Strong employment gains continue in 1994

The labor market turned in a very strong performance, as virtually all sectors and geographic regions enjoyed substantial job gains; the largest employment increase in 10 years was accompanied by a steady decline in unemployment

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The 1994 job market was characterized by strong employment growth and continued declines in unemployment. Some 3.4 million jobs were added to nonfarm payrolls and the unemployment rate dropped to 5.6 percent by yearend.

In the goods-producing sector, manufacturing, which had lost jobs steadily from early 1989 to mid–1993, rebounded in 1994, despite a drag on employment growth caused by continued defense cutbacks. In addition, manufacturing employers pushed the average factory workweek to extraordinarily high levels by expanding their use of overtime. Construction firms also added large numbers of workers, encouraged by low mortgage interest rates that continued through the first half of the year.

The services industry itself accounted for nearly half of the overall gains, but, within the broad service-producing sector, substantial employment advances also occurred in retail trade and in State and local governments.

Unemployment continued to trend downward; by the fourth quarter, the jobless rate had fallen to 5.6 percent from 6.6 percent in the first quarter of the year. Well over a million fewer persons were jobless at yearend than in the first quarter.

This article takes a detailed look at labor market developments during 1994 based on data from both the Current Employment Statistics (CES) survey and the Current Population Survey (CPS). Its emphasis is on the interrelationship of those developments with trends in the economy. [1]

The economy's impact on employment

The continued economic expansion fueled job growth in 1994 at a pace not seen for 10 years. At the same time, cutbacks in defense spending led to a continuation of layoffs in several industries. This section explores the impact of these and other economic factors on employment growth in 1994. A discussion of the effect of changing demographic and other factors on employment growth in these industries appears in a subsequent section.

The expansion

The current economic expansion started its fourth year in 1994 and, by yearend, had already lasted longer than most post-World War II recoveries. But, although the last recession had officially ended in early 1991,[2] declines in nonfarm payroll employment did not end until nearly a year later. As economic activity accelerated in 1992 and gained further momentum in 1993 and 1994, payroll employment growth moved more in tandem with the resurgent economy. This can be seen in chart 1, which plots changes in nonfarm employment with economic growth as represented by the gross domestic product (GDP), the broadest measure of the economy.

The 1994 payroll employment increase of almost 3.4 million was the best annual performance of the current economic expansion.[3] To a large extent, it is possible to trace the origins of job growth in specific industries to changes in re-

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lated macroeconomic factors (such as personal consumption, investment, exports, and government spending), some of which are themselves influenced by trends in total employment. (See table 1.)

More income leads to more consumption (and jobs in retail trade) . . .

Personal income continued the strong growth of late 1993 into the first half of 1994, slowing somewhat in the third quarter and then rebounding at year's end. Much of the gain in personal income was due to growth in the number of workers and in their average weekly earnings, as measured by the CES survey of nonfarm payrolls. The slowing of personal income gains in the third quarter reflects a declining rate of job growth.

As workers feel more confident about job security and the unemployed find jobs, they spend money more freely. The momentum from strong personal consumption during the second half of 1993 and first quarter of 1994 led retailers to accelerate hiring. As a result, large employment gains occurred in most types of retail stores, which added 750,000 jobs in 1994, the largest increase since 1984. (Specific industries within the major divisions are discussed in the next section, "Where the job growth is.") Although wholesale trade is closely related to retail, its growth rate was slower than the average for all industries, partly because of restructuring and competition from retailers who increasingly deal directly with manufacturers. Nevertheless, 1994 was the best year for jobs in wholesale trade since 1988. (See table 2 and chart 2.)

. . . which requires more goods and services (and jobs in manufacturing and services) . . .

As sales of goods and services grew, so did the need to replace depleted inventories and provide more services to consumers. As a result, GDP surged in the fourth quarter of 1993, and then continued at a strong pace throughout 1994. Manufacturers responded to growing product demand by continuing to increase the use of overtime hours at their factories, which reached the highest level in the 38-year history of the series. While the addition of overtime is normal in the first years of an expansion, factories typically add workers within a few months of the increase in hours, restoring employment lost during the recession. In the current expansion, however, sustained gains in factory employment were not seen until 1994, when the expansion was 3 years old. Virtually all of the net job gains were in durable goods manufacturing, which is more cyclically sensitive than nondurable goods.

The primary manufacturing industries to profit from the strong consumer spending were motor vehicle makers and their suppliers, such as producers of automotive stampings and flat glass. Pent-up demand to replace old vehicles and low interest rates on auto loans early in the year helped add a total of 82,000 jobs in motor vehicles and related manufacturing industries in 1994; the number grows to 154,000 when auto dealers and motor vehicle wholesale distributors are added. (See table 3.)

The pick-up in consumer spending extended not only to durable goods like cars, appliances, and furniture, but also to services. Some of the gains were in directly provided services, such as auto repair, and others were in services to businesses that were straining to meet increased demand for their products.

. . . which leads to more capital investment (and more manufacturing jobs) . . .

The strong demand for more goods and services provided motivation for businesses to invest in themselves to improve productivity, expand capacity, and replace worn-out equipment. This is shown by the surge in orders for nondefense capital goods (excluding aircraft) during 1994. The manufacturing industries that produce this capital equipment were not able to fill the orders with the existing work force, and unfilled orders piled up. (See table 1.) This growing backlog of orders for capital equipment was partly responsible for employment gains in the fabricated metals, industrial machinery, and electronics equipment industries, which added about 50,000 workers each.

. . . and generates more tax revenue (and government jobs).

Revenues from sales taxes and income taxes in 1993 allowed State and local governments to budget for more workers in 1994, when they added more than 300,000 jobs. At the Federal level, however, employment declined as part of an effort to reduce the Federal deficit. The number of Federal employees fell by 46,000, despite the addition of 30,000 U.S. Postal Service workers.

Exports

Improving economic conditions in many of the countries that are important purchasers of U.S. products helped boost exports during the last quarter of 1993 and most of 1994. This is reflected in developments among a group of industries that are sensitive to exports (those with at least 20 percent of their employment tied to exports in 1990); the majority of these are durable goods manufacturing industries, such as computer equipment and oil field machinery. The number of jobs in this large group of export-sensitive industries grew by 83,000 in 1994, with 67,000 of them in manufacturing. Of course, exports were just one force behind the employment gains in these industries; improved domestic demand also played a major role.

Some restraints

Defense cutbacks. Defense cutbacks continued in 1994. Employment in industries that relied on defense to support at least half of their jobs in 1987 (the last year before major defense spending cuts) has fallen dramatically over the past 3 years. In 1994, these defense-dependent manufacturing industries, such as aircraft, missiles and space vehicles, and search and navigation equipment, lost 92,000 jobs. The declining trend slowed, however, in the second half of the year.

Interest rates. Interest rates played an important role in the 1994 economy, first as a stimulant and then as a restraint. Very low interest rates, by recent standards, buoyed consumer spending in 1993 and early 1994. The rate on 30-year mortgages fell to an average of 7.0 percent in the fourth quarter of 1993 and remained very low during the first quarter of 1994. Construction was clearly a beneficiary of low mortgage rates, as brisk sales of new homes led to strong spring hiring in 1994. By the end of the second quarter, 189,000 jobs had been added in construction, primarily among special trade contractors such as masonry, carpentry, and electrical work.

Finance and real estate also had strong job growth in 1993 that continued into 1994, due primarily to business generated by the low mortgage rates. Mortgage bankers were swamped with requests for financing new homes and refinancing existing home loans. The combination of extra cash in the hands of homeowners who had refinanced and the needs of new homeowners

Revisions to the Current Population Survey

Quarterly and annual average data from the Current Population Survey in this article are shown for 1994 only. They are not directly comparable with data for 1993 and earlier years because of two changes to the survey that became effective in January 1994. The first was the introduction of new population estimates based on the 1990 census, adjusted for the estimated population undercount. This adjustment had the effect of raising population estimates, as well as the related labor force estimates. The second was a major redesign of the survey that was undertaken to obtain more accurate and comprehensive information on the labor force. This included both completely new, as well as revised, questions for the classification of individuals as employed or unemployed, the collection of new data (such as a monthly measure of multiple jobholders), and the incorporation of a major definitional change (discouraged workers), as well as several relatively minor changes in definitions, including one relating to the definition of unemployment. In addition, a fully computerized data collection system was implemented.

The definition of discouraged workers was altered to include the requirement that a person had searched for work in the prior 12 months and was currently available to take a job. Under the revised definition, the number of discouraged workers is about half what it was under the former definition. In addition, a measurement change was introduced with respect to the classification of persons working part time for economic reasons. Two criteria that formerly were inferred were made explicit in the new questionnaire: individuals who usually work part time are now asked if they want to work 35 hours or more and, if so, whether they are available to take a full-time job. Under the new criteria, the number of persons working part time for economic reasons is about 20 percent lower than levels obtained using the old measure.

The 1994 data also may be affected by the transition to the redesigned survey. For example, seasonal adjustment factors, of necessity, have been calculated based on data collected using the previous questionnaire. These factors may not fully capture the pattern of seasonality in the current data. Hence, the quarter-to-quarter comparisons of labor force data in this article, and similar comparisons presented elsewhere, should be interpreted with caution.

For a comprehensive examination of the expected effects of the redesign on the household survey data, see "Revisions in the Current Population Survey Effective January 1994," in the February 1994 issue of the BLS publication *Employment and Earnings*. At the time that this article was written, it was estimated that the combined effect of the introduction of the 1990 census population estimates (as adjusted) and the redesigned survey was to add 0.6 percentage point to the national unemployment rate. However, subsequent research conducted by BLS staff suggests that the probable effect on the jobless rate was much smaller, possibly as little as 0.2 percentage point. For more information on this issue, see "The CPS After the Redesign: Refocusing the Economic Lens," a paper presented on December 15, 1994 at the National Bureau of Economic Research Conference on Research in Income and Wealth.

for furnishings of all types helped propel sales of furniture, appliances, autos, and other consumer goods.

This economic strength led the Federal Reserve Board to raise the federal funds rate on overnight borrowing between banks four times during the first half of the year—from 3 to 4.25 percent—and two more times in the second half, to 5.5 percent. By the third quarter, the 30-year conventional mortgage rate had risen to an average of 8.75 percent; mortgage refinancing all but stopped, and the flood of new home buyers began to recede. The impact was felt in construction employment, where growth slowed in the third quarter of 1994. Losses began even sooner in mortgage banking and title insurance companies, which shed much of the extra help they had hired over the prior year. Real estate continued to add workers through the end of the year.

Construction showed renewed vigor in the fourth quarter, partly due to unusually warm weather but also reflecting the generally good economy. As a result, construction added a substantial 297,000 jobs over the course of the year. A variety of industries throughout the economy are directly dependent on construction, such as stone mining, sawmills, plumbing fixtures manufacturing, and building supply stores. The construction-related industries added 186,000 jobs in 1994, 72,000 of them in manufacturing.

Where the job growth is

Data from the CES (establishment survey) and the CPS (household survey) provide different insights into the types of jobs that were added to the economy in 1994. The discussion in this section looks at specific industries that added the largest number of workers (CES), and the next section examines who got the jobs and what occupations accounted for most of the growth (CPS).[4]

Much of the job growth in 1994 was concentrated in a relatively small number of industries. Three-fifths of the increase was in just 20 of the 288 industries for which the CES program makes estimates at the three-digit level of disaggregation under the Standard Industrial Classification (SIC) system.[5] In fact, two industries—personnel supply services and eating and drinking places—accounted for 1 in 5 of the payroll jobs added. While the 20 industries were about evenly split between above- and below-average wage industries, those with lower earnings added far more jobs.[6] The "big 20" are ranked in table 4 and discussed in the subsections that follow.

Economically-driven industries

Business services. The number one growth industry was *personnel supply services*, a group of business services that includes temporary help, employee leasing, and employment agencies. This industry alone added 424,000 workers in 1994. The expanded use of temporary help continued a trend started during the expansion of the 1980's. Employers are increasingly relying on agencies that can provide workers in a variety of occupations, to whom the employer need make no permanent commitment. This enables

Table 1. Percent change from the previous quarter, selected economic indicators, seasonally adjusted annual rates, 1992–94

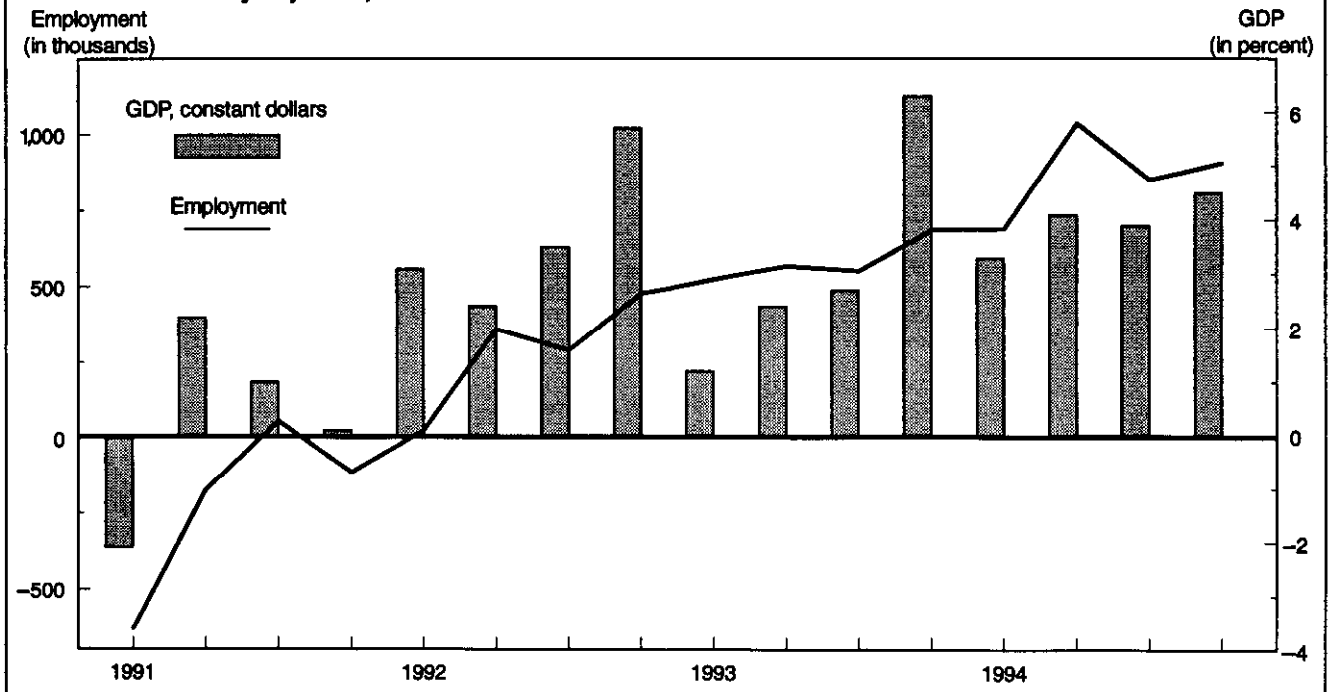
Category	1992				1993				1994			
	I	II	III	IV	I	II	III	IV	I	II	III	IV
Real GDP[1]	3.1	2.4	3.5	5.7	1.2	2.4	2.7	6.3	3.3	4.1	4.0	4.5
Disposable personal income (1987 dollars)	5.9	2.1	1.7	10.6	–7.4	4.7	.8	4.3	3.4	3.5	3.1	7.4
Personal consumption expenditures[1]	5.8	1.7	3.9	5.6	1.6	2.6	3.9	4.0	4.7	1.3	3.1	4.6
Exports of goods and services[1]	6.1	1.5	5.3	7.2	–1.0	7.7	–3.2	21.7	–3.5	16.6	14.8	14.2
State and local revenue	5.8	8.2	3.1	10.0	–.2	9.2	5.4	10.6	.1	7.4	6.4	—
Productivity:												
Nonfarm business sector	4.2	1.9	2.8	3.8	–2.0	.4	4.0	4.9	2.9	–2.1	2.9	—
Manufacturing	.6	1.3	2.6	3.8	3.7	2.4	3.0	6.0	6.4	5.6	3.6	—
Unfilled orders for nondefense capital goods, except aircraft	–1.3	–4.6	–8.1	–4.5	1.9	2.7	3.1	14.9	19.4	23.5	20.6	20.2
Industrial production for defense and space equipment	–3.5	–5.7	–6.8	–7.9	–11.1	–10.7	–9.1	–8.1	–10.2	–7.9	–16.1	–1.8

[1] Quantity indexes, fixed 1987 weights.

NOTE: Data for the fourth quarter of 1994 are preliminary. Dash indicates data not available.

SOURCES: U.S. Department of Commerce, Bureau of Economic Analysis; Federal Reserve Board; and Bureau of Labor Statistics.

Chart 1. **Quarterly changes in nonfarm payroll employment and in gross domestic product (GDP), seasonally adjusted, 1991–94**



NOTE: Data for the fourth quarter of 1994 are preliminary.
SOURCE: Bureau of Labor Statistics and Bureau of Economic Analysis.

companies to be more responsive to short-term fluctuations in demand and still keep production costs down. Because many of these workers are in lower paying occupations, such as nursing aides and construction laborers, the average hourly wage in personnel supply services was $8.70, which is considerably below the $11.12 average for production or nonsupervisory workers in all private sector industries.[7]

Three other industries within business services made the top 20 list: *Computer and data processing services* is a high-paying industry that added 105,000 jobs in 1994, while *services to buildings* and *miscellaneous business services,* which each grew by about 50,000 workers, pay less than the average hourly wage. The explanation for the rapid growth of these industries is similar to that for the expansion of personnel supply services—many of today's employers wish to minimize costs through use of flexible work arrangements. However, firms in computer services, services to buildings, and miscellaneous business services *do work for* clients under contract, while personnel supply agencies *provide workers to* clients.

Retail trade. *Eating and drinking places* added far more workers, 272,000, than any other industry except personnel supply services.[8] This large, labor-intensive industry continues on a strong growth trend year after year to meet the demand for convenience food and restaurant meals. The average hourly earnings in eating and drinking places are the lowest among the 288 industries. However, it should be kept in mind that tips are not included in the payroll reports.

Three other types of retail stores were in the top 20. After several years of buyouts, bankruptcies, reorganizations, and layoffs, *department stores* made a comeback in 1994, adding 88,000 workers. *Auto dealers* and *furniture stores* also had substantial job gains—another testament to the importance of healthy consumer demand and low interest rates in the 1994 economy. Hourly earnings in auto dealers were above the average for all workers, while those in department stores and furniture stores were considerably below average.

Goods-producing industries. Three industries from the *goods-producing* sector made the top 20 list. Two were in construction—*electrical work* and *masonry, stonework, and plastering*—while only one was in manufacturing— *motor vehicles.* As has already been discussed, low interest rates and generally good economic conditions were the primary forces behind the health

Table 2. **Employees on nonfarm payrolls by industry, seasonally adjusted quarterly averages, 1991–94**

[In thousands]

Industry	1991 IV	1992 IV	1993 IV	1994 I	1994 II	1994 III	1994 IV[p]	Change, 1993 IV–1994 IV[p]
Total nonfarm	108,154	109,128	111,363	111,976	112,995	113,908	114.759	3,396
Total private	89,677	90,416	92,470	93,057	93,990	94,821	95,599	3,129
Goods-producing	23,482	23,189	23,275	23,350	23,534	23,634	23.804	529
Mining[1]	663	622	609	612	605	603	597	–12
Metal mining	54	52	50	50	50	51	52	1
Oil and gas extraction	376	345	354	346	340	337	332	–22
Nonmetallic minerals, except fuels	102	102	101	101	101	101	101	0
Construction	4,536	4,507	4,724	4,765	4,909	4,953	5,021	297
General building contractors	1,099	1,079	1,130	1,142	1,163	1,166	1,194	64
Heavy construction, except building	713	709	710	711	724	728	719	8
Special trade contractors	2,724	2,719	2,883	2,913	3,022	3,058	3,108	225
Manufacturing	18,283	18,061	17,942	17,973	18,020	18,079	18,186	244
Durable goods	10,445	10,231	10,143	10,185	10,229	10,282	10,371	228
Lumber and wood products	671	692	712	723	727	734	741	29
Furniture and fixtures	475	479	487	492	495	497	499	12
Stone, clay, and glass products	517	514	517	522	529	531	536	19
Primary metal industries	710	687	677	680	680	687	698	21
Blast furnaces and basic steel products	257	245	237	236	232	233	235	–3
Fabricated metal products	1,345	1,328	1,335	1,346	1,358	1,371	1,389	54
Industrial machinery and equipment	1,956	1,925	1,916	1,925	1,942	1,950	1,962	46
Electronic and other electrical equipment	1,564	1,519	1,521	1,529	1,544	1,560	1,575	54
Transportation equipment	1,886	1,800	1,727	1,726	1,720	1,723	1,743	16
Motor vehicles and equipment	811	820	845	870	871	889	912	67
Aircraft and parts	650	586	515	496	483	472	465	–50
Instruments and related products	956	916	877	868	857	849	846	–31
Miscellaneous manufacturing industries	365	371	374	374	376	379	383	8
Nondurable goods	7,838	7,830	7,799	7,788	7,791	7,797	7,815	16
Food and kindred products	1,663	1,666	1,675	1,670	1,666	1,665	1,668	–6
Tobacco products	49	45	42	41	40	39	38	–4
Textile mill products	674	675	671	673	672	671	673	2
Apparel and other textile products	1,018	999	965	955	957	956	950	–15
Paper and allied products	687	693	685	685	684	682	685	0
Printing and publishing	1,518	1,508	1,514	1,519	1,525	1,533	1,539	25
Chemicals and allied products	1,080	1,084	1,071	1,062	1,056	1,051	1,048	–23
Petroleum and coal products	161	154	150	148	148	148	149	–1
Rubber and miscellaneous plastics products	867	887	908	920	930	938	951	43
Leather and leather products	122	120	117	116	115	114	113	–4
Service-producing	84,672	85,938	88,088	88,626	89,461	90,274	90,955	2,867
Transportation and public utilities	5,744	5,733	5,797	5,804	5,817	5,863	5,885	88
Transportation	3,492	3,517	3,610	3,624	3,641	3,691	3,709	99
Railroad transportation	257	253	247	248	245	244	244	–3
Local and interurban passenger transit	357	368	374	380	386	393	393	19
Trucking and warehousing	1,609	1,622	1,710	1,712	1,727	1,772	1,783	73
Water transportation	181	170	166	166	167	167	165	–1
Transportation by air	725	732	737	739	733	729	733	–4
Pipelines, except natural gas	19	19	18	18	18	18	18	0
Transportation services	344	353	358	361	364	369	375	17
Communications and public utilities	2,252	2,216	2,187	2,180	2,176	2,172	2,175	–11
Communications	1,290	1,267	1,249	1,249	1,252	1,257	1,262	13
Electric, gas, and sanitary services	962	949	937	932	924	915	913	–24
Wholesale trade	6,062	5,959	5,971	6,002	6,038	6,076	6,116	146
Durable goods	3,502	3,416	3,414	3,429	3,450	3,469	3,493	79
Nondurable goods	2,560	2,544	2,557	2,573	2,588	2,606	2,623	67
Retail trade	19,232	19,460	19,867	19,972	20,190	20,420	20,617	750
Building materials and garden supplies	746	762	798	813	833	845	859	61
General merchandise stores	2,423	2,463	2,450	2,429	2,441	2,472	2,521	71
Food stores	3,190	3,179	3,215	3,223	3,234	3,250	3,266	52
Automotive dealers and service stations	1,971	1,973	2,061	2,101	2,138	2,158	2,193	132
Apparel and accessory stores	1,141	1,130	1,149	1,149	1,145	1,150	1,154	5
Furniture and home furnishings stores	800	803	848	861	880	905	935	87
Eating and drinking places	6,493	6,699	6,879	6,924	7,024	7,115	7,156	277
Miscellaneous retail establishments	2,468	2,451	2,467	2,472	2,494	2,525	2,533	66
Finance, insurance, and real estate	6,600	6,635	6,760	6,776	6,792	6,797	6,790	30
Finance	3,155	3,176	3,245	3,254	3,260	3,257	3,247	2
Depository institutions	2,128	2,085	2,068	2,050	2,041	2,039	2,036	–32
Nondepository institutions	384	421	467	482	486	476	463	–4
Security and commodity brokers	423	449	483	492	502	507	510	28

See footnotes at end of table

Table 2. **Continued—Employees on nonfarm payrolls by industry, seasonally adjusted quarterly averages, 1991–94**

[In thousands]

Industry	1991 IV	1992 IV	1993 IV	1994 I	1994 II	1994 III	1994 IV[p]	Change, 1993 IV–1994 IVp
Holding and other investment offices	220	220	227	229	232	234	238	11
Insurance	2,152	2,162	2,190	2,186	2,186	2,180	2,175	–15
Insurance carriers	1,489	1,505	1,527	1,525	1,523	1,515	1,506	–21
Insurance agents, brokers, and service	663	657	662	661	663	665	669	6
Real estate	1,293	1,297	1,325	1,336	1,346	1,360	1,368	43
Services[1]	28,557	29,439	30,801	31,153	31,620	32,031	32,388	1,587
Agricultural services	487	493	532	532	545	558	570	38
Hotels and other lodging places	1,582	1,575	1,600	1,603	1,614	1,618	1,591	–9
Personal services	1,120	1,121	1,137	1,143	1,133	1,137	1,135	–2
Business services	5,124	5,468	6,009	6,166	6,358	6,540	6,713	704
Personnel supply services	1,513	1,717	2,067	2,178	2,301	2,394	2,477	410
Auto repair, services, and parking	882	893	975	1,004	1,032	1,056	1,082	106
Miscellaneous repair services	343	352	368	374	379	382	386	18
Motion pictures	405	407	427	443	470	492	526	100
Amusement and recreation services	1,136	1,211	1,251	1,258	1,281	1,266	1,266	15
Health services	8,319	8,593	8,872	8,930	9,003	9,068	9,122	250
Hospitals	3,697	3,773	3,789	3,789	3,792	3,789	3,790	1
Legal services	915	916	934	939	940	943	948	14
Educational services	1,708	1,668	1,704	1,720	1,739	1,752	1,771	68
Social services	1,887	1,998	2,138	2,176	2,224	2,283	2,313	175
Museums and botanical and zoological gardens	70	74	77	78	79	80	80	3
Membership organizations	1,965	2,000	2,039	2,042	2,051	2,058	2,064	25
Engineering and management services	2,437	2,492	2,563	2,572	2,597	2,624	2,645	82
Government	18,477	18,712	18,893	18,919	19,004	19,087	19,159	267
Federal	2,981	2,951	2,905	2,890	2,870	2,860	2,859	–46
State	4,356	4,437	4,507	4,508	4,535	4,582	4,589	82
Education	2,582	2,631	2,666	2,672	2,686	2,698	2,709	43
Other State government	1,774	1,806	1,841	1,836	1,850	1,884	1,880	40
Local	11,139	11,324	11,481	11,522	11,599	11,645	11,711	230
Education	4,990	5,054	5,097	5,120	5,151	5,125	5,177	80
Other local government	6,150	6,270	6,383	6,402	6,447	6,520	6,534	150

[1] Includes other industries, not shown separately.

p = preliminary.

of these industries. All three have very high average hourly earnings.

Other government. Local government, except education, was among the top job gainers, a development made possible by increased tax revenues. Most of this gain was in general administration. Because of the very large employment base in this industry, however, the big numerical increase represented a very low rate of growth. Hourly earnings are not compiled for the government sector, but a comparison of average weekly earnings for 1993 shows that *local government, except education,* pays slightly above the average for all private industries.

Three more. Two of the remaining three economically-driven industries on the top 20 list were in the above-average wage category. *Trucking* added 64,000 workers, as the strong economy required the transportation of growing factory shipments as well as swelling imports. *Motion picture production and services* also had large employment gains, as consumers put out more money for entertainment as well as other purchases. Finally, *automotive repair shops,* with earnings that are just short of the average for all private industries, continued a steady growth trend.

Demographically-driven industries

Five of the top twenty industries are little influenced by business cycles but respond more to demographics and other noneconomic influences. Social services and health services each account for two of these industries, and the other is public education.

Education. Within government, 156,000 jobs were added in *local education* (primarily grades K–12) to serve swelling enrollments without increasing the ratio of students to staff.[9] The 1993 average weekly earnings for primary and secondary schools in the local government sector were slightly below the average for private industry.

Social services. Among social services, *child day care* and *residential care* (such as orphanages and other facilities for persons who require personal assistance but not nursing care) grew

primarily in response to the increase in the number of small children and the elderly. Taken together, these two social service industries added 113,000 workers, and their average pay was substantially below the private sector average.

Health services. The small *home health care* industry added more jobs than any other area of health services—67,000. The continued expansion of employment in this industry is the result of the increased coverage of home care under health insurance plans, efforts to minimize the length of hospital stays, and improved technology that enables patients to be treated at home.[10] Because of the large number of health aides they employ, the average hourly earnings in home health care are below the average for all private industries. On the other hand, the other health industry to make the top 20 list, *offices and clinics of medical doctors*, pays above the average rate. This industry, which added 53,000 workers, grew partly because of the increased number of medical procedures that are being performed outside of the hospital setting in attempts to cut costs.

Who got the jobs?

The data that follow are from the household survey. A major redesign of the survey was implemented in January 1994, the same month during which 1990 census-based population controls, adjusted for the estimated undercount, also were incorporated. Because of these changes, 1994 data are not directly comparable with data for 1993 and earlier years. As a result, the following analysis of 1994 labor force developments is based on changes from the first through the fourth quarters of 1994. This is a necessary departure from the more traditional approach to over-the-year analysis used above in the section on nonfarm payroll employment, which compares results from the fourth quarter of 1993 to the averages in each quarter of 1994.

Total employment grew by about 2.3 million from the first quarter of 1994 through the fourth quarter. The employment-population ratio—the percent of the civilian noninstitutional population aged 16 and older who are employed—increased from 62.3 to 62.9 percent over the 3-quarter period. Adult men accounted for a little over half the increase in total employment, or about 1.3 million. The number of employed adult women rose by almost 900,000 over the period. (See table 5.) Teenage employment also grew during 1994, with much of the improvement occurring in the fourth quarter.

Employment increased among whites throughout 1994, as their employment-population ratio rose by 0.7 percentage point to 64.0 percent. The number of employed blacks and Hispanics grew at an even faster pace, their employment-population ratios rising by 1.3 and 1.7 percentage points, respectively, to 56.8 percent for blacks and 60.7 percent for Hispanics.

Table 3. **Employment in industries related to the defense, construction, automobile, and export markets, seasonally adjusted fourth-quarter averages, 1993 and 1994**

[Numbers in thousands]

Series	1993 IV	1994 IV^p	Change, 1993 IV–1994 IV^p	
			Number	Percent
Autos and related industries:				
Motor vehicles and equipment	845	912	67	7.9
Auto-related, manufacturing	277	292	15	5.5
Auto-related, all industries	1,319	1,406	87	6.6
Construction and related industries:				
Construction	4,724	5,021	297	6.3
Construction-related, manufacturing	1,497	1,569	72	4.8
Construction-related, all industries	3,523	3,709	186	5.3
Defense-dependent industries:				
Defense-dependent, manufacturing	1,003	911	–92	–9.1
Export-sensitive industries:				
Export-sensitive, manufacturing	6,604	6,671	67	1.0
Export-sensitive, all industries	8,439	8,522	83	1.0

p = preliminary.

NOTE: Industries related to autos, construction, and defense are those for which the majority of employment is devoted to the production of goods and services for the designated industry. Industries sensitive to exports are those in which at least 20 percent of employment is devoted to exports.

Occupational employment

A little more than half of 1994's gain in total employment occurred among managerial and professional specialty workers, who, as a group, have relatively high earnings. The number of these workers rose by nearly 1.3 million between the first and fourth quarters of the year. (See table 6.) Also showing substantial growth in 1994 were the technical, sales, and administrative support occupations, which gained about 627,000 workers over the course of the year. The occupational category of operators, fabricators, and laborers also grew, adding 445,000 workers. There had been little change in the number of such work-

Table 4. **Employment and average hourly earnings in the 20 industries adding the most jobs in 1994, fourth-quarter averages, not seasonally adjusted**

[Numbers in thousands]

Ranking	Industry	SIC	Employees		Change[p]		Average hourly earnings, 1994[1]
			1993 IV	1994 IV[p]	Number	Percent	
1	Personnel supply services	736	2,140.8	2,564.3	423.5	19.8	$8.70
2	Eating and drinking places	58	6,840.8	7,112.7	271.9	4.0	5.45
3	Local government education	...	6,687.1	6,843.1	156.0	2.3	(2)
4	Computer and data processing services	737	930.3	1,035.5	105.3	11.3	16.98
5	Department stores	531	2,244.2	2,332.1	87.9	3.9	7.41
6	Motion picture production and services	781	167.2	252.7	85.5	51.1	19.73
7	Local government, except education	...	5,019.7	5,104.9	85.2	1.7	(2)
8	Motor vehicles and equipment	371	848.7	915.9	67.2	7.9	16.92
9	Home health care services	808	490.0	557.8	66.9	13.6	10.62
10	Trucking and courier services, except air	421	1,609.0	1,673.4	64.3	4.0	12.78
11	Child day care services	835	516.8	577.9	61.2	11.8	6.80
12	New and used car dealers	551	935.1	996.2	61.1	6.5	12.53
13	Automotive repair shops	753	552.1	612.1	60.0	10.9	10.60
14	Masonry, stonework, and plastering	174	417.3	470.4	53.1	12.7	14.99
15	Services to buildings	734	841.0	893.7	52.7	6.3	7.45
16	Offices and clinics of medical doctors	801	1,529.0	1,581.5	52.5	3.4	12.20
17	Miscellaneous business services	738	1,354.5	1,406.8	52.3	3.9	8.86
18	Residential care	836	585.6	637.7	52.1	8.9	8.28
19	Furniture and home furnishings stores	571	469.0	516.8	47.8	10.2	9.60
20	Electrical work	173	541.2	588.7	47.5	8.8	16.08

[1] Data are annual averages and are preliminary.

[2] The CES program collects earnings data only in the private sector. However, data compiled from administrative records by the ES-202 program show weekly earnings in local government, except education to be slightly above the average for all private sector industries, and those in local elementary and secondary schools to be slightly below average in 1993, the most recent year for which data were available.

p = preliminary.

NOTE: Quarterly data are computed by averaging the monthly estimates from the CES program. The earnings data are 1994 annual averages, and they represent production workers in goods-producing industries and nonsupervisory workers in service-producing industries. The average for all private industries in 1994 was $11.12.

ers during the previous 3-year period. Employment among service and precision production workers and among those in farming, forestry, and fishing occupations was little changed in 1994.

Multiple jobholding

Among the changes introduced in the household survey in January 1994 was the addition of monthly questions to determine the extent to which individual workers held more than one job during a survey reference week.[11] This made possible monthly estimates of multiple jobholding, or moonlighting. Questions on moonlighting formerly had been asked only four times since 1980, in special supplements to the basic CPS questionnaire.

More than 7 million workers, on average, held two or more jobs at the same time in 1994, and they comprised about 6 percent of all workers. (See table 7.) This level and proportion are consistent with findings from the previous surveys. Moonlighting patterns vary by worker group. Young women (16 to 24 years old) were more likely than their male counterparts to moonlight—7.0 versus 5.6 percent. Among those 25 to 54 years old, however, the proportions of men and women who moonlighted were about the same, even though a great many employed women in this age group also have child-care responsibilities that limit their time available for market work. For this reason, women who are multiple jobholders are more likely to work at two part-time jobs and to work fewer total hours than their male counterparts. Whites were more likely than either blacks or Hispanics to hold multiple jobs.

Labor force trends continue

The civilian labor force grew by 985,000 from the first to the fourth quarter of 1994. This was

Table 5. **Employment status of the civilian noninstitutional population aged 16 and older by sex, age, race and Hispanic origin, seasonally adjusted quarterly averages, 1994**

[Numbers in thousands]

Characteristic	1994				Change, 1994 I–1994 IV
	I	II	III	IV	
Total					
Civilian labor force	130,711	130,675	131,050	131,696	985
Participation rate	66.7	66.5	66.5	66.6	.2
Employed	122,090	122,580	123,207	124,371	2,281
Employment-population ratio	62.3	62.4	62.5	62.9	.6
Agriculture	3,364	3,382	3,393	3,509	145
Nonagricultural industries	118,726	119,198	119,814	120,863	2,137
Unemployed	8,621	8,095	7,843	7,325	–1,296
Unemployment rate	6.6	6.2	6.0	5.6	–1.0
Men, 20 years and over					
Civilian labor force	66,767	66,665	66,824	67,324	557
Participation rate	76.9	76.6	76.6	76.9	.0
Employed	62,796	63,027	63,288	64,051	1,255
Employment-population ratio	72.3	72.4	72.6	73.2	.9
Agriculture	2,345	2,360	2,328	2,372	27
Nonagricultural industries	60,452	60,667	60,960	61,679	1,227
Unemployed	3,971	3,638	3,536	3,273	–698
Unemployment rate	5.9	5.5	5.3	4.9	–1.0
Women, 20 years and over					
Civilian labor force	56,492	56,465	56,771	56,887	395
Participation rate	59.4	59.2	59.4	59.4	.0
Employed	53,199	53,376	53,769	54,085	886
Employment-population ratio	55.9	56.0	56.3	56.5	.6
Agriculture	765	787	817	865	100
Nonagricultural industries	52,434	52,589	52,952	53,220	786
Unemployed	3,293	3,089	3,002	2,801	–492
Unemployment rate	5.8	5.5	5.3	4.9	–.9
Both sexes, 16 to 19 years					
Civilian labor force	7,452	7,545	7,455	7,486	34
Participation rate	52.9	53.2	52.3	52.5	–.4
Employed	6,095	6,177	6,150	6,235	140
Employment-population ratio	43.3	43.6	43.1	43.7	.4
Agriculture	254	235	248	272	18
Nonagricultural industries	5,840	5,942	5,902	5,964	124
Unemployed	1,357	1,368	1,304	1,250	–107
Unemployment rate	18.2	18.1	17.5	16.7	–1.5
White					
Civilian labor force	110,735	110,720	111,159	111,636	901
Participation rate	67.1	67.0	67.1	67.2	.1
Employed	104,431	104,752	105,382	106,201	1,770
Employment-population ratio	63.3	63.3	63.6	64.0	.7
Unemployed	6,305	5,968	5,777	5,434	–871
Unemployment rate	5.7	5.4	5.2	4.9	–.8
Black					
Civilian labor force	14,470	14,499	14,429	14,589	119
Participation rate	63.6	63.5	63.0	63.4	–.2
Employed	12,629	12,808	12,830	13,065	436
Employment-population ratio	55.5	56.1	56.0	56.8	1.3
Unemployed	1,841	1,692	1,599	1,524	–317
Unemployment rate	12.7	11.7	11.1	10.4	–2.3
Hispanic origin					
Civilian labor force	11,765	11,895	11,985	12,257	492
Participation rate	65.7	65.9	65.9	66.8	1.1
Employed	10,557	10,673	10,784	11,138	581
Employment-population ratio	59.0	59.2	59.3	60.7	1.7
Unemployed	1,207	1,222	1,201	1,118	–89
Unemployment rate	10.3	10.3	10.0	9.1	–1.2

NOTE: Detail for race and Hispanic-origin groups will not sum to totals because data for the "other races" group are not presented and Hispanics are included in both the white and black population groups.

Table 6. **Employment by occupation, seasonally adjusted quarterly averages, 1994**

[In thousands]

Occupation	1994				Change, 1994 I–1994 IV
	I	II	III	IV	
Managerial and professional specialty	33,139	33,798	34,037	34,411	1,272
Technical, sales, and administrative support	37,117	36,933	37,416	37,744	627
Service occupations	16,982	16,961	16,846	16,886	-96
Precision production, craft, and repair	13,543	13,388	13,438	13,586	43
Operators, fabricators, and laborers	17,624	17,870	17,946	18,069	445
Farming, forestry, and fishing	3,609	3,579	3,603	3,740	131

considerably less than the increase during the same period in the prior year. The overall labor force participation rate rose to almost 67 percent by the end of 1994.

For adult women, the early 1990's was a period characterized by sluggish labor force growth; 1994 was no exception, as their labor force participation rate was unchanged over the year. For adult men, the labor force participation rate also was unchanged, interrupting (at least temporarily) this measure's slow, downward trend that extends all the way back to the late 1940's.

Unemployment declines

The decline in unemployment that began in mid–1992 continued during 1994. By the fourth quarter, the number of unemployed persons stood at 7.3 million and the unemployment rate was 5.6 percent, down from 8.6 million and 6.6 percent, respectively, in the first quarter. Unemployment rate declines occurred not only among adult workers, but among youth as well.

Similarly, unemployment declined for both blacks and whites. The unemployment rate for blacks fell from 12.7 percent in the first quarter of 1994 to 10.4 percent in the fourth quarter. Over the same period, that for whites declined 0.8 percentage point to 4.9 percent. The unemployment rate for Hispanics, which had changed little for most of the year, fell in the fourth quarter to 9.1 percent. It is noteworthy that, since 1990, the jobless rate for Hispanics has been closer to the rate for blacks than to the rate for whites. During the 1980's, the rate for Hispanics had held roughly midway between those for whites and blacks.

Reasons for unemployment. The number of persons who were unemployed because they had lost their jobs continued to trend downward in 1994. By the fourth quarter, job losers numbered 3.5 million, down from 4.2 million in the first quarter. There were declines during the year in each of the two major components of this group, persons on temporary layoff who expected to be called back to work, and persons not expecting recall (or "permanent" job losers).[12] The latter group accounted for about 35 percent of all unemployed persons at the end of the year. (See table 8.)

Regional differences. The improvement in unemployment in 1994 was spread rather evenly across all census regions.[13] (See table 9.) In the West, the last region to emerge from the recession, the improvement was concentrated in the latter half

Table 7. **Multiple jobholders by sex, age, race, and Hispanic origin, 1994 annual averages**

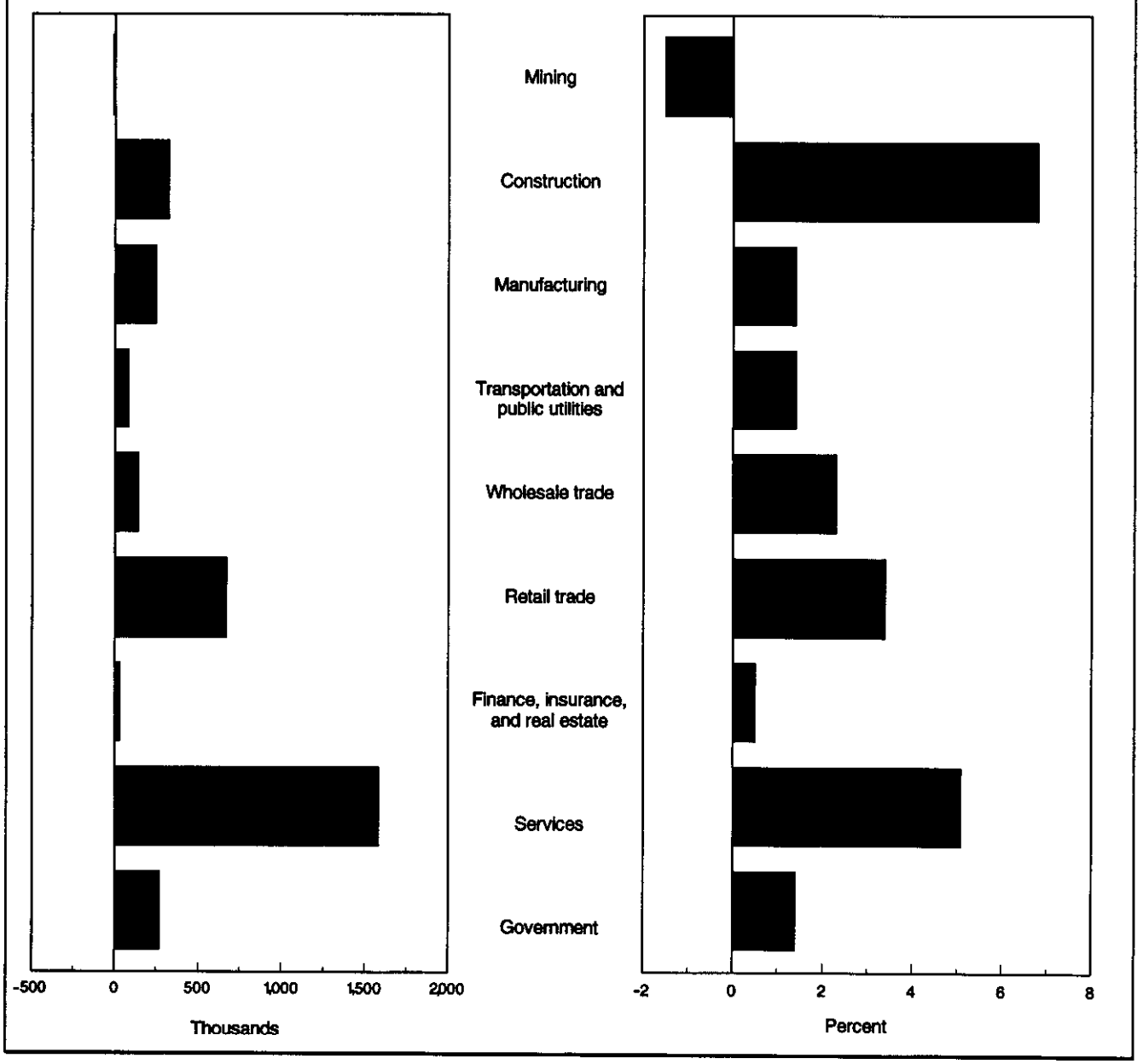
[Number in thousands]

Characteristic	Both sexes			Men			Women		
	Total employed	Multiple jobholders		Total employed	Multiple jobholders		Total employed	Multiple jobholders	
		Number	Rate[1]		Number	Rate[1]		Number	Rate[1]
Total, 16 years and older	123,060	7,260	5.9	66,450	3,924	5.9	56,610	3,336	5.9
16 to 24 years	18,919	1,187	6.3	9,927	557	5.6	8,992	630	7.0
25 to 54 years	89,233	5,478	6.1	48,292	3,016	6.2	40,941	2,462	6.0
55 years and older	14,909	595	4.0	8,231	351	4.3	6,678	244	3.6
White	105,190	6,392	6.1	57,452	3,462	6.0	47,738	2,930	6.1
Black	12,835	630	4.9	6,241	337	5.4	6,595	293	4.4
Hispanic	10,788	394	3.7	6,530	243	3.7	4,258	151	3.6

[1] Multiple jobholders as a percent of all employed persons in specified group.

NOTE: Detail for the above race and Hispanic-origin groups will not sum to totals because data for the "other races" group are not presented and Hispanics are included in both the white and black populations groups.

Chart 2. **Employment changes by major industry division, 1993 IV–1994 IV, seasonally adjusted**



of the year. By the fourth quarter, the Midwest had the lowest unemployment rate (4.7 percent), while the West had the highest (6.6 percent).

Eight of the nine census divisions showed declines in their unemployment rates between the first and fourth quarters, the Mountain division being the sole exception. Jobless rates in the fourth quarter ranged from 4.2 percent in the agrarian West North Central division to 7.2 percent in the Pacific division.

Part time for economic reasons

The majority of persons who work part time (less than 35 hours a week) do so by choice. However, some would prefer, and are available for, full-time work but are working part time because of what are termed economic reasons.[14] Since the first quarter of 1994, their number has declined by half a million, to 4.4 million in the fourth quarter, as shown in the following (in thousands):

	Quarter				Change, 1994 I–1994 IV
	I	II	III	IV	
Persons who worked part time for economic reasons in 1994	4,914	4,779	4,383	4,415	-499

(Because of changes to the survey introduced in January 1994, estimates of the number of persons classified as working part time for economic reasons are not comparable with estimates derived from data collected by the questionnaire that was in use up through December 1993. See explanation in box.)

Not in the labor force

In an average month during 1994, nearly 66 million persons aged 16 and older were classified as not in the labor force, that is, they were neither working nor looking for work. The vast majority of these persons were retired, disabled, taking care of home or family, or attending school, and had no desire to be in the labor market. There were, however, 1.8 million persons who wanted and were available for work but were no longer actively looking after having searched for a job during the prior 12 months. Half a million of these persons were classified as discouraged workers. (See table 10 and explanation in box.) Discouraged workers are persons who gave essentially labor market reasons for not looking for work during the survey reference week. Specifically, they believed no work was available in their line of work or area; they had been unable to find work; they felt that they lacked the necessary training, schooling, skills, or experience for the jobs that were available; they believed that employers thought they were too young or old for the job; or they thought they had been subjected to some other type of discrimination. Compared with the labor force as a whole, discouraged workers are disproportionately young (29 percent are un-

Table 8. **Reason for unemployment, seasonally adjusted quarterly averages, 1994**

[Numbers in thousands]

Reason for unemployment	1994				Change, 1994 I–1994 IV
	I	II	III	IV	
Job losers and persons who completed temporary jobs	4,209	3,751	3,714	3,483	-726
On temporary layoff	1,084	907	956	886	-198
Not on temporary layoff	3,125	2,844	2,759	2,597	-528
Job leavers	831	798	810	723	-108
Reentrants	2,916	2,937	2,715	2,575	-341
New entrants	637	596	605	582	-55

Table 9. **Unemployment rates by census region and division, seasonally adjusted quarterly averages, 1994**

Region and division	1994				Change, 1994 I–1994 IV
	I	II	III	IV	
United States	6.6	6.2	6.0	5.6	-1.0
Northeast	6.8	6.6	6.4	6.0	-.8
New England	6.2	5.8	5.9	5.6	-.6
Middle Atlantic	7.1	6.9	6.6	6.1	-1.0
South	6.3	6.0	5.8	5.5	-.8
South Atlantic	6.1	5.8	5.5	5.3	-.8
East South Central	6.0	5.4	5.5	5.2	-.8
West South Central	6.8	6.6	6.5	6.0	-.8
Midwest	5.7	4.8	5.1	4.7	-1.0
East North Central	6.2	5.3	5.6	4.9	-1.3
West North Central	4.8	3.8	4.1	4.2	-.6
West	7.6	7.5	7.3	6.6	-1.0
Mountain	5.1	5.3	5.6	5.1	.0
Pacific	8.5	8.3	8.0	7.2	-1.3

NOTE: Estimates of seasonally adjusted unemployment rates for 1994 by census region and division shown in this table may not agree with those published elsewhere because updated seasonal factors that reflect the experience through the fourth quarter of 1994 were not available when this table was being prepared for publication. See text footnote 13 for the definitions of the census regions and divisions.

Table 10. Persons not in the labor force by age, sex, race, and Hispanic origin, 1994 annual averages

[Numbers in thousands]

Category	Not in the labor force						
	Total	Wanted job and searched for work in previous year[1]					Other not in the labor force
		Total	Available to work now			Not available to work now	
			Total	Discouraged workers[2]	Other reasons[3]		
Total, 16 years and older	65,758	2,630	1,807	500	1,307	823	63,128
Percent	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Age							
16 to 24 years	16.6	39.5	35.4	28.6	37.9	48.6	15.7
25 to 54 years	28.5	50.2	52.0	55.6	50.6	46.1	27.6
55 years and older	54.9	10.3	12.6	15.8	11.4	5.3	56.8
Sex							
Men	35.8	43.3	45.9	59.2	40.9	37.4	35.5
Women	64.2	56.7	54.1	40.8	59.1	62.6	64.5
Race and Hispanic origin							
White	82.8	68.7	66.2	61.0	68.2	73.9	83.4
Black	12.7	25.4	28.3	32.4	26.8	19.0	12.2
Hispanic origin	9.3	12.4	13.1	14.0	12.7	11.1	9.2

[1] Refers to persons who looked for work in the prior 12 months or since the end of their last job, if they held one in the last 12 months.

[2] Includes persons who did not look for work during the last 4 weeks because they believe no work is available, they could not find work, they lack necessary schooling or training, their employer thinks they are too young or too old, and other types of discrimination.

[3] Includes persons who did not look for work during the last 4 weeks for reasons such as child-care problems, family responsibilities, in school or training, ill health or disability, and transportation problems, as well as a small number for which reason for nonparticipation was not determined.

der age 25, compared with 16 percent of the labor force), and black (32 percent versus 11 percent).

The remaining 1.3 million persons gave other reasons for not currently looking for work. These were more personal in nature than the reasons given by the discouraged group, and included ill health or disability, transportation problems, family responsibilities, or attendance at school. Like discouraged workers, this group was disproportionately young or black, but, unlike the discouraged, the majority (3 out of 5) were women.

THE LABOR MARKET turned in a very strong performance in 1994. The increase of 3.4 million in payroll employment was the largest in 10 years. Services and retail trade each had substantial employment gains over the year. Manufacturing employment rebounded after suffering steady job losses for more than 4 years, and construction posted a second straight year of strong growth. The large employment gains were accompanied by a steady decline in unemployment, as the jobless rate fell from 6.6 percent in the first quarter to 5.6 percent by year's end. The numbers of both unemployed persons who expected to be recalled to their jobs and persons whose job loss was permanent fell over the period. □

Footnotes

ACKNOWLEDGMENT: The authors thank Stella Cromartie, Ron L. Hetrick, Steven Hipple, and Ken Levasseur, also economists in the Office of Employment and Unemployment Statistics, for their invaluable assistance in the preparation of this article.

[1] The Current Employment Statistics (CES) survey conducted by the Bureau of Labor Statistics collects information on payroll employment, hours, and earnings from more than 390,000 nonfarm business establishments employing about 49 million workers. The Current Population Survey (CPS), a nationwide sample survey of some 60,000 households conducted for the Bureau of Labor Statistics by the Bureau of the Census, collects information about the demographic characteristics and employment status of the noninstitutional population aged 16 and older.

Employment and unemployment data in this article are quarterly averages, unless otherwise noted. Fourth-quarter data from the CES are preliminary. Estimates of over-the-year change in nonfarm payroll employment, hours, and earnings from the CES are based on a comparison of fourth-quarter 1993 and 1994 averages. Because of the major redesign of the CPS that became effective in January 1994, however, household survey data in this article cover only the first through the fourth quarters of 1994. (See box for further explanation.)

[2] The most recent recession, as officially designated by the Bureau of Economic Research, began in July 1990 and ended 9 months later, in March 1991.

[3] These estimates are revised each year when benchmark data for employment are available from administrative records. The benchmark revisions to be released in June 1995 will raise the level of employment for March 1994 by about 760,000, and increase employment growth for the first quarter by about 190,000. The impact on estimates of growth for the remaining quarters of 1994 is expected to be minimal.

[4] For a review of the nature of job growth over the 1988–93 period, see *Employment in Perspective: Earnings and Job Growth*, Report 877 (Bureau of Labor Statistics, August 1994).

[5] This list of 288 industries includes any two-digit level industries that are not further subdivided in the SIC system.

[6] High- and low-wage industries in the private sector are defined here as having hourly earnings that are above or below the average for all industries in 1994, as measured by the CES survey. In the public sector, average weekly earnings for 1993, compiled from administrative records by the Bureau's ES–202 program, are used.

[7] Average hourly earnings are for production workers in the goods-producing sector and for nonsupervisory workers in the service-producing sector; data are for workers on private payrolls. Estimates of hourly earnings are average levels for all of these workers, not just for the newly hired employees. The household survey data show that employment growth is disproportionately among the higher paying occupations in these industries. See discussion in this article on employment growth by occupation.

[8] Eating and drinking places is defined at the two-digit SIC level, and subcategories are not available in the CES program. Therefore, it appears in the ranking of three-digit SIC industries in order to account for all employment.

[9] For a discussion of historical trends, see Teresa L. Morisi, "Employment in public schools and the student-to-employee ratio," *Monthly Labor Review*, July 1994, pp. 40–44.

[10] A forthcoming *Monthly Labor Review* article by Laura Freeman will discuss employment trends in home health care.

[11] Multiple jobholders are defined as persons who, during the reference week, had two or more jobs as wage and salary workers, were self-employed and also held a wage and salary job, or worked as an unpaid family worker and also held a wage and salary job. Excluded are private household workers, self-employed persons with multiple businesses, and persons with multiple jobs as unpaid family workers.

[12] Beginning in January 1994, the category reflects all persons not on temporary layoff, including "permanent" job losers as well as persons who became unemployed when their temporary job ended. Seasonally adjusted data are available for the overall group but are not yet available for the two component groups separately.

[13] The four census regions of the United States are, Northeast, South, Southwest, and West. Within the Northeast, the New England division includes Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont; and the Middle Atlantic division includes New Jersey, New York, and Pennsylvania. Within the South, the South Atlantic division includes Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, and West Virginia; the East South Central division includes Alabama, Kentucky, Mississippi, and Tennessee; and the West South Central division includes Arkansas, Louisiana, Oklahoma, and Texas. Within the Midwest, the East North Central division includes Illinois, Indiana, Michigan, Ohio, and Wisconsin; and the West North Central division includes Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota. Within the West, the Mountain division includes Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming; and the Pacific division includes Alaska, California, Hawaii, Oregon, and Washington.

[14] Economic reasons include slack work or unfavorable business conditions, inability to find a full-time job, or a seasonal decline in demand.