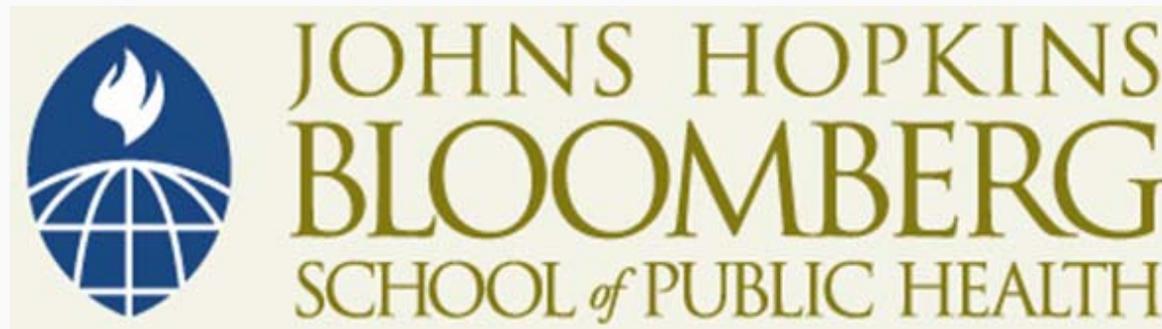


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Workforces and Workplaces

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Johns Hopkins University



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Section A

The Workforce

Important Workforce Characteristics

- Locus of employment—geographical, economic, developed, developing nations
- Occupations
- Industries
- Age—older, younger, child
- Gender
- Ethnic/racial makeup
- Skill level—industrial, service, agricultural, unskilled
- Status—full-time, part-time, contingent
- Extent and nature of disabilities

Labor Force (Definition)

- Bureau of Labor Statistics (BLS)
 - Non-institutionalized civilians and members of the armed forces in the U.S.
 - 16+ years old
 - Employed *or* unemployed (see next slide)

Employed (in Labor Force)

- Determined by monthly survey—Current Population Survey (CPS)
- Employed
 - Worked for pay/profit at all or unpaid more than 15 hours in family enterprise in reference week
 - Have job but temporarily out, e.g., sick, vacation, labor dispute

Others in Labor Force

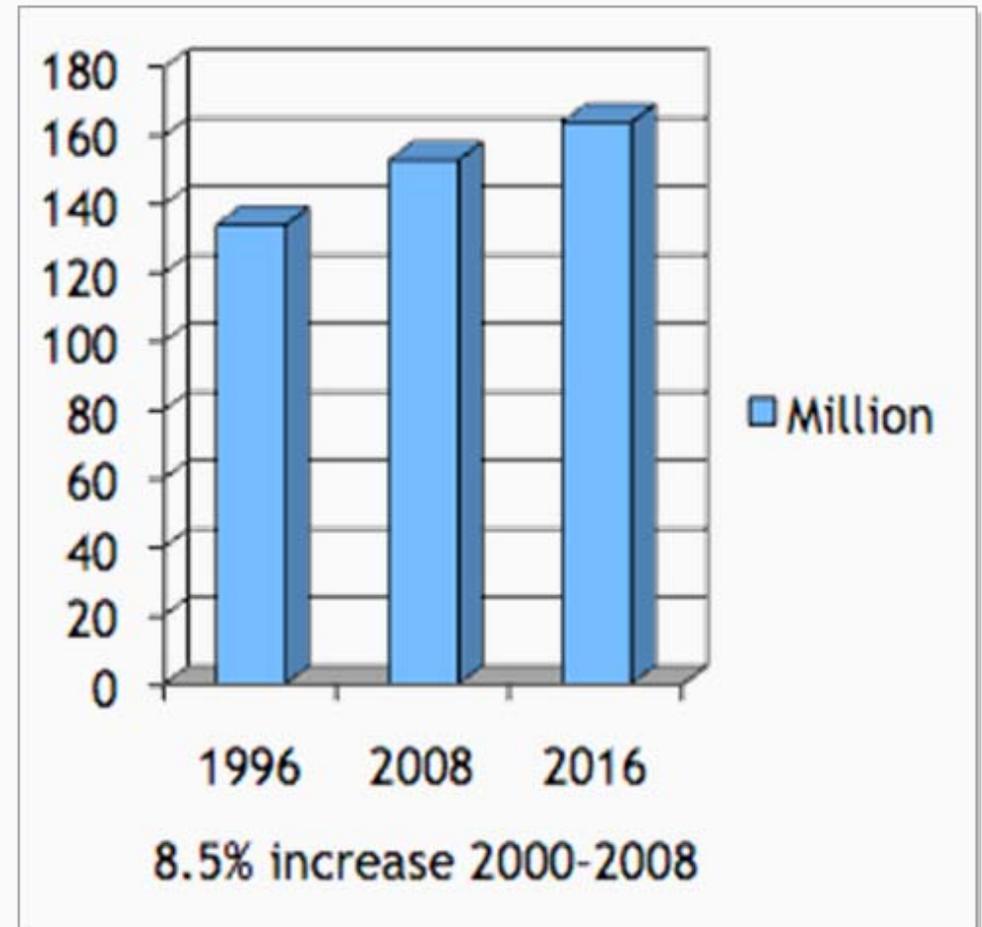
- Unemployed
 - No job but sought job within last four weeks
 - Available that week
 - Includes those laid off or waiting to report to a job (temporarily unemployed)
- All others considered “not in labor force”

Determining Employment Rates in Other Countries

- Many use the same system—Canada, Mexico, Australia, Japan, countries in the European Economic Community
- Similar systems recently instituted in Eastern European nations
- But some use employment office registrations or unemployment insurance records; less certain

How Many Are in the U.S. Labor Force?

- 141 million in 2000
- 153 million in 2008
- 164 million in 2016?
- Asians increasing most rapidly (rate)
- Hispanics may soon outnumber African Americans (numbers)



Influences on Labor Force Forecasts

- Immigration laws and rates
- Other regulations and policies (e.g., Social Security eligibility)
- Life expectancy changes
- Fertility and birth rates
- Geographic distribution—economic factors

Current U.S. Statistics

- Unemployment rate: 7.2% in December 2008
- Civilian labor force participation rate: 65.7% in December 2008
- Annual averages
 - Unemployment rate: 5.8% for 2008
 - Unemployment level: 8,924,000 for 2008

Bureau of Labor Statistics

Current Population Survey(CPS) - Microsoft Internet Explorer

File Edit View Favorites Tools Help

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Address http://www.bls.gov/cps/home.htm

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INFLATION SPENDING UNEMPLOYMENT EMPLOYMENT PAY & BENEFITS PRODUCTIVITY INJURIES

Labor Force Statistics from the Current Population Survey

CPS FONT SIZE: PRINT

BROWSE CPS

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SEARCH: Go

CPS TOPICS

- CPS TOPICS A TO Z
- DEMOGRAPHICS
- EMPLOYMENT
- UNEMPLOYMENT
- EARNINGS
- HOURS OF WORK
- TECHNICAL DOCUMENTATION

The **Current Population Survey (CPS)** is a monthly survey of households conducted by the Bureau of Census for the Bureau of Labor Statistics. It provides a comprehensive body of data on the: **labor force, employment, unemployment and persons not in the labor force.**

Issues in Labor Statistics

- [Involuntary Part-Time Work on the Rise](#) (PDF)

Next Release: February 6, 2009

The Employment Situation for January 2009 is scheduled to be released on February 6, 2009, at 8:30 A.M. Eastern Time.

On This Page

- [CPS News Releases](#)
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CPS News Releases

Employment Situation

January 09, 2009

Nonfarm payroll employment declined sharply in December, and the unemployment rate rose from 6.8 to 7.2 percent. Payroll employment fell by 524,000 over the

Latest Numbers

Seasonally Adjusted

Unemployment Rate: **7.2% in Dec 2008**
Historical Data

Change in Unemployment Level: **+632,000 in Dec 2008**
Historical Data

Change in Employment Level: **-806,000 in Dec 2008**
Historical Data

Change in Civilian Labor Force Level: **-173,000 in Dec 2008**
Historical Data

Civilian Labor Force Participation Rate: **65.7% in Dec 2008**
Historical Data

Employment-Population Ratio: **61.0% in Dec 2008**
Historical Data

Annual Averages

Unemployment Rate: **5.8% for 2008**
Historical Data

Unemployment Level: **8,924,000 for 2008**
Historical Data

p - preliminary

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start Aging Work... Aging Work... Adobe Rea... Phased Ret... notes for o... Overview o... Current Po... Internet 9:25 PM

Where Does the Labor Force Work?

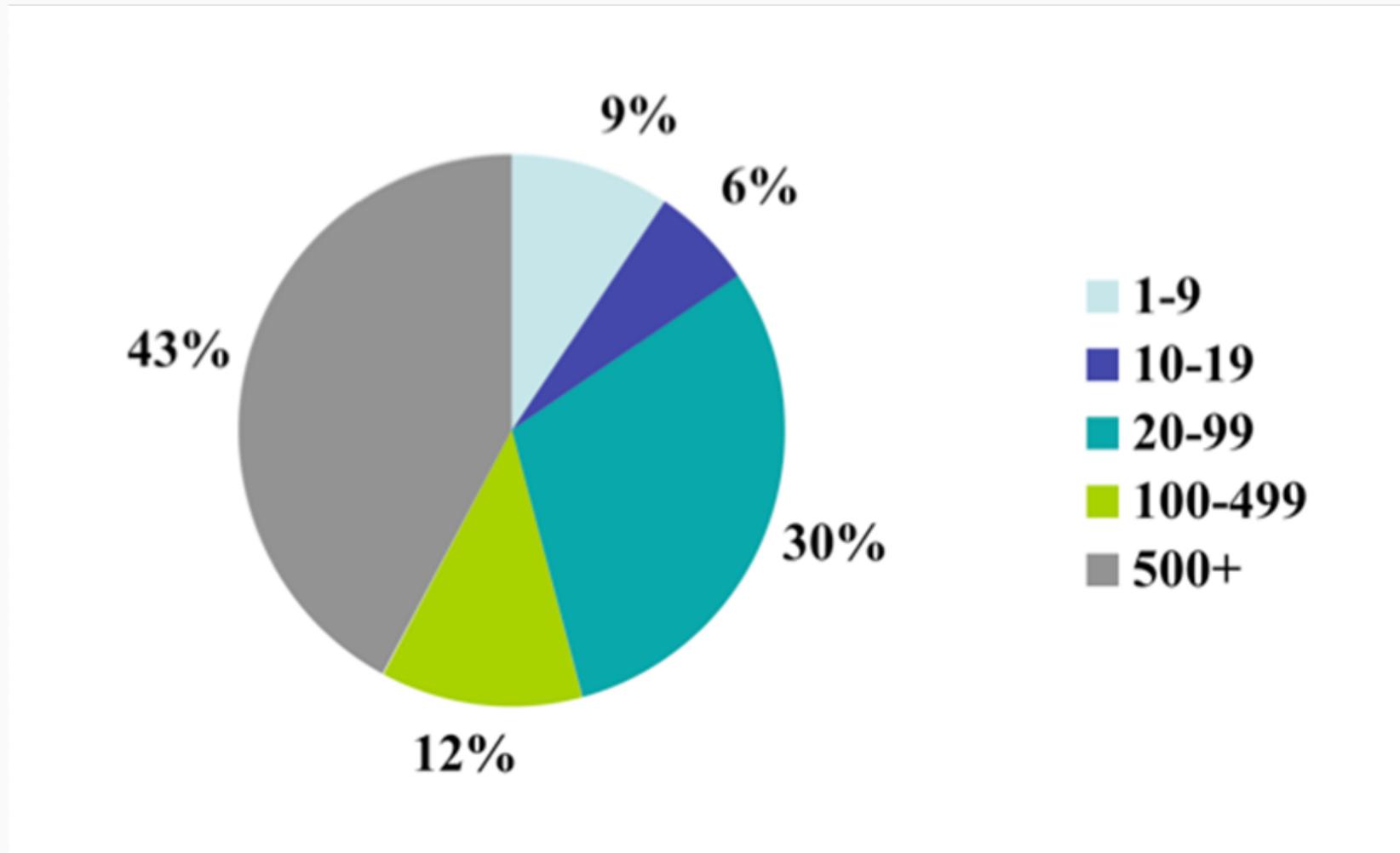
- Census classification system of occupations—SOC (standard occupational code) based on *function* of position
- Examples: managerial, clerical, retail sales, teaching
- Differs within an organization

Where Does the Labor Force Work?

- Industries—based on product or activity
- Industrial sectors—major classifications, e.g., agriculture, services, manufacturing
- SIC (standard industrial classification) is an *old term*
 - Coding system used to indicate specific industry
 - Replaced by ...
- NAICS, North American Industry Classification System
 - Reflects new developments, new industries, e.g., bed and breakfasts, cable networks, health maintenance organizations

Industry Distribution by Size

- Proportion of workforce by size of establishment



Distribution of Establishments by Size

- Policies that target organizations based on size will vary in proportion of workforce coverage
 - Family Medical Leave Act—applies to workplaces of 50+ workers
 - Americans with Disabilities Act—applies to workplaces of 15+ workers
 - Age Discrimination in Employment Act—applies only to workplaces of 20+ workers
 - ▶ Excludes 15% of workers

Trends in Employment

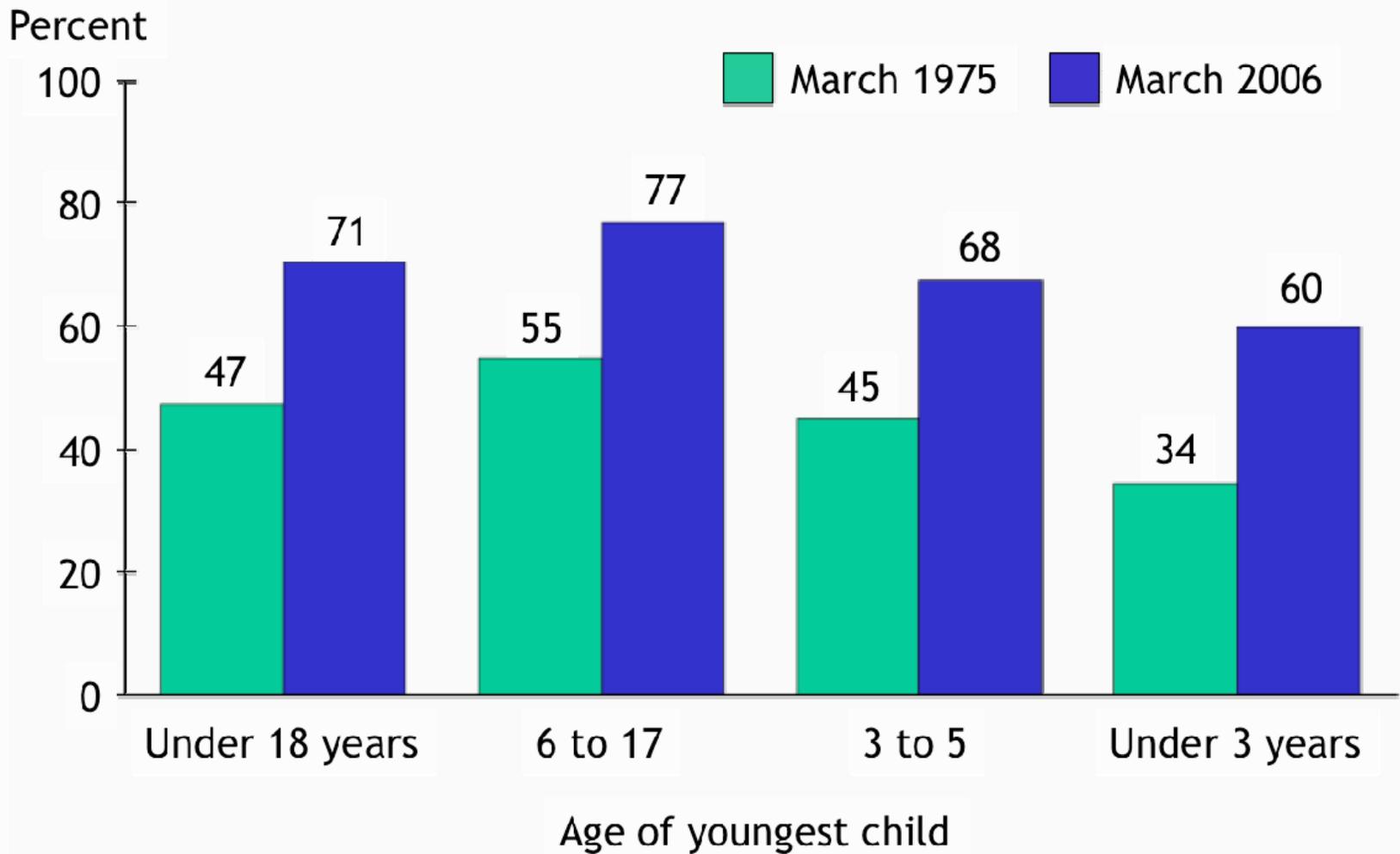
- Increases in proportion of
 - Older workers
 - Minority workers
 - Female workers
- Gender distribution changing in some industries—more diversity in male-/female-dominated occupations

Female Workers and Parental Status

- 58% of women with children under 6 years (vs. 19% in 1960)
- 71% of women workers with children at home reported they work to support the family
- These mothers are disproportionately represented in lower-paying service sector jobs

Labor Force Participation Rates: Mothers

- Labor force participation rates have increased dramatically among mothers over the past 31 years

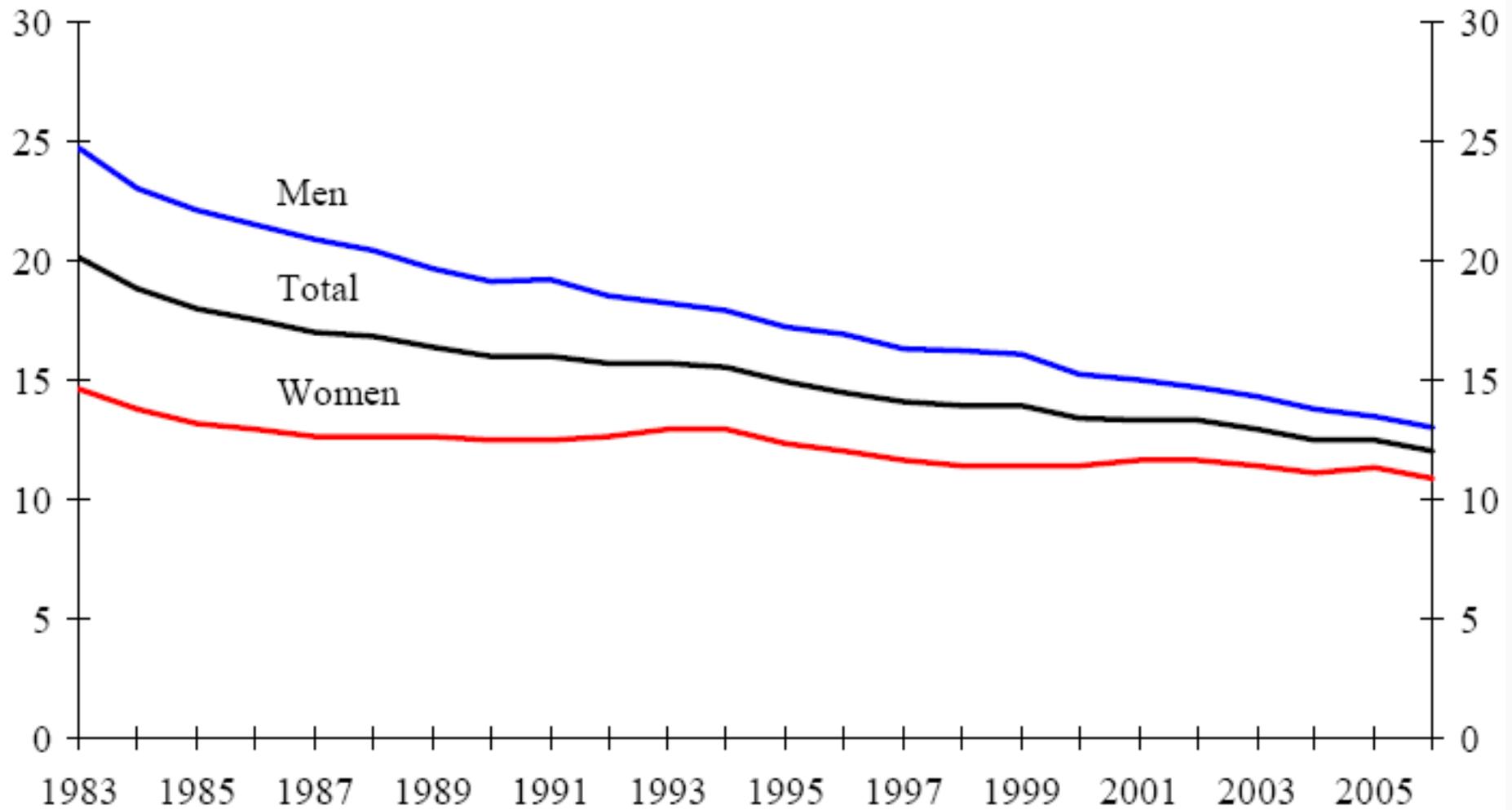


Representation by Unions

- Decreasing
 - 20% in 1983; 12% in 2006
- Smaller proportion of women, but difference is narrowing
- Greater proportion of minorities
- Almost exclusively full-time workers
- Sectors—highest rates in government, transportation, construction, and manufacturing

Union Membership Has Declined over Time

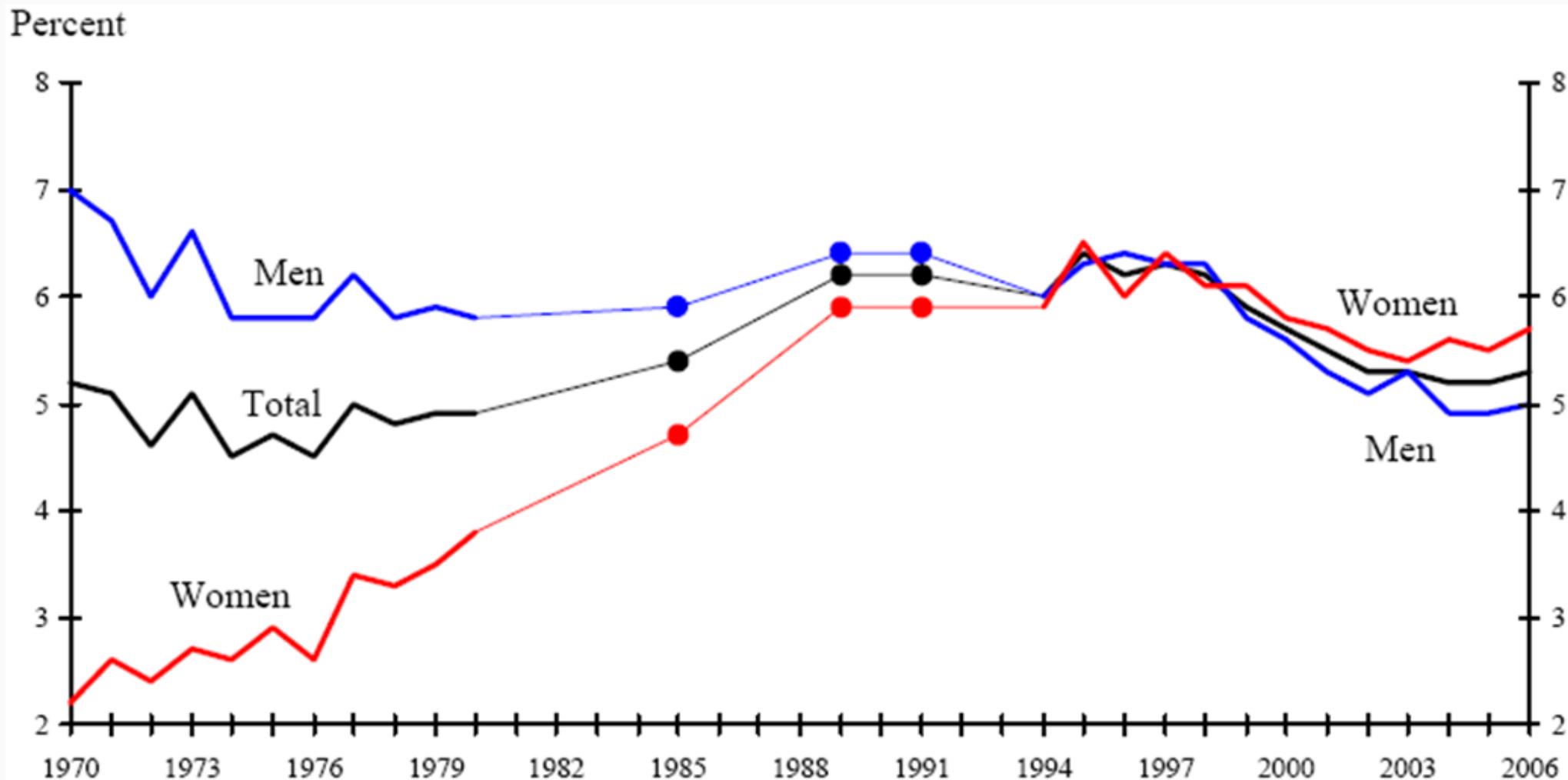
Percent of employed wage and salary workers



Multiple Jobholder: CPS Definition

- A worker who ...
 - Holds wage or salary position with two employers or more; or
 - Is self-employed and holds a wage or salary job; or
 - Combines a wage or salary job with unpaid family labor (e.g., family farm)

About 1 in 20 Workers Has More Than One Job



NOTE: Data are for May of each year. Beginning in 1994, data reflect the introduction of a major redesign of the Current Population Survey. Comprehensive surveys of multiple jobholders were not conducted in 1981-84, 1986-88, 1990, and 1992-93.

Reasons for Working More Than One Job, May 2001

| | |
|---|-------|
| To earn extra money | 35.4% |
| To meet expenses or pay off debt | 27.8% |
| Enjoys the second job | 17.4% |
| Other reasons | 12.5% |
| To build a business or to get experience in a different job | 4.6% |
| Reason not available | 2.3% |

Next Section

- Where do these workers work?



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Section B

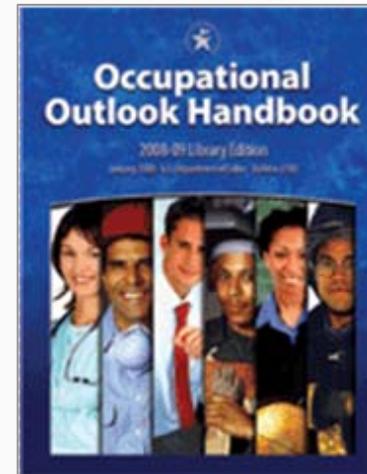
Workplaces

Why Do Projections Matter?

- Decisions
 - Entering the job market
 - Changing careers
 - Pursuing training paths
- Different ways to look at the numbers
 - Absolute numbers and numeric change
 - Percent change over time—rate at which change is occurring

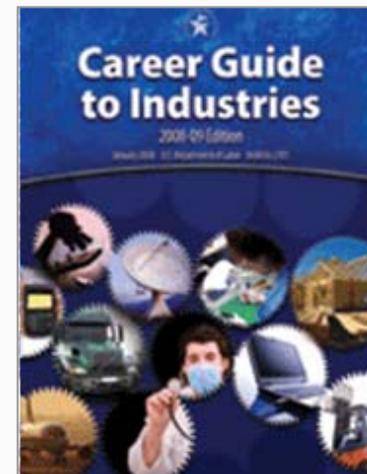
- *Occupational Outlook Handbook*, (BLS)

- Earnings
- Expected job prospects
- What workers do on the job
- Working conditions



- *Career Guide to Industries* covers ...

- Occupations in the industry
- Training and advancement
- Earnings
- Expected job prospects
- Working conditions

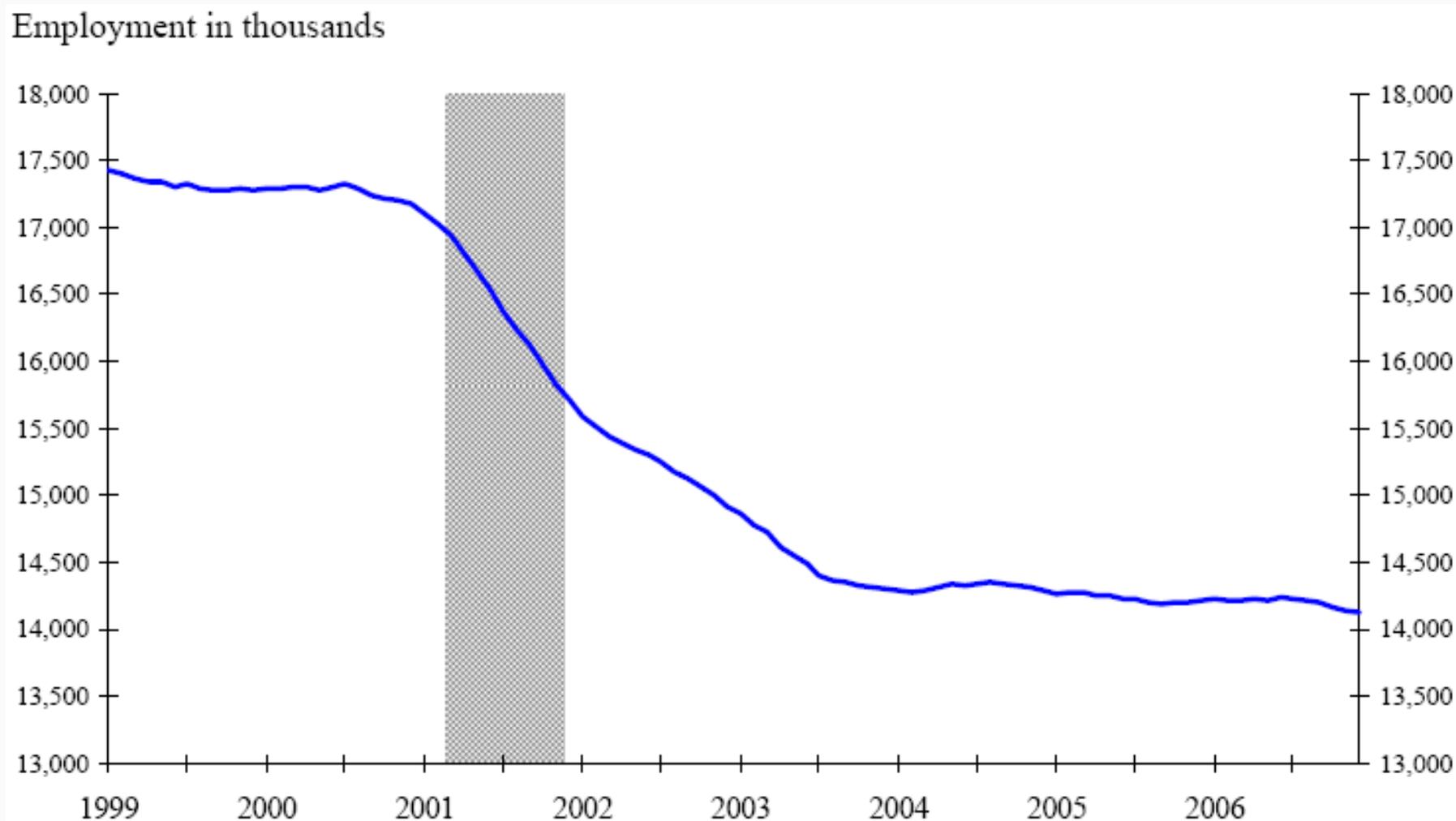


Historic Trends in U.S.

- Agricultural → industrial → service
 - Almost all new U.S. jobs in service industries
 - Service sector most rapidly growing ...
 - ▶ More than 70% of workers
 - ▶ Health, business, social services
 - ▶ Interaction with public—stress, confrontation
 - Manufacturing jobs declining

Manufacturing Employment

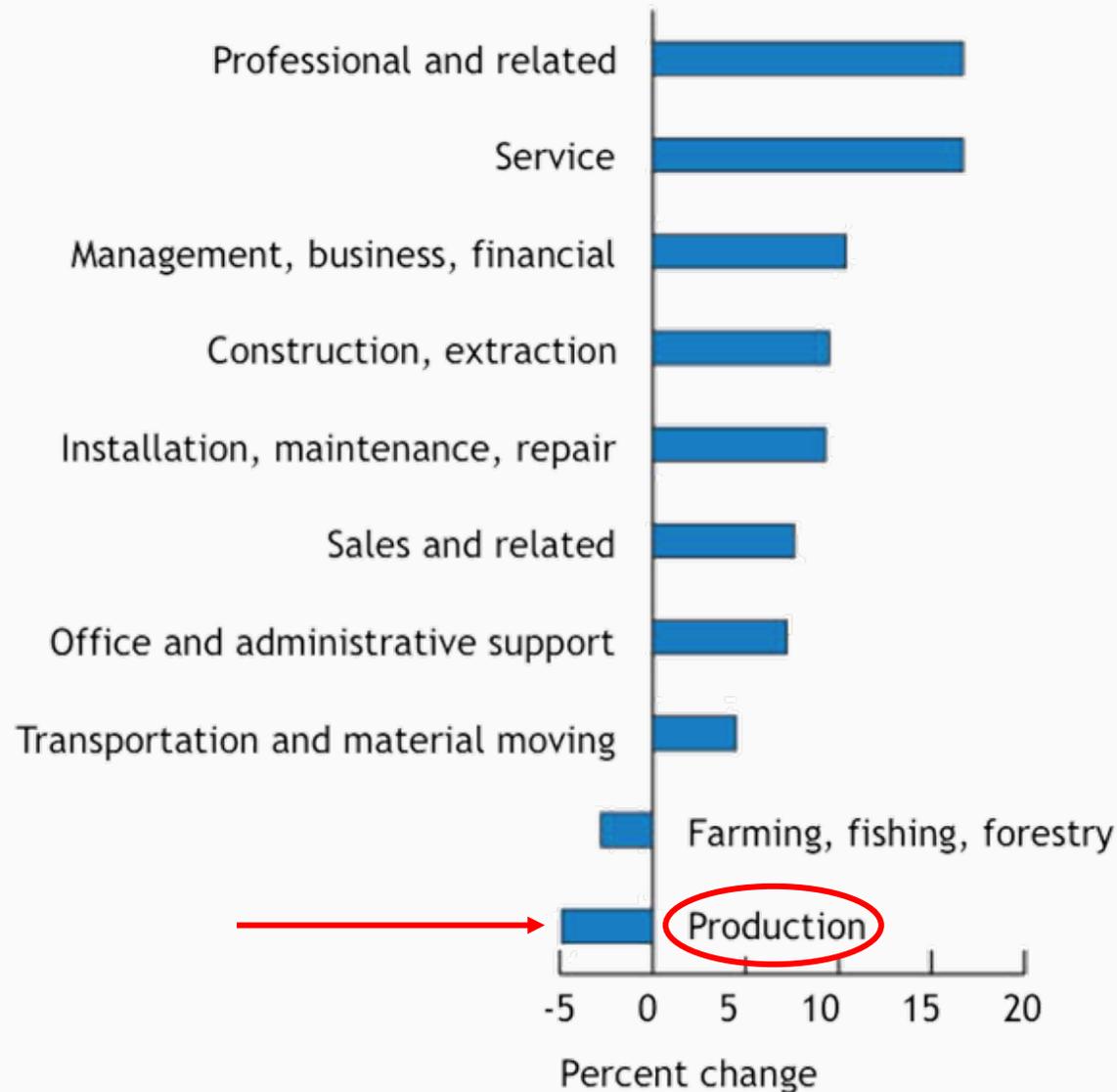
- Manufacturing employment has edged down since 2004, following three years of sharp declines



NOTE: Shaded area represents recession. Data are seasonally adjusted.

Projected Changes in Employment, by Sector

- Percent change in total employment by major occupational group, projected 2006-2016



Jobs in Health Care

Percent change in employment in occupations projected to grow fastest, 2006-2016



Occupations with the largest numerical increases in employment, projected 2006-2016



Jobs in health care

Influences on Employment Trends

- Health and education
 - Aging, longer life expectancy, working mothers need childcare
- Professional and business
 - Employment services due to need for seasonal and temporary workers
 - Computer systems design—will add 25% new jobs in professional scientific and technical area

Influences on Employment Trends (cont.)

- Information
 - Computer-related industries: software publishing, Internet publishing and broadcasting, and wireless and high-speed telecommunications
 - Employment in these industries is expected to grow between 30 and 50%

Influences on Employment Trends (cont.)

- Leisure and hospitality
 - Reflect increasing incomes, leisure time, and awareness of the health benefits of physical fitness
 - Amusement, gambling, and recreation
 - Public participation in arts entertainment

Influences on Employment Trends (cont.)

- Retail food and restaurant industry
 - Reflects increases in population, dual-income families, and desire for the convenience

- Financial
 - Increased demand for housing as the population grows
 - Fastest growing industry in the real estate and rental and leasing services sector will be activities related to real estate, such as property management and real estate appraisal

Influences on Employment Trends (cont.)

- Government
 - Increased demand for public safety
 - Decreased funding and more outsourcing
- Other
 - Religious organizations, expected to grow by 19%
 - Auto repair

Decliners

- Manufacturing
 - Projected to decline 10.6%, 1.5 million jobs
 - A few will increase, e.g., pharmaceuticals and other medical-related industries
- Agriculture, forestry, fishing, and hunting
 - Expected to decrease by 2.8 percent
 - Costs of production, increasing consolidation, and more imports of food and lumber
 - Crop production will see the largest job loss—98,000 fewer jobs in 2016 than in 2006

Decliners

- Mining—will decrease 1.6%
 - Mostly support services because mechanization improved
 - Other mining jobs—coal, metal ore—little or no change

Unemployment

- “Job losers” vs. “job leavers”
- No. 1 reason for unemployment:
 - Lost job (laid off or fired)—outnumber those who quit (4:1)
- Often seek part time jobs

“ ‘Deliver Pizzas,’ Wife Tells Laid-off Hubby”

- (CNN)—Donna LeBlanc gave her husband, a former restaurant manager, the stark ultimatum: become a pizza delivery man or their family “wouldn't make it”
- \$55,000 per year to \$10 per hour
- He spent nearly five months delivering pizzas at Domino's
- He admits he fell into depression during that time

- Technological advances
 - Increase productivity and demands on workers

Working Off-site

- Virtual workplaces
 - Telecommuting (teleboating!)

Offices in Homes

- Changes/efficiency in use of building space—projected
 - “Hot desking”
 - Meeting, training, and conference space most important
 - Shared office complexes
- Efficiency
- Autonomy/independence
- Enhanced privacy

Working at Home

- Isolation
 - Reduced interaction and social support
 - Reduced opportunities for information sharing
- Downsizing
 - Outsourcing
 - Less administrative support
- Increased reliance on own technical knowledge
- Health and safety?

Contingent Workers

- Part-time, limited duration hire, contract labor, temporary service workers
- Trend in large corporations to outsource
- One estimate—will be 50% workforce

Contingent Workers

- Women, minorities, youth, elderly over-represented among contingency workers
- Less likely to have health insurance
- Job insecurity—stress
- Inexperienced workers → safety concerns

Customer Service Work

- Emotional labor—emotion-based interactions with the public
 - Time pressure
 - Cognitive demands
 - Irrate/rude customers
- Often cannot leave workstation
- Commonly subjected to monitoring

Employee Monitoring

- Electronic
 - Documents time spent on interaction, number of calls handled, limits physical movement, enforces mandatory schedules
- Supervisory
 - Listening for adherence to policies, checking for violations

Restrictive Policies

- Effects of employee monitoring: stress, tension, anxiety, depression, anger, health complaints, fatigue
- Other health problems

What Are “Green Jobs”?

- Activities that contribute substantially to preserving or restoring environmental quality
- Jobs that help to protect ecosystems and biodiversity
- Jobs designed to reduce energy, materials, and water consumption through high-efficiency strategies; de-carbonize the economy; and minimize or altogether avoid generation of all forms of waste and pollution
- May be in agricultural, manufacturing, research and development (R&D), administrative, service, and other areas

What Is Decent Work?

- Jobs that are respectful of environment and workers' health, human needs and rights
- Issues
 - Poor practices, exposing workers to hazardous substances, e.g., electronics recycling in Asia
 - Problems such as forced labor and child labor

Possible Changes in Job Distribution

- Job creation, e.g., pollution-control devices
- Job substitution, e.g., switch from truck manufacturing to rail manufacturing
- Job elimination without replacement, e.g., product banned and production discontinued
- Existing jobs transformed and redesigned, e.g., plumbers, electricians, construction workers

Green Jobs



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