



Supplement to:

Harknett, Kristen, Charlotte O'Herron and Evelyn Bellew. 2024. "Can't Catch a Break: Intersectional Inequalities at Work." *Sociological Science* 11: 233-257.

APPENDIX
Can't Catch a Break:
Intersectional Inequalities at Work

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Table 1: Descriptives for Model Covariates: Demographics, Human Capital, Economic Resources

	Mean or Proportion	Std Dev
Age (years)	37.4	15.6
Has children	0.48	
Relationship status: Married	0.29	
Living with a partner	0.20	
Not living with a spouse or partner	0.50	
Education: No degree	0.05	
High school diploma/GED	0.34	
Some college	0.38	
Associate's degree	0.11	
Bachelor's degree	0.10	
Master's degree/Advanced degree	0.02	
Job tenure: Less than 1 year	0.17	
1 year	0.12	
2 years	0.13	
3 years	0.10	
4 years	0.08	
5 years	0.06	
6 or more years	0.33	
Hourly wage (\$)	13.70	5.54
Household income: Less than 15K per year	0.11	
15-25K	0.17	
25-35K	0.15	
35-50K	0.15	
50-75K	0.13	
75-100K	0.08	
100-150K	0.05	
150K or more	0.02	
Don't know/Refuse	0.14	
Observations	12969	

Note: Weighted to align with demographic attributes of non-managerial workers employed in the service sector in the American Community Survey. n=605 observations are omitted because of missing values for survey weights.

Table 2: Occupation and Industry Distribution

	Proportion
Job title: Cashier or clerk	0.17
Salesperson	0.06
Customer service	0.08
Waiter/waitress/server	0.03
Host/hostess	0.01
Bartender	0.01
Barista	0.02
Cook	0.06
Baker	0.01
Butcher/meat cutter	0.01
Produce	0.01
Sandwich artist or other food preparation	0.04
Delivery person	0.04
Stocker/stocking/unloading	0.04
Driver	0.03
Other	0.15
Manager	0.24
Industry: Building supplies/Hardware	0.08
Department/discount stores/General Merch	0.07
Grocery stores	0.23
Auto parts	0.01
Clothing	0.01
Furniture and home furnishings	0.01
Electronics stores	0.02
Restaurants and other food services	0.44
Pharmacies and drug stores	0.04
Sporting goods, and hobby and toy stores	0.00
Miscellaneous retail	0.08
Observations	12969

Note: Weighted to align with demographic attributes of non-managerial workers employed in the service sector in the American Community Survey. n=605 observations are omitted because of missing values for survey weights.

Table 3: Work Break Duration (Minutes) Regressed on Race and Gender and Explanatory Variables

	(1) Occupation	(2) Industry	(3) Union	(4) Unemp rate	(5) Regulation
Women, black	-6.19*** (1.07)	-5.91*** (1.03)	-5.91*** (1.03)	-5.88*** (1.03)	-5.63*** (1.04)
Women, hispanic	-2.13** (0.77)	-2.15** (0.75)	-2.14** (0.75)	-2.05** (0.75)	-2.31** (0.75)
Men, white	-0.44 (0.47)	-0.55 (0.45)	-0.55 (0.45)	-0.55 (0.45)	-0.51 (0.45)
Men, black	-1.22 (1.70)	-0.69 (1.68)	-0.70 (1.68)	-0.68 (1.68)	-0.39 (1.68)
Men, hispanic	-1.99* (0.98)	-1.49 (0.97)	-1.49 (0.97)	-1.40 (0.97)	-1.66 (0.98)
Union			-1.14 (0.64)	-1.03 (0.65)	-1.44* (0.64)
Unemployment rate				-0.28 (0.16)	-0.42** (0.16)
Break law					3.10*** (0.38)
Observations	13574	13574	13574	13574	13574

Note: Coefficients from linear probability models and (robust) SEs shown. All models control for shift duration, year fixed effects, age, parental status, marital status, education, job tenure, household income, and hourly wage. Coefficients on occupation and industry and control variables are not displayed for parsimony.

*** = $p < .001$, ** = $p < .01$, * = $p < .05$

Table 4: Access to Work Breaks Regressed on Race and Gender and Explanatory Variables, Weighted

	(1) Occupation	(2) Industry	(3) Union	(4) Unemp rate	(5) Regulation
Women, black	-0.07* (0.03)	-0.07** (0.03)	-0.07** (0.03)	-0.07** (0.03)	-0.06* (0.03)
Women, hispanic	0.03 (0.02)	0.03 (0.02)	0.03 (0.02)	0.03 (0.02)	0.02 (0.02)
Men, white	-0.01 (0.01)	-0.01 (0.01)	-0.02 (0.01)	-0.02 (0.01)	-0.01 (0.01)
Men, black	0.06 (0.04)	0.05 (0.04)	0.05 (0.04)	0.05 (0.04)	0.06 (0.04)
Men, hispanic	0.04 (0.02)	0.04 (0.02)	0.04 (0.02)	0.03 (0.02)	0.03 (0.02)
Union			0.16*** (0.02)	0.16*** (0.02)	0.14*** (0.02)
Unemployment rate				0.01 (0.01)	0.00 (0.01)
Break law					0.10*** (0.01)
Observations	12969	12969	12969	12969	12969

Note: Coefficients from linear probability models and (robust) SEs shown. All models control for shift duration, year fixed effects, age, parental status, marital status, education, job tenure, household income, and hourly wage. Coefficients on occupation and industry categories are not displayed for parsimony.

Weighted to align with demographic attributes of non-managerial workers employed in the service sector in the American Community Survey. n=605 observations are omitted because of missing values for survey weights.

*** = $p < .001$, ** = $p < .01$, * = $p < .05$