

**Changing Ethnic Diversity in the Workplace: What Can We Learn
From the 2004 WERS?**

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Table 1a: Changes in the proportion of non-white employees by industry sector

Industry	Frequencies				Proportion of Non-White Employees		
	Total No. of Non-whites	Total No. of Employees	Total No. of Non-whites	Total No. of Employees	1998	2004	% Change
	1998	1998	2004	2004			
Manufacturing	2276	27289	352	6777	8.34	5.19	-37.77
Electricity, Gas and Water	8	210	11	148	4.00	7.68	91.83
Construction	21	698	4	678	2.95	0.56	-81.10
Wholesale and Retail	200	2458	213	2238	8.12	9.54	17.47
Hotels and Restaurants	18	310	66	481	5.80	13.68	135.74
Transport and Communication	98	1934	233	2400	5.09	9.73	91.23
Financial Services	43	1422	62	3246	3.05	1.90	-37.65
Other Business Services	1681	15887	378	2615	10.58	14.45	36.57
Public Administration	99	2491	194	2707	3.97	7.18	80.72
Education	141	2611	427	4862	5.39	8.78	62.66
Health	770	10206	2346	16094	7.55	14.58	93.16
Other Community Services	28	453	59	630	6.16	9.39	52.30
Total	5384	65967	4346	42876	8.16	10.14	24.18

Source: WERS Cross Sections (Management Questionnaire) weighted

Table 1b: Changes in the proportion of female employees by industry sector

Industry	Frequencies				Proportion of Female Employees		
	Total No. of Female FT	Total No. of Employees	Total No. of Female FT	Total No. of Employees	1998	2004	% Change
	1998	1998	2004	2004			
Manufacturing	5817	30303	1340	7533	19.20	17.79	-7.32
Electricity, Gas and Water	71	241	54	161	29.57	33.25	12.45
Construction	122	759	89	721	16.00	12.36	-22.79
Wholesale and Retail	1579	2741	1524	2911	57.60	52.34	-9.14
Hotels and Restaurants	188	321	304	488	58.65	62.33	6.27
Transport and Communication	423	2254	673	2863	18.78	23.52	25.24
Financial Services	1072	2047	2383	5169	52.39	46.11	-11.99
Other Business Services	11728	16277	1553	3610	72.05	43.01	-40.30
Public Administration	1474	3319	1497	3106	44.40	48.18	8.53
Education	1532	2830	2855	5124	54.15	55.73	2.92
Health	9595	11947	14228	18897	80.31	75.29	-6.25
Other Community Services	235	557	425	1057	42.29	40.23	-4.86
Total	33838	73597	26925	51640	45.98	52.14	13.41

Source: WERS Cross Sections (Management Questionnaire) weighted

Table 2a: Changes in the proportion of non-white employees by industry sector

Industry	Proportion of Non-White Employees				% Change
	1998	2000	2002	2004	
Manufacturing	4.21	4.74	4.56	5.16	22.62
Electricity, Gas and Water	2.91	3.38	2.75	3.70	26.83
Construction	2.54	2.67	2.06	3.46	36.11
Wholesale and Retail	4.46	5.49	6.64	7.17	60.8
Hotels and Restaurants	8.16	6.71	9.38	10.97	34.48
Transport and Communication	6.20	6.55	7.73	8.70	40.35
Financial Services	4.68	5.80	6.07	6.98	49.21
Other Business Services	6.01	6.67	7.53	9.36	55.58
Public Administration	4.83	4.01	5.56	6.46	33.68
Education	3.48	3.60	4.16	5.40	55.16
Health	6.48	6.68	7.94	9.97	53.78
Other Community Services	4.76	4.09	5.10	4.47	-6.08
Total	4.91	5.21	6.01	7.1	44.66

Source: LFS Quarterly (Spring) weighted

Table 2b: Changes in the proportion of female employees by industry sector

Industry	Proportion of Female Employees				% Change
	1998	2000	2002	2004	
Manufacturing	27.13	26.54	25.97	25.17	-7.25
Electricity, Gas and Water	26.10	29.44	27.23	29.73	13.89
Construction	12.01	12.27	13.17	13.41	11.60
Wholesale and Retail	52.02	52.75	52.56	51.48	-1.04
Hotels and Restaurants	62.27	59.12	58.08	54.91	-11.83
Transport and Communication	24.83	25.96	24.81	24.09	-2.98
Financial Services	51.23	52.37	50.67	50.27	-1.87
Other Business Services	45.78	43.59	44.54	44.01	-3.86
Public Administration	44.65	45.67	49.20	48.34	8.26
Education	71.32	72.58	72.26	72.67	1.89
Health	81.51	81.62	81.73	80.46	-1.30
Other Community Services	46.10	45.67	47.71	44.40	-3.70
Total	46.90	47.18	48.18	48.39	3.16

Source: LFS Quarterly (Spring) weighted

Table 3a: Change in the proportion of non-white employees by sector (firms who keep record)

Industry	Frequencies				Proportion of Non-White Employees		
	Total No. of Non-whites	Total No. of Employees	Total No. of Non-whites	Total No. of Employees	1998	2004	% Change
	1998	1998	2004	2004			
Manufacturing	2160	23239	191	3776	9.30	5.07	-45.45
Electricity, Gas and Water	8	168	9	95	4.88	9.97	104.50
Construction	18	382	8	479	4.83	1.71	-64.54
Wholesale and Retail	172	1865	97	952	9.23	10.18	10.36
Hotels and Restaurants	14	185	5	79	7.44	6.89	-7.34
Transport and Communication	55	1401	170	1289	3.90	13.22	238.89
Financial Services	35	1052	43	933	3.33	4.65	39.67
Other Business Services	1535	14749	177	1283	10.41	13.79	32.52
Public Administration	90	1749	189	2555	5.13	7.40	44.30
Education	127	2171	418	4529	5.85	9.23	57.97
Health	710	9136	2150	14970	7.77	14.36	84.78
Other Community Services	19	226	53	497	8.62	10.70	24.17
Total	4944	56323	3513	31437	8.78	11.17	27.30

Source: WERS Cross Sections (Management Questionnaire) weighted

Table 4a: Change in the proportion of non-white employees by sector (firms who do not keep record)

Industry	Frequencies				Proportion of Non-White Employees		
	Total No. of Non-whites	Total No. of Employees	Total No. of Non-whites	Total No. of Employees	1998	2004	% Change
	1998	1998	2004	2004			
Manufacturing	116	4049	160	3001	2.86	5.34	86.48
Electricity, Gas and Water	0	42	2	52	0.54	3.53	559.75
Construction	2	316	3	199	0.69	1.37	99.19
Wholesale and Retail	27	593	116	1286	4.63	9.06	95.61
Hotels and Restaurants	4	125	60	402	3.38	15.02	344.08
Transport and Communication	44	533	63	1111	8.2	5.68	-30.77
Financial Services	8	370	18	2313	2.26	0.79	-64.91
Other Business Services	146	1137	201	1332	12.86	15.09	17.38
Public Administration	9	741	5	152	1.25	3.46	177.6
Education	14	440	8	334	3.17	2.53	-19.98
Health	60	1070	196	1124	5.63	17.47	210.44
Other Community Services	8	227	6	133	3.71	4.46	20.01
Total	440	9644	840	11439	4.56	7.34	60.91

Source: WERS Cross Sections (Management Questionnaire) weighted

Table 3b: Change in the proportion of female employees by sector (firms who keep record)

Industry	Frequencies				Proportion of Female Employees		
	Total No. of Female 1998	Total No. of Employees 1998	Total No. of Female 2004	Total No. of Employees 2004	1998	2004	% Change
Manufacturing	4781	27264	622	4810	17.53	12.92	-26.29
Electricity, Gas and Water	59	197	41	118	30.12	35.06	16.38
Construction	46	442	57	491	10.37	11.54	11.20
Wholesale and Retail	881	1432	734	1267	61.50	57.88	-5.88
Hotels and Restaurants	71	108	69	97	65.90	71.42	8.38
Transport and Communication	300	1694	372	1821	17.70	20.42	15.38
Financial Services	796	1535	1232	2680	51.84	45.98	-11.31
Other Business Services	10828	14753	960	2260	73.39	42.46	-42.15
Public Administration	1181	2700	1421	2900	43.75	49.01	12.03
Education	1159	2190	2692	4892	52.94	55.03	3.95
Health	7593	9638	12722	16863	78.78	75.44	-4.24
Other Community Services	140	352	370	916	39.84	40.34	1.25
Total	27834	62306	21291	39116	44.67	54.43	21.84

Source: WERS Cross Sections (Management Questionnaire) weighted

Table 4b: Change in the proportion of female employees by sector (firms who do not keep record)

Industry	Frequencies				Proportion of Female Employees		
	Total No. of Female 1998	Total No. of Employees 1998	Total No. of Female 2004	Total No. of Employees 2004	1998	2004	% Change
Manufacturing	1036	3039	718	2723	34.10	26.39	-22.63
Electricity, Gas and Water	12	44	12	44	27.09	28.42	4.92
Construction	76	317	32	229	23.87	14.12	-40.86
Wholesale and Retail	698	1309	790	1644	53.34	48.07	-9.89
Hotels and Restaurants	117	213	235	391	54.98	60.07	9.25
Transport and Communication	124	560	302	1042	22.06	28.95	31.22
Financial Services	276	512	1151	2489	54.03	46.24	-14.41
Other Business Services	901	1524	593	1350	59.10	43.94	-25.65
Public Administration	292	619	76	207	47.25	36.63	-22.48
Education	373	640	163	232	58.27	70.35	20.74
Health	2003	2310	1506	2033	86.71	74.08	-14.56
Other Community Services	95	205	55	140	46.48	39.56	-14.89
Total	6004	11292	5635	12524	53.17	44.99	-15.38

Source: WERS Cross Sections (Management Questionnaire) weighted

Table 5a: Changes in the proportion of non-white employees by industry sector

Industry	Frequencies				Proportion of Non-White Employees		
	Total No. of Non-whites	Total No. of Employees	Total No. of Non-whites	Total No. of Employees	1998	2004	% Change
	1998	1998	2004	2004			
Manufacturing	3200	59859	1526	41949	5.35	3.64	-31.95
Electricity, Gas and Water	43	5016	110	12157	0.86	0.90	5.55
Construction	260	5976	220	7019	4.35	3.13	-27.96
Wholesale and Retail	1509	21517	2380	21410	7.01	11.12	58.51
Hotels and Restaurants	496	4721	495	4357	10.51	11.36	8.14
Transport and Communication	864	14702	1353	17165	5.88	7.88	34.13
Financial Services	196	12190	627	11272	1.61	5.56	245.95
Other Business Services	1083	16789	1590	21425	6.45	7.42	15.05
Public Administration	1129	32638	1619	35935	3.46	4.51	30.24
Education	865	27899	2053	36027	3.10	5.70	83.79
Health	3646	50694	8474	77779	7.19	10.89	51.48
Other Community Services	408	10633	713	17618	3.84	4.05	5.47
Total	13699	262634	21160	304113	5.22	6.96	33.40

Source: WERS Panel Questionnaire unweighted

Table 5b: Changes in the proportion of female employees by industry sector

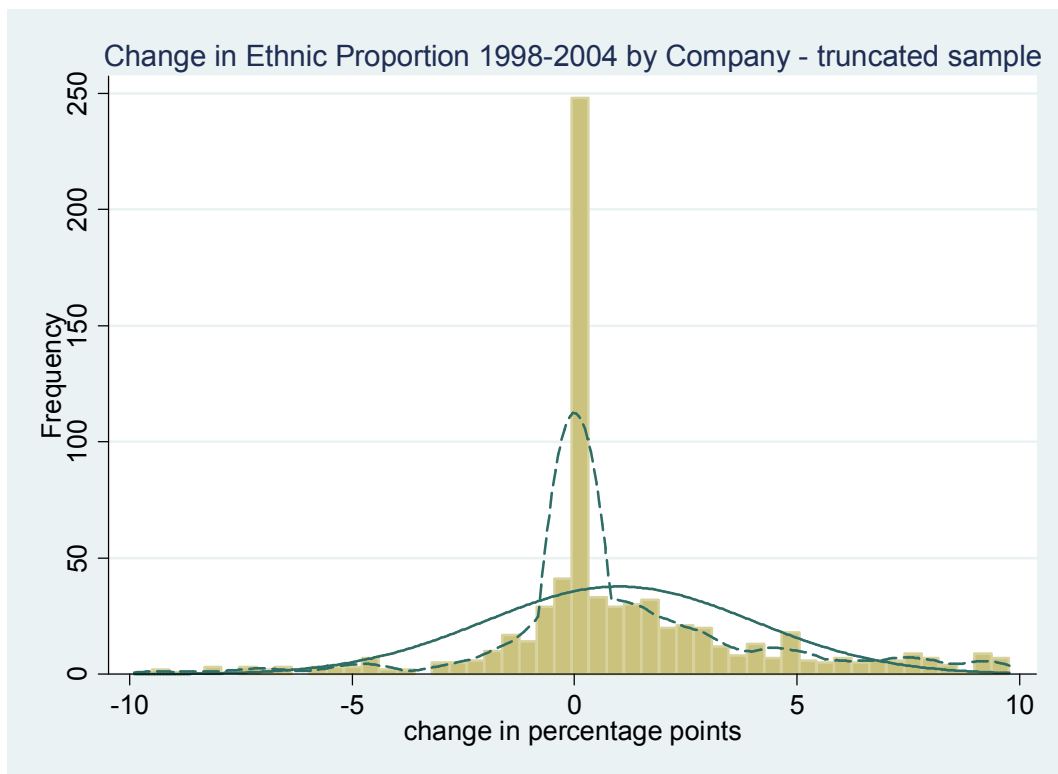
Industry	Frequencies				Proportion of Female Employees		
	Total No. of Female	Total No. of Employees	Total No. of Female	Total No. of Employees	1998	2004	% Change
	1998	1998	2004	2004			
Manufacturing	13793	67121	8349	42509	20.55	19.64	-4.42
Electricity, Gas and Water	1236	5699	2775	14081	21.69	19.71	-9.13
Construction	1192	7943	1189	8278	15.01	14.36	-4.29
Wholesale and Retail	12792	22923	12430	23543	55.80	52.80	-5.39
Hotels and Restaurants	3248	5398	2437	4683	60.17	52.04	-13.51
Transport and Communication	3035	14899	5445	18300	20.37	29.75	46.06
Financial Services	7002	12250	6420	11317	57.16	56.73	-0.75
Other Business Services	9075	18378	11504	25068	49.38	45.89	-7.06
Public Administration	15795	35615	17911	38233	44.35	46.85	5.63
Education	16403	28644	21569	36167	57.27	59.64	4.14
Health	41077	50949	61309	78299	80.62	78.30	-2.88
Other Community Services	4429	11219	7862	18561	39.48	42.36	7.30
Total	129077	281038	159200	319039	45.93	49.90	8.65

Source: WERS Panel Questionnaire unweighted

Table 6a: Changes in non-white proportions by changes in record keeping

Change in non-white company workforce		No Rec98	No Rec98	Rec98	Rec98	Total
		No Rec04	Rec04	No Rec04	Rec04	
More than -5% points	freq	8	7	6	19	40
	col %	2.77	4.55	6.19	6.96	4.92
Between -5% and 0 points	freq	47	27	20	57	151
	col %	16.26	17.53	20.62	20.88	18.57
No Change	freq	109	45	25	30	209
	col %	37.72	29.22	25.77	10.99	25.71
Between 0% and 5% points	freq	84	49	25	109	267
	col %	29.07	31.82	25.77	39.93	32.84
More than 5% points	freq	41	26	21	58	146
	col %	14.19	16.88	21.65	21.25	17.96
Total	freq	289	154	97	273	813
	col %	100	100	100	100	100

Source: WERS Panel Questionnaire

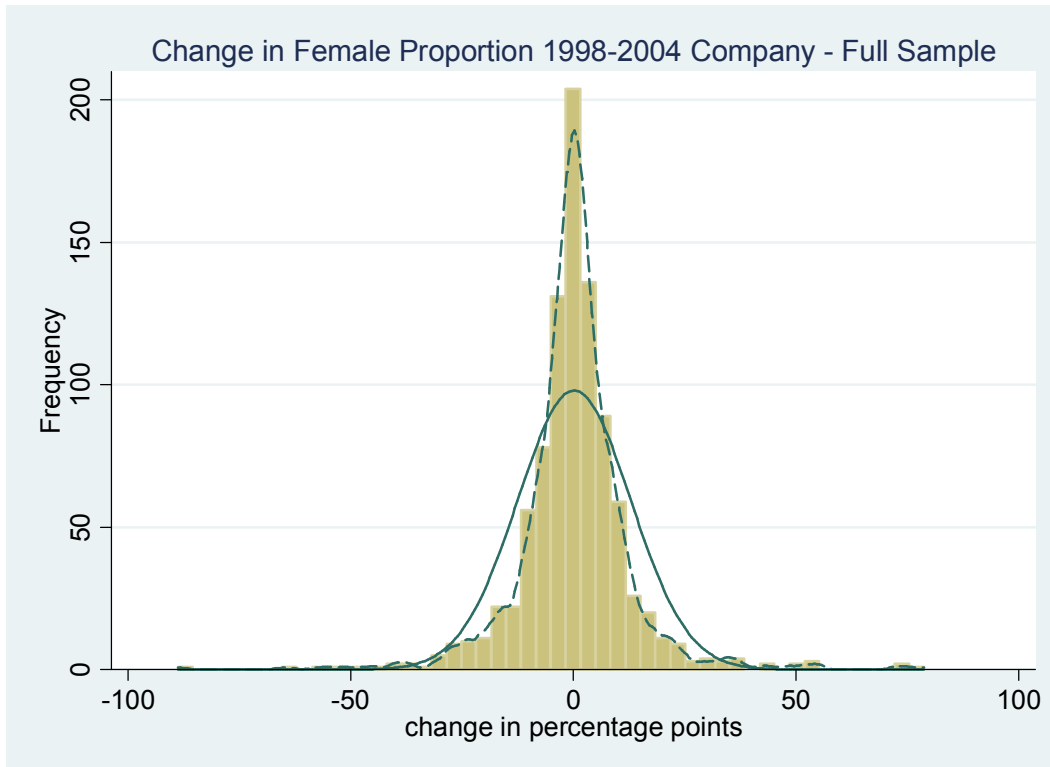


Note: There are 209 observations which take the value 0. This makes up 25.71% of the sample

Table 6b: Changes in the female proportions by changes in record keeping

Change in female company proportion		No Rec98 No Rec04	No Rec98 Rec04	Rec98 No Rec04	Rec98 Rec04	Total
More than -25% points	freq	7	6	4	9	26
	col %	2.15	3.47	2.92	2.98	2.77
Between -25% and -5% points	freq	82	43	32	42	199
	col %	25.15	24.86	23.36	13.91	21.22
Between -5% and 5% points	freq	159	81	75	155	470
	col %	48.77	46.82	54.74	51.32	50.11
Between 5% and 25% points	freq	72	39	24	80	215
	col %	22.09	22.54	17.52	26.49	22.92
More than 25% points	freq	6	4	2	16	28
	col %	1.84	2.31	1.46	5.30	2.99
Total	freq	326	173	137	302	938
	col %	100	100	100	100	100

Source: WERS Panel Questionnaire



Note: There are 15 obs which take the value 0. This makes up 0.86% of sample

Table 7
Marginal Effects of Percentage Point Change in Proportion of Non-Whites

Variable	Category	< -5%	> -5% & < 0%	zero	> 0% & < 5%	> 5%
	BASE = -5% to +5% change					
JOB DESTRUCTION	-100% to -50%	0.061 0.041	0.110 0.005	0.026 0.000	-0.096 0.015	-0.101 0.000
	-50% to -25%	0.025 0.180	0.055 0.121	0.021 0.036	-0.044 0.156	-0.057 0.080
	-25% to -5%	-0.003 0.834	-0.007 0.834	-0.003 0.841	0.005 0.834	0.008 0.834
JOB CREATION	5% to 20%	0.023 0.171	0.051 0.121	0.020 0.052	-0.040 0.150	-0.055 0.087
	25% to 50%	-0.001 0.968	-0.001 0.968	-0.001 0.968	0.001 0.968	0.002 0.968
	50% plus	-0.013 0.246	-0.034 0.271	-0.019 0.327	0.022 0.230	0.043 0.308
KEEP ETHNIC RECORDS	BASE = No Rec98-No Rec04					
	No Record in 1998 - Record in 2004	0.000 0.992	0.000 0.992	0.000 0.992	0.000 0.992	0.000 0.992
	Record in 1998 - No Record in 2004	-0.001 0.912	-0.003 0.912	-0.002 0.912	0.002 0.912	0.004 0.912
	Record in 1998 - Record in 2004	0.001 0.897	0.003 0.897	0.001 0.897	-0.002 0.897	-0.004 0.897
EQUAL OPPORTUNITIES POLICY	BASE = No EO in 98 - No EO in 04					
	No EO in 1998 - EO in 2004	0.010 0.555	0.025 0.535	0.011 0.478	-0.019 0.549	-0.028 0.509
	EO in 1998 - No EO in 2004	-0.028 0.005	-0.096 0.026	-0.075 0.129	0.039 0.000	0.160 0.124
	EO in 1998 - EO in 2004	-0.008 0.617	-0.020 0.603	-0.009 0.582	0.014 0.617	0.022 0.589
FAMILY FRIENDLY POLICIES	BASE = None					
	1 Point	0.004 0.689	0.010 0.682	0.005 0.667	-0.007 0.682	-0.012 0.674
	2 Points	-0.006 0.509	-0.017 0.522	-0.009 0.549	0.011 0.509	0.020 0.535
	3 Points	-0.010 0.317	-0.026 0.337	-0.014 0.384	0.017 0.308	0.032 0.368
	4 Points	-0.003 0.795	-0.008 0.795	-0.004 0.803	0.005 0.795	0.009 0.803
	5 Points	0.005 0.787	0.012 0.779	0.006 0.764	-0.009 0.787	-0.014 0.772
	6 Points	-0.029 0.005	-0.100 0.032	-0.082 0.153	0.038 0.001	0.173 0.150
	Max Points	0.067 0.503	0.113 0.317	0.020 0.267	-0.103 0.407	-0.098 0.180
INDUSTRY	BASE = Manufacturing					
	Electricity, Gas and Water	0.045 0.337	0.086 0.204	0.022 0.000	-0.074 0.271	-0.079 0.110
	Construction	-0.001 0.936	-0.004 0.936	-0.002 0.936	0.003 0.936	0.004 0.936
	Wholesale and Retail	-0.025 0.004	-0.076 0.010	-0.051 0.046	0.042 0.000	0.111 0.035
	Hotels and Restaurants	-0.038 0.000	-0.141 0.000	-0.132 0.000	0.024 0.303	0.287 0.000
	Transport and Communication	-0.021 0.026	-0.065 0.057	-0.044 0.142	0.036 0.004	0.094 0.121
	Financial Services	-0.037 0.000	-0.140 0.000	-0.134 0.001	0.019 0.516	0.292 0.002
	Other Business Services	-0.022 0.021	-0.066 0.044	-0.043 0.116	0.037 0.004	0.094 0.097
	Public Administration	-0.015 0.267	-0.041 0.312	-0.024 0.395	0.026 0.238	0.054 0.368
	Education	-0.023 0.048	-0.068 0.078	-0.043 0.156	0.039 0.020	0.094 0.136
	Health	-0.038 0.000	-0.125 0.000	-0.098 0.004	0.049 0.000	0.212 0.004
	Other Community Services	-0.030 0.000	-0.100 0.001	-0.077 0.024	0.043 0.000	0.163 0.020
	Changed Industry	-0.003 0.857	-0.006 0.849	-0.003 0.849	0.005 0.857	0.007 0.849

Table 7
Marginal Effects of Percentage Point Change in Proportion of Non-Whites (cont.)

Variable	Category	< -5%	> -5% & < 0%	zero	> 0% & < 5%	> 5%
FIRM SIZE 1998	BASE = Small (less than 50)					
	Medium Sized (50 to 250)	-0.026 0.003	-0.066 0.002	-0.033 0.003	0.046 0.002	0.080 0.002
	Large Sized (250+)	-0.014 0.116	-0.038 0.131	-0.021 0.177	0.025 0.107	0.048 0.156
TAKEOVER 1998-2004	BASE = None					
	Takover/merger/acquisition	0.024 0.085	0.053 0.048	0.020 0.009	-0.041 0.069	-0.055 0.025
SINGLE ESTABLISHMENT	BASE = Multiple establishments					
	Single establishment	-0.002 0.818	-0.006 0.818	-0.003 0.818	0.004 0.818	0.007 0.818
	Sole uk establishment of foreign org.	0.015 0.610	0.034 0.569	0.013 0.465	-0.026 0.596	-0.036 0.529
COMPANY STATUS 1998	BASE = Private sector company - plc					
	Private sector - other	0.015 0.162	0.036 0.139	0.016 0.110	-0.027 0.153	-0.041 0.121
	Public sector	0.012 0.358	0.031 0.337	0.014 0.317	-0.022 0.347	-0.035 0.327
FINANCIAL PERFORMANCE 1998	BASE = A lot better than average					
	Better than average	0.000 0.968	0.001 0.968	0.001 0.968	-0.001 0.968	-0.001 0.968
	About average for industry	0.004 0.734	0.010 0.726	0.005 0.726	-0.007 0.734	-0.011 0.726
	Below average	-0.009 0.522	-0.024 0.549	-0.013 0.589	0.016 0.516	0.030 0.575
	Otherwise	-0.005 0.697	-0.012 0.704	-0.006 0.719	0.008 0.697	0.014 0.711
PROPORTION FEMALES 1998	BASE = 0% to 20%					
	20% to 40%	-0.002 0.849	-0.005 0.849	-0.003 0.857	0.004 0.849	0.006 0.849
	40% to 60%	-0.003 0.772	-0.009 0.772	-0.005 0.779	0.006 0.772	0.011 0.779
	60% to 80%	-0.011 0.342	-0.031 0.373	-0.017 0.424	0.020 0.332	0.038 0.407
	80% to 100%	-0.012 0.358	-0.031 0.379	-0.017 0.424	0.021 0.347	0.039 0.407
PROPORTION NONWHITES 1998	BASE = 0% to 1%					
	1% to 5%	0.004 0.624	0.010 0.617	0.005 0.610	-0.008 0.624	-0.012 0.617
	5% to 10%	0.013 0.373	0.031 0.337	0.013 0.250	-0.024 0.363	-0.033 0.298
	10%+	0.010 0.407	0.025 0.390	0.011 0.322	-0.019 0.407	-0.027 0.358
PROPORTION OF PART-TIME 1998	BASE = 0% to 20%					
	20% to 40%	-0.003 0.810	-0.007 0.810	-0.003 0.818	0.005 0.810	0.008 0.810
	40% to 60%	0.011 0.472	0.027 0.441	0.012 0.379	-0.020 0.465	-0.029 0.412
	60% to 80%	-0.005 0.667	-0.014 0.674	-0.007 0.697	0.010 0.667	0.017 0.689
		0.020 0.430	0.044 0.363	0.017 0.208	-0.035 0.407	-0.046 0.308
Number of obs = 803	Sample Freq	0.049	0.187	0.254	0.329	0.182
LR chi2(49) = 97.53	Prob at means	0.038	0.180	0.269	0.348	0.165
Prob > chi2 = 0.0000						
Pseudo R2 = 0.0409						
Log likelihood = -1142.9543						

Table 8
Marginal Effects of Percentage Point Change in Proportion of Females

Variable	Category	< -25%	> -25% & < -5%	> -5% & < -5%	> 5% & < 25%	> 25%
	BASE = -5% to +5% change					
JOB DESTRUCTION	-100% to -50%	0.009	0.048	-0.005	-0.046	-0.006
		0.384	0.327	0.653	0.285	0.246
	-50% to -25%	0.004	0.020	-0.001	-0.021	-0.003
		0.631	0.617	0.865	0.603	0.589
	-25% to -5%	0.002	0.014	0.000	-0.015	-0.002
		0.726	0.711	0.936	0.711	0.704
JOB CREATION	5% to 20%	-0.001	-0.003	0.000	0.003	0.000
		0.928	0.928	0.944	0.928	0.928
	25% to 50%	0.007	0.037	-0.003	-0.037	-0.005
		0.418	0.373	0.711	0.347	0.317
	50% plus	0.001	0.009	0.000	-0.009	-0.001
		0.826	0.826	0.976	0.826	0.818
KEEP ETHNIC RECORDS	BASE = No Rec98-No Rec04					
	No Record in 1998 - Record in 2004	0.003	0.017	0.000	-0.017	-0.002
		0.589	0.575	0.897	0.569	0.555
	Record in 1998 - No Record in 2004	0.003	0.015	0.000	-0.015	-0.002
		0.653	0.646	0.904	0.631	0.624
	Record in 1998 - Record in 2004	-0.011	-0.074	-0.009	0.082	0.013
		0.011	0.006	0.258	0.010	0.033
EQUAL OPPORTUNITIES POLICY	BASE = No EO in 98 - No EO in 04					
	No EO in 1998 - EO in 2004	0.018	0.088	-0.016	-0.080	-0.010
		0.177	0.091	0.418	0.055	0.038
	EO in 1998 - No EO in 2004	0.026	0.112	-0.033	-0.095	-0.010
		0.317	0.165	0.478	0.089	0.037
	EO in 1998 - EO in 2004	0.007	0.045	0.005	-0.049	-0.008
		0.271	0.294	0.596	0.317	0.368
FAMILY FRIENDLY POLICIES	BASE = None					
	1 Point	0.002	0.011	0.000	-0.012	-0.002
		0.711	0.704	0.976	0.704	0.697
	2 Points	0.002	0.011	0.000	-0.011	-0.002
		0.749	0.741	0.976	0.741	0.734
	3 Points	0.000	-0.002	0.000	0.002	0.000
		0.952	0.952	0.960	0.952	0.952
	4 Points	0.001	0.008	0.000	-0.008	-0.001
		0.834	0.826	1.000	0.826	0.826
	5 Points	-0.001	-0.006	0.000	0.007	0.001
	0.897	0.904	0.936	0.904	0.904	
6 Points	0.003	0.016	0.000	-0.016	-0.002	
	0.865	0.857	0.944	0.849	0.849	
	Max Points	0.056	0.184	-0.090	-0.137	-0.013
		0.478	0.211	0.529	0.084	0.011
INDUSTRY	BASE = Manufacturing					
	Electricity, Gas and Water	-0.014	-0.128	-0.086	0.182	0.046
		0.001	0.004	0.250	0.032	0.208
	Construction	-0.009	-0.068	-0.019	0.081	0.015
		0.075	0.124	0.465	0.180	0.289
	Wholesale and Retail	-0.011	-0.084	-0.025	0.101	0.019
		0.011	0.018	0.276	0.040	0.121
	Hotels and Restaurants	-0.008	-0.060	-0.014	0.070	0.012
		0.139	0.190	0.529	0.246	0.342
	Transport and Communication	-0.012	-0.094	-0.037	0.120	0.024
		0.005	0.009	0.250	0.033	0.129
	Financial Services	-0.019	-0.190	-0.243	0.307	0.146
		0.000	0.000	0.001	0.000	0.011
	Other Business Services	-0.007	-0.045	-0.007	0.051	0.008
		0.230	0.267	0.582	0.308	0.373
	Public Administration	-0.019	-0.165	-0.123	0.239	0.069
		0.000	0.000	0.023	0.000	0.025
	Education	-0.025	-0.212	-0.193	0.314	0.116
		0.000	0.000	0.001	0.000	0.006
	Health	-0.023	-0.202	-0.183	0.301	0.108
	0.000	0.000	0.001	0.000	0.006	
Other Community Services	-0.015	-0.125	-0.069	0.170	0.040	
	0.000	0.000	0.112	0.003	0.064	
Changed Industry	-0.016	-0.079	0.015	0.071	0.008	
	0.147	0.072	0.390	0.038	0.027	

Table 8
Marginal Effects of Percentage Point Change in Proportion of Females (cont.)

Variable	Category	< -5%	> -5% & < 0%	zero	> 0% & < 5%	> 5%
FIRM SIZE 1998	BASE = Small (less than 50)					
	Medium Sized (50 to 250)	0.004 0.363	0.024 0.352	0.000 0.841	-0.025 0.347	-0.004 0.352
	Large Sized (250+)	0.026 0.008	0.126 0.000	-0.021 0.131	-0.116 0.000	-0.014 0.001
TAKEOVER 1998-2004	BASE = None					
	Takover/merger/acquisition	0.012 0.110	0.061 0.056	-0.008 0.407	-0.058 0.037	-0.007 0.032
SINGLE ESTABLISHMENT	BASE = Multiple establishments					
	Single establishment	0.004 0.435	0.025 0.412	-0.001 0.810	-0.025 0.395	-0.003 0.384
	Sole uk establishment of foreign org.	-0.007 0.317	-0.051 0.390	-0.011 0.674	0.059 0.441	0.010 0.516
COMPANY STATUS 1998	BASE = Private sector company - plc					
	Private sector - other	0.006 0.271	0.034 0.242	-0.001 0.810	-0.034 0.230	-0.005 0.230
	Public sector	0.007 0.347	0.039 0.322	-0.001 0.857	-0.039 0.308	-0.005 0.308
FINANCIAL PERFORMANCE 1998	BASE = A lot better than average					
	Better than average	-0.007 0.153	-0.044 0.147	-0.003 0.542	0.047 0.156	0.007 0.187
	About average for industry	-0.010 0.037	-0.065 0.033	-0.008 0.337	0.072 0.046	0.011 0.087
	Below average	0.004 0.667	0.023 0.646	-0.001 0.857	-0.023 0.631	-0.003 0.610
	Otherwise	-0.006 0.204	-0.042 0.230	-0.006 0.549	0.046 0.263	0.007 0.317
PROPORTION FEMALES 1998	BASE = 0% to 20%					
	20% to 40%	-0.013 0.009	-0.085 0.006	-0.017 0.219	0.098 0.013	0.017 0.050
	40% to 60%	-0.020 0.000	-0.151 0.000	-0.061 0.032	0.191 0.000	0.041 0.009
	60% to 80%	-0.023 0.000	-0.188 0.000	-0.132 0.004	0.265 0.000	0.077 0.005
	80% to 100%	-0.032 0.000	-0.245 0.000	-0.185 0.000	0.342 0.000	0.121 0.001
PROPORTION NONWHITES 1998	BASE = 0% to 1%					
	1% to 5%	-0.006 0.134	-0.035 0.134	-0.003 0.490	0.038 0.150	0.006 0.187
	5% to 10%	-0.004 0.373	-0.028 0.401	-0.003 0.660	0.030 0.424	0.005 0.459
	10%+	0.003 0.582	0.018 0.569	0.000 0.865	-0.018 0.555	-0.002 0.542
PROPORTION OF PART-TIME 1998	BASE = 0% to 20%					
	20% to 40%	-0.002 0.631	-0.015 0.638	-0.001 0.787	0.016 0.646	0.002 0.660
	40% to 60%	0.010 0.276	0.053 0.211	-0.006 0.575	-0.051 0.174	-0.006 0.144
	60% to 80%	-0.003 0.569	-0.022 0.582	-0.002 0.764	0.023 0.596	0.004 0.617
	80% to 100%	-0.007 0.317	-0.045 0.373	-0.008 0.660	0.052 0.418	0.009 0.484
Number of obs = 870	Sample Freq	0.030	0.215	0.502	0.228	0.025
LR chi2(51) = 170.16	Prob at means	0.030	0.215	0.502	0.228	0.025
Prob > chi2 = 0.0000						
Pseudo R2 = 0.0807						
Log likelihood = -968.56995						