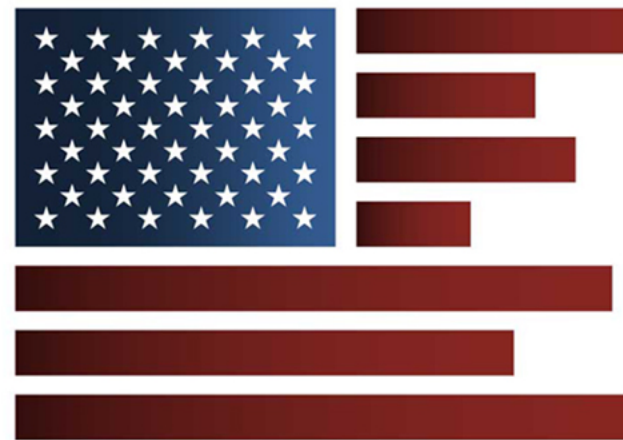


# STATE of the UNION



OCCUPATIONAL  
SEGREGATION

Kim Weeden  
*Cornell University*

# OCCUPATIONAL SEGREGATION

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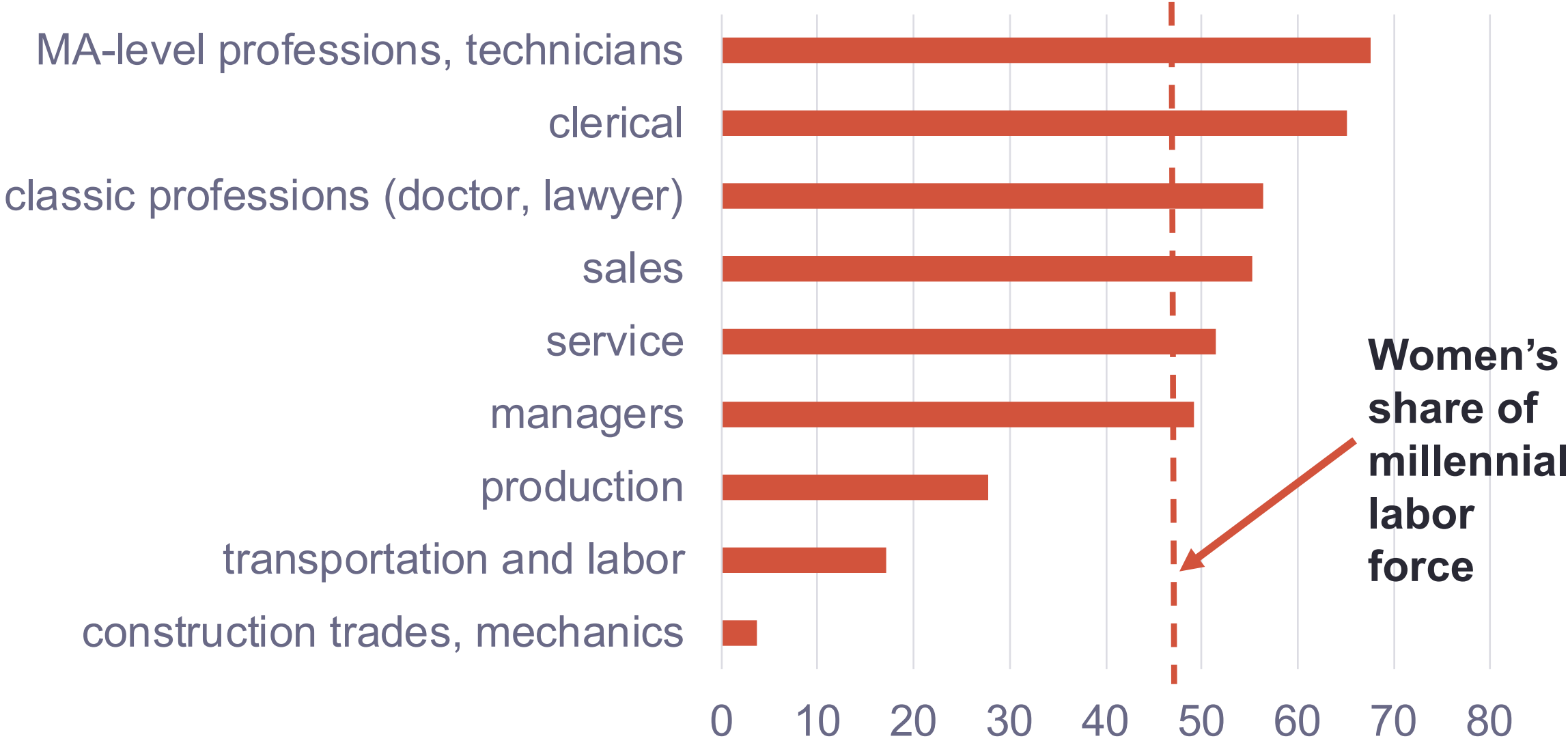
**KIM A. WEEDEN (Cornell University)**



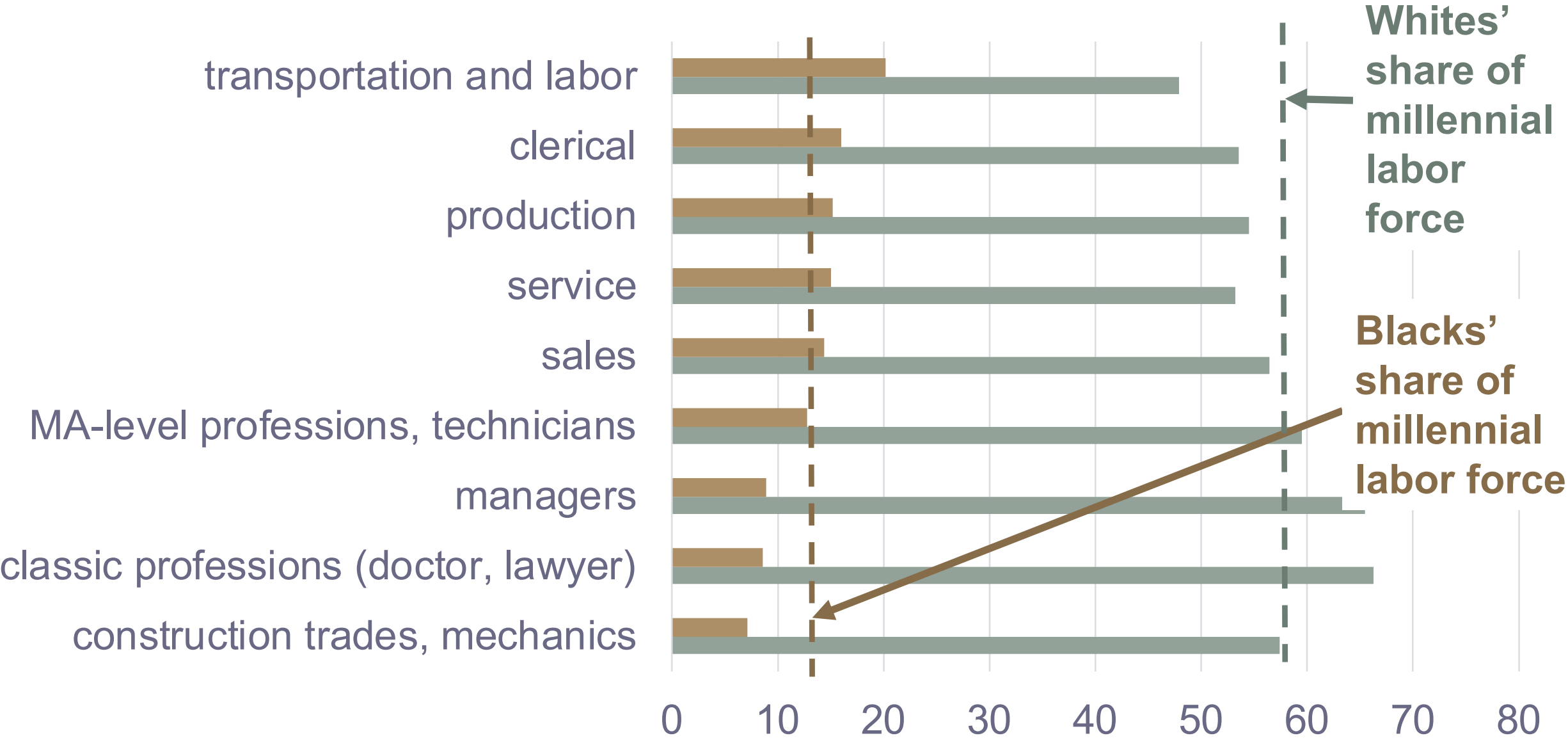
**Millennials participate in labor force that is highly segregated by gender and race**



# Percentage of women workers by occupation group: millennials in 2015-2017



# Percentage of White or Black workers by occupation group: millennials in 2015-2017



# How segregated are millennials?

47%

of millennials would need to switch to a gender-atypical occupation to integrate the labor market

27%

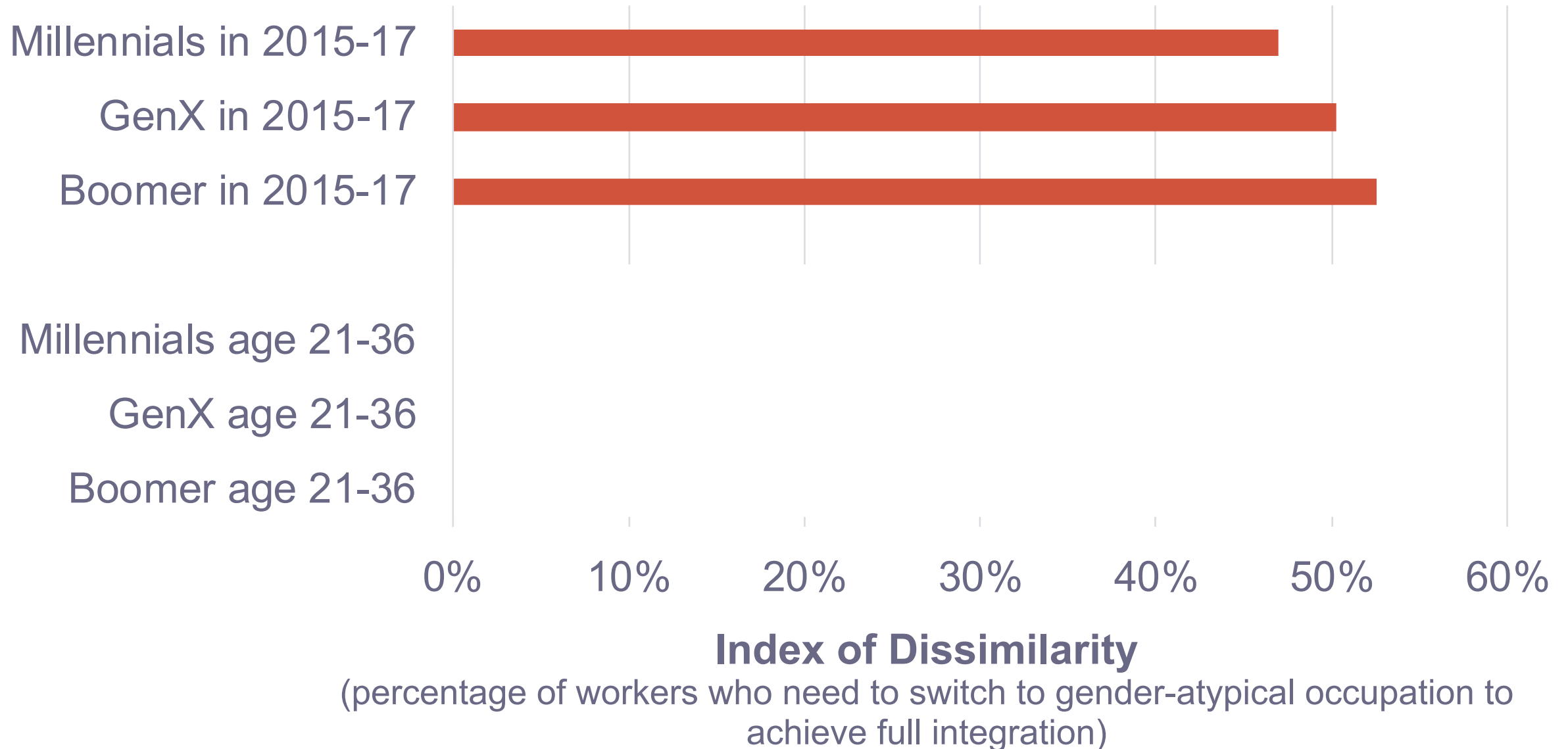
of Black millennials would need to switch to a white-dominated occupation to integrate the labor market

22% of Hispanic workers

A photograph of a massive glacier with a white text box overlaid in the center. The glacier is a deep blue color, showing signs of melting and calving. In the background, a dark mountain slope is partially covered in snow. The foreground shows a body of water with small ice floes.

# Trends in segregation

# Is gender segregation declining for millennials?





# Is racial segregation declining for millennials?





**If current rate of integration persists**

Gender integration in **11** “generations”

→ **125** birth-year cohorts

Black-white integration: **?**

# Trends in segregation

- Glacial
- Asymmetric
- Unstable



# Segregation is consequential



**25%** of the gender gap in hourly wages  
among college-educated millennials

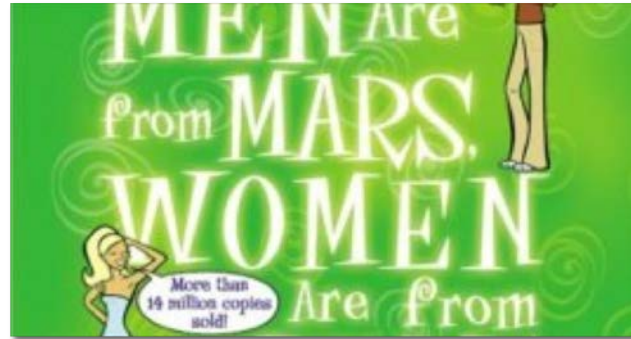
**39%** of the Black-White pay gap

**39%** of the Hispanic-White pay gap

# Why is segregation so persistent?



Socialization



Cultural beliefs



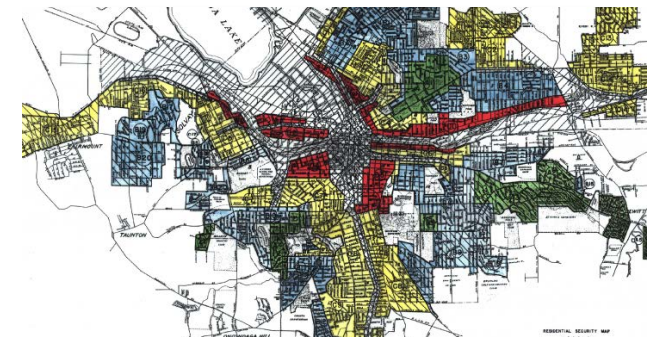
Discrimination



Human capital



Household labor  
(gender)



Spatial  
segregation (race)

- Gender segregation high, but declining
- Racial segregation lower, but stagnant
- Cannot rely on generational change alone



**Thank you!**

**Kim Weeden**

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