Nonfarm payroll employment rose by 210,000 in November. Professional and business services, transportation and warehousing, construction, and manufacturing added jobs over the month, while retail trade lost jobs.

The employment change for October revised up from +531,000 to +546,000, and the change for September revised up from +312,000 to +379,000. On net, employment over these months is 82,000 higher than previously reported.

Average hourly earnings of all employees on private-sector payrolls rose by 8 cents, or 0.3 percent, in November. Over the year, hourly earnings have increased by 4.8 percent. Over the month, average weekly hours increased by 0.1 hour to 34.8 hours.

**+90,000 Professional and Business Services**

Employment in professional and business services rose by 90,000 in November and is 69,000 below the pre-pandemic peak in February 2020. Job gains in November were split about equally between professional and technical services and administrative and support services.

**+50,000 Transportation and Warehousing**

Transportation and warehousing continued to add jobs in November (+50,000). Couriers and messengers accounted for about half of the increase (+27,000). Employment also rose over the month in warehousing and storage (+9,000), air transportation (+3,000), and scenic and sightseeing transportation (+3,000).

Since February 2020, employment in transportation and warehousing is up by 210,000, with growth in couriers and messengers and in warehousing and storage driving the expansion.

**+31,000 Construction**

Construction added 31,000 jobs in November. Employment in the industry is
115,000 below its February 2020 level. While employment is still lower in heavy and civil engineering construction and the non-residential components, it has expanded above its pre-pandemic level in both residential building and residential specialty trades.

**+31,000 Manufacturing**

Manufacturing employment increased by 31,000 in November. Within the durable goods industries, miscellaneous durable goods (+10,000), fabricated metal products (+8,000), and electrical equipment and appliances (+3,000) added jobs. Motor vehicles and parts lost 10,000 jobs, while a strike pulled employment down in machinery (-6,000). Employment in nondurable goods rose by 16,000.

Manufacturing employment is 253,000 below its February 2020 peak.¹

**+23,000 Leisure and Hospitality**

Employment in leisure and hospitality changed little in November, following strong growth averaging 271,000 per month over the prior 9 months.

Although employment in leisure and hospitality is 1.3 million below its February 2020 peak, the industry has added 6.9 million jobs since April 2020.¹

**+4,000 Education and Health Services**

Essentially unchanged in November, employment in private education and health services is 793,000 lower than in February 2020.

Employment in health care was flat in November (+2,000). Employment continued to trend up in ambulatory health care (+17,000) and, since January 2021, has risen by an average 26,000 per month. Nursing and residential care facilities continued to lose jobs in November (-11,000), and employment has fallen by 424,000 since February 2020.
-25,000 Government
Employment in government continued to trend down for a fourth-consecutive month in November. Since February 2020, government employment is down by 935,000, with the losses concentrated in the local (-678,000) and state (-273,000) government components.

-20,000 Retail Trade
In November, job losses in general merchandise stores (-20,000); clothing and clothing accessories stores (-18,000); and sporting goods, hobby, book, and music stores (-9,000) more than offset gains in food and beverage stores (+9,000) and building material and garden supply stores (+7,000).
Employment in retail trade is 176,000 lower than in February 2020.
Employment in mining changed little in November (-2,000) but has increased by 58,000 since an employment trough in August 2020.

The weakness in mining employment in November coincided with a decrease in the average weekly price of West Texas Intermediate crude oil, although the number of active North American rotary rigs increased.
Employment in construction grew by 31,000 in November, after rising by 43,000 in October and 35,000 in September; however, it is 115,000 below its February 2020 peak.¹

Over this period, employment is lower in nonresidential specialty trade contractors (-135,000), in heavy and civil engineering construction (-46,000), and in nonresidential building (-28,000). In contrast, employment has expanded above February 2020 levels in both residential building (+49,000) and residential specialty trade contractors (+46,000).

The strength in construction employment in November follows an increase in residential building permits in October, although housing starts and new home sales stagnated.
In November, manufacturing added 31,000 jobs, following gains in October (+48,000) and September (+29,000). As of November, employment in the industry is 253,000 below the February 2020 level. November gains were split between durable goods (+15,000) and nondurable goods (+16,000).

The manufacturing 1-month diffusion index increased by 0.6 points to 67.3 in November. A number above 50 indicates that more manufacturing industries are adding jobs than losing jobs.

In November, motor vehicles and parts lost 10,000 jobs; however, since January, employment has changed little (+13,000), reflecting the net impact of the ongoing chip shortage on American automakers.

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

In November, average hourly earnings for all employees in manufacturing increased by 5 cents to $30.15. Average hourly earnings of production workers increased by 10 cents to $24.24.

Average weekly hours of all employees increased by 0.1 hour to 40.4 hours in November. The average workweek of production employees increased 0.1 hour to 41.3 hours. Average weekly overtime hours for all employees remained unchanged at 3.2 hours, while overtime hours for production workers increased 0.1 hour to 4.1 hours.
Employment in wholesale trade changed little in November (+8,000) and is 148,000 lower than in February 2020.

In November, employment in durable goods continued to trend up. So far this year, durable goods has gained an average 8,000 jobs per month, compared to an average 4,000 per month in nondurable goods. Employment in electronic markets and agents has changed little over this period.
Employment in retail trade declined by 20,000 in November, following gains totaling 99,000 over the prior 3 months. Industry employment is up by 2.2 million since April 2020 but is down by 176,000 since February 2020.

In November, job losses occurred in general merchandise stores (-20,000) and clothing and clothing accessories stores (-18,000). These declines were partially offset by employment gains in food and beverage stores (+9,000) and building material and garden supply stores (+7,000).

Retail related-economic indicators are mixed. Retail Sales and Auto Sales both increased in October. Conversely, the Consumer Confidence Index decreased in November.
Transportation and Warehousing

Employment in transportation and warehousing grew by 50,000 in November and is 210,000 above its February 2020 level.

In November, employment growth was widespread, with gains occurring in couriers and messengers (+27,000), in warehousing and storage (+9,000), and in air transportation (+3,000). Employment in truck transportation edged up by 6,000 over the month.
Employment in utilities was unchanged in November. Since February 2020, employment has fallen by 11,000.
Employment in information was flat in November (-2,000). The industry has recovered 197,000, or 62 percent, of 320,000 jobs lost in March, April, and May 2020.
Employment in financial activities edged up in November (+13,000), following a gain of 26,000 in October. The industry has recovered all of the jobs lost between March and April 2020, and employment is 30,000 above the February 2020 peak.

In November, a job gain in securities and commodities (+9,000) was partially offset by a decline of 3,000 in commercial banking. Furthermore, employment in securities and commodities is 51,000 above its February 2020 level.
Professional and Business Services

Professional and business services added 90,000 jobs in November; however, employment is 69,000 below February 2020.

In November, professional and technical services added 44,000 jobs, with management and technical consulting services (+12,000) and computer systems design and related services (+10,000) adding jobs. Employment in professional and technical services is 367,000 above its February 2020 level.

In November, administrative and waste services added 42,000 jobs, although employment in its temporary help services component changed little (+6,000).
Employment in health care changed little in November (+2,000) and is 450,000 lower than in February 2020.

In November, employment in ambulatory care continued to trend up (+17,000) and more than offset a job loss in nursing and residential care facilities (-11,000). Since February 2020, ambulatory care is up 65,000 on net, while nursing and residential care has continued to lose jobs (-424,000).
Employment in leisure and hospitality changed little in November (+23,000), following stronger gains in October (+170,000) and September (+108,000). Although the industry has recovered 6.9 million jobs since April 2020, employment is 1.3 million below its February 2020 level.

Although employment changed little in November several related economic indicators signal improvement. Restaurant sales have exceeded pre-COVID levels for several months, and both hotel revenue per available room and the number of seated diners in restaurants are approaching pre-pandemic levels.
In November, employment in other services continued to trend up (+10,000). The industry has regained 1.3 million of 1.4 million jobs lost in March and April 2020.

In November, repair and maintenance added 10,000 jobs.
Government employment edged down by 25,000 in November and is 935,000 lower than in February 2020.

The U.S. Postal Service added 5,000 jobs in November as the holiday shopping season began.
¹ The Current Employment Statistics program for national estimates designates cyclical peaks and troughs in time series of employment, hours, and earnings. Generally, the period between a peak and a trough must be at least 6 months in duration. (See https://www.bls.gov/ces/tables/peak-trough.htm for more details.) The extreme magnitude and dispersion of job losses across nearly all industries warrants treating the shorter downturn as a cyclical peak-to-trough phase that occurred primarily from February to April 2020. This determination mirrors a similar decision made by the business cycle dating committee of the National Bureau of Economic Research (NBER) to designate the episode as a recession, even though the downturn was briefer than earlier contractions. (https://www.nber.org/news/business-cycle-dating-committee-announcement-july-19-2021)