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WORKERS ON FLEXIBLE AND SHIFT SCHEDULES IN MAY 2004

In May 2004, over 27 million full-time wage and salary workers had flexible work schedules that allowed them to vary the time they began or ended work, the Bureau of Labor Statistics of the U.S. Department of Labor reported today. These workers comprised 27.5 percent of all full-time wage and salary workers, down from 28.6 percent in May 2001, when these data were last collected. The proportion who usually worked a shift other than a daytime schedule (14.8 percent) remained close to the 2001 level. (See table A.)

These findings were obtained from a supplement to the May 2004 Current Population Survey (CPS). The CPS is the monthly household survey that provides information on national employment and unemployment. In May 2004, the survey also collected information about flexible schedules, shift work, and other related topics. The data presented in this release pertain to wage and salary workers who usually worked full time (35 or more hours per week) on their main job. For further information about the survey, see the Technical Note.

Flexible Schedules

In May 2004, men continued to be somewhat more likely to have flexible schedules than women (28.1 and 26.7 percent, respectively).

Flexible schedules were more common among white workers (28.7 percent) than among black (19.7 percent) or Hispanic or Latino workers (18.4 percent). The proportion of Asians who worked flexible schedules was 27.4 percent in May 2004. Among whites, 29.4 percent of men and 27.8 percent of women had flexible schedules. Among Asians as well, a greater proportion of men worked flexible schedules than women. In contrast, among blacks and Hispanics or Latinos, women were slightly more likely than men to work flexible schedules. (See tables A and 1.)

Among the major occupational groups, flexible schedules were most common among management, professional, and related occupations (36.8 percent). Within that occupational group, 44.7 percent of management, business, and financial operations workers were able to vary their work hours. Flexible schedules also were prevalent among sales and office workers (29.5 percent). In contrast, only 17.6 percent of natural resources, construction, and maintenance workers and 14.3 percent of production, transportation, and material moving workers had such flexibility. (See table 2.)

Among private sector employees, industries with a relatively high prevalence of workers with flexible schedules included financial activities (37.7 percent), professional and business services (37.6 percent),

Table A. Flexible schedules and shift work of full-time wage and salary workers by sex, race, and Hispanic or Latino ethnicity, May, selected years, 1985-2004

Characteristic	Percent with flexible schedules					Percent with alternative shifts				
	May 1985	May 1991	May 1997	May 2001 ^r	May 2004	May 1985	May 1991	May 1997	May 2001 ^r	May 2004
SEX										
Total, 16 years and over	12.4	15.0	27.6	28.6	27.5	16.0	18.0	16.9	14.5	14.8
Men	13.1	15.4	28.6	29.7	28.1	17.9	20.4	19.2	16.4	16.7
Women	11.3	14.5	26.2	27.3	26.7	13.2	14.8	13.7	12.1	12.4
RACE AND HISPANIC OR LATINO ETHNICITY										
White ¹	12.8	15.4	28.6	29.7	28.7	15.5	17.2	16.2	13.7	13.7
Black or African American ¹	9.1	12.0	20.1	21.1	19.7	20.0	23.3	21.0	19.7	20.8
Asian ¹	–	–	–	30.6	27.4	–	–	–	15.6	15.7
Hispanic or Latino ethnicity	8.9	10.6	18.2	19.6	18.4	15.5	19.2	16.2	15.0	16.0

^r = revised. Data for May 2001 have been revised to reflect the introduction of Census 2000-based population controls. See the Technical Note for additional information.

¹ Beginning with May 2004 data, persons who selected this race group only; persons who selected more than one race group are not included. Prior to 2004, persons who reported more than one race group were included in the group they identified as their main race. Data for Asians were not tabulated for supplements prior to May 2001.

NOTE: Data exclude the incorporated and unincorporated self-employed.

and information (34.9 percent). Industries with a relatively low prevalence of workers on flexible schedules included mining (22.9 percent) and construction (20.3 percent). In the public sector, flexible schedules were more common among federal (28.8 percent) and state government employees (28.4 percent) than among workers in local government (13.7 percent). (See table 2.)

Formal Flexitime Programs

Although more than 1 in 4 workers can work a flexible schedule, only about 1 in 10 are enrolled in a formal, employer-sponsored flexitime program. Workers in management, professional, and related occupations were among the most likely to have a formal flexitime program (14.2 percent). Workers in production, transportation, and material moving occupations were the least likely to have a formal flexitime program (5.9 percent). (See table 3.)

Shift Work

Almost 15 percent of full-time wage and salary workers usually worked an alternative shift in May 2004. By type of shift, 4.7 percent of the total worked evening shifts, 3.2 percent worked night shifts, 3.1 percent

worked employer-arranged irregular schedules, and 2.5 percent worked rotating shifts. The proportion of full-time wage and salary workers on alternative schedules has fallen since May 1991. (See tables A and 4.)

Men were more likely than women to work an alternative shift (16.7 and 12.4 percent, respectively). Blacks were more likely than whites, Hispanics or Latinos, or Asians to work such shifts. (See table 4.)

The prevalence of shift work was greatest among workers in service occupations, such as protective service (50.6 percent)—which includes police, firefighters, and guards—and food preparation and serving (40.4 percent) and among those employed in production, transportation, and material moving occupations (26.2 percent). Alternative shifts were least common among management, professional, and related occupations (7.6 percent) and workers in natural resources, construction, and maintenance occupations (7.5 percent). (See table 5.)

The proportion of workers on alternative shifts was highest in leisure and hospitality industries (38.3 percent), mining (31.9 percent), and transportation and utilities (27.9 percent). Shift work was less prevalent in professional and business services (7.8 percent), financial activities (5.4 percent), and lowest in construction (2.9 percent). (See table 5.)

Reasons for Shift Work

Over half (54.6 percent) of those working an alternative shift did so because it was the “nature of the job.” Other reasons for working a non-daytime schedule included “personal preference” (11.5 percent), “better arrangements for family or child care” (8.2 percent), “could not get any other job” (8.1 percent), and “better pay” (6.8 percent). Many of those who worked night and evening shifts chose such schedules due to personal preference (21.0 and 15.9 percent, respectively) or because these shifts facilitated better arrangements for family or child care (15.9 and 11.0 percent, respectively). The vast majority of those with rotating, split, and employer-arranged irregular schedules reported the “nature of the job” as the reason for working a non-daytime schedule. (See table 6.)

Beginning and Ending Hours

The May 2004 supplement also provided data on the times people usually begin and end work. About two-thirds of all full-time wage and salary workers usually began work between 6:30 A.M. and 9:29 A.M., with the greatest concentration during the 7:30 to 8:29 A.M. period. Over half usually left work between 3:30 P.M. and 6:29 P.M., with the greatest concentration in the 4:30 to 5:29 P.M. bracket. (See table 7.)

Technical Note

These data and other information on work schedules were obtained from a supplement to the May 2004 Current Population Survey (CPS). The CPS is a monthly sample survey of about 60,000 households conducted by the U.S. Census Bureau for the Bureau of Labor Statistics (BLS), principally to gather information on employment and unemployment for the nation. Respondents to the May 2004 supplement answered questions about flexible and shift schedules, the reasons for working particular shifts, the beginning and ending hours of work, formal flexitime programs, home-based work, and other related topics. The data in this release cover the incidence and nature of flexible and shift schedules and pertain to wage and salary workers who usually worked 35 hours or more per week on their principal job. The data exclude all self-employed persons, regardless of whether or not their businesses were incorporated.

The May 2001 data presented in this release have been revised to reflect the introduction of Census 2000-based population controls and thus may differ from previously published estimates which were based on population controls derived from the 1990 census. The introduction of the Census 2000-based population controls increased the May 2001 employment levels but had relatively little impact on proportions and percents derived from the employment levels. Sample results from the CPS are weighted up to independent estimates of the population by sex, age, race, and Hispanic or Latino/non-Hispanic ethnicity. The weights, or population controls, are developed using counts of the civilian noninstitutional population derived from the decennial census and are updated using information from administrative records.

Information in this release will be made available to sensory impaired individuals upon request. Voice phone: 202-691-5200; TDD message referral phone number: 1-800-877-8339.

Reliability of the estimates

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

The CPS data also are affected by *nonsampling error*. Nonsampling error 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, and errors made in the collection or processing of the data.

For a full discussion of the reliability of data from the CPS and for information on estimating standard errors, see the “Explanatory Notes and Estimates of Error” section of *Employment and Earnings*.

Concepts

Data on flexible schedules, shift work, and beginning and ending hours of work were obtained from the following questions:

Beginning and ending hours of work. At what time of day do you begin work on your (main) job most days?

1. ___hour ___minutes A.M./P.M.
2. It varies

At what time of day do you end work on your (main) job most days?

1. ___hour ___minutes A.M./P.M.
2. It varies

Flexible schedules. Do you have flexible work hours that allow you to vary or make changes in the time you begin and end work?

1. Yes
2. No

Formal flexitime programs. (If the respondent answers “yes” to the above question on flexible hours, the following question is then asked.) Is your flexible work schedule part of a flexitime or other program offered by your employer?

1. Yes
2. No

Shift work. On your (main) job, do you usually work a day-time schedule or some other schedule?

1. A daytime schedule (Anytime between 6 A.M. to 6 P.M.)
2. Some other schedule

(If the respondent answers “some other schedule” to the above question, then the following question is asked to determine the shift worked.)

Which of the following best describes the hours you usually work at this (main) job?

1. An evening shift (Anytime between 2 P.M. and midnight)
2. A night shift (Anytime between 9 P.M. to 8 A.M.)
3. A rotating shift—one that changes periodically from days to evenings or night
4. A split shift—one consisting of two distinct periods each day.
5. An irregular schedule
6. Some other shift

Reason for alternative shift. What is the main reason why you work this type of shift? (Interviewer reads all.)

1. Better arrangements for family or child care
2. Better pay
3. Allows time for school
4. Could not get any other job
5. Local transportation or pollution control program
6. Nature of the job
7. Personal preference
8. Some other reason

Table 1. Flexible schedules: Full-time wage and salary workers by selected characteristics, May 2004

(Numbers in thousands)

Characteristic	Both sexes			Men			Women		
	Total ¹	With flexible schedules		Total ¹	With flexible schedules		Total ¹	With flexible schedules	
		Number	Percent of total		Number	Percent of total		Number	Percent of total
AGE									
Total 16 years and over	99,778	27,411	27.5	56,412	15,853	28.1	43,366	11,558	26.7
16 to 19 years	1,427	336	23.6	903	185	20.5	524	151	28.9
20 years and over	98,351	27,075	27.5	55,509	15,668	28.2	42,842	11,406	26.6
20 to 24 years	9,004	2,058	22.9	5,147	1,065	20.7	3,856	993	25.8
25 to 34 years	24,640	6,902	28.0	14,358	4,051	28.2	10,283	2,851	27.7
35 to 44 years	26,766	7,807	29.2	15,424	4,605	29.9	11,342	3,202	28.2
45 to 54 years	24,855	6,651	26.8	13,440	3,769	28.0	11,415	2,882	25.2
55 to 64 years	11,745	3,181	27.1	6,383	1,865	29.2	5,361	1,316	24.5
65 years and over	1,341	475	35.4	757	314	41.4	585	161	27.6
RACE AND HISPANIC OR LATINO ETHNICITY									
White	80,498	23,121	28.7	46,222	13,582	29.4	34,276	9,539	27.8
Black or African American	12,578	2,476	19.7	6,447	1,193	18.5	6,131	1,283	20.9
Asian	4,136	1,132	27.4	2,300	720	31.3	1,836	412	22.4
Hispanic or Latino ethnicity	14,110	2,596	18.4	8,621	1,430	16.6	5,489	1,166	21.2
MARITAL STATUS									
Married, spouse present	57,630	16,270	28.2	34,926	10,382	29.7	22,704	5,888	25.9
Not married	42,148	11,141	26.4	21,486	5,471	25.5	20,662	5,670	27.4
Never married	25,144	6,693	26.6	14,469	3,605	24.9	10,676	3,088	28.9
Other marital status	17,004	4,448	26.2	7,018	1,866	26.6	9,986	2,582	25.9
PRESENCE AND AGE OF CHILDREN									
Without own children under 18	61,761	16,759	27.1	34,680	9,410	27.1	27,081	7,349	27.1
With own children under 18	38,018	10,652	28.0	21,733	6,443	29.6	16,285	4,209	25.8
With youngest child 6 to 17	21,739	5,960	27.4	11,477	3,341	29.1	10,262	2,619	25.5
With youngest child under 6	16,279	4,692	28.8	10,256	3,102	30.2	6,023	1,590	26.4

¹ Includes persons who did not provide information on flexible schedules.

NOTE: Data relate to the sole or principal job of full-time wage and salary workers and exclude all self-employed persons, regardless of whether or not their businesses were incorporated. Detail for the above

race and Hispanic-origin groups will not sum to totals because data for the "other races" group are not presented and Hispanics are included in both the white and black population groups. Own children include sons, daughters, stepchildren, and adopted children. Not included are nieces, nephews, grandchildren, and other related and unrelated children.

Table 2. Flexible schedules: Full-time wage and salary workers by sex, occupation, and industry, May 2004

(Numbers in thousands)

Occupation and industry	Both sexes			Men			Women		
	Total ¹	With flexible schedules		Total ¹	With flexible schedules		Total ¹	With flexible schedules	
		Number	Percent of total		Number	Percent of total		Number	Percent of total
OCCUPATION									
Total, 16 years and over	99,778	27,411	27.5	56,412	15,853	28.1	43,366	11,558	26.7
Management, professional, and related occupations	36,200	13,325	36.8	17,911	7,832	43.7	18,289	5,492	30.0
Management, business, and financial operations occupations ..	14,496	6,483	44.7	7,969	3,741	46.9	6,527	2,742	42.0
Management occupations	10,036	4,598	45.8	6,000	2,862	47.7	4,035	1,736	43.0
Business and financial operations occupations	4,461	1,885	42.3	1,969	879	44.7	2,492	1,006	40.4
Professional and related occupations	21,704	6,842	31.5	9,942	4,091	41.1	11,762	2,751	23.4
Computer and mathematical occupations	2,683	1,405	52.4	2,023	1,085	53.6	660	320	48.5
Architecture and engineering occupations	2,478	1,080	43.6	2,147	917	42.7	330	163	49.3
Life, physical, and social science occupations	1,016	483	47.5	640	285	44.6	376	198	52.6
Community and social services occupations	1,866	860	46.1	786	430	54.7	1,080	430	39.8
Legal occupations	1,118	497	44.5	536	312	58.2	582	185	31.8
Education, training, and library occupations	6,414	843	13.1	1,779	374	21.0	4,635	469	10.1
Arts, design, entertainment, sports, and media occupations	1,502	613	40.8	915	396	43.3	587	217	37.0
Healthcare practitioner and technical occupations	4,626	1,060	22.9	1,115	291	26.1	3,511	769	21.9
Service occupations	13,423	2,849	21.2	6,858	1,339	19.5	6,566	1,510	23.0
Healthcare support occupations	1,908	315	16.5	199	37	18.7	1,708	278	16.3
Protective service occupations	2,224	419	18.8	1,807	312	17.2	417	107	25.7
Food preparation and serving related occupations	3,881	972	25.0	2,086	524	25.1	1,795	448	25.0
Building and grounds cleaning and maintenance occupations ...	3,481	531	15.2	2,260	318	14.1	1,221	213	17.4
Personal care and service occupations	1,929	612	31.7	505	148	29.2	1,424	465	32.6
Sales and office occupations	24,359	7,196	29.5	9,561	3,069	32.1	14,798	4,127	27.9
Sales and related occupations	9,634	3,669	38.1	5,683	2,305	40.6	3,952	1,364	34.5
Office and administrative support occupations	14,724	3,527	24.0	3,878	764	19.7	10,847	2,763	25.5
Natural resources, construction, and maintenance occupations ..	10,848	1,908	17.6	10,403	1,820	17.5	445	88	19.8
Farming, fishing, and forestry occupations	744	172	23.1	591	132	22.4	152	39	25.7
Construction and extraction occupations	5,825	942	16.2	5,750	925	16.1	74	17	(²)
Installation, maintenance, and repair occupations	4,280	795	18.6	4,061	762	18.8	218	32	14.7
Production, transportation, and material moving occupations	14,948	2,133	14.3	11,679	1,793	15.3	3,268	340	10.4
Production occupations	8,281	1,030	12.4	5,928	806	13.6	2,353	224	9.5
Transportation and material moving occupations	6,666	1,102	16.5	5,751	986	17.1	915	116	12.7

See footnotes at end of table.

Table 2. Flexible schedules: Full-time wage and salary workers by sex, occupation, and industry, May 2004—Continued

(Numbers in thousands)

Occupation and industry	Both sexes			Men			Women		
	Total ¹	With flexible schedules		Total ¹	With flexible schedules		Total ¹	With flexible schedules	
		Number	Percent of total		Number	Percent of total		Number	Percent of total
INDUSTRY									
Private sector	82,870	23,978	28.9	48,724	14,119	29.0	34,145	9,859	28.9
Agriculture and related industries	888	233	26.3	702	180	25.6	186	53	28.7
Nonagricultural industries	81,982	23,745	29.0	48,023	13,939	29.0	33,959	9,806	28.9
Mining	446	102	22.9	416	84	20.2	30	18	(²)
Construction	6,617	1,341	20.3	6,059	1,153	19.0	558	188	33.7
Manufacturing	15,125	3,631	24.0	10,659	2,638	24.7	4,466	993	22.2
Durable goods	9,249	2,351	25.4	6,881	1,794	26.1	2,368	558	23.6
Nondurable goods	5,875	1,280	21.8	3,777	844	22.3	2,098	436	20.8
Wholesale and retail trade	14,008	4,100	29.3	8,717	2,544	29.2	5,291	1,557	29.4
Wholesale trade	3,771	1,209	32.1	2,698	910	33.7	1,072	300	27.9
Retail trade	10,237	2,891	28.2	6,019	1,634	27.1	4,219	1,257	29.8
Transportation and utilities	4,226	1,086	25.7	3,454	906	26.2	771	179	23.2
Transportation and warehousing	3,482	912	26.2	2,858	767	26.8	624	145	23.3
Utilities	744	173	23.3	596	139	23.4	147	34	23.0
Information ³	2,716	948	34.9	1,674	600	35.8	1,041	348	33.4
Publishing, except Internet	648	274	42.3	364	165	45.4	284	109	38.4
Motion picture and sound recording industries	211	74	35.3	162	62	38.5	49	12	(²)
Broadcasting, except Internet	512	116	22.7	319	79	24.7	193	37	19.4
Telecommunications	1,180	419	35.5	732	254	34.7	448	164	36.7
Financial activities	7,341	2,767	37.7	3,117	1,323	42.4	4,224	1,444	34.2
Finance and insurance	5,537	2,056	37.1	2,100	943	44.9	3,437	1,113	32.4
Finance	3,633	1,218	33.5	1,443	584	40.5	2,190	633	28.9
Insurance	1,904	838	44.0	657	359	54.6	1,247	480	38.5
Real estate and rental and leasing	1,805	711	39.4	1,017	380	37.3	787	332	42.1
Professional and business services	8,997	3,381	37.6	5,342	2,072	38.8	3,655	1,309	35.8
Professional and technical services	5,476	2,570	46.9	3,113	1,596	51.3	2,364	974	41.2
Management, administrative, and waste services	3,521	811	23.0	2,229	477	21.4	1,292	335	25.9
Education and health services	12,485	3,202	25.6	2,969	862	29.0	9,517	2,339	24.6
Educational services	2,260	541	23.9	812	246	30.3	1,448	295	20.4
Health care and social assistance	10,226	2,661	26.0	2,157	616	28.6	8,069	2,045	25.3
Leisure and hospitality	6,111	1,686	27.6	3,458	956	27.6	2,653	730	27.5
Arts, entertainment, and recreation	1,134	312	27.5	630	165	26.2	504	147	29.2
Accommodation and food services	4,977	1,374	27.6	2,828	791	28.0	2,149	583	27.1
Accommodation	1,123	252	22.4	546	147	26.9	577	105	18.2
Food services and drinking places	3,854	1,122	29.1	2,282	644	28.2	1,572	478	30.4
Other services	3,911	1,502	38.4	2,158	801	37.1	1,753	701	40.0
Other services, except private households	3,584	1,370	38.2	2,140	792	37.0	1,444	577	40.0
Other services, private households	327	132	40.4	18	9	(²)	309	123	39.9
Public sector	16,909	3,433	20.3	7,688	1,734	22.6	9,221	1,699	18.4
Federal government	2,786	803	28.8	1,617	453	28.0	1,169	351	30.0
State government	4,724	1,340	28.4	2,089	640	30.7	2,635	700	26.6
Local government	9,399	1,289	13.7	3,982	641	16.1	5,417	648	12.0

¹ Includes persons who did not provide information on flexible schedules.

² Percent not shown where base is less than 75,000.

³ Includes other industries not shown separately.

NOTE: Data relate to the sole or principal job of full-time wage and salary workers and exclude all self-employed persons, regardless of whether or not their businesses were incorporated.

Table 3. Flexible schedules: Full-time wage and salary workers by formal flexitime program status, occupation, and industry, May 2004

(Numbers in thousands)

Occupation and industry	Total 1	With flexible schedules	With a formal flexitime program		
			Number	Percent of total employed	Percent of workers with flexible schedules
OCCUPATION					
Total, 16 years and over	99,778	27,411	10,642	10.7	38.8
Management, professional, and related occupations	36,200	13,325	5,137	14.2	38.6
Management, business, and financial operations occupations ..	14,496	6,483	2,293	15.8	35.4
Management occupations	10,036	4,598	1,436	14.3	31.2
Business and financial operations occupations	4,461	1,885	857	19.2	45.5
Professional and related occupations	21,704	6,842	2,844	13.1	41.6
Computer and mathematical occupations	2,683	1,405	729	27.1	51.8
Architecture and engineering occupations	2,478	1,080	509	20.5	47.1
Life, physical, and social science occupations	1,016	483	203	19.9	42.0
Community and social services occupations	1,866	860	325	17.4	37.8
Legal occupations	1,118	497	140	12.6	28.2
Education, training, and library occupations	6,414	843	278	4.3	33.0
Arts, design, entertainment, sports, and media occupations	1,502	613	272	18.1	44.4
Healthcare practitioner and technical occupations	4,626	1,060	389	8.4	36.6
Service occupations	13,423	2,849	1,188	8.9	41.7
Healthcare support occupations	1,908	315	139	7.3	44.3
Protective service occupations	2,224	419	192	8.6	45.8
Food preparation and serving related occupations	3,881	972	423	10.9	43.5
Building and grounds cleaning and maintenance occupations ...	3,481	531	178	5.1	33.5
Personal care and service occupations	1,929	612	256	13.3	41.8
Sales and office occupations	24,359	7,196	2,734	11.2	38.0
Sales and related occupations	9,634	3,669	1,175	12.2	32.0
Office and administrative support occupations	14,724	3,527	1,559	10.6	44.2
Natural resources, construction, and maintenance occupations ..	10,848	1,908	697	6.4	36.5
Farming, fishing, and forestry occupations	744	172	47	6.3	27.1
Construction and extraction occupations	5,825	942	416	7.1	44.2
Installation, maintenance, and repair occupations	4,280	795	234	5.5	29.5
Production, transportation, and material moving occupations	14,948	2,133	885	5.9	41.5
Production occupations	8,281	1,030	490	5.9	47.6
Transportation and material moving occupations	6,666	1,102	395	5.9	35.8

See footnotes at end of table.

Table 3. Flexible schedules: Full-time wage and salary workers by formal flexitime program status, occupation, and industry, May 2004—Continued

(Numbers in thousands)

Occupation and industry	Total ¹	With flexible schedules	With a formal flexitime program		
			Number	Percent of total employed	Percent of workers with flexible schedules
INDUSTRY					
Private sector	82,870	23,978	8,816	10.6	36.8
Agriculture and related industries	888	233	53	6.0	22.9
Nonagricultural industries	81,982	23,745	8,762	10.7	36.9
Mining	446	102	47	10.5	46.1
Construction	6,617	1,341	493	7.5	36.8
Manufacturing	15,125	3,631	1,618	10.7	44.6
Durable goods	9,249	2,351	1,061	11.5	45.1
Nondurable goods	5,875	1,280	557	9.5	43.5
Wholesale and retail trade	14,008	4,100	1,302	9.3	31.8
Wholesale trade	3,771	1,209	300	8.0	24.8
Retail trade	10,237	2,891	1,002	9.8	34.6
Transportation and utilities	4,226	1,086	432	10.2	39.8
Transportation and warehousing	3,482	912	335	9.6	36.7
Utilities	744	173	97	13.0	55.9
Information ²	2,716	948	371	13.7	39.2
Publishing, except Internet	648	274	102	15.8	37.3
Motion picture and sound recording industries	211	74	33	15.9	(³)
Broadcasting, except Internet	512	116	43	8.4	37.2
Telecommunications	1,180	419	170	14.4	40.5
Financial activities	7,341	2,767	1,066	14.5	38.5
Finance and insurance	5,537	2,056	868	15.7	42.2
Finance	3,633	1,218	425	11.7	34.9
Insurance	1,904	838	443	23.3	52.9
Real estate and rental and leasing	1,805	711	198	11.0	27.9
Professional and business services	8,997	3,381	1,294	14.4	38.3
Professional and technical services	5,476	2,570	991	18.1	38.6
Management, administrative, and waste services	3,521	811	303	8.6	37.3
Education and health services	12,485	3,202	1,118	9.0	34.9
Educational services	2,260	541	156	6.9	28.8
Health care and social assistance	10,226	2,661	962	9.4	36.2
Leisure and hospitality	6,111	1,686	598	9.8	35.4
Arts, entertainment, and recreation	1,134	312	84	7.4	27.1
Accommodation and food services	4,977	1,374	513	10.3	37.4
Accommodation	1,123	252	105	9.3	41.5
Food services and drinking places	3,854	1,122	408	10.6	36.4
Other services	3,911	1,502	422	10.8	28.1
Other services, except private households	3,584	1,370	404	11.3	29.5
Other services, private households	327	132	18	5.5	13.6
Public sector	16,909	3,433	1,826	10.8	53.2
Federal government	2,786	803	561	20.1	69.9
State government	4,724	1,340	665	14.1	49.6
Local government	9,399	1,289	600	6.4	46.5

¹ Includes persons who did not provide information on flexible schedules.

² Includes other industries not shown separately.

³ Percent not shown where base is less than 75,000.

NOTE: Data relate to the sole or principal job of full-time wage and salary workers and exclude all self-employed persons, regardless of whether or not their businesses were incorporated.

Table 4. Shift usually worked: Full-time wage and salary workers by selected characteristics, May 2004

(Percent distribution)

Characteristic	Total workers ¹ (thousands)	Regular daytime schedule	Shift workers						
			Total	Evening shift	Night shift	Rotating shift	Split shift	Employer-arranged irregular schedule	Other shift
AGE AND SEX									
Total 16 years and over	99,778	84.6	14.8	4.7	3.2	2.5	0.5	3.1	0.7
16 to 19 years	1,427	64.9	34.6	14.5	4.4	6.1	1.0	8.3	.2
20 years and over	98,351	84.9	14.6	4.6	3.2	2.5	.5	3.0	.7
20 to 24 years	9,004	76.8	22.3	8.8	3.7	3.3	.9	4.6	.9
25 to 34 years	24,640	84.1	15.2	5.0	3.4	2.7	.5	2.8	.8
35 to 44 years	26,766	85.4	14.1	4.1	3.2	2.5	.4	3.1	.7
45 to 54 years	24,855	86.8	12.8	3.6	3.2	2.3	.5	2.5	.7
55 to 64 years	11,745	87.1	12.5	3.8	2.6	2.0	.4	3.0	.7
65 years and over	1,341	88.8	10.3	3.5	1.8	1.4	.5	2.9	.2
Men	56,412	82.7	16.7	5.2	3.6	2.8	.5	3.6	.9
Women	43,366	87.0	12.4	4.1	2.8	2.2	.5	2.4	.4
RACE AND HISPANIC OR LATINO ETHNICITY									
White	80,498	85.8	13.7	4.1	3.0	2.3	.5	3.1	.7
Black or African American	12,578	78.0	20.8	7.9	4.5	4.1	.4	3.0	.7
Asian	4,136	83.6	15.7	5.4	4.1	1.6	1.2	2.6	.8
Hispanic or Latino ethnicity	14,110	83.1	16.0	5.8	3.9	2.1	.6	2.6	.9
MARITAL STATUS AND PRESENCE AND AGE OF CHILDREN									
Men:									
Married, spouse present	34,926	84.8	14.9	3.9	3.3	2.9	.5	3.4	.9
Not married	21,486	79.5	19.7	7.4	3.9	2.6	.7	4.0	1.0
Never married	14,469	78.6	20.6	8.1	3.8	2.6	.8	4.2	1.0
Other marital status	7,018	81.4	17.8	5.9	4.2	2.8	.4	3.6	1.0
Without own children under 18	34,680	81.8	17.6	6.0	3.6	2.7	.6	3.8	.9
With own children under 18	21,733	84.3	15.3	4.0	3.6	3.0	.5	3.2	1.0
With youngest child 6 to 17	11,477	85.1	14.6	3.9	3.2	3.1	.2	3.4	.8
With youngest child under 6	10,256	83.5	16.1	4.2	3.9	2.9	.8	3.0	1.2
Women:									
Married, spouse present	22,704	90.4	9.2	2.8	2.4	1.4	.3	1.9	.3
Not married	20,662	83.2	16.0	5.6	3.2	3.0	.6	2.9	.6
Never married	10,676	81.2	17.9	6.3	3.0	3.6	.8	3.6	.6
Other marital status	9,986	85.5	13.9	4.8	3.5	2.3	.4	2.1	.6
Without own children under 18	27,081	86.4	13.0	4.1	2.7	2.5	.6	2.7	.4
With own children under 18	16,285	87.9	11.5	4.3	2.9	1.7	.3	1.9	.4
With youngest child 6 to 17	10,262	89.1	10.5	3.4	3.0	1.6	.2	1.8	.5
With youngest child under 6	6,023	86.0	13.2	5.8	2.7	1.8	.4	2.1	.4

¹ Includes persons who did not provide information on shift usually worked.

NOTE: Data relate to the sole or principal job of full-time wage and salary workers and exclude all self-employed persons, regardless of whether or not their businesses were incorporated. Detail for the above race and Hispanic-origin groups will not sum to totals because data for the "other races" group are not presented and Hispanics are included in both the white and black population groups. Own children include sons, daughters, stepchildren, and adopted children. Not included are nieces, nephews, grandchildren, and other related and unrelated children.

Table 5. Shift usually worked: Full-time wage and salary workers by occupation and industry, May 2004

(Percent distribution)

Occupation and industry	Total workers ¹ (thousands)	Regular daytime schedule	Shift workers						
			Total	Evening shift	Night shift	Rotating shift	Split shift	Employer-arranged irregular schedule	Other shift
OCCUPATION									
Total, 16 years and over	99,778	84.6	14.8	4.7	3.2	2.5	0.5	3.1	0.7
Management, professional, and related occupations	36,200	91.9	7.6	1.7	1.6	1.3	.3	2.2	.5
Management, business, and financial operations occupations ..	14,496	94.6	5.0	1.1	.5	.9	.2	2.0	.3
Management occupations	10,036	93.6	6.1	1.4	.5	1.1	.3	2.4	.4
Business and financial operations occupations	4,461	96.8	2.7	.5	.6	.4	.1	.9	.2
Professional and related occupations	21,704	90.1	9.4	2.1	2.4	1.6	.3	2.3	.7
Computer and mathematical occupations	2,683	95.2	4.1	1.1	1.3	.8	.3	.4	.4
Architecture and engineering occupations	2,478	95.7	3.9	.9	1.2	.7	.1	.7	.4
Life, physical, and social science occupations	1,016	93.9	5.8	1.1	1.4	2.0	—	1.2	.1
Community and social services occupations	1,866	87.0	12.7	1.9	1.3	2.2	.3	4.9	2.0
Legal occupations	1,118	97.4	1.8	—	—	—	.2	1.4	.2
Education, training, and library occupations	6,414	97.3	2.3	.6	.1	.2	.4	.9	.2
Arts, design, entertainment, sports, and media occupations	1,502	84.7	14.7	3.1	1.6	2.2	.4	6.0	1.2
Healthcare practitioner and technical occupations	4,626	74.5	24.6	5.8	8.3	4.4	.5	4.4	1.1
Service occupations	13,423	66.5	32.6	12.5	6.2	5.2	1.4	5.5	1.7
Healthcare support occupations	1,908	70.4	28.0	12.5	7.1	3.8	.7	3.1	.7
Protective service occupations	2,224	48.3	50.6	14.4	12.9	11.9	.6	6.2	4.3
Food preparation and serving related occupations	3,881	58.7	40.4	17.6	3.4	5.8	3.3	8.9	1.1
Building and grounds cleaning and maintenance occupations ...	3,481	82.1	17.5	8.3	5.4	1.5	.5	1.1	.7
Personal care and service occupations	1,929	70.9	28.1	7.3	4.6	4.5	1.0	8.1	2.7
Sales and office occupations	24,359	87.3	12.0	3.5	2.6	2.3	.3	2.8	.3
Sales and related occupations	9,634	83.8	15.2	3.5	1.9	3.8	.6	5.0	.4
Office and administrative support occupations	14,724	89.6	9.9	3.6	3.0	1.4	.2	1.4	.3
Natural resources, construction, and maintenance occupations ..	10,848	92.0	7.5	2.1	1.9	1.3	.1	1.5	.5
Farming, fishing, and forestry occupations	744	89.8	9.8	.6	2.4	1.4	1.0	2.4	2.0
Construction and extraction occupations	5,825	95.1	4.4	.8	.8	1.2	.1	1.3	.3
Installation, maintenance, and repair occupations	4,280	88.2	11.4	4.3	3.4	1.5	—	1.7	.5
Production, transportation, and material moving occupations	14,948	73.3	26.2	9.1	6.5	4.2	.8	4.6	1.1
Production occupations	8,281	75.0	24.4	10.1	7.1	4.7	.3	1.4	.8
Transportation and material moving occupations	6,666	71.2	28.5	7.8	5.7	3.7	1.4	8.4	1.5

See footnotes at end of table.

Table 5. Shift usually worked: Full-time wage and salary workers by occupation and industry, May 2004—Continued

(Percent distribution)

Occupation and industry	Total workers ¹ (thousands)	Regular daytime schedule	Shift workers						
			Total	Evening shift	Night shift	Rotating shift	Split shift	Employer- arranged irregular schedule	Other shift
INDUSTRY									
Private sector	82,870	84.0	15.4	5.0	3.3	2.6	0.5	3.3	0.7
Agriculture and related industries	888	90.1	9.9	1.4	2.3	1.1	1.0	3.2	1.0
Nonagricultural industries	81,982	83.9	15.5	5.1	3.3	2.6	.5	3.3	.7
Mining	446	68.0	31.9	3.6	4.9	15.1	.2	6.1	2.1
Construction	6,617	96.6	2.9	.5	.5	.3	—	1.3	.2
Manufacturing	15,125	81.5	18.1	7.2	5.2	3.3	.3	1.2	.8
Durable goods	9,249	85.3	14.4	6.7	4.2	1.9	.2	.7	.7
Nondurable goods	5,875	75.6	23.8	8.1	6.8	5.4	.5	1.9	1.1
Wholesale and retail trade	14,008	82.9	16.3	4.4	3.2	3.6	.4	4.1	.5
Wholesale trade	3,771	91.5	8.0	2.7	1.8	.7	.1	2.3	.2
Retail trade	10,237	79.8	19.4	5.0	3.7	4.6	.5	4.8	.6
Transportation and utilities	4,226	71.4	27.9	5.0	4.8	4.0	1.7	11.0	1.3
Transportation and warehousing	3,482	67.5	31.8	5.6	5.6	3.9	1.9	13.1	1.4
Utilities	744	89.5	9.5	1.9	.8	4.4	.9	1.1	.5
Information ²	2,716	87.3	11.7	4.2	2.4	1.7	.1	2.6	.6
Publishing, except Internet	648	87.6	10.3	2.3	3.6	.8	.3	2.0	1.3
Motion picture and sound recording industries	211	85.0	15.0	5.5	2.2	1.8	—	5.5	—
Broadcasting, except Internet	512	84.4	15.0	6.4	.1	2.9	.3	3.3	1.3
Telecommunications	1,180	88.8	10.5	3.6	2.7	1.9	—	2.3	—
Financial activities	7,341	94.0	5.4	2.0	.6	.6	.1	1.8	.3
Finance and insurance	5,537	96.7	2.8	1.2	.4	.5	.1	.5	.1
Finance	3,633	96.8	2.6	1.2	.5	.5	—	.3	.1
Insurance	1,904	96.5	3.1	1.2	.3	.4	.2	.8	.2
Real estate and rental and leasing	1,805	85.6	13.4	4.3	1.4	1.0	.2	5.9	.7
Professional and business services	8,997	92.0	7.8	2.7	2.4	.7	.1	1.4	.5
Professional and technical services	5,476	96.5	3.2	.6	.5	.4	.1	1.3	.4
Management, administrative, and waste services	3,521	84.9	15.0	6.1	5.3	1.1	.2	1.5	.8
Education and health services	12,485	83.2	16.0	5.5	4.5	2.4	.5	2.3	.7
Educational services	2,260	93.9	5.6	3.0	.4	.3	.5	1.3	.2
Health care and social assistance	10,226	80.9	18.3	6.0	5.4	2.9	.5	2.6	.8
Leisure and hospitality	6,111	60.8	38.3	15.2	4.8	5.2	2.4	9.4	1.2
Arts, entertainment, and recreation	1,134	67.7	31.9	10.2	7.9	1.6	.7	9.2	2.1
Accommodation and food services	4,977	59.3	39.8	16.4	4.1	6.0	2.9	9.5	1.0
Accommodation	1,123	70.2	29.4	11.1	6.6	4.2	.7	5.9	.9
Food services and drinking places	3,854	56.1	42.8	17.9	3.3	6.6	3.5	10.5	1.0
Other services	3,911	88.9	10.6	1.5	1.0	1.9	.3	4.8	1.0
Other services, except private households	3,584	89.3	10.3	1.4	1.0	1.9	.3	4.9	.8
Other services, private households	327	85.0	14.1	3.3	.6	2.7	.6	4.0	3.0
Public sector	16,909	87.6	11.9	3.4	2.9	2.4	.4	1.9	.9
Federal government	2,786	84.8	14.7	4.4	4.9	1.2	.2	3.1	.7
State government	4,724	87.9	11.5	3.8	3.3	1.9	.4	1.4	.7
Local government	9,399	88.3	11.3	2.9	2.0	3.0	.4	1.8	1.1

¹ Includes persons who did not provide information on shift usually worked.

² Includes other industries not shown separately.

NOTE: Data relate to the sole or principal job of full-time wage and salary workers and exclude all self-employed persons, regardless of whether or not their businesses were incorporated. Dash represents zero.

Table 6. Full-time wage and salary shift workers by reason for working a non-daytime schedule, May 2004

(Percent distribution)

Reason for working a non-daytime schedule	Total shift workers ¹	Evening shift	Night shift	Rotating shift	Split shift	Employer-arranged irregular schedule	Other shift
Number ² (thousands)	14,805	4,736	3,221	2,526	497	3,064	715
Percent ²	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Better arrangements for family or child care	8.2	11.0	15.9	1.6	5.8	2.6	4.3
Better pay	6.8	7.1	10.1	6.5	6.0	3.5	6.1
Allows time for school	3.2	6.0	2.5	1.4	3.7	1.5	1.8
Could not get any other job	8.1	13.9	8.2	5.5	3.8	3.2	3.2
Nature of the job	54.6	37.8	32.8	76.7	70.3	80.4	68.3
Personal preference	11.5	15.9	21.0	3.0	5.9	3.6	8.0
Some other reason	5.6	6.2	7.0	3.8	3.9	4.6	7.1

¹ Includes persons who worked a non-daytime schedule, but did not report the shift worked.

² Includes persons who worked a non-daytime schedule, but did not report a reason.

NOTE: Data relate to the sole or principal job of full-time wage and salary workers and exclude all self-employed persons, regardless of whether or not their businesses were incorporated.

Table 7. Beginning and ending hours: Full-time wage and salary workers, May 2004

(Numbers in thousands)

Time	Beginning time		Ending time	
	Number of workers	Percent	Number of workers	Percent
Total, 16 years and over	99,778	100.0	99,778	100.0
A.M.				
12:30 to 1:29	136	.1	464	.5
1:30 to 2:29	104	.1	325	.3
2:30 to 3:29	197	.2	363	.4
3:30 to 4:29	487	.5	303	.3
4:30 to 5:29	1,686	1.7	360	.4
5:30 to 6:29	6,911	6.9	529	.5
5:30 to 5:59	958	1.0	88	.1
6:00 to 6:29	5,953	6.0	441	.4
6:30 to 7:29	19,636	19.7	1,373	1.4
6:30 to 6:59	3,488	3.5	202	.2
7:00 to 7:29	16,148	16.2	1,171	1.2
7:30 to 8:29	31,690	31.8	741	.7
7:30 to 7:59	9,164	9.2	319	.3
8:00 to 8:29	22,526	22.6	422	.4
8:30 to 9:29	13,383	13.4	177	.2
8:30 to 8:59	6,140	6.2	79	.1
9:00 to 9:29	7,243	7.3	98	.1
9:30 to 10:29	2,244	2.2	97	.1
10:30 to 11:29	645	.6	106	.1
11:30 A.M. to 12:29 P.M.	451	.5	192	.2
P.M.				
12:30 to 1:29	346	.3	492	.5
1:30 to 2:29	921	.9	1,796	1.8
2:30 to 3:29	1,869	1.9	7,550	7.6
2:30 to 2:59	358	.4	2,267	2.3
3:00 to 3:29	1,511	1.5	5,282	5.3
3:30 to 4:29	1,195	1.2	16,455	16.5
3:30 to 3:59	306	.3	6,573	6.6
4:00 to 4:29	889	.9	9,882	9.9
4:30 to 5:29	543	.5	27,848	27.9
4:30 to 4:59	158	.2	7,914	7.9
5:00 to 5:29	386	.4	19,934	20.0
5:30 to 6:29	503	.5	11,644	11.7
5:30 to 5:59	95	.1	5,131	5.1
6:00 to 6:29	408	.4	6,513	6.5
6:30 to 7:29	627	.6	4,511	4.5
7:30 to 8:29	488	.5	1,811	1.8
8:30 to 9:29	262	.3	954	1.0
9:30 to 10:29	513	.5	1,125	1.1
10:30 to 11:29	979	1.0	1,856	1.9
11:30 P.M. to 12:29 A.M.	330	.3	1,170	1.2
Time varies	12,131	12.2	15,947	16.0
Actual time not available	1,504	1.5	1,589	1.6

NOTE: Data relate to the sole or principal job of full-time wage and salary workers and exclude all self-employed persons, regardless of whether or not their businesses were incorporated.