

Impact of the Pandemic on Occupational Employment by Race

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This article examines the impact of the pandemic on occupational employment by race and ethnicity. United States federal EEO laws related to race led to increased labor force diversity prior to the pandemic. Still, they did not prevent differential outcomes during the pandemic. Previous research examined total employment by race during the pandemic, and this research extends that body of knowledge by examining post-pandemic outcomes and analyzing the extent to which occupational segregation impacted employment outcomes. The data indicate that occupational segregation did not cause the pandemic-related rate of employment declines by race. Specifically, Black and Asian workers had the highest rates of layoffs compared to White and Hispanic workers. However, Black workers were heavily represented in high-layoff occupations, and Asian workers in low-layoff occupations.

Keywords: occupational employment, race, civil rights

INTRODUCTION

The Covid-19 pandemic of 2020 and 2021 substantially impacted employment in the United States, beginning with mass layoffs due to the state of emergency declared in March 2020, and continuing with the increase in telecommuting. In 2020, layoffs and unemployment were unequally distributed across racial and ethnic groups and across men and women. Female workers fared worse than male workers, and Black, Hispanic, and Asian workers fared worse than White workers concerning percentages of people laid off in mid-2020, decreases in wages, and percentages of people rehired in late 2020 (Carter, 2021).

This paper examines employment by occupation and gender to determine whether the differential impact of the pandemic on labor market outcomes by race was due to discrimination or occupational segregation.

LITERATURE REVIEW

Civil Rights Act (CRA) of 1964, Title VII, Amended 1991

The Civil Rights Act of 1964 protects workers from discrimination on the basis of race, color, religion, creed, gender, and national origin concerning all human resources activities (U.S. EEOC, 1964). The law applies to the following employers: private employers with more than 15 employees; state and local government; employment agencies; apprenticeship programs; training programs; unions with more than 15 members; and educational institutions. In addition, several Presidential Executive Orders (i.e., 11246 of 1965; 11375 of 1967; and 11478 of 1969) apply the requirements of Title VII to the Federal Government. The 1991 amendment strengthened the law by addressing the following aspects of discrimination that had

been the subject of Supreme Court decisions: the burden of proof is on the employer; all HR practices are covered; mixed motives; consent decrees; international employment; and seniority systems.

Title VII is important to consider when examining pandemic employment by race because it prohibits decision-making based on race in layoff and hiring decisions. Therefore, the differential outcomes by race during the pandemic’s early parts appeared discriminatory. To determine whether the outcomes were discriminatory, examining labor market outcomes at an occupational level is necessary to determine whether outcomes differed by race within each occupation.

Occupational Segregation

Occupational Segregation refers to differentials in employment percentages by occupation for each race or gender. For example, approximately 17% of Asian workers are employed in management positions, while 11% of Black workers are employed in management positions. Conversely, more than 10% of Black workers are employed in transportation and communications positions, while less than 8% of Asian workers are employed in transportation and communications positions (Earle, Joshi, and Geronimo, 014). Occupational Segregation is often due to voluntary choices by workers (Gabriel and Schmitz, 007). It is known that some occupations (e.g., hospitality) suffered layoffs at a significantly higher rate than other occupations (U.S. Bureau of Labor Statistics, 020). Therefore, if the occupations that suffered the most layoffs also have significant occupational segregation, then it is possible that differential outcomes by race for the entire labor force were due to occupational choices and not to racial discrimination.

METHOD

Data Sources

Data on occupational employment by race was derived from tables published by the U.S. Department of Labor, Bureau of Labor Statistics. The U.S. Department of Census collects the data within the Current Population Survey. As such, the data is derived from people surveys, rather than employers. The URL for each year’s data is shown in Table 1.

**TABLE 1
DATA SOURCES**

Household Data, Annual Averages, Table 11. Employed persons by detailed occupation, sex, race, and Hispanic or Latino ethnicity	
Year	URL
2022	https://www.bls.gov/cps/tables.htm
2021	https://www.bls.gov/cps/cps_aa2021.htm
2020	https://www.bls.gov/cps/cps_aa2020.htm
2019	https://www.bls.gov/cps/cps_aa2019.htm
2018	https://www.bls.gov/cps/cps_aa2018.htm
2017	https://www.bls.gov/cps/cps_aa2017.htm
2016	https://www.bls.gov/cps/cps_aa2016.htm
2015	https://www.bls.gov/cps/cps_aa2015.htm

Measures

Variables include year, major occupational grouping, and race. The five major occupational categories are as follows: management, professional, and related; natural resources, construction, and maintenance; production, transportation, and material moving; sales and office; and service occupations. Data was provided for the total number of workers in each occupation and for the percentage of workers in each occupation by race and ethnicity. For this paper, I used percentages by race to calculate the number of workers for each occupation.

Race and ethnicity categories include the following: Asian; Black or African American; Hispanic or Latino ethnicity; and White. The Hispanic or Latino ethnicity includes the two races White and Black or African American, so workers in the Hispanic or Latino ethnicity category are counted twice (i.e., once for ethnicity and once for race) in the data of the percentage of workers in each occupation.

For example, in 022, there were 68.09 million workers in the Management, Professional, and Related Occupations category. Table shows that summing the percentage of workers by race and ethnicity results in 107.8%, meaning 7.8% of all workers were Hispanic or Latino workers were counted twice.

TABLE 2
EXAMPLE OF DOUBLE-COUNTING OF HISPANIC CATEGORY IN MANAGEMENT, PROFESSIONAL, AND RELATED OCCUPATIONS

Variable	Total (Actual) Millions	Total (Calculated)	White	Black or African American	Asian	Hispanic or Latino
Percent by Race	100	107.8	77.7	10.2	9.0	10.9
Number of Workers (Millions)	68.09	73,411	52,913	6,946	6,129	7,423

This double-counting represents a limitation in the BLS data compared to data published directly by the Census Department, which published data in the categories “White, Not Hispanic” and “Black, Not Hispanic” for 020 and earlier. Despite this limitation, this paper uses the BLS data because the Census Department no longer publishes data on occupational employment by race and ethnicity.

RESULTS AND DISCUSSION

Data Tables for Number of Employees and Longitudinal Changes

Table 3 contains data on the number of workers by occupation, race, ethnicity, and occupation for 015 to 022. A cursory review indicates most categories of occupation and race declined after 019.

TABLE 3
NUMBER EMPLOYED BY RACE, OCCUPATION, AND YEAR (IN MILLIONS)

Occupation	Race	2015	2016	2017	2018	2019	2020	2021	2022
Management, professional, and related	Asian	4.46	4.81	4.93	5.28	5.60	5.47	5.83	6.13
	Black	5.33	5.41	5.72	5.98	6.18	6.17	6.34	6.95
	Hispanic	5.27	5.53	5.85	6.05	6.48	6.62	6.73	7.42
	White	-	-	48.72	49.56	50.69	50.09	50.69	52.91
Natural resources, construction, and maintenance	Asian	0.26	0.31	0.31	0.32	0.32	0.28	0.32	0.27
	Black	1.00	1.01	1.04	1.11	1.10	1.00	1.03	1.06
	Hispanic	3.98	4.12	4.36	4.62	4.56	4.15	4.66	4.88
	White	-	-	12.33	12.51	12.37	11.58	12.05	12.36
Production, transportation, and material moving	Asian	0.83	0.85	0.95	0.94	0.93	0.87	0.91	1.00
	Black	2.70	2.80	2.98	3.07	3.14	3.04	3.34	3.65
	Hispanic	3.94	3.94	3.98	4.24	4.28	4.34	4.58	4.88
	White	-	-	13.30	13.85	13.84	13.59	14.29	14.60

Sales and office	Asian	1.75	1.74	1.68	1.65	1.73	1.52	1.54	1.64
	Black	4.13	4.23	4.36	4.28	4.32	3.72	3.98	3.98
	Hispanic	5.14	5.23	5.34	5.56	5.73	5.14	5.19	5.41
	White	-	-	26.35	26.24	26.08	23.39	23.50	23.63
Service	Asian	1.40	1.47	1.58	1.62	1.61	1.28	1.44	1.55
	Black	4.35	4.50	4.49	4.66	4.61	3.89	4.03	4.27
	Hispanic	6.09	6.41	6.42	6.56	6.73	5.71	6.27	6.69
	White	-	-	19.42	19.31	19.47	16.66	17.77	18.39
Total, 16 years and over	Asian	8.63	9.24	9.51	9.83	10.18	9.46	10.03	10.61
	Black	17.41	18.02	18.55	19.09	19.38	17.88	18.73	19.94
	Hispanic	4.41	5.29	25.91	27.01	27.81	26.01	27.43	29.28
	White	-	-	120.22	121.46	122.44	115.28	118.29	121.88

Source: U.S. Bureau of Labor Statistics. <https://www.bls.gov/cps/tables.htm>

TABLE 4
PERCENTAGE CHANGE IN THE NUMBER OF EMPLOYEES BY RACE, OCCUPATION, AND YEAR

Occupation	Race	2016	2017	2018	2019	2020	2021	2022
Management, professional, and related occupations	Asian	7.9	2.5	7.0	6.0	-2.2	6.5	5.2
	Black	1.4	5.8	4.4	3.5	-0.1	2.8	9.5
	Hispanic	4.8	5.8	3.5	7.1	2.2	1.7	10.2
	White			1.7	2.3	-1.2	1.2	4.4
Natural resources, construction, and maintenance occupations	Asian	17.2	2.1	3.9	-2.7	-11.1	14.5	-15.6
	Black	1.2	2.1	6.9	-0.2	-9.3	3.1	2.2
	Hispanic	3.3	5.9	6.0	-1.3	-8.9	12.2	4.6
	White			1.4	-1.2	-6.4	4.0	2.6
Production, transportation, and material moving occupations	Asian	2.7	11.6	-0.7	-1.9	-5.6	3.8	10.6
	Black	3.8	6.2	3.3	2.1	-3.1	9.8	9.4
	Hispanic	0.1	1.0	6.6	1.0	1.2	5.6	6.6
	White			4.1	-0.1	-1.8	5.2	2.2
Sales and office occupations	Asian	-0.2	-3.8	-1.6	4.8	-12.4	1.5	6.7
	Black	2.3	3.3	-2.0	1.1	-14.0	7.2	0.1
	Hispanic	1.8	2.0	4.3	2.9	-10.2	0.9	4.3
	White			-0.4	-0.6	-10.3	0.4	0.6
Service occupations	Asian	5.5	7.0	2.8	-0.9	-20.4	12.5	7.8
	Black	3.5	-0.2	3.6	-1.0	-15.8	3.6	6.1
	Hispanic	5.3	0.2	2.2	2.5	-15.1	9.8	6.7
	White			-0.6	0.8	-14.4	6.6	3.5
Total, 16 years and over (in thousands)	Asian	7.0	2.9	3.4	3.5	-7.1	6.1	5.7
	Black	3.5	3.0	2.9	1.5	-7.7	4.7	6.5
	Hispanic	3.6	2.5	4.2	2.9	-6.4	5.5	6.8
	White			1.0	0.8	-5.8	2.6	3.0

Source: U.S. Bureau of Labor Statistics. <https://www.bls.gov/cps/tables.htm>

Table 4 contains data on the percentage change in the number of employees by race, occupation, and year from 015 to 022. A cursory review indicates small declines in some categories in 019 and significant declines in 020.

Table 5 contains data on the percentage change in the number of employees by race, occupation, and year from 015 to 022. A cursory review indicates the percentages of each race distributed across occupations changed little. Also, the data indicates some occupations have significant occupational segregation. For example, in 022, only 3% of Asian workers were in natural resources, construction, and maintenance occupations, but 17% of Hispanic workers were.

TABLE 5
PERCENT OF EACH RACE IN OCCUPATION BY YEAR

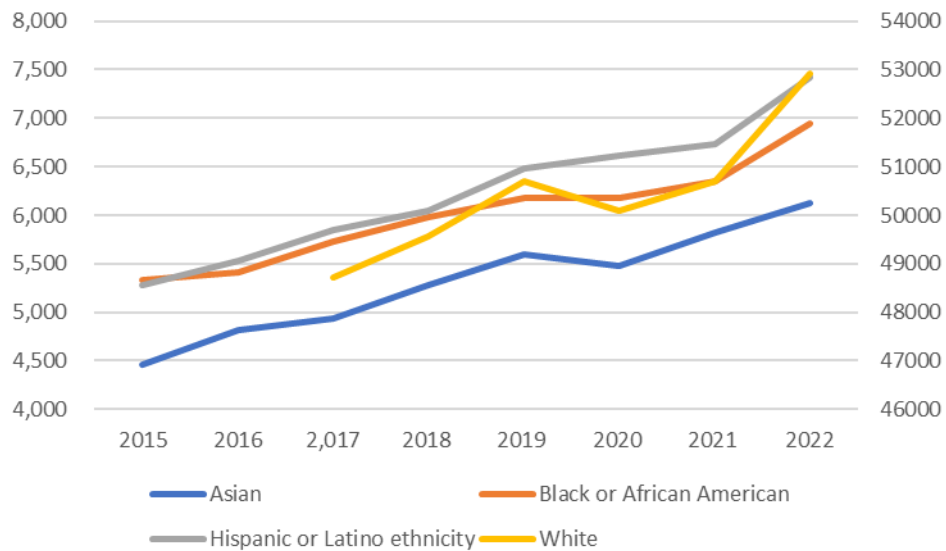
Occupation	Race	2015	2016	2017	2018	2019	2020	2021	2022
Management, professional, and related occupations	Asian	52	52	52	54	55	58	58	58
	Black	31	30	31	31	32	35	34	35
	Hispanic	22	22	23	22	23	25	25	25
	White	-	-	41	41	41	43	43	43
Natural resources, construction, and maintenance occupations	Asian	3	3	3	3	3	3	3	3
	Black	6	6	6	6	6	6	6	5
	Hispanic	16	16	17	17	16	16	17	17
	White	-	--	10	10	10	10	10	10
Production, transportation, and material moving occupations	Asian	10	9	10	10	9	9	9	9
	Black	16	16	16	16	16	17	18	18
	Hispanic	16	16	15	16	15	17	17	17
	White	-	-	11	11	11	12	12	12
Sales and office occupations	Asian	20	19	18	17	17	16	15	15
	Black	24	23	24	22	22	21	21	20
	Hispanic	21	21	21	21	21	20	19	18
	White	-	-	22	22	21	20	20	19
Service occupations	Asian	16	16	17	17	16	14	14	15
	Black	25	25	24	24	24	22	22	21
	Hispanic	25	25	25	24	24	22	23	23
	White	-	-	16	16	16	14	15	15
Total, 16 years and over (in thousands)	Asian	100	100	100	100	100	100	100	100
	Black	100	100	100	100	100	100	100	100
	Hispanic	100	100	100	100	100	100	100	100
	White	-	-	100	100	100	100	100	100

Source: U.S. Bureau of Labor Statistics. <https://www.bls.gov/cps/tables.htm>

Management, Professional, and Related Occupations

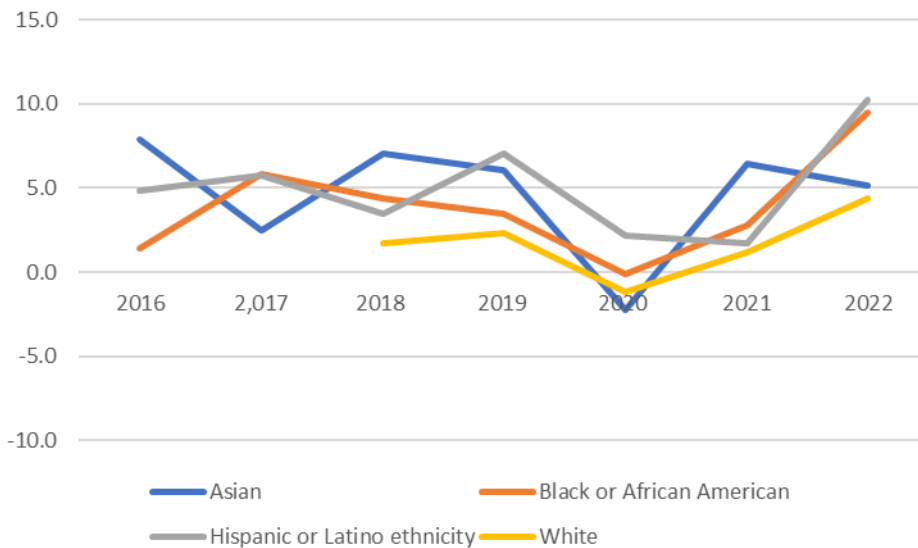
Figures 1 to 3 show the data on management, professional, and related occupations from Tables 3, 4, and 5. Figure 1 shows the number of workers by race, occupation, and year, while Figure 2 shows the percentage change in the number of workers by race, occupation, and year. The data indicate a decline in 020 in the number of workers who are Asian, Black, and White but not Hispanic, with Asian suffering the largest decline of .2%. The management, professional, and related occupations suffered small decreases in employment because these workers could work from home.

FIGURE 1
MANAGEMENT, PROFESSIONAL, AND RELATED OCCUPATIONS, NUMBER OF WORKERS



Note: White is indicated by the right axis
 Source: U.S. Bureau of Labor Statistics. <https://www.bls.gov/cps/tables.htm>

FIGURE 2
MANAGEMENT, PROFESSIONAL, AND RELATED OCCUPATIONS, PERCENTAGE CHANGE IN NUMBER OF WORKERS

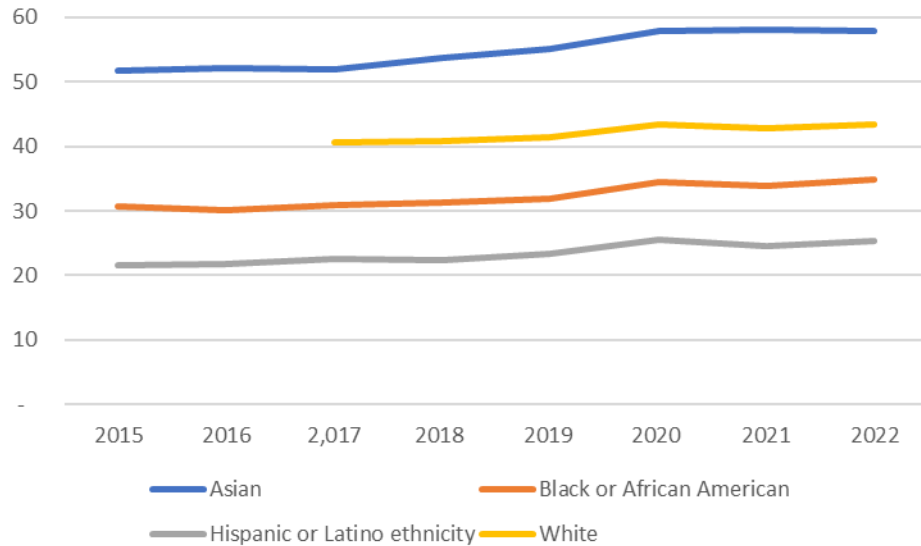


Source: U.S. Bureau of Labor Statistics. <https://www.bls.gov/cps/tables.htm>

Figure 3 shows the percentage of each race working in management, professional, and related occupations from Table 5. The table indicates significant occupational segregation, with nearly 58% of Asian workers in this occupation, followed by 43% of White workers, 35% of Black workers, and 5% of

Hispanic workers. Therefore, nearly 60% of Asian workers were protected from layoff during the pandemic compared to 5% of Hispanic workers.

FIGURE 3
MANAGEMENT, PROFESSIONAL, AND RELATED OCCUPATIONS, PERCENT OF EACH RACE IN OCCUPATION

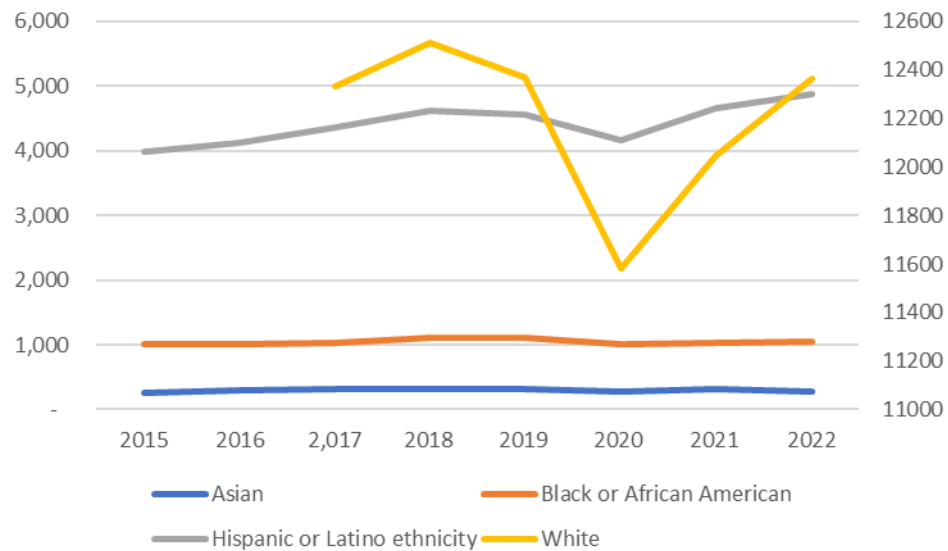


Source: U.S. Bureau of Labor Statistics. <https://www.bls.gov/cps/tables.htm>

Natural Resources, Construction, and Maintenance Occupations

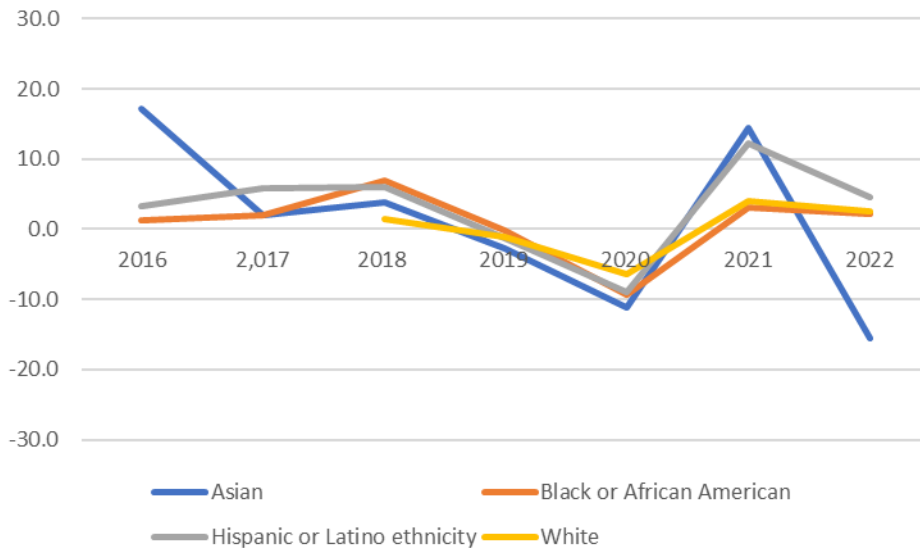
Figures 4 to 6 show the data on natural resources, construction, and maintenance occupations from Tables 3, 4, and 5. Figure 4 shows the number of workers by race, occupation, and year, while Figure 5 shows the percentage change in the number of workers by race, occupation, and year. The data indicate significant decreases in 2020 in the number of workers for all races, with Asian suffering the largest decline of 11.1%. The natural resources, construction, and maintenance occupations suffered significant decreases in employment because these workers could not work from home.

FIGURE 4
NATURAL RESOURCES, CONSTRUCTION, AND MAINTENANCE OCCUPATIONS,
NUMBER OF WORKERS



Note: White is indicated by the right axis
 Source: U.S. Bureau of Labor Statistics. <https://www.bls.gov/cps/tables.htm>

FIGURE 5
NATURAL RESOURCES, CONSTRUCTION, AND MAINTENANCE OCCUPATIONS,
PERCENTAGE CHANGE IN NUMBER OF WORKERS

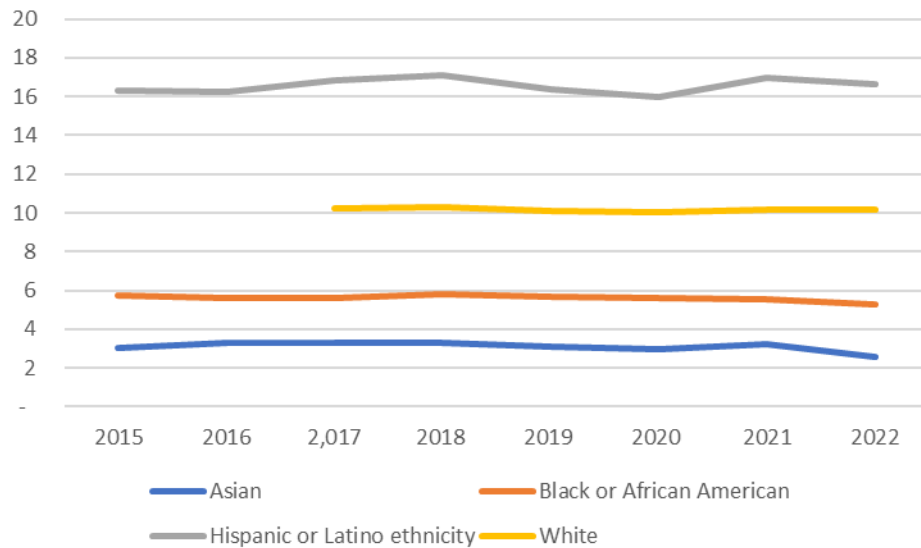


Source: U.S. Bureau of Labor Statistics. <https://www.bls.gov/cps/tables.htm>

Figure 6 shows the percentage of each race working in natural resources, construction, and maintenance occupations from Table 5. The table indicates significant occupational segregation, with only 3% of Asian workers in this occupation, followed by 6% of Black workers, 10% of White workers, and 17% of Hispanic

workers. Therefore, only 3% of Asian workers risked layoffs during the pandemic compared to 17% of Hispanic workers.

FIGURE 6
NATURAL RESOURCES, CONSTRUCTION, AND MAINTENANCE OCCUPATIONS,
PERCENT BY OF EACH RACE IN OCCUPATION

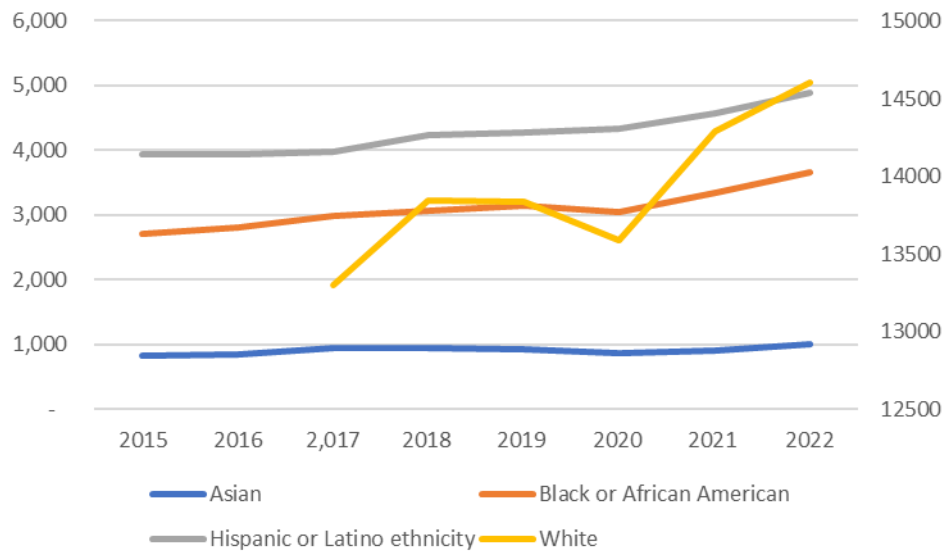


Source: U.S. Bureau of Labor Statistics. <https://www.bls.gov/cps/tables.htm>

Production, Transportation, and Material Moving Occupations

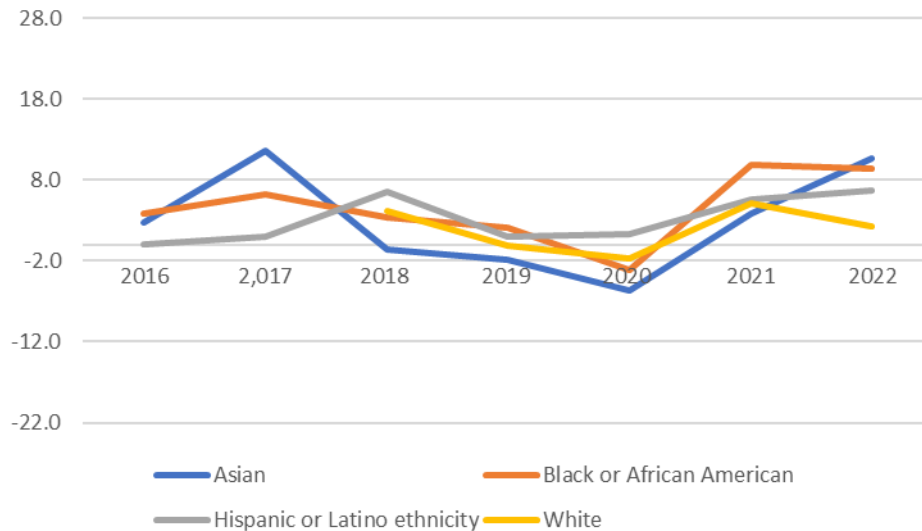
Figures 7 to 9 show the data on production, transportation, and material moving occupations from Tables 3, 4, and 5. Figure 7 shows the number of workers by race, occupation, and year, while Figure 8 shows the percentage change in the number of workers by race, occupation, and year. The data indicate almost no change in 020 in the number of workers for all races, except Asian, which declined by 5.6%, and Black, which declined by 3.1%. The production, transportation, and material moving occupations experienced almost no change in employment because these workers were considered essential workers to producing and moving goods to consumers.

FIGURE 7
PRODUCTION, TRANSPORTATION, AND MATERIAL MOVING OCCUPATIONS,
NUMBER OF WORKERS



Note: White is indicated by the right axis
 Source: U.S. Bureau of Labor Statistics. <https://www.bls.gov/cps/tables.htm>

FIGURE 8
PRODUCTION, TRANSPORTATION, AND MATERIAL MOVING OCCUPATIONS,
PERCENTAGE CHANGE IN NUMBER OF WORKERS

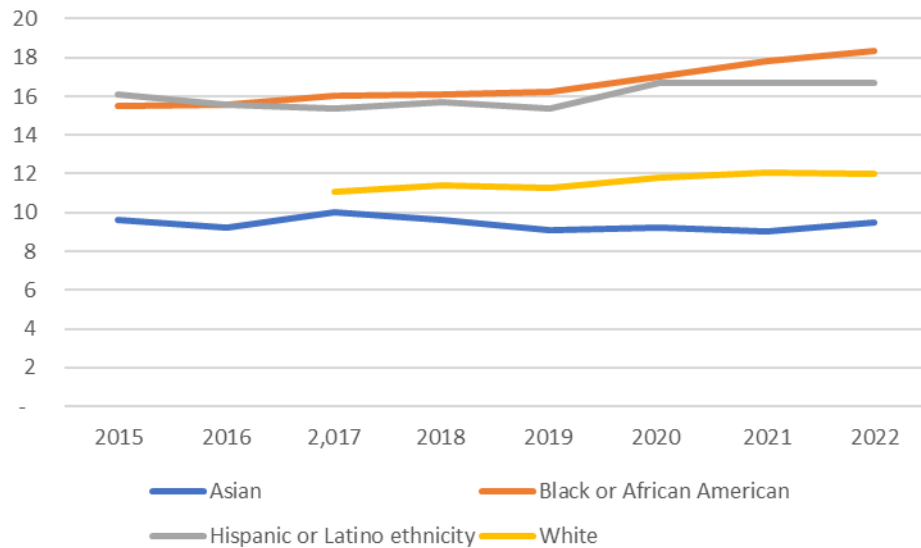


Source: U.S. Bureau of Labor Statistics. <https://www.bls.gov/cps/tables.htm>

Figure 9 shows the percentage of each race working in production, transportation, and material moving occupations from Table 5. The table indicates significant occupational segregation, with only 9% of Asian workers in this occupation, 12% of White workers, 17% of Black workers, and 18% of Hispanic workers.

Therefore, only 9% of Asian workers were protected from layoffs during the pandemic compared to 18% of Black workers and 17% of Hispanic workers.

FIGURE 9
PRODUCTION, TRANSPORTATION, AND MATERIAL MOVING OCCUPATIONS,
PERCENT BY OF EACH RACE IN OCCUPATION

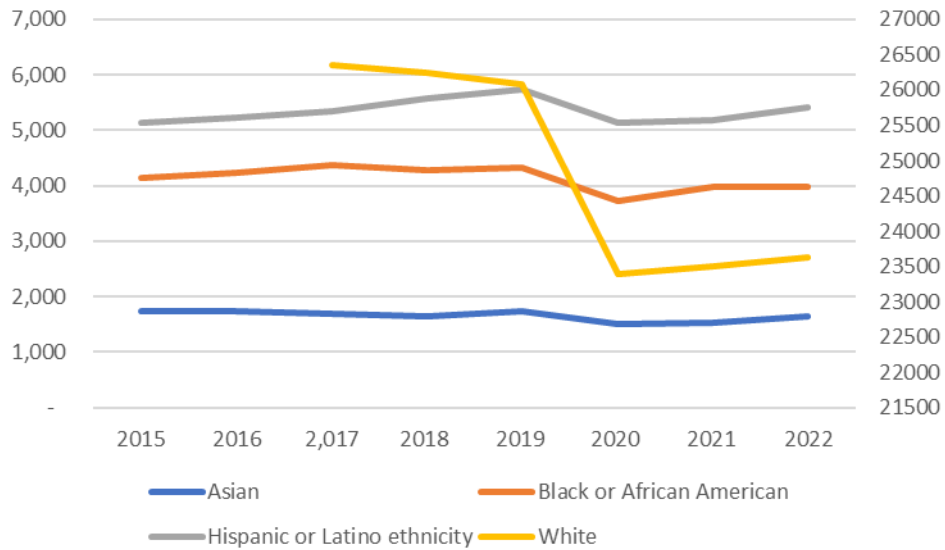


Source: U.S. Bureau of Labor Statistics. <https://www.bls.gov/cps/tables.htm>

Sales and Office Occupations

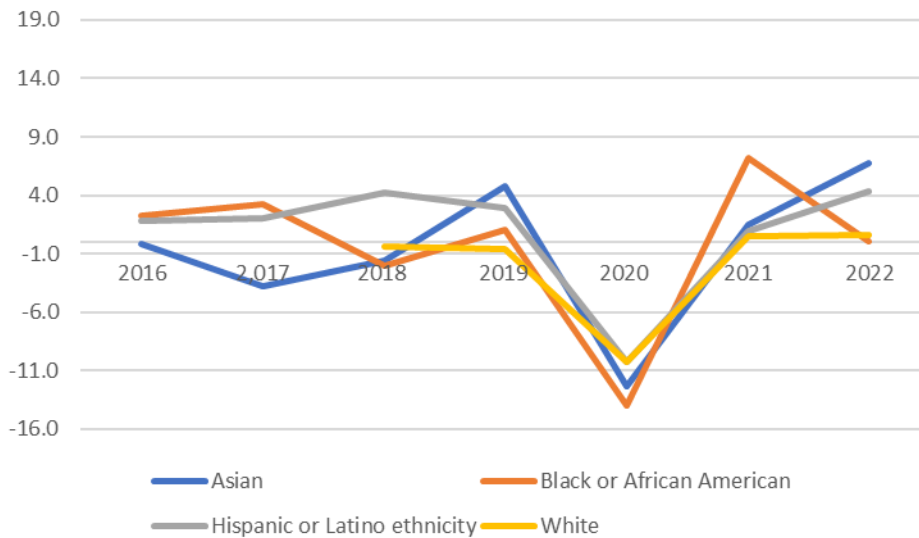
Figures 10 to 12 show the data on sales and office occupations from Tables 3, 4, and 5. Figure 10 shows the number of workers by race, occupation, and year, while Figure 11 shows the percentage change in the number of workers by race, occupation, and year. The data indicate significant decreases in 020 in the number of workers for all races, with Black workers suffering the largest decline of 14%, followed by Asian workers, which declined by 12.4%. The sales and office occupations suffered significant decreases because nearly all retail establishments were required to close during the state of emergency.

FIGURE 10
SALES AND OFFICE OCCUPATIONS, NUMBER OF WORKERS



Note: White is indicated by the right axis
 Source: U.S. Bureau of Labor Statistics. <https://www.bls.gov/cps/tables.htm>

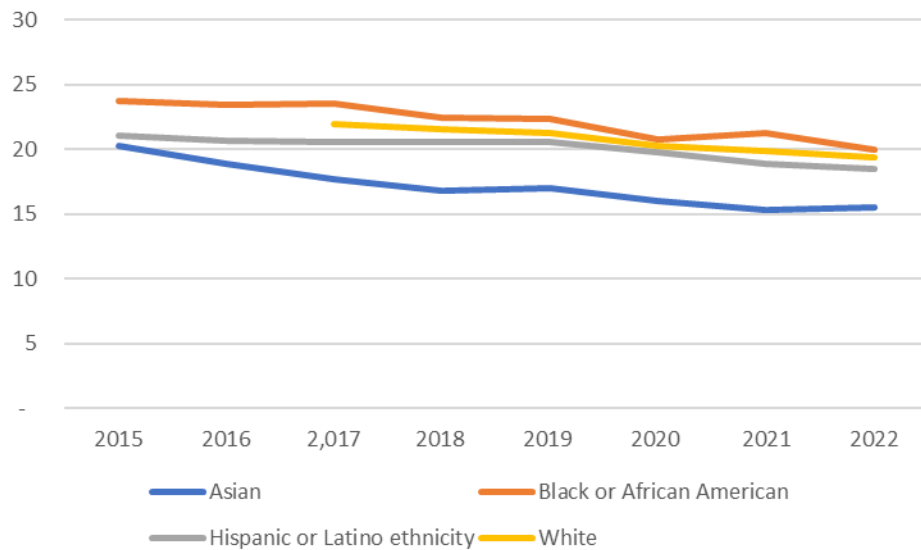
FIGURE 11
SALES AND OFFICE OCCUPATIONS, PERCENTAGE CHANGE IN NUMBER OF WORKERS



Source: U.S. Bureau of Labor Statistics. <https://www.bls.gov/cps/tables.htm>

Figure 12 shows the percentage of each race working in sales and office occupations from Table 5. The table indicates almost no occupational segregation, with 0% of Black workers in this occupation, followed by 15% of Asian workers in this occupation, 19% of White workers, and 18% of Hispanic workers.

FIGURE 12
SALES AND OFFICE OCCUPATIONS, PERCENT BY OF EACH RACE IN OCCUPATION

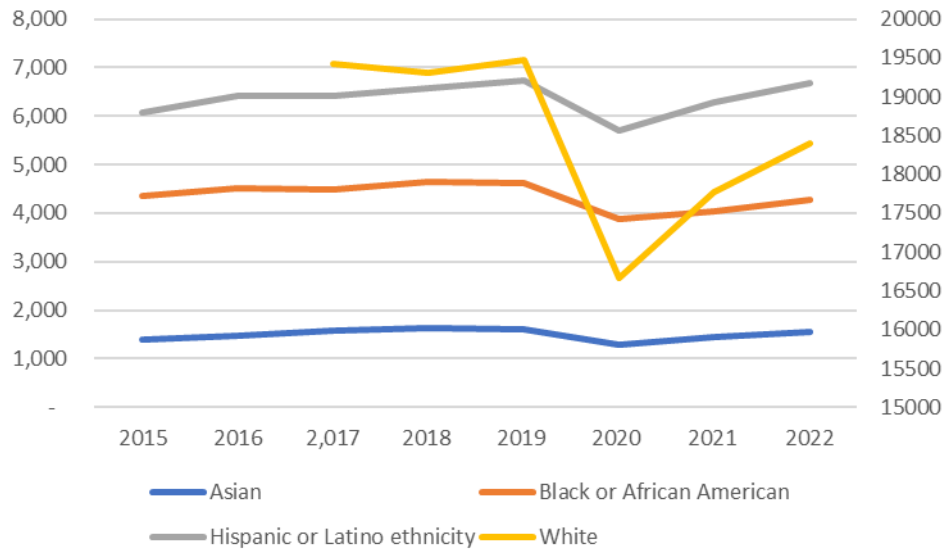


Source: U.S. Bureau of Labor Statistics. <https://www.bls.gov/cps/tables.htm>

Service Occupations

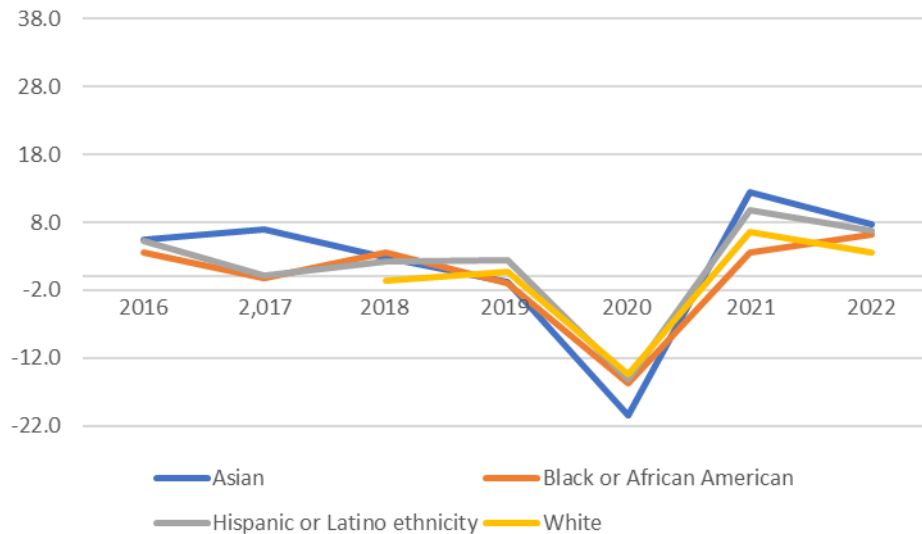
Figures 13 to 15 show the data on service occupations from Tables 3, 4, and 5. Figure 13 shows the number of workers by race, occupation, and year, while Figure 14 shows the percentage change in the number of workers by race, occupation, and year. The data indicate significant decreases in 2020 in the number of workers for all races, with Asian workers suffering the largest decline of 0.4%, followed by Black workers, which declined by 15.8%, Hispanic at 15.1%, and White at 14.4%. The service occupations suffered significant decreases because nearly service-related establishments were required to close during the state of emergency.

FIGURE 13
SERVICE OCCUPATIONS, NUMBER OF WORKERS



Note: White is indicated by the right axis
 Source: U.S. Bureau of Labor Statistics. <https://www.bls.gov/cps/tables.htm>

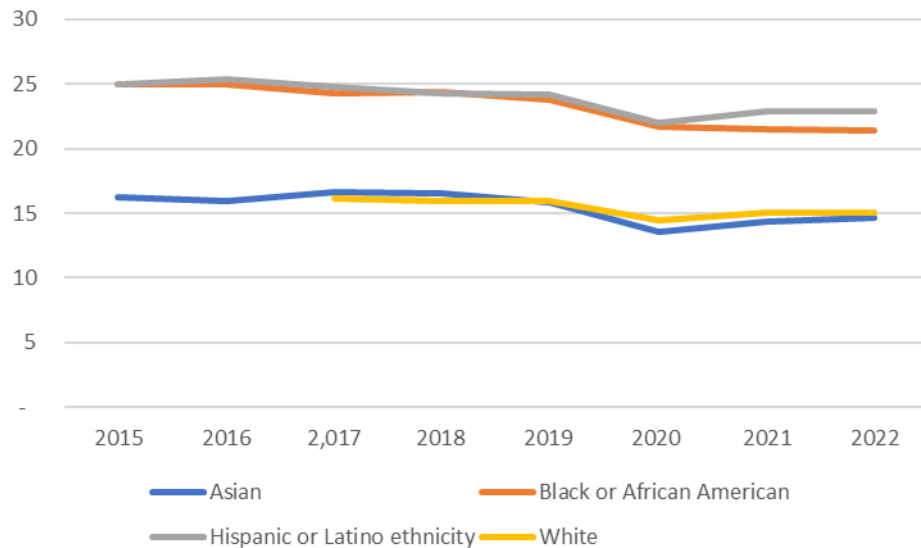
FIGURE 14
SERVICE OCCUPATIONS, PERCENTAGE CHANGE IN NUMBER OF WORKERS



Source: U.S. Bureau of Labor Statistics. <https://www.bls.gov/cps/tables.htm>

Figure 15 shows the percentage of each race working in service occupations from Table 5. The table indicates almost a moderate amount of occupational segregation, with 3% of Hispanic workers in this occupation, followed by 1% of Black workers, 15% of Asian workers, and 19% of White workers. Therefore, more than 0% of Hispanic and Black workers risked layoffs compared to 15% of Asian and White workers.

FIGURE 15
SERVICE OCCUPATIONS, PERCENT BY OF EACH RACE IN OCCUPATION

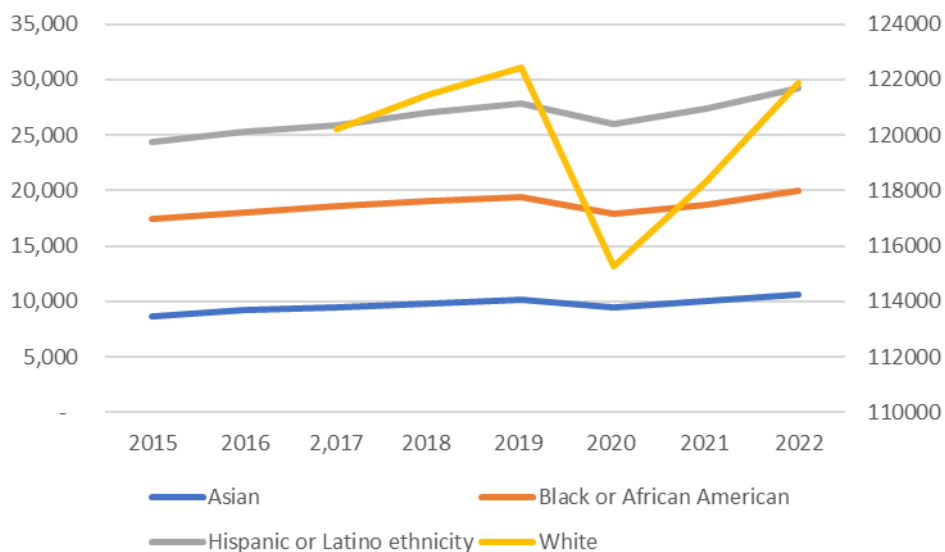


Source: U.S. Bureau of Labor Statistics. <https://www.bls.gov/cps/tables.htm>

All Workers by Race

Figures 16 to 17 show the data on all workers from Tables 3, 4, and 5. Figure 16 shows the number of workers by race, occupation, and year, while Figure 17 shows the percentage change in the number of workers by race, occupation, and year. The data indicate significant decreases in 2020 in the number of workers for all races, with Black workers suffering the largest decline of 7.7%, followed by Asian workers, which declined by 7.1%, Hispanic at 6.4%, and White at 5.6%.

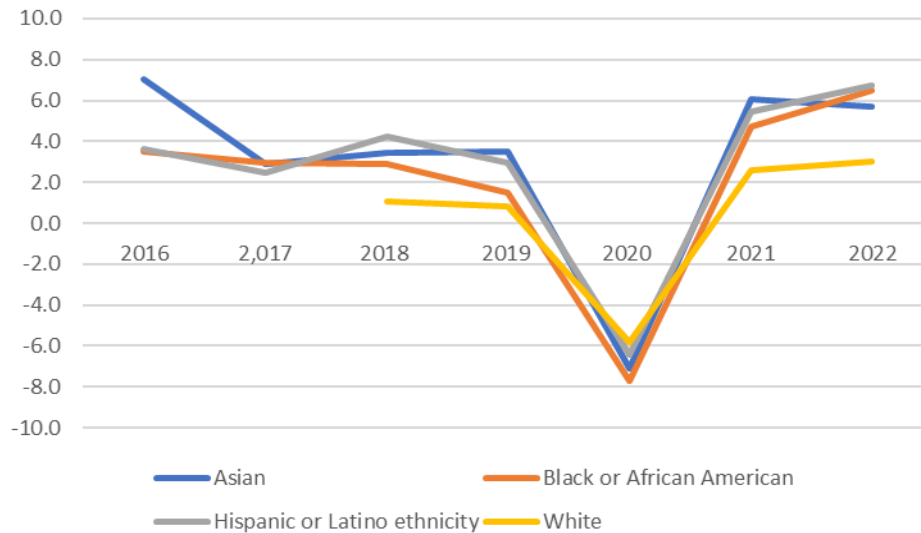
FIGURE 16
NUMBER OF WORKERS



Note: White is indicated by the right axis

Source: U.S. Bureau of Labor Statistics. <https://www.bls.gov/cps/tables.htm>

**FIGURE 17
PERCENTAGE CHANGE IN THE NUMBER OF WORKERS**



Source: U.S. Bureau of Labor Statistics. <https://www.bls.gov/cps/tables.htm>

Impact of Occupational Segregation on Employment Declines

Of the five major occupational categories, three suffered significant decreases in employment during the pandemic (i.e., natural resources, construction, and maintenance occupations; sales and office occupations; and service occupations), while two occupations suffered low layoffs (i.e., management, professional, and related; production, transportation, and material moving). Table 6 contains data on the relationship between occupational segregation and employment declines.

**TABLE 6
IMPACT OF OCCUPATIONAL SEGREGATION ON EMPLOYMENT DECLINES
2019 TO 2020**

Occupation	% change employment	Percent of Race in Occupation				Percent of Decrease in Employment			
		Asian	Black	Hispanic	White	Asian	Black	Hispanic	White
Management, professional, and related	-0.9	57.9	34.5	25.4	43.4	-2.2	-0.1	2.2	-1.2
Production, transportation, and material moving	-1.6	9.2	17.0	16.7	11.8	-5.6	-3.1	1.2	-1.8
Total % in low-layoff occupations	-1.0	67.1	51.5	42.1	55.2				

Natural resources, construction, and maintenance	-7.2	3.0	5.6	16.0	10.0	-11.1	-9.3	-8.9	-6.4
Sales and office	-10.8	16.0	20.8	19.8	20.3	-12.4	-14.0	-10.2	-10.3
Service	-15.1	13.5	21.7	22.0	14.5	-20.4	-15.8	-15.1	-14.4
Total % in high-layoff occupations	-11.6	32.9	48.5	57.9	44.9				
Total	-6.2					-7.1	-7.7	-6.4	-5.8

Table 7 summarizes the data from Table 6, and shows clearly that occupational segregation did not impact the rate of employment declines by race.

TABLE 7
SUMMARY OF IMPACT OF OCCUPATIONAL SEGREGATION ON EMPLOYMENT DECLINES 2019 TO 2020

Occupation	% change employment	Percent of Race in Occupation			
		Asian	Black	Hispanic	White
Total % in low-layoff occupations	-1.0	67.1	51.5	42.1	55.2
Total % in high-layoff occupations	-11.6	32.9	48.5	57.9	44.9
Total % change in employment	-6.2	-7.1	-7.7	-6.4	-5.8

The majority (i.e., 67.1%) of Asian workers were in the two occupations that experienced very low employment declines (i.e., management, professional, and related; production, transportation, and material moving), but their overall decrease in employment was second highest at 7.1%.

Slightly more than half (i.e., 51.5%) of Black workers were in the two occupations that experienced very low employment declines (i.e., management, professional, and related; production, transportation, and material moving), but they had the highest overall decrease in employment at 7.7%.

Less than half (i.e., 42.1%) of Hispanic workers were in the two occupations that experienced very low employment declines (i.e., management, professional, and related; production, transportation, and material moving), but they had the second lowest overall decrease in employment at 6.4%.

Slightly more than half (i.e., 55.2%) of White workers were in the two occupations that experienced very low employment declines (i.e., management, professional, and related; production, transportation, and material moving), and they had the lowest overall decrease in employment at 5.8%.

CONCLUSION

This article reviewed EEO laws and occupational employment by race to determine whether race or occupation affected pandemic-related layoffs. The data indicates that occupational segregation did not cause differences in the percentage of layoffs by race. Specifically, of the two races (i.e., Asian and White) with the highest percentage of workers in the two low-layoff occupations (i.e., management, professional, and related; production, transportation, and material moving), Asian workers had the second highest decrease in employment (7.1%), and White had the lowest decrease in employment (5.8%).

Further, of the two races (i.e., Black and Hispanic) with the highest percentage of workers in the three high-layoff occupations (i.e., natural resources, construction, and maintenance occupations; sales and office occupations; and service occupations), Black workers had the highest decrease in employment (7.7%), and Hispanic had the second lowest decrease in employment (6.4%).

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