

# ECONOMIC CONDITIONS in New Hampshire



February 2004

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## Women in New Hampshire Employment

According to New Hampshire Current Employment Statistics (CES) employment data women claimed close to half (49.4 percent) of the nonfarm employment in New Hampshire in 2002. CES data is based on an employer survey. The survey does not break out whether the employees worked full time or part time and collects wage data on production workers only. However, the survey does break out the distribution of men and women in the different industries.

Of the industries surveyed under CES, women had the largest share of total employment in Electronic shopping and mail-order houses, part of the Retail trade sector, making up 85 percent of total employment in that industry. It is not surprising that women made up 84.6 percent of Nursing care facilities, a

subsector under Health care and social assistance. Women outnumbered men in Government, accounting for 59.6 percent of total government employment. Women had an especially strong presence in Local government where they made up 66.1 percent of employment. Within Local government, women made up 78.6 percent of Elementary/secondary education.

Whether the gender component of an industry has an effect on earnings differentials by gender in New Hampshire is difficult to say as CES only surveys wages for production workers and this data is not gender specific. Covered employment data (ES-202) on wages for different industries, which is not directly comparable to CES data, can give a rough picture of whether there is an

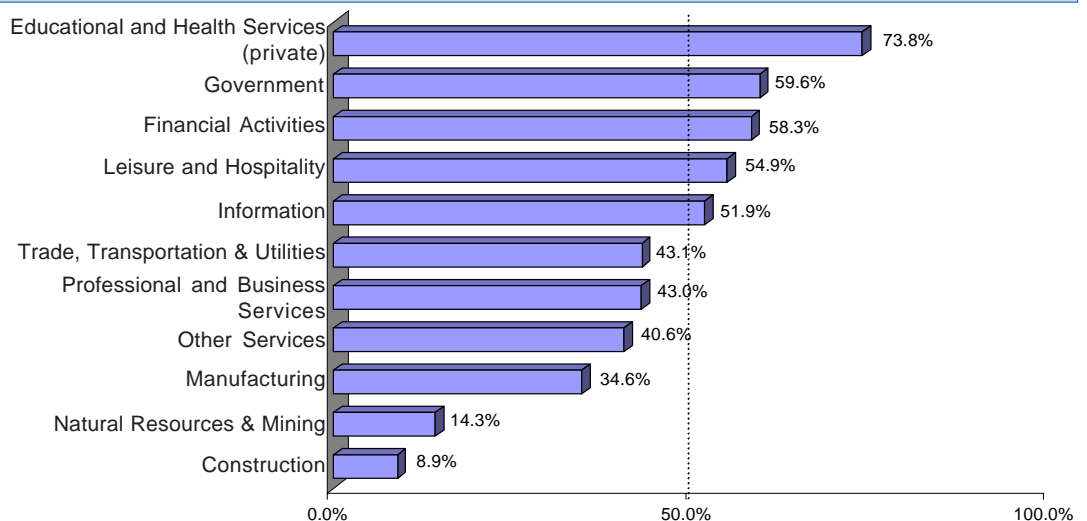
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*Employment*  
**SECURITY**

### Women's share of nonfarm employment by Supersectors (Current Employment Statistics)



economic divide between the more traditionally female industries versus traditionally male industries.

In 2002, covered employment data revealed that the average weekly wages for Electronic shopping and mail order houses and Nursing care facilities were \$715.26 and \$502.02, respectively. The average weekly wage for Total government was \$644.52 and Local government was \$592.54 in 2002.

Information is one of the higher paying sectors with an average weekly wage of \$1,051.96. Women made up 51.9 percent of this sector in 2002. But within this sector, women made up 60.6 percent of the Newspaper, periodical, book, and directory publishers industry, where the average weekly wage in 2002 only reached \$767.61.

Women only made up about a third of the employment in Manufacturing, which had a relatively high average weekly wage at \$886.70 in 2002. Among all the industries surveyed, women were represented the least in the

Specialty trade contractors, a subsector within Construction, with only 8.6 percent. The average weekly wage for covered employment in this industry was \$767.85 in 2002.

In October 2003, United States General Accounting Office (GAO) released a study showing that women nationwide earned on average 80 percent of what men earned in 2000 even after accounting for key factors affecting earnings. The key factor affecting earnings nationwide was work patterns: hours worked per year, years of work experience, and length of time leaving the labor force. Research documented that women are less likely to work a full-time schedule and that women leave the labor market for longer periods of time. Nationwide, the work patterns showed that the hours women worked were 22 percent fewer per year and that women had four years less work experience, on average, than men. Other factors explaining the earnings difference include industry and occupation.

*Continued on page 3*

Occupations with largest share of females (more than 500 employed)	Females in occupation	Percent female	Mean hourly wage
Dental Assistants	949	100.0%	\$11.07
Switchboard Operators, Including Answering Service	609	99.8%	\$10.28
Secretaries and Administrative Assistants	15,792	97.8%	\$11.31-14.37
Preschool and Kindergarten Teachers	2,359	97.5%	\$8.93 (\$27,420/annually)
Hairdressers, Hairstylists, and Cosmetologists	2,915	95.4%	\$9.91
Child Care Workers	6,114	95.2%	\$8.29
Registered Nurses	12,420	94.5%	\$20.31
Teacher Assistants	4,727	94.4%	\$17,230/annually
Occupations with largest share of males (more than 500 employed)	Males in occupation	Percent male	Mean hourly wage
Roofers	554	99.8%	\$16.37
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	1,188	99.4%	\$16.09
Heavy Vehicle and Mobile Equipment Service Technicians and Mechanics	800	99.4%	\$13.25-16.25
Highway Maintenance Workers	999	99.4%	\$11.85
Automotive Body and Related Repairers	1,261	99.3%	\$14.75
Miscellaneous Construction Equipment Operators	2,183	99.2%	\$12.74-16.54
Brickmasons, Blockmasons, and Stonemasons	798	99.1%	\$16.88-20.28
Electricians	3,014	99.1%	\$17.40
Fire Fighters	1,114	99.0%	\$15.25
Bus and Truck Mechanics and Diesel Engine Specialists	1,330	98.9%	\$15.96

Source: 2000 US Census Bureau of Equal Employment Opportunity and 2000 Occupational Employment and Wages

The 2001 Geographic Profile of Employment and Unemployment showed that 97,000 women in New Hampshire worked part-time, whereas only 38,000 men worked part-time. Most men and women working part-time chose to do so for non-economic reasons. On the other hand 218,000 women worked full time as opposed to 311,000 men. Overall women made up 47.4 percent of the civilian labor force. In contrast to the CES survey, Geographic Profile is based on a residential survey. This residential survey includes self employed, and counts New Hampshire residents as employed even if they work out of state. It is not a measure of jobs in New Hampshire.

In 2000, the US Census Bureau conducted the Equal Employment Opportunity (EEO) survey, revealing the female and male share of different occupations. (see table page two) According to this survey females made up 47 percent of the civilian labor force in New Hampshire. Again, like Geographic Profile, the EEO survey is based on a residential survey. Comparing the EEO gender component for selected occupations with data from Occupational Employment and Wages - an employer based survey - shows that traditionally male occupations such as Electricians, Fire Fighters and Mechanics are generally paid more in New Hampshire than traditionally

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**Unemployment Compensation Claims Activity**

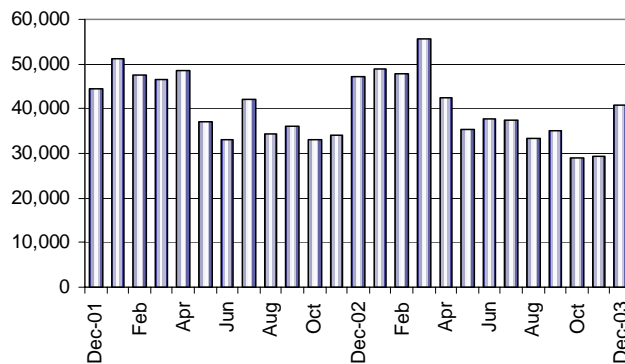
Total Regular Unemployment Compensation Programs:	Change from Previous										
	Dec-03		Nov-03		Dec-02		Month		Year		
	Net	Percent	Net	Percent	Net	Percent	Net	Percent	Net	Percent	
Initial Claims	6,874	4,196	8,481	2,678	63.8%	-1,607	-18.9%				
Continued Weeks	40,917	29,242	47,241	11,675	39.9%	-6,324	-13.4%				

Claims Activity

**Unemployment Compensation Fund**

Unemployment compensation fund balance at the end of December	\$230,239,071.72
Average payment for a week of total unemployment:	\$252.83
Net benefits paid:	\$8,925,327.12
Net contributions received during the month:	\$125,201.01
Interest Received:	\$3,513,035.23
Reed Act Distribution:	\$0.00
Reed Act Withdrawal for Administrative Costs:	\$128,527.33

Trust Fund



Continued Weeks Claimed

Dec. 2001 - Dec. 2003

December 2003 was the sixth consecutive month of over-the-year decreases in continued weeks claimed.

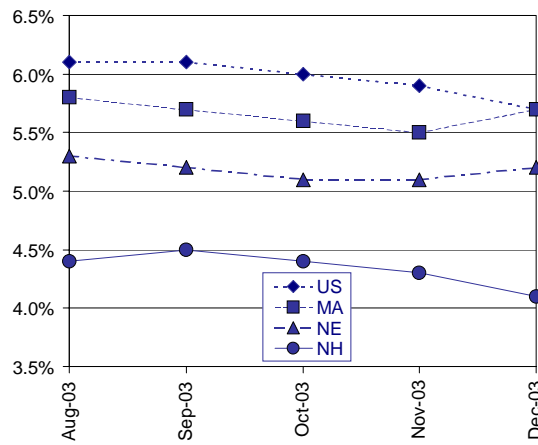
Dec-03	Nov-03	Dec-02	Change from Previous	
			Month	Year
184.3	184.5	180.9	-0.1%	1.9%

United States  
All Urban Areas (CPI-U)  
(1982-1984=100)

Consumer Price Index

### N.H. and U.S. Seasonally Adjusted Unemployment Rates

New Hampshire's December 2003 unemployment rate was 1.6 percentage points below the national average.



### Unemployment Rates by Region

	preliminary Dec-03	revised Nov-03	Dec-02
United States	5.7%	5.9%	6.0%
Northeast	5.5%	5.5%	5.9%
New England	5.2%	5.1%	5.1%
Connecticut	5.0%	5.0%	4.7%
Maine	5.0%	4.9%	4.8%
Massachusetts	5.7%	5.5%	5.5%
New Hampshire	4.1%	4.3%	5.0%
Rhode Island	5.0%	4.9%	5.5%
Vermont	4.0%	3.9%	3.7%
Mid Atlantic	5.7%	5.7%	6.2%
New Jersey	5.3%	5.5%	6.0%
New York	6.2%	6.1%	6.4%
Pennsylvania	5.1%	5.2%	6.1%

### Seasonally Adjusted Labor Force Estimates

By Place of Residence

	Aug-03	Sep-03	Oct-03	revised Nov-03	preliminary Dec-03
<b>New Hampshire</b>					
Unemployment Rate	4.4%	4.5%	4.4%	4.3%	4.1%
Civilian Labor Force	718,190	720,370	719,650	717,890	716,000
Number Employed	686,380	688,200	688,240	687,010	686,580
Number Unemployed	31,810	32,170	31,410	30,880	29,420
<b>United States (in thousands)</b>					
Unemployment Rate	6.1%	6.1%	6.0%	5.9%	5.7%
Civilian Labor Force	146,530	146,545	146,793	147,277	146,878
Number Employed	137,625	137,573	138,014	138,603	138,479
Number Unemployed	8,905	8,973	8,779	8,674	8,398

### Seasonally Adjusted Nonfarm Employment

By Place of Establishment

Supersector	Aug-03	Sep-03	Oct-03	revised Nov-03	preliminary Dec-03
Total Nonfarm	618,400	621,600	619,200	617,600	619,700
Construction	26,900	26,500	26,200	26,000	26,000
Manufacturing	82,400	82,000	81,700	81,100	81,100
Trade, Transportation, and Utilities	138,300	140,000	139,900	139,700	139,200
Leisure and Hospitality	64,200	63,400	62,300	61,300	64,000
Government	89,700	92,600	90,900	91,000	91,200

**Labor Force Estimates**

New Hampshire	Dec-03	Nov-03	Dec-02
Number of workers	preliminary	revised	
Total Civilian Labor Force	714,370	719,610	704,190
Employed	685,830	688,220	670,490
Unemployed	28,540	31,390	33,700
Unemployment Rate (percent of labor force)	4.0%	4.4%	4.5%

**Unemployment Rates by Area**

	preliminary Dec-03	revised Nov-03	Dec-02
<b>U.S and Regional States</b>			
United States	5.4%	5.6%	5.7%
Northeast	5.3%	5.4%	5.6%
New England	4.8%	4.8%	4.8%
Connecticut	4.5%	4.5%	4.3%
Maine	4.9%	4.9%	4.6%
Massachusetts	5.3%	5.1%	5.1%
New Hampshire	4.0%	4.4%	4.8%
Rhode Island	4.8%	4.4%	5.2%
Vermont	3.7%	3.8%	3.5%
Mid Atlantic	5.4%	5.6%	5.9%
New Jersey	5.1%	5.4%	5.7%
New York	6.1%	6.1%	6.3%
Pennsylvania	4.6%	5.0%	5.6%
<b>Labor Market Areas</b>			
Berlin LMA	5.7%	6.0%	7.8%
Seabrook-South Hampton NH			
Portion Boston MA-NH PMSA	7.8%	7.2%	8.6%
Claremont LMA	2.6%	2.9%	2.7%
Colebrook LMA	6.5%	10.1%	8.2%
Concord LMA	3.1%	3.2%	3.3%
Conway LMA	2.9%	3.3%	3.6%
NH Portion Hartford-Lebanon, VT-NH LMA	1.2%	1.4%	1.3%
NH Portion Keene-Brattleboro, NH-VT LMA	2.7%	2.8%	3.2%
Laconia LMA	3.5%	3.6%	3.7%
Lancaster LMA	3.9%	3.7%	6.0%
Salem-Derry, NH Portion Lawrence, MA-NH PMSA	6.2%	6.9%	7.6%
Littleton LMA	3.2%	3.6%	3.3%
Pelham, NH Portion Lowell, MA-NH PMSA	5.8%	7.4%	8.4%
Manchester PMSA	3.9%	4.3%	4.7%
Nashua PMSA	5.1%	5.7%	6.2%
Peterborough LMA	3.6%	3.7%	4.2%
Plymouth LMA	2.8%	3.4%	3.0%
NH Portion Portsmouth- Rochester, NH-ME PMSA	3.6%	3.8%	4.4%
<b>Counties</b>			
Belknap	3.6%	3.5%	3.8%
Carroll	2.8%	3.2%	3.5%
Cheshire	3.0%	3.0%	3.5%
Coos	5.2%	5.9%	7.2%
Grafton	2.0%	2.4%	2.1%
Hillsborough	4.5%	5.0%	5.5%
Merrimack	3.0%	3.2%	3.1%
Rockingham	5.1%	5.5%	6.2%
Strafford	3.6%	3.8%	4.3%
Sullivan	2.6%	2.8%	2.8%

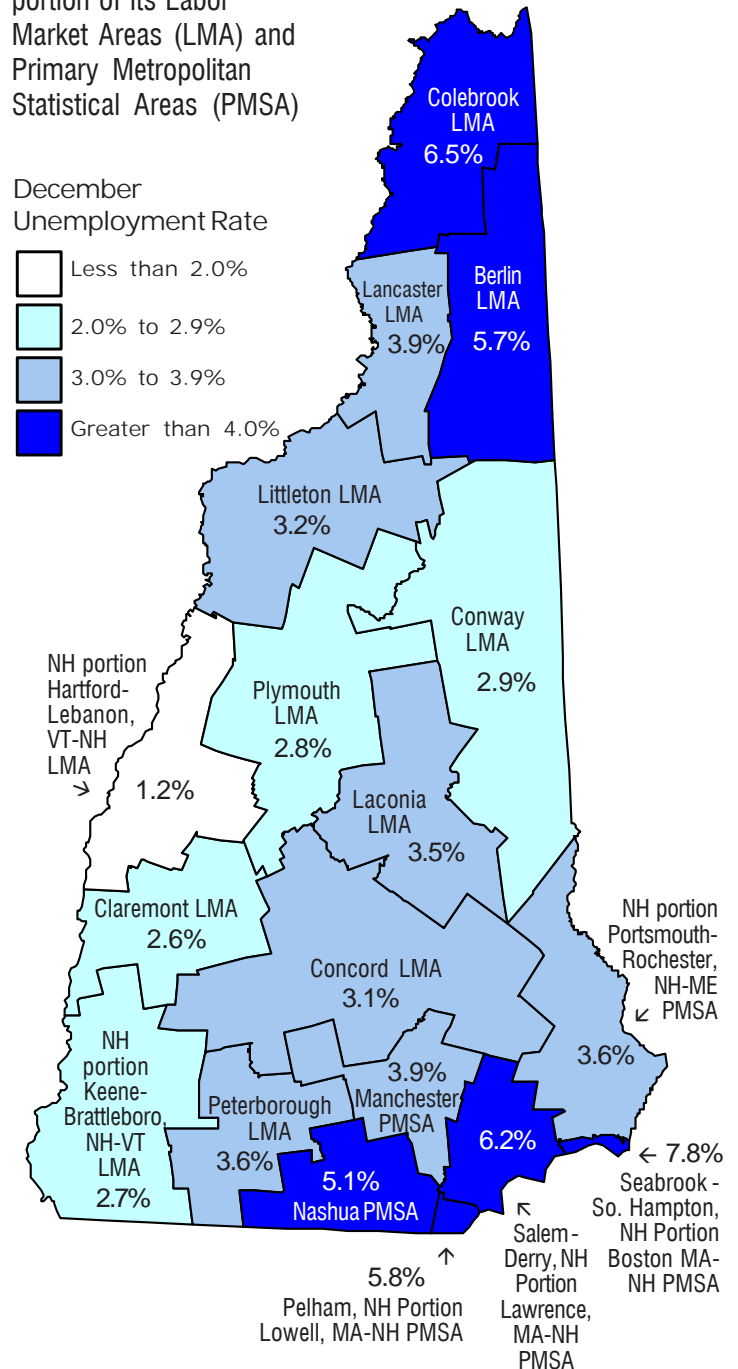
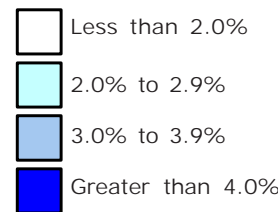
Local Area  
Unemployment  
Statistics  
(LAUS)

Not Seasonally  
Adjusted

By Place of Residence

Unemployment rates in the New Hampshire portion of its Labor Market Areas (LMA) and Primary Metropolitan Statistical Areas (PMSA)

December  
Unemployment Rate



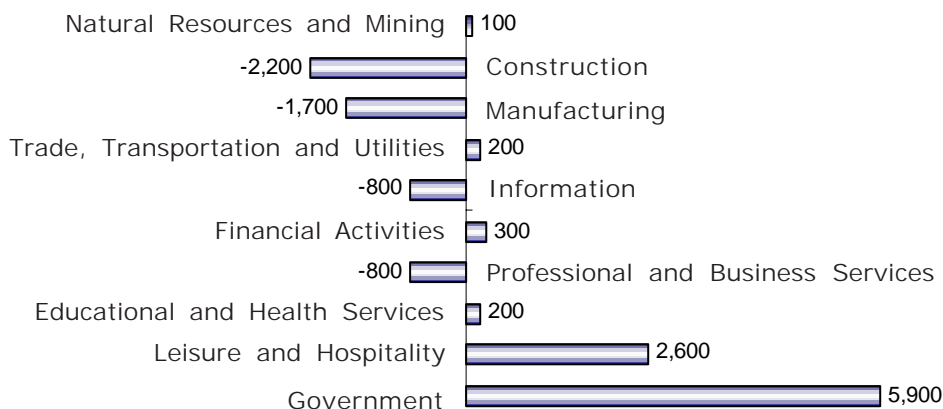
Holiday shoppers and the early opening of some ski areas helped boost employment over-the-month.

**Monthly Not Seasonally Adjusted New Hampshire Nonfarm Wage and Salary Employment**

Current Employment Statistics Employment by Sector by place of establishment	Number of Jobs			Change from previous:	
	Dec-03	Nov-03	Dec-02	Month	Year
	(preliminary)	(revised)			
Total All Sectors	624,000	620,700	621,200	3,300	2,800
Private Employment Total	530,300	526,700	533,400	3,600	-3,100
Natural Resources & Mining	1,000	1,100	900	-100	100
Construction	25,800	26,300	28,000	-500	-2,200
Manufacturing	81,600	81,100	83,300	500	-1,700
Durable Goods	60,700	60,100	61,900	600	-1,200
Non-Durable Goods	20,900	21,000	21,400	-100	-500
Trade, Transportation and Utilities	144,800	142,900	144,600	1,900	200
Wholesale Trade	26,200	26,100	26,800	100	-600
Retail Trade	101,600	99,800	101,600	1,800	0
Transportation and Utilities	17,000	17,000	16,200	0	800
Information	12,100	12,000	12,900	100	-800
Financial Activities	37,200	37,100	36,900	100	300
Professional and Business	52,600	52,600	53,400	0	-800
Educational and Health	93,800	94,100	93,600	-300	200
Leisure and Hospitality	60,500	58,500	57,900	2,000	2,600
Other Services	20,900	21,000	21,900	-100	-1,000
Government Total	93,700	94,000	87,800	-300	5,900

**Change in Nonfarm Employment**

Dec 02 to Dec 03



**Monthly Analysis of Current Employment Statistics (CES) Data**

For further analysis please read the *Detailed Monthly Analysis of Industry Employment Data* on our Web site at <www.nhes.state.nh.us/elmi/nonfarm.htm>

**Seasonally Adjusted:** December’s seasonally adjusted estimates showed that New Hampshire’s total nonfarm employment grew by 2,100 jobs overall. Leisure and hospitality (supersector 70) was the largest contributor to that increase with a 2,700-job increase. Government (supersector 90) also chipped in 200 jobs to the mix.

Construction (supersector 20) and manufacturing (supersector 30) held their respective December employment levels at those established in November.

Trade, transportation, utilities (supersector 40) rained on the seasonal parade with a 500-job reduction in December according to the seasonally adjusted estimates.

**Unadjusted:** The holiday season arrived in New Hampshire as total nonfarm employment expanded by 3,300 jobs in December’s unadjusted estimates. There were two major contributors to the December totals. Leisure and hospitality (supersector 70)

*Continued on page 7*



### Monthly Unadjusted Nonfarm Wage and Salary Employment by Primary Metropolitan Statistical Area

Employment by Sector number of jobs by place of establishment	Manchester PMSA			Nashua PMSA			Portsmouth-Rochester NH-ME PMSA		
	Preliminary Dec-03	Change from previous:		Preliminary Dec-03	Change from previous:		Preliminary Dec-03	Change from previous:	
		Month	Year		Month	Year		Month	Year
Total All Sectors	110,400	500	1,100	94,500	400	-2,200	127,100	0	-700
Private Employment Total	96,700	700	600	84,300	300	-2,400	102,200	500	-1,300
Natural Resources and Construction	6,600	-100	300	3,700	-100	0	4,400	-100	0
Manufacturing	11,600	100	-100	21,200	100	-1,100	12,600	100	-1,300
Trade, Transportation, and Utilities	25,000	700	500	22,200	300	-200	30,000	700	1,900
Wholesale Trade	6,300	0	100	3,600	0	0	4,200	0	0
Retail Trade	14,800	700	400	16,400	300	-200	23,200	700	2,000
Transportation and Utilities	3,900	0	0	2,200	0	0	2,600	0	-100
Information	3,200	0	0	1,700	0	0	3,200	0	0
Financial Activities	8,500	0	-300	6,200	0	-300	7,500	100	100
Professional and Business	12,300	100	-200	7,300	100	-300	10,600	0	-600
Educational and Health	16,400	-100	200	11,900	0	200	18,600	0	-100
Leisure and Hospitality	8,600	0	200	6,900	-100	-600	11,100	-300	-1,400
Services	4,500	0	0	3,200	0	-100	4,200	0	100
Government Total	13,700	-200	500	10,200	100	200	24,900	-500	600

### Average Earnings and Hours of Production Workers in Manufacturing

Sector	Average Weekly Earnings			Average Weekly Hours			Average Hourly Earnings		
	Dec-03 prelim.	Nov-03 revised	Dec-02	Dec-03 prelim.	Nov-03 revised	Dec-02	Dec-03 prelim.	Nov-03 revised	Dec-02
<b>New Hampshire</b>									
All Manufacturing	\$612.25	\$610.55	\$601.43	40.2	40.3	40.5	\$15.23	\$15.15	\$14.85
Durable Goods	635.04	629.95	622.94	40.5	40.8	41.2	15.68	15.44	15.12
Nondurable Goods	553.18	561.60	549.80	39.4	39.0	38.8	14.04	14.40	14.17
<b>Manchester PMSA</b>									
All Manufacturing	\$650.81	\$644.33	\$625.67	39.3	39.7	39.7	\$16.56	\$16.23	\$15.76
<b>Nashua PMSA</b>									
All Manufacturing	\$658.46	\$615.03	\$597.38	41.0	39.4	40.5	\$16.06	\$15.61	\$14.75
<b>Portsmouth-Rochester, NH-MA PMSA</b>									
All Manufacturing	\$623.61	\$610.49	\$686.96	41.0	41.0	43.7	\$15.21	\$14.89	\$15.72

added 2,000 jobs, and trade, transportation, and utilities (supersector 40) kicked in 1,900 jobs.

Three other supersectors also experienced employment growth, but to a lesser extent. Employment in manufacturing (supersector 30) grew by 500 jobs, while information (supersector 50) and financial activities (supersector 55) each augmented their work force with 100 additional workers.

Several supersectors found it necessary to reduce the number employees. Constructions led the way with a 500-job reduction. Education and health services (supersector 65) and government (supersector 90) followed that up by each trimming 300 jobs from their rosters. To complete this side of the ledger, natural resources and mining (supersector 10 and other services (supersector 80) each pared back its staffing by 100 jobs.

*B. G. McKay*

Continued from page 3

female occupations such as Secretaries, Hairdressers and Child Care Workers. Exceptions are those traditionally female occupations with a high educational level required such as Registered Nurses, Occupational Therapists and Dental Hygienists.

Comparing the top and bottom paying occupations from the New Hampshire 2000 Occupational Employment and Wages survey with the Census 2000 EEO data for New Hampshire shows that females had a large share in the bottom paying occupations whereas men had a large share in the top paying occupations. In other words, Waiters and Waitresses and Cashiers are much more likely to be women and Chief Executives and Computer Software Engineers are much more likely to be men.

Overall we can explain the earnings gender gap in New Hampshire with the following:

- Women in New Hampshire are much more likely to work *part-time*.
- Women in New Hampshire make up a large employment portion in Government and Health care and social services, *industries* which pay less than most of the traditionally male *industries*, such as Construction, Natural Resources and Mining, and Manufacturing.
- Women in New Hampshire have a large share of employment in low paying *occupations* and a smaller share of employment in the higher paying *occupations*.

Annette Nielsen

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