

**CHAPTER 15**  
**DISCRIMINATION BY INDUSTRIES –**  
**FORTY, TWO HUNDRED SIX, AND A PEEK AT THE FUTURE**

CHAPTER 15 DISCRIMINATION BY INDUSTRIES – FORTY, TWO HUNDRED SIX, AND A PEEK AT THE FUTURE .....201  
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Establishments where people work have been the central focus of industries in this report. No matter how centralized management may be, serious employment decisions almost always involve the input of local management; the extent of control that a multi-establishment firm exercises will depend on many different factors, some of which involve the personalities of managers at the establishment and in headquarters. Future research may examine these issues. The national part of this study will end with the identification of those industries that, establishment by establishment, have contributed to virtually all of the affected workers who have been identified. Those who examine the individual group reports in Part II of this study, or the State Reports in Part III, will recognize many of these industries because they appear prominently in those reports as well.

*[Continued on next page.]*

## §1. THE FORTY INDUSTRIES THAT DISCRIMINATE EXTENSIVELY AGAINST WOMEN, BLACKS, HISPANICS AND ASIANS.

**Table 1. Forty Biggest Industries with Intentional Job Discrimination**

<b>FORTY INDUSTRIES' INTENTIONAL DISCRIMINATION* AGAINST WOMEN, BLACKS, HISPANICS, AND ASIANS, SHOWING AFFECTED WORKERS** AND DISCRIMINATION RISK BY INDUSTRY***</b>										
SIC	Industry	WOMEN		BLACKS		HISPANICS		ASIANS		AFFECTED WORKERS
		#	% Rsk	#	%Rsk	#	%Rsk	#	%Rsk*	
806	Hospitals	63,908	21%	89,314	41%	19,562	22%	23,719	36%	196,503
581	Eating and Drinking Places	35,370	19%	55,591	43%	43,702	40%	3,530	40%	138,193
531	Department Stores	42,271	22%	50,959	37%	20,615	29%	5,414	31%	119,259
541	Grocery Stores	28,253	14%	53,333	41%	20,681	33%	1,559	24%	103,827
805	Nursing and Personal Care Facilities	13,865	14%	39,429	35%	7,247	34%	5,508	34%	66,049
737	Computer and Data Processing Services	31,114	26%	8,206	28%	1,986	27%	16,637	36%	57,943
701	Hotels and Motels	13,127	17%	17,960	29%	18,651	25%	6,471	32%	56,208
481	Telephone Communication	29,394	30%	19,857	32%	3,654	25%	2,886	33%	55,791
602	Commercial Banks	18,673	18%	20,131	37%	4,006	23%	4,821	30%	47,632
371	Motor Vehicles and Equipment	18,084	32%	14,470	36%	3,206	32%	1,732	37%	37,492
367	Electronic Components and Accessories	11,965	26%	3,001	33%	5,808	23%	11,748	35%	32,522
421	Trucking & Courier Services, Ex. Air	10,119	42%	15,842	35%	5,304	26%	501	32%	31,766
451	Air Transportation, Scheduled	15,651	32%	8,597	30%	4,057	22%	2,768	33%	31,073
308	Miscellaneous Plastics Products	11,109	33%	4,662	33%	7,216	35%	2,559	49%	25,547
514	Groceries and Related Products	11,184	32%	4,783	34%	6,077	32%	534	36%	22,577
809	Health and Allied Services	10,329	21%	6,767	35%	2,063	29%	1,478	32%	20,638
633	Fire, Marine, and Casualty Insurance	7,858	18%	4,012	22%	772	20%	754	32%	13,395
632	Medical Service and Health Insurance	5,733	19%	5,751	28%	914	21%	944	26%	13,341
372	Aircraft and Parts	5,901	29%	1,443	34%	2,611	17%	2,497	35%	12,453
357	Computer and Office Equipment	5,814	27%	1,310	28%	1,066	21%	4,170	32%	12,360
594	Miscellaneous Shopping Goods Stores	6,186	30%	3,216	36%	1,888	33%	619	28%	11,909
621	Security Brokers and Dealers	7,506	21%	2,277	29%	817	23%	1,122	21%	11,723
384	Medical Instruments and Supplies	5,474	25%	1,012	27%	1,821	27%	2,995	31%	11,301
871	Engineering & Architectural Services	6,487	23%	1,792	25%	715	18%	2,235	25%	11,229
504	Professional & Commercial Equipment	6,440	26%	1,984	26%	977	25%	1,632	29%	11,033
366	Communications Equipment	4,500	25%	1,269	20%	978	20%	3,839	36%	10,585
283	Drugs	5,301	23%	1,718	25%	1,185	24%	2,301	31%	10,504
801	Offices & Clinics Of Medical Doctors	4,936	19%	2,987	33%	1,028	22%	1,419	27%	10,370
275	Commercial Printing	4,869	29%	1,984	31%	1,486	31%	878	43%	9,216
201	Meat Products	2,286	32%	1,720	33%	3,517	28%	916	58%	8,439
641	Insurance Agents, Brokers, & Service	3,943	19%	2,768	30%	756	25%	756	25%	8,222
349	Misc. Fabricated Metal Products	3,440	35%	1,511	30%	1,683	29%	835	39%	7,469
836	Residential Care	2,481	21%	3,449	33%	854	28%	378	35%	7,163
267	Misc. Converted Paper Products	3,505	33%	1,511	30%	1,516	33%	456	44%	6,988
344	Fabricated Structural Metal Products	2,242	37%	1,660	33%	2,476	32%	511	48%	6,888
489	Communication Services	2,530	30%	1,322	27%	1,474	29%	1,474	29%	6,800
271	Newspapers	2,924	19%	2,094	37%	1,016	26%	337	31%	6,372
501	Motor Vehicles, Parts, and Supplies	2,579	29%	1,354	30%	1,010	31%	1,010	31%	5,953
209	Misc. Food and Kindred Products	2,024	32%	1,119	35%	2,091	25%	695	43%	5,930
225	Knitting Mills	1,396	34%	1,043	34%	700	46%	414	59%	3,553
<b>Total affected workers</b>		<b>470,773</b>		<b>463,206</b>		<b>207,186</b>		<b>125,052</b>		<b>1,266,217</b>
31% reduction for minority women included in Women totals		<b>(145,940)</b>								<b>1,120,277</b>
<b>Percent of all affected Workers</b>		<b>75%</b>		<b>79%</b>		<b>73%</b>		<b>84%</b>		<b>77%</b>

\* Discrimination 1.65 or more standard deviations.

\*\*Affected Workers are the difference between employment in same labor market and occupation at 2 or more standard deviations below average, and number who would have been employed if establishment had employed at the average.

\*\*\*Risk based on proportion of comparisons of establishments in same labor market and occupation.

**§2. THE TWO HUNDRED AND SIX INDUSTRIES THAT DISCRIMINATE EXTENSIVELY AGAINST WOMEN, BLACK AND HISPANIC WORKERS.**

It is not extraordinary to find Women discriminated against when Blacks are, because women constitute 55% of Black workers; nor is it extraordinary to find women discriminated against when Hispanics are, because they constitute 43% of Hispanic Workers. It is extraordinary to find that most of the industries that discriminate against one or the other discriminate against both! We believe that this finding has implications for enforcement of EEO laws, and for the relationship between those who focus on the activities of civil rights groups.

**Table 2. 206 Industries that Intentionally Discriminate against Women, Black & Hispanic Workers**

<b>TWO HUNDRED &amp; SIX INDUSTRIES' INTENTIONAL JOB DISCRIMINATION* AGAINST WOMEN, BLACKS, &amp; HISPANIC WORKERS, RANKED BY TOTAL NUMBER OF AFFECTED WORKERS**, SHOWING RISK OF DISCRIMINATION IN THE INDUSTRY*** &amp; AFFECTED WORKERS IN EACH GROUP. ****</b>								
<b>SIC</b>	<b>INDUSTRY</b>	<b>WOMEN</b>		<b>BLACKS</b>		<b>HISPANICS</b>		<b>AFFECTED WORKERS</b>
		<b>#</b>	<b>Rsk</b>	<b>#</b>	<b>Rsk</b>	<b>#</b>	<b>Rsk</b>	
806	Hospitals	63,908	21%	89,314	41%	19,562	22%	172,784
581	Eating & Drinking Places	35,370	19%	55,591	43%	43,702	40%	134,663
531	Department Stores	42,271	22%	50,959	37%	20,615	29%	113,845
541	Grocery Stores	28,253	14%	53,333	41%	20,681	33%	102,267
805	Nursing & Personal Care Facilities	13,865	14%	39,429	35%	7,247	34%	60,541
481	Telephone Communication	29,394	30%	19,857	32%	3,654	25%	52,905
701	Hotels & Motels	13,127	17%	17,960	29%	18,651	25%	49,737
602	Commercial Banks	18,673	18%	20,131	37%	4,006	23%	42,811
737	Computer & Data Processing Svcs.	31,114	26%	8,206	28%	1,986	27%	41,306
371	Motor Vehicles & Equip.	18,084	32%	14,470	36%	3,206	32%	35,760
421	Trucking & Courier Svcs., Ex. Air	10,119	42%	15,842	35%	5,304	26%	31,265
451	Air Transport., Scheduled	15,651	32%	8,597	30%	4,057	22%	28,305
308	Miscellaneous Plastics Prods.	11,109	33%	4,662	33%	7,216	35%	22,987
514	Groceries & Related Prods.	11,184	32%	4,783	34%	6,077	32%	22,043
367	Electronic Components & Acc.	11,965	26%	3,001	33%	5,808	23%	20,774
809	Health & Allied Svcs.	10,329	21%	6,767	35%	2,063	29%	19,160
533	Variety Stores	5,326	17%	9,924	34%	2,638	24%	17,888
633	Fire, Marine, & Casualty Ins.	7,858	18%	4,012	22%	772	20%	12,641
632	Med. Service & Health Ins.	5,733	19%	5,751	28%	914	21%	12,397
873	Research & Testing Svcs.	9,130	28%	1,926	27%	589	23%	11,645
594	Miscellaneous Shopping Goods Stores	6,186	30%	3,216	36%	1,888	33%	11,290
621	Security Brokers & Dealers	7,506	21%	2,277	29%	817	23%	10,600
372	Aircraft & Parts	5,901	29%	1,443	34%	2,611	17%	9,955

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SIC	INDUSTRY	WOMEN		BLACKS		HISPANICS		AFFECTED WORKERS
		#	Rsk	#	Rsk	#	Rsk	
521	Lumber & Other Building Materials	1,973	14%	5,551	37%	1,942	28%	9,466
504	Professional & Commercial Equip.	6,440	26%	1,984	26%	977	25%	9,401
871	Engineering & Architectural Svcs.	6,487	23%	1,792	25%	715	18%	8,994
801	Offices & Clinics Of Med. Doctors	4,936	19%	2,987	33%	1,028	22%	8,951
275	Commercial Printing	4,869	29%	1,984	31%	1,486	31%	8,339
384	Med. Instruments & Supplies	5,474	25%	1,012	27%	1,821	27%	8,307
631	Life Ins.	4,649	25%	2,972	31%	606	25%	8,227
283	Drugs	5,301	23%	1,718	25%	1,185	24%	8,204
357	Computer & Office Equip.	5,814	27%	1,310	28%	1,066	21%	8,190
422	Public Warehousing & Storage	4,285	40%	2,414	28%	1,482	35%	8,181
201	Meat Prods.	2,286	32%	1,720	33%	3,517	28%	7,523
641	Ins. Agents, Brokers, & Service	3,943	19%	2,768	30%	756	25%	7,466
751	Automotive Rentals, No Drivers	2,813	31%	2,805	31%	1,351	32%	6,968
836	Residential Care	2,481	21%	3,449	33%	854	28%	6,784
366	Communications Equip.	4,500	25%	1,269	20%	978	20%	6,747
491	Electric Svcs.	3,814	28%	2,295	29%	533	18%	6,641
811	Legal Svcs.	4,246	18%	1,874	21%	519	20%	6,639
267	Misc. Converted Paper Prods.	3,505	33%	1,511	30%	1,516	33%	6,532
832	Individual & Family Svcs.	1,636	19%	3,630	35%	1,137	32%	6,402
344	Fabricated Structural Metal Prods.	2,242	37%	1,660	33%	2,476	32%	6,377
205	Bakery Prods.	2,956	38%	1,677	32%	1,733	26%	6,365
349	Misc. Fabricated Metal Prods.	3,440	35%	1,174	33%	1,683	29%	6,297
346	Metal Forgings & Stampings	2,498	37%	2,338	40%	1,382	26%	6,218
808	Home Health Care Svcs.	1,535	15%	3,465	32%	1,077	35%	6,076
271	Newspapers	2,924	19%	2,094	37%	1,016	26%	6,035
208	Beverages	2,381	35%	2,004	25%	1,541	24%	5,925
382	Measuring & Controlling Devices	4,316	26%	706	28%	799	24%	5,821
872	Accounting, Auditing, & Bookkeeping	4,123	18%	1,081	22%	156	19%	5,360
489	Communication Svcs.	2,530	30%	1,322	27%	1,474	29%	5,326
209	Misc. Food & Kindred Prods.	2,024	32%	1,119	35%	2,091	25%	5,235
864	Civic & Social Associations	1,207	16%	3,019	47%	865	30%	5,091
539	Misc. General mdse. Stores	1,559	15%	2,170	33%	1,354	22%	5,082
501	Motor Vehicles, Parts, & Supplies	2,579	29%	1,354	30%	1,010	31%	4,943
265	Paperboard Containers & Boxes	2,094	35%	1,384	26%	1,434	27%	4,911
203	Preserved Fruits & Vegetables	1,938	32%	478	34%	2,469	25%	4,885
415	School Buses	1,413	25%	2,670	52%	596	49%	4,680
484	Cable & Other Pay TV Svcs.	1,366	19%	2,536	36%	658	20%	4,559
331	Blast Furnace & Basic Steel Prods.	1,145	41%	1,758	35%	1,537	30%	4,441
251	Household Furniture	1,888	24%	1,104	32%	1,261	43%	4,252

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SIC	INDUSTRY	WOMEN		BLACKS		HISPANICS		AFFECTED WORKERS
		#	Rsk	#	Rsk	#	Rsk	
596	Nonstore Retailers	2,054	32%	1,319	35%	755	34%	4,128
506	Electrical Goods	2,664	26%	618	25%	768	23%	4,050
573	Radio, TV, & Computer Stores	1,341	18%	1,914	27%	678	22%	3,932
356	General Industrial Machinery	2,189	32%	617	29%	1,011	30%	3,817
591	Drug Stores & Proprietary Stores	925	11%	2,021	40%	816	32%	3,761
653	Real Estate Agents & Managers	1,744	26%	1,096	33%	856	33%	3,696
833	Job Training & Related Svcs.	1,250	22%	1,902	37%	418	34%	3,570
284	Soap, Cleaners, & Toilet Goods	1,875	30%	900	28%	698	23%	3,473
483	Radio & TV Broadcasting	1,340	15%	940	20%	1,131	24%	3,411
565	Family Clothing Stores	1,175	20%	1,577	40%	619	28%	3,371
364	Electric Lighting & Wiring Equip.	1,699	31%	664	35%	1,008	29%	3,371
458	Airports, Flying Fields, & Svcs.	1,089	34%	1,253	33%	982	31%	3,325
225	Knitting Mills	1,396	34%	1,043	34%	700	46%	3,139
508	Machinery, Equip., & Supplies	1,884	29%	404	28%	790	24%	3,077
154	Nonresidential Building Construction	915	28%	719	25%	1,415	31%	3,049
401	Railroads	567	38%	1,640	27%	833	31%	3,040
783	Motion Picture Theaters	402	12%	1,747	42%	882	42%	3,032
616	Mortgage Bankers & Brokers	1,255	19%	1,314	26%	411	20%	2,981
162	Heavy Construction, except Highway	364	33%	850	33%	1,675	29%	2,889
358	Refrigeration & Service Machinery	1,455	32%	724	33%	694	23%	2,874
732	Credit Reporting & Collection	1,019	25%	1,454	39%	284	36%	2,757
335	Nonferrous Rolling & Drawing	1,252	32%	642	36%	701	28%	2,595
354	Metalworking Machinery	1,635	31%	571	32%	329	31%	2,536
551	New & Used Car Dealers	794	14%	686	20%	1,015	20%	2,495
495	Sanitary Svcs.	330	31%	1,186	28%	967	27%	2,483
615	Business Credit Institutions	1,076	19%	1,110	34%	257	19%	2,443
569	Misc. Apparel & Accessory Stores	693	14%	1,226	32%	521	28%	2,441
839	Social Svcs.	674	21%	1,498	36%	267	21%	2,439
138	Oil & Gas Field Svcs.	849	30%	450	31%	864	22%	2,163
733	Mailing, Reproduction, Stenographic	1,039	27%	634	31%	401	33%	2,074
362	Electrical Industrial Apparatus	1,122	24%	418	35%	519	25%	2,059
571	Furniture & Homefurnishings Stores	1,014	23%	753	31%	261	31%	2,027
282	Plastics Materials & Synthetics	1,263	24%	595	21%	160	40%	2,017
369	Misc. Electrical Equip. & Supplies	1,033	24%	459	32%	498	25%	1,990
327	Concrete, Gypsum, & Plaster Prods.	136	31%	592	33%	1,253	26%	1,981
807	Med. & Dental Laboratories	960	21%	704	32%	308	19%	1,972
272	Periodicals	1,257	22%	588	30%	57	32%	1,902
202	Dairy Prods.	1,036	42%	344	33%	518	31%	1,899
206	Sugar & Confectionery Prods.	662	28%	440	38%	765	22%	1,866

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<b>SIC</b>	<b>INDUSTRY</b>	<b>WOMEN</b>		<b>BLACKS</b>		<b>HISPANICS</b>		<b>AFFECTED WORKERS</b>
		<b>#</b>	<b>Rsk</b>	<b>#</b>	<b>Rsk</b>	<b>#</b>	<b>Rsk</b>	
332	Iron & Steel Foundries	495	37%	732	31%	589	33%	1,816
603	Savings Institutions	693	17%	983	31%	113	23%	1,789
511	Paper & Paper Prods.	1,056	25%	384	20%	270	23%	1,710
492	Gas Production & Distribution	803	22%	674	28%	228	20%	1,705
228	Yarn & Thread Mills	681	27%	611	32%	402	49%	1,694
373	Ship & Boat Building & Repairing	354	38%	1,217	39%	96	21%	1,667
131	Crude Petroleum & Natural Gas	1,100	24%	370	25%	90	25%	1,561
614	Personal Credit Institutions	636	20%	751	34%	134	21%	1,521
274	Miscellaneous Publishing	930	21%	432	27%	131	24%	1,493
239	Misc. Fabricated Textile Prods.	525	26%	228	36%	727	35%	1,480
493	Combination Utility Svcs.	811	24%	517	23%	147	17%	1,474
355	Special Industry Machinery	685	29%	323	31%	465	31%	1,473
281	Industrial Inorganic Chemicals	830	25%	483	19%	158	32%	1,471
512	Drugs, Proprieties, & Sundries	1,036	24%	216	22%	178	33%	1,431
342	Cutlery, Handtools, & Hardware	731	34%	209	31%	476	32%	1,416
513	Apparel, Piece Goods, & Notions	957	28%	167	31%	275	29%	1,399
336	Nonferrous Foundries (castings)	500	34%	415	43%	481	23%	1,397
243	Millwork, Plywood & Structural Members	483	27%	288	42%	615	40%	1,386
507	Hardware, Plumbing & Heating Equip.	779	30%	292	27%	289	24%	1,360
273	Books	893	22%	341	29%	111	25%	1,344
173	Electrical Work	451	36%	499	27%	354	20%	1,304
252	Office Furniture	664	22%	183	27%	444	28%	1,291
862	Professional Organizations	671	20%	553	29%	41	24%	1,265
473	Freight Transport. Arrangement	553	21%	444	33%	225	25%	1,222
222	Broadwoven Fabric Mills, Manmade	479	29%	646	25%	71	55%	1,196
351	Engines & Turbines	868	47%	275	27%	40	15%	1,183
411	Local & Suburban Transport.	436	27%	516	34%	222	25%	1,175
518	Beer, Wine, & Distilled Beverages	303	23%	263	23%	571	24%	1,137
262	Paper Mills	744	28%	246	21%	135	15%	1,124
353	Construction & Related Machinery	427	22%	325	32%	365	25%	1,116
636	Title Ins.	584	20%	311	33%	171	17%	1,067
781	Motion Picture Production & Svcs.	702	29%	115	14%	240	19%	1,057
171	Plumbing, Heating, Air-conditioning	156	26%	293	22%	586	30%	1,035
359	Industrial Machinery	589	33%	118	34%	327	42%	1,034
394	Toys & Sporting Goods	518	30%	91	31%	393	24%	1,001
472	Passenger Transport. Arrangement	625	20%	266	31%	104	28%	995
345	Screw Machine Prods., Bolts, Etc.	567	30%	223	31%	198	24%	987
291	Petroleum Refining	683	25%	186	19%	100	14%	969
161	Highway & Street Construction	88	20%	310	23%	540	28%	939

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SIC	INDUSTRY	WOMEN		BLACKS		HISPANICS		AFFECTED WORKERS
		#	Rsk	#	Rsk	#	Rsk	
306	Fabricated Rubber Prods.	530	39%	200	40%	193	48%	923
361	Electric Distribution Equip.	614	27%	166	27%	118	21%	898
204	Grain Mill Prods.	429	33%	246	26%	218	26%	893
599	Retail Stores	492	24%	182	35%	208	29%	883
347	Metal Svcs.	301	36%	189	37%	336	38%	827
289	Miscellaneous Chemical Prods.	413	25%	300	27%	111	33%	824
386	Photographic Equip. & Supplies	741	40%	65	19%	9	42%	816
365	Household Audio & Video Equip.	258	27%	144	26%	411	14%	813
559	Automotive Dealers	173	17%	287	31%	346	18%	806
322	Glass & Glassware, Pressed Or Blown	446	29%	225	30%	114	24%	784
672	Investment Offices	625	27%	122	17%	35	13%	782
232	Men's & Boys' Furnishings	448	28%	116	31%	213	24%	777
671	Holding Offices	541	25%	203	28%	32	28%	776
381	Search & Navigation Equip.	501	21%	70	17%	152	13%	723
655	Subdividers & Developers	298	21%	244	34%	151	29%	694
606	Credit Unions	248	16%	288	24%	157	20%	692
285	Paints & Allied Prods.	332	29%	225	23%	127	23%	684
516	Chemicals & Allied Prods.	279	28%	238	33%	126	44%	643
261	Pulp Mills	334	33%	77	33%	214	27%	625
794	Commercial Sports	230	28%	208	35%	174	40%	612
233	Women's & Misses' Outerwear	257	20%	63	21%	289	29%	609
152	Residential Building Construction	343	17%	53	18%	209	24%	605
554	Gasoline Service Stations	106	14%	189	38%	306	31%	600
343	Plumbing & Heating, except Electric	266	36%	140	44%	189	24%	595
505	Metals & Minerals, except Petroleum	155	18%	229	27%	209	27%	593
227	Carpets & Rugs	277	30%	173	32%	139	48%	589
866	Religious Organizations	231	16%	272	33%	85	23%	588
376	Guided Missiles, Space Vehicles, Parts	292	28%	69	16%	211	14%	573
841	Museums & Art Galleries	237	21%	229	34%	93	27%	560
423	Trucking Terminal Facilities	62	47%	325	20%	171	34%	558
286	Industrial Organic Chemicals	311	23%	152	14%	37	32%	499
863	Labor Organizations	218	22%	264	31%	16	20%	498
363	Household Appliances	184	39%	220	50%	92	39%	496
211	Cigarettes	223	30%	192	25%	46	17%	462
502	Furniture & Homefurnishings	214	28%	47	17%	199	25%	460
341	Metal Cans & Shipping Containers	147	36%	150	34%	153	29%	451
305	Hose & Belting & Gaskets & Packing	246	37%	100	31%	89	29%	436
762	Electrical Repair Shops	140	30%	191	29%	76	31%	407
229	Miscellaneous Textile Goods	178	31%	167	22%	57	58%	403

<b>TWO HUNDRED &amp; SIX INDUSTRIES' INTENTIONAL JOB DISCRIMINATION* AGAINST WOMEN, BLACKS, &amp; HISPANIC WORKERS, RANKED BY TOTAL NUMBER OF AFFECTED WORKERS**, SHOWING RISK OF DISCRIMINATION IN THE INDUSTRY*** &amp; AFFECTED WORKERS IN EACH GROUP. ****</b>								
SIC	INDUSTRY	WOMEN		BLACKS		HISPANICS		AFFECTED WORKERS
		#	Rsk	#	Rsk	#	Rsk	
245	Wood Buildings & Mobile Homes	130	22%	8	30%	263	27%	400
278	Blankbooks & Bookbinding	172	21%	90	26%	132	24%	395
792	Producers, Orchestras, Entertainers	176	24%	188	29%	23	23%	388
546	Retail Bakeries	119	21%	158	34%	94	27%	372
329	Misc. Nonmetallic Mineral Prods.	256	39%	46	21%	55	20%	357
608	Foreign Bank & Branches + Agencies	189	18%	86	22%	77	16%	352
623	Security & Commodity Exchanges	170	24%	126	21%	37	22%	332
323	Prods. Of Purchased Glass	148	31%	50	38%	115	18%	313
593	Used mdse. Stores	51	10%	100	50%	156	33%	307
254	Partitions & Fixtures	60	29%	61	30%	166	22%	287
835	Child Day Care Svcs.	38	16%	158	44%	87	27%	284
503	Lumber & Construction Materials	90	26%	36	30%	148	42%	273
78	Landscape & Horticultural Svcs.	53	58%	32	35%	185	35%	269
563	Women's Accessory & Specialty Stores	151	34%	67	25%	43	44%	262
823	Libraries	117	19%	88	24%	35	12%	239
325	Structural Clay Prods.	111	38%	74	31%	41	42%	226
395	Pens, Pencils, Office, & Art Supplies	94	32%	62	31%	66	24%	222
449	Water Transport. Svcs.	89	27%	97	30%	33	38%	219
562	Women's Clothing Stores	98	20%	68	21%	36	18%	202
314	Footwear, except Rubber	99	26%	28	22%	47	28%	174
224	Narrow Fabric Mills	84	27%	58	45%	32	40%	173
276	Manifold Business Forms	103	29%	13	9%	28	32%	144
238	Miscellaneous Apparel & Acc.	45	25%	49	29%	49	25%	143
517	Petroleum & Petroleum Prods.	91	22%	34	19%	14	15%	138
526	Retail Nurseries & Garden Stores	76	18%	13	33%	34	31%	123
339	Miscellaneous Primary Metal Prods.	46	47%	26	28%	47	47%	119
279	Printing Trade Svcs.	44	20%	17	45%	12	33%	73
<b>Group Totals, Affected Workers</b>		<b>623,399</b>		<b>583,564</b>		<b>280,499</b>		<b>1,487,462</b>
<b>All Affected workers</b>		<b>628,395</b>		<b>586,771</b>		<b>283,150</b>	<b>****</b>	<b>1,325,378</b>
<b>% of total</b>		<b>99.20%</b>		<b>99.45%</b>		<b>99.04%</b>		
Affected Workers are the difference between observed utilization at 2 standard deviations below average in Labor market & occupation, & the average utilization in labor market & occupation								
Risk of discrimination is based on comparisons of establishments in same labor market & occupations								
Black & Hispanic Women = 26% of Women. Total affected workers reduced by 162,084 to avoid overlap.								



**§3. A PEEK AT THE FUTURE**

The Bureau of Labor Statistics in the Department of Labor has predicted when the job growth will be the greatest between 1999 and 2008.

Two of their predictions are related in different ways to this study. The first is related to a long established industrial complex: Medicine, Drug and Health Related industries. The second is comparatively a newcomer: Computer Related industries. One shows massive intentional discrimination, the other comparatively little.

Table 3. Medical, Drug and Health Related Industries.

<b>MEDICAL, DRUG AND HEALTH RELATED INDUSTRIES' INTENTIONAL JOB DISCRIMINATION** AGAINST WOMEN, BLACK, HISPANIC, AND ASIANS, SHOWING AFFECTED WORKERS*** AND RISK OF DISCRIMINATION BY INDUSTRY****</b>										
<b>SIC</b>	<b>INDUSTRY</b>	<b>WOMEN</b>		<b>BLACKS</b>		<b>HISPANICS</b>		<b>ASIAN PAC</b>		<b>AFFECTED WORKERS</b>
		<b>#</b>	<b>Rsk</b>	<b>#</b>	<b>Rsk</b>	<b>#</b>	<b>Rsk</b>	<b>#</b>	<b>Rsk</b>	
806	Hospitals	63,908	21%	89,314	41%	19,562	22%	23,719	36%	<b>196,503</b>
805	Nurs. & Prsnl Care Fac.	13,865	14%	39,429	35%	7,247	34%	5,508	34%	<b>66,049</b>
809	Health & Allied Services	10,329	21%	6,767	35%	2,063	29%	1,478	32%	<b>20,638</b>
632	Med. Svc & Health Ins.	5,733	19%	5,751	28%	914	21%	944	26%	<b>13,341</b>
384	Med. Instrumnts & Sppls	5,474	25%	1,012	27%	1,821	27%	2,995	31%	<b>11,301</b>
283	Drugs	5,301	23%	1,718	25%	1,185	24%	2,301	31%	<b>10,504</b>
801	Offices & Clinics Of MDs	4,936	19%	2,987	33%	1,028	22%	1,419	27%	<b>10,370</b>
836	Residential Care	2,481	21%	3,449	33%	854	28%	2,378	35%	<b>9,162</b>
808	Home Health Care Svcs	1,535	15%	3,465	32%	1,077	35%	183	30%	<b>6,259</b>
591	Drug & Proprietary Stores	925	11%	2,021	40%	816	32%	363	26%	<b>4,124</b>
512	Drugs, Proprietaries & Sundries	1,036	24%	216	22%	178	33%	164	33%	<b>1,595</b>
807	Med. & Dental Laboratories	960	21%	704	32%	308	19%	620	32%	<b>2,592</b>
835	Child Day Care Services	38	16%	158	44%	87	27%	26	35%	<b>310</b>
Affected Workers in above SICs		<b>116,522</b>		<b>156,990</b>		<b>37,140</b>		<b>42,096</b>		<b>352,748</b>
*31% reduction in women's total to avoid overlap with minority women who are included in minority totals										(36,122)
									*	<b>316,626</b>
<b>All affected workers</b>		<b>628,395</b>		<b>586,711</b>		<b>283,150</b>		<b>149,214</b>	*	<b>1,611,348</b>
<b>% of total affected workers</b>		<b>19%</b>		<b>27%</b>		<b>13%</b>		<b>28%</b>		<b>20%</b>
** Discrimination 1.65 or more standard deviations.										
***Affected Workers are the difference between employment in same labor market and occupation at 2 or more standard deviations below average, and number who would have been employed if establishment had employed at the average.										
****Risk based on proportion of comparisons of establishments in same labor market, industry and occupation.										
<b>TWENTY PERCENT OF ALL AFFECTED WORKERS ARE IN THESE MEDICAL, DRUG AND HEALTH RELATED INDUSTRIES. THESE ARE AMONG THE FASTEST GROWING INDUSTRIES.</b>										
<b>IN 1999, THE BUREAU OF LABOR STATISTICS PREDICTED JOB GROWTH IN THIS GROUP OF INDUSTRIES AT MORE THAN 1,400,000 WORKERS BY YEAR 2008. See Statistical Abstract of US, 2001, Table 594 at p. 383</b>										

**Table 4. Computer Related Industries**

<b>COMPUTER RELATED INDUSTRIES' INTENTIONAL JOB DISCRIMINATION** AGAINST WOMEN, BLACK, HISPANIC, AND ASIANS, SHOWING AFFECTED WORKERS*** AND RISK OF DISCRIMINATION BY INDUSTRY****</b>										
		<b>WOMEN</b>		<b>BLACKS</b>		<b>HISPANICS</b>		<b>ASIAN PAC</b>		<b>AFFECTED WORKERS</b>
<b>SIC</b>	<b>INDUSTRY</b>	<b>#</b>	<b>Rsk</b>	<b>#</b>	<b>Rsk</b>	<b>#</b>	<b>Rsk</b>	<b>#</b>	<b>Rsk</b>	
737	Computer and Data Processing Services	31,114	26%	8,206	28%	1,986	27%	16,637	36%	57,943
357	Computer and Office Equipment	5,814	27%	1,310	28%	1,066	21%	4,170	32%	12,360
		<b>36,928</b>		<b>9,516</b>		<b>3,052</b>		<b>20,807</b>		<b>70,303</b>
*31% reduction in women's total to avoid overlap with minority women who are included in minority totals										<b>-11,448</b>
										<b>58,855</b>
** Discrimination 1.65 or more standard deviations.										
***Affected Workers are the difference between employment in same labor market and occupation at 2 or more standard deviations below average, and number who would have been employed if establishment had employed at the average.										
****Risk based on proportion of comparisons of establishments in same labor market, industry and occupation.										
<b>THESE ARE AMONG THE FASTEST GROWING INDUSTRIES.</b> <b>IN 1999, THE BUREAU OF LABOR STATISTICS PREDICTED JOB GROWTH IN THIS GROUP OF INDUSTRIES AT MORE THAN 1,700,000 WORKERS BY YEAR 2008.</b> <b>See Statistical Abstract of US, 2001, Table 594 at p. 383</b>										
The small number of affected workers, compared to the medical, drug and health industries, may reflect recruiting problems during the industry's development. The methodology of this study cannot address claims of discrimination in recruitment or hiring until the industry itself has employed sufficient numbers of minorities or women to enable those establishments 2 or more standard deviations below the average to be identified. See Part 1, Ch. 5, Sec. 1.										

Whether the job growth in these industries will be more cognizant of the knowledge, skills and abilities of the “affected workers” will depend in part on the actions of the government and employers that are discussed in the next chapter.