



# The Decline in African-American Representation in Unions and Manufacturing, 1979-2007

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## Introduction

For much of the postwar period, a higher share of African-American workers have been in unions than workers from other racial and ethnic backgrounds. As union representation and union coverage have declined for the country as a whole, however, unionization rates for African-American have fallen more quickly than for the rest of the workforce. Black workers are still about 30 percent more likely than the rest of the workforce to be in a union today, but as recently as the mid-1980s, black workers were almost 50 percent more likely to be in a union or covered by a union at their workplace.

Part of the reason for the decline in unionization rates among African-Americans is undoubtedly related to the decline of U.S. manufacturing. For example, since the 1960s, African-Americans were more likely to work in the heavily unionized automotive sector than white or Latino workers. As these sectors have declined in relative importance, unionization rates for blacks have also dropped.

The broad decline in manufacturing, however, can only explain part of the decline in unionization rates for African-American workers. First of all, the share of black workers in manufacturing has actually been falling more rapidly than the overall share of manufacturing employment. From the end of the 1970s through the early 1990s, African-Americans were just as likely as workers from other racial and ethnic groups to have manufacturing jobs. Since the early 1990s, however, black workers have lost considerable ground in manufacturing. By 2007, blacks were about 15 percent less likely than other workers to have a job in manufacturing.

Second, even within manufacturing, unionization rates have been on the decline, to the point where manufacturing workers now are no more likely to be in a union than workers in the rest of the economy (see Schmitt and Zipperer, 2007a). By contrast, unionization rates have held steady in the public sector over the last 25 years, which suggests that employer opposition to unions, not simply economic restructuring, may play an independent role in the decline in overall unionization rates (see Schmitt and Zipperer, 2007b).

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## Findings

Our analysis of data from the Current Population Survey, the government's most important regular source of data on the labor market, also finds:

- Between 1983 (the earliest year for which consistent data are available) and 2007, the share of African-American workers who were either members of a union or represented by a union at their place of employment fell substantially, from 31.7 percent of all black workers in 1983 to 15.7 percent in 2007. In 2007, African-Americans were still more likely to be in a union (15.7 percent) than whites (13.5 percent) and Hispanics (10.8 percent). Nevertheless, the decline in union membership for black workers between 1983 and 2007 was sharper for blacks (down 16.0 percentage points) than it was for whites (down 8.7 percentage points) or Hispanics (down 13.4 percentage points). (See [Table 1A.](#))
- In 2007, African-American women were more likely to be in a union (14.5 percent) than white women (12.3 percent) or Hispanic women (10.7 percent). In the preceding 25 years, however, unionization rates dropped more steeply for black women (down 12.9 percentage points) than rates did for white women (down 4.2 percentage points) or Hispanic women (down 9.4 percentage points). (See [Table 1B.](#)) A similar pattern holds for black men, who, in 2007, have higher unionization rates (17.2 percent) than white men (14.6 percent) or Hispanic men (10.8 percent), but have seen larger declines in unionization (down 18.8 percentage points) than white men (down 12.4 percentage points) and Hispanic men (down 16.2 percentage points). (See [Table 1C.](#))
- The share of African-Americans working in manufacturing declined from 23.9 percent in 1979 to 9.8 percent in 2007. Whites saw slightly smaller declines (from 23.5 percent to 11.7 percent), while Hispanics experienced a larger drop (from 30.2 percent to 12.0 percent). (See [Table 2.](#))
- Between 1979 and 2007, the share of workers in auto manufacturing dropped for blacks, whites, and Hispanics. Blacks suffered the biggest declines — a 1.1 percentage-point decline, from 2.1 percentage points in 1979 to 1.0 percentage points in 2007 — compared to a 0.3-0.4 percentage-point drop for whites and Hispanics. (See [Table 3.](#))
- Throughout the entire 1983-2007 period, black workers have made up 13 to 15 percent of all union workers. Over the same period, the share of whites in the total union workforce fell from 78.1 percent to 68.9 percent, while the share of Hispanics rose from 5.8 percent to 11.8 percent of all union workers. (See [Table 4A.](#))
- Over the period 1983-2007, African-American women consistently accounted for 15 to 18 percent of all women in U.S. unions. The share of white women in total female union members, however, fell over the same period, from 74.7 percent in 1983 to 68.1 percent in 2007. Meanwhile, the share of Hispanic women and women from other racial and ethnic backgrounds increased sharply. Hispanic women made up 5.6 percent of all unionized women in 1983, but 10.6 percent in 2007; women from other racial and ethnic backgrounds accounted for 2.9 percent of women in unions in 1983, rising to 6.1 percent by 2007. (See [Table 4B.](#))
- Since 1983, African-American men have consistently made up 12 to 13 percent of all unionized men in the country. Over the same period, the share of white men in the total unionized male workforce fell sharply --from 80.0 percent in 1983 to 69.6 percent in 2007. Hispanic men and men from other racial and ethnic backgrounds, meanwhile, account for an increasing portion of the unionized male workforce. Hispanic men were 5.9 percent of all male union workers in 1983, but 12.7 percent by 2007. Men from other racial and ethnic backgrounds were only 2.1 percent of unionized men in 1983, and 5.3 percent in 2007. (See [Table 4C.](#))

- Throughout the entire period from 1979 to 2007, the share of African-American workers in the total manufacturing workforce hovered around 9 or 10 percent. Meanwhile, white workers dropped from 82.7 percent of all manufacturing workers in 1979 to 70.1 percent in 2007. By contrast, Hispanics significantly increased their representation in the manufacturing workforce over the same period (up from 6.0 percent of manufacturing jobs in 1979 to 14.5 percent in 2006); as did workers from other racial and ethnic backgrounds (up from 1.8 percent in 1979 to 6.4 percent in 2007). (See [Table 5](#).)
- In 2007, blacks made up 12.6 percent of the auto manufacturing workforce; whites were 74.0 percent; and Hispanics, 7.7 percent. Between 1979 and 2007, the share of blacks and whites in the total auto manufacturing workforce both fell --down 2.7 percentage points for blacks and 7 percentage points for whites. The share of Hispanic and other workers, meanwhile, increased, although remained at relatively low levels --up 4.6 percentage points in the case of Hispanics and 5.1 percentage points for workers from other racial and ethnic backgrounds. (See [Table 6](#).)
- Interpreting the preceding changes in the distribution of African-American employment and unionization rates can be complicated since the share of African-Americans and other racial and ethnic groups in the total workforce has changed over time. Tables 8, 9, and 10 show the "relative representation" of whites, blacks, Hispanics and other workers in the total union workforce ([Tables 8A, 8B, and 8C](#)), the total manufacturing workforce ([Table 9](#)), and the auto manufacturing workforce ([Table 10](#)). The simplest way to explain the calculation is with an example. To calculate the relative representation of African-Americans in the share of all union workers, we take the ratio of the share of African-Americans in all union workers (13.7 percent in 2007, in [Table 4A](#)) to the share of African-Americans in the total workforce (10.8 percent in 2007, in [Table 7A](#)). The resulting ratio is 1.27, which is greater than 1, indicating that African-Americans are "over-represented" among union workers since there is a larger share of African-Americans in unions than there is in the workforce as a whole. In the same year, Hispanic women made up 10.6 percent of union workers ([Table 4B](#)), but 12.0 percent of the total workforce ([Table 7B](#)), resulting in a relative representation of 0.88, which is less than 1, indicating that Hispanic women are "under-represented" among union workers. If a group has the same share of workers in unions as they do in the total workforce, then the ratio for relative representation would equal one (which is exactly the rate for whites in 2007).
- In 2007, African-American workers were "over-represented" in unions ([Table 8A](#)) and in auto manufacturing ([Table 10](#)), but are actually "under-represented" in manufacturing as a whole ([Table 9](#)).
- The relative representation of African-Americans in unions ([Table 8A](#)) has been declining, especially for African-American women ([Table 8B](#)). In 1983, African-American women were 1.62 times more likely to be in a union than the average female worker; by 2007, they were only 1.22 times more likely than the average. For black men, the decline in relative representation was less steep: from 1.45 times more likely than average to be in a union in 1983, to 1.31 times more likely in 2007 ([Table 8C](#)).
- The relative representation of blacks in manufacturing has also been declining from the mid-1990s for overall manufacturing ([Table 9](#)) and for auto manufacturing ([Table 10](#)). From the mid-1990s on, black workers have actually been under-represented in manufacturing, relative to the rest of the economy.

## References

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## Tables

**TABLE 1A**  
**Share of Workers in Unions, by Race or Ethnicity, 1983-2007 (Percent)**

	Black	White	Hispanic	Overall
1979	.	.	.	.
1980	.	.	.	.
1981	.	.	.	.
1982	.	.	.	.
1983	31.7	22.2	24.2	23.3
1984	29.1	20.5	22.8	21.5
1985	27.3	19.5	21.3	20.4
1986	26.5	19.0	20.0	19.9
1987	25.3	18.3	19.1	19.2
1988	25.9	18.1	17.7	18.9
1989	25.2	17.8	16.8	18.5
1990	24.2	17.7	16.4	18.3
1991	24.1	17.4	17.6	18.2
1992	24.0	17.1	16.9	17.8
1993	23.6	17.1	16.6	17.7
1994	22.9	16.8	15.9	17.4
1995	22.2	16.1	14.8	16.7
1996	21.2	15.8	14.6	16.2
1997	20.1	15.4	13.5	15.6
1998	19.7	15.1	13.2	15.4
1999	19.2	15.1	13.1	15.3
2000	18.9	14.7	12.8	14.9
2001	18.7	14.7	12.5	14.8
2002	18.8	14.4	12.0	14.6
2003	18.1	14.2	11.9	14.3
2004	16.6	13.9	11.4	13.8
2005	16.5	13.7	11.5	13.7
2006	16.0	13.3	10.7	13.1
2007	15.7	13.5	10.8	13.3

Source: Authors' analysis of CEPR extract of the Current Population Survey Outgoing Rotation Group. Union workers are either members of a union or covered by a collective-bargaining agreement.

**TABLE 1B**  
**Share of Female Workers in Unions, by Race or Ethnicity, 1983-2007 (Percent)**

	Black	White	Hispanic	Overall
1979	.	.	.	.
1980	.	.	.	.
1981	.	.	.	.
1982	.	.	.	.
1983	27.4	16.5	20.1	18.0
1984	25.3	15.3	18.3	16.7
1985	24.1	14.5	16.3	15.8
1986	23.1	14.1	16.4	15.4
1987	22.2	13.7	15.1	14.9
1988	22.8	13.7	14.3	14.9
1989	22.7	13.6	14.5	14.8
1990	21.1	13.9	14.2	14.9
1991	21.0	13.6	16.2	14.8
1992	22.0	13.8	14.4	14.9
1993	21.8	14.0	15.3	15.1
1994	20.6	14.2	14.2	15.1
1995	20.4	13.3	13.5	14.3
1996	19.0	13.0	13.9	13.8
1997	18.3	12.7	12.2	13.4
1998	17.2	12.4	12.3	13.1
1999	16.6	12.5	11.8	13.0
2000	17.3	12.6	11.8	13.1
2001	17.2	12.6	12.0	13.1
2002	17.5	12.5	11.3	13.0
2003	16.7	12.4	11.6	12.9
2004	15.1	12.3	11.4	12.5
2005	15.5	12.3	11.6	12.6
2006	15.1	11.9	10.9	12.2
2007	14.5	12.3	10.7	12.4

Source: Authors' analysis of CEPR extract of the Current Population Survey Outgoing Rotation Group. Union workers are either members of a union or covered by a collective-bargaining agreement.

**TABLE 1C**  
**Share of Male Workers in Unions, by Race or Ethnicity, 1983-2007 (Percent)**

	Black	White	Hispanic	Overall
1979	.	.	.	.
1980	.	.	.	.
1981	.	.	.	.
1982	.	.	.	.
1983	36.0	27.0	27.0	27.7
1984	33.0	24.7	26.1	25.6
1985	30.6	23.7	24.6	24.3
1986	30.1	23.2	22.3	23.7
1987	28.5	22.4	21.7	22.9
1988	29.0	22.0	20.0	22.5
1989	27.9	21.5	18.4	21.8
1990	27.5	21.0	17.9	21.4
1991	27.4	20.8	18.5	21.3
1992	26.3	20.1	18.7	20.5
1993	25.6	19.9	17.5	20.1
1994	25.5	19.2	17.0	19.6
1995	24.2	18.6	15.6	18.8
1996	23.7	18.4	15.0	18.4
1997	22.1	17.9	14.3	17.7
1998	22.6	17.5	13.8	17.4
1999	22.2	17.4	14.1	17.4
2000	20.7	16.6	13.5	16.5
2001	20.5	16.6	12.9	16.4
2002	20.3	16.2	12.5	16.0
2003	19.8	15.9	12.1	15.6
2004	18.4	15.5	11.5	15.0
2005	17.6	15.1	11.5	14.7
2006	17.1	14.6	10.6	14.0
2007	17.2	14.6	10.8	14.1

Source: Authors' analysis of CEPR extract of the Current Population Survey Outgoing Rotation Group. Union workers are either members of a union or covered by a collective-bargaining agreement.

**TABLE 2**  
**Share of Workers in Manufacturing, by Race or Ethnicity, 1979-2007 (Percent)**

	Black	White	Hispanic	Overall
1979	23.9	23.5	30.2	23.8
1980	22.8	22.9	28.9	23.2
1981	22.8	22.5	28.5	22.8
1982	20.8	21.2	26.7	21.4
1983	20.6	20.5	23.8	20.7
1984	21.2	20.7	24.4	21.0
1985	20.2	20.1	25.3	20.4
1986	19.9	19.7	24.0	20.1
1987	19.3	19.1	23.0	19.5
1988	18.7	19.0	22.1	19.2
1989	18.5	18.8	22.0	19.0
1990	18.4	18.4	21.7	18.6
1991	18.1	17.9	20.3	18.1
1992	17.7	17.3	19.8	17.5
1993	16.5	16.8	19.4	17.0
1994	16.2	16.8	19.3	16.9
1995	16.2	16.8	19.2	16.9
1996	16.0	16.5	18.1	16.6
1997	15.6	16.2	18.6	16.5
1998	14.9	16.0	17.7	16.1
1999	14.5	15.4	16.9	15.5
2000	13.6	15.0	17.1	15.1
2001	12.5	14.3	16.4	14.4
2002	12.0	13.5	14.8	13.5
2003	10.9	12.5	14.0	12.7
2004	10.6	12.1	13.7	12.2
2005	10.7	11.8	13.0	11.9
2006	10.1	11.9	12.6	11.8
2007	9.8	11.7	12.0	11.6

Source: Authors' analysis of CEPR extract of the Current Population Survey Outgoing Rotation Group.



**TABLE 3**  
**Share of Workers in Auto Manufacturing, by Race or Ethnicity, 1979-2007 (Percent)**

	Black	White	Hispanic	Overall
1979	2.1	1.3	0.8	1.3
1980	1.3	1.0	0.6	1.0
1981	1.5	1.0	0.5	1.0
1982	1.2	0.8	0.4	0.8
1983	1.5	1.0	0.6	1.0
1984	1.9	1.1	0.8	1.2
1985	1.6	1.1	0.8	1.1
1986	1.7	1.1	0.8	1.1
1987	1.3	1.0	0.9	1.0
1988	1.5	1.0	0.7	1.0
1989	1.5	1.0	0.6	1.0
1990	1.3	1.0	0.6	1.0
1991	1.2	0.9	0.6	0.9
1992	1.3	1.0	0.6	1.0
1993	1.2	1.0	0.6	1.0
1994	1.4	1.0	0.6	1.0
1995	1.2	1.0	0.6	1.0
1996	1.4	1.0	0.5	1.0
1997	1.5	1.0	0.5	1.0
1998	1.2	1.0	0.7	1.0
1999	1.3	1.0	0.5	1.0
2000	1.3	1.0	0.5	1.0
2001	1.1	0.9	0.5	0.9
2002	1.1	0.9	0.5	0.9
2003	1.3	1.1	0.5	1.0
2004	1.3	1.1	0.6	1.0
2005	1.5	1.0	0.6	1.0
2006	1.3	1.0	0.5	1.0
2007	1.0	0.9	0.5	0.9

Notes: Authors' analysis of CEPR extract of the Current Population Survey Outgoing Rotation Group. Auto workers defined as those in Motor Vehicle and Equipment Manufacturing.

**TABLE 4A**  
**Distribution of Union Workers by Race or Ethnicity, 1983-2007 (Percent)**

	Black	White	Hispanic	Other	Overall
1979	.	.	.	.	.
1980	.	.	.	.	.
1981	.	.	.	.	.
1982	.	.	.	.	.
1983	13.7	78.1	5.8	2.4	100.0
1984	14.1	77.3	6.1	2.5	100.0
1985	14.1	76.6	6.9	2.4	100.0
1986	14.1	76.2	6.9	2.8	100.0
1987	14.2	75.8	7.2	2.8	100.0
1988	14.8	75.2	7.1	2.9	100.0
1989	14.9	75.3	6.9	2.9	100.0
1990	14.3	75.6	7.1	3.0	100.0
1991	14.4	74.7	7.7	3.2	100.0
1992	14.6	74.6	7.6	3.2	100.0
1993	14.5	74.9	7.7	2.9	100.0
1994	14.7	73.6	8.4	3.3	100.0
1995	15.1	73.5	8.4	3.0	100.0
1996	14.7	73.1	8.7	3.5	100.0
1997	14.6	72.8	8.9	3.7	100.0
1998	14.9	72.2	9.1	3.8	100.0
1999	14.7	72.1	9.3	3.9	100.0
2000	14.9	71.5	9.7	3.9	100.0
2001	14.7	71.6	9.7	4.0	100.0
2002	14.9	71.4	9.5	4.2	100.0
2003	14.3	69.6	11.0	5.1	100.0
2004	13.5	70.1	11.0	5.4	100.0
2005	13.7	69.4	11.5	5.4	100.0
2006	14.0	69.2	11.5	5.3	100.0
2007	13.7	68.9	11.8	5.6	100.0

Source: Authors' analysis of CEPR extract of the Current Population Survey Outgoing Rotation Group. Union workers are either members of a union or covered by a collective-bargaining agreement.

**TABLE 4B**  
**Distribution of Female Union Workers by Race or Ethnicity, 1983-2007 (Percent)**

	Black	White	Hispanic	Other	Overall
1979	.	.	.	.	.
1980	.	.	.	.	.
1981	.	.	.	.	.
1982	.	.	.	.	.
1983	16.8	74.7	5.6	2.9	100.0
1984	17.3	73.8	5.7	3.2	100.0
1985	17.7	73.5	5.9	2.9	100.0
1986	17.3	73.0	6.3	3.4	100.0
1987	17.6	72.9	6.2	3.3	100.0
1988	17.9	72.2	6.3	3.6	100.0
1989	18.2	72.0	6.4	3.4	100.0
1990	16.8	73.2	6.4	3.6	100.0
1991	16.7	72.4	7.5	3.4	100.0
1992	17.4	72.3	6.6	3.7	100.0
1993	17.1	72.4	7.0	3.5	100.0
1994	16.8	72.3	7.4	3.5	100.0
1995	17.9	71.3	7.6	3.2	100.0
1996	17.3	70.9	8.1	3.7	100.0
1997	17.5	70.5	7.9	4.1	100.0
1998	17.2	70.1	8.5	4.2	100.0
1999	16.9	69.8	8.5	4.8	100.0
2000	17.4	69.6	8.9	4.1	100.0
2001	17.3	69.3	9.2	4.2	100.0
2002	17.3	69.3	9.0	4.4	100.0
2003	16.7	68.0	9.9	5.4	100.0
2004	15.5	68.9	10.2	5.4	100.0
2005	15.9	67.9	10.4	5.8	100.0
2006	16.1	67.3	10.5	6.1	100.0
2007	15.2	68.1	10.6	6.1	100.0

Source: Authors' analysis of CEPR extract of the Current Population Survey Outgoing Rotation Group. Union workers are either members of a union or covered by a collective-bargaining agreement.

**TABLE 4C**  
**Distribution of Male Union Workers by Race or Ethnicity, 1983-2007 (Percent)**

	Black	White	Hispanic	Other	Overall
1979	.	.	.	.	.
1980	.	.	.	.	.
1981	.	.	.	.	.
1982	.	.	.	.	.
1983	12.0	80.0	5.9	2.1	100.0
1984	12.3	79.2	6.3	2.2	100.0
1985	12.0	78.2	7.5	2.3	100.0
1986	12.4	78.0	7.3	2.3	100.0
1987	12.3	77.4	7.7	2.6	100.0
1988	13.0	76.9	7.5	2.6	100.0
1989	12.9	77.2	7.3	2.6	100.0
1990	12.8	77.0	7.5	2.7	100.0
1991	13.0	76.2	7.8	3.0	100.0
1992	12.8	76.2	8.3	2.7	100.0
1993	12.8	76.6	8.1	2.5	100.0
1994	13.2	74.5	9.2	3.1	100.0
1995	13.2	75.1	8.9	2.8	100.0
1996	13.0	74.7	9.0	3.3	100.0
1997	12.6	74.4	9.6	3.4	100.0
1998	13.3	73.6	9.6	3.5	100.0
1999	13.1	73.6	9.8	3.5	100.0
2000	13.0	73.0	10.3	3.7	100.0
2001	12.8	73.3	10.0	3.9	100.0
2002	13.0	72.9	9.9	4.2	100.0
2003	12.5	70.8	11.8	4.9	100.0
2004	12.0	71.0	11.7	5.3	100.0
2005	12.0	70.6	12.3	5.1	100.0
2006	12.2	70.6	12.2	5.0	100.0
2007	12.4	69.6	12.7	5.3	100.0

Source: Authors' analysis of CEPR extract of the Current Population Survey Outgoing Rotation Group. Union workers are either members of a union or covered by a collective-bargaining agreement.

**TABLE 5**  
**Distribution of Manufacturing Workers by Race or Ethnicity, 1979-2007 (Percent)**

	Black	White	Hispanic	Other	Overall
1979	9.5	82.7	6.0	1.8	100.0
1980	9.1	82.4	6.3	2.2	100.0
1981	9.2	82.1	6.6	2.1	100.0
1982	8.9	82.4	6.5	2.2	100.0
1983	9.2	82.2	6.0	2.6	100.0
1984	9.6	81.4	6.3	2.7	100.0
1985	9.6	80.1	7.7	2.6	100.0
1986	9.7	79.5	7.9	2.9	100.0
1987	9.8	78.9	8.1	3.2	100.0
1988	9.7	79.1	8.3	2.9	100.0
1989	9.8	78.6	8.4	3.2	100.0
1990	9.9	78.4	8.7	3.0	100.0
1991	10.0	78.2	8.4	3.4	100.0
1992	10.1	77.9	8.6	3.4	100.0
1993	9.7	78.1	8.8	3.4	100.0
1994	9.8	76.9	10.0	3.3	100.0
1995	10.0	76.8	10.1	3.1	100.0
1996	10.0	75.5	10.0	4.5	100.0
1997	9.9	74.1	11.0	5.0	100.0
1998	10.0	74.3	11.0	4.7	100.0
1999	10.2	73.9	11.2	4.7	100.0
2000	9.9	72.9	12.1	5.1	100.0
2001	9.5	72.9	12.4	5.2	100.0
2002	9.7	73.1	12.1	5.1	100.0
2003	9.2	70.5	13.9	6.4	100.0
2004	9.2	70.2	14.4	6.2	100.0
2005	9.6	69.7	14.3	6.4	100.0
2006	9.2	69.9	14.5	6.4	100.0
2007	9.2	70.1	14.5	6.4	100.0

Source: Authors' analysis of CEPR extract of the Current Population Survey Outgoing Rotation Group.

**TABLE 6**  
**Distribution of Auto Workers by Race or Ethnicity, 1979-2007 (Percent)**

	Black	White	Hispanic	Other	Overall
1979	15.3	81.0	3.1	0.6	100.0
1980	11.8	84.1	3.1	1.0	100.0
1981	13.9	82.3	2.9	0.9	100.0
1982	13.2	83.2	2.6	1.0	100.0
1983	14.2	81.1	3.4	1.3	100.0
1984	16.1	78.9	3.8	1.2	100.0
1985	13.8	80.9	4.2	1.1	100.0
1986	14.5	79.7	4.4	1.4	100.0
1987	12.6	80.1	5.9	1.4	100.0
1988	14.2	79.7	4.7	1.4	100.0
1989	14.7	79.7	4.0	1.6	100.0
1990	13.1	80.8	4.5	1.6	100.0
1991	13.0	80.9	4.6	1.5	100.0
1992	13.2	80.5	5.1	1.2	100.0
1993	13.0	80.3	5.0	1.7	100.0
1994	14.3	77.9	5.1	2.7	100.0
1995	12.7	79.8	5.6	1.9	100.0
1996	14.2	77.8	4.4	3.6	100.0
1997	15.8	75.9	4.7	3.6	100.0
1998	13.3	76.4	6.9	3.4	100.0
1999	14.6	77.0	5.6	2.8	100.0
2000	14.6	76.8	5.6	3.0	100.0
2001	14.5	75.4	6.4	3.7	100.0
2002	13.8	75.7	6.5	4.0	100.0
2003	13.7	75.9	6.3	4.1	100.0
2004	13.7	74.0	7.6	4.7	100.0
2005	16.1	70.6	7.6	5.7	100.0
2006	14.1	73.3	7.6	5.0	100.0
2007	12.6	74.0	7.7	5.7	100.0

Source: Authors' analysis of CEPR extract of the Current Population Survey Outgoing Rotation Group. Auto workers defined as those in Motor Vehicle and Equipment Manufacturing.

**TABLE 7A**  
**Distribution of Total Workforce by Race or Ethnicity, 1979-2007 (Percent)**

	Black	White	Hispanic	Other	Overall
1979	9.4	83.7	4.7	2.2	100.0
1980	9.3	83.4	5.1	2.2	100.0
1981	9.2	83.2	5.3	2.3	100.0
1982	9.1	83.3	5.2	2.4	100.0
1983	9.2	83.0	5.2	2.6	100.0
1984	9.5	82.5	5.4	2.6	100.0
1985	9.7	81.4	6.3	2.6	100.0
1986	9.7	80.9	6.6	2.8	100.0
1987	9.9	80.3	6.9	2.9	100.0
1988	10.0	79.9	7.2	2.9	100.0
1989	10.0	79.6	7.3	3.1	100.0
1990	10.0	79.4	7.5	3.1	100.0
1991	10.0	79.3	7.5	3.2	100.0
1992	10.0	79.0	7.6	3.4	100.0
1993	10.0	78.9	7.8	3.3	100.0
1994	10.3	77.7	8.8	3.2	100.0
1995	10.5	77.6	8.9	3.0	100.0
1996	10.5	76.3	9.2	4.0	100.0
1997	10.5	75.4	9.8	4.3	100.0
1998	10.8	74.8	10.1	4.3	100.0
1999	10.9	74.4	10.3	4.4	100.0
2000	11.0	73.7	10.7	4.6	100.0
2001	11.0	73.4	10.9	4.7	100.0
2002	10.9	73.3	11.1	4.7	100.0
2003	10.6	71.3	12.6	5.5	100.0
2004	10.6	70.8	12.9	5.7	100.0
2005	10.7	70.3	13.1	5.9	100.0
2006	10.8	69.6	13.6	6.0	100.0
2007	10.8	69.1	14.0	6.1	100.0

Source: Authors' analysis of CEPR extract of the Current Population Survey Outgoing Rotation Group.

**TABLE 7B**  
**Distribution of Total Female Workforce by Race or Ethnicity, 1979-2007 (Percent)**

	Black	White	Hispanic	Other	Overall
1979	10.7	82.7	4.3	2.3	100.0
1980	10.6	82.5	4.6	2.3	100.0
1981	10.5	82.3	4.8	2.4	100.0
1982	10.4	82.4	4.8	2.4	100.0
1983	10.4	82.2	4.8	2.6	100.0
1984	10.8	81.4	5.1	2.7	100.0
1985	11.0	80.7	5.5	2.8	100.0
1986	10.9	80.5	5.7	2.9	100.0
1987	11.1	79.9	6.0	3.0	100.0
1988	11.1	79.5	6.3	3.1	100.0
1989	11.2	79.2	6.4	3.2	100.0
1990	11.2	79.1	6.6	3.1	100.0
1991	11.1	79.1	6.6	3.2	100.0
1992	11.2	78.8	6.6	3.4	100.0
1993	11.2	78.7	6.7	3.4	100.0
1994	11.5	77.7	7.5	3.3	100.0
1995	11.8	77.5	7.7	3.0	100.0
1996	11.9	76.2	7.9	4.0	100.0
1997	12.0	75.4	8.3	4.3	100.0
1998	12.4	74.6	8.7	4.3	100.0
1999	12.6	73.7	9.1	4.6	100.0
2000	12.6	73.2	9.5	4.7	100.0
2001	12.6	73.0	9.8	4.6	100.0
2002	12.4	72.9	10.1	4.6	100.0
2003	12.2	71.5	10.7	5.6	100.0
2004	12.2	71.1	11.0	5.7	100.0
2005	12.3	70.7	11.0	6.0	100.0
2006	12.4	70.0	11.5	6.1	100.0
2007	12.5	69.4	12.0	6.1	100.0

Source: Authors' analysis of CEPR extract of the Current Population Survey Outgoing Rotation Group.



**TABLE 7C**  
**Distribution of Total Male Workforce by Race or Ethnicity, 1979-2007 (Percent)**

	Black	White	Hispanic	Other	Overall
1979	8.5	84.4	5.0	2.1	100.0
1980	8.3	84.2	5.4	2.1	100.0
1981	8.2	83.9	5.7	2.2	100.0
1982	8.1	84.0	5.6	2.3	100.0
1983	8.3	83.7	5.6	2.4	100.0
1984	8.6	83.2	5.7	2.5	100.0
1985	8.7	81.9	6.8	2.6	100.0
1986	8.8	81.3	7.2	2.7	100.0
1987	9.0	80.7	7.6	2.7	100.0
1988	9.0	80.1	7.9	3.0	100.0
1989	9.1	79.8	8.1	3.0	100.0
1990	9.1	79.7	8.3	2.9	100.0
1991	9.1	79.4	8.3	3.2	100.0
1992	9.0	79.2	8.5	3.3	100.0
1993	9.1	79.0	8.7	3.2	100.0
1994	9.2	77.7	9.8	3.3	100.0
1995	9.4	77.7	10.0	2.9	100.0
1996	9.3	76.4	10.3	4.0	100.0
1997	9.2	75.4	11.1	4.3	100.0
1998	9.4	74.9	11.3	4.4	100.0
1999	9.5	74.9	11.3	4.3	100.0
2000	9.6	74.1	11.8	4.5	100.0
2001	9.6	73.8	11.9	4.7	100.0
2002	9.6	73.7	12.0	4.7	100.0
2003	9.2	71.1	14.2	5.5	100.0
2004	9.1	70.6	14.5	5.8	100.0
2005	9.3	70.0	14.9	5.8	100.0
2006	9.3	69.3	15.4	6.0	100.0
2007	9.5	68.8	15.7	6.0	100.0

Source: Authors' analysis of CEPR extract of the Current Population Survey Outgoing Rotation Group.

**TABLE 8A**  
**Relative Representation in Union Workforce, by Race or Ethnicity, 1983-2007**  
 (Representation among unions / representation total workforce)

	Black	White	Hispanic	Other	Overall
1979	.	.	.	.	.
1980	.	.	.	.	.
1981	.	.	.	.	.
1982	.	.	.	.	.
1983	1.49	0.94	1.12	0.92	1.00
1984	1.48	0.94	1.13	0.96	1.00
1985	1.45	0.94	1.10	0.92	1.00
1986	1.45	0.94	1.05	1.00	1.00
1987	1.43	0.94	1.04	0.97	1.00
1988	1.48	0.94	0.99	1.00	1.00
1989	1.49	0.95	0.95	0.94	1.00
1990	1.43	0.95	0.95	0.97	1.00
1991	1.44	0.94	1.03	1.00	1.00
1992	1.46	0.94	1.00	0.94	1.00
1993	1.45	0.95	0.99	0.88	1.00
1994	1.43	0.95	0.95	1.03	1.00
1995	1.44	0.95	0.94	1.00	1.00
1996	1.40	0.96	0.95	0.88	1.00
1997	1.39	0.97	0.91	0.86	1.00
1998	1.38	0.97	0.90	0.88	1.00
1999	1.35	0.97	0.90	0.89	1.00
2000	1.35	0.97	0.91	0.85	1.00
2001	1.34	0.98	0.89	0.85	1.00
2002	1.37	0.97	0.86	0.89	1.00
2003	1.35	0.98	0.87	0.93	1.00
2004	1.27	0.99	0.85	0.95	1.00
2005	1.28	0.99	0.88	0.92	1.00
2006	1.30	0.99	0.85	0.88	1.00
2007	1.27	1.00	0.84	0.92	1.00

Source: Authors' analysis of CEPR extract of the Current Population Survey Outgoing Rotation Group.

**TABLE 8B**  
**Relative Representation of Females in Union Workforce, by Race or Ethnicity, 1983-2007**  
 (Representation among unions / representation total workforce)

	Black	White	Hispanic	Other	Overall
1979	.	.	.	.	.
1980	.	.	.	.	.
1981	.	.	.	.	.
1982	.	.	.	.	.
1983	1.62	0.91	1.17	1.12	1.00
1984	1.60	0.91	1.12	1.19	1.00
1985	1.61	0.91	1.07	1.04	1.00
1986	1.59	0.91	1.11	1.17	1.00
1987	1.59	0.91	1.03	1.10	1.00
1988	1.61	0.91	1.00	1.16	1.00
1989	1.62	0.91	1.00	1.06	1.00
1990	1.50	0.93	0.97	1.16	1.00
1991	1.50	0.92	1.14	1.06	1.00
1992	1.55	0.92	1.00	1.09	1.00
1993	1.53	0.92	1.04	1.03	1.00
1994	1.46	0.93	0.99	1.06	1.00
1995	1.52	0.92	0.99	1.07	1.00
1996	1.45	0.93	1.03	0.93	1.00
1997	1.46	0.94	0.95	0.95	1.00
1998	1.39	0.94	0.98	0.98	1.00
1999	1.34	0.95	0.93	1.04	1.00
2000	1.38	0.95	0.94	0.87	1.00
2001	1.37	0.95	0.94	0.91	1.00
2002	1.40	0.95	0.89	0.96	1.00
2003	1.37	0.95	0.93	0.96	1.00
2004	1.27	0.97	0.93	0.95	1.00
2005	1.29	0.96	0.95	0.97	1.00
2006	1.30	0.96	0.91	1.00	1.00
2007	1.22	0.98	0.88	1.00	1.00

Source: Authors' analysis of CEPR extract of the Current Population Survey Outgoing Rotation Group.

**TABLE 8C**  
**Relative Representation of Males in Union Workforce, by Race or Ethnicity, 1983-2007**  
 (Representation among unions / representation total workforce)

	Black	White	Hispanic	Other	Overall
1979	.	.	.	.	.
1980	.	.	.	.	.
1981	.	.	.	.	.
1982	.	.	.	.	.
1983	1.45	0.96	1.05	0.87	1.00
1984	1.43	0.95	1.11	0.88	1.00
1985	1.38	0.95	1.10	0.88	1.00
1986	1.41	0.96	1.01	0.85	1.00
1987	1.37	0.96	1.01	0.96	1.00
1988	1.44	0.96	0.95	0.87	1.00
1989	1.42	0.97	0.90	0.87	1.00
1990	1.41	0.97	0.90	0.93	1.00
1991	1.43	0.96	0.94	0.94	1.00
1992	1.42	0.96	0.98	0.82	1.00
1993	1.41	0.97	0.93	0.78	1.00
1994	1.43	0.96	0.94	0.94	1.00
1995	1.40	0.97	0.89	0.97	1.00
1996	1.40	0.98	0.87	0.82	1.00
1997	1.37	0.99	0.86	0.79	1.00
1998	1.41	0.98	0.85	0.80	1.00
1999	1.38	0.98	0.87	0.81	1.00
2000	1.35	0.99	0.87	0.82	1.00
2001	1.33	0.99	0.84	0.83	1.00
2002	1.35	0.99	0.83	0.89	1.00
2003	1.36	1.00	0.83	0.89	1.00
2004	1.32	1.01	0.81	0.91	1.00
2005	1.29	1.01	0.83	0.88	1.00
2006	1.31	1.02	0.79	0.83	1.00
2007	1.31	1.01	0.81	0.88	1.00

Source: Authors' analysis of CEPR extract of the Current Population Survey Outgoing Rotation Group.

**TABLE 9**  
**Relative Representation in Manufacturing, by Race or Ethnicity, 1979-2007**  
 (Representation among manufacturing workers / representation total workforce)

	Black	White	Hispanic	Other	Overall
1979	1.01	0.99	1.28	0.82	1.00
1980	0.98	0.99	1.24	1.00	1.00
1981	1.00	0.99	1.25	0.91	1.00
1982	0.98	0.99	1.25	0.92	1.00
1983	1.00	0.99	1.15	1.00	1.00
1984	1.01	0.99	1.17	1.04	1.00
1985	0.99	0.98	1.22	1.00	1.00
1986	1.00	0.98	1.20	1.04	1.00
1987	0.99	0.98	1.17	1.10	1.00
1988	0.97	0.99	1.15	1.00	1.00
1989	0.98	0.99	1.15	1.03	1.00
1990	0.99	0.99	1.16	0.97	1.00
1991	1.00	0.99	1.12	1.06	1.00
1992	1.01	0.99	1.13	1.00	1.00
1993	0.97	0.99	1.13	1.03	1.00
1994	0.95	0.99	1.14	1.03	1.00
1995	0.95	0.99	1.13	1.03	1.00
1996	0.95	0.99	1.09	1.13	1.00
1997	0.94	0.98	1.12	1.16	1.00
1998	0.93	0.99	1.09	1.09	1.00
1999	0.94	0.99	1.09	1.07	1.00
2000	0.90	0.99	1.13	1.11	1.00
2001	0.86	0.99	1.14	1.11	1.00
2002	0.89	1.00	1.09	1.09	1.00
2003	0.87	0.99	1.10	1.16	1.00
2004	0.87	0.99	1.12	1.09	1.00
2005	0.90	0.99	1.09	1.08	1.00
2006	0.85	1.00	1.07	1.07	1.00
2007	0.85	1.01	1.04	1.05	1.00

Source: Authors' analysis of CEPR extract of the Current Population Survey Outgoing Rotation Group.

**TABLE 10**  
**Relative Representation in Auto Manufacturing, by Race or Ethnicity, 1979-2007**  
 (Representation among auto workers / representation in total workforce)

	Black	White	Hispanic	Other	Overall
1979	1.63	0.97	0.66	0.27	1.00
1980	1.27	1.01	0.61	0.45	1.00
1981	1.51	0.99	0.55	0.39	1.00
1982	1.45	1.00	0.50	0.42	1.00
1983	1.54	0.98	0.65	0.50	1.00
1984	1.69	0.96	0.70	0.46	1.00
1985	1.42	0.99	0.67	0.42	1.00
1986	1.49	0.99	0.67	0.50	1.00
1987	1.27	1.00	0.86	0.48	1.00
1988	1.42	1.00	0.65	0.48	1.00
1989	1.47	1.00	0.55	0.52	1.00
1990	1.31	1.02	0.60	0.52	1.00
1991	1.30	1.02	0.61	0.47	1.00
1992	1.32	1.02	0.67	0.35	1.00
1993	1.30	1.02	0.64	0.52	1.00
1994	1.39	1.00	0.58	0.84	1.00
1995	1.21	1.03	0.63	0.63	1.00
1996	1.35	1.02	0.48	0.90	1.00
1997	1.50	1.01	0.48	0.84	1.00
1998	1.23	1.02	0.68	0.79	1.00
1999	1.34	1.03	0.54	0.64	1.00
2000	1.33	1.04	0.52	0.65	1.00
2001	1.32	1.03	0.59	0.79	1.00
2002	1.27	1.03	0.59	0.85	1.00
2003	1.29	1.06	0.50	0.75	1.00
2004	1.29	1.05	0.59	0.82	1.00
2005	1.50	1.00	0.58	0.97	1.00
2006	1.31	1.05	0.56	0.83	1.00
2007	1.71	1.07	0.55	0.93	1.00

Source: Authors' analysis of CEPR extract of the Current Population Survey Outgoing Rotation Group.