Table 4: Variables Used in Multinomial Logistic Analyses, 1990

Variables	**Coding**
Personal Characteristics	
Sex	1=female, 0=male
Age	In years
Race dummies	
White (reference)	1=inclusion in category, 0=otherwise
Black	"
Other	"
Hispanic	1=Hispanic (Mexican, Puerto Rican, Cuban, other Hispanic), 0=not Hispanic
U.S. citizen	1=born in U.S. or outlying areas, naturalized, or born abroad of American parents, 0=not a citizen
Poor English ability	1= speaks English not well or not at all, 0=speaks only English or speaks very well or well
Foreign born	1=foreign born, 0=born in U.S. state
Poverty	1=below poverty line, 0=at or above poverty line
Marital status dummies	
Married, spouse living at home (reference)	1=inclusion in category, 0=otherwise
Formerly married/separated	"
Never married	"
Education dummies	
Less than high school	1=inclusion in category, 0=otherwise
High school degree/some college	"
At least college degree (reference)	"
Work-related characteristics	
Full-time work[a]	1=full-time worker, 0=otherwise
Professional/managerial work[b]	1=professional or manager, 0=otherwise
Periphery industries[c]	1=location in periphery industry, 0=otherwise

Notes:

[a] "Full-time" refers to percent of workers working 50 or more weeks and usually working 35 or more hours per week in 1989.

[b] Occupational categories coded 0=Technicians, Administrative Support, Clerical; Sales; Service; Farming, Forestry, and Fishing; Precision Production, Craft; Operators and Laborers.

[c] Periphery industry is defined using Hodson's (1983) categorization, as adapted by Katharine Donato and Patricia Roos (see Roos and Reskin, 1996). Other industries coded 0=oligopoly, core, core utilities, periphery utilities, trades, public administration/U.S. Postal Service.

Table 5: Multinomial Logit Regression Odds Ratios[a] Predicting Pathway to Sex Equity, 1990

	Model 1		Model 2	
Predictor variables[b]	Masculinizing vs. Feminizing	Stable vs. Feminizing	Masculinizing vs. Feminizing	Stable vs. Feminizing
Intercept	.018	.032	.108	2.46
Sex (1=female)	1.29	1.05	1.63	1.30
Age	.991	.997	.989	.992
Race				
Black	2.22	1.79	2.22	1.42
Other	1.90	1.50	1.92	1.53
Hispanic (1=Hispanic)	.822	1.14	.876	1.11
Citizen (1=citizen)	.678	.749	.703	.714
Poor English abilitiy (1=poor English)	2.04	1.93	1.58	1.70
Foreign born (1=foreign born)	1.40	.998 [ns]	1.39	1.11
Poverty (1=below poverty line)	2.86	1.74	1.60	1.32
Marital status				
Formerly married/separated	1.07	1.06	.990	1.02
Never married	1.47	1.38	1.37	1.45
Education				
Less than high school degree	53.5	23.3	11.8	4.66
High school degree/some college	12.6	7.77	4.76	2.62
Full-time work (1=full-time)			.720	1.14
Professional/mgr work (1=prof or mgr)			.000	.010
Periphery industries (1=periphery)			1.79	.455

Notes: [All logit coefficients were significant.= at p=.002, except for the foreign born coefficient for stable vs. feminizing

[a] Odds Ratios were calculated using the formula e^{b}.

[b]Reference categories for dummy variables (race=white; marital status=married and living with spouse; education=at least college degree). occupations in Model 1]

Source: U.S. Census Microdata, 1990 (U.S. Bureau of the Census, 1993)

Table 5a: Multinomial Logit Regression Coefficients Predicting Pathway to Sex Equity, 1990

	Model 1		Model 2	
Predictor variables[a]	Masculinizing vs. Feminizing	Stable vs. Feminizing	Masculinizing vs. Feminizing	Stable vs. Feminizing
Intercept	-4.03	-3.44	-2.23	.902
Sex (1=female)	.258	.047	.487	.260
Age	-.009	-.003	-.011	-.008
Race				
Black	.799	.583	.800	.354
Other	.642	.408	.653	.427
Hispanic (1=Hispanic)	-.196	.130	-.132	.107
Citizen (1=citizen)	-.389	-.289	-.352	-.337
Poor English ability (1=poor English)	.713	.660	.458	.529
Foreign born (1=foreign born)	.340	-.002 [b]	.332	.103
Poverty (1=below poverty line)	1.05	.554	.473	.274
Marital status				
Formerly married/separated	.071	.058	-.010	.023
Never married	.386	.321	.318	.373
Education				
Less than high school degree	3.98	3.15	2.47	1.54
High school degree/some college	2.53	2.05	1.56	.962
Full-time work (1=full-time)			-.329	.136
Professional/mgr work (1=prof or mgr)			-18.6	-4.63
Periphery industries (1=periphery)			.585	-.787

Notes:

[a]Reference categories for dummy variables (race=white; marital status=married and living with spouse; education=at least college degree).

[b]Coefficient is not significant; all other coefficients are significant.

Source: U.S. Census Microdata, 1990 (U.S. Bureau of the Census, 1993)