



# Expanding Occupational Justice in the Manufacturing Industry

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Image: Detroit Free Press

# Occupational Injustice/Justice in the Manufacturing Industry

- Has historically utilized and taken advantage of marginalized groups
- Mostly consists of lower education for more dangerous work
- Consists of lower pay for higher risk activities
- Large portion of temp workers
- Affects the safety of workers and ability to receive treatment for unfair work

# Current Manufacturing Workforce

- From Bureau of Labor Statistics:
  - 11% Black, 8% Asian, 17% Hispanic/Latinx
  - 29% women
- Union representation
  - Members of unions: 7.8%
  - Represented by unions: 8.6%
  - Both down ~1% from 2019

# 1. Increasing Unionization

- Unions promote :
  - Equal pay
  - Provide financial security – through benefits
  - Health and safety protection
- Goal: Promote unionization so workers have a voice in their working conditions

## 2. Training and Educating Workers

- Goal:
  - Allow workers to expand and densify their skills
  - Reduce job insecurity
    - Benefits employees and employer
  - Empower workers