

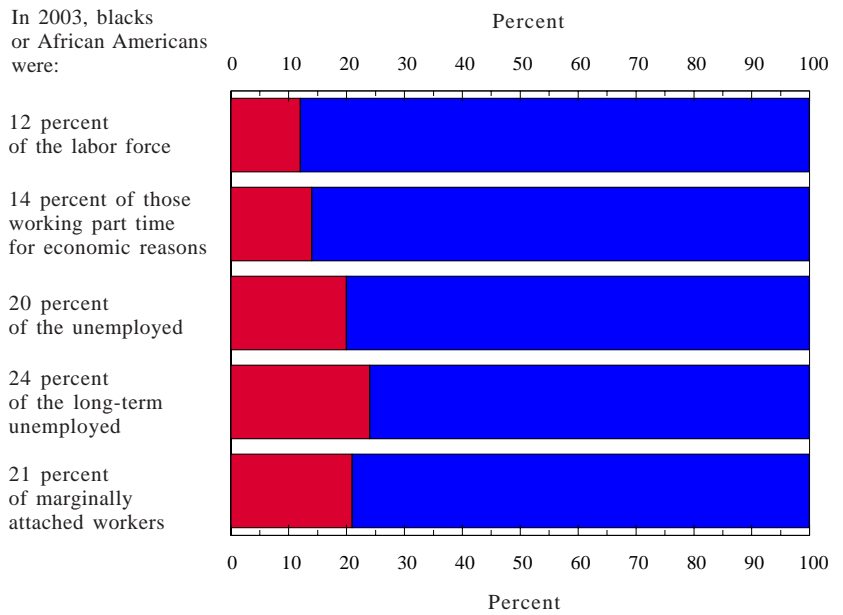
# A visual essay:

## Blacks, Asians, and Hispanics in the civilian labor force

- **Labor market problems**  
Blacks were more likely to experience long-term unemployment
- **Labor force participation**  
A greater percentage of Hispanics were either working or looking for work
- **Mothers in the labor force**  
For mothers with children under 18 years old, blacks were more likely to be in the labor force
- **Employment ratios**  
Employment-population ratios for blacks continue to be lower
- **Managerial and professional employment**  
Blacks and Hispanics are still less likely to hold these types of jobs
- **Unemployment**  
Blacks and Hispanics are disproportionately represented
- **Duration of job search**  
Average duration of unemployment for jobless Hispanics was much shorter
- **Educational attainment**  
Hispanic workers are far less likely to have completed high school
- **Weekly earnings**  
Earnings of full-time workers were higher for Asians

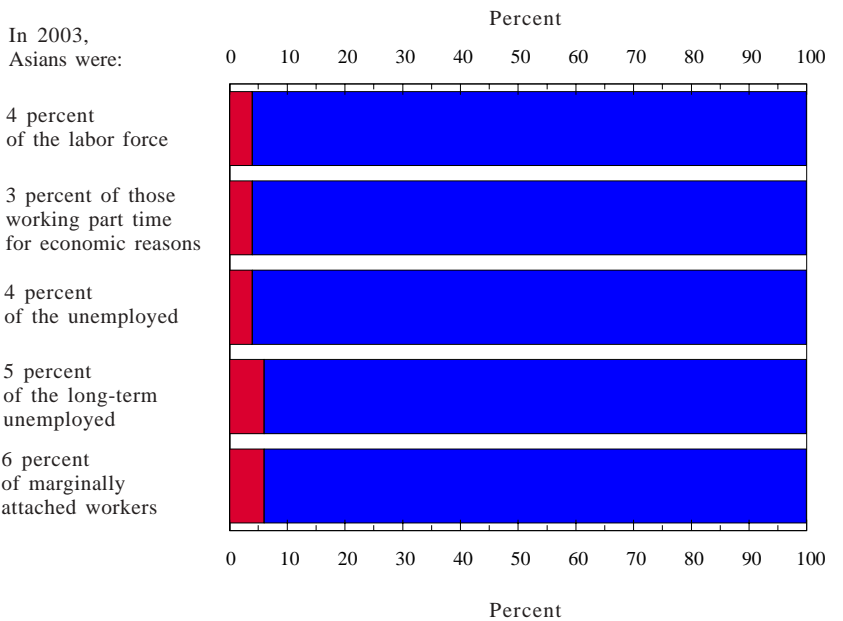
- Although blacks made up just 12 percent of the U.S. labor force in 2003, they were more likely than other groups to experience labor market problems. For instance, they accounted for 20 percent of the unemployed and 24 percent of the long-term unemployed (persons unemployed for 15 weeks or longer).
- Also, blacks were a disproportionate share of the marginally attached—persons who were available for work and had searched for work during the prior 12 months but who were not currently looking for work.

### 1. Selected labor force characteristics of black or African-American workers



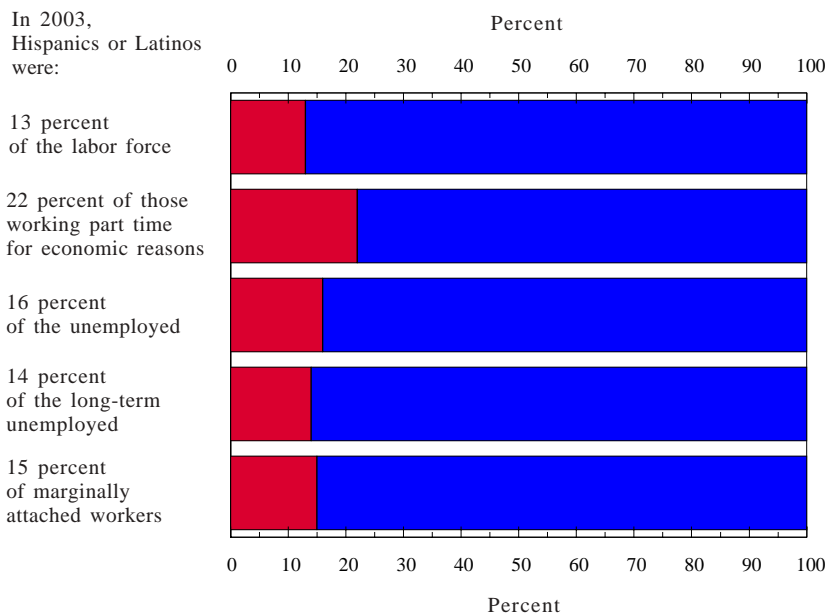
- Asians made up about 4 percent of the labor force, and similar proportions of the unemployed and other categories of persons experiencing various kinds of labor market difficulty.

### 2. Selected labor force characteristics of Asian workers



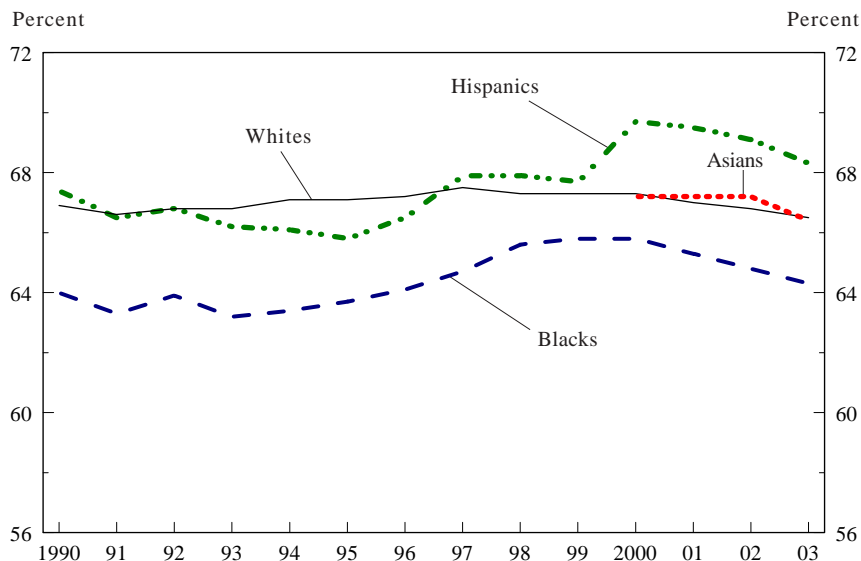
- Hispanics or Latinos accounted for 13 percent of the labor force. Hispanics or Latinos were disproportionately likely to work part time for economic reasons; they generally are somewhat less likely to experience labor market difficulties than blacks. For example, Hispanic or Latino workers accounted for 14 percent of the long-term unemployed (persons unemployed 15 weeks or longer) in 2003, just more than half the proportion accounted for by blacks.

### 3. Selected labor force characteristics of Hispanic or Latino workers



- In 2003, the labor force participation rate—the percent of persons 16 years and older who are working or looking for work—was 64.3 percent for blacks; this compares with 68.3 percent of all Hispanics or Latinos. The rates for whites and Asians were 66.5 and 66.4 percent, respectively.

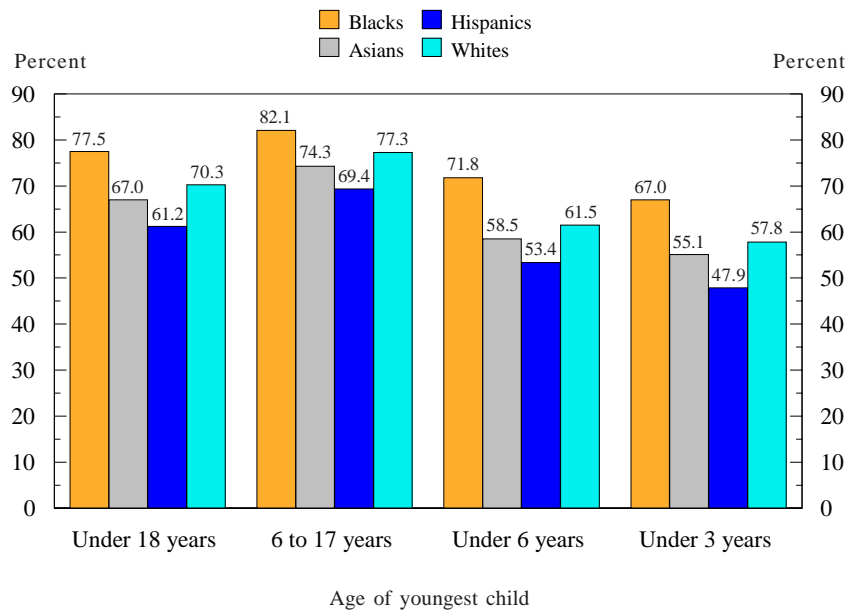
### 4. Blacks or African Americans continue to be less likely to participate in the labor force than whites, Asians, and Hispanics or Latinos



NOTE: Beginning in 2003, data by race include persons who selected that specific group only. Prior to 2003, persons who reported more than one race group were included in the group they identified as their main race. Persons of Hispanic or Latino ethnicity are those who specifically identified themselves as Spanish, Hispanic, or Latino. In addition, persons whose ethnicity are identified as Hispanic or Latino may be of any race and, therefore, are classified by ethnicity as well as race. Data by Hispanic or Latino origin for 2003 also are not strictly comparable with data for prior years.

- In 2003, as in the past, black mothers with children under 18 years were more likely than white mothers to be in the labor force—78 percent compared with 70 percent. In contrast, Hispanic or Latino mothers were less likely than black or white mothers to be labor force participants. About 67 percent of Asian mothers were labor force participants in 2003.

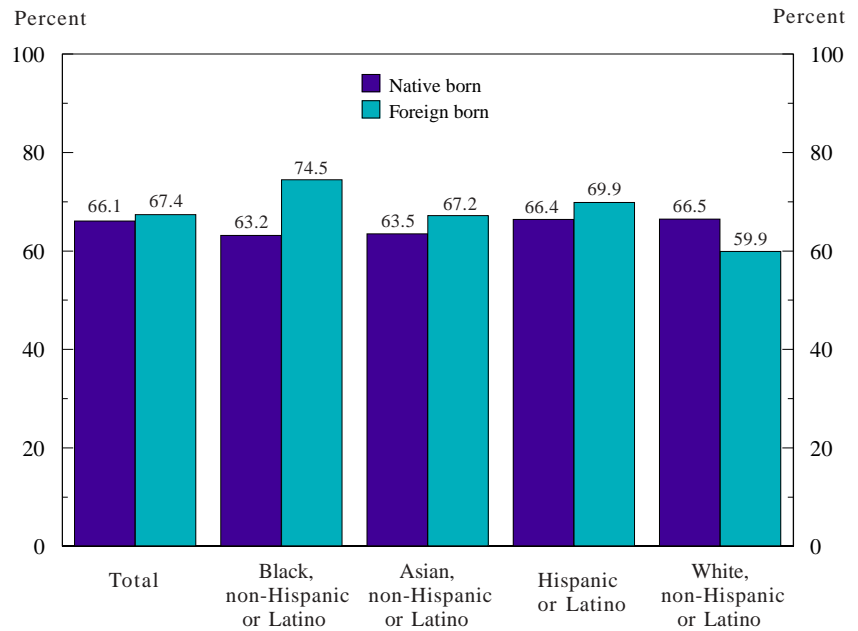
**5. Black or African-American mothers have the highest labor force participation rates**



NOTE: 2003 annual averages.

- Overall, the foreign born are more likely than the native born to participate in the U.S. labor force. Among non-Hispanic blacks, non-Hispanic Asians, and Hispanics or Latinos, the participation rates for the foreign born were higher than for their native-born counterparts—and in the case of blacks, much higher. In contrast, foreign-born, non-Hispanic whites were less likely than their native-born counterparts to be labor force participants. This is partly because foreign-born whites are older than are the other groups.
- Hispanics or Latinos were the largest share of foreign-born persons in the labor force—48.4 percent. They are followed by non-Hispanic Asians (21.8 percent), non-Hispanic whites (20.2 percent), and non-Hispanic blacks (8.4 percent).

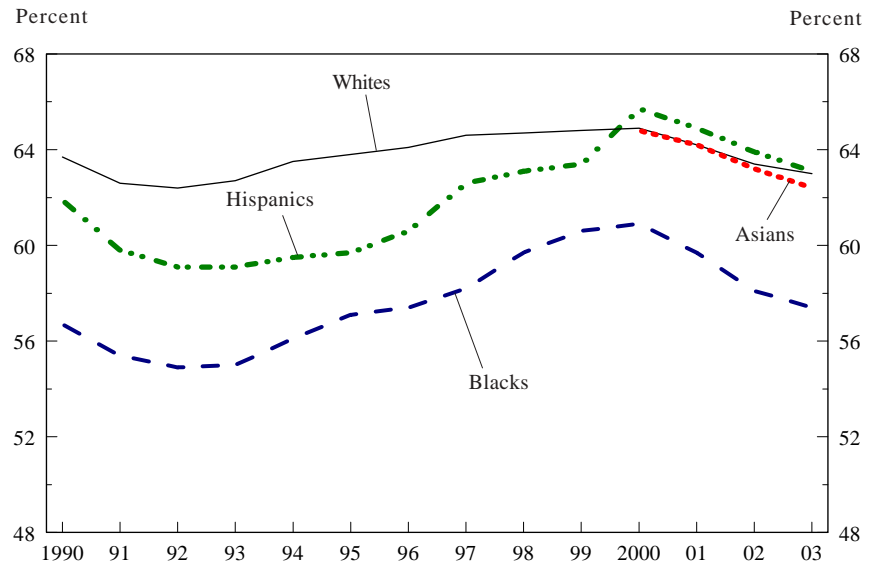
**6. Labor force participation rates for the foreign born tend to be higher than for the native born**



NOTE: 2003 annual averages.

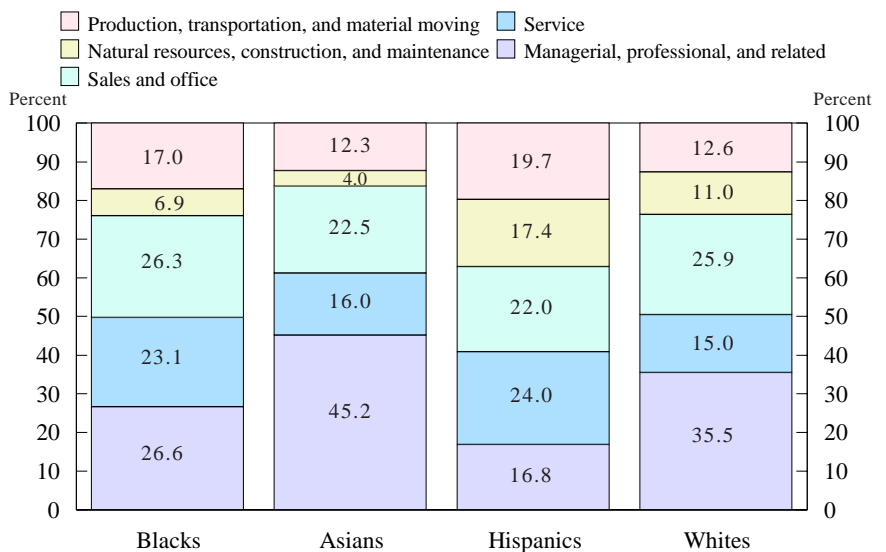
- In 2003, the employment-population ratio (the proportion of the population that is employed) was 57.4 percent for blacks, compared with 63.1 percent for Hispanics or Latinos, and 63.0 percent for whites. The rate for Asians was 62.4 percent.
- Since 1993, the employment-population ratio was up by about 2 percentage points for blacks and by nearly 4 percentage points for Hispanics or Latinos, compared with a gain of 0.3 percentage point for whites.
- Across all race and ethnicity groups, employment-population ratios declined following the 2001 recession.
- Blacks and Hispanics or Latinos are somewhat more likely to work in managerial and professional jobs than in the past. Still, in 2003, they are more likely than whites or Asians to work in service and production, transportation, and material moving occupations. Hispanics or Latinos are more likely to work in natural resources, construction, and maintenance occupations.

### 7. Blacks or African Americans are less likely to be employed than whites, Asians, and Hispanics or Latinos



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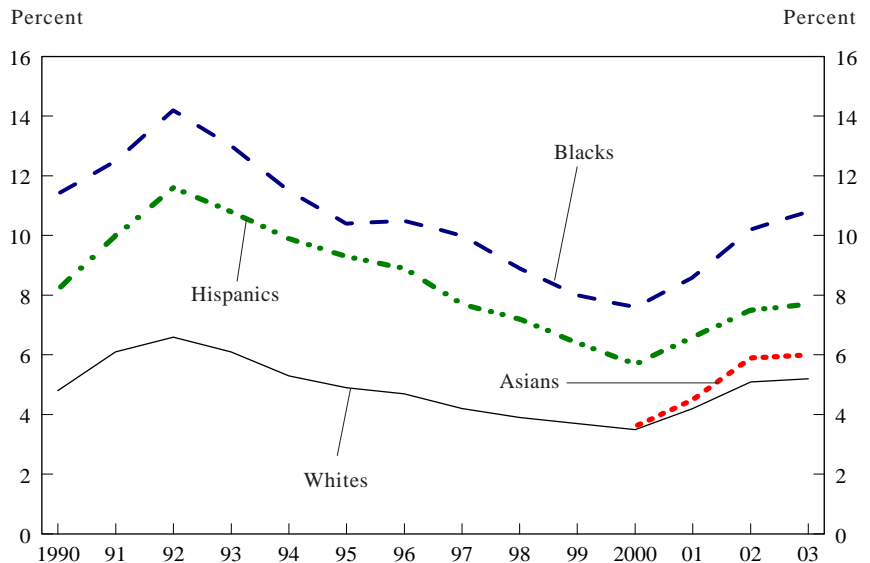
### 8. Blacks or African Americans and Hispanics or Latinos have made some in-roads into managerial and professional jobs



NOTE: 2003 annual averages.

- The unemployment rate for blacks generally has been at least twice the rate for whites.
- The jobless rate for Hispanic or Latino workers, while higher than that for whites, is less than that for blacks.
- The rate for Asians is slightly higher than that for whites.

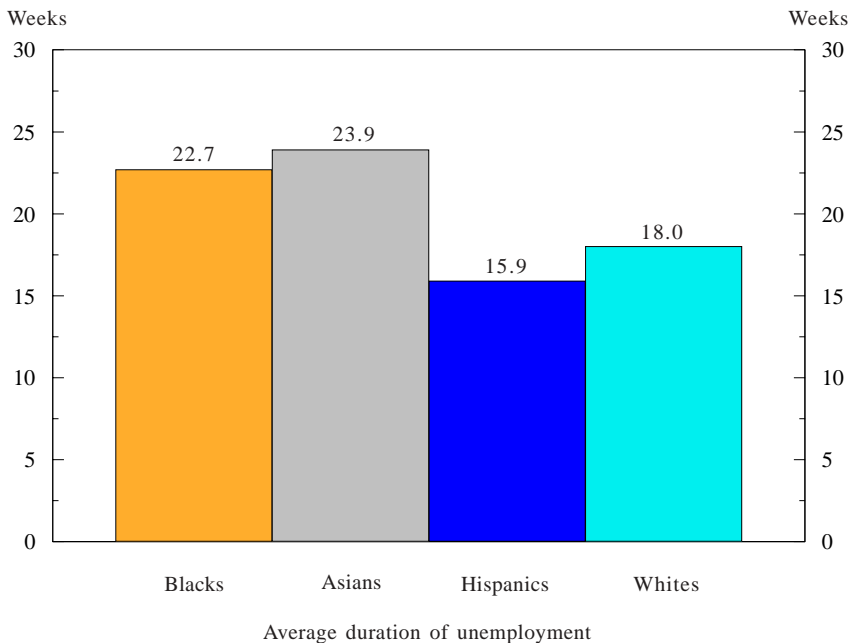
**9. The unemployment rates for blacks or African Americans and Hispanics or Latinos have remained consistently higher than that for whites**



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- In 2003, unemployed blacks had spent an average of 22.7 weeks looking for work but not finding any, while unemployed Asians had spent 23.9 weeks looking. The average duration of unemployment for jobless whites (18.0 weeks) and Hispanics or Latinos (15.9 weeks) was much shorter.

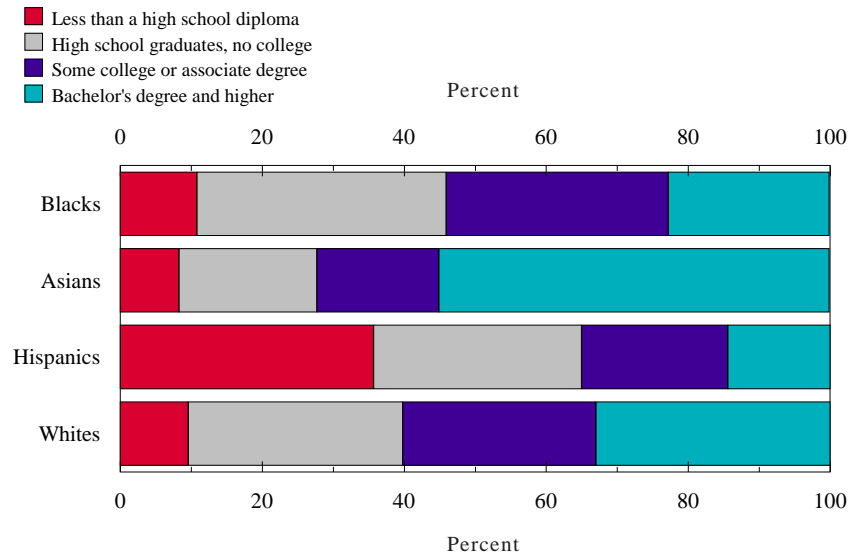
**10. Unemployed blacks or African Americans and Asians have been searching for jobs longer than whites and Hispanics or Latinos**



NOTE: 2003 annual averages.

- Education is an important predictor of labor market outcomes. The more education a worker has, the more likely he or she is to be in the labor force and the less likely to be unemployed.
- Overall, about 9 out of 10 of both white and black workers, age 25 and older, had at least a high school diploma. This compares with about 6 in 10 Hispanic or Latino workers.
- More than half of Asian workers are college graduates, compared with 33 percent of white workers, 23 percent of blacks, and 14 percent of Hispanics or Latinos.

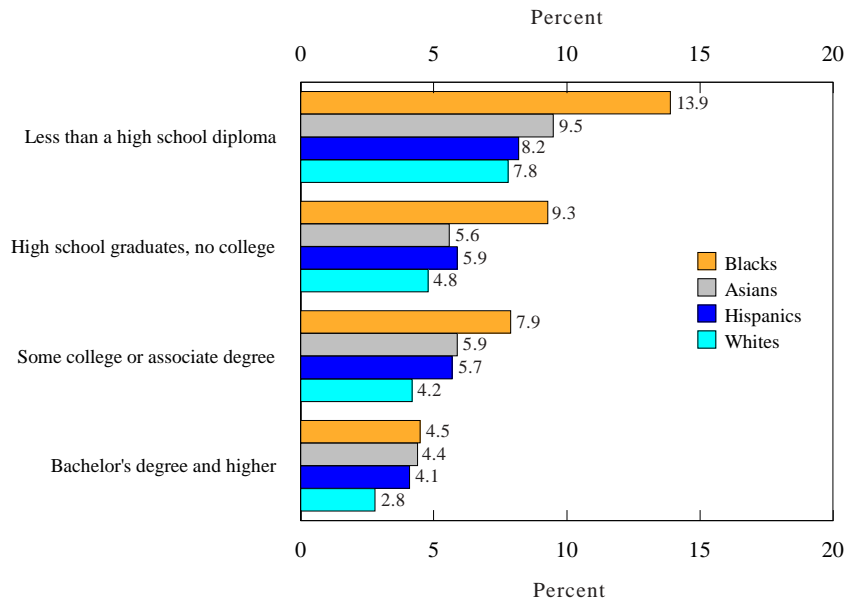
### 11. Hispanic or Latino workers are far less likely to have completed high school than white, black or African-American, or Asian workers



NOTE: 2003 annual averages. Data are for employed persons age 25 and older.

- The unemployment rate of blacks with a college degree (4.5 percent) is about 9 percentage points less than the rate for those who were high school dropouts. By contrast, the unemployment rate for Hispanic or Latino college graduates (4.1 percent) is about 4 points below that of Hispanic or Latino high school dropouts.

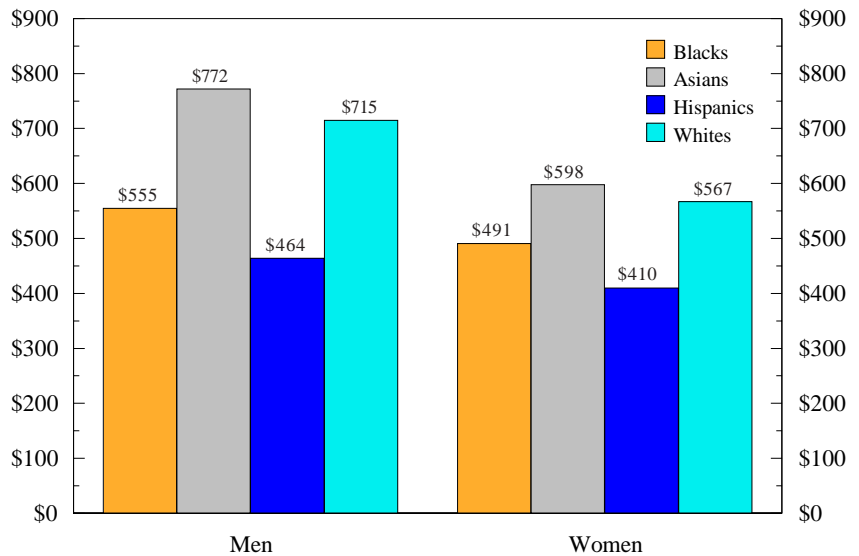
### 12. Regardless of race or ethnicity, the higher the education level, the lower the unemployment rate



NOTE: 2003 annual averages. Data are for unemployed persons age 25 and older.

- Median weekly earnings for wage and salary workers who usually work full time are higher for Asians and whites than for blacks and Hispanics or Latinos.
- The disparities are largest among men, though Asian and white women also earn considerably more than black and Hispanic or Latino women.

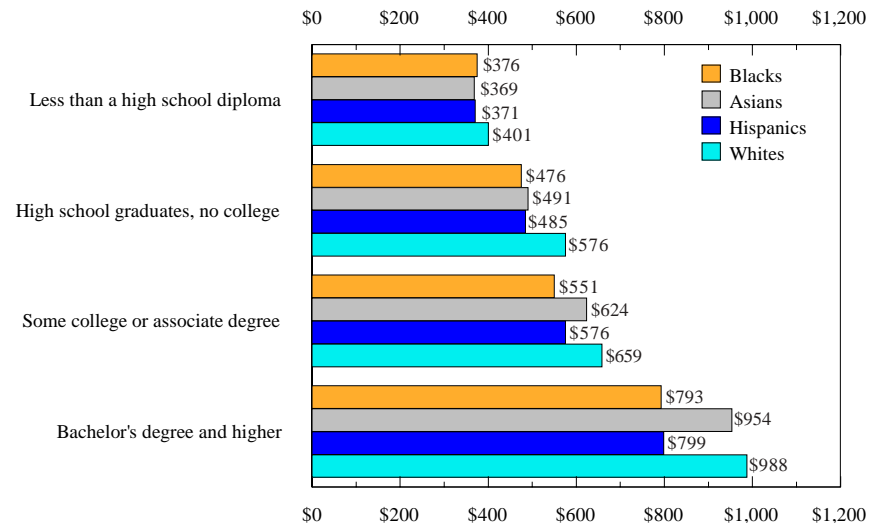
**13. Earnings of blacks or African Americans and Hispanics or Latinos tend to be lower than those of Asians and whites, with the largest disparity among men**



NOTE: 2003 annual averages. Median usual weekly earnings of full-time wage and salary workers.

- Education pays regardless of race or ethnicity. Among full-time workers age 25 and older, college graduates earn substantially more than do high school graduates and more than twice as much as high school dropouts.
- Whites earn more than blacks and Hispanics or Latinos at every level of education.

**14. Education pays for everyone, regardless of race or ethnicity**



NOTE: 2003 annual averages. Median usual weekly earnings of full-time wage and salary workers age 25 years and older.