

4) Asian

Table 5.4 ranks all industries in terms of their overall grade on Asian employment opportunity. For each industry we also display their grades for the four dimensions of employment opportunity. In addition, we provide contextual information for each industry in terms of total number of employees and percentage of federal contractor establishment from EEO data and mean hourly wage (2011 constant dollar) from ACS data. In general, industries with high grades on one dimension had high grades on the others. The reliability of the overall grade, based on the four components of employment opportunity is 0.62. This is not a high scale reliability score, suggesting that the overall grade may obscure significant variation across the four indicators.

Consistently, relatively large number of industries receives high grades across all dimensions. 22 industries (24.0%) are consistently in the B range or better. These better performing industries are in a variety of sectors, although Computer and Information Technology industries such as Information Services, Professional, Scientific, and Technical Services, and Computer and Electronic Product Manufacturing are particularly common. These tend to be very high wage industries.

In the C range, we see industries with a mix of high and low grades. These are probably the industries which could make the most progress if their managers committed themselves to actively managing for equal opportunity.

24.0% of industries receive overall failing (F) or near failing (D) grades. In these industries wage gaps tend to be over 8.7%, segregation above 0.39, managerial representation below -2.6%, and overall representation below -1.2%. Since Asians make up only 5.5% of the private sector EEOC reporting labor force, under employment by 1.2% (overall) and 2.6% (managerial) represent substantial underrepresentation.

The very worst industries in terms of Asians' employment opportunities tend to be clustered in Manufacturing, Construction, Transportation, and Crop Production sectors of the economy.

Table 5.4. Industry Employment Opportunity Grades, 2012: Asians

Final Grade	Name	Overall Representation Grade	Management Representation Grade	Asian-White Segregation Grade	Asian-White Wage Gap Grade	Total Number of Employees	Mean Hourly Wage(\$)	% of Federal Contractor Establishments
A	Other Information Services	A	A	A	A	173,403	23.8	37.7
A	Professional, Scientific, and Technical Services	A	A	B	A	3,306,410	37.5	42.2
A-	Publishing Industries (except Internet)	A	B	B	A	494,007	29.6	49.8
A-	Computer and Electronic Product Manufacturing	A	A	B	B	1,044,013	36.4	48.5
A-	Securities, Commodity Contracts, and Other Financial Investments and Related Activities	A	B	A	B	367,225	37.0	34.9
B+	Internet Service Providers, Web Search Portals, and Data Processing Services	A	C	B	A	107,187	31.7	64.4
B+	Credit Intermediation and Related Activities	B	B	B	A	1,296,269	30.1	52.4
B+	Health and Personal Care Stores	A	B	C	A	105,739	23.0	68.9
B+	Hospitals	B	C	A	A	5,017,446	29.0	41.5
B	Postal Service	B	B	C	A	734	25.6	42.9
B	Telecommunications	B	C	B	A	513,564	32.1	63.9
B	Management of Companies and Enterprises	B	C	B	A	547,831	48.0	64.1
B	Chemical Manufacturing	B	A	C	B	802,157	33.5	51.9
B	Wholesale Electronic Markets and Agents and Brokers	C	C	A	A	48,137	31.9	28.9
B	Miscellaneous Store Retailers	A	B	C	B	235,539	17.9	36.7
B	Amusement, Gambling, and Recreation Industries	B	D	B	A	618,884	16.3	46.3
B	Nonstore Retailers	B	C	C	A	148,557	22.8	31.2
B	Motion Picture and Sound Recording Industries	C	C	B	A	86,442	28.2	17.4
B	Clothing and Clothing Accessories Stores	B	D	B	A	390,865	16.1	48.0
B	Funds, Trusts, and Other Financial	B	C	B	B	48,989	37.0	36.7

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Final Grade	Name	Overall Representation Grade	Management Representation Grade	Asian-White Segregation Grade	Asian-White Wage Gap Grade	Total Number of Employees	Mean Hourly Wage(\$)	% of Federal Contractor Establishments
	Vehicles							
B	Accommodation	A	C	C	B	950,835	15.8	64.6
B	Air Transportation	B	C	A	C	421,854	30.1	44.8
B-	Ambulatory Health Care Services	C	C	C	A	1,733,832	28.2	42.6
B-	Transportation Equipment Manufacturing	C	C	C	A	1,298,238	29.2	60.2
B-	Sporting Goods, Hobby, Book, and Music Stores	C	D	B	A	157,579	15.7	29.3
B-	Insurance Carriers and Related Activities	C	D	B	A	1,371,870	31.6	48.0
B-	Couriers and Messengers	C	D	B	A	376,880	22.6	59.9
B-	Monetary Authorities - Central Bank	B	C	C	B	60,626	37.0	22.2
C+	Electronics and Appliance Stores	C	C	C	B	151,591	24.8	5.6
C+	Administrative and Support Services	C	D	C	A	2,594,878	18.7	50.6
C+	Apparel Manufacturing	A	A	F	D	69,483	18.3	35.1
C+	Support Activities for Mining	C	D	C	A	245,887	31.7	43.3
C+	Museums, Historical Sites, and Similar Institutions	C	D	C	A	62,848	19.1	10.8
C+	Miscellaneous Manufacturing	A	C	D	C	686,572	25.1	49.4
C+	Utilities	C	D	C	A	476,408	32.0	45.5
C+	Educational Services	D	D	B	A	419,932	23.5	24.2
C	Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)	C	C	F	A	2,134	28.1	41.7
C	Nursing and Residential Care Facilities	C	C	F	A	2,158,126	17.0	60.9
C	Public Administration	C	D	C	B	33,845	28.1	32.3
C	Support Activities for Transportation	B	D	C	C	253,990	24.3	53.5
C	Warehousing and Storage	B	D	F	A	286,392	17.2	50.9
C	Electrical Equipment, Appliance, and Component Manufacturing	B	C	D	C	319,252	25.6	55.0

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C	Machinery Manufacturing	C	C	D	B	720,558	25.9	56.1
C	General Merchandise Stores	C	D	C	B	2,865,912	14.2	27.6
C	Repair and Maintenance	C	D	C	B	139,333	18.6	40.3
C	Scenic and Sightseeing Transportation	D	B	B	D	10,203	20.3	52.2
C	Furniture and Home Furnishings Stores	C	D	C	B	91,927	19.9	60.6
C	Gasoline Stations	D	D	B	B	66,606	13.6	18.4
C	Animal Production	B	D	Z	A	65,885	17.4	49.8
C	Fishing, Hunting and Trapping	A	B	F	F	6,585	24.3	25.6
C	Leather and Allied Product Manufacturing	C	D	D	B	20,200	31.3	35.0
C	Rental and Leasing Services	C	D	F	A	134,555	18.4	50.8
C	Oil and Gas Extraction	C	D	B	D	126,188	37.5	42.8
C	Forestry and Logging	D	F	B	B	3,560	20.5	17.9
C	Broadcasting (except Internet)	D	D	C	B	307,367	29.8	76.0
C	Religious, Grantmaking, Civic, Professional, and Similar Organizations	D	D	C	B	402,325	22.0	16.1
C-	Textile Product Mills	C	D	Z	A	77,955	17.6	47.4
C-	Food Manufacturing	B	D	Z	B	1,181,641	19.0	51.7
C-	Merchant Wholesalers, Durable Goods	C	D	D	C	674,872	27.3	46.7
C-	Plastics and Rubber Products Manufacturing	B	D	Z	B	488,057	21.7	44.9
C-	Fabricated Metal Product Manufacturing	C	D	F	B	702,165	22.6	46.8
C-	Real Estate	C	D	D	C	232,445	28.8	50.5
C-	Food Services and Drinking Places	D	F	C	B	1,889,044	12.2	60.9
C-	Performing Arts, Spectator Sports, and Related Industries	D	F	C	B	209,224	29.4	53.4
C-	Social Assistance	D	F	D	A	719,889	15.9	24.9

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C-	Water Transportation	C	F	C	C	44,655	29.3	60.1
C-	Food and Beverage Stores	D	D	D	B	2,068,077	14.3	61.0
C-	Beverage and Tobacco Product Manufacturing	D	F	D	A	230,043	26.5	75.1
C-	Transit and Ground Passenger Transportation	D	F	D	A	226,915	19.7	54.6
C-	Petroleum and Coal Products Manufacturing	D	F	C	B	106,450	36.8	57.8
D+	Textile Mills	C	D	Z	B	64,729	18.9	38.9
D+	Motor Vehicle and Parts Dealers	D	F	F	A	424,963	20.6	52.3
D+	Mining (except Oil and Gas)	D	D	Z	A	138,065	26.1	69.2
D+	Printing and Related Support Activities	C	F	D	C	189,674	23.0	50.3
D+	Truck Transportation	D	F	D	B	581,376	20.6	48.5
D+	Rail Transportation	D	F	D	B	178,212	28.4	72.4
D+	Paper Manufacturing	C	D	Z	B	301,505	25.5	48.7
D+	Furniture and Related Product Manufacturing	C	F	F	B	183,192	18.9	38.5
D	Primary Metal Manufacturing	D	D	Z	B	329,361	24.3	43.8
D	Construction of Buildings	D	F	F	B	308,473	23.8	31.4
D	Specialty Trade Contractors	D	F	F	B	595,919	23.8	36.5
D	Merchant Wholesalers, Nondurable Goods	D	F	D	C	693,417	25.1	50.6
D	Waste Management and Remediation Services	D	F	Z	A	121,405	21.3	65.2
D	Building Material and Garden Equipment and Supplies Dealers	F	F	C	C	676,756	18.1	49.2
D	Pipeline Transportation	C	D	D	Z	26,074	33.8	64.4
D	Nonmetallic Mineral Product Manufacturing	D	F	Z	B	168,394	22.7	63.0
D	Support Activities for Agriculture and Forestry	D	Z	Z	A	65,098	16.8	39.7
D	Heavy and Civil Engineering	D	F	Z	B	366,875	23.8	41.2

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	Construction							
D	Crop Production	C	Z	Z	B	137,932	15.6	33.5
D	Personal and Laundry Services	D	D	Z	C	216,178	15.4	49.9
D	Wood Product Manufacturing	D	F	Z	B	166,370	18.9	47.9
F	Private Households	Z	Z	D	B	4,483	13.9	37.5