



# The Declining Importance of Race and Gender in the Labor Market: The Role of Employment Discrimination Policies

*June E. O'Neill, Dave M. O'Neill*

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*The Declining Importance of Race and Gender in the Labor Market* provides historical background on employment discrimination and wage discrepancies in the United States and on government efforts to address employment discrimination. It examines the two federal institutions tasked with enforcing Title VII and the 1964 Civil Rights Act: the Equal Employment Opportunity Commission (EEOC) and the Office of Federal Contract Compliance Programs (OFCCP). It also provides a quantitative analysis of racial and gender wage gaps and seeks to determine what role, if any, the EEOC and the OFCCP had in narrowing these gaps over time and analyzes the data to determine the extent of employment discrimination today.



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