

SA10.30.20 Race, Residency, and Employment: GIS and Statistical Analysis of Metropolitan Mississippi Labor Markets.

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Paper Title: Race, Residency, and Employment: Analysis of Metropolitan Mississippi Labor Markets.
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Metropolitan employment has been one of the most challenging issues for planners. Cities and regional planners spend tremendous time and effort planning to attract various industries and high paying jobs to their areas. Once the jobs arrive, it is equally important to ensure that those jobs are going to be available for all metropolitan residents regardless of race and area of residency. Unfortunately, this has not been the case in many metropolitan local labor markets that show bias in terms of job distribution and hiring based on race and residency. In many local job markets blacks and inner city residents experience higher rates of unemployment compared to whites and suburban residents. In Mississippi, areas with high minority concentration seem to experience higher rates of joblessness. The assumption is that discriminatory employers tend to either deny minority individuals employment or pay them less wages. This paper will attempt to answer the research question of how do race and area of residency affect the employment of metropolitan residents in Mississippi. Using data from multiple sources including US Bureau of Labor Statistics, Mississippi Department of Employment Security, and US Census bureau, this paper will use a combination of GIS mapping and inferential statistical analysis in its attempt to answer the research question. This research expects to find that African Americans and inner city residents in Mississippi metropolitan have lower wages and higher rates of unemployment compared to Caucasians and suburban residents. Moreover, in all Mississippi metropolitan labor markets, blacks and inner city residents are disproportionately placed in the periphery and secondary sectors of the labor market where wages are generally low and on-the-job training is almost non-existent.

SA10.30.20 How does implementation of a restrictive immigration policy impact the U.S. workforce? Evaluating E-Verify through a social justice framework.

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In the context of an ever-increasing globalized economy, does the concept of being a “legal” citizen as a prerequisite to participation in the workforce make sense? Through the theoretical lens of cosmopolitan global distributive justice (CGDJ), this study evaluates E-Verify, an anti-immigrant employment program that exists for the sole purpose of excluding those without legal citizenship from legally participating in the United States workforce. Specifically, this study conducted interrupted time series analyses to examine variation in state-level implementation of E-Verify, categorized as being either weakly—or strongly—aligned with cosmopolitan global distributive justice (CGDJ) and how this variation may have predicted important workforce outcomes in four U.S. states. Findings suggest that in terms of state-level E-Verify implementation, the more strongly a state aligns with a cosmopolitan approach to global distributive justice, the more growth that state saw in the area of overall employment growth, including beginning-of-quarter employment, flow employment, number of new hires, and overall number of jobs gained. Conversely, findings suggest that the more weakly a state aligns with a cosmopolitan approach to

global distributive justice in terms of E-Verify implementation, that state saw a decrease in overall employment growth as assessed by those same indicators. Findings also suggest that stronger alignment with global distributive justice may predict increases in turnover and separations, while weaker alignment may predict decreases in turnover and separations. In essence then, this study found that both overall job growth and overall instability in the workforce were associated with stronger alignment with global distributive justice, while overall job loss as well as overall stability in the workforce were associated with weaker alignment with global distributive justice.

SA10.30.20 A Different Perspective on Post-Industrial Labor Market Restructuring in Detroit and Pittsburgh

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Recent research examining new urban work patterns has given special attention to informal work (e.g. Kalleberg 2009) and independent makers (see Carr & Gibson 2015). While significant, these alternative forms of work have risen to prominence alongside broader changes in the post-industrial economy, which are of greater significance to the many workers still employed in the traditional labor market. This market is becoming increasingly unequal and bifurcated, with a winner-take-all structure and a rise in low-paying service and precarious work. While various scholars have recognised these new dynamics (e.g. Florida 2012), questions remain about how they are reshaping particular places, and how these transformations intersect with broader narratives about work in the post-industrial city. With these questions in mind, we investigate two cities which have been portrayed as quintessential examples of different post-industrial urban trajectories, one positive (Pittsburgh) and one negative (Detroit). At the centre of our work is an examination of the structural economic shifts reshaping work opportunities in both cities, including a shift share analysis of changes in occupational distributions over 10 years. The shift share analysis decomposes occupational distribution change into three parts – the industry shift component, the occupational mix component, and the shift in labor market size. The results illuminate some nuances in the restructuring trends reshaping these cities, and provide a different perspective on how these industrial and occupational change processes both reflect and complicate contemporary understandings of work in the post-industrial city.