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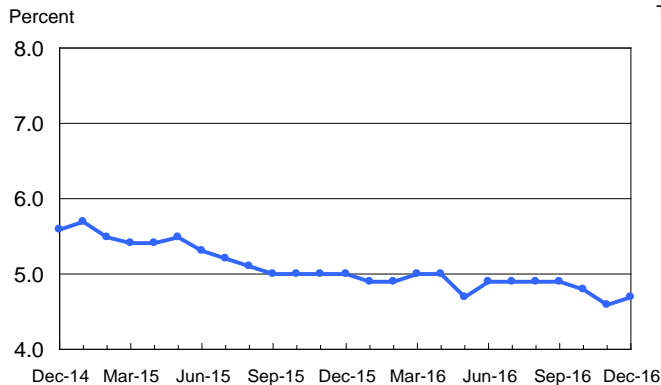
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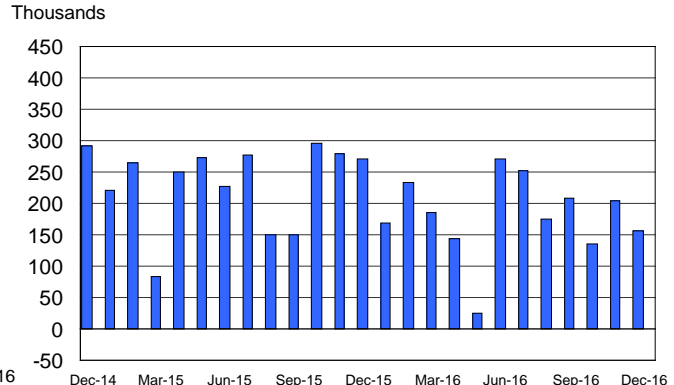
**THE EMPLOYMENT SITUATION — DECEMBER 2016**

Total **nonfarm payroll employment** rose by 156,000 in December, and the **unemployment rate** was little changed at 4.7 percent, the U.S. Bureau of Labor Statistics reported today. Job growth occurred in health care and social assistance.

**Chart 1. Unemployment rate, seasonally adjusted, December 2014 – December 2016**



**Chart 2. Nonfarm payroll employment over-the-month change, seasonally adjusted, December 2014 – December 2016**



**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 2012 were subject to revision. The unemployment rates for January 2016 through November 2016 (as originally published and as revised) appear in table A on page 5, along with additional information about the revisions.

## Household Survey Data

The **unemployment rate**, at 4.7 percent, and the number of **unemployed persons**, at 7.5 million, changed little in December. However, both measures edged down in the fourth quarter, after showing little net change earlier in the year. (See table A-1.)

Among the **major worker groups**, the unemployment rates for adult men (4.4 percent), adult women (4.3 percent), teenagers (14.7 percent), Whites (4.3 percent), Blacks (7.8 percent), Asians (2.6 percent), and Hispanics (5.9 percent) showed little change in December. (See tables A-1, A-2, and A-3.)

The number of **long-term unemployed** (those jobless for 27 weeks or more) was essentially unchanged at 1.8 million in December and accounted for 24.2 percent of the unemployed. In 2016, the number of long-term unemployed declined by 263,000. (See table A-12.)

The **labor force participation rate**, at 62.7 percent, changed little in December and was unchanged over the year. In December, the **employment-population ratio** was 59.7 percent for the third consecutive month; this measure showed little change, on net, in 2016. (See table A-1.)

The number of persons employed **part time for economic reasons** (also referred to as involuntary part-time workers), at 5.6 million, was essentially unchanged in December but was down by 459,000 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, 1.7 million persons were **marginally attached to the labor force**, little changed 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 426,000 **discouraged workers** in December, down by 237,000 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 to them. The remaining 1.3 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** rose by 156,000 in December, with an increase in health care and social assistance. Job growth totaled 2.2 million in 2016, less than the increase of 2.7 million in 2015. (See table B-1.)

Employment in **health care** rose by 43,000 in December, with most of the increase occurring in ambulatory health care services (+30,000) and hospitals (+11,000). Health care added an average of 35,000 jobs per month in 2016, roughly in line with the average monthly gain of 39,000 in 2015.

**Social assistance** added 20,000 jobs in December, reflecting job growth in individual and family services (+21,000). In 2016, social assistance added 92,000 jobs, down from an increase of 162,000 in 2015.

Employment in **food services and drinking places** continued to trend up in December (+30,000). This industry added 247,000 jobs in 2016, fewer than the 359,000 jobs gained in 2015.

Employment also continued to trend up in **transportation and warehousing** in December (+15,000). Within the industry, employment expanded by 12,000 in couriers and messengers. In 2016, transportation and warehousing added 62,000 jobs, down from a gain of 110,000 jobs in 2015.

Employment in **financial activities** continued on an upward trend in December (+13,000). This is in line with the average monthly gains for the industry over the past 2 years.

In December, employment edged up in **manufacturing** (+17,000), with a gain of 15,000 in the durable goods component. However, since reaching a recent peak in January, manufacturing employment has declined by 63,000.

Employment in **professional and business services** was little changed in December (+15,000), following an increase of 65,000 in November. The industry added 522,000 jobs in 2016.

Employment in other major industries, including **mining, construction, wholesale trade, retail trade, information, and government**, changed little in December.

The **average workweek for all employees** on private nonfarm payrolls was unchanged at 34.3 hours in December. In manufacturing, the workweek edged up by 0.1 hour to 40.7 hours, and overtime edged up by 0.1 hour to 3.3 hours. The average workweek for **production and nonsupervisory employees** on private nonfarm payrolls remained at 33.6 hours. (See tables B-2 and B-7.)

In December, **average hourly earnings for all employees** on private nonfarm payrolls increased by 10 cents to \$26.00, after edging down by 2 cents in November. Over the year, average hourly earnings have risen by 2.9 percent. In December, average hourly earnings of private-sector **production and nonsupervisory employees** increased by 7 cents to \$21.80. (See tables B-3 and B-8.)

The change in total nonfarm payroll employment for October was revised down from +142,000 to +135,000, and the change for November was revised up from +178,000 to +204,000. With these revisions, employment gains in October and November were 19,000 higher than previously reported. Over the past 3 months, job gains have averaged 165,000 per month.

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**The Employment Situation for January is scheduled to be released on Friday, February 3, 2017, at 8:30 a.m. (EST).**

### **Upcoming Changes to the Establishment Survey Data**

Effective with the release of January 2017 data on February 3, 2017, the Current Employment Statistics (CES) program will begin using an improved methodology to select models for annual seasonal adjustment processing. See <https://www.bls.gov/ces/cestramo.htm> for more information.

### **Revision of Establishment Survey Data**

Effective with the release of The Employment Situation for January 2017 on February 3, 2017, 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 2016 and updated seasonal adjustment factors. Not seasonally adjusted data beginning with April 2015 and seasonally adjusted data beginning with January 2012 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 2017 on February 3, 2017, 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 2017 will not be directly comparable with data for December 2016 or earlier periods. A table showing the effects of the new controls on the major labor force series will be included in the January 2017 release.

## 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 2012 through November 2016 were subject to revision.

Table A shows the unemployment rates for January 2016 through November 2016, as first published and as revised. The rates changed by one-tenth of a percentage point in 2 of the 11 months and were unchanged in the remaining 9 months. Revised seasonally adjusted data for other major labor force series beginning in December 2015 appear in table B.

An article describing the seasonal adjustment methodology for the household survey data and revised data for January 2016 through November 2016 is available at <https://www.bls.gov/web/empsit/cps-seas-adjustment-methodology.pdf>.

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

**Table A. Seasonally adjusted unemployment rates in 2016 and changes due to revision  
January - November 2016**

Month	As first published	As revised	Change
January .....	4.9	4.9	0.0
February .....	4.9	4.9	.0
March .....	5.0	5.0	.0
April .....	5.0	5.0	.0
May .....	4.7	4.7	.0
June .....	4.9	4.9	.0
July .....	4.9	4.9	.0
August .....	4.9	4.9	.0
September .....	5.0	4.9	-.1
October .....	4.9	4.8	-.1
November .....	4.6	4.6	.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	2015	2016											
	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
<b>TOTAL</b>													
Civilian noninstitutional population <sup>1</sup> . . . . .	251,936	252,397	252,577	252,768	252,969	253,174	253,397	253,620	253,854	254,091	254,321	254,540	254,742
Civilian labor force . . . . .	157,957	158,362	158,888	159,278	158,938	158,510	158,889	159,295	159,508	159,830	159,643	159,456	159,640
Participation rate . . . . .	62.7	62.7	62.9	63.0	62.8	62.6	62.7	62.8	62.8	62.9	62.8	62.6	62.7
Employed . . . . .	150,030	150,533	151,043	151,301	151,028	151,058	151,090	151,546	151,655	151,926	151,902	152,048	152,111
Employment-population ratio . . . . .	59.6	59.6	59.8	59.9	59.7	59.7	59.6	59.8	59.7	59.8	59.7	59.7	59.7
Unemployed . . . . .	7,927	7,829	7,845	7,977	7,910	7,451	7,799	7,749	7,853	7,904	7,740	7,409	7,529
Unemployment rate . . . . .	5.0	4.9	4.9	5.0	5.0	4.7	4.9	4.9	4.9	4.9	4.8	4.6	4.7
<b>Men, 20 years and over</b>													
Civilian noninstitutional population <sup>1</sup> . . . . .	113,241	113,483	113,566	113,653	113,746	113,844	113,951	114,058	114,173	114,289	114,401	114,506	114,603
Civilian labor force . . . . .	81,000	81,319	81,681	81,800	81,743	81,420	81,782	81,818	81,835	81,988	81,967	81,817	81,983
Participation rate . . . . .	71.5	71.7	71.9	72.0	71.9	71.5	71.8	71.7	71.7	71.7	71.6	71.5	71.5
Employed . . . . .	77,213	77,670	77,974	78,066	77,993	77,926	78,098	78,042	78,142	78,191	78,232	78,330	78,379
Employment-population ratio . . . . .	68.2	68.4	68.7	68.7	68.6	68.4	68.5	68.4	68.4	68.4	68.4	68.4	68.4
Unemployed . . . . .	3,787	3,648	3,707	3,734	3,750	3,493	3,684	3,775	3,693	3,798	3,735	3,486	3,605
Unemployment rate . . . . .	4.7	4.5	4.5	4.6	4.6	4.3	4.5	4.6	4.5	4.6	4.6	4.3	4.4
<b>Women, 20 years and over</b>													
Civilian noninstitutional population <sup>1</sup> . . . . .	122,071	122,263	122,345	122,433	122,524	122,622	122,728	122,835	122,949	123,066	123,179	123,285	123,383
Civilian labor force . . . . .	71,109	71,205	71,289	71,617	71,316	71,226	71,310	71,588	71,674	71,856	71,784	71,737	71,831
Participation rate . . . . .	58.3	58.2	58.3	58.5	58.2	58.1	58.1	58.3	58.3	58.4	58.3	58.2	58.2
Employed . . . . .	67,920	67,959	68,071	68,303	68,099	68,218	68,116	68,534	68,452	68,702	68,698	68,712	68,760
Employment-population ratio . . . . .	55.6	55.6	55.6	55.8	55.6	55.6	55.5	55.8	55.7	55.8	55.8	55.7	55.7
Unemployed . . . . .	3,189	3,246	3,218	3,314	3,218	3,008	3,194	3,054	3,223	3,154	3,085	3,025	3,071
Unemployment rate . . . . .	4.5	4.6	4.5	4.6	4.5	4.2	4.5	4.3	4.5	4.4	4.3	4.2	4.3
<b>Both sexes, 16 to 19 years</b>													
Civilian noninstitutional population <sup>1</sup> . . . . .	16,624	16,651	16,666	16,682	16,699	16,708	16,718	16,728	16,732	16,737	16,741	16,749	16,756
Civilian labor force . . . . .	5,848	5,838	5,918	5,861	5,879	5,864	5,798	5,889	5,999	5,987	5,892	5,903	5,826
Participation rate . . . . .	35.2	35.1	35.5	35.1	35.2	35.1	34.7	35.2	35.9	35.8	35.2	35.2	34.8
Employed . . . . .	4,898	4,904	4,997	4,931	4,936	4,914	4,877	4,969	5,062	5,034	4,972	5,006	4,972
Employment-population ratio . . . . .	29.5	29.5	30.0	29.6	29.6	29.4	29.2	29.7	30.3	30.1	29.7	29.9	29.7
Unemployed . . . . .	951	934	921	929	943	950	921	920	937	953	920	897	854
Unemployment rate . . . . .	16.3	16.0	15.6	15.9	16.0	16.2	15.9	15.6	15.6	15.9	15.6	15.2	14.7

<sup>1</sup> 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. 2015	Oct. 2016	Nov. 2016	Dec. 2016	Change from: Nov. 2016- Dec. 2016
<b>Employment status</b>					
Civilian noninstitutional population.....	251,936	254,321	254,540	254,742	202
Civilian labor force.....	157,957	159,643	159,456	159,640	184
Participation rate.....	62.7	62.8	62.6	62.7	0.1
Employed.....	150,030	151,902	152,048	152,111	63
Employment-population ratio.....	59.6	59.7	59.7	59.7	0.0
Unemployed.....	7,927	7,740	7,409	7,529	120
Unemployment rate.....	5.0	4.8	4.6	4.7	0.1
Not in labor force.....	93,978	94,678	95,084	95,102	18
<b>Unemployment rates</b>					
Total, 16 years and over.....	5.0	4.8	4.6	4.7	0.1
Adult men (20 years and over).....	4.7	4.6	4.3	4.4	0.1
Adult women (20 years and over).....	4.5	4.3	4.2	4.3	0.1
Teenagers (16 to 19 years).....	16.3	15.6	15.2	14.7	-0.5
White.....	4.5	4.3	4.2	4.3	0.1
Black or African American.....	8.4	8.6	8.0	7.8	-0.2
Asian.....	4.0	3.4	3.0	2.6	-0.4
Hispanic or Latino ethnicity.....	6.2	5.7	5.7	5.9	0.2
Total, 25 years and over.....	4.0	4.0	3.9	3.9	0.0
Less than a high school diploma.....	6.7	7.4	7.9	7.9	0.0
High school graduates, no college.....	5.5	5.5	4.9	5.1	0.2
Some college or associate degree.....	4.2	3.8	3.9	3.8	-0.1
Bachelor's degree and higher.....	2.5	2.6	2.3	2.5	0.2
<b>Reason for unemployment</b>					
Job losers and persons who completed temporary jobs.....	3,799	3,749	3,542	3,639	97
Job leavers.....	817	945	934	905	-29
Reentrants.....	2,486	2,339	2,266	2,219	-47
New entrants.....	860	791	728	783	55
<b>Duration of unemployment</b>					
Less than 5 weeks.....	2,413	2,393	2,415	2,379	-36
5 to 14 weeks.....	2,211	2,273	2,133	2,156	23
15 to 26 weeks.....	1,233	1,167	1,073	1,199	126
27 weeks and over.....	2,094	1,964	1,856	1,831	-25
<b>Employed persons at work part time</b>					
Part time for economic reasons.....	6,057	5,850	5,659	5,598	-61
Slack work or business conditions.....	3,589	3,481	3,485	3,401	-84
Could only find part-time work.....	2,175	2,093	1,902	1,873	-29
Part time for noneconomic reasons.....	20,173	20,765	21,059	21,251	192
<b>Persons not in the labor force (not seasonally adjusted)</b>					
Marginally attached to the labor force.....	1,833	1,700	1,932	1,684	-
Discouraged workers.....	663	487	591	426	-

- 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. 2015	Oct. 2016	Nov. 2016 <sup>p</sup>	Dec. 2016 <sup>p</sup>
<b>EMPLOYMENT BY SELECTED INDUSTRY</b> (Over-the-month change, in thousands)				
Total nonfarm.....	271	135	204	156
Total private.....	259	146	198	144
Goods-producing.....	44	8	13	12
Mining and logging.....	-10	-2	3	-2
Construction.....	48	14	17	-3
Manufacturing.....	6	-4	-7	17
Durable goods <sup>1</sup> .....	-2	4	-4	15
Motor vehicles and parts.....	0.1	1.1	2.3	2.9
Nondurable goods.....	8	-8	-3	2
Private service-providing.....	215	138	185	132
Wholesale trade.....	3.8	7.0	4.8	2.0
Retail trade.....	6.6	-2.3	19.5	6.3
Transportation and warehousing.....	16.5	13.0	11.4	14.7
Utilities.....	0.9	0.7	-0.2	0.2
Information.....	10	-2	-12	-6
Financial activities.....	8	8	8	13
Professional and business services <sup>1</sup> .....	60	42	65	15
Temporary help services.....	24.9	5.2	23.8	-15.5
Education and health services <sup>1</sup> .....	63	50	43	70
Health care and social assistance.....	46.7	42.9	34.6	63.3
Leisure and hospitality.....	35	20	37	24
Other services.....	12	1	9	-8
Government.....	12	-11	6	12
<b>(3-month average change, in thousands)</b>				
Total nonfarm.....	282	173	182	165
Total private.....	281	161	183	163
<b>WOMEN AND PRODUCTION AND NONSUPERVISORY EMPLOYEES</b> AS A PERCENT OF ALL EMPLOYEES <sup>2</sup>				
Total nonfarm women employees.....	49.4	49.6	49.6	49.6
Total private women employees.....	47.9	48.2	48.2	48.2
Total private production and nonsupervisory employees.....	82.4	82.3	82.3	82.3
<b>HOURS AND EARNINGS</b> <b>ALL EMPLOYEES</b>				
<b>Total private</b>				
Average weekly hours.....	34.5	34.4	34.3	34.3
Average hourly earnings.....	\$25.26	\$25.92	\$25.90	\$26.00
Average weekly earnings.....	\$871.47	\$891.65	\$888.37	\$891.80
Index of aggregate weekly hours (2007=100) <sup>3</sup> .....	104.9	106.0	105.8	106.0
Over-the-month percent change.....	0.3	0.2	-0.2	0.2
Index of aggregate weekly payrolls (2007=100) <sup>4</sup> .....	126.6	131.3	131.0	131.7
Over-the-month percent change.....	0.2	0.5	-0.2	0.5
<b>DIFFUSION INDEX</b> (Over 1-month span) <sup>5</sup>				
Total private (262 industries).....	62.0	59.0	55.7	57.1
Manufacturing (79 industries).....	55.1	48.1	44.3	48.7

<sup>1</sup> Includes other industries, not shown separately.

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

<sup>3</sup> 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.

<sup>4</sup> 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.

<sup>5</sup> Figures are the percent of industries with employment increasing plus one-half of the industries with unchanged employment, where 50 percent indicates an equal balance between industries with increasing and decreasing employment.

p Preliminary

NOTE: Data have been revised to reflect March 2015 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 [https://www.bls.gov/web/empsit/ces\\_cps\\_trends.htm](https://www.bls.gov/web/empsit/ces_cps_trends.htm).

## 2. Are undocumented immigrants counted in the surveys?

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

## 3. Why does the establishment survey have revisions?

The establishment survey revises published estimates to improve its data series by incorporating additional information that was not available at the time of the initial publication of the estimates. The establishment survey revises its initial monthly estimates twice, in the immediately succeeding 2 months, to incorporate additional sample receipts from respondents in the survey and recalculated seasonal adjustment factors. For more information on the monthly revisions, please visit <https://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 <https://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 <https://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 <https://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 <https://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 146,000 businesses and government agencies, representing approximately 623,000 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 <https://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 <https://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 115,000. 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 -65,000 to +165,000 (50,000 +/- 115,000). 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 <sup>1</sup>					
	Dec. 2015	Nov. 2016	Dec. 2016	Dec. 2015	Aug. 2016	Sept. 2016	Oct. 2016	Nov. 2016	Dec. 2016
<b>TOTAL</b>									
Civilian noninstitutional population.....	251,936	254,540	254,742	251,936	253,854	254,091	254,321	254,540	254,742
Civilian labor force.....	157,245	159,451	158,968	157,957	159,508	159,830	159,643	159,456	159,640
Participation rate.....	62.4	62.6	62.4	62.7	62.8	62.9	62.8	62.6	62.7
Employed.....	149,703	152,385	151,798	150,030	151,655	151,926	151,902	152,048	152,111
Employment-population ratio.....	59.4	59.9	59.6	59.6	59.7	59.8	59.7	59.7	59.7
Unemployed.....	7,542	7,066	7,170	7,927	7,853	7,904	7,740	7,409	7,529
Unemployment rate.....	4.8	4.4	4.5	5.0	4.9	4.9	4.8	4.6	4.7
Not in labor force.....	94,691	95,089	95,774	93,978	94,346	94,261	94,678	95,084	95,102
Persons who currently want a job.....	5,705	5,524	5,449	5,920	5,841	6,082	5,889	5,837	5,662
<b>Men, 16 years and over</b>									
Civilian noninstitutional population.....	121,671	122,998	123,099	121,671	122,656	122,775	122,889	122,998	123,099
Civilian labor force.....	83,439	84,628	84,463	83,959	84,902	85,042	84,994	84,860	84,979
Participation rate.....	68.6	68.8	68.6	69.0	69.2	69.3	69.2	69.0	69.0
Employed.....	79,158	80,763	80,368	79,650	80,669	80,735	80,717	80,826	80,861
Employment-population ratio.....	65.1	65.7	65.3	65.5	65.8	65.8	65.7	65.7	65.7
Unemployed.....	4,280	3,865	4,095	4,310	4,234	4,307	4,278	4,034	4,118
Unemployment rate.....	5.1	4.6	4.8	5.1	5.0	5.1	5.0	4.8	4.8
Not in labor force.....	38,233	38,370	38,636	37,712	37,754	37,732	37,895	38,139	38,120
<b>Men, 20 years and over</b>									
Civilian noninstitutional population.....	113,241	114,506	114,603	113,241	114,173	114,289	114,401	114,506	114,603
Civilian labor force.....	80,663	81,751	81,640	81,000	81,835	81,988	81,967	81,817	81,983
Participation rate.....	71.2	71.4	71.2	71.5	71.7	71.7	71.6	71.5	71.5
Employed.....	76,827	78,405	77,984	77,213	78,142	78,191	78,232	78,330	78,379
Employment-population ratio.....	67.8	68.5	68.0	68.2	68.4	68.4	68.4	68.4	68.4
Unemployed.....	3,836	3,347	3,656	3,787	3,693	3,798	3,735	3,486	3,605
Unemployment rate.....	4.8	4.1	4.5	4.7	4.5	4.6	4.6	4.3	4.4
Not in labor force.....	32,578	32,755	32,963	32,241	32,338	32,301	32,434	32,690	32,620
<b>Women, 16 years and over</b>									
Civilian noninstitutional population.....	130,265	131,542	131,643	130,265	131,198	131,317	131,432	131,542	131,643
Civilian labor force.....	73,807	74,823	74,505	73,998	74,605	74,788	74,648	74,597	74,661
Participation rate.....	56.7	56.9	56.6	56.8	56.9	57.0	56.8	56.7	56.7
Employed.....	70,544	71,622	71,430	70,381	70,986	71,191	71,185	71,222	71,250
Employment-population ratio.....	54.2	54.4	54.3	54.0	54.1	54.2	54.2	54.1	54.1
Unemployed.....	3,262	3,201	3,075	3,618	3,619	3,597	3,463	3,375	3,411
Unemployment rate.....	4.4	4.3	4.1	4.9	4.9	4.8	4.6	4.5	4.6
Not in labor force.....	56,458	56,719	57,138	56,266	56,593	56,529	56,783	56,945	56,982
<b>Women, 20 years and over</b>									
Civilian noninstitutional population.....	122,071	123,285	123,383	122,071	122,949	123,066	123,179	123,285	123,383
Civilian labor force.....	71,055	72,109	71,794	71,109	71,674	71,856	71,784	71,737	71,831
Participation rate.....	58.2	58.5	58.2	58.3	58.3	58.4	58.3	58.2	58.2
Employed.....	68,131	69,203	68,984	67,920	68,452	68,702	68,698	68,712	68,760
Employment-population ratio.....	55.8	56.1	55.9	55.6	55.7	55.8	55.8	55.7	55.7
Unemployed.....	2,924	2,906	2,810	3,189	3,223	3,154	3,085	3,025	3,071
Unemployment rate.....	4.1	4.0	3.9	4.5	4.5	4.4	4.3	4.2	4.3
Not in labor force.....	51,016	51,176	51,589	50,962	51,275	51,210	51,395	51,548	51,552
<b>Both sexes, 16 to 19 years</b>									
Civilian noninstitutional population.....	16,624	16,749	16,756	16,624	16,732	16,737	16,741	16,749	16,756
Civilian labor force.....	5,527	5,591	5,534	5,848	5,999	5,987	5,892	5,903	5,826
Participation rate.....	33.2	33.4	33.0	35.2	35.9	35.8	35.2	35.2	34.8
Employed.....	4,745	4,778	4,831	4,898	5,062	5,034	4,972	5,006	4,972
Employment-population ratio.....	28.5	28.5	28.8	29.5	30.3	30.1	29.7	29.9	29.7
Unemployed.....	782	814	704	951	937	953	920	897	854
Unemployment rate.....	14.2	14.6	12.7	16.3	15.6	15.9	15.6	15.2	14.7
Not in labor force.....	11,096	11,158	11,221	10,775	10,733	10,750	10,849	10,846	10,930

<sup>1</sup> 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 <sup>1</sup>					
	Dec. 2015	Nov. 2016	Dec. 2016	Dec. 2015	Aug. 2016	Sept. 2016	Oct. 2016	Nov. 2016	Dec. 2016
<b>WHITE</b>									
Civilian noninstitutional population.....	197,471	198,745	198,845	197,471	198,380	198,509	198,633	198,745	198,845
Civilian labor force.....	123,401	124,549	124,081	123,941	124,736	124,826	124,700	124,578	124,616
Participation rate.....	62.5	62.7	62.4	62.8	62.9	62.9	62.8	62.7	62.7
Employed.....	118,157	119,680	118,992	118,409	119,269	119,391	119,310	119,370	119,263
Employment-population ratio.....	59.8	60.2	59.8	60.0	60.1	60.1	60.1	60.1	60.0
Unemployed.....	5,244	4,869	5,090	5,532	5,466	5,435	5,391	5,208	5,354
Unemployment rate.....	4.2	3.9	4.1	4.5	4.4	4.4	4.3	4.2	4.3
Not in labor force.....	74,070	74,197	74,764	73,530	73,644	73,683	73,932	74,168	74,229
<b>Men, 20 years and over</b>									
Civilian labor force.....	64,506	65,096	64,895	64,755	65,207	65,283	65,259	65,124	65,146
Participation rate.....	71.5	71.7	71.4	71.8	71.9	72.0	71.9	71.7	71.7
Employed.....	61,788	62,716	62,194	62,056	62,536	62,589	62,592	62,608	62,476
Employment-population ratio.....	68.5	69.0	68.4	68.8	69.0	69.0	68.9	68.9	68.7
Unemployed.....	2,718	2,380	2,700	2,698	2,671	2,693	2,668	2,516	2,669
Unemployment rate.....	4.2	3.7	4.2	4.2	4.1	4.1	4.1	3.9	4.1
<b>Women, 20 years and over</b>									
Civilian labor force.....	54,560	55,065	54,856	54,567	54,863	54,871	54,852	54,808	54,872
Participation rate.....	57.4	57.6	57.4	57.5	57.5	57.5	57.4	57.4	57.4
Employed.....	52,596	53,168	52,966	52,435	52,720	52,799	52,774	52,783	52,813
Employment-population ratio.....	55.4	55.6	55.4	55.2	55.3	55.3	55.3	55.2	55.2
Unemployed.....	1,964	1,897	1,890	2,132	2,143	2,072	2,078	2,026	2,059
Unemployment rate.....	3.6	3.4	3.4	3.9	3.9	3.8	3.8	3.7	3.8
<b>Both sexes, 16 to 19 years</b>									
Civilian labor force.....	4,335	4,388	4,330	4,620	4,665	4,672	4,589	4,645	4,599
Participation rate.....	35.2	35.5	35.1	37.5	37.8	37.8	37.2	37.6	37.2
Employed.....	3,773	3,796	3,832	3,917	4,013	4,002	3,944	3,979	3,974
Employment-population ratio.....	30.6	30.7	31.0	31.8	32.5	32.4	31.9	32.2	32.2
Unemployed.....	562	593	499	702	652	670	645	666	625
Unemployment rate.....	13.0	13.5	11.5	15.2	14.0	14.3	14.1	14.3	13.6
<b>BLACK OR AFRICAN AMERICAN</b>									
Civilian noninstitutional population.....	31,594	32,068	32,105	31,594	31,945	31,987	32,028	32,068	32,105
Civilian labor force.....	19,359	19,916	19,779	19,444	19,767	19,826	19,801	19,856	19,844
Participation rate.....	61.3	62.1	61.6	61.5	61.9	62.0	61.8	61.9	61.8
Employed.....	17,795	18,361	18,307	17,802	18,170	18,181	18,104	18,262	18,292
Employment-population ratio.....	56.3	57.3	57.0	56.3	56.9	56.8	56.5	56.9	57.0
Unemployed.....	1,565	1,555	1,472	1,641	1,597	1,646	1,696	1,594	1,552
Unemployment rate.....	8.1	7.8	7.4	8.4	8.1	8.3	8.6	8.0	7.8
Not in labor force.....	12,235	12,152	12,327	12,150	12,178	12,161	12,228	12,212	12,261
<b>Men, 20 years and over</b>									
Civilian labor force.....	8,759	9,009	9,023	8,791	8,950	9,000	9,011	9,018	9,056
Participation rate.....	66.7	67.4	67.4	66.9	67.3	67.5	67.5	67.5	67.7
Employed.....	7,994	8,355	8,337	8,027	8,269	8,264	8,223	8,328	8,366
Employment-population ratio.....	60.9	62.5	62.3	61.1	62.2	62.0	61.6	62.3	62.5
Unemployed.....	764	655	686	764	680	736	789	691	690
Unemployment rate.....	8.7	7.3	7.6	8.7	7.6	8.2	8.8	7.7	7.6
<b>Women, 20 years and over</b>									
Civilian labor force.....	9,890	10,226	10,088	9,911	10,025	10,074	10,079	10,135	10,094
Participation rate.....	61.9	63.2	62.2	62.1	62.2	62.4	62.3	62.6	62.3
Employed.....	9,240	9,496	9,459	9,206	9,316	9,370	9,367	9,418	9,410
Employment-population ratio.....	57.9	58.7	58.4	57.7	57.8	58.0	57.9	58.2	58.1
Unemployed.....	650	730	629	705	709	703	712	716	683
Unemployment rate.....	6.6	7.1	6.2	7.1	7.1	7.0	7.1	7.1	6.8
<b>Both sexes, 16 to 19 years</b>									
Civilian labor force.....	710	681	668	742	792	752	710	703	694
Participation rate.....	28.5	27.0	26.5	29.8	31.5	29.9	28.2	27.9	27.6
Employed.....	560	510	511	569	585	546	515	516	515
Employment-population ratio.....	22.5	20.3	20.3	22.9	23.3	21.7	20.5	20.5	20.5
Unemployed.....	150	171	157	173	207	206	196	187	178
Unemployment rate.....	21.2	25.0	23.5	23.3	26.2	27.4	27.5	26.6	25.7

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 <sup>1</sup>					
	Dec. 2015	Nov. 2016	Dec. 2016	Dec. 2015	Aug. 2016	Sept. 2016	Oct. 2016	Nov. 2016	Dec. 2016
<b>ASIAN</b>									
Civilian noninstitutional population.....	14,553	15,323	15,433	14,553	15,304	15,310	15,344	15,323	15,433
Civilian labor force.....	9,185	9,584	9,681	9,183	9,702	9,760	9,797	9,634	9,678
Participation rate.....	63.1	62.5	62.7	63.1	63.4	63.7	63.8	62.9	62.7
Employed.....	8,821	9,292	9,428	8,816	9,293	9,381	9,462	9,342	9,423
Employment-population ratio.....	60.6	60.6	61.1	60.6	60.7	61.3	61.7	61.0	61.1
Unemployed.....	365	292	253	367	409	379	334	292	256
Unemployment rate.....	4.0	3.0	2.6	4.0	4.2	3.9	3.4	3.0	2.6
Not in labor force.....	5,367	5,739	5,752	5,370	5,603	5,550	5,547	5,690	5,755

<sup>1</sup> 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 <sup>1</sup>					
	Dec. 2015	Nov. 2016	Dec. 2016	Dec. 2015	Aug. 2016	Sept. 2016	Oct. 2016	Nov. 2016	Dec. 2016
<b>HISPANIC OR LATINO ETHNICITY</b>									
Civilian noninstitutional population.....	40,090	41,102	41,190	40,090	40,825	40,919	41,011	41,102	41,190
Civilian labor force.....	26,210	27,066	27,032	26,258	26,988	27,063	26,931	26,990	27,079
Participation rate.....	65.4	65.8	65.6	65.5	66.1	66.1	65.7	65.7	65.7
Employed.....	24,591	25,540	25,450	24,626	25,460	25,331	25,389	25,448	25,486
Employment-population ratio.....	61.3	62.1	61.8	61.4	62.4	61.9	61.9	61.9	61.9
Unemployed.....	1,619	1,526	1,582	1,631	1,528	1,732	1,542	1,541	1,594
Unemployment rate.....	6.2	5.6	5.9	6.2	5.7	6.4	5.7	5.7	5.9
Not in labor force.....	13,881	14,037	14,158	13,833	13,838	13,856	14,080	14,113	14,111
<b>Men, 20 years and over</b>									
Civilian labor force.....	14,475	14,932	14,832	14,464	14,895	14,833	14,861	14,881	14,821
Participation rate.....	80.1	80.6	79.9	80.0	80.9	80.4	80.4	80.3	79.8
Employed.....	13,639	14,162	14,059	13,681	14,176	14,035	14,118	14,113	14,102
Employment-population ratio.....	75.4	76.4	75.7	75.7	77.0	76.1	76.4	76.2	75.9
Unemployed.....	835	770	773	783	719	798	743	768	720
Unemployment rate.....	5.8	5.2	5.2	5.4	4.8	5.4	5.0	5.2	4.9
<b>Women, 20 years and over</b>									
Civilian labor force.....	10,608	11,035	11,062	10,630	10,957	11,001	10,912	10,971	11,083
Participation rate.....	58.0	58.8	58.8	58.2	58.8	58.9	58.3	58.5	58.9
Employed.....	9,979	10,476	10,435	9,969	10,322	10,296	10,314	10,411	10,424
Employment-population ratio.....	54.6	55.8	55.5	54.5	55.4	55.1	55.1	55.5	55.4
Unemployed.....	629	559	627	661	635	705	598	560	659
Unemployment rate.....	5.9	5.1	5.7	6.2	5.8	6.4	5.5	5.1	5.9
<b>Both sexes, 16 to 19 years</b>									
Civilian labor force.....	1,127	1,099	1,138	1,164	1,136	1,229	1,158	1,138	1,175
Participation rate.....	30.2	28.8	29.8	31.2	30.0	32.4	30.5	29.9	30.8
Employed.....	972	902	956	976	962	1,000	958	924	960
Employment-population ratio.....	26.1	23.7	25.1	26.2	25.4	26.3	25.2	24.3	25.2
Unemployed.....	154	196	182	188	174	229	200	214	215
Unemployment rate.....	13.7	17.9	16.0	16.1	15.3	18.6	17.3	18.8	18.3

<sup>1</sup> 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. 2015	Nov. 2016	Dec. 2016	Dec. 2015	Aug. 2016	Sept. 2016	Oct. 2016	Nov. 2016	Dec. 2016
<b>Less than a high school diploma</b>									
Civilian labor force.....	10,810	10,678	10,461	10,854	10,789	10,803	10,657	10,587	10,483
Participation rate.....	45.3	45.5	44.9	45.4	46.4	45.6	45.3	45.1	45.0
Employed.....	10,067	9,858	9,621	10,128	10,006	9,881	9,872	9,753	9,660
Employment-population ratio.....	42.2	42.0	41.3	42.4	43.0	41.7	42.0	41.5	41.4
Unemployed.....	742	820	840	726	783	922	784	834	823
Unemployment rate.....	6.9	7.7	8.0	6.7	7.3	8.5	7.4	7.9	7.9
<b>High school graduates, no college<sup>1</sup></b>									
Civilian labor force.....	34,720	35,873	35,535	34,819	35,796	35,720	35,871	35,833	35,661
Participation rate.....	56.9	57.8	57.5	57.1	57.1	57.4	57.8	57.7	57.7
Employed.....	32,765	34,175	33,710	32,890	33,984	33,877	33,912	34,068	33,860
Employment-population ratio.....	53.7	55.1	54.6	53.9	54.2	54.4	54.6	54.9	54.8
Unemployed.....	1,955	1,698	1,825	1,928	1,812	1,843	1,959	1,765	1,801
Unemployment rate.....	5.6	4.7	5.1	5.5	5.1	5.2	5.5	4.9	5.1
<b>Some college or associate degree</b>									
Civilian labor force.....	37,679	38,110	38,188	37,799	37,612	37,963	38,119	38,189	38,244
Participation rate.....	66.2	66.3	66.0	66.4	66.6	67.2	66.4	66.4	66.1
Employed.....	36,179	36,684	36,795	36,220	36,023	36,378	36,666	36,702	36,773
Employment-population ratio.....	63.6	63.8	63.6	63.6	63.8	64.4	63.9	63.8	63.6
Unemployed.....	1,500	1,426	1,394	1,579	1,589	1,584	1,453	1,486	1,472
Unemployment rate.....	4.0	3.7	3.6	4.2	4.2	4.2	3.8	3.9	3.8
<b>Bachelor's degree and higher<sup>2</sup></b>									
Civilian labor force.....	53,202	54,054	54,095	53,164	54,053	54,310	54,064	53,899	54,032
Participation rate.....	74.2	73.9	73.6	74.1	74.1	74.2	74.1	73.7	73.6
Employed.....	51,970	52,867	52,843	51,854	52,600	52,942	52,683	52,656	52,699
Employment-population ratio.....	72.5	72.3	71.9	72.3	72.1	72.3	72.2	72.0	71.7
Unemployed.....	1,231	1,187	1,252	1,310	1,453	1,367	1,380	1,243	1,333
Unemployment rate.....	2.3	2.2	2.3	2.5	2.7	2.5	2.6	2.3	2.5

<sup>1</sup> Includes persons with a high school diploma or equivalent.

<sup>2</sup> 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. 2015	Dec. 2016	Dec. 2015	Dec. 2016	Dec. 2015	Dec. 2016
<b>VETERANS, 18 years and over</b>						
Civilian noninstitutional population.....	21,059	20,757	19,053	18,735	2,006	2,022
Civilian labor force.....	10,745	10,434	9,507	9,210	1,237	1,224
Participation rate.....	51.0	50.3	49.9	49.2	61.7	60.5
Employed.....	10,231	10,009	9,030	8,822	1,201	1,187
Employment-population ratio.....	48.6	48.2	47.4	47.1	59.9	58.7
Unemployed.....	514	424	478	388	36	36
Unemployment rate.....	4.8	4.1	5.0	4.2	2.9	3.0
Not in labor force.....	10,314	10,323	9,546	9,525	769	798
<b>Gulf War-era II veterans</b>						
Civilian noninstitutional population.....	3,677	4,038	3,017	3,334	660	704
Civilian labor force.....	3,041	3,341	2,556	2,836	485	505
Participation rate.....	82.7	82.7	84.7	85.1	73.4	71.7
Employed.....	2,868	3,152	2,406	2,669	462	483
Employment-population ratio.....	78.0	78.1	79.8	80.0	70.0	68.6
Unemployed.....	173	189	150	167	22	22
Unemployment rate.....	5.7	5.7	5.9	5.9	4.6	4.3
Not in labor force.....	636	697	460	498	175	199
<b>Gulf War-era I veterans</b>						
Civilian noninstitutional population.....	3,458	3,309	2,938	2,799	520	510
Civilian labor force.....	2,725	2,613	2,363	2,252	362	361
Participation rate.....	78.8	79.0	80.4	80.5	69.7	70.9
Employed.....	2,590	2,540	2,228	2,182	362	358
Employment-population ratio.....	74.9	76.8	75.8	78.0	69.7	70.2
Unemployed.....	135	74	135	70	0	4
Unemployment rate.....	5.0	2.8	5.7	3.1	0.0	1.0
Not in labor force.....	733	695	575	547	158	149
<b>World War II, Korean War, and Vietnam-era veterans</b>						
Civilian noninstitutional population.....	8,705	8,308	8,394	8,010	311	298
Civilian labor force.....	2,255	1,875	2,174	1,812	80	62
Participation rate.....	25.9	22.6	25.9	22.6	25.8	20.9
Employed.....	2,179	1,796	2,107	1,740	72	56
Employment-population ratio.....	25.0	21.6	25.1	21.7	23.1	18.8
Unemployed.....	76	79	67	73	9	6
Unemployment rate.....	3.4	4.2	3.1	4.0	10.7	-
Not in labor force.....	6,450	6,433	6,220	6,198	231	236
<b>Veterans of other service periods</b>						
Civilian noninstitutional population.....	5,219	5,102	4,704	4,592	515	510
Civilian labor force.....	2,724	2,605	2,414	2,310	310	295
Participation rate.....	52.2	51.1	51.3	50.3	60.2	57.9
Employed.....	2,594	2,522	2,288	2,232	305	290
Employment-population ratio.....	49.7	49.4	48.6	48.6	59.2	56.9
Unemployed.....	130	83	125	78	5	5
Unemployment rate.....	4.8	3.2	5.2	3.4	1.6	1.7
Not in labor force.....	2,495	2,497	2,290	2,282	205	215
<b>NONVETERANS, 18 years and over</b>						
Civilian noninstitutional population.....	221,985	224,879	98,160	99,823	123,825	125,055
Civilian labor force.....	144,625	146,581	72,999	74,321	71,626	72,260
Participation rate.....	65.2	65.2	74.4	74.5	57.8	57.8
Employed.....	137,878	140,128	69,367	70,793	68,510	69,335
Employment-population ratio.....	62.1	62.3	70.7	70.9	55.3	55.4
Unemployed.....	6,748	6,454	3,632	3,528	3,116	2,925
Unemployment rate.....	4.7	4.4	5.0	4.7	4.4	4.0
Not in labor force.....	77,360	78,297	25,161	25,502	52,199	52,795

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. 2015	Dec. 2016	Dec. 2015	Dec. 2016
<b>TOTAL, 16 years and over</b>				
Civilian noninstitutional population.....	29,447	30,131	222,489	224,611
Civilian labor force.....	5,660	6,054	151,585	152,914
Participation rate.....	19.2	20.1	68.1	68.1
Employed.....	5,076	5,509	144,627	146,289
Employment-population ratio.....	17.2	18.3	65.0	65.1
Unemployed.....	584	545	6,958	6,625
Unemployment rate.....	10.3	9.0	4.6	4.3
Not in labor force.....	23,787	24,077	70,904	71,697
<b>Men, 16 to 64 years</b>				
Civilian labor force.....	2,447	2,650	76,148	76,792
Participation rate.....	32.4	34.6	81.9	82.0
Employed.....	2,136	2,379	72,342	73,182
Employment-population ratio.....	28.3	31.1	77.8	78.2
Unemployed.....	312	271	3,806	3,610
Unemployment rate.....	12.7	10.2	5.0	4.7
Not in labor force.....	5,110	5,001	16,858	16,836
<b>Women, 16 to 64 years</b>				
Civilian labor force.....	2,237	2,347	67,563	67,993
Participation rate.....	27.9	28.9	70.3	70.4
Employed.....	2,005	2,152	64,668	65,264
Employment-population ratio.....	25.0	26.5	67.3	67.6
Unemployed.....	232	195	2,895	2,729
Unemployment rate.....	10.4	8.3	4.3	4.0
Not in labor force.....	5,781	5,763	28,523	28,522
<b>Both sexes, 65 years and over</b>				
Civilian labor force.....	976	1,057	7,874	8,128
Participation rate.....	7.0	7.4	23.6	23.6
Employed.....	936	978	7,616	7,842
Employment-population ratio.....	6.7	6.8	22.8	22.8
Unemployed.....	40	79	257	286
Unemployment rate.....	4.1	7.4	3.3	3.5
Not in labor force.....	12,897	13,312	25,523	26,340

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. 2015	Dec. 2016	Dec. 2015	Dec. 2016	Dec. 2015	Dec. 2016
<b>Foreign born, 16 years and over</b>						
Civilian noninstitutional population.....	40,737	41,623	19,959	20,196	20,778	21,427
Civilian labor force.....	26,681	27,062	15,540	15,560	11,141	11,501
Participation rate.....	65.5	65.0	77.9	77.0	53.6	53.7
Employed.....	25,426	25,881	14,859	14,945	10,567	10,935
Employment-population ratio.....	62.4	62.2	74.5	74.0	50.9	51.0
Unemployed.....	1,255	1,181	681	615	574	566
Unemployment rate.....	4.7	4.4	4.4	4.0	5.2	4.9
Not in labor force.....	14,056	14,561	4,419	4,636	9,638	9,925
<b>Native born, 16 years and over</b>						
Civilian noninstitutional population.....	211,199	213,119	101,713	102,903	109,486	110,217
Civilian labor force.....	130,564	131,906	67,898	68,903	62,666	63,004
Participation rate.....	61.8	61.9	66.8	67.0	57.2	57.2
Employed.....	124,277	125,917	64,299	65,423	59,978	60,495
Employment-population ratio.....	58.8	59.1	63.2	63.6	54.8	54.9
Unemployed.....	6,287	5,989	3,599	3,480	2,688	2,509
Unemployment rate.....	4.8	4.5	5.3	5.1	4.3	4.0
Not in labor force.....	80,635	81,213	33,814	34,000	46,820	47,213

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. 2015	Nov. 2016	Dec. 2016	Dec. 2015	Aug. 2016	Sept. 2016	Oct. 2016	Nov. 2016	Dec. 2016
<b>CLASS OF WORKER</b>									
Agriculture and related industries.....	2,273	2,366	2,180	2,455	2,505	2,429	2,317	2,431	2,356
Wage and salary workers <sup>1</sup> .....	1,482	1,535	1,366	1,594	1,597	1,522	1,493	1,559	1,470
Self-employed workers, unincorporated.....	760	796	797	819	874	890	817	833	857
Unpaid family workers.....	32	34	18	-	-	-	-	-	-
Nonagricultural industries.....	147,430	150,020	149,617	147,635	149,170	149,526	149,604	149,752	149,811
Wage and salary workers <sup>1</sup> .....	138,989	141,210	140,753	139,025	140,431	140,739	140,806	140,968	140,773
Government.....	20,905	21,114	21,029	20,755	20,701	20,809	20,698	20,938	20,865
Private industries.....	118,083	120,096	119,724	118,278	119,682	119,990	120,073	120,016	119,916
Private households.....	735	717	680	-	-	-	-	-	-
Other industries.....	117,348	119,380	119,044	117,511	118,932	119,241	119,325	119,290	119,206
Self-employed workers, unincorporated.....	8,386	8,757	8,800	8,576	8,631	8,599	8,731	8,716	8,991
Unpaid family workers.....	55	53	64	-	-	-	-	-	-
<b>PERSONS AT WORK PART TIME<sup>2</sup></b>									
<b>  All industries</b>									
Part time for economic reasons <sup>3</sup> .....	6,179	5,518	5,707	6,057	6,027	5,874	5,850	5,659	5,598
Slack work or business conditions.....	3,678	3,391	3,478	3,589	3,736	3,587	3,481	3,485	3,401
Could only find part-time work.....	2,129	1,853	1,828	2,175	1,907	1,972	2,093	1,902	1,873
Part time for noneconomic reasons <sup>4</sup> .....	20,585	22,084	21,711	20,173	20,575	20,742	20,765	21,059	21,251
<b>    Nonagricultural industries</b>									
Part time for economic reasons <sup>3</sup> .....	6,046	5,411	5,561	5,948	5,903	5,770	5,748	5,550	5,476
Slack work or business conditions.....	3,594	3,327	3,362	3,531	3,599	3,510	3,415	3,424	3,310
Could only find part-time work.....	2,123	1,832	1,824	2,164	1,903	1,959	2,082	1,870	1,862
Part time for noneconomic reasons <sup>4</sup> .....	20,294	21,757	21,335	19,888	20,261	20,409	20,455	20,696	20,818

<sup>1</sup> Includes self-employed workers whose businesses are incorporated.

<sup>2</sup> 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.

<sup>3</sup> 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.

<sup>4</sup> 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. 2015	Nov. 2016	Dec. 2016	Dec. 2015	Aug. 2016	Sept. 2016	Oct. 2016	Nov. 2016	Dec. 2016
<b>AGE AND SEX</b>									
Total, 16 years and over.....	149,703	152,385	151,798	150,030	151,655	151,926	151,902	152,048	152,111
16 to 19 years.....	4,745	4,778	4,831	4,898	5,062	5,034	4,972	5,006	4,972
16 to 17 years.....	1,594	1,590	1,661	1,656	1,814	1,832	1,665	1,682	1,723
18 to 19 years.....	3,151	3,187	3,170	3,245	3,243	3,186	3,283	3,318	3,253
20 years and over.....	144,958	147,608	146,967	145,132	146,593	146,892	146,930	147,042	147,139
20 to 24 years.....	13,975	14,024	13,999	14,044	14,138	14,004	13,889	14,000	14,071
25 years and over.....	130,983	133,584	132,968	131,093	132,473	132,845	133,100	133,166	133,065
25 to 54 years.....	96,968	98,751	98,417	97,054	97,912	98,205	98,442	98,453	98,495
25 to 34 years.....	32,987	34,056	34,219	32,951	33,944	33,979	33,934	33,952	34,185
35 to 44 years.....	31,430	31,870	31,564	31,479	31,410	31,567	31,604	31,741	31,611
45 to 54 years.....	32,551	32,824	32,634	32,625	32,558	32,659	32,904	32,760	32,698
55 years and over.....	34,014	34,833	34,551	34,039	34,560	34,641	34,658	34,713	34,570
Men, 16 years and over.....	79,158	80,763	80,368	79,650	80,669	80,735	80,717	80,826	80,861
16 to 19 years.....	2,332	2,359	2,384	2,437	2,527	2,545	2,485	2,495	2,482
16 to 17 years.....	761	716	753	790	882	840	754	769	786
18 to 19 years.....	1,570	1,642	1,631	1,647	1,642	1,714	1,725	1,728	1,699
20 years and over.....	76,827	78,405	77,984	77,213	78,142	78,191	78,232	78,330	78,379
20 to 24 years.....	7,090	7,171	7,152	7,181	7,223	7,188	7,122	7,206	7,246
25 years and over.....	69,737	71,233	70,832	70,011	70,907	70,969	71,128	71,186	71,114
25 to 54 years.....	51,774	52,760	52,529	51,977	52,426	52,515	52,627	52,700	52,737
25 to 34 years.....	17,777	18,254	18,328	17,819	18,240	18,237	18,223	18,228	18,374
35 to 44 years.....	16,882	17,187	16,988	16,950	17,004	16,979	17,038	17,137	17,054
45 to 54 years.....	17,115	17,319	17,213	17,208	17,182	17,299	17,365	17,334	17,309
55 years and over.....	17,963	18,473	18,303	18,033	18,481	18,454	18,502	18,486	18,377
Women, 16 years and over.....	70,544	71,622	71,430	70,381	70,986	71,191	71,185	71,222	71,250
16 to 19 years.....	2,413	2,419	2,446	2,461	2,535	2,489	2,487	2,510	2,490
16 to 17 years.....	833	874	908	866	932	992	911	914	938
18 to 19 years.....	1,580	1,545	1,538	1,597	1,601	1,472	1,558	1,590	1,554
20 years and over.....	68,131	69,203	68,984	67,920	68,452	68,702	68,698	68,712	68,760
20 to 24 years.....	6,885	6,852	6,847	6,862	6,915	6,816	6,767	6,794	6,825
25 years and over.....	61,246	62,351	62,136	61,082	61,565	61,877	61,972	61,981	61,951
25 to 54 years.....	45,194	45,990	45,889	45,077	45,486	45,690	45,815	45,753	45,758
25 to 34 years.....	15,210	15,802	15,891	15,131	15,704	15,743	15,710	15,724	15,812
35 to 44 years.....	14,548	14,683	14,577	14,529	14,406	14,588	14,566	14,603	14,557
45 to 54 years.....	15,437	15,505	15,421	15,417	15,376	15,359	15,539	15,426	15,389
55 years and over.....	16,051	16,361	16,248	16,005	16,079	16,187	16,157	16,227	16,193
<b>MARITAL STATUS</b>									
Married men, spouse present.....	45,162	45,294	45,254	45,166	45,441	45,647	45,331	45,268	45,252
Married women, spouse present.....	35,318	35,653	35,712	35,080	35,354	35,495	35,404	35,342	35,478
Women who maintain families.....	9,853	9,935	9,998	-	-	-	-	-	-
<b>FULL- OR PART-TIME STATUS</b>									
Full-time workers <sup>1</sup> .....	122,013	123,960	123,570	122,700	124,256	124,253	124,190	124,213	124,248
Part-time workers <sup>2</sup> .....	27,689	28,425	28,228	27,370	27,222	27,684	27,770	27,854	27,895
<b>MULTIPLE JOBHOLDERS</b>									
Total multiple jobholders.....	7,855	8,107	7,675	7,743	7,573	7,845	7,758	7,812	7,554
Percent of total employed.....	5.2	5.3	5.1	5.2	5.0	5.2	5.1	5.1	5.0
<b>SELF-EMPLOYMENT</b>									
Self-employed workers, incorporated.....	5,842	5,898	5,835	-	-	-	-	-	-
Self-employed workers, unincorporated.....	9,146	9,553	9,596	9,395	9,504	9,488	9,549	9,549	9,848

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

<sup>2</sup> 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. 2015	Nov. 2016	Dec. 2016	Dec. 2015	Aug. 2016	Sept. 2016	Oct. 2016	Nov. 2016	Dec. 2016
<b>AGE AND SEX</b>									
Total, 16 years and over.....	7,927	7,409	7,529	5.0	4.9	4.9	4.8	4.6	4.7
16 to 19 years.....	951	897	854	16.3	15.6	15.9	15.6	15.2	14.7
16 to 17 years.....	352	372	368	17.5	16.8	17.4	19.8	18.1	17.6
18 to 19 years.....	596	551	490	15.5	15.1	15.3	13.5	14.2	13.1
20 years and over.....	6,977	6,511	6,675	4.6	4.5	4.5	4.4	4.2	4.3
20 to 24 years.....	1,451	1,232	1,255	9.4	8.1	8.2	8.4	8.1	8.2
25 years and over.....	5,517	5,333	5,412	4.0	4.1	4.1	4.0	3.9	3.9
25 to 54 years.....	4,400	4,053	4,130	4.3	4.3	4.3	4.1	4.0	4.0
25 to 34 years.....	1,857	1,717	1,699	5.3	5.2	5.1	5.1	4.8	4.7
35 to 44 years.....	1,307	1,164	1,305	4.0	4.1	4.1	3.9	3.5	4.0
45 to 54 years.....	1,235	1,172	1,127	3.6	3.6	3.6	3.4	3.5	3.3
55 years and over.....	1,127	1,273	1,287	3.2	3.5	3.6	3.7	3.5	3.6
Men, 16 years and over.....	4,310	4,034	4,118	5.1	5.0	5.1	5.0	4.8	4.8
16 to 19 years.....	522	548	513	17.6	17.6	16.7	17.9	18.0	17.1
16 to 17 years.....	201	234	210	20.3	18.3	19.1	22.0	23.3	21.1
18 to 19 years.....	309	332	296	15.8	17.4	15.6	16.2	16.1	14.8
20 years and over.....	3,787	3,486	3,605	4.7	4.5	4.6	4.6	4.3	4.4
20 to 24 years.....	805	724	737	10.1	9.3	9.2	9.7	9.1	9.2
25 years and over.....	2,988	2,810	2,873	4.1	4.0	4.2	4.0	3.8	3.9
25 to 54 years.....	2,333	2,129	2,166	4.3	4.1	4.3	4.1	3.9	3.9
25 to 34 years.....	1,044	927	914	5.5	5.0	5.2	5.1	4.8	4.7
35 to 44 years.....	670	616	680	3.8	3.8	4.1	3.8	3.5	3.8
45 to 54 years.....	619	585	572	3.5	3.5	3.5	3.2	3.3	3.2
55 years and over.....	655	681	707	3.5	3.6	3.9	3.9	3.6	3.7
Women, 16 years and over.....	3,618	3,375	3,411	4.9	4.9	4.8	4.6	4.5	4.6
16 to 19 years.....	428	350	340	14.8	13.5	15.1	13.2	12.2	12.0
16 to 17 years.....	151	138	158	14.8	15.3	15.8	18.0	13.1	14.4
18 to 19 years.....	287	218	194	15.2	12.6	14.9	10.2	12.1	11.1
20 years and over.....	3,189	3,025	3,071	4.5	4.5	4.4	4.3	4.2	4.3
20 to 24 years.....	645	508	517	8.6	6.8	7.0	6.9	7.0	7.0
25 years and over.....	2,529	2,523	2,539	4.0	4.3	4.1	4.0	3.9	3.9
25 to 54 years.....	2,067	1,924	1,964	4.4	4.6	4.4	4.2	4.0	4.1
25 to 34 years.....	813	790	784	5.1	5.4	5.1	5.0	4.8	4.7
35 to 44 years.....	638	548	624	4.2	4.4	4.2	4.1	3.6	4.1
45 to 54 years.....	616	586	555	3.8	3.8	3.7	3.6	3.7	3.5
55 years and over.....	496	577	596	3.0	3.4	3.3	3.5	3.4	3.6
<b>MARITAL STATUS</b>									
Married men, spouse present.....	1,254	1,264	1,275	2.7	2.7	2.9	2.8	2.7	2.7
Married women, spouse present.....	1,099	988	1,070	3.0	3.0	3.0	3.0	2.7	2.9
Women who maintain families <sup>1</sup> .....	607	657	621	5.8	7.9	6.4	6.1	6.2	5.8
<b>FULL- OR PART-TIME STATUS</b>									
Full-time workers <sup>2</sup> .....	6,596	6,159	6,094	5.1	4.9	5.0	4.8	4.7	4.7
Part-time workers <sup>3</sup> .....	1,328	1,305	1,435	4.6	5.0	4.9	5.0	4.5	4.9

<sup>1</sup> Not seasonally adjusted.

<sup>2</sup> 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.

<sup>3</sup> 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. 2015	Nov. 2016	Dec. 2016	Dec. 2015	Aug. 2016	Sept. 2016	Oct. 2016	Nov. 2016	Dec. 2016
<b>NUMBER OF UNEMPLOYED</b>									
Job losers and persons who completed temporary jobs.....	3,820	3,271	3,668	3,799	3,777	3,930	3,749	3,542	3,639
On temporary layoff.....	1,000	723	1,117	925	1,002	1,068	994	896	1,033
Not on temporary layoff.....	2,820	2,548	2,550	2,875	2,775	2,862	2,755	2,646	2,606
Permanent job losers.....	2,006	1,838	1,863	2,046	1,989	1,963	1,906	1,903	1,902
Persons who completed temporary jobs....	814	710	687	828	786	899	848	743	704
Job leavers.....	762	936	842	817	893	900	945	934	905
Reentrants.....	2,239	2,188	2,003	2,486	2,284	2,327	2,339	2,266	2,219
New entrants.....	721	671	657	860	853	802	791	728	783
<b>PERCENT DISTRIBUTION</b>									
Job losers and persons who completed temporary jobs.....	50.6	46.3	51.2	47.7	48.4	49.4	47.9	47.4	48.2
On temporary layoff.....	13.3	10.2	15.6	11.6	12.8	13.4	12.7	12.0	13.7
Not on temporary layoff.....	37.4	36.1	35.6	36.1	35.5	36.0	35.2	35.4	34.5
Job leavers.....	10.1	13.3	11.7	10.3	11.4	11.3	12.1	12.5	12.0
Reentrants.....	29.7	31.0	27.9	31.2	29.3	29.2	29.9	30.3	29.4
New entrants.....	9.6	9.5	9.2	10.8	10.9	10.1	10.1	9.7	10.4
<b>UNEMPLOYED AS A PERCENT OF THE CIVILIAN LABOR FORCE</b>									
Job losers and persons who completed temporary jobs.....	2.4	2.1	2.3	2.4	2.4	2.5	2.3	2.2	2.3
Job leavers.....	0.5	0.6	0.5	0.5	0.6	0.6	0.6	0.6	0.6
Reentrants.....	1.4	1.4	1.3	1.6	1.4	1.5	1.5	1.4	1.4
New entrants.....	0.5	0.4	0.4	0.5	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. 2015	Nov. 2016	Dec. 2016	Dec. 2015	Aug. 2016	Sept. 2016	Oct. 2016	Nov. 2016	Dec. 2016
<b>NUMBER OF UNEMPLOYED</b>									
Less than 5 weeks.....	2,280	2,201	2,251	2,413	2,318	2,584	2,393	2,415	2,379
5 to 14 weeks.....	2,031	2,006	1,974	2,211	2,308	2,220	2,273	2,133	2,156
15 weeks and over.....	3,231	2,859	2,945	3,327	3,077	3,127	3,130	2,929	3,030
15 to 26 weeks.....	1,206	1,060	1,176	1,233	1,080	1,164	1,167	1,073	1,199
27 weeks and over.....	2,025	1,799	1,769	2,094	1,997	1,963	1,964	1,856	1,831
Average (mean) duration, in weeks.....	27.6	27.1	25.8	27.8	27.4	27.3	27.0	26.2	26.0
Median duration, in weeks.....	10.9	10.5	10.5	10.7	10.9	10.3	10.2	10.2	10.3
<b>PERCENT DISTRIBUTION</b>									
Less than 5 weeks.....	30.2	31.1	31.4	30.4	30.1	32.6	30.7	32.3	31.4
5 to 14 weeks.....	26.9	28.4	27.5	27.8	30.0	28.0	29.2	28.5	28.5
15 weeks and over.....	42.8	40.5	41.1	41.8	39.9	39.4	40.1	39.2	40.0
15 to 26 weeks.....	16.0	15.0	16.4	15.5	14.0	14.7	15.0	14.4	15.8
27 weeks and over.....	26.9	25.5	24.7	26.3	25.9	24.7	25.2	24.8	24.2

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. 2015	Dec. 2016	Dec. 2015	Dec. 2016	Dec. 2015	Dec. 2016
Total, 16 years and over <sup>1</sup> .....	149,703	151,798	7,542	7,170	4.8	4.5
Management, professional, and related occupations.....	59,030	60,069	1,208	1,361	2.0	2.2
Management, business, and financial operations occupations.....	24,544	25,216	474	609	1.9	2.4
Professional and related occupations.....	34,486	34,853	734	752	2.1	2.1
Service occupations.....	25,729	26,459	1,858	1,493	6.7	5.3
Sales and office occupations.....	33,776	33,976	1,500	1,482	4.3	4.2
Sales and related occupations.....	15,671	16,019	787	768	4.8	4.6
Office and administrative support occupations.....	18,105	17,958	713	714	3.8	3.8
Natural resources, construction, and maintenance occupations.....	13,610	13,653	1,163	1,064	7.9	7.2
Farming, fishing, and forestry occupations.....	1,000	926	172	170	14.7	15.5
Construction and extraction occupations.....	7,602	7,790	807	724	9.6	8.5
Installation, maintenance, and repair occupations.....	5,008	4,938	183	170	3.5	3.3
Production, transportation, and material moving occupations.....	17,557	17,641	1,071	1,097	5.8	5.9
Production occupations.....	8,243	8,315	458	487	5.3	5.5
Transportation and material moving occupations.....	9,314	9,326	614	610	6.2	6.1

<sup>1</sup> 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. 2015	Dec. 2016	Dec. 2015	Dec. 2016
Total, 16 years and over <sup>1</sup> .....	7,542	7,170	4.8	4.5
Nonagricultural private wage and salary workers.....	5,848	5,581	4.7	4.5
Mining, quarrying, and oil and gas extraction.....	104	27	11.2	3.7
Construction.....	645	670	7.5	7.4
Manufacturing.....	616	630	4.0	4.0
Durable goods.....	364	366	3.8	3.7
Nondurable goods.....	253	264	4.3	4.5
Wholesale and retail trade.....	1,005	955	4.9	4.6
Transportation and utilities.....	264	241	4.0	3.6
Information.....	81	87	2.9	3.1
Financial activities.....	260	251	2.6	2.6
Professional and business services.....	838	879	5.2	5.3
Education and health services.....	725	667	3.1	2.9
Leisure and hospitality.....	1,018	899	7.4	6.4
Other services.....	293	276	4.5	4.2
Agriculture and related private wage and salary workers.....	190	166	11.7	11.2
Government workers.....	445	401	2.1	1.9
Self-employed workers, unincorporated, and unpaid family workers.....	338	365	3.5	3.6

<sup>1</sup> 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. 2015	Nov. 2016	Dec. 2016	Dec. 2015	Aug. 2016	Sept. 2016	Oct. 2016	Nov. 2016	Dec. 2016
U-1 Persons unemployed 15 weeks or longer, as a percent of the civilian labor force.....	2.1	1.8	1.9	2.1	1.9	2.0	2.0	1.8	1.9
U-2 Job losers and persons who completed temporary jobs, as a percent of the civilian labor force.....	2.4	2.1	2.3	2.4	2.4	2.5	2.3	2.2	2.3
U-3 Total unemployed, as a percent of the civilian labor force (official unemployment rate).....	4.8	4.4	4.5	5.0	4.9	4.9	4.8	4.6	4.7
U-4 Total unemployed plus discouraged workers, as a percent of the civilian labor force plus discouraged workers.....	5.2	4.8	4.8	5.4	5.3	5.3	5.1	5.0	5.0
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.....	5.9	5.6	5.5	6.1	5.9	6.0	5.9	5.8	5.7
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.....	9.8	9.0	9.1	9.9	9.7	9.7	9.5	9.3	9.2

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. 2015	Dec. 2016	Dec. 2015	Dec. 2016	Dec. 2015	Dec. 2016
<b>NOT IN THE LABOR FORCE</b>						
Total not in the labor force.....	94,691	95,774	38,233	38,636	56,458	57,138
Persons who currently want a job.....	5,705	5,449	2,639	2,631	3,066	2,819
Marginally attached to the labor force <sup>1</sup> .....	1,833	1,684	929	963	904	721
Discouraged workers <sup>2</sup> .....	663	426	396	295	267	131
Other persons marginally attached to the labor force <sup>3</sup> ..	1,170	1,258	533	668	638	590
<b>MULTIPLE JOBHOLDERS</b>						
Total multiple jobholders <sup>4</sup> .....	7,855	7,675	3,840	3,630	4,016	4,045
Percent of total employed.....	5.2	5.1	4.9	4.5	5.7	5.7
Primary job full time, secondary job part time.....	4,315	4,204	2,345	2,235	1,970	1,969
Primary and secondary jobs both part time.....	2,067	2,078	696	682	1,371	1,396
Primary and secondary jobs both full time.....	230	282	133	162	98	120
Hours vary on primary or secondary job.....	1,194	1,050	647	521	546	529

<sup>1</sup> 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.

<sup>2</sup> 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.

<sup>3</sup> 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.

<sup>4</sup> 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.2016 - Dec.2016 <sup>P</sup>
	Dec. 2015	Oct. 2016	Nov. 2016 <sup>P</sup>	Dec. 2016 <sup>P</sup>	Dec. 2015	Oct. 2016	Nov. 2016 <sup>P</sup>	Dec. 2016 <sup>P</sup>	
Total nonfarm.....	144,116	145,894	146,418	146,148	143,146	144,943	145,147	145,303	156
Total private.....	121,710	123,325	123,720	123,583	121,106	122,738	122,936	123,080	144
Goods-producing.....	19,595	19,865	19,771	19,567	19,678	19,630	19,643	19,655	12
Mining and logging.....	765	691	693	686	761	680	683	681	-2
Logging.....	51.1	51.0	50.5	48.6	50.8	49.3	49.2	49.3	0.1
Mining.....	714.0	639.6	642.0	637.8	710.3	630.8	633.9	631.6	-2.3
Oil and gas extraction.....	184.3	172.2	174.3	173.3	182.9	172.3	173.7	172.4	-1.3
Mining, except oil and gas.....	188.6	184.4	184.9	180.6	191.3	181.7	183.1	182.7	-0.4
Coal mining.....	60.7	53.5	54.5	54.5	60.6	53.4	54.0	53.8	-0.2
Metal ore mining.....	39.8	38.5	38.6	38.9	39.8	38.8	38.7	38.7	0.0
Nonmetallic mineral mining and quarrying.....	88.1	92.4	91.8	87.2	91.0	89.5	90.4	90.3	-0.1
Support activities for mining.....	341.1	283.0	282.8	283.9	336.1	276.8	277.1	276.5	-0.6
Construction.....	6,507	6,891	6,815	6,604	6,597	6,685	6,702	6,699	-3
Construction of buildings.....	1,433.8	1,503.9	1,492.7	1,467.8	1,438.8	1,469.4	1,472.8	1,469.6	-3.2
Residential building.....	706.0	756.6	753.7	741.1	707.6	736.9	740.4	738.5	-1.9
Nonresidential building.....	727.8	747.3	739.0	726.7	731.2	732.5	732.4	731.1	-1.3
Heavy and civil engineering construction.....	908.4	999.7	962.8	881.0	943.7	936.2	932.1	923.2	-8.9
Specialty trade contractors.....	4,164.4	4,387.3	4,359.6	4,255.3	4,214.0	4,279.0	4,297.3	4,305.8	8.5
Residential specialty trade contractors.....	1,812.7	1,930.7	1,925.7	1,887.0	1,843.0	1,887.5	1,902.9	1,914.6	11.7
Nonresidential specialty trade contractors.....	2,351.7	2,456.6	2,433.9	2,368.3	2,371.0	2,391.5	2,394.4	2,391.2	-3.2
Manufacturing.....	12,323	12,283	12,263	12,277	12,320	12,265	12,258	12,275	17
Durable goods.....	7,735	7,668	7,663	7,676	7,731	7,667	7,663	7,678	15
Wood products.....	385.2	385.4	386.8	385.6	385.6	383.5	384.6	386.7	2.1
Nonmetallic mineral products.....	397.4	410.0	407.7	402.4	400.7	404.0	404.4	406.8	2.4
Primary metals.....	384.8	373.6	372.1	375.9	383.9	373.9	372.6	374.8	2.2
Fabricated metal products.....	1,442.7	1,421.8	1,417.0	1,422.7	1,440.0	1,422.2	1,418.8	1,424.6	5.8
Machinery.....	1,103.5	1,074.0	1,070.8	1,073.8	1,102.3	1,075.3	1,072.2	1,072.5	0.3
Computer and electronic products.....	1,041.4	1,030.6	1,031.6	1,032.5	1,042.3	1,032.9	1,033.3	1,032.4	-0.9
Computer and peripheral equipment.....	156.2	161.3	161.3	161.0	157.2	162.5	162.5	162.5	0.0
Communications equipment.....	86.1	83.7	83.9	82.9	85.8	83.8	83.7	83.0	-0.7
Semiconductors and electronic components.....	365.5	356.0	356.2	357.8	365.5	356.9	356.7	357.0	0.3
Electronic instruments.....	398.3	394.5	395.3	396.9	398.8	394.9	395.8	396.1	0.3
Miscellaneous computer and electronic products.....	35.3	35.1	34.9	33.9	35.0	34.8	34.6	33.7	-0.9
Electrical equipment and appliances.....	384.9	381.9	383.6	383.8	384.3	382.7	383.4	383.4	0.0
Transportation equipment <sup>1</sup> .....	1,608.1	1,601.8	1,604.8	1,608.0	1,605.4	1,604.8	1,605.5	1,605.6	0.1
Motor vehicles and parts <sup>2</sup> .....	919.6	926.2	929.8	934.2	918.1	928.8	931.1	934.0	2.9
Furniture and related products.....	386.3	388.6	386.9	389.6	387.2	388.5	389.1	391.4	2.3
Miscellaneous durable goods manufacturing.....	600.3	600.2	602.1	601.5	598.8	599.4	599.5	599.5	0.0
Nondurable goods.....	4,588	4,615	4,600	4,601	4,589	4,598	4,595	4,597	2
Food manufacturing.....	1,511.8	1,549.1	1,538.4	1,538.6	1,512.2	1,535.3	1,535.7	1,535.8	0.1
Textile mills.....	115.2	111.7	111.9	110.6	115.2	112.1	111.6	110.9	-0.7
Textile product mills.....	117.3	115.2	115.2	114.3	116.9	114.4	114.0	113.5	-0.5
Apparel.....	136.9	131.4	131.5	130.6	136.1	130.6	130.8	130.5	-0.3
Paper and paper products.....	373.6	367.6	367.7	368.1	373.1	368.4	367.9	367.0	-0.9
Printing and related support activities.....	451.4	439.1	439.1	439.9	448.5	438.8	437.2	438.3	1.1
Petroleum and coal products.....	114.8	116.9	114.3	114.1	116.7	114.5	114.1	115.2	1.1
Chemicals.....	815.1	815.8	818.4	822.1	814.5	819.1	819.5	818.6	-0.9
Plastics and rubber products.....	689.3	686.4	684.7	688.5	690.5	689.7	687.1	689.3	2.2
Miscellaneous nondurable goods manufacturing.....	262.5	281.7	278.5	274.3	265.6	275.4	277.5	278.2	0.7
Private service-providing.....	102,115	103,460	103,949	104,016	101,428	103,108	103,293	103,425	132
Trade, transportation, and utilities.....	27,867	27,462	27,967	28,185	27,114	27,428	27,463	27,487	24
Wholesale trade.....	5,907.7	5,952.8	5,963.8	5,958.9	5,901.1	5,945.8	5,950.6	5,952.6	2.0
Durable goods.....	2,948.3	2,949.8	2,953.0	2,957.5	2,945.6	2,951.1	2,953.4	2,955.0	1.6
Nondurable goods.....	2,049.8	2,087.7	2,088.4	2,078.5	2,050.3	2,079.9	2,077.6	2,077.1	-0.5

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.2016 - Dec.2016 <sup>P</sup>
	Dec. 2015	Oct. 2016	Nov. 2016 <sup>P</sup>	Dec. 2016 <sup>P</sup>	Dec. 2015	Oct. 2016	Nov. 2016 <sup>P</sup>	Dec. 2016 <sup>P</sup>	
Wholesale trade - Continued									
Electronic markets and agents and brokers.....	909.6	915.3	922.4	922.9	905.2	914.8	919.6	920.5	0.9
Retail trade.....	16,303.2	15,995.6	16,411.3	16,519.4	15,760.8	15,991.7	16,011.2	16,017.5	6.3
Motor vehicle and parts dealers.....	1,963.8	2,011.9	2,015.4	2,011.5	1,973.9	2,010.1	2,015.1	2,017.8	2.7
Automobile dealers.....	1,268.7	1,302.0	1,304.4	1,302.6	1,271.2	1,299.6	1,302.3	1,303.6	1.3
Other motor vehicle dealers.....	143.1	150.8	148.6	144.9	150.7	151.2	151.7	151.4	-0.3
Auto parts, accessories, and tire stores...	552.0	559.1	562.4	564.0	552.0	559.2	561.1	562.8	1.7
Furniture and home furnishings stores.....	490.1	486.9	495.3	501.0	467.4	481.9	480.4	481.6	1.2
Electronics and appliance stores.....	553.7	516.9	533.7	539.6	524.5	513.2	508.1	510.9	2.8
Building material and garden supply stores.....	1,221.0	1,266.3	1,260.6	1,253.4	1,258.4	1,291.2	1,291.9	1,293.4	1.5
Food and beverage stores.....	3,089.8	3,112.8	3,124.5	3,132.2	3,067.5	3,109.7	3,111.1	3,113.3	2.2
Health and personal care stores.....	1,051.5	1,051.6	1,069.7	1,071.8	1,033.2	1,051.7	1,055.3	1,056.3	1.0
Gasoline stations.....	912.6	934.6	928.9	927.4	915.4	931.4	928.7	931.4	2.7
Clothing and clothing accessories stores....	1,517.5	1,360.2	1,450.2	1,509.0	1,359.1	1,365.3	1,344.7	1,355.0	10.3
Sporting goods, hobby, book, and music stores.....	692.0	619.4	674.7	702.3	628.4	624.6	626.1	631.3	5.2
General merchandise stores.....	3,387.1	3,223.6	3,430.1	3,442.4	3,164.4	3,228.9	3,264.0	3,240.1	-23.9
Department stores.....	1,466.9	1,315.5	1,436.6	1,475.7	1,313.1	1,327.4	1,335.7	1,329.5	-6.2
Other general merchandise stores.....	1,920.2	1,908.1	1,993.5	1,966.7	1,851.3	1,901.5	1,928.4	1,910.7	-17.7
Miscellaneous store retailers.....	863.6	859.7	850.9	843.8	844.3	841.7	836.7	833.5	-3.2
Nonstore retailers.....	560.5	551.7	577.3	585.0	524.3	542.0	549.1	552.9	3.8
Transportation and warehousing.....	5,093.4	4,949.6	5,026.7	5,141.9	4,888.8	4,924.8	4,936.2	4,950.9	14.7
Air transportation.....	460.9	470.6	469.6	469.5	462.0	471.1	471.2	471.4	0.2
Rail transportation.....	228.9	216.2	215.9	214.9	229.1	215.9	215.5	215.3	-0.2
Water transportation.....	60.8	61.7	59.7	59.8	61.5	61.5	60.9	60.9	0.0
Truck transportation.....	1,462.5	1,486.4	1,483.1	1,472.3	1,463.8	1,469.7	1,472.8	1,474.2	1.4
Transit and ground passenger transportation.....	490.9	481.7	480.1	474.9	473.8	464.9	464.6	459.9	-4.7
Pipeline transportation.....	50.3	47.6	47.7	47.8	50.2	47.7	47.7	47.7	0.0
Scenic and sightseeing transportation.....	24.4	30.3	24.6	24.7	29.5	29.7	29.6	30.5	0.9
Support activities for transportation.....	658.1	657.5	656.5	659.0	654.5	653.6	654.1	657.9	3.8
Couriers and messengers.....	792.3	610.6	688.2	821.2	623.7	635.8	642.3	654.0	11.7
Warehousing and storage.....	864.3	887.0	901.3	897.8	840.7	874.9	877.5	879.1	1.6
Utilities.....	563.1	564.4	564.8	565.0	563.7	565.5	565.3	565.5	0.2
Information.....	2,768	2,776	2,778	2,768	2,763	2,779	2,767	2,761	-6
Publishing industries, except Internet.....	727.0	726.0	727.0	727.9	724.0	724.6	724.9	724.4	-0.5
Motion picture and sound recording industries.....	401.5	425.3	429.0	415.5	406.2	430.4	424.8	417.7	-7.1
Broadcasting, except Internet.....	281.3	277.6	274.8	273.4	279.7	276.9	273.9	273.5	-0.4
Telecommunications.....	807.5	782.5	785.0	783.8	804.0	783.4	782.0	779.9	-2.1
Data processing, hosting and related services.....	300.0	300.7	297.9	301.8	298.9	300.1	297.6	299.2	1.6
Other information services.....	250.2	263.5	263.9	266.0	249.7	263.5	263.7	266.1	2.4
Financial activities.....	8,201	8,335	8,336	8,359	8,190	8,328	8,336	8,349	13
Finance and insurance.....	6,101.2	6,180.1	6,191.2	6,211.6	6,084.7	6,179.8	6,182.6	6,195.4	12.8
Monetary authorities - central bank.....	17.9	17.9	17.9	18.2	17.9	17.9	18.0	18.3	0.3
Credit intermediation and related activities.....	2,579.1	2,611.2	2,618.4	2,632.1	2,572.7	2,614.7	2,618.6	2,625.5	6.9
Depository credit intermediation <sup>1</sup> .....	1,677.8	1,685.8	1,689.6	1,697.2	1,676.2	1,691.2	1,691.9	1,695.5	3.6
Commercial banking.....	1,265.0	1,263.3	1,265.8	1,272.0	1,264.0	1,267.7	1,267.8	1,269.4	1.6
Nondepository credit intermediation.....	602.0	613.9	616.0	620.3	599.1	612.6	614.5	617.4	2.9
Activities related to credit intermediation...	299.3	311.5	312.8	314.6	297.4	310.9	312.1	312.7	0.6
Securities, commodity contracts, investments, and funds and trusts.....	922.9	930.9	930.1	932.6	920.7	928.8	929.7	931.2	1.5
Insurance carriers and related activities.....	2,581.3	2,620.1	2,624.8	2,628.7	2,573.4	2,618.4	2,616.3	2,620.4	4.1
Real estate and rental and leasing.....	2,099.5	2,154.5	2,144.6	2,147.4	2,104.8	2,148.4	2,152.9	2,153.3	0.4
Real estate.....	1,540.9	1,583.5	1,580.5	1,583.5	1,537.7	1,577.7	1,582.6	1,582.5	-0.1
Rental and leasing services.....	534.7	547.5	540.6	540.5	543.5	547.4	547.0	547.6	0.6
Lessors of nonfinancial intangible assets....	23.9	23.5	23.5	23.4	23.6	23.3	23.3	23.2	-0.1

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.2016 - Dec.2016 <sup>P</sup>
	Dec. 2015	Oct. 2016	Nov. 2016 <sup>P</sup>	Dec. 2016 <sup>P</sup>	Dec. 2015	Oct. 2016	Nov. 2016 <sup>P</sup>	Dec. 2016 <sup>P</sup>	
Private service-providing - Continued									
Professional and business services.....	20,079	20,604	20,673	20,624	19,981	20,423	20,488	20,503	15
Professional and technical services.....	8,787.6	8,990.7	9,034.4	9,070.2	8,756.5	9,013.0	9,030.8	9,037.4	6.6
Legal services.....	1,130.0	1,128.2	1,127.7	1,131.9	1,124.2	1,126.1	1,125.6	1,127.6	2.0
Accounting and bookkeeping services.....	1,000.8	972.9	1,015.8	1,038.2	1,004.1	1,037.0	1,053.7	1,040.5	-13.2
Architectural and engineering services.....	1,423.3	1,459.5	1,453.1	1,454.1	1,425.3	1,451.2	1,450.1	1,453.8	3.7
Specialized design services.....	141.9	146.0	144.1	145.6	139.6	144.0	142.8	143.4	0.6
Computer systems design and related services.....	1,953.8	2,033.3	2,038.4	2,031.7	1,950.8	2,022.9	2,026.0	2,030.1	4.1
Management and technical consulting services.....	1,314.4	1,382.3	1,384.2	1,390.9	1,299.7	1,371.0	1,372.5	1,378.0	5.5
Scientific research and development services.....	662.2	676.2	682.0	684.0	662.1	678.9	682.3	684.0	1.7
Advertising and related services.....	493.5	499.1	495.5	493.8	490.9	495.6	493.3	490.7	-2.6
Other professional and technical services.....	667.7	693.2	693.6	700.0	659.7	686.2	684.7	689.2	4.5
Management of companies and enterprises.....	2,251.1	2,277.6	2,282.1	2,295.4	2,246.8	2,280.3	2,282.6	2,288.3	5.7
Administrative and waste services.....	9,039.9	9,336.0	9,356.6	9,258.5	8,977.6	9,129.6	9,174.9	9,177.1	2.2
Administrative and support services.....	8,639.6	8,923.0	8,942.4	8,844.3	8,573.8	8,717.2	8,760.7	8,761.1	0.4
Office administrative services.....	482.0	500.9	503.7	503.9	482.3	500.1	502.3	504.0	1.7
Facilities support services.....	143.5	144.4	144.0	142.7	143.9	143.7	143.8	143.1	-0.7
Employment services <sup>1</sup> .....	3,744.3	3,766.9	3,813.8	3,809.5	3,619.5	3,637.9	3,670.3	3,659.2	-11.1
Temporary help services.....	3,057.3	3,077.3	3,113.8	3,106.2	2,944.1	2,958.9	2,982.7	2,967.2	-15.5
Business support services.....	921.9	937.6	947.5	947.3	897.3	924.5	925.5	926.1	0.6
Travel arrangement and reservation services.....	201.0	204.1	203.3	201.2	202.4	204.3	203.4	201.8	-1.6
Investigation and security services.....	887.6	906.8	910.3	907.3	882.6	898.0	899.6	900.9	1.3
Services to buildings and dwellings.....	1,948.9	2,130.2	2,094.7	2,010.6	2,029.7	2,081.9	2,088.2	2,098.8	10.6
Other support services.....	310.4	332.1	325.1	321.8	316.0	326.8	327.6	327.2	-0.4
Waste management and remediation services.....	400.3	413.0	414.2	414.2	403.8	412.4	414.2	416.0	1.8
Education and health services.....	22,559	23,051	23,144	23,105	22,378	22,858	22,901	22,971	70
Educational services.....	3,614.2	3,727.1	3,760.0	3,683.5	3,501.8	3,566.2	3,574.1	3,580.4	6.3
Health care and social assistance.....	18,945.0	19,324.0	19,383.9	19,421.3	18,876.0	19,292.2	19,326.8	19,390.1	63.3
Health care <sup>3</sup> .....	15,354.5	15,676.8	15,720.8	15,761.1	15,302.5	15,650.1	15,681.0	15,724.2	43.2
Ambulatory health care services.....	7,020.4	7,224.4	7,247.5	7,277.4	6,991.9	7,201.4	7,222.3	7,252.0	29.7
Offices of physicians.....	2,582.9	2,639.5	2,646.2	2,660.5	2,568.7	2,631.0	2,637.1	2,645.3	8.2
Offices of dentists.....	927.6	947.4	951.2	950.5	926.4	945.4	947.3	949.8	2.5
Offices of other health practitioners.....	829.7	876.9	880.9	884.8	827.3	874.3	879.7	884.1	4.4
Outpatient care centers.....	763.0	793.7	799.8	810.0	760.8	794.4	798.3	805.3	7.0
Medical and diagnostic laboratories.....	260.8	260.7	259.9	261.0	259.7	260.6	260.3	260.5	0.2
Home health care services.....	1,363.2	1,410.5	1,412.3	1,413.1	1,355.5	1,402.7	1,404.4	1,410.2	5.8
Other ambulatory health care services.....	293.2	295.7	297.2	297.5	293.5	292.9	295.2	296.9	1.7
Hospitals.....	5,009.3	5,121.2	5,137.7	5,143.1	4,998.5	5,117.5	5,127.3	5,138.0	10.7
Nursing and residential care facilities.....	3,324.8	3,331.2	3,335.6	3,340.6	3,312.1	3,331.2	3,331.4	3,334.2	2.8
Nursing care facilities.....	1,664.8	1,658.9	1,661.5	1,664.4	1,659.7	1,657.8	1,657.5	1,659.7	2.2
Residential mental health facilities.....	609.8	613.0	614.5	615.2	608.8	613.7	613.9	614.1	0.2
Community care facilities for the elderly.....	887.1	894.2	894.4	897.2	880.9	895.0	895.4	896.9	1.5
Other residential care facilities.....	163.1	165.1	165.2	163.8	162.7	164.7	164.7	163.5	-1.2
Social assistance.....	3,590.5	3,647.2	3,663.1	3,660.2	3,573.5	3,642.1	3,645.8	3,665.9	20.1
Individual and family services.....	2,198.6	2,241.9	2,252.8	2,254.5	2,193.2	2,247.4	2,250.6	2,271.7	21.1
Emergency and other relief services.....	157.0	159.1	159.3	162.8	155.7	159.6	160.0	161.0	1.0
Vocational rehabilitation services.....	334.7	333.7	332.7	333.1	335.7	334.5	333.3	332.3	-1.0
Child day care services.....	900.2	912.5	918.3	909.8	888.9	900.7	902.0	900.8	-1.2
Leisure and hospitality.....	15,000	15,520	15,338	15,279	15,342	15,576	15,613	15,637	24
Arts, entertainment, and recreation.....	2,029.7	2,188.5	2,091.5	2,048.2	2,195.5	2,233.5	2,245.1	2,235.2	-9.9
Performing arts and spectator sports.....	446.7	470.9	445.6	436.3	464.3	465.6	462.6	462.8	0.2
Museums, historical sites, and similar institutions.....	145.6	159.4	151.6	151.5	152.5	158.4	157.1	158.5	1.4
Amusements, gambling, and recreation.....	1,437.4	1,558.2	1,494.3	1,460.4	1,578.7	1,609.5	1,625.4	1,613.9	-11.5
Accommodation and food services.....	12,969.8	13,331.7	13,246.7	13,231.0	13,146.4	13,342.4	13,367.5	13,402.0	34.5

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.2016 - Dec.2016 <sup>P</sup>
	Dec. 2015	Oct. 2016	Nov. 2016 <sup>P</sup>	Dec. 2016 <sup>P</sup>	Dec. 2015	Oct. 2016	Nov. 2016 <sup>P</sup>	Dec. 2016 <sup>P</sup>	
Accommodation and food services - Continued									
Accommodation.....	1,859.2	1,912.2	1,869.8	1,866.9	1,926.4	1,926.2	1,930.5	1,935.4	4.9
Food services and drinking places.....	11,110.6	11,419.5	11,376.9	11,364.1	11,220.0	11,416.2	11,437.0	11,466.6	29.6
Other services.....	5,641	5,712	5,713	5,696	5,660	5,716	5,725	5,717	-8
Repair and maintenance.....	1,283.3	1,285.0	1,281.6	1,271.3	1,290.9	1,284.4	1,284.9	1,281.1	-3.8
Personal and laundry services.....	1,417.4	1,446.7	1,445.7	1,452.5	1,417.2	1,446.6	1,447.9	1,451.6	3.7
Membership associations and organizations...	2,940.6	2,980.0	2,985.3	2,972.0	2,952.3	2,984.7	2,991.9	2,984.2	-7.7
Government.....	22,406	22,569	22,698	22,565	22,040	22,205	22,211	22,223	12
Federal.....	2,785.0	2,793.0	2,794.0	2,824.0	2,768.0	2,801.0	2,799.0	2,804.0	5.0
Federal, except U.S. Postal Service.....	2,163.2	2,183.6	2,182.0	2,186.4	2,164.3	2,186.0	2,185.4	2,185.0	-0.4
U.S. Postal Service.....	621.6	609.7	611.8	637.3	603.6	614.5	613.4	619.4	6.0
State government.....	5,231.0	5,273.0	5,293.0	5,223.0	5,108.0	5,113.0	5,114.0	5,110.0	-4.0
State government education.....	2,568.6	2,607.5	2,627.8	2,566.7	2,435.2	2,442.2	2,441.6	2,448.2	6.6
State government, excluding education.....	2,662.6	2,665.0	2,664.7	2,655.9	2,672.5	2,670.5	2,672.1	2,662.2	-9.9
Local government.....	14,390.0	14,503.0	14,611.0	14,518.0	14,164.0	14,291.0	14,298.0	14,309.0	11.0
Local government education.....	8,123.6	8,111.0	8,193.0	8,166.8	7,813.5	7,861.9	7,855.4	7,862.3	6.9
Local government, excluding education.....	6,265.9	6,392.3	6,417.7	6,351.6	6,350.3	6,429.0	6,442.8	6,447.1	4.3

<sup>1</sup> Includes other industries, not shown separately.

<sup>2</sup> Includes motor vehicles, motor vehicle bodies and trailers, and motor vehicle parts.

<sup>3</sup> Includes ambulatory health care services, hospitals, and nursing and residential care facilities.

p Preliminary

NOTE: Data have been revised to reflect March 2015 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. 2015	Oct. 2016	Nov. 2016 <sup>p</sup>	Dec. 2016 <sup>p</sup>
<b>AVERAGE WEEKLY HOURS</b>				
Total private.....	34.5	34.4	34.3	34.3
Goods-producing.....	40.4	40.4	40.2	40.1
Mining and logging.....	44.0	44.3	43.4	43.8
Construction.....	39.6	39.2	39.1	38.7
Manufacturing.....	40.6	40.8	40.6	40.7
Durable goods.....	41.0	41.3	41.1	41.1
Nondurable goods.....	39.8	40.0	39.7	39.8
Private service-providing.....	33.4	33.2	33.2	33.2
Trade, transportation, and utilities.....	34.6	34.2	34.2	34.1
Wholesale trade.....	38.9	38.9	38.9	38.9
Retail trade.....	31.3	30.8	30.8	30.7
Transportation and warehousing.....	39.1	38.6	38.7	38.6
Utilities.....	42.4	43.1	42.0	42.6
Information.....	36.0	36.0	35.8	36.0
Financial activities.....	37.7	37.3	37.5	37.6
Professional and business services.....	36.2	36.1	36.0	36.1
Education and health services.....	32.9	32.9	32.9	33.0
Leisure and hospitality.....	26.2	26.1	26.2	25.9
Other services.....	31.9	31.9	31.8	31.8
<b>AVERAGE OVERTIME HOURS</b>				
Manufacturing.....	3.3	3.3	3.2	3.3
Durable goods.....	3.3	3.3	3.2	3.3
Nondurable goods.....	3.3	3.2	3.1	3.2

p Preliminary

NOTE: Data have been revised to reflect March 2015 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. 2015	Oct. 2016	Nov. 2016 <sup>p</sup>	Dec. 2016 <sup>p</sup>	Dec. 2015	Oct. 2016	Nov. 2016 <sup>p</sup>	Dec. 2016 <sup>p</sup>
Total private.....	\$25.26	\$25.92	\$25.90	\$26.00	\$871.47	\$891.65	\$888.37	\$891.80
Goods-producing.....	26.44	27.25	27.14	27.26	1,068.18	1,100.90	1,091.03	1,093.13
Mining and logging.....	31.30	32.21	31.90	32.15	1,377.20	1,426.90	1,384.46	1,408.17
Construction.....	27.60	28.38	28.31	28.42	1,092.96	1,112.50	1,106.92	1,099.85
Manufacturing.....	25.51	26.36	26.24	26.37	1,035.71	1,075.49	1,065.34	1,073.26
Durable goods.....	26.83	27.64	27.49	27.63	1,100.03	1,141.53	1,129.84	1,135.59
Nondurable goods.....	23.21	24.16	24.08	24.18	923.76	966.40	955.98	962.36
Private service-providing.....	24.99	25.62	25.61	25.71	834.67	850.58	850.25	853.57
Trade, transportation, and utilities.....	22.03	22.55	22.58	22.69	762.24	771.21	772.24	773.73
Wholesale trade.....	28.80	29.77	29.79	29.87	1,120.32	1,158.05	1,158.83	1,161.94
Retail trade.....	17.73	17.98	18.07	18.18	554.95	553.78	556.56	558.13
Transportation and warehousing.....	23.06	23.52	23.54	23.60	901.65	907.87	911.00	910.96
Utilities.....	37.66	38.94	38.30	38.61	1,596.78	1,678.31	1,608.60	1,644.79
Information.....	35.90	37.38	37.33	37.49	1,292.40	1,345.68	1,336.41	1,349.64
Financial activities.....	31.87	32.57	32.64	32.62	1,201.50	1,214.86	1,224.00	1,226.51
Professional and business services.....	30.26	31.11	31.11	31.17	1,095.41	1,123.07	1,119.96	1,125.24
Education and health services.....	25.51	25.92	25.86	25.96	839.28	852.77	850.79	856.68
Leisure and hospitality.....	14.49	15.07	15.07	15.13	379.64	393.33	394.83	391.87
Other services.....	22.70	23.16	23.14	23.20	724.13	738.80	735.85	737.76

p Preliminary

NOTE: Data have been revised to reflect March 2015 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 <sup>1</sup>					Index of aggregate weekly payrolls <sup>2</sup>				
	Dec. 2015	Oct. 2016	Nov. 2016 <sup>p</sup>	Dec. 2016 <sup>p</sup>	Percent change from: Nov. 2016 - Dec. 2016 <sup>p</sup>	Dec. 2015	Oct. 2016	Nov. 2016 <sup>p</sup>	Dec. 2016 <sup>p</sup>	Percent change from: Nov. 2016 - Dec. 2016 <sup>p</sup>
Total private.....	104.9	106.0	105.8	106.0	0.2	126.6	131.3	131.0	131.7	0.5
Goods-producing.....	90.6	90.4	90.0	89.8	-0.2	108.2	111.3	110.4	110.6	0.2
Mining and logging.....	105.2	94.7	93.1	93.7	0.6	132.2	122.4	119.3	121.0	1.4
Construction.....	90.1	90.3	90.3	89.4	-1.0	108.0	111.4	111.1	110.4	-0.6
Manufacturing.....	90.0	90.0	89.5	89.9	0.4	106.8	110.4	109.3	110.2	0.8
Durable goods.....	89.2	89.1	88.7	88.8	0.1	106.3	109.4	108.3	109.0	0.6
Nondurable goods.....	91.1	91.8	91.0	91.3	0.3	107.3	112.5	111.2	112.0	0.7
Private service-providing.....	109.0	110.1	110.3	110.5	0.2	132.4	137.1	137.3	138.0	0.5
Trade, transportation, and utilities.....	102.0	102.0	102.2	101.9	-0.3	121.0	123.8	124.1	124.5	0.3
Wholesale trade.....	100.2	100.9	101.0	101.0	0.0	120.4	125.4	125.6	125.9	0.2
Retail trade.....	100.2	100.1	100.2	99.9	-0.3	117.5	118.9	119.7	120.1	0.3
Transportation and warehousing.....	109.4	108.8	109.3	109.4	0.1	128.0	129.9	130.6	131.0	0.3
Utilities.....	103.4	105.5	102.7	104.2	1.5	128.7	135.7	130.0	133.0	2.3
Information.....	90.8	91.4	90.5	90.8	0.3	116.1	121.6	120.2	121.2	0.8
Financial activities.....	101.1	101.7	102.4	102.8	0.4	125.7	129.2	130.3	130.8	0.4
Professional and business services.....	113.8	116.0	116.0	116.4	0.3	139.5	146.1	146.2	147.0	0.5
Education and health services.....	120.2	122.8	123.0	123.8	0.7	147.5	153.0	153.0	154.5	1.0
Leisure and hospitality.....	114.7	116.0	116.7	115.6	-0.9	134.1	141.0	141.9	141.1	-0.6
Other services.....	104.1	105.1	105.0	104.8	-0.2	129.5	133.4	133.1	133.3	0.2

<sup>1</sup> 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.

<sup>2</sup> 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 2015 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. 2015	Oct. 2016	Nov. 2016 <sup>p</sup>	Dec. 2016 <sup>p</sup>	Dec. 2015	Oct. 2016	Nov. 2016 <sup>p</sup>	Dec. 2016 <sup>p</sup>
Total nonfarm.....	70,682	71,934	71,999	72,086	49.4	49.6	49.6	49.6
Total private.....	58,060	59,195	59,262	59,336	47.9	48.2	48.2	48.2
Goods-producing.....	4,281	4,305	4,310	4,318	21.8	21.9	21.9	22.0
Mining and logging.....	108	100	100	100	14.2	14.7	14.6	14.7
Construction.....	815	840	841	847	12.4	12.6	12.5	12.6
Manufacturing.....	3,358	3,365	3,369	3,371	27.3	27.4	27.5	27.5
Durable goods.....	1,798	1,799	1,801	1,804	23.3	23.5	23.5	23.5
Nondurable goods.....	1,560	1,566	1,568	1,567	34.0	34.1	34.1	34.1
Private service-providing.....	53,779	54,890	54,952	55,018	53.0	53.2	53.2	53.2
Trade, transportation, and utilities.....	10,972	11,155	11,154	11,147	40.5	40.7	40.6	40.6
Wholesale trade.....	1,735.2	1,755.4	1,754.0	1,754.8	29.4	29.5	29.5	29.5
Retail trade.....	7,928.8	8,067.2	8,063.9	8,050.0	50.3	50.4	50.4	50.3
Transportation and warehousing.....	1,172.9	1,200.7	1,204.4	1,210.3	24.0	24.4	24.4	24.4
Utilities.....	135.1	131.9	132.1	131.5	24.0	23.3	23.4	23.3
Information.....	1,106	1,115	1,110	1,106	40.0	40.1	40.1	40.1
Financial activities.....	4,672	4,740	4,745	4,746	57.0	56.9	56.9	56.8
Professional and business services.....	8,912	9,168	9,184	9,198	44.6	44.9	44.8	44.9
Education and health services.....	17,229	17,614	17,644	17,680	77.0	77.1	77.0	77.0
Leisure and hospitality.....	7,936	8,096	8,108	8,130	51.7	52.0	51.9	52.0
Other services.....	2,952	3,002	3,007	3,011	52.2	52.5	52.5	52.7
Government.....	12,622	12,739	12,737	12,750	57.3	57.4	57.3	57.4

p Preliminary

NOTE: Data have been revised to reflect March 2015 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 adjusted<sup>1</sup>**

[In thousands]

Industry	Dec. 2015	Oct. 2016	Nov. 2016 <sup>p</sup>	Dec. 2016 <sup>p</sup>
Total private.....	99,812	101,042	101,187	101,340
Goods-producing.....	14,212	14,104	14,114	14,127
Mining and logging.....	554	474	481	479
Construction.....	4,990	5,043	5,050	5,049
Manufacturing.....	8,668	8,587	8,583	8,599
Durable goods.....	5,330	5,261	5,260	5,277
Nondurable goods.....	3,338	3,326	3,323	3,322
Private service-providing.....	85,600	86,938	87,073	87,213
Trade, transportation, and utilities.....	22,812	23,035	23,059	23,077
Wholesale trade.....	4,730.5	4,759.8	4,765.7	4,765.0
Retail trade.....	13,384.7	13,556.7	13,559.3	13,553.3
Transportation and warehousing.....	4,244.1	4,263.1	4,279.0	4,304.3
Utilities.....	452.5	455.2	454.6	454.7
Information.....	2,234	2,241	2,228	2,222
Financial activities.....	6,335	6,469	6,482	6,505
Professional and business services.....	16,385	16,700	16,734	16,750
Education and health services.....	19,636	20,057	20,089	20,152
Leisure and hospitality.....	13,489	13,696	13,734	13,766
Other services.....	4,709	4,740	4,747	4,741

<sup>1</sup> 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.

<sup>p</sup> Preliminary

NOTE: Data have been revised to reflect March 2015 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 adjusted<sup>1</sup>**

Industry	Dec. 2015	Oct. 2016	Nov. 2016 <sup>p</sup>	Dec. 2016 <sup>p</sup>
<b>AVERAGE WEEKLY HOURS</b>				
Total private.....	33.8	33.6	33.6	33.6
Goods-producing.....	41.3	41.2	41.2	41.0
Mining and logging.....	45.8	45.9	45.8	46.0
Construction.....	40.2	39.6	39.7	39.2
Manufacturing.....	41.7	42.0	41.8	41.8
Durable goods.....	42.2	42.4	42.2	42.3
Nondurable goods.....	41.0	41.3	41.1	41.1
Private service-providing.....	32.5	32.4	32.4	32.4
Trade, transportation, and utilities.....	33.7	33.5	33.5	33.5
Wholesale trade.....	38.6	38.8	38.8	38.8
Retail trade.....	30.0	29.7	29.7	29.6
Transportation and warehousing.....	39.2	38.6	38.6	38.7
Utilities.....	42.5	43.4	42.1	43.0
Information.....	35.5	35.6	35.3	35.6
Financial activities.....	37.2	36.9	37.0	37.0
Professional and business services.....	35.6	35.4	35.3	35.3
Education and health services.....	32.2	32.2	32.3	32.3
Leisure and hospitality.....	25.1	24.9	25.1	24.8
Other services.....	30.8	30.8	30.8	30.8
<b>AVERAGE OVERTIME HOURS</b>				
Manufacturing.....	4.2	4.4	4.3	4.3
Durable goods.....	4.3	4.5	4.4	4.4
Nondurable goods.....	4.1	4.2	4.1	4.1

<sup>1</sup> 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.

<sup>p</sup> Preliminary

NOTE: Data have been revised to reflect March 2015 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 adjusted<sup>1</sup>**

Industry	Average hourly earnings				Average weekly earnings			
	Dec. 2015	Oct. 2016	Nov. 2016 <sup>p</sup>	Dec. 2016 <sup>p</sup>	Dec. 2015	Oct. 2016	Nov. 2016 <sup>p</sup>	Dec. 2016 <sup>p</sup>
Total private.....	\$21.26	\$21.72	\$21.73	\$21.80	\$718.59	\$729.79	\$730.13	\$732.48
Goods-producing.....	22.21	22.80	22.79	22.83	917.27	939.36	938.95	936.03
Mining and logging.....	26.55	27.13	26.87	27.15	1,215.99	1,245.27	1,230.65	1,248.90
Construction.....	25.43	26.23	26.24	26.26	1,022.29	1,038.71	1,041.73	1,029.39
Manufacturing.....	20.12	20.63	20.62	20.68	839.00	866.46	861.92	864.42
Durable goods.....	21.16	21.62	21.60	21.66	892.95	916.69	911.52	916.22
Nondurable goods.....	18.41	19.02	19.02	19.08	754.81	785.53	781.72	784.19
Private service-providing.....	21.06	21.49	21.51	21.58	684.45	696.28	696.92	699.19
Trade, transportation, and utilities.....	18.84	19.10	19.13	19.19	634.91	639.85	640.86	642.87
Wholesale trade.....	23.85	24.41	24.40	24.50	920.61	947.11	946.72	950.60
Retail trade.....	14.96	15.05	15.18	15.32	448.80	446.99	450.85	453.47
Transportation and warehousing.....	20.88	21.03	20.96	20.71	818.50	811.76	809.06	801.48
Utilities.....	34.58	35.86	35.48	35.57	1,469.65	1,556.32	1,493.71	1,529.51
Information.....	29.62	30.36	30.38	30.53	1,051.51	1,080.82	1,072.41	1,086.87
Financial activities.....	25.65	26.37	26.32	26.47	954.18	973.05	973.84	979.39
Professional and business services.....	25.02	25.64	25.71	25.77	890.71	907.66	907.56	909.68
Education and health services.....	22.31	22.64	22.67	22.70	718.38	729.01	732.24	733.21
Leisure and hospitality.....	12.57	12.98	13.01	13.05	315.51	323.20	326.55	323.64
Other services.....	19.18	19.38	19.37	19.37	590.74	596.90	596.60	596.60

<sup>1</sup> 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.

<sup>p</sup> Preliminary

NOTE: Data have been revised to reflect March 2015 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 adjusted<sup>1</sup>**

[2002=100]

Industry	Index of aggregate weekly hours <sup>2</sup>					Index of aggregate weekly payrolls <sup>3</sup>				
	Dec. 2015	Oct. 2016	Nov. 2016 <sup>p</sup>	Dec. 2016 <sup>p</sup>	Percent change from: Nov. 2016 - Dec. 2016 <sup>p</sup>	Dec. 2015	Oct. 2016	Nov. 2016 <sup>p</sup>	Dec. 2016 <sup>p</sup>	Percent change from: Nov. 2016 - Dec. 2016 <sup>p</sup>
Total private.....	112.4	113.1	113.3	113.4	0.1	159.7	164.2	164.5	165.3	0.5
Goods-producing.....	89.7	88.8	88.9	88.5	-0.4	122.0	124.0	124.0	123.7	-0.2
Mining and logging.....	134.8	115.6	117.1	117.1	0.0	208.2	182.4	182.9	184.9	1.1
Construction.....	100.4	100.0	100.4	99.1	-1.3	137.9	141.6	142.2	140.5	-1.2
Manufacturing.....	83.0	82.8	82.4	82.5	0.1	109.2	111.7	111.1	111.6	0.5
Durable goods.....	84.5	83.8	83.4	83.9	0.6	111.6	113.1	112.5	113.4	0.8
Nondurable goods.....	80.6	80.9	80.5	80.4	-0.1	104.9	108.8	108.2	108.5	0.3
Private service-providing.....	118.5	120.0	120.1	120.3	0.2	171.1	176.8	177.2	178.1	0.5
Trade, transportation, and utilities.....	107.2	107.6	107.7	107.8	0.1	144.0	146.6	147.0	147.5	0.3
Wholesale trade.....	107.5	108.8	108.9	108.9	0.0	151.1	156.4	156.5	157.1	0.4
Retail trade.....	101.6	101.9	101.9	101.5	-0.4	130.3	131.5	132.6	133.3	0.5
Transportation and warehousing.....	125.2	123.9	124.3	125.4	0.9	165.9	165.2	165.3	164.7	-0.4
Utilities.....	98.3	101.0	97.9	100.0	2.1	142.0	151.2	145.0	148.5	2.4
Information.....	90.5	91.1	89.8	90.3	0.6	132.7	136.9	135.0	136.5	1.1
Financial activities.....	110.9	112.4	112.9	113.3	0.4	175.1	182.3	182.8	184.5	0.9
Professional and business services.....	130.7	132.5	132.4	132.5	0.1	194.6	202.2	202.5	203.2	0.3
Education and health services.....	134.8	137.7	138.3	138.7	0.3	198.5	205.7	207.0	207.9	0.4
Leisure and hospitality.....	124.0	124.9	126.3	125.1	-1.0	177.0	184.1	186.6	185.3	-0.7
Other services.....	101.7	102.4	102.5	102.4	-0.1	142.1	144.6	144.7	144.5	-0.1

<sup>1</sup> 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.

<sup>2</sup> 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.

<sup>3</sup> 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.

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NOTE: Data have been revised to reflect March 2015 benchmark levels and updated seasonal adjustment factors.