

TABLE 7  
DISPARITIES BETWEEN EXPECTED AND ACTUAL FEMALE  
FULL TIME COMMISSION SALES HIRES AS ADJUSTED BY  
THE MULTICELL ANALYSIS, NATIONWIDE, BY YEAR,  
1973-1980

Year	Total	Percent Exp.	Female Act.	Number Exp.	Female Act.	Diff.	Z
1973	4573	33.5	17.6	1532	809	723	22.7
1974	2630	44.6	22.5	1173	593	580	22.8
1975	1785	43.9	31.1	784	555	229	10.9
1976	3113	39.6	31.4	1233	979	254	9.3
1977	2457	43.1	32.6	1059	802	257	10.5
1978	1076	43.1	36.6	485	394	91	5.6
1979	570	42.4	40.5	242	231	11	0.9
1980	345	43.8	30.7	151	106	45	4.9
All Years	16549	40.3	27.0	6669	4469	2200	34.9

Part time commission sales hires were younger, less educated, less experienced, and less likely to have indicated a preference for commission sales on the application than full time hires (PX 14; PX Siskin Rebuttal 2A). The analyses of characteristics for part time thus reduced the expected female proportion of hires considerably less than for full time; the logit and multicell reduced the 66.2% female proportion of hires applicants to an expected female proportion of part time commission sales hires of 63.3% and 56.8%, respectively (PX 1 at 63; PX Siskin 80 (cor. Jan. 24, 1985); Tr. 6763). Using an adjustment based on the lower of these figures, there were statistically significant disparities (beyond three standard deviations) between expected and actual female part time commission sales hires in all years in all territories, except for the Eastern Territory in 1975 and Midwestern Territory in 1975 and 1976. These disparities are set out in Tables 8 and 9.<sup>32</sup>

<sup>32</sup> The information in Tables 8 and 9 is drawn from PX Siskin 80 (cor. Jan. 24, 1985), which presents the same information by territory. The four-territory analysis set out in Table 8 is an aggregation of the figures presented by territory with the z-value calculated by the formula referenced *supra*, p. 22, note 28. PX Siskin 81 (cor. Jan. 24, 1985) presents this same analysis by prod-