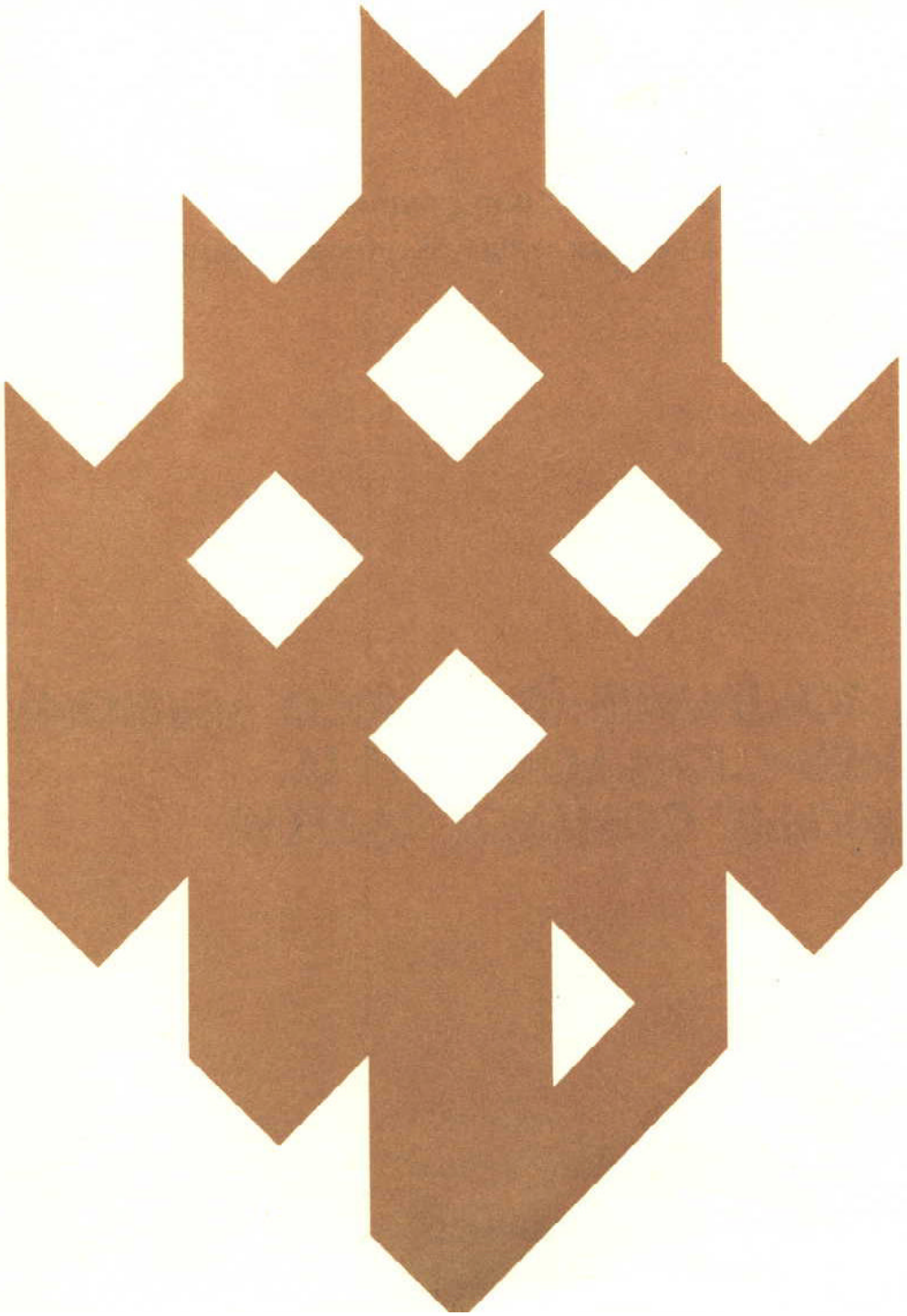
Labor Market Experiences of Unemployment Insurance Exhaustees

Unemployment Insurance
Occasional Paper 79-3

U.S. Department of Labor
Employment and Training Administration



Labor Market Experiences of Unemployment Insurance Exhaustees

Unemployment Insurance
Occasional Paper 79-3

U.S. Department of Labor
Ray Marshall, Secretary

Employment and Training Administration
Ernest G. Green
Assistant Secretary for Employment and Training

Unemployment Insurance Service
1979

This report was prepared by Paul L. Burgess and Jerry L. Kingston, associate professors of economics, Arizona State University, and the Research and Reports Section of the Unemployment Insurance Bureau, Arizona Department of Economic Security, under sponsorship of the Unemployment Insurance Service of the Employment and Training Administration, U.S. Department of Labor. Because researchers are encouraged to express their own viewpoints, the opinions offered in this document do not necessarily represent the official position or policy of the Department of Labor.

authors

Keywords: Exhaustees / unemployment insurance / labor market / Benefit Adequacy

The UIOP Series presents research findings and analyses dealing with unemployment insurance issues. Papers are prepared by research contractors, staff members of the unemployment insurance system, or individual researchers. Manuscripts and comments from interested individuals are welcomed. All correspondence should be sent to UI Occasional Paper Series, Unemployment Insurance Service, Patrick Henry Building, Room 7326, 601 D Street, NW., Washington, D.C. 20013.

PREFACE

This is the third in a series of reports based on the Arizona Benefit Adequacy Study. The first two reports focused on measurement of the differing degrees of benefit adequacy achieved under the prevailing and certain hypothetical benefit formulas, and on the types and magnitudes of adjustments undertaken by the insured unemployed during their compensated spells of unemployment. In this report the labor market experiences of those who exhausted their entitlements to all UI benefits are analyzed over the 24 week period following benefit exhaustion. Emphasized in the report are the labor force status of exhaustees during this period, changes in sources/amounts of exhaustee household income and selected adjustments undertaken by exhaustees and other members of their households as a result of benefit exhaustion. The principal findings of the study are provided prior to the main body of the text. In addition, a very detailed summary of the entire study has been included as the sixth chapter of the report.

Numerous individuals have contributed to the overall development of this report. The important contributions of Ms. Helen Manheimer, Mr. John Robinson and Mr. Roger Rossi, all of the Unemployment Insurance Service, Employment and Training Administration, are greatly appreciated. Appreciation also is expressed for the outstanding contribution to the report by the Research and Reports Section of the Unemployment Insurance Bureau of the Arizona Department of Economic Security. Especially helpful was the assistance of Dr. Robert St. Louis (Manager, Research and Reports Section) and Mr. Richard Porterfield (Manager of Contract Research). The job of coding/editing the questionnaire was carefully performed by Ms. Peg Szentendrei and Ms. Agnes Toombs. A special note of thanks is owed to Joseph Sloane of the Research and Reports Section for his outstanding job of organizing and conducting the computer work for the project. An especially valuable contribution also was made by Ms. Chris Walters (formerly Manager of Contract Research for the Arizona agency); she supervised the study for the Arizona Department of Economic Security with unexcelled efficiency while associated with the study, and also contributed importantly to the development of the analysis contained in the report. The final report was improved because of the valuable comments on an earlier draft

provided by several of the persons named above. Also valuable was the very careful review of the draft report provided by Mr. Thomas Vaughn of the Unemployment Insurance Bureau of the Arizona Department of Economic Security. Mrs. Lynnette Winkelman expertly typed the manuscript and thereby reduced the burden of preparing the report.

TABLE OF CONTENTS

TABLE OF CONTENTS (CONTINUED)

TABLE OF CONTENTS (CONTINUED)

TABLE OF CONTENTS (CONTINUED)

LIST OF TABLES

LIST OF TABLES (CONTINUED)

LIST OF TABLES (CONTINUED)

LIST OF TABLES (CONTINUED)

PRINCIPAL FINDINGS

The following are the major dimensions of the postexhaustion experiences analyzed in this report:

- labor force status;
- reemployment experiences;
- unemployment and job search experiences;
- changes in sources/amounts of household income; and
- adjustments to benefit exhaustion.

As background for this summary, the differences between exhaustees and nonexhaustees and between exhaustees who did/did not respond to the survey instruments are provided below.

A significantly greater proportion of women, older persons, persons in clerical/sales/services occupations and persons with relatively low average weekly earnings were found in the exhaustee than in the nonexhaustee group. In contrast, a significantly greater proportion of younger persons, persons in the lowest benefit adequacy category, persons in structural occupations, persons in the construction industry, and persons with relatively high weekly wages were found in the nonexhaustee group.

Among the exhaustee group analyzed--those who responded to each of the three mail questionnaires--men accounted for 54 percent of the total, persons 25 years or more accounted for 86 percent of the total and workers 55 years or more comprised 25 percent of the total. The occupational distribution of the group analyzed revealed that one-fifth last had been employed in professional/technical/managerial jobs, over two-fifths had been employed in clerical/sales/service occupations and more than one-fourth had worked in processing/machine work/benchwork/structural occupations. The distribution of the respondent group by industry of last employment indicated that 30 percent last worked in manufacturing, followed by wholesale/retail trade (30%), finance/insurance/real estate/service/government (28%), contract construction (20%) and manufacturing (16%). The distribution of the respondent group by the gross weekly wages earned in the "employed" month (a month prior to the initiation of each claimant's benefit year) revealed that only 21 percent

had weekly earnings of $225 or more, whereas 35 percent earned less than $125 per week. Of particular importance in evaluating the findings presented below, it should be noted that women and older persons comprised a significantly greater percentage of respondents than nonrespondents. Because of this, and assuming the experiences of respondents were representative of the actual but unknown experiences of otherwise similar nonrespondents, any differences between men and women or between older and younger exhaustees would be magnified in the results reported for the total respondent group, compared with the results for all exhaustees (respondents + nonrespondents). The implications of these differences between respondents and nonrespondents are noted, where relevant, throughout the report.

LABOR FORCE STATUS

The principal findings of the analysis for each of the three labor force states--unemployment, employment or labor force withdrawal--into which each person was classified during the twenty-four week postexhaustion period are summarized below.

1. Unemployment: During the week immediately following benefit exhaustion, just over three-fourths of the total sample remained unemployed. This proportion declined throughout the study period, primarily because of an increase in the number of persons who returned to work but also because of a small increase in the proportion that withdrew from the labor force during the postexhaustion period. At the close of the study period, just under 40 percent of the total group was unemployed, and about half of these persons had been unemployed for the entire postexhaustion period.

A somewhat higher percentage of men than women was unemployed during each week of the study period. A somewhat smaller percentage of older than other workers was unemployed immediately following benefit exhaustion (because of a higher rate of labor force withdrawal for older vs. other workers); however, during the final week of the study period the percentage unemployed was much greater for the oldest group. A much larger percentage of older vs. other exhaustees experienced either no unemployment during the study period (because of a relatively high rate of labor force withdrawal immediately following benefit exhaustion) or continuous unemployment during the entire postexhaustion period.

2. Employment: During the week immediately following benefit exhaustion, 8 percent of the study group returned to work. This percentage increased to 27 percent during the eighth week and to 36 percent by the sixteenth week of the study period. By the eighteenth week after benefit exhaustion, the proportion employed had reached 40 percent and remained at about this level for the remainder of the study period. Overall, only about 55 percent of the total sample had employment at any time during the entire twenty-four week postexhaustion period.

A very small percentage of the oldest group (55 years or older) was reemployed during the study period (2 percent during the week immediately following benefit exhaustion, and only 13 percent during the final week of the study period). Moreover, only about one-fourth of the oldest group reported employment at any time during the postexhaustion period. In contrast, three-fourths of the youngest group and over three-fifths of the middle-aged group found some employment during the study period. A somewhat greater proportion of men than women found employment immediately following benefit exhaustion, and this differential continued throughout the study period.

3. Withdrawal: During the week immediately following benefit exhaustion, 16 percent of the sample withdrew from the labor force. The withdrawal proportion increased slightly over the study period, to 21 percent during the twenty-fourth week of the postexhaustion period. Whereas one-ninth of the study group withdrew from the labor force for the entire study period, seven-tenths of the study group never left the labor force at any time during the study period.

The percentage of women who withdrew from the labor force for one or more weeks was approximately double that recorded for men for each of the twenty-four weeks considered. For example, 21 percent of the women but only 11 percent of the men withdrew from the labor force during the week immediately following benefit exhaustion. By the end of the study period, 40 percent of the women, but only 21 percent of the men, had withdrawn from the labor force for one or more weeks.

A much greater proportion of older than other workers withdrew from the labor force during the week immediately following benefit exhaustion (30% vs. approximately 12%). During the final week of the study period, 40

percent of the oldest group was out of the labor force, compared with only about 14 percent for other exhaustees. Moreover, one-fourth of the oldest group spent the entire six-month period out of the labor force, compared with only 3 percent of the youngest group and 7 percent of the middle age group.

4. Implications of Nonresponse: As noted above, the sex and age composition of the respondent group of exhaustees differed significantly from the nonrespondent group. Because of this difference, the results summarized above for the total respondent group tend to:

a. Overstate the proportion of all exhaustees who never were unemployed during the study period.

b. Also overstate the proportion that was unemployed for the entire study period.

c. Overstate the proportion of all exhaustees never employed during the study period.

d. Overstate the proportion of all exhaustees that withdrew from the labor force during the study period.

REEMPLOYMENT EXPERIENCES

Detailed information was obtained about the reemployment experiences of those who were at work during the eighth, sixteenth, or twenty-fourth weeks of the study period. The principal findings of the analysis of reemployment experiences are summarized below.

1. For each one-week period considered, older workers experienced much more difficulty in securing reemployment than any other subgroup analyzed.

2. Of those employed during each period, one-fourth obtained their jobs through information from friends and relatives, and about one-fifth secured employment by direct applications to employers. Only 5-6 percent obtained jobs through the Arizona Job Service.

3. Large percentage reductions in hourly wage rates (not adjusted for inflation) from the preunemployment to the postexhaustion job were reported for a sizable minority of the total sample. Reductions of at

least 40 percent were reported by almost one-fifth of those employed during the eighth week, but by only 7-10 percent of those reemployed during the sixteenth or twenty-fourth weeks. Wage reductions of 15 percent or more were recorded by almost one-half of those reemployed during the eighth week, compared with about three-tenths of those employed during the sixteenth and twenty-fourth weeks. The reductions in weekly earnings were even more pronounced than these reductions in hourly wage rates. For example, reductions in weekly earnings of at least 40 percent were reported by over two-fifths of those reemployed during the eighth week and by about one-fourth of those working during the sixteenth and twenty-fourth weeks.

4. Between 58 and 69 percent of each employed group reported that the type of work performed was the same on their current vs. preunemployment jobs. Also, between 55-60 percent of each group rated the two jobs as about equally satisfying.

UNEMPLOYMENT AND JOB SEARCH EXPERIENCES

Detailed information also was obtained about the job search experiences of those who were unemployed during the eighth, sixteenth, or twenty-fourth weeks of the study period. The principal findings of the analysis of job search activities are summarized below.

1. The percentage of the study group unemployed declined from 56 percent during the eighth week to 43 percent during the sixteenth week and 36 percent during the twenty-fourth week of the study period.

2. The primary job search technique used by the groups unemployed during the eighth, sixteenth or twenty-fourth weeks were: newspapers (27%-33% of each group); direct applications (23%-31%); friends/relatives (13%-15%); and unions (14%-19%). Because a much larger proportion of men vs. women belonged to labor unions, a greater proportion of men utilized union assistance in seeking employment. Because women were overrepresented in the respondent vs. nonrespondent group of exhaustees, the above results related to job search techniques for the total respondent group likely understate the proportion of all exhaustees who used union-provided sources of job search assistance, and consequently, overstate the proportion of exhaustees who utilized other job lead sources.

3. Over four-fifths of each of the three groups utilized their own cars to provide the transportation needed to seek work. The weekly amount spent for job search expenses was very similar for each group: about two-thirds spent $6 or more and 32-40 percent spent $11 or more.

4. The number of hours devoted to job search activities differed somewhat among those unemployed during the eighth, sixteenth and twenty-fourth weeks of the study period. Eleven hours or more per week were devoted to job search activities by over two-fifths of those unemployed during the eighth and sixteenth weeks, but by only about one-third of those unemployed during the twenty-fourth week. In contrast, fewer than six hours per week were devoted to job-finding activities by about one-fourth of those unemployed during the eighth and sixteenth weeks, and by about one-third of those unemployed during the final week of the study period.

CHANGES IN SOURCES/AMOUNTS OF HOUSEHOLD INCOME

The loss of UI benefits resulted in changes in both the sources and amounts of income received by exhaustee households. These changes were measured from the preexhaustion month to the second, fourth, and sixth months of the study period. The principal findings are summarized below.

1. In addition to UI benefits, the other major income sources for exhaustee households during the month prior to benefit exhaustion were wages/tips/commissions (received by 37% of the households) and social security/pension income (14%). Following benefit exhaustion, the proportion of households that received wage/tips/commission income increased to 51 percent during the second month of the study period, and to 62-64 percent during the fourth and sixth months of the study period. Also, the proportion of households with self-employment or odd-job income doubled following benefit exhaustion (about 10% of the households received such income during each of the three postexhaustion months considered). No other major changes in income sources were recorded for the study group.

2. The loss of UI benefits resulted in a large loss of household income for many families. During the preexhaustion month, for example, UI benefits accounted for 100 percent of household income for 31 percent

of these households and for more than one-half of household income for 56 percent of these households. It should be noted that weekly UI support tended to account for a larger proportion of preexhaustion household income for male than for female exhaustees. Because males constituted a smaller proportion of respondents than nonrespondents, these results for the total respondent group tend to understate the importance of UI benefits as a proportion of preexhaustion household income.

3. Household income that was at least 50 percent below income during the preexhaustion month was reported by one-third of these households during the second month of the study period, and by about one-fourth of the households for both the fourth and sixth months of the postexhaustion period. Such large declines in household income tended to be recorded more frequently for: male vs. female exhaustees; sole-earner vs. multi-earner households; and households in which the weekly UI benefit payment constituted a high vs. low proportion of household income during the preexhaustion month. Because males were underrepresented in the respondent vs. nonrespondent exhaustee group, these results for the total respondent group tend to understate the frequency of large income reductions for all exhaustee households.

ADJUSTMENTS TO BENEFIT EXHAUSTION

Selected adjustments undertaken by exhaustees or their households as a result of the loss of UI benefits also were analyzed. The principal findings of the analysis, which focused on 26 different adjustments made by exhaustee households from the preexhaustion month to the second, fourth, and sixth months of the postexhaustion period, are summarized below.

1. Through the second month of the postexhaustion period 71 percent of the households reported reduced expenditures on food; this was the most frequently undertaken adjustment by these households. Other very frequently undertaken adjustments during this two-month period included postponements of needed repairs on homes or automobiles (63%), reduced expenditures on needed services (55%), reduced savings or the liquidation of savings bonds (54%) and reduced expenditures on needed medical or dental care (47%). These adjustments also were the main ones made throughout the six-month study period.

2. Other adjustments undertaken by at least one-fourth of the study group by the sixth month after benefit exhaustion included: dropping insurance or missing insurance payments, borrowing money, increasing charge purchases or missing installment payments, missing medical/dental payments, missing utility payments or losing utility services, missing mortgage or rent payments and the selling or pawning of property.

3. In most cases, the percentage of households that reported any particular adjustment increased considerably between the eighth and twenty-fourth weeks after benefit exhaustion.

EXHAUSTEE OPINIONS

Exhaustees were asked their opinions as to what change in household living standards over the six-month study period had resulted from benefit exhaustion and whether UI benefits should have been available for a longer period prior to benefit exhaustion. Only about one-tenth thought that benefit exhaustion had not caused some decline in household living standards, and 46 percent believed that a substantial decline in living standards had resulted from the loss of UI support. A perhaps unexpected finding, however, was that one-third of these exhaustees believed that UI support *should not* have been available to them for additional weeks; the percentage that held this opinion increased substantially with the age of the exhaustee.

CHAPTER I

INTRODUCTION

The purpose of this report is to present the findings of an empirical analysis of the labor market experiences of a sample of unemployment insurance (UI) claimants who exhausted their entitlement to UI benefits. This investigation is part of a larger study of the adequacy of weekly UI benefit payments, undertaken by the authors in conjunction with the Arizona Department of Economic Security under the sponsorship of the U.S. Department of Labor, Employment and Training Administration, Unemployment Insurance Service. In the previous research a measure of the adequacy of the weekly UI benefit payment was developed. This measure of benefit adequacy then was utilized to assess the relative degree of benefit adequacy achieved by beneficiaries with different household compositions under the current Arizona benefit formula and under certain hypothetical benefit formulas. Also analyzed previously were the adjustments undertaken by households during the first 13 and 25 weeks of unemployment recorded by UI beneficiaries.[1]

The measure of benefit adequacy utilized was defined as the ratio of the weekly UI benefit amount to the beneficiary's "proportionate share" of the "necessary/obligated" expenses of the beneficiary household in the "preunemployment" month.[2] Hence, this measure emphasized the extent to which weekly UI support sustained the beneficiary household's preunemployment standard of living during the beneficiary's unemployment spell. There are, of course, other dimensions of the adequacy of support provided by the unemployment insurance program. Although it is perhaps difficult to establish *ex ante* criteria by which the postexhaustion experiences of UI claimants may be related to this broader concept of benefit adequacy, a study of postexhaustion experiences could provide additional insight into both the adequacy of benefits and the extent to which UI support is meeting certain other program objectives. If, for example, beneficiary households were forced by benefit exhaustion to undertake substantial (downward) adjustments in their living standards (beyond those already experienced because of the beneficiary's unemployment), documentation of such adjustments could provide some evidence as to whether the applicable law provided for an "adequate

or inadequate" potential duration of benefits or whether other forms of income maintenance might be appropriate. Furthermore, analysis of the postexhaustion experiences of these persons may provide useful insights into the "work incentives" issue in unemployment insurance. For example, continued job search following the exhaustion of benefits would have quite different implications for the work incentives issue than would either immediate reemployment or immediate withdrawal from the labor force. Finally, analysis of the characteristics of the new jobs obtained by UI exhaustees (relative to their preunemployment jobs) facilitates a better understanding of whether "suitable" reemployment was achieved by the beneficiary. As has been emphasized in the job search literature in recent years, an important objective of the UI program is to facilitate a period of productive job search so that the individual is not required, because of severe financial pressures, to accept immediate reemployment in jobs beneath his or her skill level. Although clear-cut implications for one or more of these important policy issues obviously are not guaranteed in this or other postexhaustion studies, it was within this frame of reference that the present study was undertaken.

The specific information required to analyze the labor market experiences of UI exhaustees and to study the adjustments undertaken by exhaustee households in response to the loss of UI support was obtained through mail questionnaires distributed two, four and six months following benefit exhaustion.[3] These survey instruments were designed to obtain information on five dimensions of the postexhaustion experiences of the sample: (1) the weekly labor force status of exhaustees during the six months following benefit exhaustion; (2) the characteristics of jobs held by exhaustees who were employed during the eighth, sixteenth, or twenty-fourth weeks of the postexhaustion period; (3) the job search activities conducted by those unemployed during the eighth, sixteenth, or twenty-fourth weeks of the postexhaustion period; (4) the changes in the sources and amounts of household income before/after benefit exhaustion; and (5) the types of adjustments undertaken by exhaustee households during the six-month postexhaustion period. These data elements permitted an analysis of the pattern of labor force attachment/activity over the *entire* six-month interval and more detailed study of the experiences of reemployed and unemployed workers at three different points during the period (the eighth, sixteenth, and twenty-fourth weeks after benefit exhaustion). The analysis

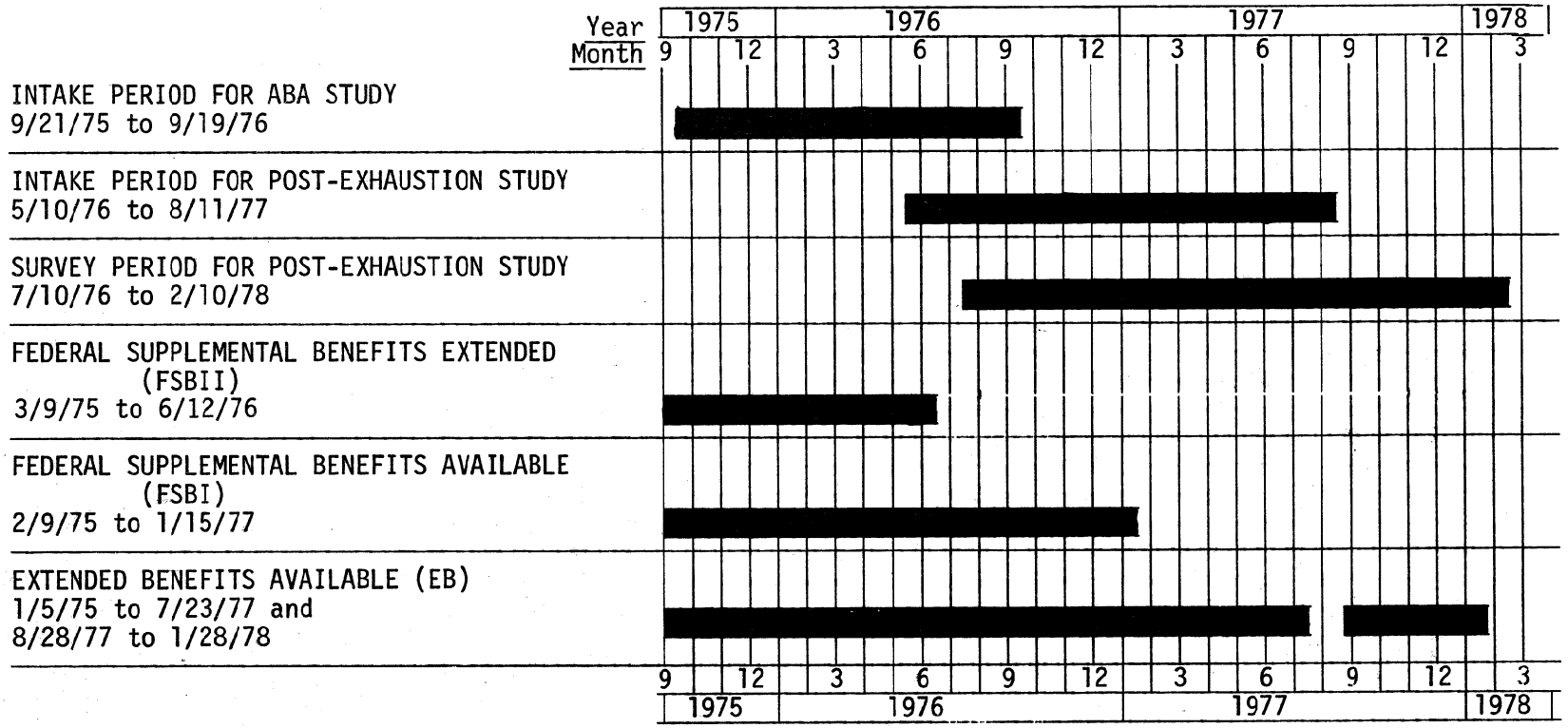
of changes in the sources/amounts of household income and of the adjustments undertaken by exhaustee households includes both the magnitude and the timing of these responses to benefit exhaustion over the six-month interval.

PROJECT INTAKE AND SAMPLE DESIGN

The intake period for the present study is depicted in Table I-1. The sampling plan for the ABA study called for an intertemporal, statewide random sample of Arizona UI beneficiaries who initiated the first spell of unemployment within their respective UI benefit years. This sampling period began in September, 1975 and ended in September, 1976. The first beneficiaries to exhaust their entitlements to all benefits did so in May, 1976; persons in the ABA study sample continued to exhaust their benefit entitlements until early August, 1977. The survey period for this postexhaustion study began in July, 1976 (two months after the first person in the sample exhausted benefit entitlement) and continued through February, 1978 (six months after the last person in the sample exhausted benefits). Of the 3,347 persons encompassed by the ABA study, 495 (or 14.8%) exhausted their entitlement to all available UI programs. As noted in Table I-1, special programs that increased the maximum amount of benefits that could be paid to beneficiaries above the amount that regularly can be received under Arizona law were in effect during this period. Specifically, the maximum benefit entitlement was increased by one-half of the maximum benefit award available under the regular state program by the "Extended Benefit" program;[4] this increase in potential benefits was available to virtually all claimants included in the study. Also, some claimants were eligible for a further increase in benefits because "Federal Supplemental Benefits" (FSB) were available during a portion of the study period;[5] under the two FSB programs, some claimants were entitled to the additional weeks of benefits at their full weekly benefit amount. The effect of these extended benefit programs was to make the number of weeks during which claimants could receive their full weekly benefit amount differ over the fifteen-month interval considered, even for persons who qualified for the same maximum benefit award under the regular state program. For example, a person who qualified for 26 full-paid weeks of regular benefits probably would have been entitled to "extended benefits"

TABLE I-1

SAMPLE SELECTION PERIODS AND UI PROGRAMS IN EFFECT



for an additional 13 weeks and, in some cases, could have qualified for an additional 26 weeks of "supplemental benefits" (for a maximum potential duration of 65 full-paid weeks under all programs). The persons included in this study are those who exhausted their entitlement to the benefits available to them under all programs for which they were eligible.

Because of the widely differing potential durations of benefits available to those included in the benefit adequacy study, the distribution of actual weeks compensated for the entire group and its exhaustee and nonexhaustee components were quite diverse (see Table I-2).[6] This information indicates that 27 percent of all persons included in the benefit adequacy study drew benefits for 13 or fewer weeks during their respective benefit years, whereas 35 percent of these persons received benefits for 14-26 weeks and the remaining 38 percent drew benefits for more than two full calendar quarters. About 12 percent of the entire group actually drew benefits for more than three full calendar quarters. As would be expected, exhaustees tended to draw benefits for a longer period than nonexhaustees. For example, 91 percent of the exhaustees but only 29 percent of the nonexhaustees drew benefits for 27 or more weeks. Similarly, 29 percent of the exhaustees but only 9 percent of nonexhaustees drew benefits for 40 or more weeks.

CHARACTERISTICS OF THE STUDY GROUP

As noted above, the data base for this analysis is comprised of those UI claimants encompassed by the ABA study who had exhausted their entitlement to benefits under all programs available to them. Insight into how the personal, labor market and UI-related characteristics of exhaustees vs. nonexhaustees differed is provided in Table I-3. For each characteristic, the sample proportion for the exhaustee and nonexhaustee group is reported, together with a coefficient which indicates the probability of obtaining a difference between the two proportions as large or larger than the one actually observed, due to chance alone, if the two samples had been drawn from the same population. These comparisons indicate that females and older persons (55 years or more) comprised a significantly larger proportion of exhaustees than nonexhaustees (40% vs. 31% and 19% vs. 11%, respectively). Also, workers last employed in clerical/sales/service occupations represented a significantly greater proportion of exhaustees than nonexhaustees. In contrast, persons 25 years or under, those in the lowest benefit adequacy

TABLE I-2

BENEFIT DURATION OF EXHAUSTEES AND NONEXHAUSTEES

Weeks Compensated[a]	Percentage Distribution of Weeks Compensated For: Total Benefit Adequacy Study Group (3,347 persons)	Study Group Exhaustees (495 persons)	Study Group Nonexhaustees (2,852 persons)
8 or fewer	11.6%	0.2%	13.5%
9-10	7.0	0.2	8.2
11-13	8.8	0.2	10.2
14-16	8.2	0.4	9.6
17-19	7.9	0.4	9.2
20-23	10.3	3.4	11.5
24-26	8.5	4.7	9.2
27-29	6.1	6.3	6.1
30-32	5.1	8.1	4.6
33-35	4.0	4.8	3.8
36-39	11.0	42.2	5.6
40-42	3.0	4.7	2.7
43-52	8.3	22.8	5.8
53 or more	0.2	1.6	----
TOTAL	100.0	100.0	100.0

[a]Weeks compensated include all weeks during which beneficiaries received benefits during their entire benefit years. Technically, it is possible for benefit years to include more than 52 weeks because of extended or supplemental benefit programs and partial payments. Also, the few exhaustees who received benefits for relatively few weeks are accounted for by persons who lost entitlements to benefits because their benefit years ended.

TABLE I-3

CHARACTERISTICS OF EXHAUSTEES AND NONEXHAUSTEES

Characteristic	Percentage Distribution For Exhaustees[a]	Nonexhaustees[b]	Probability Coefficient[c]
Sex:			
Female	39.6	31.3	.0002*
Male	60.4	68.7	.0002*
Age:			
Less than 25 Years	16.8	23.9	.0001*
25-54 Years	64.0	65.4	.2743
55 Years & Over	19.2	10.7	.0000*
Ethnic:			
White	80.6	82.5	.1587
Spanish Surname	13.1	14.1	.2709
Other	6.3	3.4	.0059
Benefit Adequacy Category:			
50% or Less	28.7	35.7	.0007*
51% to 85%	44.5	42.8	.2358
86% or More	26.8	21.5	.0059
Occupation:			
Professional, Technical & Managerial	22.2	20.0	.1357
Clerical, Sales, & Service	38.0	30.8	.0013*
Processing, Machine, Bench-work & Structural	27.9	38.9	.0000*
Misc., including Farming, Fishery, & Forestry	11.9	10.3	.2514
Industry:			
Manufacturing	17.8	16.3	.2090
Wholesale & Retail Trade	30.9	26.5	.0228
FIRE, Service & Government	26.9	23.0	.0314
Construction	19.8	27.9	.0000*
Other (Mining, Ag., & Trans.)	4.6	6.3	.0446
Weekly Benefit Amount:			
$15-$64	31.3	30.4	.3446
$65-$84	22.0	17.4	.0107
$85	46.7	52.2	.0110
Gross Weekly Wage in Employed Month:			
$124 or less	34.4	31.3	.0885
$125-$224	42.6	36.9	.0087
$225 or more	23.0	31.8	.0000*

(continued)

TABLE I-3 (continued)

Characteristic	Percentage Distribution For Exhaustees[a]	Percentage Distribution For Nonexhaustees[b]	Probability Coefficient[c]
Gross Weekly Wage in the Base Period:			
$124 or less	57.4	50.1	.0012*
$125-$224	29.7	30.9	.2912
$225 or more	12.9	19.0	.0002*

[a]Total exhaustees equal 495.

[b]Total nonexhaustees equal 2852.

[c]These values indicate the probability of obtaining a difference between the two sample proportions as large or larger than the one actually observed, due to chance alone, if the two samples had been drawn from the same population. The probability is .05 that one or more of the 20 independent probability values would be less than .05/20 or .0025 due to chance alone. Hence, only those probability coefficients of .0025 or smaller are identified with an asterisk in the table to indicate statistically significant differences.

category (50% or less), persons previously employed in structural occupations, and workers previously employed in the construction industry accounted for a significantly smaller proportion of exhaustees than nonexhaustees.[7] Finally, a comparison of the exhaustee and nonexhaustee groups for two measures of preunemployment weekly earnings--gross weekly wages in the "preunemployment" month and gross weekly wages in the UI base period--indicates that a greater proportion of low-earnings individuals were in the exhaustee than nonexhaustee group.[8] Thus, women, older workers, persons for whom weekly UI benefits were more adequate, those in the clerical/sales/services occupations, and individuals with relatively low preunemployment weekly earnings were more likely to exhaust their entitlement to UI program benefits than other claimants.

Although 495 of the 3,347 persons encompassed by the ABA study exhausted their benefit entitlement, this analysis of postexhaustion experiences is not based on this total of 495 persons. This is the case because all exhaustees did not respond to each of the three mail questionnaires distributed two, four, and six months following benefit exhaustion. A total of 305 persons responded to the first mail questionnaire, 268 persons responded to both the first and second questionnaires, and 240 persons responded to all three surveys; these numbers represent response rates (based on 495 persons) of 62 percent, 54 percent, and 48 percent, respectively.

The analysis contained in this report is based upon the postexhaustion experiences of the 240 persons who responded to *each* of the three mail questionnaires. The reasons for basing the analysis only on those who responded to all three questionnaires are discussed below. First, it should be emphasized that the study of the weekly labor force status of exhaustees constitutes an important dimension of this entire study. Consideration of the proportion of exhaustees who were employed, unemployed or out of the labor force during each week within the six-month interval encompassed by this study is quite properly restricted to the group of exhaustees for whom complete information on weekly labor force status over the entire six-month period was available. Restricting the analysis to the same group means that observed changes in the labor force status or activities of exhaustees are *not* attributable to changes in the size or composition of the respondent group; such compositional changes would occur if this analysis were based on the total of respondents to each separate mail questionnaire.

Analysis of the labor force status and activities of the exhaustee sample provides the background for the subsequent in-depth analysis of the reemployment and unemployment experiences of exhaustees during the eighth, sixteenth, and twenty-fourth weeks of the postexhaustion period. Because the former analysis was confined to those individuals for whom weekly labor force status throughout the entire six-month interval was known, the latter analysis also was restricted to reemployed or unemployed individuals who were drawn from this same sample of claimants. Alternatively, this analysis could have been based on all respondents to each of the three surveys. The relatively small gain these additional observations would have contributed to the analysis of reemployment or unemployment experiences was not, in our judgment, as crucial as providing more detailed analyses of the reemployment or unemployment experiences of the same respondent group over the entire study period. In this analysis, therefore, any observed differences in the reemployment or unemployment characteristics of these exhaustees during the three time intervals considered are not due to changes in the size or composition of the respondent group. Hence, the entire analysis presented in this report is based upon the 240 persons who responded to each of the three mail questionnaires.

Before evaluating the potential for nonresponse bias in the study group, it is instructive to examine the distribution of weeks compensated for respondents and nonrespondents (see Table I-4). The data in Table I-4 show that the weeks-compensated distributions for respondents and nonrespondents are quite similar. The main difference between the distributions is that relatively more nonrespondents than respondents received fewer than 39 weeks of benefits, whereas relatively more respondents than nonrespondents received benefits for 39 or more weeks.

Even given the similarity in the weeks-compensated distributions for respondents and nonrespondents, a more formal analysis of the possibility of nonresponse bias in terms of respondent vs. nonrespondent characteristics is necessary. These comparisons are provided in Table I-5. Inspection of the respondent and nonrespondent distributions reveals that a significantly larger proportion of the respondent than the nonrespondent group was female (46% vs. 33%) and was age 55 years or older (25% vs. 13%). With respect to all other characteristics considered in this comparison, however, no statistically significant differences were found among the

TABLE I-4

BENEFIT DURATION OF EXHAUSTEE RESPONDENTS AND NONRESPONDENTS

Weeks Compensated[a]	Percentage Distribution of Weeks Compensated For: Study Group Exhaustees (495 persons)	Exhaustee Respondents (240 persons)	Exhaustee Nonrespondents (255 persons)
19 or fewer	1.4%	1.7%	1.2%
20-26	8.1	6.2	9.8
27-32	14.3	12.9	15.6
33-38	10.5	9.6	11.4
39-40	39.6	40.4	38.8
41-52	24.5	27.1	22.0
53 or more	1.6	2.1	1.2
TOTAL	100.0	100.0	100.0

[a]Weeks compensated include all weeks during which beneficiaries received benefits during their entire benefit years. Technically, it is possible for benefit years to include more than 52 weeks because of extended or supplemental benefit programs and partial payments.

TABLE I-5

CHARACTERISTICS OF EXHAUSTEES WHO DID/DID NOT RESPOND TO ALL THREE MAIL QUESTIONNAIRES

Characteristic	Percentage Distribution For Respondents[a]	Percentage Distribution For Nonrespondents[b]	Probability Coefficient[c]
Sex:			
Female	46.3	33.3	.0014*
Male	53.8	66.7	.0016*
Age:			
Less than 25 Years	13.8	19.6	.0409
25 to 54 Years	60.8	67.1	.0721
55 Years and Over	25.4	13.3	.0003*
Benefit Adequacy Category:			
50% or less	26.5	30.9	.1401
51% to 85%	45.0	44.0	.4129
86% or more	28.6	25.1	.1894
Occupation:			
Professional, Technical & Managerial	21.3	23.1	.3156
Clerical, Sales, & Service	42.1	34.1	.0329
Processing, Machine, Bench-work & Structural	28.8	29.4	.4404
Misc., including Farming, Fishery & Forestry	7.9	13.3	.0250
Industry:			
Manufacturing	16.3	19.2	.1977
Wholesale & Retail Trade	30.4	31.4	.4052
FIRE, Service & Government	27.9	25.9	.3085
Construction	20.0	19.6	.4562
Other (Mining, Ag., & Trans.)	5.4	3.9	.2148
Gross Weekly Wage in Employed Month:			
$124 or less	35.4	33.3	.3121
$125 to $224	43.3	42.0	.3859
$225 or more	21.3	24.7	.1841

(continued)

TABLE I-5 (continued)

[a]Total respondents equal 240.

[b]Total nonrespondents equal 255.

[c]These values indicate the probability of obtaining a difference between the two sample proportions as large or larger than the one actually observed, due to chance alone,if the two samples were drawn from the same population. The probability is .05 that one or more of the 14 independent probability values would be less than .05/14 or .0036 due to chance alone. Hence, only those probability coefficients of .0036 or smaller are identified with an asterisk (*) in the table to indicate statistically significant differences.

respondent and nonrespondent groups. However, the respondent group contains relatively more women and older workers than the nonrespondent group, and the implications of this difference are noted, where relevant, throughout the report.

OVERVIEW OF THE STUDY

The remainder of this report is organized in the following manner. The labor force status of the exhaustee sample over the six-month post-exhaustion study period is presented in Chapter II. The reemployment experiences of those employed during the eighth, sixteenth, and twenty-fourth weeks of the postexhaustion period are investigated in Chapter III, and analysis of persons unemployed during these same three weeks is provided in Chapter IV. The changes in the sources/amounts of household income before/after benefit exhaustion, and the adjustments undertaken by exhaustee households in response to the loss of unemployment benefits are considered in Chapter V. Chapter VI contains the principal findings of this analysis.

FOOTNOTES FOR CHAPTER I

[1]These and other findings are presented in two earlier research reports. The benefit adequacy measure was developed and utilized to assess the extent of relative benefit adequacy for beneficiaries with different household compositions in *The Adequacy of Unemployment Insurance Benefits: An Analysis of Weekly Benefits Relative to Preunemployment Expenditure Levels*. U. S. Department of Labor, Employment and Training Administration, Unemployment Insurance Service; Washington: U.S. Government Printing Office, 1978. Analysis of adjustments undertaken by beneficiary households in response to the prolonged unemployment of the beneficiary is emphasized in *The Adequacy of Unemployment Insurance Benefits: An Analysis of Adjustments Undertaken Through Thirteen and Twenty-Five Weeks of Unemployment*. U.S. Department of Labor, Employment and Training Administration, Unemployment Insurance Service; Washington: U.S. Government Printing Office, 1978.

[2]The measure of benefit adequacy is defined as follows:

$$BENAD = \frac{WBA}{EXP \times \frac{WG}{INCOME}}$$ where:

BENAD is the adequacy measure for an *individual* beneficiary;

WBA is the UI weekly benefit amount for the *individual* beneficiary;

EXP is the weekly total of "necessary/obligated" expenses of the beneficiary household in the "preunemployment" month;

WG is the individual beneficiary's gross wages during the preunemployment month;

INCOME is the gross recurring *household* income during the preunemployment month.

"Necessary/obligated" expenses are those assumed to constitute the "core" component of the household living standard. The items included in this expense concept are the following: housing; food purchased at grocery stores; medical care; credit and loan payments; clothing; transportation; insurance; services and other regular payments; continuing and regular support of persons outside the household; and lump-sum payments for property and income taxes. The "preunemployment" month is defined as the one out of the two months preceding the beneficiary's unemployment spell judged by the beneficiary to be more "typical" with respect to his/her usual employment circumstances. The beneficiary's proportionate share of the necessary/obligated expenses of the beneficiary household during this typical preunemployment month constitutes the benchmark against which the weekly benefit amount is compared to assess the extent of benefit adequacy. Additional detail on these definitions is provided in *The Adequacy of Unemployment Insurance Benefits: An Analysis of Weekly Benefits Relative to Preunemployment Expenditure Levels*, op. cit., pp. 10-16 and pp. 37-46.

[3]The mail questionnaires were distributed eight, sixteen, and twenty-four weeks following the exhaustion of benefits. Text references to the two, four, or six-month intervals specifically refer to periods of eight, sixteen, and twenty-four weeks in length. Copies of these three mail questionnaires have been placed in Appendix A.

[4]Extended benefits are available in Arizona when there is: a "National On Indicator" (during the study period, a national insured unemployment rate, seasonally adjusted, of 4.5 percent for 3 consecutive months); or an "Arizona On Indicator" (during the study period, an average Arizona insured unemployment rate, not seasonally adjusted, of 4 percent or more for 13 weeks, if such rate were 20 percent higher than the average rate for the corresponding thirteen-week periods in the two preceding calendar years). For the study period, extended benefits were available from January 5, 1975 to July 23, 1977 and from August 28, 1977 to January 28, 1978.

[5]Federal Supplemental Benefits were provided under the Emergency Unemployment Compensation Act of 1974 (FSB-I) and the Emergency Compensation and Special Unemployment Assistance Extension Act of 1975 (FSB-II). Benefits were available under FSB-I from February 9, 1975 to January 15, 1977, and under FSB-II from March 9, 1975 to June 12, 1976.

[6]The differences in potential durations referred to in the text are for weeks compensated at the full weekly benefit amount of each claimant. Some claimants held part-time employment while drawing UI benefits; in those cases, weekly benefits were reduced $1 for each $1 of weekly earnings above $15. The potential duration of benefits in weeks thus increases for those who receive partial benefits during some weeks. The distributions for actual weeks compensated reported in this chapter are for all weeks during which either partial or full benefits were paid.

[7]The measure of benefit adequacy was described in footnote 2 above. The three intervals of 50 percent or less, 51 percent to 85 percent and 86 percent or more were (arbitrarily) selected for the purpose of summarizing the benefit adequacy distributions among exhaustees and nonexhaustees.

[8]The "preunemployment" month was defined in footnote 2 above. Average weekly wages in the UI base period were calculated by dividing by 52 total base period wages (wages earned during the first four of the last five completed calendar quarters prior to the establishment of the current benefit year).

CHAPTER II
LABOR FORCE STATUS FOLLOWING BENEFIT EXHAUSTION

The labor force status of the study group--those who responded to each questionnaire--is analyzed in this chapter. The unemployment/reemployment/labor force withdrawal patterns recorded for these 240 persons following benefit exhaustion are studied from three perspectives. First, the distribution of the total sample among the three labor force states during *each* of the twenty-four weeks is considered. Second, distributions are provided for the *number of weeks out of the 24-week interval* during which individuals were employed, unemployed, or out of the labor force. Finally, the percentage of the total sample that had *become reemployed or had withdrawn from the labor force* (for one or more weeks) through each of the twenty-four weeks of the postexhaustion period is discussed. Throughout, the analysis is provided both for the total exhaustee sample and for selected subsets of the total.[1]

LABOR FORCE STATUS BY WEEK

The percentage distributions for those employed, unemployed, and out-of-the-labor-force categories during *each* of the twenty-four weeks considered are provided in Table II-1. During the first week of the postexhaustion period, only about 8 percent of the total sample was employed. About 77 percent of the group remained unemployed during the first week following exhaustion, whereas 16 percent already had withdrawn from the labor force during that week. At the mid-point of the postexhaustion period studied (12 weeks following exhaustion), one-third of the total sample was employed, and this fraction had increased to over two-fifths (42%) during the final week of the postexhaustion period. This increase in the proportion of the total sample that was working was matched almost exactly by a decline in the proportion of exhaustees who were unemployed. This was the case because the proportion of the total sample that withdrew from the labor force increased only slightly above that recorded during the first week of the postexhaustion period, to about 20 percent during the twelfth week and to 21 percent during the twenty-fourth week of the postexhaustion period.

TABLE II-1

WEEKLY LABOR FORCE STATUS OF TOTAL EXHAUSTEE SAMPLE

Week of Study Period	Labor Force Status		
	Employed (%)	Unemployed (%)	Out of the Labor Force (%)
1	7.5	76.6	15.9
2	9.6	74.9	15.5
3	14.2	69.9	15.9
4	16.8	66.4	16.8
5	20.6	62.6	16.8
6	24.7	59.4	15.9
7	25.1	57.7	17.2
8	26.8	56.1	17.2
9	27.9	51.7	20.4
10	30.0	50.0	20.0
11	31.7	48.3	20.0
12	33.3	46.3	20.4
13	34.6	45.0	20.4
14	34.2	46.3	19.6
15	37.5	42.1	20.4
16	35.8	43.3	20.8
17	38.8	39.7	21.5
18	40.1	38.4	21.5
19	42.2	36.7	21.1
20	42.2	37.1	20.7
21	41.8	37.1	21.1
22	43.0	35.9	21.1
23	41.8	37.1	21.1
24	42.2	36.7	21.1

Sample size = 240
Maximum number of missing observations for any week = 3

Distributions by Sex

The weekly labor force status of males and females is reported in Table II-2. A somewhat greater proportion of men than women returned to work during the first week of the postexhaustion period (9% vs. 6%). About 81 percent of the men but only 72 percent of the women continued in their unemployed status during the first week after benefit exhaustion; this difference was accounted for primarily by the difference in the proportions of the two groups that withdrew from the labor force immediately following benefit exhaustion (11% for men vs. 22% for women).

Half-way through the postexhaustion period, a greater proportion of males than females was employed (38% vs. 28%). However, this large difference had been eliminated entirely during the final week of the post-exhaustion period, when 42 percent of each group was employed. It also may be noted that 42 percent of the men were unemployed during the twenty-fourth week of the study period, and this proportion was much larger than that recorded for females (about 30%). Given that identical proportions of the two groups were employed during the final week of the postexhaustion period, the difference in the proportions unemployed during that week is accounted for precisely by the greater proportion of women than men (28% vs. 16%) who were out of the labor force during the final week of the postexhaustion interval.

The fact that the labor force experiences of men and women differed considerably has important implications for the findings reported above for the total respondent group. This is the case because, as reported in Chapter I, women accounted for 46 percent of those who responded to the mail surveys (the group analyzed), but women accounted for only 33 percent of the exhaustees who did not respond (i.e., the group analyzed is overrepresented with women, compared with the group of all exhaustees). Assuming the experiences of respondents were representative of the actual but unknown experiences of otherwise similar nonrespondents, any differences between men and women would be magnified in the results reported for the total respondent group, compared with the results for all respondents plus nonrespondents. Thus, for example, the greater tendency of women vs. men to withdraw from the labor force presumably increased the withdrawal rate reported above for the total respondent group, compared with the rate that would have been recorded had all exhaustees responded to the surveys.

TABLE II-2

WEEKLY LABOR FORCE STATUS OF EXHAUSTEES, BY SEX

PART A: MALES

Week of Study Period	Labor Force Status		
	Employed (%)	Unemployed (%)	Out of the Labor Force (%)
1	8.6	80.5	10.9
2	10.2	78.1	11.7
3	14.1	74.2	11.7
4	17.3	70.9	11.8
5	21.3	66.1	12.6
6	26.6	60.9	12.5
7	27.3	59.4	13.3
8	28.1	59.4	12.5
9	29.5	58.1	12.4
10	33.3	54.3	12.4
11	33.3	54.3	12.4
12	38.0	49.6	12.4
13	38.0	49.6	12.4
14	35.7	51.9	12.4
15	40.3	47.3	12.4
16	37.2	48.8	14.0
17	39.1	45.3	15.6
18	39.8	44.5	15.6
19	43.0	42.2	14.8
20	42.2	43.0	14.8
21	41.4	43.0	15.6
22	42.2	42.2	15.6
23	41.4	43.8	14.8
24	42.2	42.2	15.6

Sample size = 129
Maximum number of missing observations for any week = 2

TABLE II-2 (continued)

PART B: FEMALES

Week of Study Period	Labor Force Status		
	Employed (%)	Unemployed (%)	Out of the Labor Force (%)
1	6.3	72.1	21.6
2	9.0	71.2	19.8
3	14.4	64.9	20.7
4	16.2	61.3	22.5
5	19.8	58.6	21.6
6	22.5	57.7	19.8
7	22.5	55.9	21.6
8	25.2	52.3	22.5
9	26.1	44.1	29.7
10	26.1	45.0	28.8
11	29.7	41.4	28.8
12	27.9	42.3	29.7
13	30.6	39.6	29.7
14	32.4	39.6	27.9
15	34.2	36.0	29.7
16	34.2	36.9	28.8
17	38.5	33.0	28.4
18	40.4	31.2	28.4
19	41.3	30.3	28.4
20	42.2	30.3	27.5
21	42.2	30.3	27.5
22	44.0	28.4	27.5
23	42.2	29.4	28.4
24	42.2	30.3	27.5

Sample size = 111
Maximum number of missing observations for any week = 2

Distributions by Age

Substantial differences in labor force status distributions of the three age groups were recorded over the twenty-four week interval studied (see Table II-3). During the first week of the postexhaustion period, almost 16 percent of the youngest group had returned to work, compared with only 8 percent of the middle-aged group and fewer than 2 percent of those in the oldest group. The difference in the proportion of younger and middle-aged (but not older) exhaustees who were working immediately following benefit exhaustion is offset almost entirely by the difference in the proportion of younger and middle-aged workers who were unemployed during the first week of the postexhaustion period (72% vs. 81%); accordingly, very similar proportions of these two age cohorts had withdrawn from the labor force immediately following benefit exhaustion (12.5% and 11% respectively). This is not the case, however, for differences between the oldest group and other workers. Even though only 2 percent of the oldest group returned to work immediately following benefit exhaustion, a much smaller proportion of the oldest group than of the two younger groups was unemployed during the first week of the postexhaustion period (69% vs. 81%, and 72%, respectively). Thus, a much larger proportion of the oldest group than of the other two groups withdrew from the labor force immediately following benefit exhaustion. Indeed, almost 30 percent of the oldest group withdrew from the labor force during the week immediately following benefit exhaustion, and this percentage is about two and one-half times as large as the withdrawal rates for the two youngest age groups.

The differences in the proportions of the three age groups that were employed during the first week of the postexhaustion period tended to persist throughout the twenty-four week period, although the gap between the youngest and the middle-aged groups did narrow considerably. For example, by the twelfth week of the postexhaustion period, the percentage employed had increased from 16 percent to 46 percent for the youngest group, from 8 percent to 40 percent for the middle-aged exhaustees, but from 2 percent to only 12 percent for the oldest group. During the final week of the study period, the percentage employed had reached 63 percent for the youngest group, compared with 50 percent for middle-aged exhaustees and only 13 percent for those 55 years and older.

TABLE II-3

WEEKLY LABOR FORCE STATUS OF EXHAUSTEES, BY AGE

PART A: LESS THAN 25 YEARS

Week of Study Period	Labor Force Status		
	Employed (%)	Unemployed (%)	Out of the Labor Force (%)
1	15.6	71.9	12.5
2	18.8	71.9	9.4
3	21.9	68.8	9.4
4	21.9	68.8	9.4
5	25.0	62.5	12.5
6	25.0	62.5	12.5
7	28.1	59.4	12.5
8	31.3	56.3	12.5
9	33.3	51.5	15.2
10	42.4	45.5	12.1
11	42.4	45.5	12.1
12	45.5	39.4	15.2
13	51.5	36.4	12.1
14	54.5	33.3	12.1
15	63.6	24.2	12.1
16	57.6	30.3	12.1
17	56.3	34.4	9.4
18	56.3	34.4	9.4
19	56.3	34.4	9.4
20	56.3	34.4	9.4
21	56.3	34.4	9.4
22	56.3	34.4	9.4
23	56.3	34.4	9.4
24	62.5	25.0	12.5

Sample size = 33
Maximum number of missing observations in any week = 1

TABLE II-3 (continued)

PART B: 25 TO 54 YEARS

Week of Study Period	Labor Force Status		
	Employed (%)	Unemployed (%)	Out of the Labor Force (%)
1	8.2	80.8	11.0
2	10.3	78.8	11.0
3	15.1	74.0	11.0
4	20.0	67.6	12.4
5	24.8	64.1	11.0
6	30.8	59.6	9.6
7	30.8	58.2	11.0
8	33.6	55.5	11.0
9	32.9	52.1	15.1
10	33.6	51.4	15.1
11	36.3	49.3	14.4
12	39.7	45.9	14.4
13	39.7	44.5	15.8
14	38.4	47.3	14.4
15	41.1	43.8	15.1
16	39.7	45.2	15.1
17	44.8	37.9	17.2
18	46.9	36.6	16.6
19	49.7	34.5	15.9
20	49.0	35.2	15.9
21	48.3	35.2	16.6
22	50.3	33.1	16.6
23	49.0	35.2	15.9
24	49.7	35.2	15.2

Sample size = 146
Maximum number of missing observations in any week = 1

TABLE II-3 (continued)

PART C: 55 YEARS AND OVER

Week of Study Period	Labor Force Status		
	Employed (%)	Unemployed (%)	Out of the Labor Force (%)
1	1.6	68.9	29.5
2	3.3	67.2	29.5
3	8.2	60.7	31.1
4	6.6	62.3	31.1
5	8.2	59.0	32.8
6	9.8	57.4	32.8
7	9.8	55.7	34.4
8	8.2	57.4	34.4
9	13.1	50.8	36.1
10	14.8	49.2	36.1
11	14.8	47.5	37.7
12	11.5	50.8	37.7
13	13.1	50.8	36.1
14	13.1	50.8	36.1
15	14.8	47.5	37.7
16	14.8	45.9	39.3
17	15.0	46.7	38.3
18	15.0	45.0	40.0
19	16.7	43.3	40.0
20	18.3	43.3	38.3
21	18.3	43.3	38.3
22	18.3	43.3	38.3
23	16.7	43.3	40.0
24	13.3	46.7	40.0

Sample size = 61
Maximum number of missing observations in any week = 1

Largely reflecting the employment changes just discussed, the percentage of the two youngest groups unemployed declined substantially over the twenty-four week period, but that for older workers remained relatively high. For example, the percentage of each group that was unemployed at the twelfth week had declined from 72 percent to 39 percent for the youngest cohort, from 81 percent to 46 percent for middle-aged exhaustees and from 69 percent to only 51 percent for the oldest group. At the end of the twenty-four week period, the unemployed percentages had fallen to 25 percent for the youngest group and 35 percent for middle-aged workers, but 47 percent of those aged 55 years or more were unemployed during that week.

For workers under 55 years of age, labor force status changes after the first week of the postexhaustion period were restricted almost entirely to movements between unemployment and employment. The percentage of these two groups that were classified as out of the labor force remained nearly stable over the study period. For the youngest age group, the percentage of persons out of the labor force varied between about 9 percent and 15 percent for the entire twenty-four week period and was 12.5 percent for both the first and last weeks of this period. Similarly, the percentage of the middle-aged group out of the labor force varied between only about 10 percent (at the sixth week) and 17 percent (at the seventeenth week); during the final week of the study period, this percentage was about 15 percent. In contrast with the above findings, the proportion of workers aged 55 years or more that had withdrawn from the labor force increased from 30 percent during the first week to 40 percent during the final week of the postexhaustion period.

In interpreting the results reported above for the total respondent group, the differences between workers 55 years or more and younger workers discussed in this section should be considered. As reported in Chapter I, workers in the oldest group accounted for 25 percent of all respondents but only 13 percent of all nonrespondents. Because only respondents were analyzed, any differences between older vs. younger workers presumably were magnified in the results for the total group of respondents, compared with the results for both respondents and nonrespondents. Thus, for example, the larger withdrawal proportion for older vs. younger workers presumably resulted in a larger withdrawal proportion for the total respondent group than the proportion that would have been found had all exhaustees responded to the surveys.

Distributions by Occupation and Industry

The patterns of weekly labor force status also were investigated for subgroups of the total sample, based upon the occupational and industrial category of the preunemployment job held by the exhaustee. The results of this analysis are reported in Appendixes B-1 and B-2. As would be expected, the percentages that were either employed, unemployed, or out of the labor force during each week of the study period varied considerably among those previously employed in different occupational and industrial categories. For those interested in these differential patterns, the results are reported in Appendixes B-1 and B-2.

CUMULATIVE LABOR FORCE STATUS

A second perspective on labor force status is provided by examining the total number of weeks out of the twenty-four week period during which individuals were classified as employed, unemployed, or out of the labor force. This perspective differs from the one utilized in the previous section in that the time sequence of an individual's classification into one of the three labor force status categories is not considered. The advantage of this perspective is that it provides a summary measure of the labor force status of individuals over the entire postexhaustion period. The distributions for the total sample are provided in Table II-4. Only about 4 percent of the exhaustees were employed during each of the weeks within the twenty-four week interval considered, whereas 21 percent of the exhaustees were unemployed throughout the entire period. Approximately 11 percent of the total sample withdrew from the labor force immediately following the exhaustion of benefits and did not return to the labor force during the study period.

A summation of the individual frequencies for weeks of employment reveals that 40 percent of the total sample worked during at least eight of the twenty-four weeks considered, whereas 24 percent of the total sample was employed during at least sixteen weeks of the postexhaustion period. In contrast, 45 percent of the total sample experienced no employment during the entire twenty-four week period.

The distribution for weeks of unemployment indicates that almost one-fourth of the total sample was unemployed for two or fewer weeks. In con-

TABLE II-4

TOTAL NUMBER OF WEEKS EXHAUSTEES WERE IN EACH LABOR FORCE STATUS OVER THE TWENTY-FOUR WEEK STUDY PERIOD

Number of Weeks	Labor Force Status		
	Employed (%)	Unemployed (%)	Out of the Labor Force (%)
0	44.6	16.2	70.0
1	2.1	3.7	1.7
2	1.7	4.2	2.5
3	1.7	1.7	0.4
4	2.5	4.6	0.0
5	1.7	3.7	0.0
6	3.3	2.1	0.4
7	2.5	2.1	0.8
8	3.3	7.1	2.9
9	0.4	2.5	1.7
10	2.5	1.7	0.8
11	1.7	2.1	0.0
12	1.2	1.2	0.4
13	2.1	1.2	0.0
14	2.9	2.5	0.0
15	2.1	1.7	0.0
16	2.5	5.8	4.6
17	2.5	2.1	0.0
18	1.2	2.5	0.8
19	2.9	1.2	0.4
20	4.2	2.5	0.8
21	0.8	0.8	0.0
22	2.5	2.1	0.4
23	2.9	3.3	0.4
24	4.2	21.3	10.8

Sample size = 240
Maximum number of missing observations in any week = 0

trast, 62 percent of the study group was unemployed for at least eight weeks, and 42 percent of the sample was unemployed for at least sixteen of the twenty-four weeks of the postexhaustion period. Also, over one-fifth of the sample was unemployed for the entire six-month period.

The distribution for weeks out of the labor force reveals that 70 percent of the total exhaustee sample was never out of the labor force during the study period. Furthermore, only about 11 percent of the study group was out of the labor force during the entire postexhaustion period, and just under one-fifth of the group was out of the labor force for twelve or more weeks.

Distributions by Sex

The proportions of men and women that were employed, unemployed or out of the labor force for given numbers of weeks are presented in Table II-5. Associated with each of these cross tabulations is a chi-square statistic and a probability coefficient which indicates the likelihood that the observed pattern for males vs. females could have resulted if there were no differences between the relevant distributions for males vs. females in the population from which the sample was drawn.[2] In those instances in which this probability coefficient is .05 or less, it is concluded that the sample evidence does not justify rejection of the null hypothesis that the reemployment distributions of men vs. women are not different. Similar interpretations should be applied to the chi-square statistics and probability values associated with the other cross tabulations presented in this report.

The cross tabulations presented in Table II-5 reveal no statistically significant differences in either the weeks-of-employment or the weeks-of-unemployment distributions for men vs. women. In contrast, a statistically significant difference in the distributions for weeks out of the labor force for men vs. women was found. In this case, 80 percent of the males but only 59 percent of the females recorded zero weeks out of the labor force during the twenty-four week interval considered.[3] From a different perspective, 25 percent of the women but only 12 percent of the men experienced fourteen or more weeks out of the labor force during the study period.

As previously noted in this chapter, women were significantly over-represented among the exhaustees who responded to the mail surveys on which the analysis was based. The findings reported in this section indicate that

TABLE II-5

CROSS TABULATION OF THE NUMBER OF WEEKS EXHAUSTEES WERE IN EACH LABOR FORCE STATUS OVER THE TWENTY-FOUR WEEK STUDY PERIOD, BY SEX

PART A: EMPLOYED

Weeks Employed	Sex: Female	Sex: Male	Row Total Row Pct.
0 Weeks	53.3 (51.4)	46.7 (38.8)	107 44.6
1-4 Weeks	31.6 (5.4)	68.4 (10.1)	19 7.9
5-13 Weeks	37.8 (15.3)	62.2 (21.7)	45 18.8
14-23 Weeks	44.1 (23.4)	55.9 (25.6)	59 24.6
24 Weeks	50.0 (4.5)	50.0 (3.9)	10 4.2
Column Total Column Pct.	111 46.3	129 53.8	240 100.0

Chi Square = 5.23574 with 4 degrees of freedom: Significance = 0.2640
Number of missing observations = 0

PART B: UNEMPLOYED

Weeks Unemployed	Sex: Female	Sex: Male	Row Total Row Pct.
0 Weeks	53.8 (18.9)	46.2 (14.0)	39 16.2
1-4 Weeks	61.8 (18.9)	38.2 (10.1)	34 14.2
5-13 Weeks	43.9 (22.5)	56.1 (24.8)	57 23.8
14-23 Weeks	35.6 (18.9)	64.4 (29.5)	59 24.6
24 Weeks	45.1 (20.7)	54.9 (21.7)	51 21.3
Column Total Column Pct.	111 46.3	129 53.8	240 100.0

Chi Square = 7.05093 with 4 degrees of freedom: Significance = 0.1332
Number of missing observations = 0

TABLE II-5 (continued)

PART C: OUT OF THE LABOR FORCE

Weeks Out Of Labor Force	Sex		Row Total
	Female	Male	Row Pct.
0 Weeks	38.7	61.3	168
	(58.6)	(79.8)	70.0
1-4 Weeks	54.5	45.5	11
	(5.4)	(3.9)	4.6
5-13 Weeks	70.6	29.4	17
	(10.8)	(3.9)	7.1
14-23 Weeks	83.3	16.7	18
	(13.5)	(2.3)	7.5
24 Weeks	50.0	50.0	26
	(11.7)	(10.1)	10.8
Column Total	111	129	240
Column Pct.	46.3	53.8	100.0

Chi Square = 18.32152 with 4 degrees of freedom: Significance = 0.0011
Number of missing observations = 0

the results presented above for the total respondent group would tend to overstate the proportion of all exhaustees (respondents plus nonrespondents) who withdrew from the labor force, because of this relative overrepresentation of women in the respondent group.

Distributions by Age

Distributions for weeks of employment, unemployment, and out of the labor force are provided for three age groups in Table II-6. The chi-square value indicates that there were statistically significant differences in the distributions for weeks of employment among the three age groups. Perhaps most striking is the fact that 74 percent of the oldest group (aged 55 years and over) had no employment during the postexhaustion period, compared with 27 percent for the youngest age group (less than 25 years) and 36 percent for the middle-aged group. A similarly striking contrast may be observed among the proportions of the three age groups that were employed for four or fewer weeks throughout the twenty-four week interval: 79 percent for the oldest group, but only 39 percent for the youngest group and 45 percent for the middle-aged cohort. Only 12 percent of the oldest group was employed for at least fourteen weeks during this twenty-four week interval, compared with 39 percent for young workers and 34 percent for middle-aged workers.

Statistically significant differences among the three age groups also were found for the unemployment distributions. A larger proportion of the oldest workers (28%) experienced no unemployment, compared with the percentages for young workers (12%) and middle-aged workers (12%). At the same time, it also should be emphasized that a larger proportion of the oldest workers (31%) than of the youngest group (12%) or middle-aged workers (19%) was unemployed during the entire postexhaustion period. Also, nearly as large a proportion of middle-aged exhaustees as of the oldest group was unemployed for at least fourteen of the twenty-four weeks of the postexhaustion period (47% vs. 51%); each of these percentages is considerably above the comparable one of 33 percent for the youngest group.

The cross tabulation for weeks out of the labor force for the three age groups also reveals that age is significantly related to weeks spent in this labor force status, as would be expected from the previous findings on weeks of employment and unemployment. For example, a much smaller percentage of the oldest group (53%) spent no weeks out of the labor force during

TABLE II-6

CROSS TABULATION OF THE NUMBER OF WEEKS EXHAUSTEES WERE IN EACH LABOR FORCE STATUS OVER THE TWENTY-FOUR WEEK STUDY PERIOD, BY AGE

PART A

Weeks Employed	Age: Less Than 25 Yrs.	Age: 25-54 Years	Age: 55 Yrs & Over	Row Total Row Pct.
0 weeks	8.4 (27.3)	49.5 (36.3)	42.1 (73.8)	107 44.6
1-4 weeks	21.1 (12.1)	63.2 (8.2)	15.8 (4.9)	19 7.9
5-13 weeks	15.6 (21.2)	71.1 (21.9)	13.3 (9.8)	45 18.8
14-23 weeks	16.9 (30.3)	71.2 (28.8)	11.9 (11.5)	59 24.6
24 weeks	30.0 (9.1)	70.0 (4.8)	0.0 (0.0)	10 4.2
Column Total Column Pct.	33 13.8	146 60.8	61 25.4	240 100.0

Chi Square = 31.38202 with 8 degrees of freedom: Significance = 0.0001
Number of missing observations = 0

PART B

Weeks Unemployed	Age: Less Than 25 Yrs.	Age: 25-54 Years	Age: 55 Yrs & Over	Row Total Row Pct.
0 weeks	10.3 (12.1)	46.2 (12.3)	43.6 (27.9)	39 16.2
1-4 weeks	20.6 (21.2)	61.8 (14.4)	17.6 (9.8)	34 14.2
5-13 weeks	19.3 (33.3)	68.4 (26.7)	12.3 (11.5)	57 23.8
14-23 weeks	11.9 (21.2)	67.8 (27.4)	20.3 (19.7)	59 24.6
24 weeks	7.8 (12.1)	54.9 (19.2)	37.3 (31.1)	51 21.3
Column Total Column Pct.	33 13.8	146 60.8	61 25.4	240 100.0

Chi Square = 20.07166 with 8 degrees of freedom: Significance = 0.0101
Number of missing observations = 0

TABLE II-6 (continued)

PART C

Weeks Out Of Labor Force	Age: Less Than 25 Yrs.	Age: 25-54 Years	Age: 55 Yrs & Over	Row Total Row Pct.
0 weeks	14.3 (72.7)	66.7 (76.7)	19.0 (52.5)	168 70.0
1-4 weeks	27.3 (9.1)	45.5 (3.4)	27.3 (4.9)	11 4.6
5-13 weeks	17.6 (9.1)	58.8 (6.8)	23.5 (6.6)	17 7.1
14-23 weeks	11.1 (6.1)	50.0 (6.2)	38.9 (11.5)	18 7.5
24 weeks	3.8 (3.0)	38.5 (6.8)	57.7 (24.6)	26 10.8
Column Total Column Pct.	33 13.8	146 60.8	61 25.4	240 100.0

Chi Square = 22.15829 with 8 degrees of freedom: Significance = 0.0046
Number of missing observations = 0

the study period, compared with the percentages for the youngest and middle age groups (73% and 77%, respectively). Also, a much larger percentage of those 55 years or more (25%) spent the entire postexhaustion period outside of the labor force than was the case for middle-aged (7%) or younger workers (3%). Perhaps even more striking is the fact that 36 percent of the oldest group, but only 9 percent of the youngest group and 13 percent of the middle-aged group, spent fourteen weeks or more out of the labor force during the twenty-four week postexhaustion period.

As previously noted in this chapter, older workers were significantly overrepresented among exhaustees who responded to all mail surveys. The findings in this section indicate that, because of this relative overrepresentation of older workers in the group analyzed, the results reported above for the total respondent group presumably would tend to: (1) overstate the proportion of *all* exhaustees (including those who did not respond) never employed during the study period; (2) overstate the proportion of *all* exhaustees who were never unemployed during the study period, but also overstate the proportion of *all* exhaustees who were unemployed during the entire study period; and (3) overstate the proportion of *all* exhaustees who withdrew from the labor force for the entire study period.

Distributions for Other Groups

Further analysis of the time spent in each of the three labor force states during the postexhaustion period was conducted for other subgroups of the exhaustee sample. These groups were (alternatively) classified, based upon the occupation and industry associated with the exhaustee's prior employment, the total number of weeks during which UI benefits were received prior to exhaustion, and which of the UI programs the individual was enrolled in at the time of benefit exhaustion. Each of these classification variables was cross tabulated with weeks spent in each of the three possible labor force states (employed, unemployed, and out of the labor force) during the six-month study period. These results are reported in Appendixes B-3 through B-6. The results for number of weeks employed following benefit exhaustion indicate that only the UI program in which benefits were exhausted was related significantly to weeks employed (although both occupation and industry border on statistical significance). In this case those who exhausted EB or FSB benefits recorded significantly fewer weeks of employment

in the six months after benefit exhaustion than did those who exhausted regular benefits.

The results for number of weeks unemployed indicate that weeks of benefits paid prior to benefit exhaustion and the UI program in which benefit exhaustion occurred were significantly related to the amount of unemployment recorded during the six months following benefit exhaustion. Specifically, those who received benefits for 30 or more weeks vs. fewer weeks before exhaustion (and those who exhausted EB or FSB benefits vs. regular benefits) recorded significantly more weeks of unemployment during the six-month post-exhaustion period.

The results for weeks out of the labor force indicate that none of the classification variables was significantly related to time spent out of the labor force after benefits were exhausted. Thus, these results are not further discussed here.

REEMPLOYMENT AND EXHAUSTION PROPORTIONS THROUGH THE TWENTY-FOUR WEEK INTERVAL

The final perspective on labor force status focuses on the cumulative proportion of the sample that had obtained some employment (not necessarily permanent employment) and the cumulative proportion of the sample that had withdrawn from the labor force (either temporarily or for the entire study period) through each of the weeks of the postexhaustion period. These distributions are presented and discussed below for the total sample and for its sex and age subgroups.

Cumulative Reemployment Proportions

The results reported in Table II-7 indicate the percentage of persons who had obtained any employment through each of the twenty-four weeks in the study period. About 8 percent of the total sample had obtained reemployment during the first week of the postexhaustion period, and this proportion more than doubled to 16 percent by the end of the third week. This reemployment proportion more than doubled again to 35 percent by the ninth week of the postexhaustion period. Over one-half of the exhaustee sample had obtained some employment by the end of the nineteenth week of the study period, and 55 percent of the total sample had found a job at one time or another during

TABLE II-7

CUMULATIVE PERCENTAGE OF EXHAUSTEES THAT HAD BEEN REEMPLOYED FOLLOWING BENEFIT EXHAUSTION, BY WEEK: TOTAL SAMPLE AND BY SEX AND AGE

Week of Study Period	Total Sample	Sex		Age		
		Female	Male	Less Than 25 Yrs.	25-54 Years	55 Years & Over
1	7.7	6.4	8.7	16.1	8.3	1.7
2	11.5	10.1	12.7	22.6	12.5	3.3
3	16.2	15.6	16.7	25.8	17.4	8.3
4	18.3	17.4	19.0	25.8	20.8	8.3
5	23.0	22.0	23.8	29.0	27.1	10.0
6	26.4	23.9	28.6	29.0	31.9	11.7
7	28.1	23.9	31.7	32.3	34.0	11.7
8	30.2	25.7	34.1	35.5	36.8	11.7
9	34.5	28.4	39.7	38.7	41.0	16.7
10	37.0	29.4	43.7	48.4	42.4	18.3
11	38.7	32.1	44.4	54.8	43.8	18.3
12	40.0	32.1	46.8	54.8	45.8	18.3
13	41.3	33.9	47.6	54.8	47.2	20.0
14	42.1	35.8	47.6	61.3	47.2	20.0
15	45.1	38.5	50.8	64.5	50.7	21.7
16	45.5	39.4	50.8	64.5	51.4	21.7
17	48.1	43.1	52.4	64.5	54.9	23.3
18	49.4	45.0	53.2	64.5	56.9	23.3
19	51.1	45.9	55.6	64.5	59.0	25.0
20	52.3	47.7	56.3	64.5	60.4	26.7
21	53.6	48.6	57.9	67.7	61.8	26.7
22	54.0	49.5	57.9	67.7	62.5	26.7
23	54.0	49.5	57.9	67.7	62.5	26.7
24	55.3	49.5	60.3	74.2	63.2	26.7
(Not Reemployed)	44.6	50.5	39.7	25.8	36.8	73.3
Sample size =	235	109	126	31	144	60
Number of missing observations	5	2	3	2	2	1

the twenty-four week study period. Thus, 45 percent of the sample never found any employment during the six months following benefit exhaustion.

A greater proportion of males than females (9% vs. 6%) found a job immediately following the exhaustion of benefits, and this pattern continued throughout the postexhaustion period. Eight weeks following benefit exhaustion, 34 percent of the males but only 26 percent of the females had found some employment. Sixteen weeks after benefit exhaustion 51 percent of the males but only 39 percent of the females had found jobs. At the close of the twenty-four week study period, 60 percent of the males had found employment, compared with only 50 percent of the females.

Important differences in the reemployment distributions also are apparent among the three age groups considered. During the week immediately following benefit exhaustion, 16 percent of the youngest group had found a job, compared with only 8 percent of the middle-aged group and less than 2 percent of the oldest group. The difference in the reemployed proportions of younger vs. middle-aged workers was nearly eliminated by the end of the eighth week of the postexhaustion period (about 36% of each group had found a job). In contrast, only 12 percent of the oldest group had found a job within the eight-week period following benefit exhaustion. At the close of the study period, 74 percent of the youngest group had found some employment, compared with 63 percent of the middle-aged workers and only 27 percent of the oldest age group.

As previously noted in this chapter, women and older workers were significantly overrepresented among respondents vs. nonrespondents. The findings in this section indicate that, because of this relative overrepresentation, the results reported above for the total respondent group presumably would tend to substantially understate the proportion of all exhaustees (including nonrespondents) who were employed throughout the six-month period studied.

Cumulative Proportions of Labor Force Withdrawal

The percentage of individuals who had withdrawn from the labor force (either temporarily or permanently) through each of the twenty-four weeks of the postexhaustion period is reported in Table II-8. During the week immediately following benefit exhaustion, almost one-sixth of the total sample withdrew from the labor force. This proportion increased to one-fifth

TABLE II-8

CUMULATIVE PERCENTAGE OF EXHAUSTEES THAT HAD WITHDRAWN FROM THE LABOR FORCE FOLLOWING BENEFIT EXHAUSTION, BY WEEK: TOTAL SAMPLE AND BY SEX AND AGE

Week of Study Period	Total Sample	Sex		Age		
		Female	Male	Less Than 25 Yrs.	25-54 Years	55 Years & Over
1	15.7	21.1	11.1	12.9	11.1	28.3
2	16.6	22.0	11.9	16.1	11.8	28.3
3	17.4	23.9	11.9	16.1	12.5	30.0
4	17.9	24.8	11.9	16.1	13.2	30.0
5	18.7	25.7	12.7	19.4	13.2	31.7
6	18.7	25.7	12.7	19.4	13.2	31.7
7	20.0	27.5	13.5	19.4	14.6	33.3
8	20.0	27.5	13.5	19.4	14.6	33.3
9	23.4	33.0	15.1	22.6	17.4	38.3
10	23.4	33.0	15.1	22.6	17.4	38.3
11	23.8	33.9	15.1	22.6	17.4	40.0
12	23.8	33.9	15.1	22.6	17.4	40.0
13	24.3	34.9	15.1	22.6	18.1	40.0
14	24.3	34.9	15.1	22.6	18.1	40.0
15	24.7	35.8	15.1	22.6	18.1	41.7
16	25.5	35.8	16.7	22.6	18.8	43.3
17	28.1	38.5	19.0	22.6	22.2	45.0
18	28.1	38.5	19.0	22.6	22.2	45.0
19	28.5	39.4	19.0	22.6	22.9	45.0
20	28.5	39.4	19.0	22.6	22.9	45.0
21	28.9	39.4	19.8	22.6	23.6	45.0
22	28.9	39.4	19.8	22.6	23.6	45.0
23	29.4	40.4	19.8	22.6	23.6	46.7
24	29.8	40.4	20.6	25.8	23.6	46.7
(Not Withdrawn)	70.2	59.6	79.4	74.2	76.4	53.3
Sample size	235	109	126	31	144	60
Number of Missing Observations	5	2	3	2	2	1

by the seventh and eighth weeks of the postexhaustion period, and to about one-fourth by the fifteenth and sixteenth weeks of the study period. Thirty percent of the total sample had withdrawn from the labor force for one or more weeks by the close of the twenty-four week postexhaustion period.

Withdrawal proportions separately calculated for males and females also are provided in Table II-8. Comparison of these distributions reveals a much greater tendency among women than men to withdraw from the labor force following benefit exhaustion. For example, during the first week of the post-exhaustion period, 21 percent of the women but only 11 percent of the men withdrew from the labor force. A large differential between the sexes also was evident after eight weeks (28% vs. 14%) and after sixteen weeks (36% vs. 17%). In fact, the withdrawal proportion for women was approximately double that for men for each of the twenty-four weeks studied. At the end of the study period, the percentage that had withdrawn from the labor force for one or more weeks following benefit exhaustion was 40 percent for women and 21 percent for men.

Marked differences in withdrawal rates also are apparent among the three age groups considered. During the week immediately following benefit exhaustion, 28 percent of the exhaustees in the oldest group withdrew from the labor force, compared with 13 percent of the youngest group and 11 percent of the middle-aged group. Moreover, the withdrawal percentages for the two youngest groups continued to be far below those recorded for older workers throughout the entire study period. In fact, the withdrawal rate for the oldest group typically was about one and one-half to two times the rates for either of the other age groups throughout the study period. For example, four months following benefit exhaustion, 23 percent of the youngest group and 19 percent of the middle age group had withdrawn from the labor force for one or more weeks, compared with 43 percent for the oldest age group. At the end of the study period, 26 percent of the youngest group had withdrawn from the labor force for one or more weeks, compared with 24 percent of the middle-aged workers and 47 percent of the oldest group.

Distributions for the cumulative proportion of exhaustees who had withdrawn from the labor force and then remained out of the labor force permanently for the duration of the postexhaustion study period are provided in Appendix B-7. These distributions are provided for the total sample, for men and women and for the three age groups discussed above.

As previously noted in this chapter, women and older workers were significantly overrepresented among respondents vs. nonrespondents. As a result, the findings reported above for the total respondent group presumably would tend to overstate substantially the proportion of all exhaustees (including nonrespondents) who withdrew from the labor force during the six months of the postexhaustion period.

FOOTNOTES FOR CHAPTER II

[1]The sample of exhaustees upon which this analysis is based is not sufficiently large to permit analysis of the group simultaneously classified into sex, age, occupation and/or industry groups. Hence, the sample is alternatively classified into these different groups for purposes of analysis.

[2]Chi-square is a test of statistical significance. It provides evidence as to the existence of a systematic relationship between two variables. The test involves a comparison of the observed frequencies within the cross tabulation with the frequencies expected if no relationship were present among the variables. The expected cell frequencies are compared with the observed frequencies according to the following formula:

$$\chi^2 = \sum \frac{(f_o^i - f_e^i)^2}{f_e^i} \qquad \text{where}$$

f_o^i equals the observed frequency in each cell;

f_e^i equals the expected frequency in each cell;

The greater is the difference between the observed and the expected frequencies, the greater is the value of chi-square.

In order to determine if a systematic relationship does exist between the two variables, it is necessary to ascertain the probability of obtaining a value of chi-square as large or larger than the one calculated from the sample, assuming the variables actually were independent. The probability coefficient which indicates the likelihood of observing such a value of chi-square is provided along with the cross tabulation. In those instances in which this probability coefficient has a value of .05 or less, the relationship observed in the cross tabulation is considered to be statistically significant. It should be emphasized, however, that the chi-square statistic only provides information as to whether the variables under consideration are related or independent. It does not indicate how strongly they are related. It also should be noted that the chi-square statistic is computed on the assumption that both variables are measured in nominal terms. That is, any information regarding the order of, or distances between the categories is ignored in calculating the chi-square statistic. Hence, the chi-square statistic is appropriate for variables measured at both the nominal and interval levels. For additional information consult Ya-lun Chou, *Statistical Analysis,* New York: Holt, Rinehart and Winston, 1975, pp. 542-546.

[3]Two numbers appear in each cell of the cross tabulation. The upper number, denoted as the row percentage, indicates the ratio (expressed as a percentage) of the number of persons in that cell to the total number of persons classified in that row of the cross tabulation. The second number in each cell (in parentheses) is denoted as the column percentage; this value indicates the ratio (expressed as a percentage) of the number of persons in this cell to the total number of persons in the column of the cross tabulation in which that cell appears. Hence, in the cross tabulation under discussion in the text (the portion of Table II-5 which relates to the number of weeks out of the labor force during the postexhaustion period, by sex), the 38.7 percent value in the upper left hand cell (the row percentage) indicates that 38.7 percent of the 168 persons (the row total) who experienced zero weeks out of the labor force were females. The lower number which appears in the upper left-hand cell of the cross tabulation, the column percentage, indicates that 58.6 percent of the 111 females (the column total) experienced zero weeks of labor force withdrawal during the study period.

CHAPTER III

REEMPLOYMENT EXPERIENCES

The reemployment experiences of UI exhaustees are investigated in this chapter. The analysis focuses on the following factors for reemployed exhaustees:

(1) how new jobs were found and the number of weeks the jobs had been held;

(2) the percentage changes in the wage rates, hours worked and weekly earnings from the preunemployment jobs to the jobs currently held;[1] and

(3) changes in the type of work and in job satisfaction for the jobs currently held, relative to the preunemployment jobs.

Because exactly the same individuals were not employed during the eighth, sixteenth, and twenty-fourth weeks of the postexhaustion period, the analysis is provided separately for those reemployed during each of these weeks. Results are presented for the total sample and for subgroups of the total sample classified (alternatively) by sex, age, whether the exhaustee had some intervening employment in the benefit year[2] and by the number of weeks of UI benefits received prior to benefit exhaustion. Some comparisons among those reemployed during the eighth, sixteenth, and twenty-fourth weeks also are provided in this chapter.

As emphasized throughout the prior chapter, women and older workers were overrepresented among respondents vs. nonrespondents. Thus, any important differences between women vs. men or older vs. younger workers presumably would be magnified in the results for the total respondent group, compared with the results that would have been recorded had all exhaustees responded to the mail surveys. In the present chapter, however, it will be shown that the experiences of claimants actually reemployed generally did *not* differ significantly between men and women or among the three age groups. Hence, the results reported throughout this chapter for respondents presumably would be very representative of the experiences of all reemployed exhaustees (including those who did not respond to the surveys).

ANALYSIS OF THOSE REEMPLOYED DURING THE EIGHTH WEEK

Sixty-four persons (about 27 percent of the total study group) were employed during the eighth week of the postexhaustion period. The proportion of males in the reemployed group (56%) was almost identical to the proportion of males in the total respondent group (54%). There were, however, some important differences in the age composition of the reemployed group vs. the total study group. Workers aged 55 years and over comprised only 8 percent of those reemployed during the eighth week, but 25 percent of the total respondent group. In sharp contrast, middle-aged persons accounted for over three-fourths (77%) of the reemployed group, but for only about three-fifths of the total respondent group. Persons under 25 years of age constituted about the same proportion of both the reemployed group and the total respondent group (16% vs. 14%).

Job Search Methods

The job search methods that had resulted in reemployment during the eighth week are provided in Table III-1. The most important job source--that for 25 percent of this group--was information provided by friends and relatives, followed by direct application which resulted in jobs for 20 percent of these workers. Information obtained from newspapers and unions each accounted for the jobs found by 11 percent of those reemployed. The Arizona Job Service was cited as the job-lead source for only 5 percent of the jobs held during this week.

Additional analysis of the job leads for those employed during the eighth week was conducted for subgroups, classified (separately) by sex, age, the existence of intervening employment in the benefit year and the number of weeks of UI benefits paid prior to benefit exhaustion (see Appendix C-1). However, the only statistically significant difference found was for the distribution related to the existence of intervening employment.[3] In this case, a major difference was that a much greater proportion of persons who had experienced intervening employment used union-supplied sources of job leads, compared with persons who had not experienced any intervening employment during the benefit year.

TABLE III-1

HOW THE JOB HELD DURING THE EIGHTH WEEK WAS FOUND AND THE NUMBER OF WEEKS THE EXHAUSTEE HAD HELD THE JOB

Job Search Method:	Percent
Newspaper	10.9
Friends and Relatives	25.0
Private Employment Agency	3.1
Arizona Job Service	4.7
Union	10.9
Direct Application	20.3
Self-Employed	7.8
Recalled	7.8
Other	9.4

Sample size = 64
Number of missing observations = 0

Number of Weeks Job Held:	Percent
1 to 2 weeks	15.9
3 to 5 weeks	34.9
6 or more weeks	49.2

Sample size = 63
Number of missing observations = 1

Number of Weeks Job Held

Almost one-half (49%) of those reemployed at the eighth week had held their present jobs for at least six weeks (see Table III-1), and 84 percent had held these jobs for at least three weeks. No statistically significant differences among the cohorts, classified by sex, age, the existence of intervening employment or the number of weeks of UI benefits received prior to exhaustion, were found for the length of time those reemployed during the eighth week had held their jobs (see Appendix C-2).

Changes in Wage Rates, Hours Worked, and Weekly Earnings

The percentage changes in wage rates, hours worked and weekly earnings from the preunemployment job to the job held during the eighth week of the postexhaustion period are provided in Table III-2. These changes are calculated as the value recorded on the current job, less that recorded for the preunemployment job, with the difference expressed as a percentage of the value recorded for the preunemployment job. Hence, negative changes are to be interpreted as declines in the given variable from the preunemployment job to the one held at the time of the eighth week of the postexhaustion period.

The wage rate change distribution provided in Table III-2 indicates that nearly one-fifth (18%) of those reemployed experienced wage rate reductions of 40 percent or more, and that nearly one-half (48%) received wage rates that were at least 15 percent less than those earned on their preunemployment jobs.[4] In contrast, one-fourth of those reemployed had wage rates 5 percent or more above those earned on the preunemployment job. No statistically significant differences in the wage distributions were found among those reemployed, alternatively classified by sex, age, the existence of intervening benefit year employment or the number of weeks that UI benefits were received prior to exhaustion (see Appendix C-3).

Just over one-third of those reemployed experienced at least a 15 percent reduction in hours worked on the jobs held during the eighth week of the study period, compared with their preunemployment jobs (see Table III-2). About 46 percent of the sample reported a reduction in hours of at least 5 percent. Nearly one-fifth of those reemployed however, experienced an increase in hours of at least 5 percent, whereas 36 percent reported virtually no change in hours worked (±4%). No statistically

TABLE III-2

PERCENTAGE CHANGES IN WAGE RATES, HOURS WORKED AND WEEKLY EARNINGS FROM THE PREUNEMPLOYMENT JOB TO THE JOB HELD DURING THE EIGHTH WEEK

Percentage Change	Wage Rate[a]	Hours Worked[a]	Weekly Earnings[a]
Less than -40%	17.9	14.3	41.0
-40% to -26%	10.7	8.9	8.2
-25% to -15%	19.6	12.5	6.6
-14% to -5%	14.3	10.7	9.8
-4% to -1%	1.8	0.0	3.3
0%	3.6	33.9	1.6
1% to 4%	7.1	1.8	6.6
5% to 14%	8.9	3.6	3.3
15% or more	16.1	14.3	19.7
Sample size	56	56	61
Number of missing observations	8	8	3

[a]Percentage of exhaustees who were employed during the eighth week.

significant differences in the hours distributions were found for subgroups classified by sex, age, intervening weeks of employment during the benefit year or weeks of UI benefits received prior to benefit exhaustion (see Appendix C-4).

That declines in wage rates and hours of work each tended to reduce earnings for many reemployed during the eighth week is apparent from the weekly earnings distribution provided in Table III-2. Over two-fifths of those reemployed experienced weekly earnings losses (relative to their preunemployment jobs) in excess of 40 percent, and almost one-half of those reemployed (49%) experienced weekly earnings cuts of more than 25 percent. About two-thirds reported earnings reductions of at least 5 percent.[5] In contrast, one-fifth of those reemployed experienced increases in weekly earnings of 15 percent or more.

Further analysis of subgroups, classified by sex, age, whether intervening employment occurred during the benefit year and the number of weeks UI benefits were received prior to benefit exhaustion, is reported in Appendix C-5. The results reveal a statistically significant difference between the weekly earnings distributions of those who did/did not experience some intervening employment within the benefit year. The general pattern is that a much greater proportion of persons who did vs. did not experience some intervening employment (50% vs. 15%) tended to experience increases in weekly earnings of 15 percent or more; it should be recalled also that a larger percentage of those who experienced intervening employment utilized union job leads than was the case for other exhaustees.

Changes in the Type of Work and in Job Satisfaction

Nearly three-fifths of those reemployed at the eighth week were performing the same type of work they had performed on their preunemployment jobs (see Table III-3). Fifty-five percent rated the satisfaction on preunemployment and postexhaustion jobs as about equal. Twenty-three percent felt their new jobs provided more satisfaction than their preunemployment jobs, whereas the reverse was the case for 22 percent of the sample. No statistically significant differences in the type-of-work or job-satisfaction distributions were found for subgroups, classified by sex, age, intervening employment during the benefit year and weeks of UI benefits received prior to benefit exhaustion (see Appendixes C-6 and C-7). It may be noted,

TABLE III-3

CHANGES IN THE TYPE OF WORK AND CHANGES IN JOB SATISFACTION FROM THE PREUNEMPLOYMENT JOB TO THE JOB HELD DURING THE EIGHTH WEEK

Change in the Type of Work:	Percent
Same	57.8
Different	42.2

Sample size = 64
Number of missing observations = 0

Change in Job Satisfaction:	Percent
More	23.4
Less	21.9
Same	54.7

Sample size = 64
Number of missing observations = 0

however, that the relationship between sex and change in job satisfaction did approach statistical significance.

ANALYSIS OF THOSE REEMPLOYED DURING THE SIXTEENTH WEEK

Eighty-six persons (36 percent of the study group) were reemployed during the sixteenth week of the study period. Approximately 56 percent of those reemployed during that week were males, and this percentage is about the same as that for males in the total respondent group (54%). There were, however, some noticeable differences in the age distributions of those reemployed at the sixteenth week, compared with the age distribution for the total study group. Persons 55 years and over accounted for only 11 percent of those employed during the sixteenth week, but for about 25 percent of the total respondent group. Persons 25-54 years of age accounted for a larger percentage of those reemployed than of the total respondent group (67% vs. 61%). Persons under 25 years of age accounted for 22 percent of those reemployed at the sixteenth week but only 14 percent of the total study group.

Job Search Methods

Of those reemployed during the sixteenth week of the study period, 28 percent obtained their jobs through information provided by friends and relatives (see Table III-4). Seventeen percent had obtained their jobs through direct applications to employers, and 15 percent had secured employment through their unions. Twelve percent were employed because of recall and 11 percent had found their jobs through newspapers. Only 6 percent of those employed had obtained their jobs through the Arizona Job Service. No statistically significant differences in the distributions of job lead sources used by sex, age or among groups that had received UI benefits for different periods prior to benefit exhaustion were found (see Appendix C-8). A statistically significant difference was found, however, among the job lead sources for those who did/did not experience some intervening employment in the benefit year. A major difference was that the majority of exhaustees who had experienced some intervening employment used union-provided sources of information, whereas those who did not record any intervening employment tended to use a variety of other job lead sources (with primary reliance on friends and relatives).

TABLE III-4

HOW THE JOB HELD AT THE SIXTEENTH WEEK WAS FOUND AND THE NUMBER OF WEEKS THE EXHAUSTEE HAD HELD THE JOB

Job Search Method:	Percent
Newspaper	10.5
Friends and Relatives	27.9
Private Employment Agency	2.3
Arizona Job Service	5.8
Union	15.1
Direct Application	17.4
Self-Employed	5.8
Recalled	11.6
Other	3.5

Sample size = 86
Number of missing observations = 0

Number of Weeks Job Held:	Percent
1 to 6 weeks	35.4
7 to 12 weeks	34.2
13 or more weeks	30.4

Sample size = 79
Number of missing observations = 7

Number of Weeks Jobs Held

The amount of time that those reemployed at the sixteenth week had held their jobs is reported in Table III-4. Thirty-five percent of those reemployed had held their jobs for six weeks or less, 34 percent had held their jobs for at least seven but less than 13 weeks, and 30 percent had held their jobs for thirteen weeks or more. No statistically significant differences in prior job length were found for subgroups of the total sample, based on sex, age, whether the exhaustee had obtained intervening employment in the benefit year and the number of weeks during which UI benefits were received prior to benefit exhaustion (see Appendix C-9).

Changes in Wage Rates, Hours Worked, and Weekly Earnings

About one-sixth of those reemployed at the sixteenth week had wage rates that were more than 25 percent below those on their preunemployment jobs, and three-tenths of those reemployed reported wage rate declines of 15 percent or more (see Table III-5). Over two-fifths reported wage rate cuts of at least 5 percent and about one-fifth reported virtually no change (±4%) in their wage rates. In contrast, just under two-fifths reported wage gains of at least 5 percent, and one-sixth of those reemployed had current wage rates that were 15 percent or more above those earned on their preunemployment jobs.[6]

Analysis of subgroups of those reemployed, classified on the basis of sex and age, revealed no statistically significant differences among the wage rate distributions for these subgroups (see Appendix C-10). For those who did/did not record intervening employment during the benefit year, however, an statistically significant difference was found. In this case, almost all who had some intervening employment recorded rather small wage rate changes (±14%), whereas less than one-half (48%) of those without intervening employment reported wage rate changes in this range. None of those with intervening employment experienced declines in wage rates of 15 percent or more, but such changes were reported by 36 percent of those with no intervening employment. The analysis of subgroups of the total exhaustee sample also revealed a statistically significant difference among the wage rate distributions of those who received UI benefits for different periods of time prior to benefit exhaustion (see Appendix C-10). A rela-

TABLE III-5

PERCENTAGE CHANGES IN WAGE RATES, HOURS WORKED AND WEEKLY EARNINGS FROM THE PREUNEMPLOYMENT JOB TO THE JOB HELD DURING THE SIXTEENTH WEEK

Percentage Change	Wage Rate[a]	Hours Worked[a]	Weekly Earnings[a]
Less than -40%	6.5	10.1	24.7
-40% to -26%	9.1	8.9	8.6
-25% to -15%	13.0	6.3	9.9
-14% to -5%	15.6	11.4	9.9
-4% to -1%	6.5	0.0	3.7
0%	7.8	44.3	3.7
1% to 4%	3.9	1.3	6.2
5% to 14%	22.1	0.0	6.2
15% or more	15.6	17.7	27.2
Sample size	77	79	81
Number of missing observations	9	7	5

[a]Percentage of exhaustees who were employed during the sixteenth week.

tively larger proportion of those who received UI benefits for thirty-nine weeks or more tended to report large changes (15% or more) in wage rates, compared with those who received UI support for shorter periods of time prior to benefit exhaustion. Wage rate gains of plus or minus 14 percent were recorded for most (83%) of the group that received UI benefits for less than thirty weeks, compared with 54 percent of those who drew benefits for 30-39 weeks and 44 percent of those who drew benefits for over thirty-nine weeks.

The distribution of changes in hours worked from the preunemployment to the current job indicates that almost one-fifth of those reemployed experienced a reduction in hours of more than 25 percent. About 37 percent of the sample experienced reduced hours of 5 percent or more, whereas 44 percent of the sample experienced no change in the number of hours worked. Less than one-fifth of those employed had increases in hours worked of 5 percent or more. Additional analysis of changes in hours worked for subgroups of the total sample, based on sex, whether intervening employment occurred during the benefit year and the number of weeks UI benefits were received prior to benefit exhaustion, revealed no statistically significant differences (see Appendix C-11). However, a statistically significant relationship between changes in hours worked and age was found (see Appendix C-11). A much greater proportion of the oldest group than of the middle or youngest group reported declines in hours worked of 15 percent or more (56% vs. 20% and 24%, respectively). Also, none of the persons in the oldest age group reported increases in hours worked of 15 percent or more. In contrast, increases in hours worked of 15 percent or more were reported by over one-third of the youngest age group and by about one-eighth of the group 25-54 years of age.

The changes in weekly earnings of those employed at the sixteenth week are reported in Table III-5. One-fourth of those reemployed reported reductions in weekly earnings of 40 percent or more, one-third had declines of 25 percent or more and over one-half had earnings reductions of at least 5 percent. In contrast, one-third of those reemployed had increases in weekly earnings of 5 percent or more. Further analysis revealed no significant differences in earnings changes among subgroups of the sample classified by sex, age, and whether intervening employment occurred during the benefit year (see Appendix C-12). A statistically significant relationship was

found, however, between changes in weekly earnings and the number of weeks during which UI benefits were received prior to benefit exhaustion (see Appendix C-12). A much greater proportion (almost one-half) of those who received benefits for more than thirty-nine weeks had increases in weekly earnings of 15 percent or more; those who received benefits for 30-39 weeks tended to experience relatively small changes in weekly earnings. The earnings changes for those who received benefits for fewer than 30 weeks tended to fall between the changes recorded for these other two groups.

Changes in the Type of Work and in Job Satisfaction

Over two-thirds of those reemployed at the sixteenth week were performing the same type of work as they had performed in their preunemployment jobs (see Table III-6). A slightly smaller proportion (60%) reported no change in job satisfaction, whereas the remaining 40 percent of those reemployed was divided almost evenly among those who reported more/less satisfaction for their present jobs, compared with the ones held during the preunemployment month. No statistically significant differences in type of work or job satisfaction were found for subgroups of the total sample, based on sex, age, whether intervening employment occurred during the benefit year or the number of weeks UI benefits were received prior to benefit exhaustion (see Appendixes C-13 and C-14).

ANALYSIS OF THOSE REEMPLOYED DURING THE TWENTY-FOURTH WEEK

A total of one hundred persons (about 42% of the total study group) was employed during the final week of the study period. Of those reemployed, 57 percent were male and this proportion is only slightly greater than the proportion of males in the entire respondent group (54%). Only 9 percent of those reemployed during the twenty-fourth week was aged 55 years or over, whereas this age group accounted for 25 percent of the total respondent group. In contrast, the two younger groups had reemployment percentages higher than their sample percentages: those 25-54 years of age accounted for 71 percent of those employed at the twenty-fourth week, but only 61 percent of the total respondent group; the youngest category comprised 20 percent of those reemployed but only 14 percent of the entire study group.

TABLE III-6

CHANGES IN THE TYPE OF WORK AND CHANGES IN JOB SATISFACTION FROM THE PREUNEMPLOYMENT JOB TO THE JOB HELD DURING THE SIXTEENTH WEEK

Change in the Type of Work:	Percent
Same	69.0
Different	31.0

Sample size = 85
Number of missing observations = 1

Change in Job Satisfaction:	Percent
More	21.4
Less	19.0
Same	59.5

Sample size = 84
Number of missing observations = 2

Job Search Methods

Information received from friends and relatives was the source of job leads that accounted for 23 percent of the jobs held during the twenty-fourth week (see Table III-7). Direct application was the job lead source used to obtain reemployment by another 20 percent of those employed. Information provided by unions was the primary source of job information for about 13 percent of those employed, followed by newspapers (12%) and recall (10%). These workers reported that information provided by the Arizona Job Service had accounted for only 5 percent of the jobs they held. Further analysis of the job lead sources used by subgroups of those reemployed, classified by sex, age, the existence of intervening employment within the benefit year and the number of weeks during which UI benefits were received prior to exhaustion, revealed statistically significant relationships for the sex and intervening employment cross tabulations. By sex, the main differences were that 23 percent of the men but none of the women found employment through unions, whereas women relied more heavily than men on newspapers (18% vs. 8%) and miscellaneous methods (10% vs. 2%). Over half of those who had some intervening employment but only 5 percent of those without intervening employment obtained their jobs through union organizations. In contrast, those who did not have any intervening employment utilized a wide variety of other job lead sources, especially friends and relatives (see Appendix C-15).

Number of Weeks Jobs Held

The length of time those employed during the twenty-fourth week had been on their jobs is reported in Table III-7. Fifty-one percent had been employed in these jobs from 11-21 weeks, and an additional 19 percent had been employed for twenty-two weeks or more. No statistically significant relationship between the length of time that these jobs had been held and sex, age, intervening employment in the benefit year or the number of weeks during which UI benefits were received prior to exhaustion was found in the analysis of subgroups of the total sample (see Appendix C-16).

Changes in Wage Rates, Hours Worked, and Weekly Earnings

A sizable proportion of those employed at the twenty-fourth week experienced substantial wage rate reductions from their preunemployment to present jobs (see Table III-8). For example, 20 percent of those

TABLE III-7

HOW THE JOB HELD AT THE TWENTY-FOURTH WEEK WAS FOUND AND THE NUMBER OF WEEKS THE EXHAUSTEE HAD HELD THE JOB

Job Search Method:	Percent
Newspaper	11.8
Friends and Relatives	22.6
Private Employment Agency	3.2
Arizona Job Service	5.4
Union	12.9
Direct Application	20.4
Self-Employed	8.6
Recalled	9.7
Other	5.4

Sample size = 93
Number of missing observations = 7

Number of Weeks Job Held:	Percent
1 to 10 weeks	30.3
11 to 21 weeks	50.6
22 or more weeks	19.1

Sample size = 89
Number of missing observations = 11

TABLE III-8

PERCENTAGE CHANGES IN WAGE RATES, HOURS WORKED AND WEEKLY EARNINGS FROM THE PREUNEMPLOYMENT JOB TO THE JOB HELD DURING THE TWENTY-FOURTH WEEK

Percentage Change	Wage Rate[a]	Hours Worked[a]	Weekly Earnings[a]
Less than -40%	9.9	17.1	25.6
-40% to -26%	9.9	11.0	14.6
-25% to -15%	16.0	4.9	8.5
-14% to -5%	14.8	12.2	7.3
-4% to -1%	2.5	2.4	2.4
0%	2.5	32.9	1.2
1% to 4%	4.9	0.0	1.2
5% to 14%	17.3	1.2	9.8
15% or more	22.2	18.3	29.3
Sample size	81	82	82
Number of missing observations	19	18	18

[a]Percentage of exhaustees who were employed during the twenty-fourth week.

employed reported wage rate declines of more than one-fourth, and about 36 percent of those employed had reductions of 15 percent or more. Just over half of these workers reported wage cuts of at least 5 percent in the wage earned on their preunemployment jobs.[7] In contrast, 22 percent of those employed had wage rate increases of at least 15 percent, and about 40 percent reported an increase of at least 5 percent in their wage rates from the preunemployment month to the final week of the study period. Further analysis of subgroups revealed no statistically significant differences in the wage rate distributions for men vs. women, for claimants classified into three age groups or for claimants classified by the length of time UI benefits had been received prior to benefit exhaustion (see Appendix C-17). A statistically significant relationship between wage rate changes and the existence of intervening employment was found, however. A much larger proportion of those who had none vs. some intervening employment experienced declines in their wage rates of 15 percent or more (44% vs. 0%).

Reductions in hours worked (compared with hours worked on preunemployment jobs) were even more pronounced than wage rate declines for those who were employed during the final week of the study period (see Table III-8). About 17 percent of those reemployed reported declines in hours worked of two-fifths or more, 28 percent reported reductions of one-fourth or more and 45 percent reported a reduction in hours of at least 5 percent. In contrast, only one-fifth of those reemployed worked more hours on their current jobs than they had during the preunemployment month. One-third of the sample reported no change in hours worked between their preunemployment and postexhaustion jobs. The analysis of changes in hours worked for various subgroups revealed no statistically significant differences for claimants grouped by sex, age, intervening employment in the benefit year or number of weeks of UI benefits prior to benefit exhaustion (see Appendix C-18).

The changes from preunemployment to postexhaustion jobs in weekly earnings for those employed during the final week of the study period also are reported in Table III-8. Over one-fourth of these reemployed had weekly earnings after benefit exhaustion that were more than 40 percent below their earnings prior to unemployment. Two-fifths of those reemployed reported declines in weekly earnings of 25 percent or more, and nearly three-fifths had earnings reductions of at least 5 percent. In contrast with these findings, three-tenths of those employed during the final week

of the study period reported weekly earnings that were at least 15 percent above their preunemployment earnings. Examination of the results for various subgroups of those reemployed reveals a statistically significant relationship between intervening employment in the benefit year and changes in weekly earnings (see Appendix C-19). In this case, a much greater proportion of those with some vs. no intervening employment experienced larger increases (or smaller decreases) in weekly earnings. No statistically significant relationships were found between changes in weekly earnings and claimants grouped by sex, age or number of weeks of UI benefits received prior to benefit exhaustion (see Appendix C-19).

Changes in the Type of Work and In Job Satisfaction

Sixty-four percent of those reemployed during the final week of the study period were performing the same type of work as they had during the preunemployment month (see Table III-9). Almost one-fourth of those employed enjoyed their current jobs more than those held during the preunemployment month, and about one-fifth indicated a lower degree of job satisfaction in their current employment. Changes in type of work and changes in job satisfaction also were analyzed for subgroups of the sample classified by sex, age, intervening employment in the benefit year and weeks of UI benefits received prior to benefit exhaustion (see Appendixes C-20 and C-21). This analysis revealed two statistically significant relationships: practically all of those who had experienced some intervening employment performed the same type of work (see Appendix C-20) and reported the same job satisfaction (see Appendix C-21) on their current jobs as on the jobs held during the preunemployment month. In contrast, a change in the type of work performed and an increase in job satisfaction were much more frequent among those who did not have any intervening employment.

COMPARISON OF THE REEMPLOYMENT EXPERIENCES OF THOSE EMPLOYED DURING THE EIGHTH, SIXTEENTH, OR TWENTY-FOURTH WEEKS OF THE POSTEXHAUSTION PERIOD

The reemployment experiences of three groups of exhaustees--those who were employed during the eighth, sixteenth or twenty-fourth weeks of the study period--were considered separately above. In this section, the emphasis is on the reemployment experiences of those employed, regardless

TABLE III-9

CHANGES IN THE TYPE OF WORK AND CHANGES IN JOB SATISFACTION FROM THE PREUNEMPLOYMENT JOB TO THE JOB HELD DURING THE TWENTY-FOURTH WEEK

Change in the Type of Work:	Percent
Same	63.8
Different	36.2

Sample size = 94
Number of missing observations = 6

Change in Job Satisfaction:	Percent
More	24.7
Less	19.1
Same	56.2

Sample size = 89
Number of missing observations = 11

of when they became reemployed. The comparisons necessarily have limited implications because no intertemporal inferences are to be made to the broader population of UI exhaustees, because statistical independence among the members of each of these three groups does not (even approximately) exist. Hence, it would be inappropriate to generalize any intertemporal trends or patterns observed among the distributions constructed for these one-week time periods to the broader category of UI exhaustees. Nonetheless, it is of interest to summarize various dimensions of the reemployment experiences of this exhaustee sample during the course of the twenty-four week period for which information was gathered. Comparisons are provided for the following characteristics of the jobs held:

(1) how the jobs were found;

(2) changes in wage rates, hours of work, and weekly earnings from the preunemployment jobs to the jobs held during the relevant week of the post-exhaustion period;

(3) whether the jobs before unemployment and after benefit exhaustion involved the same or different types of work; and

(4) a comparison of job satisfaction for the current jobs and the jobs held during the preunemployment month.

How Jobs Were Found

The source of job information which led to reemployment for more exhaustees than any other was assistance provided by friends and relatives (see Table III-10). This source was utilized by 25 percent of those employed at the eighth week, 28 percent of those employed at the sixteenth week and 23 percent of those employed during the final week of the study period. Direct applications also resulted in employment for a relatively large proportion of those who found work: 20 percent of those at the eighth week, 17 percent of those at the sixteenth week and 20 percent of those at the twenty-fourth week of the postexhaustion period. Information obtained from newspapers resulted in employment for about 11 percent of each of the three groups of reemployed workers, and information provided by unions was utilized by between 11 percent and 15 percent of those reemployed during any one of these three one-week intervals. The Arizona Job Service provided job leads for only 5-6 percent of those employed during each of the three periods.

TABLE III-10

COMPARISON OF HOW THE JOBS HELD DURING THE EIGHTH, SIXTEENTH AND TWENTY-FOURTH WEEKS WERE FOUND

	Months of Exhaustion		
Job Search Method	2nd[a]	4th[b]	6th[c]
Newspaper	10.9	10.5	11.8
Friends and Relatives	25.0	27.9	22.6
Private Employment Agency	3.1	2.3	3.2
Arizona Job Service	4.7	5.8	5.4
Union	10.9	15.1	12.9
Direct Application	20.3	17.4	20.4
Self-Employed	7.8	5.8	8.6
Recalled	7.8	11.6	9.7
Other	9.4	3.5	5.4
Sample size	64	86	93
Number of missing observations	0	0	7

[a]Percentage of exhaustees employed during the eighth week.

[b]Percentage of exhaustees employed during the sixteenth week.

[c]Percentage of exhaustees employed during the twenty-fourth week.

These findings indicate that no important changes in the job search techniques utilized were evident during the course of the study period.

Changes in Wage Rates

Distributions for the percentage changes recorded from preunemployment to postexhaustion jobs in wage rates are provided in Table III-11. Those employed at the sixteenth and twenty-fourth weeks vs. those employed during the eighth week tended to have greater percentage increases (or smaller percentage decreases) in the wage rates received on their current jobs, relative to preunemployment jobs.[8] For example, 25 percent of those employed during the eighth week reported wage rate gains of 5 percent or more; the comparable percentages for those employed during the sixteenth and twenty-fourth weeks were 38 percent and 40 percent, respectively. Similarly, 48 percent of those employed during the eighth week had reductions in their wage rates of 15 percent or more, whereas only 29 percent of those employed at the sixteenth week and 36 percent of those employed during the twenty-fourth week had wage reductions of this magnitude.

Changes in Hours Worked

The distributions for the percentage changes in hours worked for the three groups are reported in Table III-12. Similar percentages of all three groups experienced increases in hours worked on present jobs of 15 percent or more over hours worked on preunemployment jobs: these percentages were 14 percent for the eighth week group, 18 percent for the sixteenth week group and 18 percent for the twenty-fourth week group. In contrast, a somewhat larger proportion of those employed during the twenty-fourth week than during the other two periods experienced declines in hours worked of at least one-fourth; 28 percent of the former group, compared with only 19 percent of those employed during the sixteenth week but 23 percent of those employed during the eighth week reported reductions in hours of this magnitude.

Changes in Weekly Earnings

Persons employed during the twenty-fourth week tended to record larger increases in weekly earnings (or smaller reductions) than those employed during the earlier weekly periods considered (see Table III-13).[9] For example, 39 percent of those employed during the final week of the study

TABLE III-11

COMPARISON OF THE PERCENTAGE CHANGES IN WAGE RATES FROM THE PREUNEMPLOYMENT JOBS TO THE JOBS HELD DURING THE EIGHTH, SIXTEENTH, AND TWENTY-FOURTH WEEKS

Percent Change in Wage Rate	Months of Exhaustion		
	2nd[a]	4th[b]	6th[c]
Less than -40%	17.9	6.5	9.9
-40% to -26%	10.7	9.1	9.9
-25% to -15%	19.6	13.0	16.0
-14% to -5%	14.3	15.6	14.8
-4% to -1%	1.8	6.5	2.5
0%	3.6	7.8	2.5
1% to 4%	7.1	3.9	4.9
5% to 14%	8.9	22.1	17.3
15% or more	16.1	15.6	22.2
Sample size	56	77	81
Number of missing observations	8	9	19

[a]Percentage of exhaustees employed during the eighth week.

[b]Percentage of exhaustees employed during the sixteenth week.

[c]Percentage of exhaustees employed during the twenty-fourth week.

TABLE III-12

COMPARISON OF THE PERCENTAGE CHANGES IN HOURS WORKED FROM THE PREUNEMPLOYMENT JOBS TO THE JOBS HELD DURING THE EIGHTH, SIXTEENTH, AND TWENTY-FOURTH WEEKS

Percent Change in Hours Worked	Months of Exhaustion 2nd[a]	4th[b]	6th[c]
Less than -40%	14.3	10.1	17.1
-40% to -26%	8.9	8.9	11.0
-25% to -15%	12.5	6.3	4.9
-14% to -5%	10.7	11.4	12.2
-4% to -1%	0.0	0.0	2.4
0%	33.9	44.3	32.9
1% to 4%	1.8	1.3	0.0
5% to 14%	3.6	0.0	1.2
15% or more	14.3	17.7	18.3
Sample size	56	79	82
Number of missing observations	8	7	18

[a]Percentage of exhaustees employed during the eighth week.

[b]Percentage of exhaustees employed during the sixteenth week.

[c]Percentage of exhaustees employed during the twenty-fourth week.

TABLE III-13
COMPARISON OF THE PERCENTAGE CHANGES IN WEEKLY EARNINGS FROM THE PREUNEMPLOYMENT JOBS TO THE JOBS HELD DURING THE EIGHTH, SIXTEENTH, AND TWENTY-FOURTH WEEKS

Percent Change in Earnings	Months of Exhaustion		
	2nd[a]	4th[b]	6th[c]
Less than -40%	41.0	24.7	25.6
-40% to -26%	8.2	8.6	14.6
-25% to -15%	6.6	9.9	8.5
-14% to -5%	9.8	9.9	7.3
-4% to -1%	3.3	3.7	2.4
0%	1.6	3.7	1.2
1% to 4%	6.6	6.2	1.2
5% to 14%	3.3	6.2	9.8
15% or more	19.7	27.2	29.3
Sample size	61	81	82
Number of missing observations	3	5	18

[a]Percentage of exhaustees employed during the eighth week.
[b]Percentage of exhaustees employed during the sixteenth week.
[c]Percentage of exhaustees employed during the twenty-fourth week.

period reported increases in weekly earnings of 5 percent or more above the level of their weekly earnings during the preunemployment month; this proportion compares with 33 percent of those employed at the sixteenth week and only 23 percent of those employed during the eighth week of the study period. In contrast, large earnings reductions were much more prevalent among those employed during the eighth than the sixteenth or twenty-fourth weeks of the postexhaustion period. For example, earnings reductions for postexhaustion vs. preunemployment jobs of at least two-fifths were recorded for 41 percent of the eighth week group, compared with 25-26 percent of the other two groups.

Changes in the Type of Work and in Job Satisfaction

About three-fifths or more of those employed during each period reported that their postexhaustion and preunemployment jobs entailed the same type of work (see Table III-14). The percentages performing the same type of work varied from 58 percent for those employed during the eighth week to 69 percent for those employed during the sixteenth week.

Changes in job satisfaction on postexhaustion vs. preunemployment jobs are reported in Table III-15. The distributions for the three time periods are very similar. Between 55 and 60 percent of each group rated each job as equally satisfying, 21-25 percent rated their postexhaustion jobs as more satisfying and 19-22 percent rated their preunemployment jobs as more satisfying.

TABLE III-14

COMPARISON OF CHANGES IN THE TYPE OF WORK FROM THE PREUNEMPLOYMENT JOBS TO THE JOBS HELD DURING THE EIGHTH, SIXTEENTH, AND TWENTY-FOURTH WEEKS

	Months of Exhaustion		
Job Is:	2nd[a]	4th[b]	6th[c]
Same	57.8	69.0	63.8
Different	42.2	31.0	36.2
Sample size	64	84	94
Number of missing observations	0	2	6

[a]Percentage of exhaustees employed during the eighth week.

[b]Percentage of exhaustees employed during the sixteenth week.

[c]Percentage of exhaustees employed during the twenty-fourth week.

TABLE III-15
COMPARISON OF CHANGES IN JOB SATISFACTION FROM THE PRE-UNEMPLOYMENT JOBS TO THE JOBS HELD DURING THE EIGHTH, SIXTEENTH, AND TWENTY-FOURTH WEEKS

	Months of Exhaustion		
Likes Job:	2nd[a]	4th[b]	6th[c]
More	23.4	21.4	24.7
Less	21.9	19.0	19.1
Same	54.7	59.5	56.2
Sample size	64	84	89
Number of missing observations	0	2	11

[a]Percentage of exhaustees employed during the eighth week.

[b]Percentage of exhaustees employed during the sixteenth week.

[c]Percentage of exhaustees employed during the twenty-fourth week.

FOOTNOTES FOR CHAPTER III

[1]The "preunemployment" month was that one of the two calendar months immediately prior to the spell of unemployment chosen by the beneficiary as the one more typical of his/her usual earnings and employment. Hence, for this group of exhaustees, the preunemployment month could have been more than one year prior to the exhaustion month considered.

[2]The existence of any intervening employment is approximated in this analysis by whether the individual filed an additional claim for benefits within his/her benefit year.

[3]The chi-square statistic and the probability coefficient associated with it were discussed in the previous chapter of this report. The critical value of this probability coefficient is .05 for the purposes of this analysis, as noted in the previous chapter.

[4]Furthermore, it should be emphasized that none of these wage rate changes has been adjusted for changes in the cost of living. Hence, the reduction in real wages exceeds the reduction in the nominal wage rate.

[5]As emphasized above, these changes in weekly earnings are not adjusted for inflation. Hence, the declines in real weekly earnings would be even more pronounced than those indicated in Table III-2.

[6,7]As noted above, wage rates and earnings are stated in current dollars, with no adjustment made for inflation between the time of the preunemployment and postexhaustion jobs.

[8]This is, of course, the pattern that one would expect since many persons employed at the sixteenth and twenty-fourth weeks had been on their jobs continuously since the eighth week. Thus, it would be expected that some of these persons would have received wage increases between the eighth week and the later weeks of the study period. It also is possible that some people took temporary jobs at relatively low wage rates following benefit exhaustion and then later found more suitable work.

[9]As noted in the previous footnote, this is the expected pattern.

CHAPTER IV
UNEMPLOYMENT AND JOB SEARCH EXPERIENCES

The purpose of this chapter is to examine in more detail those who exhausted their UI benefits and then were unemployed following benefit exhaustion. The following information on the activities of those unemployed during the eighth, sixteenth, or twenty-fourth weeks of the post-exhaustion period is examined:

(1) principal methods of job search utilized;
(2) the hours per week devoted to job search;
(3) the types of transportation used in job search;
(4) job search expenses; and
(5) expenditures on transportation for job search activities.

Because not exactly the same exhaustees were unemployed during the three weekly periods considered, this analysis is provided separately for those unemployed during the eighth, sixteenth, and twenty-fourth weeks of the study period. The analysis of the unemployment experiences of each of these three groups focuses both on the total sample and upon subgroups of the total sample classified (alternatively) by sex and age. Some comparisons among the three groups of unemployed persons also are provided in this chapter.

ANALYSIS OF THOSE UNEMPLOYED DURING THE EIGHTH WEEK

A total of 134 persons, or 56 percent of the study group, was unemployed during the eighth week of the study period. The distribution of unemployment by sex and age was nearly the same as the distribution of all respondents by sex and age. Males accounted for 57 percent of those unemployed, and this percentage is only slightly larger than the proportion of males in the total study group (54%). Approximately 14 percent of the unemployed group was under the age of 25 years, and this proportion is the same as the percentage of the total study group accounted for by this age group. Similarly, middle-aged workers accounted for 60 percent of the unemployed and 61 percent of all respondents, whereas workers aged 55 years and above comprised 26 percent of the unemployed and 25 percent of the total study group.

Job Search Methods and Hours Devoted to Job Search

The principal job search methods used by those unemployed during the eighth week of the study period is reported in Table IV-1. One third of the unemployed relied primarily on newspapers for information about job possibilities, and 23 percent of the unemployed relied primarily on direct applications. Unions and friends/relatives were given as the main sources of job leads by 18 and 14 percent, respectively, of these workers. No other job lead source was cited by even one-tenth of the sample.

Additional analysis of the sex and age cohorts of those unemployed at the eighth week reveals statistically significant differences between the job search methods used by males and females (see Appendix D-1). Males tended to rely much more heavily on information obtained from unions, whereas females relied more heavily on the Arizona Job Service, direct application and friends and relatives. The differences between the sexes for job leads from unions and the Arizona Job Service deserve emphasis: thirty percent of the men but none of the women relied primarily on unions, whereas one percent of the men but 19 percent of the women relied on the Arizona Job Service.

As previously noted in this report, women and workers 55 years of age or older were significantly overrepresented among respondents vs. nonrespondents. In the context of job search techniques, this relative overrepresentation has two opposite implications. Because of the overrepresentation of women among respondents, the results for the total respondent group tend to understate the proportion of all exhaustees (including nonrespondents) who utilized unions in looking for work and overstate the proportion who utilized other job search sources (e.g., friends and relatives). In contrast, the overrepresentation of older workers among respondents indicates that the results for the respondent group would tend to overstate the proportion of all exhaustees (including nonrespondents) who utilized unions in finding work.

Table IV-1 also contains information on the number of hours devoted to job search activity by those unemployed during the eighth week of the study period. About two-fifths of the unemployed devoted eleven hours or more to job search activities during that week, whereas just over one-fourth (27%) allocated less than six hours to such activities, and the remaining 31 percent devoted 6-10 hours to job search. No statistically significant differences in hours devoted to job search were found between males and females or among the three age groups (see Appendix D-2).

TABLE IV-1

PRINCIPAL JOB SEARCH METHOD USED AND THE NUMBER OF HOURS DEVOTED TO JOB SEARCH BY THOSE UNEMPLOYED DURING THE EIGHTH WEEK

Job Search Method	Percent
Newspaper	33.3
Friends and Relatives	13.5
Private Employment Agency	0.0
Arizona Job Service	8.7
Union	17.5
Direct Application	23.0
Other	4.0

Sample size = 126
Number of missing observations = 8

Number of Hours Devoted to Job Search	Percent
Less than 6 hours	27.2
6 to 10 hours	30.7
11 hours or more	42.1

Sample size = 114
Number of missing observations = 20

Type of Transportation and Job Search Expenditures

The great majority (87%) of those unemployed during the eighth week of the study period used their own cars for job search (see Table IV-2). No other type of transportation was used by even 5 percent of those unemployed. No statistically significant relationship between the sexes or among the age groups and the type of transportation used in job search was identified in the analysis (see Appendix D-3).

The total costs of job search during the eighth week, and the transportation expenses associated with job search activities also are reported in Table IV-2. About 7 percent of those unemployed incurred no search costs, and about 30 percent of those unemployed spent only $1-$5 for search activities. Another 29 percent of the unemployed group spent $6-$10 for job search activities, and just over one-third of those unemployed spent $11 or more. As is evident from the two distributions, expenditures for transportation during the job search period accounted for a major portion of all job search costs incurred by the unemployed. In the analysis of total job search costs and the costs of transportation, no statistically significant differences were found among the age groups, but one statistically significant difference was found between males and females (see Appendixes D-4 and D-5). Males tended to spend relatively more than females for transportation during the job search process. For example, 34 percent of the men but only 12 percent of the women incurred transportation expenses of at least $11 during the eighth week of the study period. Because of the relative overrepresentation of women among respondents vs. nonrespondents previously noted, this finding suggests that the results for the total respondent group tend to understate somewhat the amount spent on transportation by all exhaustees (including nonrespondents).

ANALYSIS OF THOSE UNEMPLOYED DURING THE SIXTEENTH WEEK

A total of 104 persons were unemployed during the sixteenth week of the study period, and this group amounts to 43 percent of the total study group. Males accounted for 61 percent of those unemployed during the sixteenth week, compared with only 54 percent of the total respondent group. Persons under 25 years of age accounted for 10 percent of those unemployed during the sixteenth week but for about 14 percent of the study group, whereas workers 25-54 years accounted for 63 percent of the unemployed and 61 percent of all respondents. The oldest group accounted for 27 percent of those unemployed and 25 percent of the total study group.

TABLE IV-2

TYPE OF TRANSPORTATION USED IN LOOKING FOR WORK, THE AMOUNT OF MONEY SPENT LOOKING FOR WORK, AND THE AMOUNT OF MONEY SPENT ON TRANSPORTATION IN LOOKING FOR WORK BY THOSE UNEMPLOYED DURING THE EIGHTH WEEK

Type of Transportation	Percent
Own Car	86.5
Borrowed Car	3.2
Rode with Friends or Relatives	3.2
Bus	1.6
Walked	0.8
Other	4.8
Sample size = 126	
Number of missing observations = 8	

Amount of Expenditure	Total Job Search Costs[a]	Transportation Costs of Job Search[a]
$0	6.8	6.9
$1-$5	29.9	37.1
$6-$10	29.1	31.9
$11 or more	34.2	24.1
Sample size =	117	116
Number of missing observations	17	18

[a]Percentage of exhaustees unemployed during the eighth week.

Job Search Methods and Hours Devoted to Job Search

The job lead source most frequently used by those unemployed during the sixteenth week of the study period (see Table IV-3) was to obtain information from newspapers (32%), and the second most frequently used search technique was direct application (28%). About one-seventh of those unemployed used friends and relatives as their principal sources of job information, and an equal proportion relied primarily on unions for sources of job leads. No other source was cited as the main job search technique by more than 8 percent of these persons. Analysis of the sex and age subgroups revealed that the distributions of job search techniques were significantly different for the sexes (see Appendix D-6). Males tended to rely on unions to a much greater extent than females (23% vs. none), whereas women tended to use information provided by friends and relatives and assistance from the Arizona Job Service much more frequently than did men (23% vs. 9% and 14% vs. 4%, respectively). Because of the relative overrepresentation of women among respondents vs. nonrespondents previously noted, this finding suggests that the results for the total respondent group tend to understate the proportion of all exhaustees (including nonrespondents) who utilized unions in looking for work and overstate the proportion who utilized other sources (e.g., friends and relatives). No statistically significant difference in job search techniques utilized was found among the three age groups which comprise the unemployed group.

The number of hours devoted to job search activities during the sixteenth week also are reported in Table IV-3. Forty-four percent of the unemployed allocated at least eleven hours to job search, and three-fourths devoted at least 6 hours to job search. The remaining one-fourth of those unemployed devoted less than six hours to job search during the sixteenth week of the study period. No statistically significant differences in hours devoted to job search were found between males and females or among the three age cohorts (see Appendix D-7).

Type of Transportation and Job Search Expenditures

Approximately 85 percent of those unemployed during the sixteenth week of the study period used their own cars to search for work (see Table IV-4). No other type of transportation was used by as many as 5 percent of those unemployed. Analysis of sex and age subgroups revealed

TABLE IV-3

PRINCIPAL JOB SEARCH METHOD USED AND THE NUMBER OF HOURS DEVOTED TO JOB SEARCH BY THOSE UNEMPLOYED DURING THE SIXTEENTH WEEK

Job Search Method	Percent
Newspaper	31.5
Friends and Relatives	14.1
Private Employment Agency	1.1
Arizona Job Service	7.6
Union	14.1
Direct Application	28.3
Other	3.3

Sample size = 92
Number of missing observations = 12

Number of Hours Devoted to Job Search	Percent
Less than 6 hours	24.4
6 to 10 hours	31.4
11 hours or more	44.2

Sample size = 86
Number of missing observations = 18

TABLE IV-4

TYPE OF TRANSPORTATION USED IN LOOKING FOR WORK, THE AMOUNT OF MONEY SPENT LOOKING FOR WORK, AND THE AMOUNT OF MONEY SPENT ON TRANSPORTATION IN LOOKING FOR WORK BY THOSE UNEMPLOYED DURING THE SIXTEENTH WEEK

Type of Transportation	Percent
Own Car	84.6
Borrowed Car	3.3
Rode with Friends or Relatives	1.1
Bus	3.3
Walked	3.3
Other	4.4
Sample size = 91	
Number of missing observations = 13	

Amount of Expenditure	Total Job Search Costs[a]	Transportation Costs of Job Search[a]
$0	7.0	9.1
$1-$5	25.6	35.2
$6-$10	27.9	31.8
$11 or more	39.5	23.9
Sample size =	86	88
Number of missing observations	18	16

[a]Percentage of exhaustees unemployed during the sixteenth week

no statistically significant differences between men and women or among the three age groups in the types of transportation used to look for work (see Appendix D-8).

The distribution of job search expenditures for the sixteenth week of the study period indicates that about two-fifths of those unemployed spent $11 or more on job search activities (see Table IV-4). About one-third of the group spent $5 or less and just under three-tenths spent between $6 and $10. The results reported in Table IV-4 also show that expenditures for transportation accounted for the major proportion of the job search expenses incurred by the sample as a whole. A comparison of the expenditures made by males vs. females or by persons in the three age cohorts revealed no statistically significant differences in spending, either for total job search expenses or for the transportation costs associated with job search (see Appendixes D-9 and D-10).

ANALYSIS OF THOSE UNEMPLOYED DURING THE TWENTY-FOURTH WEEK

A total of 87 persons, or 36 percent of the total study group, was unemployed during the final week of the study period. Males comprised 61 percent of the unemployed, but only 54 percent of the total respondent group. Workers under 25 years of age comprised 9 percent of those unemployed during the twenty-fourth week, but 14 percent of the study group. Middle-age workers accounted for about 58 percent of the unemployed and 61 percent of the study group, whereas workers at least 55 years old made up 32 percent of the unemployed but only 25 percent of the respondent group.

Job Search Methods and Hours Devoted to Job Search

The job search method used by the greatest proportion of those unemployed during the final week of the study period was direct application; this technique was the main one used by 31 percent of those unemployed (see Table IV-5). The second most frequently utilized source of job information was newspapers (27%), followed by unions (19%) and friends and relatives (15%). Further analysis (see Appendix D-11) revealed a statistically significant difference in the principal job search methods utilized by men and women: the former more frequently used union sources (29% vs. none) and friends and relatives (17% vs. 10%), whereas women more frequently used

TABLE IV-5

PRINCIPAL JOB SEARCH METHOD USED AND THE NUMBER OF HOURS DEVOTED TO JOB SEARCH BY THOSE UNEMPLOYED DURING THE TWENTY-FOURTH WEEK

Job Search Method	Percent
Newspaper	27.2
Friends and Relatives	14.8
Private Employment Agency	0.0
Arizona Job Service	7.4
Union	18.5
Direct Application	30.9
Other	1.2

Sample size = 81
Number of missing observations = 6

Number of Hours Devoted to Job Search	Percent
Less than 6 hours	31.9
6 to 10 hours	37.5
11 hours or more	30.6

Sample size = 72
Number of missing observations = 15

newspapers (31% vs. 25%), the Arizona Job Service (14% vs. 4%), and direct applications (41% vs. 25%) (see Appendix D-11). Because of the relative overrepresentation of women among respondents vs. nonrespondents, this finding indicates that the results for the total respondent group tend to understate the proportion of all exhaustees (including nonrespondents) who utilized unions in looking for work and overstate the proportion who utilized other sources (e.g., friends and relatives). No statistically significant difference in job search methods was found among the three age groups considered.

The distribution of the number of hours devoted to job search activities during the final week of the study period shows that 32 percent of those unemployed allocated less than six hours to job search, 38 percent spent six to ten hours searching and the remaining 31 percent devoted eleven hours or more to job search (see Table IV-5). No statistically significant differences by sex or age were found in the number of hours devoted to job search (see Appendix D-12).

Type of Transportation and Job Search Expenditures

The great majority (82%) of those unemployed during the final week of the study period used their own cars to provide transportation for job search activities (see Table IV-6). In addition, about 9 percent of the unemployed rode with friends or relatives in their search for work. No statistically significant differences in the type of transportation utilized for job search activities were found between men and women or among the age groups (see Appendix D-13).

About one-third of those unemployed spent at least $11 on job search activities during the final week of the study period, and nearly two-thirds spent $6 or more for such expenses (see Table IV-6). About one-fourth of these unemployed workers spent only $1-5 on job search and 12 percent spent nothing. A comparison of the distribution for total job search expenses and the distribution for transportation expenditures indicates that transportation expenses represented the major share of search costs during the final week of the study period. No statistically significant differences in either total search costs or transportation expenses were found between males and females or among the three age groups considered (see Appendixes D-14 and D-15).

TABLE IV-6

TYPE OF TRANSPORTATION USED IN LOOKING FOR WORK, THE AMOUNT OF MONEY SPENT LOOKING FOR WORK, AND THE AMOUNT OF MONEY SPENT ON TRANSPORTATION IN LOOKING FOR WORK BY THOSE UNEMPLOYED DURING THE TWENTY-FOURTH WEEK

Type of Transportation	Percent
Own Car	81.5
Borrowed Car	1.2
Rode with Friends or Relatives	8.6
Bus	2.5
Walked	1.2
Other	4.9
Sample size = 81	
Number of missing observations = 6	

Amount of Expenditure	Total Job Search Costs[a]	Transportation Costs of Job Search[a]
$0	11.5	11.8
$1-$5	24.4	35.5
$6-$10	32.1	31.6
$11 or more	32.1	21.1
Sample size =	78	76
Number of missing observations =	9	11

[a]Percentage of exhaustees unemployed during the twenty-fourth week.

COMPARISON OF THE JOB SEARCH EXPERIENCES OF THOSE UNEMPLOYED DURING THE EIGHTH, SIXTEENTH, OR TWENTY-FOURTH WEEKS OF THE POSTEXHAUSTION PERIOD

The unemployment experiences of three groups of exhaustees--those who were unemployed during the eighth, sixteenth, or twenty-fourth weeks of the study period--were reported separately above. In this section, the emphasis is on the activities of the unemployed, regardless of when they were unemployed. As emphasized in Chapter III, such comparisons necessarily have limited implications because no intertemporal inferences can be made for the entire population of UI exhaustees, because it is not possible to establish (even approximately) statistical independence among the three groups of unemployed persons. Hence, the comparisons provided here are to be interpreted as descriptive only--as a summary of the differences in the unemployment experiences of those exhaustees who were unemployed during three given weeks in the study period. The job search aspects considered include:

(1) the principal methods of job search;
(2) the hours per week devoted to job search;
(3) the types of transportation used to look for work;
(4) the weekly costs of job search; and
(5) the money spent for transportation required for job search activities.

As noted in the previous sections of this chapter, women and workers 55 years of age or older were significantly overrepresented among respondents vs. nonrespondents. Because there were few statistically significant differences in the experiences of unemployed persons, classified alternatively by sex or age, this relative overrepresentation generally does not affect the interpretation to be placed on the findings reported in this section for the total respondent group. The only major exception found was that the job search techniques utilized by men and women differed substantially. The implication of this difference is that the results for the total sample tend to understate the proportion of all exhaustees (including nonrespondents) who utilized unions in looking for work and overstate the proportion who utilized other methods (e.g., friends and relatives). This pattern should be considered in analyzing the comparisons presented below.

Job Search Methods

The principal method of job search utilized by those unemployed during the eighth and sixteenth weeks was information obtained from newspapers; about one-third of those unemployed during each of these weeks stated that this was their main method of looking for work (see Table IV-7). This job search method was used by 27 percent of those unemployed during the final week of the study period, second only to direct application which was used by 31 percent of those unemployed. Direct application also was a major technique for those unemployed during the eighth and sixteenth weeks--about one-fourth of each of these groups cited it as their main search technique. Friends and relatives, utilized by 13-15 percent of each group, and unions, utilized by 14-19 percent of each group, were the other main sources of job information for these persons.

Hours Devoted to Job Search

The number of hours devoted to job search by those unemployed during the eighth, sixteenth, and twenty-fourth weeks of the postexhaustion period are reported in Table IV-8. Hours spent on job search were quite similar for those unemployed during the eighth and sixteenth weeks, and these two groups evidently devoted more hours to looking for work than those unemployed during the twenty-fourth week. Between 42 and 44 percent of those unemployed during the eighth and sixteenth weeks devoted 11 hours or more to job search activities, compared with only 31 percent of those unemployed during the final week of the study period. Similarly, a somewhat larger proportion of those unemployed during the twenty-fourth week than during the eighth or sixteenth weeks allocated fewer than six hours per week to job search.

Type of Transportation

Between 82 and 87 percent of those unemployed during each of the three periods used their own cars as the main method of transportation in looking for work (see Table IV-9). No other single form of transportation was used by as many as 10 percent of the unemployed during any of the three periods considered.

TABLE IV-7

COMPARISON OF THE PRINCIPAL JOB SEARCH METHODS USED BY THOSE UNEMPLOYED DURING THE EIGHTH, SIXTEENTH, AND TWENTY-FOURTH WEEKS

Job Search Method	Months of Exhaustion 2nd[a]	4th[b]	6th[c]
Newspaper	33.3	31.5	27.2
Friends and Relatives	13.5	14.1	14.8
Private Employment Agency	0.0	1.1	0.0
Arizona Job Service	8.7	7.6	7.4
Union	17.5	14.1	18.5
Direct Application	23.0	28.3	30.9
Other	4.0	3.3	1.2
Sample size	126	92	81
Number of missing observations	8	12	6

[a]Percentage of exhaustees unemployed during the eighth week.

[b]Percentage of exhaustees unemployed during the sixteenth week.

[c]Percentage of exhaustees unemployed during the twenty-fourth week.

TABLE IV-8

COMPARISON OF THE NUMBER OF HOURS DEVOTED TO JOB SEARCH BY THOSE UNEMPLOYED DURING THE EIGHTH, SIXTEENTH, AND TWENTY-FOURTH WEEKS

Number of Hours	Months of Exhaustion		
	2nd[a]	4th[b]	6th[c]
Less than 6 hours	27.2	24.4	31.9
6 to 10 hours	30.7	31.4	37.5
11 hours or more	42.1	44.2	30.6
Sample size	114	86	72
Number of missing observations	20	18	15

[a]Percentage of exhaustees unemployed during the eighth week.

[b]Percentage of exhaustees unemployed during the sixteenth week.

[c]Percentage of exhaustees unemployed during the twenty-fourth week.

TABLE IV-9

COMPARISON OF THE TYPE OF TRANSPORTATION USED IN LOOKING FOR WORK BY THOSE UNEMPLOYED DURING THE EIGHTH, SIXTEENTH, AND TWENTY-FOURTH WEEKS

Type of Transportation	Months of Exhaustion		
	2nd[a]	4th[b]	6th[c]
Own Car	86.5	84.6	81.5
Borrowed Car	3.2	3.3	1.2
Rode with Friends or Relatives	3.2	1.1	8.6
Bus	1.6	3.3	2.5
Walked	0.8	3.3	1.2
Other	4.8	4.4	4.9
Sample size	126	91	81
Number of missing observations	8	13	6

[a]Percent of exhaustees unemployed during the eighth week.

[b]Percent of exhaustees unemployed during the sixteenth week.

[c]Percent of exhaustees unemployed during the twenty-fourth week.

Job Search Costs

The distributions of job search costs for those unemployed at the eighth, sixteenth, and twenty-fourth weeks of the postexhaustion period are quite similar (see Table IV-10). About 7 percent of those unemployed during the eighth and sixteenth weeks and 11 percent of those unemployed during the twenty-fourth week incurred no job search costs at all. From 32-40 percent of each group spent $11 or more on job search, and 63-67 percent spent $6 or more. Overall, few substantial differences are apparent in the amounts of money spent for job search by those unemployed during the eighth, sixteenth, or twenty-fourth weeks of the study period.

Transportation Costs of Job Search Activities

Distributions for the money spent on transportation for job search--the major portion of total job search costs--also reflect few important differences in these expenditures for those unemployed at the eighth, sixteenth or twenty-fourth weeks of the study period (see Table IV-11). Between 21 and 24 percent of each unemployed group spent $11 or more for transportation expenses, 32 percent spent $6-10 and 35-37 percent spent between $1 and $5. Also, it might be noted that the proportion who spent nothing on transportation for job search increased from 7 percent for those unemployed at the eighth week to 12 percent for those unemployed during the final week of the study period. This is consistent with the finding reported above that more of the unemployed rode with friends and relatives to look for work during the final week of the study period than during the earlier periods.

TABLE IV-10

COMPARISON OF THE AMOUNT OF MONEY SPENT LOOKING FOR WORK BY THOSE UNEMPLOYED DURING THE EIGHTH, SIXTEENTH, AND TWENTY-FOURTH WEEKS

Amount Spent Looking For Work	Months of Exhaustion 2nd[a]	4th[b]	6th[c]
$0	6.8	7.0	11.5
$1-$5	29.9	25.6	24.4
$6-$10	29.1	27.9	32.1
$11 or more	34.2	39.5	32.1
Sample size	117	86	78
Number of missing observations	17	18	9

[a]Percentage of exhaustees unemployed during the eighth week.

[b]Percentage of exhaustees unemployed during the sixteenth week.

[c]Percentage of exhaustees unemployed during the twenty-fourth week.

TABLE IV-11

COMPARISON OF THE AMOUNT OF MONEY SPENT ON TRANSPORTATION IN LOOKING FOR WORK BY THOSE UNEMPLOYED DURING THE EIGHTH, SIXTEENTH, AND TWENTY-FOURTH WEEKS

Amount Spent on Transportation	Months of Exhaustion		
	2nd[a]	4th[b]	6th[c]
$0	6.9	9.1	11.8
$1-$5	37.1	35.2	35.5
$6-$10	31.9	31.8	31.6
$11 or more	24.1	23.9	21.1
Sample size	116	88	76
Number of missing observations	18	16	11

[a]Percentage of exhaustees unemployed during the eighth week.

[b]Percentage of exhaustees unemployed during the sixteenth week.

[c]Percentage of exhaustees unemployed during the twenty-fourth week.

CHAPTER V

CHANGES IN HOUSEHOLD INCOME AND ADJUSTMENTS TO EXHAUSTION OF BENEFITS

The financial dislocations that resulted from the exhaustion of UI benefits presumably would have induced numerous adjustments on the part of beneficiary households. The magnitude of the income loss (relative to preexhaustion household income levels) due to benefit exhaustion and adjustments undertaken by beneficiary households following benefit exhaustion are considered in this chapter. The analysis is divided into three sections: (1) the changes in the sources/amounts of household income from before to after benefit exhaustion; (2) the frequency of selected adjustments undertaken by beneficiary households during the first two, four, and six months following benefit exhaustion; and (3) the opinions of exhaustees as to whether and how much their living standards declined following benefit exhaustion and whether UI benefits should have been available for a longer period.

CHANGES IN THE SOURCES/AMOUNTS OF HOUSEHOLD INCOME

The sources of household income before and after benefit exhaustion are summarized in Table V-1. During the month prior to benefit exhaustion, all but a few of these households received UI support.[1] In addition, about 37 percent of the households received income from wages, salaries, tips and commissions, and about 5 percent of the households reported some self-employment or odd-job income; these earnings, of course, were received primarily by household members other than the UI beneficiaries who subsequently exhausted their benefits.[2] Just one percent of the beneficiary households received support from welfare programs prior to benefit exhaustion, but about 10 percent were utilizing food stamps. About one-seventh of the sample of exhaustee households received social security benefits or pensions, and about 5 percent received some income from dividends, interest, or rents prior to benefit exhaustion.

Exhaustion of UI benefits obviously resulted in some changes in the sources of household income. During the postexhaustion period relatively few families received any UI support; in a few households, one or more

TABLE V-1

PERCENTAGE DISTRIBUTIONS FOR INCOME SOURCES DURING THE PREEXHAUSTION MONTH AND THE SECOND, FOURTH, AND SIXTH MONTHS FOLLOWING EXHAUSTION

Source of Income	Preexhaustion Month	Months Following Exhaustion 2nd	4th	6th
Wages, salaries, tips & commissions	37.2	50.6	62.1	64.1
Self-employed or odd jobs	5.0	9.6	10.4	9.7
Social Security or pension	14.2	17.6	19.6	18.6
Unemployment insurance	97.5	2.5	2.5	1.7
Welfare	0.8	1.7	3.7	2.5
Rental Income, Interest, or Dividends	5.4	6.7	5.0	5.5
G.I. Bill	0.8	0.8	0.8	0.8
Alimony, child support	3.3	2.9	3.3	3.4
Income tax refund	6.7	5.0	5.0	5.1
Workmen's Compensation	----	0.4	----	----
Cash gifts	2.5	5.0	6.7	3.8
Training allowances	0.4	0.4	----	0.4
TRA	1.3	1.7	0.8	0.8
Food Stamps	10.2	a	a	8.9
Other	0.8	2.9	3.7	3.8

[a]This information is not available for the second and fourth months after exhaustion. The question was included on the final postexhaustion questionnaire but not on the first two questionnaires.

persons other than the exhaustee were unemployed and received weekly benefits, however. The proportion of households that received income from wages, salaries, tips and commissions increased throughout the postexhaustion period, largely reflecting an increase in the proportion of exhaustees who found employment: during the second month of the study period 51 percent of the households received income from these sources, and this proportion increased to 62 percent by the fourth month of the postexhaustion period and to 64 percent during the final month of the study period. Also, the percentage of households with self-employment or odd-job income prior to benefit exhaustion approximately doubled following benefit exhaustion (from 5 percent to about 10 percent in each postexhaustion month). The only other notable changes in income sources following benefit exhaustion were that the percentage receiving income increased from 14 percent to 18-19 percent for social security and pension programs, from 1 percent to 2-4 percent for welfare programs and from 3 percent to 4-7 percent for cash gifts.

The loss of UI benefits caused a large decline in total household income for many families. In fact, UI benefits constituted 100 percent of total household income during the preexhaustion month for 31 percent of the exhaustee households (see Table V-2). For 56 percent of the study group, UI support accounted for more than one-half of total household income. For only 29 percent of these households did UI benefits represent 35 percent or less of preexhaustion household income. These findings alone indicate the extent of the financial pressures experienced by beneficiary households at the time of benefit exhaustion.

Additional insight into the relative importance of weekly UI support levels as a component of preexhaustion household income is provided by the cross tabulations included in Appendix E-1. These cross tabulations indicate the relative importance of UI support levels for these households, classified by the sex or age of the exhaustee, and by household type. This additional analysis revealed statistically significant differences in the importance of weekly benefits relative to preexhaustion household income for males vs. females and among the household types. Weekly UI benefits tended to account for a greater proportion of preexhaustion household income for those households in which the exhaustee was male rather than female. For example, UI support levels accounted for 86 percent or more of household income in almost half (48%) of the households in which the exhaustee was male, but

TABLE V-2

WEEKLY BENEFIT AMOUNT AS A PERCENT OF HOUSEHOLD INCOME DURING THE PREEXHAUSTION MONTH

WBA as Percent of Household Income	Percent
35% or less	28.6
36% to 50%	15.4
51% to 65%	8.5
66% to 85%	9.4
86% to 99%	7.3
100%	30.8

Number of missing observations = 6

in only 26 percent of the households in which the exhaustee was female. Because of the overrepresentation of women among respondents vs. nonrespondents previously noted, this difference between the sexes indicates that the results for the total respondent group tend to understate the importance of unemployment insurance benefits as a percentage of household income for all exhaustees (including nonrespondents). Also, as would be expected, UI support accounted for a much greater proportion of preexhaustion household income in one-person and sole-earner households than in multi-earner households. For example, UI benefits represented 86 percent or more of preexhaustion income for 74 percent of the one-person households, 43 percent of the sole-earner households and only 9 percent of the households with more than one earner.

Another perspective from which to view the financial pressures experienced by beneficiary households following benefit exhaustion is to calculate the percentage changes in household income from the preexhaustion month to the second, fourth, and sixth months of the postexhaustion period.[3] Each of these changes is discussed below, both for the total sample and for subsets of the total sample, classified by sex, age, household type and the ratio of the UI weekly benefit payment to the preexhaustion household income level. Because of the overrepresentation of women vs. men and workers 55 years or more vs. younger workers among respondents vs. nonrespondents, any significant differences in income changes reported for these groups below should be noted in interpreting the results on income changes for the respondent group as a whole. In particular, as shown below, relatively fewer households with female exhaustees tended to have large income reductions than households in which the exhaustee was a male. Thus, the results for the total respondent group likely tend to understate the proportion of all exhaustees (including nonrespondents) who had large income reductions from the preexhaustion month to each of the three postexhaustion months.

From Preexhaustion Month to the Second Month of the Study Period

The percentage change in household income from the preexhaustion month to the second month after exhaustion is summarized below:

Percentage Change in Income	Percent of Households
Reduction of more than 50%	33.6
Reduction of 5% to 50%	32.8
No change (±4%)	16.4
Increase of more than 4%	17.2

One-third of the exhaustee households experienced more than a 50 percent decline in household income from the preexhaustion month to the second month of the study period. Indeed, in only 17 percent of these households was an increase in household income of more than 4 percent observed and in only 16 percent of these households was there essentially no change (±4%) in income. Thus, many beneficiary households experienced considerable income losses as a result of benefit exhaustion, and these losses still were substantial two months after exhaustion.

Further analysis of percentage changes in household income from the preexhaustion month to the second month after exhaustion was conducted for the study group, classified by sex, age, household type and the ratio of the weekly UI benefit payment to the level of preexhaustion household income. These results--reported in Appendix E-3--indicate that the distributions for percentage changes in income were significantly different for each of these four variables on which the sample was classified. Large percentage declines (50% or more) in household income (from the preexhaustion month to the second month of the study period) more frequently were recorded for those households in which the exhaustee was: a man rather than a woman, under 25 years of age rather than older, and the sole earner rather than in a household with an earner other than the beneficiary. Finally, as would be expected, larger percentage declines in household income were much more frequent among those households in which weekly UI support constituted a higher vs. lower percentage of household income during the preexhaustion month.

From the Preexhaustion Month to the Fourth Month of the Study Period

The percentage changes in household income from the preexhaustion month to the fourth month of the postexhaustion period are provided below for the study group.

Percentage Change in Income	Percent of Households
Reduction of more than 50%	26.3
Reduction of 5% to 50%	31.0
No change (±4%)	11.2
Increase of more than 4%	31.5

Number of missing observations = 8

C-9 (continued)

CROSS TABULATION OF THE NUMBER OF WEEKS EXHAUSTEE HAD HELD THE JOB AT THE SIXTEENTH WEEK, BY WHETHER BENEFICIARY HAD THE INTERVENING EMPLOYMENT IN THE BENEFIT YEAR AND BY TOTAL NUMBER OF WEEKS OF UI BENEFITS RECEIVED

	Weeks of UI Benefits Received			
Weeks Held Job	Less Than 30 Wks.	30-39 Weeks	Over 39 Weeks	Row Total Row Pct.
1-6 weeks	7.1	64.3	28.6	28
	(20.0)	(39.1)	(34.8)	35.4
7-12 weeks	18.5	55.6	25.9	27
	(50.0)	(32.6)	(30.4)	34.2
13 or more weeks	12.5	54.2	33.3	24
	(30.0)	(28.3)	(34.8)	30.4
Column Total	10	46	23	79
Column Pct.	12.7	58.2	29.1	100.0

Chi Square = 1.92729 with 4 degrees of freedom: Significance = 0.7491
Number of missing observations = 7

	Intervening Employment		
Weeks Held Job	Yes	No	Row Total Row Pct.
1-6 weeks	25.0	75.0	28
	(53.8)	(31.8)	35.4
7-12 weeks	11.1	88.0	27
	(23.1)	(36.4)	34.2
13 or more weeks	12.5	87.5	24
	(23.1)	(31.8)	30.4
Column Total	13	66	79
	(16.5)	(83.5)	100.0

Chi Square = 2.32104 with 2 degrees of freedom: Significance = 0.3133
Number of missing observations = 7

APPENDIX C-10

CROSS TABULATION OF THE PERCENT CHANGE IN WAGE RATE FROM THE PREUNEMPLOYMENT JOB TO THE JOB HELD DURING THE SIXTEENTH WEEK, BY AGE AND SEX

Change in Wage Rate	AGE: Less Than 25 Years	AGE: 25-54 Years	AGE: 55 Yrs. & Over	Row Total Row Pct.
-15% or less	18.2 (25.0)	72.7 (31.4)	9.1 (22.2)	22 28.9
-14% to +14%	19.0 (50.0)	66.7 (54.9)	14.3 (66.7)	42 55.3
15% or more	33.3 (25.0)	58.3 (13.7)	8.3 (11.1)	12 15.8
Column Total Column Pct.	16 21.1	51 67.1	9 11.8	76 100.0

Chi Square = 1.74555 with 4 degrees of freedom: Significance = 0.7824
Number of missing observations = 10

Change in Wage Rate	SEX: Female	SEX: Male	Row Total Row Pct.
-15% or less	31.8 (21.9)	68.2 (34.1)	22 28.9
-14% to +14%	45.2 (59.4)	54.8 (52.3)	42 55.3
15% or more	50.0 (18.8)	50.0 (13.6)	12 15.8
Column Total Column Pct.	32 42.1	44 57.9	76 100.0

Chi Square = 1.43098 with 2 degrees of freedom: Significance = 0.4890
Number of missing observations = 10

C-10 (continued)

CROSS TABULATION OF THE PERCENT CHANGE IN WAGE RATE FROM THE PREUNEMPLOYMENT JOB TO THE JOB HELD DURING THE SIXTEENTH WEEK, BY TOTAL NUMBER OF WEEKS OF UI BENEFITS RECEIVED, AND BY WHETHER EXHAUSTEE HAD INTERVENING EMPLOYMENT IN THE BENEFIT YEAR

	Weeks of UI Benefits Received			
Change in Wage Rate	Less Than 30 Wks.	30-39 Weeks	Over 39 Weeks	Row Total Row Pct.
-15% or less	0.0	68.2	31.8	22
	(0.0)	(38.5)	(28.0)	28.9
-14% to +14%	23.8	50.0	26.2	42
	(83.3)	(53.8)	(44.0)	55.3
15% or more	16.7	25.0	58.3	12
	(16.7)	(7.7)	(28.0)	15.8
Column Total	12	39	25	76
Column Pct.	15.8	51.3	32.9	100.0

Chi Square = 10.98596 with 4 degrees of freedom: Significance = 0.0267
Number of missing observations = 10

	Intervening Employment		
Change in Wage Rate	Yes	No	Row Total Row Pct.
-15% or less	0.0	100.0	22
	(0.0)	(36.1)	28.9
-14% to +14%	31.0	69.0	42
	(86.7)	(47.5)	55.3
15% or more	16.7	83.3	12
	(13.3)	(16.4)	15.8
Column Total	15	61	76
Column Pct.	19.7	80.3	100.0

Chi Square = 8.81624 with 2 degrees of freedom: Significance = 0.0122
Number of missing observations = 10

APPENDIX C-11

CROSS TABULATION OF THE PERCENT CHANGE IN HOURS WORKED FROM THE PREUNEMPLOYMENT JOB TO THE JOB HELD DURING THE SIXTEENTH WEEK, BY AGE AND SEX

Change in Hours Worked	Age: Less Than 25 Yrs.	Age: 25-54 Years	Age: 55 Yrs & Over	Row Total Row Pct.
-15% or less	21.1 (23.5)	52.6 (19.6)	26.3 (55.6)	19 24.7
-14% to +14%	15.6 (41.2)	75.6 (66.7)	8.9 (44.4)	45 58.4
15% or more	46.2 (35.3)	53.8 (13.7)	0.0 (0.0)	13 16.9
Column Total Column Pct.	17 22.1	51 66.2	9 11.7	77 100.0

Chi Square = 11.01086 with 4 degrees of freedom: Significance = 0.0264
Number of missing observations = 9

Change in Hours Worked	Sex: Female	Sex: Male	Row Total Row Pct.
-15% or less	42.1 (24.2)	57.9 (25.0)	19 24.7
-14% to +14%	40.0 (54.5)	60.0 (61.4)	45 58.4
15% or more	53.8 (21.2)	46.2 (13.6)	13 16.9
Column Total Column Pct.	33 42.9	44 57.1	77 100.0

Chi Square = 0.79541 with 2 degrees of freedom: Significance = 0.6719
Number of missing observations = 9

C-11 (continued)

CROSS TABULATION OF THE PERCENT CHANGE IN HOURS WORKED FROM THE PREUNEMPLOYMENT JOB TO THE JOB HELD DURING THE SIXTEENTH WEEK, BY TOTAL NUMBER OF WEEKS OF UI BENEFITS RECEIVED, AND BY WHETHER EXHAUSTEE HAD INTERVENING EMPLOYMENT IN THE BENEFIT YEAR

Change in Hours Worked	Weeks of UI Benefits Received: Less Than 30 Wks.	30-39 Weeks	Over 39 Weeks	Row Total Row Pct.
-15% or less	10.5	52.6	36.8	19
	(16.7)	(25.0)	(28.0)	24.7
-14% to +14%	15.6	55.6	28.9	45
	(58.3)	(62.5)	(52.0)	58.4
15% or more	23.1	38.5	38.5	13
	(25.0)	(12.5)	(20.0)	16.9
Column Total	12	40	25	77
Column Pct.	15.6	51.9	32.5	100.0

Chi Square = 1.78318 with 4 degrees of freedom: Significance = 0.7756
Number of missing observations = 9

Change in Hours Worked	Intervening Employment: Yes	No	Row Total Row Pct.
-15% or less	10.5	89.5	19
	(13.3)	(27.4)	24.7
-14% to +14%	22.2	77.8	45
	(66.7)	(56.5)	58.4
15% or more	23.1	76.9	13
	(20.0)	(16.1)	16.9
Column Total	15	62	77
Column Pct.	19.5	80.5	100.0

Chi Square = 1.29404 with 2 degrees of freedom: Significance = 0.5236
Number of missing observations = 9

APPENDIX C-12

CROSS TABULATION OF THE PERCENT CHANGE IN WEEKLY EARNINGS FROM THE PREEMPLOYMENT JOB TO THE JOB HELD DURING THE SIXTEENTH WEEK, BY AGE AND SEX

Change in Weekly Earnings	Age: Less Than 25 Yrs.	Age: 25-54 Years	Age: 55 Yrs & Over	Row Total Row Pct.
-15% or less	18.2 (35.3)	69.7 (43.4)	12.1 (44.4)	33 41.8
-14% to +14%	16.7 (23.5)	66.7 (30.2)	16.7 (44.4)	24 30.4
15% or more	31.8 (41.2)	63.6 (26.4)	4.5 (11.1)	22 27.8
Column Total Column Pct.	17 21.5	53 67.1	9 11.4	79 100.0

Chi Square = 3.09774 with 4 degrees of freedom: Significance = 0.5416
Number of missing observations = 7

Change in Weekly Earnings	Sex: Female	Sex: Male	Row Total Row Pct.
-15% or less	42.4 (38.9)	57.6 (44.2)	33 41.8
-14% to +14%	50.0 (33.3)	50.0 (27.9)	24 30.4
15% or more	45.5 (27.8)	54.5 (27.9)	22 27.8
Column Total Column Pct.	36 45.6	43 54.4	79 100.0

Chi Square = 0.32167 with 2 degrees of freedom: Significance = 0.8514
Number of missing observations = 7

C-12 (continued)

CROSS TABULATION OF THE PERCENT CHANGE IN WEEKLY EARNINGS FROM THE PREEMPLOYMENT JOB TO THE JOB HELD DURING THE SIXTEENTH WEEK, BY TOTAL NUMBER OF WEEKS OF UI BENEFITS RECEIVED, AND BY WHETHER EXHAUSTEE HAD INTERVENING EMPLOYMENT IN THE BENEFIT YEAR

Change in Weekly Earnings	Weeks of UI Benefits Received: Less Than 30 Wks.	30-39 Weeks	Over 39 Weeks	Row Total Row Pct.
-15% or less	6.1	66.7	27.3	33
	(18.2)	(51.2)	(36.0)	41.8
-14% to +14%	20.8	62.5	16.7	24
	(45.5)	(34.9)	(16.0)	30.4
15% or more	18.2	27.3	54.5	22
	(36.4)	(14.0)	(48.0)	27.8
Column Total	11	43	25	79
Column Pct.	13.9	54.4	31.6	100.0

Chi Square = 12.29730 with 4 degrees of freedom: Significance = 0.0153
Number of missing observations = 7

Change in Weekly Earnings	Intervening Employment: Yes	No	Row Total Row Pct.
-15% or less	6.1	93.9	33
	(14.3)	(47.7)	41.8
-14% to +14%	25.0	75.0	24
	(42.9)	(27.7)	30.4
15% or more	27.3	72.7	22
	(42.9)	(24.6)	27.8
Column Total	14	65	79
Column Pct.	17.7	82.3	100.0

Chi Square = 5.32585 with 2 degrees of freedom: Significance = 0.0697
Number of missing observations = 7

APPENDIX C-13

CROSS TABULATION OF THE PERCENTAGE OF EXHAUSTEES WHO ACQUIRED THE SAME OR DIFFERENT TYPE OF WORK FROM THE PREUNEMPLOYMENT JOB TO THE JOB HELD DURING THE SIXTEENTH WEEK, BY AGE AND SEX

	Age			
Job is Same Type Work	Less Than 25 Yrs.	25-54 Years	55 Yrs & Over	Row Total Row Pct.
Same	24.1 (73.7)	67.2 (69.6)	8.6 (55.6)	58 69.0
Different	19.2 (26.3)	65.4 (30.4)	15.4 (44.4)	26 31.0
Column Total Column Pct.	19 22.6	56 66.7	9 10.7	84 100.0

Chi Square = 0.96698 with 2 degrees of freedom: Significance = 0.6166
Number of missing observations = 2

	Sex		
Job is Same Type Work	Female	Male	Row Total Row Pct.
Same	41.4 (63.2)	58.6 (73.9)	58 69.0
Different	53.8 (36.8)	46.2 (26.1)	26 31.0
Column Total Column Pct.	38 45.2	46 54.8	84 100.0

Chi Square = 0.67927 with 1 degree of freedom: Significance = .4098
Number of missing observations = 2

C-13 (continued)

CROSS TABULATION OF THE PERCENTAGE OF EXHAUSTEES WHO ACQUIRED THE SAME OR DIFFERENT TYPE OF WORK FROM THE PREUNEMPLOYMENT JOB TO THE JOB HELD DURING THE SIXTEENTH WEEK, BY TOTAL NUMBER OF WEEKS OF UI BENEFITS RECEIVED, AND BY WHETHER THE EXHAUSTEE HAD INTERVENING EMPLOYMENT IN THE BENEFIT YEAR

	Weeks of UI Benefits Received			
Job is Same Type Work	Less Than 30 Wks.	30-39 Weeks	Over 39 Weeks	Row Total Row Pct.
Same	19.0	51.7	29.3	58
	(84.6)	(63.8)	(70.8)	69.0
Different	7.7	65.4	26.9	26
	(15.4)	(36.2)	(29.2)	31.0
Column Total	13	47	24	84
Column Pct.	15.5	56.0	28.6	100.0

Chi Square = 2.10873 with 2 degrees of freedom: Significance = 0.3484
Number of missing observations = 2

	Intervening Employment		
Job is Same Type Work	Yes	No	Row Total Row Pct.
Same	22.4	77.6	58
	(86.7)	(65.2)	69.0
Different	7.7	92.3	26
	(13.3)	(34.8)	31.0
Column Total	15	69	84
Column Pct.	17.9	82.1	100.0

Chi Square = 1.74374 with 1 degree of freedom: Significance = .1867
Number of missing observations = 2

APPENDIX C-14

CROSS TABULATION OF THE CHANGE IN JOB SATISFACTION FROM THE PREUNEMPLOYMENT JOB TO THE JOB HELD DURING THE SIXTEENTH WEEK, BY AGE AND SEX

	AGE			
Likes Job	Less Than 25 Yrs.	25-54 Years	55 Yrs. & Over	Row Total Row Pct.
More	22.2 (21.1)	61.1 (19.3)	16.7 (37.5)	18 21.4
Less	25.0 (21.1)	62.5 (17.5)	12.5 (25.0)	16 19.0
Same	22.0 (57.9)	72.0 (63.2)	6.0 (37.5)	50 59.5
Column Total Column Pct.	19 22.6	57 67.9	8 9.5	84 100.0

Chi Square = 2.12968 with 4 degrees of freedom: Significance = 0.7119
Number of missing observations = 2

	SEX		Row Total
Likes Job	Female	Male	Row Pct.
More	55.6 (26.3)	44.4 (17.4)	18 21.4
Less	50.0 (21.1)	50.0 (17.4)	16 19.0
Same	40.0 (52.6)	60.0 (65.2)	50 59.5
Column Total Column Pct.	38 45.2	46 54.8	84 100.0

Chi Square = 1.47368 with 2 degrees of freedom: Significance = 0.4786
Number of missing observations = 2

C-14 (continued)

CROSS TABULATION OF THE CHANGE IN JOB SATISFACTION FROM THE PREUNEMPLOYMENT JOB TO THE JOB HELD DURING THE SIXTEENTH WEEK, BY TOTAL NUMBER OF WEEKS OF UI BENEFITS RECEIVED, AND BY WHETHER EXHAUSTEE HAD INTERVENING EMPLOYMENT IN THE BENEFIT YEAR

	Weeks of UI Benefits Received			
Likes Job	Less Than 30 Wks	30-39 Weeks	Over 39 Weeks	Row Total Row Pct.
More	0.0	72.2	27.8	18
	(0.0)	(27.7)	(20.8)	21.4
Less	12.5	56.3	31.3	16
	(15.4)	(19.1)	(20.8)	19.0
Same	22.0	50.0	28.0	50
	(84.6)	(53.2)	(58.3)	59.5
Column Total	13	47	24	84
Column Pct.	15.5	56.0	28.6	100.0

Chi Square = 5.47060 with 4 degrees of freedom: Significance = 0.2423
Number of missing observations = 2

	Intervening Employment		
Likes Job	Yes	No	Row Total Row Pct.
More	0.0	100.0	18
	(0.0)	(25.4)	21.4
Less	12.5	87.5	16
	(15.4)	(19.7)	19.0
Same	22.0	78.0	50
	(84.6)	(54.9)	59.5
Column Total	13	71	84
Column Pct.	15.5	84.5	100.0

Chi Square = 5.03090 with 2 degrees of freedom: Significance = 0.0808
Number of missing observations = 2

APPENDIX C-15

CROSS TABULATION OF HOW THE JOB HELD DURING THE TWENTY-FOURTH WEEK WAS FOUND, BY AGE

Job Lead Source	Less Than 25 Yrs.	25-54 Years	55 Yrs & Over	Row Total Row Pct.
Newspaper	27.3 (15.8)	63.6 (10.6)	9.1 (12.5)	11 11.8
Friends & Relatives	38.1 (42.1)	47.6 (15.2)	14.3 (37.5)	21 22.6
Private Employment Agency	33.3 (5.3)	66.7 (3.0)	0.0 (0.0)	3 3.2
Arizona Job Service	0.0 (0.0)	80.0 (6.1)	20.0 (12.5)	5 5.4
Union	16.7 (10.5)	75.0 (13.6)	8.3 (12.5)	12 12.9
Direct Application	15.8 (15.8)	84.2 (24.2)	0.0 (0.0)	19 20.4
Self Employed	0.0 (0.0)	100.0 (12.1)	0.0 (0.0)	8 8.6
Recalled	11.1 (5.3)	66.7 (9.1)	22.2 (25.0)	9 9.7
Other	20.0 (5.3)	80.0 (6.1)	0.0 (0.0)	5 5.4
Column Total Column Pct.	19 20.4	66 71.0	8 8.6	93 100.0

Chi Square = 16.81584 with 16 degrees of freedom: Significance = 0.3976
Number of missing observations = 7

C-15 (continued)

CROSS TABULATION OF HOW THE JOB HELD DURING THE TWENTY-FOURTH WEEK WAS FOUND, BY SEX

Job Lead Source	Female	Male	Row Total Row Pct.
Newspaper	63.6 (17.5)	36.4 (7.5)	11 11.8
Friends & Relatives	47.6 (25.0)	52.4 (20.8)	21 22.6
Private Employment Agency	66.7 (5.0)	33.3 (1.9)	3 3.2
Arizona Job Service	40.0 (5.0)	60.0 (5.7)	5 5.4
Union	0.0 (0.0)	100.0 (22.6)	12 12.9
Direct Application	47.4 (22.5)	52.6 (18.9)	19 20.4
Self Employed	25.0 (5.0)	75.0 (11.3)	8 8.6
Recalled	44.4 (10.0)	55.6 (9.4)	9 9.7
Other	80.0 (10.0)	20.0 (1.9)	5 5.4
Column Total Column Pct.	40 43.0	53 57.0	93 100.0

Chi Square = 15.85548 with 8 degrees of freedom: Significance = 0.0445
Number of missing observations = 7

C-15 (continued)

CROSS TABULATION OF HOW THE JOB HELD DURING THE TWENTY-FOURTH WEEK WAS FOUND, BY TOTAL NUMBER OF WEEKS OF UI BENEFITS RECEIVED

Job Lead Source	Less Than 30 Wks.	30-39 Weeks	Over 39 Wks.	Row Total Row Pct.
Newspaper	9.1 (9.1)	54.5 (11.8)	36.4 (12.9)	11 11.8
Friends & Relatives	9.5 (18.2)	61.9 (25.5)	28.6 (19.4)	21 22.6
Private Employment Agency	33.3 (9.1)	0.0 (0.0)	66.7 (6.5)	3 3.2
Arizona Job Service	0.0 (0.0)	60.0 (5.9)	40.0 (6.5)	5 5.4
Union	16.7 (18.2)	66.7 (15.7)	16.7 (6.5)	12 12.9
Direct Application	10.5 (18.2)	36.8 (13.7)	52.6 (32.3)	19 20.4
Self Employed	0.0 (0.0)	87.5 13.7	12.5 3.2	8 8.6
Recalled	22.2 (18.2)	55.6 (9.8)	22.2 (6.5)	9 9.7
Other	20.0 (9.1)	40.0 (3.9)	40.0 (6.5)	5 5.4
Column Total Column Pct.	11 11.8	51 54.8	31 33.3	93 100.0

Chi Square = 15.09494 with 16 degrees of freedom: Significance = 0.5177
Number of missing observations = 7

C-15 (continued)

CROSS TABULATION OF HOW JOB HELD DURING THE TWENTY-FOURTH WEEK WAS FOUND, BY WHETHER EXHAUSTEE HAD INTERVENING EMPLOYMENT IN THE BENEFIT YEAR

Job Lead Source	Intervening Employment: Yes	Intervening Employment: No	Row Total Row Pct.
Newspaper	0.0 (0.0)	100.0 (14.1)	11 11.8
Friends & Relatives	0.0 (0.0)	100.0 (26.9)	21 22.6
Private Employment Agency	0.0 (0.0)	100.0 (3.8)	3 3.2
Arizona Job Service	40.0 (13.3)	60.0 (3.8)	5 5.4
Union	66.7 (53.3)	33.3 (5.1)	12 12.9
Direct Application	10.5 (13.3)	89.5 (21.8)	19 20.4
Self Employed	0.0 (0.0)	100.0 (10.3)	8 8.6
Recalled	33.3 (20.0)	66.7 (7.7)	9 9.7
Other	0.0 (0.0)	100.0 (6.4)	5 5.4
Column Total Column Pct.	15 16.1	78 83.9	93 100.0

Chi Square = 36.40340 with 8 degrees of freedom: Significance = 0.0000
Number of missing observations = 7

APPENDIX C-16

CROSS TABULATION OF THE NUMBER OF WEEKS EXHAUSTEE HAD HELD THE JOB AT THE TWENTY-FOURTH WEEK, BY AGE AND SEX

	AGE			
Weeks Held Job	Less Than 25 Yrs.	25-54 Years	55 Yrs. & Over	Row Total Row Pct.
1-10 weeks	18.5	66.7	14.8	27
	(26.3)	(29.0)	(50.0)	30.3
11-21 weeks	20.0	71.1	8.9	45
	(47.4)	(51.6)	(50.0)	50.6
22 or more weeks	29.4	70.6	0.0	17
	(26.3)	(19.4)	(0.0)	19.1
Column Total	19	62	8	89
Column Pct.	21.3	69.7	9.0	100.0

Chi Square = 3.25593 with 4 degrees of freedom: Significance = 0.5159
Number of missing observations = 11

	SEX		
Weeks Held Job	Female	Male	Row Total Row Pct.
1-10 weeks	37.0	63.0	27
	(25.6)	(34.0)	30.3
11-21 weeks	40.0	60.0	45
	(46.2)	(54.0)	50.6
22 or more weeks	64.7	35.3	17
	(28.2)	(12.0)	19.1
Column Total	39	50	89
Column Pct.	43.8	56.2	100.0

Chi Square = 3.78365 with 2 degrees of freedom: Significance = 0.1508
Number of missing observations = 11

C-16 (continued)

CROSS TABULATION OF THE NUMBER OF WEEKS EXHAUSTEE HAD HELD THE JOB AT THE TWENTY-FOURTH WEEK, BY TOTAL NUMBER OF WEEKS OF UI BENEFITS RECEIVED AND BY WHETHER BENEFICIARY HAD INTERVENING EMPLOYMENT IN THE BENEFIT YEAR

	Weeks of UI Benefits Received			
Weeks Held Job	Less Than 30 wks.	30-39 Weeks	Over 39 Weeks	Row Total Row Pct.
1-10 weeks	11.1	59.3	29.6	27
	(27.3)	(32.7)	(27.6)	30.3
11-21 weeks	11.1	53.3	35.6	45
	(45.5)	(49.0)	(55.2)	50.6
22 or more weeks	17.6	52.9	29.4	17
	(27.3)	(18.4)	(17.2)	19.1
Column Total	11	49	29	89
Column Pct.	12.4	55.1	32.6	100.0

Chi Square = 0.84682 with 4 degrees of freedom: Significance = 0.9321
Number of missing observations = 11

	Intervening Employment		Row Total
Weeks Held Job	Yes	No	Row Pct.
1-10 weeks	29.6	70.4	27
	(53.3)	(25.7)	30.3
11-21 weeks	13.3	86.7	45
	(40.0)	(52.7)	50.6
22 or more weeks	5.9	94.1	17
	(6.7)	(21.6)	19.1
Column Total	15	74	89
Column Pct.	16.9	83.1	100.0

Chi Square = 5.00310 with 2 degrees of freedom: Significance = 0.0820
Number of missing observations = 11

APPENDIX C-17

CROSS TABULATION OF THE PERCENT CHANGE IN WAGE RATE FROM THE PREUNEMPLOYMENT JOB TO THE JOB HELD DURING THE TWENTY-FOURTH WEEK, BY AGE AND SEX

	AGE			
Change in Wage Rate	Less Than 25 Yrs.	25-54 Years	55 Yrs. & Over	Row Total Row Pct.
-15% or less	13.8 (25.0)	82.8 (41.4)	3.4 (14.3)	29 35.8
-14% to +14%	23.5 (50.0)	67.6 (39.7)	8.8 (42.9)	34 42.0
15% or more	22.2 (25.0)	61.1 (19.0)	16.7 (42.9)	18 22.2
Column Total Column Pct.	16 19.8	58 71.6	7 8.6	81 100.0

Chi Square = 3.92531 with 4 degrees of freedom: Significance = 0.4162
Number of missing observations = 19

	SEX		Row Total
Change in Wage Rate	Female	Male	Row Pct.
-15% or less	37.9 (32.4)	62.1 (38.3)	29 35.8
-14% to +14%	41.2 (41.2)	58.8 (42.6)	34 42.0
15% or more	50.0 (26.5)	50.0 (19.1)	18 22.2
Column Total Column Pct.	34 42.0	47 58.0	81 100.0

Chi Square = 0.67956 with 2 degrees of freedom: Significance = 0.7119
Number of missing observations = 19

C-17 (continued)

CROSS TABULATION OF THE PERCENT CHANGE IN WAGE RATE FROM THE PREUNEMPLOYMENT JOB TO THE JOB HELD DURING THE TWENTY-FOURTH WEEK, BY TOTAL NUMBER OF WEEKS OF UI BENEFITS RECEIVED AND BY WHETHER EXHAUSTEE HAD INTERVENING EMPLOYMENT IN THE BENEFIT YEAR

	Weeks of UI Benefits Received			
Change in Wage Rate	Less Than 30 Wks.	30-39 Weeks	Over 39 Weeks	Row Total Row Pct.
-15% or less	6.9 (18.2)	65.5 (47.5)	27.6 (26.7)	29 35.8
-14% to +14%	17.6 (54.5)	38.2 (32.5)	44.1 (50.0)	34 42.0
15% or more	16.7 (27.3)	44.4 (20.0)	38.9 (23.3)	18 22.2
Column Total Column Pct.	11 13.6	40 49.4	30 37.0	81 100.0

Chi Square = 5.14374 with 4 degrees of freedom: Significance = 0.2729
Number of missing observations = 19

	Intervening Employment		
Change in Wage Rate	Yes	No	Row Total Row Pct.
-15% or less	0.0 (0.0)	100.0 (43.9)	29 35.8
-14% to +14%	35.3 (80.0)	64.7 (33.3)	34 42.0
15% or more	16.7 (20.0)	83.3 (22.7)	18 22.2
Column Total Column Pct.	15 18.5	66 81.5	81 100.0

Chi Square = 12.97299 with 2 degrees of freedom: Significance = 0.0015
Number of missing observations = 19

APPENDIX D-6

CROSS TABULATION OF PRINCIPAL JOB SEARCH METHOD USED BY THOSE UNEMPLOYED DURING THE SIXTEENTH WEEK, BY AGE

Job Search Method	Less Than 25 Yrs.	25-54 Years	55 Yrs & Over	Row Total Row Pct.
Newspaper	10.3 (30.0)	55.2 (27.6)	34.5 (41.7)	29 31.5
Friends & Relatives	7.7 (10.0)	76.9 (17.2)	15.4 (8.3)	13 14.1
Private Employment Agency	0.0 (0.0)	100.0 (1.7)	0.0 (0.0)	1 1.1
Arizona Job Service	14.3 (10.0)	71.4 (8.6)	14.3 (4.2)	7 7.6
Union	0.0 (0.0)	53.8 (12.1)	46.2 (25.0)	13 14.1
Direct Application	19.2 (50.0)	65.4 (29.3)	15.4 (16.7)	26 28.3
Other	0.0 (0.0)	66.7 (3.4)	33.3 (4.2)	3 3.3
Column Total Column Pct.	10 10.9	58 63.0	24 26.1	92 100.0

Chi Square = 16.10115 with 12 degrees of freedom: Significance = 0.6071
Number of missing observations = 12

D-6 (continued)

CROSS TABULATION OF PRINCIPAL JOB SEARCH METHOD USED BY THOSE UNEMPLOYED DURING THE SIXTEENTH WEEK, BY SEX

Job Search Method	Female	Male	Row Total Row Pct.
Newspaper	31.0 (25.7)	69.0 (35.1)	29 31.5
Friends & Relatives	61.5 (22.9)	38.5 (8.8)	13 14.1
Private Employment Agency	0.0 (0.0)	100.0 (1.8)	1 1.1
Arizona Job Service	71.4 (14.3)	28.6 (3.5)	7 7.6
Union	0.0 (0.0)	100.0 22.8	13 14.1
Direct Application	46.2 (34.3)	53.8 (24.6)	26 28.3
Other	33.3 (2.9)	66.6 (3.5)	3 3.3
Column Total Column Pct.	35 38.0	57 62.0	92 100.0

Chi Square = 16.30934 with 6 degrees of freedom: Significance = 0.0122
Number of missing observations = 12

APPENDIX D-7

CROSS TABULATION OF THE NUMBER OF HOURS DEVOTED TO JOB SEARCH BY THOSE UNEMPLOYED DURING THE SIXTEENTH WEEK, BY AGE AND SEX

Number of Hours	Age: Less Than 25 Yrs.	Age: 25-54 Years	Age: 55 Yrs & Over	Row Total Row Pct.
Less than 6 hrs	4.8	52.4	42.9	21
	(12.5)	(19.6)	(40.9)	24.4
6-10 hrs	14.8	59.3	25.9	27
	(50.0)	(28.6)	(31.8)	31.4
11 hrs or more	7.9	76.3	15.8	38
	(37.5)	(51.8)	(27.3)	44.2
Column Total	8	56	22	86
Column Pct.	9.3	65.1	25.6	100.0

Chi Square = 6.70115 with 4 degrees of freedom: Significance = 0.1525
Number of missing observations = 18

Number of Hours	Sex: Female	Sex: Male	Row Total Row Pct.
Less than 6 hrs.	42.9	57.1	21
	(26.5)	(23.1)	24.4
6-10 hrs	37.0	63.0	27
	(29.4)	(32.7)	31.4
11 hrs or more	39.5	60.5	38
	(44.1)	(44.2)	44.2
Column Total	34	52	86
Column Pct.	39.5	60.5	100.0

Chi Square = 0.16749 with 2 degrees of freedom: Significance = 0.9197
Number of missing observations = 18

APPENDIX D-8

CROSS TABULATION OF TYPE OF TRANSPORTATION USED IN LOOKING FOR WORK BY THOSE UNEMPLOYED DURING THE SIXTEENTH WEEK, BY AGE

Type of Transportation	Age: Less Than 25 Yrs.	Age: 25-54 Years	Age: 55 Yrs & Over	Row Total Row Pct.
Own Car	10.4 (80.0)	63.6 (87.5)	26.0 (80.0)	77 84.6
Borrowed Car	33.3 (10.0)	66.7 (3.6)	0.0 (0.0)	3 3.3
Rode With Friends or Relatives	0.0 (0.0)	0.0 (0.0)	100.0 (4.0)	1 1.1
Bus	0.0 (0.0)	100.0 (5.4)	0.0 (0.0)	3 3.3
Walked	33.3 (10.0)	33.3 (1.8)	33.3 (4.0)	3 3.3
Other	0.0 (0.0)	25.0 (1.8)	75.0 (12.0)	4 4.4
Column Total	10	56	25	91
Column Pct.	11.0	61.5	27.5	100.0

Chi Square = 13.24276 with 10 degrees of freedom: Significance = 0.2104
Number of missing observations = 13

D-8 (continued)

CROSS TABULATION OF TYPE OF TRANSPORTATION USED IN LOOKING FOR WORK BY THOSE UNEMPLOYED DURING THE SIXTEENTH WEEK, BY SEX

Type of Transportation	Sex		Row Total
	Female	Male	Row Pct.
Own Car	36.4 (77.8)	63.6 (89.1)	77 84.6
Borrowed Car	33.3 (2.8)	66.7 (3.6)	3 3.3
Rode With Friends or Relatives	100.0 (2.8)	0.0 (0.0)	1 1.1
Bus	100.0 (8.3)	0.0 (0.0)	3 3.3
Walked	66.7 (5.6)	33.3 (1.8)	3 3.3
Other	25.0 (2.8)	75.0 (5.4)	4 4.4
Column Total Column Pct.	36 39.6	55 60.4	91 100.0

Chi Square = 7.76543 with 5 degrees of freedom: Significance = 0.1696
Number of missing observations = 13

APPENDIX D-9

CROSS TABULATION OF THE AMOUNT OF MONEY SPENT LOOKING FOR WORK BY THOSE UNEMPLOYED DURING THE SIXTEENTH WEEK, BY AGE AND SEX

Amount Spent Looking for Work	Age: Less Than 25 Yrs.	Age: 25-54 Years	Age: 55 Yrs & Over	Row Total Row Pct.
$0	0.0	50.0	50.0	6
	(0.0)	(5.6)	(12.5)	7.0
$1-$5	4.5	54.5	40.9	22
	(12.5)	(22.2)	(37.5)	25.6
$6-$10	12.5	70.8	16.7	24
	(37.5)	(31.5)	(16.7)	27.9
$11 or more	11.8	64.7	23.5	34
	(50.0)	(40.7)	(33.3)	39.5
Column Total	8	54	24	86
Column Pct.	9.3	62.8	27.9	100.0

Chi Square = 5.94250 with 6 degrees of freedom: Significance = 0.4297
Number of missing observations = 18

Amount Spent Looking for Work	Sex: Female	Sex: Male	Row Total Row Pct.
$0	50.0	50.0	6
	(8.8)	(5.8)	7.0
$1-$5	40.9	59.1	22
	(26.5)	(25.0)	25.6
$6-$10	29.2	70.8	24
	(20.6)	(32.7)	27.9
$11 or more	44.1	55.9	34
	(44.1)	(36.5)	39.5
Column Total	34	52	86
Column Pct.	39.5	60.5	100.0

Chi Square = 1.67025 with 3 degrees of freedom: Significance = 0.6436
Number of missing observations = 18

APPENDIX D-10

CROSS TABULATION OF AMOUNT OF MONEY SPENT ON TRANSPORTATION IN LOOKING FOR WORK BY THOSE UNEMPLOYED DURING THE SIXTEENTH WEEK, BY AGE AND SEX

Amount Spent on Transportation	Age: Less Than 25 Yrs	Age: 25-54 Years	Age: 55 Yrs & Over	Row Total Row Pct.
$0	12.5 (11.1)	37.5 (5.5)	50.0 (16.7)	8 9.1
$1-$5	3.2 (11.1)	61.3 (34.5)	35.5 (45.8)	31 35.2
$6-$10	17.9 (55.6)	64.3 (32.7)	17.9 (20.8)	28 31.8
$11 or more	9.5 (22.2)	71.4 (27.3)	19.0 (16.7)	21 23.9
Column Total Column Pct.	9 10.2	55 62.5	24 27.3	88 100.0

Chi Square = 7.93224 with 6 degrees of freedom: Significance = 0.2431
Number of missing observations = 16

Amount Spent on Transportation	Sex: Female	Sex: Male	Row Total Row Pct.
$0	37.5 (8.8)	62.5 (9.3)	8 9.1
$1-$5	48.4 (44.1)	51.6 (29.6)	31 35.2
$6-$10	35.7 (29.4)	64.3 (33.3)	28 31.8
$11 or more	28.6 (17.6)	71.4 (27.8)	21 23.9
Column Total Column Pct.	34 38.6	54 61.4	88 100.0

Chi Square = 2.24565 with 3 degrees of freedom: Significance = 0.5230
Number of missing observations = 16

APPENDIX D-11

CROSS TABULATION OF PRINCIPAL JOB SEARCH METHOD USED BY THOSE UNEMPLOYED DURING THE TWENTY-FOURTH WEEK, BY AGE

Job Search Method	Less Than 25 Yrs.	25-54 Years	55 Yrs & Over	Row Total Row Pct.
Newspaper	13.6	45.5	40.9	22
	(42.9)	(20.8)	(34.6)	27.2
Friends & Relatives	8.3	58.3	33.3	12
	(14.3)	(14.6)	(15.4)	14.8
Arizona Job Service	16.7	83.3	0.0	6
	(14.3)	(10.4)	(0.0)	7.4
Union	0.0	53.3	46.7	15
	(0.0)	(16.7)	(26.9)	18.5
Direct Application	8.0	68.0	24.0	25
	(28.6)	(35.4)	(23.1)	30.9
Other	0.0	100.0	0.0	1
	(0.0)	(2.1)	(0.0)	1.2
Column Total	7	48	26	81
Column Pct.	8.6	59.3	32.1	100.0

Chi Square = 8.75257 with 10 degrees of freedom: Significance = 0.5557
Number of missing observations = 6

D-11 (continued)

CROSS TABULATION OF PRINCIPAL JOB SEARCH METHOD USED BY THOSE UNEMPLOYED DURING THE TWENTY-FOURTH WEEK, BY SEX

Job Search Method	Female	Male	Row Total Row Pct.
Newspaper	40.9 (31.0)	59.1 (25.0)	22 27.2
Friends & Relatives	25.0 (10.3)	75.0 (17.3)	12 14.8
Arizona Job Service	66.7 (13.8)	33.3 (3.8)	6 7.4
Union	0.0 (0.0)	100.0 (28.8)	15 18.5
Direct Application	48.0 (41.4)	52.0 (25.0)	25 30.9
Other	100.0 (3.4)	0.0 (0.0)	1 1.2
Column Total Column Pct.	29 35.8	52 64.2	81 100.0

Chi Square = 15.12235 with 5 degrees of freedom: Significance = 0.0099
Number of missing observations = 6

APPENDIX D-12

CROSS TABULATION OF THE NUMBER OF HOURS DEVOTED TO JOB SEARCH BY THOSE UNEMPLOYED DURING THE TWENTY-FOURTH WEEK, BY AGE AND SEX

Number of Hours	Age: Less Than 25 Yrs.	Age: 25-54 Years	Age: 55 Yrs & Over	Row Total Row Pct.
Less than 6 hrs.	4.3 (16.7)	52.2 (30.0)	43.5 (38.5)	23 31.9
6-10 hrs.	11.1 (50.0)	48.1 (32.5)	40.7 (42.3)	27 37.5
11 hrs. or more	9.1 (33.3)	68.2 (37.5)	22.7 (19.2)	22 30.6
Column Total Column Pct.	6 8.3	40 55.6	26 36.1	72 100.0

Chi Square = 3.24612 with 4 degrees of freedom: Significance = 0.5175
Number of missing observations = 15

Number of Hours	Sex: Female	Sex: Male	Row Total Row Pct.
Less than 6 hrs.	30.4 (28.0)	69.6 (34.0)	23 31.9
6-10 hrs.	37.0 (40.0)	63.0 (36.2)	27 37.5
11 hrs. or more	36.4 (32.0)	63.6 (29.8)	22 30.6
Column Total Column Pct.	25 34.7	47 65.3	72 100.0

Chi Square = 0.27651 with 2 degrees of freedom: Significance = 0.8709
Number of missing observations = 15

APPENDIX D-13

CROSS TABULATION OF TYPE OF TRANSPORTATION USED IN LOOKING FOR WORK BY THOSE UNEMPLOYED DURING THE TWENTY-FOURTH WEEK, BY SEX

Type of Transportation	Sex		Row Total
	Female	Male	Row Pct.
Own Car	34.8 (74.2)	65.2 (86.0)	66 81.5
Borrowed Car	100.0 (3.2)	0.0 (0.0)	1 1.2
Rode With Friends or Relatives	42.9 (9.7)	57.1 (8.0)	7 8.6
Bus	100.0 (6.5)	0.0 (0.0)	2 2.5
Walked	100.0 (3.2)	0.0 (0.0)	1 1.2
Other	25.0 (3.2)	75.0 (6.0)	4 4.9
Column Total Column Pct.	31 38.3	50 61.7	81 100.0

Chi Square = 7.13950 with 5 degrees of freedom: Significance = 0.2105
Number of missing observations = 6

D-13 (continued)

CROSS TABULATION OF TYPE OF TRANSPORTATION USED IN LOOKING FOR WORK BY THOSE UNEMPLOYED DURING THE TWENTY-FOURTH WEEK, BY AGE

Type of Transportation	Age: Less Than 25 Yrs.	Age: 25-54 Years	Age: 55 Yrs & Over	Row Total Row Pct.
Own Car	9.1 (85.7)	59.1 (83.0)	31.8 (77.8)	66 81.5
Borrowed Car	0.0 (0.0)	100.0 (2.1)	0.0 (0.0)	1 1.2
Rode With Friends or Relatives	14.3 (14.3)	42.9 (6.4)	42.9 (11.1)	7 8.6
Bus	0.0 (0.0)	50.0 (2.1)	50.0 (3.7)	2 2.5
Walked	0.0 (0.0)	0.0 (0.0)	100.0 (3.7)	1 1.2
Other	0.0 (0.0)	75.0 (6.4)	25.0 (3.7)	4 4.9
Column Total Column Pct.	7 8.6	47 58.0	27 33.3	81 100.0

Chi Square = 4.51255 with 10 degrees of freedom: Significance = 0.9213
Number of missing observations = 6

APPENDIX D-14

CROSS TABULATION OF THE AMOUNT OF MONEY SPENT LOOKING FOR WORK BY THOSE UNEMPLOYED DURING THE TWENTY-FOURTH WEEK, BY AGE AND SEX

Amount Spent Looking for Work	Age: Less Than 25 Yrs.	Age: 25-54 Years	Age: 55 Yrs & Over	Row Total Row Pct.
$0	0.0 (0.0)	55.6 (11.1)	44.4 (14.8)	9 11.5
$1-$5	10.5 (33.3)	57.9 (24.4)	31.6 (22.2)	19 24.4
$6-$10	8.0 (33.3)	52.0 (28.9)	40.0 (37.0)	25 32.1
$11 or more	8.0 (33.3)	64.0 (35.6)	28.0 (25.9)	25 32.1
Column Total Column Pct.	6 7.7	45 57.7	27 34.6	78 100.0

Chi Square = 2.04418 with 6 degrees of freedom: Significance = 0.9156
Number of missing observations = 9

Amount Spent Looking for Work	Sex: Female	Sex: Male	Row Total Row Pct.
$0	33.3 (10.7)	66.7 (12.0)	9 11.5
$1-$5	36.8 (25.0)	63.2 (24.0)	19 24.4
$6-$10	40.0 (35.7)	60.0 (30.0)	25 32.1
$11 or more	32.0 (28.6)	68.0 (34.0)	25 32.1
Column Total Column Pct.	28 35.9	50 64.1	78 100.0

Chi Square = 0.38097 with 3 degrees of freedom: Significance = 0.9441
Number of missing observations = 9

APPENDIX D-15

CROSS TABULATION OF AMOUNT OF MONEY SPENT ON TRANSPORTATION IN LOOKING FOR WORK BY THOSE UNEMPLOYED DURING THE TWENTY-FOURTH WEEK, BY AGE AND SEX

Amount Spent on Transportation	Age: Less Than 25 Yrs.	Age: 25-54 Years	Age: 55 Yrs & Over	Row Total Row Pct.
$0	0.0	55.6	44.4	9
	(0.0)	(11.6)	(14.8)	11.8
$1-$5	7.4	51.9	40.7	27
	(33.3)	(32.6)	(40.7)	35.5
$6-$10	16.7	45.8	37.5	24
	(66.7)	(25.6)	(33.3)	31.6
$11 or more	0.0	81.3	18.8	16
	(0.0)	(30.2)	(11.1)	21.1
Column Total	6	43	27	76
Column Pct.	7.9	56.6	35.5	100.0

Chi Square = 8.34231 with 6 degrees of freedom: Significance = 0.2141
Number of missing observations = 11

Amount Spent on Transportation	Sex: Female	Sex: Male	Row Total Row Pct.
$0	33.3	66.7	9
	(11.5)	(12.0)	11.8
$1-$5	44.4	55.6	27
	(46.2)	(30.0)	35.5
$6-$10	29.2	70.8	24
	(26.9)	(34.0)	31.6
$11 or more	25.0	75.0	16
	(15.4)	(24.0)	21.1
Column Total	26	50	76
Column Pct.	34.2	65.8	100.0

Chi Square = 2.13384 with 3 degrees of freedom: Significance = 0.5451
Number of missing observations = 11

APPENDIX E

APPENDIX TABLES FOR CHAPTER V

APPENDIX E-1

CROSS TABULATION OF THE UI WEEKLY BENEFIT AMOUNT EXPRESSED AS A PERCENTAGE OF HOUSEHOLD INCOME DURING THE PREEXHAUSTION MONTH, BY SEX, AGE, AND HOUSEHOLD TYPE

	Age			
WBA/Household Income	Less than 25 Yrs.	25-54 Years	55 Years & Over	Row Total Row Pct.
50% or less	11.7	60.2	28.2	103
	(36.4)	(43.4)	(50.0)	44.0
51% - 85%	16.7	54.8	28.6	42
	(21.2)	(16.1)	(20.7)	17.9
86% or more	15.7	65.2	19.1	89
	(42.4)	(40.6)	(29.3)	38.0
Column Total	33	143	58	234
Column Pct.	14.1	61.1	24.8	100.0

Chi Square = 3.20814 with 4 degrees of freedom: Significance = 0.5236
Number of missing observations = 6

	Sex		
WBA/Household Income	Female	Male	Row Total Row Pct.
50% or less	61.2	38.8	103
	(58.3)	(31.7)	44.0
51% - 85%	40.5	59.5	42
	(15.7)	(19.8)	17.9
86% or more	31.5	68.5	89
	(25.9)	(48.4)	38.0
Column Total	108	126	234
Column Pct.	46.2	53.8	100.0

Chi Square = 17.61531 with 2 degrees of freedom: Significance = 0.0001
Number of missing observations = 6

APPENDIX E-1 (continued)

WBA/Household Income	Household Type: One-Person HH	Sole-Earner HH	Multi-Earner HH	Row Total Row Pct.
50% or less	5.9 (12.0)	33.3 (33.0)	60.8 (78.5)	102 44.0
51% - 85%	16.7 (14.0)	59.5 (24.3)	23.8 (12.7)	42 18.1
86% or more	42.0 (74.0)	50.0 (42.7)	8.0 (8.9)	88 37.9
Column Total Column Pct.	50 21.6	103 44.4	79 34.1	232 100.0

Chi-Square = 75.13472 with 4 degrees of freedom: Significance = 0.0000
Number of missing observations = 8

APPENDIX E-2

LEVEL OF TOTAL HOUSEHOLD INCOME DURING THE MONTH PRIOR TO EXHAUSTION OF UI BENEFITS, AND DURING THE SECOND, FOURTH, AND SIXTH MONTHS FOLLOWING EXHAUSTION

Income Level	UI Month	Month Following Exhaustion 2nd	4th	6th
None	---	13.3	10.1	8.5
$1 - 199	6.4	20.6	14.3	11.9
$200-299	13.2	6.4	8.4	7.2
$300-399	23.1	7.7	8.9	12.3
$400-499	8.1	9.4	8.9	7.2
$500-599	6.0	8.6	9.3	8.9
$600-699	6.0	5.6	6.3	7.2
$700-799	6.8	5.2	5.5	5.5
$800-899	6.8	5.6	5.9	6.0
$900-999	4.7	3.0	3.8	5.5
$1000-1099	3.8	2.6	3.0	3.4
$1100-1199	2.6	0.4	0.8	1.3
$1200-1299	3.8	1.7	2.5	3.4
$1300-1399	2.6	2.6	0.4	1.3
$1400-1499	1.7	1.7	1.3	1.3
$1500-1599	0.9	0.4	1.7	1.3
$1600-1699	0.9	1.3	2.5	2.1
$1700-1799	---	1.3	---	0.4
$1800-1899	0.9	0.9	1.3	2.6
$1900-1999	---	0.4	0.8	---
$2000 & Over	1.7	1.3	4.2	2.6
Number of missing observations	6	7	3	5

APPENDIX E-3

CROSS TABULTION OF THE PERCENTAGE CHANGE IN HOUSEHOLD INCOME FROM THE PREEXHAUSTION MONTH TO THE SECOND MONTH OF THE POSTEXHAUSTION PERIOD, BY AGE, SEX, HOUSEHOLD TYPE, AND THE RATIO OF THE UI WEEKLY BENEFIT AMOUNT TO HOUSEHOLD INCOME DURING THE PREEXHAUSTION MONTH

	Age			
Percentage Change Income	Less than 25 Yrs	25-54 Years	55 Years & Over	Row Total Row Pct.
Less than -50%	20.5	60.3	19.2	78
	(50.0)	(33.1)	(25.9)	33.6
-50% to -5%	10.5	57.9	31.6	76
	(25.0)	(31.0)	(41.4)	32.8
-4% to 4%	7.9	55.3	36.8	38
	(9.4)	(14.8)	(24.1)	16.4
Over 4%	12.5	75.0	12.5	40
	(15.6)	(21.1)	(8.6)	17.2
Column Total	32	142	58	232
Column Pct.	(13.8)	(61.2)	(25.0)	100.0

Chi Square = 12.74470 with 6 degrees of freedom: Significance = 0.0473
Number of missing observations = 8

	Sex		Row Total
Percentage Change Income	Female	Male	Row Pct.
Less than -50%	33.3	66.7	78
	(24.5)	(41.3)	33.6
-50% to -5%	55.3	44.7	76
	(39.6)	(27.0)	32.8
-4% to 4%	52.6	47.4	38
	(18.9)	(14.3)	16.4
Over 4%	45.0	55.0	40
	(17.0)	(17.5)	17.2
Column Total	106	126	232
Column Pct.	45.7	54.3	100.0

Chi Square = 8.35196 with 3 degrees of freedom: Significance = 0.0393
Number of missing observations = 8

APPENDIX E-3 (continued)

Percentage Change Income	Household Type: One-Person HH	Sole-Earner HH	Multi-Earner HH	Row Total Row Pct.
Less than -50%	35.9 (57.1)	53.8 (41.2)	10.3 (10.1)	78 33.9
-50% to -5%	5.3 (8.2)	30.3 (22.5)	64.5 (62.0)	76 33.0
-4% to 4%	21.6 (16.3)	56.8 (20.6)	21.6 (10.1)	37 16.1
Over 4%	23.1 (18.4)	41.0 (15.7)	35.9 (17.7)	39 17.0
Column Total Column Pct.	49 21.3	102 44.3	79 34.3	230 100.0

Chi Square = 58.43713 with 6 degrees of freedom: Significance = 0.0000
Number of missing observations = 10

Percentage Change Income	WBA/Household Income During Preexhaustion Month: 50% or Less	51%-85%	86% or More	Row Total Row Pct.
Less than -50%	14.1 (10.7)	17.9 (33.3)	67.9 (60.9)	78 33.6
-50% to -5%	80.3 (59.2)	15.8 (28.6)	3.9 (3.4)	76 32.8
-4% to 4%	44.7 (16.5)	15.8 (14.3)	39.5 (17.2)	38 16.4
Over 4%	35.0 (13.6)	25.0 (23.8)	40.0 (18.4)	40 17.2
Column Total Column Pct.	103 44.4	42 18.1	87 37.5	232 100.0

Chi Square = 82.53648 with 6 degrees of freedom: Significance = 0.0000
Number of missing observations = 8

APPENDIX E-4

CROSS TABULATION OF THE PERCENTAGE CHANGE IN HOUSEHOLD INCOME FROM THE PREEXHAUSTION MONTH TO THE FOURTH MONTH OF THE POSTEXHAUSTION PERIOD, BY AGE, SEX, HOUSEHOLD TYPE AND THE RATIO OF THE UI WEEKLY BENEFIT AMOUNT TO HOUSEHOLD INCOME DURING THE PREEXHAUSTION MONTH

	Age			
Percentage Change Income	Less than 25 Yrs.	25-54 Years	55 Years & Over	Row Total Row Pct.
Less than -50%	16.4	59.0	24.6	61
	(31.3)	(25.4)	(25.9)	26.3
-50% to -5%	9.7	52.8	37.5	72
	(21.9)	(26.8)	(46.6)	31.0
-4% to 4%	15.4	57.7	26.9	26
	(12.5)	(10.6)	(12.1)	11.2
Over 4%	15.1	72.6	12.3	73
	(34.4)	(37.3)	(15.5)	31.5
Column Total	32	142	58	232
Column Pct.	13.8	61.2	25.0	100.0

Chi Square = 13.01380 with 6 degrees of freedom: Significance = 0.0428
Number of missing observations = 8

	Sex		Row Total
Percentage Change Income	Female	Male	Row Pct.
Less than -50%	36.1	63.9	61
	(20.8)	(31.0)	26.3
-50% to -5%	54.2	45.8	72
	(36.8)	(26.2)	31.0
-4% to 4%	61.5	38.5	26
	(15.1)	(7.9)	11.2
Over 4%	39.7	60.3	73
	(27.4)	(34.9)	31.5
Column Total	106	126	232
Column Pct.	45.7	54.3	100.0

Chi Square = 8.04012 with 3 degrees of freedom: Significance = 0.0452
Number of missing observations = 8

APPENDIX E-4 (continued)

Percentage Change Income	Household Type: One-Person HH	Sole-Earner HH	Multi-Earner HH	Row Total Row Pct.
Less than -50%	41.7 (50.0)	43.3 (25.5)	15.0 (11.5)	60 26.1
-50% to -5%	9.7 (14.0)	30.6 (21.6)	59.7 (55.1)	72 31.3
-4% to 4%	12.0 (6.0)	68.0 (16.7)	20.0 (6.4)	25 10.9
Over 4%	20.5 (30.0)	50.7 (36.3)	28.8 (26.9)	73 31.7
Column Total Column Pct	50 21.7	102 44.3	78 33.9	230 100.0

Chi Square = 46.26588 with 6 degrees of freedom: Significance = 0.0000
Number of missing observations = 10

Percentage Change Income	WBA/Household Income During Preexhaustion Month: 50% or Less	51%-85%	86% or More	Row Total Row Pct.
Less than -50%	23.0 (13.9)	19.7 (28.6)	57.4 (39.3)	61 26.3
-50% to -5%	77.8 (55.4)	12.5 (21.4)	9.7 (7.9)	72 31.0
-4% to 4%	50.0 (12.9)	15.4 (9.5)	34.6 (10.1)	26 11.2
Over 4%	24.7 (17.8)	23.3 (40.5)	52.1 (42.7)	73 31.5
Column Total Column Pct.	101 43.5	42 18.1	89 38.4	232 100.0

Chi Square = 58.88332 with 6 degrees of freedom: Significance = 0.0000
Number of missing observations = 8

APPENDIX E-5

CROSS TABULATION OF THE PERCENTAGE CHANGE IN HOUSEHOLD INCOME FROM THE PREEXHAUSTION MONTH TO THE SIXTH MONTH OF THE POSTEXHAUSTION PERIOD, BY AGE, SEX, HOUSEHOLD TYPE, AND THE RATIO OF THE UI WEEKLY BENEFIT AMOUNT TO HOUSEHOLD INCOME DURING THE PREEXHAUSTION MONTH

	Age			
Percentage Change Income	Less Than 25 Yrs.	25-54 Years	55 Years & Over	Row Total Row Pct.
Less than -50%	14.5	56.4	29.1	55
	(25.0)	(22.0)	(28.1)	23.9
-50% to -5%	6.1	56.1	37.9	66
	(12.5)	(26.2)	(43.9)	28.7
-4% to 4%	7.4	63.0	29.6	27
	(6.3)	(12.1)	(14.0)	11.7
Over 4%	22.0	68.3	9.8	82
	(56.3)	(39.7)	(14.0)	35.7
Column Total	32	141	57	230
Column Pct.	13.9	61.3	24.8	100.0

Chi Square = 21.45717 with 6 degrees of freedom: Significance = 0.0015
Number of missing observations = 10

	Sex		Row Total
Percentage Change Income	Female	Male	Row Pct.
Less than -50%	34.5	65.6	55
	(17.9)	(29.0)	23.9
-50% to -5%	50.0	50.0	66
	(31.1)	(26.6)	28.7
-4% to 4%	66.7	33.3	27
	(17.0)	(7.3)	11.7
Over 4%	43.9	56.1	82
	(34.0)	(37.1)	35.7
Column Total	106	124	230
Column Pct.	46.1	53.9	100.0

Chi Square = 8.11506 with 3 degrees of freedom: Significance = 0.0437
Number of missing observations = 10

APPENDIX E-5 (continued)

Percentage Change Income	Household Type: One-Person HH	Sole-Earner HH	Multi-Earner HH	Row Total Row Pct.
Less than -50%	29.6 (32.7)	53.7 (28.7)	16.7 (11.5)	54 23.7
-50% to -5%	10.6 (14.3)	34.8 (22.8)	54.5 (46.2)	66 28.9
-4% to 4%	23.1 (12.2)	65.4 (16.8)	11.5 (3.8)	26 11.4
Over 4%	24.4 (40.8)	39.0 (31.7)	36.6 (38.5)	82 36.0
Column Total Column Pct.	49 21.5	101 44.3	78 34.2	228 100.0

Chi Square = 28.06499 with 6 degrees of freedom: Significance = 0.0001
Number of missing observations = 12

Percentage Change Income	WBA/Household Income During Preexhaustion Month: 50% or Less	51%-85%	86% or More	Row Total Row Pct.
Less than -50%	27.3 (15.0)	21.8 (29.3)	50.9 (31.5)	55 23.9
-50% to -5%	77.3 (51.0)	15.2 (24.4)	7.6 (5.6)	66 28.7
-4% to 4%	33.3 (9.0)	11.1 (7.3)	55.6 (16.9)	27 11.7
Over 4%	30.5 (25.0)	19.5 (39.0)	50.0 (46.1)	82 35.7
Column Total Column Pct.	100 43.5	41 17.8	89 38.7	230 100.0

Chi Square = 49.38029 with 6 degrees of freedom: Significance: = 0.0000
Number of missing observations = 10

UI Occasional Paper Series

Papers are available from: DOL/ETA, Office of Information, Patrick Henry Building, Room 10024, 601 D Street, N.W., Washington, D.C. 20213.

Papers which are out of print are indicated with an asterisk.

1977	Series Number
Joachim Elterich and Linda Graham, Impact of Extension of Coverage to Agricultural Workers Under PL 94-566, Their Characteristics and Economic Welfare, University of Delaware	77-1
* Joachim Elterich and Linda Graham, Impact of PL 94-566 on Agricultural Employers and Unemployment Insurance Trust Funds in Selected States, University of Delaware	77-2
David Stevens, Unemployment Insurance Beneficiary Job Search Behavior: What is Known and What Should be Known for Administrative Planning Purposes, University of Missouri	77-3
Michael Klausner, Unemployment Insurance and the Work Disincentive Effect: An Examination of Recent Research, Unemployment Insurance Service	77-4
Gary Solon, Weekly Benefit Amounts and Normal Weekly Wages of Unemployment Insurance Claimants, Unemployment Insurance Service	77-5
Ruth Entes, Family Support and Expenditures Survey of Unemployment Insurance Claimants in New York State, September 1972-February 1974, New York State Department of Labor	77-6

		Series Number
	1977	
*	Saul Blaustein and Paul Mackin, Development of the Weekly Benefit Amount in Unemployment Insurance, Upjohn Institute	77-7
	Saul Blaustein and Paul Mackin, Job Loss, Family Living Standards, and the Adequacy of Weekly Unemployment Benefits, Upjohn Institute	77-8
	1978	
	Henry Felder and Richard West, The Federal Supplemental Benefits Program: National Experience and the Impact of PL 95-19, SRI International	78-1
*	Paul Burgess, Jerry Kingston and Chris Walters, The Adequacy of Unemployment Insurance Benefits: An Analysis of Weekly Benefits Relative to Preunemployment Expenditure Levels, Arizona Department of Economic Security and Arizona State University	78-2
	Christopher Pleatsikas, Lawrence Bailis and Judith Dernburg, A Study of Measures of Substantial Attachment to the Labor Force, Volumes I and II, Urban Systems Research and Engineering, Inc.	78-3
	Henry Felder and Randall Pozdena, The Federal Supplemental Benefits Program: Impact of PL 95-19 on Individual Recipients, SRI International	78-4
	Peter Kauffman, Margaret Kauffman, Michael Werner and Christine Jennison, An Analysis of Some of the Effects of Increasing the Duration of Regular Unemployment Insurance Benefits, Management Engineers, Inc.	78-5
*	Paul Burgess, Jerry Kingston and Chris Walters, The Adequacy of Unemployment Insurance Benefits: An Analysis of Adjustments Undertaken Through Thirteen and Twenty-Five Weeks of Unemployment, Arizona Department of Economic Security and Arizona State University	78-6

1978 (cont'd) — Series Number

Walter Corson and Walter Nicholson, The Effect of State Laws and Economic Factors on Exhaustion Rates for Regular Unemployment Insurance Benefits: A Statistical Model, Mathematica Policy Research, Inc. — 78-7

Louis Benenson, Incidence of Federal Retirees Drawing UCFE Benefits, 1974-1975, Unemployment Insurance Service — 78-8

1979

Henry Felder, A Statistical Evaluation of The Impact of Disqualification Provisions of State Unemployment Insurance Laws, SRI International — 79-1

Arthur Denzau, Ronald Oaxaca, and Carol Taylor, The Impact of Unemployment Insurance Benefits on Local Economies-Tuscon, University of Arizona — 79-2

*U.S. GOVERNMENT PRINTING OFFICE: 1979 620-014/4480 1-3