

Minority hire studied

A study released Tuesday, September 4, by the Alaska State Commission for Human Rights, revealed that Natives and other minorities still are not filling responsible positions in

Alaska's business and industry to the extent their population would seem to indicate.

Natives comprise about 17 percent of the state's population, but their pres-

ence in the employed workforce seems far smaller than that, according to the report.

Several business and industry segments, in total 66 various employers were contacted as part of the survey upon which the report was based.

Some of the findings of the report are:

Banks - Natives hold about 3% of the office and clerical jobs and hold only 2% of positions of higher pay and responsibility that of "Officials and Managers" category.

Eight of of Thirteen banks have no Natives employed as officials and managers and five of the thirteen banks have no minorities at all employed as officials and managers;

Restaurants - The restaurant section was done with the sampling of 8 major restaurants in the Anchorage Area. Natives comprised less than 1.5 % of the persons hired by the surveyed restaurants for the year of 1978.

Airlines - Four major airlines were included in the statewide survey of employment practices within this

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industry category.

Three of the Four participants in the survey employ no Alaska Natives in the officials and managers category.

Major Department Stores - - This section includes employment data obtained from 5 major department stores located in the Anchorage area only.

Three of five participating stores employ no Natives in the officials and managers category. Three

of five stores employ no Natives in office and clerical positions. Natives appear to be under-represented in each of the nine EEO-1 job categories as compared to their representation in the general population. Natives account for less than 1.5% of the total workforce of the five participating stores, which is dramatically lower than their 1970 Anchorage population level of 3.8%. Alaska Natives were employed at a rate of 1.5% but they were involuntarily terminated at a rate of over 6.5%

Oil Companies - The results in this section were obtained through an analysis of the state-wide employment patterns of 5 major oil companies.

Although Natives account for over 5% of employees in the industry category, they occupy only 1% of the officials and managers positions. The 5% overall employment level for Natives is well below the 1970 state-wide Native population of 16.8%. Of the 5 companies surveyed, 3 employ no Natives in the officials and managers category. Only 3.9% of the officials and managers positions are filled by female employees in this industry.

Oil Service Companies - - This section contains state-wide employment data from 15 companies which provide services of various kinds to major oil companies.

Native employment figures in this state-wide industry are substantially below the state-wide Native population level. Natives appear to be under-represented in all job categories as compared to their availability in the general population. Natives occupy only 2% of the office and clerical positions in this industry.

Miscellaneous Major Employers - - This section includes employment data from 16 employers throughout the state which represent a sampling of major employers in a variety of industry categories, including hospitals, hotels, car dealerships, grocery stores, transportation companies and other employer categories.

The overall representation of Natives in the workforces of these major employers is 2.4%