OCCUPATIONAL SEGREGATION IN RETAIL

Retail means jobs

1 in 10 workers are employed in retail
16 million workers

48% of retail workers are women
35% are people of color

...with high poverty rates

Retail workers earn a median wage of $10.60/hour

Retail workers are almost 2X as likely to work part-time involuntarily than other workers.

9% of all retail workers live below the poverty line

17% of Black workers live below the poverty line
13% of Latino workers live below the poverty line

1 in 4 retail workers are poor

...Growing every year

Core retail subsectors are growing: general merchandise, food & beverage, and home & garden will add a combined:

400,000 jobs in the next 8 years

Global retail revenue was $15 trillion in 2013 and is expected to reach:

$20 trillion by the year 2020
While enormous industry growth is projected in retail, **women** and **people of color** face occupational segregation.

**What’s that? It’s when...**

**Women and people of color are concentrated in the lowest paying retail sectors**

<table>
<thead>
<tr>
<th>Sector</th>
<th>Women in Retail</th>
<th>People of Color in Retail</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food &amp; Beverage</td>
<td>47%</td>
<td>38%</td>
</tr>
<tr>
<td>Home &amp; Garden</td>
<td>31%</td>
<td>24%</td>
</tr>
<tr>
<td>General Merchandise</td>
<td>60%</td>
<td>43%</td>
</tr>
<tr>
<td>Clothing &amp; Accessories</td>
<td>73%</td>
<td>45%</td>
</tr>
<tr>
<td>Automotive</td>
<td>19%</td>
<td>30%</td>
</tr>
<tr>
<td>Health &amp; Personal Care</td>
<td>65%</td>
<td>32%</td>
</tr>
</tbody>
</table>

- **Home & Garden and Automotive** jobs pay some of the highest wages in retail, employing more than **3.3 million**.
- **Clothing and General Merchandise** have some of the lowest wages, employing more than **4.1 million**.

**Retail has good jobs, but women and people of color are less likely to get those jobs**

<table>
<thead>
<tr>
<th>Average Hourly Wages</th>
<th>Cashier</th>
<th>Retail Salesperson</th>
<th>First Line Supervisor</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$10.10</td>
<td>$12.67</td>
<td>$24.10</td>
</tr>
</tbody>
</table>

**AVERAGE HOURLY WAGES**

**Cashier**
- **14%** White
- **17%** Latino
- **59%** Black

**Retail Salesperson**
- **12%** White
- **15%** Latino
- **65%** Black

**First Line Supervisor**
- **8%** White
- **13%** Latino
- **71%** Black
How does occupational segregation play out across retail?

Let’s take a look...

**CLOTHING & ACCESSORIES**

- **75%** of low paid clothing & accessory jobs are held by women.
- **$10.47** is the median hourly wage in apparel.
- Apparel is one of the lowest paid sub-sectors.

People of color are **35%** of the total retail workforce but make up **45%** of apparel workers.

**AUTOMOTIVE**

- Auto has some of the highest wages with salespeople earning **$16.00/hour**.
- **80%** of auto workers are men.

The sector lacks racial diversity: 3 in 4 auto workers are white.

- **16%** of auto workers are Latino and **8%** are Black.

**FOOD & BEVERAGE**

- Women hold **75%** of food prep jobs, which have a median wage below **$9.00/hour**.
- **90%** of higher paying butcher positions are held by men, where **25%** of workers earn over **$17/hour**.

- **8 out of 10** general managers are men.
- **7 out of 10** general managers are white.
GENERAL MERCHANDISE

90% of workers in general merchandise (big box, department, and discount stores) earn less than $15/hour.

82% of low-paid cashiers are women.

66% of first line supervisors are white.

Women are significantly overrepresented in general merchandise, making up 60% of the workforce.

Half of general managers earn over $35/hour but women are only 45% of managers.

People of color are 50% of cashiers and 43% of retail salespeople but only 34% of first line supervisors.

HOME & GARDEN

70% of home & garden jobs are held by men.

Women are 1/3 of the home & garden workforce but are excluded from higher paid jobs, making up 74% of low-paid cashiers and just 12% of management.

People of color are 35% of low paid cashiers but only 18% of managers.

People of color hold less than 25% of all home & garden jobs.

Home & garden stores have the highest wages in retail.

DID YOU KNOW? 88% of managers are white across all retail sectors.
How can we end occupational segregation in retail?

We need quality employment and opportunities to advance

THE RETAIL INDUSTRY MUST:

1. DIVERSIFY THE WORKFORCE
   Expand hiring to reach more women and people of color, address bias in hiring and promotions, and invest in training to promote advancement into higher paid jobs.

2. RAISE THE FLOOR
   Raise wages, ensure stable yet flexible hours, provide benefits and improve working conditions.

3. ENSURE WORKER VOICE IN WORKPLACE STANDARDS AND PRACTICES

RESOURCES

For more information on the Fair Workweek Initiative, go to www.populardemocracy.org.