

ECONOMIC CONDITIONS in New Hampshire



February 2004

Volume 104, Number 02

**Local Area
Unemployment
Statistics**5

**Current
Employment
Statistics**6

**For Additional
Information**8

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

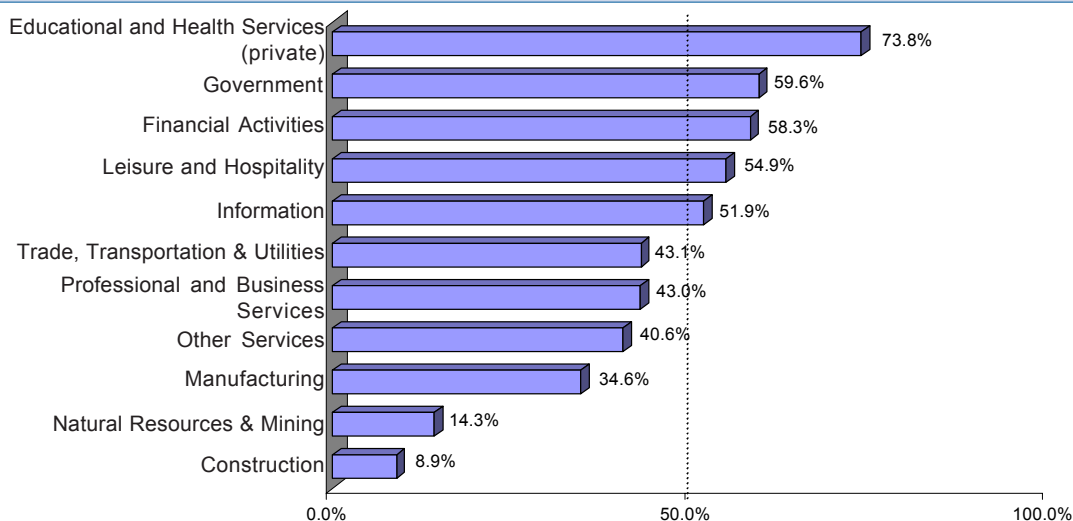
Continued on page 2



Published by the Economic and Labor Market Information Bureau

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

Continued from page 2

Continued on page 8

Unemployment Compensation Claims Activity

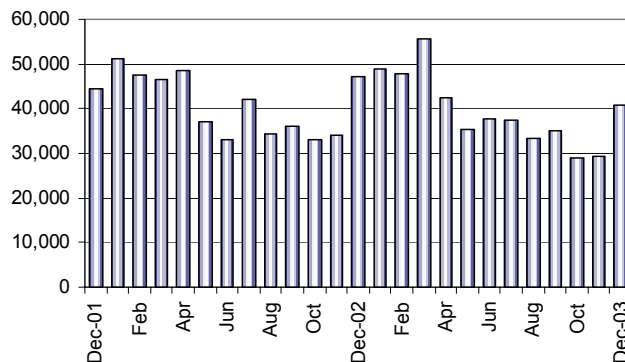
Total Regular Unemployment Compensation Programs:	Change from Previous										
	Dec-03		Nov-03		Dec-02		Month		Year		
	Net	Percent	Net	Percent	Net	Percent	Net	Percent	Net	Percent	
Initial Claims	6,874	4,196	8,481	2,678	63.8%	-1,607	-18.9%				
Continued Weeks	40,917	29,242	47,241	11,675	39.9%	-6,324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

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

NH Employment Security
Economic and Labor Market
Information Bureau:

General Information

(603)228-4124

elmi@nhes.state.nh.us

<www.nhes.state.nh.us/elmi/>

Research Unit

228-4173

Economist

228-4122

Covered Employment & Wages

228-4177

Current Employment Statistics

228-4127

Local Area Unemployment

Statistics

228-4175

Occupational Employment

Statistics

229-4315

Economic Conditions in New Hampshire is published monthly in coordination with the Bureau of Labor Statistics and the Employment and Training Administration of the U.S. Department of Labor.

To Order Publications: Visit our Web site at <www.nhes.state.nh.us/elmi/>; call (603) 228-4124; or send a written request to the following address:

ELMI Publications, NH Employment Security
32 South Main Street
Concord, NH 03301-4857

NH Employment Security is a proud member of America's Workforce Network and NH WORKS. NHES is an Equal Opportunity Employer and complies with the Americans with Disabilities Act. Auxiliary aids and services are available upon request to individuals with disabilities. TDD ACCESS: RELAY NH 1-800-735-2964.

NH EMPLOYMENT SECURITY
32 SOUTH MAIN STREET
CONCORD NH 03301-4857

OFFICIAL BUSINESS

ADDRESS SERVICE REQUESTED

New Hampshire
ELMIB
Economic & Labor Market Information Bureau