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# THE EMPLOYMENT SITUATION

# HEARING

before the

# JOINT ECONOMIC COMMITTEE CONGRESS OF THE UNITED STATES

ONE HUNDRED FOURTH CONGRESS

FIRST SESSION

December 8, 1995

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Prepared by DONALD C. EVANS III

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## SUBMISSIONS FOR THE RECORD

# THE NOVEMBER EMPLOYMENT SITUATION

**Friday, December 8, 1995**

CONGRESS OF THE UNITED STATES
JOINT ECONOMIC COMMITTEE,
*WASHINGTON*, D.C.

The Committee met at 9:30 a.m., in Room 628, Dirksen Senate Office Building, the Honorable Connie Mack, Chairman of the Committee, presiding.

**Senators present:** Senator Mack.

**Staff present:** Lee Price, Robert Mottice, Greg Williams, Bill Buechner, Jeff Given, Brian Wesbury, and Donald Evans III.

## OPENING STATEMENT OF SENATOR CONNIE MACK, CHAIRMAN

**Senator Mack.** Good morning, Commissioner Abraham. I want to welcome you and the rest of the panel back to our monthly gathering to discuss unemployment and employment figures.

In November, nonfarm payrolls increased 166,000, while the unemployment rate rose slightly to 5.6 percent from 5.5 percent.

The payroll gain was better than the performance in October and very close to the expectations of the market.

While the job gain in November was about average, it is not very rapid and does not match the average monthly gains during other recoveries.

Unless the economy begins to grow faster, it is unlikely that this pace of job growth will improve.

Recent data indicate that the economy has slowed considerably. The National Association of Purchasing Managers' November survey indicates that manufacturing has contracted for four straight months. In fact, the survey's 46.5 percent reading is the lowest since May of 1991.

Housing starts have fallen for three consecutive months, while retail sales have risen less than the inflation rate during the same period. Both durable goods new orders and leading economic indicators fell in

October. Industrial production fell 0.4 percent in October, and has risen only 2.2 percent over the past year.

The slowing economy is a clear signal that we must move ahead in our efforts to balance the budget and provide tax incentives for growth in the economy. Tax relief is important for boosting economic growth and balancing the budget is the only way to assure that interest rates remain low.

Financial markets have begun to expect an agreement to balance the budget. Long-term interest rates have fallen to 25-month lows and the stock market indicators are regularly hitting all-time highs.

The consequences of failing to balance the Federal budget and failing to provide tax incentives would be profound. Interest rates will rise, stock prices will fall, and the potential for getting the economy moving and producing jobs at a faster rate will be significantly reduced.

Again, Commissioner Abraham, thank you for coming this morning and I look forward to your input.

[The prepared statement of Senator Mack appears in the Submissions for the Record.]

## STATEMENT OF THE HONORABLE KATHARINE G. ABRAHAM, COMMISSIONER, BUREAU OF LABOR STATISTICS

### ACCOMPANIED BY THOMAS J. PLEWES, ASSOCIATE COMMISSIONER, EMPLOYMENT AND UNEMPLOYMENT STATISTICS; AND KENNETH V. DALTON, ASSOCIATE COMMISSIONER, PRICES AND LIVING CONDITIONS

**Ms. Abraham.** Mr. Chairman, thank you for giving us the opportunity to be here this morning to discuss the data that we've just released.

As you've noted, payroll employment rose by 166,000 in November, with job growth in the service-producing sector of the economy more than offsetting continued declines in manufacturing.

The unemployment rate was little changed, at 5.6 percent.

Although the reported November job growth is somewhat above the average monthly gain since March of this year, this increase was exaggerated by two technical factors. And I should perhaps describe briefly what those are.

**Senator Mack.** Sure.

**Ms. Abraham.** First, the timing of the November survey reference week was such that there were five weeks between the October reference week and the November reference week, instead of the more usual four-week interval.

The consequence of that is that we had an extra week to pick up seasonal swings in employment, particularly the seasonal build-up in retail trade.

We picked up more of those seasonal swings than was expected by our seasonal factors.

We estimate that the net effect was to add about 25,000 to the over-the-month change in total nonfarm employment.

**Senator Mack.** So what you're saying there is that that 166,000 ought to be reduced by about 25,000?

**Ms. Abraham.** By about 25,000, is our estimate.

**Senator Mack.** Right.

**Ms. Abraham.** The second thing that affected these data is that, as is our normal practice with the release of data for November, we have introduced new seasonal factors for the period from November through next April.

The November payroll survey estimates reflect this reseasonalization. The October estimates do not. We won't reseasonalize the October data until next June, when we make our once-a-year benchmark revisions.

Had we used recalculated factors to seasonally adjust the October data, the change in employment between October and November would have been about 44,000 less.

Correspondingly, the growth from September to October would have been bigger. But in terms of this month's data, the employment growth, October to November, would have been about 44,000 less.

**Senator Mack.** So you're saying that if you take October and November together, the number basically would be the same.

**Ms. Abraham.** It would be the same.

**Senator Mack.** But with this situation, we're really overstating November relative to October.

**Ms. Abraham.** Yes.

**Senator Mack.** Okay.

**Ms. Abraham.** Taking these two factors into account, the November payroll employment increase appears to be roughly in line with the gains that we've seen in recent months.

Turning just briefly to the industry employment detail, unless there were questions that you wanted to pursue on the overall number, the largest increase in employment occurred in the services industry. There were strong gains in health services and in engineering and management services. But employment in business services showed virtually no growth for the second month in a row, as continued declines in help services -- that's the temporary help industry -- substantially offset gains among other business services.

The number of employees engaged in wholesale trade expanded. In transportation and public utilities, employment rose in November as well.

The finance industry added jobs over the month, as low interest rates continued to boost home mortgage activity.

In retail trade, we reported an employment increase of 74,000. But most of that increase reflected the two technical factors I've already described.

In the goods-producing sector, employment in manufacturing fell by 32,000 in November, as the industry continued to shed workers.

Since its recent peak in March of this year, the manufacturing industry has lost about 220,000 jobs. That's after adjusting for about 35,000 workers who are off the payrolls currently because of a strike.

**Senator Mack.** Let me ask you to take, let's say April through now. Is there a pretty constant decrease month to month? Has it been up and down?

**Ms. Abraham.** It's been a fairly steady decline. There was one month, August, I believe -- let me double-check that -- where we had an increase of, if I'm remembering correctly -- 4,000. But in each month, other than August, since March, we've seen declines -- minus 19, minus 50, minus 28, minus 75, minus 35, minus 19.

So it's been pretty steady.

**Senator Mack.** Is there anything in that trend, then, that indicates -- well, let me back up.

In my opening statement, I listed several indicators of slowing down in the economy. Can you compare this March-to-November period to other periods prior to recessions?

**Ms. Abraham.** Not off of the top of my head, I can't. Manufacturing, as you know, has been in a long-term secular decline. So this pattern of declining employment is seen from taking a longer-term perspective, and is not out of line with what we've been seeing for quite sometime.

If we go back to the mid-'80s, for example, '85, '86, and we saw long periods of decline, '89, '90, a lot of months of declining employment in manufacturing.

**Senator Mack.** So let me make sure I understand.

You're basically saying that the decline in unemployment in the manufacturing sector basically has to do with the internal trends within that sector. That is, that we are, in essence, through more technology and other efforts, being able to produce more with fewer employees.

**Ms. Abraham.** I'm saying it doesn't seem out of line with what we'd expect, given that.

I don't know if you have anything you want to add to that.

**Mr. Plewes.** (Nods in the negative).

**Senator Mack.** All right. Go ahead.

**Ms. Abraham.** In terms of specific industries within manufacturing, one industry that's perhaps worth noting is the apparel industry, which over the past year has seen significant employment declines.

Over the year, employment in apparel has declined by 86,000.

Getting back to over-the-month, we saw over-the-month declines in a number of manufacturing industries. Employment in industrial machinery, however, continued to expand in November. That industry has added about 55,000 jobs over the past year.

Construction employment held fairly steady over the month. We had colder than usual weather in the eastern half of the country, which hindered some building activity. The underlying trend in the construction industry has been one of modest expansion in recent months.

I should also note what happened with our hourly-earnings series, which is something we've talked about a number of times over the past months.

Average hourly earnings from our payroll survey edged down in November, after having posted strong gains in four of the five prior months. Over the year, average hourly earnings increased by three percent.

As I noted at the beginning of my remarks, the unemployment rate was little changed in November, at 5.6 percent. The jobless rate has held at or near that level for much of this year and the unemployment rates for other major groups have followed a similar pattern.

Before closing my remarks, I should perhaps just say a bit about the impact of the shutdown on our activities during November on these data.

Fortunately, due to the timing and nature of our --

**Senator Mack.** Is this in anticipation of another shutdown?

**Ms. Abraham.** I hope not. I hope not. Although, for us, the impact of a shutdown depends a whole lot on where we are in the month, given our production processes.

Fortunately, I am happy to report that, due to the nature and timing of our collection procedures for the payroll survey, the Federal shutdown had no impact on the November data from the establishment survey.

In the household survey, however, which is conducted for us by the Bureau of the Census, our data collection operations were delayed by several days because workers there were furloughed.

It is truly only because of extraordinary efforts on the part of Census Bureau employees when they got back to work that enough household interviews were completed to provide us with an adequate sample.

We don't believe that the quality of the household survey data for November was seriously compromised by the delayed collection and we are very appreciative of their hard work to enable us to have data to report today.

**Senator Mack.** Well, I commend them for their effort and thank them for that effort.

I assume, though, that someone made a decision that they weren't essential.

**Ms. Abraham.** Someone did.

**Senator Mack.** Yes.

**Ms. Abraham.** Or at least that their work was not needed to prevent the immediate loss of life and property.

We view their work as extremely important.

**Senator Mack.** I'm sure you do.

**Ms. Abraham.** In summary, then, overall employment rose in November, with gains occurring in service-producing industries. Manufacturing employment, however, continued to decline.

The unemployment rate was basically unchanged, at 5.6 percent.

We are, of course, happy to answer any questions you might want to go into.

[The prepared statement of Commissioner Abraham appears in the Submission for the Record.]

**Senator Mack.** Frankly, I've raised a number as you've gone through your presentation.

There is one area. The Federal Reserve regional banks reported on Wednesday that wage rates are beginning to climb in certain regions and in certain employment categories.

Do you see this occurring in your data? And in what areas of the country and in what industries is pay rising?

**Ms. Abraham.** I have not looked recently at what's going on region by region. I've been focused more on the overall data. And I guess I can tell you, looking at the average hourly earnings data, it is the case that over the last six months or so, the year-over-year increases in average hourly earnings have been at or above about 3 percent, which is a little bit above where they were running over the prior year and a half.

The rate of increase in average hourly earnings is still about in line with what we're seeing with the rate of increase in the Consumer Price Index.

Have you looked, Tom, at any breakouts by region on this?

**Mr. Plewes.** No, we haven't. We can quickly do that for the record.

**Senator Mack.** All right. That would be helpful.

**Mr. Plewes.** The best regional data we have are based on over-the-year data. But we can look at some of the more recent data that we have.

**Senator Mack.** But, offhand, you don't see anything at this point that basically confirms the regional banks' report of wage rates beginning to climb?

**Ms. Abraham.** We just haven't looked.

**Mr. Plewes.** I haven't done that analysis.

**Senator Mack.** You just haven't looked. Okay.

**Mr. Plewes.** But we can for you and we'll furnish that for the record.

[Information furnished to Senator Mack by Commissioner Abraham appears in the Submissions for the Record.]

**Senator Mack.** Okay. Very good. I had another question with respect to retail employment, but I think we went into that pretty good.

**Ms. Abraham.** That big increase is really misleading.

**Senator Mack.** Yes. As I gather from those two adjustments, that retail employment would be basically flat for the month of November.

**Ms. Abraham.** Well, not basically flat. We were reporting an increase of 74,000 over the month. And if we took out the impact of those two special factors, it would have been about 25,000.

**Senator Mack.** Okay. I thought the two factors were 25,000 and 44,000.

**Ms. Abraham.** In total, for nonfarm payroll employment as a whole.

**Senator Mack.** Okay.

**Ms. Abraham.** Forty-nine thousand of that was showing up in retail.

**Senator Mack.** Okay.

**Ms. Abraham.** So we have about 25,000 growth in retail left.

**Senator Mack.** Well, again, I have another hearing that I've got to attend this morning.

But I think it is appropriate, since I am Chairman of the Joint Economic Committee, to make a couple of comments this morning with respect to a combination of where we are on the budget debate and what is happening in the economy.

Interest rates have been declining now since November the 8th, 1994. And declining rather significantly, long-term rates.

The worst thing that could happen now to the economy, given my earlier comments with respect to what's happened to retail sales, what's happened to the report from the leading economic indicators, durable goods orders, and so forth, indicates that there is a real sluggishness in the economy.

And I think that the worst thing that could happen would be for the Congress and the Administration to fail to come to an agreement with respect to balancing the budget over seven years. Because I think one of the consequences to that failure would be for long-term interest rates to begin to go back up.

I think if you add an increase in interest rates to the other factors that I mentioned this morning, the economy would be in real trouble.

So, again, I make that editorial comment with respect to my thoughts about where we are on this budget.

Yesterday's submission by the President, frankly, was not helpful. Four hundred billion dollars is what we estimate to be the difference between the proposal that we've put on the table to balance the budget over seven years.

We believe that the Administration's proposal is $400 billion short. I think that the Congressional Budget Office review of that would indicate that that difference in fact is there, and that the next step is for the Administration to in fact do what they said they were going to do, and that is to come forward with a budget proposal that balances over seven years.

With that, I will conclude the hearing.

**Ms. Abraham.** Thank you, Senator.

[Whereupon, at 9:55 a.m., the hearing was concluded.]

## SUBMISSIONS FOR THE RECORD

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## PREPARED STATEMENT OF SENATOR CONNIE MACK, CHAIRMAN

Commissioner Abraham, I want to thank you for coming this morning to discuss the November employment report and the employment situation.

In November, nonfarm payrolls increased 166,000 while the unemployment rate rose slightly to 5.6 percent from 5.5 percent. The payroll gain was slightly better than the performance in October and very close to the expectations of the market.

While this job gain is about average for this recovery, it is not very rapid, and does not match the average monthly gains during other recoveries. Unless the economy begins to grow faster, it is unlikely that this pace of job growth will improve.

Recent data indicate that the economy has slowed considerably. The National Association of Purchasing Managers' (NAPM) November survey indicates that manufacturing has contracted for four straight months. In fact, the survey's 46.5 percent reading is the lowest since May, 1991. Housing starts have fallen for three consecutive months while retail sales have risen less than the inflation rate during that same period. Both durable goods new orders and the leading indicators fell in October. Industrial production fell 0.4 percent in October and has risen only 2.2 percent over the past year.

The slowing economy is a clear signal that we must move ahead in our efforts to balance the budget and provide tax incentives for economic growth. Tax incentives are important for boosting economic growth and balancing the budget is the only way to assure that interest rates remain low.

Financial markets have begun to expect an agreement to balance the budget. Long-term interest rates have fallen to 25-month lows as the 30-year bond are now close to 6 percent.

The consequences of failing to balance the federal budget and failing to provide tax incentives for growth would be profound. Interest rates will rise, stock prices will fall, and the potential for getting the economy moving and producing jobs at a faster rate will be significantly reduced.

Commissioner Abraham, again, thank you for attending today's hearing, and I look forward to hearing your comments.

## PREPARED STATEMENT OF KATHERINE G. ABRAHAM

Mr. Chairman and Members of the Committee:

I appreciate this opportunity to comment on the labor market data released this morning.

Payroll employment rose by 166,000 in November, as job growth in the service-producing sector of the economy more than offset continued declines in manufacturing. The unemployment rate was little changed at 5.6 percent.

Although the reported November job growth is somewhat above the average monthly gain since March of this year, the increase was exaggerated by two technical factors. First, the timing of the November survey reference period resulted in there being 5 weeks between the October and November surveys, instead of the more usual 4-week interval. The extra week led to our picking up more of the seasonal employment changes in certain industries, particularly the buildup in retail trade, than was expected by our seasonal adjustment process. We estimate that the net effect was to add about 25,000 to the over-the-month change in total nonfarm employment.

Second, as is our normal practice, with the release of November payroll data, we have introduced new seasonal factors for the period from November through next April. While the November payroll survey estimates reflect these new factors, data for prior months have not yet been reseasonalized. The effects of this updating in seasonal factors normally are minimal. Had recalculated factors also been used to adjust this October's data, however, the total increase in payroll employment between October and November would have been 44,000 smaller.

Taking these two factors into account, the November payroll employment increase appears to be roughly in line with the gains evidenced in recent months.

Turning to the industry employment detail, the largest increase occurred in the services industry. There were strong gains in health services and in engineering and management services, but employment in business services showed virtually no growth for the second month in a row, as continued declines in its help supply services component substantially offset gains among other business services.

The number of employees engaged in wholesale trade expanded, with the increase concentrated among durable goods distributors. In transportation and public utilities, employment rose in November, mostly due to job growth in transportation. The finance industry added jobs over the month, as low interest rates continued to boost home mortgage activity. In retail trade, employment rose by 74,000, but most of this apparent gain reflected the technical factors I have already discussed.

In the goods-producing sector, employment in manufacturing fell by 32,000 in November, as the industry continued to shed workers. Since its recent peak in March of this year, the manufacturing industry has lost about 220,000 jobs (after adjusting for about 35,000 factory workers who recently went off payrolls because of strikes). An unusually large November decline occurred in auto manufacturing, where several plants have been idled because of excessive inventories. The apparel industry continued its long-term pattern of job loss; over the past year, the job total in the industry has fallen by 86,000. Small over-the-month declines occurred in many other manufacturing industries. In contrast, employment in industrial machinery continued to expand in November, and this industry has added 55,000 jobs over the past year. The manufacturing workweek and overtime hours were unchanged in November.

Construction employment held fairly steady over the month, as colder-than-usual weather in the eastern half of the country hindered some building activity. The underlying trend in the industry in recent months has been one of modest expansion. In mining, employment continued to decline in November, mostly in oil and gas extraction.

I also should point out that the hourly earnings series from our payroll survey edged down in November, after having posted strong gains in 4 of the prior 5 months. Over the year, hourly earnings have increased about 3 percent.

As I noted at the beginning of my remarks, the unemployment rate was little changed in November at 5.6 percent. The jobless rate has held at or near its present level for much of this year, and the unemployment rates for major worker groups have followed a similar pattern. Most other labor market indicators from the household survey showed little over-the-month change. The survey estimate of total employment did decline in November, but this series often fluctuates considerably from month to month, and we do not attach much significance to this movement.

Before closing, I would like to comment briefly on the impact of the recent federal government shutdown on the November data. Due to the timing and nature of our collection procedures, the federal shutdown had no effect on this month's establishment survey data. In the household survey, however, which is conducted for us by the Bureau of the Census, data collection operations were delayed by several days because workers there were furloughed. It is only because of extraordinary efforts on the part of Census Bureau employees upon their return to work that enough household interviews were completed to provide us with an adequate sample. We do not believe that the quality of the household survey data for November was seriously compromised by the delayed collection.

In summary, overall employment rose in November, with gains occurring in the service-producing industries. Manufacturing employment, however, continued to decline. The unemployment rate was basically unchanged at 5.6 percent.

My colleagues and I now would be glad to answer your questions.

News United States Department of Labor

Bureau of Labor Statistics Washington, D.C. 20212

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Transmission of material in this release is embargoed until 8:30 A.M. (EST), Friday, December 8, 1995.

# THE EMPLOYMENT SITUATION: NOVEMBER 1995

Nonfarm payroll employment rose in November and the unemployment rate was essentially unchanged at 5.6 percent, the Bureau of Labor Statistics of the U.S. Department of Labor reported today. The number of payroll jobs increased by 166,000, but manufacturing employment continued to decline.

Chart 1. Unemployment rate, seasonally adjusted, December 1992 - November 1995

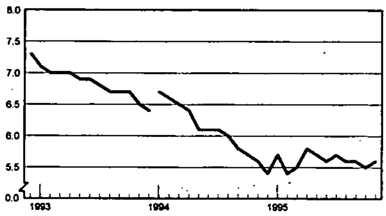
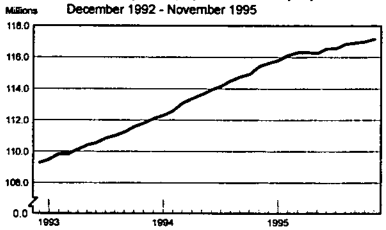



Chart 2. Nonfarm payroll employment, seasonally adjusted, December 1992 - November 1995




## Unemployment (Household Survey Data)

The number of unemployed persons and the unemployment rate in November were 7.4 million and 5.6 percent, respectively. Both measures have remained in a very narrow range for much of the year. The unemployment rate for adult men rose four-tenths of a percentage point to 4.9 percent in November; this followed a decline of the same magnitude in the previous month. The rates for adult women (4.8 percent), teenagers (17.9 percent), whites (5.0 percent), blacks (9.4 percent), and Hispanics (9.4 percent) showed little or no change. (See tables A-1 and A-2.)

## Total Employment and the Labor Force (Household Survey Data)

Total employment, at 125.0 million in November, fell by 389,000 over the month. The proportion of the working-age population that was employed (the employment-population ratio) was 62.7 percent; it has been at or near that level since spring. The number of persons working part time for economic reasons was unchanged in November at 4.4 million. (See tables A-1 and A-3.)

**Table A. Major indicators of labor market activity, seasonally adjusted**
(Numbers in thousands)

| Category | Quarterly averages 1995 | | Monthly data 1995 | | | Oct.-Nov. change |
|---|---|---|---|---|---|---|
| | II | III | Sept. | Oct. | Nov. | |
| **HOUSEHOLD DATA** | Labor force status | | | | | |
| Civilian labor force | 132,139 | 132,440 | 132,591 | 132,648 | 132,442 | -206 |
| Employment | 124,625 | 124,960 | 125,140 | 125,399 | 125,010 | -389 |
| Unemployment | 7,514 | 7,480 | 7,451 | 7,249 | 7,432 | 183 |
| Not in labor force | 66,157 | 66,367 | 66,414 | 66,544 | 66,913 | 369 |
| | Unemployment rates | | | | | |
| All workers | 5.7 | 5.6 | 5.6 | 5.5 | 5.6 | 0.1 |
| Adult men | 4.9 | 4.8 | 4.9 | 4.5 | 4.9 | .4 |
| Adult women | 5.0 | 5.0 | 4.9 | 5.0 | 4.8 | -.2 |
| Teenagers | 17.2 | 17.8 | 17.5 | 17.1 | 17.9 | .8 |
| White | 5.0 | 4.8 | 4.8 | 4.8 | 5.0 | .2 |
| Black | 10.4 | 11.2 | 11.3 | 9.9 | 9.4 | -.5 |
| Hispanic origin | 9.3 | 9.2 | 8.9 | 9.4 | 9.4 | .0 |
| **ESTABLISHMENT DATA** | Employment | | | | | |
| Nonfarm employment | 116,368 | 116,782 | 116,932 | p116,998 | p117,164 | p166 |
| Goods-producing [1] | 24,266 | 24,159 | 24,157 | p24,159 | p24,128 | p-31 |
| Construction | 5,221 | 5,240 | 5,262 | p5,285 | p5,289 | p4 |
| Manufacturing | 18,463 | 18,344 | 18,322 | p18,303 | p18,271 | p-32 |
| Service-producing [1] | 92,102 | 92,622 | 92,775 | p92,839 | p93,036 | p197 |
| Retail trade | 20,769 | 20,862 | 20,899 | p20,905 | p20,979 | p74 |
| Services | 32,654 | 32,951 | 33,047 | p33,083 | p33,170 | p87 |
| Government | 19,262 | 19,316 | 19,320 | p19,304 | p19,296 | p-8 |
| | Hours of work [2] | | | | | |
| Total private | 34.4 | 34.5 | 34.5 | p34.6 | p34.5 | p-0.1 |
| Manufacturing | 41.5 | 41.5 | 41.7 | p41.5 | p41.5 | p.0 |
| Overtime | 4.4 | 4.4 | 4.5 | p4.4 | p4.4 | p.0 |
| | Earnings [2] | | | | | |
| Average hourly earnings, total private | $11.40 | $11.51 | $11.54 | p$11.59 | p$11.58 | p-$0.01 |
| Average weekly earnings, total private | 392.16 | 396.98 | 398.13 | p401.01 | p399.51 | p-1.50 |

[1] Includes other industries, not shown separately.
[2] Data relate to private production or nonsupervisory workers.
p = preliminary.

The number of workers who held more than one job in November was 7.6 million (not seasonally adjusted). These multiple jobholders comprised 6.1 percent of the total employed, about the same as a year earlier. (See table A-8.)

The civilian labor force, at a seasonally adjusted level of 132.4 million in November, was essentially unchanged from the previous month. The labor force participation rate also was little changed at 66.4 percent. (See table A-1.)

Persons Not in the Labor Force (Household Survey Data)

About 1.5 million persons (not seasonally adjusted) were marginally attached to the labor force in November—that is, they wanted and were available for work but had stopped looking for jobs sometime in the prior 12 months. The number of discouraged workers—persons who had stopped looking for work specifically because they believed no jobs were available to them—was 401,000 in November. Both figures were about the same as a year earlier. (See table A-8.)

Industry Payroll Employment (Establishment Survey Data)

Nonfarm payroll employment increased by 166,000 in November to 117.2 million. This gain was concentrated in the services and retail trade industries, while manufacturing employment continued its downward trend. A portion of the payroll employment increase was attributable to two technical factors: a later-than-usual survey week, and the normal semi-annual updating of the factors used in the seasonal adjustment process. The combined effect accounted for about 70,000 of the over-the-month increase in payroll employment, with the majority of the effect in retail trade. (See table B-1.)

The services industry added 87,000 jobs in November, with health services and engineering and management services showing large gains. The pace of job growth in health services has been quite robust in recent months. Employment in engineering and management services has expanded rapidly in 1995, adding nearly 150,000 workers. Following recent declines, employment in hotels and other lodging places and membership organizations had sizable over-the-month increases. Business services showed a relatively small job gain for the second straight month, as a decline in help supply services offset much of the increase in computer services and other business services.

Employment in retail trade rose by 74,000 in November. Much of the increase, however, was attributable to the technical factors previously mentioned. Wholesale trade added 12,000 jobs over the month, virtually all of which was concentrated in the distribution of durable goods. Employment in transportation and public utilities increased by 18,000, primarily due to gains in the local transit and air transportation industries. Finance recorded its largest gain in 2 years (14,000).

Manufacturing employment fell by 32,000 in November, continuing the downward trend which began this April. The November decline was evenly divided between the durable and nondurable goods industries. Within durables, the motor vehicle component of transportation equipment experienced the greatest decline (14,000), resulting from the temporary layoff of auto workers for inventory adjustment. Another component of transportation equipment, aircraft manufacturing, showed a further decline over the month as additional workers went out on strike. In contrast, industrial machinery and electronic components continued their strong job growth trend. In nondurables, the apparel industry again experienced job losses; these have totaled 86,000 over the year.

Construction employment was little changed in November, after seasonal adjustment, following 2 months of healthy job gains. Employment in November may have been held down due to the very cold weather conditions in the eastern half of the country, which resulted in more layoffs than usual in such outdoor activities as heavy construction, roofing, and concrete work. Mining continued its long-term decline, losing 3,000 jobs over the month.

Weekly Hours (Establishment Survey Data)

The average workweek for production or nonsupervisory workers on private nonfarm payrolls edged down by 0.1 hour in November to 34.5 hours, seasonally adjusted. Both the average manufacturing workweek and factory overtime were unchanged, at 41.5 and 4.4 hours, respectively. (See table B-2.)

The index of aggregate weekly hours of private production or nonsupervisory workers on nonfarm payrolls declined by 0.4 percent on a seasonally adjusted basis to 133.3 (1982=100) in November. The manufacturing index edged down by 0.1 percent to 105.7. (See table B-5.)

Hourly and Weekly Earnings (Establishment Survey Data)

Average hourly earnings of private production or nonsupervisory workers edged down by 1 cent in November to $11.58 (seasonally adjusted), following a gain of 5 cents in the previous month. Average weekly earnings fell by 0.4 percent to $399.51. Over the past year, average hourly earnings increased by 3.0 percent and average weekly earnings rose by 2.7 percent. (See table B-3.)

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The Employment Situation news release for December 1995 is scheduled to be released on Friday, January 5, 1996, at 8:30 A.M. (EST). Release dates for the balance of 1996 are as follows:

| | | | |
|---|---|---|---|
| Feb. 2 | May 3 | Aug. 2 | Nov. 1 |
| March 8 | June 7 | Sept. 6 | Dec. 6 |
| April 5 | July 5 | Oct. 4 | |

The collection period for the November data presented in this release overlapped the November 14-19 shutdown of many federal agencies, including the Bureau of Labor Statistics (BLS) and the Bureau of the Census. Due to the timing and nature of our survey collection procedures, the federal shutdown had no effect on this month's establishment survey data. Household survey data are collected for BLS by the U.S. Bureau of the Census. Interviewers from the Census Bureau normally would have begun collecting data on Sunday, November 19; because of the federal shutdown, however, normal data collection efforts did not begin until Tuesday, November 21. Collection efforts were further complicated by the presence of the Thanksgiving Day holiday in the collection week. Nevertheless, due to extraordinary efforts by staff from the Census Bureau, a sufficient number of household interviews was conducted to provide an adequate sample in time for the scheduled release of November data. It does not appear that the quality of the household survey data was materially compromised by the later-than-normal interviews.

In accordance with usual practice, the release of December data will incorporate annual revisions in the seasonally adjusted household survey estimates. In addition, unadjusted series for 1990-93 will be revised to reflect 1990 census-based population controls, adjusted for the estimated undercount. Thus, seasonally adjusted data for 1990-95 are subject to revision.

Effective with the data for January 1996, scheduled for release on February 2, BLS plans to discontinue publishing table A-9, "Employment status of the civilian population for 11 large states." Because of anticipated budget reductions, we expect that the Current Population Survey sample will no longer be of sufficient size to provide data for all of these 11 states directly from the survey. Estimates for these states, based on the method currently used for each of the other states and the District of Columbia, will be included in the news release, "State and Metropolitan Area Employment and Unemployment," issued about 4 weeks after "The Employment Situation" news release.

# Explanatory Note

This news release presents statistics from two major surveys, the Current Population Survey (household survey) and the Current Employment Statistics survey (establishment survey). The household survey provides the information on the labor force, employment, and unemployment that appears in the A tables, marked HOUSEHOLD DATA. It is a sample survey of about 56,000 households conducted by the Bureau of the Census for the Bureau of Labor Statistics (BLS).

The establishment survey provides the information on the employment, hours, and earnings of workers on nonfarm payrolls that appears in the B tables, marked ESTABLISHMENT DATA. This information is collected from payroll records by BLS in cooperation with State agencies. In March 1994, the sample included about 390,000 establishments employing over 47 million people.

For both surveys, the data for a given month relate to a particular week or pay period. In the household survey, the reference week is generally the calendar week that contains the 12th day of the month. In the establishment survey, the reference period is the pay period including the 12th, which may or may not correspond directly to the calendar week.

## Coverage, definitions, and differences between surveys

**Household survey.** The sample is selected to reflect the entire civilian noninstitutional population. Based on responses to a series of questions on work and job search activities, each person 16 years and over in a sample household is classified as employed, unemployed, or not in the labor force.

People are classified as *employed* if they did any work at all as paid employees during the reference week; worked in their own business, profession, or on their own farm; or worked without pay at least 15 hours in a family business or farm. People are also counted as employed if they were temporarily absent from their jobs because of illness, bad weather, vacation, labor-management disputes, or personal reasons.

People are classified as *unemployed* if they meet all of the following criteria: They had no employment during the reference week; they were available for work at that time; and they made specific efforts to find employment sometime during the 4-week period ending with the reference week. Persons laid off from a job and expecting recall need not be looking for work to be counted as unemployed. The unemployment data derived from the household survey in no way depend upon the eligibility for or receipt of unemployment insurance benefits.

The *civilian labor force* is the sum of employed and unemployed persons. Those not classified as employed or unemployed are *not in the labor force*. The *unemployment rate* is the number unemployed as a percent of the labor force. The *labor force participation rate* is the labor force as a percent of the population, and the *employment-population ratio* is the employed as a percent of the population.

**Establishment survey.** The sample establishments are drawn from private nonfarm businesses such as factories, offices, and stores, as well as Federal, State, and local government entities. *Employees on nonfarm payrolls* are those who received pay for any part of the reference pay period, including persons on paid leave. Persons are counted in each job they hold. *Hours and earnings* data are for private businesses and relate only to production workers in the goods-producing sector and nonsupervisory workers in the service-producing sector.

**Differences in employment estimates.** The numerous conceptual and methodological differences between the household and establishment surveys result in important distinctions in the employment estimates derived from the surveys. Among these are:

- The household survey includes agricultural workers, the self-employed, unpaid family workers, and private household workers among the employed. These groups are excluded from the establishment survey.
- The household survey includes people on unpaid leave among the employed. The establishment survey does not.
- The household survey is limited to workers 16 years of age and older. The establishment survey is not limited by age.
- The household survey has no duplication of individuals, because individuals are counted only once, even if they hold more than one job. In the establishment survey, employees working at more than one job and thus appearing on more than one payroll would be counted separately for each appearance.

Other differences between the two surveys are described in "Comparing Employment Estimates from Household and Payroll Surveys," which may be obtained from BLS upon request.

## Seasonal adjustment

Over the course of a year, the size of the nation's labor force and the levels of employment and unemployment undergo sharp fluctuations due to such seasonal events as changes in weather, reduced or expanded production, harvests, major holidays, and the opening and closing of schools. The effect of such seasonal variation can be very large; seasonal fluctuations may account for as much as 95 percent of the month-to-month changes in unemployment.

Because these seasonal events follow a more or less regular pattern each year, their influence on statistical trends can be eliminated by adjusting the statistics from month to month. These adjustments make nonseasonal developments, such as declines in economic activity or increases in the participation of women in the labor force, easier to spot. For example, the large number of youth entering the labor force each June is likely to obscure any other changes that have taken place relative to May, making it difficult to determine if the level of economic activity has risen or declined. However, because the effect of students finishing school in previous years is known, the statistics for the current year can be adjusted to allow for a comparable change. Insofar as the seasonal adjustment is made correctly, the adjusted figure provides a more useful tool with which to analyze changes in economic activity.

In both the household and establishment surveys, most seasonally adjusted series are independently adjusted. However, the adjusted series for many major estimates, such as total payroll employment, employment in most major industry divisions, total employment, and unemployment are computed by aggregating independently adjusted component series. For example, total unemployment is derived by summing the adjusted series for four major age-sex components; this differs from the unemployment estimate that would be obtained by directly adjusting the total or by combining the duration, reasons, or more detailed age categories.

The numerical factors used to make the seasonal adjustments are recalculated twice a year. For the household survey, the factors are calculated for the January-June period and again for the July-December period. For the establishment survey, updated factors for seasonal adjustment are calculated for the May-October period and introduced along with new benchmarks, and again for the November-April period. In both surveys, revisions to historical data are made once a year.

## Reliability of the estimates

Statistics based on the household and establishment surveys are subject to both sampling and nonsampling error. When a sample rather than the entire population is surveyed, there is a chance that the sample estimates may differ from the "true" population values they represent. The exact difference, or *sampling error*, varies depending on the particular sample selected, and this variability is measured by the standard error of the estimate. There is about a 90-percent chance, or level of confidence, that an estimate based on a sample will differ by no more than 1.6 standard errors from the "true" population value because of sampling error. BLS analyses are generally conducted at the 90-percent level of confidence.

For example, the confidence interval for the monthly change in total employment from the household survey is on the order of plus or minus 359,000. Suppose the estimate of total employment increases by 100,000 from one month to the next. The 90-percent confidence interval on the monthly change would range from -259,000 to 459,000 (100,000 +/- 359,000). These figures do not mean that the sample results are off by these magnitudes, but rather that there is about a 90-percent chance that the "true" over-the-month change lies within this interval. Since this range includes values of less than zero, we could not say with confidence that employment had, in fact, increased. If, however, the reported employment rise was half a million, then all of the values within the 90-percent confidence interval would be greater than zero. In this case, it is likely (at least a 90-percent chance) that an employment rise had, in fact, occurred. The 90-percent confidence interval for the monthly change in unemployment is +/- 256,000, and for the monthly change in the unemployment rate it is +/- .22 percentage point.

In general, estimates involving many individuals or establishments have lower standard errors (relative to the size of the estimate) than estimates which are based on a small number of observations. The precision of estimates is also improved when the data are cumulated over time such as for quarterly and annual averages. The seasonal adjustment process can also improve the stability of the monthly estimates.

The household and establishment surveys are also affected by *nonsampling error*. Nonsampling errors can occur for many reasons, including the failure to sample a segment of the population, inability to obtain information for all respondents in the sample, inability or unwillingness of respondents to provide correct information on a timely basis, mistakes made by respondents, and errors made in the collection or processing of the data.

For example, in the establishment survey, estimates for the most recent 2 months are based on substantially incomplete returns; for this reason, these estimates are labeled preliminary in the tables. It is only after two successive revisions to a monthly estimate, when nearly all sample reports have been received, that the estimate is considered final.

Another major source of nonsampling error in the establishment survey is the inability to capture, on a timely basis, employment generated by new firms. To correct for this systematic underestimation of employment growth (and other sources of error), a process known as bias adjustment is included in the survey's estimating procedures, whereby a specified number of jobs is added to the monthly sample-based change. The size of the monthly bias adjustment is based largely on past relationships between the sample-based estimates of employment and the total counts of employment described below.

The sample-based estimates from the establishment survey are adjusted once a year (on a lagged basis) to universe counts of payroll employment obtained from administrative records of the unemployment insurance program. The difference between the March sample-based employment estimates and the March universe counts is known as a benchmark revision, and serves as a rough proxy for total survey error. The new benchmarks also incorporate changes in the classification of industries. Over the past decade, the benchmark revision for total nonfarm employment has averaged 0.2 percent, ranging from zero to 0.6 percent.

## Additional statistics and other information

More comprehensive statistics are contained in *Employment and Earnings*, published each month by BLS. It is available for $13.00 per issue or $31.00 per year from the U.S. Government Printing Office, Washington, DC 20402. All orders must be prepaid by sending a check or money order payable to the Superintendent of Documents, or by charging to Mastercard or Visa.

*Employment and Earnings* also provides measures of sampling error for the household survey data published in this release. For unemployment and other labor force categories, these measures appear in tables 1-B through 1-H of its "Explanatory Notes." Measures of the reliability of the data drawn from the establishment survey and the actual amounts of revision due to benchmark adjustments are provided in tables 2-B through 2-G of that publication.

Information in this release will be made available to sensory impaired individuals upon request. Voice phone: 202-606-STAT; TDD phone: 202-606-5897; TDD message referral phone: 1-800-326-2577.

**Table A-1. Employment status of the civilian population by sex and age**

(Numbers in thousands)

| Employment status, sex, and age | Not seasonally adjusted | | | Seasonally adjusted[1] | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| | Nov. 1994 | Oct. 1995 | Nov. 1995 | Nov. 1994 | July 1995 | Aug. 1995 | Sept. 1995 | Oct. 1995 | Nov. 1995 |
| **TOTAL** | | | | | | | | | |
| Civilian noninstitutional population | 197,807 | 199,192 | 199,355 | 197,807 | 198,615 | 198,801 | 199,005 | 199,192 | 199,355 |
| Civilian labor force | 131,869 | 132,863 | 132,622 | 131,718 | 132,518 | 132,211 | 132,591 | 132,648 | 132,442 |
| Participation rate | 66.7 | 66.7 | 66.5 | 66.7 | 66.7 | 66.5 | 66.6 | 66.6 | 66.4 |
| Employed | 124,896 | 125,979 | 125,599 | 124,403 | 124,959 | 124,779 | 125,140 | 125,399 | 125,010 |
| Employment-population ratio | 63.2 | 63.2 | 63.0 | 63.0 | 62.9 | 62.8 | 62.9 | 63.0 | 62.7 |
| Agriculture | 3,480 | 3,479 | 3,242 | 3,500 | 3,409 | 3,362 | 3,273 | 3,455 | 3,276 |
| Nonagricultural industries | 121,416 | 122,500 | 122,357 | 120,903 | 121,550 | 121,417 | 121,867 | 121,944 | 121,734 |
| Unemployed | 6,973 | 6,884 | 7,024 | 7,315 | 7,559 | 7,431 | 7,451 | 7,249 | 7,432 |
| Unemployment rate | 5.3 | 5.2 | 5.3 | 5.6 | 5.7 | 5.6 | 5.6 | 5.5 | 5.6 |
| Not in labor force | 65,738 | 66,329 | 66,733 | 65,889 | 66,096 | 66,590 | 66,414 | 66,544 | 66,913 |
| **Men, 16 years and over** | | | | | | | | | |
| Civilian noninstitutional population | 94,768 | 95,492 | 95,580 | 94,768 | 95,191 | 95,287 | 95,397 | 95,492 | 95,580 |
| Civilian labor force | 71,013 | 71,324 | 71,015 | 71,168 | 71,338 | 71,109 | 71,437 | 71,291 | 71,156 |
| Participation rate | 74.9 | 74.7 | 74.3 | 75.1 | 74.9 | 74.6 | 74.9 | 74.7 | 74.4 |
| Employed | 67,313 | 67,850 | 67,219 | 67,244 | 67,383 | 67,108 | 67,408 | 67,494 | 67,090 |
| Employment-population ratio | 71.0 | 71.1 | 70.3 | 71.0 | 70.8 | 70.4 | 70.7 | 70.7 | 70.2 |
| Unemployed | 3,700 | 3,474 | 3,796 | 3,924 | 3,955 | 4,001 | 4,029 | 3,797 | 4,065 |
| Unemployment rate | 5.2 | 4.9 | 5.3 | 5.5 | 5.5 | 5.6 | 5.6 | 5.3 | 5.7 |
| **Men, 20 years and over** | | | | | | | | | |
| Civilian noninstitutional population | 87,529 | 88,027 | 88,046 | 87,529 | 87,818 | 87,905 | 87,940 | 88,027 | 88,046 |
| Civilian labor force | 67,364 | 67,473 | 67,203 | 67,345 | 67,258 | 67,077 | 67,343 | 67,251 | 67,138 |
| Participation rate | 77.0 | 76.7 | 76.3 | 76.9 | 76.6 | 76.3 | 76.6 | 76.4 | 76.3 |
| Employed | 64,239 | 64,711 | 64,103 | 64,051 | 64,066 | 63,871 | 64,061 | 64,243 | 63,837 |
| Employment-population ratio | 73.4 | 73.5 | 72.8 | 73.2 | 73.0 | 72.7 | 72.8 | 73.0 | 72.5 |
| Agriculture | 2,402 | 2,398 | 2,243 | 2,377 | 2,327 | 2,288 | 2,266 | 2,363 | 2,223 |
| Nonagricultural industries | 61,837 | 62,313 | 61,860 | 61,674 | 61,739 | 61,583 | 61,795 | 61,880 | 61,614 |
| Unemployed | 3,125 | 2,762 | 3,100 | 3,294 | 3,192 | 3,206 | 3,282 | 3,008 | 3,301 |
| Unemployment rate | 4.6 | 4.1 | 4.6 | 4.9 | 4.7 | 4.8 | 4.9 | 4.5 | 4.9 |
| **Women, 16 years and over** | | | | | | | | | |
| Civilian noninstitutional population | 102,839 | 103,700 | 103,775 | 102,839 | 103,424 | 103,514 | 103,608 | 103,700 | 103,775 |
| Civilian labor force | 60,856 | 61,539 | 61,608 | 60,550 | 61,180 | 61,102 | 61,154 | 61,357 | 61,288 |
| Participation rate | 59.2 | 59.3 | 59.4 | 58.9 | 59.2 | 59.0 | 59.0 | 59.2 | 59.1 |
| Employed | 57,584 | 58,129 | 58,380 | 57,159 | 57,576 | 57,672 | 57,732 | 57,905 | 57,920 |
| Employment-population ratio | 56.0 | 56.1 | 56.3 | 55.6 | 55.7 | 55.7 | 55.7 | 55.8 | 55.8 |
| Unemployed | 3,272 | 3,410 | 3,228 | 3,391 | 3,604 | 3,430 | 3,422 | 3,452 | 3,367 |
| Unemployment rate | 5.4 | 5.5 | 5.2 | 5.6 | 5.9 | 5.6 | 5.6 | 5.6 | 5.5 |
| **Women, 20 years and over** | | | | | | | | | |
| Civilian noninstitutional population | 95,821 | 96,487 | 96,555 | 95,821 | 96,265 | 96,327 | 96,408 | 96,487 | 96,555 |
| Civilian labor force | 57,444 | 57,978 | 58,026 | 56,984 | 57,471 | 57,346 | 57,392 | 57,618 | 57,527 |
| Participation rate | 59.9 | 60.1 | 60.1 | 59.5 | 59.7 | 59.5 | 59.5 | 59.7 | 59.6 |
| Employed | 54,667 | 55,113 | 55,374 | 54,129 | 54,519 | 54,498 | 54,600 | 54,710 | 54,790 |
| Employment-population ratio | 57.1 | 57.1 | 57.3 | 56.5 | 56.6 | 56.6 | 56.6 | 56.7 | 56.7 |
| Agriculture | 844 | 847 | 790 | 850 | 787 | 809 | 753 | 821 | 800 |
| Nonagricultural industries | 53,823 | 54,266 | 54,584 | 53,279 | 53,732 | 53,688 | 53,847 | 53,889 | 53,990 |
| Unemployed | 2,776 | 2,864 | 2,652 | 2,855 | 2,952 | 2,849 | 2,792 | 2,908 | 2,737 |
| Unemployment rate | 4.8 | 4.9 | 4.6 | 5.0 | 5.1 | 5.0 | 4.9 | 5.0 | 4.8 |
| **Both sexes, 16 to 19 years** | | | | | | | | | |
| Civilian noninstitutional population | 14,257 | 14,678 | 14,754 | 14,257 | 14,531 | 14,569 | 14,657 | 14,678 | 14,754 |
| Civilian labor force | 7,061 | 7,412 | 7,393 | 7,389 | 7,790 | 7,787 | 7,856 | 7,779 | 7,778 |
| Participation rate | 49.5 | 50.5 | 50.1 | 51.8 | 53.6 | 53.5 | 53.6 | 53.0 | 52.7 |
| Employed | 5,990 | 6,154 | 6,121 | 6,223 | 6,375 | 6,411 | 6,479 | 6,446 | 6,384 |
| Employment-population ratio | 42.0 | 41.9 | 41.5 | 43.6 | 43.9 | 44.0 | 44.2 | 43.9 | 43.3 |
| Agriculture | 234 | 233 | 209 | 273 | 295 | 265 | 253 | 272 | 254 |
| Nonagricultural industries | 5,756 | 5,920 | 5,913 | 5,950 | 6,080 | 6,146 | 6,225 | 6,174 | 6,130 |
| Unemployed | 1,071 | 1,258 | 1,272 | 1,166 | 1,415 | 1,377 | 1,378 | 1,332 | 1,394 |
| Unemployment rate | 15.2 | 17.0 | 17.2 | 15.8 | 18.2 | 17.7 | 17.5 | 17.1 | 17.9 |

[1] The population figures are not adjusted for seasonal variation; therefore, identical numbers appear in the unadjusted and seasonally adjusted columns.

**Table A-2. Employment status of the civilian population by race, sex, age, and Hispanic origin — Continued**

(Numbers in thousands)

| Employment status, race, sex, age, and Hispanic origin | Not seasonally adjusted | | | Seasonally adjusted[1] | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| | Nov. 1994 | Oct. 1995 | Nov. 1995 | Nov. 1994 | July 1995 | Aug. 1995 | Sept. 1995 | Oct. 1995 | Nov. 1995 |
| **HISPANIC ORIGIN** | | | | | | | | | |
| Civilian noninstitutional population | 18,339 | 18,800 | 18,845 | 18,339 | 18,653 | 18,702 | 18,752 | 18,800 | 18,845 |
| Civilian labor force | 12,215 | 12,504 | 12,369 | 12,324 | 12,323 | 12,383 | 12,456 | 12,504 | 12,437 |
| Participation rate | 66.6 | 66.5 | 65.6 | 67.2 | 66.1 | 66.2 | 66.4 | 66.5 | 66.0 |
| Employed | 11,160 | 11,378 | 11,246 | 11,236 | 11,235 | 11,158 | 11,351 | 11,333 | 11,269 |
| Employment-population ratio | 60.9 | 60.5 | 59.7 | 61.3 | 60.2 | 59.7 | 60.5 | 60.3 | 59.8 |
| Unemployed | 1,055 | 1,126 | 1,123 | 1,088 | 1,088 | 1,225 | 1,105 | 1,171 | 1,168 |
| Unemployment rate | 8.6 | 9.0 | 9.1 | 8.8 | 8.8 | 9.9 | 8.9 | 9.4 | 9.4 |

[1] The population figures are not adjusted for seasonal variation; therefore, identical numbers appear in the unadjusted and seasonally adjusted columns.

NOTE: Detail for the above race and Hispanic-origin groups will not sum to totals because data for the "other races" group are not presented and Hispanics are included in both the white and black population groups.

**Table A-3. Selected employment indicators**

(Numbers in thousands)

| Category | Not seasonally adjusted | | | Seasonally adjusted | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| | Nov. 1994 | Oct. 1995 | Nov. 1995 | Nov. 1994 | July 1995 | Aug. 1995 | Sept. 1995 | Oct. 1995 | Nov. 1995 |
| **CHARACTERISTIC** | | | | | | | | | |
| Total employed, 16 years and over | 124,896 | 125,979 | 125,599 | 124,403 | 124,959 | 124,779 | 125,140 | 125,399 | 125,010 |
| Married men, spouse present | 41,672 | 42,647 | 42,133 | 41,530 | 42,137 | 42,060 | 42,257 | 42,393 | 42,049 |
| Married women, spouse present | 32,161 | 32,460 | 32,562 | 31,775 | 32,309 | 32,228 | 32,175 | 32,234 | 32,176 |
| Women who maintain families | 7,159 | 7,126 | 7,317 | 7,141 | 7,081 | 7,268 | 7,100 | 7,055 | 7,295 |
| **OCCUPATION** | | | | | | | | | |
| Managerial and professional specialty | 34,646 | 36,031 | 35,986 | 34,382 | 35,692 | 35,775 | 35,602 | 35,827 | 35,730 |
| Technical, sales, and administrative support | 37,779 | 37,327 | 37,484 | 37,767 | 37,860 | 37,435 | 37,606 | 37,364 | 37,334 |
| Service occupations | 16,754 | 16,879 | 16,757 | 16,893 | 16,759 | 17,025 | 16,818 | 17,084 | 16,909 |
| Precision production, craft, and repair | 13,868 | 13,665 | 13,526 | 13,615 | 13,433 | 13,296 | 13,506 | 13,463 | 13,274 |
| Operators, fabricators, and laborers | 18,245 | 18,336 | 18,395 | 18,056 | 17,746 | 17,758 | 17,974 | 17,995 | 18,264 |
| Farming, forestry, and fishing | 3,605 | 3,740 | 3,452 | 3,727 | 3,561 | 3,511 | 3,567 | 3,699 | 3,581 |
| **CLASS OF WORKER** | | | | | | | | | |
| Agriculture: | | | | | | | | | |
| Wage and salary workers | 1,768 | 1,877 | 1,715 | 1,767 | 1,832 | 1,772 | 1,744 | 1,844 | 1,743 |
| Self-employed workers | 1,664 | 1,557 | 1,494 | 1,677 | 1,551 | 1,542 | 1,491 | 1,541 | 1,500 |
| Unpaid family workers | 48 | 44 | 33 | 48 | 45 | 45 | 43 | 48 | 34 |
| Nonagricultural industries: | | | | | | | | | |
| Wage and salary workers | 112,315 | 113,374 | 113,374 | 111,770 | 112,331 | 112,350 | 112,674 | 112,950 | 112,802 |
| Government | 18,528 | 18,394 | 18,441 | 18,357 | 18,358 | 18,328 | 18,196 | 18,193 | 18,295 |
| Private industries | 93,788 | 94,980 | 94,933 | 93,413 | 93,973 | 94,023 | 94,478 | 94,758 | 94,507 |
| Private households | 964 | 958 | 953 | 999 | 887 | 886 | 982 | 980 | 994 |
| Other industries | 92,824 | 94,022 | 93,980 | 92,414 | 93,086 | 93,138 | 93,495 | 93,778 | 93,513 |
| Self-employed workers | 8,986 | 9,023 | 8,884 | 8,915 | 9,098 | 8,869 | 9,017 | 8,943 | 8,822 |
| Unpaid family workers | 115 | 103 | 99 | 120 | 103 | 103 | 121 | 100 | 104 |
| **PERSONS AT WORK PART TIME** | | | | | | | | | |
| All industries: | | | | | | | | | |
| Part time for economic reasons | 4,368 | 4,092 | 4,335 | 4,411 | 4,402 | 4,526 | 4,589 | 4,400 | 4,410 |
| Slack work or business conditions | 2,374 | 2,324 | 2,489 | 2,394 | 2,497 | 2,586 | 2,535 | 2,515 | 2,519 |
| Could only find part-time work | 1,688 | 1,504 | 1,591 | 1,736 | 1,672 | 1,567 | 1,738 | 1,636 | 1,647 |
| Part time for noneconomic reasons | 19,284 | 18,673 | 18,698 | 17,756 | 18,299 | 18,113 | 17,959 | 17,683 | 17,265 |
| Nonagricultural industries: | | | | | | | | | |
| Part time for economic reasons | 4,156 | 3,923 | 4,165 | 4,248 | 4,234 | 4,318 | 4,451 | 4,255 | 4,272 |
| Slack work or business conditions | 2,250 | 2,221 | 2,382 | 2,282 | 2,385 | 2,448 | 2,432 | 2,441 | 2,418 |
| Could only find part-time work | 1,641 | 1,457 | 1,574 | 1,689 | 1,613 | 1,533 | 1,716 | 1,582 | 1,631 |
| Part time for noneconomic reasons | 18,634 | 18,016 | 18,113 | 17,101 | 17,660 | 17,473 | 17,389 | 17,044 | 16,648 |

NOTE: Persons at work excludes employed persons who were absent from their jobs during the entire reference week for reasons such as vacation, illness, or industrial dispute. Part time for noneconomic reasons excludes persons who usually work full time but worked only 1 to 34 hours during the reference week for reasons such as holidays, illness, and bad weather.

**Table A-4. Selected unemployment indicators, seasonally adjusted**

| Category | Number of unemployed persons (in thousands) | | | Unemployment rates[1] | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| | Nov. 1994 | Oct. 1995 | Nov. 1995 | Nov. 1994 | July 1995 | Aug. 1995 | Sept. 1995 | Oct. 1995 | Nov. 1995 |
| **CHARACTERISTIC** | | | | | | | | | |
| Total, 16 years and over | 7,315 | 7,249 | 7,432 | 5.6 | 5.7 | 5.6 | 5.6 | 5.5 | 5.6 |
| Men, 20 years and over | 3,294 | 3,008 | 3,301 | 4.9 | 4.7 | 4.8 | 4.9 | 4.5 | 4.9 |
| Women, 20 years and over | 2,855 | 2,908 | 2,737 | 5.0 | 5.1 | 5.0 | 4.9 | 5.0 | 4.8 |
| Both sexes, 16 to 19 years | 1,166 | 1,332 | 1,394 | 15.6 | 18.2 | 17.7 | 17.5 | 17.1 | 17.9 |
| Married men, spouse present | 1,393 | 1,369 | 1,428 | 3.2 | 3.4 | 3.3 | 3.5 | 3.1 | 3.3 |
| Married women, spouse present | 1,278 | 1,303 | 1,256 | 3.9 | 4.1 | 4.1 | 3.9 | 3.9 | 3.8 |
| Women who maintain families | 680 | 609 | 610 | 8.7 | 8.5 | 7.0 | 8.0 | 7.9 | 7.7 |
| Full-time workers | 5,987 | 5,824 | 6,018 | 5.6 | 5.5 | 5.6 | 5.6 | 5.4 | 5.6 |
| Part-time workers | 1,342 | 1,438 | 1,436 | 5.4 | 6.6 | 5.9 | 5.9 | 5.8 | 5.9 |
| **OCCUPATION[2]** | | | | | | | | | |
| Managerial and professional specialty | 849 | 849 | 942 | 2.4 | 2.6 | 2.6 | 2.4 | 2.3 | 2.6 |
| Technical, sales, and administrative support | 1,824 | 1,759 | 1,604 | 4.6 | 4.4 | 4.2 | 4.5 | 4.5 | 4.1 |
| Precision production, craft, and repair | 814 | 854 | 953 | 5.6 | 6.6 | 6.6 | 6.1 | 6.0 | 6.7 |
| Operators, fabricators, and laborers | 1,634 | 1,540 | 1,660 | 8.3 | 8.4 | 8.5 | 8.4 | 7.9 | 8.3 |
| Farming, forestry, and fishing | 303 | 335 | 300 | 7.5 | 7.6 | 6.6 | 7.1 | 8.3 | 7.7 |
| **INDUSTRY** | | | | | | | | | |
| Nonagricultural private wage and salary workers | 5,826 | 5,719 | 5,789 | 5.9 | 5.9 | 5.8 | 5.9 | 5.7 | 5.8 |
| Goods-producing industries | 1,753 | 1,803 | 1,949 | 6.3 | 6.5 | 6.5 | 6.6 | 6.4 | 6.9 |
| Mining | 31 | 54 | 42 | 4.5 | 3.4 | 4.1 | 3.3 | 8.8 | 7.1 |
| Construction | 674 | 755 | 774 | 10.7 | 10.9 | 12.2 | 12.7 | 11.7 | 12.2 |
| Manufacturing | 1,048 | 994 | 1,134 | 5.1 | 5.2 | 4.8 | 4.8 | 4.7 | 5.3 |
| Durable goods | 518 | 533 | 600 | 4.3 | 4.8 | 4.0 | 4.0 | 4.2 | 4.8 |
| Nondurable goods | 530 | 461 | 533 | 6.0 | 5.8 | 5.9 | 5.9 | 5.3 | 6.1 |
| Service-producing industries | 4,075 | 3,916 | 3,839 | 5.7 | 5.7 | 5.6 | 5.6 | 5.4 | 5.3 |
| Transportation and public utilities | 325 | 297 | 278 | 4.6 | 4.7 | 4.4 | 4.5 | 4.2 | 4.0 |
| Wholesale and retail trade | 1,815 | 1,625 | 1,625 | 7.0 | 6.6 | 6.4 | 7.2 | 6.3 | 6.2 |
| Finance, insurance, and real estate | 270 | 240 | 197 | 3.6 | 3.5 | 3.4 | 2.9 | 3.3 | 2.8 |
| Services | 1,665 | 1,753 | 1,740 | 5.4 | 5.8 | 5.7 | 5.1 | 5.5 | 5.5 |
| Government workers | 507 | 530 | 564 | 2.7 | 2.8 | 3.0 | 2.7 | 2.8 | 3.0 |
| Agricultural wage and salary workers | 204 | 257 | 233 | 10.4 | 9.7 | 8.3 | 11.6 | 12.2 | 11.8 |

[1] Unemployment as a percent of the civilian labor force.

[2] Seasonally adjusted unemployment data for service occupations are not available because the seasonal component, which is small relative to the trend-cycle and irregular components, cannot be separated with sufficient precision.

**Table A-5. Duration of unemployment**

(Numbers in thousands)

| Duration | Not seasonally adjusted | | | Seasonally adjusted | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| | Nov. 1994 | Oct. 1995 | Nov. 1995 | Nov. 1994 | July 1995 | Aug. 1995 | Sept. 1995 | Oct. 1995 | Nov. 1995 |
| **NUMBER OF UNEMPLOYED** | | | | | | | | | |
| Less than 5 weeks | 2,467 | 2,529 | 2,629 | 2,599 | 2,600 | 2,713 | 2,868 | 2,740 | 2,812 |
| 5 to 14 weeks | 2,063 | 2,257 | 2,247 | 2,163 | 2,621 | 2,434 | 2,272 | 2,348 | 2,376 |
| 15 weeks and over | 2,443 | 2,099 | 2,147 | 2,661 | 2,319 | 2,380 | 2,352 | 2,296 | 2,297 |
| 15 to 26 weeks | 1,068 | 952 | 969 | 1,187 | 1,023 | 1,150 | 1,071 | 1,068 | 1,048 |
| 27 weeks and over | 1,374 | 1,147 | 1,179 | 1,474 | 1,297 | 1,230 | 1,281 | 1,228 | 1,249 |
| Average (mean) duration, in weeks | 17.9 | 16.2 | 16.3 | 18.2 | 16.5 | 16.3 | 16.3 | 16.2 | 16.5 |
| Median duration, in weeks | 8.7 | 7.9 | 7.7 | 9.1 | 9.1 | 8.7 | 8.0 | 8.1 | 7.9 |
| **PERCENT DISTRIBUTION** | | | | | | | | | |
| Total unemployed | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| Less than 5 weeks | 35.4 | 36.7 | 37.4 | 35.0 | 34.5 | 36.0 | 38.3 | 37.1 | 37.6 |
| 5 to 14 weeks | 29.6 | 32.8 | 32.0 | 29.1 | 34.8 | 32.3 | 30.3 | 31.8 | 31.7 |
| 15 weeks and over | 35.0 | 30.5 | 30.6 | 35.8 | 30.8 | 31.6 | 31.4 | 31.1 | 30.7 |
| 15 to 26 weeks | 15.3 | 13.8 | 13.8 | 16.0 | 13.6 | 15.3 | 14.3 | 14.5 | 14.0 |
| 27 weeks and over | 19.7 | 16.7 | 16.8 | 19.9 | 17.2 | 16.3 | 17.1 | 16.6 | 16.7 |

**Table A-6. Reason for unemployment**

(Numbers in thousands)

| Reason | Not seasonally adjusted | | | Seasonally adjusted | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| | Nov. 1994 | Oct. 1995 | Nov. 1995 | Nov. 1994 | July 1995 | Aug. 1995 | Sept. 1995 | Oct. 1995 | Nov. 1995 |
| **NUMBER OF UNEMPLOYED** | | | | | | | | | |
| Job losers and persons who completed temporary jobs | 3,366 | 3,104 | 3,355 | 3,496 | 3,615 | 3,426 | 3,367 | 3,452 | 3,518 |
| On temporary layoff | 803 | 719 | 935 | 881 | 1,184 | 1,036 | 874 | 972 | 1,062 |
| Not on temporary layoff | 2,563 | 2,384 | 2,419 | 2,614 | 2,431 | 2,390 | 2,492 | 2,480 | 2,455 |
| Permanent job losers | 1,801 | 1,686 | 1,661 | (1) | (1) | (1) | (1) | (1) | (1) |
| Persons who completed temporary jobs | 762 | 698 | 758 | (1) | (1) | (1) | (1) | (1) | (1) |
| Job leavers | 714 | 799 | 842 | 710 | 832 | 871 | 887 | 753 | 856 |
| Reentrants | 2,407 | 2,490 | 2,349 | 2,575 | 2,593 | 2,537 | 2,578 | 2,502 | 2,509 |
| New entrants | 486 | 492 | 478 | 578 | 571 | 574 | 614 | 550 | 573 |
| **PERCENT DISTRIBUTION** | | | | | | | | | |
| Total unemployed | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| Job losers and persons who completed temporary jobs | 48.3 | 45.1 | 47.8 | 47.5 | 47.5 | 46.2 | 45.2 | 47.6 | 47.2 |
| On temporary layoff | 11.5 | 10.5 | 13.3 | 12.0 | 15.6 | 14.0 | 11.7 | 13.4 | 14.2 |
| Not on temporary layoff | 36.8 | 34.6 | 34.4 | 35.5 | 31.9 | 32.3 | 33.5 | 34.2 | 32.9 |
| Job leavers | 10.2 | 11.6 | 12.0 | 9.6 | 10.9 | 11.8 | 11.9 | 10.4 | 11.5 |
| Reentrants | 34.5 | 36.2 | 33.4 | 35.0 | 34.1 | 34.2 | 34.6 | 34.5 | 33.7 |
| New entrants | 7.0 | 7.1 | 6.8 | 7.9 | 7.5 | 7.8 | 8.3 | 7.6 | 7.7 |
| **UNEMPLOYED AS A PERCENT OF THE CIVILIAN LABOR FORCE** | | | | | | | | | |
| Job losers and persons who completed temporary jobs | 2.6 | 2.3 | 2.5 | 2.7 | 2.7 | 2.6 | 2.5 | 2.6 | 2.7 |
| Job leavers | .5 | .6 | .6 | .5 | .6 | .7 | .7 | .6 | .6 |
| Reentrants | 1.8 | 1.9 | 1.8 | 2.0 | 2.0 | 1.9 | 1.9 | 1.9 | 1.9 |
| New entrants | .4 | .4 | .4 | .4 | .4 | .4 | .5 | .4 | .4 |

[1] Not available.

**Table A-7. Unemployed persons by sex and age, seasonally adjusted**

| Age and sex | Number of unemployed persons (in thousands) | | | Unemployment rates[1] | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| | Nov. 1994 | Oct. 1995 | Nov. 1995 | Nov. 1994 | July 1995 | Aug. 1995 | Sept. 1995 | Oct. 1995 | Nov. 1995 |
| Total, 16 years and over | 7,315 | 7,249 | 7,432 | 5.6 | 5.7 | 5.6 | 5.6 | 5.5 | 5.6 |
| 16 to 24 years | 2,450 | 2,604 | 2,551 | 11.4 | 12.5 | 12.7 | 12.8 | 12.3 | 12.1 |
| 16 to 19 years | 1,166 | 1,332 | 1,394 | 15.8 | 18.2 | 17.7 | 17.5 | 17.1 | 17.9 |
| 16 to 17 years | 539 | 652 | 628 | 17.2 | 21.4 | 21.2 | 19.8 | 20.3 | 19.8 |
| 18 to 19 years | 624 | 678 | 767 | 14.7 | 15.4 | 15.0 | 15.8 | 14.9 | 16.7 |
| 20 to 24 years | 1,284 | 1,272 | 1,157 | 9.1 | 9.3 | 9.9 | 10.1 | 9.5 | 8.7 |
| 25 years and over | 4,926 | 4,674 | 4,912 | 4.5 | 4.3 | 4.3 | 4.3 | 4.2 | 4.4 |
| 25 to 54 years | 4,297 | 4,136 | 4,275 | 4.5 | 4.5 | 4.4 | 4.4 | 4.3 | 4.5 |
| 55 years and over | 615 | 549 | 608 | 3.9 | 3.9 | 3.8 | 3.6 | 3.4 | 3.8 |
| Men, 16 years and over | 3,924 | 3,797 | 4,065 | 5.5 | 5.5 | 5.6 | 5.6 | 5.3 | 5.7 |
| 16 to 24 years | 1,346 | 1,451 | 1,421 | 11.8 | 12.5 | 13.8 | 12.9 | 13.0 | 12.7 |
| 16 to 19 years | 630 | 788 | 764 | 16.5 | 18.7 | 19.7 | 18.3 | 19.5 | 19.0 |
| 16 to 17 years | 271 | 357 | 353 | 16.5 | 21.9 | 23.1 | 20.2 | 21.6 | 22.0 |
| 18 to 19 years | 361 | 426 | 420 | 16.5 | 15.9 | 17.0 | 16.8 | 17.9 | 17.4 |
| 20 to 24 years | 716 | 662 | 657 | 9.5 | 9.0 | 10.5 | 9.8 | 9.3 | 9.2 |
| 25 years and over | 2,626 | 2,373 | 2,674 | 4.4 | 4.2 | 4.2 | 4.3 | 3.9 | 4.5 |
| 25 to 54 years | 2,249 | 2,075 | 2,314 | 4.4 | 4.3 | 4.3 | 4.3 | 4.0 | 4.5 |
| 55 years and over | 349 | 287 | 331 | 4.0 | 3.9 | 3.6 | 4.0 | 3.2 | 3.7 |
| Women, 16 years and over | 3,391 | 3,452 | 3,367 | 5.6 | 5.9 | 5.6 | 5.6 | 5.6 | 5.5 |
| 16 to 24 years | 1,104 | 1,153 | 1,130 | 10.9 | 12.6 | 11.5 | 12.8 | 11.5 | 11.3 |
| 16 to 19 years | 536 | 544 | 630 | 15.0 | 17.6 | 15.5 | 16.8 | 14.5 | 16.8 |
| 16 to 17 years | 268 | 295 | 275 | 17.9 | 21.0 | 19.2 | 19.3 | 19.0 | 17.6 |
| 18 to 19 years | 263 | 252 | 347 | 12.8 | 14.9 | 12.8 | 14.8 | 11.6 | 15.9 |
| 20 to 24 years | 568 | 609 | 500 | 8.7 | 9.7 | 9.2 | 10.4 | 9.7 | 8.0 |
| 25 years and over | 2,300 | 2,301 | 2,238 | 4.6 | 4.6 | 4.4 | 4.2 | 4.5 | 4.4 |
| 25 to 54 years | 2,048 | 2,061 | 1,961 | 4.7 | 4.6 | 4.5 | 4.4 | 4.7 | 4.4 |
| 55 years and over | 266 | 262 | 277 | 3.8 | 3.9 | 4.1 | 3.0 | 3.7 | 4.0 |

[1] Unemployment as a percent of the civilian labor force.

**Table A-8. Persons not in the labor force and multiple jobholders by sex, not seasonally adjusted**

(In thousands)

| Category | Total | | Men | | Women | |
|---|---|---|---|---|---|---|
| | Nov. 1994 | Nov. 1995 | Nov. 1994 | Nov. 1995 | Nov. 1994 | Nov. 1995 |
| **NOT IN THE LABOR FORCE** | | | | | | |
| Total not in the labor force | 65,738 | 66,733 | 23,755 | 24,565 | 41,983 | 42,167 |
| Persons who currently want a job | 5,411 | 5,140 | 2,151 | 2,194 | 3,260 | 2,946 |
| Searched for work and available to work now[1] | 1,674 | 1,542 | 818 | 724 | 855 | 818 |
| Reason not currently looking: | | | | | | |
| Discouragement over job prospects[2] | 447 | 401 | 277 | 240 | 171 | 161 |
| Reasons other than discouragement[3] | 1,226 | 1,141 | 542 | 483 | 685 | 657 |
| **MULTIPLE JOBHOLDERS** | | | | | | |
| Total multiple jobholders[4] | 7,475 | 7,617 | 4,068 | 4,045 | 3,407 | 3,572 |
| Percent of total employed | 6.0 | 6.1 | 6.0 | 6.0 | 5.9 | 6.1 |
| Primary job full time, secondary job part time | 4,384 | 4,350 | 2,685 | 2,567 | 1,700 | 1,783 |
| Primary and secondary jobs both part time | 1,702 | 1,726 | 537 | 561 | 1,165 | 1,165 |
| Primary and secondary jobs both full time | 241 | 217 | 174 | 144 | 67 | 73 |
| Hours vary on primary or secondary job | 1,103 | 1,298 | 649 | 757 | 454 | 541 |

[1] Data refer to persons who have searched for work during the prior 12 months and were available to take a job during the reference week.

[2] Includes thinks no work available, could not find work, lacks schooling or training, employer thinks too young or old, and other types of discrimination.

[3] Includes those who did not actively look for work in the prior 4 weeks for such reasons as child-care and transportation problems, as well as a small number for which reason for nonparticipation was not determined.

[4] Includes persons who work part time on their primary job and full time on their secondary job(s), not shown separately.

**Table A-9. Employment status of the civilian population for 11 large states**

(Numbers in thousands)

| State and employment status | Not seasonally adjusted[1] | | | Seasonally adjusted[2] | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| | Nov. 1994 | Oct. 1995 | Nov. 1995 | Nov. 1994 | July 1995 | Aug. 1995 | Sept. 1995 | Oct. 1995 | Nov. 1995 |
| **California** | | | | | | | | | |
| Civilian noninstitutional population | 23,514 | 23,628 | 23,638 | 23,514 | 23,586 | 23,599 | 23,614 | 23,628 | 23,638 |
| Civilian labor force | 15,453 | 15,719 | 15,527 | 15,489 | 15,474 | 15,500 | 15,638 | 15,736 | 15,555 |
| Employed | 14,291 | 14,556 | 14,223 | 14,275 | 14,258 | 14,288 | 14,507 | 14,503 | 14,191 |
| Unemployed | 1,162 | 1,163 | 1,304 | 1,214 | 1,216 | 1,213 | 1,131 | 1,232 | 1,364 |
| Unemployment rate | 7.5 | 7.4 | 8.4 | 7.8 | 7.9 | 7.8 | 7.2 | 7.8 | 8.8 |
| **Florida** | | | | | | | | | |
| Civilian noninstitutional population | 10,959 | 11,112 | 11,127 | 10,959 | 11,065 | 11,080 | 11,097 | 11,112 | 11,127 |
| Civilian labor force | 6,949 | 6,853 | 6,882 | 6,948 | 6,930 | 6,800 | 6,872 | 6,835 | 6,862 |
| Employed | 6,519 | 6,416 | 6,476 | 6,480 | 6,573 | 6,485 | 6,485 | 6,379 | 6,428 |
| Unemployed | 430 | 437 | 406 | 468 | 357 | 315 | 388 | 457 | 434 |
| Unemployment rate | 6.2 | 6.4 | 5.9 | 6.7 | 5.2 | 4.6 | 5.6 | 6.7 | 6.3 |
| **Illinois** | | | | | | | | | |
| Civilian noninstitutional population | 8,879 | 8,938 | 8,942 | 8,879 | 8,923 | 8,928 | 8,933 | 8,938 | 8,942 |
| Civilian labor force | 5,989 | 6,123 | 6,112 | 5,991 | 6,076 | 6,067 | 6,101 | 6,141 | 6,132 |
| Employed | 5,720 | 5,833 | 5,853 | 5,684 | 5,768 | 5,703 | 5,771 | 5,844 | 5,825 |
| Unemployed | 269 | 289 | 259 | 307 | 308 | 364 | 330 | 297 | 307 |
| Unemployment rate | 4.5 | 4.7 | 4.2 | 5.1 | 5.1 | 6.0 | 5.4 | 4.8 | 5.0 |
| **Massachusetts** | | | | | | | | | |
| Civilian noninstitutional population | 4,688 | 4,673 | 4,673 | 4,688 | 4,668 | 4,669 | 4,671 | 4,673 | 4,673 |
| Civilian labor force | 3,172 | 3,137 | 3,151 | 3,181 | 3,154 | 3,136 | 3,109 | 3,155 | 3,161 |
| Employed | 3,007 | 2,986 | 2,999 | 3,005 | 2,975 | 2,970 | 2,944 | 2,988 | 2,998 |
| Unemployed | 165 | 151 | 152 | 175 | 180 | 166 | 165 | 167 | 162 |
| Unemployment rate | 5.2 | 4.8 | 4.8 | 5.5 | 5.7 | 5.3 | 5.3 | 5.3 | 5.1 |
| **Michigan** | | | | | | | | | |
| Civilian noninstitutional population | 7,150 | 7,180 | 7,182 | 7,150 | 7,169 | 7,173 | 7,177 | 7,180 | 7,182 |
| Civilian labor force | 4,739 | 4,711 | 4,700 | 4,742 | 4,715 | 4,669 | 4,661 | 4,694 | 4,703 |
| Employed | 4,540 | 4,525 | 4,501 | 4,517 | 4,472 | 4,429 | 4,437 | 4,486 | 4,469 |
| Unemployed | 199 | 186 | 199 | 225 | 242 | 240 | 223 | 207 | 234 |
| Unemployment rate | 4.2 | 3.9 | 4.2 | 4.7 | 5.1 | 5.1 | 4.8 | 4.4 | 5.0 |
| **New Jersey** | | | | | | | | | |
| Civilian noninstitutional population | 6,068 | 6,132 | 6,134 | 6,068 | 6,122 | 6,125 | 6,129 | 6,132 | 6,134 |
| Civilian labor force | 4,000 | 4,083 | 4,047 | 4,009 | 4,108 | 4,063 | 4,028 | 4,079 | 4,052 |
| Employed | 3,753 | 3,862 | 3,816 | 3,748 | 3,828 | 3,795 | 3,799 | 3,841 | 3,805 |
| Unemployed | 247 | 221 | 232 | 260 | 280 | 267 | 229 | 238 | 247 |
| Unemployment rate | 6.2 | 5.4 | 5.7 | 6.5 | 6.8 | 6.6 | 5.7 | 5.8 | 6.1 |
| **New York** | | | | | | | | | |
| Civilian noninstitutional population | 13,987 | 13,990 | 13,989 | 13,987 | 13,986 | 13,987 | 13,989 | 13,990 | 13,989 |
| Civilian labor force | 8,489 | 8,500 | 8,421 | 8,541 | 8,602 | 8,621 | 8,611 | 8,520 | 8,462 |
| Employed | 7,987 | 7,991 | 7,951 | 8,005 | 8,069 | 8,013 | 8,024 | 7,986 | 7,951 |
| Unemployed | 502 | 509 | 470 | 536 | 533 | 608 | 587 | 534 | 512 |
| Unemployment rate | 5.9 | 6.0 | 5.6 | 6.3 | 6.2 | 7.1 | 6.8 | 6.3 | 6.0 |

See footnotes at end of table.

**Table A-9. Employment status of the civilian population for 11 large states — Continued**

(Numbers in thousands)

| State and employment status | Not seasonally adjusted[1] | | | Seasonally adjusted[2] | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| | Nov. 1994 | Oct. 1995 | Nov. 1995 | Nov. 1994 | July 1995 | Aug. 1995 | Sept. 1995 | Oct. 1995 | Nov. 1995 |
| **North Carolina** | | | | | | | | | |
| Civilian noninstitutional population | 5,417 | 5,479 | 5,487 | 5,417 | 5,454 | 5,462 | 5,471 | 5,479 | 5,487 |
| Civilian labor force | 3,678 | 3,637 | 3,636 | 3,655 | 3,648 | 3,652 | 3,626 | 3,605 | 3,605 |
| Employed | 3,535 | 3,498 | 3,497 | 3,506 | 3,501 | 3,486 | 3,456 | 3,466 | 3,455 |
| Unemployed | 143 | 139 | 140 | 150 | 147 | 166 | 170 | 139 | 150 |
| Unemployment rate | 3.9 | 3.8 | 3.8 | 4.1 | 4.0 | 4.6 | 4.7 | 3.9 | 4.2 |
| **Ohio** | | | | | | | | | |
| Civilian noninstitutional population | 8,431 | 8,463 | 8,466 | 8,431 | 8,450 | 8,454 | 8,459 | 8,463 | 8,466 |
| Civilian labor force | 5,559 | 5,601 | 5,614 | 5,570 | 5,550 | 5,586 | 5,585 | 5,619 | 5,619 |
| Employed | 5,326 | 5,363 | 5,319 | 5,305 | 5,280 | 5,284 | 5,297 | 5,356 | 5,295 |
| Unemployed | 233 | 237 | 295 | 265 | 270 | 303 | 288 | 264 | 324 |
| Unemployment rate | 4.2 | 4.2 | 5.3 | 4.8 | 4.9 | 5.4 | 5.2 | 4.7 | 5.8 |
| **Pennsylvania** | | | | | | | | | |
| Civilian noninstitutional population | 9,283 | 9,279 | 9,280 | 9,283 | 9,273 | 9,275 | 9,278 | 9,279 | 9,280 |
| Civilian labor force | 5,731 | 5,827 | 5,807 | 5,714 | 5,868 | 5,795 | 5,844 | 5,805 | 5,803 |
| Employed | 5,409 | 5,544 | 5,466 | 5,365 | 5,552 | 5,475 | 5,468 | 5,508 | 5,438 |
| Unemployed | 322 | 282 | 340 | 348 | 316 | 320 | 377 | 297 | 365 |
| Unemployment rate | 5.6 | 4.8 | 5.9 | 6.1 | 5.4 | 5.5 | 6.4 | 5.1 | 6.3 |
| **Texas** | | | | | | | | | |
| Civilian noninstitutional population | 13,647 | 13,889 | 13,911 | 13,647 | 13,817 | 13,841 | 13,866 | 13,889 | 13,911 |
| Civilian labor force | 9,494 | 9,632 | 9,654 | 9,474 | 9,607 | 9,558 | 9,631 | 9,630 | 9,631 |
| Employed | 8,964 | 9,062 | 9,081 | 8,937 | 9,029 | 8,919 | 9,039 | 9,031 | 9,053 |
| Unemployed | 531 | 570 | 573 | 538 | 578 | 639 | 592 | 599 | 578 |
| Unemployment rate | 5.6 | 5.9 | 5.9 | 5.7 | 6.0 | 6.7 | 6.1 | 6.2 | 6.0 |

[1] These are the official Bureau of Labor Statistics' estimates used in the administration of Federal fund allocation programs.

[2] The population figures are not adjusted for seasonal variation; therefore, identical numbers appear in the unadjusted and the seasonally adjusted columns.

ESTABLISHMENT DATA

**Table B-1. Employees on nonfarm payrolls by industry**

(In thousands)

| Industry | Not seasonally adjusted | | | | Seasonally adjusted | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Nov. 1994 | Sept. 1995 | Oct. $1995^{p}$ | Nov. $1995^{p}$ | Nov. 1994 | July 1995 | Aug. 1995 | Sept. 1995 | Oct. $1995^{p}$ | Nov. $1995^{p}$ |
| Total | 116,414 | 117,430 | 117,961 | 118,110 | 115,427 | 116,575 | 116,838 | 116,932 | 116,996 | 117,164 |
| Total private | 96,716 | 98,358 | 98,378 | 98,394 | 96,152 | 97,293 | 97,492 | 97,612 | 97,694 | 97,868 |
| Goods-producing | 24,378 | 24,608 | 24,525 | 24,329 | 24,175 | 24,156 | 24,165 | 24,157 | 24,159 | 24,128 |
| Mining | 600 | 581 | 578 | 574 | 592 | 577 | 575 | 573 | 571 | 568 |
| Metal mining | 49.4 | 51.8 | 51.1 | 50.7 | 49 | 52 | 52 | 51 | 51 | 51 |
| Coal mining | 111.9 | 106.2 | 105.5 | 105.5 | (1) | (1) | (1) | (1) | (1) | (1) |
| Oil and gas extraction | 333.3 | 314.9 | 313.6 | 311.2 | 328 | 315 | 313 | 311 | 309 | 307 |
| Nonmetallic minerals, except fuels | 105.7 | 108.5 | 108.1 | 106.7 | 104 | 104 | 104 | 105 | 105 | 105 |
| Construction | 5,278 | 5,563 | 5,553 | 5,427 | 5,144 | 5,226 | 5,233 | 5,262 | 5,285 | 5,289 |
| General building contractors | 1,257.0 | 1,277.9 | 1,270.5 | 1,247.8 | 1,234 | 1,235 | 1,231 | 1,229 | 1,229 | 1,226 |
| Heavy construction, except building | 776.3 | 827.8 | 826.1 | 780.0 | 740 | 741 | 744 | 750 | 749 | 744 |
| Special trade contractors | 3,245.0 | 3,456.9 | 3,456.3 | 3,399.0 | 3,170 | 3,250 | 3,258 | 3,283 | 3,307 | 3,319 |
| Manufacturing | 18,500 | 18,464 | 18,394 | 18,328 | 18,439 | 18,353 | 18,357 | 18,322 | 18,303 | 18,271 |
| Production workers | 12,807 | 12,788 | 12,726 | 12,670 | 12,759 | 12,672 | 12,684 | 12,659 | 12,640 | 12,621 |
| Durable goods | 10,585 | 10,616 | 10,596 | 10,585 | 10,550 | 10,569 | 10,587 | 10,572 | 10,565 | 10,549 |
| Production workers | 7,245 | 7,272 | 7,253 | 7,244 | 7,218 | 7,227 | 7,244 | 7,232 | 7,224 | 7,213 |
| Lumber and wood products | 768.6 | 763.6 | 762.2 | 756.2 | 766 | 750 | 751 | 752 | 755 | 752 |
| Furniture and fixtures | 510.2 | 497.1 | 497.5 | 497.0 | 507 | 492 | 496 | 495 | 494 | 494 |
| Stone, clay, and glass products | 543.2 | 549.2 | 547.3 | 542.8 | 539 | 539 | 539 | 537 | 538 | 539 |
| Primary metal industries | 713.4 | 713.4 | 711.5 | 714.4 | 712 | 712 | 710 | 710 | 710 | 713 |
| Blast furnaces and basic steel products | 239.7 | 238.1 | 237.1 | 239.3 | 240 | 239 | 239 | 238 | 237 | 239 |
| Fabricated metal products | 1,418.6 | 1,436.1 | 1,438.8 | 1,438.4 | 1,412 | 1,432 | 1,433 | 1,429 | 1,433 | 1,431 |
| Industrial machinery and equipment | 2,002.3 | 2,045.2 | 2,049.0 | 2,056.6 | 2,006 | 2,045 | 2,048 | 2,047 | 2,055 | 2,061 |
| Computer and office equipment | 343.2 | 340.1 | 342.5 | 343.9 | 344 | 337 | 339 | 340 | 344 | 344 |
| Electronic and other electrical equipment | 1,600.9 | 1,632.2 | 1,636.4 | 1,642.8 | 1,595 | 1,622 | 1,624 | 1,631 | 1,635 | 1,636 |
| Electronic components and accessories | 556.7 | 590.7 | 594.7 | 599.3 | 556 | 583 | 586 | 591 | 595 | 599 |
| Transportation equipment | 1,770.9 | 1,741.2 | 1,715.1 | 1,699.8 | 1,764 | 1,742 | 1,751 | 1,738 | 1,715 | 1,693 |
| Motor vehicles and equipment | 928.7 | 936.1 | 934.7 | 924.7 | 924 | 934 | 942 | 932 | 934 | 920 |
| Aircraft and parts | 467.0 | 439.1 | 415.4 | 411.9 | 465 | 442 | 440 | 439 | 414 | 410 |
| Instruments and related products | 855.5 | 841.5 | 839.3 | 837.4 | 854 | 846 | 843 | 842 | 839 | 836 |
| Miscellaneous manufacturing | 401.2 | 396.1 | 399.2 | 399.9 | 395 | 389 | 392 | 391 | 391 | 394 |
| Nondurable goods | 7,915 | 7,848 | 7,798 | 7,743 | 7,889 | 7,784 | 7,770 | 7,750 | 7,738 | 7,722 |
| Production workers | 5,562 | 5,516 | 5,473 | 5,426 | 5,541 | 5,445 | 5,440 | 5,427 | 5,416 | 5,408 |
| Food and kindred products | 1,691.2 | 1,754.1 | 1,727.1 | 1,690.2 | 1,683 | 1,682 | 1,677 | 1,680 | 1,685 | 1,682 |
| Tobacco products | 42.0 | 41.3 | 41.1 | 39.2 | 41 | 40 | 40 | 39 | 39 | 38 |
| Textile mill products | 676.0 | 648.8 | 645.1 | 643.3 | 674 | 651 | 650 | 644 | 643 | 642 |
| Apparel and other textile products | 970.9 | 906.9 | 893.5 | 882.7 | 963 | 913 | 907 | 898 | 884 | 877 |
| Paper and allied products | 693.0 | 686.9 | 683.5 | 681.5 | 692 | 688 | 688 | 684 | 683 | 682 |
| Printing and publishing | 1,555.3 | 1,549.3 | 1,549.6 | 1,556.4 | 1,551 | 1,557 | 1,554 | 1,552 | 1,551 | 1,552 |
| Chemicals and allied products | 1,052.1 | 1,042.3 | 1,039.8 | 1,037.2 | 1,054 | 1,043 | 1,041 | 1,040 | 1,041 | 1,039 |
| Petroleum and coal products | 150.2 | 143.6 | 143.0 | 140.3 | 149 | 143 | 142 | 141 | 141 | 139 |
| Rubber and misc. plastics products | 970.8 | 967.2 | 968.0 | 966.4 | 970 | 962 | 965 | 966 | 965 | 966 |
| Leather and leather products | 113.5 | 108.0 | 107.0 | 106.0 | 112 | 105 | 106 | 106 | 106 | 105 |
| Service-producing | 92,036 | 92,822 | 93,436 | 93,781 | 91,252 | 92,419 | 92,673 | 92,775 | 92,839 | 93,036 |
| Transportation and public utilities | 6,134 | 6,255 | 6,272 | 6,279 | 6,092 | 6,195 | 6,217 | 6,206 | 6,215 | 6,233 |
| Transportation | 3,887 | 3,982 | 3,999 | 4,004 | 3,846 | 3,925 | 3,950 | 3,938 | 3,945 | 3,960 |
| Railroad transportation | 242.6 | 238.5 | 237.5 | 236.7 | 242 | 236 | 238 | 236 | 236 | 236 |
| Local and interurban passenger transit | 437.5 | 470.2 | 477.2 | 480.1 | 421 | 458 | 464 | 457 | 456 | 462 |
| Trucking and warehousing | 1,870.7 | 1,896.3 | 1,911.7 | 1,913.2 | 1,843 | 1,873 | 1,882 | 1,872 | 1,882 | 1,885 |
| Water transportation | 162.1 | 159.9 | 155.8 | 154.5 | 165 | 157 | 159 | 157 | 155 | 157 |
| Transportation by air | 749.1 | 771.6 | 772.7 | 778.6 | 750 | 761 | 764 | 770 | 773 | 779 |
| Pipelines, except natural gas | 17.7 | 16.2 | 16.0 | 15.9 | 18 | 16 | 16 | 16 | 16 | 16 |
| Transportation services | 407.0 | 429.1 | 428.4 | 424.8 | 407 | 424 | 427 | 430 | 427 | 425 |
| Communications and public utilities | 2,247 | 2,273 | 2,273 | 2,275 | 2,246 | 2,270 | 2,267 | 2,268 | 2,270 | 2,273 |
| Communications | 1,329.4 | 1,369.7 | 1,371.5 | 1,374.3 | 1,325 | 1,367 | 1,365 | 1,366 | 1,367 | 1,370 |
| Electric, gas, and sanitary services | 917.8 | 903.0 | 901.9 | 900.2 | 921 | 903 | 902 | 902 | 903 | 903 |
| Wholesale trade | 6,224 | 6,365 | 6,377 | 6,381 | 6,210 | 6,333 | 6,340 | 6,346 | 6,356 | 6,368 |
| Durable goods | 3,587 | 3,686 | 3,696 | 3,707 | 3,587 | 3,674 | 3,679 | 3,686 | 3,696 | 3,707 |
| Nondurable goods | 2,637 | 2,679 | 2,681 | 2,674 | 2,623 | 2,659 | 2,661 | 2,660 | 2,660 | 2,661 |

See footnotes at end of table.

 ESTABLISHMENT DATA

**Table B-1. Employees on nonfarm payrolls by industry -- Continued**

(In thousands)

| Industry | Not seasonally adjusted | | | | Seasonally adjusted | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Nov. 1994 | Sept. 1995 | Oct. 1995p | Nov. 1995p | Nov. 1994 | July 1995 | Aug. 1995 | Sept. 1995 | Oct. 1995p | Nov. 1995p |
| Retail trade | 21,004 | 20,984 | 20,947 | 21,270 | 20,703 | 20,851 | 20,837 | 20,899 | 20,905 | 20,979 |
| Building materials and garden supplies | 838.0 | 858.5 | 859.6 | 857.3 | 844 | 847 | 850 | 853 | 857 | 863 |
| General merchandise stores | 2,783.1 | 2,518.9 | 2,590.7 | 2,741.1 | 2,598 | 2,534 | 2,530 | 2,534 | 2,557 | 2,562 |
| Department stores | 2,435.2 | 2,208.4 | 2,278.7 | 2,411.7 | 2,268 | 2,218 | 2,215 | 2,220 | 2,247 | 2,248 |
| Food stores | 3,333.8 | 3,365.0 | 3,373.9 | 3,409.0 | 3,308 | 3,357 | 3,371 | 3,368 | 3,371 | 3,385 |
| Automotive dealers and service stations | 2,162.4 | 2,238.8 | 2,238.2 | 2,237.4 | 2,165 | 2,208 | 2,214 | 2,223 | 2,232 | 2,240 |
| New and used car dealers | 984.9 | 1,011.4 | 1,013.5 | 1,016.4 | 984 | 998 | 1,002 | 1,005 | 1,009 | 1,015 |
| Apparel and accessory stores | 1,173.9 | 1,065.1 | 1,070.8 | 1,116.4 | 1,130 | 1,092 | 1,092 | 1,078 | 1,075 | 1,076 |
| Furniture and home furnishings stores | 946.1 | 949.9 | 961.5 | 983.6 | 926 | 947 | 953 | 959 | 962 | 962 |
| Eating and drinking places | 7,078.2 | 7,389.7 | 7,221.7 | 7,205.6 | 7,134 | 7,258 | 7,222 | 7,259 | 7,236 | 7,264 |
| Miscellaneous retail establishments | 2,688.4 | 2,598.4 | 2,630.4 | 2,719.2 | 2,598 | 2,610 | 2,605 | 2,625 | 2,615 | 2,627 |
| Finance, insurance, and real estate | 6,912 | 6,971 | 6,959 | 6,969 | 6,937 | 6,938 | 6,947 | 6,957 | 6,976 | 6,990 |
| Finance | 3,310 | 3,312 | 3,312 | 3,330 | 3,319 | 3,307 | 3,310 | 3,316 | 3,323 | 3,337 |
| Depository institutions | 2,065.9 | 2,046.8 | 2,041.2 | 2,046.4 | 2,071 | 2,052 | 2,048 | 2,049 | 2,047 | 2,051 |
| Commercial banks | 1,493.1 | 1,486.9 | 1,483.0 | 1,488.1 | 1,498 | 1,490 | 1,487 | 1,487 | 1,489 | 1,493 |
| Savings institutions | 295.8 | 277.9 | 275.8 | 274.8 | 296 | 282 | 280 | 279 | 277 | 275 |
| Nondepository institutions | 482.5 | 488.8 | 492.8 | 501.3 | 485 | 484 | 490 | 491 | 496 | 503 |
| Mortgage bankers and brokers | 235.8 | 230.6 | 232.4 | 237.8 | (2) | (2) | (2) | (2) | (2) | (2) |
| Security and commodity brokers | 526.9 | 531.4 | 530.5 | 532.3 | 528 | 526 | 529 | 531 | 532 | 533 |
| Holding and other investment offices | 235.0 | 245.1 | 247.6 | 250.4 | 235 | 245 | 243 | 245 | 248 | 250 |
| Insurance | 2,232 | 2,245 | 2,248 | 2,249 | 2,236 | 2,242 | 2,246 | 2,249 | 2,253 | 2,252 |
| Insurance carriers | 1,539.9 | 1,539.2 | 1,539.7 | 1,541.1 | 1,542 | 1,538 | 1,540 | 1,542 | 1,543 | 1,543 |
| Insurance agents, brokers, and service | 692.4 | 705.9 | 708.1 | 707.9 | 694 | 704 | 706 | 707 | 710 | 709 |
| Real estate | 1,370 | 1,414 | 1,399 | 1,390 | 1,382 | 1,389 | 1,391 | 1,392 | 1,400 | 1,401 |
| Services[3] | 32,084 | 33,175 | 33,298 | 33,166 | 32,035 | 32,820 | 32,986 | 33,047 | 33,083 | 33,170 |
| Agricultural services | 579.1 | 621.9 | 616.0 | 586.2 | 584 | 586 | 588 | 588 | 594 | 591 |
| Hotels and other lodging places | 1,555.8 | 1,675.4 | 1,635.0 | 1,573.0 | 1,605 | 1,635 | 1,634 | 1,635 | 1,622 | 1,635 |
| Personal services | 1,114.3 | 1,110.2 | 1,112.2 | 1,115.0 | 1,140 | 1,144 | 1,142 | 1,135 | 1,138 | 1,141 |
| Business services | 6,562.5 | 6,825.7 | 6,891.8 | 6,873.1 | 6,457 | 6,600 | 6,681 | 6,745 | 6,750 | 6,758 |
| Services to buildings | 871.1 | 892.7 | 890.5 | 895.9 | 869 | 870 | 884 | 888 | 889 | 893 |
| Personnel supply services | 2,453.6 | 2,533.9 | 2,568.1 | 2,528.2 | 2,373 | 2,373 | 2,406 | 2,458 | 2,446 | 2,438 |
| Help supply services | 2,183.1 | 2,245.6 | 2,280.4 | 2,239.9 | 2,107 | 2,095 | 2,129 | 2,174 | 2,170 | 2,156 |
| Computer and data processing services | 984.3 | 1,067.5 | 1,075.8 | 1,089.6 | 984 | 1,051 | 1,063 | 1,072 | 1,080 | 1,089 |
| Auto repair, services, and parking | 993.1 | 1,033.0 | 1,040.2 | 1,043.3 | 995 | 1,025 | 1,031 | 1,029 | 1,040 | 1,045 |
| Miscellaneous repair services | 336.9 | 344.4 | 345.2 | 344.2 | 337 | 341 | 342 | 343 | 343 | 344 |
| Motion pictures | 520.0 | 590.3 | 586.0 | 590.5 | 519 | 603 | 592 | 602 | 598 | 592 |
| Amusement and recreation services | 1,237.6 | 1,573.3 | 1,442.1 | 1,311.9 | 1,371 | 1,522 | 1,525 | 1,501 | 1,481 | 1,476 |
| Health services | 9,098.9 | 9,323.5 | 9,352.9 | 9,390.1 | 9,098 | 9,267 | 9,298 | 9,324 | 9,353 | 9,390 |
| Offices and clinics of medical doctors | 1,556.1 | 1,598.6 | 1,601.8 | 1,606.6 | 1,557 | 1,586 | 1,591 | 1,599 | 1,600 | 1,608 |
| Nursing and personal care facilities | 1,665.9 | 1,705.9 | 1,707.4 | 1,718.4 | 1,663 | 1,693 | 1,697 | 1,704 | 1,706 | 1,715 |
| Hospitals | 3,784.3 | 3,822.9 | 3,829.9 | 3,835.7 | 3,785 | 3,811 | 3,822 | 3,827 | 3,834 | 3,836 |
| Home health care services | 581.4 | 620.6 | 625.8 | 630.0 | 579 | 610 | 619 | 619 | 623 | 628 |
| Legal services | 928.2 | 925.2 | 926.0 | 927.6 | 930 | 928 | 930 | 932 | 930 | 929 |
| Educational services | 1,998.2 | 1,849.4 | 2,019.8 | 2,046.1 | 1,851 | 1,887 | 1,906 | 1,883 | 1,895 | 1,895 |
| Social services | 2,237.1 | 2,285.2 | 2,296.6 | 2,306.6 | 2,226 | 2,246 | 2,269 | 2,294 | 2,292 | 2,295 |
| Child day care services | 528.9 | 534.4 | 539.3 | 540.6 | 512 | 525 | 536 | 529 | 525 | 524 |
| Residential care | 616.4 | 636.4 | 637.7 | 640.8 | 617 | 636 | 637 | 640 | 640 | 641 |
| Museums and botanical and zoological gardens | 77.8 | 83.7 | 83.3 | 80.3 | 80 | 83 | 83 | 81 | 82 | 83 |
| Membership organizations | 2,054.9 | 2,041.4 | 2,043.6 | 2,051.7 | 2,066 | 2,065 | 2,072 | 2,056 | 2,052 | 2,062 |
| Engineering and management services | 2,598.0 | 2,720.0 | 2,734.4 | 2,754.3 | 2,606 | 2,716 | 2,722 | 2,728 | 2,743 | 2,763 |
| Engineering and architectural services | 785.8 | 810.1 | 811.8 | 814.3 | 787 | 803 | 804 | 806 | 810 | 815 |
| Management and public relations | 736.4 | 825.0 | 826.3 | 831.3 | 737 | 812 | 814 | 823 | 826 | 833 |
| Services, nec | 40.9 | 41.7 | 41.9 | 41.6 | (1) | (1) | (1) | (1) | (1) | (1) |
| Government | 19,698 | 19,072 | 19,583 | 19,716 | 19,275 | 19,282 | 19,346 | 19,320 | 19,304 | 19,296 |
| Federal | 2,837 | 2,812 | 2,783 | 2,772 | 2,854 | 2,834 | 2,825 | 2,812 | 2,797 | 2,789 |
| Federal, except Postal Service | 2,008.4 | 1,970.3 | 1,938.2 | 1,922.1 | 2,022 | 1,990 | 1,982 | 1,966 | 1,948 | 1,936 |
| State | 4,731 | 4,552 | 4,714 | 4,737 | 4,596 | 4,600 | 4,604 | 4,601 | 4,595 | 4,601 |
| Education | 2,051.4 | 1,861.6 | 2,042.9 | 2,074.4 | 1,892 | 1,923 | 1,923 | 1,919 | 1,911 | 1,914 |
| Other State government | 2,680.0 | 2,690.0 | 2,670.6 | 2,662.7 | 2,704 | 2,677 | 2,681 | 2,682 | 2,684 | 2,687 |
| Local | 12,130 | 11,708 | 12,086 | 12,207 | 11,825 | 11,848 | 11,917 | 11,907 | 11,912 | 11,906 |
| Education | 6,901.0 | 6,489.5 | 6,911.1 | 7,025.1 | 6,549 | 6,647 | 6,706 | 6,683 | 6,658 | 6,672 |
| Other local government | 5,229.4 | 5,218.6 | 5,175.0 | 5,182.0 | 5,276 | 5,201 | 5,211 | 5,224 | 5,254 | 5,234 |

[1] These series are not published seasonally adjusted because the seasonal component, which is small relative to the trend-cycle and irregular components, cannot be separated with sufficient precision.

[2] This series is not suitable for seasonal adjustment because it has very little seasonal and irregular movement. Thus, the not seasonally adjusted series can be used for analysis of cyclical and long-term trends.

[3] Includes other industries, not shown separately.

p = preliminary.

 ESTABLISHMENT DATA

**Table B-2. Average weekly hours of production or nonsupervisory workers[1] on private nonfarm payrolls by industry**

| Industry | Not seasonally adjusted | | | | Seasonally adjusted | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Nov. 1994 | Sept. 1995 | Oct. 1995p | Nov. 1995p | Nov. 1994 | July 1995 | Aug. 1995 | Sept. 1995 | Oct. 1995p | Nov. 1995p |
| Total private | 34.6 | 34.6 | 34.7 | 34.4 | 34.6 | 34.6 | 34.4 | 34.5 | 34.6 | 34.5 |
| Goods-producing | 41.6 | 41.5 | 41.4 | 41.1 | 41.4 | 40.8 | 40.9 | 41.1 | 41.0 | 41.0 |
| Mining | 45.4 | 45.4 | 45.5 | 44.8 | 44.9 | 44.9 | 44.3 | 45.0 | 45.1 | 44.3 |
| Construction | 38.5 | 39.9 | 40.0 | 38.5 | (2) | (2) | (2) | (2) | (2) | (2) |
| Manufacturing | 42.5 | 42.0 | 41.7 | 41.9 | 42.1 | 41.3 | 41.5 | 41.7 | 41.5 | 41.5 |
| Overtime hours | 5.0 | 4.8 | 4.6 | 4.6 | 4.8 | 4.3 | 4.3 | 4.5 | 4.4 | 4.4 |
| Durable goods | 43.3 | 42.8 | 42.5 | 42.7 | 43.0 | 41.9 | 42.4 | 42.5 | 42.4 | 42.4 |
| Overtime hours | 5.4 | 5.1 | 4.9 | 4.9 | 5.1 | 4.5 | 4.6 | 4.8 | 4.7 | 4.6 |
| Lumber and wood products | 41.2 | 41.1 | 41.2 | 40.8 | 41.1 | 40.1 | 40.7 | 40.7 | 40.9 | 40.7 |
| Furniture and fixtures | 41.0 | 40.1 | 40.0 | 40.2 | 40.6 | 39.2 | 39.8 | 39.6 | 39.5 | 39.7 |
| Stone, clay, and glass products | 43.7 | 44.0 | 43.7 | 43.3 | 43.5 | 42.9 | 43.1 | 43.2 | 43.0 | 43.0 |
| Primary metal industries | 45.2 | 43.8 | 43.8 | 44.1 | 45.0 | 43.0 | 43.6 | 43.7 | 44.0 | 43.8 |
| Blast furnaces and basic steel products | 45.5 | 44.2 | 44.3 | 44.0 | 45.6 | 43.1 | 43.8 | 43.7 | 44.7 | 44.1 |
| Fabricated metal products | 43.5 | 42.9 | 42.6 | 42.9 | 43.0 | 42.0 | 42.3 | 42.7 | 42.3 | 42.3 |
| Industrial machinery and equipment | 43.9 | 43.4 | 43.1 | 43.6 | 43.8 | 42.8 | 43.5 | 43.4 | 43.1 | 43.5 |
| Electronic and other electrical equipment | 42.6 | 42.2 | 42.2 | 42.1 | 42.1 | 41.3 | 41.6 | 42.1 | 42.1 | 41.6 |
| Transportation equipment | 45.0 | 44.3 | 43.7 | 44.1 | 44.7 | 43.3 | 43.7 | 43.9 | 43.6 | 43.8 |
| Motor vehicles and equipment | 46.6 | 45.4 | 44.7 | 45.4 | 46.4 | 44.2 | 44.6 | 44.9 | 44.7 | 45.1 |
| Instruments and related products | 42.1 | 41.5 | 41.4 | 41.9 | 41.8 | 41.3 | 41.5 | 41.5 | 41.4 | 41.6 |
| Miscellaneous manufacturing | 40.7 | 40.2 | 40.3 | 40.4 | 40.0 | 39.6 | 40.0 | 40.1 | 39.8 | 39.7 |
| Nondurable goods | 41.5 | 40.9 | 40.6 | 40.8 | 41.0 | 40.4 | 40.4 | 40.5 | 40.4 | 40.4 |
| Overtime hours | 4.5 | 4.5 | 4.2 | 4.2 | 4.3 | 4.0 | 4.0 | 4.0 | 3.9 | 4.0 |
| Food and kindred products | 42.2 | 42.0 | 41.3 | 41.4 | 41.5 | 41.2 | 41.2 | 41.1 | 40.9 | 40.7 |
| Tobacco products | 39.9 | 39.9 | 40.4 | 39.9 | (2) | (2) | (2) | (2) | (2) | (2) |
| Textile mill products | 41.8 | 41.1 | 40.6 | 40.9 | 41.5 | 40.3 | 40.7 | 40.5 | 40.4 | 40.6 |
| Apparel and other textile products | 38.0 | 37.2 | 36.9 | 37.2 | 37.6 | 36.8 | 36.7 | 37.1 | 36.6 | 36.8 |
| Paper and allied products | 44.2 | 43.4 | 43.3 | 43.7 | 43.9 | 43.1 | 42.9 | 42.9 | 43.0 | 43.4 |
| Printing and publishing | 39.1 | 38.6 | 38.3 | 38.8 | 38.6 | 38.1 | 38.1 | 38.1 | 38.0 | 38.3 |
| Chemicals and allied products | 43.7 | 43.3 | 43.2 | 43.3 | 43.4 | 43.1 | 43.1 | 43.4 | 43.2 | 43.0 |
| Petroleum and coal products | 44.4 | 43.8 | 44.3 | 44.0 | (2) | (2) | (2) | (2) | (2) | (2) |
| Rubber and misc. plastics products | 42.6 | 41.7 | 41.6 | 41.8 | 42.3 | 41.0 | 41.2 | 41.6 | 41.6 | 41.5 |
| Leather and leather products | 39.0 | 38.6 | 38.2 | 37.9 | 38.7 | 36.8 | 38.6 | 38.4 | 38.0 | 37.6 |
| Service-producing | 32.6 | 32.7 | 32.9 | 32.6 | 32.7 | 32.8 | 32.5 | 32.7 | 32.9 | 32.7 |
| Transportation and public utilities | 39.8 | 39.7 | 39.8 | 39.7 | 39.8 | 39.7 | 39.4 | 39.5 | 39.6 | 39.7 |
| Wholesale trade | 38.4 | 38.3 | 38.5 | 38.2 | 38.4 | 38.3 | 38.2 | 38.3 | 38.4 | 38.2 |
| Retail trade | 28.7 | 28.9 | 28.8 | 28.6 | 28.9 | 28.9 | 28.7 | 28.8 | 28.9 | 28.8 |
| Finance, insurance, and real estate | 35.5 | 35.7 | 36.4 | 35.6 | (2) | (2) | (2) | (2) | (2) | (2) |
| Services | 32.3 | 32.3 | 32.6 | 32.4 | (2) | (2) | (2) | (2) | (2) | (2) |

[1] Data relate to production workers in mining and manufacturing; construction workers in construction; and nonsupervisory workers in transportation and public utilities; wholesale and retail trade; finance, insurance, and real estate; and services. These groups account for approximately four-fifths of the total employees on private nonfarm payrolls.

[2] These series are not published seasonally adjusted because the seasonal component, which is small relative to the trend-cycle and irregular components, cannot be separated with sufficient precision.

p = preliminary.

Table B-3. Average hourly and weekly earnings of production or nonsupervisory workers[1] on private nonfarm payrolls by industry

| Industry | Average hourly earnings | | | | Average weekly earnings | | | |
|---|---|---|---|---|---|---|---|---|
| | Nov. 1994 | Sept. 1995 | Oct. 1995p | Nov. 1995p | Nov. 1994 | Sept. 1995 | Oct. 1995p | Nov. 1995p |
| Total private | $11.27 | $11.57 | $11.62 | $11.60 | $389.94 | $400.32 | $403.21 | $399.04 |
| Seasonally adjusted | 11.24 | 11.54 | 11.59 | 11.58 | 388.90 | 398.13 | 401.01 | 399.51 |
| Goods-producing | 12.84 | 13.21 | 13.18 | 13.18 | 534.14 | 548.22 | 545.65 | 541.70 |
| Mining | 14.97 | 15.37 | 15.35 | 15.33 | 679.64 | 697.80 | 698.43 | 686.78 |
| Construction | 14.87 | 15.29 | 15.29 | 15.22 | 572.50 | 610.07 | 611.60 | 585.97 |
| Manufacturing | 12.17 | 12.45 | 12.42 | 12.48 | 517.23 | 522.90 | 517.91 | 522.91 |
| Durable goods | 12.77 | 13.02 | 12.94 | 13.00 | 552.94 | 557.26 | 549.95 | 555.10 |
| Lumber and wood products | 9.93 | 10.28 | 10.26 | 10.21 | 409.12 | 422.51 | 422.71 | 416.57 |
| Furniture and fixtures | 9.67 | 9.94 | 9.92 | 9.95 | 396.47 | 398.59 | 396.80 | 399.99 |
| Stone, clay, and glass products | 12.21 | 12.53 | 12.52 | 12.51 | 533.58 | 551.32 | 547.12 | 541.68 |
| Primary metal industries | 14.44 | 14.68 | 14.58 | 14.79 | 652.69 | 642.98 | 638.60 | 652.24 |
| Blast furnaces and basic steel products | 17.13 | 17.58 | 17.32 | 17.84 | 779.42 | 777.04 | 767.28 | 784.96 |
| Fabricated metal products | 12.03 | 12.21 | 12.18 | 12.24 | 523.31 | 523.81 | 518.87 | 525.10 |
| Industrial machinery and equipment | 13.11 | 13.32 | 13.32 | 13.38 | 575.53 | 578.09 | 574.09 | 583.37 |
| Electronic and other electrical equipment | 11.54 | 11.78 | 11.76 | 11.84 | 491.60 | 497.12 | 496.27 | 496.46 |
| Transportation equipment | 16.62 | 16.87 | 16.69 | 16.72 | 747.90 | 747.34 | 729.35 | 737.35 |
| Motor vehicles and equipment | 17.11 | 17.47 | 17.39 | 17.40 | 797.33 | 793.14 | 777.33 | 789.96 |
| Instruments and related products | 12.55 | 12.83 | 12.79 | 12.89 | 528.36 | 532.45 | 529.51 | 540.09 |
| Miscellaneous manufacturing | 9.79 | 10.08 | 10.11 | 10.12 | 398.45 | 405.22 | 407.43 | 408.85 |
| Nondurable goods | 11.35 | 11.67 | 11.68 | 11.74 | 471.03 | 477.30 | 474.21 | 478.99 |
| Food and kindred products | 10.81 | 10.98 | 10.92 | 11.04 | 456.18 | 461.16 | 451.00 | 457.08 |
| Tobacco products | 19.46 | 17.96 | 18.16 | 19.54 | 776.45 | 716.60 | 733.66 | 779.65 |
| Textile mill products | 9.26 | 9.51 | 9.50 | 9.55 | 387.07 | 390.86 | 385.70 | 390.60 |
| Apparel and other textile products | 7.45 | 7.70 | 7.72 | 7.76 | 283.10 | 286.44 | 284.87 | 288.67 |
| Paper and allied products | 13.92 | 14.34 | 14.33 | 14.39 | 615.26 | 622.36 | 620.49 | 628.84 |
| Printing and publishing | 12.20 | 12.48 | 12.41 | 12.40 | 477.02 | 481.73 | 475.30 | 481.12 |
| Chemicals and allied products | 15.29 | 15.76 | 15.81 | 15.92 | 668.17 | 682.41 | 682.99 | 689.34 |
| Petroleum and coal products | 19.25 | 19.41 | 19.65 | 19.49 | 854.70 | 850.16 | 870.50 | 857.56 |
| Rubber and misc. plastics products | 10.69 | 11.01 | 11.02 | 11.00 | 455.39 | 459.12 | 458.43 | 459.80 |
| Leather and leather products | 8.05 | 8.28 | 8.26 | 8.26 | 313.95 | 319.61 | 315.53 | 313.05 |
| Service-producing | 10.70 | 10.99 | 11.07 | 11.06 | 348.82 | 359.37 | 364.20 | 360.56 |
| Transportation and public utilities | 14.07 | 14.34 | 14.48 | 14.48 | 559.99 | 569.30 | 576.30 | 574.86 |
| Wholesale trade | 12.15 | 12.48 | 12.52 | 12.49 | 466.56 | 477.98 | 482.02 | 477.12 |
| Retail trade | 7.57 | 7.78 | 7.78 | 7.79 | 217.26 | 224.84 | 224.06 | 222.79 |
| Finance, insurance, and real estate | 11.98 | 12.40 | 12.52 | 12.48 | 425.29 | 442.68 | 455.73 | 444.29 |
| Services | 11.22 | 11.48 | 11.56 | 11.58 | 362.41 | 370.80 | 376.86 | 375.19 |

[1] See footnote 1, table B-2.

p = preliminary.

**Table B-4. Average hourly earnings of production or nonsupervisory workers[1] on private nonfarm payrolls by industry, seasonally adjusted**

| Industry | Nov. 1994 | July 1995 | Aug. 1995 | Sept. 1995 | Oct. 1995p | Nov. 1995p | Percent change from: Oct. 1995-Nov. 1995 |
|---|---|---|---|---|---|---|---|
| Total private: | | | | | | | |
| Current dollars | $11.24 | $11.50 | $11.48 | $11.54 | $11.59 | $11.58 | -0.1 |
| Constant (1982) dollars[2] | 7.40 | 7.43 | 7.41 | 7.44 | 7.45 | N.A. | (3) |
| Goods-producing | 12.83 | 13.09 | 13.09 | 13.12 | 13.15 | 13.17 | .2 |
| Mining | 15.04 | 15.47 | 15.48 | 15.42 | 15.49 | 15.39 | -.6 |
| Construction | 14.84 | 15.09 | 15.09 | 15.14 | 15.14 | 15.19 | .3 |
| Manufacturing | 12.17 | 12.40 | 12.41 | 12.43 | 12.46 | 12.48 | .2 |
| Excluding overtime[4] | 11.52 | 11.80 | 11.79 | 11.78 | 11.84 | 11.85 | .1 |
| Service-producing | 10.68 | 10.95 | 10.93 | 10.99 | 11.06 | 11.04 | -.2 |
| Transportation and public utilities | 14.02 | 14.27 | 14.27 | 14.31 | 14.47 | 14.45 | -.1 |
| Wholesale trade | 12.15 | 12.44 | 12.42 | 12.48 | 12.53 | 12.49 | -.3 |
| Retail trade | 7.56 | 7.72 | 7.74 | 7.76 | 7.76 | 7.78 | .3 |
| Finance, insurance, and real estate | 11.99 | 12.43 | 12.37 | 12.45 | 12.55 | 12.49 | -.5 |
| Services | 11.17 | 11.44 | 11.40 | 11.48 | 11.56 | 11.53 | -.3 |

[1] See footnote 1, table B-2.
[2] The Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) is used to deflate this series.
[3] Change was .1 percent from September 1995 to October 1995, the latest month available.
[4] Derived by assuming that overtime hours are paid at the rate of time and one-half.
N.A. = not available.
p = preliminary.

ESTABLISHMENT DATA

**Table B-5. Indexes of aggregate weekly hours of production or nonsupervisory workers[1] on private nonfarm payrolls by industry**

(1982=100)

| Industry | Not seasonally adjusted | | | | Seasonally adjusted | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Nov. 1994 | Sept. 1995 | Oct. 1995p | Nov. 1995p | Nov. 1994 | July 1995 | Aug. 1995 | Sept. 1995 | Oct. 1995p | Nov. 1995p |
| Total private | 132.3 | 134.7 | 135.1 | 134.0 | 131.5 | 132.8 | 132.3 | 133.0 | 133.8 | 133.3 |
| Goods-producing | 112.7 | 113.9 | 113.0 | 111.1 | 110.9 | 109.2 | 109.5 | 109.9 | 109.7 | 109.3 |
| Mining | 56.1 | 55.5 | 55.2 | 53.8 | 54.6 | 54.3 | 53.2 | 53.9 | 53.8 | 52.3 |
| Construction | 144.1 | 158.0 | 157.9 | 147.8 | 140.3 | 143.4 | 142.0 | 143.6 | 145.4 | 143.9 |
| Manufacturing | 109.8 | 108.2 | 107.1 | 107.1 | 108.4 | 105.4 | 106.2 | 106.3 | 105.8 | 105.7 |
| Durable goods | 109.5 | 108.5 | 107.7 | 108.0 | 108.2 | 105.7 | 107.1 | 107.3 | 106.8 | 106.7 |
| Lumber and wood products | 138.2 | 136.8 | 136.6 | 133.9 | 137.4 | 130.4 | 133.0 | 133.0 | 134.1 | 132.8 |
| Furniture and fixtures | 130.4 | 123.9 | 123.7 | 123.9 | 128.3 | 119.8 | 122.6 | 122.0 | 121.1 | 121.7 |
| Stone, clay, and glass products | 111.2 | 113.5 | 112.6 | 110.5 | 109.7 | 108.1 | 108.7 | 108.6 | 108.7 | 108.7 |
| Primary metal industries | 94.5 | 91.9 | 91.7 | 92.7 | 94.0 | 89.8 | 91.2 | 91.3 | 91.9 | 91.8 |
| Blast furnaces and basic steel products | 75.0 | 72.0 | 71.9 | 72.2 | 74.9 | 70.8 | 71.6 | 71.0 | 72.6 | 72.4 |
| Fabricated metal products | 115.3 | 114.9 | 114.2 | 114.9 | 113.2 | 112.0 | 112.8 | 113.5 | 112.7 | 112.7 |
| Industrial machinery and equipment | 101.4 | 102.6 | 102.2 | 103.8 | 101.4 | 101.3 | 102.8 | 102.8 | 102.5 | 103.8 |
| Electronic and other electrical equipment | 109.5 | 109.2 | 109.8 | 110.0 | 107.7 | 106.7 | 107.3 | 108.9 | 109.1 | 108.2 |
| Transportation equipment | 122.2 | 119.7 | 115.4 | 115.3 | 120.9 | 116.8 | 118.8 | 118.4 | 115.3 | 114.0 |
| Motor vehicles and equipment | 162.6 | 160.2 | 158.0 | 158.7 | 161.2 | 155.1 | 158.6 | 158.0 | 158.1 | 156.7 |
| Instruments and related products | 75.4 | 73.8 | 73.8 | 74.7 | 74.9 | 73.6 | 74.2 | 74.0 | 73.8 | 74.0 |
| Miscellaneous manufacturing | 109.6 | 106.1 | 107.1 | 107.5 | 105.8 | 101.8 | 103.5 | 103.8 | 103.4 | 103.5 |
| Nondurable goods | 110.2 | 107.9 | 106.2 | 105.9 | 108.6 | 105.0 | 105.0 | 105.0 | 104.4 | 104.4 |
| Food and kindred products | 118.2 | 123.7 | 119.2 | 116.2 | 115.4 | 114.6 | 114.1 | 114.4 | 114.2 | 113.5 |
| Tobacco products | 64.6 | 62.9 | 63.4 | 59.1 | 62.9 | 60.2 | 59.7 | 57.5 | 55.6 | 57.2 |
| Textile mill products | 99.7 | 93.5 | 92.0 | 92.3 | 98.6 | 91.9 | 92.8 | 91.5 | 91.1 | 91.4 |
| Apparel and other textile products | 90.6 | 81.8 | 80.0 | 79.5 | 89.0 | 81.3 | 80.7 | 80.8 | 78.5 | 78.1 |
| Paper and allied products | 113.5 | 110.3 | 109.4 | 110.1 | 112.4 | 109.9 | 109.2 | 108.6 | 108.8 | 109.4 |
| Printing and publishing | 128.9 | 126.2 | 125.0 | 127.4 | 126.8 | 125.3 | 125.3 | 125.0 | 124.4 | 125.7 |
| Chemicals and allied products | 103.1 | 103.2 | 103.2 | 103.3 | 102.7 | 102.7 | 102.5 | 103.2 | 103.3 | 102.8 |
| Petroleum and coal products | 82.4 | 77.9 | 78.6 | 75.2 | 81.4 | 78.7 | 76.3 | 75.6 | 75.6 | 73.9 |
| Rubber and misc. plastics products | 146.0 | 142.0 | 142.0 | 142.5 | 144.9 | 138.5 | 140.1 | 141.3 | 141.1 | 141.5 |
| Leather and leather products | 53.7 | 50.5 | 49.0 | 48.0 | 52.8 | 46.4 | 49.8 | 49.6 | 47.9 | 47.4 |
| Service-producing | 141.0 | 144.1 | 145.0 | 144.3 | 140.7 | 143.5 | 142.6 | 143.4 | 144.6 | 144.1 |
| Transportation and public utilities | 125.0 | 127.3 | 128.2 | 127.7 | 124.0 | 125.7 | 125.2 | 125.6 | 126.2 | 126.7 |
| Wholesale trade | 118.2 | 121.1 | 121.9 | 121.0 | 118.0 | 120.5 | 120.3 | 120.8 | 121.2 | 120.6 |
| Retail trade | 130.8 | 131.2 | 130.4 | 131.9 | 129.5 | 130.4 | 129.4 | 130.2 | 130.6 | 130.4 |
| Finance, insurance, and real estate | 123.3 | 125.3 | 127.4 | 125.1 | 124.0 | 127.2 | 125.0 | 125.2 | 128.4 | 125.8 |
| Services | 164.8 | 170.3 | 172.4 | 170.4 | 165.0 | 169.4 | 168.7 | 170.1 | 171.7 | 171.2 |

[1] See footnote 1, table B-2.

p = preliminary.

ESTABLISHMENT DATA

**Table B-6. Diffusion indexes of employment change, seasonally adjusted**

(Percent)

| Time span | Jan. | Feb. | Mar. | Apr. | May | June | July | Aug. | Sept. | Oct. | Nov. | Dec. |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Private nonfarm payrolls, 356 industries[1] | | | | | | | | | | | |
| Over 1-month span: | | | | | | | | | | | | |
| 1991 | 39.7 | 40.0 | 38.6 | 37.2 | 49.4 | 44.2 | 47.1 | 53.7 | 49.3 | 47.6 | 46.2 | 45.8 |
| 1992 | 42.3 | 45.2 | 50.1 | 57.3 | 53.7 | 48.2 | 53.5 | 49.6 | 53.4 | 57.0 | 52.2 | 58.1 |
| 1993 | 57.6 | 61.5 | 51.4 | 58.3 | 61.4 | 55.1 | 57.7 | 56.3 | 61.4 | 59.7 | 61.1 | 60.7 |
| 1994 | 60.0 | 63.3 | 65.9 | 62.4 | 58.0 | 63.8 | 60.5 | 61.5 | 60.7 | 61.1 | 65.3 | 61.1 |
| 1995 | 60.3 | 61.7 | 57.6 | 51.3 | 46.2 | 55.3 | 48.5 | 54.9 | 50.6 | p54.4 | p55.2 | |
| Over 3-month span: | | | | | | | | | | | | |
| 1991 | 34.0 | 32.6 | 31.5 | 38.2 | 39.3 | 44.2 | 48.9 | 52.0 | 52.1 | 44.9 | 43.5 | 41.2 |
| 1992 | 40.2 | 42.6 | 50.7 | 56.3 | 56.3 | 54.6 | 50.6 | 51.3 | 52.5 | 54.9 | 58.7 | 59.1 |
| 1993 | 64.0 | 61.2 | 61.8 | 58.8 | 61.4 | 61.8 | 59.3 | 61.8 | 62.6 | 66.7 | 65.7 | 63.6 |
| 1994 | 68.8 | 70.9 | 69.8 | 67.1 | 66.0 | 66.0 | 68.4 | 68.3 | 67.8 | 67.3 | 68.1 | 67.4 |
| 1995 | 66.4 | 64.9 | 57.9 | 49.3 | 50.6 | 47.9 | 52.8 | 50.3 | p53.7 | p52.4 | | |
| Over 6-month span: | | | | | | | | | | | | |
| 1991 | 29.8 | 32.6 | 30.9 | 32.6 | 39.0 | 44.8 | 47.1 | 44.7 | 48.0 | 45.8 | 40.7 | 40.3 |
| 1992 | 43.4 | 46.2 | 46.3 | 50.8 | 55.1 | 55.3 | 52.7 | 52.2 | 56.7 | 55.9 | 63.6 | 63.2 |
| 1993 | 63.2 | 63.8 | 62.8 | 64.2 | 60.8 | 63.9 | 64.5 | 64.7 | 66.2 | 67.3 | 70.8 | 70.8 |
| 1994 | 71.2 | 70.2 | 70.5 | 69.5 | 69.8 | 69.1 | 70.5 | 70.9 | 69.0 | 69.0 | 67.4 | 67.0 |
| 1995 | 65.9 | 58.8 | 56.3 | 52.2 | 49.2 | 49.6 | p51.5 | p54.2 | | | | |
| Over 12-month span: | | | | | | | | | | | | |
| 1991 | 31.0 | 31.0 | 31.7 | 31.9 | 31.7 | 33.8 | 35.8 | 37.5 | 40.0 | 45.2 | 45.6 | 45.4 |
| 1992 | 47.2 | 42.3 | 42.7 | 44.1 | 48.0 | 52.5 | 55.8 | 60.7 | 59.7 | 61.4 | 62.9 | 62.9 |
| 1993 | 64.9 | 63.9 | 64.0 | 65.4 | 67.0 | 67.6 | 67.6 | 67.0 | 70.2 | 69.4 | 68.8 | 69.4 |
| 1994 | 68.4 | 70.8 | 71.9 | 70.2 | 69.5 | 69.7 | 70.4 | 70.8 | 70.4 | 70.2 | 66.0 | 64.0 |
| 1995 | 63.1 | 60.8 | 58.1 | p58.1 | p55.5 | | | | | | | |
| | Manufacturing payrolls, 139 industries[1] | | | | | | | | | | | |
| Over 1-month span: | | | | | | | | | | | | |
| 1991 | 32.4 | 35.6 | 32.4 | 35.3 | 47.1 | 42.4 | 44.6 | 52.2 | 43.2 | 47.5 | 42.1 | 38.5 |
| 1992 | 37.1 | 40.3 | 46.0 | 57.2 | 48.2 | 46.0 | 56.1 | 42.8 | 50.7 | 47.5 | 51.4 | 52.5 |
| 1993 | 52.2 | 57.9 | 52.9 | 44.2 | 51.4 | 46.0 | 50.7 | 48.6 | 56.1 | 54.7 | 56.5 | 54.3 |
| 1994 | 59.4 | 61.2 | 59.4 | 56.5 | 55.0 | 59.0 | 54.0 | 56.5 | 53.2 | 59.4 | 59.0 | 57.6 |
| 1995 | 56.8 | 54.7 | 49.6 | 44.2 | 36.7 | 41.7 | 39.6 | 46.8 | 40.3 | p49.6 | p43.2 | |
| Over 3-month span: | | | | | | | | | | | | |
| 1991 | 23.7 | 23.0 | 20.9 | 33.1 | 35.6 | 37.4 | 47.1 | 47.1 | 50.4 | 39.9 | 37.4 | 32.7 |
| 1992 | 29.9 | 36.0 | 45.0 | 51.4 | 52.2 | 54.3 | 45.3 | 50.7 | 43.9 | 49.6 | 51.4 | 53.6 |
| 1993 | 60.8 | 60.4 | 57.2 | 46.4 | 46.4 | 50.7 | 49.6 | 54.3 | 53.2 | 60.1 | 56.1 | 57.6 |
| 1994 | 65.1 | 66.5 | 64.4 | 59.0 | 58.6 | 58.3 | 61.5 | 59.0 | 61.5 | 60.4 | 64.0 | 62.2 |
| 1995 | 61.5 | 56.1 | 47.1 | 35.6 | 32.4 | 28.8 | 32.7 | 33.1 | p41.0 | p38.1 | | |
| Over 6-month span: | | | | | | | | | | | | |
| 1991 | 14.7 | 20.5 | 21.6 | 24.8 | 34.9 | 38.5 | 42.8 | 40.6 | 41.4 | 39.2 | 31.7 | 33.1 |
| 1992 | 33.5 | 36.0 | 39.6 | 47.5 | 51.8 | 52.5 | 47.5 | 48.9 | 52.5 | 47.1 | 57.9 | 58.3 |
| 1993 | 57.6 | 56.5 | 56.1 | 55.0 | 49.3 | 52.2 | 55.4 | 57.9 | 56.8 | 57.6 | 65.1 | 62.9 |
| 1994 | 61.9 | 62.9 | 64.4 | 61.5 | 60.8 | 59.0 | 62.2 | 62.6 | 61.5 | 64.0 | 61.5 | 61.5 |
| 1995 | 57.2 | 47.1 | 40.3 | 32.7 | 26.6 | 25.9 | p29.1 | p31.3 | | | | |
| Over 12-month span: | | | | | | | | | | | | |
| 1991 | 16.5 | 16.2 | 17.3 | 18.0 | 20.9 | 24.1 | 26.3 | 30.6 | 32.7 | 38.1 | 38.8 | 37.4 |
| 1992 | 42.4 | 36.7 | 36.3 | 36.0 | 39.6 | 45.7 | 50.0 | 55.8 | 57.9 | 56.8 | 58.3 | 56.5 |
| 1993 | 56.8 | 57.9 | 55.8 | 58.6 | 57.2 | 57.6 | 58.6 | 59.0 | 61.2 | 60.4 | 60.1 | 59.4 |
| 1994 | 58.3 | 59.7 | 61.9 | 61.5 | 61.5 | 61.5 | 61.9 | 63.3 | 61.5 | 59.7 | 56.5 | 49.6 |
| 1995 | 46.8 | 43.2 | 40.6 | p37.1 | p34.5 | | | | | | | |

[1] Based on seasonally adjusted data for 1-, 3-, and 6-month spans and unadjusted data for the 12-month span. Data are centered within the span.

p = preliminary.

NOTE: Figures are the percent of industries with employment increasing plus one-half of the industries with unchanged employment, where 50 percent indicates an equal balance between industries with increasing and decreasing employment.

**U. S. Department of Labor**

Commissioner for
Bureau of Labor Statistics
Washington, D.C. 20212

FEB 23 1996

Honorable Connie Mack
United States Senate
Washington, D.C. 20510-0904

Dear Chairman Mack:

At the December 8, 1995, hearing of the Joint Economic Committee on the employment situation for November, you asked a question about recent trends in compensation by region. The recent government shutdown and the subsequent weather-related closures have contributed to the delay in my response.

As promised, my staff have prepared brief analyses of those trends using data from several Bureau of Labor Statistics programs. The quarterly data from the Employment Cost Index program provide our best information on current employer compensation cost trends by region.

Please note that, due to differences in the underlying concepts and methodologies, the levels and rates of change for the various wage series are somewhat different. In addition, the series differ in how frequently and how quickly they are produced.

Please let me know if you have any further questions on this subject.

Sincerely,

Katharine Abraham

KATHARINE G. ABRAHAM
Commissioner

Enclosures

## Data from the Employment Cost Index

The Employment Cost Index measures the rate of change in the cost of labor from a base period in which the mix of employment by industry and occupation is held constant; in other words, it is a measure of "pure" cost change free from the influence of shifts in the employment mix. The compensation series includes changes in wages and salaries and in employer costs for employee benefits. The data for private industry are collected from a national sample of nearly 21,000 occupations within about 4,100 business establishments, and are published every quarter.

The first table below shows the percent change in compensation costs for private industry for the U.S. and by region from quarter-to-quarter over the last 5 quarters. The second table shows percent changes from December to December for each year from 1989 through 1995.

**Employment Cost Index for private industry, quarterly percentage changes**

| | U.S | Northeast | South | Midwest | West |
|---|---|---|---|---|---|
| **Dec. 1994** | 0.4 | 0.2 | 0.6 | 0.3 | 0.3 |
| **Mar. 1995** | 0.8 | 1.0 | 1.0 | 0.6 | 0.7 |
| **June 1995** | 0.7 | 0.8 | 0.5 | 0.9 | 0.7 |
| **Sep. 1995** | 0.6 | 0.6 | 0.7 | 0.6 | 0.4 |
| **Dec. 1995** | 0.6 | 0.4 | 0.6 | 0.5 | 1.0 |

**Employment Cost Index for private industry, percent changes for 12 months ended in December**

| | U.S. | Northeast | South | Midwest | West |
|---|---|---|---|---|---|
| **1989** | 4.8 | 6.4 | 4.2 | 4.1 | 4.2 |
| **1990** | 4.6 | 4.6 | 4.6 | 5.1 | 4.4 |
| **1991** | 4.4 | 4.6 | 4.0 | 4.8 | 4.3 |
| **1992** | 3.5 | 3.5 | 3.2 | 3.5 | 3.6 |
| **1993** | 3.6 | 3.7 | 3.5 | 4.4 | 2.8 |
| **1994** | 3.1 | 3.0 | 3.1 | 3.1 | 3.0 |
| **1995** | 2.8 | 2.9 | 2.9 | 2.7 | 2.8 |

## Data from the Current Employment Statistics program

Under the Current Employment Statistics (CES) program, monthly data on employment, hours, and earnings are collected from nearly 400,000 business establishments nationally. At the State level, BLS publishes monthly estimates of average hourly earnings for production workers in the manufacturing industry. The earnings data refer to hours paid for workers on payrolls during the pay period including the 12th of the month.

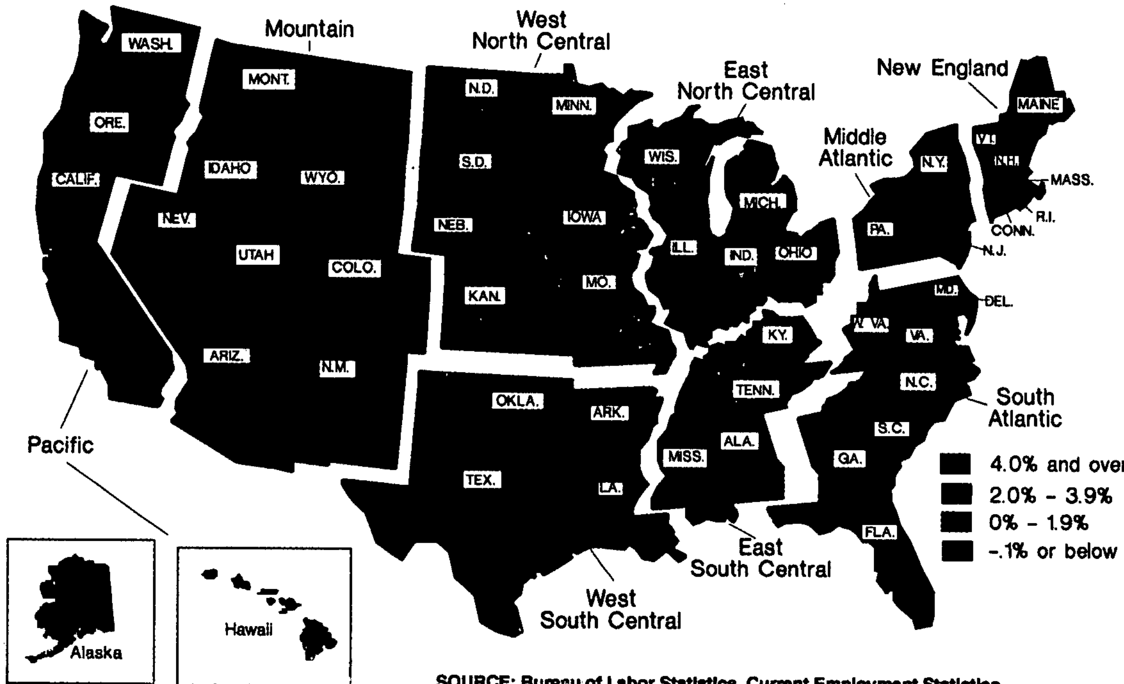
The following table shows the over-the-year percentage change in average hourly earnings for manufacturing production workers by State for each year from 1989 through 1995. To provide a different way of viewing the data, we also have attached a color-coded map presenting the changes over the last year.

**Average hourly earnings of production workers in manufacturing, percent changes for 12 months ended in December**

| State | 1990 | 1991 | 1992 | 1993 | 1994 | 1995 |
|---|---|---|---|---|---|---|
| Alabama | 3.9 | 3.3 | 2.2 | 5.4 | 2.5 | 4.3 |
| Alaska | -6.1 | -12.9 | 5.8 | -1.8 | 9.0 | 1.5 |
| Arizona | 4.3 | 4.2 | 0.0 | 2.4 | 0.9 | 0.9 |
| Arkansas | 2.9 | 3.8 | 2.7 | 3.7 | 2.4 | 5.7 |
| California | 4.2 | 2.9 | 1.6 | 1.9 | -0.2 | 1.2 |
| Colorado | 5.7 | 0.9 | 3.6 | 5.7 | 0.6 | 3.1 |
| Connecticut | 3.6 | 4.2 | 3.4 | 6.0 | 2.2 | 1.6 |
| Delaware | -9.8 | 11.8 | -2.2 | 14.1 | -1.5 | 1.1 |
| Florida | 3.9 | 3.5 | 2.8 | 1.0 | 2.7 | 1.9 |
| Georgia | 3.3 | 3.9 | 2.5 | 2.3 | 2.5 | 5.0 |
| Hawaii | 8.0 | 0.1 | 4.1 | 2.3 | 1.6 | 4.5 |
| Idaho | 6.5 | 4.0 | 2.4 | 3.3 | -2.5 | 3.6 |
| Illinois | 2.6 | 1.2 | 2.0 | 1.3 | 2.3 | 3.7 |
| Indiana | 3.0 | 4.0 | 2.6 | 2.9 | 3.5 | 1.8 |
| Iowa | 4.9 | 2.1 | 2.0 | 3.1 | 1.1 | 3.2 |
| Kansas | 1.2 | 4.2 | 3.6 | 0.9 | 3.4 | -0.2 * |
| Kentucky | 4.9 | 2.3 | 1.8 | 2.0 | 3.1 | 6.4 |
| Louisiana | 4.0 | 0.7 | 6.3 | 3.2 | 3.9 | 0.1 |
| Maine | 5.2 | 4.2 | 2.9 | 1.4 | 2.4 | 5.9 |
| Maryland | 1.8 | 5.3 | 4.4 | 2.0 | 3.1 | 2.0 |
| Massachusetts | 4.6 | 2.8 | 2.9 | 1.7 | 1.4 | 1.6 |
| Michigan | 4.5 | 3.5 | 2.0 | 7.2 | 2.0 | 1.3 |
| Minnesota | 1.8 | 3.4 | 3.6 | 2.4 | 2.7 | 1.7 |
| Mississippi | 3.9 | 3.9 | 2.7 | 3.0 | 2.2 | 4.4 |
| Missouri | 0.9 | 2.3 | 2.6 | 3.2 | 2.4 | 4.2 |
| Montana | -0.5 | 1.7 | 5.1 | 3.1 | 0.8 | 5.1 |
| Nebraska | 2.3 | 3.8 | 1.9 | 3.5 | 4.5 | 1.8 |
| Nevada | 5.4 | -0.1 | 4.3 | 3.8 | 1.2 | 3.2 |
| New Hampshire | 1.7 | 1.2 | 4.0 | 1.6 | 3.6 | 0.8 |
| New Jersey | 4.8 | 3.8 | 2.3 | 4.4 | 1.5 | 2.5 |
| New Mexico | 2.5 | 3.8 | 4.3 | 0.3 | 4.6 | 3.8 |
| New York | 3.8 | 3.2 | 2.3 | 1.8 | 3.1 | 0.9 |
| North Carolina | 4.8 | 4.1 | 3.8 | 3.1 | 3.7 | 3.4 |
| North Dakota | 6.2 | -1.6 | 4.5 | 1.5 | 6.2 | 2.0 |
| Ohio | 3.7 | 4.0 | 3.3 | 4.6 | 0.2 | 1.0 |
| Oklahoma | 3.1 | 4.7 | -1.1 | 3.3 | -1.8 | 1.6 |
| Oregon | 3.3 | 4.1 | 2.8 | 0.4 | 2.9 | 3.4 |
| Pennsylvania | 3.9 | 3.7 | 3.2 | 2.9 | 2.4 | 3.2 |
| Rhode Island | 4.8 | 0.9 | 2.8 | 2.8 | 0.6 | 2.4 |
| South Carolina | 3.7 | 3.8 | 3.2 | 2.4 | 2.1 | 1.4 |
| South Dakota | 3.5 | 1.0 | 0.7 | 2.0 | 3.4 | 3.1 |
| Tennessee | 4.7 | 4.2 | 1.3 | 1.6 | 1.6 | 3.4 |
| Texas | 1.9 | 3.5 | 0.5 | 0.2 | 1.8 | 3.8 |
| Utah | 3.1 | 5.1 | 1.9 | 0.9 | 1.1 | 4.4 |
| Vermont | 5.1 | 4.9 | 3.1 | 3.3 | 0.8 | 0.7 |
| Virginia | 3.2 | 2.3 | 2.0 | 3.0 | 3.5 | 4.0 |
| Washington | 5.0 | 3.2 | 2.7 | 3.6 | 2.0 | -9.4 * |
| West Virginia | 4.3 | 2.8 | 0.6 | 2.9 | 1.4 | 0.6 |
| Wisconsin | 4.8 | 3.6 | 1.3 | 2.7 | 2.5 | 2.8 |
| Wyoming | 2.1 | 5.9 | 1.3 | 1.3 | 2.9 | -6.2 |

* States affected by Boeing strike in December 1995

## Percentage change in manufacturing average hourly earnings, by state, December 1994–December 1995




SOURCE: Bureau of Labor Statistics, Current Employment Statistics

## Data from the Current Population Survey

The Current Population Survey (CPS) is a monthly survey which had a sample size of approximately 56,000 households during the period shown below. The data on median usual weekly earnings are for wage and salary workers who usually work full time (35 hours or more per week). Excluded are part-time workers and the self employed. The figures represent gross earnings before deductions for taxes and employee contributions to benefit plans. The data by region are tabulated once each year.

**Median usual weekly earnings of full-time wage and salary workers, annual averages**

| | U.S. | Northeast | South | Midwest | West |
|---|---|---|---|---|---|
| 1989 | $399 | $430 | $361 | $403 | $423 |
| 1990 | $415 | $459 | $377 | $419 | $444 |
| 1991 | $430 | $479 | $390 | $435 | $470 |
| 1992 | $445 | $491 | $401 | $445 | $484 |
| 1993 | $463 | $501 | $415 | $460 | $498 |
| 1994 | $467 | $511 | $418 | $473 | $496 |
| 1995 | $479 | $523 | $433 | $484 | $502 |

**Median usual weekly earnings of full-time wage and salary workers, percent changes in annual averages**

| | U.S. | Northeast | South | Midwest | West |
|---|---|---|---|---|---|
| 1989 | --- | --- | --- | --- | --- |
| 1990 | 4.0 | 6.7 | 4.4 | 4.0 | 5.0 |
| 1991 | 3.6 | 4.4 | 3.4 | 3.8 | 5.9 |
| 1992 | 3.5 | 2.5 | 2.8 | 2.3 | 3.0 |
| 1993 | 4.0 | 2.0 | 3.5 | 3.4 | 2.9 |
| 1994 | 0.9 | 2.0 | 0.7 | 2.8 | -0.4 |
| 1995 | 2.6 | 2.3 | 3.6 | 2.3 | 1.2 |

**Data from the Covered Employment and Wages (ES-202) Program**

The data shown below represent average annual wages for private industry workers covered by unemployment insurance (UI) programs in the 50 states and the District of Columbia. The figures are obtained from business establishments and include all UI-covered workers regardless of the number of hours they worked during the year. The data do not include employer costs for employee benefits. Average annual pay figures are published once each year.

**Average annual pay of private industry workers, annual averages**

| | U.S. | Northeast | South | Midwest | West |
|---|---|---|---|---|---|
| 1989 | $22,269 | $25,097 | $20,311 | $21,887 | $22,768 |
| 1990 | $23,258 | $26,473 | $21,222 | $22,689 | $23,804 |
| 1991 | $24,178 | $27,622 | $22,148 | $23,412 | $24,829 |
| 1992 | $25,547 | $29,550 | $23,366 | $24,683 | $26,098 |
| 1993 | $25,934 | $29,965 | $23,735 | $25,154 | $26,488 |
| 1994 | $26,494 | $30,496 | $24,269 | $25,982 | $26,881 |

**Average annual pay of private industry workers, percent changes in annual averages**

| | U.S. | Northeast | South | Midwest | West |
|---|---|---|---|---|---|
| 1989 | --- | --- | --- | --- | --- |
| 1990 | 4.4 | 5.5 | 4.5 | 3.7 | 4.6 |
| 1991 | 4.0 | 4.3 | 4.4 | 3.2 | 4.3 |
| 1992 | 5.7 | 7.0 | 5.5 | 5.4 | 5.1 |
| 1993 | 1.5 | 1.4 | 1.6 | 1.9 | 1.5 |
| 1994 | 2.2 | 1.8 | 2.2 | 3.3 | 1.5 |

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