



PUBLIC NOTICE

Federal Communications Commission
445 12th St., S.W.
Washington, D.C. 20554

News media information 202 / 418-0500
Fax-On-Demand 202 / 418-2830
Internet: <http://www.fcc.gov>
<ftp.fcc.gov>

1999 CABLE AND MULTI-CHANNEL VIDEO PROGRAM DISTRIBUTOR EMPLOYMENT REPORT

The Commission today is releasing the attached five-year (1995-1999) minority and female employment trend report for the cable and Multi-Channel Video Program Distributor (MVPD) industry. The data are compiled from the Annual Employment Reports that cable and MVPD operators file showing the composition of their staffs by gender, race, and/or national origin. This is the first year that the Commission has created a trend report for the MVPDs. A trend report for MVPD operators was not created previously because 1995 was the first year MVPDs filed annual employment reports and 1999 marked the first year that the Commission had five years of MVPD employment data.

Overall cable industry employment decreased at units having more than five employees from 133,705 in 1998 to 130,953 in 1999. Total female representation decreased from 41.7% to 40.4% while minority representation increased from 30.9% to 32.7%. Among the total full-time employees in upper-level job categories, females decreased from 28.9% to 26.9% and minorities increased from 21.7% to 29.1%.

Overall MVPD industry employment increased at units having more than five employees from 5,591 in 1998 to 10,322 in 1999. Total female representation decreased from 52.7% to 43.2% while minority representation decreased from 27.7% to 27.0%. Among the total fulltime employees in upper-level job categories, females increased from 32.2% to 33.6% and minorities increased from 16.9% to 22.9%.

The 1999 national labor force included 46.5% women and 26.9% minorities.

Complete reports may be inspected either in the FCC Library, Room TW-B505, or in the Public Service Division, OPA, Room CY-B501, 445 12th Street, S.W., Washington, DC. Copies may be purchased from the FCC's duplicating contractor, International Transcription Service (202) 314-3070. For additional information concerning the data contact the EEO Staff office at (202) 418-1450.

-FCC-

CABLE TV EQUAL EMPLOYMENT
OPPORTUNITY
FIVE YEAR TREND REPORT
(STATE NAME SEQUENCE)

United States

National Totals

----- FEMALE MINORITIES ----- MALE MINORITIES -----

JOB CATEGORY	1999	TOTAL EMPLOYEES	TOTAL		TOTAL MINOR	BLACK	ASIAN PAC/ISL		AM IND/ ALASKAN	HIS- PANIC	BLACK		ASIAN PAC/ISL		AM IND/ ALASKAN	HIS- PANIC
			MALES	FEMALE			ALASKAN	ALASKAN			ALASKAN	ALASKAN				
Officials & Managers	1999	17312	5947	11365	3188	871	94	37	372	952	166	79	617			
	% Total 1999	17312	34.4	65.6	18.4	5.0	0.5	0.2	2.1	5.5	1.0	0.5	3.6			
	% Total 1998	18877	35.2	64.8	17.0	4.6	0.5	0.2	2.1	4.9	0.9	0.5	3.3			
	% Total 1997	17957	36.0	64.0	16.5	4.5	0.6	0.3	2.1	4.5	0.9	0.6	3.0			
	% Total 1996	17046	35.9	64.1	15.5	4.2	0.6	0.2	2.0	4.3	0.8	0.6	2.8			
Professionals	1999	17032	35.9	64.1	14.4	3.7	0.7	0.3	1.9	3.8	0.8	0.5	2.7			
	% Total 1999	6737	27.10	40.27	11.42	3.34	0.77	0.18	1.29	2.77	1.02	0.23	1.82			
	% Total 1998	6737	40.2	59.8	17.0	5.0	1.1	0.3	1.9	4.1	1.5	0.3	2.7			
	% Total 1997	7175	47.0	53.0	18.7	5.3	1.9	0.3	2.3	4.0	1.9	0.2	2.8			
	% Total 1996	6068	46.9	53.1	18.3	5.3	1.6	0.1	2.8	3.8	1.7	0.3	2.8			
Technicians	1999	5338	47.8	52.2	16.9	5.1	1.5	0.3	2.7	3.3	1.4	0.3	2.3			
	% Total 1999	5165	47.4	52.6	16.9	4.8	1.6	0.3	2.7	3.2	1.7	0.4	2.2			
	% Total 1998	20467	13.19	19.148	5.234	2.29	0.48	0.08	1.02	2.669	0.418	0.160	1.600			
	% Total 1997	20467	6.4	93.6	25.6	1.1	0.2	0.0	0.5	13.0	2.0	0.8	7.8			
	% Total 1996	17869	7.4	92.6	24.6	1.2	0.2	0.0	0.5	12.5	1.9	0.7	7.5			
Sales Workers	1999	17499	7.7	92.3	23.2	1.1	0.3	0.0	0.5	11.3	2.3	0.6	7.1			
	% Total 1999	17351	8.1	91.9	22.5	1.2	0.3	0.0	0.5	10.9	2.1	0.7	6.8			
	% Total 1998	16703	7.6	92.4	22.1	1.1	0.3	0.0	0.5	10.5	2.4	0.7	6.6			
	% Total 1997	9775	4.227	55.48	29.16	8.93	0.74	0.18	3.01	9.28	1.18	0.23	5.61			
	% Total 1996	9775	4.32	56.8	29.8	9.1	0.8	0.2	3.1	9.5	1.2	0.2	5.7			
Office/Clerical	1999	9252	43.8	56.2	28.2	8.3	0.5	0.2	2.9	9.5	1.1	0.2	5.3			
	% Total 1999	9252	43.8	56.2	28.2	8.3	0.5	0.2	2.9	9.5	1.1	0.2	5.3			
	% Total 1998	9759	45.0	55.0	26.6	8.2	0.7	0.3	3.0	8.8	1.1	0.3	4.4			
	% Total 1997	10594	44.2	55.8	28.4	8.8	0.7	0.3	3.2	9.1	1.2	0.2	4.9			
	% Total 1996	11080	47.1	52.9	28.1	9.5	0.6	0.3	3.6	8.3	1.2	0.2	4.4			
Office/Clerical	1999	47257	37.969	92.88	19.555	10.164	6.99	2.40	4.424	23.54	3.02	0.75	12.97			
	% Total 1999	47257	80.3	19.7	41.4	21.5	1.5	0.5	9.4	5.0	0.6	0.2	2.7			
	% Total 1998	47424	81.8	18.2	40.6	21.2	1.4	0.5	9.3	4.8	0.6	0.2	2.7			
	% Total 1997	44156	83.6	16.4	38.0	19.8	1.5	0.5	9.0	4.1	0.5	0.1	2.4			
	% Total 1996	40478	84.2	15.8	36.5	18.6	1.3	0.6	9.1	3.9	0.5	0.1	2.3			
% Total 1995	37840	84.7	15.3	35.1	17.4	1.5	0.6	9.1	3.5	0.5	0.1	2.3				

CABLE TV EQUAL EMPLOYMENT
OPPORTUNITY
FIVE YEAR TREND REPORT
(STATE NAME SEQUENCE)

JOB CATEGORY	TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL MALES	TOTAL MINOR	FEMALE MINORITIES					MALE MINORITIES				
					BLACK	ASIAN PAC/ISL	AM IND/ALASKAN	HIS-PANIC	BLACK	ASIAN PAC/ISL	AM IND/ALASKAN	HIS-PANIC		
National Totals	1999	15552	841	14711	4358	114	20	13	57	2303	248	140	1463	
	% Total 1999	15552	5.4	94.6	28.0	0.7	0.1	0.1	0.4	14.8	1.6	0.9	9.4	
	% Total 1998	14339	3.7	96.3	28.0	0.7	0.1	0.0	0.3	14.6	1.7	0.9	9.7	
	% Total 1997	13744	4.6	95.4	25.7	0.8	0.1	0.0	0.4	13.2	1.6	0.8	8.7	
	% Total 1996	11843	3.8	96.2	24.4	0.6	0.1	0.0	0.2	12.6	1.3	0.9	8.6	
Craftsmen	1999	15552	841	14711	4358	114	20	13	57	2303	248	140	1463	
	% Total 1999	15552	5.4	94.6	28.0	0.7	0.1	0.1	0.4	14.8	1.6	0.9	9.4	
	% Total 1998	14339	3.7	96.3	28.0	0.7	0.1	0.0	0.3	14.6	1.7	0.9	9.7	
	% Total 1997	13744	4.6	95.4	25.7	0.8	0.1	0.0	0.4	13.2	1.6	0.8	8.7	
	% Total 1996	11843	3.8	96.2	24.4	0.6	0.1	0.0	0.2	12.6	1.3	0.9	8.6	
Operatives	1999	11461	4.1	95.9	23.7	0.7	0.1	0.0	0.3	11.4	1.5	1.0	8.7	
	% Total 1999	18147	906	17241	6429	158	26	14	96	2979	558	133	2465	
	% Total 1998	18147	5.0	95.0	35.4	0.9	0.1	0.1	0.5	16.4	3.1	0.7	13.6	
	% Total 1997	17368	4.9	95.1	34.9	0.9	0.2	0.1	0.4	16.5	2.6	0.8	13.4	
	% Total 1996	17338	5.1	94.9	33.1	0.9	0.2	0.1	0.3	16.1	2.7	0.8	12.0	
Laborers	1999	16585	5.0	95.0	32.4	0.8	0.1	0.0	0.4	16.1	2.3	0.8	11.8	
	% Total 1999	15587	5.5	94.5	31.6	0.7	0.1	0.0	0.4	15.6	2.6	0.7	11.3	
	% Total 1998	1017	128	889	385	29	2	5	13	170	27	6	133	
	% Total 1997	1017	12.6	87.4	37.9	2.9	0.2	0.5	1.3	16.7	2.7	0.6	13.1	
	% Total 1996	1147	13.1	86.9	35.3	2.6	0.0	0.4	1.2	15.6	2.4	0.2	12.9	
Service	1999	1189	12.7	87.3	32.0	2.1	0.0	0.3	1.2	14.1	1.9	0.5	11.9	
	% Total 1999	1029	12.1	87.9	32.0	1.9	0.0	0.1	1.0	16.0	1.7	0.5	10.8	
	% Total 1998	940	10.5	89.5	30.5	1.3	0.1	0.1	0.5	15.6	1.9	0.1	10.9	
	% Total 1997	211	34	177	97	5	0	0	4	49	4	0	35	
	% Total 1996	211	16.1	83.9	46.0	2.4	0.0	0.0	1.9	23.2	1.9	0.0	16.6	
Total All Jobs	1999	254	21.3	78.7	35.4	2.0	0.0	0.0	2.0	18.5	1.6	0.0	11.4	
	% Total 1999	217	29.0	71.0	29.0	2.3	0.0	0.0	1.4	9.2	1.4	0.9	13.8	
	% Total 1998	266	31.2	68.8	34.2	2.3	0.0	0.0	1.9	12.8	1.5	0.0	15.8	
	% Total 1997	248	38.7	61.3	28.2	2.0	0.4	0.0	3.6	11.3	1.2	0.0	9.7	
	% Total 1996	130953	52852	78101	42835	12729	1018	343	5473	12530	1918	598	8226	
Total All Jobs	1999	130953	40.4	59.6	32.7	9.7	0.8	0.3	4.2	9.6	1.5	0.5	6.3	
	% Total 1999	133705	41.7	58.3	30.9	9.4	0.8	0.3	4.1	8.8	1.3	0.4	5.9	
	% Total 1998	127927	42.0	58.0	29.1	8.7	0.8	0.3	3.9	8.2	1.4	0.4	5.4	
	% Total 1997	120530	41.7	58.3	28.2	8.2	0.7	0.3	3.9	8.0	1.2	0.5	5.3	
	% Total 1996	116056	41.9	58.1	27.1	7.7	0.8	0.3	3.9	7.5	1.3	0.4	5.1	

MVPD EQUAL EMPLOYMENT
OPPORTUNITY
FIVE YEAR TREND REPORT
(STATE NAME SEQUENCE)

United States		-----FEMALE MINORITIES-----											-----MALE MINORITIES-----				
National Totals																	
JOB CATEGORY	TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL MALES	TOTAL MINOR	BLACK	ASIAN PACISL	AM IND/ ALASKAN	HIS- PANIC	BLACK	ASIAN PACISL	AM IND/ ALASKAN	HIS- PANIC					
Officials & Managers	1999	1615	556	1059	269	26	25	2	44	49	37	9	77				
	% Total 1999	1615	34.4	65.6	16.7	1.6	1.5	0.1	2.7	3.0	2.3	0.6	4.8				
	1998	1015	32.6	67.4	12.7	2.6	0.5	0.2	1.9	2.4	0.9	0.7	3.6				
	% Total 1998	1015	32.6	67.4	12.7	2.6	0.5	0.2	1.9	2.4	0.9	0.7	3.6				
	1997	1579	33.2	66.8	13.3	2.3	1.1	0.1	2.2	2.6	1.8	0.8	2.5				
% Total 1997	1579	33.2	66.8	13.3	2.3	1.1	0.1	2.2	2.6	1.8	0.8	2.5					
Professionals	1999	1247	498	749	319	48	62	0	49	37	84	6	33				
	% Total 1999	1247	39.9	60.1	25.6	3.8	5.0	0.0	3.9	3.0	6.7	0.5	2.6				
	1998	572	37.9	62.1	14.9	2.8	1.7	0.0	1.9	2.6	3.7	0.4	1.7				
	% Total 1998	572	37.9	62.1	14.9	2.8	1.7	0.0	1.9	2.6	3.7	0.4	1.7				
	1997	908	43.1	56.9	22.8	4.0	4.0	0.1	3.2	3.0	5.4	0.8	2.4				
% Total 1997	908	43.1	56.9	22.8	4.0	4.0	0.1	3.2	3.0	5.4	0.8	2.4					
Technicians	1999	885	147	738	222	10	11	2	15	78	20	4	82				
	% Total 1999	885	16.6	83.4	25.1	1.1	1.2	0.2	1.7	8.8	2.3	0.5	9.3				
	1998	614	10.1	89.9	23.1	0.5	0.0	0.2	0.5	12.2	1.5	0.2	8.1				
	% Total 1998	614	10.1	89.9	23.1	0.5	0.0	0.2	0.5	12.2	1.5	0.2	8.1				
	1997	1034	12.9	87.1	17.2	0.8	0.3	0.2	0.9	6.4	1.3	0.9	6.6				
% Total 1997	1034	12.9	87.1	17.2	0.8	0.3	0.2	0.9	6.4	1.3	0.9	6.6					
Sales Workers	1999	574	9.6	90.4	20.9	0.7	0.2	0.0	0.2	9.9	1.4	0.5	8.0				
	% Total 1999	574	9.6	90.4	20.9	0.7	0.2	0.0	0.2	9.9	1.4	0.5	8.0				
	1998	872	35.1	52.1	24.9	7.2	4	7	36	67	4	11	48				
	% Total 1998	872	35.1	52.1	24.9	7.2	4	7	36	67	4	11	48				
	1997	872	40.3	59.7	28.6	8.3	0.5	0.8	4.1	7.7	0.5	1.3	5.5				
% Total 1997	872	40.3	59.7	28.6	8.3	0.5	0.8	4.1	7.7	0.5	1.3	5.5					
1998	981	42.5	57.5	18.9	4.1	0.7	1.0	2.7	4.6	0.6	1.5	3.7					
% Total 1998	981	42.5	57.5	18.9	4.1	0.7	1.0	2.7	4.6	0.6	1.5	3.7					

MVPD EQUAL EMPLOYMENT
OPPORTUNITY
FIVE YEAR TREND REPORT
(STATE NAME SEQUENCE)

United States

National Totals

-----FEMALE MINORITIES-----MALE MINORITIES-----

JOB CATEGORY	TOTAL EMPLOYEES	TOTAL FEMALE	TOTAL MALES	TOTAL MINOR	FEMALE MINORITIES					MALE MINORITIES				
					BLACK	ASIAN PACISL	AM IND/ ALASKAN	HIS- PANIC	BLACK	ASIAN PACISL	AM IND/ ALASKAN	HIS- PANIC		
Office/Clerical	% Total 1997	1745	44.5	55.5	20.5	7.9	0.5	0.3	1.4	5.5	0.4	0.9	3.6	
	% Total 1996	1615	37.6	62.4	19.6	5.1	0.4	0.2	1.5	5.6	1.1	0.7	4.8	
	% Total 1995	803	28.3	71.7	28.5	4.6	0.2	0.5	2.5	13.6	1.4	0.5	5.2	
	1999	4359	2821	1538	1316	438	54	32	363	183	46	16	184	
	% Total 1999	4359	64.7	35.3	30.2	10.0	1.2	0.7	8.3	4.2	1.1	0.4	4.2	
Craftsmen	% Total 1998	2806	66.9	33.1	30.1	9.8	0.9	0.8	9.7	3.9	0.7	0.2	4.0	
	% Total 1997	2696	75.6	24.4	35.1	15.2	1.4	0.9	8.6	5.7	0.3	0.3	2.8	
	% Total 1996	2506	74.5	25.5	35.9	15.8	1.2	0.6	9.1	5.8	0.2	0.4	2.8	
	% Total 1995	1709	71.6	28.4	38.3	17.7	1.5	0.5	8.7	6.6	0.7	0.0	2.7	
	1999	203	10	193	43	1	0	1	1	16	3	0	21	
Operatives	% Total 1999	203	4.9	95.1	21.2	0.5	0.0	0.5	0.5	7.9	1.5	0.0	10.3	
	% Total 1998	252	24.2	75.8	19.8	1.2	0.0	0.4	0.0	6.0	0.4	0.0	11.9	
	% Total 1997	349	20.9	79.1	24.9	0.9	0.0	0.0	0.0	12.3	1.1	0.6	10.0	
	% Total 1996	486	10.1	89.9	30.0	1.2	0.0	0.0	0.4	14.4	2.3	2.1	9.7	
	% Total 1995	210	5.7	94.3	26.2	0.5	0.0	0.0	0.5	19.0	0.0	0.5	5.7	
Operatives	1999	991	49	942	320	7	3	0	9	173	14	7	107	
	% Total 1999	991	4.9	95.1	32.3	0.7	0.3	0.0	0.9	17.5	1.4	0.7	10.8	
	% Total 1998	467	5.4	94.6	24.4	0.2	0.4	0.0	0.6	8.1	2.1	1.1	11.8	
	% Total 1997	724	4.7	95.3	18.8	0.6	0.0	0.0	0.4	7.0	0.7	1.2	8.8	
	% Total 1996	184	9.2	90.8	24.5	1.6	0.0	0.0	0.0	11.4	1.1	1.6	8.7	
% Total 1995	175	6.9	93.1	33.7	0.6	0.0	0.0	0.6	14.9	0.6	0.6	16.6		

United States
National Totals

JOB CATEGORY	TOTAL	TOTAL	TOTAL	TOTAL	FEMALE MINORITIES					MALE MINORITIES				
					FEMALE	MALE	MINOR	BLACK	PAC/ISL	AM IND/ ALASKAN	HIS- PANIC	BLACK	PAC/ISL	AM IND/ ALASKAN
Laborers	1999	126	20	106	47	1	0	1	5	16	5	0	19	
	% Total 1999	126	15.9	84.1	37.3	0.8	0.0	0.8	4.0	12.7	4.0	0.0	15.1	
	1998	123	8.9	91.1	35.0	0.8	0.0	1.6	1.6	13.0	0.8	0.8	16.3	
	% Total 1998	123	8.9	91.1	35.0	0.8	0.0	1.6	1.6	13.0	0.8	0.8	16.3	
	1997	28	17.9	82.1	17.9	0.0	0.0	0.0	3.6	0.0	0.0	0.0	14.3	
% Total 1997	28	17.9	82.1	17.9	0.0	0.0	0.0	3.6	0.0	0.0	0.0	14.3		
1996	61	23.0	77.0	34.4	4.9	0.0	0.0	0.0	0.0	13.1	1.6	0.0	14.8	
% Total 1996	61	23.0	77.0	34.4	4.9	0.0	0.0	0.0	0.0	13.1	1.6	0.0	14.8	
1995	27	0.0	100.0	66.7	0.0	0.0	0.0	0.0	0.0	18.5	3.7	0.0	44.4	
% Total 1995	27	0.0	100.0	66.7	0.0	0.0	0.0	0.0	0.0	18.5	3.7	0.0	44.4	
Service	1999	24	3	21	5	1	0	0	0	3	0	0	1	
	% Total 1999	24	12.5	7.5	20.8	4.2	0.0	0.0	0.0	12.3	0.0	0.0	4.2	
	1998	25	12.0	88.0	20.0	0.0	0.0	0.0	4.0	8.0	0.0	4.0	4.0	
	% Total 1998	25	12.0	88.0	20.0	0.0	0.0	0.0	4.0	8.0	0.0	4.0	4.0	
	1997	31	25.8	74.2	12.9	0.0	0.0	0.0	0.0	3.2	0.0	0.0	9.7	
% Total 1997	31	25.8	74.2	12.9	0.0	0.0	0.0	0.0	3.2	0.0	0.0	9.7		
1996	6	16.7	83.3	33.3	0.0	0.0	0.0	0.0	16.7	0.0	0.0	16.7		
% Total 1996	6	16.7	83.3	33.3	0.0	0.0	0.0	0.0	16.7	0.0	0.0	16.7		
1995	12	25.0	75.0	33.3	0.0	0.0	0.0	0.0	16.7	8.3	0.0	8.3		
% Total 1995	12	25.0	75.0	33.3	0.0	0.0	0.0	0.0	16.7	8.3	0.0	8.3		
Total All Jobs	1999	10322	4455	5867	2790	604	159	45	522	622	213	53	572	
	% Total 1999	10322	43.2	56.8	27.0	5.9	1.5	0.4	5.1	6.0	2.1	0.5	5.5	
	1998	5591	52.7	47.3	27.7	6.3	0.9	0.7	5.9	5.8	1.3	0.6	6.2	
	% Total 1998	5591	52.7	47.3	27.7	6.3	0.9	0.7	5.9	5.8	1.3	0.6	6.2	
	1997	9074	43.9	56.1	23.4	7.0	1.1	0.4	3.7	5.3	1.2	0.7	4.0	
% Total 1997	9074	43.9	56.1	23.4	7.0	1.1	0.4	3.7	5.3	1.2	0.7	4.0		
1996	8351	40.1	59.9	23.3	6.6	0.9	0.3	3.5	5.4	1.2	0.7	4.7		
% Total 1996	8351	40.1	59.9	23.3	6.6	0.9	0.3	3.5	5.4	1.2	0.7	4.7		
1995	4839	41.5	58.5	27.4	8.0	1.0	0.3	3.9	8.0	1.3	0.4	4.5		
% Total 1995	4839	41.5	58.5	27.4	8.0	1.0	0.3	3.9	8.0	1.3	0.4	4.5		