
**NEW JERSEY 1999
INTENTIONAL JOB DISCRIMINATION
IN
METROPOLITAN AREAS**

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By the same authors

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The views expressed are those of the authors,
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§1. ABOUT THE AUTHORS

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Press), and numerous law review articles, including "Strangers in Paradise: Griggs v. Duke Power Co. and the Concept of Employment Discrimination." (1972) which has been cited by the U. S. Supreme Court in two decisions. His essay "Six Conditions for Meaningful Self Regulation" was awarded the Ross Prize by the American Bar Association in 1983. In 1993, he was a Fulbright Scholar in South Africa, where he examined whether U.S. equal employment experience would be useful in the post-apartheid period. In 1995, he was a resident scholar at the Rockefeller Institute Conference and Study center in Bellagio, Italy.

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§3. DEDICATION

To the memory of all those who shared in the adoption of the Northwest Ordinance of 1787 that prohibited slavery and provided that “schools and the means of education shall forever be encouraged.”

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§6. INTRODUCTION

This study identifies intentional employment discrimination in New Jersey by applying legal standards to the race, sex and ethnic composition of medium and large employers. It is based on information supplied by employers to the Federal Government, filed by 3,807 establishments in this state. To preserve confidentiality, the information on which this report is based does not include the names or identifying addresses of employers.

With a grant from the Ford Foundation to Rutgers Law School, we have compared the employment of minorities and women in the same labor market, industry and occupational categories among establishments with 50 or more employees. The minorities are Black, Hispanic, Asian and Native Americans. When these comparisons show that an establishment is so far below the average utilization of minorities or women that it is unlikely to have occurred by chance, the law identifies apparent intentional job discrimination.

Intentional discrimination exists “when a complaining party demonstrates that race, color, religion, sex or national origin was a motivating factor for any employment practice, even though other factors also motivated the practice.”¹ This means that intent need not be the sole factor in an employment decision. It is enough to show that it was one of the motivating factors. If an employer has both a legitimate reason for its practices and also a discriminatory reason, then it is engaged in discrimination under the Civil Rights Act. This discrimination may be established with employment statistics, which minimize the role of chance.

§7. SUMMARY OF FINDINGS

(Terms defined in glossary at end of this Report.)

A. STATEWIDE DISCRIMINATION

Minority and Female workers in metropolitan New Jersey faced substantial likelihood of intentional job discrimination when seeking an employment opportunity in 1999. **Minorities** faced this risk thirty one percent of the time they sought job opportunities; **Women** faced this risk more than one third of the time they sought job opportunities.

Table 1. Discriminating Establishments and Affected Workers – 1999

New Jersey: Discriminating Establishments and Affected Workers* – 1999			
Group	All Discriminating Estab.		Affected Workers
	#	% of all Estab.	#
White Women**	804	34%	15,883
Black	1,363	40%	25,134
Hispanic	837	36%	10,980
Asian-Pac.	541	41%	7,838
Totals	3,545		59,835
**"Affected workers" are the difference between the members of an affected group employed in an establishment that is 2 standard deviations or more below the average utilization in the MSA, Industry and Occupation, and the number who would have been employed if members of that group had been employed at that average.			
** White Women as % of All Women: 64.60% They are reported here. Minority Women are reported in each minority group. [See Table 9]			

- **35,671 minority workers were adversely affected by discrimination in 1,513 establishments.** There was a 30% chance that a minority person would face intentional discrimination when seeking an employment opportunity in one of the nine occupational categories. [Table 13] **This was 30% of the time a minority worker sought an employment opportunity.** That opportunity may have consisted of obtaining employment, or of any condition or privilege of employment once obtained including promotion, pay, training, transfer, discipline, layoff and discharge. This was the burden imposed because of race or national origin on every minority worker seeking an employment opportunity.
- **25,134 Black workers** were affected by discrimination in **1,363** establishments. This was 40% of the establishments reporting concerning Black workers. **The risk of discrimination existed 33% or more than one third of the time a Black worker sought an employment opportunity.** [Table 14]
- **10,980 Hispanic workers** were affected by discrimination in **837** establishments. This was more than one third of the establishments reporting concerning Hispanic workers. **The risk of discrimination existed 30% or**

nearly one third of the time a Hispanic worker sought an employment opportunity. [Table 15]

- **7,838 Asian workers** were affected by discrimination in 675 establishments. This was 41% of the establishments reporting concerning Asian workers. **The risk of discrimination existed 33% or more than a third of the time an Asian worker sought an employment opportunity.** [Table 16]
- **24,587 Women** were affected by intentional job discrimination in 1,244 establishments. This was 34% of all establishments reporting concerning women workers. [Table 12] **The risk of discrimination was 24% or nearly one quarter of the time a woman sought an employment opportunity.** [Table 12]

Women were 64.6% White, 18.1% Black, 10.8% Hispanic, 6.1% Asian Pacific.

To avoid double counting women in this summary, the following five tables report 64.6% of women workers as White. [Table 9] The remaining 35.4% of women are included under Black, Hispanic, and Asian headings.

B. HARD CORE DISCRIMINATION

Table 2. Hard Core Discriminators and Affected Workers – 1999

New Jersey -- 1999 Hard Core Establishments* & Affected Workers**				
Group	Hard Core Estab.		Affected Workers	
	#	% of all Estab.	# of Workers	% of all Affected Workers in Group
White Women***	302	8.00%	5,235	32.96%
Black	387	11.00%	11,495	45.73%
Hispanic	190	8.00%	4,344	39.56%
Asian-Pacific	107	8.00%	3,240	41.34%
Totals	986		24,314	
<p>* Discrimination at 2.5 standard deviations or more below average in MSA, industry and occupation over at least 9 years.</p> <p>**Affected workers are the difference between the number of members of an affected group employed in an establishment, and the number of such workers who would have been employed if the employer had employed that group at the average.</p> <p>*** White Women as % of All Women: 64.60% They are reported here. Minority Women are reported in each minority group. [See Table 9]</p>				

- **986 Hard Core discriminators accounted for nearly 41% of the minority workers affected by discrimination.** [Table 11] They accounted for 11,495 Black workers (46% of affected Black workers), 4,344 Hispanic workers (40% of affected Hispanic workers), and 3,240 Asian workers (41% of affected Asian workers), and 5,235 white women (33% of affected white women).

C. GEOGRAPHIC DISTRIBUTION OF DISCRIMINATION

Table 3. Main MSAs in New Jersey

Affected Workers* in EEO-1 Labor Force in the Largest Metro Statistical Areas – New Jersey											
* "Affected Workers" are the difference between the number of members of an affected group employed in an establishment, and the number of such workers who would have been employed if the employer had employed that group at the average.											
** White Women as % of All Women: 64.60%											
They are reported here. Minority Women are reported in each minority group. [See Table 9]											
	Newark MSA		Middlesex, Somerset, Hunterdon MSA		Bergen-Passaic MSA		Philidelphia, PA-NJ MSA		Monmouth-Ocean MSA		State Totals
	Affected Workers		Affected Workers		Affected Workers		Affected Workers		Affected Workers		
Group	#	% of Group	#	% of Group	#	% of Group	#	% of Group	#	% of Group	#
W. Women**	4,901	30.85%	3,039	19.14%	2,485	15.64%	2,108	13.27%	1,846	11.62%	15,883
Blacks	9,302	37.01%	2,718	10.81%	2,916	11.60%	5,098	20.29%	2,754	10.96%	25,134
Hispanics	3,773	34.36%	2,143	19.52%	2,781	25.32%	254	2.31%	368	3.35%	10,980
Asian-Pac	2,938	37.49%	1,869	23.84%	1,439	18.36%	436	5.57%	309	3.94%	7,838
Total	20,915	34.95%	9,769	16.33%	9,621	16.08%	7,897	13.20%	5,278	8.82%	59,835

These five MSAs account for 89% of all affected workers in this state, with over one third of those workers in the Newark MSA.

D. DISCRIMINATION BY OCCUPATION

- **Discrimination against each group occurred in each of the nine occupational categories.**

Table 4. Occupational Discrimination in New Jersey – 1999

DISCRIMINATION* IN OCCUPATIONS -- New Jersey -- 1999								
Occupation	WHITE WOMEN**		BLACKS		HISPANICS		ASIAN PACIFIC	
	Risk of Disc. %	Affected Workers** #	Risk of Disc. %	Affected Workers #	Risk of Disc. %	Affected Workers #	Risk of Disc. %	Affected Workers #
O & M	18%	1,615	27%	736	21%	143	29%	553
Prof	24%	3,749	29%	2,759	25%	317	34%	4,376
Tech	25%	1,175	29%	1,306	19%	262	28%	634
Sales	22%	2,229	40%	4,977	31%	1,615	23%	287
O & C	19%	2,509	30%	4,289	21%	1,151	31%	462
Craft	42%	323	25%	507	28%	459	30%	67
Oper	39%	1,886	30%	1,903	34%	2,118	49%	732
Labor	33%	822	34%	1,511	39%	1,551	49%	257
Service	21%	1,576	43%	7,144	36%	3,364	40%	470
Any Occ	34%	15,883	40%	25,134	36%	10,980	41%	7,838
TOTAL AFFECTED WHITE WOMEN, BLACKS, HISPANICS AND ASIANS = 59,835								
* Discrimination at 1.65 standard deviations or more below average in industry and MSA.								
** 65% of Women are White. They are reported here. Minority Women are reported in each minority group. [See Table 9]								
*** Affected workers are the difference between the members of a group employed in an establishment that is 2 standard deviations or more below the average utilization of that group in the same MSA, Industry and Occupation, and the number of members who would have been employed if members had been employed at the average utilization.								

E. DISCRIMINATION BY INDUSTRY

- New Jersey is similar to the national pattern of industries engaged in intentional discrimination, with few exceptions. The top ten industries in terms of affected workers nationally are: Hospitals, Department Stores, Eating and Drinking Places, Computer and Data Processing, Telephone Communications, Grocery stores, Commercial banks, Motor Vehicles and Accessories, Scheduled Air Transportation, and Nursing and personal care facilities. These industries have large numbers of employees. They discriminate against Women, Blacks, Hispanics and Asians. As the following summary table shows, New Jersey varies little from the pattern.

**Table 5. Top Ten Discriminatory Industries in Number of Affected Workers -
 - New Jersey, 1999**

Blacks, Hispanics, Asians	# Affected Workers	# Estab.
Hospitals	9,783	179
Eating & Drinking Places	3,652	294
Department Stores	3,105	190
Grocery Stores	2,966	255
Nurs. & Personal Care Facilities	2,341	120
Telephone Communication	1,655	118
Computer & Data Proc. Svcs.	1,580	112
Drugs	1,476	77
Hotels & Motels	1,355	64
Truck. & Courier Svcs., Ex. Air	1,091	46
Totals	29,004	1,455

White Women	# Affected White Women Workers	# Estab.
Hospitals	2,635	65
Telephone Communication	1,437	71
Drugs	998	35
Computer & Data Proc. Svcs.	822	70
Department Stores	813	77
Grocery Stores	791	83
Eating & Drinking Places	664	81
Life Ins.	378	23
Med. Instruments & Supplies	363	22
Security Brokers & Dealers	357	24
Totals	9,259	551

§8. BACKGROUND OF THIS STUDY

Each year, private sector employers of more than 100 employees and government contractors of more than 50 employees are required to file a report, named EEO-1, on the race, sex, and ethnic composition of its workforce by nine occupational categories.

This study describes the extent of intentional job discrimination among private sector establishments in metropolitan areas with 50 or more employees who have filed EEO-1 reports in metropolitan statistical areas (MSA's). It includes discrimination by occupational category and by industries for which we have sufficient data. The industries are identified by the Standard Industrial Classification system, 1987 (SIC). The definitions of MSA and SIC are set forth in Part I of the National Report, and in its Appendix.²

The analysis of employer EEO-1 reports is explained in Part I of the National Report. See the National Report, Part I for a full explanation of the definitions and methodology used in this study.

This study has identified the average – mean – use of minorities or women by all establishments in the same labor market, industry and occupation. All establishments that have 20 or more employees in that industry and occupation are then compared to the mean.³ Table 1 is an example of such a comparison, taken from an earlier report in the State of Washington. It graphically explains why we call this a “sore thumb” diagram.

§9. INTENTIONAL DISCRIMINATION⁴

“Intentional Discrimination” exists “when a complaining party demonstrates that **race, color, religion, sex or national origin was a motivating factor for any employment practice, even though other factors also motivated the practice.**”⁵

This means that the intent need not be the sole factor in an employment decision. It is enough to show that it was one of the motivating factors. If an employer has both a legitimate reason for its practices and also a discriminatory reason, then it is engaged in intentional discrimination under the Civil Rights Act.

The Supreme Court held in 1977 that a “pattern or practice” of intentional job discrimination exists when an employer treats some people less favorably than others as a “standard operating procedure – the regular rather than the unusual practice.”⁶ When there is statistical evidence that an establishment is employing minorities or women in such small numbers that the pattern is unlikely to have occurred by chance, the law presumes that the discrimination is intentional.⁷ The Supreme Court has explained that “[a statistical] imbalance is often a telltale sign of purposeful discrimination.... In many cases the only available avenue of proof is the use of racial statistics to uncover clandestine and covert discrimination...”⁸

Statisticians have developed concepts to determine when it is unlikely that a given result occurred by chance. In many analyses, including this study, an event qualifies as “statistically significant” if there is less than one chance in twenty (5%) that it would have occurred by chance. This probability is defined as “two standard deviations.” In some parts of this study, the value of 2.5 standard deviations is used. This value translates into one chance in 100 that the event observed occurred by chance, or a 99% certainty that it did not occur by chance. We apply these concepts to find the “sore thumbs” in each metropolitan area and in each industry and each job category.

Table 7. Probabilities of Discrimination and Legal Presumptions

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	

This study identifies four degrees of intentional job discrimination depending on the statistics in particular situations.

1. **AT RISK DISCRIMINATORS.** 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 plus fact specific evidence relating individual complainants to the occupation addressed by the statistics. The statistics play a supporting role. We do not know the specific facts in those situations and therefore report no “affected workers” in this category.
2. **PRESUMED DISCRIMINATORS.** 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). Intentional discrimination is presumed by law at this level, subject to the employer demonstrating that it had a legitimate non-discriminatory reason and overcoming the presumption of discrimination. Number of affected workers is identified.
3. **CLEARLY VISIBLE DISCRIMINATORS.** 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. Number of affected workers is identified.
4. **HARD CORE DISCRIMINATORS.** These establishments demonstrate a severe statistical case of discrimination that has existed over a long period of time. They are so far below average in an occupation that there is only a one in one hundred chance that the result occurred by accident (2.5 standard deviations) in 1999 and either 1998 or 1997, and at least one year between 1991 and 1996, and not above average between 1991 to 1996. Included are

establishments that are more than 2.5 standard deviations below the mean and have been so for longer than ten years.

§10. THE SIGNIFICANCE OF THE EEO-1 LABOR FORCE

Table 8 describes the **Total Population** eighteen years and older of the state in the categories of Male, Female, White, Black, Hispanic, Asian and Native American.⁹ It also describes the **EEO-1 Population** of the state, being all workers employed by establishments that file EEO-1 reports for this state, including those outside any MSA. Finally, it describes the **EEO-1 Labor Force**, all employees of establishments located in metropolitan areas (MSA's) with 50 or more employees that file EEO-1 reports for this state.

The EEO-1 Population and Labor Force are based only on the actual numbers reported by establishments. Thus the state study does not include from 20 to 30% of establishments that were obligated to, but failed to file such reports.¹⁰ Readers may assume, with caution, that the statistics reported here reflect from 70% to 80% of the intentional visible job discrimination in this state.

Table 8. New Jersey Adult Population, EEO-1 Population and Labor Force by Sex, Race, and Hispanic Origin – 1999

New Jersey	TOTAL POPULATION 18 AND OVER*		EEO-1 POPULATION		EEO-1 LABOR FORCE	
Total	6,326,792	75.20%	1,343,565		1,338,640	
Male	3,013,338	35.80%	694,722	51.71%	692,349	51.72%
Female	3,313,454	39.40%	648,843	48.29%	646,291	48.28%
	#	% of Total	#	% of Total	#	% of Total
White	4,709,563	7440.00%	886,055	65.95%	881,994	65.89%
Black	798,988	1260.00%	212,906	15.85%	212,628	15.88%
Hispanic	778,397	1230.00%	157,231	11.70%	156,928	11.72%
Asian	358,210	560.00%	83,046	6.18%	82,769	6.18%
Nat. Amer.	13,815	20.00%	4,327	0.32%	4,321	0.32%
Comments	* Census treats Hispanics as of any race, so totals may exceed 100%		EEO-1 Population includes employees working both inside and outside of MSAs and for employers of any size workforce.		EEO-1 Labor Force includes employees working inside an MSA for an employer of 50 or more employees.	
Employed Labor Force	Total Employed Labor Force: 4,013,000		EEO-1 Population: 33.48% of the employed labor force		EEO-1 Labor Force: 99.63% of the EEO-1 Population, and 33.36% of the total employed labor force.	

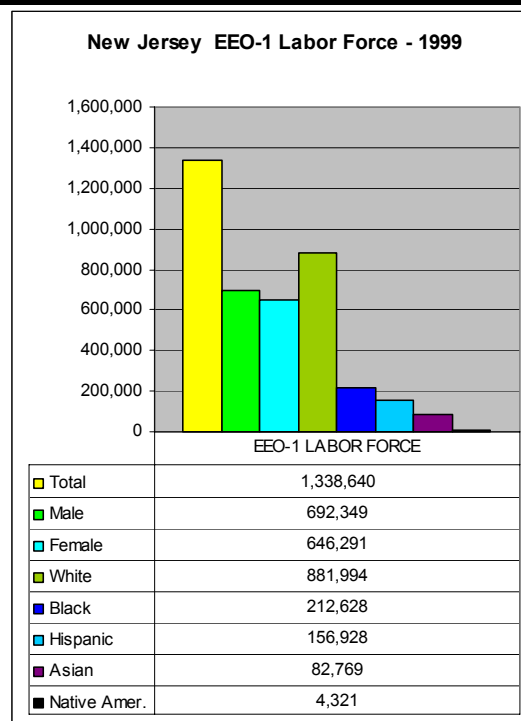
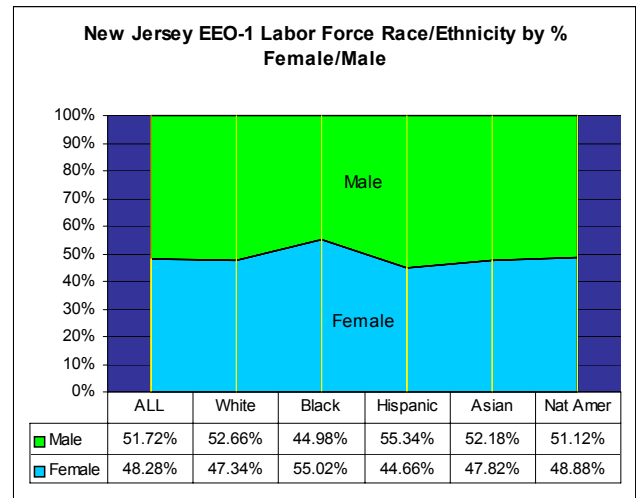
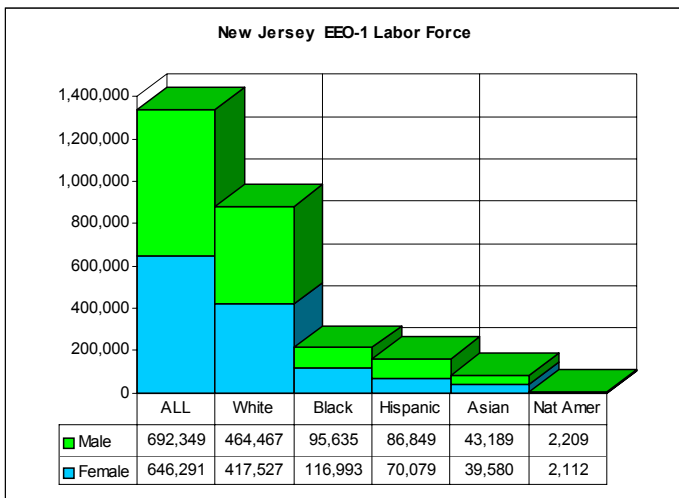


Table 9. The New Jersey EEO-1 Labor Force by sub categories of race, sex, and ethnicity: Showing proportions of minorities in each gender, and proportions of each gender among minorities

New Jersey EEO-1 LABOR FORCE MALE/FEMALE					
	Total	Female	Male	Percentages	
				Female	Male
ALL	1,338,640	646,291	692,349	48.28%	51.72%
White	881,994	417,527	464,467	47.34%	52.66%
Black	212,628	116,993	95,635	55.02%	44.98%
Hispanic	156,928	70,079	86,849	44.66%	55.34%
Asian	82,769	39,580	43,189	47.82%	52.18%
Nat Amer	4,321	2,112	2,209	48.88%	51.12%

This table provides an overall assessment of the proportion of women and men in each racial/ethnic category.
For example, Asians who are Female: 47.82%
A chart below shows that 6.1% of Females are Asian.

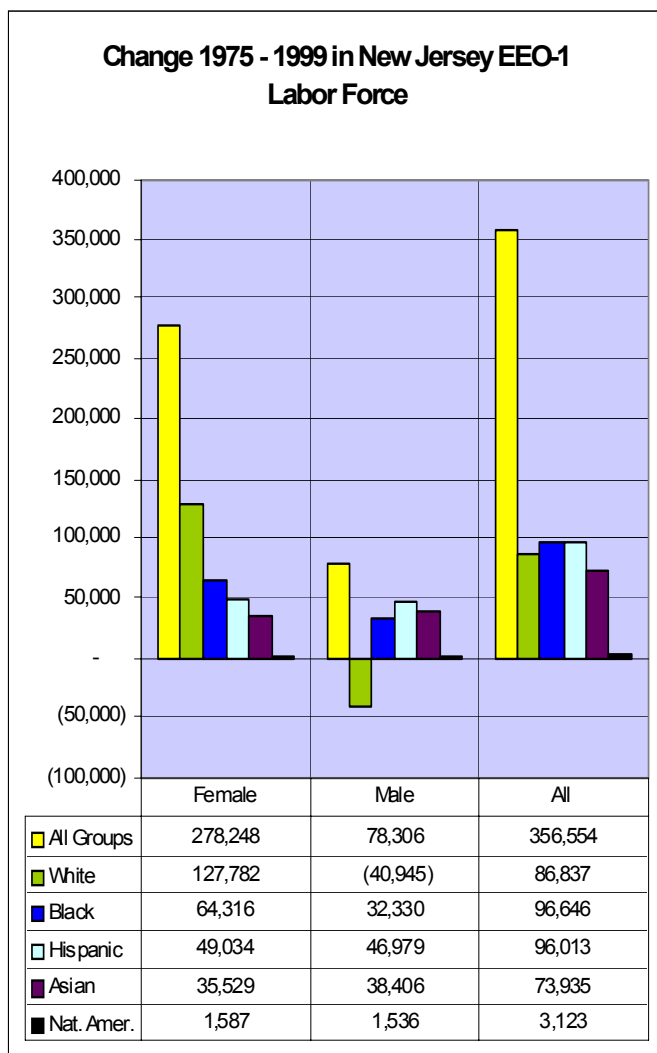


§11. THE EFFECT OF CHANGE -- 1975 TO 1999

The EEO-1 Labor Force consists of employees of employers who have filed EEO-1 forms and (a) are located in metropolitan areas and (b) have 50 or more employees. This labor force has changed dramatically in the years between 1975 and 1999.

Table 10. New Jersey EEO-1 Labor Force in 1975 and 1999

New Jersey Employment in MSAs in Establishments over size 50									
	Number				%	Percent of Total			
	Female	Male	All			Female	Male	All	
1975									
All Groups	368,043	614,043	982,086		37.48%	100.00%	100.00%	100.00%	
White	289,745	505,412	795,157		36.44%	78.73%	82.31%	80.97%	
Black	52,677	63,305	115,982		45.42%	14.31%	10.31%	11.81%	
Hispanic	21,045	39,870	60,915		34.55%	5.72%	6.49%	6.20%	
Asian	4,051	4,783	8,834		45.86%	1.10%	0.78%	0.90%	
Nat Amer	525	673	1,198		43.82%	0.14%	95.60%	224.77%	
1999									
All Groups	646,291	692,349	1,338,640		48.28%	100.00%	100.00%	100.00%	
White	417,527	464,467	881,994		47.34%	64.60%	67.09%	65.89%	
Black	116,993	95,635	212,628		55.02%	18.10%	13.81%	15.88%	
Hispanic	70,079	86,849	156,928		44.66%	10.84%	12.54%	11.72%	
Asian	39,580	43,189	82,769		47.82%	6.12%	6.24%	6.18%	
Nat Amer	2,112	2,209	4,321		48.88%	0.33%	0.32%	0.32%	



The increase in proportions of Women, Black, Hispanic and Asian employees is also evident in the adjoining chart showing the same data as above with emphasis on the changes between '75 and '99.

A. RACE/ETHNICITY

The following charts show the rising tide of employment among Blacks, Hispanics, Asian-Pacific Origin, and Native American workers from 1975 to 1999, often exceeding in 1999 (the blue line) the distribution that would have been expected had the distribution of jobs continued in the same proportions as in 1975 (the yellow line).

Table 10a. The Rising Tide: Black, Hispanic, Asian-Pacific Origin, and Native American Workers

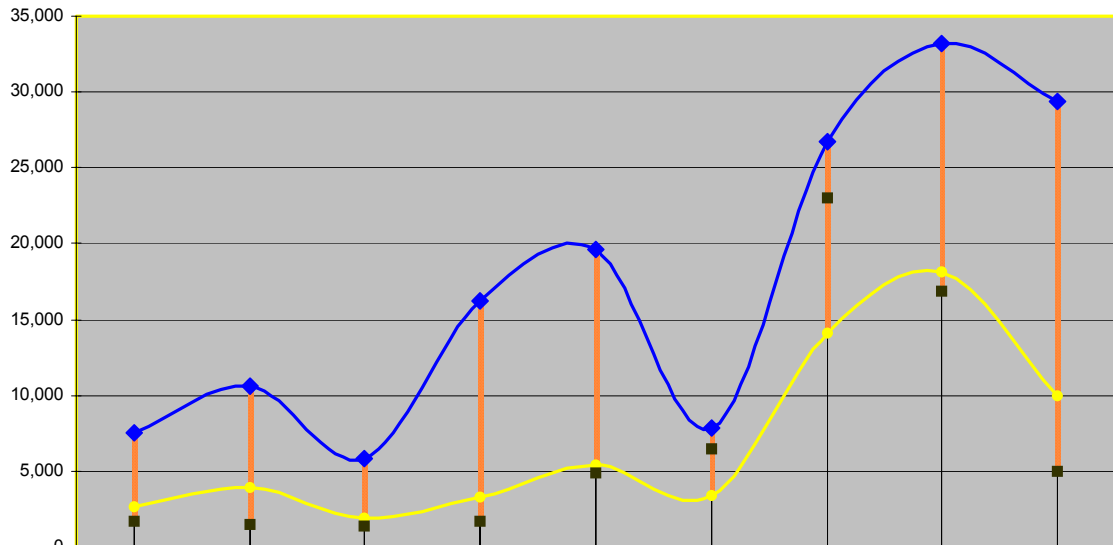
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New Jersey: Blacks 1975 - 1999



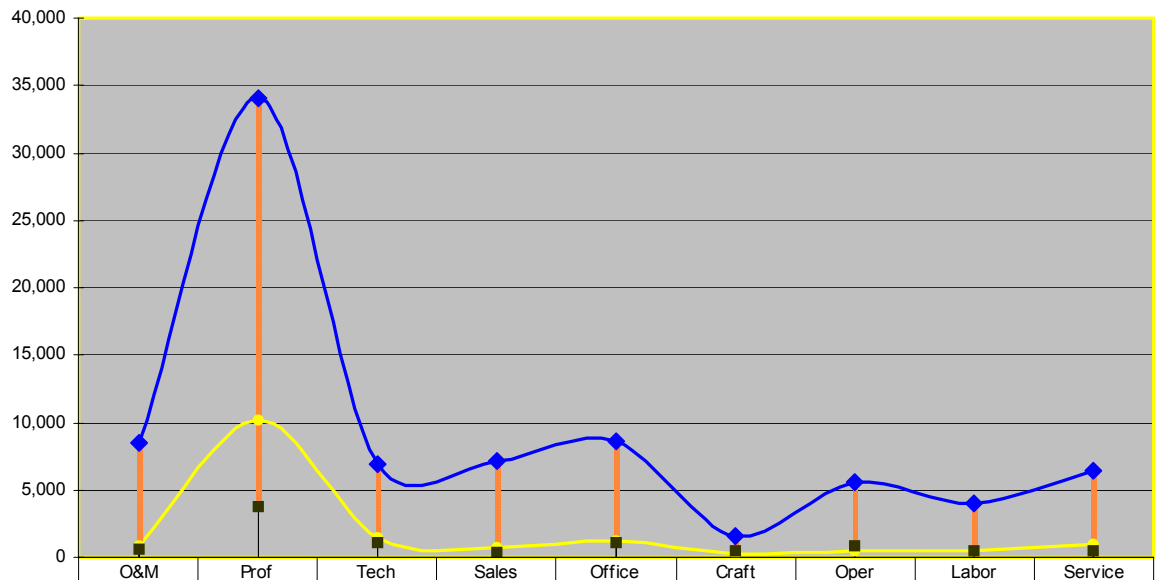
	O&M	Prof	Tech	Sales	Office	Craft	Oper	Labor	Service
75 Dist of Blacks in 99	6,309	9,380	7,463	10,073	20,194	5,794	21,973	19,081	37,927
1975 Blacks	4,149	3,504	5,462	5,206	18,267	11,054	35,755	17,768	18,858
1999 Blacks	12,178	20,819	11,495	28,150	41,276	7,312	23,198	21,743	46,457

New Jersey: Hispanics 1975 - 1999



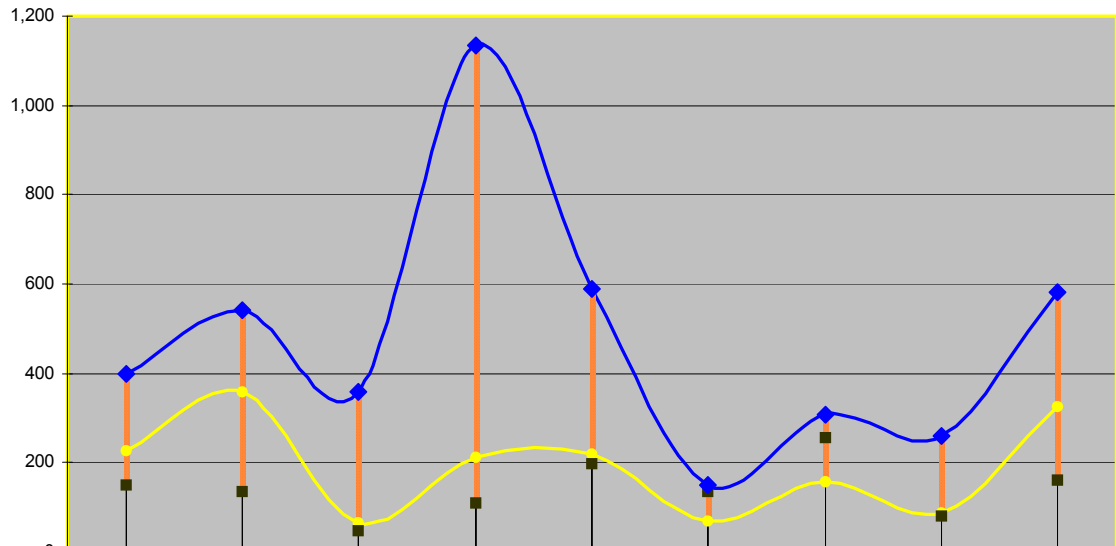
	O&M	Prof	Tech	Sales	Office	Craft	Oper	Labor	Service
75 Dist of Hispanics in 99	2,603	3,940	1,944	3,336	5,409	3,410	14,151	18,159	9,921
1975 Hispanics	1,712	1,472	1,423	1,724	4,893	6,507	23,026	16,909	4,933
1999 Hispanics	7,519	10,636	5,784	16,221	19,603	7,860	26,710	33,167	29,428

New Jersey 1999
New Jersey: Asians 1975 - 1999



	O&M	Prof	Tech	Sales	Office	Craft	Oper	Labor	Service
75 Dist of Asians in 99	870	10,145	1,454	766	1,271	223	505	475	983
1975 Asians	572	3,790	1,064	396	1,150	425	821	442	489
1999 Asians	8,511	34,036	6,959	7,114	8,582	1,622	5,519	4,006	6,420

New Jersey: Native Americans 1975 - 1999

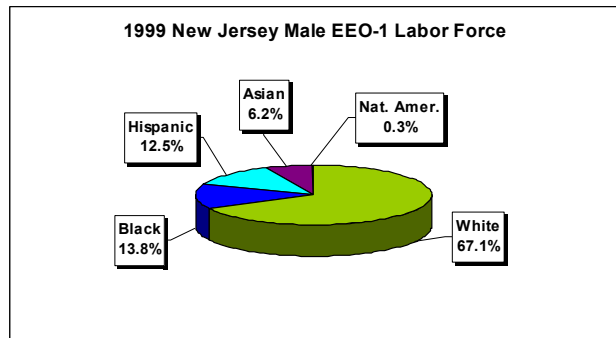
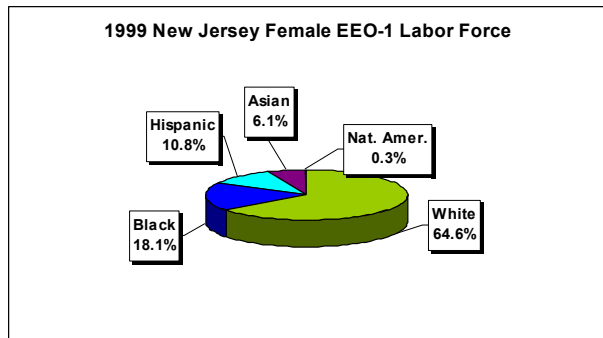
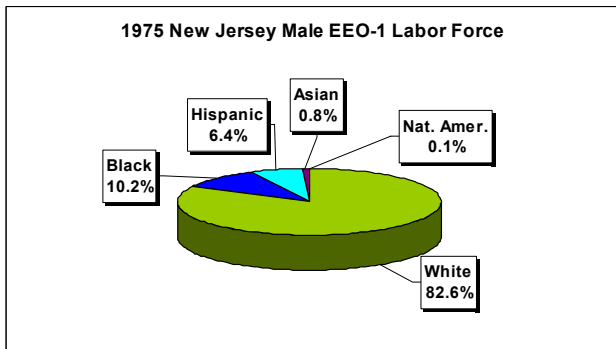
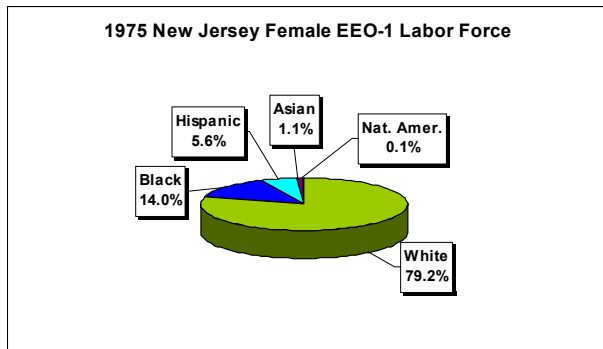
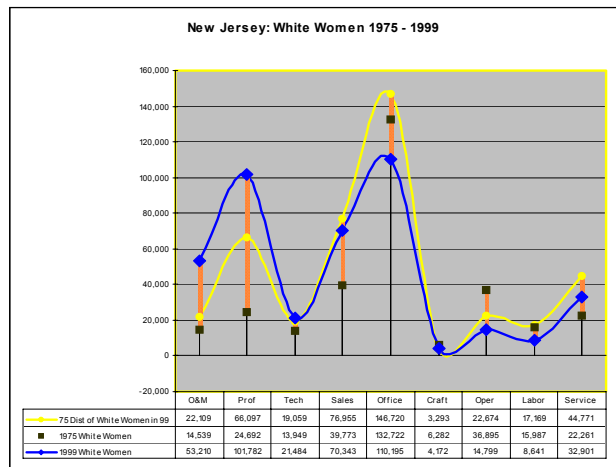
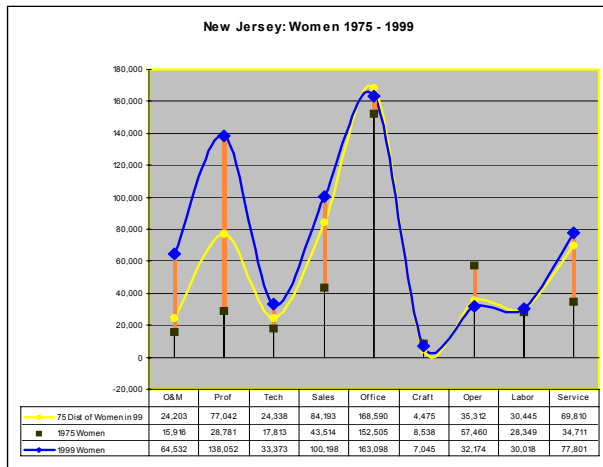


	O&M	Prof	Tech	Sales	Office	Craft	Oper	Labor	Service
75 Dist of Nat. Amer. in 99	228	359	67	213	218	70	158	87	326
1975 Native Americans	150	134	49	110	197	134	257	81	162
1999 Native Americans	397	542	358	1,134	589	151	307	261	582

B. GENDER AND RACE/ETHNICITY

In New Jersey, changes in proportions of White Women in the workforce mirrored changes both for Women and for Whites. The lines on the following two “rising tides” charts show the effects of change for all Women and for White Women. The following four pie charts show that the proportion of White Women to all women was about the same as the proportion of White Men to all Men both in 1975 and in 1999, although the proportion of Whites (both male and female) to other groups changed over that period of time.

Table 10b. Effect of change on Women, White Women, Minority Women and Men.



This study examines how employers have addressed the emerging reality described above: that the number and proportion of qualified minority and female workers has been increasing. Many employers changed exclusionary practices and informally included more minorities and women. Others adopted more formal affirmative action programs. During this period, many reduced their use of pro forma screening devices such as written tests. They increased reliance on subjective judgments of supervisors that may harbor discrimination.¹¹ The discriminatory character of these judgments may become visible only when a pattern of similar activity is observed—often when the employer is compared to similar establishments. When the comparison yields a significant disparity, the Supreme Court has concluded that there is “substantial reason, based upon the statistical manifestations of the net effects of the employer’s practices, to believe that the employer has violated Title VII on a continuing basis.”¹²

Using this principle we have evaluated establishments in each industry and each metropolitan statistical area for which we have data. This enables us to identify those that are so far below the average utilization of minorities and women in particular occupations that the law presumes that intentional discrimination has taken place.¹³

§12. INTENTIONAL DISCRIMINATION IN NINE OCCUPATIONAL CATEGORIES AGAINST WOMEN AND MINORITIES, AND AGAINST BLACKS, HISPANICS AND ASIANS

The following table describes the probability that a worker will face discrimination in seeking an employment opportunity in one of the nine occupational categories reported in form EEO-1.¹⁴ They are: O& M = Official & 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.

The likelihood of discrimination is found under the heading “**All Discriminating Establishments**” in bold face. This percentage represents the probability that a person with the race, sex, or ethnic characteristic listed will face intentional job discrimination when seeking an employment opportunity in any of the nine occupational categories. That opportunity may consist of obtaining employment, or of any condition or privilege of employment once obtained, including promotion, pay, training, transfer, discipline, layoff and discharge. This

is the burden imposed on every member of each group because of his or her identification with that group when seeking an employment opportunity.

The last four columns in the table examine the extent of “Hard Core” discrimination as defined above and in Part I of the National Report. These establishments are so far below average in an occupation that there is less than one in one hundred chances that the result occurred by accident (2.5 standard deviations) in 1999 and either 1998 or 1997, and in at least one year between 1991 and 1996, and was never above average between 1991 and 1996. This category includes establishments that are 2.5 standard deviations or more below the average, and have been so for ten years or longer. It also includes establishments where the discrimination far exceeds 2.5 standard deviations. Hard Core establishments are a sub-set of discriminating establishments.

“Hard Core” establishments impose 50% of the burden of discrimination on minorities. 33% percent of the burden on women flows from “Hard Core” establishments.

Table 11. New Jersey Discriminators by Sex, Race/Ethnicity, Occupation & Hard Core

[See next page.]

Occupational Discrimination in New Jersey								
Group	Occupation	All Discriminators			Hard Core Discriminators			
		Establishments		Affected Workers	Establishments		Affected Workers	
		#	%	#	#	%	#	% of all Affected Workers
Female	O & M	200	18%	2,500	34	3%	917	36.7%
	Prof	269	24%	5,804	46	4%	1,571	27.1%
	Tech	108	25%	1,819	27	6%	553	30.4%
	Sales	262	22%	3,450	47	4%	1,170	33.9%
	O & C	237	19%	3,884	53	4%	1,172	30.2%
	Craft	64	42%	500	14	9%	156	31.2%
	Oper	209	39%	2,919	74	14%	1,299	44.5%
	Labor	112	33%	1,272	30	9%	459	36.1%
	Service	166	21%	2,440	32	4%	808	33.1%
	Any Occ	1,244	34%	24,587	302	8%	8,104	33.0%
Minority	O & M	208	23%	1,685	38	4%	574	34.1%
	Prof	297	27%	6,598	65	6%	2,882	43.7%
	Tech	112	26%	2,003	36	8%	1,161	58.0%
	Sales	402	36%	6,412	133	12%	3,425	53.4%
	O & C	348	29%	5,616	103	9%	3,058	54.5%
	Craft	84	23%	986	23	6%	454	46.0%
	Oper	236	34%	3,328	77	11%	1,595	47.9%
	Labor	118	31%	1,931	33	9%	830	43.0%
	Service	294	36%	7,112	126	16%	4,105	57.7%
	Any Occ	1,513	40%	35,671	479	13%	18,085	50.7%
Black	O & M	97	27%	736	12	3%	148	20.1%
	Prof	175	29%	2,759	24	4%	657	23.8%
	Tech	106	29%	1,306	26	7%	584	44.7%
	Sales	400	40%	4,977	125	13%	2,595	52.1%
	O & C	307	30%	4,289	89	9%	2,128	49.6%
	Craft	67	25%	507	11	4%	236	46.5%
	Oper	194	30%	1,903	42	7%	653	34.3%
	Labor	121	34%	1,511	24	7%	537	35.5%
	Service	345	43%	7,144	129	16%	3,956	55.4%
	Any Occ	1,363	40%	25,134	387	11%	11,495	45.7%
Hispanic	O & M	22	21%	143	2	2%	21	14.7%
	Prof	32	25%	317	2	2%	38	12.0%
	Tech	31	19%	262	5	3%	97	37.0%
	Sales	180	31%	1,615	34	6%	563	34.9%
	O & C	122	21%	1,151	18	3%	401	34.8%
	Craft	60	28%	459	12	6%	177	38.6%
	Oper	168	34%	2,118	58	12%	1,055	49.8%
	Labor	127	39%	1,551	25	8%	534	34.4%
	Service	240	36%	3,364	67	10%	1,459	43.4%
	Any Occ	837	36%	10,980	190	8%	4,344	39.6%
Asian	O & M	78	29%	553	8	3%	154	27.8%
	Prof	256	34%	4,376	62	8%	2,082	47.6%
	Tech	57	28%	634	15	7%	285	45.0%
	Sales	44	23%	287	3	2%	76	26.5%
	O & C	56	31%	462	9	5%	107	23.2%
	Craft	11	30%	67	1	3%	7	10.4%
	Oper	85	49%	732	19	11%	265	36.2%
	Labor	28	49%	257	7	12%	145	56.4%
	Service	60	40%	470	8	5%	119	25.3%
	Any Occ	541	41%	7,838	107	8%	3,240	41.3%

§13. INTENTIONAL DISCRIMINATION BY INDUSTRIES IN METROPOLITAN AREAS AMONG ESTABLISHMENTS WITH FIFTY OR MORE EMPLOYEES¹⁵

These tables describe intentional job discrimination in each industry in a metropolitan statistical area for Minorities, Women and each group included among minorities. The Metropolitan Areas are ranked by the number of affected workers, which is normally related to the number of employees and establishments in the area. The industries are described at the three digit SIC level. Each industry has a possibility of discriminating in each of the occupations for which it has sufficient employees for a comparison. The average which is the benchmark against which each establishment is measured is the average employment in the industry of each group of minorities and women for each occupational category. The percentage of discriminating establishments may exceed 50% of all the reporting establishments.

Discrimination is defined as 1.65 standard deviations or more below the average utilization in the same MSA, SIC and Occupational Category. **Comparisons** are between establishments in same MSA and SIC and Occupational Category. **Affected Workers** represents the difference between the actual utilization by a discriminating establishment that is at least two standard deviations below the average and the utilization that would exist if the discriminating establishment employed at the average in the same MSA, SIC and occupational category. Each table is arranged by the number of affected workers. The industries are titled so that the SIC numbers, which appear in the Appendix to the National Report, can be consulted.

The percent and number of comparisons are helpful in assessing this data. The number of comparisons informs as to the amount of data available in a particular industry. The percentage of discrimination found under the heading “**Comparisons With Discrimination, %**” (in bold face) represents the probability that a person with the listed race, sex, or ethnic characteristics will face intentional job discrimination when seeking an employment opportunity in that industry and Metropolitan Statistical Area in any occupation. This is the burden imposed on every member of each group because of his or her identification with that group when seeking an employment opportunity. That opportunity may consist of obtaining employment, or of any condition or privilege of employment once obtained.

The **Discriminating Establishments** section of the table includes the number of establishments that appear to discriminate. It also contains the

percentage that that number is of all reporting establishments in that industry and MSA. The percentage probability of discrimination may be smaller than percentage of discriminating establishments because each discriminating establishment is counted once, regardless of the number of comparisons in that establishment showing discrimination. This may result where, for example, there are three establishments in an industry. Each has three comparisons, only one of which showed discrimination. All three establishments would all be counted as discriminators (100% of all the establishments), but the percentage of comparisons would only be 33%. The probability of discrimination is based on those categories where discrimination is found, but each establishment is listed as a discriminator.

These tables are presented for Women, Minorities, Blacks, Hispanics and Asians, and Native Americans where available. More information on each group may be found in corresponding chapters of the National Report. In MSAs with many occupations the highest 10 percent of comparisons showing discrimination are indicated by a red number on yellow background and the lowest 10 percent by a brown number on yellow background.

Table 12. Discrimination against Women by MSA & Industry in New Jersey

NEW JERSEY	DISCRIMINATION V. WOMEN	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		#	%		#	%
MSA	Industry					
NEWARK	Drugs	37	27%	948	16	41%
	Telephone Communication	33	31%	891	24	53%
	Hospitals	43	25%	763	29	66%
	Grocery Stores	30	21%	546	27	26%
	Air Transport., Scheduled	19	39%	444	16	70%
	Eating & Drinking Places	29	32%	440	26	37%
	Computer & Data Proc. Svcs.	22	26%	379	16	43%
	Life Ins.	20	38%	325	12	71%
	Department Stores	17	21%	258	14	32%
	Fire, Marine & Casualty Ins.	10	16%	229	8	26%
	Research & Testing Svcs.	5	22%	213	2	25%
	Nursing & Personal Care Facilities	11	13%	185	9	24%
	Electronic Components & Acc.	13	33%	123	9	50%
	Combination Utility Svcs.	3	30%	97	3	43%
	Ins. Agents, Brokers & Svc.	5	15%	96	4	29%
	Misc. Plastics Prods.	6	35%	96	6	46%
	Truck. & Courier Svcs., Ex. Air	8	44%	89	7	70%
	Groceries & Related Prods.	6	35%	80	3	50%
	Security Brokers & Dealers	3	8%	76	3	16%
	Soap, Cleaners & Toilet Goods	6	23%	66	4	36%
	Furniture & Homefurnishings Store	5	45%	63	4	57%
	Misc. Shopping Goods Stores	5	28%	56	5	33%
	Acct., Auditing & Bookkeeping	3	13%	56	3	33%
	Medical Svc. & Health Ins.	3	12%	54	3	30%
	Industrial Inorganic Chemicals	3	14%	46	1	14%
	Computer & Office Equip.	4	33%	39	3	60%
	Auto. Rentals, No Drivers	3	27%	38	3	38%
	Communications Equip.	4	33%	35	3	60%
	Hotels and Motels	9	23%	33	8	35%
	Legal Svcs.	8	32%	33	6	55%
	Med. Instruments & Supplies	4	20%	32	3	60%
	Measuring & Controlling Devices	6	38%	30	4	50%
	Misc. Fabricated Metal Prods.	4	22%	27	3	75%
	Prof. & Commercial Equip.	6	18%	27	5	31%
	Engineering & Architect. Svcs.	4	13%	25	3	23%
	Commercial Banks	4	19%	25	4	36%
	Drugs, Proprietaries & Sundries	4	19%	24	4	57%
	Cable & Other Pay TV Svcs.	3	30%	22	3	75%

NEW JERSEY MSA	DISCRIMINATION V. WOMEN Industry	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		#	%	#	#	%
	Drug & Proprietary Stores	2	17%	13	2	17%
	Aircraft & Parts	4	40%	11	3	75%
	Electrical Goods	4	29%	8	4	44%
	Misc. Chemical Prods.	2	18%	8	2	33%
	Industrys with <10 comparisons	44	29%	534	41	31%
NEWARK	TOTAL	464	25%	7,586	358	39%
MIDDLESEX, SOMERSET, HUNTERDON	Telephone Communication	42	30%	765	30	52%
	Drugs	24	29%	492	14	64%
	Computer & Data Proc. Svcs.	26	30%	318	19	43%
	Grocery Stores	18	18%	275	14	22%
	Department Stores	13	23%	199	12	41%
	Hospitals	12	30%	189	6	67%
	Med. Instruments & Supplies	12	31%	186	10	77%
	Life Ins.	11	24%	180	7	44%
	Eating & Drinking Places	15	21%	177	15	22%
	Commercial Banks	3	9%	124	2	14%
	Misc. Plastics Prods.	10	33%	121	9	47%
	Groceries & Related Prods.	4	29%	110	4	33%
	Research & Testing Svcs.	8	35%	104	6	75%
	Security Brokers & Dealers	2	18%	101	2	33%
	Soap, Cleaners & Toilet Goods	10	29%	96	7	54%
	Prof. & Commercial Equip.	9	23%	87	8	62%
	Nursing & Personal Care Facilities	9	19%	86	5	22%
	Engineering & Architect. Svcs.	4	20%	74	2	20%
	Medical Svc. & Health Ins.	5	42%	74	3	60%
	Acct., Auditing & Bookkeeping	3	23%	71	2	33%
	Health & Allied Svcs.	5	36%	67	4	50%
	Newspapers	6	29%	60	4	80%
	Hotels and Motels	3	10%	60	3	19%
	Fire, Marine & Casualty Ins.	5	16%	51	5	36%
	Ins. Agents, Brokers & Svc.	4	29%	47	4	67%
	Machinery, Equip. & Supplies	4	36%	44	4	80%
	Misc. Shopping Goods Stores	5	28%	41	4	24%
	Misc. Chemical Prods.	7	37%	40	4	50%
	Industrial Organic Chemicals	4	33%	28	3	43%
	Paperboard Containers & Boxes	5	36%	28	4	57%
	Legal Svcs.	2	20%	24	2	40%
	Industrial Inorganic Chemicals	1	8%	23	1	25%
	Plastics Materials & Synthetics	4	21%	21	3	50%
	Computer & Office Equip.	4	18%	12	4	33%
	Electrical Goods	4	33%	9	3	33%
	Mortgage Bankers & Brokers	1	10%	4	1	14%
	Industrys with <10 comparisons	41	26%	317	39	31%
MIDDLESEX, SOMERSET, HUNTERDON TOTAL		345	25%	4,705	269	38%

NEW JERSEY MSA	DISCRIMINATION V. WOMEN Industry	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		#	%	#	#	%
BERGEN-PASSAIC	Hospitals	20	27%	533	10	63%
	Computer & Data Proc. Svcs.	25	37%	368	20	74%
	Med. Instruments & Supplies	19	27%	324	8	40%
	Department Stores	18	22%	289	15	38%
	Grocery Stores	16	21%	197	14	22%
	Acct., Auditing & Bookkeeping	4	27%	190	2	29%
	Telephone Communication	7	16%	182	4	21%
	Soap, Cleaners & Toilet Goods	10	29%	128	6	38%
	Eating & Drinking Places	8	22%	108	8	22%
	Drugs	9	21%	105	5	38%
	Commercial Printing	8	38%	103	5	50%
	Misc. Converted Paper Prods.	8	38%	81	6	55%
	Machinery, Equip. & Supplies	11	46%	77	6	67%
	Commercial Banks	5	17%	73	5	33%
	Electrical Goods	8	33%	72	7	64%
	Paper Mills	7	50%	70	3	50%
	Research & Testing Svcs.	6	46%	61	3	60%
	Misc. Shopping Goods Stores	5	29%	55	3	21%
	Paperboard Containers & Boxes	4	36%	52	3	60%
	Misc. Plastics Prods.	7	44%	49	6	67%
	Groceries & Related Prods.	4	20%	42	3	27%
	Home Health Care Svcs.	2	18%	27	2	25%
	Nursing & Personal Care Facilities	2	7%	27	2	12%
	Books	4	36%	26	2	50%
	Prof. & Commercial Equip.	6	16%	24	5	33%
	Med. & Dental Labs.	1	8%	24	1	25%
	Misc. General Merchandise Stores	2	15%	21	2	33%
	Motor Vehs., Parts & Supplies	2	14%	19	2	40%
	Measuring & Controlling Devices	2	20%	16	2	33%
	Security Brokers & Dealers	3	12%	14	3	20%
	Misc. Chemical Prods.	4	29%	12	4	67%
Engineering & Architect. Svcs.	3	16%	11	2	22%	
Residential Care	1	10%	10	1	14%	
Fire, Marine & Casualty Ins.	2	14%	10	2	29%	
Women's and Misses' Outerwear	1	10%	6	1	25%	
Industrial Organic Chemicals	0	0%	0	0	0%	
Hotels and Motels	2	10%	0	2	18%	
Industrys with <10 comparisons	40	22%	437	38	27%	
BERGEN-PASSAIC TOTAL		286	24%	3,846	213	34%

NEW JERSEY MSA	DISCRIMINATION V. WOMEN Industry	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		#	%	#	#	%
PHILADELPHIA PA-NJ	Hospitals	10	11%	291	6	32%
	Combination Utility Svcs.	5	36%	220	4	67%
	Department Stores	16	18%	190	14	27%
	Telephone Communication	7	35%	166	5	45%
	Prof. & Commercial Equip.	12	39%	155	6	60%
	Truck. & Courier Svcs., Ex. Air	11	65%	143	5	83%
	Eating & Drinking Places	10	15%	119	10	16%
	Commercial Banks	6	18%	118	4	25%
	Groceries & Related Prods.	11	48%	106	6	55%
	Computer & Data Proc. Svcs.	10	22%	86	5	24%
	Computer & Office Equip.	6	32%	81	2	29%
	Life Ins.	6	60%	80	4	100%
	Misc. Shopping Goods Stores	8	33%	61	8	44%
	Motor Vehs., Parts & Supplies	6	40%	59	5	83%
	Communications Equip.	4	36%	57	2	50%
	Public Warehousing & Storage	4	25%	51	3	43%
	Engineering & Architect. Svcs.	6	27%	49	6	46%
	Auto. Rentals, No Drivers	5	45%	45	3	60%
	Books	4	40%	42	3	75%
	Misc. Fabricated Metal Prods.	4	40%	40	3	75%
	Plastics Materials & Synthetics	2	11%	40	1	14%
	Commercial Printing	6	27%	39	4	40%
	Security Brokers & Dealers	5	42%	35	5	71%
	Newspapers	2	11%	34	1	33%
	Misc. Plastics Prods.	4	29%	27	3	43%
	Nursing & Personal Care Facilities	3	6%	23	2	9%
	Ins. Agents, Brokers & Svc.	1	10%	22	1	14%
	Med. Instruments & Supplies	2	17%	19	1	17%
	Grocery Stores	3	4%	17	3	6%
	Misc. Food and Kindred Prods.	3	30%	14	1	25%
	Preserved Fruits and Vegetables	2	20%	13	2	50%
	Electrical Goods	3	23%	12	2	40%
	Fire, Marine & Casualty Ins.	1	4%	9	1	10%
Lumber & Other Bldg. Materials	3	21%	8	2	15%	
Residential Care	0	0%	0	0	0%	
Home Health Care Svcs.	0	0%	0	0	0%	
Drugs	0	0%	0	0	0%	
Industrys with <10 comparisons	67	25%	793	55	31%	
PHILADELPHIA PA-NJ TOTAL		258	22%	3,263	188	29%

NEW JERSEY MSA	DISCRIMINATION V. WOMEN Industry	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		#	%	#	#	%
MONMOUTH- OCEAN	Hospitals	7	13%	1,874	2	17%
	Telephone Communication	12	24%	222	8	32%
	Department Stores	12	16%	152	12	31%
	Eating & Drinking Places	13	29%	111	13	30%
	Grocery Stores	16	16%	101	14	19%
	Nursing & Personal Care Facilities	8	19%	97	6	27%
	Variety Stores	2	18%	44	2	33%
	Computer & Data Proc. Svcs.	5	23%	31	3	27%
	Communications Equip.	3	13%	16	3	38%
	Security Brokers & Dealers	1	9%	8	1	14%
	Industrys with <10 comparisons	21	24%	201	21	26%
	MONMOUTH-OCEAN TOTAL		100	19%	2,858	85
JERSEY CITY	Security Brokers & Dealers	18	28%	319	10	56%
	Hospitals	8	16%	269	5	45%
	Truck. & Courier Svcs., Ex. Air	17	57%	234	12	75%
	Department Stores	4	22%	72	4	33%
	Grocery Stores	5	26%	59	5	33%
	Computer & Data Proc. Svcs.	6	26%	37	4	40%
	Groceries & Related Prods.	3	25%	21	2	50%
	Freight Transport. Arrangement	2	18%	17	2	33%
	Eating & Drinking Places	3	30%	16	3	30%
	Industrys with <10 comparisons	15	28%	168	13	29%
JERSEY CITY	TOTAL	81	28%	1,212	60	41%
TRENTON	Research & Testing Svcs.	7	27%	137	4	40%
	Hospitals	4	25%	98	2	50%
	Fire, Marine & Casualty Ins.	2	12%	67	2	33%
	Department Stores	4	21%	64	3	25%
	Computer & Data Proc. Svcs.	5	25%	54	3	33%
	Newspapers	5	23%	33	3	75%
	Grocery Stores	4	16%	23	3	19%
	Eating & Drinking Places	1	6%	9	1	6%
	Hotels and Motels	2	14%	4	2	33%
	Industrys with <10 comparisons	10	18%	133	9	19%
TRENTON	TOTAL	44	19%	621	32	25%
ATLANTIC- CAPE MAY	Hotels and Motels	8	20%	61	4	44%
	Eating & Drinking Places	5	26%	47	5	26%
	Department Stores	3	15%	35	3	21%
	Nursing & Personal Care Facilities	3	27%	24	3	43%
	Hospitals	4	22%	19	3	60%
	Grocery Stores	3	10%	7	3	14%
	Industrys with <10 comparisons	6	33%	100	6	33%
ATLANTIC-CAPE MAY TOTAL		32	20%	292	27	29%

NEW JERSEY MSA	DISCRIMINATION V. WOMEN Industry	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		#	%	#	#	%
VINELAND- MILLVILLE, BRIDGETON-	Glass & Glassware, Pressed, Blown	6	24%	88	4	44%
	Preserved Fruits and Vegetables	4	27%	60	3	60%
	Hospitals	4	27%	42	2	67%
	Industrys with <10 comparisons	3	12%	15	3	13%
VINELAND- MILLVILLE, BRIDGETON- TOTAL		17	21%	204	12	30%
NEW JERSEY WOMEN TOTALS		1,627	24%	24,587	1,244	34%

Table 13. Discrimination against Minorities by MSA & Industry in New Jersey

MSA	DISCRIMINATION AGAINST MINORITIES Industry	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		#	%	#	#	%
Newark, NJ	Hospitals	81	45%	3,156	32	73%
	Grocery Stores	60	41%	1,255	52	50%
	Eating & Drinking Places	35	39%	968	33	46%
	Department Stores	28	35%	776	19	43%
	Drugs	42	31%	722	23	59%
	Nursing & Personal Care Facilities	23	26%	634	11	30%
	Telephone Communication	41	39%	591	24	53%
	Air Transport., Scheduled	25	45%	469	16	70%
	Truck. & Courier Svcs., Ex. Air	10	33%	341	6	35%
	Life Ins.	13	25%	296	8	47%
	Computer & Data Proc. Svcs.	18	23%	278	10	27%
	Medical Svc. & Health Ins.	12	48%	260	5	50%
	Hotels and Motels	14	35%	220	10	43%
	Home Health Care Svcs.	10	33%	203	6	40%
	Misc. Plastics Prods.	5	22%	191	3	20%
	Electronic Components & Acc.	10	24%	122	4	22%
	Fire, Marine & Casualty Ins.	10	18%	103	8	28%
	Soap, Cleaners & Toilet Goods	8	26%	96	5	45%
	Misc. Shopping Goods Stores	5	29%	87	5	33%
	Auto. Rentals, No Drivers	2	18%	84	2	25%
	Groceries & Related Prods.	5	29%	83	2	33%
	Legal Svcs.	5	28%	83	5	45%
	Ins. Agents, Brokers & Svc.	9	32%	64	6	43%
	Sanitary Svcs.	3	23%	61	2	22%
	Research & Testing Svcs.	4	17%	60	3	38%
	Metal Forgings & Stampings	4	40%	55	3	50%
	Engineering & Architect. Svcs.	6	21%	54	6	46%
	Misc. Converted Paper Prods.	4	36%	48	2	40%
	Acct., Auditing & Bookkeeping	4	17%	48	3	33%
	Cable & Other Pay TV Svcs.	5	50%	46	3	75%
	Misc. Chemical Prods.	4	31%	43	2	29%
	Beverages	4	33%	40	3	50%
	Commercial Banks	5	31%	35	5	45%
New and Used Car Dealers	4	40%	34	2	40%	
Prof. & Commercial Equip.	6	18%	34	5	33%	
Paperboard Containers & Boxes	4	27%	33	4	67%	
Misc. Fabricated Metal Prods.	4	25%	30	2	50%	
Furniture & Homefurnishings Store	4	36%	28	4	57%	
Industrial Inorganic Chemicals	5	31%	25	3	43%	
Drug & Proprietary Stores	2	17%	23	2	17%	
Electrical Goods	3	20%	22	2	22%	
Drugs, Proprietaries & Sundries	2	10%	18	2	29%	

MSA	DISCRIMINATION AGAINST MINORITIES Industry	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		#	%	#	#	%
	Computer & Office Equip.	4	27%	18	3	38%
	Security Brokers & Dealers	6	27%	17	6	33%
	Combination Utility Svcs.	2	13%	14	2	14%
	Med. Instruments & Supplies	3	21%	10	3	60%
	Measuring & Controlling Devices	1	8%	9	1	13%
	Aircraft & Parts	2	20%	7	2	50%
	Communications Equip.	0	0%	0	0	0%
	Industrys with <10 comparisons	40	26%	803	40	30%
Newark, NJ Total		606	31%	12,698	410	41%
Middlesex-Somerset-Huntrdn,NJ	Hospitals	13	33%	713	5	56%
	Eating & Drinking Places	30	42%	523	30	43%
	Grocery Stores	33	34%	446	26	41%
	Department Stores	21	38%	384	14	48%
	Drugs	22	26%	348	11	50%
	Telephone Communication	30	20%	314	18	28%
	Computer & Data Proc. Svcs.	14	19%	292	13	30%
	Truck. & Courier Svcs., Ex. Air	10	33%	203	9	53%
	Commercial Banks	10	32%	169	5	36%
	Nursing & Personal Care Facilities	12	26%	135	10	43%
	Groceries & Related Prods.	8	28%	97	7	54%
	Acct., Auditing & Bookkeeping	7	54%	94	4	67%
	Soap, Cleaners & Toilet Goods	10	29%	91	7	54%
	Misc. Plastics Prods.	10	28%	89	9	47%
	Misc. Shopping Goods Stores	7	39%	79	6	35%
	Life Ins.	7	17%	77	6	38%
	Prof. & Commercial Equip.	9	25%	76	6	50%
	Ins. Agents, Brokers & Svc.	2	17%	69	1	17%
	Hotels and Motels	4	13%	66	4	25%
	Engineering & Architect. Svcs.	6	32%	61	4	44%
	Plastics Materials & Synthetics	4	19%	57	3	50%
	Research & Testing Svcs.	6	30%	55	4	50%
	Med. Instruments & Supplies	5	14%	53	5	38%
	Health & Allied Svcs.	5	36%	53	4	50%
	Paperboard Containers & Boxes	5	31%	44	5	71%
	Newspapers	5	25%	44	3	60%
	Medical Svc. & Health Ins.	3	25%	41	2	40%
	Computer & Office Equip.	3	14%	41	3	25%
	Industrial Organic Chemicals	5	38%	37	3	50%
	Beverages	2	20%	36	2	40%
Security Brokers & Dealers	3	27%	36	2	33%	
Misc. Chemical Prods.	4	17%	27	3	38%	
Misc. General Merchandise Stores	4	31%	24	3	50%	
Industrial Inorganic Chemicals	2	11%	14	2	22%	
Machinery, Equip. & Supplies	1	9%	10	1	20%	
Legal Svcs.	1	10%	8	1	20%	

MSA	DISCRIMINATION AGAINST MINORITIES Industry	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		#	%	#	#	%
	Electrical Goods	2	17%	7	2	22%
	Mortgage Bankers & Brokers	3	30%	4	2	29%
	Fire, Marine & Casualty Ins.	5	18%	4	4	29%
	Industrys with <10 comparisons	49	30%	573	45	35%
Middlesex-Somerset-Huntrdn,NJ Total		382	27%	5,494	294	39%
Bergen- Passaic, NJ	Hospitals	29	37%	1,202	11	69%
	Department Stores	22	27%	527	16	41%
	Computer & Data Proc. Svcs.	28	44%	393	19	70%
	Grocery Stores	27	35%	370	27	42%
	Eating & Drinking Places	13	36%	237	13	36%
	Telephone Communication	13	26%	176	9	38%
	Paperboard Containers & Boxes	4	29%	150	1	20%
	Acct., Auditing & Bookkeeping	6	40%	141	3	43%
	Commercial Banks	6	24%	106	5	36%
	Med. Instruments & Supplies	10	19%	105	8	50%
	Drugs	12	30%	100	4	31%
	Electrical Goods	10	42%	94	6	55%
	Soap, Cleaners & Toilet Goods	11	32%	89	8	50%
	Paper Mills	7	37%	79	4	57%
	Misc. Shopping Goods Stores	5	29%	73	5	36%
	Misc. Plastics Prods.	5	24%	68	2	20%
	Misc. Converted Paper Prods.	7	25%	68	5	45%
	Nursing & Personal Care Facilities	5	19%	66	5	29%
	Hotels and Motels	2	10%	59	1	9%
	Home Health Care Svcs.	5	28%	52	3	27%
	Commercial Printing	5	22%	46	3	30%
	Groceries & Related Prods.	4	21%	45	3	27%
	Prof. & Commercial Equip.	6	18%	44	5	36%
	Residential Care	5	50%	37	4	57%
	Truck. & Courier Svcs., Ex. Air	4	33%	31	3	30%
	Med. & Dental Labs.	3	23%	29	3	75%
	Misc. General Merchandise Stores	4	31%	28	4	67%
	Combination Utility Svcs.	2	15%	24	2	20%
	Communications Equip.	3	27%	23	1	20%
	Measuring & Controlling Devices	3	30%	21	3	50%
	Beverages	3	27%	19	3	50%
Research & Testing Svcs.	1	9%	18	1	20%	
Engineering & Architect. Svcs.	3	19%	14	2	25%	
Industrial Organic Chemicals	2	14%	9	2	33%	
Women's and Misses' Outerwear	1	10%	8	1	25%	

MSA	DISCRIMINATION AGAINST MINORITIES Industry	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		#	%	#	#	%
	Security Brokers & Dealers	1	6%	5	1	10%
	Machinery, Equip. & Supplies	3	18%	0	2	29%
	Fire, Marine & Casualty Ins.	1	7%	0	1	14%
	Books	2	20%	0	2	50%
	Misc. Chemical Prods.	1	7%	0	1	17%
	Industrys with <10 comparisons	56	31%	844	46	34%
Bergen-Passaic, NJ Total		340	28%	5,400	248	38%
Philadelphi a, PA-NJ	Hospitals	46	52%	1,141	16	84%
	Eating & Drinking Places	35	53%	586	35	55%
	Department Stores	31	36%	461	23	44%
	Commercial Banks	23	70%	382	13	81%
	Nursing & Personal Care Facilities	11	21%	299	7	32%
	Grocery Stores	31	40%	235	23	49%
	Auto. Rentals, No Drivers	7	64%	146	2	40%
	Residential Care	6	55%	136	6	60%
	Truck. & Courier Svcs., Ex. Air	8	47%	110	4	67%
	Combination Utility Svcs.	6	35%	107	3	38%
	Groceries & Related Prods.	10	45%	83	6	55%
	Motor Vehs., Parts & Supplies	3	30%	69	2	33%
	Telephone Communication	6	32%	63	5	45%
	Lumber & Other Bldg. Materials	6	35%	56	5	36%
	Fire, Marine & Casualty Ins.	9	47%	56	4	40%
	Newspapers	3	18%	50	2	67%
	Misc. Shopping Goods Stores	10	42%	50	9	50%
	Plastics Materials & Synthetics	3	14%	36	2	22%
	Prof. & Commercial Equip.	5	19%	32	3	30%
	Computer & Office Equip.	1	7%	21	1	17%
	Home Health Care Svcs.	3	23%	20	2	33%
	Public Warehousing & Storage	4	25%	19	3	43%
	Commercial Printing	3	16%	16	2	20%
	Beverages	3	23%	13	2	40%
	Misc. Plastics Prods.	2	15%	10	2	29%
	Books	1	10%	10	1	25%
	Computer & Data Proc. Svcs.	6	18%	10	6	29%
Engineering & Architect. Svcs.	4	19%	8	3	23%	
Drugs	0	0%	0	0	0%	
	Industrys with <10 comparisons	102	30%	1,086	93	40%
Philadelphia, PA-NJ Total		388	34%	5,311	285	44%
Monmouth- Ocean, NJ	Hospitals	39	68%	1,684	11	92%
	Department Stores	21	30%	310	16	41%
	Eating & Drinking Places	23	51%	278	23	52%
	Nursing & Personal Care Facilities	13	31%	242	10	45%
	Grocery Stores	27	34%	191	25	35%
	Telephone Communication	11	22%	177	9	36%

MSA	DISCRIMINATION AGAINST MINORITIES Industry	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		#	%	#	#	%
	Sanitary Srvc.	6	50%	51	4	67%
	Communications Equip.	4	19%	36	3	38%
	Computer & Data Proc. Srvc.	4	24%	36	3	27%
	Variety Stores	1	8%	14	1	17%
	Industrys with <10 comparisons	23	26%	263	23	26%
Monmouth-Ocean, NJ Total		172	35%	3,282	128	39%
Jersey City, NJ	Hospitals	12	24%	492	4	36%
	Security Brokers & Dealers	16	26%	396	7	39%
	Truck. & Courier Srvc., Ex. Air	11	28%	307	7	41%
	Grocery Stores	8	40%	149	7	47%
	Groceries & Related Prods.	9	50%	120	3	60%
	Computer & Data Proc. Srvc.	8	35%	102	6	60%
	Department Stores	7	39%	83	7	58%
	Eating & Drinking Places	2	20%	53	2	20%
	Freight Transport. Arrangement	3	27%	26	3	50%
	Industrys with <10 comparisons	13	22%	143	13	27%
Jersey City, NJ Total		89	29%	1,872	59	39%
Trenton, NJ	Grocery Stores	11	44%	100	8	50%
	Fire, Marine & Casualty Ins.	3	19%	90	1	17%
	Hospitals	5	25%	89	3	75%
	Eating & Drinking Places	6	38%	79	6	38%
	Newspapers	5	25%	60	4	100%
	Department Stores	4	24%	42	4	33%
	Research & Testing Srvc.	3	12%	31	3	30%
	Hotels and Motels	3	21%	21	3	50%
	Computer & Data Proc. Srvc.	5	26%	21	4	44%
	Telephone Communication	1	8%	9	1	13%
	Industrys with <10 comparisons	10	19%	66	9	22%
	Trenton, NJ Total		56	24%	608	46
Atlantic-Cape May, NJ	Hospitals	13	54%	256	3	50%
	Hotels and Motels	10	25%	234	4	44%
	Department Stores	7	35%	98	6	43%
	Eating & Drinking Places	5	26%	96	5	26%
	Nursing & Personal Care Facilities	5	45%	75	3	43%
	Grocery Stores	7	23%	48	5	24%
	Industrys with <10 comparisons	7	37%	48	7	37%
Atlantic-Cape May, NJ Total		54	33%	854	33	35%

MSA	DISCRIMINATION AGAINST MINORITIES Industry	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		#	%	#	#	%
Vineland-Millvl-Bridgeton, NJ	Preserved Fruits and Vegetables	5	33%	74	3	60%
	Glass & Glassware, Pressed, Blown	3	14%	9	3	43%
	Hospitals	1	7%	0	1	33%
	Industrys with <10 comparisons	3	13%	70	3	13%
Vineland-Millvl-Bridgeton, NJ Total		12	16%	152	10	26%
New Jersey Minorities Totals		2,099	30%	35,671	1,513	40%

Table 14. Discrimination against Blacks by MSA & Industry in New Jersey

MSA	DISCRIMINATION AGAINST BLACKS Industry	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		#	%	#	#	%
Newark, NJ	Hospitals	85	49%	2,121	30	73%
	Grocery Stores	59	42%	1,031	53	51%
	Eating & Drinking Places	45	50%	883	41	58%
	Nursing & Personal Care Facilities	38	44%	818	20	54%
	Department Stores	36	47%	772	27	61%
	Air Transport., Scheduled	23	43%	395	14	61%
	Telephone Communication	25	26%	347	18	40%
	Truck. & Courier Svcs., Ex. Air	12	43%	254	6	35%
	Medical Svc. & Health Ins.	12	48%	243	6	60%
	Home Health Care Svcs.	11	38%	229	6	40%
	Hotels and Motels	13	33%	223	11	48%
	Drugs	18	20%	207	10	27%
	Life Ins.	13	27%	205	9	56%
	Misc. Shopping Goods Stores	8	57%	90	8	57%
	Fire, Marine & Casualty Ins.	9	20%	74	8	32%
	Computer & Data Proc. Svcs.	8	19%	68	7	25%
	Groceries & Related Prods.	3	23%	65	2	33%
	Misc. Converted Paper Prods.	6	55%	53	2	40%
	Auto. Rentals, No Drivers	5	45%	48	5	63%
	Soap, Cleaners & Toilet Goods	7	35%	48	3	30%
	Research & Testing Svcs.	3	23%	48	3	50%
	Electronic Components & Acc.	6	33%	45	5	42%
	Ins. Agents, Brokers & Svc.	5	23%	40	3	21%
	Cable & Other Pay TV Svcs.	5	50%	39	3	75%
	Sanitary Svcs.	5	38%	36	4	44%
	Legal Svcs.	4	36%	32	4	36%
	Paperboard Containers & Boxes	3	20%	27	2	33%
	Misc. Plastics Prods.	3	30%	26	3	30%
	Prof. & Commercial Equip.	3	21%	23	3	30%
	Beverages	3	30%	21	3	60%
	Drug & Proprietary Stores	3	25%	17	3	25%
	Combination Utility Svcs.	3	20%	17	3	21%
Med. Instruments & Supplies	4	40%	14	3	75%	
Commercial Banks	1	7%	9	1	9%	
Furniture & Homefurnishings Store	2	20%	4	2	29%	
Industrys with <10 comparisons	60	27%	730	58	30%	
Newark, NJ Total		549	35%	9,302	389	43%

MSA	DISCRIMINATION AGAINST BLACKS	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		#	%	#	#	%
Middlesex-Somerset-Huntrdn,NJ	Hospitals	11	32%	396	4	50%
	Grocery Stores	30	34%	248	25	40%
	Department Stores	20	40%	220	14	48%
	Telephone Communication	25	20%	183	18	31%
	Drugs	17	24%	147	9	43%
	Nursing & Personal Care Facilities	11	26%	144	8	35%
	Eating & Drinking Places	21	30%	143	21	31%
	Truck. & Courier Svcs., Ex. Air	10	33%	137	9	53%
	Hotels and Motels	11	44%	102	10	63%
	Life Ins.	10	31%	81	8	50%
	Med. Instruments & Supplies	6	27%	75	6	55%
	Commercial Banks	7	35%	69	5	42%
	Computer & Data Proc. Svcs.	7	19%	68	7	21%
	Misc. Shopping Goods Stores	7	39%	55	7	41%
	Misc. Plastics Prods.	8	33%	54	7	39%
	Medical Svc. & Health Ins.	3	30%	51	3	60%
	Groceries & Related Prods.	4	20%	48	4	33%
	Prof. & Commercial Equip.	4	21%	33	4	33%
	Soap, Cleaners & Toilet Goods	3	14%	32	3	27%
	Fire, Marine & Casualty Ins.	5	23%	29	5	36%
	Misc. General Merchandise Stores	4	31%	28	4	67%
	Newspapers	4	29%	16	3	60%
	Plastics Materials & Synthetics	1	8%	12	1	17%
	Industrial Inorganic Chemicals	2	15%	9	2	25%
	Research & Testing Svcs.	3	30%	6	3	50%
	Misc. Chemical Prods.	2	18%	5	2	29%
	Electrical Goods	2	18%	3	2	22%
	Industrys with <10 comparisons	42	24%	324	38	25%
Middlesex-Somerset-Huntrdn,NJ Total		280	27%	2,718	232	35%
Philadelphia, PA-NJ	Hospitals	52	61%	1,045	16	84%
	Eating & Drinking Places	42	64%	593	42	66%
	Department Stores	31	38%	485	26	50%
	Commercial Banks	21	78%	393	13	87%
	Nursing & Personal Care Facilities	16	32%	376	9	41%
	Grocery Stores	34	45%	217	24	51%
	Residential Care	6	55%	151	6	60%
	Combination Utility Svcs.	7	41%	136	3	38%
	Auto. Rentals, No Drivers	6	60%	136	2	40%
	Telephone Communication	8	44%	136	7	64%
	Groceries & Related Prods.	14	67%	112	7	70%
	Truck. & Courier Svcs., Ex. Air	8	47%	103	5	83%
	Lumber & Other Bldg. Materials	4	27%	48	4	29%
	Fire, Marine & Casualty Ins.	4	24%	41	4	40%
Newspapers	3	19%	39	2	67%	

MSA	DISCRIMINATION AGAINST BLACKS	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		#	%		#	%
	Prof. & Commercial Equip.	4	17%	25	2	20%
	Misc. Shopping Goods Stores	9	39%	20	8	44%
	Plastics Materials & Synthetics	2	13%	15	2	25%
	Home Health Care Svcs.	3	25%	14	2	33%
	Misc. Plastics Prods.	1	9%	13	1	14%
	Computer & Data Proc. Svcs.	3	19%	9	3	25%
	Public Warehousing & Storage	2	13%	4	2	29%
	Commercial Printing	0	0%	0	0	0%
	Beverages	2	17%	0	1	20%
	Industrys with <10 comparisons	107	32%	986	97	41%
Philadelphia, PA-NJ Total		389	39%	5,098	288	47%
Bergen- Passaic, NJ	Hospitals	25	35%	567	11	69%
	Computer & Data Proc. Svcs.	24	46%	333	16	62%
	Department Stores	20	28%	297	15	38%
	Grocery Stores	26	36%	231	26	40%
	Eating & Drinking Places	16	44%	172	16	44%
	Telephone Communication	12	30%	144	8	35%
	Nursing & Personal Care Facilities	6	27%	144	6	35%
	Med. Instruments & Supplies	8	40%	102	6	60%
	Acct., Auditing & Bookkeeping	6	55%	79	4	57%
	Hotels and Motels	6	38%	75	6	55%
	Home Health Care Svcs.	3	30%	72	3	33%
	Commercial Banks	6	32%	49	6	43%
	Misc. Shopping Goods Stores	6	35%	44	6	43%
	Misc. Converted Paper Prods.	4	25%	35	3	38%
	Drugs	7	32%	35	4	33%
	Misc. Plastics Prods.	3	30%	32	3	38%
	Commercial Printing	2	11%	19	2	20%
	Paper Mills	2	14%	10	2	29%
	Soap, Cleaners & Toilet Goods	5	36%	10	3	38%
	Truck. & Courier Svcs., Ex. Air	3	27%	10	2	22%
	Misc. General Merchandise Stores	2	15%	10	2	33%
	Med. & Dental Labs.	3	27%	8	3	75%
	Fire, Marine & Casualty Ins.	1	8%	0	1	14%
	Prof. & Commercial Equip.	1	10%	0	1	17%
	Industrys with <10 comparisons	54	25%	438	49	28%
Bergen-Passaic, NJ Total		251	30%	2,916	204	38%

MSA	DISCRIMINATION AGAINST BLACKS	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		#	%		#	%
Monmouth-Ocean, NJ	Hospitals	43	83%	1,727	11	92%
	Department Stores	27	50%	256	21	54%
	Nursing & Personal Care Facilities	14	42%	211	12	57%
	Eating & Drinking Places	23	51%	182	23	52%
	Grocery Stores	22	41%	105	22	42%
	Telephone Communication	6	19%	30	6	26%
	Communications Equip.	1	9%	7	1	20%
	Industrys with <10 comparisons	28	32%	236	28	35%
	Monmouth-Ocean, NJ Total		164	45%	2,754	124
Jersey City, NJ	Security Brokers & Dealers	17	31%	268	7	39%
	Truck. & Courier Svcs., Ex. Air	11	29%	258	8	47%
	Hospitals	14	30%	226	6	55%
	Grocery Stores	7	35%	132	7	47%
	Department Stores	5	29%	101	4	33%
	Groceries & Related Prods.	3	27%	48	1	20%
	Computer & Data Proc. Svcs.	5	26%	46	5	56%
	Eating & Drinking Places	5	50%	36	5	50%
	Industrys with <10 comparisons	10	19%	86	10	21%
Jersey City, NJ Total		77	29%	1,201	53	37%
Trenton, NJ	Grocery Stores	8	36%	81	7	44%
	Eating & Drinking Places	6	38%	77	6	38%
	Hospitals	6	30%	50	3	75%
	Department Stores	3	19%	40	3	25%
	Hotels and Motels	2	14%	37	2	33%
	Fire, Marine & Casualty Ins.	2	20%	28	1	20%
	Telephone Communication	3	27%	9	3	43%
	Newspapers	5	29%	8	3	75%
	Industrys with <10 comparisons	5	14%	61	5	15%
Trenton, NJ Total		40	25%	391	33	32%
Atlantic-Cape May, NJ	Hotels and Motels	9	23%	161	4	44%
	Hospitals	11	61%	149	3	50%
	Eating & Drinking Places	7	37%	95	7	37%
	Department Stores	8	40%	83	7	50%
	Nursing & Personal Care Facilities	4	36%	55	2	29%
	Grocery Stores	5	19%	32	4	21%
Industrys with <10 comparisons	3	25%	17	3	25%	
Atlantic-Cape May, NJ Total		47	32%	593	30	35%

MSA	DISCRIMINATION AGAINST BLACKS	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		#	%	#	#	%
Vineland- Millvi- Bridgeton, NJ	Preserved Fruits and Vegetables	5	36%	76	2	40%
	Glass & Glassware, Pressed, Blown	4	24%	36	2	29%
	Hospitals	1	8%	0	1	33%
	Industrys with <10 comparisons	5	26%	47	5	26%
Vineland-Millvi-Bridgeton, NJ Total		15	24%	159	10	29%
New Jersey Blacks Totals		1,812	33%	25,134	1,363	40%

Table 15. Discrimination against Hispanics by MSA & Industry in New Jersey

MSA	DISCRIMINATION AGAINST HISPANICS Industry	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		#	%	#	#	%
Newark, NJ	Eating & Drinking Places	41	47%	516	38	54%
	Hospitals	31	34%	454	19	53%
	Grocery Stores	41	36%	362	39	40%
	Drugs	17	35%	231	11	48%
	Department Stores	26	42%	227	20	45%
	Nursing & Personal Care Facilities	17	45%	198	16	44%
	Hotels and Motels	12	36%	181	11	48%
	Air Transport., Scheduled	14	29%	177	12	55%
	Misc. Plastics Prods.	6	27%	170	4	27%
	Truck. & Courier Svcs., Ex. Air	4	22%	116	3	25%
	Home Health Care Svcs.	8	44%	115	8	57%
	Auto. Rentals, No Drivers	3	27%	76	3	38%
	Telephone Communication	11	30%	73	10	33%
	Misc. Shopping Goods Stores	7	47%	61	7	50%
	Sanitary Svcs.	5	38%	60	4	44%
	Soap, Cleaners & Toilet Goods	4	19%	58	4	44%
	Paperboard Containers & Boxes	5	33%	56	3	50%
	Medical Svc. & Health Ins.	3	21%	54	3	30%
	Electronic Components & Acc.	8	32%	42	7	44%
	Metal Forgings & Stampings	4	40%	35	3	50%
	Legal Svcs.	5	50%	29	5	50%
	Misc. Converted Paper Prods.	5	45%	29	3	60%
	Furniture & Homefurnishings Store	3	30%	21	3	43%
	Commercial Banks	3	25%	21	3	30%
	Life Ins.	1	9%	16	1	9%
	New and Used Car Dealers	4	40%	15	2	40%
	Groceries & Related Prods.	2	18%	11	2	33%
Drug & Proprietary Stores	1	8%	6	1	8%	
Combination Utility Svcs.	2	17%	6	2	17%	
	Industrys with <10 comparisons	43	23%	357	41	25%
	Newark, NJ Total	336	33%	3,773	288	39%

MSA	DISCRIMINATION AGAINST HISPANICS	Comparisons with Discrimination		Affected Workers	Discriminating Establishments		
		#	%		#	%	
Bergen- Passaic, NJ	Hospitals	12	27%	301	6	38%	
	Department Stores	21	30%	300	15	38%	
	Grocery Stores	22	30%	211	21	32%	
	Eating & Drinking Places	13	36%	189	13	36%	
	Computer & Data Proc. Svcs.	19	48%	149	16	67%	
	Hotels and Motels	4	25%	137	3	27%	
	Paperboard Containers & Boxes	3	27%	128	1	25%	
	Misc. Plastics Prods.	7	35%	124	3	30%	
	Misc. Converted Paper Prods.	5	22%	80	4	40%	
	Paper Mills	5	29%	78	3	43%	
	Commercial Printing	7	33%	72	3	30%	
	Med. Instruments & Supplies	4	17%	69	3	25%	
	Soap, Cleaners & Toilet Goods	6	30%	69	4	33%	
	Home Health Care Svcs.	3	27%	55	3	33%	
	Nursing & Personal Care Facilities	5	28%	46	5	31%	
	Telephone Communication	6	19%	41	6	27%	
	Med. & Dental Labs.	2	17%	34	2	50%	
	Groceries & Related Prods.	3	23%	32	3	33%	
	Acct., Auditing & Bookkeeping	3	30%	30	3	43%	
	Misc. Shopping Goods Stores	4	24%	29	4	29%	
	Commercial Banks	3	15%	20	3	21%	
	Misc. General Merchandise Stores	3	23%	15	3	50%	
	Drugs	4	20%	10	4	40%	
	Women's and Misses' Outerwear	2	20%	8	2	50%	
	Industrys with <10 comparisons	53	25%	555	49	29%	
	Bergen-Passaic, NJ Total		219	27%	2,781	182	34%
	Middlesex- Somerset- Huntrdn,NJ	Eating & Drinking Places	27	38%	391	27	39%
Misc. Plastics Prods.		16	47%	175	12	63%	
Hotels and Motels		5	19%	167	5	31%	
Hospitals		7	32%	164	3	43%	
Grocery Stores		20	31%	159	19	35%	
Truck. & Courier Svcs., Ex. Air		8	31%	114	7	44%	
Drugs		9	43%	103	5	50%	
Soap, Cleaners & Toilet Goods		8	36%	98	7	58%	
Department Stores		9	22%	82	8	28%	
Med. Instruments & Supplies		4	21%	69	4	36%	
Groceries & Related Prods.		4	20%	40	3	25%	
Paperboard Containers & Boxes		5	36%	38	5	71%	
Nursing & Personal Care Facilities	5	22%	32	5	23%		

MSA	DISCRIMINATION AGAINST HISPANICS	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		#	%	#	#	%
	Newspapers	5	38%	25	2	50%
	Misc. Shopping Goods Stores	6	35%	25	6	38%
	Misc. General Merchandise Stores	3	25%	13	2	33%
	Life Ins.	1	10%	12	1	13%
	Prof. & Commercial Equip.	4	29%	10	4	44%
	Computer & Data Proc. Svcs.	4	33%	8	4	33%
	Commercial Banks	2	17%	8	2	25%
	Industrys with <10 comparisons	51	29%	411	50	33%
Middlesex-Somerset-Huntrdn,NJ Total		203	30%	2,143	181	36%
Jersey City, NJ	Hospitals	13	29%	257	5	45%
	Groceries & Related Prods.	10	56%	160	3	60%
	Grocery Stores	9	45%	157	8	53%
	Department Stores	9	50%	121	8	67%
	Truck. & Courier Svcs., Ex. Air	8	22%	100	6	35%
	Security Brokers & Dealers	11	31%	91	7	39%
	Eating & Drinking Places	3	30%	60	3	30%
	Computer & Data Proc. Svcs.	3	16%	10	3	33%
	Industrys with <10 comparisons	16	28%	152	15	29%
Jersey City, NJ Total		82	32%	1,108	58	39%
Philadelphia, PA-NJ	Eating & Drinking Places	12	26%	34	12	26%
	Industrys with <10 comparisons	34	27%	220	33	29%
Philadelphia, PA-NJ Total		46	26%	254	45	28%
Monmouth- Ocean, NJ	Eating & Drinking Places	17	38%	127	17	39%
	Sanitary Svcs.	6	50%	72	4	67%
	Nursing & Personal Care Facilities	4	19%	27	4	20%
	Industrys with <10 comparisons	16	33%	142	15	35%
Monmouth-Ocean, NJ Total		43	34%	368	40	35%
Atlantic- Cape May, NJ	Hotels and Motels	9	26%	137	5	56%
	Eating & Drinking Places	6	32%	43	6	32%
	Department Stores	2	15%	12	2	17%
	Industrys with <10 comparisons	6	46%	58	6	46%
Atlantic-Cape May, NJ Total		23	29%	251	19	36%
Vineland- Millvl- Bridgeton, NJ	Preserved Fruits and Vegetables	6	43%	90	3	60%
	Glass & Glassware, Pressed, Blown	6	43%	63	3	43%
	Industrys with <10 comparisons	5	17%	19	5	21%
Vineland-Millvl-Bridgeton, NJ Total		17	29%	172	11	31%

MSA	DISCRIMINATION AGAINST HISPANICS	Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
		#	%	#	#	%
Trenton, NJ	Eating & Drinking Places	6	38%	71	6	38%
	Department Stores	2	20%	10	2	22%
	Industrys with <10 comparisons	5	19%	50	5	24%
Trenton, NJ Total		13	25%	130	13	28%
New Jersey Hispanics Totals		982	30%	10,980	837	36%

Table 16. Discrimination against Asians by MSA & Industry in New Jersey

DISCRIMINATION AGAINST ASIANS		Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
MSA	Industry	#	%	#	#	%
Newark, NJ	Hospitals	46	41%	1,092	28	70%
	Drugs	38	44%	510	24	63%
	Telephone Communication	25	53%	293	19	73%
	Computer & Data Proc. Svcs.	17	43%	265	14	42%
	Nursing & Personal Care Facilities	18	36%	136	15	47%
	Air Transport., Scheduled	13	46%	111	12	67%
	Electronic Components & Acc.	9	32%	48	8	50%
	Life Ins.	4	17%	45	3	23%
	Acct., Auditing & Bookkeeping	3	25%	39	3	33%
	Engineering & Architect. Svcs.	4	33%	36	3	27%
	Paperboard Containers & Boxes	3	30%	21	3	50%
	Research & Testing Svcs.	4	29%	13	2	29%
	Soap, Cleaners & Toilet Goods	1	10%	5	1	17%
	Industrys with <10 comparisons	46	33%	324	42	36%
Newark, NJ Total		231	38%	2,938	177	48%
Middlesex-Somerset-Huntrdn,NJ	Computer & Data Proc. Svcs.	18	37%	290	16	41%
	Hospitals	13	37%	247	7	78%
	Telephone Communication	16	27%	231	14	34%
	Drugs	13	33%	223	8	47%
	Acct., Auditing & Bookkeeping	7	58%	96	4	67%
	Med. Instruments & Supplies	6	33%	87	6	60%
	Misc. Plastics Prods.	14	50%	85	12	63%
	Soap, Cleaners & Toilet Goods	9	39%	83	8	67%
	Nursing & Personal Care Facilities	10	26%	66	8	35%
	Department Stores	7	21%	63	7	24%
	Commercial Banks	7	47%	55	5	45%
	Research & Testing Svcs.	4	27%	43	4	50%
	Eating & Drinking Places	11	37%	38	11	37%
	Engineering & Architect. Svcs.	4	29%	33	2	22%
	Computer & Office Equip.	9	45%	32	6	50%
	Prof. & Commercial Equip.	4	25%	20	4	44%
Life Ins.	3	27%	13	3	30%	
Misc. Chemical Prods.	2	20%	6	2	40%	
Industrys with <10 comparisons	27	23%	158	26	26%	
Middlesex-Somerset-Huntrdn,NJ Total		184	32%	1,869	153	38%

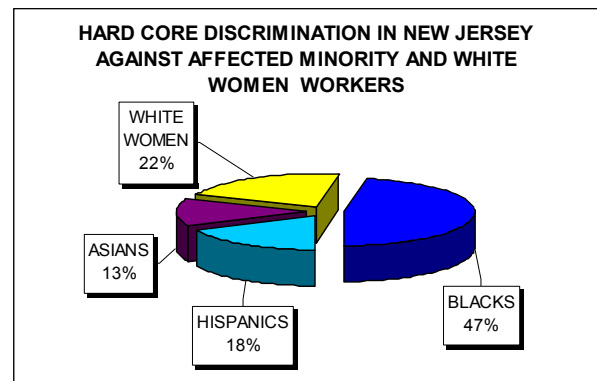
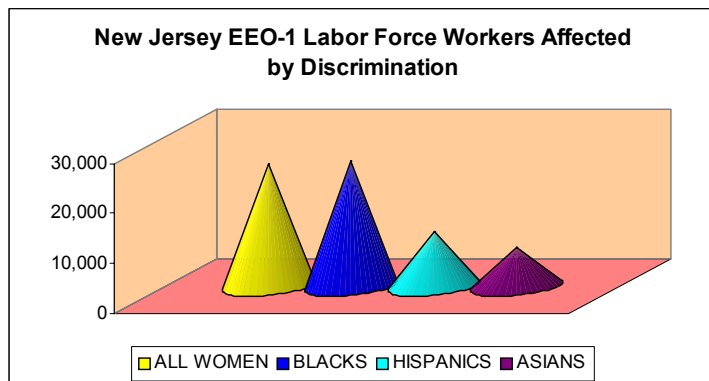
DISCRIMINATION AGAINST ASIANS		Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
MSA	Industry	#	%	#	#	%
Bergen-Passaic, NJ	Hospitals	16	35%	550	10	67%
	Computer & Data Proc. Svcs.	9	23%	201	6	25%
	Med. & Dental Labs.	6	46%	112	4	100%
	Nursing & Personal Care Facilities	12	44%	87	10	59%
	Electrical Goods	5	38%	66	2	33%
	Prof. & Commercial Equip.	3	30%	29	3	50%
	Department Stores	7	20%	26	7	20%
	Commercial Printing	4	36%	25	3	43%
	Med. Instruments & Supplies	3	19%	18	2	17%
	Commercial Banks	2	18%	12	2	20%
	Drugs	3	19%	11	2	22%
	Industrys with <10 comparisons	38	29%	304	34	31%
	Bergen-Passaic, NJ Total		108	29%	1,439	85
Jersey City, NJ	Hospitals	15	31%	231	6	55%
	Security Brokers & Dealers	9	20%	102	7	41%
	Computer & Data Proc. Svcs.	6	38%	55	5	50%
	Freight Transport. Arrangement	8	73%	50	5	83%
	Department Stores	4	31%	10	4	36%
	Industrys with <10 comparisons	7	29%	44	6	30%
Jersey City, NJ Total		49	31%	492	33	44%
Philadelphia, PA-NJ	Hospitals	6	35%	114	6	35%
	Computer & Data Proc. Svcs.	5	36%	40	4	33%
	Industrys with <10 comparisons	32	42%	282	30	44%
Philadelphia, PA-NJ Total		43	40%	436	40	41%
Monmouth-Ocean, NJ	Telephone Communication	11	39%	169	9	50%
	Hospitals	5	24%	89	4	33%
	Communications Equip.	2	20%	19	2	33%
	Computer & Data Proc. Svcs.	3	30%	6	3	38%
	Industrys with <10 comparisons	6	32%	27	6	32%
Monmouth-Ocean, NJ Total		27	31%	309	24	38%
Trenton, NJ	Computer & Data Proc. Svcs.	3	27%	32	3	33%
	Research & Testing Svcs.	4	25%	22	4	40%
	Industrys with <10 comparisons	13	37%	136	12	38%
Trenton, NJ Total		20	32%	190	19	37%

DISCRIMINATION AGAINST ASIANS		Comparisons with Discrimination		Affected Workers	Discriminating Establishments	
MSA	Industry	#	%	#	#	%
Atlantic-Cape May, NJ	Hotels and Motels	10	45%	134	7	78%
	Industrys with <10 comparisons	2	17%	30	2	17%
Atlantic-Cape May, NJ Total		12	35%	164	9	43%
Vineland-Millvi-Bridgeton, NJ	Industries with <10 comparisons	1	33%	0	1	33%
Vineland-Millvi-Bridgeton, NJ Total		1	33%	0	1	33%
New Jersey Asians Totals		675	33%	7,838	541	41%

§14. THE BOTTOM LINE OF VISIBLE INTENTIONAL JOB DISCRIMINATION IN THIS STATE

Table 17. Bottom Line of Discrimination in New Jersey.

Bottom Line of Discrimination in New Jersey	Comparisons with Discrimination		Affected Workers #	Discriminating Establishments		Hard Core Discriminators			
	#	%		#	%	Establishments		Workers	
						#	%	#	% of Affected Workers
ALL WOMEN	1,627	24%	24,587	1,244	34%	302	8%	8,104	33.0%
MINORITIES	2,099	30%	35,671	1,513	40%	479	13%	18,085	50.7%
BLACKS	1,812	33%	25,134	1,363	40%	387	11%	11,495	45.7%
HISPANICS	982	30%	10,980	837	36%	190	8%	4,344	39.6%
ASIANS	675	33%	7,838	541	41%	107	8%	3,240	41.3%



Everytime a Black worker sought an employment opportunity in 1999, he or she had a 33% chance of facing discrimination – more than one third of the time. A Hispanic worker faced this risk 30% of the time, while Asian workers faced it 33% of the time. Women faced the risk of discrimination 24% or nearly quarter of the time.

The MSAs of Newark, Middlesex, Bergen, Philadelphia, and Monmouth, included 53,384 affected workers or 89% of all affected workers in the state.

§15. CONCLUSIONS AND RECOMMENDATIONS

This state study has the same objectives as the National Study: (1) to assist the public in deciding whether discrimination is still so severe that affirmative action continues to be necessary to raise the status of minorities and women to that of equality; (2) to enable those employers whose practices appear discriminatory to understand their situations and take actions they deem appropriate; (3) to enable public and private agencies to address the continuation of intentional job discrimination; and, (4) to bring a modest element of predictability and stability to the law of employment discrimination.¹⁶

1. The necessity for continued affirmative action is established by the statistics in this state. The playing field of employment in this state is clearly not level. The only way this massive problem of intentional discrimination can be usefully and practically addressed is by encouraging establishments to recruit, hire, train, assign, promote, pay and treat qualified minorities and women as they treat qualified whites and males. This is all that affirmative action programs have ever expected. We know that there are qualified minorities and women in this state, because they are currently working for employers who did not discriminate against them. The establishments currently discriminating are in as good or better a position to find qualified workers, as were those who found them in earlier years.
 2. Employers in this state are entitled to know where they stand vis-a-vis other similar employers. The Federal government, which has this information, has not supplied it to them. Without that knowledge, they cannot address their situation, either by preparing justifications or by taking steps to get out of the statistical trap they are in. They should attempt to secure the kind of analysis in this study from Federal or State Agencies. Failing that, employers may seek further information on obtaining this information by examining the EEO1.com website.
 3. The State agencies charged with enforcing the equal employment opportunity laws of this state should:
 - A. Request from EEOC the statistical information with the identification of the establishments described in this study, and develop a plan to address them in cooperation with other agencies and organizations.
 - B. This plan should include:
 - (1) Adopting a systemic analysis of EEO-1 data for this state, updated annually, to identify establishments that may be discriminating;
-

- (2) Advising employers if they are at risk of a finding of discrimination against them, based on these statistics;
 - (3) Making clear to such employers that they may take affirmative action to reduce or eliminate the risk of findings of discrimination against them;
 - (4) Encouraging them to report the results of their efforts to the Federal/State/local agency involved;
 - (5) Instituting formal proceedings against those employers who decline without justification to:
 - (a) File EEO-1 reports.
 - (b) Undertake enforceable affirmative action programs to address the apparent discrimination.
 - (6) Invite private counsel to participate in programs of advice to employers.
 - (7) Seek binding obligations from these employers to increase their utilization of qualified minority and female employees, while leaving litigation over damage issues primarily to private counsel.
4. Private organizations seeking to improve opportunities for women and minorities should press the government agencies to secure enforceable and reviewable promises to increase utilization of minority and female employees, in preference to securing damages for victims of discrimination that can be obtained by private counsel. These organizations and agencies should evaluate the government by how many jobs and promotions are obtained for how many workers, rather than by how much money is obtained for a few.
5. The result of the foregoing strategy should be the reduction of intentional discrimination in this state and the improvement of equality, not only in employment opportunity, but also in other areas of life where those who are fairly employed can further opportunities for themselves and their posterity.
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§16. GLOSSARY

AFFECTED WORKERS. The number of additional workers who would have been employed by an establishment that was more than two standard deviations below the mean in utilization of minority or female employees if the establishment had employed them at the local industry and occupational level. This remedy is appropriate where intentional discrimination has been established.

AFFIRMATIVE ACTION. Any action taken by an employer, other than cessation of discriminatory actions, practices, procedures or tests, which has the intent or effect of improving employment opportunities for minorities and/or women. Such action may be informal as in more careful examination of relative qualifications of competing candidates, or more formal as in the adoption and implementation of plans which require examination of practices, procedures and tests to assure that they provide equal employment opportunity and to modify and correct those that do not. Such actions may include changing recruitment and other ways of doing business so as to include minorities and/or women.

Affirmative Action Plans may include “goals and timetables” as “benchmarks for measuring compliance with Title VII and eliminating the lingering effects of past discrimination,” but may not include a “quota” or “preference” which is a “rigid numerical requirement which must unconditionally be met.” Affirmative action, either formal or informal, is justified when an employer’s work force shows a “manifest imbalance” in the employment of minorities or women, when measured against appropriate peer establishments or the relevant labor market and whenever the employer reasonably believes that its existing employment pattern puts it in jeopardy of a finding of a “pattern or practice” of discrimination, a class action finding of discrimination or a finding of discrimination in individual cases.

All of these uses of statistics to identify and remedy discrimination have been approved by the Supreme Court. See *Sheetmetal Workers Local 28 v. EEOC*, 478 U.S. 421, 495 (1986); *United Steelworkers v. Weber*, 433 U.S. 193 (1979); *Johnson v. Transportation Agency, Santa Clara County*, 480 U.S. 616 (1987); *Wygant v. Jackson Board of Education*, 476 U.S. 267 (1986); *McDonnell Douglas v. Green*, 411 U.S. 792 (1973); *EEOC v. Shell Oil Company*, 466 U.S. 54 (1984).

ASIAN-PACIFIC ISLANDERS. See “Groups.”

BLACKS. See “Groups.”

COMPARISON. In this study, comparing the utilization of women or minorities in an occupational group at one establishment with the average utilization in that category at other establishments in the same industry and labor market. See Peer Establishments and Statistical Significance.

EEO1 LABOR FORCE. In this study, establishments with 50 or more employees in metropolitan areas that report on Form EEO-1.

EEO-1 REPORT. All employers with 100 or more employees and many with fifty or more, have been required to file reports on the composition of their work forces since 1966 on a form called EEO-1. This employer reporting system has enabled the continuous annual collection of information on the race, sex, national origin, and occupation of employees. The Office of Federal Contract Compliance Programs (OFCCP) has required government contractors to file identical reports with respect to establishments of 50 or more employees.¹⁷ The reports require information on the number of employees who are men and women, Black, Hispanic, Asian Pacific and Native American.

EEOC. The initials of the Equal Employment Opportunity Commission, an independent federal agency charged with enforcing Title VII of the Civil Rights Act of 1964, prohibiting discrimination on the basis of race, color, religion, sex or national origin, and other statutes prohibiting discrimination based on sex, age and disability. Title VII expressly authorizes the EEOC to require reports from the institutions it regulates.

EMPLOYMENT OPPORTUNITY. An “employment opportunity” may consist of obtaining employment, or of any condition or privilege of employment once obtained including promotion, pay, training, transfer, discipline, layoff and discharge.

ESTABLISHMENT. An economic unit, usually at a single physical location, that produces goods or services, such as a manufacturing plant, office, or retail store. An employer may have one or more establishments.

GLASS CEILING. The level in an employer’s hierarchy of work positions at which members of discriminated-against groups face restrictions in their opportunities to obtain higher-level, managerial, decision-making, or better-paid employment. Also, the barriers that these groups face as they seek to advance into those higher-level positions.

GROUPS (RACE/ETHNICITY).

The EEOC defines White, Black, Hispanic, Asian-Pacific Islander, and Native American in the instructions to the EEO-1 form as follows:

"Race/ethnic designations as used by the Equal Employment Opportunity Commission do not denote scientific definitions of anthropological origins. For the purposes of this report, an employee may be included in the group to which he or she appears to belong, identifies with, or is regarded in the community as belonging. However, no person should be counted in more than one race/ethnic group.

"The race/ethnic categories for this survey are:

"**White** (Not of Hispanic origin)-All persons having origins in any of the original peoples of Europe, North Africa, or the Middle East.

"**Black** (Not of Hispanic origin)-All persons having origins in any of the Black racial groups of Africa.

"**Hispanic** - All persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.

"**Asian or Pacific Islander** - All persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. This area includes, for example, China, India, Japan, Korea, the Philippine Islands, and Samoa.

"**American Indian or Alaskan Native** - All persons having origins in any of the original peoples of North America, and who maintain cultural identification through tribal affiliation or community recognition."

HISPANICS. See "Groups" above.

INTENTIONAL DISCRIMINATION. "Intentional Discrimination" exists "when a complaining party demonstrates that **race, color, religion, sex or national origin was a motivating factor for any employment practice, even though other factors also motivated the practice.**"¹⁸ This means that the intent need not be the sole factor in an employment decision. It is enough to show that it was one of the motivating factors. If an employer has both a legitimate reason for its practices and also a discriminatory reason, then it is engaged in intentional discrimination under the Civil Rights Act. See Statistical Significance.

METROPOLITAN STATISTICAL AREA (MSA). A geographical area, usually defined in terms of counties, designated by the U. S. Bureau of Census to represent a large concentration of population that functions as a geographically-integrated labor market.

OCCUPATIONAL GROUP or CATEGORY. One of nine job categories used in reporting employment utilization in EEO-1 reports: Officials and managers, Prof.s, technicians, sales workers, office and clerical workers, craft workers (skilled), operatives (semi-skilled), laborers (unskilled), and service workers.

The EEOC, in the instructions to the EEO-1 form, provides the following definitions for each category:

"Officials and managers. - Occupations requiring administrative and managerial personnel who set broad policies, exercise overall responsibility for execution of these policies, and direct individual departments or special phases of a firm's operations. Includes: officials, executives, middle management, plant managers, department managers, and superintendents, salaried supervisors who are members of management, purchasing agents and buyers, railroad conductors and yard masters, ship captains, mates and other officers, farm operators and managers, and kindred workers.

"Professionals. - Occupations requiring either college graduation or experience of such kind and amount as to provide a comparable background. Includes: accountants and auditors, airplane pilots and navigators, architects, artists, chemists, designers, dietitians, editors, engineers, lawyers, librarians, mathematicians, natural scientists, registered professional nurses, personnel and labor relations specialists, physical scientists, physicians, social scientists, teachers, surveyors and kindred workers.

"Technicians. - Occupations requiring a combination of basic scientific knowledge and manual skill which can be obtained through 2 years of post high school education, such as is offered in many technical institutes and junior colleges, or through equivalent on-the-job training. Includes: computer programmers, drafters, engineering aides, junior engineers, mathematical aides, licensed, practical or vocational nurses, photographers, radio operators, scientific assistants, technical illustrators, technicians (medical, dental, electronic, physical science), and kindred workers.

"Sales. - Occupations engaging wholly or primarily in direct selling. Includes: advertising agents and sales workers, insurance agents and brokers, real estate agents and brokers, stock and bond sales workers, demonstrators, sales workers and sales clerks, grocery clerks, and cashiers/checkers, and kindred workers.

"Office and clerical. - Includes all clerical-type work regard-less of level of difficulty, where the activities are predominantly nonmanual though some manual work not directly involved with altering or transporting the products is included. Includes: bookkeepers, collectors (bills and accounts), messengers and office helpers, office machine operators (including computer), shipping and receiving clerks, stenographers, typists and secretaries, telegraph and telephone operators, legal assistants, and kindred workers.

"Craft Workers (skilled). - Manual workers of relatively high skill level having a thorough and comprehensive knowledge of the processes involved in their work. Exercise considerable independent judgment and usually receive an extensive period of training. Includes: the building trades, hourly paid supervisors and lead operators who are not members of management, mechanics and repairers, skilled machining occupations, compositors and typesetters, electricians, engravers, painters (construction and maintenance), motion picture projectionists, pattern and model makers, stationary engineers, tailors and tailoresses, arts occupations, handpainters, coaters, bakers, decorating occupations, and kindred workers.

"Operatives (semiskilled) - Workers who operate machine or processing equipment or perform other factory-type duties of intermediate skill level which can be mastered in a few weeks and require only limited training. Includes: apprentices (auto mechanics, plumbers, bricklayers, carpenters, electricians, machinists, mechanics, building trades, metalworking trades, printing trades, etc.), operatives, attendants (auto service and parking), blasters, chauffeurs, delivery workers, sewers and stitchers, dryers, furnace workers, heaters, laundry and dry cleaning operatives, milliners, mine operatives and laborers, motor operators, oilers and greasers (except auto), painters (manufactured articles), photographic process workers, truck and tractor drivers, knitting, looping, taping and weaving machine operators, welders and flamecutters, electrical and electronic equipment assemblers, butchers and meatcutters, inspectors, testers and graders, handpackers and packagers, and kindred workers.

"Laborers (unskilled). - Workers in manual occupations which generally require no special training who perform elementary duties that may be learned in a few days and require the application of little or no

independent judgment. Includes: garage laborers, car washers and greasers, groundskeepers and gardeners, farmworkers, stevedores, wood choppers, laborers performing lifting, digging, mixing, loading and pulling operations, and kindred workers.

"Service workers. - Workers in both protective and non-protective service occupations. Includes: attendants (hospital and other institutions, professional and personal service, including nurses aides, and orderlies), barbers, charworkers and cleaners, cooks, counter and fountain workers, elevator operators, firefighters and fire protection, guards, door-keepers, stewards, janitors, police officers and detectives, porters, waiters and waitresses, amusement and recreation facilities attendants, guides, ushers, public transportation attendants, and kindred workers."

OCCUPATIONAL SEGREGATION. Patterns of employment that result when opportunities to work in certain occupations are associated with personal characteristics. For example, racial/ethnic occupational segregation is reflected in the exclusion or under-representation of African American or Hispanic workers from occupations historically considered "white jobs" and their over-representation in minority-dominated occupations. Similarly, gender occupational segregation is reflected in the existence of "female dominated" occupations (e.g., nurses and secretaries) and "male dominated" occupations (e.g., carpenters and surgeons).

PEER ESTABLISHMENTS. In this study, a group of establishments employing workers in the same industry, metropolitan statistical area, and occupational group.

MINORITIES identified in EEO-1 reports are Blacks, Hispanics, Asian-Pacific origin and Native Americans. Definitions of these terms appear in "Groups."

NATIVE AMERICANS. See "Groups."

OFCCP. Initials of the Office of Federal Contract Compliance Programs, a division of the Employment Standards Administration in the U.S. Department of Labor that enforces Executive Order 11,246 as amended, prohibiting federal government contractors from discriminating on grounds of race, color, religion, sex, national origin, and on other grounds.

STANDARD DEVIATIONS. See "Statistical Significance."

STATISTICAL SIGNIFICANCE. The likelihood that an observed result occurred by chance is measured in terms of "standard deviations" around an expected outcome. When an observed result (such as the percentage of women employed in a particular job category) has a less than a 1 in twenty chance of having occurred by chance, it constitutes a difference of two standard deviations. This difference is generally considered to be statistically significant. For example, if we expect to see an establishment in the stock brokerage industry employing on average 20% female stock brokers and a particular establishment employs only 4%

women, that difference is deemed statistically significant. It is 2.7 standard deviations from the expected number. This difference is evidence of intentional discrimination. See “**Intentional Discrimination.**”

UTILIZATION. The number or proportion of employees of a demographic group employed by an establishment in an occupational category. For example, if minorities constitute 15 out of 150 managers at an establishment, the utilization of minorities is 15 employees or 10%.

VISIBLE JOB DISCRIMINATION. Discrimination that appears when the EEO-1 reports filed by establishments in the same metropolitan area, the same industry and the same occupational category, show that an establishment is so far below the average use of the minority or female group in an occupational category that it is not likely to have resulted by chance. Such deviations make the offending establishments stick out like sore thumbs in our analysis. This study did not analyze any establishment with fewer than 50 employees, nor any establishment that was located outside a Metropolitan Statistical Area.

§17. APPENDIX A
EXECUTIVE SUMMARY OF THE NATIONAL REPORT –
THE REALITY OF INTENTIONAL JOB DISCRIMINATION IN
METROPOLITAN AMERICA – 1999

(The section numbers have been modified from the original numbering in the National Report to fit this state report.)

Intentional discrimination was “the most obvious evil” that the Civil Rights Act of 1964 was designed to prevent. Is intentional discrimination still a potent force restricting job opportunities for women and minorities? Or, is it what University of California Regent Ward Connerly suggested in 1998, “Black Americans are not hobbled by chains any longer. We’re free to compete. We’re capable of competing. It is an absolute insult to suggest that we can’t.”¹ Which is it: a “level playing field,” or an uphill struggle for women and minorities against intentional job discrimination that favors whites/males?

This question is answered in a four year, 1,400 page study of the race color and sex of employees in large and mid sized private business establishments – THE REALITIES OF INTENTIONAL JOB DISCRIMINATION IN METROPOLITAN AMERICA – 1999, by Rutgers Law School Professor Alfred W. Blumrosen and adjunct Professor Ruth G. Blumrosen. Supported by a grant from the Ford Foundation to Rutgers University, the study is based on employers’ annual reports to the Federal Government involving 160,000 establishments employing 37 million workers. It involved a computer analysis of these reports combined with Supreme Court and Congressional rules to identify “patterns and practices” of intentional job discrimination of the Supreme Court and Congress.

In 1991, Congress confirmed that intentional discrimination exists when “race, color, religion, sex or national origin was a motivating factor for any employment practice, even though other factors also motivated the practice.”² “Intent to discriminate” is not the equivalent of “evil motive,” where a personal wish or desire to oppress women or minorities is the *only* explanation for the harm done. If an employer has both a legitimate reason for its practices and also a discriminatory reason, it is engaged in intentional discrimination.

1. Interview on “60 Minutes” by Mike Wallace, Aug.2, 1998, transcript, p. 22.

2. Sec. 703 (m) of Title VII.

The study found that intentional job discrimination continues on a major scale. Blacks, Hispanics, Asian Pacific workers and White Women who have the knowledge, skills, abilities, and experience to compete are deprived of that opportunity by intentional discrimination between a quarter and a third of the time they seek such opportunities.

- In 1999, intentional discrimination affected two million minority and female workers. It exists in every region of the country, in each of nine occupational categories from officials and managers to labor and service jobs.
- Seventy five thousand establishments discriminated intentionally against 1.3 million minorities; while 60,000 establishments discriminated intentionally against 952,000 women. Despite the persistence of intentional discrimination, the majority of establishments did not appear to engage in it. As a result, minorities and women have increased their participation in the labor force and in their proportion in better paying jobs.
- Forty industries were “equal opportunity discriminators” -- discriminating against 75% of the Blacks, Hispanics, Asian-Pacific workers and White women who were affected. The top ten of these industries were Hospitals, Eating and Drinking Places, Department Stores, Grocery Stores, Nursing and Personal Care Facilities, Computer and Data Processing Services, Hotels and Motels, Telephone Communications, Commercial Banks and Motor Vehicles and Equipment Manufacturing.
- Medical, Drug and Health related industries alone accounted for 20% of Women, Blacks, Hispanics and Asian Pacific workers affected by discrimination.
- Ninety percent of the affected workers were subjected to discrimination that was so severe that there was only one chance in 100 that it occurred by accident. That is far more than enough to trigger a legal presumption of intentional job discrimination.
- Between one third and one half of this discrimination was caused by “hard core” establishments that had been discriminating for at least nine years.

A. BACKGROUND OF THE STUDY

Private employers of 100 or more employees and government contractors of 50 or more employees have been required to file annual reports, called EEO-1 reports, since 1966 with the U.S. Equal Employment Opportunity Commission and

the Department of Labor. The study obtained computerized versions of these reports from the EEOC with the names and identifying addresses of employers expunged to preserve employer confidentiality. The statistics only identify the state and Metropolitan Statistical Area in which establishments are located.

Intentional job discrimination was identified by examining establishment reports in each metropolitan area by industry. Within each industry, nine occupational categories were examined separately. In this way, the average utilization of men and women, Blacks, Hispanics and Asians in each industry and occupational category within each metropolitan area was obtained. Establishments that were so far below the average utilization of minorities or women that it was unlikely to have occurred by chance, stood out “like sore thumbs” in this analysis. They are presumed by law to be intentional discriminators under legal rules developed since 1977. In that year, the Supreme Court explained that a statistical imbalance, “is often a telltale sign of purposeful discrimination.... In many cases the only available avenue of proof is the use of racial statistics to uncover clandestine and covert discrimination...” In law suits, employers would have the opportunity to show that the statistics were inaccurate or that they had only good reasons for the abnormally low utilization, a burden that is difficult to satisfy. The study suggests that most establishments facing these statistics would settle rather than litigate.

Workers affected by this discrimination were measured by the difference between the number actually employed and the number that the apparent discriminator would have employed if it had employed minorities/women at the average. This is the standard the Supreme Court has applied in cases of intentional discrimination. There is no single average in the study. For each occupation in each establishment, the average utilization varies depending on the number of qualified available workers in the labor market, industry and occupation. The average is not a quota—it is a fact, showing how similar employers have employed minorities and women in the same occupation under the same labor market and industrial circumstances.

The study addresses some of the most common employer explanations for such low levels of minority and female employment, such as women aren’t interested in the work, [they are doing the same work for other similar employers]; no qualified workers were available. [qualified workers were available because they were doing the same type of work for other employers.]

B. THE BURDEN OF DISCRIMINATION

What is the risk that a minority or woman will face discrimination because of their race, sex or national origin when seeking an employment opportunity? The study found that the probability of discrimination varied with the kind of job being sought. The table below describes the probability of discrimination by occupational category. The percentages apply each time a person sought an employment opportunity, be it employment, promotion, assignment, layoff, discharge or other employment related activities.

Risk of Discrimination because of race, sex, national origin each time a job opportunity is sought in the occupation.

	Blacks	Hispanics	Asian	Women
Officials and Managers	26.6%	21.8%	24.6%	18%
Professionals	27.6%	20.7%	30.8%	23%
Technical workers	29.1%	21.9%	30.2%	23%
Sales	39.5%	28.1%	27.3%	20%
Office and Clerical	31.8%	21.8%	26.4%	19%
Craft workers (skilled)	28.7%	27.1%	35.0%	37%
Operatives (semi skilled)	33.2%	33.4%	42.8%	38%
Laborers	34.9%	34.4%	43.6%	30%
Service workers	40.3%	34.0%	38.1%	19%
All comparisons	34.1%	35.0%	39.0%	23%

C. BLACK WORKERS MOST SERIOUSLY AFFECTED

Despite the initial focus of the Civil Rights Act on Black workers, and the improvement that has taken place since, Black workers still bear the severest brunt of this discrimination. They constitute less than half of all minority workers reported, but they were 57% of all workers affected by discrimination. Fifteen percent of all Black workers were so affected in 1999, while 11 % of both Hispanics and Asian Pacific workers were affected.

- Thirty five thousand business establishments discriminated against 586,000 Blacks. Ninety percent of these Black workers were affected by establishments that were so far below the average utilization that there was only a 1 in 100 chance that this happened by accident and half by "hard core" employers who had been discriminating for at least nine years.
- Hispanic workers were 33% of minority workers reported, and they constituted 28% of those affected by discrimination or 283,000 workers.

- Asian Pacific workers were 17% of the minorities, and 15% -- or nearly 150,000 -- of those affected by discrimination.
- The data about Native American workers was too sparse to draw conclusions.

D. IMPROVEMENT IN PROPORTION OF MINORITIES AND WOMEN EMPLOYED BETWEEN 1975 AND 1999

The bright spot in this study of intentional discrimination, is that between 1975 and 1999, minorities increased their participation in the labor force by 4.6 million workers beyond the increase resulting from economic growth; and women similarly increased their participation by 3.8 million workers. In absolute numbers, minorities went from 4 million workers in 1975 to more than 11 million in 1999; women went from 8 million workers in '75 to 17.5 million in 1999. More important, all groups increased their share of "better jobs" as officials, managers, professionals, technical and sales workers.

E. FORTY INDUSTRIES THAT WERE 'EQUAL OPPORTUNITY DISCRIMINATORS'

The study identified 40 industries that were "equal opportunity discriminators," discriminating against more than 75% of the Black, Hispanic, Asian, and White Women workers affected by discrimination.

[Continued on next page.]

FORTY INDUSTRIES' INTENTIONAL DISCRIMINATION* AGAINST WOMEN, BLACKS, HISPANICS, AND ASIANS, SHOWING AFFECTED WORKERS** AND DISCRIMINATION RISK BY INDUSTRY***										
SIC	Industry	WOMEN		BLACKS		HISPANICS		ASIANS		AFFECTED WORKERS
		#	% Rsk	#	%Rsk	#	%Rsk	#	%Rsk*	
806	Hospitals	63,908	21%	89,314	41%	19,562	22%	23,719	36%	196,503
581	Eating and Drinking Places	35,370	19%	55,591	43%	43,702	40%	3,530	40%	138,193
531	Department Stores	42,271	22%	50,959	37%	20,615	29%	5,414	31%	119,259
541	Grocery Stores	28,253	14%	53,333	41%	20,681	33%	1,559	24%	103,827
805	Nursing and Personal Care Facilities	13,865	14%	39,429	35%	7,247	34%	5,508	34%	66,049
737	Computer and Data Processing Services	31,114	26%	8,206	28%	1,986	27%	16,637	36%	57,943
701	Hotels and Motels	13,127	17%	17,960	29%	18,651	25%	6,471	32%	56,208
481	Telephone Communication	29,394	30%	19,857	32%	3,654	25%	2,886	33%	55,791
602	Commercial Banks	18,673	18%	20,131	37%	4,006	23%	4,821	30%	47,632
371	Motor Vehicles and Equipment	18,084	32%	14,470	36%	3,206	32%	1,732	37%	37,492
367	Electronic Components and Accessories	11,965	26%	3,001	33%	5,808	23%	11,748	35%	32,522
421	Trucking & Courier Services, Ex. Air	10,119	42%	15,842	35%	5,304	26%	501	32%	31,766
451	Air Transportation, Scheduled	15,651	32%	8,597	30%	4,057	22%	2,768	33%	31,073
308	Miscellaneous Plastics Products	11,109	33%	4,622	33%	7,216	35%	2,559	49%	25,547
514	Groceries and Related Products	11,184	32%	4,783	34%	6,077	32%	534	36%	22,577
809	Health and Allied Services	10,329	21%	6,767	35%	2,063	29%	1,478	32%	20,638
633	Fire, Marine, and Casualty Insurance	7,858	18%	4,012	22%	772	20%	754	32%	13,395
632	Medical Service and Health Insurance	5,733	19%	5,751	28%	914	21%	944	26%	13,341
372	Aircraft and Parts	5,901	29%	1,443	34%	2,611	17%	2,497	35%	12,453
357	Computer and Office Equipment	5,814	27%	1,310	28%	1,066	21%	4,170	32%	12,360
594	Miscellaneous Shopping Goods Stores	6,186	30%	3,216	36%	1,888	33%	619	28%	11,909
621	Security Brokers and Dealers	7,506	21%	2,277	29%	817	23%	1,122	21%	11,723
384	Medical Instruments and Supplies	5,474	25%	1,012	27%	1,821	27%	2,995	31%	11,301
871	Engineering & Architectural Services	6,487	23%	1,792	25%	715	18%	2,235	25%	11,229
504	Professional & Commercial Equipment	6,440	26%	1,984	26%	977	25%	1,632	29%	11,033
366	Communications Equipment	4,500	25%	1,269	20%	978	20%	3,839	36%	10,585
283	Drugs	5,301	23%	1,718	25%	1,185	24%	2,301	31%	10,504
801	Offices & Clinics Of Medical Doctors	4,936	19%	2,987	33%	1,028	22%	1,419	27%	10,370
275	Commercial Printing	4,869	29%	1,984	31%	1,486	31%	878	43%	9,216
201	Meat Products	2,286	32%	1,720	33%	3,517	28%	916	58%	8,439
641	Insurance Agents, Brokers, & Service	3,943	19%	2,768	30%	756	25%	756	25%	8,222
349	Misc. Fabricated Metal Products	3,440	35%	1,511	30%	1,683	29%	835	39%	7,469
836	Residential Care	2,481	21%	3,449	33%	854	28%	378	35%	7,163
267	Misc. Converted Paper Products	3,505	33%	1,511	30%	1,516	33%	456	44%	6,988
344	Fabricated Structural Metal Products	2,242	37%	1,660	33%	2,476	32%	511	48%	6,888
489	Communication Services	2,530	30%	1,322	27%	1,474	29%	1,474	29%	6,800
271	Newspapers	2,924	19%	2,094	37%	1,016	26%	337	31%	6,372
501	Motor Vehicles, Parts, and Supplies	2,579	29%	1,354	30%	1,010	31%	1,010	31%	5,953
209	Misc. Food and Kindred Products	2,024	32%	1,119	35%	2,091	25%	695	43%	5,930
225	Knitting Mills	1,396	34%	1,043	34%	700	46%	414	59%	3,553
Total affected workers		470,773		463,206		207,186		125,052		1,266,217
31% reduction for minority women included in Women totals		(145,940)								1,120,277
Percent of all affected Workers		75%		79%		73%		84%		77%
* Discrimination 1.65 or more standard deviations.										
**Affected Workers are the difference between employment in same labor market and occupation at 2 or more standard deviations below average, and number who would have been employed if establishment had employed at the average.										
***Risk based on proportion of comparisons of establishments in same labor market and occupation.										

Additional highlights of the Study include:

- The largest number of establishments discriminating against both minorities and women employed between 100 and 500 workers. 22,000 establishments of that size discriminated against minorities, 20,000 against women. These establishments contributed about half the intentional job discrimination against both minorities and women.
- Separate studies for each state and each metropolitan area where there is data are included in the nationwide study. “Discrimination, like politics, is essentially local,” the study states. “We hope this material will be studied by

those interested in civil rights to try to address this discrimination in each state and metro area.”

F. AFFIRMATIVE ACTION STILL NECESSARY

The study concludes that intentional discrimination is still so pervasive that affirmative action programs continue to be necessary. “ It is impossible to address the 75,000 establishments through formal law enforcement efforts. Congress was right in 1964 to make voluntary action the preferred means of improving opportunity for minorities and women, and it was right when it reaffirmed that principle in 1991.” Affirmative action programs are intended to allow employers who have reason to be concerned that they might be discriminating to take steps to correct their practices.

The statistics from this study will be helpful to all groups concerned with employment discrimination, the Study concludes. Employers would like to know where they stand compared to others; enforcement agencies and courts may use the information and those interested in civil rights can measure progress using the data. However, the Blumrosens doubt that the Federal Government, under either a Republican or Democratic administration is likely to use the study in ways they have suggested.

To address the needs of employers and workers, the Blumrosens have incorporated as EEO1.Inc., to make information available without identifying the names and addresses of any employer. The Study will be published on the web site, EEO1.com. This site will also include a program, the Discrimination Calculator, to enable workers and their representatives to find the likelihood of discrimination in labor markets, industries and occupations of interest to them without cost. Employers who are interested in comparative data and others who are entitled to it, may consult EEO1.com to find out how to obtain such data.

G. RECOMMENDATIONS

1. **Employers** should demand access to information that will tell them where they stand compared to similar employers so that they can decide whether to take affirmative action; they should insist that they be free to take such action whenever the statistics warrant it. Industries that exhibit serious discrimination should establish programs to assist their members whose employment practices tarnish the industry reputation.
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2. **The Federal Government** should provide statistical information to employers so that they will know where they stand; adopt a five year enforcement program based on the statistical analysis and incorporate state and local government efforts, focusing on the 40 and 206 industries identified in the Study, and seeking increased employment, leaving litigation over damages to the private bar. They should also extend the reporting requirement to all establishments with 50 or more employees.
 3. **Congress** should mandate these federal programs, and provide additional funding to proceed against the 206 industries, and extend the reporting requirements to identify the age of employees, to facilitate enforcement of the age discrimination act.
 4. **The Federal Courts** should recognize the prevalence of intentional job discrimination in constitutional and statutory decisions on affirmative action; reconsider the assumption that employers are likely to adopt rigid programs without individualized proof that such was the case and recognize that intentional discrimination appears to reflect the unwillingness of roughly one third of establishments to work with people who are not “White.”
 5. **State and Local Civil Rights Agencies** should secure EEO-1 data, urge interested groups to examine this study and initiate actions in their state based on the information. In addition, they should cooperate with the federal and other state agencies in enforcement programs; support affirmative action where statistics justify it, and encourage state and federal legislative leaders to address the prevalence of intentional discrimination as identified in this study.
 6. **Civil Rights and Women’s organizations** should use this study in public discussions of discrimination; cooperate with each other in legislative and other public affairs because they have a mutual interest in eliminating job discrimination, particularly in the 40 industries that discriminate against all the groups they represent; evaluate government programs more by how many jobs are obtained and less by how many cases are processed, or how many dollars individual workers obtain; demand a focused set of governmental programs to address the 40/206 industries, and support expansion of the EEO-1 reports to the age act and all establishments of 50 or more workers.
 7. **Lawyers for both workers and employers** should develop a fair arbitration system for dealing with individual discrimination cases, so that resources can be focused on patterns or practices of discrimination.
 8. **Universities, colleges, high schools and research oriented institutions** should make use of this study in research activities, and should integrate this study into the work of other disciplines concerned with labor relations and human behavior.
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§18. ENDNOTES

1. Sec. 703(m) of Title VII of the Civil Rights Act of 1964, as amended by the Civil Rights Act of 1991.
 2. Alfred W. Blumrosen, Ruth G. Blumrosen, *THE REALITY OF INTENTIONAL JOB DISCRIMINATION IN METROPOLITAN AMERICA* (2001).
 3. See National Report, Part I, Chapters 2-8 and Appendix C for more technical details.
 4. See National Report, Part I, Chapters 5-7.
 5. Sec. 703 (m) of Title VII of the Civil Rights Act of 1964, as amended by the Civil Rights Act of 1991.
 6. *Teamsters v. United States*, 431 US 324, n.15 (1977).
 7. *Teamsters, supra, Hazelwood School District v. United States*, 433 US 299 (1977).
 8. *Teamsters*, 431 US 324, n. 20.
 9. Statistics from Census Bureau. The statistics disregard individual reports that entered more than one race/ethnic category or another race. The average state had fewer than 2% of such reports.
 10. The extrapolation from Census figures used in Part I of the National Report is not available on a state-by-state basis. See Part I, National Report, Chapter 4.
 11. *Watson v. Fort Worth Bank And Trust*, 487 US 977 (1988). Alfred W. Blumrosen, *The Legacy of Griggs: Social Progress and Subjective Judgments*, 63 Chicago Kent L. Rev. 1 (1987).
 12. *EEOC v. Shell Oil Company*, 466 US 54, 71 (1984).
 13. See Table 1.
 14. Details in Appendix A.
 15. *Discrimination* is defined as 1.65 standard deviations or more below the average utilization in the same MSA, SIC and Occupational Category. *Comparisons* are between establishments in same MSA and SIC and Occupational Category. *Affected Workers* represents the difference between the actual utilization by a discriminating establishment that is at least two standard deviations below the average and the utilization that would exist if the discriminating establishment employed at the average in the same MSA, SIC and occupational category. Each table is arranged by the number of affected workers. The industries are titled so that the SIC numbers, which appear in the Appendix to the National Report, can be consulted.
 16. Detailed analysis of these Conclusions and Recommendations is contained in Part I of the National Report, Chapter 17.
 17. The OFCCP is a unit of the Department of Labor. Employers file their forms with the Joint Reporting Committee created by EEOC and OFCCP to simplify the reporting process.
 18. Sec. 703 (m) of Title VII of the Civil Rights Act of 1964, as amended by the Civil Rights Act of 1991.
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