

Measuring job security

Job security is difficult to measure directly, but data on job tenure and contingent employment provide a means of examining the issue

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It has been argued that in order to control costs, firms are increasingly seeking more flexibility in their use of labor. This argument has been widely made in both the academic and the popular press.¹ Employers have sought this additional flexibility within their own work forces, as well as from sources outside their organizations. Internally, they have hired workers on a temporary basis; externally, they have obtained labor through temporary help agencies or by contracting with firms or individuals to provide specific services. Anecdotal evidence of the trend toward more flexible employment arrangements is fairly extensive; measuring the extent of such employment in the labor force as a whole, however, has been more problematic.

The Bureau of Labor Statistics has collected some information that can be used to analyze job security in the United States. In periodic supplements to the Current Population Survey (CPS), individuals are asked about job tenure—time spent with their current employer. In February 1995, the Bureau conducted the first supplement to the CPS designed to obtain more information on another aspect of this issue: contingent and alternative employment arrangements. Contingent jobs, as defined in the supplement, are structured to last only a limited period; alternative employment arrangements include those made through intermediaries and those without standard work schedules.² In this article, data from recent CPS supplements are used to examine the quality and the nature of variables that are utilized to measure job security.³

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Measuring job tenure

Time spent with an employer, or job tenure, is a commonly used variable in studies of the labor market that focus on topics such as labor supply, job search, and job turnover. A number of recent studies have examined data on job duration from the CPS in order to provide direct empirical evidence of declining job stability in the U.S. economy.⁴ Although the results are not completely consistent, these studies generally find little, if any, decline in job stability in the last two decades. While certain subgroups of the population, such as those with less education, experienced less job security than in the past, for the most part these analyses indicate that there was no systemic change in the duration of jobs over time.

One issue that arises when examining job duration is the quality of the job tenure data in the CPS. Information on how long individuals have worked continuously for their current employer is available in periodic CPS supplements. Yet this information often is viewed as being relatively crude, given that durations are measured in years and the frequency distributions tend to exhibit spikes at years that are multiples of 5. Hence, the information may contain substantial recall or rounding errors.

Evidence from other U.S. data sources also indicates that data on job tenure are often problematic. In particular, James N. Brown and Audrey Light found that in the Panel Study of Income Dynamics, which interviews the same

people over time, responses to tenure questions were often inconsistent with calendar time.⁵ For example, in a particular year an individual might claim to have been working for an employer for 3 years, but in the subsequent year the same person would claim to have been working with the same employer for 6 years. Inconsistent responses such as these suggest that data on tenure are often unreliable, even when collected longitudinally.

Another longitudinal data source, the National Longitudinal Survey of Youth (NLSY), collects data in a way so as to minimize recall problems and rounding errors. These data describe a sample of young men and women who were between the ages of 14 and 22 in 1979 and have been interviewed regularly since then. The NLSY collects data in an event history format, in which dates are collected for the beginning and ending of important events. In the case of work, the starting date for a job is recorded, and if a person stops work for that employer, the ending date also is recorded. The times in between jobs are then confirmed as gaps for further investigation. For multiple jobholders, information is collected for each job, with beginning and ending dates. Periods of nonwork within a job, such as periods when an employee is on layoff, ill, pregnant, and so forth, are also recorded. By recording the dates of all jobs and all periods of nonwork, the survey provides a nearly complete and continuous employment history for each individual in the sample.

Information on other major events also is collected in this manner. The months spent in school are identified, as is the timing of training programs. Also collected are dates of changes in marital status and the birth of children. By linking the dates of all these events, survey designers believe that individuals will be more able to provide accurate responses to the questions relating to the times of the events.

While collecting data in this event history format is still subject to recall and other errors, the methodology may decrease the *likelihood* of recall error with respect to time spent working, because respondents can link the dates of events such as the birth of children and changes in marital status to changes in employment. Also, the longitudinal nature of the data allows for employment at a particular job to be linked across years, which could substantially lower the extent of recall problems often associated with job tenure data.

In addition, the event history format of the NLSY allows for a number of techniques that may improve the quality of the data. For example, interviewers are provided information about employers' names from the previous interview and use these to see whether workers still have the same employer. Calendars in the form of a time line are placed in front of respondents so that they may better visualize their periods of work and nonwork. Research on retrospective reports of individual events indicates that intervention techniques which help respondents place events into a personal time line substantially improve

the respondents' recall.⁶

In the next section, recent job tenure data from the NLSY are compared with tenure data from a similar cohort of individuals from the CPS.⁷ This comparison provides evidence as to how the data differ by the two collection techniques. Presumably, due to the multiple techniques incorporated into the NLSY that are used to enhance the quality of the data, the data provide a relatively accurate portrayal of individual work histories and should be a good yardstick to examine the quality of similar CPS data. It is important to mention that the comparison is made using a relatively young age group, rather than the full age distribution. Consequently, the job durations for this age group are generally shorter and less dispersed than those for all workers.

The tenure distributions

Table 1 provides information on the distribution of job tenure among 28- to 36-year-old workers in 1993 using the CPS and the NLSY.⁸ The percentiles can be computed directly from the NLSY data, because these data are available in weeks, which provides for a fairly continuous distribution. In contrast, calculating percentiles from the CPS data is more difficult, as the information is available only in years. The cumulative distribution function for integer data is a step function, and movement along a step will not change the percentile until another step is reached. One solution to this problem is to compute "interpolated" percentiles, which assumes that job tenure is uniformly distributed within each interval. This method essentially involves taking a weighted average of the integer in which the percentile falls and the previous integer.⁹

For the most part, the figures in table 1 indicate that the two tenure distributions are surprisingly similar. For example, median tenure using the CPS is 3.34, while for the NLSY, it is 3.46. One might expect that the upper tails of the distributions would show the greatest disparities, because recall problems are likely greater for CPS respondents with longer job durations. Yet at the 90th percentile, there is little difference between the two distributions, with CPS job tenure registering 11.22 and that of the NLSY 11.13.

Also shown in the table are tenure data for subgroups based on gender, race or ethnicity, and education. For most of the subgroups, the two tenure distributions are not as similar as that for the full sample, but the differences are usually relatively minor. The largest disparities appear to be among blacks and high school dropouts at the 90th percentile, in which the CPS tenure data are about 1 year higher than those of the NLSY. Hence, there is some evidence that the CPS data may be problematic at longer job durations among these groups.

Are the differences in the two tenure distributions sensitive to business cycle fluctuations? Job tenure may vary with changes in the business cycle due to corresponding changes in

Table 1. Distribution of years of tenure among 28- to 36-year-old workers, Current Population Survey (cps) and National Longitudinal Survey of Youth (nlsy), 1993

Characteristic and survey	Percentile				
	10th	25th	Median	75th	90th
Total					
CPS	0.04	1.04	3.34	7.00	11.22
NLSY .....	.37	1.13	3.46	7.03	11.13
Sex					
Male:					
CPS .....	.04	1.19	4.00	7.52	11.28
NLSY .....	.35	1.13	3.62	7.25	11.42
Female:					
CPS .....	.04	.97	2.91	6.47	11.17
NLSY .....	.38	1.13	3.19	6.62	10.83
Race or ethnicity					
White:					
CPS .....	.04	1.10	3.60	7.22	11.31
NLSY .....	.37	1.15	3.54	7.15	11.27
Black:					
CPS .....	.04	.92	2.91	6.72	11.37
NLSY .....	.29	.92	3.08	6.44	10.15
Hispanic:					
CPS .....	.04	1.00	2.42	5.78	10.01
NLSY .....	.35	1.19	3.17	6.19	10.57
Education					
High school dropout:					
CPS .....	.03	.85	2.54	4.87	9.67
NLSY .....	.17	.65	1.92	5.56	8.87
High school graduate:					
CPS .....	.04	1.04	3.73	7.97	12.15
NLSY .....	.29	1.08	3.46	7.58	12.62
Some college:					
CPS .....	.04	1.14	3.67	7.61	11.74
NLSY .....	.44	1.19	3.48	6.94	10.92
College graduate:					
CPS .....	.04	1.08	3.03	6.12	9.41
NLSY .....	.60	1.52	3.77	6.88	9.88

NOTE: The race/ethnicity categories are mutually exclusive and exhaustive. The "Hispanic" category includes white and black Hispanics. The "black" category includes only non-Hispanic blacks. The "white" category includes all nonblacks and non-Hispanics.

the composition of the workers. For instance, an economic expansion may lead to more hiring and to a larger sample of relatively inexperienced workers or workers with less tenure. Conversely, an economic contraction may result in fewer inexperienced workers being employed, and the resulting group of workers may therefore have more tenure. Because recall may be more problematic for those with more tenure, particularly when the cps method of collecting data is used, the differ-

ences in cps and nlsy tenure data may be more severe during economic contractions.

In order to examine data at two points in the business cycle, table 2 provides information on median job tenure in 1988 and 1993. (In 1988, the national unemployment rate was 5.5 percent, whereas in 1993, it was 6.8 percent.) To examine workers at comparable ages in both years, it is necessary to restrict the nlsy and cps samples to 28- to 31-year-old workers in each

year.¹⁰ The data indicate that overall job tenure is somewhat lower during economic expansions, as expected. In particular, median job tenure, according to the CPS, was 2.50 in 1988 and 2.87 in 1993. Still, in both years, the differences in median tenure between the two surveys are fairly small. The differences for some of the subgroups are often larger than that for the full sample, but the sample sizes in many of these subgroups are relatively small.¹¹ Thus, the data in table 2 appear to reinforce the finding that there are no large differences in the two tenure distributions and that whatever differences there are are not particularly sensitive to changes in the business cycle.

In sum, then, despite the differences in data collection methods between the CPS and NLSY, the differences in the job tenure distributions are very small. Some evidence does suggest that, among certain subgroups of the population, the CPS may overstate job tenure at longer durations or when recall is more problematic. Overall, however, the CPS data appear to provide an adequate approximation of the tenure distribution among young workers.

The results suggest that the extent to which information on tenure needs to be “precise” depends upon the type of analysis undertaken. Certainly, for some studies—particularly those dealing with job turnover—job tenure data measured in months or weeks, as are available in the NLSY, are the most desirable. Yet many of the recent studies based on CPS tenure data that deal with job stability generally compare trends in relatively simple statistical variables. Consequently, in these recent analyses, the CPS tenure data should provide a satisfactory description of the tenure distribution and of changes in job durations over time.

Measuring contingent employment

The first special CPS supplemental survey to produce estimates of the number of workers in contingent jobs—that is, jobs which are structured to last only a limited period of time—was completed in February 1995. Prior to this survey, the term “contingent work” had been used to refer to a variety of work arrangements, including part-time work, self-employment, employment in the business services industry, and, in fact, almost any work arrangement that might be considered to differ from the commonly perceived norm of a full-time wage and salary job.

Initial results from the February 1995 survey show that, at that time, between 2.7 million and 6.0 million workers—a range of 2.2 percent to 4.9 percent of total employment—were in contingent jobs. (See table 3.) This range spans three alternative estimates that were developed to assess the impact of different assumptions about the factors that constitute contingent employment. The narrowest estimate includes only wage and salary workers who had been in their jobs for 1 year or less and expected the jobs to last for an additional year or less. Self-employed workers, both incorporated and unincorporated, as well as independent contractors, are excluded from this estimate, the rationale being that, by definition, people who work for themselves have ongoing employment arrangements, although they may face financial risks. Also, workers employed by temporary help agencies or contract companies are not considered contingent if they expect to be able to stay with the firms for more than 1 year or have been with the firms for that amount of time, even if the places to which they are

Table 2. Median years of tenure among 28- to 31-year-olds, Current Population Survey (CPS) and National Longitudinal Survey of Youth (NLSY), 1988 and 1993

Characteristic	1988		1993	
	CPS	NLSY	CPS	NLSY
Total	2.50	2.52	2.87	3.00
Sex				
Male	2.65	2.69	3.38	3.04
Female	2.37	2.25	2.59	2.97
Race or ethnicity				
White	2.65	2.62	3.16	3.08
Black	2.31	2.13	2.31	2.65
Hispanic	1.66	2.29	1.75	2.73
Education				
High school dropout	1.53	1.58	1.93	1.67
High school graduate	2.39	2.83	3.21	2.93
Some college	3.03	2.36	3.27	3.33
College graduate	2.56	2.75	2.61	3.16

Table 3. Employed contingent and noncontingent workers by selected characteristics, three alternative estimates, February 1995

[In thousands]

Characteristic	Total employed	Contingent workers			Noncontingent workers
		Estimate 1	Estimate 2	Estimate 3	
Age and sex					
Total, 16 years and older	123,208	2,739	3,422	6,034	117,174
16 to 19 years	5,635	456	521	645	4,990
20 to 24 years	12,421	685	758	1,196	11,225
25 to 34 years	32,138	712	940	1,587	30,551
35 to 44 years	34,113	507	678	1,265	32,848
45 to 54 years	23,980	225	326	760	23,219
55 to 64 years	11,370	103	127	355	11,014
65 years and older	3,551	49	73	225	3,326
Men, 16 years and older					
16 to 19 years	66,290	1,350	1,689	2,995	63,295
20 to 24 years	2,820	197	234	291	2,528
25 to 34 years	6,634	329	366	586	6,049
35 to 44 years	17,566	354	465	833	16,733
45 to 54 years	18,317	274	352	615	17,703
55 to 64 years	12,694	91	144	341	12,353
65 years and older	6,187	72	83	215	5,972
65 years and older	2,072	32	44	115	1,957
Women, 16 years and older					
16 to 19 years	56,918	1,389	1,733	3,039	53,879
20 to 24 years	2,816	259	287	354	2,461
25 to 34 years	5,786	356	392	610	5,176
35 to 44 years	14,572	358	475	754	13,818
45 to 54 years	15,796	233	326	651	15,145
55 to 64 years	11,286	134	181	419	10,866
65 years and older	5,183	32	44	141	5,043
65 years and older	1,479	17	29	109	1,370
Race or ethnicity					
White	105,239	2,192	2,741	4,880	100,359
Black	13,108	382	464	804	12,304
Hispanic origin	10,441	373	443	682	9,759
Full- or part-time status					
Full-time workers	99,240	1,449	1,835	3,444	95,796
Part-time workers	23,968	1,290	1,587	2,590	21,378

NOTE: Estimate 1: Wage and salary workers in their jobs for 1 year or less who expected their jobs to last for an additional year or less. Estimate 2: Workers in estimate 1, plus self-employed and independent contractors in their jobs for 1 year or less who expected their jobs to last for an additional year or less. Estimate 3: Self-employed and independent contractors in their jobs for 1 year or less who expected their jobs to last for an additional year or

less, plus all wage and salary workers. Noncontingent workers are workers who do not fall into any estimate of contingent workers. Details for the race and Hispanic-origin groups will not sum to totals because data for the "other races" group are not presented and Hispanics are included in both the white and black population groups. Details for other characteristics may not sum to totals due to rounding.

assigned to work by the firms change frequently.

The middle estimate adds the self-employed—both incorporated and unincorporated—and independent contractors in a situation similar to that of the wage and salary workers of estimate 1. That is, these workers expected to be, and had been, in their respective employment arrangements for 1 year or less. In addition, temporary help and contract company workers were classified as contingent under this estimate if they had worked, and expected to work, for the customers to whom they were assigned for 1 year or less. For example, a "temp" secretary who is sent to a different customer each week, but who has

worked for the same temporary help firm for more than 1 year and expects to be able to continue with that firm indefinitely, is classified as contingent under estimate 2, but not under estimate 1. In contrast, a "temp" who is assigned to a single client for more than 1 year and expects to be able to stay with that client for at least 1 more year is not counted as contingent under either estimate.

In the third and broadest estimate, the limitation on how long workers had held their jobs and expected to remain in them was dropped for wage and salary workers; thus, this estimate includes almost any worker who believed that his or her

job was temporary or who did not expect the job to continue. That is, the estimate effectively includes all wage and salary workers who did not expect their employment to last, except for those who, for personal reasons, expected to leave jobs that they would otherwise be able to keep. For example, a worker who had held a job for 5 years could be considered contingent if he or she now viewed the job as temporary. These conditions on expected and current tenure were not relaxed for either the self-employed or independent contractors.

Several pieces of information were collected in the CPS supplement from which the existence of a contingent employment arrangement could be discerned: whether the worker expected that the job was temporary or would not continue, how long the worker expected to be able to hold the job, and

how long the worker had held the job. For workers who had a job with an intermediary, such as a temporary help agency or a contract company, information was collected both about their employment at the place the intermediary assigned them to work and about their employment with the intermediary itself.

The key factor used to determine if a worker's job fit the conceptual definition of "contingent" was whether the worker believed that the job was temporary or would not continue. The first questions asked in the supplement were as follows:

1. Some people are in temporary jobs that last only for a limited time or until the completion of a project. Is your job temporary?
2. Provided the economy does not change and your job

Table 4. Employed workers with alternative and traditional work arrangements, by selected characteristics, February 1995

[In thousands]						
Characteristic	Total employed	Workers with alternative arrangements				Workers with traditional arrangements
		Independent contractors	On-call workers and day laborers	Temporary help agency workers	Workers provided by contract firms	
Age and sex						
Total, 16 years and older.....	123,208	8,309	2,078	1,181	652	111,052
16 to 19 years.....	5,635	125	165	62	16	5,267
20 to 24 years.....	12,421	197	261	233	83	11,649
25 to 34 years.....	32,138	1,639	511	403	254	29,357
35 to 44 years.....	34,113	2,559	492	251	152	30,679
45 to 54 years.....	23,980	2,099	326	143	77	21,344
55 to 64 years.....	11,370	1,131	191	68	44	9,938
65 years and older.....	3,551	559	132	21	27	2,817
Men, 16 years and older.....						
16 to 19 years.....	2,820	71	85	35	9	2,620
20 to 24 years.....	6,634	135	154	135	42	6,170
25 to 34 years.....	17,566	1,051	270	198	194	15,877
35 to 44 years.....	18,317	1,746	245	91	124	16,122
45 to 54 years.....	12,694	1,389	141	52	37	11,083
55 to 64 years.....	6,187	795	76	33	34	5,248
65 years and older.....	2,072	409	70	13	27	1,559
Women, 16 years and older.....						
16 to 19 years.....	2,816	54	80	27	7	2,647
20 to 24 years.....	5,786	63	107	98	40	5,480
25 to 34 years.....	14,572	588	242	205	60	13,481
35 to 44 years.....	15,796	813	247	160	28	14,557
45 to 54 years.....	11,286	710	184	91	41	10,261
55 to 64 years.....	5,183	336	115	34	10	4,689
65 years and older.....	1,479	150	63	9	—	1,258
Race or ethnicity						
White.....	105,239	7,671	1,745	859	541	94,473
Black.....	13,108	416	229	257	76	12,143
Hispanic origin.....	10,441	431	259	134	55	9,566
Full- or part-time status						
Full-time workers.....	99,240	6,179	945	938	548	90,683
Part-time workers.....	23,968	2,130	1,134	242	104	20,368

NOTE: Workers with traditional arrangements are those who do not fall into any of the "alternative arrangements" categories. Details may not sum to total employed because a small number of workers are both "on call" and "provided by contract firms." Details for the race and Hispanic-origin groups will not sum to totals because data for the "other races" group are not presented and Hispanics are included in both the white and black population groups. Dash indicates data base too small to meet publication criteria.

performance is adequate, can you continue to work for your current employer as long as you wish?

Respondents who answered “yes” to the first question or “no” to the second were then asked a series of questions to distinguish persons who were in temporary jobs from those who, for personal reasons, were temporarily holding jobs that offered the opportunity of ongoing employment. For example, students holding part-time jobs while in school might view those jobs as temporary, because they may intend to leave them at the end of the school year. The jobs themselves, however, would be filled by other workers once the students leave.

Jobs were defined as being short term or temporary if the employee was working only until the completion of a specific project, temporarily replacing another worker, being hired for a fixed period, or filling a seasonal job available only during certain times of the year, or if other business conditions dictated that the job was short term. Individuals who expected to work at their current job for 1 year or less for personal reasons, such as returning to school, retiring, or obtaining another job, were asked if they could continue working at that job were it not for that personal reason. If they could not do so, they would be classified as contingent, provided that the other conditions of the definition were met.

To further ascertain whether a job was temporary, workers also were asked how long they expected to stay in their current job and how long they had been with their current employer. The rationale for asking how long an individual expected to remain in his or her current job was that being able to hold a job for 1 year or more could be taken as evidence of at least an implicit contract for ongoing employment. In other words, the employer’s need for the worker’s services was not likely to evaporate anytime soon. By the same token, the information on how long a worker had been with the employer could show whether a job was ongoing. A person’s having remained with an employer for more than 1 year could be taken as evidence that, at least in the past, the individual had an explicit or implicit contract for continuing employment.

Some of the major findings regarding the characteristics of contingent workers are that they tended to be young and were slightly more likely to be women and black. Also, the majority of those in contingent jobs would have preferred more permanent employment arrangements.¹² (See table 3.)

The February 1995 survey also produced estimates of the numbers of workers in several “alternative employment arrangements,” including persons working as independent contractors and on-call workers, as well as those working through temporary help agencies or contract companies. According to the survey, 8.3 million workers (6.7 percent of the total employed) said that they were independent contractors, 2.0 million (1.7 percent) worked “on call,” 1.2 million (1.0 percent) worked for temporary help agencies, and 652,000 (0.5 percent) worked for contract firms that provided the worker’s services to one customer at that customer’s work site. Contingent employment was defined separately from these four types of employment arrangements, although an individual’s employment could both be contingent and fall into one of the alternative employment categories.

The characteristics of workers in the four alternative employment arrangements identified in the survey varied considerably. (See table 4.) For example, independent contractors were substantially more likely than workers in traditional arrangements to be men, white, and at least 25 years old; in contrast, workers paid by temporary help agencies were more likely than workers in traditional arrangements to be women, young, and black. Workers provided by contract firms were disproportionately male. Most on-call workers and workers paid by temporary help agencies would have preferred to be in traditional work arrangements. In stark contrast, more than 4 out of 5 independent contractors preferred their current work arrangements.

While the February 1995 supplement provided a great deal of new information about workers in contingent and alternative employment arrangements, repetition of the survey (scheduled for February 1997) will be necessary to determine whether such employment arrangements are increasing. □

Footnotes

¹ See, for example, Richard Belous, *The Contingent Economy: The Growth of the Temporary, Part-time and Subcontracted Workforce* (Washington, National Planning Association, 1989); *Flexible Workstyles: A Look at Contingent Labor*, Conference Summary (U.S. Department of Labor, Women’s Bureau, 1988); *New Policies for Part-time and Contingent Workers* (San Francisco, New Ways to Work, 1992); “The Downsizing of America,” *The New York Times*, Mar. 3–Mar. 9, 1996; and Lance Marrow, “The Tempting of America,” *Time*, Mar. 29, 1993.

² The material regarding the contingent and alternative employment supplement previously appeared in *Contingent and Alternative Employment Arrangements*, Report 900 (Bureau of Labor Statistics, August 1995); and in Anne E. Polivka, “Contingent and alternative work arrangements, defined,” *Monthly Labor Review*, October 1996, pp. 3–9.

³ For an analysis of a number of measures of self-perceived economic insecurity not available in the cps, see Jeff Dominitz and Charles F. Manski,

Perceptions of Economic Insecurity: Evidence from the Survey of Economic Expectations, NBER Working Paper No. 5690 (Cambridge, MA, National Bureau of Economic Research, July 1996).

⁴ See, for example, Henry S. Farber, “Are Lifetime Jobs Disappearing? Job Duration in the United States: 1973–1993.” Paper presented at the NBER Conference on Research in Income and Wealth, Washington, December 1994; Kenneth A. Swinnerton and Howard Wial, “Is Job Stability Declining in the U.S. Economy?” *Industrial and Labor Relations Review*, vol. 48, no. 2, January 1995, pp. 293–304; and Francis X. Diebold, David Neumark, and Daniel Polsky, “Comment on Kenneth A. Swinnerton and Howard Wial, ‘Is Job Stability Declining in the U.S. Economy?’” *Industrial and Labor Relations Review*, January 1996, pp. 348–52.

⁵ James N. Brown and Audrey Light, “Interpreting Panel Data on Job Tenure,” *Journal of Labor Economics*, July 1992, pp. 219–57.

⁶ Barbara Means and Elizabeth F. Loftus, “When Personal History Re-

peats Itself: Decomposing Memories for Recurring Events," *Applied Cognitive Psychology*, vol. 5, July–August 1991, pp. 297–318.

⁷ All computations reported here are weighted so that they are nationally representative of the age cohort.

⁸ Workers are defined as those employed for pay in the week prior to the interview, excluding the unincorporated self-employed.

⁹ This interpolation procedure is what the Bureau of Labor Statistics uses in published tables of percentiles for integer data. See Farber, "Are Lifetime Jobs Disappearing?" for a more detailed discussion of the approach. For those who worked less than 1 year, the 1993 April CPS supple-

ment does not provide any additional information (such as the number of months continuously employed). For those in the "less than one year category," a value of 1 year was assigned.

¹⁰ The NLSY cohort was 23 to 31 years old in 1988 and 28 to 36 years old in 1993. Hence, data on 28- to 31-year-old workers are available in both years.

¹¹ The number of unweighted observations in the smallest subgroups (particularly for Hispanics and high school dropouts) is about 100.

¹² The October 1996 issue of the *Monthly Labor Review* includes six articles that present results from the CPS supplement on contingent and alternative employment.

LABSTAT Available via World Wide Web

LABSTAT, the Bureau of Labor Statistics public data base, provides current and historical data for many BLS surveys as well as numerous news releases.

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