

The Racialized Impacts of COVID-19 on Essential Workers' Career Pathways

Jessica Santos, Eunjung Jee, and Sylvia Stewart

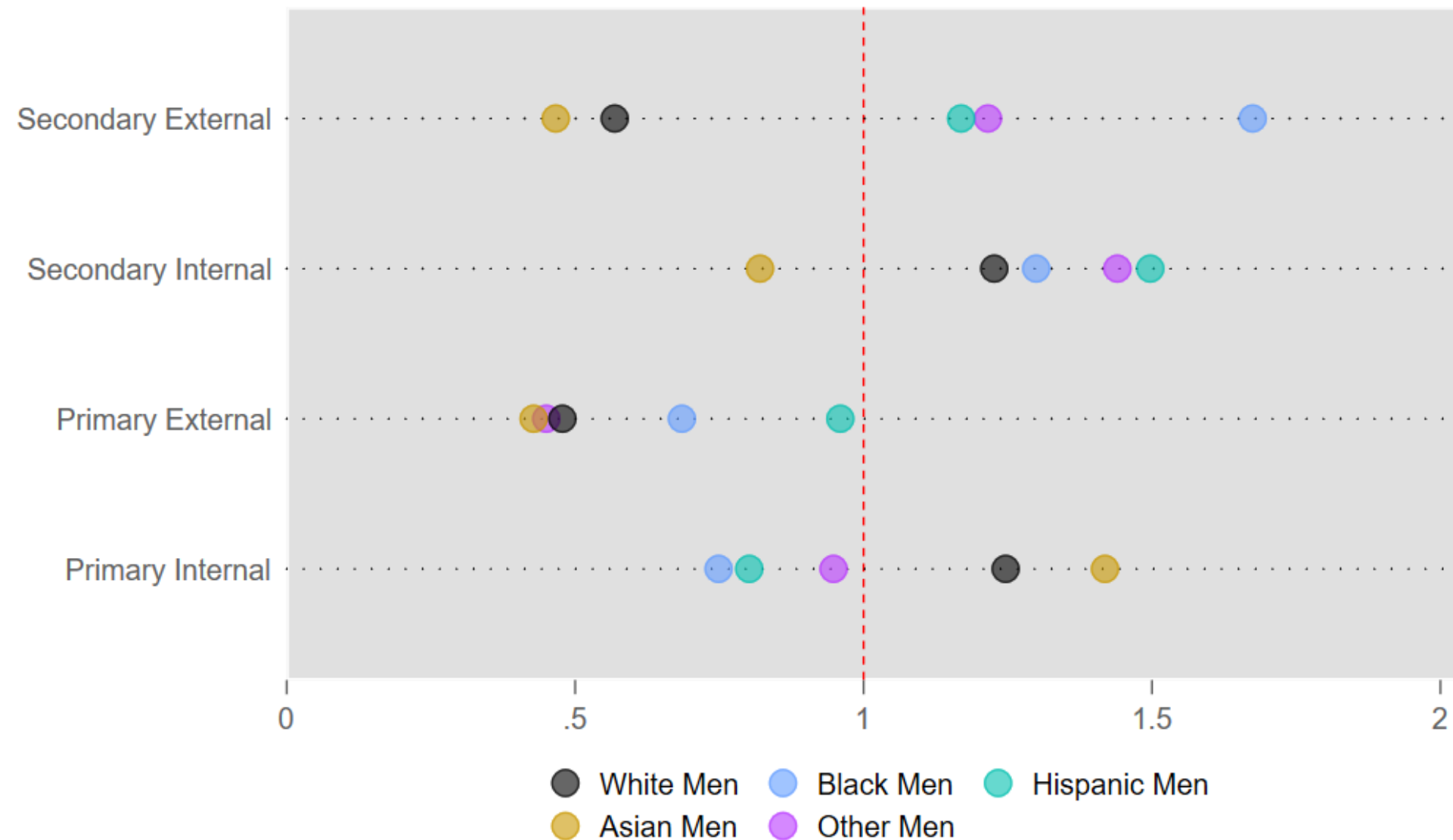
Purpose and Background

- COVID-19 and the construction of “essential work”
 - Segmented and segregated workplaces
 - Economic crises and long-term advancement effects
-

Research Questions

- How are the career pathways of essential workers, with an explicit focus on healthcare workers, affected by COVID-19?
 - How do the effects of COVID-19 on career pathways differ by race and gender?
-

Segmentation and Segregation



Representation ratio is calculated as the share of a race group in the occupation divided by their share in the labor force. Sample includes male workers only. Source: CPS-IPUMS Basic Monthly Sample, Jan 2019 - Nov 2020

Four labor market segments

Primary Segment

Examples

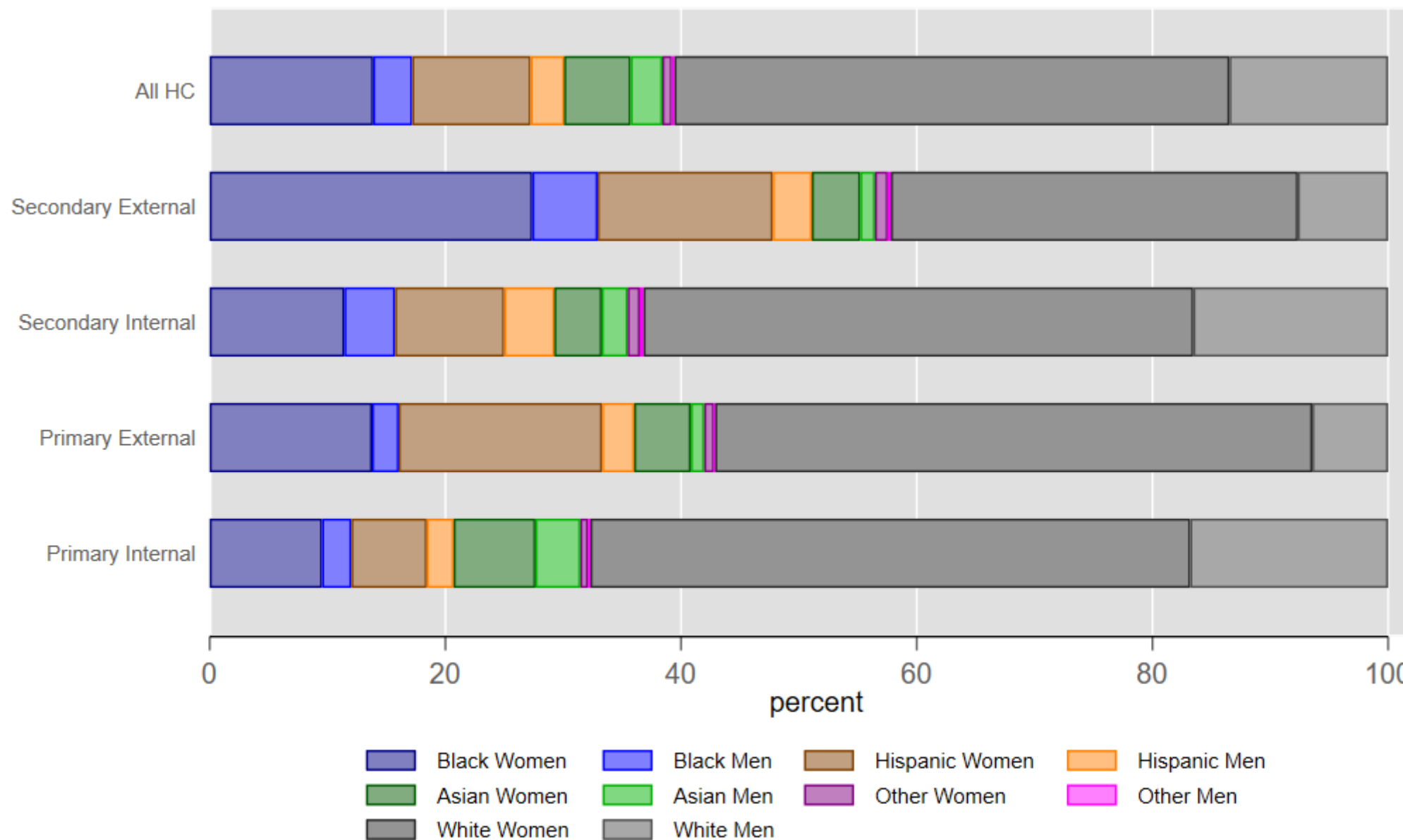
- High wage
- Good benefits
- Physicist
- Good work environment
- Registered
- High degree
- Human Resources
- Security
- Managers
- High degree
- Accountants
- and others

Primary of External

Examples

- Mass wage
- Pharmacy
- Almost no benefits
- Receptive
- Low degree
- Informal
- and respect
- Maintenance

Workers



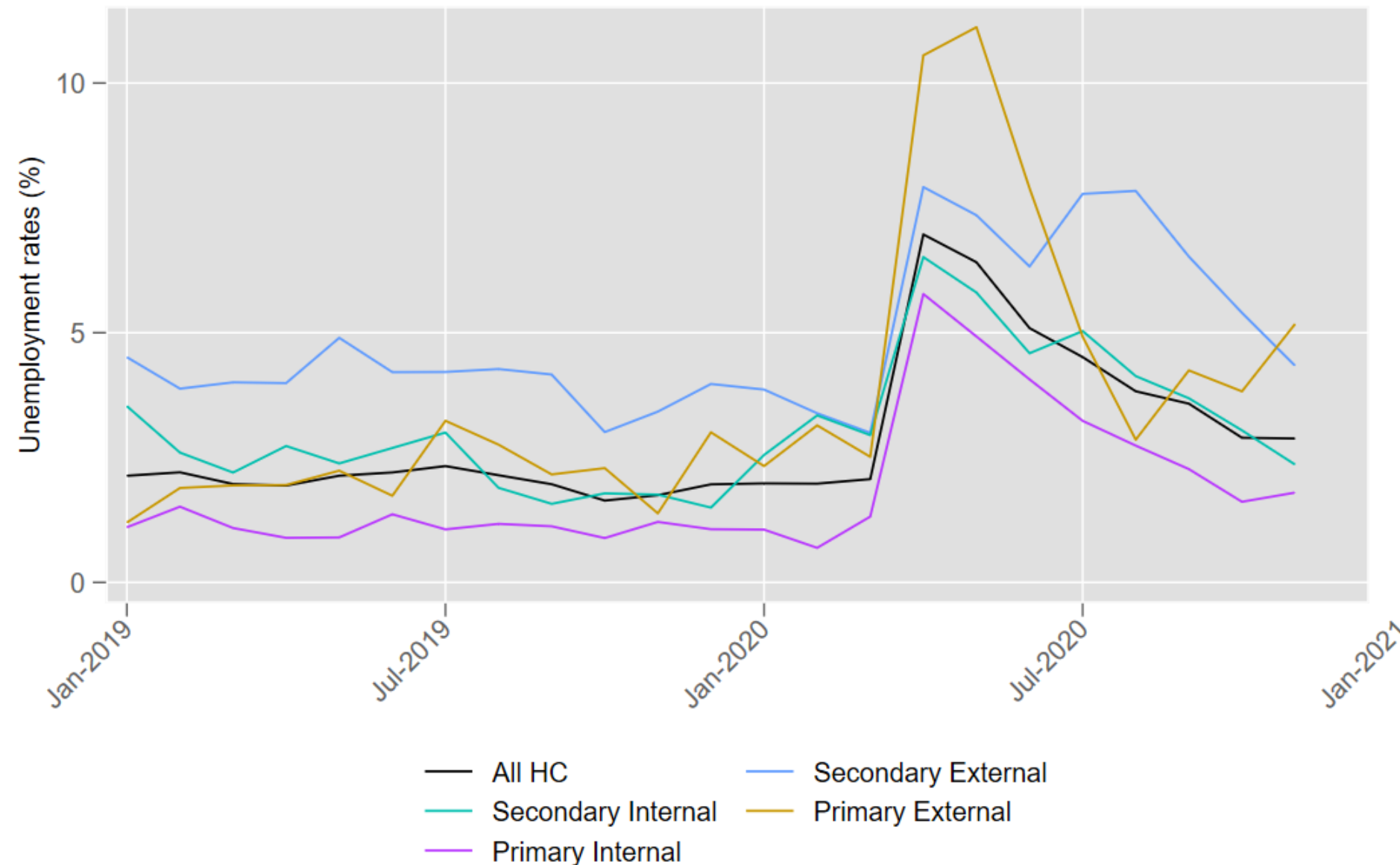
PRIMARY
INTERNAL

SECONDARY
INTERNAL

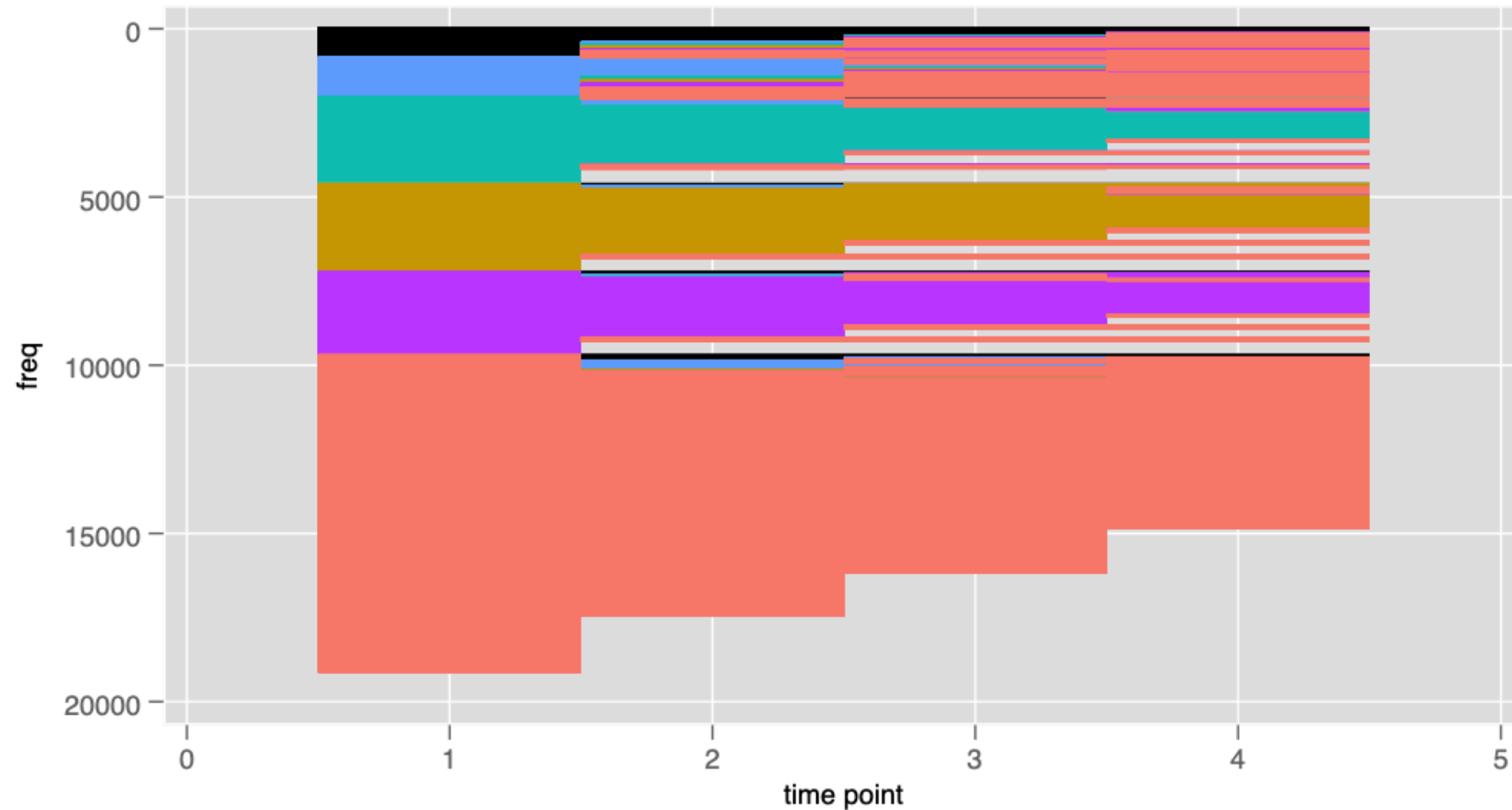
External

Sample includes persons in the labor force aged between 16 and 64. Source: CPS-IPUMS Basic Monthly Sample, Jan 2019 - Nov 2020

Outsized Shocks Through the Pandemic



Differential Advancement



Implications

- COVID-19 and growing inequities
 - Segmented workplaces and segmented effects during economic crises
 - Policy and equity in recovery
-