ANALYSIS OF HIGH-TECH EMPLOYMENT PATTERNS IN EIGHT LEADING U.S. HIGH-TECH CENTERS—1990

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New data confirms that **the U.S. electronics manufacturing workforce remains sharply stratified,** with white men in positions of power and high income, and women and non-whites holding down the low-level positions, such as operatives—that is, semi-skilled production workers. The attached table and chart summarize the race and gender employment patterns for 644 facilities in six high-tech industries, as reported to the U.S. Equal Employment Opportunity Commission in eight U.S. metropolitan areas.

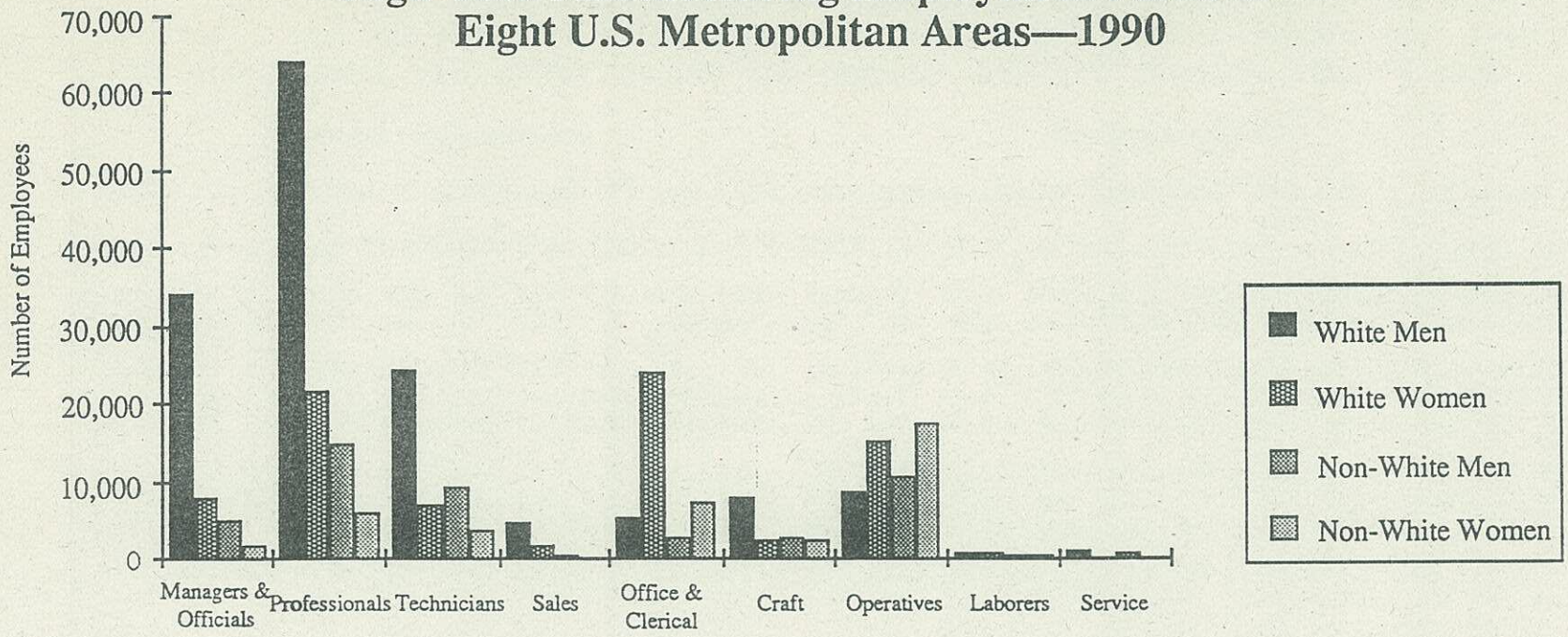
White men make up 69.6% of the officials and managers and 60.0% of the professionals, but they only account for 16.9% of the operatives. Women of all races make up 79.1% of the clerical workers and 63.0% of the operatives, yet they comprise only 38.0% of the high-tech manufacturing workforce. Non-white women account for 33.7% of the operatives, although they only represent 12.5% of the workforce at the same companies. Non-whites (men and women) account for 53.9% of the operatives.

Non-white men account for 13.9% of the professionals in this sample, but that already low number is even less significant in social terms. More than half of those non-white male professionals (52.6%) are Asians or Asian-Americans in Silicon Valley. While Southeast Asian and Korean production workers in Silicon Valley tend to be treated like other non-white ethnic groups, professionals of Japanese, Chinese, and South Asian (Indian) descent tend to be treated as "honorary whites."

The data illustrates what activists and other observers already know. When high-tech comes to a community, it doesn't bring in good jobs for the people already living there. It imports highly trained workers and provide low-pay, low-status employment to the residents.

Many factors contribute to the segregation of the high-tech workforce by race and gender. Education plays an important role, since most of the high-level employees have one or more college degrees. However, even among wage workers companies often practice race and gender discrimination. While employers do not openly admit such discrimination in the U.S., where it is illegal, they overtly discriminate when hiring at their overseas plants.

High-Tech Manufacturing Employment Patterns: Eight U.S. Metropolitan Areas—1990



This chart was prepared from U.S. Equal Employment Opportunity Commission data for 1990 for the following metropolitan areas: Albuquerque, New Mexico; Austin, Texas; Boston, Massachusetts; Colorado Springs, Colorado; Dallas, Texas; Phoenix, Arizona; Portland, Oregon; and Silicon Valley (San Jose), California. Industries covered include: Office and Computing Machines, Communications Equipment, Electronic Components and Accessories, Engineering and Scientific Instruments, Measuring and Controlling Devices, and Optical Instruments & Lenses.

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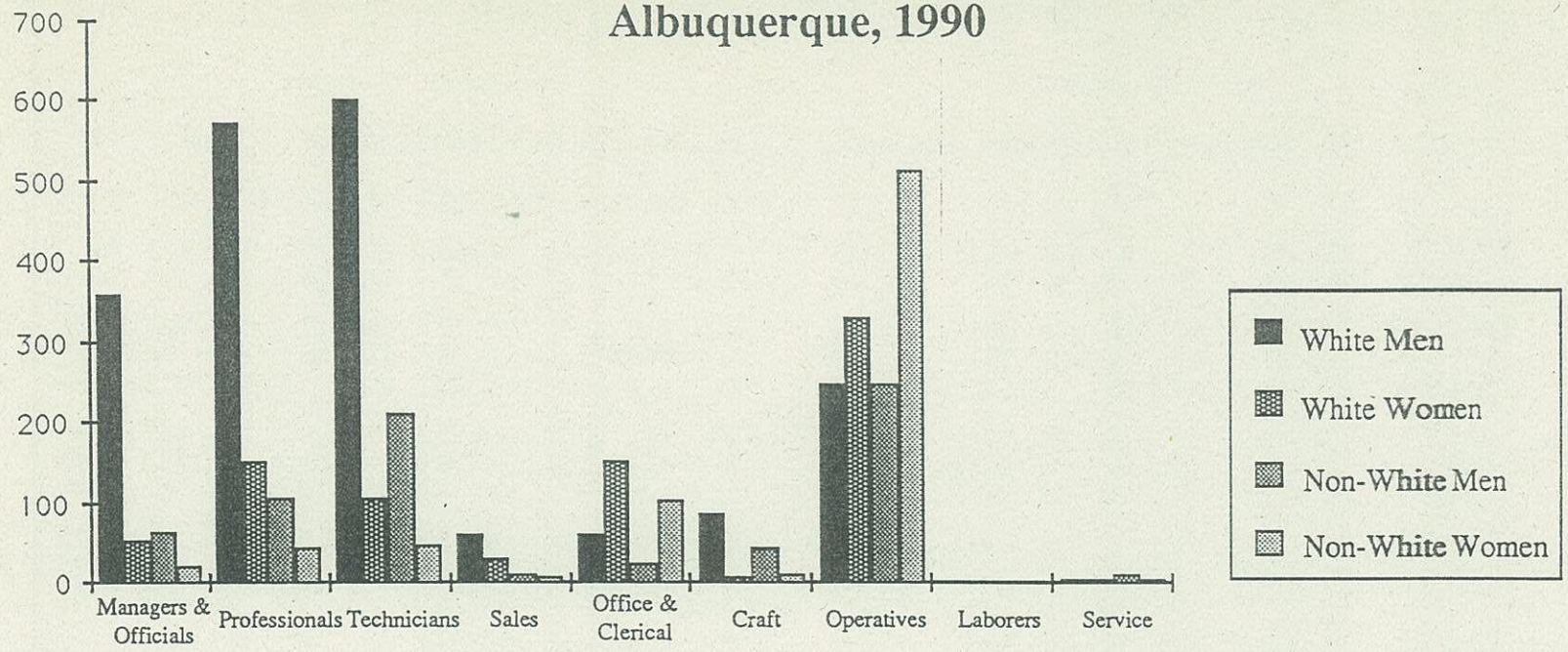
HIGH-TECH MANUFACTURING EMPLOYMENT IN SILICON VALLEY, CALIFORNIA—1990

	Population	Number of Employees										% Pop.	Percentage of Job Category									
		Total	Mgrs	Profs	Techs	Sales	Clerks	Craft	Oper	Lab	Serv		Total	Mgrs	Profs	Techs	Sales	Clerks	Craft	Oper	Lab	Serv
ALL	1,497,577	136,909	24,737	51,468	16,078	2,580	16,598	5,278	18,951	374	845	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Men	759,503	84,699	19,158	36,373	12,191	1,911	3,474	3,264	7,452	188	688	50.7	61.9	77.4	70.7	75.8	74.1	20.9	61.8	39.3	50.3	81.4
Women	738,074	52,210	5,579	15,095	3,887	669	13,124	2,014	11,499	186	157	49.3	38.1	22.6	29.3	24.2	25.9	79.1	38.2	60.7	49.7	18.6
Whites	869,874	85,739	19,902	36,747	8,460	2,297	10,688	2,377	4,817	69	382	58.1	62.6	80.5	71.4	52.6	89.0	64.4	45.0	25.4	18.4	45.2
Men		55,820	15,525	26,198	6,638	1,722	1,773	1,754	1,841	50	319		40.8	62.8	50.9	41.3	66.7	10.7	33.2	9.7	13.4	37.8
Women		29,919	4,377	10,549	1,822	575	8,915	623	2,976	19	63		21.9	17.7	20.5	11.3	22.3	53.7	11.8	15.7	5.1	7.5
Non-Whites		51,170	4,835	14,721	7,618	283	5,910	2,901	14,134	305	463		37.4	19.5	28.6	47.4	11.0	35.6	55.0	74.6	81.6	54.8
Men		28,879	3,633	10,175	5,553	189	1,701	1,510	5,611	138	369		21.1	14.7	19.8	34.5	7.3	10.2	28.6	29.6	36.9	43.7
Women		22,291	1,202	4,546	2,065	94	4,209	1,391	8,523	167	94		16.3	4.9	8.8	12.8	3.6	25.4	26.4	45.0	44.7	11.1
African-Amer.	52,583	5,495	600	1,429	767	49	1,221	296	1,051	16	66	3.5	4.0	2.4	2.8	4.8	1.9	7.4	5.6	5.5	4.3	7.8
Men		2,938	407	910	583	35	360	179	404	9	51		2.1	1.6	1.8	3.6	1.4	2.2	3.4	2.1	2.4	6.0
Women		2,557	193	519	184	14	861	117	647	7	15		1.9	0.8	1.0	1.1	0.5	5.2	2.2	3.4	1.9	1.8
Hispanic	314,564	12,753	1,062	2,071	1,811	77	2,254	973	4,096	134	275	21.0	9.3	4.3	4.0	11.3	3.0	13.6	18.4	21.6	35.8	32.5
Men		6,201	710	1,306	1,266	51	581	584	1,422	61	220		4.5	2.9	2.5	7.9	2.0	3.5	11.1	7.5	16.3	26.0
Women		6,552	352	765	545	26	1,673	389	2,674	73	55		4.8	1.4	1.5	3.4	1.0	10.1	7.4	14.1	19.5	6.5
Asians	251,496	32,349	3,084	11,066	4,947	149	2,329	1,599	8,901	154	120	16.8	23.6	12.5	21.5	30.8	5.8	14.0	30.3	47.0	41.2	14.2
Men		19,425	2,458	7,848	3,638	98	740	731	3,749	67	96		14.2	9.9	15.2	22.6	3.8	4.5	13.8	19.8	17.9	11.4
Women		12,924	626	3,218	1,309	51	1,589	868	5,152	87	24		9.4	2.5	6.3	8.1	2.0	9.6	16.4	27.2	23.3	2.8
Native Amer.	6,694	573	89	155	93	8	106	33	86	1	2	0.4	0.4	0.4	0.3	0.6	0.3	0.6	0.6	0.5	0.3	0.2
Men		315	58	111	66	5	20	16	36	1	2		0.2	0.2	0.2	0.4	0.2	0.1	0.3	0.2	0.3	0.2
Women		258	31	44	27	3	86	17	50	0	0		0.2	0.1	0.1	0.2	0.1	0.5	0.3	0.3	0.0	0.0
	2,366											0.2										

This table was prepared by Lenny Siegel of the Pacific Studies Center from data provided by the U.S. Equal Employment Opportunity Commission. Population figures are from the 1990 U.S. Census. The figures include high-tech manufacturing, but not services.

Terms: Silicon Valley = Santa Clara County; Mgr.= Officials & Managers; Prof.= Professionals; Techs = Technicians; Sales = Sales Workers; Clerks = Office & Clerical Workers; Craft = Blue-Collar Skilled Production; Operatives= Semi-Skilled Blue-Collar; Labor = Laborers/Unskilled Blue-Collar; Service = Service Workers

High-Tech Manufacturing Employment Patterns
Albuquerque, 1990



This chart was prepared from U.S. Equal Employment Opportunity Commission data for 1990 for the following industries: Office and Computing Machines and Electronic Components and Accessories.

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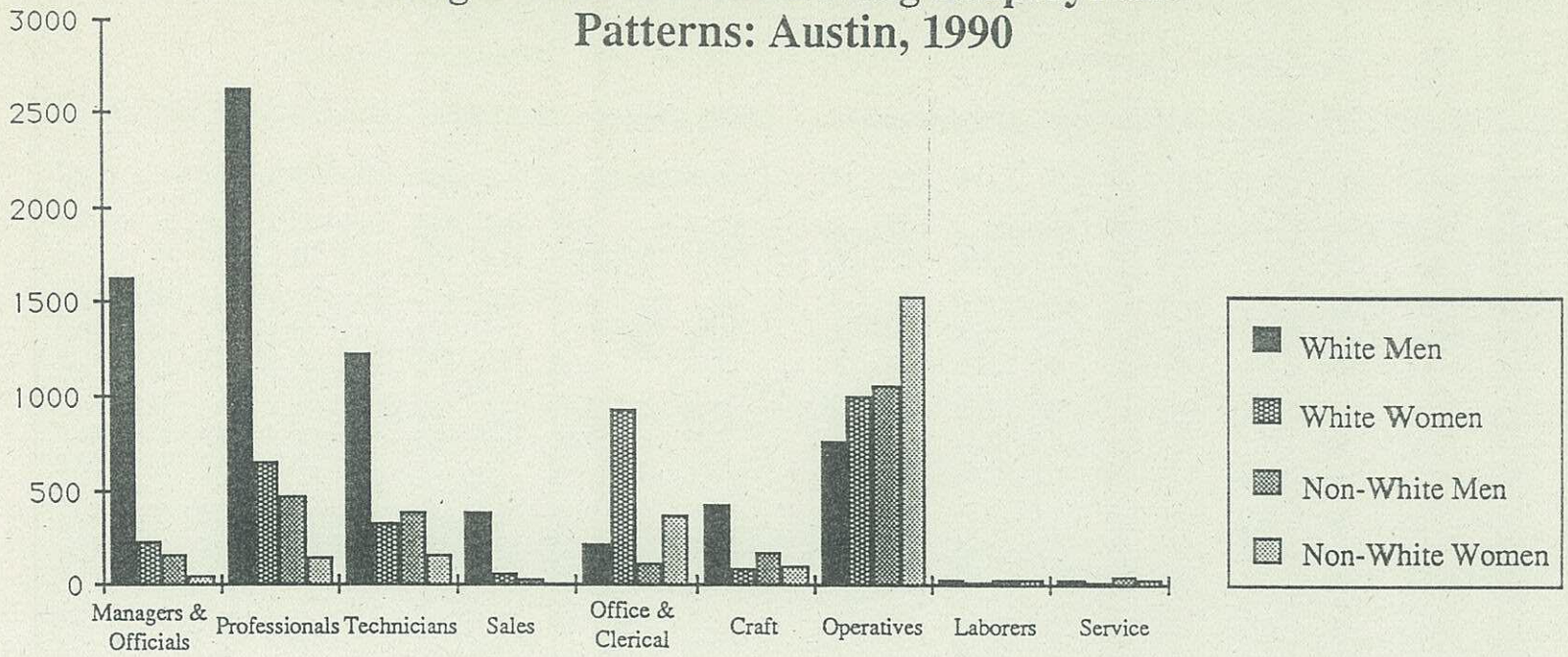
High-Tech Manufacturing Employment Patterns: Austin, 1990



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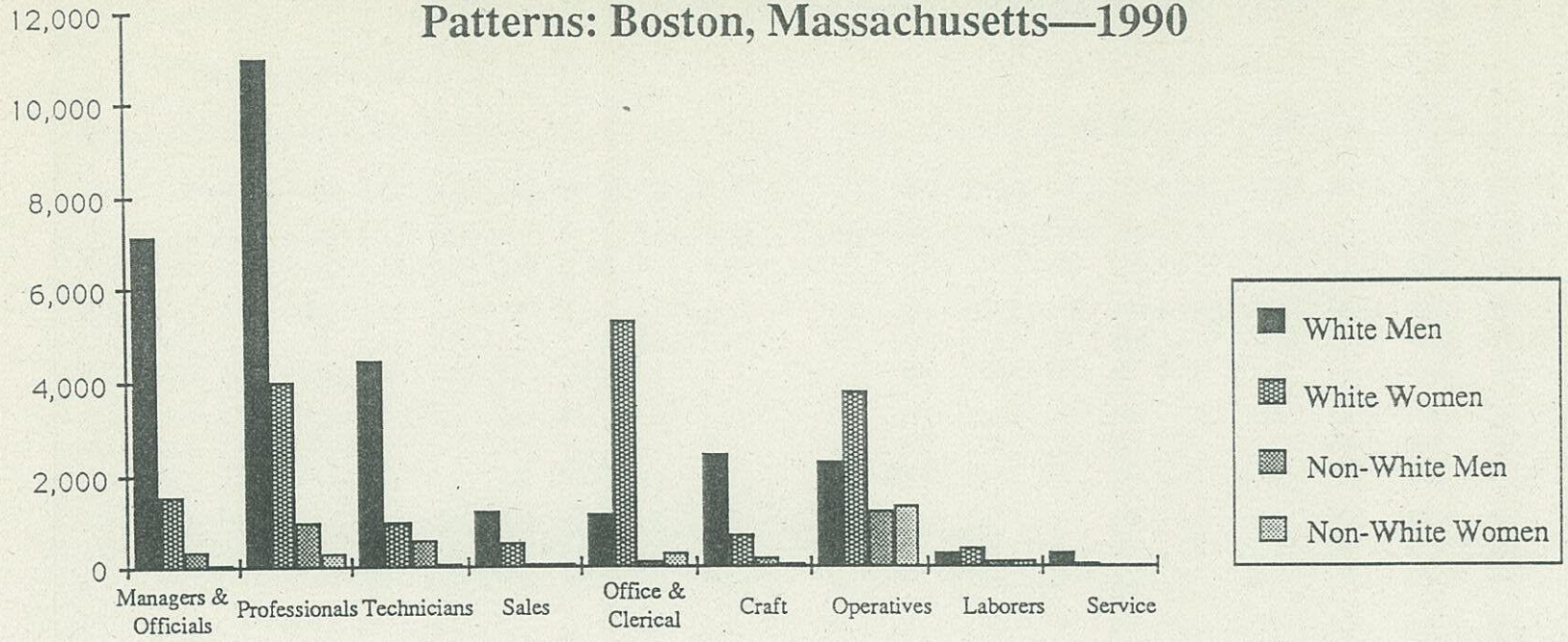
High-Tech Manufacturing Employment Patterns: Boston, Massachusetts—1990



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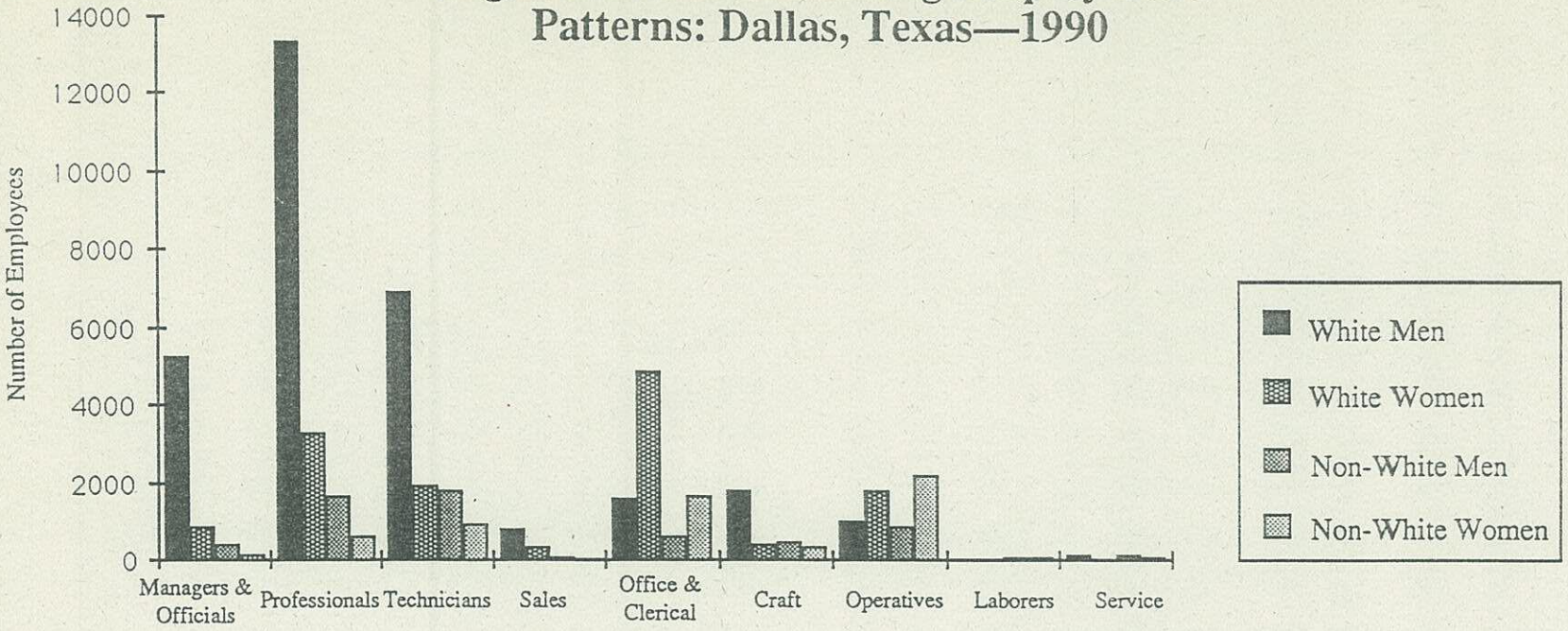
High-Tech Manufacturing Employment Patterns: Dallas, Texas—1990



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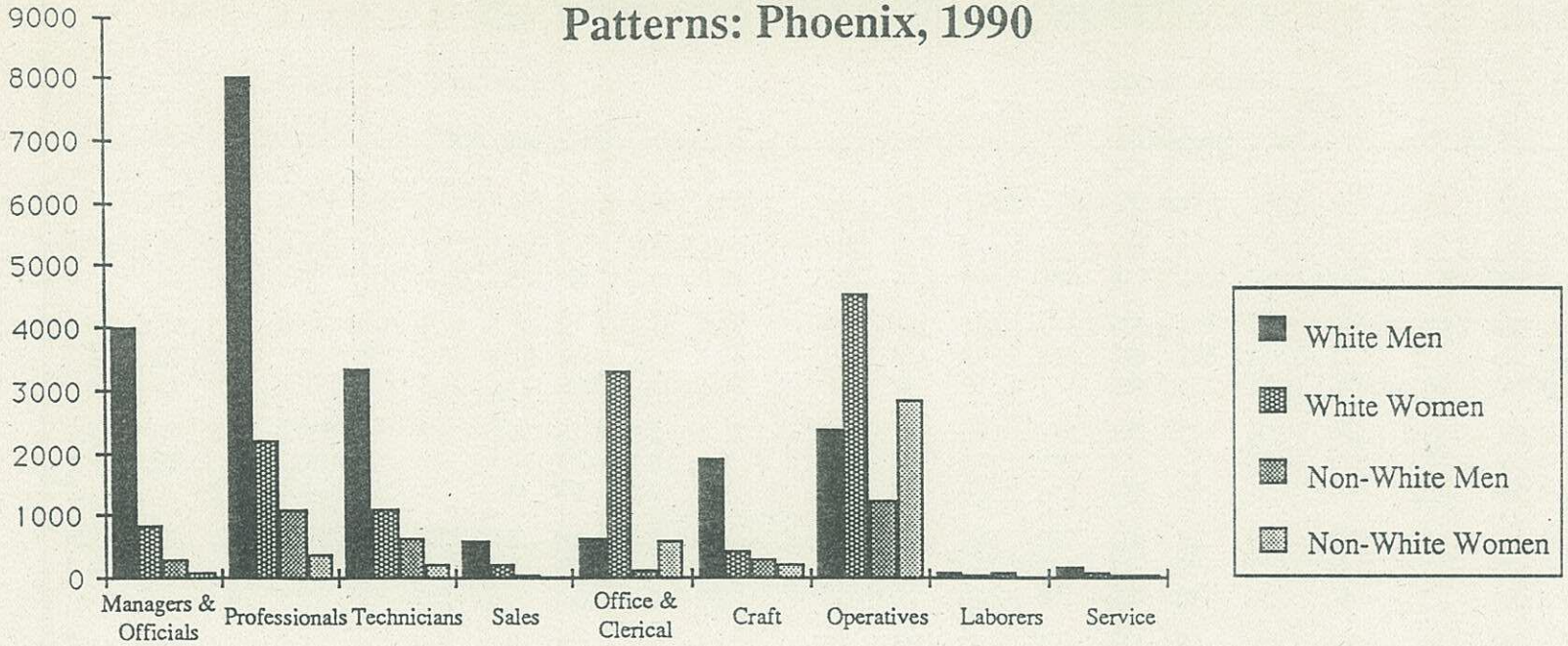
High-Tech Manufacturing Employment Patterns: Phoenix, 1990



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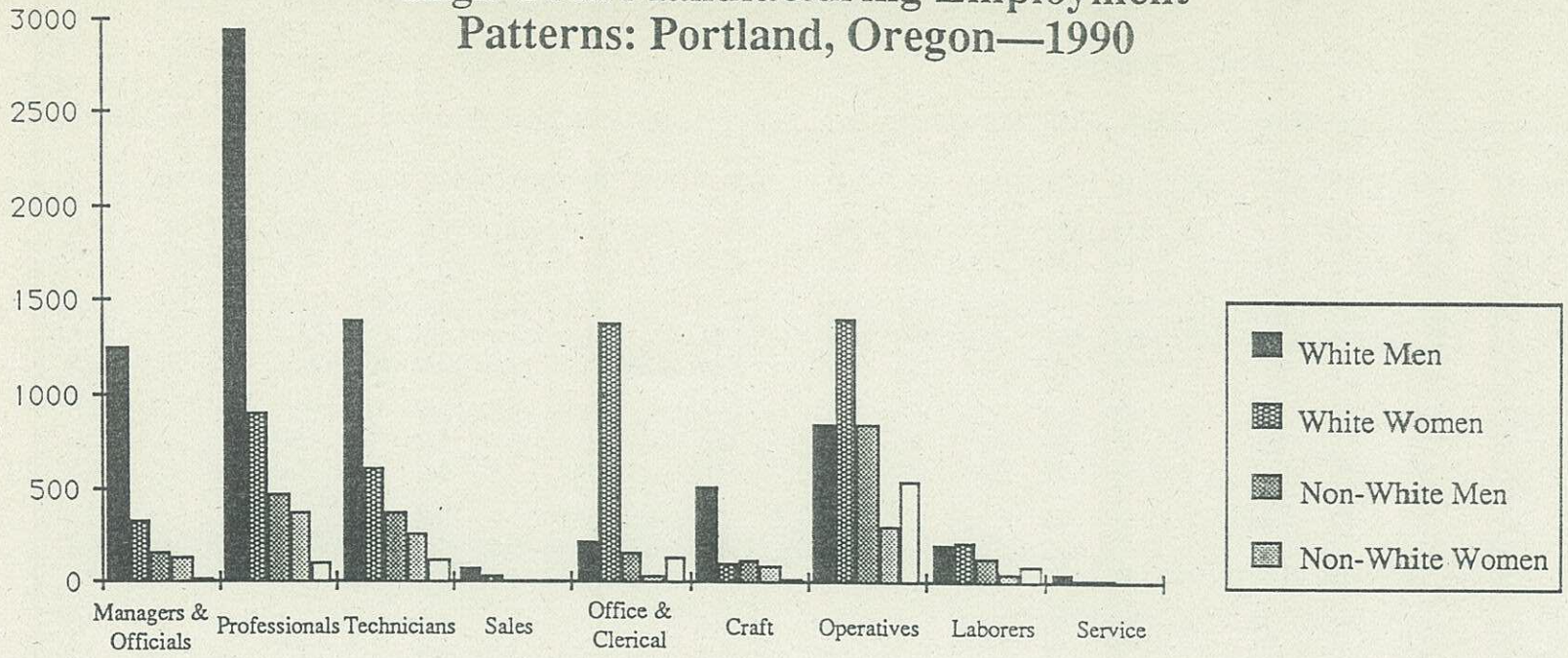
High-Tech Manufacturing Employment Patterns: Portland, Oregon—1990



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