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THE EMPLOYMENT SITUATION — DECEMBER 2015

Total **nonfarm payroll employment** rose by 292,000 in December, and the **unemployment rate** was unchanged at 5.0 percent, the U.S. Bureau of Labor Statistics reported today. Employment gains occurred in several industries, led by professional and business services, construction, health care, and food services and drinking places. Mining employment continued to decline.

Chart 1. Unemployment rate, seasonally adjusted, December 2013 – December 2015

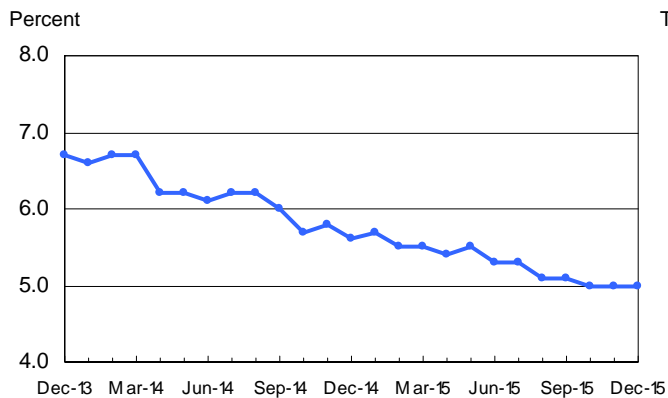
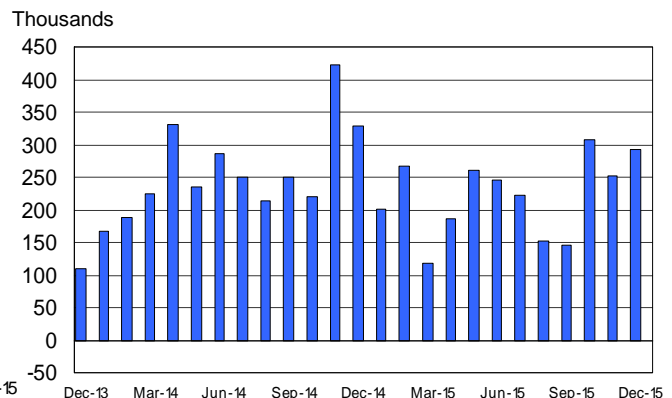


Chart 2. Nonfarm payroll employment over-the-month change, seasonally adjusted, December 2013 – December 2015



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 2011 were subject to revision. The unemployment rates for January 2015 through November 2015 (as originally published and as revised) appear in table A on page 5, along with additional information about the revisions.

Household Survey Data

The number of **unemployed persons**, at 7.9 million, was essentially unchanged in December, and the **unemployment rate** was 5.0 percent for the third month in a row. Over the past 12 months, the unemployment rate and the number of unemployed persons were down by 0.6 percentage point and 800,000, respectively. (See table A-1.)

Among the **major worker groups**, the unemployment rate for blacks declined to 8.3 percent in December, while the rates for adult men (4.7 percent), adult women (4.4 percent), teenagers (16.1 percent), whites (4.5 percent), Asians (4.0 percent), and Hispanics (6.3 percent) showed little or no change. (See tables A-1, A-2, and A-3.)

The number of **long-term unemployed** (those jobless for 27 weeks or more) was essentially unchanged at 2.1 million in December and accounted for 26.3 percent of the unemployed. The number of long-term unemployed has shown little movement since June, but was down by 687,000 over the year. (See table A-12.)

The **civilian labor force participation rate**, at 62.6 percent, was little changed in December and has shown little movement in recent months. In December, the **employment-population ratio**, at 59.5 percent, changed little. (See table A-1.)

The number of persons employed **part time for economic reasons** (sometimes referred to as involuntary part-time workers) was little changed at 6.0 million in December but was down by 764,000 over the year. These individuals, who would have preferred full-time employment, were working part time because their hours had been cut back or because they were unable to find a full-time job. (See table A-8.)

In December, 1.8 million persons were **marginally attached to the labor force**, down by 427,000 from a year earlier. (The data are not seasonally adjusted.) These individuals were not in the labor force, wanted and were available for work, and had looked for a job sometime in the prior 12 months. They were not counted as unemployed because they had not searched for work in the 4 weeks preceding the survey. (See table A-16.)

Among the marginally attached, there were 663,000 **discouraged workers** in December, little changed from a year earlier. (The data are not seasonally adjusted.) Discouraged workers are persons not currently looking for work because they believe no jobs are available for them. The remaining 1.2 million persons marginally attached to the labor force in December had not searched for work for reasons such as school attendance or family responsibilities. (See table A-16.)

Establishment Survey Data

Total **nonfarm payroll employment** increased by 292,000 in December. Employment rose in several industries, including professional and business services, construction, health care, and food services and drinking places. Mining employment continued to decline. In 2015, payroll employment growth totaled 2.7 million, compared with 3.1 million in 2014. (See table B-1.)

Employment in **professional and business services** increased by 73,000 in December, with temporary help services accounting for 34,000 of the gain. In 2015, professional and business services added 605,000 jobs, compared with a gain of 704,000 in 2014.

Construction showed strong job growth for the third consecutive month, gaining 45,000 jobs in December. Job gains occurred among specialty trade contractors (+29,000) and in construction of buildings (+10,000). Over the year, construction added 263,000 jobs, compared with a gain of 338,000 jobs in 2014.

In December, **health care** employment rose by 39,000, with most of the increase occurring in ambulatory health care services (+23,000) and hospitals (+12,000). Job growth in health care averaged 40,000 per month in 2015, compared with 26,000 per month in 2014.

Food services and drinking places added 37,000 jobs in December. In 2015, the industry added 357,000 jobs.

Employment in **transportation and warehousing** rose by 23,000 in December, with a gain of 15,000 in couriers and messengers.

Within the **information** industry, motion pictures and sound recording added 15,000 jobs in December, offsetting a decline of 13,000 in the prior month.

Employment in **mining** continued to decline in December (-8,000). After adding 41,000 jobs in 2014, mining lost 129,000 jobs in 2015, with most of the loss in support activities for mining.

Manufacturing employment changed little in December, though its nondurable goods component added 14,000 jobs. In 2015, manufacturing employment was little changed (+30,000), following strong growth in 2014 (+215,000).

Employment in other major industries, including **wholesale trade, retail trade, financial activities, and government**, changed little over the month.

The **average workweek for all employees** on private nonfarm payrolls was unchanged at 34.5 hours in December. The manufacturing workweek edged down by 0.1 hour to 40.6 hours, and factory overtime edged up by 0.1 hour to 3.3 hours. The average workweek for **production and nonsupervisory employees** on private nonfarm payrolls was unchanged at 33.7 hours. (See tables B-2 and B-7.)

In December, **average hourly earnings for all employees** on private nonfarm payrolls, at \$25.24, changed little (-1 cent), following an increase of 5 cents in November. Over the year, average hourly earnings have risen by 2.5 percent. In December, average hourly earnings of private-sector **production and nonsupervisory employees**, at \$21.22, changed little (+2 cents). (See tables B-3 and B-8.)

The change in total nonfarm payroll employment for October was revised from +298,000 to +307,000, and the change for November was revised from +211,000 to +252,000. With these revisions, employment gains in October and November combined were 50,000 higher than previously reported. Over the past 3 months, job gains have averaged 284,000 per month.

The Employment Situation for January is scheduled to be released on Friday, February 5, 2016, at 8:30 a.m. (EST).

Revisions in the Establishment Survey Data

Effective with the release of The Employment Situation for January 2016 on February 5, 2016, the Current Employment Statistics (CES) survey will introduce revisions to nonfarm payroll employment, hours, and earnings data to reflect the annual benchmark adjustment for March 2015 and updated seasonal adjustment factors. Not seasonally adjusted data beginning with April 2014 and seasonally adjusted data beginning with January 2011 are subject to revision. Consistent with standard practice, some historical data may be subject to minor revisions resulting from issues identified during the benchmark process.

Upcoming Changes to the Household Survey

Effective with the release of The Employment Situation for January 2016 on February 5, 2016, new population controls will be used in the Current Population Survey (CPS) estimation process. These new controls reflect the annual updating of intercensal 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 2016 will not be directly comparable with data for December 2015 or earlier periods. A table showing the effects of the new controls on the major labor force series will be included in the January 2016 release.

Upcoming Changes to The Employment Situation News Release

Effective with the release of January 2016 data on February 5, 2016, the U.S. Bureau of Labor Statistics will introduce changes to The Employment Situation news release table B-1.

The establishment survey will publish additional industry employment data with the first preliminary release of monthly estimates. Employment Situation table B-1 will include 27 additional industries for both not seasonally adjusted and seasonally adjusted employment. A sample of the new table B-1 is available on the BLS website at www.bls.gov/ces/cesnewtableb1.htm.

Revision of Seasonally Adjusted Household Survey Data

At the end of each calendar year, BLS routinely updates the seasonal adjustment factors for the labor force series derived from the Current Population Survey (CPS), or household survey. As a result of this process, seasonally adjusted data for January 2011 through November 2015 were subject to revision.

Table A shows the unemployment rates for January 2015 through November 2015, as first published and as revised. The revisions to seasonal adjustment did not change the overall civilian unemployment rate for any month of 2015. Revised seasonally adjusted data for other major labor force series beginning in December 2014 appear in table B.

An article describing the seasonal adjustment methodology for the household survey data and revised data for January 2015 through November 2015 is available at www.bls.gov/cps/seasonal-adjustment-methodology-2016.pdf.

Historical data for the household series contained in the A tables of this release can be accessed at www.bls.gov/cps/cpsatabs.htm. Revised historical seasonally adjusted data are available at www.bls.gov/cps/data.htm and <http://download.bls.gov/pub/time.series/ln/>.

**Table A. Seasonally adjusted unemployment rates in 2015 and changes due to revision
January - November 2015**

Month	As first published	As revised	Change
January	5.7	5.7	0.0
February	5.5	5.5	.0
March	5.5	5.5	.0
April	5.4	5.4	.0
May	5.5	5.5	.0
June	5.3	5.3	.0
July	5.3	5.3	.0
August	5.1	5.1	.0
September	5.1	5.1	.0
October	5.0	5.0	.0
November	5.0	5.0	.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	2014	2015											
	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
TOTAL													
Civilian noninstitutional population ¹	249,027	249,723	249,899	250,080	250,266	250,455	250,663	250,876	251,096	251,325	251,541	251,747	251,936
Civilian labor force	156,142	157,025	156,878	156,890	157,032	157,367	156,984	157,115	157,061	156,867	157,096	157,367	157,833
Participation rate	62.7	62.9	62.8	62.7	62.7	62.8	62.6	62.6	62.6	62.4	62.5	62.5	62.6
Employed	147,439	148,104	148,231	148,333	148,509	148,748	148,722	148,866	149,043	148,942	149,197	149,444	149,929
Employment-population ratio	59.2	59.3	59.3	59.3	59.3	59.4	59.3	59.3	59.4	59.3	59.3	59.4	59.5
Unemployed	8,704	8,920	8,646	8,557	8,523	8,619	8,262	8,249	8,018	7,925	7,899	7,924	7,904
Unemployment rate	5.6	5.7	5.5	5.5	5.4	5.5	5.3	5.3	5.1	5.1	5.0	5.0	5.0
Men, 20 years and over													
Civilian noninstitutional population ¹	111,875	112,117	112,209	112,304	112,400	112,498	112,605	112,714	112,825	112,940	113,049	113,149	113,241
Civilian labor force	80,322	80,737	80,769	80,731	80,836	80,855	80,651	80,752	80,642	80,578	80,660	80,623	80,927
Participation rate	71.8	72.0	72.0	71.9	71.9	71.9	71.6	71.6	71.5	71.3	71.3	71.3	71.5
Employed	76,085	76,472	76,575	76,647	76,773	76,807	76,762	76,871	76,865	76,775	76,857	76,823	77,119
Employment-population ratio	68.0	68.2	68.2	68.3	68.3	68.3	68.2	68.2	68.1	68.0	68.0	67.9	68.1
Unemployed	4,237	4,265	4,194	4,084	4,063	4,048	3,890	3,880	3,776	3,803	3,803	3,800	3,808
Unemployment rate	5.3	5.3	5.2	5.1	5.0	5.0	4.8	4.8	4.7	4.7	4.7	4.7	4.7
Women, 20 years and over													
Civilian noninstitutional population ¹	120,557	120,970	121,060	121,152	121,246	121,342	121,445	121,551	121,660	121,773	121,880	121,979	122,071
Civilian labor force	70,106	70,491	70,335	70,364	70,453	70,712	70,657	70,783	70,805	70,679	70,833	71,139	71,069
Participation rate	58.2	58.3	58.1	58.1	58.1	58.3	58.2	58.2	58.2	58.0	58.1	58.3	58.2
Employed	66,597	66,932	66,866	66,909	66,972	67,175	67,302	67,323	67,504	67,465	67,624	67,891	67,911
Employment-population ratio	55.2	55.3	55.2	55.2	55.2	55.4	55.4	55.4	55.5	55.4	55.5	55.7	55.6
Unemployed	3,509	3,559	3,469	3,455	3,481	3,538	3,355	3,460	3,301	3,214	3,209	3,249	3,157
Unemployment rate	5.0	5.0	4.9	4.9	4.9	5.0	4.7	4.9	4.7	4.5	4.5	4.6	4.4
Both sexes, 16 to 19 years													
Civilian noninstitutional population ¹	16,595	16,636	16,630	16,624	16,619	16,615	16,613	16,611	16,611	16,612	16,612	16,619	16,624
Civilian labor force	5,715	5,797	5,774	5,794	5,743	5,800	5,676	5,581	5,615	5,610	5,603	5,605	5,837
Participation rate	34.4	34.8	34.7	34.9	34.6	34.9	34.2	33.6	33.8	33.8	33.7	33.7	35.1
Employed	4,757	4,700	4,790	4,777	4,763	4,766	4,659	4,672	4,674	4,702	4,715	4,729	4,899
Employment-population ratio	28.7	28.3	28.8	28.7	28.7	28.7	28.0	28.1	28.1	28.3	28.4	28.5	29.5
Unemployed	957	1,096	984	1,018	980	1,033	1,018	909	941	908	887	875	938
Unemployment rate	16.8	18.9	17.0	17.6	17.1	17.8	17.9	16.3	16.8	16.2	15.8	15.6	16.1

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. 2014	Oct. 2015	Nov. 2015	Dec. 2015	Change from: Nov. 2015- Dec. 2015
Employment status					
Civilian noninstitutional population.....	249,027	251,541	251,747	251,936	189
Civilian labor force.....	156,142	157,096	157,367	157,833	466
Participation rate.....	62.7	62.5	62.5	62.6	0.1
Employed.....	147,439	149,197	149,444	149,929	485
Employment-population ratio.....	59.2	59.3	59.4	59.5	0.1
Unemployed.....	8,704	7,899	7,924	7,904	-20
Unemployment rate.....	5.6	5.0	5.0	5.0	0.0
Not in labor force.....	92,885	94,446	94,380	94,103	-277
Unemployment rates					
Total, 16 years and over.....	5.6	5.0	5.0	5.0	0.0
Adult men (20 years and over).....	5.3	4.7	4.7	4.7	0.0
Adult women (20 years and over).....	5.0	4.5	4.6	4.4	-0.2
Teenagers (16 to 19 years).....	16.8	15.8	15.6	16.1	0.5
White.....	4.8	4.4	4.4	4.5	0.1
Black or African American.....	10.4	9.2	9.4	8.3	-1.1
Asian.....	4.2	3.5	3.9	4.0	0.1
Hispanic or Latino ethnicity.....	6.5	6.4	6.4	6.3	-0.1
Total, 25 years and over.....	4.5	4.1	4.1	4.0	-0.1
Less than a high school diploma.....	8.8	7.3	6.8	6.7	-0.1
High school graduates, no college.....	5.3	5.3	5.4	5.6	0.2
Some college or associate degree.....	5.0	4.3	4.4	4.1	-0.3
Bachelor's degree and higher.....	2.8	2.5	2.5	2.5	0.0
Reason for unemployment					
Job losers and persons who completed temporary jobs.....	4,330	3,944	3,873	3,796	-77
Job leavers.....	796	790	800	821	21
Reentrants.....	2,679	2,435	2,449	2,476	27
New entrants.....	966	812	847	858	11
Duration of unemployment					
Less than 5 weeks.....	2,371	2,339	2,412	2,405	-7
5 to 14 weeks.....	2,309	2,295	2,253	2,192	-61
15 to 26 weeks.....	1,261	1,227	1,270	1,235	-35
27 weeks and over.....	2,772	2,132	2,054	2,085	31
Employed persons at work part time					
Part time for economic reasons.....	6,786	5,761	6,085	6,022	-63
Slack work or business conditions.....	4,033	3,289	3,536	3,548	12
Could only find part-time work.....	2,421	2,189	2,221	2,172	-49
Part time for noneconomic reasons.....	19,737	20,179	20,171	20,243	72
Persons not in the labor force (not seasonally adjusted)					
Marginally attached to the labor force.....	2,260	1,916	1,717	1,833	-
Discouraged workers.....	740	665	594	663	-

- Over-the-month changes are not displayed for not seasonally adjusted data.

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. 2014	Oct. 2015	Nov. 2015 ^P	Dec. 2015 ^P
EMPLOYMENT BY SELECTED INDUSTRY (Over-the-month change, in thousands)				
Total nonfarm.....	329	307	252	292
Total private.....	319	312	240	275
Goods-producing.....	64	34	39	45
Mining and logging.....	1	-4	-11	-8
Construction.....	44	35	48	45
Manufacturing.....	19	3	2	8
Durable goods ¹	14	-7	-7	-6
Motor vehicles and parts.....	2.2	-1.0	-3.1	-2.4
Nondurable goods.....	5	10	9	14
Private service-providing.....	255	278	201	230
Wholesale trade.....	14.3	10.5	8.9	2.4
Retail trade.....	-0.2	24.6	32.0	4.3
Transportation and warehousing.....	38.4	2.2	20.2	23.1
Utilities.....	1.8	0.1	1.8	1.4
Information.....	6	5	-9	16
Financial activities.....	7	11	15	11
Professional and business services ¹	72	94	21	73
Temporary help services.....	21.0	34.6	-12.0	34.4
Education and health services ¹	54	73	50	59
Health care and social assistance.....	47.5	61.2	39.8	52.6
Leisure and hospitality.....	56	48	47	29
Other services.....	6	10	14	11
Government.....	10	-5	12	17
(3-month average change, in thousands)				
Total nonfarm.....	324	202	235	284
Total private.....	317	201	239	276
WOMEN AND PRODUCTION AND NONSUPERVISORY EMPLOYEES AS A PERCENT OF ALL EMPLOYEES ²				
Total nonfarm women employees.....	49.3	49.4	49.4	49.4
Total private women employees.....	47.9	48.0	48.0	48.0
Total private production and nonsupervisory employees.....	82.5	82.4	82.4	82.4
HOURS AND EARNINGS ALL EMPLOYEES Total private				
Average weekly hours.....	34.6	34.6	34.5	34.5
Average hourly earnings.....	\$24.62	\$25.20	\$25.25	\$25.24
Average weekly earnings.....	\$851.85	\$871.92	\$871.13	\$870.78
Index of aggregate weekly hours (2007=100) ³	102.7	104.4	104.3	104.6
Over-the-month percent change.....	0.3	0.6	-0.1	0.3
Index of aggregate weekly payrolls (2007=100) ⁴	120.6	125.6	125.7	126.0
Over-the-month percent change.....	0.0	0.9	0.1	0.2
DIFFUSION INDEX (Over 1-month span) ⁵				
Total private (263 industries).....	69.2	57.6	61.4	64.4
Manufacturing (80 industries).....	64.4	54.4	52.5	58.8

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.

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NOTE: Data have been revised to reflect March 2014 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 100,000 is statistically significant in the establishment survey, while the threshold for a statistically significant change in the household survey is about 500,000. 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.pdf.

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/ces/cesrevinfo.htm.

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/opub/btn/volume-3/how-frequently-do-private-businesses-pay-workers.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 <http://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 143,000 businesses and government agencies, representing approximately 588,000 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 employees.

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 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 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 2012 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.

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 105,000. 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 -55,000 to +155,000 (50,000 +/- 105,000). 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 0.3 percent, with a range from -0.7 percent to 0.6 percent.

Other information

Information in this release will be made available to sensory impaired individuals upon request. Voice phone: (202) 691-5200; Federal Relay Service: (800) 877-8339.

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. 2014	Nov. 2015	Dec. 2015	Dec. 2014	Aug. 2015	Sept. 2015	Oct. 2015	Nov. 2015	Dec. 2015
TOTAL									
Civilian noninstitutional population.....	249,027	251,747	251,936	249,027	251,096	251,325	251,541	251,747	251,936
Civilian labor force.....	155,521	157,340	157,245	156,142	157,061	156,867	157,096	157,367	157,833
Participation rate.....	62.5	62.5	62.4	62.7	62.6	62.4	62.5	62.5	62.6
Employed.....	147,190	149,766	149,703	147,439	149,043	148,942	149,197	149,444	149,929
Employment-population ratio.....	59.1	59.5	59.4	59.2	59.4	59.3	59.3	59.4	59.5
Unemployed.....	8,331	7,573	7,542	8,704	8,018	7,925	7,899	7,924	7,904
Unemployment rate.....	5.4	4.8	4.8	5.6	5.1	5.1	5.0	5.0	5.0
Not in labor force.....	93,506	94,407	94,691	92,885	94,035	94,458	94,446	94,380	94,103
Persons who currently want a job.....	6,212	5,326	5,705	6,407	5,918	5,944	6,039	5,637	5,886
Men, 16 years and over									
Civilian noninstitutional population.....	120,301	121,577	121,671	120,301	121,250	121,365	121,474	121,577	121,671
Civilian labor force.....	82,800	83,258	83,439	83,239	83,487	83,430	83,505	83,503	83,876
Participation rate.....	68.8	68.5	68.6	69.2	68.9	68.7	68.7	68.7	68.9
Employed.....	78,052	79,142	79,158	78,437	79,211	79,148	79,225	79,182	79,546
Employment-population ratio.....	64.9	65.1	65.1	65.2	65.3	65.2	65.2	65.1	65.4
Unemployed.....	4,748	4,115	4,280	4,802	4,276	4,282	4,279	4,321	4,330
Unemployment rate.....	5.7	4.9	5.1	5.8	5.1	5.1	5.1	5.2	5.2
Not in labor force.....	37,501	38,319	38,233	37,062	37,763	37,935	37,969	38,074	37,795
Men, 20 years and over									
Civilian noninstitutional population.....	111,875	113,149	113,241	111,875	112,825	112,940	113,049	113,149	113,241
Civilian labor force.....	80,068	80,548	80,663	80,322	80,642	80,578	80,660	80,623	80,927
Participation rate.....	71.6	71.2	71.2	71.8	71.5	71.3	71.3	71.3	71.5
Employed.....	75,801	76,911	76,827	76,085	76,865	76,775	76,857	76,823	77,119
Employment-population ratio.....	67.8	68.0	67.8	68.0	68.1	68.0	68.0	67.9	68.1
Unemployed.....	4,267	3,637	3,836	4,237	3,776	3,803	3,803	3,800	3,808
Unemployment rate.....	5.3	4.5	4.8	5.3	4.7	4.7	4.7	4.7	4.7
Not in labor force.....	31,807	32,601	32,578	31,553	32,184	32,363	32,389	32,526	32,314
Women, 16 years and over									
Civilian noninstitutional population.....	128,726	130,170	130,265	128,726	129,846	129,960	130,067	130,170	130,265
Civilian labor force.....	72,721	74,082	73,807	72,904	73,574	73,437	73,591	73,865	73,957
Participation rate.....	56.5	56.9	56.7	56.6	56.7	56.5	56.6	56.7	56.8
Employed.....	69,138	70,624	70,544	69,002	69,833	69,794	69,971	70,262	70,383
Employment-population ratio.....	53.7	54.3	54.2	53.6	53.8	53.7	53.8	54.0	54.0
Unemployed.....	3,584	3,458	3,262	3,902	3,742	3,643	3,620	3,603	3,574
Unemployment rate.....	4.9	4.7	4.4	5.4	5.1	5.0	4.9	4.9	4.8
Not in labor force.....	56,005	56,088	56,458	55,822	56,272	56,523	56,476	56,305	56,308
Women, 20 years and over									
Civilian noninstitutional population.....	120,557	121,979	122,071	120,557	121,660	121,773	121,880	121,979	122,071
Civilian labor force.....	70,058	71,482	71,055	70,106	70,805	70,679	70,833	71,139	71,069
Participation rate.....	58.1	58.6	58.2	58.2	58.2	58.0	58.1	58.3	58.2
Employed.....	66,797	68,335	68,131	66,597	67,504	67,465	67,624	67,891	67,911
Employment-population ratio.....	55.4	56.0	55.8	55.2	55.5	55.4	55.5	55.7	55.6
Unemployed.....	3,262	3,147	2,924	3,509	3,301	3,214	3,209	3,249	3,157
Unemployment rate.....	4.7	4.4	4.1	5.0	4.7	4.5	4.5	4.6	4.4
Not in labor force.....	50,499	50,497	51,016	50,451	50,855	51,094	51,047	50,840	51,002
Both sexes, 16 to 19 years									
Civilian noninstitutional population.....	16,595	16,619	16,624	16,595	16,611	16,612	16,612	16,619	16,624
Civilian labor force.....	5,395	5,310	5,527	5,715	5,615	5,610	5,603	5,605	5,837
Participation rate.....	32.5	32.0	33.2	34.4	33.8	33.8	33.7	33.7	35.1
Employed.....	4,592	4,520	4,745	4,757	4,674	4,702	4,715	4,729	4,899
Employment-population ratio.....	27.7	27.2	28.5	28.7	28.1	28.3	28.4	28.5	29.5
Unemployed.....	803	790	782	957	941	908	887	875	938
Unemployment rate.....	14.9	14.9	14.2	16.8	16.8	16.2	15.8	15.6	16.1
Not in labor force.....	11,201	11,309	11,096	10,881	10,996	11,002	11,010	11,014	10,787

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. 2014	Nov. 2015	Dec. 2015	Dec. 2014	Aug. 2015	Sept. 2015	Oct. 2015	Nov. 2015	Dec. 2015
WHITE									
Civilian noninstitutional population.....	196,091	197,377	197,471	196,091	197,024	197,152	197,271	197,377	197,471
Civilian labor force.....	122,650	123,534	123,401	123,060	123,387	123,180	123,375	123,496	123,815
Participation rate.....	62.5	62.6	62.5	62.8	62.6	62.5	62.5	62.6	62.7
Employed.....	117,068	118,503	118,157	117,198	117,903	117,812	117,978	118,115	118,295
Employment-population ratio.....	59.7	60.0	59.8	59.8	59.8	59.8	59.8	59.8	59.9
Unemployed.....	5,582	5,031	5,244	5,862	5,485	5,368	5,396	5,381	5,520
Unemployment rate.....	4.6	4.1	4.2	4.8	4.4	4.4	4.4	4.4	4.5
Not in labor force.....	73,441	73,843	74,070	73,031	73,637	73,973	73,896	73,881	73,656
Men, 20 years and over									
Civilian labor force.....	64,262	64,489	64,506	64,444	64,599	64,541	64,563	64,503	64,691
Participation rate.....	71.8	71.5	71.5	72.0	71.8	71.7	71.7	71.6	71.7
Employed.....	61,410	62,027	61,788	61,606	61,944	61,874	61,921	61,884	61,988
Employment-population ratio.....	68.6	68.8	68.5	68.8	68.9	68.7	68.7	68.7	68.7
Unemployed.....	2,852	2,462	2,718	2,837	2,655	2,668	2,642	2,619	2,702
Unemployment rate.....	4.4	3.8	4.2	4.4	4.1	4.1	4.1	4.1	4.2
Women, 20 years and over									
Civilian labor force.....	54,207	54,906	54,560	54,177	54,382	54,227	54,431	54,638	54,521
Participation rate.....	57.5	57.8	57.4	57.5	57.4	57.2	57.4	57.6	57.4
Employed.....	51,992	52,860	52,596	51,781	52,180	52,134	52,284	52,466	52,391
Employment-population ratio.....	55.2	55.7	55.4	55.0	55.1	55.0	55.1	55.3	55.2
Unemployed.....	2,216	2,046	1,964	2,397	2,202	2,093	2,147	2,172	2,130
Unemployment rate.....	4.1	3.7	3.6	4.4	4.0	3.9	3.9	4.0	3.9
Both sexes, 16 to 19 years									
Civilian labor force.....	4,181	4,139	4,335	4,440	4,406	4,411	4,381	4,355	4,603
Participation rate.....	33.9	33.6	35.2	36.0	35.8	35.8	35.6	35.4	37.4
Employed.....	3,666	3,616	3,773	3,811	3,779	3,804	3,773	3,765	3,916
Employment-population ratio.....	29.7	29.4	30.6	30.9	30.7	30.9	30.7	30.6	31.8
Unemployed.....	515	523	562	629	628	607	608	590	687
Unemployment rate.....	12.3	12.6	13.0	14.2	14.2	13.8	13.9	13.5	14.9
BLACK OR AFRICAN AMERICAN									
Civilian noninstitutional population.....	31,040	31,557	31,594	31,040	31,438	31,479	31,518	31,557	31,594
Civilian labor force.....	18,933	19,458	19,359	19,029	19,394	19,364	19,402	19,447	19,442
Participation rate.....	61.0	61.7	61.3	61.3	61.7	61.5	61.6	61.6	61.5
Employed.....	17,009	17,682	17,795	17,045	17,563	17,573	17,623	17,628	17,819
Employment-population ratio.....	54.8	56.0	56.3	54.9	55.9	55.8	55.9	55.9	56.4
Unemployed.....	1,924	1,776	1,565	1,984	1,831	1,791	1,779	1,819	1,623
Unemployment rate.....	10.2	9.1	8.1	10.4	9.4	9.2	9.2	9.4	8.3
Not in labor force.....	12,107	12,099	12,235	12,010	12,044	12,115	12,116	12,110	12,152
Men, 20 years and over									
Civilian labor force.....	8,698	8,740	8,759	8,715	8,762	8,751	8,770	8,752	8,780
Participation rate.....	67.6	66.6	66.7	67.8	67.1	66.9	66.9	66.7	66.8
Employed.....	7,741	7,915	7,994	7,765	7,955	7,971	7,964	7,885	8,017
Employment-population ratio.....	60.2	60.3	60.9	60.4	60.9	60.9	60.8	60.1	61.0
Unemployed.....	957	825	764	951	807	780	806	867	763
Unemployment rate.....	11.0	9.4	8.7	10.9	9.2	8.9	9.2	9.9	8.7
Women, 20 years and over									
Civilian labor force.....	9,561	10,047	9,890	9,606	9,936	9,892	9,956	10,009	9,928
Participation rate.....	60.9	63.0	61.9	61.2	62.5	62.2	62.5	62.8	62.2
Employed.....	8,800	9,247	9,240	8,810	9,129	9,107	9,154	9,218	9,241
Employment-population ratio.....	56.1	58.0	57.9	56.1	57.4	57.2	57.5	57.8	57.9
Unemployed.....	761	801	650	796	807	785	802	791	686
Unemployment rate.....	8.0	8.0	6.6	8.3	8.1	7.9	8.1	7.9	6.9
Both sexes, 16 to 19 years									
Civilian labor force.....	674	671	710	708	697	721	677	686	734
Participation rate.....	27.1	26.9	28.5	28.4	28.0	29.0	27.2	27.6	29.5
Employed.....	468	521	560	471	480	495	505	525	560
Employment-population ratio.....	18.8	20.9	22.5	18.9	19.3	19.9	20.3	21.1	22.5
Unemployed.....	206	150	150	237	217	226	172	161	174
Unemployment rate.....	30.6	22.4	21.2	33.5	31.2	31.3	25.4	23.5	23.7

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. 2014	Nov. 2015	Dec. 2015	Dec. 2014	Aug. 2015	Sept. 2015	Oct. 2015	Nov. 2015	Dec. 2015
ASIAN									
Civilian noninstitutional population.....	13,886	14,476	14,553	13,886	14,558	14,508	14,440	14,476	14,553
Civilian labor force.....	8,796	9,100	9,185	8,778	9,110	9,042	8,955	9,132	9,168
Participation rate.....	63.3	62.9	63.1	63.2	62.6	62.3	62.0	63.1	63.0
Employed.....	8,424	8,743	8,821	8,408	8,789	8,711	8,637	8,778	8,805
Employment-population ratio.....	60.7	60.4	60.6	60.5	60.4	60.0	59.8	60.6	60.5
Unemployed.....	372	356	365	370	321	331	318	354	363
Unemployment rate.....	4.2	3.9	4.0	4.2	3.5	3.7	3.5	3.9	4.0
Not in labor force.....	5,090	5,377	5,367	5,108	5,448	5,466	5,485	5,344	5,385

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. 2014	Nov. 2015	Dec. 2015	Dec. 2014	Aug. 2015	Sept. 2015	Oct. 2015	Nov. 2015	Dec. 2015
HISPANIC OR LATINO ETHNICITY									
Civilian noninstitutional population.....	38,839	40,005	40,090	38,839	39,737	39,828	39,916	40,005	40,090
Civilian labor force.....	25,630	26,304	26,210	25,686	26,076	26,074	26,200	26,225	26,270
Participation rate.....	66.0	65.8	65.4	66.1	65.6	65.5	65.6	65.6	65.5
Employed.....	23,995	24,654	24,591	24,016	24,347	24,410	24,535	24,543	24,614
Employment-population ratio.....	61.8	61.6	61.3	61.8	61.3	61.3	61.5	61.3	61.4
Unemployed.....	1,635	1,650	1,619	1,670	1,729	1,664	1,665	1,682	1,655
Unemployment rate.....	6.4	6.3	6.2	6.5	6.6	6.4	6.4	6.4	6.3
Not in labor force.....	13,209	13,701	13,881	13,153	13,661	13,754	13,716	13,780	13,821
Men, 20 years and over									
Civilian labor force.....	14,299	14,427	14,475	14,278	14,357	14,471	14,464	14,377	14,454
Participation rate.....	81.3	80.0	80.1	81.2	80.1	80.6	80.4	79.7	79.9
Employed.....	13,490	13,665	13,639	13,510	13,595	13,676	13,723	13,601	13,659
Employment-population ratio.....	76.7	75.7	75.4	76.8	75.9	76.2	76.2	75.4	75.6
Unemployed.....	810	762	835	768	761	795	741	776	795
Unemployment rate.....	5.7	5.3	5.8	5.4	5.3	5.5	5.1	5.4	5.5
Women, 20 years and over									
Civilian labor force.....	10,167	10,819	10,608	10,202	10,604	10,511	10,643	10,754	10,646
Participation rate.....	57.9	59.3	58.0	58.1	58.5	57.9	58.5	59.0	58.2
Employed.....	9,535	10,090	9,979	9,532	9,864	9,844	9,961	10,031	9,978
Employment-population ratio.....	54.3	55.3	54.6	54.2	54.5	54.2	54.7	55.0	54.6
Unemployed.....	631	729	629	670	740	667	682	723	668
Unemployment rate.....	6.2	6.7	5.9	6.6	7.0	6.3	6.4	6.7	6.3
Both sexes, 16 to 19 years									
Civilian labor force.....	1,164	1,058	1,127	1,207	1,116	1,093	1,093	1,095	1,170
Participation rate.....	31.6	28.4	30.2	32.8	30.1	29.4	29.4	29.4	31.3
Employed.....	970	899	972	975	888	889	851	912	977
Employment-population ratio.....	26.4	24.1	26.1	26.5	23.9	23.9	22.9	24.5	26.2
Unemployed.....	194	159	154	232	227	203	242	183	193
Unemployment rate.....	16.6	15.0	13.7	19.2	20.4	18.6	22.1	16.7	16.5

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. 2014	Nov. 2015	Dec. 2015	Dec. 2014	Aug. 2015	Sept. 2015	Oct. 2015	Nov. 2015	Dec. 2015
Less than a high school diploma									
Civilian labor force.....	11,003	11,014	10,810	11,042	10,719	10,597	10,729	10,958	10,847
Participation rate.....	45.3	46.0	45.3	45.4	45.5	44.8	45.7	45.7	45.4
Employed.....	10,007	10,271	10,067	10,076	9,894	9,779	9,946	10,210	10,125
Employment-population ratio.....	41.2	42.9	42.2	41.4	42.0	41.3	42.4	42.6	42.4
Unemployed.....	996	743	742	967	825	818	784	748	722
Unemployment rate.....	9.1	6.7	6.9	8.8	7.7	7.7	7.3	6.8	6.7
High school graduates, no college¹									
Civilian labor force.....	35,281	35,333	34,720	35,267	35,496	35,220	35,354	35,224	34,744
Participation rate.....	57.7	57.3	56.9	57.7	57.1	56.9	57.1	57.2	57.0
Employed.....	33,406	33,495	32,765	33,414	33,545	33,370	33,492	33,315	32,812
Employment-population ratio.....	54.6	54.4	53.7	54.6	53.9	53.9	54.1	54.1	53.8
Unemployed.....	1,875	1,838	1,955	1,853	1,951	1,850	1,861	1,910	1,933
Unemployment rate.....	5.3	5.2	5.6	5.3	5.5	5.3	5.3	5.4	5.6
Some college or associate degree									
Civilian labor force.....	36,845	37,428	37,679	37,059	37,148	37,330	37,464	37,610	37,869
Participation rate.....	66.3	66.4	66.2	66.7	66.1	66.2	66.2	66.7	66.5
Employed.....	35,079	35,834	36,179	35,220	35,525	35,724	35,838	35,957	36,304
Employment-population ratio.....	63.2	63.5	63.6	63.4	63.2	63.3	63.3	63.8	63.8
Unemployed.....	1,766	1,593	1,500	1,839	1,623	1,607	1,626	1,653	1,565
Unemployment rate.....	4.8	4.3	4.0	5.0	4.4	4.3	4.3	4.4	4.1
Bachelor's degree and higher²									
Civilian labor force.....	51,727	52,933	53,202	51,654	52,510	52,711	52,697	52,757	53,054
Participation rate.....	74.5	74.2	74.2	74.4	74.4	74.4	74.2	74.0	74.0
Employed.....	50,350	51,681	51,970	50,193	51,224	51,408	51,366	51,451	51,746
Employment-population ratio.....	72.5	72.5	72.5	72.3	72.6	72.6	72.3	72.1	72.2
Unemployed.....	1,377	1,252	1,231	1,460	1,287	1,303	1,331	1,306	1,307
Unemployment rate.....	2.7	2.4	2.3	2.8	2.5	2.5	2.5	2.5	2.5

¹ Includes persons with a high school diploma or equivalent.

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

NOTE: 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. 2014	Dec. 2015	Dec. 2014	Dec. 2015	Dec. 2014	Dec. 2015
VETERANS, 18 years and over						
Civilian noninstitutional population.....	21,379	21,059	19,390	19,053	1,989	2,006
Civilian labor force.....	10,787	10,745	9,511	9,507	1,276	1,237
Participation rate.....	50.5	51.0	49.0	49.9	64.2	61.7
Employed.....	10,280	10,231	9,090	9,030	1,189	1,201
Employment-population ratio.....	48.1	48.6	46.9	47.4	59.8	59.9
Unemployed.....	507	514	420	478	87	36
Unemployment rate.....	4.7	4.8	4.4	5.0	6.8	2.9
Not in labor force.....	10,592	10,314	9,879	9,546	713	769
Gulf War-era II veterans						
Civilian noninstitutional population.....	3,515	3,677	2,867	3,017	647	660
Civilian labor force.....	2,760	3,041	2,303	2,556	457	485
Participation rate.....	78.5	82.7	80.3	84.7	70.5	73.4
Employed.....	2,569	2,868	2,142	2,406	426	462
Employment-population ratio.....	73.1	78.0	74.7	79.8	65.9	70.0
Unemployed.....	191	173	161	150	30	22
Unemployment rate.....	6.9	5.7	7.0	5.9	6.6	4.6
Not in labor force.....	755	636	564	460	191	175
Gulf War-era I veterans						
Civilian noninstitutional population.....	3,404	3,458	2,906	2,938	499	520
Civilian labor force.....	2,764	2,725	2,404	2,363	360	362
Participation rate.....	81.2	78.8	82.8	80.4	72.2	69.7
Employed.....	2,677	2,590	2,338	2,228	339	362
Employment-population ratio.....	78.6	74.9	80.5	75.8	68.1	69.7
Unemployed.....	87	135	67	135	21	0
Unemployment rate.....	3.2	5.0	2.8	5.7	5.7	0.0
Not in labor force.....	640	733	501	575	139	158
World War II, Korean War, and Vietnam-era veterans						
Civilian noninstitutional population.....	9,125	8,705	8,801	8,394	324	311
Civilian labor force.....	2,457	2,255	2,355	2,174	102	80
Participation rate.....	26.9	25.9	26.8	25.9	31.4	25.8
Employed.....	2,350	2,179	2,259	2,107	91	72
Employment-population ratio.....	25.8	25.0	25.7	25.1	28.0	23.1
Unemployed.....	107	76	96	67	11	9
Unemployment rate.....	4.3	3.4	4.1	3.1	10.9	10.7
Not in labor force.....	6,668	6,450	6,446	6,220	222	231
Veterans of other service periods						
Civilian noninstitutional population.....	5,335	5,219	4,816	4,704	519	515
Civilian labor force.....	2,806	2,724	2,448	2,414	358	310
Participation rate.....	52.6	52.2	50.8	51.3	69.0	60.2
Employed.....	2,684	2,594	2,351	2,288	333	305
Employment-population ratio.....	50.3	49.7	48.8	48.6	64.1	59.2
Unemployed.....	123	130	97	125	25	5
Unemployment rate.....	4.4	4.8	4.0	5.2	7.0	1.6
Not in labor force.....	2,529	2,495	2,368	2,290	161	205
NONVETERANS, 18 years and over						
Civilian noninstitutional population.....	218,754	221,985	96,447	98,160	122,307	123,825
Civilian labor force.....	142,814	144,625	72,318	72,999	70,496	71,626
Participation rate.....	65.3	65.2	75.0	74.4	57.6	57.8
Employed.....	135,302	137,878	68,161	69,367	67,141	68,510
Employment-population ratio.....	61.9	62.1	70.7	70.7	54.9	55.3
Unemployed.....	7,512	6,748	4,157	3,632	3,355	3,116
Unemployment rate.....	5.3	4.7	5.7	5.0	4.8	4.4
Not in labor force.....	75,940	77,360	24,129	25,161	51,811	52,199

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.

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. 2014	Dec. 2015	Dec. 2014	Dec. 2015
TOTAL, 16 years and over				
Civilian noninstitutional population.....	29,546	29,447	219,481	222,489
Civilian labor force.....	5,983	5,660	149,538	151,585
Participation rate.....	20.3	19.2	68.1	68.1
Employed.....	5,312	5,076	141,878	144,627
Employment-population ratio.....	18.0	17.2	64.6	65.0
Unemployed.....	671	584	7,660	6,958
Unemployment rate.....	11.2	10.3	5.1	4.6
Not in labor force.....	23,563	23,787	69,943	70,904
Men, 16 to 64 years				
Civilian labor force.....	2,681	2,447	75,476	76,148
Participation rate.....	34.6	32.4	81.8	81.9
Employed.....	2,356	2,136	71,263	72,342
Employment-population ratio.....	30.4	28.3	77.3	77.8
Unemployed.....	326	312	4,213	3,806
Unemployment rate.....	12.1	12.7	5.6	5.0
Not in labor force.....	5,076	5,110	16,740	16,858
Women, 16 to 64 years				
Civilian labor force.....	2,282	2,237	66,604	67,563
Participation rate.....	28.8	27.9	69.8	70.3
Employed.....	1,996	2,005	63,435	64,668
Employment-population ratio.....	25.2	25.0	66.5	67.3
Unemployed.....	287	232	3,169	2,895
Unemployment rate.....	12.6	10.4	4.8	4.3
Not in labor force.....	5,639	5,781	28,844	28,523
Both sexes, 65 years and over				
Civilian labor force.....	1,019	976	7,458	7,874
Participation rate.....	7.4	7.0	23.4	23.6
Employed.....	960	936	7,180	7,616
Employment-population ratio.....	6.9	6.7	22.6	22.8
Unemployed.....	59	40	279	257
Unemployment rate.....	5.8	4.1	3.7	3.3
Not in labor force.....	12,848	12,897	24,359	25,523

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. 2014	Dec. 2015	Dec. 2014	Dec. 2015	Dec. 2014	Dec. 2015
Foreign born, 16 years and over						
Civilian noninstitutional population.....	39,896	40,737	19,543	19,959	20,353	20,778
Civilian labor force.....	26,286	26,681	15,390	15,540	10,897	11,141
Participation rate.....	65.9	65.5	78.7	77.9	53.5	53.6
Employed.....	24,890	25,426	14,605	14,859	10,286	10,567
Employment-population ratio.....	62.4	62.4	74.7	74.5	50.5	50.9
Unemployed.....	1,396	1,255	785	681	611	574
Unemployment rate.....	5.3	4.7	5.1	4.4	5.6	5.2
Not in labor force.....	13,610	14,056	4,154	4,419	9,456	9,638
Native born, 16 years and over						
Civilian noninstitutional population.....	209,131	211,199	100,758	101,713	108,373	109,486
Civilian labor force.....	129,235	130,564	67,410	67,898	61,825	62,666
Participation rate.....	61.8	61.8	66.9	66.8	57.0	57.2
Employed.....	122,300	124,277	63,447	64,299	58,852	59,978
Employment-population ratio.....	58.5	58.8	63.0	63.2	54.3	54.8
Unemployed.....	6,936	6,287	3,963	3,599	2,973	2,688
Unemployment rate.....	5.4	4.8	5.9	5.3	4.8	4.3
Not in labor force.....	79,896	80,635	33,348	33,814	46,549	46,820

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. 2014	Nov. 2015	Dec. 2015	Dec. 2014	Aug. 2015	Sept. 2015	Oct. 2015	Nov. 2015	Dec. 2015
CLASS OF WORKER									
Agriculture and related industries.....	2,220	2,363	2,273	2,355	2,350	2,368	2,394	2,424	2,411
Wage and salary workers ¹	1,426	1,540	1,482	1,505	1,436	1,516	1,568	1,557	1,562
Self-employed workers, unincorporated.....	764	801	760	820	889	821	804	822	814
Unpaid family workers.....	30	22	32	-	-	-	-	-	-
Nonagricultural industries.....	144,970	147,404	147,430	145,132	146,666	146,535	146,864	147,110	147,587
Wage and salary workers ¹	136,371	138,642	138,989	136,455	137,989	137,999	138,182	138,478	139,054
Government.....	20,098	21,140	20,905	20,002	20,624	20,558	20,597	21,088	20,824
Private industries.....	116,272	117,501	118,083	116,414	117,340	117,503	117,509	117,368	118,193
Private households.....	771	736	735	-	-	-	-	-	-
Other industries.....	115,501	116,766	117,348	115,609	116,512	116,727	116,711	116,626	117,432
Self-employed workers, unincorporated.....	8,540	8,692	8,386	8,707	8,667	8,356	8,639	8,593	8,551
Unpaid family workers.....	59	70	55	-	-	-	-	-	-
PERSONS AT WORK PART TIME²									
 All industries									
Part time for economic reasons ³	6,970	5,967	6,179	6,786	6,481	6,034	5,761	6,085	6,022
Slack work or business conditions.....	4,176	3,468	3,678	4,033	3,826	3,563	3,289	3,536	3,548
Could only find part-time work.....	2,377	2,194	2,129	2,421	2,229	2,123	2,189	2,221	2,172
Part time for noneconomic reasons ⁴	20,089	21,094	20,585	19,737	19,772	19,997	20,179	20,171	20,243
 Nonagricultural industries									
Part time for economic reasons ³	6,855	5,855	6,046	6,695	6,374	5,942	5,702	5,970	5,910
Slack work or business conditions.....	4,100	3,396	3,594	3,977	3,775	3,507	3,264	3,469	3,482
Could only find part-time work.....	2,372	2,183	2,123	2,411	2,227	2,098	2,176	2,208	2,161
Part time for noneconomic reasons ⁴	19,732	20,721	20,294	19,407	19,481	19,687	19,817	19,783	19,932

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. 2014	Nov. 2015	Dec. 2015	Dec. 2014	Aug. 2015	Sept. 2015	Oct. 2015	Nov. 2015	Dec. 2015
AGE AND SEX									
Total, 16 years and over.....	147,190	149,766	149,703	147,439	149,043	148,942	149,197	149,444	149,929
16 to 19 years.....	4,592	4,520	4,745	4,757	4,674	4,702	4,715	4,729	4,899
16 to 17 years.....	1,609	1,518	1,594	1,675	1,620	1,625	1,577	1,559	1,648
18 to 19 years.....	2,983	3,002	3,151	3,058	3,050	3,073	3,130	3,142	3,232
20 years and over.....	142,598	145,246	144,958	142,681	144,370	144,240	144,481	144,714	145,030
20 to 24 years.....	13,755	13,965	13,975	13,837	14,313	13,975	14,034	13,920	14,061
25 years and over.....	128,843	131,281	130,983	128,881	130,076	130,191	130,518	130,837	130,995
25 to 54 years.....	95,985	97,303	96,968	96,008	96,632	96,759	96,721	96,960	96,976
25 to 34 years.....	32,452	33,019	32,987	32,362	32,769	32,806	32,793	32,814	32,891
35 to 44 years.....	30,987	31,474	31,430	31,026	31,348	31,355	31,360	31,361	31,466
45 to 54 years.....	32,546	32,810	32,551	32,621	32,515	32,598	32,568	32,785	32,620
55 years and over.....	32,858	33,978	34,014	32,873	33,444	33,432	33,796	33,877	34,019
Men, 16 years and over.....	78,052	79,142	79,158	78,437	79,211	79,148	79,225	79,182	79,546
16 to 19 years.....	2,251	2,231	2,332	2,352	2,345	2,373	2,368	2,358	2,427
16 to 17 years.....	801	747	761	825	806	800	778	781	780
18 to 19 years.....	1,450	1,485	1,570	1,504	1,539	1,576	1,595	1,571	1,631
20 years and over.....	75,801	76,911	76,827	76,085	76,865	76,775	76,857	76,823	77,119
20 to 24 years.....	7,083	7,020	7,090	7,166	7,257	7,112	7,151	7,026	7,173
25 years and over.....	68,718	69,892	69,737	68,929	69,622	69,631	69,766	69,767	69,945
25 to 54 years.....	51,326	51,982	51,774	51,484	51,889	51,945	51,836	51,862	51,935
25 to 34 years.....	17,532	17,829	17,777	17,543	17,712	17,743	17,730	17,732	17,785
35 to 44 years.....	16,702	16,883	16,882	16,754	16,928	16,946	16,914	16,829	16,933
45 to 54 years.....	17,092	17,270	17,115	17,187	17,249	17,257	17,192	17,302	17,217
55 years and over.....	17,392	17,910	17,963	17,446	17,732	17,686	17,931	17,905	18,010
Women, 16 years and over.....	69,138	70,624	70,544	69,002	69,833	69,794	69,971	70,262	70,383
16 to 19 years.....	2,341	2,289	2,413	2,405	2,328	2,329	2,347	2,371	2,472
16 to 17 years.....	808	771	833	850	814	825	799	778	868
18 to 19 years.....	1,533	1,517	1,580	1,554	1,512	1,497	1,535	1,571	1,601
20 years and over.....	66,797	68,335	68,131	66,597	67,504	67,465	67,624	67,891	67,911
20 to 24 years.....	6,672	6,946	6,885	6,672	7,057	6,863	6,883	6,894	6,888
25 years and over.....	60,125	61,390	61,246	59,952	60,454	60,560	60,752	61,070	61,051
25 to 54 years.....	44,658	45,321	45,194	44,524	44,742	44,813	44,886	45,098	45,042
25 to 34 years.....	14,919	15,191	15,210	14,819	15,057	15,064	15,064	15,082	15,106
35 to 44 years.....	14,285	14,591	14,548	14,272	14,419	14,409	14,445	14,533	14,533
45 to 54 years.....	15,454	15,540	15,437	15,434	15,267	15,341	15,377	15,483	15,403
55 years and over.....	15,467	16,069	16,051	15,427	15,712	15,747	15,866	15,972	16,009
MARITAL STATUS									
Married men, spouse present.....	44,610	44,952	45,162	44,631	44,985	44,907	44,858	44,816	45,187
Married women, spouse present.....	34,921	35,503	35,318	34,673	34,980	35,023	35,146	35,185	35,080
Women who maintain families.....	9,330	9,702	9,853	-	-	-	-	-	-
FULL- OR PART-TIME STATUS									
Full-time workers ¹	119,394	121,897	122,013	119,999	122,045	121,873	122,054	122,099	122,603
Part-time workers ²	27,796	27,870	27,689	27,445	26,949	27,009	27,209	27,332	27,359
MULTIPLE JOBHOLDERS									
Total multiple jobholders.....	7,308	7,596	7,855	7,211	7,224	7,351	7,452	7,414	7,738
Percent of total employed.....	5.0	5.1	5.2	4.9	4.8	4.9	5.0	5.0	5.2
SELF-EMPLOYMENT									
Self-employed workers, incorporated.....	5,666	5,692	5,842	-	-	-	-	-	-
Self-employed workers, unincorporated.....	9,304	9,493	9,146	9,527	9,556	9,177	9,443	9,415	9,364

¹ Employed full-time workers are persons who usually work 35 hours or more per week.

² 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. 2014	Nov. 2015	Dec. 2015	Dec. 2014	Aug. 2015	Sept. 2015	Oct. 2015	Nov. 2015	Dec. 2015
AGE AND SEX									
Total, 16 years and over.....	8,704	7,924	7,904	5.6	5.1	5.1	5.0	5.0	5.0
16 to 19 years.....	957	875	938	16.8	16.8	16.2	15.8	15.6	16.1
16 to 17 years.....	385	322	346	18.7	18.6	17.6	18.0	17.1	17.4
18 to 19 years.....	562	565	581	15.5	15.8	15.8	14.8	15.2	15.2
20 years and over.....	7,746	7,048	6,966	5.1	4.7	4.6	4.6	4.6	4.6
20 to 24 years.....	1,654	1,480	1,460	10.7	8.9	9.2	9.4	9.6	9.4
25 years and over.....	6,090	5,608	5,507	4.5	4.2	4.1	4.1	4.1	4.0
25 to 54 years.....	4,752	4,311	4,399	4.7	4.4	4.2	4.4	4.3	4.3
25 to 34 years.....	2,016	1,913	1,853	5.9	5.3	5.1	5.3	5.5	5.3
35 to 44 years.....	1,390	1,289	1,320	4.3	3.9	4.0	4.1	3.9	4.0
45 to 54 years.....	1,346	1,108	1,226	4.0	3.9	3.4	3.6	3.3	3.6
55 years and over.....	1,367	1,300	1,132	4.0	3.8	3.8	3.5	3.7	3.2
Men, 16 years and over.....	4,802	4,321	4,330	5.8	5.1	5.1	5.1	5.2	5.2
16 to 19 years.....	564	521	522	19.4	17.6	16.8	16.7	18.1	17.7
16 to 17 years.....	200	184	202	19.5	18.8	19.0	20.2	19.1	20.6
18 to 19 years.....	345	341	305	18.7	17.0	16.1	15.1	17.8	15.8
20 years and over.....	4,237	3,800	3,808	5.3	4.7	4.7	4.7	4.7	4.7
20 to 24 years.....	939	887	824	11.6	9.8	10.4	10.6	11.2	10.3
25 years and over.....	3,303	2,936	2,994	4.6	4.1	4.1	4.1	4.0	4.1
25 to 54 years.....	2,534	2,255	2,344	4.7	4.2	4.1	4.3	4.2	4.3
25 to 34 years.....	1,063	1,049	1,050	5.7	5.2	5.2	5.5	5.6	5.6
35 to 44 years.....	751	641	678	4.3	3.5	3.7	3.8	3.7	3.9
45 to 54 years.....	720	565	616	4.0	3.7	3.4	3.5	3.2	3.5
55 years and over.....	769	682	650	4.2	3.9	4.0	3.4	3.7	3.5
Women, 16 years and over.....	3,902	3,603	3,574	5.4	5.1	5.0	4.9	4.9	4.8
16 to 19 years.....	393	355	416	14.0	15.9	15.6	14.9	13.0	14.4
16 to 17 years.....	184	138	144	17.8	18.5	16.2	15.8	15.1	14.2
18 to 19 years.....	217	224	276	12.2	14.6	15.4	14.4	12.5	14.7
20 years and over.....	3,509	3,249	3,157	5.0	4.7	4.5	4.5	4.6	4.4
20 to 24 years.....	716	592	636	9.7	7.9	7.9	8.1	7.9	8.5
25 years and over.....	2,787	2,672	2,513	4.4	4.3	4.1	4.1	4.2	4.0
25 to 54 years.....	2,218	2,056	2,054	4.7	4.5	4.3	4.4	4.4	4.4
25 to 34 years.....	953	865	803	6.0	5.3	5.0	5.1	5.4	5.0
35 to 44 years.....	640	648	642	4.3	4.3	4.4	4.5	4.3	4.2
45 to 54 years.....	626	543	610	3.9	4.1	3.4	3.7	3.4	3.8
55 years and over.....	618	599	520	3.9	3.6	3.6	3.4	3.6	3.1
MARITAL STATUS									
Married men, spouse present.....	1,381	1,246	1,259	3.0	2.8	2.8	2.8	2.7	2.7
Married women, spouse present.....	1,132	1,107	1,095	3.2	3.1	3.0	3.0	3.1	3.0
Women who maintain families ¹	791	719	607	7.8	8.1	7.1	7.5	6.9	5.8
FULL- OR PART-TIME STATUS									
Full-time workers ²	7,263	6,554	6,576	5.7	5.1	5.1	5.1	5.1	5.1
Part-time workers ³	1,434	1,416	1,331	5.0	4.9	4.8	4.6	4.9	4.6

¹ Not seasonally adjusted.

² 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.

³ 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. 2014	Nov. 2015	Dec. 2015	Dec. 2014	Aug. 2015	Sept. 2015	Oct. 2015	Nov. 2015	Dec. 2015
NUMBER OF UNEMPLOYED									
Job losers and persons who completed temporary jobs.....	4,355	3,633	3,820	4,330	4,014	3,883	3,944	3,873	3,796
On temporary layoff.....	1,034	768	1,000	963	968	901	936	939	937
Not on temporary layoff.....	3,320	2,865	2,820	3,367	3,046	2,982	3,007	2,934	2,859
Permanent job losers.....	2,340	2,072	2,006	2,386	2,137	2,139	2,115	2,112	2,044
Persons who completed temporary jobs....	980	793	814	981	909	843	893	822	815
Job leavers.....	741	791	762	796	787	778	790	800	821
Reentrants.....	2,422	2,361	2,239	2,679	2,344	2,443	2,435	2,449	2,476
New entrants.....	814	788	721	966	846	832	812	847	858
PERCENT DISTRIBUTION									
Job losers and persons who completed temporary jobs.....	52.3	48.0	50.6	49.4	50.2	48.9	49.4	48.6	47.7
On temporary layoff.....	12.4	10.1	13.3	11.0	12.1	11.3	11.7	11.8	11.8
Not on temporary layoff.....	39.9	37.8	37.4	38.4	38.1	37.6	37.7	36.8	36.0
Job leavers.....	8.9	10.4	10.1	9.1	9.9	9.8	9.9	10.0	10.3
Reentrants.....	29.1	31.2	29.7	30.5	29.3	30.8	30.5	30.7	31.1
New entrants.....	9.8	10.4	9.6	11.0	10.6	10.5	10.2	10.6	10.8
UNEMPLOYED AS A PERCENT OF THE CIVILIAN LABOR FORCE									
Job losers and persons who completed temporary jobs.....	2.8	2.3	2.4	2.8	2.6	2.5	2.5	2.5	2.4
Job leavers.....	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5
Reentrants.....	1.6	1.5	1.4	1.7	1.5	1.6	1.6	1.6	1.6
New entrants.....	0.5	0.5	0.5	0.6	0.5	0.5	0.5	0.5	0.5

NOTE: 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. 2014	Nov. 2015	Dec. 2015	Dec. 2014	Aug. 2015	Sept. 2015	Oct. 2015	Nov. 2015	Dec. 2015
NUMBER OF UNEMPLOYED									
Less than 5 weeks.....	2,261	2,173	2,280	2,371	2,106	2,373	2,339	2,412	2,405
5 to 14 weeks.....	2,149	2,144	2,031	2,309	2,354	2,211	2,295	2,253	2,192
15 weeks and over.....	3,922	3,256	3,231	4,033	3,443	3,337	3,359	3,324	3,320
15 to 26 weeks.....	1,229	1,249	1,206	1,261	1,254	1,228	1,227	1,270	1,235
27 weeks and over.....	2,693	2,007	2,025	2,772	2,189	2,109	2,132	2,054	2,085
Average (mean) duration, in weeks.....	32.4	29.1	27.6	32.5	28.3	26.3	28.0	27.9	27.6
Median duration, in weeks.....	13.0	11.4	10.9	12.6	12.1	11.3	11.1	10.7	10.5
PERCENT DISTRIBUTION									
Less than 5 weeks.....	27.1	28.7	30.2	27.2	26.6	30.0	29.3	30.2	30.4
5 to 14 weeks.....	25.8	28.3	26.9	26.5	29.8	27.9	28.7	28.2	27.7
15 weeks and over.....	47.1	43.0	42.8	46.3	43.6	42.1	42.0	41.6	41.9
15 to 26 weeks.....	14.8	16.5	16.0	14.5	15.9	15.5	15.4	15.9	15.6
27 weeks and over.....	32.3	26.5	26.9	31.8	27.7	26.6	26.7	25.7	26.3

NOTE: 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. 2014	Dec. 2015	Dec. 2014	Dec. 2015	Dec. 2014	Dec. 2015
Total, 16 years and over ¹	147,190	149,703	8,331	7,542	5.4	4.8
Management, professional, and related occupations.....	56,888	59,030	1,568	1,208	2.7	2.0
Management, business, and financial operations occupations.....	23,191	24,544	596	474	2.5	1.9
Professional and related occupations.....	33,697	34,486	972	734	2.8	2.1
Service occupations.....	25,745	25,729	1,859	1,858	6.7	6.7
Sales and office occupations.....	33,455	33,776	1,716	1,500	4.9	4.3
Sales and related occupations.....	15,848	15,671	831	787	5.0	4.8
Office and administrative support occupations.....	17,607	18,105	885	713	4.8	3.8
Natural resources, construction, and maintenance occupations.....	13,248	13,610	1,171	1,163	8.1	7.9
Farming, fishing, and forestry occupations.....	871	1,000	177	172	16.9	14.7
Construction and extraction occupations.....	7,466	7,602	763	807	9.3	9.6
Installation, maintenance, and repair occupations.....	4,911	5,008	230	183	4.5	3.5
Production, transportation, and material moving occupations.....	17,854	17,557	1,168	1,071	6.1	5.8
Production occupations.....	8,669	8,243	573	458	6.2	5.3
Transportation and material moving occupations.....	9,185	9,314	595	614	6.1	6.2

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.

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. 2014	Dec. 2015	Dec. 2014	Dec. 2015
Total, 16 years and over ¹	8,331	7,542	5.4	4.8
Nonagricultural private wage and salary workers.....	6,341	5,848	5.2	4.7
Mining, quarrying, and oil and gas extraction.....	45	104	4.1	11.2
Construction.....	680	645	8.3	7.5
Manufacturing.....	596	616	3.9	4.0
Durable goods.....	368	364	3.8	3.8
Nondurable goods.....	228	253	4.2	4.3
Wholesale and retail trade.....	1,125	1,005	5.3	4.9
Transportation and utilities.....	261	264	4.2	4.0
Information.....	167	81	5.7	2.9
Financial activities.....	328	260	3.4	2.6
Professional and business services.....	903	838	5.8	5.2
Education and health services.....	868	725	3.8	3.1
Leisure and hospitality.....	1,022	1,018	7.5	7.4
Other services.....	346	293	5.4	4.5
Agriculture and related private wage and salary workers.....	189	190	12.1	11.7
Government workers.....	574	445	2.8	2.1
Self-employed workers, unincorporated, and unpaid family workers.....	412	338	4.2	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.

HOUSEHOLD DATA

Table A-15. Alternative measures of labor underutilization

[Percent]

Measure	Not seasonally adjusted			Seasonally adjusted					
	Dec. 2014	Nov. 2015	Dec. 2015	Dec. 2014	Aug. 2015	Sept. 2015	Oct. 2015	Nov. 2015	Dec. 2015
U-1 Persons unemployed 15 weeks or longer, as a percent of the civilian labor force.....	2.5	2.1	2.1	2.6	2.2	2.1	2.1	2.1	2.1
U-2 Job losers and persons who completed temporary jobs, as a percent of the civilian labor force.....	2.8	2.3	2.4	2.8	2.6	2.5	2.5	2.5	2.4
U-3 Total unemployed, as a percent of the civilian labor force (official unemployment rate).....	5.4	4.8	4.8	5.6	5.1	5.1	5.0	5.0	5.0
U-4 Total unemployed plus discouraged workers, as a percent of the civilian labor force plus discouraged workers.....	5.8	5.2	5.2	6.0	5.5	5.4	5.4	5.4	5.4
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.....	6.7	5.8	5.9	6.9	6.2	6.2	6.2	6.1	6.1
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.....	11.1	9.6	9.8	11.2	10.3	10.0	9.8	9.9	9.9

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. 2014	Dec. 2015	Dec. 2014	Dec. 2015	Dec. 2014	Dec. 2015
NOT IN THE LABOR FORCE						
Total not in the labor force.....	93,506	94,691	37,501	38,233	56,005	56,458
Persons who currently want a job.....	6,212	5,705	2,984	2,639	3,227	3,066
Marginally attached to the labor force ¹	2,260	1,833	1,169	929	1,091	904
Discouraged workers ²	740	663	441	396	299	267
Other persons marginally attached to the labor force ³ ..	1,520	1,170	727	533	792	638
MULTIPLE JOBHOLDERS						
Total multiple jobholders ⁴	7,308	7,855	3,538	3,840	3,771	4,016
Percent of total employed.....	5.0	5.2	4.5	4.9	5.5	5.7
Primary job full time, secondary job part time.....	3,924	4,315	2,142	2,345	1,782	1,970
Primary and secondary jobs both part time.....	1,986	2,067	681	696	1,306	1,371
Primary and secondary jobs both full time.....	232	230	144	133	87	98
Hours vary on primary or secondary job.....	1,109	1,194	544	647	565	546

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.2015 - Dec.2015 ^P
	Dec. 2014	Oct. 2015	Nov. 2015 ^P	Dec. 2015 ^P	Dec. 2014	Oct. 2015	Nov. 2015 ^P	Dec. 2015 ^P	
Total nonfarm.....	141,484	143,764	144,180	144,191	140,592	142,698	142,950	143,242	292
Total private.....	119,223	121,419	121,718	121,820	118,690	120,726	120,966	121,241	275
Goods-producing.....	19,389	19,817	19,727	19,566	19,489	19,567	19,606	19,651	45
Mining and logging.....	912	809	793	781	913	801	790	782	-8
Logging.....	53.6	54.9	53.0	52.5	53.0	52.3	51.8	52.2	0.4
Mining.....	858.3	753.8	739.8	728.9	859.6	748.6	737.7	730.2	-7.5
Oil and gas extraction.....	201.9	187.7	185.1	185.3	201.2	187.5	185.4	184.5	-0.9
Mining, except oil and gas ¹	203.7	198.1	193.9	188.6	207.0	194.8	193.0	191.9	-1.1
Coal mining.....	72.1	66.1	64.7	63.3	72.0	66.1	64.8	63.6	-1.2
Support activities for mining.....	452.7	368.0	360.8	355.0	451.4	366.3	359.3	353.8	-5.5
Construction.....	6,175	6,659	6,599	6,448	6,275	6,445	6,493	6,538	45
Construction of buildings.....	1,381.2	1,444.2	1,439.7	1,425.6	1,388.0	1,411.6	1,420.5	1,430.6	10.1
Residential building.....	673.9	715.3	717.0	706.8	677.4	697.8	705.1	710.1	5.0
Nonresidential building.....	707.3	728.9	722.7	718.8	710.6	713.8	715.4	720.5	5.1
Heavy and civil engineering construction.....	897.6	1,009.5	974.0	916.7	932.7	946.0	948.1	952.9	4.8
Specialty trade contractors.....	3,896.4	4,205.0	4,185.2	4,105.8	3,954.3	4,087.6	4,124.7	4,154.1	29.4
Residential specialty trade contractors.....	1,685.8	1,835.4	1,829.4	1,794.9	1,719.2	1,781.4	1,805.6	1,823.7	18.1
Nonresidential specialty trade contractors.....	2,210.6	2,369.6	2,355.8	2,310.9	2,235.1	2,306.2	2,319.1	2,330.4	11.3
Manufacturing.....	12,302	12,349	12,335	12,337	12,301	12,321	12,323	12,331	8
Durable goods.....	7,786	7,785	7,778	7,773	7,782	7,779	7,772	7,766	-6
Wood products.....	374.6	383.9	385.5	384.0	376.8	382.2	383.8	385.3	1.5
Nonmetallic mineral products.....	392.6	410.3	408.7	400.9	396.3	404.2	404.5	404.6	0.1
Primary metals.....	408.2	392.4	391.7	389.7	407.9	392.4	391.9	389.1	-2.8
Fabricated metal products.....	1,474.6	1,448.4	1,446.8	1,447.0	1,473.3	1,447.2	1,446.4	1,444.9	-1.5
Machinery.....	1,143.7	1,112.2	1,109.5	1,107.3	1,144.0	1,114.0	1,111.9	1,105.6	-6.3
Computer and electronic products ¹	1,055.6	1,050.6	1,051.3	1,054.1	1,054.8	1,052.7	1,052.0	1,053.1	1.1
Computer and peripheral equipment.....	168.3	171.3	171.5	172.9	167.8	171.5	171.6	172.6	1.0
Communications equipment.....	91.7	87.3	86.9	86.9	91.4	87.4	86.9	86.7	-0.2
Semiconductors and electronic components.....	369.2	367.0	367.4	367.6	369.1	367.7	367.5	367.2	-0.3
Electronic instruments.....	388.0	389.3	389.7	390.4	388.7	390.4	390.4	390.8	0.4
Electrical equipment and appliances.....	372.6	373.4	372.3	374.8	371.8	373.7	372.2	374.3	2.1
Transportation equipment ¹	1,595.7	1,619.3	1,617.4	1,616.6	1,591.0	1,620.2	1,615.5	1,612.2	-3.3
Motor vehicles and parts ²	907.6	935.6	934.0	931.8	902.5	934.9	931.8	929.4	-2.4
Furniture and related products.....	382.0	394.5	393.2	396.4	382.6	395.6	394.5	396.6	2.1
Miscellaneous durable goods manufacturing.....	586.1	599.8	601.9	602.2	583.9	597.2	599.5	600.5	1.0
Nondurable goods.....	4,516	4,564	4,557	4,564	4,519	4,542	4,551	4,565	14
Food manufacturing.....	1,483.6	1,506.0	1,501.7	1,501.5	1,484.6	1,492.2	1,498.3	1,501.8	3.5
Textile mills.....	118.3	116.5	116.7	116.8	118.3	116.8	116.7	116.7	0.0
Textile product mills.....	116.9	116.3	116.3	115.4	115.9	115.3	114.8	114.6	-0.2
Apparel.....	138.4	137.1	137.0	137.0	137.8	136.4	136.6	136.4	-0.2
Paper and paper products.....	368.2	366.7	367.0	368.4	367.6	367.2	367.3	367.8	0.5
Printing and related support activities.....	452.2	445.6	447.7	448.0	450.2	444.9	445.7	445.5	-0.2
Petroleum and coal products.....	109.6	114.5	114.2	113.3	111.7	113.3	114.0	115.0	1.0
Chemicals.....	811.6	812.2	814.2	818.7	811.6	813.7	815.3	817.8	2.5
Plastics and rubber products.....	681.6	688.7	688.1	691.5	682.6	688.9	689.5	692.8	3.3
Miscellaneous nondurable goods manufacturing.....	235.9	260.2	253.8	253.3	238.9	253.4	253.2	256.7	3.5
Private service-providing.....	99,834	101,602	101,991	102,254	99,201	101,159	101,360	101,590	230
Trade, transportation, and utilities.....	27,402	27,103	27,587	27,858	26,669	27,020	27,083	27,114	31
Wholesale trade.....	5,882.1	5,936.0	5,949.6	5,947.0	5,875.5	5,929.6	5,938.5	5,940.9	2.4
Durable goods.....	2,936.4	2,954.0	2,955.0	2,960.0	2,935.4	2,952.5	2,955.9	2,958.2	2.3
Nondurable goods.....	2,031.3	2,068.2	2,082.5	2,069.4	2,031.1	2,064.1	2,072.3	2,070.2	-2.1
Electronic markets and agents and brokers.....	914.4	913.8	912.1	917.6	909.0	913.0	910.3	912.5	2.2
Retail trade.....	16,058.6	15,781.4	16,186.4	16,332.1	15,497.3	15,735.0	15,767.0	15,771.3	4.3
Motor vehicle and parts dealers ¹	1,882.3	1,957.0	1,957.3	1,957.9	1,894.0	1,950.3	1,959.7	1,969.3	9.6
Automobile dealers.....	1,203.7	1,250.7	1,250.7	1,254.4	1,208.1	1,245.7	1,251.2	1,259.1	7.9

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.2015 - Dec.2015 ^P
	Dec. 2014	Oct. 2015	Nov. 2015 ^P	Dec. 2015 ^P	Dec. 2014	Oct. 2015	Nov. 2015 ^P	Dec. 2015 ^P	
Retail trade - Continued									
Furniture and home furnishings stores.	482.4	469.8	481.0	485.7	457.4	464.1	463.8	461.1	-2.7
Electronics and appliance stores.	523.3	515.5	536.7	534.5	491.9	506.3	505.5	504.5	-1.0
Building material and garden supply stores.	1,208.6	1,244.1	1,242.5	1,242.2	1,246.6	1,266.4	1,270.9	1,279.4	8.5
Food and beverage stores.	3,049.2	3,044.4	3,052.5	3,059.7	3,020.5	3,036.7	3,032.5	3,032.1	-0.4
Health and personal care stores.	1,045.5	1,026.4	1,041.7	1,046.9	1,025.9	1,023.8	1,027.2	1,027.9	0.7
Gasoline stations.	886.1	910.9	910.0	909.8	889.1	909.4	909.4	912.7	3.3
Clothing and clothing accessories stores.	1,536.2	1,410.8	1,513.6	1,538.9	1,370.7	1,399.1	1,394.7	1,377.2	-17.5
Sporting goods, hobby, book, and music stores.	688.3	602.7	662.7	674.0	626.2	600.2	609.5	604.9	-4.6
General merchandise stores ¹	3,368.5	3,191.0	3,361.8	3,425.1	3,138.6	3,200.2	3,206.2	3,201.5	-4.7
Department stores.	1,501.6	1,312.9	1,414.7	1,463.6	1,342.8	1,322.3	1,315.4	1,309.6	-5.8
Miscellaneous store retailers.	836.1	850.3	849.7	864.3	821.7	831.5	838.0	847.0	9.0
Nonstore retailers.	552.1	558.5	576.9	593.1	514.7	547.0	549.6	553.7	4.1
Transportation and warehousing.	4,903.7	4,820.6	4,884.2	5,010.0	4,738.5	4,789.4	4,809.6	4,832.7	23.1
Air transportation.	442.0	454.5	452.2	453.3	443.3	454.3	453.8	454.7	0.9
Rail transportation.	241.4	233.9	234.8	234.6	241.3	234.8	235.8	235.5	-0.3
Water transportation.	66.8	62.7	60.7	60.4	67.4	62.1	61.7	61.2	-0.5
Truck transportation.	1,437.6	1,468.0	1,463.8	1,458.0	1,441.1	1,451.2	1,454.9	1,460.2	5.3
Transit and ground passenger transportation.	488.6	488.7	486.3	488.1	471.1	470.7	469.4	471.1	1.7
Pipeline transportation.	47.6	49.9	49.8	50.0	47.6	50.0	49.8	50.1	0.3
Scenic and sightseeing transportation.	25.9	32.4	26.2	25.2	30.6	31.7	31.1	30.3	-0.8
Support activities for transportation.	636.8	651.8	656.1	655.2	632.3	647.5	653.7	651.9	-1.8
Couriers and messengers.	752.1	580.8	645.9	774.3	616.6	599.6	610.2	625.3	15.1
Warehousing and storage.	764.9	797.9	808.4	810.9	747.2	787.5	789.2	792.4	3.2
Utilities.	557.2	565.2	566.8	568.6	557.9	565.9	567.7	569.1	1.4
Information.	2,775	2,810	2,816	2,827	2,767	2,810	2,801	2,817	16
Publishing industries, except Internet.	724.8	718.0	718.2	720.3	721.4	717.1	716.0	716.6	0.6
Motion picture and sound recording industries.	377.5	394.5	391.1	400.0	381.4	397.7	385.0	400.2	15.2
Broadcasting, except Internet.	288.9	288.6	289.3	289.9	287.5	288.0	288.2	288.7	0.5
Telecommunications.	865.6	868.3	873.3	871.4	861.5	867.6	868.7	867.8	-0.9
Data processing, hosting and related services.	288.2	298.2	299.2	298.6	286.5	298.2	298.8	297.8	-1.0
Other information services.	229.9	242.2	244.9	246.9	228.5	241.6	244.0	245.4	1.4
Financial activities.	8,059	8,175	8,187	8,208	8,049	8,170	8,185	8,196	11
Finance and insurance.	5,994.8	6,074.0	6,094.1	6,109.1	5,978.9	6,073.7	6,083.5	6,093.1	9.6
Monetary authorities - central bank.	18.5	18.6	18.6	18.6	18.5	18.5	18.5	18.6	0.1
Credit intermediation and related activities ¹	2,573.6	2,575.2	2,580.7	2,586.5	2,565.9	2,577.3	2,578.4	2,579.9	1.5
Depository credit intermediation ¹	1,702.2	1,688.8	1,693.5	1,696.5	1,700.2	1,692.7	1,694.7	1,695.1	0.4
Commercial banking.	1,285.7	1,264.3	1,267.4	1,269.5	1,284.5	1,268.3	1,268.5	1,268.3	-0.2
Securities, commodity contracts, investments, and funds and trusts.	888.6	911.6	914.5	917.8	888.0	911.0	914.2	916.5	2.3
Insurance carriers and related activities.	2,514.1	2,568.6	2,580.3	2,586.2	2,506.5	2,566.9	2,572.4	2,578.1	5.7
Real estate and rental and leasing.	2,064.2	2,101.1	2,092.8	2,098.6	2,070.5	2,096.4	2,101.7	2,103.2	1.5
Real estate.	1,503.5	1,533.5	1,530.7	1,543.6	1,501.2	1,530.9	1,535.0	1,539.7	4.7
Rental and leasing services.	536.9	543.9	538.5	531.4	545.9	542.0	543.3	540.2	-3.1
Lessors of nonfinancial intangible assets.	23.8	23.7	23.6	23.6	23.4	23.5	23.4	23.3	-0.1
Professional and business services.	19,519	20,132	20,114	20,123	19,439	19,950	19,971	20,044	73
Professional and technical services ¹	8,526.7	8,713.2	8,753.0	8,804.2	8,489.5	8,729.9	8,757.2	8,768.3	11.1
Legal services.	1,124.2	1,127.9	1,128.8	1,133.1	1,120.0	1,126.6	1,126.8	1,128.0	1.2
Accounting and bookkeeping services.	981.3	960.5	984.4	1,027.9	980.9	1,021.2	1,033.2	1,028.3	-4.9
Architectural and engineering services.	1,403.3	1,446.9	1,438.1	1,437.8	1,403.9	1,436.8	1,433.9	1,438.7	4.8
Computer systems design and related services.	1,818.9	1,906.7	1,912.5	1,908.6	1,814.4	1,897.5	1,901.8	1,905.6	3.8
Management and technical consulting services.	1,295.4	1,332.6	1,341.3	1,347.5	1,280.1	1,321.9	1,328.0	1,332.2	4.2
Management of companies and enterprises.	2,195.0	2,237.0	2,240.7	2,248.8	2,190.5	2,237.2	2,241.3	2,244.4	3.1

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.2015 - Dec.2015 ^P
	Dec. 2014	Oct. 2015	Nov. 2015 ^P	Dec. 2015 ^P	Dec. 2014	Oct. 2015	Nov. 2015 ^P	Dec. 2015 ^P	
Professional and business services - Continued									
Administrative and waste services.....	8,797.1	9,181.4	9,120.1	9,069.8	8,759.4	8,983.0	8,972.3	9,031.6	59.3
Administrative and support services ¹	8,412.0	8,780.6	8,719.1	8,670.2	8,370.4	8,583.3	8,570.6	8,628.2	57.6
Employment services ¹	3,638.5	3,742.4	3,729.7	3,761.1	3,537.7	3,624.7	3,617.0	3,659.3	42.3
Temporary help services.....	2,957.9	3,038.7	3,025.0	3,049.8	2,863.3	2,935.4	2,923.4	2,957.8	34.4
Business support services.....	926.6	932.1	939.4	941.3	900.3	918.3	918.4	916.6	-1.8
Services to buildings and dwellings.....	1,871.2	2,063.1	2,017.6	1,931.8	1,952.0	2,012.8	2,010.0	2,012.9	2.9
Waste management and remediation services.....	385.1	400.8	401.0	399.6	389.0	399.7	401.7	403.4	1.7
Education and health services.....	21,893	22,465	22,567	22,552	21,718	22,264	22,314	22,373	59
Educational services.....	3,545.3	3,641.6	3,680.4	3,613.6	3,439.9	3,486.3	3,496.9	3,503.5	6.6
Health care and social assistance.....	18,347.4	18,823.6	18,886.5	18,938.3	18,277.7	18,777.2	18,817.0	18,869.6	52.6
Health care ³	14,914.6	15,302.4	15,345.6	15,389.8	14,863.7	15,269.7	15,299.0	15,338.4	39.4
Ambulatory health care services ¹	6,794.5	7,015.3	7,031.1	7,052.1	6,766.9	6,992.7	7,001.5	7,024.9	23.4
Offices of physicians.....	2,516.6	2,590.2	2,596.6	2,605.4	2,501.8	2,583.3	2,587.5	2,591.3	3.8
Outpatient care centers.....	728.6	752.8	756.5	760.9	726.5	752.6	755.3	758.8	3.5
Home health care services.....	1,297.5	1,353.4	1,356.5	1,356.2	1,289.6	1,344.1	1,344.4	1,348.1	3.7
Hospitals.....	4,825.9	4,970.2	4,988.4	4,998.9	4,815.6	4,960.5	4,975.5	4,987.8	12.3
Nursing and residential care facilities ¹ ...	3,294.2	3,316.9	3,326.1	3,338.8	3,281.2	3,316.5	3,322.0	3,325.7	3.7
Nursing care facilities.....	1,657.2	1,663.5	1,668.4	1,671.8	1,653.4	1,662.3	1,664.4	1,666.9	2.5
Social assistance ¹	3,432.8	3,521.2	3,540.9	3,548.5	3,414.0	3,507.5	3,518.0	3,531.2	13.2
Child day care services.....	874.0	893.7	898.9	893.1	860.4	878.4	880.2	880.4	0.2
Leisure and hospitality.....	14,597	15,264	15,066	15,027	14,948	15,291	15,338	15,367	29
Arts, entertainment, and recreation.....	1,967.2	2,147.8	2,039.3	2,023.7	2,133.2	2,181.8	2,193.3	2,190.1	-3.2
Performing arts and spectator sports.....	440.6	488.2	460.7	458.6	459.3	480.0	477.4	478.0	0.6
Museums, historical sites, and similar institutions.....	138.5	148.6	142.3	141.0	145.2	148.0	146.9	147.8	0.9
Amusements, gambling, and recreation....	1,388.1	1,511.0	1,436.3	1,424.1	1,528.7	1,553.8	1,569.0	1,564.3	-4.7
Accommodation and food services.....	12,629.3	13,116.5	13,027.0	13,003.7	12,814.7	13,109.2	13,144.6	13,176.7	32.1
Accommodation.....	1,829.1	1,892.8	1,847.4	1,835.7	1,896.9	1,902.4	1,906.4	1,901.6	-4.8
Food services and drinking places.....	10,800.2	11,223.7	11,179.6	11,168.0	10,917.8	11,206.8	11,238.2	11,275.1	36.9
Other services.....	5,589	5,653	5,654	5,659	5,611	5,654	5,668	5,679	11
Repair and maintenance.....	1,243.0	1,280.2	1,275.8	1,275.4	1,253.3	1,276.5	1,280.5	1,284.6	4.1
Personal and laundry services.....	1,380.9	1,399.9	1,399.6	1,405.8	1,380.7	1,400.2	1,402.2	1,405.8	3.6
Membership associations and organizations...	2,965.3	2,972.4	2,978.7	2,977.9	2,976.5	2,977.2	2,985.7	2,988.6	2.9
Government.....	22,261	22,345	22,462	22,371	21,902	21,972	21,984	22,001	17
Federal.....	2,744.0	2,734.0	2,741.0	2,766.0	2,732.0	2,740.0	2,745.0	2,749.0	4.0
Federal, except U.S. Postal Service.....	2,133.0	2,141.1	2,142.3	2,144.1	2,134.6	2,142.9	2,145.3	2,145.6	0.3
U.S. Postal Service.....	611.3	593.1	598.9	621.7	597.6	596.6	599.3	603.7	4.4
State government.....	5,194.0	5,269.0	5,286.0	5,232.0	5,079.0	5,104.0	5,107.0	5,113.0	6.0
State government education.....	2,555.0	2,628.6	2,649.1	2,593.5	2,430.5	2,456.3	2,460.0	2,464.8	4.8
State government, excluding education.....	2,639.1	2,640.6	2,636.4	2,638.9	2,648.9	2,647.3	2,646.6	2,648.4	1.8
Local government.....	14,323.0	14,342.0	14,435.0	14,373.0	14,091.0	14,128.0	14,132.0	14,139.0	7.0
Local government education.....	8,109.7	8,040.7	8,136.7	8,102.2	7,796.7	7,790.8	7,789.5	7,789.3	-0.2
Local government, excluding education.....	6,213.5	6,300.8	6,297.9	6,270.4	6,294.1	6,337.1	6,342.9	6,350.1	7.2

¹ Includes other industries, not shown separately.

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

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

^p Preliminary

NOTE: Data have been revised to reflect March 2014 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. 2014	Oct. 2015	Nov. 2015 ^p	Dec. 2015 ^p
AVERAGE WEEKLY HOURS				
Total private.....	34.6	34.6	34.5	34.5
Goods-producing.....	40.6	40.5	40.3	40.5
Mining and logging.....	44.9	44.1	44.2	44.3
Construction.....	39.2	39.7	39.1	39.7
Manufacturing.....	40.9	40.7	40.7	40.6
Durable goods.....	41.4	41.0	41.1	41.1
Nondurable goods.....	40.2	40.2	40.0	39.8
Private service-providing.....	33.4	33.4	33.4	33.4
Trade, transportation, and utilities.....	34.6	34.6	34.6	34.6
Wholesale trade.....	38.9	38.9	38.8	38.9
Retail trade.....	31.4	31.4	31.4	31.3
Transportation and warehousing.....	39.0	38.8	38.9	39.1
Utilities.....	42.2	42.6	42.7	42.3
Information.....	36.3	36.1	36.1	35.9
Financial activities.....	37.4	37.7	37.6	37.6
Professional and business services.....	36.3	36.2	36.2	36.3
Education and health services.....	32.7	32.8	32.8	32.8
Leisure and hospitality.....	26.3	26.3	26.3	26.3
Other services.....	31.8	31.9	31.8	31.9
AVERAGE OVERTIME HOURS				
Manufacturing.....	3.6	3.3	3.2	3.3
Durable goods.....	3.6	3.2	3.2	3.3
Nondurable goods.....	3.5	3.4	3.3	3.3

p Preliminary

NOTE: Data have been revised to reflect March 2014 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. 2014	Oct. 2015	Nov. 2015 ^p	Dec. 2015 ^p	Dec. 2014	Oct. 2015	Nov. 2015 ^p	Dec. 2015 ^p
Total private.....	\$24.62	\$25.20	\$25.25	\$25.24	\$851.85	\$871.92	\$871.13	\$870.78
Goods-producing.....	25.77	26.38	26.45	26.43	1,046.26	1,068.39	1,065.94	1,070.42
Mining and logging.....	30.70	31.35	31.71	31.27	1,378.43	1,382.54	1,401.58	1,385.26
Construction.....	26.81	27.52	27.62	27.59	1,050.95	1,092.54	1,079.94	1,095.32
Manufacturing.....	24.87	25.45	25.50	25.49	1,017.18	1,035.82	1,037.85	1,034.89
Durable goods.....	26.21	26.74	26.75	26.74	1,085.09	1,096.34	1,099.43	1,099.01
Nondurable goods.....	22.49	23.21	23.30	23.30	904.10	933.04	932.00	927.34
Private service-providing.....	24.34	24.92	24.96	24.96	812.96	832.33	833.66	833.66
Trade, transportation, and utilities.....	21.49	22.01	21.99	22.02	743.55	761.55	760.85	761.89
Wholesale trade.....	28.19	28.90	28.83	28.80	1,096.59	1,124.21	1,118.60	1,120.32
Retail trade.....	17.12	17.69	17.65	17.71	537.57	555.47	554.21	554.32
Transportation and warehousing.....	22.88	22.93	23.01	22.99	892.32	889.68	895.09	898.91
Utilities.....	35.94	37.58	37.93	37.60	1,516.67	1,600.91	1,619.61	1,590.48
Information.....	34.35	35.34	35.57	35.65	1,246.91	1,275.77	1,284.08	1,279.84
Financial activities.....	31.05	31.73	31.85	31.94	1,161.27	1,196.22	1,197.56	1,200.94
Professional and business services.....	29.48	30.27	30.35	30.24	1,070.12	1,095.77	1,098.67	1,097.71
Education and health services.....	24.90	25.39	25.47	25.42	814.23	832.79	835.42	833.78
Leisure and hospitality.....	14.10	14.45	14.46	14.50	370.83	380.04	380.30	381.35
Other services.....	22.17	22.50	22.53	22.55	705.01	717.75	716.45	719.35

p Preliminary

NOTE: Data have been revised to reflect March 2014 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. 2014	Oct. 2015	Nov. 2015 ^P	Dec. 2015 ^P	Percent change from: Nov. 2015 - Dec. 2015 ^P	Dec. 2014	Oct. 2015	Nov. 2015 ^P	Dec. 2015 ^P	Percent change from: Nov. 2015 - Dec. 2015 ^P
Total private.....	102.7	104.4	104.3	104.6	0.3	120.6	125.6	125.7	126.0	0.2
Goods-producing.....	90.1	90.3	90.0	90.7	0.8	105.0	107.6	107.6	108.3	0.7
Mining and logging.....	128.8	111.0	109.7	108.9	-0.7	158.8	139.7	139.7	136.7	-2.1
Construction.....	84.8	88.2	87.5	89.5	2.3	98.8	105.5	105.0	107.3	2.2
Manufacturing.....	90.5	90.2	90.2	90.1	-0.1	104.7	106.8	107.0	106.8	-0.2
Durable goods.....	90.7	89.8	89.9	89.9	0.0	105.6	106.6	106.8	106.7	-0.1
Nondurable goods.....	90.7	91.1	90.8	90.7	-0.1	103.5	107.3	107.4	107.2	-0.2
Private service-providing.....	106.0	108.1	108.3	108.6	0.3	125.1	130.6	131.1	131.4	0.2
Trade, transportation, and utilities.....	100.4	101.7	101.9	102.0	0.1	116.1	120.5	120.6	120.9	0.2
Wholesale trade.....	99.7	100.6	100.5	100.8	0.3	117.3	121.4	121.0	121.2	0.2
Retail trade.....	98.8	100.4	100.6	100.3	-0.3	111.9	117.4	117.3	117.4	0.1
Transportation and warehousing.....	105.8	106.4	107.1	108.1	0.9	122.8	123.8	125.0	126.2	1.0
Utilities.....	101.9	104.3	104.9	104.2	-0.7	121.0	129.5	131.4	129.4	-1.5
Information.....	91.7	92.6	92.3	92.4	0.1	112.2	116.6	117.0	117.2	0.2
Financial activities.....	98.6	100.9	100.8	100.9	0.1	119.4	124.8	125.2	125.7	0.4
Professional and business services.....	111.0	113.6	113.7	114.4	0.6	132.6	139.3	139.8	140.2	0.3
Education and health services.....	114.0	117.2	117.5	117.8	0.3	133.7	140.2	140.9	141.0	0.1
Leisure and hospitality.....	112.2	114.7	115.1	115.3	0.2	127.6	133.8	134.3	134.9	0.4
Other services.....	98.9	99.9	99.9	100.4	0.5	124.4	127.6	127.7	128.5	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 2014 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. 2014	Oct. 2015	Nov. 2015 ^p	Dec. 2015 ^p	Dec. 2014	Oct. 2015	Nov. 2015 ^p	Dec. 2015 ^p
Total nonfarm.....	69,330	70,511	70,609	70,750	49.3	49.4	49.4	49.4
Total private.....	56,809	57,926	58,018	58,139	47.9	48.0	48.0	48.0
Goods-producing.....	4,265	4,277	4,280	4,286	21.9	21.9	21.8	21.8
Mining and logging.....	123	112	110	110	13.5	14.0	13.9	14.1
Construction.....	796	805	807	807	12.7	12.5	12.4	12.3
Manufacturing.....	3,346	3,360	3,363	3,369	27.2	27.3	27.3	27.3
Durable goods.....	1,798	1,813	1,813	1,813	23.1	23.3	23.3	23.3
Nondurable goods.....	1,548	1,547	1,550	1,556	34.3	34.1	34.1	34.1
Private service-providing.....	52,544	53,649	53,738	53,853	53.0	53.0	53.0	53.0
Trade, transportation, and utilities.....	10,780	10,948	10,958	10,957	40.4	40.5	40.5	40.4
Wholesale trade.....	1,715.0	1,739.4	1,743.1	1,740.0	29.2	29.3	29.4	29.3
Retail trade.....	7,816.5	7,941.4	7,940.1	7,938.5	50.4	50.5	50.4	50.3
Transportation and warehousing.....	1,114.0	1,132.1	1,139.1	1,142.2	23.5	23.6	23.7	23.6
Utilities.....	134.1	135.3	135.6	136.6	24.0	23.9	23.9	24.0
Information.....	1,112	1,123	1,123	1,126	40.2	40.0	40.1	40.0
Financial activities.....	4,611	4,667	4,676	4,685	57.3	57.1	57.1	57.2
Professional and business services.....	8,658	8,914	8,918	8,952	44.5	44.7	44.7	44.7
Education and health services.....	16,695	17,139	17,171	17,220	76.9	77.0	77.0	77.0
Leisure and hospitality.....	7,750	7,903	7,930	7,947	51.8	51.7	51.7	51.7
Other services.....	2,938	2,955	2,962	2,966	52.4	52.3	52.3	52.2
Government.....	12,521	12,585	12,591	12,611	57.2	57.3	57.3	57.3

p Preliminary

NOTE: Data have been revised to reflect March 2014 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. 2014	Oct. 2015	Nov. 2015 ^p	Dec. 2015 ^p
Total private.....	97,923	99,507	99,678	99,942
Goods-producing.....	14,051	14,120	14,147	14,196
Mining and logging.....	669	582	574	570
Construction.....	4,719	4,864	4,901	4,944
Manufacturing.....	8,663	8,674	8,672	8,682
Durable goods.....	5,361	5,365	5,359	5,361
Nondurable goods.....	3,302	3,309	3,313	3,321
Private service-providing.....	83,872	85,387	85,531	85,746
Trade, transportation, and utilities.....	22,478	22,714	22,771	22,807
Wholesale trade.....	4,740.9	4,756.5	4,762.6	4,767.4
Retail trade.....	13,186.9	13,356.8	13,383.9	13,395.4
Transportation and warehousing.....	4,100.2	4,147.9	4,169.2	4,187.5
Utilities.....	450.0	452.8	455.1	456.3
Information.....	2,245	2,281	2,274	2,285
Financial activities.....	6,213	6,322	6,336	6,342
Professional and business services.....	16,025	16,361	16,365	16,454
Education and health services.....	19,069	19,543	19,580	19,630
Leisure and hospitality.....	13,172	13,465	13,491	13,507
Other services.....	4,670	4,701	4,714	4,721

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 2014 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. 2014	Oct. 2015	Nov. 2015 ^p	Dec. 2015 ^p
AVERAGE WEEKLY HOURS				
Total private.....	33.8	33.7	33.7	33.7
Goods-producing.....	41.6	41.4	41.2	41.3
Mining and logging.....	47.6	45.5	45.7	45.8
Construction.....	39.9	40.2	39.6	40.1
Manufacturing.....	42.1	41.7	41.7	41.7
Durable goods.....	42.4	42.0	42.0	42.1
Nondurable goods.....	41.6	41.4	41.3	41.1
Private service-providing.....	32.5	32.4	32.5	32.5
Trade, transportation, and utilities.....	33.9	33.6	33.8	33.8
Wholesale trade.....	38.6	38.5	38.5	38.6
Retail trade.....	30.3	30.0	30.2	30.1
Transportation and warehousing.....	39.0	38.7	38.9	39.1
Utilities.....	42.2	42.3	42.7	42.6
Information.....	35.8	35.6	35.8	35.6
Financial activities.....	36.8	37.1	37.1	37.1
Professional and business services.....	35.7	35.4	35.5	35.5
Education and health services.....	32.0	32.1	32.1	32.1
Leisure and hospitality.....	25.2	25.0	25.0	25.1
Other services.....	30.8	30.7	30.7	30.7
AVERAGE OVERTIME HOURS				
Manufacturing.....	4.6	4.2	4.2	4.1
Durable goods.....	4.7	4.2	4.2	4.2
Nondurable goods.....	4.4	4.3	4.2	4.0

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 2014 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. 2014	Oct. 2015	Nov. 2015 ^p	Dec. 2015 ^p	Dec. 2014	Oct. 2015	Nov. 2015 ^p	Dec. 2015 ^p
Total private.....	\$20.72	\$21.18	\$21.20	\$21.22	\$700.34	\$713.77	\$714.44	\$715.11
Goods-producing.....	21.66	22.13	22.14	22.19	901.06	916.18	912.17	916.45
Mining and logging.....	26.63	26.63	26.62	26.51	1,267.59	1,211.67	1,216.53	1,214.16
Construction.....	24.78	25.36	25.43	25.46	988.72	1,019.47	1,007.03	1,020.95
Manufacturing.....	19.62	20.05	20.06	20.08	826.00	836.09	836.50	837.34
Durable goods.....	20.69	21.07	21.09	21.10	877.26	884.94	885.78	888.31
Nondurable goods.....	17.86	18.38	18.36	18.40	742.98	760.93	758.27	756.24
Private service-providing.....	20.52	20.98	21.00	21.02	666.90	679.75	682.50	683.15
Trade, transportation, and utilities.....	18.36	18.79	18.76	18.78	622.40	631.34	634.09	634.76
Wholesale trade.....	23.31	23.78	23.76	23.78	899.77	915.53	914.76	917.91
Retail trade.....	14.43	14.97	14.91	14.95	437.23	449.10	450.28	450.00
Transportation and warehousing.....	20.74	20.74	20.79	20.73	808.86	802.64	808.73	810.54
Utilities.....	33.16	34.57	34.67	34.52	1,399.35	1,462.31	1,480.41	1,470.55
Information.....	28.46	29.02	29.45	29.53	1,018.87	1,033.11	1,054.31	1,051.27
Financial activities.....	25.00	25.52	25.58	25.62	920.00	946.79	949.02	950.50
Professional and business services.....	24.32	24.97	25.00	24.97	868.22	883.94	887.50	886.44
Education and health services.....	21.83	22.23	22.23	22.27	698.56	713.58	713.58	714.87
Leisure and hospitality.....	12.29	12.51	12.53	12.56	309.71	312.75	313.25	315.26
Other services.....	18.71	19.01	19.03	19.07	576.27	583.61	584.22	585.45

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 2014 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. 2014	Oct. 2015	Nov. 2015 ^p	Dec. 2015 ^p	Percent change from: Nov. 2015 - Dec. 2015 ^p	Dec. 2014	Oct. 2015	Nov. 2015 ^p	Dec. 2015 ^p	Percent change from: Nov. 2015 - Dec. 2015 ^p
Total private.....	110.3	111.8	111.9	112.2	0.3	152.7	158.2	158.6	159.2	0.4
Goods-producing.....	89.3	89.3	89.1	89.6	0.6	118.5	121.1	120.8	121.7	0.7
Mining and logging.....	169.2	140.7	139.4	138.7	-0.5	262.1	217.9	215.8	213.9	-0.9
Construction.....	94.3	97.9	97.2	99.3	2.2	126.1	134.1	133.4	136.5	2.3
Manufacturing.....	83.7	83.0	83.0	83.1	0.1	107.4	108.9	108.9	109.1	0.2
Durable goods.....	85.4	84.7	84.6	84.8	0.2	110.3	111.4	111.4	111.7	0.3
Nondurable goods.....	80.9	80.7	80.6	80.4	-0.2	102.1	104.8	104.6	104.6	0.0
Private service-providing.....	116.1	117.9	118.4	118.7	0.3	163.4	169.5	170.5	171.1	0.4
Trade, transportation, and utilities.....	106.2	106.4	107.3	107.5	0.2	139.1	142.6	143.6	144.0	0.3
Wholesale trade.....	107.8	107.8	108.0	108.4	0.4	148.0	151.1	151.1	151.8	0.5
Retail trade.....	101.1	101.4	102.3	102.1	-0.2	125.1	130.1	130.7	130.8	0.1
Transportation and warehousing.....	120.4	120.8	122.1	123.2	0.9	158.4	159.0	161.0	162.1	0.7
Utilities.....	97.1	97.9	99.4	99.4	0.0	134.4	141.3	143.8	143.2	-0.4
Information.....	91.7	92.7	92.9	92.8	-0.1	129.2	133.2	135.5	135.7	0.1
Financial activities.....	107.6	110.4	110.7	110.8	0.1	165.5	173.4	174.2	174.6	0.2
Professional and business services.....	128.2	129.8	130.2	130.9	0.5	185.6	192.9	193.7	194.5	0.4
Education and health services.....	130.2	133.9	134.2	134.5	0.2	187.6	196.4	196.7	197.6	0.5
Leisure and hospitality.....	121.6	123.3	123.5	124.2	0.6	169.7	175.2	175.8	177.1	0.7
Other services.....	100.9	101.2	101.5	101.6	0.1	137.5	140.2	140.7	141.2	0.4

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.

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 2014 benchmark levels and updated seasonal adjustment factors.