

# Mexican-Origin Women's Employment Instability

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## ABSTRACT

This study compares the causes and consequences of employment instability among Mexican-origin women, White women, and White men. Data for the analysis comes from the work experience supplement in the March 1995 file of the Current Population Survey (CPS). The supplement documents the respondent's year-long labor force activity. Respondents who had an interruption in employment, or involuntarily worked part-time during the entire year, are said to have experienced employment instability. Using logistic regression, results show that Mexican-origin women with low levels of schooling, immigrants, and those employed in the periphery services sector are highly vulnerable to employment instability. Earnings determination models revealed that employment instability exerts a heavier penalty on Mexican-origin women, compared to their White counterparts, net of human capital endowments and economic sector location.

## ABOUT THE AUTHOR

Roberto De Anda was born in Tijuana, Mexico, but was raised near San Francisco after his family immigrated to the U.S. He received his B.A. in Chicano Studies from the University of California, Berkeley, and did graduate work in both the U.S. and Mexico; he later earned his M.A. and Ph.D. in sociology from the University of Arizona. Dr. De Anda is an Assistant Professor at the University of Illinois, Urbana-Champaign, where he is a co-founder of the university's Latina/Latino Studies Program. He has published articles on underemployment and is currently investigating the influence of literacy skills on labor market outcomes of minority workers.