Trends in Occupational Sex and Race Segregation from 1990 to 2000.

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A study of occupational race and sex segregation was performed on time series, census data from 1940 to 2000. Modernization / neoclassic economic theories and institutional / queuing theories were tested in the analyses. Modernization theory suggests that over time, occupational segregation will decrease, while institutional/queue theory suggests segregation will not decline due to rigidities and barriers in the occupational structure. Recent conceptualization of segregation consisting of vertical and horizontal segregation is also tested. Log multiplicative association models were used to analyze occupational segregation in nine broad occupational classifications, as well as within each broad classification.

Results on broad and detailed occupational segregation suggest that generally, there are three labor market processes, or queues, that allocate race/sex groups into occupations. The processes vary within the detailed occupations, however. Segregation declined in all of the queues over time but the pattern of segregation and the overall queuing of race/sex groups changed very little. Occupational race segregation declined more than did sex segregation. At the detailed level, the level of segregation is much higher than at the broad level. The pattern of segregation at the detailed level suggests that there is little re-segregation occurring over time; that ghetto-ization is the more typical pattern. Aspects of both modernization and institutional theories are supported
and other aspects are rejected. Over time there is convergence in occupational opportunity.