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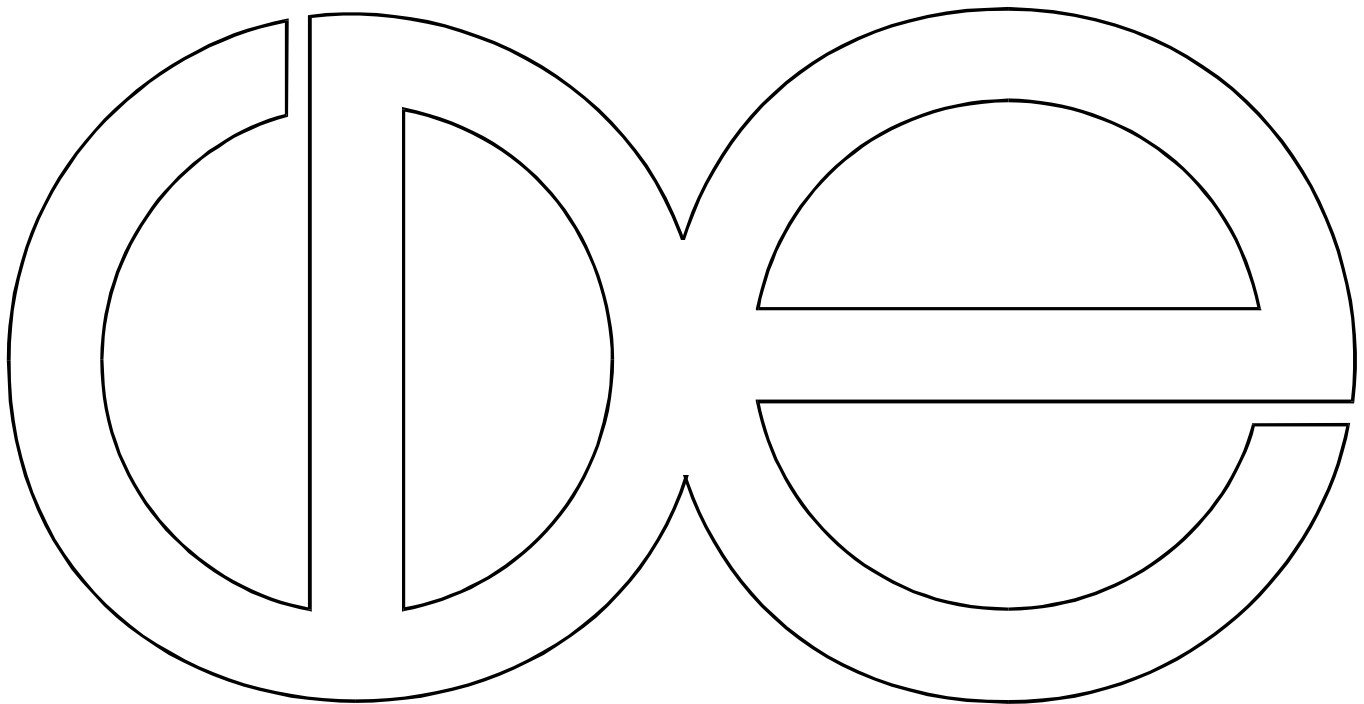
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Metropolitan Labor Markets and Ethnic Niching: Introduction to a Research Project

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Abstract

This paper reports the findings of a study of labor market niching involving 100 ethnic groups living in 216 metropolitan areas in 1990. Approximately 14 percent of the labor force of the 216 metropolitan areas studied was employed in ethnic niches, and 20 percent are employed in niches in employment sectors with 5,000 or more workers. The average percentage in niches was approximately 20 percent for indigenous minority groups (American Indians, African Americans, Hawaiians, and Puerto Ricans), 8 percent for European groups, and 31 percent non-European groups, including those from Latin American, the Caribbean, and Asia. In addition, it was found that ethnic groups differ considerably with respect to the types of sectors in which they have niches. Niches in service and blue-collar occupations associated with construction, manufacturing, and consumer market industries are primarily occupied by indigenous minority and non-European groups. Niches in professional/managerial and technical occupations are dominated by European, Middle Eastern, and selected Asian groups. Niche employment tends to be concentrated in fewer industry/occupational sectors and metropolitan areas than is the overall labor force of a group. Although niching appears to be pervasive among some ethnic groups, for individual groups there is considerable discontinuity in the sectors in which niching occurs across metropolitan areas; and few groups have multiple occupational niches within a given industry in one or more metropolitan area. Finally, workers employed in workplace jobs in which the workforce is majority co-ethnic are also likely to work in ethnic niches. It is suggested that ethnic niching emerges from economic competition resulting from changes in the relative number and sizes of ethnic populations in conjunction with the expansion/contraction of employment opportunities in local labor markets.

Key Words: Ethnicity, Labor Market Specialization, Ethnic Niche

Ethnic Niching and Metropolitan Labor Markets

INTRODUCTION

A substantial body of work suggests that occupational attainment processes allocate individuals with similar productivity characteristics into similar labor market positions (see Featherman and Hauser, 1978; Grusky, 1994). Other research raises a related question of whether ethnicity, as a socially and politically constructed collectivity, also affects this allocation process through the sectorial specialization of the employment activities of members of individual ethnic groups. Although recent work also suggests a convergence in the socioeconomic attainment of European ethnic groups whose ancestors immigrated to the U.S. in the late 19th and early 20th centuries (see Alba and Nee, 1997; Farley, 1991; Waters, 1990), other work indicate that even among some of these groups sectorial specialization in labor market activities can still be observed (see Lieberson and Waters, 1987, Chapter 5; Neidert and Farley, 1985; Farley, 1993; Logan, 1999; Waldinger, 1996a and 1996b).

This paper presents results documenting the need for further analysis of the ethnic basis of employment in metropolitan labor markets. The primary question raised here is a variant of that asked by some economic sociologists; namely, how do social structures intervene in market transactions involving the allocation of labor and capital in the production of goods? (See Portes, 1995, 1998.) Specifically, I ask whether observed ethnic variation in employment with respect to labor market sectors reflects the organization of ethnically based employment activities into meaningful, though nonexclusive, social collectivities, such as ethnic niches.

The objectives of this paper are rather modest. First, it presents a comparative analysis of labor market niching, focusing on identifying and describing inter- and intra-ethnic group

differences as they exist within and between metropolitan areas in 1990. Although previous empirical work has explored various aspect of labor market specialization among ethnic populations, these studies have been limited either in the scope of labor market activities analyzed, the ethnic groups studied, and/or in geographic coverage (see Logan, Alba, and McNulty, 1994; Waldinger, 1996a; Razin and Light, 1998). Second, it presents results indicating the association of the ethnic composition of workplace jobs with being employed in an industry/occupation sector identified as a niche for one's ethnic group. These results are used to test a key assumption made in the construction of ethnically based employment concentrations using data from decennial censuses; namely, whether ethnic group members who work in the same industry/occupation sector are also employed in workplace jobs that are ethnically homogenous.

This paper is organized as follows. First, extant studies of the extent and source of ethnic niching are reviewed, including identification of research issues needing further study. Next, I summarize results for 100 ethnic/ancestry groups living in 216 metropolitan areas in 1990, indicating that ethnic groups differ substantially in extent to which niching is used as a labor market strategy, including the employment sector in which niching occurs, and the extent of geographic continuity in niching. I find that approximately 14 percent of the labor force of major metropolitan areas in 1990 was employed in ethnic niches, and ethnically homogeneous workplace jobs were associated with ethnic niches defined by industry and occupation sector of employment. Finally, I propose a preliminary model for explaining the patterns of ethnic niching that emerge from the analysis reported here, which future research should evaluate.

BACKGROUND

<u>Sources of Ethnic Niching</u>

The term niche is used here to designate labor specialization involving the tendency of members of a specific ethnic group to concentrated in an activity or job associated with the production of a good or service. Sociologically, an ethnic niche is a socially constructed formation or collectivity in which members are linked by ties of culture, shared genealogy and history, religion, race, or national origin. These linkages provide the basis for collective social action, involving sharing information, resources, and the provision of social support for the purpose of exploiting labor market opportunities related to the production of goods and services. Although ethnic niches are often formed through self-selection, I use the term to refer to any labor market based social collectivity in which members of an ethnic group are concentrated at a higher level than members of other groups (see the methodological discussion below).

The model of ethnic niching proposed here rests on three assumptions. First, modern nation-states are structured on the basis of socially and politically constructed collectivities or "group-based social hierarchies," such as social classes, ethnic groups, etc. (see van den Berghe, 1978; Grusky, 1994; Sidanius and Pratto, 1999). Second, the location of an individual collectivity in a hierarchy is substantially determined by the extent of access to and control of scarce resources, such as authority and power, wealth, prestige, and material resources (Grusky, 1994). Ethnicity, as a social collectivity, can be viewed as a form of social capital through which individuals gain access to resources by virtue of their identification and affiliation with the collectivity (Portes, 1998). Finally, ethnic collectivities, though often situationally determined, emerge, in part, through the competition for scarce resources and subsequently facilitate

individual members' access to and control of these resources (see Olzak, 1992). In addition, in multi-ethnic societies ethnic groups not only may compete for existing labor market opportunities but, through marshaling their own resources, may exploit opportunities to produce and distribute goods and services for which no previous demand existed. Thus, niching is an important aspect of the ethnic division of labor present in local labor markets, because it provides ethnic groups a means of securing for their members a share of the material resources available for distribution through employment, and, through network recruiting and the imposition of regulatory mechanisms and procedures, enables them to maintain their respective positions in the labor market (see Waldinger, 1996a).

A key aspect of ethnicity, both as a form of collective identity and affiliation, is that group members share a common set of beliefs, behavioral expectations, norms, experiences, cultural practices, and/or resources (Cornell and Hartmann, 1998). This has important implications for the social organization of labor market activities. As previously stated, group membership is in itself a resource, structuring the individual's location and activities in labor markets. In addition, many of these shared attributes are relevant to group members' participation in the labor force, as they may facilitate or enhance their ability to exploit available labor market opportunities through social capital formation centered on the family, voluntary associations, and residential concentrations. The intergenerational transfer of capital, business ownership, and knowledge about a labor market specialty is one example of how the specialization of groups in a given activity can persist and become spatially diffused; the formation of cooperative economic enterprises, as is characteristic of ethnic economies, where labor and capital are shared is another, and trust and mutual obligations are often essential (see Portes and Manning, 1986; Portes, 1995; Granovetter, 1995).

Generally, niching is associated with the concentration and specialization of members of an ethnic group in labor market activities based on members' ability to meet labor demand through social capital formations, and, in some instances, based on their possessing special skills, experiences, or other attributes that employers consider relevant to productivity (see Lieberson, 1980, Morawska, 1990, Waldinger, 1996a, 1996b; Scott, 1996; Model, 1997; Reitz, 1990; Logan and Alba, 1999). However, there are other social formations identified in the literature in which niches are essential components. For example, niches are intrinsically linked to (1) ethnic economies, the concentration of co-ethnic owners and workers in one or more related industries for the purpose of exporting goods or to meet market demand often arising internally within the ethnic group (Logan, Alba, and McNulty, 1994; Logan and Alba, 1999), and (2) middle-man minorities, businessmen of one ethnic group providing goods and services to members of another ethnic group (Bonacich, 1973). The first social formation may also include ethnic enclaves, if specialization and spatial concentration are involved. There are numerous examples of these formations in the literature (see Bailey and Waldinger, 1991; Aldrich and Waldinger, 1990; Logan, Alba, and McNulty, 1994; Model, 1993; Portes and Bach, 1985; Logan and Alba, 1999; Rosenfeld and Tienda, 1999; Razin and Light, 1998; Light and Rosenstein, 1995; Waldinger, 1996a), even though, as suggested by Alba and Nee (1997), there is still considerable confusion regarding the distinction between ethnic economies and ethnic enclaves. In this case, as with middle-man minorities, entrepreneurs are the key actors responsible for promoting the development of ethnic niches, through the establishment of business enterprises which either rely on co-ethnics or members of another ethnic group as a labor supply. Residential concentration and the institutionalization of the provision of resources, goods, and services through social networks facilitates the use of co-ethnics as a labor supply, particularly if

English is not the standard means of discourse. Furthermore, social interaction networks associated with enclaves are highly dense, which not only contributes to the saliency of ethnic boundaries but provides an avenue for the transfer of labor-market-relevant information and resources (see Portes and Manning 1986; Olzak, 1992).

In addition to labor market relevant attributes of group members – such as education, propensity for entrepreneurship, facility with the language of the host society, etc., the availability of labor market opportunities mediated through geographic location and the timing of settlement also affect group differences in labor market specialization. These patterns of associations are well documented for European ancestry groups (see Lieberson, 1980; Lieberson and Waters, 1987); and some recent immigrant groups (see Waldinger and Bogargmehr, 1996; Logan, Alba, and McNulty, 1994; Razin and Light, 1998).

Immigration, Discrimination, and Niching

Much research suggests that labor market niching is related to the flow of immigrants, usually from the same origin, to a particular destination (see Morawska, 1990; Model, 1993; Portes and Rumbaut, 1996; Waldinger, 1996a, b). Since migration is a network-driven process, immigrants do not select destinations at random, but rather move to places where there is an existing network of friends and relatives who can provide them with various forms of assistance, including jobs (see Massey, 1985; Massey et al, 1994; Sassen, 1995). Furthermore, immigration is a key process associated with the emergence of ethnic organizations and social networks, contributing to their persistence via population renewal and the reaffirmation of the cultural heritage and traditions of the group (see Olzak, 1992).

Several researchers have taken note of the fact that pioneer migrants may establish a presence in a given labor market activity—either because of prior experience, skills, propensity, or language—and others of similar backgrounds quickly follow suit (see Model, 1993; Morawska, 1990; Lieberson, 1980; Portes and Rumbaut, 1996; Waldinger, 1996a). Waldinger (1996a) suggests that through social networking, occupational closure quickly follows the establishment of occupational specialization. He further suggests that niches may provide a "protected environment" for members of a particular ethnic group, because members may be more favorably treated with respect to employment opportunities and may receive more equitable compensation than members who work in other industries (p. 95). For immigrants, employment in a niche may provide the opportunity to acquire the necessary skills, experience, and capital to secure employment in the general local economy. Further, the presence of ethnic economies, whether or not they are enclaves, facilitates ready access to jobs through social networking (see Portes and Rumbaut, 1996; Waldinger, 1999).

Labor market discrimination faced by immigrants and members of established ethnic groups may lead to the formation of employment niches in sectors of the local labor market in which there are few if any discriminatory barriers and in which members of other ethnic groups are not present in appreciable numbers (Granovetter, 1995; Sassen, 1995). For example, among members of the least desired group in the labor queue, niches may emerge not just through self-selection but also because group members are more or less forced to accept whatever residual jobs are available once groups higher up in the queue have made their selection. Historically, the concentration of blacks in low-skill/low-wage occupations can in part be attributed to limited access to the broad array of occupations available in labor markets in which they are situated (see Lieberson, 1980; Model and Ladipo, 1996).

An employment niche established by one ethnic group, may, through succession, become associated with another ethnic group, as the former group shifts its employment to other industries and occupations that offer greater remuneration, as in occupational upgrading. The upgrading can occur through an upward shift in the educational distribution of a group and/or a lessening of labor market discrimination, providing ethnic group members access to a broader array of occupational opportunities. The new occupants of the employment niche often face limited mobility options either because of limited skills and experiences or because of the presence of barriers limiting their participation in the labor market and access to occupational opportunities.

Although niching by industry and occupation appears to be substantial for many of the ethnic groups that have experienced considerable population increases through immigration since 1965, except in the case of ethnic enclaves or co-ethnic owner-controlled ethnic economies, we do not have a clear picture of which ethnic groups are more likely to have members employed in niches, what role immigration plays in the niching process, and in what industrial and occupational sectors is niching likely to occur. These are important questions that research should attempt to address. Niching is not simply an employment strategy pursued by recent migrants through social networking, but is also a strategy adopted by groups because of the long-term economic advantages associated with specializing and concentrating in an activity. For example, on the surface, it would appear that niching is more likely to be associated with low-skill occupations that pay minimum wages, and where informal channels of transmitting information about job opportunities seem more effective. However, Waldinger (1994, 1996a) clearly demonstrates that the concentration of Russian Jews in professional/managerial occupations and African-American and Asian immigrant concentrations in municipal

government are examples of niches in which incumbents have college degrees. Waldinger (1996b) and Scott (1996) make similar cases for Israelis, Chinese, and Japanese in Los Angeles (see also Logan and Alba, 1999). Unfortunately, we do not know what share of a group's employment in a niche is associated with high- versus low-skill occupations, and whether the high-skill/low-skill mix changes with duration of residence and/or nativity. Moreover, based on findings reported by Waldinger (1996a) we do know that predominantly native-born groups also concentrate in niches and that the organization of labor market activities through ethnic niching can continue to provide economic value even to succeeding generations who are regarded as having been assimilated.

Intermetropolitan Variation

The literature on ethnic niching is weakest with respect to comparative studies of its association with characteristics of metropolitan areas. A search of the literature found only six studies that involved analysis of the concentration of the employment activities of ethnic groups in more than three metropolitan areas, including two focusing on the concentration of workers (Rosenfeld and Tienda, 1999; Identifying Reference); one on the concentration of both workers and owners (Logan, Alba, and McNulty, 1994); and three on owners (Light and Rosenstein, 1995; Razin and Light, 1998; Portes and Zhou, 1999). One could hypothesize, for example, that ethnic niching is a collective response to conditions prevailing in local labor markets. Niching emerges from the interaction of labor-force-relevant attributes and resources of ethnic groups with the opportunity structure and other conditions prevailing in local labor markets, including the presence of other ethnic groups, supply and demand conditions, and the industrial structure of the area.

Much of what is known about ethnic niching is based on case studies of selected ethnic groups in individual metropolitan areas, such as New York, Miami, Los Angeles, Chicago, Toronto, and San Francisco (see Waldinger, 1996a; Reitz, 1990; Model, 1997; Logan and Alba, 1999). Most of the groups studied have been those that have increased in size due to substantial immigration in the last quarter of a century, including Mexicans, Hondurans, Salvadorans, Chinese, Filipinos, Koreans, Vietnamese, Haitians, Cubans, West Indians, Dominicans, Guatemalans, Russians, and Colombians concentrated in major gateway cities (see Porter and Rumbaut, 1996, p. 36, Figure 1). Although this approach can be fully justified on the basis of the importance that immigration has played in the economy of these places, there is also a danger in misrepresenting the role that ethnic niching plays as a mechanism for organizing an ethnically diverse population, whether or not local areas have received significant flows of immigrants in the recent past. In addition, a comparative analysis of the labor market experiences of a limited number of ethnic groups in a local labor market which is multi-ethnic in character, can only provide an incomplete picture of how intergroup dynamics impact on the labor market position of the groups studied.

Although there is considerable evidence pointing to the crucial role of immigration, little is known of the precise nature of the relationship of immigration with the organization of local labor markets into ethnic niches. Previous studies of labor conflict during the 1875–1930 period, for example, suggest that interurban variations in the volume of immigration, share of the local population foreign-born, the extent of ethnic diversity of the urban population, and the expansion and contraction of local economies each had important effects on the extent of competition between ethnic groups, which, in turn, affected the level of conflict present in local areas (see Lieberson, 1980; Olzak, 1992). In addition, it is not clear whether the associations of

immigration and ethnic differentiation with ethnic niching are linear and positive. These associations are probably conditional on the economic structure of metropolises and related to the nativity and skill distributions of ethnic populations. For example, Eaton (1998) reports that in small and medium-size cities, immigrants fill occupational niches that would not exist in their absence. Moreover, since some ethnic groups contain substantial immigrant shares, it would be of some importance to determine what share of niche concentrations is driven by local circumstances.

CURRENT ANALYSIS

The current analysis is an extension of previous work (Identifying Reference) in which the universe has been expanded to include 100 ethnic/ancestry groups resident in 216 metropolitan areas in 1990. The primary objective of the current analysis is more modest, as it seeks to provide a descriptive summary of the extent of concentration of individual populations in ethnic niches in 1990. This is a necessary precursor to a larger analysis of the determinants of intermetropolitan variation in ethnic niching and changes in niching between 1980 and 1990. I seek to determine which ethnic groups are more likely to be concentrated in labor market niches according to industry/occupation sectors, and whether the sectors that form the basis of niches for individual groups exhibit high continuity across metropolitan areas.

RESEARCH DESIGN

Data

The data for this analysis are derived from the Public Use Microdata Sample (PUM's) files for 1990, 1 and 5 percent samples. I have merged the 1 and 5 percent PUM's, since they are independent representative samples of the U.S. population. This has the advantage of increasing the sample counts for small ethnic populations in individual metropolitan areas. These files have sufficient sub-samples for individual metropolitan areas to calculate measures and perform analysis for each area as if they were independent samples. The actual number of metropolitan areas included in the sample is 216. The selection of individual metropolitan areas was based largely on whether the estimated population count for a metropolitan area derived from the 5 percent PUM's was within 95 percent of the estimated count derived from the 1 percent PUM's. Population counts based on the 1 percent PUM's for most metropolitan areas are more accurate because the geography corresponds to that given in the official definition of PMSA's and MSA's. Included in the 216 metropolitan areas are 21 consolidated metropolitan statistical areas (CMSA) composed of 68 PMSA's, with the remaining 195 units being metropolitan statistical areas (MSA).

The 5 percent PUM's file does not provide representative samples of the population of all metropolitan areas, including New York, Memphis, Houston, Cincinnati, Baltimore, Miami, and Philadelphia, among others. In the vast majority of affected metropolitan areas, the population in the omitted territory represents less than 5 percent of the total population. The under-representation occurs because identifying the population of an excluded area would have violated confidentiality rules. A number of metropolitan areas include counties with total

populations too small to be identified on the 5 percent sample files, particularly if the missing county was located in another state. In these cases, small counties were combined with other counties that were a part of the same metropolitan area or with adjacent nonmetropolitan counties or counties that were a part of another metropolitan area. In other instances, metropolitan counties located in a different state were merged with other counties of that state. I use the Public Use Microdata Areas (PUMA) codes available on the 5 percent PUM's to reassign areas that properly belong to a metropolitan unit, provided the additional geography does not increase the population of the metropolitan areas by more than 5 percent of its official size. In other instances, if parts of the territory of one metropolitan area are combined with the territory of other metropolitan areas, I combine the entire territory of both metropolitan areas and treat them as one unit.

Measurement of Variables

  Ethnicity. In generating tabulations of ethnic populations in industry- and occupation-specific employment sectors for individual metropolitan areas, I have attempted to preserve as much detail as possible in categorizing ethnicity, occupation, and industry. Ethnicity consists of 100 groups, derived from information on first and second ancestry, and race and Hispanic origin. Data on ancestry is the only available means for distinguishing non-Hispanic whites in the 1990 PUM's. Although, first ancestry is used to identify individual European ethnic groups, additional categories are also if 1,000 or more respondents of European ancestry reported the same double ancestry, such as England/France, England/Germany, England/Irland, German/Poland, etc. In all instances except one, an ancestry,.ethnic, or racial category had to have 1000 or more sample respondents in 1990 to be separately identified.

There is substantial evidence indicating that the reliability of the ancestry information is modest at best, particularly for European groups whose periods of greatest migration occurred during the 19 and early 20 centuries. This is because high rates of inter-ethnic group marriages, geographic mobility, and declining differences in socioeconomic attainment levels (see Farley, 1991; Lieberson and Waters, 1987). Lieberson and Waters (1987) suggest a pervasive pattern of fluidity in the identification of ancestry due in part to an increasing share of individuals of European origin who are of multiple ancestries, making it difficulty for individuals to unambiguously classify themselves into only two categories. In addition, an increasing number of individuals of multiple ancestry simply identify themselves as "Americans." Although I agree with these assessment of the quality of ancestry data, there is no reason to expect that these data are of no use in identifying statistical regularities in the distribution of ethnic populations across employment sectors (see Neidert and Farley, 1985). However, it has to be acknowledge that the extent of reliability of the ancestry data requires caution in the interpretation of observed patterns.

The distribution of individual ethnic populations across the 216 metropolitan areas will very considerably, with some such as English, German, Irish, Mexican or African American having substantial representation in most metropolitan areas; while others, such as Haitian, Salvadorian, Dominican or Croatian having a substantial presence in a limited number of metropolitan areas. However, the key issue for this analysis is that each ethnic group is sufficiently concentrated in at least one metropolitan area to allow for the possibility of labor market specialization (see below).

Employment Sector. An employment sector is the basic observation unit for analyzing the extent of labor market specialization for individual ethnic groups. Given the overall

objectives of this research project, information on both industry and occupation are used to defined an employment sector. This approach differs from others reported in the extant literature, where either industry or occupation are used as the observational unit for studying ethnic niching. Industries consist of firms, the basic unit of production for an economy, based on similarities in the types of goods and services produced. To the extent that members of an ethnic group specialize in the production and/or provision of a good, as often occurs in an ethnic economy, the use of industry as an observational unit is appropriate (see Logan, Alba, and McNulty, 1994; Logan and Alba, 1999).[1] But labor market specialization can also be occupationally specific, involving technical activities that may or may not be transferable among firms in different industries, but in which individuals of the same ethnic groups may be concentrated. Occupations describe the technical skills and associated human capital attributes that link individuals to the specific jobs available in a firm (see Kalleberg and Berg,).[2]

In identifying an employment sector, I use a 48-category breakdown of industry and a 19-category breakdown of occupations. The combination of industry and occupation provides an alternative measure of work activities in which individuals are engaged, involving the application of technical skills and experience in the production of a good. Accordingly, an ethnic niche is defined as an employment sector consisting of an industry/occupation cell in which members of a specific ethnic group are 1.5 times more likely to be concentrated in that sector than members of all other ethnic groups. Thus,

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[1]Although this approach will be applied in subsequent work in which the presence of owners are important for identifying ethnic economies, it is not applied in this paper.

[2]Moreover, because firms differ in product lines, size, internal division of labor, market share, technological base, capital intensity, the number and types of job, and the rewards associated with them will also differ.

$$CI_{ijk} = ((e_{ijk} / e_{jk\text{-}i}) / (o_{ijk} / o_{jk\text{-}i})) * 100$$

where CI_{ijk} is the concentrated index for the ith industry/occupation sector, the jth ethnic group living in the kth metropolitan area; e_{ijk} is the number of workers of ethnic group (j) who are associated with the ith industry/occupation sector and living in the kth metropolitan area; $e_{jk\text{-}i}$ is all other workers of ethnic group (j) in metropolitan area (k); and o_{ijk} and $o_{jk\text{-}i}$ are similarly defined for the employment of workers of all "other" groups in the ith industry/occupation sector and living in the kth metropolitan area. This measure is an odds ratio, and as such is independent of the proportion a group represents of the total population. The value of 1.5, though arbitrary, attempts to set a lower limit to the extent to which members of an ethnic group are specialized or over-represented in an activity relative to members of other ethnic groups.[3,4] The intent here is simply to summarize the extent of labor market specialization observed for individual ethnic populations. In subsequent work, the focus will shift to explaining the extent of concentration of ethnic populations in employment sectors, including the extent to which groups are under or over represented in individual employment sectors.[5]

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[3]An employment sectors must also have 15 or more sample respondents, representing approximately 270 workers, to be identified as a niche. Although this constraint is also somewhat arbitrary, it is necessary to ensure the reliability of the results. Note also that this measure primarily focuses on the kinds of activities in which individuals are involved, without regard to whether they are salaried workers or owners. In subsequent work, employment sectors will be distinguished on the basis of whether they reflect concentrations of workers, owners, or both.

[4]Not only does this operationalization assumes that values of greater than 1.5 represent labor market specialization, it is also assumed that social processes underly the extent of concentration of an ethnic group's workforce in an employment sector.

[5]In addition, for each employment sector identified, whether or not a niche, selected information on the characteristics of workers is appended. This information includes percentage foreign-born, gender, self-employed, supervisor, mean number of years completed, and English fluency.

The cross-classification of 48 industry and 19 occupation categories yields a table containing 912 cells, or employment sectors. However, 14 of the cells contain structural zeros.[6] For the total sample population, 60 percent of the remaining 898 employments include workers of at least one ethnic group working in a niche.[7] While this 898 cell table is constructed for each ethnic group in each metropolitan area in which members of that group reside, many of the cell contain zero entries. This is the case even for groups such as Mexican, African American, English, or German that are of sufficient size to have workers present in all cells (see column 1 of Table 2). Ethnic group members are not randomly distributed across employment sectors, and thus one would expect this to be reflected in the distribution of workers across industry and occupational sectors. The tendency of groups members to concentrate in specific employment sectors is probably affected by the characteristics of the industry, occupation, particular ethnic group, individuals, and the metropolitan area of residence.

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[6]The structural zeros are associated with the following employment sectors: 1) food service, and cleaning and building maintenance occupations in the private household industry; and 2) extractive occupations in food, textile mill, truck and warehouse storage, communications, general merchandise, eating and drinking, other personal services, hospital, health services, elementary and high schools, college and universities, and other educational service industries.

[7]Employment sectors differ considerably not only in whether or not workers are concentrated in niches, but also the share of workers in a sector who are concentrated in niches. It may be that the industry and occupation associated with a particular employment sector are characterized by demand and supply conditions which facilitate the concentration of workers from the same ethnic group. For example, where employment in a firm and/or occupation is based more on informal recruitment practices, such as reliance on worker referrals, the opportunity for workers of the same ethnicity to concentrate would be greater. Similarly, establishments that provide goods unique to members of a particular ethnic group, such as ethnic based cuisines, printed materials, clothing, etc., are also likely to have greater concentrations of workers from the same ethnic group.

RESULTS

Table 1 provide summary statistics on the ethnic groups included in the analysis, including the U.S. labor force 16 years and older (column 1), the number of metropolitan areas in which each group resides (columns 2 and 3); the percentage of the total labor force 16 years and older residing in these metropolitan areas; the mean, minimum, and maximum values of the concentration index; the number of employment niches associated with each group; the percentage of the labor force employed in niches; and the shares of the labor force foreign-born and recent immigrant. There is considerable variation among ethnic groups with respect to the summary indicators.

The vast majority of ethnic groups have members residing in 100 or more metropolitan areas (column 2). The exceptions are mostly groups with estimated labor force size of less then 50,000. Moreover, labor force size is positively related to the number of metropolitan areas in which groups are present. The number of metropolitan areas of residence is reduced substantially if the sample is restricted to those with 500 or more workers for each ethnic group (column 3).

Column 4 indicates the percentage of each group's total labor force 16 years old and over present in the metropolitan areas listed in column 3. These percentages are somewhat inflated because of the sampling fraction used to estimate the labor force of individual metropolitan areas. The total counts (column 1) were estimated from the 1990 1 percent PUM's, while the counts for metropolitan areas were estimated from both the 1 and 5 percent PUM's.[8] Never the

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[8]The sample weights for the combined 1 and 5 percent PUM's samples were recalculated using the person weights reported for each sample. Because the average person weights for individual ethnic group differed in the individual PUM's files, the use of a combined weight

less, the estimated percentages reported in Table 1 indicate that the metropolitan areas included in the analysis contain at least two-thirds of the total labor force of most ethnic groups. Note, however, that groups with higher percentages in the sample metropolitan areas also have higher percentage foreign-born. This pattern is consistent with previous findings of recent immigrants concentrating in fewer but larger metropolitan areas (see Frey, 1995; Eaton, 1998).

In columns 8 and 9, one can observe considerable ethnic group variation in the number and share of the labor force concentrated in niches. African Americans have the largest number of niches, followed by Other North Americans, Mexicans, Germans, English, German/English, Scots, Irish, Italians, Russians, and Chinese. The number of niches associated with each group can be partly explained by group size and the number of metropolitan areas in which they are concentrated. Groups with the largest labor force resident in more metropolitan areas have more niches. On the other hand, size of group and geographic dispersion are not good predictors of the share of a group's labor force concentrated in niches, with the exception of African Americans and Mexicans.

Approximately 14 percent of the labor force of the 216 metropolitan areas studied was employed in niches, and 20 percent are employed in niches in employment sectors with 5,000 or more workers (not shown). On average 20 percent of the labor force of North American groups (excluding Mexicans) are employed in niches, while 31 percent of non-European groups and 8 percent of European groups are similarly employed. Niche concentrations are high for most of the Hispanic, Caribbean, and Asian groups, and low for African, Middle Eastern, and European

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probably inflated population counts for some groups and deflated the counts for others. This is most likely to have occurred for small groups. In addition, as discussed in the methods section, the counts for some of the groups are inflated because they include counts from portions of PUMA not officially a part of the territory of individual metropolitan areas.

groups. Within the European category, English and German have a large number of niches while only 14 and 7 percent of their labor force respectively are concentrated in niches; while, on the other hand, Russian and Russian/Polish have a small number of niches, but have above average niche concentrations at 33 and 26 percent, respectively.

Column 10 of Table 1 reports the percentage of an ethnic group's labor force concentrated in niches in employment sectors in which members of other groups do not have niches. The percentages in this column are much lower than those reported in column 8, indicating that the vast majority of ethnic groups have niches in labor market sectors in which other groups also have niches. It is possible for more than one ethnic group to specialize in a given sector. There are several ways in which this may occur. First, different groups may specialize in the same employment sectors but in different metropolitan areas. Second, niche concentration involving two or more groups in the same sector may be due to market demand for goods and services arising within individual ethnic groups, such as ethnically based specialty establishments. Only Mexicans, Hawaiians, and African Americans have substantial niche concentrations in sectors in which no other group has a niche. Approximately one-third of Mexicans, 62 percent of Hawaiians, and 57 percent of African Americans are concentrated in sectors dominated by single-group niches. In most instances, these niches are associated with low-skill service and blue-collar occupations.

Also included in Table 1 are estimates of the share of a group's labor force that is foreign-born and recent immigrants, that is the foreign-born who arrived between 1985 and 1990. The values reported in columns 11 and 12 indicate that ethnicity, not recency of immigration or generational composition of a group, is the most important factor related to niching. Foreign-born share is well above 50 percent for most of the non-European groups, and

below 10 percent for most of the European groups. These differences reflect variations in time of arrival, origin, and region destination of immigrants. Non-European immigrants are more recent arrivals and are heavily concentrated in gateway metropolises such as New York, Los Angeles, San Francisco, Miami, Chicago and Houston.

Recency of immigration is thought to be an important factor promoting the concentration of ethnic populations in specific employment sectors, in part because of the role social network presumably play in channeling immigrants to particular locations and activities (see Waldinger, 1996a; Sassen1995; Portes and Rumbaut, 1996). But contrary to what one might expect, the share of an ethnic group concentrated in employment sector niches is only moderately correlated with foreign birth (r = .44) and recent immigrant (r= .48). If we exclude the native-born North American groups, except Mexicans (Puerto Ricans, Canadians, Other North Americans, Hawaiians, and African Americans) and divide the remainder into European (n=50) and non-European (n=45) groups, the correlations between percentage employed in niches and foreign-birth are statistically zero at .17 and .27, respectively; and the correlations between niche employment and recent immigrant are .20 and .35 (P< .05), respectively. Thus, only in the case of recent immigrants among the non-European groups do we observe a statistically significant correlation.

Concentration of Employment by Sector and Metropolitan Area

As indicated in Table 1, the share of the labor force employed in niches vary considerably by ethnicity. This variation may be associated with ethnic group variation in both sector of employment and/or in metropolitan area of residence. Below, I seek to disaggregate the variation exhibited in Table 1 by providing greater detail of the extent of association of ethnic affiliation with employment in specific labor market sectors and metropolitan area of

residence. As previously noted, niching may arise from the interaction of labor market relevant

attributes of groups in association with particular employment conditions prevailing in an

individual employment sector. Thus, variation in niching may be a consequence of the

concentration of ethnic groups in specific employment sectors. On the other hand, this

association is expected to be conditioned by the distribution of ethnic populations across

metropolitan areas as well as the possibility that metropolitan variation in industrial structure

may raise or lower the extent of niching by individual ethnic groups.

The discussion begins with the presentation of results indicating the overall pattern of

variation in the distribution of niche employment across labor market sectors and metropolitan

areas for individual ethnic groups. This is followed by a more detail discussion of the

distribution of niche employment in specific occupational sectors, and metropolitan variation in

niche employment in selected industry and occupational sectors. [Appendix Table 1 summarizes

the distribution of all workers in employment sectors according to the share in niches; and

Appendix Table 2 list and provide summary information on metropolitan areas included in this

analysis.]

The entrophy index is used to calculate an index of dispersion designed to summarize the

extent of concentration of ethnic groups in industry and occupation sectors and metropolitan

areas.   Table 2 reports indices of dispersion to determine whether niche employment is more

likely to be associated with particular employment sectors and/or metropolitan areas. The

indices were calculated as follows:

$$DP = 1-[\Sigma(P_i \, \text{Log} \, 1/P_i)/\text{Log} \, k]$$

Where DP is 1- the entrophy index, P_i is the proportion of a group's labor force employed in a labor market sector or live in a metropolitan area, respectively; and k is the number of employment sectors or metropolitan areas in which there are ethnic group members. A value of zero indicates that ethnic group members are proportionately distributed in sectors or areas to the same extent, while a value of one indicate that members are concentrated in one sector or metropolitan area. Columns 1 and 5 report values of k, columns 2 and 6 values of DP for the distribution of workers across employment sectors or metropolitan areas, respectively; and columns 3 and 7 values for the distribution of niche employment in sectors and metropolitan areas respectively.

The results reported in table 2 indicate that the total labor force of individual groups is much more dispersed across industry/occupational sectors than is the distribution of niche employment. The ratios reported in column 4 indicate that niche employment on average is three times more likely to be concentrated in specific sectors. The dispersion index for the distribution of the total labor force is less than (.20) for most ethnic groups (column 2), indicating that the distribution of worker tend to be disperswed across a large number of industry/occupational sectors. Niche employment, on the other hand, tends to be more sector specific as the value of the dispersion index in most instances exceed (.50). Interestingly, ratios larger than 3.5 for niche employment to labor force dispersion is greater for groups in which the number employed in niches (Table 1, column 9) on average is less than 15 percent (e.g., Argentina, Chile, Syria, Turkey, Lao, Belgium, Finland, etc.); the opposite is true for groups in which the number employed in niches on average is greater than 25 percent.

With respect to metropolitan areas, the results reported in Table 2 indicate that the distribution of the labor force of individual ethnic groups is much more likely to be concentrated

in specific metropolitan areas than is the case with industry/occupational sectors. While niche

employment is on average more concentrated in specific metropolitan areas than in labor market

sectors (compare columns 3 and 7), the ratios reported for metropolitan areas (column 8) is much

lower; that is, the ratio of the distribution of niche employment to total labor force across

metropolitan areas is less than 2.0 for most ethnic groups.

For some groups then, the pattern exhibited in Tables 1 and 2 suggest that not only is

niche employment high but it tends to be present in a substantial number of the

industry/occupational sectors in which their workers are present (e.g., Mexicans, Dominicans,

Haitians, Columbians, Chinese, Koreans, African Americans, etc.). For groups in which niche

employment is low, we find that the latter is much more likely to be associated with a smaller

number of employment sectors. However, taking into account the fact that the labor force of

ethnic groups is more highly concentrated in specific metropolitan areas than in

industry/occupational sectors, one can speculate that niche employment is probably substantially

affected by both the industrial structure of metropolitan areas as well as the labor market

attributes associated with members of individual ethnic groups.

Niche Employment by Occupational Sector

Table 3 was constructed to further explore the association of niching with employment in

occupational sectors. Table 3 reports the share of employment of an ethnic group in a specific

occupational sector associated with niche employment. This table only reports niche

employment, and row entries sum to 100 % for each group. One can observe a clear pattern of

concentration of niche employment in specific occupational sectors. For most of the Hispanic

groups niche employment is concentrated in service (food, health, and cleaning and building)

and blue-collar (machine operators and assemblers, and laborers) occupations. In addition, individuals of Guatemalan, Honduran, Argentinean, Chilean, and Panamanian ancestry niche employment is also concentrated in construction trades, while Puerto Ricans, Cubans, and other Hispanics are concentrated in administrative support.

In the case of groups of Caribbean ancestry niche employment is concentrated in administrative support, health services, and laborer occupational sectors. Groups of Middle Eastern and Asian ancestry are concentrated in professional and sales occupations. However, some of the individual groups are concentrated in managerial (Korean and Thai), food services (Chinese, Thai, and Other Asian), and semiskilled blue-collar occupations (Vietnamese). North American ethnic groups (excluding Mexicans) are concentrated in construction trades (American Indians, Hawaiians, Canadians), transportation and material moving (American Indians and Hawaiians), administrative support (Hawaiians and African Americans), protective services (American Indians), health and cleaning and building services (African Americans), laborers (Hawaiians and African Americans), and managers, officials, and professional occupations (Canadians).

Niche employment for European ethnic groups is heavily concentrated in white-collar occupations, including managers and officials, professionals, sales, and administrative support occupations. Selected groups are concentrated in several other occupational sectors, including farming, forestry, and fishery (Netherlands nd Germany), protective services (Ireland), and several skilled and semiskilled blue-collar occupations (Portugal, Slovakia, Yugoslavia, Finland, Croatia, and Serbia).

Geographic Variation in Ethnic Niching

The results reported in previous tables indicate that niching is more extensive for some groups than others, and that individual groups may be concentrated in niches in more than one employment sector, from professional/managerial, to service, to unskilled blue-collar occupations. However, we noted in Table 2, that niching tended to be associated with residence in fewer metropolitan areas than general labor force employment. The results reported in Table 4 combine these two concerns to determine whether the concentration of individual ethnic groups in specific industry/occupational sector niches exhibits intermetropolitan continuity. That is, if the labor force of a group is substantially concentrated in specific industry/occupation niches, how likely is it that this concentration occurs in every metropolitan area in which a group has a sizable presence in these sectors? This question raises an important issue; namely, whether the procession of specific labor market relevant skills, resources, and experiences, in conjunction with the opportunity structure of places, facilitate the concentration of members of ethnic group members in specific labor market sectors. Findings from a number of historical and contemporary studies indicate that sectorial specialization is a common phenomena in local labor markets (see Lieberson, 1980; Lieberson and Waters, 1987; Model, 1993; Logan, Alba and McNulty, 1994; Rosenfeld and Tienda, 1999; Sassen, 1995; Waldinger, 1996a). Unfortunately, as previously noted, few studies have focused on ethnic group based sectorial specialization involving a large number of ethnic groups and metropolitan areas.

Table 4 reports selected characteristics of industry/occupational employment sectors by ethnicity. These results were assembled for employment sectors in which there are 270 or more workers present in five or more metropolitan areas, 5,000 or more workers present in the sector nationally, and in which workers in that sector represent one percent or more of the total labor force of an ethnic group. Although the presentation is biased in favor of relatively large ethnic

groups dispersed across five or more metropolitan areas, the restrictions were imposed to both reduce the number of reported entries as well as to highlight major sectors of niche employment for a select number of ethnic groups. I note in passing that only 49 of the 100 ethnic groups reported in Table 1 have entries reported in table 4.

The first three columns of Table 4 report labor force statistics, including the number of workers employed in a sector nationally (column1), the share of those workers employed in niches (column 2), and the share a group's total niche employment associated with an individual sector (column 3). As is evident from the percentages reported in column 3, the share of total niche employment for a group represented by the employment sectors included in the table for that group is less than 40 percent for the majority of ethnic groups. The groups in which 45 percent of total niche employment is represented by the sectors reported in this table includes, Mexican, San Salvador, Other Hispanic, China, Philippine, Korea, American Indian, African American, England, Scotland, Russia, Greece, and England/Scotland.

In assessing the extent of inter-metropolitan continuity in niche concentration in specific employment sectors, the relevant results are reported in columns 4 through 6. Column 4 reports the number of metropolitan areas with 270 or more workers in a given employment sector; column 5, the number of corresponding metropolitan areas with niches in an employment sector; and column 6 presents the percentage of metropolitan areas reported in column 4 with niches present in a sector. The correlation between the distribution reported in columns 4 and 5 is (.51), indicating a moderate association between the number of metropolitan areas in which a group has 270 or more workers in a sector and the number of metropolitan areas in which that group also has a niche in the same sector. This association indicates that the extent of inter-metropolitan continuity in the concentration of the labor force of an ethnic group in a specific

labor market sector vary by ethnic groups. Non-European groups are substantially more likely to have niches in the same employment sectors in metropolitan areas in which the groups have a sizeable presence. This is also true of two of the major North American groups, Mexicans and African Americans. For the European groups, the association is much smaller, as indicated by the fact that a smaller percentage of employment sectors in metropolitan areas with 270 or more workers are also niches (see column 6). The two major exceptions includes Russian and Greeks, in which the percentages rival those of the non-European groups.

The results reported in Table 4 indicate that niche employment for some groups in some sectors occurs in most metropolitan areas in which employment in that sector is of sufficient size to support niching. However, overall it is clear that niche employment for most groups is specific both with respect to sector and metropolitan area even if concentration in niches represent a large share of total employment. Thus, it is reasonable to conclude that intermetropolitan continuity in sectorial specialization is not simply driven by the types of resources group members bring to the market place, but also by opportunities and constraints members encounter in local areas.

I also constructed another distribution (See Appendix Table 3) to assess a group's strategic importance to an industry in a metropolitan area with respect to the concentration of its labor force in multiple occupational sectors. A group whose employment is pervasive throughout the occupational hierarchy of an industry is in a position to substantially control or influence employment relations, including hiring and retention policies, work conditions, and compensation levels. Such pervasiveness would almost certainly have consequences for the ethnic composition of the entire industry or major sectors within it. The results indicated that few ethnic groups have more than four (out of a possible19) occupationally specific niches

within an industry for a given metropolitan area. Specifically, only 24 of the 100 ethnic groups

have niches associated with four or more occupations within an industry. In fact, most groups

have fewer than three niches in any one industrial sector in a given metropolitan area. Only

Mexicans and African Americans have four or more occupational niches in a variety of

industries in three or more metropolitan areas. Moreover, African American is the only group

with eight or more occupational niches in more than three industries, including employment in

hospitals in the Los Angeles, New York, and Washington/Baltimore CMSA's; social services,

religion, and membership organizations in the Los Angeles and New York CMSA's;

transportation and public administration in the Chicago, Detroit, Los Angeles, Philadelphia, and

Washington/Baltimore CMSAs. These results confirms the importance of including occupation

of workers in identifying niche concentrations, because workers of a given ethnicity are highly

unlikely to be over-represented in a large number of occupationally specific sectors within an

industry.

Ethnically Homogeneous Workplaces and Niching

The analysis of ethnic niching reported in the previous section assumes an association

between the ethnic composition of industry/occupation sectors and the ethnic composition of the

jobs occupied by individuals at a given work site. In this section, I explore this connection. An

employment sector, as defined previously, contains workers who are located at separate work

sites scattered throughout a metropolitan area. The questions I now wish to explore are (1) the

extent to which workers are employed in jobs at work sites that are ethnically homogeneous and

(2) whether jobs consisting of an ethnically homogeneous workforce are also associated with

ethnic niches as defined in the previous section. A sample drawn from the Multi-City Study of

Urban Inequality (MCSUI) is used to address these issues. With regard to ethnicity, we use four

pan-ethnic categories, including Asian, non-Hispanic white, non-Hispanic black, and Hispanic.

Sample size restrictions and the absence of detailed information on ancestry in the MCSUI file

preclude the use of the detailed classification developed from census data.

The MCSUI surveys were conducted in 1992–94 in Atlanta, Boston, Detroit, and Los

Angeles and include samples of Asians, blacks, Hispanics, and whites. Respondents were

randomly selected members of households, 21 years of age and older. Because information on

the ethnic composition of the workplace job was not ascertained from respondents in the Detroit

portion of the study, we focus on workers in Atlanta, Boston, and Los Angeles who have worked

since 1990 (N= 4,517). Whether a worker was employed at a job that was ethnically

homogeneous at his workplace was determined from information provided in response to the

following question: "What (is/was) the race and ethnicity of most of the employees doing the

kind of work you (do/did) at this location?" If a respondent indicated that s/he worked in a job in

which most of the workers were perceived as being co-ethnics, that job was defined as being

ethnically homogeneous.   This operational definition is less than ideal, because "most" for

individual respondents could vary over a broad rage; from slightly over 50 to 100 percent of

workers in a job category. Because of the crudeness of this definition, results given below

should be interpreted with caution.

Table 5 reports the percentage of workers employed in ethnically homogeneous jobs by

ethnicity and metropolitan area of residence. The table clearly indicates that workers were more

likely to be employed in jobs in which members of their ethnic group predominate. Six in ten

workers were employed in jobs that consist mainly of co-ethnics. For blacks and Asians, the

number was eight in ten, and was seven in ten for Hispanics. Two-thirds of workers in Atlanta and Los Angeles and one-half in Boston worked in jobs shared with co-ethnics.

If the average worker was employed in a job that was ethnically homogeneous, what is the likelihood that such a job is associated with an ethnic niche? To address this question, I merged the concentration index for individual employment sectors calculated from the 1990 PUM's onto the records of MCSUI respondents, using the four pan-ethnic categories and the major occupation and industry categories to establish the link. Next I estimated a logistic regression equation of the odds of working in an ethnically homogeneous workplace job as follows:

$$\text{Log}(P/1-P) = \alpha + \beta_i \text{NICHE} + \Sigma\beta_i \text{ETHNIC}_j + \Sigma\beta_i \text{RESIDE}_k + \Sigma\beta_i \text{ETHNIC}_j * \text{NICHE} \qquad (1)$$

where Log(P/1 P) is the log odds of working in an ethnically homogeneous workplace job; NICHE is 1 if an ethnic group is concentrated in an industry/occupation sector with a concentration index value for that group of 1.5 or more; ETHNIC represents three dummy variables coded 1 for blacks, Hispanics, and Asians, and 0 otherwise; and RESIDE represents two dummy variables coded 1 for residence in Atlanta and Boston, and 0 otherwise.

Estimated coefficients for equation 1 are reported in Appendix Table 4. These estimates were used to calculate the partial odds coefficients reported in Table 6. The results indicate that the likelihood of workers being employed in ethnically homogeneous jobs is greater than one for

all subgroups, except blacks working in non-niche employment sectors.[9] For whites, blacks, and

Hispanics, the partial odds of working in jobs that consist predominantly of co-ethnics is greater

for niche than non-niche sector workers. This is particularly true for Hispanics where the

difference in the odds between niche and non-niche sectors is three to one. Why Asians in non-

niche sectors have a greater likelihood of working among co-ethnics than those working in

niches may be ananomaly, although it could be a consequence of the high concentration of this

group in Los Angeles where concentration in ethnically homogeneous workplaces is almost 90

percent (see Table 5).

DISCUSSION

Summary

As previously noted, the literature on ethnic niching is weakest with respect to studies

that comparatively have focused on the extent of ethnic group differences in niching, and the

extent of metropolitan variation in niching for individual ethnic groups. The analysis reported in

the previous section suggests the following as the point of departure for subsequent analyses.

Approximately 14 percent of the labor force of the 216 metropolitan areas studied was employed

in ethnic niches, and 20 percent are employed in niches in employment sectors with 5,000 or

more workers. The average percentage in niches was approximately 20 percent for indigenous

minority groups (American Indians, African Americans, Hawaiians, and Puerto Ricans), 8

percent for European groups, and 31 percent non-European groups, including those from Latin

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[9]Technically, the results reported in this table apply to working and living in Los Angeles. This is because the intercept, which is used to estimate the partial odds coefficients, represents the effect of being white, working in a nonniche sector, and living in Los Angeles. Moreover, because the coefficient for Atlanta is not statistically significant, only residents of Boston have different partial odds of being employed in an ethnically homogeneous workplace job. In this case, the partial odds are lower than those in Table 6.

American, the Caribbean, and Asia.   Second, ethnic groups differ considerably with respect to the types of sectors in which they have niches. Niches in service and blue-collar occupations associated with construction, manufacturing, and consumer market industries are primarily occupied by indigenous minority and non-European groups. Niches in professional/managerial and technical occupations are dominated by European, Middle Eastern, and selected Asian groups.   Third, niche employment tends to be concentrated in fewer industry/occupational sectors and metropolitan areas than is the total labor force of a group.   Fourth, although niching appears to be pervasive among some ethnic groups, for individual groups there is considerable discontinuity in the sectors in which niching occurs across metropolitan areas; in fact, for most groups, there is little evidence of intermetropolitan continuity in the specific employment sectors in which niching occurs. However, for a small number of groups, there is strong evidence of intermetropolitan continuity in niching for a limited number of sectors in which groups have a large number of workers. Fifth, few groups have multiple occupationally based niches in a given industry in one or more metropolitan area. Finally, it is shown that workers employed in workplace jobs in which the workforce is majority co-ethnic are also likely to work in ethnic niches.

Conclusions and Implications

What drives ethnic niching? I have advanced the claim that ethnic niching is a social formation driven by the needs of ethnic groups to acquire material resources beneficial to the well-being of members, and the need to maintain members' access to these resources through the purposeful coalescence of the boundaries defining affiliation with those that delineate the positions from which the resources flow. Labor markets are structured to facilitate a match of the skills and experiences of individual workers with the labor market positions linked to the

production of goods and services. Moreover, since individuals of diverse ethnic affiliations may be similarly qualified for a large array of labor market positions, structuring access through group affiliation narrows the pool of candidates for any one position. Individual ethnic groups that have established a presence in an employment sector will tend to pursue strategies designed to limit access to co-ethnics, particularly under conditions of labor surplus, or when opportunities to employment in other sectors are limited. In addition, concern for the maintenance of productivity goals may lead employers to exploit the supply of labor from a single group, believing that this recruitment strategy will reduce uncertainty as to the quality of the labor supply, or that drawing labor from a single group could minimize disruption in production which might result from reliance on a heterogeneous labor supply.

In sum, as previously noted, the process underlying the formation, persistence, and changes in the extent of ethnic niching is driven by economic competition resulting from changes in the relative number and sizes of ethnic populations in conjunction with the expansion and contraction of employment opportunities in local labor markets. In addition, in multi-ethnic societies in which market exchange is the predominant mode of economic organization, ethnic groups not only may compete for existing labor market opportunities but, through marshaling their own resources, may exploit opportunities to produce and distribute goods and services for which no previous demand existed.

What accounts for the observed patterns of ethnic group and metropolitan variations in niching? Although detailed discussion of this question is beyond the scope of this paper, it is possible to provide a brief outline of the relevant factors which need to be considered in a comparative analysis of ethnic niching. First, a useful point of departure would be an analysis of ethnic groups with respect to the distribution of labor force attributes among members, including

educational attainment, labor market experiences, language proficiency; their resource base with respect to population size, nativity composition, and the extent of business ownership; the volume of post-1965 immigration flow, and the social, economic, and political factors promoting immigration; and geographic residence, residential segregation, and the presence of institutions and organizations within the community. These attributes and resources of groups may substantially determined the labor market sectors in which group members will tend to concentrate, and whether such concentrations will over time lead to sectorial specialization.

Why, for example, are members of individual ethnic groups concentrated in one employment sector in one group of metropolitan areas and in a different sector in another group of metropolitan areas? I can identify three factors that are associated with variation in sector-specific niche concentrations by an individual ethnic group. First, the presence of a critical mass of group members to promote the emergence of institutional and organizational arrangements in response to their unique needs; and/or a critical mass of members with similar labor market attributes who specialize in a given sector,and, through social networking, are able to maintain their over-presentation through worker selection.   Second, selective immigration from an origin reflecting the application of occupational criteria as a basis for securing entrance visa to the United States. This may explain why certain Asian groups are concentrated in certain professional technical occupations. Third, the presence of other ethnic groups with members with similar labor market attributes competing for the same jobs.

The attributes and resources of groups most likely interact with characteristics of metropolitan labor markets, such as ethnic diversity, industrial structure, and general supply and demand conditions, to produce particular outcomes for individual ethnic groups. Metropolitan labor markets differ with respect to the mix of resident firms, and particularly with regards to the

types of firms responsible for generating income flows into the community, and in the potential for promoting the growth of new firms. Thus, there is a need to pay particular attention to the role of metropolitan context in shaping the employment options available to groups.

Some indication of the role of metropolitan context in providing opportunities for and constraints on the extent of ethnic niching can be gleamed from geographic variations in ethnicity and industrial structure. For example, it has long been know that urban context plays a major role in structuring labor market opportunities for populations of diverse backgrounds (see Fischer, 1995). Fischer's (1975, 1995) reformulation of Louis Wirth's theory of urbanism suggests that size, through migration and structural differentiation, promotes the development, nurturing, and persistence of a diversity of subcultures via group differences in cultural background, language, religion, and ancestry. The competition for scarce resources, such as housing, jobs, and services provided by government, and the desire to maintain distinctive world views and life styles aid in providing salience to social formations that preserve a group's prerogatives and identity.

Finally, a comparative analysis involving a large number of ethnic groups living in a large number of metropolitan areas would provide the opportunity to assess the salience of ethnicity as a form of affiliation with respect to labor force participation, particularly as this is reflected in ethnic niching. By studying generational differences in ethnic niching among individuals of a given ethnic group, and by studying ethnic groups that differ both with respect to the timing of their arrival in the United States and the forces promoting immigration, we can provide insight into the role that assimilation and acculturation plays in the niching process. Indeed, one can ask whether native-immigrant differences in niching are associated with generational differences in attributes that promote labor market success.

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TABLE 1
Summary Labor Force Statistics for Ethnic Groups, 1990

ETHNICITY	Labor Force Total (1)	No. MSA's (2)	No. MSA's 500+ Wrkrs. (3)	% Lab. Force in MSA's (4)	Min. (5)	Mean (6)	Max. (7)	No. Niches (8)	% Lab. Force in Niches (9)	Single GP Niche (10)	Percent Immigrant (11)	Percent Recent Immigrant (12
						Concentration Index						
Mexico	5602064	214	130	89.296	150.24	401.09	9546.01	1116.00	44.4102	12	0.49039	0.12253
Puerto Rico	832610	191	68	80.808	150.51	250.76	691.74	141.00	17.2822	1	0.00438	0.00174
Cuba	467825	168	28	97.025	150.12	256.28	1060.96	70.00	14.8940	2	0.80226	0.04825
San Salvador	291362	109	20	98.631	150.19	558.80	2111.54	116.00	49.7529	0	0.96146	0.29262
Guatemala	149737	109	14	89.205	150.52	582.36	4305.45	55.00	39.6823	0	0.94023	0.34513
Honduras	63537	92	10	89.367	150.59	589.40	1660.15	18.00	17.1944	0	0.90690	0.33407
Nicaraqua	97058	87	11	102.703	152.20	389.84	1570.11	31.00	20.6530	1	0.91378	0.42118
Costa Rica	29642	83	6	77.944	—	—	—	0.00	0.0000	0	0.80934	0.16265
Dominican Republic	255283	120	13	74.770	162.58	408.06	1402.30	59.00	39.6760	0	0.86031	0.22984
Columbia	210931	138	17	84.951	150.50	371.96	1659.71	45.00	20.9011	0	0.88190	0.21232
Ecuador	122586	95	10	78.147	157.00	467.05	1073.32	27.00	21.4152	0	0.86411	0.18468
Peru	93781	107	10	83.189	154.89	435.95	1148.11	22.00	13.3441	0	0.88891	0.26181
Argentina	32899	87	9	95.313	174.24	189.72	204.39	3.00	4.3005	0	0.77982	0.15195
Chili	35486	80	6	83.045	194.47	495.10	1041.01	3.00	3.7828	0	0.85479	0.18121
Panama	46010	134	9	80.189	193.63	304.68	395.61	4.00	5.4581	0	0.73343	0.15302
Oth. Cen.So.America	152475	161	27	81.578	162.57	320.43	1327.23	31.00	14.1949	1	0.66493	0.19413
Other Hispanic	1581383	214	132	80.963	150.13	203.60	1114.02	212.00	12.2555	0	0.30587	0.05741
Halti	166633	82	12	75.704	151.66	544.13	3079.19	42.00	33.2383	0	0.90721	0.17218
Jamaica	270262	138	23	73.028	150.02	413.97	931.88	43.00	24.0685	—	0.84868	0.15879
Trinidad/Tobaga	49842	69	6	69.154	151.66	339.47	835.96	11.00	19.4575	0	0.92436	0.18362
Brazil	35790	87	8	71.187	250.47	904.21	2925.50	6.00	12.5618	0	0.83910	0.39520
Guyana	56095	60	5	68.689	153.61	278.96	593.32	11.00	19.9720	0	0.95754	0.24452
Other Caribbean	180963	157	19	74.220	152.88	310.12	921.09	25.00	18.9558	0	0.67925	0.11473
Nigeria	45925	124	11	76.422	314.79	1073.42	1634.15	2.00	2.0492	0	0.79406	0.16957
Oth. Sub.Sah. Africa	215570	175	41	73.840	153.38	409.08	1664.87	23.00	7.4664	0	0.54117	0.16751
Israel	37381	85	7	84.078	175.27	242.16	318.64	7.00	10.4119	0	0.69165	0.19622
Lebanon	181681	196	49	77.301	152.90	239.97	593.68	17.00	5.8123	0	0.29894	0.06222
Iran	117882	146	24	97.082	153.35	325.61	1872.39	41.00	23.3621	0	0.93087	0.18272
Egypt	43571	101	11	86.700	158.80	291.45	554.98	10.00	11.4707	0	0.88672	0.18372
Syria	55176	148	15	78.762	160.07	279.14	342.64	4.00	4.8407	0	0.26148	0.06661
Turkey	37226	117	11	84.138	171.61	251.69	333.92	4.00	5.6257	0	0.59242	0.15212
Palestinian	25818	85	8	78.138	307.02	1009.51	1891.74	3.00	5.7041	0	0.73708	0.14171
Assyrian	17727	52	7	116.743	668.06	1425.63	2183.21	2.00	7.9930	0	0.71416	0.06169
N.Africa/Mid. East	95451	153	23	80.396	150.56	420.38	1134.77	20.00	13.1443	0	0.76289	0.17784
Japan	539721	196	60	90.679	150.64	214.13	748.11	109.00	18.4791	—	0.26888	0.08894
China	997545	200	74	90.572	150.23	479.49	3831.49	261.00	34.8338	2	0.78830	0.19439
Philippine	809316	205	62	95.401	150.14	408.87	2077.30	204.00	31.6357	2	0.77742	0.17770

(table continues)

	Metropolitan Areas			Concentration Index							Percent
ETHNICITY	Labor Force Total (1)	No. MSA's (2)	No. MSA's 500+ Wrkrs. (3)	% Lab. Force in MSA's (4)	Min. (5)	Mean (6)	Max. (7)	No. Niches (8)	% Lab. Force in Niches (9)	Single GP Niche (10)	Percent Immigrant (11)	Percent Recent Immigrant (12
Korea	429915	201	55	86.915	150.25	494.60	2820.56	116.00	30.9162	2	0.89582	0.20965
Vietnam	282193	180	53	90.253	150.75	670.86	3683.19	77.00	21.2566	0	0.96625	0.16082
India/Pakistan	407513	193	63	84.042	151.04	322.85	1608.60	113.00	24.0445	0	0.92865	0.24606
Cambodia	41050	93	17	85.673	397.94	605.08	725.35	2.00	2.5051	0	0.98108	0.14775
Lao	51463	112	23	87.973	1784.74	5447.66	11017.71	4.00	3.0977	0	0.98491	0.15528
Thailand	65201	154	18	79.171	151.33	525.77	1957.10	13.00	13.4796	0	0.89411	0.15918
Pacific Islands	98923	162	23	84.045	178.31	234.44	324.01	8.00	3.5035	0	0.41696	0.11721
Other Asia	140790	188	29	88.336	157.05	285.55	725.46	24.00	8.9779	0	0.78430	0.23580
American Indian	2827454	216	201	59.544	150.03	201.29	2045.66	264.00	9.0723	1	0.05799	0.01649
Hawaii	115575	149	13	78.485	153.71	241.47	570.48	19.00	15.0842	8	0.01051	0.00317
African American	13353110	216	193	68.192	150.06	310.72	6359.99	2378.00	34.5533	18	0.01423	0.00308
Canada	1256035	216	136	62.131	150.36	182.58	446.86	69.00	4.4490	0	0.12822	0.01728
Oth.N. America	18848212	216	216	61.188	150.03	186.59	824.21	1526.00	10.7454	6	0.03510	0.00927
Austria	308512	202	53	84.086	150.14	238.28	506.22	63.00	18.4156	0	0.09253	0.00797
Belgium	147095	187	40	73.316	154.03	196.34	235.42	4.00	1.3004	0	0.10670	0.01951
England	8416230	216	216	67.987	150.01	179.62	425.93	885.00	13.5834	2	0.04983	0.00811
Denmark	577593	210	101	66.504	153.81	183.92	289.84	35.00	4.5638	1	0.04606	0.00866
Netherland	1363997	216	184	68.807	150.08	194.11	520.21	84.00	5.4121	1	0.06998	0.00715
France	2185581	216	201	62.865	150.62	183.69	417.88	121.00	4.3891	1	0.05785	0.01116
Germany	16011430	216	216	68.437	150.01	183.51	490.17	1079.00	7.0915	3	0.03260	0.00274
Irland	9062355	216	216	68.354	150.03	179.52	371.64	455.00	5.2781	1	0.01809	0.00313
Norway	1278397	216	123	60.628	150.31	182.97	305.61	86.00	6.0825	1	0.02206	0.00404
Scandinavia	271195	204	62	70.642	152.83	177.16	233.12	17.00	3.5946	0	0.01539	0.00272
Portugal	512986	184	50	75.637	150.20	320.52	962.18	81.00	15.9963	1	0.28879	0.03614
Scotland	3339969	216	209	69.9079	150.020	184.624	455.89	431	12.2970	1	0.03169	0.003504
Switzerland	348292	207	99	72.5928	151.904	209.817	463.59	28	4.9140	0	0.07438	0.014863
Welch	631102	216	133	76.6462	152.688	186.119	351.30	58	5.5012	0	0.01829	0.002305
Armenia	141936	136	20	86.4569	151.620	303.415	1567.75	22	12.0440	0	0.43751	0.083370
Chechoslovokia	595779	209	94	68.1049	151.785	194.391	311.70	41	4.1388	0	0.05238	0.005052
Rumania	202566	188	38	81.5715	153.061	259.748	352.94	28	9.3036	0	0.31513	0.062677
Russia	1144828	211	95	86.5196	150.199	261.397	673.52	297	36.2432	1	0.07504	0.017517
Slovak	724248	213	96	83.4518	151.649	185.922	330.37	61	4.4236	1	0.02814	0.002826
Lithuania	302275	195	53	82.4840	151.237	201.598	363.28	28	5.8268	0	0.05560	0.002668
Ukrain	282866	189	51	83.3256	150.421	206.953	300.81	16	3.0971	0	0.16302	0.016554
Hungary	577918	212	84	84.8011	150.133	192.689	346.46	56	6.3800	0	0.12408	0.010236
Greece	553534	210	85	79.5327	150.521	313.844	1031.79	56	11.4519	0	0.24198	0.014540
Italy	5439938	215	195	82.1196	150.086	184.289	367.45	384	7.6206	3	0.06094	0.003691

| ETHNICITY | Metropolitan Areas | | | | Concentration Index | | | | | | | |
	Labor Force Total (1)	No. MSA's (2)	No. MSA's 500+ Wrkrs. (3)	% Lab. Force in MSA's (4)	Min. (5)	Mean (6)	Max. (7)	No. Niches (8)	% Lab. Force in Niches (9)	Single GP Niche (10)	Percent Immigrant (11)	Percent Recent Immigrant (12
Poland	3040299	215	165	80.5567	150.169	186.981	480.36	233	6.3113	1	0.07803	0.015586
Yugoslavia	108227	175	30	81.8534	159.393	355.184	1379.01	9	4.8711	0	0.28313	0.033692
Oth.S.E.Cen.Europe	158803	173	35	80.1839	162.239	312.752	804.81	44	20.6862	0	0.13301	0.018215
Oth.N.W.Europe	395702	212	93	76.4407	152.212	201.693	295.94	45	7.9356	0	0.06051	0.009095
Sweden	1497336	214	162	70.3885	150.255	183.507	343.54	123	6.5543	1	0.02213	0.004947
Finland	266953	195	49	62.0655	156.119	173.264	194.61	8	2.3440	0	0.05621	0.012263
Croatia	231382	201	50	76.9299	158.478	205.985	245.69	6	1.4949	0	0.09808	0.007576
Serbia	52111	148	15	80.4961	173.090	173.090	173.09	1	0.9859	0	0.25632	0.021003
England/France	849801	216	151	69.2985	150.802	187.498	470.11	66	5.5720	0	0.00855	0.001038
England/Germany	3961993	216	206	73.9940	150.096	182.766	485.75	458	10.7991	1	0.00330	0.000503
England/Irland	2993049	216	203	72.9761	150.084	173.255	297.92	237	6.3706	1	0.00915	0.000963
England/Scotland	1371179	216	176	73.4933	150.195	200.652	531.97	230	14.0810	1	0.01788	0.001998
Netherland/Germany	319574	207	69	80.1289	159.296	193.702	273.68	13	1.8958	0	0.00948	0.002177
Netherland/Irland	899258	215	165	69.5600	151.048	188.130	356.28	29	2.4662	0	0.00411	0.000517
France/Germany	600359	214	158	67.0972	151.289	169.833	225.10	11	1.1694	0	0.00201	0.000357
France/Irland	1312442	216	174	70.9464	150.045	176.702	244.12	68	3.0413	1	0.00518	0.000676
Germany/Irland	897538	216	146	67.7041	150.458	176.911	254.22	45	3.5477	0	0.00444	0.000473
Germany/Norway	5905153	216	210	72.4291	150.374	171.385	416.07	290	3.6447	1	0.00136	0.000277
Germany/Scotland	538272	202	77	57.6806	152.754	184.837	284.51	22	3.3241	1	0.00208	0.000463
Germany/Italy	1071015	215	174	73.5827	150.057	186.205	303.60	91	6.7395	0	0.00356	0.000844
Germany/Poland	972609	214	126	81.6635	150.252	175.902	356.90	78	6.3565	0	0.00534	0.000815
Germany/Sweden	922998	211	121	76.3382	150.312	171.650	279.23	57	4.0267	1	0.00896	0.000663
Irland/Italy	614127	212	118	69.5161	150.767	176.764	248.99	27	2.9565	0	0.00190	0.000505
Irland/Poland	1021240	213	110	79.5406	150.003	182.383	382.62	77	6.2708	1	0.00157	0.000243
Russia/Poland	465781	211	76	78.4582	155.506	179.594	260.01	24	3.0012	0	0.00202	0.000295
Italy/England	322105	174	43	87.1467	151.284	278.024	620.83	88	28.7343	0	0.01806	0.001601

TABLE 2
Indicies of Dispersion for Employment Sectors and Metropolitan Areas by Ethnicity, 1990

ETHNICITY	Industry/Occupation Categories				Metropolitan Areas			
	Number (1)	Labor Market Dispersion (2)	Niche Employ. Dispersion (3)	Ratio Col. 3/2 (4)	Number (5)	Labor Market Dispersion (6)	Niche Employ. Dispersion (7)	Ratio Col. 7/6 (8)
Mexico	843	0.22640	0.41291	1.82382	205	0.43442	0.53267	1.22618
Puerto Rico	728	0.17883	0.35768	2.00016	185	0.52885	0.79611	1.50536
Cuba	683	0.18008	0.47900	2.65996	165	0.65928	0.85738	1.30047
San Salvador	617	0.24760	0.49521	2.00002	109	0.60196	0.72093	1.19764
Guatemala	522	0.21829	0.53251	2.43943	109	0.60832	0.83453	1.37186
Honduras	417	0.17116	0.66099	3.86171	92	0.46529	0.74325	1.59739
Nicaraqua	490	0.17043	0.56099	3.29166	86	0.54426	0.76467	1.40496
Costa Rica	—	—	—	—	—	—	—	—
Dominican Republic	564	0.18810	0.43064	2.28942	117	0.78266	0.98242	1.25523
Columbia	596	0.17328	0.49800	2.87398	135	0.55461	0.86489	1.55944
Ecuador	500	0.16021	0.54864	3.42438	95	0.62816	0.92750	1.47654
Peru	474	0.15740	0.62289	3.95735	106	0.47921	0.73785	1.53974
Argentina	345	0.13116	0.85134	6.49096	87	0.42676	0.84621	1.98287
Chili	350	0.11548	0.76533	6.62712	80	0.39788	0.85481	2.14840
Panama	365	0.13455	0.74054	5.50371	133	0.38607	0.98672	2.55581
Oth. Cen.So.America	557	0.16842	0.59981	3.56140	158	0.41607	0.74731	1.79611
Other Hispanic	784	0.19386	0.41354	2.13321	206	0.31330	0.48709	1.55472
Halti	530	0.19814	0.54107	2.73081	80	0.60462	0.76117	1.25893
Jamaica	594	0.20546	0.56820	2.76553	136	0.55143	0.83878	1.52109
Trinidad/Tobaga	341	0.15325	0.59418	3.87719	69	0.58487	0.99734	1.70522
Brazil	313	0.15012	0.71645	4.77255	86	0.40789	0.92314	2.26323
Guyana	362	0.13672	0.60431	4.41994	60	0.67344	0.99789	1.48179
Other Caribbean	552	0.17980	0.55572	3.09082	154	0.51284	0.92601	1.80563
Nigeria	342	0.15456	0.81120	5.24845	123	0.31641	0.82727	2.61457
Oth. Sub.Sah. Africa	593	0.17370	0.59575	3.42973	171	0.34776	0.83183	2.39196
Israel	303	0.15927	0.68502	4.30088	84	0.44635	0.84119	1.88459
Lebanon	525	0.18796	0.69189	3.68105	191	0.25712	0.70293	2.73387
Iran	439	0.19848	0.55944	2.81858	142	0.43189	0.75179	1.74069
Egypt	317	0.15115	0.62012	4.10282	101	0.43030	0.86336	2.00642
Syria	374	0.14195	0.81927	5.77151	147	0.29738	0.87598	2.94562
Turkey	321	0.14060	0.81362	5.78679	116	0.34111	0.87466	2.56418
Palestinian	255	0.17648	0.83923	4.75542	84	0.27965	0.84770	3.03131
Assyrian	288	0.12595	0.84795	6.73227	52	0.44319	0.99242	2.23926
N.Africa/Mid. East	440	0.19287	0.72583	3.76322	151	0.32443	0.65523	2.01967
Japan	653	0.19189	0.41107	2.14225	191	0.47513	0.70367	1.48101
China	680	0.23554	0.48154	2.04441	192	0.47553	0.59713	1.25571
Philippine	722	0.21072	0.46282	2.19641	201	0.47060	0.62197	1.32165
Korea	604	0.24325	0.54597	2.24450	196	0.43124	0.64077	1.48588
Vietnam	608	0.18611	0.49560	2.66301	175	0.38936	0.68548	1.76055

(table continues)

ETHNICITY	Industry/Occupation Categories				Metropolitan Areas			
	Number (1)	Labor Market Dispersion (2)	Niche Employ. Dispersion (3)	Ratio Col. 3/2 (4)	Number (5)	Labor Market Dispersion (6)	Niche Employ. Dispersion (7)	Ratio Col. 7/6 (8)
India/Pakistan	602	0.20672	0.48743	2.35791	188	0.38975	0.63218	1.62202
Cambodia	341	0.14372	0.82733	5.75651	92	0.28342	0.97925	3.45508
Lao	358	0.16584	0.78060	4.70680	110	0.17631	0.69195	3.92466
Thailand	358	0.18061	0.70672	3.91287	154	0.34410	0.76625	2.22684
Pacific Islands	505	0.14305	0.69401	4.85150	158	0.36655	0.88299	2.40889
Other Asia	532	0.16914	0.58852	3.47951	185	0.33578	0.74476	2.21798
American Indian	797	0.18908	0.50081	2.64866	206	0.14284	0.29990	2.09955
Hawaii	499	0.15686	0.55549	3.54138	147	0.57806	0.99747	1.72555
African American	872	0.21087	0.36530	1.73236	206	0.26319	0.32440	1.23254
Canada	752	0.17729	0.48360	2.72781	206	0.26150	0.55998	2.14140
Oth.N. America	869	0.19904	0.38736	1.94614	206	0.14462	0.19116	1.32178
Austria	600	0.19988	0.54607	2.73198	197	0.35543	0.77386	2.17723
Belgium	523	0.14792	0.72293	4.88748	183	0.26358	0.71152	2.69942
England	836	0.20343	0.44653	2.19499	206	0.16273	0.28807	1.77019
Denmark	669	0.18474	0.57753	3.12609	202	0.23624	0.60897	2.57778
Netherland	763	0.18297	0.53756	2.93798	206	0.18492	0.51747	2.79825
France	780	0.18876	0.40458	2.14339	206	0.19041	0.46240	2.42845
Germany	857	0.19569	0.32125	1.64159	206	0.15425	0.22158	1.43650
Irland	836	0.20121	0.37573	1.86734	206	0.20109	0.31703	1.57655
Norway	735	0.19085	0.46888	2.45677	206	0.27315	0.54812	2.00665
Scandinavia	585	0.17353	0.66288	3.82006	197	0.24739	0.62159	2.51256
Portugal	683	0.17551	0.48147	2.74329	180	0.44435	0.68981	1.55240
Scotland	783	0.19838	0.47959	2.41748	206	0.16327	0.33600	2.05786
Switzerland	627	0.18268	0.62117	3.40027	200	0.18126	0.63514	3.50404
Welch	694	0.18273	0.59241	3.24206	206	0.18825	0.53775	2.85652
Armenia	535	0.17090	0.55561	3.25100	135	0.47571	0.83297	1.75101
Chechoslovokia	676	0.17508	0.50017	2.85686	201	0.24935	0.53860	2.16000
Rumania	563	0.17957	0.60498	3.36909	181	0.34729	0.74540	2.14632
Russia	704	0.24725	0.49715	2.01070	203	0.42156	0.60003	1.42336
Slovak	718	0.17606	0.43592	2.47595	205	0.32156	0.57886	1.80013
Lithuania	605	0.17332	0.62502	3.60608	188	0.34294	0.66953	1.95231
Ukrain	621	0.16733	0.62256	3.72049	181	0.34288	0.64400	1.87823
Hungary	691	0.18308	0.51255	2.79958	203	0.33871	0.62699	1.85108
Greece	660	0.21022	0.64719	3.07859	204	0.32542	0.60960	1.87330
Italy	814	0.20510	0.39641	1.93281	206	0.37417	0.44225	1.18194
Poland	801	0.18839	0.34133	1.81183	206	0.33094	0.47735	1.44239
Yugoslavia	517	0.14765	0.75383	5.10545	174	0.30231	0.74507	2.46459
Oth.S.E.Cen.Europe	505	0.20790	0.57015	2.74242	171	0.36155	0.73399	2.03012
Oth.N.W.Europe	657	0.18967	0.62448	3.29249	205	0.22964	0.62420	2.71818

(table continues)

| ETHNICITY | Industry/Occupation Categories | | | | Metropolitan Areas | | | |
	Number (1)	Labor Market Dispersion (2)	Niche Employ. Dispersion (3)	Ratio Col. 3/2 (4)	Number (5)	Labor Market Dispersion (6)	Niche Employ. Dispersion (7)	Ratio Col. 7/6 (8)
Sweden	742	0.19270	0.46560	2.41622	205	0.23068	0.48299	2.09377
Finland	583	0.16216	0.82890	5.11174	191	0.26027	0.65287	2.50842
Croatia	595	0.15379	0.69132	4.49521	199	0.26223	0.81201	3.09654
Serbia	414	0.13251	0.86202	6.50516	146	0.31702	0.94142	2.96959
England/France	712	0.19063	0.52607	2.75961	206	0.18545	0.52927	2.85391
England/Germany	794	0.20124	0.46060	2.28877	206	0.17224	0.32991	1.91537
England/Irland	790	0.20092	0.45162	2.24778	206	0.18747	0.36543	1.94928
England/Scotland	742	0.20823	0.54513	2.61796	206	0.18552	0.42667	2.29985
Netherland/Germany	640	0.18388	0.62704	3.41014	199	0.27028	0.64866	2.39998
Netherland/Irland	722	0.17173	0.57418	3.34351	206	0.14873	0.61489	4.13419
France/Germany	703	0.17074	0.67400	3.94743	205	0.13600	0.64887	4.77127
France/Irland	749	0.18713	0.49617	2.65151	206	0.17438	0.48405	2.77582
Germany/Irland	720	0.18925	0.54866	2.89914	206	0.20758	0.50991	2.45648
Germany/Norway	814	0.19633	0.34822	1.77365	206	0.18463	0.31625	1.71288
Germany/Scotland	659	0.17790	0.59142	3.32441	194	0.27223	0.61191	2.24775
Germany/Italy	723	0.19297	0.60805	3.15102	205	0.16765	0.44869	2.67643
Germany/Poland	734	0.19514	0.53759	2.75489	205	0.27871	0.53486	1.91907
Germany/Sweden	723	0.18383	0.46231	2.51492	203	0.26978	0.53925	1.99883
Irland/Italy	682	0.17992	0.61510	3.41875	203	0.22393	0.57678	2.57570
Irland/Poland	724	0.20392	0.49526	2.42874	204	0.36254	0.54855	1.51307
Russia/Poland	679	0.18551	0.58867	3.17322	202	0.31906	0.64394	2.01821
Italy/England	567	0.23514	0.53080	2.25741	169	0.44246	0.71494	1.61582

ETHNICITY	TOTAL	PCOUNT1	PCOUNT2	PCOUNT3	PCOUNT4	PCOUNT5	PCOUNT6	PCOUNT7	PCOUNT8	PCOUNT9	PCOUNT10	PCOUNT11	PCOUNT12	PCOUNT13	PCOUNT14	PCOUNT15	PCOUNT16	PCOUNT17	PCOUNT18	PCOUNT19
													OCCUPATIONAL SECTOR							
Mexico	2221591	0	0	0	0	2	2	0	12	0	8	1	16	2	9	0	5	25	3	15
Puerto Rico	116278	0	0	1	0	4	17	4	3	2	15	2	1	1	0	0	6	34	4	7
Cuba	67607	2	0	0	0	0	26	0	1	0	5	0	0	6	2	0	10	39	9	1
San Salvador	142976	0	0	0	0	1	1	0	18	2	14	2	3	2	9	0	2	22	1	21
Guatemala	53005	0	0	0	0	2	0	0	12	1	14	3	1	3	10	0	2	24	2	27
Honduras	9764	0	0	0	0	0	0	0	8	6	13	0	3	0	16	0	0	14	0	41
Nicaraqua	20587	0	0	0	0	9	5	2	18	2	17	0	0	0	2	0	0	24	0	21
Costa Rica	0	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Dominican Republic	75733	1	0	0	0	10	3	0	9	6	10	0	0	2	0	0	5	36	7	10
Columbia	37451	1	0	0	0	4	7	0	11	0	16	2	0	4	0	0	3	31	6	16
Ecuador	20515	0	0	0	0	0	3	0	21	0	10	2	0	4	0	0	8	44	2	7
Peru	10411	0	0	0	0	0	6	0	24	0	21	0	0	3	4	0	0	20	5	18
Argentina	1349	0	0	0	0	0	0	0	32	0	0	0	0	0	68	0	0	0	0	0
Chili	1116	0	0	0	0	0	0	0	26	0	0	0	0	0	39	0	0	0	0	35
Panama	2014	0	0	0	0	0	82	0	0	18	0	0	0	0	0	0	0	0	0	0
Oth. Cen.So.America	17656	0	0	0	0	4	0	0	25	2	6	5	6	5	5	0	0	13	3	25
Other Hispanic	156912	1	1	2	0	6	10	1	6	1	10	3	8	1	7	0	3	23	2	15
Halti	41931	0	0	5	2	2	1	2	15	24	16	0	7	0	1	0	0	11	9	4
Jamaica	47504	0	1	14	5	1	18	2	1	35	5	2	1	4	1	0	0	0	3	6
Trinidad/Tobaga	6707	0	0	12	4	0	47	0	0	25	0	0	0	0	0	0	0	0	0	13
Brazil	3201	0	0	0	0	0	0	0	20	0	13	0	0	0	26	0	0	0	0	42
Guyana	7696	0	0	10	0	0	49	7	0	25	0	0	0	4	0	0	0	0	0	4
Other Caribbean	25459	0	0	14	4	4	34	3	0	24	6	3	0	0	0	0	0	0	0	9
Nigeria	720	0	0	43	0	0	0	0	0	0	0	0	0	0	0	0	0	0	58	0
Oth. Sub.Sah. Africa	11884	0	0	14	3	0	15	4	3	23	5	5	0	0	0	0	0	0	22	7
Israel	3272	0	0	22	0	51	0	0	0	0	0	0	0	0	18	0	0	0	9	0
Lebanon	8163	8	0	9	0	75	4	0	4	0	0	0	0	0	0	0	0	0	0	0
Iran	26737	9	1	28	2	51	3	0	0	0	0	5	0	0	0	0	0	0	1	0
Egypt	4334	7	0	24	0	39	0	0	19	0	0	0	0	0	0	0	0	0	10	0
Syria	2104	0	0	0	0	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Turkey	1762	0	0	0	0	82	18	0	0	0	0	0	0	0	0	0	0	0	0	0
Palestinian	1151	0	0	0	0	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Assyrian	1654	0	0	0	0	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0
N.Africa/Mid. East	10088	0	0	0	0	75	0	0	18	0	0	0	0	0	0	0	0	0	3	4	0
Japan	90440	11	13	29	5	5	19	0	3	0	0	2	8	3	0	0	1	0	0	1
China	314721	7	5	21	7	6	9	0	27	0	1	0	0	0	0	0	4	13	0	0
Philippine	244258	0	5	21	9	5	28	0	5	8	5	0	2	0	0	0	4	6	0	2

(table continues)

ETHNICITY	TOTAL	PCOUNT1	PCOUNT2	PCOUNT3	PCOUNT4	PCOUNT5	PCOUNT6	PCOUNT7	PCOUNT8	PCOUNT9	PCOUNT10	PCOUNT11	PCOUNT12	PCOUNT13	PCOUNT14	PCOUNT15	PCOUNT16	PCOUNT17	PCOUNT18	PCOUNT19
Korea	115520	11	0	9	0	52	2	0	8	0	3	2	0	1	0	0	4	8	0	0
Vietnam	54139	0	0	9	13	6	5	0	9	0	1	11	1	2	0	0	18	23	1	1
India/Pakistan	82349	3	0	46	9	22	7	1	0	1	0	0	2	0	0	0	2	2	3	1
Cambodia	881	0	0	0	0	63	0	0	0	0	0	0	0	0	0	0	0	37	0	0
Lao	1403	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	78	22	0	0
Thailand	6958	8	0	26	0	11	10	0	41	0	0	0	0	0	0	0	0	5	0	0
Pacific Islands	2913	0	0	0	0	21	69	0	0	11	0	0	0	0	0	0	0	0	0	0
Other Asia	11168	0	0	31	3	11	26	0	14	3	0	0	0	0	0	0	3	4	3	3
American Indian	152741	1	0	3	1	7	6	3	10	6	1	1	1	4	25	0	3	11	10	6
Hawaii	13682	0	0	3	0	0	23	12	0	0	5	4	0	0	18	0	0	0	21	13
African American	3146321	1	1	3	2	4	21	4	8	11	12	2	1	0	0	0	1	11	7	11
Canada	34718	20	2	15	2	4	12	0	2	1	0	0	0	5	19	0	13	4	1	0
Oth.N. America	1239252	1	0	1	0	6	5	0	3	1	1	1	6	10	18	1	4	23	11	9
Austria	47773	15	8	60	0	16	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Belgium	1403	0	0	23	0	23	0	0	0	0	0	0	0	0	0	0	0	54	0	0
England	777240	23	6	48	3	14	3	0	0	0	0	0	1	0	0	0	0	0	1	0
Denmark	17531	13	2	55	2	14	6	3	0	0	0	2	0	0	2	0	0	0	2	0
Netherland	50795	14	3	17	3	9	4	1	0	0	0	1	17	0	19	0	0	4	8	1
France	60304	9	3	7	0	13	18	1	4	2	1	2	1	1	10	0	4	15	7	3
Germany	777076	18	4	12	3	7	8	1	1	0	0	0	17	8	4	0	8	3	4	1
Irland	326951	17	3	12	2	18	11	17	0	0	0	1	0	3	9	0	3	1	2	1
Norway	47144	21	4	36	2	7	13	2	0	2	0	1	5	0	6	0	1	0	0	1
Scandinavia	6887	5	0	70	0	10	9	0	0	0	0	7	0	0	0	0	0	0	0	0
Portugal	62068	1	0	0	0	1	4	1	1	0	6	0	11	4	15	0	6	31	5	14
Scotland	287125	19	5	50	1	17	4	2	0	0	0	0	0	0	0	0	0	0	0	0
Switzerland	12426	3	2	62	0	15	3	0	0	0	0	0	13	0	3	0	0	0	0	0
Welch	26613	7	3	52	1	25	1	1	0	0	0	0	4	0	3	0	0	2	0	0
Armenia	14779	8	4	23	2	22	20	0	0	0	0	0	0	10	0	0	11	0	0	0
Chechoslovokia	16793	7	2	46	0	6	25	0	0	0	0	0	9	0	0	0	2	3	0	0
Rumania	15373	9	4	71	2	14	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Russia	358987	15	6	53	1	22	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Slovak	26737	11	3	31	2	9	15	2	0	0	0	0	0	1	1	2	7	15	0	1
Lithuania	14528	5	6	74	3	9	0	0	0	0	0	0	0	0	0	0	0	3	0	0
Ukrain	7300	7	0	66	0	17	11	0	0	0	0	0	0	0	0	0	0	0	0	0
Hungary	31268	16	4	52	1	14	9	0	0	0	0	1	0	0	0	0	3	0	0	0
Greece	50414	19	2	10	0	11	2	0	41	0	0	1	0	0	10	0	3	0	0	1
Italy	340433	22	2	7	0	18	14	2	3	0	0	15	0	2	4	0	7	1	1	2

OCCUPATIONAL SECTOR

(table continues)

ETHNICITY	TOTAL	PCOUNT1	PCOUNT2	PCOUNT3	PCOUNT4	PCOUNT5	PCOUNT6	PCOUNT7	PCOUNT8	PCOUNT9	PCOUNT10	PCOUNT11	PCOUNT12	PCOUNT13	PCOUNT14	PCOUNT15	PCOUNT16	PCOUNT17	PCOUNT18	PCOUNT19
										OCCUPATIONAL SECTOR										
Poland	154573	9	6	26	2	9	14	1	0	0	4	0	0	3	1	0	11	8	1	3
Yugoslavia	4315	0	0	12	0	0	0	0	7	0	20	0	0	0	54	0	0	0	0	7
Oth.S.E.Cen.Europe	26342	6	5	76	0	8	0	0	2	0	2	0	0	0	0	0	0	1	0	0
Oth.N.W.Europe	24005	9	5	79	0	4	1	0	0	0	0	0	0	0	1	0	0	0	0	0
Sweden	69079	25	2	41	2	10	12	0	0	0	0	1	3	0	1	0	0	0	1	1
Finland	3884	0	0	40	0	9	0	0	0	0	0	0	0	0	50	0	0	0	0	0
Croatia	2661	0	0	15	0	0	39	0	20	0	0	0	0	0	26	0	0	0	0	0
Serbia	414	0	0	0	0	0	0	0	0	0	0	0	0	0	100	0	0	0	0	0
England/France	32815	12	1	41	0	25	16	0	0	0	0	0	1	0	0	0	2	1	0	0
England/Germany	316593	17	4	58	4	6	5	0	0	0	0	0	2	0	0	0	0	0	0	1
England/Irland	139147	19	2	44	1	11	16	0	2	0	0	2	0	1	0	0	0	0	0	1
England/Scotland	141897	14	2	64	3	12	4	0	0	0	0	0	0	0	0	0	0	0	0	0
Netherland/Germany	4855	0	0	20	0	18	30	0	23	0	0	0	0	0	0	0	0	0	0	8
Netherland/Irland	15428	9	0	12	0	11	7	3	0	0	0	0	10	0	25	0	0	14	6	4
France/Germany	4711	0	0	0	0	21	12	0	10	0	0	0	6	0	35	0	0	16	0	0
France/Irland	28317	18	4	9	0	9	40	0	6	2	0	2	3	0	0	0	1	2	0	3
Germany/Irland	21559	0	1	12	2	30	31	0	12	2	0	2	0	0	1	0	0	6	0	0
Germany/Norway	155887	10	5	11	3	8	25	10	4	1	0	3	1	4	2	0	2	2	2	7
Germany/Scotland	10323	3	3	44	3	3	15	0	6	3	0	0	12	0	0	0	0	3	0	4
Germany/Italy	53114	5	1	72	1	14	5	0	1	0	0	0	0	0	0	0	0	0	1	0
Germany/Poland	50488	2	1	3	1	18	17	2	21	0	0	3	0	5	15	0	0	0	3	10
Germany/Sweden	28373	5	3	10	3	12	17	0	15	0	0	0	4	4	6	0	6	7	0	8
Irland/Italy	12625	10	3	45	3	7	23	0	0	0	0	0	3	0	3	0	0	0	0	3
Irland/Poland	50937	5	2	3	3	18	14	15	20	0	0	3	0	1	5	0	0	1	1	10
Russia/Poland	10968	3	0	6	6	15	13	19	9	0	0	0	0	7	3	0	0	0	0	17
Italy/England	80659	11	6	61	0	19	2	0	0	0	0	0	0	0	0	0	0	0	0	0

Occupation categories: PCOUNT(i)

1.	Executive, Administrator, Manager	8.	Food Service	15.	Extractive
2.	Management-related	9.	Health Services	16.	Precision Production
3.	Professional	10.	Cleaning and Building	17.	Machine Operators, Assemblers
4.	Technical	11.	Personal Services	18.	Transportation and Material Moving
5.	Sales	12.	Farming, Forestry, Fishery	19.	Laborers and Private Household
6.	Administrative Support	13.	Mechanics and Repairers		
7.	Protective Services	14.	Construction Trade		

TABLE 4
Characteristics of Industry/Occupational Sectors by Ethnicity

| | | | Labor Force | | | Metropolitan Area with 270+ Workers | | |
| | | | | Niche Employment | | | | |
Ethnicity	Industry	Occupation	Total (1)	Percent (2)	Sha Niche Employ in Sector (3)	No. (4)	With Niche (5)	Percent (6)=(5)/(4)
Mexico	Agriculture	Farm., For.,Fishery	331892.82	98.407	14.7015	58	56	96.552
Mexico	Construction	Contruction Trade	220272.98	85.797	8.5069	50	26	52.000
Mexico	Construction	Pvt. HH.,Laborers	120106.40	94.177	5.0915	36	29	80.556
Mexico	Food & Kindred	Machine. Opt., Assmbler	42576.64	100.000	1.9165	27	27	100.000
Mexico	Apparel & Oth. Fin. Text.	Machine. Opt., Assmbler	82060.72	99.189	3.6638	16	15	93.750
Mexico	Fabricated Metals	Machine. Opt., Assmbler	52735.34	100.000	2.3738	19	19	100.000
Mexico	Eating and Drinking	Sales	39969.54	80.792	1.4536	21	12	57.143
Mexico	Eating and Drinking	Food Service	280577.90	79.430	10.0316	61	34	55.738
Mexico	Business Services	Cleaning & Building	66741.76	94.989	2.8537	28	22	78.571
Mexico	Repair Services	Mechanics & Repairers.	45039.90	68.623	1.3912	21	7	33.333
Mexico	Private Household	Pvt. HH.,Laborers	53993.94	92.940	2.2588	23	18	78.261
Mexico	Oth. Personal Services	Cleaning & Building	44015.04	96.324	1.9084	26	23	88.462
Puerto Rico	Fabricated Metals	Machine. Opt., Assmbler	5627.74	100.000	4.8400	5	5	100.000
San Salvador	Agriculture	Farm., For.,Fishery	7174.02	63.910	3.2067	8	7	87.500
San Salvador	Construction	Pvt. HH.,Laborers	7192.00	100.000	5.0302	5	5	100.000
San Salvador	Eating and Drinking	Food Service	23014.40	100.000	16.0966	7	7	100.000
San Salvador	Business Services	Cleaning & Building	11687.00	100.000	8.1740	5	5	100.000
San Salvador	Private Household	Pvt. HH.,Laborers	18015.96	100.000	12.6006	6	6	100.000
San Salvador	Oth. Personal Services	Cleaning & Building	5178.24	100.000	3.6217	5	5	100.000
Guatemala	Eating and Drinking	Food Service	6239.06	100.000	11.7707	5	5	100.000
Guatemala	Business Services	Cleaning & Building	5268.14	100.000	9.9389	5	5	100.000
Guatemala	Private Household	Pvt. HH.,Laborers	10014.86	100.000	18.8942	6	6	100.000
Other Hispanic	Agriculture	Farm., For.,Fishery	22115.40	59.106	8.3305	27	11	40.741
Other Hispanic	Construction	Contruction Trade	37038.80	26.748	6.3137	26	8	30.769
Other Hispanic	Construction	Pvt. HH.,Laborers	12046.60	70.000	5.3741	13	7	53.846
Other Hispanic	Apparel & Oth. Fin. Text.	Machine. Opt., Assmbler	10608.20	91.864	6.2106	7	5	71.429
Other Hispanic	Groc,Dair, Ret. Bakeries	Sales	13251.26	20.624	1.7417	17	5	29.412
Other Hispanic	Eating and Drinking	Food Service	46819.92	17.588	5.2481	36	10	27.778
Other Hispanic	Business Services	Cleaning & Building	10518.30	85.299	5.7179	12	10	83.333
Other Hispanic	Private Household	Pvt. HH.,Laborers	9349.60	87.885	5.2366	7	6	85.714
Other Hispanic	Public Admin.	Admin.Support	14509.86	37.794	3.4949	17	5	29.412
Iran	Other Retail	Sales	6562.70	100.000	24.5461	5	5	100.000
Japan	Agriculture	Farm., For.,Fishery	8666.36	85.685	8.2107	8	6	75.000
China	Apparel & Oth. Fin. Text.	Machine. Opt., Assmbler	33424.82	100.000	10.6204	7	7	100.000
China	Electric Mach. & Equip.	Professional	6149.16	100.000	1.9538	5	5	100.000
China	Eating and Drinking	Exe.,Admin.,Man.	12496.10	96.547	3.8334	12	11	91.667
China	Eating and Drinking	Sales	6706.54	94.906	2.0224	7	6	85.714
China	Eating and Drinking	Food Service	82851.84	100.000	26.3254	37	37	100.000
China	Hospitals	Professional	12693.88	45.326	1.8282	9	5	55.556

(table continues)

Ethnicity	Industry	Occupation	Labor Force			Metropolitan Area with 270+ Workers		
				Niche Employment				
			Total (1)	Percent (2)	Sha Niche Employ in Sector (3)	No. (4)	With Niche (5)	Percent (6)=(5)/(4)
China	Health Service, exc. Hos.	Professional	9043.94	56.262	1.6168	9	6	66.667
China	College & Univ.	Professional	19310.52	83.054	5.0960	27	25	92.593
China	Leg, Eng. & Oth. Prof. Serv.	Professional	15193.10	22.840	1.1026	11	5	45.455
Philippine	General Merchandize	Sales	9259.70	75.922	2.8782	9	6	66.667
Philippine	Bank. & Credit	Admin.Support	19400.42	92.678	7.3611	8	7	87.500
Philippine	Oth. Personal Services	Cleaning & Building	7947.16	92.081	2.9960	6	5	83.333
Philippine	Hospitals	Professional	45435.46	97.982	18.2260	18	17	94.444
Philippine	Hospitals	Technical	13377.12	100.000	5.4766	8	8	100.000
Philippine	Hospitals	Admin.Support	7299.88	90.640	2.7089	6	5	83.333
Philippine	Hospitals	Health Service	8936.06	100.000	3.6584	6	6	100.000
Philippine	Health Service, exc. Hos.	Professional	8144.94	54.305	1.8108	8	5	62.500
Philippine	Health Service, exc. Hos.	Health Service	9277.68	100.000	3.7983	7	7	100.000
Korea	Groc,Dair, Ret. Bakeries	Sales	17746.26	100.000	15.3619	11	11	100.000
Korea	Eating and Drinking	Food Service	16397.76	54.825	7.7821	13	9	69.231
Korea	Other Retail	Sales	29487.20	98.171	25.0584	13	12	92.308
Vietnam	Electric Mach. & Equip.	Precision Production	6023.30	100.000	11.1259	5	5	100.000
Vietnam	Eating and Drinking	Food Service	9025.96	52.988	8.8343	15	11	73.333
Vietnam	Oth. Personal Services	Personal Service	6077.24	100.000	11.2255	5	5	100.000
India/Pakistan	Groc,Dair, Ret. Bakeries	Sales	7066.14	100.000	8.5808	7	7	100.000
India/Pakistan	Hospitals	Professional	12675.90	95.461	14.6943	10	9	90.000
India/Pakistan	Health Service, exc. Hos.	Professional	6652.60	100.000	8.0786	7	7	100.000
India/Pakistan	Leg, Eng. & Oth. Prof. Serv.	Professional	6041.28	51.488	3.7773	7	5	71.429
American Indian	Construction	Contruction Trade	63325.56	59.284	24.5792	67	38	56.716
American Indian	Construction	Pvt. HH.,Laborers	12693.88	52.833	4.3908	23	15	65.217
American Indian	Truck., Ware. Storage	Trans.. Material Move	13808.64	72.005	6.5097	26	18	69.231
American Indian	Groc,Dair, Ret. Bakeries	Sales	16343.82	25.963	2.7781	26	7	26.923
American Indian	Motor Veh. Deal.& Gas Sta.	Sales	5250.16	58.904	2.0247	11	5	45.455
American Indian	Eating and Drinking	Food Service	57266.30	26.028	9.7587	66	21	31.818
American Indian	Repair Services	Mechanics & Repairers.	5465.92	48.684	1.7422	10	5	50.000
American Indian	Health Service, exc. Hos.	Health Service	13305.20	57.838	5.0383	24	14	58.333
American Indian	Public Admin.	Admin.Support	12316.30	33.139	2.6722	18	7	38.889
American Indian	Public Admin.	Protective Service	7767.36	40.278	2.0483	15	5	33.333
African American	Agriculture	Farm., For.,Fishery	74275.38	35.827	0.8458	62	18	29.032
African American	Construction	Pvt. HH.,Laborers	105057.14	60.756	2.0287	63	40	63.492
African American	Truck., Ware. Storage	Trans.. Material Move	89216.76	50.343	1.4275	51	20	39.216
African American	Other Transportation	Admin.Support	164912.56	85.096	4.4603	47	26	55.319
African American	Other Transportation	Trans.. Material Move	81305.56	98.673	2.5499	41	38	92.683
African American	Communications	Admin.Support	69276.94	88.113	1.9401	42	29	69.048

(table continues)

			Labor Force			Metropolitan Area with 270+ Workers		
				Niche Employment				
					Sha Niche Employ in			
			Total	Percent	Sector	No.	With Niche	Percent
Ethnicity	Industry	Occupation	(1)	(2)	(3)	(4)	(5)	(6)=(5)/(4)
African American	General Merchandize	Sales	107448.48	14.090	0.4812	67	13	19.403
African American	Eating and Drinking	Sales	110882.66	96.125	3.3876	68	65	95.588
African American	Eating and Drinking	Food Service	371412.86	39.725	4.6894	129	64	49.612
African American	Fin, Ins, Real Est.	Admin.Support	116348.58	5.764	0.2132	52	8	15.385
African American	Bank. & Credit	Admin.Support	135209.60	24.934	1.0715	55	9	16.364
African American	Business Services	Admin.Support	96894.22	34.570	1.0646	40	7	17.500
African American	Business Services	Cleaning & Building	104931.28	88.828	2.9625	62	57	91.935
African American	Private Household	Pvt. HH.,Laborers	93100.44	87.312	2.5836	62	57	91.935
African American	Oth. Personal Services	Cleaning & Building	78464.72	97.090	2.4213	58	56	96.552
African American	Hospitals	Technical	79471.60	85.090	2.1493	49	36	73.469
African American	Hospitals	Admin.Support	99806.98	90.344	2.8659	53	40	75.472
African American	Hospitals	Health Service	140064.20	100.000	4.4517	73	73	100.000
African American	Health Service, exc. Hos.	Health Service	188574.24	99.809	5.9821	98	97	98.980
African American	Element. & Second. Schs.	Professional	275579.46	6.394	0.5600	92	6	6.522
African American	Soc.Serv., Relig. & Memb.	Professional	99519.30	48.925	1.5475	60	21	35.000
African American	Soc.Serv., Relig. & Memb.	Personal Service	69744.42	43.027	0.9538	53	20	37.736
African American	Public Admin.	Admin.Support	224300.50	90.862	6.4775	74	49	66.216
African American	Public Admin.	Protective Service	102557.92	47.212	1.5389	53	17	32.075
Canada	Construction	Contruction Trade	21989.54	30.008	19.0057	24	7	29.167
Canada	Hospitals	Professional	8594.44	42.050	10.4091	12	7	58.333
Oth.N. America	Agriculture	Farm., For.,Fishery	208747.80	30.861	5.1985	164	40	24.390
Oth.N. America	Construction	Contruction Trade	474186.54	43.165	16.5167	186	62	33.333
Oth.N. America	Construction	Pvt. HH.,Laborers	129563.88	39.120	4.0900	110	53	48.182
Oth.N. America	Truck., Ware. Storage	Trans.. Material Move	129923.48	42.292	4.4339	119	59	49.580
Oth.N. America	Wholesale	Sales	149503.70	4.678	0.5644	99	12	12.121
Oth.N. America	Wholesale	Admin.Support	87796.34	4.731	0.3352	69	10	14.493
Oth.N. America	General Merchandize	Sales	117625.16	2.996	0.2844	111	8	7.207
Oth.N. America	Groc,Dair, Ret. Bakeries	Sales	183252.16	10.410	1.5394	144	24	16.667
Oth.N. America	Motor Veh. Deal.& Gas Sta.	Sales	89360.60	27.847	2.0080	88	30	34.091
Oth.N. America	Eating and Drinking	Food Service	456098.66	3.591	1.3217	200	19	9.500
Oth.N. America	Other Retail	Sales	425568.62	1.120	0.3845	182	5	2.747
Oth.N. America	Bank. & Credit	Admin.Support	133789.18	4.972	0.5368	105	14	13.333
Oth.N. America	Repair Services	Mechanics & Repairers.	94143.28	57.697	4.3831	96	63	65.625
Oth.N. America	Oth. Personal Services	Personal Service	79795.24	13.384	0.8618	82	16	19.512
Oth.N. America	Health Service, exc. Hos.	Health Service	103079.34	9.332	0.7762	109	17	15.596
Oth.N. America	Leg, Eng. & Oth. Prof. Serv.	Admin.Support	89576.36	3.091	0.2234	72	6	8.333
Austria	Element. & Second. Schs.	Professional	9151.82	89.194	17.0869	7	5	71.429
Austria	Leg, Eng. & Oth. Prof. Serv.	Professional	7317.86	100.000	15.3180	7	7	100.000

(table continues)

| | | | Labor Force | | | Metropolitan Area with 270+ Workers | | |
| | | | | Niche Employment | | | | |
Ethnicity	Industry	Occupation	Total (1)	Percent (2)	Sha Niche Employ in Sector (3)	No. (4)	With Niche (5)	Percent (6)=(5)/(4)
England	Agriculture	Farm., For.,Fishery	65249.42	14.853	1.2469	79	8	10.127
England	Construction	Exe.,Admin.,Man.	37973.76	57.055	2.7875	41	18	43.902
England	Wholesale	Sales	82995.68	25.368	2.7089	60	20	33.333
England	Other Retail	Sales	206734.04	3.061	0.8143	128	12	9.375
England	Fin, Ins, Real Est.	Exe.,Admin.,Man.	41012.38	54.362	2.8685	41	20	48.780
England	Fin, Ins, Real Est.	Sales	120555.90	53.811	8.3464	82	44	53.659
England	Hospitals	Professional	82006.78	10.020	1.0572	70	13	18.571
England	Health Service, exc. Hos.	Professional	56187.50	14.9440	1.0803	61	19	31.1475
England	Element. & Second. Schs.	Professional	249005.02	54.4371	17.4401	154	91	59.0909
England	College & Univ.	Professional	64188.60	62.7171	5.1795	72	42	58.3333
England	Soc.Serv., Relig. & Memb.	Professional	53202.82	24.8057	1.6980	53	14	26.4151
England	Leg, Eng. & Oth. Prof. Serv.	Management Rela.	37901.84	67.5047	3.2918	38	26	68.4211
England	Leg, Eng. & Oth. Prof. Serv.	Professional	97685.34	83.8211	10.5348	62	48	77.4194
England	Leg, Eng. & Oth. Prof. Serv.	Admin.Support	47449.22	5.7219	0.3493	44	6	13.6364
Denmark	Element. & Second. Schs.	Professional	9457.48	46.3878	25.0256	13	5	38.4615
Netherland	Agriculture	Farm., For.,Fishery	11489.22	77.3083	17.4867	19	13	68.4211
Netherland	Construction	Contruction Trade	22313.18	43.3521	19.0442	27	6	22.2222
France	Construction	Contruction Trade	38692.96	13.7546	8.8253	41	8	19.5122
France	Other Retail	Sales	39753.78	4.9299	3.2499	40	6	15.0000
France	Fin, Ins, Real Est.	Sales	16505.64	16.6667	4.5617	23	5	21.7391
France	Leg, Eng. & Oth. Prof. Serv.	Admin.Support	8630.40	33.3333	4.7704	14	6	42.8571
Germany	Agriculture	Farm., For.,Fishery	217899.62	59.3118	16.6316	138	45	32.6087
Germany	Construction	Contruction Trade	375278.56	4.6330	2.2374	164	15	9.1463
Germany	Truck., Ware. Storage	Trans.. Material Move	102396.10	6.5847	0.8677	99	12	12.1212
Germany	Other Transportation	Admin.Support	89666.26	2.6870	0.3100	68	5	7.3529
Germany	Wholesale	Sales	167627.54	11.6486	2.5128	105	19	18.0952
Germany	Wholesale	Admin.Support	81826.98	4.2189	0.4442	63	6	9.5238
Germany	Fin, Ins, Real Est.	Sales	179314.54	6.6580	1.5364	103	17	16.5049
Germany	Fin, Ins, Real Est.	Admin.Support	141754.32	1.9914	0.3633	91	6	6.5934
Germany	Bank. & Credit	Admin.Support	129635.80	2.7462	0.4581	97	9	9.2784
Germany	Hospitals	Professional	165056.40	5.1852	1.1014	114	16	14.0351
Germany	Health Service, exc. Hos.	Professional	92668.92	3.9775	0.4743	75	9	12.0000
Germany	Element. & Second. Schs.	Professional	356920.98	3.2341	1.4855	174	16	9.1954
Germany	College & Univ.	Professional	77727.54	4.7652	0.4766	81	8	9.8765
Germany	Soc.Serv., Relig. & Memb.	Professional	87850.28	2.1285	0.2406	81	5	6.1728
Germany	Leg, Eng. & Oth. Prof. Serv.	Professional	114155.02	4.8512	0.7126	69	9	13.0435
Germany	Public Admin.	Admin.Support	102270.24	2.0042	0.2638	88	5	5.6818
Germany	Public Admin.	Protective Service	85512.88	12.4474	1.3698	74	8	10.8108

(table continues)

| | | | Labor Force | | | Metropolitan Area with 270+ Workers | | |
| | | | | Niche Employment | | | | |
Ethnicity	Industry	Occupation	Total (1)	Percent (2)	Sha Niche Employ in Sector (3)	No. (4)	With Niche (5)	Percent (6)=(5)/(4)
Irland	Construction	Contruction Trade	214861.00	10.8452	7.1271	120	19	15.8333
Irland	Other Transportation	Admin.Support	57338.22	6.5538	1.1494	45	8	17.7778
Irland	Wholesale	Sales	90187.68	13.2576	3.6571	66	18	27.2727
Irland	Groc,Dair, Ret. Bakeries	Sales	72944.86	3.3522	0.7479	65	6	9.2308
Irland	Other Retail	Sales	202652.58	2.4310	1.5068	123	10	8.1301
Irland	Fin, Ins, Real Est.	Sales	116510.40	15.4938	5.5213	68	16	23.5294
Irland	Fin, Ins, Real Est.	Admin.Support	82959.72	2.6441	0.6709	57	6	10.5263
Irland	Hospitals	Professional	104284.00	7.1034	2.2657	67	14	20.8955
Irland	Element. & Second. Schs.	Professional	200854.58	7.1524	4.3940	117	7	5.9829
Irland	Soc.Serv., Relig. & Memb.	Professional	49696.72	10.9262	1.6608	46	6	13.0435
Irland	Leg, Eng. & Oth. Prof. Serv.	Professional	70985.04	4.5339	0.9844	47	6	12.7660
Irland	Leg, Eng. & Oth. Prof. Serv.	Admin.Support	53814.14	4.9783	0.8194	44	6	13.6364
Irland	Public Admin.	Protective Service	76361.06	65.3638	15.2662	49	18	36.7347
Norway	Element. & Second. Schs.	Professional	22978.44	32.4726	15.8276	24	9	37.5000
Portugal	Agriculture	Farm., For.,Fishery	9475.46	66.9829	10.2260	10	6	60.0000
Portugal	Construction	Contruction Trade	15552.70	60.3468	15.1217	11	5	45.4545
Scotland	Construction	Exe.,Admin.,Man.	12118.52	58.1602	2.4548	19	10	52.6316
Scotland	Wholesale	Sales	32885.42	25.5878	2.9307	39	11	28.2051
Scotland	Other Retail	Sales	70895.14	3.9564	0.9769	70	6	8.5714
Scotland	Fin, Ins, Real Est.	Exe.,Admin.,Man.	12855.70	65.0350	2.9119	19	10	52.6316
Scotland	Fin, Ins, Real Est.	Sales	47143.56	71.8154	11.7916	48	34	70.8333
Scotland	Hospitals	Professional	30691.86	22.0855	2.3608	42	13	30.9524
Scotland	Health Service, exc. Hos.	Professional	19130.72	37.5000	2.4986	26	11	42.3077
Scotland	Element. & Second. Schs.	Professional	94484.90	56.7840	18.6862	90	59	65.5556
Scotland	College & Univ.	Professional	18411.52	57.1289	3.6633	34	18	52.9412
Scotland	Soc.Serv., Relig. & Memb.	Professional	19670.12	39.9452	2.7366	30	13	43.3333
Scotland	Leg, Eng. & Oth. Prof. Serv.	Management Rela.	10967.80	62.9508	2.4047	15	10	66.6667
Scotland	Leg, Eng. & Oth. Prof. Serv.	Professional	36031.92	76.6467	9.6186	38	27	71.0526
Scotland	Leg, Eng. & Oth. Prof. Serv.	Admin.Support	15840.38	13.7344	0.7577	24	6	25.0000
Scotland	Public Admin.	Exe.,Admin.,Man.	10446.38	56.6265	2.0602	17	7	41.1765
Scotland	Public Admin.	Protective Service	15049.26	44.564	2.3358	22	9	40.909
Welch	Fin, Ins, Real Est.	Sales	5483.90	74.754	15.4054	10	8	80.000
Welch	Element. & Second. Schs.	Professional	12729.84	43.644	20.8784	23	10	43.478
Russia	Wholesale	Sales	22331.16	100.000	6.2206	15	15	100.000
Russia	Other Retail	Sales	44590.40	47.056	5.8449	24	17	70.833
Russia	Fin, Ins, Real Est.	Exe.,Admin.,Man.	11039.72	100.000	3.0752	8	8	100.000
Russia	Fin, Ins, Real Est.	Sales	28911.84	93.968	7.5679	18	16	88.889
Russia	Business Services	Exe.,Admin.,Man.	7263.92	100.000	2.0234	7	7	100.000

(table continues)

Ethnicity	Industry	Occupation	Labor Force			Metropolitan Area with 270+ Workers		
				Niche Employment				
			Total (1)	Percent (2)	Sha Niche Employ in Sector (3)	No. (4)	With Niche (5)	Percent (6)=(5)/(4)
Russia	Business Services	Professional	8612.42	100.000	2.3991	8	8	100.000
Russia	Entertain. & Recreat.	Professional	9259.70	96.699	2.4942	7	6	85.714
Russia	Hospitals	Professional	17027.06	17.001	0.8064	13	5	38.462
Russia	Health Service, exc. Hos.	Professional	34018.16	100.000	9.4761	21	21	100.000
Russia	Element. & Second. Schs.	Professional	48078.52	91.586	12.2659	22	17	77.273
Russia	College & Univ.	Professional	15031.28	100.000	4.1871	14	14	100.000
Russia	Soc.Serv., Relig. & Memb.	Professional	10122.74	51.687	1.4575	9	7	77.778
Russia	Leg, Eng. & Oth. Prof. Serv.	Management Rela.	15426.84	100.000	4.2973	10	10	100.000
Russia	Leg, Eng. & Oth. Prof. Serv.	Professional	45327.58	100.000	12.6265	20	20	100.000
Russia	Public Admin.	Professional	7281.90	100.000	2.0284	6	6	100.000
Hungary	Leg, Eng. & Oth. Prof. Serv.	Professional	7227.96	88.806	20.5290	7	5	71.429
Greece	Eating and Drinking	Exe.,Admin.,Man.	8756.26	100.000	17.3680	7	7	100.000
Greece	Eating and Drinking	Food Service	19813.96	100.000	39.3010	12	12	100.000
Italy	Construction	Contruction Trade	151751.20	2.784	1.2412	57	5	8.772
Italy	Wholesale	Sales	69690.48	26.574	5.4399	38	14	36.842
Italy	Eating and Drinking	Exe.,Admin.,Man.	34000.18	64.357	6.4276	28	24	85.714
Italy	Eating and Drinking	Food Service	134634.24	1.603	0.6338	68	6	8.824
Italy	Other Retail	Sales	165505.90	4.910	2.3872	64	12	18.750
Italy	Fin, Ins, Real Est.	Sales	88119.98	17.996	4.6583	41	14	34.146
Italy	Oth. Personal Services	Personal Service	50613.70	93.748	13.9379	29	24	82.759
Italy	Health Service, exc. Hos.	Professional	40706.72	5.698	0.6813	32	5	15.625
Italy	Element. & Second. Schs.	Professional	145134.56	2.961	1.2623	57	8	14.035
Italy	Leg, Eng. & Oth. Prof. Serv.	Professional	48204.38	6.938	0.9824	30	5	16.667
Poland	Wholesale	Sales	31770.66	14.148	2.9080	26	5	19.231
Poland	Hospitals	Professional	41138.24	7.124	1.8960	29	7	24.138
Poland	Health Service, exc. Hos.	Professional	26700.30	28.956	5.0017	24	10	41.667
Poland	Leg, Eng. & Oth. Prof. Serv.	Professional	30116.50	24.418	4.7575	20	8	40.000
Oth.S.E.Cen.Europe	Leg, Eng. & Oth. Prof. Serv.	Professional	5699.66	100.000	21.6382	7	7	100.000
Oth.N.W.Europe	Element. & Second. Schs.	Professional	7947.16	85.747	28.3895	13	10	76.923
Sweden	Element. & Second. Schs.	Professional	33730.48	41.738	20.3800	33	14	42.424
Sweden	College & Univ.	Professional	6113.20	55.000	4.8673	11	6	54.545
England/France	Fin, Ins, Real Est.	Sales	6616.64	70.924	14.3014	12	7	58.333
England/France	Element. & Second. Schs.	Professional	14851.48	22.276	10.0822	24	7	29.167
England/France	Leg, Eng. & Oth. Prof. Serv.	Professional	5879.46	79.511	14.2466	10	8	80.000
England/Germany	Agriculture	Farm., For.,Fishery	25567.56	21.238	1.7151	41	5	12.195
England/Germany	Wholesale	Sales	33748.46	13.958	1.4880	37	7	18.919
England/Germany	Other Retail	Sales	96822.30	4.661	1.4255	78	10	12.821
England/Germany	Fin, Ins, Real Est.	Exe.,Admin.,Man.	14869.46	32.527	1.5277	20	6	30.000

(table continues)

| | | | Labor Force | | | Metropolitan Area with 270+ Workers | | |
| | | | | Niche Employment | | | | |
Ethnicity	Industry	Occupation	Total (1)	Percent (2)	Sha Niche Employ in Sector (3)	No. (4)	With Niche (5)	Percent (6)=(5)/(4)
England/Germany	Fin, Ins, Real Est.	Sales	48743.78	16.156	2.4875	44	10	22.727
England/Germany	Hospitals	Professional	41156.22	6.815	0.8860	43	8	18.605
England/Germany	Health Service, exc. Hos.	Professional	25315.84	16.761	1.3403	33	9	27.273
England/Germany	Element. & Second. Schs.	Professional	128053.56	60.643	24.5286	103	67	65.049
England/Germany	College & Univ.	Professional	30458.12	62.279	5.9916	46	27	58.696
England/Germany	Soc.Serv., Relig. & Memb.	Professional	25064.12	29.125	2.3058	33	11	33.333
England/Germany	Leg, Eng. & Oth. Prof. Serv.	Management Rela.	16271.90	38.011	1.9537	23	11	47.826
England/Germany	Leg, Eng. & Oth. Prof. Serv.	Professional	45057.88	55.387	7.8828	38	25	65.789
England/Germany	Leg, Eng. & Oth. Prof. Serv.	Admin.Support	24021.28	16.168	1.2267	29	6	20.690
England/Germany	Public Admin.	Professional	13898.54	62.225	2.7317	16	8	50.000
England/Irland	Other Retail	Sales	70625.44	7.026	3.5664	64	10	15.625
England/Irland	Fin, Ins, Real Est.	Exe.,Admin.,Man.	12280.34	39.385	3.4759	17	6	35.294
England/Irland	Fin, Ins, Real Est.	Sales	36751.12	22.505	5.9439	38	14	36.842
England/Irland	Hospitals	Professional	29145.58	7.773	1.6281	36	6	16.667
England/Irland	Element. & Second. Schs.	Professional	78896.24	44.052	24.9774	67	32	47.761
England/Irland	Leg, Eng. & Oth. Prof. Serv.	Professional	26556.46	22.072	4.2124	31	10	32.258
England/Scotland	Fin, Ins, Real Est.	Exe.,Admin.,Man.	5250.16	100.000	3.6999	9	9	100.000
England/Scotland	Fin, Ins, Real Est.	Sales	18213.74	88.055	11.3026	24	20	83.333
England/Scotland	Hospitals	Professional	11866.80	32.576	2.7243	21	8	38.095
England/Scotland	Health Service, exc. Hos.	Professional	7515.64	53.589	2.8383	13	8	61.538
England/Scotland	Element. & Second. Schs.	Professional	42432.80	84.958	25.4055	47	41	87.234
England/Scotland	College & Univ.	Professional	8540.50	100.000	6.0188	14	14	100.000
England/Scotland	Soc.Serv., Relig. & Memb.	Professional	6508.76	90.884	4.1688	11	9	81.818
England/Scotland	Leg, Eng. & Oth. Prof. Serv.	Professional	16631.50	100.000	11.7207	19	19	100.000
England/Scotland	Leg, Eng. & Oth. Prof. Serv.	Admin.Support	6940.28	28.497	1.3938	13	5	38.462
Netherland/Irland	Construction	Contruction Trade	11920.74	31.825	24.5921	24	5	20.833
France/Irland	Fin, Ins, Real Est.	Admin.Support	8055.04	44.196	12.5714	17	8	47.059
France/Irland	Leg, Eng. & Oth. Prof. Serv.	Admin.Support	5879.46	39.755	8.2540	13	6	46.154
Germany/Irland	Other Retail	Sales	16199.98	14.983	11.2594	24	5	20.833
Germany/Irland	Fin, Ins, Real Est.	Sales	6310.98	50.712	14.8457	13	6	46.154
Germany/Norway	General Merchandize	Sales	35384.64	6.758	1.5340	44	7	15.909
Germany/Norway	Groc,Dair, Ret. Bakeries	Sales	54065.86	8.713	3.0219	56	10	17.857
Germany/Norway	Eating and Drinking	Food Service	150115.02	3.713	3.5755	107	11	10.280
Germany/Norway	Fin, Ins, Real Est.	Admin.Support	58003.48	8.555	3.1834	50	8	16.000
Germany/Norway	Hospitals	Professional	63145.76	6.862	2.7797	51	9	17.647
Germany/Norway	Soc.Serv., Relig. & Memb.	Personal Service	24992.20	17.698	2.8374	35	9	25.714
Germany/Norway	Leg, Eng. & Oth. Prof. Serv.	Admin.Support	37632.14	8.982	2.1684	36	5	13.889
Germany/Norway	Public Admin.	Protective Service	35096.96	42.367	9.5386	32	7	21.875

Ethnicity	Industry	Occupation	Labor Force			Metropolitan Area with 270+ Workers		
				Niche Employment				
			Total (1)	Percent (2)	Sha Niche Employ in Sector (3)	No. (4)	With Niche (5)	Percent (6)=(5)/(4)
Germany/Italy	Wholesale	Sales	6454.82	57.103	6.9397	12	6	50.000
Germany/Italy	Hospitals	Professional	7731.40	27.674	4.0284	17	6	35.294
Germany/Italy	Element. & Second. Schs.	Professional	26017.06	67.104	32.8707	33	21	63.636
Germany/Italy	Leg, Eng. & Oth. Prof. Serv.	Professional	10392.44	84.602	16.5538	15	13	86.667
Germany/Poland	Groc,Dair, Ret. Bakeries	Sales	8882.12	34.008	5.9829	12	6	50.000
Germany/Poland	Eating and Drinking	Food Service	28282.54	37.381	20.9402	33	15	45.455
Germany/Poland	Other Retail	Sales	26574.44	20.162	10.6125	26	5	19.231
Germany/Sweden	Eating and Drinking	Food Service	19508.30	19.263	13.2446	21	6	28.571
Irland/Italy	Element. & Second. Schs.	Professional	9403.54	46.272	34.4729	15	9	60.000
Irland/Poland	Eating and Drinking	Food Service	29271.44	28.993	16.6608	27	13	48.148
Irland/Poland	Other Retail	Sales	26394.64	10.559	5.4712	21	5	23.810
Italy/England	Other Retail	Sales	9673.24	32.900	3.9456	9	5	55.556
Italy/England	Fin, Ins, Real Est.	Sales	6868.36	94.241	8.0250	7	6	85.714
Italy/England	Health Service, exc. Hos.	Professional	8720.30	100.000	10.8114	8	8	100.000
Italy/England	Element. & Second. Schs.	Professional	13682.78	91.590	15.5372	8	6	75.000
Italy/England	Leg, Eng. & Oth. Prof. Serv.	Professional	12280.34	100.000	15.2251	7	7	100.000

TABLE 5
Percent Working in Ethnically Homogeneous Workplace Job
by Ethnicity and Place of Residence

| Ethnicity | Residence | | | |
	Atlanta	Boston	Los Angeles	Total
White	61.5	51.1	50.4	53.5 (1,833)
Black	88.5	67.0	84.9	83.9 (825)
Hispanic	18.8	86.1	70.7	72.9 (1,009)
Asian	50.0	16.7	88.7	85.1 (489)
Total	64.5	52.0	65.9	62.5 (4,517)
	(931)	(1,003)	(2583)	

Source: Multi-City Study of Urban Inequality.

Note: Values in parentheses are sample observations.

TABLE 6

**The Partial Odds of Being Employed in an Ethnically Homogeneous Workplace Job
by Ethnicity and Niche Affiliation**

Ethnicity Niche Affiliation	Partial Odds[1]
White	
Non-Niche	3.131
Niche	4.310
Black	
Non-Niche	.910
Niche	1.254
Hispanic	
Non-Niche	1.486
Niche	5.370
Asian	
Non-Niche	1.741
Niche	1.249

[1]For Blacks, Hispanics and Asians, the partial odds coefficients were calculated using the coefficients derived from estimating equation (1) as follows:

    1) non-niche = $Exp(Intercept + Ethnic_i)$;
    2) Niche = $Exp(Intercept + Ethnic_i + Niche + Niche(X)Ethnic_i)$.

For Whites, Non-Niche sector is represented by the intercept and niche sector is $Expl(Intercept + Niche)$.

Share of Labor Force in an Industry/Occupational Sector Employed in Niches, 1990

INDUSTRY	OCCUPATIONAL SECTOR																		
	CCOUNT1	CCOUNT2	CCOUNT3	CCOUNT4	CCOUNT5	CCOUNT6	CCOUNT7	CCOUNT8	CCOUNT9	CCOUNT10	CCOUNT11	CCOUNT12	CCOUNT13	CCOUNT14	CCOUNT15	CCOUNT16	CCOUNT17	CCOUNT18	CCOUNT19
Agriculture	1	0	5	2	0	5	0	0	0	6	0	37	5	6	0	0	15	14	17
Forest, Fish, Hunt, Trap	0	0	0	0	0	0	0	0	0	0	0	13	0	0	0	0	0	0	0
Mining	10	7	16	4	0	3	0	0	0	0	0	0	0	0	12	0	0	9	0
Construction	16	5	8	3	3	6	0	0	0	9	0	5	12	13	0	3	13	17	27
Food & Kindred	6	1	0	0	2	3	0	7	0	10	0	0	5	0	0	19	30	14	27
Other Nondurable	3	0	0	0	0	5	0	0	0	0	0	0	5	0	0	14	26	8	13
Textile Mill Product	4	0	0	6	3	13	0	0	0	16	0	0	29	8	0	22	48	16	35
Apparel & Oth. Fin. Text.	11	0	0	0	6	17	0	0	0	8	0	0	5	0	0	27	51	9	22
Paper & Allied	1	0	0	0	0	4	0	0	0	0	0	0	0	0	0	4	21	3	7
Print, Publish & Allied	8	4	11	0	5	2	0	0	0	6	0	0	0	0	0	3	8	3	9
Chemical & Allied	11	8	10	2	1	4	0	0	0	3	0	0	7	6	0	6	22	6	17
Petro. & Coal	2	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	3	0	0
Lumb, Wood & Furn.	2	0	0	0	0	6	0	0	0	5	0	11	7	12	0	16	30	11	18
Other Durables	11	2	5	3	2	3	0	0	0	3	0	0	1	4	0	8	18	7	8
Primary Metal	3	0	2	0	0	4	0	0	0	0	0	0	2	0	0	7	21	11	13
Fabricated Metals	10	0	0	0	0	4	0	0	0	4	0	0	4	4	0	11	20	5	8
Machinery, exc. Elect.	15	5	12	8	8	6	0	0	0	2	0	0	3	4	0	13	18	3	9
Electric Mach. & Equip.	16	5	12	7	6	5	0	0	0	3	0	0	3	1	0	20	22	4	9
Motor Veh. & Equip	5	5	3	5	0	5	7	0	0	9	0	0	5	0	0	5	25	7	10
Other Trans. Equip.	26	12	23	4	3	12	3	0	0	4	0	0	7	8	0	8	19	0	10
Misc. Manufact.	4	0	2	0	3	5	0	0	0	0	0	0	0	5	0	12	20	0	10

INDUSTRY									OCCUPATIONAL SECTOR										
	CCOUNT1	CCOUNT2	CCOUNT3	CCOUNT4	CCOUNT5	CCOUNT6	CCOUNT7	CCOUNT8	CCOUNT9	CCOUNT10	CCOUNT11	CCOUNT12	CCOUNT13	CCOUNT14	CCOUNT15	CCOUNT16	CCOUNT17	CCOUNT18	CCOUNT19
Not Spec. Manufact.	5	0	0	0	4	11	0	0	0	7	0	0	8	8	0	9	39	16	28
Truck., Ware. Storage	2	0	0	0	0	8	0	0	0	0	0	0	0	0	0	0	10	23	17
Other Transportation	6	6	2	10	3	15	11	4	0	15	8	0	5	5	0	1	8	16	22
Communications	6	2	5	3	8	16	0	0	0	0	0	0	7	0	0	0	0	0	0
Utilities, Sanitary Service	7	3	4	2	0	6	0	0	0	3	0	0	6	11	0	10	4	19	21
Wholesale	13	7	6	2	10	3	0	8	0	11	0	22	9	9	0	13	25	15	24
General Merchandise	1	1	0	0	3	9	2	4	0	9	0	0	2	0	0	2	7	4	13
Groc, Dair, Ret. Bakeries	0	1	0	0	6	6	0	4	0	6	0	0	0	0	0	17	5	2	6
Motor Veh. Deal. & Gas Sta.	6	2	0	0	3	6	0	0	0	3	0	0	13	0	0	7	5	3	14
Eating and Drinking	9	2	0	0	28	3	0	16	0	19	4	0	0	0	0	3	4	2	7
Other Retail	6	2	7	1	3	2	7	4	0	6	0	2	5	11	0	3	9	10	10
Fin, Ins, Real Est.	13	6	5	3	13	3	13	0	0	23	13	4	2	4	0	3	2	3	8
Bank. & Credit	8	7	6	3	2	7	7	0	0	4	0	0	0	0	0	0	0	0	0
Business Services	14	5	12	6	7	5	23	0	11	34	8	0	3	3	0	2	15	10	25
Repair Services	6	0	0	0	1	6	0	0	0	5	0	0	16	4	0	6	14	11	17
Private Household	0	0	0	0	0	0	0	0	22	0	0	6	0	0	0	0	0	0	38
Other Personal Services	3	1	7	0	4	2	5	21	0	41	10	5	0	3	0	7	33	2	4
Entertain. & Recreat.	6	3	14	3	2	4	5	4	0	14	4	9	2	7	0	0	3	0	4
Hospitals	3	5	9	16	0	17	14	29	31	39	6	0	2	5	0	2	11	7	0
Health Service, exc. Hos.	6	0	12	3	3	3	0	11	24	19	3	0	0	0	0	0	3	0	0
Element. & Second. Schs.	10	3	14	0	3	6	14	23	9	24	16	4	2	3	0	0	0	11	0

| | OCCUPATIONAL SECTOR | | | | | | | | | | | | | | | | | | |
INDUSTRY	CCOUNT1	CCOUNT2	CCOUNT3	CCOUNT4	CCOUNT5	CCOUNT6	CCOUNT7	CCOUNT8	CCOUNT9	CCOUNT10	CCOUNT11	CCOUNT12	CCOUNT13	CCOUNT14	CCOUNT15	CCOUNT16	CCOUNT17	CCOUNT18	CCOUNT19
College & Univ.	5	3	15	4	0	5	7	4	0	15	0	0	0	0	0	0	0	0	0
Other Educat. Service	0	0	9	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Soc. Serv., Relig. & Memb.	7	4	9	0	2	8	3	11	16	12	7	0	0	0	0	0	8	6	5
Leg, Eng. & Oth. Prof. Serv.	15	13	25	5	4	4	11	0	0	9	4	0	0	3	0	0	4	3	3
Public Admin.	7	7	10	4	5	19	16	11	9	23	7	5	6	6	0	6	12	16	16

Occupation categories: CCOUNT(i)

1.	Executive, Administrator, Manager	11. Personal Services
2.	Management-related	12. Farming, Forestry, Fishery
3.	Professional	13. Mechanics and Repairers
4.	Technical	14. Construction Trade
5.	Sales	15. Extractive
6.	Administrative Support	16. Precision Production
7.	Protective Services	17. Machine Operators, Assemblers
8.	Food Services	18. Transportation and Material Moving
9.	Health Services	19. Laborers and Private Household
10.	Cleaning and Building	

Characteristics of Metropolitan Labor Force, 1990

| CMSA | Metropolitan Labor Force | | Employment Sectors | | Ethnic Groups | | % Foreign-Born | % Non-European |
	Number (1)	% Niches (2)	Number (3)	% w/ Niches (4)	Number (5)	% w/ Niches (6)	(7)	(8)
NY-NJ-L.I. NY-NJ-CT-PA	10825074.76	16.7426	856	47.6636	100	90.0000	18.2528	17.2260
LA-RVRSD-ORAN CTY, CA	8368826.96	28.8969	848	51.4151	100	82.0000	31.9530	38.7445
WA-BALTI DC-MD-VA-WV	4001628.80	18.3690	798	32.7068	100	72.0000	10.3043	9.5390
CHCGO-GARY-KNSHA IL-IN-WI	3972573.12	15.7343	812	32.8818	100	59.0000	13.1903	12.4964
SFRANCI-OAK-SJOSE,CA	3858903.56	18.3462	804	32.2139	100	70.0000	22.4681	27.8000
PHL-WLM-AT PA-NJ-DE-MD	3029971.62	10.6581	813	27.1833	100	47.0000	5.2469	4.9893
DALLAS-FRT. WRTH, TX	2446196.98	16.5805	791	27.9393	100	42.0000	8.8600	13.2965
DETROIT-AA-FLINT MI	2188219.94	12.0876	775	21.1613	100	47.0000	5.2858	4.2086
HOUSTON-GLVSTN-BRZ, TX	2163173.80	19.7764	789	28.3904	100	37.0000	13.3380	20.0108
ATLANTA, GA	2040370.40	20.6186	780	28.7179	100	34.0000	4.0597	3.8491
BSTN-WSTR-LRN MA-NH-ME-CT	1935960.54	9.0459	762	21.7848	100	40.0000	6.1761	4.1524
MIAMI-FT LDRDALE, FL	1792210.44	17.4171	762	20.3412	100	47.0000	38.8408	40.0480
SEATTLE-TAC-BREM, WA	1468300.74	6.2170	756	12.8307	99	38.3838	8.1677	8.5449
SACRAMENTO-YOLO, CA	1413138.10	10.6546	758	16.2269	99	24.2424	1.9098	2.1439
CNCNTTI-HMLTN, OH-KY-IN	1367109.30	9.4522	756	17.7249	100	23.0000	2.2121	1.8018
SAN DIEGO, CA	1365958.58	13.9145	739	17.4560	100	39.0000	19.3037	24.8937
MINNEAPOLIS-SP,MN-WI	1294182.42	5.4141	734	11.8529	97	30.9278	2.7800	2.6410
TAMPA-ST.PETERBRG,FL	1188244.26	7.3948	742	14.1509	100	27.0000	6.9637	8.6008
PHOENIX, AZ	1184504.42	8.7934	740	13.5135	99	31.3131	7.9449	14.8864
DENVER-BLDR-GRLY, CO	1120729.36	7.6975	742	11.9946	99	28.2828	5.2621	11.5174
CLEVELAND-AKRON, OH	1091511.86	10.1866	748	15.2406	97	27.8351	4.7985	3.6717
PITTS-BEA VAL,PA	1067526.54	6.4187	730	12.3288	96	28.1250	2.0127	1.6927
PORTLAND-SALEM OR-WA	963044.76	5.0745	735	8.4354	96	31.2500	6.4953	6.8351
SACRAMENTO, CA	854859.10	8.9768	708	9.0395	100	27.0000	9.9594	16.7547
CHARLOTTE-GASTON, NC	823915.52	18.4336	723	15.7676	97	16.4948	2.3067	2.0535
COLUMBUS, OH	795543.08	9.8404	717	11.9944	99	19.1919	2.6714	2.6285
NORFOLK-VIB-PO,VA-NC	779289.16	17.4473	729	17.0096	99	20.2020	4.0100	4.4783
KANSAS CITY,KA-MO	769831.68	8.9476	721	10.4022	97	14.4330	2.4290	3.6785
INDIANAPOLIS, IN	706811.78	11.5540	706	12.3229	97	11.3402	1.9486	2.0096
ORLANDO, FL	699583.82	8.5944	682	8.0645	98	22.4490	8.1421	11.3136
SAN ANTONIO, TX	697030.66	19.3489	708	16.1017	96	17.7083	9.0541	41.7056
ROCHESTER, NY	682215.14	6.5888	712	7.7247	99	22.2222	4.7888	3.9691
BUFFOLO-NIAG.FALLS,NY	661556.12	7.3952	716	7.9609	97	18.5567	4.1365	2.6417
GREENSBO-WI-SA-HP,NC	638325.96	18.7313	697	14.0603	92	14.1304	1.5605	1.5267
MILWAUKEE-RACINE, WI	635089.56	7.6581	687	9.1703	98	14.2857	3.4964	3.6691
NEW ORLEANS, LA	627843.62	17.8556	708	12.8531	100	18.0000	4.6193	6.4063
AUSTIN, TX	603103.14	12.9177	697	10.6169	97	16.4948	6.8956	19.0084
MEMPHIS, TN-AR-MS	570469.44	22.9671	704	15.4830	91	13.1868	1.4656	1.8091
NASHVILLE-DAVIDSN,TN	565255.24	14.2916	700	11.8571	91	13.1868	2.0039	2.0707

(table continues)

CMSA	Metropolitan Labor Force		Employment Sectors		Ethnic Groups		% Foreign-Born	% Non-European
	Number (1)	% Niches (2)	Number (3)	% w/ Niches (4)	Number (5)	% w/ Niches (6)	(7)	(8)
SALTLAKECITY-OGDN,UT	529187.36	5.4872	707	5.7992	95	17.8947	4.5427	7.4579
RICHMOND, VA	528773.82	18.6814	693	12.8427	98	14.2857	3.0399	3.0025
ALBANY-SCHEN-TROY,NY	520305.24	5.3183	675	5.9259	97	19.5876	4.4405	3.3727
SYRACUSE, NY	514569.62	5.3741	689	5.8055	97	14.4330	3.0855	2.3446
W.PALMBEACH-BO,RA,FL	505633.56	8.7512	664	7.0783	100	25.0000	13.3917	12.0511
HONOLULU, HI	484255.34	18.0819	645	11.7829	92	14.1304	19.3814	60.2755
BIRMINGHAM, AL	466598.98	17.5138	697	11.4778	87	11.4943	1.0944	1.1830
LAS VEGAS, NV	425838.32	9.7956	641	5.1482	99	19.1919	11.3030	14.7188
GREENVILLE-SPART, SC	405197.28	17.0083	670	11.0448	88	12.5000	1.9036	1.6862
JACKSONVILLE, FL	371718.52	9.8094	644	7.6087	97	13.4021	4.2275	5.3642
TUSCON, AZ	360409.10	7.9521	626	5.7508	98	16.3265	9.4238	22.6341
HARRISBURG, PA	358359.38	7.5410	641	6.0842	89	10.1124	1.7410	1.7711
FRESNO, CA	351886.58	18.6552	624	8.4936	97	19.5876	19.8866	36.7176
KNOXVILLE, TN	349405.34	13.7652	658	8.8146	89	8.9888	1.4872	1.5026
EL PASO, TX	347014.00	22.0777	660	10.3030	93	11.8280	26.1554	62.8497
GRAND RAPIDS, MI	329645.32	5.7325	643	4.0435	87	12.6437	3.4962	3.8399
FORT WAYNE, IN	328188.94	8.6725	647	6.4915	85	11.7647	1.5176	1.9613
WATERLOO-CEDARFAL,IA	321842.00	9.1508	652	5.2147	78	14.1026	0.7821	1.5307
PEORIA, IL	294026.94	5.6748	616	3.0844	83	12.0482	1.6816	1.7917
CHATTANOOGA, TN-GA	291545.70	15.0416	638	7.9937	80	12.5000	1.2581	1.3136
UTICA-ROME, NY	286727.06	5.1169	639	3.4429	89	14.6067	2.2827	2.4581
BAKERSFIELD, CA	281710.64	14.1882	603	5.4726	95	11.5789	15.2157	26.3658
LANSING-E LANSING,MI	276586.34	4.9925	602	3.82060	90	11.1111	2.8473	4.5830
MELBOURNE-TIT-COC,FL	263766.60	4.2059	591	4.06091	99	9.0909	5.8214	5.3715
COLUMBIA, SC	261483.14	14.7150	629	7.31320	89	11.2360	2.2966	2.4135
CANTON, OH	261465.16	4.7655	629	3.49762	79	13.9241	1.3960	1.3891
DAVENPRT-RI-MO,IA-IL	259541.30	5.0710	601	3.16140	83	14.4578	1.8843	3.3945
STOCKTON, CA	258947.96	9.8459	597	3.35008	94	12.7660	17.7336	28.2461
ALBUQUERQUE, NM	258282.70	11.0825	604	4.96689	94	13.8298	5.9032	33.3519
BATON ROUGE, LA	251036.76	14.1957	620	6.77419	90	12.2222	2.3850	3.3520
MOBILE, AL	247350.86	11.5214	630	6.03175	85	8.2353	1.6501	2.2243
CHARLESTON-N CHAR,SC	244366.18	14.7818	611	7.36498	86	11.6279	2.2294	2.7445
LAKELAND-WINTERHA,FL	240050.98	8.6136	611	3.76432	90	10.0000	4.1795	4.7712
YOUNGSTOWN-WARREN, OH	239943.10	4.8707	585	3.24786	81	7.4074	2.0982	1.8958
SANTABARBRA-SM-LO,CA	238324.90	10.0189	592	3.88514	96	10.4167	18.7175	26.2844
OKLAHOMA CITY, OK	236365.08	5.2564	622	2.89389	77	11.6883	2.4190	3.9328
YORK, PA	231654.32	6.6206	601	4.15973	84	3.5714	1.7231	1.4669
LANCASTER, PA	228094.28	7.9221	618	4.20712	83	10.8434	2.3727	3.7443
HARTFORD-NB-MI-BR,CT	226853.66	3.2100	607	2.30643	92	11.9565	4.7793	3.2654

(table continues)

CMSA	Metropolitan Labor Force Number (1)	% Niches (2)	Employment Sectors Number (3)	% w/ Niches (4)	Ethnic Groups Number (5)	% w/ Niches (6)	% Foreign-Born (7)	% Non-European (8)
RENO, NV	223761.10	4.1864	586	2.90102	89	8.9888	8.5094	10.1969
MADISON, WI	216946.68	4.9478	590	2.20339	88	10.2273	2.8924	2.6438
DAYTONA BEACH, FL	212631.48	5.1835	571	3.50263	95	9.4737	5.9192	5.4033
READING, PA	211444.80	3.9626	614	2.93160	85	7.0588	2.7296	3.2483
AUGUSTA, GA-SC	210294.08	15.4412	600	6.33333	85	7.0588	2.6761	2.8215
MODESTO, CA	207471.22	11.2401	557	3.23160	92	14.1304	17.3845	24.4649
CORPUS CHRISTI, TX	202292.98	15.2075	583	5.83190	93	7.5269	5.0218	44.0405
COLORADO SPRINGS, CO	201933.38	2.5198	565	1.59292	89	7.8652	5.0396	9.0553
SPOKANE, WA	200584.88	2.4023	588	1.87075	81	9.8765	2.9401	3.2628
BROWNSVILLE-HA-SB,TX	198948.70	24.9435	572	6.46853	82	7.3171	26.5341	73.2038
PENSACOLA, FL	197222.62	8.3690	587	3.57751	87	11.4943	2.8717	3.8472
FORT MYERS-CP COR,FL	191954.48	4.7115	549	2.36794	93	9.6774	5.7325	5.7606
ROCKFORD, IL	189814.86	4.6131	591	2.53807	79	12.6582	3.8837	3.7700
SALINAS-SEASID-MO,CA	185301.88	16.0489	539	3.33952	94	12.7660	28.5659	39.4819
APPLETON-OSHKOSH, WI	181831.74	7.1195	571	2.45184	74	6.7568	1.1470	1.0185
MACON, GA	171960.72	14.9728	572	6.29371	78	6.4103	1.6207	1.6729
JOHNSTOWN, PA	169443.52	5.1252	558	2.50896	73	8.2192	0.4775	0.6685
EUGENE-SPRINGFLD, OR	167789.36	2.6468	555	1.80180	88	5.6818	3.7077	4.4471
MCALLEN-PHARR-EDI,TX	162035.76	25.9321	520	6.15385	72	5.5556	30.4594	82.0351
SHREVEPORT, LA	161298.58	12.6630	575	4.52174	79	8.8608	1.3153	2.0622
SAGINAW, MI	158637.54	3.3549	565	1.94690	78	10.2564	1.5188	2.1081
ERIE, PA	157217.12	2.0700	561	1.42602	78	6.4103	1.7040	1.3838
MONTGOMERY, AL	157037.32	14.4951	574	6.09756	77	6.4935	1.3396	1.4770
WICHITA, KS	153872.84	7.5485	562	2.49110	74	10.8108	1.4489	2.1851
RALEIGH-DURHAM, NC	153441.32	16.3581	539	6.49351	80	7.5000	2.3787	2.4373
VISALIA-TUL-PORT, CA	153387.38	18.8255	516	2.51938	83	10.8434	22.7289	36.7249
BINGHAMTON, NY-PA	145134.56	3.7042	555	1.26126	90	7.7778	4.5466	4.3608
ATLANTIC CITY, NJ	143768.08	5.3777	500	3.00000	89	8.9888	6.3782	8.0165
SOUTH BEND, IN	143714.14	2.9401	543	2.20994	84	5.9524	2.9526	3.1778
SARASOTA, FL	143228.68	1.0796	518	0.77220	92	4.3478	5.0088	3.6907
ROANOKE, VA	139848.44	7.8683	553	3.25497	82	8.5366	1.7871	1.7100
SPRINGFIELD, IL	131325.92	2.7382	492	1.82927	78	8.9744	1.5745	1.4650
FORT PIERCE, FL	130534.80	5.6887	490	2.65306	90	6.6667	6.4325	5.5647
DES MOINES, IA	129312.16	3.3370	515	1.94175	78	8.9744	2.2386	2.2108
LUBBOCK, TX	128628.92	8.7084	505	3.36634	82	10.9756	3.7462	20.7576
PROVO-OREM, UT	125374.54	3.5709	529	2.26843	84	3.5714	4.4027	4.5174
GAINESVILLE, FL	123163.00	5.4307	481	3.53430	93	3.2258	6.3650	7.2847
CHAMPAIGN-URB-RA, IL	122623.60	4.6188	480	1.87500	87	6.8966	6.2170	5.8944
JAMESTOWN,NY	122569.66	2.6698	528	1.13636	78	6.4103	1.6723	2.1124

(table continues)

	Metropolitan Labor Force		Employment Sectors		Ethnic Groups		%	%
CMSA	Number	% Niches	Number	% w/ Niches	Number	% w/ Niches	Foreign-Born	Non-European
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
SPRINGFIELD, MO	121724.60	5.8198	517	2.12766	72	6.9444	0.8124	1.1521
WACO, TX	121472.88	5.6690	537	2.23464	75	8.0000	4.2629	10.8348
DULUTH-SUPER, MN-WI	121454.90	5.4182	519	1.15607	66	10.6061	0.7402	0.5625
BRADENTON, FL	119081.54	2.2799	511	1.17417	83	6.0241	5.1789	5.2393
DAYTON, OH	118506.18	5.4923	511	2.15264	66	6.0606	0.6524	0.8496
GREELEY, CO	117463.34	5.5717	511	2.34834	76	7.89474	5.0666	17.3580
FAYETTEVILLE, NC	117229.60	11.0890	494	4.25101	84	5.95238	4.5706	5.3528
AMARILLO, TX	116438.48	4.4163	516	1.16279	72	9.72222	4.6170	13.2180
JACKSON, MS	115503.52	13.3406	544	5.14706	69	7.24638	0.8095	1.4944
FORT COLLINS, CO	112896.42	1.6085	520	0.76923	80	2.50000	2.8189	6.7686
OCALA, FL	104823.40	3.8765	519	0.96339	86	3.48837	3.0875	4.0137
HUNTNGTN-AS, WV-KY-OH	104122.18	5.9057	520	1.73077	60	5.00000	0.5353	0.6907
LEXINGTON-FAYETTE, KY	103582.78	11.0224	523	2.29446	64	3.12500	0.7638	0.8505
BREMERTON, WA	102755.70	1.9598	470	1.06383	82	3.65854	4.8469	6.6842
BLOOMINGTON-NORM, IL	102180.34	3.6600	477	1.67715	75	5.33333	2.0764	2.5163
BENTON HARBOR, MI	101353.26	3.1222	491	1.22200	76	5.26316	3.4948	2.6255
YAKIMA, WA	97505.54	11.4512	462	1.51515	75	5.33333	14.1250	23.3081
STATE COLLEGE, PA	96678.46	5.4863	474	1.47679	81	6.17284	3.1430	3.1058
WILLIAMSPORT, PA	95887.34	5.6254	500	2.00000	63	3.17460	0.7688	0.9938
CHICO, CA	95815.42	1.6326	466	0.42918	79	2.53165	6.5303	9.8142
HICKORY, NC	95815.42	13.6799	446	2.69058	67	4.47761	0.6568	0.7318
KILLEEN-TEMPLE, TX	93118.42	4.3445	482	1.03734	77	6.49351	4.3252	11.0639
LONGVIEW-MARSHALL, TX	92057.60	8.3594	510	2.74510	64	7.81250	2.5000	3.4375
ELKHART, IN	90583.24	3.3942	474	1.26582	72	2.77778	2.6399	2.3620
ASHEVILLE, NC	89935.96	4.9180	505	2.17822	69	5.79710	1.8792	1.6194
HAGERSTOWN, MD	89288.68	8.7998	492	2.23577	75	5.33333	1.2082	1.3492
GREEN BAY, WI	88911.10	1.8402	469	0.63966	70	5.71429	1.2133	1.0718
TYLER, TX	88713.32	8.8366	493	3.04260	74	8.10811	4.5602	6.5869
JOPLIN, MO	88479.58	3.3733	476	1.47059	70	4.28571	0.8128	1.5444
BOISE CITY, ID	88191.90	0.3670	456	0.21930	73	1.36986	2.4465	2.8338
OLYMPIA, WA	87526.64	1.0477	450	0.66667	81	3.70370	5.4848	5.5053
MERCED,CA	87508.66	15.1223	435	2.52874	87	4.59770	25.0873	34.6004
LAFAYETTE-WLAFAY, IN	87131.08	3.6938	472	1.27119	81	6.17284	5.0970	5.3033
SHARON, PA	87059.16	2.7675	477	0.83857	68	4.41176	0.7848	0.7228
REDDING, CA	86735.52	2.1559	474	0.63291	72	2.77778	2.5498	4.5398
CLARKSVILLE-HO,TN-KY	86483.80	3.6798	472	1.48305	62	4.83871	0.6445	0.8940
WAUSAU, WI	86016.32	10.4724	459	1.96078	63	4.76190	1.2960	0.8779
SAVANNAH, GA	85908.44	10.1088	486	2.88066	76	6.57895	1.7999	2.5743
HOUMA-THIBODAUX, LA	84326.20	8.1450	454	2.64317	58	6.89655	1.1087	2.5160

(table continues)

CMSA	Metropolitan Labor Force		Employment Sectors		Ethnic Groups		% Foreign-Born	% Non-European
	Number	% Niches	Number	% w/ Niches	Number	% w/ Niches		
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
BATTLE CREEK, MI	82690.02	2.3918	471	1.06157	68	4.41176	1.3699	2.6528
BELLINGHAM, WA	82258.50	3.3224	463	1.07991	76	6.57895	8.5246	4.7869
CEDAR RAPIDS, IA	82240.52	1.4211	455	0.65934	70	1.42857	1.6616	2.0551
RICHLAND-KE-PA, WA	82222.54	6.1666	415	1.44578	79	6.32911	9.5124	12.5957
MEDFORD, OR	81017.88	3.0182	454	0.88106	76	5.26316	3.9503	4.2832
ANDERSON, SC	80892.02	11.0024	466	2.78970	60	8.33333	0.7335	0.7780
ANDERSON, IN	80442.52	3.6880	452	1.76991	63	4.76190	0.6258	0.8270
EAU CLAIRE, WI	79183.92	6.5395	449	1.33630	68	4.41176	1.2035	1.0445
DECATUR,AL	77853.40	7.5289	470	2.12766	60	6.66667	0.6236	0.6236
JACKSON, MI	77583.70	2.5956	461	0.86768	70	4.28571	1.5064	1.5064
BILOXI-GULFPORT, MS	77475.82	5.4769	463	1.94384	74	5.40541	3.0866	4.1309
BRYAN-COLLEGE STN,TX	77152.18	4.5211	413	1.69492	90	6.66667	8.0867	15.7772
DECATUR, IL	76576.82	3.0289	454	1.10132	68	4.41176	0.9157	1.1035
ALTOONA, PA	74455.18	1.6663	471	0.63694	60	3.33333	0.6520	0.5796
SANTA FE, NM	74095.58	7.0129	410	2.92683	81	2.46914	4.5377	41.2521
JANESVILLE-BELOIT,WI	73340.42	1.0542	449	0.44543	66	3.03030	1.3974	1.3974
MUNCIE, IN	72747.08	4.8443	442	2.03620	69	7.24638	1.2358	1.5571
COLUMBIA, MO	72279.60	2.4627	406	1.23153	77	3.89610	3.3333	3.6816
WILMINGTON, NC	71812.12	4.9324	460	1.95652	67	5.97015	1.7526	1.1768
LIMA, OH	70931.10	13.2826	445	3.14607	54	3.70370	0.4816	0.7351
MONROE, LA	70859.18	9.9213	435	3.67816	66	4.54545	1.0657	1.7508
FLORENCE, SC	70571.50	18.4713	458	4.36681	58	6.89655	0.9682	0.7898
MANSFIELD, OH	69978.16	2.8520	458	1.31004	64	3.12500	2.0812	1.5930
ABILENE, TX	68827.44	2.2205	432	0.69444	68	5.88235	4.1275	13.8976
FLORENCE, AL	68539.76	9.1553	443	2.25734	53	5.66038	0.3673	0.6034
WICHITA FALLS, TX	68000.36	3.3051	437	0.91533	69	7.24638	4.1777	9.8096
LAYFAYETTE, LA	67730.66	10.2734	424	3.06604	61	3.27869	2.2564	4.0616
DANVILLE, VA	66921.56	14.0785	435	3.21839	52	5.76923	0.6179	0.5911
TUSCALOOSA, AL	66436.10	8.2815	451	2.43902	71	4.22535	1.7050	1.6509
ALEXANDRIA, LA	65716.90	8.4268	422	2.84360	65	6.15385	1.3133	2.4077
TOLEDO, OH-MI	65447.20	3.5440	427	0.93677	56	3.57143	1.1813	2.7473
PUEBLO, CO	64889.82	2.7986	432	0.92593	73	4.10959	2.1058	31.1998
TERRE HAUTE, IN	64763.96	1.3881	458	0.43668	60	3.33333	0.5552	0.6108
BURLINGTON, NC	64440.32	7.5056	439	1.36674	57	7.01754	1.1161	0.8092
YUBA CITY, CA	63829.00	6.5634	418	0.71770	78	3.84615	14.0000	19.2113
ODESSA, TX	61311.80	4.6041	402	1.24378	69	4.34783	8.5044	25.1026
ROCHESTER, MN	58381.06	2.8026	357	0.84034	65	4.61538	2.4946	1.8787
SAN ANGELO, TX	57410.14	5.0110	365	1.36986	69	4.34783	7.6730	19.3862
OWENSBORO, KY	56726.90	2.5990	394	0.76142	82	3.65854	4.5642	4.3740

(table continues)

| CMSA | Metropolitan Labor Force | | Employment Sectors | | Ethnic Groups | | % Foreign-Born | % Non-European |
	Number (1)	% Niches (2)	Number (3)	% w/ Niches (4)	Number (5)	% w/ Niches (6)	(7)	(8)
MANCHEST-NASHUA,MA	55702.04	2.5500	392	1.02041	76	3.94737	5.9393	3.2602
PASCAGOULA-MOSSPT,MS	53184.84	3.7863	384	1.04167	63	3.17460	2.0284	2.3327
NEW BRITIAN,CT	51728.46	1.9812	386	0.77720	75	2.66667	13.8339	9.2110
ANNISTON, AL	51530.68	4.3615	403	1.48883	55	3.63636	1.4306	1.5352
BILLINGS, MT	50991.28	0.7405	374	0.26738	64	1.56250	1.3047	2.5740
SHEBOYGAN, WI	50523.80	6.4057	401	1.24688	60	1.66667	1.3523	1.3879
JACKSONVILLE, NC	50487.84	3.3120	351	1.13960	75	4.00000	3.9886	6.0185
YUMA,AR	48815.70	9.4659	387	0.51680	65	3.07692	24.1621	39.5580
EVANSVILLE, IN-KY	25100.08	2.7937	340	0.58824	52	3.84615	0.7163	1.2178
CHARLESTON, WV	20659.02	0.0000	277	0.00036	50	—	2.0017	2.1758
ATHENS, GA	20605.08	0.0000	289	0.00035	57	—	3.0541	2.0070
COLUMBUS, GA-AL	19885.88	4.3400	287	0.69686	53	1.88679	3.2550	3.7975
ANCHORAGE, AK	17404.64	0.0000	237	0.00042	67	—	7.1281	9.0909
GLENS FALLS, NY	17027.06	0.0000	277	0.00036	56	—	3.2735	1.7951
PORTLAND, ME	15696.54	0.0000	244	0.00041	59	—	2.5200	1.6037
TALLAHASSEE, FL	14617.74	0.0000	182	0.00055	61	—	4.5510	5.9041
MUSKEGON-NSH-MUHE, MI	14384.00	0.0000	252	0.00040	49	—	1.8750	2.1250
CHARLOTTESVILLE, VA	14312.08	0.0000	223	0.00045	61	—	4.3970	3.1407
LAKE CHARLES, LA	13395.10	2.5503	233	0.42918	38	2.63158	1.3423	3.2215
LYNCHBURG, VA	13359.14	0.0000	240	0.00042	44	—	1.2113	0.6729
ALBANY, GA	10158.70	0.0000	200	0.00050	31	—	1.0619	1.4159

Appendix Table 3
Number of Occupations Associated with Industry Sectors by Ethnicity and Metropolitan Area

Metropolitan Area	Ethnicity	Industry	Labor Force in Sector	No. of Occupations in Sector	% Ethnic Labor Force in Sector
LA-RVRSD-ORAN CTY,CA	Mexico	Agriculture	86735.52	9	5.0370
SFRANCI-OAK-SJOSE,CA	Mexico	Agriculture	24021.28	4	7.8225
FRESNO, CA	Mexico	Agriculture	31285.20	5	31.8973
MERCED,CA	Mexico	Agriculture	8594.44	4	36.4329
SALINAS-SEASID-MO,CA	Mexico	Agriculture	19813.96	4	41.6635
DALLAS-FRT. WRTH, TX	Mexico	Construction	23535.82	4	11.9380
HOUSTON-GLVSTN-BRZ, TX	Mexico	Construction	40401.06	5	15.4688
LA-RVRSD-ORAN CTY,CA	Mexico	Construction	151553.42	5	8.8012
SFRANCI-OAK-SJOSE,CA	Mexico	Construction	28372.44	5	9.2394
EL PASO, TX	Mexico	Construction	13305.20	4	7.0222
SAN ANTONIO, TX	Mexico	Construction	19921.84	4	8.3296
CHCGO-GARY-KNSHA IL-IN-WI	Mexico	Food & Kindred	9637.28	5	4.2109
DALLAS-FRT. WRTH, TX	Mexico	Food & Kindred	5052.38	5	2.5627
LA-RVRSD-ORAN CTY,CA	Mexico	Food & Kindred	32525.82	7	1.8889
SFRANCI-OAK-SJOSE,CA	Mexico	Food & Kindred	12172.46	7	3.9639
MODESTO, CA	Mexico	Food & Kindred	7174.02	5	21.6495
CHCGO-GARY-KNSHA IL-IN-WI	Mexico	Other Nonduable	5106.32	4	2.2311
LA-RVRSD-ORAN CTY,CA	Mexico	Other Nonduable	26862.12	8	1.5600
LA-RVRSD-ORAN CTY,CA	Mexico	Textile Mill Product	14599.76	7	0.8479
LA-RVRSD-ORAN CTY,CA	Mexico	Apparel & Oth. Fin. Text.	68036.32	7	3.9511
EL PASO, TX	Mexico	Apparel & Oth. Fin. Text.	13502.98	5	7.1266
LA-RVRSD-ORAN CTY,CA	Mexico	Paper & Allied	10500.32	4	0.6098
LA-RVRSD-ORAN CTY,CA	Mexico	Chemical & Allied	18447.48	7	1.0713
LA-RVRSD-ORAN CTY,CA	Mexico	Lumb, Wood &Furn.	39412.16	8	2.2888
LA-RVRSD-ORAN CTY,CA	Mexico	Other Durables	13359.14	6	0.7758
CHCGO-GARY-KNSHA IL-IN-WI	Mexico	Fabricated Metals	16020.18	5	6.9998
HOUSTON-GLVSTN-BRZ, TX	Mexico	Fabricated Metals	6706.54	4	2.5678
LA-RVRSD-ORAN CTY,CA	Mexico	Fabricated Metals	46334.46	7	2.6908
LA-RVRSD-ORAN CTY,CA	Mexico	Machinery, exc. Elect.	33982.20	5	1.9735
LA-RVRSD-ORAN CTY,CA	Mexico	Electric Mach. & Equip.	40023.48	5	2.3243
SFRANCI-OAK-SJOSE,CA	Mexico	Electric Mach. & Equip.	11794.88	4	3.8410
LA-RVRSD-ORAN CTY,CA	Mexico	Motor Veh. & Equip	15732.50	5	0.9136
LA-RVRSD-ORAN CTY,CA	Mexico	Miscel. Manufact.	14491.88	4	0.8416
LA-RVRSD-ORAN CTY,CA	Mexico	Not Spec. Manufact.	41282.08	8	2.3974
LA-RVRSD-ORAN CTY,CA	Mexico	Truck., Ware. Storage	31015.50	4	1.8012
CHCGO-GARY-KNSHA IL-IN-WI	Mexico	Wholesale	12478.12	5	5.4521
HOUSTON-GLVSTN-BRZ, TX	Mexico	Wholesale	12747.82	6	4.8809
LA-RVRSD-ORAN CTY,CA	Mexico	Wholesale	86555.72	8	5.0266
SFRANCI-OAK-SJOSE,CA	Mexico	Wholesale	13485.00	7	4.3914
EL PASO, TX	Mexico	Wholesale	8702.32	4	4.5929
MCALLEN-PHARR-EDI,TX	Mexico	Wholesale	7353.82	4	6.1264

(table continues)

Metropolitan Area	Ethnicity	Industry	Labor Force in Sector	No. of Occupations in Sector	% Ethnic Labor Force in Sector
SAN ANTONIO, TX	Mexico	Wholesale	9043.94	5	3.7814
SAN DIEGO, CA	Mexico	Wholesale	7174.02	4	3.9022
LA-RVRSD-ORAN CTY,CA	Mexico	General Merchandize	29343.36	6	1.7041
LA-RVRSD-ORAN CTY,CA	Mexico	Groc,Dair, Ret. Bakeries	47916.70	4	2.7827
SFRANCI-OAK-SJOSE,CA	Mexico	Groc,Dair, Ret. Bakeries	9655.26	4	3.1442
LA-RVRSD-ORAN CTY,CA	Mexico	Eating and Drinking	130462.88	7	7.5764
DALLAS-FRT. WRTH, TX	Mexico	Other Retail	9367.58	4	4.7515
LA-RVRSD-ORAN CTY,CA	Mexico	Other Retail	83930.64	7	4.8741
SFRANCI-OAK-SJOSE,CA	Mexico	Other Retail	15642.60	4	5.0940
SAN ANTONIO, TX	Mexico	Other Retail	12819.74	4	5.3601
LA-RVRSD-ORAN CTY,CA	Mexico	Fin, Ins, Real Est.	34755.34	4	2.0184
LA-RVRSD-ORAN CTY,CA	Mexico	Business Services	59387.94	4	3.4489
HOUSTON-GLVSTN-BRZ, TX	Mexico	Repair Services	6958.26	4	2.6642
LA-RVRSD-ORAN CTY,CA	Mexico	Repair Services	41264.10	6	2.3963
SAN ANTONIO, TX	Mexico	Repair Services	5340.06	4	2.2327
LA-RVRSD-ORAN CTY,CA	Mexico	Oth. Personal Services	54065.86	6	3.1398
SAN ANTONIO, TX	Mexico	Oth. Personal Services	9025.96	4	3.7739
SAN ANTONIO, TX	Mexico	Public Admin.	18861.02	8	7.8860
NY-NJ-L.I. NY-NJ-CT-PA	Puerto Rico	Apparel & Oth. Fin. Text.	9133.84	4	2.7231
NY-NJ-L.I. NY-NJ-CT-PA	Puerto Rico	Not Spec. Manufact.	6778.46	4	2.0209
NY-NJ-L.I. NY-NJ-CT-PA	Puerto Rico	Wholesale	15912.30	4	4.7440
NY-NJ-L.I. NY-NJ-CT-PA	Puerto Rico	Other Retail	21252.36	4	6.3361
NY-NJ-L.I. NY-NJ-CT-PA	Puerto Rico	Fin, Ins, Real Est.	19472.34	5	5.8054
NY-NJ-L.I. NY-NJ-CT-PA	Puerto Rico	Business Services	15049.26	4	4.4867
NY-NJ-L.I. NY-NJ-CT-PA	Puerto Rico	Hospitals	20677.00	6	6.1646
MIAMI-FT LDRDALE, FL	Cuba	Apparel & Oth. Fin. Text.	10428.40	4	3.8053
LA-RVRSD-ORAN CTY,CA	San Salvador	Apparel & Oth. Fin. Text.	11794.88	5	8.2123
LA-RVRSD-ORAN CTY,CA	San Salvador	Eating and Drinking	11543.16	4	8.0371
LA-RVRSD-ORAN CTY,CA	San Salvador	Repair Services	5555.82	4	3.8683
LA-RVRSD-ORAN CTY,CA	San Salvador	Oth. Personal Services	6149.16	4	4.2814
NY-NJ-L.I. NY-NJ-CT-PA	Dominican Republic	Apparel & Oth. Fin. Text.	10680.12	5	6.9409
NY-NJ-L.I. NY-NJ-CT-PA	Dominican Republic	Not Spec. Manufact.	7839.28	7	5.0946
NY-NJ-L.I. NY-NJ-CT-PA	Dominican Republic	Oth. Personal Services	6221.08	4	4.0430
NY-NJ-L.I. NY-NJ-CT-PA	Halti	Hospitals	6634.62	4	12.2105
NY-NJ-L.I. NY-NJ-CT-PA	Jamaica	Hospitals	14276.12	6	15.1527
NY-NJ-L.I. NY-NJ-CT-PA	Other Caribbean	Hospitals	8252.82	5	12.2662
HONOLULU, HI	Japan	Construction	8882.12	4	6.7431
LA-RVRSD-ORAN CTY,CA	Japan	Oth. Trans. Equip.	6328.96	4	5.2218
LA-RVRSD-ORAN CTY,CA	Japan	Wholesale	8882.12	6	7.3283
HONOLULU, HI	Japan	Element. & Second. Schs.	9295.66	4	7.0571
HONOLULU, HI	Japan	Public Admin.	14150.26	4	10.7426

(table continues)

Metropolitan Area	Ethnicity	Industry	Labor Force in Sector	No. of Occupations in Sector	% Ethnic Labor Force in Sector
LA-RVRSD-ORAN CTY,CA	China	Apparel & Oth. Fin. Text.	9115.86	4	4.8484
NY-NJ-L.I. NY-NJ-CT-PA	China	Apparel & Oth. Fin. Text.	21432.16	6	12.1732
SFRANCI-OAK-SJOSE,CA	China	Apparel & Oth. Fin. Text.	10716.08	5	5.2382
SFRANCI-OAK-SJOSE,CA	China	Electric Mach. & Equip.	11758.92	4	5.7479
LA-RVRSD-ORAN CTY,CA	China	Wholesale	13934.50	6	7.4113
NY-NJ-L.I. NY-NJ-CT-PA	China	Wholesale	9295.66	4	5.2798
NY-NJ-L.I. NY-NJ-CT-PA	China	Eating and Drinking	26160.90	5	14.8591
SFRANCI-OAK-SJOSE,CA	China	Eating and Drinking	21054.58	4	10.2918
LA-RVRSD-ORAN CTY,CA	China	Bank. & Credit	9241.72	5	4.9154
SFRANCI-OAK-SJOSE,CA	China	Oth. Personal Services	6868.36	5	3.3574
LA-RVRSD-ORAN CTY,CA	Philippine	Electric Mach. & Equip.	5771.58	4	3.1641
SFRANCI-OAK-SJOSE,CA	Philippine	Electric Mach. & Equip.	14491.88	5	8.9307
CHCGO-GARY-KNSHA IL-IN-WI	Philippine	Hospitals	8270.80	4	23.1040
LA-RVRSD-ORAN CTY,CA	Philippine	Hospitals	26178.88	8	14.3519
NY-NJ-L.I. NY-NJ-CT-PA	Philippine	Hospitals	15588.66	4	25.4850
SFRANCI-OAK-SJOSE,CA	Philippine	Hospitals	14401.98	6	8.8753
LA-RVRSD-ORAN CTY,CA	Korea	Other Retail	15840.38	4	14.5092
LA-RVRSD-ORAN CTY,CA	Korea	Oth. Personal Services	6239.06	4	5.7148
NY-NJ-L.I. NY-NJ-CT-PA	Korea	Oth. Personal Services	6095.22	5	11.1148
LA-RVRSD-ORAN CTY,CA	Vietnam	Electric Mach. & Equip.	6796.44	4	9.6873
SFRANCI-OAK-SJOSE,CA	Vietnam	Electric Mach. & Equip.	8091.00	5	20.9595
LA-RVRSD-ORAN CTY,CA	American Indian	Construction	10212.64	4	9.7628
CHCGO-GARY-KNSHA IL-IN-WI	African American	Food & Kindred	9565.36	4	1.8009
ATLANTA, GA	African American	Food & Kindred	8666.36	4	2.1030
NORFOLK-VIB-PO,VA-NC	African American	Food & Kindred	8144.94	4	3.9821
DETROIT-AA-FLINT MI	African American	Motor Veh. & Equip	39753.78	5	12.7069
LA-RVRSD-ORAN CTY,CA	African American	Oth. Trans. Equip.	24003.30	8	4.7697
NY-NJ-L.I. NY-NJ-CT-PA	African American	Not Spec. Manufact.	10698.10	4	1.1307
CHCGO-GARY-KNSHA IL-IN-WI	African American	Other Transportation	35924.04	6	6.7635
HOUSTON-GLVSTN-BRZ, TX	African American	Other Transportation	12172.46	4	3.9372
LA-RVRSD-ORAN CTY,CA	African American	Other Transportation	28983.76	8	5.7594
NY-NJ-L.I. NY-NJ-CT-PA	African American	Other Transportation	60970.18	9	6.4440
PHL-WLM-AT PA-NJ-DE-MD	African American	Other Transportation	13916.52	5	3.7679
SFRANCI-OAK-SJOSE,CA	African American	Other Transportation	14114.30	4	6.1520
WA-BALTI DC-MD-VA-WV	African American	Other Transportation	36805.06	7	4.3632
ATLANTA, GA	African American	Other Transportation	16397.76	4	3.9791
LA-RVRSD-ORAN CTY,CA	African American	Communications	11057.70	4	2.1973
LA-RVRSD-ORAN CTY,CA	African American	Utilities,Sanitary Service	8001.10	8	1.5899
WA-BALTI DC-MD-VA-WV	African American	Wholesale	20371.34	4	2.4150
ATLANTA, GA	African American	Wholesale	16056.14	4	3.8962
NORFOLK-VIB-PO,VA-NC	African American	Wholesale	5861.48	4	2.8657

(table continues)

Metropolitan Area	Ethnicity	Industry	Labor Force in Sector	No. of Occupations in Sector	% Ethnic Labor Force in Sector
CHCGO-GARY-KNSHA IL-IN-WI	African American	General Merchandize	14527.84	5	2.7352
NY-NJ-L.I. NY-NJ-CT-PA	African American	General Merchandize	20730.94	4	2.1911
WA-BALTI DC-MD-VA-WV	African American	Other Retail	37614.16	5	4.4591
NY-NJ-L.I. NY-NJ-CT-PA	African American	Fin, Ins, Real Est.	47844.78	5	5.0567
WA-BALTI DC-MD-VA-WV	African American	Fin, Ins, Real Est.	32112.28	5	3.8069
CHCGO-GARY-KNSHA IL-IN-WI	African American	Business Services	25837.26	6	4.8644
CNCNTTI-HMLTN, OH-KY-IN	African American	Business Services	5969.36	4	5.7301
CLEVELAND-AKRON, OH	African American	Business Services	6958.26	4	4.7115
DALLAS-FRT. WRTH, TX	African American	Business Services	15912.30	5	5.9640
DETROIT-AA-FLINT MI	African American	Business Services	15696.54	4	5.0172
LA-RVRSD-ORAN CTY,CA	African American	Business Services	28606.18	4	5.6844
NY-NJ-L.I. NY-NJ-CT-PA	African American	Business Services	52285.84	7	5.5261
SACRAMENTO-YOLO, CA	African American	Business Services	8162.92	4	5.0653
SFRANCI-OAK-SJOSE,CA	African American	Business Services	14204.20	4	6.1912
WA-BALTI DC-MD-VA-WV	African American	Business Services	46226.58	6	5.4801
ATLANTA, GA	African American	Business Services	21270.34	5	5.1614
CHARLOTTE-GASTON, NC	African American	Business Services	5250.16	4	3.7264
NORFOLK-VIB-PO,VA-NC	African American	Business Services	7551.60	4	3.6920
WA-BALTI DC-MD-VA-WV	African American	Oth. Personal Services	25675.44	5	3.0438
CHCGO-GARY-KNSHA IL-IN-WI	African American	Hospitals	34863.22	7	6.5638
CNCNTTI-HMLTN, OH-KY-IN	African American	Hospitals	8684.34	5	8.3362
CLEVELAND-AKRON, OH	African American	Hospitals	12532.06	5	8.4855
DALLAS-FRT. WRTH, TX	African American	Hospitals	14905.42	5	5.5866
DETROIT-AA-FLINT MI	African American	Hospitals	20623.06	5	6.5920
HOUSTON-GLVSTN-BRZ, TX	African American	Hospitals	22888.54	7	7.4033
KANSAS CITY,KA-MO	African American	Hospitals	5214.20	5	7.3698
LA-RVRSD-ORAN CTY,CA	African American	Hospitals	36067.88	10	7.1671
MIAMI-FT LDRDALE, FL	African American	Hospitals	14222.18	5	7.6521
NY-NJ-L.I. NY-NJ-CT-PA	African American	Hospitals	80154.84	9	8.4716
PHL-WLM-AT PA-NJ-DE-MD	African American	Hospitals	27329.60	7	7.3995
PITTS-BEA VAL,PA	African American	Hospitals	5537.84	5	10.1886
SACRAMENTO-YOLO, CA	African American	Hospitals	11633.06	5	7.2186
SFRANCI-OAK-SJOSE,CA	African American	Hospitals	16487.66	7	7.1865
WA-BALTI DC-MD-VA-WV	African American	Hospitals	53904.04	12	6.3903
ATLANTA, GA	African American	Hospitals	18123.84	5	4.3979
AUGUSTA, GA-SC	African American	Hospitals	5483.90	4	10.1396
BIRMINGHAM, AL	African American	Hospitals	8198.88	5	8.7223
CHARLOTTE-GASTON, NC	African American	Hospitals	5951.38	4	4.2241
COLUMBIA, SC	African American	Hospitals	5322.08	4	7.8723
INDIANAPOLIS, IN	African American	Hospitals	5250.16	4	7.2655
NASHVILLE-DAVIDSN,TN	African American	Hospitals	6041.28	6	8.8143

(table continues)

Metropolitan Area	Ethnicity	Industry	Labor Force in Sector	No. of Occupations in Sector	% Ethnic Labor Force in Sector
NEW ORLEANS, LA	African American	Hospitals	11848.82	5	7.0929
RICHMOND, VA	African American	Hospitals	9709.20	5	7.0634
DALLAS-FRT. WRTH, TX	African American	Health Service, exc. Hos.	10644.16	4	3.9895
NY-NJ-L.I. NY-NJ-CT-PA	African American	Health Service, exc. Hos.	47053.66	4	4.9731
PHL-WLM-AT PA-NJ-DE-MD	African American	Health Service, exc. Hos.	19364.46	4	5.2429
CHCGO-GARY-KNSHA IL-IN-WI	African American	Element. & Second. Schs.	33586.64	4	6.3234
CLEVELAND-AKRON, OH	African American	Element. & Second. Schs.	8828.18	4	5.9776
DALLAS-FRT. WRTH, TX	African American	Element. & Second. Schs.	15426.84	4	5.7821
HOUSTON-GLVSTN-BRZ, TX	African American	Element. & Second. Schs.	23463.90	6	7.5894
LA-RVRSD-ORAN CTY,CA	African American	Element. & Second. Schs.	35043.02	7	6.9634
MIAMI-FT LDRDALE, FL	African American	Element. & Second. Schs.	16110.08	7	8.6679
NY-NJ-L.I. NY-NJ-CT-PA	African American	Element. & Second. Schs.	54605.26	5	5.7712
PHL-WLM-AT PA-NJ-DE-MD	African American	Element. & Second. Schs.	24003.30	4	6.4989
SFRANCI-OAK-SJOSE,CA	African American	Element. & Second. Schs.	10518.30	4	4.5846
WA-BALTI DC-MD-VA-WV	African American	Element. & Second. Schs.	44662.32	4	5.2947
BATON ROUGE, LA	African American	Element. & Second. Schs.	6167.14	4	10.3003
MEMPHIS, TN-AR-MS	African American	Element. & Second. Schs.	13736.72	4	6.7242
NEW ORLEANS, LA	African American	Element. & Second. Schs.	14959.36	4	8.9549
NORFOLK-VIB-PO,VA-NC	African American	Element. & Second. Schs.	14725.62	4	7.1994
CHCGO-GARY-KNSHA IL-IN-WI	African American	Soc.Serv., Relig. & Memb.	20820.84	6	3.9200
DETROIT-AA-FLINT MI	African American	Soc.Serv., Relig. & Memb.	12208.42	6	3.9023
LA-RVRSD-ORAN CTY,CA	African American	Soc.Serv., Relig. & Memb.	21198.42	8	4.2124
MIAMI-FT LDRDALE, FL	African American	Soc.Serv., Relig. & Memb.	6580.68	4	3.5407
NY-NJ-L.I. NY-NJ-CT-PA	African American	Soc.Serv., Relig. & Memb.	49930.46	11	5.2772
PHL-WLM-AT PA-NJ-DE-MD	African American	Soc.Serv., Relig. & Memb.	15534.72	6	4.2060
SFRANCI-OAK-SJOSE,CA	African American	Soc.Serv., Relig. & Memb.	9709.20	5	4.2320
WA-BALTI DC-MD-VA-WV	African American	Soc.Serv., Relig. & Memb.	33029.26	6	3.9156
WA-BALTI DC-MD-VA-WV	African American	Leg, Eng. & Oth. Prof. Serv.	30853.68	4	3.6577
CHCGO-GARY-KNSHA IL-IN-WI	African American	Public Admin.	32939.36	10	6.2016
CLEVELAND-AKRON, OH	African American	Public Admin.	7947.16	5	5.3811
DETROIT-AA-FLINT MI	African American	Public Admin.	20748.92	12	6.6322
HOUSTON-GLVSTN-BRZ, TX	African American	Public Admin.	14527.84	7	4.6990
LA-RVRSD-ORAN CTY,CA	African American	Public Admin.	34521.60	14	6.8598
NY-NJ-L.I. NY-NJ-CT-PA	African American	Public Admin.	63685.16	11	6.7309
PHL-WLM-AT PA-NJ-DE-MD	African American	Public Admin.	30835.70	10	8.3487
SFRANCI-OAK-SJOSE,CA	African American	Public Admin.	18843.04	10	8.2132
WA-BALTI DC-MD-VA-WV	African American	Public Admin.	148011.36	13	17.5466
ATLANTA, GA	African American	Public Admin.	25441.70	7	6.1736
COLUMBUS, OH	African American	Public Admin.	8108.98	6	11.5169
MEMPHIS, TN-AR-MS	African American	Public Admin.	12082.56	4	5.9145
NORFOLK-VIB-PO,VA-NC	African American	Public Admin.	17908.08	6	8.7553

(table continues)

Metropolitan Area	Ethnicity	Industry	Labor Force in Sector	No. of Occupations in Sector	% Ethnic Labor Force in Sector
RICHMOND, VA	African American	Public Admin.	10967.80	4	7.9791
SACRAMENTO, CA	African American	Public Admin.	9061.92	5	21.6309
SAN DIEGO, CA	African American	Public Admin.	6724.52	7	11.5933
CNCNTTI-HMLTN, OH-KY-IN	Oth.N. America	Construction	14653.70	4	7.8676
HOUSTON-GLVSTN-BRZ, TX	Oth.N. America	Construction	30332.26	4	10.6921
KANSAS CITY,KA-MO	Oth.N. America	Construction	8522.52	4	7.2811
SACRAMENTO-YOLO, CA	Oth.N. America	Construction	10716.08	5	7.6784
SFRANCI-OAK-SJOSE,CA	Oth.N. America	Construction	25927.16	4	8.2683
WA-BALTI DC-MD-VA-WV	Oth.N. America	Construction	37955.78	5	10.9702
ATLANTA, GA	Oth.N. America	Construction	44967.98	4	9.9191
BIRMINGHAM, AL	Oth.N. America	Construction	12388.22	4	9.1017
CHARLOTTE-GASTON, NC	Oth.N. America	Construction	17152.92	4	8.8819
CHATTANOOGA, TN-GA	Oth.N. America	Construction	8810.20	5	8.5232
GREENSBO-WI-SA-HP,NC	Oth.N. America	Construction	14222.18	4	7.8926
INDIANAPOLIS, IN	Oth.N. America	Construction	12172.46	5	8.4477
KNOXVILLE, TN	Oth.N. America	Construction	10212.64	5	9.3406
NEW ORLEANS, LA	Oth.N. America	Construction	6508.76	4	8.6417
RICHMOND, VA	Oth.N. America	Construction	10212.64	5	11.0851
SYRACUSE, NY	Oth.N. America	Construction	5034.40	4	9.5498
ATLANTA, GA	Oth.N. America	Textile Mill Product	16451.70	8	3.6289
CHARLOTTE-GASTON, NC	Oth.N. America	Textile Mill Product	23391.98	5	12.1125
CHATTANOOGA, TN-GA	Oth.N. America	Textile Mill Product	10644.16	5	10.2974
GREENSBO-WI-SA-HP,NC	Oth.N. America	Textile Mill Product	19454.36	6	10.7962
GREENVILLE-SPART, SC	Oth.N. America	Textile Mill Product	13502.98	5	12.0604
ATLANTA, GA	Oth.N. America	Apparel & Oth. Fin. Text.	11219.52	4	2.4748
ATLANTA, GA	Oth.N. America	Lumb, Wood &Furn.	6436.84	5	1.4198
GREENSBO-WI-SA-HP,NC	Oth.N. America	Lumb, Wood &Furn.	15930.28	6	8.8406
CNCNTTI-HMLTN, OH-KY-IN	Oth.N. America	Fabricated Metals	6418.86	4	3.4463
ATLANTA, GA	Oth.N. America	Fabricated Metals	6652.60	4	1.4674
ATLANTA, GA	Oth.N. America	Machinery, exc. Elect.	6976.24	4	1.5388
ATLANTA, GA	Oth.N. America	Utilities,Sanitary Service	6922.30	5	1.5269
DALLAS-FRT. WRTH, TX	Oth.N. America	Motor Veh. Deal.& Gas Sta.	10122.74	4	2.5138
WA-BALTI DC-MD-VA-WV	Oth.N. America	Motor Veh. Deal.& Gas Sta.	8432.62	6	2.4372
NY-NJ-L.I. NY-NJ-CT-PA	Oth.N. America	Soc.Serv., Relig. & Memb.	26071.00	4	2.9346
NY-NJ-L.I. NY-NJ-CT-PA	Austria	Fin, Ins, Real Est.	6095.22	4	7.9727
NY-NJ-L.I. NY-NJ-CT-PA	England	Agriculture	6580.68	4	2.0918
LA-RVRSD-ORAN CTY,CA	England	Oth. Trans. Equip.	19382.44	4	4.8473
LA-RVRSD-ORAN CTY,CA	England	Business Services	19742.04	5	4.9373
CHCGO-GARY-KNSHA IL-IN-WI	England	Leg, Eng. & Oth. Prof. Serv.	7012.20	4	6.6792
LA-RVRSD-ORAN CTY,CA	England	Leg, Eng. & Oth. Prof. Serv.	24129.16	4	6.0344
SFRANCI-OAK-SJOSE,CA	England	Leg, Eng. & Oth. Prof. Serv.	17746.26	4	8.3383

(table continues)

Metropolitan Area	Ethnicity	Industry	Labor Force in Sector	No. of Occupations in Sector	% Ethnic Labor Force in Sector
WA-BALTI DC-MD-VA-WV	Germany	Construction	37488.30	4	9.1721
NY-NJ-L.I. NY-NJ-CT-PA	Germany	Food & Kindred	8091.00	4	1.1394
CHCGO-GARY-KNSHA IL-IN-WI	Germany	Chemical & Allied	7695.44	4	1.8238
HOUSTON-GLVSTN-BRZ, TX	Germany	Chemical & Allied	7407.76	5	3.5262
NY-NJ-L.I. NY-NJ-CT-PA	Germany	Chemical & Allied	14294.10	4	2.0129
NY-NJ-L.I. NY-NJ-CT-PA	Germany	Lumb, Wood &Furn.	5232.18	4	0.7368
NY-NJ-L.I. NY-NJ-CT-PA	Germany	Fabricated Metals	11543.16	9	1.6255
CHCGO-GARY-KNSHA IL-IN-WI	Germany	Machinery, exc. Elect.	13179.34	6	3.1234
DETROIT-AA-FLINT MI	Germany	Machinery, exc. Elect.	10949.82	4	4.4885
NY-NJ-L.I. NY-NJ-CT-PA	Germany	Machinery, exc. Elect.	15912.30	4	2.2407
PHL-WLM-AT PA-NJ-DE-MD	Germany	Machinery, exc. Elect.	7030.18	5	2.3752
WA-BALTI DC-MD-VA-WV	Germany	Machinery, exc. Elect.	5088.34	5	1.2449
NY-NJ-L.I. NY-NJ-CT-PA	Germany	Electric Mach. & Equip.	12514.08	4	1.7622
WA-BALTI DC-MD-VA-WV	Germany	Electric Mach. & Equip.	6688.56	5	1.6365
LA-RVRSD-ORAN CTY,CA	Germany	Oth. Trans. Equip.	27455.46	5	4.9016
LA-RVRSD-ORAN CTY,CA	Germany	Utilities,Sanitary Service	6472.80	4	1.1556
NY-NJ-L.I. NY-NJ-CT-PA	Germany	Utilities,Sanitary Service	10698.10	5	1.5065
DALLAS-FRT. WRTH, TX	Germany	Wholesale	15606.64	4	6.4960
NY-NJ-L.I. NY-NJ-CT-PA	Irland	Utilities,Sanitary Service	11884.78	4	1.4973
NY-NJ-L.I. NY-NJ-CT-PA	Portugal	Construction	9871.02	4	16.4470
LA-RVRSD-ORAN CTY,CA	Scotland	Oth. Trans. Equip.	7605.54	4	5.0429
NY-NJ-L.I. NY-NJ-CT-PA	Russia	Print,Publish & Allied	8846.16	4	2.9621
NY-NJ-L.I. NY-NJ-CT-PA	Russia	Wholesale	17188.88	4	5.7556
LA-RVRSD-ORAN CTY,CA	Russia	Business Services	6257.04	4	5.3203
NY-NJ-L.I. NY-NJ-CT-PA	Russia	Business Services	17332.72	5	5.8037
LA-RVRSD-ORAN CTY,CA	Russia	Entertain. & Recreat.	7821.30	4	6.6504
LA-RVRSD-ORAN CTY,CA	Russia	Leg, Eng. & Oth. Prof. Serv.	12819.74	5	10.9005
NY-NJ-L.I. NY-NJ-CT-PA	Russia	Leg, Eng. & Oth. Prof. Serv.	30961.56	4	10.3672
NY-NJ-L.I. NY-NJ-CT-PA	Italy	Oth. Trans. Equip.	10788.00	4	0.7534
NY-NJ-L.I. NY-NJ-CT-PA	Italy	Utilities,Sanitary Service	20694.98	6	1.4453
LA-RVRSD-ORAN CTY,CA	Italy	Entertain. & Recreat.	9871.02	6	4.3069
NY-NJ-L.I. NY-NJ-CT-PA	Italy	Element. & Second. Schs.	96264.92	4	6.7228
NY-NJ-L.I. NY-NJ-CT-PA	Poland	Chemical & Allied	9763.14	4	2.0833
LA-RVRSD-ORAN CTY,CA	Poland	Leg, Eng. & Oth. Prof. Serv.	6994.22	4	6.7570
LA-RVRSD-ORAN CTY,CA	England/Germany	Business Services	10374.46	4	5.0561
NY-NJ-L.I. NY-NJ-CT-PA	Irland/Poland	Entertain. & Recreat.	5825.52	5	2.5568
NY-NJ-L.I. NY-NJ-CT-PA	Italy/England	Business Services	5969.36	4	5.7789

APPENDIX TABLE 4

Logistic Regression Estimates of the Log Odds of Being Employed
In an Ethnically Homogeneous Workplace Job

	Coefficients	
Variables	P	S.E.
Niche	.320	.140
Ethnic		
Black	-1.235	.105
Hispanic	-.746	.114
Asian	-.587	.131
Residence		
Atlanta	.086	.350
Boston	-.545	.085
Niche (X)		
Black	.028	.179
Hispanic	.966	.204
Asian	-.652	.221
Intercept	1.141	.094
Log Likelihood	-2789.07	
LR Chi^2	397.52	df=9
Pseudo R^2	.067	
Observations	4517	

Source: MCSUI.