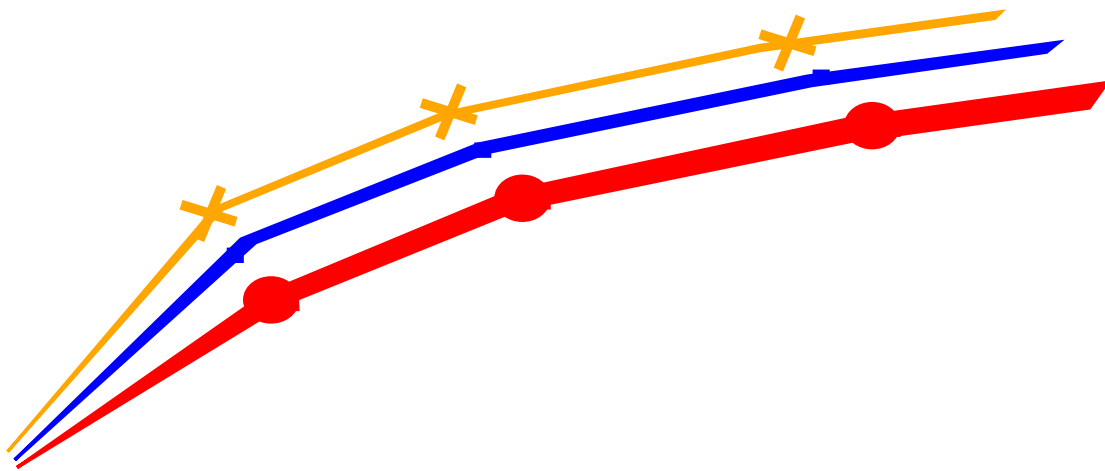




CHARACTERISTICS OF PRIVATE SECTOR EMPLOYMENT



U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

2003

USING EEO-1 DATA TO EXAMINE CHARACTERISTICS OF PRIVATE SECTOR EMPLOYMENT

FOREWORD

As never before, America's economic prosperity is dependent on our ability to compete in the global marketplace. Maintaining a competitive edge depends on the full use of our nation's talented workers, regardless of their race, ethnicity, color, religion, sex, age or disability. In the global economy, our nation enjoys an enormous labor market advantage when discriminatory employment practices are avoided. A useful step in fully utilizing our labor resources is to understand that the labor market is changing and that some industries have been successful in expanding their labor markets to take advantage of an increasingly diverse pool of talented workers.

As part of its mandate under Title VII of the Civil Rights Act of 1964, as amended, the Equal Employment Opportunity Commission requires periodic reports from public and private employers, and unions and labor organizations which indicate the composition of their work forces by sex and by race/ethnic category. Key among these reports is the EEO-1 which is collected annually from private employers with 100 or more employees or federal contractors with 50 more employees. Individual employers file separate reports for each of their facilities with 50 or more employees. Our EEO-1 reports provide a very rich data base for various uses. The Commission invests heavily in proactive prevention programs that are designed to anticipate and remove, from the workplace, potentially discriminatory practices. Consistent with that goal, this report seeks to assist employers make full use of America's labor markets by understanding more about the characteristics of those markets. A general overview of what the EEO-1 reports suggests about private sector employment is provided for that purpose. I hope that this publication will be informative and assist you in your efforts to develop and maintain inclusive and productive workplaces.

Cari M. Dominguez, Chair
U.S. Equal Employment Opportunity Commission
2003

U.S. Equal Employment Opportunity Commission
CHARACTERISTICS OF PRIVATE SECTOR EMPLOYMENT

EXECUTIVE SUMMARY

- Women represent 48 percent of all EEO-1 employment. Women exceed this representation as professionals, sales workers, office and clerical workers and as service workers. From 1990 to 2001 the percentage of women employed as officials and managers increased by 32 percent.
- The source of the highest per capita allegations of gender-based discrimination was Automotive Dealers and Service Stations.
- African Americans represent 14 percent of all EEO-1 employment, the largest share of minority EEO-1 employment. African Americans exceed their total representation as office and clerical workers, operatives, laborers and service workers. African American employment as Officials and Managers increased by about one-third over the past decade.
- The industry with the largest per capita rate of race-based charge allegations was Transportation Services.
- Hispanic employment in the private sector nearly doubled from 1990 to 2001 reaching 11 percent in 2001. Hispanics employment as operatives, laborers and service workers exceeds 11 percent and Hispanic representation as Officials and Managers increased by about 50 percent over the past decade.
- Asian employment while still a relatively small portion of the workforce (four percent) increased by 49 percent over that period. Asian Americans exceed four percent in their employment as professionals and technicians. Asian American representation as Officials and Managers increased by about 50 percent over the past decade.
- Allegations on the basis of national origin would be filed by minority groups such as Hispanics and Asian Americans as well as others. Auto Repair, Services, and Parking and Apparel And Other Textile Products were the largest sources of these type of allegations.

U.S. Equal Employment Opportunity Commission
CHARACTERISTICS OF PRIVATE SECTOR EMPLOYMENT

TABLE OF CONTENTS

INTRODUCTION	1
TOTAL EMPLOYMENT	2
GROWTH AND DECLINE	8
DISTRIBUTION BY JOB GROUP	14
EMPLOYMENT AS OFFICIALS AND MANAGERS	17
MOVEMENT OF WOMEN FROM WHITE COLLAR TO MANAGEMENT POSITIONS	24
PER CAPITA CHARGE ALLEGATIONS	27
ADDITIONAL INFORMATION	31

INTRODUCTION

Relying primarily on the Equal Employment Opportunity Commission's (EEOC's) EEO-1 report, characteristics of employment are examined from six different perspectives: total employment, the growth and decline of employment by industry, employment by job group, employment of officials and managers, the movement of women from white collar to management positions and the bases of charge allegations by industry. The report seeks to capture these measures using the most recent data from 2001 and by examining recent trends from 1990.

The annual EEO-1 report indicates the composition of an employer's workforces by sex and by race/ethnic category. The EEO-1 collects data on nine major job categories: (1) officials and managers, (2) professionals, (3) technicians, (4) sales workers, (5) office and clerical workers, (6) craft workers, (7) operatives, (8) laborers and (9) service workers.¹ Race/ethnic designations used are White (not of Hispanic origin), Black (not of Hispanic origin), Hispanic, Asian or Pacific Islander, American Indian or Alaskan Native. In addition to the workforce data provided by the employer, information about each establishment is added to the database. This includes the establishment's North American Industrial Classification System code and in early years, added the Standard Industrial Classification code.

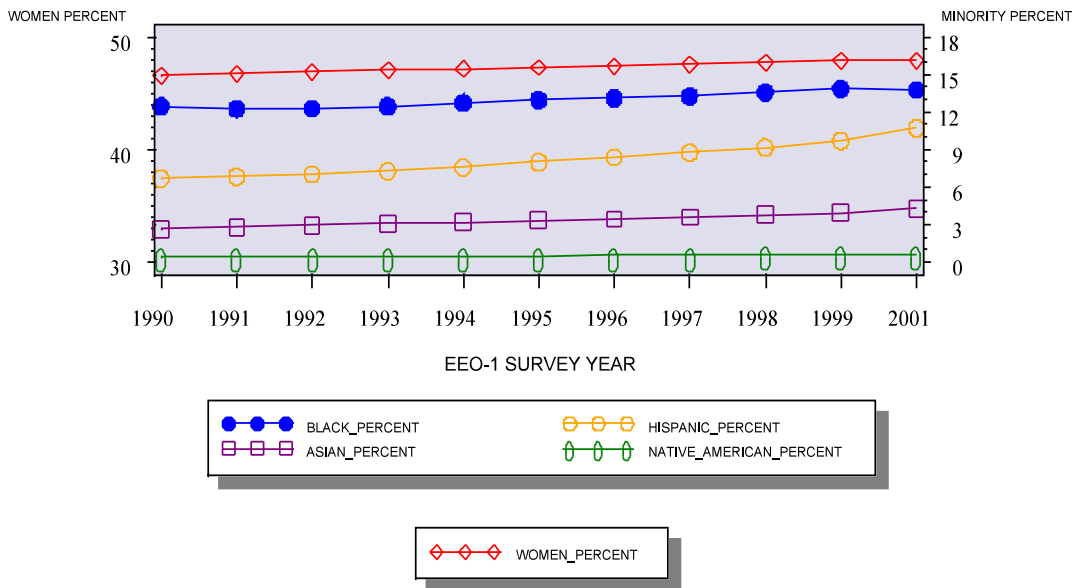
¹ See "Section 5, Description of Job Categories" in the EEO-1 instruction booklet at, <http://www.eeoc.gov/stats/jobpat/e1instruct.html>

U.S. Equal Employment Opportunity Commission
CHARACTERISTICS OF PRIVATE SECTOR EMPLOYMENT

TOTAL EMPLOYMENT

In examining the total employment of women over the past decade (1990 to 2001), the percentage of women has remained relatively constant. However the employment of different race/ethnic groups has changed.

**Total Employment by Gender Race/Ethnic Group
EEO-1 Data 1990 to 2001**



- African Americans represent the largest share of minority EEO-1 employment.
- Hispanic employment in the private sector nearly doubled over the time period.
- The gap between African American and Hispanic employment dropped from nearly six percent in 1990 to just three percent in 2001.
- Asian employment while still a relatively small portion of the workforce increased by 49 percent over the period.

U.S. Equal Employment Opportunity Commission
CHARACTERISTICS OF PRIVATE SECTOR EMPLOYMENT

Women and minority groups are not, of course, employed evenly among all industries. The following tables rank industries (as defined by the North American Industrial Classification System, industry subsectors) based on the percentage of women, African Americans, Hispanics, Asians and Native Americans/Alaskan Natives. Table 1 lists the ten industries where women have the highest percentage of employment. The highest percentage of women are employed in the Nursing & Residential Care Facilities industry.

Table 1
Ranking of Top Ten Industries
Based on the Employment of Women
Source: EEO-1 Reports for 2001

INDUSTRY	EMPLOYMENT			REPORTS FILED
	WOMEN EMPLOYED	WOMEN PERCENT	TOTAL	
Nursing & Residential Care Facilities	978,609	82.52	1,185,908	7,747
Hospitals	3,129,271	79.37	3,942,645	4,284
Ambulatory Health Care Services	702,175	77.19	909,656	4,507
Apparel Manufacturing	126,918	67.89	186,951	796
Insurance Carriers & Related Activities	857,069	67.53	1,269,101	4,693
Social Assistance	187,115	66.38	281,903	1,839
General Merchandise Stores	1,740,601	66.18	2,630,079	13,109
Credit Intermediation & Related Activities	886,423	66.06	1,341,891	6,094
Clothing & Clothing Accessories Stores	151,646	65.80	230,481	1,989
Religious/Grantmaking/Prof/Like Organizations	165,567	65.77	251,737	1,462

U.S. Equal Employment Opportunity Commission
CHARACTERISTICS OF PRIVATE SECTOR EMPLOYMENT

Table 2 provides the same type of listing for African Americans. While African American are also highly represented in the Nursing & Residential Care Facilities industry, the industry with the largest proportion of African American employees is Transit and Ground Passenger Transportation.

Table 2
Top Ten Industries
Based on the Employment of African Americans
Source: EEO-1 Reports for 2001

INDUSTRY	EMPLOYMENT			REPORTS FILED
	AFRICAN AMERICANS	AFRICAN AMERICANS PERCENT	TOTAL	
Transit & Ground Passenger Transportation	44,480	29.03	153,211	861
Nursing & Residential Care Facilities	334,930	28.24	1,185,908	7,747
Textile Mills	62,634	27.35	229,003	902
Social Assistance	75,340	26.73	281,903	1,839
Monetary Authorities - Central Bank	5,919	23.64	25,041	70
Couriers & Messengers	112,285	23.09	486,354	1,066
Administrative & Support Services	452,068	21.31	2,121,242	9,363
Warehousing & Storage	31,590	20.39	154,912	872
Religious/Grant making/Prof/Like Organizations	50,026	19.87	251,737	1,462
Rental & Leasing Services	30,321	19.85	152,752	979

U.S. Equal Employment Opportunity Commission
CHARACTERISTICS OF PRIVATE SECTOR EMPLOYMENT

Table 3 provides similar data for Hispanics. Hispanics tend to be employed more heavily in agricultural industries. The three industries with the highest percentage of Hispanic workers are all in the agricultural industry.

Table 3
Top Ten Industries
Based on the Employment of Hispanics
Source: EEO-1 Reports for 2001

INDUSTRY	EMPLOYMENT			REPORTS FILED
	HISPANICS	HISPANIC PERCENT	TOTAL	
Crop Production	39,209	61.80	63,440	248
Agriculture & Forestry Support Activities	10,366	40.57	25,552	86
Animal Production	17,332	33.34	51,979	229
Food Mfg	308,508	27.74	1,112,240	3,673
Accommodation	218,582	24.12	906,306	3,341
Personal & Laundry Services	36,237	22.68	159,773	1,175
Food Services & Drinking Places	305,130	20.04	1,522,230	16,299
Special Trade Contractors	74,662	18.24	409,402	2,274
Waste Management & Remediation Services	19,863	18.19	109,182	859
Heavy Construction	48,780	17.12	284,889	1,328

U.S. Equal Employment Opportunity Commission
CHARACTERISTICS OF PRIVATE SECTOR EMPLOYMENT

Industries were also ranked on the basis of their employment of Asian workers. Table 4 provides those results. Asian Americans tend to have larger portions of employment in more technical industries. For example, the industry with the largest portion of Asians is the Computer and Electronic Product Manufacturing with 13.5 percent.

Table 4
Top Ten Industries
Based on the Employment of Asians
Source: EEO-1 Reports for 2001

INDUSTRY	EMPLOYMENT			REPORTS FILED
	ASIANS	ASIAN PERCENT	TOTAL	
Computer & Electronic Product Mfg	196,094	13.54	1,448,636	4,331
Professional, Scientific & Technical Services	180,652	8.15	2,217,351	10,487
Security, Commodity Contracts & Like Activity	34,134	7.89	432,483	1,573
Accommodation	69,060	7.62	906,306	3,341
Miscellaneous Mfg	36,031	7.45	483,589	1,917
Lessors of Other Nonfinancial Intangible Asset	151	7.23	2,089	8
Monetary Authorities - Central Bank	1,802	7.20	25,041	70
Health & Personal Care Stores	9,019	6.91	130,564	1,387
Electronics & Appliance Stores	10,830	6.82	158,856	1,386
Clothing & Clothing Accessories Stores	15,654	6.79	230,481	1,989

U.S. Equal Employment Opportunity Commission
CHARACTERISTICS OF PRIVATE SECTOR EMPLOYMENT

Finally, the employment of Native Americans/Alaskan Natives was examined by industry. Results are shown in Table 5. While this group represents just a small percentage of employment. The distribution of these workers is not uniform. Native Americans/Alaskan Natives are heavily represented in extraction industries.

Table 5
Top Ten Industries
Based on the Employment of
Native Americans/Alaskan Natives
Source: EEO-1 Reports for 2001

INDUSTRY	EMPLOYMENT			REPORTS FILED
	NATIVE AMERICANS	NATIVE AMERICAN PERCENT	TOTAL	
Mining Support Activities	2,533	1.92	131,785	530
Mining (except Oil & Gas)	1,904	1.88	101,232	522
Pipeline Transportation	379	1.63	23,307	110
Forestry and Logging	78	1.48	5,273	41
Animal Production	727	1.40	51,979	229
Heavy Construction	3,767	1.32	284,889	1,328
Gasoline Stations	802	1.19	67,454	498
Rail Transportation	2,231	1.16	191,602	418
Oil & Gas Extraction	675	1.07	63,099	243
Wood Product Mfg	2,324	0.94	246,770	1,258

U.S. Equal Employment Opportunity Commission
CHARACTERISTICS OF PRIVATE SECTOR EMPLOYMENT

GROWTH AND DECLINE

The EEO-1 data reflects changes in the total employment in various industries. While some industries increased their total employment in the years from 1990 to 2001, others saw a decline in employment.² Table 6 lists those industries showing the largest decline in employment based on the rate of change.

Table 6
EEO-1 Data for Ten Years 1992 to 2001
Change in Total Employment
Ten Industries with Largest Declines in Employment

INDUSTRY	RATE OF CHANGE (PERCENT)	TOTAL EMPLOYMENT 1992	TOTAL EMPLOYMENT 2001
Apparel And Other Textile Products	-157.908	461,292	178,859
Leather And Leather Products	-100.594	84,707	42,228
Metal Mining	-95.932	51,724	26,399
Coal Mining	-66.359	78,889	47,421
Textile Mill Products	-48.550	521,938	351,354
Petroleum And Coal Products	-39.317	139,282	99,975
Tobacco Products	-27.260	45,171	35,495
Nonmetallic Minerals, Except Fuels	-26.428	41,347	32,704
Electric, Gas, And Sanitary Services	-18.592	732,790	617,907
Personal Services	-17.733	166,342	141,287

² For analyses regarding growth and decline, the older Standard Industrial Classification coding is used in order to conduct longitudinal analyses. The year 1992 was selected to enhance the reliability of this industrial coding.

U.S. Equal Employment Opportunity Commission
CHARACTERISTICS OF PRIVATE SECTOR EMPLOYMENT

Apparel and other textile products saw a large decline as measured by both total employment and rates of change. Table 7 lists those industries where a large increase in employment was observed. While the Motion Picture industry showed the highest rate of change, it still employs fewer total employees than some of the other high growth industries such as Building Materials and Garden Supplies and Security and Commodity Brokers.

Table 7
EEO-1 Data for Ten Years 1992 to 2001
Change in Total Employment
Ten Industries with Largest Increases in Employment

INDUSTRY	RATE OF CHANGE (PERCENT)	TOTAL EMPLOYMENT 1992	TOTAL EMPLOYMENT 2001
Motion Pictures	62.9274	37,757	101,846
Building Materials & Garden Supplies	59.4433	167,039	411,865
Furniture And Homefurnishings Stores	57.8750	88,227	209,441
Amusement & Recreation Services	53.5246	219,241	471,736
Security And Commodity Brokers	50.3941	205,863	414,997
Insurance Agents, Brokers, & Service	50.2229	108,848	218,671
Museums, Botanical, Zoological Gardens	48.7395	20,395	39,787
Special Trade Contractors	46.6292	218,895	410,140
Engineering & Management Services	46.5423	713,455	1,334,615
Holding And Other Investment Offices	46.5283	76,149	142,410

The distribution of women and minority groups among the ten industries with the largest rates of change in employment (growth industries) and among the ten industries with the smallest rates of change in employment (declining industries) was examined. Women were fairly evenly distributed among these industries. In 1992, they made up 38 percent of total employment in growth industries and 43 percent in

U.S. Equal Employment Opportunity Commission
CHARACTERISTICS OF PRIVATE SECTOR EMPLOYMENT

declining industries. In 2001, they made up 36 percent of employment in growth industries and 39 percent in declining industries. African Americans appear to be more likely to be employed in growth industries. See Figure 2.

**Distribution of African American Employees
Comparing Growth and Declining Industries**

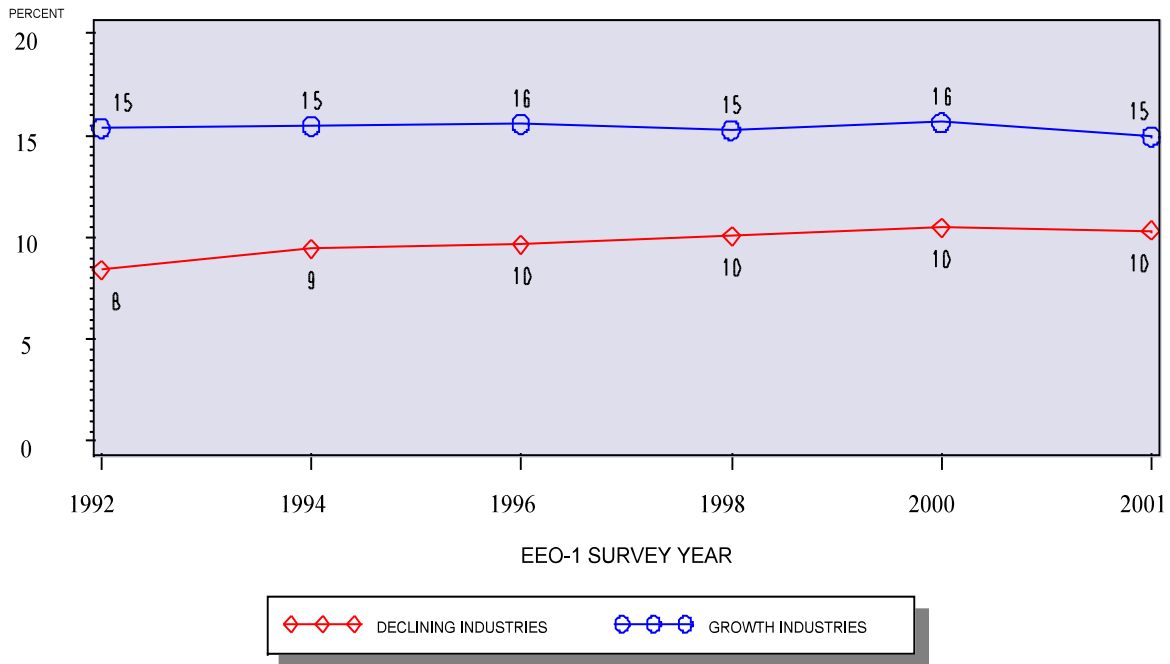


Figure 2

- African Americans are more likely to be employed in growth than declining industries.
- These different employment rates have become closer over the past ten years.

**Distribution of Hispanic Employees
Comparing Growth and Declining Industries**

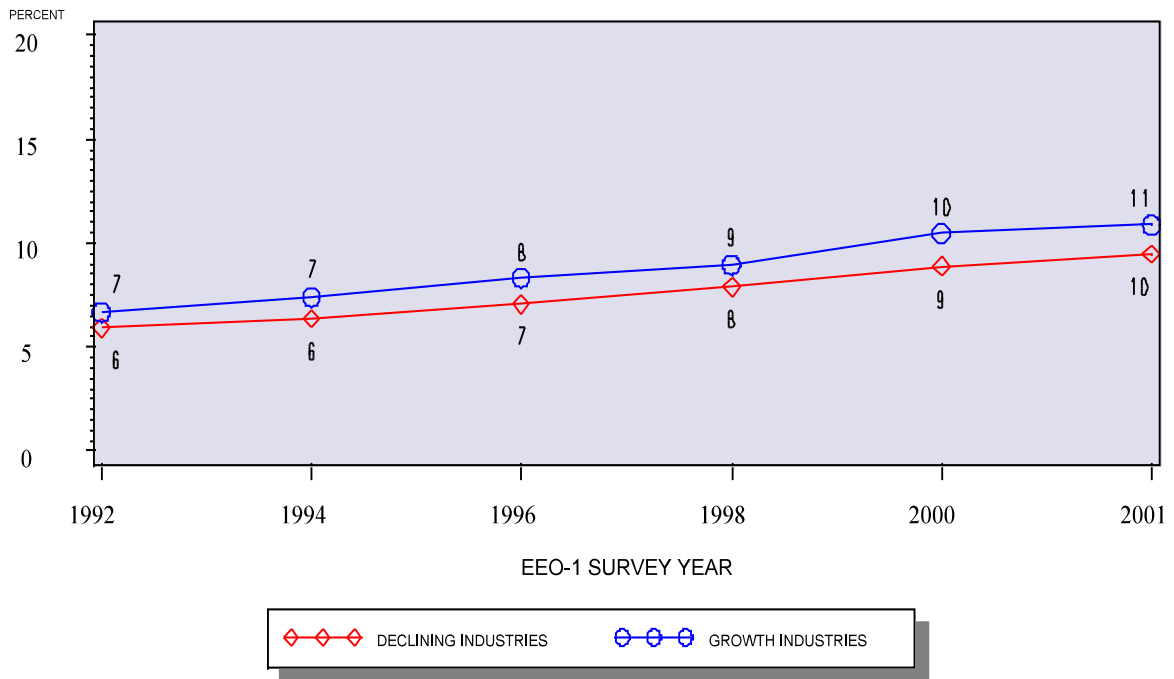


Figure 3

- Hispanics are just slightly more likely to be employed in growth than in declining industries.
- These differences remained constant as Hispanic employment rates increased.

**Distribution of Asian Employees
Comparing Growth and Declining Industries**

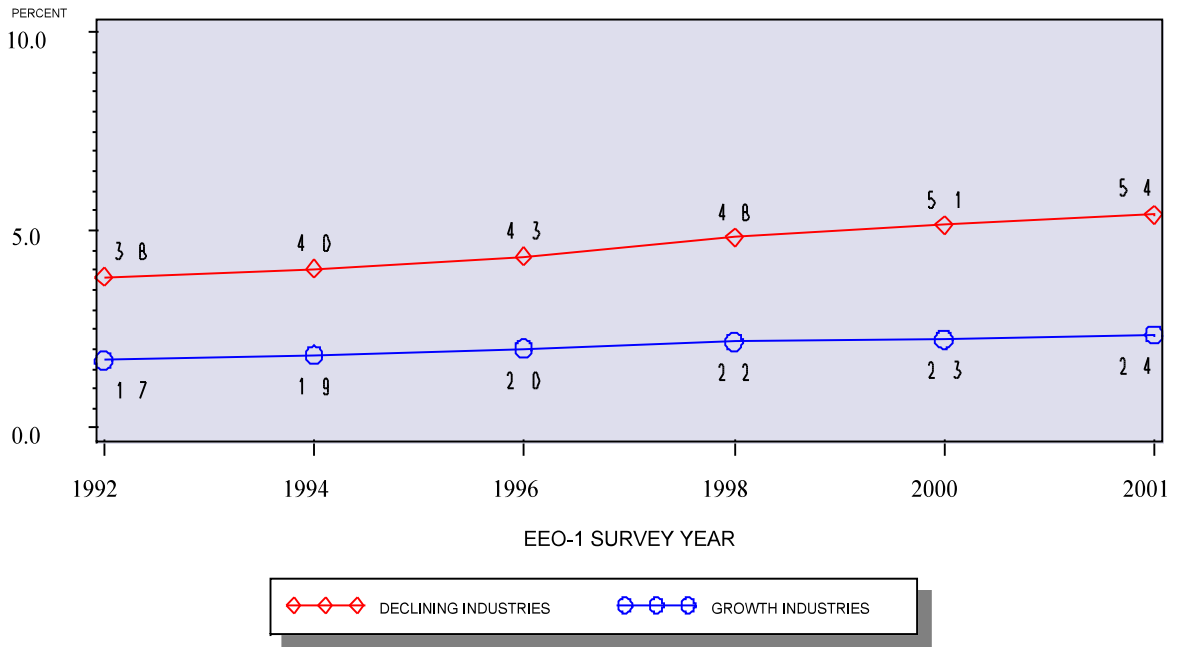


Figure 4

- Asian Americans are more likely to be employed in declining than in growth industries.
- These different employment rates have remained relatively constant over the last ten years.

U.S. Equal Employment Opportunity Commission
CHARACTERISTICS OF PRIVATE SECTOR EMPLOYMENT

**Distribution of Native American/Alaskan Native Employees
Comparing Growth and Declining Industries**

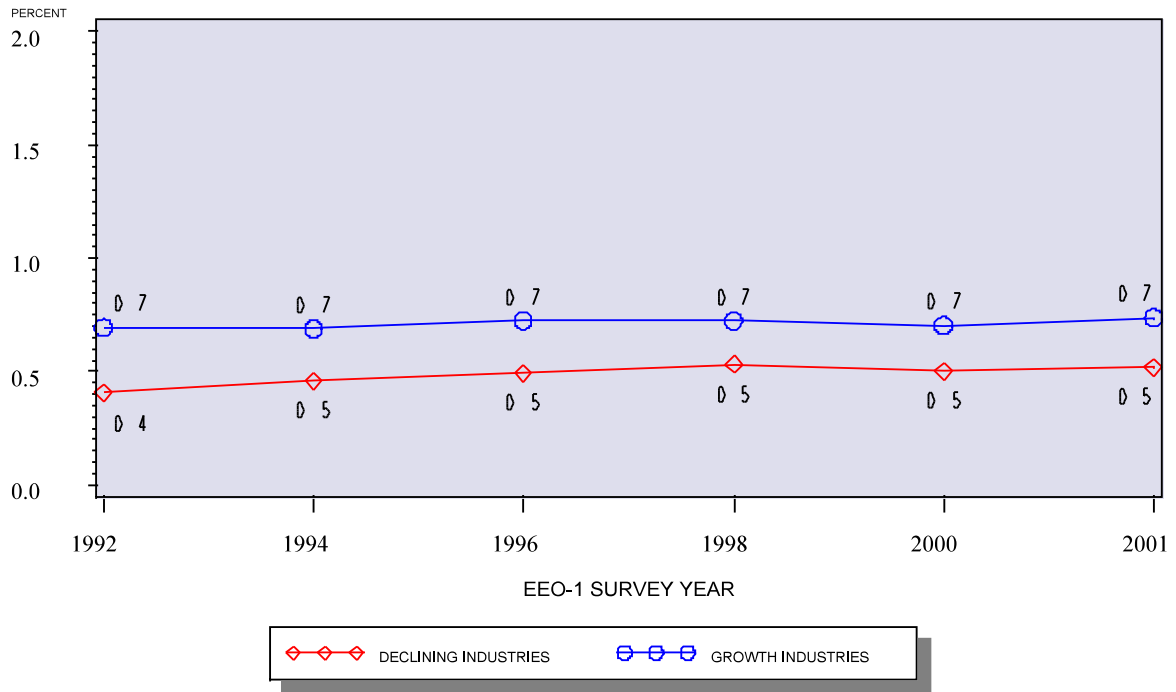


Figure 5

- Native American/Alaskan Natives are slightly more likely to be employed in growth than in declining industries.
- Native American/Alaskan Native employment rates are small and have remained relatively constant in the last decade.

DISTRIBUTION BY JOB GROUP

One method for examining the employment status of women and minority groups is to examine their distribution across the EEO-1 job groups.

Distribution of Women by Job Group

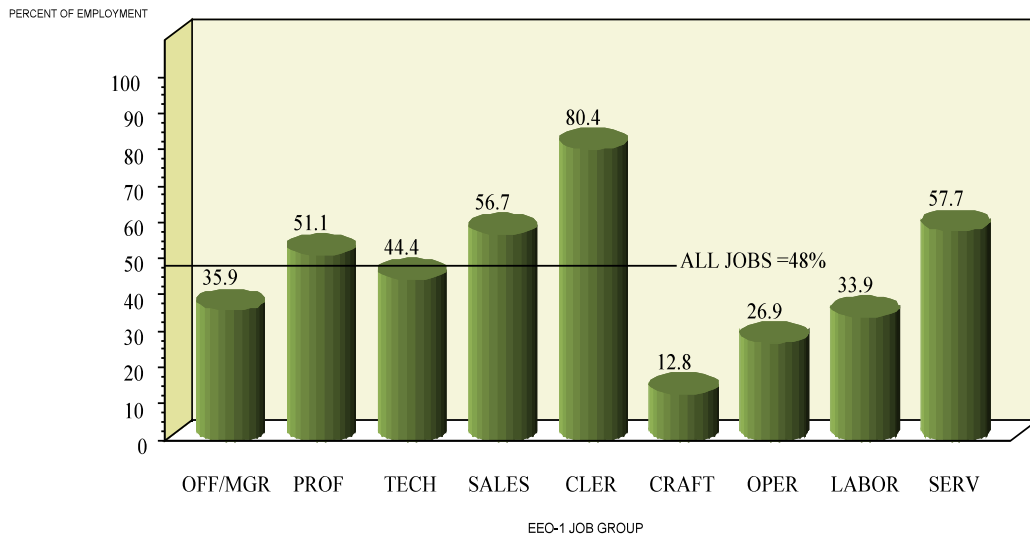


Figure 6

- Women represent 48 percent of all EEO-1 employment.
- Women exceed their total representation as professionals, sales workers, office and clerical workers and as service workers.
- Women fall below their representation as officials and managers, craft workers, operatives and laborers.

U.S. Equal Employment Opportunity Commission
CHARACTERISTICS OF PRIVATE SECTOR EMPLOYMENT

**Distribution of African Americans
by Job Group**

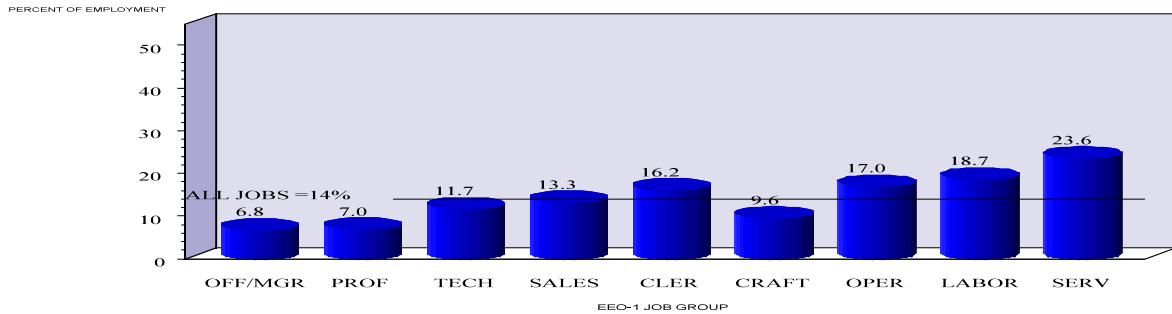


Figure 7

- African Americans represent 14 percent of all EEO-1 employment. African Americans exceed their total representation as office and clerical workers, operatives, laborers and service workers.
- African Americans fall below their total representation as officials and managers, professionals, technicians, sales workers and craft workers.

**Distribution of Hispanics
by Job Group**

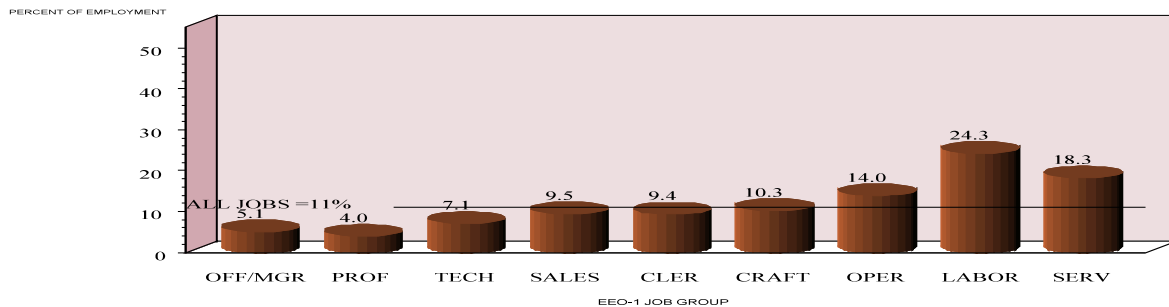


Figure 8

- Hispanics represent 11 percent of all EEO-1 employment.
- Hispanics exceed their total representation as operatives, laborers and service workers.
- Hispanics all below their total representation as officials and managers, professionals, technicians, sales workers and office and clerical workers.

U.S. Equal Employment Opportunity Commission
CHARACTERISTICS OF PRIVATE SECTOR EMPLOYMENT

**Distribution of Asian Americans
by Job Group**

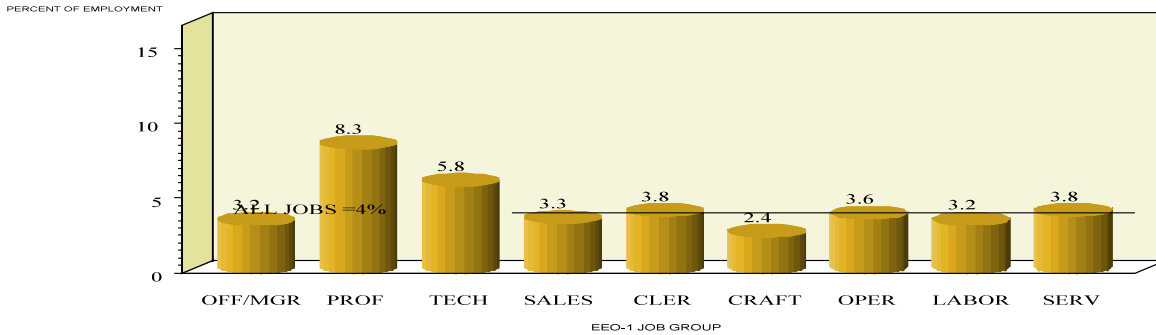


Figure 9

- Asian Americans represent four percent of all EEO-1 employment. Asian Americans exceed their total representation as professionals and technicians.
- Asian Americans fall below their total representation in all other job groups including officials and managers.

**Distribution of Native Americans/Alaskan Natives
by Job Group**

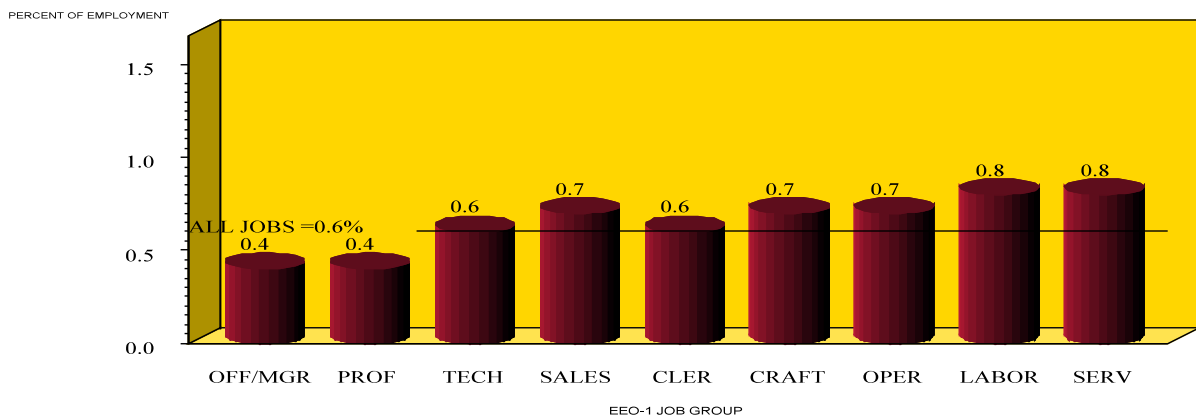


Figure 10

- Native Americans represent less than one percent of all EEO-1 employment.
- Native Americans exceed their total representation in sales workers, blue collar and service worker jobs.
- Native Americans fall below their total representation as officials and managers and as professionals.

EMPLOYMENT AS OFFICIALS AND MANAGERS

Another method for examining the employment status of women and minority groups is to examine their employment in higher paying job categories such as officials and managers.

The Employment of Women as Officials and Managers 1990-2001

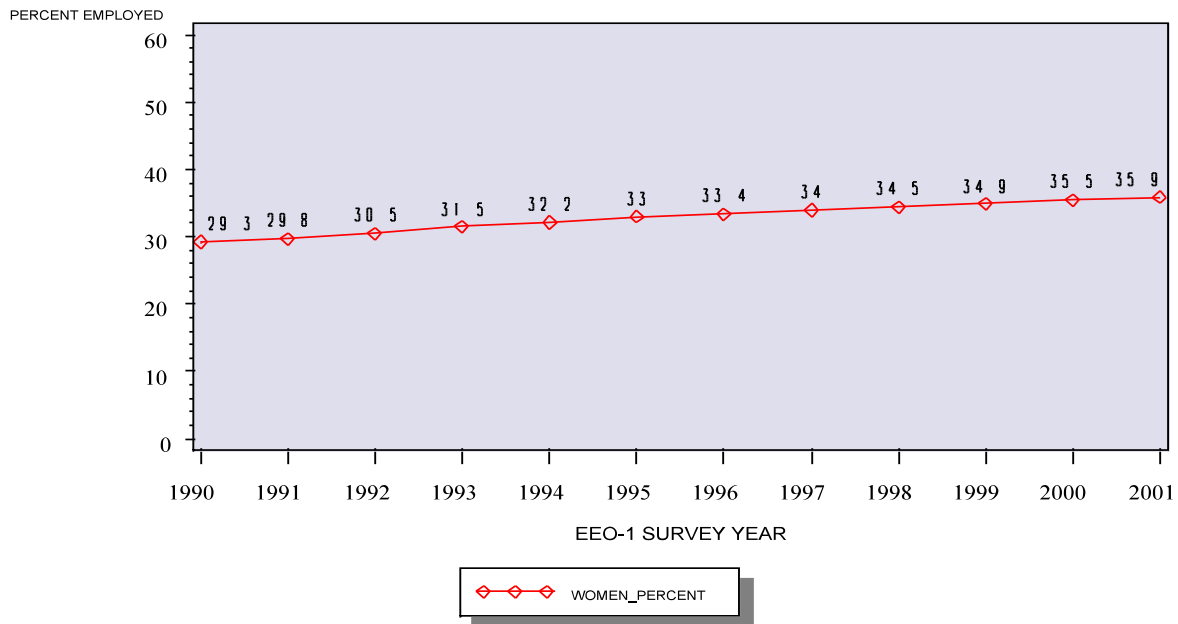


Figure 11

- The percentage of women employed as officials and managers increased more than six percentage points during the last decade.
- The rate of change for this increase was 32 percent.

**The Employment
of Minorities as Officials and Managers
1990-2001**

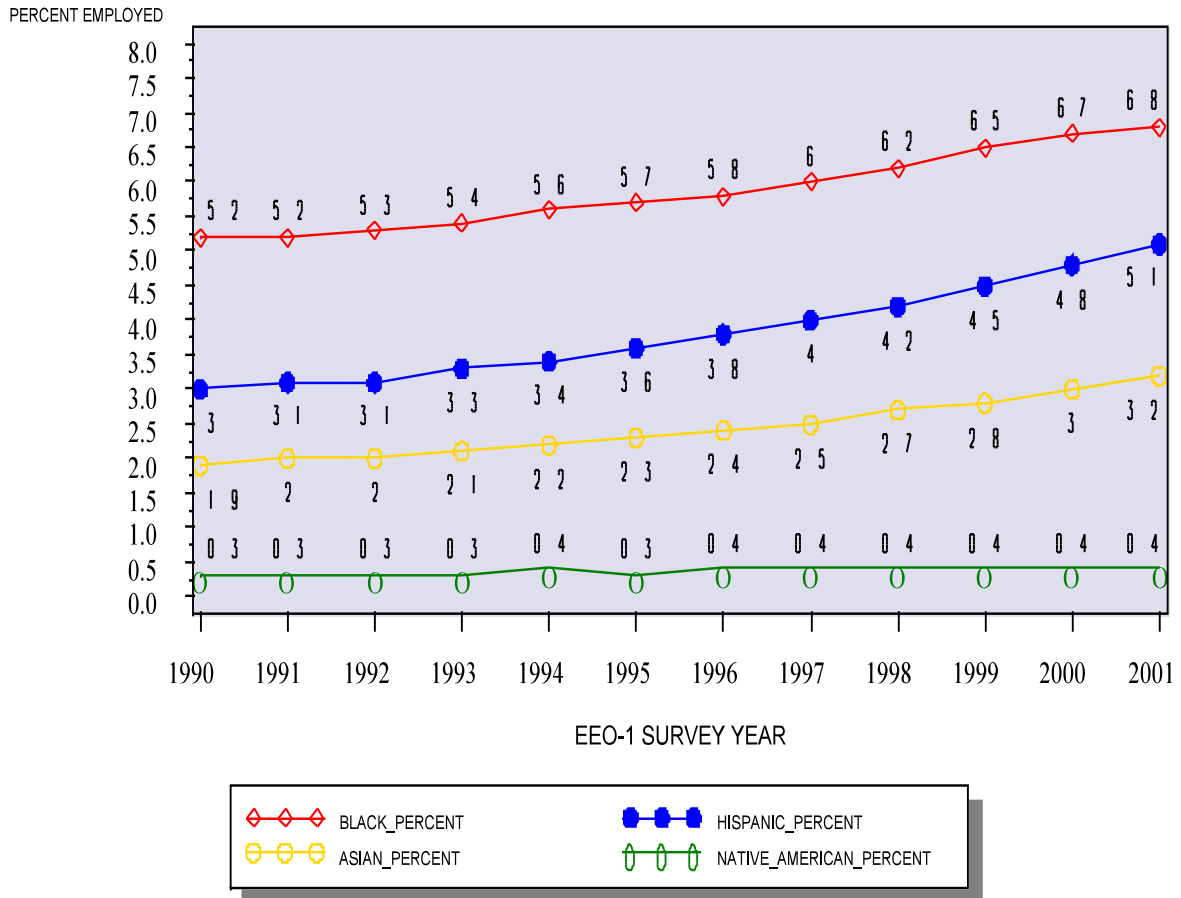


Figure 12

- Minority group representation as Officials and Managers increased substantially over the past decade.
- Hispanics and Asian Americans increased by about 50 percent.
- Blacks and Native Americans increased by about one-third, 36.6 percent and 31 percent, respectively.

U.S. Equal Employment Opportunity Commission
CHARACTERISTICS OF PRIVATE SECTOR EMPLOYMENT

Just as the total employment of women and minority groups fluctuates by industry, they are not employed evenly across all industries as officials and managers. Table 8 lists the ten industries where women have the highest percentage of officials and managers. These industries are very similar to those based on the total employment of women.

Table 8
Top Ten Industries
Based on the Employment of Women
As Officials and Managers

INDUSTRY	MANAGERS			REPORTS FILED
	WOMEN	PERCENT WOMEN	TOTAL	
Nursing & Residential Care Facilities	56,772	73.67	77,067	7,747
Hospitals	161,395	66.94	241,093	4,284
Ambulatory Health Care Services	44,369	62.81	70,636	4,507
Social Assistance	15,868	61.02	26,003	1,839
Clothing & Clothing Accessories Stores	19,831	59.33	33,425	1,989
Religious/Grantmaking/Prof/Like Organizations	15,828	52.01	30,434	1,462
Museums, Historical Sites & Like Institutions	2,339	51.61	4,532	110
Educational Services	4,787	50.23	9,530	515
General Merchandise Stores	91,819	49.47	185,620	13,109
Credit Intermediation & Related Activities	130,827	49.05	266,743	6,094

U.S. Equal Employment Opportunity Commission
CHARACTERISTICS OF PRIVATE SECTOR EMPLOYMENT

Table 9 lists the ten industries where African Americans have the highest percentage of officials and managers. While the top ten industries for total African American employment and African American employment as officials and managers are very similar the order varies.

Table 9
Top Ten Industries Based on the
Employment of African Americans
As Officials and Managers

INDUSTRY	MANAGERS			REPORTS FILED
	AFRICAN AMERICANS	PERCENT AFRICAN AMERICAN	TOTAL	
Couriers & Messengers	9,557	16.32	58,554	1,066
Social Assistance	4,217	16.22	26,003	1,839
Transit & Ground Passenger Transportation	911	15.01	6,069	861
Religious/Grant making/Prof/Like Organizations	3,798	12.48	30,434	1,462
Monetary Authorities - Central Bank	537	11.67	4,601	70
Nursing & Residential Care Facilities	8,840	11.47	77,067	7,747
Broadcasting & Telecommunications	23,250	10.96	212,109	6,585
Food Services & Drinking Places	11,488	10.28	111,792	16,299
Accommodation	9,175	9.88	92,875	3,341
Warehousing & Storage	1,316	9.28	14,174	872

U.S. Equal Employment Opportunity Commission
CHARACTERISTICS OF PRIVATE SECTOR EMPLOYMENT

When examining total Hispanic employment, the importance of agriculture industries was striking. Other industries are higher ranked when examining the employment of Hispanics as officials and managers.³ Service industries seem quite important for Hispanic officials and managers.

Table 10
Top Ten Industries Based on the
Employment of Hispanics
As Officials and Managers

INDUSTRY	MANAGERS			REPORTS FILED
	HISPANIC	PERCENT HISPANIC	TOTAL	
Crop Production	1,210	23.79	5,087	248
Accommodation	8,954	9.64	92,875	3,341
Food Services & Drinking Places	10,713	9.58	111,792	16,299
Animal Production	473	8.73	5,419	229
Water Transportation	513	8.42	6,095	107
Couriers & Messengers	4,665	7.97	58,554	1,066
Personal & Laundry Services	1,253	7.88	15,901	1,175
Administrative & Support Services	13,549	7.23	187,444	9,363
Motion Picture & Sound Recording Industries	1,161	7.19	16,144	769
Agriculture & Forestry Support Activities	192	7.13	2,692	86

³ Supervisors in the Agricultural industries are classified as laborers not as managers.

U.S. Equal Employment Opportunity Commission
CHARACTERISTICS OF PRIVATE SECTOR EMPLOYMENT

There are some interesting differences between rankings based on total employment of Asian Americans and the employment of Asian Americans as officials and managers. See Table 11. The Motion Picture & Sound Recording Industry is ranked third for employing Asian Americans officials and managers, yet the industry does not appear on the top ten industries of Asian American total employment. The same is true for Chemical Manufacturing, Wholesale Trade and Durable Goods and Publishing Industries.

Table 11
Top Ten Industries Based on the
Employment of Asian Americans
As Officials and Managers

INDUSTRY	MANAGERS			REPORTS FILED
	ASIANS	PERCENT ASIAN	TOTAL	
Computer & Electronic Product Mfg	17,418	8.22	211,962	4,331
Professional, Scientific & Technical Services	20,528	5.91	347,054	10,487
Motion Picture & Sound Recording Industries	925	5.73	16,144	769
Security, Commodity Contracts & Like Activity	4,129	5.41	76,356	1,573
Accommodation	4,702	5.06	92,875	3,341
Chemical Mfg	7,633	4.88	156,344	2,893
Health & Personal Care Stores	688	4.57	15,043	1,387
Wholesale Trade, Durable Goods	5,271	4.54	116,069	4,800
Publishing Industries	4,832	4.53	106,567	2,295
Electronics & Appliance Stores	745	4.38	17,010	1,386

U.S. Equal Employment Opportunity Commission
CHARACTERISTICS OF PRIVATE SECTOR EMPLOYMENT

While the order varies, the top ten industries for Native American/Alaskan Native total employment and employment as officials and managers is quite consistent.

Table 12
Top Ten Industries Based on the
Employment of Native American/Alaskan Native
As Officials and Managers

INDUSTRY	MANAGERS			REPORTS FILED
	NATIVE AMERICANS	PERCENT NATIVE AMERICAN	TOTAL	
Mining (except Oil & Gas)	127	1.02	12,502	522
Animal Production	52	0.96	5,419	229
Mining Support Activities	136	0.96	14,188	530
Oil & Gas Extraction	85	0.84	10,161	243
Pipeline Transportation	31	0.78	3,951	110
Gasoline Stations	62	0.72	8,616	498
Heavy Construction	181	0.69	26,164	1,328
Couriers & Messengers	383	0.65	58,554	1,066
Wood Product Mfg	117	0.65	18,125	1,258
Air Transportation	215	0.64	33,697	733

MOVEMENT OF WOMEN FROM WHITE COLLAR TO MANAGEMENT POSITIONS

Associated with the issue of glass ceilings, is the exclusion of women from management positions. When women experience relatively high employment status, it might be expected that they can move as easily into management positions as their male counterparts. This can be examined to some extent using EEO-1 data. For this analysis, the employment of men and women was divided between managers and white collar employees. White collar employees were defined as those in the EEO-1 job groups of professionals, technicians and sales workers. These white collar employees were treated as if they represented the pool of workers from which officials and managers were selected.

Steps were taken to eliminate those industries where this assumption was unlikely to be accurate.⁴ Further, it is not expected that job groups within the pool of white collar workers contributed evenly to management positions or that these relationships would be the same in all industries. Therefore, the job groups need to be weighted based on their contribution.⁵ An odds ratio was computed for each firm within an industry. The odds for men would be the number of men reported as officials and managers divided by the sum of men reported as professionals, technicians and sales workers using weighted values. The same calculation would be made for women, and the odds ratio would be the division of these two odds. Once an odds ratio was computed for individual firms, a median was then constructed for relevant industries. To improve the accuracy of these calculations, the more detailed North American Industrial Classification System codes for industry groups (four digit codes) were utilized. The distribution of the median odds ratios were examined.

⁴ Industries with less than 15 companies were not included as well as those with more officials and managers than white collar workers. Finally those industries where regression results showed no relationship between white collar and officials and managers were removed. Approximately 600 firms were removed due to these screens. Excluded industries include Oilseed and Grain Farming and Personal Care Services.

⁵Weights are generated by using a canonical correlation of total officials and managers with total professional, total technical and total sales workers. The weights used are the standardized regression coefficients. If the regression coefficient is less than zero or is not statistically significant a weight of zero is assigned. Thus, the job group is not included in the calculation.

U.S. Equal Employment Opportunity Commission
CHARACTERISTICS OF PRIVATE SECTOR EMPLOYMENT

Table 13
Those Industries Where Women Have the *Highest* Odds
Of Moving From Employment as Professionals, Technicians
and Salesworkers to Management
Selected From the Top 50 Industries Based on Total Employment

INDUSTRY	NUMBER OF FIRMS	PERCENT OF WOMEN MANAGERS	PERCENT OF WOMEN IN WHITE COLLAR POSITIONS	WEIGHTED ODDS RATIO	TOTAL EMPLOYMENT RANK
Legal Services	506	51.72	40.29	2.972	42
Scheduled Air Transportation	50	35.88	39.84	1.380	13
Offices of Physicians	392	66.99	74.39	1.237	44
Investigation & Security Services	48	24.62	18.59	1.138	20
Employment Services	153	41.92	42.02	1.053	41
Nav/Measuring/Medical/Control Instruments Mfg	350	19.55	22.55	1.003	28
Computer Systems Design & Related Services	639	31.97	31.71	1.002	15
Telecommunications	277	40.52	38.33	1.000	4
Computer & Peripheral Equipment Mfg	153	25.26	27.19	0.999	29
Data Processing Services	170	38.36	39.10	0.961	34

Only the top 50 industries with respect to total employment reported on the year 2001EEO-1 were examined. Results are provided in Table 13 and Table 14. Table 13 displays those industries where women have a high probability of being managers (high median odds ratios). Table 14 displays those industries with low probabilities.

U.S. Equal Employment Opportunity Commission
CHARACTERISTICS OF PRIVATE SECTOR EMPLOYMENT

Table 14
Those Industries Where Women Have the Lowest Odds
Of Moving From Employment as Professionals, Technicians
and Salesworkers to Management
Selected From the Top 50 Industries Based on Total Employment

INDUSTRY	NUMBER OF FIRMS	PERCENT OF WOMEN MANAGERS	PERCENT OF WOMEN IN WHITE COLLAR POSITIONS	WEIGHTED ODDS RATIO	TOTAL EMPLOYMENT RANK
Grocery Stores	293	36.18	56.00	0.459	2
Animal Slaughtering & Processing	56	14.71	27.93	0.479	23
General Freight Trucking	61	22.84	57.23	0.488	32
General Medical & Surgical Hospitals	1652	66.98	81.26	0.495	1
Community Care Facilities for the Elderly	449	66.71	87.71	0.508	45
Full-Service Restaurants	47	38.27	59.78	0.510	6
Nursing Care Facilities	1021	73.30	89.15	0.512	10
Pulp, Paper & Paperboard Mills	65	17.39	34.97	0.519	49
Printing & Related Support Activities	304	26.03	41.16	0.524	35
Building Material & Supplies Dealers	139	20.21	37.76	0.561	19

U.S. Equal Employment Opportunity Commission
CHARACTERISTICS OF PRIVATE SECTOR EMPLOYMENT

PER CAPITA CHARGE ALLEGATIONS

Examining industries with respect to complaints of discrimination filed with the Equal Employment Opportunity Commission (charge filings) in juxtaposition to employment provides an interesting perspective on differences within industries. Charge receipts from fiscal year 2002 were analyzed examining the allegations contained in those charges. Charges can contain multiple basis such as race and gender and it is convenient to think of these as different allegations. The bases of these allegations were computed by industry for race, gender, national origin, age and disability. These categories refer to the basis of the allegation and not necessarily about the individuals filing the charge. Data regarding the industry of the charge respondent is available based on a two-digit SIC code.⁶ EEO-1 data from 2001 was used to aggregate the total number of employees for each of these industries and a per capita charge rate was computed by dividing allegations per 1,000 EEO-1 reported employees. This ratio is important to control for the size of industries as measured by employees. Separate calculations were computed for each of the bases cited above. It is interesting, that even when controlling for size of industries, a number of the same industries are ranked high in different allegation bases.

Table 15
Per Capita Charge Rates
Race-Based Allegations

INDUSTRY	EEO-1 REPORTS FILED	TOTAL EEO-1 EMPLOY MENT	ALLEGATIONS BASED ON RACE	CHARGES PER 1,000 EMPLOYEES
Transportation Services	875	140,198	271	1.93
Personal Services	929	141,287	259	1.83
Automotive Dealers & Service Stations	2,297	308,174	546	1.77
Auto Repair, Services, And Parking	1,068	152,967	228	1.49
Membership Organizations	1,061	199,005	288	1.45

⁶ It should be noted that this information is often lacking in the EEOC charge tracking system so the strength of these finding is limited.

U.S. Equal Employment Opportunity Commission
CHARACTERISTICS OF PRIVATE SECTOR EMPLOYMENT

Table 15 displays results of ranking per capita allegations of race discrimination. The industry with the largest per capita rate of race-based charge allegations was Transportation Services. This includes “establishments furnishing services incidental to transportation, such as forwarding and packing services, and the arrangement of passenger and freight transportation”⁷

While a number of the same industries are highly ranked on the number of both race and gender-based allegations, the source of the highest per capita allegations of gender-based discrimination was Automotive Dealers and Service Stations. See Table 16.

Table 16
Per Capita Charge Rates
Gender-Based Allegations

INDUSTRY	EEO-1 REPORTS FILED	TOTAL EEO-1 EMPLOYMENT	ALLEGATIONS BASED ON SEX	CHARGES PER 1,000 EMPLOYEES
Automotive Dealers & Service Stations	2,297	308,174	562	1.82
Personal Services	929	141,287	241	1.71
Transportation Services	875	140,198	167	1.19
General Building Contractors	1,024	211,688	227	1.07
Agricultural Production--Crops	237	61,408	63	1.03

Allegations on the basis of national origin would be filed by large minority groups such as Hispanics and Asian Americans as well as others. The top two industries here, “Auto Repair, Services, and Parking” and “Apparel And Other Textile Products” were not in the top five industries ranked on race- or gender-based allegations. See Table 17.

⁷ *Standard Industrial Classification Manual, 1987*, Executive Office of the President, Office of Management and Budget, p. 280.

U.S. Equal Employment Opportunity Commission
CHARACTERISTICS OF PRIVATE SECTOR EMPLOYMENT

Table 17
Per Capita Charge Rates
National Origin-Based Allegations

INDUSTRY	EEO-1 REPORTS FILED	TOTAL EEO-1 EMPLOYMENT	ALLEGATIONS BASED ON NATIONAL ORIGIN	CHARGES PER 1,000 EMPLOYEES
Auto Repair, Services, And Parking	1,068	152,967	92	0.60
Apparel And Other Textile Products	853	178,859	92	0.51
Personal Services	929	141,287	66	0.47
Transportation Services	875	140,198	62	0.44
General Building Contractors	1,024	211,688	89	0.42

The set of industries ranked high on age-based allegations are substantially different than those identified above. The statistics for the highest ranking industry, motion pictures, might be somewhat mis-leading due to an organized effort to file multiple charges against employers in this industry. Table 18 shows the data for the top five industries.

Table 18
Per Capita Charge Rates
Age-Based Allegations

INDUSTRY	EEO-1 REPORTS FILED	TOTAL EEO-1 EMPLOYMENT	ALLEGATIONS BASED ON AGE	CHARGES PER 1,000 EMPLOYEES
Motion Pictures	739	101,846	1,295	12.7
Communication	6,586	1,370,000	2,034	1.49
Personal Services	929	141,287	134	0.95
Miscellaneous Manufacturing Industries	1,131	237,013	214	0.90
Automotive Dealers & Service Stations	2,297	308,174	241	0.78

U.S. Equal Employment Opportunity Commission
CHARACTERISTICS OF PRIVATE SECTOR EMPLOYMENT

The final category of charges examined were those based on disability. While “Miscellaneous Manufacturing Industries” was highly ranked on age-based charges,

Table 19
Per Capita Charge Rates
Disability-Based Allegations

INDUSTRY	EEO-1 REPORTS FILED	TOTAL EEO-1 EMPLOYMENT	ALLEGATIONS BASED ON DISABILITY	CHARGES PER 1,000 EMPLOYEES
Miscellaneous Manufacturing Industries	1,131	237,013	231	0.97
Transportation Services	875	140,198	134	0.96
Personal Services	929	141,287	111	0.79
Automotive Dealers & Service Stations	2,297	308,174	223	0.72
Local And Interurban Passenger Transit	912	162,844	109	0.67

it is the top source of disability-based allegations using a per capita measure. This industry includes, firms manufacturing a variety of smaller consumer goods such as jewelry, musical instruments, toys and athletic goods.

It is interesting to note those industries ranked in the top five in more than one of the bases groups. Four industries are noteworthy. Personal Services appears in the top five in all five lists. Personal Services is defined as “establishments primarily engaged in providing services generally to individuals, such as laundries, dry cleaning plants, portrait photographic studios, and beauty and barber shops.”⁸ Two industries appear in four of the five set of rankings. These are Transportation Services and Automotive Dealers and Service Stations. Auto Repair, Services and Parking appears in three of the five rankings.

⁸ *Standard Industrial Classification Manual, 1987*, Executive Office of the President, Office of Management and Budget, p. 356.

U.S. Equal Employment Opportunity Commission
CHARACTERISTICS OF PRIVATE SECTOR EMPLOYMENT

ADDITIONAL INFORMATION

For additional information visit our web site at <http://www.eeoc.gov>. In particular click on *STATISTICS* and *JOB PATTERNS FOR MINORITIES AND WOMEN*, <http://www.eeoc.gov/stats/jobpat/jobpat.html> for sample copies of the EEO-1 form, an instruction booklet and aggregate statistics. See EEOC ENFORCEMENT STATISTICS AND LITIGATION, <http://www.eeoc.gov/stats/enforcement.html> for data regarding charges.

Prepared By:

Office of Research, Information and Planning
U.S. Equal Employment Opportunity Commission
Washington, D.C.