

DIVERSITY JOBS INDEX AND REPORT



A NOTE FROM **OUR PRESIDENT**

Happy New Year! As we look forward to the coming year, we also reflect on the valuable contributions all Americans make to the workplace. As illustrated in our Diversity Jobs Report throughout 2015, participation of minorities in the labor force is steadily rising across many industry sectors, but growth is still needed in other sectors. More companies are embracing diversity as a business strategy, which contributes to greater diversity among workers. That's a positive sign, but there is more work to do.

The focus of this Diversity Jobs Report is women in the US labor force. We take an in-depth look at such factors as women's contributions, how they are represented and under-represented in different industries and, of course, the ongoing struggle to close the wage gap between men and women.

We also tell the "tale of two cities:" the Leisure/Hospitality industry and the Professional/Business Services industry, delving more into the data that shows there is high minority participation/low wages in the former and low minority participation/high wages in the latter.

Share this issue of the Diversity Jobs Report with your family, friends and colleagues. Join us as we continue to work together to celebrate the contributions of all Americans, and build a stronger more diverse labor force in 2016.

~ SJ



Star Jones
President
Professional Diversity Network



LEISURE AND HOSPITALITY VS. PROFESSIONAL AND BUSINESS SERVICES: ***A TALE OF TWO SECTORS***

**“There must be balance. Action and reaction. Chaos and order.
Death and life.”**

- Lanie Bross, Chaos

**“I owe my success to having listened respectfully to the very best advice,
and then going away and doing the exact opposite.”**

- G. K. Chesterton

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When it comes to some segments of the labor force, it's like a *Tale of Two Cities*—high minority participation, low wages and low minority participation, high wages. Such is the case with the Leisure and Hospitality sector and the Professional and Business Services sector. The former includes hotel, food services, arts, entertainment and recreation, and is generally characterized by younger workers, lower educational attainment, lower wages, a relatively high turnover rate and some union penetration. The latter comprises professional, scientific and technical services, management, and administrative business support services.

A Historical Perspective

Traditionally, workers in the Leisure and Hospitality industry have been predominantly women. Think about your last hotel stay. The person who checked you in at the registration desk was likely a woman. The housekeeper who cleaned your room and offered you turndown service at night was probably a woman. When you called the concierge to find out the nearest entertainment attractions to the hotel, a woman probably answered the telephone.

Aside from the bellman who helped you with your bags curbside and the room service attendant who delivered your dinner, the majority of the employees who serve you at hotels are women.

According to the most recent figures from the Bureau of Labor Statistics, the Leisure and Hospitality sector is one of the top industries that employs women, with 10.5% of working women employed in the Leisure and Hospitality sector — a moderate over-representation, relative to men in the sector. Those in a supervisory role earn an average of \$14.47 per hour and work an average of 26.3 hours per week. Workers in a non-supervisory role earn an average of \$12.52 per hour and work an average of 25 hours per week.

Professional and Business Services sits at the opposite end of the spectrum. Characterized by lower minority participation, higher educational attainment, one of the lowest turnover rates among all industries and higher wages, this is a high-growth sector with employment in technical and engineering fields increasing at approximately 2% annually. Think about specialized workers like architects, accountants, bookkeepers, legal advisors and lawyers, engineers, computer scientists—they comprise this sector. Women are under-represented in this sector. Historically, these roles have been filled by men. Our cities and

landscapes are dotted with structures designed and built by men. Accountants and bookkeepers are predominantly male, as are legal advisors and lawyers. Look around the offices at companies like NASA, Dell and Apple—where engineers and computer scientists are plentiful—and you will find significantly more men than women.

When it comes to compensation, the scales tip favorably to workers in this sector. Non-supervisory employees earn on average \$25 per hour, according to data from November 2015. They work an average of 35.5 hours per week. Average hourly earnings for supervisors topped out at \$30.39 in the same period, and those employees worked an average of 36.1 hours per week. Compensation in the Professional and Business Services sector is more than double that in the Leisure and Hospitality sector – widening the gulf between employees in these industries as well as the gender wage gap.

CLOSING THE GAP

While gender and wage gaps exist within and across both industries, there is a movement to curb the growth of those gaps. Education is an essential component in that movement. Today, more and more women are heading to college after high school. A 2014 study by the Pew Research Center showed that women in all ethnic categories far outpaced men in college enrollment immediately following high school. Seventy-six percent of Hispanic women enrolled in college, compared to 62% of Hispanic men. For Blacks, 67% of women headed to college while only 57% of men did. Seventy-two percent of White women were college-bound, compared to 62% of White men. The gap among Asians was very narrow, at 86% (women) to 83% (men) enrolling in college.

Most surprising is the same scenario but 20 years earlier. In 1994, the enrollment trend was just the opposite, with men's enrollment exceeding that of women's among all ethnic groups except Whites. Enrollment among Hispanics was equal in 1994 at 52% for both genders.

Among women who are recent college graduates, the wage gap is virtually non-existent. However, by the age of 30, the wage gap in most occupations ranges from 3% to 5%. Bolstering those numbers is the stark reality that men are twice as likely to achieve management positions as similarly positioned women – and that perpetuates the wage gap. Employees in management roles will have substantially greater wage gains than employees in functional roles.

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Besides education, another means to closing the gender wage and industry gap is to engage more females in non-traditional fields where women's participation is significantly lower than men's. Engagement has to start with school-age girls and continue throughout their educational tract. That trend is evident in the area of STEM or science, technology, engineering and mathematics and promoted by organizations like Black Girls Code, which teaches girls aged 7-16 from underserved communities about technology in the hopes of creating a diverse (by gender and ethnicity) talent pipeline for the technology sector.

"One of the things that's true about the computing talent pipeline in this country is that it's really in jeopardy," said Lucy Sanders, CEO of the National Center for Women in Technology. "With the degrees we're granting now, we're only going to graduate enough people to fill a third of the jobs ... We're not going to fill this talent pipeline if we only go to the places where we've always been traditionally looking."

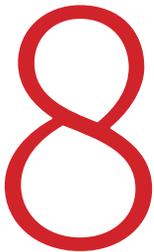
Currently, only 2% of all employed women work in the IT industry. Without a focused, concerted effort to engage girls in technical endeavors at a young age, those numbers will remain low or continue to drop off. Society is increasingly more dependent on technology. Building a talent pipeline of minorities and females skilled in coding and all functions that comprise the IT industry is a no-brainer – and will go a long way in helping to narrow the wage gap and eliminate the "tale of two cities" syndrome that permeates the job sector. 



WORKING AMERICA: ***WOMEN IN THE LABOR FORCE***

Women’s contribution in the US labor force has greatly expanded since the end of World War II. Directly following the war, less than one third of women were in the labor force and women soon began to participate in greater numbers—rising rapidly from the 1960s through the 1980s before slowing in the 1990s.

Women reached the peak of their labor force participation in 2000, with a rate of 60%. In 2010, however, this figure decreased to 46.7% and currently rests at 56.8% – compared to men at 68.6%.



Record 56.2 Million Women Not Working

According to recent [data](#) released by the Bureau of Labor Statistics (BLS), 56.2 million women aged 16 and older are not participating in the workforce as of November 2015. Although the record represents a decline of 245,000 from October's level and a [decline](#) of 352,000 from September's record level of 56.6 million, the number of women not in the labor force is generally concerning.

While the status for women in the national labor force has improved over the last several decades, many women still struggle for equality in many occupations. Women are earning post-secondary degrees at a faster rate than men, yet the gender wage gap persists. While this may result from personal job preference, socio-economic circumstances or other reasons, many women still face overt or subtle employment discrimination that contributes to continued gender inequality.

Occupation and Industry

The scale noticeably tips when it comes to gender representation in specified occupations and industries. Research shows that women are overrepresented in several industries and underrepresented in others.

The top trades that employ women are:

- **Accounting and Bookkeeping – 63%**
- **Legal Services – 55%**
- **Education and Health Services – 36.4%**
- Wholesale and Retail – 13.4%
- Professional and Business Services – 10.7%
- Leisure and Hospitality – 10.5%

Women are well-positioned in growth industries such as healthcare and education. Due to positive demographics for young persons and baby boomers, these industries are expected to generate employment growth of at least 1.4% annually over the next decade. Not surprisingly, women are not prevalent in labor-intensive industries such as mining, manufacturing and construction; only 2% of all women employed are working in the Information Technology (IT) industry.

Educational Attainment

Women have a lower workforce participation rate than men at every level of education; however, over the last few years, the gap shrinks at higher levels of educational attainment. Approximately 32% of women over the age of 25 with less than a high school diploma were in the workforce in 2013, compared to close to 60% of men with less than a high school diploma. Among those with a bachelor's degree or higher, 71% of women and 80% of men were in the workforce in 2013.^[5]

Of the 64.8 million women 25 years of age and older participating in the labor force in 2015, 6.6% had less than a high school diploma, 25.7% had a high school diploma (no college), 17.8% had some college, 12.7% had an associate's degree and 38% had a bachelor's degree or higher.

Earnings

Though women are earning post-secondary degrees at a faster rate than men, the wage gap persists. There is evidence to suggest this pay gap has an impact on children and families as well. A 2013 study found that in 40% of American households with children, the primary or sole earner was a woman.^[19] Further, both men and women have to contend with difficult economic and personal choices when having children, given that few employers offer paid parental leave.^[20]

While women are more likely than men to leave and then re-enter the workforce if they have children, even this is insufficient to explain the persistent wage gap. A study by the American Association of University Women found that even when controlling for factors including years of experience, marital, status and even GPA, there was still an observable difference in earnings for men and women performing the same job.^[16]

- According to the [US](#) Government, women today are paid only 77 cents for every dollar their male colleagues earn.
- The pay gap is even greater for minority women, with African-American women earning 64 cents and Latina women earning 56 cents for every dollar earned by men
- 5% of women earn less than minimum wage while only 3% of men earn less than minimum wage
- The average annual salary for women is \$37,200 while it is \$39,700 for men
- Earnings for women as compared to men within ethnicity are as follows: Caucasian 81%, Asian 78%, Hispanic 91%, African American 92%. The wage gap declines by 2% to 3% each decade.

The wage gap is essentially nil for women who are recent college graduates, though by age 30, the wage gap in most occupations ranges from 3% to 5%. Moreover, men are more than twice as likely to achieve management positions as are similarly situated women. Persons in management roles will have substantially greater wage gains than persons in functionary positions.

Projections Ahead

With slower growth of the labor force, aging, and increasing diversity, the profile of the US labor force is undergoing a gradual but significant change. Women in the labor force increased their numbers at an extremely rapid pace in the past 50 years. It is anticipated that their labor force growth will slow markedly in the decades ahead. 

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SEGMENT SPECIFIC ***HIGHLIGHTS***



DIVERSITY AND INCLUSION WINNERS

Each month, we highlight an organization that has demonstrated a commitment to diversity and inclusion.

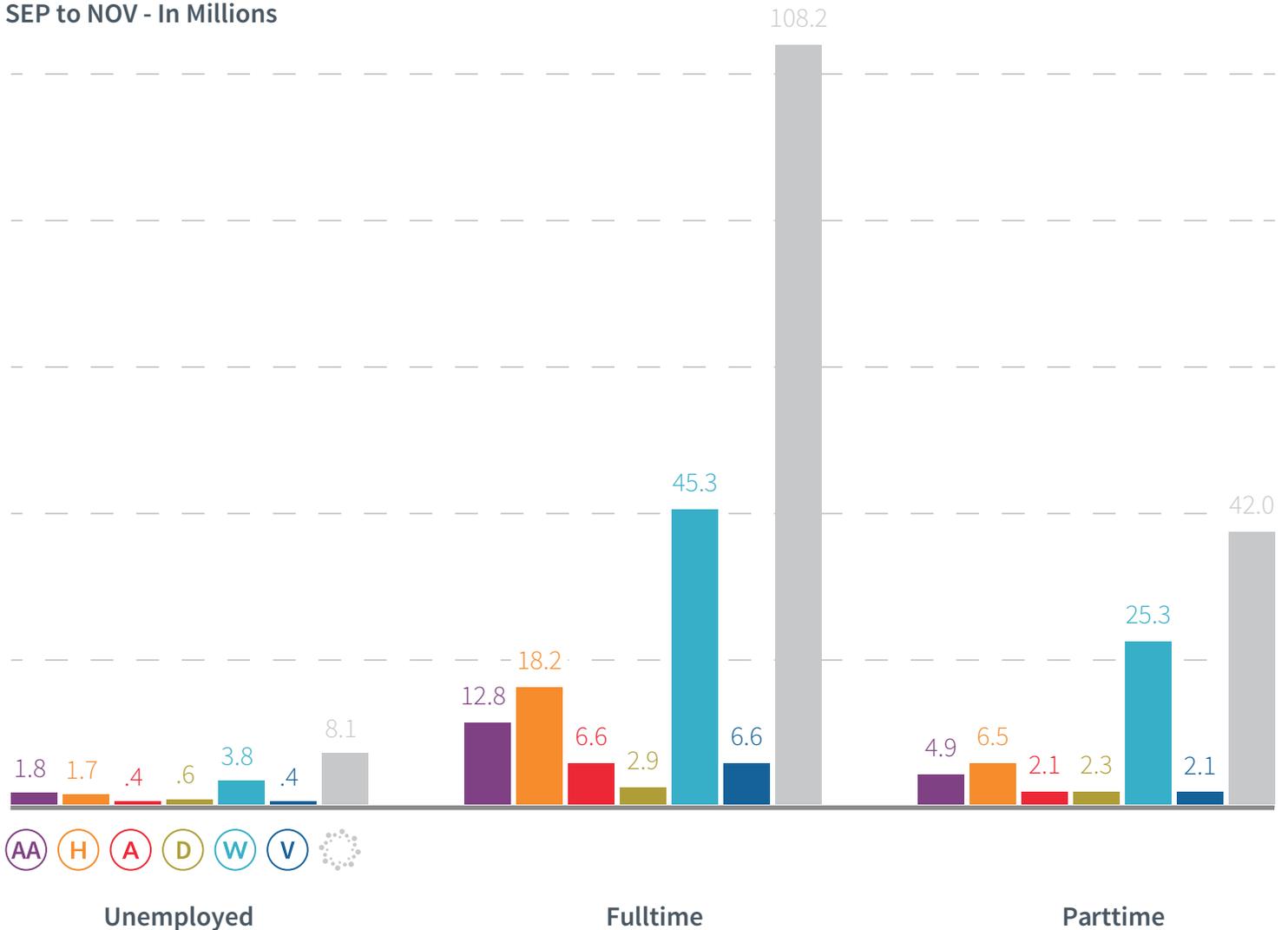
ADP believes “highly engaged, diverse associates are the foundation for building a better company – and a better world.” Its commitment to promoting inclusiveness in the workplace has earned ADP a place on DiversityInc’s Top 50 Companies for Diversity list for six years in a row. Through programs such as executive, regional and local diversity councils, women’s leadership initiatives and its annual Diversity & Inclusion Summit, ADP continues to be a leader in recognizing the importance of diversity in the workplace.

Understanding the Charts

African American	Hispanic	Asian	Disabled	Women	Veteran	Overall

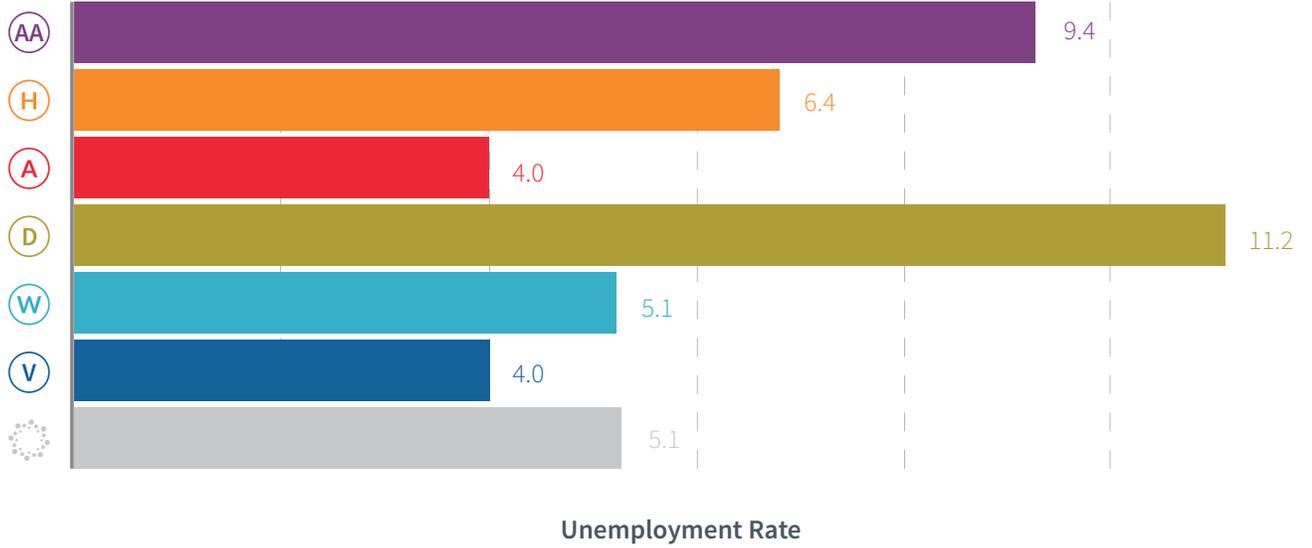
Employment Data by Segment

SEP to NOV - In Millions

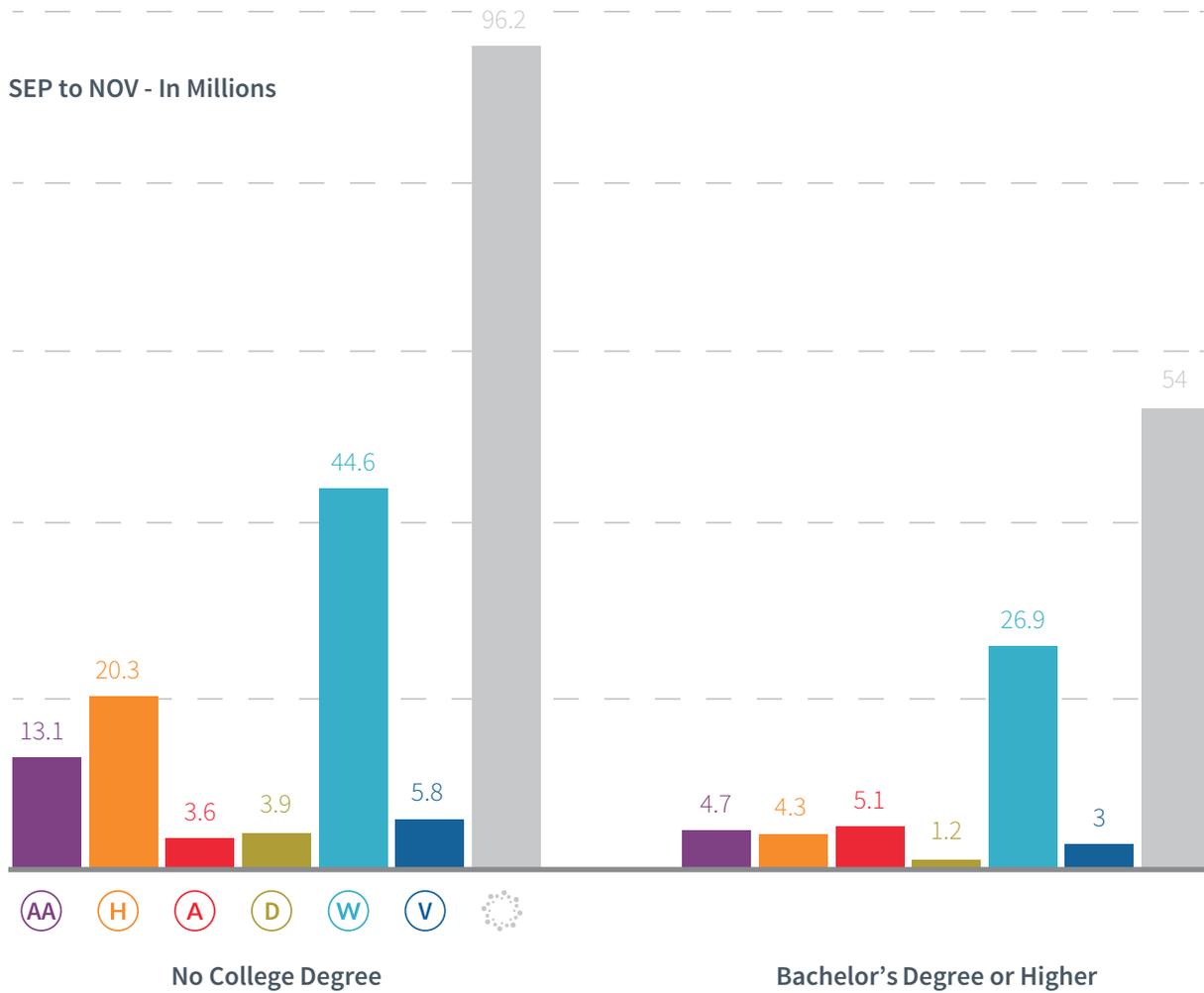


Unemployment Data by Segment

SEP to NOV - By Percentage



Employment Demographics by Education



Employment Demographics by Industry

SEP to NOV - In Millions	AA	H	A	D	W	V
Agriculture Forestry Fishing and Hunting	0.06	0.61	0.01	0.16	0.63	0.17
Mining	0.04	0.16	0.02	0.02	0.11	0.08
Construction	0.61	2.84	0.16	0.30	0.96	0.70
Manufacturing	1.50	2.48	1.01	0.52	4.51	1.15
Wholesale and Retail Trade	2.35	3.45	1.08	0.81	9.27	1.02
Transportation and Utilities	1.40	1.36	0.35	0.28	1.75	0.90
Information	0.35	0.36	0.23	0.09	1.18	0.16
Financial Activities	1.00	1.21	0.68	0.30	5.38	0.47
Professional and Business Services	1.63	2.91	1.42	0.55	7.37	1.18
Educational and Health Services	5.06	3.98	2.01	1.08	25.19	1.20
Leisure and Hospitality	1.78	3.23	0.93	0.52	7.24	0.40
Public Administration	1.16	0.82	0.31	0.23	3.14	0.96
Other Services	0.78	1.32	0.53	0.32	3.84	0.37

Employment Demographics by Region

SEP to NOV - In Millions	AA	H	A	D	W	V
New England	0.49	0.60	0.37	0.22	3.65	0.37
Mid Atlantic	2.66	2.70	1.40	0.63	9.38	0.83
Midwest	2.23	1.84	0.77	0.80	10.70	1.22
North Central	0.63	0.61	0.26	0.44	5.18	0.67
South Atlantic	6.13	4.14	1.15	0.89	13.79	2.12
South Central	1.57	0.33	0.12	0.33	3.76	0.53
Southwest	2.36	4.84	0.72	0.69	8.07	1.13
West	0.41	2.62	0.36	0.39	4.92	0.75
Pacific	1.25	7.06	3.60	0.79	11.12	1.12

WHAT THE ***NUMBERS MEAN***

What The Numbers Mean

Q4 2015 SNAPSHOT

Average unemployment rate for fulltime workers dropped to 5.1%. The average rate for the prior quarter was 5.4%.

African American Average unemployment rate for African Americans declined 0.6% to 9.4% in the quarter.

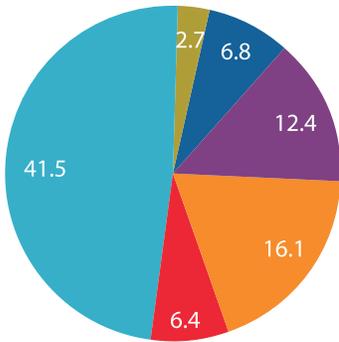
Hispanic Average unemployment rate for Hispanics declined 0.5% to 6.4%.

Disabled Average unemployment rate for Disabled persons increased 1.0% to 11.2%

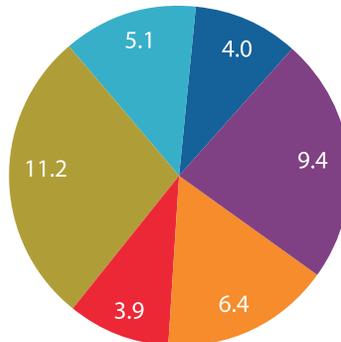
Women Average unemployment rate for Women decreased by 0.6% to 5.1%

Veterans Average unemployment rate for Veterans decreased by 0.4% to 4.0%

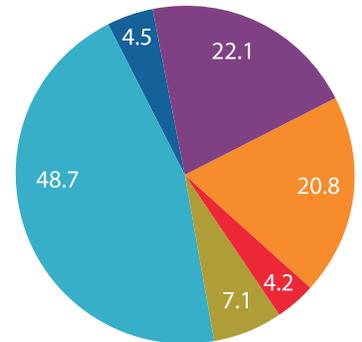
NOV - By Percentage



% of Overall Workforce



Unemployment Rate % in the Nation



% of All Unemployed Americans in Specific Workforce Segment

THIS MONTH'S DIVERSITY JOBS INDEX

The Diversity Jobs Index for the fourth quarter report is **45.38**, indicating a **-6.7%** decrease in demand for diverse talent as compared to Q3.

DIVERSITY *HIGHLIGHTS*

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Key Highlights

African Americans comprise **12.4%** of the total workforce in the fourth quarter.

African Americans are strongly represented in the **Transportation and Utilities** sector and make up **18%** of the overall labor force in this sector during the fourth quarter of the year. Another sector where African Americans are strongly represented is **Public Administration** and they account for **16.7%** of the overall labor force in this sector during the fourth quarter. African Americans have 0.05% decrease in employment in **Financial Activities** sector in the fourth quarter. African Americans are strongly underrepresented in the **Services** sector and make up only 9.7% of the overall labor force in this sector during the fourth quarter.

Hispanics comprise **16.6%** of the total workforce.

Hispanics are strongly represented in the **Construction** sector and make up **28.6%** of the labor force in this sector during the fourth quarter. Another sector where Hispanics are strongly represented is **Leisure and Hospitality** and make up **22.5%** of the overall labor force in this sector during the fourth quarter. Hispanics are strongly underrepresented in the **Information** sector, making up **10.2%** of the overall labor force in this sector during the fourth quarter. In the fourth quarter of the year there was an increase of 13% in employment of Hispanics in the **Information** sector.

Women comprise **41.5%** of the total workforce.

Women are strongly represented in the **Education and Health Services** sector and make up **74.8%** of the labor force in this sector during the fourth quarter of 2015. Other industries where women are highly represented are **Financial Activities** and **Leisure and Hospitality** where they make up 52.4% and 52.5%, respectively. Women had a 3% increase in employment in the **Professional and Business Services** sector and a decrease of 0.05% **Leisure and Hospitality** in the fourth quarter 2015.

Veterans comprise **6.8%** of the total workforce.

Veterans are strongly represented in the **Public Administration** sector and make up **13.3%** of the labor force in this sector during the fourth quarter. Veterans are strongly underrepresented in the **Leisure and Hospitality** sector and make up only 2.8% of the overall labor force in this sector during the fourth quarter. For the second consecutive quarter, Veterans had a substantial decrease in employment (-18%) within the **Information** industry during the fourth quarter. Veterans had an increase of 3.4% in **Wholesale and Retail Trade** sector during the fourth quarter of 2015.

Disabled Persons comprise **2.7%** of the total workforce.

Disabled persons are strongly represented in the **Agriculture** sector and make up 7.5% of the labor force in this sector in the fourth quarter of the year 2015. Disabled persons are strongly underrepresented in the **Education and Health Services** sector and make up only 3.1% of the labor force in this sector in the fourth quarter of 2015. There was a decrease of 3.5% in employment of Disabled Persons in the **Information** sector during the fourth quarter of 2015.

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ABOUT

PROFESSIONAL DIVERSITY NETWORK

We are America's leading relationship recruitment network for diverse talent, with over three million registered users, including: Veterans, African Americans, Women, Hispanics, Asians, Disabled Persons and LGBT professionals. Professional Diversity Network is committed to providing employers who value diversity and inclusion with access to diverse professionals via online recruitment communities and integration with leading professional organizations. Our mission is to provide economic opportunity to all Americans. By efficiently connecting diverse talent with employers, we seek to attack the wealth gap in this country.

We believe that by providing free access to online affinity networking communities for professionals, we can help diminish the professional network gap that is limiting career opportunities for millions. Professional Diversity Network has created online communities for diverse talent that enable professionals of common cultures and interests to connect with the purpose of working towards a common goal of professional development.

In an effort to connect employers who value diversity with diverse talent, Professional Diversity Network provides career services to many of the nation's leading professional diversity organizations. Organizations like the NAACP, National Urban League, National Black MBA Association and ALPFA, as well as numerous other leading not-for-profit diverse professional organizations, all use Professional Diversity Network's relationship recruitment affinity networking and job board to power their career centers. In addition to our significant online presence, we also conduct approximately 20 annual professional networking events focused on career development seminars and networking opportunities to promote engagement between recruiters and candidates in a unique face-to-face setting. We deliver significant diverse applicant flow to employers who have affirmative action plans, ensuring recruitment value for their compliance budgets. Professional Diversity Network has a suite of products and services designed to address the Office of Federal Contract Compliance Programs (OFCCP) regulatory requirements in a manner that delivers proof positive evidence of an intensive diversity outreach campaign. Results are defined in an annual effectiveness assessment report detailing job views, apply starts and engagement points such as recruitment advertising.

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