0.3450
1207	239	8125.5	1415.15	14.833	-1.3165	-1.4525

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 75
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=RHODEISL

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF	NWF
1208	TECH	76	10968000	1125	9749.33	2044000	243

OBS	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
1208	8411.52	1337.81	13.7221	-1.5238	-1.8729

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 76
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=SOUTHCAR

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF
1209	CLER	73	5056000	844	5990.5	3207300
1210	CLER	74	3633000	596	6095.6	3358900
1211	CLER	75	4018000	585	6868.4	3804100
1212	CLER	76	4966000	695	7136.7	5332400
1213	OFADM	73	22132000	2009	11016.4	3836000
1214	OFADM	74	23444000	1840	12741.3	3793000
1215	OFADM	75	24348000	1704	14288.7	4420000
1216	OFADM	76	34654000	2428	14272.7	7898000
1217	PPRO	73	3862000	828	4664.3	5394000
1218	PPRO	74	7396000	1504	4917.6	7377000
1219	PPRO	75	8147000	1443	5645.9	7737000
1220	PPRO	76	9021000	1373	6570.3	9728000
1221	PRO	73	37701000	3789	9950.1	21365000
1222	PRO	74	46447000	4548	10212.6	26701000
1223	PRO	75	55604000	5059	10991.1	34231000
1224	PRO	76	66083000	5526	11958.6	49631000
1225	PTSVS	73	27485000	4467	6152.9	312000
1226	PTSVS	74	29490000	4382	6729.8	680000
1227	PTSVS	75	28385000	3788	7493.4	381000
1228	PTSVS	76	41168000	5099	8073.7	1048000
1229	SKIL	73	13384000	2017	6635.6	76000
1230	SKIL	74	14062000	2036	6906.7	321000
1231	SKIL	75	16197000	2160	7498.6	314000
1232	SKIL	76	23166000	2852	8122.7	969000
1233	SVSMA	73	11940000	2612	4571.2	1414000
1234	SVSMA	74	14534000	2718	5347.3	1909000
1235	SVSMA	75	11938000	1989	6002.0	1614000
1236	SVSMA	76	22544000	3649	6178.1	3748000
1237	TECH	73	24627000	3494	7048.4	4117000
1238	TECH	74	17649000	2334	7561.7	4987000
1239	TECH	75	20968000	2524	8307.4	5575000

OBS	NWF	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
1209	6701	4786.3	1204.22	20.1021	0.0879	0.2976
1210	6701	5012.5	1083.10	17.7685	-0.2485	0.0331
1211	6772	5617.4	1250.98	18.2136	0.0812	0.3714
1212	8776	6076.1	1060.57	14.8509	-0.2814	-0.1208
1213	424	9047.2	1969.26	17.8756	-0.8866	-0.7998
1214	387	9801.0	2940.27	23.0767	0.0106	-0.0378
1215	402	10995.0	3293.71	23.0511	0.3326	0.3802
1216	702	11250.7	3021.94	21.1729	-0.1395	-0.0685
1217	1298	4155.6	508.63	10.9048	-0.9062	-0.6986
1218	1602	4604.9	312.68	6.3585	-1.1711	-1.2538
1219	1488	5199.6	446.28	7.9045	-0.6599	-0.5339
1220	1666	5839.1	731.15	11.1281	-0.6952	-0.6317
1221	2707	7892.5	2057.62	20.6793	0.2238	0.4822
1222	3288	8120.7	2091.88	20.4833	0.1669	0.5898
1223	3801	9005.8	1985.32	18.0629	-0.0625	0.3275
1224	5042	9843.5	2115.05	17.6865	-0.0255	0.2543
1225	78	4000.0	2152.90	34.9900	-0.2848	0.3919
1226	158	4303.8	2426.01	36.0487	0.1439	0.7458
1227	61	6245.9	1247.50	16.6480	-0.8228	-0.5262
1228	169	6201.2	1872.56	23.1932	-0.5485	-0.0629
1229	16	4750.0	1885.60	28.4164	-0.4120	-0.2961
1230	68	4720.6	2186.09	31.6518	-0.2796	0.0518
1231	63	4984.1	2514.48	33.5327	-0.2536	0.2335
1232	170	5700.0	2422.72	29.8265	-0.5055	-0.2385
1233	364	3884.6	686.59	15.0200	-1.2597	-1.1828
1234	463	4123.1	1224.20	22.8938	-0.8107	-0.5931
1235	302	5344.4	657.64	10.9570	-1.0918	-1.1535
1236	721	5198.3	979.80	15.8591	-1.0504	-1.0798
1237	777	5298.6	1749.78	24.8254	-0.7026	-0.3034
1238	853	5846.4	1715.27	22.6837	-0.9595	-0.5604
1239	840	6636.9	1670.54	20.1090	-0.9917	-0.6792

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 77
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=SOUTHCAR

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF	NWF
1240	TECH	76	25382000	2858	8881.04	11187000	1640

OBS	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
1240	6821.34	2059.69	23.192	-0.61752	-0.18017

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 78
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=SOUTHDAK

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF
1241	CLER	73	626000	103	6077.7	51290000
1242	CLER	74	566000	88	6431.8	7233000
1243	CLER	75	569000	91	6252.7	7052000
1244	CLER	76	1145000	154	7441.6	9953000
1245	OFADM	73	142889000	17720	8063.7	1101000
1246	OFADM	74	5259000	543	9685.1	745000
1247	OFADM	75	4686000	388	12077.3	614000
1248	OFADM	76	8085000	692	11683.5	1265000
1249	PPRO	73	3690000	495	7454.5	1758000
1250	PPRO	74	1945000	205	9487.8	1726000
1251	PPRO	75	2087000	206	10131.1	2237000
1252	PPRO	76	2570000	254	10118.1	2494000
1253	PRO	73	11001000	1217	9039.4	3305000
1254	PRO	74	10048000	959	10477.6	3296000
1255	PRO	75	14276000	1275	11196.9	4815000
1256	PRO	76	16304000	1392	11712.6	5812000
1257	PTSVS	73	5606000	816	6870.1	122000
1258	PTSVS	74	6264000	833	7519.8	213000
1259	PTSVS	75	5805000	645	9000.0	133000
1260	PTSVS	76	8967000	979	9159.3	340000
1261	SKIL	73	9961000	1766	5640.4	384000
1262	SKIL	74	9106000	1440	6323.6	178000
1263	SKIL	75	6198000	772	8028.5	369000
1264	SKIL	76	8184000	967	8463.3	544000
1265	SVSMA	73	7953000	1664	4779.4	1944000
1266	SVSMA	74	9960000	1713	5814.4	1303000
1267	SVSMA	75	9298000	1320	7043.9	2823000
1268	SVSMA	76	13913000	1880	7400.5	3003000
1269	TECH	73	4382000	622	7045.0	724000
1270	TECH	74	5449000	721	7557.6	498000
1271	TECH	75	5580000	640	8718.8	560000

OBS	NWF	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
1241	12919	3970.12	2107.55	34.6769	2.02770	2.50065
1242	1660	4357.23	2074.59	32.2551	1.39114	1.83895
1243	1343	5250.93	1001.82	16.0220	-0.25800	0.11193
1244	1715	5809.33	1632.23	21.9340	0.27162	0.70539
1245	229	4807.86	3255.85	40.3766	0.50294	1.94720
1246	135	5525.93	4159.16	42.9439	1.19640	2.26665
1247	68	9029.41	3047.91	25.2366	0.09844	0.69897
1248	185	6837.84	4845.69	41.4745	1.65827	3.03953
1249	453	3880.79	3573.75	47.9406	2.61211	1.93242
1250	341	5061.58	4426.22	46.6517	3.58467	2.72538
1251	444	5038.29	5092.78	50.2689	3.94577	2.86292
1252	407	6127.76	3990.35	39.4377	2.89647	2.39790
1253	482	6856.85	2182.59	24.1452	0.44325	1.20278
1254	433	7612.01	2865.57	27.3496	1.56638	2.16312
1255	582	8273.20	2923.67	26.1115	1.48382	2.15220
1256	596	9751.68	1960.97	16.7423	-0.26668	0.03137
1257	35	3485.71	3384.38	49.2625	0.81428	1.54262
1258	80	2662.50	4857.31	64.5935	2.44681	2.99339
1259	33	4030.30	4969.70	55.2189	2.24826	2.75760
1260	66	5151.52	4007.83	43.7567	1.52672	2.34491
1261	143	2685.31	2955.12	52.3917	0.23230	1.06027
1262	40	4450.00	1873.61	29.6288	-0.51185	-0.10138
1263	68	5426.47	2602.03	32.4099	-0.18321	0.12830
1264	99	5494.95	2968.34	35.0731	-0.12851	0.20705
1265	534	3640.45	1139.00	23.8312	-0.72847	-0.41768
1266	306	4258.17	1556.19	26.7646	-0.36919	-0.08342
1267	654	4315.51	2727.43	38.7202	0.86145	1.44602
1268	561	5352.94	2047.59	27.6682	0.12782	0.40096
1269	156	4641.03	2403.99	34.1233	0.10517	0.79028
1270	103	4834.95	2722.61	36.0250	0.59011	1.59334
1271	109	5137.61	3581.14	41.0740	1.43781	2.39385

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 79
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=SOUTHDAK

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF	NWF
1272	TECH	76	6827000	729	9364.88	1253000	173

OBS	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
1272	7242.77	2122.11	22.6603	-0.53916	-0.27522

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 80
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=TENNESSE

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF
1273	CLER	73	7877000	1329	5927.0	45281000
1274	CLER	74	6648000	1036	6417.0	50650000
1275	CLER	75	6337000	980	6466.3	52531000
1276	CLER	76	8089000	1152	7021.7	63786000
1277	OFADM	73	34631000	3405	10170.6	7130000
1278	OFADM	74	43127000	4029	10704.1	6480000
1279	OFADM	75	41337000	3318	12458.4	7026000
1280	OFADM	76	50495000	3789	13326.7	8100000
1281	PPRO	73	14650000	2832	5173.0	13624000
1282	PPRO	74	8588000	1572	5463.1	14136000
1283	PPRO	75	8199000	1343	6105.0	14820000
1284	PPRO	76	9010000	1410	6390.1	18616000
1285	PRO	73	66225000	7171	9235.1	35746000
1286	PRO	74	67033000	6577	10192.0	41974000
1287	PRO	75	79597000	7379	10787.0	48695000
1288	PRO	76	90650000	7864	11527.2	61579000
1289	PTSVS	73	57353000	8367	6854.7	1291000
1290	PTSVS	74	55280000	7648	7228.0	1510000
1291	PTSVS	75	61182000	7668	7978.9	1916000
1292	PTSVS	76	81552000	9418	8659.2	2557000
1293	SKIL	73	26929000	4226	6372.2	832000
1294	SKIL	74	35000000	5070	6903.4	407000
1295	SKIL	75	33875000	4578	7399.5	1131000
1296	SKIL	76	43028000	5390	7982.9	572000
1297	SVSMA	73	43913000	10694	4106.3	4388000
1298	SVSMA	74	40390000	8297	4868.0	3082000
1299	SVSMA	75	40971000	8040	5095.9	6631000
1300	SVSMA	76	59026000	10651	5541.8	8714000
1301	TECH	73	27078000	3902	6939.5	12730000
1302	TECH	74	48225000	6484	7437.5	18503000
1303	TECH	75	56557000	7028	8047.4	24370000

OBS	NWF	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
1273	9283	4877.8	1049.17	17.7015	-0.2451	-0.0653
1274	9628	5260.7	1156.29	18.0192	-0.1274	0.0643
1275	9572	5488.0	978.34	15.1298	-0.2900	0.0063
1276	10747	5935.2	1086.46	15.4729	-0.2563	-0.0493
1277	873	8167.2	2003.39	19.6978	-0.8497	-0.5773
1278	671	9657.2	1046.92	9.7805	-1.8313	-1.5800
1279	644	10909.9	1548.47	12.4291	-1.3298	-1.1690
1280	736	11005.4	2321.30	17.4184	-0.8302	-0.6433
1281	3462	3935.3	1237.73	23.9265	-0.0693	0.2265
1282	3203	4413.4	1049.74	19.2151	-0.3190	0.0158
1283	2729	5430.6	674.43	11.0472	-0.4338	-0.2819
1284	3703	5027.3	1362.80	21.3268	0.0009	0.4597
1285	4580	7804.8	1430.31	15.4877	-0.8779	-0.5971
1286	4725	8883.4	1308.65	12.5399	-1.2499	-1.1616
1287	5474	8895.7	1891.27	17.5330	-0.2174	0.2074
1288	6395	9629.2	1897.97	16.4651	-0.3653	-0.0341
1289	259	4984.6	1870.11	27.2823	-0.5372	-0.2295
1290	284	5316.9	1911.13	26.4406	-0.3437	-0.0107
1291	296	6473.0	1505.90	18.8736	-0.6096	-0.3367
1292	364	7024.7	1634.44	18.6752	-0.7799	-0.5685
1293	189	4402.1	1970.10	30.9171	-0.3611	-0.1546
1294	103	3951.5	2951.90	42.7603	0.2894	0.8929
1295	251	4506.0	2893.54	39.1045	0.0511	0.7556
1296	108	5296.3	2685.64	33.6547	-0.3232	0.0866
1297	1315	3336.9	769.44	18.7379	-1.1624	-0.8599
1298	786	3921.1	946.90	19.4515	-1.1795	-1.0463
1299	1380	4805.1	290.82	5.7070	-1.4379	-1.6450
1300	1981	4398.8	1143.04	20.6257	-0.8703	-0.4821
1301	2363	5387.2	1552.30	22.3690	-0.9464	-0.5924
1302	3251	5691.5	1746.06	23.4763	-0.9121	-0.4325
1303	3924	6210.5	1836.88	22.8258	-0.7802	-0.2809

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 81
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=TENNESSE

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF	NWF
1304	TECH	76	55014000	6592	8345.57	28249000	4398

OBS	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
1304	6423.15	1922.42	23.0353	-0.78986	-0.20819

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 82
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=TEXAS

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF
1305	CLER	73	18513000	3105	5962.3	113104000
1306	CLER	74	22093000	3380	6536.4	134253000
1307	CLER	75	21351000	2972	7184.1	150384000
1308	CLER	76	22589000	2955	7641.7	183486000
1309	OFADM	73	100519000	8790	11435.6	15841000
1310	OFADM	74	112848000	9199	12267.4	18001000
1311	OFADM	75	106299000	7474	14222.5	23403000
1312	OFADM	76	129900000	9033	14380.6	29700000
1313	PPRO	73	42983000	6271	6854.2	26477000
1314	PPRO	74	47173000	6372	7403.2	28707000
1315	PPRO	75	18743000	3060	6125.2	37078000
1316	PPRO	76	24351000	3623	6721.2	45547000
1317	PRO	73	146113000	14459	10105.3	69412000
1318	PRO	74	171376000	15630	10964.6	81053000
1319	PRO	75	202998000	16407	12372.6	105801000
1320	PRO	76	239613000	18830	12725.1	135325000
1321	PTSVS	73	168351000	21794	7724.6	5021000
1322	PTSVS	74	196634000	24300	8091.9	6015000
1323	PTSVS	75	216031000	22255	9707.1	6728000
1324	PTSVS	76	256370000	25237	10158.5	9646000
1325	SKIL	73	106270000	16133	6587.1	1091000
1326	SKIL	74	127697000	17776	7183.7	2728000
1327	SKIL	75	133354000	15410	8653.7	3815000
1328	SKIL	76	153169000	17334	8836.3	2354000
1329	SVSMA	73	72331000	14593	4956.6	8076000
1330	SVSMA	74	81888000	15511	5279.4	9567000
1331	SVSMA	75	67747000	11180	6059.7	12080000
1332	SVSMA	76	82610000	13063	6324.0	14027000
1333	TECH	73	78275000	9762	8018.3	23248000
1334	TECH	74	88696000	10347	8572.1	29175000
1335	TECH	75	124756000	12389	10069.9	31451000

OBS	NWF	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
1305	24107	4691.7	1270.57	21.3100	0.23037	0.48017
1306	25922	5179.1	1357.28	20.7649	0.20493	0.40662
1307	24629	6106.0	1078.09	15.0066	-0.15419	-0.00828
1308	28258	6493.3	1148.43	15.0284	-0.19640	-0.10120
1309	1872	8462.1	2973.54	26.0024	0.19804	0.19235
1310	1900	9474.2	2793.21	22.7693	-0.13243	-0.07344
1311	2057	11377.2	2845.26	20.0053	-0.09459	-0.06400
1312	2671	11119.4	3261.17	22.6776	0.09628	0.16183
1313	6733	3932.4	2921.83	42.6280	1.86379	1.55502
1314	6405	4482.0	2921.20	39.4588	1.84468	2.01504
1315	6978	5313.6	811.61	13.2504	-0.29782	-0.10522
1316	7790	5846.9	874.37	13.0091	-0.53740	-0.43044
1317	8777	7908.4	2196.94	21.7404	0.46844	0.70282
1318	9474	8555.3	2409.25	21.9730	0.74095	0.93115
1319	10837	9762.9	2609.70	21.0925	0.96644	1.01435
1320	12935	10461.9	2263.14	17.7849	0.20624	0.27755
1321	846	5935.0	1789.66	23.1582	-0.60903	-0.56118
1322	941	6392.1	1699.30	21.0061	-0.54391	-0.43860
1323	821	8194.9	1512.19	15.5783	-0.60446	-0.61725
1324	1174	8216.4	1942.14	19.1184	-0.48083	-0.54002
1325	245	4453.1	2134.06	32.3974	-0.26230	-0.07087
1326	545	5005.5	2178.17	30.3211	-0.28553	-0.04896
1327	600	6358.3	2295.40	26.5250	-0.42963	-0.42310
1328	399	5899.7	2936.58	33.2331	-0.15045	0.05079
1329	2285	3534.4	1422.26	28.6933	-0.39595	0.00451
1330	2385	4011.3	1268.03	24.0187	-0.75241	-0.44496
1331	2498	4835.9	1223.79	20.1957	-0.55751	-0.28844
1332	2673	5247.7	1076.31	17.0195	-0.94395	-0.93431
1333	4487	5181.2	2837.15	35.3832	0.63999	0.93848
1334	5125	5692.7	2879.46	33.5909	0.83140	1.20040
1335	4770	6593.5	3476.40	34.5227	1.30463	1.43358

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 83
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=TEXAS

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF
1336	TECH	76	133167000	12693	10491.4	42887000

OBS	NWF	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
1336	5886	7286.27	3205.1	30.5499	0.820503	1.13505

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 84
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=UTAH

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF
1337	CLER	73	2257000	361	6252.1	11948000
1338	CLER	74	2313000	342	6763.2	14654000
1339	CLER	75	2014000	392	5137.8	18532000
1340	CLER	76	2807000	363	7732.3	22354000
1341	OFADM	73	10674000	937	11391.7	1428000
1342	OFADM	74	11671000	892	13084.1	968000
1343	OFADM	75	10613000	753	14094.3	792000
1344	OFADM	76	14742000	952	15485.3	1537000
1345	PPRO	73	2138000	443	4826.2	3252000
1346	PPRO	74	1975000	363	5440.8	3761000
1347	PPRO	75	2017000	350	5762.9	3788000
1348	PPRO	76	5038000	670	7519.4	7244000
1349	PRO	73	25853000	2529	10222.6	5797000
1350	PRO	74	31933000	2914	10958.5	6935000
1351	PRO	75	35494000	2947	12044.1	9936000
1352	PRO	76	43121000	3212	13425.0	12861000
1353	PTSVS	73	16272000	2151	7564.9	505000
1354	PTSVS	74	17040000	2166	7867.0	370000
1355	PTSVS	75	17260000	2189	7884.9	634000
1356	PTSVS	76	23442000	2353	9962.6	721000
1357	SKIL	73	13810000	1956	7060.3	463000
1358	SKIL	74	14495000	1871	7747.2	167000
1359	SKIL	75	13723000	1619	8476.2	213000
1360	SKIL	76	16433000	1660	9899.4	410000
1361	SVSMA	73	8619000	1596	5400.4	872000
1362	SVSMA	74	11356000	1824	6225.9	863000
1363	SVSMA	75	29123000	2949	9875.6	1366000
1364	SVSMA	76	16562000	2134	7761.0	1900000
1365	TECH	73	15785000	1939	8140.8	1586000
1366	TECH	74	16468000	1985	8296.2	2073000
1367	TECH	75	16707000	1670	10004.2	2334000

OBS	NWF	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
1337	2467	4843.1	1408.95	22.5357	0.5275	0.6654
1338	2861	5122.0	1641.17	24.2664	0.6744	0.8431
1339	3376	5489.3	-351.58	-6.8431	-2.1003	-2.5949
1340	3436	6505.8	1226.96	15.8670	-0.1204	-0.0033
1341	202	7069.3	4322.37	37.9432	1.6548	1.6501
1342	113	8566.4	4517.71	34.5283	1.5452	1.2905
1343	73	10849.3	3244.97	23.0233	0.2862	0.3762
1344	146	10527.4	4957.90	32.0168	1.7689	1.5916
1345	803	4049.8	776.37	16.0867	-0.5989	-0.3305
1346	788	4772.8	667.93	12.2764	-0.7604	-0.6694
1347	710	5335.2	427.65	7.4207	-0.6784	-0.5726
1348	1293	5602.5	1916.93	25.4931	0.6115	0.9056
1349	703	8246.1	1976.53	19.3349	0.0814	0.2027
1350	784	8845.7	2112.81	19.2302	0.2047	0.3141
1351	1054	9426.9	2617.17	21.7299	0.9737	1.1588
1352	1188	10825.8	2599.21	19.3610	0.7322	0.6497
1353	106	4764.2	2800.70	37.0226	0.2933	0.5558
1354	69	5362.3	2504.72	31.8381	0.2185	0.4143
1355	86	7372.1	512.79	6.5034	-1.4290	-1.3899
1356	91	7923.1	2039.52	20.4718	-0.3862	-0.3816
1357	100	4630.0	2430.33	34.4223	-0.0838	0.0437
1358	30	5566.7	2180.53	28.1460	-0.2838	-0.2137
1359	34	6264.7	2211.51	26.0908	-0.4970	-0.4638
1360	65	6307.7	3591.71	36.2821	0.3022	0.3097
1361	245	3559.2	1841.19	34.0938	0.0960	0.4734
1362	191	4518.3	1707.55	27.4267	-0.1679	0.0038
1363	252	5420.6	4454.92	45.1106	2.4917	2.0444
1364	363	5234.2	2526.95	32.5583	0.6567	1.0141
1365	285	5564.9	2575.88	31.6417	0.3174	0.4984
1366	330	6281.8	2014.40	24.2810	-0.4993	-0.3026
1367	309	7553.4	2450.79	24.4977	0.0005	-0.0359

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 85
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=UTAH

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF	NWF
1368	TECH	76	21168000	1968	10756.1	3026000	392

OBS	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
1368	7719.39	3036.71	28.2324	0.009093	0.720807

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 86
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=VERMONT

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF
1369	CLER	73	802000	138	5811.6	6398000
1370	CLER	76	1574000	238	6613.4	7735000
1371	OFADM	73	3909000	297	13161.6	600000
1372	OFADM	76	5405000	396	13651.5	937000
1373	PPRO	73	2206000	391	5641.9	2675000
1374	PPRO	76	3288000	490	6710.2	3748000
1375	PRO	73	11111000	1054	10541.7	4418000
1376	PRO	76	11157000	1002	11134.7	5065000
1377	PTSVS	73	4866000	654	7440.4	111000
1378	PTSVS	76	6986000	805	8678.3	134000
1379	SKIL	73	2779000	397	7000.0	126000
1380	SKIL	76	2580000	323	7987.6	152000
1381	SVSMA	73	6571000	1184	5549.8	438000
1382	SVSMA	76	7066000	1084	6518.5	504000
1383	TECH	73	4499000	543	8285.5	392000
1384	TECH	76	5251000	561	9360.1	969000

OBS	NWF	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
1369	1195	5354.0	457.62	7.6742	-1.5153	-1.5507
1370	1281	6038.3	575.19	8.6973	-0.7509	-0.8407
1371	48	12500.0	661.62	5.0269	-2.2988	-2.3684
1372	68	12308.8	1342.69	9.8355	-1.7949	-1.8042
1373	511	5234.8	407.11	7.2158	-1.0228	-0.9606
1374	619	6054.9	655.28	9.7654	-0.7788	-0.7776
1375	510	8662.7	1879.00	17.8244	-0.0899	-0.1113
1376	524	9666.0	1468.70	13.1903	-1.0371	-0.8074
1377	17	6529.4	910.96	12.2434	-1.3933	-1.4420
1378	17	7882.4	795.91	9.1713	-1.5948	-1.7047
1379	26	4846.2	2153.85	30.7692	-0.2504	-0.1630
1380	27	5629.6	2357.99	29.5205	-0.5502	-0.2645
1381	100	4380.0	1169.83	21.0787	-0.6923	-0.6567
1382	101	4990.1	1528.35	23.4465	-0.4451	-0.1284
1383	57	6877.2	1408.26	16.9968	-1.1243	-1.2243
1384	126	7690.5	1669.60	17.8374	-1.1073	-1.1373

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 87
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=VIRGINIA

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF
1385	CLER	73	14264000	2197	6492.5	57363000
1386	CLER	74	13855000	2088	6635.5	59122000
1387	CLER	75	15643000	2155	7258.9	70149000
1388	CLER	76	15113000	2055	7354.3	75515000
1389	OFADM	73	51387000	4021	12779.7	8861000
1390	OFADM	74	50823000	3692	13765.7	7921000
1391	OFADM	75	52382000	3461	15134.9	7958000
1392	OFADM	76	57258000	3843	14899.3	9574000
1393	PPRO	73	8789000	1365	6438.8	15339000
1394	PPRO	74	7182000	1129	6361.4	16181000
1395	PPRO	75	8948000	1328	6738.0	19959000
1396	PPRO	76	9698000	1366	7099.6	20261000
1397	PRO	73	73203000	7035	10405.5	48045000
1398	PRO	74	79318000	7366	10768.1	51680000
1399	PRO	75	95535000	8035	11889.9	62019000
1400	PRO	76	101027000	8311	12155.8	66299000
1401	PTSVS	73	75732000	9253	8184.6	1619000
1402	PTSVS	74	92306000	10631	8682.7	2566000
1403	PTSVS	75	104941000	10734	9776.5	3626000
1404	PTSVS	76	116068000	11722	9901.7	4639000
1405	SKIL	73	35435000	5008	7075.7	477000
1406	SKIL	74	38888000	5178	7510.2	356000
1407	SKIL	75	46202000	5416	8530.6	562000
1408	SKIL	76	49681000	5719	8687.0	520000
1409	SVSMA	73	41940000	7777	5392.8	2688000
1410	SVSMA	74	44664000	7948	5619.5	3055000
1411	SVSMA	75	47594000	7511	6336.6	4066000
1412	SVSMA	76	50670000	8038	6303.8	4270000
1413	TECH	73	50655000	5925	8549.4	8046000
1414	TECH	74	52957000	6015	8804.2	8472000
1415	TECH	75	61021000	6260	9747.8	12651000

OBS	NWF	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
1385	10927	5249.7	1242.83	19.1426	0.1708	0.1526
1386	10809	5469.7	1165.84	17.5696	-0.1116	0.0083
1387	11354	6178.4	1080.58	14.8862	-0.1508	-0.0225
1388	11899	6346.4	1007.84	13.7042	-0.3324	-0.2559
1389	829	10688.8	2090.88	16.3610	-0.7552	-0.9847
1390	672	11787.2	1978.51	14.3727	-0.9250	-1.0474
1391	596	13352.3	1782.58	11.7779	-1.1068	-1.2639
1392	799	11982.5	2916.82	19.5769	-0.2432	-0.3129
1393	2727	5624.9	813.97	12.6415	-0.5557	-0.5752
1394	2754	5875.5	485.93	7.6387	-0.9708	-1.1274
1395	3158	6320.1	417.81	6.2009	-0.6882	-0.6704
1396	3114	6506.4	593.14	8.3546	-0.8473	-0.9286
1397	5598	8582.5	1823.01	17.5196	-0.1882	-0.1747
1398	5876	8795.1	1973.03	18.3228	-0.0481	0.0948
1399	6337	9786.8	2103.05	17.6678	0.1315	0.2425
1400	6712	9877.7	2278.14	18.7411	0.2297	0.5033
1401	409	3958.4	4226.15	51.6355	1.5656	1.7339
1402	534	4805.2	3877.48	44.6574	1.5187	1.4237
1403	590	6145.8	3630.74	37.1374	1.1435	1.2182
1404	706	6570.8	3330.90	33.6396	0.8688	1.1603
1405	91	5241.8	1833.92	25.9187	-0.4431	-0.4374
1406	66	5393.9	2116.30	28.1788	-0.3315	-0.2112
1407	139	4043.2	4487.48	52.6043	1.3320	2.0204
1408	77	6753.2	1933.76	22.2604	-0.8433	-0.8810
1409	663	4054.3	1338.53	24.8205	-0.4942	-0.3318
1410	739	4134.0	1485.56	26.4357	-0.4631	-0.1267
1411	966	4209.1	2127.46	33.6744	0.2953	0.9642
1412	972	4393.0	1910.80	30.3119	-0.0231	0.7325
1413	1247	6452.3	2097.08	24.5291	-0.2738	-0.3383
1414	1228	6899.0	1905.13	21.6390	-0.6674	-0.7291
1415	1630	7761.3	1986.41	20.3782	-0.5900	-0.6397

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 88
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=VIRGINIA

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF	NWF
1416	TECH	76	62555000	6166	10145.2	14053000	1736

OBS	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
1416	8095.05	2050.1	20.2077	-0.62956	-0.71362

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 89
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=WASHINGT

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF
1417	CLER	73	9726000	1395	6972.0	60754000
1418	CLER	74	12264000	1634	7505.5	65422000
1419	CLER	75	14531000	1662	8743.1	71745000
1420	CLER	76	15145000	1620	9346.8	85374000
1421	OFADM	73	83371000	6750	12351.3	15699000
1422	OFADM	74	43241000	2942	14697.8	5256000
1423	OFADM	75	39393000	2349	16770.1	4387000
1424	OFADM	76	50346000	2969	16957.2	6825000
1425	PPRO	73	8322000	1859	4476.6	11050000
1426	PPRO	74	9059000	1160	7809.5	10243000
1427	PPRO	75	10535000	1226	8593.0	14564000
1428	PPRO	76	10960000	1165	9407.7	14482000
1429	PRO	73	71506000	6440	11103.4	28896000
1430	PRO	74	111264000	9129	12188.0	36539000
1431	PRO	75	115268000	8513	13540.2	43133000
1432	PRO	76	128257000	9169	13988.1	52578000
1433	PTSVS	73	71228000	7378	9654.1	1918000
1434	PTSVS	74	79899000	7529	10612.2	2226000
1435	PTSVS	75	71360000	5965	11963.1	2703000
1436	PTSVS	76	91697000	7157	12812.2	3969000
1437	SKIL	73	62896000	6485	9698.7	1368000
1438	SKIL	74	73446000	7026	10453.5	1608000
1439	SKIL	75	72849000	6073	11995.6	1613000
1440	SKIL	76	98344000	7680	12805.2	2824000
1441	SVSMA	73	63651000	7953	8003.4	12220000
1442	SVSMA	74	73027000	8338	8758.3	5888000
1443	SVSMA	75	75855000	8052	9420.6	15000000
1444	SVSMA	76	81484000	7862	10364.3	14290000
1445	TECH	73	56974000	6205	9182.0	9211000
1446	TECH	74	59539000	5937	10028.5	9465000
1447	TECH	75	61449000	5279	11640.3	10715000

OBS	NWF	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
1417	10360	5864.3	1107.8	15.889	-0.1192	-0.3393
1418	10742	6090.3	1415.2	18.856	0.3007	0.1686
1419	10058	7133.1	1610.0	18.414	0.5698	0.3951
1420	11293	7559.9	1788.9	19.135	0.4231	0.3784
1421	1663	9440.2	2911.1	23.569	0.1306	-0.1047
1422	516	10186.0	4511.8	30.697	1.5394	0.8461
1423	367	11953.7	4816.4	28.720	1.7830	1.2071
1424	565	12079.6	4877.6	28.764	1.6897	1.0936
1425	1885	5862.1	-1385.5	-30.949	-3.0804	-3.6718
1426	1586	6458.4	1351.1	17.301	0.0294	-0.1732
1427	1851	7868.2	724.8	8.435	-0.3839	-0.4913
1428	1875	7723.7	1684.0	17.900	0.3548	0.0930
1429	3120	9261.5	1841.9	16.588	-0.1551	-0.3683
1430	3701	9872.7	2315.2	18.996	0.5709	0.2490
1431	3841	11229.6	2310.6	17.065	0.4736	0.1012
1432	4643	11324.1	2664.0	19.045	0.8336	0.5750
1433	266	7210.5	2443.6	25.311	-0.0254	-0.3884
1434	296	7520.3	3091.9	29.135	0.7746	0.2015
1435	315	8581.0	3382.2	28.272	0.9384	0.4634
1436	410	9680.5	3131.7	24.443	0.6753	0.0835
1437	199	6874.4	2824.3	29.121	0.1535	-0.2562
1438	289	5564.0	4889.4	46.773	1.7293	1.1968
1439	192	8401.0	3594.5	29.965	0.6144	-0.1007
1440	321	8797.5	4007.7	31.297	0.5896	-0.1136
1441	2098	5824.6	2178.8	27.223	0.4924	-0.1231
1442	1006	5852.9	2905.5	33.174	1.4252	0.7604
1443	2089	7180.5	2240.2	23.779	0.4016	0.0471
1444	2022	7067.3	3297.0	31.811	1.5065	0.9205
1445	1340	6873.9	2308.1	25.137	-0.0133	-0.2668
1446	1310	7225.2	2803.3	27.953	0.7142	0.2903
1447	1248	8585.7	3054.5	26.241	0.7682	0.2197

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 90
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=WASHINGT

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF	NWF
1448	TECH	76	66368000	5404	12281.3	15280000	1784

OBS	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
1448	8565.02	3716.25	30.2595	1.46224	1.08314

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 91
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=WESTVIRG

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF
1449	CLER	73	5998000	1297	4624.5	20388000
1450	CLER	74	5130000	1119	4584.5	19928000
1451	CLER	75	8348000	1655	5044.1	21227000
1452	CLER	76	6219000	1090	5705.5	26633000
1453	OFADM	73	14026000	1460	9606.8	2145000
1454	OFADM	74	12943000	1280	10111.7	2166000
1455	OFADM	75	16639000	1476	11273.0	3551000
1456	OFADM	76	19617000	1688	11621.4	5406000
1457	PPRO	73	7854000	1837	4275.4	6440000
1458	PPRO	74	6671000	1515	4403.3	7115000
1459	PPRO	75	6733000	1481	4546.3	9581000
1460	PPRO	76	7366000	1337	5509.3	9207000
1461	PRO	73	21697000	2665	8141.5	10217000
1462	PRO	74	21805000	2549	8554.3	11326000
1463	PRO	75	25877000	2731	9475.3	18794000
1464	PRO	76	26973000	2624	10279.3	19783000
1465	PTSVS	73	14252000	2285	6237.2	394000
1466	PTSVS	74	12492000	2003	6236.6	299000
1467	PTSVS	75	14220000	1922	7398.5	550000
1468	PTSVS	76	19490000	2403	8110.7	575000
1469	SKIL	73	9415000	1813	5193.1	300000
1470	SKIL	74	9499000	1694	5607.4	75000
1471	SKIL	75	13191000	1951	6761.1	307000
1472	SKIL	76	18373000	2345	7835.0	195000
1473	SVSMA	73	19889000	4650	4277.2	2568000
1474	SVSMA	74	18736000	4098	4572.0	2517000
1475	SVSMA	75	22669000	4326	5240.2	6457000
1476	SVSMA	76	28134000	4489	6267.3	5815000
1477	TECH	73	17231000	2824	6101.6	1010000
1478	TECH	74	15701000	2447	6416.4	1514000
1479	TECH	75	17273000	2467	7001.6	4423000

OBS	NWF	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
1449	4778	4267.06	357.46	7.7297	-1.7304	-1.5726
1450	4312	4621.52	-37.07	-0.8086	-2.1009	-2.2827
1451	4559	4656.06	388.04	7.6930	-1.0935	-0.8741
1452	4953	5377.15	328.36	5.7551	-0.9897	-1.1843
1453	273	7857.14	1749.71	18.2131	-1.1237	-0.7586
1454	271	7992.62	2119.10	20.9569	-0.7882	-0.2837
1455	356	9974.72	1298.32	11.5170	-1.5681	-1.3020
1456	607	8906.10	2715.35	23.3650	-0.4418	0.2671
1457	1578	4081.12	194.33	4.5453	-1.2670	-1.1503
1458	1737	4096.14	307.16	6.9756	-1.1775	-1.1929
1459	2067	4635.22	-88.97	-1.9569	-1.1905	-1.3245
1460	2003	4596.61	912.74	16.5672	-0.4951	-0.0497
1461	1589	6429.83	1711.83	21.0237	-0.3838	0.5538
1462	1674	6765.83	1788.50	20.9076	-0.3819	0.6870
1463	2306	8150.04	1325.24	13.9863	-1.1502	-0.5967
1464	2416	8188.33	2091.02	20.3419	-0.0631	0.8813
1465	103	3825.24	2411.96	38.6705	-0.0536	0.6887
1466	100	2990.00	3246.65	52.0576	0.9212	2.0063
1467	110	5000.00	2398.54	32.4191	0.1269	0.8165
1468	100	5750.00	2360.69	29.1060	-0.0741	0.6294
1469	69	4347.83	845.22	16.2761	-1.0387	-0.9829
1470	32	2343.75	3263.69	58.2028	0.5211	2.0623
1471	64	4796.88	1964.27	29.0524	-0.6957	-0.1863
1472	45	4333.33	3501.53	44.6924	0.2400	1.0239
1473	739	3474.97	802.24	18.7561	-1.1239	-0.8584
1474	658	3825.23	746.76	16.3333	-1.4456	-1.4569
1475	1532	4214.75	1025.42	19.5685	-0.7447	-0.3472
1476	1255	4633.47	1633.85	26.0694	-0.3267	0.2005
1477	198	5101.01	1000.62	16.3992	-1.6276	-1.2946
1478	275	5505.45	910.97	14.1975	-2.1967	-1.9304
1479	689	6419.45	582.17	8.3148	-2.3757	-2.4079

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 92
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=WESTVIRG

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF	NWF
1480	TECH	76	19514000	2267	8607.85	2807000	423

OBS	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
1480	6635.93	1971.92	22.9084	-0.72772	-0.23088

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 93
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=WISCONSI

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF
1481	CLER	73	9292000	1202	7730.4	69291000
1482	CLER	74	8627000	1039	8303.2	64022000
1483	CLER	75	8130000	937	8676.6	67670000
1484	CLER	76	9612000	1058	9085.1	80749000
1485	OFADM	73	70276000	5591	12569.5	11686000
1486	OFADM	74	42966000	3380	12711.8	6473000
1487	OFADM	75	42476000	2862	14841.4	6499000
1488	OFADM	76	56410000	3833	14716.9	8205000
1489	PPRO	73	14930000	2183	6839.2	38006000
1490	PPRO	74	14145000	1986	7122.4	38340000
1491	PPRO	75	13955000	1840	7584.2	38817000
1492	PPRO	76	17254000	2012	8575.5	48182000
1493	PRO	73	109052000	9067	12027.4	46325000
1494	PRO	74	135638000	10934	12405.2	55329000
1495	PRO	75	142866000	10796	13233.2	58613000
1496	PRO	76	149333000	10668	13996.2	65945000
1497	PTSVS	73	104599000	11335	9228.0	2160000
1498	PTSVS	74	106793000	10790	9897.4	2746000
1499	PTSVS	75	108125000	9912	10908.5	2927000
1500	PTSVS	76	125293000	10911	11483.2	3586000
1501	SKIL	73	49215000	5588	8807.3	676000
1502	SKIL	74	49881000	5433	9181.1	554000
1503	SKIL	75	41132000	3968	10365.9	395000
1504	SKIL	76	55533000	5192	10695.9	566000
1505	SVSMA	73	107245000	14040	7638.5	15904000
1506	SVSMA	74	101353000	12435	8150.6	15714000
1507	SVSMA	75	92625000	10627	8716.0	16107000
1508	SVSMA	76	109635000	11643	9416.4	18634000
1509	TECH	73	36204000	3807	9509.9	10209000
1510	TECH	74	37208000	3731	9972.7	9680000
1511	TECH	75	39504000	3665	10778.7	11053000

OBS	NWF	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
1481	11145	6217.2	1513.22	19.5748	0.75144	0.21789
1482	9998	6403.5	1899.70	22.8791	1.10192	0.67017
1483	9790	6912.2	1764.47	20.3359	0.78013	0.62263
1484	10865	7432.0	1653.04	18.1951	0.29175	0.26868
1485	1174	9954.0	2615.48	20.8082	-0.18865	-0.44178
1486	643	10066.9	2644.96	20.8071	-0.27665	-0.30105
1487	566	11482.3	3359.04	22.6329	0.39480	0.31923
1488	719	11411.7	3305.25	22.4588	0.13973	0.12834
1489	6446	5896.1	943.15	13.7904	-0.40746	-0.49358
1490	6510	5889.4	1232.95	17.3111	-0.10714	-0.17219
1491	5716	6790.9	793.30	10.4599	-0.31596	-0.32896
1492	6533	7375.2	1200.37	13.9976	-0.17814	-0.32464
1493	4644	9975.2	2052.12	17.0621	0.21411	-0.26978
1494	5485	10087.3	2317.83	18.6844	0.57558	0.17760
1495	5471	10713.4	2519.84	19.0417	0.81835	0.54942
1496	5622	11729.8	2268.41	16.2050	0.21449	-0.09551
1497	377	5729.4	3498.52	37.9122	0.91615	0.62752
1498	351	7823.4	2074.04	20.9554	-0.18944	-0.44259
1499	347	8435.2	2473.34	22.6735	0.18856	-0.01319
1500	414	8661.8	2821.35	24.5594	0.37363	0.09824
1501	159	4251.6	4555.49	51.7265	1.19646	1.02264
1502	98	5653.1	3528.05	38.4273	0.71760	0.56485
1503	64	6171.9	4194.05	40.4600	1.09621	0.88256
1504	97	5835.1	4860.83	45.4458	1.17910	1.08789
1505	2937	5415.0	2223.48	29.1088	0.54487	0.04058
1506	2755	5703.8	2446.81	30.0199	0.81522	0.34520
1507	2506	6427.4	2288.63	26.2578	0.44736	0.27916
1508	2707	6883.6	2532.75	26.8973	0.66318	0.30429
1509	1481	6893.3	2616.53	27.5139	0.36760	0.01283
1510	1351	7165.1	2807.60	28.1530	0.72085	0.32252
1511	1448	7633.3	3145.43	29.1619	0.88377	0.65073

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 94
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=WISCONSI

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF	NWF
1512	TECH	76	48627000	4172	11655.6	12780000	1477

OBS	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
1512	8652.67	3002.89	25.7636	0.566628	0.27949

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 95
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=WYOMING

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF
1513	CLER	73	703000	119	5907.6	5708000
1514	CLER	74	684000	102	6705.9	4883000
1515	CLER	75	974000	129	7550.4	7752000
1516	CLER	76	1711000	193	8865.3	11355000
1517	OFADM	73	4501000	416	10819.7	778000
1518	OFADM	74	4952000	424	11679.2	681000
1519	OFADM	75	4633000	335	13829.9	704000
1520	OFADM	76	6732000	483	13937.9	1012000
1521	PPRO	73	823000	165	4987.9	3174000
1522	PPRO	74	789000	143	5517.5	2980000
1523	PPRO	75	888000	137	6481.8	4874000
1524	PPRO	76	1143000	158	7234.2	4907000
1525	PRO	73	9867000	1011	9759.6	3364000
1526	PRO	74	10829000	1060	10216.0	3433000
1527	PRO	75	12520000	1094	11444.2	7676000
1528	PRO	76	14806000	1207	12266.8	7126000
1529	PTSVS	73	5850000	819	7142.9	82000
1530	PTSVS	74	3743000	507	7382.6	107000
1531	PTSVS	75	2800000	330	8484.8	97000
1532	PTSVS	76	7764000	830	9354.2	581000
1533	SKIL	73	4438000	682	6507.3	430000
1534	SKIL	74	3963000	554	7153.4	364000
1535	SKIL	75	3934000	486	8094.7	72000
1536	SKIL	76	5748000	629	9138.3	191000
1537	SVSMA	73	8139000	1273	6393.6	964000
1538	SVSMA	74	5176000	823	6289.2	1008000
1539	SVSMA	75	4431000	596	7434.6	1716000
1540	SVSMA	76	8418000	1013	8310.0	1271000
1541	TECH	73	5668000	662	8561.9	1101000
1542	TECH	74	6468000	709	9122.7	1297000
1543	TECH	75	6312000	637	9908.9	2556000

OBS	NWF	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
1513	1290	4424.8	1482.76	25.0993	0.6860	1.0529
1514	987	4947.3	1758.57	26.2242	0.8685	1.0872
1515	1363	5687.5	1862.93	24.6733	0.9142	1.1361
1516	1591	7137.0	1728.26	19.4947	0.3645	0.4205
1517	107	7271.0	3548.68	32.7983	0.8192	1.0220
1518	85	8011.8	3667.48	31.4017	0.7181	0.9278
1519	66	10666.7	3163.18	22.8721	0.2082	0.3541
1520	91	11120.9	2817.01	20.2112	-0.3416	-0.2158
1521	736	4312.5	675.38	13.5404	-0.7148	-0.5113
1522	650	4584.6	932.87	16.9075	-0.4541	-0.2120
1523	902	5403.5	1078.20	16.6345	-0.0336	0.1661
1524	855	5739.2	1495.00	20.6657	0.1465	0.3890
1525	430	7823.3	1936.39	19.8408	0.0109	0.3079
1526	388	8847.9	1368.10	13.3917	-1.1424	-1.0352
1527	790	9716.5	1727.79	15.0974	-0.4869	-0.3448
1528	721	9883.5	2383.28	19.4288	0.3943	0.6657
1529	17	4823.5	2319.33	32.4706	-0.1363	0.1888
1530	19	5631.6	1751.06	23.7187	-0.4954	-0.2250
1531	16	6062.5	2422.35	28.5491	0.1465	0.4870
1532	84	6916.7	2437.55	26.0583	0.0006	0.2726
1533	116	3706.9	2800.43	43.0351	0.1391	0.5309
1534	73	4986.3	2167.13	30.2950	-0.2937	-0.0509
1535	12	6000.0	2094.65	25.8770	-0.5910	-0.4838
1536	31	6161.3	2977.02	32.5774	-0.1225	-0.0049
1537	244	3950.8	2442.74	38.2062	0.8023	0.8305
1538	242	4165.3	2123.90	33.7706	0.3858	0.8390
1539	371	4625.3	2809.23	37.7860	0.9386	1.3586
1540	241	5273.9	3036.11	36.5358	1.2186	1.5129
1541	222	4959.5	3602.47	42.0755	1.5849	1.7257
1542	225	5764.4	3358.26	36.8121	1.5679	1.7204
1543	396	6454.5	3454.40	34.8614	1.2767	1.4832

WHITE FEMALE WAGE AND INCOME GAPS AND ZS BY STATE 96
9:59 WEDNESDAY, FEBRUARY 11, 1981

STATENM=WYOMING

OBS	OCC	YEAR	TOTINCWM	NWM	WMAV	TOTINCWF	NWF
1544	TECH	76	8104000	773	10483.8	2512000	337

OBS	WFAV	WAGEGAP	INCGAP	ZWAGEGAP	ZINCGAP
1544	7454.01	3029.92	28.9	0.600447	0.840126

EXHIBIT III E

MEAN WAGE AND INCOME GAPS FOR STATES W/WO EEO LAWS 1
10:49 TUESDAY, FEBRUARY 10, 1981
OCC=CLER YEAR=73

TTEST PROCEDURE

VARIABLE: WAGEGAP

EEO	N	MEAN	STD DEV	STD ERROR
1	44	1165.44536772	481.58216403	72.60124290
2	5	1144.30856441	329.62306959	147.41191811

VARIANCES	T	DF	PROB > |T|
UNEQUAL	0.1286	6.1	0.9018
EQUAL	0.0952	47.0	0.9246

FOR H0: VARIANCES ARE EQUAL, F'= 2.13 WITH 43 AND 4 DF
PROB > F'= 0.4830

VARIABLE: INCGAP

EEO	N	MEAN	STD DEV	STD ERROR
1	44	17.95247609	6.89329274	1.03920298
2	5	19.72472049	3.29791878	1.47487412

VARIANCES	T	DF	PROB > |T|
UNEQUAL	-0.9823	8.8	0.3524
EQUAL	-0.5636	47.0	0.5757

FOR H0: VARIANCES ARE EQUAL, F'= 4.37 WITH 43 AND 4 DF
PROB > F'= 0.1586

---------- OCC=CLER YEAR=74 ----------

VARIABLE: WAGEGAP

EEO	N	MEAN	STD DEV	STD ERROR
1	43	1236.15006802	636.50326413	97.06583779
2	5	1209.27074610	204.84505747	91.60949467

VARIANCES	T	DF	PROB > |T|
UNEQUAL	0.2014	16.1	0.8429
EQUAL	0.0931	46.0	0.9262

FOR H0: VARIANCES ARE EQUAL, F'= 9.65 WITH 42 AND 4 DF
PROB > F'= 0.0387

VARIABLE: INCGAP

EEO	N	MEAN	STD DEV	STD ERROR
1	43	17.35776506	8.43938892	1.28699475
2	5	18.75244434	2.47340605	1.10614081

VARIANCES	T	DF	PROB > |T|
UNEQUAL	-0.8218	18.9	0.4214
EQUAL	-0.3645	46.0	0.7171

FOR H0: VARIANCES ARE EQUAL, F'= 11.64 WITH 42 AND 4 DF
PROB > F'= 0.0273

MEAN WAGE AND INCOME GAPS FOR STATES W/WO EEO LAWS 2
10:49 TUESDAY, FEBRUARY 10, 1981
OCC=CLER YEAR=75

TTEST PROCEDURE

VARIABLE: WAGEGAP

EEO	N	MEAN	STD DEV	STD ERROR
1	43	1231.56642366	748.46409720	114.13970477
2	5	845.53459531	540.82018700	241.86214035

VARIANCES	T	DF	PROB > |T|
UNEQUAL	1.4434	6.0	0.1995
EQUAL	1.1150	46.0	0.2707

FOR H0: VARIANCES ARE EQUAL, F'= 1.92 WITH 42 AND 4 DF
PROB > F'= 0.5601

VARIABLE: INCGAP

EEO	N	MEAN	STD DEV	STD ERROR
1	43	15.40896611	8.63267672	1.31647086
2	5	12.21731183	6.67184872	2.98374145

VARIANCES	T	DF	PROB > |T|
UNEQUAL	0.9787	5.7	0.3678
EQUAL	0.7965	46.0	0.4298

FOR H0: VARIANCES ARE EQUAL, F'= 1.67 WITH 42 AND 4 DF
PROB > F'= 0.6669

---------- OCC=CLER YEAR=76 ----------

VARIABLE: WAGEGAP

EEO	N	MEAN	STD DEV	STD ERROR
1	43	1385.81659225	1083.36547192	165.21168562
2	5	1055.89487888	331.49281015	148.24809151

VARIANCES	T	DF	PROB > |T|
UNEQUAL	1.4863	17.5	0.1550
EQUAL	0.6715	46.0	0.5052

FOR H0: VARIANCES ARE EQUAL, F'= 10.68 WITH 42 AND 4 DF
PROB > F'= 0.0321

VARIABLE: INCGAP

EEO	N	MEAN	STD DEV	STD ERROR
1	43	16.01500771	8.97659871	1.36891847
2	5	14.86146041	3.69837474	1.65396347

VARIANCES	T	DF	PROB > |T|
UNEQUAL	0.5373	10.9	0.6019
EQUAL	0.2824	46.0	0.7789

FOR H0: VARIANCES ARE EQUAL, F'= 5.89 WITH 42 AND 4 DF
PROB > F'= 0.0947

MEAN WAGE AND INCOME GAPS FOR STATES W/WO EEO LAWS 3
10:49 TUESDAY, FEBRUARY 10, 1981
OCC=OFADM YEAR=73

TTEST PROCEDURE

VARIABLE: WAGEGAP

EEO	N	MEAN	STD DEV	STD ERROR
1	44	2891.23826238	905.25540628	136.47238737
2	5	1900.65208763	614.42829291	274.78068605

VARIANCES	T	DF	PROB > |T|
UNEQUAL	3.2287	6.2	0.0173
EQUAL	2.3738	47.0	0.0217

FOR H0: VARIANCES ARE EQUAL, F'= 2.17 WITH 43 AND 4 DF
PROB > F'= 0.4718

VARIABLE: INCGAP

EEO	N	MEAN	STD DEV	STD ERROR
1	44	25.05988559	8.32787498	1.25547439
2	5	18.85643576	4.04824867	1.81043184

VARIANCES	T	DF	PROB > |T|
UNEQUAL	2.8157	8.6	0.0212
EQUAL	1.6323	47.0	0.1093

FOR H0: VARIANCES ARE EQUAL, F'= 4.23 WITH 43 AND 4 DF
PROB > F'= 0.1673

---------- OCC=OFADM YEAR=74 ----------

VARIABLE: WAGEGAP

EEO	N	MEAN	STD DEV	STD ERROR
1	43	3031.30527564	1018.89927904	155.38068337
2	5	2052.39202104	664.85079179	297.33031307

VARIANCES	T	DF	PROB > |T|
UNEQUAL	2.9179	6.4	0.0248
EQUAL	2.0861	46.0	0.0425

FOR H0: VARIANCES ARE EQUAL, F'= 2.35 WITH 42 AND 4 DF
PROB > F'= 0.4217

VARIABLE: INCGAP

EEO	N	MEAN	STD DEV	STD ERROR
1	43	24.01401578	8.73386745	1.33190230
2	5	18.14366056	5.81399258	2.60009653

VARIANCES	T	DF	PROB > |T|
UNEQUAL	2.0094	6.3	0.0890
EQUAL	1.4583	46.0	0.1516

FOR H0: VARIANCES ARE EQUAL, F'= 2.26 WITH 42 AND 4 DF
PROB > F'= 0.4466

MEAN WAGE AND INCOME GAPS FOR STATES W/WO EEO LAWS 4
10:49 TUESDAY, FEBRUARY 10, 1981
OCC=OFADM YEAR=75

TTEST PROCEDURE

VARIABLE: WAGEGAP

EEO	N	MEAN	STD DEV	STD ERROR
1	43	3071.33526984	1015.11530646	154.80363296
2	5	1854.31523367	687.05310236	307.25948821

VARIANCES	T	DF	PROB > |T|
UNEQUAL	3.5373	6.3	0.0116
EQUAL	2.5993	46.0	0.0125

FOR H0: VARIANCES ARE EQUAL, F'= 2.18 WITH 42 AND 4 DF
PROB > F'= 0.4681

VARIABLE: INCGAP

EEO	N	MEAN	STD DEV	STD ERROR
1	43	21.15548381	6.80050455	1.03706722
2	5	14.32625537	3.81764048	1.70730073

VARIANCES	T	DF	PROB > |T|
UNEQUAL	3.4187	7.4	0.0103
EQUAL	2.1916	46.0	0.0335

FOR H0: VARIANCES ARE EQUAL, F'= 3.17 WITH 42 AND 4 DF
PROB > F'= 0.2675

---------- OCC=OFADM YEAR=76 ----------

VARIABLE: WAGEGAP

EEO	N	MEAN	STD DEV	STD ERROR
1	43	3263.86662174	1007.28762366	153.60992252
2	5	2300.35126824	631.09021144	282.23212254

VARIANCES	T	DF	PROB > |T|
UNEQUAL	2.9986	6.7	0.0213
EQUAL	2.0801	46.0	0.0431

FOR H0: VARIANCES ARE EQUAL, F'= 2.55 WITH 42 AND 4 DF
PROB > F'= 0.3744

VARIABLE: INCGAP

EEO	N	MEAN	STD DEV	STD ERROR
1	43	22.05259154	6.66496205	1.01639718
2	5	17.90489953	3.95414293	1.76834647

VARIANCES	T	DF	PROB > |T|
UNEQUAL	2.0335	7.0	0.0815
EQUAL	1.3558	46.0	0.1818

FOR H0: VARIANCES ARE EQUAL, F'= 2.84 WITH 42 AND 4 DF
PROB > F'= 0.3176

MEAN WAGE AND INCOME GAPS FOR STATES W/WO EEO LAWS 5
10:49 TUESDAY, FEBRUARY 10, 1981
OCC=PPRO YEAR=73

TTEST PROCEDURE

VARIABLE: WAGEGAP

EEO	N	MEAN	STD DEV	STD ERROR
1	44	1261.06714099	865.05374732	130.41175924
2	5	1624.20691770	956.61601434	427.81168728

VARIANCES	T	DF	PROB > |T|
UNEQUAL	-0.8119	4.8	0.4557
EQUAL	-0.8812	47.0	0.3827

FOR H0: VARIANCES ARE EQUAL, F'= 1.22 WITH 4 AND 43 DF
PROB > F'= 0.6304

VARIABLE: INCGAP

EEO	N	MEAN	STD DEV	STD ERROR
1	44	19.58148264	13.41903987	2.02299638
2	5	30.91857899	17.25791029	7.71797211

VARIANCES	T	DF	PROB > |T|
UNEQUAL	-1.4209	4.6	0.2206
EQUAL	-1.7423	47.0	0.0880

FOR H0: VARIANCES ARE EQUAL, F'= 1.65 WITH 4 AND 43 DF
PROB > F'= 0.3565

---------- OCC=PPRO YEAR=74 ----------

VARIABLE: WAGEGAP

EEO	N	MEAN	STD DEV	STD ERROR
1	43	1333.55768349	851.57221743	129.86354569
2	5	1257.45189880	1081.65347385	483.73013913

VARIANCES	T	DF	PROB > |T|
UNEQUAL	0.1520	4.6	0.8857
EQUAL	0.1843	46.0	0.8546

FOR H0: VARIANCES ARE EQUAL, F'= 1.61 WITH 4 AND 42 DF
PROB > F'= 0.3775

VARIABLE: INCGAP

EEO	N	MEAN	STD DEV	STD ERROR
1	43	18.88578806	9.60196921	1.46428658
2	5	20.50669575	15.28936626	6.83761246

VARIANCES	T	DF	PROB > |T|
UNEQUAL	-0.2318	4.4	0.8272
EQUAL	-0.3356	46.0	0.7387

FOR H0: VARIANCES ARE EQUAL, F'= 2.54 WITH 4 AND 42 DF
PROB > F'= 0.1083

MEAN WAGE AND INCOME GAPS FOR STATES W/WO EEO LAWS 6
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OCC=PPRO YEAR=75

TTEST PROCEDURE

VARIABLE: WAGEGAP

EEO	N	MEAN	STD DEV	STD ERROR
1	43	1154.68768855	1057.34906067	161.24422009
2	5	745.49538366	180.74272656	80.83060460

VARIANCES	T	DF	PROB > |T|
UNEQUAL	2.2686	39.5	0.0288
EQUAL	0.8560	46.0	0.3965

FOR H0: VARIANCES ARE EQUAL, F'= 34.22 WITH 42 AND 4 DF
PROB > F'= 0.0034

VARIABLE: INCGAP

EEO	N	MEAN	STD DEV	STD ERROR
1	43	14.75408832	13.16567575	2.00774673
2	5	12.91668781	1.97762237	0.88441961

VARIANCES	T	DF	PROB > |T|
UNEQUAL	0.8375	42.9	0.4070
EQUAL	0.3088	46.0	0.7589

FOR H0: VARIANCES ARE EQUAL, F'= 44.32 WITH 42 AND 4 DF
PROB > F'= 0.0021

---------- OCC=PPRO YEAR=76 ----------

VARIABLE: WAGEGAP

EEO	N	MEAN	STD DEV	STD ERROR
1	43	1425.64269224	917.55572945	139.92593694
2	5	814.86355742	646.04504311	288.92012659

VARIANCES	T	DF	PROB > |T|
UNEQUAL	1.9026	6.1	0.1053
EQUAL	1.4407	46.0	0.1564

FOR H0: VARIANCES ARE EQUAL, F'= 2.02 WITH 42 AND 4 DF
PROB > F'= 0.5222

VARIABLE: INCGAP

EEO	N	MEAN	STD DEV	STD ERROR
1	43	17.55457998	9.30541380	1.41906230
2	5	12.52991520	9.40585659	4.20642695

VARIANCES	T	DF	PROB > |T|
UNEQUAL	1.1318	5.0	0.3096
EQUAL	1.1417	46.0	0.2595

FOR H0: VARIANCES ARE EQUAL, F'= 1.02 WITH 4 AND 42 DF
PROB > F'= 0.8144

MEAN WAGE AND INCOME GAPS FOR STATES W/WO EEO LAWS 7
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OCC=PRO YEAR=73

TTEST PROCEDURE

VARIABLE: WAGEGAP

EEO	N	MEAN	STD DEV	STD ERROR
1	44	2003.90008899	513.29591975	77.38227147
2	5	1281.59981803	687.76916881	307.57972286

VARIANCES	T	DF	PROB > |T|
UNEQUAL	2.2774	4.5	0.0781
EQUAL	2.8856	47.0	0.0059

FOR HO: VARIANCES ARE EQUAL, F'= 1.80 WITH 4 AND 43 DF
PROB > F'= 0.2946

VARIABLE: INCGAP

EEO	N	MEAN	STD DEV	STD ERROR
1	44	18.90208599	4.37244566	0.65917099
2	5	13.58710489	6.35727717	2.84306078

VARIANCES	T	DF	PROB > |T|
UNEQUAL	1.8211	4.4	0.1363
EQUAL	2.4616	47.0	0.0176

FOR HO: VARIANCES ARE EQUAL, F'= 2.11 WITH 4 AND 43 DF
PROB > F'= 0.1911

---------- OCC=PRO YEAR=74 ----------

VARIABLE: WAGEGAP

EEO	N	MEAN	STD DEV	STD ERROR
1	43	2056.81550732	500.19108701	76.27842566
2	5	1507.81994475	791.54349347	353.98901171

VARIANCES	T	DF	PROB > |T|
UNEQUAL	1.5161	4.4	0.1987
EQUAL	2.1844	46.0	0.0341

FOR HO: VARIANCES ARE EQUAL, F'= 2.50 WITH 4 AND 42 DF
PROB > F'= 0.1130

VARIABLE: INCGAP

EEO	N	MEAN	STD DEV	STD ERROR
1	43	18.27474682	3.91654945	0.59726819
2	5	14.76662668	6.99621332	3.12880171

VARIANCES	T	DF	PROB > |T|
UNEQUAL	1.1013	4.3	0.3291
EQUAL	1.7374	46.0	0.0890

FOR HO: VARIANCES ARE EQUAL, F'= 3.19 WITH 4 AND 42 DF
PROB > F'= 0.0448

MEAN WAGE AND INCOME GAPS FOR STATES W/WO EEO LAWS 8
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OCC=PRO YEAR=75

TTEST PROCEDURE

VARIABLE: WAGEGAP

EEO	N	MEAN	STD DEV	STD ERROR
1	43	2094.65972801	503.34279198	76.75905616
2	5	1408.93564919	1067.80806125	477.53828238

VARIANCES	T	DF	PROB > |T|
UNEQUAL	1.4178	4.2	0.2264
EQUAL	2.5245	46.0	0.0151

FOR H0: VARIANCES ARE EQUAL, F'= 4.50 WITH 4 AND 42 DF
PROB > F'= 0.0081

VARIABLE: INCGAP

EEO	N	MEAN	STD DEV	STD ERROR
1	43	17.12369845	3.53437093	0.53898651
2	5	12.27191401	8.43129078	3.77058786

VARIANCES	T	DF	PROB > |T|
UNEQUAL	1.2738	4.2	0.2696
EQUAL	2.4485	46.0	0.0182

FOR H0: VARIANCES ARE EQUAL, F'= 5.69 WITH 4 AND 42 DF
PROB > F'= 0.0019

---------- OCC=PRO YEAR=76 ----------

VARIABLE: WAGEGAP

EEO	N	MEAN	STD DEV	STD ERROR
1	43	2220.41721967	543.19563746	82.83655812
2	5	1365.48420336	938.28602862	419.61426847

VARIANCES	T	DF	PROB > |T|
UNEQUAL	1.9988	4.3	0.1118
EQUAL	3.0762	46.0	0.0035

FOR H0: VARIANCES ARE EQUAL, F'= 2.98 WITH 4 AND 42 DF
PROB > F'= 0.0591

VARIABLE: INCGAP

EEO	N	MEAN	STD DEV	STD ERROR
1	43	17.19913774	3.37065548	0.51402014
2	5	11.53824986	7.45424674	3.33364049

VARIANCES	T	DF	PROB > |T|
UNEQUAL	1.6783	4.2	0.1658
EQUAL	3.0725	46.0	0.0036

FOR H0: VARIANCES ARE EQUAL, F'= 4.89 WITH 4 AND 42 DF
PROB > F'= 0.0050

MEAN WAGE AND INCOME GAPS FOR STATES W/WO EEO LAWS 9
10:49 TUESDAY, FEBRUARY 10, 1981
OCC=PTSVS YEAR=73

TTEST PROCEDURE

VARIABLE: WAGEGAP

EEO	N	MEAN	STD DEV	STD ERROR
1	44	2512.65148221	1148.37508931	173.12405863
2	5	2114.64807067	842.60221299	376.82316525

VARIANCES	T	DF	PROB > |T|
UNEQUAL	0.9598	5.8	0.3753
EQUAL	0.7492	47.0	0.4574

FOR H0: VARIANCES ARE EQUAL, F'= 1.86 WITH 43 AND 4 DF
PROB > F'= 0.5834

VARIABLE: INCGAP

EEO	N	MEAN	STD DEV	STD ERROR
1	44	29.92844283	12.18436524	1.83686217
2	5	31.89133053	15.68101535	7.01276325

VARIANCES	T	DF	PROB > |T|
UNEQUAL	-0.2708	4.6	0.7985
EQUAL	-0.3322	47.0	0.7412

FOR H0: VARIANCES ARE EQUAL, F'= 1.66 WITH 4 AND 43 DF
PROB > F'= 0.3554

---------- OCC=PTSVS YEAR=74 ----------

VARIABLE: WAGEGAP

EEO	N	MEAN	STD DEV	STD ERROR
1	43	2343.45679810	1095.14204018	167.00759544
2	5	1677.09283449	82.92278835	37.08419833

VARIANCES	T	DF	PROB > |T|
UNEQUAL	3.8951	45.1	0.0003
EQUAL	1.3473	46.0	0.1845

FOR H0: VARIANCES ARE EQUAL, F'= 174.42 WITH 42 AND 4 DF
PROB > F'= 0.0001

VARIABLE: INCGAP

EEO	N	MEAN	STD DEV	STD ERROR
1	43	27.04098375	13.33361672	2.03335749
2	5	22.58127887	2.49723773	1.11679866

VARIANCES	T	DF	PROB > |T|
UNEQUAL	1.9224	36.4	0.0624
EQUAL	0.7396	46.0	0.4633

FOR H0: VARIANCES ARE EQUAL, F'= 28.51 WITH 42 AND 4 DF
PROB > F'= 0.0049

MEAN WAGE AND INCOME GAPS FOR STATES W/WO EEO LAWS 10
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OCC=PTSVS YEAR=75

TTEST PROCEDURE

VARIABLE: WAGEGAP

EEO	N	MEAN	STD DEV	STD ERROR
1	43	2268.87431478	1222.81435003	186.47744016
2	5	2037.72667346	1224.75236796	547.72591007

VARIANCES	T	DF	PROB > |T|
UNEQUAL	0.3995	5.0	0.7061
EQUAL	0.4000	46.0	0.6910

FOR HO: VARIANCES ARE EQUAL, F'= 1.00 WITH 4 AND 42 DF
PROB > F'= 0.8334

VARIABLE: INCGAP

EEO	N	MEAN	STD DEV	STD ERROR
1	43	22.55050468	11.57802287	1.76563194
2	5	25.21874279	14.33843161	6.41234155

VARIANCES	T	DF	PROB > |T|
UNEQUAL	-0.4012	4.6	0.7063
EQUAL	-0.4768	46.0	0.6358

FOR HO: VARIANCES ARE EQUAL, F'= 1.53 WITH 4 AND 42 DF
PROB > F'= 0.4198

---------- OCC=PTSVS YEAR=76 ----------

VARIABLE: WAGEGAP

EEO	N	MEAN	STD DEV	STD ERROR
1	43	2477.06626406	1043.50199153	159.13256185
2	5	2091.45067073	916.81961067	410.01419451

VARIANCES	T	DF	PROB > |T|
UNEQUAL	0.8768	5.3	0.4189
EQUAL	0.7900	46.0	0.4336

FOR HO: VARIANCES ARE EQUAL, F'= 1.30 WITH 42 AND 4 DF
PROB > F'= 0.9008

VARIABLE: INCGAP

EEO	N	MEAN	STD DEV	STD ERROR
1	43	23.54159692	8.15831486	1.24413135
2	5	25.35422247	12.42893826	5.55839017

VARIANCES	T	DF	PROB > |T|
UNEQUAL	-0.3182	4.4	0.7650
EQUAL	-0.4453	46.0	0.6582

FOR HO: VARIANCES ARE EQUAL, F'= 2.32 WITH 4 AND 42 DF
PROB > F'= 0.1449

MEAN WAGE AND INCOME GAPS FOR STATES W/WO EEO LAWS 11
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OCC=SKIL YEAR=73

TTEST PROCEDURE

VARIABLE: WAGEGAP

EEO	N	MEAN	STD DEV	STD ERROR
1	44	2676.55050352	1701.68711064	256.53898439
2	5	1627.32567571	839.72856725	375.53803180

VARIANCES	T	DF	PROB > |T|
UNEQUAL	2.3070	8.4	0.0484
EQUAL	1.3507	47.0	0.1833

FOR H0: VARIANCES ARE EQUAL, F'= 4.11 WITH 43 AND 4 DF
PROB > F'= 0.1760

VARIABLE: INCGAP

EEO	N	MEAN	STD DEV	STD ERROR
1	44	34.30350062	18.19269960	2.74265266
2	5	27.90023542	12.05860998	5.39277433

VARIANCES	T	DF	PROB > |T|
UNEQUAL	1.0584	6.3	0.3290
EQUAL	0.7642	47.0	0.4485

FOR H0: VARIANCES ARE EQUAL, F'= 2.28 WITH 43 AND 4 DF
PROB > F'= 0.4411

---------- OCC=SKIL YEAR=74 ----------

VARIABLE: WAGEGAP

EEO	N	MEAN	STD DEV	STD ERROR
1	43	2625.59840087	1395.41298803	212.79848570
2	5	2018.87929299	647.95372714	289.77371603

VARIANCES	T	DF	PROB > |T|
UNEQUAL	1.6876	9.2	0.1250
EQUAL	0.9533	46.0	0.3454

FOR H0: VARIANCES ARE EQUAL, F'= 4.64 WITH 42 AND 4 DF
PROB > F'= 0.1434

VARIABLE: INCGAP

EEO	N	MEAN	STD DEV	STD ERROR
1	43	31.00464217	13.75139429	2.09706797
2	5	30.65003533	7.97554586	3.56677254

VARIANCES	T	DF	PROB > |T|
UNEQUAL	0.0857	7.2	0.9341
EQUAL	0.0562	46.0	0.9554

FOR H0: VARIANCES ARE EQUAL, F'= 2.97 WITH 42 AND 4 DF
PROB > F'= 0.2962

MEAN WAGE AND INCOME GAPS FOR STATES W/WO EEO LAWS 12
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OCC=SKIL YEAR=75

TTEST PROCEDURE

VARIABLE: WAGEGAP

EEO	N	MEAN	STD DEV	STD ERROR
1	43	2916.65612736	1265.63636829	193.00773673
2	5	2084.75654365	773.98874920	346.13829141

VARIANCES	T	DF	PROB > |T|
UNEQUAL	2.0991	6.8	0.0752
EQUAL	1.4306	46.0	0.1593

FOR HO: VARIANCES ARE EQUAL, F'= 2.67 WITH 42 AND 4 DF
PROB > F'= 0.3483

VARIABLE: INCGAP

EEO	N	MEAN	STD DEV	STD ERROR
1	43	31.50861549	10.84311414	1.65355940
2	5	27.01544011	9.01675298	4.03241452

VARIANCES	T	DF	PROB > |T|
UNEQUAL	1.0310	5.4	0.3465
EQUAL	0.8890	46.0	0.3786

FOR HO: VARIANCES ARE EQUAL, F'= 1.45 WITH 42 AND 4 DF
PROB > F'= 0.7960

---------- OCC=SKIL YEAR=76 ----------

VARIABLE: WAGEGAP

EEO	N	MEAN	STD DEV	STD ERROR
1	43	3271.21279233	1467.48320428	223.78909064
2	5	2149.14201008	768.36794646	343.62459200

VARIANCES	T	DF	PROB > |T|
UNEQUAL	2.7363	8.0	0.0257
EQUAL	1.6719	46.0	0.1013

FOR HO: VARIANCES ARE EQUAL, F'= 3.65 WITH 42 AND 4 DF
PROB > F'= 0.2140

VARIABLE: INCGAP

EEO	N	MEAN	STD DEV	STD ERROR
1	43	33.20801226	12.04687314	1.83713093
2	5	27.70627557	8.46607870	3.78614550

VARIANCES	T	DF	PROB > |T|
UNEQUAL	1.3073	6.1	0.2385
EQUAL	0.9885	46.0	0.3281

FOR HO: VARIANCES ARE EQUAL, F'= 2.02 WITH 42 AND 4 DF
PROB > F'= 0.5195

MEAN WAGE AND INCOME GAPS FOR STATES W/WO EEO LAWS 13
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OCC=SVSMA YEAR=73

TTEST PROCEDURE

VARIABLE: WAGEGAP

EEO	N	MEAN	STD DEV	STD ERROR
1	44	1795.65437234	873.92711141	131.74946921
2	5	1440.62650827	593.91611949	265.60736322

VARIANCES	T	DF	PROB > |T|
UNEQUAL	1.1974	6.2	0.2752
EQUAL	0.8812	47.0	0.3827

FOR HO: VARIANCES ARE EQUAL, F'= 2.17 WITH 43 AND 4 DF
PROB > F'= 0.4734

VARIABLE: INCGAP

EEO	N	MEAN	STD DEV	STD ERROR
1	44	28.04682440	11.14351889	1.67994868
2	5	33.87372160	14.78311186	6.61120861

VARIANCES	T	DF	PROB > |T|
UNEQUAL	-0.8542	4.5	0.4363
EQUAL	-1.0738	47.0	0.2884

FOR HO: VARIANCES ARE EQUAL, F'= 1.76 WITH 4 AND 43 DF
PROB > F'= 0.3091

---------- OCC=SVSMA YEAR=74 ----------

VARIABLE: WAGEGAP

EEO	N	MEAN	STD DEV	STD ERROR
1	43	1911.94374620	755.92787089	115.27791958
2	5	1161.81582821	116.96044357	52.30630050

VARIANCES	T	DF	PROB > |T|
UNEQUAL	5.9257	42.3	0.0001
EQUAL	2.1954	46.0	0.0332

FOR HO: VARIANCES ARE EQUAL, F'= 41.77 WITH 42 AND 4 DF
PROB > F'= 0.0023

VARIABLE: INCGAP

EEO	N	MEAN	STD DEV	STD ERROR
1	43	27.81340269	7.87698606	1.20122911
2	5	23.82693090	2.91417467	1.30325853

VARIANCES	T	DF	PROB > |T|
UNEQUAL	2.2492	12.8	0.0428
EQUAL	1.1137	46.0	0.2712

FOR HO: VARIANCES ARE EQUAL, F'= 7.31 WITH 42 AND 4 DF
PROB > F'= 0.0645

MEAN WAGE AND INCOME GAPS FOR STATES W/WO EEO LAWS 14
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OCC=SVSMA YEAR=75

TTEST PROCEDURE

VARIABLE: WAGEGAP

EEO	N	MEAN	STD DEV	STD ERROR
1	43	1944.04534316	1032.84409677	157.50724813
2	5	701.11962424	513.00912824	229.42465676

VARIANCES	T	DF	PROB > |T|
UNEQUAL	4.4663	8.5	0.0018
EQUAL	2.6346	46.0	0.0114

FOR H0: VARIANCES ARE EQUAL, F'= 4.05 WITH 42 AND 4 DF
PROB > F'= 0.1799

VARIABLE: INCGAP

EEO	N	MEAN	STD DEV	STD ERROR
1	43	24.55455254	10.18075298	1.55255027
2	5	12.28387179	9.13174433	4.08384021

VARIANCES	T	DF	PROB > |T|
UNEQUAL	2.8086	5.2	0.0361
EQUAL	2.5728	46.0	0.0134

FOR H0: VARIANCES ARE EQUAL, F'= 1.24 WITH 42 AND 4 DF
PROB > F'= 0.9415

---------- OCC=SVSMA YEAR=76 ----------

VARIABLE: WAGEGAP

EEO	N	MEAN	STD DEV	STD ERROR
1	43	2033.09418588	900.03711131	137.25437272
2	5	1060.23243679	290.59160611	129.95651699

VARIANCES	T	DF	PROB > |T|
UNEQUAL	5.1470	16.0	0.0001
EQUAL	2.3823	46.0	0.0214

FOR H0: VARIANCES ARE EQUAL, F'= 9.59 WITH 42 AND 4 DF
PROB > F'= 0.0392

VARIABLE: INCGAP

EEO	N	MEAN	STD DEV	STD ERROR
1	43	25.14375267	8.03566259	1.22542706
2	5	18.68102353	4.74626812	2.12259563

VARIANCES	T	DF	PROB > |T|
UNEQUAL	2.6368	7.0	0.0334
EQUAL	1.7525	46.0	0.0864

FOR H0: VARIANCES ARE EQUAL, F'= 2.87 WITH 42 AND 4 DF
PROB > F'= 0.3134

MEAN WAGE AND INCOME GAPS FOR STATES W/WO EEO LAWS 15
10:49 TUESDAY, FEBRUARY 10, 1981

OCC=TECH YEAR=73

TTEST PROCEDURE

VARIABLE: WAGEGAP

EEO	N	MEAN	STD DEV	STD ERROR
1	44	2339.12898347	827.81084353	124.79718024
2	5	2139.99419708	678.46092046	303.41694765

VARIANCES	T	DF	PROB > ITI
UNEQUAL	0.6070	5.5	0.5684
EQUAL	0.5170	47.0	0.6076

FOR H0: VARIANCES ARE EQUAL, F'= 1.49 WITH 43 AND 4 DF
PROB > F'= 0.7696

VARIABLE: INCGAP

EEO	N	MEAN	STD DEV	STD ERROR
1	44	27.22168844	8.65197759	1.30433470
2	5	29.01678848	7.67785631	3.43364173

VARIANCES	T	DF	PROB > ITI
UNEQUAL	-0.4887	5.2	0.6450
EQUAL	-0.4437	47.0	0.6593

FOR H0: VARIANCES ARE EQUAL, F'= 1.27 WITH 43 AND 4 DF
PROB > F'= 0.9206

---------- OCC=TECH YEAR=74 ----------

VARIABLE: WAGEGAP

EEO	N	MEAN	STD DEV	STD ERROR
1	43	2353.28762973	675.93094357	103.07850254
2	5	2216.11814583	383.40270897	171.46290400

VARIANCES	T	DF	PROB > ITI
UNEQUAL	0.6856	7.3	0.5141
EQUAL	0.4427	46.0	0.6600

FOR H0: VARIANCES ARE EQUAL, F'= 3.11 WITH 42 AND 4 DF
PROB > F'= 0.2764

VARIABLE: INCGAP

EEO	N	MEAN	STD DEV	STD ERROR
1	43	25.93252126	6.43046899	0.98063733
2	5	28.06952855	3.39987474	1.52047021

VARIANCES	T	DF	PROB > ITI
UNEQUAL	-1.1811	7.9	0.2720
EQUAL	-0.7265	46.0	0.4712

FOR H0: VARIANCES ARE EQUAL, F'= 3.58 WITH 42 AND 4 DF
PROB > F'= 0.2209

MEAN WAGE AND INCOME GAPS FOR STATES W/WO EEO LAWS 16
10:49 TUESDAY, FEBRUARY 10, 1981
OCC=TECH YEAR=75

TTEST PROCEDURE

VARIABLE: WAGEGAP

EEO	N	MEAN	STD DEV	STD ERROR
1	43	2453.00012970	804.28346288	122.65207823
2	5	2428.27010372	688.37691006	307.85151301

VARIANCES	T	DF	PROB > |T|
UNEQUAL	0.0746	5.4	0.9432
EQUAL	0.0658	46.0	0.9478

FOR H0: VARIANCES ARE EQUAL, F'= 1.37 WITH 42 AND 4 DF
PROB > F'= 0.8502

VARIABLE: INCGAP

EEO	N	MEAN	STD DEV	STD ERROR
1	43	24.35343941	6.81709653	1.03959747
2	5	28.08755480	6.58095095	2.94309074

VARIANCES	T	DF	PROB > |T|
UNEQUAL	-1.1963	5.1	0.2847
EQUAL	-1.1627	46.0	0.2509

FOR H0: VARIANCES ARE EQUAL, F'= 1.07 WITH 42 AND 4 DF
PROB > F'= 1.0000

---------- OCC=TECH YEAR=76 ----------

VARIABLE: WAGEGAP

EEO	N	MEAN	STD DEV	STD ERROR
1	43	2591.28159135	801.51739862	122.23025739
2	5	2209.95326628	739.07699934	330.52528223

VARIANCES	T	DF	PROB > |T|
UNEQUAL	1.0821	5.2	0.3274
EQUAL	1.0135	46.0	0.3161

FOR H0: VARIANCES ARE EQUAL, F'= 1.18 WITH 42 AND 4 DF
PROB > F'= 0.9969

VARIABLE: INCGAP

EEO	N	MEAN	STD DEV	STD ERROR
1	43	24.21925775	5.62124511	0.85723184
2	5	24.03416920	5.99335836	2.68031134

VARIANCES	T	DF	PROB > |T|
UNEQUAL	0.0658	4.9	0.9502
EQUAL	0.0693	46.0	0.9451

FOR H0: VARIANCES ARE EQUAL, F'= 1.14 WITH 4 AND 42 DF
PROB > F'= 0.7047

APPENDIX I

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

WASHINGTON, D.C.

State and Local Reporting Committee
2401 E Street, N.W.
Washington, D.C. 20506

EEOC FORM 164, STATE AND LOCAL GOVERNMENT INFORMATION (EEO-4)

APPROVED BY GAO
B-180541 (R0098)

INSTRUCTION BOOKLET

Under Public Law 88-352, Title VII of the Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972, all State and local governments that have 15 or more employees are required to keep records and to make such reports to the Equal Employment Opportunity Commission as are specified in the regulations of the Commission. The applicable provisions of the law, Section 709(c) of Title VII, and the regulations issued by the Commission on May 14, 1973, are printed in full in the Appendix (4) to these instructions. School systems and educational institutions are covered by other employment surveys and are excluded from EEO-4.

In the interests of consistency, uniformity and economy, State and Local Government Report EEO-4 is being utilized by Federal government agencies that have responsibilities with respect to equal employment opportunity. A joint State and Local Reporting Committee with which this report must be filed represents these various Federal agencies. In addition, this report should bring about uniformity in State and local government recordkeeping and reporting and should serve as a valuable tool for use by the political jurisdictions in evaluating their own internal programs for insuring equal employment opportunity.

As stated above, the filing of Report EEO-4 is required by law; it *is not voluntary*. Under Section 709(c) of Title VII, the Attorney General of the United States may compel a jurisdiction to file this report by obtaining an order from a United States District Court.

1. WHO MUST FILE

Those who must file this report include (1) all States; (2) all other political jurisdictions which have 100 or more employees; and (3) an annual sample of those political jurisdictions which have 15-99 employees. The sample is rotated annually, so that none of the smaller jurisdictions will be required to file in consecutive years and all will be required to file in their turn. Sampled jurisdictions will be informed by receipt of the forms that they have been selected to report in a particular year.

2. WHO MUST KEEP RECORDS

Every political jurisdiction with 15 or more employees must make and keep records and statistics which would be necessary for the completion of Report EEO-4, as set forth in these instructions. Records must be kept for a period of 3 years. See regulations 1602.30 and 1602.31 in the Appendix (4).

Although the EEO-4 report requires the combining of agency data to complete the report, separate data for each agency must be maintained either by the agency itself or by the office responsible for preparing the EEO-4 report, and should be available upon request to representatives of Federal agencies.

3. HOW TO FILE

States should file a separate form for each function performed, maximum of 15 separate forms, for each Standard Metropolitan Statistical Area (SMSA), and a maximum of 15 forms for

the rest of the State, covering all employees not employed in an SMSA. State reports should cover state employees only. Where SMSA's cross State lines, the state is responsible only for that state's employment in that SMSA.

Recipients below the State level (county, city, township, special district) should file one form for each function listed on page 1 of the form (if that function is performed), for a maximum of 15 forms. Jurisdictions should report only persons working for the jurisdiction.

Where interstate, intercounty, etc., boards, agencies, commissions, or other type special district governments exist, the forms should be submitted by the headquarters of the special district.

Blank forms will be sent to a central office for the political jurisdiction. In those jurisdictions where all data are available at a single location, forms may be completed by the central office. Where data are not available centrally, figures should be obtained by the central office from all agencies and aggregated into the proper forms by functions. [In both cases, a list of *all agencies covered* should accompany the forms.]

Enclosed with the forms is a summary page on which you are requested to check those functions for which you are submitting completed reports; functions for which you are not reporting; and functions for which you will be reporting at a later date. This will facilitate our own record-keeping, and minimize unnecessary follow-up correspondence.

The summary form also contains a provision where one official can certify as to the accuracy and completeness of the entire report from the jurisdiction. If such certification can be and is made by one official, a separate signature on every form will not be required.

The fact that a branch or agency of a government has separately elected officials, or is autonomous or semiautonomous in its operations does not affect the legal status of the jurisdictions, nor the requirement that EEO-4 cover the entire jurisdiction. To the extent feasible, the report should cover all branches of the government. In any cases where that is not feasible, and data are not available to the central office of the government, *a list of agencies and addresses not included should accompany the report.*

In all cases, the original and 1 copy of all completed forms must be returned in one package.

4. WHEN TO FILE

This annual report must be filed with the Equal Employment Opportunity Commission no later than September 30th. Employment Figures should cover the payroll period which includes June 30.

5. WHERE TO FILE

The completed reports (in duplicate) should be forwarded to the P.O. Box indicated on the EEO-4 form. All requests for additional report forms should also be directed to this address.

6. REQUESTS FOR INFORMATION AND SPECIAL PROCEDURES

An employer who claims that preparation or the filing of Report EEO-4 would create undue hardships may apply to the Commission for a special reporting procedure. In such cases, the employer should submit in writing an alternative proposal for compiling and reporting information to the EEO-4 Coordinator, Equal Employment Opportunity Commission, 2401 E Street, N.W., Washington, D.C. 20506.

Only those special procedures approved in writing by the Commission are authorized. Such authorizations remain in effect until notification of cancellation is given. All requests for information should be sent to the same address.

7. ELECTED AND APPOINTED OFFICIALS

Section 701(f) of the Equal Employment Opportunity Act of 1972 contains an exemption for elected and certain appointed officials that is set forth in definition of "employee" in Appendix 1. Based on the legislative history of Section 701(f), the General Counsel of the Commission has ruled that this exemption was intended by the Congress to be construed narrowly. This ruling concluded that only the following persons would be included in the exemption:

(1) State and local elected officials.
(2) Such official's immediate secretary, administrative, legislative, or other immediate or first-line aide.
(3) Such official's legal advisor.
(4) Appointed cabinet officials in the case of a Governor, or heads of executive departments in the case of a Mayor or County Council.

No other persons appointed by an elected official are exempt under this interpretation. In no case is any person exempt who is appointed by an appointed official, whether or not the latter is himself exempt. Furthermore, as specified in Section 701(f), the exemption does not include employees subject to the civil service laws of a State government, governmental agency or political subdivision.

8. CONFIDENTIALITY

All reports and information from individual reports are subject to the confidentiality provisions of Section 709(e) of Title VII, and may not be made public prior to the institution of any proceeding under Title VII. However, aggregate data may be made public in a manner so as not to reveal any particular jurisdiction's statistics.

INSTRUCTIONS ON HOW TO PREPARE INFORMATION REPORTS

Definitions of Terms and Categories are Located in the Appendix

SECTION A—TYPE OF GOVERNMENT

Check one box indicating type of government.

SECTION B—IDENTIFICATION

Indicate the name and central mailing address of the governmental jurisdiction if different from address label in top margin.

SECTION C—FUNCTION

The forms are mailed in sets of 15, with a different function marked on each form in a set. Please use the appropriate form for each function for which you are reporting. The data should be aggregated for all agencies performing a particular function. This also applies to unspecified functions, which are to be combined on one report marked number 15, "Other." State education agencies, both agencies covering elementary and secondary schools and those covering higher education, should be included in Function 15.

If an agency's activities cover more than one of the form's specified functions, those activities should be separated and reported under separate functions, where it is feasible to do so. Where the political jurisdiction is unable to make such separation of data, the agency should be reported under the function that represents its dominant activity. For example, if a transportation department includes among other functions streets and highways and two-thirds of the employees of the department are engaged in street-and-highway activities, those employees should be separated out and reported separately if feasible. If not, the entire department should be reported in Function 2, Streets and Highways. *In no case, should more than one function be reported on a single form.*

To each report, attach a list giving the name and address of all agencies covered. If the data for any agency or branch of the government cannot be supplied by the central office of a jurisdiction, attach a list with the name and address of each agency not included.

SECTION D—EMPLOYMENT DATA AS OF JUNE 30

For purposes of this report, a person is an employee of a political jurisdiction if he is on the payroll of that jurisdiction, regardless of the source of the funds by which he is paid.

1. FULL-TIME EMPLOYEES

(For detailed explanation of job categories and race/ethnic identification, see Appendix.)

Employment data should include total full-time employment except those elected and appointed officials specified in section 7 above of these instructions. Where employees receive separate salaries or payments from two or more jurisdictions, but work full-time for one jurisdiction, they should be counted as full-time employees by that jurisdiction, and to the extent possible their annual salary should reflect their total earnings from all jurisdictions from which they are paid. Also, where a person is a full-time employee of a jurisdiction, but is employed in more than one function, he should be reported for the function which accounts for most of his work-time. Trainees should be counted in appropriate columns by job, salary, race, and sex.

a. Race/Sex Data—Columns A through L should reflect employment for the categories indicated. Every employee must be accounted for in *one and only one* of the categories. Definitions are included in the Appendix (2).

b. Occupational Data—Employment data should be reported by annual salary within job category. Report each employee in *only one* job/salary category. In order to simplify and standardize the

method of reporting, all jobs are considered as belonging in one of the broad occupations shown in the table. To assist you in determining how to place your jobs within the occupational groups, a description of job categories with examples follows in the Appendix (3). The list of examples is in no way exhaustive. *Total Line—Report *total employment for this matrix*, as well as column totals.

c. **Annual Salary**—Where employees are paid on other than an annual basis, their regular earnings in the payroll period including June 30, except for overtime pay which is not regular and recurrent, but including all special increments that are part of their annual earnings, should be expanded and expressed in terms of an annual income.

2. OTHER THAN FULL-TIME EMPLOYEES

Employment data should include all employees not included in the full-time matrix, except those specifically exempted (see Section 7, Elected and Appointed Officials). Where employees are working part-time for different jurisdictions, and are on separate payrolls of different jurisdictions, they should be reported as part-time employees of the separate jurisdictions. Persons on the payroll of the jurisdiction for a specified temporary appointment, such as the public employment program, should be included in this category.

*Total Line—Report *total employment for this matrix*, as well as column totals.

3. NEW HIRES DURING FISCAL YEAR

Include those employees who were hired during the fiscal year into permanent full time positions but who may have terminated employment prior to the end of the fiscal year. New Hires are included in Section D-1 if they were full time employees at the end of the fiscal year. Total Line—Report *total employment for this matrix*, as well as column totals.

REMARKS

Include in this section any remarks, explanations, or other pertinent information regarding this report.

NOTE: List here the National Crime Information Center (NCIC) numbers assigned by the U.S. Department of Justice to any criminal justice agencies whose data are included.

CERTIFICATION

The report must be certified and signed by an official responsible for the information, unless this report has been included in those certified and signed for on the summary page accompanying and submitted with the completed forms.

APPENDIX

1. DEFINITIONS APPLICABLE TO ALL EMPLOYERS

a. "Commission" refers to the Equal Employment Opportunity Commission established under Title VII of the Civil Rights Act of 1964.

b. "Employee" means an individual employed by a political jurisdiction, who is on the payroll of that jurisdiction, regardless of the source of the funds by which he is paid. The following is an exception from the definition, subject to the interpretation in Section 7 above of these instructions: The term "employee" shall not include any person elected to public office in any State or political subdivision of any State by the qualified voters thereof, or any person chosen by such officer to be on such officer's personal staff, or an appointee on the policymaking level or an immediate adviser with respect to the exercise of the constitutional or legal powers of the office. The exception set forth in the preceding sentence shall *not* include employees subject to the civil service laws of a State government, governmental agency or political subdivision.

c. "Full-time Employees"—Persons employed during this pay period to work the number of hours per week that represent regular full-time employment (excluding temporaries and intermittents).

d. "Other than Full-time Employees"—Persons employed during this pay period on a part-time basis. Include those daily or hourly employees usually engaged for less than the regular full-time work week, temporaries working on a seasonal basis (whether part-time or full-time) or hired for the duration of a particular job or operation, including public employment programs, and intermittents.

e. "New Hires During Fiscal Year"—Persons both with and without previous experience and transfers who were hired for the first time in this jurisdiction or rehired after a break in service for permanent full-time employment.

2. RACE/ETHNIC IDENTIFICATION

An employer may acquire the race/ethnic information necessary for this section either by visual surveys of the work force, or from post-employment records as to the identity of employees. An employee may be included in the minority group to which he or she appears to belong, or is regarded in the community as belonging.

Since visual surveys are permitted, the fact that race/ethnic identifications are not present on agency records is not an excuse for failure to provide the data called for. However, although the Commission does not encourage direct inquiry as a method of determining racial or ethnic identity, this method is not prohibited in cases where it has been used in the past, or where other methods are not practical, provided it is not used for purposes of discrimination.

Moreover, the fact that employees may be located at different addresses does not provide an acceptable reason for failure to comply with the reporting requirements. In such cases, it is recommended that visual surveys be conducted for the employer by persons such as supervisors who are responsible for the work of the employees or to whom the employees report for instructions or otherwise.

Please note that the General Counsel of the Commission has ruled, on the basis of court decisions, that the Commission has the authority to require the racial and ethnic identification of employees, regardless of any possibly conflicting state or local laws.

The concept of race as used by the Equal Employment Opportunity Commission does *not* denote clearcut scientific definitions of anthropological origins. For the purposes of this report, an employee may be included in the group to which he or she appears to belong, identifies with, or is regarded in the community as belonging. However, no person should be counted in more than *one* race/ethnic category.

NOTE: The category "Spanish Surnamed", while not a race identification, is included as a separate ethnic category because of the employment discrimination often encountered by this group; for this reason do not include Spanish Surnamed under either "white" or "black".

For the purposes of this report, the following group categories will be used:

a. The category "White": include persons of Indo-European descent, including Pakistani and East Indian.
b. The category "Black": include persons of African descent as well as those identified as Jamacian, Trinidadian, and West Indian.
c. The category "Spanish Surnamed": include all persons of Mexican, Puerto Rican, Cuban, Latin American or Spanish descent.
d. The category "American Indian": include persons who identify themselves or are known as such by virtue of tribal association.
e. The category "Asian American": include persons of Japanese, Chinese, Korean or Filipino descent.
f. The category "Other": include Aleuts, Eskimos, Malayans, Thais and others not covered by the specific categories on the form.

3. DESCRIPTION OF JOB CATEGORIES

a. **Officials and Administrators:** Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, or direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district or area basis. Includes: department heads, bureau chiefs, division chiefs, directors, deputy directors, controllers, examiners, wardens, superintendents, sheriffs, police and fire chiefs and inspectors and kindred workers.

b. **Professionals:** Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge. Includes: personnel and labor relations workers, social workers, doctors, psychologists, registered nurses, economists, dieticians, lawyers, system analysts, accountants, engineers, employment and vocational rehabilitation counselors, teachers or instructors, police and fire captains and lieutenants and kindred workers.

c. Technicians: Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training. Includes: computer programmers and operators, draftsmen, surveyors, licensed practical nurses,

photographers, radio operators, technical illustrators, highway technicians, technicians (medical, dental, electronic, physical sciences), assessors, inspectors, police and fire sergeants and kindred workers.

d. **Protective Service Workers:** Occupations in which workers are entrusted with public safety, security and protection from destructive forces. Includes: police patrol officers, fire fighters, guards, deputy sheriffs, bailiffs, correctional officers, detectives, marshals, harbor patrol officers and kindred workers.

e. **Paraprofessionals:** Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a "New Careers" concept. Includes: library assistants, research assistants, medical aides, child support workers, police auxiliary, welfare service aides, recreation assistants, homemakers aides, home health aides, and kindred workers.

f. **Office and Clerical:** Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information and other paperwork required in an office. Includes: bookkeepers, messengers, office machine operators, clerk-typists, stenographers, court transcribers, hearing reporters, statistical clerks, dispatchers, license distributors, payroll clerks and kindred workers.

g. **Skilled Craft Workers:** Occupations in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the processes involved in the work which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Includes: mechanics and repairmen, electricians, heavy equipment operators, stationary engineers, skilled machining occupations, carpenters, compositors and typesetters and kindred workers.

h. **Service-Maintenance:** Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property. Workers in this group may operate machinery. Includes: chauffeurs, laundry and dry cleaning operatives, truck drivers, bus drivers, garage laborers, custodial personnel, gardeners and groundkeepers, refuse collectors, construction laborers.

4. LEGAL BASIS FOR REQUIREMENTS

Section 709(c), Title VII, Civil Rights Act of 1964

(As Amended by the Equal Employment Opportunity Act of 1972)

Recordkeeping; reports

Every employer, employment agency, and labor organization subject to this title shall (1) make and keep such records relevant to the determinations of whether unlawful employment practices have been or are being committed, (2) preserve such records for such periods, and (3) make such reports therefrom as the Commission shall prescribe by regulation or order, after public hearing, as reasonable, necessary, or appropriate for the enforcement of this title or the regulations or orders thereunder. The Commission shall, by regulation, require each employer, labor organization, and joint labor-management committee subject to this title which controls an apprenticeship or other training program to maintain such records as are reasonably necessary to carry out the purposes of this title, including, but not limited to, a list of applicants who wish to participate in such program, including the chronological order in which applications were received, and to furnish to the Commission upon request, a detailed description of the manner in which persons are selected to participate in the apprenticeship or other training program. Any employer, employment agency, labor organization, or joint labor-management committee which believes that the application to it of any regulation or order issued under this section would result in undue hardship may apply to the Commission for an exemption from the application of such regulation or order, and, if such application for an exemption is denied, bring a civil action in the United States district court for the district where such records are kept. If the Commission or the court, as the case may be, finds that the application of the regulation or order to the employer, employment agency, or labor organization in question would impose an undue hardship, the Commission or the court, as the case may be, may grant appropriate relief. If any person required to comply with

the provisions of this subsection fails or refuses to do so, the United States district court for the district in which such person is found, resides, or transacts business, shall, upon application of the Commission, or the Attorney General in a case involving a government, governmental agency or political subdivision, have jurisdiction to issue to such person an order requiring him to comply.

Title 29, Chapter XIV, Code of Federal Regulations

Subpart I—State and Local Governments Record-keeping

§1602.30 Records to be made or kept.

On or before September 30, 1974, and annually thereafter, every political jurisdiction with 15 or more employees is required to make or keep records and the information therefrom which are or would be necessary for the completion of report EEO-4 under the circumstances set forth in the instructions thereto, whether or nor the political jurisdiction is required to file such report under § 1602.32 of the regulations in this part. The instructions are specifically incorporated herein by reference and have the same force and effect as other sections of this part.[1] Such records and the information therefrom shall be retained at all times for a period of 3 years at the central office of the political jurisdiction and shall be made available if requested by an officer, agent, or employee of the Commission under Section 710 of Title VII, as amended. Although agency data are aggregated by functions for purposes of reporting, separate data for each agency must be maintained either by the agency itself or by the office of the political jurisdiction responsible for preparing the EEO-4 form. It is the responsibility of every political jurisdiction to obtain from the Commission or its delegate necessary instructions in order to comply with the requirements of this section.

§1602.31 Preservation of records made or kept.

(a) Any personnel or employment record made or kept by a political jurisdiction (including but not necessarily limited to application forms submitted by applicants and other records having to do with hiring, promotion, demotion, transfer, layoff or termination, rates of pay or other terms of compensation, and selection for training or apprenticeship) shall be preserved by the political jurisdiction for a period of 2 years from the date of the making of the record or the personnel action involved, whichever occurs later. In the case of involuntary termination of an employee, the personnel records of the individual terminated shall be kept for a period of 2 years from the date of termination. Where a charge of discrimination has been filed, or an action brought by the Attorney General against a political jurisdiction under title VII, the respondent political jurisdiction shall preserve all personnel records relevant to the charge or action until final disposition of the charge or the action. The term "personnel record relevant to the charge," for example, would include personnel or employment records relating to the person claiming to be aggrieved and to all other employees holding positions similar to that held or sought by the person claiming to be aggrieved; and application forms or test papers completed by an unsuccessful applicant and by all other candidates for the same position as that for which the person claiming to be aggrieved applied and was rejected. The date of final disposition of the charge or the action means the date of expiration of the statutory period within which a person claiming to be aggrieved may bring an action in a U.S. district court or, where an action is brought against a political jurisdiction either by a person claiming to be aggrieved or by the Attorney General, the date on which such litigation is terminated.

(b) The requirements of this section shall not apply to application forms and other preemployment records of applicants for positions known to applicants to be of a temporary or seasonal nature.

Subpart J—State and Local Government Information Report

§1602.32 Requirement for filing and preserving copy of report.

(a) On or before September 30, 1974 and annually thereafter, certain political jurisdictions subject to title VII of the Civil Rights Act of 1964, as amended, shall file with the Commission or its delegate executed copies of "State and Local Government Information Report EEO-4" in conformity with the directions set forth in the form and

[1] NOTE.—Instructions were published as an appendix to the proposed regulations on Mar. 2, 1973 (38 FR 5662).

accompanying instructions. The political jurisdictions covered by this regulation are (1) those which have 100 or more employees, and (2) those other political jurisdictions which have 15 or more employees from whom the Commission requests the filing of reports. Every such political jurisdiction shall retain at all times a copy of the most recently filed EEO-4 at the central office of the political jurisdiction for a period of 3 years and shall make the same available if requested by an officer, agent, or employee of the Commission under the authority of Section 710 of Title VII, as amended.

(b) For calendar year 1973, the requirements of paragraph (a) of this section shall be carried out on or before October 31, 1973.

§ 1602.33 Penalty for making of willfully false statements on report.

The making of willfully false statements on report EEO-4, is a violation of the United States Code, Title 18, Section 1001, and is punishable by fine or imprisonment as set forth therein.

§ 1602.34 Commission's remedy for political jurisdiction's failure to file report.

Any political jurisdiction failing or refusing to file report EEO-4 when required to do so may be compelled to file by order of a U.S. district court, upon application of the Attorney General.

§ 1602.35 Political jurisdiction's exemption from reporting requirements.

If it is claimed the preparation or filing of the report would create undue hardship, the political jurisdiction may apply to the Commission for an exemption from the requirements set forth in this part by submitting to the Commission or its delegate a specific proposal for an alternative reporting system prior to the date on which the report is due.

§ 1602.36 Schools exemption.

The recordkeeping and report-filing requirements of subparts I and J shall not apply to State or local educational institutions or to school districts or school systems or any other educational functions. The previous sentence of this section shall not act to bar jurisdiction which otherwise would attach under § 1602.30.

§ 1602.37 Additional reporting requirements.

The Commission reserves the right to require reports, other than that designated as the "State and Local Government Information Report EEO-4," about the employment practices of individual political jurisdictions or group of political jurisdictions whenever, in its judgment, special or supplemental reports are necessary to accomplish the purposes of Title VII. Any system for the requirement of such reports will be established in accordance with the procedures referred to in section 709(c) of Title VII and as otherwise prescribed by law.

Subpart K—Records and Inquiries as to Race, Color, National Origin, or Sex

§ 1602.38 Applicability of State or local law.

The requirements imposed by the Equal Employment Opportunity Commission in these regulations, subparts I and J, supersede any provisions of State or local law which may conflict with them.

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

STATE AND LOCAL GOVERNMENT INFORMATION (EEO-4)

EXCLUDE SCHOOL SYSTEMS AND EDUCATIONAL INSTITUTIONS

(Read attached instructions prior to completing this form)

APPROVED BY GAO
B-180541 (R0096)
EXPIRES 12/31/75

MAIL COMPLETED FORM TO:

A. TYPE OF GOVERNMENT (Check one box only)

☐ 1. State ☐ 2. County ☐ 3. City ☐ 4. Township ☐ 5. Special district

☐ 6. Other (Specify)_____

B. IDENTIFICATION

1. NAME OF POLITICAL JURISDICTION (If same as label, skip to Item C)

EEOC USE ONLY A

2. Address - Number and Street	CITY/TOWN	COUNTY	STATE/ZIP	B

C. FUNCTION

(Check one box to indicate the function for which this form is being submitted. Data should be reported for all departments and agencies in your government covered by the function indicated. If you cannot supply the data for every agency within the function, please attach a list showing name and address of agencies whose data are not included.)

☐ 1. FINANCIAL ADMINISTRATION. Tax assessing, tax billing and collection, budgeting, purchasing, central accounting and similar *financial administration carried on by a treasurer's, auditor's or comptroller's office* and

GENERAL CONTROL. Duties usually performed by boards of supervisors or commissioners, central administrative offices and agencies, central personnel or planning agencies, all judicial offices and employees (judges, magistrates, bailiffs, etc.)

☐ 2. STREETS AND HIGHWAYS. Maintenance, repair, construction and administration of streets, alleys, sidewalks, roads, highways and bridges.

☐ 3. PUBLIC WELFARE. Maintenance of homes and other institutions for the needy; administration of public assistance. (Hospitals and sanatoriums should be reported as item 7.)

☐ 4. POLICE PROTECTION. Duties of a police department, sheriff's, constable's, coroner's office, etc., including technical and clerical employees engaged in police activities.

☐ 5. FIRE PROTECTION. Duties of the uniformed fire force and clerical employees. (Report any forest fire protection activities as item 6.)

☐ 6. NATURAL RESOURCES. Agriculture, forestry, forest fire protection, irrigation drainage, flood control, etc., and

PARKS AND RECREATION. Provision, maintenance and operation of parks, playgrounds, swimming pools, auditoriums, museums, *marinas*, zoos, etc.

☐ 7. HOSPITALS AND SANATORIUMS. Operation and maintenance of institutions for inpatient medical care.

☐ 8. HEALTH. Provision of public health services, out-patient clinics, visiting nurses, food and sanitary inspections, mental health, etc.

☐ 9. HOUSING. Code enforcement, low rent public housing, fair housing ordinance enforcement, housing for elderly, housing rehabilitation, rent control.

☐ 10. COMMUNITY DEVELOPMENT. Planning, zoning, land development, open space, beautification, preservation.

☐ 11. CORRECTIONS. Jails, reformatories, detention homes, half-way houses, prisons, parole and probation activities.

☐ 12. UTILITIES AND TRANSPORTATION. Includes water supply, electric power, transit, gas, airports, water transportation and terminals.

☐ 13. SANITATION AND SEWAGE. Street cleaning, garbage and refuse collection and disposal. Provision, maintenance and operation of sanitary and storm sewer systems and sewage disposal plants.

☐ 14. EMPLOYMENT SECURITY

☐ 15. OTHER *(Specify)*

D. EMPLOYMENT DATA AS OF JUNE 30

(Do not include elected/appointed officials. Blanks will be counted as zero)

1. FULL TIME EMPLOYEES (Temporary employees not included)

JOB CATEGORIES	ANNUAL SALARY (In Thousands) (000)	MALE						FEMALE					
		WHITE A	BLACK B	SPAN. SURNAME AMER. C	ASIAN AMER. D	AMER. IND. E	OTHER F	WHITE G	BLACK H	SPAN. SURNAME AMER. I	ASIAN AMER. J	AMER. IND. K	OTHER L
OFFICIALS/ ADMINISTRATORS	1. $ 0.1-3.9												
	2. 4.0-5.9												
	3. 6.0-7.9												
	4. 8.0-9.9												
	5. 10.0-12.9												
	6. 13.0-15.9												
	7. 16.0-24.9												
	8. 25.0 PLUS												
PROFESSIONALS	9. 0.1-3.9												
	10. 4.0-5.9												
	11. 6.0-7.9												
	12. 8.0-9.9												
	13. 10.0-12.9												
	14. 13.0-15.9												
	15. 16.0-24.9												
	16. 25.0 PLUS												
TECHNICIANS	17. 0.1-3.9												
	18. 4.0-5.9												
	19. 6.0-7.9												
	20. 8.0-9.9												
	21. 10.0-12.9												
	22. 13.0-15.9												
	23. 16.0-24.9												
	24. 25.0 PLUS												
PROTECTIVE SERVICE	25. 0.1-3.9												
	26. 4.0-5.9												
	27. 6.0-7.9												
	28. 8.0-9.9												
	29. 10.0-12.9												
	30. 13.0-15.9												
	31. 16.0-24.9												
	32. 25.0 PLUS												
PARA-PROFESSIONALS	33. 0.1-3.9												
	34. 4.0-5.9												
	35. 6.0-7.9												
	36. 8.0-9.9												
	37. 10.0-12.9												
	38. 13.0-15.9												
	39. 16.0-24.9												
	40. 25.0 PLUS												
OFFICE/ CLERICAL	41. 0.1-3.9												
	42. 4.0-5.9												
	43. 6.0-7.9												
	44. 8.0-9.9												
	45. 10.0-12.9												
	46. 13.0-15.9												
	47. 16.0-24.9												
	48. $ 25.0 PLUS												

D. EMPLOYMENT DATA AS OF JUNE 30 (Cont.)

(Do not include elected/appointed officials. Blanks will be counted as zero)

1. FULL TIME EMPLOYEES (Temporary employees not included)

JOB CATEGORIES	ANNUAL SALARY (In thousands 000)	MALE						FEMALE					
		WHITE A	BLACK B	SPAN. SURNAME AMER. C	ASIAN AMER. D	AMER. IND. E	OTHER F	WHITE G	BLACK H	SPAN. SURNAME AMER. I	ASIAN AMER. J	AMER. IND. K	OTHER L
SKILLED CRAFT	49. $ 0.1-3.9												
	50. 4.0-5.9												
	51. 6.0-7.9												
	52. 8.0-9.9												
	53. 10.0-12.9												
	54. 13.0-15.9												
	55. 16.0-24.9												
	56. 25.0 PLUS												
SERVICE/ MAINTENANCE	57. 0.1-3.9												
	58. 4.0-5.9												
	59. 6.0-7.9												
	60. 8.0-9.9												
	61. 10.0-12.9												
	62. 13.0-15.9												
	63. 16.0-24.9												
	64. $ 25.0 PLUS												
65. TOT. FULL TIME	COL. TOTALS →												

2. OTHER THAN FULL TIME EMPLOYEES (Include temporary employees)

66. OFFICIALS / ADMIN.												
67. PROFESSIONALS												
68. TECHNICIANS												
69. PROTECTIVE SERV.												
70. PARA-PROFESSIONAL												
71. OFFICE / CLERICAL												
72. SKILLED CRAFT												
73. SERV. / MAINT.												
74. TOTAL OTHER	COL. TOTALS →											

3. NEW HIRES DURING FISCAL YEAR - Permanent full time only JULY 1 - JUNE 30

75. OFFICIALS / ADMIN.												
76. PROFESSIONALS												
77. TECHNICIANS												
78. PROTECTIVE SERV.												
79. PARA-PROFESSIONAL												
80. OFFICE / CLERICAL												
81. SKILLED CRAFT												
82. SERV. / MAINT.												
83. TOT. NEW HIRES	COL. TOTALS →											

REMARKS (List National Crime Information Center (NCIC) numbers assigned to any Criminal Justice Agencies whose data are included in this report.)

CERTIFICATION. I certify that the information given in this report is correct and true to the best of my knowledge and was reported in accordance with accompanying instructions. (Wilfully false statements on this report are punishable by law, U.S. Code, Title 18, Section 1001.)

NAME OF PERSON TO CONTACT REGARDING THIS FORM	TITLE
ADDRESS (Number and Street, City, State, Zip Code)	TELEPHONE NUMBER AREA CODE

DATE	TYPED NAME / TITLE OF AUTHORIZED OFFICIAL	SIGNATURE

APPENDIX II

JOINT REPORTING COMMITTEE
2401 E Street, N.W.
Washington, D.C. 20506

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
WASHINGTON, D.C.

EQUAL EMPLOYMENT OPPORTUNITY

STANDARD FORM 100, EMPLOYER INFORMATION REPORT EEO-1
(RCS: GAO No. B180541--R0077)

INSTRUCTION BOOKLET

Under Public Law 88-352, Title VII of the Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972, all employers that have 15 or more employees are required to keep records and to make such reports to the Equal Employment Opportunity Commission as are specified in the regulations of the Commission. See the Appendix for the applicable provisions of the law, Section 709(c) of Title VII and the applicable regulations, Section 1602.7-1602.14, Subpart B, Chapter XIV, Title 29 of the Code of Federal Regulations. State and local governments, school systems and educational institutions are covered by other employment surveys and are excluded from Standard Form 100, Employer Information Report EEO-1.

In the interests of consistency, uniformity and economy, Standard Form 100 has been jointly developed by the Equal Employment Opportunity Commission and the Office of Federal Contract Compliance of the U.S. Department of Labor, as a single form which meets the statistical needs of both programs. In addition, this form should be a valuable tool for companies to use in evaluating their own internal programs for insuring equal employment opportunity.

As stated above, the filing of Standard Form 100 is required by law; it is not voluntary. Under Section 709(c) of Title VII, the Equal Employment Opportunity Commission may compel an employer to file this form by obtaining an order from a United States District Court.

Under Section 209(a) of Executive Order 11246 the penalties for failure by a Federal contractor or subcontractor to comply may include termination of the Federal government contract and debarment from future Federal contracts.

1. WHO MUST FILE

Those who must file this report include all employers with 100 or more employees who are (1) subject to Title VII of the Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972, excluding State and local governments, primary and secondary school systems, institutions of higher education, Indian tribes and tax-exempt private membership clubs other than labor organizations; (2) covered by Executive Order 11246, i.e., holders of Federal government prime contracts, subcontracts, or Federally-assisted construction contracts or subcontracts, amounting to more than $10,000; and holders of Federal government bills of lading, depositaries of Federal government funds, or issuing and paying agents of U.S. Savings Bonds and Notes, in any amount; and (3) subject to Title VII and less than 100 employees if the company is owned or affiliated with another company; if there is centralized ownership, control, and management, such as central control of personnel policies and labor relations, that the group legally constitutes a

single enterprise; and if the entire enterprise employs a total of 100 or more employees.

Only those establishments located in the District of Columbia and the 50 states are required to submit Standard Form 100. No reports should be filed for establishments in Puerto Rico, the Virgin Islands, etc.

2. WHO MUST KEEP RECORDS

Every employer with 15 or more employees must make and keep records and statistics which would be necessary for the completion of Standard Form 100, as set forth in these instructions.

3. HOW TO FILE

The Standard Form 100 is a five-part snapout form. File the original and first two copies with the Joint Reporting Committee. The remaining two copies may be retained for employer records.

All single-establishment employers, i.e. employers doing business at only one establishment in one location, must complete a single Standard Form 100.

All multi-establishment employers, i.e. employers doing business at more than one establishment must file (1) a report covering the principal or headquarters office; (2) a separate report for each establishment employing 25 or more persons; (3) a consolidated report. The consolidated report should include all employees in establishments with fewer than 25 employees. A list, showing the name, address, total employment and major activity for each establishment employing less than 25 persons, must accompany the consolidated report. The total number of employees indicated on the headquarters report, the establishment reports, and the list of establishments with less than 25 employees, must equal the total number of employees shown on the consolidated report.

All forms for a multi-establishment company should be collected by the headquarters office and submitted in one package.

All requests for additional forms should be directed to the address indicated in the attached memorandum and not as indicated in Section 1602.7.

4. WHEN TO FILE

This annual report must be filed with the Joint Reporting Committee no later than May 31.

Employment figures from any pay period in January through May may be used. Those previously reporting year-end figures may continue to do so.

5. WHERE TO FILE

The completed report should be forwarded in one package to the address indicated in the attached memorandum.

6. REQUESTS FOR INFORMATION AND SPECIAL PROCEDURES (FORMERLY SECTION 4(C))

An employer who claims that preparation or the filing of Standard Form 100 would create undue hardship may apply to the Commission for a special reporting procedure. In such cases, the employer should submit in writing an alternative proposal for compiling and reporting information to: The EEO-1 Coordinator, 2401 E.Street, N.W., Washington, D. C. 20506.

Only those special procedures approved in writing by the Commission are authorized. Such authorizations remain in effect until notification of cancellation is given. All requests for information should be sent to the same address.

Computer printouts are acceptable, but must contain all address label codes and follow the format of this year's printed report, identifying each item by section and by item number, and must contain complete information for each item required to be filled in on this form. In addition to the above, all computer printouts must be accompanied by a Certification Statement similar to that under Section G of Standard Form 100. Printouts not meeting these requirements will be returned.

7. CONFIDENTIALITY

All reports and information from individual reports will be kept confidential, as required by Section 709(e) of Title VII. Only data aggregating information by industry or area, in such a way as not to reveal any particular employer's statistics, will be made public. The prohibition against disclosure mandated by Section 709(e) does not apply to the Office of Federal Contract Compliance and contracting agencies of the Federal government which require submission of SF 100 pursuant to Executive Order 11246. Reports from prime contractors and subcontractors doing business with the Federal government may not be confidential under Executive Order 11246.

HOW TO PREPARE STANDARD FORM 100

Definitions of Terms and Categories are Located in the Appendix

SECTION A -- TYPE OF REPORT

Check one box indicating type of report.

SECTION B -- COMPANY IDENTIFICATION

Items 1b, 2b, and 3b -- Employer Identification Number refers to the 9-digit number which an employer has been assigned by Internal Revenue for payroll tax and business income tax reporting purposes.

Item 2--Establishment For Which This Report Is Filed refers to each company establishment where 25 or more persons are employed.

SECTION C--EMPLOYERS WHO ARE REQUIRED TO FILE

Questions 1 thru 3 must be answered by all employers. If the answer is "NO" to questions 1 and 2, skip to Section G; otherwise complete the entire form.

SECTION D--EMPLOYMENT DATA

Employment data should include ALL full-time, part-time and temporary employees who were employed during the selected payroll period, except those employees specifically excluded as indicated in the Appendix, as well as separate employment by sex for all employees for each of the nine occupational categories.

Establishments located in Hawaii will report only total employment, total male employment and total female employment (Columns 1, 2 and 3, Section D) for each occupational category. They need not complete Columns 4 thru 11.

On-the-job trainees should be reported in each column, where appropriate, as well as in the space provided at the bottom of Section D.

a. Race/Sex Data -- See Appendix for detailed explanation of job categories and race/ethnic identification.

Every employee must be accounted for in one and only one of the categories in Columns 4 thru 11.

b. Occupational Data -- Employment data should be reported by job category. Report each employee in only one job category. In order to simplify and standardize the method of reporting, all jobs are considered as belonging in one of the broad occupations shown in the table. To assist you in determining

where to place your jobs within the occupational categories, a description of job categories is in the Appendix. For further clarification, you may wish to consult the Alphabetical and Classified Indices of Industries and Occupations (1970 Census) published by the U.S. Department of Commerce, Census Bureau.

SECTION E -- ESTABLISHMENT INFORMATION

All questions must be answered. Questions 2 and 3 refer to the major product or group of products manufactured or distributed, or services rendered. The major activity should be sufficiently descriptive to identify the industry and product produced or service provided. If an establishment is engaged in more than one activity, describe the activity at which the greatest number of employees work.

SECTION F -- REMARKS

Include in this section any remarks, explanations, or other pertinent information regarding this report.

SECTION G -- CERTIFICATION

If all reports have been completed at headquarters, the authorized official should check Item No. 1 and sign the consolidated report only.

If the reports have been completed by the individual establishments, the authorized official should check Item No. 2 and sign the establishment report.

APPENDIX

1. DEFINITIONS APPLICABLE TO ALL EMPLOYERS

a. "Commission" refers to the Equal Employment Opportunity Commission.

b. "OFCC" refers to the Office of Federal Contract Compliance, U.S. Department of Labor, established to implement Executive Order 11246 (dated September 24, 1965).

c. "Joint Reporting Committee" is the committee representing the Commission and OFCC for the purpose of administering this report system.

d. "Employer," under Section 701(b), Title VII of the Civil Rights Act of 1964 as amended by the Equal Employment Opportunity Act of 1972 means a person engaged in an industry affecting commerce who has fifteen or more employees for each working day in each of twenty or more calendar weeks in the current or preceding calendar year, and any agent of such a person, but such term does not include the United States, a corporation wholly owned by the Government of the United States, an Indian tribe, or any department or agency of the District of Columbia subject by statute to procedures of the competitive service (as defined in section 2102 of title 5 of the United States Code), or a bona fide private membership club (other than a labor organization) which is exempt from taxation under section 501(c) of the Internal Revenue Code of 1954; OR any person or entity subject to Executive Order 11246 who is a Federal government prime contractor or subcontractor at any tier (including a bank or other establishment serving as a depositary of Federal government funds, or an issuing and paying agent of U.S. Savings Bonds and Notes, or a holder of a Federal government bill of lading) or a Federally-assisted construction prime contractor or subcontractor at any tier.

e. "Employee" means any individual on the payroll of an employer who is an employee for purposes of the employer's withholding of Social Security taxes except insurance salesmen who are considered to be employees for such purposes solely because of the provisions of Section 3121(d)(3)(B) of the Internal Revenue Code. The term "employee" SHALL NOT include persons who are hired on a casual basis for a specified time, or for the duration of a specified job, and work on remote or scattered sites or locations where it is not practical or feasible for the employer to make a visual survey of the work force within the report period; for example, persons at a construction site whose employment relationship is expected to terminate with the end of the employee's work at the site; persons temporarily employed in any industry other than construction, such as seamen, longshoremen, waiters, movie extras, agricultural laborers, lumbermen, etc., who are obtained through a hiring hall or other referral arrangement, through an employee contractor or agent, or by some individual hiring arrangement; or persons on the payroll of a temporary service agency who are referred by such agency for work to be performed on the premises of another employer under that employer's direction and control.

It is the opinion of the General Counsel of the Commission that Section 702, Title VII of the Civil Rights Act of 1964, as amended, does not authorize a complete exemption of religious organizations from the coverage of the Act or of the reporting requirements of the Commission. The exemption for religious organizations applies to discrimination on the basis of religion. Therefore, since Standard Form 100 does not provide for information as to the religion of employees, religious organizations must report all information required by this form.

f. "Commerce" means trade, traffic, commerce, transportation, transmission, or communication among the several States; or between a State and any place outside thereof; or within the District of Columbia, or a possession of the United States; or between points in the same State but through a point outside thereof.

g. "Industry Affecting Commerce" means any activity, business or industry in commerce or in which a labor dispute would hinder or obstruct commerce or the free flow of commerce and includes any activity or industry "affecting commerce" within the meaning of the Labor Management Reporting and Disclosure Act of 1959. Any employer of 15 or more persons is presumed to be in an "industry affecting commerce."

h. "Employer Identification Number" is the 9-digit number which each legal entity (corporation, partnership, or sole proprietorship) has been assigned on the basis of its application (Form SS-4) to Internal Revenue Service for an identification number, and is used to identify the company on all company reports to the Social Security Administration and to the Internal Revenue Service. This number should also be used on all employer information reports and communications concerning these reports.

i. "Establishment" is an economic unit which produces goods or services, such as factory, office, store, or mine. In most instances, the establishment is at a single physical location and is engaged in one, or predominantly one, type of economic activity (definition adapted from the 1957 Standard Industrial Classification Manual).

Units at different physical locations, even through engaged in the same kind of business operation should be reported as separate establishments. For locations involving construction, transportation, communications, electric, gas, and sanitary services, oil and gas

fields, and similar types of physically dispersed industrial activities, however, it is not necessary to list separately each individual site, project, field, line, etc., unless it is treated by you as a separate legal entity with a separate EI number. For these types of activities, list as establishments only those relatively permanent main or branch offices, terminals, stations, etc., which are either (a) directly responsible for supervising such dispersed activities, or (b) the base from which personnel and equipment operate to carry out these activities. (Where these dispersed activities cross State lines, at least one such "establishment" should be listed for each State involved.)

j. "Major Activity" means the major product or group of products produced or handled, or services rendered by the reporting unit (e.g., manufacturing airplane parts, retail sales of office furniture) in terms of the activity at which the greatest number of all employees work. The description includes the type of product manufactured or sold or the type of service provided. The major activity of the headquarters office is the major activity of the entire company.

2. DEFINITIONS APPLICABLE ONLY TO GOVERNMENT CONTRACTORS SUBJECT TO EXECUTIVE ORDER 11246

a. "Order" means Executive Order 11246, dated September 24, 1965.

b. "Contract" means any Government contract or any federally assisted construction contract.

c. "Prime Contractor" means any employer having a Government contract or any federally assisted construction contract, or any employer serving as a depositary of Federal Government funds.

d. "Subcontractor" means any employer having a contract with a prime contractor or another subcontractor calling for supplies or services required for the performance of a Government contract or federally assisted construction contract.

e. "Contracting Agency" means any department, agency and establishment in the Executive Branch of the Government, including any wholly owned Government corporation, which enters into contracts.

f. "Administering Agency" means any department, agency and establishment in the Executive Branch of the Government, including any wholly owned Government corporation, which administers a program involving federally assisted construction contracts.

g. "Compliance Agency" means the agency designated by the Director of the Office of Federal Contract Compliance to conduct compliance reviews and to undertake such other responsibilities in connection with the administration of Executive Order 11246 as the Director may determine to be appropriate.

3. RESPONSIBILITIES OF PRIME CONTRACTORS

a. At the time of an award of a subcontract subject to these reporting requirements, the prime contractor shall inform the subcontractor of its responsibility to submit annual information reports in accordance with these instructions and, where necessary, provide the subcontractor with copies of Standard Form 100 which it shall obtain from its Compliance Agency.

b. If prime contractors are required by their Compliance Agencies, or subcontractors by their prime contractors, to submit notification of filing, they shall do so by ordinary correspondence. However, such notification is not required by and should not be sent to the Joint Reporting Committee.

4. RACE/ETHNIC IDENTIFICATION

An employer may acquire the race/ethnic information necessary for this section either by visual surveys of the work force, or from post-employment records as to the identity of employees. An employee may be included in the minority group to which he or she appears to belong, or is regarded in the community as belonging.

Since visual surveys are permitted, the fact that race/ethnic identifications are not present on agency records is not an excuse for failure to provide the data called for. However, although the Commission does not encourage direct inquiry as a method of determining racial or ethnic identity, this method is not prohibited in cases where it has been used in the past, or where other methods are not practical, provided it is not used for purposes of discrimination.

Moreover, the fact that employees may be located at different addresses does not provide an acceptable reason for failure to comply with the reporting requirements. In such cases, it is recommended that visual surveys be conducted for the employer by persons such as supervisors who are responsible for the work of the employees or to whom the employees report for instructions or otherwise.

Please note that the General Counsel of the Commission has ruled, on the basis of court decisions, that the Commission has the authority to require the racial and ethnic identification of employees, regardless of any possibly conflicting state or local laws.

The concept of race as used by the Equal Employment Opportunity Commission does NOT denote clearcut scientific definitions of anthropological origins. For the purposes of this report, an employee may be included in the group to which he or she appears to belong, identifies with, or is regarded in the community as belonging. However, no person should be counted in more than <u>one</u> race/ethnic category.

For purposes of this report, the term Spanish Surnamed American is deemed to include all persons of Mexican, Puerto Rican, Cuban or Spanish origin. Eskimos and Aleuts should be included in the American Indian category.

5. DESCRIPTION OF JOB CATEGORIES

<u>Officials and managers</u>.--Occupations requiring administrative personnel who set broad policies, exercise overall responsibility for execution of these policies, and direct individual departments or special phases of a firm's operations. Includes: officials, executives, middle management, plant managers, department managers, and superintendents, salaried foremen who are members of management, purchasing agents and buyers, and kindred workers.

<u>Professional</u>.--Occupations requiring either college graduation or experience of such kind and amount as to provide a comparable background. Includes: accountants and auditors, airplane pilots and navigators, architects, artists, chemists, designers, dietitians, editors, engineers, lawyers, librarians, mathematicians, natural scientists, registered professional nurses, personnel and labor relations workers, physical scientists, physicians, social scientists, teachers, and kindred workers.

<u>Technicians</u>.--Occupations requiring a combination of basic scientific knowledge and manual skill which can be obtained through about 2 years of post high school education, such as is offered in many technical institutes and junior colleges, or through equivalent on-the-job training. Includes: computer programmers and operators, draftsmen, engineering aides, junior engineers, mathematical aides, licensed, practical or vocational nurses, photographers, radio operators, scientific assistants, surveyors, technical illustrators, technicians (medical, dental, electronic, physical sciences), and kindred workers.

Sales.--Occupations engaging wholly or primarily in direct selling. Includes: advertising agents and salesmen, insurance agents and brokers, real estate agents and brokers, stock and bond salesmen, demonstrators, salesmen and sales clerks, grocery clerks and cashier-checkers, and kindred workers.

Office and clerical.--Includes all clerical-type work regardless of level of difficulty, where the activities are predominantly nonmanual though some manual work not directly involved with altering or transporting the products is included. Includes: bookkeepers, cashiers, collectors (bills and accounts), messengers and office boys, office machine operators, shipping and receiving clerks, stenographers, typists and secretaries, telegraph and telephone operators, and kindred workers.

Craftsmen (skilled).--Manual workers of relatively high skill level having a thorough and comprehensive knowledge of the processes involved in their work. Exercise considerable independent judgment and usually receive an extensive period of training. Includes: the building trades, hourly paid foremen and leadmen who are not members of management, mechanics and repairmen, skilled machining occupations, compositors and typesetters, electricians, engravers, job setters (metal), motion picture projectionists, pattern and model makers, stationary engineers, tailors and tailoresses, and kindred workers.

Operatives (semiskilled).--Workers who operate machine or processing equipment or perform other factory-type duties of intermediate skill level which can be mastered in a few weeks and require only limited training. Includes: apprentices (auto mechanics) plumbers, bricklayers, carpenters, electricians, machinists, mechanics, plumbers, building trades, metalworking trades, printing trades, etc.), operatives, attendants (auto service and parking), blasters, chauffeurs, deliverymen and routemen, dressmakers and seamstresses (except factory), dryers, furnacemen, heaters (metal), laundry and dry cleaning operatives, milliners, mine operatives and laborers, motormen, oilers and greasers (except auto), painters (except construction and maintenance), photographic process workers, stationary firemen, truck and tractor drivers, weavers (textile), welders, and flamecutters, and kindred workers.

Laborers (unskilled).--Workers in manual occupations which generally require no special training. Perform elementary duties that may be learned in a few days and require the application of little or no independent judgment. Includes: garage laborers, car washers and greasers, gardeners (except farm) and groundskeepers, longshoremen and stevedores, lumbermen, raftsmen and wood choppers, laborers performing lifting, digging, mixing, loading and pulling operations, and kindred workers.

Service workers.--Workers in both protective and nonprotective service occupations. Includes: attendants (hospital and other institution, professional and personal service, including nurses aides, and orderlies),

On-the-job trainees:

Production.--Persons engaged in formal training for craftsmen--when not trained under apprentice programs--operative, laborer and service occupations.

White collar.--Persons engaged in formal training, for official, managerial professional, technical, sales, office and clerical occupations.

6. LEGAL BASIS FOR REQUIREMENTS

SECTION 709(c), TITLE VII, CIVIL RIGHTS ACT of 1964

(As Amended by the Equal Employment Opportunity Act of 1972)

Recordkeeping; reports

Every employer, employment agency, and labor organization subject to this title shall (1) make and keep such records relevant to the determinations of whether unlawful employment practices have been or are being committed, (2) preserve such records for such periods, and (3) make such reports therefrom as the Commission shall prescribe by regulation or order, after public hearing, as reasonable, necessary, or appropriate for the enforcement of this title or the regulations or orders thereunder. The Commission shall, by regulation, require each employer, labor organization, and joint labor-management committee subject to this title which controls an apprenticeship or other training program to maintain such records as are reasonably necessary to carry out the purposes of this title, including, but not limited to, a list of applicants who wish to participate in such program, including the chronological order in which applications were received, and to furnish to the Commission upon request, a detailed description of the manner in which persons are selected to participate in the apprenticeship or other training program. Any employer, employment agency, labor organization, or joint labor-management committee which believes that the application to it of any regulation or order issued under this section would result in undue hardship may apply to the Commission for an exemption from the application of such regulation or order, and, if such application for an exemption is denied, bring a civil action in the United States district court for the district where such records are kept. If the Commission or the court, as the case may be, finds that the application of the regulation or order to the employer, employment agency, or labor organization in question would impose an undue hardship, the Commission or the court, as the case may be, may grant appropriate relief. If any person required to comply with the provisions of this subsection fails or refuses to do so, the United States district court for the district in which such person is found, resides, or transacts business, shall, upon application of the Commission, or the Attorney General in a case involving a government, governmental agency or political subdivision, have jurisdiction to issue to such person an order requiring him to comply.

TITLE 29, CHAPTER XIV, CODE OF FEDERAL REGULATIONS

Subpart B--Employer Information Report

§ 1602.7 Requirement for filing of report.

On or before March 31, 1967, and annually thereafter, every employer subject to Title VII of the Civil Rights Act of 1964 which meets the 100-employee test set forth in section 701(b) thereof shall file with the Commission or its delegate executed copies of Standard Form 100, as revised (otherwise known as "Employer Information Report EEO-1") in conformity with the directions set forth in the form and accompanying instructions. Notwithstanding the provisions of Section 1602.14, every such employer shall retain at all times at each reporting unit, or at company or divisional headquarters, a copy of the most recent report filed for each such unit and shall make the same available if requested by an officer, agent or employee

of the Commission under the authority of section 710(a) of Title VII. Appropriate copies of Standard Form 100 in blank will be supplied to every employer known to the Commission to be subject to the reporting requirements, but it is the responsibility of all such employers to obtain necessary supplies of same prior to the filing date from the Joint Reporting Committee, Federal Depot, 1201 East 10th Street, Jeffersonville, Indiana 47130.

§ 1602.8 Penalty for making of willfully false statements on report.

The making of willfully false statements on Report EEO-1 is a violation of the United States Code, Title 18, section 1001, and is punishable by fine or imprisonment as set forth therein.

§ 1602.9 Commission's remedy for employer's failure to file report.

Any employer failing or refusing to file Report EEO-1 when required to do so may be compelled to file by order of a U.S. District Court, upon application of the Commission.

§ 1602.10 Employer's exemption from reporting requirements.

If an employer is engaged in activities for which the reporting unit criteria described in section 4(c) of the Instructions are not readily adaptable, special reporting procedures may be required. In such case, the employer should so advise by submitting to the Commission or its delegate a specific proposal for an alternative reporting system prior to the date on which the report is due. If it is claimed the preparation or filing of the report would create undue hardship, the employer may apply to the Commission for an exemption from the requirements set forth in this part.

§ 1602.11 Additional reporting requirements.

The Commission reserves the right to require reports other than that designated as the Employer Information Report EEO-1, about the employment practices of individual employers or groups of employers whenever, in its judgment, special or supplemental reports are necessary to accomplish the purposes of Title VII. Any system for the requirement of such reports will be established in accordance with the procedures referred to in section 709(c) of Title VII and as otherwise prescribed by law.

Subpart C--Recordkeeping by Employers

§ 1602.12 Records to be made or kept.

The Commission has not adopted any requirement, generally applicable to employers, that records be made or kept. It reserves the right to impose recordkeeping requirements upon individual employers or groups of employers subject to its jurisdiction whenever, in its judgment, such records (a) are necessary for the effective operation of the EEO-1 reporting system or of any special or supplemental reporting system as described above; or (b) are further required to accomplish the purposes of Title VII. Such recordkeeping requirements will be adopted in accordance with the procedures referred to in section 709(c), and as otherwise prescribed by law.

§ 1602.13 Records as to racial or ethnic identity of employees.

Employers may acquire the information necessary for completion of Items 5 and 6 of Report EEO-1 either by visual surveys of the work force, or at their option, by the maintenance of post-employment records as to the identity of employees where the same

is permitted by State law. In the latter case, however, the Commission recommends the maintenance of a permanent record as to the racial or ethnic identity of an individual for purpose of completing the report form only where the employer keeps such records separately from the employee's basic personnel form or other records available to those responsible for personnel decisions, e.g., as part of an automatic data processing system in the payroll department.

§ 1602.14 Preservation of records made or kept.

(a) Unless the employer is subject to a State or local fair employment practice law or regulation governing the preservation of records and containing requirements inconsistent with those stated in this part, any personnel or employment record made or kept by an employer (including but not necessarily limited to application forms submitted by applicants and other records having to do with hiring, promotion, demotion, transfer, lay-off or termination, rates of pay or other terms of compensation, and selection for training or apprenticeship) shall be preserved by the employer for a period of 6 months from the date of the making of the record or the personnel action involved, whichever occurs later. In the case of involuntary termination of an employee, the personnel records of the individual terminated shall be kept for a period of 6 months from the date of termination. Where a charge of discrimination has been filed, or an action brought by the Attorney General, against an employer under Title VII, the respondent employer shall preserve all personnel records relevant to the charge or action until final disposition of the charge or the action. The term "personnel records relevant to the charge," for example, would include personnel or employment records relating to the charging party and to all other employees holding positions similar to that held or sought by the charging party; and application forms or test papers completed by an unsuccessful applicant and by all other candidates for the same position as that for which the charging party applied and was rejected. The date of "final disposition of the charge or the action" means the date of expiration of the statutory period within which a charging party may bring an action in a U.S. District Court or, where an action is brought against an employer either by a charging party or by the Attorney General, the date on which such litigation is terminated.

(b) The requirements of this section shall not apply to application forms and other pre-employment records of applicants for positions known to applicants to be of a temporary or seasonal nature.

Standard Form 100 (Revised)
February 1975
Approved GAO B-180541 (R0077)
100-208
Approval Expires 12/31/75

EQUAL EMPLOYMENT OPPORTUNITY
EMPLOYER INFORMATION REPORT EEO-1

Joint Reporting Committe

- Equal Employment Opportunity Commission
- Office of Federal Contract Compliance

Section A — TYPE OF REPORT

Refer to instructions for number and types of reports to be filed.

1. Indicate by marking in the appropriate box the type of reporting unit for which this copy of the form is submitted (MARK ONLY ONE BOX).

(1) ☐ Single-establishment Employer Report

Multi-establishment Employer:

(2) ☐ Consolidated Report
(3) ☐ Headquarters Unit Report
(4) ☐ Individual Establishment Report (submit one for each establishment with 25 or more employees)
(5) ☐ Special Report

2. Total number of reports being filed by this Company (Answer on Consolidated Report only)_____

Section B — COMPANY IDENTIFICATION *(To be answered by all employers)*

OFFICE USE ONLY

1. Name of Company which owns or controls the establishment for which this report is filed (If same as label, skip to item 2. this section) — a.

Address (Number and street)	City or town	County	State	ZIP code	b.

b. Employer Identification No. | | | | | | | | | | |

2. Establishment for which this report is filed.

a. Name of establishment — c.

Address (Number and street)	City or town	County	State	ZIP code	d

b. Employer Identification No. | | | | | | | | | | | (If same as label, skip.)

3. Parent of affiliated company (Multi-establishment Employers: Answer on Consolidated Report only)

a. Name of parent or affiliated company — b. Employer Identification No. | | | | | | | | | |

Address (Number and street)	City or town	County	State	ZIP code

Section C — EMPLOYERS WHO ARE REQUIRED TO FILE *(To be answered by all employers)*

☐ Yes ☐ No 1. Does the entire company have at least 100 employees in the payroll period for which you are reporting?

☐ Yes ☐ No 2. Is your company affiliated through common ownership and/or centralized management with other entities in an enterprise with a total employment of 100 or more?

NOTE: If the answer is NO to BOTH questions, skip to Section G; otherwise complete ENTIRE form

☐ Yes ☐ No 3. Does the company or any of its establishments (a) have a prime contract with any agency of the Federal Government, a Federally-assisted construction contract, or a subcontract at any tier under any prime Government contract, amounting to more than $10,000; or (b) serve as a depository of Federal Government funds, or (c) serve as an issuing and paying agent of U.S. Savings Bonds and Notes; or (d) hold a Federal Government bill of lading in any amount?

Section D — EMPLOYMENT DATA

Employment at this establishment--Report all permanent, temporary, or part-time employees including apprentices and on-the-job trainees unless specifically excluded as set forth in the instructions. Enter the appropriate figures on all lines and in all columns. Blank spaces will be considered as zeros

In columns 1, 2, and 3, include ALL employees in the establishment including those in minority groups.

Job Categories (See Appendix (5) for definitions)	TOTAL EMPLOYEES IN ESTABLISHMENT			MINORITY GROUP EMPLOYEES (See Appendix (4) for definitions)							
				MALE				FEMALE			
	Total Employees Including Minorities (1)	Total Male Including Minorities (2)	Total Female Including Minorities (3)	Negro (4)	Oriental (5)	American Indian * (6)	Spanish Surnamed American (7)	Negro (8)	Oriental (9)	American Indian * (10)	Spanish Surnamed American (11)
Officials and managers											
Professionals											
Technicians											
Sales workers											
Office and clerical											
Craftsmen (Skilled)											
Operatives (Semi-skilled)											
Laborers (Unskilled)											
Service workers											
TOTAL →											
Total employment reported in previous EEO-1 report											

(The trainees below should also be included in the figures for the appropriate occupational categories above)

		(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Formal On-the-job trainees	White collar											
	Production											

* In Alaska include Eskimos and Aleuts with American Indians

1. NOTE On consolidated report, skip questions 2-5 and Section E
2. How was information as to race or ethnic group in Section D obtained?
   1 ☐ Visual Survey
   2 ☐ Employment Record
   3 ☐ Other—Specify .....
3. Dates of payroll period used—
4. Pay period of last report submitted to this establishment
5. Does this establishment employ apprentices?
   This year? 1 ☐ Yes 2 ☐ No
   Last year? 1 ☐ Yes 2 ☐ No

Section E — ESTABLISHMENT INFORMATION

1. Is the location of the establishment the same as that reported last year?
   1 ☐ Yes 2 ☐ No 3 ☐ Did not report last year 4 ☐ Reported on combined basis

2. Is the major business activity at this establishment the same as that reported last year?
   1 ☐ Yes 2 ☐ No 3 ☐ No report last year 4 ☐ Reported on combined basis

OFFICE USE ONLY

3. What is the major activity of this establishment? (Be specific, i.e., manufacturing steel castings, retail grocer, wholesale plumbing supplies, title insurance, etc. Include the specific type of product or type of service provided, as well as the principal business or industrial activity

e

Section F — REMARKS

Use this item to give any identification data appearing on last report which differs from that given above, explain major changes in composition or reporting units, and other pertinent information.

Section G — CERTIFICATION (See instructions G)

Check one

1. ☐ All reports are accurate and were prepared in accordance with the instructions (check on consolidated only)
2. ☐ This report is accurate and was prepared in accordance with the instructions

Name of Certifying Official	Title	Signature	Date

Name of person to contact regarding this report (Type or print)	Address (Number and street)			
Title	**City and State**	**ZIP code**	**Telephone Area Code / Number**	**Extension**

All reports and information obtained from individual reports will be kept confidential as required by Section 709 (e) of Title VII

WILLFULLY FALSE STATEMENTS ON THIS REPORT ARE PUNISHABLE BY LAW, U.S. CODE, TITLE 18, SECTION 1001

JOINT REPORTING COMMITTEE
2401 E STREET, N.W.
WASHINGTON, D.C. 20506

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

OFFICE OF FEDERAL CONTRACT COMPLIANCE

MEMORANDUM TO ALL EMPLOYERS

SUBJECT: 1975 Employer Information Report EEO-1'

NEW EEO-1 FILING REQUIREMENT (Correction to Page 1 of Instruction Booklet - "Who Must File" for Federal Government Contractors Only)

All Federal contractors are required to file annual, complete and accurate reports on Standard Form 100 who:

I. Are not exempt as provided for by 41 CFR 60-1.5

II. Have 50 or more employees.

III. Are prime contractors or a first-tier subcontractor, and have a contract, subcontract, or purchase order amounting to $50,000 or more.

IV. Or serve as a depository of Government funds in any amount or is a financial institution which is an issuing and paying agent for U.S. Savings Bonds and Savings Notes.

NOTE: ALL FEDERAL CONTRACTORS WHO MEET THE ABOVE FILING REQUIREMENTS MUST CHECK 'YES' TO QUESTION 3 UNDER SECTION C OF THE FORM. PLEASE DISREGARD THE INFORMATION GIVEN ON PAGE 3 OF THE INSTRUCTIONS REGARDING SECTION C.

Failure to file timely, complete and accurate reports as required constitutes noncompliance with the prime contractor's or subcontractor's obligations under the Equal Opportunity Clause and is grounds for the issuance of a notice to show cause within 30 days, why appropriate action to ensure compliance should not be instituted. Penalties include an Order for cancellation or termination of existing contracts or for debarment from further contracts or subcontracts, as provided by Section 209 of Executive Order 11246, as amended.

Financial institutions with less than fifty (50) employees should complete the tear-off section below and return it with their signed EEO-1 forms.

(PLEASE SEE REVERSE SIDE)

E.I. NUMBER ___ ___ ___ ___ ___ ___ ___ ___ ___
COMPANY NAME _____
STREET ADDRESS (P.O. BOX) _____
CITY/STATE/ZIP _____
TOTAL EMPLOYEES _____

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