

# Change in employment by occupation, industry, and earnings quartile, 2000–05

*An examination of employment changes in occupations and industries by earnings quartiles provides new insight into distinguishing between higher paying “good” jobs and lower paying “bad” jobs*

By Randy E. Ilg

The aftermaths of the last two recessions were marked by at least two similarities—the anemic pace of job growth and dissension among data users and policy makers alike regarding the quality of jobs that were being created once the labor market began to expand. From mid- to late-2004, a number of articles on the quality of jobs surfaced. These reports usually associated a particular industry or occupational category with their respective relative earnings (either the mean or median earnings figure) as the criteria for distinguishing between “good jobs” and “bad jobs.” Many of the articles cited employment and earnings data produced by the Bureau of Labor Statistics (BLS). Most of the attempts to measure the quality of new jobs focused on changes in industry employment, as measured by the Current Employment Statistics survey (CES or establishment survey) or on occupational data from the Current Population Survey (CPS or household survey).

This article approaches the subject from the perspective of how the composition of industry or occupational employment changed across the earnings spectrum. Determining where employment growth (or decline) occurred in the earnings distribution adds another dimension to the analysis of the nature of job growth. Many industries and occupations possess extensive earnings distributions, and assessments that base the “quality of jobs” in a particular industry or occupation on a single earnings figure (either mean or median) are somewhat problematic. For example, the median weekly earnings figures for

construction and manufacturing workers have been consistently higher than the median wage for all wage and salary workers. Based on a single earnings estimate (the median earnings figure for the particular industry) and given the labor market developments over the past few years in these industries, it would not be unreasonable to assume that jobs paying more than the overall median wage were created in construction and lost in manufacturing.

An examination of CPS employment data from 2000–2005 by earnings quartiles, however, indicates that most of the employment growth in construction occurred in jobs that paid less than the median weekly wage for all wage and salary workers (\$577 in 2005). In manufacturing, where job loss from 2000 to 2005 totaled 3.3 million, factory employment declined across the entire range of earnings quartiles. Furthermore, CPS data show that women accounted for nearly all of the net employment growth above the overall median wage, whereas men accounted for most of the net growth below the median.

## Methodology

In this analysis of job growth, wage and salary employment from the CPS for 2000 and 2005 were tabulated by occupation and by industry from the outgoing rotation groups in the CPS sample.<sup>1</sup> These data were further partitioned into four fairly equal-sized groups based on weekly earnings quartiles. Quartiles, as referred to in this study, adhere to the following properties: The upper limit of earnings for the first quartile is the

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level for which 25 percent of the population of employed wage and salary workers has lower earnings, and 75 percent have higher earnings. The cutoff value for the lowest-paid quarter of employment in 2000 was \$303. The upper limit of the second quartile (\$498), also referred to as the median, evenly divided employment.<sup>2</sup> Table 1 displays the earnings values (cutoffs) that nearly evenly divided occupational employment of wage and salary workers in 2000 into four groups of 30.5 million each. The upper limit of the third quartile (\$782) is the level for which 75 percent of the population had lower earnings, and 25 percent had higher earnings. The upper limit of the fourth quartile is the level for which 100 percent of the population had lower earnings. This figure also is the highest level of earnings reported. For reasons of confidentiality, the estimate is not available in public use microdata files, nor is it presented in this analysis because it is not needed to determine the level of employment.

Data for 2005 also were partitioned in this manner but were based on the corresponding earnings figures for that particular year, rather than the earnings figures used to divide employment in 2000. (Nominal earnings seldom remain the same year after year.) The change in occupational employment from 2000 to 2005 was calculated and recorded in the bottom third of table 1. Employment data by intermediate industry detail for 2000 and 2005 are shown in a similar format in table 2. The tabulations are structured such that they can be examined for the change in employment by occupation or by industry as well as the change for a given earnings quartile, an integral part of this analysis. Tables 3 and 4 provide the distribution of employment by occupation or industry for each earnings quartile.

It is important to note that the methodology and data set used in this analysis combine to offer a new approach in assessing the nature of job growth. Any overall conclusion or interpretation of whether most net “new” jobs were “good” jobs or “bad” jobs is constrained by the nature of quartiles and medians; that is, half of the employment growth occurred above the median and half below.

## Occupational employment changes

From 2000–2005, wage and salary employment (as measured by the CPS) grew by 3.8 million. From an occupational perspective, employment in service occupations accounted for the bulk of the net increase, 2.3 million.<sup>3</sup> Elsewhere, employment rose by about 1.9 million in professional and related occupations and by nearly 1.3 million in natural resources, construction, and maintenance occupations. In addition, employment among management, business, and financial operations occupations increased by 845,000. In contrast to the employment gains in these four broad occupational groups, wage and salary employment declined

by more than 2 million in production occupations and by nearly a million in office and administrative support occupations. (See table 1.)

Most of the employment growth in service occupations (2.3 million) took place in three intermediate occupation groups: food preparation and serving related occupations (793,000), healthcare support occupations (625,000), and personal care and service occupations (442,000). The bulk of employment growth in those three categories (over 80 percent) occurred in jobs that paid below the overall median weekly earnings figure of \$577 in 2005. As a result, the share of employment that consisted of service occupations in the lower earnings quartiles increased dramatically, by 1.7 percentage points in the second quartile and by nearly 3 percentage points in the bottom quartile. Despite substantial employment growth in service occupations over the 5-year period, a relatively small part (381,000) of that increase occurred in jobs paying above the overall median wage. (See tables 1 and 3.)

The net employment gain of 1.9 million among professional and related occupations principally occurred in education, training, and library occupations (852,000) and in healthcare practitioner and technical occupations (826,000). Three-quarters of the growth in these two intermediate occupations (1.3 million) occurred in jobs that paid more than the overall median wage of \$577. Thus, employment shares for professional and related occupations rose in the third quartile and the highest quartile by 1.1 and 1.5 percentage points, respectively. Not all professional and related occupations contributed to job growth, however. An employment decline of 281,000 in architecture and engineering occupations resulted in decreased shares of employment for those occupations primarily in earnings quartiles above the overall median weekly wage.

Nearly all of the increase in wage and salary employment among natural resources, construction, and maintenance occupations (1.3 million) occurred in construction and extraction occupations (1.1 million). However, most of that employment growth (about a million) was in jobs that paid below the median weekly wage, rather than above it. Thus, the share of employment made up of construction and extraction occupations in earnings quartiles below the median also rose, by about 1.7 percentage points in the second quartile and by 1.2 percentage points in the bottom quartile. In contrast, most of the employment growth in management, business, and financial operations occupations (845,000) occurred in jobs that paid above the overall median wage.

Over the 2000–2005 period, the large decline in wage and salary employment in production occupations (–2.1 million) occurred across all earnings quartiles and resulted in fairly equal decreases in these occupations’ shares of employment in each earnings quartile. Those declining shares ranged from

**Table 1. Employed wage and salary workers by occupation and earnings quartile in 2000 and 2005 and change in employment from 2000 to 2005**

[Numbers in thousands]

Occupation	Total employed, 2000	First quartile	Second quartile (median)	Third quartile	Highest quartile
Upper limit of earnings .....	...	\$303	\$498	\$782	( <sup>1</sup> )
Total employed .....	122,089	30,519	30,525	30,521	30,524
Management, business, and financial operations occupations .....	15,110	982	1,905	4,023	8,200
Management occupations .....	10,497	669	1,194	2,499	6,135
Business and financial operations occupations .....	4,613	313	712	1,524	2,065
Professional and related occupations .....	24,420	3,148	3,784	7,039	10,449
Computer and mathematical occupations .....	3,194	129	267	799	1,998
Architecture and engineering occupations .....	2,874	86	259	685	1,843
Life, physical, and social science occupations .....	1,111	100	156	326	528
Community and social services occupations .....	1,908	267	453	641	547
Legal occupations .....	1,140	81	153	288	619
Education, training, and library occupations .....	6,961	1,494	1,125	2,014	2,329
Arts, design, entertainment, sports, and media occupations .....	1,884	381	333	514	656
Healthcare practitioner and technical occupations .....	5,349	610	1,038	1,771	1,929
Service occupations .....	18,748	9,694	5,321	2,458	1,275
Healthcare support occupations .....	2,346	1,008	969	298	72
Protective service occupations .....	2,552	504	625	718	705
Food preparation and serving related occupations .....	6,568	4,335	1,602	485	146
Building and grounds cleaning and maintenance occupations .....	4,351	2,128	1,440	603	180
Personal care and service occupations .....	2,931	1,719	685	354	172
Sales and office occupations .....	33,000	10,302	9,966	8,080	4,652
Sales and related occupations .....	13,140	5,126	2,718	2,597	2,699
Office and administrative support occupations .....	19,860	5,176	7,248	5,484	1,953
Natural resources, construction, and maintenance occupations .....	11,621	1,734	3,098	3,829	2,961
Farming, fishing, and forestry occupations .....	1,021	576	297	108	40
Construction and extraction occupations .....	6,189	759	1,765	2,063	1,602
Installation, maintenance, and repair occupations .....	4,411	398	1,035	1,658	1,318
Production, transportation, and material moving occupations .....	19,190	4,659	6,452	5,092	2,987
Production occupations .....	11,062	2,365	3,914	3,046	1,739
Transportation and material moving occupations .....	8,128	2,294	2,538	2,046	1,249
Occupation	Total employed, 2005	First quartile	Second quartile (median)	Third quartile	Highest quartile
Upper limit of earnings .....	...	\$342	\$577	\$915	( <sup>1</sup> )
Total employed .....	125,889	31,470	31,473	31,473	31,474
Management, business, and financial operations occupations .....	15,955	995	2,060	4,343	8,557
Management occupations .....	10,921	659	1,249	2,664	6,349
Business and financial operations occupations .....	5,034	336	811	1,679	2,208
Professional and related occupations .....	26,271	3,462	3,963	7,607	11,239
Computer and mathematical occupations .....	3,067	103	242	712	2,011
Architecture and engineering occupations .....	2,593	83	228	623	1,659
Life, physical, and social science occupations .....	1,305	114	163	387	642
Community and social services occupations .....	2,100	325	470	721	584
Legal occupations .....	1,261	86	161	325	690
Education, training, and library occupations .....	7,813	1,653	1,304	2,351	2,505
Arts, design, entertainment, sports, and media occupations .....	1,957	442	325	527	663
Healthcare practitioner and technical occupations .....	6,175	656	1,072	1,962	2,486
Service occupations .....	21,074	10,930	6,030	2,735	1,379
Healthcare support occupations .....	2,971	1,323	1,197	359	93
Protective service occupations .....	2,843	526	723	783	811
Food preparation and serving related occupations .....	7,361	4,921	1,726	562	152
Building and grounds cleaning and maintenance occupations .....	4,525	2,285	1,488	583	169
Personal care and service occupations .....	3,373	1,875	896	448	154
Sales and office occupations .....	32,541	9,861	9,776	8,054	4,849
Sales and related occupations .....	13,630	5,110	2,840	2,677	3,002
Office and administrative support occupations .....	18,911	4,751	6,936	5,377	1,847
Natural resources, construction, and maintenance occupations .....	12,907	2,055	3,813	4,181	2,858
Farming, fishing, and forestry occupations .....	898	433	313	109	43
Construction and extraction occupations .....	7,296	1,161	2,348	2,267	1,521
Installation, maintenance, and repair occupations .....	4,713	462	1,152	1,806	1,294
Production, transportation, and material moving occupations .....	17,142	4,167	5,831	4,551	2,592
Production occupations .....	9,007	1,876	3,230	2,515	1,385
Transportation and material moving occupations .....	8,135	2,291	2,601	2,036	1,207

See footnote at end of table.

**Table 1. Continued—Employed wage and salary workers by occupation and earnings quartile in 2000 and 2005 and change in employment from 2000 to 2005**

[Numbers in thousands]

Occupation	Change in employment, 2000–2005	First quartile	Second quartile (median)	Third quartile	Highest quartile
Total .....	3,800	951	948	952	950
Management, business, and financial operations occupations .....	845	13	155	320	357
Management occupations .....	424	-10	55	165	214
Business and financial operations occupations .....	421	23	99	155	143
Professional and related occupations .....	1,851	314	179	568	790
Computer and mathematical occupations .....	-127	-26	-25	-87	13
Architecture and engineering occupations .....	-281	-3	-31	-62	-184
Life, physical, and social science occupations .....	194	14	7	61	114
Community and social services occupations .....	192	58	17	80	37
Legal occupations .....	121	5	8	37	71
Education, training, and library occupations .....	852	159	179	337	176
Arts, design, entertainment, sports, and media occupations .....	73	61	-8	13	7
Healthcare practitioner and technical occupations .....	826	46	34	191	557
Service occupations .....	2,326	1,236	709	277	104
Healthcare support occupations .....	625	315	228	61	21
Protective service occupations .....	291	22	98	65	106
Food preparation and serving related occupations .....	793	586	124	77	6
Building and grounds cleaning and maintenance occupations .....	174	157	48	-20	-11
Personal care and service occupations .....	442	156	211	94	-18
Sales and office occupations .....	-459	-441	-190	-26	197
Sales and related occupations .....	490	-16	122	80	303
Office and administrative support occupations .....	-949	-425	-312	-107	-106
Natural resources, construction, and maintenance occupations .....	1,286	321	715	352	-103
Farming, fishing, and forestry occupations .....	-123	-143	16	1	3
Construction and extraction occupations .....	1,107	402	583	204	-81
Installation, maintenance, and repair occupations .....	302	64	117	148	-24
Production, transportation, and material moving occupations .....	-2,048	-492	-621	-541	-395
Production occupations .....	-2,055	-489	-684	-531	-354
Transportation and material moving occupations .....	7	-3	63	-10	-42

<sup>1</sup> For reasons of confidentiality, the upper limit of earnings is not available in public use files.

NOTE: Data may not sum to totals due to rounding.

negative 2.6 percentage points in the second quartile to negative 1.3 percentage points in the highest quartile. There is a close association between production occupations and production workers in the manufacturing industry. In the industry employment discussion, similarly large employment declines in manufacturing will be noted.

From 2000 to 2005, employment also declined among office and administrative support occupations (-949,000), mostly in jobs that paid less than the overall median wage. While shares of employment declined across all earnings quartiles for that occupation group, the decreases were substantially larger in the bottom two quartiles. (See tables 1 and 3.)

### Industry employment changes

From an industry standpoint, wage and salary employment in education and health services increased by 3.0 million over the 2000–2005 period. Construction employment expanded by more than 1 million, and employment in retail trade and in food services and drinking places each rose by about three-quarters of a million. Employment in financial activities

increased by about 600,000 during the 2000–05 period, and employment in public administration rose by a little more than half a million. A number of industries sustained employment decreases, some quite severe. Manufacturing employment declined by 3.3 million over the period, with slightly more than 2 million in the durable goods component. Employment in the information sector also declined, by about 660,000. (See table 2.)

Within education and health services, employment in health services, except hospitals, rose by 1.2 million, with the gain distributed fairly equally across all earnings quartiles. Employment also expanded in hospitals, primarily in the higher paying earnings quartiles. In educational services, employment increased by nearly 1 million—also mainly in jobs that paid above the overall median weekly wage.

The employment increase of more than 1 million in the construction industry was consistent with employment gains in the corresponding construction and extraction occupations. Most of the employment growth in the construction industry occurred in jobs that paid less than the overall median, and shares of construction employment in the lower

**Table 2. Employed wage and salary workers by industry and earnings quartile in 2000 and 2005 and change in employment from 2000 to 2005**

[Numbers in thousands]

Industry	Total employed, 2000	First quartile	Second quartile (median)	Third quartile	Highest quartile
Upper limit of earnings .....	...	\$303	\$498	\$782	( <sup>1</sup> )
Total employed .....	122,089	30,519	30,525	30,521	30,524
Agriculture and related industries .....	1,307	626	364	210	108
Mining .....	451	33	72	154	191
Construction .....	7,437	923	2,056	2,406	2,052
Manufacturing .....	18,940	2,542	5,304	5,340	5,754
Durable goods manufacturing .....	12,017	1,286	3,265	3,520	3,946
Nondurable goods manufacturing .....	6,923	1,255	2,039	1,820	1,809
Wholesale and retail trade .....	17,995	6,706	4,704	3,723	2,863
Wholesale trade .....	3,693	636	1,009	1,080	969
Retail trade .....	14,302	6,070	3,695	2,643	1,894
Transportation and utilities .....	6,946	937	1,509	2,223	2,278
Transportation and warehousing .....	5,655	855	1,287	1,856	1,657
Utilities .....	1,292	83	222	367	620
Information .....	3,782	567	732	995	1,487
Financial activities .....	8,243	1,293	2,108	2,262	2,580
Finance and insurance .....	6,121	764	1,521	1,722	2,115
Real estate and rental and leasing .....	2,122	529	588	539	465
Professional and business services .....	10,892	2,208	2,560	2,512	3,612
Professional and technical services .....	6,555	760	1,111	1,635	3,049
Management, administrative, and waste services .....	4,337	1,448	1,449	877	563
Education and health services .....	24,697	6,354	6,066	6,391	5,886
Educational services .....	10,977	2,721	2,059	2,973	3,224
Health care and social assistance .....	13,720	3,633	4,006	3,418	2,663
Hospitals .....	5,184	816	1,360	1,600	1,408
Health services, except hospitals .....	6,435	1,866	2,067	1,442	1,060
Social assistance .....	2,101	951	579	376	195
Leisure and hospitality .....	10,220	5,648	2,538	1,270	764
Arts, entertainment, and recreation .....	2,065	868	538	366	293
Accommodation and food services .....	8,155	4,781	1,999	904	470
Accommodations .....	1,501	581	518	250	151
Food services and drinking places .....	6,654	4,200	1,482	654	319
Other services .....	5,132	2,060	1,241	1,045	786
Other services, except private households .....	4,424	1,554	1,108	995	767
Repair and maintenance .....	1,403	343	390	416	254
Personal and laundry services .....	1,285	614	352	208	110
Membership associations and organizations .....	1,736	596	365	372	403
Other services, private households .....	708	506	133	50	19
Public administration .....	6,048	622	1,273	1,991	2,162
Industry	Total employed, 2005	First quartile	Second quartile (median)	Third quartile	Highest quartile
Upper limit of earnings .....	...	\$342	\$577	\$915	( <sup>1</sup> )
Total employed .....	125,889	31,470	31,473	31,473	31,474
Agriculture and related industries .....	1,076	461	331	190	94
Mining .....	603	29	112	186	276
Construction .....	8,513	1,267	2,645	2,605	1,996
Manufacturing .....	15,596	2,068	4,335	4,369	4,824
Durable goods manufacturing .....	9,900	1,069	2,675	2,842	3,314
Nondurable goods manufacturing .....	5,696	999	1,660	1,527	1,510
Wholesale and retail trade .....	19,101	6,771	5,059	4,011	3,260
Wholesale trade .....	4,028	535	1,070	1,191	1,232
Retail trade .....	15,073	6,235	3,989	2,821	2,028
Transportation and utilities .....	6,730	908	1,603	2,187	2,032
Transportation and warehousing .....	5,552	843	1,395	1,821	1,493
Utilities .....	1,178	64	209	366	539
Information .....	3,118	522	613	793	1,190
Financial activities .....	8,845	1,244	2,147	2,468	2,986
Finance and insurance .....	6,445	674	1,532	1,865	2,373
Real estate and rental and leasing .....	2,399	570	614	603	612
Professional and business services .....	11,337	2,326	2,512	2,632	3,868
Professional and technical services .....	6,682	754	1,039	1,672	3,217
Management, administrative, and waste services .....	4,656	1,572	1,473	960	651
Education and health services .....	27,661	6,744	6,692	7,325	6,900

See footnote at end of table.

**Table 2. Continued—Employed wage and salary workers by industry and earnings quartile in 2000 and 2005 and change in employment from 2000 to 2005**

[Numbers in thousands]

Industry	Total employed, 2005	First quartile	Second quartile (median)	Third quartile	Highest quartile
Educational services .....	11,958	2,814	2,237	3,408	3,499
Health care and social assistance .....	15,702	3,929	4,455	3,917	3,401
Hospitals .....	5,742	803	1,411	1,746	1,782
Health services, except hospitals .....	7,680	2,158	2,418	1,725	1,380
Social assistance .....	2,280	969	626	446	239
Leisure and hospitality .....	11,102	6,337	2,570	1,398	797
Arts, entertainment, and recreation .....	2,253	943	565	448	296
Accommodation and food services .....	8,849	5,393	2,005	950	501
Accommodations .....	1,471	612	452	261	146
Food services and drinking places .....	7,378	4,781	1,553	689	355
Other services .....	5,628	2,183	1,490	1,169	787
Other services, except private households .....	4,832	1,643	1,296	1,121	772
Repair and maintenance .....	1,502	345	495	424	238
Personal and laundry services .....	1,401	673	398	231	98
Membership associations and organizations .....	1,929	626	402	465	435
Other services, private households .....	797	540	194	48	15
Public administration .....	6,578	612	1,365	2,138	2,464
Industry	Change in employment, 2000–2005	First quartile	Second quartile (median)	Third quartile	Highest quartile
Total .....	3,800	951	948	952	950
Agriculture and related industries .....	-231	-165	-33	-20	-14
Mining .....	152	-4	40	32	85
Construction .....	1,076	344	589	199	-56
Manufacturing .....	-3,344	-474	-969	-971	-930
Durable goods manufacturing .....	-2,117	-217	-590	-678	-632
Nondurable goods manufacturing .....	-1,227	-256	-379	-293	-299
Wholesale and retail trade .....	1,106	65	355	288	397
Wholesale trade .....	335	-101	61	111	263
Retail trade .....	771	165	294	178	134
Transportation and utilities .....	-216	-29	94	-36	-246
Transportation and warehousing .....	-103	-12	108	-35	-164
Utilities .....	-114	-19	-13	-1	-81
Information .....	-664	-45	-119	-202	-297
Financial activities .....	602	-49	39	206	406
Finance and insurance .....	324	-90	11	143	258
Real estate and rental and leasing .....	277	41	26	64	147
Professional and business services .....	445	118	-48	120	256
Professional and technical services .....	127	-6	-72	37	168
Management, administrative, and waste services .....	319	124	24	83	88
Education and health services .....	2,964	390	626	934	1,014
Educational services .....	981	93	178	435	275
Health care and social assistance .....	1,982	296	449	499	738
Hospitals .....	558	-13	51	146	374
Health services, except hospitals .....	1,245	292	351	283	320
Social assistance .....	179	18	47	70	44
Leisure and hospitality .....	882	689	32	128	33
Arts, entertainment, and recreation .....	188	75	27	82	3
Accommodation and food services .....	694	612	6	46	31
Accommodations .....	-30	31	-66	11	-5
Food services and drinking places .....	724	581	71	35	36
Other services .....	496	123	249	124	1
Other services, except private households .....	408	89	188	126	5
Repair and maintenance .....	99	2	105	8	-16
Personal and laundry services .....	116	59	46	23	-12
Membership associations and organizations .....	193	30	37	93	32
Other services, private households .....	89	34	61	-2	-4
Public administration .....	530	-10	92	147	302

<sup>1</sup> For reasons of confidentiality, the upper limit of earnings is not available in public use files.

NOTE: Data may not sum to totals due to rounding.

earnings quartiles increased. Whether on an occupational basis (construction and extraction occupations) or on an industry basis (construction), there was no employment

growth in the highest earnings quartile. (See tables 2 and 4.) From 2000 to 2005, employment in retail trade expanded by 771,000; this growth was spread across all earnings quartiles.

**Table 3. Percent distribution of employed wage and salary workers by occupation and earnings quartile in 2000 and 2005 and change in the distribution from 2000 to 2005**

Occupation	Employment distribution, 2000	First quartile	Second quartile (median)	Third quartile	Highest quartile
Upper limit of earnings .....	...	\$303	\$498	\$782	( <sup>1</sup> )
Total employed .....	122,089	30,519	30,525	30,521	30,524
Percent .....	100.00	100.00	100.00	100.00	100.00
Management, business, and financial operations occupations .....	12.38	3.22	6.24	13.18	26.86
Management occupations .....	8.60	2.19	3.91	8.19	20.10
Business and financial operations occupations .....	3.78	1.03	2.33	4.99	6.77
Professional and related occupations .....	20.00	10.32	12.40	23.06	34.23
Computer and mathematical occupations .....	2.62	.42	.88	2.62	6.55
Architecture and engineering occupations .....	2.35	.28	.85	2.25	6.04
Life, physical, and social science occupations .....	.91	.33	.51	1.07	1.73
Community and social services occupations .....	1.56	.88	1.48	2.10	1.79
Legal occupations .....	.93	.26	.50	.94	2.03
Education, training, and library occupations .....	5.70	4.89	3.68	6.60	7.63
Arts, design, entertainment, sports, and media occupations .....	1.54	1.25	1.09	1.68	2.15
Healthcare practitioner and technical occupations .....	4.38	2.00	3.40	5.80	6.32
Service occupations .....	15.36	31.76	17.43	8.05	4.18
Healthcare support occupations .....	1.92	3.30	3.17	.98	.24
Protective service occupations .....	2.09	1.65	2.05	2.35	2.31
Food preparation and serving related occupations .....	5.38	14.20	5.25	1.59	.48
Building and grounds cleaning and maintenance occupations .....	3.56	6.97	4.72	1.98	.59
Personal care and service occupations .....	2.40	5.63	2.24	1.16	.56
Sales and office occupations .....	27.03	33.76	32.65	26.47	15.24
Sales and related occupations .....	10.76	16.80	8.90	8.51	8.84
Office and administrative support occupations .....	16.27	16.96	23.74	17.97	6.40
Natural resources, construction, and maintenance occupations .....	9.52	5.68	10.15	12.55	9.70
Farming, fishing, and forestry occupations .....	.84	1.89	.97	.35	.13
Construction and extraction occupations .....	5.07	2.49	5.78	6.76	5.25
Installation, maintenance, and repair occupations .....	3.61	1.31	3.39	5.43	4.32
Production, transportation, and material moving occupations .....	15.72	15.27	21.14	16.68	9.79
Production occupations .....	9.06	7.75	12.82	9.98	5.70
Transportation and material moving occupations .....	6.66	7.52	8.31	6.70	4.09
Occupation	Employment distribution, 2005	First quartile	Second quartile (median)	Third quartile	Highest quartile
Upper limit of earnings .....	...	\$342	\$577	\$915	( <sup>1</sup> )
Total employed .....	125,889	31,470	31,473	31,473	31,474
Percent .....	100.00	100.00	100.00	100.00	100.00
Management, business, and financial operations occupations .....	12.67	3.16	6.54	13.80	27.19
Management occupations .....	8.67	2.09	3.97	8.47	20.17
Business and financial operations occupations .....	4.00	1.07	2.58	5.34	7.02
Professional and related occupations .....	20.87	11.00	12.59	24.17	35.71
Computer and mathematical occupations .....	2.44	.33	.77	2.26	6.39
Architecture and engineering occupations .....	2.06	.26	.73	1.98	5.27
Life, physical, and social science occupations .....	1.04	.36	.52	1.23	2.04
Community and social services occupations .....	1.67	1.03	1.49	2.29	1.86
Legal occupations .....	1.00	.27	.51	1.03	2.19
Education, training, and library occupations .....	6.21	5.25	4.14	7.47	7.96
Arts, design, entertainment, sports, and media occupations .....	1.55	1.40	1.03	1.68	2.11
Healthcare practitioner and technical occupations .....	4.91	2.08	3.41	6.23	7.90
Service occupations .....	16.74	34.73	19.16	8.69	4.38
Healthcare support occupations .....	2.36	4.20	3.80	1.14	.29
Protective service occupations .....	2.26	1.67	2.30	2.49	2.58
Food preparation and serving related occupations .....	5.85	15.64	5.48	1.79	.48
Building and grounds cleaning and maintenance occupations .....	3.59	7.26	4.73	1.85	.54
Personal care and service occupations .....	2.68	5.96	2.85	1.42	.49
Sales and office occupations .....	25.85	31.33	31.06	25.59	15.41
Sales and related occupations .....	10.83	16.24	9.02	8.51	9.54
Office and administrative support occupations .....	15.02	15.10	22.04	17.08	5.87
Natural resources, construction, and maintenance occupations .....	10.25	6.53	12.11	13.28	9.08
Farming, fishing, and forestry occupations .....	.71	1.38	1.00	.35	.14
Construction and extraction occupations .....	5.80	3.69	7.46	7.20	4.83
Installation, maintenance, and repair occupations .....	3.74	1.47	3.66	5.74	4.11
Production, transportation, and material moving occupations .....	13.62	13.24	18.53	14.46	8.24
Production occupations .....	7.15	5.96	10.26	7.99	4.40
Transportation and material moving occupations .....	6.46	7.28	8.26	6.47	3.84

See footnote at end of table.

**Table 3. Continued—Percent distribution of employed wage and salary workers by occupation and earnings quartile in 2000 and 2005 and change in the distribution from 2000 to 2005**

Occupation	Change in distribution, 2000–2005	First quartile	Second quartile (median)	Third quartile	Highest quartile
Management, business, and financial operations occupations .....	.29	-.06	.30	.62	.33
Management occupations .....	.07	-.10	.06	.28	.07
Business and financial operations occupations .....	.22	.04	.25	.35	.25
Professional and related occupations .....	.87	.68	.19	1.11	1.48
Computer and mathematical occupations .....	-.18	-.09	-.11	-.36	-.16
Architecture and engineering occupations .....	-.29	-.02	-.12	-.27	-.77
Life, physical, and social science occupations .....	.13	.03	.01	.16	.31
Community and social services occupations .....	.11	.15	.01	.19	.07
Legal occupations .....	.07	.01	.01	.09	.16
Education, training, and library occupations .....	.51	.36	.46	.87	.33
Arts, design, entertainment, sports, and media occupations .....	.01	.15	-.06	.00	-.04
Healthcare practitioner and technical occupations .....	.53	.08	.01	.43	1.58
Service occupations .....	1.38	2.97	1.73	.64	.20
Healthcare support occupations .....	.44	.90	.63	.16	.05
Protective service occupations .....	.17	.02	.25	.14	.27
Food preparation and serving related occupations .....	.47	1.44	.23	.20	.00
Building and grounds cleaning and maintenance occupations .....	.03	.29	.01	-.13	-.05
Personal care and service occupations .....	.28	.33	.61	.26	-.07
Sales and office occupations .....	-1.18	-2.43	-1.59	-.88	.17
Sales and related occupations .....	.07	-.56	.12	.00	.70
Office and administrative support occupations .....	-1.25	-1.86	-1.70	-.89	-.53
Natural resources, construction, and maintenance occupations .....	.73	.85	1.96	.73	-.62
Farming, fishing, and forestry occupations .....	-.13	-.51	.03	.00	.01
Construction and extraction occupations .....	.73	1.20	1.68	.44	-.42
Installation, maintenance, and repair occupations .....	.13	.16	.27	.31	-.21
Production, transportation, and material moving occupations .....	-2.10	-2.03	-2.61	-2.22	-1.55
Production occupations .....	-1.91	-1.79	-2.56	-1.99	-1.30
Transportation and material moving occupations .....	-.20	-.24	-.05	-.23	-.25

<sup>1</sup> For reasons of confidentiality, the upper limit of earnings is not available in public use files.

NOTE: Data may not sum to totals due to rounding.

Additionally, employment rose in both financial activities and in public administration, with most of the net job growth paying more than the median wage. In contrast, employment growth in food services and drinking places was concentrated in the bottom earnings quartile, mirroring the growth in food preparation and serving related occupations.

Manufacturing employment has trended down for several decades, but the decline has been particularly sharp over the past 5 years. The decline of 3.3 million over that time period resulted in large employment declines of nearly 1 million each in the second, third, and highest earnings quartiles. Employment also declined by nearly a half million in the bottom earnings quartile.

As employment in the information sector fell over the period, that industry’s share of employment declined in all quartiles, although disproportionately in jobs paying above the overall median. In fact, over the 5-year period, about three-quarters of the total job loss in information occurred in the two highest earnings quartiles. (See tables 2 and 4.)

**Gender differences**

Despite being dramatically underrepresented in job categories that pay more than the overall median weekly wage, women

contributed nearly all of the net employment growth above the median over the 5-year period from 2000 to 2005.<sup>4</sup> Women actually accounted for nearly 1.7 million of the 1.9 million net increase in total employment that occurred above the overall median wage. In contrast, nearly all the net employment growth below the median occurred among men. (See tables 5 and 6.)

In the highest earnings quartile, women accounted for all of the net employment growth among management, business, and financial operations occupations and most of the net increase among professional and related occupations. On net, employment among men in the highest earnings quartile declined, primarily due to a large reduction in the number of production occupations. (See table 5.)

In the third earnings quartile, women and men each contributed roughly a half million to employment growth. Most of the increase for women occurred in professional and related occupations, while most of the increase among men occurred in natural resources, construction, and maintenance occupations. Employment declined for both men and women in production occupations.

Much of the employment increase below the median wage for men occurred in construction and extraction occupations and in low-wage food preparation and serving related occupations. Women accounted for large employment increases

**Table 4. Percent distribution of employed wage and salary workers by industry and earnings quartile in 2000 and 2005 and change in the distribution from 2000 to 2005**

Industry	Employment distribution, 2000	First quartile	Second quartile (median)	Third quartile	Highest quartile
Upper limit of earnings .....	...	\$303	\$498	\$782	( <sup>1</sup> )
Total employed .....	122,089	30,519	30,525	30,521	30,524
Percent .....	100.00	100.00	100.00	100.00	100.00
Agriculture and related industries .....	1.07	2.05	1.19	.69	.35
Mining .....	.37	.11	.24	.50	.63
Construction .....	6.09	3.02	6.74	7.88	6.72
Manufacturing .....	15.51	8.33	17.38	17.50	18.85
Durable goods manufacturing .....	9.84	4.22	10.70	11.53	12.93
Nondurable goods manufacturing .....	5.67	4.11	6.68	5.96	5.92
Wholesale and retail trade .....	14.74	21.97	15.41	12.20	9.38
Wholesale trade .....	3.02	2.08	3.30	3.54	3.17
Retail trade .....	11.71	19.89	12.11	8.66	6.21
Transportation and utilities .....	5.69	3.07	4.94	7.28	7.46
Transportation and warehousing .....	4.63	2.80	4.22	6.08	5.43
Utilities .....	1.06	.27	.73	1.20	2.03
Information .....	3.10	1.86	2.40	3.26	4.87
Financial activities .....	6.75	4.24	6.91	7.41	8.45
Finance and insurance .....	5.01	2.50	4.98	5.64	6.93
Real estate and rental and leasing .....	1.74	1.73	1.93	1.77	1.52
Professional and business services .....	8.92	7.23	8.39	8.23	11.83
Professional and technical services .....	5.37	2.49	3.64	5.36	9.99
Management, administrative, and waste services .....	3.55	4.74	4.75	2.87	1.84
Education and health services .....	20.23	20.82	19.87	20.94	19.28
Educational services .....	8.99	8.92	6.75	9.74	10.56
Health care and social assistance .....	11.24	11.90	13.12	11.20	8.72
Hospitals .....	4.25	2.67	4.46	5.24	4.61
Health services, except hospitals .....	5.27	6.12	6.77	4.72	3.47
Social assistance .....	1.72	3.12	1.90	1.23	.64
Leisure and hospitality .....	8.37	18.51	8.31	4.16	2.50
Arts, entertainment, and recreation .....	1.69	2.84	1.76	1.20	.96
Accommodation and food services .....	6.68	15.67	6.55	2.96	1.54
Accommodations .....	1.23	1.90	1.70	.82	.50
Food services and drinking places .....	5.45	13.76	4.85	2.14	1.04
Other services .....	4.20	6.75	4.06	3.43	2.57
Other services, except private households .....	3.62	5.09	3.63	3.26	2.51
Repair and maintenance .....	1.15	1.12	1.28	1.36	.83
Personal and laundry services .....	1.05	2.01	1.15	.68	.36
Membership associations and organizations .....	1.42	1.95	1.20	1.22	1.32
Other services, private households .....	.58	1.66	.44	.16	.06
Public administration .....	4.95	2.04	4.17	6.52	7.08
Industry	Employment distribution, 2005	First quartile	Second quartile (median)	Third quartile	Highest quartile
Upper limit of earnings .....	...	\$342	\$577	\$915	( <sup>1</sup> )
Total employed .....	125,889	31,470	31,473	31,473	31,474
Percent .....	100.00	100.00	100.00	100.00	100.00
Agriculture and related industries .....	.85	1.46	1.05	.60	.30
Mining .....	.48	.09	.36	.59	.88
Construction .....	6.76	4.02	8.40	8.28	6.34
Manufacturing .....	12.39	6.57	13.77	13.88	15.33
Durable goods manufacturing .....	7.86	3.40	8.50	9.03	10.53
Nondurable goods manufacturing .....	4.52	3.17	5.27	4.85	4.80
Wholesale and retail trade .....	15.17	21.51	16.07	12.75	10.36
Wholesale trade .....	3.20	1.70	3.40	3.78	3.91
Retail trade .....	11.97	19.81	12.67	8.96	6.44
Transportation and utilities .....	5.35	2.88	5.09	6.95	6.46
Transportation and warehousing .....	4.41	2.68	4.43	5.79	4.74
Utilities .....	.94	.20	.66	1.16	1.71
Information .....	2.48	1.66	1.95	2.52	3.78
Financial activities .....	7.03	3.95	6.82	7.84	9.49
Finance and insurance .....	5.12	2.14	4.87	5.93	7.54
Real estate and rental and leasing .....	1.91	1.81	1.95	1.92	1.95

See footnote at end of table.

**Table 4.** Continued—Percent distribution of employed wage and salary workers by industry and earnings quartile in 2000 and 2005 and change in the distribution from 2000 to 2005

Industry	Employment distribution, 2005	First quartile	Second quartile (median)	Third quartile	Highest quartile
Professional and business services .....	9.01	7.39	7.98	8.36	12.29
Professional and technical services .....	5.31	2.40	3.30	5.31	10.22
Management, administrative, and waste services .....	3.70	4.99	4.68	3.05	2.07
Education and health services .....	21.97	21.43	21.26	23.27	21.92
Educational services .....	9.50	8.94	7.11	10.83	11.12
Health care and social assistance .....	12.47	12.49	14.15	12.45	10.81
Hospitals .....	4.56	2.55	4.48	5.55	5.66
Health services, except hospitals .....	6.10	6.86	7.68	5.48	4.39
Social assistance .....	1.81	3.08	1.99	1.42	.76
Leisure and hospitality .....	8.82	20.14	8.17	4.44	2.53
Arts, entertainment, and recreation .....	1.79	3.00	1.80	1.42	.94
Accommodation and food services .....	7.03	17.14	6.37	3.02	1.59
Accommodations .....	1.17	1.95	1.44	.83	.46
Food services and drinking places .....	5.86	15.19	4.93	2.19	1.13
Other services .....	4.47	6.94	4.73	3.71	2.50
Other services, except private households .....	3.84	5.22	4.12	3.56	2.45
Repair and maintenance .....	1.19	1.10	1.57	1.35	.76
Personal and laundry services .....	1.11	2.14	1.27	.74	.31
Membership associations and organizations .....	1.53	1.99	1.28	1.48	1.38
Other services, private households .....	.63	1.72	.62	.15	.05
Public administration .....	5.23	1.95	4.34	6.79	7.83
Industry	Change in distribution, 2000–2005	First quartile	Second quartile (median)	Third quartile	Highest quartile
Agriculture and related industries .....	-.22	-.59	-.14	-.09	-.05
Mining .....	.11	-.02	.12	.09	.25
Construction .....	.67	1.00	1.66	.40	-.38
Manufacturing .....	-3.12	-1.76	-3.61	-3.62	-3.52
Durable goods manufacturing .....	-1.98	-.82	-2.20	-2.50	-2.40
Nondurable goods manufacturing .....	-1.15	-.94	-1.41	-1.11	-1.12
Wholesale and retail trade .....	.43	-.46	.66	.55	.98
Wholesale trade .....	.18	-.38	.10	.24	.74
Retail trade .....	.26	-.08	.56	.30	.23
Transportation and utilities .....	-.34	-.19	.15	-.33	-1.00
Transportation and warehousing .....	-.22	-.12	.21	-.29	-.69
Utilities .....	-.12	-.07	-.07	-.04	-.32
Information .....	-.62	-.20	-.45	-.74	-1.09
Financial activities .....	.28	-.29	-.09	.43	1.04
Finance and insurance .....	.11	-.36	-.11	.29	.61
Real estate and rental and leasing .....	.17	.08	.02	.15	.43
Professional and business services .....	.09	.16	-.41	.13	.46
Professional and technical services .....	-.06	-.09	-.34	-.05	.23
Management, administrative, and waste services .....	.15	.25	-.07	.18	.23
Education and health services .....	1.74	.61	1.39	2.33	2.64
Educational services .....	.51	.02	.36	1.09	.56
Health care and social assistance .....	1.23	.59	1.03	1.25	2.09
Hospitals .....	.31	-.12	.02	.31	1.05
Health services, except hospitals .....	.83	.74	.91	.76	.92
Social assistance .....	.09	-.04	.09	.19	.12
Leisure and hospitality .....	.45	1.63	-.14	.28	.03
Arts, entertainment, and recreation .....	.10	.16	.04	.22	-.02
Accommodation and food services .....	.35	1.47	-.18	.06	.05
Accommodations .....	-.06	.05	-.26	.01	-.04
Food services and drinking places .....	.41	1.43	.08	.05	.09
Other services .....	.27	.19	.67	.28	-.07
Other services, except private households .....	.22	.13	.49	.30	-.06
Repair and maintenance .....	.04	-.02	.29	-.01	-.07
Personal and laundry services .....	.06	.13	.12	.06	-.05
Membership associations and organizations .....	.11	.04	.08	.26	.06
Other services, private households .....	.05	.06	.18	-.01	-.01
Public administration .....	.28	-.09	.17	.27	.75

<sup>1</sup> For reasons of confidentiality, the upper limit of earnings is not available in public use files.

NOTE: Data may not sum to totals due to rounding.

**Table 5. Change in wage and salary employment by occupation, sex, and earnings quartile, 2000 to 2005**

[Numbers in thousands]

Occupation	Change in employment	First quartile	Second quartile (median)	Third quartile	Highest quartile
Men, total change .....	1,806	682	903	419	-201
Management, business, and financial operations occupations .....	177	-16	43	189	-38
Management occupations .....	89	-19	12	140	-43
Business and financial operations occupations .....	87	3	31	51	4
Professional and related occupations .....	431	82	110	93	145
Computer and mathematical occupations .....	-7	-20	-13	-25	53
Architecture and engineering occupations .....	-250	0	-27	-44	-179
Life, physical, and social science occupations .....	75	-9	2	26	55
Community and social services occupations .....	61	16	22	22	2
Legal occupations .....	14	-1	9	-6	11
Education, training, and library occupations .....	281	71	78	76	55
Arts, design, entertainment, sports, and media occupations .....	27	17	5	8	-2
Healthcare practitioner and technical occupations .....	231	8	35	35	152
Service occupations .....	728	408	174	84	62
Healthcare support occupations .....	96	51	45	2	0
Protective service occupations .....	148	-22	42	43	85
Food preparation and serving related occupations .....	366	300	32	29	3
Building and grounds cleaning and maintenance occupations .....	14	45	-10	-7	-13
Personal care and service occupations .....	103	35	65	16	-13
Sales and office occupations .....	249	48	72	17	111
Sales and related occupations .....	335	20	74	44	196
Office and administrative support occupations .....	-86	28	-2	-27	-86
Natural resources, construction, and maintenance occupations .....	1,252	307	707	364	-128
Farming, fishing, and forestry occupations .....	-113	-129	17	-4	3
Construction and extraction occupations .....	1,068	379	568	204	-82
Installation, maintenance, and repair occupations .....	296	57	122	164	-47
Production, transportation, and material moving occupations .....	-1,031	-147	-203	-328	-353
Production occupations .....	-1,057	-128	-294	-324	-312
Transportation and material moving occupations .....	26	-19	91	-5	-42
Women, total change .....	1,995	269	43	531	1,152
Management, business, and financial operations occupations .....	668	30	112	131	395
Management occupations .....	335	9	44	26	256
Business and financial operations occupations .....	333	21	68	105	138
Professional and related occupations .....	1,419	231	69	475	645
Computer and mathematical occupations .....	-120	-6	-12	-62	-40
Architecture and engineering occupations .....	-30	-4	-4	-19	-4
Life, physical, and social science occupations .....	119	22	5	34	59
Community and social services occupations .....	130	42	-6	58	35
Legal occupations .....	107	7	-2	42	60
Education, training, and library occupations .....	571	88	101	261	121
Arts, design, entertainment, sports, and media occupations .....	46	43	-13	6	9
Healthcare practitioner and technical occupations .....	596	38	-2	155	404
Service occupations .....	1,599	828	535	193	42
Healthcare support occupations .....	528	265	184	59	20
Protective service occupations .....	143	44	56	22	21
Food preparation and serving related occupations .....	428	287	92	48	3
Building and grounds cleaning and maintenance occupations .....	160	113	59	-13	3
Personal care and service occupations .....	340	121	146	77	-5
Sales and office occupations .....	-707	-489	-262	-43	87
Sales and related occupations .....	156	-36	48	36	107
Office and administrative support occupations .....	-863	-453	-310	-79	-20
Natural resources, construction, and maintenance occupations .....	34	14	7	-12	25
Farming, fishing, and forestry occupations .....	-10	-15	-1	5	1
Construction and extraction occupations .....	38	22	15	0	0
Installation, maintenance, and repair occupations .....	6	7	-6	-18	23
Production, transportation, and material moving occupations .....	-1,018	-345	-418	-213	-42
Production occupations .....	-999	-361	-390	-207	-42
Transportation and material moving occupations .....	-19	15	-28	-6	0

NOTE: Data may not sum to totals due to rounding.

in service-related occupations that paid below the overall median wage as well; they also experienced substantial

employment declines in sales occupations and in production occupations. Overall, job declines in production occupations

**Table 6. Change in wage and salary employment by industry, sex, and earnings quartile, 2000 to 2005**

(Numbers in thousands)

Industry	Change in employment	First quartile	Second quartile (median)	Third quartile	Highest quartile
Men, total change .....	1,804	683	903	422	-201
Agriculture and related industries .....	-186	-148	-14	-10	-13
Mining .....	136	3	31	32	72
Construction .....	977	308	564	177	-72
Manufacturing .....	-1,919	-135	-373	-595	-816
Durable goods manufacturing .....	-1,224	-36	-231	-391	-566
Nondurable goods manufacturing .....	-695	-99	-141	-205	-250
Wholesale and retail trade .....	804	93	184	253	274
Wholesale trade .....	356	-48	59	121	225
Retail trade .....	448	141	125	132	50
Transportation and utilities .....	-147	17	78	-17	-224
Transportation and warehousing .....	-56	21	89	-20	-146
Utilities .....	-92	-4	-10	2	-79
Information .....	-384	-20	-59	-81	-224
Financial activities .....	397	19	61	102	216
Finance and insurance .....	254	-4	43	70	146
Real estate and rental and leasing .....	143	23	18	32	69
Professional and business services .....	377	57	74	91	155
Professional and technical services .....	78	-13	-28	12	107
Management, administrative, and waste services .....	300	70	101	79	48
Education and health services .....	815	88	203	264	261
Educational services .....	386	41	96	165	83
Health care and social assistance .....	429	47	106	98	178
Hospitals .....	144	-19	48	27	88
Health services, except hospitals .....	231	30	51	64	86
Social assistance .....	54	35	8	6	5
Leisure and hospitality .....	487	392	14	50	31
Arts, entertainment, and recreation .....	93	51	23	17	2
Accommodation and food services .....	394	341	-10	33	28
Accommodations .....	-9	3	-18	14	-8
Food services and drinking places .....	402	338	8	21	37
Other services .....	201	31	106	70	-7
Other services, except private households .....	199	46	93	69	-8
Repair and maintenance .....	111	22	88	13	-12
Personal and laundry services .....	-12	-8	-1	-7	4
Membership associations and organizations .....	99	31	6	62	1
Other services, private households .....	2	-14	13	1	0
Public administration .....	246	-22	35	87	145
Women, total change .....	1,996	271	45	532	1,150
Agriculture and related industries .....	-46	-18	-19	-8	-1
Mining .....	17	-7	10	0	13
Construction .....	99	36	25	22	16
Manufacturing .....	-1,425	-339	-597	-375	-115
Durable goods manufacturing .....	-893	-181	-359	-287	-65
Nondurable goods manufacturing .....	-532	-158	-238	-88	-49
Wholesale and retail trade .....	301	-27	171	36	123
Wholesale trade .....	-22	-52	3	-10	38
Retail trade .....	323	25	168	46	84
Transportation and utilities .....	-69	-46	17	-18	-21
Transportation and warehousing .....	-47	-32	20	-15	-20
Utilities .....	-22	-13	-3	-3	-2
Information .....	-279	-25	-60	-122	-73
Financial activities .....	205	-68	-22	105	190
Finance and insurance .....	70	-85	-30	73	112
Real estate and rental and leasing .....	135	17	8	32	78
Professional and business services .....	68	61	-122	29	101
Professional and technical services .....	48	7	-45	25	61
Management, administrative, and waste services .....	20	54	-77	3	40
Education and health services .....	2,149	301	424	672	753
Educational services .....	595	52	81	270	192
Health care and social assistance .....	1,554	250	342	401	560
Hospitals .....	414	6	4	118	285

See footnote at end of table.

**Table 6. Continued—Change in wage and salary employment by industry, sex, and earnings quartile, 2000 to 2005**

(Numbers in thousands)

Industry	Change in employment	First quartile	Second quartile (median)	Third quartile	Highest quartile
Health services, except hospitals .....	1,015	261	300	218	235
Social assistance .....	126	-17	38	65	40
Leisure and hospitality .....	396	297	20	78	2
Arts, entertainment, and recreation .....	95	26	4	65	1
Accommodation and food services .....	301	271	15	12	2
Accommodations .....	-20	28	-48	-3	3
Food services and drinking places .....	320	243	63	14	0
Other services .....	296	93	143	53	8
Other services, except private households .....	208	45	96	57	12
Repair and maintenance .....	-11	-20	16	-4	-4
Personal and laundry services .....	128	65	48	30	-16
Membership associations and organizations .....	92	-2	32	30	31
Other services, private households .....	87	48	47	-3	-4
Public administration .....	284	12	56	61	156

NOTE: Data may not sum to totals due to rounding.

across all earnings quartiles were nearly equally split among men and women (1.1 million and 1.0 million, respectively), although a larger share of men's employment losses occurred at the higher end of the pay scale. (See table 5.)

By industry, employment in jobs that paid more than the overall median wage increased substantially among women in health care, educational services, and financial activities. In contrast, employment declined among women in manufacturing jobs across all earnings quartiles. Among men, employment growth occurred above the median in wholesale trade, financial activities, and, to a lesser extent, in educational services and in health care and social assistance. However, men incurred large employment declines in both manufacturing and information industry jobs with wages that were greater than the overall median wage. At the lower end of the pay scale (less than the median), men's employment increased in both construction and in leisure and hospitality. (See table 6.)

IN SUM, THIS ANALYSIS PROVIDES another means by which to

assess the quality of job growth. Employment by occupations and industries for 2000 and 2005 was stratified by earnings quartiles. Some of the more interesting findings indicated that women disproportionately benefited from strong employment growth in higher paying professional occupations and in higher paying jobs within health care, educational services, and financial activities. Employment declines in production occupations and in the manufacturing and information sectors were a drag on the labor market and were particularly acute among men in job categories that paid more than the median wage. Additionally, employment growth among men in construction and extraction occupations, as well as in the construction industry, proved to yield mostly lower paying job opportunities. Lastly, much of the employment increase in service occupations occurred at the lower end of the pay scale. Overall, examination of employment changes in occupations and industries by earnings quartiles offers alternative and informative insights into distinguishing higher paying "good" jobs from lower paying "bad" jobs. □

## Notes

<sup>1</sup> The CPS is a nationwide sample survey of approximately 60,000 households conducted for the Bureau of Labor Statistics by the U.S. Census Bureau. Employment and earnings data analyzed in this article are based on data collected from the outgoing rotation groups in the CPS sample. Each month, the CPS is administered to the sample households, divided into eight representative subsamples or rotation groups. A given rotation group is interviewed for a total of 8 months, divided into two equal periods. It is in the sample for 4 consecutive months, leaves the sample during the following 8 months, and then returns for another 4 consecutive months. In each monthly sample, one of the eight rotation groups is in the first month of enumeration; another rotation group is the second month, and so on.

Earnings data are collected from individuals whose households are in the 4th or 8th month of enumeration, often referred to as the

Outgoing Rotation Groups or ORG files. Self-employed workers are excluded, regardless of whether their businesses are incorporated. For more information on the CPS, see Explanatory Notes and Estimates of Error in the BLS monthly publication *Employment and Earnings*.

<sup>2</sup> Data represent earnings before taxes and other deductions and include any overtime pay, commissions, or tips usually received (at the main job in the case of multiple jobholders). Since January 1994, respondents have been asked to identify the easiest way for them to report earnings (hourly, weekly, biweekly, twice monthly, monthly, annually, other) and how much they usually earn in the reported time period. Earnings reported on a basis other than weekly are converted to a weekly equivalent. The term "usual" is as perceived by the respondent. If the respondent asks for a definition of usual, inter-

viewers are instructed to define the term as more than half the weeks worked during the past 4 or 5 months.

<sup>3</sup> The occupational and industry classifications presented in this analysis are based on the 2002 Census Bureau classification systems and are derived from, respectively, the 2000 Standard Occupational Classification (SOC) system and the 2002 North American Industry Classification System (NAICS). The occupational classification assigns

codes to individuals according to their usual activities or duties on their job. The industry classification assigns codes to individuals according to the type of business or industry in which they are employed.

<sup>4</sup> For more information on the distribution of employment by gender and earnings quartile, see “Women Still Underrepresented Among Highest Earners,” *Issues in Labor Statistics*, Summary 06-03 (Bureau of Labor Statistics, March 2006).

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