



Transmission of material in this news release is embargoed until 8:30 a.m. (ET) Friday, January 5, 2024

USDL-24-0006

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THE EMPLOYMENT SITUATION — DECEMBER 2023

Total **nonfarm payroll employment** increased by 216,000 in December, and the **unemployment rate** was unchanged at 3.7 percent, the U.S. Bureau of Labor Statistics reported today. Employment continued to trend up in government, health care, social assistance, and construction, while transportation and warehousing lost jobs.

Chart 1. Unemployment rate, seasonally adjusted, December 2021 – December 2023

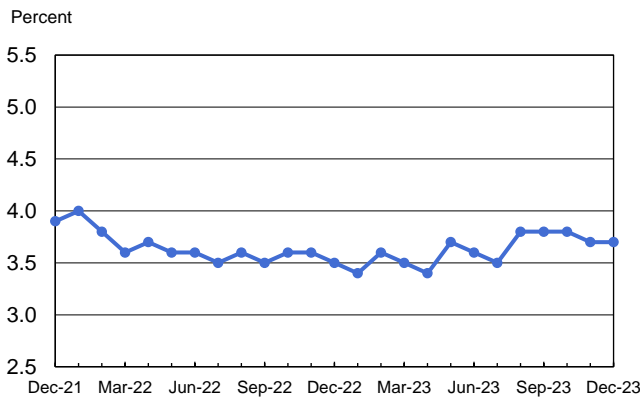
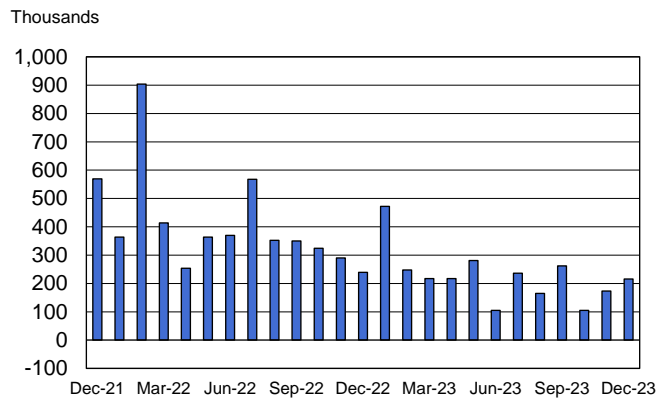


Chart 2. Nonfarm payroll employment over-the-month change, seasonally adjusted, December 2021 – December 2023



Revision of Seasonally Adjusted Household Survey Data

Seasonally adjusted household survey data have been revised using updated seasonal adjustment factors, a procedure done at the end of each calendar year. Seasonally adjusted estimates back to January 2019 were subject to revision. The unemployment rates for January 2023 through November 2023 (as originally published and as revised) appear in table A on page 5, along with additional information about the revisions.

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

Household Survey Data

The **unemployment rate** held at 3.7 percent in December, and the number of **unemployed persons** was essentially unchanged at 6.3 million. These measures are higher than a year earlier, when the jobless rate was 3.5 percent and the number of unemployed persons was 5.7 million. (See table A-1.)

Among the **major worker groups**, the unemployment rates for adult men (3.5 percent), adult women (3.3 percent), teenagers (11.9 percent), Whites (3.5 percent), Blacks (5.2 percent), Asians (3.1 percent), and Hispanics (5.0 percent) showed little change in December. (See tables A-1, A-2, and A-3.)

The number of **long-term unemployed** (those jobless for 27 weeks or more), at 1.2 million, was little changed in December and over the year. The long-term unemployed accounted for 19.7 percent of all unemployed persons in December. (See table A-12.)

The **labor force participation rate**, at 62.5 percent, and the **employment-population ratio**, at 60.1 percent, both decreased by 0.3 percentage point in December. These measures showed little or no change over the year. (See table A-1.)

The number of persons employed **part time for economic reasons**, at 4.2 million, changed little in December but was up by 333,000 over the year. These individuals, who would have preferred full-time employment, were working part time because their hours had been reduced or they were unable to find full-time jobs. (See table A-8.)

The number of persons **not in the labor force who currently want a job** edged up to 5.7 million in December and was up by 514,000 over the year. These individuals were not counted as unemployed because they were not actively looking for work during the 4 weeks preceding the survey or were unavailable to take a job. (See table A-1.)

Among those not in the labor force who wanted a job, the number of persons **marginally attached to the labor force** changed little at 1.6 million in December but was up by 306,000 over the year. These individuals wanted and were available for work and had looked for a job sometime in the prior 12 months but had not looked for work in the 4 weeks preceding the survey. The number of **discouraged workers**, a subset of the marginally attached who believed that no jobs were available for them, at 346,000, was little changed in December and over the year. (See Summary table A.)

Establishment Survey Data

Total **nonfarm payroll employment** increased by 216,000 in December. Employment continued to trend up in government, health care, social assistance, and construction, while transportation and warehousing lost jobs. Payroll employment rose by 2.7 million in 2023 (an average monthly gain of 225,000), less than the increase of 4.8 million in 2022 (an average monthly gain of 399,000). (See table B-1.)

Government employment increased by 52,000 in December. Employment continued to trend up in local government (+37,000) and federal government (+7,000). Government added an average of 56,000 jobs per month in 2023, more than double the average monthly gain of 23,000 in 2022.

In December, **health care** added 38,000 jobs. Employment continued to trend up in ambulatory health care services (+19,000) and hospitals (+15,000). Job growth in health care averaged 55,000 per month in 2023, compared with the 2022 average monthly gain of 46,000.

Employment in **social assistance** rose by 21,000 in December, mostly in individual and family services (+17,000). Social assistance employment rose by an average of 22,000 per month in 2023, little different than the average increase of 19,000 per month in 2022.

In December, **construction** employment continued to trend up (+17,000). Employment in nonresidential building construction increased by 8,000. Construction added an average of 16,000 jobs per month in 2023, little different than the 2022 average monthly gain of 22,000.

Employment in **transportation and warehousing** declined by 23,000 in December. Couriers and messengers lost 32,000 jobs, while air transportation added 4,000 jobs. Since reaching a peak in October 2022, employment in transportation and warehousing has decreased by 100,000.

Employment in **leisure and hospitality** changed little in December (+40,000). The industry added an average of 39,000 jobs per month in 2023, less than half the average gain of 88,000 jobs per month in 2022. Employment in the industry is below its pre-pandemic February 2020 level by 163,000, or 1.0 percent.

Retail trade employment changed little in December (+17,000). Over the month, employment increased in warehouse clubs, supercenters, and other general merchandise retailers (+14,000); building material and garden equipment and supplies dealers (+8,000); and automotive parts, accessories, and tire retailers (+4,000). These job gains were partially offset by a job loss in department stores (-13,000). Retail trade employment has shown little change, on net, since recovering in early 2022 from pandemic-related losses.

In December, employment in **professional and business services** changed little (+13,000). Employment in professional, scientific, and technical services continued to trend up (+25,000); this industry added an average of 22,000 jobs per month in 2023, about half the average monthly gain of 41,000 in 2022. In December, employment in temporary help services continued its downward trend (-33,000) and has fallen by 346,000 since reaching a peak in March 2022. Overall, employment in professional and business services changed little in 2023.

Employment showed little change over the month in other major industries, including **mining, quarrying, and oil and gas extraction; manufacturing; wholesale trade; information; financial activities; and other services.**

In December, **average hourly earnings for all employees** on private nonfarm payrolls rose by 15 cents, or 0.4 percent, to \$34.27. Over the past 12 months, average hourly earnings have increased by 4.1 percent. In December, average hourly earnings of private-sector **production and nonsupervisory employees** rose by 10 cents, or 0.3 percent, to \$29.42. (See tables B-3 and B-8.)

The **average workweek for all employees** on private nonfarm payrolls edged down by 0.1 hour to 34.3 hours in December. In manufacturing, the average workweek was little changed at 39.8 hours, and overtime remained at 2.9 hours. The average workweek for **production and nonsupervisory employees** on private nonfarm payrolls edged down by 0.1 hour to 33.7 hours. (See tables B-2 and B-7.)

The change in total nonfarm payroll employment for October was revised down by 45,000, from +150,000 to +105,000, and the change for November was revised down by 26,000, from +199,000 to +173,000. With these revisions, employment in October and November combined is 71,000 lower than previously reported. (Monthly revisions result from additional reports received from businesses and government agencies since the last published estimates and from the recalculation of seasonal factors.)

The Employment Situation for January is scheduled to be released on Friday, February 2, 2024, at 8:30 a.m. (ET).

Upcoming Changes to Household Survey Data

Effective with the release of The Employment Situation for January 2024 on February 2, 2024, new population controls will be used in the household survey estimation process. These new controls reflect the annual update of population estimates by the U.S. Census Bureau. In accordance with usual practice, historical data will not be revised to incorporate the new controls. Consequently, household survey data for January 2024 will not be directly comparable with data for December 2023 or earlier periods. A table showing the effects of the new controls on the major labor force series will be included in The Employment Situation for January 2024.

Upcoming Changes to Establishment Survey Data

Effective with the release of The Employment Situation for January 2024 on February 2, 2024, nonfarm payroll employment, hours, and earnings data from the establishment survey will be revised to reflect the annual benchmark process and updated seasonal adjustment factors. Not seasonally adjusted data beginning with April 2022 and seasonally adjusted data beginning with January 2019 are subject to revision. Consistent with standard practice, additional historical data may be revised as a result of the benchmark process.

Revision of Seasonally Adjusted Household Survey Data

At the end of each calendar year, BLS updates the seasonal adjustment factors for the national labor force series derived from the household survey. As a result of this process, seasonally adjusted data for January 2019 through November 2023 were subject to revision. (Not seasonally adjusted data were not subject to revision.)

Table A shows the unemployment rates for January 2023 through November 2023, as first published and as revised. The rate changed by one-tenth of a percentage point in 1 of the 11 months and was unchanged in the remaining 10 months. Table B shows revised seasonally adjusted data for major labor force series back to December 2022.

More information on this year’s revisions to seasonally adjusted household series is available at www.bls.gov/web/empsit/cps-seas-adjustment-methodology.pdf. Detailed information on the seasonal adjustment methodology is found at www.bls.gov/cps/seasonal-adjustment-methodology.htm.

Historical data for the household series contained in the A tables (A-1 through A-16) of this news release, including the revised seasonally adjusted data, can be accessed at www.bls.gov/cps/cpsatabs.htm. Additional revised historical seasonally adjusted data are available at www.bls.gov/cps/data.htm and <https://download.bls.gov/pub/time.series/ln/>.

**Table A. Seasonally adjusted unemployment rates in 2023 and changes due to revision
January - November 2023**

Month	As First Published	As Revised	Change
January.....	3.4	3.4	0.0
February.....	3.6	3.6	0.0
March.....	3.5	3.5	0.0
April.....	3.4	3.4	0.0
May.....	3.7	3.7	0.0
June.....	3.6	3.6	0.0
July.....	3.5	3.5	0.0
August.....	3.8	3.8	0.0
September.....	3.8	3.8	0.0
October.....	3.9	3.8	-0.1
November.....	3.7	3.7	0.0

HOUSEHOLD DATA

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

[Numbers in thousands]

Employment status, sex, and age	2022	2023											
	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
TOTAL													
Civilian noninstitutional population ¹	264,844	265,962	266,112	266,272	266,443	266,618	266,801	267,002	267,213	267,428	267,642	267,822	267,991
Civilian labor force	164,998	165,871	166,263	166,690	166,678	166,823	167,000	167,113	167,840	167,897	167,723	168,127	167,451
Participation rate	62.3	62.4	62.5	62.6	62.6	62.6	62.6	62.6	62.8	62.8	62.7	62.8	62.5
Employed	159,300	160,152	160,301	160,824	160,962	160,707	161,004	161,209	161,500	161,550	161,280	161,866	161,183
Employment-population ratio	60.1	60.2	60.2	60.4	60.4	60.3	60.3	60.4	60.4	60.4	60.3	60.4	60.1
Unemployed	5,698	5,719	5,962	5,866	5,715	6,117	5,997	5,904	6,340	6,347	6,443	6,262	6,268
Unemployment rate	3.5	3.4	3.6	3.5	3.4	3.7	3.6	3.5	3.8	3.8	3.8	3.7	3.7
Men, 20 years and over													
Civilian noninstitutional population ¹	120,360	121,283	121,346	121,415	121,488	121,565	121,646	121,735	121,832	121,931	122,029	122,111	122,187
Civilian labor force	84,702	85,039	85,145	85,565	85,393	85,481	85,776	85,770	85,951	86,124	85,687	86,256	86,007
Participation rate	70.4	70.1	70.2	70.5	70.3	70.3	70.5	70.5	70.5	70.6	70.2	70.6	70.4
Employed	82,051	82,281	82,340	82,688	82,596	82,520	82,836	82,896	82,800	82,853	82,526	83,084	82,958
Employment-population ratio	68.2	67.8	67.9	68.1	68.0	67.9	68.1	68.1	68.0	68.0	67.6	68.0	67.9
Unemployed	2,651	2,759	2,805	2,877	2,797	2,962	2,941	2,874	3,151	3,271	3,161	3,172	3,050
Unemployment rate	3.1	3.2	3.3	3.4	3.3	3.5	3.4	3.4	3.7	3.8	3.7	3.7	3.5
Women, 20 years and over													
Civilian noninstitutional population ¹	127,345	127,546	127,613	127,684	127,761	127,845	127,932	128,028	128,132	128,237	128,342	128,430	128,513
Civilian labor force	73,951	74,472	74,703	74,723	74,920	75,030	74,963	75,167	75,514	75,453	75,487	75,399	75,047
Participation rate	58.1	58.4	58.5	58.5	58.6	58.7	58.6	58.7	58.9	58.8	58.8	58.7	58.4
Employed	71,570	72,176	72,257	72,368	72,597	72,527	72,605	72,837	73,107	73,119	73,066	73,049	72,587
Employment-population ratio	56.2	56.6	56.6	56.7	56.8	56.7	56.8	56.9	57.1	57.0	56.9	56.9	56.5
Unemployed	2,382	2,295	2,446	2,355	2,324	2,503	2,358	2,330	2,407	2,333	2,421	2,350	2,460
Unemployment rate	3.2	3.1	3.3	3.2	3.1	3.3	3.1	3.1	3.2	3.1	3.2	3.1	3.3
Both sexes, 16 to 19 years													
Civilian noninstitutional population ¹	17,139	17,133	17,153	17,173	17,194	17,208	17,223	17,239	17,249	17,260	17,270	17,281	17,291
Civilian labor force	6,345	6,360	6,415	6,402	6,365	6,312	6,261	6,176	6,374	6,321	6,549	6,472	6,396
Participation rate	37.0	37.1	37.4	37.3	37.0	36.7	36.4	35.8	37.0	36.6	37.9	37.5	37.0
Employed	5,680	5,695	5,704	5,767	5,770	5,660	5,563	5,476	5,593	5,578	5,688	5,733	5,638
Employment-population ratio	33.1	33.2	33.3	33.6	33.6	32.9	32.3	31.8	32.4	32.3	32.9	33.2	32.6
Unemployed	665	665	711	635	595	652	698	699	781	743	861	739	758
Unemployment rate	10.5	10.5	11.1	9.9	9.3	10.3	11.2	11.3	12.3	11.8	13.1	11.4	11.9

¹ The population figures are not adjusted for seasonal variation.

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

HOUSEHOLD DATA

Summary table A. Household data, seasonally adjusted

[Numbers in thousands]

Category	Dec. 2022	Oct. 2023	Nov. 2023	Dec. 2023	Change from: Nov. 2023-Dec. 2023
Employment status					
Civilian noninstitutional population.....	264,844	267,642	267,822	267,991	169
Civilian labor force.....	164,998	167,723	168,127	167,451	-676
Participation rate.....	62.3	62.7	62.8	62.5	-0.3
Employed.....	159,300	161,280	161,866	161,183	-683
Employment-population ratio.....	60.1	60.3	60.4	60.1	-0.3
Unemployed.....	5,698	6,443	6,262	6,268	6
Unemployment rate.....	3.5	3.8	3.7	3.7	0.0
Not in labor force.....	99,846	99,919	99,695	100,540	845
Unemployment rates					
Total, 16 years and over.....	3.5	3.8	3.7	3.7	0.0
Adult men (20 years and over).....	3.1	3.7	3.7	3.5	-0.2
Adult women (20 years and over).....	3.2	3.2	3.1	3.3	0.2
Teenagers (16 to 19 years).....	10.5	13.1	11.4	11.9	0.5
White.....	3.0	3.5	3.3	3.5	0.2
Black or African American.....	5.7	5.8	5.8	5.2	-0.6
Asian.....	2.4	3.1	3.5	3.1	-0.4
Hispanic or Latino ethnicity.....	4.2	4.8	4.6	5.0	0.4
Total, 25 years and over.....	2.8	3.1	3.1	3.2	0.1
Less than a high school diploma.....	5.0	5.8	6.3	6.0	-0.3
High school graduates, no college.....	3.6	4.0	4.1	4.2	0.1
Some college or associate degree.....	3.0	3.1	2.8	3.1	0.3
Bachelor's degree and higher.....	1.9	2.1	2.1	2.1	0.0
Reason for unemployment					
Job losers and persons who completed temporary jobs.....	2,596	3,120	3,058	3,058	0
Job leavers.....	824	801	821	833	12
Reentrants.....	1,786	1,869	1,771	1,741	-30
New entrants.....	502	603	582	609	27
Duration of unemployment					
Less than 5 weeks.....	2,218	2,269	2,069	2,191	122
5 to 14 weeks.....	1,645	1,836	2,060	1,791	-269
15 to 26 weeks.....	792	1,079	931	1,104	173
27 weeks and over.....	1,106	1,291	1,220	1,245	25
Employed persons at work part time					
Part time for economic reasons.....	3,878	4,284	3,994	4,211	217
Slack work or business conditions.....	2,643	2,985	2,790	2,960	170
Could only find part-time work.....	916	1,000	934	964	30
Part time for noneconomic reasons.....	21,537	21,576	21,879	22,458	579
Persons not in the labor force					
Marginally attached to the labor force.....	1,256	1,416	1,583	1,562	-21
Discouraged workers.....	417	419	425	346	-79

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

ESTABLISHMENT DATA
Summary table B. Establishment data, seasonally adjusted

Category	Dec. 2022	Oct. 2023	Nov. 2023 ^p	Dec. 2023 ^p
EMPLOYMENT BY SELECTED INDUSTRY (Over-the-month change, in thousands)				
Total nonfarm.....	239	105	173	216
Total private.....	232	44	136	164
Goods-producing.....	36	-12	30	22
Mining and logging.....	4	-1	-2	-1
Construction.....	26	27	6	17
Manufacturing.....	6	-38	26	6
Durable goods ¹	23	-37	34	8
Motor vehicles and parts.....	9.5	-31.8	31.3	-2.1
Nondurable goods.....	-17	-1	-8	-2
Private service-providing.....	196	56	106	142
Wholesale trade.....	9.6	8.1	4.5	5.5
Retail trade.....	26.7	16.5	-24.4	17.4
Transportation and warehousing.....	0.3	-28.4	-5.0	-22.6
Utilities.....	-0.7	1.8	0.0	-0.4
Information.....	-9	-12	15	14
Financial activities.....	4	-8	1	2
Professional and business services ¹	23	-26	-19	13
Temporary help services.....	-55.0	-42.1	-22.1	-33.3
Private education and health services ¹	71	84	109	74
Health care and social assistance.....	73.1	67.1	96.0	58.9
Leisure and hospitality.....	58	25	12	40
Other services.....	13	-5	13	-1
Government.....	7	61	37	52
(3-month average change, in thousands)				
Total nonfarm.....	284	177	180	165
Total private.....	253	119	126	115
WOMEN AND PRODUCTION AND NONSUPERVISORY EMPLOYEES AS A PERCENT OF ALL EMPLOYEES ²				
Total nonfarm women employees.....	49.8	49.9	49.9	49.9
Total private women employees.....	48.4	48.4	48.4	48.4
Total private production and nonsupervisory employees.....	81.3	81.4	81.4	81.5
HOURS AND EARNINGS ALL EMPLOYEES				
Total private				
Average weekly hours.....	34.4	34.3	34.4	34.3
Average hourly earnings.....	\$32.92	\$34.00	\$34.12	\$34.27
Average weekly earnings.....	\$1,132.45	\$1,166.20	\$1,173.73	\$1,175.46
Index of aggregate weekly hours (2007=100) ³	114.2	115.3	115.8	115.6
Over-the-month percent change.....	-0.1	-0.3	0.4	-0.2
Index of aggregate weekly payrolls (2007=100) ⁴	179.7	187.5	188.9	189.4
Over-the-month percent change.....	0.3	0.1	0.7	0.3
DIFFUSION INDEX (Over 1-month span) ⁵				
Total private (250 industries).....	64.0	56.4	56.6	59.6
Manufacturing (72 industries).....	52.8	43.1	48.6	47.9

¹ Includes other industries, not shown separately.

² Data relate to production employees in mining and logging and manufacturing, construction employees in construction, and nonsupervisory employees in the service-providing industries.

³ The indexes of aggregate weekly hours are calculated by dividing the current month's estimates of aggregate hours by the corresponding annual average aggregate hours.

⁴ The indexes of aggregate weekly payrolls are calculated by dividing the current month's estimates of aggregate weekly payrolls by the corresponding annual average aggregate weekly payrolls.

⁵ 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.

p Preliminary

NOTE: Data have been revised to reflect March 2022 benchmark levels and updated seasonal adjustment factors.

Frequently Asked Questions about Employment and Unemployment Estimates

1. Why are there two monthly measures of employment?

The household survey and establishment survey both produce sample-based estimates of employment, and both have strengths and limitations. The establishment survey employment series has a smaller margin of error on the measurement of month-to-month change than the household survey because of its much larger sample size. An over-the-month employment change of about 130,000 is statistically significant in the establishment survey, while the threshold for a statistically significant change in the household survey is about 600,000. However, the household survey has a more expansive scope than the establishment survey because it includes self-employed workers whose businesses are unincorporated, unpaid family workers, agricultural workers, and private household workers, who are excluded by the establishment survey. The household survey also provides estimates of employment for demographic groups. For more information on the differences between the two surveys, please visit www.bls.gov/web/empsit/ces_cps_trends.htm.

2. Are undocumented immigrants counted in the surveys?

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

3. Why does the establishment survey have revisions?

The establishment survey revises published estimates to improve its data series by incorporating additional information that was not available at the time of the initial publication of the estimates. The establishment survey revises its initial monthly estimates twice, in the immediately succeeding 2 months, to incorporate additional sample receipts from respondents in the survey and recalculated seasonal adjustment factors. For more information on the monthly revisions, please visit www.bls.gov/web/empsit/cestn.htm#section7.

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

4. Does the establishment survey sample include small firms?

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

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

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

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

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

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

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

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

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

Typically, it is not possible to precisely quantify the effect of extreme weather on payroll employment estimates. In order for severe weather conditions to reduce employment estimates, employees have to be off work without pay for the entire pay period. Employees who receive pay for any part of the pay period, even 1 hour, are counted in the payroll employment figures. For more information on how often employees are paid, please visit www.bls.gov/ces/publications/length-pay-period.htm.

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

Technical Note

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

The establishment survey provides information on employment, hours, and earnings of employees on nonfarm payrolls; the data appear in the "B" tables, marked ESTABLISHMENT DATA. BLS collects these data each month from the payroll records of a sample of nonagricultural business establishments. Each month the CES program surveys about 122,000 businesses and government agencies, representing approximately 666,000 individual worksites, in order to provide detailed industry data on employment, hours, and earnings of workers on nonfarm payrolls. The active sample includes approximately one-third of all nonfarm payroll jobs.

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

Coverage, definitions, and differences between surveys

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

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

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

The *civilian labor force* is the sum of employed and unemployed persons. Those persons not classified as employed or unemployed are *not in the labor force*. The

unemployment rate is the number unemployed as a percent of the labor force. The *labor force participation rate* is the labor force as a percent of the population, and the *employment-population ratio* is the employed as a percent of the population. Additional information about the household survey can be found at www.bls.gov/cps/documentation.htm.

Establishment survey. The sample establishments are drawn from private nonfarm businesses such as factories, offices, and stores, as well as from federal, state, and local government entities. *Employees on nonfarm payrolls* are those who worked or received pay for any part of the reference pay period, including persons on paid leave. Persons are counted in each job they hold. *Hours and earnings* data are produced for the private sector for all employees and for production and nonsupervisory employees. *Production and nonsupervisory* employees are defined as production and related employees in manufacturing and mining and logging, construction workers in construction, and non-supervisory employees in private service-providing industries.

Industries are classified on the basis of an establishment's principal activity in accordance with the 2022 version of the North American Industry Classification System. Additional information about the establishment survey can be found at www.bls.gov/ces/.

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

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

Seasonal adjustment

Over the course of a year, the size of the nation's labor force and the levels of employment and unemployment undergo regularly occurring fluctuations. These events may result from seasonal changes in weather, major holidays, and the opening and closing of schools. The effect of such seasonal variation can be very large.

Because these seasonal events follow a more or less regular pattern each year, their influence on the level of a series can be tempered by adjusting for regular seasonal variation. These adjustments make nonseasonal developments, such as declines in employment or increases in the participation of women in the labor force, easier to spot. For example, in the household survey, the large number of youth entering the labor force each June is likely to obscure any other changes that have taken place relative to May, making it difficult to determine if the level of economic activity has risen or declined. Similarly, in the establishment survey, payroll employment in education declines by about 20 percent at the end of the spring term and later rises with the start of the fall term, obscuring the underlying employment trends in the industry. Because seasonal employment changes at the end and beginning of the school year can be estimated, the statistics can be adjusted to make underlying employment patterns more discernable. The seasonally adjusted figures provide a more useful tool with which to analyze changes in month-to-month economic activity.

Many seasonally adjusted series are independently adjusted in both the household and establishment surveys. However, the adjusted series for many major estimates, such as total payroll employment, employment in most major sectors, total employment, and unemployment are computed by aggregating independently adjusted component series. For example, total unemployment is derived by summing the adjusted series for four major age-sex components; this differs from the unemployment estimate that would be obtained by directly adjusting the total or by combining the duration, reasons, or more detailed age categories. Percentage distributions of unemployment by reason and duration are derived from the sum of the independently seasonally adjusted component series and will not necessarily match calculations made using the seasonally adjusted total unemployment level. Additional information about seasonal adjustment in the household survey can be found at www.bls.gov/cps/documentation.htm#sa.

For both the household and establishment surveys, a concurrent seasonal adjustment methodology is used in which new seasonal factors are calculated each month using all relevant data, up to and including the data for the current month. In the household survey, new seasonal factors are used to adjust only the current month's data. In the establishment survey, however, new seasonal factors are used each month to adjust the three most recent monthly estimates. The prior 2 months are routinely revised to incorporate additional sample reports and recalculated seasonal adjustment factors. In both surveys, 5-year revisions to historical data are made once a year.

Reliability of the estimates

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

For example, the confidence interval for the monthly change in total nonfarm employment from the establishment survey is on the order of plus or minus 130,000. Suppose the estimate of nonfarm employment increases by 50,000 from one month to the next. The 90-percent confidence interval on the monthly change would range from -80,000 to +180,000 (50,000 +/- 130,000). These figures do not mean that the sample results are off by these magnitudes, but rather that there is about a 90-percent chance that the true over-the-month change lies within this interval. Since this range includes values of less than zero, we could not say with confidence that nonfarm employment had, in fact, increased that month. If, however, the reported nonfarm employment rise was 250,000, then all of the values within the 90-percent confidence interval would be greater than zero. In this case, it is likely (at least a 90-percent chance) that nonfarm employment had, in fact, risen that month. At an unemployment rate of around 6.0 percent, the 90-percent confidence interval for the monthly change in unemployment as measured by the household survey is about +/- 300,000, and for the monthly change in the unemployment rate it is about +/- 0.2 percentage point.

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

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

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

Another major source of nonsampling error in the establishment survey is the inability to capture, on a timely

basis, employment generated by new firms. To correct for this systematic underestimation of employment growth, an estimation procedure with two components is used to account for business births. The first component excludes employment losses from business deaths from sample-based estimation in order to offset the missing employment gains from business births. This is incorporated into the sample-based estimation procedure by simply not reflecting sample units going out of business, but imputing to them the same employment trend as the other firms in the sample. This procedure accounts for most of the net birth/death employment.

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

The sample-based estimates from the establishment survey are adjusted once a year (on a lagged basis) to universe counts of payroll employment obtained from administrative records of the unemployment insurance program. The difference between the March sample-based employment estimates and the March universe counts is known as a benchmark revision, and serves as a rough proxy for total survey error. The new benchmarks also incorporate changes in the classification of industries. Over the past decade, absolute benchmark revisions for total nonfarm employment have averaged 0.1 percent, with a range from -0.3 percent to 0.3 percent.

Other information

If you are deaf, hard of hearing, or have a speech disability, please dial 7-1-1 to access telecommunications relay services.

HOUSEHOLD DATA

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

[Numbers in thousands]

Employment status, sex, and age	Not seasonally adjusted			Seasonally adjusted ¹					
	Dec. 2022	Nov. 2023	Dec. 2023	Dec. 2022	Aug. 2023	Sept. 2023	Oct. 2023	Nov. 2023	Dec. 2023
TOTAL									
Civilian noninstitutional population.....	264,844	267,822	267,991	264,844	267,213	267,428	267,642	267,822	267,991
Civilian labor force.....	164,224	167,977	166,661	164,998	167,840	167,897	167,723	168,127	167,451
Participation rate.....	62.0	62.7	62.2	62.3	62.8	62.8	62.7	62.8	62.5
Employed.....	158,872	162,149	160,754	159,300	161,500	161,550	161,280	161,866	161,183
Employment-population ratio.....	60.0	60.5	60.0	60.1	60.4	60.4	60.3	60.4	60.1
Unemployed.....	5,352	5,827	5,907	5,698	6,340	6,347	6,443	6,262	6,268
Unemployment rate.....	3.3	3.5	3.5	3.5	3.8	3.8	3.8	3.7	3.7
Not in labor force.....	100,621	99,845	101,330	99,846	99,374	99,531	99,919	99,695	100,540
Persons who currently want a job.....	4,948	5,006	5,465	5,157	5,374	5,424	5,376	5,343	5,671
Men, 16 years and over									
Civilian noninstitutional population.....	129,050	130,903	130,985	129,050	130,608	130,713	130,816	130,903	130,985
Civilian labor force.....	87,251	89,258	88,610	87,875	89,114	89,335	88,968	89,555	89,250
Participation rate.....	67.6	68.2	67.6	68.1	68.2	68.3	68.0	68.4	68.1
Employed.....	84,304	85,910	85,198	84,897	85,527	85,657	85,327	85,981	85,794
Employment-population ratio.....	65.3	65.6	65.0	65.8	65.5	65.5	65.2	65.7	65.5
Unemployed.....	2,947	3,347	3,412	2,978	3,587	3,678	3,641	3,574	3,456
Unemployment rate.....	3.4	3.8	3.9	3.4	4.0	4.1	4.1	4.0	3.9
Not in labor force.....	41,799	41,646	42,375	41,175	41,494	41,378	41,848	41,348	41,735
Men, 20 years and over									
Civilian noninstitutional population.....	120,360	122,111	122,187	120,360	121,832	121,931	122,029	122,111	122,187
Civilian labor force.....	84,262	86,094	85,564	84,702	85,951	86,124	85,687	86,256	86,007
Participation rate.....	70.0	70.5	70.0	70.4	70.5	70.6	70.2	70.6	70.4
Employed.....	81,589	83,128	82,493	82,051	82,800	82,853	82,526	83,084	82,958
Employment-population ratio.....	67.8	68.1	67.5	68.2	68.0	68.0	67.6	68.0	67.9
Unemployed.....	2,673	2,966	3,071	2,651	3,151	3,271	3,161	3,172	3,050
Unemployment rate.....	3.2	3.4	3.6	3.1	3.7	3.8	3.7	3.7	3.5
Not in labor force.....	36,098	36,017	36,623	35,658	35,881	35,807	36,343	35,854	36,180
Women, 16 years and over									
Civilian noninstitutional population.....	135,795	136,919	137,006	135,795	136,605	136,715	136,826	136,919	137,006
Civilian labor force.....	76,973	78,719	78,051	77,123	78,726	78,562	78,755	78,572	78,201
Participation rate.....	56.7	57.5	57.0	56.8	57.6	57.5	57.6	57.4	57.1
Employed.....	74,568	76,239	75,556	74,404	75,973	75,893	75,953	75,885	75,389
Employment-population ratio.....	54.9	55.7	55.1	54.8	55.6	55.5	55.5	55.4	55.0
Unemployed.....	2,405	2,480	2,495	2,720	2,752	2,669	2,801	2,688	2,811
Unemployment rate.....	3.1	3.2	3.2	3.5	3.5	3.4	3.6	3.4	3.6
Not in labor force.....	58,821	58,199	58,955	58,671	57,879	58,153	58,071	58,346	58,805
Women, 20 years and over									
Civilian noninstitutional population.....	127,345	128,430	128,513	127,345	128,132	128,237	128,342	128,430	128,513
Civilian labor force.....	73,981	75,681	75,079	73,951	75,514	75,453	75,487	75,399	75,047
Participation rate.....	58.1	58.9	58.4	58.1	58.9	58.8	58.8	58.7	58.4
Employed.....	71,843	73,504	72,862	71,570	73,107	73,119	73,066	73,049	72,587
Employment-population ratio.....	56.4	57.2	56.7	56.2	57.1	57.0	56.9	56.9	56.5
Unemployed.....	2,138	2,177	2,217	2,382	2,407	2,333	2,421	2,350	2,460
Unemployment rate.....	2.9	2.9	3.0	3.2	3.2	3.1	3.2	3.1	3.3
Not in labor force.....	53,365	52,749	53,434	53,394	52,618	52,784	52,856	53,031	53,466
Both sexes, 16 to 19 years									
Civilian noninstitutional population.....	17,139	17,281	17,291	17,139	17,249	17,260	17,270	17,281	17,291
Civilian labor force.....	5,981	6,202	6,018	6,345	6,374	6,321	6,549	6,472	6,396
Participation rate.....	34.9	35.9	34.8	37.0	37.0	36.6	37.9	37.5	37.0
Employed.....	5,439	5,517	5,399	5,680	5,593	5,578	5,688	5,733	5,638
Employment-population ratio.....	31.7	31.9	31.2	33.1	32.4	32.3	32.9	33.2	32.6
Unemployed.....	541	685	619	665	781	743	861	739	758
Unemployment rate.....	9.1	11.0	10.3	10.5	12.3	11.8	13.1	11.4	11.9
Not in labor force.....	11,158	11,079	11,273	10,794	10,875	10,939	10,721	10,809	10,895

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

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

HOUSEHOLD DATA

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

[Numbers in thousands]

Employment status, race, sex, and age	Not seasonally adjusted			Seasonally adjusted ¹					
	Dec. 2022	Nov. 2023	Dec. 2023	Dec. 2022	Aug. 2023	Sept. 2023	Oct. 2023	Nov. 2023	Dec. 2023
WHITE									
Civilian noninstitutional population.....	203,684	204,949	205,022	203,684	204,645	204,756	204,867	204,949	205,022
Civilian labor force.....	125,934	127,720	126,748	126,392	127,931	127,755	127,612	127,773	127,226
Participation rate.....	61.8	62.3	61.8	62.1	62.5	62.4	62.3	62.3	62.1
Employed.....	122,301	123,849	122,552	122,549	123,543	123,403	123,198	123,550	122,802
Employment-population ratio.....	60.0	60.4	59.8	60.2	60.4	60.3	60.1	60.3	59.9
Unemployed.....	3,633	3,871	4,196	3,843	4,387	4,352	4,414	4,223	4,424
Unemployment rate.....	2.9	3.0	3.3	3.0	3.4	3.4	3.5	3.3	3.5
Not in labor force.....	77,750	77,229	78,274	77,292	76,714	77,001	77,255	77,177	77,796
Men, 20 years and over									
Civilian labor force.....	65,789	66,627	66,172	66,020	66,535	66,615	66,363	66,695	66,405
Participation rate.....	70.0	70.2	69.7	70.3	70.2	70.3	70.0	70.3	70.0
Employed.....	63,876	64,660	63,912	64,171	64,307	64,313	64,148	64,559	64,208
Employment-population ratio.....	68.0	68.2	67.3	68.3	67.9	67.9	67.6	68.1	67.7
Unemployed.....	1,912	1,967	2,260	1,849	2,228	2,302	2,215	2,136	2,197
Unemployment rate.....	2.9	3.0	3.4	2.8	3.3	3.5	3.3	3.2	3.3
Women, 20 years and over									
Civilian labor force.....	55,533	56,373	55,902	55,474	56,422	56,349	56,209	56,130	55,844
Participation rate.....	57.1	57.8	57.3	57.1	57.9	57.8	57.6	57.5	57.2
Employed.....	54,181	54,995	54,419	53,935	54,803	54,767	54,621	54,609	54,175
Employment-population ratio.....	55.7	56.4	55.8	55.5	56.3	56.2	56.0	56.0	55.5
Unemployed.....	1,353	1,378	1,483	1,540	1,619	1,583	1,588	1,521	1,669
Unemployment rate.....	2.4	2.4	2.7	2.8	2.9	2.8	2.8	2.7	3.0
Both sexes, 16 to 19 years									
Civilian labor force.....	4,612	4,720	4,674	4,897	4,973	4,790	5,040	4,947	4,976
Participation rate.....	36.8	37.7	37.3	39.1	39.7	38.2	40.2	39.5	39.7
Employed.....	4,244	4,194	4,221	4,443	4,433	4,323	4,430	4,382	4,418
Employment-population ratio.....	33.9	33.5	33.7	35.5	35.4	34.5	35.4	35.0	35.3
Unemployed.....	369	526	453	454	540	467	611	565	558
Unemployment rate.....	8.0	11.1	9.7	9.3	10.9	9.8	12.1	11.4	11.2
BLACK OR AFRICAN AMERICAN									
Civilian noninstitutional population.....	34,301	34,821	34,853	34,301	34,714	34,751	34,788	34,821	34,853
Civilian labor force.....	21,278	22,149	21,955	21,424	21,782	21,900	21,902	22,171	22,094
Participation rate.....	62.0	63.6	63.0	62.5	62.7	63.0	63.0	63.7	63.4
Employed.....	20,146	20,924	20,896	20,199	20,626	20,650	20,636	20,886	20,952
Employment-population ratio.....	58.7	60.1	60.0	58.9	59.4	59.4	59.3	60.0	60.1
Unemployed.....	1,132	1,225	1,059	1,225	1,155	1,251	1,266	1,285	1,143
Unemployment rate.....	5.3	5.5	4.8	5.7	5.3	5.7	5.8	5.8	5.2
Not in labor force.....	13,023	12,672	12,898	12,877	12,933	12,851	12,886	12,650	12,759
Men, 20 years and over									
Civilian labor force.....	9,886	10,279	10,229	9,950	10,155	10,201	10,048	10,299	10,294
Participation rate.....	67.8	69.1	68.7	68.2	68.5	68.8	67.7	69.3	69.2
Employed.....	9,399	9,651	9,771	9,449	9,640	9,631	9,520	9,648	9,821
Employment-population ratio.....	64.5	64.9	65.7	64.8	65.0	64.9	64.1	64.9	66.0
Unemployed.....	487	628	459	502	516	570	528	651	473
Unemployment rate.....	4.9	6.1	4.5	5.0	5.1	5.6	5.3	6.3	4.6
Women, 20 years and over									
Civilian labor force.....	10,631	11,086	10,964	10,687	10,880	10,890	11,065	11,067	11,014
Participation rate.....	61.7	63.7	63.0	62.1	62.7	62.7	63.6	63.6	63.2
Employed.....	10,100	10,575	10,483	10,104	10,367	10,403	10,475	10,533	10,486
Employment-population ratio.....	58.7	60.8	60.2	58.7	59.8	59.9	60.3	60.5	60.2
Unemployed.....	531	511	481	583	513	487	590	534	528
Unemployment rate.....	5.0	4.6	4.4	5.5	4.7	4.5	5.3	4.8	4.8
Both sexes, 16 to 19 years									
Civilian labor force.....	761	784	762	787	746	809	789	805	786
Participation rate.....	30.4	30.7	29.8	31.5	29.3	31.7	30.9	31.5	30.7
Employed.....	646	698	643	647	619	615	642	705	644
Employment-population ratio.....	25.9	27.3	25.1	25.9	24.3	24.2	25.1	27.6	25.2
Unemployed.....	114	85	120	140	126	193	147	100	142
Unemployment rate.....	15.0	10.9	15.7	17.7	16.9	23.9	18.7	12.4	18.0

See footnotes at end of table.

HOUSEHOLD DATA

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

[Numbers in thousands]

Employment status, race, sex, and age	Not seasonally adjusted			Seasonally adjusted ¹					
	Dec. 2022	Nov. 2023	Dec. 2023	Dec. 2022	Aug. 2023	Sept. 2023	Oct. 2023	Nov. 2023	Dec. 2023
ASIAN									
Civilian noninstitutional population.....	17,005	17,769	17,896	17,005	17,515	17,633	17,593	17,769	17,896
Civilian labor force.....	10,890	11,494	11,384	10,940	11,487	11,587	11,490	11,548	11,436
Participation rate.....	64.0	64.7	63.6	64.3	65.6	65.7	65.3	65.0	63.9
Employed.....	10,650	11,096	11,054	10,677	11,125	11,255	11,134	11,144	11,084
Employment-population ratio.....	62.6	62.4	61.8	62.8	63.5	63.8	63.3	62.7	61.9
Unemployed.....	241	398	330	263	362	332	356	404	353
Unemployment rate.....	2.2	3.5	2.9	2.4	3.2	2.9	3.1	3.5	3.1
Not in labor force.....	6,115	6,275	6,511	6,065	6,028	6,047	6,103	6,221	6,459

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

NOTE: Estimates for the above race groups will not sum to totals shown in table A-1 because data are not presented for all races. Updated population controls are introduced annually with the release of January data.

HOUSEHOLD DATA

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

[Numbers in thousands]

Employment status, sex, and age	Not seasonally adjusted			Seasonally adjusted ¹					
	Dec. 2022	Nov. 2023	Dec. 2023	Dec. 2022	Aug. 2023	Sept. 2023	Oct. 2023	Nov. 2023	Dec. 2023
HISPANIC OR LATINO ETHNICITY									
Civilian noninstitutional population.....	46,624	47,974	48,068	46,624	47,671	47,774	47,877	47,974	48,068
Civilian labor force.....	30,872	32,202	31,996	30,944	32,009	32,115	32,056	32,101	32,081
Participation rate.....	66.2	67.1	66.6	66.4	67.1	67.2	67.0	66.9	66.7
Employed.....	29,594	30,822	30,418	29,642	30,451	30,637	30,525	30,636	30,480
Employment-population ratio.....	63.5	64.2	63.3	63.6	63.9	64.1	63.8	63.9	63.4
Unemployed.....	1,278	1,379	1,578	1,303	1,558	1,478	1,531	1,465	1,602
Unemployment rate.....	4.1	4.3	4.9	4.2	4.9	4.6	4.8	4.6	5.0
Not in labor force.....	15,752	15,772	16,072	15,680	15,662	15,659	15,822	15,873	15,986
Men, 20 years and over									
Civilian labor force.....	16,691	17,271	17,199	16,753	17,172	17,256	17,128	17,267	17,261
Participation rate.....	79.0	79.2	78.8	79.3	79.3	79.5	78.7	79.2	79.1
Employed.....	15,958	16,597	16,340	16,055	16,436	16,520	16,409	16,537	16,438
Employment-population ratio.....	75.6	76.2	74.8	76.0	75.9	76.1	75.4	75.9	75.3
Unemployed.....	734	674	860	699	736	736	719	729	824
Unemployment rate.....	4.4	3.9	5.0	4.2	4.3	4.3	4.2	4.2	4.8
Women, 20 years and over									
Civilian labor force.....	12,837	13,368	13,367	12,805	13,363	13,355	13,265	13,260	13,346
Participation rate.....	60.6	61.5	61.3	60.4	61.8	61.7	61.1	61.0	61.3
Employed.....	12,385	12,866	12,790	12,328	12,776	12,785	12,727	12,737	12,746
Employment-population ratio.....	58.5	59.2	58.7	58.2	59.1	59.0	58.6	58.6	58.5
Unemployed.....	453	502	577	477	587	570	537	523	601
Unemployment rate.....	3.5	3.8	4.3	3.7	4.4	4.3	4.1	3.9	4.5
Both sexes, 16 to 19 years									
Civilian labor force.....	1,343	1,562	1,430	1,386	1,473	1,504	1,664	1,574	1,474
Participation rate.....	31.1	35.2	32.2	32.1	33.4	34.1	37.6	35.5	33.2
Employed.....	1,252	1,359	1,288	1,259	1,238	1,332	1,389	1,361	1,296
Employment-population ratio.....	29.0	30.6	29.0	29.2	28.1	30.2	31.4	30.7	29.2
Unemployed.....	92	203	142	127	235	172	275	213	177
Unemployment rate.....	6.8	13.0	9.9	9.2	15.9	11.4	16.5	13.5	12.0

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

NOTE: Persons whose ethnicity is identified as Hispanic or Latino may be of any race. Updated population controls are introduced annually with the release of January data.

HOUSEHOLD DATA

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

[Numbers in thousands]

Educational attainment	Not seasonally adjusted			Seasonally adjusted					
	Dec. 2022	Nov. 2023	Dec. 2023	Dec. 2022	Aug. 2023	Sept. 2023	Oct. 2023	Nov. 2023	Dec. 2023
Less than a high school diploma									
Civilian labor force.....	8,918	9,549	9,417	8,885	9,261	9,203	9,312	9,492	9,384
Participation rate.....	45.8	48.5	47.6	45.6	47.7	47.0	48.0	48.3	47.5
Employed.....	8,428	8,992	8,803	8,445	8,759	8,698	8,771	8,891	8,819
Employment-population ratio.....	43.3	45.7	44.5	43.4	45.1	44.4	45.2	45.2	44.6
Unemployed.....	490	557	613	441	502	506	542	601	564
Unemployment rate.....	5.5	5.8	6.5	5.0	5.4	5.5	5.8	6.3	6.0
High school graduates, no college¹									
Civilian labor force.....	35,532	35,817	35,662	35,616	36,250	36,198	35,637	35,790	35,748
Participation rate.....	56.1	57.4	57.0	56.2	56.5	56.8	56.9	57.3	57.1
Employed.....	34,270	34,413	34,167	34,348	34,848	34,708	34,195	34,327	34,247
Employment-population ratio.....	54.1	55.1	54.6	54.2	54.4	54.5	54.6	55.0	54.7
Unemployed.....	1,262	1,404	1,495	1,268	1,402	1,490	1,442	1,463	1,501
Unemployment rate.....	3.6	3.9	4.2	3.6	3.9	4.1	4.0	4.1	4.2
Some college or associate degree									
Civilian labor force.....	35,849	36,164	35,765	35,816	35,845	35,918	35,814	35,874	35,737
Participation rate.....	62.8	62.6	62.4	62.7	63.2	62.7	62.2	62.1	62.4
Employed.....	34,851	35,215	34,715	34,757	34,751	34,843	34,691	34,866	34,623
Employment-population ratio.....	61.0	61.0	60.6	60.9	61.3	60.8	60.3	60.4	60.4
Unemployed.....	998	949	1,050	1,059	1,094	1,076	1,123	1,009	1,114
Unemployment rate.....	2.8	2.6	2.9	3.0	3.1	3.0	3.1	2.8	3.1
Bachelor's degree and higher²									
Civilian labor force.....	63,241	64,518	64,293	63,239	64,330	64,234	64,504	64,452	64,297
Participation rate.....	72.8	72.8	72.3	72.8	73.4	73.4	72.8	72.7	72.3
Employed.....	62,156	63,230	63,053	62,029	62,886	62,851	63,133	63,091	62,933
Employment-population ratio.....	71.5	71.4	70.9	71.4	71.8	71.8	71.2	71.2	70.8
Unemployed.....	1,085	1,289	1,239	1,210	1,444	1,383	1,371	1,360	1,364
Unemployment rate.....	1.7	2.0	1.9	1.9	2.2	2.2	2.1	2.1	2.1

¹ Includes persons with a high school diploma or equivalent.

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

NOTE: Detail for the seasonally adjusted data shown in this table will not necessarily add to totals for those 25 years and over because of the independent seasonal adjustment of the various series. Updated population controls are introduced annually with the release of January data.

HOUSEHOLD DATA

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

[Numbers in thousands]

Employment status, veteran status, and period of service	Total		Men		Women	
	Dec. 2022	Dec. 2023	Dec. 2022	Dec. 2023	Dec. 2022	Dec. 2023
VETERANS, 18 years and over						
Civilian noninstitutional population.....	18,237	17,727	16,203	15,686	2,034	2,041
Civilian labor force.....	8,770	8,716	7,592	7,505	1,177	1,211
Participation rate.....	48.1	49.2	46.9	47.8	57.9	59.4
Employed.....	8,487	8,455	7,329	7,284	1,158	1,171
Employment-population ratio.....	46.5	47.7	45.2	46.4	56.9	57.4
Unemployed.....	283	261	263	221	20	41
Unemployment rate.....	3.2	3.0	3.5	2.9	1.7	3.3
Not in labor force.....	9,467	9,011	8,611	8,181	857	830
 Gulf War-era II veterans						
Civilian noninstitutional population.....	5,021	5,094	4,098	4,201	923	893
Civilian labor force.....	4,029	4,114	3,349	3,441	680	673
Participation rate.....	80.2	80.8	81.7	81.9	73.6	75.3
Employed.....	3,907	3,980	3,240	3,323	666	657
Employment-population ratio.....	77.8	78.1	79.1	79.1	72.2	73.5
Unemployed.....	122	134	109	118	13	16
Unemployment rate.....	3.0	3.3	3.3	3.4	1.9	2.4
Not in labor force.....	992	980	749	760	244	220
 Gulf War-era I veterans						
Civilian noninstitutional population.....	3,185	2,965	2,724	2,476	461	489
Civilian labor force.....	2,185	2,189	1,880	1,841	305	349
Participation rate.....	68.6	73.8	69.0	74.3	66.1	71.3
Employed.....	2,117	2,127	1,812	1,797	305	331
Employment-population ratio.....	66.5	71.7	66.5	72.6	66.1	67.6
Unemployed.....	68	62	68	44	0	18
Unemployment rate.....	3.1	2.8	3.6	2.4	0.0	5.2
Not in labor force.....	1,000	776	844	635	156	140
 World War II, Korean War, and Vietnam-era veterans						
Civilian noninstitutional population.....	6,100	5,806	5,857	5,562	243	244
Civilian labor force.....	964	759	932	738	33	22
Participation rate.....	15.8	13.1	15.9	13.3	13.4	8.9
Employed.....	929	736	897	715	33	22
Employment-population ratio.....	15.2	12.7	15.3	12.8	13.4	8.9
Unemployed.....	35	23	35	23	0	0
Unemployment rate.....	3.6	3.1	3.8	3.2	-	-
Not in labor force.....	5,136	5,047	4,925	4,824	210	222
 Veterans of other service periods						
Civilian noninstitutional population.....	3,931	3,862	3,524	3,447	407	415
Civilian labor force.....	1,592	1,653	1,431	1,485	160	168
Participation rate.....	40.5	42.8	40.6	43.1	39.4	40.6
Employed.....	1,534	1,612	1,380	1,450	154	162
Employment-population ratio.....	39.0	41.7	39.2	42.1	37.8	39.0
Unemployed.....	58	42	51	35	7	7
Unemployment rate.....	3.6	2.5	3.6	2.4	4.1	3.9
Not in labor force.....	2,339	2,209	2,093	1,962	247	247
NONVETERANS, 18 years and over						
Civilian noninstitutional population.....	237,329	240,868	108,183	110,479	129,146	130,389
Civilian labor force.....	153,028	155,581	78,544	79,996	74,484	75,586
Participation rate.....	64.5	64.6	72.6	72.4	57.7	58.0
Employed.....	148,134	150,208	75,956	76,962	72,178	73,246
Employment-population ratio.....	62.4	62.4	70.2	69.7	55.9	56.2
Unemployed.....	4,894	5,374	2,588	3,034	2,306	2,340
Unemployment rate.....	3.2	3.5	3.3	3.8	3.1	3.1
Not in labor force.....	84,301	85,287	29,639	30,483	54,662	54,804

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

HOUSEHOLD DATA

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

[Numbers in thousands]

Employment status, sex, and age	Persons with a disability		Persons with no disability	
	Dec. 2022	Dec. 2023	Dec. 2022	Dec. 2023
TOTAL, 16 years and over				
Civilian noninstitutional population.....	32,874	33,847	231,970	234,144
Civilian labor force.....	7,761	8,293	156,463	158,367
Participation rate.....	23.6	24.5	67.4	67.6
Employed.....	7,370	7,741	151,501	153,013
Employment-population ratio.....	22.4	22.9	65.3	65.3
Unemployed.....	390	552	4,962	5,355
Unemployment rate.....	5.0	6.7	3.2	3.4
Not in labor force.....	25,114	25,554	75,507	75,776
Men, 16 to 64 years				
Civilian labor force.....	3,208	3,478	77,843	78,963
Participation rate.....	40.0	42.3	82.1	82.3
Employed.....	3,052	3,216	75,240	76,007
Employment-population ratio.....	38.0	39.1	79.4	79.2
Unemployed.....	156	262	2,603	2,955
Unemployment rate.....	4.9	7.5	3.3	3.7
Not in labor force.....	4,819	4,744	16,924	17,004
Women, 16 to 64 years				
Civilian labor force.....	3,184	3,419	68,853	69,440
Participation rate.....	38.2	39.4	71.7	72.3
Employed.....	2,998	3,197	66,762	67,295
Employment-population ratio.....	35.9	36.8	69.5	70.1
Unemployed.....	186	221	2,090	2,145
Unemployment rate.....	5.8	6.5	3.0	3.1
Not in labor force.....	5,160	5,268	27,235	26,589
Both sexes, 65 years and over				
Civilian labor force.....	1,368	1,396	9,768	9,965
Participation rate.....	8.3	8.2	23.8	23.6
Employed.....	1,320	1,328	9,499	9,710
Employment-population ratio.....	8.0	7.8	23.1	23.0
Unemployed.....	49	68	269	254
Unemployment rate.....	3.6	4.9	2.8	2.6
Not in labor force.....	15,135	15,542	31,348	32,183

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

HOUSEHOLD DATA

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

[Numbers in thousands]

Employment status and nativity	Total		Men		Women	
	Dec. 2022	Dec. 2023	Dec. 2022	Dec. 2023	Dec. 2022	Dec. 2023
Foreign born, 16 years and over						
Civilian noninstitutional population.....	45,736	48,049	22,302	23,679	23,434	24,370
Civilian labor force.....	30,077	31,591	17,165	18,157	12,912	13,435
Participation rate.....	65.8	65.7	77.0	76.7	55.1	55.1
Employed.....	29,130	30,387	16,610	17,477	12,520	12,910
Employment-population ratio.....	63.7	63.2	74.5	73.8	53.4	53.0
Unemployed.....	947	1,205	554	680	393	525
Unemployment rate.....	3.1	3.8	3.2	3.7	3.0	3.9
Not in labor force.....	15,659	16,458	5,137	5,523	10,522	10,935
Native born, 16 years and over						
Civilian noninstitutional population.....	219,109	219,942	106,748	107,306	112,361	112,636
Civilian labor force.....	134,147	135,069	70,086	70,453	64,061	64,616
Participation rate.....	61.2	61.4	65.7	65.7	57.0	57.4
Employed.....	129,742	130,367	67,693	67,721	62,049	62,646
Employment-population ratio.....	59.2	59.3	63.4	63.1	55.2	55.6
Unemployed.....	4,405	4,702	2,393	2,732	2,012	1,970
Unemployment rate.....	3.3	3.5	3.4	3.9	3.1	3.0
Not in labor force.....	84,962	84,872	36,662	36,853	48,300	48,020

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

HOUSEHOLD DATA

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

[In thousands]

Category	Not seasonally adjusted			Seasonally adjusted					
	Dec. 2022	Nov. 2023	Dec. 2023	Dec. 2022	Aug. 2023	Sept. 2023	Oct. 2023	Nov. 2023	Dec. 2023
CLASS OF WORKER									
Agriculture and related industries.....	2,267	2,234	2,156	2,317	2,279	2,286	2,201	2,262	2,205
Wage and salary workers ¹	1,482	1,535	1,497	1,503	1,553	1,563	1,468	1,549	1,520
Self-employed workers, unincorporated.....	755	683	646	789	694	694	707	701	680
Unpaid family workers.....	31	16	14	-	-	-	-	-	-
Nonagricultural industries.....	156,604	159,916	158,598	156,970	159,275	159,306	159,166	159,578	158,993
Wage and salary workers ¹	147,639	150,878	149,325	147,988	150,262	150,134	150,170	150,505	149,702
Government.....	21,943	22,072	21,951	21,696	21,249	21,618	21,664	21,878	21,700
Private industries.....	125,696	128,807	127,373	126,359	128,893	128,558	128,454	128,612	128,086
Private households.....	692	771	787	-	-	-	-	-	-
Other industries.....	125,003	128,035	126,586	125,766	128,254	127,958	127,800	127,889	127,414
Self-employed workers, unincorporated.....	8,923	9,011	9,242	9,014	8,827	9,043	8,957	9,014	9,335
Unpaid family workers.....	43	26	31	-	-	-	-	-	-
PERSONS AT WORK PART TIME²									
 All industries									
Part time for economic reasons ³	3,991	3,871	4,324	3,878	4,221	4,069	4,284	3,994	4,211
Slack work or business conditions.....	2,755	2,700	3,071	2,643	2,821	2,799	2,985	2,790	2,960
Could only find part-time work.....	893	911	940	916	1,017	940	1,000	934	964
Part time for noneconomic reasons ⁴	22,084	22,662	23,020	21,537	22,030	22,177	21,576	21,879	22,458
 Nonagricultural industries									
Part time for economic reasons ³	3,903	3,796	4,229	3,812	4,149	3,988	4,205	3,931	4,138
Slack work or business conditions.....	2,703	2,654	3,019	2,597	2,779	2,753	2,941	2,735	2,913
Could only find part-time work.....	873	903	926	898	1,016	930	992	923	953
Part time for noneconomic reasons ⁴	21,640	22,210	22,604	21,113	21,582	21,752	21,214	21,444	22,060

¹ Includes self-employed workers whose businesses are incorporated.

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

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

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

- Data not available.

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

HOUSEHOLD DATA

Table A-9. Selected employment indicators

[Numbers in thousands]

Characteristic	Not seasonally adjusted			Seasonally adjusted					
	Dec. 2022	Nov. 2023	Dec. 2023	Dec. 2022	Aug. 2023	Sept. 2023	Oct. 2023	Nov. 2023	Dec. 2023
AGE AND SEX									
Total, 16 years and over.....	158,872	162,149	160,754	159,300	161,500	161,550	161,280	161,866	161,183
16 to 19 years.....	5,439	5,517	5,399	5,680	5,593	5,578	5,688	5,733	5,638
16 to 17 years.....	2,251	2,172	2,091	2,362	2,104	2,121	2,161	2,235	2,194
18 to 19 years.....	3,188	3,345	3,308	3,320	3,466	3,432	3,518	3,514	3,446
20 years and over.....	153,433	156,632	155,355	153,620	155,907	155,972	155,592	156,133	155,545
20 to 24 years.....	13,728	14,781	14,616	13,861	14,611	14,684	14,565	14,787	14,756
25 years and over.....	139,705	141,851	140,739	139,576	141,129	141,218	140,887	141,194	140,617
25 to 54 years.....	102,069	103,930	103,265	101,964	103,508	103,515	103,311	103,451	103,161
25 to 34 years.....	35,152	35,953	35,888	35,121	35,972	35,945	35,799	35,779	35,859
35 to 44 years.....	35,029	35,832	35,566	35,010	35,467	35,501	35,486	35,680	35,546
45 to 54 years.....	31,888	32,145	31,811	31,833	32,069	32,069	32,026	31,992	31,757
55 years and over.....	37,636	37,921	37,474	37,612	37,620	37,704	37,576	37,742	37,455
Men, 16 years and over.....	84,304	85,910	85,198	84,897	85,527	85,657	85,327	85,981	85,794
16 to 19 years.....	2,714	2,783	2,705	2,846	2,727	2,804	2,801	2,897	2,836
16 to 17 years.....	1,018	1,014	952	1,105	1,015	1,061	1,067	1,071	1,033
18 to 19 years.....	1,696	1,769	1,753	1,748	1,675	1,725	1,730	1,846	1,807
20 years and over.....	81,589	83,128	82,493	82,051	82,800	82,853	82,526	83,084	82,958
20 to 24 years.....	6,967	7,406	7,293	7,099	7,367	7,316	7,262	7,446	7,432
25 years and over.....	74,623	75,722	75,200	74,817	75,288	75,452	75,118	75,514	75,397
25 to 54 years.....	54,325	55,420	55,048	54,451	55,279	55,279	55,012	55,262	55,178
25 to 34 years.....	18,644	19,144	19,066	18,679	19,208	19,120	18,975	19,088	19,104
35 to 44 years.....	18,743	19,149	19,038	18,812	19,050	19,112	19,043	19,107	19,108
45 to 54 years.....	16,938	17,127	16,944	16,960	17,020	17,047	16,994	17,067	16,966
55 years and over.....	20,298	20,302	20,152	20,365	20,009	20,173	20,106	20,252	20,219
Women, 16 years and over.....	74,568	76,239	75,556	74,404	75,973	75,893	75,953	75,885	75,389
16 to 19 years.....	2,725	2,735	2,694	2,834	2,866	2,774	2,887	2,836	2,802
16 to 17 years.....	1,233	1,158	1,139	1,257	1,089	1,061	1,094	1,164	1,162
18 to 19 years.....	1,492	1,577	1,555	1,572	1,791	1,707	1,788	1,668	1,639
20 years and over.....	71,843	73,504	72,862	71,570	73,107	73,119	73,066	73,049	72,587
20 to 24 years.....	6,761	7,375	7,323	6,762	7,244	7,368	7,303	7,342	7,324
25 years and over.....	65,082	66,129	65,539	64,759	65,841	65,766	65,769	65,679	65,220
25 to 54 years.....	47,744	48,510	48,216	47,513	48,230	48,236	48,298	48,189	47,983
25 to 34 years.....	16,508	16,809	16,822	16,442	16,763	16,825	16,823	16,691	16,755
35 to 44 years.....	16,286	16,683	16,528	16,198	16,417	16,389	16,443	16,573	16,438
45 to 54 years.....	14,950	15,017	14,867	14,873	15,050	15,022	15,032	14,926	14,791
55 years and over.....	17,338	17,619	17,322	17,246	17,611	17,530	17,471	17,490	17,237
MARITAL STATUS									
Married men, spouse present ¹	46,099	46,384	46,319	46,186	45,956	46,338	46,059	46,344	46,392
Married women, spouse present ¹	36,763	37,118	36,982	36,564	37,339	37,198	37,018	36,887	36,790
Women who maintain families ²	10,150	9,916	9,718	-	-	-	-	-	-
FULL- OR PART-TIME STATUS									
Full-time workers ³	131,812	134,634	132,585	132,422	134,267	134,145	134,502	134,727	133,196
Part-time workers ⁴	27,060	27,515	28,169	26,712	27,201	27,348	26,702	27,032	27,794
MULTIPLE JOBHOLDERS									
Total multiple jobholders.....	8,140	8,463	8,696	8,020	8,069	8,173	8,360	8,343	8,565
Percent of total employed.....	5.1	5.2	5.4	5.0	5.0	5.1	5.2	5.2	5.3
SELF-EMPLOYMENT									
Self-employed workers, incorporated.....	6,811	6,872	6,637	-	-	-	-	-	-
Self-employed workers, unincorporated.....	9,678	9,695	9,888	9,804	9,521	9,737	9,664	9,715	10,014

¹ Beginning with data for January 2020, refers to persons in both opposite-sex and same-sex married couples. Prior to January 2020, referred to persons in opposite-sex married couples only.

² Beginning with data for January 2020, refers to female householders residing with one or more family members, but not a spouse of either sex. Prior to January 2020, referred to female householders residing with one or more family members, but not an opposite-sex spouse.

³ Employed full-time workers are persons who usually work 35 hours or more per week.

⁴ Employed part-time workers are persons who usually work less than 35 hours per week.

- Data not available.

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

HOUSEHOLD DATA

Table A-10. Selected unemployment indicators, seasonally adjusted

Characteristic	Number of unemployed persons (in thousands)			Unemployment rates					
	Dec. 2022	Nov. 2023	Dec. 2023	Dec. 2022	Aug. 2023	Sept. 2023	Oct. 2023	Nov. 2023	Dec. 2023
AGE AND SEX									
Total, 16 years and over.....	5,698	6,262	6,268	3.5	3.8	3.8	3.8	3.7	3.7
16 to 19 years.....	665	739	758	10.5	12.3	11.8	13.1	11.4	11.9
16 to 17 years.....	214	287	331	8.3	11.9	12.8	14.7	11.4	13.1
18 to 19 years.....	458	455	433	12.1	12.7	11.1	12.5	11.5	11.2
20 years and over.....	5,033	5,522	5,510	3.2	3.4	3.5	3.5	3.4	3.4
20 to 24 years.....	1,095	1,051	1,006	7.3	7.1	7.0	7.0	6.6	6.4
25 years and over.....	4,015	4,498	4,574	2.8	3.0	3.0	3.1	3.1	3.2
25 to 54 years.....	2,996	3,356	3,491	2.9	3.1	3.2	3.2	3.1	3.3
25 to 34 years.....	1,388	1,458	1,556	3.8	3.9	4.0	4.2	3.9	4.2
35 to 44 years.....	864	1,055	1,079	2.4	3.0	2.8	2.9	2.9	2.9
45 to 54 years.....	745	843	856	2.3	2.5	2.8	2.4	2.6	2.6
55 years and over.....	1,026	1,138	1,089	2.7	2.7	2.7	2.7	2.9	2.8
Men, 16 years and over.....	2,978	3,574	3,456	3.4	4.0	4.1	4.1	4.0	3.9
16 to 19 years.....	327	402	407	10.3	13.8	12.7	14.6	12.2	12.5
16 to 17 years.....	113	164	185	9.3	12.1	15.4	16.3	13.3	15.2
18 to 19 years.....	223	244	229	11.3	15.2	11.4	14.2	11.7	11.3
20 years and over.....	2,651	3,172	3,050	3.1	3.7	3.8	3.7	3.7	3.5
20 to 24 years.....	567	571	509	7.4	8.4	8.3	7.8	7.1	6.4
25 years and over.....	2,138	2,624	2,587	2.8	3.1	3.3	3.3	3.4	3.3
25 to 54 years.....	1,565	1,942	1,984	2.8	3.2	3.6	3.4	3.4	3.5
25 to 34 years.....	762	844	885	3.9	3.9	4.6	4.6	4.2	4.4
35 to 44 years.....	442	631	625	2.3	3.0	3.0	3.0	3.2	3.2
45 to 54 years.....	361	468	474	2.1	2.8	3.1	2.6	2.7	2.7
55 years and over.....	573	682	603	2.7	2.8	2.5	2.7	3.3	2.9
Women, 16 years and over.....	2,720	2,688	2,811	3.5	3.5	3.4	3.6	3.4	3.6
16 to 19 years.....	338	338	352	10.7	10.7	10.8	11.7	10.6	11.1
16 to 17 years.....	101	123	147	7.5	11.8	10.1	13.1	9.5	11.2
18 to 19 years.....	235	211	204	13.0	10.3	10.8	10.8	11.2	11.1
20 years and over.....	2,382	2,350	2,460	3.2	3.2	3.1	3.2	3.1	3.3
20 to 24 years.....	528	480	497	7.2	5.8	5.6	6.2	6.1	6.4
25 years and over.....	1,877	1,874	1,987	2.8	2.9	2.7	2.9	2.8	3.0
25 to 54 years.....	1,431	1,414	1,506	2.9	3.0	2.8	3.0	2.9	3.0
25 to 34 years.....	626	614	671	3.7	3.9	3.3	3.7	3.5	3.9
35 to 44 years.....	422	424	454	2.5	2.9	2.5	2.9	2.5	2.7
45 to 54 years.....	383	375	381	2.5	2.2	2.4	2.2	2.5	2.5
55 years and over.....	446	458	480	2.5	2.6	2.7	2.8	2.6	2.7
MARITAL STATUS									
Married men, spouse present ¹	828	965	980	1.8	2.0	2.1	2.0	2.0	2.1
Married women, spouse present ¹	764	760	825	2.0	2.1	2.1	2.1	2.0	2.2
Women who maintain families ²	383	495	475	3.6	4.9	4.0	4.6	4.8	4.7
FULL- OR PART-TIME STATUS									
Full-time workers ³	4,658	5,177	5,228	3.4	3.7	3.6	3.7	3.7	3.8
Part-time workers ⁴	1,097	1,108	1,084	3.9	4.4	4.3	4.6	3.9	3.8

¹ Beginning with data for January 2020, refers to persons in both opposite-sex and same-sex married couples. Prior to January 2020, referred to persons in opposite-sex married couples only.

² Data are not seasonally adjusted. Beginning with data for January 2020, refers to female householders residing with one or more family members, but not a spouse of either sex. Prior to January 2020, referred to female householders residing with one or more family members, but not an opposite-sex spouse.

³ Full-time workers are unemployed persons who have expressed a desire to work full time (35 hours or more per week) or are on layoff from full-time jobs.

⁴ Part-time workers are unemployed persons who have expressed a desire to work part time (less than 35 hours per week) or are on layoff from part-time jobs.

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

HOUSEHOLD DATA

Table A-11. Unemployed persons by reason for unemployment

[Numbers in thousands]

Reason	Not seasonally adjusted			Seasonally adjusted					
	Dec. 2022	Nov. 2023	Dec. 2023	Dec. 2022	Aug. 2023	Sept. 2023	Oct. 2023	Nov. 2023	Dec. 2023
NUMBER OF UNEMPLOYED									
Job losers and persons who completed temporary jobs.....	2,583	2,816	3,048	2,596	2,946	2,869	3,120	3,058	3,058
On temporary layoff.....	848	720	981	788	813	813	904	889	917
Not on temporary layoff.....	1,735	2,096	2,067	1,808	2,132	2,056	2,217	2,169	2,140
Permanent job losers.....	1,255	1,536	1,466	1,332	1,545	1,421	1,636	1,589	1,543
Persons who completed temporary jobs....	480	560	601	476	588	636	581	580	597
Job leavers.....	768	810	777	824	804	797	801	821	833
Reentrants.....	1,613	1,660	1,570	1,786	1,931	2,024	1,869	1,771	1,741
New entrants.....	388	541	512	502	592	586	603	582	609
PERCENT DISTRIBUTION									
Job losers and persons who completed temporary jobs.....	48.3	48.3	51.6	45.5	47.0	45.7	48.8	49.1	49.0
On temporary layoff.....	15.8	12.4	16.6	13.8	13.0	13.0	14.1	14.3	14.7
Not on temporary layoff.....	32.4	36.0	35.0	31.7	34.0	32.8	34.7	34.8	34.3
Job leavers.....	14.4	13.9	13.2	14.4	12.8	12.7	12.5	13.2	13.4
Reentrants.....	30.1	28.5	26.6	31.3	30.8	32.3	29.2	28.4	27.9
New entrants.....	7.3	9.3	8.7	8.8	9.4	9.3	9.4	9.3	9.8
UNEMPLOYED AS A PERCENT OF THE CIVILIAN LABOR FORCE									
Job losers and persons who completed temporary jobs.....	1.6	1.7	1.8	1.6	1.8	1.7	1.9	1.8	1.8
Job leavers.....	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5
Reentrants.....	1.0	1.0	0.9	1.1	1.2	1.2	1.1	1.1	1.0
New entrants.....	0.2	0.3	0.3	0.3	0.4	0.3	0.4	0.3	0.4

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

HOUSEHOLD DATA

Table A-12. Unemployed persons by duration of unemployment

[Numbers in thousands]

Duration	Not seasonally adjusted			Seasonally adjusted					
	Dec. 2022	Nov. 2023	Dec. 2023	Dec. 2022	Aug. 2023	Sept. 2023	Oct. 2023	Nov. 2023	Dec. 2023
NUMBER OF UNEMPLOYED									
Less than 5 weeks.....	2,128	1,873	2,102	2,218	2,224	2,053	2,269	2,069	2,191
5 to 14 weeks.....	1,490	1,939	1,619	1,645	1,913	2,043	1,836	2,060	1,791
15 weeks and over.....	1,733	2,016	2,185	1,898	2,296	2,288	2,370	2,150	2,350
15 to 26 weeks.....	749	897	1,000	792	970	985	1,079	931	1,104
27 weeks and over.....	984	1,119	1,185	1,106	1,326	1,303	1,291	1,220	1,245
Average (mean) duration, in weeks.....	19.1	19.9	21.9	19.5	20.4	21.4	21.6	19.5	22.3
Median duration, in weeks.....	7.5	9.3	9.0	8.3	8.8	9.1	8.6	9.0	9.7
PERCENT DISTRIBUTION									
Less than 5 weeks.....	39.8	32.1	35.6	38.5	34.6	32.2	35.0	33.0	34.6
5 to 14 weeks.....	27.8	33.3	27.4	28.6	29.7	32.0	28.4	32.8	28.3
15 weeks and over.....	32.4	34.6	37.0	33.0	35.7	35.8	36.6	34.2	37.1
15 to 26 weeks.....	14.0	15.4	16.9	13.8	15.1	15.4	16.7	14.8	17.4
27 weeks and over.....	18.4	19.2	20.1	19.2	20.6	20.4	19.9	19.4	19.7

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

HOUSEHOLD DATA

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

[Numbers in thousands]

Occupation	Employed		Unemployed		Unemployment rates	
	Dec. 2022	Dec. 2023	Dec. 2022	Dec. 2023	Dec. 2022	Dec. 2023
Total, 16 years and over ¹	158,872	160,754	5,352	5,907	3.3	3.5
Management, professional, and related occupations.....	69,297	70,572	1,198	1,314	1.7	1.8
Management, business, and financial operations occupations.....	29,725	30,327	537	607	1.8	2.0
Professional and related occupations.....	39,572	40,245	661	706	1.6	1.7
Service occupations.....	25,334	25,689	1,225	1,177	4.6	4.4
Sales and office occupations.....	30,185	30,043	1,008	1,152	3.2	3.7
Sales and related occupations.....	14,053	14,332	488	654	3.4	4.4
Office and administrative support occupations.....	16,133	15,710	520	497	3.1	3.1
Natural resources, construction, and maintenance occupations.....	14,295	14,411	689	732	4.6	4.8
Farming, fishing, and forestry occupations.....	945	978	69	102	6.8	9.5
Construction and extraction occupations.....	8,491	8,631	510	502	5.7	5.5
Installation, maintenance, and repair occupations.....	4,860	4,802	110	128	2.2	2.6
Production, transportation, and material moving occupations.....	19,760	20,039	829	998	4.0	4.7
Production occupations.....	8,152	8,372	223	333	2.7	3.8
Transportation and material moving occupations.....	11,608	11,667	606	665	5.0	5.4

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

NOTE: Updated population controls are introduced annually with the release of January data. Effective with January 2020 data, occupations reflect the introduction of the 2018 Census occupational classification system into the Current Population Survey, or household survey. This classification system is derived from the 2018 Standard Occupational Classification (SOC). No historical data have been revised. Data for 2020 are not strictly comparable with earlier years.

HOUSEHOLD DATA

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

Industry and class of worker	Number of unemployed persons (in thousands)		Unemployment rates	
	Dec. 2022	Dec. 2023	Dec. 2022	Dec. 2023
Total, 16 years and over ¹	5,352	5,907	3.3	3.5
Nonagricultural private wage and salary workers.....	4,117	4,595	3.2	3.5
Mining, quarrying, and oil and gas extraction.....	12	9	1.9	1.7
Construction.....	443	442	4.4	4.4
Manufacturing.....	271	456	1.8	3.0
Durable goods.....	175	206	1.8	2.1
Nondurable goods.....	95	250	1.8	4.6
Wholesale and retail trade.....	688	810	3.6	4.0
Transportation and utilities.....	349	322	4.0	3.9
Information.....	67	86	2.4	3.1
Financial activities.....	271	293	2.6	2.9
Professional and business services.....	668	721	3.5	3.9
Education and health services.....	483	560	2.0	2.2
Leisure and hospitality.....	694	662	5.4	4.8
Other services.....	170	236	2.7	3.5
Agriculture and related private wage and salary workers.....	75	110	5.0	7.0
Government workers.....	381	330	1.7	1.5
Self-employed workers, unincorporated, and unpaid family workers.....	391	359	3.9	3.5

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

NOTE: Updated population controls are introduced annually with the release of January data. Effective with January 2020 data, industries reflect the introduction of the 2017 Census industry classification system into the Current Population Survey. This industry classification system is derived from the 2017 North American Industry Classification System (NAICS). No historical data have been revised.

HOUSEHOLD DATA

Table A-15. Alternative measures of labor underutilization

[Percent]

Measure	Not seasonally adjusted			Seasonally adjusted					
	Dec. 2022	Nov. 2023	Dec. 2023	Dec. 2022	Aug. 2023	Sept. 2023	Oct. 2023	Nov. 2023	Dec. 2023
U-1 Persons unemployed 15 weeks or longer, as a percent of the civilian labor force.....	1.1	1.2	1.3	1.2	1.4	1.4	1.4	1.3	1.4
U-2 Job losers and persons who completed temporary jobs, as a percent of the civilian labor force.....	1.6	1.7	1.8	1.6	1.8	1.7	1.9	1.8	1.8
U-3 Total unemployed, as a percent of the civilian labor force (official unemployment rate).....	3.3	3.5	3.5	3.5	3.8	3.8	3.8	3.7	3.7
U-4 Total unemployed plus discouraged workers, as a percent of the civilian labor force plus discouraged workers.....	3.5	3.7	3.7	3.7	4.0	4.0	4.1	4.0	3.9
U-5 Total unemployed, plus discouraged workers, plus all other persons marginally attached to the labor force, as a percent of the civilian labor force plus all persons marginally attached to the labor force.....	4.0	4.4	4.4	4.2	4.6	4.6	4.6	4.6	4.6
U-6 Total unemployed, plus all persons marginally attached to the labor force, plus total employed part time for economic reasons, as a percent of the civilian labor force plus all persons marginally attached to the labor force.....	6.4	6.7	7.0	6.5	7.1	7.0	7.2	7.0	7.1

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

HOUSEHOLD DATA

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

[Numbers in thousands]

Category	Total		Men		Women	
	Dec. 2022	Dec. 2023	Dec. 2022	Dec. 2023	Dec. 2022	Dec. 2023
NOT IN THE LABOR FORCE						
Total not in the labor force.....	100,621	101,330	41,799	42,375	58,821	58,955
Persons who currently want a job.....	4,948	5,465	2,349	2,599	2,600	2,867
Marginally attached to the labor force ¹	1,260	1,567	673	769	587	798
Discouraged workers ²	421	350	217	190	204	160
Other persons marginally attached to the labor force ³ ..	839	1,217	456	579	384	638
MULTIPLE JOBHOLDERS						
Total multiple jobholders ⁴	8,140	8,696	4,075	4,108	4,065	4,588
Percent of total employed.....	5.1	5.4	4.8	4.8	5.5	6.1
Primary job full time, secondary job part time.....	4,594	5,085	2,454	2,632	2,140	2,452
Primary and secondary jobs both part time.....	1,940	2,113	759	658	1,182	1,455
Primary and secondary jobs both full time.....	388	399	226	217	163	181
Hours vary on primary or secondary job.....	1,133	1,028	589	560	544	468

¹ Data refer to persons who want a job, have searched for work during the prior 12 months, and were available to take a job during the reference week, but had not looked for work in the past 4 weeks.

² Includes those who did not actively look for work in the prior 4 weeks for reasons such as thinks no work available, could not find work, lacks schooling or training, employer thinks too young or old, and other types of discrimination.

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

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

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

ESTABLISHMENT DATA

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

[In thousands]

Industry	Not seasonally adjusted				Seasonally adjusted				Change from: Nov.2023 - Dec.2023 ^P
	Dec. 2022	Oct. 2023	Nov. 2023 ^P	Dec. 2023 ^P	Dec. 2022	Oct. 2023	Nov. 2023 ^P	Dec. 2023 ^P	
Total nonfarm.....	155,344	157,936	158,395	158,228	154,535	156,843	157,016	157,232	216
Total private.....	132,746	134,669	134,993	134,930	132,204	133,929	134,065	134,229	164
Goods-producing.....	21,377	21,806	21,746	21,646	21,461	21,631	21,661	21,683	22
Mining and logging.....	626	649	643	640	628	644	642	641	-1
Logging.....	45.5	48.1	46.4	45.1	45.7	47.2	45.8	45.0	-0.8
Mining, quarrying, and oil and gas extraction..	580.5	601.2	596.8	595.1	582.4	596.4	596.2	595.8	-0.4
Oil and gas extraction.....	118.0	119.7	119.5	120.0	117.2	119.1	118.6	119.1	0.5
Mining (except oil and gas).....	183.9	188.2	188.1	187.1	186.5	186.6	187.6	188.4	0.8
Coal mining.....	40.8	40.9	41.1	41.1	41.1	40.8	41.2	41.1	-0.1
Metal ore mining.....	43.2	44.0	44.2	44.3	43.5	44.1	44.5	44.4	-0.1
Nonmetallic mineral mining and quarrying.....	99.9	103.3	102.8	101.7	102.0	101.7	101.9	102.9	1.0
Support activities for mining.....	278.6	293.3	289.2	288.0	278.7	290.7	290.0	288.3	-1.7
Construction.....	7,763	8,195	8,113	7,993	7,859	8,033	8,039	8,056	17
Construction of buildings.....	1,773.2	1,841.2	1,826.5	1,830.0	1,785.9	1,819.2	1,817.5	1,829.5	12.0
Residential building construction.....	928.2	947.9	935.9	936.5	934.3	934.8	932.2	936.1	3.9
Nonresidential building construction.....	845.0	893.3	890.6	893.5	851.6	884.4	885.3	893.4	8.1
Heavy and civil engineering construction.....	1,040.2	1,182.9	1,156.1	1,101.5	1,081.5	1,132.0	1,136.5	1,136.0	-0.5
Specialty trade contractors.....	4,949.3	5,170.7	5,130.2	5,061.0	4,991.4	5,082.0	5,084.8	5,090.7	5.9
Residential specialty trade contractors.....	2,301.4	2,402.5	2,380.1	2,342.8	2,324.8	2,364.4	2,361.5	2,363.1	1.6
Nonresidential specialty trade contractors...	2,647.9	2,768.2	2,750.1	2,718.2	2,666.6	2,717.6	2,723.3	2,727.6	4.3
Manufacturing.....	12,988	12,962	12,990	13,013	12,974	12,954	12,980	12,986	6
Durable goods.....	8,107	8,107	8,149	8,170	8,096	8,110	8,144	8,152	8
Wood product manufacturing.....	429.2	420.2	420.5	418.7	429.3	420.5	420.5	418.4	-2.1
Nonmetallic mineral product manufacturing.....	428.9	438.6	437.7	434.0	432.4	434.2	434.2	434.2	0.0
Primary metal manufacturing.....	368.6	368.4	365.6	369.5	366.5	369.3	367.3	367.9	0.6
Fabricated metal product manufacturing...	1,448.6	1,455.1	1,458.3	1,463.6	1,449.4	1,456.3	1,458.6	1,461.5	2.9
Machinery manufacturing.....	1,124.6	1,127.8	1,132.0	1,134.9	1,123.0	1,132.0	1,132.7	1,134.3	1.6
Computer and electronic product manufacturing.....	1,102.4	1,095.7	1,096.7	1,101.6	1,100.7	1,097.5	1,098.8	1,100.4	1.6
Computer and peripheral equipment manufacturing.....	168.2	166.4	166.3	168.1	167.4	166.4	166.7	167.5	0.8
Communications equipment manufacturing.....	84.5	86.3	86.0	85.6	85.2	86.4	86.0	85.6	-0.4
Semiconductor and other electronic component manufacturing.....	393.8	382.3	383.4	385.2	393.9	383.6	384.3	385.2	0.9
Navigational, measuring, electromedical, and control instruments manufacturing.....	423.4	427.8	428.2	429.6	422.0	428.3	429.0	429.6	0.6
Manufacturing and reproducing magnetic and optical media and audio and video equipment manufacturing.....	32.5	32.9	32.8	33.1	32.3	32.9	32.7	32.6	-0.1
Electrical equipment, appliance, and component manufacturing.....	403.9	406.5	404.9	406.0	405.2	407.0	405.6	405.1	-0.5
Transportation equipment manufacturing ¹ ...	1,792.0	1,811.1	1,848.6	1,852.7	1,782.4	1,807.8	1,842.6	1,844.0	1.4
Motor vehicles and parts ²	1,060.0	1,051.1	1,084.1	1,084.9	1,048.1	1,046.9	1,078.2	1,076.1	-2.1
Furniture and related product manufacturing.....	374.7	355.2	356.3	356.9	373.2	356.9	356.0	355.3	-0.7
Miscellaneous manufacturing.....	634.4	628.2	628.7	631.9	634.3	628.5	627.7	630.9	3.2
Nondurable goods.....	4,881	4,855	4,841	4,843	4,878	4,844	4,836	4,834	-2
Food manufacturing.....	1,725.4	1,732.1	1,728.2	1,735.4	1,717.3	1,724.9	1,724.8	1,726.4	1.6
Textile mills.....	96.0	93.0	93.8	92.8	96.0	93.0	93.6	92.8	-0.8
Textile product mills.....	102.3	97.4	97.3	97.2	102.6	97.8	97.2	96.7	-0.5
Apparel manufacturing.....	92.6	90.5	90.1	89.6	91.9	90.6	90.0	89.9	-0.1
Paper manufacturing.....	359.0	346.6	347.8	349.0	358.7	347.6	347.4	347.3	-0.1
Printing and related support activities.....	385.5	374.5	373.0	370.5	381.5	373.4	370.4	368.2	-2.2
Petroleum and coal products manufacturing.....	102.0	106.9	106.3	106.6	104.0	105.3	107.0	108.5	1.5
Chemical manufacturing.....	915.2	911.2	909.3	911.3	916.1	913.8	911.7	910.4	-1.3
Plastics and rubber products manufacturing.....	755.4	736.7	734.6	733.0	754.7	737.4	733.3	730.7	-2.6

See footnotes at end of table.

ESTABLISHMENT DATA

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.2023 - Dec.2023 ^P
	Dec. 2022	Oct. 2023	Nov. 2023 ^P	Dec. 2023 ^P	Dec. 2022	Oct. 2023	Nov. 2023 ^P	Dec. 2023 ^P	
Nondurable goods - Continued									
Beverage, tobacco, and leather and allied product manufacturing.....	347.8	366.3	360.9	357.7	355.3	360.3	360.7	362.6	1.9
Private service-providing.....	111,369	112,863	113,247	113,284	110,743	112,298	112,404	112,546	142
Trade, transportation, and utilities.....	29,506	28,963	29,399	29,661	28,767	28,871	28,846	28,846	0
Wholesale trade.....	6,032.5	6,098.7	6,099.2	6,110.1	6,028.8	6,089.0	6,093.5	6,099.0	5.5
Merchant wholesalers, durable goods.....	3,331.1	3,370.7	3,374.8	3,383.0	3,330.0	3,370.7	3,373.9	3,377.1	3.2
Merchant wholesalers, nondurable goods....	2,175.6	2,194.2	2,192.0	2,199.1	2,174.6	2,187.6	2,190.2	2,195.2	5.0
Wholesale trade agents and brokers.....	525.8	533.8	532.4	528.0	524.2	530.7	529.4	526.7	-2.7
Retail trade.....	15,868.1	15,564.5	15,859.4	15,979.1	15,477.8	15,550.3	15,525.9	15,543.3	17.4
Motor vehicle and parts dealers.....	2,019.7	2,061.9	2,061.6	2,060.8	2,026.1	2,058.2	2,059.5	2,063.0	3.5
Automobile dealers.....	1,257.3	1,271.8	1,276.1	1,277.9	1,259.7	1,271.9	1,274.7	1,275.3	0.6
Other motor vehicle dealers.....	172.7	174.5	168.7	164.5	178.6	173.9	172.5	171.3	-1.2
Automotive parts, accessories, and tire retailers.....	589.7	615.6	616.8	618.4	587.7	612.4	612.4	616.4	4.0
Building material and garden equipment and supplies dealers.....	1,386.9	1,349.3	1,344.6	1,369.1	1,416.4	1,375.8	1,376.7	1,384.2	7.5
Food and beverage retailers.....	3,259.9	3,249.9	3,283.9	3,283.5	3,231.9	3,251.2	3,251.2	3,247.7	-3.5
Furniture, home furnishings, electronics, and appliance retailers.....	906.0	844.9	856.9	865.4	877.5	840.5	834.8	831.5	-3.3
Furniture and home furnishings retailers...	462.6	437.3	444.4	451.4	448.2	435.6	431.9	430.4	-1.5
Electronics and appliance retailers.....	443.4	407.6	412.5	414.0	426.7	403.8	402.3	401.1	-1.2
General merchandise retailers.....	3,269.2	3,192.1	3,309.7	3,351.5	3,068.4	3,173.8	3,152.1	3,153.7	1.6
Department stores.....	1,038.0	957.7	1,011.8	1,035.4	917.4	946.3	929.4	916.7	-12.7
Warehouse clubs, supercenters, and other general merchandise retailers....	2,231.2	2,234.4	2,297.9	2,316.1	2,151.0	2,227.5	2,222.8	2,237.0	14.2
Health and personal care retailers.....	1,139.7	1,105.7	1,119.5	1,122.5	1,114.1	1,099.0	1,095.4	1,091.1	-4.3
Gasoline stations and fuel dealers.....	1,055.6	1,077.6	1,082.4	1,081.8	1,055.4	1,075.7	1,077.6	1,082.0	4.4
Clothing, clothing accessories, shoe, and jewelry retailers.....	1,239.9	1,139.8	1,213.7	1,251.5	1,153.0	1,141.1	1,142.6	1,154.4	11.8
Sporting goods, hobby, musical instrument, book, and miscellaneous retailers.....	1,591.2	1,543.3	1,587.1	1,593.0	1,535.0	1,535.0	1,536.0	1,535.7	-0.3
Transportation and warehousing.....	7,049.5	6,736.8	6,877.1	7,008.8	6,704.9	6,669.8	6,664.8	6,642.2	-22.6
Air transportation.....	520.5	554.8	556.0	559.9	523.6	554.2	558.2	561.9	3.7
Rail transportation.....	148.7	150.2	150.2	150.2	148.8	150.2	150.0	150.5	0.5
Water transportation.....	64.5	70.5	67.9	66.7	65.7	69.6	68.8	68.3	-0.5
Truck transportation.....	1,611.0	1,592.4	1,592.9	1,588.4	1,607.1	1,581.5	1,583.0	1,586.3	3.3
Transit and ground passenger transportation.....	444.0	454.6	452.7	455.7	428.7	435.6	436.7	440.4	3.7
Pipeline transportation.....	48.1	47.8	48.0	47.6	47.9	47.9	47.9	47.6	-0.3
Scenic and sightseeing transportation.....	27.5	37.4	33.7	33.7	31.2	36.4	37.0	38.1	1.1
Support activities for transportation.....	820.7	819.6	822.2	829.0	809.0	815.8	816.4	819.5	3.1
Couriers and messengers.....	1,383.6	1,114.4	1,244.4	1,374.9	1,109.5	1,112.9	1,110.7	1,078.4	-32.3
Warehousing and storage.....	1,980.9	1,895.1	1,909.1	1,902.7	1,933.4	1,865.7	1,856.1	1,851.2	-4.9
Utilities.....	555.5	562.5	563.2	563.0	555.3	562.2	562.2	561.8	-0.4
Information.....	3,139	3,030	3,055	3,070	3,120	3,022	3,037	3,051	14
Motion picture and sound recording industries.....	470.1	439.3	466.9	474.1	461.7	432.6	451.9	463.3	11.4
Publishing industries.....	955.5	919.6	918.4	919.0	952.3	920.9	918.0	916.3	-1.7
Broadcasting and content providers.....	359.9	350.3	348.9	350.1	359.6	349.5	347.3	348.0	0.7
Telecommunications.....	662.7	635.0	633.8	635.1	658.1	635.3	633.6	633.8	0.2
Computing infrastructure providers, data processing, web hosting, and related services.....	490.0	494.2	495.0	501.2	486.7	493.8	495.9	500.3	4.4
Web search portals, libraries, archives, and other information services.....	200.8	191.5	192.1	190.8	201.3	190.3	190.0	189.4	-0.6
Financial activities.....	9,132	9,173	9,166	9,171	9,101	9,145	9,146	9,148	2
Finance and insurance.....	6,716.2	6,714.7	6,714.5	6,716.3	6,691.7	6,706.0	6,701.2	6,698.8	-2.4
Monetary authorities-central bank.....	21.8	21.9	21.9	21.9	21.8	21.9	21.9	21.9	0.0
Credit intermediation and related activities.....	2,684.9	2,636.1	2,630.4	2,627.2	2,681.3	2,638.4	2,630.5	2,624.3	-6.2

See footnotes at end of table.

ESTABLISHMENT DATA

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.2023 - Dec.2023 ^P
	Dec. 2022	Oct. 2023	Nov. 2023 ^P	Dec. 2023 ^P	Dec. 2022	Oct. 2023	Nov. 2023 ^P	Dec. 2023 ^P	
Credit intermediation and related - Continued									
Depository credit intermediation ¹	1,784.7	1,766.6	1,766.4	1,766.2	1,783.4	1,772.2	1,768.6	1,765.7	-2.9
Commercial banking.....	1,376.9	1,354.5	1,354.0	1,353.0	1,376.6	1,359.7	1,356.7	1,353.9	-2.8
Nondepository credit intermediation.....	579.5	560.8	557.4	556.3	577.6	558.1	555.5	553.5	-2.0
Activities related to credit intermediation...	320.7	308.7	306.6	304.7	320.3	308.1	306.4	305.1	-1.3
Securities, commodity contracts, funds, trusts, and other financial vehicles, investments, and related activities.....	1,073.5	1,096.1	1,097.3	1,097.2	1,068.3	1,091.9	1,093.5	1,092.8	-0.7
Insurance carriers and related activities.....	2,936.0	2,960.6	2,964.9	2,970.0	2,920.3	2,953.8	2,955.3	2,959.8	4.5
Real estate and rental and leasing.....	2,416.1	2,458.0	2,451.0	2,454.6	2,409.2	2,439.4	2,444.7	2,449.0	4.3
Real estate.....	1,855.6	1,871.1	1,868.3	1,872.8	1,844.9	1,854.5	1,857.4	1,859.6	2.2
Rental and leasing services.....	537.7	564.0	559.8	558.8	541.8	562.2	564.5	566.6	2.1
Lessors of nonfinancial intangible assets (except copyrighted works).....	22.8	22.9	22.9	23.0	22.5	22.7	22.8	22.8	0.0
Professional and business services.....	22,907	23,222	23,182	23,012	22,814	22,952	22,933	22,946	13
Professional, scientific, and technical services.....	10,750.7	10,959.5	10,992.1	11,014.6	10,713.5	10,939.4	10,955.5	10,980.8	25.3
Legal services.....	1,190.0	1,187.4	1,192.3	1,200.4	1,180.4	1,182.3	1,186.0	1,190.5	4.5
Accounting, tax preparation, bookkeeping, and payroll services.....	1,130.5	1,118.2	1,135.1	1,159.0	1,131.7	1,158.0	1,157.7	1,162.1	4.4
Architectural, engineering, and related services.....	1,645.5	1,697.5	1,695.8	1,689.7	1,644.7	1,686.7	1,690.3	1,690.6	0.3
Specialized design services.....	159.3	162.6	162.2	161.2	157.2	161.4	160.3	159.6	-0.7
Computer systems design and related services.....	2,492.2	2,529.9	2,536.8	2,533.2	2,493.4	2,519.4	2,523.0	2,531.5	8.5
Management, scientific, and technical consulting services.....	1,850.9	1,909.4	1,910.9	1,910.9	1,832.2	1,888.4	1,891.2	1,896.0	4.8
Scientific research and development services.....	914.5	946.5	951.6	953.1	913.9	946.6	951.7	953.9	2.2
Advertising, public relations, and related services.....	493.9	506.3	505.2	507.5	493.3	503.5	502.7	504.6	1.9
Other professional, scientific, and technical services.....	873.9	901.7	902.2	899.6	866.7	893.1	892.5	892.0	-0.5
Management of companies and enterprises....	2,523.7	2,525.3	2,521.6	2,534.4	2,516.3	2,526.1	2,521.6	2,527.7	6.1
Administrative and support and waste management and remediation services....	9,632.1	9,736.7	9,668.7	9,463.1	9,584.0	9,486.8	9,455.6	9,437.3	-18.3
Administrative and support services.....	9,147.9	9,236.4	9,166.9	8,961.0	9,101.6	8,989.6	8,955.9	8,935.0	-20.9
Office administrative services.....	610.0	638.3	639.2	636.4	612.8	633.4	636.2	638.5	2.3
Facilities support services.....	158.7	167.0	166.5	166.0	158.4	165.4	165.7	165.7	0.0
Employment services ¹	3,945.7	3,814.0	3,799.8	3,691.5	3,839.5	3,652.0	3,621.9	3,592.6	-29.3
Temporary help services.....	3,147.1	3,028.4	3,011.9	2,916.7	3,037.9	2,886.4	2,864.3	2,831.0	-33.3
Business support services.....	784.8	745.0	748.5	747.0	766.2	739.0	732.2	728.8	-3.4
Travel arrangement and reservation services.....	179.2	189.0	190.0	189.2	180.9	187.7	190.4	191.2	0.8
Investigation and security services.....	979.2	988.6	994.1	988.7	970.9	984.1	986.8	985.7	-1.1
Services to buildings and dwellings.....	2,151.1	2,341.4	2,281.5	2,196.6	2,230.2	2,281.9	2,277.4	2,286.8	9.4
Other support services.....	339.2	353.1	347.3	345.6	342.8	346.2	345.4	345.6	0.2
Waste management and remediation services.....	484.2	500.3	501.8	502.1	482.4	497.2	499.7	502.3	2.6
Private education and health services.....	24,960	25,894	26,070	26,043	24,827	25,695	25,804	25,878	74
Private educational services.....	3,920.4	4,098.5	4,138.5	4,070.4	3,856.3	3,959.9	3,972.9	3,987.4	14.5
Health care and social assistance.....	21,039.2	21,795.9	21,931.1	21,972.6	20,970.2	21,735.2	21,831.2	21,890.1	58.9
Health care ³	16,660.1	17,177.9	17,285.0	17,323.0	16,591.3	17,129.3	17,207.6	17,245.3	37.7
Ambulatory health care services.....	8,314.9	8,562.0	8,619.5	8,639.9	8,272.8	8,533.8	8,573.4	8,592.6	19.2
Offices of physicians.....	2,877.4	2,956.3	2,979.6	2,989.1	2,855.9	2,944.6	2,960.6	2,966.0	5.4
Offices of dentists.....	1,031.4	1,036.7	1,043.0	1,039.9	1,031.2	1,036.2	1,040.3	1,036.4	-3.9
Offices of other health practitioners.....	1,114.6	1,160.6	1,166.5	1,170.9	1,110.2	1,155.0	1,159.9	1,165.9	6.0
Outpatient care centers.....	1,058.2	1,073.6	1,082.6	1,089.7	1,053.0	1,073.9	1,079.2	1,083.6	4.4
Medical and diagnostic laboratories....	321.1	325.0	328.0	328.2	320.4	324.7	327.5	327.6	0.1
Home health care services.....	1,575.7	1,664.9	1,674.4	1,676.6	1,567.7	1,655.0	1,661.2	1,668.2	7.0
Other ambulatory health care services.....	336.5	344.9	345.4	345.5	334.4	344.5	344.7	344.9	0.2
Hospitals.....	5,262.8	5,406.8	5,432.2	5,444.0	5,245.3	5,393.2	5,413.2	5,428.5	15.3

See footnotes at end of table.

ESTABLISHMENT DATA

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.2023 - Dec.2023 ^p
	Dec. 2022	Oct. 2023	Nov. 2023 ^p	Dec. 2023 ^p	Dec. 2022	Oct. 2023	Nov. 2023 ^p	Dec. 2023 ^p	
Health care - Continued									
Nursing and residential care facilities.....	3,082.4	3,209.1	3,233.3	3,239.1	3,073.2	3,202.3	3,221.0	3,224.2	3.2
Skilled nursing care facilities.....	1,382.1	1,439.9	1,447.4	1,452.5	1,375.9	1,433.7	1,440.4	1,445.1	4.7
Residential intellectual and developmental disability, mental health, and substance abuse facilities.....	623.5	645.6	650.2	651.3	621.7	644.8	649.1	649.9	0.8
Continuing care retirement communities and assisted living facilities for the elderly.....	923.0	966.0	978.2	977.6	921.2	966.4	974.6	972.4	-2.2
Other residential care facilities.....	153.8	157.6	157.5	157.7	154.4	157.4	156.9	156.8	-0.1
Social assistance.....	4,379.1	4,618.0	4,646.1	4,649.6	4,378.9	4,605.9	4,623.6	4,644.8	21.2
Individual and family services.....	2,912.0	3,094.5	3,110.4	3,116.9	2,913.6	3,087.2	3,098.0	3,115.1	17.1
Community food and housing, and emergency and other relief services....	211.1	220.4	223.2	223.9	208.9	221.0	221.6	221.1	-0.5
Vocational rehabilitation services.....	274.1	284.8	286.3	285.2	275.1	283.7	284.9	285.0	0.1
Child care services.....	981.9	1,018.3	1,026.2	1,023.6	981.3	1,014.0	1,019.1	1,023.6	4.5
Leisure and hospitality.....	15,947	16,693	16,482	16,450	16,316	16,730	16,742	16,782	40
Arts, entertainment, and recreation.....	2,241.7	2,477.2	2,369.1	2,372.7	2,397.8	2,503.8	2,501.6	2,513.7	12.1
Performing arts, spectator sports, and related industries.....	487.5	583.4	556.5	557.1	513.4	571.3	568.8	575.3	6.5
Museums, historical sites, and similar institutions.....	161.8	176.3	173.1	171.1	164.8	174.7	175.6	175.9	0.3
Amusement, gambling, and recreation industries.....	1,592.4	1,717.5	1,639.5	1,644.5	1,719.6	1,757.8	1,757.2	1,762.5	5.3
Accommodation and food services.....	13,705.5	14,215.8	14,112.6	14,077.2	13,918.1	14,225.9	14,240.2	14,268.6	28.4
Accommodation.....	1,770.5	1,878.0	1,835.0	1,828.4	1,846.2	1,891.0	1,892.0	1,898.3	6.3
Food services and drinking places.....	11,935.0	12,337.8	12,277.6	12,248.8	12,071.9	12,334.9	12,348.2	12,370.3	22.1
Other services.....	5,778	5,888	5,893	5,877	5,798	5,883	5,896	5,895	-1
Repair and maintenance.....	1,410.8	1,465.8	1,462.5	1,459.1	1,417.7	1,459.3	1,462.0	1,465.0	3.0
Personal and laundry services.....	1,520.9	1,552.2	1,552.2	1,545.6	1,521.6	1,548.0	1,550.0	1,545.2	-4.8
Religious, grantmaking, civic, professional, and similar organizations.....	2,846.4	2,869.8	2,878.5	2,872.2	2,859.1	2,876.1	2,884.3	2,885.1	0.8
Government.....	22,598	23,267	23,402	23,298	22,331	22,914	22,951	23,003	52
Federal.....	2,890	2,962	2,970	2,972	2,874	2,956	2,958	2,965	7
Federal, except U.S. Postal Service.....	2,277.9	2,356.3	2,363.0	2,358.4	2,278.8	2,348.9	2,355.3	2,362.4	7.1
U.S. Postal Service.....	611.7	605.4	607.0	613.3	595.5	606.6	602.9	602.4	-0.5
State government.....	5,167	5,481	5,508	5,433	5,087	5,314	5,318	5,326	8
State government education.....	2,511.3	2,743.0	2,771.2	2,693.7	2,421.5	2,576.4	2,577.3	2,579.0	1.7
State government, excluding education.....	2,655.5	2,737.8	2,736.5	2,738.8	2,665.8	2,738.0	2,740.4	2,746.8	6.4
Local government.....	14,541	14,824	14,924	14,893	14,370	14,644	14,675	14,712	37
Local government education.....	8,114.9	8,208.6	8,299.3	8,288.0	7,868.1	7,993.9	8,008.3	8,027.5	19.2
Local government, excluding education.....	6,426.5	6,615.1	6,624.7	6,604.6	6,501.6	6,650.3	6,666.5	6,684.2	17.7

¹ Includes other industries, not shown separately.

² Includes motor vehicle manufacturing, motor vehicle body and trailer manufacturing, and motor vehicle parts manufacturing.

³ Includes ambulatory health care services, hospitals, and nursing and residential care facilities.

p Preliminary

NOTE: Data have been revised to reflect March 2022 benchmark levels and updated seasonal adjustment factors.

ESTABLISHMENT DATA

Table B-2. Average weekly hours and overtime of all employees on private nonfarm payrolls by industry sector, seasonally adjusted

Industry	Dec. 2022	Oct. 2023	Nov. 2023 ^p	Dec. 2023 ^p
AVERAGE WEEKLY HOURS				
Total private.....	34.4	34.3	34.4	34.3
Goods-producing.....	39.7	39.8	39.8	39.7
Mining and logging.....	45.5	44.8	45.1	45.5
Construction.....	38.6	39.2	39.3	39.1
Manufacturing.....	40.1	40.0	39.9	39.8
Durable goods.....	40.6	40.5	40.3	40.2
Nondurable goods.....	39.4	39.2	39.3	39.0
Private service-providing.....	33.3	33.3	33.3	33.3
Trade, transportation, and utilities.....	34.1	33.9	34.0	33.9
Wholesale trade.....	38.7	38.6	38.8	38.9
Retail trade.....	30.2	29.8	30.1	29.7
Transportation and warehousing.....	38.4	38.3	38.1	38.4
Utilities.....	41.8	42.0	41.8	42.0
Information.....	36.5	36.2	36.1	36.7
Financial activities.....	37.4	37.4	37.4	37.4
Professional and business services.....	36.4	36.4	36.5	36.4
Private education and health services.....	33.3	33.3	33.2	33.3
Leisure and hospitality.....	25.3	25.5	25.5	25.6
Other services.....	32.3	32.3	32.3	32.3
AVERAGE OVERTIME HOURS				
Manufacturing.....	2.9	2.9	2.9	2.9
Durable goods.....	3.1	3.0	3.0	3.0
Nondurable goods.....	2.7	2.7	2.6	2.6

^p Preliminary

NOTE: Data have been revised to reflect March 2022 benchmark levels and updated seasonal adjustment factors.

ESTABLISHMENT DATA

Table B-3. Average hourly and weekly earnings of all employees on private nonfarm payrolls by industry sector, seasonally adjusted

Industry	Average hourly earnings				Average weekly earnings			
	Dec. 2022	Oct. 2023	Nov. 2023 ^p	Dec. 2023 ^p	Dec. 2022	Oct. 2023	Nov. 2023 ^p	Dec. 2023 ^p
Total private.....	\$32.92	\$34.00	\$34.12	\$34.27	\$1,132.45	\$1,166.20	\$1,173.73	\$1,175.46
Goods-producing.....	33.11	34.58	34.78	34.90	1,314.47	1,376.28	1,384.24	1,385.53
Mining and logging.....	36.64	38.60	38.60	38.81	1,667.12	1,729.28	1,740.86	1,765.86
Construction.....	35.60	37.00	37.20	37.24	1,374.16	1,450.40	1,461.96	1,456.08
Manufacturing.....	31.47	32.89	33.09	33.25	1,261.95	1,315.60	1,320.29	1,323.35
Durable goods.....	32.96	34.53	34.74	34.97	1,338.18	1,398.47	1,400.02	1,405.79
Nondurable goods.....	28.92	30.06	30.24	30.25	1,139.45	1,178.35	1,188.43	1,179.75
Private service-providing.....	32.88	33.86	33.97	34.13	1,094.90	1,127.54	1,131.20	1,136.53
Trade, transportation, and utilities.....	28.23	29.23	29.32	29.49	962.64	990.90	996.88	999.71
Wholesale trade.....	35.87	36.95	37.09	37.13	1,388.17	1,426.27	1,439.09	1,444.36
Retail trade.....	23.45	24.05	24.13	24.33	708.19	716.69	726.31	722.60
Transportation and warehousing.....	28.17	29.60	29.67	29.84	1,081.73	1,133.68	1,130.43	1,145.86
Utilities.....	48.44	50.13	50.37	49.78	2,024.79	2,105.46	2,105.47	2,090.76
Information.....	47.74	48.62	49.03	49.44	1,742.51	1,760.04	1,769.98	1,814.45
Financial activities.....	42.42	44.20	44.38	44.54	1,586.51	1,653.08	1,659.81	1,665.80
Professional and business services.....	39.53	40.89	41.08	41.29	1,438.89	1,488.40	1,499.42	1,502.96
Private education and health services.....	32.58	33.26	33.28	33.38	1,084.91	1,107.56	1,104.90	1,111.55
Leisure and hospitality.....	20.78	21.41	21.52	21.60	525.73	545.96	548.76	552.96
Other services.....	29.37	30.29	30.33	30.51	948.65	978.37	979.66	985.47

p Preliminary

NOTE: Data have been revised to reflect March 2022 benchmark levels and updated seasonal adjustment factors.

ESTABLISHMENT DATA

Table B-4. Indexes of aggregate weekly hours and payrolls for all employees on private nonfarm payrolls by industry sector, seasonally adjusted

[2007=100]

Industry	Index of aggregate weekly hours ¹					Index of aggregate weekly payrolls ²				
	Dec. 2022	Oct. 2023	Nov. 2023 ^p	Dec. 2023 ^p	Percent change from: Nov. 2023 - Dec. 2023 ^p	Dec. 2022	Oct. 2023	Nov. 2023 ^p	Dec. 2023 ^p	Percent change from: Nov. 2023 - Dec. 2023 ^p
Total private.....	114.2	115.3	115.8	115.6	-0.2	179.7	187.5	188.9	189.4	0.3
Goods-producing.....	97.1	98.1	98.2	98.1	-0.1	145.3	153.3	154.4	154.7	0.2
Mining and logging.....	89.8	90.7	91.0	91.6	0.7	132.1	140.5	141.0	142.8	1.3
Construction.....	104.6	108.5	108.9	108.6	-0.3	161.8	174.5	176.0	175.7	-0.2
Manufacturing.....	93.6	93.2	93.2	93.0	-0.2	137.0	142.6	143.4	143.8	0.3
Durable goods.....	92.5	92.5	92.4	92.3	-0.1	135.5	141.8	142.6	143.3	0.5
Nondurable goods.....	95.9	94.8	94.9	94.1	-0.8	140.8	144.6	145.6	144.4	-0.8
Private service-providing.....	118.7	120.4	120.5	120.7	0.2	189.7	198.1	199.0	200.2	0.6
Trade, transportation, and utilities.....	107.2	106.9	107.2	106.8	-0.4	163.2	168.6	169.4	169.9	0.3
Wholesale trade.....	102.9	103.7	104.3	104.7	0.4	154.4	160.2	161.8	162.5	0.4
Retail trade.....	95.1	94.3	95.1	94.0	-1.2	147.5	150.0	151.8	151.2	-0.4
Transportation and warehousing.....	147.9	146.8	145.9	146.6	0.5	212.0	221.0	220.2	222.5	1.0
Utilities.....	100.4	102.2	101.7	102.1	0.4	160.7	169.2	169.2	167.9	-0.8
Information.....	104.0	99.9	100.1	102.3	2.2	176.8	173.0	174.8	180.0	3.0
Financial activities.....	111.5	112.0	112.1	112.1	0.0	184.5	193.2	194.0	194.7	0.4
Professional and business services.....	129.9	130.7	131.0	130.7	-0.2	208.0	216.5	217.9	218.6	0.3
Private education and health services..	135.0	139.7	139.9	140.7	0.6	211.6	223.6	224.0	226.0	0.9
Leisure and hospitality.....	117.8	121.7	121.8	122.6	0.7	197.5	210.3	211.5	213.6	1.0
Other services.....	108.0	109.6	109.8	109.8	0.0	173.8	181.9	182.5	183.6	0.6

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

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

p Preliminary

NOTE: Data have been revised to reflect March 2022 benchmark levels and updated seasonal adjustment factors.

ESTABLISHMENT DATA

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

Industry	Women employees (in thousands)				Percent of all employees			
	Dec. 2022	Oct. 2023	Nov. 2023 ^p	Dec. 2023 ^p	Dec. 2022	Oct. 2023	Nov. 2023 ^p	Dec. 2023 ^p
Total nonfarm.....	76,965	78,188	78,282	78,412	49.8	49.9	49.9	49.9
Total private.....	63,943	64,839	64,904	65,002	48.4	48.4	48.4	48.4
Goods-producing.....	4,965	4,993	5,002	5,005	23.1	23.1	23.1	23.1
Mining and logging.....	81	84	85	84	12.9	13.0	13.2	13.1
Construction.....	1,111	1,145	1,149	1,154	14.1	14.3	14.3	14.3
Manufacturing.....	3,773	3,764	3,768	3,767	29.1	29.1	29.0	29.0
Durable goods.....	2,018	2,021	2,026	2,035	24.9	24.9	24.9	25.0
Nondurable goods.....	1,755	1,743	1,742	1,732	36.0	36.0	36.0	35.8
Private service-providing.....	58,978	59,846	59,902	59,997	53.3	53.3	53.3	53.3
Trade, transportation, and utilities.....	11,327	11,283	11,269	11,287	39.4	39.1	39.1	39.1
Wholesale trade.....	1,845.6	1,866.8	1,859.3	1,859.2	30.6	30.7	30.5	30.5
Retail trade.....	7,514.4	7,487.5	7,483.5	7,490.7	48.5	48.2	48.2	48.2
Transportation and warehousing.....	1,823.3	1,779.9	1,776.5	1,787.8	27.2	26.7	26.7	26.9
Utilities.....	144.0	148.5	149.2	149.3	25.9	26.4	26.5	26.6
Information.....	1,265	1,229	1,229	1,232	40.5	40.7	40.5	40.4
Financial activities.....	5,071	5,096	5,099	5,098	55.7	55.7	55.8	55.7
Professional and business services.....	10,502	10,568	10,544	10,537	46.0	46.0	46.0	45.9
Private education and health services.....	19,106	19,747	19,815	19,873	77.0	76.9	76.8	76.8
Leisure and hospitality.....	8,599	8,768	8,784	8,800	52.7	52.4	52.5	52.4
Other services.....	3,108	3,155	3,162	3,170	53.6	53.6	53.6	53.8
Government.....	13,022	13,349	13,378	13,410	58.3	58.3	58.3	58.3

p Preliminary

NOTE: Data have been revised to reflect March 2022 benchmark levels and updated seasonal adjustment factors.

ESTABLISHMENT DATA

Table B-6. Employment of production and nonsupervisory employees on private nonfarm payrolls by industry sector, seasonally adjusted¹

[In thousands]

Industry	Dec. 2022	Oct. 2023	Nov. 2023 ^p	Dec. 2023 ^p
Total private.....	107,475	108,968	109,134	109,338
Goods-producing.....	15,393	15,442	15,478	15,494
Mining and logging.....	471	497	497	500
Construction.....	5,798	5,880	5,888	5,900
Manufacturing.....	9,124	9,065	9,093	9,094
Durable goods.....	5,624	5,571	5,601	5,601
Nondurable goods.....	3,500	3,494	3,492	3,493
Private service-providing.....	92,082	93,526	93,656	93,844
Trade, transportation, and utilities.....	24,212	24,353	24,321	24,352
Wholesale trade.....	4,793.8	4,803.1	4,801.6	4,797.6
Retail trade.....	13,148.2	13,265.8	13,244.7	13,267.9
Transportation and warehousing.....	5,828.6	5,836.0	5,826.6	5,838.7
Utilities.....	441.4	448.5	448.0	448.1
Information.....	2,484	2,419	2,426	2,438
Financial activities.....	6,845	6,867	6,874	6,877
Professional and business services.....	18,140	18,131	18,120	18,116
Private education and health services.....	21,594	22,363	22,457	22,548
Leisure and hospitality.....	14,088	14,594	14,650	14,712
Other services.....	4,719	4,799	4,808	4,801

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

^p Preliminary

NOTE: Data have been revised to reflect March 2022 benchmark levels and updated seasonal adjustment factors.

ESTABLISHMENT DATA

Table B-7. Average weekly hours and overtime of production and nonsupervisory employees on private nonfarm payrolls by industry sector, seasonally adjusted¹

Industry	Dec. 2022	Oct. 2023	Nov. 2023 ^p	Dec. 2023 ^p
AVERAGE WEEKLY HOURS				
Total private.....	33.8	33.8	33.8	33.7
Goods-producing.....	40.3	40.6	40.6	40.4
Mining and logging.....	46.7	47.8	48.2	48.0
Construction.....	39.3	39.9	40.0	39.7
Manufacturing.....	40.6	40.7	40.5	40.4
Durable goods.....	40.9	40.9	40.7	40.6
Nondurable goods.....	40.0	40.3	40.2	40.1
Private service-providing.....	32.8	32.6	32.6	32.6
Trade, transportation, and utilities.....	34.0	33.9	34.0	33.8
Wholesale trade.....	38.7	38.5	38.7	38.6
Retail trade.....	30.2	30.3	30.4	30.1
Transportation and warehousing.....	38.0	37.8	37.7	37.8
Utilities.....	42.7	42.1	42.0	41.9
Information.....	36.0	36.0	35.7	36.4
Financial activities.....	37.1	36.6	36.8	36.7
Professional and business services.....	36.3	36.2	36.3	36.2
Private education and health services.....	32.5	32.5	32.4	32.5
Leisure and hospitality.....	24.4	24.3	24.2	24.3
Other services.....	31.3	31.2	31.2	31.3
AVERAGE OVERTIME HOURS				
Manufacturing.....	3.6	3.5	3.4	3.5
Durable goods.....	3.7	3.6	3.4	3.5
Nondurable goods.....	3.4	3.3	3.4	3.4

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

p Preliminary

NOTE: Data have been revised to reflect March 2022 benchmark levels and updated seasonal adjustment factors.

ESTABLISHMENT DATA

Table B-8. Average hourly and weekly earnings of production and nonsupervisory employees on private nonfarm payrolls by industry sector, seasonally adjusted¹

Industry	Average hourly earnings				Average weekly earnings			
	Dec. 2022	Oct. 2023	Nov. 2023 ^p	Dec. 2023 ^p	Dec. 2022	Oct. 2023	Nov. 2023 ^p	Dec. 2023 ^p
Total private.....	\$28.21	\$29.19	\$29.32	\$29.42	\$953.50	\$986.62	\$991.02	\$991.45
Goods-producing.....	28.72	29.98	30.23	30.38	1,157.42	1,217.19	1,227.34	1,227.35
Mining and logging.....	33.41	34.82	34.91	35.31	1,560.25	1,664.40	1,682.66	1,694.88
Construction.....	33.22	34.64	34.94	34.92	1,305.55	1,382.14	1,397.60	1,386.32
Manufacturing.....	25.67	26.70	26.91	27.16	1,042.20	1,086.69	1,089.86	1,097.26
Durable goods.....	26.85	27.90	28.09	28.49	1,098.17	1,141.11	1,143.26	1,156.69
Nondurable goods.....	23.73	24.76	24.97	24.99	949.20	997.83	1,003.79	1,002.10
Private service-providing.....	28.10	29.03	29.14	29.22	921.68	946.38	949.96	952.57
Trade, transportation, and utilities.....	24.53	25.44	25.50	25.62	834.02	862.42	867.00	865.96
Wholesale trade.....	29.93	30.61	30.71	30.81	1,158.29	1,178.49	1,188.48	1,189.27
Retail trade.....	20.09	20.64	20.72	20.83	606.72	625.39	629.89	626.98
Transportation and warehousing.....	26.38	28.18	28.19	28.25	1,002.44	1,065.20	1,062.76	1,067.85
Utilities.....	43.38	44.84	45.02	45.28	1,852.33	1,887.76	1,890.84	1,897.23
Information.....	38.81	39.96	40.29	40.37	1,397.16	1,438.56	1,438.35	1,469.47
Financial activities.....	32.91	34.50	34.77	34.70	1,220.96	1,262.70	1,279.54	1,273.49
Professional and business services.....	33.31	34.53	34.69	34.83	1,209.15	1,249.99	1,259.25	1,260.85
Private education and health services.....	29.65	30.42	30.41	30.49	963.63	988.65	985.28	990.93
Leisure and hospitality.....	18.39	19.04	19.23	19.24	448.72	462.67	465.37	467.53
Other services.....	25.30	26.07	26.13	26.26	791.89	813.38	815.26	821.94

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

p Preliminary

NOTE: Data have been revised to reflect March 2022 benchmark levels and updated seasonal adjustment factors.

ESTABLISHMENT DATA

Table B-9. Indexes of aggregate weekly hours and payrolls for production and nonsupervisory employees on private nonfarm payrolls by industry sector, seasonally adjusted¹

[2002=100]

Industry	Index of aggregate weekly hours ²					Index of aggregate weekly payrolls ³				
	Dec. 2022	Oct. 2023	Nov. 2023 ^p	Dec. 2023 ^p	Percent change from: Nov. 2023 - Dec. 2023 ^p	Dec. 2022	Oct. 2023	Nov. 2023 ^p	Dec. 2023 ^p	Percent change from: Nov. 2023 - Dec. 2023 ^p
Total private.....	121.1	122.7	122.9	122.8	-0.1	228.2	239.4	240.9	241.4	0.2
Goods-producing.....	94.8	95.8	96.0	95.7	-0.3	166.7	175.9	177.7	177.9	0.1
Mining and logging.....	116.9	126.2	127.3	127.5	0.2	227.1	255.7	258.5	261.9	1.3
Construction.....	114.1	117.5	117.9	117.3	-0.5	204.7	219.7	222.5	221.1	-0.6
Manufacturing.....	85.0	84.7	84.5	84.3	-0.2	142.8	147.9	148.8	149.8	0.7
Durable goods.....	86.4	85.6	85.6	85.4	-0.2	144.8	149.1	150.2	151.9	1.1
Nondurable goods.....	82.5	83.0	82.7	82.5	-0.2	138.3	145.2	145.9	145.7	-0.1
Private service-providing.....	128.7	129.9	130.1	130.3	0.2	248.0	258.7	260.0	261.2	0.5
Trade, transportation, and utilities.....	115.2	115.6	115.8	115.2	-0.5	202.0	210.1	210.9	211.0	0.0
Wholesale trade.....	110.1	109.7	110.3	109.9	-0.4	194.5	198.3	199.9	199.9	0.0
Retail trade.....	100.7	101.9	102.1	101.3	-0.8	173.4	180.4	181.4	180.9	-0.3
Transportation and warehousing.....	167.6	167.0	166.2	167.0	0.5	281.5	299.5	298.3	300.3	0.7
Utilities.....	96.4	96.6	96.2	96.0	-0.2	174.5	180.7	180.8	181.5	0.4
Information.....	102.1	99.4	98.9	101.3	2.4	196.1	196.6	197.2	202.4	2.6
Financial activities.....	119.5	118.3	119.1	118.8	-0.3	242.0	251.1	254.7	253.6	-0.4
Professional and business services.....	147.0	146.5	146.8	146.4	-0.3	291.2	300.9	303.0	303.3	0.1
Private education and health services..	149.6	155.0	155.1	156.2	0.7	292.8	311.1	311.4	314.4	1.0
Leisure and hospitality.....	125.9	129.9	129.9	131.0	0.8	263.0	280.9	283.6	286.1	0.9
Other services.....	103.6	105.0	105.2	105.4	0.2	191.0	199.5	200.3	201.6	0.6

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

² The indexes of aggregate weekly hours are calculated by dividing the current month's estimates of aggregate hours by the corresponding 2002 annual average aggregate hours. Aggregate hours estimates are the product of estimates of average weekly hours and employment.

³ The indexes of aggregate weekly payrolls are calculated by dividing the current month's estimates of aggregate weekly payrolls by the corresponding 2002 annual average aggregate weekly payrolls. Aggregate payrolls estimates are the product of estimates of average hourly earnings, average weekly hours, and employment.

p Preliminary

NOTE: Data have been revised to reflect March 2022 benchmark levels and updated seasonal adjustment factors.