

# MICHIGAN'S LABOR MARKET NEWS

VOL. 77, NO. 2  
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## Women in the Michigan Workforce

Feature Article pg. 16

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## Map of the Month: Share of All Women Workers Who Worked Less Than Full Time by State

pg. 15

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## Ask the Economist: “What are Some of the Factors that Contribute to the Earnings Gap Between Men and Women?”

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Jobs in the *Leisure and hospitality* sector jumped significantly in Michigan in February, as workers were recalled from pandemic-related layoffs. However, jobs in this industry remained 94,000 below year-ago levels.

FEBRUARY 2021 JOBLESS RATE

MICHIGAN

5.2%

NATIONAL

6.2%

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### IT'S BIGGER THAN DATA.

The Bureau of Labor Market Information and Strategic Initiatives is your one-stop shop for information and analysis on Michigan's population, labor market, and more.

- Our Federal-State Programs division runs the state's cooperative agreements with the U.S. Bureau of Labor Statistics and the U.S. Census Bureau, making us the official source for this information.
- Our Research and Analytics division conducts workforce research and program evaluation, giving you the insight you need to make smarter decisions.



Michigan's jobless rate fell to 5.2 percent in February, as the statewide labor force continued to edge lower. The state's jobless rate was 1.5 percentage points higher over the year, as total employment fell 6.1 percent since February 2020. Total payroll jobs edged higher by 1.6 percent in February, largely driven by recalls of workers in Michigan's *Leisure and hospitality* sector. Total jobs were 332,000 lower over the year.

In a collaborative effort with the Michigan Department of Labor and Economic Opportunity, our bureau recently released a comprehensive report focusing on women in the Michigan workforce. This month's issue of *Michigan's Labor Market News* offers some key analysis from that report as well as additional looks at these data. Our *Feature Article* discusses the major findings of the report in regard to women's labor force, employment, earnings, poverty, and education. The *Map of the Month* provides a visualization of the share of women who work part-time by state, while our *Ask the Economist* offers some information on the gender pay gap.

We hope you enjoy this issue of *Michigan's Labor Market News*. Please let us know if there is something you would like to know more about.



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# MICHIGAN FEBRUARY UNEMPLOYMENT RATE DECLINES

Michigan's seasonally adjusted jobless rate decreased by half a percentage point during February to 5.2 percent. Total employment in the state edged down by 14,000 over the month while the number of unemployed declined by 28,000, resulting in a net workforce reduction of 42,000 since January.

The national jobless rate edged down by a tenth of a percentage point to 6.2 percent during February. Michigan's February unemployment rate was one percentage point below the U.S. rate. The national jobless rate advanced by 2.7 percentage points since February 2020 while the Michigan rate rose by 1.5 percentage points.

Over the month, the state employment level was nearly unchanged, inching down by 0.3 percent. The national employment total experienced a similar trend, with total employment edging up by only 0.1 percent. Michigan's number of unemployed receded by 10.3 percent in February while national unemployment moved down by 1.6 percent over the month.

Michigan employment declined significantly by 6.1 percent over the year, reflecting the impact

of the coronavirus. This employment reduction was slightly larger than observed nationally (-5.4 percent). The state's number of unemployed advanced by 31.4 percent while the U.S. unemployment level rose by 74.4 percent since February 2020.

## Michigan Employment and Payroll Jobs Critically Impacted due to COVID-19 Pandemic

The COVID-19 pandemic had a tremendous impact on Michigan's labor market. February 2021 marks eleven months since the first cases of COVID-19 were reported in Michigan. This piece seeks to examine the pandemic's effect on Michigan's labor market by analyzing changes in economic indicators both before and after the height of COVID-19 pandemic-related layoffs in the state.

The peak of pandemic-related employment reductions in Michigan was in April 2020. Between February and April 2020, Michigan's total employment plunged by 1,241,000, or 26.2 percent. Total nonfarm jobs in the state also dropped substantially by 1,055,000, or 23.7

percent. Michigan's jobless rate rose by a record 19.9 percentage points to 23.6 percent in April.

Michigan's labor market experienced some significant recalls of workers between April 2020 and February 2021. Total employment in the state bounced back by 950,000, or 27.1 percent. Payroll jobs advanced by 723,000, or 21.3 percent. The unemployment rate dropped by 18.4 percentage points to 5.2 percent.

Despite these improvements, Michigan's employment and nonfarm job totals remain below pre-pandemic levels. Between February 2020 and February 2021, total employment fell by 291,000, or 6.1 percent. Payroll jobs dropped by 332,000, or 7.5 percent. Michigan's jobless rate during February 2021 was 1.5 percentage points higher than the rate recorded by the state during February 2020.

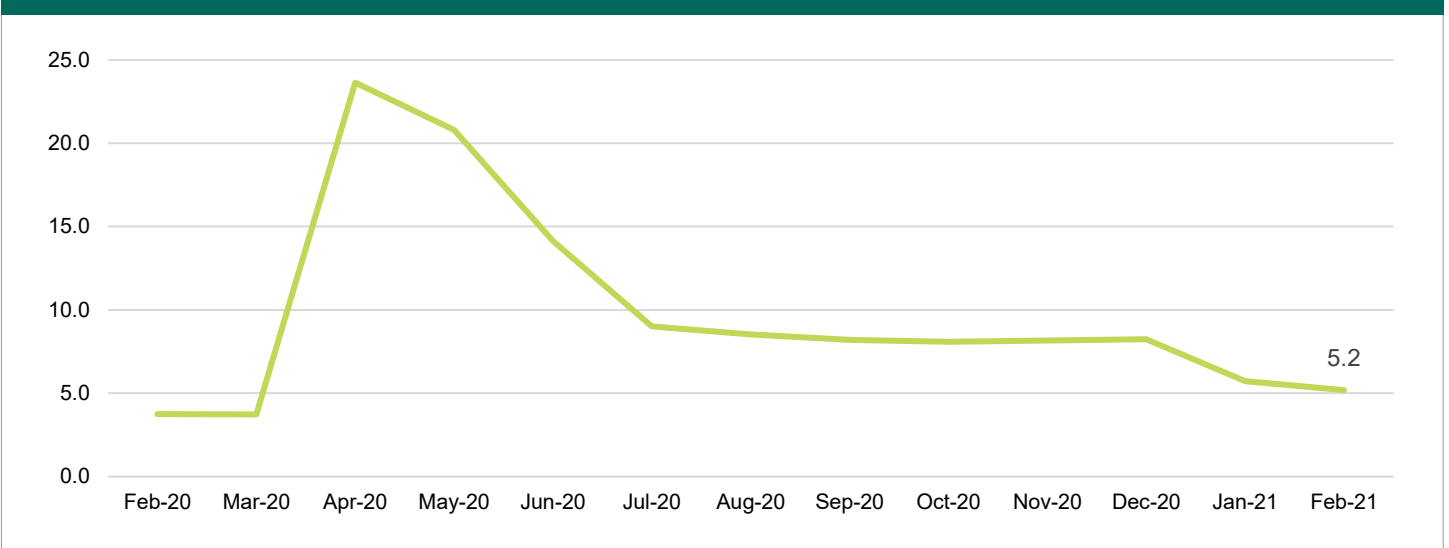
**SHIBANI PUTATUNDA**  
Economic Specialist

## MICHIGAN LABOR FORCE ESTIMATES, FEBRUARY 2021 (SEASONALLY ADJUSTED)

	FEBRUARY 2021	JANUARY 2021	FEBRUARY 2020	OVER THE MONTH		OVER THE YEAR	
				NUMERIC	PERCENT	NUMERIC	PERCENT
Civilian Labor Force	4,695,000	4,737,000	4,928,000	-42,000	-0.9%	-233,000	-4.7%
Employed	4,452,000	4,466,000	4,743,000	-14,000	-0.3%	-291,000	-6.1%
Unemployed	243,000	271,000	185,000	-28,000	-10.3%	58,000	31.4%
Unemployment Rate	5.2	5.7	3.7	-0.5	XXX	1.5	XXX

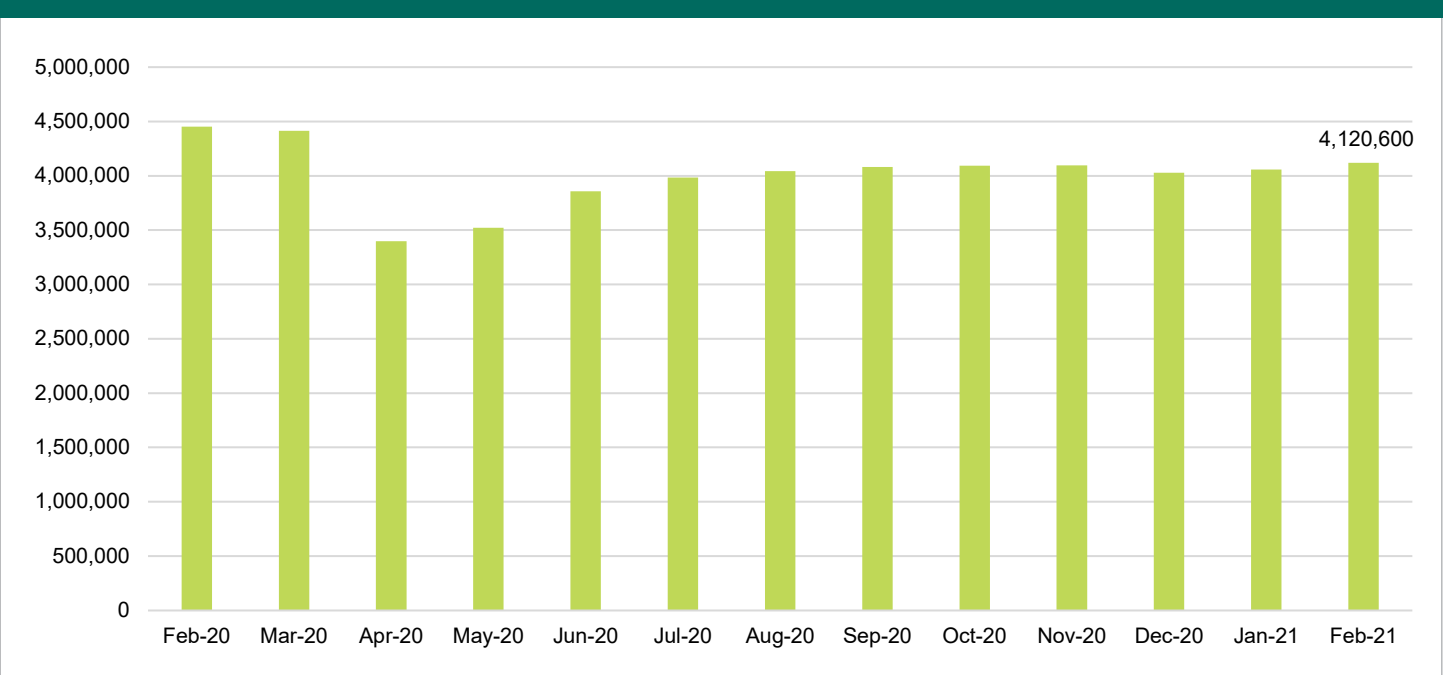
Source: Local Area Unemployment Statistics, Bureau of Labor Market Information and Strategic Initiatives, Department of Technology, Management & Budget

## MICHIGAN UNEMPLOYMENT RATE, FEBRUARY 2020–FEBRUARY 2021 (PERCENT)



Source: Local Area Unemployment Statistics, Bureau of Labor Market Information and Strategic Initiatives, Department of Technology, Management & Budget

## MICHIGAN SEASONALLY ADJUSTED PAYROLL JOBS, FEBRUARY 2020–FEBRUARY 2021



Source: Local Area Unemployment Statistics, Bureau of Labor Market Information and Strategic Initiatives, Department of Technology, Management & Budget

# MICHIGAN JOB TRENDS BY INDUSTRY SECTOR

## Monthly Overview

On a seasonally adjusted basis, Michigan nonfarm payroll jobs rose significantly by 63,500 or 1.6 percent in February, mainly due to recalls of workers (+55,800) on pandemic-related layoff in the *Leisure and hospitality* sector. Despite this large monthly gain in February, total payroll jobs in Michigan remained well below (-332,300) the pre-pandemic February 2020 job level. Outside the monthly job advance in *Leisure and hospitality*, smaller job additions occurred in multiple industries this month, including *Trade, transportation, and utilities*; *Professional and business services*; and *Manufacturing*. Over-the-month job declines were recorded in only one major industry sector in February: *Construction*, which fell by 3,200 or 1.8 percent. This was likely due to unfavorable weather conditions throughout Michigan in February.

## Over-the-Year Analysis

Statewide payroll jobs were down sharply by 332,300 or 7.5 percent since last year on a seasonally adjusted basis. The impact of the pandemic can be seen in job cuts in a number of industry sectors, led by the *Leisure and hospitality* (-93,800) sector. Jobs also fell significantly since February 2020 in *Education and health services* (-49,400), *Government* (-46,400), *Manufacturing* (-43,700), and

*Professional and business services* (-39,300). Significant job declines in industry subsectors included *Accommodation and food services* (-82,600), *Health care and social assistance* (-41,500), *Administrative and support services* (-33,200), and *Durable goods* (-33,000). Only a few major industries managed to add jobs over the last year, including *Transportation, warehousing, and utilities*; *Federal government*; *Finance and insurance*; and *Mining and logging*.

## Job Change by Major Industry

Despite the huge temporary job reduction in Michigan of over one million jobs in April 2020 due to the impact of the COVID-19 pandemic, some significant recalls of workers occurred from May through August of 2020. These job gains over this four-month period left Michigan still 409,400 jobs below the pre-pandemic February 2020 level.

Several industries that were most impacted within the first six months of the pandemic-induced economic slowdown included *Leisure and hospitality* (-117,100), *Professional and business services* (-60,700), *Education and health services* (-57,300), and *Manufacturing* (-51,000). On a percentage basis, industries that displayed the least job impact included *Financial activities* (-3.0 percent) and *Construction* (-3.9 percent).

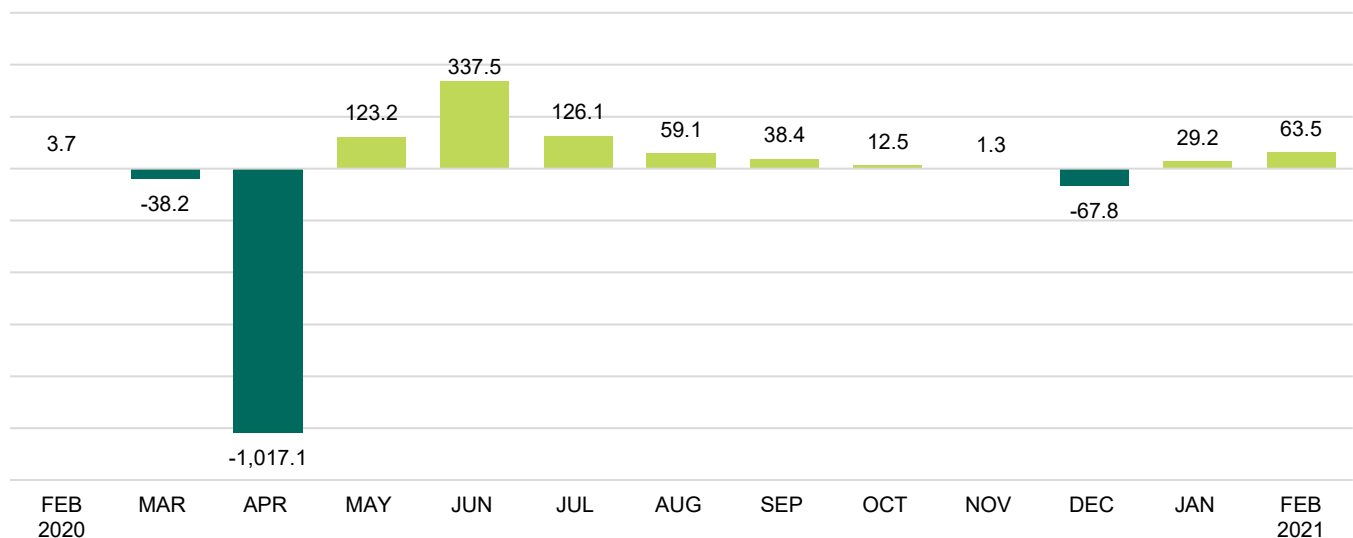
Although Michigan payroll jobs again displayed some job additions in the latter half of the past year, the pace of this recovery slowed substantially. Nonfarm jobs moved up by only 77,100 or 1.9 percent between August 2020 and February 2021, well below the 646,000 jobs recovered from April 2020 to August 2020. Several industries that contributed the most to these job recalls since August included *Trade, transportation, and utilities* (+25,900); *Leisure and hospitality* (+23,300); and *Professional and business services* (+21,400). In contrast, *Government* was the only sector to actually lose jobs in both of these time frames since February 2020.

## Significant Industry Employment Developments

### LEISURE AND HOSPITALITY

Due mainly to pandemic-related job recalls, statewide employment in the *Leisure and hospitality* sector jumped significantly in February (+55,800 or 19.5 percent). This monthly advance in jobs reflected the recall of previously laid off workers in both of the industry's subsectors, *Accommodation and food services* (+49,500) and *Arts, entertainment, and recreation* (+6,300). Many restaurant establishments recalled workers previously on pandemic-related layoff. Despite the February

## MICHIGAN OVER THE MONTH PAYROLL JOB CHANGE (IN THOUSANDS)



Source: Current Employment Statistics, Bureau of Labor Market Information and Strategic Initiatives, Department of Technology, Management & Budget



## MICHIGAN 2020 TO 2021 JOB CHANGE

MAJOR INDUSTRY	FEB 20–AUG 20 JOB CHANGE		AUG 20–FEB 21 JOB CHANGE	
	LEVEL	PERCENT	LEVEL	PERCENT
<b>TOTAL NONFARM</b>	<b>-409.4</b>	<b>-9.2%</b>	<b>77.1</b>	<b>1.9%</b>
Mining and logging	-0.4	-5.8%	0.6	9.2%
Construction	-6.9	-3.9%	1.2	0.7%
Manufacturing	-51.0	-8.2%	7.3	1.3%
Trade, transportation, and utilities	-46.1	-5.8%	25.9	3.4%
Wholesale trade	-11.4	-6.6%	2.3	1.4%
Retail trade	-32.5	-7.0%	17.4	4.0%
Information	-6.5	-11.7%	0.3	0.6%
Financial activities	-6.8	-3.0%	1.9	0.9%
Professional and business services	-60.7	-9.3%	21.4	3.6%
Education and health services	-57.3	-8.3%	7.9	1.2%
Leisure and hospitality	-117.1	-26.9%	23.3	7.3%
Other services	-25.1	-15.0%	2.2	1.5%
Government	-31.5	-5.1%	-14.9	-2.5%

Source: Current Employment Statistics, Bureau of Labor Market Information and Strategic Initiatives, Department of Technology, Management & Budget

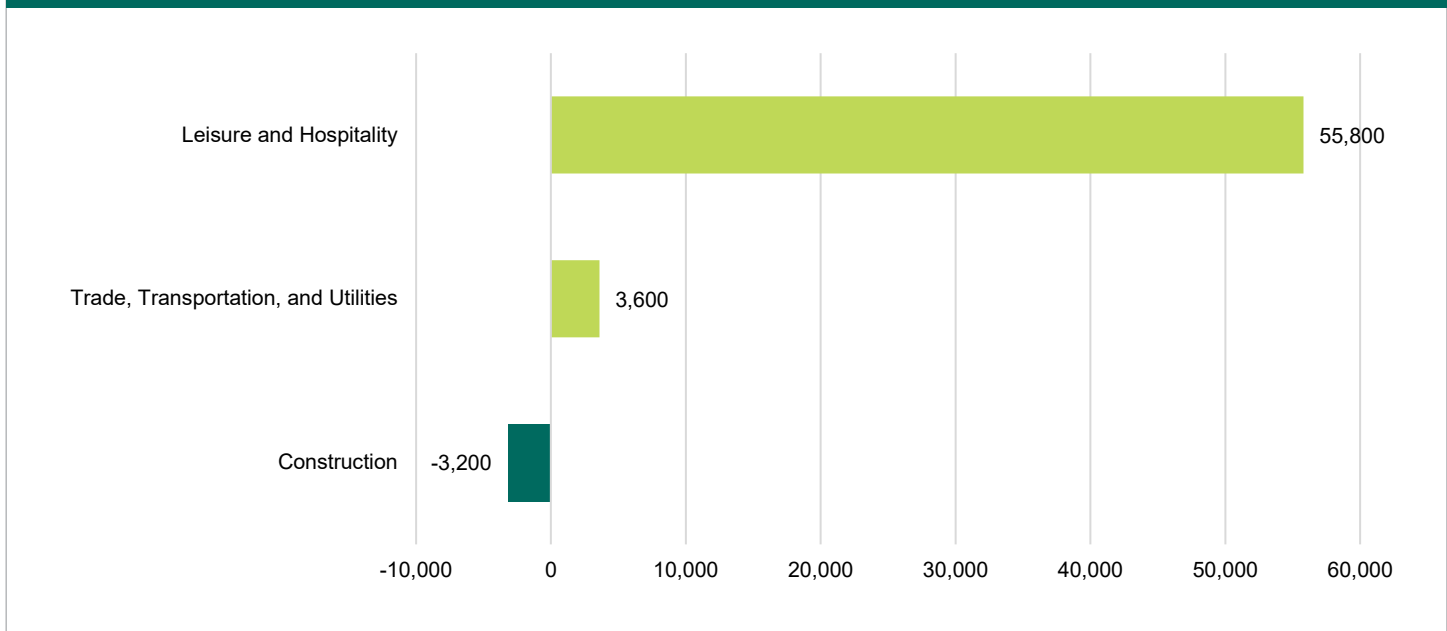
advancement, however, total jobs in *Leisure and hospitality* were still 21.5 percent lower than year-ago levels. Nationally, total nonfarm payroll jobs in the *Leisure and hospitality* sector moved up by 355,000 or 2.7 percent since last month but were still down 20.4 percent over the year.

### TRADE, TRANSPORTATION, AND UTILITIES

On a seasonally adjusted basis, total payroll jobs in the *Trade, transportation, and utilities* industry increased by 3,600 or 0.5 percent over the month. This was the second largest numeric

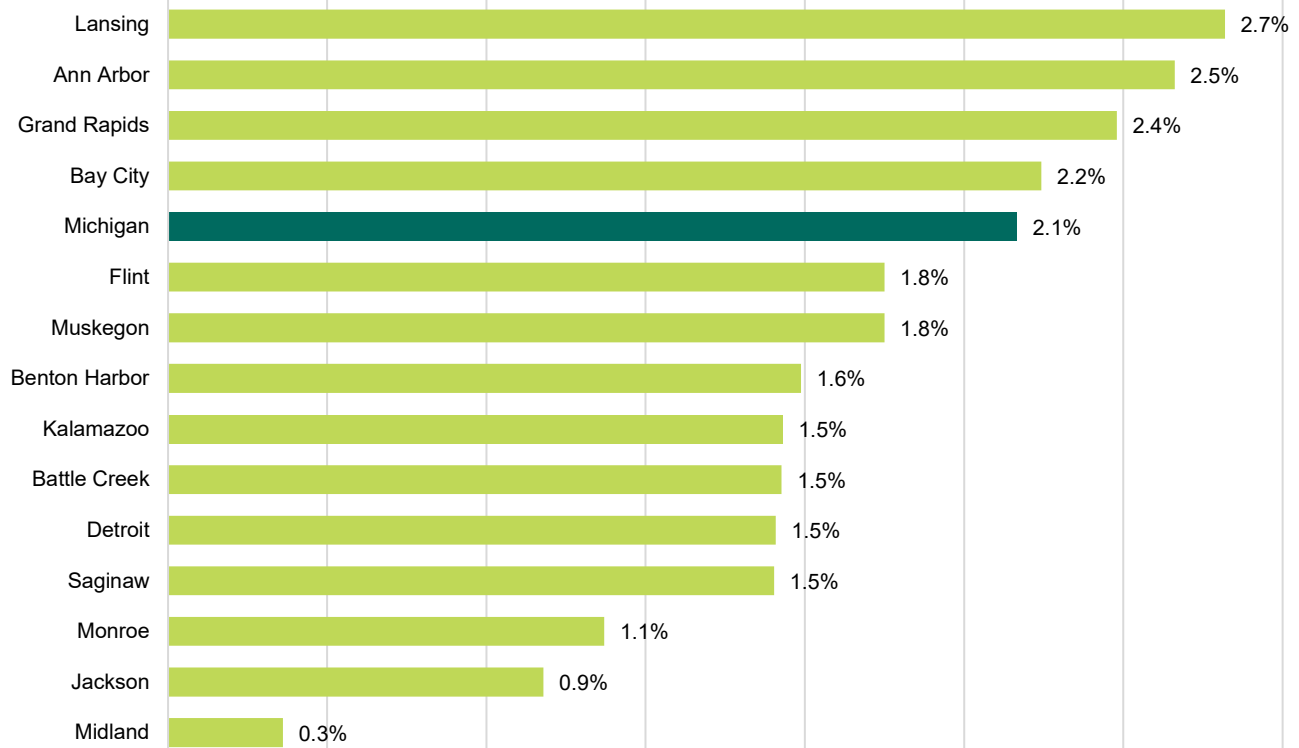
job change for any major industry in Michigan in February. Minimal employment gains were noted in two of the industry's three subsectors: *Retail trade*, which rose by 3,200 (+0.7 percent) and *Wholesale trade*, up by 500 (+0.3 percent). *Transportation, warehousing, and utilities* jobs

## MICHIGAN OVER THE MONTH JOB CHANGE BY SELECT INDUSTRY, JANUARY 2021–FEBRUARY 2021



Source: Current Employment Statistics, Bureau of Labor Market Information and Strategic Initiatives, Department of Technology, Management & Budget

## MICHIGAN METRO AREA JOB CHANGE, JANUARY 2021–FEBRUARY 2021 (NOT SEASONALLY ADJUSTED)



Source: Current Employment Statistics, Bureau of Labor Market Information and Strategic Initiatives, Department of Technology, Management & Budget

were essentially unchanged in February but were actually up over the year (+2.5 percent). The *Trade, transportation, and utilities* sector reported 20,200 (-2.5 percent) fewer jobs than in February 2020, one of the lowest percent declines among all major industry sectors in Michigan. In the U.S., payroll jobs in *Trade, transportation, and utilities* rose marginally by 49,000 or 0.2 percent over the month but were still 2.9 percent lower than the year-ago level.

### CONSTRUCTION

Seasonally adjusted nonfarm payroll jobs in *Construction* fell by 3,200 or 1.8 percent on the statewide level. *Construction* was the only sector to report a monthly job decline in February among Michigan major industries. However, the February job decrease likely reflected difficult winter weather conditions throughout the state. On a not seasonally adjusted basis, notable job cuts occurred in several industries including *Specialty trade contractors* (-2,800) and *Heavy and civil engineering construction* (-2,400). Total payroll employment in the *Construction* sector remained 5,700 or 3.2 percent lower than February 2020 job levels. Nationally, jobs

in this industry moved down 61,000 or 0.8 percent since last month and fell by 308,000 or 4.0 percent over the year.

### Metropolitan Statistical Areas (MSAs)

On a not seasonally adjusted basis, total nonfarm payroll jobs advanced in all of Michigan's 14 Metropolitan Statistical Areas (MSAs) in February. Four metro areas recorded a monthly job growth rate higher than the statewide rate of gain. The Flint and Muskegon MSAs both registered a February job advance of 1.8 percent, slightly lower than the statewide rate of 2.1 percent. Additionally, four metro areas shared a similar rate of gain of 1.5 percent this month, regions that included Kalamazoo, Battle Creek, Detroit, and Saginaw. Percent job additions in February ranged from 2.7 percent in Lansing to 0.3 percent in the Midland MSA. Each Michigan metro area recorded not seasonally adjusted job growth in the *Service-providing* sector over the month, led by Grand Rapids (+3.6 percent) and Bay City (+3.1 percent). In contrast, a majority of MSAs reported over the month job cuts within the *Goods-producing* sector.

Over the year, metro area job change continued to remain negative due to the economic impact of the COVID-19 pandemic. Total nonfarm payroll jobs fell sharply in all 14 Michigan metro areas, led by Lansing (-9.5 percent), Monroe (-9.1 percent), and Jackson (-8.9 percent). The Midland MSA reported the lowest over the year percent job decline of 4.7 percent.

Every Michigan metro area displayed pandemic-related job recalls in February in their respective *Leisure and hospitality* sectors. Furthermore, nearly every metro area in Michigan recorded over the month seasonal job additions in *Government*, except for Bay City, Jackson, and Monroe where jobs remained flat, and Niles-Benton Harbor (-1.2 percent).

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## MICHIGAN PAYROLL JOBS (SEASONALLY ADJUSTED)

INDUSTRY	FEBRUARY 2021	JANUARY 2021	FEBRUARY 2020	OVER THE MONTH		OVER THE YEAR	
				LEVEL	PERCENT	LEVEL	PERCENT
<b>TOTAL NONFARM</b>	<b>4,120,600</b>	<b>4,057,100</b>	<b>4,452,900</b>	<b>63,500</b>	<b>1.6%</b>	<b>-332,300</b>	<b>-7.5%</b>
Total Private	3,550,100	3,487,400	3,836,000	62,700	1.8%	-285,900	-7.5%
Private Service-Providing	2,795,900	2,731,800	3,032,600	64,100	2.3%	-236,700	-7.8%
<b>GOODS-PRODUCING</b>	<b>754,200</b>	<b>755,600</b>	<b>803,400</b>	<b>-1,400</b>	<b>-0.2%</b>	<b>-49,200</b>	<b>-6.1%</b>
Mining, Logging, and Construction	178,700	181,900	184,200	-3,200	-1.8%	-5,500	-3.0%
Mining and Logging	7,100	7,100	6,900	0	0.0%	200	2.9%
Construction	171,600	174,800	177,300	-3,200	-1.8%	-5,700	-3.2%
Manufacturing	575,500	573,700	619,200	1,800	0.3%	-43,700	-7.1%
Durable Goods	433,900	432,800	466,900	1,100	0.3%	-33,000	-7.1%
Transportation Equipment Manufacturing	176,600	177,100	187,200	-500	-0.3%	-10,600	-5.7%
Non-Durable Goods	141,600	140,900	152,300	700	0.5%	-10,700	-7.0%
<b>SERVICE-PROVIDING</b>	<b>3,366,400</b>	<b>3,301,500</b>	<b>3,649,500</b>	<b>64,900</b>	<b>2.0%</b>	<b>-283,100</b>	<b>-7.8%</b>
Trade, Transportation, and Utilities	778,200	774,600	798,400	3,600	0.5%	-20,200	-2.5%
Wholesale Trade	162,700	162,200	171,800	500	0.3%	-9,100	-5.3%
Retail Trade	449,300	446,100	464,400	3,200	0.7%	-15,100	-3.3%
Transportation, Warehousing, and Utilities	166,200	166,300	162,200	-100	-0.1%	4,000	2.5%
Information	49,200	48,800	55,400	400	0.8%	-6,200	-11.2%
Financial Activities	224,700	224,100	229,600	600	0.3%	-4,900	-2.1%
Finance and Insurance	174,900	174,300	173,200	600	0.3%	1,700	1.0%
Real Estate and Rental and Leasing	49,800	49,800	56,400	0	0.0%	-6,600	-11.7%
Professional and Business Services	614,900	612,600	654,200	2,300	0.4%	-39,300	-6.0%
Professional, Scientific, and Technical Services	295,200	293,700	300,000	1,500	0.5%	-4,800	-1.6%
Management of Companies and Enterprises	70,700	69,700	72,000	1,000	1.4%	-1,300	-1.8%
Administrative and Support and Waste Management and Remediation Services	249,000	249,200	282,200	-200	-0.1%	-33,200	-11.8%
Education and Health Services	642,900	643,100	692,300	-200	0.0%	-49,400	-7.1%
Educational Services	65,500	67,300	73,400	-1,800	-2.7%	-7,900	-10.8%
Health Care and Social Assistance	577,400	575,800	618,900	1,600	0.3%	-41,500	-6.7%
Leisure and Hospitality	341,700	285,900	435,500	55,800	19.5%	-93,800	-21.5%
Arts, Entertainment, and Recreation	42,300	36,000	53,500	6,300	17.5%	-11,200	-20.9%
Accommodation and Food Services	299,400	249,900	382,000	49,500	19.8%	-82,600	-21.6%
Other Services	144,300	142,700	167,200	1,600	1.1%	-22,900	-13.7%
Government	570,500	569,700	616,900	800	0.1%	-46,400	-7.5%
Federal Government	54,100	53,800	52,300	300	0.6%	1,800	3.4%
State Government	170,900	170,600	194,600	300	0.2%	-23,700	-12.2%
Local Government	345,500	345,300	370,000	200	0.1%	-24,500	-6.6%

Source: Current Employment Statistics, Bureau of Labor Market Information and Strategic Initiatives, Department of Technology, Management & Budget

# REGIONAL LABOR MARKET ANALYSIS

## ANN ARBOR METROPOLITAN AREA

- In February, the Ann Arbor regional jobless rate declined by 0.6 percentage points to 4.2 percent. Ann Arbor continued to retain the lowest unemployment rate among all Michigan metro areas.
- Among all 14 metropolitan areas across the state, Ann Arbor was the only region to experience an over-the-month increase in its civilian workforce (+0.2 percent).

### MONTHLY INDUSTRY DEVELOPMENTS

- In the Ann Arbor metro area, total payroll jobs rose by 5,200 or 2.5 percent in February, tracking with the statewide rate of gain (+2.1 percent).

### INDUSTRY TRENDS

- Total jobs in every major industry sector advanced since last month, except *Mining, logging, and construction* (-4.4 percent) and *Trade, transportation, and utilities* (-0.4 percent).

## BAY CITY METROPOLITAN AREA

- The Bay City unemployment rate decreased by 1.2 percentage points to 6.6 percent in February.
- Total labor force in the region was down 1,800 or 3.6 percent over the year, noticeably less than the statewide over the year rate of change (-5.6 percent).

### MONTHLY INDUSTRY DEVELOPMENTS

- In February, nonfarm employment in the Bay City labor market increased by 700 or 2.2 percent and was down by 2,000 jobs or 5.8 percent over the year.

### INDUSTRY TRENDS

- Recalls of workers from pandemic-related layoffs in the *Leisure and hospitality* (+600) sector spurred the majority of regional job growth in February.

## FLINT METROPOLITAN AREA

- In the Flint MSA, the jobless rate fell by 1.2 percentage points in February to 7.3 percent, still considerably higher than the statewide unemployment rate (5.1 percent).
- Workforce in the region was down 1.1 percent over the month and 3.2 percent over the year.

### MONTHLY INDUSTRY DEVELOPMENTS

- Flint area payroll jobs rose in February by 2,300 or 1.8 percent, 1.1 percent higher than the national rate of gain.
- Excluding the large pandemic-related job recall recorded in the *Leisure and hospitality* (+18.1 percent) sector, the majority of regional industries had only minimal job change over the month.

### INDUSTRY TRENDS

- Total Flint nonfarm payroll jobs fell by 9,500 or 6.9 percent over the past year, which slightly outperformed the state in the rate of job loss.

## BATTLE CREEK METROPOLITAN AREA

- The unemployment rate in the Battle Creek metro area fell noticeably over the month (-1.2 percentage points) to 6.5 percent but was still 1.4 percentage points higher than the statewide jobless rate (5.1 percent).
- The jobless rate drop in February reflected fewer persons in the labor force, as the number of unemployed fell by 800 or 17.0 percent.

### MONTHLY INDUSTRY DEVELOPMENTS

- Total payroll jobs in the Battle Creek region moved up by 800 or 1.5 percent in February, below the statewide average rate of gain.
- Notable job additions were recorded in several industries within the region, including *Leisure and hospitality* (+600) and *Government* (+400).

### INDUSTRY TRENDS

- Employment in the *Manufacturing* sector remained flat over the month and was consequently down by 5.5 percent over the year.

## DETROIT-WARREN-DEARBORN METRO AREA

- The Detroit regional jobless rate fell by 1.0 percentage point to 4.3 percent this month, and was 0.3 percentage points higher than its year-ago rate.
- Total workforce in the metro area declined by 50,000 or 2.5 percent in February, the largest over the month percent reduction among all major labor markets in Michigan.

### MONTHLY INDUSTRY DEVELOPMENTS

- Detroit area payroll jobs moved up by 28,100 or 1.5 percent this month, relatively lower than the statewide rate of gain for February (+2.1 percent).
- Job additions were recorded in all major industry sectors this month except *Mining, logging, and construction* (-3.8 percent) and *Trade, transportation, and utilities* (-0.4 percent).

### INDUSTRY TRENDS

- Although jobs in the *Other services* (+800) sector rose over the month, total employment in the industry was still 14.7 percent lower than its year-ago level.

## GRAND RAPIDS-WYOMING METRO AREA

- Joblessness in the Grand Rapids metro area fell by 0.8 percentage points over the month to 4.7 percent, 2.2 percentage points above its year-ago rate.
- The monthly rate decline reflected a drop in the number of unemployed residents of 4,500 while the total number of employed individuals rose by 3,300 in February.

### MONTHLY INDUSTRY DEVELOPMENTS

- In February, total payroll jobs in the Grand Rapids region advanced by 12,300 or 2.4 percent, slightly greater than the statewide rate of gain.

### INDUSTRY TRENDS

- Payroll job additions in February were concentrated in the Grand Rapids *Leisure and hospitality* sector (+8,300), as significant numbers of laid-off workers were recalled in the local restaurant industry.

## CIVILIAN LABOR FORCE AND NONFARM PAYROLL JOBS

	ANN ARBOR			BATTLE CREEK			BAY CITY		
	FEB 2021	JAN 2021	FEB 2020	FEB 2021	JAN 2021	FEB 2020	FEB 2021	JAN 2021	FEB 2020
<b>PLACE OF RESIDENCE</b>									
Civilian Labor Force	189,900	189,600	201,600	59,900	60,700	62,100	48,300	48,800	50,100
Employed	181,900	180,500	197,100	56,000	56,000	59,800	45,100	45,000	47,800
Unemployed	8,000	9,000	4,400	3,900	4,700	2,300	3,200	3,800	2,300
Unemployment Rate	4.2	4.8	2.2	6.5	7.7	3.7	6.6	7.8	4.6
<b>PLACE OF WORK</b>									
Total Nonfarm Jobs	210,800	205,600	231,000	52,700	51,900	56,600	32,600	31,900	34,600
Mining, Logging, and Construction	4,300	4,500	4,600	1,600	1,700	1,500	1,200	1,300	1,100
Manufacturing	13,300	13,200	14,000	10,300	10,300	10,900	4,600	4,600	4,900
Trade, Transportation, and Utilities	25,800	25,900	27,100	8,900	9,200	8,900	7,100	6,900	6,900
Wholesale Trade	6,300	6,300	6,700	*	*	*	*	*	*
Retail Trade	15,100	15,100	16,100	5,600	5,700	5,700	4,800	4,700	4,700
Information	6,100	6,000	6,000	*	*	*	300	300	300
Financial Activities	6,400	6,400	6,700	1,100	1,100	1,100	1,300	1,300	1,300
Professional and Business Services	29,700	29,400	30,600	5,000	5,000	6,100	2,500	2,500	2,600
Educational and Health Services	27,900	27,700	30,900	9,900	9,700	10,600	5,800	5,800	6,500
Leisure and Hospitality	12,000	9,800	17,800	3,700	3,100	4,500	3,600	3,000	4,200
Other Services	5,400	5,300	6,300	1,800	1,800	2,000	1,000	1,000	1,200
Government	79,900	77,400	87,000	10,200	9,800	10,700	5,200	5,200	5,600
<b>DETROIT-WARREN-DEARBORN</b>									
<b>FLINT</b>									
<b>GRAND RAPIDS-WYOMING</b>									
	FEB 2021	JAN 2021	FEB 2020	FEB 2021	JAN 2021	FEB 2020	FEB 2021	JAN 2021	FEB 2020
<b>PLACE OF RESIDENCE</b>									
Civilian Labor Force	1,979,000	2,029,000	2,142,000	175,400	177,400	181,200	564,200	565,400	587,600
Employed	1,894,000	1,921,000	2,056,000	162,500	162,300	173,600	537,500	534,200	573,000
Unemployed	85,000	108,000	86,000	12,900	15,100	7,600	26,700	31,200	14,600
Unemployment Rate	4.3	5.3	4.0	7.3	8.5	4.2	4.7	5.5	2.5
<b>PLACE OF WORK</b>									
Total Nonfarm Jobs	1,868,300	1,840,200	2,025,400	128,700	126,400	138,200	528,300	516,000	567,700
Mining, Logging, and Construction	68,300	71,000	71,500	5,000	5,200	5,200	23,100	24,200	24,500
Manufacturing	236,400	235,800	254,400	13,400	13,400	14,500	107,500	107,900	117,900
Trade, Transportation, and Utilities	365,100	366,700	376,900	26,800	26,800	28,100	95,500	95,800	97,000
Wholesale Trade	80,200	79,900	84,700	5,200	5,200	5,900	30,900	30,800	32,300
Retail Trade	198,100	199,300	206,200	17,600	17,500	18,000	46,400	46,700	47,800
Information	24,900	24,800	28,000	1,000	1,000	1,200	5,500	5,400	6,600
Financial Activities	123,400	122,600	124,700	5,900	5,900	6,000	26,700	26,400	27,100
Professional and Business Services	371,000	369,100	387,100	16,800	16,700	17,300	70,800	69,300	77,500
Educational and Health Services	293,200	291,500	320,800	25,400	25,200	26,700	93,400	90,700	95,600
Leisure and Hospitality	142,500	119,700	194,300	12,400	10,500	15,300	38,600	30,300	48,100
Other Services	64,000	63,200	75,000	4,700	4,700	5,300	19,700	19,300	23,000
Government	179,500	175,800	192,700	17,300	17,000	18,600	47,500	46,700	50,400

Source: Current Employment Statistics and Local Area Unemployment Statistics, Bureau of Labor Market Information and Strategic Initiatives, Department of Technology, Management & Budget  
 \* Data is suppressed



## JACKSON METROPOLITAN AREA

- Although the unemployment rate in the Jackson region moved down by 0.8 percentage points to 6.2 percent in February, the jobless rate still resided well above its year-ago rate (3.4 percent).
- Total workforce in the area decreased over the month (-1.1 percent), due to declines in both the number of employed and unemployed residents.

### MONTHLY INDUSTRY DEVELOPMENTS

- Regional payroll jobs in the Jackson MSA increased marginally (+500 or 0.9 percent) over the month.
- Metro area job growth in February was concentrated in the *Leisure and hospitality* (+600) sector, as workers were recalled from pandemic-related layoffs.

### INDUSTRY TRENDS

- Over the past year, payroll jobs plunged by 8.9 percent in the Jackson metro area, led by job reductions in *Manufacturing* (-1,100) and *Professional and business services* (-1,000).

## LANSING-EAST LANSING METRO AREA

- Joblessness in the Lansing metro area moved down by 0.8 percentage points to 4.9 percent in February, slightly lower than the statewide unemployment rate (5.1 percent).
- The monthly rate drop reflected a gain of 1,900 in total employed in the region, and a corresponding 1,900 decline in the number of unemployed.

### MONTHLY INDUSTRY DEVELOPMENTS

- Regional jobs in the Lansing MSA moved up by 5,600 or 2.7 percent over the month, the largest percent increase among all 14 Michigan metro areas.

### INDUSTRY TRENDS

- Most major industry sectors in the region lost jobs over the past year due to the impact of the pandemic, led by a 28.6 percent job cut in *Leisure and hospitality*.

## MONROE METROPOLITAN AREA

- The Monroe unemployment rate moved down by 0.7 percentage points in February to 5.9 percent.
- The number of unemployed in the metro area declined by 500 in February but remained up significantly over the past year (+1,900).

### MONTHLY INDUSTRY DEVELOPMENTS

- Payroll jobs in the Monroe region edged up marginally (+400 or 1.1 percent) in February, one percentage point lower than the statewide rate of gain for the month.

### INDUSTRY TRENDS

- Regional job growth this month was mainly attributable to recalls of workers from pandemic-related layoffs in the *Leisure and hospitality* (+500) sector.

## KALAMAZOO-PORTAGE METRO AREA

- In February, the jobless rate in the Kalamazoo MSA, made up of Kalamazoo and Van Buren counties, declined by 0.9 percentage points to 5.4 percent.
- The rate drop reflected labor force withdrawal in February, as the total number of individuals in the workforce fell by 1,700 or 1.0 percent over the month.

### MONTHLY INDUSTRY DEVELOPMENTS

- Regional industry jobs in Kalamazoo moved up by 2,100 or 1.5 percent in February.
- Other than a job gain in *Leisure and hospitality*, limited job change was recorded in a majority of industry sectors over the month, as total nonfarm jobs remained 8.5 percent below year-ago levels.

### INDUSTRY TRENDS

- Total jobs in the *Government* sector (+200) rose less than normal this month and also recorded the largest, over the year percent decline (-15.9 percent) for this industry among all Michigan metro areas.

## MIDLAND METROPOLITAN AREA

- The jobless rate in the Midland metro area fell by 0.7 percentage points over the month to 5.3 percent.
- The rate decline largely reflected fewer persons in the area workforce, as both the number of employed (-300) and the number of unemployed (-400) decreased over the month.

### MONTHLY INDUSTRY DEVELOPMENTS

- Total nonfarm payroll jobs in the Midland MSA remained virtually unchanged over the month, rising by only 100 or 0.3 percent in February, the smallest percent increase among all Michigan metro areas.

### INDUSTRY TRENDS

- *Service-providing* jobs moved up by 200 or 0.7 percent in February as jobs in the Goods producing sector edged down slightly (-100 or -1.3 percent) over the month.

## MUSKEGON METROPOLITAN AREA

- Muskegon joblessness fell 1.3 percentage points in February to 7.6 percent, the highest unemployment rate among all Michigan metro areas.
- The total number of employed residents stayed relatively unchanged over the month (+0.3 percent), so the monthly jobless rate decline was largely due to fewer persons active in the local labor force (-900).

### MONTHLY INDUSTRY DEVELOPMENTS

- Although Muskegon area payroll jobs rose 1,000 or 1.8 percent in February, total jobs in the region were still down 4,800 or 7.6 percent over the year.

### INDUSTRY TRENDS

- Muskegon jobs in the *Leisure and hospitality* sector advanced significantly in February (+12.3 percent), but this rate of monthly growth was the smallest in this industry among Michigan's metropolitan areas.

## CIVILIAN LABOR FORCE AND NONFARM PAYROLL JOBS

	JACKSON			KALAMAZOO-PORTAGE			LANSING-EAST LANSING		
	FEB 2021	JAN 2021	FEB 2020	FEB 2021	JAN 2021	FEB 2020	FEB 2021	JAN 2021	FEB 2020
<b>PLACE OF RESIDENCE</b>									
Civilian Labor Force	71,500	72,300	75,300	161,400	163,100	170,500	236,200	236,300	253,000
Employed	67,100	67,300	72,700	152,600	152,800	165,200	224,700	222,800	246,000
Unemployed	4,400	5,100	2,600	8,700	10,300	5,300	11,600	13,500	7,000
Unemployment Rate	6.2	7.0	3.4	5.4	6.3	3.1	4.9	5.7	2.8
<b>PLACE OF WORK</b>									
Total Nonfarm Jobs	53,500	53,000	58,700	138,100	136,000	150,900	216,500	210,900	239,200
Mining, Logging, and Construction	1,900	2,000	1,900	6,300	6,500	6,100	7,800	7,900	7,600
Manufacturing	8,800	8,700	9,900	21,800	21,800	22,600	18,900	18,500	19,700
Trade, Transportation, and Utilities	11,500	11,700	12,200	25,700	25,900	26,100	34,100	34,000	35,800
Wholesale Trade	*	*	*	6,300	6,300	6,600	5,800	5,800	6,200
Retail Trade	6,300	6,400	6,500	14,800	15,000	15,400	20,000	19,800	20,900
Information	200	200	300	800	800	800	3,200	3,100	3,100
Financial Activities	2,200	2,200	2,200	7,800	7,700	7,900	17,000	17,000	17,600
Professional and Business Services	5,100	5,100	6,100	15,600	15,500	17,800	21,600	21,400	24,100
Educational and Health Services	10,000	9,900	10,700	24,500	24,300	26,000	30,700	30,300	33,300
Leisure and Hospitality	4,100	3,500	4,800	11,800	10,000	15,500	13,000	10,700	18,200
Other Services	2,200	2,200	2,500	4,700	4,600	5,400	8,800	8,700	9,900
Government	7,500	7,500	8,100	19,100	18,900	22,700	61,400	59,300	69,900
<b>MIDLAND</b>									
<b>MONROE</b>									
<b>MUSKEGON</b>									
	FEB 2021	JAN 2021	FEB 2020	FEB 2021	JAN 2021	FEB 2020	FEB 2021	JAN 2021	FEB 2020
<b>PLACE OF RESIDENCE</b>									
Civilian Labor Force	38,600	39,300	39,700	71,700	72,400	75,600	74,400	75,300	76,800
Employed	36,600	36,900	38,200	67,500	67,600	73,200	68,800	68,600	73,800
Unemployed	2,000	2,400	1,500	4,300	4,800	2,400	5,600	6,700	2,900
Unemployment Rate	5.3	6.0	3.7	5.9	6.6	3.2	7.6	8.9	3.8
<b>PLACE OF WORK</b>									
Total Nonfarm Jobs	34,700	34,600	36,400	36,900	36,500	40,600	58,000	57,000	62,800
Mining, Logging, and Construction	*	*	*	1,600	1,700	1,700	2,200	2,300	2,300
Manufacturing	*	*	*	5,200	5,100	5,600	11,700	11,700	13,700
Trade, Transportation, and Utilities	*	*	*	9,900	10,000	10,500	13,200	13,200	13,500
Wholesale Trade	*	*	*	1,600	1,600	1,700	*	*	*
Retail Trade	*	*	*	4,500	4,600	4,600	10,700	10,600	10,900
Information	*	*	*	*	*	*	200	200	400
Financial Activities	*	*	*	800	800	900	1,700	1,700	1,700
Professional and Business Services	*	*	*	5,100	5,100	5,600	3,100	3,000	3,400
Educational and Health Services	*	*	*	4,400	4,400	5,000	10,900	10,800	11,500
Leisure and Hospitality	*	*	*	3,300	2,800	4,100	6,400	5,700	6,900
Other Services	*	*	*	1,400	1,400	1,400	1,800	1,800	2,100
Government	2,800	2,700	3,000	4,900	4,900	5,500	6,800	6,600	7,300

Source: Current Employment Statistics and Local Area Unemployment Statistics, Bureau of Labor Market Information and Strategic Initiatives, Department of Technology, Management & Budget  
 \* Data is suppressed

## NILES-BENTON HARBOR METRO AREA

- Although the unemployment rate in the Niles-Benton Harbor MSA declined 1.2 percentage points in February to 6.0 percent, joblessness was still 2.2 percentage points higher in the region than in February 2020.
- Unemployment in the metro area moved down by 900 or 17.6 percent in February, which tracked with the statewide rate of decline (-17.3 percent).

### MONTHLY INDUSTRY DEVELOPMENTS

- Niles-Benton Harbor payroll jobs increased by 900 or 1.6 percent in February, well above the national rate of gain (+0.7 percent).
- Most major industry sectors remained flat this month, except for the *Leisure and hospitality* sector which rose by 900 jobs or 18.0 percent, due to pandemic-related job recalls.

### INDUSTRY TRENDS

- Over the past year, payroll jobs in the region fell by 6.7 percent, reflecting the impact on jobs of the pandemic. Most industry sectors lost jobs since February 2020.

## SAGINAW METROPOLITAN AREA

- The jobless rate in the Saginaw MSA decreased by 1.1 percentage points over the month to 7.0 percent.
- Employment in the region remained flat while the total number of unemployed persons fell 1,000 or 14.7 percent in February. Over the year, total workforce was down 3.5 percent.

### MONTHLY INDUSTRY DEVELOPMENTS

- Total payroll jobs in the Saginaw region increased by 1,200 or 1.5 percent since last month but were still 6.5 percent lower than year-ago job levels.
- Job additions in February were concentrated in *Leisure and hospitality* (+1,000), with smaller gains in *Government* and *Manufacturing*.

### INDUSTRY TRENDS

- Jobs in the *Trade, transportation, and utilities* sector declined slightly over the month (-200) but remained unchanged over the year.

## CIVILIAN LABOR FORCE AND NONFARM PAYROLL JOBS

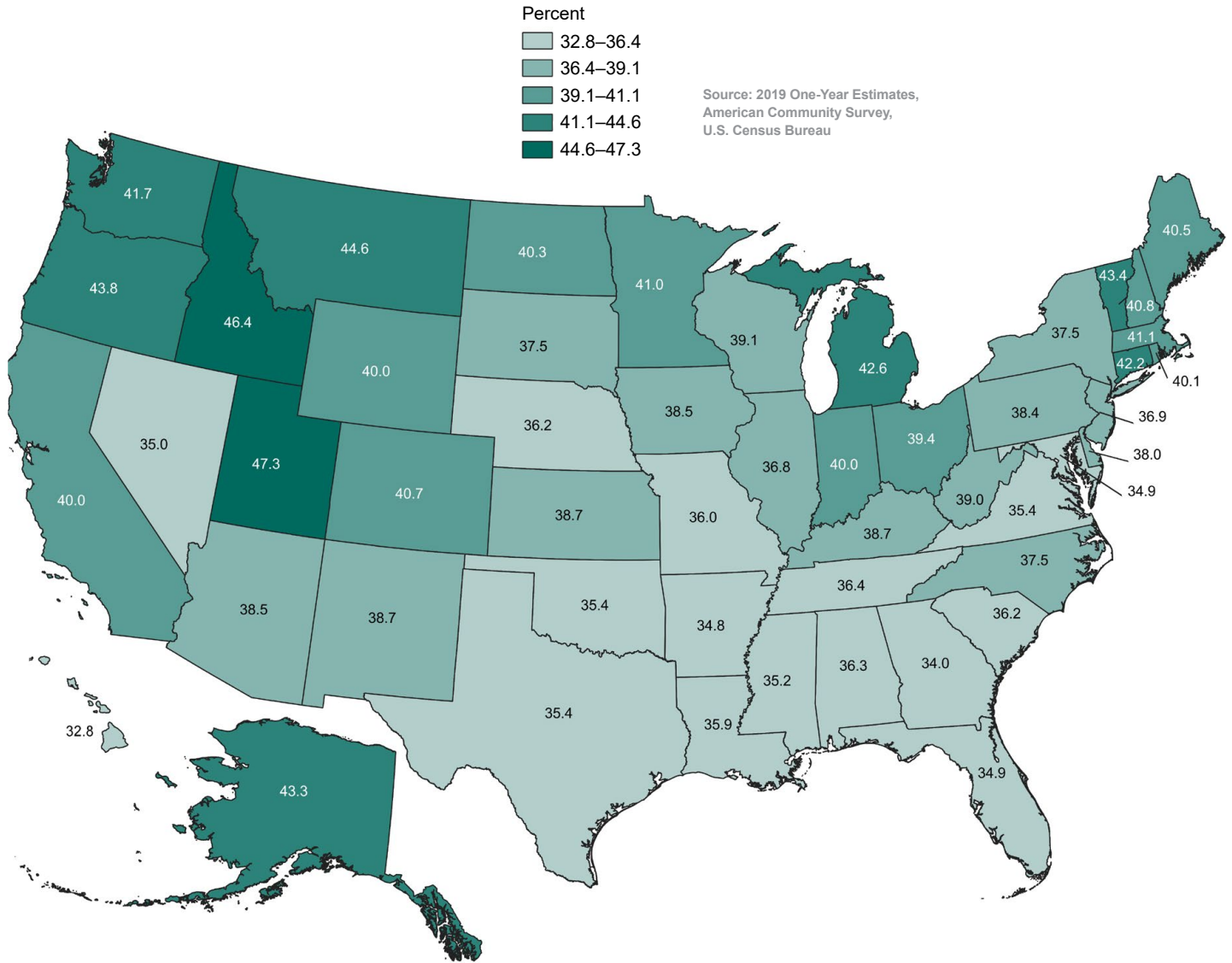
	NILES-BENTON HARBOR			SAGINAW					
	FEB 2021	JAN 2021	FEB 2020	FEB 2021	JAN 2021	FEB 2020			
<b>PLACE OF RESIDENCE</b>									
Civilian Labor Force	70,400	71,200	73,100	82,900	84,100	85,900			
Employed	66,200	66,000	70,300	77,200	77,200	82,100			
Unemployed	4,200	5,100	2,800	5,800	6,800	3,800			
Unemployment Rate	6.0	7.2	3.8	7.0	8.1	4.5			
<b>PLACE OF WORK</b>									
Total Nonfarm Jobs	57,500	56,600	61,600	80,000	78,800	85,600			
Mining, Logging, and Construction	2,200	2,200	2,000	2,700	2,800	2,800			
Manufacturing	12,000	11,900	12,900	10,900	10,700	11,800			
Trade, Transportation, and Utilities	9,800	9,900	10,300	16,100	16,300	16,100			
Wholesale Trade	*	*	*	1,900	1,900	1,900			
Retail Trade	6,300	6,400	6,600	11,500	11,600	11,500			
Information	400	400	500	1,000	1,000	1,200			
Financial Activities	2,500	2,500	2,500	3,700	3,700	3,800			
Professional and Business Services	5,300	5,300	6,100	10,200	10,200	11,000			
Educational and Health Services	9,400	9,300	9,700	15,300	15,300	16,300			
Leisure and Hospitality	5,900	5,000	6,600	6,800	5,800	8,300			
Other Services	2,000	2,000	2,300	2,600	2,600	3,000			
Government	8,000	8,100	8,700	10,700	10,400	11,300			
<b>UPPER PENINSULA</b>									
	FEB 2021	JAN 2021	FEB 2020	<b>NORTHEAST MICHIGAN</b>					
				FEB 2021	JAN 2021	FEB 2020	<b>NORTHWEST MICHIGAN</b>		
				FEB 2021	JAN 2021	FEB 2020	FEB 2021	JAN 2021	FEB 2020
<b>PLACE OF RESIDENCE</b>									
Civilian Labor Force	130,800	132,800	135,700	78,700	79,300	79,800	142,600	142,600	145,300
Employed	122,300	122,800	128,300	71,900	71,200	73,700	132,900	130,800	138,200
Unemployed	8,600	10,100	7,500	6,800	8,100	6,200	9,700	11,700	7,200
Unemployment Rate	6.6	7.6	5.5	8.6	10.2	7.7	6.8	8.2	4.9

Source: Current Employment Statistics and Local Area Unemployment Statistics, Bureau of Labor Market Information and Strategic Initiatives, Department of Technology, Management & Budget  
 \* Data is suppressed



MAP OF THE MONTH:

# SHARE OF ALL WOMEN WORKERS WHO WORKED LESS THAN FULL TIME BY STATE



As mentioned in this month's *Feature Article*, women are more likely to work part-time than men. This month's map uses 2019 American Community Survey data to calculate the share of women who worked less than full-time in each state.

Southern states generally have a lower share of women who work part-time compared to northern states. Though the data cannot specify why this is the case, it is worth noting these southern states tend to also have a lower share of men working part-time. Consequently, northern states with a higher share of women

working part-time also have a higher share of men working part-time, on average.

Looking at the Great Lakes region, Michigan's share of the female population that worked in the past 12 months ranks lowest. However, Michigan has the highest share of women who work part-time in the Great Lakes region. Michigan's share is also higher than the national average of 38.0 percent.

Although women working part-time can partially explain the earnings gap it does not tell the complete story. Even when accounting for

full-time work, there is a national earnings gap of 82 cents per every dollar men earn, on average. Including part-time workers only widens this gap to 73 cents per every dollar men earn, on average.

**TRISHA SCHLEGEL**  
Economic Analyst

**ASHLEY TARVER**  
Demographic Analyst



# WOMEN IN THE MICHIGAN WORKFORCE

Read the full *Women in the Michigan Workforce* report [here](#).

The COVID-19 pandemic has brought increased attention to the role of women in the workforce in the past year. While the Michigan economy overall experienced historic contraction in 2020, the impact on women has been especially felt, exacerbating many of the long-standing workforce inequalities that have persisted for decades across the state and nation. This report examines key information on the role of women in the workforce, addressing both recent challenges they have faced considering the effects of the pandemic and the longer-term gender disparities in the Michigan economy and labor market.

While women have generally experienced an upward trend in labor force participation over the past several decades, there is evidence that their labor force levels in the past year have suffered disproportionately to men across both the U.S. and Michigan. Although jobless rate trends during the pandemic period were similar for each gender, the recent loss of women in the state's workforce continued throughout the year even as men experienced a recovery through the later months of 2020.

Another major inequality faced by women in the labor market is the pay gap, highlighted in the

earnings section of this report. While at least some of the earnings difference between men and women is explained by the higher share of women working part-time jobs, there is more to the story. The analysis that follows found that Michigan women who worked full-time, year-round only earned 78 cents on the dollar compared to men, and the disparity only grows when looking at women of color.

Though this report sheds light on a number of important challenges faced by women in the Michigan workforce, the situation continues to evolve as the pandemic continues to impact the state and national economies. Data scheduled for release in the coming months and years are expected to offer further insight into many of the topics covered here that were affected by the COVID-19 pandemic, and help decision makers better understand the long-term implications.

## Labor Force and Unemployment

There are several common metrics of economic welfare. Included in these are jobless rates, labor force participations rates, and unemployment claims, among others.

Both men and women experienced sharp drops in employment during April 2020 due to pandemic-related economic shutdowns. Men

saw a 23.3 percent reduction in employment, while the drop for women registered 26.3 percent. However, the initial massive employment loss for women continued for a longer period and has failed to recover, while male employment has nearly bounced back to pre-pandemic levels.

Pre-pandemic jobless rates for men and women in Michigan were relatively low, following the longest period of economic expansion on record. The jobless rate among men (20 years and older) was estimated at 3.5 percent in February 2020 while the rate for women was even lower at 2.8 percent. However, unemployment rates rose sharply for both groups in the months following the initial pandemic-related shutdowns, with women recording a peak jobless rate of 23.4 percent in May. The rate for men spiked to 22.6 percent in April.

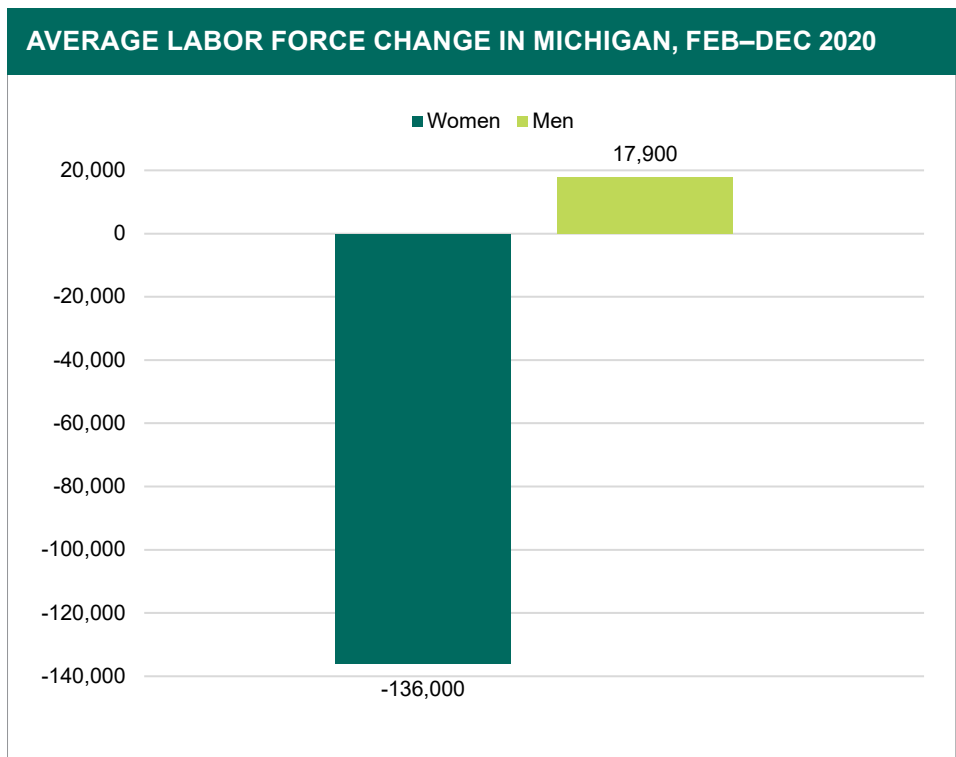
While jobless rates have recovered for both groups since then, recent estimates indicate that each group is experiencing notable sustained elevated rates.

In December 2020, the jobless rate for women was 7.3 percent, aligned with the jobless rate for men. In October and November, the jobless rate among women was slightly lower than men.

However, jobless rates alone fail to fully capture the economic impact on women. The recently lower unemployment rate among women is at least partially explained due to many women no longer looking for work and fully dropping out of the labor force altogether. While both men and women recorded drops in labor force participants in the first few months of the pandemic and largely recovered by June, a divergence emerged later in the year. A sustained loss for women in the workforce persisted as the effects of the pandemic carried on. Between February and December 2020, roughly 136,000 women left the labor force, registering a 5.8 percent decline. Comparatively, the male labor force has recovered from its early pandemic loss and was up nearly 18,000 during the same period (0.7 percent).

Labor force data are also available by parental status. Although all groups had their labor force participation dip in April, there has been an uneven recovery since. Individuals may drop out of the labor force for many reasons, including an increase in responsibilities at home, difficulties finding work leading to not looking for work, or sickness. When looking at individuals 25 to 54, the data shows having children slightly impacts participation rates overall, but more so for women than men.

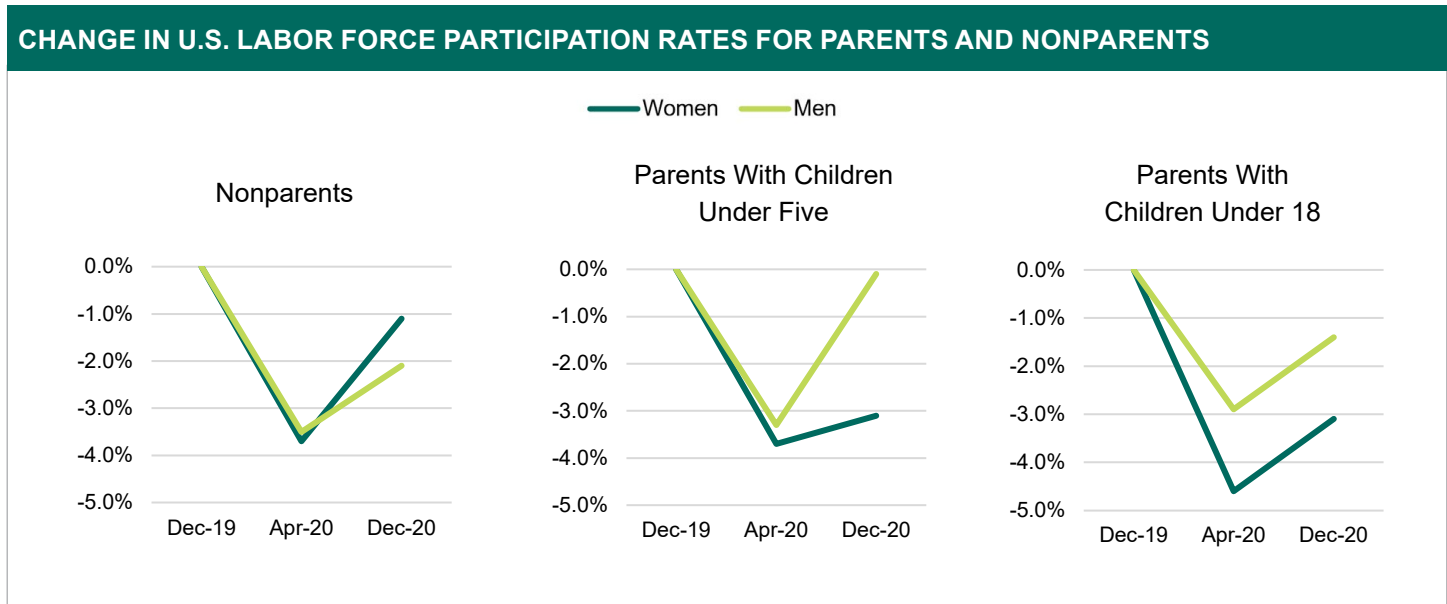
The Federal Reserve Bank of Minneapolis recently produced an analysis looking at drops in national labor force participation rates (LFPR) for nonparents, parents with children under five, and parents with children under



Source: Local Area Unemployment Statistics, Bureau of Labor Market Information and Strategic Initiatives, Michigan Department of Technology, Management & Budget; Community Population Survey, U.S. Census Bureau. Three-Month Moving Averages.

18. These graphics were updated to include national data through December. Every group had a LFPR drop during the pandemic, and while each gender recovered similarly in the nonparent group, the same cannot be said for those with children under 18 and those with children under five. Parents with children

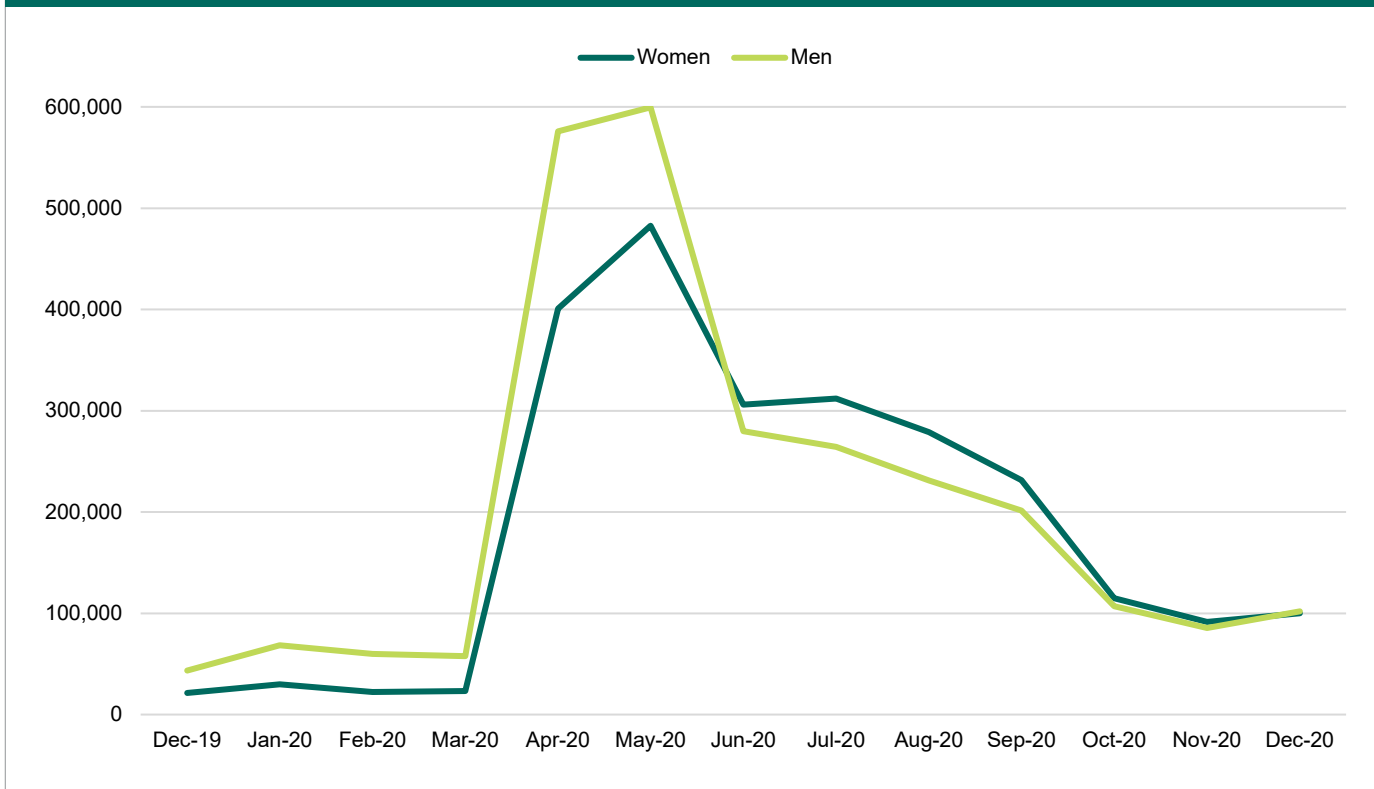
under 18 showed a slight divergence between men and women, while the genders recorded a large difference in LFPR with children under five. This could be due to a variety of factors including the need to have higher levels of child supervision while in-person schools and other childcare options remained closed.



Source: Sarah Flood, Miriam King, Renae Rodgers, Steven Ruggles, and J. Robert Warren. Integrated Public Use Microdata Series, Current Population Survey: Version 8.0 [dataset]. The Federal Reserve Bank of Minneapolis. Minneapolis, MN: IPUMS, 2020. <https://doi.org/10.18128/D030.V8.0>



## TOTAL CONTINUED UNEMPLOYMENT CLAIMS IN MICHIGAN BY GENDER



Source: Characteristics of the Unemployment Insurance Claimants, Employment and Training Administration, U.S. Department of Labor

When looking at labor force participation rates for all individuals around the time of the pandemic, some interesting trends emerge even though data can be limited in some breakdowns. In Michigan, women are slightly less likely to participate in the labor force than men and this was exacerbated by the pandemic. In the three months leading up to the pandemic (December 2019 to February 2020), women had a LFPR of about 60 percent—6 percentage points lower than the male rate. This gap doubled by the third quarter of 2020 as women dropped slightly to 56 percent participation and men edged upward to 68 percent.

Participation rate data by race and ethnicity are limited at the state level but are available at the national level. From the three months prior to the pandemic to the second quarter of 2020, rates dropped 3.8 and 3.6 percent for Black and Hispanic women, respectively. This is nearly double the drop white women faced (2.1 percent). From the three months prior to the pandemic to the fourth quarter of 2020, no group dropped more than 2.3 percent, but every group was down at least 1.2 percent.

### CONTINUED UNEMPLOYMENT CLAIMS

As of December 2020, men and women made up 49.7 percent and 48.7 percent of continued

claims in Michigan, respectively, with a small fraction having no information. This comes after six months of women having a larger percentage of claims than men. This is in stark contrast to what was typical prior to the pandemic when claims were overwhelmingly male, as men historically have filled many of the jobs in more cyclical industries such as *Construction and Manufacturing*. In the three months from December 2019 to February 2020, an average of just under 30 percent of claims were women. These trends are in line with movement seen at the national level, though the genders had slightly less disparity.

In December 2019, there were 21,525 claims by women, accounting for 32.7 percent of all claims in the state. As of December 2020, the share of claims from women rose to 48.7 percent (99,927). This increase as a percentage of total claims was largely driven by some of the industries with high female representation experiencing the largest pandemic-related job losses: *Educational services, Healthcare and social assistance, and Accommodation and food services*. Total continued claims by women peaked in May at 482,772, which was a 2,607 percent increase from May 2019 when women totaled 17,833 claims.

### Earnings

Earnings are one of the most straight forward ways to measure disparities among groups in an economy. Michigan women who worked full-time, year-round in 2019 counted median earnings of \$41,475 compared to \$53,150 for men. Meaning, women working full-time make about 78 cents on the dollar compared to men. This equates to a 22 percent disparity, which is slightly larger than the national median wage gap between these two groups. Nationally, women made \$43,215 while men made \$52,989, representing an earnings gap of 82 cents per every dollar men earn, on average.

The gender pay gap widens when including part-time workers, since women are more likely to work part-time than men. Including part-time workers, the median annual earnings for women in Michigan were estimated at \$27,339 in 2019. This was almost 34 percent lower than men in the state (\$41,137) and roughly 12 percent below women nationwide (\$30,944). Nationally, the earnings gap between men and women was less pronounced, but still a notable difference with women earning 27 percent less than men

## MICHIGAN MEDIAN EARNINGS BY GENDER



Source: 2019 One-Year Estimates, American Community Survey, U.S. Census Bureau

(\$30,944 compared to \$42,101). Michigan male earners were also closer to the national average for their gender, registering only a 2 percent disparity.

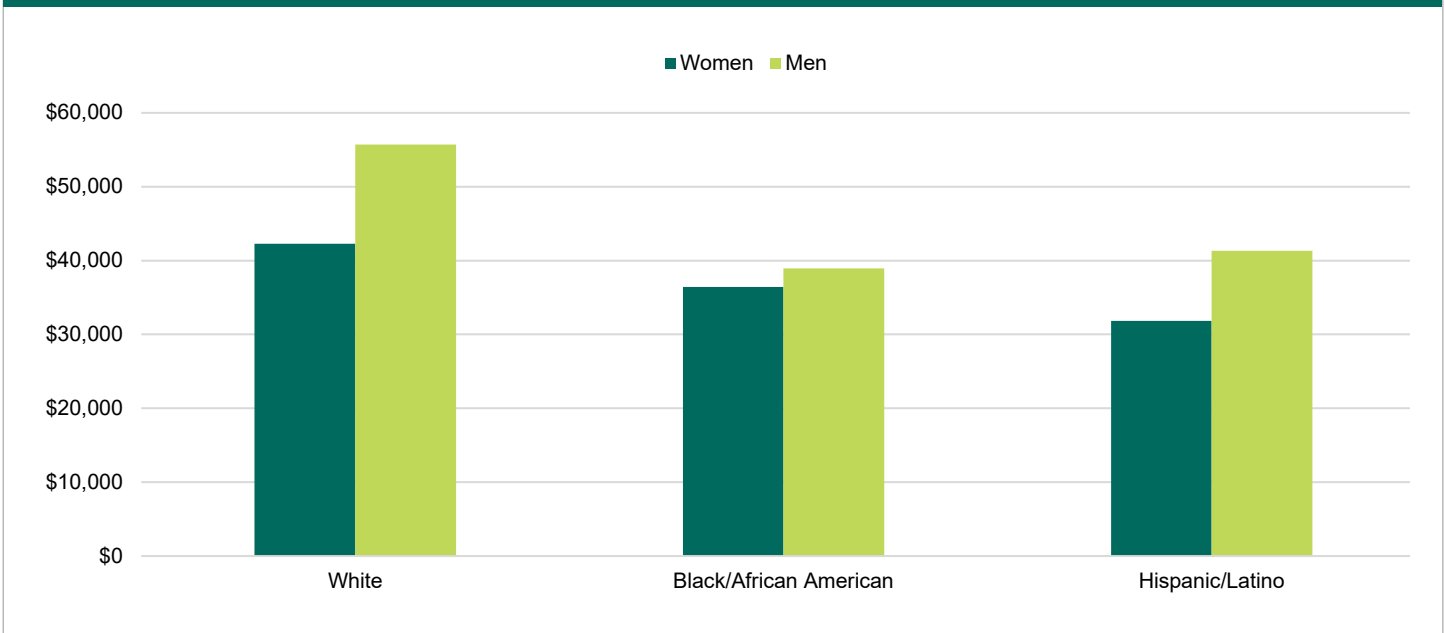
Earnings not only varied by gender, but also by race and ethnicity. While white non-Hispanic men in Michigan working full-time made \$56,321 and white non-Hispanic women made \$42,691 (76 cents per dollar), Black/African American women working full-time made an average of \$36,430. This is 65 cents for every dollar

a white non-Hispanic man made and slightly lower than Black/African American men who made \$38,955. Hispanic/Latina women working full-time made even less, \$31,858 or 57 cents compared to the median white non-Hispanic man and notably less than Hispanic/Latino men who made a median \$41,323.

While the wage gap between men and women in Michigan was apparent across all educational categories, it was most pronounced for those with a bachelor's degree but less than a

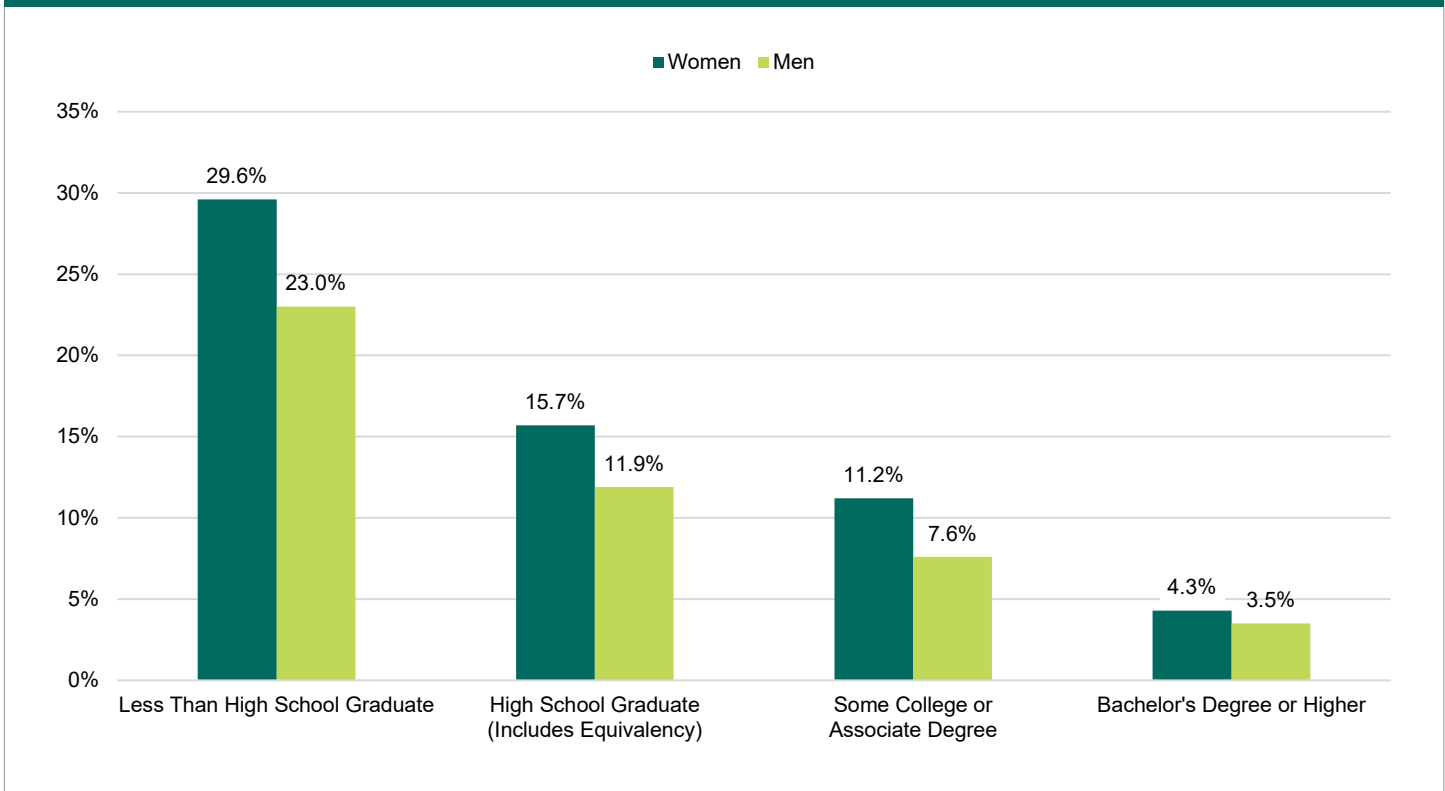
graduate or professional degree. Women in this group had median earnings of \$43,105, which was 63 cents of what men in the same educational group earned (\$68,559). This is an even larger gap than the national rate, where women made 69 cents per each dollar made by men. Women accounted for one in four people earning more than \$100,000 in the state in 2019. An estimated 119,700 Michigan women earned \$100,000 or more, while men nearly tripled that number at 353,400.

## MEDIAN FULL-TIME EARNINGS IN MICHIGAN



Source: 2019 One-Year Estimates, American Community Survey, U.S. Census Bureau

## POVERTY RATES BY GENDER AND EDUCATIONAL ATTAINMENT (25+) IN MICHIGAN



Source: 2019 One-Year Estimates (S1501), American Community Survey, U.S. Census Bureau

### Poverty

Both poverty and educational attainment are measures linked to economic prosperity. The two metrics are tightly related, as economic welfare rises, on average, as individuals complete more education and training.

In 2019, 1,269,100 Michigan residents (13 percent of total population) were estimated to fall below the poverty level. Overall, women are more likely to experience poverty than men; an estimated 14.0 percent of all women were below the poverty level compared to 11.9 percent of men. Roughly 699,000 women were below the poverty level statewide compared to 570,000 men.

Poverty is inversely correlated to education for both genders. Women have higher levels of poverty than men at every level of education, but poverty goes down dramatically with higher levels of attainment. The disparity between women and men also decreases as attainment levels go up. Michigan women over the age of 25 without a high school degree had a 29.6 percent poverty rate in 2019. This improves to 15.7 percent poverty with only a high school degree; however, this is still higher than the statewide rate (13.8 percent). The rate drops slightly to 11.2 percent for women with some

college or associate degrees, which is not much lower than men with only a high school degree (11.9 percent). This could in part be due to the prevalence of low-wage jobs mainly filled by women that require a short postsecondary certificate, such as those in healthcare. For women with a bachelor's degree, the poverty rate drops substantially to 4.3 percent, though this is still slightly higher than the statewide rate (3.9 percent) for this level of education. Poverty rates pertaining to the pandemic will likely not be available until late 2021.

### Education

Education plays a major role in shaping the economic prosperity of Michigan women, as increased attainment leads to higher wages and lower levels of poverty. However, education alone is not enough to address many of the disparities faced by women. Women, on average, have higher levels of attainment than men. But as discussed above, pay gaps persist at every level of attainment and are actually largest for those with a bachelor's degree.

#### EDUCATIONAL ATTAINMENT

Women 25 years and older in Michigan have slightly higher levels of educational attainment

than their male counterparts. In total, there are about 3,556,000 women and 3,338,000 men over the age of 25. As of 2019, roughly 8.2 percent of women do not have a high school degree or equivalency. This is marginally lower than men, where 9.1 percent of individuals do not have a high school degree.

It should be noted that because the female population is larger, there are nearly the same number of individuals without a high school degree across each gender (292,000 women and 305,000 men). Among women, 28.0 percent have a high school degree or equivalency as their highest educational attainment, slightly lower than men at 30.3 percent. The remaining 63.7 percent of women have some sort of postsecondary education, outpacing men (60.7 percent). Due to the percent difference and size of the populations, there are about 245,000 more women with some level of postsecondary education than men in the over-25 population. When looking at individuals 25 to 34, there is even slightly more of a break by gender with 37.5 percent of women with a bachelor's degree or above while only 30.6 percent of men have this level of attainment. This means the state has about 35,200 more women than men ages 25 to 34 with a bachelor's degree.





## Conclusion

Women in the Michigan workforce do not have equal economic outcomes as men when viewed through many variables. Further, the inequality becomes more prevalent when considering factors like race and ethnicity. While some of the challenges and disparities faced by women are attributable to factors such as a relatively higher likelihood to work part-time or in lower-paying industries and occupations, some workforce related discrepancies are even more nuanced or remain unexplained.

Regardless of the reasons, it is evident that women have not experienced equal outcomes as their male counterparts, and that such inequality is historically persistent in the U.S. and Michigan economies. The COVID-19 pandemic has only brought more attention to these issues as some disparities have worsened. Due to the relative recency and

speed of this pandemic, putting data to this issue is challenging. In late 2021 and early 2022, more data will become available at statewide and regional levels that will help shed further insight into challenges brought on by the pandemic.

Issues facing women in the workforce are multifaceted, interrelated, and pervasive. Policies aimed at overcoming these issues will have to be equally as universal. Due to the uniqueness of this economic downturn as well as the long-standing disparities, improving economic equality will require unique and large-scale ideas to ensure Michigan has the strongest and most equitable economy possible.

*Read the full [Women in the Michigan Workforce](#) report [here](#), and watch a [presentation on the key findings here](#).*

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# HEALTHCARE SUPPORT OCCUPATIONS UP OVER THE YEAR

In February 2021, there were 164,725 online job postings, a 4.2 percent increase over the month. Many of February's ads were posted in prior months, but still available. New postings declined over the month, however, as February's 59,006 new postings were 4.6 percent below January's 61,862. Over the year, February observed an even larger rise in job ads at 13.7 percent.

## Supply/Demand

The supply/demand rate in February 2021 was 1.48, representing approximately 148 unemployed individuals for every 100 job openings. This is down from January's rate of 1.71 but still higher than the rate of 1.28 in February 2020. This rate lowered over the month due to both decreasing the number of unemployed individuals (-28,000) and an increase in overall job postings (+6,663).

## Industry Job Ads

Of the 20 industry groups, 16 experienced growth in job advertisements over the year. The largest percent increase was attributed to

*Public administration* at 54.0 percent. Following behind were *Utilities* and *Transportation and warehousing* at 46.4 percent and 45.2 percent, respectively. For occupations within *Public administration*, *Security guards* had the largest percent growth over the year. Directly after were *Management analysts* and *Farmworkers and laborers*. The largest numerical change in job advertisements over the year belongs to *Health care and social assistance*. Within this industry, the largest occupational increases were *Dental hygienists*, *Dental assistants*, and *Mental health counselors*.

## Healthcare Support Occupations

*Healthcare support* occupations are nearly 90 percent female. Out of the 164,725 job ads in February 2021, *Healthcare support* occupations held 4.1 percent (6,765 ads) of the online postings. This was up from February 2020 when *Healthcare support* made up 3.1 percent (4,674 ads) of total job ads.

Within this group, *Nursing assistants* (2,064 ads), *Medical assistants* (1,687 ads) and *Home*

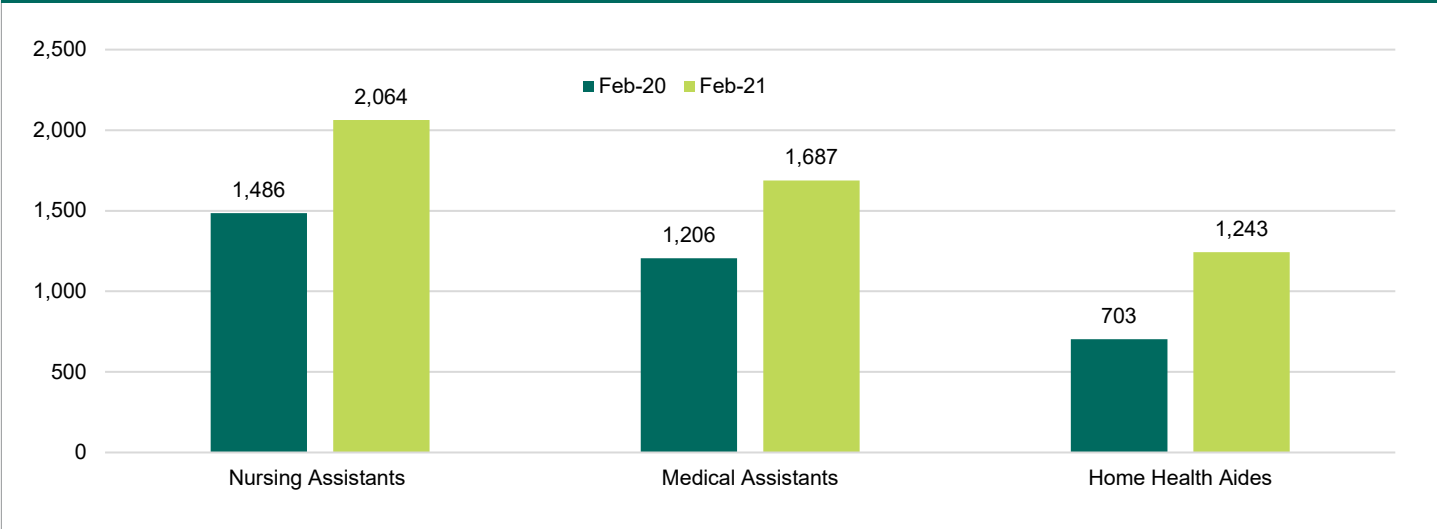
*health aides* (1,243 ads) were the three top occupations in terms of online job postings. Over the year, each of the top three occupations experienced growth in job ads. *Nursing assistants* increased by 578 ads while *Medical assistants* and *Home health aides* jumped by 481 and 540 postings, respectively.

## Metropolitan Statistical Areas

From January 2021 to February 2021, each metropolitan statistical area had an uptick in job ads. The largest change was in Lansing-East Lansing. Within this MSA, the occupations with the most growth in advertisements were *Software developers, applications; Management analysts; and Computer programmers*. The industries that experienced notable increases were *Professional, scientific, and technical services; Public administration; and Real estate and rental leasing*.

**TRISHA SCHLEGEL**  
Economic Analyst

## TOP THREE HEALTHCARE SUPPORT OCCUPATIONS IN MICHIGAN BY JOB ADS



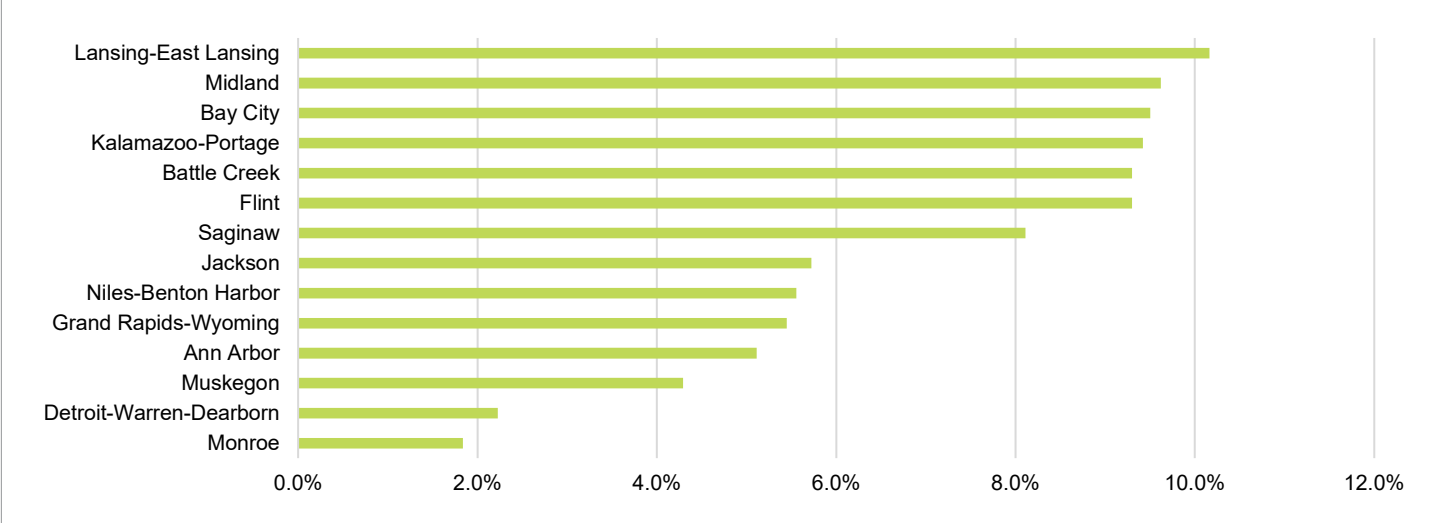
Source: Local Area Unemployment Statistics, Bureau of Labor Market Information and Strategic Initiatives, Department of Technology, Management & Budget; The Conference Board Help Wanted OnLine®, Burning Glass Technologies

## MICHIGAN ONLINE JOB ADS BY INDUSTRY, FEBRUARY 2021



Note: Roughly 36,000 postings did not have specific industry ties in the January 2021 data  
 Source: The Conference Board Help Wanted OnLine®, Burning Glass Technologies

## MONTHLY CHANGE IN JOB ADS BY MICHIGAN METRO AREA, JANUARY–FEBRUARY 2021



Source: The Conference Board Help Wanted OnLine®, Burning Glass Technologies

# RELEVANT RANKINGS

## MEDIAN EARNINGS FOR MEN AND WOMEN WORKING FULL TIME BY STATE, 2019

RANK	STATE	WOMEN	MEN	WOMEN EARNINGS AS A PERCENT OF MEN'S
1	Vermont	31,360	51,212	91.0%
2	Hawaii	36,077	52,033	89.4%
3	Maryland	40,552	63,272	89.4%
4	California	32,406	57,016	88.1%
5	Nevada	31,354	46,706	87.3%
23	Maine	30,423	51,029	80.1%
24	Nebraska	30,661	51,412	80.0%
25	Colorado	32,371	60,334	80.0%
26	Virginia	33,628	60,285	80.0%
27	Kentucky	27,281	48,545	79.8%
36	Michigan	27,339	53,150	78.0%
46	Alabama	25,958	50,018	74.3%
47	Oklahoma	26,914	49,721	73.4%
48	Louisiana	26,538	51,733	71.7%
49	Utah	25,596	57,117	69.7%
50	Wyoming	26,594	57,339	65.1%

Source: 2019 One-Year Estimates, American Community Survey, U.S. Census Bureau



## MICHIGAN EMPLOYMENT AND EARNINGS FOR WOMEN BY OCCUPATIONAL GROUP, 2019

RANK	OCCUPATIONAL GROUPS	WOMEN EMPLOYMENT SHARE	WOMEN EARNINGS AS A PERCENT OF MEN'S
1	Healthcare Support	87.7%	102.7%
2	Personal Care and Service	79.0%	85.5%
3	Office and Administrative Support	77.0%	83.7%
4	Healthcare Practitioners and Technical	75.9%	72.5%
5	Education, Legal, Community Service, Arts, and Media	65.0%	72.7%
6	Food Preparation and Serving Related	59.9%	79.5%
7	Sales and Related	51.3%	51.1%
8	Management, Business, and Financial	45.9%	70.9%
9	Building and Grounds Cleaning and Maintenance	41.2%	63.5%
10	Production	28.2%	74.3%
11	Farming, Fishing, and Forestry	27.7%	50.7%
12	Material Moving	25.8%	78.8%
13	Protective Service	24.0%	73.0%
14	Computer, Engineering, and Science	23.0%	75.4%
15	Transportation	17.8%	51.9%
16	Installation, Maintenance, and Repair	4.5%	75.2%
17	Construction and Extraction	3.2%	64.3%

Source: 2019 One-Year Estimates, American Community Survey, U.S. Census Bureau



## ASK THE ECONOMIST

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“What are some of the factors that contribute to the earnings gap between men and women?”

“Is it true that women only make less because they are more likely to work part-time or in low-paying jobs?”

## While it is generally true that women are more likely than men to work in part-time or lower-paying jobs, those factors alone do not tell the entire story.

The current earnings gap for women working full-time in Michigan is about 22 percent less than their male counterparts, or about 78 cents on the dollar. Disparities are even worse when looking at race and ethnicity breakdowns. [Our full report](#) highlights some of the variables that contribute to the earnings gap. A number of reports have looked at potential causes of the gender pay gap, and the consensus is that at least some portion of the difference is left unexplained by part-time versus full-time work and industry or occupational job decisions.

Women are employed across the Michigan economy, but they tend to be concentrated in industry sectors with average wages below the overall all-industry average. About two out of every three Michigan women holding a payroll job were employed in an industry sector with below-average wages in 2019. Comparatively, under one half of all men held a job in below-average wage industry sectors. With the exception of *Financial activities*, four of the five broad industry groups where women account for a majority of the jobs are below-average paying sectors.

Yet even that fails to capture the complete story of pay inequality by industry. When looking across all industry sectors (not just lower-paying ones), women still earn less in nearly every single one. As of 2019 women had lower average earnings than men in over 99 percent of four-digit NAICS industries. Though the size of the pay gap varied widely, only 17 of 307 industries (less than 6 percent) showed women earning less than 10 percent below their male colleagues. For the remaining 94 percent of industries, the gap between men and women registered 10 percent or more.

As illustrated in the complete [Women in the Michigan Workforce report](#) and this month's *Relevant Rankings*, occupational choice also plays a role in the earnings gap. In 2019, female employees held the largest employment share in *Healthcare support* occupations compared to any other group of occupations. Employment in this occupational group is 88 percent female and for every dollar men earn in *Healthcare support*, women earn roughly 3 cents more, on average. Though women earned more in this group, it is important to keep in mind that this is the only broad occupational group where women out-earned

men, and it still equates to relatively low annual earnings of \$22,150 for women.

Another important occupational group to mention is *Sales and related*, which is nearly equal in terms of employment for men and women. Despite nearly equal employment distribution, women only earn approximately 51 cents per every dollar their male counterparts earn in these occupations, reflecting a pay disparity of \$20,900 for women compared to \$40,900 for men annually.

Prevalence of full-time work is another important factor contributing to the pay gap. Because women are more likely than men to work part-time, as shown in the full report, it is a common misperception that this is the sole factor explaining the earnings gap. But that fails to account for the fact that when looking at full-time workers only, women in Michigan only make 78 cents on the dollar compared to men.

Other variables presented in the full report include household responsibility and odds of having multiple jobs, which are areas that impact women greatly. But just how much of the pay gap is accounted for by other factors that are not as easily quantified? There are numerous studies on the potential causes of the pay gap, with some of the more well-known studies coming from a variety of sources such as the White House Council of Economic Advisers (2015), the American Association of University Women (2018) and the Center for American Progress (2020). These studies agree that the causes of pay disparities are multiple, including industries and occupations worked, experience, hours, and discrimination, and the effects are substantial. Indeed, the Center for American Progress estimated that an average woman working full-time for a 40-year career would currently make hundreds of thousands less over their career than the average male.

Across these studies, not only was a pay gap found, but also a compensation gap. The compensation gap includes pay as well as benefits, training opportunities, flexible work schedules, and leave. Admittedly, part of this is due to a difference in the rate of part- and full-time work by gender and the previously mentioned industry and occupational differences. But additional areas for disparity may be educational attainment, experiences,

demographic characteristics, job type, or union status. Other reasons listed for the gap are family responsibilities, gap in pay increases as experience increase, as well as differences in negotiations and promotions.

The answer to this question is a complicated one. Yes, women do tend to work in lower-paying industries and in part-time jobs, but even when discounting those factors, an earnings gap still exists. And the less-quantifiable contributing components of this gap, such as discrimination, are hard to measure but by consensus are very real.

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