

Table 2.1 Four Health Care Occupations, by Class and Gender

Gender	Class	
	Professional occupation	Working-class occupation
Male-dominated	Physicians	EMTs
	Percentage women: 32 percent Mean income = \$187,000	Percentage women: 22 percent Mean income = \$54,000
Female-dominated	Nurses	Nursing assistants
	Percentage women: 93 percent Mean income = \$55,000	Percentage women: 93 percent Mean income = \$21,000

Source: Authors, 2005, Survey of Hours and Schedules. See the website for the equivalent national data.

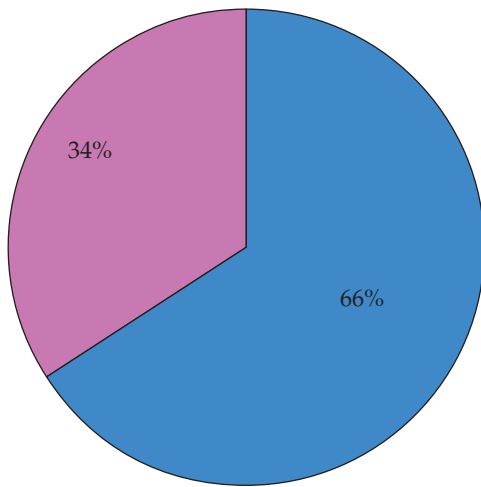
Figure 5.1 Sample Daily Schedule at Berkman Nursing Home

Monday April 1				
Unit 1	Unit 2	Unit 3	Unit 4	Unit 5
Supervisor: Karen	Supervisor: Imani	Supervisor: Jen	Supervisor: Michelle	Supervisor: Heather
<u>Nurses:</u> Diane Deborah	<u>Nurses:</u> Erica Babeer VAC Lilly	<u>Nurses:</u> Ligaya Cheryl	<u>Nurses:</u> Joanne Aisha HOL Tiffany M	<u>Nurses:</u> Olivia Susan
<u>CNAs:</u> Shakina C Beyonce Eve Zari off Sofia Emjma Jasmine	<u>CNAs:</u> Melvin Beatrice Alice Laqueta Carmen Jayla	<u>CNAs:</u> Shasta SK Louise Kayla SK Brianna SK Aisha Kimani Keisha Lonai	<u>CNAs:</u> Sherita SWAP Crystal Tiffany Wanda Latoya Edmaris Amanda SWAP	<u>CNAs:</u> Ruth Tammy Chloe Shamara Tamika Ana Naomi
EVENING SHIFT (Supervisor Donna)				
<u>Nurses:</u> Marianne Laura	<u>Nurses:</u> Julia Stephanie	<u>Nurses:</u> Theresa Linda SK Jen	<u>Nurses:</u> Lynn Emily	<u>Nurses:</u> Jayla Rebecca
<u>CNAs:</u> Gertha Crystal Angela Veronica HOL Lenworth Beyonce	<u>CNAs:</u> Sofia VAC Nahir Jaynette Beth Yazmin Thalia	<u>CNAs:</u> Sheila Yvonne Nancy Shalamar Annmarie	<u>CNAs:</u> Melissa Wendy Dawn SK Suheyrie Betsy Crystal	<u>CNAs:</u> Gina UAC Laqueta Kanita Ashley Coleesha Shakina T
NIGHT SHIFT (Supervisor Jessica)				
<u>Nurses:</u> Darlene Mary Ann (WF)	<u>Nurses:</u> Linda	<u>Nurses:</u> Julie	<u>Nurses:</u> Shaniqua	<u>Nurses:</u> Jean
<u>CNAs:</u> Musur Ayana Rachel	<u>CNAs:</u> Mara Nicole	<u>CNAs:</u> Valerie SK Naderra Shalamar	<u>CNAs:</u> Melissa Cecile	<u>CNAs:</u> Beth Syleena Marisol Benise VAC

Source: Berkman daily schedule (names changed to protect confidentiality).

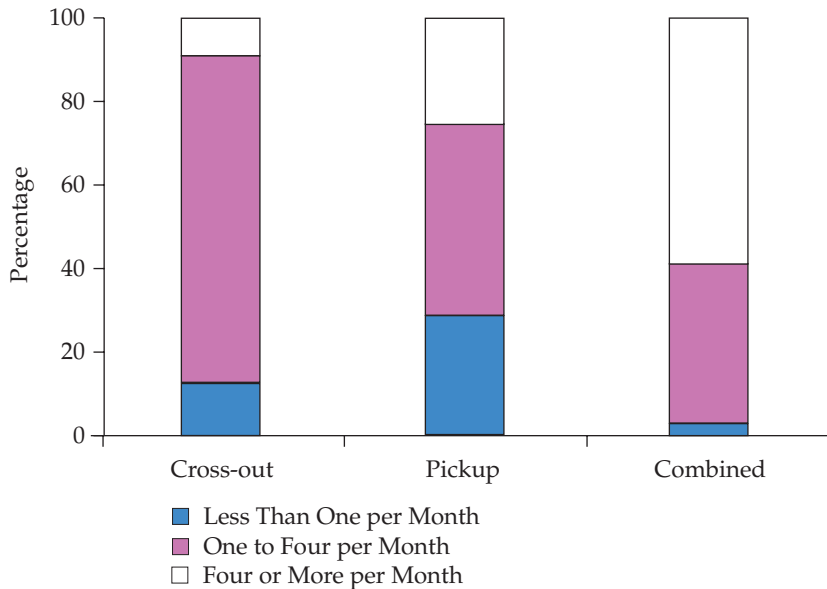
Figure 5.2 Person-Shifts Worked According to the Fixed Schedule

■ Not Originally Scheduled Shifts ■ Originally Scheduled Shifts



Source: Authors' calculations based on Berkman daily schedules.

Figure 5.3 Distribution of Disruptions to the Fixed Schedule



Source: Authors' calculations based on Berkman daily schedules.