

Table 1. Demographic Characteristics of Low-Paid Women Workers

	Rate of Low Paid <u>Workers</u>	<u>Distribution of</u>	
		<u>Low Paid</u> <u>Workers</u>	<u>All Women</u> <u>Workers</u>
All women	19.68	--	--
Age group			
18-24	47.87	36.24	14.90
25-45	14.82	39.02	51.84
46-64	13.03	19.58	29.58
65+	27.56	5.16	3.68
Marital Status			
Married	15.31	39.93	51.35
Widowed/Divorced/Separated	17.15	15.07	17.30
Never married	28.24	45.00	31.36
Children			
Presence of children under age 6	18.36	13.09	14.03
Presence of kids under age 18	17.61	30.73	34.35
Education			
Less than high school	41.47	18.29	8.68
High school degree	26.74	31.94	23.51
Some college	21.87	35.93	32.33
College degree	8.92	10.01	22.10
Professional/grad. Degree	5.63	3.82	13.38
Race			
White only	18.42	80.26	85.75
Black only	21.58	5.68	5.18
Native American only	26.95	0.22	0.16
Alaska Native only	60.63	0.02	0.01
Asian only	24.77	4.43	3.52
Native Hawaiian, Pac. Is. Only	28.28	0.07	0.05
Other race	37.40	6.05	3.19
Two or more races	29.71	3.13	2.08

Table 1, Continued

Hispanic	33.29	9.45	5.59
Not Hispanic	18.88	90.55	94.41
US Citizen	18.84	89.26	93.27
Not a citizen	31.39	10.74	6.73
US born	18.88	83.38	86.94
Not US born	25.04	18.88	13.06

English Ability

Well or very well	19.04	94.23	97.26
Not well or not at all	41.54	5.77	2.74

Disability

Mental disability	38.31	3.87	1.99
No mental disability	19.30	96.13	98.01
Physical disability	27.54	4.40	3.14
No physical disability	19.43	95.60	96.86
Employment disability	23.63	12.53	10.44
No empl. Disability	19.22	87.47	89.56
Disabled	24.80	18.01	14.29
Not disabled	18.83	81.99	85.71

Region

Barnstable	21.76	3.83	3.47
Berkshire	26.91	2.47	1.81
Bristol	25.70	10.26	7.85
Essex	19.32	10.85	11.05
Hampden	25.19	9.36	7.32
Hampshire	37.05	3.84	2.04
Franklin	23.54	2.18	1.82
Middlesex	14.89	18.42	24.35
Norfolk	13.92	6.08	8.60
Plymouth	18.30	8.12	8.73
Suffolk	21.68	12.61	11.45
Worcester	20.47	11.98	11.51

Table 2. Employment Characteristics of Low-Paid Workers

	<u>Rate of Low Paid Workers</u>	<u>Distribution of</u>	
		<u>Low Paid Workers</u>	<u>All Women Workers</u>
Part-time work	32.14	52.16	31.94
Full-time work	13.84	47.84	68.06
Full year work	14.54	48.86	66.16
Not full year work	29.74	51.14	33.84
Full-time year-round	10.60	27.53	51.13
Full-time part-year	23.61	20.31	16.93
Part-time year-round	27.93	21.32	15.03
Part-time part-year	35.89	30.83	16.91
Private sector	22.16	77.45	68.77
Non-profit	14.13	10.80	15.05
Local government	14.87	7.34	9.72
State government	13.82	3.11	4.43
Federal government	12.59	1.30	2.04

Table 3. Industry of Employment

Agriculture/forestry/fisheries	49.87	0.06	0.14
Crop production	55.48	0.22	0.08
Animal production	41.62	0.10	0.05
Fishing/hunting/trapping	54.08	0.02	0.01
Support activities, agric. and forestry	44.19	0.02	0.01
Mining	10.34	0.01	0.01
Construction	12.29	0.63	1.02
Manufacturing—Durable	14.21	4.21	5.83
Pottery, ceramics and related	38.55	0.04	0.02
Other transp. And equipt.	56.06	0.01	0.00
Manufacturing—Non Durable	25.10	4.11	3.22
Sugar and confectionary	42.66	0.10	0.05
Animal slaughtering/processing	33.70	0.09	0.05
Retail bakeries	48.83	0.41	0.17
Bakeries, except retail	41.76	0.11	0.05
Food industry, not specified	32.23	0.04	0.02
Fiber, yarn, thread mills	38.64	0.04	0.02
Fabric mills, except knitting	35.93	0.14	0.08
Carpet and rug mfg.	38.60	0.01	0.00
Knitting mills	40.88	0.02	0.01
Cut and sew apparel	44.69	0.86	0.38
Apparel accessories	53.68	0.07	0.02
Leather tanning and products (except footwear)	45.04	0.10	0.04
tire manufacturing	33.87	0.01	0.00
Wholesale Trade	15.90	1.66	2.06
Farm supplies	33.87	0.01	0.00
Retail Trade	35.29	20.44	11.40
Hardware stores	45.28	0.20	0.09
Lawn/garden supply	33.93	0.12	0.07
Grocery	44.92	4.36	1.94
Specialty food	42.72	0.35	0.16
Liquor stores	45.59	0.27	0.12

Pharmacy/drug	35.90	1.48	0.81
Gasoline stations	48.38	0.35	0.14
Clothing and accessories	38.94	2.44	1.23
Shoe stores	34.85	0.25	0.14
Jewelry/luggage/leather goods	35.09	0.28	0.16
Sporting, camera, hobby, toy	34.67	0.50	0.28
Sewing, needlework	51.07	0.16	0.06
Music	46.15	0.13	0.06
Book stores/ news dealers	49.63	0.47	0.19
Department stores	38.64	3.71	1.89
Misc. gen'l merchandise	52.92	0.25	0.09
Florists	43.15	0.45	0.20
Used merchandise stores	41.08	0.28	0.13
Gift, novelty, souvenir	42.30	0.76	0.35
Misc. retail.	34.19	0.44	0.25
Vending machine operators	33.74	0.02	0.01
Other direct selling establishments	35.21	0.13	0.07
Transportation/Warehousing	15.18	1.64	2.12
Water transportation	40.74	0.01	0.00
Scenic/sightseeing transp.	36.33	0.03	0.02
Warehousing/storage	36.02	0.19	0.10
Utilities	4.43	0.08	0.36
Information	12.87	2.34	3.57
Finance/insurance	7.46	3.07	8.11
Real Estate and rental/leasing	17.32	1.30	1.48
Video tape and disk rental	64.06	0.28	0.09
Services:			
Professional/Scientific/Technical	9.43	3.30	6.88
Veterinary services	33.50	0.43	0.26
Management of companies/Administration and support			
Waste management	25.26	3.62	2.82
Services to bldgs/dwellings	46.78	1.04	0.44
Educational Services	17.94	13.49	14.80

Health Care	11.03	9.68	17.27
Social Assistance	29.43	5.62	3.76
Child day care	37.87	3.49	1.81
Art, entertainment, recreation	35.58	2.30	1.27
Bowling centers	76.47	0.02	0.01
Other amusement/rec.	40.47	1.57	0.76
Accommodation and food services	47.43	14.56	6.04
Traveler accomodation	32.41	1.54	0.94
Recreational vehicle parks/camps			
Rooming and boarding houses	68.03	0.33	0.10
Restaurants other food	49.68	12.38	4.90
Bars, drinking places	57.50	0.31	0.11
Private Household Services	42.84	0.62	0.29
Beauty/nail salons, laundry, dry cleanersⁱ	41.85	2.63	1.23
Barber/beauty salons	39.04	1.65	0.83
Nail salons	30.98	0.15	0.09
Dry cleaning and laundry services	52.74	0.83	0.31
Other Services	19.50	2.34	2.36
Car washes	30.73	0.02	0.01
Commercial/industrial Machinery			
Repair and maintenance	40.17	0.04	0.02
Personal and household goods			
Repair and maintainance	41.16	0.05	0.02
Public Administration	9.49	1.87	3.88
Military	38.80	0.13	0.06

Table 4. Occupation of Employment

Managers	5.77	2.40	8.19
Farm, ranch, other agriculture	36.21	0.05	0.03
Business and financial operations	5.38	1.54	5.63
<i>Professional and Related:</i>			
Computer and math scientists	4.31	0.52	2.39
Architects/engineers	7.18	0.28	0.76
Life/physical/social sciences	11.53	0.80	1.37
Agriculture and food scientist	58.70	0.03	0.01
Community and Social Services	10.97	1.35	2.43
Legal occupations	6.69	0.41	1.20
Education/library	16.06	8.07	9.90
Library technicians	49.32	0.14	0.06
Teacher assistants	37.01	2.54	1.35
Art/design/entertainment sports/media	17.67	1.81	2.02
Actors	56.14	0.04	0.01
Athletes/coaches/umpires and related	39.70	0.25	0.12
Dancers/choreographers	43.04	0.03	0.01
Entertainers and performers, sports, other	42.02	0.02	0.01
Announcers	51.28	0.03	0.01
Photographers	44.44	0.09	0.04
Healthcare practitioner and technical occs.	5.86	2.57	8.63
<i>Service Occupations:</i>			
Healthcare support	22.06	4.60	4.11
Protective Services	33.35	1.42	0.84
Supervisors other than fire, police, correct.	40.37	0.07	0.03
Security guards	41.01	0.52	0.25
Crossing guards	33.45	0.15	0.09

Lifeguards	58.87	0.59	0.20
Food prep and service	49.37	13.55	5.40
Supervisors/managers of food prep/servers	37.68	0.71	0.37
Cooks	44.92	1.77	0.77
Food prep workers	54.37	1.13	0.41
Bartenders	47.34	0.78	0.32
Combined food prep/serving workers, Incl. fast food	58.16	0.61	0.21
Counter attendants	64.02	0.97	0.30
Waitresses	50.15	5.52	2.17
Food servers, nonrestaurant	46.93	0.32	0.13
Dining room/cafeteria attendants	47.00	0.68	0.28
Dishwashers	73.27	0.35	0.09
Hostesses, restaurant, lounge, coffee shop	47.69	0.51	0.21
Building and grounds cleaning/maintenance	39.94	3.23	1.59
Janitors/building cleaners	45.89	1.15	0.49
Maids and housekeeping	39.91	1.88	0.93
Personal care and service	40.35	6.69	3.26
Supervisor/manager of gaming workers	42.97	0.02	0.01
Nonfarm animal caretakers	35.15	0.14	0.08
Gaming service workers	92.98	0.03	0.01
Ushers, ticket takers	51.23	0.07	0.03
Misc. entertainment attendants	40.57	0.20	0.10
Barbers	40.10	0.02	0.01
Hairdressers/hairstylists	38.29	1.16	0.59
Misc. personal appearance	41.95	0.28	0.13
Baggage porters, bellhops, concierges	43.32	0.05	0.02
Tour and travel guides	56.27	0.13	0.05
Child care workers	47.07	2.51	1.05
Personal and home care aides	43.86	0.78	0.35
Recreation/fitness workers	40.47	0.86	0.42
Residential advisors	36.85	0.27	0.15
Sales and related	34.82	18.19	10.28
Cashiers	56.35	7.75	2.71
Counter and rental clerks	58.41	0.36	0.12
Retail sales workers	43.47	5.98	2.71
Models, demonstrators/ Product promoters	48.50	0.14	0.06

Telemarketers	52.85	0.38	0.14
Door to door sales workers	46.45	0.15	0.06
Office and administrative support	16.45	20.64	24.70
File clerks	33.61	0.69	0.41
Hotel, motel, resort clerks	36.25	0.14	0.08
Library assistants, clerical	33.85	0.53	0.31
Info. And record clerks, other	30.78	0.16	0.11
Couriers and messengers	45.40	0.07	0.03
Stock clerks and order fillers	36.51	1.05	0.57
Farm/forestry/fishing	61.48	0.28	0.09
Supervisors/managers of farm/fish/forestry	53.54	0.02	0.01
Misc. agricultural workers	61.60	0.24	0.08
Construction and extraction	21.80	0.22	0.20
Construction laborers	31.02	0.07	0.05
Painters, construction and maintenance	37.21	0.06	0.03
Installation, maintenance, repair	12.82	0.21	0.32
Other installation, maintenance, Repair workers	65.58	0.07	0.02
Production workers	31.61	8.06	5.02
Misc. assemblers/fabricators	32.90	1.09	0.65
Bakers	42.78	0.26	0.12
Butchers, other meat, poultry			
Fish processing workers	49.42	0.08	0.03
Food batchmakers	37.08	0.11	0.06
Cutting, punching, press machine			
Setters, operators, metal and plastic	39.22	0.04	0.02
Grinding, polishing, buffing machine			
Toll setters, operators, metal			
And plastic	36.67	0.02	0.01
Molders and molding machine operators,			
Metal and plastic	33.90	0.08	0.04
Plating and coating machine operators,			
Metal and plastic	55.83	0.02	0.01
Metalworking and plastic, other	35.18	0.41	0.23
Laundry and dry cleaning workers	56.82	0.58	0.20
Pressers, textile, garment and related	60.09	0.16	0.05

Sewing machine operators	44.66	0.98	0.43
Textile knitting and weaving machine Operators	33.33	0.04	0.02
Upholsterers	48.72	0.01	0.00
Textile, apparel, other	47.79	0.05	0.02
Sawing machine operators, wood	60.66	0.01	0.00
Woodworker, other	50.00	0.01	0.01
Cutting workers	38.96	0.08	0.04
Jewelry and precious stone and metal Workers	37.62	0.05	0.03
Packaging and filling machine operators	41.72	0.42	0.20
Photographic process workers	34.64	0.12	0.07
Cleaning, washing, metal picking Operators	43.00	0.01	0.01
Paper goods machine operators	35.32	0.05	0.03
Helpers, production workers	33.83	0.03	0.02
Transportation and Material Moving	36.39	3.09	1.67
Driver/sales workers and Truck drivers	34.83	0.31	0.17
Taxi drivers/chauffeurs	43.15	0.16	0.07
Other motor vehicle operators	74.60	0.02	0.00
Sailors and marine oilers	78.46	0.03	0.01
Parking lot attendants	35.16	0.02	0.01
Service station attendants	54.40	0.07	0.02
Cleaners of vehicles and equipt.	50.44	0.13	0.05
Laborers and freight, stock, material Movers, hand	39.68	0.90	0.45
Machine feeders and offbearers	58.10	0.03	0.01
Packers and packagers, hand	50.10	0.91	0.36
Refuse and recyclable material collectors	42.70	0.01	0.01
Military	48.11	.06	.02

Table 5. Consequences of Low-Paid Work

	Rate of Low Paid <u>Workers</u>	<u>Distribution of</u>	
		<u>Low Paid</u> <u>Workers</u>	<u>All Women</u> <u>Workers</u>
Poverty Status			
Below poverty	80.30	0.08	0.02
101-125% of poverty	61.07	23.44	6.96
125%-150% of poverty	45.41	5.99	2.39
151%-200% of poverty	37.55	10.12	4.89
Poverty Status by Race			
Below poverty			
White	72.26	0.04	
Black	100.00	0.21	
Native American	0	0	
Asian	100.0*	0.19	
Pacific Islanders	0	0	
Other	100.00	0.23	
Hispanic	100.0	0.34	
101-125% of poverty			
White	61.01	19.83	
Black	41.30	58.63	
Native American	79.27	43.97	
Asian	60.09	28.41	
Pacific Islanders	71.59	38.89	
Other	62.70	42.97	
Hispanic	61.91	40.96	
125%-150% of poverty			
White	47.73	5.59	
Black	27.42	6.11	
Native American	0	0	
Asian	40.44	5.09	
Pacific Islanders	100.00	28.40	
Other	47.21	10.32	
Hispanic	46.91	10.38	

151%-200% of poverty

White	39.43	9.47	
Black	26.91	13.37	
Native American	10.06	46.98	
Asian	46.58	14.66	
Pacific Islanders	19.81	12.96	
Other	37.05	11.63	
Hispanic	40.41	13.25	
Receiving welfare?	44.77	2.86	1.26
White	43.92	2.26	
Black	39.65	6.08	
Asian	61.63	1.09	
Other	37.05	11.63	
Hispanic	53.50	7.99	

*Low sample size.

ⁱ These are normally subsumed under the category “other services.” I pulled them out from this larger category because of their high incidence of low paid work.