

TABLE V  
OLS WAGE REGRESSION ESTIMATES FOR SECRETARIES  
(DEPENDENT VARIABLE: ln (HOURLY WAGE))

Independent variable	October 1984 (1)	October 1989 (2)
Intercept	1.387 (0.019)	1.208 (0.180)
Uses computer at work (1 = yes)	0.059 (0.024)	0.093 (0.030)
Years of education	0.014 (0.008)	0.035 (0.008)
Experience	0.009 (0.003)	0.024 (0.004)
Experience-squared ÷ 100	-0.007 (0.008)	-0.047 (0.009)
Black (1 = yes)	-0.079 (0.012)	0.065 (0.053)
Other race (1 = yes)	-0.095 (0.080)	0.065 (0.074)
Part-time (1 = yes)	-0.321 (0.031)	-0.160 (0.034)
Lives in SMSA (1 = yes)	0.159 (0.024)	0.152 (0.025)
Female (1 = yes)	0.090 (0.166)	0.146 (0.127)
Married (1 = yes)	0.422 (0.219)	-0.027 (0.027)
Married*Female	-0.387 (0.220)	—
Union member (1 = yes)	0.016 (0.040)	0.046 (0.046)
$R^2$	0.256	0.222

*Notes.* Standard errors are shown in parentheses. Sample size is 751 for 1984 and 618 for 1989. Regressions also include three region dummy variables. Mean (standard deviation) of the dependent variable for column (1) is 1.86 (0.36), and for column (2) is 2.08 (0.34).