

#### 4) Asian

Figure 4.4 reports the distribution of estimates for each dimension across 92 detailed industries in 2012.<sup>1</sup> For all four indicators there is relatively small variation between industries in the level of Asians' employment opportunity.

The distribution of Asian under-representation is computed relative to the distribution of Asians in local labor markets and similar industries. There is racial sorting by industry, with some industries heavily White and others with relatively large Asian labor forces. Overall, 53.4% of industries show Asian under-representation in total employment. However, the proportion of underrepresentation is as small as -1.1% on average in these industries and 4.8% at max.

In contrast, Asian under-representation in managerial employment is much more widespread. 79.3% of industries display Asian under-representation in managerial jobs. However, like the total employment underrepresentation, the proportion of underrepresentation in managerial positions is as small as -1.7% on average in these industries. On the other hand, Asians are occasionally more likely than non-Asians to be found in managerial jobs, especially in IT industries. For example, in Computer and Electronic Product Manufacturing Private Household Services, Asians are 5.5% *more* likely to be found in managerial jobs than their availability in the local labor force. At the under-represented end of the distribution, Asians are under-represented in management by 5.9% in Support Activities for Agriculture and Forestry. In 15 industries more than 90% of establishments show shortfall's in Asians' managerial employment. Even given the most restrictive baseline (state-management-industry), in 39 industries more than 75% of establishments have statistically significant shortfalls of Asians in management. These eighteen industries are:

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<sup>1</sup> Ninety-nine three-digit NAICS industries are available in the 2012 EEO-1; however, to maintain confidentiality, we collapse industries 921-928 to the two-digit level.

- Administrative and Support Services
- Animal Production
- Beverage and Tobacco Product Manufacturing
- Building Material and Garden Equipment and Supplies Dealers
- Construction of Buildings
- Crop Production
- Electronics and Appliance Stores
- Fabricated Metal Product Manufacturing
- Food and Beverage Stores
- Food Services and Drinking Places
- Furniture and Related Product Manufacturing
- Gasoline Stations
- General Merchandise Stores
- Heavy and Civil Engineering Construction
- Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)
- Merchant Wholesalers, Nondurable Goods
- Motor Vehicle and Parts Dealers
- Nonmetallic Mineral Product Manufacturing
- Nursing and Residential Care Facilities
- Paper Manufacturing
- Personal and Laundry Services
- Petroleum and Coal Products Manufacturing
- Plastics and Rubber Products Manufacturing
- Postal Service
- Primary Metal Manufacturing
- Printing and Related Support Activities
- Private Households
- Rail Transportation
- Social Assistance
- Specialty Trade Contractors
- Sporting Goods, Hobby, Book, and Music Stores
- Support Activities for Agriculture and Forestry
- Textile Mills
- Textile Product Mills
- Transit and Ground Passenger Transportation
- Truck Transportation
- Waste Management and Remediation Services
- Wholesale Electronic Markets and Agents and Brokers
- Wood Product Manufacturing

Segregation captures the sorting of Asians and Whites into different occupations within the same workplace. The baseline here is a hypothetical workplace where Asians and Whites are equally distributed across jobs. The EEO-1 surveys collect data at the major occupation level (e.g. executives, managers, professionals, technicians, sales, clerical, craft, operative, laborers, service) and so understates actual job level segregation (e.g. engineers vs accountants). We find particularly high levels of Asian-White segregation in manufacturing, construction, and animal production:

- Animal Production Animal Production
- Apparel Manufacturing
- Construction of Buildings
- Crop Production
- Fabricated Metal Product Manufacturing
- Fishing, Hunting and Trapping
- Food Manufacturing
- Furniture and Related Product Manufacturing
- Heavy and Civil Engineering Construction
- Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)
- Mining (except Oil and Gas)
- Motor Vehicle and Parts Dealers
- Nonmetallic Mineral Product Manufacturing
- Nursing and Residential Care Facilities
- Paper Manufacturing
- Personal and Laundry Services
- Plastics and Rubber Products Manufacturing
- Primary Metal Manufacturing
- Rental and Leasing Services
- Specialty Trade Contractors
- Support Activities for Agriculture and Forestry
- Textile Mills
- Textile Product Mills
- Warehousing and Storage
- Waste Management and Remediation Services
- Wood Product Manufacturing

We estimate wage gaps based on American Community Survey data produced by the United States Census Bureau. Our models control for racial differences in gender, age, education, and community of employment, and we report Asians' wages as a percentage of Whites' wages. In 11 industries, Asians earn more than Whites, even after statistical adjustments for age, hours worked, education and local labor market. The industries are:

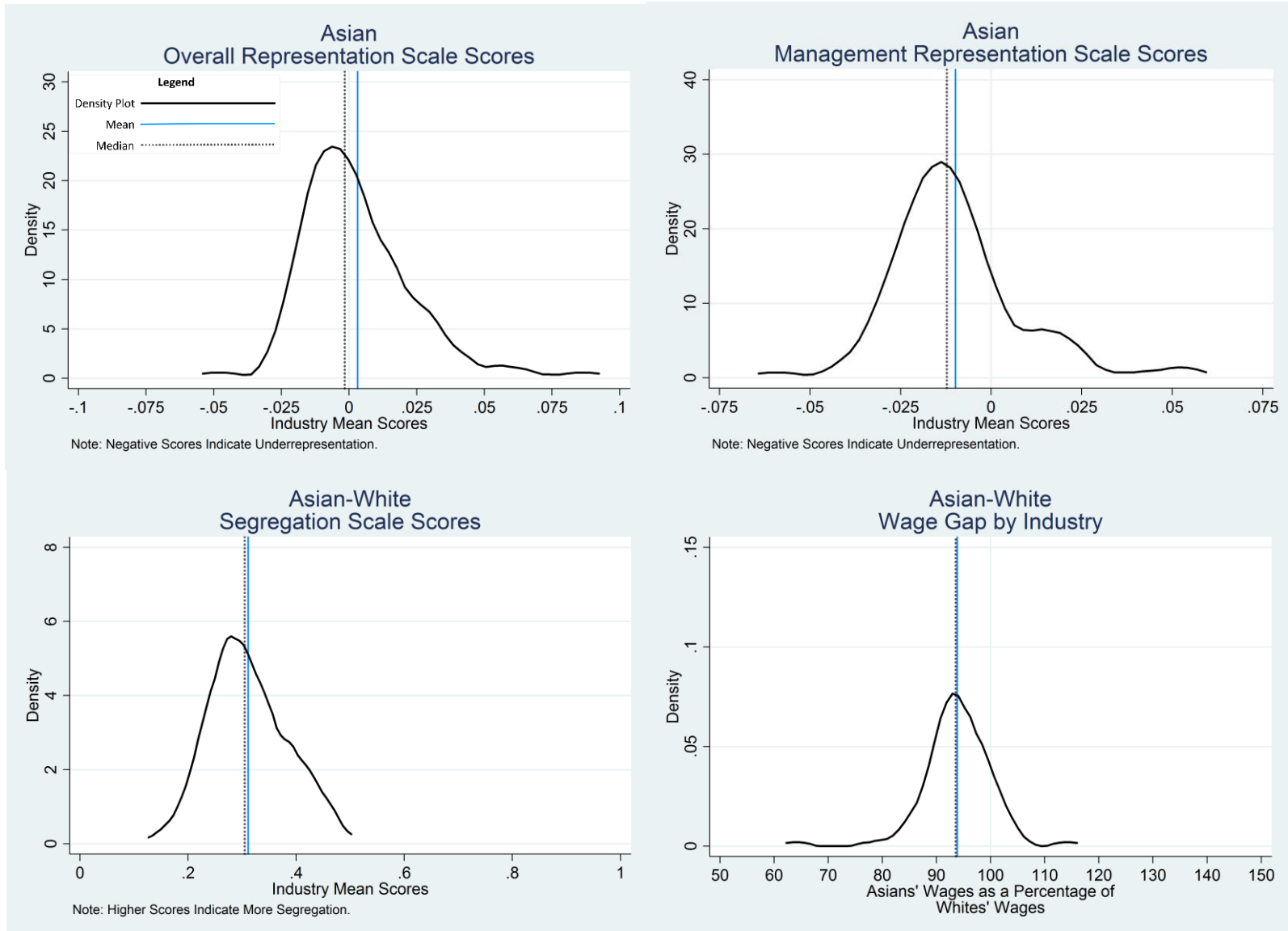
- Ambulatory Health Care Services
- Amusement, Gambling, and Recreation Industries
- Animal Production
- Hospitals
- Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)
- Motion Picture and Sound Recording Industries
- Museums, Historical Sites, and Similar Institutions
- Nonstore Retailers
- Postal Service
- Professional, Scientific, and Technical Services
- Telecommunications

However, the wage gap is statistically significant at  $p < 0.05$  level only in Ambulatory Health Care Services, Hospitals, and Professional, Scientific, and Technical Services.

Generally though, Asians earn slightly less than Whites. In the mean industry, Asians earn 93.8% of what Whites earn. Adjusted pay gaps greater than 20% are found in:

- Fishing, Hunting and Trapping
- Pipeline Transportatiion

**Figure 4.4. Industry Distributions of Asian Employment Opportunities, 2012\***



Note that axes vary across dimensions due to differing metrics and for optimal visualization of variation by industry.