

Asian Pacific American Women Workers and Unions

The Center for Economic and Policy Research (CEPR) finds that **12.8% of Asian Pacific American (APA) women were in a union or represented by a union at their workplace**, and it was a slightly higher share than for APA men (12.2%), for the period 2003-2009. (See table on p.2.)

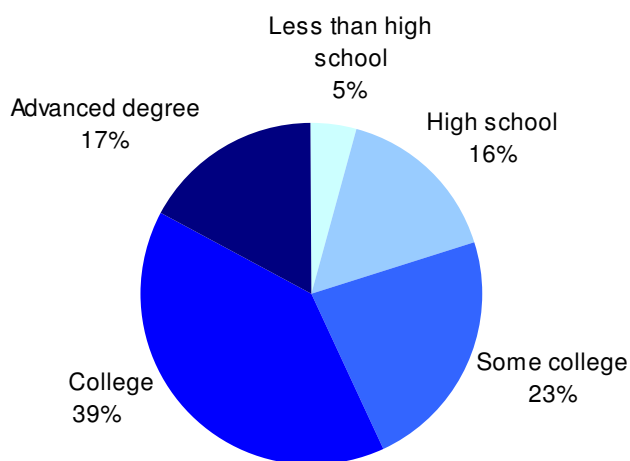
APA women in unions, on average, were better educated than unionized APA men. Close to 6-in-10 (56.9%) of unionized APA women had a college degree or more, compared to less than half (44.3%) of unionized APA men. About half of female APA workers and all female workers in unions (50.6% and 47.9%, respectively) were equally educated. (See figure below.)

Furthermore, **immigrants were a large share of unionized APA women.** More than two-thirds (68.5%) of unionized APA women were immigrants, compared to a slightly smaller share (65.6%) of unionized APA men. Immigrants were only a small fraction of all female and male workers in unions (11.7% and 12.4%, respectively).

Nearly half (46.6%) of unionized APA women were in the public sector. The share of unionized APA women in the public sector was a lot smaller than the share of the overall female workforce in unions (61.3%), but significantly larger than the share of the overall female APA workforce (11.7%) in the public sector. In comparison, about 4-in-10 (40.2%) of unionized APA men were in the public sector.

APA women in unions were highly concentrated in the Pacific states. More than 6-in-10 (63.4%) of unionized APA women were in Pacific states, with almost half (45.7%) in California and more than one-in-ten (11.5%) in Hawaii. Pacific states had a significantly higher share of unionized APA women, compared to the share of unionized APA men (56.7%), the share of female APA workers (45%), and the share of unionized female workers (22.5%).

Unionized Female APA Workers, 2003-2009, by Education



CEPR also finds a substantial boost in wages and benefits for APA unionized workers and a particularly large union advantage for workers in low-wage occupations. On average, **unionization raises APA workers' wages by 9% – about \$2.00 per hour** (see www.cepr.net/index.php/publications/reports/unions-apa).

For more information on workers and unions, see: www.cepr.net/index.php/the-benefits-of-unionization. Find this summary at <http://www.cepr.net/documents/publications/unions-apa-women.pdf>.

Characteristics of Asian Pacific American Workers, by Gender, 2003-2009

(percent)

| | APA Women | | APA Men | | Female Workers | | Male Workers | | Unionization Rate | | Unionization Rate | |
|--------------------------|-----------|------|---------|------|----------------|------|--------------|------|-------------------|---------|-------------------|------|
| | Unions | All | Unions | All | Unions | All | Unions | All | APA Women | APA Men | Female | Male |
| Age | | | | | | | | | | | | |
| 16-24 | 5.0 | 12.0 | 5.8 | 10.6 | 5.4 | 14.8 | 6.5 | 14.0 | 5.1 | 6.3 | 4.5 | 6.4 |
| 25-34 | 21.0 | 25.9 | 22.5 | 28.3 | 19.1 | 21.3 | 19.7 | 23.0 | 10.2 | 9.3 | 11.2 | 12.1 |
| 35-44 | 25.2 | 26.3 | 26.5 | 27.8 | 24.8 | 23.5 | 26.5 | 24.3 | 12.4 | 11.8 | 13.4 | 16.0 |
| 45-54 | 28.1 | 22.2 | 26.2 | 20.1 | 30.6 | 23.9 | 29.5 | 22.7 | 16.5 | 16.6 | 16.3 | 19.4 |
| 55-64 | 18.3 | 11.2 | 15.7 | 10.6 | 17.7 | 13.3 | 15.8 | 12.6 | 21.2 | 18.8 | 17.0 | 19.2 |
| 65+ | 2.4 | 2.4 | 3.3 | 2.6 | 2.5 | 3.3 | 2.0 | 3.3 | 13.2 | 16.2 | 9.8 | 9.7 |
| Region | | | | | | | | | | | | |
| Northeast | 19.7 | 18.5 | 22.2 | 20.7 | 28.8 | 19.1 | 26.6 | 18.4 | 13.7 | 13.2 | 19.0 | 21.2 |
| Midwest | 7.6 | 11.6 | 9.7 | 12.8 | 24.9 | 23.4 | 28.4 | 22.8 | 8.4 | 9.2 | 13.3 | 18.2 |
| South | 6.3 | 20.3 | 7.8 | 21.0 | 19.0 | 35.7 | 19.5 | 35.6 | 4.1 | 4.6 | 6.7 | 8.0 |
| West | 3.0 | 4.7 | 3.6 | 4.2 | 4.8 | 6.7 | 5.1 | 7.3 | 8.3 | 10.7 | 9.2 | 10.4 |
| Pacific | 63.4 | 45.0 | 56.7 | 41.4 | 22.5 | 15.1 | 20.4 | 16.0 | 17.8 | 16.5 | 18.8 | 18.5 |
| State | | | | | | | | | | | | |
| CA | 45.7 | 33.3 | 35.4 | 30.6 | 16.4 | 11.1 | 14.5 | 11.9 | 17.4 | 14.0 | 18.6 | 17.7 |
| NY | 11.1 | 8.6 | 14.1 | 9.7 | 13.3 | 6.5 | 11.6 | 6.3 | 16.3 | 17.7 | 25.7 | 27.1 |
| HI | 11.5 | 6.4 | 14.7 | 5.9 | 0.8 | 0.4 | 0.8 | 0.4 | 22.7 | 29.6 | 22.4 | 27.8 |
| TX | 1.1 | 5.6 | 1.3 | 6.2 | 3.3 | 7.2 | 3.5 | 7.8 | 2.6 | 2.6 | 5.7 | 6.5 |
| NJ | 4.8 | 4.5 | 4.9 | 5.3 | 4.8 | 3.0 | 4.5 | 3.1 | 14.1 | 11.9 | 19.8 | 21.7 |
| WA | 4.5 | 3.9 | 5.2 | 3.5 | 3.4 | 2.2 | 3.4 | 2.2 | 14.9 | 17.5 | 19.7 | 22.2 |
| NV | 1.6 | 1.6 | 2.1 | 1.3 | 1.0 | 0.8 | 1.1 | 0.9 | 13.5 | 19.4 | 14.8 | 18.0 |
| Education | | | | | | | | | | | | |
| LTHS | 4.5 | 7.4 | 4.9 | 6.4 | 4.0 | 8.2 | 6.3 | 11.5 | 7.8 | 9.1 | 6.0 | 7.7 |
| HS | 15.7 | 19.7 | 23.9 | 19.3 | 22.8 | 29.1 | 36.3 | 31.6 | 10.2 | 14.9 | 9.8 | 16.5 |
| Some college | 23.0 | 22.4 | 26.9 | 20.2 | 25.3 | 31.6 | 31.6 | 26.7 | 13.0 | 16.1 | 10.1 | 17.2 |
| College | 39.7 | 33.7 | 29.3 | 30.4 | 26.1 | 21.0 | 16.1 | 19.8 | 15.1 | 11.9 | 15.8 | 12.2 |
| Advanced | 17.2 | 16.9 | 15.0 | 23.7 | 21.9 | 10.1 | 9.7 | 10.4 | 13.1 | 7.9 | 27.6 | 14.3 |
| Immigrants | | | | | | | | | | | | |
| | 68.5 | 70.4 | 65.6 | 71.7 | 11.7 | 12.9 | 12.4 | 17.1 | 12.6 | 11.2 | 11.5 | 10.4 |
| Full-time | | | | | | | | | | | | |
| | 84.1 | 78.5 | 93.5 | 89.4 | 84.5 | 74.3 | 94.6 | 88.7 | 13.7 | 12.8 | 14.3 | 15.6 |
| Part-time | | | | | | | | | | | | |
| | 15.9 | 21.6 | 6.5 | 10.6 | 15.5 | 25.7 | 5.4 | 11.3 | 9.4 | 7.3 | 7.7 | 6.9 |
| Non-Manufacturing | | | | | | | | | | | | |
| | 95.2 | 89.3 | 88.7 | 83.8 | 94.8 | 92.4 | 82.5 | 83.3 | 13.7 | 13.0 | 12.9 | 14.6 |
| Manufacturing | | | | | | | | | | | | |
| | 4.9 | 10.7 | 11.3 | 16.2 | 5.2 | 7.6 | 17.5 | 16.8 | 5.6 | 8.2 | 8.5 | 14.8 |
| Private Sector | | | | | | | | | | | | |
| | 53.4 | 85.9 | 59.8 | 88.3 | 38.7 | 81.2 | 61.8 | 87.3 | 8.0 | 8.3 | 6.0 | 10.4 |
| Public Sector | | | | | | | | | | | | |
| | 46.6 | 14.1 | 40.2 | 11.7 | 61.3 | 18.8 | 38.3 | 12.7 | 40.7 | 39.6 | 40.0 | 41.4 |

(thousands; data for 2009 only)

| | | | | | | | | | | | | |
|-------|-----|-------|-----|-------|-------|--------|-------|--------|------|------|------|------|
| Total | 395 | 3,185 | 434 | 3,590 | 7,728 | 62,534 | 9,176 | 67,543 | 12.8 | 12.2 | 12.6 | 14.6 |
|-------|-----|-------|-----|-------|-------|--------|-------|--------|------|------|------|------|

Notes: CEPR analysis of CEPR extract of the Current Population Survey Outgoing Rotation Group, 2003-2009. States listed above had the highest share of Asian workers or the highest share of Asians in each state's workforce.