

3) Hispanic

Figure 4.3 reports the distribution of estimates for each dimension across 92 detailed industries in 2012.¹ For all four indicators there is relatively small variation between industries in the level of Hispanics' employment opportunity.

The distribution of Hispanic under-representation is computed relative to the distribution of Hispanics in local labor markets and similar industries. There is racial sorting by industry, with some industries heavily White and others with relatively large Hispanic labor forces. Overall, 72.8% of industries show Hispanic under-representation in total employment.

Hispanic under-representation in managerial employment is much more widespread. 82.6% of industries display Hispanic under-representation in managerial jobs. Hispanics are, however, occasionally more likely than Whites to be found in managerial jobs. The most striking example of Hispanic over-representation in managerial jobs is Crop Production and Support Activities for Agriculture and Forestry, where Hispanics are 21.5% and 21.1% respectively *more* likely to be found in managerial jobs than their availability in the local labor force. At the under-represented end of the distribution, Hispanics are under-represented in management by 8.2% in Pipeline Transportation. In 4 industries more than 90% of establishments show shortfall's in Hispanics' managerial employment. Even given the most restrictive baseline (state-management-industry), in 20 industries more than 75% of establishments have statistically significant shortfalls of Hispanics in management. These twenty industries are:

¹ 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.

- Ambulatory Health Care Services
- Fishing, Hunting and Trapping
- Forestry and Logging
- Hospitals
- Insurance Carriers and Related Activities
- Monetary Authorities - Central Bank
- Nursing and Residential Care Facilities
- Other Information Services
- Paper Manufacturing
- Pipeline Transportation
- Postal Service
- Printing and Related Support Activities
- Private Households
- Publishing Industries (except Internet)
- Rail Transportation
- Real Estate
- Scenic and Sightseeing Transportation
- Securities, Commodity Contracts, and Other Financial Investments and Related Activities
- Textile Mills
- Wood Product Manufacturing

Segregation captures the sorting of Hispanics and Whites into different occupations within the same workplace. The baseline here is a hypothetical workplace where Hispanics 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 Hispanic-White segregation in manufacturing, postal services, nursing and residential care facilities and productions:

- Animal Production
- Apparel Manufacturing
- Crop Production
- Fabricated Metal Product Manufacturing
- Fishing, Hunting and Trapping
- Food Manufacturing
- Nonmetallic Mineral Product Manufacturing
- Nursing and Residential Care Facilities
- Paper Manufacturing
- Personal and Laundry Services
- Plastics and Rubber Products Manufacturing
- Postal Service
- Support Activities for Agriculture and Forestry
- Textile Mills
- Textile Product Mills
- 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, as well as English language facility. We report Hispanics' wages as a percentage of Whites' wages. The Hispanic-White wage gap is generally small after these statistical adjustments. In three industries (Social Assistance, Textile Product Mills, and Transit and Ground Passenger Transportation) Hispanics earn more than Whites after statistical adjustments for age, hours worked, education, language, and local labor market. In addition, in 17 industries, the wage gap is under 5%. The low wage gap industries are:

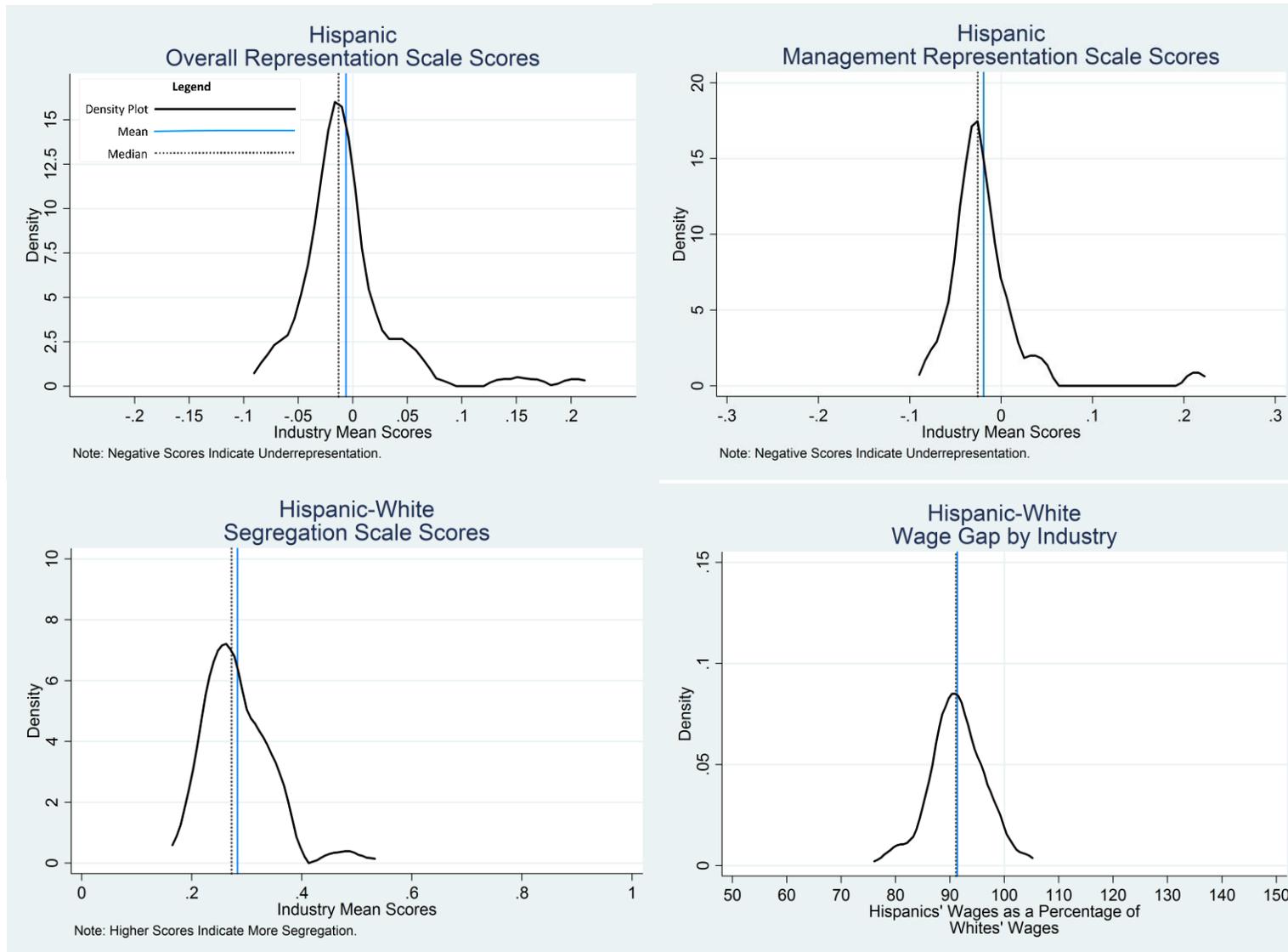
- Beverage and Tobacco Product Manufacturing
- Couriers and Messengers
- Educational Services
- Food and Beverage Stores
- Food Services and Drinking Places
- Forestry and Logging
- Furniture and Home Furnishings Stores
- General Merchandise Stores
- Health and Personal Care Stores
- Mining (except Oil and Gas)
- Museums, Historical Sites, and Similar Institutions
- Pipeline Transportation
- Postal Service
- Public Administration
- Religious, Grantmaking, Civic, Professional, and Similar Organizations

- Scenic and Sightseeing Transportation
- Sporting Goods, Hobby, Book, and Music Stores

Generally though, Hispanics earn significantly less than Whites. In the mean industry, Hispanics earn 91.3% of what Whites earn. Adjusted pay gaps greater than 20% are found in:

- Apparel Manufacturing
- Leather and Allied Product Manufacturing

Figure 4.3. Industry Distributions of Hispanic Employment Opportunities, 2012*



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