

State of Illinois  
JB Pritzker, Governor

Department of Employment Security  
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# Women and Minorities in the Illinois Labor Force

2020 Progress Report



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

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

*Note: The information in this report is subject to change at any time.*

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# Executive Summary

This report examines how women and minorities in Illinois fared in the labor force in 2019 by analyzing their economic status through several economic indicators. The report also contains a detailed description of trends in the Illinois economy.

The Illinois labor force continued its decline in 2019 and remained below levels reported before the 2007-2009 national economic recession. The Illinois labor force participation rate fell in 2019 for men and whites, but rose for women, African-Americans and Hispanics.

The Illinois unemployment rate decreased for both men and women and all racial groups, except African-Americans, in 2019. Men experienced a larger decrease in their unemployment rate as compared to women. Among racial groups, Hispanics saw the biggest unemployment rate decline, followed by whites. The unemployment rate for African-Americans was unchanged.

The number of employed Illinois residents increased for the second year in-a-row in 2019, reaching its highest level since 2008. In 2019, the employment-participation rate was up +0.2 percentage point from 2018, and was below 2007, pre-recession levels for both men and women and whites. However, the employment-participation rates for Blacks and Hispanics were above 2007 levels. In Illinois and nationwide, women make up a larger share of the workforce in service and clerical jobs that tend to have lower pay. However, in both the U.S. and Illinois, women held more than half of the professional and sales jobs. Minorities also tend to be highly concentrated in lower-paying jobs, such as service workers and laborers. However, Asians tend to have their highest concentration of employment in good-paying professional and technical jobs.

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

Earnings for men in Illinois increased at the same rate (5.1%) as they did for women in 2018. Nationally, the rate of increase was higher for men than women (3.4% versus 2.5%). As for women in racial and ethnic groups, Asians have the highest earnings in the U.S., followed by whites, then African-Americans and Hispanics.

# Illinois Snapshot – 2019

According to the Annual Estimates of Resident Population Change report for 2018, the most recent annual report produced by the U.S. Census Bureau, Illinois is home to about 4% of the nation's residents and is the 6th most populous state in the U.S. after California, Texas, New York, Florida and Pennsylvania.

The Illinois population decreased slightly -0.4% from 12,786,196 in 2017 to 12,741,080 residents in 2018 (the most recent year available for both total state population and state population by demographic characteristics).<sup>1</sup> Illinois was ranked 49th among all states in terms of net population change in 2018, behind New York, with a net decline of 45,116 residents (the largest annual decrease among all states).

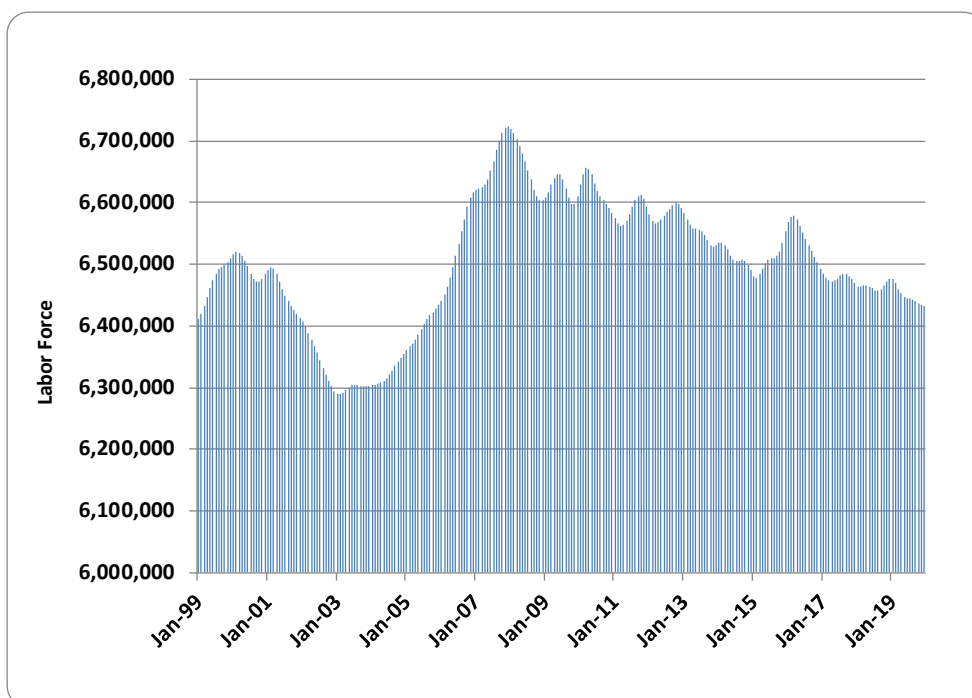


The Illinois labor force<sup>2</sup> in calendar year 2019 consisted of 6,446,600 civilians, compared to 6,464,000 in calendar year 2018, a decline of -17,400.<sup>3</sup> The labor force decreased in every month in 2019. As of December 2019, 64.4% of the civilian, non-institutional population was in the labor force, or 4.4 points below the November 2007 pre-recession labor force participation rate of 68.8%.



## Illinois Civilian Labor Force, Monthly Data, 1999-2019

Source: U.S. Bureau of Labor Statistics

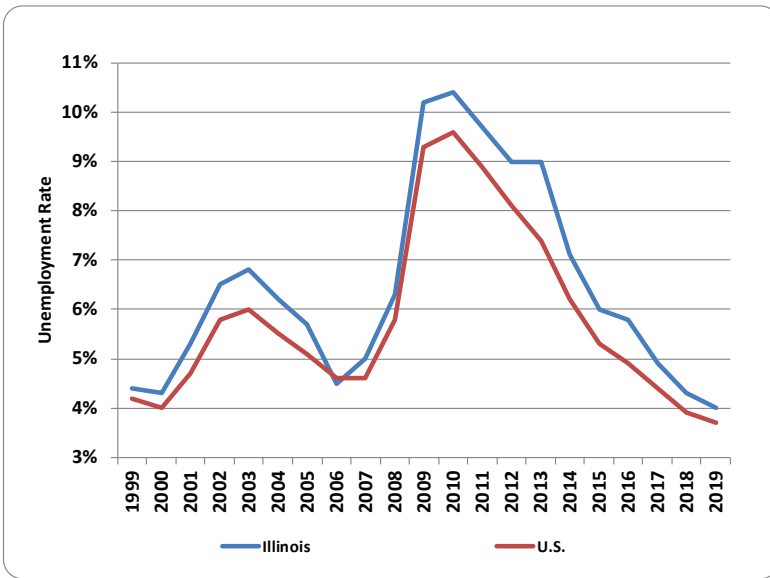


# Section I: Profile of Illinois

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

**Figure 1. Illinois, U.S. Annual Unemployment Rates, 1999-2019**

Source: U.S. Bureau of Labor Statistics



## Unemployment

Both the U.S. and Illinois unemployment rates decreased in 2019<sup>4</sup>. The U.S. unemployment rate fell to its lowest level since 1969, declining from 3.9% in 2018 to 3.7% in 2019. The Illinois unemployment rate was at its lowest level on record, decreasing from 4.3% in 2018 to 4.0% in 2019 (See **Figure 1**). The Illinois unemployment rate has been higher than the U.S. unemployment rate each year during the past decade. In 2019, the U.S. unemployment rate was -5.6 percentage points lower than it was in 2009 (9.3%) and the Illinois unemployment rate was down -6.2 percentage points from 2009 (10.2%).

## Employment

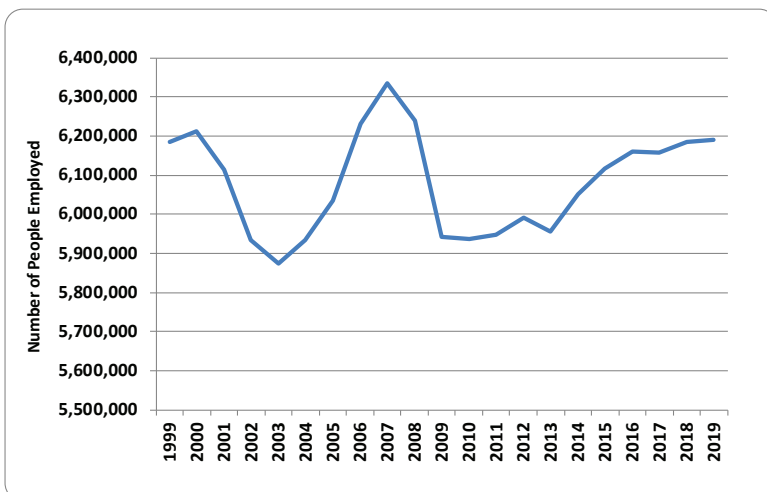
During the past two decades, the number of employed Illinois residents has generally trended upward, except during economic recessions, including the last one that ended in June 2009. In 2019, the number of people employed increased from the previous year but remained below pre-recession levels.

**Figure 2** shows the following employment facts:

- In 2019, the number of employed Illinois residents rose by 6,000 to 6,190,800. In 2007, the last pre-recession year, 6,334,000 Illinois residents were employed.<sup>5</sup>

**Figure 2. Number of People Employed in Illinois, 1999-2019**

Source: U.S. Bureau of Labor Statistics



- The number of employed workers in the state has typically risen during the past 30 years, except during the economic recessions of: January 1980 to July 1980, July 1981 to November 1982, July 1990 to March 1991, March 2001 to November 2001, and December 2007 through June 2009. 2013 was a notable exception to this pattern.

**Table 1. Illinois Annual Average Employment by Sector, 2018-2019**

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

	2018	2019	2018-2019 % Change	Distribution of 2019 Total Jobs
Natural Resources & Mining	7,900	8,300	5.1%	0.1%
Construction	226,100	226,700	0.3%	3.7%
Manufacturing	587,200	585,500	-0.3%	9.6%
Trade, Transportation, & Utilities	1,211,500	1,204,900	-0.5%	19.7%
Information	94,700	95,400	0.7%	1.6%
Financial Activities	402,900	411,100	2.0%	6.7%
Professional and Business Services	947,600	944,800	-0.3%	15.4%
Educational and Health Services	932,200	939,400	0.8%	15.4%
Leisure and Hospitality	617,600	621,100	0.6%	10.2%
Other Services	254,300	255,400	0.4%	4.2%
Government	819,800	825,400	0.7%	13.5%
<b>Total Nonfarm</b>	<b>6,101,800</b>	<b>6,118,000</b>	<b>0.3%</b>	<b>100.0%</b>

## Industry Growth Trends

### Employment by Sector:

**Table 1** shows the number and percentage distribution of jobs in Illinois across industry super-sectors along with the percentage change in employment (using annual average data) from 2018 to 2019. The industry responsible for the greatest percentage of employment in Illinois is the Trade, Transportation, and Utilities industry super-sector, which employed nearly 20% of the workers in the state in 2019. Professional and Business Services employed 15.4%, Educational and Health Services employed 15.4%, followed by Government (13.5%), Leisure and Hospitality (10.2%) and Manufacturing (9.6%).



## Over-The-Year Growth

Total nonfarm employment in Illinois increased in 2019 for the ninth year in a row by 16,200 (0.3%), compared to 2018, and at less than one-fourth the growth rate of the nation. Illinois jobs had risen by 46,600 (0.7%) in 2018 and by 42,500 (0.8%) in 2017. The nation's annual average nonfarm employment grew 1.4% in 2019, 1.6% in both 2017 and 2018 according to employment data from the U.S. Bureau of Labor Statistics. The Financial Activities sector posted the largest increase in employment level (8,200), which was a 2% increase from 2018.

Educational and Health Services recorded the second largest increase in employment (7,200); up 0.8%. Government employment increased by 5,600 (0.7%). Leisure and Hospitality payrolls increased 3,500 (0.6%). The Other Services sector rose 1,100 (0.4%), Information payrolls gained 700 (0.7%), while Construction employment was up 600 (0.3%) and Natural Resources and Mining increased 400 (5.1%). Employment declines were registered in three sectors: Trade, Transportation, and Utilities (-6,600; -0.5%), Professional and Business Services (-2,800; -0.3%), and Manufacturing (-1,700; -0.3%).

## Employment Trends

Total nonfarm employment in Illinois increased for the seventh straight year and Illinois gained 126,200 jobs (2.1%) between January 2008 and December 2019. The nation's nonfarm employment grew nearly five times as fast (9.8%) between 2008 and 2019.

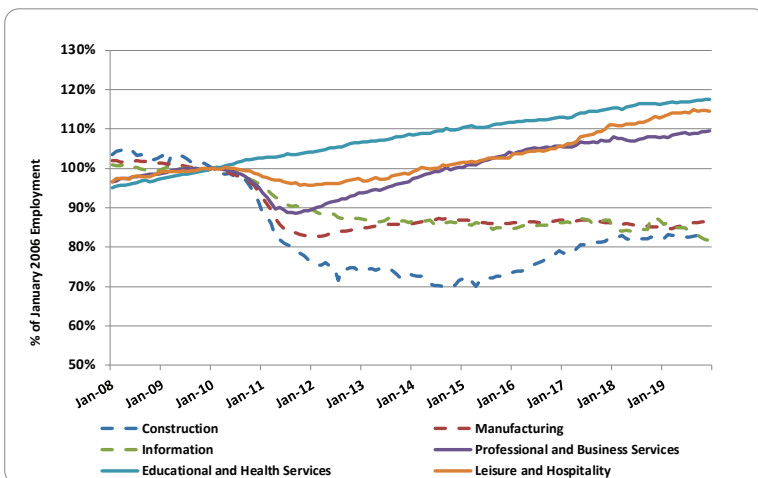
**Figure 3** shows the three industry super-sectors in Illinois with the most employment growth and largest declines during this period.

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

Employment in Educational and Health Services has steadily increased, with a 20.3% increase since 2008. The Leisure and Hospitality industry experienced employment growth of 16.8% growth,

**Figure 3. Monthly Illinois Employment Trends by Industry, 2008-2019 (Jan. 2008=100%)**

Source: Current Employment Statistics (CES), U.S. Bureau of Labor Statistics



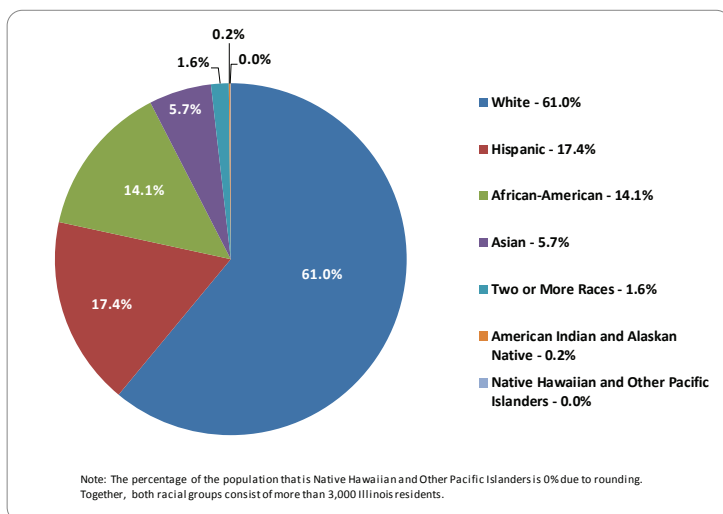
despite a temporary decrease in employment in 2011. Likewise, employment in Professional and Business Services initially decreased in 2011, but was followed by a steady increase beginning in 2012. Overall, employment in Professional and Business Services increased by 8.2% since 2008.

Employment in the Information sector fell by 17.3% since 2008. Construction employment in Illinois was stable in the early stages of the 2007-2009 recession, but then employment in the industry plunged about 30% through the end of 2010. Construction employment hit bottom in 2012 and began a very slow ascent upward but remains 16% below 2008 levels. Manufacturing employment declined through 2011, but the employment level stabilized. From 2008 to 2019, employment in manufacturing decreased by 14%.

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

**Figure 4. Illinois Population by Race/Ethnicity, July 2018**

Source: U.S. Census Bureau



### Population

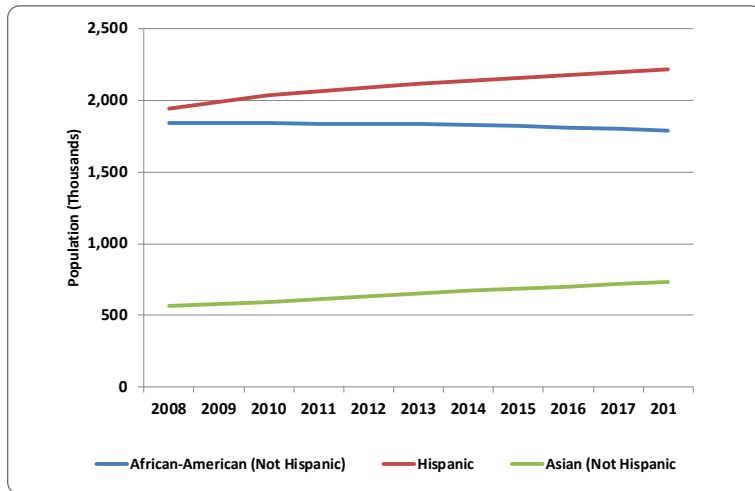
The total Illinois population declined by 45,116 residents between 2017 and 2018 (the most recent two years for state population by demographic category). This section highlights details about the changes in Illinois' female and minority populations.

#### Women's population growth:

Illinois' female population fell by about 24,000 in 2018 but maintained its slight lead as a little more than half (50.9%) of the state's residents. Between 2008 and 2018, the female population declined by -0.2% to 6,480,179. During the same period, the male population grew by 0.1% to 6,260,901.

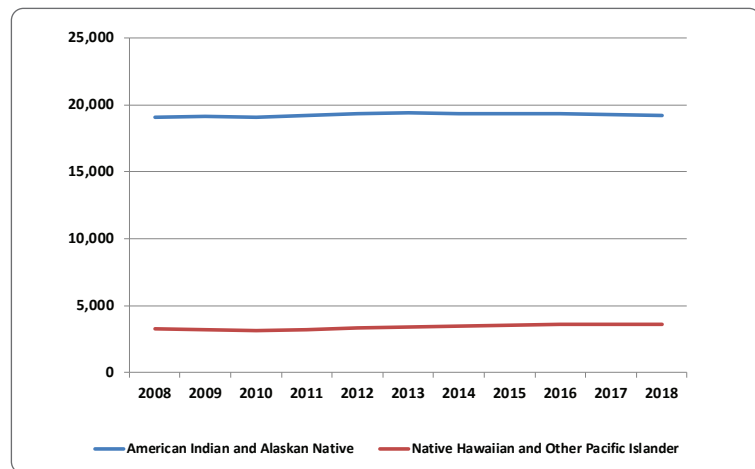
**Figure 5. Growth of African-American, Hispanic and Asian Populations in Illinois, 2008-2018**

Source: U.S. Census Bureau



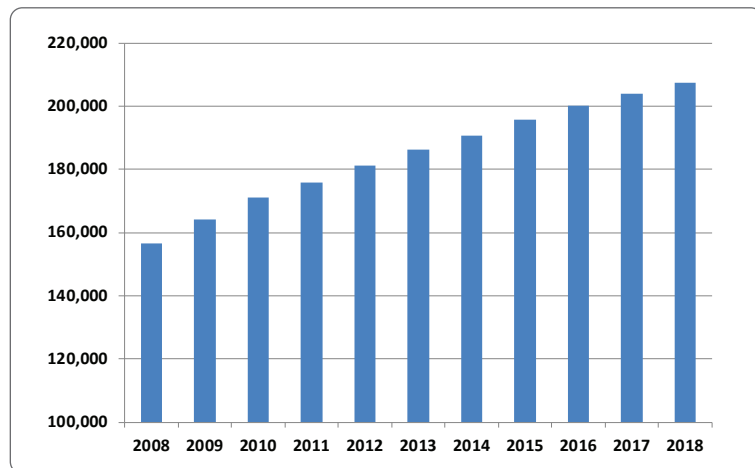
**Figure 6. Growth of American-Indian and Native Hawaiian/Pacific Islander Populations in Illinois, 2008-2018**

Source: U.S. Census Bureau



**Figure 7. Growth of Population Reporting More than One Race/Ethnicity in Illinois, 2008-2018**

Source: U.S. Census Bureau



**Minorities’ population growth:**

All minorities, except for African-Americans, American Indians and Alaskan Natives, reported net population growth in Illinois in 2018. Minorities are groups of people classified by race, gender, religion, disability or other distinguishing characteristic, who constitute less than one-half of a region, state or country’s population. In July 2018, the Illinois population was 61.0% white (non-Hispanic) and 39.0% minority. Hispanics represented the largest minority group in Illinois, followed by African-Americans (Figure 4, on previous page).<sup>6</sup>

Figure 5 shows the population change in Illinois’ African-American, Hispanic and Asian residents over time:

- From 2008 to 2018, the number of Hispanics in Illinois grew by 272,794 (14.1%) or from 1,941,348 in July 2008 to 2,221,142 in July 2018.<sup>7</sup>
- The African-American population declined by 2.8%, or from 1,841,980 in July 2008, to 1,791,197 in July 2018.
- Asians reported the largest percentage growth among those reported under a single racial group since 2008, rising by 29.8%, or from 564,266 in July 2008, to 732,320 in July 2018.

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

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

- From July 2008 to July 2018, the American-Indian population was up slightly, increasing by 122 people (0.6%) to 19,233 Illinois residents.<sup>8</sup>
- The Native Hawaiian and Other Pacific Islander population rose by 357 (10.9 %) over ten years to reach 3,625 in July 2016.

- The number of people who identify themselves as being of two or more races grew from 156,681 people in 2008 to 207,288 in July 2018, an increase of 32.3% or 50,607 people.

**Immigrants:**

The minority population in Illinois is composed of a large number of immigrants. In 2018 (the most current year for population data), 14.1% of the state’s population, or almost 1.8 million people, were born outside of the United States.<sup>9</sup> This share has grown from 12.6% in 2000.

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

- In 2018, nearly half (42.8%) of the foreign-born population in Illinois was born in Latin America.

**Table 2. Origin of Foreign-Born Immigrants in Illinois, 2018**

Source: American FactFinder, U.S. Census Bureau

	Number	% of IL Total Pop.	% of IL Foreign Born
Foreign-born population, excluding population born at sea	1,791,313	14.1%	
Latin America	767,220	6.0%	42.8%
Asia	574,718	4.5%	32.1%
Europe	361,840	2.8%	20.2%
Other	87,535	0.7%	4.9%
Total IL population, 2018	12,741,080		

- A little more than a quarter (32.1%) of the Illinois foreign-born population was born in Asia, and a little less than one quarter (20.2%) was born in Europe.
- The rest of the world accounted for 4.9% of the foreign-born population in Illinois.

**Note:** *The year 2018 is the most current year for available population data.*

# Labor Force Participation

The Illinois labor force dropped to 6,446,600 civilians in 2019. Also, the percentage of non-institutionalized civilians in the Illinois labor force in 2019 (64.5%) remained well below its 2007, pre-recession, percentage (68.4%).

## By Gender:

The labor force participation rate for women increased +0.2 percentage point to 59.4 percent in 2019, its highest level since 2015. The labor force participation rate for men dropped -0.1 percentage point to 70.0 percent in 2019 and was a record low. The historical decline in the male participation rate is due, in part, to the structural loss of jobs in male-dominated industries, such as manufacturing. A second factor influencing the labor participation rate, for both genders, is the fact that baby boomers are withdrawing from the labor force as they retire.

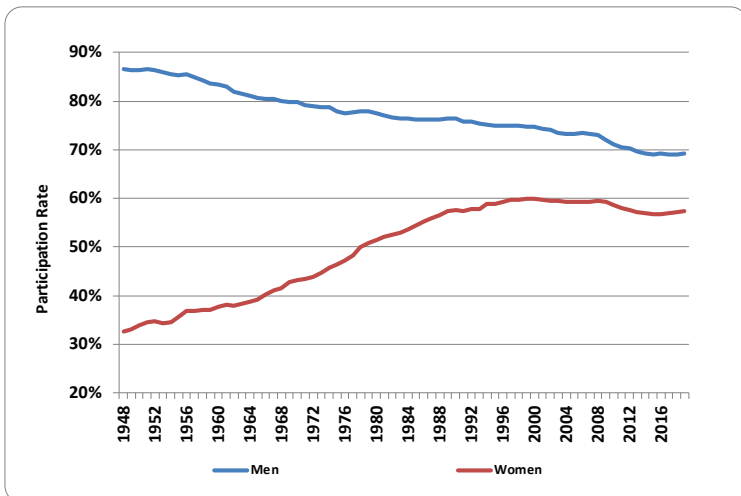
Following are more facts about the labor force participation rate for men and women:

## Figure 8:

- The U.S. labor force participation rate for women was 57.4% in 2019, compared to 57.1% in 2018.<sup>10</sup>
- The U.S. labor force participation rate for men was 69.2% in 2019, compared to 69.1% in 2018.
- The gap between men and women who participate in the U.S. labor force has steadily narrowed since national labor force participation data by gender began to be collected in the late 1940s.<sup>11</sup>
- Labor force participation typically declines during recessions and increases during economic expansions. However, notwithstanding historical patterns, labor force participation in Illinois and the nation has continued to fall since the current economic expansion began in 2009.

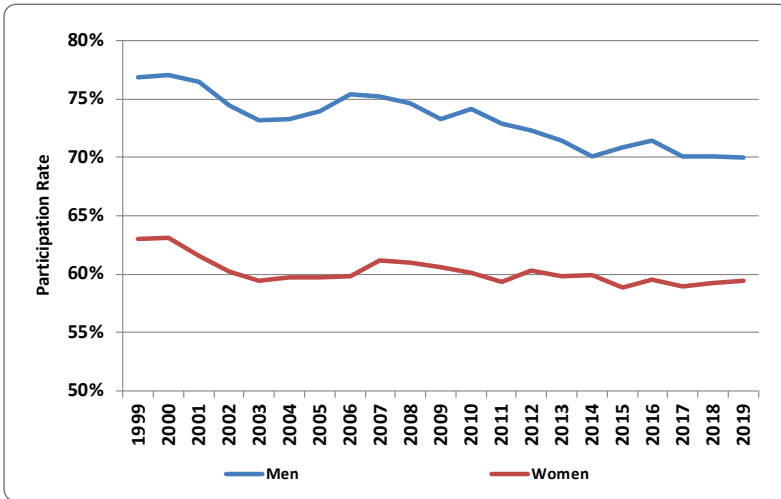
**Figure 8. Annual U.S. Labor Force Participation Rate by Gender, 1948-2019**

Source: U.S. Bureau of Labor Statistics



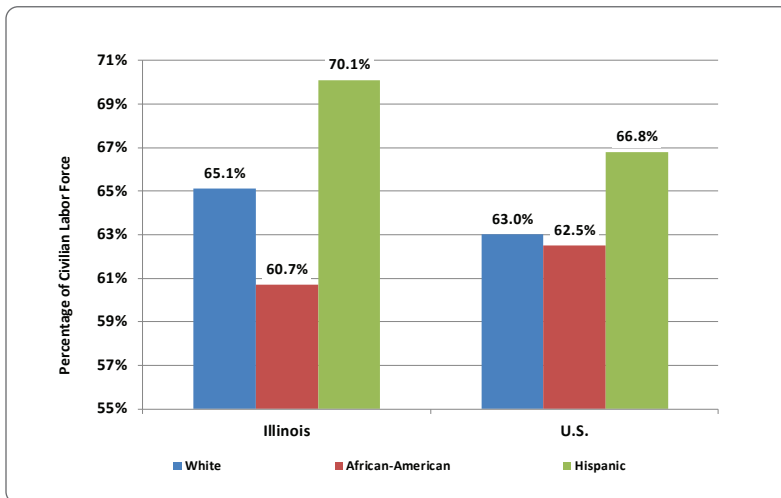
**Figure 9. Illinois Labor Force Participation Rate by Gender, 1999-2019**

Source: U.S. Bureau of Labor Statistics



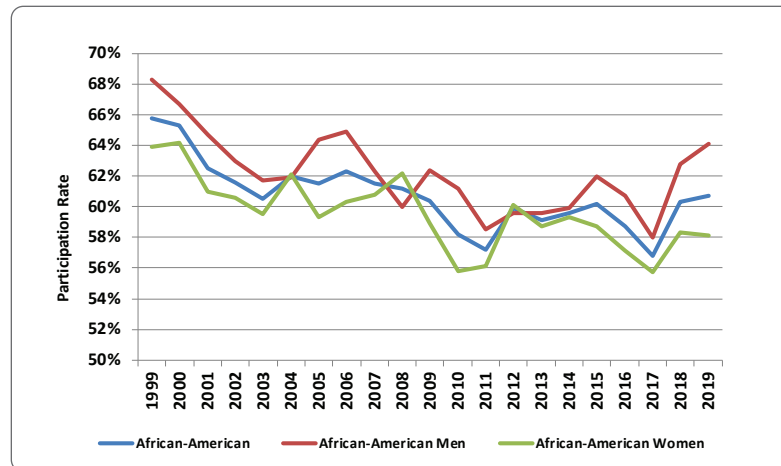
**Figure 10. Labor Force Participation Rate by Race/Ethnicity in U.S. and Illinois, 2019**

Source: U.S. Bureau of Labor Statistics



**Figure 11. African-American Labor Force Participation Rate by Gender in Illinois, 1999-2019**

Source: U.S. Bureau of Labor Statistics



**Figures 8-9:**

- The U.S. male-female labor force participation percentage gap has dropped as more women have entered the workforce. The national gender gap in 2019 was 11.8 percentage points.<sup>12</sup>
- The 2019 Illinois women’s labor force participation rate of 59.4% was lower than the men’s rate of 70.0% but higher than the U.S. women’s rate of 57.4%.<sup>13</sup>
- The statewide gender gap decreased to 10.6 percentage points in 2019 from 10.9 percentage points in 2018.

**By Race:**

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

**Figure 10:**

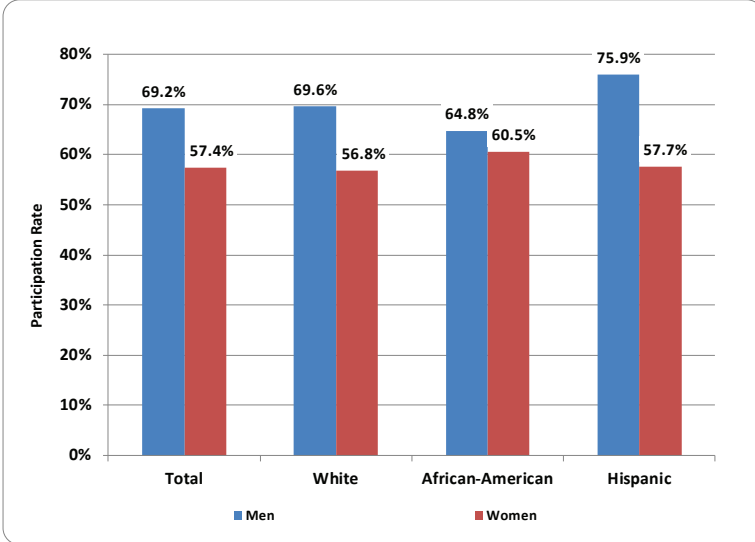
- In 2019, the labor force participation rate decreased for whites in Illinois but increased for African-Americans and Hispanics. Nationally, the labor force participation increased for all races.
- The labor force participation rate, on both a national and statewide level, ranks from highest to lowest as follows: Hispanics, whites, and then African-Americans.<sup>14</sup>
- In 2019, Hispanics had the highest labor force participation rate in both Illinois (70.1%) and the U.S. (66.8%).<sup>15</sup>
- African-Americans had the lowest labor force participation rate of all races in both Illinois (60.7%) and the U.S. (62.5%).

**Figure 11:**

- For most of the last two decades in Illinois, the labor force participation rate for African-American men was higher than the rate for African-American women. The exceptions

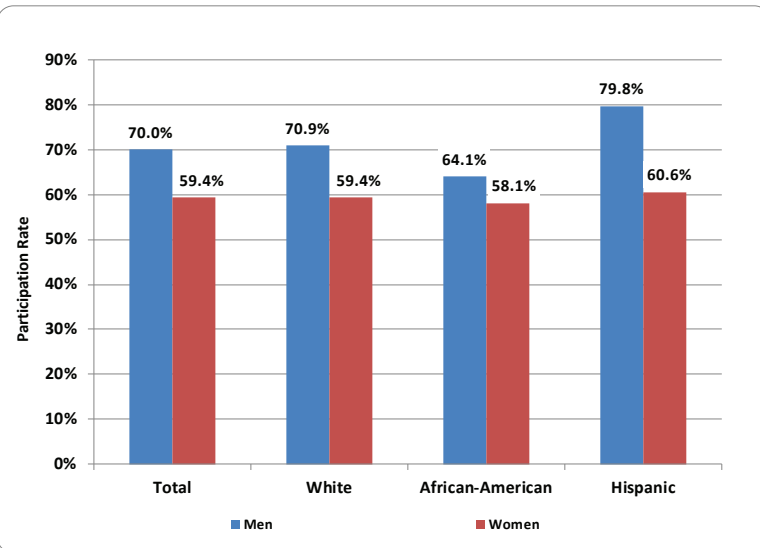
**Figure 12. U.S. Labor Force Participation Rate by Race/Ethnicity and Gender, 2019**

Source: U.S. Bureau of Labor Statistics



**Figure 13. Illinois Labor Force Participation Rate by Race/Ethnicity and Gender, 2019**

Source: U.S. Bureau of Labor Statistics



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

- In 2019, the labor force participation rate was 58.1% for African-American women and 64.1% for African-American men, the highest rate since 2006.
- The labor force participation rate decreased from the previous year for African-American men but declined less for African-American women.

**Analysis of gender by race:**

**Figures 12-13:**

Among women in the U.S., African-Americans had the highest labor force participation rate (60.5%), followed by Hispanics (57.7%) and white women (56.8%).<sup>16</sup> In Illinois, Hispanic women had the highest labor force participation rate (60.6%), compared to white women (59.4%) and African-American women (58.1%).<sup>17</sup>

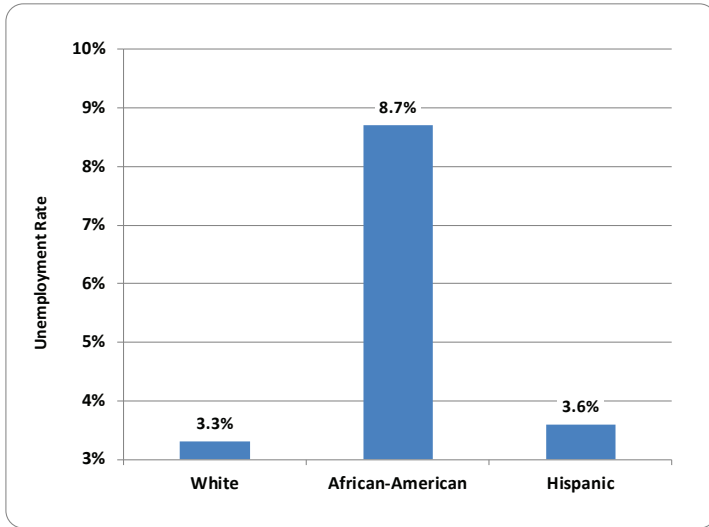
Hispanic men (79.8%) had the highest labor force participation rate in Illinois, compared to white men (70.9%) and African-American men (64.1%).

## Unemployment

In 2019, the Illinois unemployment rate decreased for the sixth consecutive year, falling -0.3 percentage point to 4.0% and the U.S. unemployment rate dropped -0.2 percentage point to 3.7 percent. The Illinois unemployment rate was at its lowest level on record (the official unemployment rate series dates to 1976) and the U.S. unemployment rate was at its lowest level since 1969 (See **Figure 1 in Section I**).

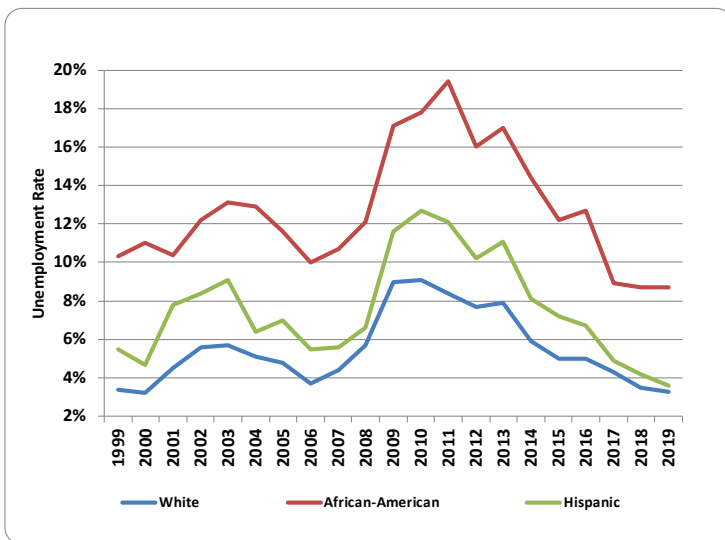
**Figure 14. Unemployment Rate by Race/Ethnicity in Illinois, 2019**

Source: U.S. Bureau of Labor Statistics



**Figure 15. Unemployment Rate by Race/Ethnicity in Illinois, 1999-2019**

Source: U.S. Bureau of Labor Statistics



**By Gender:**

Nationally and in Illinois the unemployment rate decreased for both genders in 2019.

In both the U.S. and Illinois, men continued to experience higher unemployment rates than women. The unemployment rate for men was 3.7% nationwide in 2019, compared to 3.6% for women. In Illinois, the 2019 unemployment rate for men was 4.0% compared to 3.8% for women.<sup>18</sup>

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

- In 2019, white women and white men had the same unemployment rate (3.3%) in Illinois. However, African-American women, when compared to African-American men had a lower unemployment rate (7.8% vs. 9.6%). The unemployment rate for Hispanic women was 3.1% compared to 3.9% for Hispanic men.

**By Race:**

Nationally, the unemployment rate decreased in 2019 for all racial groups. In Illinois, the unemployment rate decreased in 2019 for whites and Hispanics but was unchanged for African-Americans. In 2019, the unemployment rate was 8.7% for African-Americans, 3.6% for Hispanics, and 3.3% for whites (See **Figure 14**). In both Illinois and the U.S., African-Americans historically have had the highest unemployment rate among all major racial and ethnic groups.

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

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

- Historically, African-Americans have had unemployment rates that are at least double that of the rate for whites.<sup>19</sup>

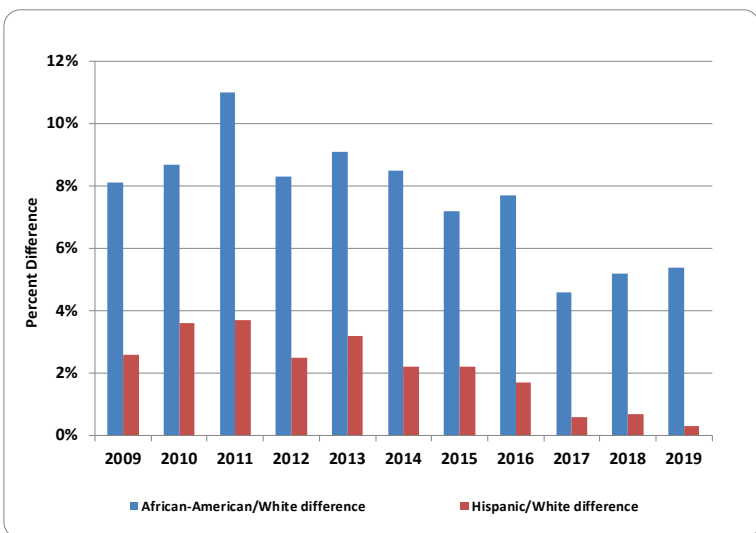


- The unemployment rate for Hispanics has exceeded the unemployment rate for whites by at least one percentage point for nearly all years since data by race and ethnicity began to be reported in 1981. However, in each of the most recent years (2017-2019) the unemployment rate for Hispanics has been less than one percentage point higher than that for whites.
- Hispanics have had lower unemployment rates than African-Americans since unemployment rates for both races began to be reported in 1981.

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

**Figure 16. Illinois Unemployment Gap by Race/Ethnicity, 2009-2019**

Source: U.S. Bureau of Labor Statistics



**Figure 16:**

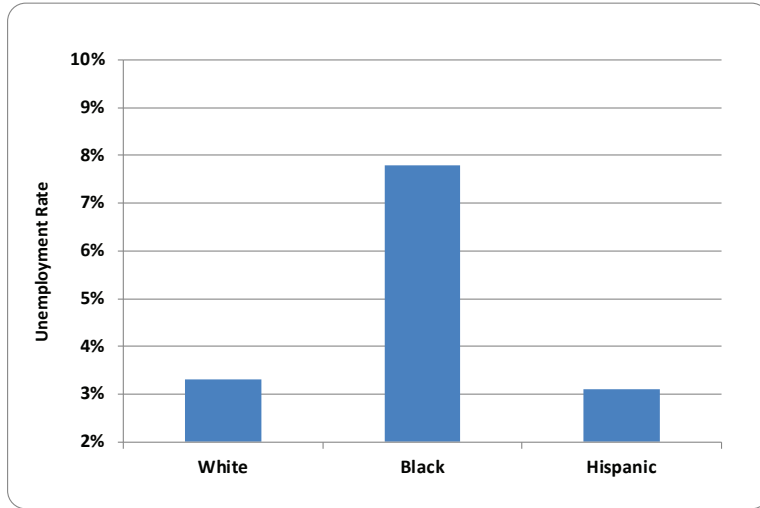
- The unemployment gap between African-Americans and whites was 5.4 percentage points in 2019, slightly higher than in 2018.<sup>20</sup>
- The unemployment gap between Hispanics and whites was 0.3 percentage points in 2019, the lowest on record.
- Since 1981, when state unemployment rates by race and ethnicity began to be reported, the gap between white and Hispanic unemployment has ranged from 0.3 percentage points in 2019 to 9.3 points in 1982. For African-Americans, it has ranged from 4.6 points in 2017 to 17.8 points in 1985.

**Analysis of women by race:**

Also noteworthy are the unemployment rate trends for Illinois women by race.<sup>21</sup> In 2019, the unemployment rate for African-American women increased by +1.0 percentage points and for Hispanic women the unemployment rate fell by -1.2 percentage points. The unemployment rate for white women dropped by -0.1 percentage point.

**Figure 17. Unemployment Rate for Women by Race/Ethnicity in Illinois, 2019**

Source: U.S. Bureau of Labor Statistics



**Figure 17:**

- Among women, African-American women continued to have the highest unemployment rate in 2019. The unemployment rate for African-American women in Illinois was 7.8%, compared to 3.1% for Hispanic women and 3.3% for white women.
- The 2019 unemployment rate for Hispanic women was the lowest on record.

**Analysis of men by race:**

Following are comparisons of 2019 unemployment rates for Illinois men by race:

**Table 3:**

- In 2019, the Illinois annual average unemployment rate was 9.6% for African-American men, 3.9% for Hispanic men and 3.3% for white men.<sup>22</sup>
- The 9.6% unemployment rate for Illinois African-American men was the lowest on record.

**Table 3. Illinois Unemployment Rate by Race and Gender, Age 16 and Older, 2019**

Source: U.S. Bureau of Labor Statistics

Year	White Men	White Women	Hispanic Men	Hispanic Women	African-American Men	African-American Women
2019	3.3	3.3	3.9	3.1	9.6	7.8
2016	5.0	4.9	6.8	6.6	14.2	11.3
2015	5.4	4.5	6.9	7.5	15.1	9.7
2013	8.7	7.1	10.5	12.0	19.6	14.9
2011	9.2	7.4	12.6	11.4	23	16.4

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

## Union Membership

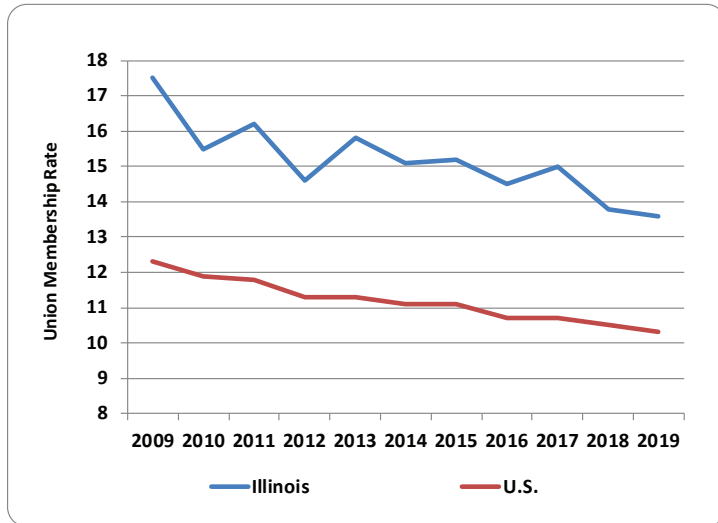
Labor union membership in Illinois, as well as the percentage of Illinois workers in unions, decreased in 2019. The percentage of Illinois employed who were members of unions dropped to 13.6 percent in 2019, from 13.8 percent in 2018. Nationally, union membership also fell in 2019 as did the percentage of employed in unions (See **Figure 18 and Table 4**).

Union membership has shown a long-term trend of decline in both Illinois and the U.S. In the early 1980s, the union membership rate for Illinois employed was nearly 25 percent, and, in the U.S. about 20 percent. However, since 2009, the percentage of Illinois employed who were members of unions has fallen -3.9 percentage points to a record low in 2019. Nationally, union membership has decreased -2.0 percentage points since 2009.

Most of the historical losses in union membership have been in the private sector. In the past decade, U.S. private sector union membership rate dropped from 7.2 percent in 2009 to 6.2 percent in 2019. Nationally, more than one-third of those employed in the public sector are members of unions. However, public sector union membership has also experienced declines in membership rates, decreasing from 37.4 percent in 2009 to 33.6 percent in 2019.

**Figure 18. Annual Union Membership Rate for Illinois and the U.S., 2009-2019**

Source: U.S. Bureau of Labor Statistics



**Table 4. Union Membership in Illinois and the U.S., 2009-2019**

Membership levels displayed in thousands

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

Year	ILLINOIS			UNITED STATES		
	Union Members	% of Employed	Union Members	% of Employed	% Private Sector Employed	% Public Sector Employed
2009	951	17.5	15,327	12.3	7.2	37.4
2010	844	15.5	14,715	11.9	6.9	36.2
2011	876	16.2	14,764	11.8	6.9	37.0
2012	801	14.6	14,366	11.3	6.6	35.9
2013	851	15.8	14,528	11.3	6.7	35.3
2014	831	15.1	14,576	11.1	6.6	35.7
2015	847	15.2	14,795	11.1	6.7	35.2
2016	812	14.5	14,555	10.7	6.4	34.4
2017	827	15.0	14,817	10.7	6.5	34.4
2018	786	13.8	14,744	10.5	6.4	33.9
2019	771	13.6	14,574	10.3	6.2	33.6

## Union Membership by Gender and Race

**Table 5:**

Nationally, union membership rates continued to be slightly higher for men than for women, although the gap has narrowed. In 2019, 10.8 percent of men employed were members of unions as compared to 9.7 percent of women. Both men (-0.3 percentage point) and women (-0.2 percentage point) reported a decrease in their union membership rates in 2019.

Among racial groups, the highest union membership rates were found among African-Americans (11.2%), while the lowest membership rates were found among Asians (8.8%). African-Americans saw the largest decrease in union membership in 2019, with their membership rate falling -1.3 percentage points. Hispanics reported a -0.2 percentage point decrease in their union membership rate. Asians saw their union membership rate increase +0.4 percentage point. Whites reported the smallest union membership decline (-0.1 percentage point).

**Table 5. Union Membership Rates in the U.S. by Gender, Race/Ethnicity, 2018-2019**

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

	2019	2018	Annual Change
Total	10.3	10.5	-0.2
Men, all races, ethnicities	10.8	11.1	-0.3
Women, all races, ethnicities	9.7	9.9	-0.2
White	10.3	10.4	-0.1
Men	10.9	11.0	-0.1
Women	9.6	9.6	0.0
Black or African-American	11.2	12.5	-1.3
Men	11.9	13.3	-1.4
Women	10.6	11.9	-1.3
Asian	8.8	8.4	0.4
Men	8.0	8.1	-0.1
Women	9.6	8.9	0.7
Hispanic or Latino ethnicity	8.9	9.1	-0.2
Men	9.3	9.5	-0.2
Women	8.4	8.6	-0.2

## Employment

In 2019, the number of employed Illinois residents increased by +6,000 to 6,190,800. This was the second consecutive year of employment growth (See **Section I, Figure 2**).

In Illinois, the employment participation rate in 2019 was 61.9 percent, up +0.2 percentage point from 2018. The employment participation rate is the percentage of the non-institutional working age population (age 16 and older) who are employed. The employment participation rate for women was 57.1% in 2019, up +0.2 percentage point from 2018. The male employment participation rate in 2019 was 67.2%, up +0.3 percentage point from 66.9%

in 2018. Employment participation rates in Illinois declined for whites (-0.1 percentage point) but rose for African-Americans (+0.4 percentage point) and Hispanics (+1.8 percentage points). Hispanics reported the highest employment participation rates in 2019 (67.6%), followed by whites (62.9%) and African-Americans (55.5%).

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

**Part-Time vs. Full-Time Work:**

Over the past several decades, there has been an overall decline in the percentage of people employed full-time and a corresponding increase in the percentage of people employed part-time. The percentage employed part-time rose during and immediately following the 2007-2009 economic recession, but has declined in the past several years. More than 26.9 million U.S. residents worked part-time in 2019, about 248,000 fewer than in 2018.<sup>23</sup> Part-time employment is defined as working less than 35 hours per week. The number of full-time workers in the U.S. in 2019 was 130.6 million, compared to 128.6 million in 2018, a gain of about 2.0 million.

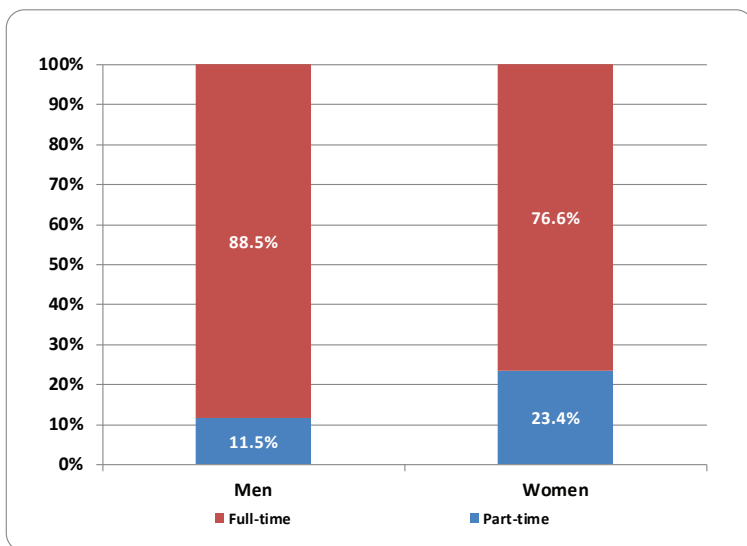
**By Gender:**

**Figure 19:**

Of the 74 million employed women in the U.S., 23.4% worked part-time in 2019, down from 23.8% in 2018. The percentage of men employed part-time in 2019, was 11.5%, down from 11.8% in 2018.<sup>24</sup> Nationally, there were 7.7 million more women working part-time in 2019 than men.

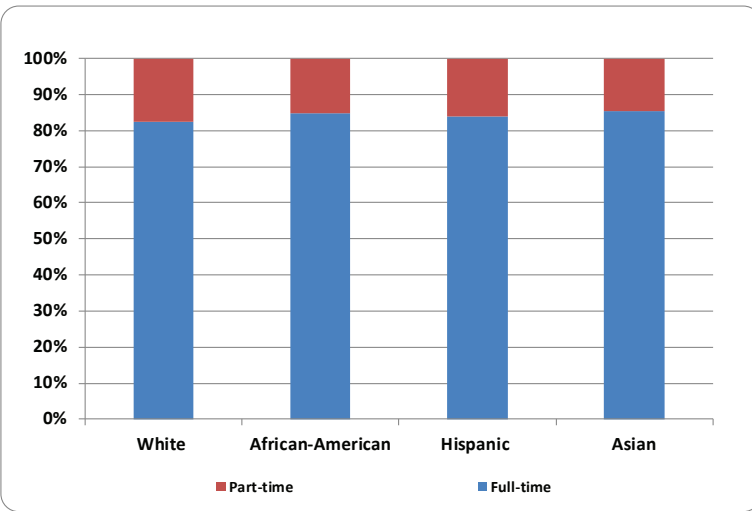
**Figure 19. Full- and Part-time Workers by Gender, Age 16 and Older in U.S., 2019**

Source: U.S. Bureau of Labor Statistics



**Figure 20. Full- and Part-time Workers by Race/ Ethnicity, Age 16 and Older in U.S., 2019**

Source: U.S. Bureau of Labor Statistics



**By Race:**

**Figure 20:**

The percentage of workers employed part-time nationwide in 2019 declined for all racial groups, except for Asians which saw their percentage employed part-time workers unchanged.

- Asians had the lowest percentage of part-time workers in the U.S. in 2019, at 14.6%.<sup>25</sup> At 17.5%, whites had the highest percentage of part-time workers, followed by Hispanics (16.2%) and African-Americans (15.1%).
- The percentage of full-time workers in the U.S. increased in 2019 for all racial groups, except for Asians which saw their percentage of full-time workers employed unchanged.
- Asians (85.4%) had the highest percentage of full-time workers, followed by African-Americans (84.9%), Hispanics (83.8%) and whites (82.5%).

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

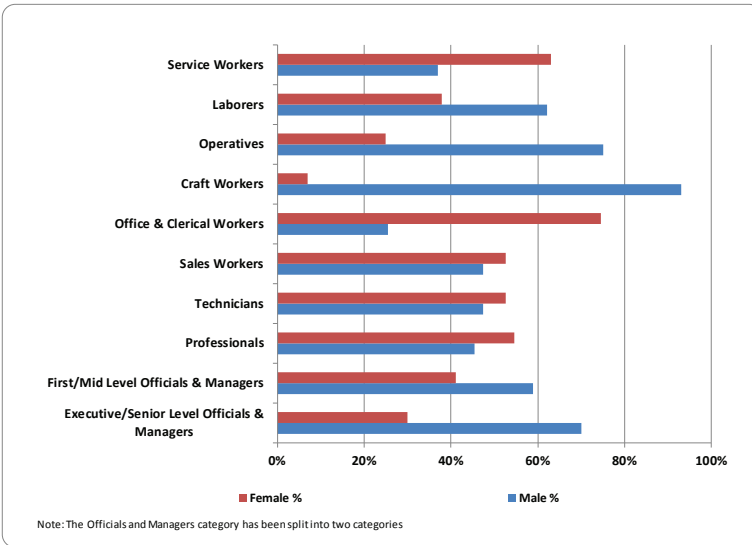
## Job Patterns

**By Gender:**

In Illinois and nationwide, women make up a larger share of the workforce in service and clerical jobs that tend to have lower pay. Men, in contrast, have a higher proportion of employment in occupational categories, such as craft workers and managers, which tend to have higher wages. Men also dominate employment in the categories of operatives and laborers, where the number of jobs is shrinking and wages have been in decline. **Figures 21 and 22**, on the following page, show the percentage of men and women employed in various private sector job classifications in Illinois and the nation in 2018, the latest time period available.

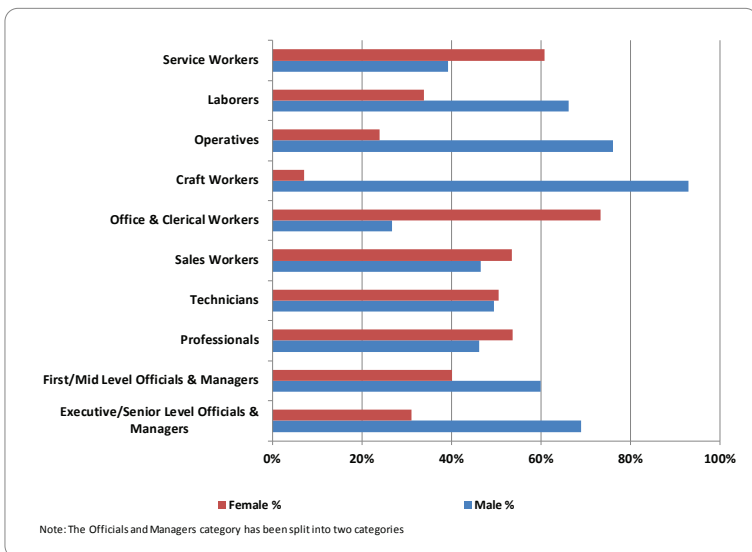
## Figure 21. Job Patterns of Men and Women in Illinois, 2018

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



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

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



## Figures 21-22:

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

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

## By Race:

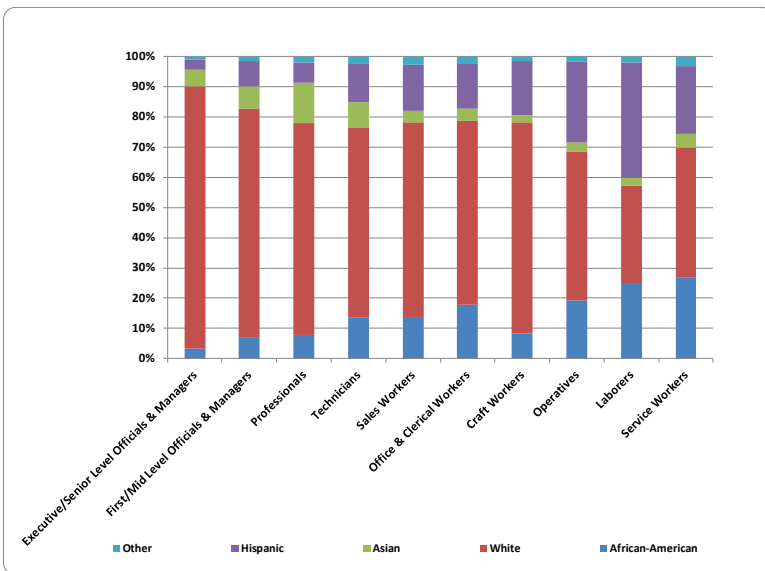
Many minority workers also are employed in occupational categories that tend to pay lower wages. **Figure 23** shows that Hispanics and African-Americans both have high levels of employment in the occupational categories of operatives, laborers, and service workers during 2018 (the latest data available).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

## Figure 23 (on following page):

- In 2018 (the latest time period for private sector staffing data), African-Americans in Illinois had a high proportion of employment as service workers (26.8%), laborers (25.0%), operatives (19.3%), and office and clerical workers (17.9%).

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

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

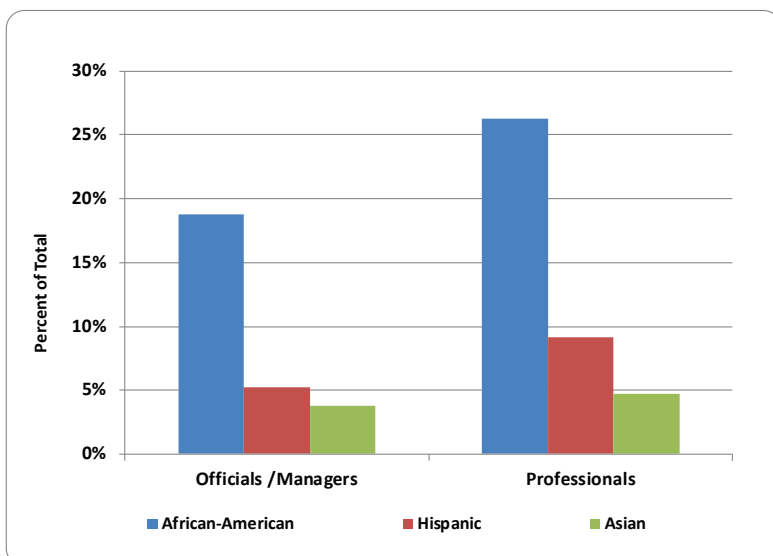


- Hispanics had their highest rates of employment in Illinois as laborers (38.3%), operatives (26.7%), service workers (22.6%), and craft workers (18.0%).
- Whites had their highest rates of employment in management, professional and craft jobs. Whites filled 87.0% of executive/senior officials and managers positions, 75.9% of first/mid-level officials and managers jobs, 70.2% of professional jobs, and 69.9% of craft jobs. They also filled 64.5% of sales jobs.
- Asians in Illinois were mostly concentrated in professional, technical and management jobs. Asians filled 13.3% of professional jobs, 8.3% of technician jobs, and 7.4% of first/mid-level officials and managers jobs.

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

### Figure 24. EEO Summary Report - Illinois State Government Full-Time Professional Jobs, Held by Minorities, 2019

Report covers coded workers as of October 1, 2019.  
Source: Central Management Services (CMS) [Report ANR003-A]



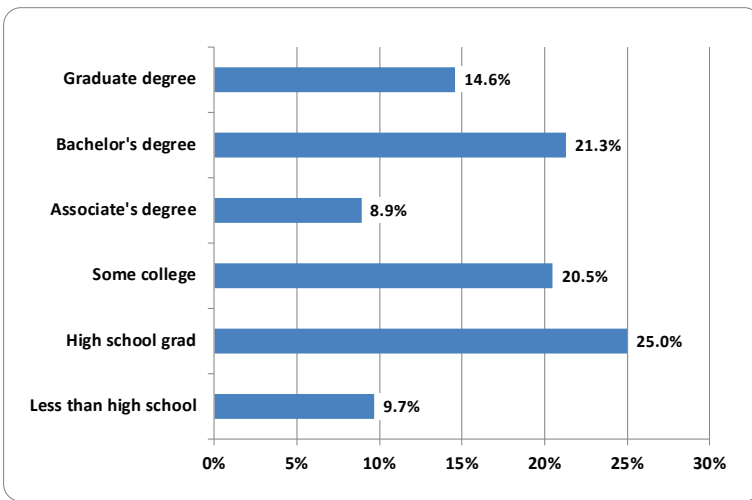
**Figure 24:**

- In 2019, African-Americans had the highest proportions of employment among minority groups in management and professional positions for Illinois state government.
- African-Americans held 18.8% of management jobs and 26.2% of professional jobs.
- Hispanics were employed in 5.2% of management jobs and 9.2% of professional jobs, while Asians held 3.8% of management positions and 4.7% of professional jobs.



**Figure 25. Educational Attainment by Women, Age 25 and Older in Illinois, 2018**

Source: U.S. Census Bureau, American FactFinder



**Table 6. Educational Attainment of Illinois Civilians by Gender, Age 25 and Older, 2018**

Source: American FactFinder, U.S. Census Bureau

	Male	Female
Less than 9th grade	4.7%	4.6%
9th to 12th grade, no diploma	6.5%	5.1%
High school graduate	27.3%	25.0%
Some college, no degree	20.0%	20.5%
Associate's degree	7.3%	8.9%
Bachelor's degree	20.8%	21.3%
Graduate degree	13.4%	14.6%

## Education

In general, Illinois residents are well educated, with college graduation rates above the national average, according to 2018 American Community Survey data (the most current data available). Illinois women and men ages 25 and older have attained a relatively equal level of education. Asians and whites lead in attaining the highest rates of post-secondary education and, therefore, might have a better chance of securing the fastest growing jobs.

### Gender Trends:

The proportion of women ages 25 years and older in Illinois with a college (associates, bachelor's or graduate) degree was 44.8% in 2018. This proportion has continued to grow over time as it was 31.1% as recently as in 2000. In addition, women in the U.S. are now more likely than men to have a college degree. In Illinois, more than half of Illinois women ages 25 and older have acquired at least some college education, while only 9.7% of women have less than a high school education (See **Figure 25**).

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

- Illinois women have a narrow lead over men (14.6% vs. 13.4%) when comparing graduate degree attainment between the genders.
- The percentage of women and men in Illinois attaining bachelor's degrees as their highest educational attainment was nearly the same in 2018 (20.8% for males and 21.3% for females).
- Summary percentages across attainment levels show that more Illinois women (65.3%) than men (61.5%) who were at least 25 years old had attended at least some college.
- A slightly higher percentage of males (27.3%) than females (25.0%) had attained a high school diploma as their highest level of education.

## Racial Trends:

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

**Table 7. Educational Attainment of Illinois Population by Race, Age 25 and Older, 2018**

Source: American FactFinder, U.S. Census Bureau

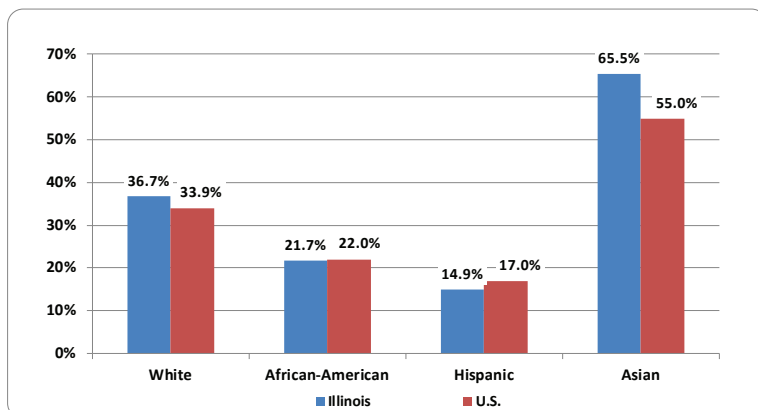
Education Level	Whites	African-Americans	Hispanics	Asians
High school graduate (includes equivalency) or higher	91.7%	86.6%	69.6%	90.5%
Some college or associates degree (or higher)	65.2%	57.3%	37.9%	80.3%
Bachelor's degree or higher	36.7%	21.7%	14.9%	65.5%

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

- Over 90% of whites and Asians in Illinois earned high school diplomas or higher, followed by African-Americans (86.6%) and Hispanics (69.6%).
- The gap between whites and Hispanics with high school diplomas is 22 percentage points; whereas the gap between African-Americans and whites is a little more than 5 percentage points.
- Over 65% of Asians in Illinois have bachelor's degrees or higher, compared to 36.7% of whites, 21.7% of African-Americans and 14.9% of Hispanics.
- The gap between Asians and whites having a bachelor's degree or higher is almost 30 percentage points, whereas whites and Asians have similar proportions with a high school diploma.

**Figure 26. Percentage of Population with Bachelor's Degree or Higher, Age 25 and Older, in U.S. and Illinois, 2018**

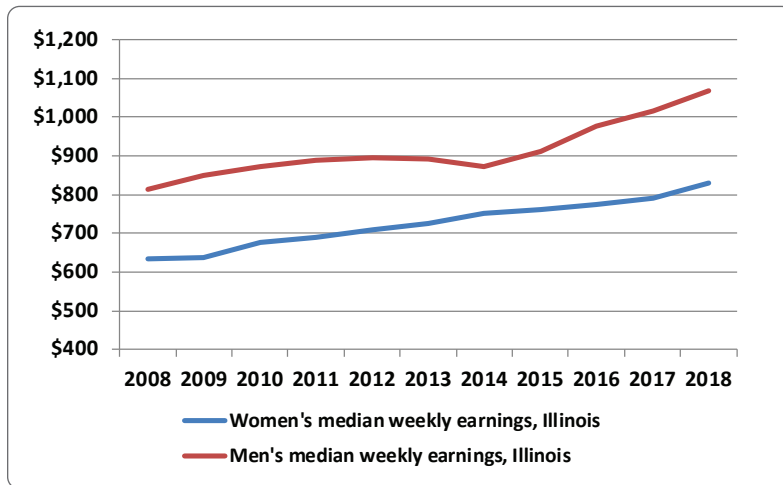
Source: U.S. Census Bureau



National education trends among racial groups are similar to Illinois trends. However, as reflected in **Figure 26**, Illinois has a higher proportion of its population with bachelor's degrees than the nation as a whole. A much greater percentage of Asians in Illinois have a bachelor's degree than in the U.S. (65.5% vs. 55.0%). A higher proportion of African

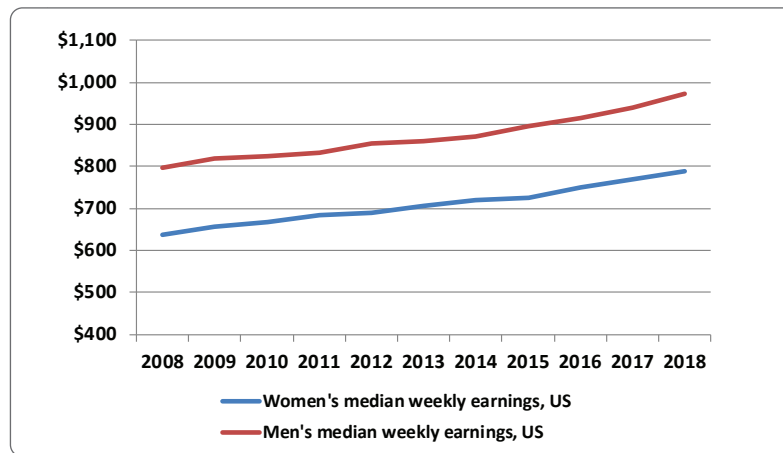
**Figure 27a. Median Weekly Earnings by Gender, Illinois, 2008-2018**

Source: Highlights of Women’s Earnings in 2018, U.S. Bureau of Labor Statistics



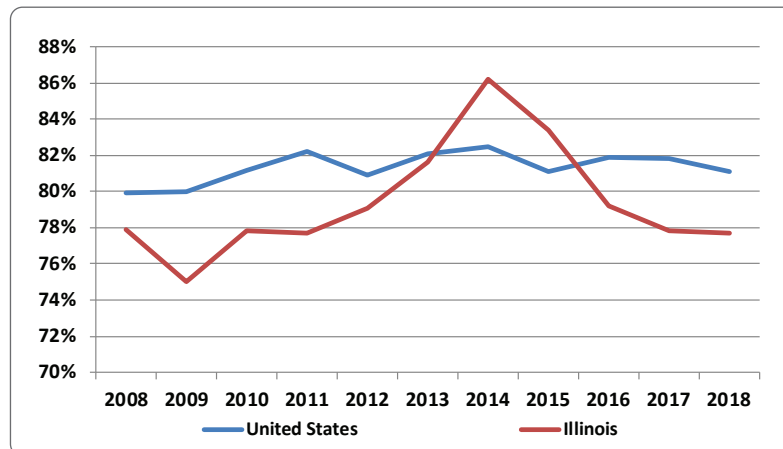
**Figure 27b. Median Weekly Earnings by Gender, U.S., 2008-2018**

Source: Highlights of Women’s Earnings in 2018, U.S. Bureau of Labor Statistics



**Figure 28. Women’s Median Weekly Earnings as Percentage of Men’s, Age 16 and Older, 2008-2018**

Source: Highlights of Women’s Earnings in 2018, U.S. Bureau of Labor Statistics



Americans and Hispanics have a bachelor’s degrees at the national level than in Illinois.

## Wages

Greater education leads to higher future wages for all workers, including women and minorities. Women who earn graduate or professional degrees generally raise their earnings, although disparities with men’s earnings persist. For example, Illinois women in 2018 who had earned graduate or professional degrees had a median annual income of \$15,449 more than women with bachelor’s degrees. However, Illinois men with graduate or professional degrees had a median annual income of \$24,403 more than women with comparable degrees.<sup>29</sup>

### Wage Trends by Gender:

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

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

- Earnings for men and women in Illinois increased at the same rate 2018 (the most current year for wage data). Nationally, earnings for men increased at a faster rate than for women.
- Illinois’ median weekly earnings for women were \$831 in 2018, up from \$791 in 2017.
- The weekly median earnings for men in Illinois were \$1,069 in 2018, up from \$1,017 in 2017.

**Figure 28** shows that the ratio of median wages for women relative to men remained steady since 2015 nationally, but continued to fall in Illinois:

- The Illinois ratio was 77.7% in 2018 (the most current year for wage data), compared to the U.S. ratio of 81.1%.

**Wage Trends by Race and Ethnicity:**

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

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

**Women’s wage comparisons to white males:**

- In 2018 (the most current year for wage data), the U.S. median weekly wage for women as a percentage of white men’s median wages was 81.5% for white women, 65.3% for African-American women, 93.5% for Asian women, and 61.1% for Hispanic women.
- African-American women’s wages have stayed in the 60-70 percent range since at least 1990, while Hispanic women broke above the 50-60 percent range in 2008 and have remained in the low 60 percent range from 2013 through 2018.

**Minorities’ wages in comparison to white males:**

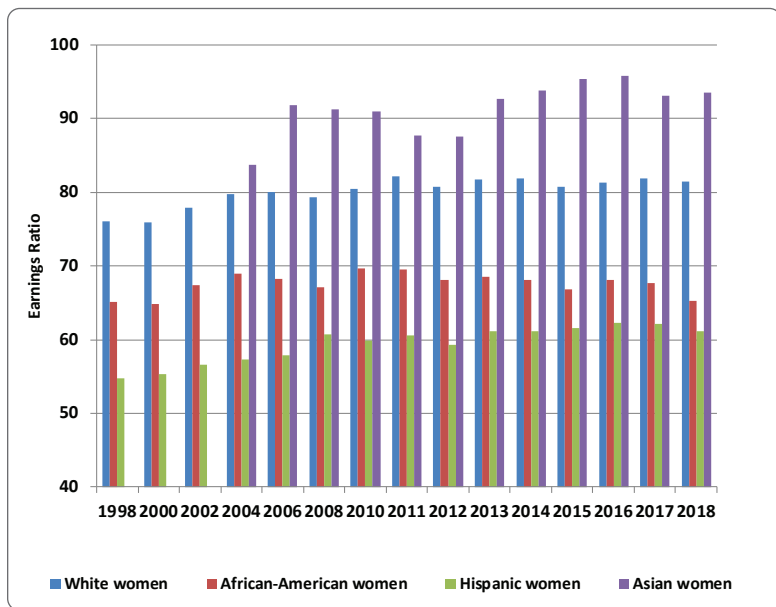
**Figure 30** shows the earnings gap for minority groups in comparison to white males in the U.S.:

- The 2018 median weekly earnings for full-time employment in the United States was \$1,095 for Asians, \$916 for whites, \$694 for African-Americans, and \$680 for Hispanics.
- Asians have a higher median wage than do whites. The gap is shown as negative values on the chart. The value for 2018 is -\$179.
- The wage gap between African-Americans and whites was \$222 for 2018.
- The wage gap between whites and Hispanics decreased to \$236 for 2018.

*Note: The year 2018 is the most current year for available wage data.*

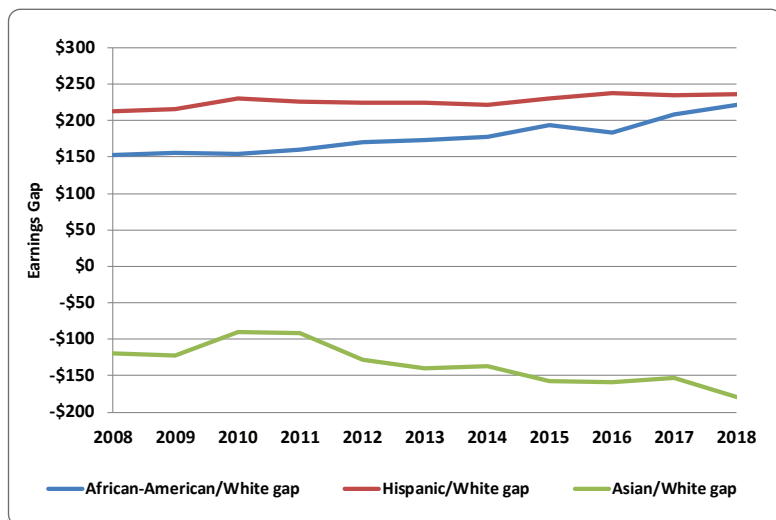
**Figure 29. U.S. Women’s Median Weekly Earnings as Percentage of White Men’s, 1998-2018**

Source: Highlights of Women’s Earnings in 2018, U.S. Bureau of Labor Statistics



**Figure 30. U.S. Earnings Gap: African-Americans, Asians, Hispanics vs. Whites, 2008-2018**

Source: Highlights of Women’s Earnings in 2018, U.S. Bureau of Labor Statistics



# Appendix

## Terms and Definitions

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

## Race and Ethnicity

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

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

The population data in this report is from the Census Bureau. The data includes noninstitutional civilians, the incarcerated, and the underemployed.

## Labor Force Concepts and Definitions

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

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

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

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

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

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

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

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

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

**Employment Participation Rate:** The employment participation rate is defined as the percentage of civilian noninstitutional population that is employed.

**To summarize:**

Employed persons consist of:

All persons who did any work for pay or profit during the U.S. Census Bureau's household survey week, which is usually the week including the 12th of each month.

All persons who did at least 15 hours of unpaid work in a family-operated enterprise.

All persons who were temporarily absent from their regular jobs because of illness, vacation, bad weather, industrial labor dispute or various personal reasons, whether or not they were paid for the time off.

Unemployed persons are:

All persons who did not have a job at all during the household survey week, but made specific active efforts to find a job during the prior four weeks, and were available for work (unless temporarily ill).

All persons who were not working and were waiting to be called back to a job from which they had been laid off need not be looking for work to be classified as unemployed.

People who are not part of the labor force are all persons not classified as employed or unemployed, including discouraged workers.

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

# Career Resources

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

1. Go to [www.ides.illinois.gov](http://www.ides.illinois.gov)
2. Select the “Workforce Partners” pathway
3. Click “Illinois JobLink.com”
4. Access the following resource: **Illinois JobLink.com**, an online job database that connects job seekers to employers throughout the country.

## OR

1. Go to [www.ides.illinois.gov](http://www.ides.illinois.gov)
2. Select the “Individuals” pathway
3. Click “Career Information” in the center column to access the following career resources:
  - **CIS Job Seeker:** a tool for the experienced worker who is preparing for a career change or re-entering the workforce after layoff or retirement. It features job search resources, wage information, and information on running your own business (self-employment).
  - **CIS:** a career planning tool that offers comprehensive information on occupations, schools, financial aid, job search and extensive links to other career resources. It is designed for high school and college students. (Under the Occupations tab click on Career Clusters then Science, Technology, Engineering and Mathematics for high paying STEM fields.)
  - **CIS Junior:** helps middle school and junior high school students explore questions such as “Who am I? Where am I going? How do I get there?” and offers a career cluster interest assessment.
  - **CIS Plus:** features additional premium features available for lease such as GED preparation, as well as ACT and SAT courses and practice tests.
  - **Learn More Earn More:** highlights occupations expected to provide the most job openings each year. Jobs are organized by education and training requirements from short-term on-the-job training through Work Experience + 4 Years of College or More.
  - **Summer Job Central:** offers links to summer job sites as well as information on labor laws for teen workers and ideas for self-employment.

## OR

### Go to [www.ilcollege2career.com](http://www.ilcollege2career.com)

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

# Endnotes

1. U.S. Census Bureau, Population Division, <http://www.census.gov/popest/>.
2. The labor force includes all persons in the civilian, non-institutional population classified as either employed or unemployed. In general, as the population continues to grow, so does the pool of available workers.
3. Illinois Department of Employment Security, Economic Information and Analysis Division, Illinois Labor Force Estimates, Annual Averages.
4. Ibid.
5. Ibid.
6. U.S. Census Bureau, Population Division, <http://www.census.gov/popest/>.
7. Ibid.
8. Ibid.
9. U.S. Census Bureau, American FactFinder, 2018 American Community Survey 1-Year Estimates (S0501, S0503, S0505, S0506), <http://factfinder2.census.gov>.
10. U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey, <http://www.bls.gov/cps/#data>.
11. Ibid.
12. U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey, <http://www.bls.gov/cps/tables.htm>.
13. U.S. Bureau of Labor Statistics, Local Area Unemployment Statistics, Current Population Survey, “Annual Illinois Unemployment Rates, Labor Force Participation Rates by Gender and Racial Group.”
14. U.S. Department of Labor, Bureau of Labor Statistics, <http://www.bls.gov/cps/#data>.
15. U.S. Department of Labor, Bureau of Labor Statistics, Local Area Unemployment Statistics, Current Population Survey, “Annual Illinois Unemployment Rates, Labor Force Participation Rates by Gender and Racial Group.”
16. U.S. Department of Labor, Bureau of Labor Statistics, <http://www.bls.gov/cps/#data>.
17. U.S. Department of Labor, Bureau of Labor Statistics, Local Area Unemployment Statistics, Current Population Survey, “Annual Illinois Unemployment Rates, Labor Force Participation Rates by Gender and Racial Group.”
18. U.S. Bureau of Labor Statistics, Current Population Survey.
19. U.S. Department of Labor, Bureau of Labor Statistics, Local Area Unemployment Statistics, Current Population Survey, “Annual Illinois Unemployment Rates by Gender and Racial Group.”
20. Ibid.
21. U.S. Department of Labor, Bureau of Labor Statistics, Local Area Unemployment Statistics, Current Population Survey.
22. U.S. Department of Labor, Bureau of Labor Statistics, Local Area Unemployment Statistics, Current Population Survey, “Annual Illinois Unemployment Rates by Gender and Racial Group.”
23. U.S. Department of Labor, Bureau of Labor Statistics, <http://www.bls.gov/cps/#data>.
24. U.S. Department of Labor, Bureau of Labor Statistics.
25. U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey, <http://www.bls.gov/cps/#data>.
26. U.S. Equal Employment Opportunity Commission, “2015 EEO-1 Aggregate Report for Illinois,” [www.eeoc.gov](http://www.eeoc.gov).
27. U.S. Equal Employment Opportunity Commission, “2015 EEO-1 National Aggregate Report,” [www.eeoc.gov](http://www.eeoc.gov).
28. U.S. Equal Employment Opportunity Commission, “2015 EEO-1 Aggregate Report for Illinois,” [www.eeoc.gov](http://www.eeoc.gov).
29. U.S. Census Bureau, American FactFinder, 2018 American Community Survey 1-Year Estimates (S1501), <http://factfinder2.census.gov>.