STATE of the UNION

OCCUPATIONAL SEGREGATION

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OCCUPATIONAL SEGREGATION

KIM A. WEEDEN (Cornell University)
Millennials participate in labor force that is highly segregated by gender and race
Percentage of women workers by occupation group: millennials in 2015-2017

- MA-level professions, technicians
- Clerical
- Classic professions (doctor, lawyer)
- Sales
- Service
- Managers
- Production
- Transportation and labor
- Construction trades, mechanics

Women's share of millennial labor force
Percentage of White or Black workers by occupation group: millennials in 2015-2017

- Transportation and labor
- Clerical
- Production
- Service
- Sales
- MA-level professions, technicians
- Managers
- Classic professions (doctor, lawyer)
- Construction trades, mechanics

Whites’ share of millennial labor force
Blacks’ share of millennial labor force
How segregated are millennials?

47% of millennials would need to switch to a gender-atypical occupation to integrate the labor market.

27% of Black millennials would need to switch to a white-dominated occupation to integrate the labor market.

22% of Hispanic workers
Trends in segregation
Is gender segregation declining for millennials?

<table>
<thead>
<tr>
<th>Group</th>
<th>Index of Dissimilarity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Millennials in 2015-17</td>
<td>50%</td>
</tr>
<tr>
<td>GenX in 2015-17</td>
<td>50%</td>
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<tr>
<td>Boomer in 2015-17</td>
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Index of Dissimilarity
(percentage of workers who need to switch to gender-atypical occupation to achieve full integration)
Is racial segregation declining for millennials?

- **Index of Dissimilarity** (percentage of worker who need to switch occupations to achieve full integration)

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Hispanic-White Segregation</th>
<th>Black-White Segregation</th>
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<tbody>
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<td>20%</td>
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<tr>
<td>GenX in 2015-17</td>
<td>22%</td>
<td>26%</td>
</tr>
<tr>
<td>Boomers in 2015-17</td>
<td>24%</td>
<td>28%</td>
</tr>
</tbody>
</table>

**Millennials age 21-36**

- Millennials in 2015-17
- GenX in 2015-17
- Boomers in 2015-17
If current rate of integration persists

Gender integration in 11 “generations”

→ 125 birth-year cohorts

Black-white integration: ?
Trends in segregation

- Glacial
- Asymmetric
- Unstable
25% of the gender gap in hourly wages among college-educated millennials

39% of the Black-White pay gap

39% of the Hispanic-White pay gap
Why is segregation so persistent?

Socialization

Cultural beliefs

Discrimination

Human capital

Household labor (gender)

Spatial segregation (race)
• Gender segregation high, but declining
• Racial segregation lower, but stagnant
• Cannot rely on generational change alone
Thank you!

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