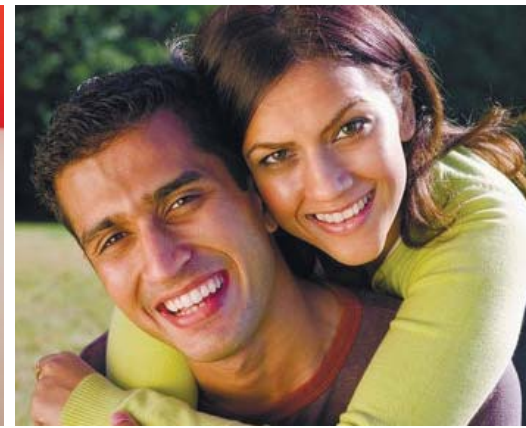


# RACE, GENDER AND THE RECESSION



## JOB CREATION AND EMPLOYMENT

A FOUR-PART REPORT SERIES ON

**THE AMERICAN RECOVERY AND REINVESTMENT ACT OF 2009 AND ITS  
IMPACT ON WOMEN OF COLOR, THEIR FAMILIES AND COMMUNITIES**



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Founded in 2000 by Walter Stafford as part of the Roundtable of Institutions of People of Color, the **Women of Color Policy Network**, an affiliate of the Research Center for Leadership in Action at New York University's Robert F. Wagner Graduate School of Public Service is the country's only research and policy institute focusing on women of color at a nationally ranked top ten public policy school. The Network conducts original research and collects critical data on women of color that is used to inform public policy outcomes at the local, state and national levels. The Network also serves as a hub for women of color scholars, leaders and practitioners.

## ORIGINAL AND INFORMED RESEARCH

The Women of Color Policy Network is home to the country's largest and most comprehensive data repository on racial and ethnic minority women. Our research reports and policy briefs help create public policies that work for women, families and communities.

## MEANINGFUL POLICY ANALYSIS

The Network works hand in hand with elected officials, scholars and community advocates to ensure that the voices and concerns of women of color are reflected in policy. Our analysis is geared toward not only understanding the extent of a social problem, but generating strategies and solutions to help relieve disparities and increase access.

## AFFILIATE SCHOLARS AND PRACTITIONERS PROGRAM

The Affiliate Scholars and Practitioners program at the Network provides an elevated platform for the highest quality research produced by scholars and practitioners on issues related to economic and human security, health disparities, education and leadership development. Network affiliate scholars and practitioners are leading experts in public service, government and academia committed to critically engaging pressing social issues and strategizing about ways to work across sectors and communities of practice to advance inclusive public policies.

# ACKNOWLEDGEMENTS

This report was written by C. Nicole Mason, PhD, Executive Director of the Women of Color Policy Network.

Diana Salas, Associate Director of the Women of Color Policy Network at New York University's Robert F. Wagner Graduate School of Public Service, oversaw the collection of data for the report series and was responsible for refining the datasets. Johanna Maynard served as the research associate for the series and the project.

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# INTRODUCTION

*...The economy has failed American workers [and families]—generating more inequality than growth, more debt than income. America faces an economic challenge today [that is] greater than any it has faced since the Great Depression.*

*...There has never been a more urgent need for all Americans to see themselves in the same boat...Now is the time for those who have entrusted the economy to others to speak as one and to right the ship.”*

--William E. Spriggs for The American Prospect

On February 17, 2009, President Barack Obama signed the **American Recovery and Reinvestment Act of 2009**. The \$787 billion Act is intended to strengthen the United States economy weakened by the economic crisis, spur job creation, rebuild the national infrastructure, and provide direct support to individuals and families struggling to make ends meet.

Over a ten-and-a-half-year period, the Act provides support for tax relief for individuals and corporations; expands compensation and health insurance benefits for the unemployed; increases spending on social service programs and housing; provides funds to individual states to support infrastructure, education and healthcare; and initiates critical research to advance new knowledge in science and health.

This four-part report series issued by the **Women of Color Policy Network** at New York University’s Robert F. Wagner Graduate School of Public Service examines the impact of the economic crisis and recession on women of color, their families and their communities.

It also provides an in-depth analysis of the American Recovery and Reinvestment Act of 2009 and the provisions that will directly benefit or impact women and communities of color. Our analysis of the Reinvestment Act focuses on four key areas of impact for women of color, their families and their communities: **job creation and employment, housing and social services, education and tax incentives to individuals.**

**This report focuses on the impact of the recession on the employment and economic well-being of women and communities of color.** It analyzes the components of the American Recovery and Reinvestment Act that purport to create jobs to discern how the most economically marginalized will be impacted or benefit.

**During this time of great economic need and distress, we hope to explore what kinds of political, social and economic investments will be necessary to help the most vulnerable in our society.**



# EXECUTIVE SUMMARY AND KEY FINDINGS

In this study, we analyze proposed spending and resource allocation in each of the major policy areas. Then, we carefully compare the proposals to the economic and social conditions of communities of color to better understand and predict how communities will be directly impacted by the Reinvestment Act.

The recession is having a devastating effect on individuals, families and communities across the country. Record unemployment rates and a sharp decline in wages and opportunities for unskilled workers, coupled with the foreclosure and housing crisis, have made it difficult for many to survive economically. For those who were already straddling the line between poverty and economic stability, the deepening economic crisis has pushed them over the edge.

Women of color and their communities have been hit hardest by the recession. With fewer assets and savings paired with lower earnings compared to their White counterparts, racial and ethnic minorities will have a difficult time riding out this economic storm. In fact, many communities of color were doing poorly before the crisis gripped the nation and their situation has only worsened over the last 14 months.



### Our findings suggest:

- An additional 1.7 million jobs<sup>1</sup> would have to be created and go directly to Blacks and Latinos to cut the unemployment rates in those communities to the projected national rate of 6.5 percent by 2010.<sup>2</sup>
- Of the jobs created or saved by the American Recovery and Reinvestment Act, 917,675<sup>3</sup> or 25 percent, will go to African Americans or Latinos. Of the jobs created or saved, African-American and Latino women will receive an estimated 420,991, and African-American and Latino men will receive 496,684.
- The Reinvestment Act would only decrease the unemployment rate of African Americans and Latinos to 10.7 percent, a figure still above the national unemployment rate of 8.9 percent.
- African Americans and Latinos are under-represented in the industries targeted through the Reinvestment Act. Black and Latino men comprise 5.1 percent and 8.4 percent of those working in targeted industries. Black and Latino women make up 5.9 percent and 5.6 of those working in targeted industries.
- Of the targeted industries and occupations identified as green, African Americans and Latinos comprise less than 30 percent of those employed.

- Women will receive nearly half of the jobs that will be created through the Act. The number of anticipated women who will become employed as a result of job creation efforts is nearly 1.8 million, or 48 percent.

- White women will receive an estimated 1,377,879 jobs through the Reinvestment act, a figure nearly 70 percent higher than for African-American and Latino women combined.

The impact and benefit of the American Recovery and Reinvestment Act for women of color and their communities in relationship to job creation and employment will be miniscule due to the disproportionately high unemployment rates among racial and ethnic minorities compared to Whites; the underrepresentation of women, Blacks and Latinos in targeted industries; and historical patterns of labor segmentation that have blocked access to higher paying and union jobs for Blacks and Latinos.

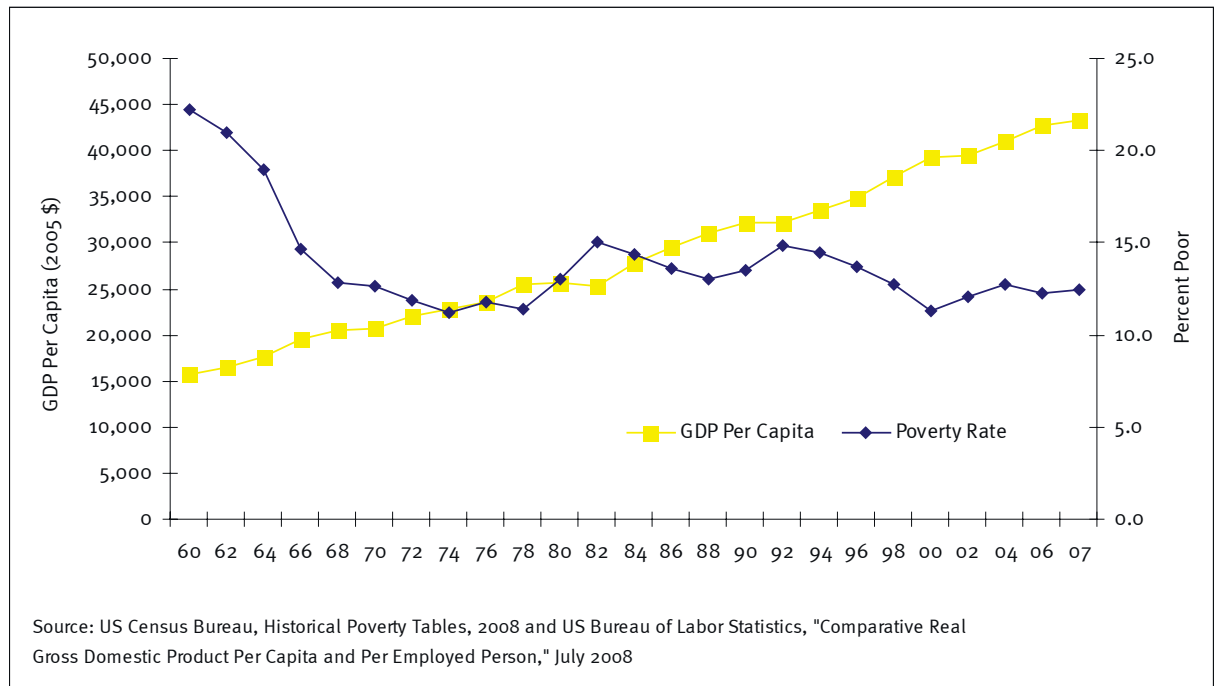
**To increase the impact and benefit of the Reinvestment Act for African Americans and Latinos, the Administration, states and localities will have to devote significant additional resources to job creation in those communities. These entities will also need to ensure training efforts take into consideration historic disenfranchisement, labor segmentation and the structural barriers to employment for these groups and individuals.**

# THE NEW GLOBAL ECONOMY: ECONOMIC GROWTH AND JOB CREATION IN THE 21<sup>ST</sup> CENTURY

The new economy's heavy emphasis on skills and technology has left many unskilled workers without many choices or opportunities for high-pay employment. The Gross Domestic Product, how the United States measures its economic well-being, has grown steadily over the last 40 years, but the poverty rate has not substantially decreased.

While the national economy has flourished or remained stable over the last 40 years, the living and economic conditions of those most disadvantaged or living in poverty in the country has declined.

FIGURE 1. NATIONAL GROSS DOMESTIC PRODUCT PER CAPITA AND POVERTY RATES, 1960-2007



Expansion in jobs and employment in recent decades has been offset by significant declines in wages. Over the last two decades, economic growth and job creation have not been effective in moving people out of poverty and toward economic security. The economic boom of the 1990s created more jobs, but the wages that accompanied those jobs stagnated or decreased.<sup>4</sup>

Unionized factory jobs with benefits and higher wages for unskilled workers or workers with a high school education no longer exist in the same way they did 40 years ago.<sup>5</sup> Recent efforts to train or retain unskilled labor to compete in the new economy will be a long-term project that may not yield results for several years.

The Personal Responsibility and Work Opportunity Reconciliation Act of 1996 significantly reduced safety nets and support services available to women living in poverty. Safety nets are defined as the collection of services provided by the state, such as cash and unemployment benefits, child care and food subsidies, homeless shelters, and other related services such as public transportation. With the Act, the responsibility for policies related to welfare and poverty devolved to the states.

In relationship to the current economic crisis, this shift has created an additional burden on states because of the increasing number of middle-class and moderate income families who are now seeking support services.

# UNDERSTANDING THE ECONOMIC (IN)SECURITY OF WOMEN OF COLOR, THEIR FAMILIES AND THEIR COMMUNITIES

Historically, racial and ethnic minorities have always been on the margins of the US economy and labor markets. Statistics show that they earn less, have fewer assets, and have higher unemployment rates than White men or women. Past and present-day discrimination has made it nearly impossible for African Americans, Latinos, Asian Americans, and Native Americans to gain access to important wealth and asset-building tools such as homeownership, savings accounts and tax write-offs. It is also difficult for racial and ethnic minorities to advance in the labor market at rates proportionate to their white counterparts or to ride out economic down times with certainty. Specifically:

- Sixty-eight percent of African-American and 56 percent of Latino middle-class households have no net financial assets whatsoever and live from paycheck to paycheck.
- For every dollar of net worth of White Americans, Latinos have 9 cents and African-Americans have 7 cents.
- Unemployment rates for Latinos and Blacks have hovered around 7.3 percent since 1999. In April 2009, the average unemployment rate for African Americans and Latinos rose to 12.9 percent, a rate one-third higher than the national unemployment rate of 8.9 percent.<sup>6</sup>
- Six million people of color (40 percent of minimum wage earners) receive all of their earnings from minimum wage jobs. Among low-wage earning families with children, 46 percent earn a minimum wage.<sup>7</sup>
- Female-headed, one-adult households make up 33 percent of the households eligible for housing assistance.<sup>8</sup>
- Nearly 8 million Americans live in neighborhoods of concentrated poverty where at least 40 percent of residents are poor.<sup>9</sup>
- In 2007, 24.5 percent of African Americans and 21.5 percent of Latinos were poor compared to 8.2 percent of non-Hispanic Whites.<sup>10</sup>

Gains made by racial and ethnic minorities are often met with rollbacks and retrenchments. For example, while homeownership rates for people of color increased during the housing boom of the late 1990s, the lack of prime financial institutions in low-income communities resulted in many borrowers receiving sub-prime loans. In 2004, African Americans comprised approximately 11.8 percent of households and received over 20 percent of sub-prime loans. A recent study by Washington University found a strong correlation between racially segregated neighborhoods and high percentages of sub-prime loans.<sup>11</sup>

**The cumulative effects of discrimination<sup>12</sup> and disadvantage related to hiring practices, wages, labor market segmentation, educational opportunities, and racial segregation, among other factors, exacerbate the already fragile reality of low-income and moderate income people of color during this time of economic crisis.**

**Expansion in jobs and employment in recent decades have been offset by significant declines in wages.**



# THE UNDENIABLE LINK: POVERTY AND ECONOMIC (IN)SECURITY

The sting of poverty is compounded in times of economic hardship. The current recession has pushed individuals and families living in poverty further down a seemingly never-ending hole.

Middle-class and moderate income individuals and families who were able to keep their heads above water in good times are sinking quickly in this time of recession.

TABLE 1. POVERTY RATES BY RACE/ETHNICITY AND GENDER, 2007

Race/Ethnicity	Poverty Rate	
	Women	Men
Total	14.6	11.8
Asian	11.3	10.7
Black	27.3	23.0
Hispanic	23.9	19.3
White	10.3	8.1

Source: US Census Bureau, American Community Survey, 2007

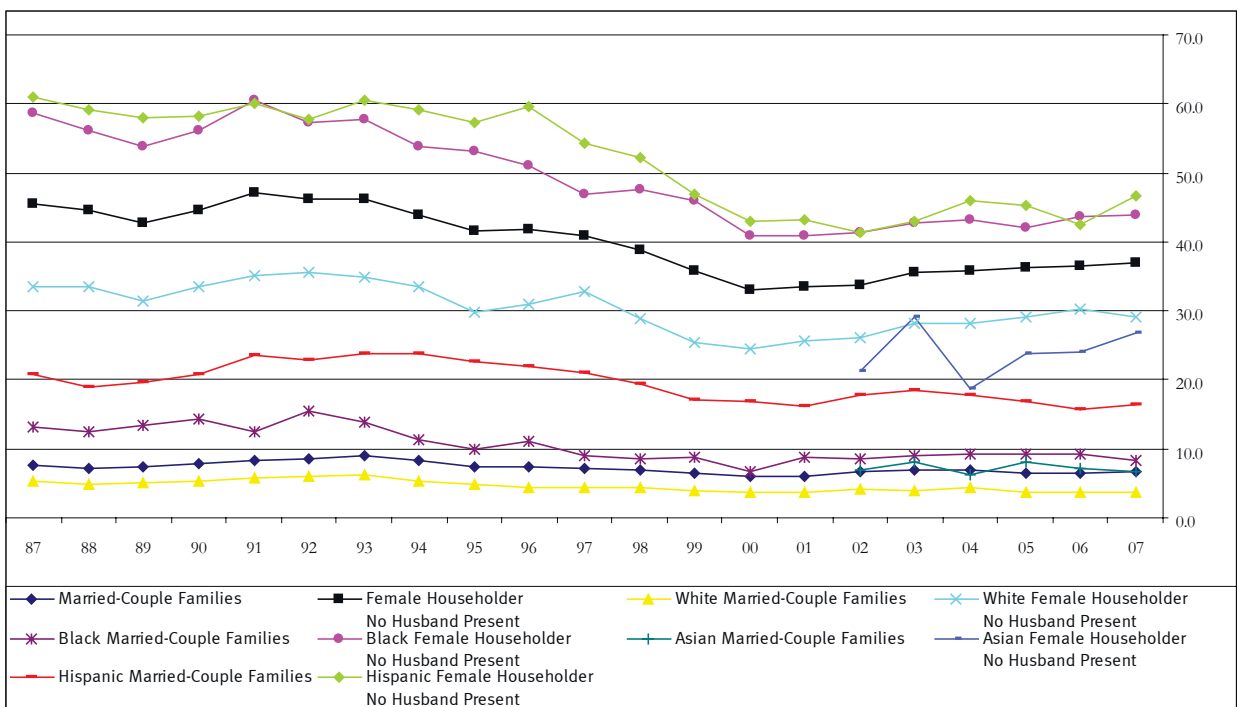
Nationally, an estimated 12.5 percent of all people in the United States live in poverty, and over half are women.<sup>13</sup> When race and ethnicity are taken into consideration, poverty rates for African-Americans and Latinos greatly exceed the national average. In 2007, 27 percent of African-American and 24 percent of Latino women were poor, compared to 11 percent of Asian-American and 10 percent of White women.

## SINGLE-WOMEN HEADS OF HOUSEHOLDS AND ECONOMIC SECURITY

The recession has worsened the experiences of women and single-women heads of households living in poverty or who are struggling to make ends meet. Over half of female-headed households with children live in poverty.

Twenty-nine percent of White women heads of households with children live in poverty, compared to 43 percent of African-American women and 46 percent of Latino women.<sup>14</sup>

FIGURE 2. POVERTY RATES BY FAMILY TYPE BY RACE/ETHNICITY, 1987-2007



Source: US Census Bureau, Historical Poverty Tables, 2008

Nationally, five out of ten African-American women have had trouble paying bills on time (48 percent) and four in ten Latino women have shared this experience (42 percent). Fewer than three in ten white women report having trouble paying bills (26 percent).<sup>15</sup>

In relationship to being able to provide food for their families, nearly one in four Latino women and one in five African-American women worry about having enough food to put on their tables, compared to just 10 percent of White women.<sup>16</sup>

African-American and Latino women are also concerned about their debt-to-income ratio and their ability pay. One-third of women of color are worried about getting out of debt: 34 and 32 percent of Latino and African American women, respectively, versus 19 percent of White women.<sup>17</sup>

Women are also worried about the cost and availability of health insurance. Of those women interviewed who did not have health insurance, 63 percent feared they would not be able to pay for out-of-pocket medical expenses such as doctor visits and emergency room treatment. Sixty-eight percent of women said they would choose a job with health and retirement benefits over a higher-paying job.<sup>18</sup>

## DISCONNECTED MOTHERS

Since the passage of the Personal Responsibility and Work Opportunity Reconciliation Act of 1996, the number of disconnected women defined as those women who do not receive cash benefits as a part of TANF or are unemployed, has risen significantly since 2000. While some women may work, they do not work regularly and are rarely employed full-time. Of all low-income single mothers, 1.7 million are considered disconnected women. When long-term TANF recipients are included, 2.2 million women who head families do not support themselves or their children with welfare or their own earnings. On average, these women have 1.8 children each—translating to almost 4 million children living in economically challenged families.<sup>19</sup>

Nearly 30 percent of disconnected mothers are African American, and 24 percent are Latino. White women make up the majority of disconnected mothers at 42 percent. Across race and ethnicity, disconnected women have less education and face other issues that impact their ability to obtain and sustain steady employment.<sup>20</sup>

**Nationally, an estimated 12.5 percent of all people in the United States live in poverty, and over half of all people living in poverty are women.**

**The national poverty measure has not been updated since 1964.**

**TABLE 2. CHARACTERISTICS OF DISCONNECTED SINGLE MOTHERS\*, 2005**

Characteristic	Disconnected Single Mothers
Percent live with parents	15.9
Percent live with other relatives	7.4
Percent live with unrelated male	20.1
Percent live with unrelated female	2.3
Percent live alone, no other adults	55.3
Average number of children	1.8
Average number of preschoolers	0.7
Average own earnings <sup>1</sup>	\$200
Average earnings from other family members <sup>1</sup>	\$3,933
Average family income <sup>1</sup>	\$9,459
Percent White, non-Hispanic	41.9
Percent Black, non-Hispanic	29.0
Percent Hispanic	23.8
Percent education less than high school	31.8
Percent education exactly high school	39.7
Percent education more than high school	28.4
Percent list "health problems" as reason for not working	25.7
Percent poor	82.1
Percent immigrants	12.7

Source: Blank and Kovak. "Helping Disconnected Single Mothers," Center on Children and Families, Brookings Institution, May 2008

\*Disconnected Mothers - mothers report no more than \$2,000 in earnings, no more than \$1,000 in public assistance, and no more than \$1,000 in household SSI income

<sup>1</sup>In 2005 dollars

**Of all low-income single mothers, 1.7 million are considered disconnected women.**



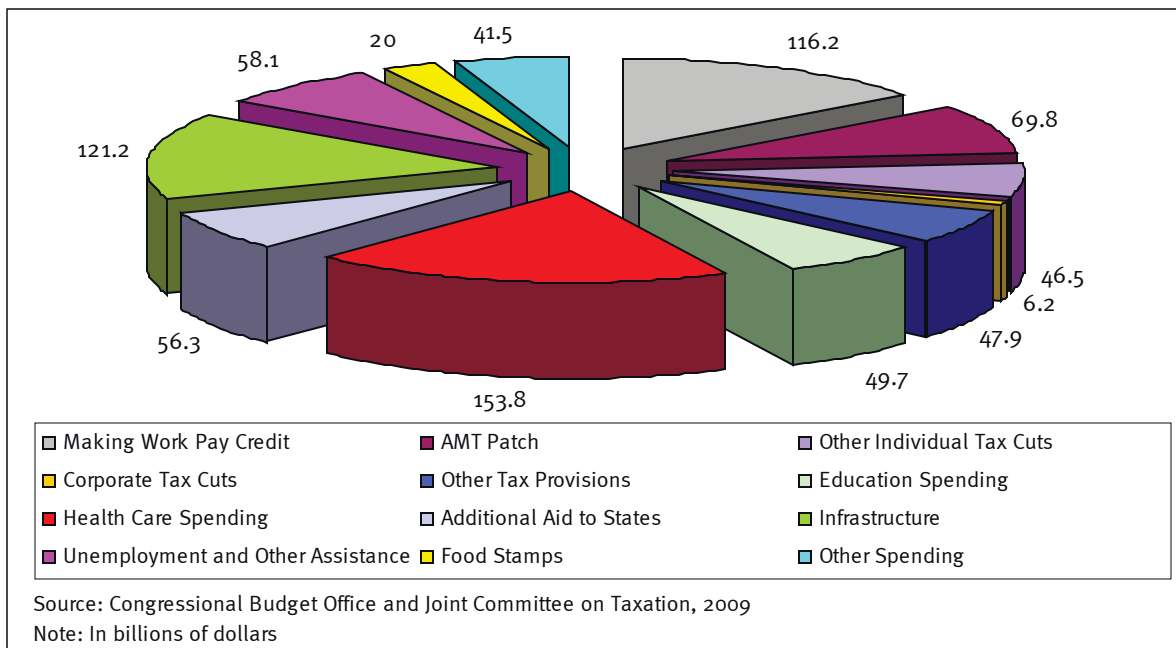
# THE AMERICAN RECOVERY AND REINVESTMENT ACT OF 2009

## OVERVIEW OF THE ACT

Along with the \$750 billion allocated through the Troubled Assets Relief Program (TARP) and the \$75 billion allocated through the Homeowner Affordability and Stability Plan, the American Recovery and Reinvestment Act of 2009 is a robust piece of legislation designed to stem the tide of recession and ensure the long-term economic stability of the United States.

The estimated cost of the American Recovery and Reinvestment Act of 2009 will be \$787 billion over ten-and-a-half years, of which 23 percent of the funds will be spent in the second half of 2009 and nearly 91 percent will be spent by the end of 2011. In the legislation, nearly \$288 billion will be allocated toward tax cuts and \$501 billion will go toward increased spending.

FIGURE 3. STIMULUS SPENDING BY CATEGORY



## RECOVERY IN THE STATES

A significant portion of the monies from the American Recovery and Reinvestment Act will be allocated to states facing severe budget shortfalls. Several states will receive \$10 billion or more, with California, Texas and New York receiving a combined \$145 billion in support.

**TABLE 3. ALLOCATION OF STIMULUS PACKAGE MONIES BY STATES**

States Receiving less than \$5 billion		States Receiving \$5 to \$10 billion		States Receiving \$10 billion or more	
Wyoming	\$1,048,811,929	Mississippi	\$5,124,681,280	Tennessee	\$10,267,394,907
North Dakota	\$1,277,317,809	Oklahoma	\$5,779,436,893	Arizona	\$10,272,516,741
Vermont	\$1,343,790,495	Oregon	\$6,478,650,033	Missouri	\$10,331,412,535
South Dakota	\$1,405,230,876	Connecticut	\$6,856,635,063	Washington	\$10,409,074,500
Alaska	\$1,502,863,342	Colorado	\$7,171,324,721	Indiana	\$11,162,887,604
District of Columbia	\$1,537,624,943	Kentucky	\$7,181,270,162	Virginia	\$11,853,726,873
Delaware	\$1,581,219,399	Alabama	\$7,667,210,920	Massachusetts	\$12,125,913,820
Montana	\$1,726,515,889	Louisiana	\$7,675,453,103	Georgia	\$15,839,155,637
New Hampshire	\$2,121,504,697	South Carolina	\$7,695,345,568	North Carolina	\$16,136,692,583
Hawaii	\$2,198,820,847	Wisconsin	\$9,145,133,580	New Jersey	\$17,476,745,987
Rhode Island	\$2,387,772,941	Minnesota	\$9,342,535,697	Michigan	\$18,438,806,187
Maine	\$2,451,371,183	Maryland	\$9,516,780,462	Ohio	\$20,093,506,785
Idaho	\$2,456,230,365			Illinois	\$22,739,296,570
Nebraska	\$2,901,708,191			Pennsylvania	\$22,913,352,011
West Virginia	\$3,146,325,880			Florida	\$28,325,809,957
New Mexico	\$3,399,979,209			Texas	\$37,282,850,839
Utah	\$3,755,517,228			New York	\$42,498,817,964
Nevada	\$4,022,023,660			California	\$64,724,483,910
Kansas	\$4,425,146,436				
Arkansas	\$4,769,111,361				
Iowa	\$4,865,902,771				

Source: "Recovery Beyond the Beltway, the National Allocation of Recovery Funding," Center for American Progress, January 2009

## JOB CREATION AND EMPLOYMENT

The total number of jobs expected to be created or saved nationally through the American Recovery and Reinvestment Act is 3.675 million by the end of 2010. If accomplished, the jobs created or saved through the Act would put nearly 27 percent of the country's unemployed back to work.<sup>21</sup> The state of California is expected to generate the most jobs, at 396,000, with Texas and New York closely behind, at 269,000 and 215,000, respectively.

The states with the least amount of jobs to be created as a result of the Act include Alaska, Vermont and North Dakota, with a combined job creation expectancy of 24,000.

**TABLE 4. EXPECTED JOBS CREATED BY THE STIMULUS PLAN**

Industry	No. Jobs created in 2010	Mean Annual Wages
Mining	26,000	\$50,380
Construction	678,000	\$45,100
Manufacturing - Total	408,000	\$43,270
Wholesale	158,000	\$48,700
Retail Trade	604,000	\$28,560
Information	50,000	\$57,320
Financial Activities	214,000	\$38,710 - \$55,440 <sup>a</sup>
Professional and Business Services	345,000	\$32,640 - \$66,040 <sup>b</sup>
Education and Health Services	240,000	\$44,330 - \$46,920 <sup>c</sup>
Leisure and Hospitality	499,000	\$21,350 - \$31,360 <sup>d</sup>
Other Services	99,000	\$33,980
Utilities	11,000	\$60,520
Transportation and Warehousing	98,000	\$42,330
Government	244,000	\$49,530
<b>Total</b>	<b>3,675,000</b>	<b>\$42,270</b>

Source: Romer and Bernstein. "The job impact of the American Recovery and Reinvestment Plan," January 2009 and US Bureau of Labor Statistics National Industry-Specific Occupational Employment and Wage Estimates, May 2008

<sup>a</sup> Financial Activities is an aggregate of the following industries: finance and insurance; and real estate and rental and leasing.

<sup>b</sup> Professional and Business Services is an aggregate of the following industries: professional, scientific, and technical services; management of companies and enterprises; and administrative and support and waste management and remediation services.

<sup>c</sup> Education and Health services is an aggregate of the following industries: education services; and healthcare and social assistance.

<sup>d</sup> Leisure and Hospitality is an aggregate of the following industries: arts, entertainment and recreation; and accommodation and food services.

The number of jobless employed by the stimulus package does not directly correspond to the number of anticipated jobs that will be created or saved in each state. The state with the highest percentage of jobless employed as a direct result of the Reinvestment Act is Wyoming at 58.4 percent followed by South Dakota at 44.2 percent.

States with the highest projected job creation numbers overall, California and New York, will only put back to work a combined average of 22.9 percent. The discrepancy is due to the fact that the number of jobs created in each state is not directly proportionate to the population. The unemployment rate may also exceed the number of jobs that will be created as a result of the Act.

**The jobs created or saved through the Act would put nearly twenty-eight percent of the country's unemployed back to work.**

**Construction and manufacturing will experience the greatest growth at 30 percent; combined these industries only employ 15% of all workers.**

FIGURE 4. NUMBER OF JOBS CREATED BY THE AMERICAN RECOVERY AND REINVESTMENT ACT, 2009

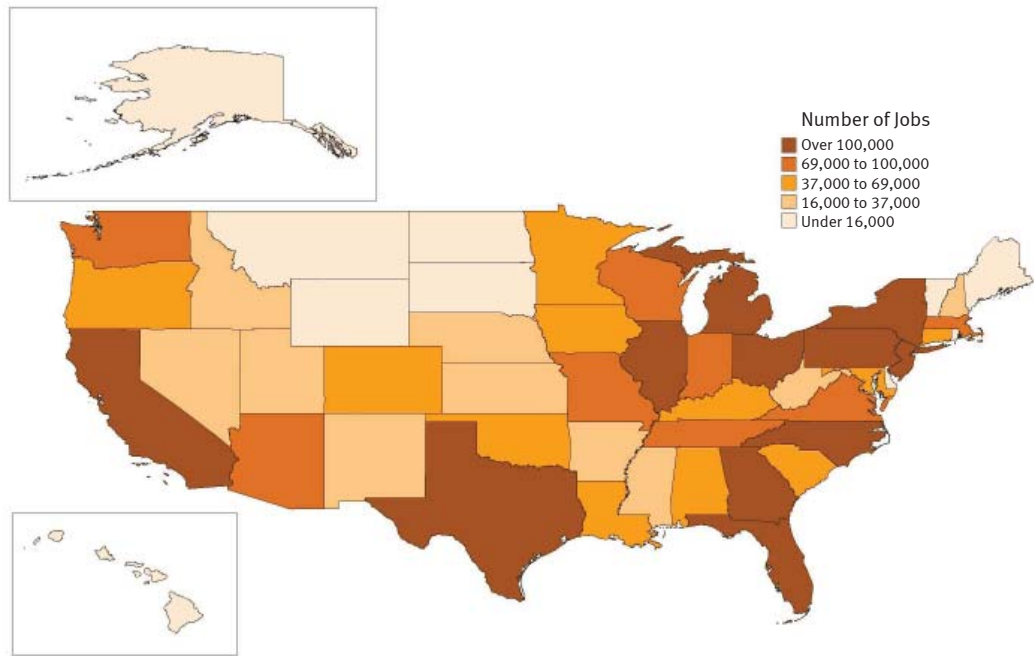
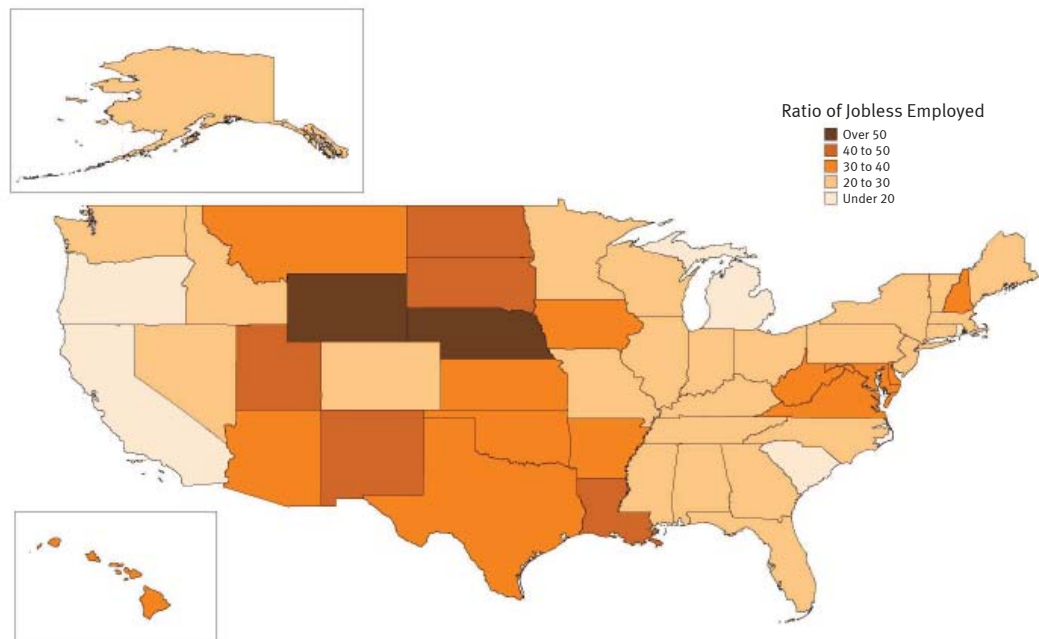


FIGURE 5. RATIO OF JOBLESS PERSONS EMPLOYED, 2009



Because of the strong emphasis on jobs in infrastructure, energy and school repairs in the Act, construction and manufacturing will experience the greatest growth, at 30 percent, while combined these industries only employ 15 percent of all workers.

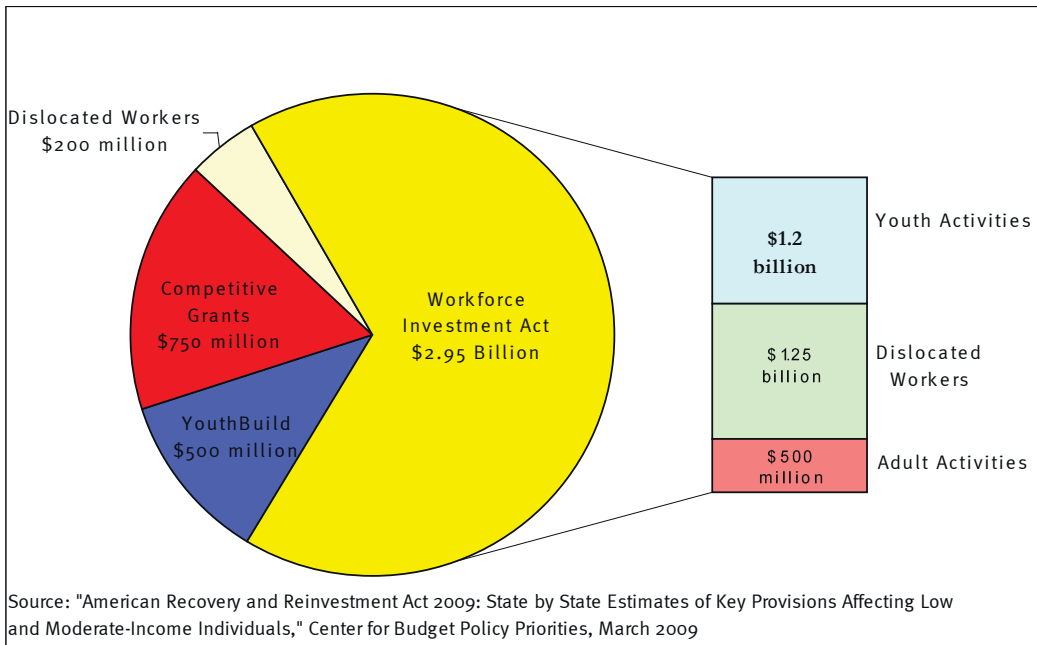
The two other sectors expected to experience growth are the retail trade and leisure/hospitality, at close to 29 percent.<sup>22</sup>

# TRAINING AND EMPLOYMENT SERVICES

The Recovery and Reinvestment Act will allocate \$3.95 billion to support job training and employment services for dislocated workers, youth and adults. An anticipated \$2.95 billion will be distributed directly to states using the Workforce Investment Act (WIA) block grant formula.

The legislation also provides \$50 billion for YouthBuild, \$1.2 billion for youth activities, \$750 million for training individuals in high growth and emerging industries, and \$200 million to assist dislocated workers.

**FIGURE 6. TRAINING AND EMPLOYMENT SERVICES FUNDING**



Five states will receive a combined total of \$1.2 billion in support through the Reinvestment Act for training and employment services. These states include California, Michigan, Texas, New York and Illinois. The average unemployment rate for these states is 9.5 percent.

States that will receive the least amount of support include Montana, Vermont, South Dakota, North Dakota and Wyoming. Combined they will receive \$26 million in support and have an average unemployment rate of 5.4 percent.

**TABLE 5. ALLOCATION OF WORKFORCE INVESTMENT ACT FUNDING BY SELECTED STATES**

States		Unemployment Rate (March 09*)	Total WIA Funding	WIA funding		
				Youth Services	Dislocated Workers	Adult Activities
Top Five States	California	11.2	\$494.4	\$188.5	\$225.0	\$80.9
	Michigan	12.6	\$196.7	\$74.7	\$90.8	\$31.2
	Texas	6.7	\$175.0	\$82.8	\$57.5	\$34.7
	New York	7.8	\$174.2	\$72.2	\$70.2	\$31.8
	Illinois	9.1	\$154.2	\$62.8	\$65.3	\$26.1
Bottom Five States	Montana	6.1	\$5.8	\$2.9	\$1.7	\$1.2
	Vermont	7.2	\$5.6	\$2.9	\$1.5	\$1.2
	South Dakota	4.9	\$5.2	\$2.9	\$1.1	\$1.2
	North Dakota	4.2	\$5.1	\$2.9	\$1.0	\$1.2
	Wyoming	4.5	\$4.6	\$2.9	\$0.5	\$1.2
United States		8.5	\$2,950.0	\$1,200.0	\$1,250.0	\$500.0

Source: US Bureau of Labor Statistics, 2009 and "American Recovery and Reinvestment Act 2009: State by State Estimates of Key Provisions Affecting Low and Moderate-Income Individuals," Center for Budget Policy Priorities, March 2009

\* March 2009 seasonally adjusted preliminary unemployment rate

## GREEN JOBS<sup>23</sup>

The American Recovery and Reinvestment Act will provide a little over \$17 billion to invest in greening the nation's buildings and infrastructure and to create new green jobs.

Of this money, \$500 million is appropriated for green job training in the renewable energy and energy-efficiency industries. Some funds will be disbursed to states through formula grants. Other funds will be allocated by several federal agencies including the Environmental Protection Agency, the US Department of Labor and the Natural Resources Conservation Service.

Nationally, there are four states with more than 750,000 individuals currently employed in green occupations. They include California (1,920,650), Texas (1,430,680), New York (918,270), and Florida (900,270). The states with the least amount of individuals currently employed in green occupations include Vermont (37,040), North Dakota (40,170), Alaska (41,310), South Dakota (45,230), and Wyoming (47,210).

TABLE 6. CURRENT EMPLOYMENT IN GREEN OCCUPATIONS, 2008

States with less than 150,000 Green Occupations		States with 150,000 to 350,000 Green Occupations		States with over 350,000 Green Occupations	
Vermont	37,040	Utah	155,780	Tennessee	358,610
North Dakota	40,170	Nevada	161,690	Arizona	361,930
Alaska	41,310	Kansas	187,980	Massachusetts	374,840
South Dakota	45,230	Iowa	190,420	Wisconsin	376,200
Wyoming	47,210	Connecticut	205,310	Washington	385,590
District of Columbia	50,300	Oklahoma	208,960	Indiana	405,240
Delaware	51,170	Oregon	228,860	New Jersey	459,820
Rhode Island	53,080	Kentucky	241,970	Virginia	461,530
Montana	59,180	Louisiana	263,490	Michigan	488,720
Hawaii	74,390	South Carolina	279,570	Georgia	540,180
New Hampshire	75,780	Alabama	291,140	North Carolina	554,920
Maine	76,290	Minnesota	321,180	Ohio	623,100
West Virginia	95,570	Colorado	322,300	Illinois	703,280
Idaho	99,110	Maryland	339,900	Pennsylvania	707,360
Nebraska	101,260	Missouri	344,490	Florida	900,270
New Mexico	103,580			New York	918,270
Mississippi	144,260			Texas	1,430,680
Arkansas	145,020			California	1,920,650

Source: Network tabulations based on US Bureau of Labor Statistics, Current Population Survey, 2008



# IMPACT AND BENEFIT

## JOB CREATION BY RACE, ETHNICITY AND GENDER <sup>24</sup>

The impact and benefit of the American Recovery and Reinvestment Act for women of color and communities of color in relationship to job creation and employment will be miniscule due to the disproportionately high unemployment rates among racial and ethnic minorities compared to Whites; the underrepresentation of women, Blacks and Latinos in targeted industries; and historical patterns of labor segmentation that have prevented access to higher paying and union jobs for Blacks and Latinos.

The number of jobs created or saved through the Reinvestment Act will not be distributed evenly among race and gender. White non-Hispanic men will benefit most from jobs created or saved through the Act because of the overrepresentation of White males in targeted industries and occupations, specifically mining and construction.

## REPRESENTATION IN TARGETED INDUSTRIES

African-Americans and Latinos are under-represented in the industries targeted through the Reinvestment Act. Black and Latino men make up 6.3 percent and 10.1 percent of those working in the manufacturing industries compared to 59.4 percent of White men. While Latino men fare better in the construction industry at 23.7 percent; white men represent 81.5 percent of men working in construction. African-American men make up less than 5 percent of those working in the field of construction.

Compared to men, women are disproportionately under-represented in targeted industries. Women of all races make up less than 30 percent of all individuals employed in the mining, construction, and manufacturing industries. In construction, white women comprise 8.7 percent of those employed; African-American women and Latino women make up less than 1 percent of those employed in the field.

TABLE 7. PROPORTION OF THE POPULATION EMPLOYED IN INDUSTRIES BY RACE/ETHNICITY AND GENDER, 2008

Industry	Total	Proportion of the Population Employed									
		Women					Men				
		Total	Black	Hispanic	Asian	White	Total	Black	Hispanic	Asian	White
Mining	100.0	12.8	0.7	1.2	0.2	11.6	87.2	4.8	14.3	1.2	79.4
Construction	100.0	9.7	0.6	0.9	0.2	8.7	90.3	4.9	23.7	1.4	81.5
Manufacturing - Total	100.0	29.3	3.2	4.5	2.2	23.2	70.7	6.3	10.1	3.7	59.4
Wholesale	100.0	29.5	2.3	4.0	1.7	24.9	70.5	6.0	10.5	2.5	60.7
Retail Trade	100.0	48.8	5.4	6.2	2.1	40.0	51.2	5.0	7.4	2.4	42.7
Information	100.0	41.6	5.6	3.2	1.8	33.3	58.4	6.1	5.9	3.2	47.6
Financial Activities	100.0	54.8	6.1	5.7	2.6	45.0	45.2	3.7	4.9	2.5	38.2
Professional and Business Services	100.0	42.4	4.5	5.2	2.2	34.8	57.6	4.9	8.6	4.0	47.5
Education and Health Services	100.0	75.2	11.0	7.4	3.2	59.5	24.8	3.2	2.3	1.6	19.5
Leisure and Hospitality	100.0	51.5	5.6	8.3	2.8	41.2	48.5	5.3	10.2	3.4	38.4
Other Services	100.0	51.6	5.0	8.5	3.5	42.0	48.4	4.8	8.6	2.4	40.1
Utilities	100.0	19.5	2.4	2.2	0.7	15.8	80.5	7.8	8.4	1.6	68.8
Transportation and Warehousing	100.0	23.8	4.6	3.2	0.9	17.8	76.2	12.4	12.6	2.8	59.3
Government	100.0	45.2	8.8	4.3	1.7	33.3	54.8	6.5	5.1	1.9	44.9
Total	100.0	46.7	5.9	5.6	2.2	37.5	53.3	5.1	8.4	2.5	44.5

Source: Network tabulations based on US Bureau of Labor Statistics, Current Population Survey, 2008

Note: Hispanic or Latinos can be of any race

# NUMBER OF JOBS EXPECTED TO GO TO WOMEN AND RACIAL AND ETHNIC MINORITIES

Women will receive nearly half of the jobs that will be created through the Reinvestment Act. When the number of jobs expected to be created is compared to the number of women in the targeted industries, the number of anticipated women who will become employed as a result of job creation efforts is nearly 1.8 million, or 48 percent. **Of jobs created or saved, African-American and Latino women will receive 420,991.** White women will receive an estimated 1,377,879 jobs through the Reinvestment Act, a figure 70 percent higher than for African-American and Latino women combined.

The number of African-American or Latino men who are expected to become employed as a result of job creation efforts is 496,684. Conversely, White men will receive an estimated 1,633,805 of the jobs through the Reinvestment Act, a figure close to two times the number of African-American and Latino men combined.

Asian/Pacific Islander men and women will receive the least amount of jobs through the Act. It is estimated that Asian-American men comprise only 2.5 percent of persons in the targeted occupations, and Asian-American women comprise only 2.2 percent. The projected number of jobs that will be created or saved that will go to Asian/Pacific Islander men and women is 174,874.

**TABLE 8. NUMBER OF JOBS EXPECTED TO BE CREATED BY THE STIMULUS PLAN BY RACE/ETHNICITY AND GENDER**

Industry	Total	Number of Expected Jobs Created									
		Women					Men				
		Total	Black	Hispanic	Asian	White	Total	Black	Hispanic	Asian	White
Mining	26,000	3,333	190	317	63	3,016	22,667	1,238	3,714	317	20,635
Construction	678,000	66,045	4,387	6,425	1,359	58,693	611,955	33,362	160,449	9,576	552,705
Manufacturing - Total	408,000	119,419	13,135	18,266	8,825	94,791	288,581	25,705	41,328	15,136	242,481
Wholesale	158,000	46,636	3,665	6,356	2,691	39,344	111,364	9,436	16,572	3,977	95,884
Retail Trade	604,000	294,529	32,478	37,410	12,385	241,812	309,471	30,395	44,497	14,211	258,142
Information	50,000	20,813	2,787	1,623	905	16,662	29,187	3,074	2,930	1,594	23,815
Financial Activities	214,000	117,273	13,056	12,261	5,461	96,246	96,727	7,930	10,399	5,356	81,788
Professional and Business Services	345,022	146,170	15,452	18,027	7,482	120,239	198,852	16,739	29,571	13,653	163,775
Education and Health Services	240,000	180,394	26,475	17,785	7,620	142,722	59,606	7,589	5,449	3,905	46,751
Leisure and Hospitality	499,000	256,985	28,141	41,196	14,032	205,549	242,015	26,539	50,889	16,885	191,713
Other Services	99,000	51,090	4,989	8,381	3,434	41,607	47,910	4,749	8,536	2,403	39,713
Utilities	11,009	2,146	269	242	81	1,742	8,863	862	925	180	7,579
Transportation and Warehousing	98,000	23,320	4,492	3,151	874	17,441	74,680	12,150	12,316	2,789	58,128
Government	244,000	110,256	21,539	10,391	4,077	81,141	133,744	15,802	12,375	4,690	109,463
<b>Total</b>	<b>3,675,000</b>	<b>1,716,021</b>	<b>216,260</b>	<b>204,731</b>	<b>81,534</b>	<b>1,377,879</b>	<b>1,958,979</b>	<b>187,034</b>	<b>309,650</b>	<b>93,340</b>	<b>1,633,805</b>

Source: Romer and Bernstein, "The job impact of the American Recovery and Reinvestment Plan," January 2009 and Network tabulations based on US Bureau of Labor Statistics, Current Population Survey, 2008

Note: Hispanic or Latinos can be of any race

# UNEMPLOYMENT AND COMMUNITIES OF COLOR

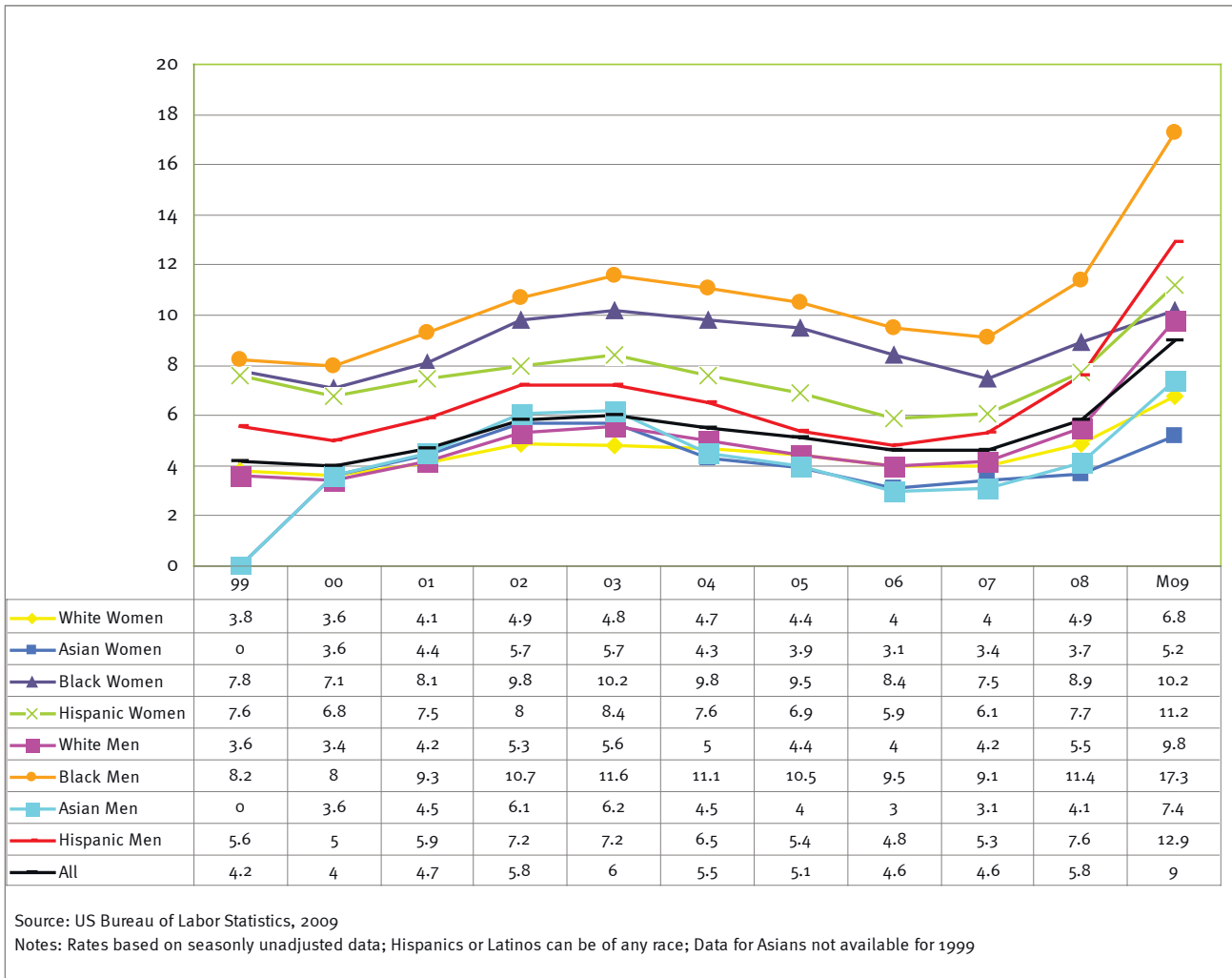
The number of jobs expected to go to racial and ethnic minorities is not directly proportionate to their rate of unemployment. An additional 1.7 million jobs<sup>25</sup> would have to be created and go directly to Blacks and Latinos to cut the unemployment rates to the Administration's projected national rate of 6.5 percent by 2010.

In April 2009, the National Unemployment rate hit a high of 8.9 percent. Since the recession began in 2007, 5.1 million jobs have been lost, with almost two-thirds (3.3 million) of the decrease occurring in the last five months. Currently, there are 13.2 million individuals unemployed.<sup>26</sup> While these numbers are bleak and cause for alarm, the unemployment rate for African Americans and Latinos has averaged 7.3 percent since 1999, a number dangerously close to the current national rate.

In 2009 and since the start of the recession in 2007, the average unemployment rate for these groups has nearly doubled to 12.9 percent, seasonally adjusted. The unemployment rate for Blacks and Latinos is 4.0 percent higher than the national average. The unemployment rate for Black men is highest at 18.3 percent, 11.1 percent

for Latino men compared compared to 9.8 percent for white men for the first quarter of 2009. Black and Latino women fare a little bit better than their male counterparts, but still experience higher unemployment rates than White women at 11.0 percent and 10.6 percent, compared to 6.5 percent.<sup>27</sup>

FIGURE 7. NATIONAL UNEMPLOYMENT RATES BY RACE/ETHNICITY AND GENDER, 1999-APRIL 2009



**Women will receive nearly half of the jobs that will be created through the Reinvestment Act.**

**The unemployment rate for Black men is highest at 18.3 percent and 11.1 percent for Latino men compared to 8.9 percent for white men for the first quarter of 2009.**

When the employment-to-population ratio from 1999 through 2009 is examined, African-Americans and Latinos continue to have disproportionately low employment-to-population ratios compared to White men and women. Among White

men in the population, close to 73 percent are employed consistently over the ten-year period. This percentage is at least 10 percent above African-American men and nearly 20 percent above African-American and Latino women.

**TABLE 9. EMPLOYMENT TO POPULATION RATIOS BY RACE/ETHNICITY AND GENDER, 1999-2009**

Year	Total	Women			Men		
		White	Black	Hispanic	White	Black	Hispanic
1999	64.3	57.3	58.6	51.7	72.8	63.1	75.3
2000	64.4	57.4	58.6	53.6	73.0	63.6	77.4
2001	63.7	57.0	57.8	53.3	72.0	62.1	76.2
2002	62.7	56.4	55.8	52.9	70.8	61.1	74.5
2003	62.3	56.3	55.6	51.2	70.1	59.5	74.3
2004	62.3	56.1	55.5	51.8	70.4	59.3	75.1
2005	62.7	56.3	55.7	51.5	70.8	60.2	75.8
2006	63.1	56.6	56.5	52.8	71.3	60.6	76.8
2007	63.0	56.7	56.5	53.0	70.9	60.7	76.2
2008	62.2	56.3	55.8	51.9	69.7	59.1	74.1
Apr-09	59.8	55.3	53.8	51.1	66.3	53.5	70.2

Source: US Bureau of Labor Force Statistics, 2009

Notes: Hispanics or Latinos can be of any race  
Seasonally unadjusted rates

## FAMILIES OF COLOR AND UNEMPLOYMENT

African-American and Latino families experience unemployment at rates higher than White families. The unemployment rate for White families is 3.3 percent, compared to 8.0 percent for African-American families, and 4.8 percent for Latino families.<sup>28</sup>

Within the context of the current economic recession, disproportionate unemployment rates translate directly into less income for families and impacts their ability to purchase food, health insurance, clothing and to cover the cost of housing or childcare.

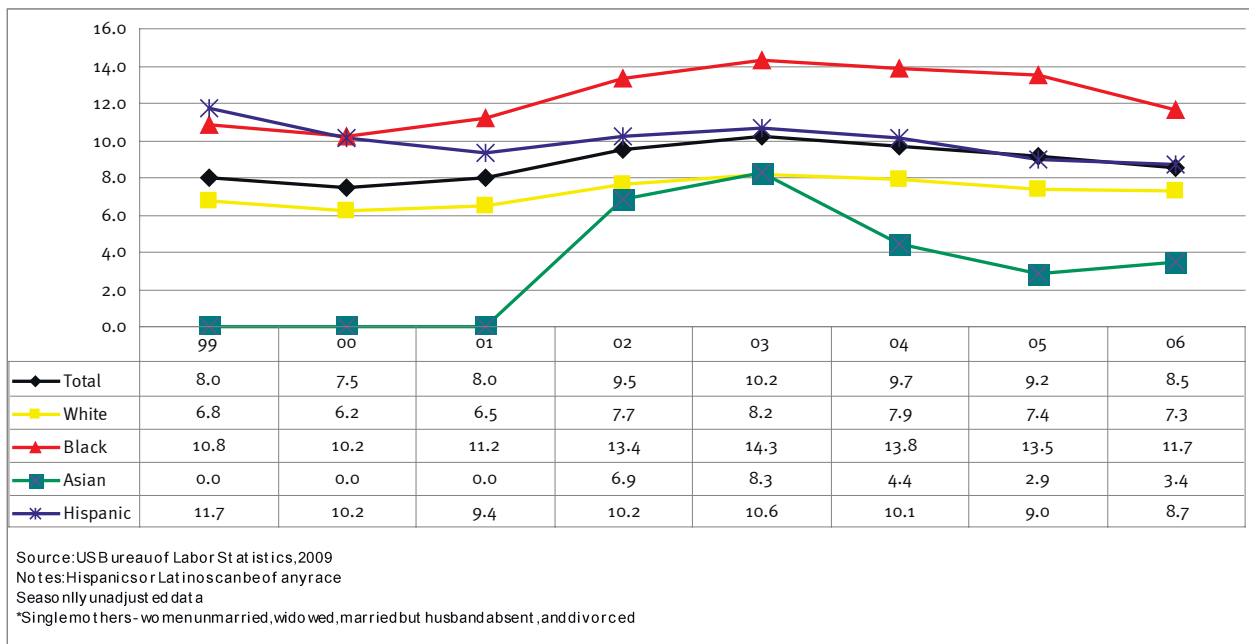
## SINGLE MOTHERS AND UNEMPLOYMENT

Among single mothers, African-American women have the highest rate of unemployment at 11.7 percent followed by Latino and White women at 8.7 percent and 7.5 percent respectively. Since 1999, the unemployment rate for Latino single mothers has declined from 11.7 percent to 8.7 percent in 2006.

Within the context of the current recession, single mothers are more vulnerable. Due to child care or other caretaking demands, they may be unable to obtain full-time employment or pursue education or training opportunities to secure higher wages. They are also more likely to work part-time, which may decrease the eligibility for benefits or unemployment compensation.

**The unemployment rate for White families is 3.3 percent, compared to 8.0 percent for African-American families, and 4.8 percent for Latino families.**

**FIGURE 8. NATIONAL UNEMPLOYMENT RATES AMONG SINGLE MOTHERS\* BY RACE/ETHNICITY, 1999-2006**



## UNEMPLOYMENT AND URBAN CITIES

Currently, there is no clearly stated mechanism in the Reinvestment Act to ensure that jobs are distributed evenly across the country or in the states or cities hit hardest by unemployment and the recession. These cities include Riverside-San Bernardino, California at 12.9 percent unemployment and a poverty rate of 11.8 percent; Los Angeles, California at 10.2 percent and a poverty

rate of 13.3 percent and San Jose, California at 10.0 percent in unemployment and a poverty rate of 8.5 percent. Mobile, Alabama and New Orleans, Louisiana have lower rates of unemployment rate than some cities, but have significantly higher poverty rates.

**TABLE 10. UNEMPLOYMENT AND POVERTY RATES BY SELECTED METROPOLITAN STATISTICAL AREAS, 2007-2009\***

Select Cities	Unemployment Rates			2007 Poverty Rate
	2007	2008	2009*	
Atlanta-Sandy Springs-Marietta, GA	4.5	6.2	9.1	11.2
Chicago-Naperville-Joliet, IL-IN-WI	4.9	6.2	9.4	11.4
Dallas-Fort Worth-Arlington, TX	4.3	5	7.0	12.7
Houston-Sugar Land-Baytown, TX	4.3	4.8	6.5	14.5
Las Vegas-Paradise, NV	4.7	6.6	10.4	10.4
Los Angeles-Long Beach-Santa Ana, CA	4.8	7.0	10.6	13.3
Miami-Fort Lauderdale-Pompano Beach, FL	4.1	5.8	8.5	12.8
Mobile, AL	3.5	5.1	8.9	21.1
New Orleans-Metairie-Kenner, LA	3.5	4.4	5.3	14.8
New York-Northern New Jersey-Long Island, NY-NJ-PA	4.4	5.3	8.1	12.2
Riverside-San Bernardino-Ontario, CA	5.8	8.3	12.9	11.8
San Antonio, TX	4.1	4.7	5.9	15.3
San Diego-Carlsbad-San Marcos, CA	4.6	6.0	9.3	11.1
San Francisco-Oakland-Fremont, CA	4.4	5.7	9.5	9.3
San Jose-Sunnyvale-Santa Clara, CA	4.8	6.1	11.0	8.5
Washington-Arlington-Alexandria, DC-VA-MD-WV	3.0	3.8	5.9	6.8
United States	4.6	5.8	8.6	13.0

Source: US Census Bureau, American Community Survey, 2007 and US Bureau of Labor Statistics, 2009

\* April 2009 seasonally unadjusted preliminary unemployment rate

# UNEMPLOYMENT, PART-TIME AND UNDOCUMENTED WORKERS

What is missing from the national unemployment figures is the number of individuals who are ineligible for unemployment benefits or who are a part of the shadow economy employed as day laborers, service or domestic workers. These individuals and workers are disproportionately people of color, and when they are included, the national unemployment rate could be at least 15 to 25 percent higher than estimated.

Within the context of the current recession, excluding the unemployment rates for undocumented workers and part-timers means that the magnitude of what it will take to fully recover is unknown.

## PART-TIME WORKERS

One in every five workers is employed on a part-time basis. Women account for approximately two-thirds of the part-time labor force. Part-time workers tend to earn less, receive fewer benefits, and have fewer long-term career opportunities than their full-time counterparts. And because women are more likely to hold part-time jobs or move in and out of the workforce, only 34 percent are eligible to apply for or receive unemployment benefits.<sup>29</sup>

The current economic crisis has substantially increased the number of part-time and temporary workers in the labor force. The number of persons who completed temporary employment increased by 547,000 to 8.2 million in March 2009, and the number of persons working part-time for economic reasons climbed by 423,000 to 9 million.<sup>30</sup>

## UNDOCUMENTED WORKERS AND THE SHADOW ECONOMY

The national unemployment figures also fail to account for the number of individuals employed in the shadow or underground economy who have

become unemployed as a result of the economic crisis. These individuals include day laborers, service and domestic workers who receive cash payments for services that are not reported to the government. It is estimated that the shadow economy accounts for \$337 billion dollars, or 6.2 percent of the Gross Domestic Product.



**One in every five workers is employed on a part-time basis.**

**Because women are more likely to hold part-time jobs or move in and out of the workforce, only 34 percent are eligible to apply for or receive unemployment benefits.**

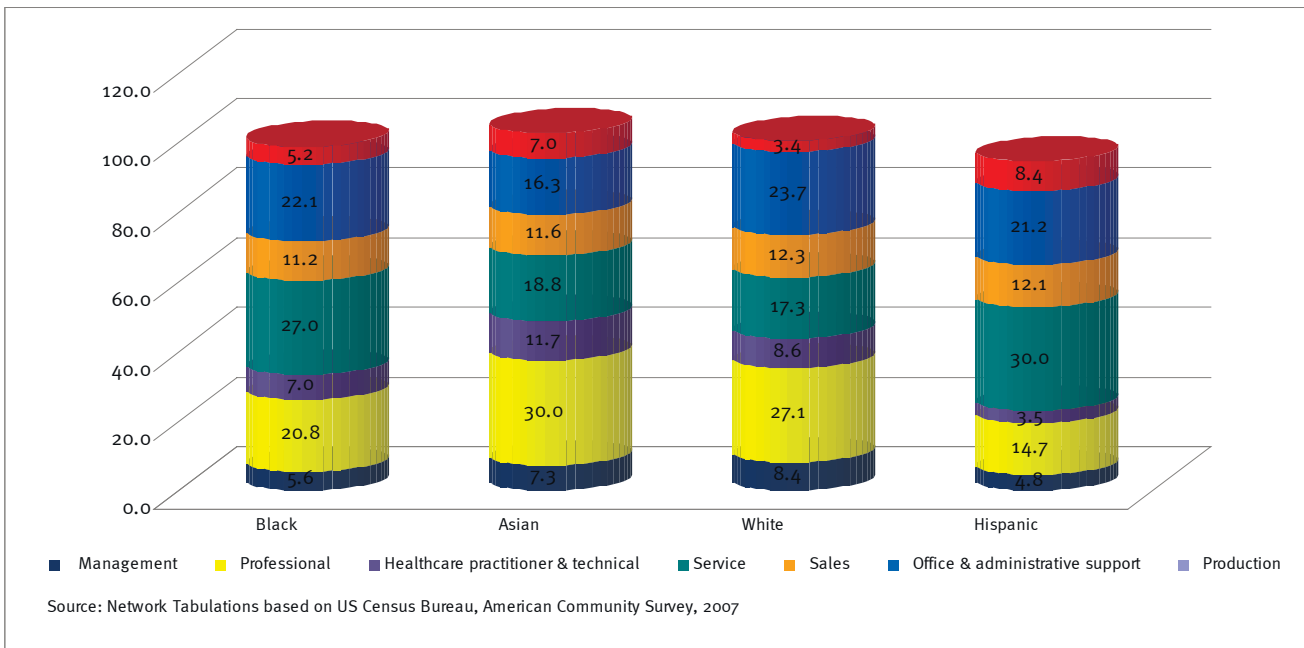
# LABOR SEGMENTATION AND OCCUPATION

In times of scarcity and economic hardship, the effects of labor segmentation are profound for racial and ethnic minorities. Historic patterns of discrimination in the labor markets have had a significant effect on the kinds of jobs, occupations and opportunities for advancement for people and communities of color. Latinos and African Americans are more likely to be segregated in occupations that are temporary in nature, service-related, or construction/transportation-related. These jobs are generally more physically demanding, less flexible, and have fewer benefits and lower pay.

In the current recession, labor segmentation will make it difficult for African Americans and Latinos to obtain higher pay or secure jobs with the potential for advancement. In relationship to the jobs that will be created through the Reinvestment Act, it will be important to monitor placement in industries to ensure that racial and ethnic minorities and women have access to higher paying and managerial positions.

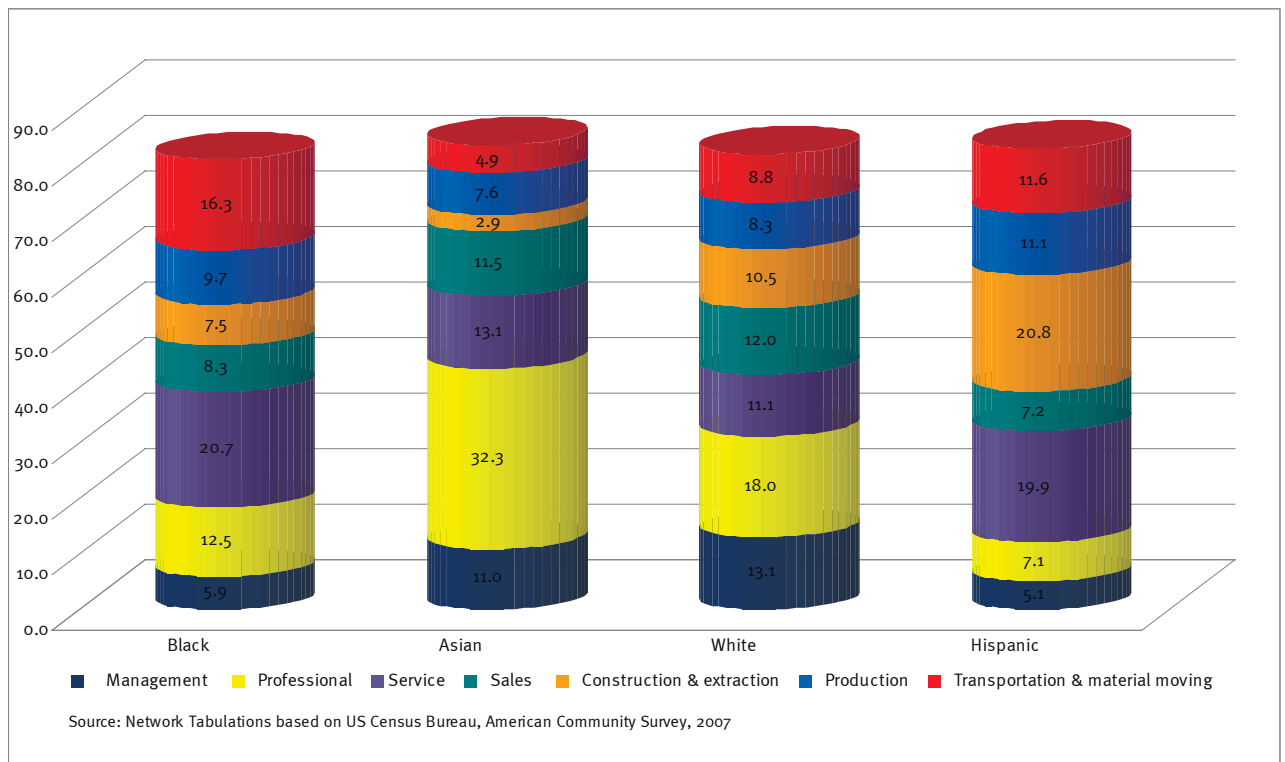
Studies continue to show that the labor market is not “race” or “gender” blind. Race, gender and ethnicity are significant factors in determining job placement and career opportunities. African-American and Latino women are over-represented in service occupations at 27 percent and 30 percent. They also tend to be underrepresented in management-level or professional positions.

FIGURE 9. OCCUPATIONS AMONG WOMEN BY RACE/ETHNICITY, 2007



This also holds true for African-American and Latino men. Black and Latino men comprise close to 40 percent of men in the service industry, compared to 11.1 percent of White men.

FIGURE 10. OCCUPATIONS AMONG MEN BY RACE/ETHNICITY, 2007



In 2008, foreign-born workers were more likely than their native-born counterparts to be employed in the service occupations (16.4 percent versus 11.5 percent); and in natural resources, construction and maintenance occupations (15 versus 9.3 percent). In sharp contrast, native-born workers were more likely to be employed in management, professional and related occupations—37.8 versus 28.2 percent.<sup>31</sup>

There is also a sizeable gender gap between men and women in management and professional positions. Men in management and professional positions tend to earn nearly one-third more than women.

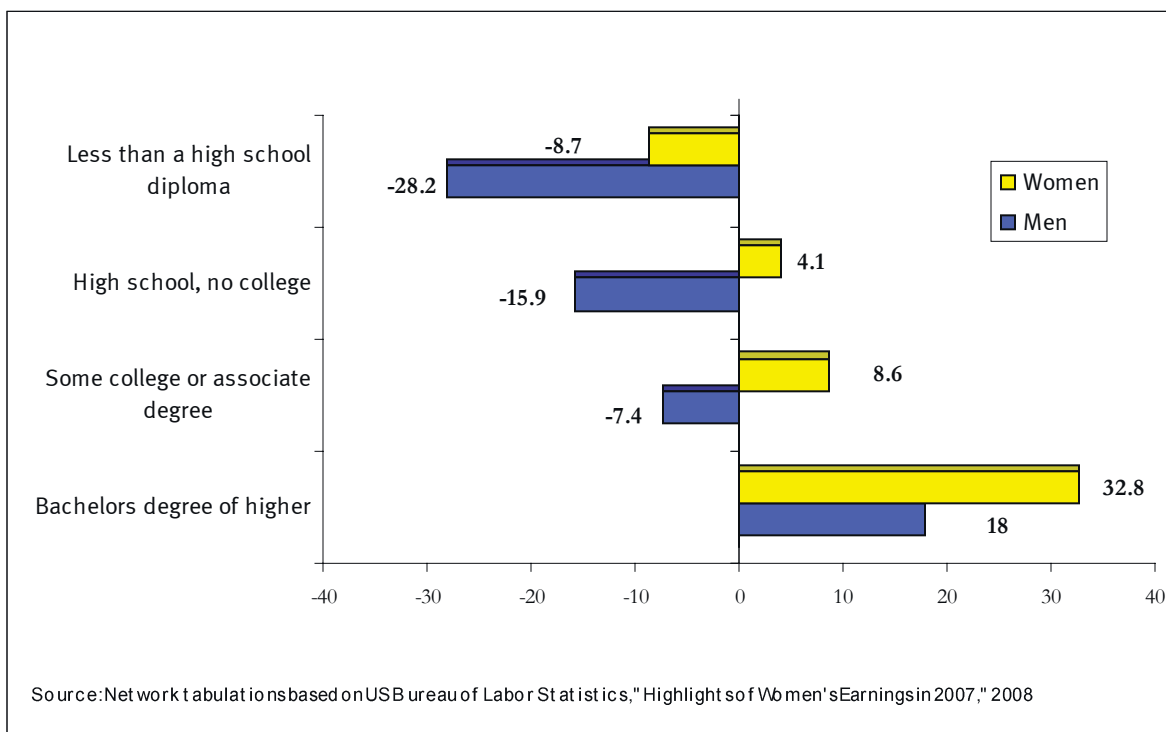
**Studies continue to show that the labor market is not “race” or “gender” blind. Race, gender and ethnicity are significant factors in determining job placement and career opportunities.**

# LOW-WAGE JOBS, WAGES AND WORKERS

In a down economy, working nine to five is no longer enough for most individuals and families. Currently, there are 30 million people employed in low-wage jobs with minimal benefits and earning less than \$9.00 per hour—that's \$18,000 per year and marks the federal poverty line for a family of four. Most individuals employed in low-wage jobs have little formal training or low levels of educational attainment.

Over the last 30 years, there has been a significant decline in the median weekly earnings for individuals with a high school diploma or less. In 2007, men with a less than a high school diploma earned 28 percent less than they did in 1979, and men with a bachelor's degree or higher earned 18 percent more than they did in 1979.

FIGURE 11. CHANGE IN CONSTANT-DOLLAR MEDIAN USUAL WEEKLY EARNINGS BY EDUCATIONAL ATTAINMENT AND GENDER, 1979-2007



In 2008, the median weekly earnings of foreign-born full-time wage and salary workers were \$595, compared with \$744 for native-born workers. Among men, median earnings were \$613 per week for the foreign born, compared with \$842 for the native born; the median for foreign-born women was \$557, compared to \$651 for the native born.<sup>32</sup>

among the nearly 13.2 million unemployed. Jobs that skilled labor would not have viewed as an option three to five years ago become more appealing as higher paying jobs become scarcer.

In the current economic crisis, there is increased competition for low-wage or part-time jobs

The concentration of racial and ethnic minorities in the service occupations or low-wage jobs directly impacts their earnings. Men and women in management and professional positions earn nearly double the amount of individuals working in any other field or occupation.

**TABLE 11. MEDIAN FULL TIME EARNINGS BY GENDER FOR SELECTED OCCUPATIONS**

Occupation	Men	Women
Management	\$ 71,715	\$ 52,366
Professional	\$ 64,481	\$ 46,002
Healthcare Practitioner & Technical	\$ 75,473	\$ 50,426
Service	\$ 30,069	\$ 21,601
Sales	\$ 48,144	\$ 30,800
Office & Administrative support	\$ 36,722	\$ 31,183
Construction & Extraction	\$ 35,399	\$ 31,384
Production	\$ 36,533	\$ 24,821
Transportation & Material Moving	\$ 34,729	\$ 24,685

Source: US Census Bureau, American Community Survey, 2007

Efforts to move African-American and Latino low-wage or unskilled workers into jobs with better wages, opportunities for advancement and benefits have been met with mixed success.

In an assessment of workforce development programs in New York City by the Women of Color Policy Network, low-wage workers often face significant barriers to obtaining and sustaining employment. These barriers include lack of education and training; lack of soft skills needed to adapt to formal work environments; transportation, child care or housing issues; or mental health challenges or disabilities. **The study also found that while some individuals were able to obtain employment, the jobs obtained were temporary, paid low wages or had very little potential for advancement.**

The study also revealed that jobs secured by people of color through intentional placement by employment agencies were usually in the service occupations or in lower tier jobs defined as occupations with annual median incomes below \$36,570. Training programs offered to individuals included food preparation and serving;

## GREEN JOBS<sup>34</sup> AND COMMUNITIES OF COLOR

In times of crisis, there is also an opportunity to make much needed changes that will ultimately benefit the nation over the long haul. Greening our national infrastructure and becoming more energy efficient is one of those opportunities. As with many of the jobs created through the Reinvestment Act, the number of green jobs that will go directly to women and communities of color is microscopic.

Of the targeted industries and occupations identified as green, African Americans and Latinos comprise less than 30 percent of those employed. In the bio-fuel sector, for example, Black men and women make up only 11 percent of those employed, compared to 80 percent of White men and women.

In the energy sector, where most construction jobs are located, African Americans and Latinos comprise 8.9 and 19.5 percent, respectively, of the individuals employed in the sector, compared to 86.4 percent of workers being White men and women.

Across the board, women are underrepresented in occupations identified as green. In the bio-fuel and energy sectors, women comprise only 18.7 percent and 7.6 percent, respectively, of all workers, compared to 81.3 percent and 92.8 percent of workers being men. African-American and Latino women are represented in less than 4 percent of all green occupations.

**TABLE 12. PERCENT OF EMPLOYED IN GREEN OCCUPATIONS BY RACE/ETHNICITY AND GENDER, 2007**

Sector	Detailed Occupation	Percent Women of Total Employed					Percent Men of Total Employed					Total
		Total	White	Black	Asian	Hispanic	Total	White	Black	Asian	Hispanic	
Bio Fuels	Agricultural Inspector	28.6	14.3	14.3	0.0	-	71.4	64.3	0.0	0.0	0.0	100.0
	Agricultural Worker	19.2	17.0	0.3	1.0	7.3	80.7	74.1	3.1	0.6	38.5	100.0
	Chemical Engineer	21.3	14.7	4.0	4.0	1.3	78.7	64.0	6.7	8.0	2.7	100.0
	Chemical Processing Machine Setter, Operator, and Tender	12.8	10.6	2.1	0.0	4.3	87.2	70.2	14.9	2.1	14.9	100.0
	Chemical Technician	32.3	24.2	4.8	3.2	3.2	67.7	59.7	3.2	3.2	11.3	100.0
	Chemist and Material Scientist	40.7	29.7	5.1	4.2	2.5	59.3	44.1	1.7	13.6	2.5	100.0
	Crushing, Grinding, Polishing, Mixing, and Blending Workers	12.7	7.6	3.4	0.8	0.8	87.3	69.5	12.7	4.2	18.6	100.0
	Electrical and Electronics Engineer	8.6	5.2	1.4	1.7	0.6	91.6	72.9	5.5	11.8	3.7	100.0
	Electrical, Electronics, and Electromechanical Assembler	58.0	38.0	6.8	12.2	10.7	42.0	29.8	6.3	4.9	9.3	100.0
	First-line Supervisor/ Manager of Farming, Fishing and Forestry Workers	7.1	7.1	0.0	0.0	2.4	92.9	85.7	2.4	0.0	33.3	100.0
	Industrial Truck and Tractor Operator	6.0	2.6	2.8	-	0.7	94.0	69.4	20.1	1.6	22.9	100.0
Purchasing Agent and Buyer, Farm Products	14.3	14.3	0.0	0.0	14.3	85.7	85.7	-	-	14.3	100.0	
<b>Total</b>		<b>18.7</b>	<b>13.5</b>	<b>2.4</b>	<b>2.1</b>	<b>3.9</b>	<b>81.3</b>	<b>66.4</b>	<b>8.7</b>	<b>4.1</b>	<b>21.1</b>	<b>100.0</b>
Energy	Construction Laborer	2.7	2.4	0.2	0.1	0.7	97.3	83.6	8.4	1.7	43.9	100.0
	Construction Manager	8.1	7.1	0.7	0.3	1.0	92.0	87.0	2.0	1.2	8.2	100.0
	Electrical and Electronics Engineer	8.6	5.2	1.4	1.7	0.6	91.6	72.9	5.5	11.8	3.7	100.0
	Electrical Power Line Installer and Repairer	1.0	1.0	-	-	-	98.1	90.3	5.8	0.0	5.8	100.0
	Electrical, Electronics, and Electromechanical Assembler	58.0	38.0	6.8	12.2	10.7	42.0	29.8	6.3	4.9	9.3	100.0
	Electrician	1.8	1.2	0.4	0.0	0.1	98.2	89.4	5.5	1.2	14.1	100.0
	Environmental Engineer	30.6	19.4	2.8	8.3	0.0	69.4	55.6	5.6	8.3	2.8	100.0
	First-Line Supervisor/ Manager of Production and Operating Workers	19.3	14.7	2.6	1.8	2.0	80.7	67.9	9.0	3.1	8.2	100.0
	Helper - Installation, Maintenance and Repair Worker	9.1	4.5	4.5	0.0	4.5	86.4	86.4	0.0	-	36.4	100.0
	Industrial and Refractory Machinery Mechanic	3.3	2.6	0.2	0.2	0.2	96.7	84.0	8.0	2.3	11.3	100.0
	Industrial Production Manager	16.7	14.8	0.8	0.4	1.1	83.3	74.2	3.8	3.4	8.7	100.0
	Industrial Truck and Tractor Operator	6.0	2.6	2.8	-	0.7	94.0	69.4	20.1	1.6	22.9	100.0
	Machinist	5.2	4.3	0.5	0.2	1.2	94.8	83.9	4.5	5.0	12.8	100.0
	Maintenance and Repair Worker, general	3.3	1.8	10.7	0.9	0.0	105.6	87.9	10.7	3.1	15.8	100.0
	Millwright	1.3	1.3	-	-	-	98.7	92.0	6.7	0.0	4.0	100.0
	Operating Engineer and Other Construction Equipment Operator	2.7	2.4	0.2	-	0.5	97.3	87.3	7.3	0.5	14.6	100.0
	Sheet Metal Worker	3.5	2.8	0.0	0.0	0.7	96.5	88.1	4.9	2.1	15.4	100.0
	Structural Iron and Steel Worker	0.0	0.0	0.0	-	-	100.0	87.5	5.7	2.3	10.2	100.0
Structural Metal Fabricator and Fitter	3.0	3.0	3.0	-	-	97.0	84.8	9.1	0.0	18.2	100.0	
Welding, Soldering, and Brazing Worker	5.7	4.3	0.5	0.7	1.4	94.3	82.7	6.8	2.1	18.9	100.0	
<b>Total</b>		<b>7.6</b>	<b>5.7</b>	<b>1.5</b>	<b>0.7</b>	<b>1.0</b>	<b>92.8</b>	<b>80.7</b>	<b>7.4</b>	<b>2.5</b>	<b>18.5</b>	<b>100.0</b>
Energy Efficient Automobiles	Computer Software Engineer	0.7	11.7	2.2	6.3	0.7	79.3	52.4	2.6	23.0	2.1	100.0
	Computer-Controlled Programmer and Operator	9.1	7.3	-	0.0	-	100.0	81.8	7.3	-	3.6	100.0
	Electrical and Electronics Engineer	8.6	5.2	1.4	1.7	0.6	91.6	72.9	5.5	11.8	3.7	100.0
	Electrical, Electronics, and Electromechanical Assembler	21.4	7.1	14.3	7.1	-	78.6	64.3	7.1	-	7.1	100.0
	Engineering Technician, except drafters	22.4	17.6	2.6	1.9	2.6	77.6	65.5	5.7	3.8	8.6	100.0
	Helper - Production	18.2	11.4	4.5	2.3	2.3	79.5	70.5	6.8	2.3	27.3	100.0
	General and Operations Manager	27.5	23.6	2.3	1.4	2.2	72.5	66.2	2.4	2.2	5.7	100.0
	Structural Metal Fabricator and Fitter	9.1	3.0	3.0	-	-	97.0	84.8	9.1	0.0	18.2	100.0
	Welding, Soldering, and Brazing Worker	5.7	4.3	0.5	0.7	1.4	94.3	82.7	6.8	2.1	18.9	100.0
<b>Total</b>		<b>13.3</b>	<b>13.7</b>	<b>2.0</b>	<b>2.7</b>	<b>1.5</b>	<b>81.5</b>	<b>66.4</b>	<b>4.2</b>	<b>8.9</b>	<b>7.5</b>	<b>100.0</b>

**The concentration of racial and ethnic minorities in the service industries or low-wage jobs directly impacts their earnings.**

**Of the targeted industries and occupations identified as green, African Americans and Latinos comprise less than 30 percent of those employed.**

**TABLE 12 (CONT'D). PERCENT OF EMPLOYED IN GREEN OCCUPATIONS BY RACE/ETHNICITY AND GENDER, 2007**

Sector	Detailed Occupation	Percent Women of Total Employed					Percent Men of Total Employed					Total
		Total	White	Black	Asian	Hispanic	Total	White	Black	Asian	Hispanic	
Green Building	Carpenter	1.9	1.8	0.1	0.1	0.5	98.1	88.0	5.5	1.7	26.4	100.0
	First-Line Supervisor/Manager of Construction Trades and Extraction	3.2	2.8	0.3	0.0	0.3	96.8	90.2	3.5	0.7	15.6	100.0
	Construction and Building Inspector	10.3	8.4	0.9	0.0	0.9	90.7	79.4	6.5	3.7	6.5	100.0
	Construction Laborer	2.7	2.4	0.2	0.1	0.7	97.3	83.6	8.4	1.7	43.9	100.0
	Construction Manager	8.1	7.1	0.7	0.3	1.0	92.0	87.0	2.0	1.2	8.2	100.0
	Electrician	1.8	1.2	0.4	0.0	0.1	98.2	89.4	5.5	1.2	14.1	100.0
	Heating / Air Conditioning and Refrigeration Mechanics and Installer	1.0	0.7	0.2	-	0.0	99.3	88.3	6.2	2.2	13.6	100.0
	Industrial Truck and Tractor Operator	6.0	2.6	2.8	-	0.7	94.0	69.4	20.1	1.6	22.9	100.0
	Insulation Worker	1.9	1.9	0.0	-	0.0	98.1	92.3	3.8	0.0	34.6	100.0
	Operating Engineer and Other Construction Equipment Operator	2.7	2.4	0.2	-	0.5	97.3	87.3	7.3	0.5	14.6	100.0
	Roofers	0.7	0.7	-	-	0.4	98.9	92.2	4.8	0.0	45.0	100.0
	<b>Total</b>		<b>3.4</b>	<b>2.8</b>	<b>0.5</b>	<b>0.1</b>	<b>0.6</b>	<b>96.6</b>	<b>85.6</b>	<b>6.9</b>	<b>1.5</b>	<b>25.0</b>
Green Space	First-line Supervisor/Manager of Landscaping, Lawn Care and Grounds Keeping	6.0	4.7	0.9	0.0	-	94.0	87.2	3.4	1.7	19.2	100.0
	Grounds Maintenance Worker	5.9	5.4	0.3	0.0	1.1	94.1	82.8	7.2	1.7	43.3	100.0
	<b>Total</b>	<b>5.9</b>	<b>5.3</b>	<b>0.4</b>	<b>0.0</b>	<b>1.0</b>	<b>94.1</b>	<b>83.5</b>	<b>6.6</b>	<b>1.7</b>	<b>39.7</b>	<b>100.0</b>
Non-Toxic Printing	Bookbinding and Bindery Worker	46.8	36.2	6.4	4.3	12.8	53.2	46.8	4.3	0.0	17.0	100.0
	Printing Machine Operator	17.1	14.4	2.3	0.5	3.2	82.9	67.1	9.5	4.1	13.1	100.0
	<b>Total</b>	<b>22.3</b>	<b>18.2</b>	<b>3.0</b>	<b>1.1</b>	<b>4.8</b>	<b>77.7</b>	<b>63.6</b>	<b>8.6</b>	<b>3.3</b>	<b>13.8</b>	<b>100.0</b>
Transportation	Bus Driver	51.6	36.7	13.3	0.3	4.2	48.4	33.2	13.5	0.9	7.1	100.0
	Civil Engineer	11.5	8.9	0.5	1.6	0.3	88.7	78.0	2.4	7.3	5.8	100.0
	Electrician	1.8	1.2	0.4	0.0	0.1	98.2	89.4	5.5	1.2	14.1	100.0
	Engine and Other Machine Assembler	21.4	7.1	14.3	7.1	-	78.6	64.3	7.1	-	7.1	100.0
	Locomotive Engineer and Operator	5.8	3.8	1.9	-	-	94.2	78.8	15.4	-	1.9	100.0
	Railroad Conductor and Yardmaster	5.7	0.0	1.9	1.9	5.7	94.3	86.8	5.7	1.9	11.3	100.0
	Rail-track Laying and Maintenance Equipment Operator	-	-	-	-	-	100.0	58.3	41.7	-	8.3	100.0
	Structural Metal Fabricator and Fitter	3.0	3.0	3.0	-	-	97.0	84.8	9.1	0.0	18.2	100.0
	Supervisor of Transportation and Material Moving Workers	20.4	16.9	2.2	0.4	1.8	79.6	61.8	12.9	2.2	8.4	100.0
	Welding, Soldering, and Brazing Worker	5.7	4.3	0.5	0.7	1.4	94.3	82.7	6.8	2.1	18.9	100.0
<b>Total</b>	<b>19.3</b>	<b>14.6</b>	<b>3.7</b>	<b>0.5</b>	<b>1.8</b>	<b>80.7</b>	<b>69.1</b>	<b>7.7</b>	<b>2.0</b>	<b>11.4</b>	<b>100.0</b>	
Waste and Recycling	Industrial Truck and Tractor Operator	6.0	2.6	2.8	-	0.7	94.0	69.4	20.1	1.6	22.9	100.0
	Refuse and Recyclable Material Collector	6.3	5.1	1.3	-	1.3	93.7	67.1	22.8	1.3	22.8	100.0
	<b>Total</b>	<b>6.0</b>	<b>2.9</b>	<b>2.6</b>	<b>0.0</b>	<b>0.8</b>	<b>94.0</b>	<b>69.1</b>	<b>20.5</b>	<b>1.5</b>	<b>22.9</b>	<b>100.0</b>
Water	Water and Liquid Waste Treatment Plant and System Operator	5.6	4.2	1.4	-	-	94.4	77.8	15.3	-	6.9	100.0
Woodworking	Cabinet Maker and Bench Carpenter	6.6	4.4	-	-	-	93.4	81.3	4.4	3.3	3.3	100.0
	Carpenter	1.9	1.8	0.1	0.1	0.5	98.1	88.0	5.5	1.7	26.4	100.0
	Furniture Finishers	25.0	25.0	-	-	-	70.0	70.0	0.0	-	15.0	100.0
	Sawing Machine Setter, Operator, and Tender - Wood	13.5	7.7	0.0	-	3.8	90.4	80.8	9.6	-	21.2	100.0
	<b>Total</b>	<b>2.7</b>	<b>2.3</b>	<b>0.1</b>	<b>0.1</b>	<b>0.6</b>	<b>97.4</b>	<b>87.4</b>	<b>5.5</b>	<b>1.7</b>	<b>25.1</b>	<b>100.0</b>

Source: U.S. Bureau of Labor Statistics, Current Population Survey, 2007

Notes: These number represent only those workers who were employed during the time of the survey. It does not included the unemployed.

Occupations listed may fall into multiple sectors

Totals will not add to 100 percent, Hispanics or Latinos can be of any race

# CONCLUSION AND RECOMMENDATIONS

## RECOMMENDATIONS

**Support education and training for women and communities of color in occupations and fields with high opportunities for career advancement.**

Training programs and initiatives need to be culturally sensitive and address the myriad barriers to employment facing low-income and disenfranchised individuals and groups. Programs should include soft as well as hard-skill development and focus on employment maintained over time rather than placement.

**Target additional and significant financial resources to decrease the unemployment rate among racial and ethnic minorities and in the hardest hit cities.** The monies and resources currently allocated through the Reinvestment Act to create or save jobs are inadequate to significantly reduce the number of currently unemployed racial and ethnic minorities.

**Utilize allocated resources to increase the representation of women in targeted occupations.**

Across the board, women are underrepresented in many of the targeted fields and occupations in the Reinvestment Act. Outreach and training programs should focus on training women to enter these higher paying occupations and provide incentives to businesses to recruit and maintain employment of women.

**For female-headed households, jobs created through the Reinvestment Act should include flexible hours, comprehensive benefits and opportunities for advancement.**

**Create and enforce policies and legislation to counter racial and gender discrimination in the labor market.** In addition to existing antidiscrimination laws, there should be increased support or incentives at the federal and state levels to increase diversity and promote the advancement of racial and ethnic minorities in the workforce.

**Jobs created through the Reinvestment Act should be meaningful and create a clear pathway out of poverty for low-income and moderate income individuals.**

**Support early links to the labor market and educational opportunities for youth of color.** Programs targeted to youth and young adults should focus on long-term outcomes and opportunities, rather than short-term job placement. Training and education programs should work to improve literacy and math skills; prepare for two or four-year colleges; or provide training for vocations with potential for higher pay and advancement.

**Decriminalize non-violent offenses or quality of life crimes.** Individuals with a history of incarceration or involvement in the criminal-legal system are less likely to obtain high-paying jobs or move out of poverty. Creating policies and legislation at the state level that decriminalize quality of life crimes or minor offenses will open up the door for individuals and communities to advance in the labor market and take advantage of jobs created through the Reinvestment Act.

## CONCLUSION

In order for the American Recovery and Reinvestment Act of 2009 to directly benefit women of color, their families and communities in the area of job creation and unemployment there will have to be a concerted effort by the Administration, states, cities and localities to ensure that those hit hardest are trained and equipped to enter targeted industries.

The social, political and economic impact of the recession on women and communities of color will be felt for many generations. To mitigate the impact and maximize the benefit of recovery efforts, the Administration should take a bold look at remedies that seek to redress not only the immediate economic hardships experienced by women and communities of color, but the historic structural and institutional barriers that have impeded the economic progress of racial and ethnic minorities since the founding of the country.



# ENDNOTES

<sup>1</sup> This figure was calculated based on the number of jobs expected to be created by the Administration multiplied by the difference between the current unemployment rate of Blacks and Latinos, at 12.9 percent, and the desired unemployment rate after projected job creation of 6.5 percent. The number is seasonally adjusted.

<sup>2</sup> The Administration projects that the Reinvestment Act will create or save 3,765,000 jobs and the current number of unemployed individuals is 13.7 million. If the number projected is created or saved, the percentage of unemployed put back to work would be 27 percent.

<sup>3</sup> This calculation is based on the anticipated number of jobs that will be created through the Reinvestment Act divided by the percentage of Blacks and Latinos currently in the targeted industries.

<sup>4</sup> Rebecca Blank. 1997. *It Takes a Nation*. New York: Russell Sage.

<sup>5</sup> *ibid.*

<sup>6</sup> Bureau of Labor Statistics. 2009. *Employment Situation Summary*.

<sup>7</sup> Center for American Progress. 2007. *The Facts About Minimum Wage*.

<sup>8</sup> Colorado Women's Agenda. 2008. *Housing*.

<sup>9</sup> Center for American Progress. 2008. *Idea of the Day: Create New Opportunity Housing Vouchers*.

<sup>10</sup> US Census Bureau, *Historical Poverty Tables, 2008*.

<sup>11</sup> Vedantam, Shankar. 2008 June 30. "Subprime Mortgages and Race: A Bit of Good News Maybe Illusion" *The Washington Post*. A02.

<sup>12</sup> Blank, Rebecca. 2004. *Tracing the Economic Impact of Cumulative Discrimination*. *American Economic Review*: May 2006.

<sup>13</sup> American Community Survey, US Census Bureau: 2007.

<sup>14</sup> US Census Bureau, *Historical Poverty Tables, 2008*.

<sup>15</sup> Institute for Women's Policy Research. 2008. *Women at Greater Risk of Economic Insecurity: A Gender Analysis of the Rockefeller Foundation's American Worker Survey*.

<sup>16</sup> *ibid.*

<sup>17</sup> *ibid.*

<sup>18</sup> *ibid.*

<sup>19</sup> Blank, Rebecca and Kovak, Brian. 2008. *Helping Disconnected Single Mothers*. The Brookings Institute: Center on Children and Families.

<sup>20</sup> *ibid.*

<sup>21</sup> Network tabulations based on projected number of jobs projected that will be created and Bureau of Labor Statistics April 2009 seasonally adjusted unemployment figures.

<sup>22</sup> Romer and Bernstein. 2009. *The Job Impact of the American Recovery and Reinvestment Plan*.

<sup>23</sup> A breakdown of green job occupations can be found in the appendix.

<sup>24</sup> The calculated estimates of the number of racial and ethnic minorities and women that will become employed as the result of job creation through the American Recovery Act is based on estimate and will ultimately depend on training individuals to enter the targeted occupations, outreach, and concerted efforts by employers and businesses to retain employees.

<sup>25</sup> This figure was calculated based on the number of anticipated jobs expected to be created by the administration, the current unemployment rate of Blacks and Latinos compared to the national unemployment average.

Bureau of Labor Statistics. 2009. *Employment Situation Summary*. April 2009.

<sup>26</sup> Bureau of Labor Statistics. *The Employment Situation: seasonally adjusted rates: April 2009*.

<sup>27</sup> Bureau of Labor Statistics. *The Employment Situation: seasonally unadjusted rates: April 2009*.

<sup>28</sup> Bureau of Labor Statistics, *March Current Population Survey, 2006*.

<sup>29</sup> Wenger, Jeffrey. 2001. *The Continuing Problems with Part-Time Jobs*. Economic Policy Institute Issue Brief

<sup>30</sup> Bureau of Labor Statistics. 2009. *Employment Situation Summary*.

<sup>31</sup> Bureau of Labor Statistics. 2009. *Foreign-Born Workers: Labor Force Participation in 2008*.

<sup>32</sup> *ibid.*

<sup>33</sup> New York State Department of Labor, *Workforce and Industry Data*.

<sup>34</sup> See Appendix for Annual Median Wages for Green Jobs by Occupation.

# APPENDIX

Table 1A. Emerging Green Collar Sectors and Occupations

Sector	Representative Occupations
Bio Fuels	Agricultural and Forestry Supervisors, Agricultural Inspectors, Agricultural Workers, Chemical Engineers, Chemical Technicians, Chemical Equipment Operators, Chemists, Farm Product Purchasers, Industrial Truck Drivers, Mixing and Blending Operators
Energy	Construction Equipment Operators, Construction Laborers, Construction Managers, Electrical Engineers, Electrical Equipment Assemblers, Electrical Power Line Installers and Repairers, Electricians, Environmental Engineers, First-Line Production Supervisors, Industrial Machinery Mechanics, Industrial Production Managers, Industrial Truck Drivers, Installation Helpers, Iron and Steel Workers, Machinists, Maintenance and Repair Workers, Metal Fabricators, Millwrights, Sheet Metal Workers, Welders
Energy-Efficient Automobiles	Computer-Controlled Machine Operators, Computer Software Engineers, Electrical Engineers, Engine Assemblers, Engineering Technicians, Metal Fabricators, Operations Managers, Production Helpers, Welders
Green Buildings	Electricians, Heating/Air Conditioning Installers, Industrial Truck Drivers, Roofers, Insulation Workers
Green Spaces	Grounds and Maintenance Workers, Landscaping and Grounds Keeping Supervisors
Non-Toxic Printing	Bookbinding and Bindery Workers, Print Machine Operators
Transportation	Bus Drivers, Civil Engineers, Dispatchers, Electricians, Engine Assemblers, First-Line Transportation Supervisors, Locomotive Engineers, Metal Fabricators, Production Managers, Railroad Conductors, Rail-Track Layers, Welders
Waste and Recycling	Industrial Truck Drivers, Refuse and Recyclable Material Collectors
Water	Water and Liquid Waste Treatment Plant and System Operators
Woodworking	Cabinet Makers and Bench Carpenters ,Carpenters, Furniture Finishers, Sawing Machine Operators
Source: Pollin and Wicks-Lim. "Job Opportunities for the Green Economy: A State-by-State Picture of Occupations that Gain From Green Investments," Political Economy Research Institute, 2008 and Pinderhughes, Raquel. "Green Collar Jobs: An Analysis of the Capacity of Green Businesses to Provide High Quality Jobs for Men and Women with Barriers to Employment," 2007	

Table 2A. Annual Wages for Green Occupations by Gender, 2007

Sector	Occupation	Median Weekly Earnings		
		Women	Men	Both Sexes
Bio Fuels	Agricultural Inspector	1	1	1
	Agricultural Worker	332	357	352
	Chemical Engineer	1	1,495	1,410
	Chemical Processing Machine Setter, Operator, and Tender	1	1	1
	Chemical Technician	1	1	785
	Chemist and Material Scientist	980	1,354	1,149
	Crushing, Grinding, Polishing, Mixing, and Blending Workers	1	604	607
	Electrical and Electronics Engineer	1	1,483	1,454
	Electrical, Electronics, and Electromechanical Assembler	447	543	488
	First-line Supervisor/Manager of Farming, Fishing and Forestry Workers	1	1	1
	Industrial Truck and Tractor Operator	1	522	519
	Purchasing Agent and Buyer, Farm Products	1	1	1
	Energy	Construction Laborer	1	514
Construction Manager		1	1,155	1,143
Electrical and Electronics Engineer		1	1,483	1,454
Electrical Power-Line Installer and Repairer		1	1,007	1,008
Electrical, Electronics, and Electromechanical Assembler		447	543	488
Electrician		1	804	805
Environmental Engineer		1	1	1
Frist-Line Supervisor/Manager of Production and Operating Workers		615	864	824
Helper - Installation, Maintenance and Repair Worker		1	1	1
Industrial and Refractory Machinery Mechanic		1	798	798
Industrial Production Manager			1,224	1,216
Industrial Truck and Tractor Operator		1	522	519
Machinist		1	706	700
Maintenance and Repair Worker, general		1	694	694
Millwright		1	902	897
Operating Engineer and Other Construction Equipment Operator		1	772	765
Sheet Metal Worker		1	786	790
Structural Iron and Steel Worker		1	867	870
Structural Metal Fabricator and Fitter	1	1	1	
Welding, Soldering, and Brazing Worker	1	618	607	
Energy Efficient Automobiles	Computer Software Engineer	1,318	1,509	1,455
	Computer-Controlled Programmer and Operator	1	798	780
	Electrical and Electronics Engineer	1	1,483	1,454
	Electrical, Electronics, and Electromechanical Assembler	447	543	488
	Engineering Technician, except Drafters	781	958	902
	Helper - Production	1	1	1
	General and Operations Manager	987	1,332	1,221
	Structural Metal Fabricator and Fitter	1	1	1
Welding, Soldering, and Brazing Worker	1	618	607	

Table 2A (cont'd). Annual Wages for Green Occupations by Gender, 2007

Sector	Occupation	Median Weekly Earnings		
		Women	Men	Both Sexes
Green Building	Carpenter	<sup>1</sup>	615	615
	First-line Supervisor/ Manager of Construction Trades and Extraction	<sup>1</sup>	906	901
	Construction and Building Inspector	<sup>1</sup>	906	906
	Construction Laborer	<sup>1</sup>	514	514
	Construction Manager	<sup>1</sup>	1,155	1,143
	Electrician	<sup>1</sup>	804	805
	Heating / Air Conditioning and Refrigeration Mechanics and Installer	<sup>1</sup>	729	728
	Industrial Truck and Tractor Operator	<sup>1</sup>	522	519
	Insulation Worker	<sup>1</sup>	1	<sup>1</sup>
	Operating Engineer and Other Construction Equipment Operator	<sup>1</sup>	772	765
Roofers	<sup>1</sup>	553	550	
Green Space	First-line Supervisor/Manager of Landscaping, Lawn Care and Grounds Keeping	<sup>1</sup>	732	718
	Grounds Maintenance Worker	<sup>1</sup>	421	420
Non-Toxic Printing	Bookbinding and Bindery Worker	<sup>1</sup>	<sup>1</sup>	<sup>1</sup>
	Printing Machine Operator	<sup>1</sup>	657	613
Transit	Bus Driver	476	540	507
	Civil Engineer	<sup>1</sup>	1,358	1,337
	Electrician	<sup>1</sup>	804	805
	Engine and Other Machine Assembler	<sup>1</sup>	<sup>1</sup>	<sup>1</sup>
	Locomotive Engineer and Operator	<sup>1</sup>	1,184	1,157
	Railroad Conductor and Yardmaster	<sup>1</sup>	<sup>1</sup>	912
	Rail-Track Laying and Maintenance Equipment Operator	-	<sup>1</sup>	<sup>1</sup>
	Structural Metal Fabricator and Fitter	<sup>1</sup>	<sup>1</sup>	<sup>1</sup>
	Supervisor of Transportation and Material Moving Workers	<sup>1</sup>	836	811
Welding, Soldering, and Brazing Worker	<sup>1</sup>	618	607	
Waste and Recycling	Industrial Truck and Tractor Operator	<sup>1</sup>	522	519
	Refuse and Recyclable Material Collector	<sup>1</sup>	525	517
Water	Water and Liquid Waste Treatment Plant and System Operator	<sup>1</sup>	731	722
Woodworking	Cabinet Maker and Bench Carpenter	<sup>1</sup>	607	598
	Carpenter	<sup>1</sup>	615	615
	Furniture Finishers	<sup>1</sup>	<sup>1</sup>	<sup>1</sup>
	Sawing Machine Setter, Operator, and Tender - Wood	<sup>1</sup>	<sup>1</sup>	483

Source: US Bureau of Labor Statistics, Current Population Survey, 2007

<sup>1</sup> Data not shown where base is less than 50,000 workers.

Notes: These numbers represent only those workers who were employed during the time of the survey. It does not include the unemployed.

Totals will not add to 100 percent, Hispanics or Latinos can be of any race

Dash indicates data not available or does not meet publication standards of the Bureau of Labor Statistics.

Occupations listed may fall into multiple sectors

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