

Labor Market Dynamics: A Spatial and Sectoral Analysis of Employment Changes in the Phoenix MSA

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Abstract

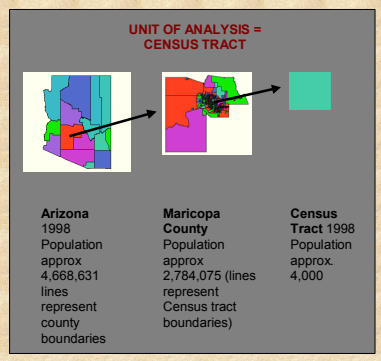
This study will investigate the effects of long-term labor market changes in the United States on gender, social class, and racial/ethnic inequalities in urban areas. The economic changes under study are: 1) economic restructuring, which social scientists define as the loss of manufacturing jobs and an increase in service jobs; and 2) spatial relocation of jobs within a metropolitan area. Outcome variables are employment indicators for different social groups and social and economic conditions in urban neighborhoods. The study will focus on the Phoenix Metropolitan Statistical Area (MSA) to represent economic expansion in Sunbelt cities. Data sets from three federal agencies for a 15-year period will be linked to develop area economic profiles, including the location and gender/racial composition of occupations in individual firms, wages for occupations in each area, and social indicators on urban neighborhoods where employers are located. Statistical techniques used to analyze the data will be based on multiple regression and logistic regression estimation procedures. The study will address the concerns of many social scientists that the current economic prosperity enjoyed in America is not being shared equally by all segments of society.

Research Questions

1. Has the relocation of employers affected the occupational, gender, or racial/ethnic composition of their workforces? What are the employment patterns of new industries moving into a region?
2. What impact has the expansion or contraction of employment in different occupations and industries had on employment levels for women and men of different racial/ethnic backgrounds?
3. Are changes in the industrial or occupational structure related to the degree of occupational segregation between women and men and between racial/ethnic groups of workers?
4. Has job relocation or restructuring affected the wage gaps between men and women and between racial/ethnic groups of workers?
5. Can employer relocation or changes in the industrial mix of employers in and urban area be systematically related to indicators of socioeconomic distress in urban neighborhoods, such as poverty rates, unemployment, or families headed by single mothers?

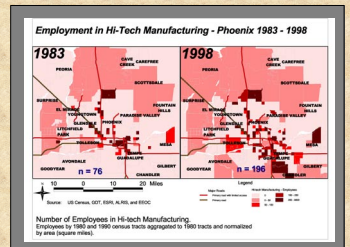
Labor Market Dynamics and CAP LTER

Labor market issues provide a link between humans and the ecosystem. Employment is a major driver in human migration both between and within metropolitan areas. This migration, combined with companies' location choices, results in ecosystem disturbance.



Data

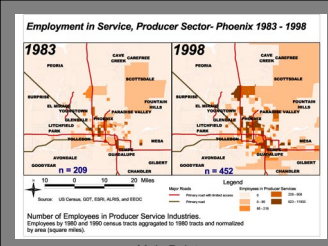
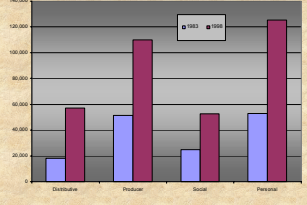
1. U.S. Census Bureau – Tract-Level Population and Housing data 1980 and 1990
2. Equal Employment Opportunity Commission – Annual Reports in Individual Establishments in Phoenix for years 1983-1998
3. U.S. Department of Labor – Metropolitan Area Occupational and Wage Estimates



Main Points

- This map represents density of high-tech manufacturing jobs within Census tracts.
- Most change in hi-tech manufacturing job location due to absolute growth rather than firm migration.
- Pattern stands in firm contrast to most Eastern and Midwestern cities.
- New locations are in newer affluent suburbs with residential development in this same period. Previously undeveloped land.
- Central city phoenix is not hollowing out in terms of high-tech manufacturing jobs. But the suburbs are becoming employment hubs that rival the central city.

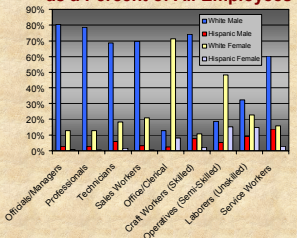
Number of Service Sector Employees, 1983 and 1998



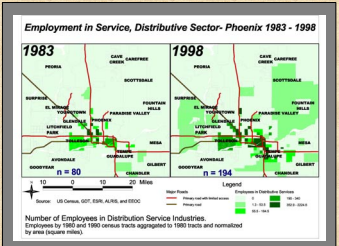
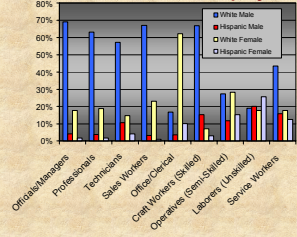
Main Points

- Producer services include: FIRE (Finance, Insurance, and Real Estate), PST (professional, scientific, and technical), and information.
- Tremendous job growth in central Phoenix, and North and East Valley cities.

1983 Hispanic and White Employment Occupation in High-Tech Manufacturing as a Percent of All Employees



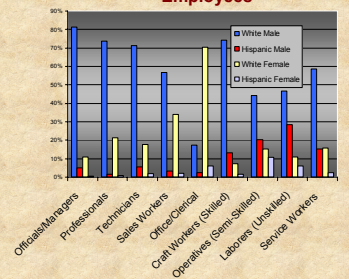
1998 Hispanic and White Employment Occupation in High-Tech Manufacturing as a Percent of All Employees



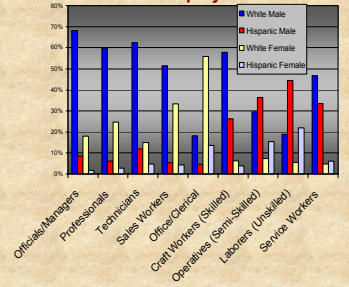
Main Points

- Distributive services include: transportation, warehousing and wholesale trade.
- Job increase around transportation routes and in East and West Valley (completion of I-10 and growth of the airport during the interim influenced this).
- Central city Phoenix grew in density of distributive service jobs. Surrounding suburbs grew dramatically.

1983 Hispanic and White Employment by Occupation in Low-Tech Manufacturing as a Percent of All Employees



1998 Hispanic and White Employment by Occupation in Low-Tech Manufacturing as a Percent of All Employees



Transformation of the U.S. Economy During the Past 100 Years

