

# GOVERNMENT EMPLOYMENT REPORT

Center for the Study of the States  
The Nelson A. Rockefeller Institute of Government

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## **Government Job Rise in 1998 Largest in 8 Years; Women a Majority of Government Workers**

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### HIGHLIGHTS

- ❖ Government hiring increased slightly more in the fourth quarter 1998 than in the two previous quarters. Federal increases were higher while state and local government hiring slowed. Nearly 90 percent of new government jobs were in the South and West.
- ❖ Over the year, government employment was up 324,000, the largest rise in 8 years, with local government the main source of new jobs, but it continued to lag private sector job gains.
- ❖ The role of government in the nation's job market continued its gradual shrinkage for the 6th year in 1998, as the economy's long upswing and hiring restraints reduced the relative importance of government jobs.
- ❖ California, Texas and Florida added over 100,000 state and local government jobs in the past year, accounting for close to one-third of the 50-state increase.
- ❖ Increases in state and local government employment fully matched private sector job growth in the West and exceeded it slightly in the South. In the Northeast, private sector job gains were triple the government job rise.
- ❖ Women are a majority of government workers, comprising 55.5 percent of the more than 18 million government workers in the United States.

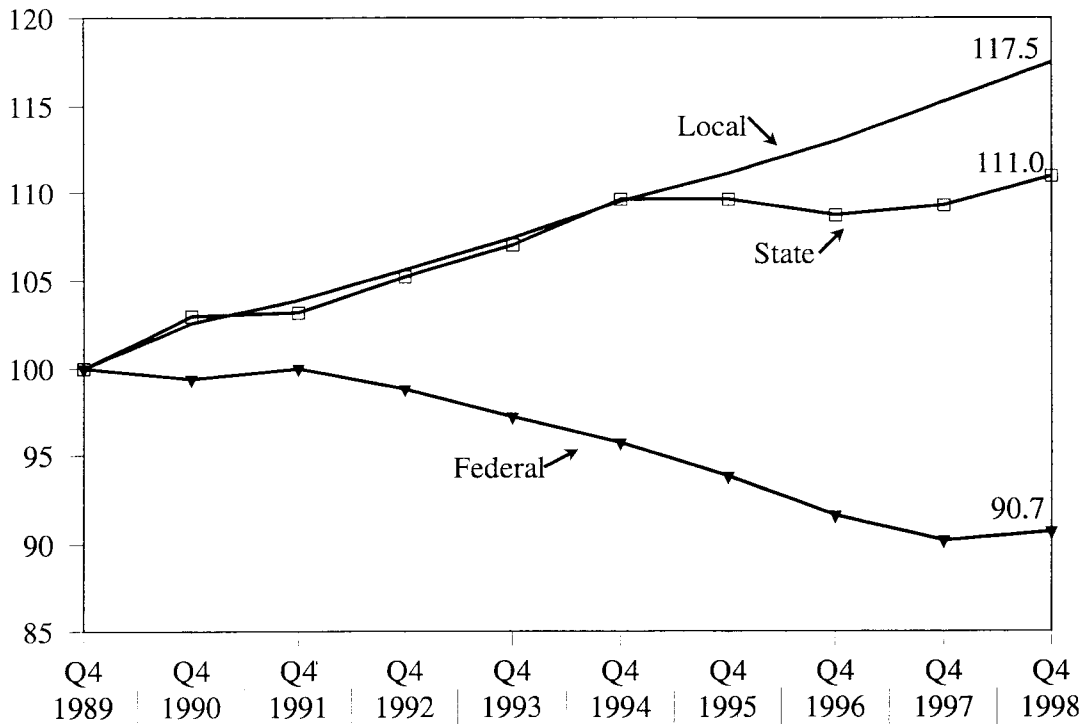
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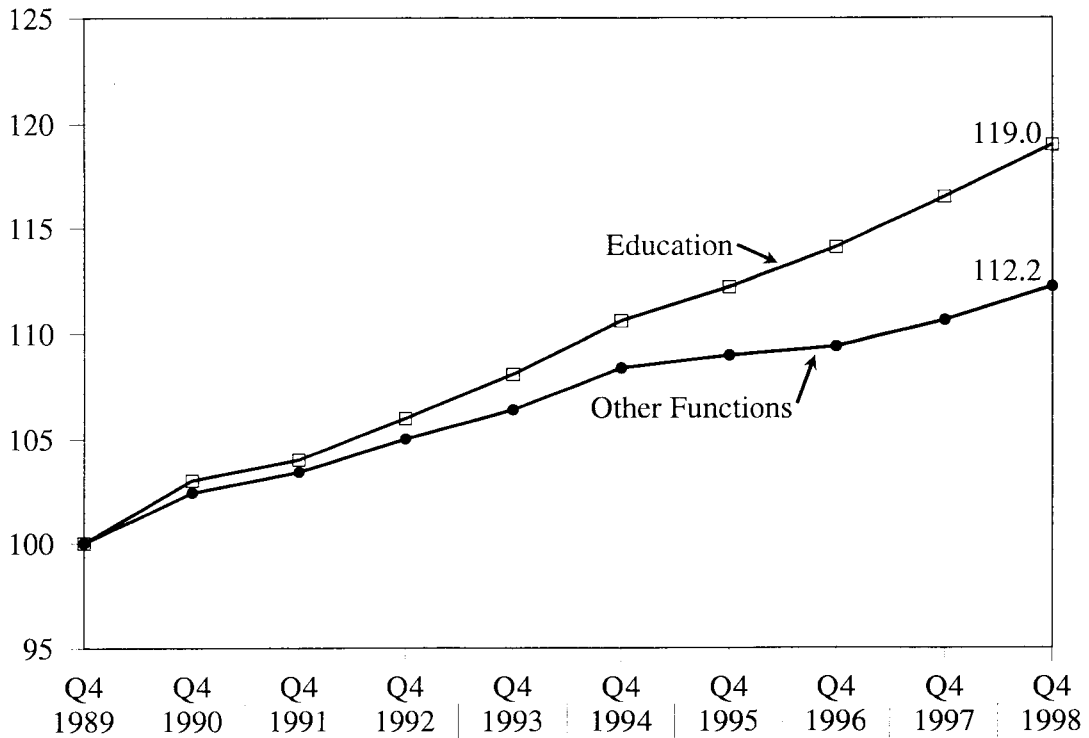
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**Federal, State and Local Government (1989=100)**



**State and Local Government Education and Other Functions (1989=100)**



**Overview**

The number of government jobs in the United States increased by 94,000 in the fourth quarter 1998, rising to 19,986,000. The increase was slightly higher than the 90,000 posted in the second and third quarters, resulting from an unusually large increase in Federal employment, while state and local government hiring slowed.

The government employment increases of the past three quarters have been the highest in five years. The fourth quarter rise was exceeded in the 1990's only at the outset of the decade when several hundred thousand temporary Federal workers were put on to take the decennial census.

While government increases were a bit higher in the fourth quarter than in the third quarter, private sector increases moved up more strongly, rising from 535,000 to 585,000. With that, private sector employment expansion remained subdued compared to the rapid gains since early 1996. The private sector growth rate continued to exceed the government rate, a pattern that has held for six years.

Compared to the fourth quarter 1997, government employment was up 324,000, the largest over-the-year rise in eight years. The increases in the past year have come primarily in local government, with two-thirds in local schools and colleges.

<b>GOVERNMENT EMPLOYMENT CHANGES, UNITED STATES, 1997-98</b>			
(in thousands)			
<i>Category</i>	<i>Average Employment Fourth Quarter 1998</i>	<i>Changes</i>	
		<i>From Previous Quarter</i>	<i>From Quarter Ending December 1997</i>
Total Government	19,986	94	324
Federal Government	2,705	25	16
Post Office	876	9	12
Other Federal	1,829	16	4
State and Local	17,281	70	307
Education	9,070	23	190
Other	8,211	47	118
State	4,683	21	72
Education	1,956	7	33
Other	2,727	14	39
Local	12,598	49	235
Education	7,114	16	157
Other	5,484	33	78
Government Hospitals*	1,240.2	0.8	10.0
Federal*	217.8	-2.1	-4.0
State and Local*	1,022.4	2.9	14.0

\* October-November Average

State and local government employment was up in 30 states in the fourth quarter 1998, and Federal jobs in almost as many. Government increases lagged the private sector in the North, but matched or exceeded private sector job gains in the South and West. The most rapid increases came in medium size states, those with employment of 1-2.5 million in 1990.

This report is the second of a new series of Government Employment Reports analyzing quarterly changes in government employment, based on the surveys and records of the U.S. Bureau of Labor Statistics, state departments of labor, U.S. Bureau of the Census, and other agencies. It covers all levels of government — federal, state and local — and all functions other than the military.

This quarterly series analyzes government employment developments nationally and in the 50 states, and traces emerging trends in major regions, groupings of large and small states, and rapidly growing and slowly growing states. All quarterly averages are seasonally adjusted. This report compares averages for the current quarter with those for the immediately preceding quarter, which is referred to as a quarterly change. Comparison is also made with the same quarter the year before and longer-term trends, as appropriate. Annual data, representing averages for the entire year, are also used to point up developments.

### **Government Role in Job Market Shrinking**

The role of government in the nation's job market continued its gradual shrinkage in 1998, as robust private sector job growth raised the ratio of private sector jobs to government jobs to the highest peak since 1960. In 1998 there were 534 private sector jobs for every 100 government jobs in the American economy, based on averages for the entire year. In 1960 the ratio was 550, then declined irregularly to a 1990's low point of 483 in 1992. The economy's long upswing since then, and government cut-backs and hiring restraints have reduced the

relative importance of government jobs each year since 1992.

Government jobs as a proportion of total nonfarm jobs declined in 1998 to 15.8 percent, down from 17.2 percent in 1992, and down from its high point of 19.1 percent in 1975.

Looking at the federal government, we find that it now accounts for only 213 of every 10,000 non farm jobs in the United States, down from 283 ten years ago. The 1998 proportion is the lowest since 1939, the first year for which the Bureau of Labor Statistics records provide comparable data.

### **Federal Jobs Increase, Reversing 6-Year Downtrend**

The federal job count increased by 25,000 in the fourth quarter, mostly reflecting hiring in two agencies. The Post Office added 9,000 jobs and the Bureau of the Census added about 10,000 workers in preparation for the forthcoming decennial census.

In 1998, the federal government increased its job rolls slightly after six years of decline. Fourth quarter employment was up 16,000 from the year before or just over one-half of 1 percent. The increase in the Post Office totaled 12,000. Employment in the general functions of government (excluding the Post Office and the Department of Defense) was up 34,000 over the year as of October, for the first time in six years. At 1,175,000, employment in general government functions was 90,000 below its level in October 1992.

Defense employment continued its cut-backs in 1998. As of October the number of civilian employees of the Department of Defense was down 29,000. It was the smallest year-to-year decline since 1993.

Given the brisk job growth in the private sector, federal jobs continue to decline in significance as a source of employment. Since the start of the 1990's, Federal em-

ployment has declined by 277,000 jobs or 9.3 percent. Defense employment has declined by a third. It had 320,000 fewer jobs by the end of 1998 than at the end of the 1980's. The Post Office added some 50,000 jobs during this period.

### State and Local Government Increases Smaller

State and local government employment increased 70,000 in the fourth quarter, somewhat less than the 83,000 in the previous quarter. There were substantially smaller increases in education. On the other hand, more jobs were added in other government functions than in the third quarter.

State government added 21,000 jobs in the fourth quarter, down from 32,000 in the previous quarter, as state colleges and universities added fewer jobs. Local government added nearly 50,000 jobs, two-thirds of them in general government functions. That increase in functions other than education was the largest

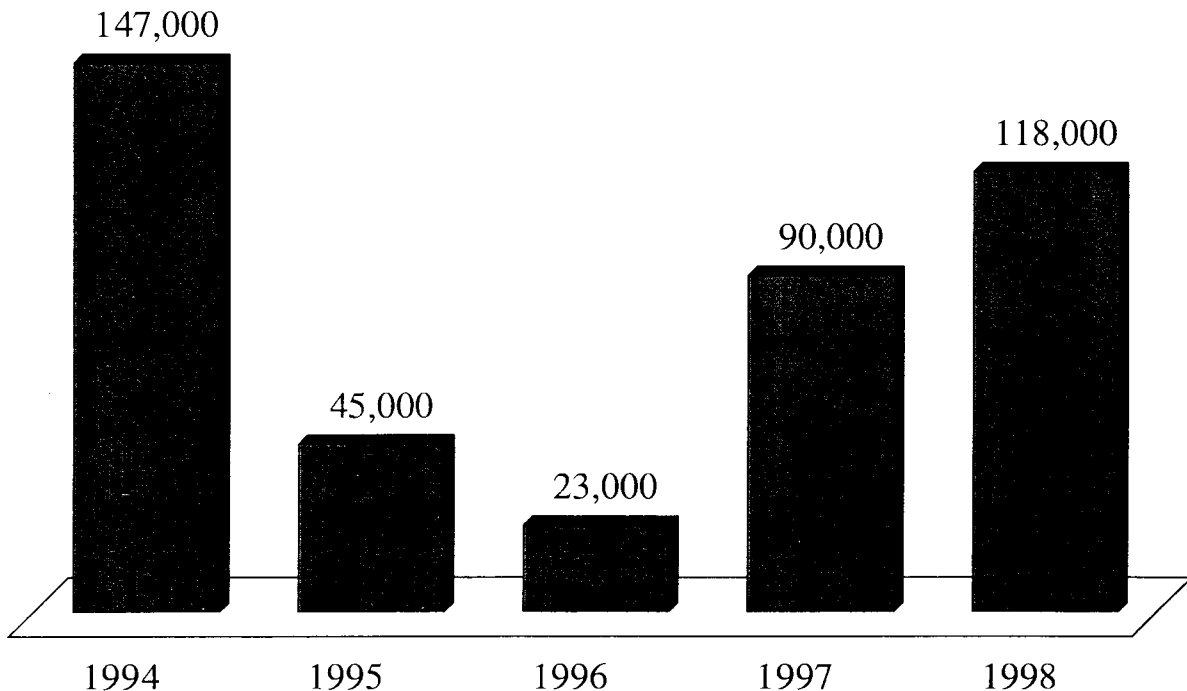
in over four years. Local schools, in contrast, added relatively few jobs in the fourth quarter, 16,000, following an unusually large third quarter spurt of 58,000, reflecting rapidly expanding enrollment as the new school year began.

### States Add Staff in General Government Functions

State and local government added 307,000 jobs in the year ending the fourth quarter 1998, up from 272,000 the year before. The increased hiring came mostly in state government functions other than education that experienced few increases and some declines in the previous three years. Local government hiring in non-education functions was lower, declining from 86,000 to 78,000 in the year ending the fourth quarter.

About three-fifths of the new jobs in state and local government were in educa-

**Increases in State and Local Employment in General Government Functions, Years Ending Fourth Quarter**



tion, but with some indication that the acceleration of recent years is slowing down. The rise in education employment over the year was mostly in local schools (+157,000) but state institutions also expanded (+33,000).

**Government Hospital Employment Stable**

Employment in government hospitals was stable at 1,240,000 in October-November 1998. Small cutbacks continued in federal and state hospitals, offsetting the low-key expansion ongoing since early 1997 in local hospitals.

Overall, employment in government hospitals ended 1998 with 10,000 more workers than in the fourth quarter 1997. But that put it still down 85,000 from its recent 1993 peak, with declines of 17,000 or 7.2 percent in federal hospitals, 49,000 or 11.8 percent in state hospitals, and 19,000 or 2.8 percent in local hospitals. During this period, private and nonprofit hospitals have expanded rather than reduced employment, adding about 200,000 jobs, an increase of about 5 percent.

**Government Increases Lag Private in Most States**

Nearly all states reported job gains in the fourth quarter. Increases in the private sector exceeded those in government — but the government increases were closer to those in the private sector, as was also the case in the third quarter, than at any time in recent years. The job increases in government for most of 1998 were the strongest in five years.

Two-thirds of the 50 states increased government employment in the fourth quarter, paced by increases of 5,000 or more in California, Texas, Tennessee, Florida, Maryland, Arizona, New Jersey, and Illinois.

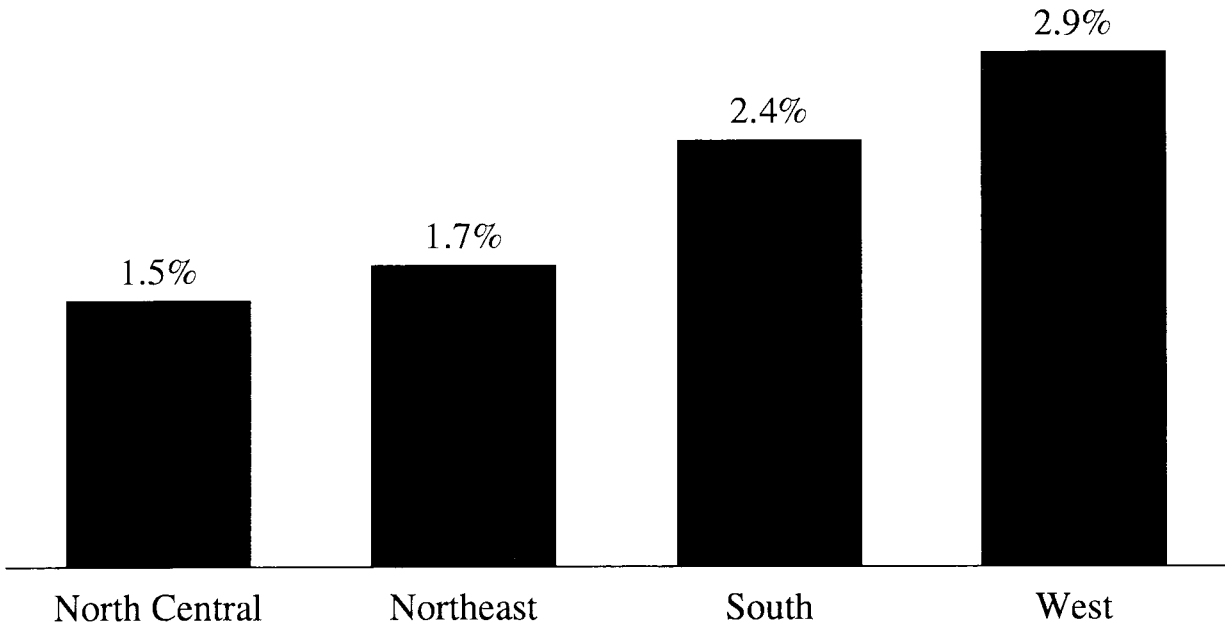
State and local government employment in the fourth quarter 1998 was up in 30 states, and federal government in almost as many, although only two states added more than 1,000 federal workers. In the past year there were federal declines in 23 states, totaling 21,600, led by declines of 6,300 in California, 2,500 in New York, and 2,300 in Virginia.

**States With Largest Increases in Government Employment, 4th Quarter 1997-98  
(in thousands)**

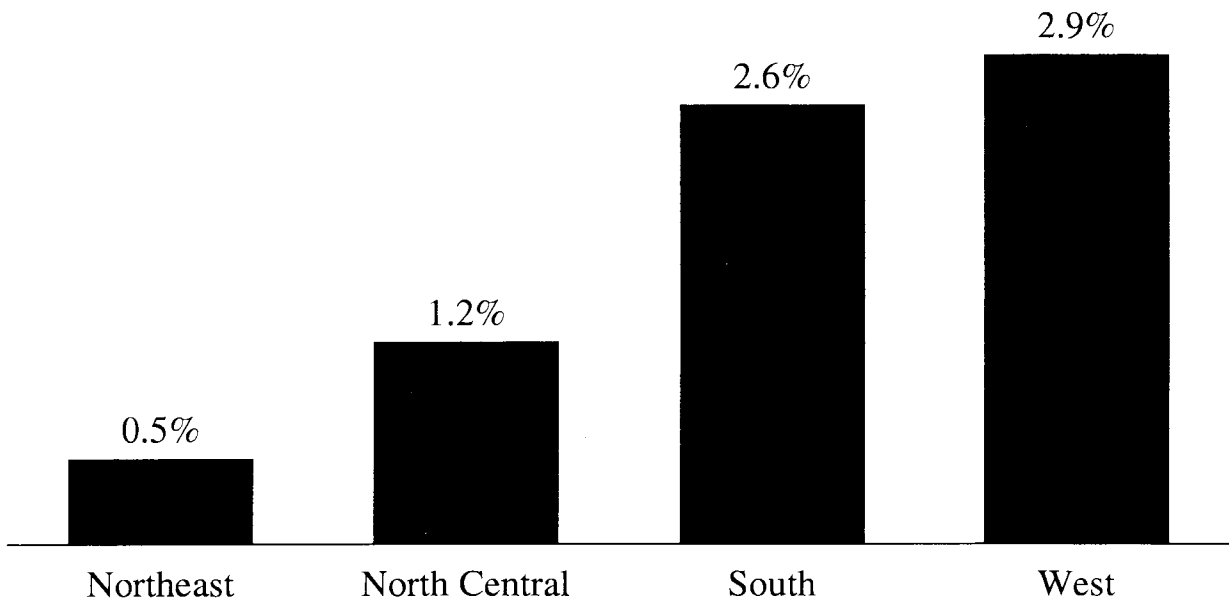
<i>State</i>	<i>Increase</i>	<i>State</i>	<i>Increase</i>
California	50.2	Pennsylvania	9.4
Texas	32.4	South Carolina	8.5
Florida	21.1	Ohio	7.9
Maryland	18.4	Illinois	6.9
Tennessee	17.4	Colorado	6.7
Arizona	17.1	Mississippi	6.7
Georgia	13.6	Oklahoma	6.6
North Carolina	13.5	Utah	5.9
Oregon	10.0	Virginia	5.7
Missouri	9.6	Massachusetts	5.6
Michigan	9.4	Nevada	5.3

## Comparative Regional Employment Increases, Year Ending Fourth Quarter 1998

### Private Sector



### State and Local Government



State and local increases exceeded 0.5 percent in the fourth quarter in 17 states, while private sector gains of that magnitude were recorded in substantially more states, 30 in all. In nearly a third of these rapidly expanding states, state and local government increases exceeded private sector gains, including Alaska, Arizona, Idaho, Montana, Oregon, Florida, Maryland, South Carolina and Texas.

In the year ending the fourth quarter 1998 there were job gains in almost all the states. Forty-eight states expanded private sector employment, and 45 saw government employment rise.

Over the year, private sector job gains in most states exceeded the increase in state and local government employment. In 14 states, including ten in the South and West, state and local increases were larger than in the private sector. They included Indiana, Missouri, New Hampshire, Pennsylvania, Arizona, California, Hawaii, Oregon, Utah, Alabama, Maryland, Mississippi, North Carolina, and Tennessee.

Looking at the states with the larger increases, there were 23 states with private sector increases of over 2 percent; 18 states had state and local government increases of more than 2 percent. In absolute terms, there were 22 states with state and local increases over 5,000. The increases in three states — California, Texas and Florida — totaled over 100,000 combined, accounting for close to one-third of the 50-state rise.

The pattern of larger private sector increases that shows up on a state by state examination looks somewhat different when viewed from a regional perspective. It holds only for the two northern regions, the Northeast and North Central regions. Although the Northeast has the lowest private sector growth rate among the four major regions, 1.5 percent for the year, it is triple the increase in state and local government employment. On the other hand, increases in state and local government fully match the private sector job growth in the West (2.9 percent) and exceed it slightly in the South (2.6 versus 2.4 percent). We see here some considerable indication of a growing recourse to expanding government services in the South and West while

restraint continues to characterize government employment developments in the North.

### **Increases in Government Hiring Most Rapid Among Medium-Size States, Below Average in Smaller States**

In 1998, the most rapid increases in state and local government hiring came among medium-size states, those with employment of 1-2.5 million as of 1990. The 17 medium-size states added 119,000 state and local jobs, an increase of 2.5 percent. In this group, the 1998 record shows above-average job rises in Maryland, Arizona, Tennessee, Oregon, South Carolina, Oklahoma, Colorado, and Missouri. The increase among medium-size states exceeded that for both larger states, those with 1990 employment of over 2.5 million, as well as the increase for the smaller states, those with 1990 employment of under 1 million.

The relatively rapid state and local government hiring in 1998 among medium-size states was in line with the broader experience of the 1990s. From 1989-97, annual increases for medium-size states averaged 2.1 percent as against 1.6 percent for all states. The above-average increases in 1998 as well as earlier years went along with and also reflected above-average gains in the broader economy.

If the 1998 experience for medium-size states was a continuation of the broader record of the nineties, it marked a sharp departure for both the larger and the smaller states. Among the 14 large states, state and local increases totaled 187,000, well over half the hiring for all states, a rise of 1.8 percent that compared to 1.4 percent for the earlier years of the decade. There were above-average increases in California, North Carolina, Texas, Florida and Georgia. On the other hand, state and local increases under 1 percent were the rule in Illinois, In-

diana, and New Jersey, while state and local government employment declined slightly in New York. In 1998, state and local government employment in New York was about 50,000 below what it was at the outset of the nineties.

As a group, the smaller states, those with employment under 1 million in 1990, reported below-average increases of 1.5 percent in state and local jobs in 1998. This compared to a 2 percent average rise for earlier years in the 90's. Most of the 19 smaller states had below average state and local increases in 1998, although there was above-average hiring reported in Nevada, Utah, Mississippi, Idaho and Montana.

**Economic Expansion and Government Hiring Accelerates in Slower Growing States**

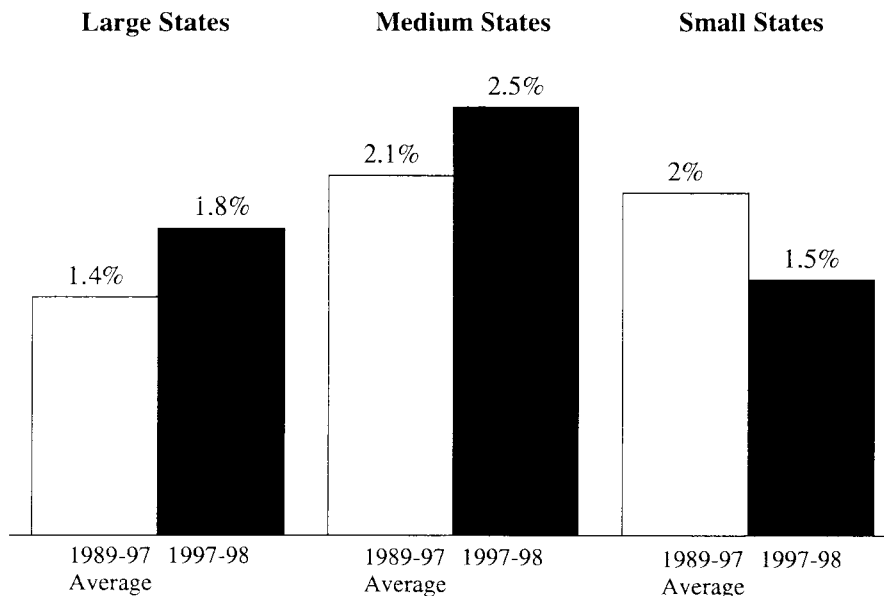
State and local government job increases continue to be closely related to economic performance. As in the earlier years of the 1990's, we see a clear pattern of more rapid government job increases among states on the fast growth

track and smaller increases among states growing more slowly.

But 1998 saw some shift from the prior experience of the 1990's. The slower growing states did better in 1998 and both slow and medium growth states added state and local government jobs at a more rapid pace than they averaged in the earlier 1990's.

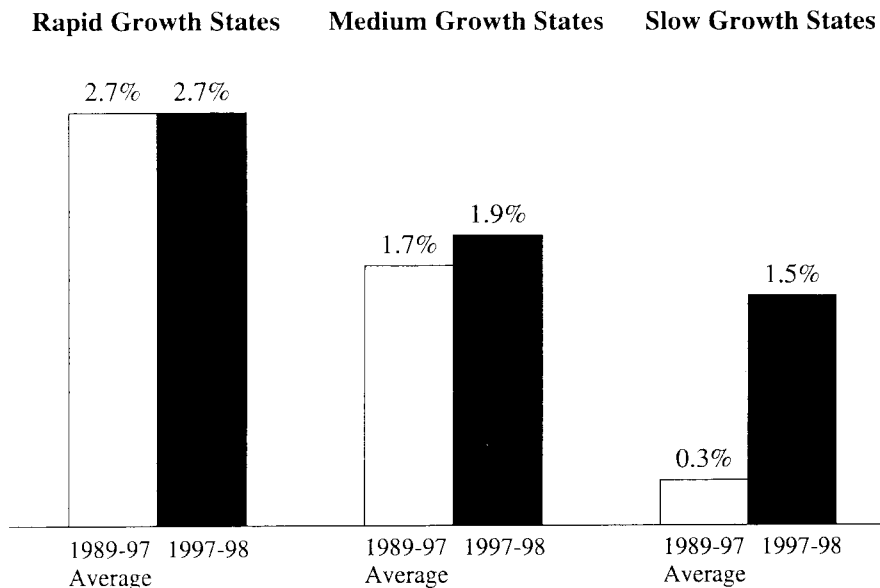
In economic expansion, rapid growth states continue to outpace the others by a considerable margin, but the margin narrowed in 1998. The slow growth states expanded nonfarm jobs by 1.5 percent in 1998, compared to an average of 0.3 percent for the period 1989-97. They accounted for 15 percent of the 50-state increase in non-farm employment, double the proportion in earlier years. The 1998 growth record of the medium growth states was also somewhat better. The non-farm job increase for the rapid growth states was 2.7 percent, the same as the 1989-97 average.

**Annual Percent Increases in State and Local Government Employment, Large, Medium, and Small States, 1989-97 and Fourth Quarter 1997-98**

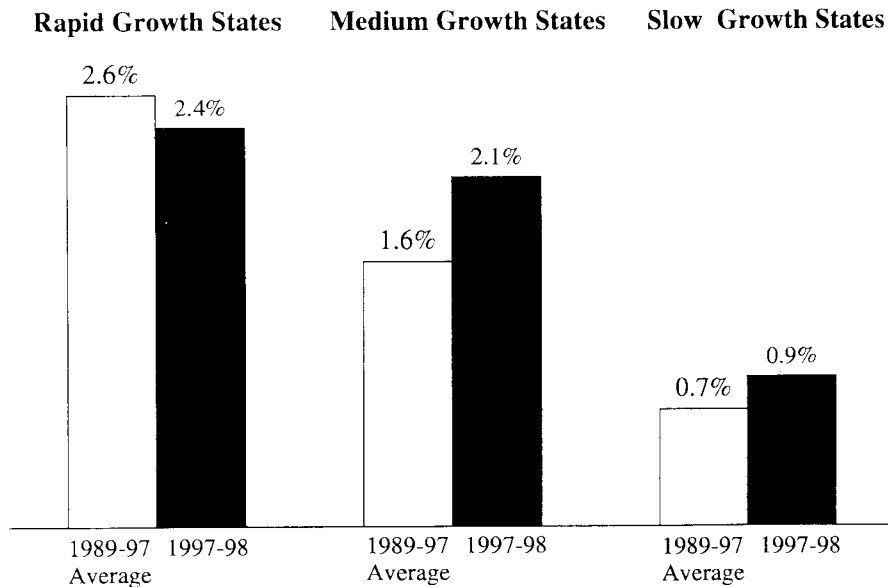


# Job Increases in Rapid, Medium, and Slow Growth States, 1989-97 and Fourth Quarter 1997-98

## Nonfarm



## State and Local Government



Job increases in state and local government continued to be larger among rapid growth states in 1998, but were slightly below the 1989-97 average for this group. Among medium and slow growth states, in contrast, 1998 state and local hiring was at a higher rate than in the earlier years of the 1990's, and they accounted for 60 percent of state and local employment increases, as against 50 percent for the earlier years of the decade.

For purposes of identifying states based on their relative growth, rapid growth states are those with 1989-97 non-farm job increases of 19.3 percent or more, thereby exceeding the 50-state growth rate by more than 50 percent. Slow growth states are those that experienced less than half the national growth, including also those with net employment declines in 1989-97, while the medium growth category includes the 21 states in between, with non-farm growth ranging from 7.1 percent in California to 19 percent in Kentucky.

### **Government Hiring Highly Concentrated in South and West**

Geographically, government increases were highly concentrated in the South and West, where 89 percent of the new government jobs are located. The 21 states of the North, with 44 percent of nonfarm jobs among the 50 states, accounted for only 11 percent of new government jobs in the fourth quarter. The increase in the South came to 44,000 or 0.7 percent and in the West, 22,000, or 0.6 percent. In the North the increase was 6,000 or less than 0.1 percent.

Looking at the entire year 1998 ending the fourth quarter, we see a similar, striking pattern. In the North, government played a distinctly minor role in overall 1998 employment gains. The 63,000 increase in state and local government jobs represented only one in 13 jobs added the past year.

The South and West account for over 80 percent of government hiring, adding 270,000 state and local jobs in 1998, 159,000 in the

South, 111,000 in the West. The rate of state and local job increase in the North was 0.9 percent, one-third the increase in the South and West. In the North, state and local government added 85 jobs for every 1,000 jobs added in the private sector. In the South and West, it was more than double, 180 government jobs per 1,000 added in the private sector.

States with only small increases or actual declines in government jobs are predominantly in the North. In contrast, the most rapid 1998 increases in government jobs, over 2 percent, were reported in 17 southern and western states — Maryland, Arizona, Tennessee, Nevada, Oregon, Utah, Mississippi, California, South Carolina, North Carolina, Idaho, Oklahoma, Texas, Florida, Montana, Georgia and Colorado. Only one northern state, Missouri, saw increases of that magnitude.

Northern states predominated among states with increases under 1 percent or actual declines in state and local government employment in 1998. Eleven were in the North: Maine, Nebraska, New York, Rhode Island, Vermont, Connecticut, New Jersey, Illinois, Indiana, North Dakota, and South Dakota. Only two states in this category were in the South and West — New Mexico and West Virginia.

### **Conclusion**

The increase in government employment was slightly higher in the most recent quarter. Private sector jobs gained moved up more strongly. There was an unusually large increase in federal employment, while state and local hiring slowed. In the past year, the government job rise was the largest in eight years, with more of the increases coming in general government functions other than education. Government job increases were most rapid among medium-size states, and highly concentrated in the South and West.

**Government Employment Report**

**Changes in State and Local Government Employment,  
by State, 1997-98, Quarterly Data, Seasonally Adjusted**  
(numbers in thousands)

State and Local Government	Employment			Changes to Fourth Quarter 1998			
	Fourth Quarter 1997	Third Quarter 1998	Fourth Quarter 1998	From Previous Year		From Previous Quarter	
				Number	Percent	Number	Percent
<b>United States</b>							
<b>50 State Total</b>	<b>17,080.1</b>	<b>17,340.4</b>	<b>17,412.6</b>	<b>332.5</b>	<b>1.9%</b>	<b>72.2</b>	<b>0.4%</b>
<b>North Central</b>	<b>4,068.0</b>	<b>4,115.6</b>	<b>4,115.8</b>	<b>47.7</b>	<b>1.2%</b>	<b>0.1</b>	<b>0.0%</b>
Illinois	708.1	710.5	714.6	6.5	0.9%	4.1	0.6%
Indiana	353.0	353.8	355.5	2.6	0.7%	1.8	0.5%
Iowa	215.3	217.5	219.3	4.0	1.9%	1.9	0.9%
Kansas	210.1	212.5	212.3	2.2	1.0%	-0.2	-0.1%
Michigan	593.8	603.0	601.4	7.6	1.3%	-1.6	-0.3%
Minnesota	345.8	348.8	350.0	4.2	1.2%	1.2	0.3%
Missouri	352.5	359.5	360.3	7.7	2.2%	0.8	0.2%
Nebraska	136.7	136.9	135.9	-0.9	-0.6%	-1.0	-0.7%
North Dakota	61.6	61.7	62.0	0.3	0.5%	0.2	0.4%
Ohio	672.7	686.9	681.6	8.9	1.3%	-5.3	-0.8%
South Dakota	59.5	59.6	59.8	0.3	0.6%	0.2	0.3%
Wisconsin	358.9	364.9	363.1	4.2	1.2%	-1.8	-0.5%
<b>Northeast</b>	<b>3,128.8</b>	<b>3,137.5</b>	<b>3,143.9</b>	<b>15.1</b>	<b>0.5%</b>	<b>6.4</b>	<b>0.2%</b>
Connecticut	202.9	205.1	203.4	0.5	0.3%	-1.7	-0.8%
Maine	79.9	79.4	78.8	-1.1	-1.4%	-0.6	-0.8%
Massachusetts	352.4	356.1	358.1	5.7	1.6%	1.9	0.5%
New Hampshire	69.1	70.6	70.1	1.0	1.5%	-0.5	-0.7%
New Jersey	502.4	497.8	503.9	1.5	0.3%	6.0	1.2%
New York	1,231.8	1,231.2	1,229.3	-2.5	-0.2%	-1.9	-0.2%
Pennsylvania	596.8	602.8	607.5	10.7	1.8%	4.7	0.8%
Rhode Island	53.4	53.8	52.8	-0.6	-1.0%	-1.0	-1.8%
Vermont	40.2	40.5	40.0	-0.2	-0.4%	-0.5	-1.2%
<b>West</b>	<b>3,759.2</b>	<b>3,847.8</b>	<b>3,869.9</b>	<b>110.7</b>	<b>2.9%</b>	<b>22.0</b>	<b>0.6%</b>
Alaska	56.0	55.9	56.7	0.7	1.3%	0.8	1.4%
Arizona	284.9	294.7	301.0	16.1	5.6%	6.3	2.1%
California	1,874.0	1,915.1	1,930.5	56.6	3.0%	15.4	0.8%
Colorado	263.3	268.6	269.1	5.8	2.2%	0.5	0.2%
Hawaii	81.2	83.9	82.0	0.8	1.0%	-1.9	-2.2%
Idaho	87.3	89.0	89.7	2.4	2.8%	0.8	0.9%
Montana	64.2	65.1	65.8	1.6	2.5%	0.7	1.1%
Nevada	94.5	99.5	98.8	4.4	4.6%	-0.7	-0.7%
New Mexico	148.3	150.6	149.4	1.1	0.8%	-1.2	-0.8%
Oregon	222.1	229.8	232.1	10.0	4.5%	2.2	1.0%
Utah	142.5	148.0	148.4	5.9	4.1%	0.4	0.3%
Washington	390.8	395.5	395.3	4.5	1.2%	-0.1	0.0%
Wyoming	50.3	52.3	51.1	0.8	1.6%	-1.3	-2.4%

Continued

**Changes in State and Local Government Employment,  
by State, 1997-98, Quarterly Data, Seasonally Adjusted**  
(numbers in thousands)

State	Employment			Changes to Fourth Quarter 1998			
	Fourth Quarter 1997	Third Quarter 1998	Fourth Quarter 1998	From Previous Year		From Previous Quarter	
				Number	Percent	Number	Percent
<b>South</b>	<b>6,124.0</b>	<b>6,239.4</b>	<b>6,283.1</b>	<b>159.0</b>	<b>2.6%</b>	<b>43.6</b>	<b>0.7%</b>
Alabama	293.1	294.8	297.4	4.3	1.5%	2.6	0.9%
Arkansas	162.9	166.3	165.5	2.6	1.6%	-0.8	-0.5%
Delaware	48.3	49.2	49.2	0.9	1.9%	-0.1	-0.1%
Florida	826.9	839.7	847.8	20.9	2.5%	8.2	1.0%
Georgia	488.8	499.0	499.8	11.8	2.4%	0.8	0.2%
Kentucky	253.3	256.9	256.9	3.6	1.4%	0.0	0.0%
Louisiana	330.4	332.9	334.0	3.6	1.1%	1.1	0.3%
Maryland	292.8	303.6	310.2	17.3	5.9%	6.6	2.2%
Mississippi	194.9	200.6	201.1	6.2	3.2%	0.5	0.2%
North Carolina	526.7	543.9	541.3	14.6	2.8%	-2.6	-0.5%
Oklahoma	233.1	238.2	239.3	6.3	2.7%	1.2	0.5%
South Carolina	271.2	275.8	279.3	8.1	3.0%	3.5	1.3%
Tennessee	333.3	340.8	349.9	16.6	5.0%	9.1	2.7%
Texas	1,306.2	1,329.3	1,339.9	33.8	2.6%	10.7	0.8%
Virginia	443.6	449.1	451.6	8.0	1.8%	2.5	0.6%
West Virginia	119.3	119.3	119.8	0.5	0.4%	0.4	0.3%

## **About the Author and The Center for the Study of the States**

The Center is part of the Nelson A. Rockefeller Institute of Government, the public policy research arm of the State University of New York. Established in May 1990, the Center is a leading authority on developments in state finances and programs.

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## Government Employment Report

### Over the Year Changes in State and Local Government Employment by Level of Government and State, 1997-98, Seasonally Adjusted (numbers in thousands)

State	State Government			Local Government		
	Employment Fourth Quarter	Change From Fourth Quarter 1997		Employment Fourth Quarter	Change From Fourth Quarter 1997	
	1989	Number	Percent	1998	Number	Percent
Alabama	100.1	0.5	0.5%	197.3	3.8	2.0%
Alaska	21.6	0.4	1.8	35.1	0.3	0.9
Arizona	81.9	2.6	3.2	219.0	13.5	6.6
Arkansas	61.4	0.4	0.7	104.1	2.1	2.1
California	420.6	10.7	2.6	1,509.9	45.9	3.1
Colorado	75.8	0.6	0.8	193.2	5.2	2.8
Connecticut	60.5	-2.0	-3.2	142.9	2.5	1.8
Delaware	27.6	1.0	3.8	21.6	-0.1	-0.4
Florida	205.1	1.2	0.6	642.7	19.8	3.2
Georgia	152.5	3.1	2.1	347.3	8.6	2.6
Hawaii	64.9	0.4	0.6	17.1	0.4	2.5
Idaho	24.9	-0.8	-3.1	64.9	3.2	5.2
Illinois	162.4	0.4	0.2	552.2	6.1	1.1
Indiana	103.5	0.4	0.4	252.0	2.2	0.9
Iowa	61.9	0.4	0.7	157.5	3.6	2.3
Kansas	53.0	-0.9	-1.7	159.3	3.1	2.0
Kentucky	89.9	1.4	1.6	167.0	2.2	1.3
Louisiana	114.3	0.7	0.6	219.7	2.9	1.3
Maine	25.2	0.0	0.1	53.6	-1.1	-2.0
Maryland	98.2	3.8	4.1	211.9	13.5	6.8
Massachusetts	100.7	0.1	0.1	257.3	5.6	2.2
Michigan	168.3	1.5	0.9	433.1	6.1	1.4
Minnesota	84.7	-0.7	-0.8	265.2	4.8	1.9
Mississippi	61.0	1.9	3.3	140.1	4.3	3.1
Missouri	103.7	1.9	1.8	256.6	5.9	2.3
Montana	23.7	0.5	2.1	42.1	1.1	2.7
Nebraska	37.9	-2.9	-7.2	97.9	2.1	2.2
Nevada	28.3	0.7	2.6	70.5	3.6	5.4
New Hampshire	20.2	0.4	2.0	49.9	0.6	1.3
New Jersey	132.1	-0.2	-0.1	371.8	1.6	0.4
New Mexico	59.8	-0.1	-0.2	89.6	1.3	1.4
New York	250.8	-1.8	-0.7	978.5	-0.7	-0.1
North Carolina	176.3	8.3	5.0	365.0	6.3	1.7
North Dakota	20.3	0.1	0.6	41.7	0.2	0.5
Ohio	163.3	1.5	0.9	518.3	7.4	1.4
Oklahoma	80.2	1.4	1.8	159.1	4.8	3.1
Oregon	59.0	1.5	2.7	173.0	8.5	5.1
Pennsylvania	154.7	0.2	0.1	452.9	10.5	2.4
Rhode Island	17.9	0.1	0.3	34.9	-0.6	-1.7
South Carolina	102.0	4.6	4.8	177.4	3.5	2.0
South Dakota	16.4	0.2	1.1	43.4	0.1	0.3
Tennessee	102.9	10.6	11.5	247.0	6.0	2.5
Texas	331.9	6.5	2.0	1,008.0	27.3	2.8
Utah	56.4	2.5	4.7	91.9	3.3	3.8
Vermont	15.6	0.3	2.0	24.5	-0.5	-1.8
Virginia	139.0	2.6	1.9	312.6	5.4	1.8
Washington	135.4	2.7	2.0	260.0	1.8	0.7
West Virginia	44.9	0.1	0.3	74.8	0.3	0.5
Wisconsin	97.2	0.9	0.9	266.0	3.3	1.3
Wyoming	13.6	0.1	1.0	37.4	0.7	1.9

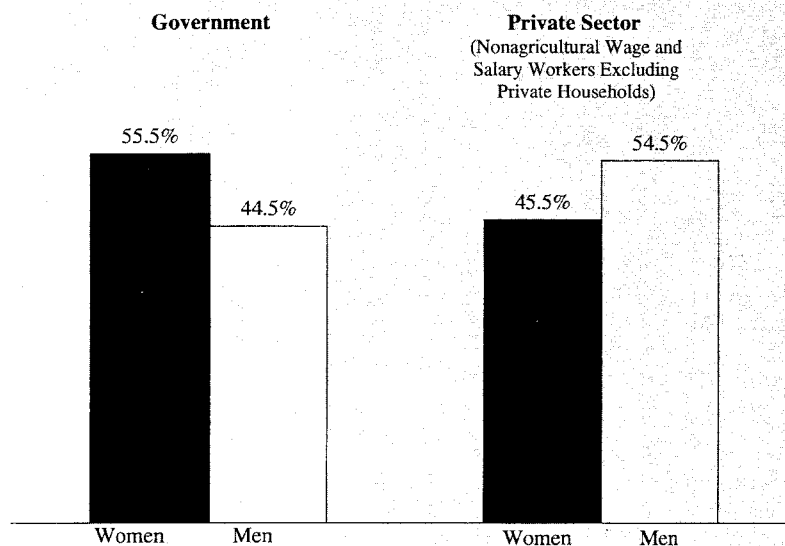
## SPECIAL REPORT

### WOMEN A MAJORITY IN GOVERNMENT

Women constitute a majority of all government workers in the United States, according to a new analysis by the Center for the Study of the States of unpublished employment data from the Current Population Survey (CPS), a survey conducted by the U.S. Bureau of the Census for the U.S. Bureau of Labor Statistics. In 1998, 55.5 percent of the 18.3 million government workers were women, 44.5 percent men. The proportions among wage and salary workers in the private sector, focusing on nonagricultural industries excluding private households, was precisely the reverse — a 54.5 percent male majority with women constituting 45.5 percent.

Among workers in local government, which employs more than half of all government workers, nearly three in every five are women, 59 percent, with men 41 percent of local government workers. For employees of state government the ratio is 55.7 percent women as against 44.3 percent men. Only in the Federal government do men outnumber women, 55.4 percent to 44.6 percent, very close to the private sector proportions.

### Men and Women Workers in Government and the Private Sector, 1998



The differences in gender concentrations are part of a broader pattern. Differences in the demographic characteristics between government and private sector workers are a prominent feature of the American labor market. They are of interest because of their broad implications for human resources planning, particularly in such key concerns as recruiting, training, and compensation. Differences in race and ethnicity and in age will be in future issues of the Government Employment Report.

The demographic characteristics for government and private sector workers presented in this special analysis were developed from the CPS questionnaire information on the individual's status as a private wage and salary worker, a government worker, self-employed, or unpaid family worker. With the redesign of the CPS implemented in January 1994, respondents are asked: "Were you employed by government, by a private company, a non-profit organization, or were you self-employed?" Government workers are then asked to indicate the level of government — Federal, state or local, and then the name of the government agency for which they work. Private wage and salary workers are asked the name of the company for which they work, while the self-employed are asked to give the name of their business. The federal government data include civilian employees only.

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The Center for the Study of the States

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