



Technical information:

Household data: (202) 691-6378 USDL 04-07
<http://www.bls.gov/cps/>

Establishment data: 691-6555
<http://www.bls.gov/ces/> Transmission of material in this release is
embargoed until 8:30 A.M. (EST),

Media contact: 691-5902 Friday, January 9, 2004.

THE EMPLOYMENT SITUATION: DECEMBER 2003

Employment was virtually unchanged in December while the unemployment rate, at 5.7 percent, continued to trend down, the Bureau of Labor Statistics of the U.S. Department of Labor reported today. Following increases that totaled 277,000 in the prior 4 months, nonfarm payroll was flat in December (+1,000).

Chart 1. Unemployment rate, seasonally adjusted,
Percent January 2001 - December 2003

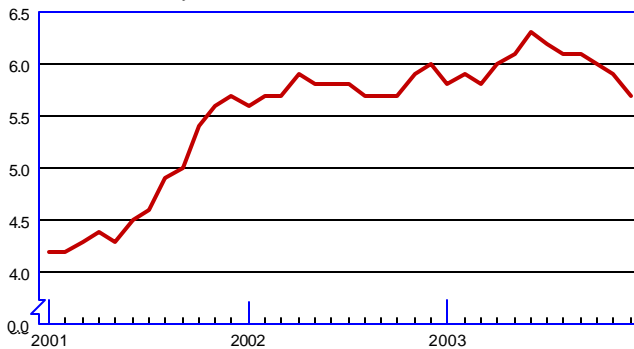
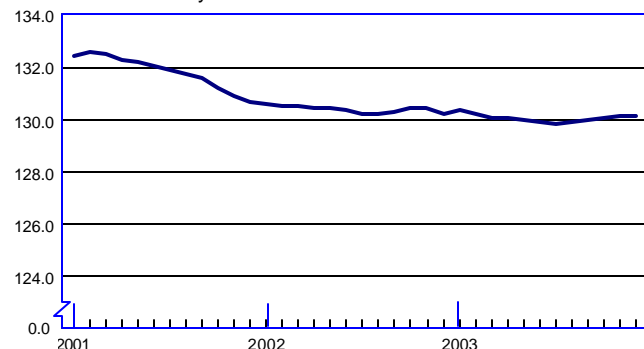


Chart 2. Nonfarm payroll employment, seasonally adjusted,
Millions January 2001 - December 2003



Unemployment (Household Survey Data)

The number of unemployed persons was 8.4 million in December and the unemployment rate was 5.7 percent. Both measures continued to edge down from their recent highs in June 2003. In December, the unemployment rates for adult men (5.3 percent) and Hispanics or Latinos (6.6 percent) declined. The jobless rates for the other major worker groups—adult women (5.1 percent), teenagers (16.1 percent), whites (5.0 percent), and blacks (10.3 percent)—showed little or no change from the previous month. The unemployment rate for Asians was 5.3 percent in December, not seasonally adjusted. (See tables A-1, A-2, and A-3.)

Seasonally adjusted household survey data have been revised using updated seasonal adjustment factors that incorporate 2003 data. Seasonally adjusted estimates back to January 1999 were subject to revision. The unemployment rates for January-December 2003, as originally published and as revised, appear on page 5, along with additional information on the revisions.

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

(Numbers in thousands)

Category	Quarterly averages		Monthly data			Nov.- Dec. change
	2003		2003			
	III	IV	Oct.	Nov.	Dec.	
HOUSEHOLD DATA						
Labor force status						
Civilian labor force.....	146,628	146,986	146,892	147,187	146,878	-309
Employment.....	137,647	138,369	138,095	138,533	138,479	-54
Unemployment.....	8,981	8,616	8,797	8,653	8,398	-255
Not in labor force.....	74,885	75,290	75,147	75,093	75,631	538
Unemployment rates						
All workers.....	6.1	5.9	6.0	5.9	5.7	-0.2
Adult men.....	5.8	5.5	5.6	5.6	5.3	-.3
Adult women.....	5.2	5.1	5.2	5.1	5.1	.0
Teenagers.....	17.5	16.3	17.1	15.7	16.1	.4
White.....	5.4	5.1	5.1	5.2	5.0	-.2
Black or African American.....	11.0	10.7	11.4	10.4	10.3	-.1
Hispanic or Latino ethnicity.....	7.8	7.1	7.3	7.4	6.6	-.8
ESTABLISHMENT DATA						
Employment						
Nonfarm employment.....	129,902	p130,109	130,080	p130,123	p130,124	p1
Goods-producing ¹	21,987	p21,954	21,966	p21,954	p21,942	p-12
Construction.....	6,823	p6,859	6,845	p6,859	p6,873	p14
Manufacturing.....	14,599	p14,530	14,556	p14,530	p14,504	p-26
Service-providing ¹	107,915	p108,155	108,114	p108,169	p108,182	p13
Retail trade.....	14,973	p14,965	14,996	p14,969	p14,931	p-38
Professional and business services.....	16,075	p16,182	16,142	p16,179	p16,224	p45
Education and health services.....	16,533	p16,651	16,625	p16,653	p16,674	p21
Leisure and hospitality.....	12,053	p12,083	12,071	p12,091	p12,087	p-4
Government.....	21,461	p21,471	21,473	p21,472	p21,468	p-4
Hours of work ²						
Total private.....	33.7	p33.8	33.8	p33.9	p33.7	p-0.2
Manufacturing.....	40.3	p40.7	40.6	p40.8	p40.7	p-.1
Overtime.....	4.1	p4.5	4.3	p4.5	p4.6	p.1
Indexes of aggregate weekly hours (2002=100) ²						
Total private.....	98.6	p99.1	99.1	p99.4	p98.8	p-0.6
Earnings ²						
Average hourly earnings, total private.....	\$15.44	p\$15.48	\$15.46	p\$15.47	p\$15.50	p\$0.03
Average weekly earnings, total private.....	519.82	p523.11	522.55	p524.43	p522.35	p-2.08

¹ Includes other industries, not shown separately.² Data relate to private production or nonsupervisory workers.

p=preliminary.

NOTE: Seasonally adjusted household data have been revised. See note on page 5.

Total Employment and the Labor Force (Household Survey Data)

The civilian labor force fell by 309,000 in December to 146.9 million; the labor force participation rate decreased over the month to 66.0 percent. Over the year, the participation rate declined by 0.4 percentage point. Both total employment (138.5 million) and the employment-population ratio (62.2 percent) were about unchanged in December. (See table A-1.)

Persons Not in the Labor Force (Household Survey Data)

In December, about 1.5 million persons were marginally attached to the labor force, about the same as 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 433,000 discouraged workers in December, also about the same as in December 2002. 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 1.1 million marginally attached had not searched for work for other reasons such as school or family responsibilities. (See table A-13.)

Industry Payroll Employment (Establishment Survey Data)

Total nonfarm payroll employment was unchanged (+1,000) in December, at 130.1 million, seasonally adjusted. Employment continued to rise in the temporary help, construction, and health care industries. Retail trade and manufacturing lost jobs over the month. (See table B-1.)

In December, employment in retail trade declined by 38,000. Weak hiring for the holiday shopping period resulted in seasonally adjusted job losses in general merchandise stores; miscellaneous store retailers; and sporting goods, hobby, book, and music stores. Employment in gasoline stations also decreased over the month.

Manufacturing employment was down by 26,000 in December. From September to December, employment in this industry declined at a slower pace than during the first 8 months of 2003. Employment in nondurable goods manufacturing decreased by 18,000 in December, with the largest losses in printing and related support activities (-4,000) and in textile mills (-3,000). Manufacturing lost 516,000 jobs in 2003 and has shed 2.8 million jobs since July 2000, the last month it recorded a gain.

Within the financial activities industry, employment in credit intermediation declined for the third consecutive month, reflecting the reduced volume of mortgage refinancing. From July 2000 through September 2003, the industry added 251,000 jobs, but since then employment has fallen by 39,000.

Professional and business services added 45,000 jobs in December. Over the year, employment increases in this industry have totaled 252,000. The majority of this gain occurred in temporary help services, which added 166,000 jobs in 2003, including 30,000 in December. Employment in education and health services also continued to rise over the month. Over the year, the industry added 301,000 jobs.

Construction employment continued on a modest upward trend in December. The industry has added 173,000 jobs since February.

Weekly Hours (Establishment Survey Data)

The average workweek for production or nonsupervisory workers on private nonfarm payrolls decreased by 0.2 hour in December to 33.7 hours, seasonally adjusted. The manufacturing workweek declined by 0.1 hour to 40.7 hours, and manufacturing overtime edged up by 0.1 hour to 4.6 hours. (See table B-2.)

The index of aggregate weekly hours of production or nonsupervisory workers on private nonfarm payrolls fell by 0.6 percent to 98.8 in December (2002=100). The manufacturing index decreased by 0.4 percent over the month to 94.6. (See table B-5.)

Hourly and Weekly Earnings (Establishment Survey Data)

Average hourly earnings of production or nonsupervisory workers on private nonfarm payrolls increased by 3 cents over the month to \$15.50, seasonally adjusted. Average weekly earnings fell by 0.4 percent in December to \$522.35. Over the year, average hourly earnings increased by 2.0 percent, and average weekly earnings rose by 1.7 percent. (See table B-3.)

The Employment Situation for January 2004 is scheduled to be released on Friday, February 6, at 8:30 A.M. (EST).

Revisions in the Establishment Survey Data

With the release of January data on February 6, BLS will introduce revisions in the establishment-based series on nonfarm payroll employment, hours, and earnings to reflect the annual benchmark adjustments for March 2003 and updated seasonal adjustment factors. Unadjusted data since April 2002 and seasonally adjusted data since January 1999 are subject to revision. Previously, the revised data were published in June of each year; earlier receipt and tabulation of the benchmark source data now make it feasible to accelerate the publication date to February.

Planned Changes in the Household Survey Data

Effective with the release of data for January 2004, revisions will be introduced into the population controls for the household survey. These changes reflect the routine annual updating of intercensal population estimates by the U.S. Census Bureau.

Revision of Seasonally Adjusted Household Survey Data

At the end of each calendar year, BLS routinely updates the seasonal adjustment factors for the labor force series derived from the Current Population Survey (CPS), or household survey, to incorporate the data for that year. This year, seasonally adjusted data for January 1999-December 2003 were subject to revision. (Seasonally adjusted establishment data will be revised next month, concurrent with the introduction of annual benchmark adjustments.)

Table B summarizes the effects of the revisions on the overall unemployment rate since January 2003. The rate was revised in 3 months, in each case by +/-0.1 percentage point. Revised seasonally adjusted data for major labor force series since December 2002 appear in table C.

Beginning with this release, BLS has converted to the use of concurrent seasonal adjustment to produce seasonally adjusted labor force estimates from the CPS. Concurrent seasonal adjustment uses all available monthly estimates, including those for the most current month, in developing seasonal factors. This is a change from the previous practice of projecting seasonal factors for the CPS data twice a year. Due to this change in methodology, BLS will no longer publish seasonal factors for the CPS estimates. Historical seasonally adjusted household survey data will continue to be revised only at the end of each calendar year. BLS introduced the use of concurrent seasonal adjustment for the establishment survey data from the Current Employment Statistics program in June 2003 with the release of data for May 2003.

The January 2004 issue of Employment and Earnings will contain an article describing the current seasonal adjustment methodology for the household survey data and revised data for the most recent months or quarters for all regularly published tables containing seasonally adjusted household survey data. A copy of the article is available at <http://www.bls.gov/cps/cpsrs2004.pdf> on the Internet. Historical data for the household series contained in the "A" tables of this release also can be accessed at <http://www.bls.gov/cps/cpsatabs.htm> on the BLS Internet site. Revised historical seasonally adjusted monthly and quarterly data also are available on the Internet at <ftp://ftp.bls.gov/pub/special.requests/lf/>.

Table B. Seasonally adjusted unemployment rates and changes due to revision, January-December 2003

Month and year	As first published	As revised	Change
2003			
January	5.7	5.8	0.1
February	5.8	5.9	.1
March	5.8	5.8	.0
April	6.0	6.0	.0
May	6.1	6.1	.0
June	6.4	6.3	-.1
July	6.2	6.2	.0
August	6.1	6.1	.0
September	6.1	6.1	.0
October	6.0	6.0	.0
November	5.9	5.9	.0
December	¹ 5.7	5.7	.0

¹ Not published.

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

(Numbers in thousands)

Employment status, sex, and age	2002	2003											
	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
TOTAL													
Civilian noninstitutional population ¹	218,741	219,897	220,114	220,317	220,540	220,768	221,014	221,252	221,507	221,779	222,039	222,279	222,509
Civilian labor force	145,157	145,875	145,898	145,818	146,377	146,462	146,917	146,652	146,622	146,610	146,892	147,187	146,878
Percent of population	66.4	66.3	66.3	66.2	66.4	66.3	66.5	66.3	66.2	66.1	66.2	66.2	66.0
Employed	136,459	137,447	137,318	137,300	137,578	137,505	137,673	137,604	137,693	137,644	138,095	138,533	138,479
Employment-population ratio	62.4	62.5	62.4	62.3	62.4	62.3	62.3	62.2	62.2	62.1	62.2	62.3	62.2
Unemployed	8,698	8,428	8,581	8,519	8,799	8,957	9,245	9,048	8,929	8,966	8,797	8,653	8,398
Unemployment rate	6.0	5.8	5.9	5.8	6.0	6.1	6.3	6.2	6.1	6.1	6.0	5.9	5.7
Men, 20 years and over													
Civilian noninstitutional population ¹	97,139	97,635	97,762	97,869	97,979	98,083	98,196	98,304	98,434	98,568	98,696	98,814	98,927
Civilian labor force	73,725	74,014	74,241	74,209	74,510	74,523	74,675	74,660	74,682	74,905	74,942	75,188	75,044
Percent of population	75.9	75.8	75.9	75.8	76.0	76.0	75.9	75.9	75.9	76.0	75.9	76.1	75.9
Employed	69,569	69,940	70,174	70,213	70,290	70,182	70,190	70,269	70,324	70,596	70,726	70,964	71,099
Employment-population ratio	71.6	71.6	71.8	71.7	71.7	71.6	71.5	71.5	71.4	71.6	71.7	71.8	71.9
Unemployed	4,157	4,075	4,068	3,995	4,220	4,341	4,485	4,391	4,358	4,309	4,216	4,224	3,945
Unemployment rate	5.6	5.5	5.5	5.4	5.7	5.8	6.0	5.9	5.8	5.8	5.6	5.6	5.3
Women, 20 years and over													
Civilian noninstitutional population ¹	105,678	106,235	106,322	106,411	106,510	106,613	106,724	106,839	106,957	107,080	107,197	107,303	107,404
Civilian labor force	64,056	64,490	64,359	64,490	64,632	64,699	64,989	64,835	64,836	64,608	64,899	64,917	64,846
Percent of population	60.6	60.7	60.5	60.6	60.7	60.7	60.9	60.7	60.6	60.3	60.5	60.5	60.4
Employed	60,750	61,391	61,106	61,219	61,343	61,397	61,610	61,479	61,467	61,191	61,524	61,597	61,521
Employment-population ratio	57.5	57.8	57.5	57.5	57.6	57.6	57.7	57.5	57.5	57.1	57.4	57.4	57.3
Unemployed	3,306	3,100	3,253	3,271	3,289	3,302	3,379	3,356	3,369	3,417	3,375	3,320	3,326
Unemployment rate	5.2	4.8	5.1	5.1	5.1	5.1	5.2	5.2	5.2	5.3	5.2	5.1	5.1
Both sexes, 16 to 19 years													
Civilian noninstitutional population ¹	15,925	16,027	16,030	16,038	16,051	16,072	16,095	16,109	16,116	16,131	16,145	16,162	16,178
Civilian labor force	7,376	7,371	7,298	7,120	7,235	7,240	7,254	7,157	7,104	7,097	7,051	7,082	6,987
Percent of population	46.3	46.0	45.5	44.4	45.1	45.0	45.1	44.4	44.1	44.0	43.7	43.8	43.2
Employed	6,141	6,117	6,039	5,868	5,945	5,926	5,873	5,856	5,902	5,857	5,846	5,972	5,859
Employment-population ratio	38.6	38.2	37.7	36.6	37.0	36.9	36.5	36.4	36.6	36.3	36.2	37.0	36.2
Unemployed	1,235	1,254	1,260	1,252	1,290	1,314	1,381	1,301	1,202	1,240	1,205	1,109	1,128
Unemployment rate	16.7	17.0	17.3	17.6	17.8	18.1	19.0	18.2	16.9	17.5	17.1	15.7	16.1

¹ The population figures are not adjusted for seasonal variation.

NOTE: Data have been revised to reflect updated seasonal adjustment factors.

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 290,000. 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 -190,000 to 390,000 (100,000 +/- 290,000). 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 4 percent, the 90-percent confidence interval for the monthly change in unemployment is about +/- 270,000, 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 substantially incomplete returns; for this reason, these estimates are labeled preliminary in the tables. It is only after two successive revisions to a monthly estimate, when nearly all sample reports have been received, that the estimate is considered final.

Another major source of nonsampling error in the establishment survey is the inability to capture, on a timely basis, employment generated by new firms. To correct for this systematic underestimation of employment growth, 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 0.3 percent, ranging from zero to 0.7 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					
	Dec. 2002	Nov. 2003	Dec. 2003	Dec. 2002	Aug. 2003	Sept. 2003	Oct. 2003	Nov. 2003	Dec. 2003
TOTAL									
Civilian noninstitutional population	218,741	222,279	222,509	218,741	221,507	221,779	222,039	222,279	222,509
Civilian labor force	144,807	146,969	146,501	145,157	146,622	146,610	146,892	147,187	146,878
Participation rate	66.2	66.1	65.8	66.4	66.2	66.1	66.2	66.2	66.0
Employed	136,599	138,700	138,556	136,459	137,693	137,644	138,095	138,533	138,479
Employment-population ratio	62.4	62.4	62.3	62.4	62.2	62.1	62.2	62.3	62.2
Unemployed	8,209	8,269	7,945	8,698	8,929	8,966	8,797	8,653	8,398
Unemployment rate	5.7	5.6	5.4	6.0	6.1	6.1	6.0	5.9	5.7
Not in labor force	73,934	75,310	76,007	73,584	74,884	75,168	75,147	75,093	75,631
Persons who currently want a job	4,227	4,201	4,355	4,566	4,826	4,816	4,885	4,572	4,714
Men, 16 years and over									
Civilian noninstitutional population	105,195	107,003	107,123	105,195	106,604	106,744	106,879	107,003	107,123
Civilian labor force	77,197	78,579	78,413	77,447	78,251	78,504	78,530	78,799	78,661
Participation rate	73.4	73.4	73.2	73.6	73.4	73.5	73.5	73.6	73.4
Employed	72,437	73,896	73,901	72,615	73,263	73,488	73,643	73,915	74,085
Employment-population ratio	68.9	69.1	69.0	69.0	68.7	68.8	68.9	69.1	69.2
Unemployed	4,760	4,683	4,512	4,832	4,988	5,016	4,887	4,883	4,576
Unemployment rate	6.2	6.0	5.8	6.2	6.4	6.4	6.2	6.2	5.8
Not in labor force	27,998	28,424	28,710	27,749	28,353	28,240	28,348	28,204	28,462
Men, 20 years and over									
Civilian noninstitutional population	97,139	98,814	98,927	97,139	98,434	98,568	98,696	98,814	98,927
Civilian labor force	73,666	75,125	74,984	73,725	74,682	74,905	74,942	75,188	75,044
Participation rate	75.8	76.0	75.8	75.9	75.9	76.0	75.9	76.1	75.9
Employed	69,503	71,067	71,024	69,569	70,324	70,596	70,726	70,964	71,099
Employment-population ratio	71.6	71.9	71.8	71.6	71.4	71.6	71.7	71.8	71.9
Unemployed	4,163	4,058	3,960	4,157	4,358	4,309	4,216	4,224	3,945
Unemployment rate	5.7	5.4	5.3	5.6	5.8	5.8	5.6	5.6	5.3
Not in labor force	23,473	23,689	23,943	23,413	23,751	23,663	23,754	23,626	23,882
Women, 16 years and over									
Civilian noninstitutional population	113,546	115,276	115,386	113,546	114,903	115,035	115,160	115,276	115,386
Civilian labor force	67,610	68,390	68,089	67,711	68,372	68,106	68,362	68,388	68,217
Participation rate	59.5	59.3	59.0	59.6	59.5	59.2	59.4	59.3	59.1
Employed	64,162	64,804	64,656	63,844	64,431	64,155	64,452	64,618	64,394
Employment-population ratio	56.5	56.2	56.0	56.2	56.1	55.8	56.0	56.1	55.8
Unemployed	3,448	3,586	3,433	3,866	3,941	3,951	3,910	3,770	3,823
Unemployment rate	5.1	5.2	5.0	5.7	5.8	5.8	5.7	5.5	5.6
Not in labor force	45,936	46,886	47,298	45,835	46,532	46,929	46,799	46,888	47,169
Women, 20 years and over									
Civilian noninstitutional population	105,678	107,303	107,404	105,678	106,957	107,080	107,197	107,303	107,404
Civilian labor force	64,100	64,997	64,855	64,056	64,836	64,608	64,899	64,917	64,846
Participation rate	60.7	60.6	60.4	60.6	60.6	60.3	60.5	60.5	60.4
Employed	61,103	61,853	61,823	60,750	61,467	61,191	61,524	61,597	61,521
Employment-population ratio	57.8	57.6	57.6	57.5	57.5	57.1	57.4	57.4	57.3
Unemployed	2,997	3,144	3,031	3,306	3,369	3,417	3,375	3,320	3,326
Unemployment rate	4.7	4.8	4.7	5.2	5.2	5.3	5.2	5.1	5.1
Not in labor force	41,578	42,306	42,550	41,622	42,121	42,472	42,299	42,387	42,558
Both sexes, 16 to 19 years									
Civilian noninstitutional population	15,925	16,162	16,178	15,925	16,116	16,131	16,145	16,162	16,178
Civilian labor force	7,041	6,847	6,663	7,376	7,104	7,097	7,051	7,082	6,987
Participation rate	44.2	42.4	41.2	46.3	44.1	44.0	43.7	43.8	43.2
Employed	5,992	5,780	5,709	6,141	5,902	5,857	5,846	5,972	5,859
Employment-population ratio	37.6	35.8	35.3	38.6	36.6	36.3	36.2	37.0	36.2
Unemployed	1,049	1,066	954	1,235	1,202	1,240	1,205	1,109	1,128
Unemployment rate	14.9	15.6	14.3	16.7	16.9	17.5	17.1	15.7	16.1
Not in labor force	8,884	9,315	9,515	8,549	9,012	9,034	9,094	9,080	9,191

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 2003, data reflect revised population controls used in the

household survey. Seasonally adjusted data have been revised to reflect updated seasonal adjustment factors.

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					
	Dec. 2002	Nov. 2003	Dec. 2003	Dec. 2002	Aug. 2003	Sept. 2003	Oct. 2003	Nov. 2003	Dec. 2003
WHITE ²									
Civilian noninstitutional population	180,580	182,032	182,185	180,580	181,512	181,696	181,871	182,032	182,185
Civilian labor force	119,779	120,865	120,453	120,072	120,658	120,411	120,736	121,041	120,751
Participation rate	66.3	66.4	66.1	66.5	66.5	66.3	66.4	66.5	66.3
Employed	113,916	114,935	114,702	113,876	114,156	114,015	114,535	114,783	114,678
Employment-population ratio	63.1	63.1	63.0	63.1	62.9	62.8	63.0	63.1	62.9
Unemployed	5,864	5,930	5,751	6,195	6,502	6,397	6,200	6,258	6,073
Unemployment rate	4.9	4.9	4.8	5.2	5.4	5.3	5.1	5.2	5.0
Not in labor force	60,801	61,167	61,732	60,509	60,854	61,285	61,135	60,991	61,434
Men, 20 years and over									
Civilian labor force	62,007	62,873	62,656	62,095	62,543	62,552	62,694	62,913	62,752
Participation rate	76.2	76.5	76.1	76.3	76.3	76.2	76.3	76.5	76.2
Employed	58,914	59,885	59,680	59,016	59,233	59,414	59,623	59,777	59,794
Employment-population ratio	72.4	72.8	72.5	72.5	72.3	72.4	72.6	72.7	72.6
Unemployed	3,093	2,988	2,975	3,079	3,310	3,139	3,072	3,136	2,957
Unemployment rate	5.0	4.8	4.7	5.0	5.3	5.0	4.9	5.0	4.7
Women, 20 years and over									
Civilian labor force	51,814	52,260	52,227	51,776	52,156	51,942	52,183	52,210	52,199
Participation rate	59.8	59.9	59.8	59.8	59.9	59.6	59.9	59.9	59.8
Employed	49,790	50,132	50,186	49,530	49,866	49,580	49,892	49,932	49,941
Employment-population ratio	57.5	57.5	57.5	57.2	57.3	56.9	57.2	57.2	57.2
Unemployed	2,024	2,128	2,040	2,246	2,290	2,362	2,291	2,279	2,258
Unemployment rate	3.9	4.1	3.9	4.3	4.4	4.5	4.4	4.4	4.3
Both sexes, 16 to 19 years									
Civilian labor force	5,959	5,732	5,571	6,200	5,959	5,917	5,858	5,918	5,800
Participation rate	47.3	45.6	44.3	49.2	47.5	47.2	46.7	47.1	46.1
Employed	5,212	4,917	4,835	5,330	5,057	5,020	5,020	5,074	4,942
Employment-population ratio	41.4	39.1	38.4	42.3	40.3	40.0	40.0	40.4	39.3
Unemployed	747	815	736	870	903	896	838	843	857
Unemployment rate	12.5	14.2	13.2	14.0	15.1	15.1	14.3	14.3	14.8
BLACK OR AFRICAN AMERICAN ²									
Civilian noninstitutional population	25,784	25,860	25,894	25,784	25,742	25,784	25,825	25,860	25,894
Civilian labor force	16,736	16,602	16,422	16,701	16,585	16,677	16,589	16,524	16,365
Participation rate	64.9	64.2	63.4	64.8	64.4	64.7	64.2	63.9	63.2
Employed	14,951	14,931	14,828	14,799	14,771	14,826	14,696	14,812	14,679
Employment-population ratio	58.0	57.7	57.3	57.4	57.4	57.5	56.9	57.3	56.7
Unemployed	1,785	1,671	1,594	1,902	1,813	1,851	1,893	1,712	1,686
Unemployment rate	10.7	10.1	9.7	11.4	10.9	11.1	11.4	10.4	10.3
Not in labor force	9,048	9,259	9,472	9,082	9,157	9,107	9,236	9,336	9,529
Men, 20 years and over									
Civilian labor force	7,338	7,455	7,422	7,300	7,362	7,433	7,385	7,414	7,382
Participation rate	71.3	72.0	71.6	70.9	71.5	72.0	71.4	71.6	71.2
Employed	6,550	6,723	6,718	6,529	6,585	6,619	6,611	6,668	6,695
Employment-population ratio	63.6	64.9	64.8	63.4	63.9	64.1	63.9	64.4	64.6
Unemployed	788	731	704	771	776	814	774	746	687
Unemployment rate	10.7	9.8	9.5	10.6	10.5	11.0	10.5	10.1	9.3
Women, 20 years and over									
Civilian labor force	8,573	8,450	8,325	8,528	8,494	8,436	8,425	8,401	8,276
Participation rate	65.6	64.5	63.4	65.3	65.1	64.5	64.4	64.1	63.1
Employed	7,826	7,701	7,595	7,698	7,674	7,664	7,596	7,639	7,471
Employment-population ratio	59.9	58.8	57.9	58.9	58.8	58.6	58.0	58.3	56.9
Unemployed	747	749	730	831	820	772	829	762	805
Unemployment rate	8.7	8.9	8.8	9.7	9.7	9.2	9.8	9.1	9.7
Both sexes, 16 to 19 years									
Civilian labor force	826	697	675	873	729	808	779	710	707
Participation rate	34.0	29.1	28.1	36.0	30.5	33.8	32.5	29.6	29.4
Employed	575	507	514	572	512	543	489	505	514
Employment-population ratio	23.7	21.1	21.4	23.6	21.4	22.7	20.4	21.0	21.4
Unemployed	250	190	161	301	217	264	290	205	193
Unemployment rate	30.3	27.2	23.8	34.4	29.8	32.7	37.3	28.9	27.3
ASIAN ²									
Civilian noninstitutional population	9,980	9,354	9,372	(3)	(3)	(3)	(3)	(3)	(3)
Civilian labor force	6,720	6,109	6,272	(3)	(3)	(3)	(3)	(3)	(3)
Participation rate	67.3	65.3	66.9	(3)	(3)	(3)	(3)	(3)	(3)
Employed	6,322	5,789	5,938	(3)	(3)	(3)	(3)	(3)	(3)
Employment-population ratio	63.3	61.9	63.4	(3)	(3)	(3)	(3)	(3)	(3)
Unemployed	398	320	334	(3)	(3)	(3)	(3)	(3)	(3)
Unemployment rate	5.9	5.2	5.3	(3)	(3)	(3)	(3)	(3)	(3)
Not in labor force	3,260	3,245	3,101	(3)	(3)	(3)	(3)	(3)	(3)

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

² Beginning in 2003, 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.

³ 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 2003, data reflect revised population controls used in the household survey. Seasonally adjusted data have been revised to reflect updated seasonal adjustment factors.

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					
	Dec. 2002	Nov. 2003	Dec. 2003	Dec. 2002	Aug. 2003	Sept. 2003	Oct. 2003	Nov. 2003	Dec. 2003
HISPANIC OR LATINO ETHNICITY									
Civilian noninstitutional population	26,436	28,016	28,116	26,436	27,701	27,808	27,913	28,016	28,116
Civilian labor force	18,148	19,057	19,031	18,150	18,843	18,877	18,940	19,125	19,035
Participation rate	68.6	68.0	67.7	68.7	68.0	67.9	67.9	68.3	67.7
Employed	16,713	17,666	17,785	16,704	17,383	17,456	17,556	17,709	17,784
Employment-population ratio	63.2	63.1	63.3	63.2	62.8	62.8	62.9	63.2	63.3
Unemployed	1,435	1,391	1,246	1,446	1,460	1,421	1,383	1,416	1,250
Unemployment rate	7.9	7.3	6.5	8.0	7.8	7.5	7.3	7.4	6.6
Not in labor force	8,288	8,959	9,085	8,286	8,858	8,931	8,974	8,891	9,082
Men, 20 years and over									
Civilian labor force	10,170	10,920	11,015	(²)	(²)	(²)	(²)	(²)	(²)
Participation rate	83.5	83.8	84.2	(²)	(²)	(²)	(²)	(²)	(²)
Employed	9,422	10,225	10,381	(²)	(²)	(²)	(²)	(²)	(²)
Employment-population ratio	77.4	78.5	79.3	(²)	(²)	(²)	(²)	(²)	(²)
Unemployed	747	695	634	(²)	(²)	(²)	(²)	(²)	(²)
Unemployment rate	7.3	6.4	5.8	(²)	(²)	(²)	(²)	(²)	(²)
Women, 20 years and over									
Civilian labor force	6,938	7,163	7,126	(²)	(²)	(²)	(²)	(²)	(²)
Participation rate	59.1	57.7	57.2	(²)	(²)	(²)	(²)	(²)	(²)
Employed	6,437	6,643	6,666	(²)	(²)	(²)	(²)	(²)	(²)
Employment-population ratio	54.8	53.5	53.5	(²)	(²)	(²)	(²)	(²)	(²)
Unemployed	501	521	459	(²)	(²)	(²)	(²)	(²)	(²)
Unemployment rate	7.2	7.3	6.4	(²)	(²)	(²)	(²)	(²)	(²)
Both sexes, 16 to 19 years									
Civilian labor force	1,040	973	890	(²)	(²)	(²)	(²)	(²)	(²)
Participation rate	41.5	37.9	34.6	(²)	(²)	(²)	(²)	(²)	(²)
Employed	853	798	738	(²)	(²)	(²)	(²)	(²)	(²)
Employment-population ratio	34.0	31.1	28.7	(²)	(²)	(²)	(²)	(²)	(²)
Unemployed	187	175	152	(²)	(²)	(²)	(²)	(²)	(²)
Unemployment rate	18.0	18.0	17.1	(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 2003, data reflect revised population controls used in the household survey. Seasonally adjusted data have been revised to reflect updated seasonal adjustment factors.

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

(Numbers in thousands)

Educational attainment	Not seasonally adjusted			Seasonally adjusted					
	Dec. 2002	Nov. 2003	Dec. 2003	Dec. 2002	Aug. 2003	Sept. 2003	Oct. 2003	Nov. 2003	Dec. 2003
Less than a high school diploma									
Civilian labor force	12,546	12,679	12,640	12,621	12,618	12,577	12,672	12,764	12,712
Participation rate	44.4	45.3	44.6	44.6	45.5	44.8	45.7	45.6	44.9
Employed	11,326	11,586	11,554	11,461	11,449	11,478	11,551	11,677	11,678
Employment-population ratio	40.1	41.4	40.8	40.5	41.3	40.9	41.6	41.7	41.2
Unemployed	1,220	1,093	1,086	1,160	1,169	1,099	1,121	1,087	1,034
Unemployment rate	9.7	8.6	8.6	9.2	9.3	8.7	8.8	8.5	8.1
High school graduates, no college ¹									
Civilian labor force	38,064	38,514	38,170	37,825	37,916	37,967	37,887	38,241	37,958
Participation rate	64.0	64.0	63.8	63.6	63.8	63.6	63.6	63.6	63.5
Employed	36,085	36,543	36,131	35,800	35,872	35,932	35,807	36,179	35,868
Employment-population ratio	60.7	60.8	60.4	60.2	60.4	60.2	60.1	60.2	60.0
Unemployed	1,979	1,971	2,039	2,025	2,044	2,036	2,080	2,061	2,090
Unemployment rate	5.2	5.1	5.3	5.4	5.4	5.4	5.5	5.4	5.5
Some college or associate degree									
Civilian labor force	34,028	33,690	34,101	33,875	33,979	33,983	33,841	33,727	33,932
Participation rate	72.8	72.3	72.6	72.5	72.7	72.8	72.4	72.4	72.2
Employed	32,439	32,168	32,658	32,185	32,365	32,357	32,222	32,114	32,400
Employment-population ratio	69.4	69.0	69.5	68.9	69.2	69.4	68.9	68.9	69.0
Unemployed	1,588	1,522	1,443	1,689	1,613	1,626	1,619	1,613	1,532
Unemployment rate	4.7	4.5	4.2	5.0	4.7	4.8	4.8	4.8	4.5
Bachelor's degree and higher ²									
Civilian labor force	38,401	40,402	40,206	38,665	39,997	39,825	40,504	40,536	40,515
Participation rate	78.7	78.5	78.4	79.3	77.5	77.6	78.0	78.7	79.0
Employed	37,354	39,240	39,078	37,530	38,752	38,559	39,267	39,292	39,291
Employment-population ratio	76.6	76.2	76.2	76.9	75.1	75.1	75.6	76.3	76.6
Unemployed	1,047	1,162	1,128	1,135	1,245	1,265	1,237	1,244	1,224
Unemployment rate	2.7	2.9	2.8	2.9	3.1	3.2	3.1	3.1	3.0

¹ Includes high school diploma or equivalent.

² Includes persons with bachelor's, master's, professional, and doctoral degrees.

NOTE: Beginning in January 2003, data reflect revised population controls used in the

household survey. Seasonally adjusted data have been revised to reflect updated seasonal adjustment factors.

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

(In thousands)

Category	Not seasonally adjusted			Seasonally adjusted					
	Dec. 2002	Nov. 2003	Dec. 2003	Dec. 2002	Aug. 2003	Sept. 2003	Oct. 2003	Nov. 2003	Dec. 2003
CLASS OF WORKER									
Agriculture and related industries	2,144	2,299	2,053	2,345	2,327	2,341	2,410	2,418	2,245
Wage and salary workers	1,141	1,347	1,168	1,257	1,410	1,437	1,465	1,440	1,294
Self-employed workers	976	937	870	1,039	942	886	938	953	919
Unpaid family workers	28	15	15	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)
Nonagricultural industries	134,454	136,401	136,503	134,098	135,282	135,401	135,722	136,172	136,180
Wage and salary workers	125,206	126,654	126,984	124,842	125,746	125,860	126,183	126,466	126,661
Government	19,660	19,702	19,821	19,531	19,662	19,725	19,797	19,609	19,694
Private industries	105,546	106,952	107,163	105,460	106,047	106,136	106,400	106,876	107,110
Private households	729	775	780	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)
Other industries	104,817	106,177	106,383	104,783	105,184	105,351	105,662	106,129	106,382
Self-employed workers	9,170	9,665	9,412	9,245	9,526	9,401	9,460	9,541	9,477
Unpaid family workers	78	82	107	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)
PERSONS AT WORK PART TIME ²									
All industries:									
Part time for economic reasons	4,385	4,682	4,833	4,330	4,498	4,896	4,800	4,880	4,788
Slack work or business conditions	3,023	3,132	3,327	2,912	3,063	3,185	3,030	3,226	3,205
Could only find part-time work	1,084	1,330	1,182	1,178	1,201	1,334	1,356	1,350	1,295
Part time for noneconomic reasons	19,704	20,271	19,543	18,668	19,482	19,021	18,935	19,110	18,561
Nonagricultural industries:									
Part time for economic reasons	4,278	4,575	4,717	4,281	4,404	4,794	4,690	4,782	4,727
Slack work or business conditions	2,961	3,037	3,248	2,870	2,989	3,127	2,964	3,153	3,144
Could only find part-time work	1,069	1,328	1,178	1,154	1,191	1,335	1,349	1,353	1,279
Part time for noneconomic reasons	19,332	19,911	19,246	18,353	19,016	18,633	18,628	18,752	18,367

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. Industries reflect the introduction of the 2002 Census industry classification system derived from the 2002 North American Industry Classification System into the Current Population Survey. Beginning in January 2003, data reflect revised population controls used in the household survey. Seasonally adjusted data have been revised to reflect updated seasonal adjustment factors.

Table A-6. Selected employment indicators

(In thousands)

Characteristic	Not seasonally adjusted			Seasonally adjusted					
	Dec. 2002	Nov. 2003	Dec. 2003	Dec. 2002	Aug. 2003	Sept. 2003	Oct. 2003	Nov. 2003	Dec. 2003
Total, 16 years and over	136,599	138,700	138,556	136,459	137,693	137,644	138,095	138,533	138,479
16 to 19 years	5,992	5,780	5,709	6,141	5,902	5,857	5,846	5,972	5,859
16 to 17 years	2,164	2,294	2,175	2,276	2,346	2,253	2,227	2,361	2,292
18 to 19 years	3,828	3,486	3,534	3,860	3,580	3,593	3,607	3,592	3,562
20 years and over	130,606	132,920	132,847	130,318	131,791	131,787	132,250	132,561	132,620
20 to 24 years	13,402	13,382	13,426	13,388	13,398	13,396	13,437	13,371	13,413
25 years and over	117,205	119,538	119,421	116,932	118,483	118,437	118,785	119,106	119,168
25 to 54 years	96,767	97,740	97,613	96,563	97,212	97,150	97,233	97,422	97,436
25 to 34 years	30,236	30,571	30,384	30,177	30,318	30,288	30,296	30,389	30,340
35 to 44 years	34,993	34,970	34,861	34,952	34,839	34,880	34,829	34,909	34,819
45 to 54 years	31,538	32,199	32,368	31,434	32,055	31,982	32,107	32,125	32,277
55 years and over	20,437	21,798	21,808	20,369	21,271	21,287	21,552	21,683	21,732
Men, 16 years and over	72,437	73,896	73,901	72,615	73,263	73,488	73,643	73,915	74,085
16 to 19 years	2,933	2,829	2,877	3,046	2,939	2,893	2,917	2,951	2,986
16 to 17 years	1,017	1,111	1,072	1,094	1,147	1,071	1,101	1,189	1,153
18 to 19 years	1,916	1,718	1,805	1,930	1,813	1,802	1,796	1,779	1,817
20 years and over	69,503	71,067	71,024	69,569	70,324	70,596	70,726	70,964	71,099
20 to 24 years	6,987	7,040	6,993	7,041	6,973	7,020	7,038	7,050	7,048
25 years and over	62,516	64,027	64,031	62,527	63,351	63,576	63,688	63,914	64,051
25 to 54 years	51,524	52,392	52,386	51,570	52,016	52,137	52,168	52,293	52,441
25 to 34 years	16,465	16,839	16,748	16,453	16,623	16,657	16,660	16,747	16,740
35 to 44 years	18,708	18,861	18,825	18,742	18,761	18,866	18,828	18,844	18,857
45 to 54 years	16,351	16,693	16,813	16,376	16,632	16,614	16,681	16,702	16,843
55 years and over	10,993	11,634	11,645	10,972	11,357	11,375	11,501	11,583	11,620
Women, 16 years and over	64,162	64,804	64,656	63,844	64,431	64,155	64,452	64,618	64,394
16 to 19 years	3,059	2,951	2,833	3,094	2,963	2,964	2,928	3,021	2,873
16 to 17 years	1,148	1,183	1,103	1,182	1,199	1,183	1,126	1,172	1,139
18 to 19 years	1,912	1,768	1,729	1,930	1,767	1,791	1,812	1,813	1,745
20 years and over	61,103	61,853	61,823	60,750	61,467	61,191	61,524	61,597	61,521
20 to 24 years	6,415	6,342	6,434	6,347	6,425	6,376	6,398	6,321	6,365
25 years and over	54,688	55,511	55,390	54,399	55,111	54,925	55,116	55,230	55,107
25 to 54 years	45,244	45,347	45,227	44,993	45,197	45,013	45,065	45,130	44,996
25 to 34 years	13,771	13,732	13,636	13,724	13,695	13,631	13,637	13,642	13,599
35 to 44 years	16,285	16,109	16,036	16,210	16,078	16,015	16,001	16,065	15,962
45 to 54 years	15,187	15,506	15,554	15,059	15,424	15,367	15,427	15,423	15,434
55 years and over	9,444	10,164	10,163	9,397	9,914	9,912	10,051	10,100	10,112
Married men, spouse present	44,070	45,193	45,562	43,927	44,659	44,566	44,684	45,152	45,431
Married women, spouse present	34,432	35,233	35,217	34,227	34,684	34,612	34,993	35,076	35,034
Women who maintain families	8,644	8,595	8,501	(¹)	(¹)	(¹)	(¹)	(¹)	(¹)
Full-time workers ²	112,108	113,522	113,942	112,757	113,121	113,321	113,677	114,024	114,597
Part-time workers ³	24,491	25,178	24,614	23,874	24,853	24,446	24,460	24,569	24,023

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 2003, data reflect revised population controls used in the household survey. Seasonally adjusted data have been revised to reflect updated seasonal adjustment factors.

Table A-7. Selected unemployment indicators, seasonally adjusted

Characteristic	Number of unemployed persons (in thousands)			Unemployment rates ¹					
	Dec. 2002	Nov. 2003	Dec. 2003	Dec. 2002	Aug. 2003	Sept. 2003	Oct. 2003	Nov. 2003	Dec. 2003
Total, 16 years and over	8,698	8,653	8,398	6.0	6.1	6.1	6.0	5.9	5.7
16 to 19 years	1,235	1,109	1,128	16.7	16.9	17.5	17.1	15.7	16.1
16 to 17 years	488	500	515	17.7	18.8	19.3	20.2	17.5	18.3
18 to 19 years	743	619	613	16.1	15.7	16.2	15.2	14.7	14.7
20 years and over	7,463	7,544	7,271	5.4	5.5	5.5	5.4	5.4	5.2
20 to 24 years	1,467	1,555	1,431	9.9	10.2	10.6	10.1	10.4	9.6
25 years and over	5,990	5,995	5,853	4.9	5.0	4.9	4.9	4.8	4.7
25 to 54 years	5,123	5,141	5,033	5.0	5.1	5.1	5.1	5.0	4.9
25 to 34 years	1,989	1,993	1,932	6.2	6.3	6.3	6.3	6.2	6.0
35 to 44 years	1,759	1,796	1,755	4.8	5.0	4.9	5.0	4.9	4.8
45 to 54 years	1,375	1,352	1,346	4.2	4.1	4.2	4.1	4.0	4.0
55 years and over	930	886	883	4.4	4.1	4.0	3.8	3.9	3.9
Men, 16 years and over	4,832	4,883	4,576	6.2	6.4	6.4	6.2	6.2	5.8
16 to 19 years	675	660	631	18.1	17.6	19.6	18.7	18.3	17.4
16 to 17 years	263	267	261	19.4	20.6	22.1	20.4	18.3	18.4
18 to 19 years	411	393	369	17.6	15.6	18.2	17.9	18.1	16.9
20 years and over	4,157	4,224	3,945	5.6	5.8	5.8	5.6	5.6	5.3
20 to 24 years	807	885	816	10.3	10.7	11.7	10.8	11.2	10.4
25 years and over	3,377	3,349	3,170	5.1	5.2	5.0	5.0	5.0	4.7
25 to 54 years	2,851	2,860	2,683	5.2	5.4	5.2	5.2	5.2	4.9
25 to 34 years	1,073	1,119	1,051	6.1	6.7	6.5	6.5	6.3	5.9
35 to 44 years	954	974	916	4.8	5.1	4.9	4.9	4.9	4.6
45 to 54 years	824	767	716	4.8	4.3	4.3	4.4	4.4	4.1
55 years and over	526	489	487	4.6	4.4	4.2	4.0	4.1	4.0
Women, 16 years and over	3,866	3,770	3,823	5.7	5.8	5.8	5.7	5.5	5.6
16 to 19 years	560	450	497	15.3	16.2	15.2	15.4	13.0	14.7
16 to 17 years	225	233	254	16.0	17.0	16.5	20.1	16.6	18.2
18 to 19 years	332	226	243	14.7	15.8	14.1	12.5	11.1	12.2
20 years and over	3,306	3,320	3,326	5.2	5.2	5.3	5.2	5.1	5.1
20 to 24 years	660	669	615	9.4	9.7	9.5	9.3	9.6	8.8
25 years and over	2,613	2,646	2,683	4.6	4.7	4.7	4.7	4.6	4.6
25 to 54 years	2,272	2,281	2,350	4.8	4.8	4.9	4.9	4.8	5.0
25 to 34 years	916	874	882	6.3	5.7	6.0	6.1	6.0	6.1
35 to 44 years	805	823	839	4.7	4.9	4.8	5.2	4.9	5.0
45 to 54 years	551	584	630	3.5	3.8	4.0	3.7	3.7	3.9
55 years and over ²	372	373	367	3.8	4.5	3.8	3.4	3.5	3.5
Married men, spouse present	1,698	1,741	1,564	3.7	3.9	3.8	3.8	3.7	3.3
Married women, spouse present	1,339	1,384	1,410	3.8	3.9	3.9	3.8	3.8	3.9
Women who maintain families ²	741	775	779	7.9	8.4	8.5	8.4	8.3	8.4
Full-time workers ³	7,344	7,364	7,019	6.1	6.2	6.2	6.1	6.1	5.8
Part-time workers ⁴	1,345	1,311	1,354	5.3	5.3	5.7	5.5	5.1	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 2003, data reflect revised population controls used in the household survey. Data have been revised to reflect updated seasonal adjustment factors.

Table A-8. Unemployed persons by reason for unemployment

(Numbers in thousands)

Reason	Not seasonally adjusted			Seasonally adjusted					
	Dec. 2002	Nov. 2003	Dec. 2003	Dec. 2002	Aug. 2003	Sept. 2003	Oct. 2003	Nov. 2003	Dec. 2003
NUMBER OF UNEMPLOYED									
Job losers and persons who completed temporary jobs	4,849	4,505	4,629	4,839	4,939	4,947	4,877	4,719	4,618
On temporary layoff	1,205	903	1,137	1,122	1,092	1,110	1,097	1,055	1,060
Not on temporary layoff	3,644	3,601	3,492	3,716	3,847	3,837	3,780	3,664	3,558
Permanent job losers	2,796	2,773	2,681	(1)	(1)	(1)	(1)	(1)	(1)
Persons who completed temporary jobs	848	828	811	(1)	(1)	(1)	(1)	(1)	(1)
Job leavers	790	885	715	866	790	836	789	931	783
Reentrants	2,157	2,324	2,065	2,475	2,530	2,436	2,518	2,440	2,366
New entrants	412	556	536	534	650	684	653	619	694
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	59.1	54.5	58.3	55.5	55.4	55.6	55.2	54.2	54.6
On temporary layoff	14.7	10.9	14.3	12.9	12.3	12.5	12.4	12.1	12.5
Not on temporary layoff	44.4	43.6	44.0	42.6	43.2	43.1	42.8	42.1	42.0
Job leavers	9.6	10.7	9.0	9.9	8.9	9.4	8.9	10.7	9.3
Reentrants	26.3	28.1	26.0	28.4	28.4	27.4	28.5	28.0	28.0
New entrants	5.0	6.7	6.8	6.1	7.3	7.7	7.4	7.1	8.2
UNEMPLOYED AS A PERCENT OF THE CIVILIAN LABOR FORCE									
Job losers and persons who completed temporary jobs	3.3	3.1	3.2	3.3	3.4	3.4	3.3	3.2	3.1
Job leavers5	.6	.5	.6	.5	.6	.5	.6	.5
Reentrants	1.5	1.6	1.4	1.7	1.7	1.7	1.7	1.7	1.6
New entrants3	.4	.4	.4	.4	.5	.4	.4	.5

¹ Data not available.

NOTE: Beginning in January 2003, data reflect revised population controls used in the

household survey. Seasonally adjusted data have been revised to reflect updated seasonal adjustment factors.

Table A-9. Unemployed persons by duration of unemployment

(Numbers in thousands)

Duration	Not seasonally adjusted			Seasonally adjusted					
	Dec. 2002	Nov. 2003	Dec. 2003	Dec. 2002	Aug. 2003	Sept. 2003	Oct. 2003	Nov. 2003	Dec. 2003
NUMBER OF UNEMPLOYED									
Less than 5 weeks	2,514	2,500	2,298	2,873	2,735	2,749	2,733	2,622	2,627
5 to 14 weeks	2,581	2,514	2,439	2,591	2,630	2,736	2,585	2,556	2,450
15 weeks and over	3,113	3,255	3,208	3,312	3,561	3,511	3,478	3,484	3,403
15 to 26 weeks	1,248	1,316	1,343	1,420	1,561	1,438	1,460	1,448	1,513
27 weeks and over	1,865	1,939	1,865	1,891	2,001	2,073	2,018	2,036	1,890
Average (mean) duration, in weeks	18.8	20.1	20.0	18.5	19.2	19.6	19.4	20.0	19.6
Median duration, in weeks	9.7	10.2	10.6	9.6	10.0	10.1	10.3	10.4	10.4
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	30.6	30.2	28.9	32.7	30.6	30.6	31.1	30.3	31.0
5 to 14 weeks	31.4	30.4	30.7	29.5	29.5	30.4	29.4	29.5	28.9
15 weeks and over	37.9	39.4	40.4	37.7	39.9	39.0	39.5	40.2	40.1
15 to 26 weeks	15.2	15.9	16.9	16.2	17.5	16.0	16.6	16.7	17.8
27 weeks and over	22.7	23.5	23.5	21.6	22.4	23.0	22.9	23.5	22.3

NOTE: Beginning in January 2003, data reflect revised population controls used in the household survey. Seasonally adjusted data have been revised to reflect updated

seasonal adjustment factors.

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

(Numbers in thousands)

Occupation	Employed		Unemployed		Unemployment rates	
	Dec. 2002	Dec. 2003	Dec. 2002	Dec. 2003	Dec. 2002	Dec. 2003
Total, 16 years and over ¹	136,599	138,556	8,209	7,945	5.7	5.4
Management, professional, and related occupations	46,950	48,320	1,369	1,380	2.8	2.8
Management, business, and financial operations occupations	19,444	19,887	625	589	3.1	2.9
Professional and related occupations	27,506	28,432	743	791	2.6	2.7
Service occupations	21,974	21,633	1,622	1,560	6.9	6.7
Sales and office occupations	35,672	35,770	1,872	1,835	5.0	4.9
Sales and related occupations	16,305	16,543	862	909	5.0	5.2
Office and administrative support occupations	19,367	19,227	1,011	926	5.0	4.6
Natural resources, construction, and maintenance occupations	13,721	14,347	1,303	1,208	8.7	7.8
Farming, fishing, and forestry occupations	904	907	108	164	10.7	15.3
Construction and extraction occupations	7,850	8,272	963	766	10.9	8.5
Installation, maintenance, and repair occupations	4,967	5,168	231	279	4.4	5.1
Production, transportation, and material moving occupations	18,281	18,486	1,603	1,396	8.1	7.0
Production occupations	9,830	9,820	903	690	8.4	6.6
Transportation and material moving occupations	8,451	8,666	700	706	7.7	7.5

¹ Persons with no previous work experience and persons whose last job was in the Armed Forces are included in the unemployed total.

NOTE: Occupations reflect the introduction of the 2002 Census occupational classification

system derived from the 2000 Standard Occupational Classification system into the Current Population Survey. Beginning in January 2003, 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	
	Dec. 2002	Dec. 2003	Dec. 2002	Dec. 2003
Total, 16 years and over ¹	8,209	7,945	5.7	5.4
Nonagricultural private wage and salary workers	6,904	6,456	6.1	5.7
Mining	45	32	7.8	5.6
Construction	941	813	10.9	9.3
Manufacturing	1,188	1,025	6.6	5.9
Durable goods	810	647	7.0	5.9
Nondurable goods	379	378	5.9	5.8
Wholesale and retail trade	1,150	1,081	5.7	5.0
Transportation and utilities	243	267	4.6	5.0
Information	255	224	7.2	6.5
Financial activities	322	283	3.6	3.0
Professional and business services	1,038	948	8.3	7.6
Education and health services	558	620	3.2	3.5
Leisure and hospitality	922	885	8.2	8.2
Other services	241	278	4.2	4.5
Agriculture and related private wage and salary workers	120	137	9.8	10.9
Government workers	446	516	2.2	2.5
Self employed and unpaid family workers	327	299	3.1	2.8

¹ Persons with no previous work experience are included in the unemployed total.
NOTE: Industries reflect the introduction of the 2002 Census industry classification system derived from the 2002 North American Industry Classification System into the Current

Population Survey. Beginning in January 2003, 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					
	Dec. 2002	Nov. 2003	Dec. 2003	Dec. 2002	Aug. 2003	Sept. 2003	Oct. 2003	Nov. 2003	Dec. 2003
U-1 Persons unemployed 15 weeks or longer, as a percent of the civilian labor force	2.1	2.2	2.2	2.3	2.4	2.4	2.4	2.4	2.3
U-2 Job losers and persons who completed temporary jobs, as a percent of the civilian labor force	3.3	3.1	3.2	3.3	3.4	3.4	3.3	3.2	3.1
U-3 Total unemployed, as a percent of the civilian labor force (official unemployment rate)	5.7	5.6	5.4	6.0	6.1	6.1	6.0	5.9	5.7
U-4 Total unemployed plus discouraged workers, as a percent of the civilian labor force plus discouraged workers	5.9	5.9	5.7	6.3	6.4	6.4	6.3	6.2	6.0
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	6.6	6.6	6.4	6.9	7.1	7.1	7.0	6.8	6.7
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	9.6	9.7	9.6	9.9	10.2	10.4	10.2	10.1	9.9

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 2003, data reflect revised population controls used in the household survey. Seasonally adjusted data have been revised to reflect updated seasonal adjustment factors.

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

(Numbers in thousands)

Category	Total		Men		Women	
	Dec. 2002	Dec. 2003	Dec. 2002	Dec. 2003	Dec. 2002	Dec. 2003
NOT IN THE LABOR FORCE						
Total not in the labor force	73,934	76,007	27,998	28,710	45,936	47,298
Persons who currently want a job	4,227	4,355	1,985	1,858	2,243	2,496
Searched for work and available to work now ¹	1,432	1,483	772	688	661	795
Reason not currently looking:						
Discouragement over job prospects ²	403	433	250	212	154	221
Reasons other than discouragement ³	1,029	1,050	522	476	507	574
MULTIPLE JOBHOLDERS						
Total multiple jobholders ⁴	7,650	7,260	3,848	3,548	3,802	3,711
Percent of total employed	5.6	5.2	5.3	4.8	5.9	5.7
Primary job full time, secondary job part time	4,089	3,860	2,322	2,095	1,767	1,765
Primary and secondary jobs both part time	1,735	1,618	503	478	1,232	1,141
Primary and secondary jobs both full time	196	244	129	162	67	82
Hours vary on primary or secondary job	1,583	1,493	868	797	716	696

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 those who think no work available, could not find work, lacks schooling or training, employer thinks too young or old, and other types of discrimination.

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

reason for nonparticipation was not determined.

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

NOTE: Beginning in January 2003, 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						Change from: Nov. 2003-Dec. 2003
	Dec. 2002	Oct. 2003	Nov. 2003 ^P	Dec. 2003 ^P	Dec. 2002	Aug. 2003	Sept. 2003	Oct. 2003	Nov. 2003 ^P	Dec. 2003 ^P	
Total nonfarm	131,017	131,025	131,157	130,955	130,198	129,881	129,980	130,080	130,123	130,124	1
Total private	109,117	109,253	109,282	109,129	108,642	108,411	108,524	108,607	108,651	108,656	5
Goods-producing	22,256	22,221	22,097	21,877	22,323	21,982	21,978	21,966	21,954	21,942	-12
Natural resources and mining	571	576	572	565	572	565	564	565	565	565	0
Logging	68.4	68.0	68.0	64.6	67.9	63.6	63.7	64.2	64.8	63.7	-1.1
Mining	503.0	507.7	503.7	500.7	503.6	501.1	499.9	500.4	500.3	501.3	1.0
Oil and gas extraction	121.6	126.3	125.7	125.9	121.6	125.0	125.4	125.9	126.0	126.0	.0
Mining, except oil and gas ¹	206.9	212.5	210.7	206.1	208.1	209.1	207.5	208.1	207.9	207.5	-.4
Coal mining	74.2	72.5	73.0	73.2	73.3	72.9	71.5	72.2	72.2	72.4	.2
Support activities for mining	174.5	168.9	167.3	168.7	173.9	167.0	167.0	166.4	166.4	167.8	1.4
Construction	6,651	7,051	6,961	6,791	6,731	6,825	6,841	6,845	6,859	6,873	14
Construction of buildings	1,591.3	1,657.6	1,634.9	1,623.2	1,595.3	1,610.9	1,620.1	1,622.4	1,621.2	1,628.0	6.8
Heavy and civil engineering construction	873.9	974.7	944.4	883.6	915.3	913.9	915.8	913.3	917.9	919.4	1.5
Specialty trade contractors	4,185.7	4,418.2	4,381.3	4,284.3	4,220.7	4,300.3	4,305.5	4,309.7	4,320.1	4,325.3	5.2
Manufacturing	15,034	14,594	14,564	14,521	15,020	14,592	14,573	14,556	14,530	14,504	-26
Production workers	10,601	10,242	10,212	10,170	10,595	10,229	10,207	10,195	10,176	10,154	-22
Durable goods	9,329	9,012	9,018	9,010	9,316	9,018	9,010	9,004	9,001	8,993	-8
Production workers	6,426	6,180	6,186	6,173	6,417	6,182	6,169	6,165	6,164	6,156	-8
Wood products	544.9	547.8	548.3	545.1	548.1	538.2	542.1	544.2	547.2	547.5	.3
Nonmetallic mineral products	508.0	505.7	505.0	497.2	510.8	501.4	500.3	499.7	500.1	500.0	-.1
Primary metals	500.7	469.5	468.0	470.6	499.7	475.9	472.4	470.6	469.0	470.1	1.1
Fabricated metal products	1,518.5	1,471.6	1,473.4	1,475.2	1,516.0	1,469.2	1,465.8	1,468.6	1,470.4	1,471.9	1.5
Machinery	1,213.7	1,161.1	1,165.9	1,165.8	1,212.4	1,168.0	1,168.1	1,165.9	1,166.9	1,163.2	-3.7
Computer and electronic products ¹	1,466.7	1,383.2	1,384.0	1,381.9	1,462.2	1,392.5	1,389.5	1,384.3	1,382.2	1,377.2	-5.0
Computer and peripheral equipment	242.0	218.7	217.7	217.3	241.0	221.9	221.6	218.8	217.5	216.3	-1.2
Communications equipment	180.8	169.7	171.2	170.6	180.1	170.9	170.5	170.4	170.8	169.6	-1.2
Semiconductors and electronic components	504.5	473.5	474.8	474.6	503.7	479.5	477.6	474.8	474.9	473.7	-1.2
Electronic instruments	441.0	429.0	429.1	428.4	441.3	429.0	429.3	429.2	429.0	428.1	-.9
Electrical equipment and appliances	485.0	458.6	459.5	461.5	485.2	462.1	461.1	460.8	461.2	461.6	.4
Transportation equipment	1,813.5	1,769.2	1,769.6	1,771.5	1,804.7	1,767.6	1,768.1	1,768.2	1,763.2	1,761.5	-1.7
Furniture and related products	589.0	575.7	576.2	576.3	589.1	572.7	573.7	574.5	575.5	576.2	.7
Miscellaneous manufacturing	688.7	669.7	668.2	664.6	687.9	670.4	668.8	667.2	665.7	664.1	-1.6
Nondurable goods	5,705	5,582	5,546	5,511	5,704	5,574	5,563	5,552	5,529	5,511	-18
Production workers	4,175	4,062	4,026	3,997	4,178	4,047	4,038	4,030	4,012	3,998	-14
Food manufacturing	1,521.9	1,547.9	1,527.8	1,513.3	1,518.5	1,521.7	1,522.7	1,523.7	1,513.7	1,511.3	-2.4
Beverages and tobacco products	198.2	196.8	191.8	189.1	200.2	194.8	193.3	193.4	192.0	191.0	-1.0
Textile mills	284.1	254.0	252.9	249.1	284.9	259.6	258.3	255.4	253.4	250.2	-3.2
Textile product mills	193.8	178.6	179.2	179.0	193.7	178.4	179.7	179.2	179.1	178.8	-.3
Apparel	334.6	298.7	298.6	292.1	337.2	299.0	296.5	296.3	296.0	293.4	-2.6
Leather and allied products	47.1	42.5	42.9	42.9	47.3	43.1	43.1	42.9	42.9	42.8	-.1
Paper and paper products	542.9	525.1	523.7	521.3	541.5	526.4	525.0	523.9	521.9	519.8	-2.1
Printing and related support activities	693.9	686.6	685.0	681.2	689.8	690.0	687.7	684.5	682.8	678.5	-4.3
Petroleum and coal products	118.3	116.5	115.7	113.2	119.7	116.9	116.0	115.5	115.0	114.8	-.2
Chemicals	926.0	905.2	903.4	907.8	925.8	914.8	912.5	909.8	907.1	908.0	.9
Plastics and rubber products	843.9	829.6	824.8	821.9	845.4	829.3	828.6	826.9	825.1	822.7	-2.4
Service-providing	108,761	108,804	109,060	109,078	107,875	107,899	108,002	108,114	108,169	108,182	13
Private service-providing	86,861	87,032	87,185	87,252	86,319	86,429	86,546	86,641	86,697	86,714	17
Trade, transportation, and utilities	26,059	25,364	25,674	25,867	25,378	25,217	25,243	25,256	25,236	25,201	-35
Wholesale trade	5,612.2	5,561.7	5,561.1	5,573.5	5,603.9	5,550.0	5,551.2	5,551.3	5,553.4	5,565.3	11.9
Durable goods	2,982.2	2,938.4	2,942.3	2,949.2	2,978.7	2,934.5	2,932.7	2,934.4	2,940.5	2,945.6	5.1
Nondurable goods	2,012.4	2,000.2	1,994.1	1,998.0	2,009.6	1,997.7	1,995.9	1,994.4	1,989.7	1,995.4	5.7
Electronic markets and agents and brokers	617.6	623.1	624.7	626.3	615.6	617.8	622.6	622.5	623.2	624.3	1.1

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						Change from: Nov. 2003-Dec. 2003
	Dec. 2002	Oct. 2003	Nov. 2003 ^P	Dec. 2003 ^P	Dec. 2002	Aug. 2003	Sept. 2003	Oct. 2003	Nov. 2003 ^P	Dec. 2003 ^P	
Retail trade	15,626.2	15,053.0	15,362.1	15,536.1	15,005.6	14,975.1	14,986.9	14,996.1	14,968.6	14,930.6	-38.0
Motor vehicle and parts dealers ¹	1,872.9	1,897.3	1,887.4	1,879.2	1,878.9	1,880.5	1,884.6	1,884.6	1,884.0	1,885.8	1.8
Automobile dealers	1,248.0	1,255.2	1,248.6	1,245.0	1,249.6	1,248.1	1,249.5	1,248.6	1,247.2	1,247.1	-1.1
Furniture and home furnishings stores	567.4	545.6	563.2	572.3	548.4	541.6	544.1	545.4	548.9	551.2	2.3
Electronics and appliance stores	552.2	521.9	535.4	548.8	529.8	519.9	520.4	521.5	523.6	525.4	1.8
Building material and garden supply stores	1,168.9	1,209.3	1,202.9	1,192.8	1,183.9	1,203.3	1,210.0	1,209.3	1,209.5	1,207.9	-1.6
Food and beverage stores	2,883.1	2,805.3	2,818.7	2,827.9	2,833.5	2,798.0	2,796.7	2,806.6	2,786.6	2,779.1	-7.5
Health and personal care stores	967.6	975.8	986.2	990.3	952.5	965.9	969.4	973.6	977.7	975.0	-2.7
Gasoline stations	906.3	899.4	899.2	893.3	904.2	907.1	903.9	898.9	899.0	892.7	-6.3
Clothing and clothing accessories stores	1,419.7	1,278.1	1,333.3	1,387.2	1,308.5	1,278.9	1,278.2	1,284.0	1,279.3	1,278.5	-0.8
Sporting goods, hobby, book, and music stores.....	713.6	640.0	669.2	700.2	637.8	640.6	640.3	638.7	636.9	630.0	-6.9
General merchandise stores ¹	3,106.7	2,884.9	3,040.0	3,105.5	2,827.6	2,857.7	2,859.1	2,852.9	2,843.4	2,830.9	-12.5
Department stores	1,920.7	1,724.8	1,845.9	1,892.7	1,727.5	1,703.6	1,704.1	1,704.1	1,701.7	1,700.7	-1.0
Miscellaneous store retailers	991.7	946.2	959.9	966.3	954.6	941.0	941.0	940.7	939.8	930.5	-9.3
Nonstore retailers	476.1	449.2	466.7	472.3	445.9	440.6	439.2	439.9	439.9	443.6	3.7
Transportation and warehousing	4,224.1	4,157.4	4,159.9	4,164.7	4,170.7	4,101.2	4,114.1	4,116.7	4,122.0	4,112.3	-9.7
Air transportation	554.6	498.5	499.6	502.2	553.9	500.0	501.4	498.4	500.4	502.3	1.9
Rail transportation	217.5	217.1	217.5	216.5	216.3	214.8	216.8	216.4	216.2	215.6	-0.6
Water transportation	49.1	49.5	47.3	47.6	50.3	49.9	48.6	49.1	48.7	48.9	.2
Truck transportation	1,336.5	1,349.5	1,345.7	1,338.4	1,331.9	1,331.0	1,330.1	1,332.1	1,334.1	1,334.0	-0.1
Transit and ground passenger transportation	371.0	371.6	370.4	372.2	360.8	348.3	355.3	358.3	359.0	358.7	-0.3
Pipeline transportation	40.5	38.7	39.2	38.9	40.2	38.9	39.1	38.9	39.0	38.7	-0.3
Scenic and sightseeing transportation	22.1	30.1	26.3	25.6	25.6	30.0	29.7	29.9	30.1	30.6	.5
Support activities for transportation	533.7	524.1	520.8	523.2	531.2	519.1	521.8	520.7	520.3	520.4	.1
Couriers and messengers	573.0	555.5	565.7	577.6	545.0	557.8	557.3	556.4	556.7	552.5	-4.2
Warehousing and storage	526.1	522.8	527.4	522.5	515.5	511.4	514.0	516.5	517.5	510.6	-6.9
Utilities	596.4	591.5	590.9	592.4	597.3	590.8	591.0	592.3	592.0	592.4	.4
Information	3,363	3,257	3,268	3,280	3,353	3,267	3,270	3,266	3,265	3,270	5
Publishing industries, except Internet	966.4	939.0	942.3	944.4	962.2	941.5	939.2	939.5	939.9	939.8	-0.1
Motion picture and sound recording industries	384.8	364.0	372.2	382.8	381.6	367.2	373.3	373.1	375.2	378.4	3.2
Broadcasting, except Internet	334.0	323.6	324.6	324.9	332.1	322.9	325.0	323.2	323.0	323.0	.0
Internet publishing and broadcasting	32.9	33.9	34.5	34.7	32.9	34.2	34.3	34.2	34.6	34.8	.2
Telecommunications	1,161.4	1,124.9	1,122.0	1,123.6	1,162.5	1,125.7	1,125.0	1,123.3	1,122.3	1,125.6	3.3
ISPs, search portals, and data processing	437.3	425.9	425.9	424.1	435.8	429.7	427.4	426.4	424.2	423.0	-1.2
Other information services	45.8	46.1	46.0	45.8	45.8	45.5	45.7	46.0	45.9	45.8	-0.1
Financial activities	7,890	7,967	7,951	7,949	7,889	7,980	7,986	7,971	7,964	7,952	-12
Finance and insurance	5,868.1	5,911.1	5,907.4	5,897.4	5,861.0	5,924.4	5,933.2	5,916.3	5,908.1	5,891.5	-16.6
Monetary authorities - central bank	22.7	21.9	21.9	21.8	22.7	22.0	22.0	21.9	21.9	21.8	-0.1
Credit intermediation and related activities ¹	2,735.9	2,779.7	2,769.8	2,758.3	2,729.1	2,788.8	2,791.3	2,781.3	2,769.4	2,752.8	-16.6
Depository credit intermediation ¹	1,751.4	1,769.0	1,765.5	1,767.2	1,751.3	1,772.4	1,773.8	1,774.5	1,770.4	1,767.8	-2.6
Commercial banking	1,293.1	1,299.7	1,295.4	1,294.3	1,292.8	1,304.8	1,304.1	1,303.3	1,298.5	1,294.7	-3.8
Securities, commodity contracts, investments	798.0	800.1	805.9	811.6	799.4	794.9	799.0	800.7	806.6	811.9	5.3
Insurance carriers and related activities	2,227.3	2,228.7	2,228.9	2,223.6	2,225.7	2,237.1	2,238.9	2,231.2	2,229.2	2,223.1	-6.1
Funds, trusts, and other financial vehicles	84.2	80.7	80.9	82.1	84.1	81.6	82.0	81.2	81.0	81.9	.9
Real estate and rental and leasing	2,021.6	2,055.5	2,043.6	2,051.7	2,028.3	2,055.2	2,052.7	2,054.5	2,055.5	2,060.1	4.6
Real estate	1,352.2	1,375.8	1,369.9	1,373.9	1,355.7	1,371.5	1,372.4	1,373.6	1,374.9	1,377.8	2.9
Rental and leasing services	642.5	649.1	643.5	646.9	645.8	654.2	650.5	650.5	650.2	651.2	1.0
Lessors of nonfinancial intangible assets	26.9	30.6	30.2	30.9	26.8	29.5	29.8	30.4	30.4	31.1	.7
Professional and business services	15,922	16,331	16,271	16,193	15,972	16,054	16,107	16,142	16,179	16,224	45
Professional and technical services ¹	6,681.2	6,665.9	6,695.6	6,732.9	6,716.9	6,657.3	6,685.4	6,714.0	6,736.5	6,754.3	17.8
Legal services	1,121.1	1,128.3	1,130.3	1,127.6	1,120.2	1,121.9	1,124.9	1,128.4	1,128.3	1,127.1	-1.2
Accounting and bookkeeping services	831.0	792.8	812.9	858.7	872.6	854.3	856.1	868.3	880.2	891.7	11.5
Architectural and engineering services	1,245.6	1,253.0	1,253.0	1,248.0	1,252.5	1,238.1	1,247.2	1,247.8	1,252.3	1,253.0	.7
Computer systems design and related services.....	1,144.8	1,136.1	1,140.1	1,138.1	1,142.7	1,125.4	1,133.4	1,135.8	1,137.8	1,135.3	-2.5
Management and technical consulting services.....	742.0	750.0	748.6	754.0	739.8	736.1	739.7	746.6	746.6	750.2	3.6

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						Change from: Nov. 2003- Dec. 2003
	Dec. 2002	Oct. 2003	Nov. 2003 ^P	Dec. 2003 ^P	Dec. 2002	Aug. 2003	Sept. 2003	Oct. 2003	Nov. 2003 ^P	Dec. 2003 ^P	
Professional and business services-Continued											
Management of companies and enterprises	1,708.4	1,694.5	1,701.2	1,698.6	1,694.2	1,690.8	1,691.7	1,688.8	1,688.8	1,685.2	-3.6
Administrative and waste services	7,532.3	7,971.0	7,874.5	7,761.0	7,561.0	7,706.1	7,729.6	7,738.8	7,753.2	7,784.9	31.7
Administrative and support services ¹	7,217.3	7,652.9	7,562.4	7,449.8	7,244.9	7,389.2	7,413.1	7,423.7	7,440.6	7,471.7	31.1
Employment services ¹	3,277.7	3,586.9	3,541.2	3,506.7	3,259.2	3,373.7	3,394.5	3,415.5	3,439.0	3,474.9	35.9
Temporary help services	2,169.9	2,389.5	2,354.6	2,340.6	2,159.4	2,236.6	2,261.1	2,271.9	2,295.0	2,325.0	30.0
Business support services	765.6	758.3	757.6	756.3	757.0	750.4	754.3	752.7	749.9	747.2	-2.7
Services to buildings and dwellings	1,531.2	1,645.8	1,612.4	1,539.2	1,591.7	1,613.5	1,610.3	1,603.3	1,601.7	1,603.0	1.3
Waste management and remediation services	315.0	318.1	312.1	311.2	316.1	316.9	316.5	315.1	312.6	313.2	.6
Education and health services	16,516	16,805	16,867	16,827	16,373	16,541	16,570	16,625	16,653	16,674	21
Educational services	2,811.7	2,902.6	2,935.1	2,882.1	2,695.1	2,699.8	2,715.6	2,738.7	2,748.2	2,755.4	7.2
Health care and social assistance	13,704.1	13,902.0	13,931.7	13,944.9	13,677.5	13,840.8	13,854.1	13,885.8	13,904.7	13,918.6	13.9
Ambulatory health care services ¹	4,723.4	4,819.4	4,824.7	4,832.9	4,712.5	4,791.7	4,791.7	4,809.2	4,816.6	4,822.6	6.0
Offices of physicians	2,027.6	2,069.4	2,074.0	2,084.3	2,022.1	2,056.6	2,056.9	2,068.3	2,072.6	2,078.6	6.0
Outpatient care centers	413.2	413.2	416.9	416.1	412.2	413.7	413.7	414.1	416.1	415.2	-.9
Home health care services	696.3	719.7	715.6	717.4	693.0	711.8	711.3	714.0	712.7	714.7	2.0
Hospitals	4,193.9	4,242.3	4,253.0	4,255.2	4,190.4	4,235.2	4,239.5	4,242.5	4,249.2	4,252.4	3.2
Nursing and residential care facilities ¹	2,770.7	2,799.6	2,804.2	2,806.0	2,766.1	2,789.7	2,794.4	2,798.3	2,800.1	2,802.0	1.9
Nursing care facilities	1,581.9	1,588.9	1,590.2	1,587.3	1,579.2	1,583.8	1,586.9	1,587.6	1,588.0	1,586.4	-1.6
Social assistance ¹	2,016.1	2,040.7	2,049.8	2,050.8	2,008.5	2,024.2	2,028.5	2,035.8	2,038.8	2,041.6	2.8
Child day care services	733.5	747.9	748.7	746.5	725.2	732.4	731.2	736.0	737.0	737.4	.4
Leisure and hospitality	11,784	12,005	11,853	11,841	12,019	12,051	12,056	12,071	12,091	12,087	-4
Arts, entertainment, and recreation	1,664.9	1,705.5	1,622.7	1,625.7	1,817.8	1,759.8	1,759.1	1,759.9	1,759.4	1,758.5	-.9
Performing arts and spectator sports	348.2	341.7	334.5	335.6	367.2	347.3	351.6	351.1	349.1	349.5	.4
Museums, historical sites, zoos, and parks	107.5	109.9	108.3	106.9	110.5	109.8	109.1	109.8	110.2	109.9	-.3
Amusements, gambling, and recreation	1,209.2	1,253.9	1,179.9	1,183.2	1,340.1	1,302.7	1,298.4	1,299.0	1,300.1	1,299.1	-1.0
Accommodations and food services	10,118.6	10,299.4	10,230.5	10,214.9	10,200.8	10,290.8	10,296.7	10,310.7	10,331.6	10,328.0	-3.6
Accommodations	1,728.4	1,743.9	1,706.0	1,695.5	1,805.2	1,769.1	1,754.7	1,751.8	1,765.9	1,768.5	2.6
Food services and drinking places	8,390.2	8,555.5	8,524.5	8,519.4	8,395.6	8,521.7	8,542.0	8,558.9	8,565.7	8,559.5	-6.2
Other services	5,327	5,303	5,301	5,295	5,335	5,319	5,314	5,310	5,309	5,306	-3
Repair and maintenance	1,220.9	1,217.3	1,210.1	1,202.4	1,224.3	1,222.3	1,219.7	1,215.3	1,210.7	1,206.8	-3.9
Personal and laundry services	1,234.2	1,223.5	1,224.8	1,217.0	1,232.7	1,223.5	1,219.7	1,220.3	1,221.4	1,217.0	-4.4
Membership associations and organizations	2,871.9	2,862.1	2,865.8	2,875.9	2,878.2	2,872.7	2,874.8	2,874.0	2,876.6	2,882.0	5.4
Government	21,900	21,772	21,875	21,826	21,556	21,470	21,456	21,473	21,472	21,468	-4
Federal	2,800	2,728	2,708	2,731	2,778	2,745	2,742	2,730	2,720	2,710	-10
Federal, except U.S. Postal Service	1,951.6	1,919.8	1,902.9	1,906.1	1,956.4	1,929.5	1,929.6	1,919.5	1,913.3	1,913.4	.1
U.S. Postal Service	848.2	808.0	805.2	825.0	821.7	815.8	812.3	810.3	807.0	796.4	-10.6
State government	5,068	5,076	5,092	5,046	4,984	4,928	4,948	4,952	4,954	4,951	-3
State government education	2,304.4	2,341.1	2,364.4	2,318.9	2,202.5	2,186.6	2,203.3	2,208.9	2,212.1	2,209.6	-2.5
State government, excluding education	2,763.3	2,734.6	2,727.4	2,726.7	2,781.0	2,741.6	2,744.3	2,743.4	2,742.0	2,740.9	-1.1
Local government	14,032	13,968	14,075	14,049	13,794	13,797	13,766	13,791	13,798	13,807	9
Local government education	8,014.6	7,925.1	8,034.1	8,019.9	7,698.1	7,735.1	7,682.6	7,697.2	7,697.9	7,704.5	6.6
Local government, excluding education	6,017.7	6,043.1	6,040.7	6,028.6	6,095.8	6,061.9	6,083.8	6,093.4	6,099.9	6,102.0	2.1

¹ Includes other industries, not shown separately.^P = preliminary.

Table B-2. Average weekly hours of production or nonsupervisory workers¹ on private nonfarm payrolls by industry sector and selected industry detail

Industry	Not seasonally adjusted				Seasonally adjusted						Change from: Nov. 2003-Dec. 2003
	Dec. 2002	Oct. 2003	Nov. 2003 ^P	Dec. 2003 ^P	Dec. 2002	Aug. 2003	Sept. 2003	Oct. 2003	Nov. 2003 ^P	Dec. 2003 ^P	
Total private	34.1	33.8	34.1	33.7	33.8	33.7	33.7	33.8	33.9	33.7	-0.2
Goods-producing	40.1	40.2	40.3	40.3	39.8	39.8	39.9	39.9	40.1	40.0	-.1
Natural resources and mining	43.0	44.0	44.1	43.4	43.0	43.7	43.7	43.8	43.8	43.6	-.2
Construction	37.6	38.9	38.2	37.7	38.2	38.6	38.4	38.4	38.4	38.3	-.1
Manufacturing	41.2	40.7	41.2	41.5	40.5	40.2	40.5	40.6	40.8	40.7	-.1
Overtime hours	4.7	4.4	4.6	4.9	4.3	4.1	4.2	4.3	4.5	4.6	.1
Durable goods	41.6	41.1	41.5	42.0	40.9	40.5	40.9	41.0	41.2	41.2	.0
Overtime hours	4.7	4.5	4.7	5.3	4.3	4.2	4.3	4.5	4.6	4.8	.2
Wood products	40.0	41.0	41.4	41.1	39.9	40.4	40.4	40.8	41.2	40.9	-.3
Nonmetallic mineral products	41.5	42.6	42.7	42.0	41.9	42.1	41.9	42.2	42.4	42.4	.0
Primary metals	43.3	42.3	43.0	43.6	42.6	41.9	42.2	42.4	42.8	42.8	.0
Fabricated metal products	41.4	41.0	41.4	41.7	40.5	40.5	40.7	40.9	41.0	40.8	-.2
Machinery	41.4	40.8	41.5	42.3	40.5	40.7	41.0	41.0	41.3	41.4	.1
Computer and electronic products	41.5	40.8	41.3	41.3	40.5	41.1	40.6	40.6	40.7	40.4	-.3
Electrical equipment and appliances	41.8	41.2	41.4	42.4	40.6	40.6	40.6	40.9	40.8	41.1	.3
Transportation equipment	43.0	42.4	42.5	43.8	42.4	40.7	42.0	42.0	42.3	42.7	.4
Furniture and related products	40.4	39.1	39.8	40.5	39.9	39.1	39.3	39.3	39.6	39.8	.2
Miscellaneous manufacturing	39.4	38.3	39.3	39.2	38.8	38.2	38.4	38.3	38.9	38.5	-.4
Nondurable goods	40.5	40.1	40.7	40.6	40.0	39.7	39.9	40.0	40.2	40.0	-.2
Overtime hours	4.6	4.3	4.5	4.4	4.4	3.9	4.1	4.1	4.3	4.2	-.1
Food manufacturing	40.1	39.7	40.2	39.9	39.4	39.3	39.4	39.4	39.4	39.3	-.1
Beverages and tobacco products	38.8	39.2	40.0	38.7	38.5	38.8	39.3	39.0	39.9	38.7	-1.2
Textile mills	40.6	39.1	40.1	40.2	40.4	38.7	39.1	39.3	39.9	39.7	-.2
Textile product mills	40.1	40.4	40.4	40.6	39.3	39.9	40.6	40.3	40.2	39.8	-.4
Apparel	36.4	36.0	36.4	35.9	36.3	34.7	35.2	35.8	36.0	35.7	-.3
Leather and allied products	39.2	39.2	39.6	40.3	39.0	39.0	38.6	39.3	39.5	40.0	.5
Paper and paper products	42.6	41.7	42.2	42.7	41.8	41.2	41.2	41.6	41.8	41.8	.0
Printing and related support activities	38.9	38.9	39.0	38.8	38.5	38.0	38.2	38.6	38.5	38.3	-.2
Petroleum and coal products	44.0	45.2	46.0	44.5	44.0	44.4	44.2	45.0	45.9	44.6	-1.3
Chemicals	42.9	42.1	43.1	42.9	42.3	42.3	42.3	42.1	42.7	42.4	-.3
Plastics and rubber products	41.0	40.8	41.1	41.6	40.3	40.2	40.5	40.7	40.7	40.8	.1
Private service-providing	32.8	32.3	32.7	32.2	32.5	32.4	32.4	32.4	32.5	32.3	-.2
Trade, transportation, and utilities	33.9	33.6	33.7	33.4	33.5	33.5	33.6	33.6	33.6	33.4	-.2
Wholesale trade	38.2	38.0	38.6	37.7	37.8	37.9	37.9	38.1	38.0	37.8	-.2
Retail trade	31.2	30.8	30.7	30.8	30.8	30.8	30.9	30.9	30.9	30.7	-.2
Transportation and warehousing	37.6	37.1	37.7	36.9	37.0	36.9	36.9	37.1	37.1	36.6	-.5
Utilities	41.1	41.2	41.5	40.5	41.2	40.9	40.5	41.0	41.1	40.6	-.5
Information	36.8	36.3	37.0	36.2	36.4	36.3	36.2	36.3	36.5	36.3	-.2
Financial activities	36.3	35.3	36.1	35.2	35.7	35.5	35.4	35.5	35.5	35.3	-.2
Professional and business services	34.5	33.9	34.3	33.7	34.2	33.9	34.0	34.0	34.1	33.8	-.3
Education and health services	32.6	32.4	32.9	32.5	32.4	32.7	32.5	32.5	32.7	32.6	-.1
Leisure and hospitality	25.8	25.5	25.7	25.2	25.8	25.4	25.6	25.6	25.7	25.6	-.1
Other services	32.1	31.7	31.8	31.5	31.9	31.7	31.7	31.7	31.7	31.5	-.2

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.
P = preliminary.

Table B-3. Average hourly and weekly earnings of production or nonsupervisory workers¹ on private nonfarm payrolls by industry sector and selected industry detail

Industry	Average hourly earnings				Average weekly earnings			
	Dec. 2002	Oct. 2003	Nov. 2003 ^P	Dec. 2003 ^P	Dec. 2002	Oct. 2003	Nov. 2003 ^P	Dec. 2003 ^P
Total private	\$15.26	\$15.46	\$15.53	\$15.52	\$520.37	\$522.55	\$529.57	\$523.02
Seasonally adjusted	15.20	15.46	15.47	15.50	513.76	522.55	524.43	522.35
Goods-producing	16.66	16.94	16.95	17.04	668.07	680.99	683.09	686.71
Natural resources and mining	17.40	17.77	17.76	18.01	748.20	781.88	783.22	781.63
Construction	18.90	19.11	19.11	19.18	710.64	743.38	730.00	723.09
Manufacturing	15.65	15.81	15.87	16.02	644.78	643.47	653.84	664.83
Durable goods	16.39	16.54	16.56	16.73	681.82	679.79	687.24	702.66
Wood products	12.49	12.82	12.88	12.84	499.60	525.62	533.23	527.72
Nonmetallic mineral products	15.55	15.95	15.94	15.91	645.33	679.47	680.64	668.22
Primary metals	18.09	18.22	18.27	18.33	783.30	770.71	785.61	799.19
Fabricated metal products	14.97	15.02	15.05	15.25	619.76	615.82	623.07	635.93
Machinery	16.20	16.38	16.52	16.71	670.68	668.30	685.58	706.83
Computer and electronic products	16.41	16.74	16.81	16.79	681.02	682.99	694.25	693.43
Electrical equipment and appliances	14.16	14.34	14.55	14.63	591.89	590.81	602.37	620.31
Transportation equipment	21.42	21.36	21.27	21.58	921.06	905.66	903.98	945.20
Furniture and related products	12.93	13.01	13.08	13.21	522.37	508.69	520.58	535.01
Miscellaneous manufacturing	13.08	13.47	13.49	13.57	515.35	515.90	530.16	531.94
Nondurable goods	14.48	14.68	14.79	14.88	586.44	588.67	601.95	604.13
Food manufacturing	12.81	12.75	12.81	12.94	513.68	506.18	514.96	516.31
Beverages and tobacco products	18.04	17.90	18.30	17.96	699.95	701.68	732.00	695.05
Textile mills	11.83	12.02	12.14	12.20	480.30	469.98	486.81	490.44
Textile product mills	11.20	11.39	11.42	11.56	449.12	460.16	461.37	469.34
Apparel	9.30	9.70	9.70	9.85	338.52	349.20	353.08	353.62
Leather and allied products	11.51	11.89	11.94	11.99	451.19	466.09	472.82	483.20
Paper and paper products	17.26	17.57	17.71	17.66	735.28	732.67	747.36	754.08
Printing and related support activities	15.35	15.42	15.53	15.58	597.12	599.84	605.67	604.50
Petroleum and coal products	23.65	23.69	24.00	23.97	1,040.60	1,070.79	1,104.00	1,066.67
Chemicals	18.34	18.68	18.84	18.84	786.79	786.43	812.00	808.24
Plastics and rubber products	13.81	14.17	14.22	14.41	566.21	578.14	584.44	599.46
Private service-providing	14.88	15.05	15.15	15.11	488.06	486.12	495.41	486.54
Trade, transportation, and utilities	14.12	14.39	14.43	14.35	478.67	483.50	486.29	479.29
Wholesale trade	17.22	17.39	17.48	17.37	657.80	660.82	674.73	654.85
Retail trade	11.76	11.92	11.92	11.91	366.91	367.14	365.94	366.83
Transportation and warehousing	16.04	16.35	16.51	16.52	603.10	606.59	622.43	609.59
Utilities	24.26	25.20	25.44	25.50	997.09	1,038.24	1,055.76	1,032.75
Information	20.90	21.35	21.36	21.17	769.12	775.01	790.32	766.35
Financial activities	16.64	17.23	17.27	17.12	604.03	608.22	623.45	602.62
Professional and business services	17.28	17.17	17.45	17.36	596.16	582.06	598.54	585.03
Education and health services	15.55	15.81	15.83	15.89	506.93	512.24	520.81	516.43
Leisure and hospitality	8.81	8.77	8.80	8.92	227.30	223.64	226.16	224.78
Other services	14.01	13.95	14.01	14.05	449.72	442.22	445.52	442.58

¹ See footnote 1, table B-2.

P = preliminary.

Table B-4. Average hourly earnings of production or nonsupervisory workers¹ on private nonfarm payrolls by industry sector and selected industry detail, seasonally adjusted

Industry	Dec. 2002	Aug. 2003	Sept. 2003	Oct. 2003	Nov. 2003 ^P	Dec. 2003 ^P	Percent change from: Nov. 2003- Dec. 2003
Total private:							
Current dollars	\$15.20	\$15.45	\$15.44	\$15.46	\$15.47	\$15.50	0.2
Constant (1982) dollars ²	8.30	8.30	8.27	8.29	8.32	N.A.	(³)
Goods-producing	16.60	16.86	16.89	16.90	16.92	16.97	.3
Natural resources and mining	17.37	17.69	17.74	17.82	17.82	17.95	.7
Construction	18.81	18.99	19.02	19.03	19.08	19.10	.1
Manufacturing	15.55	15.79	15.83	15.83	15.85	15.90	.3
Excluding overtime ⁴	14.77	15.02	15.05	15.03	15.02	15.05	.2
Durable goods	16.28	16.49	16.55	16.53	16.52	16.60	.5
Nondurable goods	14.41	14.70	14.71	14.73	14.79	14.80	.1
Private service-providing	14.81	15.06	15.04	15.07	15.08	15.10	.1
Trade, transportation, and utilities	14.19	14.39	14.37	14.41	14.43	14.45	.1
Wholesale trade	17.13	17.40	17.40	17.42	17.39	17.37	-.1
Retail trade	11.83	11.96	11.94	11.96	11.97	11.99	.2
Transportation and warehousing	16.02	16.36	16.34	16.38	16.45	16.49	.2
Utilities	24.09	24.95	24.93	25.21	25.34	25.34	.0
Information	20.74	21.32	21.28	21.22	21.19	21.06	-.6
Financial activities	16.56	17.33	17.25	17.23	17.18	17.19	.1
Professional and business services	17.09	17.24	17.24	17.28	17.32	17.33	.1
Education and health services	15.52	15.76	15.76	15.80	15.82	15.84	.1
Leisure and hospitality	8.73	8.75	8.76	8.77	8.78	8.82	.5
Other services	13.94	13.98	13.98	13.98	13.99	14.00	.1

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 0.4 percent from Oct. 2003 to Nov. 2003, 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 workers¹ on private nonfarm payrolls by industry sector and selected industry detail

(2002=100)

Industry	Not seasonally adjusted				Seasonally adjusted						Percent change from: Nov. 2003- Dec. 2003
	Dec. 2002	Oct. 2003	Nov. 2003 ^P	Dec. 2003 ^P	Dec. 2002	Aug. 2003	Sept. 2003	Oct. 2003	Nov. 2003 ^P	Dec. 2003 ^P	
Total private	100.7	99.8	100.7	99.3	99.4	98.7	98.7	99.1	99.4	98.8	-0.6
Goods-producing	98.5	98.4	97.9	96.5	98.2	96.0	96.1	96.1	96.5	96.2	-.3
Natural resources and mining	96.7	99.2	99.2	95.8	96.7	96.2	95.5	96.7	96.9	96.0	-.9
Construction	95.5	104.8	101.3	96.6	98.5	99.9	99.6	99.6	99.6	99.6	.0
Manufacturing	99.9	95.4	96.3	96.6	98.2	94.1	94.6	94.7	95.0	94.6	-.4
Durable goods	100.1	95.1	96.1	97.1	98.3	93.8	94.5	94.7	95.1	95.0	-.1
Wood products	97.9	100.6	101.7	100.6	98.3	97.5	97.8	99.4	101.1	100.6	-.5
Nonmetallic mineral products	95.1	97.4	97.3	93.7	97.0	94.9	94.1	94.9	95.4	95.5	.1
Primary metals	100.1	91.4	92.5	94.6	98.3	91.7	91.7	91.8	92.4	92.8	.4
Fabricated metal products	99.9	95.6	96.7	97.4	97.6	94.2	94.5	95.1	95.5	95.1	-.4
Machinery	99.9	93.9	96.2	97.9	97.6	94.3	95.0	94.8	95.8	95.5	-.3
Computer and electronic products	102.2	93.9	95.1	94.4	99.3	95.4	93.9	93.4	93.3	91.9	-1.5
Electrical equipment and appliances	100.6	92.0	92.8	95.4	97.8	91.6	91.3	91.7	91.7	92.5	.9
Transportation equipment	100.9	96.7	97.1	100.1	98.8	92.8	95.5	95.4	95.7	96.6	.9
Furniture and related products	100.2	93.5	95.1	96.8	98.9	93.2	93.8	93.8	94.5	94.8	.3
Miscellaneous manufacturing	100.4	93.2	95.3	94.7	98.8	93.2	93.2	92.9	94.0	92.9	-1.2
Nondurable goods	99.3	95.7	96.3	95.3	98.2	94.4	94.6	94.7	94.7	93.9	-.8
Food manufacturing	101.2	101.6	101.2	99.4	99.2	98.5	98.8	98.8	98.1	97.7	-.4
Beverages and tobacco products	90.8	87.5	86.1	82.8	91.3	85.1	85.0	84.8	86.4	83.7	-3.1
Textile mills	97.1	83.0	84.6	83.1	96.9	83.6	84.3	83.6	84.2	82.5	-2.0
Textile product mills	101.0	94.3	94.2	95.1	99.1	91.8	95.0	94.3	93.9	93.1	-.9
Apparel	92.2	79.3	80.3	76.9	93.1	76.2	76.7	77.8	78.5	76.7	-2.3
Leather and allied products	97.5	87.0	88.7	90.2	97.8	88.1	87.5	88.3	88.7	89.8	1.2
Paper and paper products	99.9	93.4	94.2	95.0	97.9	92.8	92.4	93.0	93.1	92.7	-.4
Printing and related support activities	98.9	97.4	97.1	96.0	97.3	95.5	95.5	96.1	95.6	94.4	-1.3
Petroleum and coal products	100.5	102.2	103.3	96.2	102.2	99.5	98.8	100.0	101.7	98.0	-3.6
Chemicals	101.1	97.8	99.9	100.3	99.8	99.6	99.1	98.6	99.6	99.2	-.4
Plastics and rubber products	99.7	97.2	97.0	97.8	98.3	95.7	96.3	96.6	96.3	96.1	-.2
Private service-providing	101.5	99.9	101.3	99.8	99.9	99.5	99.6	99.7	100.0	99.4	-.6
Trade, transportation, and utilities	103.3	99.1	100.9	100.8	98.9	98.2	98.6	98.6	98.5	97.7	-.8
Wholesale trade	99.6	97.6	99.2	96.9	98.4	97.2	97.3	97.7	97.5	97.1	-.4
Retail trade	105.3	99.5	101.6	103.2	99.2	99.0	99.4	99.5	99.2	98.2	-1.0
Transportation and warehousing	102.6	99.4	101.2	99.2	99.3	97.1	97.6	98.3	98.4	96.9	-1.5
Utilities	100.0	99.7	100.6	98.4	100.5	98.8	98.0	99.5	99.8	98.7	-1.1
Information	99.2	98.7	101.3	99.6	98.0	99.2	99.1	99.6	100.2	99.8	-.4
Financial activities	102.5	100.4	102.5	100.0	100.9	101.4	101.2	101.2	101.1	100.5	-.6
Professional and business services	99.8	100.1	100.7	98.4	99.2	98.3	98.8	99.0	99.4	98.9	-.5
Education and health services	102.5	103.0	105.0	103.4	100.9	102.5	102.0	102.3	103.0	102.7	-.3
Leisure and hospitality	97.8	98.4	97.9	95.8	100.3	98.6	99.3	99.5	100.0	99.6	-.4
Other services	99.3	97.4	97.8	96.7	98.9	97.8	97.8	97.6	97.6	96.9	-.7

¹ See footnote 1, table B-2.

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 workers¹ on private nonfarm payrolls by industry sector and selected industry detail

(2002=100)

Industry	Not seasonally adjusted				Seasonally adjusted						Percent change from: Nov. 2003- Dec. 2003
	Dec. 2002	Oct. 2003	Nov. 2003 ^P	Dec. 2003 ^P	Dec. 2002	Aug. 2003	Sept. 2003	Oct. 2003	Nov. 2003 ^P	Dec. 2003 ^P	
Total private	102.8	103.2	104.6	103.1	101.0	102.0	102.0	102.5	102.8	102.4	-0.4
Goods-producing	100.4	102.1	101.7	100.7	99.8	99.1	99.4	99.4	100.0	99.9	-.1
Natural resources and mining	97.8	102.4	102.3	100.2	97.6	98.8	98.4	100.0	100.3	100.1	-.2
Construction	97.5	108.2	104.6	100.1	100.1	102.4	102.3	102.3	102.7	102.7	.0
Manufacturing	102.3	98.6	99.9	101.2	99.8	97.2	97.9	98.0	98.5	98.3	-.2
Durable goods	102.5	98.2	99.4	101.4	99.9	96.5	97.6	97.7	98.1	98.5	.4
Nondurable goods	101.6	99.2	100.6	100.2	99.9	98.0	98.4	98.5	99.0	98.2	-.8
Private service-providing	103.7	103.2	105.4	103.6	101.5	102.9	102.9	103.2	103.6	103.1	-.5
Trade, transportation, and utilities	104.0	101.8	103.9	103.2	100.2	100.8	101.1	101.4	101.4	100.7	-.7
Wholesale trade	101.1	100.1	102.2	99.2	99.4	99.7	99.8	100.3	100.0	99.4	-.6
Retail trade	106.1	101.7	103.8	105.4	100.6	101.5	101.7	101.9	101.7	100.9	-.8
Transportation and warehousing	104.3	103.1	106.0	103.9	100.9	100.7	101.1	102.0	102.6	101.3	-1.3
Utilities	101.4	105.0	106.9	104.8	101.1	102.9	102.1	104.8	105.7	104.5	-1.1
Information	102.5	104.2	107.0	104.3	100.5	104.5	104.3	104.4	105.0	103.9	-1.0
Financial activities	105.5	107.0	109.4	105.9	103.4	108.7	108.0	107.9	107.4	106.8	-.6
Professional and business services	102.5	102.2	104.5	101.6	100.9	100.8	101.3	101.8	102.4	101.9	-.5
Education and health services	104.7	107.1	109.2	108.0	102.9	106.2	105.7	106.2	107.1	107.0	-.1
Leisure and hospitality	100.5	100.7	100.5	99.7	102.2	100.6	101.5	101.8	102.4	102.5	.1
Other services	101.4	99.0	99.8	99.0	100.4	99.7	99.6	99.4	99.5	98.9	-.6

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, seasonally adjusted

(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:												
1999	56.3	64.7	56.7	65.8	64.2	61.9	63.3	59.9	57.6	64.4	69.1	64.4
2000	65.5	60.3	65.5	58.8	47.7	61.7	65.5	52.9	52.3	54.1	57.7	53.2
2001	52.3	49.6	48.6	36.5	41.4	38.1	35.6	38.5	39.0	35.6	37.8	36.0
2002	40.5	37.4	37.6	41.0	41.7	43.7	39.0	41.7	43.3	43.9	42.4	37.2
2003	44.2	36.7	44.1	46.9	43.3	37.2	43.2	40.8	50.0	50.0	^P 54.3	^P 50.4
Over 3-month span:												
1999	61.5	64.9	61.0	65.8	66.4	69.1	66.9	64.4	62.2	62.9	66.7	69.6
2000	70.1	66.0	68.3	68.3	58.5	56.3	58.1	62.2	55.9	53.1	54.0	58.3
2001	54.9	50.7	50.5	43.5	37.2	36.0	36.2	35.8	34.5	32.2	31.7	30.9
2002	34.4	38.3	36.5	35.4	36.7	38.8	39.7	41.4	38.1	39.0	37.8	34.9
2003	36.0	35.6	36.0	41.2	43.0	40.6	37.6	34.5	43.5	46.6	^P 50.5	^P 49.8
Over 6-month span:												
1999	66.9	64.9	63.7	64.0	65.6	65.8	66.7	66.2	69.4	68.7	66.4	66.5
2000	67.6	68.7	71.4	71.9	68.5	66.2	67.3	60.4	58.3	55.0	61.0	55.2
2001	53.2	51.4	50.7	47.1	42.8	38.8	37.6	34.5	31.1	32.9	31.3	31.7
2002	30.6	29.9	31.1	31.3	33.3	35.8	36.9	37.4	37.8	39.9	38.3	35.8
2003	37.4	36.5	35.1	34.7	37.4	36.5	38.7	35.1	40.8	38.8	^P 42.6	^P 44.8
Over 12-month span:												
1999	70.5	68.7	68.2	68.0	68.3	68.3	68.0	68.0	67.8	69.1	68.3	69.1
2000	70.9	69.2	73.2	71.0	69.8	71.0	70.0	70.3	70.3	65.6	63.8	62.1
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	30.2	30.4	30.6	30.8	31.8	31.5	30.0	33.5	33.3
2003	33.8	33.3	34.5	35.4	36.5	35.4	35.8	33.6	38.1	37.4	^P 34.9	^P 38.5
	Manufacturing payrolls, 84 industries ¹											
Over 1-month span:												
1999	42.3	38.7	33.3	39.3	52.4	34.5	50.0	40.5	41.7	50.6	56.0	51.8
2000	50.6	53.6	54.8	42.9	39.9	53.6	62.5	28.6	24.4	35.1	41.1	38.7
2001	24.4	22.0	24.4	14.3	14.3	19.6	14.3	13.7	17.9	16.7	16.7	9.5
2002	19.0	22.6	20.8	33.9	30.4	32.1	34.5	25.0	31.0	19.6	21.4	25.0
2003	36.3	19.0	27.4	20.2	30.4	25.6	31.5	25.6	33.3	32.7	^P 42.9	^P 38.1
Over 3-month span:												
1999	33.9	40.5	37.5	35.7	41.7	43.5	42.3	38.1	41.1	44.6	49.4	56.5
2000	54.2	54.8	58.3	51.8	41.7	41.1	54.8	48.2	29.2	25.6	25.0	42.3
2001	34.5	24.4	17.9	14.3	11.9	14.3	10.7	7.7	8.3	9.5	8.9	8.3
2002	11.9	11.9	16.7	20.2	21.4	20.2	28.6	25.6	25.6	17.9	14.9	10.7
2003	14.9	15.5	19.6	16.7	17.9	14.3	20.2	18.5	24.4	25.6	^P 31.0	^P 35.1
Over 6-month span:												
1999	37.5	32.7	30.4	33.3	36.9	38.1	38.1	34.5	40.5	46.4	41.1	48.2
2000	47.0	51.2	56.5	57.1	49.4	47.6	56.0	44.0	36.9	35.1	34.5	31.0
2001	23.8	24.4	20.8	17.9	14.9	11.9	13.7	9.5	8.3	6.5	6.5	6.0
2002	7.7	8.9	7.7	8.9	12.5	16.7	19.6	19.6	23.8	17.9	16.7	13.7
2003	13.7	14.3	12.5	11.9	12.5	15.5	13.1	13.7	16.1	16.7	^P 19.6	^P 24.4
Over 12-month span:												
1999	35.7	32.1	29.8	32.1	32.7	32.1	34.5	32.1	33.3	39.3	41.1	42.9
2000	41.7	39.3	47.0	50.0	46.4	52.4	51.8	49.4	46.4	40.5	35.1	33.3
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	7.1	7.7	5.4	6.0	8.9	7.7	9.5	13.1	13.1
2003	13.7	15.5	16.7	13.1	15.5	16.1	13.1	14.3	12.5	13.1	^P 11.9	^P 14.3

¹Based 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.