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ABSTRACT

This mentored undergraduate student research project will seek to rank and explain major metropolitan area-level patterns of race and gender employment equity at the level of nine broad occupational categories: service workers, laborers, operatives, skilled craft & trade, sales workers, professionals, and officers/managers. This project will seek to rank major metropolitan area-level performance on a diverse array of occupational race and gender employment “cells” (i.e. African American, women, professionals; Asian American, women, professionals; etc.). The project will also seek to explain these patterns through a review of empirical and theoretical literature on labor market discrimination, as well as through a careful reading of local news stories and articles, NJ focused socioeconomic research reports, and any other relevant sources.

We find that while the general patterns of racial and gender under and overrepresentation in NJ major metro areas follows the pattern nationally, there are interesting areas of progress on employment equity. There are some instances of needed improvement in particular occupations, where some metropolitan areas in NJ would be well served to emulate the labor market practices and social patterns in better performing NJ metropolitan areas.

RESEARCH QUESTIONS

- 1. How do the five major metropolitan areas in NJ compare in recent years along the lines of racial and gender employment representation across major occupations?

DATA COLLECTION

We utilize data aggregated from the US Equal Employment Opportunity Commission’s EEO-1 Private Sector files regarding occupational employment counts by race and gender group for all large (100 + employee) private sector establishments in NJ major metropolitan areas. We utilize baseline population comparison groups from the American Community Survey 5 year files for NJ major metropolitan areas. We compare the share in occupation to the share in the population.

RESULTS

Table 1

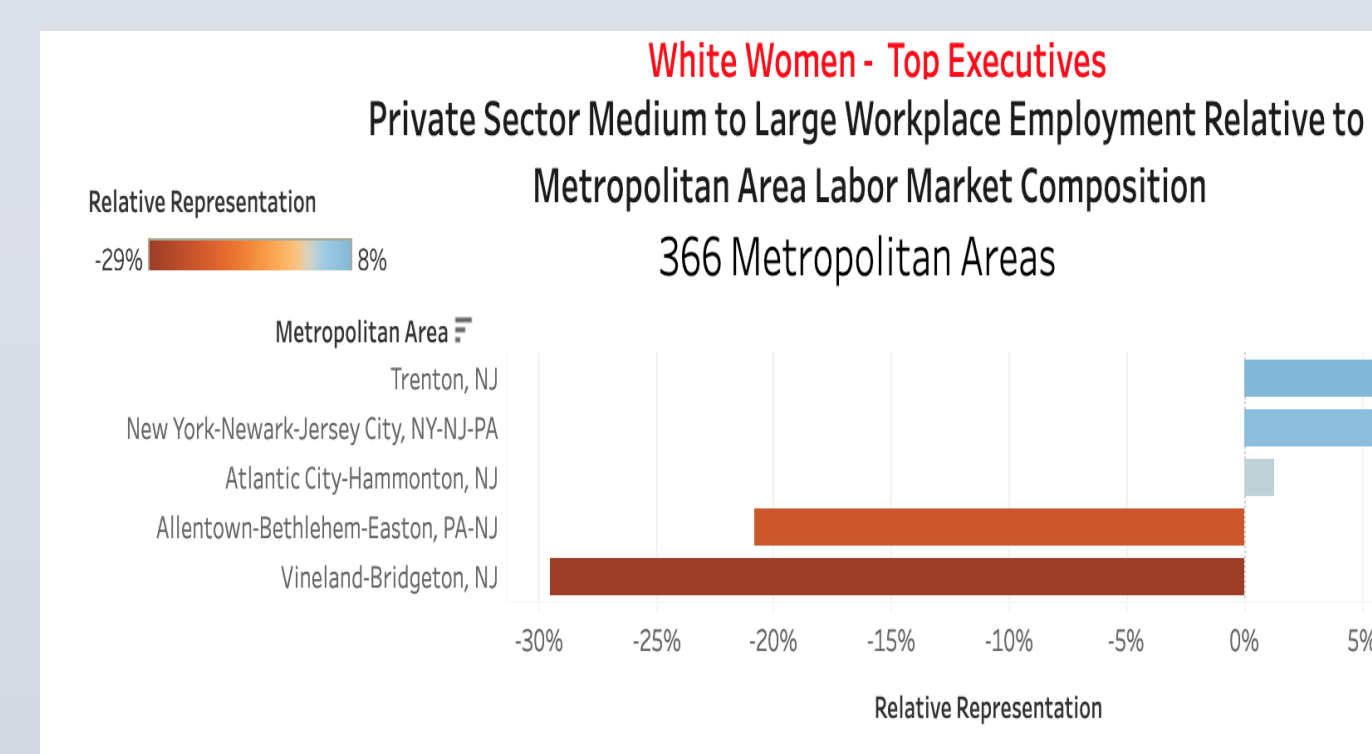


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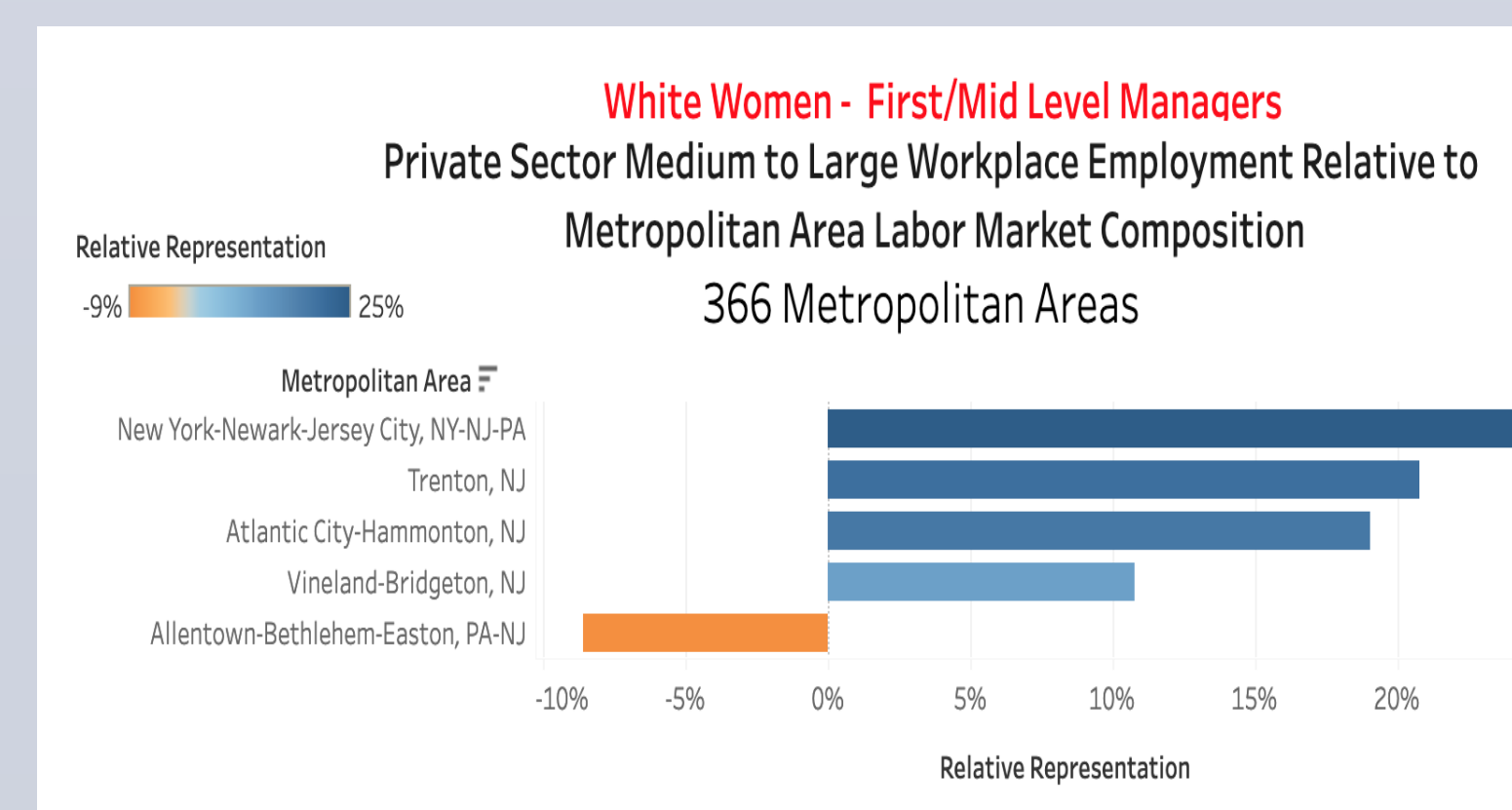


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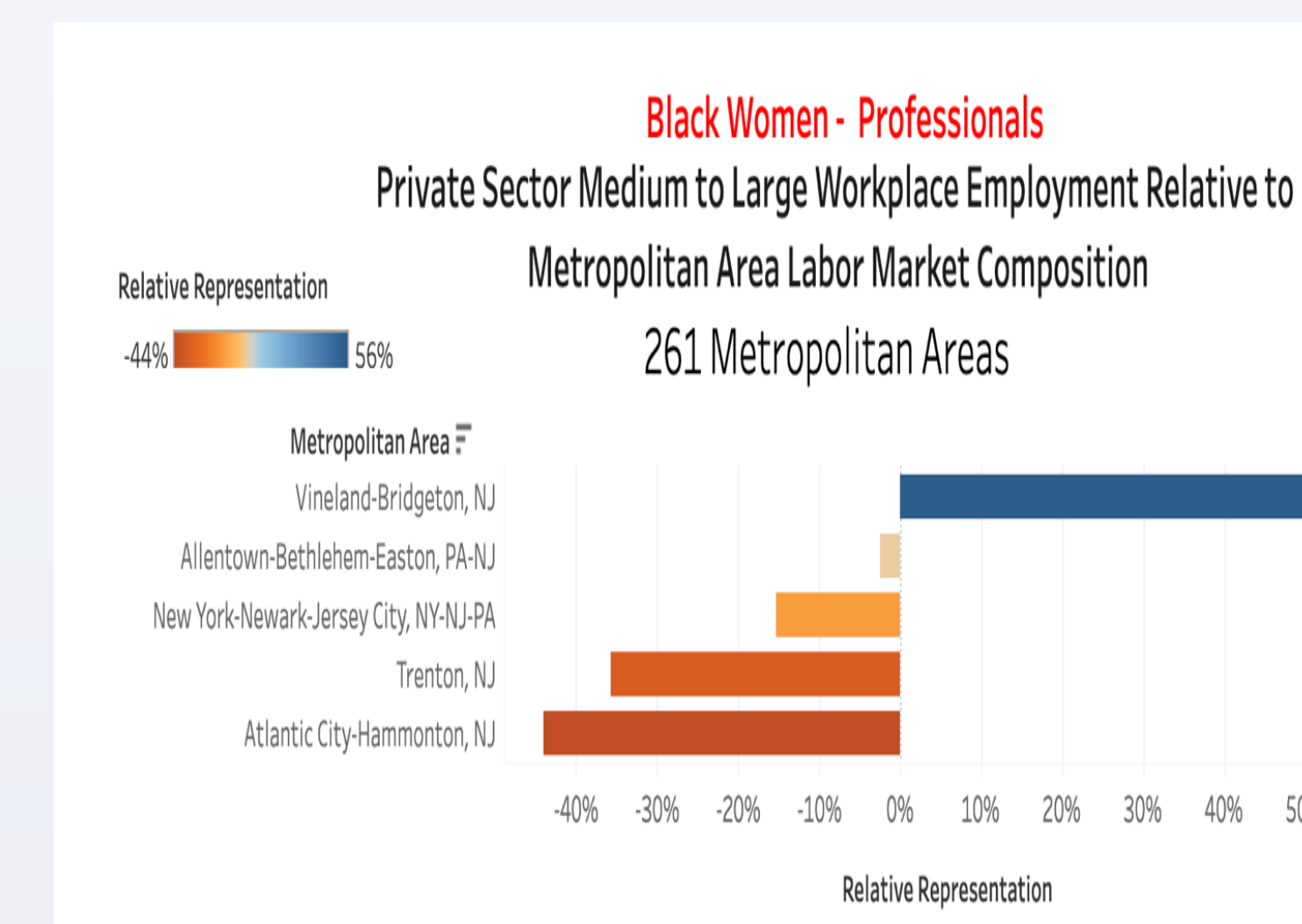
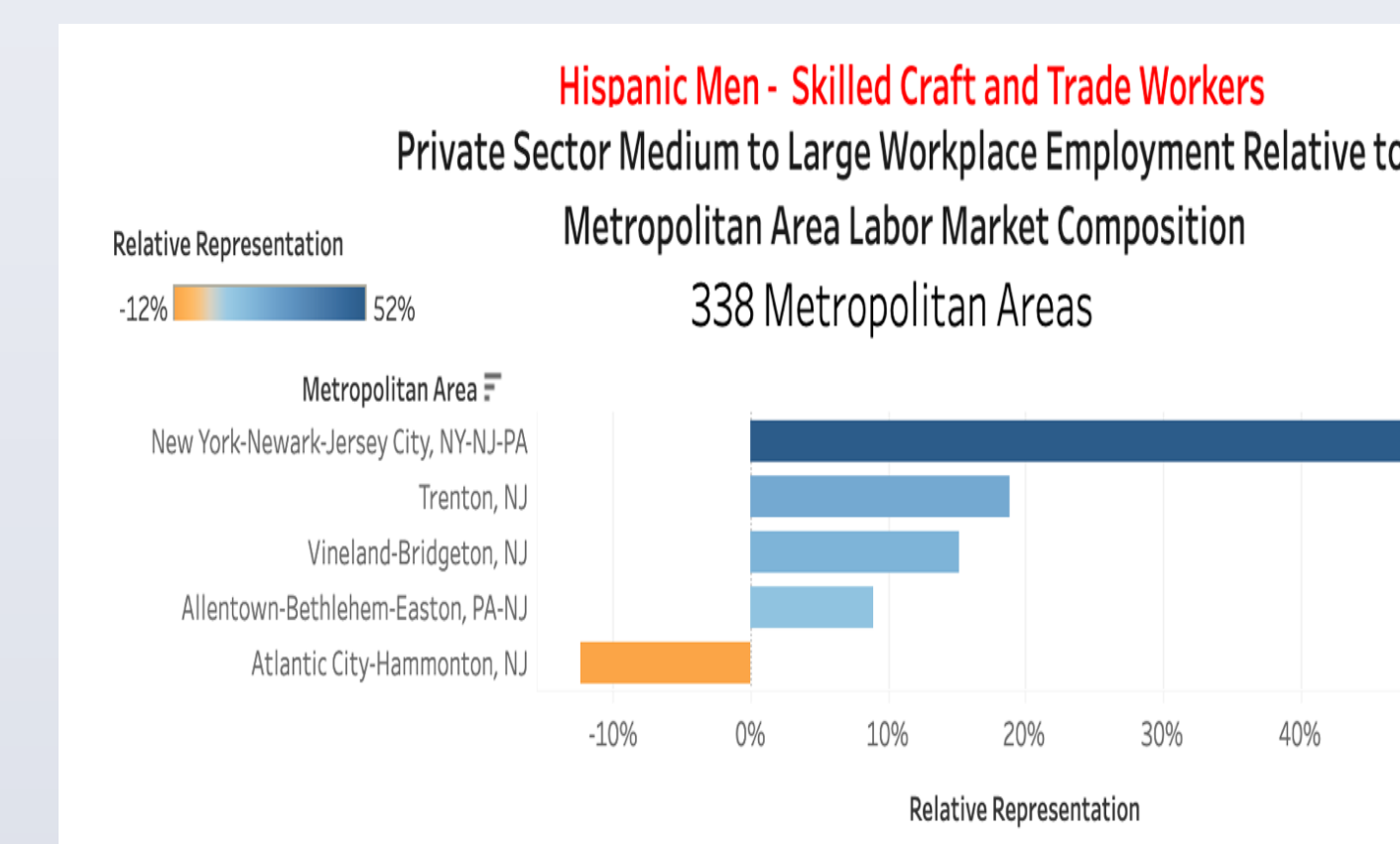


Table 4:



DISCUSSION

1) Trenton, Newark, and Atlantic City metro areas show relative employment equity for white women top executives, which demonstrates progress that could be emulated in the other two major NJ metropolitan areas.

2) While most of the five major NJ metropolitan areas show relative employment equity for white women in first/mid-level managerial jobs, the Allentown-Bethlehem-Easton, PA-NJ metropolitan area shows a need for progress in this area.

LIMITATIONS

3) The Vineland-Bridgeton, NJ metropolitan areas shows considerable employment equity for African American women in professional jobs, which provides an important and inspiring model that ought to be emulated by the five other major NJ metropolitan areas, where African American women are underrepresented in professional jobs.

4) While most of the five major NJ metropolitan areas show relative employment equity for Latino men in skilled craft and trade occupations, the Atlantic City-Hammonton, NJ metropolitan area shows a need for progress in this area.