

# EMPLOYMENT IN NEW YORK STATE

## RESEARCH AND STATISTICS



### At a Glance

New York State had 8,959,600 total nonfarm jobs in August 2021, including 7,519,400 private sector jobs, after seasonal adjustment. The state's seasonally adjusted private sector job count increased by 0.4% in August 2021, while the nation's job count increased by 0.2% over this period. From August 2020 to August 2021, the number of private sector jobs increased by 5.4% in the state and by 5.2% in the nation (not seasonally adjusted).

In August 2021, New York State's seasonally adjusted unemployment rate decreased from 7.6% to 7.4%. The comparable rate for the nation in August 2021 was 5.2%.

New York State's seasonally adjusted labor force participation rate decreased from 60.5% to 60.4% in August 2021.

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**CHANGE IN NONFARM JOBS | NEW YORK STATE**

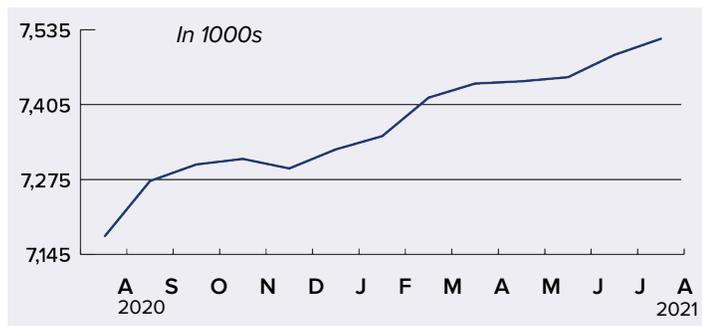
August 2020 - August 2021

(Data not seasonally adjusted, net change in thousands)

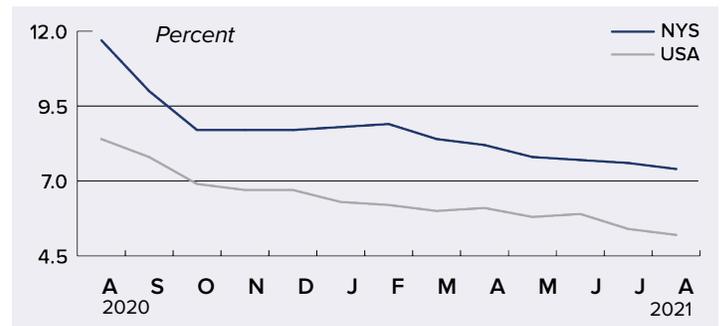
	NET	%
<b>TOTAL NONFARM JOBS</b>	428.0	5.0
<b>PRIVATE SECTOR</b>	384.3	5.4
Goods-producing	6.4	0.8
Nat. res. & mining	0.5	9.3
Construction	-9.3	-2.4
Manufacturing	15.2	3.8
Durable gds.	4.5	1.9
Nondurable gds.	10.7	6.4
Service-providing	421.6	5.4
Trade, trans. & util.	45.9	3.4
Wholesale trade	4.9	1.7
Retail trade	27.4	3.4
Trans., wrhs. & util.	13.6	5.4
Information	25.6	10.1
Financial activities	-9.5	-1.3
Prof. & bus. svcs.	57.9	4.7
Educ. & health svcs.	72.0	3.8
Leisure & hospitality	167.9	27.8
Other services	18.1	5.4
Government	43.7	3.2

**IN AUGUST 2021...**

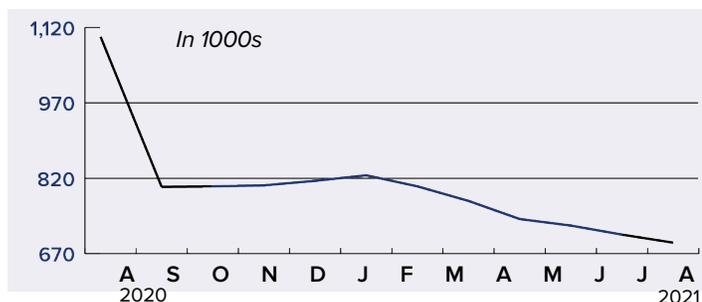
**NYS PRIVATE SECTOR JOBS\* | INCREASED**



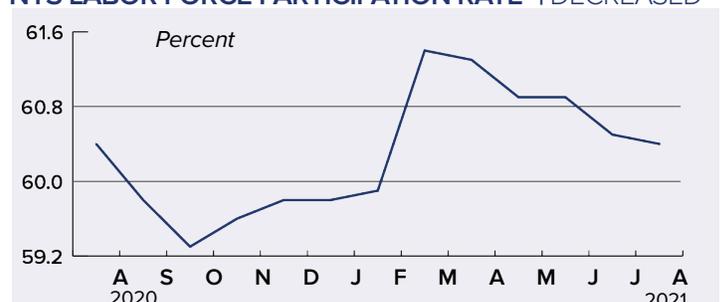
**NYS UNEMPLOYMENT RATE\* | DECREASED**



**NYS UNEMPLOYMENT\* | DECREASED**



**NYS LABOR FORCE PARTICIPATION RATE\* | DECREASED**



\*Seasonally adjusted

# A Look at the Latina Pay Gap

## Latinas earn just \$0.57 for every \$1 paid to White males in NYS....

by Kevin Jack, Deputy Director

“As we emerge from the pandemic..., race and gender wage gaps have deepened the economic repercussions of this crisis.”

Emily Martin, Vice President,  
National Women’s Law Center, June 8, 2021

National Hispanic Heritage Month is September 15-October 15. The observance traces its roots back to September 1968, when Congress authorized President Johnson to proclaim National Hispanic Heritage Week. Just two decades later, lawmakers expanded it to a monthlong event that celebrates Hispanic and Latino Americans’ diverse cultures, histories, heritages, and accomplishments. Hispanics are a key demographic in New York, representing about 19% of the state’s population. We also have the fourth largest Hispanic population in the U.S. – ranking only behind California, Texas, and Florida.

As consumers, workers, and entrepreneurs, Hispanics make important contributions to the Empire State’s economy. However, median earnings data from the U.S. Census Bureau’s American Community Survey (ACS) program paint a disturbing picture. Among full-time, year-round workers, Latinas were paid just 57 cents for every dollar paid to White (non-Hispanic) males in New York in 2019 (latest year available). Over a 40-year working career, Latinas stand to lose more than \$1.1 million in earnings due to the wage gap.

This year, Latina Equal Pay Day in the U.S. falls on October 21. This means that it would take a Latina nine months and 21 days plus all of 2020 to make the same amount of money that a White male made in 2020 alone. Comparable dates for other female groups in the U.S. are: Asian-American and Pacific Islander, March 9 (\$0.85); Black, August 3 (\$0.63); and Native American, September 8 (\$0.60). In recognition of National Hispanic Heritage Month, we examine the Latina pay gap and look at some possible solutions.

### Pandemic Takes Its Toll

The COVID-19 pandemic has had a much more negative effect on the employment rates of women than on men. One reason is many women worked in hard-hit, service-providing industries, like bars and restaurants. A second reason is that women do most of the childcare in the U.S. With the onset of “remote learning” for most K-12 students and the closure of many daycare centers during the pandemic, many women left their jobs to care for their kids.

These impacts loom larger for Latinas, as they are overrepresented in low-paying, front-line jobs, which cannot be done remotely. In New York, for example, the four occupational groups that employ the most Latinas include: Office & Administrative Support; Healthcare Support; Building & Grounds Cleaning & Maintenance; and Personal Care & Service.

As a result, Latinas have left the labor force at a higher rate than most other demographic groups. A recent analysis by economists at the Conference Board found that, among prime-age U.S. workers (ages 25-54), Hispanic women have experienced the largest drop in labor force participation (-4.2 percentage points) of any group since the start of the COVID-19 pandemic in February 2020.

### The Latina Pay Gap

The National Partnership for Women & Families analyzed the 25 states with the largest number of Latinas working full-time, year-round (ages 16+), using ACS 5-year estimates from 2015-19. The top three states, ranked in terms of what a Latina earns for every dollar a White male makes, are Ohio (\$0.59), Florida (\$0.59) and Indiana (\$0.58). The three lowest ranking states are California (\$0.41), New Jersey (\$0.43) and Texas (\$0.45). New York ranked 6th out of 25 states with a value of \$0.55. More timely data will likely paint an even more negative picture, once it is available.

The table on page 3 shows the size of the Latina pay gap in New York State by level of worker education (ages 25+), based on ACS 1-year estimates from 2019. Regardless of education level, Latinas only receive 60-70% of what their similarly educated White male peers earn.

### Closing the Gap

One piece of federal legislation aimed at addressing the gender wage gap is the “Paycheck Fairness Act,” which would add protections to the Equal Pay Act of 1963 and the Fair Labor Standards Act. Advocates claim that the bill would “guarantee that women can challenge pay discrimination and hold employers accountable.” The bill, which passed in the House of Representatives earlier this year, did not advance in the U.S. Senate.

The Society for Human Resource Management (SHRM) suggests several actions employers can take to help close the pay gap:

- **Conduct a pay audit** - Perform an analysis to better understand the size of the pay gap and how it breaks along gender and racial lines, promotion, attrition, and performance.
- **Stop asking for pay history** - Past pay doesn’t reflect the value that candidates bring. Salary history can be influenced by many factors (e.g., poor negotiation skills, prior pay inequity). Since January 2020, New York State law has prohibited employers from asking applicants or current employees for their salary history.
- **Look through a diversity, equity and inclusion lens** - Scrutinize your diversity landscape from top to bottom to get an accurate picture of your organization’s diversity, equity and inclusion efforts.
- **Practice transparency** - A 2019 survey from consultants Korn Ferry and Borderwork found that company leaders tend to share findings regarding pay equity with senior leaders and people managers, but not with the larger workforce.

Over the past few years, the public has become much more aware of equity issues in the U.S. labor market, like the Latina pay gap. Going forward, a combination of ongoing efforts to educate companies about best practices for setting wages, such as those suggested by SHRM, and advance equal pay laws for women should help to further close the gap.

## MEDIAN EARNINGS OF FULL-TIME, YEAR-ROUND WORKERS

### MEDIAN EARNINGS OF FULL-TIME, YEAR-ROUND WORKERS, AGES 25+, BY EDUCATION LEVEL

New York State, 2019

EDUCATION LEVEL	LATINAS	WHITE MALES (NON-HISPANIC)	WHAT LATINAS MAKE (for Every \$1 a White Male Makes)
Less than High School	\$26,264	\$43,436	\$0.60
High School	\$30,304	\$50,507	\$0.60
Some College or Associate Degree	\$42,426	\$60,609	\$0.70
Bachelor's Degree	\$55,558	\$87,883	\$0.63
Advanced Degree	\$74,751	\$114,146	\$0.65

Source: ACS 1-year 2019 PUMS estimates

## UNEMPLOYMENT RATES IN NEW YORK STATE

### UNEMPLOYMENT RATES IN NEW YORK STATE

Data Not Seasonally Adjusted

	AUG '20	AUG '21		AUG '20	AUG '21		AUG '20	AUG '21
<b>New York State</b>	<b>11.6</b>	<b>7.1</b>	<b>Hudson Valley</b>	<b>9.6</b>	<b>5.1</b>	<b>Finger Lakes</b>	<b>8.9</b>	<b>5.2</b>
<b>Capital</b>	<b>7.9</b>	<b>4.7</b>	Dutchess	8.6	5.0	Genesee	7.5	4.5
Albany	8.2	4.8	Orange	9.5	5.2	Livingston	6.9	4.4
Columbia	6.8	4.0	Putnam	8.5	4.7	Monroe	9.7	5.5
Greene	9.1	5.4	Rockland	9.6	5.0	Ontario	7.5	4.4
Rensselaer	7.6	4.8	Sullivan	10.9	5.0	Orleans	8.9	5.6
Saratoga	7.0	4.0	Ulster	8.8	5.1	Seneca	8.7	4.7
Schenectady	9.4	5.3	Westchester	10.2	5.3	Wayne	7.7	4.6
Warren	7.5	4.7	<b>Mohawk Valley</b>	<b>8.4</b>	<b>5.5</b>	Wyoming	6.8	4.5
Washington	6.9	4.6	Fulton	9.3	5.9	Yates	6.2	3.9
<b>Central New York</b>	<b>8.7</b>	<b>5.3</b>	Herkimer	8.2	6.0	<b>Western New York</b>	<b>9.9</b>	<b>5.7</b>
Cayuga	8.5	5.1	Montgomery	9.4	6.1	Allegany	8.3	5.4
Cortland	7.8	5.5	Oneida	8.6	5.4	Cattaraugus	9.3	5.5
Madison	7.4	4.7	Otsego	7.5	5.0	Chautauqua	8.9	5.6
Onondaga	9.0	5.4	Schoharie	7.0	4.9	Erie	10.1	5.7
Oswego	8.8	5.8	<b>North Country</b>	<b>7.9</b>	<b>5.3</b>	Niagara	10.2	6.0
<b>Southern Tier</b>	<b>8.2</b>	<b>5.2</b>	Clinton	7.7	5.0	<b>Long Island</b>	<b>9.7</b>	<b>5.1</b>
Broome	9.1	5.6	Essex	7.2	4.7	Nassau	9.8	5.0
Chemung	9.1	5.6	Franklin	8.3	5.0	Suffolk	9.5	5.2
Chenango	7.1	4.8	Hamilton	5.7	3.8	<b>New York City</b>	<b>14.9</b>	<b>9.8</b>
Delaware	7.4	5.2	Jefferson	8.0	5.2	Bronx	19.6	13.4
Schuyler	7.5	4.9	Lewis	6.6	5.0	Kings	15.2	10.1
Steuben	8.4	5.3	St. Lawrence	8.4	6.0	New York	11.6	7.5
Tioga	8.0	4.7				Queens	14.9	9.4
Tompkins	6.9	4.4				Richmond	12.5	9.0

# FOCUS ON the North Country

## Region's Labor Market Continues to Bounce Back from Pandemic

by Anthony Hayden, Labor Market Analyst, North Country Region



The North Country's labor market continues to experience robust job growth as it shakes off the lingering effects of the pandemic-induced recession of 2020. Between April-August 2020 and April-August 2021, the region's total nonfarm job count grew by 9,700, or 7.1%, while its private sector employment increased by 7,700, or 8.2%. In addition, the North Country's unemployment rate plummeted from 11.6% to 5.3% over this period.

### Travel & Tourism Coming Back

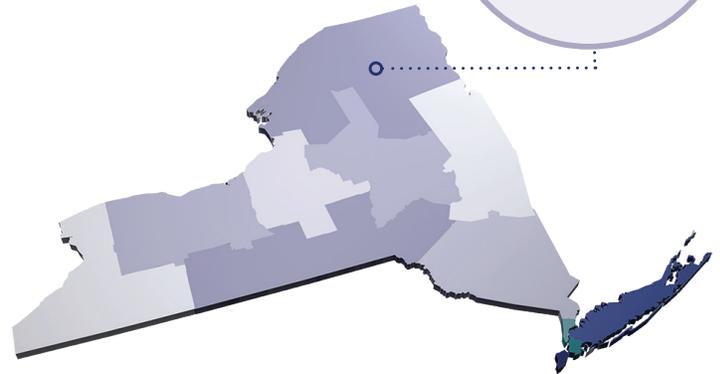
The leisure and hospitality sector lost the most jobs due to the pandemic as travel and tourism activity came to a grinding halt. As the North Country's economy has gradually reopened, the sector has rebounded, adding workers at a faster clip than any other in the region. However, the sector's job count remains below its pre-pandemic level. Continued job growth is expected as travel and tourism activity remains steady. Moreover, starting on November 8 fully vaccinated Canadians will be allowed to enter the U.S. at land border crossings, which have been closed for non-essential travel since the early days of the COVID-19 pandemic in March 2020. This should help boost the region's economy. Nevertheless, a tight labor market could dampen further expansion.

The demand for outdoor recreation in the region remains strong, as evidenced by a record number of visits to hiking trailheads, camping areas with "no vacancy" signs and Airbnb bookings. In addition, the number of people looking for second homes in the region has contributed to a property sales boom. Along with short-term rentals such as Airbnb, the local lodging industry continues to expand. The 93-room Saranac Waterfront Lodge opened during the second wave of the pandemic. Choice Hotels is currently building a 191-room Cambria Hotel in Lake Placid, which is nearly double the size of the previous hotel on that site. Skyward Hospitality is negotiating with the City of Plattsburgh to build a 120-room hotel on Lake Champlain on a long-underdeveloped parcel.

### Retail Rebounds

Retail trade was also hit hard during the COVID-19 pandemic but continues to bounce back as the national and regional economies recover. However, retail trade is not expected to fully regain its pre-pandemic employment level due to the growing popularity of ecommerce.

Despite the headwinds buffeting retailers across the nation, several chains are doing well in the region. Dollar General continues to expand across the North Country with more stores planned. Runnings, a retailer which sells home, farm and outdoor merchandise, is opening stores in the region. Tractor Supply, which caters to the rural lifestyle and sells products to a variety of customers, is rapidly adding stores in the North Country. Like other building material and garden supply chains, Tractor Supply's revenues received a tremendous boost in spending during the economic lockdown. They expect the urban exodus to the suburbs and beyond to continue, along with pandemic-induced changes in consumer spending habits that resulted in record sales in 2020.



**The North Country** should be a major beneficiary as our nation accelerates its investment in clean, renewable energy in order to reduce our carbon footprint.

### Green Industries Take Off

The region is expected to get a boost as demand for renewable energy and electric-powered transportation employment continues to grow. The North Country is uniquely situated to take advantage of the green energy revolution and efforts to reduce our nation's carbon footprint.

For example, Convalt Energy plans to build a large-scale, solar panel manufacturing facility in Jefferson County, while sister company DigiCollect will be next door and develop energy management software and equipment. In addition, French green computer server manufacturer 2CRS announced that its U.S. headquarters would be in Rouses Point (Clinton County). They plan to manufacture energy-efficient, high-performance servers, as well as host a data center on the site of a former Pfizer pharmaceutical plant. Nova Bus, with a manufacturing plant in Plattsburgh (Clinton County), builds long-range battery electric, zero-emission buses. The company stands to benefit as local governments transition their public bus fleets from fossil fuels to electric power to meet clean energy goals.

### Summary

Public-facing sectors of the North Country's regional economy, such as leisure and hospitality and retail trade, continue to add back jobs as the U.S. labor market recovers from the unprecedented impact of the COVID-19 pandemic. Looking ahead, the North Country region should be a major beneficiary as our nation accelerates its investment in clean, renewable energy in order to reduce our carbon footprint.

# Regional Analysts' Corner

## CAPITAL

**Kevin Alexander — 518-242-8245**

Over the past year, the number of private sector jobs in the Capital Region rose by 18,900, or 4.7%, to 421,900 in August 2021. Gains were largest in leisure and hospitality (+10,100), educational and health services (+2,400), professional and business services (+2,000), trade, transportation and utilities (+1,900), natural resources, mining and construction (+1,700), other services (+900), information (+400) and manufacturing (+400). Employment losses were focused in financial activities (-900).

## CENTRAL NY

**Karen Knapik-Scalzo — 315-479-3391**

The number of private sector jobs in the Syracuse metro area increased over the past year by 7,000, or 2.9%, to 244,500 in August 2021. Employment gains were greatest in leisure and hospitality (+4,700), professional and business services (+1,900), trade, transportation and utilities (+600), manufacturing (+400), other services (+400) and information (+200). Job losses were in educational and health services (-1,100).

## FINGER LAKES

**Tammy Marino — 585-258-8870**

From August 2020 to August 2021, the private sector job count in the Rochester metro area rose by 27,600, or 6.7%, to 439,800. Gains were largest in leisure and hospitality (+10,400), manufacturing (+7,000), trade, transportation and utilities (+4,000), professional and business services (+2,600), natural resources, mining and construction (+2,500), other services (+800), educational and health services (+400) and information (+300). Losses were reported in financial activities (-400).

## HUDSON VALLEY

**John Nelson — 914-997-8798**

For the 12-month period ending August 2021, private sector jobs in the Hudson Valley increased by 41,300, or 5.7%, to 759,800. The largest gains occurred in leisure and hospitality (+21,100), trade, transportation and utilities (+7,200), professional and business services (+6,900), educational and health services (+6,500), other services (+1,400), manufacturing (+1,200) and information (+600). Employment declined in financial activities (-2,400) and natural resources, mining and construction (-1,200).

## LONG ISLAND

**Shital Patel — 516-934-8533**

For the year ending August 2021, private sector jobs on Long Island increased by 31,100, or 3.0%, to 1,054,700. Gains were largest in educational and health services (+9,100), leisure and hospitality (+8,600), professional and business services (+7,900), trade, transportation and utilities (+5,300), other services (+2,400), manufacturing (+1,900) and information (+1,000). Job losses were focused in natural resources, mining and construction (-5,100).

## MOHAWK VALLEY

**Brion Acton — 315-793-2282**

For the 12-month period ending August 2021, the number of private sector jobs in the Mohawk Valley region rose by 3,600, or 2.7%, to 136,500. Gains were greatest in leisure and hospitality (+2,700), natural resources, mining and construction (+400), information (+300), manufacturing (+300), trade, transportation and utilities (+300), financial activities (+200) and other services (+200). Job losses were experienced in educational and health services (-900).

## NEW YORK CITY

**Elena Volovelsky — 718-613-3971**

New York City's private sector job count increased over the past year by 210,800, or 6.2%, to 3,599,000 in August 2021. Gains were largest in leisure and hospitality (+87,400), educational and health services (+57,500), professional and business services (+30,800), information (+22,900), trade, transportation and utilities (+19,200), other services (+6,300) and manufacturing (+1,200). Employment losses occurred in natural resources, mining and construction (-8,600) and financial activities (-5,900).

## NORTH COUNTRY

**Anthony Hayden — 518-523-7157**

Between August 2020 and August 2021, the number of private sector jobs in the North Country region increased by 3,000, or 2.9%, to 105,600. Over-the-year employment gains were greatest in leisure and hospitality (+2,000), professional and business services (+600), manufacturing (+200) and other services (+200).

## SOUTHERN TIER

**Christian Harris — 607-741-4480**

For the 12-month period ending August 2021, the number of private sector jobs in the Southern Tier increased by 6,600, or 3.3%, to 209,500. Employment gains were greatest in leisure and hospitality (+5,100), other services (+900), manufacturing (+400), natural resources, mining and construction (+300) and professional and business services (+200). Over-the-year job losses were focused in financial activities (-200).

## WESTERN NY

**Timothy Glass — 716-851-2742**

Over the past year, the number of private sector jobs in the Buffalo-Niagara Falls metro area rose by 34,000, or 8.1%, to 455,600 in August 2021. Employment increases were greatest in leisure and hospitality (+16,800), trade, transportation and utilities (+4,200), other services (+3,300), educational and health services (+2,700), manufacturing (+2,500), professional and business services (+2,300), natural resources, mining and construction (+2,000) and information (+200).