



Briefing Paper

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The Women of New Orleans and the Gulf Coast: Multiple Disadvantages and Key Assets for Recovery Part II. Gender, Race, and Class in the Labor Market

Part 2 of a 2-Part Series

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The entire country watched in shock as Hurricanes Katrina and Rita hit the Gulf Coast, bringing flooding and destruction to the region. The devastation to many victims' lives, however, was caused by more than the physical damage brought by the hurricanes and the neglect and ill-preparedness of federal and state governments to prevent and respond to this tragic event. The hurricanes uncovered America's longstanding structural inequalities based on race, gender, and class and laid bare the consequences of ignoring these underlying inequalities. Many of those affected were already living on the edge, one health problem, job cutback, or cold winter away from going under financially. Hurricanes Katrina and Rita pushed these people well beyond the edge, leaving them without house, home, or employment, and for many, family and friend support networks. Now at the one-year anniversary of the disaster, nearly half of those who were dislocated by Hurricane Katrina have not yet returned, and the rebuilding process has barely begun. This Briefing Paper is the second in a two-part series addressing the multiple disadvantages experienced by women, particularly women of color, in the areas hit by Katrina and Rita and in the areas in which many are now living. In Part 1, we discussed poverty among women and people of color in the Gulf Coast region and in the South more generally. In Part 2 we present data from before and after the storms, examine women's role in the labor market in some detail prior to the hurricanes, and offer policy recommendations for reincorporating women into the workforce during and after the rebuilding period. Like women elsewhere, women in this region participate in the labor force in large numbers and are the vast majority of teachers, nurses, and sales and office workers. Women's labor can provide a key asset for recovery, whether in their temporary communities or in their old or new homes.

As the nation grapples with rebuilding the Gulf Coast region, it is critical that we understand the ways in which race and gender compound social and economic inequality, limiting opportunity and keeping the nation from reaching its full potential. Effective redevelopment strategies require the full economic participation of women. Women are both primary caretakers in most families and substantial earners in many. Women in the three metropolitan areas most affected by the storms face longstanding and complex disadvantages. They earn far less than

white men and face pervasive wage discrimination and job segregation based on both race and gender. Louisiana, Mississippi, and Texas rank in the bottom ten among all states in the nation on many indicators of women's economic status calculated by the Institute for Women's Policy Research (IWPR). Women in the affected metropolitan areas of New Orleans, Biloxi-Gulfport-Pascagoula, and Beaumont-Port Arthur are more likely than men to live in poverty, to raise children on their own, and to hold low-paying jobs (see Gault et al. 2005). At the same

time, women in the region, like women elsewhere, are disproportionately employed in the “helping” professions such as nursing and teaching, providing care and services essential to getting the region back on its feet.

This Briefing Paper presents recent data from federal government sources on employment and earnings for women and people of color in New Orleans and the Gulf Coast region in Louisiana, Mississippi, and Texas before the hurricanes hit and presents some of the limited data available post-hurricane. For New Orleans, data are generally available for both the city alone and the larger metropolitan statistical area (MSA). This paper also includes data for the cities and metropolitan areas to which many of the hurricane victims headed and draws upon IWPR’s series of reports on the status of women in all 50 states and the District of Columbia (Werschkul and Williams 2004).

ABOUT EMPLOYMENT DATA

There are multiple ways to measure employment and the definition of employment can also vary among different data sources. The most commonly used measures are the labor force participation rate and the unemployment rate. In this paper, these rates are calculated for the civilian population age 16 and older, not living in institutions, such as shelters, hotels, dormitories, or prisons.

The labor force is the sum of the employed and unemployed civilian noninstitutional population. To be considered unemployed, a person must be actively looking for work. The labor force does not include those who are not looking for work. The unemployment rate is the number of unemployed workers (those looking for work) divided by the total labor force (the sum of employed plus unemployed workers).

The labor force participation rate is the total number of workers, both employed and unemployed, divided by the total civilian noninstitutional population. During the past 40 years, women’s labor force participation has increased dramatically. Changes in the labor force participation rate, like changes in unemployment, are also indicators of the health of the economy. In economic recessions and natural disasters, the unemployment rate generally rises and the labor force participation rate generally falls.

Most of the data on the Gulf Coast region presented here are taken from the Census Bureau’s American Community Survey (ACS) because it enables disaggregation by race and gender for cities and metropolitan areas. Other data come from the Decennial Census and some are from the Current Population Survey. All are federal government data sources.

Post-Katrina Data From the Current Population Survey and the American Community Survey

According to the monthly Employment Situation news releases by the Bureau of Labor Statistics (BLS), the number of people dislocated by Hurricane Katrina was estimated at a high of 1.245 million evacuees age 16 and older in January 2006, when about half (46.2 percent) had returned to their homes.¹ In July, the BLS identified somewhat fewer people who had ever relocated because of Katrina, 1.149 million, of whom 673,000, or 58.6 percent had returned to their former residences. Among the individuals who had returned home by July, only 59.9 percent were in the labor force, compared with the national average of 66.8 percent. The unemployment rate in July among returned evacuees was very

low at 4.2 percent, compared with the national unemployment rate of 4.8 percent (perhaps because of the depressed labor force participation of returnees—many are not even looking for work). At the same time, BLS estimates that 476,000 or nearly half a million people 16 and older displaced by Hurricane Katrina were still unable to return home 11 months after the disaster. Among the evacuees who had not returned to their homes by July of 2006, a slightly smaller share was in the labor force, for a labor force participation rate of 58.5 percent, but a considerably higher proportion were unemployed—fully 23.0 percent or 64,000 were actively looking for work. Overall, for all working age people displaced by the hurricanes, the unemployment rate continues to be very high at 11.9 percent as of July 2006.

The Census Bureau has also recently released county-level data from the American Community

¹ To view the BLS Employment Situation, please go to http://www.bls.gov/schedule/archives/empsit_nr.htm. It is important to note that the BLS estimates of evacuees do not include people residing in shelters, hotels, places of worship, or other such units outside the purview of the Current Population Survey (CPS), from which these data are drawn.

TABLE 1:
Before and After the Storms: Changing Characteristics in Three
Geographic Areas, 2005, ACS Data

	Before	After	Difference	Percent Increase/Decrease
New Orleans MSA				
Population	1,190,615	723,830	-466,785	-39.2%
% Black (not Hispanic)	35.8%	21.1%		
Number Black	426,240	152,728	-273,512	-64.2%
Households	492,912	285,106	-207,806	-42.2%
Families	317,928	183,893	-134,035	-42.2%
% Single mother families	10.3%	5.9%		
Number single mother families	50,770	16,821	-33,949	-66.9%
% Female householders poor	35.0%	18.3%		
Number poor single mother families ^a	17,769	3,078	-14,691	-82.7%
Total % poor	14.0%	8.5%		
Total number poor	44,510	15,631	-28,879	-64.9%
Occupied housing units	492,912	285,106	-207,806	-42.2%
% Owner occupied	64.0%	73.2%		
Number owner occupied	315,464	208,698	-106,766	-33.8%
% Renter occupied	36.0%	26.8%		
Number renter occupied	113,567	55,931	-57,636	-50.8%
Population 16+	933,249	574,934	-358,315	-38.4%
Number employed	547,842	299,534	-248,308	-45.3%
Females 16+ population	506,520	307,974	-198,546	-39.2%
% Employed	54.6%	46.0%		
Number employed	276,560	141,668	-134,892	-48.8%
Males 16+ population	426,729	266,960	-159,769	-37.4%
% Employed	63.6%	59.1%		
Number employed	271,282	157,866	-113,416	-41.8%
South Planning and Development District, Mississippi^b				
Population 16+	541,166	478,779	-62,387	-11.5%
Number employed	298,182	251,838	-46,345	-15.5%
Number of households	278,288	240,994	-37,294	-13.4%
% with Food Stamps	9.4%	33.2%		
Number with Food Stamps	26,159	80,010	53,851	206%
% With cash public assistance income	1.7%	7.8%		
Number with cash public assistance income	4,731	18,798	14,067	297%
Owner occupied units	203,559	165,011	-38,548	-18.9%
Jefferson County, Texas^c				
Population ^d	215,450	210,038	-5,412	-2.5%
Number employed ^d	94,418	90,542	-3,876	-4.1%

Notes:

a To estimate the number of poor single mother families, IWPR applied the percentage poor for all female householders to those with children.

b 15-county area including Jackson and Harrison Counties, which include Biloxi, Gulfport, and Pascagoula.

c Includes Beaumont and Port Arthur.

d Changes not statistically significant at the 10% level.

Source: U.S. Census Bureau, American Community Survey Special Product, 2005. Compiled by the Institute for Women's Policy Research.

Survey (ACS) that begins to paint a picture of some of the changes that have occurred in the Gulf Coast region since the hurricanes.² The data compare findings from monthly surveys conducted in the first eight months of 2005 with those from the last four months of the year, after the hurricanes hit. In the New Orleans MSA, for example, the data confirm many popular perceptions. Population size has fallen by about 40 percent (from 1,190,600 to 723,800). The population has become more white, less Black, higher income, and more likely to own their own home (see Table 1). Apparently, poorer people have simply been less able (or willing) to return. According to the ACS, mean household income rose by nearly \$9,000 between the pre- and post-Hurricane months, to \$64,122, and average household earnings rose by nearly \$7,000. The proportion of households owning their own home grew approximately 9 percentage points (from 64 percent to 73 percent). At the same time, the proportion of families with income below the poverty rate fell from 14.0 percent to 8.5 percent of all families. Poor families with female householders (no spouse present) especially disappeared. The proportion of such families who were in the MSA before Hurricane Katrina and were poor was 35.0 percent; after Katrina, only 18.3 percent of such families were poor.

While it might be tempting to think that perhaps the same families simply became richer, there has clearly been a population shift. Before Katrina, 35.8 percent of the New Orleans metropolitan area population was Black (and not Hispanic) and after Katrina, with its smaller population, only 21.1 percent are Black. The number of Blacks fell from approximately 426,000 to 153,000. (Thus, while the overall population fell about 40 percent, the black population fell about 65 percent.) The share of female single parents in the population fell from 10.3 percent of all households to just 5.9 percent, or from about 51,000 female single parents to about 17,000. The number of poor single mothers fell from about 18,000 before the storm to 3,000 after the storm, a drop of 83 percent. The number of renters fell by about 1/2 while the number of owners fell by about 1/3.

At the same time that a smaller share of families in the area is poor in the New Orleans MSA, use of food stamps and cash assistance increased; food stamp usage for example almost quadrupled, from 10.3 percent of the population before the storms to 38.6 percent after the storms. In the 15 affected Mississippi counties identified by FEMA, which include the Biloxi-Gulfport-Pascagoula area, the share of the population using Food Stamps also quadrupled (to 33 percent) and the share receiving cash assistance more than quadrupled (to 7.8 percent). The number of households receiving food stamps grew by 54,000 and those receiving cash assistance by 19,000 between the pre- and post-Katrina periods. The changes observed in indicators such as these in Jefferson County, where the Beaumont-Port Arthur MSA is located, were not statistically significant.

A before- and after-Katrina look at the labor market in the New Orleans MSA also shows some dramatic changes. Whereas in the first eight months of 2005 (before Katrina), the majority of the employed

workforce in the metropolitan area was female (50.5 percent), in the four months after Katrina, the smaller workforce was now majority male (52.7 percent). The number of employed women fell from approximately 277,000 to 142,000, while the number of employed men fell somewhat less from 271,000 to 158,000 (see Table 1). The number of workers employed in hotel and food services (including arts, entertainment, and recreation) has fallen dramatically from about 63,000 to 20,000, a drop of about 68 percent compared with an overall drop in employment of about 45 percent. Men's earnings rose from \$40,109 to \$43,055 annually for the median full-time, year-round worker, while women's median earnings fell from \$30,264 before the storm to \$28,932 after the storm (these changes however fall within the margin of error and are not statistically significant).

The employed workforce in the South Planning and Development District of Mississippi, which includes the Biloxi-Gulfport-Pascagoula MSA, also declined post-Katrina, but by a smaller share, about 16 percent (from about 298,000 before Katrina to about 252,000 after Katrina) compared with a population drop of about 12 percent in the District. Although the gender differences are not statistically significant, women's employment appears to have fallen by 2 percentage points more than men's (16.6 percent for women versus 14.6 percent for men). The employed workforce in Jefferson County, Texas (which includes Beaumont-Port Arthur, which was damaged by Hurricane Rita) fell about 4 percent, or nearly 4,000 workers, but the drop was not statistically significant. In addition, the ACS found that the number of men employed actually increased 5 percent while the number of women employed fell 14 percent. (A larger sample survey would be needed to confirm the size of these changes in these two geographic areas.)

² To view the ACS data, please go to http://www.census.gov/acs/www/Products/Profiles/gulf_coast/index.htm. Like the CPS, in 2005 the ACS did not collect data from people not residing in households. Also, the ACS is designed to produce annual estimates using a full 12 months of data. In this special product, released June 7, 2005, the Census Bureau released 8-month and 4-month estimates (annualizing the data for both time periods) in order to shed light on changes due to the storms. The population estimates are not official and the sampling errors are generally larger than for the 12-month estimates.

DEMOGRAPHICS OF NEW ORLEANS AND THE GULF COAST REGION BEFORE THE STORMS

Approximately 1,314,000 people occupied the New Orleans metropolitan area in 2004, 52.4 percent of whom were women of all races and 37.8 percent of whom were Black women and men (Table 2). Approximately a third of the 1.3 million people in the broader New Orleans metropolitan area lived in the city of New Orleans (444,515), which was slightly more female than the region as a whole (53.5 percent), slightly younger, and considerably more Black (67.7 percent).

About 364,000 people lived in the Biloxi-Gulfport-Pascagoula metropolitan area in Mississippi and more than 366,000 lived in the Beaumont-Port Arthur metropolitan area of Texas. In both areas women made up more than half the population, at 51.0 percent in Biloxi-Gulfport-Pascagoula and 51.8 percent in Beaumont-Port Arthur. Black women and men were 22.9 and 24.3 percent of the population in those areas, about double the national share but considerably less than in New Orleans.

Throughout the affected areas, Black women made up a much higher proportion of the population compared with the nation as a whole, comprising 37.5 percent of the population in the city of New Orleans (or nearly six times their national share), 20.9 percent in the broader New Orleans metropolitan area, 12.9 percent in Beaumont-Port Arthur, TX, and 12.5 percent in Biloxi-Gulfport-Pascagoula, MS, compared with 6.5 percent nationally.

TABLE 2:

Women and Men in the New Orleans Metropolitan Area, New Orleans City, the Gulf Coast, and the United States, 2004, ACS Data

	New Orleans, LA MSA ^a	New Orleans City, LA ^a	Biloxi-Gulfport- Pascagoula, MS MSA	Beaumont-Port Arthur, TX MSA	United States
Total Population	1,313,694	444,515	363,966	366,244	285,691,501
Number of Women	687,820	237,887	185,587	189,737	145,908,683
Median Age of Women	37.0	36.7	37.6	40.4	37.4
Median Age of Men	35.0	32.8	36.0	35.3	35.0
Median Household Income (2004 dollars)	\$37,246	\$31,369	\$36,812	\$40,094	\$44,684
Distribution by Gender, Race and Ethnicity					
Percent Female	52.4%	53.5%	51.0%	51.8%	51.1%
Percent White Women	27.2%	12.9%	37.0%	32.6%	34.3%
Percent Black Women	20.9%	37.5%	12.5%	12.9%	6.5%
Percent Hispanic Women	2.4%	N/A	N/A	4.3%	6.9%
Percent Other Women	1.9%	N/A	N/A	2.0%	3.4%
Percent Male	47.6%	46.5%	49.0%	48.2%	48.9%
Percent White Men	26.2%	12.9%	36.4%	30.8%	33.0%
Percent Black Men	17.2%	30.4%	10.4%	11.5%	5.6%
Percent Hispanic Men	2.4%	N/A	N/A	4.4%	7.3%
Percent Other Men	1.8%	N/A	N/A	1.5%	3.0%
Percent Women and Men	100.0%	100.0%	100.0%	100.0%	100.0%
Percent White	53.4%	25.8%	73.5%	63.5%	67.3%
Percent Black	37.8%	67.7%	22.9%	24.3%	12.0%
Percent Hispanic ^b	4.9%	3.2%	2.5%	8.7%	14.2%
Percent Other	3.9%	3.3%	1.1%	3.5%	6.6%

Notes:

^a Data from the American Community Survey are available by Metropolitan Statistical Areas (MSAs) and by Places (including Cities). An MSA is a geographic entity defined by the federal Office of Management and Budget for use by federal statistical agencies, based on the concept of a core area with a large population nucleus, plus adjacent communities having a high degree of economic and social integration with that core. A Place is defined as a concentration of population either legally bounded as an incorporated place, or identified as a Census Designated Place (CDP).

^b Hispanics may be of any race or two or more races. Racial categories (Whites, Blacks) do not include Hispanics.

Source: U.S. Census Bureau, American Community Survey, 2004. Compiled by the Institute for Women's Policy Research.

Overview of Basic Labor Force Data³ in New Orleans and the Gulf Coast Region: Participation, Unemployment, and Earnings

NEW ORLEANS

Prior to Hurricane Katrina, women in the New Orleans area, like their national counterparts, had high labor force participation rates, but nevertheless earned substantially less than men. Neither their earnings nor their participation rates have yet caught up to men's. In both the city of New Orleans and the MSA, nearly 59 percent of women participated in the labor force, compared with about 68 percent of men in New Orleans city and 73 percent in the New Orleans MSA (Table 3). Participation rates differed by race and ethnicity, with Black women generally more likely to work (or look for work) than white women, in both the city of New Orleans and the broader MSA, reflecting national trends. In this region as in the nation, Hispanic women were substantially less likely to be working or seeking work. Only 55 percent of Hispanic women in the New Orleans MSA were in the labor force, slightly less than nationally. In contrast, Hispanic men have the highest labor force participation rate of all groups (84 percent), while Black men participate at slightly lower rates than white men.

In 2004, prior to the storms, 11.3 percent of women and 12.4 percent of men in the city of New Orleans were unemployed, substantially higher than the national rates (see Table 3). In the New Orleans MSA, unemployment rates were lower for both women and men, at 8.3 and 7.7 percent, respectively, somewhat above the national rates. The economic bad news was generally concentrated in the city. Black women were more than twice as likely to be unemployed as white women in the city of New Orleans, at 13.6

percent compared with 6.3 percent. In the New Orleans MSA, data from the ACS show that white women's unemployment, at 4.8 percent was substantially below the national rate. Hispanic women had a strikingly low rate of unemployment at 1.6 percent, much lower than their rate nationally. Black men's unemployment rate in the city of New Orleans was even higher than Black women's, at 17.8 percent.

Like much of the South, the New Orleans area is a relatively low-wage area. Both women and men earn less in New Orleans city and MSA than their national counterparts. Median annual earnings for all women, who worked full-time, year-round were \$24,494 in the city of New Orleans and \$25,978 in the metropolitan area (compared with \$31,374 nationally; Table 3 and Figure 1). Black women in the city of New Orleans were especially poorly paid. Those who worked full-time, year-round earned barely more than half what white women earned (median annual earnings of \$19,951 compared with \$36,445 for white women). And compared with Black women nationally, who earned \$28,581, Black women in the city of New Orleans earned only 70 percent (Table 3). In the broader MSA, women's earnings were somewhat more equal across race and ethnicity. Black women earned \$20,798 compared with \$24,043 for Hispanic women and \$29,385 for white women. While Black and white women did less well than their national counterparts, Hispanic women earned about the same.

Among men (as with women), the lower earnings for all men, as shown in Table 3, are due almost entirely to the low earnings of Black men. Like white women, white men in New Orleans city and MSA out earn white men nationally. Hispanic men also do better in the MSA than nationally. Black men, in the city of New Orleans, however, like Black women, are especially low-paid compared with both whites in New Orleans and Blacks nationally.

³ Labor force data presented in the remainder of the paper pertain to the pre-Katrina and pre-Rita period. Detailed data about earnings and occupations disaggregated by gender and race/ethnicity are not available for the post-Katrina period. Moreover, the BLS plans to discontinue its monthly survey of Katrina evacuees as of October 2006, when the special Katrina-related questions on the monthly Current Population Survey will have been asked for one year. This is unfortunate because it is the only reasonably comprehensive source of information about evacuees, both those who have returned and those who have not. And the data so far show that little has changed for them in the past year; 41.4 percent have still not returned to their former homes and these evacuees in particular continue to face high unemployment rates. While the ACS can provide information about the geographic areas affected by the hurricanes, it does not distinguish those who were dislocated from those who were not and it provides no information about those who have not returned to the area.

TABLE 3.**Basic Labor Force Data in New Orleans: Employment, Unemployment, and Earnings for Men and Women Ages 16 and Older, 2004, ACS Data^a**

Race/ Ethnicity	Indicators	New Orleans MSA		New Orleans city		United States, ACS		United States, CPS ^c	
		Women	Men	Women	Men	Women	Men	Women	Men
All	Total Number Labor Force	317,270	345,211	109,588	103,576	67,160,975	77,559,334	68,421,000	78,980,000
	Total Number Employed	290,805	318,492	97,170	90,742	62,226,143	72,033,317	64,728,000	74,524,000
	Labor Force Participation Rate	58.7%	73.2%	58.7%	67.7%	58.9%	73.2%	59.2%	73.3%
	Percent Unemployed	8.3%	7.7%	11.3%	12.4%	7.3%	7.1%	5.4%	5.6%
	Median Annual Earnings, 2004	\$25,978	\$37,473	\$24,494	\$30,014	\$31,374	\$41,194	\$31,223	\$40,798
	Earnings as a Percentage of Non-Hispanic White Men's, 2004	55.8%	80.5%	53.9%	66.0%	68.8%	90.4%	68.6%	89.6%
White (Non-Hispanic or Latino)	Total Number Labor Force	164,734	203,845	29,156	34,897	46,726,276	54,117,905	48,017,000	55,186,000
	Total Number Employed	156,785	194,791	27,329	33,500	44,014,451	50,910,787	45,975,000	52,593,000
	Labor Force Participation Rate	56.1%	73.6%	57.9%	70.7%	58.7%	72.7%	59.3%	73.0%
	Percent Unemployed	4.8%	4.4%	6.3%	4.0%	5.8%	5.9%	4.3%	4.7%
	Median Annual Earnings, 2004	\$29,385	\$46,530	\$36,445	\$45,454	\$32,678	\$45,573	\$32,486	\$45,542
	Earnings as a Percentage of Non-Hispanic White Men's, 2004	63.2%	100.0%	80.2%	100.0%	71.7%	100.0%	71.3%	100.0%
Black (Non-Hispanic or Latino)	Total Number Labor Force	124,862	109,325	73,014	58,975	8,691,361	7,610,715	8,607,000	7,479,000
	Total Number Employed	107,598	94,094	63,088	48,504	7,595,984	6,530,634	7,766,000	6,646,000
	Labor Force Participation Rate	62.0%	71.1%	58.3%	64.7%	62.8%	68.7%	61.6%	66.4%
	Percent Unemployed	13.8%	13.9%	13.6%	17.8%	12.6%	14.2%	9.8%	11.1%
	Median Annual Earnings, 2004	\$20,798	\$26,283	\$19,951	\$25,216	\$28,581	\$32,686	\$27,774	\$31,294
	Earnings as a Percentage of Non-Hispanic White Men's, 2004	44.7%	56.5%	43.9%	55.5%	62.7%	71.7%	61.0%	68.7%
Hispanic ^b	Total Number Labor Force	14,667	21,183	N/A	N/A	7,667,107	11,252,785	7,685,000	11,587,000
	Total Number Employed	14,435	20,173	N/A	N/A	6,876,292	10,365,982	7,098,000	10,832,000
	Labor Force Participation Rate	54.6%	83.8%	N/A	N/A	56.5%	79.3%	56.1%	80.4%
	Percent Unemployed	1.6%	4.9%	N/A	N/A	10.4%	7.9%	7.6%	6.5%
	Median Annual Earnings, 2004	\$24,043	\$29,385	N/A	N/A	\$24,030	\$26,749	\$23,444	\$26,679
	Earnings as a Percentage of Non-Hispanic White Men's, 2004	51.7%	63.2%	N/A	N/A	52.7%	58.7%	51.5%	58.6%

Notes:

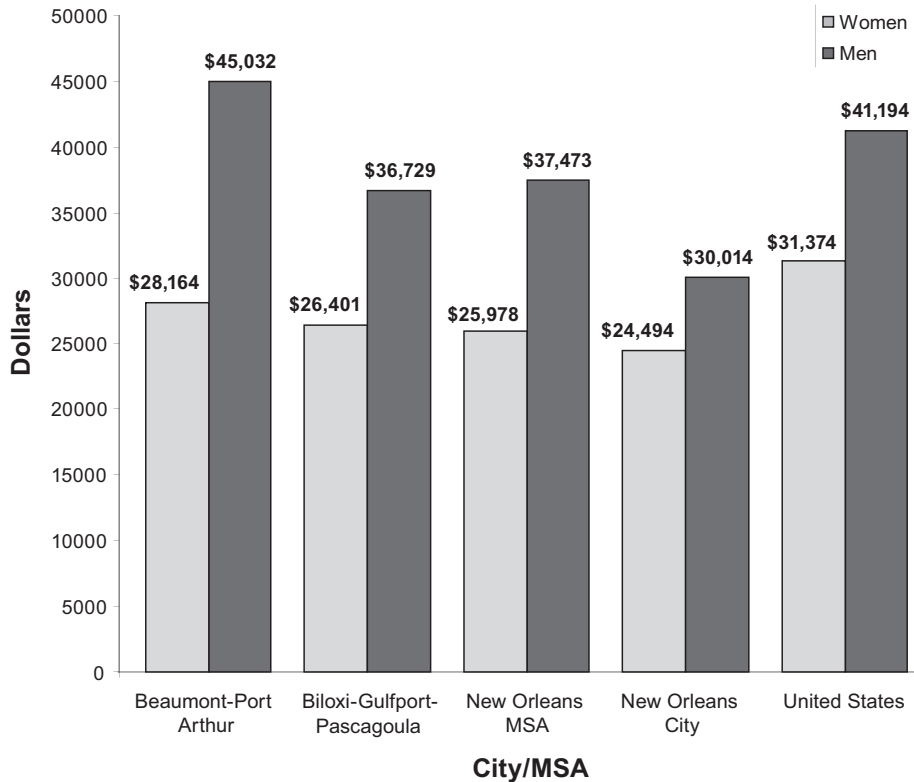
N/A=insufficient sample sizes.

^aData from the American Community Survey are available by Metropolitan Statistical Areas (MSAs) and by Places (including Cities). An MSA is a geographic entity defined by the federal Office of Management and Budget for use by federal statistical agencies, based on the concept of a core area with a large population nucleus, plus adjacent communities having a high degree of economic and social integration with that core. A Place is defined as a concentration of population either legally bounded as an incorporated place, or identified as a Census Designated Place (CDP).

^bHispanics may be of any race or two or more races.

^cTypically, the Current Population Survey (CPS) is used to describe the employment situation in the United States. However, the CPS does not provide data by both sex and race/ethnicity for metropolitan areas or cities. We use the American Community Survey to describe labor force participation, employment, and unemployment in the Gulf Coast region and provide a comparison of ACS and CPS data for the nation. While the ACS and CPS definitions of employment and unemployment are the same, it is important to note that the CPS asks a series of detailed follow-up questions about a person's employment situation, leaving less room for mis-categorization. The ACS, like the decennial Census, tends to underreport employment and overreport unemployment for this reason. For further discussion of the differences between ACS and CPS estimations of employment and unemployment, please go to <http://www.census.gov/hhes/www/laborfor/laborguidance082504.html>.

Source: U.S. Census Bureau, American Community Survey, 2004; Bureau of Labor Statistics, Current Population Survey, 2004 (unpublished). Compiled by the Institute for Women's Policy Research.

FIGURE 1.**Median Annual Earnings for Full-Time, Year-Round Workers, All Women and All Men, 2004**

Source: U.S. Census Bureau, American Community Survey, 2004. Compiled by the Institute for Women's Policy Research.

Women of color in New Orleans also earned far less than white men. Black women earned less than half of what white men earned, at 43.9 percent in the city and 44.7 percent in the larger MSA. The figures for New Orleans are also dramatically lower than the 62.7 percent of white men's earnings that Black women earn nationally. In the New Orleans MSA, Hispanic women earn only 51.7 percent of what white men earn, nearly the same share as they do nationally (52.7 percent; Table 3). As will be shown below, the very low earnings of Black women and men in New Orleans are at least partially accounted for by the limited range of occupations in which they work, especially when compared with whites. Some of the largest occupations for Black women and men are janitors and building cleaners, maids and housekeeping cleaners, and cooks; all are occupations that do not appear in the largest ten occupations for white women or men.

THE BROADER GULF COAST REGION

Unlike in New Orleans, women's employment status in the broader Gulf Coast Region did not always mimic national patterns prior to the hurricanes. Men in the region, however, still out earned women everywhere. In the Biloxi-Gulfport-Pascagoula MSA of Mississippi, women's and men's labor force participation rates were similar to rates in New Orleans and in the nation as a whole. About 56 percent of women were in the labor force, compared with 74 percent of men (see Table 4). In the Beaumont-Port Arthur MSA of Texas, while the rates were similar to the national rates for all races taken together, the rates for Black women were very much higher than the national average. Black women in Beaumont-Port Arthur were also

far more likely than white women to be in the labor force (71.3 percent compared with 51.1), and only slightly less likely to be in the labor force than men of either race (71.6 percent labor force participation for Black men and 71.8 percent for white men). In contrast, Black women in the Biloxi-Gulfport-Pascagoula area were less likely to participate in the labor force than white women (54.1 percent compared with 57.1 percent), whereas Black men were much more likely to participate than white men (84 percent compared with 71 percent).

As in New Orleans, unemployment rates were generally higher in the Biloxi-Gulfport-Pascagoula and Beaumont-Port Arthur areas than they were nationally before the storms hit. As in most places, however, Black women's unemployment was more severe than White women's. The ACS data in Table 4 show that Black women's unemployment rates

TABLE 4.**Basic Labor Force Data in the Gulf Region: Employment, Unemployment, and Earnings for Men and Women Ages 16 and Older, 2004, ACS Data^a**

Race/ Ethnicity	Indicators	New Orleans MSA		Beaumont-Port Arthur, TX MSA		Biloxi-Gulfport- Pascagoula, MS MSA		United States, ACS		United States, CPS ^c	
		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
All	Total Number Labor Force	317,270	345,211	80,768	94,124	80,049	98,058	67,160,975	77,559,334	68,421,000	78,980,000
	Total Number Employed	290,805	318,492	72,848	83,525	74,571	89,276	62,226,143	72,033,317	64,728,000	74,524,000
	Labor Force Participation Rate	58.7%	73.2%	55.5%	71.3%	56.3%	74.3%	58.9%	73.2%	59.2%	73.3%
	Percent Unemployed	8.3%	7.7%	9.8%	11.3%	6.8%	9.0%	7.3%	7.1%	5.4%	5.6%
	Median Annual Earnings, 2004	\$25,978	\$37,473	\$28,164	\$45,032	\$26,401	\$36,729	\$31,374	\$41,194	\$31,223	\$40,798
	Earnings as a Percentage of Non-Hispanic White Men's, 2004	55.8%	80.5%	61.7%	98.6%	71.9%	99.9%	68.8%	90.4%	68.6%	89.6%
White (Non-Hispanic or Latino)	Total Number in Labor Force	164,734	203,845	48,821	64,327	60,888	71,403	46,726,276	54,117,905	48,017,000	55,186,000
	Total Number Employed	156,785	194,791	44,719	59,721	57,201	64,264	44,014,451	50,910,787	45,975,000	52,593,000
	Labor Force Participation Rate	56.1%	73.6%	51.1%	71.8%	57.1%	71.0%	58.7%	72.7%	59.3%	73.0%
	Percent Unemployed	4.8%	4.4%	8.4%	7.2%	6.1%	10.0%	5.8%	5.9%	4.3%	4.7%
	Median Annual Earnings, 2004	\$29,385	\$46,530	\$29,620	\$45,675	\$27,004	\$36,742	\$32,678	\$45,573	\$32,486	\$45,542
	Earnings as a Percentage of Non-Hispanic White Men's, 2004	63.2%	100.0%	64.8%	100.0%	73.5%	100.0%	71.7%	100.0%	71.3%	100.0%
Black (Non-Hispanic or Latino)	Total Number in Labor Force	124,862	109,325	24,816	19,912	17,235	22,410	8,691,361	7,610,715	8,607,000	7,479,000
	Total Number Employed	107,598	94,094	22,021	14,217	15,444	20,767	7,595,984	6,530,634	7,766,000	6,646,000
	Labor Force Participation Rate	62.0%	71.1%	71.3%	71.6%	54.1%	83.9%	62.8%	68.7%	61.6%	66.4%
	Percent Unemployed	13.8%	13.9%	11.3%	28.6%	10.4%	7.3%	12.6%	14.2%	9.8%	11.1%
	Median Annual Earnings, 2004	\$20,798	\$26,283	\$21,552	\$40,030	N/A	N/A	\$28,581	\$32,686	\$27,774	\$31,294
	Earnings as a Percentage of Non-Hispanic White Men's, 2004	44.7%	56.5%	47.2%	87.6%	N/A	N/A	62.7%	71.7%	61.0%	68.7%
Hispanic ^b	Total Number in Labor Force	14,667	21,183	N/A	N/A	N/A	N/A	7,667,107	11,252,785	7,685,000	11,587,000
	Total Number Employed	14,435	20,173	N/A	N/A	N/A	N/A	6,876,292	10,365,982	7,098,000	10,832,000
	Labor Force Participation Rate	54.6%	83.8%	N/A	N/A	N/A	N/A	56.5%	79.3%	56.1%	80.4%
	Percent Unemployed	1.6%	4.9%	N/A	N/A	N/A	N/A	10.4%	7.9%	7.6%	6.5%
	Median Annual Earnings, 2004	\$24,043	\$29,385	N/A	N/A	N/A	N/A	\$24,030	\$26,749	\$23,444	\$26,679
	Earnings as a Percentage of Non-Hispanic White Men's, 2004	51.7%	63.2%	N/A	N/A	N/A	N/A	52.7%	58.7%	51.5%	58.6%

Notes:

N/A=insufficient sample sizes.

^aData from the American Community Survey are available by Metropolitan Statistical Areas (MSAs) and by Places (including Cities). An MSA is a geographic entity defined by the federal Office of Management and Budget for use by federal statistical agencies, based on the concept of a core area with a large population nucleus, plus adjacent communities having a high degree of economic and social integration with that core. A Place is defined as a concentration of population either legally bounded as an incorporated place, or identified as a Census Designated Place (CDP).

^bHispanics may be of any race or two or more races.

^cTypically, the Current Population Survey (CPS) is used to describe the employment situation in the United States. However, the CPS does not provide data by both sex and race/ethnicity for metropolitan areas or cities. We use the American Community Survey to describe labor force participation, employment, and unemployment in the Gulf Coast region and provide a comparison of ACS and CPS data for the United States. While the ACS and CPS subject definitions of employment and unemployment are the same, it is important to note that the CPS asks a series of detailed follow-up questions about a person's employment situation, leaving less room for mis-categorization. The ACS, like the decennial Census, tends to underreport employment and overreport unemployment for this reason. For further discussion of the differences between ACS and CPS estimations of employment and unemployment, please go to <http://www.census.gov/hhes/www/laborfor/laborguidance082504.html>.

Source: U.S. Census Bureau, American Community Survey, 2004; Bureau of Labor Statistics, Current Population Survey, 2004 (unpublished). Compiled by the Institute for Women's Policy Research.

exceeded white women's by three to four percentage points. For Black women, their rates were somewhat lower than in the New Orleans MSA and nationally, but for white women, their rates were higher in these other areas.

Median annual earnings for full-time, year-round women workers were much lower in the Gulf Coast Region than for women nationally (Figure 1). Earnings were \$26,401 for women in the Biloxi-Gulfport-Pascagoula area and \$28,164 for women in Beaumont-Port Arthur, compared with \$31,374 for women nationally (Table 4). Both white and Black women earn less in these areas: white women in Beaumont-Port Arthur earned \$29,620 compared with \$32,678 nationally, and Black women earned \$21,552 compared with \$28,581 nationally. White women in Biloxi-Gulfport-Pascagoula also experienced lower earnings than their national counterparts, at \$27,004 (data for Black women's earnings in Biloxi-Gulfport-Pascagoula were not available due to small sample sizes).

Women in Biloxi-Gulfport-Pascagoula and Beaumont-Port Arthur, like women in New Orleans and the nation as a whole, earned less than men (see Figure 1). When compared with white men's earnings, women fared better in the other affected Gulf regions than they did in New Orleans. Women earned 71.9 percent of what non-Hispanic white men earned in Biloxi-Gulfport-Pascagoula and 61.7 percent in Beaumont-Port Arthur (compared with 55.8 percent in the New Orleans MSA and 68.8 percent nationally). Black women in Beaumont-Port Arthur earned less than half of white men's earnings at 47.2 percent, slightly higher than in the New Orleans MSA (44.7 percent), but far lower than the 62.7 percent nationally (Table 4).

Working and Poor

The median annual earnings for full-time year-round work for women of color in New Orleans and the Gulf Coast indicate that many women in the region were and will be in need of better paying jobs. Low-

wage work is a serious problem across the United States. As Table 5 shows, in 2004, nationwide 7.4 percent of all workers (8.7 percent of women and 6.3 percent of men) lived in families with below poverty incomes. Rates in the Gulf region were generally higher. The rate of working poor was much higher in the Biloxi-Gulfport-Pascagoula MSA and in the city of New Orleans, where 11.3 and 12.0 percent of all workers were living below the poverty line.

Many of the poor do in fact work, but are unable to make ends meet. Nationally, 45.3 percent⁴ of the population 16 and older living below the poverty line worked in 2004 (51.3 percent of poor men and 41.4 percent of poor women; see Figure 2). In New Orleans city, the rate was slightly higher for women than nationally (45.4 percent vs. 41.4 percent), and substantially lower for men (39.1 percent vs. 51.3 percent). Proportions of the poor who were poor despite their work effort were larger in the broader Gulf region, and especially so in the Biloxi-Gulfport-Pascagoula MSA. There, more than half (52.7 percent) of the poor worked in 2004 (61.0 percent of poor men and 46.8 percent of poor women). In Beaumont-Port Arthur, 46.5 percent of the poor worked (47.8 percent of poor men and 45.8 percent of poor women). Such high rates of employment among the poor indicate that many jobs simply do not provide enough hours of work or dollars per hour to enable families to escape poverty despite their considerable efforts.

Sex and Race Segregation in The Labor Market In New Orleans

To better understand poverty and the range of earnings in the region, we examined the highest and lowest paid occupations for women and men, as well as the largest occupations for each gender, disaggregated by race and ethnicity. The data were tabulated from the Public Use Microdata Samples (PUMS) from the 2000 Census, since only the decennial census provides a large enough sample to look at occupations in detail. Results for the city of New

⁴ This percentage is derived from the American Community Survey and includes both full-time and part-time workers. It differs slightly from the percentage given in Part I, which was calculated using data from the Current Population Survey and excluded 16 and 17 year olds.

TABLE 5.**Working and Poor in the Gulf Coast, Women and Men 16 and Older, 2004, ACS Data**

		Total Number of Poor	Number of Poor that Work	Percent of Poor Women and Men that Work	Percent of All Working Women and Men Below the Poverty Line ^a	Total Number of Working Men and Women ^b
New Orleans city	All	61,542	26,540	43.1%	12.0%	221,690
	Women	39,491	17,921	45.4%	15.4%	116,652
	Men	22,051	8,619	39.1%	8.2%	105,038
New Orleans MSA	All	116,547	54,149	46.5%	7.7%	704,566
	Women	78,839	36,129	45.8%	10.5%	343,583
	Men	37,708	18,020	47.8%	5.0%	360,983
Beaumont-Port Arthur	All	34,947	14,570	41.7%	7.9%	183,901
	Women	21,712	7,450	34.3%	8.6%	87,092
	Men	13,235	7,120	53.8%	7.4%	96,809
Biloxi-Gulfport-Pascagoula	All	40,884	21,548	52.7%	11.3%	190,470
	Women	23,450	10,968	46.8%	12.6%	86,918
	Men	17,434	10,580	60.7%	10.2%	103,552
United States	All	25,210,003	11,424,780	45.3%	7.4%	154,686,343
	Women	15,185,388	6,280,712	41.4%	8.7%	72,529,395
	Men	10,024,615	5,144,068	51.3%	6.3%	82,156,948

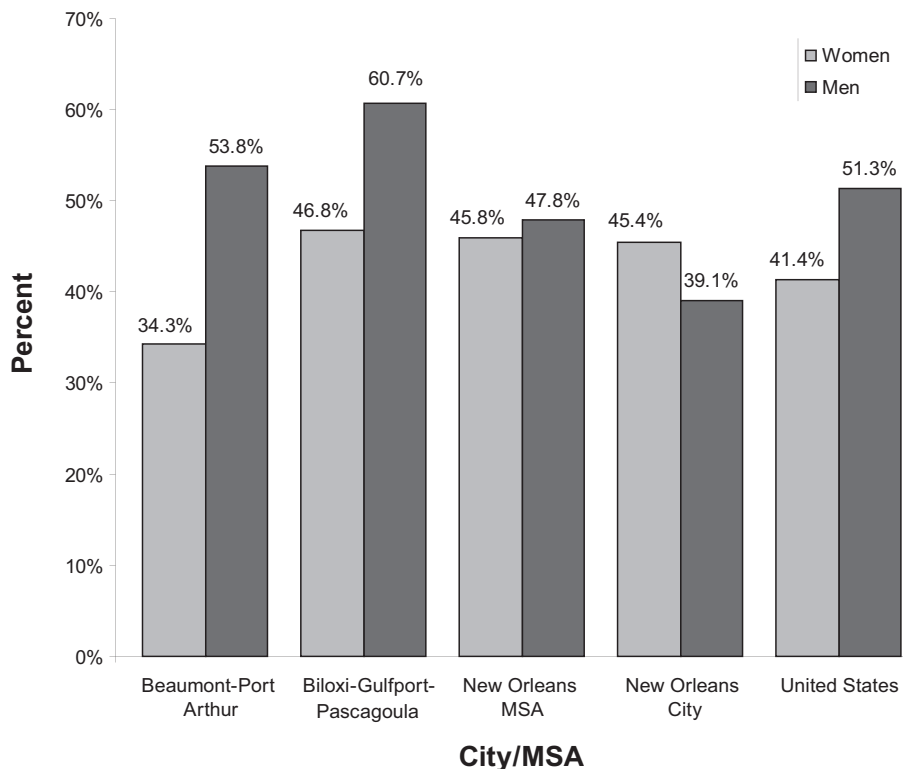
Note:

These data include both full-time, year-round workers and part-time or part-year workers.

^a The percent of working women and men below the poverty line was derived by dividing the number of poor that work by the total number of workers.

^b The total numbers of working men and women represented in this table are larger than the totals presented in Tables 3 and 4. The numbers of working men and women provided here are derived from the ACS table *Poverty Status in the Past 12 months of Individuals by Sex by Work Experience*. Individuals are asked whether they worked in the past 12 months, which always includes more people than the more typical point-in-time measure (were you employed or looking for work during the reference period week prior). The individuals included in this table may or may not have been in the labor force or employed at the time of the survey.

Source: U.S. Census Bureau, American Community Survey, 2004. Compiled by the Institute for Women's Policy Research.

FIGURE 2.**Percent of Poor Women and Men Working in the Gulf Coast, 2004**

Source: U.S. Census Bureau, American Community Survey, 2004. Compiled by the Institute for Women's Policy Research.

Orleans, which are the most pronounced, are shown in Tables 6 and 7. The results are stunning. The tables show sharp gender and race-based employment segregation in the city of New Orleans. For example, Table 6 shows little overlap among the lowest or highest paid jobs for women and men, with only four of the ten lowest paid jobs and five of the ten highest paid jobs common to both women and men. In addition, men out earn women in each occupation shown. Median occupational wages for men range from \$15,150 to \$23,500 annually in their lowest wage occupations compared with women's earnings of \$11,400 to \$20,000 in women's lowest wage occupations. Median wages among the

highest paid jobs ranges from \$38,700 to \$130,000 annually for men, compared with \$30,000 to \$63,000 for women in their high wage occupations. Table 6 also shows that the ten lowest paid occupations for both women and men employ primarily Black workers, while the ten highest paid occupations employ whites predominantly. The exceptions are in nursing, education, and finance-related occupations, which have a good representation of Black workers. The highest and lowest paid occupations in the three MSAs in our study and in the United States are similar to those in the city of New Orleans (see Appendix Table I).

Table 7 also shows striking labor market segregation by gender and race and ethnicity. For example, only five of the ten largest occupations for white women and men overlapped. White men are chief executives and wholesale and manufacturing sales representatives, while white women are registered nurses and elementary and middle school teachers. Additionally, even where overlap existed between white women and men, women's earnings for full-time work were often substantially lower than men's. For example, among lawyers, white women's median earnings were \$16,000 less than white men's, and among accountants and auditors, white women's earnings were \$19,400 lower than white men's. Among Blacks and Hispanics, only 3 of the 10 largest occupations for women and men were common to both

There was also little overlap of the ten largest occupations among women across different racial and ethnic groups. Only 4 of the largest occupations for

Black women and 5 of the largest occupations for Hispanic women were also among the top ten for white women (Table 7). White women worked as lawyers, postsecondary teachers, and waitresses, while Black women worked as maids, health aids, and cooks. When white and Black women did have some large occupations in common, white women out earned Black women, sometimes substantially so. For example, median earnings for white women working as secretaries and administrative assistants were \$9,000 higher than for Black women. Median earnings for white women working as elementary and middle school teachers and registered nurses were \$6,400 and \$2,500 higher, respectively, than for Black women in those occupations.

Overall, the occupational distribution of women in New Orleans is similar to that in the three MSAs in our study and in the United States on a whole (see Appendix Table II for similar data for the three MSAs and the United States). The largest occupation for women in the city of New Orleans in the year 2000 was Secretaries and Administrative Assistants, employing 6.7 percent of white, 3.4 percent of Black, and 5.1 percent of Hispanic women. This was also the largest occupation for women nationwide, employing 6.4 percent of working women in the country. Of the largest ten female occupations in the city of New Orleans, seven were among the largest ten occupations for women nationwide. Thus, the race and sex segregation observed in New Orleans are not unusual but the degree and earnings consequences appear to be more severe in the South than elsewhere.

TABLE 6:**Ten Highest Paid and Ten Lowest Paid Occupations for Full-Time Workers, New Orleans City, LA**

WOMEN						
Lowest Paid (ascending order)^a						
Occupation	Median Wage (2000 Dollars)	Distribution				
		White	Black	Hispanic	Other	
Cashiers	\$11,400	8%	88%	1%	3%	
Maids and Housekeeping Cleaners	\$12,000	3%	90%	7%	0%	
Cooks	\$12,600	5%	84%	3%	8%	
Child Care Workers	\$12,650	5%	86%	9%	0%	
Janitors and Building Cleaners	\$13,900	7%	89%	4%	0%	
Waiters and Waitresses	\$14,500	67%	31%	3%	0%	
Nursing, Psychiatric, and Home Health Aides	\$15,000	1%	97%	1%	0%	
Retail Salespersons	\$18,500	40%	50%	2%	7%	
Office Clerks, General	\$19,000	15%	78%	3%	3%	
Bookkeeping, Accounting, and Auditing Clerks	\$20,000	32%	64%	5%	0%	
Highest Paid (descending order)						
Lawyers	\$63,000	87%	8%	3%	3%	
Registered Nurses	\$43,000	39%	53%	2%	6%	
Postsecondary Teachers	\$40,000	69%	24%	0%	7%	
Education Administrators	\$36,350	50%	50%	0%	0%	
Marketing and Sales Managers	\$36,000	78%	17%	4%	0%	
Physicians and Surgeons	\$35,000 ^b	52%	17%	4%	26%	
Managers, All Other	\$32,000	48%	52%	0%	0%	
Accountants and Auditors	\$32,000	43%	43%	6%	8%	
Clinical Laboratory Technologists	\$31,200	33%	38%	10%	19%	
Financial Managers	\$30,000	42%	52%	0%	6%	
MEN						
Lowest Paid (ascending order)						
Occupation	Median Wage (2000 Dollars)	Distribution				
		White	Black	Hispanic	Other	
Cooks	\$15,150	10%	86%	2%	2%	
Managers of Food Preparation Workers	\$17,000	25%	70%	5%	0%	
Waiters and Waitresses	\$17,000	40%	54%	4%	2%	
Janitors and Building Cleaners	\$17,000	10%	81%	5%	5%	
Stock Clerks	\$17,000	23%	65%	3%	10%	
Painters, Construction and Maintenance Workers	\$17,550	5%	65%	25%	5%	
Chefs and Head Cooks	\$19,200	28%	44%	4%	24%	
Security Guards	\$20,000	22%	61%	11%	6%	
Automotive Service Technicians	\$21,500	11%	83%	0%	6%	
Cashiers	\$23,500	47%	53%	0%	0%	
Highest Paid (descending order)						
Physicians and Surgeons	\$130,000	72%	9%	2%	17%	
Chief Executives	\$80,000	96%	4%	0%	0%	
Lawyers	\$79,000	93%	4%	3%	0%	
Managers, All Other	\$47,450	89%	11%	0%	0%	
Sales Representatives, Wholesale	\$44,000	82%	9%	0%	9%	
Postsecondary Teachers	\$42,000	63%	31%	6%	0%	
Accountants and Auditors	\$40,000	64%	27%	9%	0%	
Managers of Office Workers	\$40,000	86%	14%	0%	0%	
Managers of Production and Operations	\$40,000	78%	6%	11%	6%	
Managers of Construction Trades	\$38,700	75%	17%	0%	8%	

Notes:

^a Women working as medical assistants, preschool and kindergarten teachers, and receptionists, as well as men working as nursing aides, industrial truck operators, grounds maintenance and repair workers were also making less the \$20,000 a year. Wage data on these occupations are not included here due small sample sizes.

^b Mean earnings for women physicians and surgeons in the city of New Orleans were \$65,204 in 2000; a large number of women physicians and surgeons in the city of New Orleans were earning \$30,000 to \$35,000 per year, perhaps as residents.

Source: IWPR analysis of Census Public Use Microdata Samples, 2000

TABLE 7:
Ten Largest Occupations by Gender and Race for Full-Time Workers, New Orleans City, LA

WOMEN				MEN			
Occupation	Employed	Percent of Employed	Median Earnings	Occupation	Employed	Percent of Employed	Median Earnings
White				White			
Secretaries and Administrative Assistants	2,565	6.7%	\$29,000	Lawyers	2,338	5.4%	\$80,000
Waiters and Waitresses	2,077	5.4%	\$17,050	Physicians and Surgeons	1,361	3.1%	\$90,000
Elementary and Middle School Teachers	1,812	4.7%	\$32,400	Managers of Retail Sales Workers	1,278	3.0%	\$25,000
Retail Salespersons	1,744	4.5%	\$33,000	Waiters and Waitresses	1,226	2.8%	\$20,000
Registered Nurses	1,586	4.1%	\$43,900	Postsecondary Teachers	1,157	2.7%	\$46,000
Lawyers	1,146	3.0%	\$64,000	Retail Salespersons	1,086	2.5%	\$31,000
Postsecondary Teachers	1,136	3.0%	\$41,000	Managers of Gaming Workers	913	2.1%	\$56,500
Managers of Retail Sales Workers	1,031	2.7%	\$26,000	Accountants and Auditors	850	2.0%	\$54,000
Bookkeeping, Accounting, and Auditing Clerks	795	2.1%	N/A	Sales Representatives, Wholesale and Manufacturing	764	1.8%	\$46,800
Accountants and Auditors	682	1.8%	\$34,600	Chief Executives	737	1.7%	\$81,000
Black				Black			
Cashiers	8,282	9.5%	\$11,000	Truck Drivers	4,649	7.2%	\$26,500
Maids and Housekeeping Cleaners	5,232	6.0%	\$12,000	Janitors and Building Cleaners	2,789	4.3%	\$15,000
Nursing, Psychiatric, and Home Health Aides	4,613	5.3%	\$14,500	Laborers and Freight Movers	2,455	3.8%	\$23,000
Elementary and Middle School Teachers	3,825	4.4%	\$26,000	Construction Laborers	2,234	3.4%	\$20,000
Cooks	2,951	3.4%	\$12,550	Cooks	2,214	3.4%	\$15,000
Secretaries and Administrative Assistants	2,939	3.4%	\$20,000	Security Guards	2,017	3.1%	\$20,000
Office Clerks	2,666	3.0%	\$18,600	Stock Clerks and Order Filers	1,518	2.3%	N/A
Retail Salespersons	2,475	2.8%	N/A	Retail Salespersons	1,290	2.0%	N/A
Janitors and Building Cleaners	2,091	2.4%	N/A	Carpenters	1,269	2.0%	\$21,000
Registered Nurses	1,598	1.8%	\$41,400	Waiters and Waitresses	1,247	1.9%	\$15,000
Hispanic				Hispanic			
Maids and Housekeeping Cleaners	515	12.8%	N/A	Painters, Construction and Maintenance	207	4.2%	N/A
Secretaries and Administrative Assistants	204	5.1%	N/A	Retail Salespersons	166	3.3%	N/A
Cashiers	189	4.7%	N/A	Waiters and Waitresses	158	3.2%	N/A
Retail Salespersons	188	4.7%	N/A	Bartenders	136	2.7%	N/A
Waiters and Waitresses	156	3.9%	N/A	Automotive Service Technicians	131	2.6%	N/A
Child Care Workers	145	3.6%	N/A	Laborers and Freight Movers	125	2.5%	N/A
Janitors and Building Cleaners	135	3.3%	N/A	Janitors and Building Cleaners	113	2.3%	N/A
Elementary and Middle School Teachers	133	3.3%	N/A	Sailors and Marine Oilers	110	2.2%	N/A
Bookkeeping, Accounting, and Auditing Clerks	113	2.8%	N/A	Construction Managers	103	2.1%	N/A
Marketing and Sales Managers	91	2.3%	N/A	Construction Laborers	101	2.0%	N/A

Source: IWPR analysis of Census Public Use Microdata Samples, 2000

The Gulf Region in the Context of the South⁵

The Gulf region is not unusual in its general low earnings and high poverty—these economic features characterize the entire region. For example, women in the eight states of the South Central region (as defined by the Census Bureau) are less likely to have higher education or own a business than women anywhere else in the United States (see Table 8). Seven of the eight South Central states ranked in the bottom ten of all states in the nation for the proportion of women with four or more years of college (Werschkul and Williams 2004). In Arkansas, for example, only 15.9 percent of women held a four-year college degree or higher, compared with 22.8 percent of women nationally. The number of women-owned businesses was also much lower in this region than on average for the United States.

Relatively low levels of education and women's business ownership, and few high-paying jobs available to women contribute to the low levels of earnings for women in the South Central region as a whole (Caiazza, Shaw and Werschkul 2004). As Table 8 shows, Louisiana and Mississippi ranked in the bottom ten of all states for women's annual earnings (Arkansas and Kansas also ranked very low). Median annual earnings for full-time, year-round women workers in these states were several thousand dollars lower per year than the national figure for women. A similar picture emerges when looking at median annual earnings for women of different racial/ethnic backgrounds in the South Central Region (Table 9). In all the region's states, except for Texas, white, Black, and Hispanic women earned less than they did nationally.

States in the South Central region are also "leading" in terms of the wage disparity between men and women. Louisiana and Alabama ranked among the states with largest female-male earnings gap in the United States: for every dollar a man earned, a woman earned only 66.7 cents in Alabama and 68.5 cents in Louisiana (Table 8). From Table 10 we can see that the earnings gaps are much wider for Black and Hispanic women than they are for women

of all races considered together. For every dollar a white man earned in Louisiana, for example, a white woman earned 66.7 cents, a Hispanic woman earned 56.7 cents, and a Black woman earned only 48.9 cents. A relatively better state in terms of wage inequality for minority women is Kentucky. It ranks in the best third of all states for the pay gap between Black and Hispanic women relative to white men and has among the smallest pay gap for these women in this region. Still, for every dollar a white man earned in Kentucky in 2004, a Black woman earned 66.3 cents, and a Hispanic woman earned only 60.2 cents.

The indicator for higher education is also depressingly low in the South Central states. As we can see from Table 8, a woman over 25 is less likely to have a college degree in all the South Central states, with the exception of Texas, than in the nation as a whole. The region's performance was somewhat better for Black women, but still in most (six of eight) of the region's states the percentage of Black women with higher education was significantly lower than nationwide (see Table 11). Hispanic women fared better in the region, with higher education in five of eight states surpassing the nationwide average, but we have to keep in mind that the number of Hispanic women living in many of these states is very small (see Appendix III).

Diversity Among Blacks

Black women were the largest demographic group in the city of New Orleans and still constitute a significant proportion of the working population in the Gulf Coast region. Their active involvement in rebuilding the community is absolutely necessary to establish stability and lay new foundations for economic development and growth. Black middle class women, who possess important skills for rebuilding, are crucial to bringing the Gulf Coast region back to life.

As a large and vibrant urban area, New Orleans has always attracted young college-educated workers. As a result, the percentage of college educated

⁵ States in the South Central Region are AL, AR, KY, LA, MS, OK, TN, and TX.

How the South Central Region Ranks on Women's Economic Indicators

State	Median Annual Earnings for Full-Time, Year-Round Employed Women			Earnings Ratio Between Full-Time, Year-Round Employed Women and Men			Percent of Women Employed in Managerial or Professional Occupations			Percent of Women with Four or More Years of College			Percent of Businesses that are Women-Owned		
	Value	Regional Rank	National Rank (of 51)	Value	Regional Rank	National Rank (of 51)	Value	Regional Rank	National Rank (of 51)	Value	Regional Rank	National Rank (of 51)	Value	Regional Rank	National Rank (of 51)
Alabama	\$26,600	3	37	66.7%	8	49	29.4%	5	43	17.9%	5	46	24.4%	2	33
Arkansas	\$24,900	8	48	78.5%	1	11	29.3%	6	45	15.9%	8	50	22.0%	8	50
Kentucky	\$27,000	2	33	74.2%	6	31	32.2%	1	25	16.4%	7	49	23.4%	6	46
Louisiana	\$25,200	7	47	68.5%	7	48	30.4%	4	35	18.2%	4	44	23.9%	5	41
Mississippi	\$25,600	6	42	77.1%	3	16	29.2%	8	48	16.6%	6	48	22.8%	7	47
Oklahoma	\$26,600	3	37	75.8%	4	22	29.3%	6	45	18.9%	2	42	24.0%	3	38
Tennessee	\$26,900	3	35	75.1%	5	24	31.0%	3	29	18.3%	3	43	24.0%	3	38
Texas	\$28,100	1	28	78.5%	1	11	31.3%	2	28	21.5%	1	30	25.0%	1	28
8 State Average	\$27,054	N/A	N/A	75.5%	N/A	N/A	30.7%	N/A	N/A	19.3%	N/A	N/A	24.2%	N/A	N/A
U.S. Average	\$30,100	N/A	N/A	76.2%	N/A	N/A	33.2%	N/A	N/A	22.8%	N/A	N/A	26.0%	N/A	N/A

Notes:
 Regional rankings are of a maximum of eight and refer to the states in the South Central region (AL, AR, KY, LA, MS, OK, TN, and TX).
 The eight state average is a weighted average of the values for each of the South Central states.
 See Appendix II of the Status of Women in the States 2004 for methodology.
 Source: Misha Werschkul and Erica Williams, *Status of Women in the States, 2004*.

TABLE 9:

Median Annual Earnings of Full-Time, Year-Round Employed Women in the South Central Region, by Race and Ethnicity (in 2003 dollars)^a

State	White Women			Black Women			Asian American Women			Native American Women			Hispanic Women		
	Value	Regional Rank	National Rank (of 51)	Value	Regional Rank	National Rank (of 43)	Value	Regional Rank	National Rank (of 45)	Value	Regional Rank (of 7)	National Rank (of 43)	Value	Regional Rank	National Rank (of 48)
Alabama	\$26,500	2	36	\$21,200	5	40	\$27,600	3	24	\$23,400	5	33	\$22,100	2	27
Arkansas	\$23,200	8	47	\$20,800	6	41	\$21,400	8	45	\$26,100	3	20	\$17,700	8	48
Kentucky	\$25,600	6	43	\$24,300	3	32	\$27,600	3	24		0	0	\$22,100	2	27
Louisiana	\$26,500	2	36	\$19,400	8	43	\$23,400	7	43	\$26,000	4	21	\$22,500	1	25
Mississippi	\$25,700	5	42	\$19,900	7	42	\$27,400	5	32	\$22,100	7	39	\$21,000	4	37
Oklahoma	\$25,400	7	45	\$22,900	4	37	\$24,300	6	40	\$23,200	6	34	\$19,500	7	44
Tennessee	\$26,500	2	36	\$25,400	2	30	\$28,700	2	21	\$28,200	2	10	\$19,900	6	41
Texas	\$32,000	1	15	\$27,600	1	17	\$30,900	1	15	\$29,800	1	5	\$21,000	4	37
8 State Average	\$28,548	N/A	N/A	\$24,625	N/A	N/A	\$28,227	N/A	N/A	\$27,398	N/A	N/A	\$21,000	N/A	N/A
U.S. Average	\$30,900	N/A	N/A	\$27,600	N/A	N/A	\$33,100	N/A	N/A	\$25,500	N/A	N/A	\$23,200	N/A	N/A

Notes:
 Hispanics may be of any race or two or more races. Racial categories (whites, African Americans, Asian Americans, Native Americans, other/two or more) do not include Hispanics. See Appendix III of the Status of Women in the States 2004 for methodology.
 Regional rankings are of a maximum of eight and refer to the states in the South Central region (AL, AR, KY, LA, MS, OK, TN, and TX).
 The eight state average is a weighted average of the values for each of the South Central states.
 Blank cells indicate insufficient sample sizes to reliably estimate these figures.
^a The numbers and rankings presented here are based on 2000 Census data for the year 1999. They differ slightly from those based on the 2003 Current Population Survey data (for the year 2002) presented in Table 8.
 See Appendix II of the Status of Women in the States 2004 for methodology.
 Source: Misha Werschkul and Erica Williams, *Status of Women in the States, 2004*.

TABLE 10:
How the South Central States Rank on the Wage Gap for Different Racial and Ethnic Groups (Wage Ratio between Full-Time, Year Round Employed Women Compared with Non-Hispanic White Men), 2000 Decennial Census

State	White Women			Black Women			Asian American Women			Native American Women			Hispanic Women		
	Value	Regional Rank	National Rank (of 51)	Value	Regional Rank	National Rank (of 43)	Value	Regional Rank	National Rank (of 45)	Value	Regional Rank (of 7)	National Rank (of 43)	Value	Regional Rank	National Rank (of 46)
Alabama	68.6%	7	39	54.9%	6	39	71.4%	4	14	60.6%	6	24	57.1%	3	15
Arkansas	70.0%	5	31	62.7%	4	24	64.7%	7	33	78.7%	1	1	53.3%	6	27
Kentucky	69.9%	6	36	66.3%	2	12	75.3%	2	6				60.2%	1	7
Louisiana	66.7%	8	45	48.9%	8	43	58.9%	8	42	65.3%	4	14	56.7%	4	17
Mississippi	70.4%	4	28	54.4%	7	40	74.9%	3	8	60.4%	7	26	57.4%	2	13
Oklahoma	71.4%	1	18	64.3%	3	21	68.3%	5	27	65.2%	5	15	55.0%	5	26
Tennessee	70.6%	3	27	67.6%	1	9	76.5%	1	5	75.0%	2	3	52.9%	7	29
Texas	70.7%	2	26	61.0%	5	32	68.3%	5	27	65.9%	3	11	46.3%	8	44
8 State Average	70.1%	N/A	N/A	60.5%	N/A	N/A	69.4%	N/A	N/A	66.8%	N/A	N/A	51.8%	N/A	N/A
U.S. Average	70.0%	N/A	N/A	62.5%	N/A	N/A	75.0%	N/A	N/A	57.8%	N/A	N/A	52.5%	N/A	N/A

Notes:

Hispanics may be of any race or two or more races. Racial categories (whites, African Americans, Asian Americans, Native Americans, other (two or more)) do not include Hispanics. See Appendix III of the Status of Women in the States 2004 for methodology.

Regional rankings are of a maximum of eight and refer to the states in the South Central region as shown.

The eight state average is a weighted average of the values for each of the South Central states.

Blank cells indicate insufficient sample sizes to reliably estimate these figures.

The numbers and rankings presented here are based on 2000 Census data for the year 1999. These data differ slightly from those based on comparable Current Population Survey data. Note that the ratios in this table are calculated differently from those in Table 8 between all women and all men; this table compares women's wages by race and ethnicity to white men only.

Source: Misha Werschkul and Erica Williams, *Status of Women in the States, 2004*.

TABLE 11:
How the South Central States Rank on Women's College Education for Different Racial and Ethnic Groups (Percent of Women Aged 25 and Over With a Four-Year College Degree or More), 2000 Decennial Census

State	White Women			Black Women			Asian American Women			Native American Women			Hispanic Women		
	Value	Regional Rank	National Rank (of 51)	Value	Regional Rank	National Rank (of 45)	Value	Regional Rank	National Rank (of 51)	Value	Regional Rank (of 7)	National Rank (of 48)	Value	Regional Rank	National Rank (of 51)
Alabama	25.0%	3	44	19.5%	4	32	43.3%	4	29	20.6%	5	25	22.0%	2	12
Arkansas	21.3%	8	50	15.7%	8	44	35.0%	8	45	16.3%	6	42	13.4%	7	43
Kentucky	22.2%	7	49	16.3%	6	42	48.5%	1	16	22.1%	3	19	21.5%	3	15
Louisiana	24.9%	4	45	16.2%	7	43	36.2%	7	44	15.0%	7	44	22.7%	1	11
Mississippi	25.7%	2	42	17.1%	5	39	37.4%	6	42	13.8%	8	46	20.7%	4	18
Oklahoma	24.9%	4	45	21.8%	2	21	38.6%	5	37	21.0%	4	22	14.6%	6	39
Tennessee	24.1%	6	48	19.8%	3	31	46.1%	3	22	27.3%	1	4	20.2%	5	22
Texas	32.8%	1	21	22.2%	1	20	48.3%	2	17	24.5%	2	10	12.5%	8	46
8 State Average	27.9%	N/A	N/A	20.0%	N/A	N/A	44.5%	N/A	N/A	22.1%	N/A	N/A	16.6%	N/A	N/A
U.S. Average	31.9%	N/A	N/A	21.6%	N/A	N/A	46.9%	N/A	N/A	19.8%	N/A	N/A	15.5%	N/A	N/A

Notes:

Hispanics may be of any race or two or more races. Racial categories (whites, African Americans, Asian Americans, Native Americans) do not include Hispanics. See Appendix III of The Status of Women in the States 2004 for methodology.

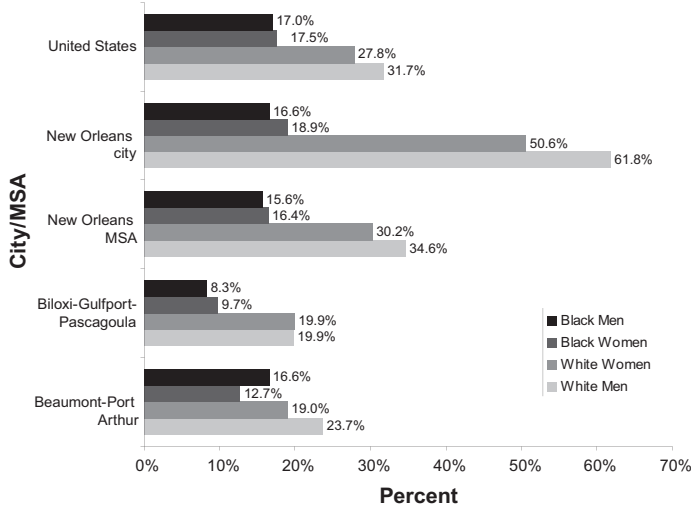
Regional rankings are of a maximum of eight and refer to the states in the South Central region as shown.

The eight state average is a weighted average of the values for each of the South Central states.

The numbers and rankings presented here are based on 2000 Census data for the year 1999. These data differ slightly from those based on comparable Current Population Survey data.

Source: Misha Werschkul and Erica Williams, *Status of Women in the States, 2004*.

FIGURE 3:
Population 25 Years and Older with a Four Year College Degree or More, by Sex and Race, 2004



Source: U.S. Census Bureau, American Community Survey, 2004. Compiled by the Institute for Women's Policy Research.

Black women in New Orleans is higher than the national average. At the same time, it is drastically lower than the percentage of college educated white women and men in the city. In 2004, among Black women in the 25 and older age group, only 18.9 percent had a college degree or higher, compared with 50.6 percent of white women and 61.8 percent of white men living in the city (see Figure 3). While these numbers are higher than anywhere in the region, the disparity is much stronger in the city of New Orleans than anywhere in the Gulf Coast Region or on average across the nation. In the New Orleans MSA, for example, the percentage of college-educated Black women was 16.4 percent, compared with 30.2 percent of white women and 34.6 percent of white men. Overall in the United States, 17.5 percent of Black women, 27.8 percent of white

TABLE 12:
Women and Men 16 and Older in Managerial/ Professional Occupations by Race, 2004

City/MSA	Women		Men	
	White	Black	White	Black
New Orleans city	65.7%	27.2%	54.3%	13.7%
New Orleans MSA	45.9%	28.6%	38.3%	14.7%
Beaumont-Port Arthur	43.4%	N/A	24.0%	N/A
Biloxi-Gulfport-Pascagoula	32.1%	N/A	25.0%	N/A
United States	40.0%	31.0%	35.4%	21.6%

Source: U.S. Census Bureau, American Community Survey, 2004. Compiled by the Institute for Women's Policy Research.

women and 31.7 percent of white men had four-year college degrees.

This dramatic difference in the levels of education between Black and white women is reflected in the types of jobs they hold. Table 12 shows that the percentage of Black women in managerial and professional occupations in the city of New Orleans was only 27.2 percent compared with 65.7 percent of white women. Black women were far less likely to be in managerial or professional occupations in the broader New Orleans MSA as well, at 28.6 percent compared with 45.9 percent of white women. Data are not available for the other two MSAs.

Based on IWPR analysis of data from the 2000 Census, the highest paying occupations for Black women in New Orleans included pharmacist, col-

TABLE 13.
Ten Highest Paid Occupations Among Black Women and Men, Ages 16 to 64, New Orleans City, LA, 2000 Decennial Census

Women	
Occupation	Median Wage
Pharmacists	\$60,500
Registered Nurses	\$41,400
Postsecondary Teachers	\$40,000
Postal Service Clerks	\$39,000
Postal Service Mail Sorters	\$38,400
Education Administrator	\$34,000
Postal Service Mail Carriers	\$34,000
Managers, All Other	\$30,300
Accountants and Auditors	\$30,000
Financial Managers	\$29,000
Men	
Occupation	Median Wage
Radio and Telecommunications Equipment Repairers	\$53,000
Postal Service Clerks	\$42,000
Postal Service Mail Sorters	\$41,000
Managers of Office and Administrators	\$40,000
Postal Service Mail Carriers	\$39,500
Postsecondary Teachers	\$38,500
Managers of Production Workers	\$36,000
Police Officers	\$35,000
Construction Managers	\$35,000
Bus Drivers	\$34,850

Notes:

Data are for full-time year-round workers.

Source: Institute for Women's Policy Research analysis of Census Public Use Microdata Samples, 2000.

lege professor, education administrator, and postal service worker (see Table 13). Postal service work was also among the highest paid occupations for Black men, with annual earnings that were \$2,600 - \$5,500 higher per year than for Black women, depending on the specific mail service occupation. Among the other highest paid occupations for Black men were telecommunications equipment repairer, college professor, police officer, and bus driver. The public sector is prominent as an employer for both Black women and men.

Rebuilding the Gulf Coast region can bring new opportunities for economic development and growth to the area. Ensuring that Black and white women professionals are able to play their part as pharmacists, nurses, and teachers, among other needed professions, will help these communities come back to life.

The Hurricanes' Diaspora

Unfortunately, many of the areas where evacuees from the Gulf Coast region have relocated face similar problems of high unemployment and low earnings for women (especially Black women). Table 14 shows a wide disparity in median annual earnings between Black and white women as well as very low earnings of Black women relative to white men in many of the cities and MSAs to which the evacuees have headed. For example, in Atlanta, Dallas, Fort Worth, and Houston the median annual earnings of Black women working full-time year-round were 30 to 50 percent lower than the median annual earnings of white women. For every dollar a non-Hispanic white man was earning, a Black woman was earning 50 cents in Houston (compared with 67 cents for white women), 47 cents in Dallas (compared with 78

TABLE 14:
A Comparison of Southern Cities and Metropolitan Statistical Areas (MSAs), 2004, ACS Data

Geography	Unemployment Rate for All Women	Labor Force Participation for All Women	Median Earnings of White Women Employed Full-Time Year-Round	Female-Male Earnings Ratio for White Women	Median Earnings of Black Women Employed Full-Time Year-Round	Female-Male Earnings Ratio for Black Women
Places						
Atlanta city, GA	11.8%	64.2%	\$57,662	80.3%	\$27,312	38.0%
New Orleans city, LA	11.3%	58.7%	\$36,445	80.2%	\$19,951	43.9%
Charlotte city, NC	9.7%	69.5%	\$40,654	67.8%	\$27,823	46.4%
Dallas city, TX	11.3%	61.9%	\$47,058	78.3%	\$28,176	46.9%
Fort Worth city, TX	8.5%	60.6%	\$39,743	82.2%	\$24,217	50.1%
Houston city, TX	9.5%	58.8%	\$41,692	67.3%	\$29,892	48.3%
San Antonio city, TX	9.1%	56.4%	\$36,530	78.2%	\$30,929	66.2%
MSAs						
Atlanta, GA MSA	7.3%	64.8%	\$39,240	70.9%	\$31,372	56.7%
Baton Rouge, LA MSA	6.0%	58.8%	\$30,058	66.7%	\$21,770	48.3%
Beaumont--Port Arthur, TX MSA	9.8%	55.5%	\$29,620	64.8%	\$21,552	47.2%
Biloxi--Gulfport--Pascagoula, MS MSA	6.8%	56.3%	\$27,004	73.5%	N/A	N/A
Charleston--North Charleston, SC MSA	5.3%	59.7%	\$35,299	71.9%	\$20,766	42.3%
Dallas--Fort Worth, TX CMSA	8.8%	62.8%	\$39,285	74.4%	\$29,925	56.7%
Jackson, MS MSA	10.7%	61.5%	\$33,952	74.4%	\$21,891	47.9%
Lafayette, LA MSA	6.0%	53.7%	\$27,307	66.8%	\$15,131	37.0%
Lexington, KY MSA	6.1%	62.2%	\$31,310	74.6%	N/A	N/A
Little Rock--North Little Rock, AR MSA	4.8%	61.1%	\$27,175	64.8%	\$26,110	62.3%
Mobile, AL MSA	7.8%	52.5%	\$30,247	71.3%	\$17,412	41.0%
Nashville, TN MSA	5.8%	62.6%	\$32,414	77.4%	\$31,152	74.4%
New Orleans, LA MSA	8.3%	58.6%	\$29,385	63.2%	\$20,798	44.7%
Oklahoma City, OK MSA	6.6%	60.4%	\$29,545	79.4%	\$27,448	73.7%
Richmond--Petersburg, VA MSA	5.2%	63.2%	\$35,573	71.2%	\$29,473	59.0%
Savannah, GA MSA	6.8%	60.9%	\$31,332	62.8%	\$22,025	44.1%
Shreveport--Bossier City, LA MSA	7.0%	54.1%	\$29,486	75.5%	\$20,897	53.5%

Notes:

Data are for civilian women ages 16 and older.

Earnings ratios shown are for the earnings of White and Black women relative to the earnings of non-hispanic white men.

Source: U.S. Census Bureau, American Community Survey, 2004. Compiled by the Institute for Women's Policy Research.

cents for white women), and only 38 cents in Atlanta (compared with 80 cents for white women).

Most of the southern metropolitan areas shown in Table 15 exhibit similarly high disparities in earnings. Among the places where the earnings gap between white and Black women exceeded 40 percent were the Charleston-SC, Mobile-AL, and Lafayette-LA metropolitan statistical areas. In absolute terms, earnings of Black women were also depressingly low in these areas. In 2004 the median annual earnings of Black women were \$20,766 in Charleston, \$17,412 in Mobile, and \$15,131 in Lafayette.

The areas in the South with relatively high earnings for Black women and smaller earnings inequality between white and Black women include Little Rock, AR; Nashville, TN; and Oklahoma City, OK. These areas hold out promise for the ability of other cities and metropolitan areas in the South to catch up and to provide greater economic opportunity and a higher standard of living for all their residents. Many evacuees have, of course, also moved beyond the South. Provided sufficient data are collected, time will tell how different groups of evacuees fare in different locations and the extent to which the evacuation becomes a more or less permanent migration.

What Can Be Done?

Hurricanes Katrina and Rita exposed the Gulf Coast's deep-rooted inequality gender, race, ethnicity, and class. One year after the storms, it remains unclear whether those inequalities will be addressed in plans for rebuilding, whether the disadvantaged of the region will be able to return home, and if they return, whether there will be a better life awaiting them. Efforts to reconstruct the region's devastated areas must include a re-evaluation of past policies and a commitment to better outcomes for women, particularly women of color, so many of whom have long been relegated to the low-wage labor market. A number of policies could enable women in the area to get back on their feet, overcome the structural barriers to good jobs and good wages, and attain an improved standard of living, and would ensure that women's talents are utilized to the fullest in rebuilding the region:

➔ **Ensure the Right of Return.**

It has become increasingly clear that the most disadvantaged citizens of the Gulf Coast region are not receiving the assistance they need to return home and restart their lives. Every effort must be made to ensure that all who want to return to the region are able to do so. This will require that the federal government ensure the repair of houses, apartments, *and* public housing units not destroyed by the hurricanes; bring the level of federally subsidized housing to its pre-hurricane level; and expand the Department of Housing and Urban Development's Low Income Housing Tax Credit and Section 8 voucher programs (Fischer and Sard 2006). But perhaps most important, federal, state, and local officials must make a clear commitment to the development of new affordable housing. As post-Katrina housing costs have increased, many who have the desire to come home and the skills and ability to contribute to the rebuilding effort are kept at bay due to their inability to acquire an affordable residence. This reality, perhaps more than any other, has contributed to the distinct population shift currently experienced by the region. Addressing the problem, however, would help more than those individuals afforded the opportunity to come home. It would also help employers who need a diverse cross-section of workers to rebuild shattered communities. Affordable housing is clearly the key component to any sound community redevelopment strategy.

➔ **Restore basic services.**

Rebuilding and rehabilitating the region will require a focus on the fundamental services that people rely on most. Reopening schools, health care facilities, and shelters will help those in the impacted regions restart their lives and will enable others to return. Mental health services are particularly needed right now, to combat the depression and devastation people are continuing to experience as they work to pick up the pieces of their lives and communities. Schools are also of utmost importance. The layoff of 7,500 New Orleans public school teachers, para-professionals, secretaries, and other employees, in December of 2005, left many women and families without income or health benefits, and increased

uncertainty about how soon schools could reopen (Capochino 2005; Louisiana Federation of Teachers 2005). Whereas men have predominated in the clean up and construction efforts, rebuilding and reopening schools and getting other important services up and running, will draw extensively upon women's skills and likely enable many women and families with children to return to the area.

➡ **Include Women in the Planning and Rebuilding Process.**

More women should be recruited to take on key leadership roles in the rebuilding of their communities. The unique needs and experiences of women, and particularly women of color, in the region are of utmost importance to informing the types of policies put in place to rehabilitate the region's economies and communities. Many women already hold elected and other offices in the region and mechanisms of oversight to enable these women to monitor where federal and state funds are going is key to ensuring that women's needs are met at the local and community level. Women voters need to hold both their male and female officials accountable for their success or failure in enacting policies that can improve women's lives.

➡ **Increase Economic Well-being by Expanding Access to Education and Training.**

While low-wages and occupational segregation by race and sex are not unique to the Gulf region, they are especially intense there. No doubt, breaking that cycle will be a major challenge, as it would involve reversing centuries of entrenched inequality based on race and sex. Yet, if ever there was an opportunity to attack this injustice with sustained, purposeful action, that time is now. A good start to that goal would be the establishment of educational and employment training programs specifically targeted to women and people of color. It is especially important to ensure that Black women, who have worked so hard, for so long, but for so little have access to and take advantage of these programs so that they may be able to find new opportunities to improve their own economic status and the welfare of their families and broader communities. Black women have, in many ways, been the backbone of

the Black community long before Katrina came to shore. Now, they must be front and center in the effort to rebuild their communities and long afterward. Efforts to end occupational segregation should include:

✓ **Non-Traditional Job Training for Women.**

Expanded Workforce Investment Act funds for job training will be crucial to moving women who return to the region out of the low-wage labor market. Hurricane recovery funds for job training should be used to support Workforce Investment Boards, which manage already existing training programs, like Individual Training Accounts, and which will remain to facilitate workforce development in the long-term (Walsh and Van Kleunen 2005). Workforce Investment Boards should adopt higher wage standards than those outlined by WIA for job training programs to ensure that more women are trained for jobs that pay enough to keep up with housing costs and lead to self-sufficiency (Wider Opportunities for Women 2006). Critics often argue that women do not have the interest or physical capacity to perform jobs in the skilled trades, which tend to pay more than traditionally female jobs. However, a number of jobs in the trades do not require special physical strength (such as office machine repair). For those typically male jobs in the trades that do require strenuous physical work, job training programs can specifically recruit women from physical jobs like janitorial and cleaning work to train for work in the trades (Tradeswomen Now and Tomorrow 2006).

✓ **Workforce Development.** Workforce Investment Boards can also tailor job training to the needs of sectors that have better wage and professional growth potential, funneling job seekers into industries where there is opportunity for upward mobility (Wider Opportunities for Women 2006). In a service-oriented labor market like New Orleans, however, targeted efforts to improve the recruitment, training, and compensation of workers are also needed. Partnerships between employers in the service industry, local job training providers, and local community organizations, for example, could

facilitate employer contributions to training to make it more affordable, tailor training to relevant jobs and skills, and provide referrals and job placements (Walsh and Van Kleunen 2005). Temporary wage subsidies to small and medium sized employers is another example of targeted assistance for economic recovery and development that was used to jumpstart the employment and retention of workers in New York City after the September 11 terrorist attacks (Walsh and Van Kleunen 2005). Wage subsidies in the Gulf Coast region can help small and medium sized businesses offer wages that enable some evacuees to return home.

✓ **Access to Higher Education.** In the long run, moving women in the Gulf Coast region out of low-wage jobs and into stable employment that provides decent pay and benefits will require increased access to higher education. Poor women are particularly disadvantaged in this respect, as they lack the resources or time required to pursue a degree. Every effort should be made to open doors of opportunity for these women, as higher education is a proven means to self-sufficiency. For example, women participating in TANF must be allowed to count their pursuit of a bachelor's degree as fulfillment of their work requirement (Jones-DeWeever and Gault 2006). Funding is also crucial to women, and particularly women of color, who are more likely to be poor and in low-wage jobs. For example, increasing the real value of Pell Grants and earmarking Perkins funding for populations in need, could provide low-income and poor women with greater opportunity to access higher education (Rubinstein and Mayo 2006).

➔ **Provide Child Care.**

Child care is an economic development issue. All mothers need to know that their children are safe and well cared for in order to be able to enter into and remain in the workforce. Families returning to the Gulf Coast region need safe and affordable child care options. More often than not, previously relied upon networks of family and friend informal assistance no longer exist, and many of the formal facilities that once served entire communities were

washed away in the storm. Rebuilding those facilities should be a top priority along with strengthening child care referral networks that could link providers with families seeking this much-needed service. New models of supporting child care providers in administering their businesses such as a shared service model, in which a central organization handles some services (e.g. billing, supplies) for family and other child care providers to increase efficiency, should also be explored. Subsidies that make child care affordable for lower income families need to be increased throughout the region.

➔ **Increase Earnings and Provide Work Supports to Increase Family Incomes.**

Wages are extremely low, especially in Louisiana and Mississippi, even compared with other states in the South. These states, especially, should consider enacting a minimum wage that is higher than the federal minimum wage, as nearly half the other states have done, particularly since there has been no increase in the federal minimum wage since 1997 and it remains at \$5.15 per hour. Living wage ordinances, which typically apply to government contractors and are enacted by cities and counties, can also help to raise wages, reduce turnover, and improve the quality of jobs (Lovell, Hartmann and Werschkul forthcoming). Given the concentration of women, and especially women of color, at the bottom of the labor market, policies such as these will help them disproportionately and contribute to improving the pay gap. Enforcement of equal employment opportunity policies and affirmative action, as well as support for workers' right to organize collectively, also help to level the playing field for the most disadvantaged workers. Finally, income supports, such as state-based earned income tax credits (providing payments to low-income working parents) and paid family leave insurance programs supplement the incomes of parents who cannot earn wages above the poverty line and provide needed income when family care needs keep workers away from the job. Again while such programs are gender-neutral, they are used by women more where they are offered, and thus are especially helpful in ensuring financial security for women and their families. The states in the region should also be sure their unemployment insurance programs to do

not exclude part-time workers (again more likely to be women) from eligibility and cover “good-cause quits” often experienced by women who must leave jobs for family-related reasons.

Data Collection Efforts Must Continue.

Rebuilding lives and communities following Katrina will require years of sustained effort. As we reach the year one milestone, we should remember that this is only the beginning. In order to keep tabs on our progress and to be able to determine how people are fairing over the long haul, we must continue to collect data on Katrina evacuees, both the returnees and the non-returnees. The Current Population Survey (CPS) should retain its Katrina questions so that we can determine what happens to those who made it home and to those who have not, and so we can distinguish between the experiences of returned evacuees and new inhabitants of the affected areas. The American Community Survey should be enhanced to include similar questions as the CPS regarding Katrina evacuees and returnees. It should be recognized that the storms have set in motion a sudden and large migration whose ripple effects will likely be felt for many years in all regions of the United States and that national data collection is essential to properly monitor the effects of this large-scale social change.

Conclusion

As the nation now reaches the stage of planning and rebuilding, it is critical that we consider the social and economic fault lines that made this disaster about more than property damage and that make rebuilding the Gulf Coast region about more than insurance claims. Ultimately, we must have the courage to face our shortcomings and acknowledge the dual realities that have festered for generations creating distinct advantages for some and clear disadvantages for others. If we do not first acknowledge, and then engage these issues, we run the risk of replicating and even worsening the vulnerability experienced by so many of the evacuees following the storm and of leaving this nation’s wound of racial and gender-based injustice to fester. Allowing this to occur goes against our nation’s fundamental principles of fairness and equality and keeps us from reaching our full potential. We can do better. But to do so, we must have the courage to believe that we can develop a bold new vision for New Orleans, coastal Mississippi and Texas, and the surrounding areas of the Gulf Coast that creates a tomorrow that will be superior to its past. We can put in place policies and practices that lead to growth and prosperity in a way that does not limit opportunity to a select few. And in the process, we can rebuild the Gulf region in a way that creates a model for communities around the nation to follow. This is our chance to do it right. To do anything less would perhaps be the biggest tragedy of all.

APPENDIX TABLE I:

Ten Highest Paid and Lowest Paid Occupations by Gender in Three MSAs and the United States, Full-Time Workers, 2000 Decennial Census

Ten Highest Paid and Ten Lowest Paid Occupations, New Orleans MSA, LA

WOMEN		MEN	
Occupation	Median Earnings	Occupation	Median Earnings
Lowest Paid (ascending order)		Lowest Paid (ascending order)	
Food Preparation Workers	\$12,000	Maids and Housekeeping Cleaners	\$14,000
Child Care Workers	\$12,000	Cement and Concrete Workers	\$15,400
Laundry and Dry-Cleaning Workers	\$12,000	Cooks	\$15,500
Combined Food Preparation and Serving Workers	\$12,250	Grounds Maintenance Workers	\$16,000
Cashiers	\$12,400	Bartenders	\$17,000
Pressers, Textile, and Garment	\$12,500	Waiters and Waitresses	\$17,000
Cooks	\$12,650	Helpers, Construction Trades	\$17,900
Maids and Housekeeping Cleaners	\$12,700	Stock Clerks and Order Filers	\$18,000
Teacher Assistants	\$13,000	Medical and Dental Technicians	\$18,000
Janitors and Building Cleaners	\$13,000	Taxi Drivers and Chauffeurs	\$18,100
Highest Paid (descending order)		Highest Paid (descending order)	
Lawyers	\$64,000	Physicians and Surgeons	\$125,000
Physicians and Surgeons	\$63,500	Personal Financial Advisors	\$80,000
Pharmacists	\$61,000	Lawyers	\$80,000
Computer Software Engineers	\$49,250	Chief Executives	\$78,000
Registered Nurses	\$45,000	Engineering Managers	\$73,500
Computer Scientists	\$42,100	Petroleum, Mining and Geological Engineers	\$73,500
Computer Support Specialists	\$42,000	Aerospace Engineers	\$70,000
Postsecondary Teachers	\$41,450	Chemical Engineers	\$66,500
Chief Executives	\$40,000	Electrical and Electronics Engineers	\$66,000
Management Analysts	\$39,900	Misc. Engineers, Incl. Agricultural and Biomedical	\$63,000

Ten Highest Paid and Ten Lowest Paid Occupations, Beaumont-Port Arthur, TX MSA

WOMEN		MEN	
Occupation	Median Earnings	Occupation	Median Earnings
Lowest Paid (ascending order)		Lowest Paid (ascending order)	
Waiters and Waitresses	\$11,000	Cashiers	\$13,700
Child Care Workers	\$11,500	Cooks	\$15,000
Preschool and Kindergarten Teachers	\$12,000	Stock Clerks and Order Filers	\$16,750
Teacher Assistants	\$12,000	Grounds Maintenance Workers	\$18,000
Cashiers	\$12,000	Cleaners of Vehicles and Equipment	\$18,400
Cooks	\$13,000	Janitors and Building Cleaners	\$20,000
Janitors and Building Cleaners	\$13,000	Construction Laborers	\$23,000
Personal and Home Care Aides	\$13,300	Industrial Truck and Tractor Operations	\$23,500
Nursing, Psychiatric, and Home Health Aides	\$14,000	Security Guards	\$24,000
Stock Clerks and Order Filers	\$15,100	Automotive Service Technicians and Mechanics	\$25,000
Highest Paid (descending order)		Highest Paid (descending order)	
Registered Nurses	\$40,000	Physicians and Surgeons	\$105,000
Medical and Health Services Managers	\$38,500	Industrial Production Managers	\$68,000
Secondary School Teachers	\$36,000	Chemical Engineers	\$68,000
Clinical Laboratory Technologists	\$34,350	Lawyers	\$67,500
Inspectors, Testers, Sorters, Samplers, and Weighers	\$33,300	Misc. Plant and System Operators	\$63,000
Financial Managers	\$30,000	Managers, All Other	\$60,000
Managers, All Other	\$30,000	Marketing and Sales Managers	\$59,000
Elementary and Middle School Teachers	\$30,000	Managers of Production and Operating Workers	\$57,500
Paralegals and Legal Assistants	\$29,550	Managers of Mechanics, Installers	\$55,500
Diagnostic Related Technologists	\$29,000	General and Operations Managers	\$55,000

Appendix Table I, cont'd

Ten Highest Paid and Ten Lowest Paid Occupations, Biloxi-Gulfport-Pascagoula, MS MSA

WOMEN		MEN	
Occupation	Median Earnings	Occupation	Median Earnings
Lowest Paid (ascending order)		Lowest Paid (ascending order)	
Teacher Assistants	\$12,800	Grounds Maintenance Workers	\$15,400
Waiters and Waitresses	\$13,800	Cooks	\$17,000
Managers of Food Preparation and Serving Workers	\$14,000	Cashiers	\$17,300
Maids and Housekeeping Cleaners	\$14,000	Security Guards	\$17,600
Cashiers	\$15,000	Waiters and Waitresses	\$18,000
Stock Clerks and Order Filers	\$15,000	Janitors and Building Cleaners	\$20,000
Cooks	\$15,850	Construction Laborers	\$21,400
Retail Salespersons	\$16,000	Managers of Food Preparation and Serving Workers	\$22,500
Nursing, Psychiatric, and Home Health Aides	\$18,000	Automotive Service Technicians and Mechanics	\$22,500
Shipping, Receiving, and Traffic Clerks	\$18,000	Retail Salespersons	\$23,450
Highest Paid (descending order)		Highest Paid (descending order)	
Registered Nurses	\$40,000	Chief Executives	\$112,000
Managers, All Other	\$32,450	Physicians and Surgeons	\$107,500
Financial Managers	\$30,700	Construction Managers	\$59,000
Elementary and Middle School Teachers	\$30,350	Managers, All Other	\$50,000
Gaming Services Workers	\$30,000	Registered Nurses	\$47,000
Accountants and Auditors	\$27,900	Financial Managers	\$45,000
Managers of Gaming Workers	\$27,300	Managers of Non-Retail Sales Work	\$45,000
Human Resources Specialists	\$27,100	Managers of Mechanics, Installers, and Repairers	\$40,400
Marketing and Sales Managers	\$25,500	Accountants and Auditors	\$40,000
Managers of Administrative Support Workers	\$25,000	Managers of Gaming Workers	\$40,000

Ten Highest Paid and Ten Lowest Paid Occupations, United States

WOMEN		MEN	
Occupation	Median Earnings	Occupation	Median Earnings
Lowest Paid (ascending order)		Lowest Paid (ascending order)	
Farmers and Ranchers	\$10,000	Dishwashers	\$13,800
Dishwashers	\$12,500	Farmers and Ranchers	\$15,000
Food Counter Attendants	\$13,000	Food Counter Attendants	\$15,000
Cooks	\$14,000	Dining Room, Cafeteria, and Bartender Attendants	\$15,400
Restaurant Hosts and Hostesses	\$14,100	Food Preparation Workers	\$16,000
Dining Room, Cafeteria, and Bartender Attendants	\$14,400	Combined Food Preparation and Serving Workers	\$16,000
Service Station Attendants	\$14,500	Cooks	\$17,000
Teacher Assistants	\$14,600	Misc. Agricultural Worker	\$18,000
Food Preparation Workers	\$14,600	Service Station Attendants	\$18,000
Waiters and Waitresses	\$14,900	Misc. Personal Appearance	\$18,200
Highest Paid (descending order)		Highest Paid (descending order)	
Physicians and Surgeons	\$85,000	Physicians and Surgeons	\$133,000
Engineering Managers	\$74,500	Dentists	\$103,000
Lawyers	\$67,000	Chief Executives	\$90,000
Optometrists	\$64,000	Lawyers	\$88,000
Pharmacists	\$62,000	Natural Sciences Managers	\$82,000
Economists	\$61,000	Judges, Magistrates, and Other Judicial Workers	\$81,000
Chief Executives	\$60,000	Engineering Managers	\$80,000
Dentists	\$60,000	Actuaries	\$80,000
Actuaries	\$59,000	Podiatrists	\$80,000
Chemical Engineers	\$57,000	Optometrists	\$78,000

Source: IWPR analysis of the Census Public Use Microdata Samples, 2000.

APPENDIX TABLE II:

Ten Largest Occupations by Gender and Race/Ethnicity in Three MSAs and the United States, Full-Time Workers, 2000 Decennial Census

Ten Largest Occupations by Gender and Race, New Orleans, LA MSA

WOMEN			MEN		
Occupation	Employed	Percent	Occupation	Employed	Percent
White			White		
Secretaries and Administrative Assistants	14424	7.9%	Truck Drivers	6022	2.9%
Elementary and Middle School Teachers	8237	4.5%	Managers of Retail Sales Workers	5555	2.7%
Retail Salespersons	7622	4.2%	Retail Salespersons	5168	2.5%
Registered Nurses	7382	4.0%	Carpenters	4738	2.3%
Bookkeeping, Accounting, and Auditing Clerks	6736	3.7%	Lawyers	4435	2.2%
Waiters and Waitresses	6381	3.5%	Sales Representatives, Wholesale	4191	2.0%
Cashiers	6083	3.3%	Managers, All Other	3902	1.9%
Office Clerks	4817	2.6%	Accountants and Auditors	3545	1.7%
Managers of Office Support Workers	4580	2.5%	Managers of Construction Workers	3524	1.7%
Managers of Retail Sales Workers	4128	2.3%	Laborers and Freight Movers	3005	1.5%
Black			Black		
Nursing, Psychiatric, and Home Health Aides	648158	6.9%	Truck Drivers	7938	7.8%
Cashiers	502015	5.3%	Laborers and Freight Movers	4327	4.2%
Secretaries and Administrative Assistants	357489	3.8%	Janitors and Building Cleaners	3959	3.9%
Maids and Housekeeping Cleaners	307299	3.3%	Cooks	3427	3.4%
Customer Service Representatives	291986	3.1%	Construction Laborers	3417	3.3%
Elementary and Middle School Teachers	264660	2.8%	Security Guards	2791	2.7%
Child Care Workers	240220	2.6%	Stock Clerks and Order Filers	2419	2.4%
Retail Salespersons	227107	2.4%	Welding, Soldering, and Brazing Workers	2368	2.3%
Registered Nurses	218018	2.3%	Grounds Maintenance Workers	2339	2.3%
Cooks	205989	2.2%	Retail Salespersons	1860	1.8%
Hispanic			Hispanic		
Maids and Housekeeping Cleaners	1057	6.5%	Painters	731	4.0%
Secretaries and Administrative Assistants	994	6.1%	Construction Laborers	661	3.6%
Cashiers	970	5.9%	Truck Drivers	661	3.6%
Child Care Workers	600	3.7%	Carpenters	629	3.4%
Waiters and Waitresses	543	3.3%	Retail Salespersons	502	2.7%
Retail Salespersons	513	3.1%	Cooks	430	2.3%
Cooks	490	3.0%	Automotive Service Technicians	419	2.3%
Office Clerks	473	2.9%	Waiters and Waitresses	363	2.0%
Bookkeeping, Accounting, and Auditing Clerks	425	2.6%	Carpet, Floor, and Tile Installers and Finishers	362	2.0%
Elementary and Middle School Teachers	390	2.4%	Welding, Soldering, and Brazing Workers	357	1.9%

Appendix Table II, cont'd

Ten Largest Occupations by Gender and Race, Biloxi-Gulfport-Pascagoula MS MSA

WOMEN			MEN		
Occupation	Employed	Percent	Occupation	Employed	Percent
White			White		
Secretaries and Administrative Assistants	3766	5.8%	Truck Drivers	2615	3.8%
Cashiers	3552	5.5%	Carpenters	2411	3.5%
Elementary and Middle School Teachers	2920	4.5%	Managers of Retail Sales Workers	2125	3.1%
Registered Nurses	2813	4.4%	Electricians	1772	2.6%
Waiters and Waitresses	2293	3.6%	Welding, Soldering, and Brazing Workers	1454	2.1%
Bookkeeping, Accounting, and Auditing Clerks	2282	3.5%	Retail Salespersons	1331	1.9%
Retail Salespersons	2153	3.3%	Managers of Construction Workers	1323	1.9%
Managers of Retail Sales Workers	1811	2.8%	Managers of Production and Operating Workers	1302	1.9%
Receptionists and Information Clerks	1331	2.1%	Gaming Services Workers	1210	1.7%
Managers of Office Support Workers	1297	2.0%	Pipelayers, Plumbers, Pipefitters	1146	1.7%
Black			Black		
Cashiers	1813	10.1%	Cooks	684	4.2%
Nursing, Psychiatric, and Home Health Aides	1194	6.6%	Janitors and Building Cleaners	723	4.4%
Cooks	1084	6.0%	Grounds Maintenance Workers	363	2.2%
Maids and Housekeeping Cleaners	988	5.5%	Stock Clerks and Order Filers	510	3.1%
Elementary and Middle School Teachers	923	5.1%	Construction Laborers	506	3.1%
Janitors and Building Cleaners	489	2.7%	Painters	298	1.8%
Child Care Workers	365	2.0%	Welding, Soldering, and Brazing Workers	600	3.7%
Secretaries and Administrative Assistants	353	2.0%	Lay-Out Workers	279	1.7%
Teacher Assistants	327	1.8%	Truck Drivers	873	5.4%
Licensed Practical and Vocational Nurses	327	1.8%	Laborers and Freight Movers	725	4.4%
Hispanic			Hispanic		
Cashiers	126	9.4%	Welding, Soldering, and Brazing Workers	147	6.8%
Food Service Managers	90	6.7%	Construction Laborers	137	6.3%
Managers of Gaming Workers	80	6.0%	Gaming Services Workers	124	5.7%
Nursing, Psychiatric, and Home Health Aides	76	5.7%	Grounds Maintenance Workers	113	5.2%
Retail Salespersons	64	4.8%	Other Production Workers	81	3.8%
Office Clerks	62	4.6%	Butchers and Other Meat Processing Workers	77	3.6%
Maids and Housekeeping Cleaners	53	4.0%	Automotive Service Technicians	70	3.2%
Secretaries and Administrative Assistants	53	4.0%	Cleaners of Vehicles and Equipment	70	3.2%
Food Preparation Workers	46	3.4%	Managers of Production and Operating Workers	67	3.1%
Butchers and Other Meat Processing Workers	46	3.4%	Janitors and Building Cleaners	66	3.1%

Appendix Table II, cont'd

Ten Largest Occupations by Gender and Race, Beaumont-Port TX, MSA

WOMEN			MEN		
Occupation	Employed	Percent	Occupation	Employed	Percent
White			White		
Secretaries and Administrative Assistants	5412	8.5%	Truck Drivers	2851	4.0%
Elementary and Middle School Teachers	3566	5.6%	Managers of Production and Operating Workers	2439	3.4%
Cashiers	2622	4.1%	Carpenters	1919	2.7%
Retail Salespersons	2509	4.0%	Welding, Soldering, and Brazing Workers	1893	2.6%
Registered Nurses	2383	3.8%	Retail Salespersons	1886	2.6%
Bookkeeping, Accounting, and Auditing Clerks	1931	3.0%	Managers of Retail Sales Workers	1789	2.5%
Child Care Workers	1564	2.5%	Other Production Workers	1729	2.4%
Nursing, Psychiatric, and Home Health Aides	1516	2.4%	Electricians	1567	2.2%
Waiters and Waitresses	1466	2.3%	Laborers and Freight Movers	1463	2.0%
Managers of Retail Sales Workers	1457	2.3%	Pipe Workers and Steamfitters	1362	1.9%
Black			Black		
Nursing, Psychiatric, and Home Health Aides	2764	11.5%	Truck Drivers	1592	7.7%
Cashiers	1827	7.6%	Janitors and Building Cleaners	906	4.4%
Cooks	1124	4.7%	Other Production Workers	875	4.2%
Elementary and Middle School Teachers	1043	4.3%	Laborers and Freight Movers	844	4.1%
Maids and Housekeeping Cleaners	1003	4.2%	Cooks	823	4.0%
Retail Salespersons	745	3.1%	Construction Laborers	746	3.6%
Janitors and Building Cleaners	722	3.0%	Correctional Officers	687	3.3%
Customer Service Representatives	639	2.7%	Stock Clerks and Order Filers	521	2.5%
Correctional Officers	627	2.6%	Grounds Maintenance Workers	406	2.0%
Licensed Practical and Licensed Vocational Nurses	562	2.3%	Managers of Production and Operating Workers	396	1.9%
Hispanic			Hispanic		
Secretaries and Administrative Assistants	540	10.2%	Welding, Soldering, and Brazing Workers	558	6.4%
Cashiers	400	7.5%	Construction Laborers	495	5.7%
Cooks	270	5.1%	Carpenters	360	4.1%
Maids and Housekeeping Cleaners	246	4.6%	Laborers and Freight Movers	330	3.8%
Elementary and Middle School Teachers	223	4.2%	Managers of Production and Operating Workers	325	3.7%
Office Clerks	183	3.4%	Cooks	289	3.3%
Managers of Retail Sales Workers	174	3.3%	Grounds Maintenance Workers	287	3.3%
Nursing, Psychiatric, and Home Health Aides	142	2.7%	Painters	246	2.8%
Bookkeeping, Accounting, and Auditing Clerks	135	2.5%	Truck Drivers	246	2.8%
Janitors and Building Cleaners	123	2.3%	Janitors and Building Cleaners	180	2.1%

Appendix Table II, cont'd

Ten Largest Occupations by Gender and Race, United States

WOMEN			MEN		
Occupation	Employed	Percent	Occupation	Employed	Percent
White			White		
Secretaries and Administrative Assistants	3636189	6.5%	Truck Drivers	2581422	4.3%
Elementary and Middle School Teachers	2376449	4.3%	Retail Salespersons	1486577	2.5%
Registered Nurses	1973382	3.5%	Managers of Retail Sales Workers	1455261	2.4%
Retail Salespersons	1877637	3.4%	Carpenters	1226273	2.0%
Cashiers	1859233	3.3%	Managers, All Other	1187635	2.0%
Bookkeeping, Accounting, and Auditing Clerks	1562291	2.8%	Laborers and Freight Movers	1160014	1.9%
Waiters and Waitresses	1297284	2.3%	Sales Representatives, Wholesale	1012231	1.7%
Customer Service Representatives	1170741	2.1%	Janitors and Building Cleaners	959186	1.6%
Managers of Retail Sales Workers	1129204	2.0%	Chief Executives	924001	1.5%
Child Care Workers	1102177	2.0%	Managers of Production and Operating Workers	910261	1.5%
Black			Black		
Nursing, Psychiatric, and Home Health Aides	648158	6.9%	Truck Drivers	440480	5.7%
Cashiers	502015	5.3%	Laborers and Freight Movers	325150	4.2%
Secretaries and Administrative Assistants	357489	3.8%	Janitors and Building Cleaners	316047	4.1%
Maids and Housekeeping Cleaners	307299	3.3%	Cooks	208256	2.7%
Customer Service Representatives	291986	3.1%	Security Guards	170964	2.2%
Elementary and Middle School Teachers	264660	2.8%	Stock Clerks and Order Filers	170395	2.2%
Child Care Workers	240220	2.6%	Other Production Workers	159043	2.1%
Retail Salespersons	227107	2.4%	Retail Salespersons	152455	2.0%
Registered Nurses	218018	2.3%	Construction Laborers	147983	1.9%
Cooks	205989	2.2%	Misc. Assemblers and Fabricators	116577	1.5%
Hispanic			Hispanic		
Maids and Housekeeping Cleaners	438059	5.5%	Truck Drivers	456485	4.6%
Cashiers	431230	5.4%	Construction Laborers	418411	4.2%
Secretaries and Administrative Assistants	330729	4.1%	Janitors and Building Cleaners	347833	3.5%
Retail Salespersons	251946	3.1%	Grounds Maintenance Workers	333324	3.3%
Child Care Workers	245163	3.1%	Misc. Agricultural Workers	311456	3.1%
Nursing, Psychiatric, and Home Health Aides	228815	2.9%	Cooks	305107	3.1%
Janitors and Building Cleaners	202704	2.5%	Laborers and Freight Movers	303780	3.0%
Customer Service Representatives	183339	2.3%	Carpenters	255299	2.6%
Cooks	182088	2.3%	Other Production Workers	222509	2.2%
Waiters and Waitresses	164192	2.1%	Retail Salespersons	188636	1.9%

Source: Institute for Women's Policy Research analysis of the Census Public Use Microdata Samples, 2000.

**APPENDIX TABLE III:
Population by Race and Ethnicity and Sex in the South Central Region**

	All			White		
	Women	Men	Total	Women	Men	Total
Alabama	2,302,637	2,144,463	4,447,100	1,603,334	1,523,705	3,127,039
Arkansas	1,370,068	1,303,332	2,673,400	1,074,432	1,025,633	2,100,065
Kentucky	2,066,929	1,974,840	4,041,769	1,851,360	1,758,752	3,610,112
Louisiana	2,309,124	2,159,852	4,468,976	1,427,297	1,367,051	2,794,348
Mississippi	1,471,344	1,373,314	2,844,658	882,474	846,134	1,728,608
Oklahoma	1,755,123	1,695,531	3,450,654	1,308,685	1,247,688	2,556,373
Tennessee	2,921,182	2,768,101	5,689,283	2,311,035	2,197,588	4,508,623
Texas	10,516,391	10,335,429	20,851,820	5,553,049	5,374,489	10,927,538
	Black			Native American,		
	Women	Men	Total	Women	Men	Total
Alabama	615,964	531,902	1,147,866	11,025	11,239	22,264
Arkansas	220,520	195,465	415,985	8,850	8,509	17,359
Kentucky	150,670	141,065	291,735	4,083	4,341	8,424
Louisiana	762,975	674,125	1,437,100	12,193	12,202	24,395
Mississippi	546,985	481,816	1,028,801	5,772	5,676	11,448
Oklahoma	129,350	126,543	255,893	132,736	127,233	259,969
Tennessee	492,308	433,448	925,756	6,973	7,431	14,404
Texas	1,218,529	1,131,112	2,349,641	36,282	35,549	71,831
	Asian American			Hispanic		
	Women	Men	Total	Women	Men	Total
Alabama	15,701	13,943	29,644	31,801	40,826	72,627
Arkansas	10,111	8,829	18,940	38,148	47,428	85,576
Kentucky	14,958	13,739	28,697	22,781	33,633	56,414
Louisiana	27,395	27,652	55,047	53,858	53,996	107,854
Mississippi	9,008	8,483	17,491	16,055	21,735	37,790
Oklahoma	23,319	21,617	44,936	81,729	96,039	177,768
Tennessee	27,925	25,912	53,837	49,750	69,675	119,425
Texas	215,583	53,837	269,420	3,286,066	3,384,056	6,670,122

Notes:

Hispanics may be of any race or two or more races. Racial categories (White, Black, Native American, Asian American) do not include Hispanics.

Totals for each racial/ethnic category do not add to 100 percent because people who indicated they were of two or more races or ethnicities or other were not included.

Source: U.S. Census Bureau, Decennial Census, 2000. Compiled by the Institute for Women's Policy Research.

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Resources on Women in the Gulf Coast Region

Coastal Women for Change, website:
www.cwcbiloxi.org

Fairness Initiative on Low-Wage Work, Katrina Recovery web page:
<http://www.lowwagework.org/katrina.htm>

Gender and Disaster Network, website:
<http://www.gdnonline.org/index.htm>

Institute for Women's Policy Research, website:
<http://www.iwpr.org/index.htm>

Ms. Foundation, Katrina Anniversary Resources web page:
<http://www.ms.foundation.org/wmspage.cfm?parm1=358>

Oxfam America, Gulf Coast Hurricanes web page:
http://www.oxfamamerica.org/whatwedo/emergencies/hurricane_katrina

Women's Equity in Rebuilding Coalition, web site:
<http://www.womenwerc.org/>

Women's Funding Network, Katrina Watch web page:
<http://www.wfnet.org/donate/katrinarelief.php>

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The Institute for Women's Policy Research conducts rigorous research and disseminates its findings to address the needs of women, promote public dialogue, and strengthen families, communities, and societies. IWPR focuses on issues of poverty and welfare, employment and earnings, work and family issues, health and safety, and women's civic and political participation. IWPR's work is supported by foundation grants, government grants and contracts, donations from individuals, and contributions from organizations and corporations. Members and affiliates of IWPR's Information Network receive reports and information on a regular basis. IWPR is a 501(c)(3) tax-exempt organization that also works in affiliation with the women's studies and public policy programs at The George Washington University.

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