

State of Illinois
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Women and Minorities in the Illinois Labor Force

2022 Progress Report



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Illinois Department of Employment Security
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March 2022

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In response to the Progress of Women and Minorities in the Workforce Act (PA 87-0405), this report provides an annual update on the employment progress of women and minorities in the Illinois workforce. This report tracks the status of women and minorities in the state's labor force based on the most current available data.

The mission of the Progress of Women and Minorities in the Workforce Program is to promote the material, social and intellectual prosperity of working men and women in Illinois by increasing public education and awareness of workplace equity and diversity, and to responsibly monitor the employment progress of women and minorities in the Illinois workforce through accurate, comprehensive and informative reporting.

Note: The data in this report are subject to revision.

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Executive Summary

The COVID-19 pandemic has disrupted economic and educational systems across the United States; the economic downturn caused by the pandemic has had substantial implications for women and minorities in the Illinois labor force. This report examines how women and minorities in Illinois fared in the labor force in 2021 by analyzing their economic status through several economic indicators. The report also contains a detailed description of trends in the Illinois economy.

The Illinois labor force was shaken by the COVID-19 pandemic, and although participation rates started to pick up by the end of 2021, the size of the labor force remained well below pre-pandemic levels. The Illinois labor force participation rate increased in 2021 for both genders and nearly all racial/ethnic groups, with African-American men and women as exceptions.

After surging in 2020, the Illinois unemployment rate decreased for both men and women and all racial groups in 2021. Women experienced a larger decrease in their unemployment rate as compared to men. Among racial groups, Hispanics saw the biggest unemployment rate decline, followed by whites. The unemployment rate for African-Americans also declined in 2021, though to a lesser extent than for the other racial groups.

The improvement in Illinois' unemployment figures coincides with recent increases in the number of employed Illinois residents. In 2021, the number of employed residents increased from the previous year but remained below pre-pandemic levels; the employment-participation rate for the Illinois workforce as a whole was up +1.9 percentage points from 2020, which was the largest increase on record. Though employment participation rates in Illinois increased for both whites and Hispanics, the rate for African-Americans declined slightly (-0.1 percentage point). In Illinois and nationwide, women make up a larger share of the workforce in service and clerical jobs—industries that tend to have lower pay. However, in both the U.S. and Illinois, women held more than half of the professional and sales jobs. Minorities also tend to be highly concentrated in lower-paying jobs, such as service workers and laborers. Asians tend to have their highest concentration of employment in good-paying professional and technical jobs.

Women and men in Illinois attain bachelor's and graduate degrees at higher rates than women and men nationally. Women have slightly better rates than men in both categories for both Illinois and the U.S. Asians have the highest percentage of bachelor's and graduate degrees of any racial and ethnic group in Illinois, followed by whites and African-Americans. Hispanics have the lowest levels of educational attainment.

Earnings for women in Illinois increased at a slightly higher rate (+5.1%) than they did for men (+4.8%) in 2020 (the most current year for wage data). Nationally, the rate of increase was also higher for women than men (8.5% versus 7.4%). As for women in racial and ethnic groups, Asians have the highest earnings in the U.S., followed by whites, then African-Americans and Hispanics.

Illinois Snapshot

According to the Annual Estimates of Resident Population Change report for 2020, the most recent annual report produced by the U.S. Census Bureau, Illinois is home to about 4% of the nation's residents and is the 6th most populous state in the U.S. after California, Texas, New York, Florida and Pennsylvania.

The Illinois population decreased -0.6% from 12,667,017 in 2019 to 12,587,530 residents in 2020 (the most recent year available for both total state population and state population by demographic characteristics).¹ Illinois was ranked 49th among all states in terms of population change in 2020, with a net decline of -79,487 residents, the second largest annual decline among all states, after New York.

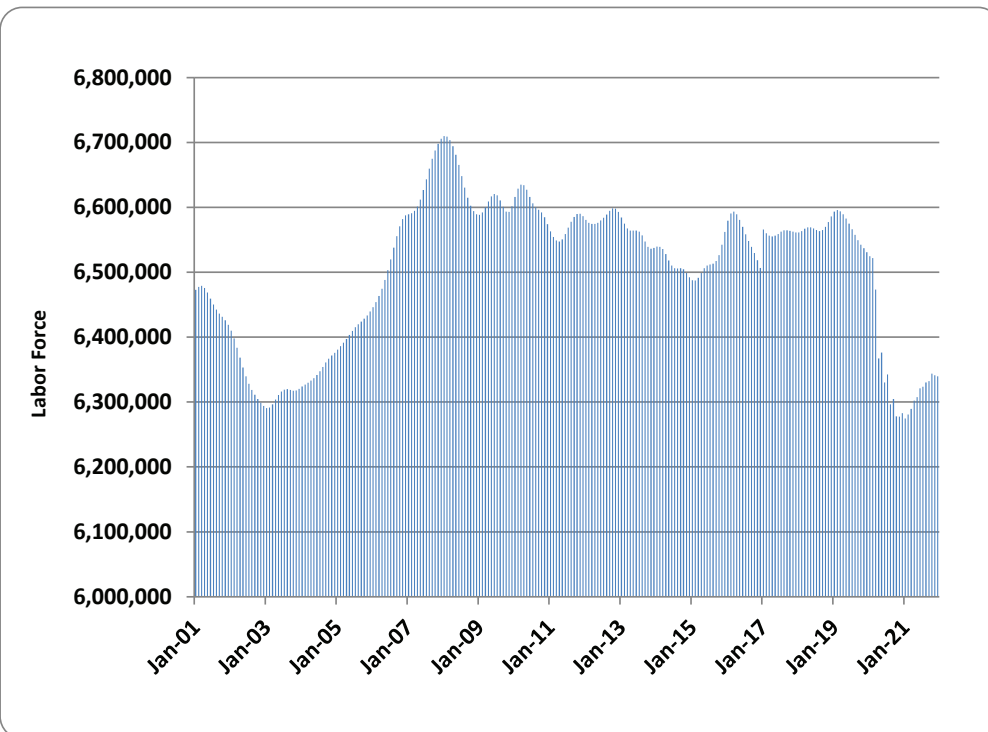


The Illinois labor force² in calendar year 2021 consisted of 6,318,900 civilians, compared to 6,366,700 in calendar year 2020, a decline of -47,800.³ The labor force increased in all but three months in 2021 but the cumulative gains were not large enough to fully offset the pandemic-related losses that occurred in 2020. As of December 2021, 63.3% of the civilian, non-institutional population was in the labor force, or -1.2 points below the January 2020 pre-pandemic labor force participation rate of 64.5%.



Illinois Civilian Labor Force, Monthly Data, 2001-2021

Source: U.S. Bureau of Labor Statistics



Section I: Profile of Illinois

As the State of Illinois continues to recover from the COVID-19 pandemic, several indicators point to economic progress. This section takes a detailed look at Illinois' unemployment, employment and industry growth trends.

Figure 1. Illinois, U.S. Annual Unemployment Rates, 2001-2021

Source: U.S. Bureau of Labor Statistics

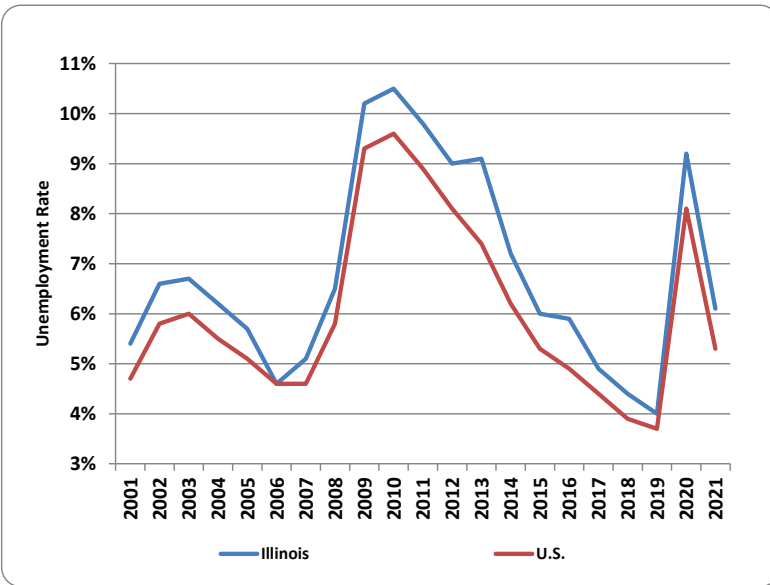
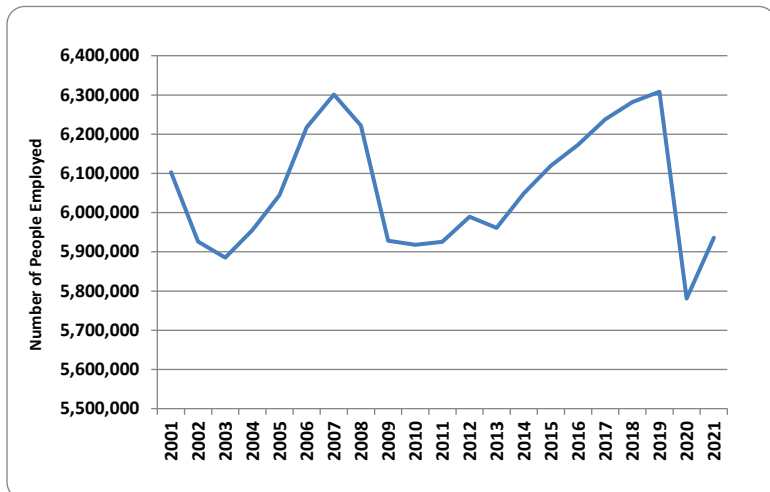


Figure 2. Number of People Employed in Illinois, 2001-2021

Source: U.S. Bureau of Labor Statistics



Unemployment

Both the U.S. and Illinois unemployment rates decreased in 2021.⁴ The U.S. unemployment rate dropped -2.8 percentage points, the largest annual decline on record, falling from 8.1% in 2020 to 5.3% in 2021. The Illinois unemployment rate decreased -3.1 percentage points, from 9.2% in 2020 to 6.1% in 2021, which was the largest annual decline on record (See **Figure 1**). Nonetheless, the Illinois 2021 unemployment rate was +2.1 percentage points higher than its pre-pandemic 2019 unemployment rate of 4.0%. The U.S. 2021 unemployment rate was +1.6 percentage points higher than its 2019 unemployment rate. In 2021, the U.S. unemployment rate was +0.6 percentage point higher than in 2001 (4.7%) and the Illinois unemployment rate was up +0.6 percentage point from 2001 (5.4%).

Employment

During the past two decades, the number of employed Illinois residents has generally trended upward, except during economic recessions, including the most recent, pandemic-related recession that ended in April 2020. In 2021, the number of people employed increased from the previous year but remained below pre-pandemic levels.

Figure 2 shows the following employment facts:

- In 2021, the number of employed Illinois residents rose by +154,900 to 5,936,000, the largest annual increase since 2006.
- In 2019, the last, full pre-pandemic year, 6,308,500 Illinois residents were employed, the largest number of employed residents on record.⁵

Industry Growth Trends

Employment by Sector:

Table 1 shows the number and percentage distribution of jobs in Illinois across industry super-sectors along with the percentage change in employment (using annual average data) from 2020 to 2021. The industry responsible for the greatest percentage of employment in Illinois is the Trade, Transportation, and Utilities industry super-sector, which employed 20.3% of the workers in the state in 2021. Professional and Business Services employed 15.9%, Educational and Health Services employed 15.6%, followed by Government (13.4%), Manufacturing (9.5%) and Leisure and Hospitality (8.7%).

Table 1. Illinois Annual Average Employment by Sector, 2020-2021

Source: Current Employment Statistics (CES), Illinois Department of Employment Security

	2020	2021	2020-2021 % Change	Distribution of 2021 Total Jobs
Natural Resources & Mining	6,800	6,600	-2.9%	0.1%
Construction	216,600	222,300	2.6%	3.8%
Manufacturing	555,000	554,400	-0.1%	9.5%
Trade, Transportation, & Utilities	1,158,000	1,182,800	2.1%	20.3%
Information	87,500	88,600	1.3%	1.5%
Financial Activities	407,100	406,900	0.0%	7.0%
Professional and Business Services	891,500	924,500	3.7%	15.9%
Educational and Health Services	896,400	905,700	1.0%	15.6%
Leisure and Hospitality	462,300	503,100	8.8%	8.7%
Other Services	234,400	238,400	1.7%	4.1%
Government	782,900	780,000	-0.4%	13.4%
Total Nonfarm	5,698,500	5,813,300	2.0%	100.0%

Over-The-Year Growth

Total nonfarm employment in Illinois increased in 2021 by 114,800 (2.0%) compared to 2020, roughly three-quarter percentage points less than the nation's 2.8% increase. Illinois jobs had declined by -426,100 (-7.0%) in 2020, snapping a nine-year growth streak, and tying the previous record nine-year growth streak that ended in 2000. The nation's

annual average nonfarm employment grew 2.8% in 2021 after decreasing -5.8% in 2020 according to employment data from the U.S. Bureau of Labor Statistics. The Leisure and Hospitality sector posted the largest increase in employment levels (40,800), which was an 8.8% increase from 2020. More specifically, the Accommodation and Food Services sub-sector was the greatest contributor to the over-the-year growth, having added +31,700 jobs to the Illinois economy.

Professional and Business Services recorded the second largest increase in employment (33,000); up 3.7%. Trade, Transportation, and Utilities employment increased by 24,800 (2.1%). Educational and Health Services payrolls increased 9,300 (1.0%). The Construction sector rose 5,700 (2.6%), Other Services payrolls gained 4,000 (1.7%), and Information employment increased 1,100 (1.3%). Employment declines occurred in four sectors: Government (-2,900; -0.4%), Manufacturing (-600; -0.1%), Natural Resources and Mining (-200; -2.9%) and Financial Activities (-200; 0.0%).

Employment Trends

Between January 2011 and December 2021, total nonfarm employment in Illinois increased by +294,500 jobs (+5.2%), while the nation's nonfarm employment grew 14.1% during the same period.

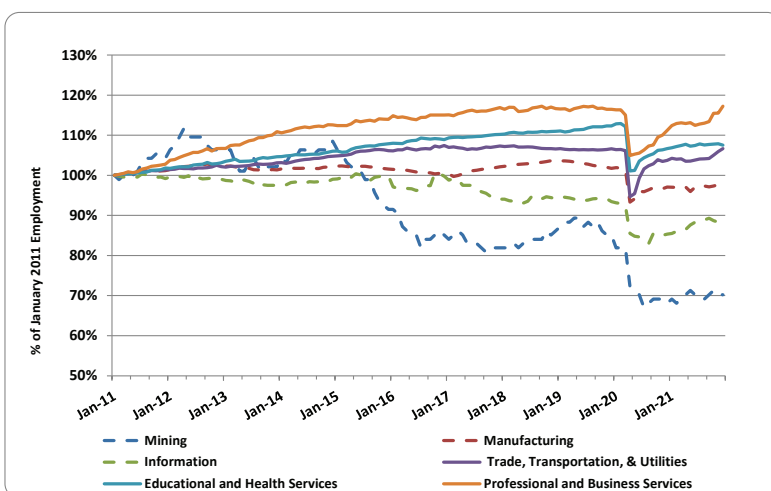
Figure 3 shows the three industry super-sectors in Illinois with the most employment growth and largest declines during this period.

Note: The monthly employment data referenced in Figure 3 are seasonally-adjusted.

Employment in Professional and Business Services over the decade was steadily increasing until a drastic decline of -8.8% in April 2020; in total, employment in this sector is up 17.2% since 2011. The Educational and Health Services industry experienced employment growth of 7.5% despite the decrease in employment in April 2020. Likewise, employment in Trade, Transportation, and Utilities sector gradually increased until April 2020, with overall employment growth of 6.7% since 2011.

Figure 3. Monthly Illinois Employment Trends by Industry, 2011-2021 (Jan. 2011=100%)

Source: U.S. Bureau of Labor Statistics



Employment in the Information sector fell by -11.7% since 2011. Manufacturing industry employment was fairly flat from 2011 to 2020 before declining almost -4% as a result of the pandemic, followed in 2021 by a slight recovery. Employment in Manufacturing overall decreased -2.1% from 2011 to 2021. The Mining sector experienced a significant decrease in employment of nearly -20% from 2015 to 2016, then after a minor recovery, decreased again in 2020. Employment in Mining is -29.8% below 2011 levels.

Section II: An Analysis of Women and Minorities in the Illinois Labor Force

Population

The total Illinois population declined by -79,487 residents between July 2019 and July 2020 (the most recent two years for state population by demographic category). Population estimates data by gender, race and ethnicity are reported as of July each year by the U.S. Census Bureau. This section highlights details about the changes in Illinois' female and minority populations.

Women's population growth:

Illinois' female population fell by -38,591 in July 2020 but maintained its slight lead as a little more than half (50.9%) of the state's residents. Between July 2010 and July 2020, the female population declined by -2.2% to 6,402,224. During the same period, the male population fell by -1.8% to 6,185,306.

Minorities' population growth:

The majority of minority groups reported net population growth in July 2020, including Hispanics, Asians, Native Hawaiian/Pacific Islanders and those who identify themselves as two or more races. African-Americans and American Indians

Figure 4. Illinois Population by Race/Ethnicity, July 2020

Source: U.S. Census Bureau

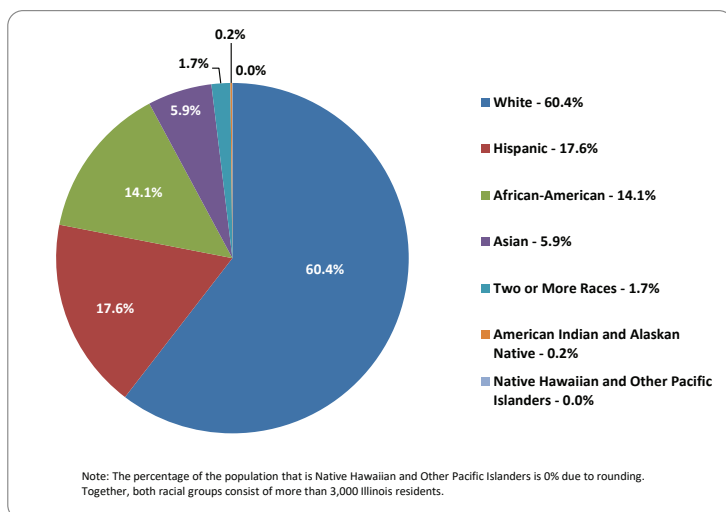


Figure 5. Growth of African-American, Hispanic and Asian Populations in Illinois, July 2010 - July 2020

Source: U.S. Census Bureau

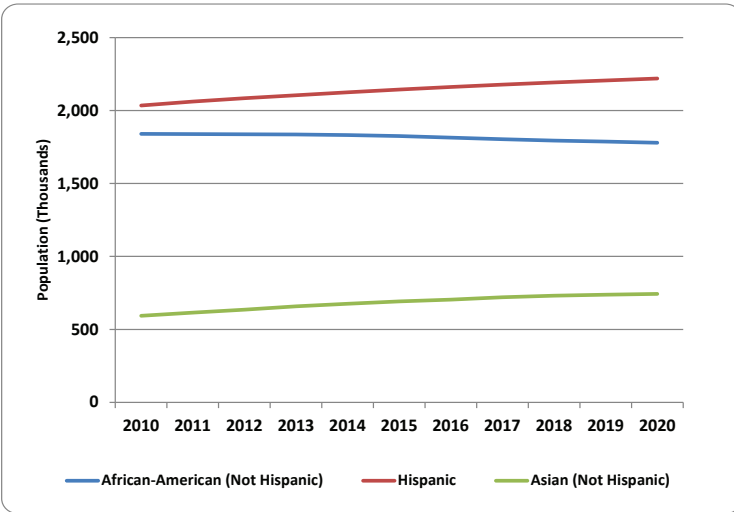


Figure 6. Growth of American-Indian and Native Hawaiian/Pacific Islander Populations in Illinois, July 2010 - July 2020

Source: U.S. Census Bureau

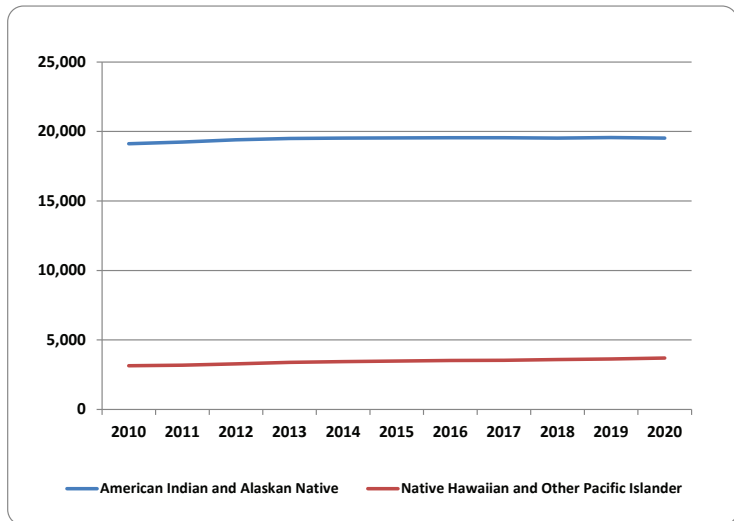
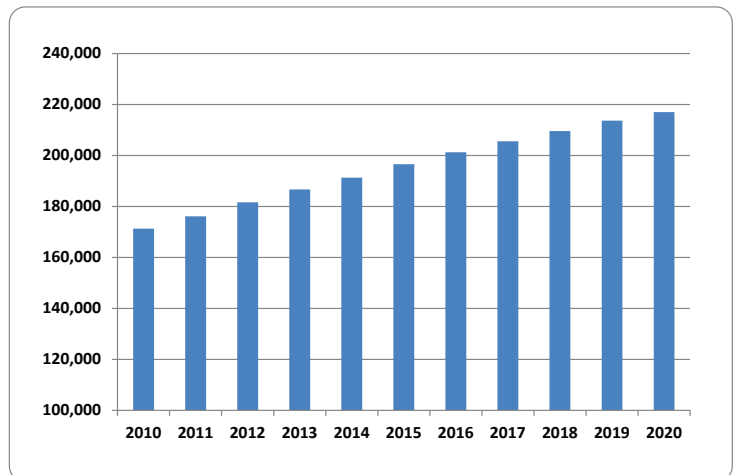


Figure 7. Growth of Population Reporting More than One Race/Ethnicity in Illinois, July 2010 - July 2020

Source: U.S. Census Bureau



and Alaskan Natives each reported net population declines in July 2020. Minorities are groups of people classified by race, gender, religion, disability or other distinguishing characteristics, who constitute less than one-half of a region's, state's or country's population. In July 2020, the Illinois population was 60.4% white (non-Hispanic) and 39.6% minority. Hispanics represented the largest minority group in Illinois, followed by African-Americans (Figure 4, on previous page).⁶

Figure 5 shows the population change in Illinois' African-American, Hispanic and Asian residents over a ten-year period:

- The number of Hispanics in Illinois grew by +185,472 (+9.1%) or from 2,034,276 in July 2010 to 2,219,748 in July 2020.⁷
- The African-American population declined by -61,006 (-3.3%), or from 1,839,792 in July 2010, to 1,778,786 in July 2020.
- Asians reported the largest percentage growth among those reported under a single racial group since 2010, rising by 25.1%, or from 593,373 in July 2010, to 742,583 in July 2020.

American Indians, Native Hawaiians/ Pacific Islanders and more than one race:

Figures 6-7 show population trends for other minority groups, including American Indians, native Hawaiians/Pacific Islanders and those who identify themselves by two or more races.

- From July 2010 to July 2020, the American-Indian population was up slightly, increasing by +400 people (+2.1%) to 19,525 Illinois residents.⁸
- The Native Hawaiian and Other Pacific Islander population rose by +552 (+17.5 %) over ten years to reach 3,701 in July 2020.
- The number of people who identify themselves as being of two or more races grew from 171,309 people in July 2010 to 217,024 in July 2020, an increase of 26.7% or 45,715 people.

Those who identify themselves as being of two or more races reported higher ten-year population growth rates as compared to those who reported themselves as a single racial group.

Immigrants:

The minority population in Illinois is composed of a large number of immigrants. In 2019 (the most current year for immigrant population data), 13.9% of the state’s population, or almost 1.8 million people, was born outside of the United States.⁹ The nation as a whole has a similar percent of foreign-born population at 13.7%, just -0.2% less than that of Illinois. The share of immigrants in Illinois has grown from 12.6% in 2000.

Table 2. Origin of Foreign-Born Immigrants in Illinois, 2019

Source: U.S. Census Bureau

	Number	% of IL Total Pop.	% of IL Foreign Born
Foreign-born population, excluding population born at sea	1,766,492	13.9%	
Latin America	754,749	6.0%	42.7%
Asia	557,641	4.4%	31.6%
Europe	355,254	2.8%	20.1%
Other	98,848	0.8%	5.6%
Total IL population, 2019	12,671,821		

Table 2 shows additional data on foreign-born immigrants in Illinois:

- In 2019, nearly half (42.7%) of the foreign-born population in Illinois was born in Latin America.
- A little more than a quarter (31.6%) of the Illinois foreign-born population was born in Asia, and nearly a fifth (20.1%) was born in Europe.
- The rest of the world accounted for 5.6% of the foreign-born population in Illinois.

Note: *The year 2019 is the most current year for available population data.*

Labor Force Participation

The Illinois labor force dropped from 6,366,700 to 6,318,900 civilians in 2021, a decrease of -47,800. Also, the percentage of non-institutionalized civilians in the Illinois labor force fell -0.1 percentage point in 2021, to 62.9%, and remained below its 2019, pre-pandemic percentage of 64.9%.

By Gender:

The labor force participation rate for women in Illinois increased +0.4 percentage point to 58.5 percent in 2021, from 58.1 percent in 2020. The labor force participation rate for men rose +0.9 percentage point to 68.6 percent in 2021, from 67.7 percent in 2020. The historical decline in the male participation rate is due, in part, to the structural loss of jobs in male-dominated industries, such as manufacturing. A second factor influencing the labor participation rate for both genders is the fact that baby boomers are withdrawing from the labor force as they retire.

Following are more facts about the labor force participation rate for men and women:

Figure 8:

- The U.S. labor force participation rate for women was 56.1% in 2021, compared to 56.2% in 2020.¹⁰
- The U.S. labor force participation rate for men was 67.6% in 2021, compared to 67.7% in 2020.
- The gap between men and women who participate in the U.S. labor force has steadily narrowed since national labor force participation data by gender began to be collected in the late 1940s.¹¹
- Labor force participation typically declines during recessions and increases during economic expansions.

Figure 8. Annual U.S. Labor Force Participation Rate by Gender, 1948-2021

Source: U.S. Bureau of Labor Statistics

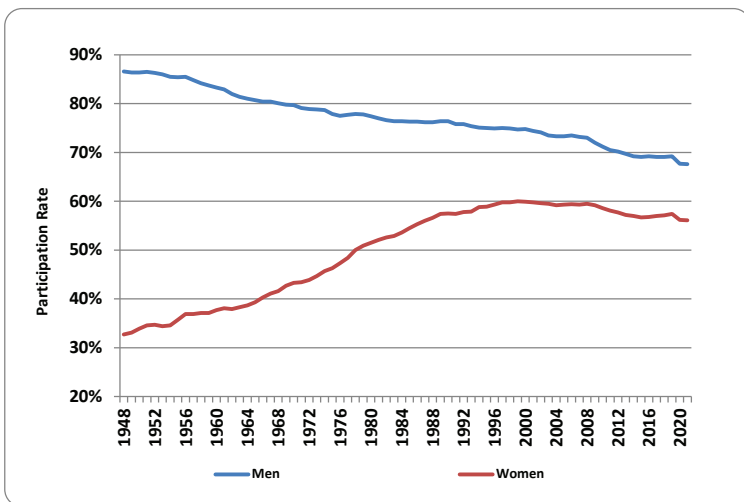


Figure 9. Illinois Labor Force Participation Rate by Gender, 2001- 2021

Source: U.S. Bureau of Labor Statistics

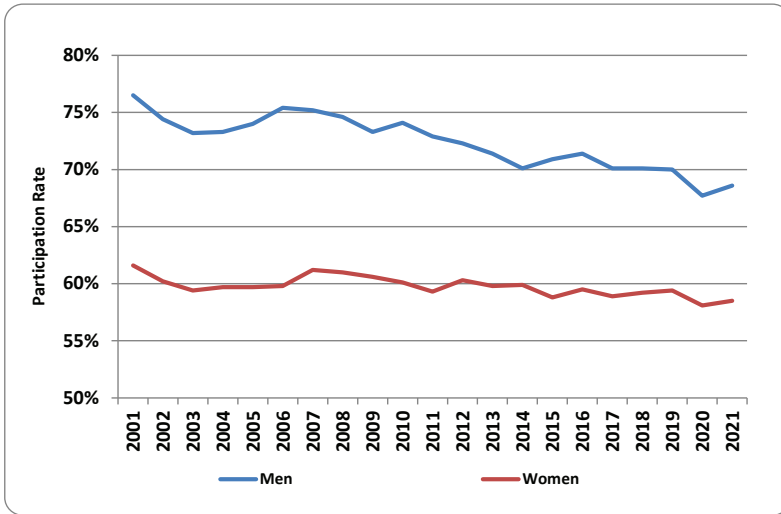


Figure 10. Labor Force Participation Rate by Race/Ethnicity in U.S. and Illinois, 2021

Source: U.S. Bureau of Labor Statistics

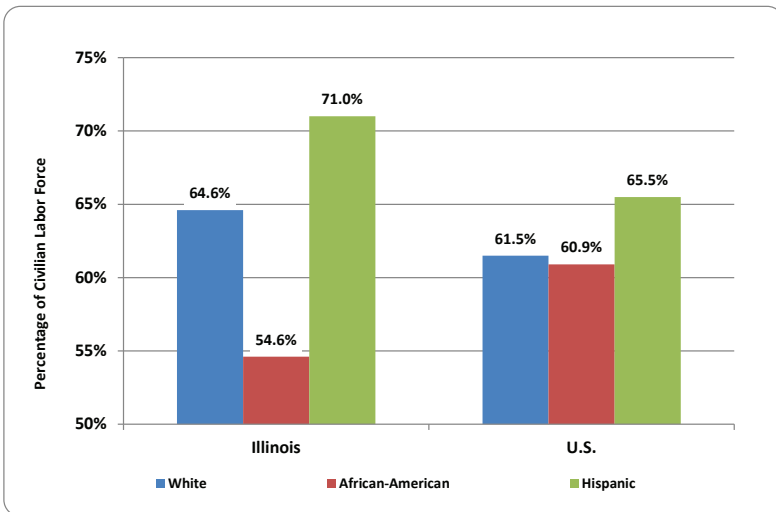
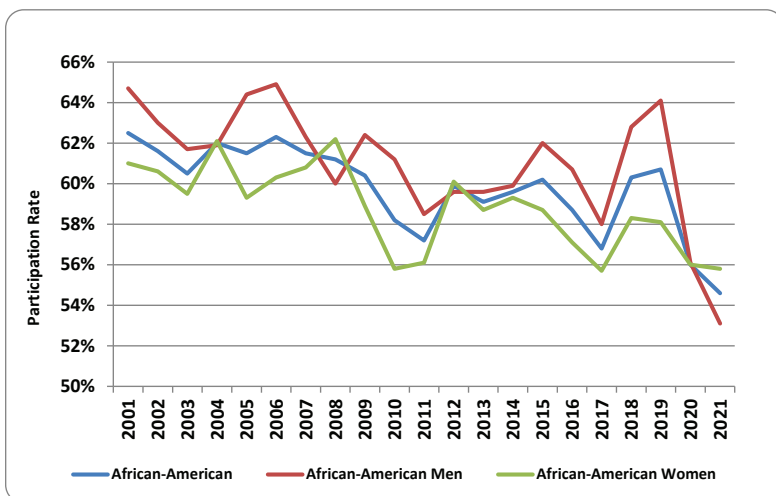


Figure 11. African-American Labor Force Participation Rate by Gender in Illinois, 2001- 2021

Source: U.S. Bureau of Labor Statistics



Figures 8-9:

- The U.S. male-female labor force participation percentage gap has dropped as more women have entered the workforce. The national gender gap in 2021 was 11.5 percentage points.¹²
- The 2021 Illinois women’s labor force participation rate of 58.5% was lower than the men’s rate of 68.6% but higher than the U.S. women’s rate of 56.1%.¹³
- The statewide gender gap increased slightly to 10.1 percentage points in 2021 from 9.6 percentage points in 2020.
- The 2021 Illinois men’s labor force participation rates of 68.6% was higher than the U.S. men’s rate of 67.6%.

By Race:

The next few charts examine labor force participation in Illinois by racial and ethnic group.

Figure 10:

- In 2021, the labor force participation rate increased for all racial groups in Illinois, except for African-Americans. Nationally, the labor force participation increased for African-Americans but fell slightly for whites and Hispanics.
- The labor force participation rate, on both a national and statewide level, ranks from highest to lowest as follows: Hispanics, whites, and then African-Americans.¹⁴
- In 2021, Hispanics had the highest labor force participation rate in both Illinois (71.0%) and the U.S. (65.5%).¹⁵
- African-Americans had the lowest labor force participation rate of all races in both Illinois (54.6%) and the U.S. (60.9%).

Figure 11:

- For most of the last two decades in Illinois, the labor force participation rate for African-

Figure 12. U.S. Labor Force Participation Rate by Race/ Ethnicity and Gender, 2021

Source: U.S. Bureau of Labor Statistics

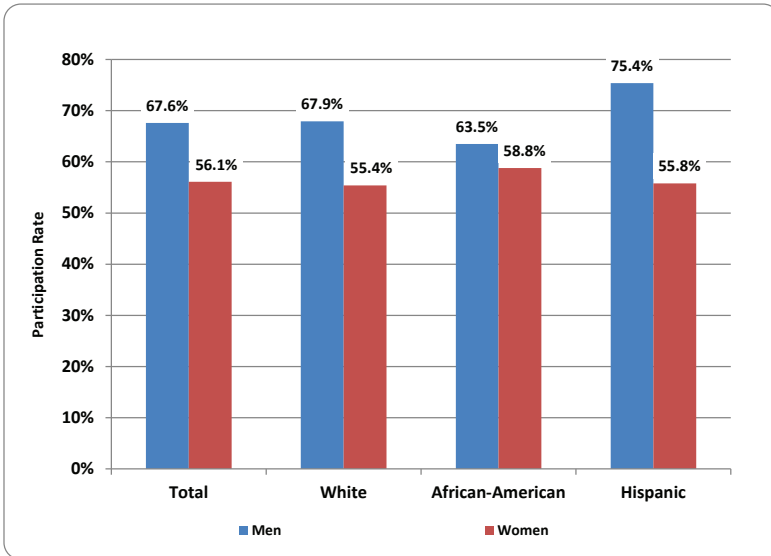
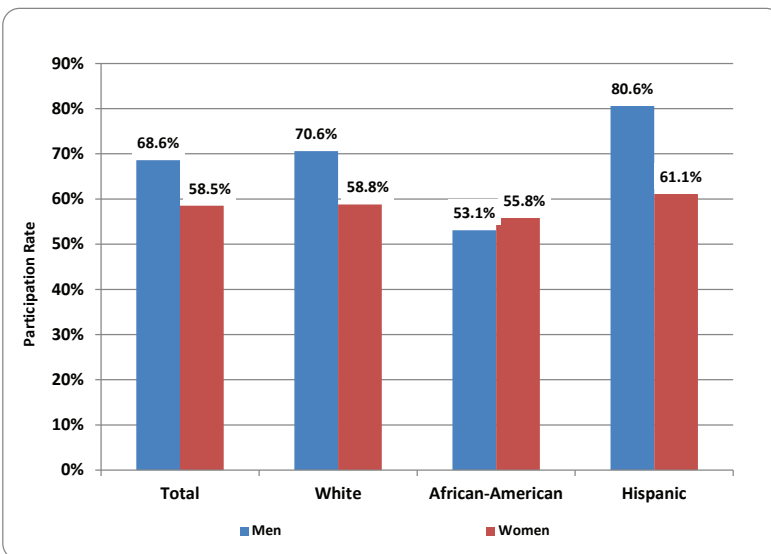


Figure 13. Illinois Labor Force Participation Rate by Race/ Ethnicity and Gender, 2021

Source: U.S. Bureau of Labor Statistics



American men was higher than the rate for African-American women. The exceptions were in 2004, when the labor force participation rate for African-American women rose sharply and converged with the African-American male labor force participation rate; and in 2008 and 2012, the labor force participation rate for African-American men dropped below that for African-American women and was among the lowest on record.

- In 2021, the labor force participation rate was 55.8% for African-American women, the lowest rate since 2017, and 53.1% for African-American men, the lowest rate on record.
- As compared to 2020, the labor force participation rate decreased -3.0 percentage points for African-American men and fell by -0.2 percentage point for African-American women.

Analysis of gender by race:

Figures 12-13:

Among women in the U.S., African-Americans had the highest labor force participation rate (58.8%), followed by Hispanics (55.8%) and white women (55.4%).¹⁶ Nationally, African-American women also reported a higher labor force participation rate (60.5%) prior to the pandemic in 2019, as compared to Hispanic women (57.7%) and white women (56.8%).¹⁷

In Illinois, Hispanic women had the highest labor force participation rate (61.1%), compared to white women (58.8%) and African-American women (55.8%).¹⁸ Hispanic women in Illinois also reported a higher labor force participation rate (60.6%) compared to white women (59.4%) and African-American women (58.1%) prior to the pandemic in 2019.

Hispanic men (80.6%) had the highest labor force participation rate in Illinois, compared to white men (70.6%) and African-American men (53.1%). Nationally, Hispanic men (75.4%) also had a higher labor force participation rate as compared to white

men (67.9%) and African-American men (63.5%). Hispanic men, both nationally and in Illinois, had higher labor force participation rate as compared to white men and African-American men prior to the pandemic in 2019.

Unemployment

In 2021, the Illinois unemployment rate decreased -3.1 percentage points to 6.1% and the U.S. unemployment rate fell -2.8 percentage points to 5.3 percent. The Illinois and U.S. unemployment rates were at their lowest levels since 2019 (see Figure 1 in Section I).

By Gender:

Nationally and in Illinois the unemployment rate decreased for both genders in 2021.

In both the U.S. and Illinois, men continued to experience higher unemployment rates than women. The unemployment rate for men was 5.5% nationwide in 2021, compared to 5.2% for women. In Illinois, the 2021 unemployment rate for men was 6.2% compared to 5.7% for women.¹⁸

Following are unemployment facts comparing genders of the same racial or ethnic group:

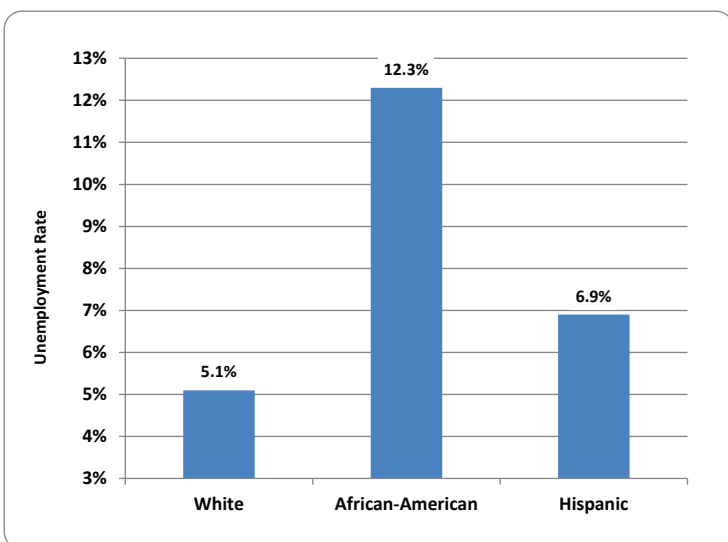
- Across all racial groups in Illinois, women had lower unemployment rates compared to men in 2021. The unemployment rate for white women was 4.7%, compared to a 5.5% unemployment rate for white men. The unemployment rate for African-American women was 11.4% vs. 13.4% for African-American men. The unemployment rate for Hispanic women was 6.7%, compared to 7.0% for Hispanic men.

By Race:

In Illinois, as well as in the nation, the unemployment rate decreased in 2021 for all racial groups. In Illinois, the 2021 unemployment rate was 12.3% for African-Americans, 6.9% for Hispanics, and 5.1% for whites (See **Figure 14**). In both

Figure 14. Unemployment Rate by Race/Ethnicity in Illinois, 2021

Source: U.S. Bureau of Labor Statistics



Illinois and the U.S., African-Americans historically have had the highest unemployment rate among all major racial and ethnic groups.

Note: Unemployment data for Asians in Illinois were not available during the production of this report.

Figure 15 highlights more unemployment trends for racial groups in Illinois:

- Historically, African-Americans have had unemployment rates that are at least double the rate for whites. The only exceptions were recession years 2009 and 2020.¹⁹
- The unemployment rate for Hispanics has exceeded the unemployment rate for whites by at least one percentage point for nearly all years since data by race and ethnicity began to be reported in 1981. However, in years 2017-2019, Hispanics recorded their lowest unemployment rates on record, and the unemployment rate gap between whites and Hispanics was less than one percentage point.
- Hispanics have had lower unemployment rates than African-Americans since unemployment rates for both races began to be reported in 1981.

The “unemployment gap” is the difference in unemployment rates between two groups of people. Figure 16 shows the unemployment gap between African-Americans and whites, and Hispanics and whites:

Figure 16:

- The unemployment gap between African-Americans and whites was 7.2 percentage points in 2021, the largest gap reported since 2016.²⁰
- The unemployment gap between Hispanics and whites was 1.8 percentage points in 2021.
- Since 1981, when state unemployment rates by race and ethnicity began to be reported, the gap between white and Hispanic unemployment

Figure 15. Unemployment Rate by Race/Ethnicity in Illinois, 2001-2021

Source: U.S. Bureau of Labor Statistics

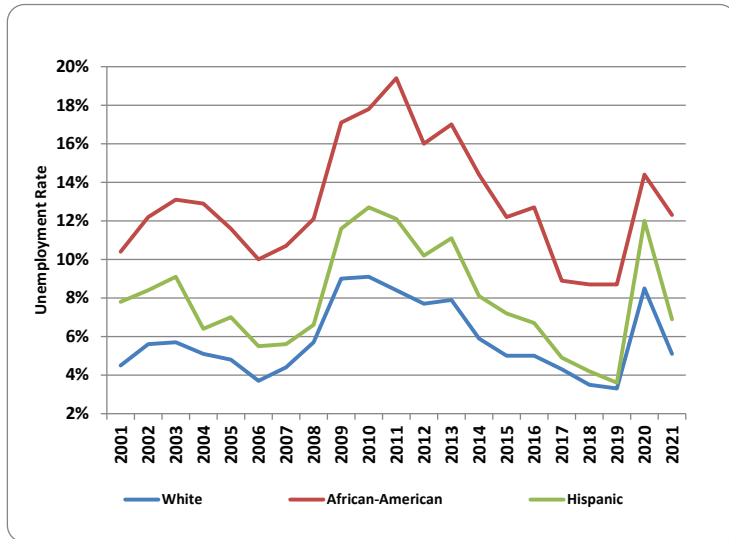
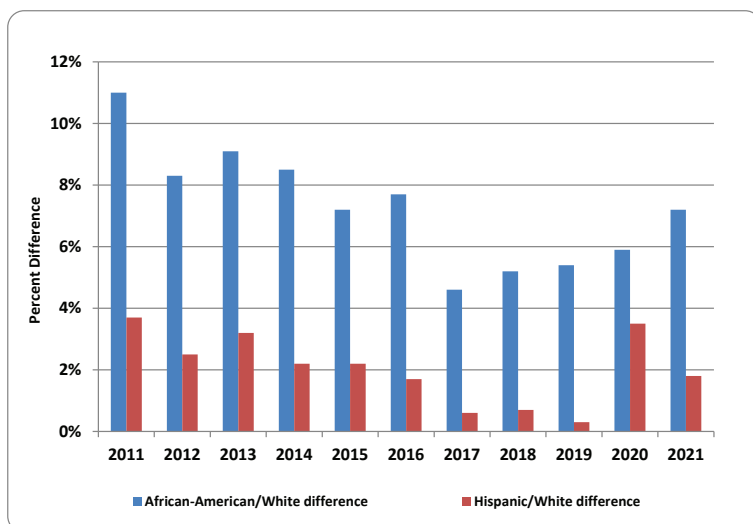


Figure 16. Illinois Unemployment Gap by Race/Ethnicity, 2011-2021

Source: U.S. Bureau of Labor Statistics



has ranged from 0.3 percentage point in 2019 to 9.3 percentage points in 1982. For African-Americans, it has ranged from 4.6 percentage points in 2017 to 17.8 percentage points in 1985.

Analysis of women by race:

Also noteworthy are the unemployment rate trends for Illinois women by race.²¹ In 2021, the unemployment rate for African-American women decreased by -1.0 percentage points and for Hispanic women the unemployment rate fell by -6.0 percentage points. The unemployment rate for white women dropped by -4.6 percentage points.

Figure 17:

- Among women in Illinois, African-American women had the highest unemployment rate in 2021. African-American women have had the highest unemployment rates among Illinois women since unemployment rates by race and gender began to be reported for Illinois in 1981. The unemployment rate for African-American women in Illinois was 11.4%, compared to 6.7% for Hispanic women and 4.7% for white women.

Figure 17. Unemployment Rate for Women by Race/Ethnicity in Illinois, 2021

Source: U.S. Bureau of Labor Statistics

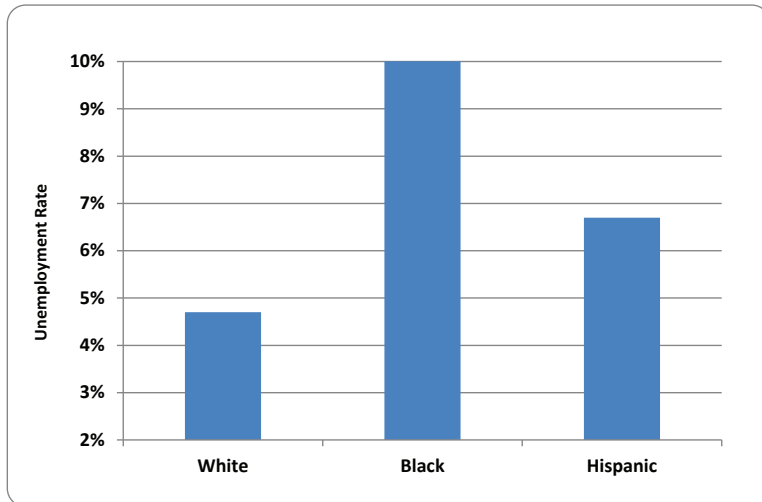


Table 3. Illinois Unemployment Rate by Race and Gender, Age 16 and Older, 2021

Source: U.S. Bureau of Labor Statistics

Year	White Men	White Women	Hispanic Men	Hispanic Women	African-American Men	African-American Women
2021	5.5	4.7	7.0	6.7	13.4	11.4
2019	3.3	3.3	3.9	3.1	9.6	7.8
2017	4.3	4.2	4.6	5.4	10.9	7.2
2015	5.4	4.5	6.9	7.5	15.1	9.7
2013	8.7	7.1	10.5	12	19.6	14.9

Analysis of men by race:

Following are comparisons of 2021 unemployment rates for Illinois men by race:

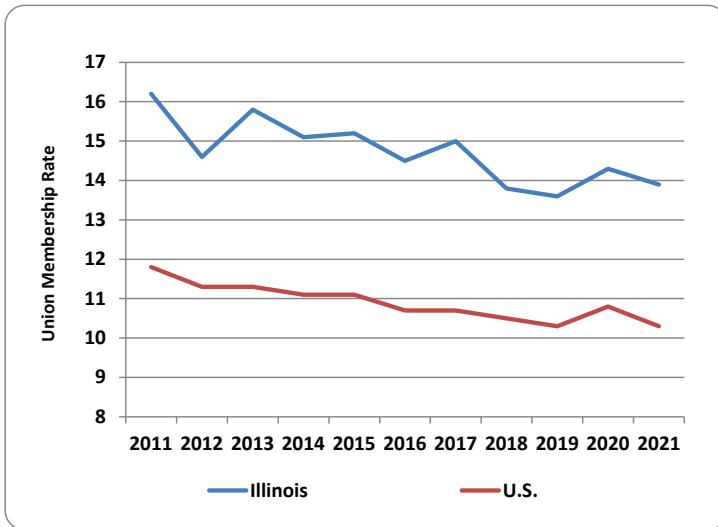
Table 3:

- In 2021, the Illinois annual average unemployment rate was 13.4% for African-American men, 7.0% for Hispanic men and 5.5% for white men.²²

- African-American men in Illinois have reported the highest unemployment rate among all racial groups and both genders since data on gender and race began to be reported in 1981, with the exception of two years, 1984 and 1998, when African-American women had the highest unemployment rate.
- White women have had the lowest unemployment rate among all racial groups and both genders since 1981, except for eight years (1984, 1990, 1996, 1999, 2004, 2016, 2017 and 2019).

Figure 18. Annual Union Membership Rate for Illinois and the U.S., 2011-2021

Source: U.S. Bureau of Labor Statistics



Union Membership

Labor union membership in Illinois, as well as the percentage of Illinois workers in unions, decreased in 2021. The percentage of Illinois employed who were members of unions dropped to 13.9 percent in 2021, from 14.3 percent in 2020. Nationally, union membership also fell in 2021 as did the percentage of employed in unions (See **Figure 18 and Table 4**).

Union membership has shown a long-term trend of decline in both Illinois and the U.S. In the early 1980s, the union membership rate for Illinois employed was nearly 25 percent, and, in the U.S. about 20 percent. In the past ten years, the percentage of Illinois employed who were members of unions has fallen -2.3 percentage points.

Table 4. Union Membership in Illinois and the U.S., 2011-2021

Membership levels displayed in thousands

Source: U.S. Department of Labor, Bureau of Labor Statistics

Year	ILLINOIS		UNITED STATES			
	Union Members	% of Employed	Union Members	% of Employed	% Private Sector Employed	% Public Sector Employed
2011	876	16.2	14,764	11.8	6.9	37.0
2012	801	14.6	14,366	11.3	6.6	35.9
2013	851	15.8	14,528	11.3	6.7	35.3
2014	831	15.1	14,576	11.1	6.6	35.7
2015	847	15.2	14,795	11.1	6.7	35.2
2016	812	14.5	14,555	10.7	6.4	34.4
2017	827	15.0	14,817	10.7	6.5	34.4
2018	786	13.8	14,744	10.5	6.4	33.9
2019	771	13.6	14,574	10.3	6.2	33.6
2020	739	14.3	14,253	10.8	6.3	34.8
2021	752	13.9	14,012	10.3	6.1	33.9

Nationally, union membership has decreased -1.5 percentage points since 2011.

Most of the historical losses in union membership have been in the private sector. In the past decade, U.S. private sector union membership rate dropped from 6.9 percent in 2011 to 6.1 percent in 2021. Nationally, more than one-third of those employed in the public sector are members of unions. Public sector union membership also experienced declines in membership rates, decreasing from 37.0 percent in 2011 to 33.9 percent in 2021.

Table 5. Union Membership Rates in the U.S. by Gender, Race/Ethnicity, 2020-2021

Source: U.S. Department of Labor, Bureau of Labor Statistics

	2021	2020	Annual Change
Total	10.3	10.8	-0.5
Men, all races, ethnicities	10.6	11.0	-0.4
Women, all races, ethnicities	9.9	10.5	-0.6
White	10.3	10.7	-0.4
Men	10.6	11.0	-0.4
Women	9.9	10.4	-0.5
Black or African-American	11.5	12.3	-0.8
Men	12.5	12.9	-0.4
Women	10.6	11.6	-1.0
Asian	7.7	8.9	-1.2
Men	7.1	8.2	-1.1
Women	8.4	9.7	-1.3
Hispanic or Latino ethnicity	9.0	9.8	-0.8
Men	9.2	10.1	-0.9
Women	8.7	9.5	-0.8

Union Membership by Gender and Race

Table 5:

We can also examine union membership rates by gender and race, which are only available nationally from the U.S. Bureau of Labor Statistics. Union membership rates continued to be slightly higher for men than for women. In 2021, 10.6 percent of men employed were members of unions as compared to 9.9 percent of women. Both men (-0.4 percentage point) and women (-0.6 percentage point) reported a decrease in their union membership rates in 2021.

Among racial groups, the highest union membership rates were found among African-Americans (11.5%), while the lowest membership rates were found among Asians (7.7%). Asians saw the largest decrease in union membership in 2021, with their membership rate falling -1.2 percentage points. Hispanics and African-Americans each reported a -0.8 percentage point decrease in their union membership rates. Whites reported the smallest union membership decline (-0.4 percentage point).

Employment

In 2021, the number of employed Illinois residents increased by +154,900 to 5,936,000. This was the largest annual employment increase since 2006 (See **Section I, Figure 2**).

In Illinois, the employment participation rate in 2021 was 59.1 percent, up +1.9 percentage points from 2020 -- the largest increase on record. The employment participation rate is the percentage of the non-institutional working age population (age 16 and older) who are employed. The employment participation rate for women was 55.1% in 2021, up +2.6 percentage points from 52.5% in 2020. The male employment participation rate in 2021 was 64.4%, up +2.5 percentage points from 61.9% in 2020. Employment participation rates in Illinois increased for whites (+2.8 percentage points) and Hispanics (+4.8 percentage points), but not for African-Americans, which reported a small decline (-0.1 percentage point). Hispanics reported the highest employment participation rates in 2021 (66.1%), followed by whites (61.2%) and African-Americans (47.9%).

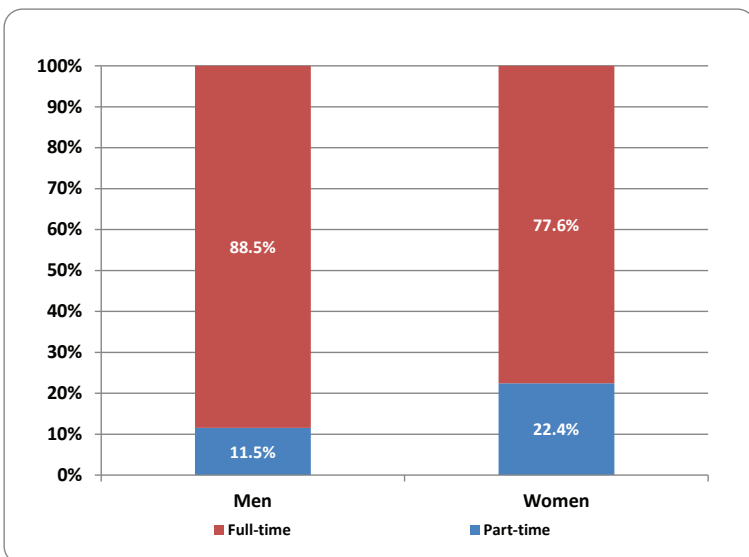
Note: Employment participation rates for Asians in Illinois were not available during the production of this report.

Part-Time vs. Full-Time Work:

In the years immediately following the 2007-2009 recession, there had been a decline in the percentage of people employed full-time and a corresponding increase in the percentage of people employed part-time. Part-time employment is defined as working less than 35 hours per week. But over the past decade, the percentage of employed working full-time in the U.S. has rebounded, climbing to more than 83 percent, the highest percentage since the year 2000. More than 25.4 million U.S. residents worked part-time in 2021, about 800,000 more than in 2020.²³ The number of full-time workers in the U.S. in 2021 was 127.2 million, as compared to 123.2 million in 2020, a gain of about 4.0 million.

Figure 19. Full- and Part-time Workers by Gender, Age 16 and Older in U.S., 2021

Source: U.S. Bureau of Labor Statistics



Illinois full-time and part-time employment data by gender and race are not available from the U.S. Bureau of Labor Statistics.

By Gender:

Figure 19 (on previous page):

Of the nearly 72 million employed women in the U.S., 22.4% worked part-time in 2021, down -3.4% from 25.8% in 2020. The percentage of men employed part-time in 2021, was 11.5%, down -1.2% from 12.7% in 2020.²⁴ Nationally, there were 6.8 million more women working part-time in 2021 than men.

By Race:

Figure 20:

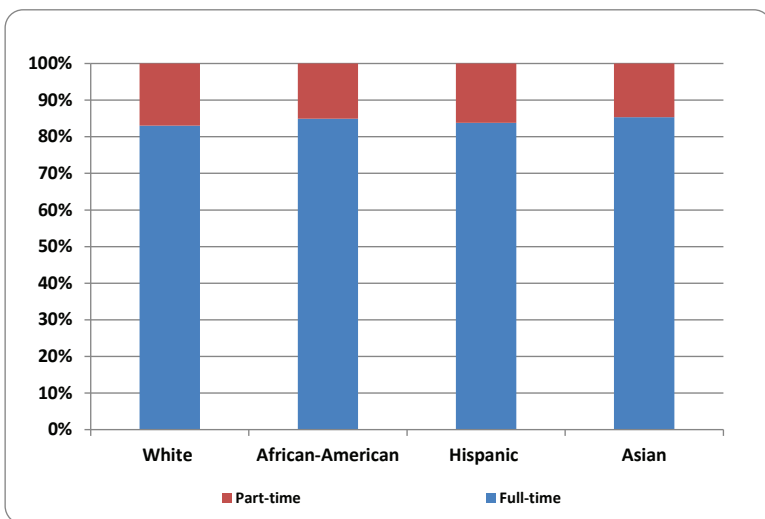
The percentage of workers employed part-time nationwide in 2021 declined for all racial groups, except for Asians which saw their percentage of workers employed part-time increase +0.6%.

- Asians had the lowest percentage of part-time workers in the U.S. in 2021, at 14.7%.²⁵ At 17.0%, whites had the highest percentage of part-time workers, followed by Hispanics (16.2%) and African-Americans (15.1%).
- The percentage of full-time workers in the U.S. increased in 2021 for African-Americans and Hispanics, but decreased for whites and Asians.
- Asians (85.3%) had the highest percentage of full-time workers, followed by African-Americans (84.9%), Hispanics (83.8%) and whites (83.0%).

Note: Data on part-time employment for minorities in Illinois are not published by the U.S. Bureau of Labor Statistics.

Figure 20. Full- and Part-time Workers by Race/Ethnicity, Age 16 and Older in U.S., 2021

Source: U.S. Bureau of Labor Statistics



Job Patterns

By Gender:

In Illinois and nationwide, women make up a larger share of the workforce in service and clerical jobs, which tend to have lower pay. Men, in contrast, have a higher proportion of employment in occupational categories, such as craft workers and managers, which tend to have higher wages. Men also dominate employment in the categories of operatives and laborers, where the numbers of jobs and wages have both been in decline.

Figures 21 and 22, show the percentages of men and women employed in various private sector job classifications in Illinois and the nation in 2018, the latest time period for which data are available.

Figures 21-22:

Job patterns in Illinois are similar to national job patterns. Women are employed in the highest proportions in office and clerical jobs and as service workers in both the U.S. and Illinois.

- In 2018 (the latest data available), women held 74.5% of office and clerical jobs in the state and 63.1% of service jobs.²⁶ The corresponding national numbers were lower--73.3% and 60.8% respectively.²⁷
- In 2018, only 6.9% of craft jobs in Illinois were held by women. Women were employed in 7.1% of craft jobs at the national level.
- In both the U.S. and Illinois, women held more than half of the professional and sales jobs.
- Women filled little more than half of the technician jobs in both Illinois and the nation.

Figure 21. Job Patterns of Men and Women in Illinois, 2018

Source: (2018 EEO-1 Illinois Aggregate Report), Equal Employment Opportunity Commission (EEOC)

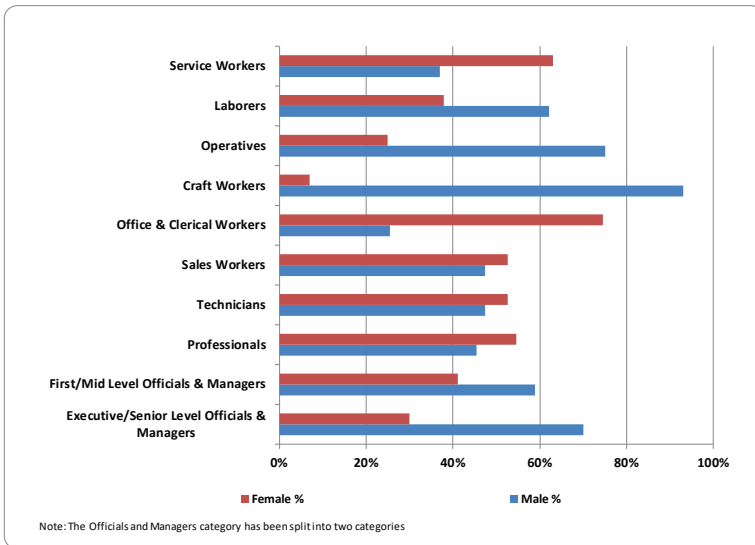
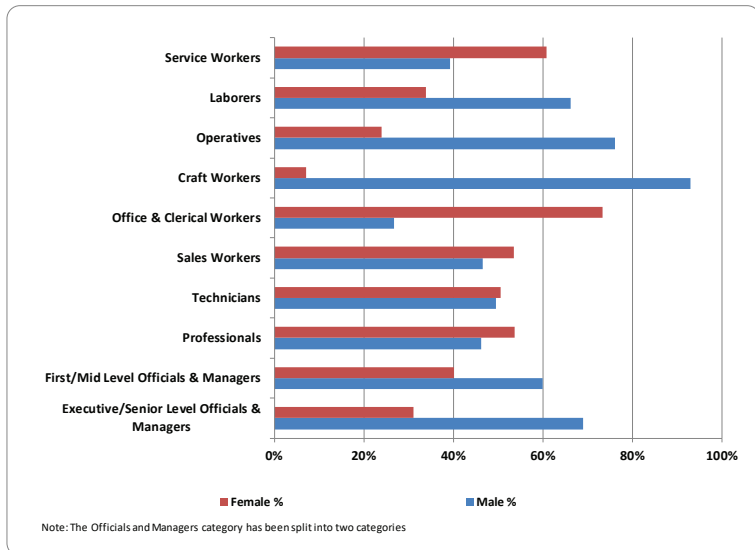


Figure 22. Job Patterns of Men and Women in the U.S., 2018

Source: (2018 EEO-1 National Aggregate Report), Equal Employment Opportunity Commission (EEOC)



By Race:

Many minority workers also are employed in occupational categories that tend to pay lower wages. Figure 23 shows that Hispanics and African-Americans both have high levels of employment in the occupational categories of operatives, laborers, and service workers during 2018 (the latest data available).²⁸ However, Asians have their highest concentration of employment in the categories of professionals and technicians, which tend to have higher pay.

Figure 23:

- In 2018 (the latest time period for private sector staffing data), African-Americans in Illinois had a high proportion of employment as service workers (26.8%), laborers (25.0%), operatives (19.3%), and office and clerical workers (17.9%).
- Hispanics had their highest rates of employment in Illinois as laborers (38.3%), operatives (26.7%), service workers (22.6%), and craft workers (18.0%).
- Whites had their highest rates of employment in management, professional and craft jobs. Whites filled 87.0% of executive/senior official and managers positions, 75.9% of first/mid-level official and managers jobs, 70.2% of professional jobs, and 69.9% of craft jobs. They also filled 64.5% of sales jobs.
- Asians in Illinois were mostly concentrated in professional, technical and management jobs. Asians filled 13.3% of professional jobs, 8.3% of technician jobs, and 7.4% of first/mid-level official and managers jobs.

In the Illinois public sector, African-Americans lead other minority groups in professional and management jobs. Hispanic representation in these positions is low relative to their proportion of the total population. Figure 24 highlights management employment trends in state government for racial groups.

Figure 23. EEO Aggregate Report - Illinois Private Sector Employment, 2018

Source: (2018 EEO-1 Illinois Aggregate Report), Equal Employment Opportunity Commission

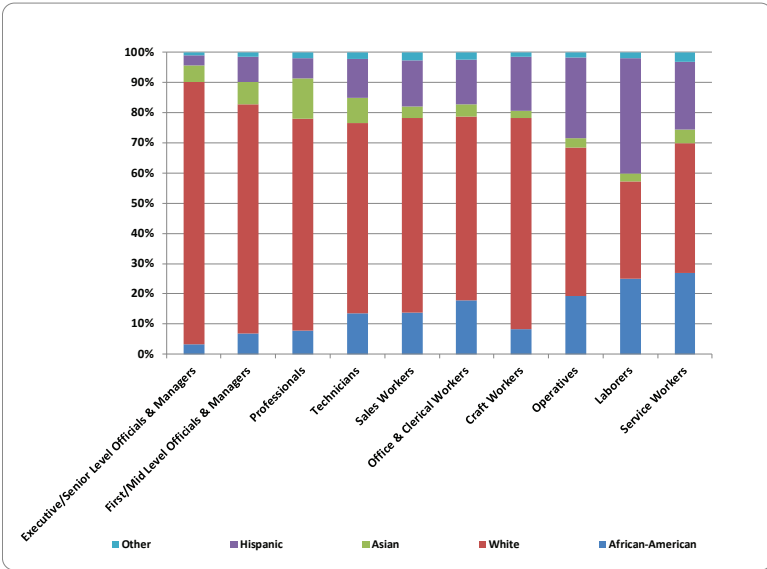


Figure 24. EEO Summary Report - Illinois State Government Full-Time Professional Jobs, Held by Minorities, 2021

Report covers coded workers as of December 31, 2021. Source: Central Management Services (CMS) [Report ANR003-A]

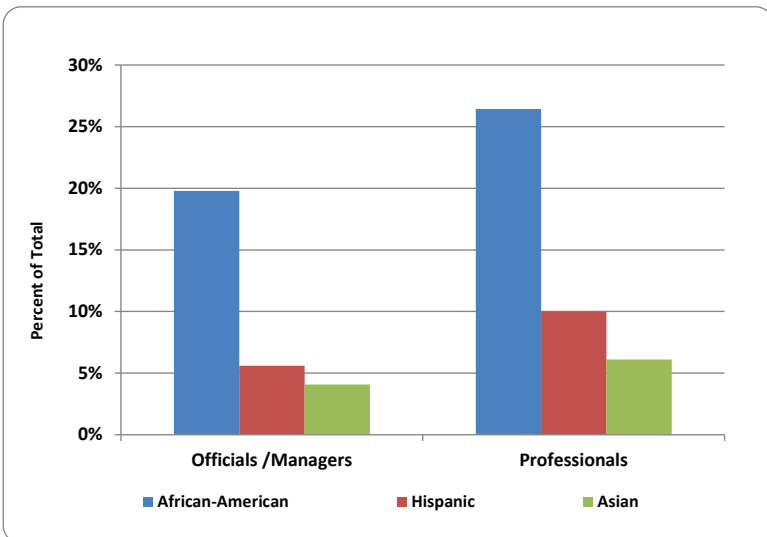


Figure 24 (on previous page):

- In 2021, African-Americans had the highest proportions of employment among minority groups in management and professional positions for Illinois state government.
- African-Americans held 19.8% of management jobs and 26.4% of professional jobs.
- Hispanics were employed in 5.6% of management jobs and 10.0% of professional jobs, while Asians held 4.1% of management positions and 6.1% of professional jobs.

Education

In general, Illinois residents are well educated, with college graduation rates above the national average, according to 2019 American Community Survey data (the most current data available). Illinois women and men ages 25 and older have attained a relatively equal level of education. Asians and whites lead in attaining the highest rates of post-secondary education and, therefore, might have a better chance of securing the fastest growing jobs.

Gender Trends:

The proportion of women ages 25 years and older in Illinois with a college (associate, bachelor or graduate) degree was 45.4% in 2019. This proportion has continued to grow over time as it was just 31.1% as recently as of 2000. In addition, women in the U.S. are more likely than men to have a college degree. In Illinois, more than half of Illinois women ages 25 and older have acquired at least some college education, while only 9.6% of women have less than a high school education (See **Figure 25**).

Table 6 shows data on the similar levels of educational attainment for men and women in Illinois:

- Illinois women have a narrow lead over men (14.6% vs. 13.5%) when comparing graduate degree attainment between the genders.

Figure 25. Educational Attainment by Women, Age 25 and Older in Illinois, 2019

Source: U.S. Census Bureau

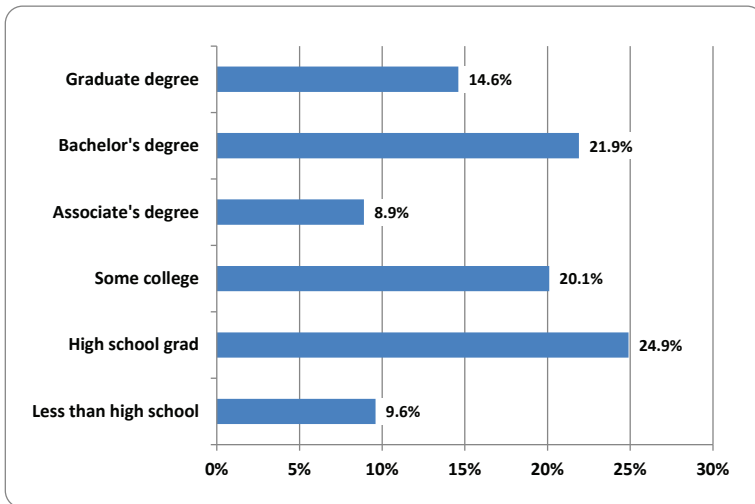


Table 6. Educational Attainment of Illinois Civilians by Gender, Age 25 and Older, 2019

Source: U.S. Census Bureau

	Male	Female
Less than 9th grade	4.5%	4.4%
9th to 12th grade, no diploma	6.3%	5.1%
High school graduate	27.0%	24.9%
Some college, no degree	19.8%	20.1%
Associate's degree	7.4%	8.9%
Bachelor's degree	21.5%	21.9%
Graduate degree	13.5%	14.6%

- The percentage of women and men in Illinois attaining bachelor’s degrees as their highest educational attainment was nearly the same in 2019 (21.5% for males and 21.9% for females).
- Summary percentages across attainment levels show that more Illinois women (65.5%) than men (62.2%) who were at least 25 years old had attended at least some college.
- A slightly higher percentage of males (27.0%) than females (24.9%) had attained a high school diploma as their highest level of education.

Racial Trends:

Of the Illinois population age 25 and older, the racial group attaining the greatest percentages of bachelor’s degrees is Asians, while the group with the highest percentage of high school diplomas is almost equal between Asians, and whites. Hispanics have the lowest percentage of college degrees and high school diplomas of all racial/ethnic groups.

Table 7. Educational Attainment of Illinois Population by Race, Age 25 and Older, 2019

Source: U.S. Census Bureau

Education Level	Whites	African-Americans	Hispanics	Asians
High school graduate (includes equivalency) or higher	91.9%	86.5%	71.3%	90.5%
Some college or associates degree (or higher)	65.4%	58.1%	40.6%	79.4%
Bachelor's degree or higher	37.3%	22.6%	16.8%	65.0%

Here are more specifics, as reflected in **Table 7**:

- Over 90% of whites and Asians in Illinois earned high school diplomas or higher, followed by African-Americans (86.5%) and Hispanics (71.3%).
- The gap between whites and Hispanics with high school diplomas is almost 21 percentage points, whereas the gap between African-Americans and whites is a little more than 5 percentage points.
- 65% of Asians in Illinois have bachelor’s degrees or higher, compared to 37.3% of whites, 22.6% of African-Americans and 16.8% of Hispanics.

Figure 26. Percentage of Population with Bachelor's Degree or Higher, Age 25 and Older, in U.S. and Illinois, 2019

Source: U.S. Census Bureau

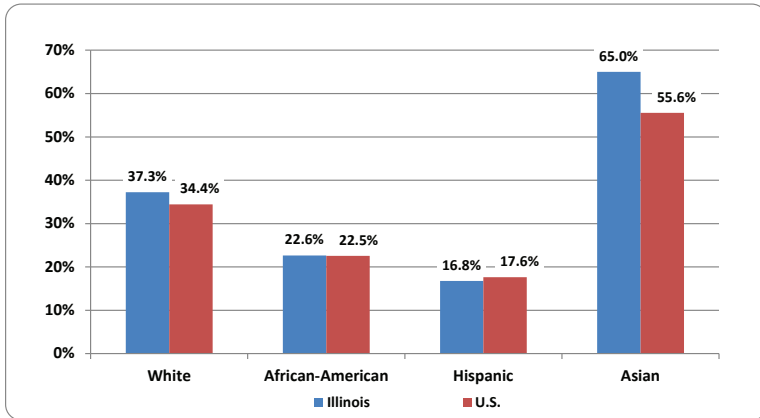


Figure 27a. Median Weekly Earnings by Gender, Illinois, 2010-2020

Source: Highlights of Women's Earnings in 2020, U.S. Bureau of Labor Statistics

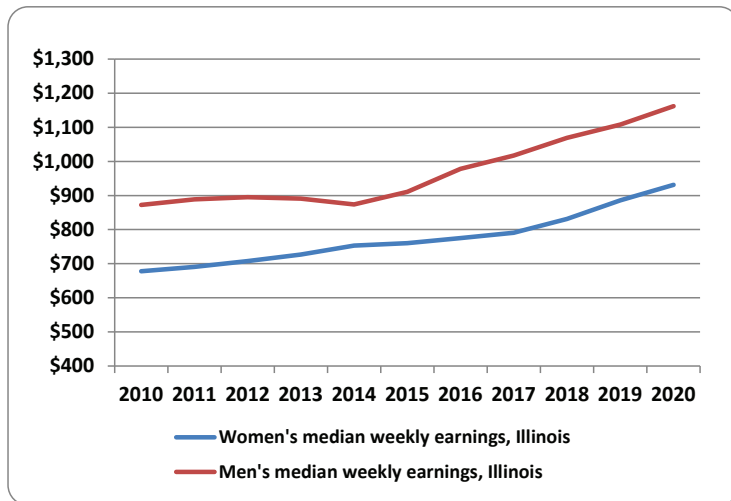
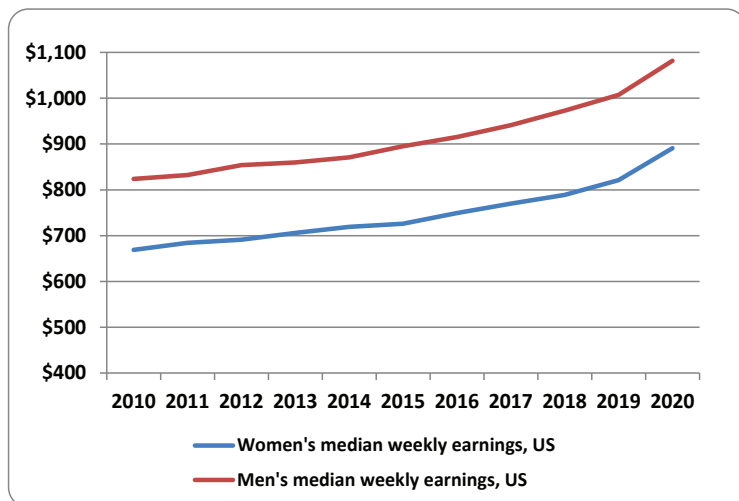


Figure 27b. Median Weekly Earnings by Gender, U.S., 2010-2020

Source: Highlights of Women's Earnings in 2020, U.S. Bureau of Labor Statistics



- The gap between Asians and whites having a bachelor's degree or higher is almost 30 percentage points, whereas whites and Asians have similar proportions with a high school diploma.

National education trends among racial groups are similar to Illinois trends. However, as reflected in Figure 26, Illinois has a higher proportion of its population with bachelor's degrees than the nation as a whole. A much greater percentage of Asians in Illinois have a bachelor's degree than in the U.S. (65.0% vs. 55.6%). A higher proportion of African-Americans and Hispanics have a bachelor's degrees at the national level than in Illinois.

Wages

Greater education leads to higher future wages for all workers, including women and minorities.

Women who earn graduate or professional degrees generally raise their earnings, although disparities within men's earnings persist. For example, Illinois women in 2019 who had earned graduate or professional degrees had a median annual income of \$14,313 more than women with bachelor's degrees. However, Illinois men with graduate or professional degrees had a median annual income of \$30,023 more than women with comparable degrees.²⁹

Wage Trends by Gender:

As women have moved into traditionally male occupations, such as management and professional work, their occupational opportunities have expanded. Shifts in the economy and an increase in computer-based jobs have also led to new careers for women. The available career opportunities, along with women's increasing attainment of higher education, have triggered a steady increase in women's wages.

Figures 27a and 27b compare median wages for full-time workers by gender in Illinois and the U.S.:

- Earnings for women increased at a greater rate than men in 2020 (the most current year for wage data). Nationally, earnings for women also increased at a faster rate than men.

- Illinois' median weekly earnings for women were \$931 in 2020, up from \$886 in 2019.
- The weekly median earnings for men in Illinois were \$1,162 in 2020, up from \$1,108 in 2019.

Figure 28. Women's Median Weekly Earnings as Percentage of Men's, Age 16 and Older, 2010-2020

Source: Highlights of Women's Earnings in 2020, U.S. Bureau of Labor Statistics

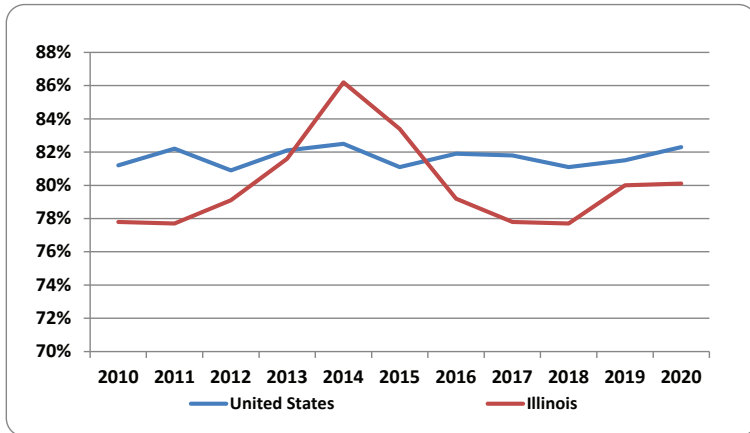


Figure 28 shows that the ratio of median wages for women relative to men remained steady since 2014 nationally, but continued to fall in Illinois until a reversal in 2018:

- The Illinois ratio was 80.1% in 2020 (the most current year for wage data), compared to the U.S. ratio of 82.3%.

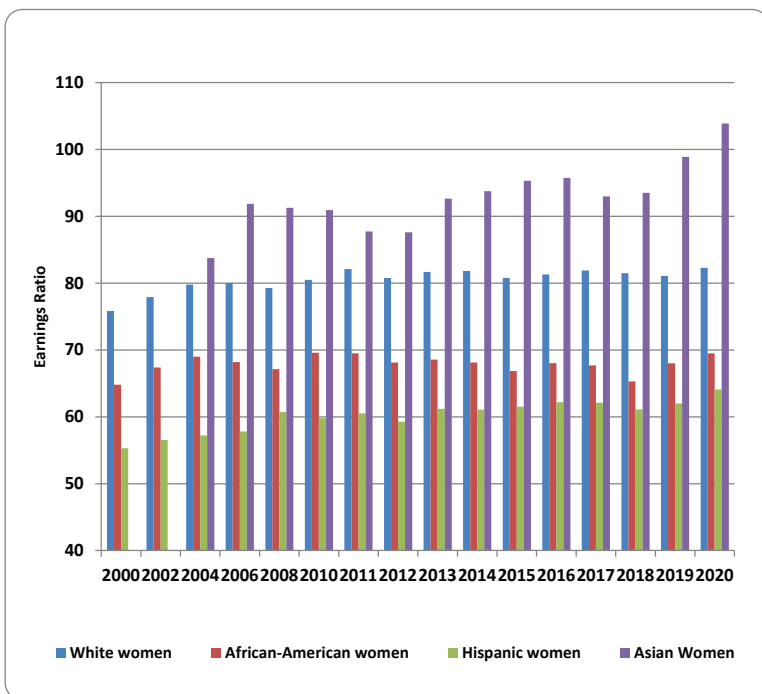
Wage Trends by Race and Ethnicity:

Figure 29 shows a clear gender wage gap by race/ethnicity relative to white males in the United States.

Note: Statewide wage data by racial group is not published.

Figure 29. U.S. Women's Median Weekly Earnings as Percentage of White Men's, 2000-2020

Source: Highlights of Women's Earnings in 2020, U.S. Bureau of Labor Statistics



Women's wage comparisons to white males:

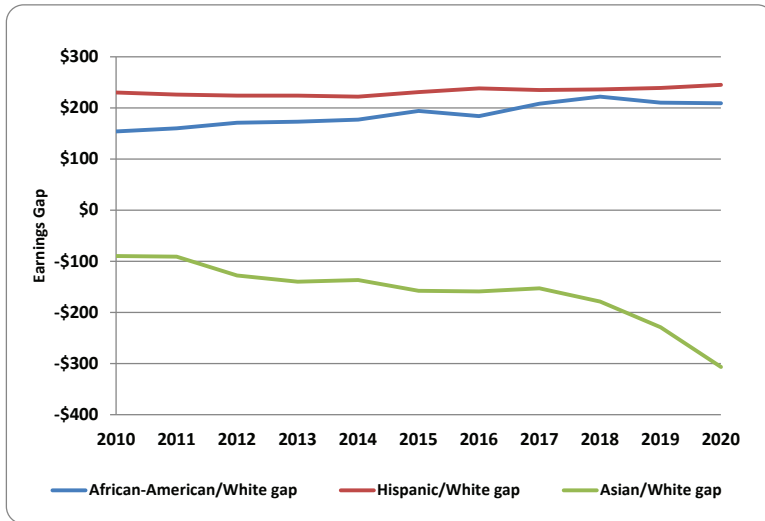
- In 2020 (the most current year for wage data), the U.S. median weekly wage for women as a percentage of white men's median wages was 82.3% for white women, 69.5% for African-American women, 103.9% for Asian women, and 64.1% for Hispanic women.
- African-American women's wages have stayed in the 60-70 percent range since at least 1990, while Hispanic women broke above the 50-60 percent range in 2008 and have remained in the low 60 percent range from 2013 through 2019. Asian women's wages continued to increase since 2017 and surpassed the median weekly wage for white men in 2020 by 3.9%.

Minorities' wages in comparison to whites:

Figure 30 shows the earnings gap for minority groups in comparison to whites in the U.S.:

Figure 30. U.S. Earnings Gap: African-Americans, Asians, and Hispanics vs. Whites, 2010-2020

Source: Highlights of Women's Earnings in 2020, U.S. Bureau of Labor Statistics



- The 2020 median weekly earnings for full-time employment in the United States was \$1,310 for Asians, \$1,003 for whites, \$794 for African-Americans, and \$758 for Hispanics.
- Asians have a higher median wage than do whites. The gap is shown as negative values on the chart. The value for 2020 is -\$307.
- The wage gap between African-Americans and whites was \$209 for 2020.
- The wage gap between whites and Hispanics decreased to \$245 for 2020.

Note: The year 2020 is the most current year for available wage data.

Appendix

Terms and Definitions

Workforce participation terms such as earnings, income, race-ethnicity, and labor force are uniquely defined by state agencies, federal agencies and research organizations. They may even be defined differently by the same organization when used for different purposes. Given their variability, it is important to define the terms as they are used in this report. Caution should be used when comparing numbers in this report to those in other sources because of this inconsistency.

Race and Ethnicity

Beginning with the 2000 Census, race and ethnicity became two distinct concepts in federal workforce reporting. Each person now has two attributes, his or her race (or races), and whether or not he or she is Hispanic. The 2000 Census also established six racial categories: American Indian or Alaska Native, Asian, African-American, Native Hawaiian or Other Pacific Islander, White, and “Some Other Race.” Respondents for the first time were allowed to select more than one race. The two ethnicity categories are “Hispanic origin” and “not of Hispanic origin.” Given this substantial change in the race and ethnicity categories, which introduces the likelihood of overlap of race and Hispanic origin, the Census Bureau cautions against making direct comparisons between the 2000 Census and previous years.

The race/ethnicity population reporting in this report follows standards used by the U.S. Census Bureau and other federal agencies. In figures 6-9 of this report, race and Hispanic origin are expressed as two different concepts in order to present a clearer view of the racial makeup of Illinois’ population. For example, data for the racial categories “white” and “African-Americans” does not include Hispanic whites or Hispanic blacks. However, data for the Hispanic ethnic category includes data for all racial groups, including Hispanics who are white, black, Asian, American Indian/Alaskan Native and Native Hawaiian/Pacific Islander.

The population data in this report are from the Census Bureau. The data include non-institutional civilians, the incarcerated, and the underemployed.

Labor Force Concepts and Definitions

Employed: Persons are classified as employed if they performed any work for pay or profit, worked at least 15 unpaid hours in a family-owned enterprise, or were temporarily away from work due to reasons such as vacation, illness or labor dispute. The resident employed totals include the self-employed.

Unemployed: Persons are classified as unemployed if they do not have a job, have actively looked for work in the prior four weeks, and are currently available for work. The unemployed do not include “discouraged” workers — those who have become disappointed with the job hunt and have stopped actively looking for work.

Actively looking for work may consist of any of the following activities:

- Contacting any of the following regarding job opportunities:
 - An employer
 - An employment agency
 - Friends or relatives
 - A school or university employment center
- Sending out resumes or filling out applications
- Placing or answering classified advertisements
- Checking union or professional registers

Workers expecting to be recalled from layoff are counted as unemployed, whether or not they have engaged in a specific job seeking activity. But in all other cases, the individual must be actively engaged in some job search activity and available for work (except for temporary illness).

Labor Force: The labor force equals the sum of employed and unemployed persons. Those considered to be not in the labor force are neither employed nor unemployed.

Unemployment Rate: The unemployment rate is the percentage of the labor force that is unemployed (available and looking for work but currently not working).

Civilian Non-institutional Population: The civilian non-institutional population includes anyone age 16 and older who does not reside in an institution, such as a prison or mental hospital, or who is not on active duty in the Armed Forces.

Labor Force Participation Rate: The labor force participation rate is the percentage of the civilian non-institutional population that is in the labor force (either employed or unemployed).

Employment Participation Rate: The employment participation rate is defined as the percentage of civilian non-institutional population that is employed.

To summarize:

Employed persons consist of:

Employed persons are:

- All persons who did any work for pay or profit during the U.S. Census Bureau's household survey week, which is usually the week including the 12th of each month.
- All persons who did at least 15 hours of unpaid work in a family-operated enterprise.
- All persons who were temporarily absent from their regular jobs because of illness, vacation, bad weather, industrial labor dispute or various personal reasons, whether or not they were paid for the time off.

Unemployed persons are:

- All persons who did not have a job during the household survey week, but made active efforts to find a job during the prior four weeks, and were available for work (unless temporarily ill).
- All persons who were not working and were waiting to be called back to a job from which they had been laid off need not be looking for work to be classified as unemployed.
- People who are not part of the labor force are all persons not classified as employed or unemployed, including discouraged workers.

For more information, visit the U.S. Department of Labor's website, "How the Government Measures Employment," at http://www.bls.gov/cps/cps_htgm.htm.

Career Resources

The Illinois Department of Employment Security offers several online resources to assist job seekers in finding jobs, training and career information. To access these resources:

1. Go to <https://ides.illinois.gov>
2. Select the “Jobs & Workforce” link.
3. Click “Illinois JobLink.com”
4. Access the following resource: **Illinois JobLink.com**, an online job database that connects job seekers to employers throughout the country.

OR

1. Go to <https://ides.illinois.gov>
2. Select the “Jobs & Workforce” link.
3. Scroll down to the ‘Plan Your Career’ tile, and click “Career Information System” and select one of the following options:
 - **CIS Job Seeker:** a tool for the experienced worker who is preparing for a career change or re-entering the workforce after layoff or retirement. It features job search resources, wage information, and information on running your own business (self-employment).
 - **CIS:** a career planning tool that offers comprehensive information on occupations, schools, financial aid, job search and extensive links to other career resources. It is designed for high school and college students. (Under the Occupations tab click on Career Clusters then Science, Technology, Engineering and Mathematics for high paying STEM fields.)
 - **CIS Junior:** helps middle school and junior high school students explore questions such as “Who am I? Where am I going? How do I get there?” and offers a career cluster interest assessment.

OR

Go to www.ilcollege2career.com

Explore area-of-study options at more than 100 Illinois 2-year and 4-year colleges and outcomes experienced by their graduates employed in Illinois (job stability, industry of employment, and career earnings).

Endnotes

1. U.S. Census Bureau, Population Division, <http://www.census.gov/popest/>.
2. The labor force includes all persons in the civilian, non-institutional population classified as either employed or unemployed. In general, as the population continues to grow, so does the pool of available workers.
3. Illinois Department of Employment Security, Economic Information and Analysis Division, Illinois Labor Force Estimates, Annual Averages.
4. Ibid.
5. Ibid.
6. U.S. Census Bureau, Population Division, <http://www.census.gov/popest/>.
7. Ibid.
8. Ibid.
9. U.S. Census Bureau, 2019 American Community Survey 1-Year Estimates (S0501, S0503, S0505, S0506).
10. U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey, <http://www.bls.gov/cps/#data>.
11. Ibid.
12. U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey, <http://www.bls.gov/cps/tables.htm>.
13. U.S. Bureau of Labor Statistics, Local Area Unemployment Statistics, Current Population Survey, “Annual Illinois Unemployment Rates, Labor Force Participation Rates by Gender and Racial Group.”
14. U.S. Department of Labor, Bureau of Labor Statistics, <http://www.bls.gov/cps/#data>.
15. U.S. Department of Labor, Bureau of Labor Statistics, Local Area Unemployment Statistics, Current Population Survey, “Annual Illinois Unemployment Rates, Labor Force Participation Rates by Gender and Racial Group.”
16. U.S. Department of Labor, Bureau of Labor Statistics, <http://www.bls.gov/cps/#data>.
17. U.S. Department of Labor, Bureau of Labor Statistics, Local Area Unemployment Statistics, Current Population Survey, “Annual Illinois Unemployment Rates, Labor Force Participation Rates by Gender and Racial Group.”
18. U.S. Bureau of Labor Statistics, Current Population Survey.
19. U.S. Department of Labor, Bureau of Labor Statistics, Local Area Unemployment Statistics, Current Population Survey, “Annual Illinois Unemployment Rates by Gender and Racial Group.”
20. Ibid.
21. U.S. Department of Labor, Bureau of Labor Statistics, Local Area Unemployment Statistics, Current Population Survey.
22. U.S. Department of Labor, Bureau of Labor Statistics, Local Area Unemployment Statistics, Current Population Survey, “Annual Illinois Unemployment Rates by Gender and Racial Group.”
23. U.S. Department of Labor, Bureau of Labor Statistics, <http://www.bls.gov/cps/#data>.
24. U.S. Department of Labor, Bureau of Labor Statistics.
25. U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey, <http://www.bls.gov/cps/#data>.
26. U.S. Equal Employment Opportunity Commission, “2015 EEO-1 Aggregate Report for Illinois,” www.eeoc.gov.
27. U.S. Equal Employment Opportunity Commission, “2015 EEO-1 National Aggregate Report,” www.eeoc.gov.
28. U.S. Equal Employment Opportunity Commission, “2015 EEO-1 Aggregate Report for Illinois,” www.eeoc.gov.
29. U.S. Census Bureau, 2019 American Community Survey 1-Year Estimates (S1501), <http://www.census.gov>.