

PART II
THE NATIONAL PORTRAIT OF VISIBLE
INTENTIONAL JOB DISCRIMINATION

**CHAPTER 9
MINORITIES AND WOMEN**

PART II THE NATIONAL PORTRAIT OF VISIBLE INTENTIONAL JOB DISCRIMINATION.....73

CHAPTER 9 MINORITIES AND WOMEN73

§1. *Discriminating Establishments and Affected Workers*.....74

§2. *Identifying The Gender/Race/Ethnic Interaction In the EEO-1 Labor Force*.....75

§3. *The Probability that a Minority or Woman Will Face Discrimination when Seeking an Employment Opportunity in an Occupation because of Race, Sex or Ethnicity*.....76

§4. *Highlights of the Table*.....77

§5. *Intentional Job Discrimination Against Minorities and Women by Size of Establishment*.....79

 A. Minorities.....80

 B. Women.....82

§6. *Enforcement Implications of Tables 3 and 4*.....83

§7. *The Incidence of Discrimination by Industries*83

 A. Analysis of Column A, Industrial Discriminators by Number of Minority Affected Workers.....86

 B. Analysis of Column B, Industries with Highest and Lowest Probability of Discrimination Against Minorities .87

 C. Analysis of Column C, Industries with Highest and Lowest Proportion of Establishments Discriminating Against Minorities.....87

 D. Analysis of Column A, Industrial Discriminators by Number of Female Affected Workers.....89

 E. Analysis of Column B, Industries with Highest and Lowest Probability of Discrimination Against Women.....91

 F. Analysis of Column C, Industries with Highest and Lowest Percentage of Establishments that Discriminate against Women.....92

§8. *INTENTIONAL DISCRIMINATION AGAINST MINORITIES AND WOMEN BY DEGREES – HARD CORE, CLEARLY VISIBLE, PRESUMED AND AT RISK*94

 A. HARD CORE DISCRIMINATORS95

 • 432,958 MINORITY WORKERS.....96

 • 240,908 WOMEN WORKERS.....96

 B. CLEARLY VISIBLE DISCRIMINATORS.....97

 • 359,220 MINORITY WORKERS.....97

 • 324,924 WOMEN WORKERS.....98

 C. PRESUMED DISCRIMINATORS.....99

 • 74,087 MINORITY WORKERS.....99

 • 62,563 WOMEN WORKERS.....99

 D. “AT RISK” DISCRIMINATORS.....101

 • MINORITY WORKERS.....101

 • WOMEN WORKERS.....102

§9. *Conclusion*.....103

§10. *Endnotes*.....104

Visible intentional job discrimination in America is substantial. This discrimination is “visible” because it can be measured through the EEO-1 data from private employers of 50 or more employees in metropolitan areas. We cannot yet measure the discriminatory behavior that takes place “under” the computer screen’s report on the EEO-1 data. We know that the kaleidoscope of discriminatory human behavior in the work place is extensive. These findings are cautious, and tend to err, if at all, on the conservative side.

§1. DISCRIMINATING ESTABLISHMENTS AND AFFECTED WORKERS

- **For 1999, 75,793 – or 37% -- of establishments discriminated against Minorities in at least one occupational category. This discrimination affected 1,361,083 Minorities who were qualified and available to work in the labor markets, industries and occupations of those who discriminated. These Minorities were 57% Black, 27% Hispanic, 9% Asian and .2% Native American.**
- **For 1999, 60,425 – or 29% -- of establishments discriminated against Women in at least one occupational category. This discrimination affected 952,131 Women who were qualified and available to work in the labor markets, industries and occupations of those who discriminated. These Women were 69% White, 17% Black, 9% Hispanic, 5% Asian and 1% Native American.**
- **A “hard core” of 22,269 establishments appear to have discriminated over a nine year period against Minorities, and 13,173 establishments appear to have done so against Women. This “hard core” is responsible for roughly half of the intentional discrimination we have identified.**
- **This means that three-fifths of establishments did not visibly intentionally discriminate against minorities, and seventy percent did not visibly intentionally discriminate against women.**

There are several limitations on these findings.

1. The EEO-1 data on which we rely includes less than half of the workforce, omitting establishments of fewer than fifty employees. If the patterns of discrimination in those establishments are similar to the patterns we have observed, then our numbers should be doubled.¹¹²

2. Twenty percent of the EEO-1 workforce is outside of any metropolitan statistical area. If the patterns of discrimination in metropolitan areas are similar to those in non-metropolitan areas, the numbers should be increased by another twenty percent.

3. We assumed that establishments between 1.65 and 2 standard deviations did not contain any affected workers, although we know that when discrimination complaints are filed with EEOC or state agencies, roughly 20% of them are found to be meritorious.

4. We required substantial numbers of employees before we would make comparisons that could give rise to findings of discrimination.¹¹³ If we had chosen smaller numbers, more discrimination would have been found, but the reliability of our methodology would have been open to question.

5. One third of the establishments in metro areas with 100 or more employees violated their duty to report the composition of their workforce. For the purposes of general national statistics, we treat these establishments as if they had included minorities and women at the average levels of those who did report.¹¹⁴

With the caveat that the numbers and percentages reflect this cautious analysis, we continue the national portrait of intentional job discrimination. The remainder of this and all succeeding chapters do not use the extrapolation described in Chapter 4, but rely only on the data supplied by establishments with 50 or more employees in an MSA. This data is described as the EEO-1 Labor Force.

§2. IDENTIFYING THE GENDER/RACE/ETHNIC INTERACTION IN THE EEO-1 LABOR FORCE

Women may be of any race or ethnic group; members of those groups have different genders. The following table recognizes the overlap between gender and race/ethnicity. For example,(underlined in the table) the term “female” includes 69% White, 17% Black, 9% Hispanic, 5% Asian and 1% Native American. The term “Hispanic” includes 43% Women who constitute 9% of the female labor force.

Table 1. Employment in Establishments of 50 or more employees in MSA's.

TABLE 1--EMPLOYMENT IN ESTABLISHMENTS OF 50 OR MORE EMPLOYEES IN MSA'S							
	Number			%	Group % of Total		
	Female	Male	All	Female	Female	Male	All
All groups	17,657,992	19,702,716	37,360,708	47%	100%	100%	100%
White	12,146,592	14,053,811	26,200,403	46%	<u>69%</u>	71%	70%
Black	2,961,989	2,459,145	5,421,134	55%	<u>17%</u>	12%	15%
Hispanic	1,636,977	2,200,576	3,837,553	<u>43%</u>	<u>9%</u>	11%	10%
Asian	819,856	883,691	1,703,547	48%	<u>5%</u>	4%	5%
Native American	92,578	105,493	198,071	47%	<u>1%</u>	1%	1%

§3. THE PROBABILITY THAT A MINORITY OR WOMAN WILL FACE DISCRIMINATION WHEN SEEKING AN EMPLOYMENT OPPORTUNITY IN AN OCCUPATION BECAUSE OF RACE, SEX OR ETHNICITY

The risks that a minority or woman faces in seeking an employment opportunity will vary depending on a wide range of factors, including the area in which the opportunity is located, the type of job sought, the industry in which the opportunity is located, and the race, sex, and ethnicity of the person seeking the opportunity. The opportunity may take any form: initial employment, job assignment, promotion, transfer, training, discharge, discipline or hostile work environment. The EEO-1 data does not address specific forms of discrimination. The personal characteristics of the opportunity seeker also matter greatly. We know that qualified and available workers who have these characteristics exist in each labor market, but they work primarily for employers who do not discriminate. With these considerations in mind, we now examine the probability of discrimination based on the characteristics that are reported on the EEO-1 form.

The percentages in the columns below represent in stark form the burden of minority status or sex that workers carry, no matter what kind of job they seek in metropolitan United States. They represent the probability that a minority or woman will face discrimination when they seek an employment opportunity in one of the nine occupational categories. These percentages are the proportion of comparisons that revealed discrimination.

Table 2. PROBABILITY OF FACING DISCRIMINATION BY MINORITY STATUS, SEX AND OCCUPATIONAL CATEGORY

	Minorities		Women	
	% Discrimination	# Affected	% Discrimination	# Affected
O & M	22%	32,764	18%	46,544
Prof	25%	104,286	23%	123,012
Tech	26%	45,156	23%	39,631
Sales	34%	170,100	20%	89,823
O & C	30%	132,656	19%	88,931
Craft	28%	36,928	37%	24,521
Oper.	31%	106,900	38%	94,843
Labor.	31%	54,410	30%	44,286
Service	35%	183,065	19%	76,802
All	30%	866,265	23%	628,395

% Disc. means the percentage of comparisons that are 1.65 standard deviations or more below the average. # Affected means number of workers who would have been employed in establishments that were two or more standard deviations below the average if those establishments had been employing such workers at the average. No extrapolation from establishments that failed to file EEO-1 reports. O & M =Officials & Managers; Prof =Professionals; Tech =Technical workers; Sales =Sales workes; O & C =Office and Clerical; Craft =Craft workers-skilled; Oper =Operatives-semi skilled; Labor = Laborers- unskilled; Service = Service workers. Details in Appendix A.

§4. HIGHLIGHTS OF THE TABLE

Minorities constitute a smaller proportion than women – 33.5 % vs. 53% -- in the EEO-1 labor force in metropolitan area establishments with 50 or more employees. This is considerably higher than the 27% they constitute of the total national labor force.¹¹⁵ Minorities suffer discrimination in all of the nine occupational categories, with the largest numbers and higher percentages concentrated in the traditional and lower paid areas of employment, semi skilled workers, laborers and service workers. In these areas of high availability, those establishments that are more than two standard deviations reflect the greatest percentages of discrimination. In contrast, in connection with officials and

managers, where advancement has been slow (see progress chart – Chapter 3, §3), the pool of available minorities is not as large, and the percentages of discrimination are lower. The exceptions are in sales and office and clerical, where the pools are large, and the discrimination rate is higher.

Women constitute 53% of the EEO-1 labor force in metropolitan area establishments with 50 or more employees.¹¹⁶ This is considerably higher than the 46.5% they constitute of the total national labor force.¹¹⁷ Sex discrimination extends through each occupational category. Sex discrimination affects more professional women than any other category, nearly 125,000 women. Professional women have a 23% chance of discrimination when they seek an employment opportunity – almost one chance in four. But every category suffers from sex discrimination. The percentage of comparisons varies from 19% in office and clerical workers (“pink collar” jobs) and service workers, to the high thirties with respect to the “blue collar” work of skilled, semi skilled and unskilled workers. A low percentage of discrimination, such as in Officials and Managers may mean that women have not entered that category in sufficient numbers so that their availability is high; while a high rate of discrimination suggests that there is a large pool of available workers that is not being tapped by those establishments that are two or more standard deviations below the benchmark.

The case of office and clerical workers is almost unique. Because these jobs have been, and remain, largely “female” jobs, the level of utilization of women in those jobs is high, and the likelihood of discrimination because of sex is relatively low. This appears to be the perpetuation of sex stereotyping that has channeled women away from other careers.

The bottom line is that Minorities could expect to be discriminated against 30% of the time they sought an employment opportunity, while Women could expect to be discriminated against 23% of the time.

**§5. INTENTIONAL JOB DISCRIMINATION AGAINST MINORITIES AND WOMEN BY
SIZE OF ESTABLISHMENT**

Industries report their primary activity on the EEO-1 form. That information includes the total number of employees in each establishment. Does the number of employees in an establishment affect the extent of discrimination? The answers appear in the following tables.

[Continued on next page.]

A. MINORITIES

Table 3 -- ESTABLISHMENTS WITH ANY DISCRIMINATION AGAINST MINORITIES, BY PERCENT, NUMBER AND AFFECTED MINORITIES

Total Percent of Establishments 1.65 Standard Deviations below the Mean in Minority Employment										
	O & M	Prof	Tech	Sales	O & C	Craft	Oper	Labor	Service	All
Size 50-99	29%	22%	23%	31%	32%	24%	30%	32%	35%	31%
Size 100-499	21%	24%	24%	36%	28%	27%	30%	30%	35%	29%
Size 500-999	22%	30%	29%	37%	32%	30%	36%	34%	37%	30%
Size 1000-10,000	24%	34%	31%	32%	33%	36%	40%	37%	34%	32%
Size 10,000+	21%	25%	22%	18%	34%	23%	41%	30%	38%	28%
ALL	22%	25%	26%	34%	30%	28%	31%	31%	35%	30%
Total Number of Establishments 1.65 Standard Deviations below the Mean in Minority Employment										
	O & M	Prof	Tech	Sales	O & C	Craft	Oper	Labor	Service	Any
Size 50-99	366	1,039	333	3,766	1,670	398	1,224	569	4,456	13,244
Size 100-499	2,176	3,365	1,592	6,757	4,722	1,901	3,722	2,430	4,046	22,825
Size 500-999	752	883	523	378	1,191	403	601	337	476	2,815
Size 1000-10,000	664	892	635	190	1,002	427	483	220	478	2,107
Size 10,000+	8	8	6	3	13	7	12	6	8	29
ALL	3,966	6,187	3,089	11,094	8,598	3,136	6,042	3,562	9,464	41,020
Total Number of Affected Minority Workers *										
	O & M	Prof	Tech	Sales	O & C	Craft	Oper	Labor	Service	All
Size 50-99	1,709	5,669	2,139	34,475	13,231	2,952	10,624	5,417	54,989	131,205
Size 100-499	12,517	33,025	14,955	119,677	54,018	17,612	54,413	29,265	81,741	417,223
Size 500-999	7,707	18,968	9,521	11,128	25,906	5,783	16,377	8,935	18,168	122,492
Size 1000-10,000	10,540	45,693	18,248	4,722	38,899	10,011	24,651	10,377	27,462	190,603
Size 10,000+	290	931	293	99	603	571	834	416	705	4,742
ALL	32,764	104,286	45,156	170,100	132,656	36,928	106,900	54,410	183,065	866,265
* # Affected Workers means number of workers who would have been employed in establishments that were two or more standard deviations below the average if those establishments had been employing workers at the average.										
O & M =Officials & Managers; Prof =Professionals; Tech =Technical workers; Sales =Sales workers; O & C =Office and Clerical; Craft =Craft workers-skilled; Oper =Operatives-semi skilled; Labor = Laborers- unskilled; Service = Service workers. Details in Appendix A.										

Sixty three percent of the affected minority workers were employed by establishments of between 50 and 500 employees. One half of the affected minority workers are employed by the nearly 23,000 establishments that employ between 100 and 500 employees. The establishments that employed more than a thousand employees accounted for 22.5 percent of the affected workers, a shade less than the 500-999 employee group.

Proportionally, the 10,000 plus size establishments were less discriminatory than the average of all establishments in the occupational categories of officials-managers, technical, sales, craft and laborers, equal in professionals, and higher in office and clericals, operators and service workers. They had by far fewer affected workers than any other size category.

[Continued on next page.]

B. WOMEN

The same phenomena holds true for female workers, as the following table makes clear.

Table 4 -- ESTABLISHMENTS WITH ANY DISCRIMINATION AGAINST WOMEN, BY PERCENT, NUMBER AND AFFECTED WOMEN

Total Percentage of Establishments 1.65 Standard Deviations below the Mean or more in Terms of Female Employment										
	O & M	Prof	Tech	Sales	O & C	Craft	Oper	Labor	Service	All
Size 50-99	17%	23%	32%	16%	15%	47%	40%	32%	14%	19%
Size 100-499	16%	23%	21%	22%	18%	32%	37%	28%	21%	23%
Size 500-999	19%	23%	21%	25%	21%	39%	38%	38%	26%	25%
Size 1000-10,000	24%	27%	26%	28%	25%	53%	39%	42%	33%	29%
Size 10,000+	32%	66%	37%	39%	28%	45%	54%	43%	33%	41%
ALL	18%	23%	23%	20%	19%	37%	38%	30%	19%	23%
Total Number of Establishments at least 1.65 Standard Deviations below the Mean in Terms of Female Employment										
	O & M	Prof	Tech	Sales	O & C	Craft	Oper	Labor	Service	Any Occ
Size 50-99	389	1,405	477	2,089	851	379	1,184	499	1,815	8,759
Size 100-499	2,635	3,699	1,439	4,450	3,273	1,322	3,857	2,141	2,416	20,210
Size 500-999	804	748	415	303	844	345	563	363	350	2,951
Size 1000-10,000	768	791	557	184	747	387	427	242	466	2,351
Size 10,000+	12	21	10	7	11	9	15	9	7	38
ALL	4,608	6,664	2,898	7,033	5,726	2,442	6,046	3,254	5,054	34,309
Total Number of Affected Workers *										
	O & M	Prof	Tech	Sales	O & C	Craft	Oper	Labor	Service	All
Size 50-99	2,176	10,053	3,527	15,159	7,598	2,658	9,223	4,415	15,749	70,559
Size 100-499	18,190	46,980	14,944	61,950	39,357	10,342	51,913	25,023	35,650	304,351
Size 500-999	9,397	19,336	6,719	6,681	18,197	3,856	14,273	8,091	8,503	95,052
Size 1000-10,000	16,068	42,597	13,863	5,758	22,795	6,765	18,255	6,387	16,424	148,913
Size 10,000+	712	4,046	577	276	985	900	1,179	369	476	9,521
ALL	46,544	123,012	39,631	89,823	88,931	24,521	94,843	44,286	76,802	628,395
* # Affected Workers means number of workers who would have been employed in establishments that were two or more standard deviations below the average if those establishments had been employing such workers at the average.										
O & M =Official & Managers; Prof =Professionals; Tech =Technical workers; Sales =Sales works; O & C =Office and Clerical; Craft =Craft workers-skilled; Oper =Operatives-semi skilled; Labor = Laborers- unskilled; Service = Service workers. Details in Appendix A.										

Nearly sixty percent of the affected workers were employed by establishments of between 50 and 500 employees. One half of the affected female workers are employed by the more than 20,000 establishments that employ between 100 and 500 employees.

The establishments that employed more than a thousand employees accounted for 25.2 percent of the affected workers, while the 500-999 employee group accounted for 15.1%.

Proportionally, the 38 10,000 plus employer establishments were more discriminatory than the average of all establishments in all occupational categories. They had, by far, fewer affected workers than any other size category.

§6. ENFORCEMENT IMPLICATIONS OF TABLES 3 AND 4

These statistics, along with the minority statistics, have enforcement implications. They make clear that half of all of the visible discrimination against both minorities and women takes place among establishments of 100 to 500 employees. It appears to be necessary to reach establishments of that size to make inroads on this aspect of intentional discrimination.

Another implication is that all establishments with between 50 and 100 or more employees should be required to file the EEO-1 Report. If 38% of them currently file and generate 131,000 minorities and 70,000 Female affected workers, twice that many, or more than 250,000 affected workers would be identified if all were required to report.

§7. THE INCIDENCE OF DISCRIMINATION BY INDUSTRIES

Each establishment describes its principal product or activity on its EEO-1 form. Establishments are then classified by industry in accordance with the 1987 *Standard Industrial Classification (SIC) Manual*, Office of Management and Budget. This is a classification structure for the national economy. It provides data according to the level of detail, from the general to the quite specific. For example, manufacturing is a major industrial division; food and kindred products (Code 20) is one of its major groups. One of the ways this group is further divided is into meat products (Code 201) and meat packing plants (Code 2011).¹¹⁸ The major industrial divisions are identified by 1-digit codes, major groups by 2 digits, and further subdivisions by 3 and 4 digits.

The major divisions in the private sector are: Agriculture, forestry and fishing; Mining; Construction; Manufacturing; Transportation, Communications, Electric, Gas and Sanitary Services; Wholesale Trade; Retail Trade; Finance, Insurance and Real Estate; and Services. The SIC number in the following tables refers to that classification system. Appendix B contains a list of SIC codes including the 1, 2, and 3 digits used in this report. The following tables use the two-digit level of generalization. The State studies use a 3-digit analysis.

The following tables describe the total number of employees in the industry, and the number of “Affected Workers” in Column A. The industries are ranked by this criterion. This ranking places the industries with the most jobs toward the top of the list. Thus Health Services, Eating and Drinking Places, General Merchandise stores and Food Stores appear at or near the top because of the extensive employment in those industries. Column B shows the proportion of comparisons that show discrimination at 1.65 standard deviations or more in these same industries. This reflects the probability that a minority or woman will face discrimination when he or she seeks an employment opportunity in that industry. The ranking in Column B is from the highest percentage risk of discrimination to the lowest. Column C reports the total number of establishments in the industry and the percentage of these establishments that show discrimination at 1.65 deviations or more.

Following each table will be an analysis of Column A highlighting establishments with the largest numbers of affected workers; Column B showing the industries which have the highest and lowest probabilities of discriminating against a minority or woman, and Column C showing industries with the highest and lowest proportions of establishments that discriminate against minorities or women.

**Table 5. MINORITIES -- RANKING BY NUMBER OF WORKERS
AFFECTED BY DISCRIMINATION IN ESTABLISHMENTS**

Minority SIC Rankings for SICs with 50 or more Comparisons								
SIC	Industry	Total Employment	A		B		C	
			# Affected	Rank	% Comps 1.65<Mean	Rank	Establishments	% any Disc.
80	Health Services	4,366,425	179,714	1	33%	6	9,784	44%
58	Eating And Drinking Places	1,309,537	86,082	2	38%	2	13,598	40%
53	General Merchandise Stores	1,940,681	82,309	3	32%	12	9,305	39%
54	Food Stores	1,607,415	71,722	4	36%	3	11,905	39%
48	Communication	1,041,511	32,059	5	28%	27	4,156	39%
60	Depository Institutions	864,968	29,091	6	33%	7	3,051	45%
73	Business Services	961,866	26,755	7	27%	34	3,878	37%
42	Trucking And Warehousing	772,975	24,043	8	32%	11	2,300	39%
37	Transportation Equipment	1,057,016	24,015	9	28%	30	1,367	44%
70	Hotels And Other Lodging Places	695,059	23,866	10	22%	53	2,455	32%
36	Electronic & Other Electric Equipment	781,840	23,141	11	27%	37	1,979	39%
63	Insurance Carriers	865,138	18,650	12	24%	48	2,741	34%
45	Transportation By Air	648,189	14,693	13	29%	25	1,156	37%
20	Food And Kindred Products	508,325	13,961	14	28%	32	1,632	39%
51	Wholesale Trade--Nondurable Goods	435,724	12,532	15	30%	21	1,898	42%
87	Engineering & Management Services	684,607	12,517	16	22%	54	2,719	31%
35	Industrial Machinery And Equipment	617,456	11,935	17	26%	38	1,842	40%
50	Wholesale Trade--Durable Goods	521,599	11,456	18	26%	43	2,375	37%
59	Miscellaneous Retail	299,107	11,117	19	33%	8	2,595	35%
83	Social Services	248,066	11,068	20	32%	10	1,376	37%
34	Fabricated Metal Products	359,768	10,962	21	31%	17	1,569	40%
30	Rubber And Misc. Plastics Products	280,915	10,612	22	31%	15	1,383	38%
27	Printing And Publishing	441,410	9,420	23	30%	22	1,467	42%
28	Chemicals And Allied Products	549,871	8,532	24	22%	55	1,412	36%
52	Building Materials & Garden Supplies	252,490	7,523	25	30%	23	1,497	33%
38	Instruments And Related Products	404,477	6,951	26	21%	56	1,101	37%
49	Electric, Gas, And Sanitary Services	387,634	6,272	27	23%	51	1,531	30%
33	Primary Metal Industries	205,044	5,402	28	31%	16	565	38%
26	Paper And Allied Products	218,776	5,221	29	25%	44	1,041	34%
86	Membership Organizations	97,764	4,982	30	34%	4	520	45%
62	Security And Commodity Brokers	261,329	4,816	31	26%	41	886	37%
56	Apparel And Accessory Stores	104,963	4,533	32	31%	18	886	32%
22	Textile Mill Products	117,257	4,375	33	29%	26	418	41%
57	Furniture And Homefurnishings Stores	162,832	4,366	34	28%	29	1,316	31%
61	Nondepository Institutions	178,929	4,249	35	26%	39	591	37%
64	Insurance Agents, Brokers, & Service	147,143	4,029	36	28%	33	699	37%
75	Auto Repair, Services, And Parking	99,351	3,919	37	29%	24	621	40%
41	Local & Interurban Passenger Transit	58,940	3,230	38	43%	1	317	46%
55	Automotive Dealers & Service Stations	151,377	3,205	39	21%	57	1,002	35%
81	Legal Services	205,636	2,962	40	19%	60	925	30%
78	Motion Pictures	67,101	2,883	41	34%	5	419	39%
16	Heavy Construction, Ex. Building	110,030	2,763	42	31%	14	438	40%
17	Special Trade Contractors	145,360	2,675	43	27%	36	583	36%

Minority SIC Rankings for SICs with 50 or more Comparisons								
SIC	Industry	Total Employment	A # Affected		B % Comps 1.65<Mean		C Establishments	
			#	Rank	%	Rank	Total	% any Disc.
25	Furniture And Fixtures	91,429	2,551	44	30%	19	279	41%
65	Real Estate	67,535	2,253	45	30%	20	338	39%
32	Stone, Clay, And Glass Products	83,575	2,170	46	28%	31	372	33%
15	General Building Contractors	103,158	2,155	47	24%	49	391	36%
40	Railroad Transportation	138,493	2,099	48	24%	46	244	31%
13	Field Crops, except Cash Grains	97,279	2,002	49	23%	50	310	34%
23	Apparel And Other Textile Products	47,273	1,284	50	24%	47	170	30%
47	Transportation Services	54,807	1,253	51	28%	28	317	34%
24	Lumber And Wood Products	47,826	973	52	27%	35	182	35%
39	Miscellaneous Manufacturing Industries	30,954	765	53	24%	45	109	32%
67	Holding And Other Investment Offices	51,738	732	54	23%	52	128	34%
79	Amusement & Recreation Services	23,940	581	55	33%	9	65	48%
29	Petroleum And Coal Products	48,152	547	56	19%	59	123	33%
44	Water Transportation	25,282	306	57	26%	40	69	33%
76	Miscellaneous Repair Services	12,594	278	58	31%	13	74	36%
82	Educational Services	13,448	275	59	26%	42	61	34%
7	Agricultural Services	19,014	250	60	20%	58	56	25%
SICs with <50 comparisons		81,621	1,187	na	28%	na	171	44%

A. ANALYSIS OF COLUMN A, INDUSTRIAL DISCRIMINATORS BY NUMBER OF MINORITY AFFECTED WORKERS

The top 4 industries in column A (number of affected minority workers), account for 419,827 or one half of the minority workers affected by discrimination.

- Health services** is 6th in Column B (the risk a minority will face discrimination) and had 4,300 (44%) establishments that discriminated.
- Eating and Drinking establishments** ranked 2nd in the risk of discrimination and had 5,400 (40%) discriminating establishments.
- General Merchandise Stores** ranked 12th in the risk of discrimination with more than 3,600 (39%) discriminating establishments.
- Food Stores** ranked third in the risk of discrimination, and had more than 4,600 (39%) discriminating establishments.

B. ANALYSIS OF COLUMN B, INDUSTRIES WITH HIGHEST AND LOWEST PROBABILITY OF DISCRIMINATION AGAINST MINORITIES

Analysis of Column B: Industries with highest and lowest probability that a minority will face discrimination when seeking an employment opportunity.			
Industries with highest probability		Industries with lowest probability	
SIC	Name of industry	SIC	Name of Industry
41	Local, Suburban, Interurban Hiway Transport	81	Legal Services
58	Eating And Drinking Places	29	Petroleum Refining, Related Industries
54	Food Stores	7	Agricultural Services
86	Membership Organizations	55	Automotive Dealers, Gasoline Stations
78	Motion Pictures	38	Measuring, Analyzing, Controlling Instruments
80	Health Services	87	Engineering, Research, Management Services
60	Depository Institutions	70	Hotels, Rooming Houses, Camps, Lodgings
59	Miscellaneous Retail	28	Chemicals And Allied Products
79	Amusement And Recreation Services	49	Electric, Gas, And Sanitary Services
83	Social Services	13	Field Crops Ex cash grains
42	Motor Freight Transportation, Warehousing	67	Oil And Gas Extraction
53	General Merchandise Stores	39	Miscellaneous Manufacturing Industries
76	Miscellaneous Repair Services	23	Apparel, Finished Products From Fabrics
16	Heavy Construction, ex Const.Contractors	40	Railroad Transportation
30	Rubber, Miscellaneous Plastics Products	15	Construction General Contractors, Builders
33	Primary Metal Industries		
34	Fabricated Metal Products, Ex Machinery		
56	Apparel And Accessory Stores		

C. ANALYSIS OF COLUMN C, INDUSTRIES WITH HIGHEST AND LOWEST PROPORTION OF ESTABLISHMENTS DISCRIMINATING AGAINST MINORITIES

Analysis of Column C: Industries with highest and lowest proportion of establishments that discriminate against minorities			
Industries with highest proportion		Industries with lowest proportion	
SIC	Name of industry	SIC	Name of Industry
79	Amusement, Recreation Services	7	Agricultural Services
41	Local ,Suburban, Interurban Hiway Transport	49	Electric, Gas, And Sanitary Services
80	Health Services	81	Legal Services
37	Transportation Equipment	23	Apparel, Finished Products From Fabrics
51	Wholesale Trade-non-durable Goods	57	Home Furniture, Furnishings, Equipment
27	Printing, Publishing, And Allied Industries	40	Railroad Transportation
22	Textile Mill Products	87	Engineering, Accounting, Managmnt Svces
25	Furniture And Fixtures	56	Apparel And Accessory Stores
58	Eating And Drinking Places	39	Miscellaneous Manufacturing Industries
35	Industrial And Commercial Machinery	70	Hotels, Rooming Houses, Camps,Lodgings
34	Fabricated Metal Products, Ex Machinery	52	Building Materials, Hardware, Garden
75	Automotive Repair, Services, And Parking	32	Stone, Clay, Glass, And Concrete Products

16 Heavy Construction Ex Building Contractors | 29 Petroleum Refining And Related Industries

Table 6. FEMALES -- RANKING BY NUMBER OF WORKERS AFFECTED BY DISCRIMINATION IN ESTABLISHMENTS

Female SIC Rankings for SICs with 50 or more Comparisons								
SIC	Industry	Total Employment	A		B		C	
			# Affected #	Rank	% Comps 1.65<Mean %	Rank	Total Establishments	% Any Disc.
80	Health Services	4,509,980	95,533	1	18.3%	52	10,322	29%
53	General Merchandise Stores	2,024,963	49,156	2	20.7%	44	9,818	25%
58	Eating And Drinking Places	1,323,453	35,370	3	19.4%	49	13,758	22%
48	Communication	1,063,192	34,630	4	27.0%	23	4,328	41%
73	Business Services	974,445	33,172	5	26.2%	27	3,981	40%
54	Food Stores	1,696,138	28,373	6	14.3%	61	12,632	18%
37	Transportation Equipment	1,059,732	24,826	7	30.7%	13	1,343	37%
36	Electronic & Other Electric Equipment	800,751	21,377	8	26.0%	28	2,068	41%
60	Depository Institutions	899,022	19,816	9	17.9%	55	3,284	30%
87	Engineering & Management Services	708,867	19,740	10	23.5%	42	3,003	36%
63	Insurance Carriers	897,912	18,831	11	19.8%	47	2,970	32%
45	Transportation By Air	651,773	16,779	12	32.6%	9	1,147	31%
51	Wholesale Trade--Nondurable Goods	495,313	14,907	13	29.2%	16	1,984	32%
50	Wholesale Trade--Durable Goods	532,778	14,803	14	27.1%	21	2,449	41%
42	Trucking And Warehousing	704,506	14,466	15	41.5%	1	1,668	46%
35	Industrial Machinery And Equipment	612,311	13,834	16	29.3%	15	1,808	44%
20	Food And Kindred Products	506,225	13,771	17	34.4%	6	1,563	37%
70	Hotels And Other Lodging Places	712,521	13,167	18	16.7%	59	2,509	27%
30	Rubber And Misc. Plastics Products	292,120	12,130	19	32.9%	8	1,459	33%
27	Printing And Publishing	474,427	11,199	20	23.9%	38	1,620	34%
38	Instruments And Related Products	417,196	11,096	21	25.6%	32	1,202	42%
28	Chemicals And Allied Products	545,499	10,373	22	24.8%	36	1,329	37%
34	Fabricated Metal Products	345,079	10,262	23	35.7%	5	1,435	37%
59	Miscellaneous Retail	320,943	9,708	24	24.1%	37	2,811	24%
62	Security And Commodity Brokers	274,114	7,711	25	21.4%	43	1,102	33%
26	Paper And Allied Products	239,364	6,713	26	33.3%	7	1,074	34%
83	Social Services	248,723	6,080	27	20.5%	45	1,381	24%
49	Electric, Gas, And Sanitary Services	301,328	5,758	28	26.2%	26	918	34%
22	Textile Mill Products	118,467	4,392	29	28.7%	18	428	31%
81	Legal Services	208,214	4,246	30	18.2%	53	957	34%
64	Insurance Agents, Brokers, & Service	164,125	3,943	31	19.5%	48	777	33%
33	Primary Metal Industries	197,349	3,463	32	36.6%	4	497	32%
61	Nondepository Institutions	179,345	3,022	33	18.9%	51	603	33%
75	Auto Repair, Services, And Parking	95,787	2,906	34	30.9%	12	584	40%
25	Furniture And Fixtures	100,126	2,683	35	23.7%	41	320	30%
86	Membership Organizations	101,112	2,522	36	17.4%	57	531	23%
57	Furniture & Homefurnishings Stores	163,143	2,361	37	19.3%	50	1,337	27%
52	Building Materials & Garden Supplies	264,513	2,189	38	14.9%	60	1,593	19%
56	Apparel And Accessory Stores	106,248	2,169	39	17.8%	56	896	21%
65	Real Estate	71,578	2,042	40	25.9%	31	377	41%
13	Oil And Gas Extraction	83,823	1,949	41	27.0%	22	251	37%
41	Local & Interurban Passenger Transit	61,805	1,871	42	25.2%	35	336	23%
23	Apparel And Other Textile Products	54,995	1,310	43	23.7%	40	207	33%

Female SIC Rankings for SICs with 50 or more Comparisons								
SIC	Industry	Total Employment	A		B		C	
			# Affected #	Rank	% Comps 1.65<Mean %	Rank	Total Establishments	% Any Disc.
15	General Building Contractors	91,977	1,301	44	23.7%	39	337	39%
67	Holding And Other Investment Offices	56,522	1,200	45	26.0%	29	154	44%
47	Transportation Services	56,352	1,178	46	20.3%	46	321	26%
32	Stone, Clay, And Glass Products	61,220	1,146	47	31.4%	11	192	34%
78	Motion Pictures	67,423	1,128	48	18.0%	54	422	19%
55	Auto. Dealers & Service Stations	132,075	1,077	49	14.2%	62	782	25%
39	Misc. Manufacturing Industries	31,491	908	50	28.7%	17	114	31%
24	Lumber And Wood Products	48,624	763	51	25.3%	34	171	29%
29	Petroleum And Coal Products	47,217	722	52	25.4%	33	111	37%
17	Special Trade Contractors	58,705	618	53	31.6%	10	150	35%
40	Railroad Transportation	84,175	567	54	38.1%	2	94	52%
16	Heavy Construction, Ex. Building	61,013	452	55	27.8%	20	183	38%
7	Agricultural Services	13,108	441	56	37.3%	3	36	56%
79	Amusement & Recreation Services	25,263	419	57	26.4%	24	71	44%
82	Educational Services	13,715	366	58	26.3%	25	64	31%
84	Museums, Botanical, Zoo. Gardens	15,548	247	59	16.8%	58	37	41%
21	Tobacco Products	20,228	232	60	28.6%	19	29	31%
44	Water Transportation	14,686	180	61	25.9%	30	43	21%
76	Miscellaneous Repair Services	11,089	140	62	30.4%	14	57	35%
	SICs with < 50 comparisons	50,148	662	na	23.8%	na	102	22%

Notes: Only establishments with at least one comparison are included in this table.

D. ANALYSIS OF COLUMN A, INDUSTRIAL DISCRIMINATORS BY NUMBER OF FEMALE AFFECTED WORKERS

The top eight industries in Column A (number of affected Female workers) account for 322,437 or half of the female workers affected by discrimination.

1. **Health Services** ranked 52nd in Column B (the risk a woman will face discrimination) and had 3,000 (29%) establishments that discriminated.
2. **General Merchandise Stores** ranked 44th in Column B (risk that female worker would face discrimination) and had 2,450 (25%) establishments that discriminated.
3. **Eating and Drinking establishments** ranked 49th in the risk of discrimination and had 3,020 (22%) discriminating establishments.
4. **Communications** ranked 23rd in risk of discrimination and had 1,775(41%) discriminating establishments.

5. **Business Services** ranked 27th in risk of discrimination, and had nearly 2,000 (40%) discriminating establishments.
6. **Food Stores** ranked 61st in the risk of discrimination and had 2, 270 (18%) discriminating establishments.
7. **Transportation Equipment** ranked 13th in the risk of discrimination and had nearly 500 discriminating establishments.
8. **Electronic, Electric Equipment** ranked 28th in the risk of discrimination and had nearly 850 discriminating establishments.

Four of these industries were also responsible for half of the female workers affected by discrimination. They are **Health Services, Eating and Drinking Establishments, General Merchandise Stores and Food Stores**. See Analysis of Column A, Industries discriminating against Females, above

**E. ANALYSIS OF COLUMN B, INDUSTRIES WITH HIGHEST AND LOWEST
 PROBABILITY OF DISCRIMINATION AGAINST WOMEN**

Analysis of Column B:			
Industries with highest and lowest probability that a woman will encounter discrimination while seeking an employment opportunity.			
Industries with highest probability		Industries with the lowest probability	
SIC	Name of industry	SIC	Name of industry
42	Motor Freight Transport, Warehousing	62	Security, Commodity Brokers, Dealers, Exchanges
40	Railroad Transportation	61	Non-depository Credit Institutions
7	Agricultural Services	52	Building Materials, Hardware, Garden
33	Primary Metal Industries	70	Hotels, Rooming Houses, Camps,
34	Fabricated Metal Products	86	Membership Organizations
20	Food And Kindred Products	84	Museums, Art Galleries, Botanical
26	Paper And Allied Products	86	Membership Organizations
30	Rubber And Miscellaneous Plastics Products	56	Apparel And Accessory Stores
45	Transportation By Air	60	Depository Institutions
17	Construction Special Trade Contractors	78	Motion Pictures
32	Stone, Clay, Glass, And Concrete Products	81	Legal Services
75	Automotive Repair, Services, And Parking	80	Health Services
54	Food Stores	61	Non-depository Credit Institutions
37	Transportation Equipment	57	Home Furniture, Furnishings,
14	Local And Interurban Passenger Transit	58	Eating And Drinking Places
23	Apparel And Other Textile Products		

F. ANALYSIS OF COLUMN C, INDUSTRIES WITH HIGHEST AND LOWEST PERCENTAGE OF ESTABLISHMENTS THAT DISCRIMINATE AGAINST WOMEN

Analysis of Column C			
Industries with the highest and lowest percentage of establishments that discriminate against Women			
SIC	Highest percentage	SIC	Lowest percentage
7	Agricultural Services	54	Food Stores
40	Railroad Transportation	78	Motion Pictures
42	Motor Freight Transportation, Warehousing	52	Building Material, Hardware, Garden Supply
35	Industrial, Commercial Machinery, Computer	44	Water Transportation
67	Holding And Other Investment Offices	56	Apparel And Accessory Stores
79	Amusement And Recreation Services	58	Eating And Drinking Places
38	Measuring, Analyzing, Control Instruments	86	Membership Organizations
48	Communications	41	Local, Suburban, Interurban Hiway Transport
36	Electronic, other electric equipment	59	Miscellaneous Retail
50	Wholesale Trade-durable Goods	83	Social Services
65	Real Estate	53	General Merchandise Stores
84	Museums, Art Galleries, Botanical, Zoological	55	Automotive Dealers, Gasoline Service
73	Business Services	70	Hotels, Rooming Houses, Camps, Lodgings
75	Automotive Repair, Services, And Parking	57	Home Furniture, Furnishings, Equipment

Intentional discrimination is not equally spread among industry groups. It is concentrated in a number of industry groups that have more than a majority of affected workers, in part because of the number of employees in those groups.

Table 7. Eleven Industries with ½ of all Minority and Female Affected Workers

Eleven Industry Groups With Half of all Minority and Female Affected Workers					
SIC	Industry	Affected Minorities		Affected Women	
		Number	Ranking	Number	Ranking
80	Health Services	179,714	1	95,533	1
58	Eating and Drinking Places	86,082	2	35,370	3
53	General Merchandise Stores	82,309	3	49,156	2
54	Food Stores	71,722	4	28,373	6
48	Communications	32,059	5	34,630	4
60	Depository Institutions	29,091	6	19,816	9
73	Business Services	26,755	7	33,172	5
42	Motor Freight Transportation and Warehousing	24,043	8	14,466	15
37	Transportation Equipment	24,015	9	24,826	7
70	Hotels, Rooming Houses, Camps, Lodging Places	23,866	10	13,167	18
36	Electronic, Electrical Equipment And Components	23,141	11	21,377	8
		602,796		369,886	
	TOTAL AFFECTED WORKERS	866,265		628,395	
	% of Total Affected Workers in the Eleven Industries	70%			

For an analysis of the Forty Industries that discriminate against three quarters of Black, Hispanic, Asian and White Women, and the 206 Industries that discriminate against most affected workers, see Chapter 15, §2.

**§8. INTENTIONAL DISCRIMINATION AGAINST
 MINORITIES AND WOMEN BY DEGREES –
 HARD CORE, CLEARLY VISIBLE, PRESUMED AND AT RISK**

This study divides the concept of visible intentional discrimination into four components. They are “Hard Core,” “Clearly Visible,” “Presumed,” and “At Risk.” The differences are suggested in the following table:

Table 8. LEGAL EFFECT OF VARIATIONS IN STATISTICAL ANALYSIS

Standard Deviations	Probability		Described in this study as:	Legal effect
	Chance	Not chance		
1.65	1 in 10	90%	At Risk	Admissible if relevant; weighed with all other evidence; worker must prove that he/she was discriminated against.
2.0	1 in 20	95%	Presumed	Admissible; creates presumption of discrimination; employer must prove it had only legitimate non-discriminatory reasons. As the probability of result occurring by chance declines, the presumption of discrimination strengthens and raises the risk that employer will lose litigation; most such cases settle.
2.5	1 in 100	99%	Clearly Visible	
2.5 over 10yrs			Hard Core	

A. HARD CORE DISCRIMINATORS

These establishments not only demonstrate a severe statistical case of discrimination, but also reflect that this condition has existed over a long period of time. This suggests that the discrimination is persistent. It is not likely to dissipate without thoughtful effort, and pressure for a change in corporate behavior. These establishments are so far below average in an occupation that there is only one in one hundred chances that the result occurred by accident (2.5 standard deviations) in 1999 and in either 1998 or 1997, and in at least one year between 1991 and 1996, and was not above average between 1991 to 1999. This category includes establishments that are more than 2.5 standard deviations below the mean, and have been so for longer than ten years. It also includes establishments where, in some occupations, the discrimination far exceeds the 2.5 standard deviation criteria.

[Continued on next page.]

• **432,958 MINORITY WORKERS**

Hard core establishments accounted for 432,958 of the affected minority workers in 1999, or almost exactly half of those we have identified.

Table 9. Hard Core Discrimination against Minorities

HC v. Minorities	% Establishments that are Hard Core	# Establishments that are Hard Core	# Affected Workers	Average # Affected Workers
Officials & Managers	3.1%	567	10,928	19
Professionals	5.2%	1,252	50,599	40
Technicians	6.9%	810	22,414	28
Sales Workers	12.1%	3,938	95,587	24
Office & Clerical	8.0%	2,302	63,702	28
Craft Workers	6.9%	776	16,991	22
Operatives	9.7%	1,899	54,975	29
Laborers	8.0%	920	21,935	24
Service Workers	13.0%	3,475	95,827	28
All			432,958	

• **240,908 WOMEN WORKERS**

Hard core establishments accounted for 240,908 of the affected women, 1999.

Table 10. Hard Core Discrimination against Women

HC v. Women	% Establishments that are Hard Core	# Establishments that are Hard Core	# Affected Workers	Average # Affected Workers
Officials & Managers	3%	791	16,081	20
Professionals	5%	1,322	48,587	37
Technicians	5%	581	13,817	24
Sales Workers	4%	1,508	33,506	22
Office & Clerical	4%	1,112	28,757	26
Craft Workers	8%	555	10,027	18
Operatives	13%	2,019	48,705	24
Laborers	8%	857	18,207	21
Service Workers	3%	876	23,221	27
All			240,908	

B. CLEARLY VISIBLE DISCRIMINATORS

Clearly Visible Discriminators are so far below average in an occupation that there is only a one in one hundred (1%) chance that the result occurred by accident (2.5 standard deviations) in 1999.

• **359,220 MINORITY WORKERS**

Clearly visible discriminators accounted for 359,220 of the minority affected workers, or one third of the minority affected workers.

Table 11. Clearly Visible Discrimination Against Minorities

CV v. Minorities	% Establishments that are Clearly Visible	# Establishments that are Clearly Visible	# Affected Workers	Average # Affected Workers
Officials & Managers	6.4%	1,146	14,432	13
Professionals	9.0%	2,187	42,066	19
Technicians	9.5%	1,120	18,370	16
Sales Workers	11.4%	3,699	59,817	16
Office & Clerical	11.4%	3,268	56,896	17
Craft Workers	10.1%	1,137	15,639	14
Operatives	13.0%	2,550	45,876	18
Laborers	15.0%	1,722	29,339	17
Service Workers	14.3%	3,821	<u>76,785</u>	20
All			359,220	

• **324,924 WOMEN WORKERS**

Clearly visible discriminators accounted for 324,924, or nearly half, of the female affected workers.

Table 12. Clearly Visible Discrimination Against Women.

CV v. Women	Percentage of Clearly Visible Establishments	Number of Clearly Visible Establishments	# of Affected Workers	Average # of Affected Workers
Officials & Managers	6.0%	1,557	22,671	15
Professionals	10.3%	2,926	63,529	22
Technicians	9.6%	1,192	21,469	18
Sales Workers	7.7%	2,753	44,704	16
Office & Clerical	10.0%	3,059	55,119	18
Craft Workers	14.2%	928	11,107	12
Operatives	15.2%	2,429	39,633	16
Laborers	13.6%	1,475	22,807	15
Service Workers	8.1%	2,206*	43,884	20
All			324,924	

*Number is smaller than sum of individual occupations because of discrimination in multiple occupations

C. PRESUMED DISCRIMINATORS

Presumed Discriminators are so far below average in an occupation that there is only a one in twenty (5%) chance that the result occurred by accident (2 standard deviations) in 1999.

• **74,087 MINORITY WORKERS**

Presumed discriminating establishments accounted for 74,087 of the affected minority workers.

Table 13. Presumed Discrimination Against Minorities

PD v. Minorities	% Establishments Presumed to Discriminate	# Establishments Presumed to Discriminate	# Affected Workers	Average # Affected Workers
Officials & Managers	6.7%	1,201	7,404	6
Professionals	6.1%	1,479	11,621	8
Technicians	5.2%	609	4,372	7
Sales Workers	5.8%	1,897	14,696	8
Office & Clerical	5.7%	1,637	12,058	7
Craft Workers	5.9%	667	4,298	6
Operatives	4.2%	822	6,049	7
Laborers	4.1%	474	3,135	7
Service Workers	4.6%	1,219	<u>10,452</u>	9
All			74,087	

• **62,563 WOMEN WORKERS**

Presumed discriminating establishments accounted for 62,563 of the affected female workers.

[Continued on next page.]

Table 14. Presumed Discrimination Against Women

PD v. Women	% Establishments. Presumed to Discriminate	# Establishments Presumed to Discriminate	# of Affected Workers	Average # Affected Workers
Officials & Managers	4.2%	1,081	7,792	7
Professionals	4.1%	1,162	10,896	9
Technicians	4.8%	603	4,345	7
Sales Workers	3.6%	1,274	11,613	9
Office & Clerical	2.0%	605	5,056	8
Craft Workers	9.5%	624	3,387	5
Operatives	6.5%	1,036	6,505	6
Laborers	4.8%	519	3,272	6
Service Workers	3.4%	931	<u>9,697</u>	10
All		5,590*	62,563	

*Number is smaller than sum of individual occupations because of discrimination in multiple occupations

[Continued on next page.]

D. “AT RISK” DISCRIMINATORS.

At Risk discriminators are so far below average in an occupation that there is only a one in ten (10%) chance that the result occurred by accident, (1.65 standard deviations) in 1999. This finding, plus fact specific evidence relating individual complainants to the occupation addressed by the statistics, with the statistics playing a supporting role, can establish discrimination. We do not know the specific facts in these situations and therefore report no “affected workers” in this category.

• **MINORITY WORKERS**

5,593 establishments are at risk of discriminating against minority workers.

[Continued on next page.]

Table 15. At Risk Discrimination Against Minorities

AR v. Minorities	% Establishments "At Risk"	# Establishments "At Risk"
Officials & Managers	6%	1,053
Professionals	5%	1,269
Technicians	5%	550
Sales Workers	5%	1,560
Office & Clerical	5%	1,394
Craft Workers	5%	557
Operatives	4%	771
Laborers	4%	446
Service Workers	4%	949
All	5%	5,593*

*Number is smaller than sum of individual occupations because of discrimination in multiple occupations

• **WOMEN WORKERS**

Table 16. At Risk Discrimination Against Women

AR v. Women	% Establishments "At Risk."	# Establishments "At Risk."
Officials & Managers	4.6%	1,184
Professionals	4.4%	1,254
Technicians	4.2%	523
Sales Workers	4.2%	1,499
Office & Clerical	3.1%	952
Craft Workers	5.1%	336
Operatives	3.5%	562
Laborers	3.7%	403
Service Workers	3.8%	1,041

The establishments that are 2.5 standard deviations – the “Hard Core” and “Clearly Visible” – where there is only a 100 to one chance that the result was produced “by accident” account for 90% of the affected minority and women workers in this study.

E. SUMMARY

Table 17. Summary of Effect of Different Types of Discrimination on Minorities and Women, with actual and extrapolated numbers

	Actual				Extrapolated			
	Minorities		Female		Minorities		Female	
	# Estab.	# Affected Workers	# Estab.	# Affected Workers	# Estab.	# Affected Workers	# Estab.	# Affected Workers
Hard Core	12,739	432,958	8,222	240,908	22,269	649,267	13,173	343,398
Clearly Visible	15,906	359,220	14,801	324,924	29,656	584,467	26,177	504,513
Presumed	6,782	74,087	5,696	62,563	13,099	127,349	10,534	104,221
At Risk	5,593	NA	5,590	NA	10,768	NA	10,541	NA
All		866,265		628,395		1,361,083		952,132

The total numbers of establishments may be less than the sum of the number of establishments in each degree because one establishment may discriminate against workers in more than one degree and would be counted twice. Each worker is counted once, so there is no double-counting in the totals of affected workers.

§9. CONCLUSION

The seriousness of intentional job discrimination against Minorities and Women workers by major and significant industries is evident. The “playing field” is far from level. The situation of those industries in the top one third of industries that discriminate against Minorities and Women workers is even more serious because of the fact that forty of these industries are “equal opportunity discriminators” that discriminate against three quarters of the Minority and White Women workers in this study. (See Chapter 15)

§10. ENDNOTES

112. See Tables 2, 3 for an analysis of discriminators by size of establishment. See recommendation for expanding the reporting system to include all establishments of 50 or more workers, in the Conclusions of this study.
 113. See Part I.
 114. See Part I.
 115. Statistical Abstract, 2000, Table 669, p 416, Table 42, p 44 (Asian-Pacific). Native Americans estimated at .5%. See Tables 43,44 p.45.
 116. Women in the EEO-1 labor force are 69% white, 31% minority.
 117. Statistical Abstract, 1999, Table 645, p 404
 118. Statistical Abstract, 2000, p. 533-34.
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