

## U.S. BUREAU OF LABOR STATISTICS

# Economic News Release

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## Employment Situation News Release

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### THE EMPLOYMENT SITUATION -- DECEMBER 2019

Total nonfarm payroll employment rose by 145,000 in December, and the unemployment rate was unchanged at 3.5 percent, the U.S. Bureau of Labor Statistics reported today. Notable job gains occurred in retail trade and health care, while mining lost jobs.

This news release presents statistics from two monthly surveys. The household survey measures labor force status, including unemployment, by demographic characteristics. The establishment survey measures nonfarm employment, hours, and earnings by industry. For more information about the concepts and statistical methodology used in these two surveys, see the Technical Note.

#### Revision of Seasonally Adjusted Household Survey Data

Seasonally adjusted household survey data have been revised using updated seasonal adjustment factors, a procedure done at the end of each calendar year. Seasonally adjusted estimates back to January 2015 were subject to revision. The unemployment rates for January 2019 through November 2019 (as originally published and as revised) appear in table A, along with additional information about the revisions.

#### Household Survey Data

In December, the unemployment rate held at 3.5 percent, and the number of unemployed persons was unchanged at 5.8 million. A year earlier, the jobless rate was 3.9 percent, and the number of unemployed persons was 6.3 million. (See table A-1.)

Among the major worker groups, the unemployment rates for adult men (3.1 percent), adult women (3.2 percent), teenagers (12.6 percent), Whites (3.2 percent), Blacks (5.9 percent), Asians (2.5 percent), and Hispanics (4.2 percent) showed little or no change in December. (See tables A-1, A-2, and A-3.)

The number of long-term unemployed (those jobless for 27 weeks or more), at 1.2 million, was unchanged in December and accounted for 20.5 percent of the unemployed. (See table A-12.)

The labor force participation rate was unchanged at 63.2 percent in December. The employment-population ratio was 61.0 percent for the fourth consecutive month but was up by 0.4 percentage point over the year. (See table A-1.)

The number of persons employed part time for economic reasons, at 4.1 million, changed little in December but was down by 507,000 over the year. These individuals, who would have preferred full-time employment, were working part time because their hours had been reduced or they were unable to find full-time jobs. (See table A-8.)

In December, 1.2 million persons were marginally attached to the labor force, down by 310,000 from a year earlier. (Data are not seasonally adjusted.) These individuals were not in the labor force, wanted and were available for work, and had looked for a job sometime in the prior 12 months. They were not counted as unemployed because they had not searched for work in the 4 weeks preceding the survey. (See table A-16.)

Among the marginally attached, there were 277,000 discouraged workers in December, down by 98,000 from a year earlier. (Data are not seasonally adjusted.) Discouraged workers are persons not currently looking for work because they believe no jobs are available for them. The remaining 969,000 persons marginally attached to the labor force in December had not searched for work for reasons such as school attendance or family responsibilities. (See table A-16.)

#### Establishment Survey Data

Total nonfarm payroll employment increased by 145,000 in December. Notable job gains occurred in retail trade and health care, while mining lost jobs. In 2019, payroll employment rose by 2.1 million, down from a gain of 2.7 million in 2018. (See table B-1.)

In December, retail trade added 41,000 jobs. Employment increased in clothing and accessories stores (+33,000) and in building material and garden supply stores (+7,000); both industries showed employment declines in the prior month. Employment in retail trade changed little, on net, in both 2019 and 2018 (+9,000 and +14,000, respectively).

Employment in health care increased by 28,000 in December. Ambulatory health care services and hospitals added jobs over the month (+23,000 and +9,000, respectively). Health care added 399,000 jobs in 2019, compared with an increase of 350,000 in 2018.

Employment in leisure and hospitality continued to trend up in December (+40,000). The industry added 388,000 jobs in 2019, similar to the increase in 2018 (+359,000).

Mining employment declined by 8,000 in December. In 2019, employment in mining declined by 24,000, after rising by 63,000 in 2018.

Construction employment changed little in December (+20,000). Employment in the industry rose by 151,000 in 2019, about half of the 2018 gain of 307,000.

In December, employment in professional and business services showed little change (+10,000). The industry added 397,000 jobs in 2019, down from an increase of 561,000 jobs in 2018.

Employment in transportation and warehousing changed little in December (-10,000). Employment in the industry increased by 57,000 in 2019, about one-fourth of the 2018 gain of 216,000.

Manufacturing employment was little changed in December (-12,000). Employment in the industry changed little in 2019 (+46,000), after increasing in 2018 (+264,000).

In December, employment showed little change in other major industries, including wholesale trade, information, financial activities, and government.

In December, average hourly earnings for all employees on private nonfarm payrolls rose by 3 cents to \$28.32. Over the last 12 months, average hourly earnings have increased by 2.9 percent. In December, average hourly earnings of private-sector production and nonsupervisory employees, at \$23.79, were little changed (+2 cents). (See tables B-3 and B-8.)

The average workweek for all employees on private nonfarm payrolls was unchanged at 34.3 hours in December. In manufacturing, the average workweek and overtime remained at 40.5 hours and 3.2 hours, respectively. The average workweek of private-sector production and nonsupervisory employees held at 33.5 hours. (See tables B-2 and B-7.)

The change in total nonfarm payroll employment for October was revised down by 4,000 from +156,000 to +152,000, and the change for November was revised down by 10,000 from +266,000 to +256,000. With these revisions, employment gains in October and November combined were 14,000 lower than previously reported. (Monthly revisions result from additional reports received from businesses and government agencies since the last published estimates and from the recalculation of seasonal factors.) After revisions, job gains have averaged 184,000 over the last 3 months.

The Employment Situation for January is scheduled to be released on Friday, February 7, 2020, at 8:30 a.m. (EST).

#### Upcoming Changes to Household Survey Data

With the publication of The Employment Situation for January 2020 on February 7, 2020, two not seasonally adjusted series currently displayed in Summary table A--persons marginally attached to the labor force and discouraged workers--will be replaced with new seasonally adjusted series. The new seasonally adjusted series will be available in the BLS online database back to 1994. Not seasonally adjusted data for persons marginally attached to the labor force and for discouraged workers will continue to be published in table A-16. These series will also be available in the BLS online database back to 1994.

Persons marginally attached to the labor force and discouraged workers are inputs into three alternative measures of labor underutilization displayed in table A-15. Therefore, with the publication of The Employment Situation for January 2020, data for U-4, U-5, and U-6 in table A-15 will reflect the new seasonally adjusted series. Revised data back to 1994 will be available in the BLS online database. Not seasonally adjusted series for the alternative measures will be unaffected.

Beginning with data for January 2020, occupation estimates in table A-13 will reflect the introduction of the 2018 Census occupation classification system into the household survey. This occupation classification system is derived from the 2018 Standard Occupational Classification (SOC) system. In addition, industry estimates in table A-14 will reflect the introduction of the 2017 Census industry classification system, which is derived from the 2017 North American Industry Classification System (NAICS). Historical data on occupation and industry will not be revised. Beginning with data for January 2020, estimates will not be

strictly comparable with earlier years.

Also beginning with data for January 2020, estimates of married persons will include those in opposite- and same-sex marriages. Prior to January 2020, these estimates included only those in opposite-sex marriages. This will affect marital status estimates in tables A-9 and A-10. Historical data will not be revised.

Also effective with the release of The Employment Situation for January 2020, new population controls will be used in the household survey estimation process. These new controls reflect the annual update of intercensal population estimates by the U.S. Census Bureau. In accordance with usual practice, historical data will not be revised to incorporate the new controls; consequently, household survey data for January 2020 will not be directly comparable with data for December 2019 or earlier periods. A table showing the effects of the new controls on the major labor force series will be included in the January 2020 news release. In addition, the population controls for veterans, which are derived from a Department of Veterans Affairs' population model and are updated periodically, will also be updated with the release of January data.

#### Upcoming Revisions to Establishment Survey Data

Effective with the release of The Employment Situation for January 2020 on February 7, 2020, the establishment survey will revise nonfarm payroll employment, hours, and earnings data to reflect the annual benchmark process and updated seasonal adjustment factors. Not seasonally adjusted data beginning with April 2018 and seasonally adjusted data beginning with January 2015 are subject to revision. Consistent with standard practice, additional historical data may be revised as a result of the benchmark process.

#### Revision of Seasonally Adjusted Household Survey Data

At the end of each calendar year, BLS routinely updates the seasonal adjustment factors for the national labor force series derived from the household survey. As a result of this process, seasonally adjusted data for January 2015 through November 2019 were subject to revision. (Not seasonally adjusted data were not subject to revision.)

Table A shows the unemployment rates for January 2019 through November 2019, as first published and as revised. The rates were unchanged for all 11 months. Revised seasonally adjusted data for other major labor force series beginning in December 2018 appear in table B.

More information on this year's revisions to seasonally adjusted household series is available at [www.bls.gov/web/empstat/cps-seas-adjustment-methodology.pdf](http://www.bls.gov/web/empstat/cps-seas-adjustment-methodology.pdf). Detailed information on the seasonal adjustment methodology is found at [www.bls.gov/cps/seasonal-adjustment-methodology.htm](http://www.bls.gov/cps/seasonal-adjustment-methodology.htm).

Historical data for the household series contained in the A tables of this news release can be accessed at [www.bls.gov/cps/cpsatabs.htm](http://www.bls.gov/cps/cpsatabs.htm). Revised historical seasonally adjusted data are available at [www.bls.gov/cps/data.htm](http://www.bls.gov/cps/data.htm) and <https://download.bls.gov/pub/time.series/ln/>.

Table A. Seasonally adjusted unemployment rates in 2019 and changes due to revision  
January - November 2019

Month	As first published	As revised	Change
January.....	4.0	4.0	0.0
February.....	3.8	3.8	0.0
March.....	3.8	3.8	0.0
April.....	3.6	3.6	0.0
May.....	3.6	3.6	0.0
June.....	3.7	3.7	0.0
July.....	3.7	3.7	0.0
August.....	3.7	3.7	0.0
September.....	3.5	3.5	0.0
October.....	3.6	3.6	0.0
November.....	3.5	3.5	0.0

#### HOUSEHOLD DATA

**Table B. Employment status of the civilian population by sex and age, seasonally adjusted**

[Numbers in thousands]

Employment status, sex, and age	2018	2019											
	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.

Employment status, sex, and age	2018	2019											
	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
<b>TOTAL</b>													
<b>Civilian noninstitutional population</b> (1)	258,888	258,239	258,392	258,537	258,693	258,861	259,037	259,225	259,432	259,638	259,845	260,020	260,181
<b>Civilian labor force</b>	163,111	163,142	163,047	162,935	162,546	162,782	163,133	163,373	163,894	164,051	164,401	164,347	164,556
<b>Participation rate</b>	63.0	63.2	63.1	63.0	62.8	62.9	63.0	63.0	63.2	63.2	63.3	63.2	63.2
<b>Employed</b>	156,825	156,627	156,866	156,741	156,696	156,844	157,148	157,346	157,895	158,298	158,544	158,536	158,803
<b>Employment-population ratio</b>	60.6	60.7	60.7	60.6	60.6	60.6	60.7	60.7	60.9	61.0	61.0	61.0	61.0
<b>Unemployed</b>	6,286	6,516	6,181	6,194	5,850	5,938	5,985	6,027	5,999	5,753	5,857	5,811	5,753
<b>Unemployment rate</b>	3.9	4.0	3.8	3.8	3.6	3.6	3.7	3.7	3.7	3.5	3.6	3.5	3.5
<b>Men, 20 years and over</b>													
<b>Civilian noninstitutional population</b> (1)	116,739	116,436	116,513	116,586	116,665	116,752	116,843	116,939	117,040	117,140	117,242	117,331	117,413
<b>Civilian labor force</b>	83,483	83,586	83,588	83,566	83,421	83,569	83,568	83,771	83,852	83,841	83,911	84,057	84,008
<b>Participation rate</b>	71.5	71.8	71.7	71.7	71.5	71.6	71.5	71.6	71.6	71.6	71.6	71.6	71.5
<b>Employed</b>	80,496	80,474	80,677	80,570	80,609	80,761	80,780	80,975	81,046	81,146	81,196	81,377	81,390
<b>Employment-population ratio</b>	69.0	69.1	69.2	69.1	69.1	69.2	69.1	69.2	69.2	69.3	69.3	69.4	69.3
<b>Unemployed</b>	2,987	3,112	2,911	2,995	2,812	2,808	2,788	2,796	2,806	2,695	2,715	2,679	2,618
<b>Unemployment rate</b>	3.6	3.7	3.5	3.6	3.4	3.4	3.3	3.3	3.3	3.2	3.2	3.2	3.1
<b>Women, 20 years and over</b>													
<b>Civilian noninstitutional population</b> (1)	125,393	125,099	125,177	125,252	125,332	125,419	125,509	125,604	125,705	125,806	125,907	125,998	126,082
<b>Civilian labor force</b>	73,673	73,643	73,667	73,508	73,440	73,439	73,655	73,585	74,116	74,313	74,542	74,291	74,584
<b>Participation rate</b>	58.8	58.9	58.8	58.7	58.6	58.6	58.7	58.6	59.0	59.1	59.2	59.0	59.2
<b>Employed</b>	71,123	71,004	71,169	71,056	71,136	71,038	71,209	71,120	71,665	71,990	72,130	71,881	72,200
<b>Employment-population ratio</b>	56.7	56.8	56.9	56.7	56.8	56.6	56.7	56.6	57.0	57.2	57.3	57.0	57.3
<b>Unemployed</b>	2,550	2,639	2,497	2,451	2,304	2,401	2,447	2,465	2,451	2,323	2,411	2,411	2,383
<b>Unemployment rate</b>	3.5	3.6	3.4	3.3	3.1	3.3	3.3	3.3	3.3	3.1	3.2	3.2	3.2
<b>Both sexes, 16 to 19 years</b>													
<b>Civilian noninstitutional population</b> (1)	16,756	16,704	16,702	16,698	16,696	16,690	16,686	16,682	16,687	16,691	16,696	16,692	16,686
<b>Civilian labor force</b>	5,955	5,913	5,792	5,862	5,685	5,774	5,910	6,017	5,926	5,897	5,948	5,999	5,964
<b>Participation rate</b>	35.5	35.4	34.7	35.1	34.1	34.6	35.4	36.1	35.5	35.3	35.6	35.9	35.7
<b>Employed</b>	5,205	5,149	5,019	5,115	4,951	5,044	5,159	5,250	5,184	5,162	5,218	5,278	5,213
<b>Employment-population ratio</b>	31.1	30.8	30.1	30.6	29.7	30.2	30.9	31.5	31.1	30.9	31.3	31.6	31.2
<b>Unemployed</b>	750	765	773	747	734	730	751	767	742	735	730	721	752
<b>Unemployment rate</b>	12.6	12.9	13.3	12.7	12.9	12.6	12.7	12.7	12.5	12.5	12.3	12.0	12.6

**Footnotes**

(1) The population figures are not adjusted for seasonal variation.

NOTE: Seasonally adjusted data have been revised to reflect updated seasonal adjustment factors.

**HOUSEHOLD DATA****Summary table A. Household data, seasonally adjusted**

[Numbers in thousands]

Category	Dec. 2018	Oct. 2019	Nov. 2019	Dec. 2019	Change from:
					Nov. 2019- Dec. 2019
<b>Employment status</b>					
<b>Civilian noninstitutional population</b>	258,888	259,845	260,020	260,181	161
<b>Civilian labor force</b>	163,111	164,401	164,347	164,556	209
<b>Participation rate</b>	63.0	63.3	63.2	63.2	0.0
<b>Employed</b>	156,825	158,544	158,536	158,803	267
<b>Employment-population ratio</b>	60.6	61.0	61.0	61.0	0.0
<b>Unemployed</b>	6,286	5,857	5,811	5,753	-58
<b>Unemployment rate</b>	3.9	3.6	3.5	3.5	0.0

- Over-the-month changes are not displayed for not seasonally adjusted data.

NOTE: Persons whose ethnicity is identified as Hispanic or Latino may be of any race. Detail for the seasonally adjusted data shown in this table will not necessarily add to totals because of the independent seasonal adjustment of the various series. Updated population controls are introduced annually with the release of January data.

Category	Dec. 2018	Oct. 2019	Nov. 2019	Dec. 2019	Change from: Nov. 2019- Dec. 2019
<b>Not in labor force</b>	95,777	95,444	95,673	95,625	-48
<b>Unemployment rates</b>					
<b>Total, 16 years and over</b>	3.9	3.6	3.5	3.5	0.0
<b>Adult men (20 years and over)</b>	3.6	3.2	3.2	3.1	-0.1
<b>Adult women (20 years and over)</b>	3.5	3.2	3.2	3.2	0.0
<b>Teenagers (16 to 19 years)</b>	12.6	12.3	12.0	12.6	0.6
<b>White</b>	3.4	3.2	3.2	3.2	0.0
<b>Black or African American</b>	6.6	5.5	5.6	5.9	0.3
<b>Asian</b>	3.3	2.8	2.6	2.5	-0.1
<b>Hispanic or Latino ethnicity</b>	4.4	4.1	4.2	4.2	0.0
<b>Total, 25 years and over</b>	3.1	2.9	2.9	2.8	-0.1
<b>Less than a high school diploma</b>	5.8	5.5	5.3	5.2	-0.1
<b>High school graduates, no college</b>	3.8	3.7	3.7	3.7	0.0
<b>Some college or associate degree</b>	3.3	2.8	2.9	2.7	-0.2
<b>Bachelor's degree and higher</b>	2.2	2.1	2.0	1.9	-0.1
<b>Reason for unemployment</b>					
<b>Job losers and persons who completed temporary jobs</b>	2,892	2,691	2,804	2,686	-118
<b>Job leavers</b>	827	846	776	829	53
<b>Reentrants</b>	1,968	1,698	1,663	1,655	-8
<b>New entrants</b>	600	622	581	551	-30
<b>Duration of unemployment</b>					
<b>Less than 5 weeks</b>	2,117	1,978	2,026	2,065	39
<b>5 to 14 weeks</b>	2,007	1,747	1,753	1,730	-23
<b>15 to 26 weeks</b>	899	884	865	812	-53
<b>27 weeks and over</b>	1,311	1,259	1,219	1,186	-33
<b>Employed persons at work part time</b>					
<b>Part time for economic reasons</b>	4,655	4,397	4,288	4,148	-140
<b>Slack work or business conditions</b>	2,895	2,747	2,634	2,657	23
<b>Could only find part-time work</b>	1,487	1,278	1,259	1,215	-44
<b>Part time for noneconomic reasons</b>	21,230	21,544	21,532	21,586	54
<b>Persons not in the labor force (not seasonally adjusted)</b>					
<b>Marginally attached to the labor force</b>	1,556	1,229	1,246	1,246	-
<b>Discouraged workers</b>	375	341	325	277	-

- Over-the-month changes are not displayed for not seasonally adjusted data.  
NOTE: Persons whose ethnicity is identified as Hispanic or Latino may be of any race. Detail for the seasonally adjusted data shown in this table will not necessarily add to totals because of the independent seasonal adjustment of the various series. Updated population controls are introduced annually with the release of January data.

**ESTABLISHMENT DATA****Summary table B. Establishment data, seasonally adjusted**

Category	Dec. 2018	Oct. 2019	Nov. 2019(P)	Dec. 2019(P)
<b>EMPLOYMENT BY SELECTED INDUSTRY (Over-the-month change, in thousands)</b>				
<b>Total nonfarm</b>	227	152	256	145
<b>Total private</b>	224	164	243	139
<b>Goods-producing</b>	40	-29	52	-1
<b>Mining and logging</b>	4	2	-8	-9
<b>Construction</b>	16	14	2	20
<b>Manufacturing</b>	20	-45	58	-12
<b>Durable goods<sup>(1)</sup></b>	14	-51	48	-7
<b>Motor vehicles and parts</b>	1.2	-43.6	39.3	-0.8
<b>Nondurable goods</b>	6	6	10	-5
<b>Private service-providing</b>	184	193	191	140
<b>Wholesale trade</b>	12.5	10.7	-2.5	8.3
<b>Retail trade</b>	-5.9	30.9	-14.1	41.2
<b>Transportation and warehousing</b>	-1.1	2.8	11.9	-10.4
<b>Utilities</b>	-0.2	-1.4	1.2	0.8
<b>Information</b>	-2	0	8	3
<b>Financial activities</b>	1	16	14	6
<b>Footnotes</b>				
<sup>(1)</sup> Includes other industries, not shown separately.				
<sup>(2)</sup> Data relate to production employees in mining and logging and manufacturing, construction employees in construction, and nonsupervisory employees in the service-providing industries.				
<sup>(3)</sup> The indexes of aggregate weekly hours are calculated by dividing the current month's estimates of aggregate hours by the corresponding annual average aggregate hours.				
<sup>(4)</sup> The indexes of aggregate weekly payrolls are calculated by dividing the current month's estimates of aggregate weekly payrolls by the corresponding annual average aggregate weekly payrolls.				
<sup>(5)</sup> 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.				
<sup>(P)</sup> Preliminary				
NOTE: Data have been revised to reflect March 2018 benchmark levels and updated seasonal adjustment factors.				

Category	Dec. 2018	Oct. 2019	Nov. 2019 <sup>(P)</sup>	Dec. 2019 <sup>(P)</sup>
<b>Professional and business services<sup>(1)</sup></b>	37	35	53	10
Temporary help services	13.5	-5.4	4.0	6.4
<b>Education and health services<sup>(1)</sup></b>	67	31	72	36
Health care and social assistance	52.9	37.8	63.8	33.9
Leisure and hospitality	65	70	38	40
Other services	11	-2	10	5
<b>Government</b>	3	-12	13	6
<b>(3-month average change, in thousands)</b>				
<b>Total nonfarm</b>	233	188	200	184
<b>Total private</b>	236	170	197	182
<b>WOMEN AND PRODUCTION AND NONSUPERVISORY EMPLOYEES AS A PERCENT OF ALL EMPLOYEES<sup>(2)</sup></b>				
<b>Total nonfarm women employees</b>	49.7	50.0	50.0	50.0
<b>Total private women employees</b>	48.3	48.6	48.6	48.7
<b>Total private production and nonsupervisory employees</b>	82.4	82.2	82.2	82.2
<b>HOURS AND EARNINGS ALL EMPLOYEES</b>				
<b>Total private</b>				
Average weekly hours	34.5	34.3	34.3	34.3
Average hourly earnings	\$27.53	\$28.20	\$28.29	\$28.32
Average weekly earnings	\$949.79	\$967.26	\$970.35	\$971.38
Index of aggregate weekly hours (2007=100) <sup>(3)</sup>	110.7	111.4	111.6	111.7
Over-the-month percent change	0.5	-0.1	0.2	0.1
Index of aggregate weekly payrolls (2007=100) <sup>(4)</sup>	145.6	150.1	150.9	151.2
Over-the-month percent change	0.8	0.1	0.5	0.2
<b>DIFFUSION INDEX (Over 1-month span)<sup>(5)</sup></b>				
<b>Total private (258 industries)</b>	65.9	55.2	65.7	57.0
<b>Manufacturing (76 industries)</b>	65.1	38.2	65.8	44.7
<b>Footnotes</b>				
<sup>(1)</sup> Includes other industries, not shown separately.				
<sup>(2)</sup> Data relate to production employees in mining and logging and manufacturing, construction employees in construction, and nonsupervisory employees in the service-providing industries.				
<sup>(3)</sup> The indexes of aggregate weekly hours are calculated by dividing the current month's estimates of aggregate hours by the corresponding annual average aggregate hours.				
<sup>(4)</sup> The indexes of aggregate weekly payrolls are calculated by dividing the current month's estimates of aggregate weekly payrolls by the corresponding annual average aggregate weekly payrolls.				
<sup>(5)</sup> 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.				
<sup>(P)</sup> Preliminary				
NOTE: Data have been revised to reflect March 2018 benchmark levels and updated seasonal adjustment factors.				

## Frequently Asked Questions about Employment and Unemployment Estimates

### 1. Why are there two monthly measures of employment?

The household survey and establishment survey both produce sample-based estimates of employment, and both have strengths and limitations. The establishment survey employment series has a smaller margin of error on the measurement of month-to-month change than the household survey because of its much larger sample size. An over-the-month employment change of about 100,000 is statistically significant in the establishment survey, while the threshold for a statistically significant change in the household survey is about 500,000. However, the household survey has a more expansive scope than the establishment survey because it includes self-employed workers whose businesses are unincorporated, unpaid family workers, agricultural workers, and private household workers, who are excluded by the establishment survey. The household survey also provides estimates of employment for demographic groups. For more information on the differences between the two surveys, please visit [https://www.bls.gov/web/empsit/ces\\_cps\\_trends.htm](https://www.bls.gov/web/empsit/ces_cps_trends.htm).

### 2. Are undocumented immigrants counted in the surveys?

It is likely that both surveys include at least some undocumented immigrants. However, neither the establishment nor the household survey is designed to identify the legal status of workers. Therefore, it is not possible to determine how many are counted in either survey. The establishment survey does not collect data on the legal status of workers. The household survey does include questions which identify the foreign and native born, but it does not include questions about the legal status of the foreign born. Data on the foreign and native born are published each month in table A-7 of The Employment Situation news release.

### 3. Why does the establishment survey have revisions?

The establishment survey revises published estimates to improve its data series by incorporating additional information that was not available at the time of the initial publication of the estimates. The establishment survey revises its initial monthly estimates twice, in the immediately succeeding 2 months, to incorporate additional sample receipts from respondents in the survey and recalculated seasonal adjustment factors. For more information on the monthly revisions, please visit

<https://www.bls.gov/ces/cesrevinfo.htm>.

On an annual basis, the establishment survey incorporates a benchmark revision that re-anchors estimates to nearly complete employment counts available from unemployment insurance tax records. The benchmark helps to control for sampling and modeling errors in the estimates. For more information on the annual benchmark revision, please visit <https://www.bls.gov/web/empstat/cesbmark.htm>.

4. Does the establishment survey sample include small firms?

Yes; about 40 percent of the establishment survey sample is comprised of business establishments with fewer than 20 employees. The establishment survey sample is designed to maximize the reliability of the statewide total nonfarm employment estimate; firms from all states, size classes, and industries are appropriately sampled to achieve that goal.

5. Does the establishment survey account for employment from new businesses?

Yes; monthly establishment survey estimates include an adjustment to account for the net employment change generated by business births and deaths. The adjustment comes from an econometric model that forecasts the monthly net jobs impact of business births and deaths based on the actual past values of the net impact that can be observed with a lag from the Quarterly Census of Employment and Wages. The establishment survey uses modeling rather than sampling for this purpose because the survey is not immediately able to bring new businesses into the sample. There is an unavoidable lag between the birth of a new firm and its appearance on the sampling frame and availability for selection. BLS adds new businesses to the survey twice a year.

6. Is the count of unemployed persons limited to just those people receiving unemployment insurance benefits?

No; the estimate of unemployment is based on a monthly sample survey of households. All persons who are without jobs and are actively seeking and available to work are included among the unemployed. (People on temporary layoff are included even if they do not actively seek work.) There is no requirement or question relating to unemployment insurance benefits in the monthly survey.

7. Does the official unemployment rate exclude people who want a job but are not currently looking for work?

Yes; however, there are separate estimates of persons outside the labor force who want a job, including those who are not currently looking because they believe no jobs are available (discouraged workers). In addition, alternative measures of labor underutilization (some of which include discouraged workers and other groups not officially counted as unemployed) are published each month in table A-15 of The Employment Situation news release. For more information about these alternative measures, please visit <https://www.bls.gov/cps/lfcharacteristics.htm#altmeasures>.

8. How can unusually severe weather affect employment and hours estimates?

In the establishment survey, the reference period is the pay period that includes the 12th of the month. Unusually severe weather is more likely to have an impact on average weekly hours than on employment. Average weekly hours are estimated for paid time during the pay period, including pay for holidays, sick leave, or other time off. The impact of severe weather on hours estimates typically, but not always, results in a reduction in average weekly hours. For example, some employees may be off work for part of the pay period and not receive pay for the time missed, while some workers, such as those dealing with cleanup or repair, may work extra hours.

Typically, it is not possible to precisely quantify the effect of extreme weather on payroll employment estimates. In order for severe weather conditions to reduce employment estimates, employees have to be off work without pay for the entire pay period. Employees who receive pay for any part of the pay period, even 1 hour, are counted in the payroll employment figures. For more information on how often employees are paid, please visit <https://www.bls.gov/opub/btn/volume-3/how-frequently-do-private-businesses-pay-workers.htm>.

In the household survey, the reference period is generally the calendar week that includes the 12th of the month. Persons who miss the entire week's work for weather-related events are counted as employed whether or not they are paid for the time off. The household survey collects data on the number of persons who had a job but were not at work due to bad weather. It also provides a measure of the number of persons who usually work full time but had reduced hours due to bad weather. Current and historical data are available on the household survey's most requested statistics page, please visit <https://data.bls.gov/cgi-bin/surveymost?ln>.

#### Technical Note

This news release presents statistics from two major surveys, the Current Population Survey (CPS; household survey) and the Current Employment Statistics survey (CES; establishment survey). The household survey provides information on the labor force, employment, and unemployment that appears in the "A" tables, marked HOUSEHOLD DATA. It is a sample survey of about 60,000 eligible households

conducted by the U.S. Census Bureau for the U.S. Bureau of Labor Statistics (BLS).

The establishment survey provides information on employment, hours, and earnings of employees on nonfarm payrolls; the data appear in the "B" tables, marked ESTABLISHMENT DATA. BLS collects these data each month from the payroll records of a sample of nonagricultural business establishments. Each month the CES program surveys about 142,000 businesses and government agencies, representing approximately 689,000 individual worksites, in order to provide detailed industry data on employment, hours, and earnings of workers on nonfarm payrolls. The active sample includes approximately one-third of all nonfarm payroll employees.

For both surveys, the data for a given month relate to a particular week or pay period. In the household survey, the reference period 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 persons 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. Additional information about the household survey can be found at <https://www.bls.gov/cps/documentation.htm>.

**Establishment survey.** The sample establishments are drawn from private nonfarm businesses such as factories, offices, and stores, as well as from federal, state, and local government entities. Employees on nonfarm payrolls are those who worked or 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 produced for the private sector for all employees and for production and nonsupervisory employees. Production and nonsupervisory employees are defined as production and related employees in manufacturing and mining and logging, construction workers in construction, and nonsupervisory employees in private service-providing industries.

Industries are classified on the basis of an establishment's principal activity in accordance with the 2017 version of the North American Industry Classification System. Additional information about the establishment survey can be found at <https://www.bls.gov/ces/>.

**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, self-employed workers whose businesses are unincorporated, 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 are counted separately for each appearance.

#### Seasonal adjustment

Over the course of a year, the size of the nation's labor force and the levels



of employment and unemployment undergo regularly occurring fluctuations. These events may result from seasonal changes in weather, major holidays, and the opening and closing of schools. The effect of such seasonal variation can be very large.

Because these seasonal events follow a more or less regular pattern each year, their influence on the level of a series can be tempered by adjusting for regular seasonal variation. These adjustments make nonseasonal developments, such as declines in employment or increases in the participation of women in the labor force, easier to spot. For example, in the household survey, 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. Similarly, in the establishment survey, payroll employment in education declines by about 20 percent at the end of the spring term and later rises with the start of the fall term, obscuring the underlying employment trends in the industry. Because seasonal employment changes at the end and beginning of the school year can be estimated, the statistics can be adjusted to make underlying employment patterns more discernable. The seasonally adjusted figures provide a more useful tool with which to analyze changes in month-to-month economic activity.

Many seasonally adjusted series are independently adjusted in both the household and establishment surveys. However, the adjusted series for many major estimates, such as total payroll employment, employment in most major sectors, 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. Percentage distributions of unemployment by reason and duration are derived from the sum of the independently seasonally adjusted component series, and will not necessarily match calculations made using the seasonally adjusted total unemployment level. Additional information about seasonal adjustment in the household survey can be found at <https://www.bls.gov/cps/documentation.htm#sa>.

For both the household and establishment surveys, a concurrent seasonal adjustment methodology is used in which new seasonal factors are calculated each month using all relevant data, up to and including the data for the current month. In the household survey, new seasonal factors are used to adjust only the current month's data. In the establishment survey, however, new seasonal factors are used each month to adjust the three most recent monthly estimates. The prior 2 months are routinely revised to incorporate additional sample reports and recalculated seasonal adjustment factors. In both surveys, 5-year 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 component of this difference that occurs because samples differ by chance is known as sampling error, and its 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 nonfarm employment from the establishment survey is on the order of plus or minus 110,000. Suppose the estimate of nonfarm employment increases by 50,000 from one month to the next. The 90-percent confidence interval on the monthly change would range from -60,000 to +160,000 (50,000 +/- 110,000). 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 nonfarm employment had, in fact, increased that month. If, however, the reported nonfarm employment rise was 250,000, 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 nonfarm employment had, in fact, risen that month. At an unemployment rate of around 6.0 percent, the 90-percent confidence interval for the monthly change in unemployment as measured by the household survey is about +/- 300,000, and for the monthly change in the unemployment rate it is about +/- 0.2 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 also is improved when the data are cumulated over time, such as for quarterly and annual averages.

The household and establishment surveys are also affected by nonsampling error, which 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 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, an estimation procedure with two components is used to account for business births. The first component excludes employment losses from business deaths from sample-based estimation in order to offset the missing employment gains from business births. This is incorporated into the sample-based estimation procedure by simply not reflecting sample units going out of business, but imputing to them the same employment trend as the other firms in the sample. This procedure accounts for most of the net birth/death employment.

The second component is an ARIMA time series model designed to estimate the residual net birth/death employment not accounted for by the imputation. The historical time series used to create and test the ARIMA model was derived from the unemployment insurance universe micro-level database, and reflects the actual residual net of births and deaths over the past 5 years.

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, absolute benchmark revisions for total nonfarm employment have averaged 0.3 percent, with a range from -0.7 percent to 0.6 percent.

#### Other information

Information in this release will be made available to sensory impaired individuals upon request. Voice phone: (202) 691-5200; Federal Relay Service: (800) 877-8339.

## HOUSEHOLD DATA

**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 <sup>(1)</sup>					
	Dec. 2018	Nov. 2019	Dec. 2019	Dec. 2018	Aug. 2019	Sept. 2019	Oct. 2019	Nov. 2019	Dec. 2019
<b>TOTAL</b>									
<b>Civilian noninstitutional population</b>	258,888	260,020	260,181	258,888	259,432	259,638	259,845	260,020	260,181
<b>Civilian labor force</b>	162,510	164,386	164,007	163,111	163,894	164,051	164,401	164,347	164,556
<b>Participation rate</b>	62.8	63.2	63.0	63.0	63.2	63.2	63.3	63.2	63.2
<b>Employed</b>	156,481	158,945	158,504	156,825	157,895	158,298	158,544	158,536	158,803
<b>Employment-population ratio</b>	60.4	61.1	60.9	60.6	60.9	61.0	61.0	61.0	61.0
<b>Unemployed</b>	6,029	5,441	5,503	6,286	5,999	5,753	5,857	5,811	5,753
<b>Unemployment rate</b>	3.7	3.3	3.4	3.9	3.7	3.5	3.6	3.5	3.5
<b>Not in labor force</b>	96,378	95,634	96,174	95,777	95,538	95,587	95,444	95,673	95,625
<b>Persons who currently want a job</b>	5,121	4,515	4,643	5,312	5,117	4,861	4,756	4,832	4,832
<b>Men, 16 years and over</b>									
<b>Civilian noninstitutional population</b>	125,227	125,773	125,852	125,227	125,481	125,583	125,687	125,773	125,852
<b>Civilian labor force</b>	85,857	86,864	86,500	86,406	86,824	86,855	86,901	87,104	87,049
<b>Participation rate</b>	68.6	69.1	68.7	69.0	69.2	69.2	69.1	69.3	69.2
<b>Employed</b>	82,440	83,973	83,467	83,016	83,613	83,747	83,776	84,018	84,034
<b>Employment-population ratio</b>	65.8	66.8	66.3	66.3	66.6	66.7	66.7	66.8	66.8
<b>Unemployed</b>	3,417	2,890	3,033	3,390	3,210	3,109	3,126	3,086	3,015
<b>Unemployment rate</b>	4.0	3.3	3.5	3.9	3.7	3.6	3.6	3.5	3.5
<b>Not in labor force</b>	39,370	38,909	39,352	38,820	38,657	38,728	38,786	38,669	38,803
<b>Men, 20 years and over</b>									
<b>Civilian noninstitutional population</b>	116,739	117,331	117,413	116,739	117,040	117,140	117,242	117,331	117,413
<b>Civilian labor force</b>	83,101	83,970	83,628	83,483	83,852	83,841	83,911	84,057	84,008
<b>Participation rate</b>	71.2	71.6	71.2	71.5	71.6	71.6	71.6	71.6	71.5
<b>Employed</b>	80,036	81,464	80,940	80,496	81,046	81,146	81,196	81,377	81,390
<b>Employment-population ratio</b>	68.6	69.4	68.9	69.0	69.2	69.3	69.3	69.4	69.3
<b>Unemployed</b>	3,066	2,506	2,688	2,987	2,806	2,695	2,715	2,679	2,618
<b>Unemployment rate</b>	3.7	3.0	3.2	3.6	3.3	3.2	3.2	3.2	3.1
<b>Not in labor force</b>	33,638	33,361	33,785	33,256	33,187	33,300	33,330	33,274	33,405
<b>Women, 16 years and over</b>									
<b>Civilian noninstitutional population</b>	133,662	134,247	134,329	133,662	133,951	134,054	134,158	134,247	134,329
<b>Civilian labor force</b>	76,654	77,522	77,507	76,705	77,070	77,195	77,500	77,243	77,507
<b>Participation rate</b>	57.3	57.7	57.7	57.4	57.5	57.6	57.8	57.5	57.7
<b>Employed</b>	74,041	74,971	75,036	73,808	74,282	74,551	74,769	74,518	74,769
<b>Employment-population ratio</b>	55.4	55.8	55.9	55.2	55.5	55.6	55.7	55.5	55.7
<b>Unemployed</b>	2,612	2,550	2,471	2,896	2,788	2,644	2,731	2,725	2,738
<b>Unemployment rate</b>	3.4	3.3	3.2	3.8	3.6	3.4	3.5	3.5	3.5

#### Footnotes

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

NOTE: Updated population controls are introduced annually with the release of January data.

Employment status, sex, and age	Not seasonally adjusted			Seasonally adjusted <sup>(1)</sup>					
	Dec. 2018	Nov. 2019	Dec. 2019	Dec. 2018	Aug. 2019	Sept. 2019	Oct. 2019	Nov. 2019	Dec. 2019
<b>Not in labor force</b>	57,008	56,725	56,822	56,957	56,881	56,859	56,658	57,004	56,822
<b>Women, 20 years and over</b>									
<b>Civilian noninstitutional population</b>	125,393	125,998	126,082	125,393	125,705	125,806	125,907	125,998	126,082
<b>Civilian labor force</b>	73,768	74,695	74,730	73,673	74,116	74,313	74,542	74,291	74,584
<b>Participation rate</b>	58.8	59.3	59.3	58.8	59.0	59.1	59.2	59.0	59.2
<b>Employed</b>	71,422	72,426	72,534	71,123	71,665	71,990	72,130	71,881	72,200
<b>Employment-population ratio</b>	57.0	57.5	57.5	56.7	57.0	57.2	57.3	57.0	57.3
<b>Unemployed</b>	2,345	2,269	2,196	2,550	2,451	2,323	2,411	2,411	2,383
<b>Unemployment rate</b>	3.2	3.0	2.9	3.5	3.3	3.1	3.2	3.2	3.2
<b>Not in labor force</b>	51,625	51,303	51,352	51,720	51,590	51,493	51,365	51,706	51,498
<b>Both sexes, 16 to 19 years</b>									
<b>Civilian noninstitutional population</b>	16,756	16,692	16,686	16,756	16,687	16,691	16,696	16,692	16,686
<b>Civilian labor force</b>	5,641	5,721	5,649	5,955	5,926	5,897	5,948	5,999	5,964
<b>Participation rate</b>	33.7	34.3	33.9	35.5	35.5	35.3	35.6	35.9	35.7
<b>Employed</b>	5,023	5,055	5,029	5,205	5,184	5,162	5,218	5,278	5,213
<b>Employment-population ratio</b>	30.0	30.3	30.1	31.1	31.1	30.9	31.3	31.6	31.2
<b>Unemployed</b>	619	666	619	750	742	735	730	721	752
<b>Unemployment rate</b>	11.0	11.6	11.0	12.6	12.5	12.5	12.3	12.0	12.6
<b>Not in labor force</b>	11,115	10,971	11,038	10,801	10,761	10,794	10,748	10,693	10,722
<b>Footnotes</b>									
<sup>(1)</sup> The population figures are not adjusted for seasonal variation; therefore, identical numbers appear in the unadjusted and seasonally adjusted columns.									
NOTE: Updated population controls are introduced annually with the release of January data.									

**HOUSEHOLD DATA****Table A-2. Employment status of the civilian population by race, sex, and age**

[Numbers in thousands]

Employment status, race, sex, and age	Not seasonally adjusted			Seasonally adjusted <sup>(1)</sup>					
	Dec. 2018	Nov. 2019	Dec. 2019	Dec. 2018	Aug. 2019	Sept. 2019	Oct. 2019	Nov. 2019	Dec. 2019
<b>WHITE</b>									
<b>Civilian noninstitutional population</b>	200,774	201,254	201,326	200,774	200,953	201,062	201,172	201,254	201,326
<b>Civilian labor force</b>	126,072	127,170	126,758	126,546	126,853	127,018	127,122	127,191	127,197
<b>Participation rate</b>	62.8	63.2	63.0	63.0	63.1	63.2	63.2	63.2	63.2
<b>Employed</b>	121,900	123,397	122,919	122,209	122,566	122,955	123,028	123,077	123,175
<b>Employment-population ratio</b>	60.7	61.3	61.1	60.9	61.0	61.2	61.2	61.2	61.2
<b>Unemployed</b>	4,173	3,773	3,839	4,337	4,286	4,063	4,094	4,115	4,022
<b>Unemployment rate</b>	3.3	3.0	3.0	3.4	3.4	3.2	3.2	3.2	3.2
<b>Not in labor force</b>	74,702	74,084	74,568	74,228	74,100	74,044	74,050	74,063	74,129
<b>Men, 20 years and over</b>									
<b>Civilian labor force</b>	65,822	66,143	65,827	66,081	66,064	66,109	66,115	66,204	66,076
<b>Participation rate</b>	71.6	71.7	71.4	71.9	71.8	71.8	71.7	71.8	71.6
<b>Employed</b>	63,649	64,336	63,897	64,015	64,099	64,224	64,173	64,247	64,238
<b>Employment-population ratio</b>	69.2	69.8	69.3	69.6	69.6	69.7	69.6	69.7	69.6
<b>Unemployed</b>	2,174	1,807	1,930	2,066	1,965	1,886	1,941	1,957	1,839
<b>Unemployment rate</b>	3.3	2.7	2.9	3.1	3.0	2.9	2.9	3.0	2.8
<b>Women, 20 years and over</b>									
<b>Civilian labor force</b>	55,939	56,591	56,509	55,894	56,152	56,348	56,399	56,299	56,429
<b>Participation rate</b>	58.0	58.5	58.4	57.9	58.1	58.3	58.3	58.2	58.3
<b>Employed</b>	54,368	55,095	55,086	54,144	54,379	54,709	54,755	54,666	54,827
<b>Employment-population ratio</b>	56.3	56.9	56.9	56.1	56.3	56.6	56.6	56.5	56.6
<b>Unemployed</b>	1,571	1,496	1,423	1,750	1,773	1,639	1,644	1,633	1,602
<b>Unemployment rate</b>	2.8	2.6	2.5	3.1	3.2	2.9	2.9	2.9	2.8
<b>Both sexes, 16 to 19 years</b>									
<b>Civilian labor force</b>	4,311	4,436	4,423	4,571	4,636	4,561	4,608	4,688	4,692
<b>Participation rate</b>	35.1	36.2	36.2	37.2	37.9	37.3	37.6	38.3	38.4
<b>Employed</b>	3,883	3,966	3,936	4,050	4,088	4,022	4,099	4,164	4,111
<b>Employment-population ratio</b>	31.6	32.4	32.2	32.9	33.4	32.9	33.5	34.0	33.6
<b>Unemployed</b>	428	470	486	521	548	539	509	524	581
<b>Unemployment rate</b>	9.9	10.6	11.0	11.4	11.8	11.8	11.0	11.2	12.4
<b>BLACK OR AFRICAN AMERICAN</b>									
<b>Civilian noninstitutional population</b>	32,956	33,184	33,215	32,956	33,081	33,116	33,152	33,184	33,215
<b>Civilian labor force</b>	20,325	20,670	20,855	20,422	20,604	20,685	20,704	20,675	20,949
<b>Participation rate</b>	61.7	62.3	62.8	62.0	62.3	62.5	62.5	62.3	63.1
<b>Employed</b>	19,067	19,587	19,692	19,082	19,485	19,550	19,571	19,527	19,712
<b>Employment-population ratio</b>	57.9	59.0	59.3	57.9	58.9	59.0	59.0	58.8	59.3
<b>Unemployed</b>	1,257	1,083	1,163	1,340	1,119	1,135	1,133	1,148	1,238
<b>Unemployment rate</b>	6.2	5.2	5.6	6.6	5.4	5.5	5.5	5.6	5.9
<b>Not in labor force</b>	12,632	12,515	12,360	12,534	12,477	12,431	12,448	12,509	12,266
<b>Men, 20 years and over</b>									
<b>Footnotes</b>									
<sup>(1)</sup> The population figures are not adjusted for seasonal variation; therefore, identical numbers appear in the unadjusted and seasonally adjusted columns.									
NOTE: Estimates for the above race groups will not sum to totals shown in table A-1 because data are not presented for all races. Updated population controls are introduced annually with the release of January data.									

Employment status, race, sex, and age	Not seasonally adjusted			Seasonally adjusted <sup>(1)</sup>					
	Dec. 2018	Nov. 2019	Dec. 2019	Dec. 2018	Aug. 2019	Sept. 2019	Oct. 2019	Nov. 2019	Dec. 2019
<b>Civilian labor force</b>	9,214	9,475	9,500	9,304	9,487	9,488	9,485	9,504	9,591
<b>Participation rate</b>	66.7	67.9	68.0	67.3	68.2	68.1	68.0	68.1	68.6
<b>Employed</b>	8,645	9,024	8,965	8,712	8,937	8,976	9,003	9,019	9,034
<b>Employment-population ratio</b>	62.5	64.6	64.1	63.0	64.3	64.5	64.6	64.6	64.6
<b>Unemployed</b>	570	451	535	592	550	512	482	485	557
<b>Unemployment rate</b>	6.2	4.8	5.6	6.4	5.8	5.4	5.1	5.1	5.8
<b>Women, 20 years and over</b>									
<b>Civilian labor force</b>	10,329	10,490	10,646	10,309	10,400	10,478	10,494	10,445	10,625
<b>Participation rate</b>	62.1	62.5	63.4	61.9	62.2	62.6	62.6	62.3	63.3
<b>Employed</b>	9,779	9,995	10,139	9,727	9,944	9,987	9,984	9,929	10,094
<b>Employment-population ratio</b>	58.8	59.6	60.4	58.4	59.5	59.7	59.6	59.2	60.1
<b>Unemployed</b>	551	494	507	582	456	491	511	516	530
<b>Unemployment rate</b>	5.3	4.7	4.8	5.6	4.4	4.7	4.9	4.9	5.0
<b>Both sexes, 16 to 19 years</b>									
<b>Civilian labor force</b>	781	704	709	808	717	719	724	727	734
<b>Participation rate</b>	31.4	28.7	28.9	32.5	29.1	29.3	29.5	29.6	29.9
<b>Employed</b>	644	568	588	642	604	588	584	579	583
<b>Employment-population ratio</b>	25.9	23.1	24.0	25.8	24.6	23.9	23.8	23.6	23.8
<b>Unemployed</b>	137	137	121	166	113	132	141	147	151
<b>Unemployment rate</b>	17.5	19.4	17.1	20.5	15.8	18.3	19.4	20.3	20.6
<b>ASIAN</b>									
<b>Civilian noninstitutional population</b>	16,138	16,558	16,482	16,138	16,433	16,400	16,399	16,558	16,482
<b>Civilian labor force</b>	10,250	10,666	10,443	10,287	10,527	10,521	10,713	10,705	10,478
<b>Participation rate</b>	63.5	64.4	63.4	63.7	64.1	64.2	65.3	64.7	63.6
<b>Employed</b>	9,928	10,391	10,189	9,951	10,227	10,262	10,409	10,429	10,214
<b>Employment-population ratio</b>	61.5	62.8	61.8	61.7	62.2	62.6	63.5	63.0	62.0
<b>Unemployed</b>	322	274	254	335	299	259	305	276	264
<b>Unemployment rate</b>	3.1	2.6	2.4	3.3	2.8	2.5	2.8	2.6	2.5
<b>Not in labor force</b>	5,888	5,892	6,040	5,852	5,906	5,879	5,686	5,852	6,004
<b>Footnotes</b>									
(1) The population figures are not adjusted for seasonal variation; therefore, identical numbers appear in the unadjusted and seasonally adjusted columns.									
NOTE: Estimates for the above race groups will not sum to totals shown in table A-1 because data are not presented for all races. Updated population controls are introduced annually with the release of January data.									

**HOUSEHOLD DATA****Table A-3. Employment status of the Hispanic or Latino population by sex and age**

[Numbers in thousands]

Employment status, sex, and age	Not seasonally adjusted			Seasonally adjusted <sup>(1)</sup>					
	Dec. 2018	Nov. 2019	Dec. 2019	Dec. 2018	Aug. 2019	Sept. 2019	Oct. 2019	Nov. 2019	Dec. 2019
<b>HISPANIC OR LATINO ETHNICITY</b>									
<b>Civilian noninstitutional population</b>	43,234	43,902	43,986	43,234	43,630	43,722	43,814	43,902	43,986
<b>Civilian labor force</b>	28,913	29,679	29,493	28,920	29,088	29,293	29,482	29,575	29,517
<b>Participation rate</b>	66.9	67.6	67.1	66.9	66.7	67.0	67.3	67.4	67.1
<b>Employed</b>	27,659	28,472	28,275	27,652	27,876	28,156	28,279	28,339	28,286
<b>Employment-population ratio</b>	64.0	64.9	64.3	64.0	63.9	64.4	64.5	64.6	64.3
<b>Unemployed</b>	1,255	1,207	1,218	1,268	1,213	1,137	1,203	1,236	1,231
<b>Unemployment rate</b>	4.3	4.1	4.1	4.4	4.2	3.9	4.1	4.2	4.2
<b>Not in labor force</b>	14,321	14,223	14,493	14,315	14,542	14,430	14,332	14,327	14,468
<b>Men, 20 years and over</b>									
<b>Civilian labor force</b>	15,639	16,015	15,878	15,635	15,719	15,793	15,841	15,983	15,875
<b>Participation rate</b>	80.1	80.8	79.9	80.1	79.8	80.0	80.1	80.6	79.9
<b>Employed</b>	15,042	15,551	15,352	15,083	15,191	15,320	15,310	15,498	15,393
<b>Employment-population ratio</b>	77.1	78.4	77.3	77.3	77.1	77.6	77.4	78.2	77.5
<b>Unemployed</b>	596	464	526	552	528	473	531	485	483
<b>Unemployment rate</b>	3.8	2.9	3.3	3.5	3.4	3.0	3.4	3.0	3.0
<b>Women, 20 years and over</b>									
<b>Civilian labor force</b>	11,996	12,294	12,310	11,981	12,119	12,192	12,318	12,196	12,293
<b>Participation rate</b>	60.8	61.3	61.2	60.7	60.8	61.0	61.5	60.8	61.1
<b>Employed</b>	11,511	11,771	11,779	11,469	11,609	11,723	11,834	11,675	11,736
<b>Employment-population ratio</b>	58.3	58.7	58.6	58.1	58.2	58.7	59.1	58.2	58.4
<b>Unemployed</b>	485	522	531	512	510	468	485	521	558
<b>Unemployment rate</b>	4.0	4.2	4.3	4.3	4.2	3.8	3.9	4.3	4.5
<b>Both sexes, 16 to 19 years</b>									
<b>Civilian labor force</b>	1,278	1,370	1,305	1,303	1,250	1,308	1,323	1,396	1,349
<b>Participation rate</b>	32.2	34.1	32.5	32.8	31.3	32.7	33.0	34.8	33.6
<b>Employed</b>	1,105	1,150	1,143	1,099	1,075	1,112	1,135	1,166	1,157
<b>Employment-population ratio</b>	27.8	28.6	28.5	27.7	26.9	27.8	28.3	29.0	28.8
<b>Unemployed</b>	173	221	161	203	175	196	188	230	191
<b>Unemployment rate</b>	13.6	16.1	12.4	15.6	14.0	15.0	14.2	16.5	14.2
<b>Footnotes</b>									
(1) The population figures are not adjusted for seasonal variation; therefore, identical numbers appear in the unadjusted and seasonally adjusted columns.									
NOTE: Persons whose ethnicity is identified as Hispanic or Latino may be of any race. Updated population controls are introduced annually with the release of January data.									

**HOUSEHOLD DATA****Table A-4. Employment status of the civilian population 25 years and over by educational attainment**

[Numbers in thousands]

Educational attainment	Not seasonally adjusted			Seasonally adjusted					
	Dec. 2018	Nov. 2019	Dec. 2019	Dec. 2018	Aug. 2019	Sept. 2019	Oct. 2019	Nov. 2019	Dec. 2019
<b>Less than a high school diploma</b>									
Civilian labor force	10,265	9,778	9,918	10,246	10,020	9,917	9,783	9,761	9,895
Participation rate	46.0	46.6	46.6	46.0	47.1	45.9	47.2	46.5	46.5
Employed	9,604	9,279	9,330	9,654	9,478	9,440	9,240	9,245	9,379
Employment-population ratio	43.1	44.2	43.8	43.3	44.5	43.7	44.6	44.1	44.0
Unemployed	661	498	588	592	542	477	543	516	516
Unemployment rate	6.4	5.1	5.9	5.8	5.4	4.8	5.5	5.3	5.2
<b>High school graduates, no college<sup>(1)</sup></b>									
Civilian labor force	36,011	36,238	35,923	36,186	36,313	36,305	36,263	36,178	36,094
Participation rate	57.8	58.1	58.2	58.1	57.3	57.8	57.8	58.0	58.5
Employed	34,631	34,977	34,585	34,814	35,011	34,990	34,928	34,850	34,764
Employment-population ratio	55.6	56.1	56.0	55.9	55.3	55.7	55.6	55.9	56.3
Unemployed	1,380	1,260	1,337	1,372	1,302	1,315	1,335	1,328	1,330
Unemployment rate	3.8	3.5	3.7	3.8	3.6	3.6	3.7	3.7	3.7
<b>Some college or associate degree</b>									
Civilian labor force	37,132	37,626	37,499	37,160	37,701	37,455	37,585	37,478	37,509
Participation rate	65.6	65.0	64.7	65.6	65.6	65.1	64.8	64.7	64.7
Employed	35,952	36,572	36,516	35,936	36,558	36,370	36,515	36,393	36,491
Employment-population ratio	63.5	63.2	63.0	63.5	63.6	63.2	63.0	62.9	63.0
Unemployed	1,180	1,054	983	1,224	1,143	1,085	1,069	1,085	1,018
Unemployment rate	3.2	2.8	2.6	3.3	3.0	2.9	2.8	2.9	2.7
<b>Bachelor's degree and higher<sup>(2)</sup></b>									
Civilian labor force	58,701	60,112	60,174	58,535	58,866	59,159	59,555	59,924	59,938
Participation rate	73.6	74.2	73.8	73.4	74.0	74.0	73.9	74.0	73.5
Employed	57,519	59,024	59,096	57,264	57,630	57,966	58,319	58,750	58,778
Employment-population ratio	72.1	72.8	72.5	71.8	72.4	72.5	72.3	72.5	72.1
Unemployed	1,182	1,088	1,079	1,271	1,236	1,193	1,235	1,174	1,160
Unemployment rate	2.0	1.8	1.8	2.2	2.1	2.0	2.1	2.0	1.9
<b>Footnotes</b>									
<sup>(1)</sup> Includes persons with a high school diploma or equivalent.									
<sup>(2)</sup> Includes persons with bachelor's, master's, professional, and doctoral degrees.									
NOTE: Detail for the seasonally adjusted data shown in this table will not necessarily add to totals for those 25 years and over because of the independent seasonal adjustment of the various series. Updated population controls are introduced annually with the release of January data.									

**HOUSEHOLD DATA****Table A-5. Employment status of the civilian population 18 years and over by veteran status, period of service, and sex, not seasonally adjusted**

[Numbers in thousands]

Employment status, veteran status, and period of service	Total		Men		Women	
	Dec. 2018	Dec. 2019	Dec. 2018	Dec. 2019	Dec. 2018	Dec. 2019
<b>VETERANS, 18 years and over</b>						
Civilian noninstitutional population	19,028	18,638	17,153	16,745	1,875	1,893
Civilian labor force	9,337	9,323	8,175	8,202	1,162	1,121
Participation rate	49.1	50.0	47.7	49.0	62.0	59.2
Employed	9,040	9,058	7,906	7,959	1,135	1,100
Employment-population ratio	47.5	48.6	46.1	47.5	60.5	58.1
Unemployed	296	265	269	243	27	22
Unemployment rate	3.2	2.8	3.3	3.0	2.3	1.9
Not in labor force	9,691	9,315	8,978	8,543	713	772
<b>Gulf War-era II veterans</b>						
Civilian noninstitutional population	4,251	4,383	3,556	3,619	696	764
Civilian labor force	3,437	3,526	2,951	2,995	486	531
Participation rate	80.8	80.4	83.0	82.8	69.9	69.5
Employed	3,313	3,418	2,841	2,904	471	514
Employment-population ratio	77.9	78.0	79.9	80.2	67.8	67.3
Unemployed	124	108	110	91	15	17
Unemployment rate	3.6	3.1	3.7	3.0	3.0	3.1
Not in labor force	814	857	605	624	210	233
<b>Gulf War-era I veterans</b>						
Civilian noninstitutional population	3,062	3,151	2,547	2,671	514	480

NOTE: Veterans served on active duty in the U.S. Armed Forces and were not on active duty at the time of the survey. Nonveterans never served on active duty in the U.S. Armed Forces. Veterans could have served anywhere in the world during these periods of service: Gulf War era II (September 2001-present), Gulf War era I (August 1990-August 2001), Vietnam era (August 1964-April 1975), Korean War (July 1950-January 1955), World War II (December 1941-December 1946), and other service periods (all other time periods). Veterans who served in more than one wartime period are classified only in the most recent one. Veterans who served during one of the selected wartime periods and another period are classified only in the wartime period. Dash indicates no data or data that do not meet publication criteria (values not shown where base is less than 75,000).

Employment status, veteran status, and period of service	Total		Men		Women	
	Dec. 2018	Dec. 2019	Dec. 2018	Dec. 2019	Dec. 2018	Dec. 2019
<b>Civilian labor force</b>	2,371	2,381	1,988	2,055	383	325
<b>Participation rate</b>	77.5	75.6	78.0	77.0	74.5	67.8
<b>Employed</b>	2,300	2,322	1,924	2,000	376	322
<b>Employment-population ratio</b>	75.1	73.7	75.5	74.9	73.2	67.1
<b>Unemployed</b>	71	59	64	55	7	3
<b>Unemployment rate</b>	3.0	2.5	3.2	2.7	1.9	1.0
<b>Not in labor force</b>	690	770	559	615	131	155
<b>World War II, Korean War, and Vietnam-era veterans</b>						
<b>Civilian noninstitutional population</b>	7,434	6,945	7,179	6,701	255	244
<b>Civilian labor force</b>	1,550	1,450	1,492	1,404	57	46
<b>Participation rate</b>	20.8	20.9	20.8	20.9	22.5	19.0
<b>Employed</b>	1,511	1,403	1,453	1,357	57	46
<b>Employment-population ratio</b>	20.3	20.2	20.2	20.2	22.5	18.9
<b>Unemployed</b>	39	47	39	47	0	0
<b>Unemployment rate</b>	2.5	3.3	2.6	3.4	-	-
<b>Not in labor force</b>	5,884	5,495	5,687	5,297	198	198
<b>Veterans of other service periods</b>						
<b>Civilian noninstitutional population</b>	4,281	4,159	3,871	3,754	410	405
<b>Civilian labor force</b>	1,978	1,966	1,744	1,748	235	219
<b>Participation rate</b>	46.2	47.3	45.0	46.6	57.3	54.0
<b>Employed</b>	1,917	1,915	1,687	1,698	230	217
<b>Employment-population ratio</b>	44.8	46.0	43.6	45.2	56.0	53.6
<b>Unemployed</b>	62	51	56	50	5	2
<b>Unemployment rate</b>	3.1	2.6	3.2	2.8	2.2	0.7
<b>Not in labor force</b>	2,303	2,193	2,127	2,006	175	186
<b>NONVETERANS, 18 years and over</b>						
<b>Civilian noninstitutional population</b>	231,032	232,706	103,609	104,721	127,424	127,985
<b>Civilian labor force</b>	151,248	152,648	76,777	77,373	74,470	75,275
<b>Participation rate</b>	65.5	65.6	74.1	73.9	58.4	58.8
<b>Employed</b>	145,746	147,652	73,757	74,712	71,989	72,940
<b>Employment-population ratio</b>	63.1	63.4	71.2	71.3	56.5	57.0
<b>Unemployed</b>	5,502	4,996	3,020	2,661	2,481	2,335
<b>Unemployment rate</b>	3.6	3.3	3.9	3.4	3.3	3.1
<b>Not in labor force</b>	79,785	80,059	26,831	27,348	52,954	52,710

NOTE: Veterans served on active duty in the U.S. Armed Forces and were not on active duty at the time of the survey. Nonveterans never served on active duty in the U.S. Armed Forces. Veterans could have served anywhere in the world during these periods of service: Gulf War era II (September 2001-present), Gulf War era I (August 1990-August 2001), Vietnam era (August 1964-April 1975), Korean War (July 1950-January 1955), World War II (December 1941-December 1946), and other service periods (all other time periods). Veterans who served in more than one wartime period are classified only in the most recent one. Veterans who served during one of the selected wartime periods and another period are classified only in the wartime period. Dash indicates no data or data that do not meet publication criteria (values not shown where base is less than 75,000).

**HOUSEHOLD DATA****Table A-6. Employment status of the civilian population by sex, age, and disability status, not seasonally adjusted**

[Numbers in thousands]

Employment status, sex, and age	Persons with a disability		Persons with no disability	
	Dec. 2018	Dec. 2019	Dec. 2018	Dec. 2019
<b>TOTAL, 16 years and over</b>				
<b>Civilian noninstitutional population</b>	30,426	30,705	228,462	229,476
<b>Civilian labor force</b>	6,288	6,281	156,222	157,726
<b>Participation rate</b>	20.7	20.5	68.4	68.7
<b>Employed</b>	5,793	5,840	150,688	152,663
<b>Employment-population ratio</b>	19.0	19.0	66.0	66.5
<b>Unemployed</b>	495	440	5,535	5,063
<b>Unemployment rate</b>	7.9	7.0	3.5	3.2
<b>Not in labor force</b>	24,138	24,425	72,240	71,749
<b>Men, 16 to 64 years</b>				
<b>Civilian labor force</b>	2,690	2,657	77,618	77,840
<b>Participation rate</b>	35.5	34.9	82.3	82.7
<b>Employed</b>	2,469	2,445	74,570	75,176
<b>Employment-population ratio</b>	32.6	32.2	79.1	79.9
<b>Unemployed</b>	221	211	3,048	2,664
<b>Unemployment rate</b>	8.2	7.9	3.9	3.4
<b>Not in labor force</b>	4,880	4,948	16,681	16,268
<b>Women, 16 to 64 years</b>				
<b>Civilian labor force</b>	2,455	2,389	69,515	70,052
<b>Participation rate</b>	31.2	31.6	71.6	72.1
<b>Employed</b>	2,230	2,201	67,262	67,898

NOTE: A person with a disability has at least one of the following conditions: is deaf or has serious difficulty hearing; is blind or has serious difficulty seeing even when wearing glasses; has serious difficulty concentrating, remembering, or making decisions because of a physical, mental, or emotional condition; has serious difficulty walking or climbing stairs; has difficulty dressing or bathing; or has difficulty doing errands alone such as visiting a doctor's office or shopping because of a physical, mental, or emotional condition. Updated population controls are introduced annually with the release of January data.

Employment status, sex, and age	Persons with a disability		Persons with no disability	
	Dec. 2018	Dec. 2019	Dec. 2018	Dec. 2019
<b>Employment-population ratio</b>	28.3	29.1	69.3	69.9
<b>Unemployed</b>	225	188	2,253	2,154
<b>Unemployment rate</b>	9.2	7.9	3.2	3.1
<b>Not in labor force</b>	5,414	5,165	27,528	27,105
<b>Both sexes, 65 years and over</b>				
<b>Civilian labor force</b>	1,144	1,235	9,090	9,834
<b>Participation rate</b>	7.6	7.9	24.5	25.7
<b>Employed</b>	1,094	1,193	8,856	9,589
<b>Employment-population ratio</b>	7.3	7.7	23.9	25.1
<b>Unemployed</b>	49	42	234	245
<b>Unemployment rate</b>	4.3	3.4	2.6	2.5
<b>Not in labor force</b>	13,843	14,312	28,031	28,376

NOTE: A person with a disability has at least one of the following conditions: is deaf or has serious difficulty hearing; is blind or has serious difficulty seeing even when wearing glasses; has serious difficulty concentrating, remembering, or making decisions because of a physical, mental, or emotional condition; has serious difficulty walking or climbing stairs; has difficulty dressing or bathing; or has difficulty doing errands alone such as visiting a doctor's office or shopping because of a physical, mental, or emotional condition. Updated population controls are introduced annually with the release of January data.

**HOUSEHOLD DATA****Table A-7. Employment status of the civilian population by nativity and sex, not seasonally adjusted**

[Numbers in thousands]

Employment status and nativity	Total		Men		Women	
	Dec. 2018	Dec. 2019	Dec. 2018	Dec. 2019	Dec. 2018	Dec. 2019
<b>Foreign born, 16 years and over</b>						
<b>Civilian noninstitutional population</b>	42,985	42,438	20,855	20,625	22,130	21,813
<b>Civilian labor force</b>	28,359	28,086	16,140	15,936	12,219	12,150
<b>Participation rate</b>	66.0	66.2	77.4	77.3	55.2	55.7
<b>Employed</b>	27,393	27,223	15,633	15,513	11,761	11,709
<b>Employment-population ratio</b>	63.7	64.1	75.0	75.2	53.1	53.7
<b>Unemployed</b>	966	863	507	422	459	441
<b>Unemployment rate</b>	3.4	3.1	3.1	2.7	3.8	3.6
<b>Not in labor force</b>	14,626	14,352	4,715	4,689	9,911	9,663
<b>Native born, 16 years and over</b>						
<b>Civilian noninstitutional population</b>	215,903	217,743	104,372	105,228	111,532	112,516
<b>Civilian labor force</b>	134,151	135,921	69,717	70,564	64,435	65,357
<b>Participation rate</b>	62.1	62.4	66.8	67.1	57.8	58.1
<b>Employed</b>	129,088	131,281	66,807	67,954	62,281	63,327
<b>Employment-population ratio</b>	59.8	60.3	64.0	64.6	55.8	56.3
<b>Unemployed</b>	5,064	4,640	2,910	2,610	2,154	2,030
<b>Unemployment rate</b>	3.8	3.4	4.2	3.7	3.3	3.1
<b>Not in labor force</b>	81,752	81,822	34,655	34,663	47,097	47,159

NOTE: The foreign born are those residing in the United States who were not U.S. citizens at birth. That is, they were born outside the United States or one of its outlying areas such as Puerto Rico or Guam, to parents neither of whom was a U.S. citizen. The native born are persons who were born in the United States or one of its outlying areas such as Puerto Rico or Guam or who were born abroad of at least one parent who was a U.S. citizen. Updated population controls are introduced annually with the release of January data.

**HOUSEHOLD DATA****Table A-8. Employed persons by class of worker and part-time status**

[In thousands]

Category	Not seasonally adjusted			Seasonally adjusted					
	Dec. 2018	Nov. 2019	Dec. 2019	Dec. 2018	Aug. 2019	Sept. 2019	Oct. 2019	Nov. 2019	Dec. 2019
<b>CLASS OF WORKER</b>									
<b>Agriculture and related industries</b>	2,393	2,363	2,449	2,491	2,414	2,416	2,473	2,356	2,533
<b>Wage and salary workers<sup>(1)</sup></b>	1,659	1,676	1,795	1,718	1,579	1,634	1,651	1,661	1,849
<b>Self-employed workers, unincorporated</b>	708	663	637	759	785	765	793	692	684
<b>Unpaid family workers</b>	26	24	17	-	-	-	-	-	-
<b>Nonagricultural industries</b>	154,088	156,581	156,055	154,266	155,546	155,816	155,970	156,167	156,241
<b>Wage and salary workers<sup>(1)</sup></b>	145,063	147,544	147,176	145,366	146,586	146,852	147,118	147,275	147,431
<b>Government</b>	20,709	21,619	21,367	20,654	20,968	21,144	21,513	21,342	21,323
<b>Private industries</b>	124,354	125,925	125,808	124,657	125,582	125,734	125,812	125,996	126,069

**Footnotes**

(1) Includes self-employed workers whose businesses are incorporated.

(2) Refers to those who worked 1 to 34 hours during the survey reference week and excludes employed persons who were absent from their jobs for the entire week.

(3) Refers to those who worked 1 to 34 hours during the reference week for an economic reason such as slack work or unfavorable business conditions, inability to find full-time work, or seasonal declines in demand.

(4) Refers to persons who usually work part time for noneconomic reasons such as childcare problems, family or personal obligations, school or training, retirement or Social Security limits on earnings, and other reasons. This excludes persons who usually work full time but worked only 1 to 34 hours during the reference week for reasons such as vacations, holidays, illness, and bad weather.

- Data not available.

NOTE: Detail for the seasonally adjusted data shown in this table will not necessarily add to totals because of the independent seasonal adjustment of the various series. Updated population controls are introduced annually with the release of January data.

Category	Not seasonally adjusted			Seasonally adjusted					
	Dec. 2018	Nov. 2019	Dec. 2019	Dec. 2018	Aug. 2019	Sept. 2019	Oct. 2019	Nov. 2019	Dec. 2019
Private households	879	824	841	-	-	-	-	-	-
Other industries	123,474	125,101	124,968	123,795	124,731	124,864	124,979	125,157	125,250
Self-employed workers, unincorporated	8,973	8,954	8,809	9,012	8,895	8,850	8,811	8,856	8,821
Unpaid family workers	52	83	70	-	-	-	-	-	-
<b>PERSONS AT WORK PART TIME<sup>(2)</sup></b>									
<b>All industries</b>									
Part time for economic reasons <sup>(3)</sup>	4,740	4,110	4,247	4,655	4,381	4,336	4,397	4,288	4,148
Slack work or business conditions	2,984	2,512	2,742	2,895	2,683	2,600	2,747	2,634	2,657
Could only find part-time work	1,456	1,249	1,190	1,487	1,338	1,310	1,278	1,259	1,215
Part time for noneconomic reasons <sup>(4)</sup>	21,726	22,482	22,086	21,230	21,673	21,559	21,544	21,532	21,586
<b>Nonagricultural industries</b>									
Part time for economic reasons <sup>(3)</sup>	4,621	4,053	4,170	4,570	4,303	4,257	4,306	4,221	4,111
Slack work or business conditions	2,909	2,476	2,685	2,832	2,626	2,554	2,684	2,599	2,613
Could only find part-time work	1,435	1,246	1,186	1,464	1,325	1,300	1,267	1,254	1,209
Part time for noneconomic reasons <sup>(4)</sup>	21,349	22,109	21,685	20,830	21,284	21,178	21,137	21,163	21,180
<b>Footnotes</b>									
<sup>(1)</sup> Includes self-employed workers whose businesses are incorporated.									
<sup>(2)</sup> Refers to those who worked 1 to 34 hours during the survey reference week and excludes employed persons who were absent from their jobs for the entire week.									
<sup>(3)</sup> Refers to those who worked 1 to 34 hours during the reference week for an economic reason such as slack work or unfavorable business conditions, inability to find full-time work, or seasonal declines in demand.									
<sup>(4)</sup> Refers to persons who usually work part time for noneconomic reasons such as childcare problems, family or personal obligations, school or training, retirement or Social Security limits on earnings, and other reasons. This excludes persons who usually work full time but worked only 1 to 34 hours during the reference week for reasons such as vacations, holidays, illness, and bad weather.									
- Data not available.									
NOTE: Detail for the seasonally adjusted data shown in this table will not necessarily add to totals because of the independent seasonal adjustment of the various series. Updated population controls are introduced annually with the release of January data.									

**HOUSEHOLD DATA****Table A-9. Selected employment indicators**

[Numbers in thousands]

Characteristic	Not seasonally adjusted			Seasonally adjusted					
	Dec. 2018	Nov. 2019	Dec. 2019	Dec. 2018	Aug. 2019	Sept. 2019	Oct. 2019	Nov. 2019	Dec. 2019
<b>AGE AND SEX</b>									
<b>Total, 16 years and over</b>	156,481	158,945	158,504	156,825	157,895	158,298	158,544	158,536	158,803
16 to 19 years	5,023	5,055	5,029	5,205	5,184	5,162	5,218	5,278	5,213
16 to 17 years	1,695	1,914	1,793	1,776	1,839	1,809	1,851	1,978	1,874
18 to 19 years	3,328	3,141	3,236	3,439	3,347	3,321	3,411	3,315	3,339
20 years and over	151,458	153,890	153,474	151,620	152,711	153,136	153,326	153,258	153,590
20 to 24 years	13,753	14,037	13,947	13,939	14,047	14,282	14,362	14,112	14,142
25 years and over	137,706	139,852	139,527	137,649	138,542	138,787	139,023	139,176	139,426
25 to 54 years	100,845	102,027	101,783	100,746	101,074	101,201	101,437	101,517	101,653
25 to 34 years	35,664	36,351	36,263	35,640	35,945	35,928	36,070	36,190	36,230
35 to 44 years	32,884	33,459	33,432	32,868	33,165	33,385	33,390	33,293	33,406
45 to 54 years	32,298	32,217	32,088	32,238	31,964	31,887	31,978	32,033	32,017
55 years and over	36,860	37,826	37,744	36,903	37,468	37,586	37,585	37,660	37,773
<b>Men, 16 years and over</b>	82,440	83,973	83,467	83,016	83,613	83,747	83,776	84,018	84,034
16 to 19 years	2,404	2,509	2,527	2,520	2,567	2,601	2,580	2,640	2,644
16 to 17 years	777	862	797	855	894	896	899	929	876
18 to 19 years	1,627	1,647	1,730	1,667	1,663	1,686	1,694	1,717	1,766
20 years and over	80,036	81,464	80,940	80,496	81,046	81,146	81,196	81,377	81,390
20 to 24 years	6,934	7,073	7,001	7,079	7,096	7,208	7,208	7,157	7,152
25 years and over	73,102	74,391	73,940	73,392	73,835	73,896	73,986	74,224	74,217
25 to 54 years	53,612	54,247	53,863	53,760	53,773	53,870	53,952	54,101	54,005
25 to 34 years	19,084	19,451	19,295	19,152	19,208	19,197	19,312	19,413	19,364
35 to 44 years	17,645	17,915	17,819	17,708	17,773	17,928	17,875	17,890	17,881
45 to 54 years	16,883	16,880	16,748	16,900	16,793	16,745	16,765	16,797	16,761
55 years and over	19,490	20,144	20,077	19,631	20,061	20,026	20,034	20,124	20,212
<b>Women, 16 years and over</b>	74,041	74,971	75,036	73,808	74,282	74,551	74,769	74,518	74,769
16 to 19 years	2,619	2,546	2,502	2,685	2,617	2,561	2,639	2,637	2,568
16 to 17 years	918	1,052	996	921	946	914	952	1,049	999
18 to 19 years	1,701	1,494	1,506	1,772	1,684	1,635	1,717	1,598	1,573
20 years and over	71,422	72,426	72,534	71,123	71,665	71,990	72,130	71,881	72,200
20 to 24 years	6,819	6,964	6,947	6,860	6,950	7,073	7,154	6,955	6,990
25 years and over	64,604	65,461	65,587	64,258	64,708	64,891	65,037	64,952	65,208
<b>Footnotes</b>									
<sup>(1)</sup> Refers to persons in opposite-sex married couples only.									
<sup>(2)</sup> Refers to female householders residing with one or more family members, but not an opposite-sex spouse.									
<sup>(3)</sup> Employed full-time workers are persons who usually work 35 hours or more per week.									
<sup>(4)</sup> Employed part-time workers are persons who usually work less than 35 hours per week.									
- Data not available.									
NOTE: Detail for the seasonally adjusted data shown in this table will not necessarily add to totals because of the independent seasonal adjustment of the various series. Updated population controls are introduced annually with the release of January data.									





Characteristic	Number of unemployed persons (in thousands)			Unemployment rates					
	Dec. 2018	Nov. 2019	Dec. 2019	Dec. 2018	Aug. 2019	Sept. 2019	Oct. 2019	Nov. 2019	Dec. 2019
<b>25 years and over</b>	2,079	1,992	1,981	3.1	3.0	2.9	3.0	3.0	2.9
<b>25 to 54 years</b>	1,588	1,514	1,514	3.3	3.1	3.0	3.1	3.1	3.1
<b>25 to 34 years</b>	719	598	616	4.2	3.5	3.3	3.7	3.4	3.5
<b>35 to 44 years</b>	421	460	481	2.7	3.0	2.9	2.9	2.9	3.0
<b>45 to 54 years</b>	447	455	417	2.8	2.7	2.8	2.7	2.9	2.7
<b>55 years and over</b>	495	472	476	2.8	2.8	2.6	2.7	2.6	2.6
<b>MARITAL STATUS</b>									
<b>Married men, spouse present<sup>(1)</sup></b>	947	895	751	2.0	1.8	1.7	1.7	1.9	1.6
<b>Married women, spouse present<sup>(1)</sup></b>	877	837	798	2.4	2.2	2.2	2.3	2.2	2.1
<b>Women who maintain families<sup>(2)</sup></b>	453	480	425	4.5	5.1	4.7	5.4	4.8	4.2
<b>FULL- OR PART-TIME STATUS</b>									
<b>Full-time workers<sup>(3)</sup></b>	4,945	4,754	4,664	3.7	3.5	3.4	3.5	3.5	3.4
<b>Part-time workers<sup>(4)</sup></b>	1,331	1,065	1,087	4.7	4.4	3.9	3.8	3.8	3.9
<b>Footnotes</b>									
(1) Refers to persons in opposite-sex couples only.									
(2) Data are not seasonally adjusted. Refers to female householders residing with one or more family members, but not an opposite-sex spouse.									
(3) Full-time workers are unemployed persons who have expressed a desire to work full time (35 hours or more per week) or are on layoff from full-time jobs.									
(4) Part-time workers are unemployed persons who have expressed a desire to work part time (less than 35 hours per week) or are on layoff from part-time jobs.									
NOTE: Detail for the seasonally adjusted data shown in this table will not necessarily add to totals because of the independent seasonal adjustment of the various series. Updated population controls are introduced annually with the release of January data.									

**HOUSEHOLD DATA****Table A-11. Unemployed persons by reason for unemployment**

[Numbers in thousands]

Reason	Not seasonally adjusted			Seasonally adjusted					
	Dec. 2018	Nov. 2019	Dec. 2019	Dec. 2018	Aug. 2019	Sept. 2019	Oct. 2019	Nov. 2019	Dec. 2019
<b>NUMBER OF UNEMPLOYED</b>									
<b>Job losers and persons who completed temporary jobs</b>	2,947	2,561	2,752	2,892	2,864	2,575	2,691	2,804	2,686
<b>On temporary layoff</b>	834	638	873	768	812	729	772	768	807
<b>Not on temporary layoff</b>	2,113	1,923	1,879	2,123	2,052	1,846	1,919	2,036	1,880
<b>Permanent job losers</b>	1,415	1,336	1,296	1,419	1,388	1,318	1,260	1,422	1,295
<b>Persons who completed temporary jobs</b>	698	587	583	704	664	528	659	614	585
<b>Job leavers</b>	775	759	776	827	784	840	846	776	829
<b>Reentrants</b>	1,810	1,599	1,524	1,968	1,785	1,669	1,698	1,663	1,655
<b>New entrants</b>	496	522	452	600	577	673	622	581	551
<b>PERCENT DISTRIBUTION</b>									
<b>Job losers and persons who completed temporary jobs</b>	48.9	47.1	50.0	46.0	47.7	44.7	45.9	48.1	46.9
<b>On temporary layoff</b>	13.8	11.7	15.9	12.2	13.5	12.7	13.2	13.2	14.1
<b>Not on temporary layoff</b>	35.0	35.4	34.1	33.8	34.1	32.1	32.8	35.0	32.9
<b>Job leavers</b>	12.9	13.9	14.1	13.2	13.0	14.6	14.4	13.3	14.5
<b>Reentrants</b>	30.0	29.4	27.7	31.3	29.7	29.0	29.0	28.6	28.9
<b>New entrants</b>	8.2	9.6	8.2	9.5	9.6	11.7	10.6	10.0	9.6
<b>UNEMPLOYED AS A PERCENT OF THE CIVILIAN LABOR FORCE</b>									
<b>Job losers and persons who completed temporary jobs</b>	1.8	1.6	1.7	1.8	1.7	1.6	1.6	1.7	1.6
<b>Job leavers</b>	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5
<b>Reentrants</b>	1.1	1.0	0.9	1.2	1.1	1.0	1.0	1.0	1.0
<b>New entrants</b>	0.3	0.3	0.3	0.4	0.4	0.4	0.4	0.4	0.3
NOTE: Detail for the seasonally adjusted data shown in this table will not necessarily add to total unemployed in table A-1 because of the independent seasonal adjustment of the various series. Updated population controls are introduced annually with the release of January data.									

**HOUSEHOLD DATA****Table A-12. Unemployed persons by duration of unemployment**

[Numbers in thousands]

Duration	Not seasonally adjusted			Seasonally adjusted					
	Dec. 2018	Nov. 2019	Dec. 2019	Dec. 2018	Aug. 2019	Sept. 2019	Oct. 2019	Nov. 2019	Dec. 2019
<b>NUMBER OF UNEMPLOYED</b>									
<b>Less than 5 weeks</b>	2,050	1,871	2,001	2,117	2,218	1,869	1,978	2,026	2,065
<b>5 to 14 weeks</b>	1,901	1,609	1,651	2,007	1,746	1,778	1,747	1,753	1,730
<b>15 weeks and over</b>	2,078	1,962	1,852	2,210	2,082	2,124	2,144	2,083	1,998
<b>15 to 26 weeks</b>	859	818	755	899	831	806	884	865	812
<b>27 weeks and over</b>	1,219	1,143	1,097	1,311	1,251	1,318	1,259	1,219	1,186
<b>Average (mean) duration, in weeks</b>	21.5	20.8	20.3	22.0	22.1	21.7	21.6	20.2	20.8
<b>Median duration, in weeks</b>	8.9	9.3	8.4	9.4	9.0	9.4	9.2	9.2	9.0
<b>PERCENT DISTRIBUTION</b>									
NOTE: Detail for the seasonally adjusted data shown in this table will not necessarily add to total unemployed in table A-1 because of the independent seasonal adjustment of the various series. Updated population controls are introduced annually with the release of January data.									

Duration	Not seasonally adjusted			Seasonally adjusted					
	Dec. 2018	Nov. 2019	Dec. 2019	Dec. 2018	Aug. 2019	Sept. 2019	Oct. 2019	Nov. 2019	Dec. 2019
Less than 5 weeks	34.0	34.4	36.4	33.4	36.7	32.4	33.7	34.6	35.6
5 to 14 weeks	31.5	29.6	30.0	31.7	28.9	30.8	29.8	29.9	29.9
15 weeks and over	34.5	36.1	33.6	34.9	34.4	36.8	36.5	35.5	34.5
15 to 26 weeks	14.2	15.0	13.7	14.2	13.7	14.0	15.1	14.7	14.0
27 weeks and over	20.2	21.0	19.9	20.7	20.7	22.8	21.5	20.8	20.5

NOTE: Detail for the seasonally adjusted data shown in this table will not necessarily add to total unemployed in table A-1 because of the independent seasonal adjustment of the various series. Updated population controls are introduced annually with the release of January data.

**HOUSEHOLD DATA****Table A-13. Employed and unemployed persons by occupation, not seasonally adjusted**

[Numbers in thousands]

Occupation	Employed		Unemployed		Unemployment rates	
	Dec. 2018	Dec. 2019	Dec. 2018	Dec. 2019	Dec. 2018	Dec. 2019
<b>Total, 16 years and over<sup>(1)</sup></b>	156,481	158,504	6,029	5,503	3.7	3.4
<b>Management, professional, and related occupations</b>	63,642	65,682	1,368	1,171	2.1	1.8
Management, business, and financial operations occupations	26,450	27,748	582	533	2.2	1.9
Professional and related occupations	37,192	37,935	786	638	2.1	1.7
<b>Service occupations</b>	26,271	26,487	1,301	1,198	4.7	4.3
<b>Sales and office occupations</b>	33,718	33,441	1,244	1,062	3.6	3.1
Sales and related occupations	16,217	15,672	602	528	3.6	3.3
Office and administrative support occupations	17,500	17,769	642	533	3.5	2.9
<b>Natural resources, construction, and maintenance occupations</b>	14,439	14,329	858	782	5.6	5.2
Farming, fishing, and forestry occupations	1,148	1,171	143	130	11.1	10.0
Construction and extraction occupations	8,390	8,143	539	547	6.0	6.3
Installation, maintenance, and repair occupations	4,901	5,016	175	105	3.4	2.0
<b>Production, transportation, and material moving occupations</b>	18,412	18,564	746	826	3.9	4.3
Production occupations	8,689	8,229	298	372	3.3	4.3
Transportation and material moving occupations	9,722	10,335	448	454	4.4	4.2

**Footnotes**  
<sup>(1)</sup> Persons with no previous work experience and persons whose last job was in the U.S. Armed Forces are included in the unemployed total.

NOTE: Updated population controls are introduced annually with the release of January data.

**HOUSEHOLD DATA****Table A-14. Unemployed persons by industry and class of worker, not seasonally adjusted**

Industry and class of worker	Number of unemployed persons (in thousands)		Unemployment rates	
	Dec. 2018	Dec. 2019	Dec. 2018	Dec. 2019
<b>Total, 16 years and over<sup>(1)</sup></b>	6,029	5,503	3.7	3.4
<b>Nonagricultural private wage and salary workers</b>	4,605	4,207	3.6	3.2
Mining, quarrying, and oil and gas extraction	21	31	2.6	3.8
Construction	493	489	5.1	5.0
Manufacturing	441	422	2.8	2.7
Durable goods	231	246	2.3	2.5
Nondurable goods	210	175	3.5	3.1
Wholesale and retail trade	753	726	3.7	3.6
Transportation and utilities	280	196	3.9	2.6
Information	103	48	3.9	1.9
Financial activities	248	236	2.4	2.3
Professional and business services	723	546	4.3	3.1
Education and health services	519	604	2.1	2.4
Leisure and hospitality	814	685	6.0	5.0
Other services	211	225	3.0	3.2
<b>Agriculture and related private wage and salary workers</b>	151	185	8.6	9.6
<b>Government workers</b>	526	393	2.5	1.8
<b>Self-employed workers, unincorporated, and unpaid family workers</b>	251	266	2.5	2.7

**Footnotes**  
<sup>(1)</sup> Persons with no previous work experience and persons whose last job was in the U.S. Armed Forces are included in the unemployed total.

NOTE: Updated population controls are introduced annually with the release of January data.

**HOUSEHOLD DATA****Table A-15. Alternative measures of labor underutilization**

[Percent]

Measure	Not seasonally adjusted			Seasonally adjusted					
	Dec. 2018	Nov. 2019	Dec. 2019	Dec. 2018	Aug. 2019	Sept. 2019	Oct. 2019	Nov. 2019	Dec. 2019

Measure	Not seasonally adjusted			Seasonally adjusted					
	Dec. 2018	Nov. 2019	Dec. 2019	Dec. 2018	Aug. 2019	Sept. 2019	Oct. 2019	Nov. 2019	Dec. 2019
<b>U-1 Persons unemployed 15 weeks or longer, as a percent of the civilian labor force</b>	1.3	1.2	1.1	1.4	1.3	1.3	1.3	1.3	1.2
<b>U-2 Job losers and persons who completed temporary jobs, as a percent of the civilian labor force</b>	1.8	1.6	1.7	1.8	1.7	1.6	1.6	1.7	1.6
<b>U-3 Total unemployed, as a percent of the civilian labor force (official unemployment rate)</b>	3.7	3.3	3.4	3.9	3.7	3.5	3.6	3.5	3.5
<b>U-4 Total unemployed plus discouraged workers, as a percent of the civilian labor force plus discouraged workers</b>	3.9	3.5	3.5	4.1	3.9	3.7	3.8	3.7	3.7
<b>U-5 Total unemployed, plus discouraged workers, plus all other persons marginally attached to the labor force, as a percent of the civilian labor force plus all persons marginally attached to the labor force</b>	4.6	4.0	4.1	4.8	4.6	4.3	4.3	4.3	4.2
<b>U-6 Total unemployed, plus all persons marginally attached to the labor force, plus total employed part time for economic reasons, as a percent of the civilian labor force plus all persons marginally attached to the labor force</b>	7.5	6.5	6.7	7.6	7.2	6.9	6.9	6.9	6.7

NOTE: Persons marginally attached to the labor force are those who currently are neither working nor looking for work but indicate that they want and are available for a job and have looked for work sometime in the past 12 months. Discouraged workers, a subset of the marginally attached, have given a job-market related reason for not currently looking for work. Persons employed part time for economic reasons are those who want and are available for full-time work but have had to settle for a part-time schedule. Updated population controls are introduced annually with the release of January data.

## HOUSEHOLD DATA

**Table A-16. Persons not in the labor force and multiple jobholders by sex, not seasonally adjusted**

[Numbers in thousands]

Category	Total		Men		Women	
	Dec. 2018	Dec. 2019	Dec. 2018	Dec. 2019	Dec. 2018	Dec. 2019
<b>NOT IN THE LABOR FORCE</b>						
<b>Total not in the labor force</b>	96,378	96,174	39,370	39,352	57,008	56,822
<b>Persons who currently want a job</b>	5,121	4,643	2,514	2,336	2,607	2,307
<b>Marginally attached to the labor force<sup>(1)</sup></b>	1,556	1,246	878	688	678	558
<b>Discouraged workers<sup>(2)</sup></b>	375	277	232	172	143	105
<b>Other persons marginally attached to the labor force<sup>(3)</sup></b>	1,181	969	646	516	535	452
<b>MULTIPLE JOBHOLDERS</b>						
<b>Total multiple jobholders<sup>(4)</sup></b>	8,030	8,058	3,952	3,972	4,078	4,086
<b>Percent of total employed</b>	5.1	5.1	4.8	4.8	5.5	5.4
<b>Primary job full time, secondary job part time</b>	4,329	4,419	2,331	2,377	1,998	2,041
<b>Primary and secondary jobs both part time</b>	2,177	2,072	733	727	1,445	1,344
<b>Primary and secondary jobs both full time</b>	267	336	180	221	88	115
<b>Hours vary on primary or secondary job</b>	1,203	1,165	700	606	504	560
<b>Footnotes</b>						
(1) Data refer to persons who want a job, have searched for work during the prior 12 months, and were available to take a job during the reference week, but had not looked for work in the past 4 weeks.						
(2) Includes those who did not actively look for work in the prior 4 weeks for reasons such as 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 school or family responsibilities, ill health, and transportation problems, as well as a number for whom reason for nonparticipation was not determined.						
(4) Includes a small number of persons who work part time on their primary job and full time on their secondary job(s), not shown separately.						
NOTE: Updated population controls are introduced annually with the release of January data.						

## ESTABLISHMENT DATA

**Table B-1. Employees on nonfarm payrolls by industry sector and selected industry detail**

[In thousands]

Industry	Not seasonally adjusted				Seasonally adjusted				Change from: Nov. 2019 - Dec. 2019(P)
	Dec. 2018	Oct. 2019	Nov. 2019(P)	Dec. 2019(P)	Dec. 2018	Oct. 2019	Nov. 2019(P)	Dec. 2019(P)	
<b>Total nonfarm</b>	151,203	153,001	153,620	153,342	150,275	151,982	152,238	152,383	145
<b>Total private</b>	128,363	129,995	130,493	130,344	127,790	129,355	129,598	129,737	139
<b>Goods-producing</b>	20,881	21,292	21,217	21,052	20,961	21,086	21,138	21,137	-1
<b>Mining and logging</b>	753	759	745	731	752	748	740	731	-9
<b>Logging</b>	47.7	52.4	52.5	50.9	47.2	51.1	51.0	50.3	-0.7
<b>Mining</b>	705.4	706.1	692.8	680.2	705.1	697.2	688.6	681.0	-7.6
<b>Oil and gas extraction</b>	148.3	165.9	165.6	167.1	148.3	165.7	165.1	167.6	2.5
<b>Mining, except oil and gas</b>	192.8	194.2	192.9	187.6	194.9	191.6	191.9	190.0	-1.9
<b>Coal mining</b>	52.9	53.2	53.3	52.1	52.7	52.9	53.2	52.0	-1.2
<b>Metal ore mining</b>	40.9	39.6	39.5	39.3	41.0	39.9	39.7	39.4	-0.3
<b>Nonmetallic mineral mining and quarrying</b>	99.0	101.4	100.1	96.2	101.1	98.9	99.0	98.5	-0.5
<b>Support activities for mining</b>	364.3	346.0	334.3	325.5	361.9	339.9	331.6	323.4	-8.2

### Footnotes

- (1) Includes other industries, not shown separately.  
 (2) Includes motor vehicles, motor vehicle bodies and trailers, and motor vehicle parts.  
 (3) Includes ambulatory health care services, hospitals, and nursing and residential care facilities.  
 (P) Preliminary

NOTE: Data have been revised to reflect March 2018 benchmark levels and updated seasonal adjustment factors.











Industry	Index of aggregate weekly hours <sup>(1)</sup>					Index of aggregate weekly payrolls <sup>(2)</sup>				
	Dec. 2018	Oct. 2019	Nov. 2019(P)	Dec. 2019(P)	Percent change from: Nov. 2019 - Dec. 2019(P)	Dec. 2018	Oct. 2019	Nov. 2019(P)	Dec. 2019(P)	Percent change from: Nov. 2019 - Dec. 2019(P)
Leisure and hospitality	122.8	124.1	124.9	124.7	-0.2	161.2	167.2	168.8	168.7	-0.1
Other services	108.1	109.0	109.2	109.3	0.1	147.4	150.3	151.1	152.0	0.6

**Footnotes**

(1) The indexes of aggregate weekly hours are calculated by dividing the current month's estimates of aggregate hours by the corresponding 2007 annual average aggregate hours. Aggregate hours estimates are the product of estimates of average weekly hours and employment.

(2) The indexes of aggregate weekly payrolls are calculated by dividing the current month's estimates of aggregate weekly payrolls by the corresponding 2007 annual average aggregate weekly payrolls. Aggregate payrolls estimates are the product of estimates of average hourly earnings, average weekly hours, and employment.

(P) Preliminary

NOTE: Data have been revised to reflect March 2018 benchmark levels and updated seasonal adjustment factors.

**ESTABLISHMENT DATA****Table B-5. Employment of women on nonfarm payrolls by industry sector, seasonally adjusted**

Industry	Women employees (in thousands)				Percent of all employees			
	Dec. 2018	Oct. 2019	Nov. 2019(P)	Dec. 2019(P)	Dec. 2018	Oct. 2019	Nov. 2019(P)	Dec. 2019(P)
<b>Total nonfarm</b>	74,724	75,958	76,107	76,246	49.7	50.0	50.0	50.0
<b>Total private</b>	61,748	62,877	63,012	63,145	48.3	48.6	48.6	48.7
<b>Goods-producing</b>	4,651	4,741	4,755	4,764	22.2	22.5	22.5	22.5
Mining and logging	95	101	100	101	12.6	13.5	13.5	13.8
Construction	956	981	983	988	12.9	13.0	13.1	13.1
Manufacturing	3,600	3,659	3,672	3,675	28.1	28.6	28.5	28.6
Durable goods	1,911	1,942	1,951	1,955	23.8	24.2	24.2	24.3
Nondurable goods	1,689	1,717	1,721	1,720	35.4	35.8	35.8	35.8
<b>Private service-providing</b>	57,097	58,136	58,257	58,381	53.4	53.7	53.7	53.8
Trade, transportation, and utilities	11,129	11,183	11,180	11,210	40.0	40.1	40.1	40.2
Wholesale trade	1,769.5	1,794.5	1,797.9	1,804.0	30.0	30.1	30.2	30.3
Retail trade	7,853.2	7,828.0	7,814.5	7,834.4	49.6	49.5	49.5	49.5
Transportation and warehousing	1,375.5	1,428.5	1,434.8	1,437.4	25.0	25.7	25.7	25.8
Utilities	130.8	132.4	132.8	134.2	23.6	24.1	24.1	24.3
Information	1,115	1,128	1,138	1,137	39.4	39.9	40.1	40.0
Financial activities	4,868	4,916	4,920	4,927	56.5	56.4	56.4	56.4
Professional and business services	9,648	9,868	9,895	9,916	45.4	45.7	45.7	45.8
Education and health services	18,462	18,904	18,972	18,997	77.2	77.3	77.4	77.4
Leisure and hospitality	8,736	8,969	8,979	9,020	52.8	53.2	53.1	53.2
Other services	3,139	3,168	3,173	3,174	53.4	53.3	53.3	53.3
<b>Government</b>	12,976	13,081	13,095	13,101	57.7	57.8	57.8	57.9

**Footnotes**

(P) Preliminary

NOTE: Data have been revised to reflect March 2018 benchmark levels and updated seasonal adjustment factors.

**ESTABLISHMENT DATA****Table B-6. Employment of production and nonsupervisory employees on private nonfarm payrolls by industry sector, seasonally adjusted<sup>(1)</sup>**

[In thousands]

Industry	Dec. 2018	Oct. 2019	Nov. 2019(P)	Dec. 2019(P)
<b>Total private</b>	105,244	106,392	106,563	106,655
<b>Goods-producing</b>	15,063	15,081	15,108	15,105
Mining and logging	559	543	533	526
Construction	5,517	5,610	5,600	5,613
Manufacturing	8,987	8,928	8,975	8,966
Durable goods	5,540	5,497	5,535	5,532
Nondurable goods	3,447	3,431	3,440	3,434
<b>Private service-providing</b>	90,181	91,311	91,455	91,550
Trade, transportation, and utilities	23,488	23,557	23,542	23,573
Wholesale trade	4,743.6	4,769.9	4,764.5	4,774.8
Retail trade	13,497.2	13,479.9	13,457.6	13,484.7
Transportation and warehousing	4,803.2	4,866.6	4,878.1	4,871.5
Utilities	443.7	440.3	441.8	442.4
Information	2,285	2,270	2,279	2,280
Financial activities	6,672	6,745	6,754	6,751
Professional and business services	17,340	17,542	17,585	17,581
Education and health services	20,984	21,474	21,536	21,569

**Footnotes**

(1) Data relate to production employees in mining and logging and manufacturing, construction employees in construction, and nonsupervisory employees in the service-providing industries. These groups account for approximately four-fifths of the total employment on private nonfarm payrolls.

(P) Preliminary

NOTE: Data have been revised to reflect March 2018 benchmark levels and updated seasonal adjustment factors.

Industry	Dec. 2018	Oct. 2019	Nov. 2019 <sup>(P)</sup>	Dec. 2019 <sup>(P)</sup>
Leisure and hospitality	14,541	14,806	14,837	14,875
Other services	4,871	4,917	4,922	4,921

**Footnotes**  
<sup>(1)</sup>Data relate to production employees in mining and logging and manufacturing, construction employees in construction, and nonsupervisory employees in the service-providing industries. These groups account for approximately four-fifths of the total employment on private nonfarm payrolls.  
<sup>(P)</sup>Preliminary

NOTE: Data have been revised to reflect March 2018 benchmark levels and updated seasonal adjustment factors.

**ESTABLISHMENT DATA****Table B-7. Average weekly hours and overtime of production and nonsupervisory employees on private nonfarm payrolls by industry sector, seasonally adjusted<sup>(1)</sup>**

Industry	Dec. 2018	Oct. 2019	Nov. 2019 <sup>(P)</sup>	Dec. 2019 <sup>(P)</sup>
<b>AVERAGE WEEKLY HOURS</b>				
Total private	33.7	33.5	33.5	33.5
Goods-producing	41.4	41.0	40.9	40.8
Mining and logging	46.7	47.2	46.7	46.2
Construction	39.9	39.7	39.4	39.4
Manufacturing	42.0	41.4	41.4	41.4
Durable goods	42.5	41.7	41.8	41.8
Nondurable goods	41.3	40.9	40.8	40.9
Private service-providing	32.4	32.3	32.3	32.3
Trade, transportation, and utilities	33.7	33.7	33.6	33.8
Wholesale trade	38.8	38.6	38.6	38.5
Retail trade	30.1	30.2	29.9	30.2
Transportation and warehousing	38.2	37.9	38.0	38.1
Utilities	42.6	42.8	42.9	43.0
Information	35.6	35.1	35.1	35.1
Financial activities	36.9	36.9	36.9	36.9
Professional and business services	35.4	35.3	35.3	35.3
Education and health services	32.2	32.2	32.2	32.3
Leisure and hospitality	24.8	24.6	24.7	24.7
Other services	30.9	30.8	30.9	30.8
<b>AVERAGE OVERTIME HOURS</b>				
Manufacturing	4.5	4.1	4.2	4.2
Durable goods	4.6	4.1	4.2	4.2
Nondurable goods	4.4	4.2	4.1	4.1

**Footnotes**  
<sup>(1)</sup>Data relate to production employees in mining and logging and manufacturing, construction employees in construction, and nonsupervisory employees in the service-providing industries. These groups account for approximately four-fifths of the total employment on private nonfarm payrolls.  
<sup>(P)</sup>Preliminary

NOTE: Data have been revised to reflect March 2018 benchmark levels and updated seasonal adjustment factors.

**ESTABLISHMENT DATA****Table B-8. Average hourly and weekly earnings of production and nonsupervisory employees on private nonfarm payrolls by industry sector, seasonally adjusted<sup>(1)</sup>**

Industry	Average hourly earnings				Average weekly earnings			
	Dec. 2018	Oct. 2019	Nov. 2019 <sup>(P)</sup>	Dec. 2019 <sup>(P)</sup>	Dec. 2018	Oct. 2019	Nov. 2019 <sup>(P)</sup>	Dec. 2019 <sup>(P)</sup>
Total private	\$23.09	\$23.73	\$23.77	\$23.79	\$778.13	\$794.96	\$796.30	\$796.97
Goods-producing	24.38	24.95	24.97	25.05	1,009.33	1,022.95	1,021.27	1,022.04
Mining and logging	28.71	30.88	30.89	30.82	1,340.76	1,457.54	1,442.56	1,423.88
Construction	28.20	28.64	28.69	28.76	1,125.18	1,137.01	1,130.39	1,133.14
Manufacturing	21.85	22.31	22.37	22.46	917.70	923.63	926.12	929.84
Durable goods	22.81	23.24	23.33	23.42	969.43	969.11	975.19	978.96
Nondurable goods	20.25	20.78	20.80	20.87	836.33	849.90	848.64	853.58
Private service-providing	22.82	23.47	23.52	23.53	739.37	758.08	759.70	760.02
Trade, transportation, and utilities	20.32	20.80	20.86	20.85	684.78	700.96	700.90	704.73
Wholesale trade	25.70	26.34	26.44	26.32	997.16	1,016.72	1,020.58	1,013.32
Retail trade	16.28	16.76	16.81	16.86	490.03	506.15	502.62	509.17
Transportation and warehousing	22.13	22.53	22.47	22.50	845.37	853.89	853.86	857.25
Utilities	37.12	37.09	37.02	37.27	1,581.31	1,587.45	1,588.16	1,602.61
Information	32.95	34.36	34.19	34.36	1,173.02	1,206.04	1,200.07	1,206.04
Financial activities	27.26	27.91	28.01	27.97	1,005.89	1,029.88	1,033.57	1,032.09
Professional and business services	27.16	28.14	28.22	28.26	961.46	993.34	996.17	997.58
Education and health services	23.97	24.62	24.60	24.64	771.83	792.76	792.12	795.87

**Footnotes**  
<sup>(1)</sup>Data relate to production employees in mining and logging and manufacturing, construction employees in construction, and nonsupervisory employees in the service-providing industries. These groups account for approximately four-fifths of the total employment on private nonfarm payrolls.  
<sup>(P)</sup>Preliminary

NOTE: Data have been revised to reflect March 2018 benchmark levels and updated seasonal adjustment factors.

Industry	Average hourly earnings				Average weekly earnings			
	Dec. 2018	Oct. 2019	Nov. 2019(P)	Dec. 2019(P)	Dec. 2018	Oct. 2019	Nov. 2019(P)	Dec. 2019(P)
Leisure and hospitality	14.17	14.65	14.72	14.73	351.42	360.39	363.58	363.83
Other services	21.10	21.34	21.41	21.49	651.99	657.27	661.57	661.89

**Footnotes**  
(1) Data relate to production employees in mining and logging and manufacturing, construction employees in construction, and nonsupervisory employees in the service-providing industries. These groups account for approximately four-fifths of the total employment on private nonfarm payrolls.  
(P) Preliminary

NOTE: Data have been revised to reflect March 2018 benchmark levels and updated seasonal adjustment factors.

**ESTABLISHMENT DATA**

**Table B-9. Indexes of aggregate weekly hours and payrolls for production and nonsupervisory employees on private nonfarm payrolls by industry sector, seasonally adjusted(1)**  
[2002=100]

Industry	Index of aggregate weekly hours(2)					Index of aggregate weekly payrolls(3)				
	Dec. 2018	Oct. 2019	Nov. 2019(P)	Dec. 2019(P)	Percent change from: Nov. 2019 - Dec. 2019(P)	Dec. 2018	Oct. 2019	Nov. 2019(P)	Dec. 2019(P)	Percent change from: Nov. 2019 - Dec. 2019(P)
Total private	118.2	118.7	118.9	119.0	0.1	182.3	188.3	188.9	189.3	0.2
Goods-producing	95.3	94.5	94.4	94.2	-0.2	142.3	144.4	144.4	144.5	0.1
Mining and logging	138.7	136.2	132.3	129.1	-2.4	231.6	244.6	237.6	231.5	-2.6
Construction	110.2	111.5	110.5	110.7	0.2	167.8	172.5	171.1	172.0	0.5
Manufacturing	86.6	84.8	85.3	85.2	-0.1	123.8	123.8	124.8	125.2	0.3
Durable goods	88.5	86.1	86.9	86.9	0.0	126.0	124.9	126.6	127.0	0.3
Nondurable goods	83.9	82.7	82.7	82.8	0.1	120.0	121.4	121.6	122.0	0.3
Private service-providing	124.4	125.6	125.8	125.9	0.1	194.7	202.2	202.9	203.2	0.1
Trade, transportation, and utilities	110.5	110.9	110.5	111.3	0.7	160.4	164.6	164.5	165.6	0.7
Wholesale trade	109.2	109.3	109.1	109.1	0.0	165.7	169.9	170.3	169.5	-0.5
Retail trade	102.8	103.0	101.8	103.1	1.3	143.4	148.0	146.7	148.9	1.5
Transportation and warehousing	138.0	138.7	139.4	139.6	0.1	193.7	198.2	198.7	199.2	0.3
Utilities	96.7	96.4	96.9	97.3	0.4	149.8	149.2	149.8	151.3	1.0
Information	92.8	90.9	91.3	91.3	0.0	151.4	154.7	154.5	155.4	0.6
Financial activities	115.9	117.2	117.3	117.3	0.0	194.4	201.2	202.2	201.8	-0.2
Professional and business services	137.2	138.5	138.8	138.8	0.0	221.7	231.7	232.9	233.2	0.1
Education and health services	144.1	147.4	147.9	148.5	0.4	227.9	239.6	240.1	241.6	0.6
Leisure and hospitality	132.1	133.4	134.2	134.6	0.3	212.6	222.0	224.4	225.1	0.3
Other services	105.6	106.2	106.7	106.3	-0.4	162.3	165.1	166.4	166.4	0.0

**Footnotes**  
(1) Data relate to production employees in mining and logging and manufacturing, construction employees in construction, and nonsupervisory employees in the service-providing industries. These groups account for approximately four-fifths of the total employment on private nonfarm payrolls.  
(2) The indexes of aggregate weekly hours are calculated by dividing the current month's estimates of aggregate hours by the corresponding 2002 annual average aggregate hours. Aggregate hours estimates are the product of estimates of average weekly hours and employment.  
(3) The indexes of aggregate weekly payrolls are calculated by dividing the current month's estimates of aggregate weekly payrolls by the corresponding 2002 annual average aggregate weekly payrolls. Aggregate payrolls estimates are the product of estimates of average hourly earnings, average weekly hours, and employment.  
(P) Preliminary

NOTE: Data have been revised to reflect March 2018 benchmark levels and updated seasonal adjustment factors.

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