

North Carolina's Changing Labor Force, Changing Families

Joint Select Committee on Work & Family Balance
North Carolina General Assembly

~ January 20, 2010 ~

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A Snapshot of NC's Labor Force, 2006-08

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	<u>Population Ages</u> 16+	<u>Population Ages</u> 25-64
A) Population (#)		
Average Civilian Population	6,999,198	4,817,745
B) Labor Force (#)		
Average Labor Force	4,552,061	3,735,141
Average Employment	4,246,751	3,540,206
Average Unemployment	305,310	194,935
Avg. Population Not in Labor Force	2,447,137	693,411
C) Key Ratios (%)		
Average Unemployment Rate	6.7%	5.2%
Avg. Labor Force Participation Rate	65.0%	77.5%
Avg. Employment-Population Ratio	60.7%	73.5%
<small>Notes: These values are averages for the period 2006-08. For part C, the following calculations are used: "Average unemployment rate" equals "average unemployment" divided by "average civilian labor force"; "Average labor force participation rate" equals "average labor force" divided by "average civilian population"; "Average employment-population ratio" equals "average employment" divided by "average civilian population." Source: South by North Strategies, Ltd. analysis of American Community Survey, 3-Year Estimates, 2006-08</small>		



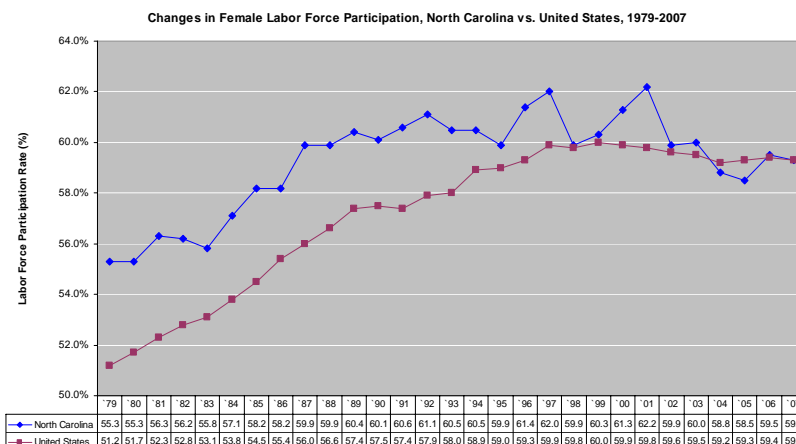
Demographic Differences, 2006-08

Key Labor Market Indicators for Prime-Age Labor Force (Ages 25-64) by Selected Demographic Groups, North Carolina, 2006-08			
	Average Unemployment Rate	Average Labor Force Participation Rate	Average Employment to Population Ratio
A) Total			
Male	4.8%	83.5%	79.5%
Female	5.7%	55.2%	52.5%
B) White, Non-Hispanic			
Male	3.9%	85.0%	81.7%
Female	4.4%	72.1%	68.9%
C) Black/ African American			
Male	9.0%	74.3%	67.6%
Female	8.6%	74.9%	68.4%
D) Hispanic, Any Race			
Male	3.9%	93.1%	89.5%
Female	11.1%	62.4%	55.4%

Note: These are *average values* over the period 2006-08. Due to small sample sizes, the Hispanic variable should be interpreted cautiously. Source: South by North Strategies, Ltd. analysis of American Community Survey, 3-Year Estimates, 2006-08



Female Labor Force Participation, 1979-2007



Note: To better illustrate differences, scale does not begin at zero. Source: South by North Strategies, Ltd. analysis of Current Population Survey, various years



Occupational Structure by Gender, 2004

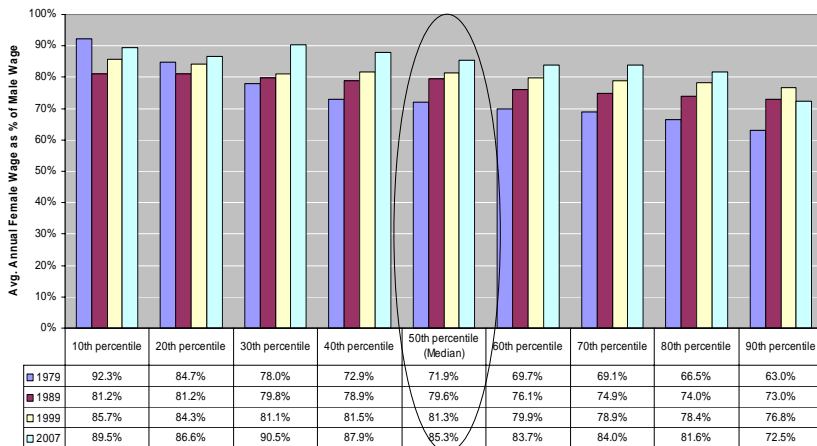
Distribution of Employed North Carolinians, by Gender, 2004					
	Total	Male	Female	Female-Male Gap (% Points)	Median Hourly Wage (2008\$)
Management, Professional, & Related Occupations					
Management, Business, & Financial	13.6%	15.5%	11.3%	-4.2	\$33.97
Professional & Related	19.7%	14.9%	25.2%	+10.3	\$25.01
Service Occupations	15.5%	12.0%	19.6%	+7.6	\$9.72
Sales and Office Occupations					
Sales & Related	11.0%	9.7%	12.4%	+2.7	\$11.21
Office & Administrative Support	12.7%	5.3%	21.1%	+15.8	\$13.82
Natural Resources, Construction, & Maintenance Occupations					
Farming, Fishing, & Forestry	0.9%	1.5%	0.2%	-1.3	\$10.87
Construction & Extraction	7.4%	13.5%	0.3%	-13.2	\$14.99
Installation, Maintenance and Repair	3.9%	7.1%	0.3%	-6.8	\$17.86
Production, Transportation, and Material Moving					
Production	9.0%	10.1%	7.9%	-8.5	\$12.98
Transportation and Material Moving	6.3%	10.3%	1.8%	-8.5	\$12.16
Total	100.0%	100.0%	100.0%	#	\$14.36

Note: Employment shares are averages. Source: South by North Strategies, Ltd. analysis of 2004 Geographic Profile of Employment and Unemployment and Occupational Employment Statistics.



Hourly Wages, 1979-2007

Avg. Hourly Female Wages as Share of Avg. Annual Male Wage, by Decile and Selected Year (1979-2007), North Carolina



Source: South by North Strategies, Ltd. analysis of Current Population Survey



Conditions of Work

- Women are more apt to work on a non-standard basis
 - 27.8% of women were part-time in 2007 vs. 15.5% of men

- Women are more likely to hold low-wage jobs
 - 30% of women earn less than \$10/hour compared to 20% of men

- Women are less likely to receive employment benefits
 - 46.5% of NC women had own-employer insurance in 2006-07
 - 50.7% of female US private-sector workers had access to an employer-sponsored retirement plan in 2008.



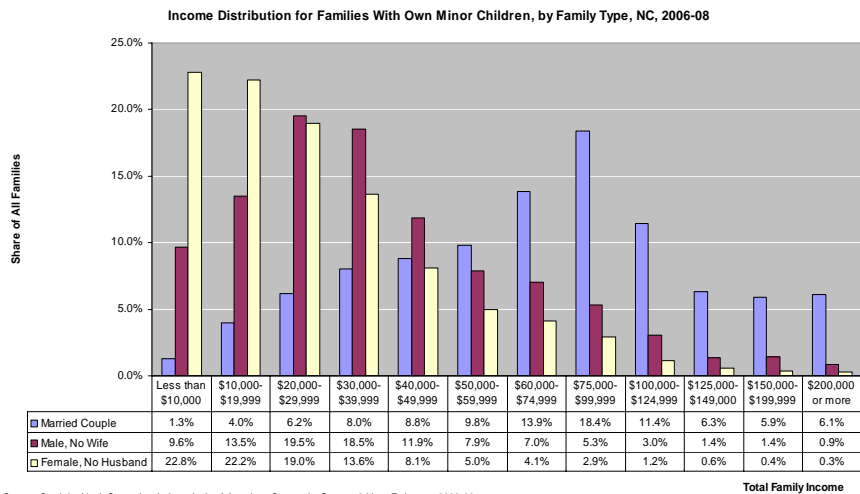
Working Families, 2006-08

Employment Status of Families with Own Children Under Age 18, North Carolina, 2006-08			
	<i>Number of Families</i>	<i>Share of Family Type</i>	<i>Share of All Families</i>
A) Married-Couple Families			
Both Husband and Wife in Labor Force	482,904	66.9%	44.9%
Husband in Labor Force, Wife Not	196,697	27.3%	18.3%
Wife in Labor Force, Husband Not	27,743	3.8%	2.6%
Neither in Labor Force	13,967	1.9%	1.3%
<i>Totals</i>	721,311	100.0%	#
B) Female-Headed Family, No Husband			
Female in Labor Force	230,304	82.7%	21.4%
Female Not in Labor Force	48,295	17.3%	4.5%
<i>Totals</i>	278,599	100.0%	#
C) Male-Headed Family, No Wife			
Male in Labor Force	69,343	90.9%	6.4%
Male Not in Labor Force	6,946	9.1%	0.6%
<i>Totals</i>	76,289	100.0%	#
D) All Families	1,076,199	#	100.0%

Source: South by North Strategies analysis of American Community Survey, 3-Year Estimates, 2006-08



Family Income Distribution, 2006-08



Workplace Flexibility

- Child care is a serious concern for many families
 - Market price for care for one infant, one 3-5 year old in a three-star center in Wake County cost \$18,192 in 2007
 - Equal to 25% of the median two-parent family's income
 - Equal to 81% of the median single-mother family's income

- Work schedules and parental schedules seldom match
 - Nationally, 61% of private firms offer some kind of paid sick leave
 - Only 26% of part-time workers receive such benefits, as do 42% of workers in service occupations and 33% of low-wage ones



The Challenge of Elder Care

- Aging population is making elder care issues more common
 - Older population expected to double by 2030, reaching 2.2 million
 - 2.5 times as many individuals ages 85 and older

- Elder care already is having an impact on the workplace
 - AARP found that 62 million Americans gave elder care in 2008
 - Two-thirds of caregivers are women
 - 70% of caregivers are employed, and 73% of those report conflicts
 - Two-thirds have had to go in late, leave early, or take time off



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