

**THE SURVEY OF INCOME AND
PROGRAM PARTICIPATION**

**MEASURING THE FREQUENCY AND
CONSEQUENCES OF JOB SEPARATIONS:
DATA FROM THE SURVEY OF INCOME
AND PROGRAM PARTICIPATION**

No. 101

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Measuring the Frequency and Consequences
of Job Separations: Data From
the Survey of Income and Program Participation

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and
Enrique Lamas

U.S. Bureau of the Census

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of the Allied Social Science Associations
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~~not~~ necessarily reflect those of the Census Bureau.

Approximately 40 million job separations took place in the U.S. economy in 1984. Of all jobs held in 1984, 3 in 10 came to an end or to an interruption point that same year. Slightly more than a third of all separations might be termed involuntary because the worker was laid off or discharged or because the worker had taken a temporary job that ended. About 5 percent of all jobs held in 1984 ended or were interrupted that same year by a layoff. Another 1 percent of all jobs ended because the employee was fired, and 6 percent ended because they were temporary. On the voluntary side, about 1 percent of all jobs ended with the retirement of the worker, and 17 percent ended because an employee quit to take another job or for some other reason.

The source of these data and the other statistics offered in this paper is the 1984 Panel of the Survey of Income and Program Participation. The 1984 Panel started in late 1983 and ended in mid-1986. The panel began with a sample of approximately 20,000 households, and interviews were conducted at 4-month intervals throughout the 2 1/2 year period. The data on 1984 job separations were collected in the period May through August 1985 (the questions are reproduced in an appendix).

The purpose of this paper is to provide a description of the frequency of voluntary and involuntary job separations among population subgroups and to provide a brief analysis of the consequences of certain types of separations.

From the perspective of an employer, theory tells us that the likelihood of a job layoff should be inversely related to the employer's investment in an employee and therefore the cost of replacing the employee. From the standpoint of an employee, the likelihood of a job quit depends on a comparison of the current and expected benefits from the current job with the expected benefits from a shift to another employer or to a nonemployment activity.

The combined force of these factors suggest that the relative separation rate should be high among the young. The SIPP data bear this out. About half of the

1984 jobs held by persons under 25 reached a separation point that same year compared to figures of 27 percent for persons 25 to 44, and less than 20 percent for persons 45 to 64. The large difference is primarily due to the high quit rate among young job holders and the frequent holding of temporary jobs.

Nearly 30 percent of the jobs held by young persons ended because he or she quit the job, a rate that compared to 16 percent for persons 25 to 44, and under 10 percent for persons 45 and older. About 11 percent of the jobs taken by young persons were temporary jobs that ended; only about 4 percent of the jobs taken by older workers were jobs of this type. The probability of being laid-off showed little variation by age. The proportion of jobs that ended or were interrupted by layoff was about 6 percent for those under 25 and about 5 percent for those 25 or over.

Two other characteristics that would be expected to have a relationship with the likelihood of a job separation are education and level of earnings. There is presumably a positive correlation between the investment an employer has in an employee and the years of schooling of that employee. This should lead to higher involuntary job separation rates among persons with relatively low levels of schooling. This is, in fact, the case. About 8 percent of the jobs held by nonhigh-school graduates ended or were interrupted by a layoff. The comparable rates were 6 percent for high school graduates and 2 percent for college graduates. Persons without a high school diploma were also more likely than those with more schooling to have held a temporary job (8 percent versus 5 percent).

Persons with low wages can expect to have relatively high voluntary and involuntary separation rates. Voluntary rates should be higher because the low-wage job is not attractive compared to other time-use activities. Involuntary rates should be high because employers have small investments in low-wage employees.

Tables 1 through 6 in this paper show the relationship between job separation status in 1984 and hourly earnings in mid-1985. The tables show the relationship but they cannot show that persons with low earnings had a certain job separation experience as a consequence of those low earnings. Causality presumably runs in both directions. Persons with low earnings in 1985 had relatively high rates of job separations in 1984. About 40 percent of the 1984 jobs held by persons making less than \$5.00 an hour ended or were interrupted that same year. The figure was 25 percent for persons making \$5.00 to \$7.49 an hour and dropped to under 15 percent for persons making \$10.00 or more an hour.

The ambiguity of causality that we noted between wage rates and job separations also holds for data showing 1984 job separation experience by labor force status in mid-1985. The table shows a very strong relationship between the two variables. Persons with a strong attachment to the labor force in mid-1985 had fewer voluntary and involuntary job separations in 1984. Of the 1984 jobs held by persons who had a job the entire month during the 1985 reference month, about 8 percent were either temporary or involved a layoff and 15 percent ended with a quit. Of the 1984 jobs held by persons with a job during part of the 1985 reference month or with no job but in the labor force that month, more than 30 percent were either temporary or involved in a layoff and 28 percent ended with a quit.

We have not yet mentioned job separation status by sex and race. The SIPP data do show some differences among these groups. Females were less likely than males to work at a job that ended or was interrupted by a layoff (4.5 percent of female-held jobs ended this way versus 6.0 percent of male-held jobs) but they were more likely to quit a job (19.1 percent of female-held jobs ended in a quit versus 15.7 percent of male-held jobs). When females did quit a job, they were less likely

than males to say that they quit to take another job (37.0 percent versus 48.5 percent). When persons who quit jobs were asked to name the reasons for the quit, females were less likely to mention the wage level (20.4 percent versus 30.5 percent) and more likely to mention family or personal reasons (32.6 percent versus 17.7 percent). Data by race and Hispanic origin show White males were slightly less likely than Black or Hispanic origin males to have experienced a layoff and were slightly more likely to have quit a job. White females were less likely than Black or Hispanic origin females to have experienced a layoff and White and Hispanic origin females were somewhat more likely than Black females to have quit a job.

The data that has been discussed thus far (in tables 1 through 6) are from a single wave (wave 6) of the 1984 SIPP panel. We turn now to a set of data that is based on the full 1984 panel (32 months of data for each person for whom a complete set of interviews was obtained). We turn to this data set to examine four questions.

The first question concerns the relationship between wage rate change and job separation status. Table 7 shows the mean hourly wage rate in 1984 and 1985 and the percent change in the wage rate by job separation experience in 1984. The data on mean hourly wage rate show that persons with no 1984 separations had higher 1984 and 1985 wage rates than persons with a separation. Among those with a separation, persons who experienced a layoff in 1984 had lower wages than persons who quit a job. Among males, for example, the 1984 hourly wage rate was \$11.71 for those with no job separation, \$8.63 for those with one or more layoffs (\$7.83 if the layoff was permanent) and \$9.30 for those who quit a job during the year (\$8.18 if the reason for the quit was low earnings). The pattern was similar for females and the 1985 relationships for both sexes are similar to those for 1984. An examination of mean wage rates for 1984 and 1985 suggests some tendency for persons who suffered

a permanent 1984 layoff to have a 1985 wage rate that was lower than their 1984 rate; the average hourly earnings of persons with a permanent 1984 layoff was \$7.25 in 1984 and \$7.08 in 1985. Persons who quit a job in 1984 showed an increase in average hourly earnings; \$8.68 in 1984, and \$8.94 in 1985.

Data on the percent change in wage rates from 1984 to 1985 show that persons with no job separations had more stable wage rates than those with one or more separations. Among males with no job separation, 35 percent experienced a wage rate change of less than 5 percent; only 8 percent experienced a decline of 20 percent or more, and 13 percent experienced an increase of 20 percent or more. For most workers, a layoff is a negative experience, but some laid off workers do manage to find a situation with an improved wage rate. Among males who experienced a layoff, 15 percent had a wage rate change of less than 5 percent, 21 percent had a decline of more than 20 percent, and 26 percent had an increase of more than 20 percent. A substantial number of those who quit jobs in 1984 found higher paying jobs. Of the males who quit a job in 1984, 17 percent experienced a 1984 to 1985 wage rate change of less than 5 percent, 11 percent experienced a decline of 20 percent or more and one third experienced an increase of 33 percent or more.

We turn now to three regression models that use the panel data to identify the determinants of three dependent variables.

The dependent variable in the first model (table 8) is whether a worker experienced a layoff in 1984 (a 0/1 variable). The model was run separately for males and females. The data examined in the earlier part of this paper showed that age, education, and wage level were correlated with layoffs and the regression results confirm this. The coefficient for the youngest age group (under 21) is about 4 times its standard error for males and about 2 times its standard error for females. No other age variable has a significant coefficient. The education variables are significant for males but not for females. Among males, lacking a

high school diploma has a significant positive effect on the chances of being laid off, and having a college degree has a significant negative effect. The effect of the wage rate variable was significant for both sexes; the higher the wage rate, the smaller the chance of a layoff. None of the race, Hispanic origin or disability variables had a coefficient larger than its standard error. Marital status and parent variables were not significant for females, but among males, being divorced, widowed, or separated increased the likelihood of being laid off, as did being a parent of a young child. We do not have an explanation for this latter result. Finally, the sex ratio of workers in the employee's occupation did not effect the likelihood of a layoff.

The second model includes a layoff variable in the set of independent variables that is used to explain total hours worked in 1985. The layoff variable has a strong negative coefficient in both equations (male and female). The other explanatory variables have, in general, the expected coefficients. Being a relatively young worker (under 25) or a relatively old worker (55 to 64) has a negative effect on hours worked. Having relatively few years of schooling has a negative effect on hours worked, and having relatively many years has a positive effect. Being the parent of a young child has a positive effect on the hours worked of males and a negative effect on the hours worked of females. Race, Hispanic origin, and disability status were not significant factors for women, but among men, being of a race other than White, being of Hispanic origin, or being disabled all had a negative effect on hours worked. The "sex ratio in occupation" variable was negative for both men and women (being in an occupation with a high female to male ratio had a negative effect on hours worked).

The dependent variable in the third and final model is the hourly wage rate in 1985. Two job separation variables are included in the set of explanatory variables. The QUIT variable was set equal to 1 if the person quit a job to take

another job and the wage level was given as a reason for the change. The LAYOFF variable was set equal to 1 if the person was laid off one or more times in 1984. The QUIT variable has a significant negative coefficient in the equation for men, but is not significant in the equation for women. The negative effect on the male wage rate might be somewhat surprising because the job changer reported that at least one of the reasons for their change was the old level of earnings. But the dependent variable of the model is the level of earnings in 1985, not the change in earnings from 1984 to 1985. The regression results tell us that compared to persons who did not quit a job in 1984, persons who did quit a job could expect to have lower 1985 earnings. The LAYOFF variable is very strongly negative for both men and women. Persons who were laid off in 1984 could expect to have lower 1985 earnings than those who were not laid off. The age and education variables in the model have the expected signs. The race and Hispanic origin variables are not significant for women, but they are for men. Being a nonwhite or Hispanic origin male tended to reduce the earnings level of males. For both males and females, having a work disability had a negative effect on earnings. Finally, the sex ratio in the workers occupation had a significant effect on earnings. Working in an occupation with a high female to male ratio reduced the earnings of both men and women.

In summary, we have conducted a preliminary examination of the job separation data that are available from the 1984 SIPP panel. We looked at cross-section data from the sixth wave and concluded that the SIPP data provide a confirmation of the expected relationships among age, education, wage levels, job quits, and layoffs. We also looked at longitudinal data from SIPP in order to measure the consequences of quits and layoffs. We found that persons who quit jobs have lower earnings levels than persons who do not have job separations. Persons who suffer layoffs have lower earnings than those who quit jobs. We found that substantial changes in wage rates, both negative and positive, were more likely for those who had job

separations than for those who did not. Persons who quit jobs were more likely to have substantial wage increases than those who had no job separation or those who were laid off. Those who were laid off had a high probability of a substantial wage decline, but a nontrivial percent experienced wage increases. The regression models confirmed that age, education, and wage level are important determinants of the likelihood of being laid off. Being laid off in a given year has a substantial negative effect on the number of hours worked and the wage rate in the subsequent year.

Table 1. Jobs Held and Job Separation Rates in 1984 By Selected Characteristics: Both Sexes

Characteristic	Number of persons with one or more jobs in 1984 (000's)	Number of jobs held in 1984 (000's)	Number of job separations per 100 jobs	Number of jobs that were temporary per 100 jobs	Number of layoffs per 100 jobs	Number of times discharged per 100 jobs
Both sexes.....	102,105	130,576	30.6	5.7	5.3	1.0
AGE						
Less than 25 years.....	22,692	33,587	49.5	10.6	5.9	1.6
Less than 18 years.....	2,681	3,440	55.3	20.6	3.9	0.9
18 to 19 years.....	4,902	7,773	56.5	12.9	5.4	2.1
20 to 24 years.....	15,109	22,374	46.1	8.3	6.4	1.5
25 to 44 years.....	52,227	66,502	26.6	4.1	5.3	1.1
25 to 34 years.....	30,291	39,902	31.0	4.4	5.7	1.4
35 to 44 years.....	21,936	26,601	20.1	3.5	4.8	0.5
45 to 54 years.....	13,770	15,590	16.5	3.5	4.9	0.5
55 to 64 years.....	10,606	11,893	19.0	3.9	4.6	0.2
55 to 59 years.....	6,213	6,979	16.2	4.0	4.2	0.2
60 to 64 years.....	4,393	4,914	23.0	3.8	5.3	0.1
65 years and over.....	2,811	3,004	25.1	7.5	2.9	0.3
RACE AND HISPANIC ORIGIN						
White.....	88,517	113,747	30.7	5.7	5.1	0.9
Black.....	10,886	13,235	31.0	5.9	7.1	2.0
Hispanic origin.....	5,517	6,841	33.0	7.1	7.2	1.1
SCHOOLING						
Less than 12 years.....	20,054	25,234	38.0	8.3	8.1	1.2
12 to 15 years.....	62,144	80,090	31.2	5.2	5.6	1.1
16 years and over.....	19,907	25,251	21.2	4.9	1.5	0.5
MARITAL STATUS						
Married, spouse present.....	59,781	72,450	23.8	3.9	5.1	0.7
Never married.....	27,849	39,769	44.1	9.7	5.6	1.6
Other.....	14,474	18,357	27.8	4.5	5.6	1.0
LABOR FORCE STATUS IN MID-1985						
With a job entire month.....	87,314	110,604	23.5	3.8	4.1	0.7
Full-time.....	69,446	86,391	21.0	2.8	3.9	0.5
Part-time.....	15,284	20,717	32.1	7.2	4.0	1.1
Spent time on layoff.....	467	645	41.7	2.7	17.1	1.2
With a job part of month.....	2,837	4,224	62.0	18.4	12.1	1.7
Spent time looking/layoff....	1,337	2,205	64.7	15.0	18.4	3.2
In the labor force, no job.....	3,874	5,530	70.5	13.8	22.7	5.0
Not in the labor force.....	8,080	10,219	72.7	17.5	6.4	2.4

Table 1. Continued.

Characteristic	Number of persons with one or more jobs in 1984 (000's)	Number of jobs held in 1984 (000's)	Number of jobs separations per 100 jobs	Number of jobs that were temporary per 100 jobs	Number of layoffs per 100 jobs	Number of times discharged per 100 jobs
MID-1985 OCCUPATION						
Managerial/professional.....	20,565	25,537	16.7	3.5	1.4	0.3
Technical, sales, etc.....	28,876	37,284	25.3	3.9	3.0	0.7
Service.....	11,639	15,405	31.2	5.9	4.4	1.0
Farming, foresting, etc.....	1,872	2,422	37.8	15.6	8.0	0.9
Precision, craft, etc.....	10,551	13,575	25.3	3.8	6.8	0.8
Operators, laborers, etc.....	16,538	20,849	29.4	3.9	9.0	1.2
MID-1985 HOURLY EARNINGS						
Under \$5.00.....	22,990	32,482	39.1	7.7	6.3	1.5
\$5.00 to \$7.49.....	27,629	35,391	25.0	3.6	4.6	0.6
\$7.50 to \$9.99.....	12,465	15,461	18.7	2.8	3.3	0.5
\$10.00 to \$12.49.....	13,521	15,895	14.9	1.9	3.3	0.4
\$12.50 and over.....	13,435	15,842	13.8	2.7	2.8	-

Table 2. Jobs Held and Job Separation Rates in 1984 By Selected Characteristics: Males

Characteristic	Number of persons with one or more jobs in 1984 (000's)	Number of jobs held in 1984 (000's)	Number of jobs separations per 100 jobs	Number of jobs that were temporary per 100 jobs	Number of layoffs per 100 jobs	Number of times discharged per 100 jobs
Males.....	54,693	70,238	29.9	5.7	6.0	1.3
AGE						
Less than 25 years.....	11,895	17,793	51.1	11.5	7.4	1.9
Less than 18 years.....	1,561	2,048	59.4	20.7	5.1	1.3
18 to 19 years.....	2,471	3,839	58.8	15.7	6.5	2.9
20 to 24 years.....	7,863	11,905	47.2	8.5	8.0	1.8
25 to 44 years.....	28,161	36,025	25.1	3.8	5.9	1.3
25 to 34 years.....	16,345	21,628	29.5	4.3	6.3	1.8
35 to 44 years.....	11,816	14,398	18.4	3.0	5.4	0.5
45 to 54 years.....	7,391	8,334	15.2	3.1	5.3	0.6
55 to 64 years.....	5,712	6,453	18.8	3.7	4.7	0.1
55 to 59 years.....	3,393	3,820	16.4	4.3	4.1	0.1
60 to 64 years.....	2,319	2,633	22.2	2.9	5.6	0.0
65 years and over.....	1,534	1,633	26.0	7.6	2.4	0.3
RACE AND HISPANIC ORIGIN						
White.....	47,837	61,703	29.8	5.7	5.8	1.1
Black.....	5,345	6,650	32.7	6.2	8.1	3.1
Hispanic origin.....	3,100	3,838	32.0	6.6	7.7	1.9
SCHOOLING						
Less than 12 years.....	11,678	14,957	39.1	8.3	9.4	1.2
12 to 15 years.....	31,595	41,130	30.7	5.4	6.4	1.4
16 years and over.....	11,419	14,151	18.1	4.1	1.2	0.7
MARITAL STATUS						
Married, spouse present.....	33,620	40,876	21.0	3.3	5.8	0.7
Never married.....	15,609	22,393	46.4	10.6	6.3	2.1
Other.....	5,464	6,969	29.3	4.5	6.5	1.5
LABOR FORCE STATUS IN MID-1985						
With a job entire month.....	48,290	61,165	23.8	3.9	4.7	0.9
Full-time.....	42,390	52,593	21.2	3.1	4.4	0.7
Part-time.....	4,994	7,163	39.0	9.6	5.5	2.0
Spent time on layoff.....	218	329	48.0	3.5	20.3	2.3
With a job part of month.....	1,341	2,214	64.8	18.0	15.9	2.5
Spent time looking/layoff....	772	1,365	63.9	12.3	22.0	4.1
In the labor force, no job.....	2,140	3,117	71.3	15.6	23.1	6.0
Not in the labor force.....	2,922	3,743	75.9	20.1	6.5	3.0

Table 2. Continued.

Characteristic	Number of persons with one or more jobs in 1984 (000's)	Number of jobs held in 1984 (000's)	Number of jobs separations per 100 jobs	Number of jobs that were temporary per 100 jobs	Number of layoffs per 100 jobs	Number of times discharged per 100 jobs
MID-1985 OCCUPATION						
Managerial/professional.....	10,955	13,489	15.4	3.3	1.6	0.4
Technical, sales, etc.....	9,797	12,626	24.8	3.9	3.0	0.8
Service.....	5,056	6,861	31.7	6.3	5.2	1.4
Farming, foresting, etc.....	1,576	2,054	38.6	15.3	8.0	0.9
Precision, craft, etc.....	9,644	12,530	25.8	3.9	7.1	0.8
Operators, laborers, etc.....	12,075	15,564	29.8	4.0	8.5	1.5
MID-1985 HOURLY EARNINGS						
Under \$5.00.....	9,090	13,567	44.4	9.4	8.0	2.5
\$5.00 to \$7.49.....	12,643	16,775	29.0	4.1	5.9	1.1
\$7.50 to \$9.99.....	7,132	9,126	20.3	3.2	4.3	0.5
\$10.00 to \$12.49.....	9,433	11,046	14.8	1.8	4.2	0.4
\$12.50 and over.....	10,806	12,610	13.3	2.6	3.2	0.0

Table 3. Jobs Held and Job Separation Rates in 1984 By Selected Characteristics: Females

Characteristic	Number of persons with one or more jobs in 1984 (000's)	Number of jobs held in 1984 (000's)	Number of jobs separations per 100 jobs	Number of jobs that were temporary per 100 jobs	Number of layoffs per 100 jobs	Number of times discharged per 100 jobs
Females.....	47,412	60,338	31.3	5.7	4.5	0.7
AGE						
Less than 25 years.....	10,797	15,795	47.6	9.6	4.3	1.2
Less than 18 years.....	1,120	1,392	49.3	20.4	2.1	0.3
18 to 19 years.....	2,431	3,933	54.3	10.1	4.4	1.2
20 to 24 years.....	7,246	10,469	44.9	8.0	4.6	1.2
25 to 44 years.....	24,065	30,477	28.5	4.4	4.6	0.8
25 to 34 years.....	13,946	18,274	32.7	4.5	4.9	1.0
35 to 44 years.....	10,120	12,203	22.1	4.1	4.1	0.4
45 to 54 years.....	6,379	7,256	18.0	3.9	4.5	0.2
55 to 64 years.....	4,894	5,439	19.3	4.2	4.5	0.2
55 to 59 years.....	2,820	3,158	15.9	3.8	4.2	0.2
60 to 64 years.....	2,074	2,281	24.0	4.8	4.9	0.3
65 years and over.....	1,277	1,371	24.1	7.3	3.6	0.4
RACE AND HISPANIC ORIGIN						
White.....	40,680	52,044	31.8	5.7	4.3	0.7
Black.....	5,541	6,585	29.3	5.5	6.1	0.9
Hispanic origin.....	2,417	3,003	34.2	7.7	6.5	0.1
SCHOOLING						
Less than 12 years.....	8,376	10,277	36.3	8.4	6.2	1.1
12 to 15 years.....	30,548	38,960	31.8	5.0	4.7	0.8
16 years and over.....	8,488	11,100	25.1	5.8	1.9	0.3
MARITAL STATUS						
Married, spouse present.....	26,162	31,574	27.5	4.6	4.2	0.6
Never married.....	12,240	17,376	41.2	8.6	4.7	0.9
Other.....	9,010	11,388	26.9	4.5	5.0	0.7
LABOR FORCE STATUS IN MID-1985						
With a job entire month.....	39,023	49,439	23.2	3.6	3.2	0.4
Full-time.....	27,056	33,798	20.6	2.5	3.1	0.3
Part-time.....	10,290	13,554	28.4	5.8	3.2	0.7
Spent time on layoff.....	249	316	35.0	1.9	13.7	0.0
With a job part of month.....	1,496	2,010	58.9	18.9	7.9	0.7
Spent time looking/layoff....	565	840	65.9	19.4	12.5	1.7
In the labor force, no job.....	1,735	2,413	69.4	11.6	22.1	3.7
Not in the labor force.....	5,158	6,476	70.8	15.9	6.4	2.0

Table 3. Continued.

Characteristic	Number of persons with one or more jobs in 1984 (000's)	Number of jobs held in 1984 (000's)	Number of jobs separations per 100 jobs	Number of jobs that were temporary per 100 jobs	Number of layoffs per 100 jobs	Number of times discharged per 100 jobs
MID-1985 OCCUPATION						
Managerial/professional.....	9,609	12,049	18.2	3.7	1.2	0.1
Technical, sales, etc.....	19,079	24,657	25.5	3.9	3.1	0.6
Service.....	6,583	8,544	30.8	5.6	3.8	0.7
Farming, foresting, etc.....	296	367	33.2	17.1	8.4	0.7
Precision, craft, etc.....	907	1,044	18.5	2.5	3.7	0.0
Operators, laborers, etc.....	4,463	5,285	28.1	3.4	10.3	0.3
MID-1985 HOURLY EARNINGS						
Under \$5.00.....	13,900	18,915	35.2	6.5	5.1	0.8
\$5.00 to \$7.49.....	14,986	18,616	21.4	3.2	3.5	0.2
\$7.50 to \$9.99.....	5,333	6,335	16.3	2.2	1.8	0.4
\$10.00 to \$12.49.....	4,088	4,848	15.3	2.1	1.5	0.4
\$12.50 and over.....	2,629	3,233	15.7	3.1	1.4	0.0

Table 4. Frequency Of and Reasons For Job Quits in 1984: Both Sexes

Characteristic	Number of jobs held in 1984 (000's)	Number of quits per 100 jobs	Proportion of time reason for quitting was to take another job	Reasons for quits-number of times mentioned per 100 quits		
				Low earnings	Work conditions	Family or personal reasons
Both sexes.....	130,576	17.3	42.6	25.3	16.1	25.3
AGE						
Less than 25 years.....	33,587	30.1	39.2	22.5	14.1	25.0
Less than 18 years.....	3,440	27.2	20.3	12.4	14.6	34.5
18 to 19 years.....	7,773	34.6	37.2	20.0	13.8	25.1
20 to 24 years.....	22,374	29.0	42.7	25.0	14.1	23.6
25 to 44 years.....	66,502	15.8	47.4	29.1	17.9	25.7
25 to 34 years.....	39,902	18.9	47.0	28.0	17.6	26.2
35 to 44 years.....	26,601	11.1	48.5	31.7	18.5	24.3
45 to 54 years.....	15,590	7.1	40.7	22.8	20.7	20.4
55 to 64 years.....	11,893	5.8	28.6	19.0	15.5	31.0
55 to 59 years.....	6,979	5.8	36.1	19.4	15.4	31.4
60 to 64 years.....	4,914	6.0	18.5	18.5	15.7	30.5
65 years and over.....	3,004	4.8	15.3	3.6	-	33.6
RACE AND HISPANIC ORIGIN						
White.....	113,747	17.7	43.6	25.4	16.1	25.3
Black.....	13,235	15.1	33.6	25.2	16.8	25.5
Hispanic origin.....	6,841	16.4	43.6	28.8	9.6	25.2
SCHOOLING						
Less than 12 years.....	25,234	18.5	35.9	23.1	15.2	25.5
12 to 15 years.....	80,090	18.1	42.7	25.7	16.9	25.5
16 years and over.....	25,251	13.4	51.5	26.8	14.1	24.6
MARITAL STATUS						
Married, spouse present.....	72,450	13.1	46.6	28.2	16.9	29.7
Never married.....	39,769	26.0	40.4	22.5	14.7	21.0
Other.....	18,357	15.0	37.2	26.0	18.6	26.8
LABOR FORCE STATUS IN MID-1985						
With a job entire month.....	110,604	14.5	52.4	30.5	18.1	20.5
Full-time.....	86,391	13.3	58.4	34.7	19.8	17.6
Part-time.....	20,717	18.6	36.5	19.0	12.8	28.7
Spent time on layoff.....	645	18.0	43.1	20.1	12.9	19.3
With a job part of month.....	4,224	29.0	32.9	17.0	13.7	30.2
Spent time looking/laid off..	2,205	27.2	42.7	22.8	17.7	22.3
In the labor force, no job.....	5,530	27.4	22.3	20.0	14.5	28.5
Not in the labor force.....	10,219	37.4	12.7	8.5	9.3	43.0

Table 4. Continued.

Characteristic	Number of Number of jobs held in 1984 (000's)	Number of quits per 100 jobs	Proportion of time reason for quit- ting was to take another job	Reasons for quits-number of times mentioned per 100 quits		
				Low earnings	Work conditions	Family or personal reasons
MID-1985 OCCUPATION						
Managerial/professional.....	25,537	11.0	57.8	31.0	16.7	22.3
Technical, sales, etc.....	37,284	17.2	50.3	26.7	18.3	21.5
Service.....	15,405	18.7	37.1	20.3	16.6	28.6
Farming, forestry, etc.....	2,422	11.6	53.9	29.1	16.4	18.9
Precision, craft, etc.....	13,575	13.4	57.1	39.9	19.7	13.7
Operators, laborers, etc.....	20,849	14.8	53.2	34.8	17.1	17.7
MID-1985 HOURLY EARNINGS						
Under \$5.00.....	32,482	22.5	42.9	22.4	17.4	24.8
\$5.00 to \$7.49.....	35,391	15.6	51.0	31.3	16.3	21.0
\$7.50 to \$9.99.....	15,461	11.8	58.8	38.8	16.2	17.7
\$10.00 to \$12.49.....	15,895	8.8	61.3	42.0	23.6	16.3
\$12.50 and over.....	15,842	7.8	70.4	32.9	21.0	12.1

Table 5. Frequency Of and Reasons For Job Quits in 1984: Males

Characteristic	Number of jobs held in 1984 (000's)	Number of quits per 100 jobs	Proportion of time reason for quitting was to take another job	Reasons for quits-number of times mentioned per 100 quits		
				Low earnings	Work conditions	Family or personal reasons
Males.....	70,238	15.7	48.5	30.5	17.6	17.7
AGE						
Less than 25 years.....	17,793	29.0	42.4	25.3	14.9	19.8
Less than 18 years.....	2,048	29.0	18.4	10.2	15.2	35.5
18 to 19 years.....	3,839	32.0	41.0	23.0	16.1	22.5
20 to 24 years.....	11,905	28.0	47.1	28.9	14.4	16.1
25 to 44 years.....	36,025	13.8	57.1	36.9	19.7	14.7
25 to 34 years.....	21,628	16.8	56.5	35.4	20.1	15.3
35 to 44 years.....	14,398	9.4	58.9	41.1	18.7	13.1
45 to 54 years.....	8,334	5.7	40.6	28.6	26.8	20.4
55 to 64 years.....	6,453	5.2	37.0	25.0	18.0	21.9
55 to 59 years.....	3,820	5.6	44.8	19.9	17.8	18.6
60 to 64 years.....	2,633	4.8	23.8	33.7	18.4	27.5
65 years and over.....	1,633	5.2	7.1	0.0	0.0	34.1
RACE AND HISPANIC ORIGIN						
White.....	61,703	16.0	49.2	30.4	17.2	18.2
Black.....	6,650	14.1	41.4	32.6	20.7	15.0
Hispanic origin.....	3,838	14.4	55.3	35.3	10.6	18.3
SCHOOLING						
Less than 12 years.....	14,957	18.0	40.0	26.6	15.7	20.6
12 to 15 years.....	41,130	16.3	49.0	31.9	18.7	16.9
16 years and over.....	14,151	11.4	60.7	31.0	15.7	16.3
MARITAL STATUS						
Married, spouse present.....	40,876	10.0	61.2	38.6	19.2	16.5
Never married.....	22,393	26.3	40.8	24.9	15.6	18.1
Other.....	6,969	15.0	41.7	30.4	22.5	20.8
LABOR FORCE STATUS IN MID-1985						
With a job entire month.....	61,165	13.7	55.8	35.0	19.3	15.1
Full-time.....	52,593	12.7	60.0	38.4	20.8	14.6
Part-time.....	7,163	20.4	38.5	21.2	12.7	18.9
Spent time on layoff.....	329	18.9	38.7	17.8	15.8	6.8
With a job part of month.....	2,214	28.4	42.5	20.6	10.1	22.4
Spent time looking/laid off..	1,365	25.1	55.1	27.5	10.2	18.1
In the labor force, no job.....	3,117	25.2	26.5	24.3	15.3	24.2
Not in the labor force.....	3,743	32.6	15.3	8.5	10.7	28.9

Table 5. Continued.

Characteristic	Number of jobs held in 1984 (000's)	Number of quits per 100 jobs	Proportion of time reason for quitting was to take another job	Reasons for quits-number of times mentioned per 100 quits		
				Low earnings	Work conditions	Family or personal reasons
MID-1985 OCCUPATION						
Managerial/professional.....	13,489	9.7	65.5	36.9	18.2	13.8
Technical, sales, etc.....	12,626	16.6	56.9	30.4	21.5	14.9
Service.....	6,861	17.5	35.0	23.5	17.2	22.6
Farming, forestry, etc.....	2,054	12.8	55.5	28.8	13.7	20.3
Precision, craft, etc.....	12,530	13.5	58.4	41.1	20.1	13.3
Operators, laborers, etc.....	15,564	15.1	55.3	35.9	17.2	14.7
MID-1985 HOURLY EARNINGS						
Under \$5.00.....	13,567	23.0	45.2	24.3	17.8	18.3
\$5.00 to \$7.49.....	16,775	17.3	53.5	37.6	18.2	15.9
\$7.50 to \$9.99.....	9,126	12.1	63.5	39.9	17.2	13.7
\$10.00 to \$12.49.....	11,046	8.2	64.2	46.6	24.7	14.0
\$12.50 and over.....	12,610	7.1	74.9	35.9	20.6	8.3

Table 6. Frequency Of and Reasons For Job Quits in 1984: Females

Characteristic	Number of jobs held in 1984 (000's)	Number of quits per 100 jobs	Proportion of time reason for quitting was to take another job	Reasons for quits-number of times mentioned per 100 quits		
				Low earnings	Work conditions	Family or personal reasons
Females.....	60,338	19.1	37.0	20.4	14.7	32.6
AGE						
Less than 25 years.....	15,795	31.4	35.8	19.6	13.2	30.4
Less than 18 years.....	1,392	24.6	23.6	16.2	13.7	32.7
18 to 19 years.....	3,933	37.0	33.9	17.5	11.8	27.4
20 to 24 years.....	10,469	30.1	38.0	20.9	13.8	31.6
25 to 44 years.....	30,477	18.2	38.7	22.0	16.2	35.5
25 to 34 years.....	18,274	21.5	38.2	21.2	15.3	26.3
35 to 44 years.....	12,203	13.2	39.8	23.9	18.3	33.7
45 to 54 years.....	7,256	8.8	40.8	18.5	16.2	20.4
55 to 64 years.....	5,439	6.6	20.7	13.3	13.2	39.6
55 to 59 years.....	3,158	6.0	26.8	18.8	12.8	45.7
60 to 64 years.....	2,281	7.4	14.3	7.1	13.7	32.7
65 years and over.....	1,371	4.3	27.1	8.8	0.0	32.9
RACE AND HISPANIC ORIGIN						
White.....	52,044	19.7	38.1	20.6	15.0	32.1
Black.....	6,585	16.0	26.6	18.7	13.3	34.9
Hispanic origin.....	3,003	19.1	32.5	22.6	8.7	31.9
SCHOOLING						
Less than 12 years.....	10,277	19.3	30.4	18.3	14.5	32.3
12 to 15 years.....	38,960	20.0	37.2	20.4	15.3	32.8
16 years and over.....	11,100	16.0	43.1	22.9	12.6	32.1
MARITAL STATUS						
Married, spouse present.....	31,574	17.0	35.5	20.3	15.2	39.8
Never married.....	17,376	25.7	39.7	19.4	13.6	24.8
Other.....	11,388	15.1	34.5	23.4	16.2	30.4
LABOR FORCE STATUS IN MID-1985						
With a job entire month.....	49,439	15.4	48.6	25.6	16.7	26.3
Full-time.....	33,798	14.3	56.0	29.4	18.4	21.7
Part-time.....	13,554	17.7	35.2	17.6	12.9	34.6
Spent time on layoff.....	316	17.2	48.1	22.8	9.7	33.6
With a job part of month.....	2,010	29.7	22.7	13.2	17.4	38.3
Spent time looking/laid off..	840	30.5	26.1	16.4	27.7	27.9
In the labor force, no job.....	2,413	30.3	17.8	15.3	13.7	33.0
Not in the labor force.....	6,476	40.2	11.5	8.5	8.7	49.6

Table 6. Continued.

Characteristic	Number of jobs held in 1984 (000's)	Number of quits per 100 jobs	Proportion of time reason for quitting was to take another job	Reasons for quits-number of times mentioned per 100 quits		
				Low earnings	Work conditions	Family or personal reasons
MID-1985 OCCUPATION						
Managerial/professional.....	12,049	12.5	51.1	25.9	15.3	29.7
Technical, sales, etc.....	24,657	17.4	47.1	24.9	16.8	24.8
Service.....	8,544	19.7	38.5	18.0	16.1	32.8
Farming, forestry, etc.....	367	5.1	31.6	32.7	55.2	0.0
Precision, craft, etc.....	1,044	11.2	38.8	22.6	15.2	18.5
Operators, laborers, etc.....	5,285	13.9	46.5	31.4	16.9	27.3
MID-1985 HOURLY EARNINGS						
Under \$5.00.....	18,915	22.1	41.2	20.9	17.1	29.7
\$5.00 to \$7.49.....	18,616	14.1	48.4	24.3	14.3	26.6
\$7.50 to \$9.99.....	6,335	11.3	51.5	37.1	14.8	23.6
\$10.00 to \$12.49.....	4,848	10.3	55.7	33.2	21.5	20.6
\$12.50 and over.....	3,233	10.5	58.5	25.2	22.1	21.8

Table 8. Coefficients of Regression Model: Dependent Variable is Whether Worker Experienced a Layoff in 1984 (0,1)

(Universe is persons 18 to 64 years in January 1984 with no self-employment income and no time in the Armed Forces, who worked in both 1984 and 1985)

Variable	Coefficients and (standard errors)	
	Male	Female
1. AGE1 (under 21)	1.76 (.39)	1.43 (.74)
2. AGE2 (21 to 24)	.21 (.24)	-.76 (.62)
3. AGE3 (25 to 34)	-.12 (.17)	.18 (.32)
4. AGE5 (55 to 64)	-.25 (.22)	-.22 (.42)
5. MARSTAT1 (never married)	-1.52 (.99)	-1.47 (1.18)
6. MARSTAT2 (divorced, widowed, or separated)	.94 (.44)	-.58 (.76)
7. PARENT (with one or more children under 6)	.44 (.16)	-.14 (.45)
8. EDUC1 (not a high school graduate)	.47 (.15)	.33 (.33)
9. EDUC3 (college graduate)	-1.61 (.31)	-.97 (.56)
10. POP2 (Black, not Hispanic origin)	.06 (.23)	-.21 (.36)
11. POP3 (Race other than White or Black, not Hispanic origin)	-.47 (.56)	.58 (.81)
12. POP4 (Hispanic origin)	-.34 (.23)	-.62 (.68)
13. DISAB (with a work disability)	.27 (.22)	-1.28 (.73)
14. WAGE (wage rate in 1984)	-.053 (.017)	-.172 (.060)
15. PCTFEM (females in main 1984 occupation as a percent of all workers in occupation)	-.002 (.003)	.004 (.005)

Table 7. Wage Rates in 1984 and 1985 by Sex and Job Separation Status in 1984

Sex and 1984 job separation status	1985 hourly wage rate versus 1984 hourly wage rate (percent with specified change)					Mean hourly wage rate	
	Down 20 percent or more	Down 5 to 19 percent	Changed less than 5 percent	Up 5 to 19 percent	Up 20 percent or more	1984	1985
BOTH SEXES							
No job separation.....	7.9	20.3	34.4	24.4	12.9	\$10.97	\$11.11
One or more layoffs.....	22.3	21.4	14.2	17.0	25.0	8.03	8.08
One or more permanent....	27.6	22.2	11.1	13.5	25.6	7.25	7.08
One or more quits to							
change jobs.....	12.1	16.2	16.4	21.0	34.3	8.68	8.94
A reason was wage level..	9.9	16.3	12.7	23.5	37.6	7.69	8.33
MALES							
No job separation.....	8.1	20.8	34.5	23.6	12.9	11.71	11.82
One or more layoffs.....	21.2	22.9	14.5	15.2	26.2	8.63	8.73
One or more permanent....	26.0	24.3	11.3	12.1	26.3	7.83	7.70
One or more quits to							
change jobs.....	11.4	16.8	17.0	22.0	32.8	9.30	9.53
A reason was wage level..	10.0	17.3	14.2	24.9	33.6	8.18	8.74
FEMALES							
No job separation.....	7.1	18.5	34.2	27.0	13.1	8.39	8.64
One or more layoffs.....	27.4	14.9	13.0	24.8	20.0	5.45	5.28
One or more permanent....	34.7	13.7	10.0	19.2	22.5	4.92	4.58
One or more quits to							
change jobs.....	14.2	14.5	14.5	17.9	38.9	6.89	7.26
A reason was wage level..	9.6	12.5	6.7	18.3	52.9	5.81	6.76

Table 10. Coefficients of Regression Model: Dependent Variable is Hourly Wage Rate in 1985

(Universe is persons 18 to 64 years in January 1984 with no self-employment income and no time in the Armed Forces, who worked in both 1984 and 1985)

Variable	Coefficients and (standard errors)	
	Male	Female
1. AGE1 (under 21)	-.529 (.084)	-.421 (.120)
2. AGE2 (21 to 24)	-.391 (.032)	-.130 (.048)
3. AGE3 (25 to 34)	-.193 (.019)	-.079 (.033)
4. AGE5 (55 to 64)	-.050 (.025)	-.079 (.041)
5. MARSTAT1 (never married)	-.091 (.085)	.045 (.085)
6. MARSTAT2 (divorced, widowed, or separated)	-.020 (.076)	-.021 (.063)
7. PARENT (with one or more children under 6)	.011 (.020)	-.067 (.046)
8. EDUC1 (not a high school graduate)	-.257 (.021)	-.345 (.039)
9. EDUC3 (college graduate)	.294 (.019)	.360 (.034)
10. POP2 (Black, not Hispanic origin)	-.164 (.030)	-.024 (.036)
11. POP3 (Race other than White or Black, not Hispanic origin)	-.118 (.053)	-.082 (.104)
12. POP4 (Hispanic origin)	-.060 (.028)	.017 (.058)
13. DISAB (with a work disability)	-.124 (.030)	-.228 (.052)
14. QUIT (changed jobs in 1984 and one of reasons given was wage level of old job)	-.126 (.041)	-.060 (.077)
15. LAYOFF (laid off one or more times in 1984)	-.187 (.034)	-.291 (.067)
16. PCT (females in main 1984 occupation as a percent of all workers in occupation)	-.0030 (.0004)	-.0024 (.0005)

Table 9. Coefficients of Regression Model: Dependent Variable is Number of Hours Worked in 1985

(Universe is persons 18 to 64 years in January 1984 with no self-employment income and no time in the Armed Forces, who worked in both 1984 and 1985)

Variable	Coefficients and (standard errors)	
	Male	Female
1. AGE1 (under 21)	-110.8 (91.9)	-330.4 (146.7)
2. AGE2 (21 to 24)	-114.7 (35.1)	- 7.4 (58.5)
3. AGE3 (25 to 34)	- 31.6 (20.2)	22.0 (39.6)
4. AGE5 (55 to 64)	-337.8 (27.0)	-203.6 (48.7)
5. MARSTAT1 (never married)	- 63.0 (93.4)	- 31.8 (104.2)
6. MARSTAT2 (divorced, widowed, or separated)	-226.8 (80.2)	- 82.1 (75.8)
7. PARENT (with one or more children under 6)	72.7 (21.4)	-302.0 (54.9)
8. EDUC1 (not a high school graduate)	-115.4 (23.1)	-167.3 (46.8)
9. EDUC3 (college graduate)	132.1 (21.0)	108.2 (40.7)
10. POP2 (Black, not Hispanic origin)	-178.4 (32.8)	- 35.8 (44.0)
11. POP3 (Race other than White or Black, not Hispanic origin)	-218.0 (57.0)	156.9 (126.4)
12. POP4 (Hispanic origin)	- 98.9 (30.9)	- 18.5 (70.4)
13. DISAB (with a work disability)	-193.5 (32.6)	- 76.5 (62.4)
14. LAYOFF (laid off one or more times in 1984)	-423.8 (36.8)	-530.4 (79.7)
15. PCTFEM (females in main 1984 occupation as a percent of all workers in occupation)	- 1.60 (.41)	-2.52 (.59)

APPENDIX: SIPP QUESTIONS ON JOB SEPARATIONS
(1984 PANEL, WAVE 3)

ASK OR VERIFY —	PGM 7	PGM 7	PGM 7
i. Did ... stop working for (Employer's name) at any time during 1984?	8502 1 <input type="checkbox"/> Yes 2 <input type="checkbox"/> No — SKIP to 5a	8552 1 <input type="checkbox"/> Yes 2 <input type="checkbox"/> No — SKIP to 5a	8602 1 <input type="checkbox"/> Yes 2 <input type="checkbox"/> No — SKIP to 5a
j. What was the main reason ... stopped working for (Name of employer)? Was it because ... (Read categories) — Mark only one.	8504 1 <input type="checkbox"/> Was laid off? 2 <input type="checkbox"/> Quit that job to take another job? — SKIP to 4q 3 <input type="checkbox"/> Retired? } SKIP to 5a 4 <input type="checkbox"/> Was discharged? } 5 <input type="checkbox"/> Job was temporary and ended? — SKIP to 5a 6 <input type="checkbox"/> Quit that job for some other reason? — SKIP to 4q	8554 1 <input type="checkbox"/> Was laid off? 2 <input type="checkbox"/> Quit that job to take another job? — SKIP to 4q 3 <input type="checkbox"/> Retired? } SKIP to 5a 4 <input type="checkbox"/> Was discharged? } 5 <input type="checkbox"/> Job was temporary and ended? — SKIP to 5a 6 <input type="checkbox"/> Quit that job for some other reason? — SKIP to 4q	8604 1 <input type="checkbox"/> Was laid off? 2 <input type="checkbox"/> Quit that job to take another job? — SKIP to 4q 3 <input type="checkbox"/> Retired? } SKIP to 5a 4 <input type="checkbox"/> Was discharged? } 5 <input type="checkbox"/> Job was temporary and ended? — SKIP to 5a 6 <input type="checkbox"/> Quit that job for some other reason? — SKIP to 4q
k. Did the place where ... worked close down either at the time ... was laid off or sometime after?	8506 1 <input type="checkbox"/> Yes 2 <input type="checkbox"/> No — SKIP to 4o	8556 1 <input type="checkbox"/> Yes 2 <input type="checkbox"/> No — SKIP to 4o	8606 1 <input type="checkbox"/> Yes 2 <input type="checkbox"/> No — SKIP to 4o
l. When did it close down?	Month 8508 <input type="text"/> <input type="text"/> Year 8510 <input type="text"/> 1 <input type="text"/> 9 <input type="text"/> 8 <input type="text"/> x1 <input type="checkbox"/> DK	Month 8558 <input type="text"/> <input type="text"/> Year 8560 <input type="text"/> 1 <input type="text"/> 9 <input type="text"/> 8 <input type="text"/> x1 <input type="checkbox"/> DK	Month 8608 <input type="text"/> <input type="text"/> Year 8610 <input type="text"/> 1 <input type="text"/> 9 <input type="text"/> 8 <input type="text"/> x1 <input type="checkbox"/> DK
m. Is it still closed down?	8512 1 <input type="checkbox"/> Yes — SKIP to 5a 2 <input type="checkbox"/> No	8562 1 <input type="checkbox"/> Yes — SKIP to 5a 2 <input type="checkbox"/> No	8612 1 <input type="checkbox"/> Yes — SKIP to 5a 2 <input type="checkbox"/> No
n. When did it reopen?	Month 8514 <input type="text"/> <input type="text"/> Year 8516 <input type="text"/> 1 <input type="text"/> 9 <input type="text"/> 8 <input type="text"/> x1 <input type="checkbox"/> DK	Month 8564 <input type="text"/> <input type="text"/> Year 8566 <input type="text"/> 1 <input type="text"/> 9 <input type="text"/> 8 <input type="text"/> x1 <input type="checkbox"/> DK	Month 8614 <input type="text"/> <input type="text"/> Year 8616 <input type="text"/> 1 <input type="text"/> 9 <input type="text"/> 8 <input type="text"/> x1 <input type="checkbox"/> DK

ASK OR VERIFY -

O. Did ... return to work for (Name of employer) after being laid off?

8518 1 Yes
2 No - SKIP to 5a

8568 1 Yes
2 No - SKIP to 5a

8618 1 Yes
2 No - SKIP to 5a

P. For how many weeks was ... laid off?

8650 Weeks
OR
x1 DK } SKIP to 5a

8700 Weeks
OR
x1 DK } SKIP to 5a

8750 Weeks
OR
x1 DK } SKIP to 5a

Q. What were the reasons ... decided to change jobs/leave that job?

Mark all that apply.

8652 1 Level of earnings
8654 2 Type of work
8656 3 Work conditions
8658 4 Job location
8660 5 Family or personal reasons
8662 6 Job was temporary and ended
8664 7 Other

8702 1 Level of earnings
8704 2 Type of work
8706 3 Work conditions
8708 4 Job location
8710 5 Family or personal reasons
8712 6 Job was temporary and ended
8714 7 Other

8752 1 Level of earnings
8754 2 Type of work
8756 3 Work conditions
8758 4 Job location
8760 5 Family or personal reasons
8762 6 Job was temporary and ended
8764 7 Other

ASK OR VERIFY -

R. After the time that ... stopped working for (Name of employer) did ... return to work for (Name of employer)?

8666 1 Yes
2 No - SKIP to 5a

8716 1 Yes
2 No - SKIP to 5a

8766 1 Yes
2 No - SKIP to 5a

S. When did ... return to work for (Name of employer)?

8668 Month
8670 Year 1 9 8

8718 Month
8720 Year 1 9 8

8768 Month
8770 Year 1 9 8