

# Determining the Impact of Federal Antidiscrimination Policy on the Economic Status of Blacks: A Study of South Carolina

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Econ 312, Spring 2023

# **I. The Black Breakthrough in South Carolina Manufacturing**

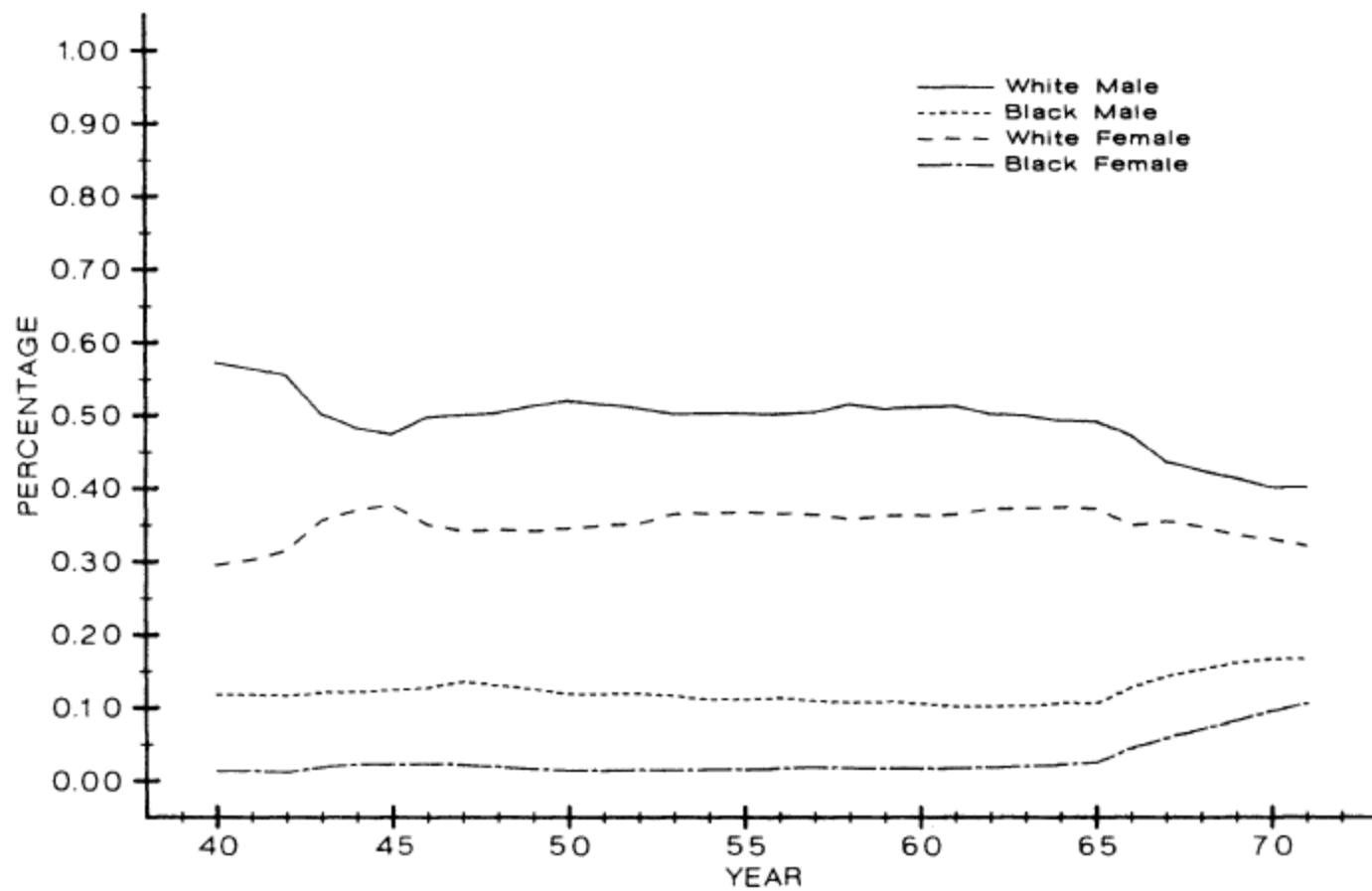


FIGURE 1. AGGREGATE EMPLOYMENT SHARES IN SOUTH CAROLINA MANUFACTURING

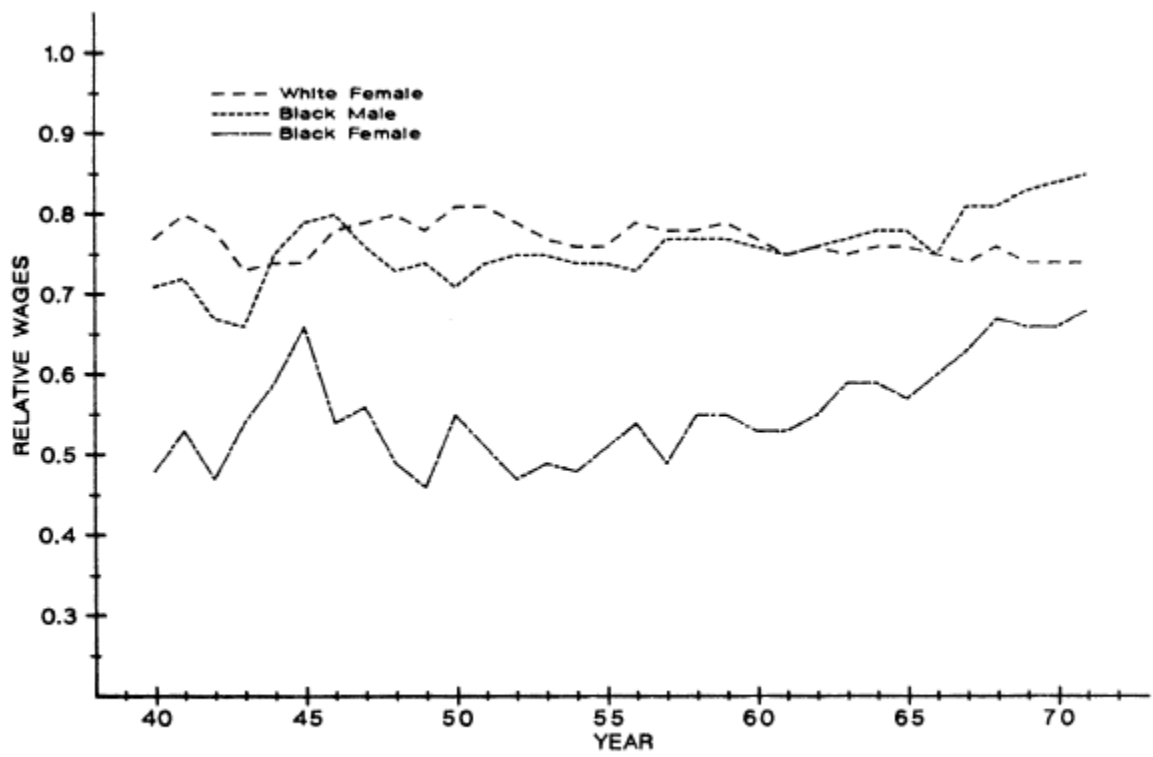


FIGURE 2. SOUTH CAROLINA MANUFACTURING' WAGES RELATIVE TO WHITE MALES

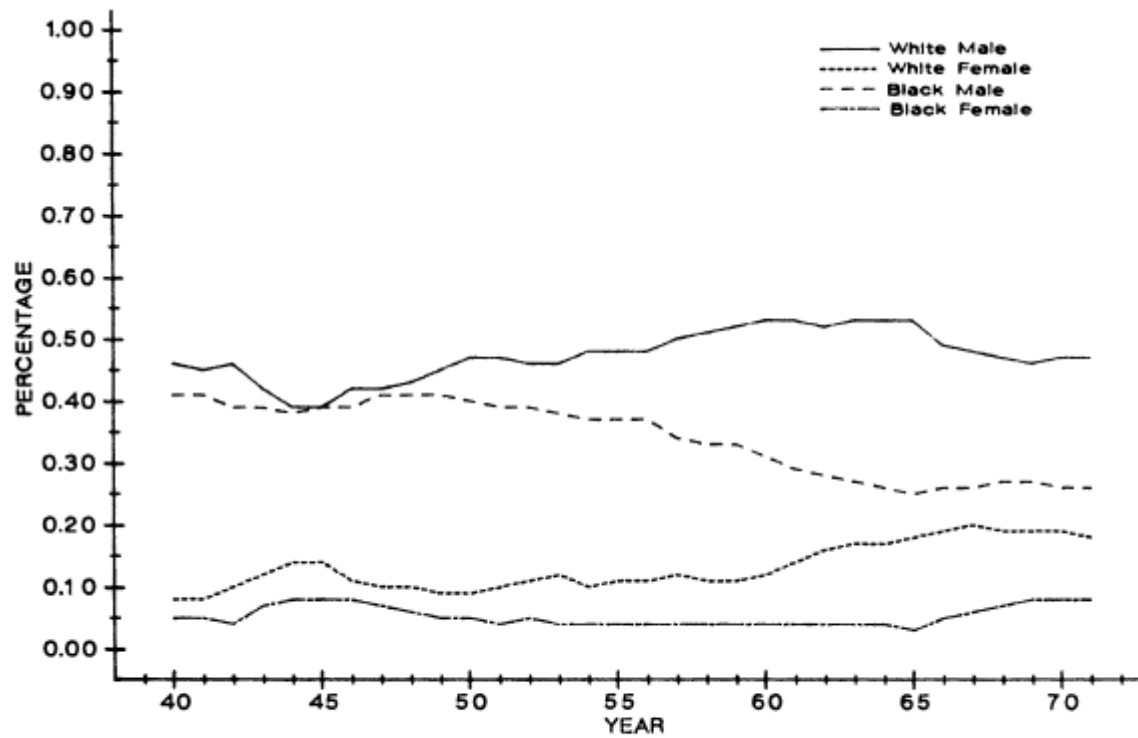


FIGURE 3. AGGREGATE EMPLOYMENT SHARES IN SOUTH CAROLINA  
NON-TEXTILE NON-APPAREL MANUFACTURING

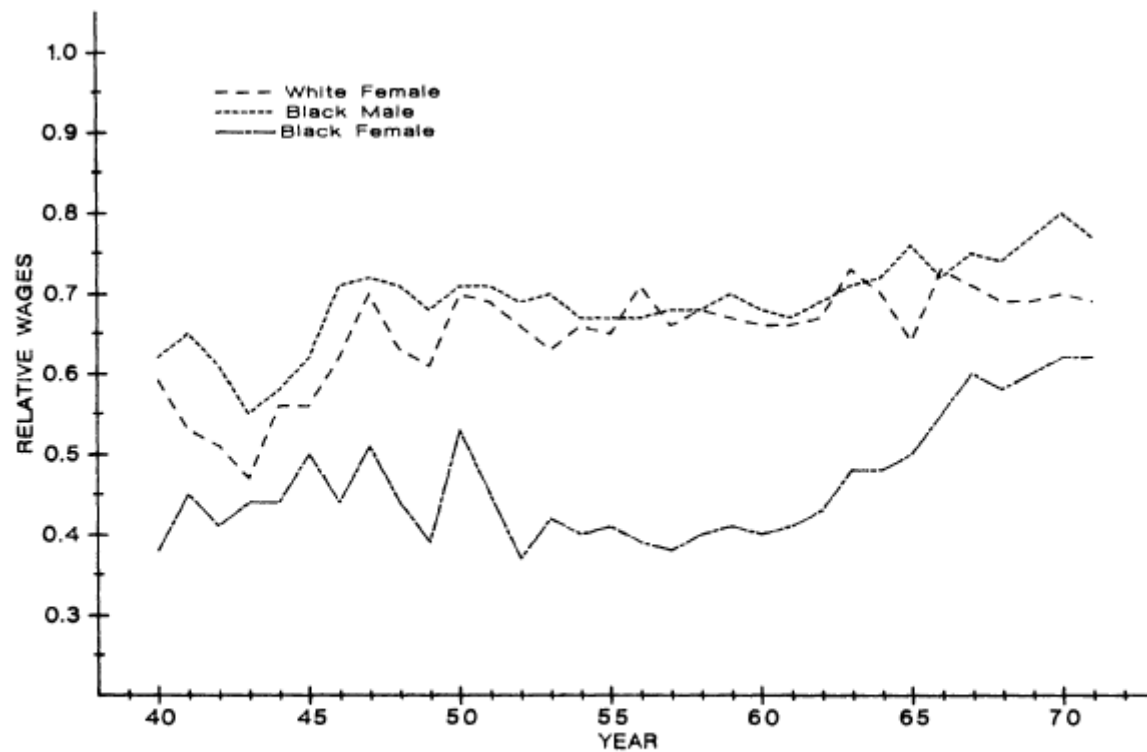


FIGURE 4. SOUTH CAROLINA NON-TEXTILE NON-APPAREL MANUFACTURING WAGES RELATIVE TO WHITE MALES

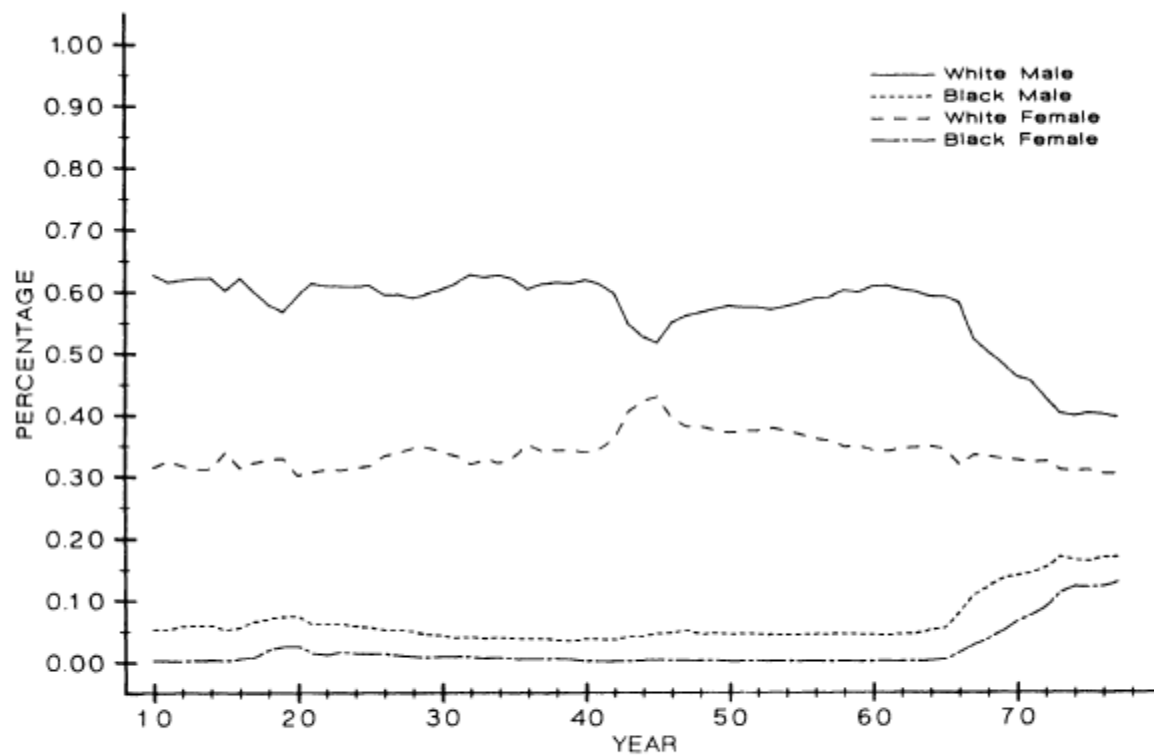


FIGURE 5. AGGREGATE EMPLOYMENT SHARES IN THE SOUTH CAROLINA TEXTILE INDUSTRY

TABLE 1—TEXTILE EMPLOYMENT

| Year   | Total  | White<br>Males  | White<br>Females | Black<br>Males  | Black<br>Females |
|--|--|-----------------|------------------|-----------------|------------------|
|  | (Percentage Share of Demographic Group in Parentheses) |                 |                  |                 |                  |
| Total Textile Employment from United States Census |  |                 |                  |                 |                  |
| 1970   | 143779   | 68977<br>(47.8) | 48642<br>(33.8)  | 16585<br>(11.5) | 9575<br>(6.5)    |
| 1960   | 132166   | 78951<br>(59.5) | 44601<br>(35.3)  | 6513<br>(5.0)   | 401<br>(0.3)     |
| 1950   | 131558   | 75613<br>(57.5) | 49326<br>(37.5)  | 6113<br>(4.7)   | 506<br>(0.4)     |
| 1940   | 100461   | 61701<br>(61.4) | 34355<br>(34.2)  | 5128<br>(4.1)   | 277<br>(0.3)     |



TABLE 1—TEXTILE EMPLOYMENT

|   | Total  | White<br>Males  | White<br>Females | Black<br>Males  | Black<br>Females |
|---|--------|-----------------|------------------|-----------------|------------------|
| Production Worker Textile Employment from SCDOL |        |                 |                  |                 |                  |
| <b>1970</b>                                     | 145108 | 68992<br>(47.6) | 48548<br>(33.5)  | 19488<br>(13.4) | 8080<br>(5.6)    |
| <b>1960</b>                                     | 120665 | 72122<br>(59.8) | 42903<br>(35.6)  | 5448<br>(4.5)   | 192<br>(0.2)     |
| <b>1950</b>                                     | 124379 | 71065<br>(57.1) | 42903<br>(37.8)  | 5987<br>(4.8)   | 311<br>(0.3)     |
| <b>1940</b>                                     | 92725  | 57517<br>(62.2) | 31484<br>(34.0)  | 3555<br>(3.8)   | 168<br>(0.2)     |

*Sources:* 1940 Census data from U.S. Bureau of the Census (1943, p. 370); 1950 Census data from U.S. Bureau of the Census (1953, p. 183); 1960 Census data from U.S. Bureau of the Census (1964, p. 346); 1970 Census data from U.S. Bureau of the Census (1973b, p. 680); SCDOL data from the Department of Labor of the State of South Carolina as described in the Appendix.

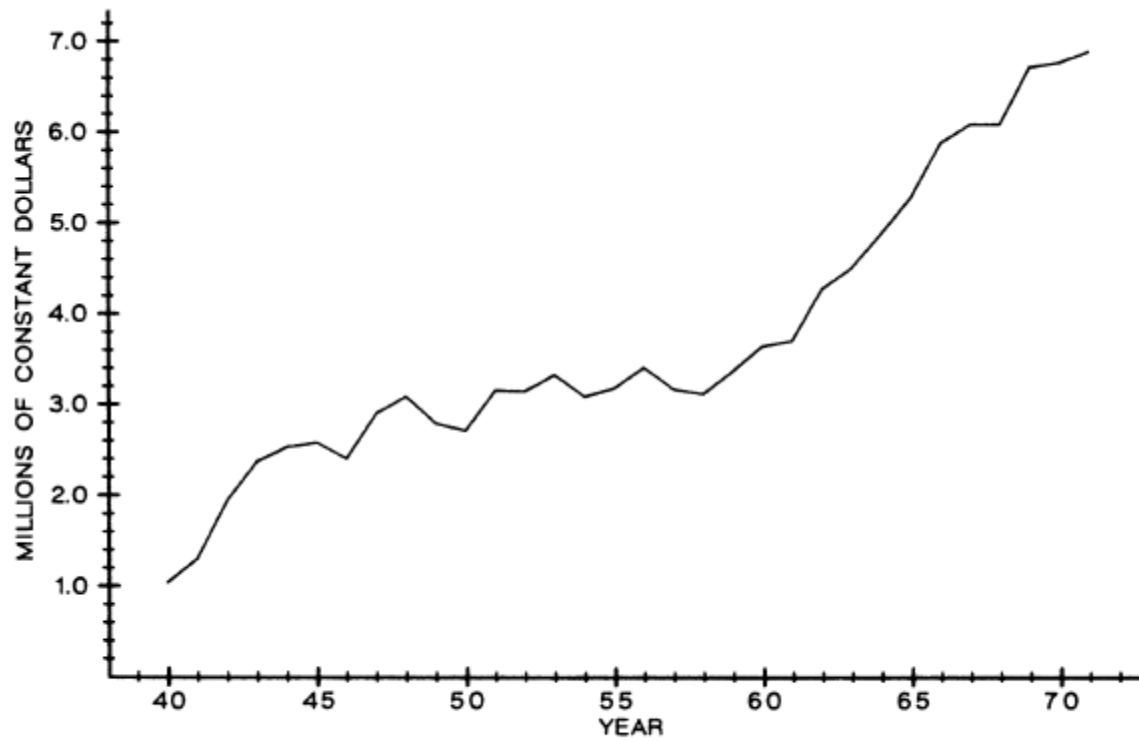


FIGURE 6. SOUTH CAROLINA MANUFACTURING TOTAL REAL OUTPUT

## **II. South Carolina in Context**

TABLE 2—EMPLOYMENT OF BLACKS AND WHITES IN TEXTILES IN  
OTHER SOUTHERN TEXTILE STATES

|               | 1950    | 1960                  | 1970    | 1980    |
|---------------|---------|-----------------------|---------|---------|
|               |         | <i>North Carolina</i> |         |         |
| <b>Whites</b> | 206,383 | 213,161               | 282,935 | 267,207 |
| <b>Blacks</b> | 8,746   | 8,565                 | 46,910  | 76,620  |
|               |         | <i>Georgia</i>        |         |         |
| <b>Whites</b> | 95,254  | 88,659                | 143,175 | 145,015 |
| <b>Blacks</b> | 7,029   | 5,955                 | 27,361  | 46,778  |
|               |         | <i>Virginia</i>       |         |         |
| <b>Whites</b> | 38,249  | 34,804                | 68,702  | 68,195  |
| <b>Blacks</b> | 2,189   | 1,783                 | 11,969  | 18,188  |

Source: U.S. Census, Employment by Industry, 1950, 1960, 1970, and 1980.

TABLE 3—IN SOUTH CAROLINA INDUSTRIAL DISTRIBUTION OF EMPLOYED PERSONS (21–65) BY PERCENTAGE

| Industry                     | 1980          | 1970 | 1960 | 1950 | 1940 |
|------------------------------|---------------|------|------|------|------|
|                              | Black Females |      |      |      |      |
| <b>Agriculture</b>           | 2.6           | 8.7  | 24.2 | 39.2 | 39.2 |
| <b>Business Services</b>     | 3.5           | 1.0  | 0.2  | 0.5  | 0.0  |
| <b>Government</b>            | 3.5           | 0.9  | 0.2  | 0.2  | 0.2  |
| <b>Manufacturing</b>         | 32.5          | 19.9 | 4.1  | 2.4  | 2.0  |
| <b>Mining/Construction</b>   | 0.6           | 0.3  | 0.2  | 0.1  | 0.0  |
| <b>Personal Services</b>     | 13.9          | 36.9 | 51.2 | 43.8 | 51.4 |
| <b>Professional Services</b> | 29.7          | 22.7 | 14.5 | 9.3  | 5.7  |
| <b>Trade</b>                 | 11.3          | 8.3  | 4.6  | 4.0  | 1.4  |
| <b>Other</b>                 | 2.3           | 1.2  | 0.7  | 0.6  | 0.1  |

TABLE 3—IN SOUTH CAROLINA INDUSTRIAL DISTRIBUTION OF EMPLOYED  
PERSONS (21–65) BY PERCENTAGE

|                              | 1980        | 1970 | 1960 | 1950 | 1940 |
|------------------------------|-------------|------|------|------|------|
|                              | Black Males |      |      |      |      |
| <b>Agriculture</b>           | 6.4         | 12.6 | 27.2 | 50.6 | 58.3 |
| <b>Business Services</b>     | 3.8         | 2.6  | 1.7  | 1.6  | 1.0  |
| <b>Government</b>            | 4.5         | 3.7  | 1.8  | 1.3  | 0.7  |
| <b>Manufacturing</b>         | 38.2        | 33.0 | 24.2 | 19.7 | 14.5 |
| <b>Mining/Construction</b>   | 15.6        | 16.1 | 14.7 | 8.6  | 10.5 |
| <b>Personal Services</b>     | 1.9         | 3.7  | 4.6  | 2.9  | 4.1  |
| <b>Professional Services</b> | 8.9         | 8.3  | 6.3  | 3.2  | 2.3  |
| <b>Trade</b>                 | 12.0        | 11.9 | 12.2 | 6.5  | 4.4  |
| <b>Other</b>                 | 8.8         | 8.1  | 7.2  | 5.6  | 4.3  |

TABLE 3—IN SOUTH CAROLINA INDUSTRIAL DISTRIBUTION OF EMPLOYED  
PERSONS (21-65) BY PERCENTAGE

|                              | 1980          | 1970 | 1960 | 1950 | 1940 |
|------------------------------|---------------|------|------|------|------|
|                              | White Females |      |      |      |      |
| <b>Agriculture</b>           | 1.1           | 1.0  | 2.8  | 7.6  | 9.6  |
| <b>Business Services</b>     | 8.9           | 6.3  | 5.8  | 2.7  | 1.0  |
| <b>Government</b>            | 3.9           | 3.6  | 3.7  | 2.6  | 3.3  |
| <b>Manufacturing</b>         | 28.8          | 39.3 | 43.3 | 51.9 | 48.2 |
| <b>Mining/Construction</b>   | 1.7           | 1.3  | 0.6  | 0.9  | 0.9  |
| <b>Personal Services</b>     | 3.8           | 4.8  | 4.7  | 4.9  | 7.9  |
| <b>Professional Services</b> | 27.8          | 21.8 | 17.1 | 12.9 | 14.7 |
| <b>Trade</b>                 | 20.3          | 18.8 | 18.5 | 14.4 | 12.4 |
| <b>Other</b>                 | 3.8           | 3.2  | 3.6  | 2.0  | 1.9  |

TABLE 3—IN SOUTH CAROLINA INDUSTRIAL DISTRIBUTION OF EMPLOYED PERSONS (21-65) BY PERCENTAGE

|                              | 1980        | 1970 | 1960 | 1950 | 1940 |
|------------------------------|-------------|------|------|------|------|
|                              | White Males |      |      |      |      |
| <b>Agriculture</b>           | 3.6         | 4.5  | 8.2  | 20.8 | 26.4 |
| <b>Business Services</b>     | 7.9         | 6.6  | 6.1  | 4.6  | 2.9  |
| <b>Government</b>            | 5.0         | 6.2  | 4.8  | 5.0  | 4.3  |
| <b>Manufacturing</b>         | 33.5        | 36.6 | 40.5 | 34.7 | 30.5 |
| <b>Mining/Construction</b>   | 12.5        | 12.4 | 9.8  | 8.5  | 11.6 |
| <b>Personal Services</b>     | 1.3         | 1.6  | 1.7  | 1.5  | 2.5  |
| <b>Professional Services</b> | 9.8         | 7.5  | 4.9  | 3.0  | 3.3  |
| <b>Trade</b>                 | 17.1        | 17.4 | 17.5 | 15.9 | 12.5 |
| <b>Other</b>                 | 9.2         | 7.1  | 6.4  | 5.9  | 6.0  |

*Sources:* Computed from 1940, 1950, 1960, 1970, and 1980 Public Use Samples, U.S. Census of Population.



TABLE 4—INDUSTRIAL DISTRIBUTION OF EMPLOYED PERSONS (21–65)  
IN THE CENSUS SOUTH BY PERCENTAGE

| Industry                     | 1980          | 1970 | 1960 | 1950 | 1940 |
|------------------------------|---------------|------|------|------|------|
|                              | Black Females |      |      |      |      |
| <b>Agriculture</b>           | 1.6           | 3.8  | 15.6 | 16.5 | 17.7 |
| <b>Business Services</b>     | 7.0           | 3.0  | 2.4  | 1.4  | 0.9  |
| <b>Government</b>            | 8.1           | 4.4  | 2.3  | 1.9  | 0.7  |
| <b>Manufacturing</b>         | 17.2          | 12.0 | 4.4  | 5.1  | 3.5  |
| <b>Mining/Construction</b>   | 0.9           | 0.4  | 0.0  | 0.2  | 0.3  |
| <b>Personal Services</b>     | 13.7          | 34.7 | 48.9 | 53.1 | 65.8 |
| <b>Professional Services</b> | 33.0          | 27.3 | 15.0 | 10.4 | 6.6  |
| <b>Trade</b>                 | 14.3          | 12.3 | 10.0 | 10.4 | 4.0  |
| <b>Other</b>                 | 4.2           | 2.1  | 1.3  | 1.0  | 0.5  |

TABLE 4—INDUSTRIAL DISTRIBUTION OF EMPLOYED PERSONS (21–65)  
IN THE CENSUS SOUTH BY PERCENTAGE

|                              | 1980        | 1970 | 1960 | 1950 | 1940 |
|------------------------------|-------------|------|------|------|------|
|                              | Black Males |      |      |      |      |
| <b>Agriculture</b>           | 4.9         | 10.1 | 18.8 | 33.2 | 43.6 |
| <b>Business Services</b>     | 5.9         | 3.8  | 2.7  | 2.8  | 2.5  |
| <b>Government</b>            | 6.4         | 7.5  | 5.4  | 3.6  | 1.5  |
| <b>Manufacturing</b>         | 26.9        | 27.1 | 23.4 | 20.9 | 14.2 |
| <b>Mining/Construction</b>   | 13.6        | 12.6 | 12.5 | 10.8 | 12.6 |
| <b>Personal Services</b>     | 2.5         | 4.5  | 6.3  | 5.3  | 7.5  |
| <b>Professional Services</b> | 12.9        | 10.3 | 7.3  | 3.6  | 2.8  |
| <b>Trade</b>                 | 14.5        | 12.9 | 14.1 | 10.8 | 8.2  |
| <b>Other</b>                 | 1.2         | 11.3 | 9.5  | 9.0  | 7.1  |

TABLE 4—INDUSTRIAL DISTRIBUTION OF EMPLOYED PERSONS (21–65)  
IN THE CENSUS SOUTH BY PERCENTAGE

|                              | 1980          | 1970 | 1960 | 1950 | 1940 |
|------------------------------|---------------|------|------|------|------|
|                              | White Females |      |      |      |      |
| <b>Agriculture</b>           | 1.5           | 1.5  | 3.0  | 6.3  | 5.0  |
| <b>Business Services</b>     | 12.0          | 8.6  | 7.9  | 5.0  | 4.1  |
| <b>Government</b>            | 5.7           | 5.2  | 5.7  | 6.7  | 6.3  |
| <b>Manufacturing</b>         | 16.7          | 19.7 | 21.6 | 23.0 | 22.9 |
| <b>Mining/Construction</b>   | 2.2           | 1.7  | 1.4  | 1.1  | 0.9  |
| <b>Personal Services</b>     | 4.9           | 6.9  | 8.6  | 9.3  | 16.1 |
| <b>Professional Services</b> | 30.0          | 27.0 | 20.7 | 17.0 | 18.8 |
| <b>Trade</b>                 | 22.2          | 25.0 | 25.9 | 26.7 | 21.7 |
| <b>Other</b>                 | 4.8           | 4.4  | 5.3  | 5.0  | 4.3  |

TABLE 4—INDUSTRIAL DISTRIBUTION OF EMPLOYED PERSONS (21–65)  
IN THE CENSUS SOUTH BY PERCENTAGE

|                              | 1980        | 1970 | 1960 | 1950 | 1940 |
|------------------------------|-------------|------|------|------|------|
|                              | White Males |      |      |      |      |
| <b>Agriculture</b>           | 4.4         | 5.8  | 11.2 | 22.2 | 30.0 |
| <b>Business Services</b>     | 9.1         | 7.9  | 6.5  | 5.1  | 4.4  |
| <b>Government</b>            | 7.0         | 7.8  | 6.3  | 6.8  | 5.0  |
| <b>Manufacturing</b>         | 22.6        | 23.9 | 25.8 | 20.0 | 16.7 |
| <b>Mining/Construction</b>   | 15.6        | 14.7 | 15.0 | 14.7 | 15.5 |
| <b>Personal Services</b>     | 1.3         | 1.9  | 2.2  | 2.0  | 2.3  |
| <b>Professional Services</b> | 10.7        | 9.1  | 5.9  | 3.8  | 3.6  |
| <b>Trade</b>                 | 17.7        | 18.9 | 17.4 | 15.9 | 14.4 |
| <b>Other</b>                 | 11.6        | 10.0 | 9.7  | 9.4  | 8.3  |

*Sources:* Computed from 1940, 1950, 1960, 1970, and 1980 Public Use Samples from U.S. Census of Population

### **III. The Causes of the Improvement in Black Economic Status in South Carolina Manufacturing**

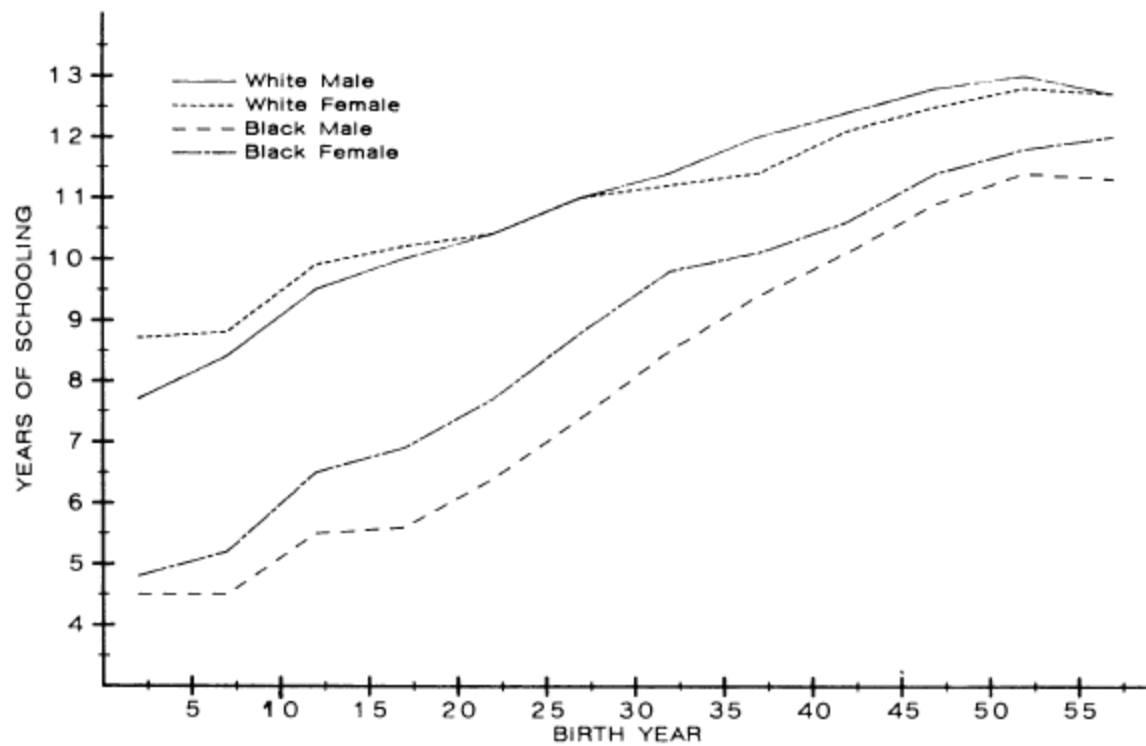


FIGURE 7. AVERAGE HIGHEST GRADE COMPLETED BY YEAR OF BIRTH

## **IV. The Evidence**

## ***A. Supply Shifts***



TABLE 5—MANUFACTURING AND AGRICULTURE EMPLOYMENT

| Year          | White Males | White Females | Black Males | Black Females |
|---------------|-------------|---------------|-------------|---------------|
| Manufacturing |             |               |             |               |
| 1950          | 110182      | 63883         | 34020       | 2663          |
| 1960          | 137357      | 82251         | 34097       | 3798          |
| 1970          | 162652      | 106437        | 50515       | 25819         |
| Agriculture   |             |               |             |               |
| 1950          | 72773       | 7730          | 89882       | 27794         |
| 1960          | 33318       | 4304          | 43724       | 14290         |
| 1970          | 18305       | 2333          | 15403       | 3737          |

*Sources:* 1950 from U.S. Bureau of the Census (1953, p. 183); 1960 from U.S. Bureau of the Census (1964, p. 346); 1970 from U.S. Bureau of the Census (1973b, p. 680).

## B. *Schooling Quality and Quantity*

TABLE 6—AVERAGE AND ADJUSTED YEARS OF SCHOOL COMPLETED BY WHITE WORKERS IN TEXTILES IN 1960

| Cohort | White Males |          | White Females |          |
|--------|-------------|----------|---------------|----------|
|        | Average     | Adjusted | Average       | Adjusted |
| 21-25  | 9.3         | 11       | 10.6          | 12       |
| 26-30  | 8.7         | 11       | 9.6           | 12       |
| 31-35  | 8.6         | 11       | 9.6           | 12       |
| 36-40  | 8.1         | 10       | 9.0           | 11       |
| 41-45  | 8.1         | 10       | 8.0           | 10       |
| 46-50  | 7.3         | 9        | 7.7           | 10       |
| 51-55  | 6.8         | 9        | 6.7           | 9        |
| 56-60  | 6.0         | 8        | 6.4           | 8        |

Source: Computed from 1960 Public Use Sample, U.S. Census of Population.

TABLE 7—PERCENT OF BLACKS WITH AVERAGE  
EDUCATION LEVEL OF WHITES IN  
TEXTILES IN 1960

| Cohort | Black Males | Black Females |
|--------|-------------|---------------|
| 21-25  | 25.9        | 31.7          |
| 26-30  | 25.4        | 22.4          |
| 31-35  | 17.7        | 18.2          |
| 36-40  | 15.3        | 20.9          |
| 41-45  | 8.4         | 21.6          |
| 46-50  | 14.2        | 20.4          |
| 51-55  | 10.2        | 11.4          |
| 56-60  | 16.2        | 18.8          |

*Source:* Computed from 1960 Public Use Sample, U.S. Census of Population.

TABLE 8—RACE COEFFICIENTS FROM MALE EMPLOYMENT LINEAR PROBABILITY  
MODELS (*T*-STATISTICS IN PARENTHESES)

| Year  | Agriculture, Forestry, Fisheries |                 |                |                |                |
|-------|----------------------------------|-----------------|----------------|----------------|----------------|
|       | 1940                             | 1950            | 1960           | 1970           | 1980           |
| Age   |                                  |                 |                |                |                |
| 21-25 | 0.19<br>(4.73)                   | 0.08<br>(1.16)  | 0.16<br>(5.74) | 0.03<br>(2.69) | 0.01<br>(2.55) |
| 26-30 | 0.22<br>(5.66)                   | 0.28<br>(4.26)  | 0.11<br>(3.95) | 0.05<br>(4.03) | 0.00<br>(0.88) |
| 31-35 | 0.19<br>(3.98)                   | 0.18<br>(2.47)  | 0.08<br>(3.06) | 0.04<br>(2.83) | 0.01<br>(2.06) |
| 36-40 | 0.30<br>(6.63)                   | 0.17<br>(2.33)  | 0.16<br>(4.92) | 0.02<br>(1.59) | 0.01<br>(1.7)  |
| 41-45 | 0.24<br>(4.33)                   | -0.11<br>(1.09) | 0.16<br>(4.27) | 0.04<br>(2.34) | 0.03<br>(3.14) |
| 46-50 | 0.22<br>(4.04)                   | 0.26<br>(2.56)  | 0.12<br>(3.14) | 0.03<br>(1.61) | 0.02<br>(2.49) |
| 51-55 | 0.23<br>(3.7)                    | 0.45<br>(4.26)  | 0.12<br>(2.4)  | 0.06<br>(2.46) | 0.03<br>(2.85) |
| 56-60 | 0.12<br>(1.73)                   | 0.24<br>(1.68)  | 0.20<br>(3.83) | 0.06<br>(2.4)  | 0.02<br>(1.69) |
| 61-65 | 0.20<br>(2.53)                   | 0.25<br>(1.66)  | 0.24<br>(2.5)  | 0.00<br>(0.04) | 0.01<br>(0.71) |

TABLE 8—RACE COEFFICIENTS FROM MALE EMPLOYMENT LINEAR PROBABILITY  
MODELS (*T*-STATISTICS IN PARENTHESES)

| Year  | Mining and Construction |                 |                 |                 |                 |
|-------|-------------------------|-----------------|-----------------|-----------------|-----------------|
|       | 1940                    | 1950            | 1960            | 1970            | 1980            |
| Age   |                         |                 |                 |                 |                 |
| 21–25 | –0.03<br>(1.23)         | 0.02<br>(0.47)  | 0.07<br>(2.5)   | –0.04<br>(1.99) | –0.02<br>(2.3)  |
| 26–30 | –0.02<br>(0.59)         | –0.05<br>(0.99) | 0.09<br>(2.54)  | 0.01<br>(0.7)   | –0.04<br>(3.39) |
| 31–35 | –0.06<br>(1.59)         | 0.07<br>(1.15)  | 0.03<br>(0.94)  | –0.04<br>(1.41) | –0.01<br>(1.32) |
| 36–40 | 0.01<br>(0.24)          | 0.03<br>(0.54)  | –0.04<br>(1.25) | –0.03<br>(1.36) | –0.00<br>(0.37) |
| 41–45 | –0.04<br>(1.01)         | 0.06<br>(1)     | 0.02<br>(0.61)  | 0.06<br>(2.29)  | 0.01<br>(0.93)  |
| 46–50 | –0.01<br>(0.24)         | 0.09<br>(1.26)  | 0.06<br>(1.9)   | 0.06<br>(2.5)   | 0.01<br>(0.87)  |
| 51–55 | –0.05<br>(1.15)         | –0.08<br>(1.42) | 0.07<br>(1.55)  | 0.02<br>(0.62)  | 0.02<br>(1.51)  |
| 56–60 | –0.01<br>(0.38)         | –0.05<br>(1.05) | –0.05<br>(1.1)  | –0.04<br>(1.41) | 0.05<br>(2.64)  |
| 61–65 | –0.08<br>(1.45)         | 0.08<br>(0.66)  | –0.04<br>(0.69) | 0.01<br>(0.29)  | 0.04<br>(1.71)  |

TABLE 8—RACE COEFFICIENTS FROM MALE EMPLOYMENT LINEAR PROBABILITY MODELS (*T*-STATISTICS IN PARENTHESES)

| Year  | Transportation, Communication, and Utilities |                 |                 |                 |                 |
|-------|--|-----------------|-----------------|-----------------|-----------------|
|       | 1940   | 1950            | 1960            | 1970            | 1980            |
| Age   |  |                 |                 |                 |                 |
| 21–25 | 0.01<br>(0.68)                               | 0.00<br>(0.16)  | 0.01<br>(0.25)  | -0.02<br>(1.07) | -0.02<br>(2.7)  |
| 26–30 | -0.02<br>(0.8)                               | -0.02<br>(0.5)  | 0.02<br>(0.76)  | 0.00<br>(0.19)  | -0.02<br>(2.27) |
| 31–35 | 0.00<br>(0.00)                               | 0.01<br>(0.14)  | 0.01<br>(0.47)  | 0.02<br>(1.05)  | -0.01<br>(1.05) |
| 36–40 | 0.01<br>(0.39)                               | 0.10<br>(2.04)  | 0.04<br>(1.4)   | -0.01<br>(0.69) | -0.00<br>(0.25) |
| 41–45 | -0.03<br>(1.17)                              | 0.14<br>(2.03)  | 0.04<br>(1.48)  | -0.00<br>(0.17) | -0.00<br>(0.22) |
| 46–50 | 0.03<br>(1.46)                               | -0.03<br>(0.71) | -0.00<br>(0.04) | 0.02<br>(1.02)  | 0.00<br>(0.07)  |
| 51–55 | -0.03<br>(1.1)                               | -0.03<br>(1.31) | 0.03<br>(0.83)  | 0.06<br>(2.79)  | 0.01<br>(0.81)  |
| 56–60 | -0.04<br>(1.21)                              | -0.04<br>(1.21) | 0<br>(0.01)     | 0.02<br>(1.21)  | 0.02<br>(1.38)  |
| 61–65 | 0.01<br>(0.59)                               | -0.04<br>(0.48) | -0.02<br>(0.52) | -0.00<br>(0.04) | 0.03<br>(1.4)   |

TABLE 8—RACE COEFFICIENTS FROM MALE EMPLOYMENT LINEAR PROBABILITY  
MODELS (*T*-STATISTICS IN PARENTHESES)

| Year  | Wholesale and Retail Trade |                 |                 |                 |                 |
|-------|----------------------------|-----------------|-----------------|-----------------|-----------------|
|       | 1940                       | 1950            | 1960            | 1970            | 1980            |
| Age   |                            |                 |                 |                 |                 |
| 21-25 | 0.03<br>(1.31)             | -0.08<br>(1.39) | -0.01<br>(0.23) | -0.05<br>(2.11) | -0.05<br>(3.85) |
| 26-30 | -0.03<br>(1.43)            | -0.13<br>(2.24) | 0.02<br>(0.47)  | -0.05<br>(2)    | -0.07<br>(5.81) |
| 31-35 | 0.03<br>(1.03)             | -0.09<br>(1.4)  | -0.03<br>(0.73) | 0.00<br>(0.03)  | -0.06<br>(4.9)  |
| 36-40 | -0.05<br>(1.56)            | -0.06<br>(1.02) | -0.03<br>(0.84) | 0.04<br>(1.32)  | -0.05<br>(3.42) |
| 41-45 | -0.03<br>(0.75)            | -0.02<br>(0.3)  | 0.02<br>(0.42)  | -0.01<br>(0.27) | -0.05<br>(3.09) |
| 46-50 | -0.10<br>(2.9)             | -0.01<br>(0.16) | -0.03<br>(0.97) | -0.04<br>(1.54) | -0.05<br>(2.83) |
| 51-55 | -0.04<br>(0.93)            | -0.11<br>(1.12) | 0.02<br>(0.33)  | -0.06<br>(1.91) | -0.04<br>(2.31) |
| 56-60 | -0.06<br>(1.8)             | -0.14<br>(1.52) | -0.07<br>(1.48) | -0.05<br>(1.64) | -0.05<br>(2.24) |
| 61-65 | -0.02<br>(0.5)             | -0.14<br>(0.95) | -0.07<br>(0.8)  | -0.05<br>(1.2)  | -0.11<br>(3.61) |



TABLE 8—RACE COEFFICIENTS FROM MALE EMPLOYMENT LINEAR PROBABILITY MODELS (*T*-STATISTICS IN PARENTHESES)

| Year  | Federal Government |                                  |                 |                 |                 |
|-------|--------------------|----------------------------------|-----------------|-----------------|-----------------|
|       | 1940               | 1950                             | 1960            | 1970            | 1980            |
| Age   |                    |                                  |                 |                 |                 |
| 21-25 | -0.04<br>(2.86)    | . <sup>a</sup><br>. <sup>a</sup> | 0.00<br>(0.01)  | 0.00<br>(0.04)  | 0.00<br>(0.88)  |
| 26-30 | -0.01<br>(0.90)    | -0.01<br>(0.44)                  | -0.00<br>(0.10) | 0.00<br>(0.16)  | 0.00<br>(0.30)  |
| 31-35 | 0.01<br>(0.52)     | -0.00<br>(0.24)                  | 0.02<br>(1.00)  | -0.00<br>(0.27) | -0.00<br>(0.56) |
| 36-40 | -0.01<br>(0.88)    | 0.03<br>(1.90)                   | -0.01<br>(0.54) | 0.00<br>(0.20)  | -0.00<br>(0.58) |
| 41-45 | 0.00<br>(0.05)     | -0.01<br>(0.19)                  | -0.01<br>(0.66) | -0.01<br>(0.67) | 0.00<br>(0.24)  |
| 46-50 | 0.01<br>(0.31)     | -0.00<br>(0.06)                  | -0.01<br>(0.65) | -0.01<br>(0.67) | 0.00<br>(0.55)  |
| 51-55 | 0.01<br>(0.76)     | -0.03<br>(0.57)                  | -0.01<br>(0.41) | 0.00<br>(0.15)  | 0.01<br>(0.82)  |
| 56-60 | -0.01<br>(0.73)    | .                                | 0.01<br>(0.26)  | 0.03<br>(1.45)  | 0.01<br>(0.57)  |
| 61-65 | 0.01<br>(0.35)     | .                                | -0.03<br>(0.82) | 0.01<br>(0.52)  | 0.01<br>(0.63)  |

TABLE 8—RACE COEFFICIENTS FROM MALE EMPLOYMENT LINEAR PROBABILITY  
MODELS (*T*-STATISTICS IN PARENTHESES)

| Year       | State Government (Excluding School Teachers) |                     |                 |                 |                 |
|------------|--|---------------------|-----------------|-----------------|-----------------|
|            | 1940   | 1950                | 1960            | 1970            | 1980            |
| <b>Age</b> |  |                     |                 |                 |                 |
| 21-25      | -0.00<br>(0.63)                              | . <sup>a</sup><br>. | .<br>.          | -0.00<br>(0.18) | 0.01<br>(2.20)  |
| 26-30      | -0.00<br>(0.25)                              | -0.00<br>(0.38)     | -0.00<br>(0.42) | -0.01<br>(0.91) | 0.01<br>(1.13)  |
| 31-35      | -0.01<br>(0.61)                              | .<br>.              | -0.00<br>(0.52) | -0.00<br>(0.48) | 0.00<br>(0.36)  |
| 36-40      | -0.01<br>(0.50)                              | .<br>.              | -0.00<br>(0.25) | -0.00<br>(0.61) | 0.00<br>(0.89)  |
| 41-45      | -0.01<br>(0.61)                              | .<br>.              | 0.00<br>(0.04)  | -0.00<br>(0.65) | 0.00<br>(0.45)  |
| 46-50      | -0.01<br>(0.90)                              | .<br>.              | -0.00<br>(0.42) | 0.00<br>(0.75)  | 0.02<br>(2.75)  |
| 51-55      | -0.03<br>(1.33)                              | -0.02<br>(0.54)     | -0.00<br>(0.21) | -0.00<br>(0.42) | -0.01<br>(1.19) |
| 56-60      | -0.02<br>(1.01)                              | .<br>.              | -0.00<br>(0.17) | -0.01<br>(0.98) | 0.01<br>(1.00)  |
| 61-65      | -0.01<br>(0.59)                              | .<br>.              | -0.01<br>(0.41) | -0.00<br>(0.35) | -0.00<br>(0.32) |

TABLE 8—RACE COEFFICIENTS FROM MALE EMPLOYMENT LINEAR PROBABILITY MODELS (*T*-STATISTICS IN PARENTHESES)

| Year       | Local Government (Excluding School Teachers) |                 |                 |                 |                 |
|------------|--|-----------------|-----------------|-----------------|-----------------|
|            | 1940   | 1950            | 1960            | 1970            | 1980            |
| <b>Age</b> | .  | .               | .               | .               | .               |
| 21-25      | .  | -0.00<br>(0.13) | 0.01<br>(0.81)  | -0.01<br>(1.08) | -0.00<br>(0.59) |
| 26-30      | .  | .               | -0.01<br>(0.60) | -0.01<br>(0.76) | -0.00<br>(0.23) |
| 31-35      | .  | 0.07<br>(3.29)  | -0.00<br>(0.35) | -0.00<br>(0.10) | 0.00<br>(0.40)  |
| 36-40      | .  | -0.01<br>(0.46) | 0.00<br>(0.08)  | 0.01<br>(1.30)  | 0.00<br>(0.24)  |
| 41-45      | .  | -0.04<br>(1.05) | 0.01<br>(0.48)  | 0.01<br>(1.43)  | -0.00<br>(0.12) |
| 46-50      | .  | -0.04<br>(1.96) | -0.03<br>(1.92) | -0.01<br>(1.28) | -0.01<br>(1.41) |
| 51-55      | .  | -0.02<br>(0.65) | 0.01<br>(0.82)  | -0.03<br>(2.28) | 0.01<br>(1.84)  |
| 56-60      | .  | .               | -0.04<br>(1.61) | -0.01<br>(0.76) | -0.01<br>(0.52) |
| 61-65      | .  | -0.03<br>(0.48) | -0.03<br>(1.03) | -0.03<br>(1.80) | -0.01<br>(0.50) |

TABLE 8—RACE COEFFICIENTS FROM MALE EMPLOYMENT LINEAR PROBABILITY MODELS (*T*-STATISTICS IN PARENTHESES)

| Year       | Personal Services |                 |                |                |                 |
|------------|-------------------|-----------------|----------------|----------------|-----------------|
|            | 1940              | 1950            | 1960           | 1970           | 1980            |
| <b>Age</b> |                   |                 |                |                |                 |
| 21-25      | 0.02<br>(1.41)    | 0.04<br>(1.42)  | 0.02<br>(1.87) | 0.01<br>(1.4)  | -0.00<br>(0.53) |
| 26-30      | 0.03<br>(1.58)    | -0.01<br>(0.54) | 0.02<br>(1.15) | 0.01<br>(0.84) | -0.00<br>(1.41) |
| 31-35      | 0.07<br>(3.08)    | 0.08<br>(2.68)  | 0.03<br>(2.29) | 0.00<br>(0.32) | 0.00<br>(0.76)  |
| 36-40      | 0.04<br>(2.02)    | 0.02<br>(1.11)  | 0.01<br>(0.69) | 0.02<br>(2.02) | 0.01<br>(2.01)  |
| 41-45      | 0.01<br>(0.38)    | 0.07<br>(2.05)  | 0.04<br>(2.99) | 0.01<br>(1.12) | 0.00<br>(0.96)  |
| 46-50      | 0.01<br>(0.81)    | 0.05<br>(0.95)  | 0.05<br>(3.17) | 0.04<br>(3.21) | 0.02<br>(3.14)  |
| 51-55      | 0.07<br>(3.04)    | .               | -0.02<br>(0.9) | 0.02<br>(1.24) | 0.00<br>(0.07)  |
| 56-60      | 0.06<br>(2.2)     | 0.03<br>(0.46)  | 0.10<br>(3.06) | 0.05<br>(2.73) | 0.02<br>(2.28)  |
| 61-65      | 0.02<br>(1.67)    | .               | 0.01<br>(0.34) | 0.05<br>(2.24) | 0.04<br>(3.72)  |

TABLE 8—RACE COEFFICIENTS FROM MALE EMPLOYMENT LINEAR PROBABILITY MODELS (*T*-STATISTICS IN PARENTHESES)

| Year  | Professional Services |                 |                |                |                |
|-------|-----------------------|-----------------|----------------|----------------|----------------|
|       | 1940                  | 1950            | 1960           | 1970           | 1980           |
| Age   |                       |                 |                |                |                |
| 21–25 | 0.01<br>(0.49)        | 0.05<br>(1.82)  | 0.08<br>(3.97) | 0.03<br>(2.00) | 0.02<br>(2.63) |
| 26–30 | 0.04<br>(2.87)        | 0.03<br>(1.2)   | 0.07<br>(3.18) | 0.04<br>(2.55) | 0.04<br>(4.01) |
| 31–35 | 0.04<br>(2.19)        | 0.01<br>(0.22)  | 0.08<br>(3.81) | 0.05<br>(3.07) | 0.04<br>(4.09) |
| 36–40 | 0.03<br>(1.62)        | 0.07<br>(2.16)  | 0.05<br>(2.3)  | 0.07<br>(3.92) | 0.03<br>(2.72) |
| 41–45 | 0.05<br>(2.39)        | 0.03<br>(0.55)  | 0.02<br>(0.9)  | 0.04<br>(2.13) | 0.05<br>(4.58) |
| 46–50 | 0.03<br>(1.65)        | 0.04<br>(0.88)  | 0.05<br>(2.22) | 0.06<br>(3.04) | 0.06<br>(4.63) |
| 51–55 | 0.04<br>(2.25)        | 0.09<br>(1.64)  | 0.10<br>(3.26) | 0.08<br>(3.9)  | 0.06<br>(4.7)  |
| 56–60 | 0.04<br>(2.00)        | 0.00<br>(0.05)  | 0.02<br>(0.7)  | 0.10<br>(4.26) | 0.05<br>(3.27) |
| 61–65 | 0.00<br>(0.12)        | -0.01<br>(0.25) | 0.12<br>(2.13) | 0.16<br>(4.18) | 0.11<br>(4.95) |

TABLE 8—RACE COEFFICIENTS FROM MALE EMPLOYMENT LINEAR PROBABILITY MODELS (*T*-STATISTICS IN PARENTHESES)

| Year  | Recreation Services |                 |                 |                 |                 |
|-------|---------------------|-----------------|-----------------|-----------------|-----------------|
|       | 1940                | 1950            | 1960            | 1970            | 1980            |
| Age   |                     |                 |                 |                 |                 |
| 21-25 | 0.01<br>(1.03)      | -0.02<br>(0.94) | -0.01<br>(1.13) | 0.01<br>(2.28)  | -0.01<br>(1.54) |
| 26-30 | 0.00<br>(0.11)      | 0.01<br>(0.54)  | 0.01<br>(1.97)  | -0.00<br>(0.54) | -0.00<br>(0.6)  |
| 31-35 | 0.01<br>(2.24)      | .               | -0.00<br>(0.25) | 0.00<br>(0.76)  | 0.00<br>(1.46)  |
| 36-40 | 0.00<br>(0.03)      | .               | 0.00<br>(0.55)  | 0.00<br>(0.44)  | 0.00<br>(0.01)  |
| 41-45 | -0.004<br>(0.42)    | .               | .               | 0.00<br>(0.01)  | 0.00<br>(1.27)  |
| 46-50 | -0.01<br>(0.77)     | -0.01<br>(0.23) | 0.01<br>(1.27)  | 0.01<br>(2.02)  | 0.01<br>(1.77)  |
| 51-55 | 0.01<br>(1.23)      | -0.01<br>(0.33) | -0.00<br>(0.51) | 0.00<br>(0.41)  | 0.00<br>(0.99)  |
| 56-60 | -0.01<br>(0.63)     | .               | 0.03<br>(2.54)  | 0.01<br>(1.16)  | 0.00<br>(0.48)  |
| 61-65 | -0.00<br>(0.2)      | .               | -0.01<br>(0.55) | -0.00<br>(0.44) | 0.01<br>(0.82)  |

TABLE 8—RACE COEFFICIENTS FROM MALE EMPLOYMENT LINEAR PROBABILITY  
MODELS (*T*-STATISTICS IN PARENTHESES)

| Year       | Financial and Business Services |                 |                 |                 |                 |
|------------|---------------------------------|-----------------|-----------------|-----------------|-----------------|
|            | 1940                            | 1950            | 1960            | 1970            | 1980            |
| <b>Age</b> |                                 |                 |                 |                 |                 |
| 21-25      | -0.00<br>(0.37)                 | 0.01<br>(0.24)  | -0.04<br>(2.34) | -0.03<br>(2.18) | -0.02<br>(2.45) |
| 26-30      | 0.01<br>(0.39)                  | -0.01<br>(0.28) | -0.04<br>(1.49) | -0.02<br>(1.2)  | -0.02<br>(2.66) |
| 31-35      | -0.01<br>(0.76)                 | -0.04<br>(1.14) | -0.04<br>(1.8)  | -0.01<br>(0.38) | -0.04<br>(4.38) |
| 36-40      | -0.01<br>(0.44)                 | -0.05<br>(1.11) | -0.04<br>(1.54) | -0.05<br>(2.7)  | -0.03<br>(3.28) |
| 41-45      | 0.02<br>(1.39)                  | 0.01<br>(0.26)  | -0.01<br>(0.27) | -0.05<br>(2.64) | -0.02<br>(2.03) |
| 46-50      | 0.00<br>(0.25)                  | 0.03<br>(0.53)  | -0.03<br>(1.57) | -0.04<br>(2.37) | -0.04<br>(3.08) |
| 51-55      | -0.01<br>(0.34)                 | -0.05<br>(0.83) | 0.01<br>(0.21)  | -0.01<br>(0.67) | -0.03<br>(2.76) |
| 56-60      | 0.05<br>(1.95)                  | 0.03<br>(0.85)  | -0.01<br>(0.21) | 0.01<br>(0.33)  | -0.04<br>(2.46) |
| 61-65      | -0.01<br>(0.31)                 | -0.01<br>(0.24) | 0.05<br>(0.94)  | -0.01<br>(0.32) | -0.05<br>(2.34) |

TABLE 8—RACE COEFFICIENTS FROM MALE EMPLOYMENT LINEAR PROBABILITY  
MODELS (*T*-STATISTICS IN PARENTHESES)

| Year  | Traditional Manufacturing (Non-Textile) |                 |                 |                 |                |
|-------|---|-----------------|-----------------|-----------------|----------------|
|       | 1940                                    | 1950            | 1960            | 1970            | 1980           |
| Age   |   |                 |                 |                 |                |
| 21-25 | 0.04<br>(1.47)                          | 0.14<br>(2.30)  | 0.06<br>(1.79)  | 0.05<br>(2.91)  | 0.02<br>(1.78) |
| 26-30 | 0.03<br>(0.93)                          | 0.14<br>(2.79)  | 0.02<br>(0.53)  | -0.00<br>(0.17) | 0.03<br>(4.07) |
| 31-35 | 0.09<br>(2.85)                          | -0.00<br>(0.02) | 0.03<br>(1.06)  | 0.02<br>(1.05)  | 0.03<br>(3.68) |
| 36-40 | 0.03<br>(0.86)                          | 0.08<br>(1.51)  | 0.14<br>(4.16)  | 0.06<br>(2.70)  | 0.01<br>(1.26) |
| 41-45 | 0.01<br>(0.18)                          | 0.03<br>(0.36)  | -0.01<br>(0.29) | 0.06<br>(2.58)  | 0.02<br>(1.48) |
| 46-50 | .<br>(0.04)                             | 0.03<br>(0.40)  | 0.01<br>(0.35)  | 0.06<br>(2.78)  | 0.04<br>(3.11) |
| 51-55 | .<br>(0.28)                             | 0.02<br>(0.33)  | 0.02<br>(0.36)  | 0.07<br>(2.63)  | 0.05<br>(3.51) |
| 56-60 | 0.02<br>(0.50)                          | 0.20<br>(2.42)  | 0.08<br>(2.02)  | 0.02<br>(0.92)  | 0.03<br>(1.96) |
| 61-65 | -0.00<br>(0.16)                         | 0.06<br>(0.66)  | -0.03<br>(0.52) | 0.07<br>(2.35)  | 0.06<br>(2.93) |



TABLE 8—RACE COEFFICIENTS FROM MALE EMPLOYMENT LINEAR PROBABILITY  
MODELS (*T*-STATISTICS IN PARENTHESES)

| Year  | Nontraditional Manufacturing (Non-Textile) |                 |                 |                 |                 |
|-------|--|-----------------|-----------------|-----------------|-----------------|
|       | 1940                                       | 1950            | 1960            | 1970            | 1980            |
| Age   |  |                 |                 |                 |                 |
| 21-25 | -0.00<br>(0.10)                            | -0.01<br>(0.72) | -0.02<br>(1.00) | 0.03<br>(1.58)  | 0.01<br>(1.42)  |
| 26-30 | -0.01<br>(0.99)                            | -0.01<br>(0.40) | -0.03<br>(1.20) | -0.03<br>(1.43) | 0.01<br>(1.15)  |
| 31-35 | -0.02<br>(1.46)                            | -0.03<br>(0.98) | -0.02<br>(0.80) | -0.04<br>(1.76) | 0.01<br>(0.89)  |
| 36-40 | -0.02<br>(1.68)                            | 0.01<br>(0.43)  | -0.01<br>(0.30) | -0.02<br>(1.01) | -0.00<br>(0.15) |
| 41-45 | 0.02<br>(1.41)                             | 0.02<br>(0.39)  | -0.01<br>(0.59) | -0.03<br>(1.50) | -0.01<br>(0.62) |
| 46-50 | 0.00<br>(0.26)                             | -0.05<br>(1.57) | 0.02<br>(0.79)  | -0.03<br>(1.53) | -0.01<br>(0.78) |
| 51-55 | . <sup>a</sup>                             | -0.05<br>(1.05) | -0.01<br>(0.44) | 0.02<br>(0.77)  | -0.01<br>(0.59) |
| 56-60 | -0.01<br>(0.74)                            | -0.04<br>(0.74) | -0.03<br>(1.07) | 0.02<br>(0.94)  | 0.01<br>(0.94)  |
| 61-65 | -0.01<br>(0.43)                            | . <sup>a</sup>  | -0.03<br>(0.57) | 0.01<br>(0.28)  | -0.01<br>(0.26) |

TABLE 8—RACE COEFFICIENTS FROM MALE EMPLOYMENT LINEAR PROBABILITY  
MODELS (*T*-STATISTICS IN PARENTHESES)

| Year  | Chemicals                |                     |                 |                 |                 |
|-------|--------------------------|---------------------|-----------------|-----------------|-----------------|
|       | 1940                     | 1950                | 1960            | 1970            | 1980            |
| Age   |                          |                     |                 |                 |                 |
| 21-25 | 0.03<br>(3.11)           | 0.00<br>(0.08)      | -0.01<br>(0.76) | -0.02<br>(1.60) | -0.01<br>(1.81) |
| 26-30 | 0.03<br>(2.58)           | 0.00<br>(0.18)      | -0.00<br>(0.08) | -0.02<br>(1.28) | 0.00<br>(0.12)  |
| 31-35 | 0.02<br>(1.68)           | 0.05<br>(1.92)      | -0.01<br>(0.36) | -0.01<br>(0.69) | 0.00<br>(0.10)  |
| 36-40 | 0.01<br>(1.76)           | -0.01<br>(0.36)     | -0.03<br>(1.78) | 0.01<br>(0.52)  | 0.01<br>(1.08)  |
| 41-45 | -0.00<br>(0.25)          | 0.03<br>(0.87)      | 0.02<br>(0.98)  | -0.02<br>(1.43) | 0.01<br>(0.80)  |
| 46-50 | 0.00<br>(0.75)           | -0.00<br>(0.11)     | 0.01<br>(0.56)  | 0.01<br>(0.53)  | -0.01<br>(0.82) |
| 51-55 | . <sup>a</sup><br>(0.48) | . <sup>a</sup><br>. | -0.03<br>(1.35) | 0.01<br>(0.49)  | -0.02<br>(2.35) |
| 56-60 | 0.01<br>(0.60)           | 0.04<br>(1.18)      | 0.02<br>(0.94)  | 0.01<br>(0.63)  | -0.00<br>(0.41) |
| 61-65 | 0.01<br>(0.57)           | . <sup>a</sup><br>. | -0.00<br>(0.08) | -0.00<br>(0.24) | 0.01<br>(0.43)  |

TABLE 8—RACE COEFFICIENTS FROM MALE EMPLOYMENT LINEAR PROBABILITY MODELS (*T*-STATISTICS IN PARENTHESES)

| Year  | Apparel         |                 |                 |                 |                 |
|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
|       | 1940            | 1950            | 1960            | 1970            | 1980            |
| Age   |                 |                 |                 |                 |                 |
| 21-25 | -0.00<br>(0.29) | .               | -0.01<br>(0.90) | -0.01<br>(1.21) | 0.01<br>(2.83)  |
| 26-30 | . <sup>a</sup>  | .               | -0.02<br>(1.45) | 0.01<br>(2.34)  | 0.00<br>(1.24)  |
| 31-35 | .               | .               | 0.00<br>(0.99)  | 0.01<br>(0.53)  | 0.00<br>(0.24)  |
| 36-40 | -0.00<br>(0.53) | -0.01<br>(0.74) | -0.00<br>(0.31) | -0.01<br>(0.93) | 0.00<br>(0.09)  |
| 41-45 | -0.00<br>(0.11) | -0.02<br>(0.91) | -0.01<br>(0.80) | -0.01<br>(1.05) | -0.00<br>(0.28) |
| 46-50 | .               | .               | -0.00<br>(0.20) | -0.01<br>(0.73) | -0.01<br>(1.04) |
| 51-55 | .               | .               | 0.00<br>(0.15)  | -0.01<br>(0.71) | -0.01<br>(0.99) |
| 56-60 | .               | .               | -0.02<br>(1.10) | -0.00<br>(0.38) | -0.01<br>(1.38) |
| 61-65 | .               | .               | -0.00<br>(0.08) | -0.00<br>(0.09) | 0.00<br>(0.11)  |

TABLE 8—RACE COEFFICIENTS FROM MALE EMPLOYMENT LINEAR PROBABILITY  
MODELS (*T*-STATISTICS IN PARENTHESES)

| Year  | Textiles        |                 |                 |                 |                 |
|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
|       | 1940            | 1950            | 1960            | 1970            | 1980            |
| Age   |                 |                 |                 |                 |                 |
| 21-25 | -0.26<br>(8.89) | -0.23<br>(4.04) | -0.31<br>(8.49) | 0.02<br>(0.63)  | 0.05<br>(4.95)  |
| 26-30 | -0.30<br>(9.14) | -0.22<br>(3.75) | -0.24<br>(5.87) | -0.02<br>(0.95) | 0.05<br>(5.39)  |
| 31-35 | -0.35<br>(8.76) | -0.29<br>(4.28) | -0.20<br>(5.78) | -0.06<br>(2.16) | 0.02<br>(1.49)  |
| 36-40 | -0.34<br>(9.73) | -0.38<br>(5.68) | -0.23<br>(6.13) | -0.11<br>(4.03) | 0.01<br>(0.78)  |
| 41-45 | -0.22<br>(5.93) | -0.18<br>(2.64) | -0.27<br>(5.93) | -0.07<br>(2.75) | -0.03<br>(1.89) |
| 46-50 | -0.18<br>(5.24) | -0.34<br>(3.93) | -0.22<br>(5.88) | -0.14<br>(4.80) | -0.07<br>(4.17) |
| 51-55 | -0.22<br>(5.34) | -0.18<br>(2.17) | -0.29<br>(5.04) | -0.21<br>(6.97) | -0.08<br>(4.53) |
| 56-60 | -0.13<br>(3.41) | -0.26<br>(2.89) | -0.25<br>(5.01) | -0.20<br>(5.92) | -0.11<br>(5.16) |
| 61-65 | -0.14<br>(2.93) | -0.15<br>(1.52) | -0.16<br>(2.30) | -0.20<br>(5.21) | -0.13<br>(4.87) |

<sup>a</sup> "." indicates insufficient data to compute estimate.

TABLE 9—THE EFFECT OF INCREASING BLACK MALE EDUCATION FROM ITS 1960 TO ITS 1970 LEVEL ON THE PROBABILITY OF EMPLOYMENT (in Percents) SELECTED INDUSTRIES

| Industry  | Age   |       |       |       |       |
|---|-------|-------|-------|-------|-------|
|   | 21-25 | 26-30 | 31-35 | 36-40 | 41-45 |
| Agriculture, Forestry, and Fisheries            | -3.1  | -2.6  | -2.2  | -2.1  | -6.9  |
| Transportation, Communication,<br>and Utilities | -.1   | 1.2   | 1.2   | 1.0   | 2.5   |
| Wholesale and Retail Trade                      | 1.8   | 1.4   | 2.7   | 2.2   | 4.7   |
| Federal Government                              | .5    | .1    | .1    | .1    | .5    |
| State Government<br>(Excluding School Teachers) | .3    | .2    | .1    | .1    | -.4   |
| Local Government<br>(Excluding School Teachers) | 6.2   | .2    | -.1   | .2    | -.4   |
| Professional Services                           | 2.7   | 1.4   | .3    | 2.7   | -3.7  |
| Financial and Business Services                 | -.3   | .5    | 1.2   | .3    | 1.4   |
| Nontraditional Manufacturing                    | 9.0   | 1.0   | 1.5   | 0.7   | 1.0   |
| Chemicals                                       | .8    | .7    | .4    | .5    | 1.0   |
| Textiles  | -1.7  | -2.2  | -1.5  | -2.8  | .1    |

TABLE 9—THE EFFECT OF INCREASING BLACK MALE EDUCATION FROM ITS 1960 TO ITS 1970 LEVEL ON THE PROBABILITY OF EMPLOYMENT (in Percents) SELECTED INDUSTRIES

| Industry  | Age   |       |       |       |
|---|-------|-------|-------|-------|
|   | 46–50 | 51–55 | 56–60 | 61–65 |
| Agriculture, Forestry, and Fisheries            | –1.9  | –.6   | –1.2  | –1.2  |
| Transportation, Communication,<br>and Utilities | 1.0   | .5    | .6    | .2    |
| Wholesale and Retail Trade                      | 2.3   | 1.2   | 1.1   | .8    |
| Federal Government                              | .2    | .0    | .0    | .0    |
| State Government<br>(Excluding School Teachers) | .2    | .0    | .0    | .0    |
| Local Government<br>(Excluding School Teachers) | –.3   | .1    | .3    | .1    |
| Professional Services                           | –.8   | –.4   | .0    | –.3   |
| Financial and Business Services                 | .6    | .3    | .4    | .0    |
| Nontraditional Manufacturing                    | 1.8   | .6    | .2    | 1.0   |
| Chemicals                                       | .2    | .1    | .1    | .1    |
| Textiles  | –2.0  | –.7   | –1.2  | –.2   |

*Source:* Based on regressions reported in Heckman, Payner, and Butler (1988). For Education, Public Use Samples, U.S. Census of Population, for 1960 and 1970.

## *C. The Tight Labor Market Hypothesis*

TABLE 10—SOUTH CAROLINA POPULATION AND POPULATION SHARES IN  
SELECTED COUNTIES IN 1960

| County      | Percentage |       | Size of Population<br>(Thousands) |
|-------------|------------|-------|-----------------------------------|
|             | White      | Black |                                   |
| Abbeville   | 68         | 32    | 21.4                              |
| Anderson    | 80         | 20    | 98.5                              |
| Cherokee    | 79         | 21    | 35.2                              |
| Chester     | 60         | 40    | 30.9                              |
| Greenville  | 82         | 18    | 209.8                             |
| Lancaster   | 73         | 27    | 39.4                              |
| Laurens     | 70         | 30    | 47.6                              |
| Oconee      | 89         | 11    | 40.2                              |
| Orangeburg  | 40         | 60    | 68.6                              |
| Pickens     | 90         | 10    | 46.0                              |
| Spartanburg | 78         | 22    | 156.8                             |

Source: U.S. Bureau of the Census (1964, p. 42)



TABLE 11—SOUTH CAROLINA COUNTY-LEVEL EMPLOYMENT BY INDUSTRY IN 1960

| County      | Total<br>Employment | Percent Employed in: |          |             | Percent of<br>Manufacturing<br>Employees<br>in Textiles | Percent of<br>Population<br>Employed |
|-------------|---------------------|----------------------|----------|-------------|---|--------------------------------------|
|             |                     | Manufacturing        | Textiles | Agriculture |   |                                      |
| Abbeville   | 7763                | 45                   | 27       | 9           | 59  | 36                                   |
| Anderson    | 40401               | 47                   | 33       | 6           | 69  | 41                                   |
| Cherokee    | 12980               | 46                   | 26       | 7           | 57  | 37                                   |
| Chester     | 11232               | 44                   | 35       | 10          | 79  | 36                                   |
| Greenville  | 80944               | 39                   | 20       | 2           | 51  | 39                                   |
| Lancaster   | 14898               | 55                   | 46       | 4           | 84  | 38                                   |
| Laurens     | 17647               | 47                   | 26       | 8           | 54  | 37                                   |
| Oconee      | 15199               | 47                   | 34       | 8           | 71  | 38                                   |
| Orangeburg  | 23427               | 20                   | 2        | 25          | 10  | 34                                   |
| Pickens     | 18313               | 53                   | 21       | 4           | 40  | 40                                   |
| Spartanburg | 61762               | 44                   | 29       | 5           | 65  | 39                                   |

*Source:* All variables except textile employment from U.S. Bureau of the Census (1964, p. 42); Textile employment data from Department of Labor of the State of South Carolina as described in the Data Appendix.

*Note:* South Carolina Department of Labor data are average annual employment during the fiscal year July 1959 to June 1960. Census data are at a point in time during the Census survey.

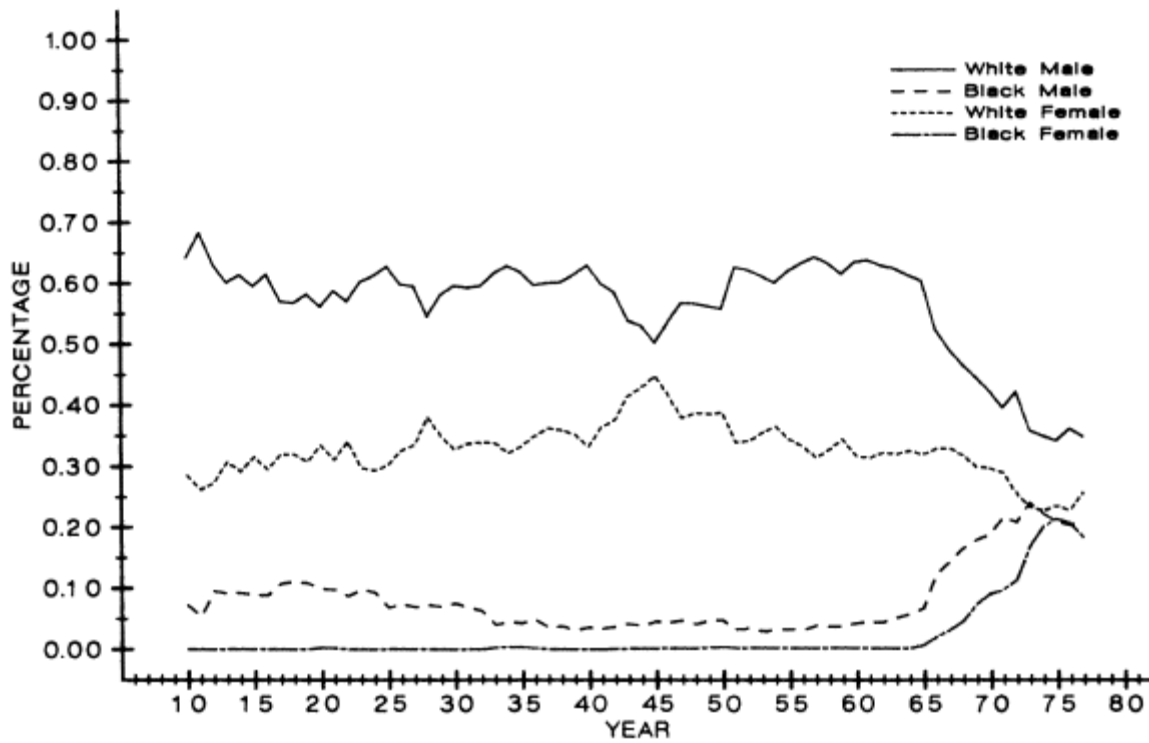


FIGURE 8. EMPLOYMENT SHARES IN THE SOUTH CAROLINA TEXTILE INDUSTRY, ABBEVILLE COUNTY

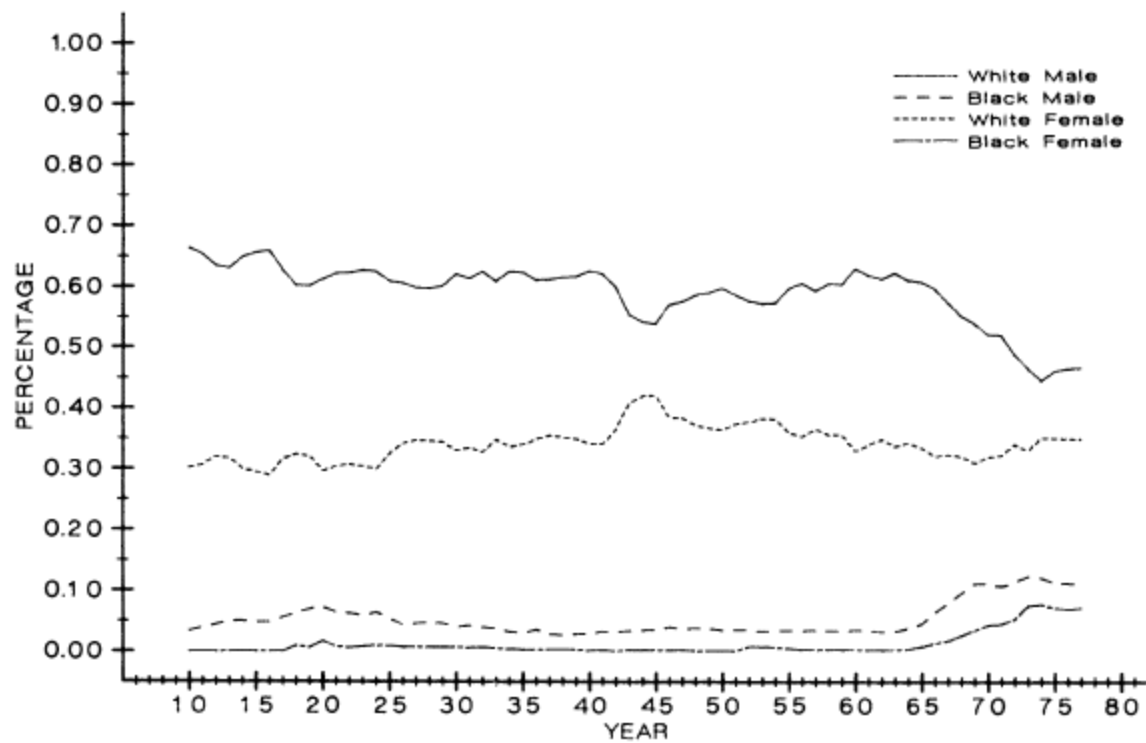


FIGURE 9. EMPLOYMENT SHARES IN THE SOUTH CAROLINA TEXTILE INDUSTRY,  
ANDERSON COUNTY

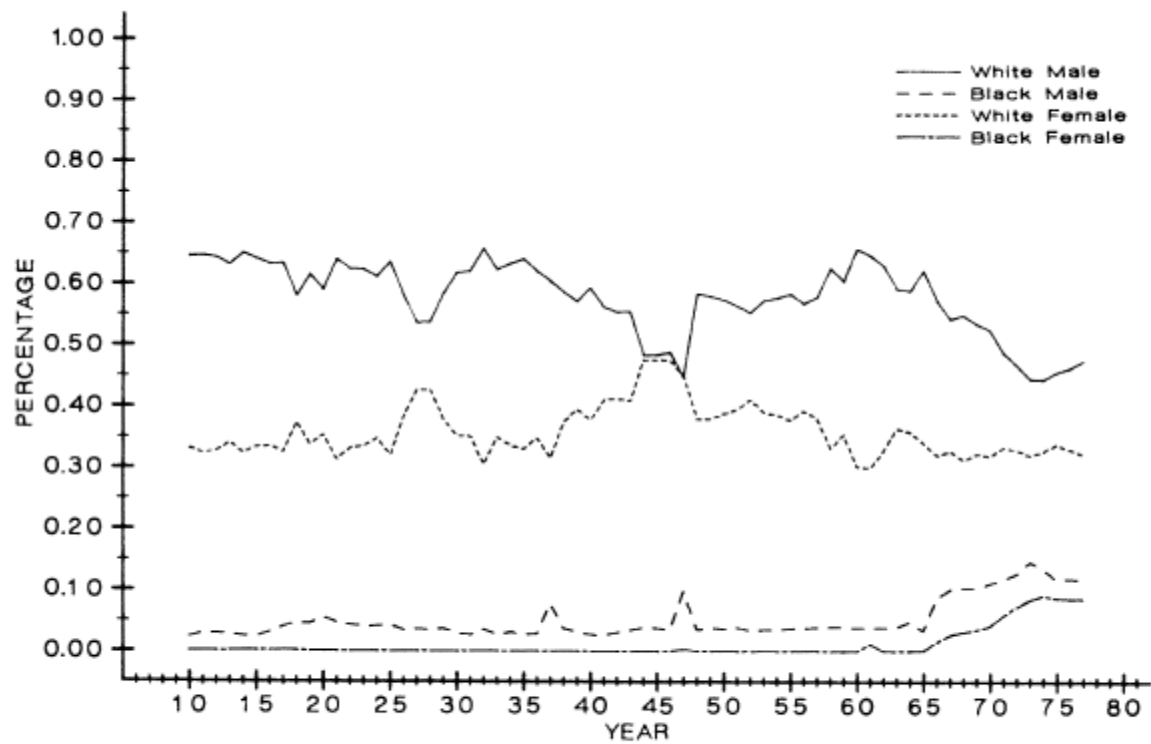


FIGURE 10. EMPLOYMENT SHARES IN THE SOUTH CAROLINA TEXTILE INDUSTRY, CHEROKEE COUNTY

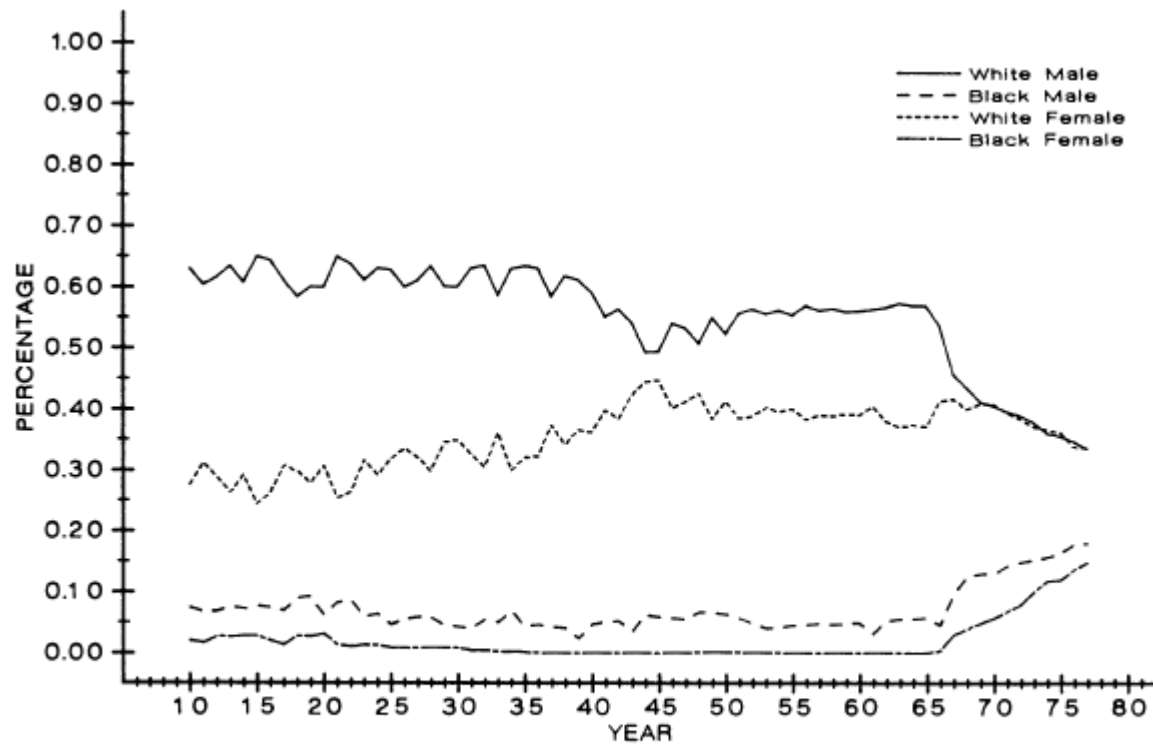


FIGURE 11. EMPLOYMENT SHARES IN THE SOUTH CAROLINA TEXTILE INDUSTRY, CHESTER COUNTY

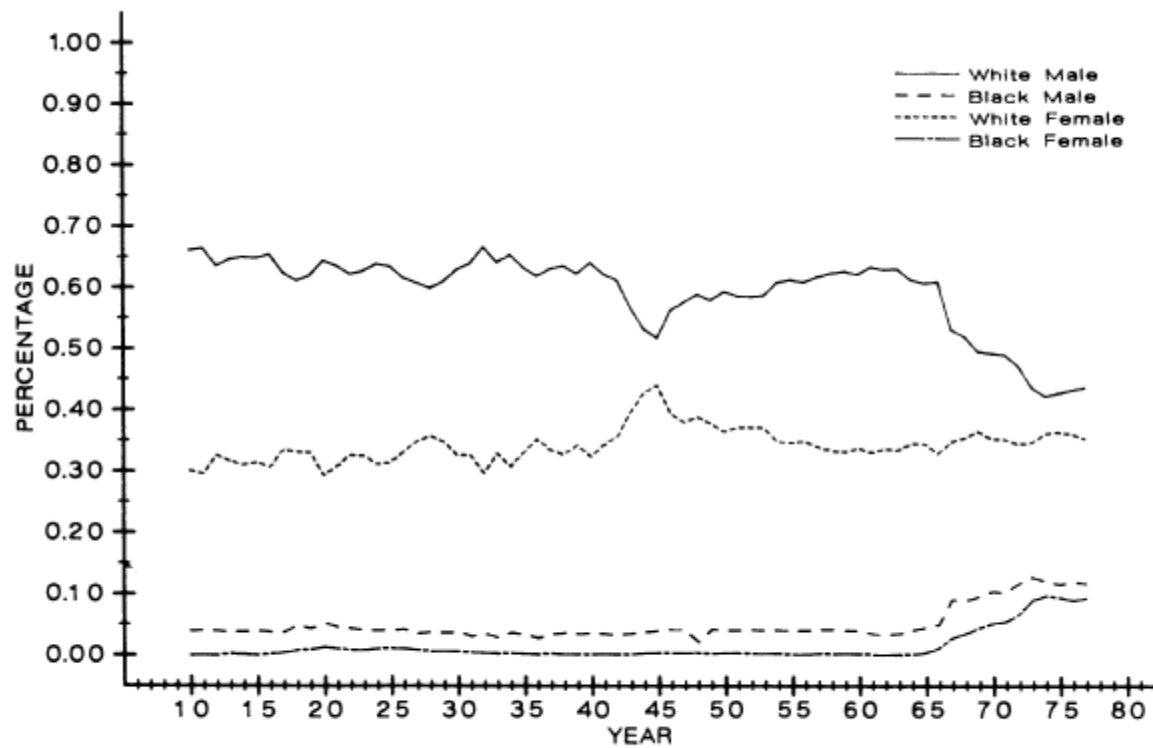


FIGURE 12. EMPLOYMENT SHARES IN THE SOUTH CAROLINA TEXTILE INDUSTRY, GREENVILLE COUNTY

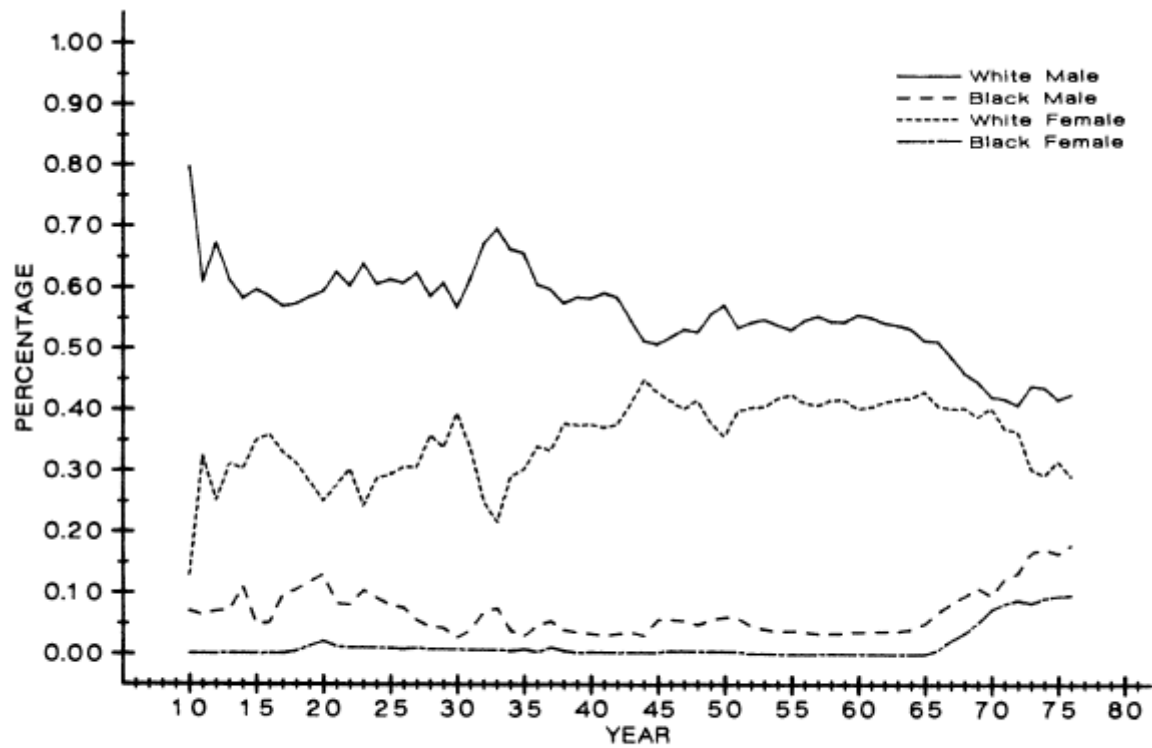


FIGURE 13. EMPLOYMENT SHARES IN THE SOUTH CAROLINA TEXTILE INDUSTRY, LANCASTER COUNTY

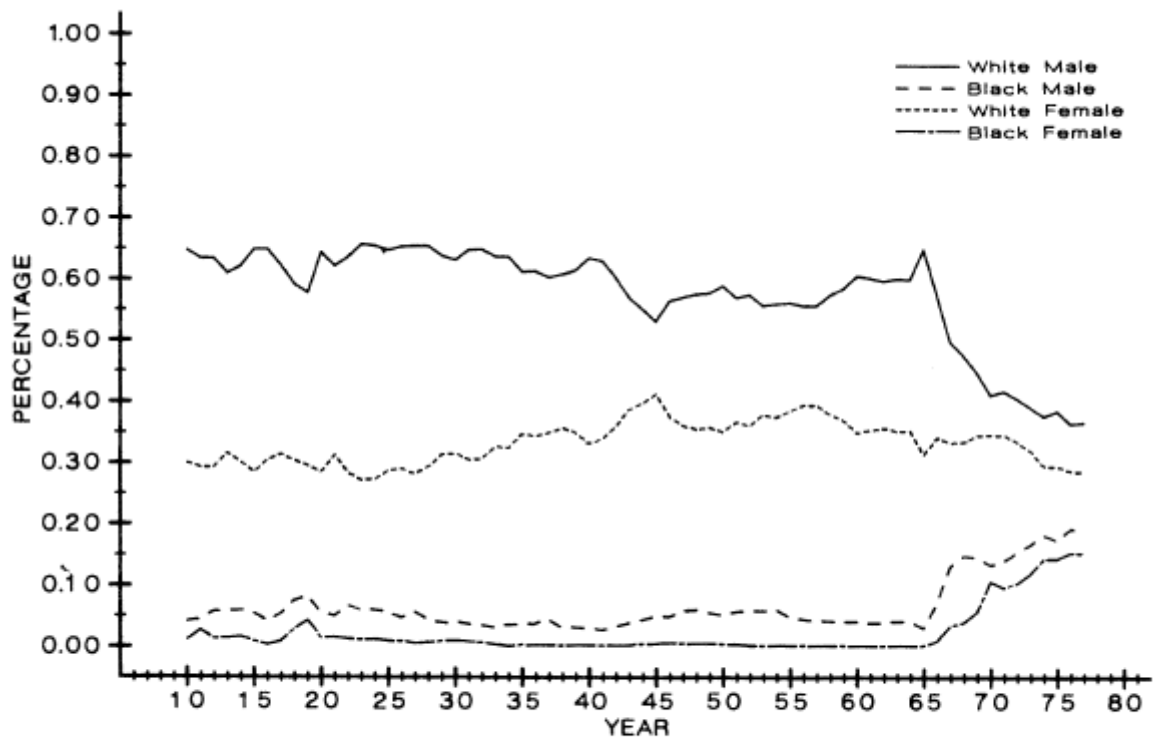


FIGURE 14. EMPLOYMENT SHARES IN THE SOUTH CAROLINA TEXTILE INDUSTRY, LAURENS COUNTY



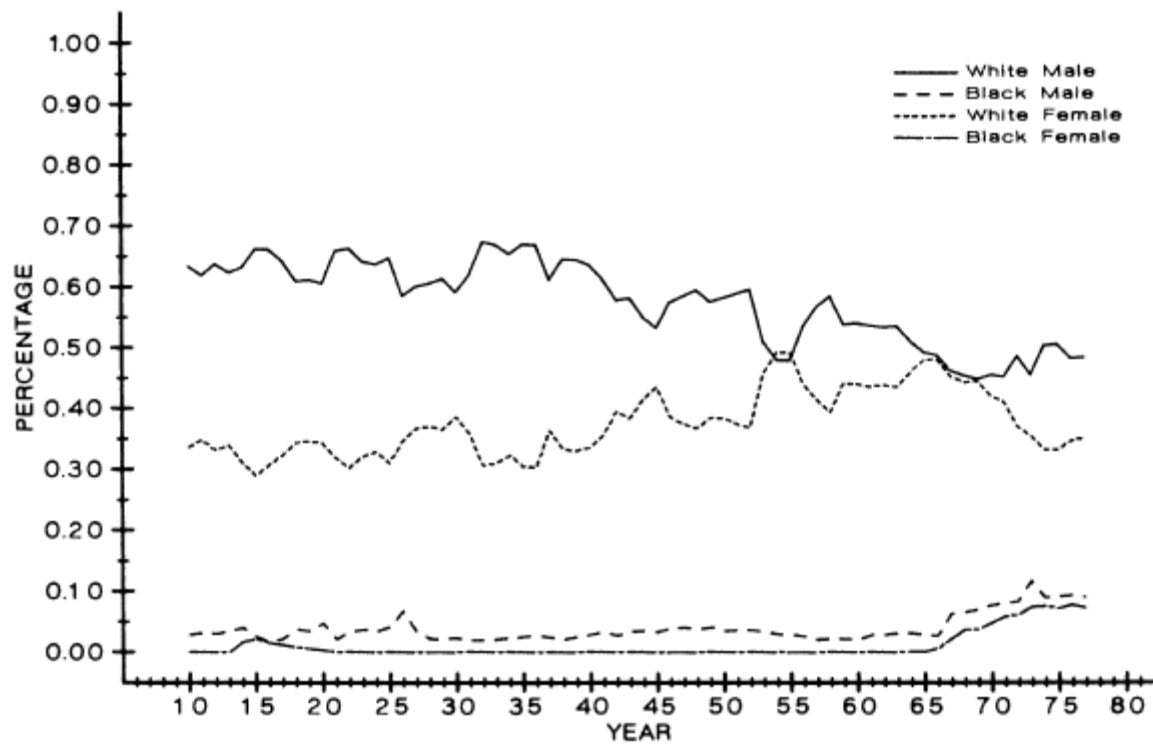


FIGURE 15. EMPLOYMENT SHARES IN THE SOUTH CAROLINA TEXTILE INDUSTRY, OCONEE COUNTY

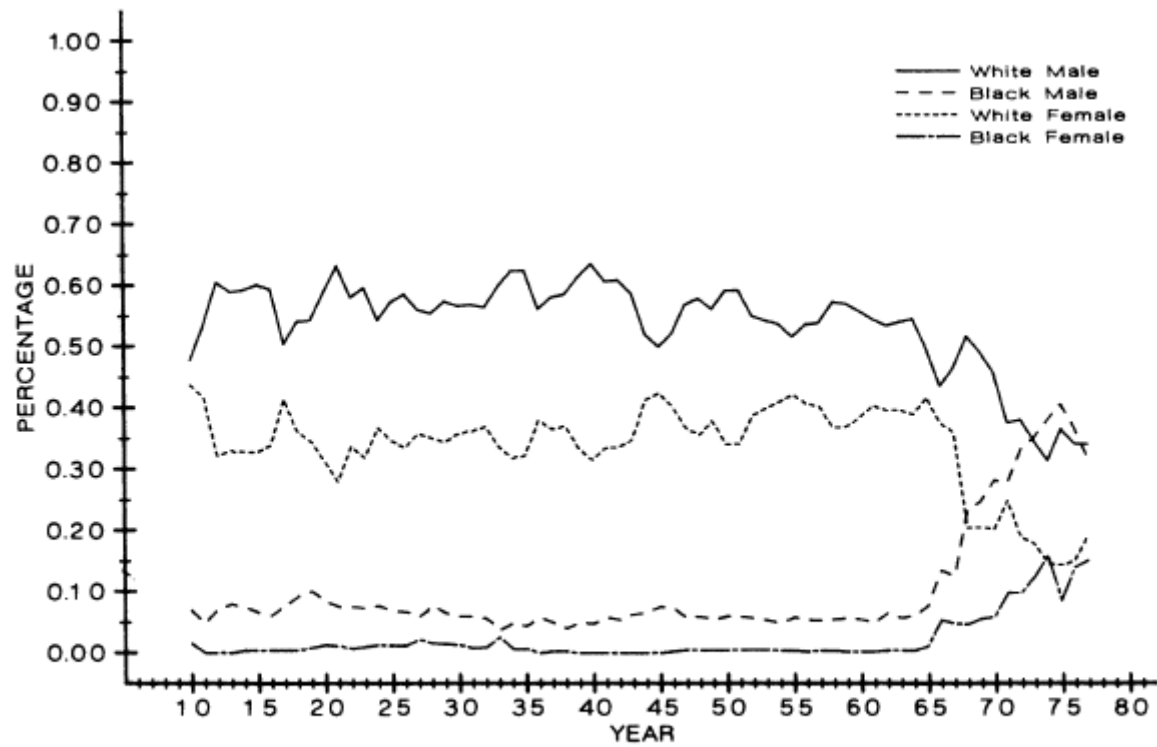


FIGURE 16. EMPLOYMENT SHARES IN THE SOUTH CAROLINA TEXTILE INDUSTRY, ORANGEBURG COUNTY

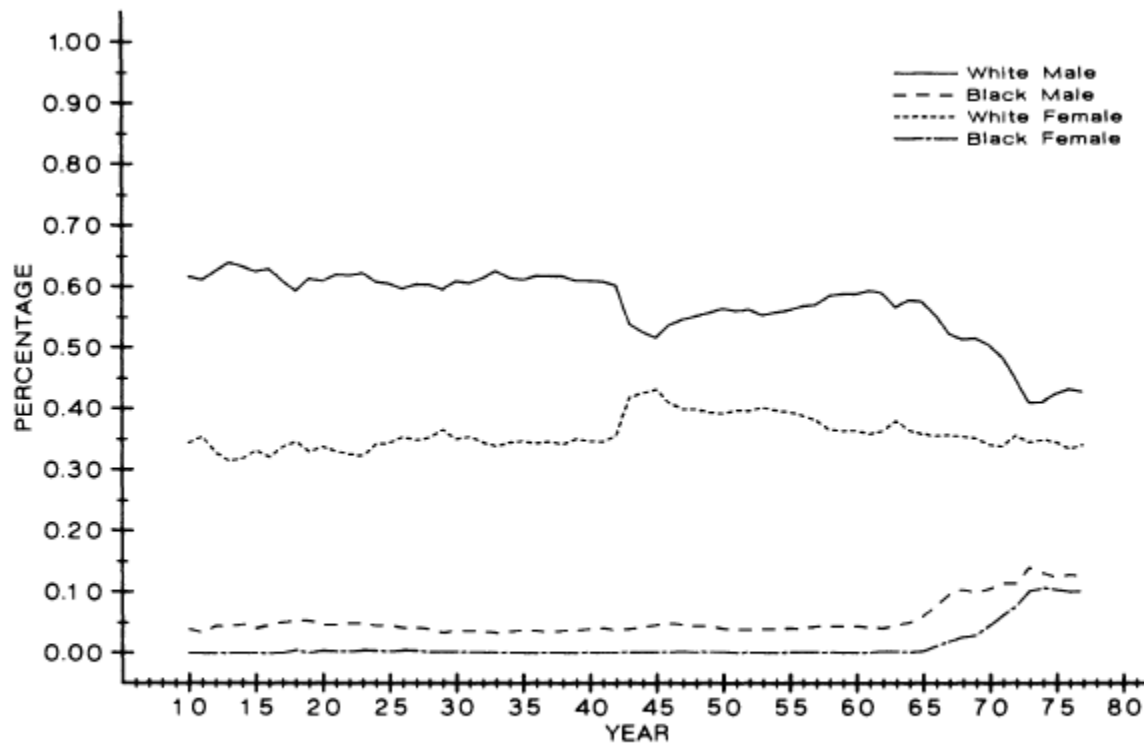


FIGURE 17. EMPLOYMENT SHARES IN THE SOUTH CAROLINA TEXTILE INDUSTRY, PICKENS COUNTY

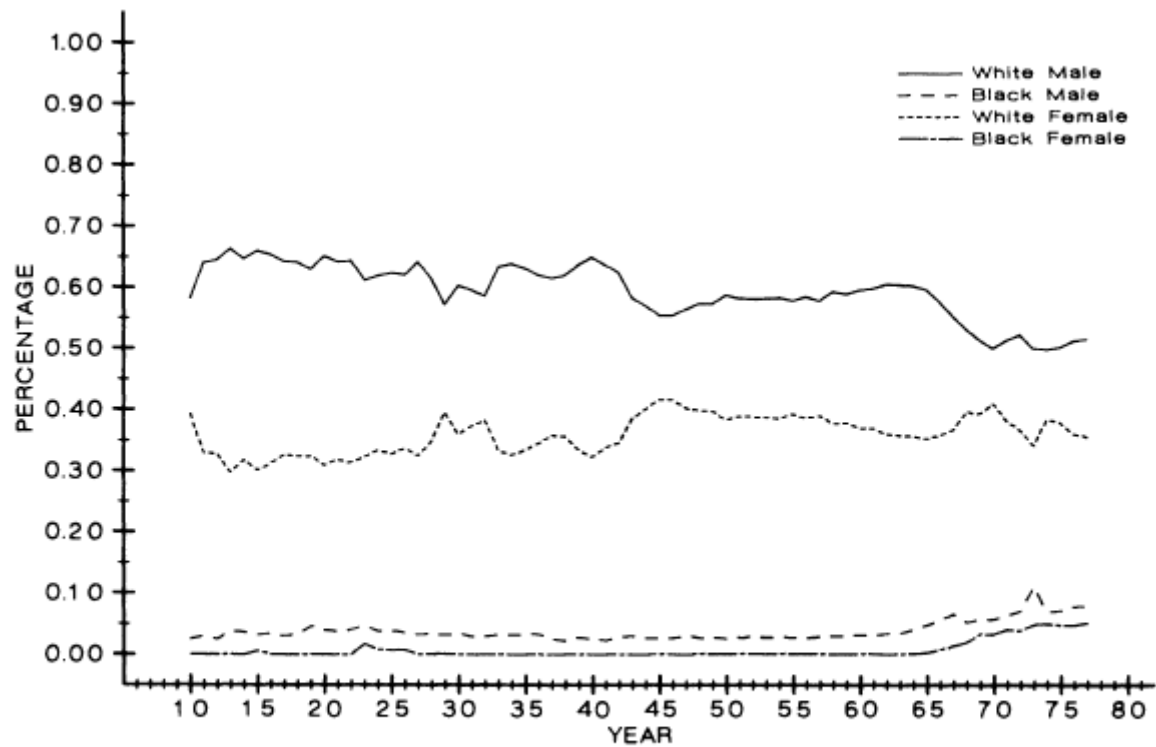


FIGURE 18. EMPLOYMENT SHARES IN THE SOUTH CAROLINA TEXTILE INDUSTRY, SPARTANBURG COUNTY

## D. *The Government Activity Hypothesis*

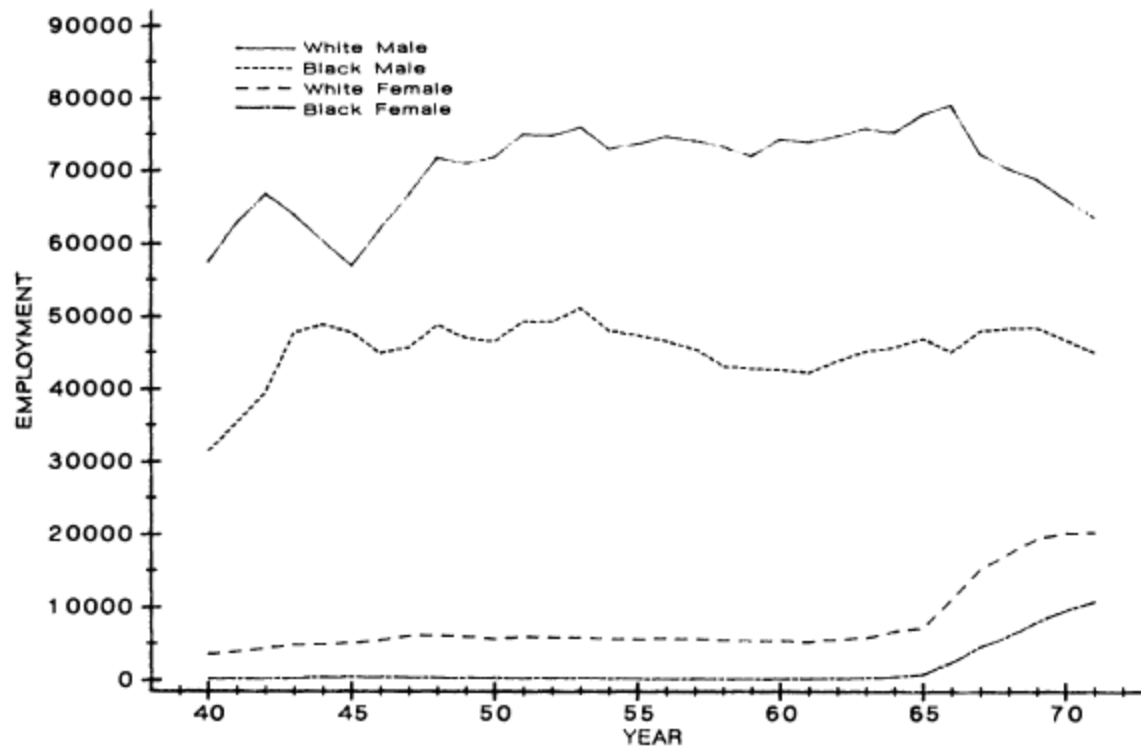


FIGURE 19. AGGREGATE EMPLOYMENT IN THE SOUTH CAROLINA TEXTILE MANUFACTURING INDUSTRY

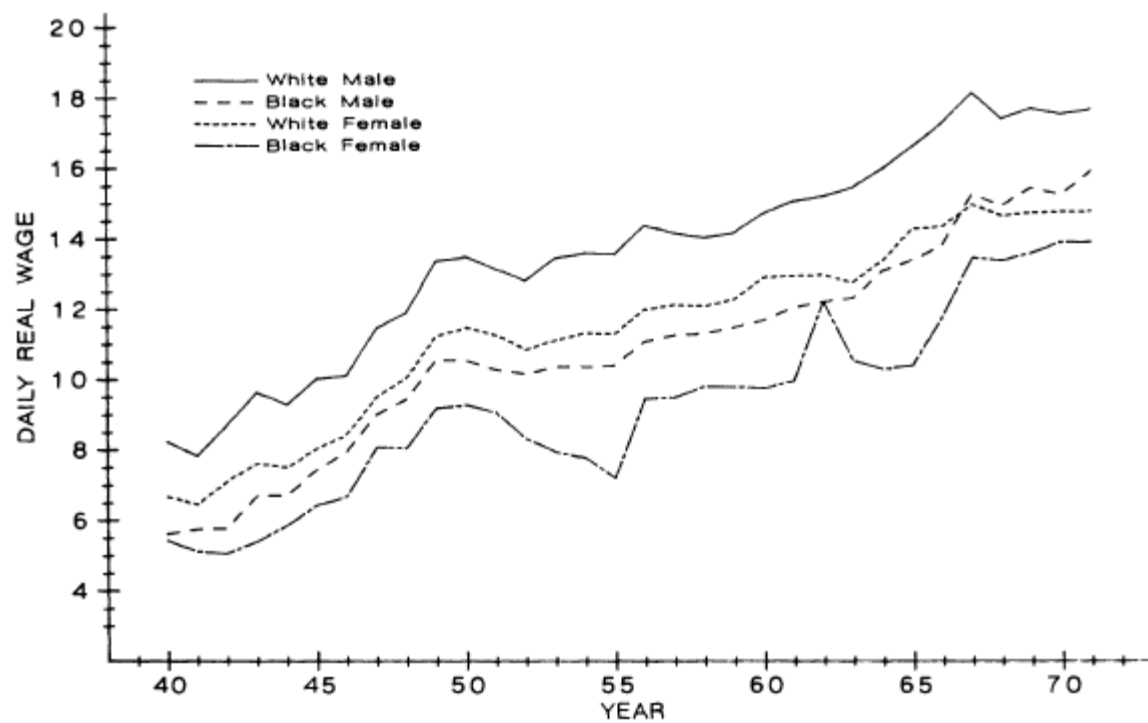


FIGURE 20. SOUTH CAROLINA TEXTILE INDUSTRY AVERAGE DAILY REAL WAGES

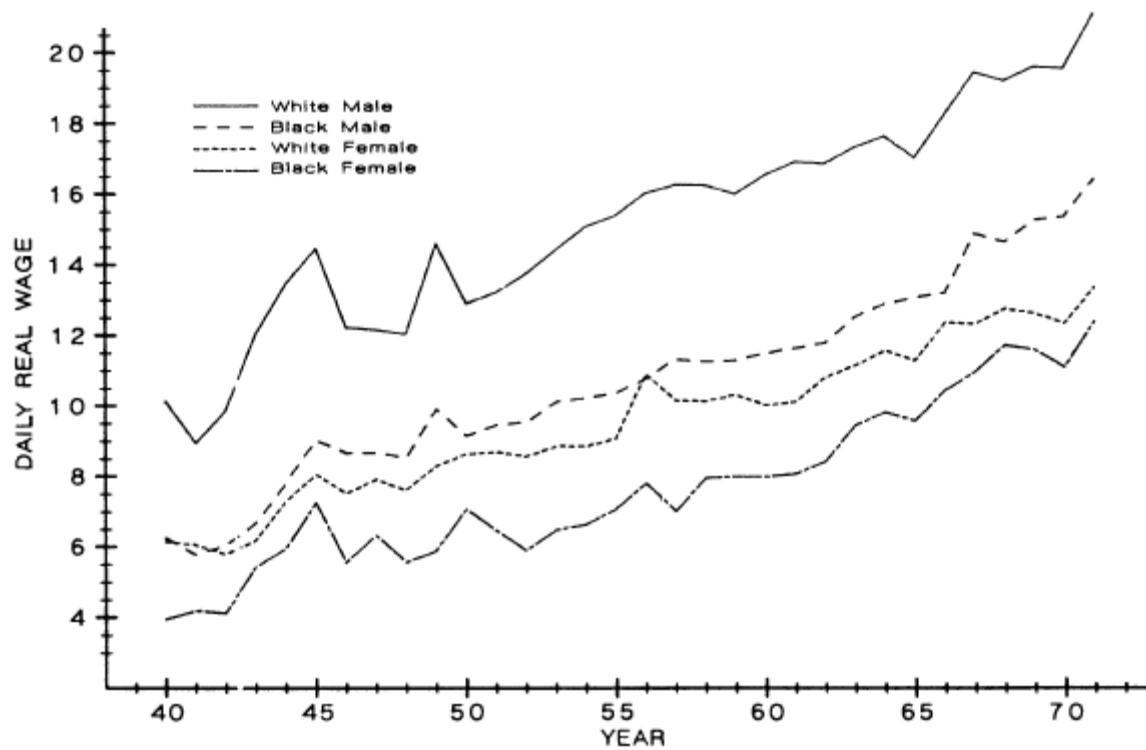


FIGURE 21. SOUTH CAROLINA NON-TEXTILE MANUFACTURING INDUSTRY  
AVERAGE DAILY REAL WAGES



The regression equations are of the form

$$(1) \quad Y_{ijt} = X_{it}a_j + f_{ij} + g_{jt} + \eta_{ijt},$$

where  $i$  refers to the county,  $j$  refers to the demographic group, and  $t$  refers to time. The fixed-effects  $f_{ij}$  and  $g_{jt}$ , are, respectively, county-specific and year-specific intercepts for each demographic group. These estimated fixed effects control for a variety of omitted variables that are likely to affect demographic employment. Absorbed in  $g_{jt}$  are any time-varying uniform (across counties) statewide race- and sex-specific factors, like uniform government policy, human capital improvements or migration that plausibly affect employment by race and sex. Absorbed in  $f_{ij}$  are any idiosyncratic time-invariant county factors like the location of the county in relation to product or labor markets or the percentage of the county that is black. “ $X_{it}$ ” is a row vector of explanatory variables, not including an intercept, with associated coefficient vector  $a_j$ . The term  $\eta_{ijt}$  is a mean-zero error term.

In order to determine the appropriate transformation of the dependent variable for the employment equations, we follow Takeshi Amemiya (1985) and James Powell (1981) as described in Amemiya and estimate a non-normal Box-Cox model that uses

$$(Y_{ijt}^{\lambda_j} - 1) / \lambda_j,$$

rather than  $Y_{ijt}$  as the dependent variable. The main inferences from using linear  $Y_{ijt}$  are preserved in the Box-Cox regressions but the latter fit the data better. “ $\lambda_j$ ” is estimated along with the other coefficients of the model using nonlinear least squares. Both log and linear versions of  $X$  produce the same inference. To simplify the presentation of these results, we report only the linear  $X$  version of these estimates in Table 12. The slope coefficients are for the stated dependent variable. The sign of the estimated effect on  $Y_{ijt}$  is the same as the sign of the coefficient reported in the table. Durbin-

TABLE 12—BOX-COX DEMOGRAPHIC EMPLOYMENT EQUATIONS FIT USING THE AMEMIYA-POWELL PROCEDURE<sup>a</sup>  
(*t*-statistics shown in parentheses)

|   | Black<br>Males  | Black<br>Females | White<br>Females | White<br>Males                  |
|---|-----------------|------------------|------------------|---------------------------------|
| $\lambda_j$                                   | .4 (35.46)      | .45 (25.5)       | .50 (7.79)       | .60 (11.15)                     |
| <b>Textile Output</b>                         | .0018 (16.0)    | .00304 (5.98)    | .0025 (15.2)     | .0018 (16.89)                   |
| <b>New Establishments</b>                     | .0217 (12.4)    | .0857 (12.64)    | -.0180 (- 8.22)  | -.0108 (- 7.51)                 |
| <b>Old Establishments</b>                     | .0208 (13.8)    | .0422 (6.16)     | -.0038 (- 1.74)  | .0040 (2.70)                    |
| <b>Non-Textile Output</b>                     | -.0008 (- 9.28) | -.0011 (- 2.74)  | -.0015 (- 10.70) | -.0009 (- 10.65)                |
| <b>Defense Contracts</b>                      | .0013 (3.21)    | .0159 (8.81)     | .0007 (1.23)     | -.0035 (- 10.23)                |
| Model with Interactions                       |                 |                  |                  |                                 |
|   | Black<br>Males  | Black<br>Females | White<br>Females | White<br>Males                  |
| $\lambda_j$                                   | .45 (24.14)     | .45 (39.73)      | .775 (13.3)      | .80 (20.56)                     |
| <b>Textile Output</b>                         | .0008 (5.51)    | -.0007 (- 1.58)  | .0036 (18.97)    | .0027 (35.3)                    |
| <b>New Establishments</b>                     | .0154 (6.18)    | .0631 (7.78)     | -.0014 (- 3.31)  | -.0035 (- 2.25)                 |
| <b>Old Establishments</b>                     | .0231 (15.67)   | .0566 (11.94)    | .0027 (1.32)     | .0080 (8.415)                   |
| <b>Non-Textile Output</b>                     | -.0010 (- 8.61) | -.0003 (- .654)  | -.0024 (- 11.57) | -.0014 (- 17.82)                |
| <b>Defense Contracts</b>                      | .0010 (2.32)    | .0107 (8.67)     | .0006 (1.15)     | -.0034 (- 15.2)                 |
| <b><math>\Delta</math> Textile Output</b>     | .0014 (9.21)    | .0081 (18.1)     | -.0010 (- 5.33)  | -.0013 (- 16.5)                 |
| <b><math>\Delta</math> New Firms</b>          | .0025 (.912)    | .0103 (1.16)     | .0078 (2.07)     | .0018 (1.09)                    |
| <b><math>\Delta</math> Old Firms</b>          | -.0034 (- 3.43) | -.0429 (- 13.69) | -.0066 (- 4.92)  | $-3.04 \times 10^{-6}$ (- .005) |
| <b><math>\Delta</math> Non-Textile Output</b> | -.0002 (- 1.69) | -.0019 (- 5.46)  | .0016 (8.83)     | .0009 (13.72)                   |

<sup>a</sup>The instruments used to fit these models are  $X$ , squares of  $X$ , and all interactions. The  $Y_{ijt}$  are divided by the grand mean employment (over time and county) for each demographic group. These are 4,082 for white males, 2,687 for white females, 396 for black males, and 78 for black females.

TABLE 13—EFFECTS OF CHANGING VARIABLES ON TEXTILE EMPLOYMENT 1965–1970<sup>a</sup>

|   | Black<br>Males                  | Black<br>Females | White<br>Females | White<br>Males |
|---|---------------------------------|------------------|------------------|----------------|
|   | From Model Without Interactions |                  |                  |                |
| <b>Actual Change</b>  | 5041                            | 4215             | 565              | – 6778         |
| <b>Change from All Sources</b>                                | 747                             | 823              | – 319            | – 3045         |
| <b>From Output</b>  | 307                             | 116              | 2179             | 2131           |
| <b>From New Establishments</b>                                | 489                             | 448              | – 2256           | – 2045         |
| <b>From Old Establishments</b>                                | – 64                            | – 29             | 61               | – 103          |
| <b>From Non-Textile Output</b>                                | – 75                            | – 21             | – 651            | – 608          |
| <b>Defense Contracts</b>                                      | 90                              | 310              | 347              | – 2420         |
|   | From Model With Interactions    |                  |                  |                |
| <b>Change from All Sources</b>                                | 1241                            | 820              | 1412             | – 1399         |
| <b>Change from Defense Contracts<br/>and Structural Shift</b> | 903                             | 562              | 1151             | – 2743         |
| <b>From Output</b>  | 126                             | – 26             | 2590             | 2946           |
| <b>From New Establishments</b>                                | 365                             | 329              | – 1292           | – 601          |
| <b>From Old Establishments</b>                                | – 68                            | – 40             | – 38             | – 174          |
| <b>From Non-Textile Output</b>                                | – 85                            | – 5              | – 994            | – 827          |
| <b>Defense Contracts</b>                                      | 100                             | 208              | 257              | – 2177         |
| <b>From Interaction Output</b>                                | 223                             | 306              | – 720            | – 1418         |
| <b>From Interaction New Establishments</b>                    | 588                             | 54               | 884              | 309            |
| <b>From Interaction Old Establishments</b>                    | 9                               | 30               | 94               | 0              |
| <b>From Interaction Non-Textile Output</b>                    | – 17                            | – 36             | 636              | 543            |

TABLE 13—EFFECTS OF CHANGING VARIABLES ON TEXTILE EMPLOYMENT 1965–1970<sup>a</sup>

<sup>a</sup>For county  $i$  and demographic group  $j$  the effect of changing the  $l$ th component of  $X_{it}$  at time  $t$ ,  $X_{itl}$  to  $X_{i,t+k,l}$  is estimated by

$$\begin{aligned} \Delta Y_{jt} &= Y_{j,t+k} - Y_{j,t} \\ &= \lambda_j a_{jl} \sum_{i=1}^I (Y_{ijt})^{(1-\lambda_j)} \left\{ \left[ \frac{Y_{ij,t+k}}{Y_{ijt}} - 1 \right] / \left[ \left( \frac{Y_{ij,t+k}}{Y_{ijt}} \right)^{\lambda_j} - 1 \right] \right\} \Delta X_{itl}, \end{aligned}$$

where  $I$  is the number of counties,  $t = 1965$ ,  $t + k = 1970$ . The coefficients from Table 12 are used.

## **V. Summary and Conclusions**