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The Demographics of the Jobs Recovery

Employment Gains by Race, Ethnicity, Gender and Nativity

Rakesh Kochhar, Associate Director for Research

FOR FURTHER INFORMATION CONTACT:

1615 L St, N.W., Suite 700

Washington, D.C. 20036

Tel (202) 419-3600

Fax (202) 419-3608

info@pewhispanic.org

www.pewhispanic.org

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About the Pew Hispanic Center

The Pew Hispanic Center is a nonpartisan research organization that seeks to improve public understanding of the diverse Hispanic population in the United States and to chronicle Latinos' growing impact on the nation. It does not take positions on policy issues. The Center is part of the Pew Research Center, a nonpartisan "fact tank" based in Washington, D.C., and it is funded by The Pew Charitable Trusts, a Philadelphia-based public charity. All of the Center's reports are available at www.pewhispanic.org.

The staff of the Pew Hispanic Center is:

Paul Taylor, Director

Rakesh Kochhar, Associate Director for Research

Richard Fry, Senior Research Associate

Gretchen Livingston, Senior Researcher

Gabriel Velasco, Research Analyst

Eileen Patten, Research Assistant

Mark Hugo Lopez, Associate Director

Jeffrey S. Passel, Senior Demographer

Ana Gonzalez-Barrera, Research Associate

Seth Motel, Research Assistant

Mary Seaborn, Administrative Manager

About this Report

This report analyzes labor market trends in the economic recovery from 2009 to 2011. The focus is on the change in employment by race, ethnicity, gender and nativity. The data for this report are derived from the Current Population Survey, a monthly survey of about 55,000 households conducted jointly by the Bureau of Labor Statistics and the Census Bureau. Data from three monthly surveys were combined to create larger sample sizes for individual groups of workers. Thus, most of the analysis is conducted on a quarterly basis.

The report was researched and written by Rakesh Kochhar, associate director for research of the Pew Hispanic Center. The report was edited by Paul Taylor, executive vice president of the Pew Research Center and director of the Pew Hispanic Center. Research assistants Seth Motel and Eileen Patten and research analyst Gabriel Velasco assisted with data tabulations, charts and numbers-checking. The report was copy-edited by Marcia Kramer.

Notes on Terminology

The terms “Latino” and “Hispanic” are used interchangeably in this report.

All references to whites, blacks, Asians and others are to the non-Hispanic components of those populations. Whites, blacks and Asians are single-race only groups. “Others” includes persons reporting single races not listed separately and persons reporting more than one race.

“Native born” refers to persons who are U.S. citizens at birth, including those born in the United States, Puerto Rico or other U.S. territories and those born abroad to parents at least one of whom was a U.S. citizen.

“Foreign born” refers to persons born outside of the United States, Puerto Rico or other U.S. territories to parents neither of whom was a U.S. citizen.

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1. Overview

Two years after the U.S. labor market hit bottom, the economic recovery has yielded slow but steady gains in employment for all groups of workers. The gains, however, have varied across demographic groups, with Hispanics and Asians, in particular, experiencing a faster rate of growth in jobs than other groups. Their employment levels are higher now than just before the start of the Great Recession in December 2007, a milestone not yet reached by white and black workers.

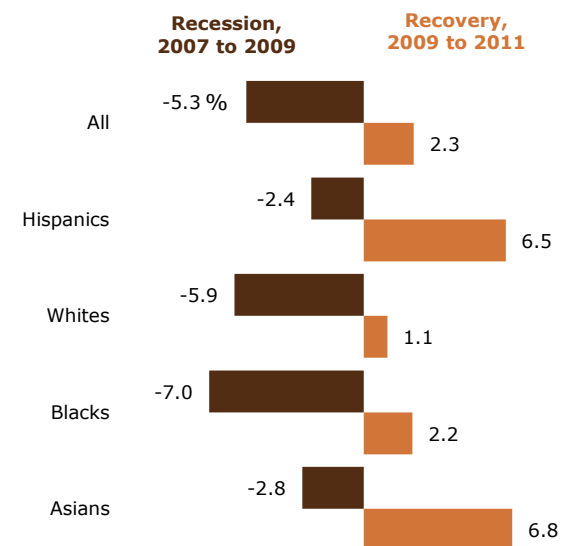
The disparate trends in the jobs recovery from 2009 to 2011 reflect the rapidly changing demographics of the American workforce. Although jobs growth for Hispanics and Asians was more rapid than for other groups, it merely kept pace with the growth in their working-age (ages 16 and older) populations. The slower rate of jobs growth for whites and blacks reflects the relatively slow growth in their populations. Thus, the share of each group's population that is employed, the employment rate, has barely risen since the end of the recession, according to new Pew Research Center analysis of government data.

The story is the same when one looks at the jobs recovery for immigrants and native-born workers. Immigrants, the vast majority of whom are Hispanic or Asian, are experiencing a faster rate of growth in employment than are native-born workers. This difference is also roughly in line with the difference in the growth in their working-age populations during the recovery.

Demographic change, however, does not explain why men have gained more jobs than women since 2009. Among the groups examined in this report, women represent the only group for whom employment growth has lagged behind population growth in the recovery. Job cutbacks by federal, state and local governments is one reason women have lagged behind men in recent

Figure 1
Percent Change in Employment in the Recession and the Recovery, by Race and Ethnicity

(fourth quarter of each year)



Notes: Data are nonseasonally adjusted. Estimates are adjusted to account for the effects of annual revisions to the CPS.

Source: Pew Hispanic Center tabulations of Current Population Survey data

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years, but a previous analysis by the Center found that much about this phenomenon remains unclear.¹

The Great Recession triggered a steep, two-year decline in employment. From a peak of 145.8 million in the fourth quarter of 2007, overall employment fell to a low of 138.1 million by the fourth quarter of 2009.² The labor market has since been on the mend, and in the two-year period ending in the fourth quarter of 2011, employment rose to 141.2 million, a gain of 2.3%.

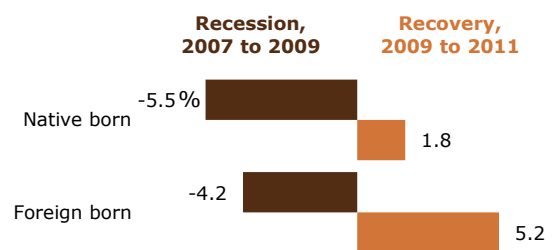
For Hispanics, the recovery has raised employment from 19.5 million in the fourth quarter of 2009 to 20.7 million in the fourth quarter of 2011, an increase of 6.5%. For Asians, employment increased from 6.7 million to 7.2 million, or by 6.8%. Gains are smaller for whites, from 95.4 million to 96.4 million (1.1%), and blacks, from 14.3 million to 14.6 million (2.2%).³

Over the full cycle of the recession and the recovery, that is, from 2007 to 2011, employment increased from 19.9 million to 20.7 million for Hispanics and from 6.9 million to 7.2 million for Asians, an increase of about 4% for each group. For blacks and whites, employment levels remain about 5% below the levels at the start of the recession, with lingering losses of 4.9 million jobs for white workers and 0.8 million jobs for black workers.

The differences in jobs growth across groups largely reflect the differences in population growth. From 2007 to 2011, the Hispanic working-age (16 and older) population increased by 12.8% and the Asian working-age population increased by 10.9%. However, the white working-age population grew only 1.3%, and the black working-age population increased by 5% in this four-year period. Since much of the addition to the workforce is Hispanic and Asian,⁴ their share in employment growth is high.

Figure 2
Percent Change in Employment in the Recession and the Recovery, by Nativity

(fourth quarter of each year)



Notes: Data are nonseasonally adjusted. Estimates are adjusted to account for the effects of annual revisions to the CPS.

Source: Pew Hispanic Center tabulations of Current Population Survey data

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¹ See Kochhar, 2011.

² Estimates in this report are not seasonally adjusted.

³ Percentage changes and shares reported in this study are computed before numbers are rounded.

⁴ Hispanics accounted for 54% of the growth in the labor force from 2000 to 2010. A recent report from the Bureau of Labor Statistics projects that Hispanics will account for 74% of the growth in the labor force from 2010 to 2020 (Toossi, 2012). See Kochhar (2012) for an analysis of the growing share of Latinos in the labor force.

Foreign-born workers are also experiencing a faster rate of growth in employment than native-born workers. In the recovery, from the fourth quarter of 2009 to the fourth quarter of 2011, employment among the native born increased 1.8% (2 million) and employment among the foreign born increased 5.2% (1.1 million). This difference also reflects the difference in the growth in their working-age populations from 2009 to 2011.

Jobs growth for immigrant workers in the recovery has been sufficient to restore their employment to what it was just before the recession began—22.6 million in the fourth quarter of 2011, compared with 22.5 million in the fourth quarter of 2007. The number of employed native-born workers in the fourth quarter of 2011—118.6 million—was 4.8 million short of the number before the start of the recession.

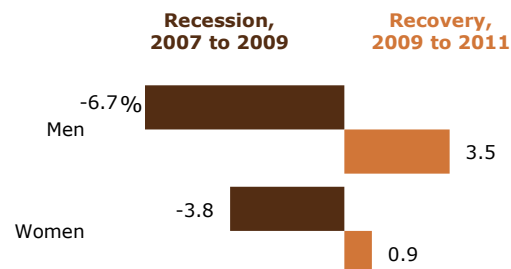
Women, who fared better than men in the recession, have not done as well in the recovery. Men realized a gain of 2.6 million jobs from the fourth quarter of 2009 to the fourth quarter of 2011, compared with only 0.6 million for women. Nonetheless, compared with before the start of the recession in 2007, employment levels for men are down by more, a loss of 3.4% for men versus 2.9% for women. Thus, men still face a steeper climb back.

This report focuses on two metrics to measure the strength of the economic recovery: changes in employment levels and changes in employment rates. The latter is the share of the working-age population that is employed. A rising share indicates that employment growth is outpacing population growth and that the economic recovery is robust enough to clear the backlog in employment created by the Great Recession. A flat share signals a weak recovery that is struggling to clear the backlog and to restore employment to its potential as defined by the employment rate that prevailed prior to the recession.

Although employment is on the rise in the economic recovery, it is growing at a rate that just keeps up with ongoing additions to the stock of workers. The Great Recession put about 8 million people out of work, and the employment rate fell from 63.0% in the fourth quarter of 2007 to 58.5% in the fourth quarter of 2009. By the end of 2011, the employment rate had risen only slightly, to 58.7%. This suggests that the slack created by the recession is still largely

Figure 3
Percent Change in Employment in the Recession and the Recovery, by Gender

(fourth quarter of each year)



Notes: Data are nonseasonally adjusted. Estimates are adjusted to account for the effects of annual revisions to the CPS.

Source: Pew Hispanic Center tabulations of Current Population Survey data

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present in the labor market and that the share of people with jobs is much less than it could be, based on pre-recession outcomes.

The shortfall in employment relative to its potential is greatest for black workers. Their employment in the fourth quarter of 2011 is estimated to be 12% (about 2 million) below its potential. The current employment gap is estimated to be more than 7% (7 million) for whites, nearly 6% for Hispanics (upwards of 1 million) and 5% for Asians (less than 0.5 million). The percentage gaps for all racial and ethnic groups are only slightly smaller than they were two years ago.⁵

The unemployment rate, another key labor market indicator analyzed in the report, decreased from 2009 to 2011 for all groups examined in this report. But at least part of the drop in unemployment rates during the recovery is due to a smaller share of people actively seeking work. That is because people who do not actively seek work are not counted among the unemployed. Among racial and ethnic groups, this phenomenon was most notable for Hispanics and whites. Not coincidentally, the unemployment rate for Hispanics and whites decreased more during the recovery than it did for blacks and Asians.

A handful of industries were responsible for most of the job gains in the economic recovery. Both Hispanics and non-Hispanics gained significant numbers of jobs in professional business services, wholesale and retail trade, and manufacturing. The leading source of jobs growth for Hispanics was the hospitality sector—eating, drinking and lodging services—where they gained 326,000 jobs from 2009 to 2011. They also gained 101,000 jobs in construction.

This report analyzes labor market outcomes in the economic recovery for racial and ethnic groups, the native born and the foreign born, and men and women. The recovery is defined as the two-year period from the fourth quarter of 2009 to the fourth quarter of 2011. Officially, the Great Recession lasted from December 2007 to June 2009. However, the employment level reached its trough six months later, in December 2009.⁶ Thus, the recession, for purposes of this report, is defined as the two-year period from the fourth quarter of 2007 to the fourth quarter of 2009.

The data for this report are derived from the Current Population Survey (CPS), a monthly survey of about 55,000 households conducted jointly by the Bureau of Labor Statistics (BLS) and the Census Bureau. Data from three monthly surveys were combined to create larger sample sizes

⁵ The jobs shortfall for each group is derived independently and will not add to an economy-wide total. Also, not all racial and ethnic groups are shown.

⁶ The dates of business cycles are determined by the National Bureau of Economic Research (NBER). Employment continued to decline for six months following the official end of the recession. Data published by the Bureau of Labor Statistics show that, on a seasonally adjusted basis, the employment level reached a low point of 138 million in December 2009.

for individual groups of workers. Thus, most of the analysis is conducted on a quarterly basis. Unless otherwise noted, estimates in this report are not seasonally adjusted.⁷

Estimates in this report are adjusted for annual, technical revisions to the CPS and will not match estimates published by the BLS (see Appendix A for details). Employment estimates in this report, from the survey of households, will also not match the payroll estimates of employment published by the BLS from its surveys of employers. Payroll data cannot be used in this report because, except for gender, they do not record the demographic characteristics of workers.

⁷ The universe for the analysis is the civilian, non-institutional population ages 16 and older.

2. The Economic Recovery for Hispanics and Non-Hispanics

Since the start of the economic recovery in 2009, employment is up and unemployment is down for all groups of workers. But progress overall has been slow, and the growth in jobs has barely kept up with the growth in the working-age population for most groups. As a result, the employment rate—the share of the working-age population with jobs—has not improved by much in the recovery for any group. Declines in unemployment rates have also been modest and driven in part by ongoing withdrawals of people from job-seeking activities.

Although employment trends are moving in the same direction for all groups, the speed varies across groups. Hispanics and Asians are gaining jobs at a faster rate than blacks and whites, foreign-born workers are outpacing native-born workers, and men are faring better than women in the recovery. With the exception of trends by gender, the differences in jobs growth reflect differences in population growth—groups whose populations are growing faster than average are experiencing more rapid employment gains.

Trends in Employment and Unemployment

After shedding 7.8 million jobs because of the recession, the U.S. economy added 3.2 million jobs in the first two years of the recovery. The partial recovery in jobs was not nearly enough to boost the share of the working-age population that is employed. The employment rate, after plunging from 63.0% in the fourth quarter of 2007 to 58.5% in the fourth quarter of 2009, stood at 58.7% at the end of 2011. The drop in the unemployment rate—from 9.6% in the fourth quarter of 2009 to 8.3% in the fourth quarter of 2011—has also been small compared with its five percentage point increase in the recession.

Table 1

Employment Status of Workers, Fourth Quarter 2007 to Fourth Quarter 2011

(nonseasonally adjusted; ages 16 and older; numbers in thousands)

	Year and Quarter			Change	
	2007:4	2009:4	2011:4	2007:4 to 2009:4	2009:4 to 2011:4
All Workers					
Employment	145,831	138,057	141,212	-7,775	3,156
Employment Rate (%)	63.0	58.5	58.7	-4.6	0.3
Unemployment	7,076	14,627	12,865	7,551	-1,762
Unemployment Rate (%)	4.6	9.6	8.3	5.0	-1.2

Notes: All numbers and percentages are rounded after changes or shares have been computed. Data are adjusted to account for the effects of annual revisions to the CPS.

Source: Pew Hispanic Center tabulations of Current Population Survey data

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Hispanics and Asians are the only groups to have experienced employment gains that exceeded the numbers of jobs lost in the recession. Hispanics lost 473,000 jobs in the recession but gained 1.3 million in the recovery; Asians lost 193,000 jobs in the recession and have gained 455,000 in the recovery. Whites recovered 1 million jobs during the recovery and blacks found 318,000 jobs. For these two groups, however, job losses were higher in the recession—nearly 6 million for whites and 1.1 million for blacks.

The differences in employment gains across racial and ethnic groups mirror differences in the additions to their populations. From the fourth quarter to 2009 to the fourth quarter of 2011, the Hispanic working-age population increased 6.0% and employment increased 6.5%. For Asians, the working-age population increased 6.2% and employment rose 6.8%. Employment growth for whites and blacks was much less in the recovery—1.1% and 2.2%, respectively—but so was the growth in their working-age populations—0.5% and 1.7%, respectively.

Because jobs growth for each group has virtually marched in tandem with its population growth, the employment rate for each group has edged up only slightly in the recovery. Even though employment rose in large numbers for Hispanics, their employment rate increased only a little, from 59.2% in the fourth quarter of 2009 to 59.5% in the fourth quarter of 2011. Similarly, the employment rate for Asians inched up from 60.0% to

Table 2
Employment Status of Workers, by Race and Ethnicity, Fourth Quarter 2007 to Fourth Quarter 2011

(nonseasonally adjusted; ages 16 and older; numbers in thousands)

	Year and Quarter			Change	
	2007:4	2009:4	2011:4	2007:4 to 2009:4	2009:4 to 2011:4
Hispanics					
Employment	19,928	19,455	20,712	-473	1,258
Employment Rate (%)	64.6	59.2	59.5	-5.3	0.3
Unemployment	1,248	2,810	2,612	1,562	-198
Unemployment Rate (%)	5.9	12.6	11.2	6.7	-1.4
Whites					
Employment	101,304	95,354	96,384	-5,950	1,029
Employment Rate (%)	63.6	59.4	59.7	-4.2	0.3
Unemployment	3,925	8,291	6,786	4,366	-1,505
Unemployment Rate (%)	3.7	8.0	6.6	4.3	-1.4
Blacks					
Employment	15,389	14,308	14,626	-1,081	318
Employment Rate (%)	57.8	52.0	52.3	-5.8	0.3
Unemployment	1,449	2,631	2,571	1,182	-60
Unemployment Rate (%)	8.6	15.5	15.0	6.9	-0.6
Asians					
Employment	6,926	6,733	7,189	-193	455
Employment Rate (%)	64.5	60.0	60.4	-4.4	0.3
Unemployment	265	572	550	307	-22
Unemployment Rate (%)	3.7	7.8	7.1	4.1	-0.7

Notes: All numbers and percentages are rounded after changes or shares have been computed. Data are adjusted to account for the effects of annual revisions to the CPS. Whites, blacks and Asians are single-raced groups and include non-Hispanics only.

Source: Pew Hispanic Center tabulations of Current Population Survey data

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60.4%. Small increases also characterize the recovery in the employment rates for whites and blacks.

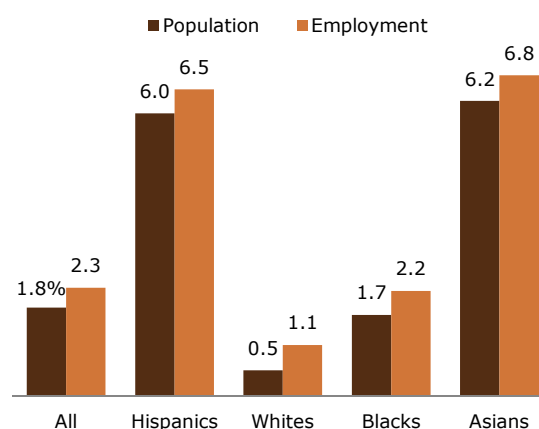
If the employment rate is used as the criterion, Hispanics and blacks are seen to lag behind others in the recovery from the recession. These two groups experienced steeper drops in their employment rates in the recession, 5.3 percentage points for Hispanics and 5.8 percentage points for blacks from the fourth quarter of 2007 to the fourth quarter of 2009. For them, employment rates in the fourth quarter of 2011 were still at least five percentage points less than the rates in the fourth quarter of 2007 compared with a deficit of about four percentage points each for whites and Asians.

Unemployment rates have trended down more sharply in the recovery than employment rates have trended up. From the fourth quarter of 2009 to the fourth quarter of 2011, the unemployment rate for Hispanics fell from 12.6% to 11.2%; for whites, from 8.0% to 6.6%; for blacks, from 15.5% to 15.0%; and for Asians, from 7.8% to 7.1%. For all groups, however, unemployment rates remain substantially above their levels before the start of the recession in the fourth quarter of 2007.

At least part of the drop in unemployment rates is due to ongoing declines in labor market activity by people 16 and older. Factors that may cause people to leave the labor market, temporarily or for good, include being discouraged over job prospects, childbirth, illness or disability, and retirement. People who exit the labor market are not counted among the unemployed and if more people choose that path the unemployment rate can drop even if there has been no growth in employment.

Trends in the labor force participation rate show that it continued to drop during the economic recovery. For the economy overall, labor force participation fell sharply in the recession, from 66.1% in the fourth quarter of 2007 to 64.7% in the fourth quarter of 2009. It slid further in

Figure 4
Percent Change in the Working-age Population and Employment, by Race and Ethnicity, Fourth Quarter 2009 to Fourth Quarter 2011



Notes: Data are nonseasonally adjusted. Estimates are adjusted to account for the effects of annual revisions to the CPS.

Source: Pew Hispanic Center tabulations of Current Population Survey data

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the recovery, falling to 64.1% in the fourth quarter of 2011. Historically long spells of unemployment in recent years have likely discouraged a growing number of people from seeking jobs.⁸ Moreover, the first wave of the baby boomer generation is now aging past 65 years, boosting the growth in retirees.⁹

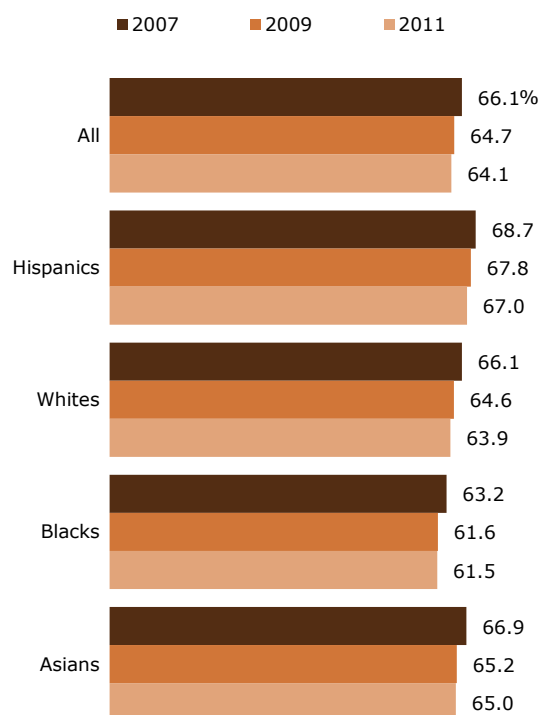
The drop in labor force participation during the recovery was most notable for Hispanics and whites. Among Hispanics, the rate fell from 67.8% in 2009 to 67.0% in 2011. Because the Hispanic population is relatively young, economic factors have likely played a significant role in lowering their labor force participation rate. Another contributing factor is the diminishing inflow of immigrants induced by the recession. Immigrants have relatively high labor force participation rates, but their share of the Hispanic working-age population has fallen steadily in recent years.¹⁰

Among whites, the labor force participation rate decreased from 64.6% in the fourth quarter of 2009 to 63.9% in the fourth quarter of 2011. In addition to the lingering economic disincentives arising from the recession, the aging of the baby boomers is a significant force reducing the number of whites in the labor force. Labor force participation rates for blacks and Asians fell only slightly in the recovery.

Employment Change by Industry

Three industries added a sizable number of jobs for both Hispanics and non-Hispanics in the economic recovery. Professional business services, an industry that includes everything from

Figure 5
The Labor Force Participation Rate, by Race and Ethnicity
(fourth quarter of each year)



Notes: Data are nonseasonally adjusted. Estimates are adjusted to account for the effects of annual revisions to the CPS.

Source: Pew Hispanic Center tabulations of Current Population Survey data

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⁸ The BLS reports that the average number of weeks unemployed, seasonally adjusted, rose from 16.6 in December 2007 to a high of 40.9 in November 2011. The average edged down more recently to 40 weeks in February 2012.

⁹ "Baby boomers" refers to the demographic bulge of people born from 1946 to 1964. The oldest of the baby boomers are now 66.

¹⁰ The foreign-born share in the Hispanic working-age population was 52.9% in the fourth quarter of 2007, 51.3% in the fourth quarter of 2009, and 49.4% in the fourth quarter of 2011. The declining role of immigration in the growth of the Latino population has been documented in earlier reports by the Center (Pew Hispanic Center, 2011 and Passel and Cohn, 2010).

management to landscaping services, added 170,000 jobs for Hispanics and 503,000 jobs for non-Hispanics from the fourth quarter of 2009 to the fourth quarter of 2011. Wholesale and retail provided an additional 284,000 jobs to Hispanics and 314,000 jobs to non-Hispanics. Manufacturing, durable and non-durable, absorbed 112,000 more Hispanics and 945,000 more non-Hispanics. Among these three industries, only employment in professional business services is now higher than its pre-recession level.

For Hispanics, the leading source of jobs growth was the eating, drinking and lodging services sector. Their employment in hospitality jobs increased 326,000 from the fourth quarter of 2009 to the fourth quarter of 2011. Notably, Hispanics also gained 101,000 jobs in construction.

Industries that shed jobs during the recovery for Hispanics include public administration (97,000), hospitals and other health services (88,000) and personal and private household services (64,000). For non-Hispanics, the leading sources of job losses in the recovery were construction (379,000), educational services (132,000) and finance, insurance and real estate services (105,000).¹¹

Table 3

Employment Gains and Losses for Hispanics and Non-Hispanics in the Economic Recovery: Top Three Industries, Fourth Quarter 2009 to Fourth Quarter 2011

(nonseasonally adjusted; ages 16 and older; numbers in thousands)

	Change in Employment
Hispanics	
Eating, Drinking and Lodging Services	326
Wholesale and Retail Trade	284
Professional and Other Business Services	170
Personal and Laundry Services and Private Household Services	-64
Hospitals and Other Health Services	-88
Public Administration	-97
Non-Hispanics	
Manufacturing - Nondurable Goods	539
Professional and Other Business Services	503
Manufacturing - Durable Goods	406
Finance, Insurance and Real Estate	-105
Educational Services	-132
Construction	-379

Note: Data are adjusted to account for the effects of annual revisions to the CPS.

Source: Pew Hispanic Center tabulations of Current Population Survey data

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¹¹ The loss in jobs in education and health services may appear at odds with trends in the payroll data that show rising employment in these sectors. The reason is that the Current Population Survey industry classification includes government employees in these sectors. Because government employment has been shrinking in the economic recovery, the CPS data show more anemic trends in education and health services employment than payroll data.

3. The Economic Recovery for Native-born and Foreign-born Workers

Foreign-born workers are experiencing a faster rate of growth in employment in the economic recovery than are native-born workers. From the fourth quarter of 2009 to the fourth quarter of 2011, the employment of foreign-born workers rose from 21.5 million to 22.6 million, an increase of 5.2%. Also, their employment level at the end of 2011 was back to where it stood before the recession (22.5 million).

For native-born workers, employment increased from 116.5 million in the fourth quarter of 2009 to 118.6 million in the fourth quarter of 2011. This is an increase of 1.8%, well below the rate of growth in employment of foreign-born workers. Also, the employment of native-born workers at the end of 2011 was nearly 5 million less than its level before the recession began (123.4 million).

The difference in the rate of growth in employment between native-born and foreign-born workers is roughly in line with the difference in the growth in their working-age populations during the recovery. From 2009 to 2011, the native-born working-age population increased 1.4% (2.9 million) and the foreign-born population increased 3.8% (1.3 million). Thus, the distribution of new jobs in the recovery across nativity groups—35% foreign born; 65% native born—was in keeping with the changes in the population—32% foreign born; 68% native born.

Table 4

Employment Status of Workers, by Nativity, Fourth Quarter 2007 to Fourth Quarter 2011

(nonseasonally adjusted; ages 16 and older; numbers in thousands)

	Year and Quarter			Change	
	2007:4	2009:4	2011:4	2007:4 to 2009:4	2009:4 to 2011:4
Native Born					
Employment	123,360	116,523	118,565	-6,837	2,041
Employment Rate (%)	62.7	58.1	58.2	-4.6	0.2
Unemployment	6,008	12,201	10,700	6,192	-1,501
Unemployment Rate (%)	4.6	9.5	8.3	4.8	-1.2
Foreign Born					
Employment	22,471	21,533	22,648	-938	1,115
Employment Rate (%)	65.1	60.7	61.6	-4.4	0.8
Unemployment	1,068	2,426	2,165	1,358	-261
Unemployment Rate (%)	4.5	10.1	8.7	5.6	-1.4

Notes: All numbers and percentages are rounded after changes or shares have been computed. Data are adjusted to account for the effects of annual revisions to the CPS.

Source: Pew Hispanic Center tabulations of Current Population Survey data

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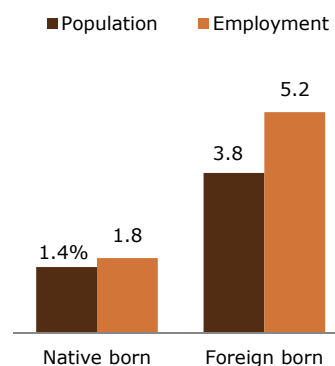
Because the employment of foreign-born workers is growing only slightly faster than their population, the recovery in their employment rate is far from complete. For immigrants, the employment rate fell from 65.1% in the fourth quarter of 2007 to 60.7% in the fourth quarter of 2009. The rate rose to 61.6% in the fourth quarter of 2011, still 3.6 percentage points less than its pre-recession level.

The trend in the employment rate for native-born workers is similar. It plunged from 62.7% in the fourth quarter of 2007 to 58.1% in the fourth quarter of 2009. During the recovery, the native-born employment rate edged up only slightly, standing at 58.2% in the fourth quarter of 2011. Thus, the current employment rate for native-born workers is 4.4 percentage points less than its level prior to the recession.

Unemployment rates for native-born and foreign-born workers were virtually the same at the start of the recession—4.6% and 4.5%, respectively. By the time the labor market reached its trough in the fourth quarter of 2009, the unemployment rate for immigrants had risen to 10.1% and the rate for the native born had climbed to 9.5%. The unemployment rate for both groups has fallen in the recovery, but the rate for immigrants—8.7%—is still higher than the rate for the native-born—8.3%.

Figure 6

Percent Change in the Working-age Population and Employment, by Nativity, Fourth Quarter 2009 to Fourth Quarter 2011



Notes: Data are nonseasonally adjusted. Estimates are adjusted to account for the effects of annual revisions to the CPS.

Source: Pew Hispanic Center tabulations of Current Population Survey data

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4. The Economic Recovery for Men and Women

Men experienced greater setbacks in the recession, losing twice as many jobs as women from the fourth quarter of 2007 to the fourth quarter of 2009. In the recovery, however, men have gained four times as many jobs as women. The weakness of the recovery for women is underscored by the fact that they represent the only group among those examined in this report for whom employment growth lagged behind population growth from 2009 to 2011.

Employment for men increased from 72.5 million in the fourth quarter of 2009 to 75.1 million in the fourth quarter of 2011, a gain of 2.6 million jobs. The jobs recovery was strong enough to push the unemployment rate for men down from 10.7% in 2009 to 8.6% in 2011. But men had lost 5.2 million jobs in the recession, and their employment level remains 2.6 million below its pre-recession level.

Women realized a much smaller increase in employment—from 65.5 million in the fourth quarter of 2009 to 66.1 million in the fourth quarter of 2011. Their unemployment rate also improved much less than it did for men, gently sliding down from 8.3% in 2009 to 8.0% in 2011. Employment for women in the fourth quarter of 2011 remained 2 million less than its pre-recession level of 68.1 million.

The growth in male employment during the recovery, 3.5%, outpaced the growth in the male working-age population, 2.1%. Thus, the employment rate for men rose from 63.4% in the fourth quarter of 2009 to 64.3% in the fourth quarter of 2011. The experience of women was

Table 5
Employment Status of Workers, by Gender,
Fourth Quarter 2007 to Fourth Quarter 2011
(nonseasonally adjusted; ages 16 and older; numbers in thousands)

	Year and Quarter			Change	
	2007:4	2009:4	2011:4	2007:4 to 2009:4	2009:4 to 2011:4
Men					
Employment	77,704	72,527	75,078	-5,177	2,552
Employment Rate (%)	69.5	63.4	64.3	-6.1	0.9
Unemployment	3,853	8,684	7,099	4,831	-1,585
Unemployment Rate (%)	4.7	10.7	8.6	6.0	-2.1
Women					
Employment	68,128	65,530	66,134	-2,598	604
Employment Rate (%)	57.0	53.8	53.5	-3.2	-0.3
Unemployment	3,223	5,943	5,766	2,719	-177
Unemployment Rate (%)	4.5	8.3	8.0	3.8	-0.3

Notes: All numbers and percentages are rounded after changes or shares have been computed. Data are adjusted to account for the effects of annual revisions to the CPS.

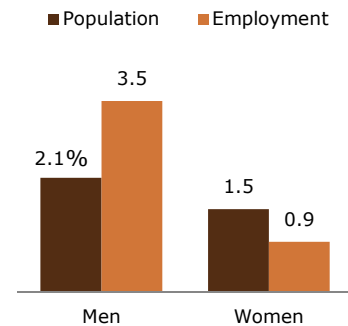
Source: Pew Hispanic Center tabulations of Current Population Survey data

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the opposite of what men experienced. The growth in female employment, 0.9%, lagged behind the growth in the population of working-age women, 1.5%. Thus, among the groups studied in this report, women represent the only group whose employment rate fell during the economic recovery, from 53.8% in the fourth quarter of 2009 to 53.5% in the fourth quarter of 2011.¹²

Figure 7

Percent Change in the Working-age Population and Employment, by Gender, Fourth Quarter 2009 to Fourth Quarter 2011



Notes: Data are nonseasonally adjusted. Estimates are adjusted to account for the effects of annual revisions to the CPS.

Source: Pew Hispanic Center tabulations of Current Population Survey data

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¹²The divergent employment trends for men and women are examined in greater detail in Kochhar, 2011.

5. The Shortfall in the Employment Level

The addition of 3 million jobs in the recovery barely kept pace with the growth in the workforce and was not sufficiently large to take a bite out of the jobs gap opened up by the recession. As a result, the shortfall in employment at the end of 2011 was almost as big as it was at the end of 2009. This general pattern—employment growth just keeping pace with additions to the stock of workers and failing to make a dent in the jobs gap—repeats for each racial and ethnic group, for foreign-born and native-born workers, and for men and women.

The jobs gap measures the difference between potential employment and actual employment. Potential employment is defined as the share of the working-age population that would be employed under more typical economic circumstances. In recent economic history, the norm for the overall employment rate is 63.3%. That is the average value of the employment rate in the ten-year period that preceded the peak of the housing market boom—1995 to 2005. This period encompasses the second half of the economic expansion in the 1990s, the 2001 recession, and a period of slow economic recovery from 2001 to 2003.

The U.S. employment level prior to the start of the recession was at full potential. Actual employment in the fourth quarter of 2007 was 145.8 million and potential employment, measured as 63.3% of the working-age population, was 146.5 million. By the fourth quarter of 2009, the recession had pushed actual employment down to 138.1 million. But, because of the growth in the working-age population from 2007 to 2009, potential employment had increased to 149.6 million. Thus, in the fourth quarter of 2009, the jobs gap for the U.S. economy was 11.5 million.

As the labor market recovered from the effects of the recession, employment increased from 138.1 million in the fourth quarter of 2009 to 141.2 million in the fourth quarter of 2011. The actual gain in employment was only slightly higher than the growth in potential employment from 149.6 million to 152.3 million. Because employment growth was sufficient only to match the additions to the workforce, the jobs gap at the end of 2011—11 million—was about as high as it was at the end of the recession.

Potential employment may also be estimated for subgroups of workers based on historic norms in their employment rates. From 1995 to 2005, the average employment rates for individual groups are estimated to have been as follows: Hispanics, 62.8%; whites, 64.2%; blacks, 58.6%; Asians, 63.4%; foreign born, 62.4%; native born, 63.4%; men, 70.6%; and women, 56.6%. These employment rates, applied to the working-age population of a group, yield the potential employment for a group at any point in time.

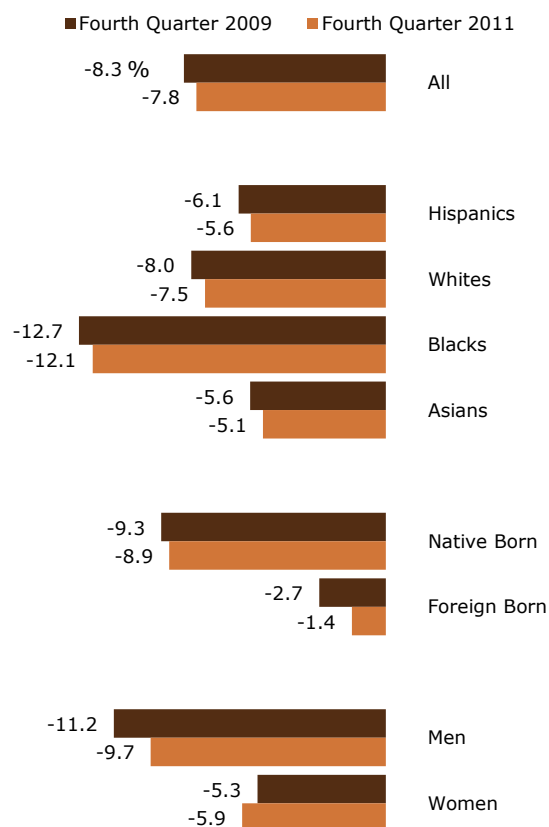
The jobs gap is estimated to be the greatest for black workers. Their actual employment in the fourth quarter of 2011—14.6 million—was 1.8 million, or 12%, less than their potential employment. The next highest jobs gaps is for whites with actual employment—96.4 million—falling 7.2 million, or more than 7%, short of its potential. The jobs gap for Hispanics is 1.2 million (6%), and the gap for Asians is 364,000 (5%). As is the case overall, the percentage gaps for all racial and ethnic groups are only slightly smaller than they were two years ago.¹³

The employment of foreign-born workers is closest to its potential. In the fourth quarter of 2009, the employment of foreign-born workers—21.5 million—was only 600,000, or 2.7%, below its potential. In the fourth quarter of 2011, the jobs gap for foreign-born workers is estimated to have been cut in half to 300,000, or 1.4%. By contrast, the jobs shortfall for native-born workers was 9.3% in the fourth quarter of 2009 and 8.9% in the fourth quarter of 2011. The relatively shallow jobs gap for foreign-born workers is most likely a result of the fact that many of them come to the U.S. based on their employment prospects.

Women present an exception to the general trend of a reduction in the jobs gap. For them, employment was 3.5 million (5%) below potential in the fourth quarter of 2009. By the fourth quarter of 2011, women's employment was 3.9 million (6%) below its potential. The jobs shortfall for men is greater, but it is trending down, from 8.1 million (11%) in 2009 to 7.3 million (10%) in 2011.

Figure 8

Percent Shortfall in the Employment of Workers, by Race, Ethnicity, Nativity and Gender



Note: See text of the report for the method used to estimate employment shortfall.

Source: Pew Hispanic Center tabulations of Current Population Survey data

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¹³ The jobs gap for each group is derived independently and will not add to an economy-wide total. Also, not all racial and ethnic groups are shown.

The magnitudes of the jobs gaps underscore that it will take more rapid job creation to clear the backlog in employment for all groups. Among racial and ethnic groups, the growth in employment has been faster for Hispanics and Asians, but because their population is also growing faster they are in the same position as other groups, that is, facing an employment shortfall nearly as large as it was at the end of the recession.

There is some variance in the experiences of workers within nativity and gender groups in the recovery. The jobs shortfall for foreign-born workers is much less than it is for native-born workers, but the ebb and flow of the immigrant population is itself related to job prospects. At the end of the recession, men faced a jobs gap that was twice as large as the gap for women. But the jobs gap for men has fallen from 2009 to 2011 even as the gap for women has risen. By this yardstick, the economic recovery has proceeded in opposite directions for men and women.

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Appendix A: Revisions of the Current Population Survey

Each January, the U.S. Census Bureau makes adjustments to the population controls in the Current Population Survey. That means the sample weights are revised so that estimates from the CPS agree with pre-specified national population totals by age, sex, race and Hispanic origin and with state level totals by age, sex and race. The effect of the revision in January 2011 was to reduce the estimate of the working-age population by 347,000, the labor force by 504,000 and the number of employed workers by 472,000 (“Adjustments to Household Survey Population Estimates in January 2011,” Bureau of Labor Statistics, February 2011). Rates—for employment, labor force participation and unemployment—are either not affected or only slightly affected by the January CPS revisions.

The adjustments to CPS weights are typically based on revised estimates of net international migration and updated vital statistics. Methodological changes also play a role. In the 2007 and 2008 population estimates, introduced into the CPS in January 2008 and January 2009, respectively, the Census Bureau made significant changes in the methodology used to measure international migration from 2000 onward. The impacts of those changes are concentrated in groups where a high percentage of the population is foreign born, notably working-age Hispanics and Asians. As such, the new population controls have the potential for affecting the measured size of the foreign-born population and labor force.

Labor market statistics published by the Bureau of Labor Statistics are not revised historically to account for the effect of annual revisions to CPS weights. However, for each new “vintage” of population estimates, the Census Bureau releases the entire time series of monthly population estimates from April 2000 through the year when the latest estimates are used for CPS weights. These revised population estimates can be used to produce a consistent series of CPS data from 2000 onward by reweighting the CPS.

The estimates in this report are adjusted in two ways to account for the revisions of the CPS. First, the estimates for 2007 to 2008 are produced using reweighted data that incorporate the Vintage 2008 population estimates for the civilian non-institutional population (Vintage 2008 population controls were introduced into the CPS in January 2009). The new weights are derived using procedures that follow the weighting procedures of the U.S. Census Bureau (2006) to the extent possible with public-use data applied to Vintage 2008 population estimates—both published and unpublished data supplied by the U.S. Census Bureau to the Pew Hispanic Center (see Passel and Cohn, 2010, for additional details). With this consistent series of CPS data, it is possible to more accurately measure changes over time in working-age population, labor force and employment of various racial, ethnic and nativity groups.

Second, estimates for 2007 to 2011 are revised to account for the effects of CPS revisions in January 2010 and January 2011 using a BLS-published methodology (see “Creating Comparability in CPS Employment Series,” by Marisa L. Di Natale). This methodology first produces revised estimates for the overall Hispanic and non-Hispanic populations. The overall revisions to the Hispanic and non-Hispanic estimates are then further allocated to subpopulations by gender, race, nativity, year of arrival, place of birth and industry. The allocations are based on the distributions of the Hispanic and non-Hispanic working-age population by these characteristics in the first quarter of 2011.

Appendix B: Data Tables

Appendix Table B1

Labor Market Status of Hispanics and Non-Hispanics, Fourth Quarter 2007 to Fourth Quarter 2011

(nonseasonally adjusted; ages 16 and older; numbers in thousands)

	Year and Quarter			Change	
	2007:4	2009:4	2011:4	2007:4 to 2009:4	2009:4 to 2011:4
All					
Population	231,360	236,123	240,376	4,764	4,252
Labor Force	152,922	152,683	154,077	-239	1,394
Labor Force Participation Rate (%)	66.1	64.7	64.1	-1.4	-0.6
Employment	145,831	138,057	141,212	-7,775	3,156
Employment Rate (%)	63.0	58.5	58.7	-4.6	0.3
Unemployment	7,076	14,627	12,865	7,551	-1,762
Unemployment Rate (%)	4.6	9.6	8.3	5.0	-1.2
Hispanics					
Population	30,856	32,839	34,796	1,983	1,957
Labor Force	21,189	22,266	23,324	1,077	1,059
Labor Force Participation Rate (%)	68.7	67.8	67.0	-0.9	-0.8
Employment	19,928	19,455	20,712	-473	1,258
Employment Rate (%)	64.6	59.2	59.5	-5.3	0.3
Unemployment	1,248	2,810	2,612	1,562	-198
Unemployment Rate (%)	5.9	12.6	11.2	6.7	-1.4
Non-Hispanics					
Population	200,504	203,285	205,580	2,781	2,295
Labor Force	131,733	130,417	130,753	-1,316	335
Labor Force Participation Rate (%)	65.7	64.2	63.6	-1.5	-0.6
Employment	125,904	118,602	120,500	-7,302	1,898
Employment Rate (%)	62.8	58.3	58.6	-4.5	0.3
Unemployment	5,828	11,817	10,253	5,989	-1,564
Unemployment Rate (%)	4.4	9.1	7.8	4.6	-1.2

Notes: All numbers and percentages are rounded after changes or shares have been computed. Data are adjusted to account for the effects of annual revisions to the CPS.

Source: Pew Hispanic Center tabulations of Current Population Survey data

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Appendix Table B2

**Labor Market Status of Racial and Ethnic Groups,
Fourth Quarter 2007 to Fourth Quarter 2011***(nonseasonally adjusted; ages 16 and older; numbers in thousands)*

	Year and Quarter			Change	
	2007:4	2009:4	2011:4	2007:4 to 2009:4	2009:4 to 2011:4
Hispanics					
Population	30,856	32,839	34,796	1,983	1,957
Labor Force	21,189	22,266	23,324	1,077	1,059
Labor Force Participation Rate (%)	68.7	67.8	67.0	-0.9	-0.8
Employment	19,928	19,455	20,712	-473	1,258
Employment Rate (%)	64.6	59.2	59.5	-5.3	0.3
Unemployment	1,248	2,810	2,612	1,562	-198
Unemployment Rate (%)	5.9	12.6	11.2	6.7	-1.4
Whites					
Population	159,245	160,456	161,338	1,212	882
Labor Force	105,230	103,644	103,170	-1,586	-474
Labor Force Participation Rate (%)	66.1	64.6	63.9	-1.5	-0.6
Employment	101,304	95,354	96,384	-5,950	1,029
Employment Rate (%)	63.6	59.4	59.7	-4.2	0.3
Unemployment	3,925	8,291	6,786	4,366	-1,505
Unemployment Rate (%)	3.7	8.0	6.6	4.3	-1.4
Blacks					
Population	26,639	27,509	27,981	870	472
Labor Force	16,838	16,938	17,197	101	259
Labor Force Participation Rate (%)	63.2	61.6	61.5	-1.6	-0.1
Employment	15,389	14,308	14,626	-1,081	318
Employment Rate (%)	57.8	52.0	52.3	-5.8	0.3
Unemployment	1,449	2,631	2,571	1,182	-60
Unemployment Rate (%)	8.6	15.5	15.0	6.9	-0.6
Asians					
Population	10,744	11,214	11,911	470	697
Labor Force	7,192	7,306	7,739	114	432
Labor Force Participation Rate (%)	66.9	65.2	65.0	-1.8	-0.2
Employment	6,926	6,733	7,189	-193	455
Employment Rate (%)	64.5	60.0	60.4	-4.4	0.3
Unemployment	265	572	550	307	-22
Unemployment Rate (%)	3.7	7.8	7.1	4.1	-0.7

Notes: All numbers and percentages are rounded after changes or shares have been computed. Data are adjusted to account for the effects of annual revisions to the CPS. All references to whites, blacks, Asians and others are to the non-Hispanic components of those populations. Whites, blacks and Asians are single-race only groups.

Source: Pew Hispanic Center tabulations of Current Population Survey data

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Appendix Table B3

**Labor Market Status of Men and Women,
Fourth Quarter 2007 to Fourth Quarter 2011***(nonseasonally adjusted; ages 16 and older; numbers in thousands)*

	Year and Quarter			Change	
	2007:4	2009:4	2011:4	2007:4 to 2009:4	2009:4 to 2011:4
Men					
Population	111,800	114,306	116,706	2,505	2,400
Labor Force	81,563	81,209	82,177	-354	968
Labor Force Participation Rate (%)	73.0	71.0	70.4	-1.9	-0.6
Employment	77,704	72,527	75,078	-5,177	2,552
Employment Rate (%)	69.5	63.4	64.3	-6.1	0.9
Unemployment	3,853	8,684	7,099	4,831	-1,585
Unemployment Rate (%)	4.7	10.7	8.6	6.0	-2.1
Women					
Population	119,559	121,818	123,670	2,258	1,852
Labor Force	71,359	71,474	71,900	115	426
Labor Force Participation Rate (%)	59.7	58.7	58.1	-1.0	-0.5
Employment	68,128	65,530	66,134	-2,598	604
Employment Rate (%)	57.0	53.8	53.5	-3.2	-0.3
Unemployment	3,223	5,943	5,766	2,719	-177
Unemployment Rate (%)	4.5	8.3	8.0	3.8	-0.3

Notes: All numbers and percentages are rounded after changes or shares have been computed. Data are adjusted to account for the effects of annual revisions to the CPS.

Source: Pew Hispanic Center tabulations of Current Population Survey data

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Appendix Table B4

**Labor Market Status of Men and Women, by Ethnicity,
Fourth Quarter 2007 to Fourth Quarter 2011***(nonseasonally adjusted; ages 16 and older; numbers in thousands)*

	Year and Quarter			Change	
	2007:4	2009:4	2011:4	2007:4 to 2009:4	2009:4 to 2011:4
Hispanic Men					
Population	15,831	16,873	17,941	1,042	1,068
Labor Force	12,724	13,166	13,740	441	574
Labor Force Participation Rate (%)	80.4	78.0	76.6	-2.3	-1.4
Employment	11,998	11,373	12,199	-625	826
Employment Rate (%)	75.8	67.4	68.0	-8.4	0.6
Unemployment	720	1,793	1,540	1,073	-252
Unemployment Rate (%)	5.7	13.6	11.2	8.0	-2.4
Hispanic Women					
Population	15,025	15,965	16,854	941	889
Labor Force	8,464	9,100	9,585	635	485
Labor Force Participation Rate (%)	56.3	57.0	56.9	0.7	-0.1
Employment	7,930	8,081	8,513	152	432
Employment Rate (%)	52.8	50.6	50.5	-2.2	-0.1
Unemployment	529	1,017	1,072	489	54
Unemployment Rate (%)	6.2	11.2	11.2	4.9	0.0
Non-Hispanic Men					
Population	95,969	97,432	98,764	1,463	1,332
Labor Force	68,838	68,043	68,437	-795	394
Labor Force Participation Rate (%)	71.7	69.8	69.3	-1.9	-0.5
Employment	65,706	61,154	62,879	-4,552	1,726
Employment Rate (%)	68.5	62.8	63.7	-5.7	0.9
Unemployment	3,133	6,891	5,558	3,758	-1,333
Unemployment Rate (%)	4.6	10.1	8.1	5.6	-2.0
Non-Hispanic Women					
Population	104,535	105,852	106,815	1,318	963
Labor Force	62,895	62,374	62,315	-521	-59
Labor Force Participation Rate (%)	60.2	58.9	58.3	-1.2	-0.6
Employment	60,198	57,449	57,621	-2,750	172
Employment Rate (%)	57.6	54.3	53.9	-3.3	-0.3
Unemployment	2,695	4,925	4,694	2,231	-231
Unemployment Rate (%)	4.3	7.9	7.5	3.6	-0.4

Notes: All numbers and percentages are rounded after changes or shares have been computed. Data are adjusted to account for the effects of annual revisions to the CPS.

Source: Pew Hispanic Center tabulations of Current Population Survey data

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Appendix Table B5

**Labor Market Status of the Working-age Population, by Nativity,
Fourth Quarter 2007 to Fourth Quarter 2011***(nonseasonally adjusted; ages 16 and older; numbers in thousands)*

	Year and Quarter			Change	
	2007:4	2009:4	2011:4	2007:4 to 2009:4	2009:4 to 2011:4
Native Born					
Population	196,865	200,677	203,583	3,812	2,906
Labor Force	129,375	128,722	129,264	-652	542
Labor Force Participation Rate (%)	65.7	64.1	63.5	-1.6	-0.6
Employment	123,360	116,523	118,565	-6,837	2,041
Employment Rate (%)	62.7	58.1	58.2	-4.6	0.2
Unemployment	6,008	12,201	10,700	6,192	-1,501
Unemployment Rate (%)	4.6	9.5	8.3	4.8	-1.2
Foreign Born					
Population	34,495	35,446	36,792	952	1,346
Labor Force	23,547	23,961	24,813	413	852
Labor Force Participation Rate (%)	68.3	67.6	67.4	-0.7	-0.2
Employment	22,471	21,533	22,648	-938	1,115
Employment Rate (%)	65.1	60.7	61.6	-4.4	0.8
Unemployment	1,068	2,426	2,165	1,358	-261
Unemployment Rate (%)	4.5	10.1	8.7	5.6	-1.4

Notes: All numbers and percentages are rounded after changes or shares have been computed. Data are adjusted to account for the effects of annual revisions to the CPS.

Source: Pew Hispanic Center tabulations of Current Population Survey data

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Appendix Table B6

Labor Market Status of the Working-age Population, by Nativity and Ethnicity, Fourth Quarter 2007 to Fourth Quarter 2011*(nonseasonally adjusted; ages 16 and older; numbers in thousands)*

	Year and Quarter			Change	
	2007:4	2009:4	2011:4	2007:4 to 2009:4	2009:4 to 2011:4
Native-born Hispanics					
Population	14,534	15,991	17,604	1,457	1,614
Labor Force	9,615	10,285	11,174	670	889
Labor Force Participation Rate (%)	66.2	64.3	63.5	-1.8	-0.8
Employment	8,960	8,877	9,711	-83	834
Employment Rate (%)	61.6	55.5	55.2	-6.1	-0.3
Unemployment	650	1,409	1,463	759	55
Unemployment Rate (%)	6.8	13.7	13.1	6.9	-0.6
Foreign-born Hispanics					
Population	16,322	16,848	17,191	526	343
Labor Force	11,574	11,981	12,150	407	170
Labor Force Participation Rate (%)	70.9	71.1	70.7	0.2	-0.4
Employment	10,968	10,578	11,001	-390	423
Employment Rate (%)	67.2	62.8	64.0	-4.4	1.2
Unemployment	598	1,401	1,149	803	-253
Unemployment Rate (%)	5.2	11.7	9.5	6.5	-2.2
Native-born Non-Hispanics					
Population	182,331	184,686	185,979	2,355	1,293
Labor Force	119,760	118,437	118,090	-1,322	-347
Labor Force Participation Rate (%)	65.7	64.1	63.5	-1.6	-0.6
Employment	114,400	107,647	108,854	-6,753	1,207
Employment Rate (%)	62.7	58.3	58.5	-4.5	0.2
Unemployment	5,358	10,792	9,236	5,434	-1,556
Unemployment Rate (%)	4.5	9.1	7.8	4.6	-1.3
Foreign-born Non-Hispanics					
Population	18,172	18,598	19,601	426	1,002
Labor Force	11,973	11,980	12,663	7	683
Labor Force Participation Rate (%)	65.9	64.4	64.6	-1.5	0.2
Employment	11,503	10,955	11,646	-548	691
Employment Rate (%)	63.3	58.9	59.4	-4.4	0.5
Unemployment	470	1,025	1,016	555	-8
Unemployment Rate (%)	3.9	8.6	8.0	4.6	-0.5

Notes: All numbers and percentages are rounded after changes or shares have been computed. Data are adjusted to account for the effects of annual revisions to the CPS.

Source: Pew Hispanic Center tabulations of Current Population Survey data

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Appendix Table B7

Labor Market Status of Foreign-born Hispanics, by Period of Arrival, Fourth Quarter 2007 to Fourth Quarter 2011*(nonseasonally adjusted; ages 16 and older; numbers in thousands)*

	Year and Quarter			Change	
	2007:4	2009:4	2011:4	2007:4 to 2009:4	2009:4 to 2011:4
All Foreign-born Hispanics					
Population	16,322	16,848	17,191	526	343
Labor Force	11,574	11,981	12,150	407	170
Labor Force Participation Rate (%)	70.9	71.1	70.7	0.2	-0.4
Employment	10,968	10,578	11,001	-390	423
Employment Rate (%)	67.2	62.8	64.0	-4.4	1.2
Unemployment	598	1,401	1,149	803	-253
Unemployment Rate (%)	5.2	11.7	9.5	6.5	-2.2
Before 1980					
Population	2,900	2,912	2,729	12	-182
Labor Force	1,660	1,675	1,574	15	-101
Labor Force Participation Rate (%)	57.2	57.5	57.7	0.3	0.1
Employment	1,588	1,514	1,406	-74	-108
Employment Rate (%)	54.8	52.0	51.5	-2.8	-0.5
Unemployment	70	161	168	91	7
Unemployment Rate (%)	4.2	9.6	10.7	5.4	1.1
1980 to 1989					
Population	3,764	3,686	3,424	-78	-262
Labor Force	2,912	2,798	2,555	-114	-243
Labor Force Participation Rate (%)	77.4	75.9	74.6	-1.5	-1.3
Employment	2,770	2,463	2,326	-307	-137
Employment Rate (%)	73.6	66.8	67.9	-6.8	1.1
Unemployment	140	334	229	194	-106
Unemployment Rate (%)	4.8	11.9	8.9	7.1	-3.0
1990 to 1999					
Population	5,276	5,359	5,266	83	-93
Labor Force	3,837	3,938	3,941	100	3
Labor Force Participation Rate (%)	72.7	73.5	74.8	0.8	1.4
Employment	3,623	3,466	3,556	-157	91
Employment Rate (%)	68.7	64.7	67.5	-4.0	2.9
Unemployment	213	472	384	259	-88
Unemployment Rate (%)	5.5	12.0	9.8	6.4	-2.2
2000 or later					
Population	4,381	4,891	5,772	511	880
Labor Force	3,164	3,570	4,080	405	510
Labor Force Participation Rate (%)	72.2	73.0	70.7	0.8	-2.3
Employment	2,987	3,135	3,712	148	577
Employment Rate (%)	68.2	64.1	64.3	-4.1	0.2
Unemployment	175	434	368	260	-66
Unemployment Rate (%)	5.5	12.2	9.0	6.6	-3.2

Notes: All numbers and percentages are rounded after changes or shares have been computed. Data are adjusted to account for the effects of annual revisions to the CPS.

Source: Pew Hispanic Center tabulations of Current Population Survey data

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Appendix Table B8

Labor Market Status of Foreign-born Non-Hispanics, by Period of Arrival, Fourth Quarter 2007 to Fourth Quarter 2011*(nonseasonally adjusted; ages 16 and older; numbers in thousands)*

	Year and Quarter			Change	
	2007:4	2009:4	2011:4	2007:4 to 2009:4	2009:4 to 2011:4
All Foreign-born Non-Hispanics					
Population	18,172	18,598	19,601	426	1,002
Labor Force	11,973	11,980	12,663	7	683
Labor Force Participation Rate (%)	65.9	64.4	64.6	-1.5	0.2
Employment	11,503	10,955	11,646	-548	691
Employment Rate (%)	63.3	58.9	59.4	-4.4	0.5
Unemployment	470	1,025	1,016	555	-8
Unemployment Rate (%)	3.9	8.6	8.0	4.6	-0.5
Before 1980					
Population	4,708	4,531	4,103	-177	-428
Labor Force	2,510	2,279	1,873	-231	-406
Labor Force Participation Rate (%)	53.3	50.3	45.6	-3.0	-4.7
Employment	2,455	2,135	1,753	-319	-382
Employment Rate (%)	52.1	47.1	42.7	-5.0	-4.4
Unemployment	56	144	120	88	-24
Unemployment Rate (%)	2.2	6.3	6.4	4.1	0.1
1980 to 1989					
Population	3,757	3,891	3,635	134	-256
Labor Force	2,817	2,839	2,731	22	-108
Labor Force Participation Rate (%)	75.0	73.0	75.1	-2.0	2.1
Employment	2,713	2,613	2,519	-99	-94
Employment Rate (%)	72.2	67.2	69.3	-5.0	2.1
Unemployment	104	226	212	122	-14
Unemployment Rate (%)	3.7	8.0	7.8	4.3	-0.2
1990 to 1999					
Population	5,295	4,818	5,278	-477	460
Labor Force	3,765	3,441	3,769	-324	328
Labor Force Participation Rate (%)	71.1	71.4	71.4	0.3	0.0
Employment	3,618	3,109	3,487	-509	378
Employment Rate (%)	68.3	64.5	66.1	-3.8	1.5
Unemployment	146	332	283	186	-49
Unemployment Rate (%)	3.9	9.7	7.5	5.8	-2.2
2000 or later					
Population	4,408	5,357	6,585	948	1,229
Labor Force	2,880	3,420	4,290	540	870
Labor Force Participation Rate (%)	65.3	63.8	65.1	-1.5	1.3
Employment	2,717	3,097	3,888	380	791
Employment Rate (%)	61.6	57.8	59.0	-3.8	1.2
Unemployment	163	323	402	160	79
Unemployment Rate (%)	5.7	9.4	9.4	3.8	-0.1

Notes: All numbers and percentages are rounded after changes or shares have been computed. Data are adjusted to account for the effects of annual revisions to the CPS.

Source: Pew Hispanic Center tabulations of Current Population Survey data

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Appendix Table B9

Labor Market Status of Foreign-born Hispanics, by Place of Birth, Fourth Quarter 2007 to Fourth Quarter 2011*(nonseasonally adjusted; ages 16 and older; numbers in thousands)*

	Year and Quarter			Change	
	2007:4	2009:4	2011:4	2007:4 to 2009:4	2009:4 to 2011:4
All Foreign-born Hispanics					
Population	16,322	16,848	17,191	526	343
Labor Force	11,574	11,981	12,150	407	170
Labor Force Participation Rate (%)	70.9	71.1	70.7	0.2	-0.4
Employment	10,968	10,578	11,001	-390	423
Employment Rate (%)	67.2	62.8	64.0	-4.4	1.2
Unemployment	598	1,401	1,149	803	-253
Unemployment Rate (%)	5.2	11.7	9.5	6.5	-2.2
Mexico					
Population	10,269	10,561	10,673	292	112
Labor Force	7,292	7,521	7,526	230	5
Labor Force Participation Rate (%)	71.0	71.2	70.5	0.2	-0.7
Employment	6,876	6,644	6,794	-232	150
Employment Rate (%)	67.0	62.9	63.7	-4.0	0.7
Unemployment	412	877	732	465	-145
Unemployment Rate (%)	5.6	11.7	9.7	6.0	-1.9
Caribbean					
Population	1,867	1,905	1,773	39	-132
Labor Force	1,177	1,098	1,165	-79	67
Labor Force Participation Rate (%)	63.1	57.6	65.7	-5.4	8.1
Employment	1,120	982	1,031	-138	48
Employment Rate (%)	60.0	51.6	58.1	-8.5	6.6
Unemployment	56	115	134	59	19
Unemployment Rate (%)	4.8	10.5	11.5	5.7	1.0
Central America					
Population	2,259	2,504	2,616	245	113
Labor Force	1,709	1,983	1,937	274	-47
Labor Force Participation Rate (%)	75.7	79.2	74.0	3.5	-5.2
Employment	1,636	1,724	1,765	88	41
Employment Rate (%)	72.4	68.9	67.5	-3.6	-1.4
Unemployment	72	259	171	187	-88
Unemployment Rate (%)	4.2	13.1	8.8	8.9	-4.2
South America					
Population	1,680	1,744	1,960	64	216
Labor Force	1,246	1,285	1,418	39	133
Labor Force Participation Rate (%)	74.2	73.7	72.3	-0.5	-1.4
Employment	1,190	1,147	1,311	-43	165
Employment Rate (%)	70.8	65.8	66.9	-5.1	1.2
Unemployment	55	138	106	83	-32
Unemployment Rate (%)	4.4	10.7	7.5	6.3	-3.2

Notes: Data by place of birth will not total because of the omission of Europe, Asia, etc. All numbers and percentages are rounded after changes or shares have been computed. Data are adjusted to account for the effects of annual revisions to the CPS.

Source: Pew Hispanic Center tabulations of Current Population Survey data

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Appendix Table B10

Labor Market Status of Foreign-born Non-Hispanics, by Place of Birth, Fourth Quarter 2007 to Fourth Quarter 2011*(nonseasonally adjusted; ages 16 and older; numbers in thousands)*

	Year and Quarter			Change	
	2007:4	2009:4	2011:4	2007:4 to 2009:4	2009:4 to 2011:4
All Foreign-born Non-Hispanics					
Population	18,172	18,598	19,601	426	1,002
Labor Force	11,973	11,980	12,663	7	683
Labor Force Participation Rate (%)	65.9	64.4	64.6	-1.5	0.2
Employment	11,503	10,955	11,646	-548	691
Employment Rate (%)	63.3	58.9	59.4	-4.4	0.5
Unemployment	470	1,025	1,016	555	-8
Unemployment Rate (%)	3.9	8.6	8.0	4.6	-0.5
Asia					
Population	8,856	9,326	9,940	471	614
Labor Force	5,894	6,098	6,454	204	355
Labor Force Participation Rate (%)	66.6	65.4	64.9	-1.2	-0.5
Employment	5,693	5,634	6,002	-60	368
Employment Rate (%)	64.3	60.4	60.4	-3.9	0.0
Unemployment	201	465	452	264	-12
Unemployment Rate (%)	3.4	7.6	7.0	4.2	-0.6
Europe, Canada, Australia, New Zealand and Israel					
Population	5,231	5,052	5,255	-179	203
Labor Force	3,084	2,851	3,103	-233	252
Labor Force Participation Rate (%)	59.0	56.4	59.0	-2.5	2.6
Employment	2,980	2,621	2,902	-359	281
Employment Rate (%)	57.0	51.9	55.2	-5.1	3.3
Unemployment	104	230	200	126	-30
Unemployment Rate (%)	3.4	8.1	6.5	4.7	-1.6
Africa and other					
Population	1,646	1,764	1,890	119	126
Labor Force	1,192	1,308	1,348	116	40
Labor Force Participation Rate (%)	72.4	74.1	71.3	1.7	-2.8
Employment	1,119	1,169	1,189	50	21
Employment Rate (%)	68.0	66.2	62.9	-1.8	-3.3
Unemployment	73	139	158	66	19
Unemployment Rate (%)	6.1	10.6	11.7	4.5	1.1
Caribbean and Latin America					
Population	2,440	2,456	2,516	16	60
Labor Force	1,803	1,723	1,758	-80	36
Labor Force Participation Rate (%)	73.9	70.1	69.9	-3.7	-0.2
Employment	1,711	1,532	1,553	-179	21
Employment Rate (%)	70.1	62.4	61.7	-7.7	-0.6
Unemployment	92	191	205	99	14
Unemployment Rate (%)	5.1	11.1	11.7	6.0	0.6

Notes: Data for Caribbean and Latin America are computed as a residual. All numbers and percentages are rounded after changes or shares have been computed. Data are adjusted to account for the effects of annual revisions to the CPS.

Source: Pew Hispanic Center tabulations of Current Population Survey data

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Appendix Table B11

**Employment of Hispanics, by Industry,
Fourth Quarter 2007 to Fourth Quarter 2011***(nonseasonally adjusted; ages 16 and older; numbers in thousands)*

	Year and Quarter			Change	
	2007:4	2009:4	2011:4	2007:4 to 2009:4	2009:4 to 2011:4
Total: All Hispanics	19,928	19,455	20,712	-473	1,258
Agriculture, Forestry, Fishing and Mining	529	497	590	-33	94
Construction	2,834	2,142	2,244	-692	101
Manufacturing - Durable Goods	1,294	1,077	1,196	-217	119
Manufacturing - Nondurable Goods	1,069	1,082	1,075	13	-7
Wholesale and Retail Trade	2,669	2,736	3,020	67	284
Transportation and Warehousing	993	825	911	-168	86
Utilities	110	114	96	4	-17
Publishing, Broadcasting, Communication and Information Services	306	295	313	-11	18
Finance, Insurance and Real Estate	1,040	877	1,016	-163	139
Professional and Other Business Services	2,285	2,456	2,627	171	170
Educational Services	1,109	1,224	1,265	116	40
Hospitals and Other Health Services	1,355	1,648	1,560	293	-88
Social Services	449	393	514	-56	121
Arts and Entertainment	316	299	316	-17	17
Eating, Drinking and Lodging Services	2,060	2,021	2,346	-40	326
Repair and Maintenance Services	362	403	418	42	15
Personal and Laundry Services and Private Household Services	559	648	584	88	-64
Public Administration	587	717	621	130	-97

Notes: All numbers and percentages are rounded after changes or shares have been computed. Data are adjusted to account for the effects of annual revisions to the CPS.

Source: Pew Hispanic Center tabulations of Current Population Survey data

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Appendix Table B12

**Employment of Native-born Hispanics, by Industry,
Fourth Quarter 2007 to Fourth Quarter 2011***(nonseasonally adjusted; ages 16 and older; numbers in thousands)*

	Year and Quarter			Change	
	2007:4	2009:4	2011:4	2007:4 to 2009:4	2009:4 to 2011:4
Total: Native-born Hispanics	8,960	8,877	9,711	-83	834
Agriculture, Forestry, Fishing and Mining	112	139	146	26	8
Construction	698	531	596	-167	65
Manufacturing - Durable Goods	422	414	481	-8	67
Manufacturing - Nondurable Goods	351	281	368	-69	87
Wholesale and Retail Trade	1,472	1,468	1,753	-5	286
Transportation and Warehousing	473	380	439	-93	59
Utilities	78	85	60	7	-25
Publishing, Broadcasting, Communication and Information Services	207	195	210	-11	15
Finance, Insurance and Real Estate	659	556	659	-103	104
Professional and Other Business Services	1,016	1,017	1,074	0	58
Educational Services	769	817	792	48	-25
Hospitals and Other Health Services	817	1,036	1,024	219	-12
Social Services	258	195	245	-62	50
Arts and Entertainment	160	160	181	0	21
Eating, Drinking and Lodging Services	709	649	900	-60	252
Repair and Maintenance Services	137	154	127	17	-27
Personal and Laundry Services and Private Household Services	160	213	176	53	-37
Public Administration	462	588	479	126	-110

Notes: All numbers and percentages are rounded after changes or shares have been computed. Data are adjusted to account for the effects of annual revisions to the CPS.

Source: Pew Hispanic Center tabulations of Current Population Survey data

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Appendix Table B13

**Employment of Foreign-born Hispanics, by Industry,
Fourth Quarter 2007 to Fourth Quarter 2011***(nonseasonally adjusted; ages 16 and older; numbers in thousands)*

	Year and Quarter			Change	
	2007:4	2009:4	2011:4	2007:4 to 2009:4	2009:4 to 2011:4
Total: Foreign-born Hispanics	10,968	10,578	11,001	-390	423
Agriculture, Forestry, Fishing and Mining	417	358	444	-59	86
Construction	2,136	1,612	1,647	-524	36
Manufacturing - Durable Goods	872	663	715	-209	52
Manufacturing - Nondurable Goods	719	801	707	82	-94
Wholesale and Retail Trade	1,197	1,268	1,267	72	-1
Transportation and Warehousing	519	445	472	-74	27
Utilities	32	29	37	-3	8
Publishing, Broadcasting, Communication and Information Services	100	100	103	0	3
Finance, Insurance and Real Estate	382	321	357	-60	35
Professional and Other Business Services	1,269	1,440	1,552	171	113
Educational Services	339	408	473	68	65
Hospitals and Other Health Services	538	612	536	74	-76
Social Services	191	197	269	6	72
Arts and Entertainment	156	139	135	-17	-4
Eating, Drinking and Lodging Services	1,352	1,372	1,446	20	74
Repair and Maintenance Services	225	249	291	25	42
Personal and Laundry Services and Private Household Services	400	435	408	35	-27
Public Administration	125	129	142	4	13

Notes: All numbers and percentages are rounded after changes or shares have been computed. Data are adjusted to account for the effects of annual revisions to the CPS.

Source: Pew Hispanic Center tabulations of Current Population Survey data

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Appendix Table B14

**Employment of Non-Hispanics, by Industry,
Fourth Quarter 2007 to Fourth Quarter 2011***(nonseasonally adjusted; ages 16 and older; numbers in thousands)*

	Year and Quarter			Change	
	2007:4	2009:4	2011:4	2007:4 to 2009:4	2009:4 to 2011:4
Total: All Non-Hispanics	125,904	118,602	120,500	-7,302	1,898
Agriculture, Forestry, Fishing and Mining	2,263	2,208	2,468	-55	260
Construction	8,954	7,225	6,846	-1,730	-379
Manufacturing - Durable Goods	9,099	7,520	7,927	-1,578	406
Manufacturing - Nondurable Goods	4,872	3,914	4,453	-958	539
Wholesale and Retail Trade	18,249	16,748	17,061	-1,502	314
Transportation and Warehousing	5,564	4,979	5,059	-585	80
Utilities	1,145	1,071	1,070	-75	-1
Publishing, Broadcasting, Communication and Information Services	3,119	2,922	2,838	-197	-84
Finance, Insurance and Real Estate	8,844	8,109	8,005	-735	-105
Professional and Other Business Services	15,700	15,050	15,554	-650	503
Educational Services	11,928	12,294	12,162	366	-132
Hospitals and Other Health Services	13,578	13,984	14,182	406	198
Social Services	2,579	2,665	2,640	86	-25
Arts and Entertainment	2,409	2,493	2,551	84	58
Eating, Drinking and Lodging Services	7,393	7,450	7,497	57	47
Repair and Maintenance Services	1,719	1,549	1,627	-170	77
Personal and Laundry Services and Private Household Services	2,337	2,335	2,440	-3	105
Public Administration	6,150	6,086	6,121	-64	35

Notes: All numbers and percentages are rounded after changes or shares have been computed. Data are adjusted to account for the effects of annual revisions to the CPS.

Source: Pew Hispanic Center tabulations of Current Population Survey data

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Appendix Table B15

**Employment of Native-born Non-Hispanics, by Industry,
Fourth Quarter 2007 to Fourth Quarter 2011***(nonseasonally adjusted; ages 16 and older; numbers in thousands)*

	Year and Quarter			Change	
	2007:4	2009:4	2011:4	2007:4 to 2009:4	2009:4 to 2011:4
Total: Native-born Non-Hispanics	114,400	107,647	108,854	-6,753	1,207
Agriculture, Forestry, Fishing and Mining	2,195	2,132	2,403	-63	270
Construction	8,256	6,764	6,417	-1,492	-347
Manufacturing - Durable Goods	8,213	6,735	7,116	-1,478	381
Manufacturing - Nondurable Goods	4,431	3,540	3,956	-891	416
Wholesale and Retail Trade	16,636	15,348	15,589	-1,288	241
Transportation and Warehousing	4,986	4,440	4,463	-547	23
Utilities	1,113	1,027	1,032	-86	6
Publishing, Broadcasting, Communication and Information Services	2,851	2,662	2,574	-189	-88
Finance, Insurance and Real Estate	8,026	7,463	7,293	-563	-170
Professional and Other Business Services	14,113	13,532	13,921	-581	389
Educational Services	11,159	11,400	11,256	241	-144
Hospitals and Other Health Services	11,999	12,258	12,447	259	189
Social Services	2,396	2,435	2,392	39	-42
Arts and Entertainment	2,206	2,304	2,349	98	45
Eating, Drinking and Lodging Services	6,493	6,500	6,481	7	-19
Repair and Maintenance Services	1,565	1,447	1,479	-119	32
Personal and Laundry Services and Private Household Services	1,963	1,935	1,957	-28	22
Public Administration	5,799	5,725	5,727	-74	3

Notes: All numbers and percentages are rounded after changes or shares have been computed. Data are adjusted to account for the effects of annual revisions to the CPS.

Source: Pew Hispanic Center tabulations of Current Population Survey data

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Appendix Table B16

**Employment of Foreign-born Non-Hispanics, by Industry,
Fourth Quarter 2007 to Fourth Quarter 2011***(nonseasonally adjusted; ages 16 and older; numbers in thousands)*

	Year and Quarter			Change	
	2007:4	2009:4	2011:4	2007:4 to 2009:4	2009:4 to 2011:4
Total: Foreign-born Non-Hispanics	11,503	10,955	11,646	-548	691
Agriculture, Forestry, Fishing and Mining	68	76	65	8	-10
Construction	698	460	429	-238	-32
Manufacturing - Durable Goods	885	785	811	-100	26
Manufacturing - Nondurable Goods	440	374	497	-67	123
Wholesale and Retail Trade	1,614	1,400	1,473	-214	73
Transportation and Warehousing	578	539	596	-39	57
Utilities	33	44	38	11	-6
Publishing, Broadcasting, Communication and Information Services	268	260	264	-8	4
Finance, Insurance and Real Estate	818	646	711	-172	65
Professional and Other Business Services	1,587	1,518	1,632	-69	114
Educational Services	769	894	906	125	12
Hospitals and Other Health Services	1,579	1,726	1,734	146	9
Social Services	183	230	247	47	17
Arts and Entertainment	203	189	202	-14	13
Eating, Drinking and Lodging Services	900	950	1,016	50	66
Repair and Maintenance Services	154	103	148	-51	45
Personal and Laundry Services and Private Household Services	374	400	483	25	83
Public Administration	352	362	393	10	32

Notes: All numbers and percentages are rounded after changes or shares have been computed. Data are adjusted to account for the effects of annual revisions to the CPS.

Source: Pew Hispanic Center tabulations of Current Population Survey data

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The Demographics of the Jobs Recovery

Appendix Table B17

The Actual and Potential Employment of Workers, by Race, Ethnicity, Nativity and Gender*(nonseasonally adjusted; ages 16 and older; numbers in thousands)*

	Pre-Recession: Fourth Quarter 2007				Post-Recession: Fourth Quarter 2009				Recovery: Fourth Quarter 2011			
	Actual	Potential	Actual less potential	Gap (%)	Actual	Potential	Actual less potential	Gap (%)	Actual	Potential	Actual less potential	Gap (%)
All Workers	145,831	146,547	-716	-0.5	138,057	149,565	-11,508	-8.3	141,212	152,258	-11,046	-7.8
Hispanics	19,928	19,390	538	2.7	19,455	20,636	-1,181	-6.1	20,712	21,866	-1,154	-5.6
Whites	101,304	102,236	-931	-0.9	95,354	103,014	-7,659	-8.0	96,384	103,580	-7,196	-7.5
Blacks	15,389	15,610	-221	-1.4	14,308	16,120	-1,811	-12.7	14,626	16,396	-1,770	-12.1
Asians	6,926	6,813	114	1.6	6,733	7,111	-377	-5.6	7,189	7,553	-364	-5.1
Native Born	123,360	124,904	-1,544	-1.3	116,523	127,322	-10,799	-9.3	118,565	129,166	-10,602	-8.9
Foreign Born	22,471	21,531	940	4.2	21,533	22,125	-592	-2.7	22,648	22,965	-317	-1.4
Men	77,704	78,902	-1,199	-1.5	72,527	80,670	-8,144	-11.2	75,078	82,364	-7,286	-9.7
Women	68,128	67,724	404	0.6	65,530	69,003	-3,473	-5.3	66,134	70,052	-3,918	-5.9

Notes: See the text of the report for the method used to estimate potential employment. All references to whites, blacks, Asians and others are to the non-Hispanic components of those populations. Whites, blacks and Asians are single-race only groups. The jobs gap for each group is derived independently and will not add to an economy-wide total. Also, not all racial and ethnic groups are shown. All numbers and percentages are rounded after changes or shares have been computed. Data are adjusted to account for the effects of annual revisions to the CPS.

Source: Pew Hispanic Center tabulations of Current Population Survey data

PEW RESEARCH CENTER