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THE EMPLOYMENT SITUATION: OCTOBER 2005

HEARING

BEFORE THE

JOINT ECONOMIC COMMITTEE
CONGRESS OF THE UNITED STATES

ONE HUNDRED NINTH CONGRESS

FIRST SESSION

NOVEMBER 4, 2005

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THE EMPLOYMENT SITUATION: OCTOBER 2005

FRIDAY, NOVEMBER 4, 2005

CONGRESS OF THE UNITED STATES,
JOINT ECONOMIC COMMITTEE,
Washington, DC

The Committee met, pursuant to call, at 9:30 a.m., in room 2226, Rayburn House Office Building, the Honorable Jim Saxton, Chairman of the Committee, presiding.

Representatives present: Representatives Saxton, McCotter, and Maloney.

Senator present. Senator Reed.

Staff present: Chris Frenze, Robert Keleher, Colleen Healy, John Kachtik, Brian Higginbotham, Emily Gigena, Chad Stone, Matt Salomon, and Daphne Clones.

OPENING STATEMENT OF HON. JIM SAXTON, CHAIRMAN, A U.S. REPRESENTATIVE FROM NEW JERSEY

Representative Saxton. Good morning. It is a pleasure to welcome Commissioner Utgoff before the Committee once again to testify on the employment situation.

The employment figures released today may reflect the indirect affects of the recent hurricanes. Payroll employment increased by 56,000 in October to a total level of 134.1 million workers. According to the separate household survey, the unemployment rate edged down to 5.0 percent, a decrease of one tenth of a percentage point.

Other standard economic indicators reflect the health of the U.S. economy. Figures released last week indicate that the economy grew at a 3.8 percent rate in the last quarter of this year, despite the massive regional destruction wrought by the hurricanes.

So far in 2005, the economy has expanded at a 3.6 percent rate, roughly in line with the Federal Reserve expectations as well as the Blue Chip Consensus indicators. Equipment and software investment, which has bolstered the economy since 2003, continues at a healthy pace. This component of investment responded especially sharply to the incentives contained in the 2003 tax legislation.

Employment has also gained over the period, with 4.2 million jobs added to business payrolls since May of 2003. The unemployment rate, as I said a minute ago, is at 5 percent. Consumer spending continues to grow. Home ownership has reached record highs. Household net worth is also at record levels. Productivity growth continues at a high pace, although higher energy prices have raised

business costs and imposed hardship on many consumers. These energy prices have not derailed the expansion.

In summary, the economy has displayed impressive flexibility and resilience in absorbing many shocks. Monetary policy and tax incentives for investment have made important contributions in accelerating the expansion in recent years. The most recent release of Fed minutes indicates that the central bank expects the economic growth to continue through 2006. The Blue Chip Consensus of private economic forecasters also suggests that the economy will grow in excess of 3 percent next year, and that employment will continue to rise.

[The prepared statement of Representative Saxton appears in the Submissions for the Record on page 15.]

OPENING STATEMENT OF HON. JACK REED, A U.S. SENATOR FROM RHODE ISLAND

Representative Saxton. I would like to ask our Ranking Member if he would like to make a statement at this point.

Senator Reed. Thank you very much, Chairman Saxton, thank you, Commissioner and your staff, for joining us this morning. This hearing gives us the opportunity to continue examining the impact of the recent hurricanes on the jobs data and to try to discern underlying trends in the labor market. I want to commend Commissioner Utgoff for the hard work her staff at the Bureau of Labor Statistics has put into producing these statistics under extraordinary circumstances, particularly the hurricane.

As measured by initial claims for unemployment insurance, the number of people who have lost their jobs due to Hurricanes Katrina and Rita has now exceeded the half million mark, and more job losses are expected from Hurricane Wilma. In the coming months I hope the reconstruction efforts will stimulate a recovery in jobs throughout the region.

Beyond the hurricane-affected areas, the labor market showed signs of losing strength. For the economy as a whole, this month's BLS report shows that only 50,000 net jobs were created. It appears high gas prices may be squeezing employers as well as consumers.

Even before the hurricanes, the labor market was still feeling the effects of the most protracted job slump in decades. Cumulative payroll employment growth has been modest by the standards of most economic recoveries, and we continue to see evidence of hidden unemployment, with labor force participation and the fraction of the population with a job still at depressed levels.

The typical worker's earnings are not keeping up with rising living expenses, which is squeezing family budgets. Gasoline prices have been high, and home heating costs are expected to be substantially higher this winter than they were last winter. In the past year, real wages have fallen throughout the earnings distribution, with the largest declines in the bottom half.

I am pleased that President Bush reversed his unwise decision to suspend the Davis-Bacon Act in the hurricane-ravaged areas and restored Federal wage protection for workers on Federal contracts. But the President's steadfast refusal to support an increase in the

minimum wage still makes it hard to take seriously his rhetoric about wanting to lift families out of poverty.

I look forward to the Commissioner's statements and further discussion of the October employment situation. Thank you.

[The prepared statement of Senator Reed appears in the Submissions for the Record on page 16.]

Representative Saxton. Commissioner Utgoff, we will be pleased to hear from you at this time. Thank you.

STATEMENT OF KATHLEEN P. UTGOFF, COMMISSIONER, BUREAU OF LABOR STATISTICS, U.S. DEPARTMENT OF LABOR; ACCOMPANIED BY JOHN M. GALVIN, ASSOCIATE COMMISSIONER FOR EMPLOYMENT AND UNEMPLOYMENT STATISTICS AND JOHN S. GREENLEES, ASSOCIATE COMMISSIONER FOR PRICES AND LIVING CONDITIONS

Commissioner Utgoff. Thank you very much, Mr. Chairman and members of the Committee. I appreciate this opportunity to comment on the labor market data we released this morning. I would also like to say that I have with me Jack Galvin, who is Associate Commissioner for Employment and Unemployment, and John Greenlees, who is Associate Commissioner for Prices.

Turning to our data that we released this morning, nonfarm payroll employment was little changed in October, and the jobless rate was 5.0 percent. Payroll employment was flat in September, minus 8,000. That was a revised figure.

Before discussing the payroll survey data in detail, I would note that the October estimates were prepared using the same modified procedures that were introduced in September to better gauge employment developments in areas affected by Hurricane Katrina. We will continue to evaluate our data collection and estimation procedures and will resume standard survey operations when it is appropriate.

You will recall that in our analysis of the September employment data, we concluded that the weakness was largely due to the job loss in areas devastated by Hurricane Katrina. This conclusion was based on an estimate of the change in payroll employment excluding all of the sample units in the disaster areas. That exercise showed that job growth outside the disaster area was in line with the average monthly increase for the Nation as a whole during the prior year.

We did a similar exercise for October and concluded that the relatively weak increase was not attributable to the areas directly affected by Katrina. Rather, job growth in the remainder of the country appeared to be below trend in October. In addition, the direct impact of Hurricane Rita on the national employment data for October was judged to be minimal. It is possible, of course, that the employment growth for the Nation could have been held down by indirect affects of Hurricane Katrina and Rita, for example, because of their impacts on gas prices. I will note that Hurricane Wilma made landfall after the October survey reference period, so we may not see effects of that until next month.

Turning to the national developments by industry, leisure and hospitality employment edged down in October. This follows a substantial decline in September, at least some of it which was hurri-

cane-related. Employment in retail trade was basically unchanged in October after a large decline in September. In addition, there was little job growth in professional and business services in October. The number of jobs in its temporary help component showed little movement over the month as well.

A few major industries posted notable gains in October. Employment in the construction industry rose by 33,000 over the month compared with average growth of about 21,000 per month during the first 9 months of the year. Some of the October gain reflects post-hurricane rebuilding and clean-up efforts.

Employment and financial activities continue to increase, rising by 22,000. About half of this gain occurred in credit intermediation. Employment, health care, and social assistance also continued to expand in October.

Elsewhere in the economy, employment in the information industry fell over the month, mostly because of a large decline in motion picture and sound recording.

Factory employment edged up in October because of the return of aerospace workers from a strike. The manufacturing workweek rose by an unusually large amount, four tenths of an hour. Increases in the factory workweek occurred throughout most of the component industries. Average hourly earnings of private production for nonsupervisory workers on private nonfarm payrolls rose by $0.08 in October to $16.27 following a 2-cent increase in September. Over the year, average hourly earnings were up by 2.9 percent.

Looking at some of the household survey indicators, the jobless rate was 5.0 percent in October. The unemployment rate basically has held steady since May of this year. Both the labor force participation rate and employment-population ratio were little changed in October.

I would also like to discuss some preliminary findings on the employment status of persons directly affected by Hurricane Katrina. Shortly after the hurricane struck, Bureau analysts together with our colleagues at the Census Bureau devised a short series of hurricane-related questions for inclusion in the October Current Population Survey. These questions were designed to identify and solicit information from survey respondents who were evacuated from their homes even temporarily because of Hurricane Katrina.

It is important to note that the estimates based on these questions are not representative of all evacuees, but only those who were interviewed through normal household survey procedures. Some evacuees reside outside the scope of the survey, such as those currently living in hotels or shelters.

Based on information collected by CPS-sampled households, there were 791,000 persons aged 16 and over who had evacuated from where they were living in August due to Hurricane Katrina. About 300,000 of these persons had returned to the home from which they evacuated, and the remaining 500,000 had not returned to their August residences.

Of the 800,000 evacuees, 55.7 percent were in the labor force in October, and their unemployment rate was 24.5 percent. The jobless rate among those who have not been able to return home was substantially higher than the rate for those who returned to their

August place of residence. Again, these figures do not reflect the situation of persons still residing in shelters, hotels or other places out of the scope of the household survey.

Even with these limitations we believe that these data provide useful information about the employment status of those persons affected by Hurricane Katrina. As people make the transition to more permanent housing, the estimates may be more representative of the situation of all evacuees. We plan to keep these special Katrina-related questions in the survey at least through January 2006.

Summarizing labor market developments for October, nonfarm payroll employment was little changed over the month, and the unemployment rate was 5.0 percent.

My colleagues and I will now be glad to address your questions.

Representative Saxton. Thank you, Commissioner, for your very concise and informative statement.

[The prepared statement of Ms. Utgoff appears in the Submissions for the Record on page 17.]

Representative Saxton. Commissioner, in your statement you have a lot to say about the weather events that occurred, namely Hurricane Katrina and Rita, which were back-to-back storms at the end of August and the beginning of September.

In looking at the employment numbers from the month of September and now, of course, the month of October, we see a much different trend than we had been seeing for the months in the first half of the year. In January, we had job growth of about 124,000 jobs; in February, 300,000 jobs; in March, 122,000; in April, 292,000; and that trend continued June, July and August. The numbers were 175,000, 277,000 new jobs, and in August, 211,000 new jobs.

When we get to September and see the effects of, for some reason—and I assume that you have talked about weather events significantly because you think that had something to do with it—all of a sudden the September numbers were down to a negative 35,000, which have just been revised back up to a negative 8,000, and this month's numbers were also on the weak side.

Can you venture some opinion, venture some reasoning that would support the notion that the hurricanes have had a lot to do with this?

Commissioner Utgoff. We have come to the conclusion that in October, Hurricane Katrina, which is the hurricane that has most affected employment, did not cause additional losses, that the weak employment situation is throughout the country. I think it is fair to speculate that things such as higher gas prices have influenced people's behavior in a way that has dampened the employment situation.

The employment in discount stores and supercenters was weak, as was employment in leisure and hospitality. These are the kinds of places where people are not spending their money because they may be spending their money on higher gas prices.

Representative Saxton. Not spending because they are spending it on higher gas prices, that decision that an individual or a family has to make about where they are going to spend their dollars.

Commissioner Utgoff. Yes.

Representative Saxton. In addition to that, wouldn't it discourage people to see $3 on the pump? So that affects people's behavior, and that negative behavior may be an indirect result of the hurricane that we see the resulting weakening of the numbers, which occurred simultaneous with the occurrence of these weather events.

Commissioner Utgoff. Yes, yes. There are many strong economic numbers that have come out this month, but the employment numbers reflect an economy that is not growing as rapidly as it has been before.

Representative Saxton. Are there any other indicators in the data that you have seen that would say that there are other factors at play here?

Commissioner Utgoff. I would like to point out that manufacturing showed a small gain because of return from a strike, but there was also a 0.4 percent gain in hours in the manufacturing industry spread throughout the entire industry, which is often a sign that employers are on the cusp of bringing back additional people. First they add hours, and then they add additional people. So that may be one positive sign, for this month for employment to be stronger next month. We also have the lingering effect of Hurricane Rita and Wilma, which really did not show up this month in the data because of the timing of the survey and may show up in later months.

Representative Saxton. So the results of Rita are not in this survey?

Commissioner Utgoff. They are, but we had good response rates from employers who were affected by the hurricane. Next month there may be rebuilding, there may be other activities that go on that will affect the employment situation.

Representative Saxton. Can you shed any light for us on the difficulties that may have resulted from the devastating storms that occurred in having an effect on your ability to collect and analyze this work-related data?

Commissioner Utgoff. The last 2 months have shown a real effort by dedicated public servants to get out the best numbers possible so that we could judge what was happening in the economy. The Census Bureau made every opportunity to get to every household that they could. There were two parishes that they were not able to get into because they were completely evacuated. They got back into those parishes this month. There was a higher response rate. That is for the household survey.

In the payroll survey, Herculean efforts were made to get responses from people that when normally they would do things like many people who do touchtone entry, where they pick up the phone and they just push—call a number and push a few buttons, and that is their response, we called all those people individually. People worked long hours to contact virtually every person they could in the hurricane-affected areas.

Jack Galvin, Associate Commissioner for Employment.

Mr. Galvin. That covers it pretty well. We also had cases of establishment survey respondents seeking out different numbers to reach us and report their information via touchtone data entry.

Our 1–800 numbers were down for a while, but these employers thought it important to report their numbers.

Representative Saxton. I see. The lack of communication that resulted in the couple of weeks immediately after Katrina seemed to have been a very significant impediment to me in regard to your ability to collect data. I had a friend who still lives in New Orleans, who ended up in Baton Rouge, and I tried to call him for 2 weeks with no luck, and he was in Baton Rouge. It must have posed some real challenges.

Commissioner Utgoff. We didn't change the definitions of employment for the payroll survey, but as we discussed last month, we did change the statistical analysis of those numbers. For your friend who may have owned a business, if he didn't report, in normal months we would have assumed that in first closing if you didn't report, in the first period you didn't report, that you looked like other people in your class, size, industry, area, and we didn't assume that this time. We assumed that people who reported zero employment did have zero employment. We went through all of our procedures for estimating employment and changed many of them.

Representative Saxton. Yesterday Chairman Greenspan was here to testify before the Joint Economic Committee, and he was pleased to reflect on the 3.8 percent growth that we saw in the last quarter; he was pleased to project that growth will continue in the next year or so at a rate, GDP rate, above 3 percent. He was pleased to talk about low long-term interest rates. He was pleased to see that in spite of Katrina and Rita and Wilma, and in spite of uncertainties created by the Gulf War, by the war on terror, and in spite of the interest rate increases that the Fed has deemed necessary, that he expects the economy to continue to grow.

Do you see anything in the numbers that would speak contrary to that view?

Commissioner Utgoff. The numbers that we are putting out, many of them are very strong. The only cause for concern is this month's employment situation is relatively weak compared to the very strong employment growth that we have been seeing earlier.

Representative Saxton. In that regard previous Commissioners always have warned us about reading too much into the monthly data release. Would you say that this month's data is statistically significant, or is it something that we need to wait and see as we move forward?

Commissioner Utgoff. I will say the same thing as every other Commissioner: One month data is not something that you want to make a significant judgment on.

Representative Saxton. We have got the weather events that could have a temporary affect here, and we know from past experience that the statistical significance of 1 month's numbers are not always particularly meaningful.

Commissioner Utgoff. Yes.

Representative Saxton. Thank you, Commissioner.

Mr. Reed; I'm sorry, Senator Reed. My friend.

Senator Reed. Jack.

Thank you, Commissioner, and thank you, Mr. Chairman.

We were seeing what appeared to be sustained job growth over the last several months, but I understand the August number was revised down from the initial report; is that correct?

Commissioner Utgoff. Yes, that is correct.

Senator Reed. The initial report for August jobs was?

Do we recall a revised number?

Commissioner Utgoff. Just a moment.

Mr. Galvin. When we reported August back in September, we reported it at 169-, then in our second closing last month we revised it up to 211-, and now we are reporting 148-.

Senator Reed. We went from 211- to 148-, and that was before Katrina and Rita and Wilma; is that correct, before the hurricanes?

Commissioner Utgoff. Yes, the August number would not have been affected by the hurricanes.

Senator Reed. So what we were seeing was growth, and something suddenly might have happened in August to cause a revision downward. Then we have this month's report, which I thought was interesting, because in response to the Chairman's question, you point out you did not really see the primary affects of the hurricane because the weakness was nationwide; is that a fair statement?

Commissioner Utgoff. Yes.

Senator Reed. And so, we saw revised numbers downward in August, we had a hurricane, and now we are seeing very, I think being polite, modest growth in jobs in this month, which is nationwide and not targeted to the hurricane effects.

The other aspect here I think is interesting is labor force participation. That seems to be consistently poor. In fact, I think there was a slight increase—I should say a slight decrease in labor force participation in October?

Commissioner Utgoff. Down one tenth of a percent.

Senator Reed. Down a tenth. Not statistically significant, but indicating there is a huge reservoir of people who are not counted in the unemployment rolls because they are not actively seeking work, and that seems to be stable at high levels. I guess historically in terms of a recovery from a recession, these levels of workforce participation seem to be high; is that accurate, too?

Commissioner Utgoff. The decrease in labor force participation that occurred with the recession that started in 2000 was significant and has not returned to prerecession levels.

Senator Reed. I think that is a significant issue when it comes to the truth of the situation of American families across the country.

We have been talking about payroll growth and job growth, et cetera, but unemployment claims for this month seem to be growing also; is that fair?

Commissioner Utgoff. I believe that the initial claims were——

Mr. Galvin. Overall initial claims declined, 12,000.

Senator Reed. How about in terms of, again, talking in terms of the hurricanes; are those claims still coming out of the hurricane areas?

Commissioner Utgoff. Yes.

Mr. Galvin. ETA has reported that the number has gone above 500,000 of initial claims related to the hurricanes.

Senator Reed. What is your expectation with respect to additional claims coming out of those regions? Let me step back for a second. Is there a delay because people have difficulty because they have been uprooted in filing their claims?

Commissioner Utgoff. There has been a concerted effort to have additional places to file unemployment insurance in all the areas that have been affected and to make sure that the places where evacuees have gone in large numbers have the ability to file for both employment insurance and disaster unemployment assistance.

Senator Reed. Do you expect a significant number of people have not yet filed?

Commissioner Utgoff. I can't opine on that.

Senator Reed. Let me turn to a final topic. One of the things that is both interesting and in a sense disturbing is we have an increase in productivity which is substantial, yet wages seem to be not reflecting those increases in productivity. Productivity went up, wages seem still to be rather anemic, and in real terms, wages are falling. If that is a trend that is going to continue, that has ominous implications for the economy. People are working harder and harder, and the overall economy is more productive, and yet they are not receiving any increase in wages.

How does that work for most of the people that work in this country? Do you have a comment on that dilemma?

Commissioner Utgoff. Over the long run we normally see that productivity and wages move in the same direction; not always, but normally. That has not happened in the last few years. Productivity has increased faster than wages and compensation.

Senator Reed. That might be the long run, but that is—2 years of data is a significant amount of data, which suggests that this is a huge problem, because I think the premise that we all have in our market economy is that increased productivity will be shared in some sense with increased wages. If there is a disconnect between productivity increases and wage increases, that is, again, an ominous development in the country and I think something we have to be terribly concerned about. Thank you.

Representative Saxton. Mr. McCotter.

Representative McCotter. Thank you for being here.

Along similar lines, I am just curious if we have ever had a study, because I come from Michigan. Just so you know, we hear a lot in Michigan about the outsourcing of jobs, jobs lost. One question I can't seem to get answered because I don't know if anybody keeps track of it, and if you don't, nobody does, is what jobs are lost overseas as opposed to what jobs are lost to other States. Is there anywhere I could go find that?

Commissioner Utgoff. We have a survey that addresses part of that for large layoffs where there have been 50 or more people laid off in a 5-week period and the layoff lasts more than a month. We call back the company and ask where the movement of jobs has been, and it is far more common for job loss to be the result of movement of a company's activities to another State or another area than it is for it to be moving out of the country. So that outsourcing—there is outsourcing, but it represents a relatively small fraction of job loss due to the movement of work either with-

in the company or to a different company and within the United States and outside the United States.

Representative McCotter. Where can I get that?

Commissioner Utgoff. We will be happy to send you more material. We have both quarterly reports and a year-end report that talks about that.

Representative McCotter. Can I get the latest year-end report and the latest quarterly?

Commissioner Utgoff. Yes.

Representative McCotter. Along the lines of what the Senator talked about, the increase in productivity and the stagnation of wages to match that rise, is there any analysis of how the flood tide of globalization is causing that? It seems to me that one of the problems would be that if you have to compete globally with any nation, not simply developed democracies, what happens is you will try to do everything you can to be more productive, and one of the things that you can't because it increases prices of your products would be to reward your employees for their increased productivity. Is there anywhere to find a correlation between those two? Because it is an ominous trend to find people working harder because they are forced to compete globally with any country which may or may not have similar protections for their people and find out at the end of the day that is merely to tread water and to survive economically, not to grow and prosper and pursue your American dream. Is there anywhere that can be found?

Commissioner Utgoff. We have data on the increase in wages and compensation benefits for the people over the 2-year period that you are talking about, and for people who do not have significant education, wages have been stagnant or falling. It is a stark example of why we really need to have a good educational and training system to prevent wage stagnation in a world of global competition.

Representative McCotter. Relative to Michigan specifically from what you were just saying, then, is that it is probably statistically borne out that the people who are hurt the most will be in such areas as manufacturing, it would seem to me, because the history has been that you do not need an advanced degree although the work is very technical to go into a very well-paying job, to be able to produce, and then what we are seeing now is that that no longer is a career path, the statistics bearing out the people who get the degrees generally don't go work at Ford on the assembly line, or they don't work in the manufacturing area. Are we seeing then from the statistics a special problem within the manufacturing sector because of this trend?

Commissioner Utgoff. The manufacturing executives have told the Department of Labor that they have help wanted signs up not for assembly-line workers, but for workers who have more training and more education; that manufacturing has become much more of a high-tech industry where productivity has reduced the need for workers with limited education.

Representative McCotter. If you would indulge me one last question. Are they also telling you that they are able to take the people who are engaged in the manufacturing sector currently and then bring them into those jobs?

Commissioner Utgoff. They are all very interested in training programs either on their own or with the help of the Department of Labor and the Department of Education to make sure that people graduate from high school with the skills that they need to enter the high-tech manufacturing workforce, because that is where manufacturing is headed, and to retrain their workers to take new jobs.

Representative McCotter. The high tech.

Commissioner Utgoff. In higher tech.

Representative Saxton. Good questions. Thank you.

Mrs. Maloney.

Representative Maloney. Welcome.

Commissioner Utgoff. Thank you.

Representative Maloney. What fraction of the population actually has a job?

Commissioner Utgoff. Let me get to the numbers.

Representative Maloney. If you want you can get back to me later.

Commissioner Utgoff. No, no, no. We have all these numbers.

The employment to population ratio in October 2005 was 62.9 percent.

Representative Maloney. What would the unemployment rate be if you included people who want to work but have given up? They are not officially in the labor force, they have been turned down 10 times, and are not actively looking? What would the unemployment rate be if you included those people?

Commissioner Utgoff. In October 2005, our broadest measure of labor utilization, U6, was 8.7 percent.

Representative Maloney. What would the unemployment rate be if you included people working part time for economic reasons?

Commissioner Utgoff. U6 includes those working part time for economic reasons.

Representative Maloney. This also includes people who would like to work but have given up?

Commissioner Utgoff. It includes discouraged workers.

Representative Maloney. I would argue the real unemployment rate is 8.7 percent.

Anyway, I would like to ask you to clarify for me—first of all, I want to go back to the numbers that you gave us. You said that there was a net gain of 56,000 jobs in October and a loss of 8,000 jobs in the revised September reading. How many of those net gain jobs at 56,000 are filled by women, and how many are filled by men? Likewise, I think it is important to see who it is that is losing a job. How many of the net loss of 8,000 jobs in the revised reading had been filled by women, and how many had been filled by men?

Commissioner Utgoff. The number that you refer to, 56,000, is net. They are both people who have gotten jobs and people who have lost jobs.

Representative Maloney. How many of them were women, and how many were men?

Commissioner Utgoff. We don't have that statistic.

Representative Maloney. Did you at one time keep that statistic?

Commissioner Utgoff. Yes, we did.

Representative Maloney. I find that an important statistic to have. In fact, Senator Kennedy with the help of Senator Reed, proposed an amendment to put it back into the payroll data, and I would just like to clarify why the Bureau has discontinued the women workers series on the current employment statistic survey. Why did you discontinue it? It is half the population. That is an important number to study.

Commissioner Utgoff. The statistic that you are talking about would not be available to me to report to you for October because——

Representative Maloney. That wasn't my question. My question is why did you stop—why did you discontinue keeping that statistic.

Commissioner Utgoff. The decision was made based on the fact that the burden on employers for collecting that statistic was not worth the amount of use that statistic was getting. We know that because we can measure the hits on the Web site. We know that in the last 10 years that 6 articles have been written that partially use that data, and we have calculated that if it takes employers a minute apiece to answer that question, and you use a relatively low bookkeeper salary, that the cost of those 6 articles is almost $3.5 million apiece.

Representative Maloney. I would like to request a copy of those six articles. According to the research that we looked at, that question has an 86 percent response rate. It is the second highest responded-to question of any on the survey; the only one being higher is how many employees do you have. The only business organizations that responded supported collecting the data. There was no business that went on record being opposed to collecting the data. They all came out in supporting it. Researchers use this data. The Federal Reserve Bank of New York has used it, and many others use it.

So, I cannot understand why in the world you have removed it. There is no substitute. Businesses don't seem to have a problem with it since they all responded to the comment period at OMB, in the original comment period, in support of it. Researchers use it, and there seems to be overwhelming support for it. The comments submitted to BLS ran 9 to 1 in favor of it, and I believe the Senate just voted overwhelmingly, in a bipartisan way I might add, to continue collecting it. I must say I have signed numerous letters in a bipartisan way in support of it, and I have spoken to professional researchers who tell me that they use it, that it is valuable. I can't understand why getting the number of women employed is not important.

Now in your breakdown of these numbers by industry, how many industries do you break it down by?

Mr. Galvin. Over 1,000 industries.

Representative Maloney. Eight hundred industries.

Mr. Galvin. That is the national numbers. The women's workers numbers were broken down to a high level of industry detail of about 40 high-level sectors.

Representative Maloney. Forty high-level sectors. I would like to look at how you collected it in the past. I might say that I went to your Web site in the past, and I have never seen it mentioned,

it is never in your press releases. If people don't know about it, then they won't be using it.

I would just like to ask you; it was my understanding that the New York Federal Reserve testified to the usefulness of this data; is that correct, about the New York Federal Reserve Bank?

Commissioner Utgoff. There was a written response from the Federal Reserve bank that they had used the data.

Representative Maloney. If they are using it, I think we need to give them the data they need.

Does collecting this data impose a large burden on BLS, or is there some compelling reason why we should not continue to collect this data since the response was 9 to 1 in support of continuing it? Every business that wrote in wrote in in support of it.

Commissioner Utgoff. First, let me make an important point. The data on industry by women is available in the Current Population Survey. We are making that more useful to our users by producing a longer-time series. It is just the nature of when you ask an employer do you want to put this data down, when they spend 12 minutes a month—excuse me, 12 minutes a year responding to it, they are not going to write a letter.

It is our job as a statistical agency to make the judgment that 12 minutes a month for 400,000 employers is a very large burden compared with 6 articles in 10 years.

Representative Maloney. Commissioner, if no one writes in in opposition, why are you even having a comment period if you are going to make a decision not based on the comments? Nine to one the comments were in support of continuing the data, and researchers have told me, that the other data that you are using is not the same. They have told me that the CPS data comes from a different source, individuals rather than employers, and has a smaller sample size. BLS states that—you have stated that it is less reliable for month-to-month employment changes. The Federal Reserve uses this data. I would respectfully urge you to continue collecting it.

Now, if Congress passes a bill forcing you to collect it, would you collect it?

Commissioner Utgoff. Yes.

Representative Maloney. I would urge in a bipartisan way that we put in such a bill. I know that Senator Kennedy and like-minded people will be working in the conference committee to keep the legislation in, and, quite frankly, I am absolutely appalled that of all the things to cut out, it is keeping data on employed women. I think that women's data should be kept, and I urge you on your own to make this correction.

Commissioner Utgoff. We produce voluminous data on women; earnings, use of their time, and when they are displaced from the workforce. We cover every aspect of women in the labor force.

Representative Maloney. Maybe I should wait until the second round.

Representative Saxton. Actually, Senator Reed and I have tentatively agreed not to have a second round.

Representative Maloney. May I have a follow-up question.

Representative Saxton. The gentlelady has made her point, and you are rapidly approaching the 10-minute—your red light has

been on for 5 minutes. If you would ask another question and conclude, I would appreciate it.

Senator Reed. I have one more question.

Representative Maloney. What is the Bureau doing to study the wage gap specifically, and what are you doing to determine how much of the wage gap is attributed to discrimination by employer, and are you designing any surveys on this issue, or do you have any surveys on this issue?

Commissioner Utgoff. We just produced a lengthy report, I will send everybody on the Committee a copy, on highlights of women's earnings. We publish earnings by age, race, all kinds of groups, to compare them to men so that we know in what industries women are making progress relative to men, in what educational groups women are making progress relative to men, occupations. This is a 40-page report that was just recently produced and will continue to be produced.

The data that you say are being dropped were never used by the BLS to evaluate women's earnings and the progress of their earnings and are not suitable for doing that.

We will continue to be a major source of information on women in the workforce and how women in the workforce are doing relative to men by numerous categories.

Representative Maloney. I thank you for your testimony, and you may not be using the information, but other researchers, including the Federal Reserve, are using the information on the number of women employed, or losing jobs, and that is valuable information and I would respectfully urge BLS to place that back in their column of items.

Representative Saxton. Commissioner, I would like to thank you for being here with us this morning. We appreciate it very much. We always enjoy these sessions, but we enjoy them even more when you bring us good news. Hopefully next month we will have some good news.

Commissioner Utgoff. We have had a spate of hurricanes, and hopefully that will die down. And no snow storms next month.

Representative Saxton. Thank you.

[Whereupon, at 10:22 a.m., the Committee was adjourned.]

CONGRESS OF THE UNITED STATES

JOINT ECONOMIC COMMITTEE

CHAIRMAN JIM SAXTON

PRESS RELEASE

For Immediate Release
November 4, 2005

STATEMENT OF CHAIRMAN JIM SAXTON

Contact: Christopher Frenze
Executive Director
(202) 225-3923

OCTOBER EMPLOYMENT SITUATION

WASHINGTON, D.C. – It is a pleasure to welcome Commissioner Utgoff before the Committee once again to testify on the employment situation.

The employment figures released today may reflect the indirect effects of the recent hurricanes. Payroll employment increased by 56,000 in October to a level of 134.1 million. According to the separate household survey, the unemployment rate edged down to 5.0 percent.

Other standard economic indicators reflect the health of the U.S. economy. Figures released last week indicate that the economy grew at a 3.8 percent rate last quarter, despite the massive regional destruction wrought by the hurricanes. So far during 2005, the economy has expanded at a 3.6 percent rate, roughly in line with Federal Reserve expectations as well as the Blue Chip Consensus.

Equipment and software investment, which has bolstered the economy since 2003, continues at a healthy pace. This component of investment responded especially sharply to the incentives contained in the 2003 tax legislation. Employment has also gained over this period, with 4.2 million jobs added to business payrolls since May of 2003. The unemployment rate is 5.0 percent.

Consumer spending continues to grow. Homeownership has reached record highs. Household net worth is also as a record level. Productivity growth continues at a healthy pace. Although higher energy prices have raised business costs and imposed hardship on many consumers, these prices have not derailed the expansion.

In summary, the economy has displayed impressive flexibility and resilience in absorbing many shocks. Monetary policy and tax incentives for investment have made important contributions in accelerating the expansion in recent years. The most recent release of Fed minutes indicates that the central bank expects this economic growth to continue through 2006. The Blue Chip Consensus of private economic forecasters also suggests that the economy will grow in excess of 3 percent next year, and that employment will continue to rise.

SEN. JACK REED (RI)
RANKING DEMOCRAT

SEN. EDWARD M. KENNEDY (MA)
SEN. PAUL S. SARBANES (MD)
SEN. JEFF BINGAMAN (NM)
REP. CAROLYN B. MALONEY (NY)
REP. MAURICE HINCHEY (NY)
REP. LORETTA SANCHEZ (CA)
REP. ELIJAH E. CUMMINGS (MD)

Congress of the United States
Joint Economic Committee
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CHAD STONE
STAFF DIRECTOR

Opening Statement
Senator Jack Reed
Joint Economic Committee Hearing
November 4, 2005

Thank you, Chairman Saxton. This hearing gives us the opportunity to continue examining the impact of the recent hurricanes on the jobs data and to try to discern underlying trends in the labor market. I want to commend Commissioner Utgoff for the hard work that her staff at the Bureau of Labor Statistics (BLS) has put into producing these statistics under extraordinary circumstances.

As measured by initial claims for unemployment insurance, the number of people who have lost their jobs due to hurricanes Katrina and Rita has now exceeded the half-million mark, and more job losses are expected from Hurricane Wilma. In the coming months, I hope the reconstruction efforts will stimulate a recovery in jobs throughout the region.

Beyond the hurricane-affected areas, the labor market showed signs of losing strength. For the economy as a whole, this month's BLS report shows that only 56,000 net jobs were created. It appears that high gas prices may be squeezing employers as well as consumers.

Even before the hurricanes, the labor market was still feeling the effects of the most protracted jobs slump in decades. Cumulative payroll employment growth has been modest by the standards of most economic recoveries, and we continue to see evidence of hidden unemployment, with labor force participation and the fraction of the population with a job still at depressed levels.

The typical worker's earnings are not keeping up with rising living expenses, which is squeezing family budgets. Gasoline prices have been high and home heating costs are expected to be substantially higher this winter than they were last winter. In the past year, real wages have fallen throughout the earnings distribution, with the largest declines in the bottom half.

I am pleased that President Bush reversed his unwise decision to suspend the Davis Bacon Act in the hurricane-ravaged areas and restored federal wage protections for workers on federal contracts. But the President's steadfast refusal to support an increase in the minimum wage still makes it hard to take seriously his rhetoric about wanting to lift families out of poverty.

I look forward to Commissioner Utgoff's statement and to a further discussion of the October employment situation.

Statement of

Kathleen P. Utgoff
Commissioner
Bureau of Labor Statistics

before the

Joint Economic Committee

UNITED STATES CONGRESS

Friday, November 4, 2005

Mr. Chairman and Members of the Committee:

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

Nonfarm payroll employment was little changed in October (+56,000), and the jobless rate was 5.0 percent. Payroll employment was flat in September (-8,000, as revised).

Before discussing the payroll survey data in detail, I would note that the October estimates were prepared using the same modified procedures that we introduced in September to better gauge employment developments in areas affected by Hurricane Katrina. We will continue to

evaluate our data collection and estimating procedures and will resume standard survey operations when it is appropriate.

You will recall that in our analysis of the September employment data, we concluded that the weakness was largely due to the job loss in areas devastated by Hurricane Katrina. This conclusion was based on an estimate of the change in payroll employment excluding all of the sample units in the disaster areas. That exercise showed that job growth outside the disaster areas was in line with the average monthly increase for the nation as a whole during the prior year (about 200,000). We did a similar exercise for October and concluded that the relatively weak increase was not attributable to the areas directly affected by Katrina. Rather, job growth in the remainder of the country appeared to be below trend in October. In addition, the direct impact of Hurricane Rita on the national employment data for October was judged to be minimal. It is possible, of course, that employment growth for the nation could have been held down by indirect effects of Hurricanes Katrina and Rita, for example, because of their impact on gas prices. (Hurricane Wilma made landfall after the October survey reference period.)

Turning to the national developments by industry, leisure and hospitality employment edged down in October. This followed a substantial decline in September, at least some of which was hurricane related. Employment in retail trade was basically unchanged in October after a large decline in September. In addition, there was little job growth in professional and business services in October; the number of jobs in its temporary help component showed little movement over the month.

A few major industries posted notable job gains in October. Employment in the construction industry rose by 33,000 over the month, compared with average growth of about 21,000 jobs per month during the first 9 months of the year. Some of the October gain reflects post-hurricane rebuilding and clean-up efforts. Employment in financial activities continued to increase, rising by 22,000; about half of this gain occurred in credit intermediation. Employment in health care and social assistance also continued to expand in October, rising by 23,000.

Elsewhere in the economy, employment in the information industry fell by 15,000 over the month, mostly because of a large decline in motion pictures and sound recording.

Factory employment edged up in October because of the return of aerospace workers from a strike. The manufacturing workweek rose by an unusually large amount, 0.4 hour; increases in the factory workweek occurred throughout most of the component industries.

Average hourly earnings of private production or nonsupervisory workers on private nonfarm payrolls rose by 8 cents in October to $16.27, following a 2-cent increase in September. Over the year, average hourly earnings were up by 2.9 percent.

Looking at some major household survey indicators, the jobless rate was 5.0 percent in October. The unemployment rate basically has held steady since May of this year. Both the labor force participation rate and employment-population ratio were little changed in October, at 66.1 percent and 62.9 percent, respectively.

I'd also like to discuss some preliminary findings on the employment status of persons directly affected by Hurricane Katrina. Shortly after the hurricane struck, Bureau analysts, together with our colleagues at the Census Bureau, devised a short series of hurricane-related questions for inclusion in the October Current Population Survey. These questions were designed to identify and solicit information from survey respondents who had

evacuated from their homes, even temporarily, because of Hurricane Katrina.

It is important to note that the estimates based on these questions are not representative of all evacuees, but only those who were interviewed through normal household survey procedures. Some evacuees reside outside the scope of the survey, such as those currently living in hotels or shelters.

Based on information collected from CPS-sampled households, there were about 800,000 persons age 16 and over who had evacuated from where they were living in August due to Hurricane Katrina. About 300,000 of these persons had returned to the home from which they had evacuated, and the remaining 500,000 had not returned to their August residence.

Of the 800,000 evacuees, 55.7 percent were in the labor force in October, and their unemployment rate was 24.5 percent. The jobless rate among those who have not been able to return home (33.4 percent) was substantially higher than the rate for those who had returned to their August place of residence (10.5 percent). Again, these figures do not reflect the situation of persons still residing in shelters, hotels, or other places out of the scope of the household survey.

Even with their limitations, we believe that these data provide useful information about the employment status of those persons affected by Hurricane Katrina. As people make the transition to more permanent housing, the estimates may become more representative of the situation of all evacuees. We plan to keep these special Katrina-related questions in the survey at least through January 2006.

Summarizing labor market developments for October, nonfarm payroll employment was little changed over the month, and the unemployment rate was 5.0 percent.

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

News United States Department of Labor

Bureau of Labor Statistics Washington, D.C. 20212

Technical information:
Household data: (202) 691-6378 http://www.bls.gov/cps/
Establishment data: 691-6555 http://www.bls.gov/ces/
Media contact: 691-5902

USDL 05-2118

Transmission of material in this release is embargoed until 8:30 A.M. (EST), Friday, November 4, 2005.

THE EMPLOYMENT SITUATION: OCTOBER 2005

Nonfarm payroll employment was little changed (+56,000) in October, and the unemployment rate was essentially unchanged at 5.0 percent, the Bureau of Labor Statistics of the U.S. Department of Labor reported today. Average hourly earnings of production or nonsupervisory workers on private nonfarm payrolls rose by 8 cents over the month.

Hurricanes Katrina, Rita, and Wilma

In October, interviewing for the household survey resumed in Orleans and Jefferson parishes in Louisiana. Interviews were not conducted in those areas in September because they were under mandatory evacuation orders. Otherwise, normal data collection and estimation procedures were used in the household survey for both months.

For the October establishment survey estimates, several modifications to the usual estimation procedures were again used to better reflect employment in Katrina-affected areas. The changes included: (1) modification of procedures to impute employment counts for survey nonrespondents in the most heavily impacted areas, (2) adjustments to sample weights for sample units in the more broadly defined disaster area to compensate for lower-than-average survey response rates, and (3) modification of the adjustment procedure for the business net birth/death estimator to reflect likely changes in business birth/death patterns in the disaster areas.

Hurricane Rita made landfall on the Gulf Coast near the Louisiana and Texas border in late September. For October, the number of responses to the establishment survey was only slightly below normal in the areas affected by Rita. Therefore, no special estimation procedures were used for those areas.

Hurricane Wilma struck Florida after the October survey reference periods, but during the survey collection periods. As with Hurricane Rita, the impact on data collection for the establishment survey was minimal, and no special estimation procedures were used for the affected areas. Because the reference periods for both surveys occurred before Hurricane Wilma struck, any impact of this storm would not be reflected in October's employment and unemployment estimates.

For more information on household and establishment survey procedures and estimates for October 2005, see http://www.bls.gov/katrina/cpscesquestions.htm on the BLS Web site or call (202) 691-6378 for information about the household survey, and (202) 691-6555 for information about the establishment survey.

Table A. Major indicators of labor market activity, seasonally adjusted

(Numbers in thousands)

Category	Quarterly averages 2005 II	Quarterly averages 2005 III	Monthly data 2005 Aug.	Monthly data 2005 Sept.	Monthly data 2005 Oct.	Sept.-Oct. change
HOUSEHOLD DATA	Labor force status					
Civilian labor force	149,003	149,835	149,841	150,093	150,079	-14
Employment	141,404	142,319	142,449	142,432	142,646	214
Unemployment	7,599	7,516	7,391	7,661	7,433	-228
Not in labor force	76,671	76,587	76,581	76,600	76,880	280
	Unemployment rates					
All workers	5.1	5.0	4.9	5.1	5.0	-0.1
Adult men	4.4	4.4	4.3	4.5	4.3	-.2
Adult women	4.6	4.6	4.4	4.6	4.6	.0
Teenagers	17.4	16.1	16.5	15.8	15.9	.1
White	4.4	4.3	4.2	4.5	4.4	-.1
Black or African American	10.3	9.5	9.6	9.4	9.1	-.3
Hispanic or Latino ethnicity	6.1	5.9	5.8	6.5	5.8	-.7
ESTABLISHMENT DATA	Employment					
Nonfarm employment	133,429	p133,961	134,013	p134,005	p134,061	p56
Goods-producing [1]	22,134	p22,146	22,159	p22,146	p22,195	p49
Construction	7,217	p7,260	7,267	p7,279	p7,312	p33
Manufacturing	14,292	p14,254	14,260	p14,232	p14,244	p12
Service-providing [1]	111,295	p111,815	111,854	p111,859	p111,866	p7
Retail trade [2]	15,180	p15,218	15,231	p15,173	p15,167	p-5
Professional and business services	16,867	p16,997	16,983	p17,044	p17,056	p12
Education and health services	17,289	p17,415	17,418	p17,451	p17,462	p11
Leisure and hospitality	12,741	p12,799	12,830	p12,767	p12,749	p-18
Government	21,753	p21,841	21,849	p21,857	p21,867	p10
	Hours of work [3]					
Total private	33.7	p33.7	33.7	p33.8	p33.8	p0.0
Manufacturing	40.4	p40.5	40.5	p40.6	p41.0	p.4
Overtime	4.4	p4.5	4.5	p4.5	p4.5	p.0
	Indexes of aggregate weekly hours (2002=100) [3]					
Total private	102.4	p103.0	102.9	p103.2	p103.2	p0.0
	Earnings [3]					
Average hourly earnings, total private	$16.03	p$16.17	$16.17	p$16.19	p$16.27	p$0.08
Average weekly earnings, total private	540.86	p545.36	544.93	p547.22	p549.93	p2.71

[1] Includes other industries, not shown separately.

[2] Quarterly averages and the over-the-month change are calculated using unrounded data.

[3] Data relate to private production or nonsupervisory workers.

p = preliminary.

Unemployment (Household Survey Data)

Both the number of unemployed persons, 7.4 million, and the unemployment rate, 5.0 percent, were little changed in October. The unemployment rate has ranged from 4.9 to 5.1 percent since May. The unemployment rates for adult women (4.6 percent), teenagers (15.9 percent), whites (4.4 percent), and blacks (9.1 percent) showed little or no change over the month. The jobless rates for adult men (4.3 percent) and Hispanics or Latinos (5.8 percent) both declined from September. In October, the unemployment rate for Asians was 3.1 percent, not seasonally adjusted. (See tables A-1, A-2, and A-3.)

After increasing by a similar magnitude in September, the number of persons unemployed due to job loss fell by 201,000 in October to 3.5 million. Since December, the number of unemployed job losers has decreased by 585,000. (See table A-8.)

Total Employment and the Labor Force (Household Survey Data)

Total employment, 142.6 million, and the civilian labor force, 150.1 million, were little changed in October. The employment-population ratio (62.9 percent) and the labor force participation rate (66.1 percent) also were little changed. (See table A-1.)

In October, persons employed part time for economic reasons—those who are available for and would prefer full-time work—decreased by 330,000 to 4.3 million. This number had been trending up in recent months. (See table A-5.)

Persons Not in the Labor Force (Household Survey Data)

The number of persons marginally attached to the labor force was 1.4 million in October, down from 1.6 million a year earlier. (Data are not seasonally adjusted.) These individuals wanted and were available to work and had looked for a job sometime in the prior 12 months. They were not counted as unemployed, however, because they did not actively search for work in the 4 weeks preceding the survey. There were 392,000 discouraged workers in October, little changed from a year earlier. Discouraged workers, a subset of the marginally attached, were not currently looking for work specifically because they believed no jobs were available for them. The other 1.0 million marginally attached persons had not searched for work for reasons such as school attendance or family responsibilities. (See table A-13.)

Industry Payroll Employment (Establishment Survey Data)

Total nonfarm payroll employment was little changed (+56,000) in October at 134.1 million. Employment growth was flat in September (-8,000, as revised), due in part to the effects of Hurricane Katrina. In the first 8 months of the year, payroll employment had increased by an average of 196,000 per month. In October, construction, financial activities, and health care added jobs, while employment in most other major industries showed little movement. (See table B-1.)

Over the month, construction employment increased by 33,000, with much of the gain (20,000) occurring in residential specialty trade contracting. Prior to October, construction employment had been expanding by an average of 21,000 per month in 2005. October's gain may partly reflect rebuilding and clean-up efforts following Hurricane Katrina. Mining continued to trend upward, adding 5,000 jobs over the month.

Manufacturing added 12,000 jobs in October. Employment in transportation equipment increased by 22,000, largely due to the return of 18,000 striking workers in the aerospace industry. This gain in transportation equipment employment was partly offset by job losses in computer and peripheral equipment (-2,000), electrical equipment and appliances (-3,000), and miscellaneous manufacturing (-4,000) in October.

Employment in financial activities continued to grow in October, rising by 22,000. Employment gains in credit intermediation accounted for about half of the over-the-month increase. Over the year, credit intermediation has added 107,000 jobs. Employment in insurance edged up in October.

Health care employment also continued to grow in October, increasing by 17,000. Ambulatory health care services, which include doctors' offices and outpatient clinics, added 11,000 jobs. Hospitals also contributed to the employment gain with an increase of 6,000 jobs.

Employment in the leisure and hospitality industry edged down in October, after declining by 63,000 in September. Within the industry, food services—which includes restaurants and drinking places—accounted for the weakness over the month. Prior to September, food services had been adding about 26,000 jobs per month in 2005.

Retail trade employment was essentially unchanged in October following a large decline in September. In October, there were job losses in department stores (-18,000) and automobile dealers (-9,000). Following large declines in August and September, employment in food stores edged up by 9,000 in October. Sporting goods, hobby, book, and music stores also added 9,000 jobs over the month, largely offsetting a decline in September.

Professional and business services employment was little changed in October. Over the last 12 months, however, the industry has added 442,000 jobs. Over the month, employment in computer systems design and related services increased by 8,000.

In October, employment in information decreased by 15,000. Much of this decline was due to a job loss of 11,000 in the motion picture and sound recording industry. Despite the October decline, employment in the information industry was about unchanged over the year.

Weekly Hours (Establishment Survey Data)

The average workweek for production or nonsupervisory workers on private nonfarm payrolls was unchanged at 33.8 hours in October, seasonally adjusted. The manufacturing workweek increased by 0.4 hour to 41.0 hours, and factory overtime was unchanged at 4.5 hours. (See table B-2.)

The index of aggregate weekly hours of production or nonsupervisory workers on private nonfarm payrolls was unchanged in October at 103.2 (2002=100). The manufacturing index was up by 1.3 percent over the month to 95.1. (See table B-5.)

Hourly and Weekly Earnings (Establishment Survey Data)

Average hourly earnings of production or nonsupervisory workers on private nonfarm payrolls rose by 8 cents in October to $16.27, seasonally adjusted. Average weekly earnings increased by 0.5 percent over the month to $549.93. Over the year, both average hourly and weekly earnings increased by 2.9 percent. (See table B-3.)

The Employment Situation for November 2005 is scheduled to be released on Friday, December 2, at 8:30 A.M. (EST).

Explanatory Note

This news release presents statistics from two major surveys, the Current Population Survey (household survey) and the Current Employment Statistics survey (establishment survey). The household survey provides the information on the labor force, employment, and unemployment that appears in the A tables, marked HOUSEHOLD DATA. It is a sample survey of about 60,000 households conducted by the U.S. Census Bureau for the Bureau of Labor Statistics (BLS).

The establishment survey provides the information on the employment, hours, and earnings of workers on nonfarm payrolls that appears in the B tables, marked ESTABLISHMENT DATA. This information is collected from payroll records by BLS in cooperation with state agencies. The sample includes about 160,000 businesses and government agencies covering approximately 400,000 individual worksites. The active sample includes about one-third of all nonfarm payroll workers. The sample is drawn from a sampling frame of unemployment insurance tax accounts.

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

Coverage, definitions, and differences between surveys

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

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

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

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

Establishment survey. The sample establishments are drawn from private nonfarm businesses such as factories, offices, and stores, as well as federal, state, and local government entities. *Employees on nonfarm payrolls* are those who received pay for any part of the reference pay period, including persons on paid leave. Persons are counted in each job they hold. *Hours and earnings* data are for private businesses and relate only to production workers in the goods-producing sector and nonsupervisory workers in the service-providing sector. Industries are classified on the basis of their principal activity in accordance with the 2002 version of the North American Industry Classification System.

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

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

Seasonal adjustment

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

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

Most seasonally adjusted series are independently adjusted in both the household and establishment surveys. However, the ad-

justed series for many major estimates, such as total payroll employment, employment in most supersectors, 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.

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. In both surveys, revisions to historical data are made once a year.

Reliability of the estimates

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

For example, the confidence interval for the monthly change in total employment from the household survey is on the order of plus or minus 430,000. Suppose the estimate of total employment increases by 100,000 from one month to the next. The 90-percent confidence interval on the monthly change would range from -330,000 to 530,000 (100,000 +/- 430,000). These figures do not mean that the sample results are off by these magnitudes, but rather that there is about a 90-percent chance that the "true" over-the-month change lies within this interval. Since this range includes values of less than zero, we could not say with confidence that employment had, in fact, increased. If, however, the reported employment rise was half a million, then all of the values within the 90-percent confidence interval would be greater than zero. In this case, it is likely (at least a 90-percent chance) that an employment rise had, in fact, occurred. At an unemployment rate of around 5.5 percent, the 90-percent confidence interval for the monthly change in unemployment is about +/- 280,000, and for the monthly change in the unemployment rate it is about +/- .19 percentage point.

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

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

For example, in the establishment survey, estimates for the most recent 2 months are based on 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 uses business deaths to impute employment for business births. This is incorporated into the sample-based link relative estimate procedure by simply not reflecting sample units going out of business, but imputing to them the same trend as the other firms in the sample. 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 five 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, the benchmark revision for total nonfarm employment has averaged 0.2 percent, ranging from less than 0.05 percent to 0.5 percent.

Additional statistics and other information

More comprehensive statistics are contained in *Employment and Earnings*, published each month by BLS. It is available for $27.00 per issue or $53.00 per year from the U.S. Government Printing Office, Washington, DC 20402. All orders must be prepaid by sending a check or money order payable to the Superintendent of Documents, or by charging to Mastercard or Visa.

Employment and Earnings also provides measures of sampling error for the household and establishment survey data published in this release. For unemployment and other labor force categories, these measures appear in tables 1-B through 1-D of its "Explanatory Notes." For the establishment survey data, the sampling error measures and the actual size of revisions due to benchmark adjustments appear in tables 2-B through 2-F of *Employment and Earnings*.

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

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

(Numbers in thousands)

Employment status, sex, and age	Not seasonally adjusted			Seasonally adjusted [1]					
	Oct. 2004	Sept. 2005	Oct. 2005	Oct. 2004	June 2005	July 2005	Aug. 2005	Sept. 2005	Oct. 2005
TOTAL									
Civilian noninstitutional population	224,192	226,693	226,959	224,192	225,911	226,153	226,421	226,693	226,959
Civilian labor force	147,978	149,836	150,304	147,893	149,123	149,573	149,841	150,093	150,079
Participation rate	66.0	66.1	66.2	66.0	66.0	66.1	66.2	66.2	66.1
Employed	140,447	142,579	143,340	139,827	141,638	142,076	142,449	142,432	142,646
Employment-population ratio	62.6	62.9	63.2	62.4	62.7	62.8	62.9	62.8	62.9
Unemployed	7,531	7,259	6,964	8,066	7,486	7,497	7,391	7,661	7,433
Unemployment rate	5.1	4.8	4.6	5.5	5.0	5.0	4.9	5.1	5.0
Not in labor force	76,214	76,855	76,655	76,299	76,787	76,580	76,581	76,600	76,880
Persons who currently want a job	5,065	4,757	4,796	5,338	5,240	5,015	4,823	4,937	4,997
Men, 16 years and over									
Civilian noninstitutional population	108,153	109,475	109,616	108,153	109,062	109,190	109,332	109,475	109,616
Civilian labor force	79,282	80,130	80,306	79,290	80,063	80,199	80,409	80,327	80,256
Participation rate	73.3	73.2	73.3	73.3	73.4	73.4	73.5	73.4	73.2
Employed	75,254	76,446	76,808	74,852	76,092	76,272	76,449	76,236	76,395
Employment-population ratio	69.6	69.8	70.1	69.2	69.8	69.9	69.9	69.6	69.7
Unemployed	4,028	3,684	3,498	4,438	3,971	3,927	3,960	4,092	3,862
Unemployment rate	5.1	4.6	4.4	5.6	5.0	4.9	4.9	5.1	4.8
Not in labor force	28,871	29,345	29,310	28,863	28,998	28,991	28,923	29,148	29,360
Men, 20 years and over									
Civilian noninstitutional population	99,904	101,136	101,265	99,904	100,754	100,874	101,004	101,136	101,265
Civilian labor force	75,744	76,769	76,978	75,632	76,462	76,624	76,831	76,790	76,806
Participation rate	75.8	75.9	76.0	75.7	75.9	76.0	76.1	75.9	75.8
Employed	72,351	73,637	73,988	71,895	73,174	73,363	73,527	73,318	73,519
Employment-population ratio	72.4	72.8	73.1	72.0	72.6	72.7	72.8	72.5	72.6
Unemployed	3,393	3,132	2,990	3,736	3,288	3,261	3,304	3,471	3,287
Unemployment rate	4.5	4.1	3.9	4.9	4.3	4.3	4.3	4.5	4.3
Not in labor force	24,160	24,367	24,287	24,272	24,292	24,250	24,173	24,346	24,459
Women, 16 years and over									
Civilian noninstitutional population	116,039	117,218	117,343	116,039	116,849	116,963	117,089	117,218	117,343
Civilian labor force	68,696	69,708	69,998	68,603	69,060	69,374	69,431	69,765	69,823
Participation rate	59.2	59.5	59.7	59.1	59.1	59.3	59.3	59.5	59.5
Employed	65,193	66,133	66,532	64,975	65,545	65,804	66,000	66,196	66,251
Employment-population ratio	56.2	56.4	56.7	56.0	56.1	56.3	56.4	56.5	56.5
Unemployed	3,503	3,575	3,466	3,628	3,515	3,570	3,431	3,569	3,571
Unemployment rate	5.1	5.1	5.0	5.3	5.1	5.1	4.9	5.1	5.1
Not in labor force	47,343	47,509	47,345	47,436	47,789	47,589	47,658	47,453	47,520
Women, 20 years and over									
Civilian noninstitutional population	108,032	109,114	109,228	108,032	108,776	108,880	108,996	109,114	109,228
Civilian labor force	65,327	66,247	66,480	65,126	65,470	65,768	65,761	66,130	66,191
Participation rate	60.5	60.7	60.9	60.3	60.2	60.4	60.3	60.6	60.6
Employed	62,321	63,153	63,551	62,024	62,451	62,690	62,867	63,077	63,173
Employment-population ratio	57.7	57.9	58.2	57.4	57.4	57.6	57.7	57.8	57.8
Unemployed	3,006	3,095	2,930	3,102	3,019	3,078	2,894	3,053	3,018
Unemployment rate	4.6	4.7	4.4	4.8	4.6	4.7	4.4	4.6	4.6
Not in labor force	42,705	42,868	42,748	42,906	43,306	43,113	43,235	42,983	43,037
Both sexes, 16 to 19 years									
Civilian noninstitutional population	16,257	16,443	16,465	16,257	16,381	16,399	16,421	16,443	16,465
Civilian labor force	6,907	6,822	6,845	7,135	7,192	7,182	7,249	7,173	7,082
Participation rate	42.5	41.5	41.6	43.9	43.9	43.8	44.1	43.6	43.0
Employed	5,775	5,789	5,801	5,908	6,013	6,024	6,055	6,036	5,954
Employment-population ratio	35.5	35.2	35.2	36.3	36.7	36.7	36.9	36.7	36.2
Unemployed	1,132	1,033	1,045	1,227	1,178	1,158	1,193	1,136	1,128
Unemployment rate	16.4	15.1	15.3	17.2	16.4	16.1	16.5	15.8	15.9
Not in labor force	9,350	9,621	9,620	9,122	9,190	9,217	9,172	9,271	9,384

[1] The population figures are not adjusted for seasonal variation; therefore, identical numbers appear in the unadjusted and seasonally adjusted columns.
NOTE: Beginning in January 2005, data reflect revised population controls used in the household survey.

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 [1]					
	Oct. 2004	Sept. 2005	Oct. 2005	Oct. 2004	June 2005	July 2005	Aug. 2005	Sept. 2005	Oct. 2005
WHITE									
Civilian noninstitutional population	183,188	184,851	185,028	183,188	184,328	184,490	184,669	184,851	185,028
Civilian labor force	121,324	122,614	122,900	121,273	121,985	122,383	122,668	122,817	122,797
Participation rate	66.2	66.3	66.4	66.2	66.2	66.3	66.4	66.4	66.4
Employed	116,151	117,420	117,898	115,618	116,778	117,149	117,471	117,317	117,356
Employment-population ratio	63.4	63.5	63.7	63.1	63.4	63.5	63.6	63.5	63.4
Unemployed	5,173	5,194	5,002	5,655	5,206	5,234	5,197	5,500	5,441
Unemployment rate	4.3	4.2	4.1	4.7	4.3	4.3	4.2	4.5	4.4
Not in labor force	61,864	62,237	62,128	61,915	62,343	62,107	62,001	62,034	62,231
Men, 20 years and over									
Civilian labor force	63,203	63,841	64,041	63,092	63,691	63,700	63,894	63,824	63,903
Participation rate	76.2	76.2	76.4	76.1	76.3	76.2	76.4	76.2	76.2
Employed	60,827	61,567	61,871	60,415	61,371	61,353	61,510	61,248	61,457
Employment-population ratio	73.4	73.5	73.8	72.9	73.5	73.4	73.5	73.1	73.3
Unemployed	2,376	2,274	2,170	2,678	2,320	2,346	2,384	2,576	2,446
Unemployment rate	3.8	3.6	3.4	4.2	3.6	3.7	3.7	4.0	3.8
Women, 20 years and over									
Civilian labor force	52,412	53,021	53,164	52,270	52,325	52,757	52,762	52,973	52,990
Participation rate	59.8	60.0	60.1	59.6	59.4	59.8	59.8	59.9	59.9
Employed	50,416	50,841	51,090	50,186	50,284	50,674	50,781	50,850	50,836
Employment-population ratio	57.5	57.5	57.8	57.2	57.0	57.4	57.5	57.5	57.5
Unemployed	1,996	2,180	2,074	2,084	2,041	2,083	1,981	2,123	2,154
Unemployment rate	3.8	4.1	3.9	4.0	3.9	3.9	3.8	4.0	4.1
Both sexes, 16 to 19 years									
Civilian labor force	5,710	5,751	5,696	5,911	5,968	5,926	6,012	6,020	5,904
Participation rate	45.3	45.2	44.8	46.9	47.1	46.7	47.3	47.3	46.4
Employed	4,908	5,012	4,937	5,017	5,123	5,121	5,181	5,219	5,063
Employment-population ratio	38.9	39.4	38.8	39.8	40.4	40.4	40.8	41.0	39.8
Unemployed	802	739	758	894	845	805	832	801	841
Unemployment rate	14.0	12.9	13.3	15.1	14.2	13.6	13.8	13.3	14.2
BLACK OR AFRICAN AMERICAN									
Civilian noninstitutional population	26,204	26,618	26,663	26,204	26,488	26,526	26,572	26,618	26,663
Civilian labor force	16,893	17,113	17,255	16,820	17,147	17,190	17,154	17,087	17,158
Participation rate	64.5	64.3	64.7	64.2	64.7	64.8	64.6	64.2	64.4
Employed	15,137	15,574	15,742	15,012	15,378	15,561	15,499	15,480	15,591
Employment-population ratio	57.8	58.5	59.0	57.3	58.1	58.7	58.3	58.2	58.5
Unemployed	1,756	1,539	1,512	1,808	1,769	1,628	1,655	1,607	1,567
Unemployment rate	10.4	9.0	8.8	10.7	10.3	9.5	9.6	9.4	9.1
Not in labor force	9,312	9,504	9,408	9,384	9,341	9,336	9,417	9,531	9,505
Men, 20 years and over									
Civilian labor force	7,531	7,712	7,732	7,490	7,706	7,765	7,739	7,680	7,673
Participation rate	71.6	72.1	72.1	71.2	72.4	72.8	72.4	71.8	71.6
Employed	6,797	7,063	7,107	6,722	6,963	7,116	7,077	7,017	7,022
Employment-population ratio	64.6	66.2	66.3	63.9	65.4	66.7	66.2	65.6	65.5
Unemployed	734	629	625	768	743	650	662	664	650
Unemployment rate	9.7	8.2	8.1	10.2	9.6	8.4	8.6	8.6	8.5
Women, 20 years and over									
Civilian labor force	8,552	8,712	8,779	8,513	8,626	8,609	8,604	8,674	8,728
Participation rate	64.6	64.9	65.3	64.3	64.5	64.3	64.2	64.6	64.9
Employed	7,796	8,026	8,123	7,756	7,863	7,900	7,902	7,970	8,060
Employment-population ratio	58.9	59.8	60.4	58.6	58.8	59.0	59.0	59.4	60.0
Unemployed	756	686	655	757	762	709	702	704	668
Unemployment rate	8.8	7.9	7.5	8.9	8.8	8.2	8.2	8.1	7.6
Both sexes, 16 to 19 years									
Civilian labor force	809	689	744	818	815	816	810	732	757
Participation rate	33.2	27.6	29.7	33.6	32.9	32.9	32.6	29.4	30.3
Employed	543	465	512	534	551	545	521	453	508
Employment-population ratio	22.3	18.6	20.5	21.9	22.3	22.0	20.9	19.8	20.3
Unemployed	266	224	232	283	264	270	290	239	249
Unemployment rate	32.9	32.5	31.1	34.7	32.4	33.1	35.8	32.6	32.9
ASIAN									
Civilian noninstutional population	9,640	9,956	9,931	(2)	(2)	(2)	(2)	(2)	(2)
Civilian labor force	6,334	6,553	6,591	(2)	(2)	(2)	(2)	(2)	(2)
Participation rate	65.7	65.8	66.4	(2)	(2)	(2)	(2)	(2)	(2)
Employed	6,028	6,284	6,387	(2)	(2)	(2)	(2)	(2)	(2)
Employment-population ratio	62.5	63.1	64.3	(2)	(2)	(2)	(2)	(2)	(2)
Unemployed	305	270	203	(2)	(2)	(2)	(2)	(2)	(2)
Unemployment rate	4.8	4.1	3.1	(2)	(2)	(2)	(2)	(2)	(2)
Not in labor force	3,306	3,403	3,340	(2)	(2)	(2)	(2)	(2)	(2)

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

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. Beginning in January 2005, data reflect revised population controls used in the household survey.

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 [1]					
	Oct. 2004	Sept. 2005	Oct. 2005	Oct. 2004	June 2005	July 2005	Aug. 2005	Sept. 2005	Oct. 2005
HISPANIC OR LATINO ETHNICITY									
Civilian noninstitutional population	28,431	29,361	29,456	28,431	29,079	29,168	29,264	29,361	29,456
Civilian labor force	19,561	19,915	20,101	19,524	19,777	19,794	19,914	19,941	20,026
Participation rate	68.8	67.8	68.2	68.7	68.0	67.9	68.0	67.9	68.0
Employed	18,305	18,688	18,978	18,213	18,623	18,698	18,761	18,644	18,856
Employment-population ratio	64.4	63.6	64.4	64.1	64.0	64.1	64.1	63.5	64.0
Unemployed	1,256	1,227	1,122	1,311	1,154	1,096	1,153	1,297	1,170
Unemployment rate	6.4	6.2	5.6	6.7	5.8	5.5	5.8	6.5	5.8
Not in labor force	8,870	9,446	9,355	8,907	9,302	9,374	9,350	9,420	9,431
Men, 20 years and over									
Civilian labor force	11,149	11,480	11,597	(2)	(2)	(2)	(2)	(2)	(2)
Participation rate	84.2	83.8	84.4	(2)	(2)	(2)	(2)	(2)	(2)
Employed	10,590	10,925	11,088	(2)	(2)	(2)	(2)	(2)	(2)
Employment-population ratio	80.0	79.8	80.7	(2)	(2)	(2)	(2)	(2)	(2)
Unemployed	559	555	509	(2)	(2)	(2)	(2)	(2)	(2)
Unemployment rate	5.0	4.8	4.4	(2)	(2)	(2)	(2)	(2)	(2)
Women, 20 years and over									
Civilian labor force	7,357	7,372	7,478	(2)	(2)	(2)	(2)	(2)	(2)
Participation rate	58.6	56.9	57.5	(2)	(2)	(2)	(2)	(2)	(2)
Employed	6,868	6,881	7,048	(2)	(2)	(2)	(2)	(2)	(2)
Employment-population ratio	54.7	53.1	54.2	(2)	(2)	(2)	(2)	(2)	(2)
Unemployed	489	491	430	(2)	(2)	(2)	(2)	(2)	(2)
Unemployment rate	6.6	6.7	5.7	(2)	(2)	(2)	(2)	(2)	(2)
Both sexes, 16 to 19 years									
Civilian labor force	1,056	1,062	1,027	(2)	(2)	(2)	(2)	(2)	(2)
Participation rate	40.1	39.2	37.8	(2)	(2)	(2)	(2)	(2)	(2)
Employed	847	881	843	(2)	(2)	(2)	(2)	(2)	(2)
Employment-population ratio	32.2	32.5	31.0	(2)	(2)	(2)	(2)	(2)	(2)
Unemployed	208	181	184	(2)	(2)	(2)	(2)	(2)	(2)
Unemployment rate	19.7	17.0	17.9	(2)	(2)	(2)	(2)	(2)	(2)

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

NOTE: Persons whose ethnicity is identified as Hispanic or Latino may be of any race. Beginning in January 2005, data reflect revised population controls used in the household survey.

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					
	Oct. 2004	Sept. 2005	Oct. 2005	Oct. 2004	June 2005	July 2005	Aug. 2005	Sept. 2005	Oct. 2005
Less than a high school diploma									
Civilian labor force	12,385	12,863	12,340	12,502	12,903	13,156	12,883	12,770	12,519
Participation rate	44.6	45.7	44.8	45.0	45.6	47.5	46.1	45.3	45.4
Employed	11,437	11,891	11,527	11,471	12,006	12,154	11,903	11,728	11,628
Employment-population ratio	41.2	42.2	41.8	41.3	42.5	43.8	42.6	41.6	42.2
Unemployed	948	972	813	1,031	898	1,002	980	1,042	890
Unemployment rate	7.7	7.6	6.6	8.2	7.0	7.6	7.6	8.2	7.1
High school graduates, no college [1]									
Civilian labor force	37,765	38,362	38,537	37,712	38,080	37,959	38,104	38,325	38,480
Participation rate	63.6	63.9	64.0	63.5	63.2	63.6	63.4	63.9	63.9
Employed	36,115	36,637	36,875	35,874	36,307	36,120	36,327	36,399	36,631
Employment-population ratio	60.8	61.0	61.2	60.4	60.2	60.5	60.5	60.6	60.8
Unemployed	1,650	1,725	1,661	1,838	1,773	1,839	1,777	1,926	1,849
Unemployment rate	4.4	4.5	4.3	4.9	4.7	4.8	4.7	5.0	4.8
Some college or associate degree									
Civilian labor force	34,725	35,154	35,456	34,548	34,635	34,851	35,008	35,126	35,310
Participation rate	72.2	72.4	72.6	71.8	72.3	71.2	72.0	72.3	72.3
Employed	33,362	33,933	34,172	33,112	33,283	33,547	33,754	33,859	33,959
Employment-population ratio	69.4	69.9	70.0	68.8	69.5	68.5	69.4	69.7	69.5
Unemployed	1,364	1,221	1,284	1,435	1,351	1,304	1,254	1,267	1,351
Unemployment rate	3.9	3.5	3.6	4.2	3.9	3.7	3.6	3.6	3.8
Bachelor's degree and higher [2]									
Civilian labor force	40,921	41,617	41,893	40,772	40,945	41,297	41,431	41,569	41,629
Participation rate	78.1	78.2	78.2	77.8	77.5	77.8	78.1	78.1	77.7
Employed	39,924	40,615	40,972	39,744	40,007	40,309	40,579	40,592	40,676
Employment-population ratio	76.2	76.3	76.5	75.8	75.7	75.9	76.5	76.3	76.0
Unemployed	997	1,002	921	1,027	938	967	852	978	953
Unemployment rate	2.4	2.4	2.2	2.5	2.3	2.4	2.1	2.4	2.3

[1] Includes persons with a high school diploma or equivalent.
[2] Includes persons with bachelor's, master's, professional, and doctoral degrees.

NOTE: Beginning in January 2005, data reflect revised population controls used in the household survey.

Table A-5. Employed persons by class of worker and part-time status

(In thousands)

Category	Not seasonally adjusted			Seasonally adjusted					
	Oct. 2004	Sept. 2005	Oct. 2005	Oct. 2004	June 2005	July 2005	Aug. 2005	Sept. 2005	Oct. 2005
CLASS OF WORKER									
Agriculture and related industries	2,280	2,284	2,239	2,155	2,336	2,334	2,178	2,142	2,122
Wage and salary workers	1,273	1,260	1,227	1,194	1,312	1,311	1,216	1,117	1,147
Self-employed workers	973	986	973	921	1,004	987	926	981	937
Unpaid family workers	34	38	38	(1)	(1)	(1)	(1)	(1)	(1)
Nonagricultural industries	138,167	140,296	141,101	137,764	139,237	139,668	140,345	140,461	140,629
Wage and salary workers	128,227	130,755	131,469	128,035	129,707	130,056	131,021	130,994	131,180
Government	20,328	20,284	20,475	20,213	20,464	20,492	20,469	20,251	20,354
Private industries	107,898	110,471	110,994	107,823	109,203	109,651	110,605	110,728	110,815
Private households	728	861	813	(1)	(1)	(1)	(1)	(1)	(1)
Other industries	107,171	109,610	110,182	107,090	108,399	108,834	109,705	109,887	109,995
Self-employed workers	9,860	9,453	9,549	9,702	9,465	9,514	9,269	9,355	9,360
Unpaid family workers	81	88	84	(1)	(1)	(1)	(1)	(1)	(1)
PERSONS AT WORK PART TIME [2]									
All industries:									
Part time for economic reasons	4,407	4,230	3,915	4,762	4,465	4,427	4,493	4,591	4,261
Slack work or business conditions	2,842	2,665	2,459	3,052	2,668	2,723	2,768	2,882	2,666
Could only find part-time work	1,312	1,316	1,236	1,385	1,420	1,368	1,426	1,383	1,318
Part time for noneconomic reasons	20,442	19,812	20,559	19,704	19,021	19,528	19,516	19,579	19,706
Nonagricultural industries:									
Part time for economic reasons	4,310	4,188	3,837	4,656	4,386	4,369	4,457	4,522	4,178
Slack work or business conditions	2,764	2,636	2,400	2,971	2,616	2,673	2,747	2,832	2,614
Could only find part-time work	1,302	1,312	1,225	1,363	1,416	1,369	1,420	1,366	1,296
Part time for noneconomic reasons	20,034	19,414	20,130	19,288	18,633	19,084	19,141	19,188	19,259

[1] Data not available.

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

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. Beginning in January 2005, data reflect revised population controls used in the household survey.

Table A-6. Selected employment indicators

(In thousands)

Characteristic	Not seasonally adjusted			Seasonally adjusted					
	Oct. 2004	Sept. 2005	Oct. 2005	Oct. 2004	June 2005	July 2005	Aug. 2005	Sept. 2005	Oct. 2005
Total, 16 years and over	140,447	142,579	143,340	139,827	141,638	142,076	142,449	142,432	142,646
16 to 19 years	5,775	5,789	5,801	5,908	6,013	6,024	6,055	6,036	5,954
16 to 17 years	2,160	2,253	2,231	2,189	2,296	2,241	2,292	2,285	2,286
18 to 19 years	3,615	3,536	3,570	3,711	3,712	3,769	3,789	3,752	3,669
20 years and over	134,672	136,790	137,539	133,920	135,625	136,052	136,394	136,395	136,692
20 to 24 years	13,834	13,714	13,993	13,842	13,829	13,904	13,775	13,842	13,949
25 years and over	120,838	123,076	123,546	120,066	121,772	122,120	122,682	122,545	122,695
25 to 54 years	98,260	99,229	99,400	97,700	98,274	98,530	98,858	98,817	98,822
25 to 34 years	30,638	30,854	31,088	30,432	30,482	30,606	30,709	30,671	30,844
35 to 44 years	34,738	34,949	34,754	34,599	34,629	34,707	34,701	34,822	34,608
45 to 54 years	32,883	33,426	33,558	32,669	33,163	33,217	33,548	33,324	33,369
55 years and over	22,579	23,847	24,146	22,366	23,498	23,590	23,725	23,728	23,874
Men, 16 years and over	75,254	76,446	76,808	74,852	76,092	76,272	76,449	76,236	76,395
16 to 19 years	2,903	2,809	2,819	2,957	2,919	2,910	2,923	2,918	2,875
16 to 17 years	1,063	1,036	1,025	1,072	1,066	1,014	1,064	1,048	1,037
18 to 19 years	1,840	1,773	1,794	1,879	1,851	1,895	1,882	1,863	1,834
20 years and over	72,351	73,637	73,988	71,895	73,174	73,363	73,527	73,318	73,519
20 to 24 years	7,309	7,196	7,323	7,307	7,367	7,414	7,303	7,246	7,305
25 years and over	65,042	66,441	66,665	64,592	65,807	65,920	66,282	66,043	66,207
25 to 54 years	52,886	53,676	53,741	52,582	53,124	53,198	53,530	53,329	53,438
25 to 34 years	17,038	17,164	17,255	16,900	16,921	16,988	17,119	17,025	17,108
35 to 44 years	18,733	18,953	18,901	18,649	18,803	18,825	18,784	18,816	18,809
45 to 54 years	17,115	17,560	17,585	17,033	17,400	17,385	17,627	17,489	17,522
55 years and over	12,156	12,765	12,925	12,010	12,682	12,722	12,753	12,714	12,769
Women, 16 years and over	65,193	66,133	66,532	64,975	65,545	65,804	66,000	66,196	66,251
16 to 19 years	2,872	2,980	2,982	2,951	3,095	3,114	3,133	3,119	3,078
16 to 17 years	1,097	1,217	1,206	1,118	1,230	1,227	1,227	1,236	1,249
18 to 19 years	1,775	1,763	1,776	1,831	1,860	1,873	1,908	1,889	1,835
20 years and over	62,321	63,153	63,551	62,024	62,451	62,690	62,867	63,077	63,173
20 to 24 years	6,525	6,518	6,670	6,535	6,461	6,491	6,472	6,596	6,644
25 years and over	55,796	56,635	56,881	55,474	55,966	56,200	56,400	56,502	56,488
25 to 54 years	45,373	45,553	45,659	45,118	45,150	45,333	45,428	45,488	45,384
25 to 34 years	13,600	13,690	13,833	13,532	13,561	13,618	13,591	13,646	13,737
35 to 44 years	16,006	15,996	15,853	15,950	15,826	15,862	15,917	16,006	15,800
45 to 54 years	15,768	15,866	15,973	15,636	15,763	15,832	15,920	15,836	15,847
55 years and over	10,422	11,082	11,221	10,356	10,816	10,867	10,972	11,014	11,105
Married men, spouse present	45,403	45,573	45,977	45,127	45,357	45,486	45,700	45,438	45,675
Married women, spouse present	35,273	34,974	35,385	34,808	34,622	34,965	34,997	34,946	34,858
Women who maintain families	8,664	8,872	8,875	(1)	(1)	(1)	(1)	(1)	(1)
Full-time workers [2]	115,166	117,781	118,025	114,954	117,200	117,332	117,637	117,375	117,737
Part-time workers [3]	25,281	24,798	25,315	24,931	24,464	24,749	24,873	25,014	24,927

[1] Data not available.
[2] Employed full-time workers are persons who usually work 35 hours or more per week.
[3] Employed part-time workers are persons who usually work less than 35 hours per week.

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. Beginning in January 2005, data reflect revised population controls used in the household survey.

Table A-7. Selected unemployment indicators, seasonally adjusted

Characteristic	Number of unemployed persons (in thousands)			Unemployment rates [1]					
	Oct. 2004	Sept. 2005	Oct. 2005	Oct. 2004	June 2005	July 2005	Aug. 2005	Sept. 2005	Oct. 2005
Total, 16 years and over	8,066	7,661	7,433	5.5	5.0	5.0	4.9	5.1	5.0
16 to 19 years	1,227	1,136	1,128	17.2	16.4	16.1	16.5	15.8	15.9
16 to 17 years	567	529	524	20.6	18.3	18.7	18.6	18.8	18.7
18 to 19 years	665	606	612	15.2	15.2	14.4	15.1	13.9	14.3
20 years and over	6,838	6,525	6,305	4.9	4.4	4.5	4.3	4.6	4.4
20 to 24 years	1,505	1,324	1,300	9.8	8.8	8.3	8.9	8.7	8.5
25 years and over	5,349	5,192	5,021	4.3	3.9	4.0	3.8	4.1	3.9
25 to 54 years	4,456	4,299	4,215	4.4	4.1	4.2	4.0	4.2	4.1
25 to 34 years	1,761	1,747	1,570	5.5	5.2	5.2	5.0	5.4	4.8
35 to 44 years	1,469	1,330	1,397	4.1	3.8	3.8	3.7	3.7	3.9
45 to 54 years	1,226	1,222	1,248	3.6	3.4	3.6	3.3	3.5	3.6
55 years and over	887	874	799	3.8	3.1	3.5	3.2	3.6	3.2
Men, 16 years and over	4,438	4,092	3,862	5.6	5.0	4.9	4.9	5.1	4.8
16 to 19 years	701	620	575	19.2	19.0	18.6	18.3	17.5	16.7
16 to 17 years	304	286	230	22.1	21.7	23.2	21.6	21.4	18.2
18 to 19 years	403	334	342	17.7	17.5	15.5	16.4	15.2	15.7
20 years and over	3,736	3,471	3,287	4.9	4.3	4.3	4.3	4.5	4.3
20 to 24 years	827	801	763	10.2	9.3	8.7	10.1	9.9	9.5
25 years and over	2,909	2,658	2,518	4.3	3.7	3.7	3.6	3.9	3.7
25 to 54 years	2,401	2,226	2,102	4.4	3.9	3.9	3.8	4.0	3.8
25 to 34 years	930	911	794	5.2	4.6	4.6	4.4	5.1	4.4
35 to 44 years	786	673	672	4.0	3.6	3.4	3.6	3.5	3.5
45 to 54 years	685	642	635	3.9	3.4	3.7	3.3	3.5	3.5
55 years and over	508	432	416	4.1	3.1	3.2	3.1	3.3	3.2
Women, 16 years and over	3,628	3,569	3,571	5.3	5.1	5.1	4.9	5.1	5.1
16 to 19 years	526	516	553	15.1	13.8	13.6	14.6	14.2	15.2
16 to 17 years	263	243	294	19.0	15.1	14.5	15.8	16.4	19.1
18 to 19 years	262	272	270	12.5	12.8	13.2	13.9	12.6	12.8
20 years and over	3,102	3,053	3,018	4.8	4.6	4.7	4.4	4.6	4.6
20 to 24 years	678	524	537	9.4	8.1	7.7	7.5	7.4	7.5
25 years and over	2,441	2,534	2,504	4.2	4.2	4.3	4.0	4.3	4.2
25 to 54 years	2,055	2,073	2,113	4.4	4.4	4.5	4.2	4.4	4.4
25 to 34 years	831	836	776	5.8	5.9	5.9	5.6	5.8	5.3
35 to 44 years	683	657	725	4.1	4.1	4.2	3.9	3.9	4.4
45 to 54 years	541	580	612	3.3	3.4	3.6	3.2	3.5	3.7
55 years and over [2]	360	453	357	3.3	3.3	4.1	3.8	3.9	3.1
Married men, spouse present	1,393	1,296	1,226	3.0	2.6	2.6	2.9	2.8	2.6
Married women, spouse present	1,121	1,226	1,185	3.1	3.3	3.4	3.2	3.4	3.3
Women who maintain families [2]	738	730	701	7.8	8.2	8.8	7.2	7.6	7.3
Full-time workers [3]	6,611	6,260	6,042	5.4	4.9	4.9	4.9	5.1	4.9
Part-time workers [4]	1,461	1,396	1,405	5.5	5.4	5.5	5.1	5.3	5.3

[1] Unemployment as a percent of the civilian labor force.
[2] Not seasonally adjusted.
[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 shown in this table will not necessarily add to totals because of the independent seasonal adjustment of the various series. Beginning in January 2005, data reflect revised population controls used in the household survey.

Table A-8. Unemployed persons by reason for unemployment

(Numbers in thousands)

Reason	Not seasonally adjusted			Seasonally adjusted					
	Oct. 2004	Sept. 2005	Oct. 2005	Oct. 2004	June 2005	July 2005	Aug. 2005	Sept. 2005	Oct. 2005
NUMBER OF UNEMPLOYED									
Job losers and persons who completed temporary jobs	3,653	3,373	3,162	4,074	3,680	3,633	3,490	3,724	3,523
On temporary layoff	637	670	637	947	975	959	880	982	947
Not on temporary layoff	3,016	2,703	2,525	3,127	2,705	2,674	2,610	2,742	2,576
Permanent job losers	2,206	1,836	1,824	(1)	(1)	(1)	(1)	(1)	(1)
Persons who completed temporary jobs	810	867	701	(1)	(1)	(1)	(1)	(1)	(1)
Job leavers	853	932	916	829	844	826	839	876	893
Reentrants	2,353	2,378	2,292	2,411	2,219	2,394	2,451	2,422	2,356
New entrants	672	577	594	747	661	628	632	623	652
PERCENT DISTRIBUTION									
Total unemployed	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Job losers and persons who completed temporary jobs	48.5	46.5	45.4	50.5	49.7	48.6	47.1	48.7	47.5
On temporary layoff	8.5	9.2	9.1	11.8	13.2	12.8	11.9	12.8	12.8
Not on temporary layoff	40.0	37.2	36.3	38.8	36.5	35.7	35.2	35.9	34.7
Job leavers	11.3	12.8	13.2	10.3	11.4	11.0	11.3	11.5	12.0
Reentrants	31.2	32.8	32.9	29.9	30.0	32.0	33.1	31.7	31.7
New entrants	8.9	7.9	8.5	9.3	8.9	8.4	8.5	8.1	8.8
UNEMPLOYED AS A PERCENT OF THE CIVILIAN LABOR FORCE									
Job losers and persons who completed temporary jobs	2.5	2.3	2.1	2.8	2.5	2.4	2.3	2.5	2.3
Job leavers	.6	.6	.6	.6	.6	.6	.6	.6	.6
Reentrants	1.6	1.6	1.5	1.6	1.5	1.6	1.6	1.6	1.6
New entrants	.5	.4	.4	.5	.4	.4	.4	.4	.4

[1] Data not available.
NOTE: Beginning in January 2005, data reflect revised population controls used in the household survey.

Table A-9. Unemployed persons by duration of unemployment

(Numbers in thousands)

Duration	Not seasonally adjusted			Seasonally adjusted					
	Oct. 2004	Sept. 2005	Oct. 2005	Oct. 2004	June 2005	July 2005	Aug. 2005	Sept. 2005	Oct. 2005
NUMBER OF UNEMPLOYED									
Less than 5 weeks	2,602	2,772	2,578	2,753	2,666	2,571	2,542	2,735	2,695
5 to 14 weeks	2,076	2,079	2,040	2,290	2,342	2,430	2,272	2,285	2,265
15 weeks and over	2,852	2,406	2,346	3,032	2,350	2,437	2,686	2,611	2,496
15 to 26 weeks	1,165	982	960	1,261	1,041	1,047	1,243	1,131	1,045
27 weeks and over	1,687	1,426	1,386	1,771	1,310	1,389	1,444	1,480	1,452
Average (mean) duration, in weeks	19.8	18.2	18.3	19.7	17.1	17.6	18.9	18.3	18.1
Median duration, in weeks	9.5	8.4	8.5	9.5	9.1	9.0	9.4	8.6	8.6
PERCENT DISTRIBUTION									
Total unemployed	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Less than 5 weeks	34.6	38.2	37.0	34.1	36.2	34.6	33.9	35.8	36.1
5 to 14 weeks	27.6	28.6	29.3	28.4	31.8	32.7	30.3	29.9	30.4
15 weeks and over	37.9	33.2	33.7	37.5	31.9	32.8	35.8	34.2	33.5
15 to 26 weeks	15.5	13.5	13.8	15.6	14.1	14.1	16.6	14.8	14.0
27 weeks and over	22.4	19.6	19.9	21.9	17.8	18.7	19.2	19.4	19.5

NOTE: Beginning in January 2005, data reflect revised population controls used in the household survey.

Table A-10. Employed and unemployed persons by occupation, not seasonally adjusted

(Numbers in thousands)

Occupation	Employed		Unemployed		Unemployment rates	
	Oct. 2004	Oct. 2005	Oct. 2004	Oct. 2005	Oct. 2004	Oct. 2005
Total, 16 years and over [1]	140,447	143,340	7,531	6,964	5.1	4.6
Management, professional, and related occupations	48,917	49,958	1,191	1,099	2.4	2.2
Management, business, and financial operations occupations	20,508	20,808	522	417	2.5	2.0
Professional and related occupations	28,409	29,150	669	683	2.3	2.3
Service occupations	23,307	23,297	1,564	1,430	6.3	5.8
Sales and office occupations	35,563	36,237	1,860	1,748	5.0	4.6
Sales and related occupations	15,983	16,500	812	866	4.8	5.0
Office and administrative support occupations	19,579	19,737	1,048	881	5.1	4.3
Natural resources, construction, and maintenance occupations	15,004	15,841	967	879	6.1	5.3
Farming, fishing, and forestry occupations	988	1,030	97	88	9.0	7.9
Construction and extraction occupations	8,892	9,381	672	572	7.0	5.7
Installation, maintenance, and repair occupations	5,124	5,431	198	219	3.7	3.9
Production, transportation, and material moving occupations	17,656	18,007	1,245	1,171	6.6	6.1
Production occupations	9,248	9,320	608	681	6.2	6.8
Transportation and material moving occupations	8,409	8,687	637	490	7.0	5.3

[1] Persons with no previous work experience and persons whose last job was in the Armed Forces are included in the unemployed total.
NOTE: Beginning in January 2005, data reflect revised population controls used in the household survey.

Table A-11. Unemployed persons by industry, not seasonally adjusted

Industry	Number of unemployed persons (in thousands)		Unemployment rates	
	Oct. 2004	Oct. 2005	Oct. 2004	Oct. 2005
Total, 16 years and over [1]	7,531	6,964	5.1	4.6
Nonagricultural private wage and salary workers	5,894	5,529	5.2	4.7
Mining	15	2	2.6	.3
Construction	635	519	6.9	5.3
Manufacturing	884	800	5.3	4.8
Durable goods	525	481	5.0	4.6
Nondurable goods	360	319	5.9	5.3
Wholesale and retail trade	1,138	1,050	5.4	4.9
Transportation and utilities	219	251	4.0	4.4
Information	185	162	5.6	4.8
Financial activities	358	255	3.8	2.7
Professional and business services	781	748	6.2	5.8
Education and health services	526	628	2.9	3.4
Leisure and hospitality	853	796	7.3	6.8
Other services	300	319	4.8	5.0
Agriculture and related private wage and salary workers	102	85	7.7	6.7
Government workers	561	502	2.7	2.4
Self employed and unpaid family workers	301	255	2.7	2.3

[1] Persons with no previous work experience are included in the unemployed total.
NOTE: Beginning in January 2005, data reflect revised population controls used in the household survey.

Table A-12. Alternative measures of labor underutilization

(Percent)

Measure	Not seasonally adjusted			Seasonally adjusted					
	Oct. 2004	Sept. 2005	Oct. 2005	Oct. 2004	June 2005	July 2005	Aug. 2005	Sept. 2005	Oct. 2005
U-1 Persons unemployed 15 weeks or longer, as a percent of the civilian labor force	1.9	1.6	1.6	2.1	1.6	1.6	1.8	1.7	1.7
U-2 Job losers and persons who completed temporary jobs, as a percent of the civilian labor force	2.5	2.3	2.1	2.8	2.5	2.4	2.3	2.5	2.3
U-3 Total unemployed, as a percent of the civilian labor force (official unemployment rate)	5.1	4.8	4.6	5.5	5.0	5.0	4.9	5.1	5.0
U-4 Total unemployed plus discouraged workers, as a percent of the civilian labor force plus discouraged workers	5.4	5.1	4.9	5.7	5.3	5.3	5.2	5.3	5.2
U-5 Total unemployed, plus discouraged workers, plus all other marginally attached workers, as a percent of the civilian labor force plus all marginally attached workers	6.1	5.7	5.5	6.5	6.0	6.0	5.9	6.0	5.8
U-6 Total unemployed, plus all marginally attached workers, plus total employed part time for economic reasons, as a percent of the civilian labor force plus all marginally attached workers	9.1	8.5	8.1	9.7	9.0	8.9	8.9	9.0	8.7

NOTE: Marginally attached workers are persons 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 recent past. Discouraged workers, a subset of the marginally attached, have given a job-market related reason for not currently looking for a job. 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. For further information, see "BLS introduces new range of alternative unemployment measures," in the October 1995 issue of the *Monthly Labor Review*. Beginning in January 2005, data reflect revised population controls used in the household survey.

Table A-13. Persons not in the labor force and multiple jobholders by sex, not seasonally adjusted

(Numbers in thousands)

Category	Total		Men		Women	
	Oct. 2004	Oct. 2005	Oct. 2004	Oct. 2005	Oct. 2004	Oct. 2005
NOT IN THE LABOR FORCE						
Total not in the labor force	76,214	76,655	28,871	29,310	47,343	47,345
Persons who currently want a job	5,065	4,796	2,266	2,135	2,798	2,661
Searched for work and available to work now [1]	1,647	1,414	825	705	822	709
Reason not currently looking:						
Discouragement over job prospects [2]	429	392	256	223	174	169
Reasons other than discouragement [3]	1,218	1,022	570	482	648	540
MULTIPLE JOBHOLDERS						
Total multiple jobholders [4]	8,034	7,813	4,168	4,016	3,866	3,797
Percent of total employed	5.7	5.5	5.5	5.2	5.9	5.7
Primary job full time, secondary job part time	4,196	4,153	2,396	2,357	1,801	1,796
Primary and secondary jobs both part time	1,720	1,704	519	560	1,201	1,143
Primary and secondary jobs both full time	302	288	201	201	101	88
Hours vary on primary or secondary job	1,779	1,609	1,030	881	750	728

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

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

[3] Includes those who did not actively look for work in the prior 4 weeks for such reasons as school or family responsibilities, ill health, and transportation problems, as well as a small number for which reason for nonparticipation was not determined.

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

NOTE: Beginning in January 2005, data reflect revised population controls used in the household survey.

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

(In thousands)

Industry	Not seasonally adjusted				Seasonally adjusted						
	Oct. 2004	Aug. 2005	Sept. 2005[p]	Oct. 2005[p]	Oct. 2004	June 2005	July 2005	Aug. 2005	Sept. 2005[p]	Oct. 2005[p]	Change from: Sept. 2005-Oct. 2005[p]
Total nonfarm	133,139	133,770	134,336	135,038	132,162	133,588	133,865	134,013	134,005	134,061	56
Total private	111,121	113,106	112,643	112,831	110,462	111,828	112,048	112,164	112,148	112,194	46
Goods-producing	22,257	22,566	22,434	22,468	21,982	22,134	22,134	22,159	22,146	22,195	49
Natural resources and mining	605	644	647	648	595	628	629	632	635	639	4
Logging	70.9	68.0	68.0	66.9	67.0	64.8	65.3	64.9	64.3	63.5	-.8
Mining	534.5	576.2	578.6	581.4	527.7	563.1	563.4	566.7	571.1	575.8	4.7
Oil and gas extraction	122.9	127.9	126.9	127.4	123.6	125.4	126.4	126.5	126.9	127.9	1.0
Mining, except oil and gas[1]	212.7	226.6	224.8	225.8	208.4	221.2	219.9	220.3	220.2	222.3	2.1
Coal mining	73.0	78.5	78.8	78.2	72.7	77.2	77.8	77.6	78.2	78.3	.1
Support activities for mining	198.9	221.7	226.9	228.2	195.7	216.5	217.1	219.9	224.0	225.6	1.6
Construction	7,265	7,580	7,508	7,539	7,043	7,230	7,235	7,267	7,279	7,312	33
Construction of buildings	1,698.4	1,753.0	1,739.7	1,751.1	1,663.0	1,696.2	1,699.2	1,705.4	1,707.6	1,716.3	8.7
Residential building	931.6	972.1	966.2	967.2	915.6	943.8	946.8	947.3	950.5	952.3	1.8
Nonresidential building	766.6	780.9	773.5	783.9	747.4	752.4	752.4	758.1	757.1	764.0	6.9
Heavy and civil engineering construction	967.3	1,012.4	1,006.4	1,003.4	904.1	937.4	938.2	939.0	940.6	940.1	-.5
Specialty trade contractors	4,599.0	4,814.5	4,761.8	4,784.9	4,476.1	4,596.4	4,597.8	4,622.5	4,630.3	4,655.1	24.8
Residential specialty trade contractors	2,181.1	2,289.3	2,286.8	2,306.9	2,120.9	2,192.7	2,189.9	2,208.0	2,221.1	2,241.1	20.0
Nonresidential specialty trade contractors	2,417.9	2,525.2	2,475.2	2,478.2	2,355.2	2,403.7	2,407.9	2,416.5	2,409.2	2,414.0	4.8
Manufacturing	14,387	14,342	14,279	14,281	14,344	14,276	14,270	14,260	14,232	14,244	12
Production workers	10,156	10,151	10,129	10,153	10,111	10,060	10,081	10,086	10,079	10,106	27
Durable goods	8,968	8,974	8,936	8,954	8,960	8,947	8,940	8,945	8,928	8,946	18
Production workers	6,183	6,235	6,221	6,258	6,172	6,197	6,197	6,215	6,210	6,243	33
Wood products	558.4	558.1	555.4	552.4	554.5	550.7	549.5	549.7	549.8	548.6	-1.2
Nonmetallic mineral products	516.2	509.8	510.7	509.5	509.1	501.3	499.4	499.8	500.4	501.1	.7
Primary metals	465.6	485.0	466.0	466.6	466.0	465.3	465.4	465.3	466.1	467.4	1.3
Fabricated metal products	1,514.0	1,527.0	1,521.7	1,526.6	1,511.5	1,521.0	1,523.6	1,523.2	1,522.8	1,523.3	.5
Machinery	1,143.1	1,155.5	1,157.5	1,160.5	1,147.3	1,156.2	1,160.5	1,159.5	1,162.1	1,164.9	2.8
Computer and electronic products[1]	1,329.0	1,338.8	1,329.8	1,329.8	1,329.8	1,333.4	1,333.9	1,334.2	1,331.5	1,331.1	-.4
Computer and peripheral equipment	209.0	215.3	214.6	211.5	209.7	214.8	214.7	214.7	214.2	212.6	-1.6
Communications equipment	152.1	154.5	151.8	152.3	150.7	154.3	154.4	153.5	152.2	151.8	-.4
Semiconductors and electronic components	453.8	449.6	447.4	447.4	454.9	447.3	447.1	447.7	447.7	447.8	.1
Electronic instruments	435.8	442.4	440.2	441.4	437.0	439.2	440.4	441.1	441.3	442.2	.9
Electrical equipment and appliances	444.7	439.8	434.7	430.7	445.1	440.1	439.4	439.1	434.8	432.3	-2.5
Transportation equipment[1]	1,770.9	1,762.3	1,747.1	1,769.6	1,771.0	1,764.3	1,752.5	1,760.3	1,746.6	1,769.0	22.4
Motor vehicles and parts[2]	1,110.5	1,077.7	1,067.5	1,065.9	1,111.8	1,079.6	1,066.7	1,076.0	1,065.3	1,064.4	-.9
Furniture and related products	570.5	561.3	558.3	557.1	571.3	561.0	558.5	559.1	558.9	557.9	-1.0
Miscellaneous manufacturing	655.7	656.8	655.2	651.5	654.1	653.7	657.3	654.9	654.5	650.4	-4.1
Nondurable goods	5,419	5,368	5,343	5,327	5,384	5,329	5,330	5,315	5,304	5,298	-6
Production workers	3,973	3,916	3,908	3,895	3,939	3,883	3,884	3,871	3,869	3,863	-6
Food manufacturing	1,522.8	1,519.0	1,500.9	1,498.3	1,493.5	1,488.4	1,486.8	1,482.5	1,475.2	1,474.1	-1.1
Beverages and tobacco products	195.9	194.1	195.6	194.6	192.9	190.4	190.6	189.8	190.8	191.5	.7
Textile mills	236.2	221.7	220.7	218.6	236.5	223.9	223.0	221.1	219.6	218.5	-1.1
Textile product mills	177.0	178.0	177.9	178.8	178.1	176.9	177.9	178.2	179.3	179.6	.3
Apparel	277.4	256.7	258.3	251.7	276.1	257.0	258.6	255.0	253.9	250.5	-3.4
Leather and allied products	42.8	43.6	43.5	42.7	42.8	42.8	43.5	43.4	43.2	42.9	-.3
Paper and paper products	500.1	497.4	492.8	491.8	499.4	496.4	495.9	494.7	492.2	491.4	-.8
Printing and related support activities	662.7	654.0	654.3	651.9	661.0	655.6	653.9	652.2	652.4	651.1	-1.3
Petroleum and coal products	114.5	120.2	118.3	118.2	113.3	116.9	116.9	117.2	116.6	117.1	.5
Chemicals	881.4	880.0	875.3	873.4	884.5	878.4	879.9	877.6	876.7	875.8	-.9
Plastics and rubber products	808.5	803.7	805.7	807.2	806.3	802.3	803.2	802.9	804.1	805.3	1.2

See footnotes at end of table.

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

(In thousands)

Industry	Not seasonally adjusted				Seasonally adjusted						
	Oct. 2004	Aug. 2005	Sept. 2005[p]	Oct. 2005[p]	Oct. 2004	June 2005	July 2005	Aug. 2005	Sept. 2005[p]	Oct. 2005[p]	Change from: Sept. 2005-Oct. 2005[p]
Service-providing	110,882	111,204	111,902	112,570	110,180	111,454	111,731	111,854	111,859	111,866	7
Private service-providing	88,864	90,540	90,209	90,363	88,480	89,694	89,914	90,005	90,002	89,999	-3
Trade, transportation, and utilities	25,687	25,917	25,828	25,940	25,581	25,854	25,922	25,910	25,858	25,855	-3
Wholesale trade	5,684.8	5,759.0	5,741.2	5,745.2	5,674.7	5,722.3	5,729.8	5,733.9	5,734.5	5,735.8	1.3
Durable goods	2,962.6	3,003.7	2,988.3	2,994.6	2,962.3	2,986.1	2,989.3	2,990.8	2,991.2	2,993.5	2.3
Nondurable goods	2,017.3	2,023.8	2,021.2	2,017.5	2,009.1	2,013.7	2,014.7	2,013.1	2,012.2	2,010.3	-1.9
Electronic markets and agents and brokers	704.9	731.5	731.7	733.1	703.3	722.5	725.8	730.0	731.1	732.0	.9
Retail trade	15,106.9	15,236.6	15,098.4	15,203.3	15,056.5	15,197.1	15,249.2	15,230.7	15,172.7	15,167.3	-5.4
Motor vehicle and parts dealers[1]	1,905.3	1,940.7	1,936.4	1,924.0	1,896.4	1,916.4	1,923.5	1,923.9	1,925.2	1,916.8	-8.4
Automobile dealers	1,249.3	1,262.2	1,264.3	1,253.1	1,245.0	1,252.6	1,257.3	1,255.7	1,258.1	1,249.4	-8.7
Furniture and home furnishings stores	564.5	564.0	564.0	569.4	562.3	566.1	568.4	567.6	569.0	567.4	-1.6
Electronics and appliance stores	520.9	524.0	527.1	539.5	520.2	524.5	529.2	532.3	533.9	535.6	1.7
Building material and garden supply stores	1,231.9	1,294.4	1,266.6	1,267.1	1,236.3	1,272.8	1,276.9	1,275.1	1,270.1	1,274.0	3.9
Food and beverage stores	2,832.1	2,836.1	2,805.6	2,823.9	2,830.2	2,840.2	2,842.5	2,828.5	2,813.9	2,822.7	8.8
Health and personal care stores	942.2	961.6	949.6	957.6	941.6	956.7	958.1	962.4	954.1	958.2	4.1
Gasoline stations	876.3	893.9	881.7	881.4	877.0	874.0	880.0	880.5	878.5	880.5	2.0
Clothing and clothing accessories stores	1,370.4	1,434.6	1,387.7	1,396.5	1,376.0	1,406.1	1,426.3	1,420.6	1,403.5	1,400.2	-3.3
Sporting goods, hobby, book, and music stores	645.3	626.3	626.4	641.1	638.0	636.3	637.2	636.7	625.7	634.5	8.8
General merchandise stores[1]	2,857.5	2,821.5	2,809.7	2,854.1	2,835.2	2,861.6	2,867.1	2,862.0	2,858.2	2,844.2	-14.0
Department stores	1,624.1	1,598.2	1,595.0	1,625.7	1,604.2	1,628.7	1,637.1	1,635.1	1,630.1	1,612.0	-18.1
Miscellaneous store retailers	928.5	925.9	917.5	917.3	920.5	924.0	922.2	920.0	917.1	912.1	-5.0
Nonstore retailers	432.0	413.6	424.1	431.4	422.8	418.4	419.8	421.1	423.5	421.1	-2.4
Transportation and warehousing	4,325.5	4,341.2	4,411.7	4,413.1	4,279.6	4,359.9	4,367.6	4,368.6	4,373.5	4,372.7	-.8
Air transportation	514.9	507.2	498.4	497.7	514.2	507.8	505.1	503.9	497.4	497.5	.1
Rail transportation	225.9	223.4	224.3	223.8	225.4	223.9	223.9	223.1	223.2	223.0	-.2
Water transportation	57.7	66.1	64.8	63.2	57.7	62.2	62.3	62.8	63.3	63.3	.0
Truck transportation	1,375.5	1,415.9	1,414.8	1,417.3	1,356.0	1,396.3	1,395.5	1,392.4	1,395.6	1,400.7	5.1
Transit and ground passenger transportation	404.0	325.0	404.3	409.6	389.3	381.9	389.8	391.1	394.3	394.2	-.1
Pipeline transportation	39.0	39.9	39.6	39.0	38.9	39.3	39.2	39.5	39.5	39.0	-.5
Scenic and sightseeing transportation	26.1	38.4	35.5	29.5	25.6	28.4	28.9	29.0	29.0	28.6	-.4
Support activities for transportation	542.8	559.6	561.2	561.9	539.9	554.5	556.0	554.3	557.3	550.4	-6.9
Couriers and messengers	563.8	581.6	580.0	585.5	564.4	582.3	582.4	586.8	586.9	588.9	2.0
Warehousing and storage	575.8	584.1	588.8	595.8	568.2	583.3	584.5	585.7	587.0	587.1	.1
Utilities	569.6	580.1	576.3	578.2	570.3	575.1	575.1	577.1	577.2	579.2	2.0
Information	3,125	3,164	3,144	3,130	3,131	3,146	3,146	3,147	3,152	3,137	-15
Publishing industries, except Internet	907.7	911.4	909.8	908.8	908.1	907.0	910.0	909.0	909.4	908.9	-.5
Motion picture and sound recording industries	389.6	407.0	397.5	386.1	395.3	393.1	392.2	396.0	402.2	391.6	-10.6
Broadcasting, except Internet	329.5	333.3	330.9	331.6	329.5	331.6	332.8	333.0	331.3	331.5	.2
Internet publishing and broadcasting	32.8	35.6	35.9	36.2	33.0	35.6	35.1	35.6	36.1	36.4	.3
Telecommunications	1,026.3	1,033.0	1,028.2	1,029.7	1,024.8	1,034.8	1,033.5	1,031.4	1,030.5	1,030.2	-.3
ISPs, search portals, and data processing	388.4	392.8	391.8	388.6	389.2	393.4	391.2	392.2	392.6	389.2	-3.4
Other information services	50.7	50.9	49.8	49.2	50.9	50.6	50.9	50.2	49.9	49.6	-.3
Financial activities	8,083	8,307	8,268	8,275	8,093	8,208	8,227	8,248	8,266	8,288	22
Finance and insurance	5,982.1	6,102.3	6,069.3	6,108.5	5,994.1	6,062.5	6,072.3	6,088.4	6,102.4	6,120.7	18.3
Monetary authorities - central bank	21.2	20.5	20.4	20.1	21.3	20.4	20.3	20.3	20.2	20.1	-.1
Credit intermediation and related activities[1]	2,841.1	2,940.2	2,934.4	2,945.1	2,847.9	2,915.4	2,922.5	2,931.2	2,943.8	2,954.9	11.1
Depository credit intermediation[1]	1,760.5	1,817.2	1,809.3	1,811.2	1,768.1	1,802.1	1,804.2	1,809.9	1,815.0	1,820.4	5.4
Commercial banking	1,263.2	1,321.5	1,314.2	1,314.4	1,268.3	1,311.0	1,311.9	1,315.3	1,318.0	1,321.1	3.1
Securities, commodity contracts, investments	774.7	795.0	792.9	794.3	777.3	786.5	788.1	791.5	793.7	796.4	2.7
Insurance carriers and related activities	2,261.8	2,261.3	2,257.2	2,264.2	2,264.1	2,254.6	2,255.7	2,258.2	2,260.0	2,264.0	4.0
Funds, trusts, and other financial vehicles	83.3	85.3	84.4	84.8	83.5	85.6	85.7	85.2	84.7	85.3	.6
Real estate and rental and leasing	2,100.9	2,204.3	2,178.2	2,166.0	2,099.2	2,145.0	2,154.6	2,161.5	2,163.9	2,166.8	2.9
Real estate	1,431.0	1,503.6	1,490.6	1,485.2	1,428.6	1,461.4	1,470.7	1,475.8	1,479.5	1,482.8	3.3
Rental and leasing services	645.4	674.1	661.1	653.7	646.3	658.1	658.1	659.6	658.0	657.2	-.8
Lessors of nonfinancial intangible assets	24.5	26.6	26.5	27.1	24.3	25.5	25.8	26.1	26.4	26.8	.4

See footnotes at end of table.

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

(In thousands)

Industry	Not seasonally adjusted				Seasonally adjusted						
	Oct. 2004	Aug. 2005	Sept. 2005[p]	Oct. 2005[p]	Oct. 2004	June 2005	July 2005	Aug. 2005	Sept. 2005[p]	Oct. 2005[p]	Change from: Sept. 2005-Oct. 2005[p]
Professional and business services	16,801	17,183	17,192	17,250	16,614	16,906	16,964	16,983	17,044	17,056	12
Professional and technical services[1]	6,801.2	6,962.4	6,930.8	6,971.1	6,835.3	6,950.9	6,974.3	6,986.2	7,001.9	7,008.8	6.9
Legal services	1,166.9	1,169.6	1,151.5	1,154.5	1,167.4	1,163.0	1,163.8	1,162.5	1,155.5	1,154.5	-1.0
Accounting and bookkeeping services	762.3	795.2	792.3	798.2	821.5	858.5	861.7	863.5	866.3	866.2	-.1
Architectural and engineering services	1,287.6	1,343.4	1,336.9	1,342.1	1,280.5	1,310.8	1,317.5	1,322.3	1,330.6	1,332.7	2.1
Computer systems design and related services	1,168.0	1,187.6	1,186.3	1,201.5	1,167.3	1,182.4	1,184.8	1,187.8	1,191.5	1,199.2	7.7
Management and technical consulting services	794.0	822.2	819.3	824.3	790.5	806.3	811.9	814.7	816.7	819.3	2.6
Management of companies and enterprises	1,718.9	1,743.2	1,727.0	1,732.3	1,715.3	1,735.7	1,735.8	1,735.9	1,730.5	1,735.1	4.6
Administrative and waste services	8,280.7	8,477.7	8,534.0	8,546.4	8,063.1	8,219.5	8,254.1	8,261.0	8,311.1	8,311.6	.5
Administrative and support services[1]	7,952.3	8,145.2	8,207.3	8,226.6	7,736.4	7,895.7	7,927.4	7,935.6	7,988.5	7,992.8	4.3
Employment services[1]	3,732.6	3,831.4	3,913.2	3,945.6	3,572.9	3,688.0	3,707.2	3,721.2	3,771.1	3,771.8	.7
Temporary help services	2,610.8	2,646.2	2,720.4	2,754.7	2,486.5	2,529.6	2,548.8	2,561.9	2,602.4	2,613.5	11.1
Business support services	761.4	745.8	745.9	754.9	755.9	751.4	751.7	751.0	750.9	748.5	-2.4
Services to buildings and dwellings	1,750.1	1,833.0	1,804.7	1,784.9	1,708.6	1,729.0	1,739.5	1,735.3	1,735.7	1,740.3	4.6
Waste management and remediation services	328.4	332.5	326.7	319.8	326.7	323.8	326.7	325.4	322.6	318.8	-3.8
Education and health services	17,251	17,045	17,365	17,633	17,081	17,336	17,377	17,418	17,451	17,462	11
Educational services	2,957.8	2,490.1	2,792.7	3,001.5	2,794.0	2,835.5	2,837.8	2,846.2	2,851.8	2,840.5	-11.3
Health care and social assistance	14,293.3	14,554.5	14,571.8	14,631.9	14,287.2	14,500.5	14,539.5	14,571.8	14,598.7	14,621.2	22.5
Health care[3]	12,137.6	12,389.1	12,370.7	12,411.4	12,135.3	12,300.3	12,337.4	12,363.5	12,385.8	12,402.6	16.8
Ambulatory health care services[1]	4,996.8	5,128.8	5,116.2	5,147.6	4,996.9	5,084.6	5,104.0	5,120.1	5,130.3	5,141.7	11.4
Offices of physicians	2,074.4	2,137.5	2,131.5	2,148.2	2,074.2	2,119.5	2,124.2	2,133.4	2,138.4	2,145.3	6.9
Outpatient care centers	447.9	462.8	464.8	466.2	449.5	456.7	461.2	462.5	465.5	466.9	1.4
Home health care services	786.0	809.0	806.6	813.6	782.7	804.1	807.3	808.9	809.8	811.5	1.7
Hospitals	4,310.6	4,401.1	4,395.0	4,402.0	4,311.2	4,374.5	4,384.2	4,391.4	4,397.4	4,403.0	5.6
Nursing and residential care facilities[1]	2,828.2	2,859.2	2,859.5	2,861.8	2,827.2	2,841.2	2,849.2	2,852.0	2,858.1	2,857.9	-.2
Nursing care facilities	1,578.9	1,581.1	1,579.6	1,577.8	1,576.8	1,573.2	1,575.9	1,575.9	1,576.3	1,574.7	-1.6
Social assistance[1]	2,155.7	2,165.4	2,201.1	2,220.5	2,151.9	2,200.2	2,202.1	2,208.3	2,212.9	2,218.6	5.7
Child day care services	782.4	748.4	790.3	805.9	772.8	793.2	792.7	791.6	792.7	796.9	4.2
Leisure and hospitality	12,494	13,408	12,963	12,701	12,546	12,765	12,801	12,830	12,767	12,749	-18
Arts, entertainment, and recreation	1,788.6	2,106.9	1,917.7	1,794.5	1,834.4	1,830.6	1,834.8	1,840.2	1,833.8	1,833.8	-.0
Performing arts and spectator sports	367.5	391.3	380.0	360.4	364.4	364.1	363.8	363.7	362.6	357.6	-5.0
Museums, historical sites, zoos, and parks	118.3	127.1	120.6	118.2	118.2	117.5	117.6	117.1	119.0	117.4	-1.6
Amusements, gambling, and recreation	1,302.8	1,588.5	1,417.1	1,315.9	1,351.8	1,349.0	1,353.4	1,359.4	1,352.2	1,358.8	6.6
Accommodations and food services	10,705.0	11,301.1	11,045.7	10,906.0	10,712.0	10,934.2	10,965.8	10,989.3	10,932.7	10,914.8	-17.9
Accommodations	1,782.6	1,966.2	1,861.5	1,809.4	1,800.6	1,830.0	1,829.1	1,831.4	1,832.5	1,829.1	-3.4
Food services and drinking places	8,922.4	9,334.9	9,184.2	9,096.6	8,911.4	9,104.2	9,136.7	9,157.9	9,100.2	9,085.7	-14.5
Other services	5,423	5,516	5,449	5,434	5,434	5,479	5,477	5,469	5,464	5,452	-12
Repair and maintenance	1,227.6	1,245.3	1,234.1	1,230.4	1,227.9	1,244.1	1,244.3	1,239.4	1,234.7	1,232.3	-2.4
Personal and laundry services	1,267.5	1,287.5	1,280.8	1,276.7	1,267.8	1,283.2	1,280.1	1,281.2	1,282.6	1,281.3	-1.3
Membership associations and organizations	2,928.0	2,983.1	2,934.4	2,927.2	2,938.1	2,951.7	2,952.2	2,948.8	2,946.6	2,938.3	-8.3
Government	22,018	20,664	21,693	22,207	21,700	21,760	21,817	21,849	21,857	21,867	10
Federal	2,722	2,731	2,723	2,711	2,723	2,719	2,719	2,718	2,717	2,713	-4
Federal, except U.S. Postal Service	1,940.6	1,952.0	1,944.3	1,932.5	1,940.1	1,937.6	1,937.5	1,936.5	1,936.4	1,933.6	-2.8
U.S. Postal Service	781.2	778.7	778.7	778.7	782.5	781.2	781.1	781.1	780.7	779.8	-.9
State government	5,143	4,756	5,034	5,179	5,007	5,026	5,034	5,033	5,041	5,041	0
State government education	2,410.6	1,985.9	2,291.7	2,446.1	2,268.4	2,278.2	2,283.5	2,287.3	2,297.6	2,299.7	2.1
State government, excluding education	2,732.0	2,770.1	2,742.7	2,732.4	2,738.2	2,747.6	2,750.9	2,745.3	2,743.3	2,741.5	-1.8
Local government	14,153	13,177	13,936	14,317	13,970	14,015	14,064	14,098	14,099	14,113	14
Local government education	8,040.3	6,825.8	7,739.3	8,142.2	7,810.8	7,830.3	7,873.9	7,899.7	7,889.0	7,899.3	10.3
Local government, excluding education	6,113.0	6,351.1	6,196.7	6,174.5	6,159.3	6,184.9	6,190.1	6,198.7	6,210.0	6,213.5	3.5

[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.

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

Industry	Not seasonally adjusted				Seasonally adjusted						
	Oct. 2004	Aug. 2005	Sept. 2005p	Oct. 2005p	Oct. 2004	June 2005	July 2005	Aug. 2005	Sept. 2005p	Oct. 2005p	Change from: Sept. 2005-Oct. 2005p
Total private	33.8	33.9	33.8	34.0	33.8	33.7	33.7	33.7	33.8	33.8	0.0
Goods-producing	40.1	40.3	40.6	40.6	39.9	39.9	39.9	39.9	39.9	40.3	.4
Natural resources and mining	45.4	46.5	46.3	46.3	44.8	45.6	45.9	46.0	45.7	45.7	.0
Construction	38.7	39.3	39.4	39.0	38.2	38.5	38.2	38.3	38.2	38.5	.3
Manufacturing	40.7	40.6	41.0	41.2	40.7	40.4	40.5	40.5	40.6	41.0	.4
Overtime hours	4.7	4.7	4.8	4.7	4.5	4.4	4.5	4.5	4.5	4.5	.0
Durable goods	41.2	41.1	41.5	41.9	41.2	40.9	41.0	41.1	41.1	41.6	.5
Overtime hours	4.8	4.7	4.9	4.9	4.7	4.4	4.6	4.7	4.6	4.7	.1
Wood products	40.4	40.0	40.2	41.2	40.3	39.5	39.6	39.5	39.9	40.9	1.0
Nonmetallic mineral products	42.8	42.2	42.7	43.5	42.4	41.7	41.6	41.6	41.9	42.9	1.0
Primary metals	42.8	42.8	43.5	43.6	43.0	42.7	43.1	43.1	43.3	43.6	.3
Fabricated metal products	41.2	40.7	41.1	41.8	41.1	40.7	40.8	40.8	40.7	41.5	.8
Machinery	42.0	41.6	42.0	42.3	42.2	41.9	42.1	42.0	41.8	42.4	.6
Computer and electronic products	40.2	39.6	40.4	40.8	40.1	39.8	40.1	39.7	40.0	40.5	.5
Electrical equipment and appliances	40.8	40.8	41.6	42.3	40.6	40.2	40.9	40.9	41.2	41.6	.4
Transportation equipment	42.4	42.7	43.0	43.0	42.3	42.2	42.2	42.8	42.5	42.8	.3
Motor vehicles and parts[2]	42.4	42.7	43.2	43.1	42.2	42.0	41.9	42.9	42.6	42.8	.2
Furniture and related products	38.9	39.5	39.9	38.9	39.2	39.3	39.3	39.1	39.4	39.2	-.2
Miscellaneous manufacturing	38.4	38.7	38.8	39.8	38.4	38.7	38.2	38.8	38.9	39.7	.8
Nondurable goods	39.9	39.7	40.3	40.2	39.9	39.7	39.7	39.7	39.9	40.0	.1
Overtime hours	4.5	4.5	4.8	4.5	4.3	4.3	4.3	4.3	4.3	4.3	.0
Food manufacturing	39.3	39.2	39.4	39.0	39.0	38.8	39.0	38.8	38.7	38.7	.0
Beverages and tobacco products	38.3	40.4	39.7	41.0	38.6	40.0	39.9	40.0	39.4	41.3	1.9
Textile mills	39.8	39.9	40.4	40.2	40.1	40.3	40.2	40.0	40.1	40.4	.3
Textile product mills	39.2	38.5	38.8	38.6	39.1	38.1	38.2	38.6	38.4	38.5	.1
Apparel	35.9	35.9	35.8	35.9	36.0	35.4	35.3	35.7	35.7	35.9	.2
Leather and allied products	38.5	38.4	38.5	38.7	38.4	38.6	39.3	38.5	38.4	38.4	.0
Paper and paper products	42.2	42.2	43.1	43.3	42.1	42.2	42.2	42.5	42.8	43.1	.3
Printing and related support activities	38.5	38.3	39.2	38.9	38.3	38.2	38.4	38.4	38.7	38.6	-.1
Petroleum and coal products	45.1	44.7	48.2	46.7	45.0	45.6	45.4	45.3	47.2	46.4	-.8
Chemicals	42.5	41.5	41.9	42.6	42.7	42.1	42.0	41.7	42.1	42.7	.6
Plastics and rubber products	40.1	39.8	40.6	40.3	40.1	39.6	39.6	39.9	40.2	40.1	-.1
Private service-providing	32.4	32.5	32.4	32.6	32.4	32.4	32.4	32.4	32.4	32.4	.0
Trade, transportation, and utilities	33.5	33.6	33.5	33.5	33.6	33.3	33.3	33.3	33.3	33.3	.0
Wholesale trade	37.7	37.5	37.8	38.1	37.7	37.6	37.6	37.5	37.7	37.7	.0
Retail trade	30.7	30.9	30.7	30.5	30.8	30.5	30.5	30.5	30.5	30.5	.0
Transportation and warehousing	37.5	37.1	36.8	37.0	37.5	37.0	37.0	36.9	36.5	36.6	.1
Utilities	41.0	41.0	41.8	41.5	40.8	41.2	41.2	41.1	41.4	41.3	-.1
Information	36.3	36.6	36.5	36.9	36.3	36.4	36.6	36.5	36.6	36.6	.0
Financial activities	35.5	35.9	35.8	36.6	35.7	36.0	36.1	36.0	36.1	36.1	.0
Professional and business services	34.2	34.3	34.3	34.5	34.3	34.1	34.3	34.2	34.3	34.3	.0
Education and health services	32.4	32.6	32.6	32.7	32.5	32.6	32.7	32.5	32.7	32.6	-.1
Leisure and hospitality	25.6	26.4	25.4	25.8	25.7	25.8	25.7	25.7	25.7	25.7	.0
Other services	30.9	31.1	30.9	31.1	30.9	31.0	31.0	30.9	30.9	30.9	.0

[1] Data relate to production workers in natural resources and mining and manufacturing, construction workers in construction, and nonsupervisory workers in the service-providing industries. These groups account for approximately four-fifths of the total employment on private nonfarm payrolls.

[2] Includes motor vehicles, motor vehicle bodies and trailers, and motor vehicle parts.

p = preliminary.

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

Industry	Average hourly earnings				Average weekly earnings			
	Oct. 2004	Aug. 2005	Sept. 2005p	Oct. 2005p	Oct. 2004	Aug. 2005	Sept. 2005p	Oct. 2005p
Total private	$15.82	$16.06	$16.22	$16.34	$534.72	$544.43	$548.24	$555.56
Seasonally adjusted	15.81	16.17	16.19	16.27	534.38	544.93	547.22	549.93
Goods-producing	17.39	17.71	17.76	17.81	697.34	713.71	721.06	723.09
Natural resources and mining	18.07	18.78	18.87	18.87	820.38	873.27	873.68	873.68
Construction	19.47	19.60	19.69	19.75	753.49	770.28	775.79	770.25
Manufacturing	16.26	16.60	16.64	16.70	661.78	673.96	682.24	688.04
Durable goods	16.98	17.42	17.45	17.51	699.58	715.96	724.18	733.67
Wood products	13.03	13.02	13.07	13.12	526.41	520.80	525.41	540.54
Nonmetallic mineral products	16.38	16.84	16.72	16.64	701.06	710.65	713.94	723.84
Primary metals	18.73	19.00	19.07	18.98	801.64	813.20	829.55	827.53
Fabricated metal products	15.38	15.88	15.93	15.89	633.66	646.32	654.72	664.20
Machinery	16.84	16.99	17.00	17.03	707.28	706.78	714.00	720.37
Computer and electronic products	17.52	18.61	18.67	18.63	704.30	736.96	754.27	760.10
Electrical equipment and appliances	15.05	15.33	15.40	15.50	614.04	625.46	640.64	655.65
Transportation equipment	21.78	22.28	22.32	22.69	923.47	951.36	959.76	975.67
Furniture and related products	13.27	13.47	13.56	13.43	516.20	532.07	541.04	522.43
Miscellaneous manufacturing	13.92	14.13	14.08	13.98	534.53	546.83	546.30	556.40
Nondurable goods	15.11	15.24	15.32	15.33	602.89	605.03	617.40	616.27
Food manufacturing	12.94	12.99	13.12	13.06	508.54	509.21	516.93	509.34
Beverages and tobacco products	19.18	18.42	18.46	18.05	734.59	744.17	732.86	740.05
Textile mills	12.11	12.44	12.33	12.31	481.98	496.36	498.13	494.86
Textile product mills	11.42	11.75	11.76	11.83	447.66	452.38	456.29	456.64
Apparel	9.97	10.21	10.31	10.24	357.92	366.54	369.10	367.62
Leather and allied products	11.58	11.55	11.71	11.64	445.83	443.52	450.84	450.47
Paper and paper products	17.93	17.92	17.94	18.10	756.65	756.22	773.21	783.73
Printing and related support activities	15.95	15.81	15.96	15.93	614.08	605.52	625.63	619.68
Petroleum and coal products	24.33	24.11	24.38	24.76	1,097.28	1,077.72	1,175.12	1,156.29
Chemicals	19.42	19.71	19.80	19.87	825.35	817.97	829.62	846.46
Plastics and rubber products	14.55	14.91	14.84	14.74	583.46	593.42	602.50	594.02
Private service-providing	15.40	15.62	15.80	15.94	498.96	507.65	511.92	519.64
Trade, transportation, and utilities	14.69	14.95	15.04	15.10	492.12	502.32	503.84	505.85
Wholesale trade	17.75	18.16	18.31	18.47	669.18	681.00	692.12	703.71
Retail trade	12.17	12.37	12.36	12.38	373.62	382.23	379.45	377.59
Transportation and warehousing	16.59	16.81	16.85	16.86	622.13	623.65	620.08	623.82
Utilities	26.02	26.65	27.09	27.17	1,066.82	1,092.65	1,132.36	1,127.56
Information	21.69	22.14	22.48	22.81	787.35	810.32	820.52	841.69
Financial activities	17.68	17.92	18.07	18.24	627.64	643.33	646.91	667.58
Professional and business services	17.54	17.88	17.99	18.36	599.87	613.28	617.06	633.42
Education and health services	16.30	16.73	16.82	16.82	528.12	545.40	548.33	550.01
Leisure and hospitality	9.02	9.05	9.22	9.26	230.91	238.92	234.19	238.91
Other services	14.06	14.19	14.28	14.33	434.45	441.31	441.25	445.66

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

p = preliminary.

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

Industry	Oct. 2004	June 2005	July 2005	Aug. 2005	Sept. 2005P	Oct. 2005P	Percent change from: Sept. 2005-Oct. 2005P
Total private:							
Current dollars	$15.81	$16.07	$16.14	$16.17	$16.19	$16.27	0.5
Constant (1982) dollars[2]	8.22	8.21	8.20	8.16	8.06	N.A.	([3])
Goods-producing	17.32	17.58	17.60	17.67	17.64	17.74	.6
Natural resources and mining	18.10	18.66	18.74	18.87	18.92	18.93	.1
Construction	19.34	19.43	19.52	19.51	19.53	19.60	.4
Manufacturing	16.27	16.55	16.55	16.65	16.59	16.70	.7
Excluding overtime[4]	15.42	15.70	15.68	15.77	15.72	15.83	.7
Durable goods	16.97	17.32	17.34	17.46	17.38	17.50	.7
Nondurable goods	15.15	15.29	15.25	15.30	15.28	15.36	.5
Private service-providing	15.40	15.67	15.76	15.77	15.80	15.88	.5
Trade, transportation, and utilities	14.69	14.91	15.04	15.02	15.00	15.06	.4
Wholesale trade	17.78	18.11	18.25	18.24	18.32	18.39	.4
Retail trade	12.16	12.35	12.47	12.43	12.33	12.39	.5
Transportation and warehousing	16.61	16.69	16.76	16.81	16.83	16.83	.0
Utilities	26.00	26.37	27.00	26.90	26.98	27.13	.6
Information	21.59	22.08	22.18	22.26	22.40	22.64	1.1
Financial activities	17.71	17.90	17.99	17.97	18.07	18.13	.3
Professional and business services	17.63	17.98	18.05	18.09	18.09	18.29	1.1
Education and health services	16.31	16.67	16.73	16.75	16.79	16.82	.2
Leisure and hospitality	8.99	9.10	9.13	9.16	9.21	9.22	.1
Other services	14.08	14.22	14.25	14.28	14.28	14.32	.3

[1] See footnote 1, table B-2.
[2] The Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) is used to deflate this series.
[3] Change was -1.2 percent from Aug. 2005 to Sept. 2005, the latest month available.
[4] Derived by assuming that overtime hours are paid at the rate of time and one-half.
N.A. = not available.
P = preliminary.

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

(2002=100)

Industry	Not seasonally adjusted				Seasonally adjusted						
	Oct. 2004	Aug. 2005	Sept. 2005[P]	Oct. 2005[P]	Oct. 2004	June 2005	July 2005	Aug. 2005	Sept. 2005[P]	Oct. 2005[P]	Percent change from: Sept. 2005-Oct. 2005[P]
Total private	101.9	104.6	103.7	104.5	101.2	102.5	102.8	102.9	103.2	103.2	0.0
Goods-producing	99.2	101.5	101.8	102.0	97.2	98.1	98.1	98.3	98.4	99.7	1.3
Natural resources and mining	109.5	121.1	120.6	121.1	105.9	114.9	115.9	116.8	116.6	117.3	.6
Construction	108.2	115.1	114.1	113.3	103.0	106.6	105.9	106.6	106.6	108.0	1.3
Manufacturing	94.9	94.6	95.3	96.0	94.4	93.5	93.7	93.8	93.9	95.1	1.3
Durable goods	95.7	96.3	97.0	98.5	95.5	95.2	95.5	96.0	95.9	97.6	1.8
Wood products	102.0	100.9	101.5	103.5	101.0	98.2	98.3	98.1	99.6	101.9	2.3
Nonmetallic mineral products	101.6	99.2	100.1	101.7	99.1	96.0	95.1	95.3	95.8	98.3	2.6
Primary metals	92.8	92.1	94.1	94.8	93.3	92.0	93.1	93.0	93.7	94.8	1.2
Fabricated metal products	99.3	98.9	99.8	101.7	98.8	98.6	99.0	99.0	98.8	100.7	1.9
Machinery	96.2	97.0	98.3	99.3	97.2	98.0	99.1	98.7	98.4	100.2	1.8
Computer and electronic products	90.6	96.1	98.6	100.3	90.3	94.3	96.1	96.1	97.6	99.4	1.8
Electrical equipment and appliances	89.0	88.1	89.3	90.5	88.5	86.7	88.4	88.3	88.4	89.2	.9
Transportation equipment	96.4	97.2	96.9	99.2	96.1	95.9	95.0	97.3	95.7	98.6	3.0
Motor vehicles and parts[2]	96.5	94.3	96.9	96.5	96.1	93.0	90.9	94.7	95.5	95.7	.2
Furniture and related products	92.3	91.9	92.1	89.4	93.2	91.3	91.0	90.5	91.0	90.2	-.9
Miscellaneous manufacturing	91.5	91.2	90.9	93.5	91.1	90.5	89.7	91.1	91.1	92.8	1.9
Nondurable goods	93.4	91.6	92.8	92.2	92.6	90.8	90.8	90.5	90.9	91.0	.1
Food manufacturing	99.7	99.4	99.0	97.8	96.6	96.0	96.5	95.7	95.1	95.1	.0
Beverages and tobacco products	89.3	99.3	98.9	102.8	88.1	94.6	94.8	95.5	95.0	101.3	6.6
Textile mills	77.5	71.7	72.4	70.9	78.1	73.3	72.8	71.7	71.4	71.2	-.3
Textile product mills	92.1	92.5	93.6	93.6	92.8	90.9	92.0	93.1	93.5	94.1	.6
Apparel	72.7	65.6	66.2	63.4	72.4	65.4	65.8	64.7	64.4	63.1	-2.0
Leather and allied products	87.1	86.9	87.6	87.8	86.4	85.3	87.8	86.8	86.9	86.6	-.3
Paper and paper products	90.2	89.8	91.5	91.3	89.7	89.4	89.4	90.0	90.4	90.7	.3
Printing and related support activities	94.0	91.7	93.9	93.5	93.2	91.6	91.9	91.7	92.6	92.4	-.2
Petroleum and coal products	108.0	106.5	112.8	107.8	106.3	107.0	105.5	104.7	108.1	106.0	-1.9
Chemicals	98.2	94.8	95.1	96.8	99.3	96.2	95.9	95.1	95.9	97.2	1.4
Plastics and rubber products	94.1	91.6	94.0	93.5	93.8	91.2	91.1	91.8	92.8	92.7	-.1
Private service-providing	102.6	105.4	104.5	105.3	102.1	103.9	104.2	104.2	104.2	104.2	.0
Trade, transportation, and utilities	100.4	102.1	101.4	101.9	100.2	100.9	101.2	101.2	100.8	100.9	.1
Wholesale trade	99.6	101.4	101.9	102.7	99.3	100.7	100.9	100.8	101.4	101.4	.0
Retail trade	99.8	101.6	99.8	100.0	99.8	100.1	100.5	100.3	99.7	99.7	.0
Transportation and warehousing	105.1	104.7	105.9	106.6	103.9	105.1	105.1	105.0	104.0	104.3	.3
Utilities	94.9	97.7	98.9	98.3	94.5	96.9	97.0	97.3	98.1	98.0	-.1
Information	99.8	103.7	103.0	103.7	100.3	102.6	103.3	103.0	104.0	103.4	-.6
Financial activities	102.4	106.6	105.6	108.1	103.2	105.4	106.0	106.0	106.5	106.8	.3
Professional and business services	105.0	108.5	108.4	109.3	103.9	105.7	106.7	106.6	107.3	107.3	.0
Education and health services	105.0	104.4	106.2	108.1	104.3	106.2	106.8	106.3	107.1	106.8	-.3
Leisure and hospitality	102.9	114.5	106.2	105.5	103.7	106.0	105.9	105.9	105.7	105.7	.0
Other services	96.4	99.1	97.0	97.2	96.5	98.1	98.1	97.5	97.4	97.1	-.3

[1] See footnote 1, table B-2.
[2] Includes motor vehicles, motor vehicle bodies and trailers, and motor vehicle parts.
[P] = preliminary.
NOTE: The indexes of aggregate weekly hours are calculated by dividing the current month's estimates of aggregate hours by the corresponding 2002 annual average levels. Aggregate hours estimates are the product of estimates of average weekly hours and production or nonsupervisory worker employment.

Table B-6. Indexes of aggregate weekly payrolls of production or nonsupervisory workers[1] on private nonfarm payrolls by industry sector and selected industry detail

(2002=100)

Industry	Not seasonally adjusted				Seasonally adjusted						
	Oct. 2004	Aug. 2005	Sept. 2005[p]	Oct. 2005[p]	Oct. 2004	June 2005	July 2005	Aug. 2005	Sept. 2005[p]	Oct. 2005[p]	Percent change from: Sept. 2005-Oct. 2005[p]
Total private	107.9	112.3	112.5	114.2	107.1	110.3	111.0	111.3	111.8	112.4	0.5
Goods-producing	105.7	110.1	110.7	111.3	103.1	105.6	105.7	106.4	106.3	108.3	1.9
Natural resources and mining	115.1	132.2	132.3	132.9	111.5	124.6	126.3	128.2	128.3	129.1	.6
Construction	113.7	121.8	121.3	120.8	107.5	111.9	111.6	112.3	112.5	114.3	1.6
Manufacturing	100.9	102.7	103.7	104.9	100.5	101.2	101.4	102.1	101.9	103.9	2.0
Durable goods	101.5	104.7	105.7	107.7	101.2	103.0	103.3	104.6	104.1	106.6	2.4
Nondurable goods	99.7	98.6	100.4	99.9	99.1	98.1	97.9	97.9	98.2	98.8	.6
Private service-providing	108.6	113.1	113.4	115.3	108.0	111.8	112.8	112.9	113.1	113.7	.5
Trade, transportation, and utilities	105.2	108.9	108.7	109.8	105.1	107.4	108.6	108.4	107.9	108.4	.5
Wholesale trade	104.1	108.5	109.9	111.8	104.0	107.5	108.5	108.3	109.4	109.8	.4
Retail trade	104.1	107.8	105.7	106.2	104.0	106.0	107.4	106.8	105.3	105.9	.6
Transportation and warehousing	110.6	111.7	113.2	114.0	109.5	111.2	111.8	112.0	111.0	111.4	.4
Utilities	103.0	108.6	111.9	111.5	102.5	106.7	109.3	109.2	110.4	110.9	.5
Information	107.1	113.7	114.6	117.1	107.2	112.2	113.4	113.5	115.3	115.8	.4
Financial activities	112.0	118.1	118.0	122.0	113.0	116.7	117.9	117.7	119.0	119.7	.6
Professional and business services	109.6	115.4	116.0	119.4	109.0	113.0	114.6	114.8	115.5	116.7	1.0
Education and health services	112.5	114.8	117.5	119.6	111.8	116.4	117.5	117.1	118.2	118.1	-.1
Leisure and hospitality	108.2	120.9	114.1	113.9	108.7	112.5	112.8	113.1	113.5	113.6	.1
Other services	98.7	102.5	101.0	101.5	99.0	101.6	101.9	101.4	101.3	101.3	.0

[1] See footnote 1, table B-2.
[p] = preliminary.
NOTE: The indexes of aggregate weekly payrolls are calculated by dividing the current month's estimates of aggregate payrolls by the corresponding 2002 annual average levels. Aggregate payroll estimates are the product of estimates of average hourly earnings, average weekly hours, and production or nonsupervisory worker employment.

Table B-7. Diffusion indexes of employment change

(Percent)

Time span	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
	Private nonfarm payrolls, 278 industries [1]											
Over 1-month span:												
2001	49.5	47.7	48.6	32.7	42.4	40.8	36.7	39.0	37.6	33.6	36.9	37.1
2002	41.0	35.6	39.7	39.2	40.5	47.7	42.8	43.0	42.1	39.0	41.5	35.1
2003	44.4	38.7	35.3	41.4	39.4	39.9	42.1	39.4	50.4	48.9	50.0	50.5
2004	50.9	53.4	66.0	67.3	64.6	59.7	55.4	53.8	57.6	58.6	54.7	54.3
2005	54.1	61.2	53.1	61.7	57.4	54.7	58.8	54.9	P 52.2	P 50.2		
Over 3-month span:												
2001	53.2	49.8	49.8	42.3	38.1	34.2	37.8	37.6	34.7	35.4	30.8	32.0
2002	35.3	37.9	36.5	34.2	34.4	39.4	40.6	44.1	37.8	37.1	35.8	36.7
2003	38.3	35.4	33.3	33.5	36.5	41.7	37.8	37.4	43.2	46.4	48.6	50.2
2004	52.5	53.8	56.7	69.4	75.4	71.2	63.5	56.8	57.4	59.9	59.7	56.3
2005	58.5	60.3	63.7	62.4	59.4	64.2	61.3	60.4	P 57.0	P 48.6		
Over 6-month span:												
2001	53.1	50.9	52.0	45.5	43.0	39.7	38.5	33.6	33.5	34.2	33.6	30.9
2002	29.5	29.9	32.0	31.7	30.9	37.4	37.1	38.7	35.3	36.0	37.9	35.1
2003	32.7	32.2	31.3	31.3	33.1	37.6	33.6	32.2	40.3	43.7	46.4	49.3
2004	47.3	50.4	54.9	62.6	64.4	69.6	67.3	68.9	64.6	62.2	59.7	55.9
2005	60.3	62.8	63.7	62.2	62.6	63.1	64.0	61.5	P 61.0	P 54.1		
Over 12-month span:												
2001	59.5	59.5	53.4	49.3	48.6	45.0	43.3	43.9	39.9	37.8	37.1	34.9
2002	33.6	31.7	30.2	30.4	30.2	29.1	32.0	31.3	30.0	29.5	32.9	34.7
2003	34.5	31.5	32.9	33.5	34.2	35.1	32.7	33.1	37.1	36.7	37.2	39.2
2004	40.3	42.1	44.8	48.7	52.0	56.7	57.4	57.6	60.3	62.1	64.6	64.0
2005	61.2	64.7	64.2	65.8	63.8	60.4	63.8	67.3	P 62.6	P 59.0		
	Manufacturing payrolls, 84 industries [1]											
Over 1-month span:												
2001	22.0	17.3	22.0	17.9	16.1	22.6	13.1	15.5	18.5	17.3	14.9	11.9
2002	18.0	19.6	22.0	32.1	26.2	31.0	35.7	23.2	28.6	15.5	18.5	16.7
2003	35.1	19.0	19.0	11.9	19.6	20.8	22.6	24.4	32.7	35.1	39.9	42.9
2004	39.3	49.4	50.0	65.5	60.1	51.8	60.7	48.8	42.9	42.3	46.4	44.6
2005	42.3	44.6	41.1	47.6	44.0	33.9	50.0	39.9	P 44.6	P 41.7		
Over 3-month span:												
2001	32.7	20.8	16.7	14.3	14.3	11.9	11.9	9.5	7.7	12.5	11.3	9.5
2002	10.7	11.9	11.3	17.9	14.9	20.2	25.6	23.8	20.2	13.7	8.9	9.5
2003	16.1	14.3	12.5	8.9	10.7	10.7	14.3	15.5	18.5	27.4	31.5	35.1
2004	42.3	43.5	42.9	58.3	69.0	69.6	62.5	53.6	52.4	44.6	45.2	35.7
2005	45.2	42.9	52.4	46.4	41.7	38.7	41.1	36.9	P 42.9	P 35.7		
Over 6-month span:												
2001	22.6	24.4	21.4	19.6	14.3	11.9	13.1	11.3	10.7	7.1	7.7	5.4
2002	6.0	8.3	8.3	9.5	7.1	13.1	12.5	11.3	14.3	8.3	8.3	7.7
2003	12.5	10.1	7.1	8.3	11.3	10.7	4.8	10.1	13.1	16.7	19.6	26.8
2004	27.4	29.8	33.3	47.0	52.4	57.1	60.1	58.9	58.9	50.6	45.2	42.9
2005	43.5	44.0	42.3	39.3	38.7	36.9	36.9	34.5	P 38.7	P 40.5		
Over 12-month span:												
2001	29.8	32.1	20.8	19.0	13.1	12.5	10.7	11.9	11.9	10.1	8.3	6.0
2002	7.1	6.0	6.0	6.5	7.1	3.6	4.8	6.0	4.8	7.1	4.8	8.3
2003	10.7	6.0	6.5	6.0	8.3	7.1	7.1	8.3	10.7	10.7	9.5	10.7
2004	13.1	14.3	13.1	19.0	25.6	34.5	43.5	40.5	45.8	48.2	49.4	46.4
2005	45.2	45.8	47.6	44.6	42.3	39.3	39.3	38.7	P 31.5	P 37.5		

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

P= preliminary.

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

U. S. Department of Labor

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

NOV 30 2005

The Honorable Jim Saxton
U.S. House of Representatives
2217 Rayburn House Office Building
Washington, D.C. 20515

Dear Congressman Saxton:

At the November 4 hearing of the Joint Economic Committee, I was asked if the Bureau of Labor Statistics had any studies on earnings of women and men.

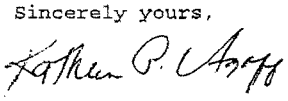
I am pleased to provide you with a copy of *Highlights of Women's Earnings in 2004* which was released on October 7. This annual report presents earnings for wage and salary workers from the Current Population Survey (CPS), a monthly survey of about 60,000 households.

In 2004, median weekly earnings for women who were full-time wage and salary workers were $573, or 80 percent of the $713 median for their male counterparts. This ratio was about the same in 2003. In 1979, the first year in which comparable data were collected, women's earnings were 63 percent of men's. The updated *Highlights of Women's Earnings* provides 2004 earnings for women and men by various characteristics, including age, race, educational attainment, occupation, marital status, and presence of children. In addition to the 2004 earnings data, the report includes inflation-adjusted median earnings back to 1979.

Highlights of Women's Earnings in 2004 is available on the Internet at www.bls.gov/cps/cpswom2004.pdf.
In addition to this annual report, we also issue data on women's and men's earnings from the CPS in our quarterly news release, Usual Weekly Earnings of Wage and Salary Workers. A copy of the most recent release is enclosed for your information. The Bureau, of course, will continue to make these important data available in the future.

If you have any additional questions, you or your staff may contact Mr. Thomas Nardone, Assistant Commissioner for Current Employment Analysis at 202-691-6379.

Sincerely yours,



KATHLEEN P. UTGOFF
Commissioner

Enclosures

News United States Department of Labor

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USUAL WEEKLY EARNINGS OF WAGE AND SALARY WORKERS: THIRD QUARTER 2005

Median weekly earnings of the nation's 105.4 million full-time wage and salary workers were $649 in the third quarter of 2005, the Bureau of Labor Statistics of the U.S. Department of Labor reported today. This was 2.7 percent higher than a year earlier, compared with a gain of 3.8 percent in the Consumer Price Index for All Urban Consumers (CPI-U) over the same period.

Data on usual earnings are collected as part of the Current Population Survey, a nationwide sample survey of households in which respondents are asked, among other things, how much each wage and salary worker usually earns. (See the Explanatory Note.) Highlights from the third-quarter data are:

—Women who usually worked full time had median earnings of $585 per week, or 81.7 percent of the $716 median for men. The female-to-male earnings ratios were higher among blacks (95.5 percent) and Hispanics or Latinos (86.5 percent) than among whites (80.6 percent) or Asians (79.0 percent). (See table 1.)

—Median earnings for black men working at full-time jobs were $533 per week, 72.3 percent of the median for white men ($737). The difference was less among women, as black women's median earnings ($509) were 85.7 percent of those for their white counterparts ($594). Overall, median earnings of Hispanics or Latinos who worked full time ($462) were lower than those of blacks ($520), whites ($667), and Asians ($761). (See table 1.)

—Among men, those age 55 to 64 and age 45 to 54 had the highest median weekly earnings, $858 and $848, respectively. Among women, earnings were highest for 45- to 54-year-olds and 55- to 64-year-olds, $640 and $639, respectively. (See table 2.)

—Among the major occupational groups, persons employed full time in management, professional, and related occupations had the highest median weekly earnings—$1,103 for men and $812 for women. Men and women in service jobs earned the least. (See table 3.)

—Full-time workers age 25 and over without a high school diploma had median weekly earnings of $413, compared with $583 for high school graduates (no college) and $1,014 for college graduates holding at least a bachelor's degree. Among college graduates with advanced degrees (professional or master's degree and above), the highest-earning 10 percent of male workers made $2,729 or more per week, compared with $1,858 or more for their female counterparts. (See table 4.)

Explanatory Note

The estimates in this release were obtained from the Current Population Survey (CPS), which provides the basic information on the labor force, employment, and unemployment. The survey is conducted monthly for the Bureau of Labor Statistics by the U.S.Census Bureau from a scientifically selected national sample of about 60,000 households, with coverage in all 50 states and the District of Columbia. The earnings data are collected from one-quarter of the CPS monthly sample and are limited to wages and salaries. The data, therefore, exclude self-employment income.

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

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 information on estimating standard errors, see the "Explanatory Notes and Estimates of Error" section of *Employment and Earnings*.

Definitions

The principal definitions used in connection with the earnings series are described briefly below.

Usual weekly earnings. Data represent earnings before taxes and other deductions and include any overtime pay, commissions, or tips usually received (at the main job in the case of multiple jobholders.) Prior to 1994, respondents were asked how much they usually earned per week. Since January 1994, respondents have been asked to identify the easiest way for them to report earnings (hourly, weekly, biweekly, twice monthly, monthly, annually, other) and how much they usually earn in the reported time period. Earnings reported on a basis other than weekly are converted to a weekly equivalent. The term "usual" is as perceived by the respondent. If the respondent asks for a definition of usual, interviewers are instructed to define the term as more than half the weeks worked during the past 4 or 5 months.

Medians (and other quantiles) of weekly earnings. The median (or upper limit of the second quartile) is the amount which divides a given earnings distribution into two equal groups, one having earnings above the median and the other having earnings below the median. Ten percent of a given distribution have earnings below the upper limit of the first decile (90 percent have higher earnings); 25 percent have earnings below the upper limit of the first quartile (75 percent have higher earnings); 75 percent have earnings below the upper limit of the third quartile (25 percent have higher earnings); and 90 percent have earnings below the upper limit of the ninth decile (10 percent have higher earnings).

The estimating procedure places each reported or calculated weekly earnings value into $50-wide intervals which are centered around multiples of $50. The actual value is estimated through the linear interpolation of the interval in which the quantile boundary lies.

Over-the-year changes in the medians (and other quantile boundaries) for specific groups may not necessarily be consistent with the movements estimated for the overall quantile boundary. The most common reasons for this possible anomaly are: (1) There could be a change in the relative weights of the subgroups. For example, the medians of both 16-to-24 year olds and those 25 years and over may rise; but if the lower-earning 16-to-24 group accounts for a greatly increased share of the total, the overall median could actually fall. (2) There could be a large change in the shape of the distribution of reported earnings, particularly near a quantile boundary. This could be caused by survey observations that are clustered at rounded values, e.g., $250, $300, $400. An estimate lying in a $50-wide centered interval containing such a cluster or "spike" tends to change more slowly than one in other intervals.

Wage and salary workers. Workers who receive wages, salaries, commissions, tips, payment in kind, or piece rates. The group includes employees in both the private and public sectors but, for the purposes of the earnings series, excludes all self-employed persons, regardless of whether or not their businesses are incorporated.

Full-time workers. Workers who usually work 35 hours or more per week at their sole or principal job.

Part-time workers. Workers who usually work fewer than 35 hours per week at their sole or principal job.

Constant dollars. The Consumer Price Index for All Urban Consumers (CPI-U) is used to convert current dollars to constant (1982) dollars.

Hispanic or Latino ethnicity. This refers to persons who identified themselves in the enumeration process as being Spanish, Hispanic, or Latino. Persons whose ethnicity is identified as Hispanic or Latino may be of any race and, therefore, are classified by ethnicity as well as by race.

Table 1. Median usual weekly earnings of full-time wage and salary workers by selected characteristics, quarterly averages, not seasonally adjusted

Characteristic	Number of workers (in thousands)		Median weekly earnings			
			In current dollars		In constant (1982) dollars	
	III 2004	III 2005	III 2004	III 2005	III 2004	III 2005
SEX AND AGE						
Total, 16 years and over	102,325	105,428	$632	$649	$322	$318
Men, 16 years and over	57,898	59,778	704	716	358	351
16 to 24 years	6,865	7,017	400	407	204	200
25 years and over	51,033	52,761	759	768	386	377
Women, 16 years and over	44,427	45,649	571	585	291	287
16 to 24 years	5,083	5,022	371	379	189	186
25 years and over	39,344	40,627	602	615	306	301
RACE, HISPANIC OR LATINO ETHNICITY, AND SEX						
White	83,367	85,558	651	667	331	327
Men	48,172	49,557	721	737	367	361
Women	35,195	36,001	583	594	297	291
Black or African American	12,136	12,714	531	520	270	255
Men	5,757	6,159	570	533	290	261
Women	6,379	6,555	508	509	258	250
Asian	4,408	4,674	701	761	357	373
Men	2,581	2,665	801	834	408	409
Women	1,827	2,009	589	659	300	323
Hispanic or Latino	14,263	14,913	458	462	233	226
Men	9,155	9,581	477	483	243	237
Women	5,108	5,332	430	418	219	205

NOTE: Estimates for the above race groups (white, black or African American, and Asian) do not sum to totals because data are not presented for all races. In addition, persons whose ethnicity is identified as Hispanic or Latino may be of any race and, therefore, are classified by ethnicity as well as by race. Beginning in January 2005, data reflect revised population controls used in the household survey.

Table 2. Median usual weekly earnings of full-time wage and salary workers by age, race, Hispanic or Latino ethnicity, and sex, third quarter 2005 averages, not seasonally adjusted

Age, race, and Hispanic or Latino ethnicity	Total		Men		Women	
	Number of workers (in thousands)	Median weekly earnings	Number of workers (in thousands)	Median weekly earnings	Number of workers (in thousands)	Median weekly earnings
TOTAL						
16 years and over	105,428	$649	59,778	$716	45,649	$585
16 to 24 years	12,039	395	7,017	407	5,022	379
16 to 19 years	2,283	310	1,362	322	921	293
20 to 24 years	9,756	415	5,655	427	4,101	401
25 years and over	93,388	697	52,761	768	40,627	615
25 to 54 years	78,744	691	44,605	760	34,138	613
25 to 34 years	25,289	615	14,931	643	10,357	584
35 to 44 years	27,582	730	15,697	822	11,886	622
45 to 54 years	25,872	745	13,977	848	11,895	640
55 years and over	14,645	726	8,156	837	6,489	621
55 to 64 years	12,731	741	6,988	858	5,743	639
65 years and over	1,914	582	1,167	650	746	500
White						
16 years and over	85,558	667	49,557	737	36,001	594
16 to 24 years	9,920	398	5,906	411	4,015	379
25 years and over	75,638	717	43,652	792	31,986	625
25 to 54 years	63,356	712	36,706	782	26,650	623
55 years and over	12,282	743	6,946	871	5,336	636
Black or African American						
16 years and over	12,714	520	6,159	533	6,555	509
16 to 24 years	1,316	367	669	366	647	368
25 years and over	11,398	551	5,490	571	5,908	531
25 to 54 years	9,911	550	4,773	567	5,138	534
55 years and over	1,487	555	717	603	770	509
Asian						
16 years and over	4,674	761	2,665	834	2,009	659
16 to 24 years	349	408	194	405	155	412
25 years and over	4,325	790	2,471	872	1,855	690
25 to 54 years	3,722	795	2,125	871	1,597	692
55 years and over	603	770	345	877	257	684
Hispanic or Latino						
16 years and over	14,913	462	9,581	483	5,332	418
16 to 24 years	2,176	375	1,455	380	721	355
25 years and over	12,738	484	8,126	502	4,611	434
25 to 54 years	11,606	484	7,447	502	4,160	433
55 years and over	1,131	488	679	499	452	455

NOTE: Estimates for the above race groups (white, black or African American, and Asian) do not sum to totals because data are not presented for all races. In addition, persons whose ethnicity is identified as Hispanic or Latino may be of any race and, therefore, are classified by ethnicity as well as by race. Beginning in January 2005, data reflect revised population controls used in the household survey.

Table 3. Median usual weekly earnings of full-time wage and salary workers by occupation and sex, quarterly averages, not seasonally adjusted

Occupation and sex	Number of workers (in thousands)		Median weekly earnings	
	III 2004	III 2005	III 2004	III 2005
TOTAL				
Management, professional, and related occupations	35,684	37,060	$916	$935
Management, business, and financial operations occupations	14,421	14,891	958	992
Professional and related occupations	21,263	22,168	886	897
Service occupations	14,188	14,648	411	410
Sales and office occupations	25,399	25,936	566	570
Sales and related occupations	10,056	10,352	598	606
Office and administrative support occupations	15,343	15,584	549	550
Natural resources, construction, and maintenance occupations	11,680	12,288	613	618
Farming, fishing, and forestry occupations	777	903	363	352
Construction and extraction occupations	6,635	7,031	602	604
Installation, maintenance, and repair occupations	4,268	4,354	693	705
Production, transportation, and material moving occupations	15,375	15,496	520	524
Production occupations	8,561	8,453	519	516
Transportation and material moving occupations	6,814	7,043	521	541
Men				
Management, professional, and related occupations	17,719	18,305	1,111	1,103
Management, business, and financial operations occupations	7,926	8,186	1,169	1,147
Professional and related occupations	9,793	10,120	1,051	1,057
Service occupations	7,188	7,262	470	464
Sales and office occupations	9,691	10,153	668	682
Sales and related occupations	5,701	5,792	733	748
Office and administrative support occupations	3,990	4,361	606	616
Natural resources, construction, and maintenance occupations	11,247	11,734	618	622
Farming, fishing, and forestry occupations	655	719	366	361
Construction and extraction occupations	6,523	6,867	603	605
Installation, maintenance, and repair occupations	4,068	4,148	699	704
Production, transportation, and material moving occupations	12,054	12,324	575	577
Production occupations	6,058	6,090	591	594
Transportation and material moving occupations	5,995	6,234	548	556
Women				
Management, professional, and related occupations	17,965	18,754	776	812
Management, business, and financial operations occupations	6,494	6,706	799	860
Professional and related occupations	11,470	12,049	767	785
Service occupations	7,001	7,385	382	383
Sales and office occupations	15,708	15,783	516	514
Sales and related occupations	4,355	4,559	456	457
Office and administrative support occupations	11,354	11,223	533	530
Natural resources, construction, and maintenance occupations	433	554	434	471
Farming, fishing, and forestry occupations	121	184	357	324
Construction and extraction occupations	112	164	569	459
Installation, maintenance, and repair occupations	199	207	506	720
Production, transportation, and material moving occupations	3,321	3,173	398	418
Production occupations	2,502	2,363	394	416
Transportation and material moving occupations	819	810	406	429

NOTE: Beginning in January 2005, data reflect revised population controls used in the household survey.

Table 4. Quartiles and selected deciles of usual weekly earnings of full-time wage and salary workers by selected characteristics, third quarter 2005 averages, not seasonally adjusted

Characteristic	Number of workers (in thousands)	Upper limit of:				
		First decile	First quartile	Second quartile (median)	Third quartile	Ninth decile
SEX, RACE, AND HISPANIC OR LATINO ETHNICITY						
Total, 16 years and over	105,428	$306	$422	$649	$994	$1,484
Men	59,778	323	465	716	1,098	1,667
Women	45,649	289	392	585	862	1,246
White	85,558	311	435	667	1,016	1,524
Men	49,557	331	480	737	1,131	1,732
Women	36,001	290	398	594	873	1,264
Black or African American	12,714	281	368	520	783	1,129
Men	6,159	283	379	533	815	1,136
Women	6,555	279	359	509	760	1,123
Asian	4,674	335	488	761	1,172	1,762
Men	2,665	373	527	834	1,333	1,917
Women	2,009	304	433	659	993	1,440
Hispanic or Latino	14,913	269	329	462	674	1,016
Men	9,581	283	347	483	700	1,067
Women	5,332	244	307	418	628	919
EDUCATIONAL ATTAINMENT						
Total, 25 years and over	93,388	327	464	697	1,046	1,547
Less than a high school diploma	9,302	257	311	413	565	782
High school graduates, no college[1]	27,640	308	408	583	815	1,117
Some college or associate degree	25,655	345	476	678	950	1,290
Bachelor's degree and higher[2]	30,791	490	705	1,014	1,504	2,092
Bachelor's degree only	19,875	457	650	941	1,384	1,918
Advanced degree	10,916	597	809	1,157	1,694	2,320
Men, 25 years and over	52,761	355	505	768	1,158	1,760
Less than a high school diploma	6,381	281	336	461	621	851
High school graduates, no college[1]	16,126	341	465	650	908	1,210
Some college or associate degree	13,390	387	541	764	1,052	1,424
Bachelor's degree and higher[2]	16,865	524	786	1,168	1,759	2,401
Bachelor's degree only	10,982	496	734	1,081	1,587	2,264
Advanced degree	5,883	625	923	1,382	1,912	2,729
Women, 25 years and over	40,627	304	415	615	905	1,290
Less than a high school diploma	2,922	227	281	343	446	577
High-school graduates, no college[1]	11,514	281	366	491	669	919
Some college or associate degree	12,265	319	420	594	815	1,109
Bachelor's degree and higher[2]	13,927	458	637	874	1,223	1,641
Bachelor's degree only	8,893	427	596	812	1,143	1,554
Advanced degree	5,033	580	744	992	1,359	1,858

[1] Includes persons with a high school diploma or equivalent.
[2] Includes persons with bachelor's, master's, professional, and doctoral degrees.

NOTE: Ten percent of all full-time wage and salary workers earn less than the upper limit of the first decile; 25 percent earn less than the upper limit of the first quartile; 50 percent earn less than the upper limit of the second quartile, or median; 75 percent earn less than the upper limit of the third quartile; and 90 percent earn less than the upper limit of the ninth decile. Estimates for the above race groups (white, black or African American, and Asian) do not sum to totals because data are not presented for all races. In addition, persons whose ethnicity is identified as Hispanic or Latino may be of any race and, therefore, are classified by ethnicity as well as by race. Beginning in January 2005, data reflect revised population controls used in the household survey.

Table 5. Median usual weekly earnings of part-time wage and salary workers by selected characteristics, quarterly averages, not seasonally adjusted

Characteristic	Number of workers (in thousands)		Median weekly earnings	
	III 2004	III 2005	III 2004	III 2005
SEX AND AGE				
Total, 16 years and over	21,403	21,465	$199	$206
Men, 16 years and over	6,774	6,641	190	196
16 to 24 years	3,407	3,348	159	163
25 years and over	3,367	3,293	232	257
Women, 16 years and over	14,629	14,824	203	210
16 to 24 years	4,423	4,800	152	159
25 years and over	10,206	10,024	236	246
RACE, HISPANIC OR LATINO ETHNICITY, AND SEX				
White	18,038	18,076	200	207
Men	5,629	5,546	186	199
Women	12,408	12,530	206	212
Black or African American	2,026	2,001	189	193
Men	702	651	191	185
Women	1,324	1,350	188	197
Asian	842	845	217	209
Men	275	275	231	183
Women	567	571	206	223
Hispanic or Latino	2,416	2,497	189	198
Men	808	833	192	211
Women	1,607	1,664	187	191

NOTE: Estimates for the above race groups (white, black or African American, and Asian) do not sum to totals because data are not presented for all races. In addition, persons whose ethnicity is identified as Hispanic or Latino may be of any race and, therefore, are classified by ethnicity as well as by race. Beginning in January 2005, data reflect revised population controls used in the household survey.

Highlights of Women's Earnings in 2004

U.S. Department of Labor
U.S. Bureau of Labor Statistics
September 2005
Report 987

In 2004, median weekly earnings for women who were full-time wage and salary workers were $573, or 80 percent of the $713 median for their male counterparts. This ratio was about the same in 2003. In 1979, the first year of comparable earnings data, women earned 63 percent as much as men did. (See chart 1.)

The women's-to-men's earnings ratio varies significantly by demographic group. The ratio was about 89 percent for blacks and 87 percent for Hispanics or Latinos in 2004. For whites, it was 80 percent, and for Asians it was 76 percent. Young women, those 16 to 24 years old, earned almost as much (94 percent) as young men did, while women 35 years and older earned about 75 percent as much as did their male peers.

This report presents earnings data from the Current Population Survey (CPS). The CPS is a national monthly survey of approximately 60,000 households conducted by the U.S. Census Bureau for the Bureau of Labor Statistics. Information on earnings is collected from one-fourth of the CPS sample each month. Users should note that the comparisons of earnings in this report are on a broad level and do not control for many factors that can be significant in explaining earnings differences. For a detailed description of the source of the data and an explanation of the concepts and definitions used, please see the Technical Note in this report.

Highlights

Following are some highlights of women's and men's earnings in 2004.

Full-time workers

• Among women, 45- to 54-year-olds had the highest median weekly earnings ($625), followed closely by 55- to 64-year-olds ($615), and 35- to 44-year-olds ($608). Men's earnings also were highest among 45- to 54-year-olds ($857) and 55- to 64-year-olds ($843). The difference between women's and men's earnings was much larger among middle-aged and older workers than among younger workers. For instance, among workers aged 45 to 54, women earned 73 percent as much as men did. By comparison, among 16- to 24-year-olds, women earned 94 percent as much as their male counterparts, and, among workers 25 to 34 years old, women earned 88 percent as much as did men. (See table 1.)

• Between 1979 and 2004, the earnings gap between women and men narrowed for most major age groups. The women's-to-men's earnings ratio among 35- to 44-year-olds, for example, rose from 58 percent in 1979 to 76 percent in 2004, and that for 45- to 54-year-olds rose from 57 percent in 1979 to 73 percent 25 years later. The earnings ratios for teenagers and for workers 65 years old and older, however, showed no consistent movement over the period. (See table 12.)

• Asian workers of both sexes earned more than their white, black, or Hispanic or Latino counterparts did. Asian women's median weekly earnings ($613) were 5 percent higher than white women's earnings ($584), 21 percent more than black women's earnings ($505), and 46 percent higher than the earnings of Hispanic or Latino women ($419). In comparison, Asian men's earnings ($802) were 10 percent higher than the earnings of white men ($732), 41 percent greater than the earnings of black men ($569), and 67 percent higher than those of Hispanic or Latino men ($480). (See tables 1 and 13 and chart 2.)

• Earnings differences between women and men in 2004 were widest for whites and Asians. White women earned 80 percent as much as white men did, and Asian women earned 76 percent as much as Asian men did. Both black women (89 percent) and Hispanic or Latino (87 percent) women had earnings that were much closer to those of their male counterparts. (See table 1.)

• Growth in earnings for white women has outpaced that for their black and Hispanic or Latino counterparts. Between 1979 and 2004, inflation-adjusted earnings for white women grew fairly steadily, rising by 32 percent. Earnings over the period grew by 24 percent for black women and by 11 percent for Hispanic or Latino women. In contrast, real earnings for white and for black men rose only slightly, while those for Hispanic or Latino men fell by 9 percent. (See table 13.)

• Median weekly earnings in 2004 varied significantly by level of education. Among women, those with less than a high school diploma earned $334 per week, compared with $860 for those with a college degree. Among men, high school dropouts earned $446 a week, compared with $1,143 for college graduates. (See table 6.)

• At all levels of education, women have fared better than men with respect to earnings growth. Although both women and men with less than a high school diploma have experienced a decline in inflation-adjusted earnings since 1979, the drop for women—9 percent—was significantly less than that for men—27 percent. Earnings for women with college degrees have increased by 35 percent since 1979 on an inflation-adjusted basis, while earnings for male college graduates have risen by 20 percent. (See table 14 and chart 3.)

• Women working full time in management, business, and financial operations occupations earned a median of $812 per week in 2004. This was more than women earned in any other major occupational category. The second highest paying job group was professional and related occupations, in which women earned $767 per week. Within management fields, the highest paying occupations for women were chief executives, computer and information systems managers, human resources managers, purchasing managers, medical and health services managers, and management analysts. Within professional occupations, women working as pharmacists, lawyers, computer software engineers, computer programmers, and physicians and surgeons had the highest median weekly earnings. (See table 2.)

• Within occupational groups, women and men tend to work in different occupations. In professional and related occupations, for example, women were much less likely than men to be employed in the highest paying occupations—engineers and computer and mathematical scientists. Women were more likely than men to work in lower paying education, training, and library occupations. (See table 2.)

• The ratio of female-to-male earnings varied by place of residence, from a high of 87 percent in California to a low of 66 percent in Wyoming. The differences among the States reflect, in part, variations in the occupations and industries found in each State and in the age composition of each State's labor force. In addition, sampling error for the State estimates is considerably larger than it is for the national estimates; thus, one should be especially careful when comparing State estimates. (See table 3.)

• Just 5 percent of women earned $1,500 or more per week, compared with 13 percent of men. Not surprisingly, given their higher earnings overall, Asian women were more likely than other women to earn at least $1,500 per week. (See table 7.)

• Median weekly earnings of married women with children under the age of 18 were 21 percent higher than the earnings of unmarried mothers. The difference was even greater for men: married fathers earned 33 percent more than unmarried fathers did. (See table 8.)

Part-time workers

• Women who worked part time—that is, less than 35 hours per week—accounted for 25 percent of all female wage and salary workers in 2004. In contrast, just 11 percent of men in wage and salary jobs worked part time. (See tables 4 and 5.)

• Median weekly earnings of female part-time workers were $201, compared with $183 for male part-time workers. The men have lower earnings than the women because male part-time workers are more highly concentrated in the youngest age groups, which typically have low earnings. Half of male part-time workers were 16 to 24 years old, compared with just under a third of female part-timers. (See table 4.)

Workers paid by the hour

• About 63 percent of women and 57 percent of men employed in wage and salary jobs were paid by the hour in 2004. Women in this category had median hourly earnings of $10.17, or 85 percent of the median for men paid by the hour ($12.02). (See tables 5, 9, 10, 15, and 16.)

• Among women who were paid hourly rates in 2004, about 4 percent reported hourly earnings at or below the prevailing Federal minimum wage of $5.15 an hour. This share compared with 2 percent of men who were paid by the hour. (See tables 11 and 17 and chart 4. Also see the Technical Note for information about workers with earnings below the Federal minimum wage.)

• As would be expected, 16- to 19-year-old women and men paid by the hour were the most likely to have earnings at or below the minimum wage. Workers 25 years of age and older were very unlikely to earn the minimum wage or less, although for women aged 65 and older the incidence of minimum wage work rose. (See table 11 and chart 4.)

Chart 1. **Median usual weekly earnings of full-time wage and salary workers in constant (2004) dollars by sex, 1979-2004 annual averages**

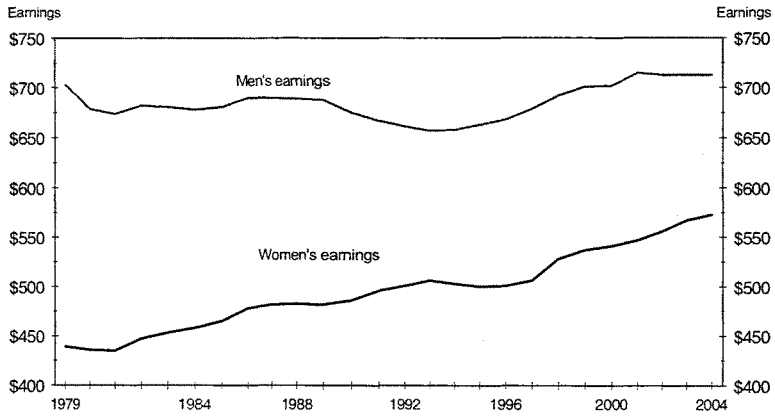


Chart 2. **Median usual weekly earnings of full-time wage and salary workers by sex, race, and Hispanic or Latino ethnicity, 2004 annual averages**

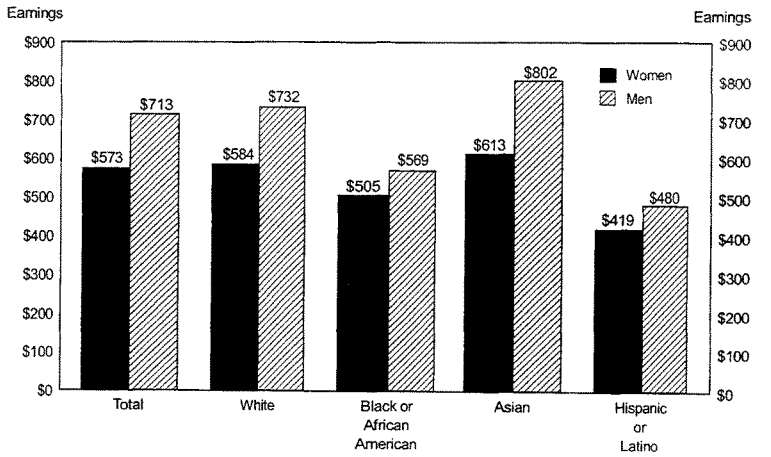
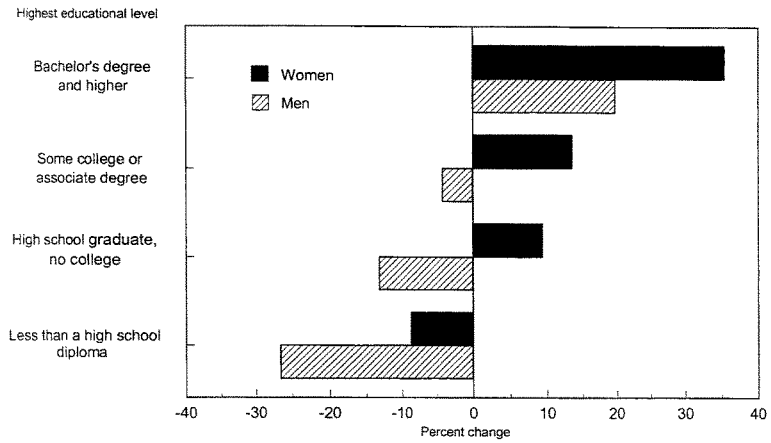
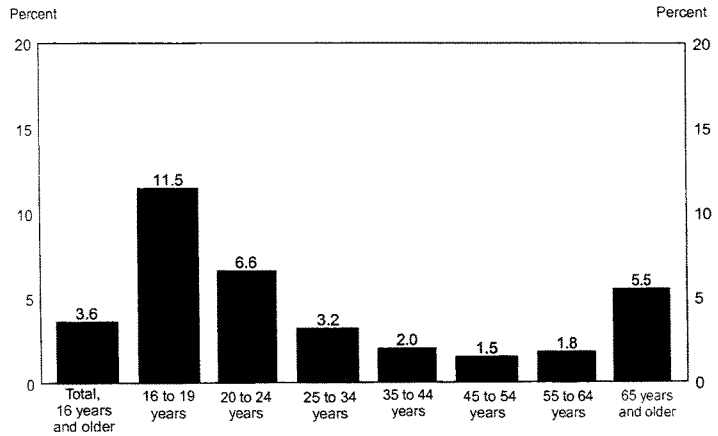


Chart 3. **Change in constant-dollar median weekly earnings from 1979 to 2004 by educational attainment and sex**



NOTE: Data relate to earnings of full-time wage and salary workers 25 years and older.

Chart 4. **Women with earnings at or below the prevailing Federal minimum wage by age, 2004 annual averages**



NOTE: Data relate to female wage and salary workers paid hourly rates.

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Table 1. **Median usual weekly earnings of full-time wage and salary workers by selected characteristics, 2004 annual averages**

Characteristic	Both sexes			Women			Men			Women's earnings as percent of men's[1]
	Number of workers (in thousands)	Median weekly earnings	Standard error of median	Number of workers (in thousands)	Median weekly earnings	Standard error of median	Number of workers (in thousands)	Median weekly earnings	Standard error of median	
AGE										
Total, 16 years and over	101,224	$638	$2	44,223	$573	$2	57,001	$713	$2	80.3
16 to 24 years	10,876	390	2	4,633	375	3	6,243	400	2	93.7
16 to 19 years	1,650	309	3	630	293	4	1,020	318	3	92.2
20 to 24 years	9,226	406	2	4,003	391	3	5,223	417	3	93.8
25 years and over	90,348	683	2	39,590	599	2	50,758	762	2	78.7
25 to 34 years	24,757	604	2	10,356	561	4	14,401	639	4	87.9
35 to 44 years	26,861	713	3	11,459	608	3	15,402	804	6	75.6
45 to 54 years	24,986	743	3	11,519	625	4	13,467	857	6	73.0
55 to 64 years	11,932	725	5	5,463	615	5	6,469	843	9	73.0
65 years and over	1,812	560	21	793	478	12	1,019	641	19	74.6
RACE AND HISPANIC OR LATINO ETHNICITY										
White	82,468	657	2	34,972	584	2	47,495	732	3	79.8
Black or African American	12,032	525	4	6,326	505	3	5,706	569	7	88.9
Asian	4,457	708	10	1,953	613	9	2,504	802	17	76.4
Hispanic or Latino	14,061	456	4	5,065	419	4	8,996	480	3	87.1
MARITAL STATUS										
Never married	25,682	510	2	11,071	500	3	14,611	518	3	96.5
Married, spouse present	58,590	719	2	23,164	604	2	35,426	811	4	74.5
Other marital status	16,952	606	3	9,988	564	5	6,964	680	7	82.9
Divorced	11,603	639	5	6,869	593	4	4,734	729	7	81.3
Separated	3,836	513	5	1,951	482	8	1,884	570	16	84.5
Widowed	1,513	532	15	1,168	515	8	345	615	22	83.7
UNION AFFILIATION[2]										
Members of unions[3]	14,029	781	4	5,575	723	6	8,454	829	6	87.2
Represented by unions[4]	15,463	776	4	6,305	719	5	9,158	828	6	86.8
Not represented by a union	85,761	612	1	37,918	541	3	47,843	685	3	79.0
EDUCATIONAL ATTAINMENT										
Total, 25 years and over	90,348	683	2	39,590	599	2	50,758	762	2	78.7
Less than a high school diploma	8,533	401	2	2,785	334	3	5,748	446	5	74.9
High school graduates, no college[5]	27,141	574	2	11,628	488	2	15,513	645	4	75.6
Some college or associate degree	24,846	661	3	11,848	577	3	12,998	761	4	75.8
Bachelor's degree and higher[6]	29,828	986	4	13,329	860	4	16,499	1,143	5	75.2

[1] These figures are computed using unrounded medians and may differ slightly from percents computed using the rounded medians displayed in this table.

[2] Differences in earnings levels between workers with and without union affiliation reflect a variety of factors in addition to coverage by a collective bargaining agreement, including the distribution of male and female employees by occupation, industry, firm size, or geographic region.

[3] Data refer to members of a labor union or an employee association similar to a union.

[4] Data refer to members of a labor union or an employee association similar to a union as well as workers who report no union affiliation but whose jobs are covered by a union or an employee association contract.

[5] Includes persons with a high school diploma or equivalent.

[6] Includes persons with a bachelor's, master's, professional, and doctoral degree.

NOTE: Estimates for the above race groups (white, black or African American, and Asian) do not sum to totals because data are not presented for all races. In addition, persons whose ethnicity is identified as Hispanic or Latino may be of any race and, therefore, are classified by ethnicity as well as by race.

Table 2. **Median usual weekly earnings of full-time wage and salary workers by detailed occupation and sex, 2004 annual averages**

Occupation	Both sexes			Women			Men			Women's earnings as percent of men's [1]
	Number of workers (in thousands)	Median weekly earnings	Standard error of median	Number of workers (in thousands)	Median weekly earnings	Standard error of median	Number of workers (in thousands)	Median weekly earnings	Standard error of median	
Total, 16 years and over	101,224	$638	$2	44,223	$573	$2	57,001	$713	$2	80.3
Management, professional, and related occupations	36,149	918	3	18,168	780	4	17,981	1,098	8	71.1
Management, business, and financial operations occupations	14,778	965	5	6,609	812	8	8,170	1,158	7	70.2
Management occupations	10,221	1,052	10	3,995	871	10	6,226	1,215	17	71.7
Chief executives	1,050	1,663	70	248	1,310	74	802	1,875	47	69.9
General and operations managers	727	1,129	30	175	872	49	552	1,166	18	74.8
Advertising and promotions managers	57	924	71	34	(2)	(2)	23	(2)	(2)	(3)
Marketing and sales managers	770	1,213	57	298	898	68	472	1,441	32	62.3
Administrative services managers	80	937	52	27	(2)	(2)	53	958	50	(3)
Computer and information systems managers	325	1,439	32	96	1,228	79	228	1,547	58	79.4
Financial managers	961	986	22	535	839	20	427	1,397	52	60.1
Human resources managers	261	1,051	51	171	958	42	90	1,259	50	76.1
Industrial production managers	269	1,107	43	49	(2)	(2)	220	1,172	64	(3)
Purchasing managers	163	1,092	49	59	946	53	104	1,153	46	82.0
Transportation, storage, and distribution managers	220	741	24	34	(2)	(2)	187	753	25	(3)
Farm, ranch, and other agricultural managers	103	621	30	16	(2)	(2)	86	612	24	(3)
Construction managers	425	1,027	27	23	(2)	(2)	402	1,036	25	(3)
Education administrators	651	1,019	31	405	905	33	246	1,172	59	77.2
Engineering managers	99	1,807	126	6	(2)	(2)	94	1,783	113	(3)
Food service managers	568	657	17	232	598	17	336	713	34	83.8
Lodging managers	102	733	31	50	659	34	52	778	41	84.7
Medical and health services managers	451	973	28	328	943	21	123	1,135	34	83.1
Property, real estate, and community association managers	304	681	32	186	623	23	118	767	62	81.3
Social and community service managers	241	819	32	156	768	20	85	1,014	170	75.8
Business and financial operations occupations	4,558	847	7	2,613	746	6	1,944	1,007	17	74.1
Wholesale and retail buyers, except farm products	146	608	45	71	609	42	75	935	39	65.1
Purchasing agents, except wholesale, retail, and farm products	267	782	38	141	694	34	125	883	69	78.6
Claims adjusters, appraisers, examiners, and investigators	257	762	32	171	677	27	85	952	44	71.1
Compliance officers, except agriculture, construction, health and safety, and transportation	116	922	66	62	835	179	54	1,070	247	78.1
Cost estimators	88	888	41	14	(2)	(2)	73	915	54	(3)
Human resources, training, and labor relations specialists	612	803	24	415	755	15	198	952	45	79.3
Management analysts	317	1,017	43	146	922	42	170	1,215	78	75.8
Accountants and auditors	1,385	851	10	842	757	10	543	1,016	31	74.5
Appraisers and assessors of real estate	78	863	96	29	(2)	(2)	50	1,021	142	(3)
Personal financial advisors	229	1,062	103	61	773	185	167	1,170	49	66.1
Insurance underwriters	89	859	38	65	772	47	24	(2)	(2)	(3)
Loan counselors and officers	381	799	40	216	695	35	165	1,001	51	69.5
Tax examiners, collectors, and revenue agents	77	618	71	49	(2)	(2)	28	(2)	(2)	(3)
Professional and related occupations	21,371	883	4	11,560	767	4	9,811	1,049	8	73.1
Computer and mathematical occupations	2,793	1,114	15	757	972	19	2,037	1,155	11	84.1
Computer scientists and systems analysts	604	1,027	29	186	902	44	418	1,092	38	82.6
Computer programmers	516	1,118	28	145	1,006	33	371	1,151	20	87.4
Computer software engineers	757	1,350	27	184	1,149	24	572	1,429	29	80.4
Computer support specialists	297	840	31	88	813	69	209	850	36	95.6
Database administrators	76	1,105	70	22	(2)	(2)	53	1,121	76	(3)
Network and computer systems administrators	178	1,038	57	33	(2)	(2)	145	1,064	60	(3)
Network systems and data communications analysts	233	1,027	57	44	(2)	(2)	189	1,097	56	(3)
Operations research analysts	84	1,083	62	41	(2)	(2)	43	(2)	(2)	(3)

See footnotes at end of table.

Table 2. **Median usual weekly earnings of full-time wage and salary workers by detailed occupation and sex, 2004 annual averages — Continued**

Occupation	Both sexes			Women			Men			Women's earnings as percent of men's [1]
	Number of workers (in thousands)	Median weekly earnings	Standard error of median	Number of workers (in thousands)	Median weekly earnings	Standard error of median	Number of workers (in thousands)	Median weekly earnings	Standard error of median	
Architecture and engineering occupations	2,500	$1,098	$14	331	$880	$28	2,170	$1,139	$9	77.2
Architects, except naval	142	1,141	25	38	(2)	(2)	105	1,242	39	(3)
Aerospace engineers	105	1,347	51	10	(2)	(2)	94	1,369	56	(3)
Chemical engineers	65	1,221	54	10	(2)	(2)	55	1,242	85	(3)
Civil engineers	264	1,135	21	32	(2)	(2)	232	1,159	22	(3)
Computer hardware engineers	86	1,328	221	13	(2)	(2)	73	1,487	107	(3)
Electrical and electronics engineers	311	1,277	71	24	(2)	(2)	287	1,336	50	(3)
Industrial engineers, including health and safety	178	1,152	31	32	(2)	(2)	146	1,195	70	(3)
Mechanical engineers	292	1,187	65	16	(2)	(2)	276	1,201	76	(3)
Drafters	178	768	25	38	(2)	(2)	140	797	30	(3)
Engineering technicians, except drafters	394	829	25	73	696	31	320	867	25	80.3
Surveying and mapping technicians	66	672	75	9	(2)	(2)	57	711	90	(3)
Life, physical, and social science occupations	1,073	957	15	426	884	26	647	1,012	24	87.3
Biological scientists	109	929	37	49	(2)	(2)	60	946	67	(3)
Medical scientists	83	1,025	158	45	(2)	(2)	38	(2)	(2)	(3)
Chemists and materials scientists	133	1,048	46	42	(2)	(2)	91	1,146	37	(3)
Environmental scientists and geoscientists	75	1,008	61	20	(2)	(2)	55	1,144	51	(3)
Market and survey researchers	90	937	74	43	(2)	(2)	47	(2)	(2)	(3)
Psychologists	75	1,012	40	47	(2)	(2)	28	(2)	(2)	(3)
Chemical technicians	89	827	45	27	(2)	(2)	62	869	49	(3)
Community and social services occupations	1,846	707	12	1,082	661	10	764	766	15	86.4
Counselors	513	735	16	338	689	28	175	832	32	82.9
Social workers	620	698	18	472	689	22	148	720	29	95.8
Miscellaneous community and social service specialists	261	639	25	166	596	20	95	747	29	79.8
Clergy	351	771	29	47	(2)	(2)	304	795	29	(3)
Legal occupations	1,111	1,070	37	603	845	18	508	1,561	54	54.1
Lawyers	621	1,561	42	208	1,255	33	412	1,710	87	73.4
Judges, magistrates, and other judicial workers	58	1,333	43	33	(2)	(2)	25	(2)	(2)	(3)
Paralegals and legal assistants	280	731	28	244	713	19	36	(2)	(2)	(3)
Miscellaneous legal support workers	152	707	28	117	695	37	34	(2)	(2)	(3)
Education, training, and library occupations	5,941	781	7	4,273	729	6	1,668	956	13	76.2
Postsecondary teachers	813	1,034	32	337	886	43	476	1,162	25	76.2
Preschool and kindergarten teachers	484	521	21	473	515	19	11	(2)	(2)	(3)
Elementary and middle school teachers	2,206	806	11	1,772	776	10	435	917	21	84.7
Secondary school teachers	1,013	885	16	555	824	19	458	955	22	86.3
Special education teachers	325	804	29	271	795	28	54	841	35	94.6
Other teachers and instructors	297	776	28	158	654	36	139	873	47	74.9
Librarians	159	834	28	136	823	32	23	(2)	(2)	(3)
Teacher assistants	545	377	10	500	373	10	45	(2)	(2)	(3)
Arts, design, entertainment, sports, and media occupations	1,426	768	13	618	688	17	808	862	23	79.9
Artists and related workers	65	865	79	24	(2)	(2)	41	(2)	(2)	(3)
Designers	480	714	20	230	646	22	250	818	36	79.0
Producers and directors	98	1,030	66	35	(2)	(2)	63	1,211	175	(3)
Athletes, coaches, umpires, and related workers	99	745	46	17	(2)	(2)	82	792	52	(3)
News analysts, reporters and correspondents	64	835	85	33	(2)	(2)	31	(2)	(2)	(3)
Public relations specialists	102	823	56	61	739	27	40	(2)	(2)	(3)
Editors	110	856	30	54	759	27	56	946	54	80.3
Writers and authors	86	760	47	44	(2)	(2)	42	(2)	(2)	(3)
Broadcast and sound engineering technicians and radio operators	75	857	104	8	(2)	(2)	67	871	75	(3)
Photographers	53	650	47	17	(2)	(2)	36	(2)	(2)	(3)
Healthcare practitioner and technical occupations	4,680	852	7	3,470	808	8	1,210	1,062	21	76.1
Dietitians and nutritionists	57	669	87	49	(2)	(2)	8	(2)	(2)	(3)
Pharmacists	162	1,578	57	72	1,432	109	90	1,684	167	85.1
Physicians and surgeons	555	1,660	100	173	976	65	382	1,874	115	52.2
Physician assistants	57	901	77	38	(2)	(2)	19	(2)	(2)	(3)
Registered nurses	1,800	904	9	1,651	895	9	148	1,031	52	86.8

See footnotes at end of table.

Table 2. **Median usual weekly earnings of full-time wage and salary workers by detailed occupation and sex, 2004 annual averages — Continued**

Occupation	Both sexes			Women			Men			Women's earnings as percent of men's [1]
	Number of workers (in thousands)	Median weekly earnings	Standard error of median	Number of workers (in thousands)	Median weekly earnings	Standard error of median	Number of workers (in thousands)	Median weekly earnings	Standard error of median	
Occupational therapists	56	$923	$82	51	$906	$67	5	(2)	(2)	(3)
Physical therapists	121	925	53	70	900	89	50	$955	$90	94.2
Respiratory therapists	79	782	26	38	(2)	(2)	41	(2)	(2)	(3)
Speech-language pathologists	65	879	46	62	869	27	3	(2)	(2)	(3)
Clinical laboratory technologists and technicians	267	727	25	188	710	37	79	763	52	93.0
Diagnostic related technologists and technicians	225	884	24	150	836	42	75	961	55	87.0
Emergency medical technicians and paramedics	121	690	25	37	(2)	(2)	84	717	33	(3)
Health diagnosing and treating practitioner support technicians	280	516	13	236	508	14	44	(2)	(2)	(3)
Licensed practical and licensed vocational nurses	385	637	19	362	629	18	23	(2)	(2)	(3)
Medical records and health information technicians	81	501	21	71	513	23	10	(2)	(2)	(3)
Service occupations	13,763	411	2	6,773	374	2	6,989	476	5	78.6
Healthcare support occupations	1,985	407	4	1,755	402	4	230	453	24	88.8
Nursing, psychiatric, and home health aides	1,261	388	5	1,113	383	5	148	420	11	91.1
Dental assistants	144	474	24	139	469	26	5	(2)	(2)	(3)
Protective service occupations	2,509	700	11	471	557	23	2,038	733	12	76.1
First-line supervisors/managers of police and detectives	134	1,015	27	27	(2)	(2)	107	1,055	88	(3)
Fire fighters	263	933	26	13	(2)	(2)	250	942	25	(3)
Bailiffs, correctional officers, and jailers	370	622	16	107	558	22	263	654	26	85.4
Detectives and criminal investigators	114	995	104	26	(2)	(2)	88	1,048	198	(3)
Police and sheriff's patrol officers	654	844	23	83	841	38	571	845	28	99.5
Private detectives and investigators	63	812	133	21	(2)	(2)	41	(2)	(2)	(3)
Security guards and gaming surveillance officers	641	457	17	138	418	15	502	471	18	88.9
Food preparation and serving related occupations	3,863	360	4	1,908	339	5	1,955	384	5	88.2
Chefs and head cooks	266	508	15	51	416	23	215	524	21	79.4
First-line supervisors/managers of food preparation and serving workers	504	435	13	282	418	13	222	464	22	90.0
Cooks	1,167	341	6	443	319	5	723	356	8	89.6
Food preparation workers	278	321	7	158	323	10	120	319	8	101.3
Bartenders	197	426	25	102	392	21	95	482	23	81.3
Combined food preparation and serving workers, including fast food	123	311	11	85	308	11	39	(2)	(2)	(3)
Counter attendants, cafeteria, food concession, and coffee shop	91	292	10	56	282	13	35	(2)	(2)	(3)
Waiters and waitresses	799	348	9	538	327	9	261	399	13	82.0
Food servers, nonrestaurant	94	363	22	60	333	27	34	(2)	(2)	(3)
Dining room and cafeteria attendants and bartender helpers	152	340	19	61	356	24	91	326	23	109.2
Dishwashers	141	306	8	30	(2)	(2)	111	311	10	(3)
Building and grounds cleaning and maintenance occupations	3,436	385	3	1,208	335	5	2,228	412	4	81.2
First-line supervisors/managers of housekeeping and janitorial work	139	479	23	50	410	32	89	531	36	77.2
First-line supervisors/managers of landscaping, lawn service, and groundskeeping workers	106	641	35	6	(2)	(2)	99	661	34	(3)
Janitors and building cleaners	1,460	405	5	379	343	11	1,081	425	9	80.6
Maids and housekeeping cleaners	818	331	7	723	324	5	95	402	24	80.4
Pest control workers	65	478	36	4	(2)	(2)	61	489	31	(3)
Grounds maintenance workers	848	372	6	46	(2)	(2)	803	371	7	(3)
Personal care and service occupations	1,969	402	5	1,431	380	5	538	500	15	75.9
First-line supervisors/managers of gaming workers	88	600	40	33	(2)	(2)	55	673	61	(3)
First-line supervisors/managers of personal service workers	64	597	49	36	(2)	(2)	28	(2)	(2)	(3)
Gaming services workers	75	558	51	41	(2)	(2)	34	(2)	(2)	(3)
Hairdressers, hairstylists, and cosmetologists	291	398	10	267	394	10	24	(2)	(2)	(3)

See footnotes at end of table.

Table 2. **Median usual weekly earnings of full-time wage and salary workers by detailed occupation and sex, 2004 annual averages — Continued**

Occupation	Both sexes			Women			Men			Women's earnings as percent of men's [1]
	Number of workers (in thousands)	Median weekly earnings	Standard error of median	Number of workers (in thousands)	Median weekly earnings	Standard error of median	Number of workers (in thousands)	Median weekly earnings	Standard error of median	
Baggage porters, bellhops, and concierges	60	$498	$22	11	(2)	(2)	50	$491	$20	(3)
Transportation attendants	76	575	81	54	$473	$59	22	(2)	(2)	(3)
Child care workers	413	334	10	387	334	9	26	(2)	(2)	(3)
Personal and home care aides	360	358	12	308	350	12	52	434	58	80.6
Recreation and fitness workers	153	498	21	89	473	24	65	585	30	80.9
Sales and office occupations	24,950	558	3	15,540	512	2	9,410	669	6	76.5
Sales and related occupations	9,984	604	4	4,422	464	7	5,562	747	6	62.1
First-line supervisors/managers of retail sales workers	2,246	613	7	985	505	8	1,260	737	12	68.5
First-line supervisors/managers of non-retail sales workers	936	860	21	284	678	36	652	927	21	73.2
Cashiers	1,355	322	3	1,016	313	3	339	380	19	82.6
Counter and rental clerks	97	429	43	46	(2)	(2)	51	514	43	(3)
Parts salespersons	120	530	32	13	(2)	(2)	107	554	30	(3)
Retail salespersons	1,865	496	8	766	386	9	1,100	597	10	64.7
Advertising sales agents	180	772	66	84	643	45	97	942	50	68.3
Insurance sales agents	360	726	28	190	615	19	170	970	49	63.4
Securities, commodities, and financial services sales agents	305	973	47	95	651	21	210	1,168	138	55.8
Travel agents	69	576	26	59	544	33	10	(2)	(2)	(3)
Sales representatives, services, all other	412	800	43	157	740	45	255	875	77	84.6
Sales representatives, wholesale and manufacturing	1,233	867	17	296	754	30	937	895	20	84.3
Real estate brokers and sales agents	431	744	27	233	663	46	197	834	31	79.5
Telemarketers	93	380	22	61	355	40	32	(2)	(2)	(3)
Door-to-door sales workers, news and street vendors, and related workers	61	442	62	23	(2)	(2)	38	(2)	(2)	(3)
Office and administrative support occupations	14,966	535	3	11,118	522	2	3,848	587	6	89.0
First-line supervisors/managers of office and administrative support	1,441	670	10	1,001	636	10	440	792	42	80.4
Switchboard operators, including answering service	55	450	36	50	459	33	4	(2)	(2)	(3)
Bill and account collectors	200	536	24	139	539	29	61	529	39	102.0
Billing and posting clerks and machine operators	363	518	10	330	510	9	32	(2)	(2)	(3)
Bookkeeping, accounting, and auditing clerks	1,004	543	9	916	542	8	88	563	51	96.3
Payroll and timekeeping clerks	136	554	31	123	541	36	13	(2)	(2)	(3)
Tellers	301	405	8	265	401	8	35	(2)	(2)	(3)
Court, municipal, and license clerks	82	526	37	76	518	39	6	(2)	(2)	(3)
Credit authorizers, checkers, and clerks	51	600	45	38	(2)	(2)	13	(2)	(2)	(3)
Customer service representatives	1,379	516	6	967	504	6	412	571	22	88.2
Eligibility interviewers, government programs	63	622	33	48	(2)	(2)	15	(2)	(2)	(3)
File clerks	264	528	18	205	525	20	58	543	42	96.7
Hotel, motel, and resort desk clerks	67	349	20	41	(2)	(2)	27	(2)	(2)	(3)
Interviewers, except eligibility and loan	102	497	15	89	498	14	12	(2)	(2)	(3)
Library assistants, clerical	51	468	21	47	(2)	(2)	4	(2)	(2)	(3)
Loan interviewers and clerks	170	536	26	143	522	19	28	(2)	(2)	(3)
Order clerks	90	529	23	67	512	15	23	(2)	(2)	(3)
Human resources assistants, except payroll and timekeeping	53	635	30	42	(2)	(2)	11	(2)	(2)	(3)
Receptionists and information clerks	847	462	8	795	463	8	52	454	21	102.1
Reservation and transportation ticket agents and travel clerks	125	502	20	85	489	19	40	(2)	(2)	(3)
Couriers and messengers	200	648	41	24	(2)	(2)	176	663	41	(3)
Dispatchers	232	586	24	122	516	13	109	701	50	73.6
Postal service clerks	162	768	20	73	776	23	89	761	23	102.2
Postal service mail carriers	314	791	20	112	743	16	203	834	17	89.0
Postal service mail sorters, processors, and processing machine operators	103	741	33	41	(2)	(2)	62	749	59	(3)
Production, planning, and expediting clerks	266	686	24	143	613	29	123	767	41	79.9
Shipping, receiving, and traffic clerks	537	501	9	144	469	15	393	512	10	91.5

See footnotes at end of table.

Table 2. **Median usual weekly earnings of full-time wage and salary workers by detailed occupation and sex, 2004 annual averages — Continued**

Occupation	Both sexes			Women			Men			Women's earnings as percent of men's [1]
	Number of workers (in thousands)	Median weekly earnings	Standard error of median	Number of workers (in thousands)	Median weekly earnings	Standard error of median	Number of workers (in thousands)	Median weekly earnings	Standard error of median	
Stock clerks and order fillers	946	$429	$10	349	$420	$10	597	$438	$15	95.9
Weighers, measurers, checkers, and samplers, recordkeeping	55	543	126	23	(2)	(2)	31	(2)	(2)	(3)
Secretaries and administrative assistants	2,657	552	7	2,570	550	7	87	598	49	92.0
Computer operators	170	579	26	91	580	24	79	575	54	100.9
Data entry keyers	394	495	9	315	486	9	78	556	26	87.4
Word processors and typists	239	527	15	223	525	15	16	(2)	(2)	(3)
Insurance claims and policy processing clerks	252	536	16	216	534	15	36	(2)	(2)	(3)
Mail clerks and mail machine operators, except postal service	127	457	34	59	479	19	68	433	46	110.5
Office clerks, general	667	503	8	559	499	9	109	523	23	95.3
Office machine operators, except computer	51	433	21	31	(2)	(2)	20	(2)	(2)	(3)
Natural resources, construction, and maintenance occupations	11,280	621	4	445	453	18	10,835	626	4	72.3
Farming, fishing, and forestry occupations	718	356	8	133	322	9	585	367	9	87.8
Graders and sorters, agricultural products	61	355	22	46	(2)	(2)	15	(2)	(2)	(3)
Logging workers	61	465	31	2	(2)	(2)	59	470	42	(3)
Construction and extraction occupations	6,232	604	4	123	504	32	6,109	606	4	83.2
First-line supervisors/managers of construction trades and extraction workers	579	812	30	11	(2)	(2)	568	822	26	(3)
Brickmasons, blockmasons, and stonemasons	164	577	32	-	-	-	164	577	33	-
Carpenters	1,170	576	10	21	(2)	(2)	1,149	576	10	(3)
Carpet, floor, and tile installers and finishers	147	517	16	-	-	-	146	518	16	-
Cement masons, concrete finishers, and terrazzo workers	95	556	102	-	-	-	95	556	102	-
Construction laborers	986	492	9	21	(2)	(2)	965	492	9	(3)
Operating engineers and other construction equipment operators	335	689	16	4	(2)	(2)	331	689	16	(3)
Drywall installers, ceiling tile installers, and tapers	156	529	21	-	-	-	156	529	21	-
Electricians	668	719	11	14	(2)	(2)	655	718	11	(3)
Painters, construction and maintenance	410	494	10	15	(2)	(2)	395	495	10	(3)
Pipelayers, plumbers, pipefitters, and steamfitters	483	690	14	2	(2)	(2)	480	690	14	(3)
Roofers	188	480	14	3	(2)	(2)	184	482	14	(3)
Sheet metal workers	132	606	40	6	(2)	(2)	126	614	42	(3)
Structural iron and steel workers	53	694	35	-	-	-	53	695	35	-
Helpers, construction trades	99	386	16	4	(2)	(2)	94	386	17	(3)
Construction and building inspectors	87	718	39	10	(2)	(2)	77	724	48	(3)
Highway maintenance workers	81	565	36	2	(2)	(2)	79	572	42	(3)
Installation, maintenance, and repair occupations	4,330	704	5	190	611	28	4,140	707	6	86.4
First-line supervisors/managers of mechanics, installers, and repairers	326	876	25	22	(2)	(2)	304	877	25	(3)
Computer, automated teller, and office machine repairers	309	723	26	38	(2)	(2)	271	735	20	(3)
Radio and telecommunications equipment installers and repairers	221	877	35	31	(2)	(2)	190	891	32	(3)
Electronic home entertainment equipment installers and repairers	52	668	125	2	(2)	(2)	50	676	121	(3)
Security and fire alarm systems installers	52	661	25	2	(2)	(2)	51	666	24	(3)
Aircraft mechanics and service technicians	116	856	30	3	(2)	(2)	113	856	29	(3)
Automotive body and related repairers	107	630	40	5	(2)	(2)	102	638	40	(3)
Automotive service technicians and mechanics	735	637	26	12	(2)	(2)	723	639	27	(3)
Bus and truck mechanics and diesel engine specialists	298	706	21	1	(2)	(2)	297	707	21	(3)

See footnotes at end of table.

Table 2. **Median usual weekly earnings of full-time wage and salary workers by detailed occupation and sex, 2004 annual averages — Continued**

Occupation	Both sexes			Women			Men			Women's earnings as percent of men's [1]
	Number of workers (in thousands)	Median weekly earnings	Standard error of median	Number of workers (in thousands)	Median weekly earnings	Standard error of median	Number of workers (in thousands)	Median weekly earnings	Standard error of median	
Heavy vehicle and mobile equipment service technicians and mechanics	189	$708	$20	2	(2)	(2)	188	$708	$20	(3)
Heating, air conditioning, and refrigeration mechanics and installers	298	682	17	5	(2)	(2)	293	683	16	(3)
Industrial and refractory machinery mechanics	419	707	12	11	(2)	(2)	408	708	12	(3)
Maintenance and repair workers, general	281	665	28	10	(2)	(2)	270	668	26	(3)
Millwrights	59	839	53	1	(2)	(2)	58	844	53	(3)
Electrical power-line installers and repairers	112	804	60	2	(2)	(2)	111	813	59	(3)
Telecommunications line installers and repairers	134	755	54	7	(2)	(2)	127	771	63	(3)
Production, transportation, and material moving occupations	15,082	523	3	3,296	$406	$3	11,786	578	3	70.3
Production occupations	8,478	526	4	2,454	405	4	6,024	597	4	67.8
First-line supervisors/managers of production and operating workers	874	726	15	169	546	22	706	765	15	71.4
Electrical, electronics, and electromechanical assemblers	213	443	22	117	397	12	96	515	18	77.1
Bakers	126	410	14	53	364	18	73	454	38	80.3
Butchers and other meat, poultry, and fish processing workers	260	454	12	51	369	19	209	488	19	75.5
Food batchmakers	68	466	48	30	(2)	(2)	39	(2)	(2)	(3)
Cutting, punching, and press machine setters, operators, and tenders	139	517	24	42	(2)	(2)	97	557	27	(3)
Grinding, lapping, polishing, and buffing machine tool setters, operators	78	516	27	8	(2)	(2)	70	527	38	(3)
Machinists	408	670	17	16	(2)	(2)	392	679	15	(3)
Molders and molding machine setters, operators, and tenders, metal	69	459	28	19	(2)	(2)	50	489	25	(3)
Tool and die makers	80	764	68	2	(2)	(2)	78	769	59	(3)
Welding, soldering, and brazing workers	539	606	12	26	(2)	(2)	513	614	13	(3)
Job printers	54	563	35	12	(2)	(2)	42	(2)	(2)	(3)
Printing machine operators	174	592	23	32	(2)	(2)	142	622	25	(3)
Laundry and dry-cleaning workers	136	360	14	74	323	12	62	460	53	70.1
Pressers, textile, garment, and related materials	67	293	10	42	(2)	(2)	24	(2)	(2)	(3)
Sewing machine operators	242	327	11	186	319	7	56	381	34	83.7
Tailors, dressmakers, and sewers	50	376	22	33	(2)	(2)	17	(2)	(2)	(3)
Cabinetmakers and bench carpenters	61	498	21	3	(2)	(2)	58	503	22	(3)
Stationary engineers and boiler operators	102	704	25	1	(2)	(2)	101	701	24	(3)
Chemical processing machine setters, operators, and tenders	65	790	45	7	(2)	(2)	58	809	50	(3)
Crushing, grinding, polishing, mixing, and blending workers	107	587	26	20	(2)	(2)	87	600	31	(3)
Cutting workers	73	519	31	17	(2)	(2)	56	563	38	(3)
Inspectors, testers, sorters, samplers, and weighers	638	585	12	240	474	15	398	663	24	71.5
Medical, dental, and ophthalmic laboratory technicians	76	524	28	41	(2)	(2)	35	(2)	(2)	(3)
Packaging and filling machine operators and tenders	299	368	9	168	341	12	131	410	18	83.2
Painting workers	180	509	18	27	(2)	(2)	154	530	32	(3)
Transportation and material moving occupations	6,604	520	4	842	410	6	5,762	549	7	74.8
Supervisors, transportation and material moving workers	180	655	28	33	(2)	(2)	147	688	32	(3)
Aircraft pilots and flight engineers	95	1,418	219	5	(2)	(2)	90	1,472	159	(3)
Bus drivers	366	500	15	152	440	13	215	568	30	74.8
Driver/sales workers and truck drivers	2,587	610	6	93	476	53	2,494	613	6	77.6
Taxi drivers and chauffeurs	165	486	17	22	(2)	(2)	143	494	20	(3)
Railroad conductors and yardmasters	57	881	265	5	(2)	(2)	52	903	87	(3)
Parking lot attendants	52	378	18	8	(2)	(2)	44	(2)	(2)	(3)
Service station attendants	78	319	9	2	(2)	(2)	76	319	9	(3)

See footnotes at end of table.

Table 2. **Median usual weekly earnings of full-time wage and salary workers by detailed occupation and sex, 2004 annual averages — Continued**

Occupation	Both sexes			Women			Men			Women's earnings as percent of men's [1]
	Number of workers (in thousands)	Median weekly earnings	Standard error of median	Number of workers (in thousands)	Median weekly earnings	Standard error of median	Number of workers (in thousands)	Median weekly earnings	Standard error of median	
Crane and tower operators	66	$732	$63	2	(2)	(2)	64	$721	$69	(3)
Dredge, excavating, and loading machine operators	57	607	39	-	-	-	57	607	39	-
Industrial truck and tractor operators	525	486	9	40	(2)	(2)	485	487	9	(3)
Cleaners of vehicles and equipment	258	384	11	28	(2)	(2)	230	387	12	(3)
Laborers and freight, stock, and material movers, hand	1,342	443	9	196	$402	$10	1,146	457	11	87.9
Packers and packagers, hand	349	349	9	206	333	11	143	373	15	89.2
Refuse and recyclable material collectors	67	508	28	5	(2)	(2)	62	512	29	(3)

[1] These figures are computed using unrounded medians and may differ slightly from percents computed using the rounded medians displayed in this table.

[2] Data not shown where base is less than 50,000.

[3] Data not shown where base for either the numerator or denominator is less than 50,000.

- Data not available.

Table 3. **Median usual weekly earnings of full-time wage and salary workers by sex and State, 2004 annual averages**

State	Both sexes			Women			Men			Women's earnings as percent of men's [1]
	Number of workers (in thousands)	Median weekly earnings	Standard error of median	Number of workers (in thousands)	Median weekly earnings	Standard error of median	Number of workers (in thousands)	Median weekly earnings	Standard error of median	
UNITED STATES	101,224	$638	$2	44,223	$573	$2	57,001	$713	$2	80.3
Alabama	1,566	585	9	687	502	11	879	650	15	77.2
Alaska	217	741	13	94	633	16	123	843	26	75.0
Arizona	1,950	604	8	804	555	14	1,147	661	16	84.0
Arkansas	899	509	8	399	445	12	500	580	12	76.7
California	11,818	701	6	4,943	650	8	6,875	747	11	87.1
Colorado	1,689	691	13	717	622	12	972	767	22	81.1
Connecticut	1,199	797	21	518	676	28	681	912	25	74.1
Delaware	318	666	15	147	609	10	171	741	17	82.1
District of Columbia	230	772	15	114	730	14	116	855	33	85.4
Florida	5,902	593	5	2,709	523	6	3,193	648	10	80.7
Georgia	3,300	616	8	1,471	571	11	1,828	668	14	85.4
Hawaii	442	616	11	201	540	18	241	701	16	77.1
Idaho	436	562	12	180	476	12	255	634	19	75.2
Illinois	4,440	670	9	1,922	583	7	2,518	768	13	75.9
Indiana	2,224	611	8	968	530	17	1,257	699	19	75.9
Iowa	1,058	610	8	467	522	13	591	683	18	76.4
Kansas	968	615	10	420	550	19	548	676	18	81.3
Kentucky	1,368	584	10	607	503	10	761	665	23	75.8
Louisiana	1,439	588	8	662	488	13	777	669	20	73.0
Maine	425	602	11	189	514	10	236	674	18	76.3
Maryland	2,141	740	11	982	653	18	1,159	802	32	81.4
Massachusetts	2,259	757	10	1,003	668	14	1,256	842	18	79.3
Michigan	3,403	715	9	1,455	602	10	1,948	800	11	75.2
Minnesota	1,880	737	12	822	636	12	1,059	836	19	76.1
Mississippi	942	555	12	438	463	13	505	617	11	75.0
Missouri	2,069	632	12	940	543	15	1,129	727	17	74.7
Montana	276	530	13	124	471	14	152	604	11	78.0
Nebraska	641	594	9	281	516	9	360	658	17	78.5
Nevada	868	595	8	362	518	10	505	660	17	78.5
New Hampshire	489	734	14	203	612	15	286	846	24	72.3
New Jersey	3,117	755	9	1,342	630	13	1,774	848	14	74.3
New Mexico	593	590	10	256	505	14	336	660	19	76.5
New York	6,480	672	7	2,890	614	7	3,589	738	9	83.2
North Carolina	2,932	594	7	1,296	537	14	1,636	637	14	84.3
North Dakota	229	541	14	105	467	10	124	622	13	75.1
Ohio	3,947	623	7	1,733	538	12	2,214	703	12	76.4
Oklahoma	1,151	559	15	509	483	10	643	637	18	75.9
Oregon	1,176	619	9	473	543	17	703	707	21	76.8
Pennsylvania	4,258	639	7	1,878	570	9	2,380	714	10	79.9
Rhode Island	377	648	14	171	581	16	205	717	21	81.1
South Carolina	1,449	595	9	651	531	15	798	679	23	78.2
South Dakota	269	541	13	125	480	10	145	608	12	78.9
Tennessee	2,100	584	10	964	517	11	1,135	635	16	81.5
Texas	7,674	577	6	3,272	517	7	4,402	614	7	84.2
Utah	743	616	9	297	497	12	446	716	15	69.4
Vermont	225	627	13	100	585	12	125	689	22	85.0
Virginia	2,791	676	14	1,256	603	15	1,535	742	16	81.3
Washington	2,091	702	14	867	607	16	1,224	780	25	77.9
West Virginia	581	585	10	256	488	15	325	656	17	74.3
Wisconsin	2,011	637	13	880	545	17	1,131	725	17	75.2
Wyoming	176	596	12	73	468	13	103	710	15	65.9

[1] These figures are computed using unrounded medians and may differ slightly from percents computed using the rounded medians displayed in this table.

NOTE: Data refer to persons 16 years and over.

Table 4. **Median usual weekly earnings of part-time wage and salary workers by selected characteristics, 2004 annual averages**

Characteristic	Both sexes			Women			Men			Women's earnings as percent of men's[1]
	Number of workers (in thousands)	Median weekly earnings	Standard error of median	Number of workers (in thousands)	Median weekly earnings	Standard error of median	Number of workers (in thousands)	Median weekly earnings	Standard error of median	
AGE										
Total, 16 years and over	22,047	$195	$1	15,062	$201	$1	6,985	$183	$2	109.9
16 to 24 years	8,194	146	1	4,623	145	2	3,572	148	2	97.5
16 to 19 years	4,140	119	1	2,287	116	2	1,853	122	2	94.9
20 to 24 years	4,054	179	2	2,336	177	3	1,719	181	3	97.7
25 years and over	13,852	235	2	10,439	235	2	3,413	235	4	100.3
25 to 34 years	3,383	233	4	2,430	232	4	953	236	6	98.2
35 to 44 years	3,547	253	4	2,949	251	4	598	262	9	95.7
45 to 54 years	2,982	267	5	2,462	266	5	520	274	15	96.9
55 to 64 years	2,268	227	4	1,640	224	4	628	238	10	94.0
65 years and over	1,673	177	4	958	168	5	715	190	7	88.1
RACE AND HISPANIC OR LATINO ETHNICITY										
White	18,623	196	1	12,827	203	2	5,796	182	2	112.0
Black or African American	2,036	190	3	1,346	191	3	689	187	5	102.4
Asian	819	203	6	510	204	8	308	200	10	101.9
Hispanic or Latino	2,444	192	3	1,602	191	4	841	195	5	98.0
MARITAL STATUS										
Never married	9,895	157	1	5,448	155	2	4,447	160	2	96.8
Married, spouse present	9,391	246	2	7,438	247	3	1,953	245	5	100.8
Other marital status	2,761	210	3	2,176	208	3	585	220	7	94.6
Divorced	1,499	226	5	1,156	225	5	344	226	11	99.7
Separated	589	201	6	440	195	6	149	220	13	88.8
Widowed	673	190	6	580	189	6	93	197	17	96.0

[1] These figures are computed using unrounded medians and may differ slightly from percents computed using the rounded medians displayed in this table.

NOTE. Estimates for the above race groups (white, black or African American, and Asian) do not sum to totals because data are not presented for all races. In addition, persons whose ethnicity is identified as Hispanic or Latino may be of any race and, therefore, are classified by ethnicity as well as by race.

Table 5. **Median usual weekly earnings of employed (full- and part-time) wage and salary workers by hours usually worked and sex, 2004 annual averages**

Hours of work	Both sexes			Women			Men			Women's earnings as percent of men's[1]
	Number of workers (in thousands)	Median weekly earnings	Standard error of median	Number of workers (in thousands)	Median weekly earnings	Standard error of median	Number of workers (in thousands)	Median weekly earnings	Standard error of median	
Total, 16 years and over	123,554	$561	$2	59,408	$475	$2	64,145	$653	$3	72.8
1 to 34 hours	19,292	200	1	13,268	206	1	6,024	185	2	111.3
1 to 4 hours	452	54	3	306	53	4	147	54	7	99.2
5 to 9 hours	1,123	68	1	752	68	2	372	62	2	109.6
10 to 14 hours	1,725	99	1	1,160	102	2	565	92	3	110.7
15 to 19 hours	2,455	130	2	1,675	137	3	779	119	2	115.0
20 to 24 hours	3,951	190	2	2,141	198	2	1,810	172	2	115.0
25 to 29 hours	2,582	229	3	1,782	241	4	800	214	3	112.5
30 to 34 hours	4,953	331	3	3,442	310	3	1,552	280	5	110.7
35 hours and over	95,247	640	2	41,984	578	2	53,264	713	2	80.9
35 to 39 hours	7,313	442	5	4,991	450	5	2,322	423	8	106.4
40 hours	67,482	596	1	30,820	549	3	36,662	635	3	86.4
41 hours and over	20,452	960	4	6,173	843	7	14,279	1,011	5	83.3
41 to 44 hours	1,218	720	14	495	663	13	724	769	17	86.1
45 to 48 hours	5,895	854	6	2,095	784	12	3,800	894	11	87.7
49 to 59 hours	9,000	1,021	8	2,574	915	14	6,425	1,079	12	84.8
60 hours and over	4,339	1,096	23	1,009	946	22	3,330	1,143	11	82.8
Hours vary	9,015	395	6	4,157	278	5	4,858	566	12	49.1
Usually less than 35 hours	2,755	162	3	1,794	160	4	961	166	5	96.5
Usually 35 hours or more	5,977	595	7	2,240	433	12	3,737	702	10	61.7

[1] These figures are computed using unrounded medians and may differ slightly from percents computed using the rounded medians displayed in this table.

NOTE: Data refer to the sole or principal job of full- and part-time workers. Detail for the above "hours vary" groups will not sum to totals because data are not presented for a small number of multiple jobholders whose usual number of hours on the principal job is not identifiable.

Table 6. **Quartiles and selected deciles of usual weekly earnings of full-time wage and salary workers by selected characteristics, 2004 annual averages**

Characteristic	Number of workers (in thousands)	Upper limit of:				
		First decile	First quartile	Second quartile (median)	Third quartile	Ninth decile
SEX, RACE, AND HISPANIC OR LATINO ETHNICITY						
Total, 16 years and over	101,224	$305	$421	$638	$972	$1,460
Women	44,223	289	388	573	836	1,190
Men	57,001	323	469	713	1,095	1,646
White	82,468	311	434	657	998	1,495
Women	34,972	293	396	584	851	1,212
Men	47,495	329	483	732	1,128	1,686
Black or African American	12,032	283	371	525	770	1,107
Women	6,326	274	351	505	728	1,034
Men	5,706	295	391	569	827	1,165
Asian	4,457	318	444	708	1,149	1,744
Women	1,953	292	400	613	966	1,443
Men	2,504	350	498	802	1,329	1,907
Hispanic or Latino	14,061	267	322	456	684	1,004
Women	5,065	246	306	419	624	938
Men	8,996	279	336	480	708	1,046
EDUCATIONAL ATTAINMENT						
Total, 25 years and over	90,348	325	461	683	1,019	1,523
Less than a high school diploma	8,533	249	305	401	552	772
High school graduates, no college [1]	27,141	306	406	574	791	1,074
Some college or associate degree	24,846	343	476	661	931	1,269
Bachelor's degree and higher [2]	29,828	488	689	986	1,464	2,024
Women, 25 years and over	39,590	301	410	599	873	1,238
Less than a high school diploma	2,785	227	275	334	429	560
High school graduates, no college [1]	11,628	282	361	488	655	876
Some college or associate degree	11,848	315	418	577	776	1,046
Bachelor's degree and higher [2]	13,329	454	622	860	1,190	1,615
Men, 25 years and over	50,758	358	508	762	1,152	1,735
Less than a high school diploma	5,748	276	330	446	609	857
High school graduates, no college [1]	15,513	341	466	645	897	1,198
Some college or associate degree	12,998	388	547	761	1,056	1,440
Bachelor's degree and higher [2]	16,499	524	770	1,143	1,717	2,376

[1] Includes persons with a high school diploma or equivalent.
[2] Includes persons with a bachelor's, master's, professional, and doctoral degree.

NOTE: Ten percent of all full-time wage and salary workers earn less than the upper limit of the first decile; 25 percent earn less than the upper limit of the first quartile; 50 percent earn less than the upper limit of the second quartile, or median; 75 percent earn less than the upper limit of the third quartile; and 90 percent earn less than the upper limit of the ninth decile. Estimates for the above race groups (white, black or African American, and Asian) do not sum to totals because data are not presented for all races. In addition, persons whose ethnicity is identified as Hispanic or Latino may be of any race and, therefore, are classified by ethnicity as well as by race.

Table 7. **Usual weekly earnings distribution of full-time wage and salary workers by selected characteristics, 2004 annual averages**

(In thousands)

Characteristic	Total employed	Usual weekly earnings distribution							
		Under $150.00	$150.00 to $249.99	$250.00 to $349.99	$350.00 to $499.99	$500.00 to $749.99	$750.00 to $999.99	$1000.00 to $1499.99	$1500.00 or more
AGE AND SEX									
Total, 16 years and over	101,224	927	3,095	10,857	19,355	25,608	16,762	14,969	9,651
16 to 24 years	10,876	239	949	2,989	3,515	2,262	608	241	74
16 to 19 years	1,650	92	315	630	434	140	19	11	8
20 to 24 years	9,226	147	633	2,358	3,080	2,122	589	230	66
25 years and over	90,348	688	2,146	7,869	15,840	23,346	16,153	14,728	9,578
25 to 34 years	24,757	162	689	2,753	5,223	7,285	4,170	3,062	1,414
35 to 44 years	26,861	179	638	2,156	4,399	6,721	4,940	4,640	3,188
45 to 54 years	24,986	171	462	1,769	3,972	6,020	4,748	4,619	3,226
55 to 64 years	11,932	102	259	919	1,885	2,956	2,052	2,193	1,567
65 years and over	1,812	74	100	272	361	364	244	214	183
Women, 16 years and over	44,223	516	1,832	5,853	9,896	11,924	6,812	5,163	2,228
16 to 24 years	4,633	128	500	1,310	1,513	884	210	75	13
16 to 19 years	630	48	154	237	145	41	4	–	1
20 to 24 years	4,003	80	346	1,073	1,369	843	207	74	11
25 years and over	39,590	388	1,332	4,543	8,382	11,041	6,601	5,088	2,215
25 to 34 years	10,356	72	399	1,384	2,387	3,171	1,608	965	371
35 to 44 years	11,459	112	414	1,289	2,365	3,085	1,945	1,533	717
45 to 54 years	11,519	99	305	1,144	2,352	3,092	2,049	1,714	765
55 to 64 years	5,463	66	165	561	1,106	1,521	886	819	338
65 years and over	793	39	48	164	173	172	113	58	24
Men, 16 years and over	57,001	411	1,263	5,004	9,459	13,684	9,950	9,807	7,423
16 to 24 years	6,243	111	449	1,678	2,001	1,378	398	167	61
16 to 19 years	1,020	44	161	393	290	99	16	11	7
20 to 24 years	5,223	67	288	1,286	1,712	1,279	382	156	54
25 years and over	50,758	300	814	3,326	7,458	12,305	9,552	9,640	7,362
25 to 34 years	14,401	91	289	1,369	2,836	4,114	2,561	2,097	1,043
35 to 44 years	15,402	67	224	868	2,034	3,637	2,995	3,107	2,471
45 to 54 years	13,467	72	157	624	1,620	2,929	2,699	2,906	2,461
55 to 64 years	6,469	36	93	358	779	1,435	1,166	1,374	1,229
65 years and over	1,019	34	51	108	189	191	131	156	159
RACE, SEX, AND HISPANIC OR LATINO ETHNICITY									
White, 16 years and over	82,468	730	2,288	8,334	15,134	20,856	14,015	12,742	8,368
Women	34,972	405	1,338	4,374	7,686	9,521	5,587	4,211	1,850
Men	47,495	325	951	3,960	7,448	11,335	8,429	8,532	6,517
Black or African American, 16 years and over	12,032	127	587	1,789	2,926	3,238	1,695	1,197	474
Women	6,326	74	365	1,080	1,567	1,720	787	565	170
Men	5,706	54	222	709	1,358	1,518	908	632	304
Asian, 16 years and over	4,457	38	121	403	800	967	695	756	677
Women	1,953	24	70	237	411	453	287	292	179
Men	2,504	14	51	166	389	514	408	464	498
Hispanic or Latino, 16 years and over	14,061	152	799	3,087	3,891	3,146	1,497	1,039	451
Women	5,065	72	433	1,248	1,365	1,018	502	318	109
Men	8,996	80	365	1,839	2,526	2,128	995	721	342

NOTE: Estimates for the above race groups (white, black or African American, and Asian) do not sum to totals because data are not presented for all races. In addition, persons whose ethnicity is identified as Hispanic or Latino may be of any race and, therefore, are classified by ethnicity as well as by race.

Table 8. **Median usual weekly earnings of full-time wage and salary workers by sex, marital status, and presence and age of own children under 18 years old, 2004 annual averages**

Characteristic	Number of workers (in thousands)	Median weekly earnings	Standard error of median
WOMEN			
Total, all marital statuses	44,223	$573	$2
With children under 18 years old	16,549	551	4
With children 6 to 17, none younger	10,550	568	5
With children under 6 years old	5,999	524	5
With no children under 18 years old	27,674	582	2
Total, married, spouse present	23,164	604	2
With children under 18 years old	11,010	592	3
With children 6 to 17, none younger	6,884	591	4
With children under 6 years old	4,125	592	6
With no children under 18 years old	12,154	615	3
Total, other marital statuses[1]	21,059	523	3
With children under 18 years old	5,539	489	4
With children 6 to 17, none younger	3,666	519	5
With children under 6 years old	1,874	423	6
With no children under 18 years old	15,520	546	4
MEN			
Total, all marital statuses	57,001	713	2
With children under 18 years old	22,097	794	5
With children 6 to 17, none younger	11,964	827	6
With children under 6 years old	10,133	756	6
With no children under 18 years old	34,904	661	3
Total, married, spouse present	35,426	811	4
With children under 18 years old	20,502	813	5
With children 6 to 17, none younger	11,001	842	6
With children under 6 years old	9,501	775	7
With no children under 18 years old	14,924	807	6
Total, other marital statuses[1]	21,575	574	3
With children under 18 years old	1,595	610	10
With children 6 to 17, none younger	962	695	15
With children under 6 years old	632	513	10
With no children under 18 years old	19,980	570	4

[1] Includes never-married, divorced, separated, and widowed persons.

NOTE: Children refer to "own" children and include sons, daughters, stepchildren, and adopted children. Excluded are other related children such as grandchildren, nieces, nephews, and cousins, and unrelated children.

Table 9. **Median hourly earnings of wage and salary workers paid hourly rates by selected characteristics, 2004 annual averages**

Characteristic	Both sexes			Women			Men			Women's earnings as percent of men's [1]
	Number of workers (in thousands)	Median hourly earnings	Standard error of median	Number of workers (in thousands)	Median hourly earnings	Standard error of median	Number of workers (in thousands)	Median hourly earnings	Standard error of median	
AGE										
Total, 16 years and over	73,939	$11.00	$0.02	37,133	$10.17	$0.02	36,806	$12.02	$0.03	84.6
16 to 24 years	16,174	7.98	.02	7,869	7.71	.03	8,305	8.21	.03	93.9
16 to 19 years	5,433	7.00	.02	2,761	6.86	.03	2,672	7.15	.03	95.9
20 to 24 years	10,741	8.78	.03	5,108	8.32	.06	5,633	9.07	.04	91.7
25 years and over	57,765	12.23	.03	29,265	11.23	.04	28,500	13.74	.07	81.7
25 to 34 years	16,574	11.37	.09	7,645	10.62	.10	8,929	12.03	.05	88.3
35 to 44 years	16,715	12.89	.05	8,439	11.45	.10	8,277	14.60	.15	78.4
45 to 54 years	14,796	13.23	.08	7,868	11.95	.05	6,928	15.11	.05	79.1
55 to 64 years	7,501	12.58	.12	4,099	11.57	.16	3,402	14.54	.24	79.6
65 years and over	2,177	9.62	.18	1,213	9.16	.10	964	9.90	.09	92.5
RACE AND HISPANIC OR LATINO ETHNICITY										
White	59,877	11.13	.03	29,621	10.21	.03	30,255	12.16	.04	84.0
Black or African American	9,417	10.19	.03	5,174	9.93	.05	4,243	10.88	.09	91.3
Asian	2,672	11.10	.13	1,378	10.57	.32	1,295	11.90	.18	88.8
Hispanic or Latino	12,073	9.81	.03	4,890	9.04	.06	7,183	10.02	.03	90.2
MARITAL STATUS										
Never married	25,411	8.98	.03	11,774	8.49	.06	13,637	9.41	.08	90.2
Married, spouse present	36,130	12.81	.04	17,584	11.38	.07	18,546	14.29	.09	79.6
Other marital status	12,397	11.49	.11	7,774	10.81	.07	4,623	12.89	.10	83.9
Divorced	7,932	12.19	.06	4,922	11.48	.14	3,010	13.93	.14	82.4
Separated	2,992	10.10	.06	1,656	9.84	.07	1,336	10.99	.18	89.5
Widowed	1,473	10.00	.08	1,196	9.90	.08	277	10.83	.50	91.4
UNION AFFILIATION [2]										
Members of unions [3]	9,784	16.00	.09	3,502	13.86	.11	6,282	17.30	.17	80.1
Represented by unions [4]	10,664	15.88	.09	3,942	13.85	.11	6,721	17.18	.12	80.6
Not represented by a union	63,275	10.24	.03	33,191	9.98	.02	30,084	11.06	.04	90.3
EDUCATIONAL ATTAINMENT										
Total, 25 years and over	57,765	12.23	.03	29,265	11.23	.04	28,500	13.74	.07	81.7
Less than a high school diploma	7,946	9.23	.06	3,079	8.06	.04	4,868	10.11	.04	79.7
High school graduates, no college [5]	22,423	11.93	.03	10,875	10.44	.07	11,548	13.79	.08	75.7
Some college or associate degree	18,058	13.18	.06	9,994	12.07	.04	8,064	14.98	.05	80.6
Bachelor's degree and higher [6]	9,338	16.24	.19	5,317	16.12	.19	4,021	16.63	.30	96.9

[1] These figures are computed using unrounded medians and may differ slightly from percents computed using the rounded medians displayed in this table.

[2] Differences in earnings levels between workers with and without union affiliation reflect a variety of factors in addition to coverage by a collective bargaining agreement, including the distribution of male and female employees by occupation, industry, firm size, or geographic region.

[3] Data refer to members of a labor union or an employee association similar to a union.

[4] Data refer to members of a labor union or an employee association similar to a union as well as workers who report no union affiliation but whose jobs are covered by a union or an employee association contract.

[5] Includes persons with a high school diploma or equivalent.

[6] Includes persons with a bachelor's, master's, professional, and doctoral degree.

NOTE: Hourly-paid workers account for approximately three-fifths of all wage and salary workers. Estimates for the above race groups (white, black or African American, and Asian) do not sum to totals because data are not presented for all races. In addition, persons whose ethnicity is identified as Hispanic or Latino may be of any race and, therefore, are classified by ethnicity as well as by race.

Table 10. **Hourly earnings distribution of wage and salary workers paid hourly rates by selected characteristics, 2004 annual averages**
(in thousands)

Characteristic	Total employed	Hourly earnings distribution								
		Under $4.00	$4.00 to $4.99	$5.00 to $5.99	$6.00 to $7.99	$8.00 to $9.99	$10.00 to $11.99	$12.00 to $14.99	$15.00 to $19.99	$20.00 or more
AGE AND SEX										
Total, 16 years and over	73,939	983	144	2,320	12,115	13,077	11,661	11,724	11,265	10,649
16 to 24 years	16,174	489	64	1,374	5,517	4,073	2,388	1,428	617	225
16 to 19 years	5,433	177	27	869	2,665	1,110	391	133	40	21
20 to 24 years	10,741	311	38	505	2,852	2,963	1,996	1,295	577	203
25 years and over	57,765	495	80	946	6,598	9,004	9,274	10,296	10,648	10,424
25 to 34 years	16,574	237	32	292	2,223	2,980	2,896	3,134	2,781	1,999
35 to 44 years	16,715	116	23	244	1,728	2,362	2,635	2,976	3,272	3,358
45 to 54 years	14,796	82	14	174	1,328	2,033	2,232	2,608	2,975	3,349
55 to 64 years	7,501	39	4	121	813	1,154	1,156	1,319	1,387	1,508
65 years and over	2,177	20	8	115	505	474	354	259	232	210
Women, 16 years and over	37,133	698	97	1,405	7,115	7,239	6,119	5,767	4,490	4,203
16 to 24 years	7,869	352	42	783	2,904	1,929	1,006	580	189	82
16 to 19 years	2,761	133	19	497	1,400	500	144	54	11	3
20 to 24 years	5,108	219	23	285	1,504	1,429	864	526	178	79
25 years and over	29,265	346	55	622	4,210	5,310	5,111	5,188	4,301	4,121
25 to 34 years	7,645	159	21	171	1,250	1,522	1,322	1,400	999	801
35 to 44 years	8,439	81	18	172	1,177	1,456	1,510	1,454	1,273	1,299
45 to 54 years	7,868	57	11	118	928	1,328	1,388	1,431	1,257	1,351
55 to 64 years	4,099	31	3	79	566	734	695	754	652	585
65 years and over	1,213	18	2	83	289	270	197	149	121	85
Men, 16 years and over	36,806	286	47	915	5,000	5,838	5,543	5,956	6,775	6,446
16 to 24 years	8,305	137	22	591	2,613	2,144	1,380	848	428	143
16 to 19 years	2,672	45	8	371	1,264	609	247	79	30	18
20 to 24 years	5,633	92	15	220	1,348	1,535	1,132	769	398	124
25 years and over	28,500	149	25	324	2,387	3,694	4,163	5,108	6,347	6,303
25 to 34 years	8,929	79	10	121	972	1,458	1,574	1,734	1,782	1,198
35 to 44 years	8,277	35	5	73	552	907	1,125	1,523	1,999	2,059
45 to 54 years	6,928	25	3	57	400	705	844	1,178	1,718	1,998
55 to 64 years	3,402	8	1	41	247	420	462	564	736	923
65 years and over	964	2	6	33	216	204	157	110	112	125
RACE, SEX, AND HISPANIC OR LATINO ETHNICITY										
White, 16 years and over	59,877	865	125	1,819	9,610	10,260	9,325	9,451	9,427	8,994
Women	29,621	631	85	1,093	5,553	5,656	4,915	4,565	3,667	3,455
Men	30,255	234	40	725	4,057	4,604	4,411	4,886	5,760	5,539
Black or African American, 16 years and over	9,417	77	10	372	1,686	1,940	1,617	1,594	1,187	934
Women	5,174	45	7	228	1,084	1,123	838	847	574	429
Men	4,243	32	3	144	601	817	779	747	613	505
Asian, 16 years and over	2,672	19	4	57	445	462	430	373	296	486
Women	1,378	13	2	33	256	251	229	208	158	229
Men	1,295	6	3	24	189	211	201	165	237	258
Hispanic or Latino, 16 years and over	12,073	96	22	350	2,810	2,694	2,119	1,768	1,288	927
Women	4,890	63	12	215	1,395	1,095	786	648	402	274
Men	7,183	34	9	135	1,415	1,599	1,333	1,121	885	653

NOTE: Hourly-paid workers account for approximately three-fifths of all wage and salary workers. Estimates for the above race groups (white, black or African American, and Asian) do not sum to totals because data are not presented for all races. In addition, persons whose ethnicity is identified as Hispanic or Latino may be of any race and, therefore, are classified by ethnicity as well as by race.

Table 11. **Wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by selected characteristics, 2004 annual averages**

(Numbers in thousands)

Characteristic	Workers paid hourly rates[1]				
	Total	Below prevailing Federal minimum wage	At prevailing Federal minimum wage	Total at or below prevailing Federal minimum wage	
				Number	Percent of hourly-paid workers
AGE AND SEX					
Total, 16 years and over	73,939	1,483	520	2,003	2.7
16 to 24 years	16,174	750	272	1,021	6.3
16 to 19 years	5,433	329	168	498	9.2
20 to 24 years	10,741	420	103	523	4.9
25 years and over	57,765	733	249	982	1.7
25 to 34 years	16,574	320	64	384	2.3
35 to 44 years	16,715	175	63	238	1.4
45 to 54 years	14,796	125	48	173	1.2
55 to 64 years	7,501	61	40	101	1.3
65 years and over	2,177	53	33	87	4.0
Women, 16 years and over	37,133	1,013	310	1,323	3.6
16 to 24 years	7,869	510	145	655	8.3
16 to 19 years	2,761	229	90	319	11.5
20 to 24 years	5,108	282	55	336	6.6
25 years and over	29,265	502	166	668	2.3
25 to 34 years	7,645	209	35	244	3.2
35 to 44 years	8,439	122	46	168	2.0
45 to 54 years	7,868	84	31	116	1.5
55 to 64 years	4,099	47	27	74	1.8
65 years and over	1,213	40	27	67	5.5
Men, 16 years and over	36,806	470	210	680	1.8
16 to 24 years	8,305	239	127	366	4.4
16 to 19 years	2,672	101	78	179	6.7
20 to 24 years	5,633	138	49	187	3.3
25 years and over	28,500	231	83	314	1.1
25 to 34 years	8,929	111	30	140	1.6
35 to 44 years	8,277	54	17	70	.9
45 to 54 years	6,928	40	17	57	.8
55 to 64 years	3,402	14	13	27	.8
65 years and over	964	13	7	19	2.0
RACE, SEX, AND HISPANIC OR LATINO ETHNICITY					
White, 16 years and over	59,877	1,286	395	1,681	2.8
Women	29,621	892	234	1,126	3.8
Men	30,255	393	161	555	1.8
Black or African American, 16 years and over	9,417	128	99	228	2.4
Women	5,174	79	59	138	2.7
Men	4,243	49	40	89	2.1
Asian, 16 years and over	2,672	30	8	38	1.4
Women	1,378	18	5	23	1.7
Men	1,295	12	3	15	1.2
Hispanic or Latino, 16 years and over	12,073	168	82	250	2.1
Women	4,890	102	49	151	3.1
Men	7,183	66	32	99	1.4
FULL- AND PART-TIME STATUS AND SEX[2]					
Full-time workers	55,739	583	177	760	1.4
Women	24,788	360	100	460	1.9
Men	30,951	223	77	300	1.0
Part-time workers	18,046	897	343	1,240	6.9
Women	12,276	651	210	861	7.0
Men	5,770	246	132	378	6.6

[1] Detail may not sum to totals due to rounding. Percents are based on unrounded data.

[2] The distinction between full- and part-time workers is based on hours usually worked. These data will not sum to totals because full- or part-time status on the principal job is not identifiable for a small number of multiple jobholders.

NOTE: Estimates for the above race groups (white, black or African American, and Asian) do not sum to totals because data are not presented for all races. In addition, persons whose ethnicity is identified as Hispanic or Latino may be of any race and, therefore, are classified by ethnicity as well as by race.

Table 12. **Median usual weekly earnings of full-time wage and salary workers in constant (2004) dollars by sex and age, 1979-2004 annual averages**

Year and sex	Total, 16 years and over	16 to 24 years			25 years and over					
		Total	16 to 19 years	20 to 24 years	Total	25 to 34 years	35 to 44 years	45 to 54 years	55 to 64 years	65 years and over
BOTH SEXES										
1979	$581	$415	$347	$448	$639	$616	$675	$666	$630	$477
1980	568	407	334	435	621	598	655	645	618	441
1981	563	398	320	423	612	588	646	636	613	441
1982	566	390	308	413	612	583	663	647	609	474
1983	563	379	294	400	618	578	665	660	623	469
1984	564	376	292	399	626	580	673	666	632	470
1985	576	375	291	402	634	585	679	671	638	497
1986[1]	590	381	293	408	643	592	689	683	652	491
1987	595	386	295	411	641	594	692	682	645	493
1988	591	382	300	407	635	588	690	695	643	496
1989	587	381	300	406	629	579	694	694	634	491
1990[1]	578	377	294	400	629	571	682	685	641	482
1991	576	375	288	394	632	562	673	686	635	515
1992	581	364	280	382	632	556	663	689	637	499
1993	590	363	275	382	632	562	666	697	633	506
1994[1]	589	361	278	378	630	554	677	714	631	485
1995	590	360	284	376	628	555	677	717	633	479
1996	588	357	287	374	624	555	670	712	641	460
1997[1]	591	360	296	377	634	565	679	712	655	462
1998[1]	605	370	310	392	662	581	691	718	686	469
1999[1]	622	387	319	411	671	587	692	739	685	458
2000[1]	631	396	326	420	667	602	685	733	679	508
2001	636	401	325	421	672	615	701	740	680	521
2002	639	400	320	419	679	620	702	741	708	527
2003[1]	636	397	320	412	679	610	706	742	727	529
2004[1]	638	390	309	406	683	604	713	743	725	560
WOMEN										
1979	439	371	318	389	470	480	471	463	455	410
1980	436	362	315	379	462	473	465	453	444	379
1981	435	358	306	380	462	474	472	447	441	375
1982	447	359	296	377	477	483	484	471	458	396
1983	453	356	284	373	481	488	489	475	463	381
1984	458	352	280	369	490	492	505	483	467	378
1985	465	353	278	370	496	495	514	489	477	406
1986[1]	478	360	279	381	507	503	525	507	486	421
1987	482	360	273	385	511	503	536	515	490	415
1988	483	361	282	386	514	501	543	520	487	429
1989	482	362	289	383	516	500	543	525	489	429
1990[1]	486	356	278	377	518	499	547	529	488	421
1991	496	360	277	380	524	501	551	538	491	432
1992	501	352	270	369	527	504	552	550	496	433
1993	506	352	264	372	534	508	560	566	508	431
1994[1]	503	347	267	365	531	501	565	568	502	424
1995	500	339	264	358	527	497	558	572	496	434
1996	501	340	267	358	532	498	555	578	504	401
1997[1]	506	343	282	359	542	501	565	581	508	408
1998[1]	528	353	288	369	561	523	576	597	551	405
1999[1]	537	367	302	389	563	533	571	606	558	419
2000[1]	541	378	310	402	566	541	571	619	557	430
2001	547	377	308	400	579	547	584	627	572	417
2002	556	385	310	404	597	556	600	632	602	452
2003[1]	567	381	307	398	600	561	606	625	617	447
2004[1]	573	375	293	391	599	561	608	625	615	478

See footnotes at end of table.

Table 12. **Median usual weekly earnings of full-time wage and salary workers in constant (2004) dollars by sex and age, 1979-2004 annual averages — Continued**

Year and sex	Total, 16 years and over	16 to 24 years			25 years and over					
		Total	16 to 19 years	20 to 24 years	Total	25 to 34 years	35 to 44 years	45 to 54 years	55 to 64 years	65 years and over
MEN										
1979	$703	$473	$373	$508	$757	$712	$809	$814	$753	$528
1980	679	452	351	486	736	682	797	795	747	496
1981	674	433	333	471	737	674	788	786	749	528
1982	682	421	318	457	736	670	790	784	747	562
1983	681	401	302	434	731	667	795	798	749	554
1984	678	400	302	433	731	661	815	813	760	567
1985	681	403	306	433	742	659	815	819	783	615
1986[1]	690	405	305	434	761	661	820	832	797	589
1987	690	409	311	437	759	655	811	826	788	604
1988	689	401	314	428	748	645	793	842	780	606
1989	688	399	308	427	735	638	798	836	766	579
1990[1]	675	395	305	418	718	630	786	829	765	565
1991[1]	667	386	296	406	708	620	779	829	762	632
1992	661	374	288	392	707	615	767	836	763	555
1993	657	371	284	390	715	612	767	841	754	581
1994	658	371	288	387	727	604	779	846	760	556
1995	663	373	301	389	724	603	768	843	767	543
1996	668	368	301	385	719	598	758	837	770	572
1997[1]	679	372	308	397	722	605	764	836	785	530
1998[1]	692	386	326	413	740	630	784	847	809	558
1999[1]	701	404	330	430	757	654	796	865	823	533
2000[1]	702	411	336	433	760	656	798	846	806	573
2001	715	418	340	436	769	659	804	853	812	603
2002	713	411	328	430	769	659	798	848	842	612
2003[1]	713	409	329	423	764	645	796	856	849	628
2004[1]	713	400	318	417	762	639	804	857	843	641
WOMEN'S EARNINGS AS PERCENT OF MEN'S [2]										
1979	62.5	78.5	85.2	76.5	62.1	67.4	58.3	56.9	60.5	77.8
1980	64.3	80.1	89.5	78.0	62.7	69.4	58.4	56.9	59.4	76.5
1981	64.5	82.6	91.8	80.7	62.7	70.4	59.9	56.8	58.9	70.9
1982	65.5	85.3	92.8	82.5	64.7	72.1	61.2	60.1	61.3	70.4
1983	66.6	88.6	94.1	85.9	65.8	73.3	61.5	59.5	61.8	68.7
1984	67.6	87.9	92.7	85.3	67.0	74.5	61.9	59.4	61.4	66.8
1985	68.2	87.5	90.8	85.5	66.9	75.1	63.1	59.7	60.9	66.0
1986[1]	69.3	88.9	91.5	87.7	66.7	76.2	64.0	61.0	61.0	71.4
1987	69.9	88.1	87.8	88.0	67.3	76.8	66.1	62.3	62.2	68.7
1988	70.1	90.0	89.8	90.1	68.7	77.7	68.4	61.8	62.4	70.8
1989	70.1	90.7	94.0	89.8	70.2	78.4	68.1	62.7	63.9	74.2
1990[1]	71.9	90.1	91.0	90.2	72.1	79.2	69.7	63.8	63.7	74.5
1991	74.3	93.3	93.5	93.5	74.0	80.9	70.8	64.9	64.4	68.4
1992	75.8	94.0	93.8	94.2	74.6	82.0	71.9	65.8	64.9	78.1
1993	77.1	94.8	93.0	95.6	74.7	82.9	73.0	67.3	67.4	74.1
1994[1]	76.4	93.7	92.7	94.5	73.1	82.9	72.5	67.1	66.1	76.3
1995	75.4	90.8	87.9	92.2	72.7	82.4	72.7	67.8	64.8	79.9
1996	75.0	92.4	88.9	92.8	74.1	83.2	73.2	68.9	65.4	70.0
1997[1]	74.5	92.1	91.4	90.6	75.1	82.9	74.0	69.4	64.7	77.1
1998[1]	76.3	91.3	88.5	89.4	75.9	83.0	73.5	70.5	68.2	72.6
1999[1]	76.5	91.0	91.3	90.5	74.4	81.5	71.7	70.1	67.8	78.7
2000[1]	77.0	92.0	92.3	92.8	74.5	82.5	71.5	73.2	69.2	75.1
2001	76.4	90.2	90.3	91.9	75.3	83.0	72.6	73.5	70.5	69.1
2002	77.9	93.7	94.5	93.9	77.6	84.4	75.2	74.5	71.5	73.8
2003[1]	79.5	93.3	93.2	94.0	78.5	87.0	76.2	73.0	72.6	71.2
2004[1]	80.3	93.7	92.2	93.8	78.7	87.9	75.6	73.0	73.0	74.6

[1] The comparability of historical labor force data has been affected at various times by methodological and conceptual changes in the Current Population Survey (CPS). For an explanation, see the Explanatory Notes and Estimates of Error section of the February 2005 and subsequent issues of *Employment and Earnings*, a monthly BLS periodical.

[2] These figures are computed using unrounded medians and may differ slightly from percents computed using the rounded medians displayed in this table.

NOTE: The Consumer Price Index research series using current methods (CPI-U-RS) is used to convert current dollars to constant dollars. See Technical Note.

Table 13. **Median usual weekly earnings of full-time wage and salary workers in constant (2004) dollars by sex, race, and Hispanic or Latino ethnicity, 1979-2004 annual averages**

Year and sex	Total, 16 years and over	White	Black or African American	Asian	Hispanic or Latino
BOTH SEXES					
1979	$581	$596	$479	–	$466
1980	568	583	461	–	454
1981	563	576	466	–	442
1982	566	580	459	–	450
1983	563	575	470	–	449
1984	564	582	466	–	449
1985	576	595	465	–	452
1986[1]	590	610	479	–	456
1987	595	610	479	–	453
1988	591	605	482	–	445
1989	587	602	470	–	438
1990[1]	578	594	462	–	426
1991	576	599	471	–	423
1992	581	604	470	–	424
1993	590	611	475	–	426
1994[1]	589	610	468	–	409
1995	590	609	471	–	405
1996	588	606	464	–	406
1997[1]	591	609	469	–	412
1998[1]	605	631	493	–	429
1999[1]	622	649	504	–	436
2000[1]	631	647	520	$674	438
2001	636	651	524	682	445
2002	639	655	523	691	445
2003[1]	636	653	528	712	452
2004[1]	638	657	525	708	456
WOMEN					
1979	439	444	408	–	379
1980	436	440	402	–	374
1981	435	438	409	–	377
1982	447	453	407	–	381
1983	453	458	417	–	386
1984	458	464	417	–	386
1985	465	471	423	–	384
1986[1]	478	484	434	–	397
1987	482	489	438	–	399
1988	483	488	442	–	399
1989	482	491	443	–	396
1990[1]	486	496	432	–	390
1991	496	505	437	–	395
1992	501	510	442	–	398
1993	506	516	448	–	402
1994[1]	503	514	437	–	384
1995	500	510	437	–	376
1996	501	513	435	–	379
1997[1]	506	521	440	–	373
1998[1]	528	541	462	–	390
1999[1]	537	548	463	–	394
2000[1]	541	550	471	599	402
2001	547	557	485	601	415
2002	556	575	497	595	417
2003[1]	567	583	504	614	421
2004[1]	573	584	505	613	419

See footnotes at end of table.

Table 13. **Median usual weekly earnings of full-time wage and salary workers in constant (2004) dollars by sex, race, and Hispanic or Latino ethnicity, 1979-2004 annual averages — Continued**

Year and sex	Total, 16 years and over	White	Black or African American	Asian	Hispanic or Latino
MEN					
1979	$703	$719	$548	–	$529
1980	679	694	530	–	508
1981[1]	674	694	533	–	499
1982	682	703	521	–	503
1983	681	697	528	–	493
1984	678	693	524	–	496
1985	681	699	510	–	495
1986[1]	690	713	524	–	492
1987	690	716	519	–	487
1988	689	713	533	–	472
1989	688	709	512	–	463
1990[1]	675	693	506	–	446
1991	667	684	507	–	437
1992	661	678	502	–	447
1993	657	674	504	–	445
1994[1]	658	690	505	–	433
1995	663	698	506	–	430
1996	668	696	493	–	426
1997[1]	679	699	507	–	436
1998[1]	692	711	541	–	451
1999[1]	701	724	554	–	460
2000[1]	702	726	559	$751	457
2001	715	736	565	782	470
2002	713	737	550	794	474
2003[1]	713	734	569	793	476
2004[1]	713	732	569	802	480
WOMEN'S EARNINGS AS PERCENT OF MEN'S [2]					
1979	62.5	61.7	74.3	–	71.7
1980	64.3	63.5	75.8	–	73.6
1981	64.5	63.1	76.7	–	75.6
1982	65.5	64.4	78.0	–	75.7
1983	66.6	65.7	78.9	–	78.3
1984	67.6	67.0	79.6	–	77.8
1985	68.2	67.4	82.8	–	77.7
1986[1]	69.3	67.9	82.7	–	80.7
1987	69.9	68.2	84.4	–	82.1
1988	70.1	68.5	83.0	–	84.6
1989	70.1	69.2	86.5	–	85.6
1990[1]	71.9	71.5	85.5	–	87.6
1991	74.3	73.7	86.1	–	90.5
1992	75.8	75.2	88.1	–	89.1
1993	77.1	76.5	88.8	–	90.4
1994[1]	76.4	74.5	86.5	–	88.8
1995	75.4	73.2	86.3	–	87.3
1996	75.0	73.8	88.1	–	89.0
1997[1]	74.5	74.6	86.8	–	85.6
1998[1]	76.3	76.1	85.4	–	86.5
1999[1]	76.5	75.7	83.7	–	85.7
2000[1]	77.0	75.8	84.2	79.9	88.0
2001	76.4	75.5	85.8	76.9	88.2
2002	77.9	78.0	90.4	74.9	88.1
2003[1]	79.5	79.4	88.4	77.5	88.3
2004[1]	80.3	79.8	88.9	76.4	87.1

[1] The comparability of historical labor force data has been affected at various times by methodological and conceptual changes in the Current Population Survey (CPS). For an explanation, see the Explanatory Notes and Estimates of Error section of the February 2005 and subsequent issues of *Employment and Earnings*, a monthly BLS periodical.

[2] These figures are computed using unrounded medians and may differ slightly from percents computed using the rounded medians displayed in this table.

– Data not available

NOTE: Beginning in 2003, estimates for the above race groups (White, Black or African American, and Asian) include persons who selected this race group only; persons who selected more than one race group are not included. Prior to 2003, persons who reported more than one race were included in the group they identified as the main race. Estimates for the race groups will not sum to totals because data are not presented for all races. Persons whose ethnicity is identified as Hispanic or Latino may be of any race and, therefore, are classified by ethnicity as well as by race. Data for 2000-02 are for the category Asians and Pacific Islanders. Starting in 2003, Asians constitute a separate category. For more information, see the Explanatory Notes and Estimates of Error section of *Employment and Earnings*. Data for Asians were not tabulated prior to 2000. The Consumer Price Index research series using current methods (CPI-U-RS) is used to convert current dollars to constant dollars. See Technical Note

Table 14. **Median usual weekly earnings of full-time wage and salary workers 25 years and over in constant (2004) dollars by sex and educational attainment, 1979-2004 annual averages**

Year and sex	Total, 25 years and over	Less than a high school diploma	High school graduates, no college [1]	Some college or associate degree	Bachelor's degree and higher [2]
BOTH SEXES					
1979	$639	$506	$599	$679	$829
1980	621	482	578	659	816
1981	612	475	568	643	807
1982	612	464	565	657	819
1983	618	460	560	653	830
1984	626	456	558	661	840
1985	634	452	558	668	847
1986[3]	643	457	565	673	863
1987	641	451	567	669	896
1988	635	442	564	660	898
1989	629	437	552	665	896
1990[3]	629	425	541	667	895
1991	632	416	537	662	901
1992	632	410	532	639	918
1993	632	404	534	636	920
1994[3]	630	387	531	629	925
1995	628	381	532	625	920
1996	624	380	532	621	909
1997[3]	634	376	541	628	914
1998[3]	662	390	555	646	950
1999[3]	671	393	556	658	975
2000[3]	667	396	554	653	977
2001	672	408	555	659	983
2002	679	408	562	660	988
2003[3]	679	407	568	656	989
2004[3]	683	401	574	661	986
WOMEN					
1979	470	366	446	508	635
1980	462	355	435	501	629
1981	462	347	431	506	631
1982	477	345	442	514	649
1983	481	350	443	517	663
1984	490	345	448	527	675
1985	496	338	448	531	694
1986[3]	507	341	455	542	717
1987	511	341	457	552	740
1988	514	338	457	552	744
1989	516	340	448	557	746
1990[3]	518	337	441	554	751
1991	524	338	444	553	760
1992	527	337	444	537	783
1993	534	339	446	543	786
1994[3]	531	324	443	533	799
1995	527	322	439	525	793
1996	532	322	438	529	788
1997[3]	542	323	444	538	789
1998[3]	561	327	458	551	819
1999[3]	563	329	459	554	839
2000[3]	566	334	461	554	829
2001	579	337	472	555	839
2002	597	341	481	571	850
2003[3]	600	338	487	575	854
2004[3]	599	334	488	577	860

See footnotes at end of table.

Table 14. **Median usual weekly earnings of full-time wage and salary workers 25 years and over in constant (2004) dollars by sex and educational attainment, 1979-2004 annual averages — Continued**

Year and sex	Total, 25 years and over	Less than a high school diploma	High school graduates, no college [1]	Some college or associate degree	Bachelor's degree and higher [2]
MEN					
1979	$757	$608	$743	$794	$954
1980	736	580	710	777	927
1981	737	567	707	771	943
1982	736	549	700	770	942
1983	731	542	697	760	932
1984	731	533	690	771	972
1985	742	526	682	790	988
1986[3]	761	528	684	798	1,016
1987	759	515	672	790	1,038
1988	748	510	670	772	1,042
1989	735	509	662	760	1,037
1990[3]	718	490	643	761	1,039
1991	708	473	636	762	1,034
1992	707	463	631	732	1,044
1993	715	458	626	736	1,037
1994[3]	727	432	626	740	1,042
1995	724	427	625	734	1,040
1996	719	428	619	724	1,048
1997[3]	722	429	628	729	1,052
1998[3]	740	444	647	745	1,087
1999[3]	757	447	658	753	1,108
2000[3]	760	446	648	758	1,119
2001	769	447	650	772	1,139
2002	769	443	648	768	1,145
2003[3]	764	441	645	759	1,161
2004[3]	762	446	645	761	1,143
WOMEN'S EARNINGS AS PERCENT OF MEN'S [4]					
1979	62.1	60.2	60.0	64.0	66.6
1980	62.7	61.3	61.3	64.5	67.8
1981	62.7	61.1	61.0	65.6	66.9
1982	64.7	62.8	63.1	66.7	68.9
1983	65.8	64.6	63.5	68.1	71.1
1984	67.0	64.8	64.9	68.4	69.5
1985	66.9	64.4	65.7	67.2	70.2
1986[3]	66.7	64.7	66.6	67.9	70.6
1987	67.3	66.1	68.0	69.9	71.3
1988	68.7	66.4	68.3	71.5	71.4
1989	70.2	66.8	67.6	73.3	71.9
1990[3]	72.1	68.8	68.6	72.8	72.2
1991	74.0	71.5	69.9	72.6	73.5
1992	74.6	72.8	70.3	73.4	75.0
1993	74.7	73.8	71.3	73.7	75.8
1994[3]	73.1	74.9	70.8	72.0	76.7
1995	72.7	75.4	70.2	71.6	76.2
1996	74.1	75.2	70.7	73.1	75.2
1997[3]	75.1	75.2	70.8	73.8	75.0
1998[3]	75.9	73.7	70.9	74.0	75.3
1999[3]	74.4	73.5	69.8	73.5	75.7
2000[3]	74.5	74.9	71.2	73.1	74.1
2001	75.3	75.4	72.7	71.9	73.7
2002	77.6	77.1	74.3	74.3	74.2
2003[3]	78.5	76.7	75.6	75.7	73.6
2004[3]	78.7	74.9	75.6	75.8	75.2

[1] Includes persons with a high school diploma or equivalent.
[2] Includes persons with a bachelor's, master's, professional, and doctoral degree.
[3] The comparability of historical labor force data has been affected at various times by methodological and conceptual changes in the Current Population Survey (CPS). For an explanation, see the Explanatory Notes and Estimates of Error section of the February 2005 and subsequent issues of *Employment and Earnings*, a monthly BLS periodical.
[4] These figures are computed using unrounded medians and may differ slightly from percents computed using the rounded medians displayed in this table.

NOTE: The Consumer Price index research series using current methods (CPI-U-RS) is used to convert current dollars to constant dollars. See Technical Note.

Table 15. **Median hourly earnings of wage and salary workers paid hourly rates in constant (2004) dollars by sex and age, 1979-2004 annual averages**

Year and sex	Total, 16 years and over	16 to 24 years			25 years and over					
		Total	16 to 19 years	20 to 24 years	Total	25 to 34 years	35 to 44 years	45 to 54 years	55 to 64 years	65 years and over
BOTH SEXES										
1979	$10.72	$8.43	$7.50	$9.72	$12.34	$12.56	$12.78	$12.46	$12.00	$7.80
1980	10.49	8.08	7.01	9.32	12.06	12.29	12.51	12.28	11.72	7.75
1981	10.24	7.90	7.12	9.16	11.91	12.11	12.33	11.95	11.55	7.79
1982	10.13	7.60	6.77	8.75	11.78	11.90	12.40	12.04	11.46	7.74
1983	10.08	7.35	6.51	8.45	11.79	11.70	12.45	12.12	11.54	7.92
1984	10.10	7.25	6.33	8.35	11.85	11.72	12.43	12.27	11.47	8.03
1985	10.12	7.15	6.17	8.30	11.82	11.61	12.57	12.37	11.59	7.95
1986[1]	10.22	7.27	6.12	8.34	11.91	11.55	12.83	12.74	11.80	8.18
1987	10.30	7.31	6.07	8.30	11.87	11.45	12.63	12.52	11.80	8.09
1988	10.33	7.36	6.19	8.27	11.89	11.42	12.55	12.53	11.49	8.04
1989	10.30	7.29	6.22	8.33	11.70	11.25	12.60	12.40	11.52	7.98
1990[1]	10.16	7.25	6.31	8.31	11.46	11.10	12.38	12.35	11.26	8.08
1991	10.17	7.14	6.36	8.14	11.49	10.89	12.42	12.34	11.09	8.05
1992	10.20	7.10	6.25	7.97	11.53	10.79	12.39	12.57	11.21	8.12
1993	10.14	7.10	6.18	7.93	11.53	10.66	12.38	12.71	11.47	8.24
1994[1]	10.12	7.10	6.20	7.86	11.52	10.58	12.52	12.65	11.39	8.06
1995	10.07	7.16	6.21	7.92	11.54	10.74	12.36	12.49	11.34	8.20
1996	10.08	7.13	6.21	8.04	11.54	10.58	12.18	12.29	11.27	8.13
1997	10.28	7.23	6.47	8.12	11.59	10.63	12.17	12.45	11.44	8.10
1998	10.55	7.63	6.81	8.39	11.73	11.18	12.58	12.70	11.68	8.58
1999	10.82	7.81	6.91	8.79	11.89	11.32	12.51	12.86	11.78	8.74
2000	10.86	7.94	7.03	8.85	11.93	11.16	12.44	12.96	11.86	8.82
2001	10.87	8.21	7.21	8.94	12.17	11.38	12.78	12.99	12.14	9.11
2002	11.00	8.20	7.26	8.90	12.43	11.53	12.80	13.09	12.45	9.52
2003	11.14	8.11	7.11	8.89	12.38	11.55	12.79	13.32	12.51	9.44
2004	11.00	7.98	7.00	8.78	12.23	11.37	12.89	13.23	12.58	9.62
WOMEN										
1979	8.74	7.70	7.32	8.49	9.41	9.76	9.59	9.28	9.07	7.55
1980	8.60	7.50	6.83	8.25	9.22	9.66	9.32	9.19	8.87	7.36
1981	8.50	7.37	7.00	8.14	9.33	9.72	9.49	9.13	8.80	7.39
1982	8.64	7.10	6.67	7.87	9.43	9.74	9.53	9.29	9.01	7.38
1983	8.66	6.88	6.41	7.67	9.42	9.80	9.56	9.35	9.14	7.50
1984	8.61	6.81	6.23	7.56	9.50	9.71	9.72	9.55	9.14	7.58
1985	8.62	6.73	6.06	7.66	9.62	9.71	9.91	9.66	9.16	7.44
1986[1]	8.79	6.77	6.02	7.77	9.80	9.80	10.10	9.87	9.47	7.60
1987	8.91	6.72	5.91	7.79	9.81	9.78	10.11	9.99	9.60	7.73
1988	8.97	6.89	6.01	7.77	9.89	9.77	10.38	10.12	9.34	7.86
1989	9.00	6.91	6.04	7.70	9.99	9.84	10.45	10.17	9.39	7.57
1990[1]	9.04	6.95	6.12	7.83	9.93	9.84	10.35	10.05	9.45	7.65
1991	9.15	6.89	6.29	7.73	9.95	9.74	10.48	10.31	9.42	7.80
1992	9.19	6.83	6.20	7.63	10.11	9.84	10.55	10.48	9.51	7.89
1993	9.18	6.79	6.10	7.69	10.14	9.81	10.51	10.54	9.74	7.97
1994[1]	9.15	6.73	6.11	7.55	10.16	9.83	10.65	10.68	9.87	7.88
1995	9.19	6.77	6.09	7.52	10.08	9.76	10.64	10.76	9.78	7.95
1996	9.28	6.82	6.12	7.52	10.13	9.88	10.67	10.73	9.69	7.75
1997	9.33	7.00	6.37	7.70	10.29	9.64	10.75	10.88	9.76	8.02
1998	9.54	7.23	6.70	8.03	10.58	10.19	11.19	11.33	10.25	8.35
1999	9.81	7.50	6.79	8.19	10.82	10.33	11.15	11.30	10.59	8.52
2000	9.94	7.68	6.83	8.55	10.85	10.62	10.99	11.16	10.79	8.62
2001	10.28	7.73	7.06	8.53	10.89	10.61	11.14	11.58	11.08	8.69
2002	10.39	7.82	7.14	8.52	11.25	10.63	11.53	11.74	11.36	9.17
2003	10.35	7.79	7.03	8.41	11.31	10.79	11.47	12.10	11.34	9.08
2004	10.17	7.71	6.86	8.32	11.23	10.62	11.45	11.95	11.57	9.16

See footnotes at end of table.

Table 15. **Median hourly earnings of wage and salary workers paid hourly rates in constant (2004) dollars by sex and age, 1979-2004 annual averages — Continued**

Year and sex	Total, 16 years and over	16 to 24 years			25 years and over					
		Total	16 to 19 years	20 to 24 years	Total	25 to 34 years	35 to 44 years	45 to 54 years	55 to 64 years	65 years and over
MEN										
1979	$13.64	$9.43	$7.71	$11.21	$16.15	$15.39	$17.18	$17.13	$15.89	$8.61
1980	13.24	8.92	7.34	10.69	15.68	15.04	16.98	16.91	15.72	8.24
1981	13.05	8.58	7.25	10.16	15.46	14.57	16.48	16.87	15.66	8.38
1982	12.85	8.21	6.87	9.61	15.15	14.37	16.66	16.65	15.27	8.38
1983	12.46	7.90	6.61	9.09	14.97	13.94	16.59	16.49	15.74	8.56
1984	12.34	7.92	6.45	8.95	14.90	13.66	16.47	16.78	15.35	8.51
1985	12.30	7.86	6.31	8.79	14.84	13.41	16.44	16.72	15.16	8.37
1986[1]	12.50	7.90	6.30	8.94	14.85	13.23	16.45	16.70	15.70	8.54
1987	12.37	7.82	6.30	9.04	14.59	13.15	16.07	16.29	15.46	8.47
1988	12.15	7.73	6.36	8.90	14.40	12.91	15.69	16.42	14.96	8.49
1989	11.92	7.62	6.47	8.87	14.29	12.61	15.59	16.02	14.72	8.69
1990[1]	11.61	7.64	6.52	8.68	13.82	12.40	15.07	15.63	14.28	8.54
1991	11.64	7.56	6.43	8.45	13.51	12.12	14.88	15.85	13.65	8.42
1992	11.45	7.46	6.34	8.25	13.28	11.91	14.44	15.87	13.71	8.53
1993	11.42	7.41	6.28	8.17	13.11	11.72	14.38	15.65	14.12	8.65
1994[1]	11.36	7.42	6.30	8.29	12.99	11.49	14.52	15.27	13.96	8.38
1995	11.38	7.45	6.35	8.41	13.22	11.67	14.65	15.18	13.70	8.45
1996	11.43	7.41	6.31	8.40	12.94	11.64	14.29	14.88	13.38	8.45
1997[1]	11.55	7.58	6.60	8.44	13.04	11.66	14.18	15.03	13.86	8.18
1998[1]	11.65	8.01	6.93	9.01	13.58	11.84	14.45	15.10	14.16	8.97
1999[1]	11.70	8.08	7.02	9.12	13.62	12.30	14.50	15.52	13.86	8.93
2000[1]	11.85	8.37	7.29	9.20	13.42	12.03	14.41	15.24	14.05	9.11
2001	12.08	8.55	7.37	9.52	13.75	12.35	14.86	15.21	13.82	9.61
2002	12.23	8.46	7.38	9.32	13.71	12.49	14.66	15.13	14.05	10.27
2003[1]	12.21	8.36	7.21	9.24	13.60	12.33	14.51	15.33	14.46	10.05
2004[1]	12.02	8.21	7.15	9.07	13.74	12.03	14.60	15.11	14.54	9.90
WOMEN'S EARNINGS AS PERCENT OF MEN'S [2]										
1979	64.0	81.7	94.9	75.8	58.3	63.4	55.8	54.1	57.0	87.7
1980	64.9	84.1	93.1	77.2	58.8	64.2	54.9	54.4	56.4	89.3
1981	65.2	86.0	96.6	80.2	60.3	66.7	57.6	54.1	56.2	88.1
1982	67.3	86.5	97.1	81.8	62.2	67.8	57.2	55.8	59.0	88.1
1983	69.5	87.1	96.9	84.4	63.0	70.3	57.6	56.7	58.0	87.6
1984	69.8	86.0	96.6	84.5	63.8	71.1	59.0	56.9	59.5	89.1
1985	70.1	85.7	96.1	87.2	64.8	72.4	60.3	57.8	60.4	88.9
1986[1]	70.3	85.8	95.5	86.9	66.0	74.1	61.4	59.1	60.3	91.3
1987	72.0	86.0	93.7	86.2	67.3	74.4	62.9	61.4	62.1	91.2
1988	73.9	89.1	94.4	87.3	68.7	75.7	66.2	61.6	62.5	92.6
1989	75.5	90.8	93.4	86.9	69.9	78.1	67.0	63.5	63.8	87.2
1990[1]	77.9	91.0	93.8	90.2	71.9	79.4	68.7	64.3	66.2	89.6
1991	78.6	91.2	97.8	91.6	73.6	80.4	70.4	65.0	69.0	92.6
1992	80.2	91.4	97.7	92.5	76.1	82.6	73.1	66.0	69.4	92.5
1993	80.4	91.6	97.2	94.1	77.3	83.7	73.1	67.3	69.0	92.2
1994[1]	80.6	90.6	97.0	91.1	78.2	85.5	73.4	69.9	70.7	94.0
1995	80.8	90.9	96.0	89.4	76.2	83.7	72.6	70.9	71.4	94.1
1996	81.2	92.0	96.9	89.5	78.3	83.1	74.7	72.1	72.4	91.7
1997[1]	80.8	92.3	96.6	91.3	78.9	82.7	75.8	72.4	70.5	98.1
1998[1]	81.8	90.3	96.7	89.1	77.9	86.1	77.4	75.0	72.4	93.1
1999[1]	83.8	92.7	96.7	89.8	79.4	84.0	76.9	72.8	76.4	95.4
2000[1]	83.9	91.8	93.8	92.9	80.8	88.3	76.3	73.2	76.8	94.6
2001	85.1	90.5	95.8	89.6	79.2	85.9	75.0	76.2	80.2	90.4
2002	85.0	92.5	96.8	91.4	82.1	85.1	78.6	77.6	80.8	89.2
2003[1]	84.8	93.2	97.6	91.1	83.1	87.6	79.0	79.0	78.4	90.4
2004[1]	84.6	93.9	95.9	91.7	81.7	88.3	78.4	79.1	79.6	92.5

[1] The comparability of historical labor force data has been affected at various times by methodological and conceptual changes in the Current Population Survey (CPS). For an explanation, see the Explanatory Notes and Estimates of Error section of the February 2005 and subsequent issues of *Employment and Earnings*, a monthly BLS periodical.

[2] These figures are computed using unrounded medians and may differ slightly from percents computed using the rounded medians displayed in this table.

NOTE: The Consumer Price Index research series using current methods (CPI-U-RS) is used to convert current dollars to constant dollars. See Technical Note.

Table 16 **Median hourly earnings of wage and salary workers paid hourly rates in constant (2004) dollars by sex, race, and Hispanic or Latino ethnicity, 1979-2004 annual averages**

Year and sex	Total, 16 years and over	White	Black or African American	Asian	Hispanic or Latino
BOTH SEXES					
1979	$10.72	$10.88	$9.92	--	$9.85
1980	10.49	10.60	9.66	--	9.65
1981	10.24	10.31	9.75	--	9.56
1982	10.13	10.26	9.50	--	9.40
1983	10.08	10.21	9.27	--	9.17
1984	10.10	10.22	9.30	--	9.14
1985	10.12	10.24	9.23	--	9.18
1986[1]	10.22	10.34	9.56	--	9.31
1987	10.30	10.45	9.54	--	9.27
1988	10.33	10.46	9.45	--	9.14
1989	10.30	10.43	9.46	--	8.95
1990[1]	10.16	10.30	9.56	--	8.82
1991	10.17	10.31	9.48	--	8.76
1992	10.20	10.33	9.33	--	8.78
1993	10.14	10.27	9.25	--	8.80
1994[1]	10.12	10.24	9.21	--	8.75
1995	10.07	10.25	9.45	--	8.64
1996	10.08	10.29	9.31	--	8.61
1997[1]	10.28	10.44	9.41	--	8.69
1998[1]	10.55	10.68	9.72	--	9.18
1999[1]	10.82	11.05	10.04	--	9.17
2000[1]	10.86	10.92	10.24	$11.04	9.36
2001	10.87	10.94	10.44	11.47	9.67
2002	11.00	11.25	10.43	10.88	9.69
2003[1]	11.14	11.26	10.42	11.41	10.02
2004[1]	11.00	11.13	10.19	11.10	9.81
WOMEN					
1979	8.74	8.75	8.57	--	8.31
1980	8.60	8.61	8.44	--	8.22
1981	8.50	8.52	8.34	--	8.16
1982	8.64	8.66	8.43	--	8.14
1983	8.66	8.66	8.50	--	7.97
1984	8.61	8.63	8.45	--	8.07
1985	8.62	8.63	8.46	--	8.10
1986[1]	8.79	8.82	8.52	--	8.24
1987	8.91	8.94	8.61	--	8.14
1988	8.97	9.01	8.63	--	8.11
1989	9.00	9.03	8.66	--	8.15
1990[1]	9.04	9.08	8.75	--	8.15
1991	9.15	9.17	8.88	--	8.11
1992	9.19	9.24	8.77	--	8.16
1993	9.18	9.22	8.86	--	8.14
1994[1]	9.15	9.27	8.75	--	8.09
1995	9.19	9.30	8.78	--	8.14
1996	9.28	9.35	8.64	--	8.13
1997	9.33	9.40	8.91	--	8.01
1998[1]	9.54	9.66	9.15	--	8.36
1999[1]	9.81	9.91	9.23	--	8.47
2000[1]	9.94	9.97	9.71	10.72	8.66
2001	10.28	10.39	9.77	10.74	8.84
2002	10.39	10.44	9.93	10.61	8.97
2003[1]	10.35	10.38	10.17	10.97	9.12
2004[1]	10.17	10.21	9.93	10.57	9.04

See footnotes at end of table.

Table 16. **Median hourly earnings of wage and salary workers paid hourly rates in constant (2004) dollars by sex, race, and Hispanic or Latino ethnicity, 1979-2004 annual averages— Continued**

Year and sex	Total, 16 years and over	White	Black or African American	Asian	Hispanic or Latino
MEN					
1979	$13.64	$13.98	$11.80	–	$11.57
1980	13.24	13.53	11.26	–	10.93
1981	13.05	13.34	11.54	–	10.67
1982	12.85	13.09	11.21	–	10.75
1983	12.46	12.73	10.73	–	10.47
1984	12.34	12.58	10.67	–	10.46
1985	12.30	12.72	10.31	–	10.18
1986[1]	12.50	12.82	10.82	–	10.20
1987	12.37	12.63	10.73	–	10.14
1988	12.15	12.37	10.66	–	9.99
1989	11.92	12.20	10.42	–	9.81
1990[1]	11.61	12.01	10.35	–	9.47
1991	11.64	11.95	10.26	–	9.33
1992	11.45	11.74	10.07	–	9.23
1993	11.42	11.69	9.88	–	9.18
1994[1]	11.36	11.62	10.00	–	9.05
1995	11.38	11.86	10.06	–	8.95
1996	11.43	11.75	9.82	–	9.15
1997[1]	11.55	11.70	10.19	–	9.28
1998[1]	11.65	11.79	10.53	–	9.55
1999[1]	11.70	12.05	11.09	–	9.78
2000[1]	11.85	12.01	10.94	$11.83	9.91
2001	12.08	12.39	10.86	12.64	10.32
2002	12.23	12.46	10.75	11.58	10.42
2003[1]	12.21	12.35	11.10	12.21	10.30
2004[1]	12.02	12.16	10.88	11.90	10.02
WOMEN'S EARNINGS AS PERCENT OF MEN'S [2]					
1979	64.0	62.6	72.6	–	71.8
1980	64.9	63.6	75.0	–	75.2
1981	65.2	63.9	72.2	–	76.4
1982	67.3	66.1	75.3	–	75.7
1983	69.5	68.1	79.3	–	76.1
1984	69.8	68.6	79.2	–	77.1
1985	70.1	67.8	82.0	–	79.5
1986[1]	70.3	68.8	78.8	–	80.8
1987	72.0	70.8	80.2	–	80.3
1988	73.9	72.8	80.9	–	81.2
1989	75.5	74.1	83.2	–	83.1
1990[1]	77.9	75.6	84.5	–	86.1
1991	78.6	76.7	86.6	–	86.9
1992	80.2	78.7	87.2	–	88.4
1993	80.4	78.9	89.6	–	88.7
1994[1]	80.6	79.7	87.5	–	89.3
1995	80.8	78.4	87.3	–	90.9
1996	81.2	79.6	88.0	–	88.9
1997[1]	80.8	80.3	87.5	–	86.3
1998[1]	81.8	81.9	86.9	–	87.5
1999[1]	83.8	82.3	83.2	–	86.7
2000[1]	83.9	83.0	88.7	90.6	87.4
2001	85.1	83.9	89.9	85.0	85.7
2002	85.0	83.8	92.3	91.7	86.1
2003[1]	84.8	84.1	91.6	89.8	88.5
2004[1]	84.6	84.0	91.3	88.8	90.2

[1] The comparability of historical labor force data has been affected at various times by methodological and conceptual changes in the Current Population Survey (CPS). For an explanation, see the Explanatory Notes and Estimates of Error section of the February 2005 and subsequent issues of *Employment and Earnings*, a monthly BLS periodical.

[2] These figures are computed using unrounded medians and may differ slightly from percents computed using the rounded medians displayed in this table.

– Data not available

NOTE: Beginning in 2003, estimates for the above race groups (white, black or African American, and Asian) include persons who selected this race group only; persons who selected more than one race group are not included. Prior to 2003, persons who reported more than one race were included in the group they identified as the main race. Estimates for the race groups will not sum to totals because data are not presented for all races. Persons whose ethnicity is identified as Hispanic or Latino may be of any race and, therefore, are classified by ethnicity as well as by race. Data for 2000-02 are for the category Asians and Pacific Islanders. Starting in 2003, Asians constitute a separate category. For more information, see the Explanatory Notes and Estimates of Error section of *Employment and Earnings*. Data for Asians were not tabulated prior to 2000. The Consumer Price Index research series using current methods (CPI-U-RS) is used to convert current dollars to constant dollars. See Technical Note.

Table 17. **Wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by sex, 1979-2004 annual averages**

(Numbers in thousands)

Year and sex	Total wage and salary workers	Workers paid hourly rates					
		Total	Percent of total wage and salary workers	Below prevailing Federal minimum wage	At prevailing Federal minimum wage	Total at or below prevailing Federal minimum wage	
						Number	Percent of hourly paid workers
BOTH SEXES							
1979	87,529	51,721	59.1	2,916	3,997	6,912	13.4
1980	87,644	51,335	58.6	3,087	4,686	7,773	15.1
1981	88,516	51,869	58.6	3,513	4,311	7,824	15.1
1982	87,368	50,846	58.2	2,348	4,148	6,496	12.8
1983	88,290	51,820	58.7	2,077	4,261	6,338	12.2
1984	92,194	54,143	58.7	1,838	4,125	5,963	11.0
1985	94,521	55,762	59.0	1,639	3,899	5,538	9.9
1986[1]	96,903	57,529	59.4	1,599	3,461	5,060	8.8
1987	99,303	59,552	60.0	1,468	3,229	4,698	7.9
1988	101,407	60,878	60.0	1,319	2,608	3,927	6.5
1989	103,480	62,389	60.3	1,372	1,790	3,162	5.1
1990[1]	104,876	63,172	60.2	[2] 2,132	[2] 1,096	[2] 3,228	[2] 5.1
1991	103,723	62,627	60.4	[2] 2,377	[2] 2,906	[2] 5,283	[2] 8.4
1992	104,668	63,610	60.8	1,939	2,982	4,921	7.7
1993	106,101	64,274	60.6	1,707	2,625	4,332	6.7
1994[1]	107,989	66,549	61.6	1,995	2,132	4,128	6.2
1995	110,038	68,354	62.1	1,699	1,956	3,656	5.3
1996	111,960	69,255	61.9	[2] 1,863	[2] 1,861	[2] 3,724	[2] 5.4
1997[1]	114,533	70,735	61.8	[2] 2,990	[2] 1,764	[2] 4,754	[2] 6.7
1998[1]	116,730	71,440	61.2	2,834	1,593	4,427	6.2
1999[1]	118,963	72,306	60.8	2,194	1,146	3,340	4.6
2000[1]	122,089	73,496	60.2	1,752	898	2,650	3.6
2001	122,229	73,392	60.0	1,518	656	2,174	3.0
2002	121,826	72,508	59.5	1,579	567	2,146	3.0
2003[1]	122,358	72,946	59.6	1,555	545	2,100	2.9
2004[1]	123,554	73,939	59.8	1,483	520	2,003	2.7
WOMEN							
1979	38,129	23,329	61.2	2,070	2,644	4,714	20.2
1980	38,944	23,626	60.7	2,104	2,990	5,095	21.6
1981	39,672	24,294	61.2	2,394	2,778	5,172	21.3
1982	39,777	24,365	61.3	1,651	2,561	4,212	17.3
1983	40,433	24,989	61.8	1,492	2,603	4,095	16.4
1984	42,172	26,003	61.7	1,348	2,499	3,847	14.8
1985	43,506	26,869	61.8	1,198	2,356	3,554	13.2
1986[1]	44,961	27,863	62.0	1,192	2,125	3,317	11.9
1987	46,365	29,078	62.7	1,105	1,946	3,051	10.5
1988	47,495	29,820	62.8	1,008	1,542	2,550	8.6
1989	48,691	30,702	63.1	994	1,056	2,050	6.7
1990[1]	49,323	31,069	63.0	[2] 1,420	[2] 711	[2] 2,131	[2] 6.9
1991	49,105	30,988	63.1	[2] 1,582	[2] 1,792	[2] 3,374	[2] 10.9
1992	49,842	31,454	63.1	1,286	1,751	3,036	9.7
1993	50,626	31,937	63.1	1,133	1,534	2,667	8.4
1994[1]	51,419	33,021	64.2	1,322	1,241	2,563	7.8
1995	52,369	33,934	64.8	1,157	1,161	2,318	6.8
1996	53,488	34,418	64.3	[2] 1,244	[2] 1,106	[2] 2,350	[2] 6.8
1997[1]	54,708	35,214	64.4	[2] 1,843	[2] 1,092	[2] 2,935	[2] 8.3
1998[1]	55,757	35,680	64.0	1,794	965	2,760	7.7
1999[1]	57,050	36,233	63.5	1,426	700	2,126	5.9
2000[1]	58,427	36,777	62.9	1,170	579	1,748	4.8
2001	58,582	36,848	62.9	1,021	409	1,430	3.9
2002	58,555	36,508	62.3	997	350	1,347	3.7
2003[1]	59,122	37,093	62.7	1,062	332	1,394	3.8
2004[1]	59,408	37,133	62.5	1,013	310	1,323	3.6

See footnotes at end of table.

Table 17. **Wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by sex, 1979-2004 annual averages— Continued**

(Numbers in thousands)

Year and sex	Total wage and salary workers	Workers paid hourly rates					
		Total	Percent of total wage and salary workers	Below prevailing Federal minimum wage	At prevailing Federal minimum wage	Total at or below prevailing Federal minimum wage	
						Number	Percent of hourly paid workers
MEN							
1979	49,400	28,392	57.5	846	1,353	2,199	7.7
1980	48,700	27,709	56.9	983	1,696	2,678	9.7
1981	48,844	27,576	56.5	1,119	1,533	2,652	9.6
1982	47,591	26,481	55.6	697	1,587	2,284	8.6
1983	47,856	26,831	56.1	585	1,658	2,243	8.4
1984	50,022	28,140	56.3	490	1,626	2,116	7.5
1985	51,015	28,893	56.6	440	1,544	1,984	6.9
1986[1]	51,942	29,666	57.1	408	1,336	1,743	5.9
1987	52,938	30,474	57.6	364	1,283	1,647	5.4
1988	53,912	31,058	57.6	311	1,066	1,377	4.4
1989	54,789	31,687	57.8	379	733	1,112	3.5
1990[1]	55,553	32,104	57.8	[2] 712	[2] 385	[2] 1,097	[2] 3.4
1991	54,618	31,639	57.9	[2] 795	[2] 1,114	[2] 1,909	[2] 6.0
1992	54,826	32,155	58.6	653	1,231	1,885	5.9
1993	55,475	32,337	58.3	573	1,091	1,664	5.1
1994[1]	56,570	33,528	59.3	674	891	1,565	4.7
1995	57,669	34,420	59.7	542	796	1,338	3.9
1996	58,473	34,838	59.6	[2] 619	[2] 755	[2] 1,374	[2] 3.9
1997[1]	59,825	35,521	59.4	[2] 1,147	[2] 673	[2] 1,820	[2] 5.1
1998	60,973	35,761	58.7	1,039	628	1,667	4.7
1999	61,914	36,073	58.3	768	446	1,214	3.4
2000[1]	63,662	36,720	57.7	582	319	901	2.5
2001	63,647	36,544	57.4	497	247	745	2.0
2002	63,272	36,000	56.9	582	217	799	2.2
2003[1]	63,236	35,853	56.7	493	213	706	2.0
2004[1]	64,145	36,806	57.4	470	210	680	1.8

[1] The comparability of historical labor force data has been affected at various times by methodological and conceptual changes in the Current Population Survey (CPS). For an explanation, see the Explanatory Notes and Estimates of Error section of the February 2005 and subsequent issues of *Employment and Earnings*, a monthly BLS periodical.

[2] Data for 1990-91 and 1996-97 reflect changes in the minimum wage that took place in those years.

NOTE: The prevailing Federal minimum wage was $2.90 in 1979, $3.10 in 1980, and $3.35 in 1981-89. The minimum wage rose to $3.80 in April 1990, to $4.25 in April 1991, to $4.75 in October 1996, and to $5.15 in September 1997. See Technical Note for more information about minimum wage workers.

Technical Note

The estimates in this report were obtained from the Current Population Survey (CPS), which provides a wide range of information on the labor force, employment, and unemployment. The survey is conducted monthly for the Bureau of Labor Statistics (BLS) by the U.S. Census Bureau using a national sample of about 60,000 households, with coverage in all 50 States and the District of Columbia. The earnings data are collected from one-fourth of the CPS monthly sample.

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Concepts and definitions

The principal concepts and definitions used in connection with the earnings data in this report are described below.

Usual weekly earnings. Data are collected on wages and salaries before taxes and other deductions and include any overtime pay, commissions, or tips usually received (at the principal job in the case of multiple jobholders). Self-employed workers are excluded, regardless of whether their businesses are incorporated. Prior to 1994, respondents were asked how much they usually earned per week. Since January 1994, respondents have been asked to identify the easiest way for them to report earnings (hourly, weekly, biweekly, twice monthly, monthly, annually, other) and how much they usually earn in the reported period. Earnings reported on a basis other than weekly are converted to a weekly equivalent. The term "usual" is as perceived by the respondent. If the respondent asks for a definition of usual, interviewers are instructed to define the term as more than half of the weeks worked during the past 4 or 5 months.

Medians (and quantiles) of weekly earnings. Most of the earnings estimates shown in this report are medians. The median (or upper limit of the second quartile) is the amount that divides a given earnings distribution into two equal groups, one having earnings above the median, and the other having earnings below the median. Ten percent of workers in a given distribution have earnings below the upper limit of the first decile (90 percent have higher earnings); 25 percent have earnings below the upper limit of the first quartile (75 percent have higher earnings); 75 percent have earnings below the upper limit of the third quartile (25 percent have higher earnings); and 90 percent have earnings below the upper limit of the ninth decile (10 percent have higher earnings).

The BLS estimating procedure for determining the median of an earnings distribution places each reported or calculated weekly earnings value into a $50-wide interval that is centered on a multiple of $50. The actual value of the median is estimated through the linear interpolation of the interval in which the median lies.

Over-the-year changes in the medians (and quantile boundaries) for specific groups may not necessarily be consistent with the movements estimated for the overall quantile boundary. The most common reasons for this possible anomaly are:

- There could be a change in the relative weights of the subgroups. For example, the medians of both 16- to 24-year-olds and those 25 years and older may rise, but if the lower earning 16-to-24 age group accounts for a greatly increased share of the total, the overall median could actually fall.

- There could be a large change in the shape of the distribution of reported earnings, particularly near a quantile boundary. This could be caused by survey observations that are clustered at rounded values, for example, $250, $300, or $400. An estimate lying in a $50-wide centered interval containing such a cluster, or "spike," tends to change more slowly than one in other intervals. For example, medians measure the central tendency of a multipeaked distribution that shifts over time. As the distribution shifts, the median does not necessarily move at the same rate. Specifically, the median takes relatively more time to move through a frequently reported interval but, once above the upper limit of such an interval, it can move relatively quickly to the next frequently reported earnings interval. BLS procedures for estimating medians (and other quantile boundaries) mitigate such irregular movements of the measures; however, users should be cautious of these effects when evaluating short-term changes in the medians and in ratios of the medians.

Constant dollars. The Consumer Price Index research series using current methods (CPI-U-RS) is used to convert current dollars to constant dollars. BLS has made numerous improvements to the Consumer Price Index (CPI) over the past quarter-century. Although these improvements make the CPI more accurate, historical price index series are not adjusted to reflect the improvements. For a historical series that measures price change consistently over the entire period, the CPI-U-RS provides an estimate of the CPI incorporating most of the methodological improvements made since 1978 into the entire series. For more information, see "CPI research series using current methods, 1978-98" by Kenneth J. Stewart and Stephen B. Reed, *Monthly Labor Review*, June 1999, pp. 29-38; and "Questions and Answers: Consumer Price Index Research Series Using Current Methods" on the Web at **www.bls.gov/cpi/cpirsdc.htm**.

This report uses the most recent version of the CPI-U-RS available at the time of production. Users should note, however, that the CPI-U-RS is subject to periodic revision. As a result, the rate of inflation incorporated into the constant-dollar earnings estimates in this report may differ from that in previous reports in this series or in other publications.

Wage and salary workers. These are workers who receive wages, salaries, commissions, tips, payment in kind, or piece rates. The group includes employees in both private and public sectors but, for purposes of the earnings series, excludes all self-employed persons, whether or not their businesses are incorporated.

Full-time workers. Workers who usually work 35 hours or more per week at their sole or principal job are defined as working full time for estimates of earnings.

Part-time workers. Workers who usually work fewer than 35 hours per week at their sole or principal job are defined as working part time for estimates of earnings.

Workers paid by the hour. Workers who are paid an hourly wage make up approximately three-fifths of all wage and salary workers. Workers paid by the hour are, therefore, included in the full- and part-time worker tables in this report, along with salaried workers and other workers not paid by the hour. (Data for workers paid at hourly rates are presented separately in tables 9 to 11 and 15 to 17.)

Workers paid at or below the Federal minimum wage. The estimates of the number of workers with reported earnings at or below the Federal minimum wage in tables 11 and 17 pertain only to workers who are paid hourly rates. Salaried workers and other workers who are not paid by the hour are not included, even though some have earnings that, when converted to hourly rates, are at or below the minimum wage. Consequently, the estimates presented in this report likely understate the actual number of workers with hourly earnings at or below the minimum wage. Research has shown, however, that the degree of understatement is small. BLS does not routinely estimate hourly earnings for workers not paid by the hour because of data quality concerns associated with such an estimation process.

The prevailing Federal minimum wage was $2.90 effective January 1979, $3.10 effective January 1980, $3.35 effective January 1981, $3.80 effective April 1990, $4.25 effective April 1991, $4.75 effective October 1996, and $5.15 effective September 1997. Data for 1990-91 and 1996-97 in table 17 reflect changes in the minimum wage during those years.

The presence of workers with hourly earnings below the minimum wage does not necessarily indicate violations of the Fair Labor Standards Act, as there are exemptions to the minimum wage provisions of the law. In addition, some workers might have rounded their hourly earnings to the nearest dollar in response to survey questions. As a result, some might have been reported with hourly earnings below the minimum wage when, in fact, they earned the minimum wage or higher. This may be more likely to occur in years during which the minimum wage level is just above a whole dollar value, as has been the case since September 1997 ($5.15).

Reliability

Statistics based on the CPS are subject to both sampling and nonsampling error. When a sample, rather than an entire population, is surveyed, 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 generally are conducted at the 90-percent level of confidence Estimates of earnings and their standard errors can be used to construct approximate confidence intervals, or ranges of values that include the true population value with known probabilities.

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 data collection or processing.

For a full discussion of the reliability of data from the CPS and information on estimating standard errors, see the "Explanatory Notes and Estimates of Error" section of *Employment and Earnings*, on the BLS Web site at **www.bls.gov/cps/eetech_methods.pdf**.