

**Table I.1 / Median Annual Earnings Among Individuals Employed Full-Time, Full-Year, by Gender and Race or Ethnicity, 1969 to 1996**

Gender and Race or Ethnicity <sup>a</sup>	1969	1979	1989	1996
<b>Women</b>				
African American	17,101	21,190	21,890	21,000
Mexican-origin	9,619	11,638	18,980	17,000
Puerto Rican	14,322	14,713	22,776	22,000
Cuban	10,643	14,058	22,738	22,000
Central and South American	11,319	12,978	18,154	18,720
Other Latina	10,305	10,256	22,775	18,300
White <sup>a</sup>	21,376	21,622	24,041	25,000
<b>Men</b>				
African American	25,651	25,945	26,572	26,000
Mexican-origin	21,590	20,780	22,776	19,900
Puerto Rican	21,590	20,903	27,609	25,000
Cuban	23,727	24,659	30,368	28,000
Central and South American	25,865	21,622	23,408	20,000
Other Latino	25,865	24,140	29,102	26,000
White <sup>a</sup>	36,767	38,912	37,456	35,000

Sources: Bean and Tienda (1987, table 10.8); U.S. Department of Commerce (1992, 1998).

<sup>a</sup>Earnings in real (1996) dollars.

<sup>b</sup>White, non-Hispanic.

**Table I.2 / Earnings Gap, by Gender and Race or Ethnicity, 1969 to 1996**

Women <sup>b</sup>	Earnings as a Ratio of the Earnings of							
	White Women				Coethnic Men <sup>a</sup>			
	1969	1979	1989	1996	1969	1979	1989	1996
African American	.80	.98	.91	.85	.67	.82	.83	.81
Mexican-origin	.45	.54	.79	.68	.45	.54	.83	.85
Puerto Rican	.67	.68	.95	.88	.66	.70	.75	.88
Cuban	.63	.65	.95	.88	.57	.57	.75	.79
Central and South American	.67	.60	.76	.75	.55	.60	.62	.94
Other Latina	.61	.60	.95	.73	.50	.54	.78	.70
White <sup>c</sup>	—	—	—	—	.58	.56	.64	.71

*Source:* Ratios computed from median earnings estimates reported in table I.1.

<sup>a</sup>Men of the same race or ethnicity as the women in each group. For instance, the African American men are coethnic with respect to African American women; Mexican-origin men are coethnic with respect to Mexican-origin women.

<sup>b</sup>Aged sixteen to sixty-four.

<sup>c</sup>Non-Hispanic.

**Table I.3 / Employment and Unemployment Rates by Gender and Race or Ethnicity, 1979 to 1996 (Percent)**

Gender and Race or Ethnicity <sup>a</sup>	Employed			Unemployed		
	1979	1989	1996	1979	1989	1996
<b>Women</b>						
African American	49.3	54.6	57.1	10.8	9.8	8.7
Latina	43.6	54.9	50.2	8.9	8.0	9.2
Mexican	43.5	50.8	49.3	9.9	8.8	9.7
Puerto Rican	31.9	40.2	45.3	9.3	8.5	10.0
Cuban	50.9	48.0	50.0	7.9	5.9	8.3
White	47.4	54.9	57.0	5.0	4.0	4.3
<b>Men</b>						
African American	69.0	67.0	65.5	9.1	10.0	9.4
Latino	80.4	79.4	77.3	5.7	6.6	6.9
Mexican	83.3	80.4	78.7	5.4	8.8	7.0
Puerto Rican	71.9	72.8	68.5	9.9	8.5	7.0
Cuban	79.1	75.3	70.9	4.9	5.3	6.3
White	77.3	75.4	74.2	3.6	3.9	4.1

*Sources:* U.S. Department of Labor (1980, tables 44, 45; 1990, tables 39, 40; 1996, tables 5, 6).

<sup>a</sup>In 1979, individuals aged sixteen to nineteen were not included in the reports. Therefore, the table includes only women and men aged twenty to sixty-four to allow comparability across years. Note that employment rates are higher for every group when individuals aged sixteen to nineteen are included. For instance, the unemployment rate in 1995 was 10.2 percent among African American women aged sixteen to sixty-four.

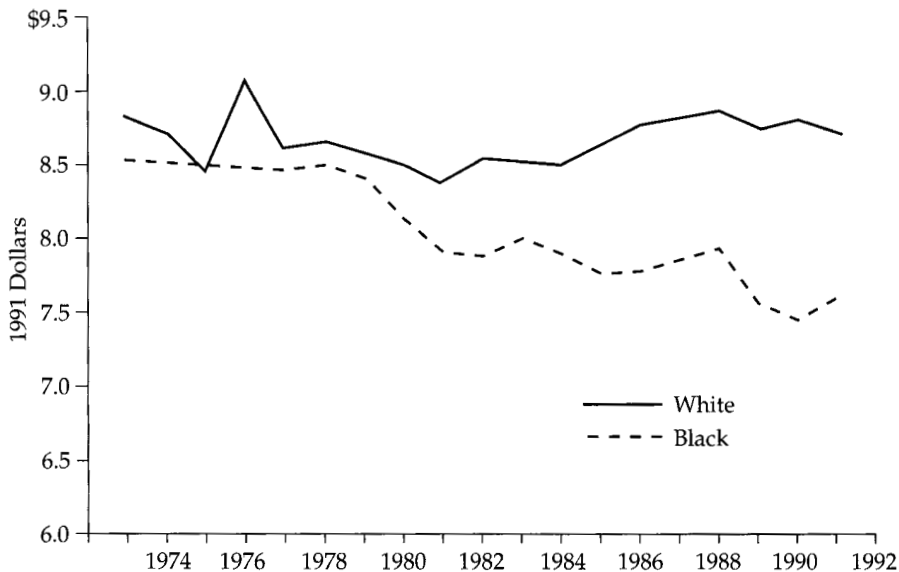
**Table I.4 / Earnings Gap between Women at Lowest and Highest Education Levels, by Race and Ethnicity, 1969 to 1996**

Group <sup>a</sup>	Median Earnings of Women with Less Than Twelve Years of Education as a Ratio of Median Earnings of Women with at Least Sixteen Years of Education			
	1969	1979	1989	1996
African American	.42	.60	.48	.50
Mexican-origin	.30	.46	.47	.36
Puerto Rican	.60	.57	.50	.44
Cuban	.63	.56	.44	.43
Central and South American	.68	.65	.47	.40
Other Latina	.41	.41	.47	.47
White	.51	.63	.49	.44

*Sources:* Bean and Tienda (1997, table 10.8); U.S. Department of Commerce (1992, 1998).

<sup>a</sup>Includes only women employed full-time, full-year.

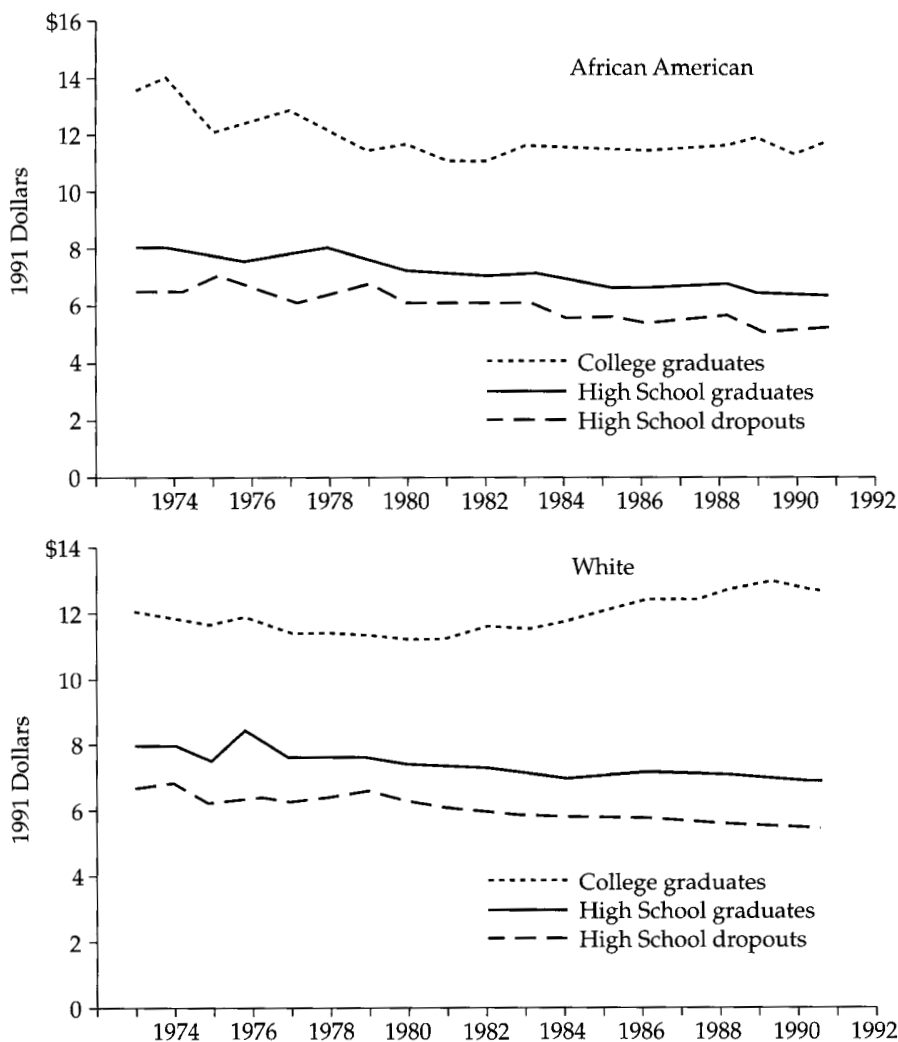
**Figure 1.1 / Women Workers' Mean Hourly Wages, 1973 to 1991 (1991 Dollars)**



*Sources:* Current Population Survey (March, 1973 to 1978; Monthly Outgoing CPS Rotation Groups, 1979 to 1991).

*Notes:* African American and white female workers, aged eighteen and older, not in school, and not self-employed, whose potential experience (age - education - 6) is zero to nine years. Earnings are last week's wages divided by hours worked.

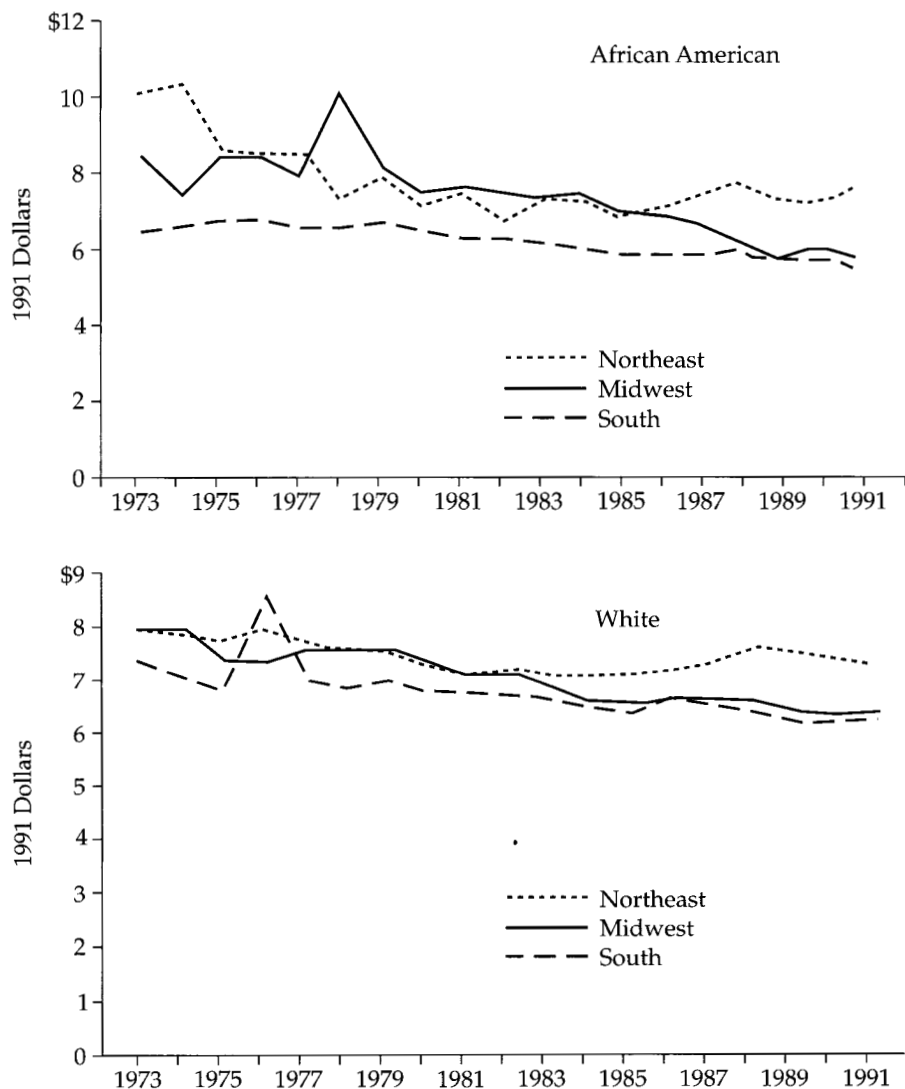
**Figure 1.2 / African American and White Women's Mean Hourly Wages, by Level of Schooling, 1973 to 1991 (1991 Dollars)**



Sources: Current Population Survey (March, 1993 to 1978; Monthly Outgoing CPS Rotation Groups, 1979 to 1991).

Notes: African American and white female workers, aged eighteen and older, not in school, and not self-employed, whose potential experience (age - education - 6) is zero to nine years. Earnings are last week's wages divided by hours worked.

**Figure 1.3 / African American and White Women's Mean Hourly Wages, by Region, 1973 to 1991 (1991 Dollars)**

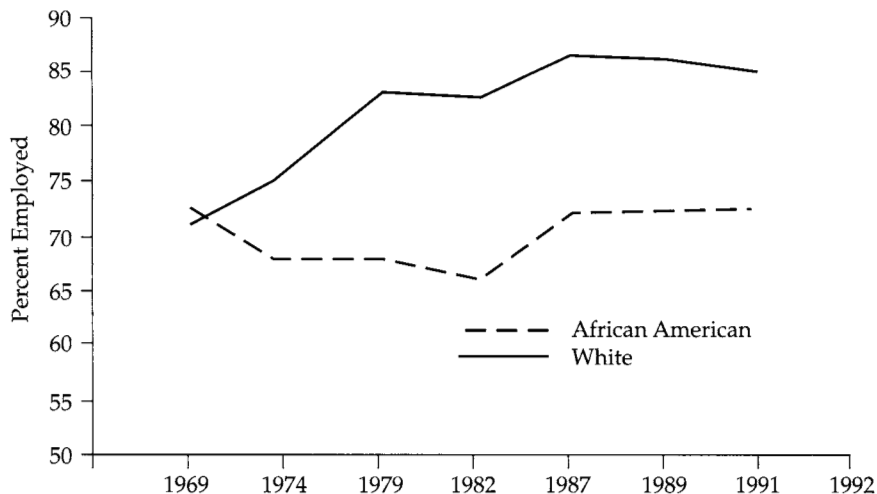


Sources: Current Population Survey (March, 1993 to 1978; Monthly Outgoing CPS Rotation Groups, 1979 to 1991).

Notes: African American and white female workers, aged eighteen and older, not in school, and not self-employed, whose potential experience (age - education - 6) is zero to nine years. Earnings are last week's wages divided by hours worked.

**Figure 1.4 / Annual Employment Rates for African American and White Women, 1969 to 1991 (Percent)**

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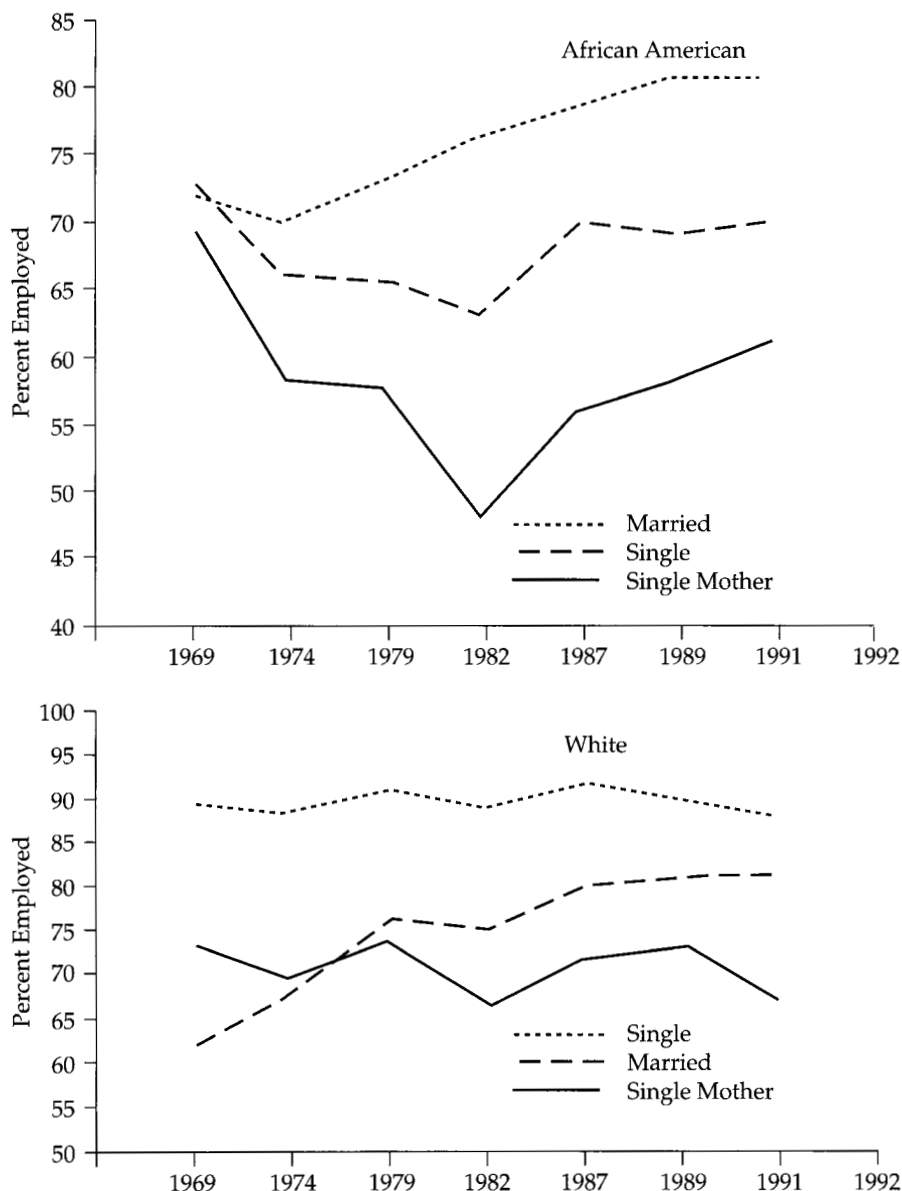
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*Sources:* Current Population Survey, March (1970, 1975, 1980, 1983, 1988, 1990, and 1992).

*Notes:* Women aged eighteen years or older whose potential experience (age – education – 6) is zero to nine years. A woman was defined as employed if she reported working one or more weeks in the year before the survey.



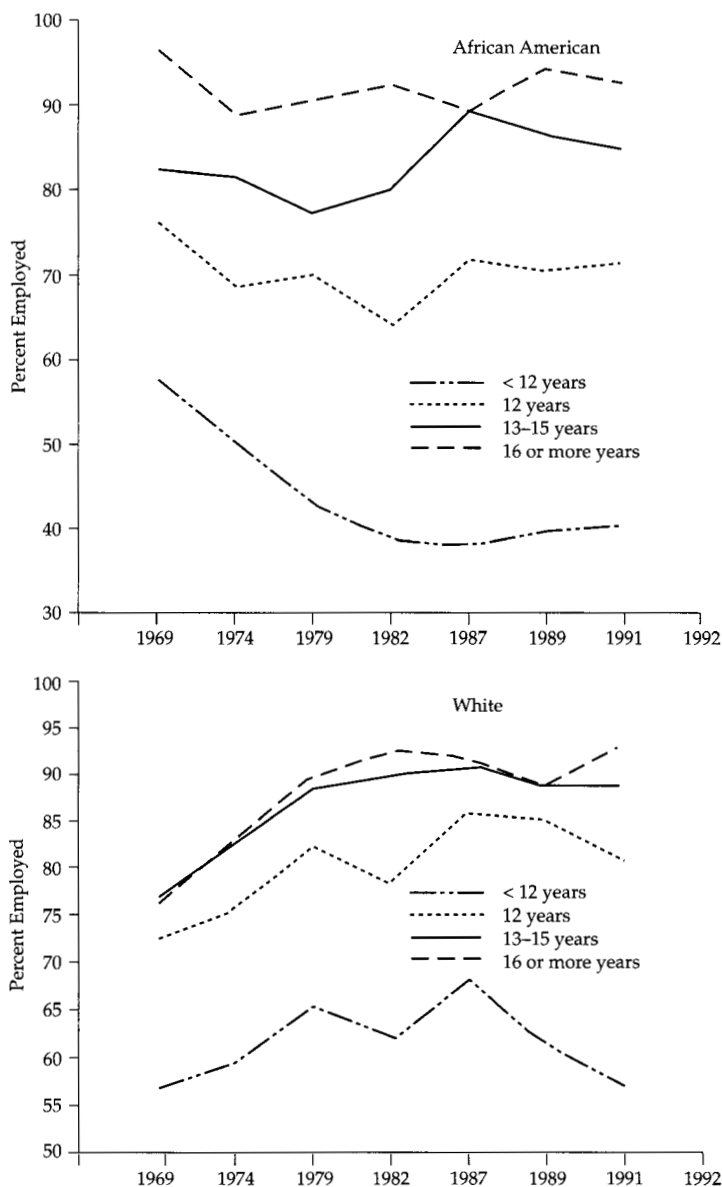
**Figure 1.5 / Annual Employment Rates for African American and White Women, by Marital Status, 1969 to 1981 (Percent)**



Sources: Current Population Survey, March (1970, 1975, 1980, 1983, 1988, 1990, and 1992).

Notes: Women aged eighteen years or older whose potential experience (age - education - 6) is zero to nine years. A woman was defined as employed if she reported working one or more weeks in the year before the survey.

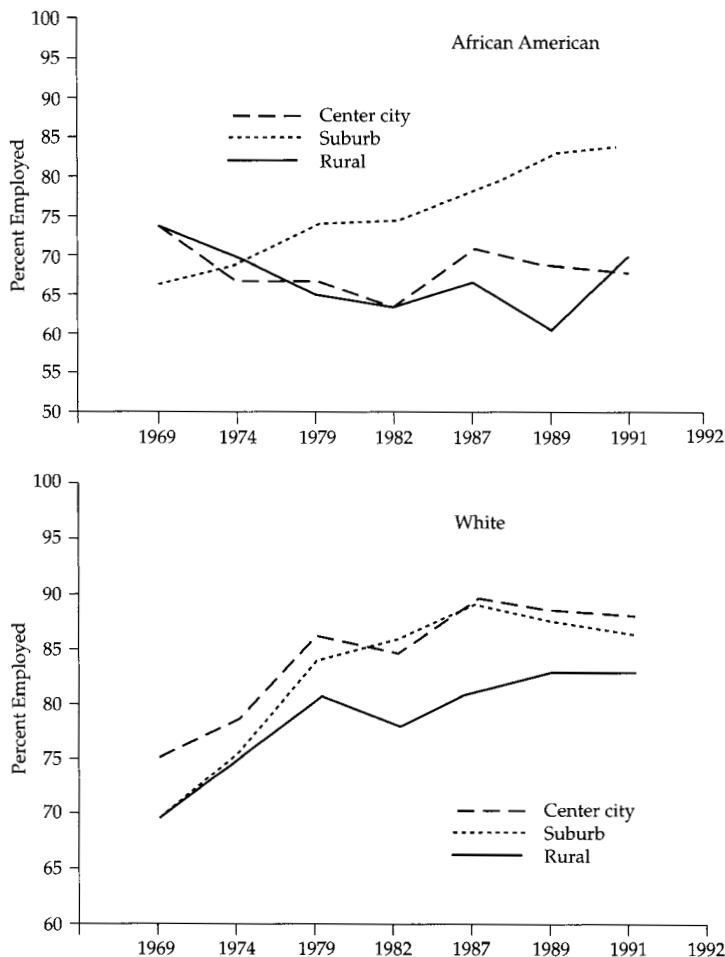
**Figure 1.6 / Annual Employment Rates for African American and White Women, by Years of Schooling, 1969 to 1991 (Percent)**



Sources: Current Population Survey, March (1970, 1975, 1980, 1983, 1988, 1990, and 1992).

Notes: Women aged eighteen years or older whose potential experience (age - education - 6) is zero to nine years. A woman was defined as employed if she reported working one or more weeks in the year before the survey.

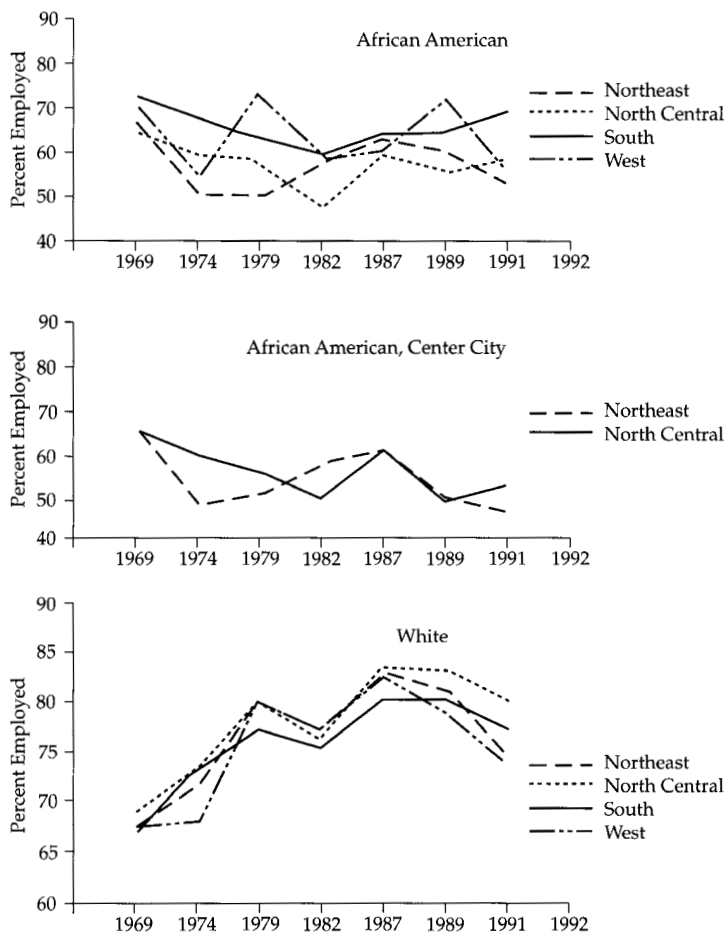
**Figure 1.7 / Annual Employment Rates for African American and White Women, by Residency Status, 1969 to 1991 (Percent)**



*Sources:* Current Population Survey, March (1970, 1975, 1980, 1983, 1988, 1990, and 1992).

*Notes:* Women aged eighteen years or older whose potential experience (age - education - 6) is zero to nine years. A woman was defined as employed if she reported working one or more weeks in the year before the survey.

**Figure 1.8 / Annual Employment Rates for African American and White Women with Twelve Years of Education or Less, 1969 to 1991 (Percent)**

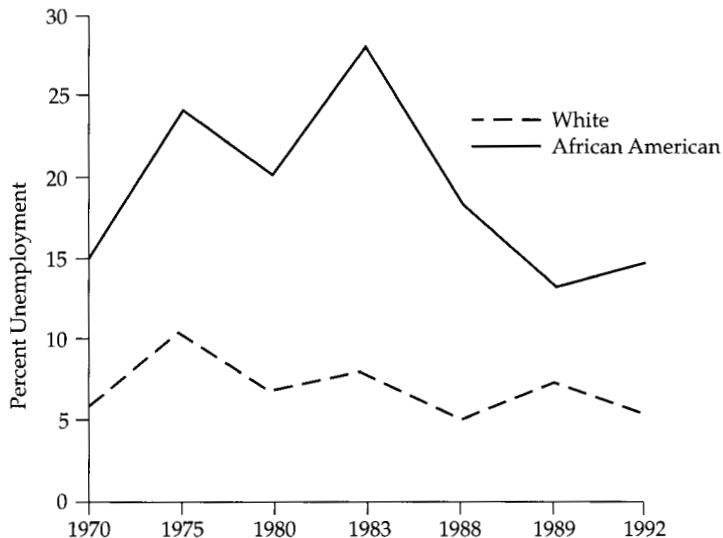


*Sources:* Current Population Survey, March (1970, 1975, 1980, 1983, 1988, 1990, and 1992).

*Notes:* Women aged eighteen years or older whose potential experience (age – education – 6) is zero to nine years. A woman was defined as employed if she reported working one or more weeks in the year before the survey.

**Figure 1.9 / Annual Unemployment Rates for African American and White Women, 1970 to 1992**

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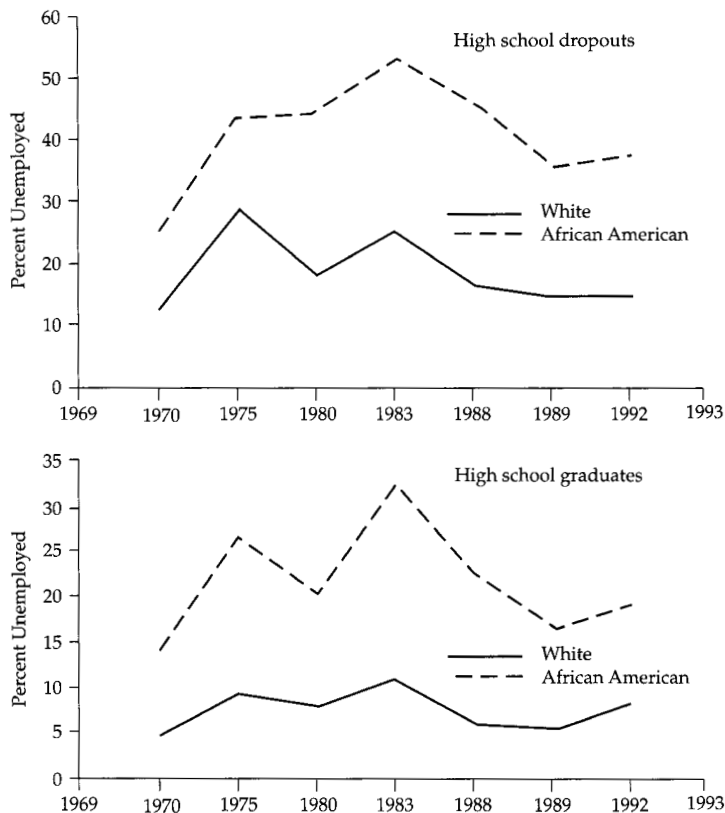


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*Sources:* Current Population Survey, March (1970, 1975, 1980, 1983, 1988, 1990, and 1992).

*Notes:* Women aged eighteen years or older whose potential experience (age – education – 6) is zero to nine years. A woman was defined as employed if she reported working one or more weeks in the year before the survey.

**Figure 1.10 / Annual Unemployment Rates for African American and White Women, High School Dropouts and High School Graduates, 1970 to 1992 (Percent)**



Sources: Current Population Survey, March (1970, 1975, 1980, 1983, 1988, 1990, and 1992).

Notes: Women aged eighteen years or older whose potential experience (age - education - 6) is zero to nine years. A woman was defined as employed if she reported working one or more weeks in the year before the survey.

**Table 1.1 / Annual Employment Rate for African American Women, by Marital Status, Residency, Years of Education, and Region, 1969 to 1991 (Percent)**

	1969	1974	1979	1982	1987	1989	1991
All	72.5	67.7	68.1	66.6	72.5	72.9	73.1
Marital Status							
Married	72.1	70.2	73.2	77.0	79.0	81.3	81.3
Single	73.0	66.3	65.9	63.3	70.2	69.9	70.9
Single mother	69.6	58.4	58.0	48.4	56.5	58.8	61.9
Residency							
Center city	73.5	66.6	66.4	63.9	71.0	69.2	68.0
Suburb	66.4	69.0	73.9	74.6	78.4	83.1	84.3
Rural	73.8	69.9	64.9	63.6	66.8	60.9	70.4
Education							
< 12 years	57.8	49.8	43.1	38.8	38.0	39.9	40.9
12 years	76.3	68.7	70.3	64.2	72.1	71.0	72.1
13 to 15 years	82.4	81.8	77.2	80.3	89.3	86.6	85.2
16 years or more	96.4	88.8	90.1	92.5	89.2	94.3	93.0
Region							
Northeast	66.9	50.6	50.5	57.9	63.4	60.6	52.8
North Central	65.0	59.2	58.5	47.3	60.1	56.0	58.9
South	73.0	68.4	63.5	60.0	64.3	65.1	71.1
West	70.6	54.2	74.0	59.4	60.7	72.9	55.9
Northeast center city	65.5	47.6	50.3	57.6	61.2	50.1	46.2
North Central center city	64.6	59.3	55.5	49.2	60.9	49.7	53.0

*Sources:* Current Population Survey, March (1970, 1975, 1980, 1983, 1988, 1990, and 1992).

*Note:* Women aged eighteen years or older whose potential experience (age - education - 6) is zero to nine years.

**Table 1.2 / Annual Employment Rate for White Women, by Marital Status, Residency, Years of Education, and Region, 1969 to 1991 (Percent)**

	1969	1974	1979	1982	1987	1989	1991
All	71.2	76.4	83.5	82.9	87.2	86.7	85.6
Marital Status							
Married	61.8	68.6	76.5	76.0	81.1	82.9	82.4
Single	89.4	88.4	91.3	89.5	92.6	90.9	88.9
Single mother	73.5	69.7	74.2	66.7	72.6	74.3	68.2
Residency							
Center City	74.8	78.6	85.9	84.5	89.3	88.3	87.9
Suburb	69.8	75.8	83.8	85.6	88.9	87.3	86.4
Rural	69.7	75.1	80.7	78.0	81.3	83.0	83.1
Education							
< 12 years	56.6	59.5	65.4	61.9	68.2	61.4	57.1
12 years	72.5	75.6	82.7	78.1	85.9	85.3	81.0
13–15 years	76.7	82.9	88.5	90.3	90.9	88.9	89.1
16 years or more	75.8	83.5	89.8	92.8	91.9	88.9	93.7
Region							
Northeast	67.0	71.9	80.3	77.3	83.3	81.4	74.8
North Central	69.0	73.2	80.0	76.2	83.7	83.6	80.4
South	67.4	73.4	77.2	75.5	80.6	80.5	77.3
West	67.6	68.2	79.8	77.0	82.8	79.2	73.8

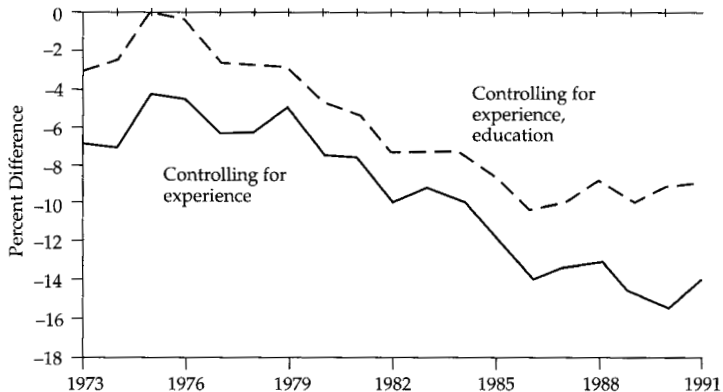
*Sources:* Current Population Survey, March (1970, 1975, 1980, 1983, 1988, 1990, and 1992).

*Note:* Women aged eighteen years or older whose potential experience (age – education – 6) is zero to nine years.



**Figure 2.1 / Hourly Earnings Differential, African American Relative to White Women, 1973 to 1991**

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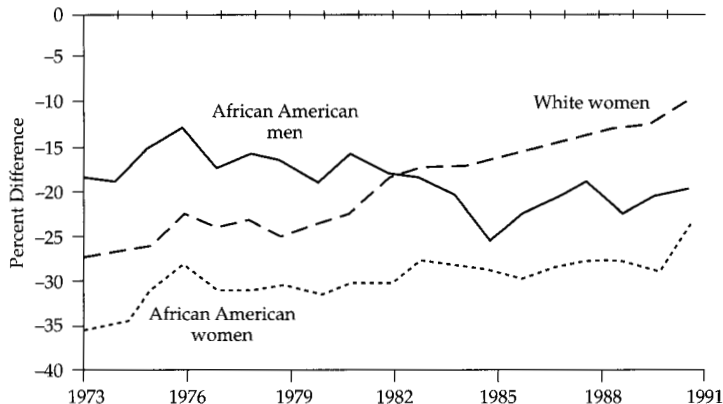
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Source: Current Population Survey, 1973 to 1991.

Note: Data are for women with zero to ten years of potential experience.

**Figure 2.2 / Hourly Earnings Differential, African American Men, African American Women, and White Women Relative to White Men, 1973 to 1991**

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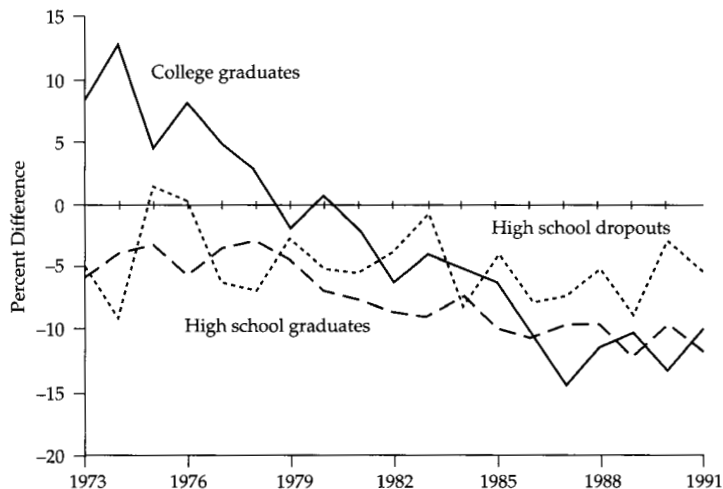
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*Source:* Current Population Survey, 1973 to 1991.

*Note:* Data are for women with zero to ten years of potential experience.

**Figure 2.3 / Hourly Earnings Differential, African American Relative to White Women, by Education Level, 1973 to 1991**

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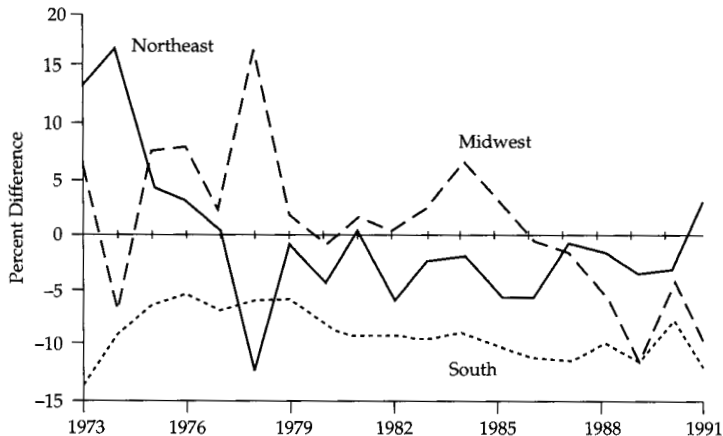


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*Source:* Current Population Survey, 1973 to 1991.

*Note:* Data are for women with zero to ten years of potential experience.

**Figure 2.4 / Hourly Earnings Differential, African American Women Relative to White Women, by Region, for Women with no more than a High School Education, 1973 to 1991**



*Source:* Current Population Survey, 1973 to 1991.

*Note:* Data are for women with zero to ten years of potential experience.

**Table 2.1 / Educational Attainment of African American and White Women, 1973 to 1989**

Education (Years)	1973			1979			1989		
	White	African American	Diff.	White	African American	Diff.	White	African American	Diff.
All women									
< 12	19.2	33.9	-14.7	14.9	24.7	-9.8	13.0	18.6	-5.6
12	48.6	43.9	4.7	44.2	43.7	0.5	38.7	44.6	-5.9
13 +	32.2	22.2	10.0	40.8	31.6	9.2	48.3	36.7	11.6
13-15	16.9	14.1	2.8	21.2	20.7	0.5	23.4	23.3	0.1
16 +	15.3	8.1	7.2	19.6	10.9	8.7	24.9	13.4	11.5
Employed women									
< 12	12.4	21.4	-9.0	9.4	12.5	-3.1	7.5	7.7	-0.2
12	49.4	47.2	2.2	44.7	43.8	0.9	37.7	43.0	-5.3
13 +	38.2	31.4	6.8	46.0	43.7	2.3	54.8	49.2	5.6
13-15	19.0	18.4	0.6	23.4	26.9	-3.5	25.7	29.8	-4.1
16+	19.2	13.0	6.2	22.6	16.8	5.8	29.1	19.4	9.7

Source: Current Population Survey, 1973 to 1989.

Note: Data are for women with zero to ten years of potential labor market experience.

**Table 2.2 / Contribution of Factors to the Average Annual Percentage Point Trend in the Erosion of African American Women's Relative Wages**

Trend and Factor	Education Level				Region <sup>a</sup>		
	All	College Graduates	High School Graduates	High School Dropouts	Midwest	Northeast	South
Initial trend	-0.625	-1.330	-0.442	-0.125	-0.714	-0.558	-0.165
Education level	-0.066	-0.001	—	0.040	0.049	-0.014	0.133
Quantities	-0.013	-0.011	—	0.039	0.044	-0.004	0.121
Prices	-0.053	0.013	—	0.001	0.005	-0.010	0.008
Net of education level	-0.559	-1.329	-0.442	-0.165	-0.763	-0.544	-0.298
Location							
Region	0.002	-0.029	0.004	0.065	—	-0.132	0.019
Quantities	0.024	0.046	0.000	0.062	—	0.003	0.002
Prices	-0.022	-0.075	0.004	0.003	—	-0.134	0.017
Metropolitan residence	-0.021	-0.015	-0.036	-0.019	-0.045	-0.044	-0.045
Quantities	-0.003	0.003	-0.023	0.014	-0.020	0.015	-0.036
Prices	-0.018	-0.018	-0.013	-0.033	-0.025	-0.059	-0.009

(Table continues on p. 74.)

Table 2.2 / Continued

Trend and Factor	Education Level				Region <sup>a</sup>		
	All	College Graduates	High School Graduates	High School Dropouts	Midwest	Northeast	South
Net of location	-0.540	-1.285	-0.410	-0.211	-0.718	-0.368	-0.272
Employment structure							
Industry	-0.038	-0.015	-0.113	0.153	-0.356	-0.076	0.054
Quantities	-0.006	0.073	-0.084	0.070	-0.383	-0.094	0.038
Prices	-0.033	-0.088	-0.030	0.083	0.027	0.018	0.018
Net of industry	-0.502	-1.270	-0.297	-0.364	-0.362	-0.292	-0.326
Occupation	-0.026	-0.242	-0.001	-0.011	-0.024	-0.003	-0.005
Quantities	-0.008	-0.300	0.037	-0.009	0.020	0.003	0.032
Prices	-0.018	0.058	-0.038	-0.003	-0.044	-0.006	-0.037
Net of employment structure	-0.476	-1.028	-0.296	-0.353	-0.338	-0.289	-0.321
Institutional change							
Unionization	-0.064	-0.104	-0.053	-0.069	-0.145	-0.016	-0.053
Quantities	-0.031	-0.038	-0.055	-0.046	-0.146	0.015	-0.050
Prices	-0.032	-0.067	0.002	-0.023	0.001	-0.030	-0.003
Minimum wage	-0.065	-0.017	-0.092	-0.101	-0.075	0.006	-0.117
Net of institutional change	-0.347	-0.907	-0.151	-0.183	-0.098	-0.279	-0.151
Total trend explained	44	32	66		86	50	8

Source: Current Population Survey, 1973 to 1991.

Note: Data are for women with zero to ten years of potential labor market experience.

<sup>a</sup>Women with a high school education or less.

Table 2.3 / Demand Shift Analysis for Young African American and White Women, by Education Level, 1979 to 1989

	Industrial Distribution of the Workforce				African American Women			White Women		
	African American Women		White Women		Between Effect	Within Effect	Total Effect	Between Effect	Within Effect	Total Effect
	1979	1989	1979	1989						
College graduates										
Manufacturing	6.0	8.5	6.1	10.7	−1.5	8.3	6.8	−1.5	11.7	10.2
Trade	4.9	8.8	7.6	11.9	1.3	7.0	8.3	1.8	8.5	10.3
FIRE <sup>a</sup>	3.9	12.3	5.3	10.7	0.8	14.0	14.8	1.1	9.7	10.8
Miscellaneous services	7.7	16.5	9.8	21.1	4.2	13.1	17.3	6.2	15.8	22.0
Health	8.0	15.6	13.1	16.0	0.2	15.3	15.6	0.4	10.5	10.9
Education	57.8	20.1	50.4	20.7	−23.6	−3.6	−27.2	−20.6	1.5	−19.2
Public administration	8.4	13.2	4.1	4.4	−0.9	12.5	11.6	−0.5	3.0	2.6
Other	3.4	5.0	3.7	4.4	−1.1	5.3	4.1	−1.1	4.1	3.0
Total	100.0	100.0	100.0	100.0	−20.5	71.9	51.4	−14.1	64.8	50.7
High school graduates										
Manufacturing	28.4	18.8	21.8	15.4	−7.0	−2.4	−9.4	−5.5	−3.8	−9.3
Trade	14.6	27.7	24.4	33.3	4.2	9.2	13.4	6.3	−3.7	2.5
FIRE <sup>a</sup>	9.0	7.8	13.0	12.1	1.9	−3.0	−1.1	2.7	−5.9	−3.2
Miscellaneous services	9.4	17.1	12.9	18.4	5.7	2.2	7.9	8.3	−6.3	2.0

(Table continues on p. 84.)



Table 2.3 / Continued

	Industrial Distribution of the Workforce				African American Women			White Women		
	African American Women		White Women		Between Effect	Within Effect	Total Effect	Between Effect	Within Effect	Total Effect
	1979	1989	1979	1989						
Health	15.3	16.2	13.1	10.5	0.5	0.6	1.1	0.4	-5.0	-4.6
Education	6.0	3.4	3.4	1.9	-2.4	-0.1	-2.5	-1.4	-0.4	-1.8
Public administration	6.7	4.8	4.3	2.9	-0.7	-1.1	-1.8	-0.5	-1.4	-1.9
Other	10.5	4.0	7.3	5.5	-4.5	-1.9	-6.4	-2.7	-0.3	-2.9
Total	100.0	100.0	100.0	100.0	-2.5	3.7	1.2	7.6	-26.9	-19.3
High school dropouts										
Manufacturing	32.4	14.5	36.0	20.3	-7.8	-16.5	-24.2	-8.8	-15.8	-24.7
Trade	21.4	39.0	32.2	41.8	6.0	-5.2	0.8	9.2	-13.2	-4.0
FIRE <sup>a</sup>	3.3	2.8	3.0	3.0	0.7	-2.4	-1.7	0.6	-1.9	-1.3
Miscellaneous services	17.6	23.1	12.8	20.7	10.7	-15.3	-4.5	8.0	-7.0	1.0
Health	13.7	14.3	8.7	7.7	0.4	-6.0	-5.6	0.3	-4.2	-4.0
Education	3.5	1.5	2.1	1.3	-1.4	-1.2	-2.6	-0.9	-0.4	-1.3
Public administration	2.8	1.9	0.6	0.8	-0.3	-1.4	-1.7	-0.1	0.1	0.0
Other	5.3	2.9	4.4	4.5	-0.5	-3.1	-3.7	-0.5	-0.8	-1.2
Total	100.0	100.0	100.0	100.0	7.7	-51.0	-43.3	7.9	-43.3	-35.4

Source: Current Population Survey, 1973 to 1991.

Notes: Original analysis conducted with an eighteen-industry breakdown. Results reported are aggregations of that more detailed analysis.

<sup>a</sup>Finance, insurance, and real estate.

**Table 2.4 / Demand Shift Analysis for Young African American and White Women, by Region, 1979 to 1989**

	Industrial Distribution of the Workforce				African American Women			White Women		
	African American Women		White Women		Between Effect	Within Effect	Total Effect	Between Effect	Within Effect	Total Effect
	1979	1989	1979	1989						
Northeast										
Manufacturing	15.6	7.4	18.7	13.2	-4.8	-0.2	-5.0	-5.6	0.3	-5.4
Trade	7.3	11.6	17.2	21.7	1.6	7.7	9.3	3.8	0.9	4.6
FIRE <sup>a</sup>	14.8	18.9	12.5	15.6	4.8	7.4	12.3	4.1	-0.9	3.2
Miscellaneous services	13.5	23.9	12.1	21.2	8.6	12.1	20.7	8.3	0.9	9.2
Health	13.1	20.2	17.5	15.0	-0.3	16.1	15.9	-0.4	-2.0	-2.3
Education	21.9	8.4	13.5	6.0	-10.8	0.9	-9.9	-6.7	-0.8	-7.5
Public administration	4.3	6.0	3.3	2.9	0.0	4.3	4.3	0.0	-0.4	-0.3
Other	9.4	3.8	5.1	4.4	-4.2	0.2	-4.0	-1.8	1.1	-0.6
Total	100.0	100.0	100.0	100.0	-5.0	48.6	43.6	1.7	-0.8	0.9
Midwest										
Manufacturing	19.2	8.7	20.0	15.5	-5.0	-2.5	-7.5	-5.3	1.6	-3.7
Trade	10.8	21.7	21.5	25.2	3.0	15.3	18.4	5.6	-0.6	5.0
FIRE <sup>a</sup>	8.3	12.4	9.7	13.1	3.3	5.1	8.4	3.9	0.2	4.1
Miscellaneous services	11.7	21.0	11.2	18.9	8.7	7.9	16.6	7.8	0.9	8.7

*(Table continues on p. 86.)*

Table 2.4 / *Continued*

	Industrial Distribution of the Workforce				African American Women			White Women		
	African American Women		White Women		Between Effect	Within Effect	Total Effect	Between Effect	Within Effect	Total Effect
	1979	1989	1979	1989						
Health	14.8	18.1	15.3	14.5	1.9	7.7	9.6	1.9	-2.0	-0.1
Education	19.6	10.1	14.7	6.2	-8.9	2.8	-6.1	-6.7	-1.5	-8.2
Public administration	5.4	4.5	2.3	2.4	-0.3	0.9	0.6	-0.1	0.4	0.3
Other	10.2	3.5	5.3	4.2	-4.4	-1.0	-5.4	-1.6	0.7	-0.9
Total	100.0	100.0	100.0	100.0	-1.7	36.3	34.5	5.5	-0.3	5.2
South										
Manufacturing	22.6	15.7	16.3	11.5	-5.9	0.8	-5.1	-4.2	-0.2	-4.4
Trade	13.3	21.1	20.1	26.0	4.5	5.7	10.2	6.2	0.5	6.7
FIRE <sup>a</sup>	5.7	7.8	12.1	12.4	0.4	2.6	2.9	0.8	-0.2	0.6
Miscellaneous services	10.4	17.0	13.1	19.9	5.9	2.7	8.5	7.9	-0.5	7.4
Health	13.7	15.4	12.4	13.1	1.7	1.7	3.4	1.6	-0.4	1.1
Education	20.3	11.4	13.6	7.5	-6.7	-1.0	-7.7	-4.5	-1.4	-5.8
Public administration	7.7	7.8	5.6	4.4	-0.9	1.8	1.0	-0.6	-0.5	-1.1
Other	6.3	3.9	6.8	5.2	-2.4	0.4	-2.0	-2.2	0.7	-1.5
Total	100.0	100.0	100.0	100.0	-3.3	14.7	11.4	4.9	-1.9	3.0

Source: Current Population Survey, 1973 to 1991.

Notes: Original analysis conducted with an eighteen-industry breakdown. Results reported are aggregations of that more detailed analysis.

<sup>a</sup>Finance, insurance, and real estate.

**Table 2A.1 / Industrial Distribution of African American and White Women, 1973 to 1989**

Group and Industry of Occupation	1973			1979			1989		
	White	African American	Difference	White	African American	Difference	White	African American	Difference
All									
Agriculture, mining, construction	1.7	1.6	0.1	2.2	1.6	0.6	2.6	1.4	1.2
Durable goods	10.0	9.9	0.1	9.1	8.9	0.2	7.2	5.7	1.5
Nondurable goods	10.0	15.0	-5.0	8.3	10.4	-2.1	7.5	10.0	-2.5
Transportation	1.8	3.0	-1.2	2.1	3.0	-0.9	2.5	3.3	-0.8
Communication	3.1	5.6	-2.5	2.5	4.8	-2.3	1.8	3.3	-1.5
Wholesale trade	2.6	1.4	1.2	2.9	1.5	1.4	3.2	1.8	1.4
Retail trade	16.8	11.8	5.0	20.5	12.8	7.7	26.1	23.7	2.4
FIRE*	10.4	5.8	4.6	10.6	10.6	0.0	12.7	11.9	0.8
Business	2.3	2.4	-0.1	2.6	2.7	-0.1	6.2	6.8	-0.6
Repair	0.3	0.6	-0.3	0.3	0.2	0.1	0.6	0.6	0.0
Personal service	4.0	5.1	-1.1	3.7	3.7	0.0	5.2	6.2	-1.0
Entertainment	0.7	0.2	0.5	1.1	0.7	0.4	1.2	1.2	0.0
Health	13.9	13.6	0.3	14.1	15.4	-1.3	12.5	13.1	-0.6
Education	14.6	14.5	0.1	11.5	11.2	0.3	2.2	1.5	0.7
Other professional	4.5	3.3	1.2	4.8	5.7	-0.9	7.3	5.9	1.4
Public administration	3.2	6.2	-3.0	3.8	6.7	-2.9	1.1	3.6	-2.5
By education level									
College graduates									
Agriculture, mining, construction	1.0	1.3	-0.3	1.5	0.5	1.0	1.8	0.8	1.0
Durable goods	1.7	1.4	0.3	2.8	2.5	0.3	5.4	4.2	1.2
Nondurable goods	2.9	5.4	-2.5	4.2	4.1	0.1	5.2	4.8	0.4

(Table continues on p. 94.)

**Table 2A.1 / Continued**

Group and Industry of Occupation	1973			1979			1989		
	White	African American	Difference	White	African American	Difference	White	African American	Difference
Transportation, communication	2.7	1.4	1.3	3.9	5.0	-1.1	4.4	9.4	-5.0
Wholesale trade	0.9	0.0	0.9	1.7	2.6	-0.9	2.8	2.2	0.6
Retail trade	5.2	2.7	2.5	7.7	4.9	2.8	9.2	5.3	3.9
FIRE <sup>a</sup>	4.0	2.7	1.3	7.0	8.0	-1.0	10.8	10.5	0.3
Business	2.4	1.3	1.1	2.7	2.6	0.1	7.0	4.9	2.1
Personal service, repair, entertainment	0.6	0.0	0.6	2.2	2.1	0.1	2.9	2.7	0.2
Health	12.3	7.2	5.1	16.4	14.4	2.0	15.5	12.8	2.7
Education	57.0	70.0	-13.0	36.9	34.8	2.1	19.9	21.4	-1.5
Other professional	6.2	2.8	3.4	8.0	9.1	-1.1	10.6	8.2	2.4
Public administration	2.9	3.9	-1.0	4.9	9.3	-4.4	4.4	12.8	-8.4
High school graduates									
Agriculture, mining, construction	1.5	1.1	0.4	2.5	1.7	0.8	2.5	0.8	1.7
Durable goods	12.6	12.3	0.3	11.7	10.7	1.0	7.3	6.0	1.3
Nondurable goods	10.6	17.2	-6.6	9.3	12.3	-3.0	7.9	11.2	-3.3
Transportation	1.7	4.4	-2.7	2.0	3.1	-1.1	2.7	2.0	0.7
Communication	4.3	6.4	-2.1	3.0	5.1	-2.1	1.4	1.9	-0.5
Wholesale trade	3.7	1.4	2.3	3.5	1.2	2.3	2.9	1.6	1.3
Retail trade	19.4	14.2	5.2	25.2	15.5	9.7	31.1	25.4	5.7
FIRE <sup>a</sup>	13.7	7.3	6.4	13.2	11.3	1.9	12.7	8.7	4.0
Business	2.0	2.9	-0.9	2.5	2.9	-0.4	4.5	5.5	-1.0
Repair	0.4	0.4	0.0	0.4	0.1	0.3	0.7	0.9	-0.2

Personal service	5.0	4.9	0.1	4.6	4.2	0.4	6.2	7.2	-1.0
Entertainment	0.9	0.0	0.9	0.9	0.8	0.1	1.2	1.2	0.0
Health	12.8	13.5	-0.7	10.5	14.6	-4.1	9.3	14.5	-5.2
Education	3.7	5.3	-1.6	3.5	6.5	-3.0	2.1	2.6	-0.5
Other professional	4.1	3.5	0.6	3.4	4.2	-0.8	4.8	5.0	-0.2
Public administration	3.8	5.1	-1.3	3.8	6.0	-2.2	2.7	5.4	-2.7
High school dropouts									
Agriculture, mining, construction	2.3	4.1	-1.8	2.9	3.1	-0.2	3.1	3.5	-0.4
Durable goods	18.2	12.4	5.8	17.3	11.2	6.1	9.6	4.2	5.4
Nondurable goods	23.9	23.7	0.2	20.3	20.5	-0.2	13.3	14.1	-0.8
Transportation, communication	2.1	4.1	-2.0	1.9	3.0	-1.1	1.4	0.0	1.4
Wholesale trade	2.1	1.9	0.2	2.1	1.3	0.8	2.6	1.0	1.6
Retail trade	26.4	16.9	9.5	29.3	20.5	8.8	37.8	33.0	4.8
FIRE, <sup>a</sup> business	4.8	3.7	1.1	6.3	5.2	1.1	8.0	10.5	-2.5
Personal service, repair, entertainment	9.4	13.8	-4.4	8.7	10.8	-2.1	12.0	14.7	-2.7
Health	6.9	13.8	-6.9	7.0	14.7	-7.7	6.1	10.0	-3.9
Education	2.9	2.1	0.8	2.0	4.8	-2.8	1.5	3.6	-2.1
Other professional, public administration	1.0	3.5	-2.5	2.3	5.0	-2.7	4.7	5.4	-0.7
By region <sup>b</sup>									
Northeast									
Agriculture, mining, construction	1.0	0.0	1.0	1.6	0.5	1.1	2.0	2.2	-0.2
Durable goods	15.1	17.5	-2.4	14.8	11.3	3.5	8.6	3.7	4.9
Nondurable goods	14.0	5.6	8.4	11.7	11.2	0.5	9.9	5.9	4.0

(Table continues on p. 96.)

Table 2A.1 / *Continued*

Group and Industry of Occupation	1973			1979			1989		
	White	African American	Difference	White	African American	Difference	White	African American	Difference
Transportation	1.3	4.7	-3.4	1.6	3.1	-1.5	2.4	3.9	-1.5
Communication	4.8	14.1	-9.3	2.4	3.6	-1.2	1.5	1.5	0.0
Wholesale	2.9	3.8	-0.9	3.2	2.2	1.0	2.9	3.5	-0.6
Retail	19.0	6.4	12.6	22.3	8.1	14.2	27.4	16.6	10.8
FIRE <sup>a</sup>	12.4	13.2	-0.8	14.1	23.1	-9.0	13.7	18.1	-4.4
Business	2.7	3.3	-0.6	3.4	0.9	2.5	5.4	8.1	-2.7
Personal service, repair, en- tertainment	4.9	1.6	3.3	5.2	5.3	-0.1	8.8	5.1	3.7
Health	14.0	15.0	-1.0	10.3	17.5	-7.2	9.2	16.8	-7.6
Education	1.9	1.7	0.2	2.8	4.7	-1.9	1.7	1.9	-0.2
Other professional	3.2	5.2	-2.0	3.6	5.5	-1.9	4.1	8.9	-4.8
Public administration.	2.9	7.9	-5.0	3.0	2.8	0.2	2.5	4.0	-1.5
Midwest									
Agriculture, mining, con- struction	1.1	1.7	-0.6	1.4	0.4	1.0	2.1	0.0	2.1
Durable	20.4	17.5	2.9	14.8	18.5	-3.7	9.7	4.7	5.0
Nondurable goods	8.7	10.5	-1.8	9.1	6.3	2.8	9.1	4.3	4.8
Transportation	1.2	6.4	-5.2	1.6	3.3	-1.7	2.9	1.2	1.7
Communication	3.5	6.1	-2.6	2.4	6.4	-4.0	0.9	0.8	0.1
Wholesale	3.3	0.0	3.3	3.4	2.0	1.4	3.0	1.8	1.2
Retail	20.7	24.1	-3.4	26.1	16.5	9.6	34.2	31.9	2.3
FIRE <sup>a</sup>	10.7	3.7	7.0	10.8	8.6	2.2	9.5	9.9	-0.4
Business	1.9	5.4	-3.5	2.7	1.7	1.0	4.4	6.1	-1.7
Personal service, repair, en- tertainment	7.5	10.3	-2.8	6.7	2.6	4.1	7.2	9.0	-1.8

Health	12.7	9.1	3.6	12.4	15.5	-3.1	9.2	18.0	-8.8
Education	3.2	0.0	3.2	2.8	8.0	-5.2	1.6	2.0	-0.4
Other professional	3.1	3.9	-0.8	3.4	4.8	-1.4	4.3	6.1	-1.8
Public administration	2.2	1.4	0.8	2.2	5.3	-3.1	1.8	4.2	-2.4
South									
Agriculture, mining, construction	2.4	2.5	-0.1	3.0	3.1	-0.1	2.9	1.0	1.9
Durable goods	9.8	9.0	.08	9.7	8.2	1.5	6.3	6.1	0.2
Nondurable goods	17.3	26.9	-9.6	14.7	19.3	-4.6	10.1	15.8	-5.7
Transportation	2.5	2.0	0.5	2.3	2.1	0.2	2.2	1.1	1.1
Communication	3.7	3.4	0.3	2.7	3.3	-0.6	1.3	1.5	-0.2
Wholesale trade	3.4	1.2	2.2	3.2	0.5	2.7	2.9	0.8	2.1
Retail trade	20.4	15.3	5.1	27.8	19.7	8.1	33.1	28.9	4.2
FIRE <sup>a</sup>	11.0	3.7	7.3	9.5	4.7	4.8	10.7	4.5	6.2
Business	1.9	1.6	0.3	2.1	3.3	-1.2	4.5	5.0	-0.5
Personal service, repair, entertainment	6.9	9.7	-2.8	6.0	7.9	-1.9	8.7	10.4	-1.7
Health	8.4	14.6	-6.2	8.7	13.0	-4.3	7.3	12.6	-5.3
Education	4.4	5.4	-1.0	3.5	6.7	-3.2	2.6	3.4	-0.8
Other professional	3.5	0.8	2.7	2.8	3.1	-0.3	4.6	4.2	0.4
Public admin.	4.3	3.8	0.5	4.1	5.3	-1.2	2.9	4.4	-1.5

Source: Current Population Survey, 1973 to 1991.

Note: Data are for women with zero to ten years of potential labor market experience.

<sup>a</sup>Finance and real estate.

<sup>b</sup>Women with a high school education or less.



**Table 2A.2 / Occupational Distribution of African American and White Women, 1973 to 1989**

Group and Occupation	1973			1979			1989		
	White	African American	Difference	White	African American	Difference	White	African American	Difference
All									
Management	3.9	2.8	1.1	7.0	4.5	2.5	11.8	7.0	4.8
Professional	17.4	12.3	5.1	16.6	12.1	4.5	11.4	5.4	6.0
Technical	2.9	1.7	1.2	3.6	2.1	1.5	4.1	3.0	1.1
Sales	7.8	4.9	2.9	9.9	7.0	2.9	16.8	17.3	-0.5
Clerical	40.1	33.4	6.7	35.2	38.2	-3.0	29.6	31.7	-2.1
Service	13.8	19.6	-5.8	14.1	18.2	-4.1	15.8	20.1	-4.3
Craft	1.0	1.2	-0.2	1.4	0.8	0.6	2.0	2.6	-0.6
Operative	10.7	18.2	-7.5	8.7	12.7	-4.0	5.4	9.6	-4.2
Transportation, labor, farm	2.4	5.8	-3.4	3.5	4.3	-0.8	3.1	3.3	-0.2
By education									
College graduates									
Management	6.8	7.4	-0.6	12.9	12.8	0.1	20.6	15.9	4.7
Professional	69.3	72.8	-3.5	55.9	48.8	7.1	42.6	31.6	11.0
Technical	3.9	1.1	2.8	4.2	2.1	2.1	6.1	7.3	-1.2
Sales	3.0	2.4	0.6	4.6	4.4	0.2	10.2	9.2	1.0
Clerical	13.4	13.6	-0.2	16.7	25.8	-9.1	14.5	29.5	-15.0
Service	2.6	2.7	-0.1	3.8	4.6	-0.8	4.0	4.3	-0.3
Other	1.0	0.0	1.0	1.8	1.5	0.3	1.9	2.1	-0.2
High school graduates									
Management	2.0	1.8	0.2	4.6	2.1	2.5	6.4	3.4	3.0
Professional	3.7	3.1	0.6	2.6	3.0	-0.4	2.3	2.0	0.3
Technical	2.4	2.2	0.2	2.5	1.4	1.1	2.0	2.4	-0.4
Sales	8.9	6.2	2.7	12.0	8.6	3.4	17.7	18.0	-0.3
Clerical	51.8	28.8	23.0	45.2	40.4	4.8	37.0	27.4	9.6

Service	15.4	21.1	-5.7	16.3	21.2	-4.9	20.4	26.9	-6.5
Craft	1.2	0.9	0.3	1.3	1.0	0.3	2.5	3.6	-1.1
Operative	11.8	21.8	-10.0	10.9	17.2	-6.3	7.4	12.6	-5.2
Transportation, labor, farm	2.9	4.0	-1.1	4.3	5.0	-0.7	3.8	3.8	0.0
High school dropouts									
Management, professional, technical	2.9	0.0	2.9	3.7	3.0	0.7	5.1	3.0	2.1
Sales	10.4	4.3	6.1	11.5	6.3	5.2	18.4	17.7	0.7
Clerical	13.4	13.7	-0.3	14.1	13.8	0.3	14.1	8.3	5.8
Service	28.8	32.8	-4.0	27.8	38.2	-10.4	32.4	43.9	-11.5
Craft	2.2	2.3	-0.1	2.9	1.4	1.5	3.8	4.4	-0.6
Operative	35.4	39.7	-4.3	30.9	26.3	4.6	18.1	15.9	2.2
Transportation, labor, farm	7.0	17.2	-10.2	9.1	11.1	-2.0	8.2	6.7	1.5
By region <sup>a</sup>									
Northeast									
Management	1.9	1.6	0.3	3.5	3.2	0.3	6.5	6.1	0.4
Professional	3.6	6.4	-2.8	3.2	3.6	-0.4	2.9	2.3	0.6
Technical	2.9	1.7	1.2	1.8	1.7	0.1	1.9	4.5	-2.6
Sales	9.6	5.4	4.2	11.4	4.0	7.4	15.7	11.5	4.2
Clerical	46.3	53.5	-7.2	44.4	48.9	-4.5	37.4	39.6	-2.2
Service	15.3	13.0	2.3	16.4	17.1	-0.7	20.1	27.3	-7.2
Craft	1.4	0.0	1.4	1.4	0.0	1.4	2.2	1.1	1.1
Operative	16.2	13.7	2.5	13.9	16.7	-2.8	8.9	6.2	2.7
Transportation, labor, farm	2.8	4.7	-1.9	4.0	4.8	-0.8	4.4	1.2	3.2
Midwest									
Management	1.0	0.0	1.0	3.5	1.5	2.0	5.0	1.8	3.2
Professional	3.4	3.3	0.1	2.3	3.1	-0.8	1.8	0.0	1.8
Technical	1.8	1.6	0.2	1.9	1.4	0.5	1.7	0.6	1.1

(Table continues on p. 100.)

**Table 2A.2 / Continued**

Group and Occupation	1973			1979			1989		
	White	African American	Difference	White	African American	Difference	White	African American	Difference
Sales	8.1	7.1	1.0	11.7	9.8	1.9	17.7	25.3	-7.6
Clerical	44.9	40.2	4.7	38.0	45.3	-7.3	31.9	28.4	3.5
Service	19.3	23.3	-4.0	21.5	18.2	3.3	23.4	31.6	-8.2
Craft	1.1	4.1	-3.0	1.5	0.0	1.5	2.6	0.0	2.6
Operative	16.1	8.7	7.4	13.5	15.6	-2.1	11.2	9.7	1.5
Transportation, labor, farm	4.3	11.8	-7.5	6.1	5.0	1.1	4.6	2.5	2.1
South									
Management	2.4	1.7	0.7	4.2	0.9	3.3	5.9	2.3	3.6
Professional	2.3	0.7	2.5	2.1	2.6	-0.5	2.4	1.9	0.5
Technical	1.7	1.7	0.0	2.5	0.9	1.6	1.9	1.5	0.4
Sales	9.5	5.7	3.8	13.4	8.7	4.7	19.3	18.2	1.1
Clerical	45.5	19.7	25.8	38.9	25.1	13.8	33.0	17.8	15.2
Service	14.9	28.0	-13.1	16.2	30.0	-13.8	20.1	31.3	-11.2
Craft	1.6	1.2	0.4	2.3	1.9	0.4	2.8	5.4	-2.6
Operative	18.4	32.4	-14.0	15.7	22.4	-6.7	10.0	16.9	-6.9
Transportation, labor, farm	2.7	9.1	-6.4	4.5	7.5	-3.0	4.8	4.7	0.1

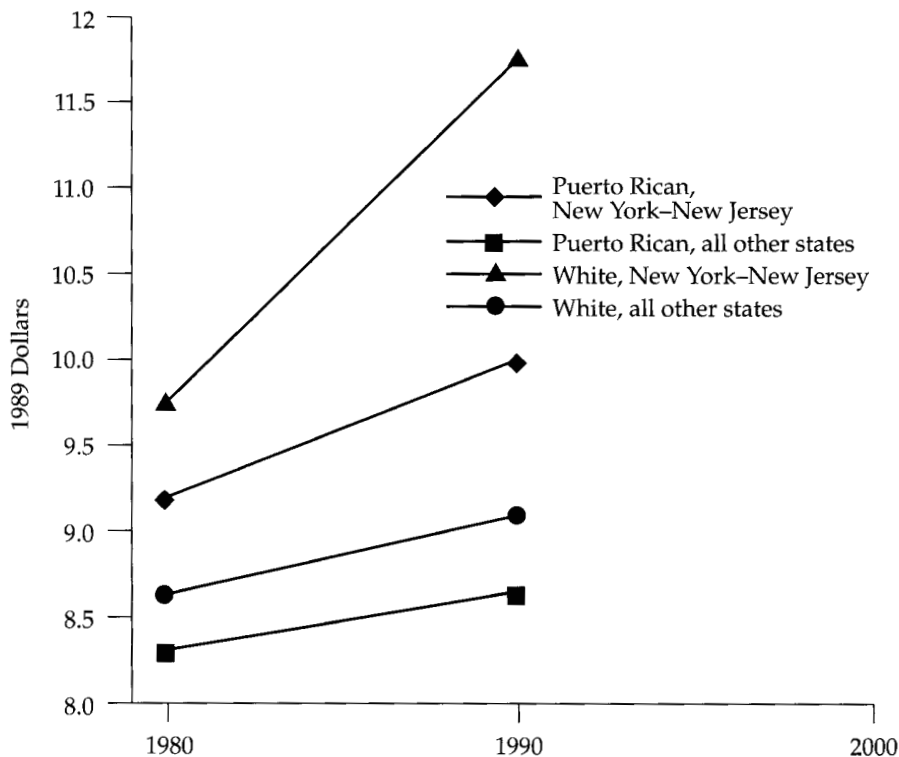
Source: Current Population Survey, 1973 to 1991.

Note: Data are for women with zero to ten years of potential labor market experience.

\*Finance and real estate.

<sup>b</sup>Women with a high school education or less.

**Figure 3.1 / Mean Hourly Wages of Puerto Rican and White Women, by Residence, 1979 to 1989**

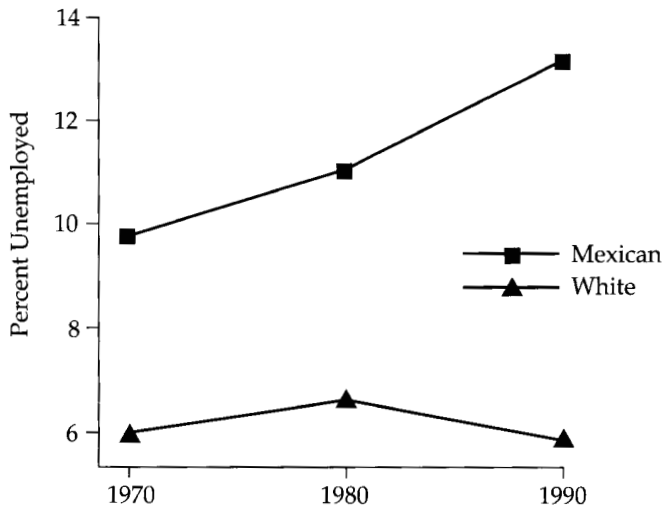


Source: U.S. Bureau of the Census, 1980 and 1990 Census.

Note: Data are for women aged eighteen to thirty-five years for whom potential work experience is less than or equal to ten years.

**Figure 3.12 / Annual Unemployment Rate of Mexican Women, 1969, 1979, 1989**

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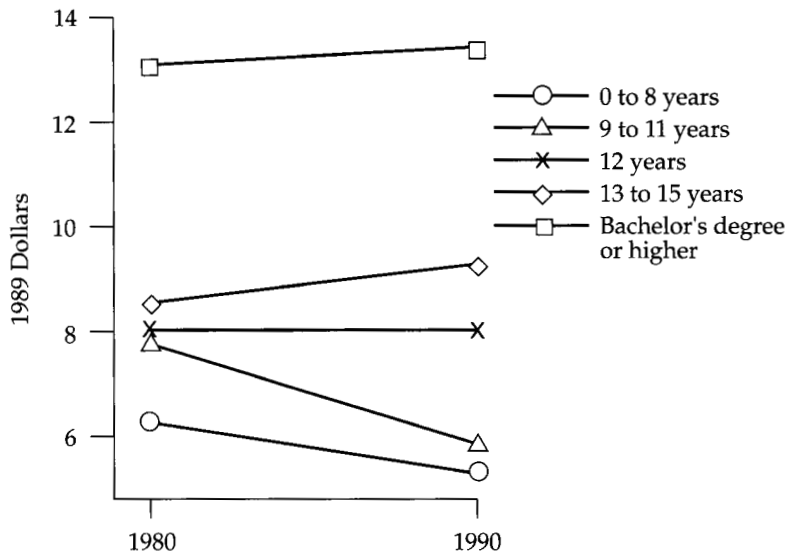
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*Source:* U.S. Bureau of the Census, 1980 and 1990 Census.

*Note:* Data are for women aged eighteen to thirty-five years for whom potential work experience is less than or equal to ten years.

**Figure 3.2 / Mean Hourly Wages of Puerto Rican Women, 1979, 1989, by Years of Schooling**

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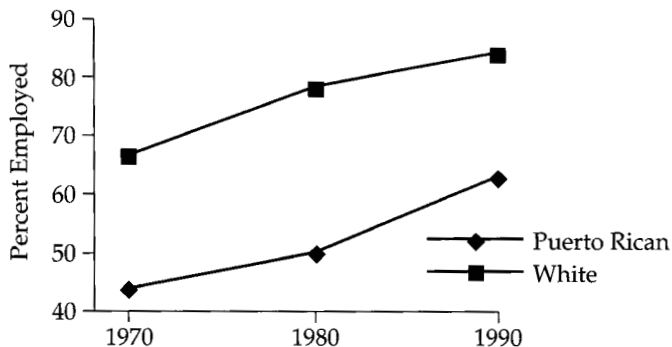
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Source: U.S. Bureau of the Census, 1980 and 1990 Census.

Note: Data are for women aged eighteen to thirty-five years for whom potential work experience is less than or equal to ten years.

**Figure 3.3 / Annual Employment Rate of Puerto Rican and White Women, 1969, 1979, 1989**

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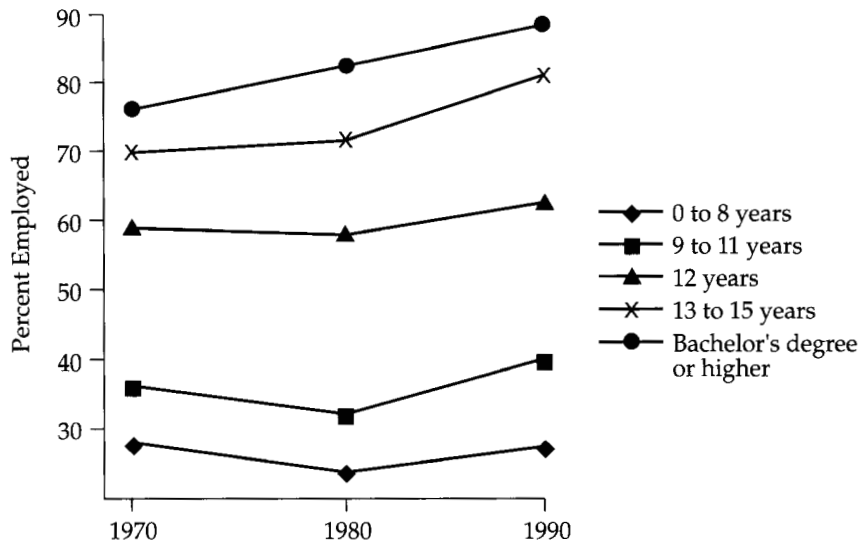


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*Source:* U.S. Bureau of the Census, 1980 and 1990 Census.

*Note:* Data are for women aged eighteen to thirty-five years for whom potential work experience is less than or equal to ten years.

**Figure 3.4 / Annual Employment Rate of Puerto Rican Women, by Years of Schooling, 1969, 1979, 1989**



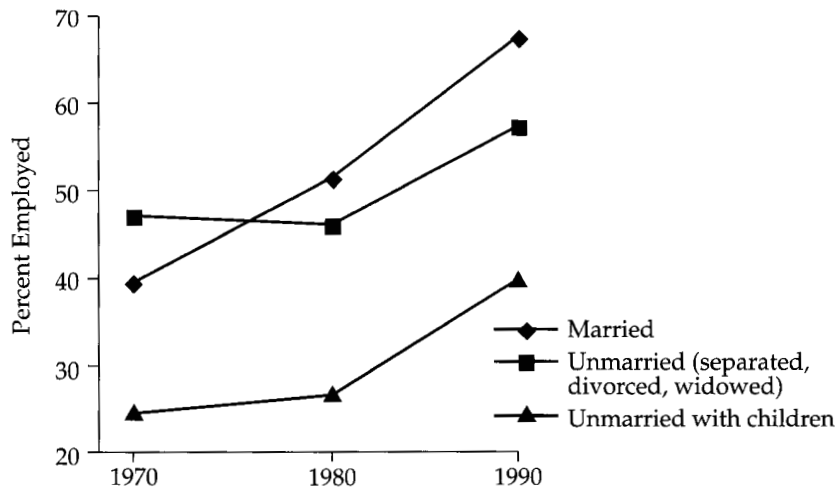
Source: U.S. Bureau of the Census, 1980 and 1990 Census.

Note: Data are for women aged eighteen to thirty-five years for whom potential work experience is less than or equal to ten years.



**Figure 3.5 / Annual Employment Rate of Puerto Rican Women, by Marital Status, 1969, 1979, 1989**

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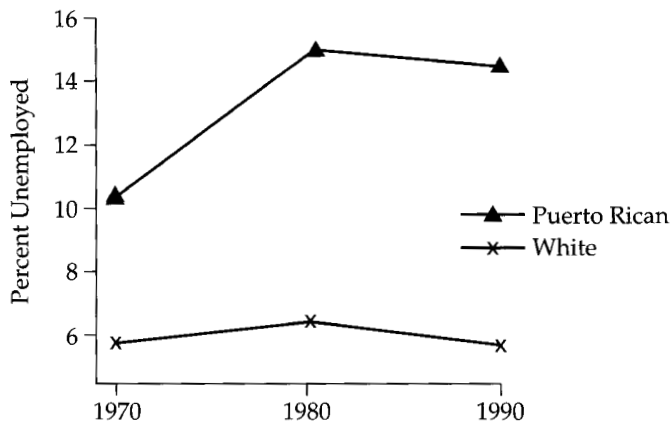
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Source: U.S. Bureau of the Census, 1980 and 1990 Census.

Note: Data are for women aged eighteen to thirty-five years for whom potential work experience is less than or equal to ten years.

**Figure 3.6 / Annual Unemployment Rate of Puerto Rican and White Women, 1969, 1979, 1989**

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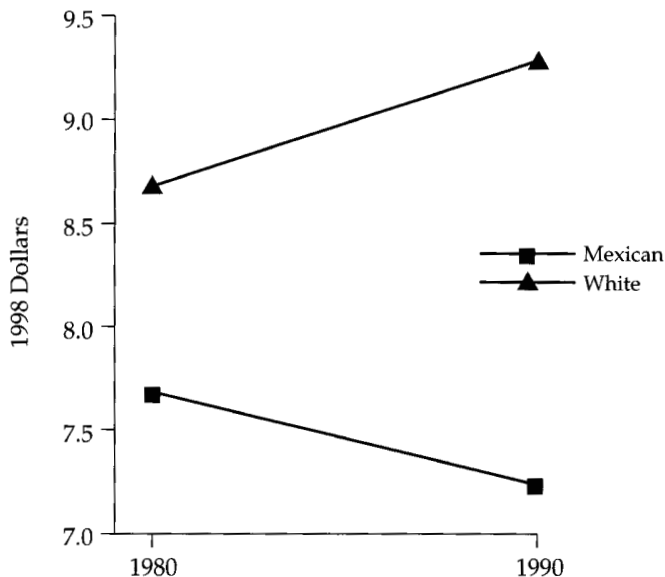
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*Source:* U.S. Bureau of the Census, 1980 and 1990 Census.

*Note:* Data are for women aged eighteen to thirty-five years for whom potential work experience is less than or equal to ten years.

**Figure 3.7 / Mean Hourly Wages of Mexican and White Women, 1979, 1989**

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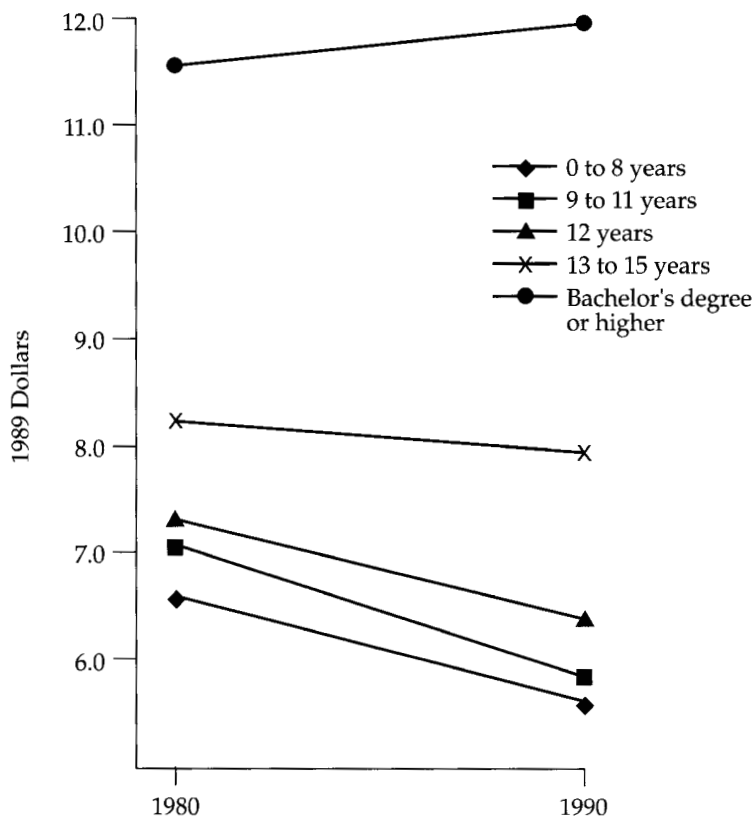


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Source: U.S. Bureau of the Census, 1980 and 1990 Census.

Note: Data are for women aged eighteen to thirty-five years for whom potential work experience is less than or equal to ten years.

**Figure 3.8 / Mean Hourly Wages of Mexican and White Women, by Years of Schooling, 1979, 1989**

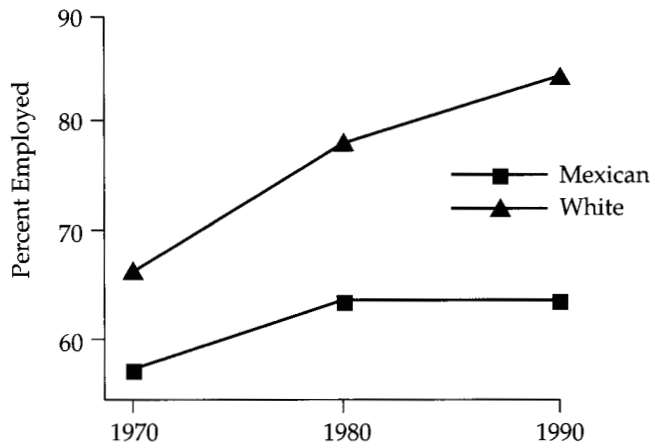


Source: U.S. Bureau of the Census, 1980 and 1990 Census.

Note: Data are for women aged eighteen to thirty-five years for whom potential work experience is less than or equal to ten years.

**Figure 3.9 / Annual Employment Rate of Mexican and White Women, 1969, 1979, 1989**

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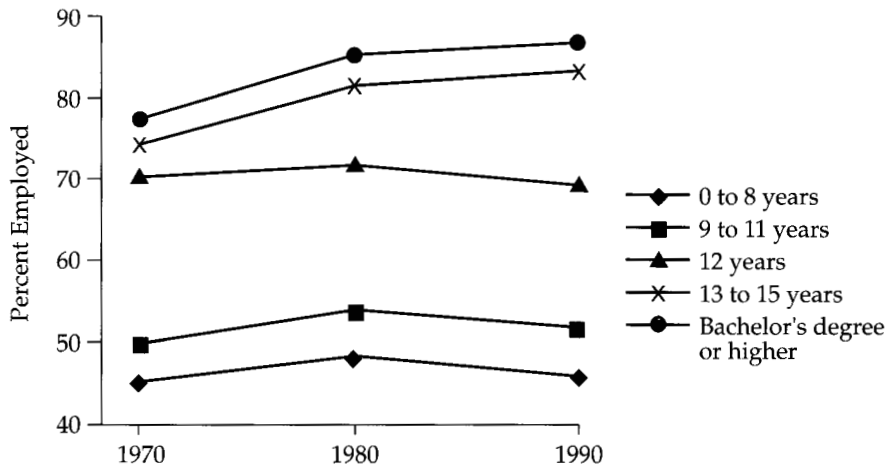


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*Source:* U.S. Bureau of the Census, 1980 and 1990 Census.

*Note:* Data are for women aged eighteen to thirty-five years for whom potential work experience is less than or equal to ten years.

**Figure 3.10 / Annual Employment Rate of Mexican Women, by Years of Schooling, 1969, 1979, 1989**

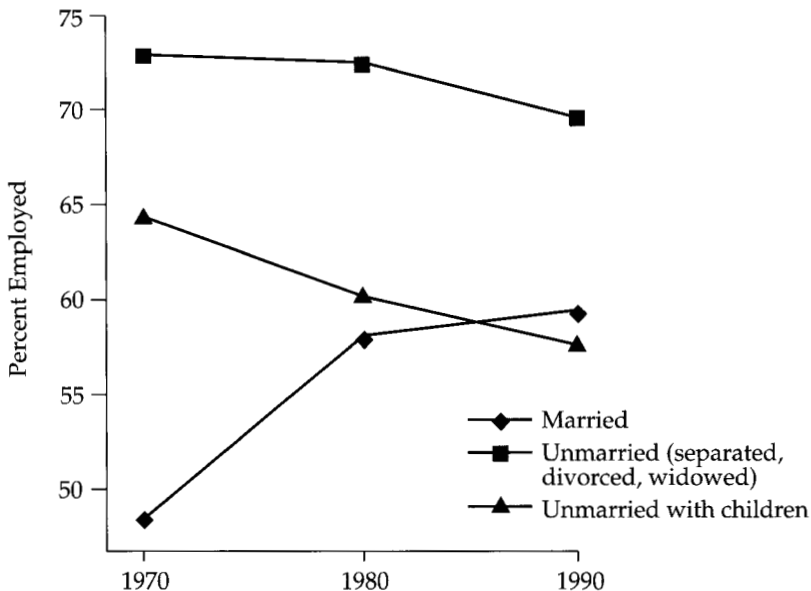


*Source:* U.S. Bureau of the Census, 1980 and 1990 Census.

*Note:* Data are for women aged eighteen to thirty-five years for whom potential work experience is less than or equal to ten years.

**Figure 3.11 / Annual Employment Rate of Mexican Women, by Marital Status, 1969, 1979, 1989**

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*Source:* U.S. Bureau of the Census, 1980 and 1990 Census.

*Note:* Data are for women aged eighteen to thirty-five years for whom potential work experience is less than or equal to ten years.

**Table 3.1 / Demographic Characteristics of Mexican, Puerto Rican, and White Women, 1970, 1980, 1990 (Percent)**

Characteristic	1970			1980			1990		
	Puerto Rican	Mexican	White	Puerto Rican	Mexican	White	Puerto Rican	Mexican	White
Marital status									
Married	60.2	62.6	70.3	45.4	60.5	59.8	39.0	52.8	54.1
Unmarried (separated, divorced, widowed)	39.8	37.4	29.7	54.6	39.5	40.2	61.0	47.2	45.9
Unmarried with children	18.5	9.6	5.7	29.5	14.0	7.7	32.8	19.4	10.5
Schooling									
0-8 years	31.4	30.3	5.3	22.1	28.8	3.7	12.6	27.9	3.6
9-11 years	31.9	25.2	15.1	20.5	15.3	8.2	16.0	13.0	6.1
12 years	29.4	34.7	49.6	35.4	37.0	44.1	35.3	34.3	34.0
13-15 years	5.1	7.5	16.2	15.7	14.0	22.3	24.3	18.6	28.4
Bachelor's degree or higher	2.2	2.3	13.8	6.3	4.9	21.6	11.8	6.2	27.9



# Residence

New York and New Jersey	75.4	—	11.6	60.5	—	9.7	49.1	—	10.1
All other states	25.5	—	88.4	39.5	—	90.3	50.9	—	89.9
Texas	—	37.7	4.8	—	30.4	5.5	—	28.1	5.6
California	—	43.2	9.7	—	43.9	8.8	—	46.6	9.0
All other states	—	22.1	85.5	—	25.8	85.7	—	25.3	85.4

# Nativity

Mainland-born	20.5	—	—	51.4	—	—	62.9	—	—
Island-born	79.5	—	—	48.6	—	—	37.1	—	—
U.S.-born	—	77.5	—	—	67.5	—	—	55.3	—
Recent Immigrant <11yrs	—	14.8	—	—	23.9	—	—	30.9	—
Past Immigrant >10 yrs	—	7.7	—	—	8.5	—	—	13.8	—

# English proficiency

Proficient speaker	—	—	—	84.5	78.4	—	90.1	74.3	—
Non-English speaker	—	—	—	15.5	21.6	—	9.9	25.7	—
Total	1,441	3,645	125,100	9,349	41,262	771,315	9,552	52,514	636,955

Sources: U.S. Bureau of the Census, 1980 and 1990 Census.

Note: Data are for women aged eighteen to thirty-five years whose potential experience is less than or equal to ten years.

**Table 3.2 / Mean Hourly Wages of Puerto Rican and White Women, 1980, 1990 (1989 Dollars)**

Group	1980			1990		
	Puerto Rican	White	Ratio	Puerto Rican	White	Ratio
All	8.81	8.76	1.006	9.29	9.39	0.989
Marital status						
Married	8.90	9.06	0.982	10.25	9.81	1.045
Unmarried (separated, divorced, widowed)	8.71	8.38	1.039	8.52	8.93	0.954
Unmarried with children	8.01	8.13	0.985	7.69	7.40	1.039
Schooling						
0 to 8 years	6.57	6.50	1.011	5.73	5.80	0.988
9 to 11 years	8.10	6.63	1.222	6.24	5.92	1.054
12 years	8.25	7.41	1.113	8.19	6.94	1.180
13 to 15 years	8.74	8.61	1.015	9.51	8.79	1.082
Bachelor's degree or higher	13.16	11.98	1.098	13.50	13.16	1.026
Residence						
New York and New Jersey	9.22	9.78	0.943	10.05	11.78	0.853
All other states	8.31	8.65	0.961	8.68	9.13	0.951
Nativity						
U.S.-born	8.69	—	—	9.48	—	—
Island-born	8.99	—	—	8.86	—	—
English proficiency						
Proficient speaker	8.97	—	—	9.37	—	—
Non-English speaker	6.62	—	—	7.37	—	—

*Sources:* U.S. Bureau of the Census, 1980 and 1990 Census.

*Notes:* Data are for the year before the survey. Data are for women aged eighteen to thirty-five years whose potential experience is less than or equal to ten years.

**Table 3.3 / Mean Hourly Wages of Puerto Rican and White Women, by Level of Schooling, 1980, 1990 (1989 Dollars)**

Schooling	1980						1990					
	New York and New Jersey			Other U.S. Locations			New York and New Jersey			Other U.S. Locations		
	Puerto Rican	White	Ratio	Puerto Rican	White	Ratio	Puerto Rican	White	Ratio	Puerto Rican	White	Ratio
0 to 8 years	6.59	6.48	1.017	6.55	6.50	0.936	6.32	6.46	0.978	5.27	5.76	0.91
9 to 11 years	8.76	6.53	1.342	7.23	6.64	1.033	6.65	6.91	0.962	5.96	5.87	1.02
12 years	8.80	7.57	1.162	7.59	7.37	1.084	8.89	8.25	1.078	7.60	6.82	1.11
13 to 15 years	9.20	9.07	1.014	8.15	8.56	1.164	10.36	9.92	1.044	8.81	8.68	1.01
Bachelor's degree or higher	13.39	13.11	1.021	12.95	11.81	1.85	14.89	15.78	0.944	12.58	12.77	0.99

*Sources:* U.S. Bureau of the Census, 1980 and 1990 Census.

*Notes:* Data are for the year before the survey. Data are for women aged eighteen to thirty-five years whose potential experience is less than or equal to ten years.

**Table 3.4 / Annual Employment Rate of Puerto Rican and White Women, 1970, 1980, 1990 (Percent)**

Characteristic	1970			1980			1990		
	Puerto Rican	White	Ratio	Puerto Rican	White	Ratio	Puerto Rican	White	Ratio
All	42.2	66.1	0.638	48.5	78.1	0.621	62.3	84.4	0.738
Marital status									
Married	39.2	58.1	0.675	51.4	70.8	0.726	68.9	80.5	0.856
Unmarried (separated, divorced, widowed)	46.8	85.2	0.549	46.0	88.8	0.518	58.0	89.0	0.652
Unmarried with children	24.4	74.6	0.327	26.6	74.5	0.357	40.2	74.2	0.542
Schooling									
0 to 8 years	27.4	43.7	0.627	24.2	50.6	0.478	27.6	52.6	0.525
9 to 11 years	35.5	52.8	0.672	32.2	59.8	0.538	40.6	63.6	0.638
12 years	58.0	67.0	0.866	57.9	77.3	0.749	62.5	81.0	0.772
13 to 15 years	68.5	71.5	0.958	70.7	83.0	0.852	81.3	89.0	0.913
Bachelor's degree or higher	75.0	76.6	0.979	82.0	86.8	0.945	88.9	92.6	0.960
Residence									
New York and New Jersey	38.8	65.9	0.589	44.3	78.0	0.568	59.3	84.9	0.698
All other states	52.2	66.2	0.789	54.8	78.1	0.702	65.2	84.4	0.773
Nativity									
U.S.-born	54.4	—	—	56.6	—	—	67.1	—	—
Island-born	39.0	—	—	39.8	—	—	54.0	—	—
English proficiency									
Proficient speaker	—	—	—	52.7	—	—	65.0	—	—
Non-English speaker	—	—	—	25.4	—	—	37.1	—	—

Sources: U.S. Bureau of the Census, 1980 and 1990 Census.

Notes: Data are for the year before the survey. Data are for women aged eighteen to thirty-five years whose potential experience is less than ten years.

**Table 3.5 / Annual Unemployment Rate of Puerto Rican and White Women, 1970, 1980, 1990 (Percent)**

Characteristic	1970			1980			1990		
	Puerto Rican	White	Ratio	Puerto Rican	White	Ratio	Puerto Rican	White	Ratio
All	10.6	6.1	1.738	15.1	6.8	2.221	14.7	6.1	2.410
Marital status									
Married	9.5	6.5	1.462	14.0	6.4	2.188	11.3	5.2	2.173
Unmarried (separated, divorced, widowed)	11.6	5.6	2.071	16.1	7.2	2.236	17.1	6.9	2.478
Unmarried with children	16.4	7.7	2.130	25.0	12.0	2.083	26.4	13.5	1.956
Schooling									
0 to 8 years	15.5	11.4	1.360	25.1	19.0	1.321	37.9	21.2	1.788
9 to 11 years	13.5	12.2	1.107	24.9	17.7	1.407	27.0	19.7	1.371
12 years	7.5	6.1	1.230	13.9	8.2	1.695	16.7	8.3	2.012
13 to 15 years	6.8	4.4	1.545	10.3	4.8	2.146	9.8	4.5	2.178
Bachelor's degree or higher	5.0	2.8	1.786	6.0	2.9	2.069	4.5	2.4	1.875
Residence									
New York and New Jersey	11.3	4.8	2.354	16.0	7.2	2.222	14.5	5.5	2.636
All other states	8.9	6.3	1.413	14.0	6.8	2.059	14.9	6.1	2.443
Nativity									
U.S.-born Puerto Rican	7.9	—	—	16.8	—	—	17.4	—	—
Island-born Puerto Rican	11.6	—	—	14.0	—	—	13.5	—	—
English proficiency									
Proficient Speaker	—	—	—	14.2	—	—	14.0	—	—
Non-English speaker	—	—	—	24.9	—	—	26.8	—	—

*Sources:* U.S. Bureau of the Census, 1980 and 1990 Census.

*Notes:* Data are for the year before the survey. Data are for women aged eighteen to thirty-five years whose potential experience is less than or equal to ten years.

**Table 3.6 / Mean Hourly Wages of Mexican and White Women, 1980, 1990  
(1989 Dollars)**

Characteristic	1980			1990		
	Mexican	White	Ratio	Mexican	White	Ratio
All	7.77	8.76	0.887	7.32	9.39	0.780
Marital status						
Married	7.78	9.06	0.859	7.61	9.81	0.776
Unmarried (separated, divorced, widowed)	7.77	8.38	0.927	7.05	8.93	0.789
Unmarried with children	8.19	8.13	1.007	6.75	7.40	0.912
Schooling						
0 to 8 years	6.82	6.50	1.049	5.96	5.80	1.028
9 to 11 years	7.27	6.63	1.097	6.12	5.92	1.034
12 years	7.50	7.41	1.012	6.64	6.94	0.957
13 to 15 years	8.38	8.61	0.973	8.15	8.79	0.927
Bachelor's degree or higher	11.56	11.98	0.965	11.96	13.16	0.909
Residence						
California	8.37	9.74	0.859	8.00	11.06	0.723
Texas	7.12	8.55	0.833	6.52	8.98	0.726
All other states	7.55	8.67	0.871	7.05	9.24	0.763
Nativity						
U.S.-born	7.89	—	—	7.73	—	—
Recent immigrant (< 11 years)	6.85	—	—	5.83	—	—
Past immigrant (> 10 years)	8.69	—	—	7.47	—	—
English proficiency						
Proficient speaker	7.95	—	—	7.65	—	—
Non-English speaker	6.74	—	—	5.61	—	—

*Sources:* U.S. Bureau of the Census, 1980 and 1990 Census.

*Notes:* Data are for the year before the survey. Data are for women aged eighteen to thirty-five years whose potential experience is less than or equal to ten years.

**Table 3.7 / Annual Employment Rate, Mexican and White Women, 1970, 1980, 1990 (Percent), Age Eighteen to Thirty-Five with Zero to Ten Years Work Experience**

Characteristic	1970			1980			1990		
	Mexican	White	Ratio	Mexican	White	Ratio	Mexican	White	Ratio
All	57.6	66.1	0.871	63.7	78.1	0.816	64.1	84.4	0.759
Marital status									
Married	48.6	58.1	0.836	58.0	70.8	0.819	59.3	80.5	0.737
Unmarried (separated, divorced, widowed)	72.6	85.2	0.852	72.4	88.8	0.815	69.5	89.0	0.781
Unmarried with children	64.3	74.6	0.862	60.4	74.5	0.811	57.7	74.2	0.778
Schooling									
0 to 8 years	44.7	43.7	1.023	48.3	50.6	0.955	45.8	52.6	0.871
9 to 11 years	49.4	52.8	0.936	53.9	59.8	0.901	51.8	63.6	0.814
12 years	69.8	67.0	1.042	71.4	77.3	0.924	69.2	81.0	0.854
13 to 15 years	74.1	71.5	1.036	81.4	83.0	0.981	83.1	89.0	0.934
Bachelor's degree or higher	77.3	76.6	1.009	85.5	86.8	0.985	86.8	92.6	0.937
Residence									
California	59.6	67.8	0.879	62.8	79.7	0.788	62.6	82.9	0.755
Texas	55.1	66.1	0.834	63.3	79.1	0.800	63.8	83.6	0.763
All other states	57.6	66.0	0.873	65.7	77.8	0.844	67.3	84.6	0.796
Nativity									
U.S.-born	59.9	—	—	68.2	—	—	72.7	—	—
Recent immigrant (< 11 years)	43.0	—	—	50.2	—	—	47.3	—	—
Past immigrant (> 10 years)	61.9	—	—	65.6	—	—	69.0	—	—
English proficiency									
Proficient speaker	—	—	—	68.0	—	—	70.3	—	—
Non-English speaker	—	—	—	48.0	—	—	46.3	—	—

Sources: U.S. Bureau of the Census, 1980 and 1990 Census.

Notes: Data are for the year before the survey. Data are for women aged eighteen to thirty-five years whose potential experience is less than or equal to ten years.

**Table 3.8 / Annual Unemployment Rate of Mexican and White Women, 1970, 1980, 1990 (Percent)**

Characteristic	1970			1980			1990		
	Mexican	White	Ratio	Mexican	White	Ratio	Mexican	White	Ratio
All	9.8	6.1	1.607	11.1	6.8	1.632	13.3	6.1	2.180
Marital status									
Married	8.3	6.5	1.277	11.2	6.4	1.750	13.0	5.2	2.500
Unmarried (separated, divorced, widowed)	11.0	5.6	1.964	11.1	7.2	1.542	13.5	6.9	1.957
Unmarried with children	14.6	7.7	1.896	15.0	12.0	1.250	19.3	13.8	1.399
Schooling									
0 to 8 years	10.1	11.4	0.886	15.8	19.0	0.832	21.9	21.2	1.033
9 to 11 years	11.6	12.2	0.951	17.8	17.7	1.006	21.9	19.7	1.112
12 years	10.6	6.1	1.738	9.9	8.2	1.207	12.2	8.3	1.470
13 to 15 years	6.0	4.4	1.364	6.5	4.8	1.354	6.9	4.5	1.533
Bachelor's degree or higher	3.3	2.8	1.179	3.3	2.9	1.138	4.3	2.4	1.792
Residence									
California	10.8	8.5	1.271	12.2	6.8	1.794	13.4	5.7	2.351
Texas	8.1	5.5	1.473	8.2	4.2	1.952	13.1	6.1	2.148
All other states	10.5	5.8	1.810	12.8	7.0	1.829	13.3	6.1	2.180
Nativity									
U.S.-born	10.0	—	—	10.0	—	—	11.3	—	—
Recent immigrant (< 11 years)	8.3	—	—	14.7	—	—	18.4	—	—
Past immigrant (> 10 years)	9.9	—	—	12.1	—	—	12.7	—	—
English proficiency									
Proficient speaker	—	—	—	10.3	—	—	11.7	—	—
Non-English speaker	—	—	—	15.4	—	—	19.7	—	—

Sources: U.S. Bureau of the Census, 1980 and 1990 Census.

Notes: Data are for the year before the survey. Data are for women aged eighteen to thirty-five years whose potential experience is less than or equal to ten years.



**Table 4.1 / Means and Standard Deviations for Key Variables**

Variable	Men			Women		
	White	African American	Latino	White	African American	Latina
Education (years)	13.37 (2.48) All but AF	12.65 (2.04) All but LF	12.26 (2.62) All but LF	13.54 (2.33) All	13.20 (2.01) All but WM	12.55 (2.51) All but AM, LM
AFQT score (z score)	.49 (.93) All but WF	-.62 (.88) All	-.26 (.99) All but LF	.45 (.83) All but WM	-.52 (.79) All	-.35 (.88) All but LM
Full-time experience (years)	9.71 (3.99) All but LM	8.34 (3.90) All	9.15 (3.82) All but WM	7.52 (4.06) All but AF, LF	7.17 (4.11) All but WF, LF	7.23 (4.20) All but WF, AF
Full-time seniority (years)	4.36 (4.17) All	3.21 (3.50) All but WF, LF	3.80 (3.82) All but AF, LF	3.24 (3.73) All but AM, LF	3.76 (3.85) All but LM, LF	3.46 (3.72) WM
Part-time experience (years)	2.60 (2.79) All but AF, LF	2.09 (2.28) All but LM	2.11 (2.38) All but AM	3.99 (3.48) All	2.61 (2.57) All but WM, LF	2.73 (2.70) All but WM, AF
Part-time seniority (years)	.24 (.89) All but AM, LM	.24 (.87) All but WM, LM	.23 (.72) All but WM, AM	.80 (1.80) All	.50 (1.39) All but LF	.48 (1.13) All but AF
Parents' Education (years)	12.17 (2.61) All	10.75 (2.72) All but AF	8.49 (4.25) All but LF	12.05 (2.55) All	10.69 (2.65) All but AM	8.31 (3.89) All but LM
Parents' occupational prestige (scales, 0–100)	41.47 (12.78) All but WF	32.31 (12.76) WM, WF	32.87 (13.31) WM, WF	41.16 (12.66) All but WM	31.59 (12.08) WM, WF	32.81 (12.27) WM, WF

*(Table continues on p. 148.)*

**Table 4.1** / *Continued*

Variable	Men			Women		
	White	African American	Latino	White	African American	Latina
Urban (dummy)	.76 (.43) All but WF	.87 (.34) WM, WF	.93 (.26) WM, WF	.77 (.42) All but WM	.88 (.33) WM, WF	.94 (.24) WM, WF
Northeast (dummy)	.19 (.40) All but WF	.17 (.38) WM, WF	.14 (.35) WM, WF	.19 (.39) All but WM, LF	.15 (.36) WM, WF	.16 (.37) WM
North Central (dummy)	.34 (.47) All	.17 (.38) All but AF	.07 (.25) All but LF	.30 (.46) All	.17 (.38) All but AM	.07 (.26) All but LM
South (dummy)	.30 (.46) All but LM, LF	.57 (.49) All but AF	.34 (.47) AM, AF	.33 (.47) All but LM, LF	.61 (.49) All but AM	.34 (.47) AM, AF
West (reference category of dummy)	.17 (.38) All but WF	.08 (.28) All but AF	.46 (.50) All but LF	.18 (.39) All but WM	.07 (.25) All but AM	.42 (.49) All but LM
Cognitive demands of occupation (z score)	.13 (1.01) All but LF	-.42 (.91) All	-.14 (.93) All but AF	.24 (1.00) All but LF	-.09 (.97) All but LM	.12 (.95) All but WM, WF
Authority (dummy based on occupation)	.18 (.39) All but LM	.08 (.28) WM, LM	.16 (.36) AM, AF	.11 (.31) WM, AF	.07 (.25) All but AM	.11 (.31) WM
Strength demands of occupation (z score)	.16 (1.00) All	.51 (.96) All	.35 (.98) All	-.43 (.86) All but LF	-.18 (.92) All	-.45 (.83) All but WF

Hazards in occupation (z score)	.24 (1.14) All but LM	.29 (1.12) All but LM	.28 (1.14) All but WM, AM	-.35 (.64) All but LF	-.20 (.82) All but LF	-.34 (.67) All but WF, AF
Percentage of females in occupation (proportion)	.27 (.23) All but AM, LM	.29 (.24) All but WM, LM	.26 (.24) All but WM, AM	.65 (.26) All but AF, LF	.66 (.25) All but WF, LF	.67 (.25) All but WF, AF
Nurturance (dummy based on occupation)	.08 (.27) All but AM, LM	.09 (.28) All but WM, LM	.09 (.29) All but WM, AM	.32 (.46) All but LF	.25 (.43) All but LF	.31 (.46) All but EF, AF
Part-time (dummy)	.06 (.24) All but AM, LM	.08 (.28) All but WM, LM	.06 (.25) All but WM, AM	.29 (.45) All	.18 (.39) All but LF	.19 (.38) All but AF
Union (dummy)	.18 (.38) All but LM, LF	.28 (.45) All but LM, AF	.22 (.42) WF	.14 (.34) All	.26 (.44) All but AM, LM	.19 (.40) All but EM, LM
Establishment Size (ln no. of employees)	3.62 (2.30) AM, AF	3.97 (2.24) WM, AF	3.65 (2.34) AF	3.68 (2.30) AF	4.50 (2.19) All	3.86 (2.19) AF
Wage (\$)	13.41 (7.04) All	10.00 (5.66) All but AF, LF	12.01 (6.60) All	10.65 (6.36) All but LF	9.04 (4.94) All but AM, LF	9.81 (5.62) EM, LM

Source: National Longitudinal Survey of Youth, 1993 wave.

Notes: Standard deviations are in parentheses. The third line in each cell indicates the groups that had means significantly different from this group ( $p < .05$ , two-tailed). All computations for this table are weighted by sample weights. WM, AM, and LM are white males, African American males, and Latinos, respectively; WF, AF, and LF are white females, African American females, and Latinas, respectively.

**Table 4.2 / Unstandardized Coefficients from OLS Regressions of Hourly Wages on Nonjob Variables (Reduced-Form Model)**

Variable	Pooled <sup>a</sup>	Men		Women		
		African American	Latino	White	African American	Latina
Education (years)	0.78*	—	0.44	—	—	—
AFQT score (z score)	0.97*	—	—	—	—	—
Full-time experience (years)	0.19**	—	—	0.34	—	—
Full-time seniority (years)	0.25*	—	—	0.14	—	—
Part-time experience (years)	−0.14*	0.11	—	0.08	—	—
Part-time seniority (years)	.10	—	—	.24	—	—
Parents' education (years)	0.06 +	—	—	—	—	—
Parents' occupational prestige	0.03*	—	—	—	—	—
Urban (dummy)	1.10*	0.08	—	—	—	—
Northeast (dummy)	1.41*	−0.54	—	—	—	—
North Central (dummy)	−0.83*	—	—	—	—	—
South (dummy)	−.66*	−2.00	−1.76	—	−0.90	—

*Source:* National Longitudinal Survey of Youth, 1993 wave.

*Notes:* Although the coefficients are not shown, models also contain five ethnicity/gender dummy variables (white males are the omitted reference category) and four dummy variables indicating whether the respondent had a missing score on mother's education, father's education, mother's occupational prestige, or father's occupational prestige. For regional dummies, the reference category is West.

\*Coefficients from the pooled model apply to white males plus all groups for which this variable coefficient was not significantly different from the white male coefficient. Separate coefficients for other groups are present in the table when the group's slope on this variable is significantly different ( $p < .05$ , two-tailed) from that of white males. Significance tests not provided for slopes for individual groups. See text for details.

<sup>a</sup> $p < .05$  (two-tailed). + $p < .05$  (one-tailed)

**Table 4.3 / Unstandardized Coefficients from OLS Regressions of Hourly Wages on Job and Nonjob Variables (Full Model)**

Variable	Pooled <sup>a</sup>	Men		Women		
		African American	Latino	White	African American	Latina
Education (years)	0.61*		0.38			
AFQT score (z score)	0.52*	0.54			0.54	
Full-time experience (years)	0.23*					
Full-time seniority (years)	0.19*			0.08		
Part-time experience (years)	-0.08*			0.02		
Part-time seniority (years)	0.15 +					
Parents' education (years)	0.02					
Parents' occupational prestige	0.02*	0.05				
Urban (dummy)	0.82*					
Northeast (dummy)	1.23*	-0.13				
North Central (dummy)	-0.81*					
South (dummy)	-0.71*	-1.58	-1.12	-1.16		
Cognitive demands of occupation (z)	1.38*					
Authority (dummy based on occupation)	.73*					
Strength demands of occupation (z score)	-0.58*	0.40		0.37	1.44	1.08
Hazards in occupation (z score)	-0.06		-0.05			
Percentage of females in occupation (proportion)	-1.38*				0.01	

(Table continues on p. 152.)

**Table 4.3 / Continued**

Variable	Pooled <sup>a</sup>	Men		Women		
		African American	Latino	White	African American	Latina
Nurturance (dummy based on occupation)	-0.74*					
Part-time (dummy)	1.15*		2.29			
Union (dummy)	1.89*			0.40	-0.25	-0.29
Establishment size (ln)	0.31*					

Source: National Longitudinal Survey of Youth, 1993 wave.

Notes: Although the coefficients are not shown, models also contain five ethnicity/gender dummy variables; four dummy variables indicating whether the respondent was missing a score for mother's education, father's education, mother's occupational prestige, or father's occupational prestige; and nineteen dummies representing industry. For regional dummies, the reference category is West.

<sup>a</sup>Coefficients from the pooled model apply to white males plus all groups for which this variable coefficient was not significantly different from the white male coefficient. Separate coefficients for other groups are present in the table when the group's slope on this variable is significantly different ( $p < .05$ , two-tailed) from that of white males. Significance tests not provided for slopes for individual groups. See text for details.

\* $p < .05$  (two-tailed). +  $p < .05$  (one-tailed).

**Table 4.4 / Percentage of Ethnicity-Based Pay Gap Explained by Mean Differences on Nonjob Variables**

Groups and Variable	Percentage of Ethnicity-Based Gap Explained	
	Men	Women
African-American and white		
Education	17	17
AFQT score	32	58
Full-time experience	8	7 - 4
Full-time seniority	8	-5 - -8
Part-time experience	-2 - 2	6 - -12
Part-time seniority	0	4 - 2
Parents' education	3	5
Parents' occupational prestige	7	16
Urban	-3 - -0	-8
Northeast	1 - 0	4
North Central	-4	-6
South	5 - 16	11 - 15
Total	$\Sigma = 71 - 89$	$\Sigma = 111 - 88$
Latino or Latina and white		
Education	62 - 35	93
AFQT score	52	92
Full-time experience	8	11 - 6
Full-time seniority	10	-4 - -7
Part-time experience	-5	12 - -20
Part-time seniority	0	9 - 4
Parents' education	17	28
Parents' occupational prestige	16	26
Urban	-13	-23
Northeast	5	5
North Central	-16	-22
South	2 - 4	1
Total	$\Sigma = 139 - 114$	$\Sigma = 229 - 183$

Source: National Longitudinal Survey of Youth, 1993 wave.

Notes: The percentage explained is the slope times the mean difference, divided by the gap between the two groups' mean hourly wage. The first number in the range is the percentage explained using the higher-earning group's slope; the number to the right was obtained using the lower-earning group's slope. Slopes are from table 4.2; means are from table 4.1. Sums at the bottom of each two-group decomposition include components for the variables indicating missing values for father's or mother's occupation and education, although these components are not listed.

**Table 4.5 / Percentage of Sex-Related Gaps in Pay Explained by Mean Differences on Nonjob Variables**

Variable	Percentage of Sex Gap Explained		
	Whites	African Americans	Latinos and Latinas
Education	-5	-45	-6 - -10
AFQT	1	-10	4
Full-time experience	15 - 27	24	17
Full-time seniority	10 - 6	-14	4
Part-time experience	7 - -4	-6 - -7	4
Part-time seniority	-2 - -5	-3	-1
Parents' education	0	0	1
Parents' occupational prestige	0	2	0
Urban	0	0 - -1	0
Northeast	0	-1 - 3	-1
North Central	-1	0	0
South	1	6 - 3	1 - 0
Total	$\Sigma = 27 - 20$	$\Sigma = -47 - -35$	$\Sigma = 21 - 16$

Source: National Longitudinal Survey of Youth, 1993 wave.

Notes: The percentage explained is the slope times the mean difference, divided by the gap between the two groups' mean hourly wage. The first number in the range is the percentage explained using the higher-earning group's slope; the number to the right was obtained using the lower-earning group's slope. Slopes are from table 4.2; means are from table 4.1. Sums at the bottom of each two-group decomposition include components for the variables indicating missing values for father's or mother's occupation and education, although these components are not listed.



**Table 4.6 / Percentage of Ethnicity-Based Pay Gap Explained by Mean Differences on Job Variables**

Groups and Variable	Percentage of Ethnicity-Based Gap Explained	
	Men	Women
<b>African-American and white</b>		
Cognitive demands	22	28 .
Authority	2	2
Strength	6 - -4	-6 - -23
Hazards	0	1
Percentage female	1	1 - 0
Nurturance	0	-3
Part-time	-1	8
Union	-6	-3 - 2
Size	-3	-16
Industry <sup>a</sup>	2	-5
Total	$\Sigma = 24 - 14$	$\Sigma = 7 - -6$
<b>Latino or Latina and White</b>		
Cognitive demands	26	19
Authority	2	0
Strength	7	1 - 3
Hazards	0 - 0	0
Percentage female	0	4
Nurturance	1	0
Part-time	0 - -1	14
Union	-6	-3 - 2
Size	-1	-7
Industry <sup>a</sup>	5	6
Total	$\Sigma = 33 - 32$	$\Sigma = 33 - 41$

Source: National Longitudinal Survey of Youth, 1993 wave.

Notes: The percentage explained is the slope times the mean difference, divided by the gap between the two groups' mean hourly wage. The first number in the range is the percentage explained using the higher-earning group's slope; the number to the right was obtained using the lower-earning group's slope. Slopes are from table 4.2; means are from table 4.1. Sums at the bottom of each two-group decomposition include components for the variables indicating missing values for father's or mother's occupation and education, although these components are not listed.

<sup>a</sup>Total for the group of industry dummies.

**Table 4.7 / Percentage of Sex-Related Pay Gap Explained by Mean Differences on Job Variables**

Variable	Percentage of Sex Gap Explained		
	Whites	African Americans	Latinos and Latinas
Cognitive demands	-6	-47	-16
Authority	2	1	2
Strength	-12 - 8	29 - 103	-21 - 40
Hazards	-1	-3	-1 - -2
Percentage female	19	53 - 0	26
Nurturance	6	13	7
Part-time	-10	-11	-13 - -7
Union	3 - 0	3 - 0	2 - 0
Size	-1	-17	-3
Industry <sup>a</sup>	20	42	24
Total	$\Sigma = 21 - 38$	$\Sigma = 61 - 80$	$\Sigma = 6 - 71$

Source: National Longitudinal Survey of Youth, 1993 wave.

Notes: The percentage explained is the slope times the mean difference, divided by the gap between the two groups' mean hourly wage. The first number in the range is the percentage explained using the higher-earning group's slope; the number to the right was obtained using the lower-earning group's slope. Slopes are from table 4.2; means are from table 4.1. Sums at the bottom of each two-group decomposition include components for the variables indicating missing values for father's or mother's occupation and education, although these components are not listed.

<sup>a</sup>Total for the group of industry dummies.

**Table 4.8 / Percentage of Pay Gap Explained by Mean Differences on Selected Groups of Variables**

Groups	Difference	Nonjob Variables <sup>a</sup>				Job Variables <sup>b</sup>			
		Education and AFQT Score	Experience and Seniority	Parental Education and Occupation	Total of All Nonjob Variables <sup>c</sup>	Cognitive Demands	Percentage Female and Nurturance	Industry	Total of All Job Variables <sup>c</sup>
African American and white men	Ethnicity	49	14 – 18	10	71 – 89	22	1	2	24 – 14
African American and white women	Ethnicity	75	12 – -14	21	111 – 88	28	-2 – -3	-5	7 – -6
Latinos and white men	Ethnicity	114 – 87	13	33	139 – 114	26	1	5	33 – 32
Latinas and white women	Ethnicity	185	28 – -17	54	229 – 183	19	4	6	33 – 41
White women and men	Sex	-4	30 – 24	0	27 – 20	-6	25	20	21 – 38

African American women and men	Sex	-55	1 - 14	2	-47 - -35	-47	66 - 13	42	61 - 80
Latinas and Latinos	Sex	-2 - -6	24	1	21 - 16	-16	33	24	6 - 71
African American women and white men	Ethnicity, sex	25	13	8	47 - 49	7	16 - 3	11	17 - 23
Latinas and white men	Ethnicity, sex	43	21	14	67	0	21	17	20 - 49

Source: National Longitudinal Survey of Youth, 1993 wave.

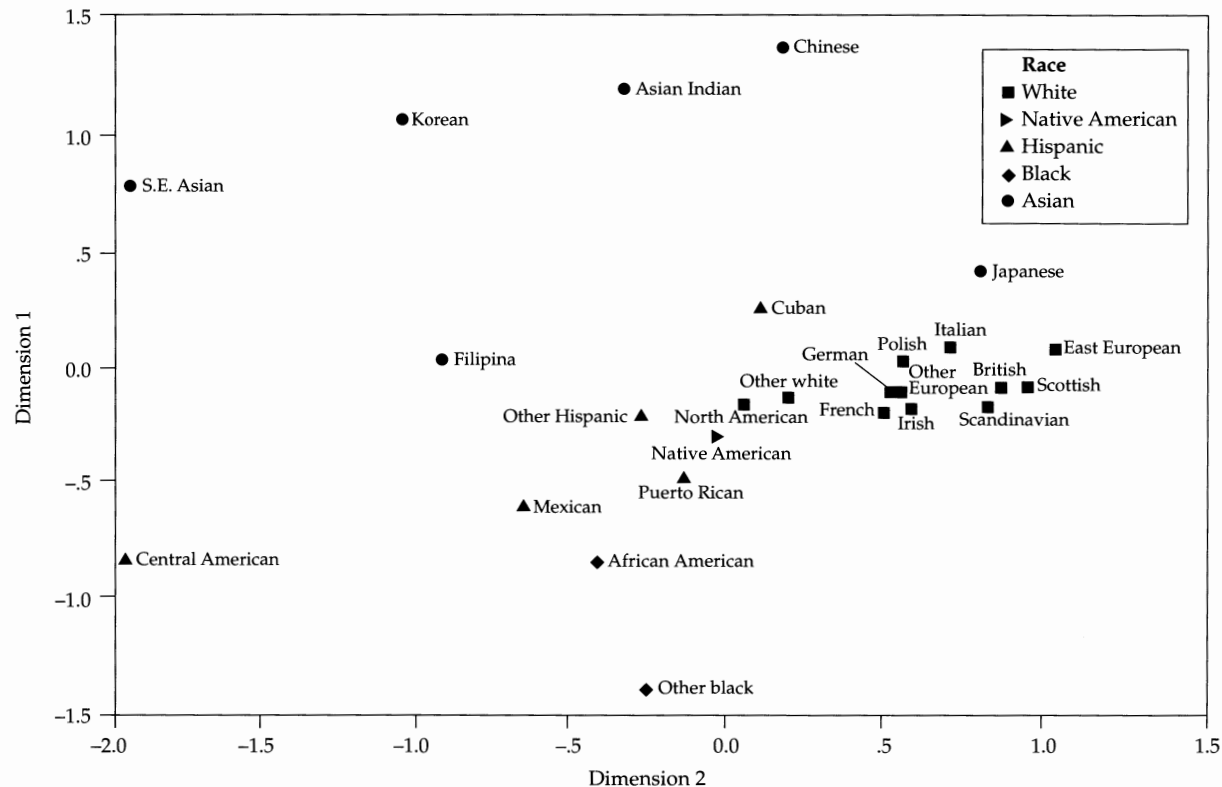
Note: Totals include portions explained by variables excluded from table (urban residence, region, and parental missing value indicators for nonjob variables; authority, strength demands, hazards, size, part-time status, and union status for job variables).

\*Percents for nonjob variables are their total effects, including effects operating directly and those operating indirectly through job variables. (This follows from the fact that the slopes were taken from the model for nonjob variables.)

\*Percents for job variables are the total explained by groups' differential placement across job variables whether or not the job placements were due to group differences on nonjob variables. (This follows from using unadjusted means for job characteristics; see text.)

\*Includes portions explained by variables excluded from table (urban residence, region, and parental missing value indicators for nonjob variables; authority, strength demands, hazards, size, part-time status, and union status for job variables).

**Figure 5.1 / Multidimensional Scaling of Segregation Indices for All Women Workers (Computed for Detailed Occupations, 1990)**



**Table 5.1 / Size and Compositional Characteristics of Female Race-Ethnic Groups, 1990**

Group	Mean Segregation Index with All Groups	Percent Post-1980 Immigrants	Percent Fluent	Percent Who Did Not Complete High School	Percent with B.A. Degree
British	.213	.6	99.5	9.2	29.7
German	.187	.3	99.2	10.3	22.3
Irish	.191	.3	99.5	11.7	22.9
Scottish	.226	.4	99.5	7.6	31.6
Italian	.213	.3	97.6	11.4	23.0
Polish	.195	2.0	96.7	10.3	25.3
Scandinavian	.210	.4	99.3	7.5	28.0
French	.191	.6	98.7	12.6	18.9
E. European	.241	1.8	96.7	7.4	37.4
Other European	.187	1.5	96.2	13.0	24.9
North American	.205	.3	99.3	20.9	12.6
Other white Native	.188	1.6	97.8	17.4	16.5
American	.219	.7	97.8	21.3	9.4
Mexican	.274	13.9	67.4	40.1	7.4
Central American	.390	55.8	35.3	51.2	7.9
Puerto Rican	.239	12.7	73.0	27.1	13.9
Cuban	.245	16.0	57.7	26.8	19.9
Other Hispanic	.225	22.9	66.2	26.0	15.3
African American	.275	0.0	99.0	20.5	15.1
Hispanic black	.288	25.6	65.9	33.9	12.9
Other black	.323	42.6	87.7	23.0	17.9
Chinese	.318	30.4	51.3	20.4	40.2
Filipina	.303	38.2	77.7	12.0	44.5
Japanese	.251	6.4	84.7	7.8	33.4
Asian Indian	.321	47.2	75.8	13.6	50.2
Korean	.342	38.4	45.9	20.0	25.7
S.E. Asian	.387	47.7	38.1	36.8	14.5

Source: Computed for women in the civilian labor force in PUMS 5-percent sample (weighted N = 2,647,441); U.S. Department of Commerce (1992).

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Percent Managerial Occupations	Percent Service Occupation	Percent Self- Employed	Percent Prime Workers	Median Earnings (\$1000s)	Size (1000s)
13.6	11.5	8.1	81.1	15.0	258
11.8	14.3	6.8	79.8	13.5	515
12.6	13.7	6.2	81.8	14.5	268
13.7	10.8	8.0	82.0	15.0	83
13.4	12.8	5.6	80.4	15.2	126
12.5	12.6	5.6	80.0	15.0	76
12.9	13.4	8.0	80.2	14.0	82
11.9	15.5	7.2	79.5	13.5	73
14.4	10.0	8.4	80.1	17.0	88
12.3	14.2	7.8	78.2	14.0	85
8.9	17.0	6.3	78.8	12.0	135
10.3	16.3	6.3	77.3	12.0	246
9.6	19.5	6.0	77.5	11.0	52
6.7	19.7	4.2	60.1	10.0	101
4.8	26.4	6.3	28.1	9.1	13
9.0	15.2	2.9	66.1	13.5	19
11.0	11.2	6.5	57.6	14.0	11
9.2	18.7	6.3	55.5	12.0	30
8.1	20.9	2.4	85.8	13.0	282
7.2	23.0	3.1	55.3	12.0	5
8.1	27.9	3.1	51.4	15.6	19
15.2	12.4	8.4	42.5	15.0	18
9.8	15.5	3.4	51.7	17.0	20
14.0	12.7	6.9	77.0	18.0	11
10.1	10.8	7.7	40.1	14.2	7
9.7	19.8	17.8	35.9	12.5	8
6.4	19.2	7.4	34.2	12.2	8

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**Table 5.2 / Indices of Occupational Segregation for Women, by Race and Ethnicity, Selected Pairs, 1990**

Race and Ethnicity	Mean	Range	Number of Pairs
All pairs	24.6	3.5–48.6	325
Intraracial cross-ethnic pairs	15.2	3.5–40.0	92
Asian <sup>a</sup>	32.6	23.5–40.0	15
Hispanic <sup>b</sup>	23.1	14.6–36.8	10
European <sup>c</sup>	10.0	3.5–22.4	66
Black <sup>d</sup>	20.4	—	1
Interracial cross-ethnic pairs	29.1	8.1–48.6	220
Black and Hispanic	26.4	17.0–37.5	10
Asian and Hispanic	33.1	22.1–45.7	30
European and Hispanic	26.8	14.8–48.6	60
Black and Asian	35.1	24.3–43.9	12
European and Asian	31.0	16.6–46.8	72
Black and European	29.4	20.9–35.3	24
European and Native American	18.5	8.1–26.5	12

Source: U.S. Department of Commerce (1992).

Notes: Data are for women who were at least sixteen years old and were employed during 1990. Weighted sample size is 2,647,441.

<sup>a</sup>Women of Chinese, Filipino, Japanese, Korean, Southeast Asian, and Asian Indian descent.

<sup>b</sup>Women of Central American, Cuban, Mexican, Puerto Rican, or other Hispanic (including Spanish and South American) descent.

<sup>c</sup>Women of British, Eastern European, French, German, Irish, Italian, Polish, Scandinavian, or Scotch descent as well as non-Hispanic, nonblack North Americans and women who described their race as white or Anglo but did not report ethnic ancestry.

<sup>d</sup>African American women and black female immigrants to the United States from any country.



**Table 5.3 / Mean Indices of Women's Occupational Segregation, by Race and Ethnicity, 1990**

Race or Ethnicity	European <sup>a</sup>	Hispanic <sup>b</sup>	Black <sup>c</sup>	Asian <sup>d</sup>
European	10.0	26.8	29.4	31.0
Hispanic	—	23.1	26.4	33.1
Black	—	—	20.4	35.1
Asian	—	—	—	32.6

*Source:* U.S. Department of Commerce (1992).

*Notes:* Data are for women who were at least sixteen years old and were employed during 1990. Weighted sample size is 2,647,441.

<sup>a</sup>Women of British, Eastern European, French, German, Irish, Italian, Polish, Scandinavian, or Scotch descent as well as non-Hispanic, nonblack North Americans and women who described their race as white or Anglo but did not report ethnic ancestry.

<sup>b</sup>Women of Central American, Cuban, Mexican, Puerto Rican, or other Hispanic (including Spanish and South American) descent.

<sup>c</sup>African American women and black female immigrants to the United States from any country.

<sup>d</sup>Women of Chinese, Filipino, Japanese, Korean, Southeast Asian, and Asian Indian descent.

**Table 5.4 / Top Three Occupations for Women, by Race and Ethnicity, 1990**

Race or Ethnicity	Occupation
European	1. Secretary 2. Elementary teacher
Italian, Eastern European	3. Manager, not elsewhere classified
French	3. Cashier
British, German, Irish, Scotch, Polish, Scandinavian	3. Nurse
Native American	1. Secretary 2. Cashier 3. Nursing aide
African American	1. Nursing aide 2. Cashier 3. Secretary
Black immigrant	1. Nursing aide 2. Nurse 3. Secretary
Mexican	1. Secretary 2. Cashier 3. Janitor
Central American	1. Household cleaner 2. Janitor 3. Textile operative
Puerto Rican	1. Secretary 2. Cashier 3. Nursing aide
Cuban	1. Secretary 2. Textile operative 3. Bookkeeper
Southeast Asian	1. Assembler 2. Baker 3. Textile operative
Chinese	1. Textile operative 2. Accountant 3. Cashier
Filipina	1. Nurse 2. Nursing aide 3. Cashier

*(Table continues on p. 196.)*

**Table 5.4** / *Continued*

Race or Ethnicity	Occupation
Japanese	1. Secretary 2. Elementary teacher 3. Bookkeeper
Asian Indian	1. Nurse 2. Doctor 3. Cashier
Korean	1. Cashier 2. Sales supervisor 3. Textile operative

*Source:* U.S. Department of Commerce (1992).

*Notes:* Data are for women who were at least sixteen years old and were employed during 1990. Weighted sample size is 2,647,441.

**Table 5.5 / Effect of Occupational Segregation on the Median Earnings of Women, by Race and Ethnicity**

Race or Ethnicity	Equation 1	Equation 2	Equation 3
Vertical dimension	—	916 <sup>+</sup> (534)	- 1513 (797)
Horizontal dimension	—	481* (409)	2,647* (412)
Asian	837 (936)	—	5155* (1127)
Black	26 (1,440)	—	812 (1,158)
Hispanic	- 2250* (998)	—	329 (746)
Summary statistics			
Constant	13,973 (529)	13,737* (325)	12,423* (402)
Adjusted $R^2$	16.1*	36.0*	70.0*
Number of cases	26	26	26

Source: U.S. Department of Commerce (1992).

Notes: Data are for women who were at least sixteen years old and were employed during 1990. Weighted sample size is 2,647,441. Standard errors are in parentheses.

\* $p < .05$ , one-tailed. +  $p < .01$ , one-tailed.

**Table 6.1 / General Characteristics of Informants**

Identification	Age in 1993	Marital and Household Situation (Age of Children)	Education (Years)	Year of Arrival (Age in Years)	Occupation in Puerto Rico	Occupation in the United States	Ever on Welfare?
Marina	79	Married, spouse present	8	1943 (28)	Sewing machine operator	Sewing machine operator; retired after 39 years when plant relocated to Queens	No
Estela	70	Married, spouse present	12	1944 (21)	Bilingual secretary	Wartime army recruit (office clerk), bilingual secretary	No
Marta	69	Divorced, remarried, widowed	8	1945 (22)	Sewing machine operator	Sewing machine operator; retired at 62 because of plant relocation to Florida	No
Elba	64	Divorced, remarried, spouse present	8	1947 (18)	Sewing machine operator	Sewing machine operator, sample maker	No
Luisa	71	Divorced, remarried, widowed; living with youngest son (51)	6	1948 (26)	Child labor (industrial homework)	Sewing machine operator	No
Teresa	73	Single, had been married twice in Puerto Rico; living with grandchild (18)	2	1953 (33)	Child labor (domestic), industrial homework	Domestic, floor worker and ironer at garment factory	Yes

*(Table continues on p. 214.)*

**Table 6.1 / Continued**

Identification	Age in 1993	Marital and Household Situation (Age of Children)	Education (Years)	Year of Arrival (Age in Years)	Occupation in Puerto Rico	Occupation in the United States	Ever on Welfare?
Nydia	72	Single, married and widowed three times; living with son, granddaughter, and great-grandchild	2	1950 (34)	Homemaker	Food service worker, machine operator	Yes
Celeste	59	Widowed	2	1957 (23)	Sewing machine operator	Factory laborer (laid off after 27 years of work because of plant relocation to Florida), domestic (combines work and welfare)	Yes
Solangel	73	Twice divorced; living with two grandchildren	0	1958 (38)	Child labor (sewing machine operator)	Sewing machine operator, hospital food service worker; retired	Yes
Francisca	61	Married, spouse present	11	1962 (32)	Homemaker	Laborer at electronics and toy factories, sorter at garment factory	Yes
Irene	42	Married, spouse present, two children (13, 20)	7	1965 (16)	—	Child-care worker, machine operator at a toy factory, laborer at women's clothing warehouse and distributor, laborer at mail/catalog company	No

Dora	49	Married, spouse present, three children (15, 16, 18)	12	1966 (22)	Office clerk in public employment program	Child-care worker, laborer and machine operator in garment industry, worker in costume jewelry manufacturing	Yes
Gilda	45	Divorced, remarried, spouse present; living with two sons (17, 23; 23-year-old is handicapped and on SSI)	2	1968 (20)	Child labor (food service worker)	Machine operator and laborer at clothing and toy factory	Yes
Damaris	45	Married, spouse present, two children (15,18)	14	1968 (20)	—	Laborer at clothing and plastics manufacturing shops, machine operator at an electronics factory, bank office clerk, secretary	No
Mercedes	50	Twice divorced; living with partner	4	1971 (28)	Child labor (domestic)	Ironer/pieceworker at garment factory, food-service worker, home attendant; combines work and welfare	Yes
Carmín	45	Married, spouse present; raising a grandchild (4)	2	1976 (17)	Child labor (domestic)	Food-service worker, machine operator, home attendant; combines work and welfare	Yes

(Table continues on p. 216.)

**Table 6.1** / *Continued*

Identification	Age in 1993	Marital and Household Situation (Age of Children)	Education (Years)	Year of Arrival (Age in Years)	Occupation in Puerto Rico	Occupation in the United States	Ever on Welfare?
Beatriz	24	Divorced; living with three children (3, 5, 7); expecting a child	9	1983 (14)	—	Laborer (assembly and packing) at toy factory, cleaner and housekeeper, floor worker at garment factory	Yes
Lida	64	Married, spouse present	14	U.S.-born	—	Administrator of social service agency, sewing machine operator	No
Elisa	44	Divorced	14	1953 (4)	—	Bookkeeper	No
Belén	45	Married, spouse present, three children (10, 17, 20)	12	1962 (14)	—	Secretary	No
Angela	44	Married, spouse present, three children (12, 19, 22)	16	1963 (14)	—	Licensed practical nurse, pharmacy intern	No
Zulma	26	Divorced, remarried, spouse present, three children (2, 4, 10)	15	1963 (.5)	—	Vocational counselor, unpaid family worker	Yes



**Table 7.1 / Human Capital Indicators for Women Aged Sixteen to Sixty-four Living in Southwestern Metropolitan Statistical Areas, 1970, 1980, 1990 (Percent)**

Indicator	Mexican-Origin						Non-Hispanic Black			Non-Hispanic White		
	Mexico-Born			U.S.-Born								
	1970	1980	1990	1970	1980	1990	1970	1980	1990	1970	1980	1990
<b>Education</b>												
Less than high school	81.1	77.4	70.9	57.3	55.2	40.2	45.2	36.1	27.1	26.5	30.0	14.7
High school	13.5	14.9	14.5	31.2	30.1	28.8	34.4	33.3	27.4	40.3	38.1	26.6
Post-high school	5.4	7.7	14.6	11.5	14.7	31.0	20.4	30.5	45.5	33.2	31.8	58.6
<b>English</b>												
Little or no English	—	56.9	51.1	—	7.0	5.1	—	0.6	0.3	—	5.1	0.3
Bilingual	—	41.2	44.4	—	71.3	65.9	—	3.9	2.8	—	22.5	3.5
Only English	—	1.9	4.4	—	21.6	29.1	—	95.5	96.9	—	72.4	96.2
<b>Work experience</b>												
Worked within past 2 years	49.4	55.4	59.7	57.9	63.6	71.5	68.9	67.2	76.0	63.8	70.5	80.8
Worked in the 3 to 9 years prior	7.8	9.8	9.1	8.5	8.6	8.3	6.1	9.8	9.2	10.4	10.1	8.9
Worked more than 10 years prior or never	41.5	32.7	31.2	32.2	23.6	20.2	22.2	19.6	14.7	24.1	17.0	10.2
Average age (years)	38.0	33.4	34.4	32.8	31.9	34.5	35.4	33.7	36.1	37.5	35.6	38.3

Source: U.S. Department of Commerce (1996).

Note: Includes metropolitan statistical areas (MSAs) in Arizona, California, Colorado, New Mexico, and Texas.

**Table 7.2 / Marriage and Family Indicators for Women Aged Sixteen to Sixty-four Living in Southwestern MSAs, 1970, 1980, 1990 (Percent)**

Indicator	Mexican-Born			U.S.-Born			Non-Hispanic Black			Non-Hispanic White		
	1970	1980	1990	1970	1980	1990	1970	1980	1990	1970	1980	1990
Marital status												
Married	66.4	66.5	63.7	63.5	54.8	51.8	52.8	39.1	35.8	69.3	61.9	61.5
Widowed	6.8	3.7	3.3	3.3	3.1	2.9	7.0	5.2	5.2	4.9	3.4	2.9
Divorced	4.2	4.1	4.7	5.6	7.3	10.4	10.3	12.9	15.3	6.9	9.7	12.7
Separated	3.6	3.6	4.4	3.4	3.5	3.6	9.3	7.9	8.1	1.8	2.8	2.3
Never Married	18.9	22.0	23.9	24.2	31.2	31.2	20.6	34.8	35.5	17.1	22.0	20.4
Heads of household	13.9	13.3	14.3	12.9	15.4	20.1	27.3	34.1	41.4	15.4	19.2	25.0
Children ever Born	3.2	2.7	2.5	2.5	2.1	1.9	2.2	1.9	1.9	1.8	1.7	1.6

Source: U.S. Department of Commerce (1996).

Note: Includes metropolitan statistical areas (MSAs) in Arizona, California, Colorado, New Mexico, and Texas.

**Table 7.3 / Occupational and Industrial Distributions of Women in the Labor Force, Southwestern MSAs, 1970, 1980, 1990 (Percent)**

Occupation	Mexican-Born			Mexican American			Black			Other		
	1970	1980	1990	1970	1980	1990	1970	1980	1990	1970	1980	1990
Manager	0.8	1.9	4.2	2.2	4.2	8.9	1.7	5.9	9.3	4.6	6.9	14.8
Professional/technical	2.4	3.8	5.4	7.7	9.1	13.4	11.8	14.0	15.6	17.6	15.4	22.2
Sales	5.0	5.8	8.5	5.8	11.3	13.7	3.4	8.7	10.5	8.7	10.7	13.4
Clerical	14.2	13.3	12.4	31.8	29.5	29.9	24.2	30.8	28.9	42.5	31.9	29.0
Domestic	7.9	3.6	5.6	2.8	1.8	1.2	14.8	3.9	1.6	1.6	1.8	0.5
Service	17.0	17.7	23.6	20.4	20.3	18.5	25.8	23.6	22.0	13.5	16.8	12.5
Farmer	0.0	0.0	0.3	0.0	0.0	0.1	0.1	0.0	0.0	0.0	0.0	0.2
Farm labor	5.3	8.9	6.1	1.5	2.7	0.9	0.3	0.4	0.3	0.2	0.8	0.5
Craft	2.7	5.0	4.4	2.1	3.5	2.7	1.2	1.9	2.3	1.7	3.3	1.9
Operative	40.3	32.1	21.2	23.3	13.4	7.1	13.9	7.5	5.7	8.2	9.1	3.0
Laborer	1.9	7.5	4.0	1.0	3.9	1.8	1.1	2.3	1.5	0.7	2.3	1.1
<b>Industry</b>												
Agriculture	6.3	10.6	7.1	2.1	4.4	1.6	0.7	1.7	0.8	1.1	3.3	2.0
Construction	0.1	0.3	0.8	0.6	0.8	0.8	0.3	0.7	0.7	1.2	1.3	2.0
Manufacturing	33.1	40.4	24.4	23.4	19.2	11.6	11.8	11.7	9.7	14.1	16.9	9.4
Transport/Comm.	0.8	1.7	1.9	3.3	3.8	4.7	3.3	5.7	7.4	4.9	4.3	5.0
Trade	22.7	15.3	21.8	22.2	23.2	23.5	14.1	15.7	17.5	24.1	22.3	21.2
Finance, insurance												
real estate	3.6	5.4	2.6	9.2	9.2	7.5	6.3	13.2	7.9	12.5	12.5	10.4
Personal services	10.7	5.1	6.1	7.7	4.4	4.2	11.1	2.9	3.4	5.8	3.5	3.3
Professional Services	11.0	14.9	23.1	21.6	27.6	36.8	31.0	37.0	41.1	28.9	28.9	40.8
Public sector	1.1	2.2	2.0	5.5	5.9	6.2	6.8	6.3	7.1	4.8	5.6	4.1
Private household	7.7	3.9	5.8	2.6	1.8	1.4	12.4	4.6	2.0	1.6	2.0	0.7

Source: U.S. Department of Commerce (1996).

Note: Includes metropolitan statistical areas (MSAs) in Arizona, California, Colorado, New Mexico, and Texas.

**Table 7.4 / Means for Variables Employed in OLS Regression Estimating Annual Earnings for Four Female Labor Groups, Southwestern SMSAs, 1980, 1990**

Variable	Mexican-Born	Mexican American	Non-Hispanic	Non-Hispanic White
1990				
Annual earnings (dollars)	10,154.13	13,541.55	16,956.87	18,581.87
Less than high school	65.08	27.75	15.13	11.05
High school graduate	16.59	31.93	27.01	24.44
Post-high school	18.32	40.31	57.86	64.49
Age (years)	33.44	33.59	36.24	37.09
No English	44.45	4.42	0.49	2.07
Bilingual	51.56	66.07	4.50	12.64
Only English	3.97	29.51	94.99	85.28
Manager	3.83	8.56	9.97	14.76
Professional/technical	5.31	13.28	16.88	22.32
Sales	8.01	13.60	10.23	12.77
Clerical	13.46	31.57	30.69	29.48
Domestic	4.98	1.25	1.63	0.87
Service	22.33	17.68	20.59	12.05
Farmer	0.29	0.00	0.00	0.00
Farm labor	6.98	1.06	0.24	0.42
Craft	5.07	2.79	2.41	2.16
Operative	24.20	7.99	5.79	3.85
Laborer	5.51	2.14	1.52	1.24
Percent Mexican-born female <sup>a</sup>	6.25	5.21	3.62	3.46
Percent Mexican-born total <sup>b</sup>	8.91	7.26	5.51	5.19
N	5,839	10,507	7,416	79,050
1980				
Annual earnings (dollars)	5,490.34	6,032.35	7,693.41	7,499.05
Less than high school	70.57	40.59	24.32	21.89
High school	18.83	37.70	35.71	40.76
Post-high school	10.58	21.69	39.97	37.33
Age (years)	32.65	31.59	34.05	33.92
No English	51.37	4.82	0.46	3.71
Bilingual	46.39	71.80	4.13	20.89
Only English	2.24	23.37	95.40	75.39
Manager	1.93	4.18	5.93	7.56
Professional/technical	3.80	9.13	13.99	14.59
Sales	5.79	11.26	8.73	12.33
Clerical	13.35	29.55	30.78	34.34
Domestic	3.64	1.80	3.86	1.72
Service	17.74	20.36	23.58	16.18
Farmer	—	—	—	—
Farm labor	8.93	2.75	0.40	0.73

(Table continues on p. 259.)

**Table 7.4** / *Continued*

Variable	Mexican- Born	Mexican American	Non- Hispanic	Non-Hispanic White
1980				
Craft	5.01	3.53	1.86	2.70
Operative	32.06	13.44	7.46	6.76
Laborer	7.50	3.88	2.26	2.36
Percent Mexican-born female <sup>a</sup>	9.49	7.16	5.16	5.33
Percent Mexican-born total <sup>b</sup>	9.74	7.32	5.59	5.66
N	3,212	8,213	1,501	6,728

Source: U.S. Department of Commerce (1996).

Note: Includes metropolitan statistical areas (MSAs) in Arizona, California, Colorado, New Mexico, and Texas. Values in percent unless otherwise indicated.

<sup>a</sup>Percentage of Mexican-born females in the total female civilian labor force in the SMSA of residence.

<sup>b</sup>Percentage of Mexican-born workers in the total civilian work force in the SMSA of residence.

**Table 7.5 / OLS Results: Estimation of Earned Income for Four Female Labor Groups, Southwestern MSAs, 1980, 1990**

Predictor	Mexican-Born		Mexican American		Black		Other	
	(1)	(2)	(1)	(2)	(1)	(2)	(1)	(2)
1980								
Intercept	3,170.5	2,447.5	-842.6	-1,365.9	-1,173.3*	-1,987.6*	-181.0*	-1,305.5
High school	1,300.0	863.2	2,334.8	1,639.1	2,730.3	1,735.6	2,387.2	1,806.8
Post-high school	2,029.9	1,178.8	3,979.8	2,769.2	5,483.2	2,671.5	4,378.1	3,024.1
Age	45.8	52.7	117.3	115.4	133.8	136.4	116.3	101.2
Bilingual	732.1	507.2	1,375.6	923.2	311.6*	345.7*	994.9	795.7
Only English	1,153.0	1,138.3	1,872.4	1,334.4	1,183.6*	1,311.9*	1,219.5	972.9
Manager		4,368.7		4,921.4		6,060.2		6,243.1
Professional/technical		2,937.5		3,323.2		5,091.2		3,936.4
Sales		406.3*		632.6		-488.1*		946.1
Clerical		1,951.3		2,418.3		2,802.0		2,590.5
Domestic		-1,412.6		-1,883.4		-3,317.9		-1,017.9
Farm Labor		-729.5		-714.9		-1,707.3*		-1,118.3*
Craft		2,170.0		3,382.4		2,131.6		4,506.6
Operative		1,395.3		2,086.8		799.1*		2,119.9
Laborer		1,083.2		1,219.3		-529.9*		1,951.9
Percent Mexican-born female		-23.8		-18.2		46.2*		50.2
Percent Mexican-born female (adjusted)		-24.0*		-16.0*		73.9*		56.8*
R <sup>2</sup>	0.06	0.12	0.15	0.22	0.16	0.27	0.12	0.20
N	3,212	3,212	8,213	8,213	1,501	1,501	6,728	6,728

(Table continues on p. 261.)

Table 7.5 / Continued

Predictor	Mexican-Born		Mexican American		Black		Other	
	(1)	(2)	(1)	(2)	(1)	(2)	(1)	(2)
1990								
Intercept	2,721.7	2,211.3	-1,074.4*	-1,897.0	-5,220.1	-7,517.5	-2,278.2	-5,388.2
High school	2,238.5	1,491.6	3,809.0	2,307.4	4,069.8	2,372.8	4,012.9	2,980.1
Post-high school	4,841.6	2,989.6	8,497.5	5,603.4	11,363.0	6,874.4	10,676.0	7,061.2
Age	137.3	138.2	265.2	243.6	318.1	300.4	274.9	240.0
Bilingual	2,906.8	2,098.4	383.6*	-432.2*	2,545.7*	1,643.1*	2,514.4	1,686.5
Only English	2,073.4	1,261.9	2,747.8	1,778.9	3,009.8*	2,691.2*	2,904.5	2,083.3
Manager		9,304.4		10,919.0		11,818.0		12,853.0
Professional/technical		5,873.5		7,680.8		9,144.5		10,124.0
Sales		1,242.7		2,066.6		1,632.2		5,072.8
Clerical		3,892.6		4,612.9		5,091.2		3,839.6
Domestic		-1,158.9		-3,563.2		-6,607.1		-2,395.5
Farmer		6,120.9		-128.1*		9,219.8*		-206.4*
Farm labor		-1,202.6		-1,916.8		1,269.9*		-450.6*
Craft		3,682.3		7,407.9		8,360.8		7,893.9
Operative		2,121.9		3,742.4		3,329.7		3,643.5
Laborer		1,431.4		1,963.9		536.1		1,684.4
Percent Mexican-born female		-88.4		-30.2*		438.3		428.7
Percent Mexican-born female (adjusted)		-118.6		-101.5*		520.9		309.6
R <sup>2</sup>	0.09	0.14	0.15	0.22	0.18	0.28	0.11	0.18
N	5,839	5,839	10,507	10,507	7,415	7,415	79,050	79,050

Source: U.S. Department of Commerce (1996).

Note: Includes metropolitan statistical areas (MSAs) in Arizona, California, Colorado, New Mexico, and Texas.

**Table 7.6 / OLS Results: Estimation of ln (Hourly Wage), Four Female Labor Groups, Southwestern MSAs, 1980, 1990**

Predictor	Mexican-Born		Mexican American		Black		Other	
	(1)	(2)	(1)	(2)	(1)	(2)	(1)	(2)
1980								
Intercept	1.10	1.03	0.78	0.73	0.98	0.83	0.73	0.65
High school	0.09	0.06*	0.18	0.14	0.23	0.11	0.18	0.13
Post-high school	0.20	0.13	0.38	0.28	0.48	0.18	0.39	0.26
Age	0.003	0.004	0.01	0.01	0.01	0.01	0.01	0.01
Bilingual	0.08	0.07	0.10	0.08	-0.21*	-0.19*	0.18	0.15
Only English	0.18	0.18	0.18	0.14	-0.17*	-0.16*	0.20	0.16
Manager		0.36		0.31		0.55		0.37
Professional/technical		0.34		0.36		0.55		0.40
Sales		0.17		0.05		0.11*		0.08
Clerical		0.19		0.16		0.35		0.20
Domestic		-0.32		-0.16		-0.40*		-0.24
Farm Labor		0.18		0.01		-0.24		0.03*
Craft		0.18		0.23		0.33		0.31
Operative		0.14		0.17		0.12*		0.17
Labor		0.24		0.14		-0.12*		0.18
Percent Mexican-born female		-0.008		-0.001*		0.007*		0.006
Percent Mexican-born female (adjusted)		-0.007*		-0.001*		0.011		0.010
R <sup>2</sup>	0.02	0.06	0.07	0.10	0.08	0.16	0.10	0.14
N	3,195	3,195	8,186	8,186	1,492	1,492	6,697	6,697

*(Table continues on p. 264.)*



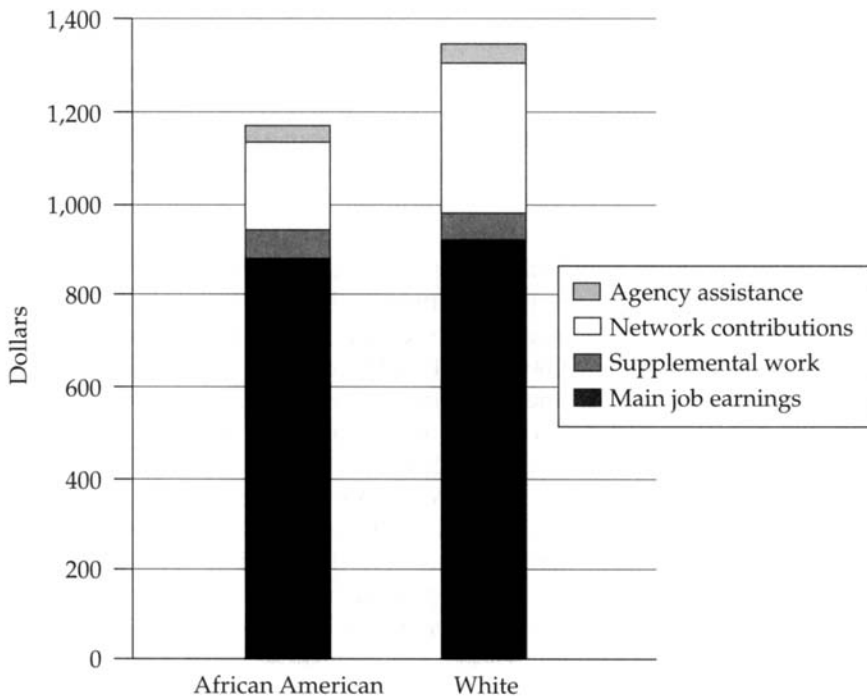
**Table 7.6 / Continued**

Predictor	Mexican-Born		Mexican American		Black		Other	
	(1)	(2)	(1)	(2)	(1)	(2)	(1)	(2)
1990								
Intercept	1.30	1.28	1.11	1.06	1.11	0.89	1.18	1.05
High school	0.16	0.12	0.23	0.15	0.21	0.12	0.22	0.16
Post-high school	0.29	0.18	0.47	0.31	0.58	0.35	0.54	0.36
Age	0.007	0.007	0.01	0.01	0.01	0.01	0.01	0.01
Bilingual	0.17	0.13	0.04*	0.001*	0.10*	0.07*	0.13	0.09
Only English	0.12	0.07*	0.18	0.13	0.06*	0.07*	0.13	0.09
Manager		0.48		0.47		0.53		0.48
Professional/technical		0.39		0.46		0.51		0.51
Sales		0.05*		0.11		0.16		0.16
Clerical		0.28		0.27		0.35		0.23
Domestic		-0.14		-0.15		-0.14		-0.17
Farmer		0.43		-0.09*		2.01		-0.27
Farm labor		0.13		0.04*		0.11*		-0.11
Craft		0.23		0.35		0.38		0.32
Operative		0.12		0.19		0.22		0.17
Labor		0.09		0.10		0.17		0.12
Percent Mexican-born female		-0.01		-0.002*		0.03		0.02
Percent Mexican-born female (adjusted)		-0.006*		-0.006*		0.03		0.02
R <sup>2</sup>	0.06	0.10	0.13	0.18	0.15	0.23	0.13	0.20
N	5,839	5,839	10,507	10,507	7,416	7,416	79,050	79,050

Source: U.S. Department of Commerce (1996).

Note: Includes metropolitan statistical areas (MSAs) in Arizona, California, Colorado, New Mexico, and Texas.

**Figure 8.1 / Income Sources of 150 Low-Wage Working Mothers in Four U.S. Cities, by Race**



Source: Edin-Lein Survival Strategies study, see text.

Note: Excludes Latinas.

**Table 8.1 / Mothers Returning to Welfare, by Race and Time Since Exit, 1983 to 1988 (Percent)**

Time Since Exit	All Welfare Exits ( <i>n</i> = 470)	Exits Ending in Work <sup>a</sup>		
		All Mothers ( <i>n</i> = 265)	African Americans ( <i>n</i> = 208)	Whites ( <i>n</i> = 57)
Three months	5	4	7	2
Six months	14	11	16	6
One year	47	20	29	12
Two years	41	34	40	28
Three years	48	39	43	36
Four years	52	45	43	44
More than four years	57	59	65	44

*Source:* Panel Study of Income Dynamics, 1983 to 1988 panels.

*Notes:* Estimates are computed using PSID inverse sampling probability weights.

<sup>a</sup>Race differences in the duration distribution of welfare return are significant at the .05 level.

**Table 8.2 / Characteristics of Mothers at Welfare Exit and Since Welfare Exit, by Race, 1983 to 1988**

Characteristic	African Americans	P	Whites
<b>At welfare exit</b>			
Prior welfare spell > 24 months (%)	32		32
Urban residence (%)	68	**	42
Age (years)	32.0		30.0
3 or more children (%)	29		25
Preschool children (%)	50	*	64
Education (%)		**	
Less than high school	23		49
High school diploma only	32		13
More than high school	45		38
Work experience (years)	7.7		6.3
Hourly wage (1988 dollars) <sup>a</sup>	5.36		5.27
Hours worked <sup>a</sup>	31.1		32.6
Weekly earnings (1988 dollars)	166.70		171.8
Family income below poverty line (%)	80	**	53
<b>Since welfare exit</b>			
Continued working (%)	59	*	45
Until return	23	**	8
Until end of the survey, no return	36		37
Returned to welfare (%)	47	**	31
Not working at return	19	**	22
Working at return	28	**	8
Length of time worked as proportion of time off welfare	90		89
Subsequently married or cohabited (%)	9	**	56
Married	7	**	33
Cohabited	3	**	22
Had another child (%)	9		15
Obtained further education (%)	7		6

Source: Panel Study of Income Dynamics, 1983 to 1988 panels.

Notes: Estimates are computed using PSID inverse sampling probability weights. n = 265 work exits.

<sup>a</sup>Missing values on wages and hours reduce the n slightly for these indicators.

\*Significant at .05 level. \*\*Significant at .01 level.

**Table 8.3 / Characteristics of Mothers Who Exited Welfare Permanently Through Work (Means), by Race, 1983 to 1988**

Characteristics	African Americans	P	Whites
Family Background (%)			
Lived in a two-parent household	67		70
Mother had at least a high school education	41		37
Grew up in urban area	29		27
At welfare exit			
Prior welfare spell > 24 months (%)	25		21
Urban residence (%)	49	**	27
Age at welfare exit (years)	32.2		30.7
Family with 3 or more children (%)	29		39
Preschool children (%)	61		58
Education (%)		**	
Less than high school	24		37
High school graduate only	34		14
More than high school	41		48
Years of work experience	8.1		7.0
Hourly wage at exit (1988 dollars)	5.25		5.66
Hours worked at exit	35.0	*	31.9
Weekly wage (1988 dollars)	183.80		180.60
Family income below poverty (%)	84	**	31
At end of study			
Hourly wage (1988 dollars)	5.93		5.18
Hours worked	27.9		34.6
Weekly wage (1988 dollars)	165.50		179.20
Family income below poverty (%)	64	**	33

Source: Panel Study of Income Dynamics, 1983 to 1988 panels.

Notes: Percentages computed using PSID inverse sampling probability weights and based on 102 spells with permanent endings. Fifty-one spells were eliminated from the base because spells off welfare that could not be observed beyond twelve months since work exit were not considered permanent (that is, right censored < thirteen months since exit).

\*Significant at the .05 level. \*\*Significant at the .01 level.

**Table 8.4 / Characteristics of Mothers Who Returned to Welfare Following a Work Exit (Means), by Race, 1983 to 1988**

Characteristic	African Americans	P	Whites
Family background (%)			
Lived in a two-parent household	40		59
Mother had at least a high school education	47		41
Grew up in urban area	82	**	49
At welfare exit			
Prior welfare spell > 24 months (%)	38		42
Urban residence (%)	84	*	68
Age (years)	31.4	*	25.3
3 or more children (%)	28		20
Preschool children (%)	42	**	87
Education (%)		**	
Less than high school	18		65
High school graduate only	29		12
More than high school	52		23
Years of work experience	7.2		4.2
Hourly wage (1988 dollars)	5.34		4.99
Hours worked	28.0		33.9
Weekly Wage (1988 dollars)	149.50		169.20
Family Income below poverty (%)	76		78
At return to welfare			
Hourly wage at welfare return or end of job (1988 dollars)	5.39		4.93
Hours worked at welfare return or end of job	29.3		29.3
Weekly wage (1988 dollars)	157.90		144.50

Source: Panel Study of Income Dynamics, 1983 to 1988 panels.

Notes: Percentages computed using PSID inverse sampling probability weights and based on 113 spells followed by welfare return.

\*Significant at the .05 level. \*\*Significant at the .01 level.

**Table 8.5 / Parameter Estimates of Repeat Welfare Dependency Following Work Exits, by Race, 1983 to 1988**

Explanatory Variable	African Americans		Whites	
	b	SE	b	SE
Intercept	-4.90	0.88	-0.30	3.29
Time since work exit (months)				
1-3	1.46**	0.44	-1.48	1.29
4-6	1.34**	0.46	-0.78	1.07
7-12	1.80**	0.40	-0.45	0.91
13-18	1.00*	0.48	0.24	0.83
19-24	1.15*	0.49	-0.61	1.18
25+	—	—	—	—
More than 2 welfare spells	0.42#	0.24	0.43	0.66
Prior welfare receipt > 24 months	0.13	0.25	0.39	0.76
Grew up in urban area	0.35	0.28	0.98	0.74
Age at welfare exit	-0.02	0.02	-0.26#	0.16
High school education or more	0.16	0.28	-1.31#	0.70
Years of work experience	-0.05#	0.03	0.24	0.17
3 or more children	0.35	0.25	0.99	0.73
Recent birth	0.52#	0.27	1.20#	0.68
Married or cohabiting	1.16	1.09	1.95	1.38
Married/cohabiting * partner's work status	-1.78	1.20	3.43*	1.56
Unemployment rate	-0.05	0.06	0.06	0.18
AFDC guarantee/100	-0.01	0.07	0.16	0.32
Summary statistics				
-2 log likelihood	816.6		142.9	
$\chi^2$	58.9		32.6	
df	17		17	
Person-months	4,333		1,426	
Number of spells	208		57	

Source: Panel Study of Income Dynamics, 1983 to 1988 panels.

# Significant at the .05 level, one-tailed test. \*Significant at the .05 level, two-tailed test. \*\*Significant at the .01 level, two-tailed test.

**Table 8A.1 / Parameter Estimates of Repeat Welfare Dependency Following Work Exit, 1983 to 1988**

Explanatory Variable	Model 1		Model 2		Model 3	
	b	SE	b	SE	b	SE
Intercept	-5.525	0.54	-4.364	0.66	-3.970	0.77
2 or more welfare spells	0.248	0.22	0.370	0.21	0.348	0.21

*(Table continues on p. 296.)*



**Table 8A.1 / Continued**

Explanatory Variable	Model 1		Model 2		Model 3	
	b	SE	b	SE	b	SE
Time since work exit (months)						
1-3	1.235**	0.38	1.292**	0.38	1.145**	0.39
4-6	1.237**	0.39	1.219**	0.39	1.059**	0.40
7-12	1.557**	0.34	1.564**	0.33	1.473**	0.34
13-18	0.931*	0.40	0.975**	0.40	0.895*	0.40
19-24	0.834	0.44	0.914*	0.43	0.812	0.44
25 +	—		—		—	
Prior welfare receipt						
>24 months	0.147	0.21	0.228	0.21	0.279	0.22
White	-0.285	0.30	-0.454	0.32	-0.470	0.30
Mother had a high school education or more	-0.092	0.21				
Grew up with two parents	-0.029	0.21				
Grew up in urban area	0.524*	0.24	0.289	0.25	0.395	0.25
Age at welfare exit	—		-0.046**	0.02	-0.053**	0.02
Lives in South	—		-0.007	0.21		
Urban residence			0.024	0.25		
High school education or more	—		—		-0.206	0.23
3 or more children	—		—		0.341	0.22
Recent birth	—		—		0.604**	0.23
Married or cohabiting	—		—		1.419	0.78
Married and cohabiting * partner's work status	—		—		-1.905*	0.87
Unemployment rate	—		—		-0.034	0.05
AFDC guarantee/100	—		—		0.004	0.07
Summary statistics						
-2 log likelihood	968.47		10,16.98		984.05	
$\chi^2$	42.43		56.90		72.95	
df	11		12		17	
Person-months	4,989		5,786		5,759	
Number of spells	246		260		259	

Source: Panel Study of Income Dynamics, 1983 to 1988 panels.

\*Significant at the .05 level. \*\*Significant at the .01 level.

**Table 9.1 / Parenthood Status, Employed Respondents, by Gender and Race (Percent)<sup>a</sup>**

Group	Women		Men	
	Black	White	Black	White
Total sample				
Parent <sup>b</sup>	39.3	39.6	34.7	28.8*
Single parent <sup>c</sup>	19.6	5.4**	5.6**	1.0**
N	317	202	195	205
Low-skilled sample				
Parent <sup>b</sup>	41.6	32.1	27.2*	32.1
Single Parent <sup>c</sup>	22.1	6.2**	1.9**	2.6**
N	149	81	103	78

<sup>a</sup>Significance tests are comparisons with estimates for African American women.

<sup>b</sup>Respondents with a child under age eighteen in the household.

<sup>c</sup>Respondents who were not living with a spouse or partner and who had a child under age eighteen in the household.

\* $p < .05$ . \*\* $p < .01$ .

**Table 9.2 / Conflicts between Job and Child Care among Employed Respondents, by Gender and Race (Percent)<sup>a</sup>**

Group and Conflict	Women		Men	
	Black	White	Black	White
In the past twelve months, have concerns about childcare ever caused you to . . .				
Total sample				
Be late for work	9.1	9.9	7.1	6.8
Be absent from work	13.2	15.3	7.7	8.3
Change hours	7.2	10.4	7.7	5.9
Any of the above	17.0	21.3	10.7	11.7
N	317	202	195	205
Low-skilled sample:				
Be late for work	10.0	4.9	2.9*	5.1
Be absent from work	15.3	12.5	4.9*	6.4
Change hours	4.0	6.2	5.8	3.8
Any of the above	18.7	14.8	8.7*	9.0
N	149	81	103	78

<sup>a</sup>Significance tests are comparisons with estimates for African American women.

\* $p < .05$ . \*\* $p .01$ .

**Table 9.3 / Job and Child Care Conflicts Among Employed Respondents with Children Under eighteen, by Gender and Race of Respondent (Percent)<sup>a</sup>**

Conflict and Group	Women		Men	
	Black	White	Black	White
In the past twelve months, have concerns about childcare ever caused you to . . .				
Total sample				
Be late for work	23.6	25.0	20.6	24.1
Be absent from work	34.1	38.8	22.4	29.3
Change hours	18.9	26.3	22.4	20.7
Any of the above	43.2	53.8	30.9	40.7
N	125	80	68	59
Low-skilled sample:				
Be late for work	24.6	15.4	10.7	16.0
Be absent from work	37.7	38.5	17.9	20.0
Change hours	9.8	19.2	21.4	11.5
Any of the above	45.2	46.2	32.1	28.0
N	61	26	28	25

<sup>a</sup>Significance tests are comparisons with estimates for African American women.

\* $p < .05$ . \*\* $p < .01$ .

**Table 9A.1 / Characteristics of Firms and Sample Jobs in  
Employer Survey**

Characteristic	Number	Percent
Firms		
Industry		
Manufacturing	11	24
Transportation, communication, and other public utilities	2	4
Retail trade	10	22
Finance, insurance, and real estate	3	7
Business and repair services	2	4
Personal services	4	9
Professional and related services	9	20
Public administration	4	9
Total	45	100

*(Table continues on p. 322.)*

**Table 9A.1** / *Continued*

Characteristic	Number	Percent
Size (employees)		
1-10	1	2
11-50	13	29
51-500	16	36
500+	8	18
Missing	7	16
Total	45	100
Sample jobs		
Occupation		
Managerial and professional specialty		13
Technical, sales, and administrative support		55
Service		13
Precision production, craft, and repair		9
Operators, fabricators, and laborers		9
Black women in Sample Job (%) <sup>a</sup>		
None		33
1-25		16
26-50		16
51-75		20
76-100		2
Missing		13

<sup>a</sup>These figures can be interpreted as follows: There were no black women in 33 percent of the sample jobs. In .02 percent of the sample jobs, black women constituted over 75 percent of the employees.

**Table 10.1 / Perceptions of Work-Related Treatment, Opportunities, Rewards, and Career Goals, by Race (Percent)**

Question and Answer	Race (%)		$\chi^2$	<i>p</i>	<i>N</i>
	Black	White			
Are women treated differently? (yes)	73.7 (70)	56.1 (55)	5.77	.02	193
Are blacks treated differently? (yes)	68.1 (62)	44.3 (35)	8.85	.00	170
Have you been treated unfairly because of (race) sex? (yes)	42.0 (42)	25.0 (25)	5.75	.02	200
Do you occupy the position you deserve based on your training and experience?	(99)	(96)	9.15	.01	195
Yes	74.7 (74)	80.2 (77)			
No, overqualified	24.2 (24)	12.5 (12)			
No, underqualified	1.0 (1)	7.3 (7)			
Are you adequately paid relative to co-workers?	(98)	(91)	10.88	.03	189
Yes	51.0 (50)	71.4 (65)			
Adequate compensation	34.7 (34)	57.1 (52)			
Same compensation for all coworkers	16.3 (16)	14.3 (13)			
No	48.9 (46)	28.6 (26)			
Inadequate compensation for all co-workers	17.3 (17)	10.2 (9)			
Unfair evaluation	26.5 (26)	14.3 (13)			
Race or sex discrimination	5.1 (5)	4.4 (4)			
Do your chances for promotion reflect your talent and ability?	(98)	(95)	14.96	.06	193
Yes	44.9 (44)	47.4 (45)			
Fair policies	17.3 (17)	20.0 (19)			

**Table 10.1** / *Continued*

Question and Answer	Race (%)		$\chi^2$	<i>p</i>	<i>N</i>
	Black	White			
Self-confidence	17.3 (17)	13.7 (13)			
Supervisor's validation	6.1 (6)	5.3 (5)			
Personal experience	4.1 (4)	8.4 (8)			
No	55.1 (54)	52.6 (50)			
Ability not deciding factor					
Unfair system (politics)	20.4 (20)	17.9 (17)			
Racism	8.2 (8)	0.0 (0)			
Sexism	1.0 (1)	3.2 (3)			
Structural obstacles	21.4 (21)	27.4 (26)			
No interest in promotion, burnout	4.1 (4)	4.2 (4)			
What are your current career goals?	(100)	(97)	17.84	.00	197
New job through					
Promotion	24.0 (24)	24.7 (24)			
New employer	18.0 (18)	15.5 (15)			
Self-employment	15.0 (15)	11.3 (11)			
Continued education or training	20.0 (20)	8.2 (8)			
Current job	12.0 (12)	34.0 (33)			
None, unsure	11.0 (11)	6.2 (6)			

*Note:* Figures in parentheses are *N*s.



**Table 11.1 / Occupational Status of Women Fourteen Years of Age and over, by Race, 1910 to 1990 (Percent)**

Occupational Category	1910		1940		1950		1960		1970		1980		1990	
	Black	White	Black	White	Black	White	Black	White	Black	White	Black	White	Black	White
Professional and technical	1.5	11.6	4.3	14.7	5.3	13.3	7.7	14.1	10.0	15.5	13.2	16.9	14.8	19.1
Managers, officials, and proprietors (except farm)	0.2	1.5	0.7	4.3	1.3	4.7	1.1	4.2	1.4	4.7	2.9	7.6	7.5	11.6
Clerical and sales	0.3	17.5	1.3	32.8	5.4	39.3	9.8	43.2	21.4	43.4	33.1	42.3	39.1	45.3
Craftsmen and foremen	2.0	8.2	0.2	1.1	0.7	1.7	0.7	1.4	0.8	1.1	1.2	1.8	2.3	2.1
Operatives	1.4	21.2	6.2	20.3	15.2	21.5	14.3	17.6	16.8	14.5	12.9	10.6	9.1	5.5
Nonfarm laborers	0.9	1.5	0.8	0.9	1.6	0.7	1.2	0.5	0.9	0.4	1.2	1.2	3.1	2.3
Private household workers	38.5	17.2	59.9	10.9	42.0	4.3	38.1	4.4	19.5	3.7	7.5	1.7	3.1	1.2
Service workers (except private household)	3.2	9.2	11.1	12.7	19.1	11.6	23.0	13.1	28.5	15.1	26.8	16.7	24.2	15.2
Farmers and farm managers	4.0	3.1	3.0	1.1	1.7	0.6	0.6	0.5	0.2	0.3	0.1	0.2	0.3	1.1
Farm laborers and foremen	48.0	9.0	12.9	1.2	7.7	2.3	3.5	1.0	0.3	1.3	0.2	1.1		

*Sources:* Data for 1910 are from U.S. Department of Commerce (1953, table 14); data for 1940 are from U.S. Department of Commerce (1953, table 52); data for 1950 are from U.S. Department of Commerce (1953, table 3); data for 1960 are from U.S. Department of Commerce (1963, table 3); data for 1970 are from U.S. Department of Commerce (1971, 1972); data for 1980 are from U. S. Bureau of Labor Statistics (1981); data for 1990 are from U.S. Department of Labor (1991, 184).

**Table 11.2 / Workers in Various Occupations, by Sex and Race or Ethnicity, 1993 (Percent)**

Occupation	Whites		African American		Hispanic	
	Males	Females	Male	Females	Males	Females
Executive, administrative and managerial	17	14	8	10	7	8
Professional specialty	14	19	7	13	6	9
Technical, sales, and administrative support	20	42	18	36	15	38
Service	8	15	18	27	15	24
Precision production, craft, and repair	20	2	15	2	22	3
Operators, fabricators, and laborers	17	7	31	12	27	16
Farming, forestry, and fishing	4	1	3	0	8	2

Source: Kominski and Adams (1994, table 7).

Note: Data are for people aged twenty-five to sixty-four.

**Table 11.3 / Workers in Various Occupations Who Have College Degrees, by Sex, 1993 (Percent)**

Occupation	College Degree	
	Males	Females
Executive, administrative, and managerial	55	39
Professional specialty	79	72
Technical, sales, and administrative support	33	16
Service	11	6
Precision production, craft and repair	6	9
Operators, fabricators, and laborers	4	4
Farming, forestry, and fishing	9	11

*Source:* Kominski and Adams (1994, table 7).

*Note:* Data are for people aged twenty-five to sixty-four.

**Table 11.4 / Doctorates Conferred by Institutions of Higher Education, by Racial or Ethnic Group and Major Field, 1992 to 1993**

Field	White	Black	Hispanic	Total
All	28,700	1,352	827	42,021
Agriculture and natural resources	564	13	20	1,173
Architecture and related programs	61	11	5	168
Area, ethnic, and cultural studies	114	11	5	178
Biological sciences/life sciences	2,810	63	84	4,435
Business management and administration services	815	29	10	1,346
Communications	196	21	8	293
Communications technologies	5	0	0	8
Computer and information sciences	383	6	7	805
Education	5,497	562	185	7,030
Engineering	2,210	42	51	5,823
Engineering-related technologies	9	1	1	20
English language & literature/letters	1,091	32	22	1,341
Foreign languages and literatures	468	8	65	830
Health professions & related sciences	1,205	66	26	1,767
Home & vocational home economics	255	16	6	345
Law and legal studies	11	1	0	86
Liberal arts and sciences, general studies and humanities	65	9	1	81
Library science	46	6	2	77
Mathematics	484	6	8	1,189
Multi/interdisciplinary studies	140	1	4	196
Parks, recreation, leisure & fitness studies	77	3	0	106
Philosophy and religion	340	17	5	448
Physical sciences & science technologies	2,405	37	68	4,393
Precision production trades	0	0	0	0
Protective services	22	2	0	32
Psychology	3,125	134	125	3,651
Public administration & services	318	47	9	459
R.O.T.C. and military technologies	0	0	0	0
Social sciences and history	2,201	91	85	3,460
Theological and material moving	1,065	102	12	1,417
Transportation and material moving	0	0	0	0
Visual and performing arts	695	23	16	882

Source: U.S. Department of Education, 1995.

**Table 11.5 / Doctorates Conferred by Institutions of Higher Education, by Race or Ethnicity and Sex of Student, 1976 to 1977 Through 1992 to 1993, Various Years**

Year and Sex	All Groups	Race or Ethnicity		
		White	Black	Hispanic
1976 to 1977				
Men and women	33,126	26,851	1,253	522
Percent	100	81.1	3.88	1.6
Women	8,090	6,819	487	139
Percent	24.4	25.4	38.9	26.6
1980 to 1981				
Men and women	32,839	25,908	1,265	456
Percent	100	78.9	3.8	1.5
Women	10,244	8,598	571	179
Percent	31.2	33.2	45.1	39.3
1986 to 1987				
Men and women	34,041	24,434	1,057	751
Percent	100	71.8	3.1	2.2
Women	11,980	9,522	572	310
Percent	35.2	39.0	54.1	41.3
1989 to 1990				
Men and women	38,113	25,880	1,153	788
Percent	100	67.9	3.0	2.1
Women	13,865	10,775	620	365
Percent	36.4	41.6	53.8	46.3
1991 to 1992				
Men and women	40,090	25,813	1,223	811
Percent	100	64.4	3.1	2.0
Women	14,922	11,139	647	353
Percent	37.2	43.2	52.9	43.5
1992 to 1993				
Men and women	42,021	26,700	1,352	827
Percent	100	63.5	3.2	2.0
Women	16,041	11,798	737	388
Percent	38.2	44.2	54.5	46.9

Source: U.S. Department of Education (1995).

**Table 11.6 / Fastest-Declining and Fastest-Growing Occupations, 1984 to 1995**

Occupation	Employment (Thousands)		
	1984	1995	Change (%)
Fastest-declining			
Stenographer	239	89	- 63
Textile/sewing machine operator	955	607	- 36
Farm worker	1079	797	- 26
Private household worker	993	821	- 17
Postal service clerk	317	301	- 5
Fastest-growing			
Computer systems analyst	308	933	67
Correction officer and jailer	130	310	58
Medical assistant	128	206	38
Lawyer	490	894	45
Computer programmer	341	553	38
Registered nurse	1377	1977	30
Mechanical engineer	237	330	28
College and university faculty	731	823	11
Accountants and auditor	882	962	8
Computer operator, excluding peripheral	241	259	7

*Sources:* Data for 1984 are from U.S. Department of Commerce (1985); data for 1995 are from U.S. Department of Commerce (1996).

**Table 12.1 / The Treatment of Sex and Race in Labor Market Studies, 1993 to 1996 (*n* = 73)**

Race as a Variable	Sex as a Variable				Total	Percentage of Total
	Data Included for Only One Sex	Data Included for Sex, But Sex Not in Model	Sex Included as Additive Term	Slopes Allowed to Differ by Sex		
Data included for only one race	4	—	—	3	7	9.6
Data racially diverse but race not in model	—	—	—	9	9	12.3
Race included as an additive term	5	—	4	16	25	34.3
Slopes allowed to differ by race	13	1	1	17	32	43.8
Total	22	1	5	45	73	100.0
Percent of total	30.1	1.4	6.8	61.6	99.9 <sup>a</sup>	

<sup>a</sup>Percentages do not add to 100 because of rounding.