

OCCUPATIONAL HEALTH DISPARITIES IN NORTH CAROLINA: A BRIEF ASSESSMENT

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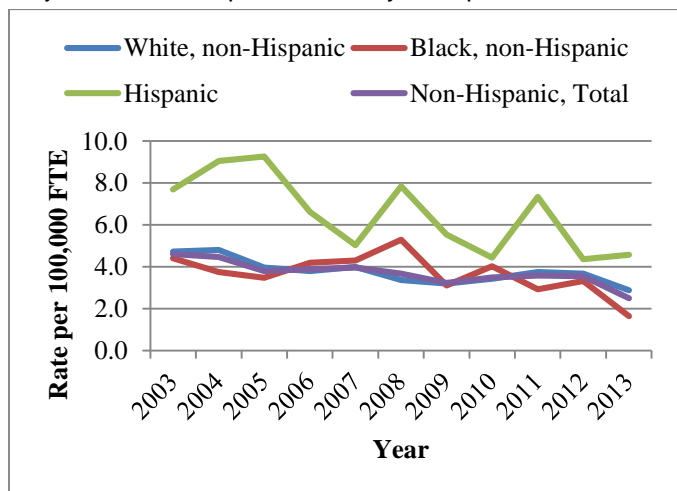
What are OCCUPATIONAL HEALTH DISPARITIES?

- Differences in work exposure risks to health that exist across racial/ethnic populations.
- Occupational health disparities may arise from:
 - Minorities being over-represented in the most hazardous industries or occupations
 - Social, cultural, & economic barriers to adequate health and safety interventions

In North Carolina:

- Non-Hispanic (NH) Black workers are under-represented in 5 of the 7 highest-paying jobs & over-represented in 4 of the 7 lowest-paying jobs.
- Hispanic workers are under-represented in all of the 7 highest-paying jobs & over-represented in 5 of the 7 lowest-paying jobs.
- Hispanic workers are 1.75 times more likely (95% CL 1.04, 2.80; $p < 0.05$) to die on the job as compared to NH White workers.
- Work-related fatality rates are decreasing over time for all major racial/ethnic groups, with the greatest decrease observed among Hispanic workers.

Figure 1. Rate of Fatal Work-Related Injuries by Select* Major Racial & Hispanic Ethnicity Group, NC 2003-2013



Sources: Bureau of Labor Statistics Census of Fatal Occupational Injuries (CFOI). Workforce estimates from the Current Population Survey (CPS), US Census Bureau.
 *Selected rate categories had ≥ 5 reported fatal work injuries in the year of interest.
 NOTE: Persons identified as Hispanic may be of any race. Race categories shown exclude data for Hispanics. Includes: workers employed by governmental organizations regardless of industry, volunteers, and workers receiving other types of compensation; self-employed workers; owners of unincorporated businesses and farms; paid and unpaid family workers; and may include some owners of incorporated businesses or members of partnerships. CFOI fatality counts exclude illness-related deaths unless precipitated by an injury event. Workers under the age of 16 years, volunteer workers, and members of the resident military are not included in rate calculations to maintain consistency with the CPS employment.

Table 1. Ten Most Common Occupations for Hispanics and non-Hispanic Blacks, Stratified by Major Occupation Types, NC, 2013.

Select Race/Ethnicity*; Major** and Minor* Occupational Groups	Number Employed	%
Hispanic^ Workers	377,264	8.8
<i>Clerical/Sales/Service</i>		
Cooks	32,125	8.5
Cashiers	13,754	3.6
Maids/housekeeping cleaners	9,360	2.5
Waiters & waitresses	8,788	2.3
<i>Trades/Operators/Manual Laborers</i>		
Construction laborers	26,633	7.1
Grounds maintenance workers	20,958	5.6
Janitors and building cleaners	12,048	3.2
Carpenters	11,857	3.1
Painters, construction, maintenance, paperhangers	9,258	2.5
Miscellaneous agricultural workers, including animal breeders	8,870	2.4
Non-Hispanic Black Workers	881,807	20.5
<i>Managers/Professionals</i>		
Managers, all other	16,128	1.8
<i>Clerical/Sales/Service</i>		
Nursing, psychiatric, and home health aides	51,109	5.8
Cashiers	48,979	5.6
Retail salespersons	26,437	3.0
Stock clerks and order fillers	23,374	2.7
Personal and home care aides	16,660	1.9
Customer service representatives	15,067	1.7
<i>Trades/Operators/Manual Laborers</i>		
Driver/sales workers and truck drivers	27,510	3.1
Laborers and freight, stock, and material movers, hand	22,548	2.6
Janitors and building cleaners	19,197	2.2

* Source: 2013 Current Population Survey, US Census Bureau.
 ** Categories from International Labor Organization, 2012.
 ^ Hispanic ethnicity is not mutually exclusive of race categories.