

Kaufman, Robert L. "Assessing Alternative Perspectives on Race and Sex Employment Segregation". (Previously presented at the meetings of the American Sociological Association, Chicago, August 1999). *American Sociological Review* Forthcoming August 2002.

### **Abstract**

Four major explanations for employment segregation (skill deficits, worker preferences, economic and organizational structure, and stereotyping/queuing) are assessed using a diverse and overlapping set of predictors: general skills and training, product market structure, race- and sex-typed tasks and conditions, desirable employment and growth rates, and links to other labor market actors. A two-stage measurement and analytic strategy is employed to control for relevant worker-level factors. 1990 Census PUMs data are analyzed to measure the employment segregation of black women, black men, white women and white men across 1,917 labor market positions, "net" of human capital, family structure, geographic residence and labor supply. Archival data provide measures of the labor market position variables. Stereotyping and queuing explanations are broadly consistent with nearly all results, while a worker preference approach applies to somewhat fewer predictors and is largely but not wholly compatible with their effects. A skill deficits explanation applies to a narrow set of findings and is supported by them, while the economic and organizational structure approaches are restricted in their relevance and receive limited support.

