Race and gender differences in workplace autonomy: A research note
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While many studies have focused on race and gender differences in monetary labor market rewards, few studies have used national samples to examine race and gender differences in nonmonetary labor process rewards. Utilizing multivariate analysis on data from the 1993 and 1997 National Employee Survey, the present study examines how race and gender interact in shaping workplace autonomy. We regress an index of autonomy on human capital, structural level variables, and race and gender interaction terms. Findings show that black and white females, relative to white males, fare worse net of controls for human capital and structural level variables. Black males fare worse than white males when controlling for human capital but this disadvantage fails to retain its significant effect when controlling for structural level variables. We conclude that contrary to some beliefs that black females have experienced greater success in the labor market as a result of affirmative action policies, black females remain hindered by the double jeopardy of race and gender.