December 2021

Release Date: January 7, 2022

Prepared by Analysts of the National Estimates Branch
Current Employment Statistics Survey
U.S. Bureau of Labor Statistics

202-691-6555
Email CES
Payroll employment rose by 199,000 in December. Including this job gain, employment has risen by 18.8 million following losses totaling 22.4 million in March and April of 2020. On net, nonfarm payroll employment is down by 3.6 million, or 2.3 percent, from its pre-pandemic peak in February 2020.¹

In December, employment continued to trend up in leisure and hospitality, professional and business services, manufacturing, construction, and transportation and warehousing.

The employment change for October revised up from +546,000 to +648,000, and the change for November revised up from +210,000 to +249,000. On net, employment over October and November was 141,000 higher than previously reported.

Average hourly earnings of all employees on private-sector payrolls increased by 19 cents, or 0.6 percent, in December. Over the year, hourly earnings have increased by 4.7 percent. In December, average weekly hours were unchanged at 34.7 hours.

**+53,000 Leisure and Hospitality**

Job growth in leisure and hospitality was concentrated in food services and drinking places (+43,000). Employment in leisure and hospitality has risen by a net 7.0 million since April of 2020 but is 1.2 million below its February 2020 level.

**+43,000 Professional and Business Services**

Employment rose by 37,000 in professional and technical services in December. Within the industry, job gains occurred in computer systems design and related services (+10,000), in architectural and engineering services (+9,000), and in scientific research and
development services (+6,000). Employment in professional and technical services has expanded by 412,000 above its February 2020 peak.\(^1\)

In December, employment changed little in management of companies (+1,000) and administrative and waste services (+4,000) but is down by 74,000 and 374,000, respectively, since February 2020.

**+26,000 Manufacturing**

Durable goods manufacturing added 20,000 jobs in December. Employment in machinery rose by 8,000, reflecting a return of workers from strike. Employment in nondurable goods manufacturing changed little. Manufacturing has recovered 1.2 million of 1.4 million jobs lost in March and April of 2020.

**+22,000 Construction**

Construction added 22,000 jobs in December. Job gains were concentrated in nonresidential specialty trade contractors (+13,000) and in heavy and civil engineering construction (+10,000). Employment in construction is 88,000 lower than it was in February 2020.

**+19,000 Transportation and Warehousing**

Transportation and warehousing added 19,000 jobs in December. Support activities for transportation (+7,000), air transportation (+6,000), and warehousing and storage (+5,000) added jobs. Employment in couriers and messengers was essentially unchanged over the month. Employment in transportation and warehousing has expanded by 218,000 above its February 2020 peak.\(^1\)

**+14,000 Wholesale Trade**

Wholesale trade added 14,000 jobs in December as durable goods employment
continued to trend up (+9,000). Wholesale trade has recovered 280,000 jobs, or 67 percent, of 415,000 jobs lost in February, March, and April of 2020.

**+10,000 Education and Health Services**

In December, employment in health care changed little (-3,000). Within the industry, job losses continued in nursing care facilities (-5,000). Since losing 1.6 million jobs in March and April of 2020, health care has recovered 1.2 million jobs; however, employment in nursing and residential care facilities is down 421,000 since February 2020.

**+6,000 Mining and Logging**

Employment in mining grew by 7,000 in December. Job gains were concentrated in support activities for mining (+4,000) and in oil and gas extraction (+2,000).

**-2,000 Retail Trade**

Retail trade employment changed little in December. Job gains in general merchandise stores (+16,000) were more than offset by losses elsewhere, including 13,000 jobs lost in sporting goods, hobby, book, and music stores. Employment in retail trade is 158,000 lower than in February 2020.
Employment in mining increased by 7,000 in December and is up by 70,000 since an employment trough in August 2020.

Recent strength in mining employment has coincided with an increase in the count of North American rotary rigs; although, the average weekly price of West Texas Intermediate crude oil has been volatile in recent months and declined in December.
Employment in construction grew by 22,000 in December, after rising by 35,000 in November and 44,000 in October; however, it is 88,000 below its February 2020 peak.¹

In December, job gains in construction were concentrated in nonresidential specialty trade contractors (+13,000) and in heavy and civil engineering construction (+10,000). Employment, however, is lower than in February 2020 by 110,000 and 35,000, respectively.

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Shaded area represents recession as denoted by the National Bureau of Economic Research. Most recent 2 months of data are preliminary.
* denotes significance.
Manufacturing employment continued to trend up in December (+26,000), following gains in November (+35,000) and October (+52,000). In 2021, manufacturing added 349,000 jobs, however, employment is 219,000 below the February 2020 level.

The manufacturing 1-month diffusion index decreased in December by 12 points to 57.3. Despite the decline, a number above 50 indicates that more manufacturing industries are adding jobs than are losing jobs.

Manufacturing employment gains corresponded with strength in both the Institute of Supply Management’s Purchasing Managers’ Index (PMI) and the IHS Markit US Manufacturing PMI, which measure business sentiment and expectations.

In December, employment in durable goods rose by 20,000. Machinery added 8,000 jobs, reflecting the return to work from a strike.

In December, average hourly earnings for all employees in manufacturing increased by 7 cents to $30.28. Average hourly earnings of production workers increased by 11 cents to $24.33.

Average weekly hours of all employees fell by 0.1 hour to 40.3 hours in December. The average workweek of production employees remained unchanged at 41.4 hours. Average weekly overtime hours for all employees fell by 0.1 hour to 3.2 hours. Overtime hours for production workers remained unchanged at 4.1 hours in December.
Employment in wholesale trade increased in December (+14,000) after rising by 14,000 in October and by 11,000 in November.

Employment in wholesale trade is 129,000 below its February 2020 level.
Employment in retail trade changed little in December (-2,000). The industry gained an average 24,000 jobs per month totaling 292,000 in 2021; however, since February 2020, industry employment is down by 158,000.

In December, job gains occurred in general merchandise stores (+16,000) and miscellaneous store retailers (+6,000). These gains were partially offset by employment declines in sporting goods, hobby, book, and music stores (-13,000) and in clothing and clothing accessories stores (-8,000).

Retail related-economic indicators are mixed. Retail Sales were up in November and the Consumer Confidence Index increased in December. Conversely, Auto Sales decreased in November.
Employment in transportation and warehousing grew by 19,000 in December and is 218,000 above its February 2020 level.

In December, support activities for transportation (+7,000), air transportation (+6,000), and warehousing and storage (+5,000) added jobs.
Employment in utilities was unchanged in December. Since February 2020, employment has fallen by 11,000.
Employment in information was unchanged in December. The industry has recovered 201,000, or 63 percent, of 320,000 jobs lost in March, April, and May 2020.


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In December, employment in financial activities changed little (+8,000). The industry has recovered the number of jobs lost between March and April 2020, and employment has expanded by 44,000 above the February 2020 peak.¹

Employment has expanded above February 2020 levels in securities and commodities (+53,000) and in insurance carriers and related activities (+19,000). Over this period, employment is lower in commercial banking (-74,000) and in real estate and rental and leasing (-19,000).
In December 2021, employment in professional and business services continued to trend up 43,000.

In December, professional and technical services added 37,000 jobs, with computer systems design and related services (+10,000), architectural and engineering services (+9,000), and scientific research and development services (6,000) adding jobs. Employment in professional and technical services is 412,000 above the February 2020 level.

In December, employment in temporary help services changed little (-2,000) and is 157,000 below its February 2020 level.
In December, employment in health care changed little (-3,000). Within nursing and residential care, nursing care facilities continued to lose jobs (-5,000).

Since losing 1.6 million jobs in March and April 2020, health care has recovered 1.2 million jobs. Employment in hospitals is 96,000 lower than in February 2020, after losing an average 3,000 jobs per month in 2021. Nursing and residential care facilities continued to lose jobs, shedding 146,000 in 2021 and 271,000 in 2020.

Social assistance has recovered 526,000 of 701,000 jobs lost in March and April 2020.
Employment in leisure and hospitality continued to trend up in December (+53,000). Although leisure-related Unemployment Insurance (UI) claims returned to pre-pandemic levels in November, employment recovery slowed as 2021 progressed. The industry added 102,000 jobs per month over the 4th quarter, compared to monthly averages of 196,000 in the 3rd quarter, 348,000 in the 2nd quarter, and 208,000 in the 1st quarter.

Although the industry has recovered 7.0 million jobs since April 2020, as of December 2021, employment was 1.2 million below its February 2020 level.

Food services and drinking places added 43,000 jobs in December, as the number of seated diners in restaurants was well above December 2020 levels but below December 2019 levels. Restaurant sales continue to exceed pre-pandemic levels. Employment in food services is 653,000 below its February 2020 level, as demand has shifted away from in-person dining towards prepared-food takeout.
In December, employment in other services changed little (+13,000). The industry has regained 1.3 million of 1.4 million jobs lost in March and April 2020.
Government employment changed little in December (-12,000) and is 927,000 lower than in February 2020. The industry added 452,000 jobs in 2021 with local government education accounting for 327,000 of the gain.