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Career Development Survey, 1992: A Question of Equity, Women, and the Glass Ceiling in the Federal Government

Record Group 479 Records of the Merit Systems Protection Board

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List of Documentation

Career Development Survey, 1992: A Question of Equity, Women and the Glass Ceiling in the Federal Government

NN3-479-94-001

Records of the Merit Systems Protection Board

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- Final Report - "A Question of Equity, Women and the Glass Ceiling in the Federal Government" (Washington, DC: Merit Systems Protection Board, October 199255

Prepared by: Theodore J. Hull, Archives Specialist
Date: November 3, 1994

DOCUMENTATION FOR THE 1991 CAREER DEVELOPMENT SURVEY

A survey was conducted by the U.S. Merit Systems Protection Board in 1991 to look at the factors which affect the career advancement of federal employees and to determine if there are barriers which restrict the movement of women into management positions. A copy of the survey can be found in Appendix 1.

Disproportionate stratified random sampling procedures were used in conducting the survey. Therefore, when analyzing the data, weighting procedures should be in effect so that results of the analysis will be representative of the federal workforce in the grade levels surveyed.

Two different data files are available for this survey. The first file is a raw data file (labeled **CAREER**). Enclosed in Appendix 2 you will find:

- File specifications/layout for the raw data file;
- Table 1, which depicts the strata used in sampling;
- Table 2, which depicts the population and respondent counts for the different strata used in the survey.

In order to protect the anonymity of our survey respondents, one of the demographic variables (Question # 39) has been set to zero in the raw data file.

Again, if the raw data file is used, it is important to weight the survey results since disproportionate stratified random sampling was used. For weighting purposes, the numbers in the matrix in Table 1 represent individual strata used in sampling procedures (total strata = 138). Each of the 138 strata can be defined using demographic questions from the survey. For example, Stratum # 1, which includes Senior Executive Service women employees from the Department of Agriculture, would be "defined" by selecting respondents for inclusion in the stratum using survey questions # 1a, 1b, 38, and 48. Once all the strata have been defined, weights can be assigned for each stratum according to Table 2.

The second data file is an SPSS (Statistical Package for the Social Sciences) system file (labeled **CAREERZX**). This file was created via an SPSS EXPORT command so that it can be run on a variety of hardware systems. However, an IMPORT command using the SPSS software will be needed to run this file. The system file contains a data dictionary with the file layout, variable labels (i.e., survey questions), value labels (i.e., response categories for the questions), strata definitions, and weights already built into the file. Therefore, after calling up the file with an IMPORT command, one can immediately begin running SPSS statistical procedures on the data.

The only documentation needed to run analyses on the CAREERZX file is a list of the variable names (with corresponding survey question numbers). This list can be found in Appendix 3. A copy of the SPSS statements used to define the weighting strata can also be found in Appendix 3. The SPSS system file can be run weighted simply by inserting the following command into the SPSS analysis program:

WEIGHT BY STRATWGT

Omitting this statement will enable one to run the file unweighted; however, such analyses are not recommended due to the disproportionate sampling procedures used.

A copy of the report issued by the U.S. Merit Systems Protection Board based in part on the results from this survey can be obtained from:

U.S. Merit Systems Protection Board
Office of Policy and Evaluation
ATTN: Katherine Naff
1120 Vermont Avenue, NW
Washington, DC 20419

You may also contact Ms. Naff by telephone to discuss these data files (202-653-6772, ext. 1338).

APPENDIX 1

APPENDIX 1



U.S. MERIT SYSTEMS PROTECTION BOARD
Washington, D.C. 20419

Dear Colleague:

We need your help with a study of career development in the Federal Government. You're part of a relatively small group of Federal employees selected randomly to participate in the survey. Results from this survey will be reported to Congress and the President and made available to the public. Your views will represent those of over 900,000 employees at grades 9 and above. Your answers are important!

The U.S. Merit Systems Protection Board, an independent Federal agency, is responsible for monitoring the health of the Federal personnel system. One of our studies this year involves looking at how employees at upper grade levels have managed their careers, and what factors may aid or impede career advancement. For the survey to reflect the true thoughts and experiences of Federal employees, it is extremely important that all people in this scientific sample complete, and return their questionnaires.

Your answers will be kept strictly confidential. All answers will be combined so that individual responses cannot be identified. It is essential that you do not put your name anywhere on this booklet and do not ask anyone else to fill it out.

Please return the completed questionnaire in the enclosed postpaid envelope within 5 days after you receive it. *It should take about 20 to 30 minutes to complete.* If you would like a copy of the report to be published about the survey, please write to us at the address shown on the next page. If you have any questions about the survey, please contact Katherine Naff on (202 or FTS) 653-7833.

Thank you for your assistance.

Sincerely,

A handwritten signature in cursive script that reads "Evangeline W. Swift".

Evangeline W. Swift
Director, Policy and Evaluation



The Bicentennial of the U.S. Constitution 1787-1987



U.S. Merit Systems Protection Board
Washington, DC 20419

SURVEY ON CAREER DEVELOPMENT IN THE FEDERAL SERVICE

PRIVACY ACT NOTICE

Collection of the requested information is authorized by the Civil Service Reform Act of 1978 (5 U.S.C. 1205a). The information you provide will be used to evaluate and improve Federal personnel policies and practices. Your participation in this survey is voluntary and none of the information you choose to supply will be associated with you individually.

REPORT REQUEST ADDRESS

If you would like a copy of the report published about the survey, please address your request to:

U.S. Merit Systems Protection Board
Office of Policy and Evaluation
1120 Vermont Avenue, NW
Washington, DC 20419

Note: The report will be available approximately September 1992.

General Directions: Please read the survey Marking Instructions carefully and answer each question in the way that best reflects your personal opinions and experiences. There are no right or wrong answers.

MARKING INSTRUCTIONS

- Make heavy black marks that completely fill the circle.
- Erase any changes cleanly and completely.
- Do not make any stray marks in this booklet.
- Please do not fold this document.
- Answer each question except when directed to skip a section.
- Read the questions carefully before selecting an answer.
- If you select an answer that is not identified in the list of options, write only in the space provided.



CORRECT MARK



INCORRECT MARKS



You will be asked to give numbers for some answers.



- Write the number in the boxes, making sure the LAST NUMBER is always placed in the RIGHT-HAND BOX.

- Fill in the UNUSED boxes with ZEROES.

- Then mark the matching circle below each box.

0	1	2	4
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

DO NOT WRITE IN THIS AREA

SECTION 1: WORK EXPERIENCE

1. What was the pay plan and grade of your first full-time, permanent, civilian position in the Federal Government?

a. Pay Plan:

- GS
- GM
- ES (SES)
- VM, VN, VP or other Title 38 pay plan
- FP or Foreign Service plan
- WG or other blue-collar plan
- Don't know
- Other (Please specify) →

b. Pay Grade or Level:

- 1
- 6
- 11
- 16
- 2
- 7
- 12
- 17
- 3
- 8
- 13
- 18
- 4
- 9
- 14
- Other
- 5
- 10
- 15
- Don't know

2. What year did you enter Federal service at the grade indicated in question 1?

Write the year in the boxes. → 19

Then, darken the matching circles. →

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

3. What was the job classification series of your first full-time, permanent, civilian job with the Federal Government (e.g., 0334 for computer specialists, 0810 for civil engineers, 0610 for nurses)? Please indicate your job classification series below, placing 0's in front of the number if necessary, to make it four digits.

Don't know/Can't remember

Write the number in the boxes. →

Then, darken the matching circles. →

0	0	0	0
1	1	1	1
2	2	2	2
3	3	3	3
4	4	4	4
5	5	5	5
6	6	6	6
7	7	7	7
8	8	8	8
9	9	9	9

4. What is your current job classification series? Please indicate your job classification series below, placing 0's in front of the number if necessary, to make it four digits.

Write the number in the boxes. →

Then, darken the matching circles. →

0	0	0	0
1	1	1	1
2	2	2	2
3	3	3	3
4	4	4	4
5	5	5	5
6	6	6	6
7	7	7	7
8	8	8	8
9	9	9	9

5. What year did you enter your current job classification series?

Write the year in the boxes. → 19

Then, darken the matching circles. →

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

6. What is your current pay plan and grade?

a. Pay Plan:

- GS
- GM
- ES (SES)
- VM, VN, VP or other Title 38 pay plan
- FP or Foreign Service plan
- WG or other blue-collar plan
- Don't know
- Other (Please specify) →

b. Pay Grade or Level:

- 1
- 6
- 11
- 16
- 2
- 7
- 12
- 17
- 3
- 8
- 13
- 18
- 4
- 9
- 14
- Other
- 5
- 10
- 15
- Don't know



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7. Which one of the following best describes the nature of your move into your current position?
- Entry into Government from outside
 - Lateral reassignment or transfer initiated by management
 - Lateral reassignment or transfer initiated by you
 - Career ladder promotion
 - Temporary promotion
 - Permanent promotion (other than career ladder)
 - Downgrade initiated by management
 - Downgrade you took voluntarily
 - Other (*Please specify*) →

8. To the best of your knowledge, were other candidates formally considered for your current position at the time you applied?
- Yes
 - No
 - Don't know/Can't remember
 - Does not apply

9. When you got your current position, was it a:
- Change to a different agency?
 - Change to a different organization within the same agency?
 - Change within the same organization within the same agency?
 - Entry into Government from outside
 - Other (*Please specify*) →

10. Did you know the person who occupied your current position before you applied?
- Yes
 - No
 - Not sure/Don't remember
 - Does not apply

11. Did you know the supervisor of your current position before you applied for the position?
- Yes
 - No
 - Not sure/Don't remember
 - Does not apply

12. What was the highest level of education that you had completed (a) at the time you got your first full-time, permanent, civilian job with the Government and (b) that you have completed now?
 Mark one response in each column.

(a) Highest level completed when I got my first job
 (b) Highest level of education completed at the present time

- Less than high school
- High school diploma or equivalent (e.g., GED)
- Completed associate's degree (e.g., AA)
- Some college, no degree
- Completed bachelor's degree (e.g., BA, BS)
- Some graduate school, no graduate degree
- Completed master's degree (e.g., MA, MS)
- Completed professional degree (e.g., JD, MD, DDS)
- Completed doctorate (e.g., PhD)

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SECTION 2: CAREER DEVELOPMENT

13. For the items listed below, please indicate the effect you think each has had on your career advancement in the Federal Government. Please use the following scale for each item listed:

- Not Applicable
- Largely Hindered
- Somewhat Hindered
- No Effect
- Helped a Little
- Helped a Lot

1. Formal educational qualifications ○○○○○○
2. Previous work experience ○○○○○○
3. Opportunity to act in a position(s) prior to appointment ○○○○○○
4. Completion of specialized or technical training ○○○○○○
5. Developmental assignments ○○○○○○
6. My gender ○○○○○○
7. My race/national origin ○○○○○○
8. Social/informal contacts with managers in the organization ○○○○○○
9. Having a senior person/mentor looking out for my interests ○○○○○○
10. Social/informal contacts with personnel office staff ○○○○○○
11. Contacts through professional association or other formal network ○○○○○○
12. Completion of formal developmental program or managerial training ○○○○○○
13. My performance or "track" record ○○○○○○
14. Recommendation of friends or acquaintances who knew the selecting official ○○○○○○
15. Having friends or acquaintances on the staff of the organization(s) where I applied ○○○○○○
16. Other (Please specify) ▾ ○○○○○○

14. From the list of factors shown in question 13, please mark the number of the one *most* important factor in your advancement.

- ① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨ ⑩ ⑪ ⑫ ⑬ ⑭ ⑮ ⑯

15. How many days per month, on average, have you spent on Government travel in the past 2 years?

- 0-5 days/month
- 6-10 days/month
- 11-15 days/month
- 16-20 days/month
- More than 20 days/month

16. How many hours, on average, have you worked each week during the past 2 years?

- Less than 40 hours/week
- 40 hours/week
- 41-45 hours/week
- 46-50 hours/week
- 51-60 hours/week
- More than 60 hours/week

17. As a Federal employee, have you applied for a promotion in the last 5 years which you did not receive?

- No — Go to question 20
- Yes

Please continue on next page



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18. If yes, how important do you believe each of the following factors were in explaining why you did not get the most recent promotion you applied for? Please use the following scale for each item listed below:

Don't Know
Of No Importance/Doesn't Apply
Of Little Importance
Somewhat Important
Very Important

- 1. I was not qualified
- 2. There were other, more qualified candidates
- 3. I did not get along with the selecting official
- 4. I did not want to work more than 40 hours per week
- 5. My gender
- 6. My race/national origin
- 7. I wanted a job which normally goes to a woman
- 8. I wanted a job which normally goes to a man
- 9. I could not change my schedule to accommodate the new position ...
- 10. Someone else had already been "preselected":
- 11. I could not relocate
- 12. I was pregnant or planning to become pregnant
- 13. I had taken maternity/paternity leave
- 14. I had taken leave to care for a disabled/ill relative
- 15. I had taken leave to pursue my education
- 16. I was not "part of the group"
- 17. I was unable to travel
- 18. My responsibility for my family was viewed as interfering with my ability to do the job
- 19. I had poor references
- 20. My age
- 21. I did not have enough education
- 22. I did not have enough experience relevant to the job
- 23. Other (Please specify) →

19. From the list of reasons shown in question 18, which do you believe was the one *most* important reason you did not get the promotion?

- 1 2 3 4 5 6 7 8 9 10 11 12
 13 14 15 16 17 18 19 20 21 22 23

20. As a Federal employee, have you applied for a developmental opportunity; (e.g., detail, training, special assignment) in the last 5 years which you did not receive?

- No — Go to question 23
 Yes

21. If yes, how important do you believe each of the following factors were in explaining why you did not get the most recent developmental opportunity you applied for? Please use the following scale for each item listed below:

Don't Know
Of No Importance/Doesn't Apply
Of Little Importance
Somewhat Important
Very Important

- 1. I was not qualified
- 2. There were other, more qualified candidates
- 3. My manager/supervisor would not support my application
- 4. I did not want to work more than 40 hours per week
- 5. My gender
- 6. My race/national origin
- 7. I applied for a developmental opportunity which normally goes to a woman
- 8. I applied for a developmental opportunity which normally goes to a man
- 9. Someone else had already been "preselected"
- 10. I was pregnant or planning to become pregnant
- 11. I had taken maternity/paternity leave
- 12. I had taken leave to care for a disabled/ill relative
- 13. I had taken leave to pursue my education
- 14. I was not "part of the group"
- 15. I was unable to travel
- 16. My responsibility for my family was viewed as interfering with my ability to complete the assignment ...
- 17. I had poor references
- 18. I was not seen as having enough commitment to my career
- 19. My age
- 20. I did not have enough experience relevant to the assignment
- 21. Other (Please specify) →

DO NOT WRITE IN THIS AREA

22. From the list of reasons shown in question 21, which do you believe was the one *most* important reason you did not get the developmental opportunity?

- ① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨ ⑩ ⑪
⑫ ⑬ ⑭ ⑮ ⑯ ⑰ ⑱ ⑲ ⑳ ㉑

23. How many times have you relocated geographically for the sake of your own career since you have been employed as a civilian with the Federal Government?

- None
Once
Twice
Three times
Four times
Five or more times

24. Have you ever refused to relocate geographically while employed as a civilian with the Federal Government?

- No — Go to question 25
Yes

a. If yes, did it have a negative effect on your career?

- Yes
No
Don't know/Can't judge

b. If you refused to relocate, what was the most important reason for your refusal?

- Family
Lifestyle
Didn't want to move to the new location
Didn't want the job
Didn't want to leave headquarters
Didn't want to leave the field
Didn't want to leave my current job
Other (Please specify) →

25 a. Since entering Federal service, how many absences (paid or unpaid) of more than 6 consecutive weeks have you taken?

- None — Go to question 26
One
Two
Three
Four or more

25 b. If you have taken one or more absences of more than 6 consecutive weeks while employed by the Federal Government, please mark the reasons for these absences. *Mark all that apply.*

- Birth/adoption of a child
To pursue education or training
Personal illness
To care for a spouse or other relative
Change in spouse's career
Military reserve duty
Other (Please specify) →

26. For the items listed below, please indicate the effect you believe each would have on your chances of being selected for a promotion.

Please use the following scale for each item:

	Not Applicable
	Very Negative Effect
	Somewhat Negative Effect
	No Effect
	Somewhat Positive Effect
	Very Positive Effect

- Hard work
- Ambition
- Gender
- Willingness to work extra hours
- Being with the organization a long time
- Willingness to travel
- Educational background
- Technical expertise
- Race/national origin
- Being a good "networker"
- Other (Please specify) →

27. How likely do you think it is that you will be promoted to a higher grade level in the next 5 years?

- Very likely
Somewhat likely
Neither likely nor unlikely
Somewhat unlikely
Very unlikely

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SECTION 3: FUTURE PLANS

28. Which of the following best describes your plans affecting your career for the next 3 to 5 years?

Mark all that apply.

- No change planned — Go to question 31
- Seek promotion within this agency
- Seek promotion within Federal Government but in another agency/department
- Leave the Federal service to work outside the Federal Government
- Retire from the Federal service
- Seek reassignment outside this agency at same grade level
- Seek reassignment within this agency at same grade level
- Take a leave of absence
- Resign from my current job
- Other (Please specify) →

Please answer questions 29 and 30 if you ARE planning a change in your current job situation. If you are NOT planning a change, please answer questions 31 and 32.

29. If you plan to make a change in your current job situation in the next 3 to 5 years, how important is each of the following factors in your decision to seek such a change? Please use the following scale for each item:

Of No Importance/Doesn't Apply
Of Little Importance
Somewhat Important
Very Important

- 1. To get a higher salary
- 2. To gain more experience
- 3. To have more responsibility
- 4. To have a job with more challenge
- 5. To meet family responsibilities
- 6. To alleviate problems with child care
- 7. To find a job I like better
- 8. To pursue the next logical step in my career plan
- 9. To get away from a discriminatory work environment
- 10. To find a supervisor I can work better with
- 11. To pursue educational opportunities
- 12. Other (Please specify) →

30. Of the reasons given in question 29, which one is your most important reason for planning a change?

- ① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨ ⑩ ⑪ ⑫

31. If you are not planning a change in your job situation, how important is each of the following in your decision not to change? Please use the following scale for each item:

Of No Importance/Doesn't Apply
Of Little Importance
Somewhat Important
Very Important

- 1. I am satisfied with my current position
- 2. I need more time to gain more experience
- 3. I do not have the education to make a change
- 4. I have reached the highest level for my skills
- 5. I cannot take time away from family responsibilities to devote to a new job
- 6. I do not want added work responsibilities
- 7. I can't find a job with appropriate hours
- 8. I don't think there are other jobs available for which I'm qualified
- 9. I don't want to relocate geographically
- 10. I have not thought about my plans for the next 3 to 5 years
- 11. I don't think I would get a promotion if I applied for one
- 12. Other (Please specify) →

32. Of the reasons given in question 31, which is your one most important reason for not seeking a change?

- ① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨ ⑩ ⑪ ⑫



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SECTION 4. GENERAL OBSERVATIONS

33. For the following statements, indicate the extent to which each applies to you. Please use the following scale for each item:

To No Extent
To Little Extent
To Some Extent
To a Great Extent

- I am willing to relocate to advance my career
- I am willing to devote whatever time is necessary to my job in order to advance my career
- I am very committed to my job
- I am always enthusiastic about my job
- I am, or have been, a mentor for women
- I am, or have been, a mentor for men
- I have, or have had, a male mentor(s)
- I have, or have had, a female mentor(s)
- I rely more on colleagues of my own sex rather than different-sex colleagues for career advice
- I rely more on colleagues of my own sex rather than different-sex colleagues for informal help with work projects or information about the organization

34. In your experience in your organization, who are more likely to get each of the following? Mark one response for each.

Don't know/Can't judge
Neither is more likely than the other
Women are more likely to receive
Men are more likely to receive

- a. Promotions
- b. Significant work assignments
- c. Training opportunities
- d. Formal recognition or rewards

35. The following are some general statements about worklife in the Federal Government. Based on your experience in your current organization, please mark your level of agreement or disagreement with each statement, using the following scale for each item:

Strongly Disagree
Disagree
Neither Agree nor Disagree
Agree
Strongly Agree

- In general, in my organization ...
- Having a mentor is an important part of advancement
- It is a disadvantage to have family responsibilities when being considered for a job
- Women and men are respected equally...
- A woman must perform better than a man to be promoted
- People are promoted because of whom they know
- People are promoted based on their competence
- Women have been placed in positions beyond their level of competence because of affirmative employment programs
- A person of the opposite sex could not do my job as well as I can
- Standards are higher for women than men
- Women have made considerable progress in moving into higher level positions in the last 10 years
- Those who participate in social activities (e.g., sports, card games, after-work cocktails) are more likely to be promoted than those who don't ...
- The viewpoint of a woman is often not heard at a meeting until it is repeated by a man
- Once a woman assumes a top management position, that position often loses much of its power and prestige

DO NOT WRITE IN THIS AREA

36. The following are perceptions reported by some people in the Federal Government. Based on your own experiences, to what extent do you believe that managers in your organization hold the following perceptions? Please use this scale for each item:

Don't know/Can't judge
To No Extent
To Little Extent
To Some Extent
To a Great Extent

In general, I think that managers in my organization believe...

- People should be rewarded based on their performance, regardless of whether they are men or women ..
- Men are the primary income providers, and so are more deserving of promotions than women ..
- Women are incompetent until they prove themselves competent ..
- Men are incompetent until they prove themselves competent ..
- Women are more suited to staff than line positions ..
- Men are more suited to staff than line positions ..
- Women and men can perform the same work equally well ..

SECTION 5: GENERAL INFORMATION

37. Which of the following are you? *Mark one response only.*

- Nonsupervisor ..
- First-line supervisor (i.e., you sign performance appraisals of other employees) ..
- Second or higher level supervisor ..

38. What is your sex?

- Male ..
- Female ..

39. What is your race/national origin?

- American Indian/Alaskan Native ..
- Asian/Pacific Islander ..
- Black ..
- Hispanic ..
- White/non-Hispanic ..
- Other ..

40. What is the sex of your immediate supervisor?

- Male ..
- Female ..

41. Who do you work with during a normal day, excluding support staff?

- All men ..
- More men than women ..
- About the same numbers of men and women ..
- More women than men ..
- All women ..

42. Where do you currently work?

- Headquarters ..
- Regional office ..
- Field location ..

43. Where have you spent most of your career?

- Headquarters ..
- Regional office ..
- Field location ..
- Outside of Federal service (e.g., State/local government, private sector) ..
- About the same amount of time in two or more of the above ..

44. What is your age?

- | | |
|-----------------------------------|--------------------------------------|
| Under 20 .. <input type="radio"/> | 50-54 .. <input type="radio"/> |
| 20-29 .. <input type="radio"/> | 55-59 .. <input type="radio"/> |
| 30-39 .. <input type="radio"/> | 60-64 .. <input type="radio"/> |
| 40-49 .. <input type="radio"/> | 65 or older .. <input type="radio"/> |

45. How many years of (civilian) Federal Government experience do you have?

- | | |
|---|---|
| Less than 1 year .. <input type="radio"/> | 15-20 years .. <input type="radio"/> |
| 1-5 years .. <input type="radio"/> | 20-25 years .. <input type="radio"/> |
| 5-10 years .. <input type="radio"/> | 25-30 years .. <input type="radio"/> |
| 10-15 years .. <input type="radio"/> | More than 30 years .. <input type="radio"/> |

46. How many years of employment experience do you have in your current profession outside of the Federal Government?

- No experience outside Federal Government ..
- Less than 1 year ..
- 1-5 years ..
- 5-10 years ..
- 10-15 years ..
- 15-20 years ..
- 20-25 years ..
- 25-30 years ..
- More than 30 years ..

47. What was your most recent performance rating?

- Level 1 (e.g., Unacceptable or Unsatisfactory) ..
- Level 2 (e.g., Minimally Successful or Minimally Satisfactory) ..
- Level 3 (e.g., Fully Successful) ..
- Level 4 (e.g., Exceeds Fully Successful or Exceeds Fully Satisfactory) ..
- Level 5 (e.g., Outstanding) ..
- Have not had rating/Don't remember ..



DO NOT WRITE IN THIS SHADED AREA

01553

48. Which agency do you currently work for?

- Agriculture
- Commerce
- Defense
- Air Force
- Army
- Navy
- Other DoD
- Education
- Energy
- Environmental Protection Agency
- General Services Administration
- Health and Human Services
- Housing and Urban Development
- Interior
- Justice
- Labor
- National Aeronautics and Space Administration
- Office of Personnel Management
- Small Business Administration
- State
- Transportation
- Treasury
- Veterans Affairs
- Other

49. Which agency have you worked for the longest?

- Agriculture
- Commerce
- Defense
- Air Force
- Army
- Navy
- Other DoD
- Education
- Energy
- Environmental Protection Agency
- General Services Administration
- Health and Human Services
- Housing and Urban Development
- Interior
- Justice
- Labor
- National Aeronautics and Space Administration
- Office of Personnel Management
- Small Business Administration
- State
- Transportation
- Treasury
- Veterans Affairs
- Other
- About the same amount of time in two
or more of the above

50. To your knowledge, does your agency currently have a Federal Women's Program?

- Yes
- No
- Don't know/Not sure

51. Have you completed, or are you in the process of completing, an SES candidate development program?

- Yes — I have completed an SES candidate development program
- Yes — I am in the process of completing an SES candidate development program
- No — I never completed an SES candidate development program

Research has shown that living arrangements can have an impact on people's career development. We would appreciate your answering the following questions about your living arrangements at home during your Federal career.

52. Have you had children living with you at any time during your Federal career?

- No — Go to question 56
- Yes

53. If yes, what was the greatest number of children you had living with you during your Federal career, and how many are living with you now? *Mark one response in each column.*

- | | <u>At the Present Time</u> | <u>During my Federal Career</u> |
|-------------------------------|----------------------------|---------------------------------|
| No children | <input type="radio"/> | <input type="radio"/> |
| One or two children | <input type="radio"/> | <input type="radio"/> |
| Three or four children | <input type="radio"/> | <input type="radio"/> |
| More than four children | <input type="radio"/> | <input type="radio"/> |

54. During your Federal career, which age group(s) of children have lived with you? *Mark all that apply.*

I have had living with me:

- Pre-school age children
- Elementary school age children
- Secondary school age children
- College age children

55. Right now, which age group(s) of children live with you? *Mark all that apply.*

I have currently living with me:

- Pre-school age children
- Elementary school age children
- Secondary school age children
- College age children

DO NOT WRITE IN THIS AREA

56. Did you have elderly or disabled persons living with you requiring your care during most of your Federal career and do you now? *Mark one response in each column.*

At the Present Time
During most of my Federal Career

Yes
No

57. Have you lived with a spouse or other adult during most of your Federal career and do you now? *Mark one response in each column.*

At the Present Time
During most of my Federal Career

Living with spouse or other adult
Living without spouse or other adult

58. If you have dependents requiring care, would you say that you had or have *primary* responsibility for their care on a day-to-day basis? *Mark one response in each column.*

At the Present Time
During most of my Federal Career

I had no/have no dependents to care for
I had/have primary responsibility
Responsibility was/is split 50/50 between myself and another adult
No — my spouse or another adult had/has primary responsibility

Large empty rectangular box for handwritten comments, containing horizontal lines.

SECTION 6: COMMENTS

Do you have any comments on barriers to advancement for men and women in the Federal service?

Large empty rectangular box for handwritten comments, containing horizontal lines.

When you have completed the questionnaire, please seal it in the prepaid envelope and return it to the private contractor who is processing the results.

Return to: Research Applications, Incorporated
414 Hungerford Drive, Suite 210
Rockville, MD 20850-4125

Thank you for taking the time to complete this questionnaire!



01553

APPENDIX 2

TABLE 1

ENCLOSURE 2

STRATIFICATION TABLE

<u>Agency (Stratum)</u>	<u>Substratum</u>					
	SES		GS/GM 13-15		GS 9-12	
	<u>Women</u>	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>	<u>Men</u>
Agriculture	1	24	47	70	93	116
Commerce	2	25	48	71	94	117
Air Force	3	26	49	72	95	118
Army	4	27	50	73	96	119
Navy	5	28	51	74	97	120
Other DoD	6	29	52	75	98	121
Education	7	30	53	76	99	122
Energy	8	31	54	77	100	123
EPA	9	32	55	78	101	124
GSA	10	33	56	79	102	125
HHS	11	34	57	80	103	126
HUD	12	35	58	81	104	127
Interior	13	36	59	82	105	128
Justice	14	37	60	83	106	129
Labor	15	38	61	84	107	130
NASA	16	39	62	85	108	131
OPM	17	40	63	86	109	132
SBA	18	41	64	87	110	133
State	19	42	65	88	111	134
Transportation	20	43	66	89	112	135
Treasury	21	44	67	90	113	136
VA	22	45	68	91	114	137
All Others	23	46	69	92	115	138
Number of persons to be selected per substratum	ALL	150	100	100	100	100

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TABLE 2. COUNTS TO BE USED FOR WEIGHTING DATA

Stratum #	Number of Respondents	Total Population
0	463	*
1	18	37
2	15	42
3	4	12
4	10	19
5	9	13
6	19	43
7	11	23
8	18	47
9	20	50
10	5	13
11	59	136
12	9	19
13	11	26
14	12	32
15	21	40
16	7	29
17	6	18
18	3	10
19	8	48
20	25	47
21	33	54
22	13	21
23	76	224
24	100	319
25	61	386
26	113	172
27	104	317
28	92	421
29	78	455
30	31	63
31	51	461
32	71	223
33	60	103
34	80	481
35	47	96
36	88	243
37	80	311
38	72	126
39	52	530
40	24	41
41	19	40
42	15	415
43	97	347
44	106	486

Stratum #	Number of Respondents	Total Population
45	113	296
46	62	1279
47	67	1952
48	34	1328
49	77	1852
50	61	4633
51	64	3977
52	63	2519
53	65	657
54	73	1250
55	44	1926
56	64	921
57	69	5908
58	70	1018
59	75	1308
60	65	2129
61	62	1152
62	55	1486
63	72	365
64	75	274
65	51	449
66	63	3022
67	70	6414
68	47	2807
69	55	4514
70	78	9766
71	51	5931
72	73	12902
73	77	25707
74	73	22869
75	76	8539
76	72	904
77	67	5863
78	68	4590
79	71	2302
80	57	11378
81	66	2083
82	77	7668
83	74	7269
84	65	3311
85	48	10129
86	70	682
87	79	859
88	61	826
89	67	23187
90	76	20399
91	64	11271
92	46	11663
93	69	10350
94	42	3094
95	73	19189

Stratum #	Number of Respondents	Total Population
96	71	31264
97	71	25906
98	73	14477
99	54	1062
100	63	2055
101	63	2914
102	62	2655
103	69	27000
104	56	2942
105	81	6056
106	59	6318
107	61	2725
108	49	2681
109	60	920
110	80	600
111	42	1147
112	60	5780
113	76	22360
114	65	15057
115	54	7215
116	81	31158
117	51	6168
118	68	39876
119	68	57188
120	66	62267
121	75	25615
122	57	653
123	71	2660
124	54	3006
125	68	3205
126	66	15410
127	61	2813
128	80	16489
129	66	14220
130	75	4619
131	49	4967
132	65	892
133	72	808
134	42	587
135	59	19457
136	66	24619
137	67	17711
138	40	6308

* These respondents did not complete all of the demographic questions, and could not be assigned to any of the strata.

APPENDIX 3

Career Development Survey
Record Layout

Card No.	Variable	Number of Characters	Starting	Ending
1	ID	5	25	29
	Q1a	1	30	30
	Q1b	2	31	32
	Q2	2	33	34
	Q3	4	35	38
	Q3DK	1	39	39
	Q4	4	40	43
	Q5	2	44	45
	Q6a	1	46	46
	Q6b	2	47	48
	Q7	1	49	49
	Q8	1	50	50
	Q9	1	51	51
	Q10	1	52	52
	Q11	1	53	53
	Q12b	1	54	54
	Q12a	1	55	55
	Q13-1	1	56	56
	Q13-2	1	57	57
	Q13-3	1	58	58
	Q13-4	1	59	59
	Q13-5	1	60	60
	Q13-6	1	61	61
	Q13-7	1	62	62
	Q13-8	1	63	63
	Q13-9	1	64	64
	Q13-10	1	65	65
	Q13-11	1	66	66
	Q13-12	1	67	67
	Q13-13	1	68	68
	Q13-14	1	69	69
	Q13-15	1	70	70
	Q13-16	1	71	71
	Q14	2	72	73
	Q15	1	74	74
	Q16	1	75	75
	Q17	1	76	76
	Q18-1	1	77	77
	Q18-2	1	78	78
	Q18-3	1	79	79
	Q18-4	1	80	80

Card No.	Variable	Number of Characters	Starting	Ending
2	Q18-5	1	1	1
	Q18-6	1	2	2
	Q18-7	1	3	3
	Q18-8	1	4	4
	Q18-9	1	5	5
	Q18-10	1	6	6
	Q18-11	1	7	7
	Q18-12	1	8	8
	Q18-13	1	9	9
	Q18-14	1	10	10
	Q18-15	1	11	11
	Q18-16	1	12	12
	Q18-17	1	13	13
	Q18-18	1	14	14
	Q18-19	1	15	15
	Q18-20	1	16	16
	Q18-21	1	17	17
	Q18-22	1	18	18
	Q18-23	1	19	19
	Q19	2	20	21
	Q20	1	22	22
	Q21-1	1	23	23
	Q21-2	1	24	24
	Q21-3	1	25	25
	Q21-4	1	26	26
	Q21-5	1	27	27
	Q21-6	1	28	28
	Q21-7	1	29	29
	Q21-8	1	30	30
	Q21-9	1	31	31
	Q21-10	1	32	32
	Q21-11	1	33	33
	Q21-12	1	34	34
	Q21-13	1	35	35
	Q21-14	1	36	36
	Q21-15	1	37	37
	Q21-16	1	38	38
	Q21-17	1	39	39
	Q21-18	1	40	40
	Q21-19	1	41	41
	Q21-20	1	42	42
	Q21-21	1	43	43
	Q22	2	44	45
	Q23	1	46	46
	Q24	1	47	47
	Q24a	1	48	48
	Q24b	1	49	49
	Q25a	1	50	50
	Q25b1	1	51	51



Card No.	Variable	Number of Characters	Starting	Ending
2	Q25b2	1	52	52
	Q25b3	1	53	53
	Q25b4	1	54	54
	Q25b5	1	55	55
	Q25b6	1	56	56
	Q25b7	1	57	57
	Q26-1	1	58	58
	Q26-2	1	59	59
	Q26-3	1	60	60
	Q26-4	1	61	61
	Q26-5	1	62	62
	Q26-6	1	63	63
	Q26-7	1	64	64
	Q26-8	1	65	65
	Q26-9	1	66	66
	Q26-10	1	67	67
	Q26-11	1	68	68
	Q27	1	69	69
	Q28-1	1	70	70
	Q28-2	1	71	71
	Q28-3	1	72	72
	Q28-4	1	73	73
	Q28-5	1	74	74
	Q28-6	1	75	75
	Q28-7	1	76	76
	Q28-8	1	77	77
	Q28-9	1	78	78
	Q28-10	1	79	79
	Q29-1	1	80	80



Card No.	Variable	Number of Characters	Starting	Ending
3	Q29-2	1	1	1
	Q29-3	1	2	2
	Q29-4	1	3	3
	Q29-5	1	4	4
	Q29-6	1	5	5
	Q29-7	1	6	6
	Q29-8	1	7	7
	Q29-9	1	8	8
	Q29-10	1	9	9
	Q29-11	1	10	10
	Q29-12	1	11	11
	Q30	2	12	13
	Q31-1	1	14	14
	Q31-2	1	15	15
	Q31-3	1	16	16
	Q31-4	1	17	17
	Q31-5	1	18	18
	Q31-6	1	19	19
	Q31-7	1	20	20
	Q31-8	1	21	21
	Q31-9	1	22	22
	Q31-10	1	23	23
	Q31-11	1	24	24
	Q31-12	1	25	25
	Q32	2	26	27
	Q33-1	1	28	28
	Q33-2	1	29	29
	Q33-3	1	30	30
	Q33-4	1	31	31
	Q33-5	1	32	32
	Q33-6	1	33	33
	Q33-7	1	34	34
	Q33-8	1	35	35
	Q33-9	1	36	36
	Q33-10	1	37	37
	Q34-a	1	38	38
	Q34-b	1	39	39
	Q34-c	1	40	40
	Q34-d	1	41	41
	Q35-1	1	42	42
	Q35-2	1	43	43
	Q35-3	1	44	44
	Q35-4	1	45	45
	Q35-5	1	46	46
	Q35-6	1	47	47
	Q35-7	1	48	48
	Q35-8	1	49	49
	Q35-9	1	50	50



Card No.	Variable	Number of Characters	Starting	Ending
3	Q35-10	1	51	51
	Q35-11	1	52	52
	Q35-12	1	53	53
	Q35-13	1	54	54
	Q36-1	1	55	55
	Q36-2	1	56	56
	Q36-3	1	57	57
	Q36-4	1	58	58
	Q36-5	1	59	59
	Q36-6	1	60	60
	Q36-7	1	61	61
	Q37	1	62	62
	Q38	1	63	63
	Q39	1	64	64
	Q40	1	65	65
	Q41	1	66	66
	Q42	1	67	67
	Q43	1	68	68
	Q44	1	69	69
	Q45	1	70	70
	Q46	1	71	71
	Q47	1	72	72
	Q48	2	73	74
	Q49	2	75	76
	Q50	1	77	77
	Q51	1	78	78
	Q52	1	79	79
Q53 During	1	80	80	
4	Q53 At Pres	1	1	1
	Q54-1	1	2	2
	Q54-2	1	3	3
	Q54-3	1	4	4
	Q54-4	1	5	5
	Q55-1	1	6	6
	Q55-2	1	7	7
	Q55-3	1	8	8
	Q55-4	1	9	9
	Q56 During	1	10	10
	Q56 At Pres	1	11	11
	Q57 During	1	12	12
	Q57 At Pres	1	13	13
Q58 During	1	14	14	
Q59 At Pres	1	15	15	
ID	5	19	23	



The labeling for all the questions in the 1992 Career Development Survey is as follows:

<u>Question number</u>	<u>Variable name</u>
Q1a	FPAYPLN
Q1b	FPAYGRD
Q2	FENTRY
Q3	(not available)
Q4	(not available)
Q5	CURENTRY
Q6a	CURPYPLN
Q6b	CURPYGRD
Q7	HOWMOVE
Q8	OTHCAND
Q9	CHNGKIND
Q10	KNOWOCC
Q11	KNOWSUP
Q12a	EDUC1ST
Q12b	EDUCNOW
Q13-1	CARADV1
Q13-2	CARADV2
Q13-3	CARADV3
Q13-4	CARADV4
Q13-5	CARADV5
Q13-6	CARADV6
Q13-7	CARADV7
Q13-8	CARADV8
Q13-9	CARADV9
Q13-10	CARADV10
Q13-11	CARADV11
Q13-12	CARADV12
Q13-13	CARADV13
Q13-14	CARADV14
Q13-15	CARADV15
Q13-16	CARADV16
Q14	MICARADV
Q15	TRAVDAYS
Q16	WKHOURS
Q17	NOPROMO
Q18-1	NOPROM1
Q18-2	NOPROM2
Q18-3	NOPROM3
Q18-4	NOPROM4
Q18-5	NOPROM5
Q18-6	NOPROM6
Q18-7	NOPROM7
Q18-8	NOPROM8
Q18-9	NOPROM9
Q18-10	NOPROM10
Q18-11	NOPROM11
Q18-12	NOPROM12
Q18-13	NOPROM13
Q18-14	NORPOM14
Q18-15	NOPROM15
Q18-16	NOPROM16

<u>Question number</u>	<u>Variable name</u>
Q18-17	NOPROM17
Q18-18	NOPROM18
Q18-19	NOPROM19
Q18-20	NOPROM20
Q18-21	NOPROM21
Q18-22	NOPROM22
Q18-23	NOPROM23
Q19	NOPROMMI
Q20	NOTRNG
Q21-1	NOTRNG1
Q21-2	NOTRNG2
Q21-3	NOTRNG3
Q21-4	NOTRNG4
Q21-5	NOTRNG5
Q21-6	NOTRNG6
Q21-7	NOTRNG7
Q21-8	NOTRNG8
Q21-9	NOTRNG9
Q21-10	NOTRNG10
Q21-11	NOTRNG11
Q21-12	NOTRNG12
Q21-13	NOTRNG13
Q21-14	NOTRNG14
Q21-15	NOTRNG15
Q21-16	NOTRNG16
Q21-17	NOTRNG17
Q21-18	NOTRNG18
Q21-19	NOTRNG19
Q21-20	NOTRNG20
Q21-21	NOTRNG21
Q22	NOTRNGMI
Q23	RELOCAT
Q24	REFRELC
Q24a	REFRELCN
Q24b	REFRLCMI
Q25a	ABSENCES
Q25b-1	RSNABSN1
Q25b-2	RSNABSN2
Q25b-3	RSNABSN3
Q25b-4	RSNABSN4
Q25b-5	RSNABSN5
Q25b-6	RSNABSN6
Q25b-7	RSNABSN7
Q26-1	PROMO1
Q26-2	PROMO2
Q26-3	PROMO3
Q26-4	PROMO4
Q26-5	PROMO5
Q26-6	PROMO6
Q26-7	PROMO7
Q26-8	PROMO8
Q26-9	PROMO9
Q26-10	PROMO10

<u>Question number</u>	<u>Variable name</u>
Q26-11	PROMO11
Q27	LIKLYPRM
Q28-1	PLAN1
Q28-2	PLAN2
Q28-3	PLAN3
Q28-4	PLAN4
Q28-5	PLAN5
Q28-6	PLAN6
Q28-7	PLAN7
Q28-8	PLAN8
Q28-9	PLAN9
Q28-10	PLAN10
Q29-1	PLNRSN1
Q29-2	PLNRSN2
Q29-3	PLNRSN3
Q29-4	PLNRSN4
Q29-5	PLNRSN5
Q29-6	PLNRSN6
Q29-7	PLNRSN7
Q29-8	PLNRSN8
Q29-9	PLNRSN9
Q29-10	PLNRSN10
Q29-11	PLNRSN11
Q29-12	PLNRSN12
Q30	PLNRSNMI
Q31-1	NOPLAN1
Q31-2	NOPLAN2
Q31-3	NOPLAN3
Q31-4	NOPLAN4
Q31-5	NOPLAN5
Q31-6	NOPLAN6
Q31-7	NOPLAN7
Q31-8	NOPLAN8
Q31-9	NOPLAN9
Q31-10	NOPLAN10
Q31-11	NOPLAN11
Q31-12	NOPLAN12
Q32	NOPLANMI
Q33-1	WLGRELOC
Q33-2	WLGTIME
Q33-4	COMMJOB
Q33-5	ENTHUJOB
Q33-6	MENTWMN
Q33-7	MENTMEN
Q33-8	HADMALEM
Q33-9	HADFEMM
Q33-10	ADVMYSEX
Q33-11	HLPMYSEX
Q34a	GETPROMO
Q34b	GETSIGWK
Q34c	GETTRNG
Q34d	GETREWDS
Q35-1	ORG1

<u>Question number</u>	<u>Variable name</u>
Q35-2	ORG2
Q35-3	ORG3
Q35-4	ORG4
Q35-5	ORG5
Q35-6	ORG6
Q35-7	ORG7
Q35-8	ORG8
Q35-9	ORG9
Q35-10	ORG10
Q35-11	ORG11
Q35-12	ORG12
Q35-13	ORG13
Q36-1	MGRS1
Q36-2	MGRS2
Q36-3	MGRS3
Q36-4	MGRS4
Q36-5	MGRS5
Q36-6	MGRS6
Q36-7	MGRS7
Q37	SUPSTAT
Q38	SEX
Q39	STATUS*
Q40	SUPSEX
Q41	WK WITH
Q42	WHEREWK
Q43	WHEREBEEN
Q44	AGE
Q45	LOSFED
Q46	LOSOOTHER
Q47	PERFAPP
Q48	AGNCYNOW
Q49	AGNCYLNG
Q50	HAVEFWP
Q51	SESCDP
Q52	HAVCHLD
Q53-01	CHILDDUR
Q53-02	CHILDNOW
Q54	(Not available)
Q55	(Not available)
Q56-01	ELDDUR
Q56-02	EDLNOW
Q57-01-	SPOUSDUR
Q57-02	SPOUSNOW
Q58-01	CAREDUR
Q58-02	CARENOW

* To protect the confidentiality of respondents, race/national origin has been recoded as minority/nonminority.


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NUMBERED      YES
RUN NAME      CAREER DEV SURVEY TO DEFINE STRATA
FILE HANDLE   COUT1/NAME='CDSDEF1'
GET FILE      COUT1
COMPUTE       STRATA=0
IF (AGNCYNOW EQ 1 AND SEX EQ 2 AND CURPYPLN EQ 3)
  STRATA=1
IF (AGNCYNOW EQ 2 AND SEX EQ 2 AND CURPYPLN EQ 3)
  STRATA=2
IF (AGNCYNOW EQ 3 AND SEX EQ 2 AND CURPYPLN EQ 3)
  STRATA=3
IF (AGNCYNOW EQ 4 AND SEX EQ 2 AND CURPYPLN EQ 3)
  STRATA=4
IF (AGNCYNOW EQ 5 AND SEX EQ 2 AND CURPYPLN EQ 3)
  STRATA=5
IF (AGNCYNOW EQ 6 AND SEX EQ 2 AND CURPYPLN EQ 3)
  STRATA=6
IF (AGNCYNOW EQ 7 AND SEX EQ 2 AND CURPYPLN EQ 3)
  STRATA=7
IF (AGNCYNOW EQ 8 AND SEX EQ 2 AND CURPYPLN EQ 3)
  STRATA=8
IF (AGNCYNOW EQ 9 AND SEX EQ 2 AND CURPYPLN EQ 3)
  STRATA=9
IF (AGNCYNOW EQ 10 AND SEX EQ 2 AND CURPYPLN EQ 3)
  STRATA=10
IF (AGNCYNOW EQ 11 AND SEX EQ 2 AND CURPYPLN EQ 3)
  STRATA=11
IF (AGNCYNOW EQ 12 AND SEX EQ 2 AND CURPYPLN EQ 3)
  STRATA=12
IF (AGNCYNOW EQ 13 AND SEX EQ 2 AND CURPYPLN EQ 3)
  STRATA=13
IF (AGNCYNOW EQ 14 AND SEX EQ 2 AND CURPYPLN EQ 3)
  STRATA=14
IF (AGNCYNOW EQ 15 AND SEX EQ 2 AND CURPYPLN EQ 3)
  STRATA=15
IF (AGNCYNOW EQ 16 AND SEX EQ 2 AND CURPYPLN EQ 3)
  STRATA=16
IF (AGNCYNOW EQ 17 AND SEX EQ 2 AND CURPYPLN EQ 3)
  STRATA=17
IF (AGNCYNOW EQ 18 AND SEX EQ 2 AND CURPYPLN EQ 3)
  STRATA=18
IF (AGNCYNOW EQ 19 AND SEX EQ 2 AND CURPYPLN EQ 3)
  STRATA=19
IF (AGNCYNOW EQ 20 AND SEX EQ 2 AND CURPYPLN EQ 3)
  STRATA=20
IF (AGNCYNOW EQ 21 AND SEX EQ 2 AND CURPYPLN EQ 3)
  STRATA=21
IF (AGNCYNOW EQ 22 AND SEX EQ 2 AND CURPYPLN EQ 3)
  STRATA=22
IF (AGNCYNOW EQ 23 AND SEX EQ 2 AND CURPYPLN EQ 3)
  STRATA=23
IF (AGNCYNOW EQ 1 AND SEX EQ 1 AND CURPYPLN EQ 3)
  STRATA=24
IF (AGNCYNOW EQ 2 AND SEX EQ 1 AND CURPYPLN EQ 3)

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STRATA=25
 IF (AGNCYNOW EQ 3 AND SEX EQ 1 AND CURPYPLN EQ 3)
 STRATA=26
 IF (AGNCYNOW EQ 4 AND SEX EQ 1 AND CURPYPLN EQ 3)
 STRATA=27
 IF (AGNCYNOW EQ 5 AND SEX EQ 1 AND CURPYPLN EQ 3)
 STRATA=28
 IF (AGNCYNOW EQ 6 AND SEX EQ 1 AND CURPYPLN EQ 3)
 STRATA=29
 IF (AGNCYNOW EQ 7 AND SEX EQ 1 AND CURPYPLN EQ 3)
 STRATA=30
 IF (AGNCYNOW EQ 8 AND SEX EQ 1 AND CURPYPLN EQ 3)
 STRATA=31
 IF (AGNCYNOW EQ 9 AND SEX EQ 1 AND CURPYPLN EQ 3)
 STRATA=32
 IF (AGNCYNOW EQ 10 AND SEX EQ 1 AND CURPYPLN EQ 3)
 STRATA=33
 IF (AGNCYNOW EQ 11 AND SEX EQ 1 AND CURPYPLN EQ 3)
 STRATA=34
 IF (AGNCYNOW EQ 12 AND SEX EQ 1 AND CURPYPLN EQ 3)
 STRATA=35
 IF (AGNCYNOW EQ 13 AND SEX EQ 1 AND CURPYPLN EQ 3)
 STRATA=36
 IF (AGNCYNOW EQ 14 AND SEX EQ 1 AND CURPYPLN EQ 3)
 STRATA=37
 IF (AGNCYNOW EQ 15 AND SEX EQ 1 AND CURPYPLN EQ 3)
 STRATA=38
 IF (AGNCYNOW EQ 16 AND SEX EQ 1 AND CURPYPLN EQ 3)
 STRATA=39
 IF (AGNCYNOW EQ 17 AND SEX EQ 1 AND CURPYPLN EQ 3)
 STRATA=40
 IF (AGNCYNOW EQ 18 AND SEX EQ 1 AND CURPYPLN EQ 3)
 STRATA=41
 IF (AGNCYNOW EQ 19 AND SEX EQ 1 AND CURPYPLN EQ 3)
 STRATA=42
 IF (AGNCYNOW EQ 20 AND SEX EQ 1 AND CURPYPLN EQ 3)
 STRATA=43
 IF (AGNCYNOW EQ 21 AND SEX EQ 1 AND CURPYPLN EQ 3)
 STRATA=44
 IF (AGNCYNOW EQ 22 AND SEX EQ 1 AND CURPYPLN EQ 3)
 STRATA=45
 IF (AGNCYNOW EQ 23 AND SEX EQ 1 AND CURPYPLN EQ 3)
 STRATA=46
 IF (AGNCYNOW EQ 1 AND SEX EQ 2 AND (CURPYPLN EQ 1 OR
 CURPYPLN EQ 2 OR CURPYPLN EQ 4) AND (CURPYGRD GE 13 AND
 CURPYGRD LE 15))
 STRATA=47
 IF (AGNCYNOW EQ 2 AND SEX EQ 2 AND (CURPYPLN EQ 1 OR
 CURPYPLN EQ 2 OR CURPYPLN EQ 4) AND (CURPYGRD GE 13 AND
 CURPYGRD LE 15))
 STRATA=48
 IF (AGNCYNOW EQ 3 AND SEX EQ 2 AND (CURPYPLN EQ 1 OR
 CURPYPLN EQ 2 OR CURPYPLN EQ 4) AND (CURPYGRD GE 13 AND
 CURPYGRD LE 15))

STRATA=49
IF (AGNCYNOW EQ 4 AND SEX EQ 2 AND (CURPYPLN EQ 1 OR
CURPYPLN EQ 2 OR CURPYPLN EQ 4) AND (CURPYGRD GE 13 AND
CURPYGRD LE 15))
STRATA=50
IF (AGNCYNOW EQ 5 AND SEX EQ 2 AND (CURPYPLN EQ 1 OR
CURPYPLN EQ 2 OR CURPYPLN EQ 4) AND (CURPYGRD GE 13 AND
CURPYGRD LE 15))
STRATA=51
IF (AGNCYNOW EQ 6 AND SEX EQ 2 AND (CURPYPLN EQ 1 OR
CURPYPLN EQ 2 OR CURPYPLN EQ 4) AND (CURPYGRD GE 13 AND
CURPYGRD LE 15))
STRATA=52
IF (AGNCYNOW EQ 7 AND SEX EQ 2 AND (CURPYPLN EQ 1 OR
CURPYPLN EQ 2 OR CURPYPLN EQ 4) AND (CURPYGRD GE 13 AND
CURPYGRD LE 15))
STRATA=53
IF (AGNCYNOW EQ 8 AND SEX EQ 2 AND (CURPYPLN EQ 1 OR
CURPYPLN EQ 2 OR CURPYPLN EQ 4) AND (CURPYGRD GE 13 AND
CURPYGRD LE 15))
STRATA=54
IF (AGNCYNOW EQ 9 AND SEX EQ 2 AND (CURPYPLN EQ 1 OR
CURPYPLN EQ 2 OR CURPYPLN EQ 4) AND (CURPYGRD GE 13 AND
CURPYGRD LE 15))
STRATA=55
IF (AGNCYNOW EQ 10 AND SEX EQ 2 AND (CURPYPLN EQ 1 OR
CURPYPLN EQ 2 OR CURPYPLN EQ 4) AND (CURPYGRD GE 13 AND
CURPYGRD LE 15))
STRATA=56
IF (AGNCYNOW EQ 11 AND SEX EQ 2 AND (CURPYPLN EQ 1 OR
CURPYPLN EQ 2 OR CURPYPLN EQ 4) AND (CURPYGRD GE 13 AND
CURPYGRD LE 15))
STRATA=57
IF (AGNCYNOW EQ 12 AND SEX EQ 2 AND (CURPYPLN EQ 1 OR
CURPYPLN EQ 2 OR CURPYPLN EQ 4) AND (CURPYGRD GE 13 AND
CURPYGRD LE 15))
STRATA=58
IF (AGNCYNOW EQ 13 AND SEX EQ 2 AND (CURPYPLN EQ 1 OR
CURPYPLN EQ 2 OR CURPYPLN EQ 4) AND (CURPYGRD GE 13 AND
CURPYGRD LE 15))
STRATA=59
IF (AGNCYNOW EQ 14 AND SEX EQ 2 AND (CURPYPLN EQ 1 OR
CURPYPLN EQ 2 OR CURPYPLN EQ 4) AND (CURPYGRD GE 13 AND
CURPYGRD LE 15))
STRATA=60
IF (AGNCYNOW EQ 15 AND SEX EQ 2 AND (CURPYPLN EQ 1 OR
CURPYPLN EQ 2 OR CURPYPLN EQ 4) AND (CURPYGRD GE 13 AND
CURPYGRD LE 15))
STRATA=61
IF (AGNCYNOW EQ 16 AND SEX EQ 2 AND (CURPYPLN EQ 1 OR
CURPYPLN EQ 2 OR CURPYPLN EQ 4) AND (CURPYGRD GE 13 AND
CURPYGRD LE 15))
STRATA=62
IF (AGNCYNOW EQ 17 AND SEX EQ 2 AND (CURPYPLN EQ 1 OR

CURPYPLN EQ 2 OR CURPYPLN EQ 4) AND (CURPYGRD GE 13 AND
 CURPYGRD LE 15))
 STRATA=63
 IF (AGNCYNOW EQ 18 AND SEX EQ 2 AND (CURPYPLN EQ 1 OR
 CURPYPLN EQ 2 OR CURPYPLN EQ 4) AND (CURPYGRD GE 13 AND
 CURPYGRD LE 15))
 STRATA=64
 IF (AGNCYNOW EQ 19 AND SEX EQ 2 AND (CURPYPLN EQ 1 OR
 CURPYPLN EQ 2 OR CURPYPLN EQ 4) AND (CURPYGRD GE 13 AND
 CURPYGRD LE 15))
 STRATA=65
 IF (AGNCYNOW EQ 20 AND SEX EQ 2 AND (CURPYPLN EQ 1 OR
 CURPYPLN EQ 2 OR CURPYPLN EQ 4) AND (CURPYGRD GE 13 AND
 CURPYGRD LE 15))
 STRATA=66
 IF (AGNCYNOW EQ 21 AND SEX EQ 2 AND (CURPYPLN EQ 1 OR
 CURPYPLN EQ 2 OR CURPYPLN EQ 4) AND (CURPYGRD GE 13 AND
 CURPYGRD LE 15))
 STRATA=67
 IF (AGNCYNOW EQ 22 AND SEX EQ 2 AND (CURPYPLN EQ 1 OR
 CURPYPLN EQ 2 OR CURPYPLN EQ 4) AND (CURPYGRD GE 13 AND
 CURPYGRD LE 15))
 STRATA=68
 IF (AGNCYNOW EQ 23 AND SEX EQ 2 AND (CURPYPLN EQ 1 OR
 CURPYPLN EQ 2 OR CURPYPLN EQ 4) AND (CURPYGRD GE 13 AND
 CURPYGRD LE 15))
 STRATA=69
 IF (AGNCYNOW EQ 1 AND SEX EQ 1 AND (CURPYPLN EQ 1 OR
 CURPYPLN EQ 2 OR CURPYPLN EQ 4) AND (CURPYGRD GE 13 AND
 CURPYGRD LE 15))
 STRATA=70
 IF (AGNCYNOW EQ 2 AND SEX EQ 1 AND (CURPYPLN EQ 1 OR
 CURPYPLN EQ 2 OR CURPYPLN EQ 4) AND (CURPYGRD GE 13 AND
 CURPYGRD LE 15))
 STRATA=71
 IF (AGNCYNOW EQ 3 AND SEX EQ 1 AND (CURPYPLN EQ 1 OR
 CURPYPLN EQ 2 OR CURPYPLN EQ 4) AND (CURPYGRD GE 13 AND
 CURPYGRD LE 15))
 STRATA=72
 IF (AGNCYNOW EQ 4 AND SEX EQ 1 AND (CURPYPLN EQ 1 OR
 CURPYPLN EQ 2 OR CURPYPLN EQ 4) AND (CURPYGRD GE 13 AND
 CURPYGRD LE 15))
 STRATA=73
 IF (AGNCYNOW EQ 5 AND SEX EQ 1 AND (CURPYPLN EQ 1 OR
 CURPYPLN EQ 2 OR CURPYPLN EQ 4) AND (CURPYGRD GE 13 AND
 CURPYGRD LE 15))
 STRATA=74
 IF (AGNCYNOW EQ 6 AND SEX EQ 1 AND (CURPYPLN EQ 1 OR
 CURPYPLN EQ 2 OR CURPYPLN EQ 4) AND (CURPYGRD GE 13 AND
 CURPYGRD LE 15))
 STRATA=75
 IF (AGNCYNOW EQ 7 AND SEX EQ 1 AND (CURPYPLN EQ 1 OR
 CURPYPLN EQ 2 OR CURPYPLN EQ 4) AND (CURPYGRD GE 13 AND
 CURPYGRD LE 15))

STRATA=76
IF (AGNCYNOW EQ 8 AND SEX EQ 1 AND (CURPYPLN EQ 1 OR
CURPYPLN EQ 2 OR CURPYPLN EQ 4) AND (CURPYGRD GE 13 AND
CURPYGRD LE 15))
STRATA=77
IF (AGNCYNOW EQ 9 AND SEX EQ 1 AND (CURPYPLN EQ 1 OR
CURPYPLN EQ 2 OR CURPYPLN EQ 4) AND (CURPYGRD GE 13 AND
CURPYGRD LE 15))
STRATA=78
IF (AGNCYNOW EQ 10 AND SEX EQ 1 AND (CURPYPLN EQ 1 OR
CURPYPLN EQ 2 OR CURPYPLN EQ 4) AND (CURPYGRD GE 13 AND
CURPYGRD LE 15))
STRATA=79
IF (AGNCYNOW EQ 11 AND SEX EQ 1 AND (CURPYPLN EQ 1 OR
CURPYPLN EQ 2 OR CURPYPLN EQ 4) AND (CURPYGRD GE 13 AND
CURPYGRD LE 15))
STRATA=80
IF (AGNCYNOW EQ 12 AND SEX EQ 1 AND (CURPYPLN EQ 1 OR
CURPYPLN EQ 2 OR CURPYPLN EQ 4) AND (CURPYGRD GE 13 AND
CURPYGRD LE 15))
STRATA=81
IF (AGNCYNOW EQ 13 AND SEX EQ 1 AND (CURPYPLN EQ 1 OR
CURPYPLN EQ 2 OR CURPYPLN EQ 4) AND (CURPYGRD GE 13 AND
CURPYGRD LE 15))
STRATA=82
IF (AGNCYNOW EQ 14 AND SEX EQ 1 AND (CURPYPLN EQ 1 OR
CURPYPLN EQ 2 OR CURPYPLN EQ 4) AND (CURPYGRD GE 13 AND
CURPYGRD LE 15))
STRATA=83
IF (AGNCYNOW EQ 15 AND SEX EQ 1 AND (CURPYPLN EQ 1 OR
CURPYPLN EQ 2 OR CURPYPLN EQ 4) AND (CURPYGRD GE 13 AND
CURPYGRD LE 15))
STRATA=84
IF (AGNCYNOW EQ 16 AND SEX EQ 1 AND (CURPYPLN EQ 1 OR
CURPYPLN EQ 2 OR CURPYPLN EQ 4) AND (CURPYGRD GE 13 AND
CURPYGRD LE 15))
STRATA=85
IF (AGNCYNOW EQ 17 AND SEX EQ 1 AND (CURPYPLN EQ 1 OR
CURPYPLN EQ 2 OR CURPYPLN EQ 4) AND (CURPYGRD GE 13 AND
CURPYGRD LE 15))
STRATA=86
IF (AGNCYNOW EQ 18 AND SEX EQ 1 AND (CURPYPLN EQ 1 OR
CURPYPLN EQ 2 OR CURPYPLN EQ 4) AND (CURPYGRD GE 13 AND
CURPYGRD LE 15))
STRATA=87
IF (AGNCYNOW EQ 19 AND SEX EQ 1 AND (CURPYPLN EQ 1 OR
CURPYPLN EQ 2 OR CURPYPLN EQ 4) AND (CURPYGRD GE 13 AND
CURPYGRD LE 15))
STRATA=88
IF (AGNCYNOW EQ 20 AND SEX EQ 1 AND (CURPYPLN EQ 1 OR
CURPYPLN EQ 2 OR CURPYPLN EQ 4) AND (CURPYGRD GE 13 AND
CURPYGRD LE 15))
STRATA=89
IF (AGNCYNOW EQ 21 AND SEX EQ 1 AND (CURPYPLN EQ 1 OR

CURPYPLN EQ 2 OR CURPYPLN EQ 4) AND (CURPYGRD GE 13 AND
 CURPYGRD LE 15))
 STRATA=90
 IF (AGNCYNOW EQ 22 AND SEX EQ 1 AND (CURPYPLN EQ 1 OR
 CURPYPLN EQ 2 OR CURPYPLN EQ 4) AND (CURPYGRD GE 13 AND
 CURPYGRD LE 15))
 STRATA=91
 IF (AGNCYNOW EQ 23 AND SEX EQ 1 AND (CURPYPLN EQ 1 OR
 CURPYPLN EQ 2 OR CURPYPLN EQ 4) AND (CURPYGRD GE 13 AND
 CURPYGRD LE 15))
 STRATA=92
 IF (AGNCYNOW EQ 1 AND SEX EQ 2 AND (CURPYPLN EQ 1 OR
 CURPYPLN EQ 4) AND (CURPYGRD GE 9 AND CURPYGRD LE 12))
 STRATA=93
 IF (AGNCYNOW EQ 2 AND SEX EQ 2 AND (CURPYPLN EQ 1 OR
 CURPYPLN EQ 4) AND (CURPYGRD GE 9 AND CURPYGRD LE 12))
 STRATA=94
 IF (AGNCYNOW EQ 3 AND SEX EQ 2 AND (CURPYPLN EQ 1 OR
 CURPYPLN EQ 4) AND (CURPYGRD GE 9 AND CURPYGRD LE 12))
 STRATA=95
 IF (AGNCYNOW EQ 4 AND SEX EQ 2 AND (CURPYPLN EQ 1 OR
 CURPYPLN EQ 4) AND (CURPYGRD GE 9 AND CURPYGRD LE 12))
 STRATA=96
 IF (AGNCYNOW EQ 5 AND SEX EQ 2 AND (CURPYPLN EQ 1 OR
 CURPYPLN EQ 4) AND (CURPYGRD GE 9 AND CURPYGRD LE 12))
 STRATA=97
 IF (AGNCYNOW EQ 6 AND SEX EQ 2 AND (CURPYPLN EQ 1 OR
 CURPYPLN EQ 4) AND (CURPYGRD GE 9 AND CURPYGRD LE 12))
 STRATA=98
 IF (AGNCYNOW EQ 7 AND SEX EQ 2 AND (CURPYPLN EQ 1 OR
 CURPYPLN EQ 4) AND (CURPYGRD GE 9 AND CURPYGRD LE 12))
 STRATA=99
 IF (AGNCYNOW EQ 8 AND SEX EQ 2 AND (CURPYPLN EQ 1 OR
 CURPYPLN EQ 4) AND (CURPYGRD GE 9 AND CURPYGRD LE 12))
 STRATA=100
 IF (AGNCYNOW EQ 9 AND SEX EQ 2 AND (CURPYPLN EQ 1 OR
 CURPYPLN EQ 4) AND (CURPYGRD GE 9 AND CURPYGRD LE 12))
 STRATA=101
 IF (AGNCYNOW EQ 10 AND SEX EQ 2 AND (CURPYPLN EQ 1 OR
 CURPYPLN EQ 4) AND (CURPYGRD GE 9 AND CURPYGRD LE 12))
 STRATA=102
 IF (AGNCYNOW EQ 11 AND SEX EQ 2 AND (CURPYPLN EQ 1 OR
 CURPYPLN EQ 4) AND (CURPYGRD GE 9 AND CURPYGRD LE 12))
 STRATA=103
 IF (AGNCYNOW EQ 12 AND SEX EQ 2 AND (CURPYPLN EQ 1 OR
 CURPYPLN EQ 4) AND (CURPYGRD GE 9 AND CURPYGRD LE 12))
 STRATA=104
 IF (AGNCYNOW EQ 13 AND SEX EQ 2 AND (CURPYPLN EQ 1 OR
 CURPYPLN EQ 4) AND (CURPYGRD GE 9 AND CURPYGRD LE 12))
 STRATA=105
 IF (AGNCYNOW EQ 14 AND SEX EQ 2 AND (CURPYPLN EQ 1 OR
 CURPYPLN EQ 4) AND (CURPYGRD GE 9 AND CURPYGRD LE 12))
 STRATA=106
 IF (AGNCYNOW EQ 15 AND SEX EQ 2 AND (CURPYPLN EQ 1 OR

CURPYPLN EQ 4) AND (CURPYGRD GE 9 AND CURPYGRD LE 12))
 STRATA=107
 IF (AGNCYNOW EQ 16 AND SEX EQ 2 AND (CURPYPLN EQ 1 OR
 CURPYPLN EQ 4) AND (CURPYGRD GE 9 AND CURPYGRD LE 12))
 STRATA=108
 IF (AGNCYNOW EQ 17 AND SEX EQ 2 AND (CURPYPLN EQ 1 OR
 CURPYPLN EQ 4) AND (CURPYGRD GE 9 AND CURPYGRD LE 12))
 STRATA=109
 IF (AGNCYNOW EQ 18 AND SEX EQ 2 AND (CURPYPLN EQ 1 OR
 CURPYPLN EQ 4) AND (CURPYGRD GE 9 AND CURPYGRD LE 12))
 STRATA=110
 IF (AGNCYNOW EQ 19 AND SEX EQ 2 AND (CURPYPLN EQ 1 OR
 CURPYPLN EQ 4) AND (CURPYGRD GE 9 AND CURPYGRD LE 12))
 STRATA=111
 IF (AGNCYNOW EQ 20 AND SEX EQ 2 AND (CURPYPLN EQ 1 OR
 CURPYPLN EQ 4) AND (CURPYGRD GE 9 AND CURPYGRD LE 12))
 STRATA=112
 IF (AGNCYNOW EQ 21 AND SEX EQ 2 AND (CURPYPLN EQ 1 OR
 CURPYPLN EQ 4) AND (CURPYGRD GE 9 AND CURPYGRD LE 12))
 STRATA=113
 IF (AGNCYNOW EQ 22 AND SEX EQ 2 AND (CURPYPLN EQ 1 OR
 CURPYPLN EQ 4) AND (CURPYGRD GE 9 AND CURPYGRD LE 12))
 STRATA=114
 IF (AGNCYNOW EQ 23 AND SEX EQ 2 AND (CURPYPLN EQ 1 OR
 CURPYPLN EQ 4) AND (CURPYGRD GE 9 AND CURPYGRD LE 12))
 STRATA=115
 IF (AGNCYNOW EQ 1 AND SEX EQ 1 AND (CURPYPLN EQ 1 OR
 CURPYPLN EQ 4) AND (CURPYGRD GE 9 AND CURPYGRD LE 12))
 STRATA=116
 IF (AGNCYNOW EQ 2 AND SEX EQ 1 AND (CURPYPLN EQ 1 OR
 CURPYPLN EQ 4) AND (CURPYGRD GE 9 AND CURPYGRD LE 12))
 STRATA=117
 IF (AGNCYNOW EQ 3 AND SEX EQ 1 AND (CURPYPLN EQ 1 OR
 CURPYPLN EQ 4) AND (CURPYGRD GE 9 AND CURPYGRD LE 12))
 STRATA=118
 IF (AGNCYNOW EQ 4 AND SEX EQ 1 AND (CURPYPLN EQ 1 OR
 CURPYPLN EQ 4) AND (CURPYGRD GE 9 AND CURPYGRD LE 12))
 STRATA=119
 IF (AGNCYNOW EQ 5 AND SEX EQ 1 AND (CURPYPLN EQ 1 OR
 CURPYPLN EQ 4) AND (CURPYGRD GE 9 AND CURPYGRD LE 12))
 STRATA=120
 FILE HANDLE COUT2/NAME='CDSDEF2'
 SAVE OUTFILE=COUT2

```

NUMBERED      YES
RUN NAME      Program to define 2nd half of strata
FILE HANDLE   COUT2/NAME='CDSDEF2'
GET FILE      COUT2
IF (AGNCYNOW EQ 6 AND SEX EQ 1 AND (CURPYPLN EQ 1 OR
  CURPYPLN EQ 4) AND (CURPYGRD GE 9 AND CURPYGRD LE 12))
  STRATA=121
IF (AGNCYNOW EQ 7 AND SEX EQ 1 AND (CURPYPLN EQ 1 OR
  CURPYPLN EQ 4) AND (CURPYGRD GE 9 AND CURPYGRD LE 12))
  STRATA=122
IF (AGNCYNOW EQ 8 AND SEX EQ 1 AND (CURPYPLN EQ 1 OR
  CURPYPLN EQ 4) AND (CURPYGRD GE 9 AND CURPYGRD LE 12))
  STRATA=123
IF (AGNCYNOW EQ 9 AND SEX EQ 1 AND (CURPYPLN EQ 1 OR
  CURPYPLN EQ 4) AND (CURPYGRD GE 9 AND CURPYGRD LE 12))
  STRATA=124
IF (AGNCYNOW EQ 10 AND SEX EQ 1 AND (CURPYPLN EQ 1 OR
  CURPYPLN EQ 4) AND (CURPYGRD GE 9 AND CURPYGRD LE 12))
  STRATA=125
IF (AGNCYNOW EQ 11 AND SEX EQ 1 AND (CURPYPLN EQ 1 OR
  CURPYPLN EQ 4) AND (CURPYGRD GE 9 AND CURPYGRD LE 12))
  STRATA=126
IF (AGNCYNOW EQ 12 AND SEX EQ 1 AND (CURPYPLN EQ 1 OR
  CURPYPLN EQ 4) AND (CURPYGRD GE 9 AND CURPYGRD LE 12))
  STRATA=127
IF (AGNCYNOW EQ 13 AND SEX EQ 1 AND (CURPYPLN EQ 1 OR
  CURPYPLN EQ 4) AND (CURPYGRD GE 9 AND CURPYGRD LE 12))
  STRATA=128
IF (AGNCYNOW EQ 14 AND SEX EQ 1 AND (CURPYPLN EQ 1 OR
  CURPYPLN EQ 4) AND (CURPYGRD GE 9 AND CURPYGRD LE 12))
  STRATA=129
IF (AGNCYNOW EQ 15 AND SEX EQ 1 AND (CURPYPLN EQ 1 OR
  CURPYPLN EQ 4) AND (CURPYGRD GE 9 AND CURPYGRD LE 12))
  STRATA=130
IF (AGNCYNOW EQ 16 AND SEX EQ 1 AND (CURPYPLN EQ 1 OR
  CURPYPLN EQ 4) AND (CURPYGRD GE 9 AND CURPYGRD LE 12))
  STRATA=131
IF (AGNCYNOW EQ 17 AND SEX EQ 1 AND (CURPYPLN EQ 1 OR
  CURPYPLN EQ 4) AND (CURPYGRD GE 9 AND CURPYGRD LE 12))
  STRATA=132
IF (AGNCYNOW EQ 18 AND SEX EQ 1 AND (CURPYPLN EQ 1 OR
  CURPYPLN EQ 4) AND (CURPYGRD GE 9 AND CURPYGRD LE 12))
  STRATA=133
IF (AGNCYNOW EQ 19 AND SEX EQ 1 AND (CURPYPLN EQ 1 OR
  CURPYPLN EQ 4) AND (CURPYGRD GE 9 AND CURPYGRD LE 12))
  STRATA=134
IF (AGNCYNOW EQ 20 AND SEX EQ 1 AND (CURPYPLN EQ 1 OR
  CURPYPLN EQ 4) AND (CURPYGRD GE 9 AND CURPYGRD LE 12))
  STRATA=135
IF (AGNCYNOW EQ 21 AND SEX EQ 1 AND (CURPYPLN EQ 1 OR
  CURPYPLN EQ 4) AND (CURPYGRD GE 9 AND CURPYGRD LE 12))
  STRATA=136
IF (AGNCYNOW EQ 22 AND SEX EQ 1 AND (CURPYPLN EQ 1 OR
  CURPYPLN EQ 4) AND (CURPYGRD GE 9 AND CURPYGRD LE 12))

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STRATA=137
IF (AGNCYNOW EQ 23 AND SEX EQ 1 AND (CURPYPLN EQ 1 OR
  CURPYPLN EQ 4) AND (CURPYGRD GE 9 AND CURPYGRD LE 12))
  STRATA=138
FREQUENCIES VARIABLES=STRATA
FILE HANDLE COUT3/NAME='CDSDEF3'
SAVE OUTFILE=COUT3
```