



Technical information: (202) 691-6378
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USDL 04-2402

Media contact: 691-5902

For release: 10:00 A.M. EST
Wednesday, December 1, 2004

LABOR FORCE CHARACTERISTICS OF FOREIGN-BORN WORKERS IN 2003

In 2003, foreign-born workers made up about 14 percent of the U.S. civilian labor force age 16 and over, according to the Bureau of Labor Statistics of the U.S. Department of Labor. About 21.1 million, or 67.4 percent of the foreign born, were in the labor force, compared with 66.1 percent of the native born. The unemployment rates for the foreign born and native born in 2003 were 6.6 and 5.9 percent, respectively, both slightly higher than in 2002.

This news release compares the labor force characteristics of the foreign born with those of their native-born counterparts. These data on nativity are collected as part of the Current Population Survey (CPS), a monthly sample survey of households that is the primary source of information on the nation's labor force. The foreign born are persons 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. For further information about the survey, see the Technical Note.

Demographic Characteristics

The demographic characteristics of the foreign-born labor force differ significantly in many respects from those of the native born. For example, men made up a larger proportion of the foreign-born labor force (60 percent) in 2003 than they did of the native-born labor force (52 percent). Also, the proportion of the foreign-born labor force made up of those of prime working age (25- to 54-year olds) is higher than for their native-born counterparts (76 and 69 percent, respectively). (See table 1.)

A much higher proportion of the foreign-born than the native-born labor force resided in the West region—37 and 20 percent, respectively, in 2003. About 36 percent of the native-born labor force lived in the South and 26 percent resided in the Midwest, compared with 30 and 11 percent, respectively, of the foreign born. (See table 6.)

About 48 percent of the foreign-born labor force was Hispanic or Latino, and 22 percent was Asian, compared with only about 7 and 1 percent, respectively, of the native-born labor force. Just 1 out of 5 of the foreign-born labor force was white, compared with nearly 4 out of 5 of the native-born labor force. (Data in this release are presented for non-Hispanic whites, blacks, and Asians and for persons of Hispanic or Latino ethnicity. See the Technical Note for more information.) (See table 1.)

In terms of educational attainment, nearly 30 percent of the foreign-born labor force 25 years old and over had not completed high school, compared with only about 7 percent of the native-born labor force. About equal proportions of both the foreign and native born had a college degree (31 and 32 percent, respectively).

Labor Force Participation

In 2003, foreign-born men were more likely to be labor force participants (80.6 percent) than their native-born counterparts (72.3 percent). In contrast, foreign-born women were less likely to be labor force participants than native-born women—54.2 versus 60.4 percent. For men as well as women, the differences held across age groups. (See table 1.)

The labor force participation rate for foreign-born women with children under age 18 was 59.6 percent in 2003, compared with 73.6 percent for native-born mothers. Among women with children under age 3, the participation rate for the foreign born was 44.7 percent, while that for the native born was 62.3 percent. About 95 percent of both foreign- and native-born fathers with children under 3 were in the labor force. (See table 2.)

Foreign-born blacks, Asians, and Hispanics or Latinos were more likely to be in the labor force than their native-born counterparts. Among the foreign born, the labor force participation rate for whites (59.9 percent) was lower than for blacks (74.5 percent), Asians (67.2 percent), and Hispanics or Latinos (69.9 percent). The lower labor force participation rate for foreign-born whites is due, in part, to their older age profile. (See table 1.)

The labor force participation rate of the foreign born 25 years old and over who had not completed high school (60.9 percent) was higher than that for their native-born counterparts (37.6 percent). Among high school graduates who did not attend college, the participation rate for the foreign born also was higher than that for the native born. The difference in participation rates between the native born with a high school education or less and their foreign-born counterparts was partly because the native born with these levels of education tended to be older, on average, than the foreign born. At the upper end of the educational scale, however, the participation rate for foreign-born college graduates was 76.5 percent, about the same as the rate for the native born—78.5 percent. (See table 1.)

The participation rate of the foreign born without a high school diploma was much higher than that for the native born with the same level of education among blacks and Hispanics or Latinos. In comparison, among college graduates, the participation rates of foreign-born whites, Asians, and Hispanics or Latinos were lower than those of their native-born counterparts. However, foreign-born blacks with college degrees were more likely to participate in the labor force than their native-born counterparts. (See table 3.)

Unemployment

In 2003, unemployment rates of foreign- and native-born men were about the same—6.2 and 6.3 percent, respectively. Among women, however, the jobless rate of the foreign born was 7.1 percent, compared with 5.5 percent for the native born. Overall, the unemployment rates of the foreign born in most of the major age groups tended to be higher than the rates for the native born; the exception was 16- to 24-year olds, where the rate for the foreign born was somewhat lower. (See table 1.)

The unemployment rates for the foreign born were higher than those for their native-born counterparts for most levels of education. Among those without a high school diploma, however, the foreign born were less likely to be unemployed than the native born.

Occupation

Foreign-born workers were concentrated in service occupations (23 percent) and in production, transportation, and material moving occupations (18 percent) in 2003. By way of comparison, the proportions of native-born workers employed in these occupations were 15 and 12 percent, respectively. In 2003,

17 and 10 percent, respectively, of foreign-born workers were employed in professional and related occupations and in management, business, and financial operations occupations, compared with proportions of 21 and 15 percent for the native born. (See table 4.)

Foreign-born men were more likely than native-born men to be employed in service; natural resources, construction, and maintenance; and production, transportation, and material moving occupations. Compared with native-born women, foreign-born women were more likely to be employed in service and in production, transportation, and material moving occupations. Both foreign-born men and women workers were less likely to be employed in professional and related occupations and in sales and office occupations than their native-born counterparts.

Earnings

In 2003, the median usual weekly earnings of foreign-born full-time wage and salary workers were \$489 compared with \$643 for the native born. Among the men, the median earnings for the foreign born were \$503 per week, compared with \$732 for the native born. Similarly, the median for foreign-born women was \$459, compared with \$567 for the native born. As with the native born, the earnings of the foreign born increased with education. The foreign born age 25 and over with less than a high school education earned \$369 per week in 2003, while the earnings of those with college degrees were more than twice as much—\$909 a week. (See table 5.)

Technical Note

The estimates in this release are based on annual average data from the Current Population Survey (CPS). The CPS, which is conducted by the U.S. Census Bureau for the Bureau of Labor Statistics (BLS), is a monthly survey of about 60,000 households that provides information on the labor force status, demographics, and other characteristics of the nation's civilian noninstitutional population age 16 and over. In response to the increased demand for statistical information about the foreign born, questions on nativity, citizenship, year of entry into the United States, and the parental nativity of respondents were added to the CPS beginning in January 1994. Prior to 1994, the primary sources of data on the foreign born were the decennial census, two CPS supplements (conducted in April 1983 and November 1989), and, to some extent, information collected by the U.S. Citizenship and Immigration Services (formerly known as the Immigration and Naturalization Service).

In January 2003, the Census Bureau introduced a large upward adjustment to the population controls for the CPS as part of its annual update of population estimates. This adjustment increased estimates for all population and labor force categories. Consequently, estimated levels for 2003 are not strictly comparable with those for 2002. The upward adjustments in labor force levels, however, had only negligible effects on ratios such as the labor force participation rate and the employment-population ratio. In addition, there were several other significant changes introduced into the CPS in January 2003 that affected the data presented in this release. For a detailed discussion of these changes, see "Revisions to the Current Population Survey Effective in January 2003" in the February 2003 issue of *Employment and Earnings* and available at <http://www.bls.gov/cps/rvcps03.pdf> on the BLS Web site.

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

Reliability of the estimates

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

The CPS data also are affected by *nonsampling error*. Nonsampling error can occur for many reasons, including the failure to sample a segment of the population, inability to obtain information for all respondents in the sample, inability or

unwillingness of respondents to provide correct information, and errors made in the collection or processing of the data.

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

Concepts and definitions

Foreign born. The foreign born are persons 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 foreign-born population includes legally-admitted immigrants, refugees, temporary residents such as students and temporary workers, and undocumented immigrants.

Native born. The native born are persons 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.

Race and ethnicity groups. In this release, the data are presented for non-Hispanic whites, blacks, and Asians and for persons of Hispanic or Latino ethnicity. These four groups are mutually exclusive but not exhaustive. Other race groups (including persons who selected more than one race category) are included in the overall totals but are not shown separately because the number of survey respondents is too small to develop statistically reliable estimates. The presentation of the data on race and ethnicity in this release differs from that which appears in most analyses of CPS labor force data in that persons of Hispanic or Latino ethnicity are separated from the race groups. Because persons of Hispanic or Latino ethnicity can be of any race, they are usually included in the race groups as well as shown separately in the Hispanic or Latino ethnicity group. The reason for the difference in the data presentation in this release is because about half of the foreign born are of Hispanic or Latino ethnicity and they have somewhat different labor force characteristics than the non-Hispanic foreign born.

Employed. Employed persons are (a) all those who, during the survey reference week, did any work at all as paid employees, worked in their own business, profession, or on their own farm, or who worked 15 hours or more as unpaid workers in a family-operated enterprise; and (b) all those who did not work but had jobs or businesses from which they were temporarily absent due to illness, bad weather, vacation, childcare problems, labor disputes, or personal reasons, whether or not they were paid for the time off and whether or not they were seeking other jobs.

Unemployed. The unemployed are persons who had no employment during the reference week, were available for work at that time, except for temporary illness, and had made specific

efforts to find employment sometime during the 4-week period ending with the reference week. Persons who were waiting to be recalled to a job from which they had been laid off need not be looking for work to be classified as unemployed.

Civilian labor force. The civilian labor force comprises all persons classified as employed or unemployed.

Unemployment rate. The unemployment rate is the number unemployed as a percent of the civilian labor force.

Labor force participation rate. The labor force participation rate is the labor force as a percent of the population.

Usual weekly earnings. Data represent earnings before taxes and other deductions and include any overtime pay, commissions, or tips usually received (at the main job in the case of multiple jobholders). Earnings reported on a basis other than weekly are converted to a weekly equivalent.

Median earnings. The median is the amount which divides a given earnings distribution into two equal groups, one having earnings above the median and the other having earnings below the median.

Table 1. Employment status of the foreign-born and native-born populations by selected characteristics, 2002-03 annual averages

(Numbers in thousands)

Characteristic	2002						2003					
	Civilian noninstitutional population	Civilian labor force				Civilian noninstitutional population	Civilian labor force					
		Total	Participation rate	Employed	Unemployed		Total	Participation rate	Employed	Unemployed		
					Number	Unemployment rate					Number	Unemployment rate
FOREIGN BORN												
Total 16 years and over	30,096	20,279	67.4	18,998	1,281	6.3	31,331	21,117	67.4	19,731	1,385	6.6
Men	15,049	12,102	80.4	11,401	702	5.8	15,669	12,634	80.6	11,850	784	6.2
Women	15,047	8,177	54.3	7,598	579	7.1	15,662	8,482	54.2	7,881	601	7.1
Age												
16 to 24 years	4,200	2,558	60.9	2,298	260	10.2	4,135	2,456	59.4	2,203	252	10.3
25 to 34 years	7,366	5,664	76.9	5,312	352	6.2	7,784	5,925	76.1	5,551	375	6.3
35 to 44 years	7,085	5,739	81.0	5,420	319	5.6	7,450	6,026	80.9	5,673	353	5.9
45 to 54 years	4,993	3,980	79.7	3,762	218	5.5	5,245	4,200	80.1	3,935	264	6.3
55 to 64 years	3,052	1,890	61.9	1,781	108	5.7	3,195	2,016	63.1	1,903	113	5.6
65 years and over	3,400	448	13.2	425	23	5.2	3,521	494	14.0	465	28	5.8
Race and Hispanic or Latino ethnicity¹												
White non-Hispanic or Latino ²	6,890	4,086	59.3	3,856	230	5.6	7,128	4,267	59.9	4,048	219	5.1
Black non-Hispanic or Latino ²	2,189	1,613	73.7	1,494	119	7.4	2,391	1,782	74.5	1,631	152	8.5
Asian non-Hispanic or Latino ²	7,261	4,913	67.7	4,647	267	5.4	6,867	4,613	67.2	4,324	289	6.3
Hispanic or Latino ethnicity	13,667	9,605	70.3	8,943	662	6.9	14,627	10,226	69.9	9,513	713	7.0
Educational attainment												
Total, 25 years and over	25,895	17,721	68.4	16,701	1,020	5.8	27,196	18,661	68.6	17,528	1,133	6.1
Less than a high school diploma	8,288	5,025	60.6	4,661	364	7.2	8,823	5,376	60.9	4,949	427	7.9
High school graduates, no college ³	6,440	4,275	66.4	4,034	240	5.6	6,778	4,596	67.8	4,335	261	5.7
Some college or associate degree	4,069	2,961	72.8	2,775	186	6.3	4,147	2,991	72.1	2,811	180	6.0
Bachelor's degree and higher ⁴	7,099	5,461	76.9	5,231	230	4.2	7,447	5,698	76.5	5,433	265	4.7
NATIVE BORN												
Total 16 years and over	187,474	124,584	66.5	117,487	7,097	5.7	189,837	125,393	66.1	118,005	7,389	5.9
Men	89,536	65,397	73.0	61,502	3,895	6.0	90,766	65,603	72.3	61,481	4,122	6.3
Women	97,938	59,186	60.4	55,984	3,202	5.4	99,072	59,790	60.4	56,523	3,267	5.5
Age												
16 to 24 years	31,142	19,808	63.6	17,385	2,423	12.2	31,762	19,642	61.8	17,148	2,494	12.7
25 to 34 years	31,106	26,532	85.3	24,994	1,538	5.8	31,237	26,418	84.6	24,832	1,585	6.0
35 to 44 years	36,809	31,187	84.7	29,815	1,372	4.4	36,296	30,669	84.5	29,207	1,462	4.8
45 to 54 years	34,718	28,617	82.4	27,519	1,097	3.8	35,277	29,071	82.4	27,979	1,092	3.8
55 to 64 years	23,291	14,420	61.9	13,893	527	3.7	24,533	15,296	62.3	14,696	600	3.9
65 years and over	30,408	4,020	13.2	3,881	140	3.5	30,733	4,298	14.0	4,143	155	3.6
Race and Hispanic or Latino ethnicity¹												
White non-Hispanic or Latino ²	148,567	99,263	66.8	94,605	4,658	4.7	148,569	98,833	66.5	94,057	4,776	4.8
Black non-Hispanic or Latino ²	22,432	14,312	63.8	12,803	1,509	10.5	22,484	14,215	63.2	12,644	1,571	11.1
Asian non-Hispanic or Latino ²	2,335	1,527	65.4	1,416	110	7.2	2,228	1,414	63.5	1,342	73	5.1
Hispanic or Latino ethnicity	12,296	8,338	67.8	7,647	691	8.3	12,924	8,587	66.4	7,859	727	8.5
Educational attainment												
Total, 25 years and over	156,332	104,776	67.0	100,102	4,674	4.5	158,075	105,751	66.9	100,857	4,894	4.6
Less than a high school diploma	20,094	7,574	37.7	6,874	700	9.2	19,333	7,271	37.6	6,588	682	9.4
High school graduates, no college ³	52,421	33,489	63.9	31,744	1,745	5.2	52,701	33,330	63.2	31,522	1,808	5.4
Some college or associate degree	41,899	30,656	73.2	29,319	1,337	4.4	42,594	31,058	72.9	29,609	1,449	4.7
Bachelor's degree and higher ⁴	41,918	33,057	78.9	32,165	892	2.7	43,447	34,093	78.5	33,138	955	2.8

¹ Data for race/ethnicity groups do not sum to totals because data are not presented for all races.

² Beginning in 2003, includes persons who selected this race group only; persons who selected more than one race group are not included. Prior to 2003, persons who reported more than one race group were included in the group they identified as their main race. Asian data for 2002 include Pacific Islanders.

³ Includes persons with a high school diploma or equivalent.

⁴ Includes persons with bachelor's, master's, professional, and doctoral degrees.

NOTE: Due to the introduction of revised population controls in January 2003, estimated levels for 2003 are not strictly comparable with those for 2002. See the Technical Note for further information.

Table 2. Employment status of the foreign-born and native-born populations 16 years and over by presence and age of youngest child and sex, 2002-03 annual averages

(Numbers in thousands)

Characteristic	2002			2003		
	Total	Men	Women	Total	Men	Women
FOREIGN BORN						
With own children under 18						
Civilian noninstitutional population	11,752	5,568	6,184	12,520	5,985	6,534
Civilian labor force	8,921	5,200	3,721	9,488	5,593	3,895
Participation rate	75.9	93.4	60.2	75.8	93.4	59.6
Employed	8,393	4,949	3,444	8,896	5,284	3,611
Employment-population ratio	71.4	88.9	55.7	71.1	88.3	55.3
Unemployed	528	251	277	592	309	283
Unemployment rate	5.9	4.8	7.4	6.2	5.5	7.3
With own children 6 to 17, none younger						
Civilian noninstitutional population	5,836	2,705	3,131	6,253	2,893	3,360
Civilian labor force	4,646	2,486	2,160	4,975	2,663	2,313
Participation rate	79.6	91.9	69.0	79.6	92.0	68.8
Employed	4,401	2,379	2,022	4,688	2,516	2,172
Employment-population ratio	75.4	88.0	64.6	75.0	87.0	64.7
Unemployed	245	107	138	287	147	140
Unemployment rate	5.3	4.3	6.4	5.8	5.5	6.1
With own children under 6						
Civilian noninstitutional population	5,916	2,863	3,053	6,267	3,092	3,174
Civilian labor force	4,275	2,714	1,561	4,513	2,930	1,582
Participation rate	72.3	94.8	51.1	72.0	94.8	49.8
Employed	3,992	2,570	1,422	4,208	2,769	1,439
Employment-population ratio	67.5	89.8	46.6	67.1	89.5	45.3
Unemployed	283	144	139	305	162	143
Unemployment rate	6.6	5.3	8.9	6.8	5.5	9.0
With own children under 3						
Civilian noninstitutional population	3,512	1,722	1,790	3,740	1,878	1,862
Civilian labor force	2,466	1,636	830	2,618	1,786	832
Participation rate	70.2	95.0	46.4	70.0	95.1	44.7
Employed	2,294	1,543	751	2,450	1,693	757
Employment-population ratio	65.3	89.6	41.9	65.5	90.2	40.6
Unemployed	172	92	80	168	93	75
Unemployment rate	7.0	5.7	9.6	6.4	5.2	9.0
With no own children under 18						
Civilian noninstitutional population	18,344	9,481	8,862	18,811	9,684	9,127
Civilian labor force	11,358	6,902	4,456	11,629	7,041	4,588
Participation rate	61.9	72.8	50.3	61.8	72.7	50.3
Employed	10,605	6,452	4,154	10,836	6,566	4,270
Employment-population ratio	57.8	68.0	46.9	57.6	67.8	46.8
Unemployed	753	450	302	793	475	318
Unemployment rate	6.6	6.5	6.8	6.8	6.8	6.9
NATIVE BORN						
With own children under 18						
Civilian noninstitutional population	53,574	23,583	29,991	53,492	23,593	29,899
Civilian labor force	44,537	22,297	22,241	44,271	22,261	22,010
Participation rate	83.1	94.5	74.2	82.8	94.4	73.6
Employed	42,488	21,453	21,034	42,196	21,421	20,774
Employment-population ratio	79.3	91.0	70.1	78.9	90.8	69.5
Unemployed	2,050	843	1,206	2,075	839	1,236
Unemployment rate	4.6	3.8	5.4	4.7	3.8	5.6
With own children 6 to 17, none younger						
Civilian noninstitutional population	30,389	13,358	17,031	30,167	13,334	16,833
Civilian labor force	26,108	12,513	13,596	25,839	12,444	13,394
Participation rate	85.9	93.7	79.8	85.7	93.3	79.6
Employed	25,091	12,084	13,007	24,784	12,004	12,780
Employment-population ratio	82.6	90.5	76.4	82.2	90.0	75.9
Unemployed	1,018	429	589	1,054	440	614
Unemployment rate	3.9	3.4	4.3	4.1	3.5	4.6

See footnotes at end of table.

Table 2. Employment status of the foreign-born and native-born populations 16 years and over by presence and age of youngest child and sex, 2002-03 annual averages — Continued

(Numbers in thousands)

Characteristic	2002			2003		
	Total	Men	Women	Total	Men	Women
NATIVE BORN—Continued						
With own children under 6						
Civilian noninstitutional population	23,185	10,225	12,960	23,324	10,259	13,065
Civilian labor force	18,429	9,784	8,645	18,432	9,816	8,616
Participation rate	79.5	95.7	66.7	79.0	95.7	65.9
Employed	17,397	9,370	8,027	17,411	9,417	7,994
Employment-population ratio	75.0	91.6	61.9	74.6	91.8	61.2
Unemployed	1,032	414	618	1,021	399	621
Unemployment rate	5.6	4.2	7.1	5.5	4.1	7.2
With own children under 3						
Civilian noninstitutional population	13,648	6,087	7,561	13,625	6,037	7,588
Civilian labor force	10,653	5,851	4,801	10,518	5,787	4,731
Participation rate	78.1	96.1	63.5	77.2	95.9	62.3
Employed	10,032	5,602	4,430	9,900	5,541	4,359
Employment-population ratio	73.5	92.0	58.6	72.7	91.8	57.4
Unemployed	621	250	371	617	245	372
Unemployment rate	5.8	4.3	7.7	5.9	4.2	7.9
With no own children under 18						
Civilian noninstitutional population	133,900	65,953	67,947	136,346	67,173	69,173
Civilian labor force	80,046	43,101	36,946	81,123	43,343	37,780
Participation rate	59.8	65.4	54.4	59.5	64.5	54.6
Employed	74,999	40,049	34,950	75,809	40,060	35,749
Employment-population ratio	56.0	60.7	51.4	55.6	59.6	51.7
Unemployed	5,047	3,052	1,996	5,314	3,283	2,031
Unemployment rate	6.3	7.1	5.4	6.6	7.6	5.4

NOTE: Due to the introduction of revised population controls in January 2003, estimated levels for 2003 are not strictly comparable with those for 2002. See the Technical Note for further information.

Table 3. Employment status of the foreign-born and native-born populations 25 years and over by educational attainment, race, and Hispanic or Latino ethnicity, 2002-03 annual averages

(Numbers in thousands)

Characteristic	2002				2003			
	Less than a high school diploma	High school graduates, no college ¹	Some college or associate degree	Bachelor's degree and higher ²	Less than a high school diploma	High school graduates, no college ¹	Some college or associate degree	Bachelor's degree and higher ²
FOREIGN BORN								
White non-Hispanic or Latino³								
Civilian noninstitutional population	971	1,817	1,202	2,313	910	1,857	1,238	2,506
Civilian labor force	344	982	748	1,681	291	1,029	772	1,825
Participation rate	35.4	54.0	62.2	72.7	32.0	55.4	62.4	72.8
Employed	325	927	699	1,605	274	978	730	1,749
Employment-population ratio	33.4	51.0	58.2	69.4	30.1	52.6	59.0	69.8
Unemployed	19	55	48	76	17	51	42	76
Unemployment rate	5.6	5.6	6.5	4.5	6.0	5.0	5.5	4.2
Black non-Hispanic or Latino³								
Civilian noninstitutional population	382	536	441	483	366	629	477	564
Civilian labor force	242	397	372	419	223	494	393	490
Participation rate	63.3	74.2	84.3	86.8	60.9	78.5	82.2	86.9
Employed	216	374	346	400	195	458	361	458
Employment-population ratio	56.6	69.9	78.5	82.8	53.3	72.9	75.7	81.2
Unemployed	26	23	26	19	28	35	31	32
Unemployment rate	10.6	5.8	6.9	4.6	12.5	7.1	7.9	6.6
Asian non-Hispanic or Latino³								
Civilian noninstitutional population	906	1,329	1,052	3,157	867	1,304	932	3,033
Civilian labor force	418	883	765	2,449	405	863	675	2,321
Participation rate	46.2	66.4	72.7	77.6	46.7	66.2	72.4	76.5
Employed	383	837	718	2,354	366	811	628	2,211
Employment-population ratio	42.3	63.0	68.2	74.6	42.2	62.2	67.3	72.9
Unemployed	35	46	47	96	39	51	47	110
Unemployment rate	8.4	5.2	6.2	3.9	9.7	6.0	7.0	4.7
Hispanic or Latino ethnicity								
Civilian noninstitutional population	6,021	2,735	1,351	1,123	6,645	2,916	1,428	1,247
Civilian labor force	4,018	1,995	1,062	891	4,436	2,160	1,093	983
Participation rate	66.7	72.9	78.6	79.3	66.8	74.1	76.6	78.9
Employed	3,735	1,879	997	853	4,095	2,040	1,036	940
Employment-population ratio	62.0	68.7	73.8	75.9	61.6	70.0	72.6	75.4
Unemployed	284	116	65	38	341	120	58	44
Unemployment rate	7.1	5.8	6.1	4.3	7.7	5.6	5.3	4.4
NATIVE BORN								
White non-Hispanic or Latino³								
Civilian noninstitutional population	13,708	42,308	33,828	36,975	13,010	42,044	33,809	37,843
Civilian labor force	4,949	26,440	24,356	28,946	4,713	26,005	24,276	29,493
Participation rate	36.1	62.5	72.0	78.3	36.2	61.9	71.8	77.9
Employed	4,570	25,263	23,412	28,210	4,348	24,811	23,312	28,708
Employment-population ratio	33.3	59.7	69.2	76.3	33.4	59.0	69.0	75.9
Unemployed	379	1,177	944	736	365	1,194	965	786
Unemployment rate	7.7	4.5	3.9	2.5	7.7	4.6	4.0	2.7
Black non-Hispanic or Latino³								
Civilian noninstitutional population	3,606	6,359	5,005	2,848	3,448	6,410	5,001	3,022
Civilian labor force	1,349	4,303	3,864	2,338	1,267	4,292	3,820	2,458
Participation rate	37.4	67.7	77.2	82.1	36.8	67.0	76.4	81.3
Employed	1,159	3,912	3,607	2,242	1,088	3,878	3,521	2,364
Employment-population ratio	32.1	61.5	72.1	78.7	31.6	60.5	70.4	78.2
Unemployed	191	391	257	96	179	414	298	95
Unemployment rate	14.1	9.1	6.6	4.1	14.1	9.6	7.8	3.9
Asian non-Hispanic or Latino³								
Civilian noninstitutional population	85	337	409	645	132	294	358	755
Civilian labor force	30	216	311	528	50	174	251	611
Participation rate	35.3	64.2	76.0	81.8	38.0	59.0	70.2	81.0
Employed	27	204	292	507	46	167	243	593
Employment-population ratio	32.2	60.6	71.5	78.6	34.7	56.8	68.0	78.6
Unemployed	3	12	18	21	4	7	8	18
Unemployment rate	8.8	5.5	5.9	4.0	8.8	3.8	3.1	3.0

See footnotes at end of table.

Table 3. Employment status of the foreign-born and native-born populations 25 years and over by educational attainment, race, and Hispanic or Latino ethnicity, 2002-03 annual averages — Continued

(Numbers in thousands)

Characteristic	2002				2003			
	Less than a high school diploma	High school graduates, no college ¹	Some college or associate degree	Bachelor's degree and higher ²	Less than a high school diploma	High school graduates, no college ¹	Some college or associate degree	Bachelor's degree and higher ²
NATIVE BORN—Continued								
Hispanic or Latino ethnicity								
Civilian noninstitutional population	2,365	2,887	2,218	1,248	2,324	3,078	2,487	1,350
Civilian labor force	1,123	2,172	1,818	1,083	1,088	2,270	2,008	1,142
Participation rate	47.5	75.2	82.0	86.8	46.8	73.7	80.7	84.6
Employed	1,010	2,041	1,726	1,054	977	2,129	1,890	1,099
Employment-population ratio	42.7	70.7	77.8	84.4	42.1	69.1	76.0	81.4
Unemployed	113	131	92	29	110	141	118	43
Unemployment rate	10.1	6.0	5.1	2.7	10.2	6.2	5.9	3.8

¹ Includes persons with a high school diploma or equivalent.

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

³ Beginning in 2003, includes persons who selected this race group only; persons who selected more than one race group are not included. Prior to 2003, persons who reported more than one race group were included in the group they identified as their main race. Asian data for 2002 include Pacific Islanders.

NOTE: Data for race/ethnicity groups do not sum to totals because data are not presented for all races. Due to the introduction of revised population controls in January 2003, estimated levels for 2003 are not strictly comparable with those for 2002. See the Technical Note for further information.

Table 4. Employed foreign-born and native-born persons 16 years and over by occupation and sex, 2003 annual averages

(Percent distribution)

Occupation	Foreign born			Native born		
	Total	Men	Women	Total	Men	Women
Total employed (thousands)	19,731	11,850	7,881	118,005	61,481	56,523
Percent	100.0	100.0	100.0	100.0	100.0	100.0
Management, professional, and related occupations	26.3	24.8	28.7	36.2	33.8	38.8
Management, business, and financial operations occupations	9.6	9.9	9.1	15.3	16.9	13.6
Management occupations	6.8	7.8	5.2	11.1	13.3	8.8
Business and financial operations occupations	2.8	2.1	3.9	4.2	3.6	4.8
Professional and related occupations	16.8	14.9	19.5	20.9	17.0	25.2
Computer and mathematical occupations	3.0	3.6	2.0	2.2	2.9	1.3
Architecture and engineering occupations	2.0	2.9	.7	2.0	3.2	.6
Life, physical, and social science occupations	1.2	1.2	1.3	1.0	1.0	.9
Community and social services occupations	1.0	.7	1.3	1.7	1.3	2.2
Legal occupations4	.4	.4	1.2	1.2	1.2
Education, training, and library occupations	3.3	2.0	5.1	6.0	2.9	9.4
Arts, design, entertainment, sports, and media occupations	1.5	1.4	1.6	2.0	2.0	2.0
Healthcare practitioner and technical occupations	4.5	2.6	7.2	4.9	2.3	7.7
Service occupations	22.9	18.2	29.9	14.9	11.9	18.2
Healthcare support occupations	2.5	.5	5.6	2.1	.4	3.9
Protective service occupations8	1.1	.5	2.2	3.3	.9
Food preparation and serving related occupations	8.0	8.1	7.8	4.8	3.6	6.2
Building and grounds cleaning and maintenance occupations	8.1	7.2	9.4	2.8	3.4	2.3
Personal care and service occupations	3.4	1.2	6.6	3.0	1.3	4.9
Sales and office occupations	18.4	13.3	26.0	27.0	18.3	36.4
Sales and related occupations	9.4	8.2	11.3	11.9	11.7	12.3
Office and administrative support occupations	9.0	5.2	14.7	15.1	6.7	24.2
Natural resources, construction, and maintenance occupations	14.1	22.2	2.0	9.7	17.7	.9
Farming, fishing, and forestry occupations	2.1	2.6	1.3	.5	.8	.2
Construction and extraction occupations	9.0	14.7	.4	5.4	10.0	.3
Installation, maintenance, and repair occupations	3.1	4.9	.3	3.8	6.9	.3
Production, transportation, and material moving occupations	18.3	21.5	13.4	12.2	18.2	5.7
Production occupations	11.3	11.9	10.5	6.3	8.6	3.9
Transportation and material moving occupations	7.0	9.7	2.9	5.9	9.6	1.8

NOTE: Due to the introduction of revised population controls in January 2003, estimated levels for 2003 are not strictly comparable with those for 2002. See the Technical Note for further information.

Table 5. Median usual weekly earnings of full-time wage and salary workers for the foreign born and native born by selected characteristics, 2002-03 annual averages

(Numbers in thousands)

Characteristic	2002					2003				
	Foreign born		Native born		Earnings of foreign born as percent of native born	Foreign born		Native born		Earnings of foreign born as percent of native born
	Number	Median weekly earnings	Number	Median weekly earnings		Number	Median weekly earnings	Number	Median weekly earnings	
Total, 16 years and over	14,759	\$478	85,322	\$627	76.3	15,227	\$489	85,076	\$643	76.0
Men	9,265	497	47,079	716	69.4	9,666	503	46,560	732	68.7
Women	5,494	437	38,243	547	79.9	5,560	459	38,516	567	80.8
Age										
16 to 24 years	1,665	337	9,456	389	86.5	1,512	345	9,278	393	87.7
25 to 34 years	4,397	468	20,387	610	76.7	4,642	466	20,134	615	75.8
35 to 44 years	4,354	524	23,271	693	75.5	4,493	522	22,602	716	72.8
45 to 54 years	2,827	527	21,261	729	72.3	2,984	567	21,461	742	76.4
55 to 64 years	1,302	518	9,595	696	74.5	1,355	600	10,084	725	82.8
65 years and over	214	457	1,351	509	89.8	241	500	1,516	518	96.6
Race and Hispanic or Latino ethnicity ¹										
White non-Hispanic or Latino ²	2,783	660	67,206	666	99.1	2,863	681	66,371	683	99.7
Black non-Hispanic or Latino ²	1,207	494	10,451	500	98.8	1,266	515	10,258	515	99.8
Asian non-Hispanic or Latino ²	3,525	660	968	683	96.6	3,250	689	991	732	94.0
Hispanic or Latino ethnicity	7,203	384	5,934	508	75.6	7,690	398	5,944	523	76.1
Educational attainment										
Total, 25 years and over	13,095	503	75,866	670	75.1	13,715	511	75,798	688	74.2
Less than a high school diploma	3,691	361	4,829	412	87.6	4,034	369	4,559	430	86.0
High school graduates, no college ³	3,177	444	23,940	552	80.5	3,359	467	23,724	569	82.1
Some college	2,155	553	22,440	638	86.6	2,135	576	22,475	647	89.0
Bachelor's degree and higher ⁴	4,072	891	24,656	948	94.0	4,186	909	25,040	971	93.6

¹ Data for race/ethnicity groups do not sum to totals because data are not presented for all races.

² Beginning in 2003, includes persons who selected this race group only; persons who selected more than one race group are not included. Prior to 2003, persons who reported more than one race group were included in the group they identified as their main race. Asian data for 2002 include Pacific Islanders.

³ Includes persons with a high school diploma or equivalent.

⁴ Includes persons with bachelor's, master's, professional, and doctoral degrees.

NOTE: Due to the introduction of revised population controls in January 2003, estimated levels for 2003 are not strictly comparable with those for 2002. See the Technical Note for further information.

Table 6. Employment status of the foreign-born and native-born populations 16 years and over by census regions and divisions, 2002-03 annual averages

(Numbers in thousands)

Census regions and divisions	2002						2003					
	Civilian noninstitutional population	Civilian labor force					Civilian noninstitutional population	Civilian labor force				
		Total	Participation rate	Employed	Unemployed			Total	Participation rate	Employed	Unemployed	
					Number	Unemployment rate					Number	Unemployment rate
FOREIGN BORN												
Northeast	6,952	4,594	66.1	4,318	276	6.0	6,936	4,577	66.0	4,275	301	6.6
New England	1,325	918	69.3	868	50	5.4	1,334	920	68.9	856	63	6.9
Middle Atlantic	5,627	3,676	65.3	3,449	226	6.2	5,601	3,657	65.3	3,419	238	6.5
South	8,553	5,800	67.8	5,447	353	6.1	9,158	6,305	68.8	5,932	373	5.9
South Atlantic	5,047	3,436	68.1	3,228	209	6.1	5,442	3,753	69.0	3,545	208	5.5
East South												
Central	386	265	68.6	255	10	3.6	389	275	70.7	262	12	4.5
West South												
Central	3,120	2,099	67.3	1,964	135	6.4	3,327	2,277	68.5	2,125	153	6.7
Midwest	3,379	2,343	69.3	2,196	147	6.3	3,504	2,404	68.6	2,235	169	7.0
East North Central ..	2,641	1,807	68.4	1,690	117	6.5	2,683	1,814	67.6	1,688	126	6.9
West North												
Central	738	536	72.7	506	30	5.6	820	589	71.8	546	43	7.3
West	11,212	7,543	67.3	7,038	505	6.7	11,733	7,831	66.7	7,290	542	6.9
Mountain	1,868	1,290	69.1	1,211	79	6.1	1,835	1,287	70.2	1,210	77	6.0
Pacific	9,344	6,253	66.9	5,827	426	6.8	9,899	6,544	66.1	6,079	465	7.1
NATIVE BORN												
Northeast	35,481	23,257	65.5	21,969	1,288	5.5	35,685	23,066	64.6	21,754	1,312	5.7
New England	9,862	6,753	68.5	6,432	322	4.8	9,809	6,670	68.0	6,321	348	5.2
Middle Atlantic	25,619	16,504	64.4	15,537	966	5.9	25,876	16,396	63.4	15,433	964	5.9
South	68,150	44,173	64.8	41,719	2,454	5.6	69,398	44,841	64.6	42,265	2,576	5.7
South Atlantic	35,189	22,893	65.1	21,694	1,199	5.2	35,584	23,041	64.8	21,850	1,191	5.2
East South												
Central	12,619	7,908	62.7	7,452	456	5.8	12,890	8,077	62.7	7,591	487	6.0
West South												
Central	20,343	13,373	65.7	12,574	799	6.0	20,924	13,723	65.6	12,824	899	6.5
Midwest	47,049	32,349	68.8	30,586	1,763	5.5	46,720	32,088	68.7	30,221	1,867	5.8
East North Central ..	32,789	22,080	67.3	20,784	1,296	5.9	32,487	21,877	67.3	20,504	1,374	6.3
West North												
Central	14,260	10,268	72.0	9,801	467	4.5	14,233	10,210	71.7	9,717	493	4.8
West	36,793	24,804	67.4	23,213	1,592	6.4	38,034	25,398	66.8	23,765	1,634	6.4
Mountain	12,107	8,293	68.5	7,820	473	5.7	12,477	8,471	67.9	7,996	475	5.6
Pacific	24,686	16,512	66.9	15,393	1,119	6.8	25,557	16,928	66.2	15,769	1,159	6.8

NOTE: The states (plus the District of Columbia) that comprise the census divisions are:
 New England (Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont);
 Middle Atlantic (New Jersey, New York, and Pennsylvania);
 South Atlantic (Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, and West Virginia);
 East South Central (Alabama, Kentucky, Mississippi, and Tennessee);
 West South Central Division (Arkansas, Louisiana, Oklahoma, and Texas);
 East North Central (Illinois, Indiana, Michigan, Ohio, and Wisconsin);
 West North Central (Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota);
 Mountain (Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming);
 Pacific (Alaska, California, Hawaii, Oregon, and Washington).

Due to the introduction of revised population controls in January 2003, estimated levels for 2003 are not strictly comparable with those for 2002. See the Technical Note for further information.