

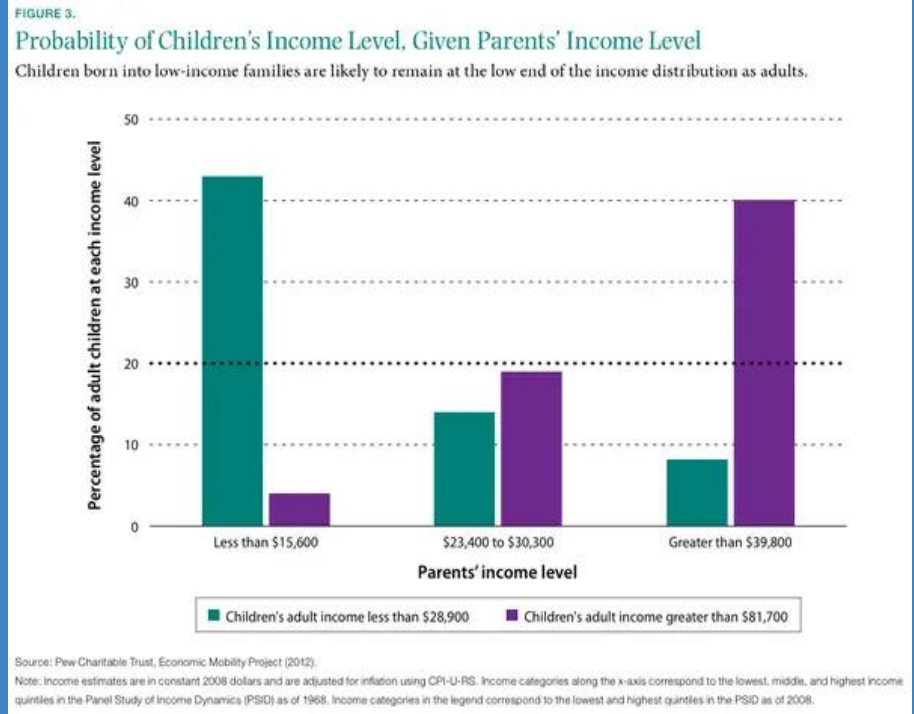
# Employment in the United States



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# Employment Affecting Quality of Life & Social Mobility<sup>1</sup>

- The income and job status of families greatly affects the future circumstances of their children's future.
- Children growing up in unemployed families or low income families lessens their chances for upward social mobility.
- Time and money spent on education is higher for families with stable jobs and higher incomes.
- Wealthy parents are able to invest more in their children, reproducing the class in which they are raised.
- The chart (right) illustrates that children are very likely to match the income of their parents, meaning their employment situation remains the same as what they are born into.



# How is access to employment structured in contemporary U.S. society?

- Access to Employment in the U.S has to do with how the workforce is structured. This is usually divided into between three main employment sectors. Those being Primary, Secondary and Tertiary.
  1. **Primary:** Which represents jobs that involve getting raw materials from the natural environment e.g. Mining, farming and fishing.
  2. **Secondary:** Which represents jobs that involve making things (manufacturing) e.g. making cars and steel.
  3. **Tertiary:** Which represents jobs that involve providing a service e.g. teaching and nursing.
- The percentage of each sector changes from one country to another country depending on its level of development. The U.S Specifically is structured around the Tertiary sector which is showed in image one, because we are more developed and well off than places like Brazil. Meaning that jobs in service are more available but you must have the qualification.

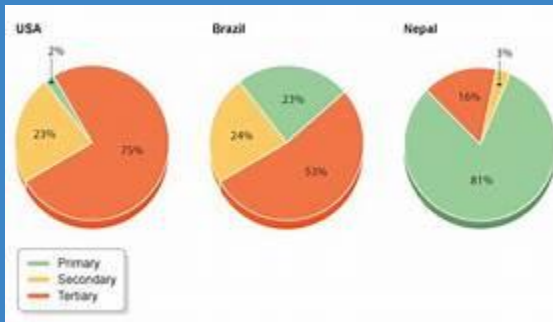


Figure 11 shows what access to employment in the U.S will look like in the next few years.

# United States Employment and Unemployment Status

Employment status, sex, and age	Total		White		Black or African American		Asian	
	2019	2020	2019	2020	2019	2020	2019	2020
<b>TOTAL</b>								
Civilian noninstitutional population	259,175	260,329	200,827	201,306	33,036	33,344	16,351	16,467
Civilian labor force	163,539	160,742	126,600	124,431	20,632	20,177	10,460	10,331
Participation rate	63.1	61.7	63.0	61.8	62.5	60.5	64.0	62.7
Employed	157,538	147,795	122,441	115,341	19,381	17,873	10,179	9,437
Employment-population ratio	60.8	56.8	61.0	57.3	58.7	53.6	62.3	57.3
Unemployed	6,001	12,947	4,159	9,090	1,251	2,304	280	894
Unemployment rate	3.7	8.1	3.3	7.3	6.1	11.4	2.7	8.7
Not in labor force	95,636	99,587	74,227	76,875	12,404	13,167	5,891	6,136

Employment status, sex, and age	Hispanic or Latino ethnicity							
	Total <sup>(1)</sup>		Mexican		Puerto Rican		Cuban	
	2019	2020	2019	2020	2019	2020	2019	2020
<b>TOTAL</b>								
Civilian noninstitutional population	43,507	44,182	26,251	26,393	3,941	4,019	2,043	2,086
Civilian labor force	29,053	28,970	17,611	17,278	2,448	2,491	1,304	1,303
Participation rate	66.8	65.6	67.1	65.5	62.1	62.0	63.8	62.5
Employed	27,805	25,952	16,836	15,568	2,325	2,200	1,265	1,181
Employment-population ratio	63.9	58.7	64.1	59.0	59.0	54.7	62.0	56.6
Unemployed	1,248	3,018	775	1,710	124	291	39	122
Unemployment rate	4.3	10.4	4.4	9.9	5.0	11.7	3.0	9.4
Not in labor force	14,454	15,213	8,640	9,116	1,493	1,527	738	783

Of those in the civilian noninstitutional population, below are the percentages of those who are employed and unemployed

## Employment Percentages

White: 61.0%

Black: 53.6%

Asian: 57.3%

Hispanic/Latino: 58.7%

## Unemployment Percentages

White: 10.4%

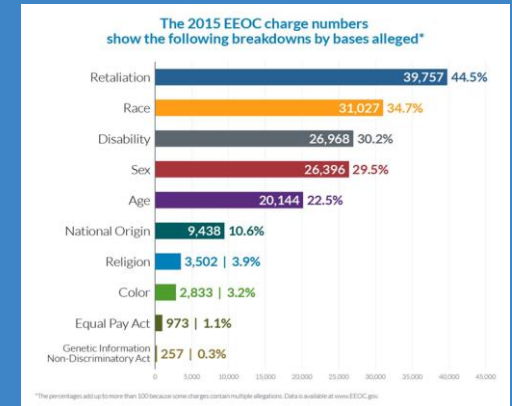
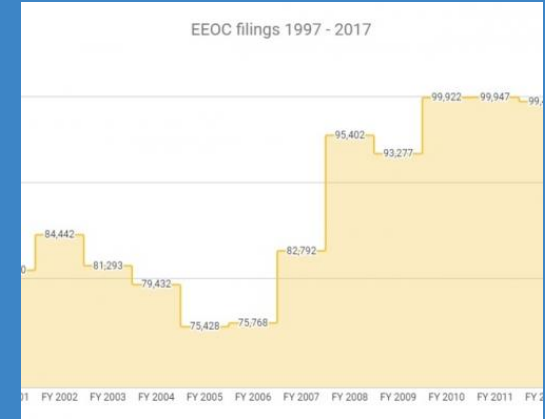
Black: 11.4%

Asian: 8.7%

Hispanic/Latino: 10.4%

# What are important policies that have structured people's access to employment?

- Wrongful Discharge/ Termination of Employment: prevents wrongful termination or wrongful discharge
  - This policy can protect employees from being fired for a reason that is illegal, or if the firing breaches a contract or public policy.
- Workers Compensation for Illness or Injury on the Job: protects employees who get hurt on the job or sick from it. The laws establish worker compensation, a form of insurance that employers pay for.
  - This helps reduce inequality from being hurt on the job and potentially being fired for it.
- Equal Employment Opportunity Commission (EEOC): offers a wide range of materials for employers on preventing and addressing employment discrimination.
  - This has helped reduce inequality by making it a crime to fire employees based off of race, on retaliation from harassment in the work force. Since 2007 case files have drastically increased as the law has been used to prevent discrimination in the work force.



# Unemployment Rates from 1996-2021

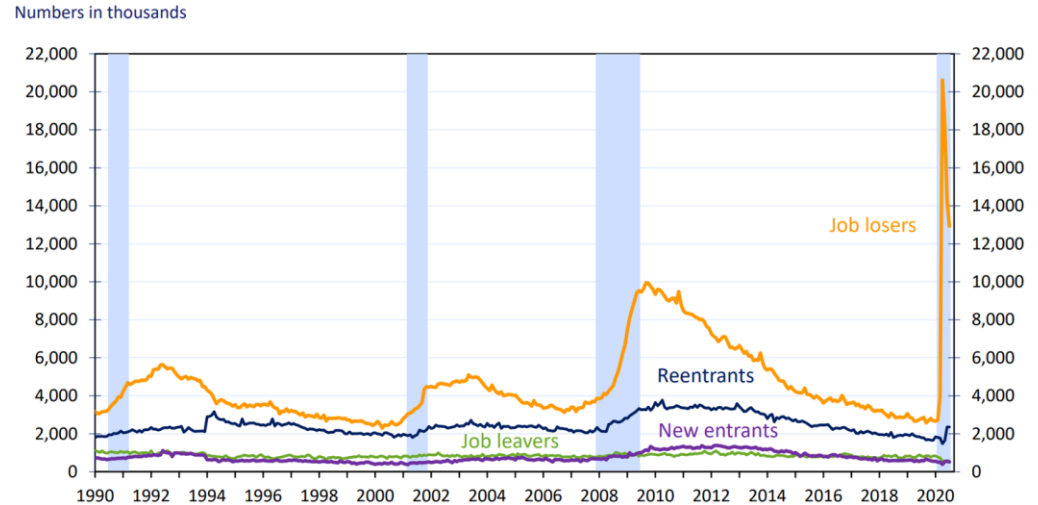
- By looking at this graph, the unemployment rate increased greatly during the 2008 recession and also had a major spike during the COVID-19 pandemic cases.



# Reasons for Unemployment Rates 1990-2020

- As stated in the previous slide, you can see that the unemployment rate spiked during 2008 and 2020 due to the recession and the coronavirus pandemic
- This graph shows the reasons behind the unemployment trends with people losing their jobs being the most significant

**Chart 13. Reasons for unemployment**  
Seasonally adjusted, 1990–2020



Note: Shaded areas represent recessions as determined by the National Bureau of Economic Research (NBER). An endpoint for the recession that began in February 2020 has not yet been determined. Data online at [https://data.bls.gov/timeseries/LNS13023621&series\\_id=LNS13023705&series\\_id=LNS13023557&series\\_id=LNS13023569](https://data.bls.gov/timeseries/LNS13023621&series_id=LNS13023705&series_id=LNS13023557&series_id=LNS13023569).

# Who Wins?

- White individuals
- Predominantly men
- Upper/middle class

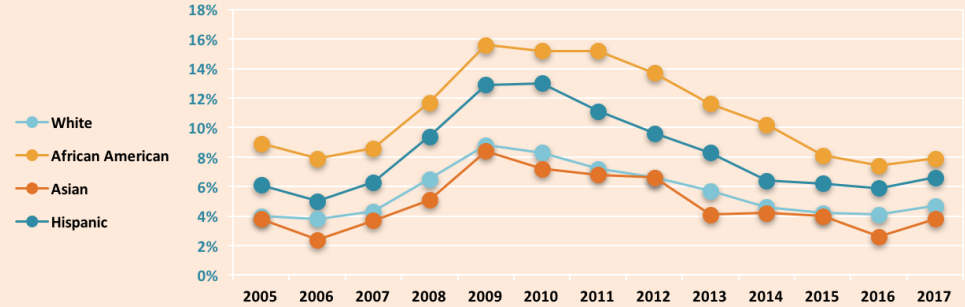
# Who Loses?

- Minority groups
- Those who are homeless
- Those who are disabled

# Why?

- Discrimination is still prevalent in the workplace, even amongst employers who will advertise that they hire diverse groups of people (Gerdemen<sup>1</sup>).
- The most common types of discrimination include: racial, disability, sexual (sexism) and age (ageism) (Sapphire Legal<sup>2</sup>).
- Mental health issues and substance use challenges prevent employment as well (Gabriel, Schoen, et al.<sup>3</sup>)

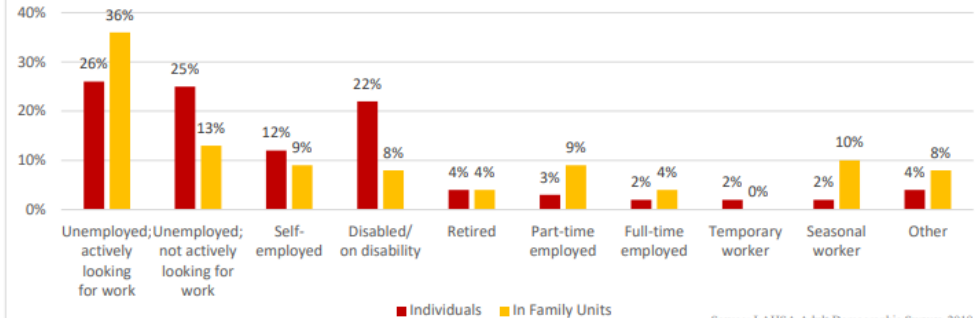
National Unemployment Rate by Age (16 years and over), Race, and Hispanic or Latino Ethnicity, 2005-2017



Source: Analysis of Bureau of Labor Statistics Current Population Survey, 2005-2017

Compared to their white counterparts African Americans and Hispanic peoples are at a higher rate for unemployment in the US

Employment Status of Adults Experiencing Unsheltered Homelessness in Los Angeles County (2019)



Source: LAHSA Adult Demographic Survey, 2019



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- <sup>1</sup>Greenstone, Michael, Adam Looney, Jeremy Patashnik, and Muxin Yu. 2013. "Thirteen Economic Facts about Social Mobility and the Role of Education." *The Hamilton Project*. Retrieved 2021 ([https://www.brookings.edu/wp-content/uploads/2016/06/thp\\_13econfacts\\_final.pdf](https://www.brookings.edu/wp-content/uploads/2016/06/thp_13econfacts_final.pdf)).
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