



Occupational Segregation

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What is it?



Occupational segregation is the distribution of people across and within jobs and occupations based on characteristics such as gender or race.

How does it happen?

- Self-selection out of higher-status positions
- Educational or work experience disparities
- Racial and gender biases among employers and/or customers.

What does it look like in practice?

- *Vertical*: Lower status jobs vs. higher status jobs in an industry
- *Horizontal*: entire industries themselves, e.g. education or construction
- In certain industries, women and minorities are concentrated in the lowest paid segments, making them more vulnerable

What evidence do we have?



For example, in Manufacturing industry:

- Horizontal: African-Americans make up 11.6% of FT workforce vs. 23.3% of entire workforce
- Vertical: Latinos make up 81.8% of Hand packers and packagers, but only 5.9% of Managers

Source: Analysis by Insight Center for Community Economic Development of 2011 ACS data for Cook County:

What evidence do we have?



For example, steering/advertising in Temporary Industry:

- Gatekeeper for employers
- Jobseekers don't know what the jobs are or why they didn't get hired
- Use of code words in job orders: "heavy lifter" "small hands" "hockey players"

Source: "When companies hire temp workers by race, black applicants lose out" by Will Evans