



**EMPLOYMENT:
EMPLOYMENT-TO-
POPULATION RATIO**

UPDATED THROUGH MAY 2024 | REGIONAL

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Takeaways | EPOP

- The employment-to-population ratio (EPOP) in the region is following many of the trends observed in the nation. In particular, EPOP has recovered to its pre-pandemic levels (compared with May 2019) but is lower than during mid-2023.
- As in the nation, employment gaps are largest for Black workers, followed by Hispanic and AAPI workers. These all rose in the pandemic and have since declined to roughly pre-pandemic levels. In particular, the Black-white employment gap has been declining since March 2024 and stands at 8.44 percentage points in May 2024. Nevertheless it is much larger in magnitude than the nationwide Black-white employment gap.
- The college and gender employment gaps have also been declining steadily, as in the national data.
- The rural employment gap declined rapidly in 2024:Q2 and has essentially closed in May 2024.
- We define the region in the CPS for all labor market charts to be the union of the New York-New Jersey metro area (excluding counties in Pennsylvania) with all other counties in New York state.

Full Report Highlights

- **INFLATION**

Inflation rates have converged across groups with different incomes and ages, as well as, to a lesser extent, education levels. This is in part because of rising inflation in a variety of important consumption categories in the region.

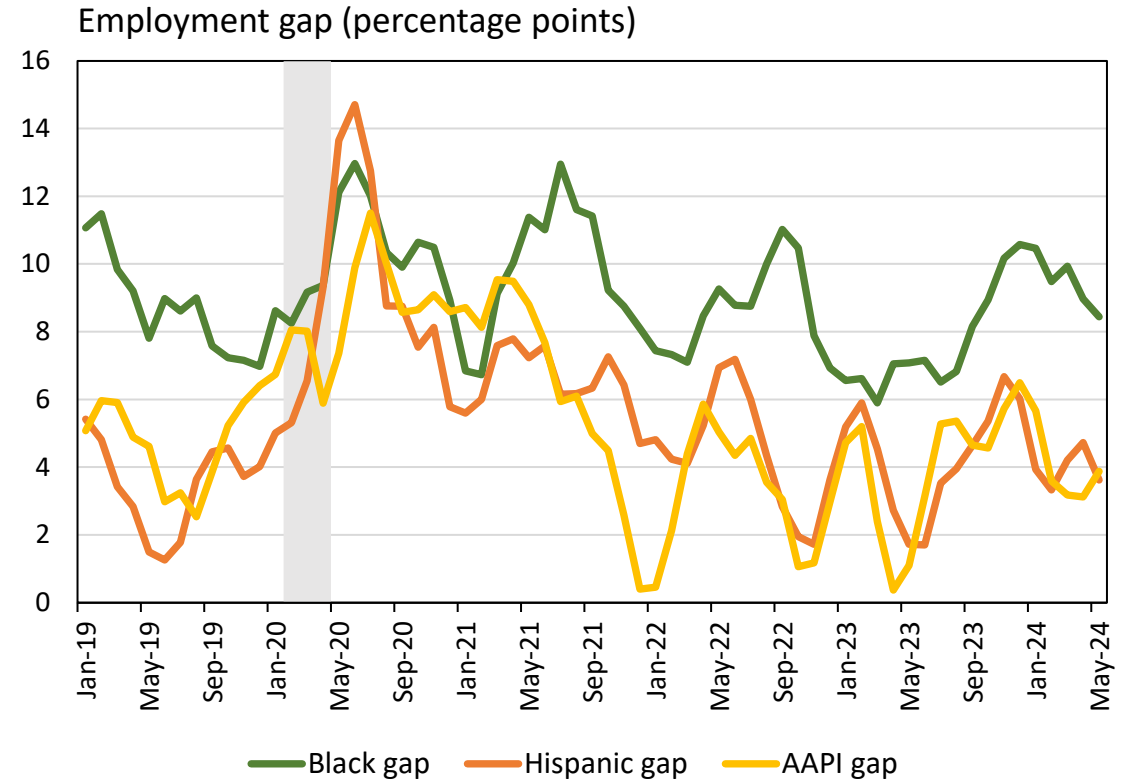
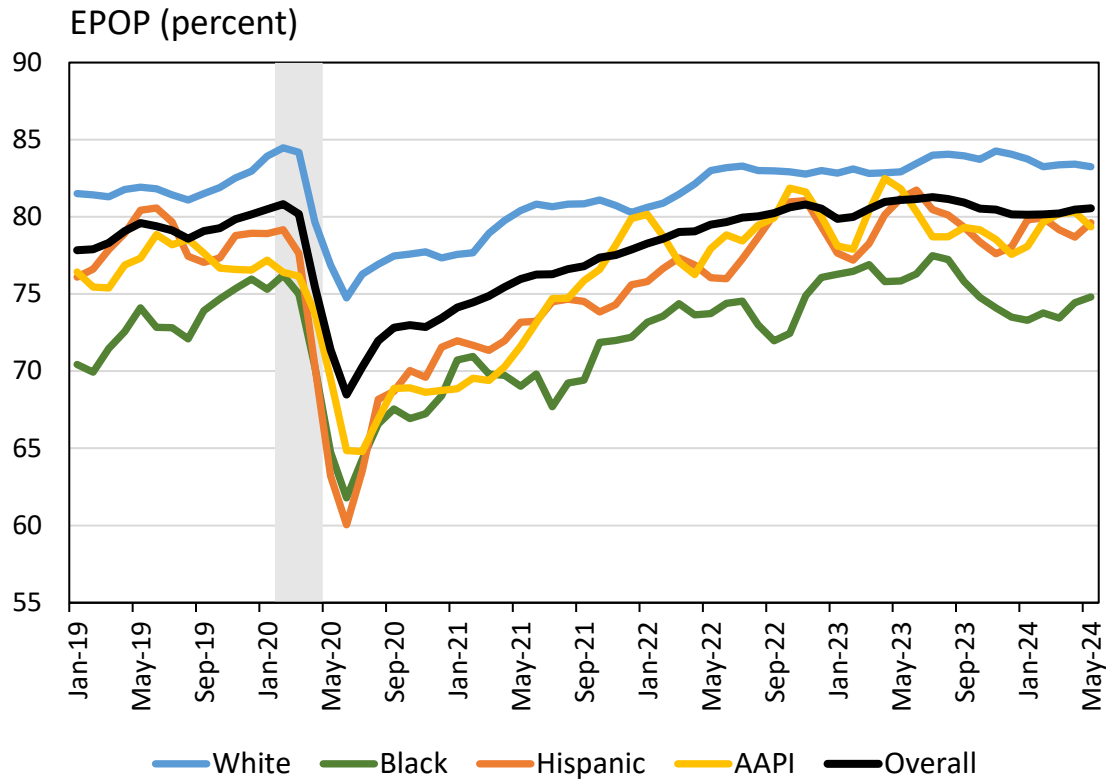
- **EARNINGS**

Average real earnings are higher in the region compared to the national average. Real earnings gaps across racial and ethnic groups, educational groups, and between men and women have remained in their long-run ranges, though the Black earnings gap and the gender earnings gap are slowly shrinking over time.

- **EMPLOYMENT**

Labor market gaps have declined in the region at rates similar to those of the nation as a whole. In particular, the gender gap in the region has declined faster and fallen lower than the national gender gap. On the other hand, employment and LFP gaps for Black workers relative to white workers tend to be wider in the region than in the nation, though for unemployment gaps the reverse is true.

EPOP by Race/Ethnicity

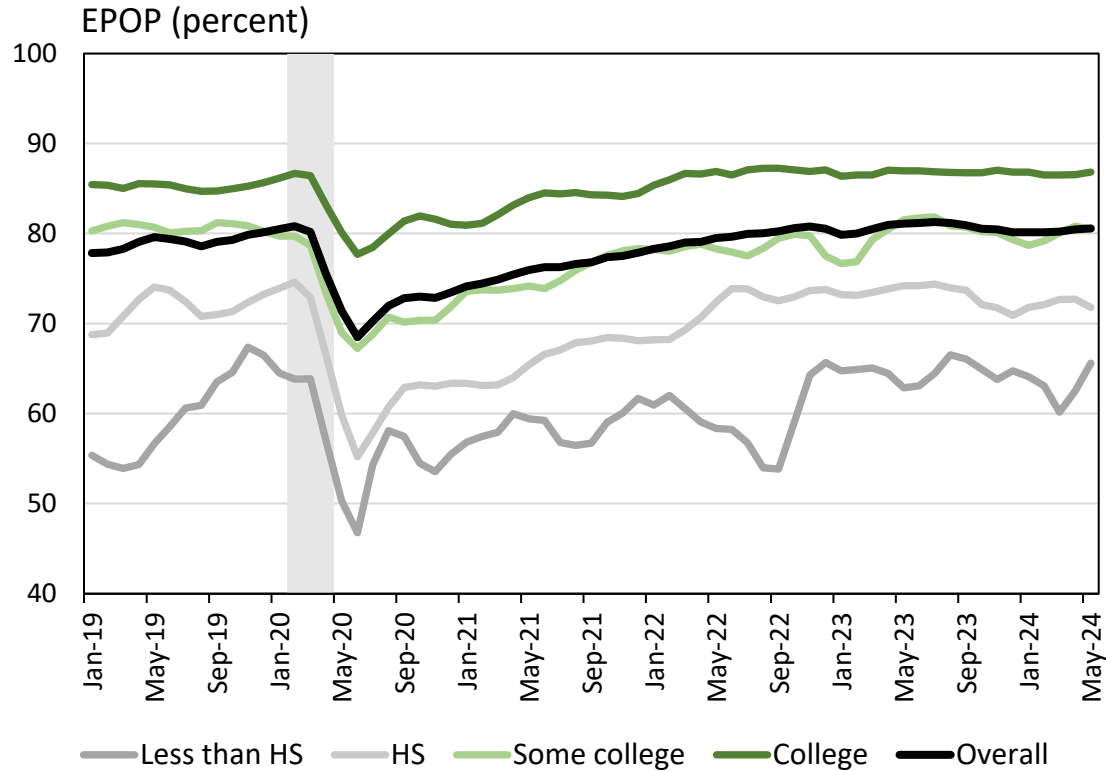


Sources: U.S. Census Bureau/BLS - Current Population Survey microdata; authors' calculations; three-month moving averages.

Notes: Restricted to prime-age individuals (25-54). Shaded region indicates the COVID-19 recession. Includes all counties belonging to the Federal Reserve Second District excluding Puerto Rico, the US Virgin Islands, Warren County, NJ, and Fairfield County, CT, and additionally including Ocean County, NJ.

Employment gap defined relative to white employment.

EPOP by Education



College employment gap (percentage points)

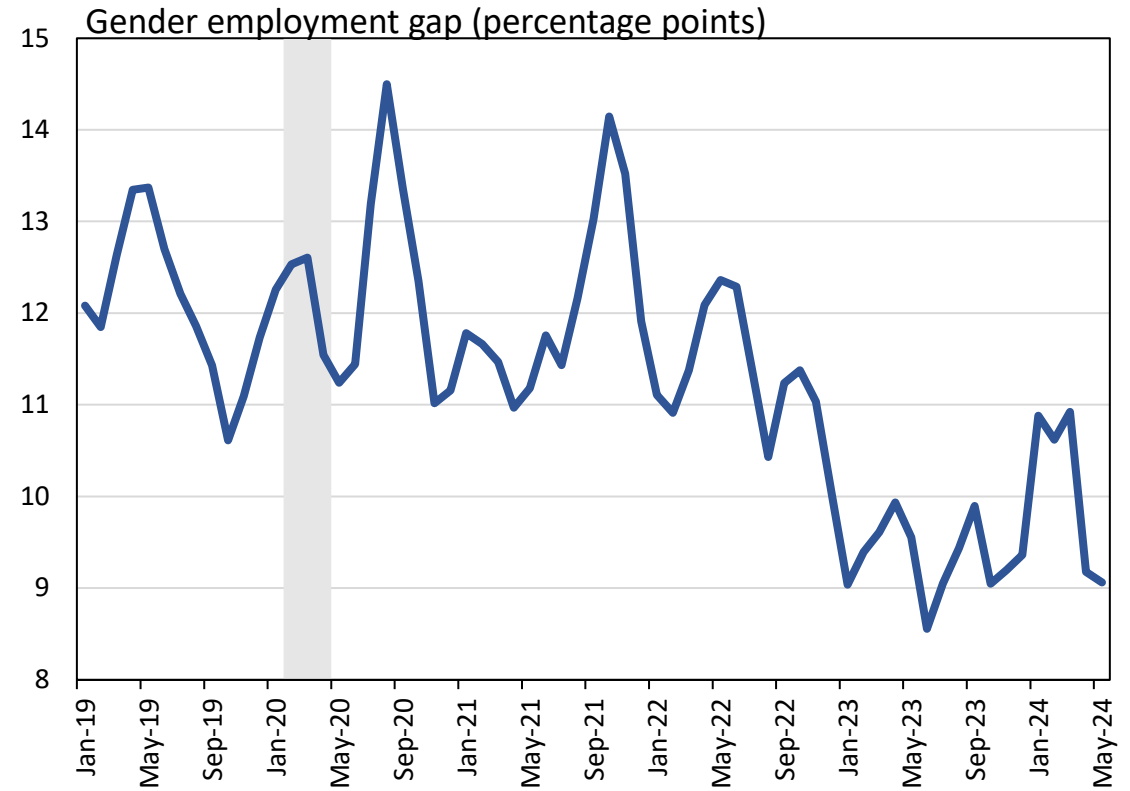
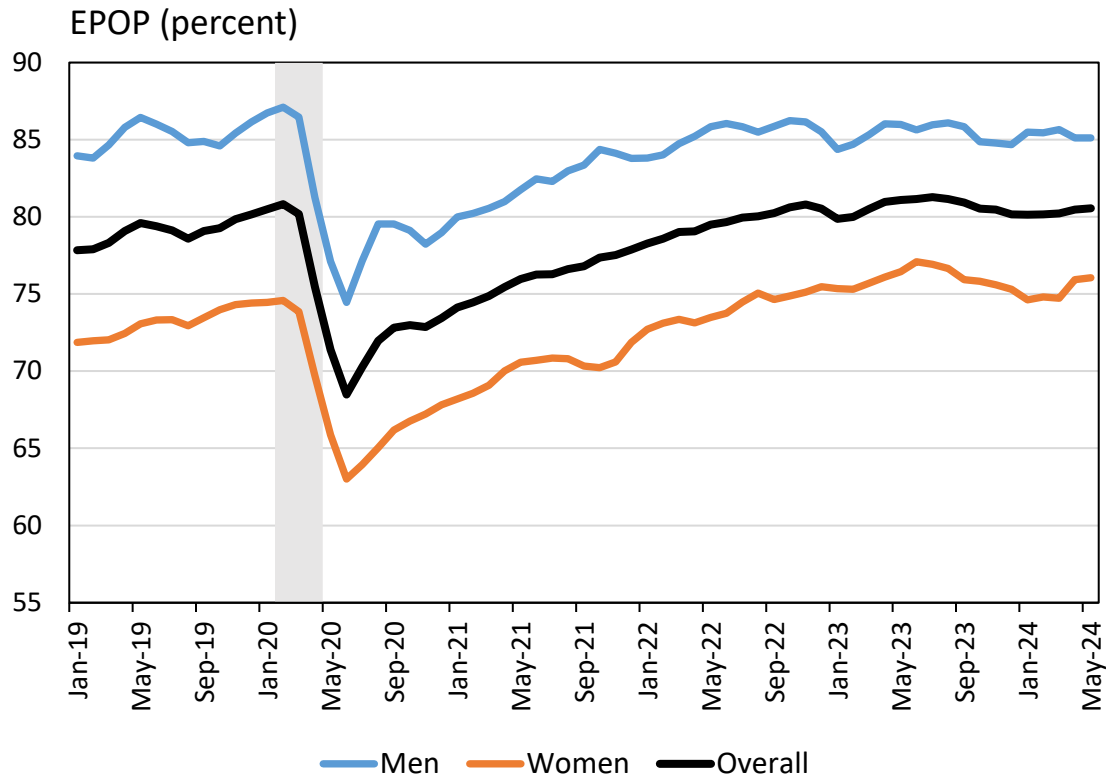


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College employment gap defined as employment of college graduates relative to non-graduates.

EPOP by Gender

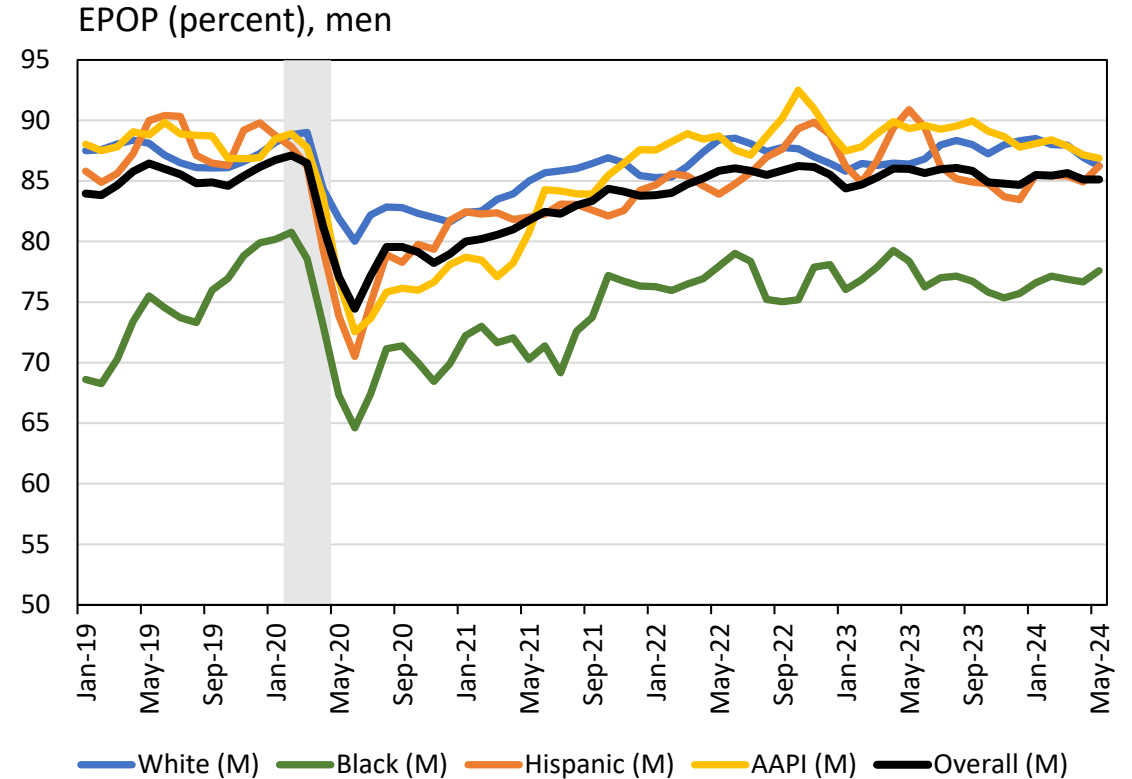
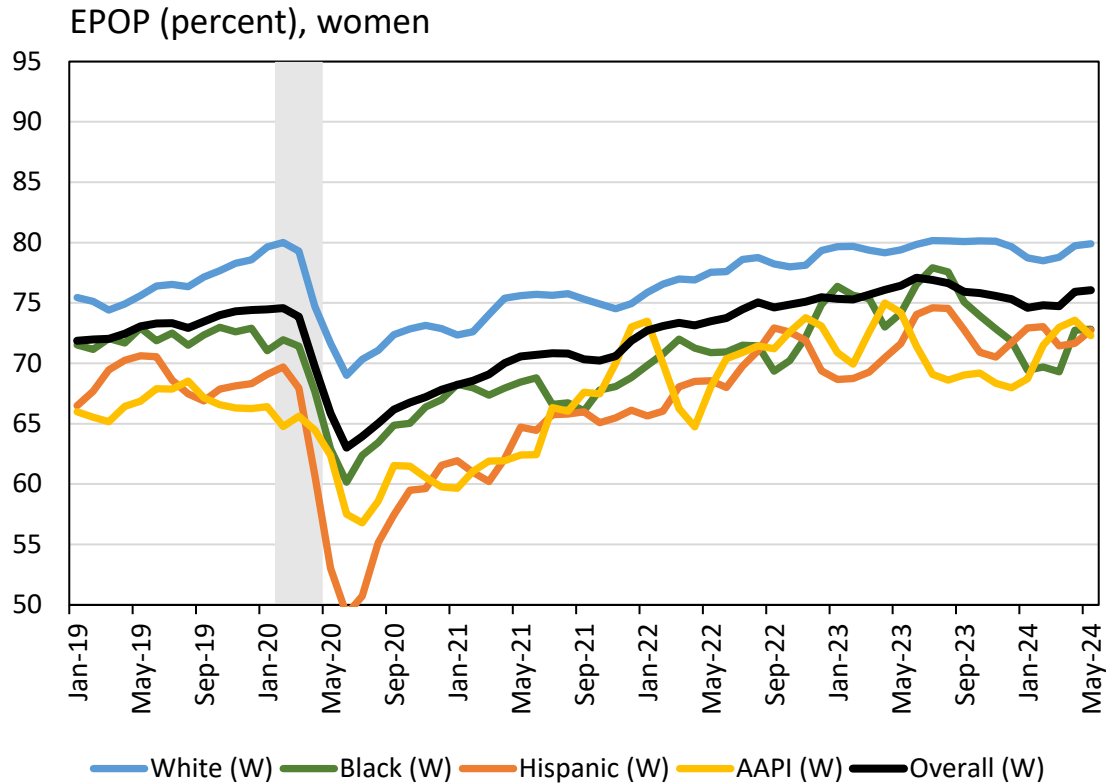


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Gender employment gap defined as employment of men relative to women.

EPOP by Race x Gender

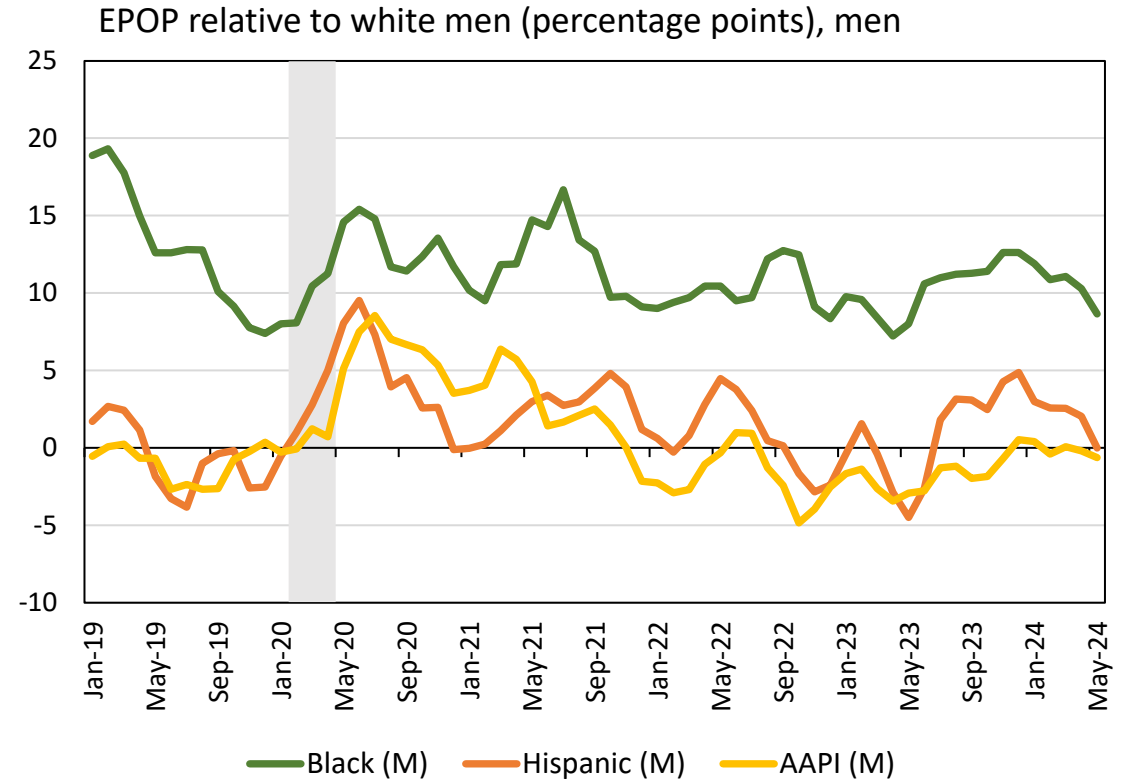
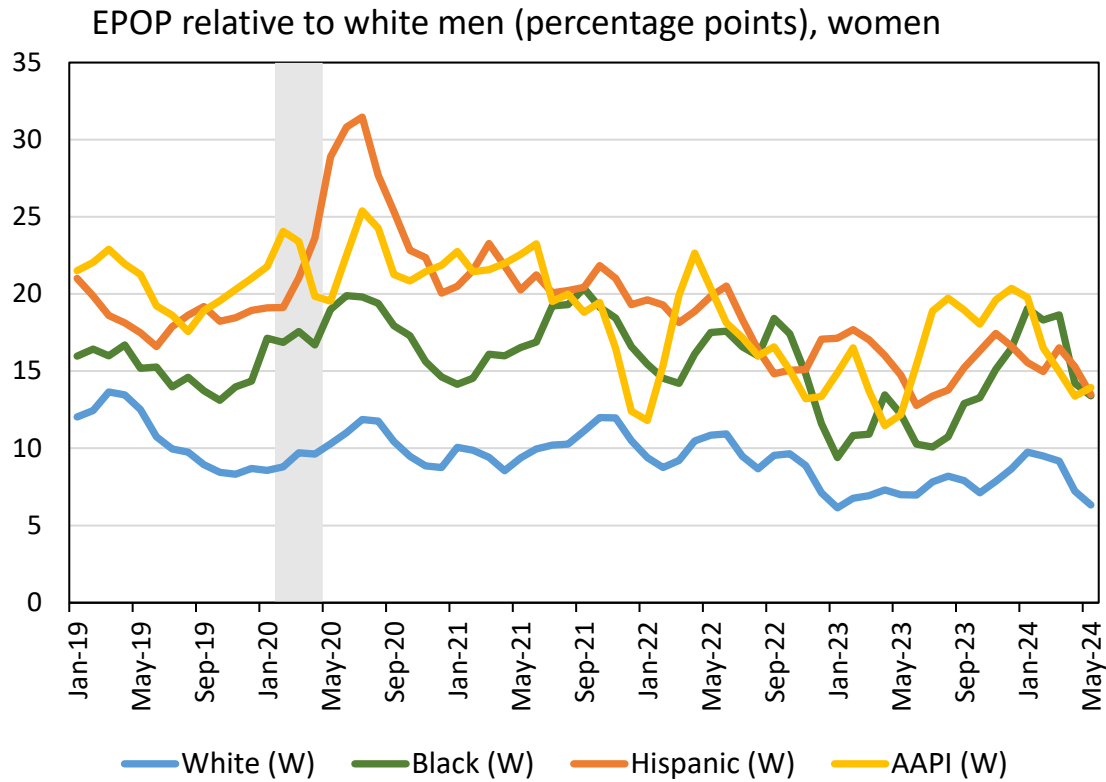


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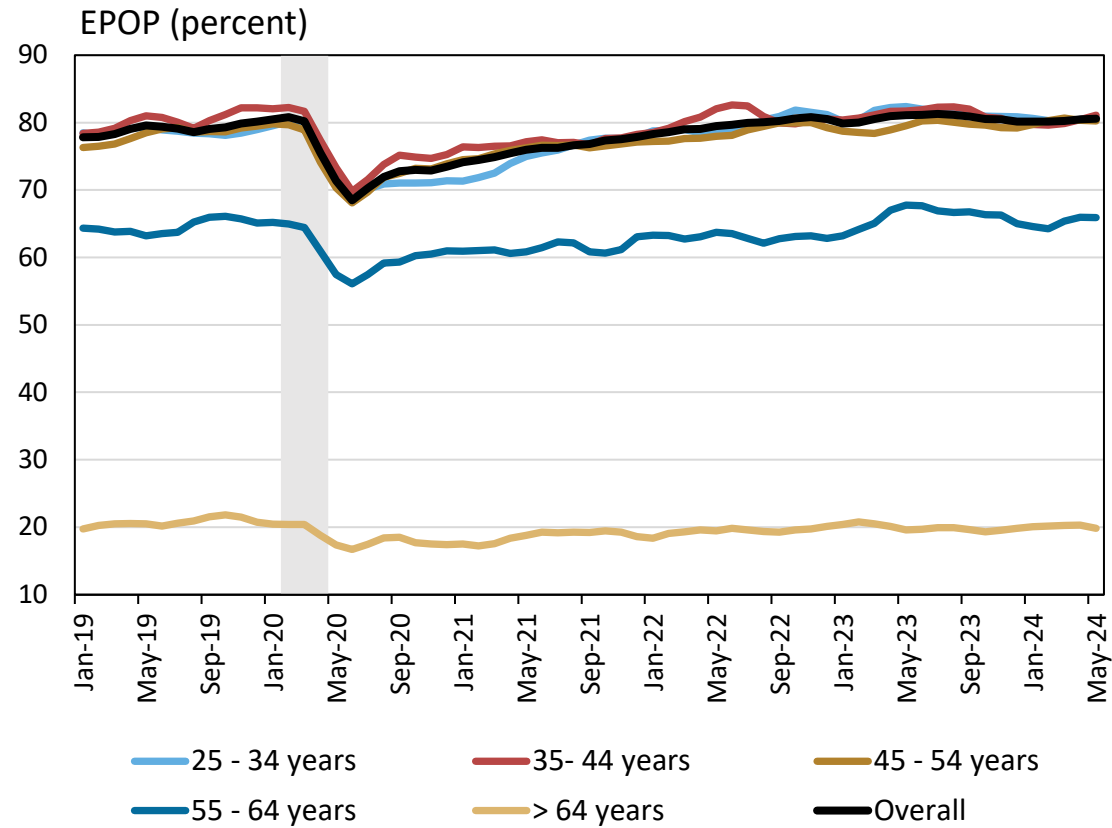
EPOP Gaps by Race x Gender



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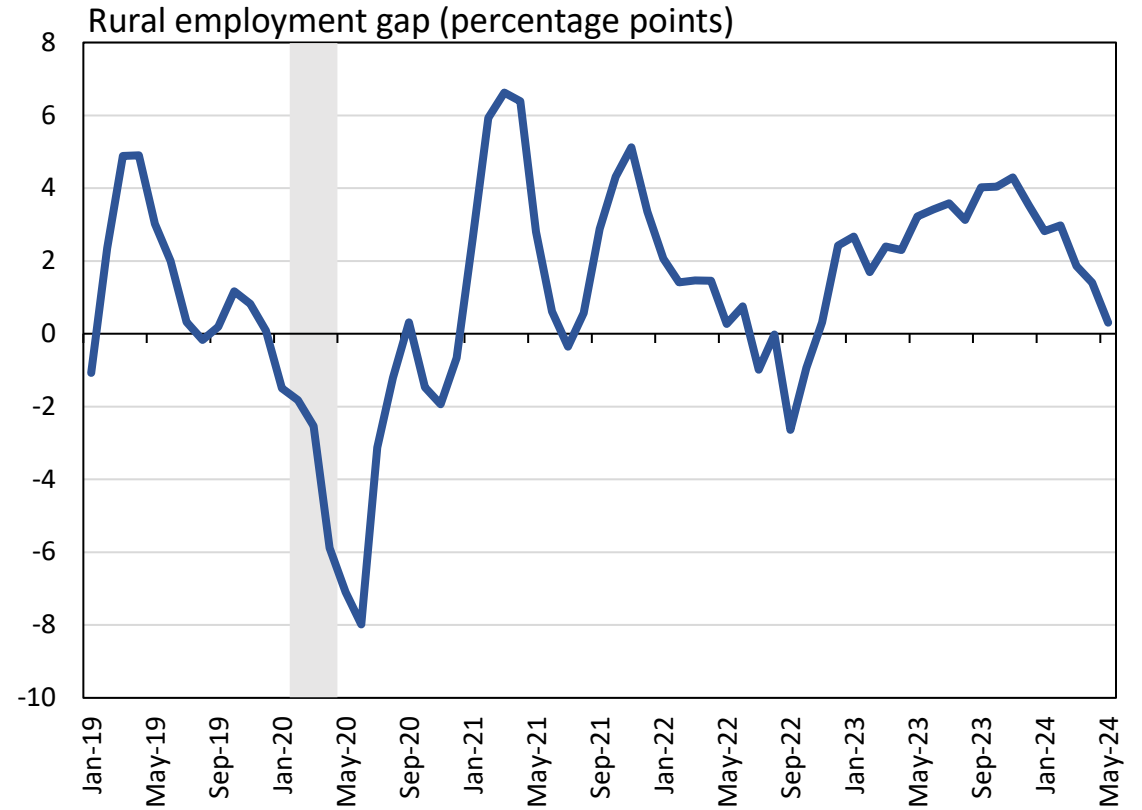
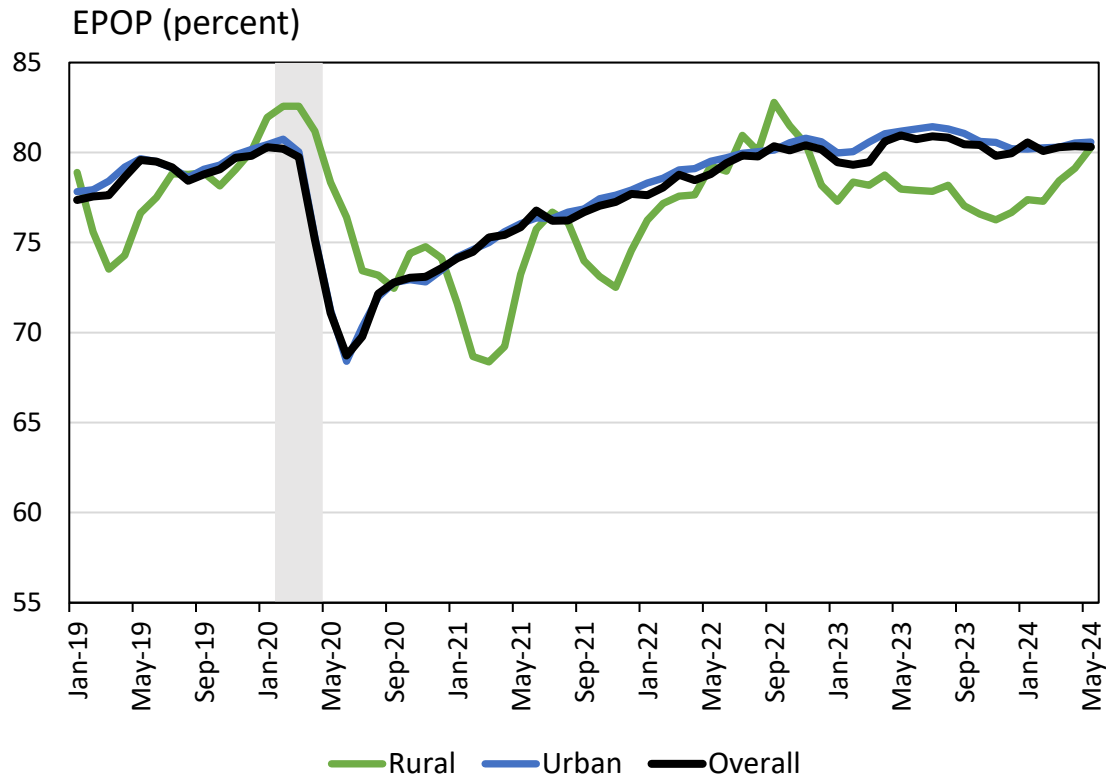
EPOP by Age



Sources: U.S. Census Bureau/BLS - Current Population Survey microdata; authors' calculations; three-month moving averages.

Notes: Overall line uses prime-age (25-54) sample. Shaded region indicates the COVID-19 recession. Includes all counties belonging to the Federal Reserve Second District excluding Puerto Rico, the US Virgin Islands, Warren County, NJ, and Fairfield County, CT, and additionally including Ocean County, NJ.

EPOP by Urban Status

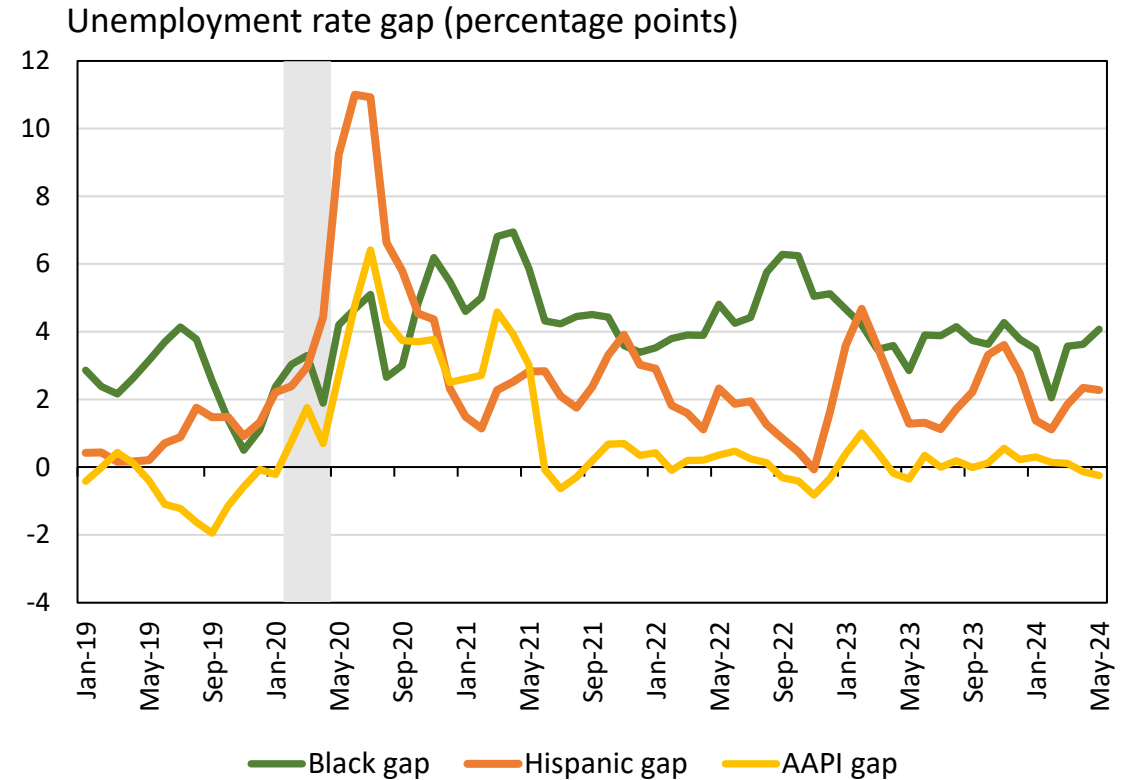
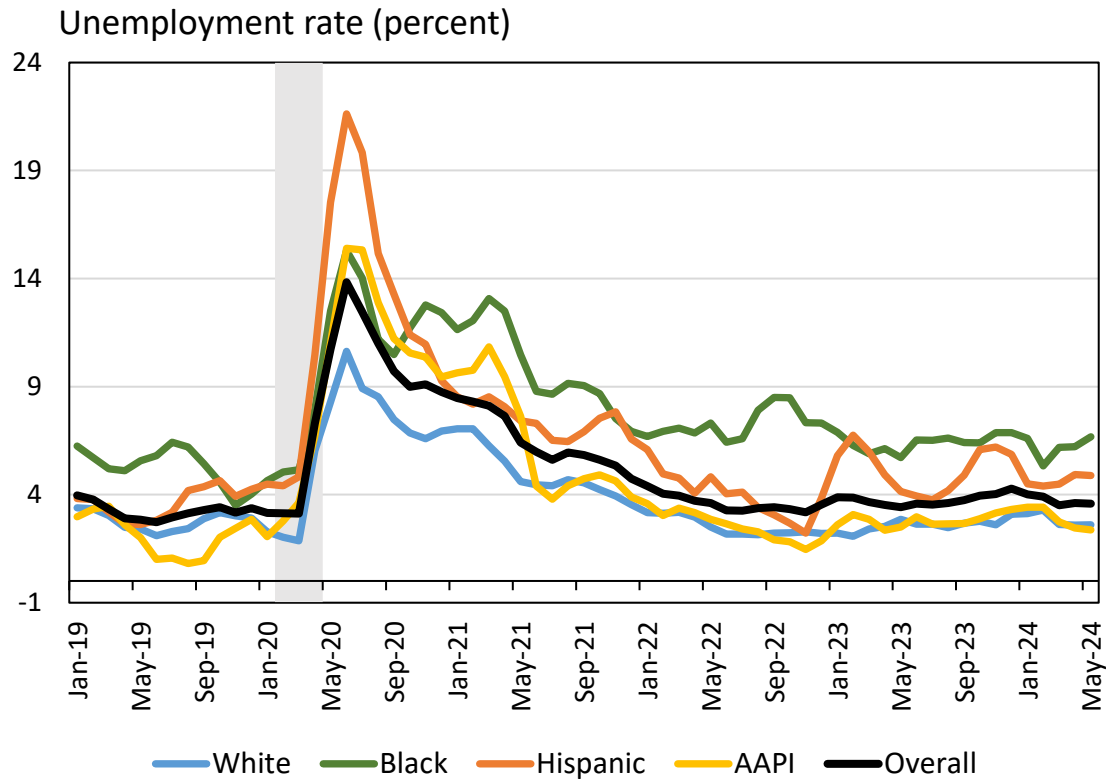


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Rural employment gap defined as employment of urban workers relative to rural workers.

Unemployment Rate by Race/Ethnicity



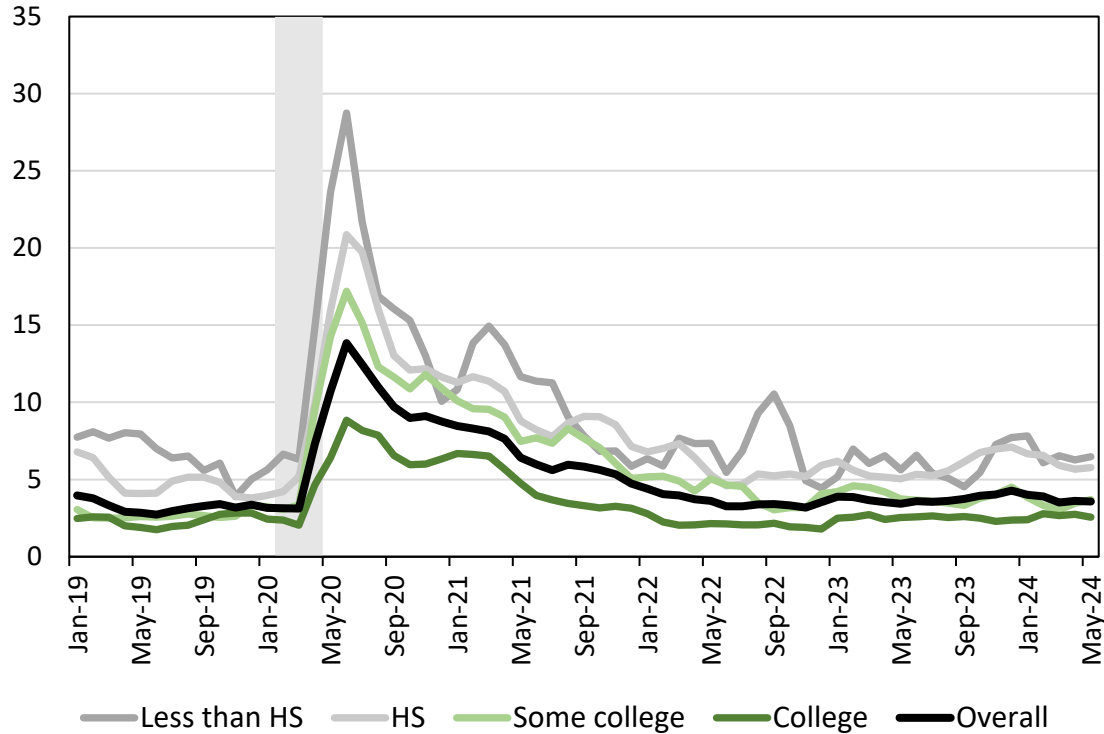
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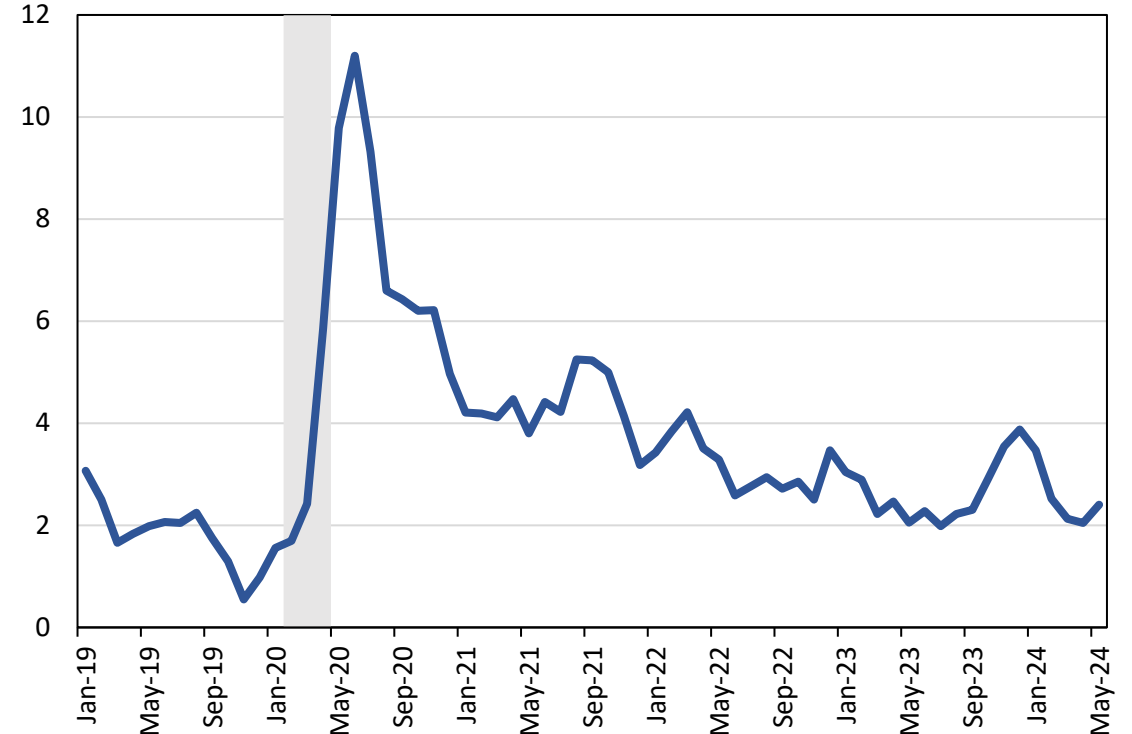
Unemployment gap defined relative to white unemployment.

Unemployment Rate by Education

Unemployment rate (percent)



College unemployment rate gap (percentage points)

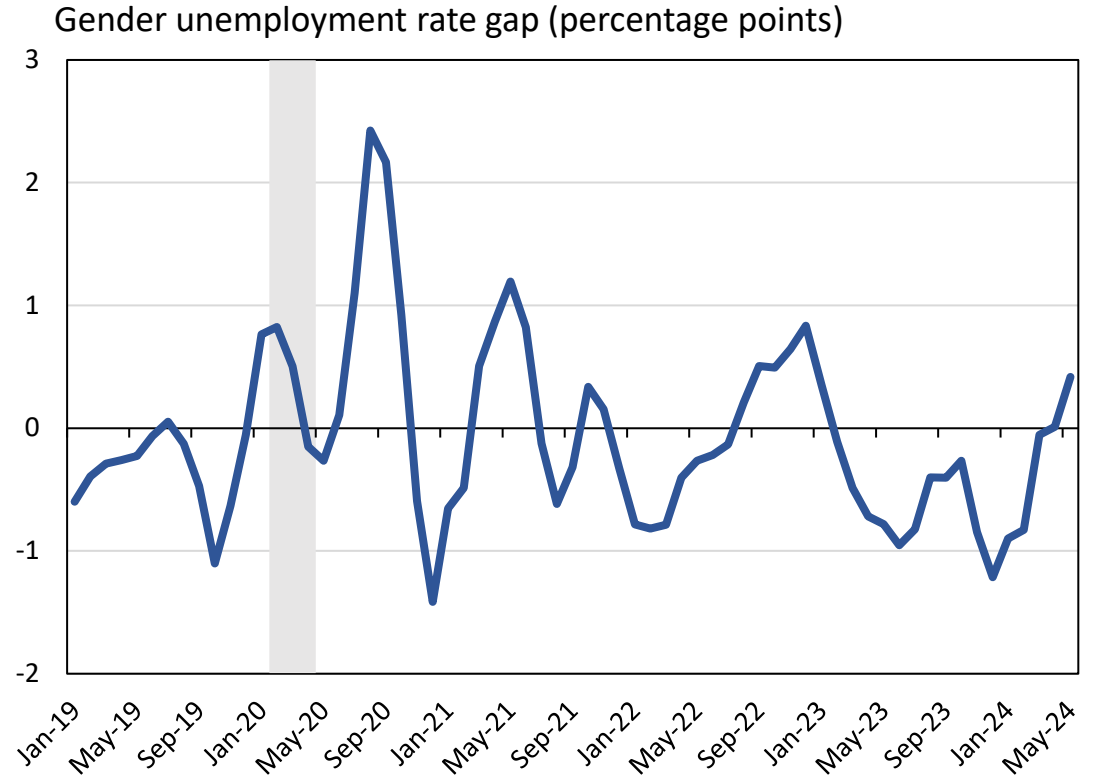
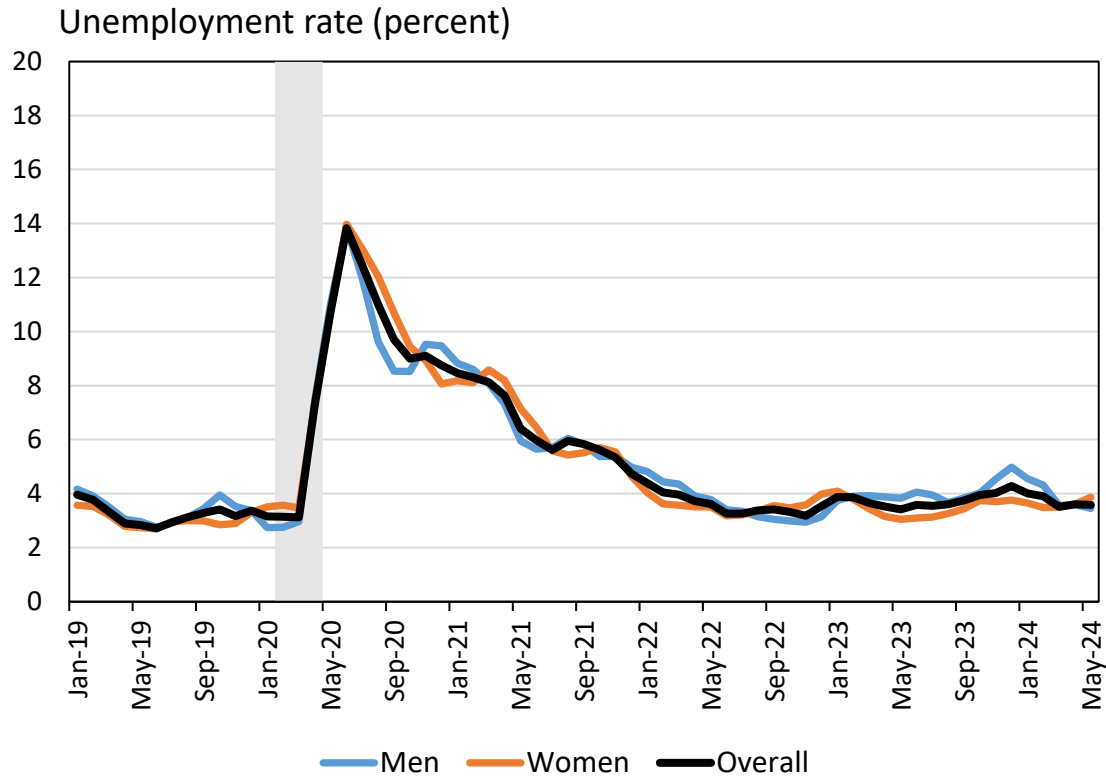


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College unemployment gap defined as unemployment of non-college graduates relative to graduates.

Unemployment Rate by Gender



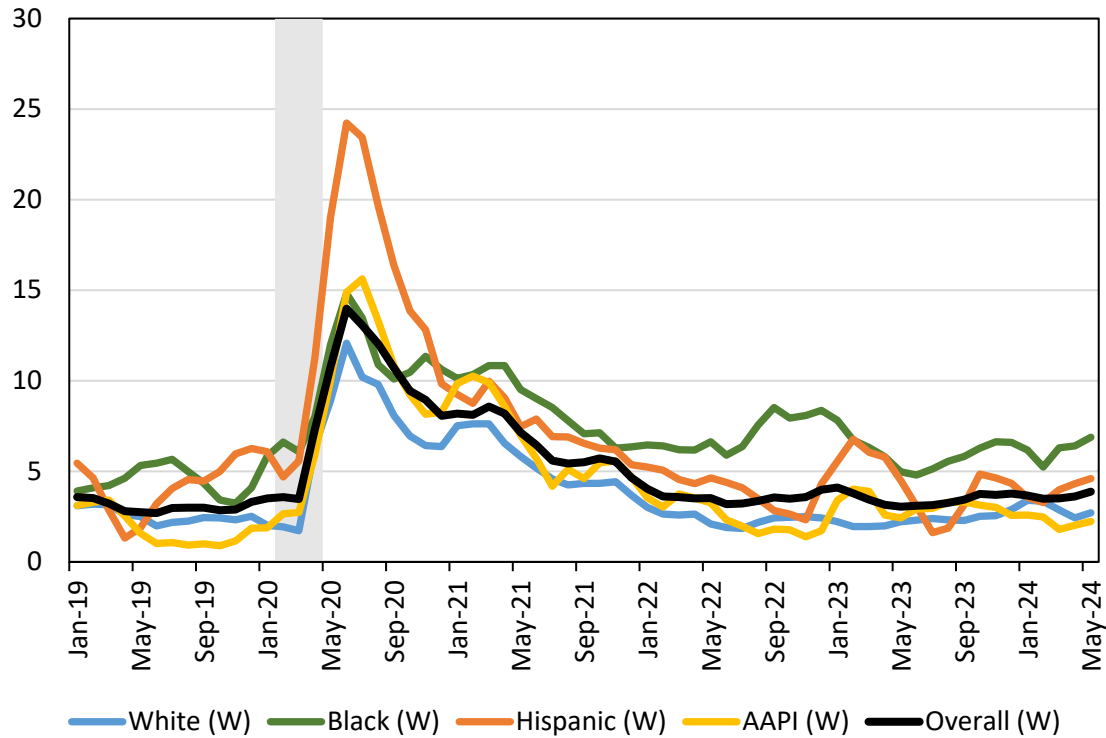
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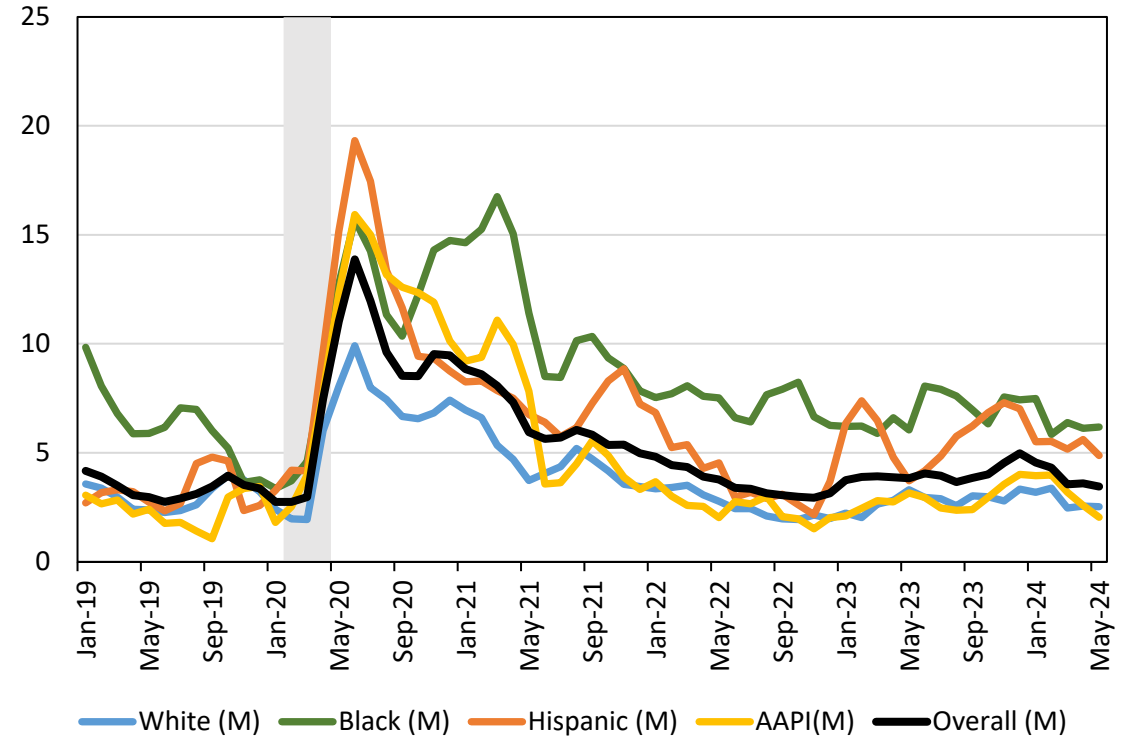
Gender employment gap defined as unemployment of women relative to men.

Unemployment Rate by Race x Gender

Unemployment rate (percent), women



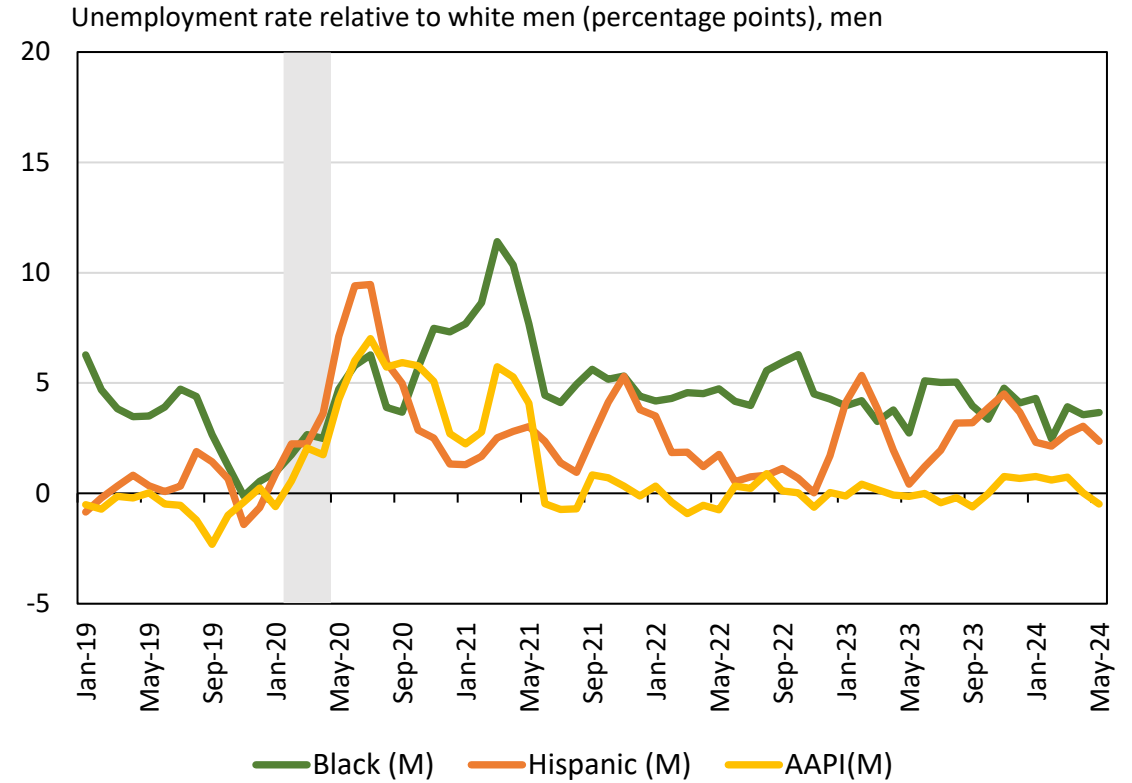
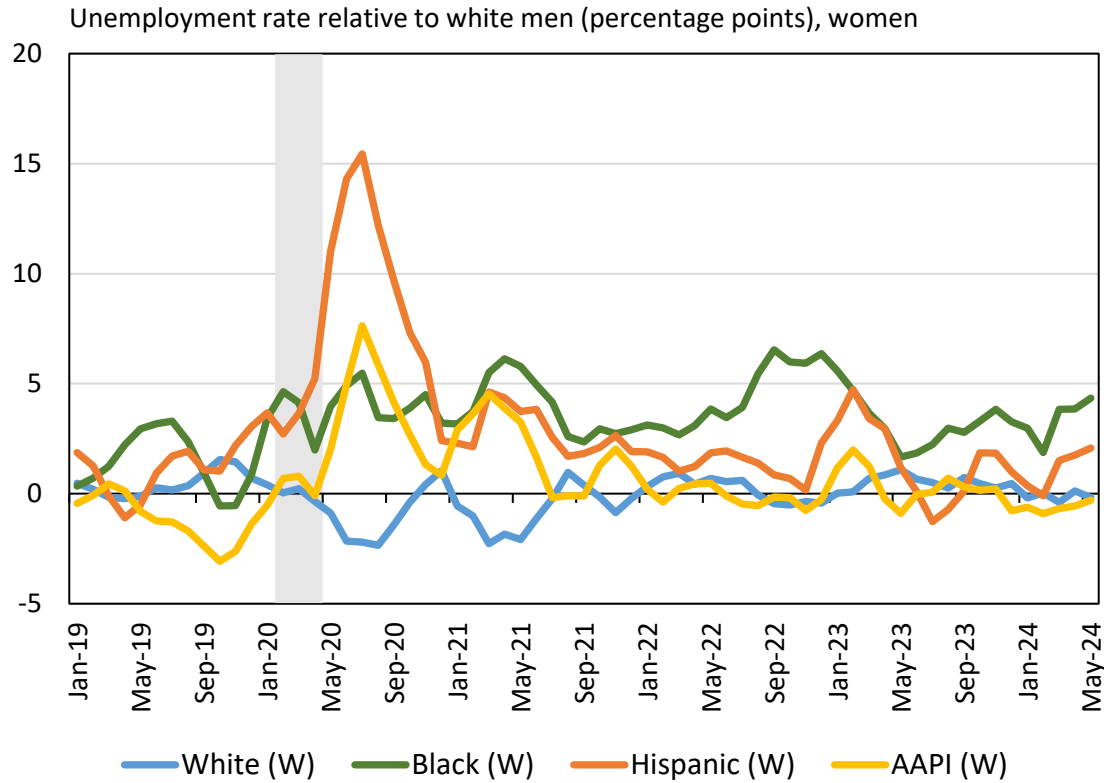
Unemployment rate (percent), men



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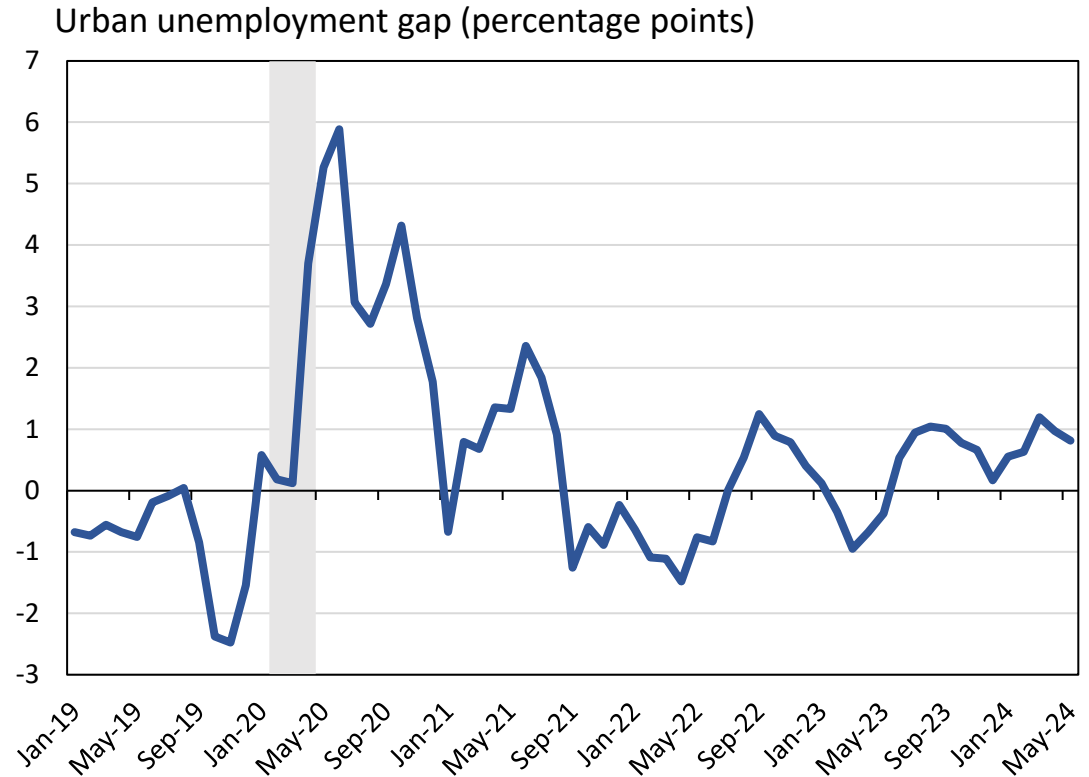
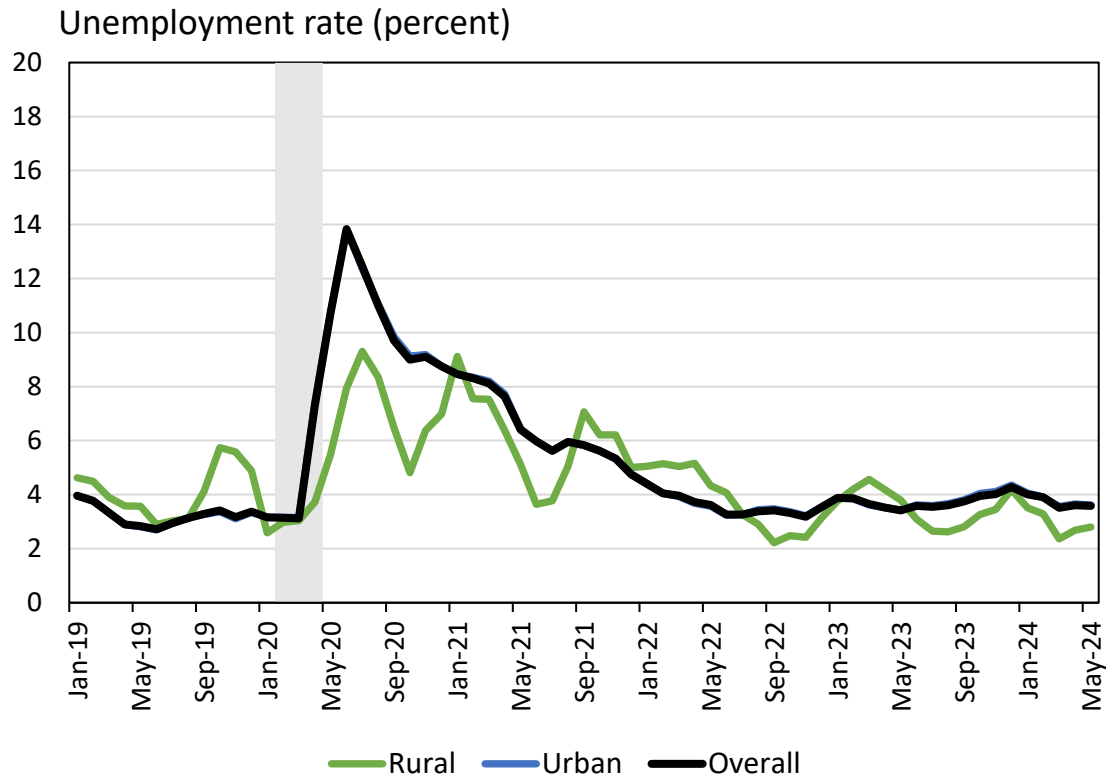
Unemployment Rate Gaps by Race x Gender



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Unemployment Rate by Urban Status



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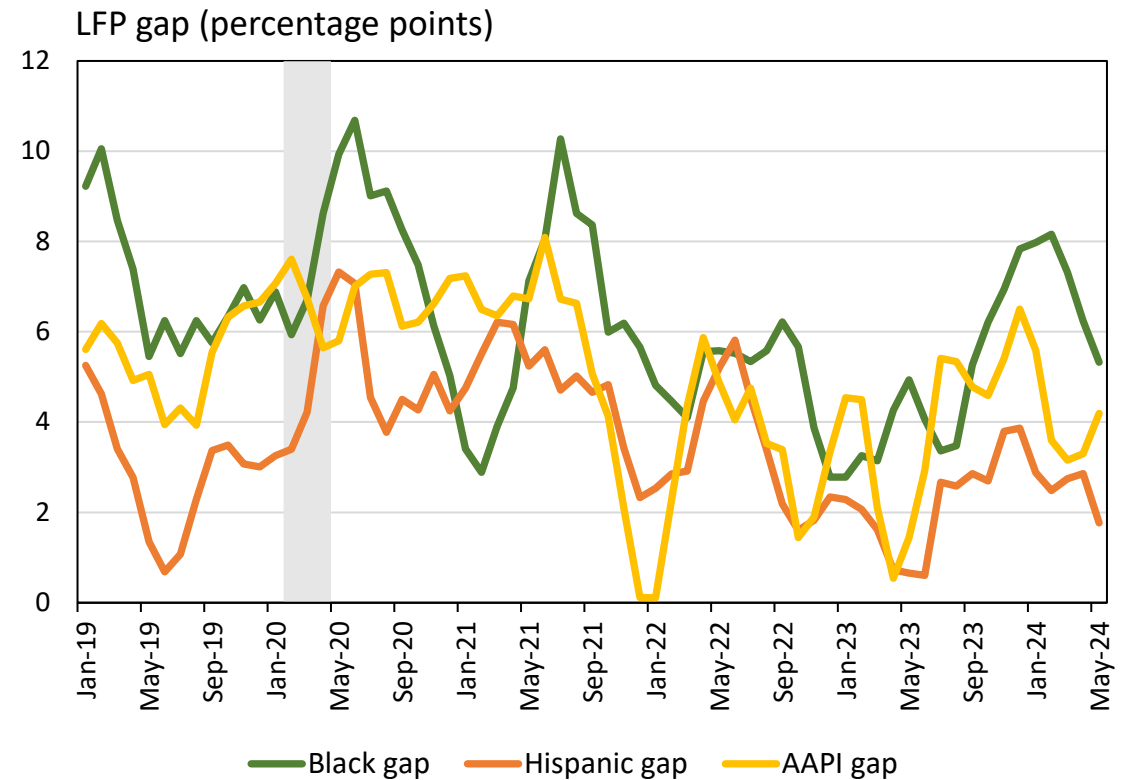
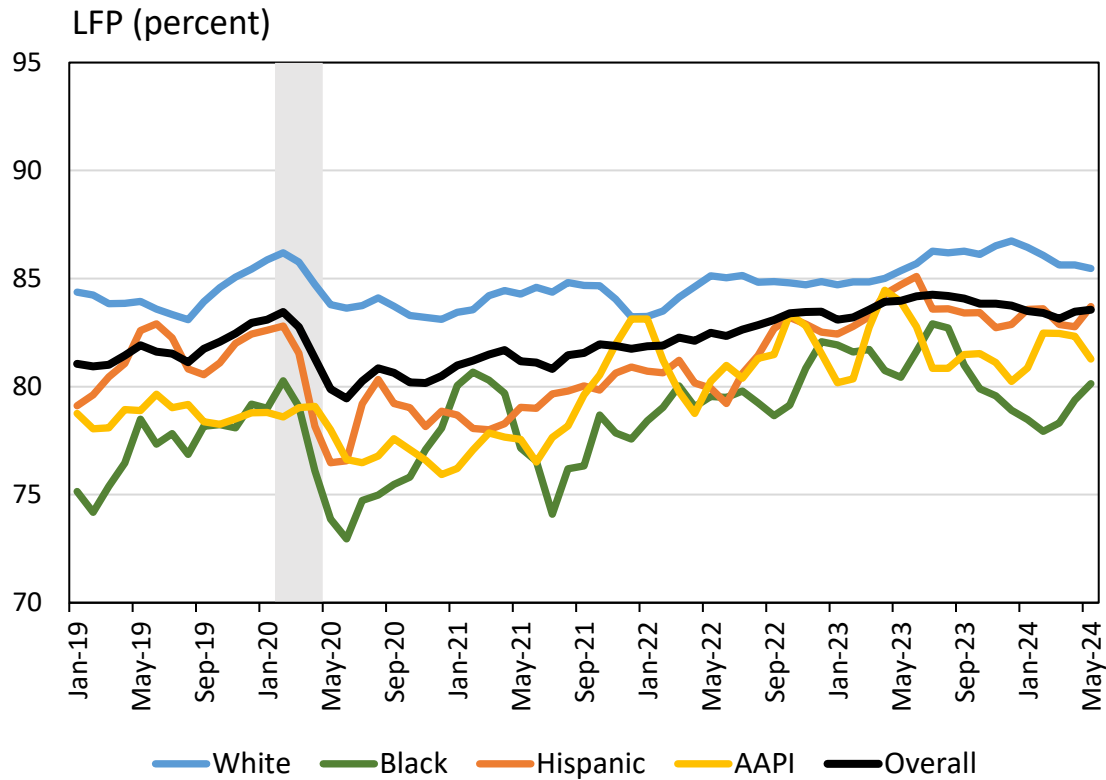
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Urban unemployment gap defined as unemployment of urban workers relative to rural workers.

Takeaways | Labor Force Participation

- The dynamics and heterogeneity in labor force participation (LFP) in the region mirror those of EPOP.
- LFP rates in the region are now close to or above their pre-pandemic levels (compare with May 2019, both on average and for men, women, and all racial and ethnic groups).
- Black, Hispanic, and Asian workers have LFPs below the region average, although the Hispanic LFP is close.
- The college LFP gap in the region has not fallen below pre-pandemic levels. However, the gender LFP gap in the region continues to decline, reaching 9.04% in May 2024.

Labor Force Participation by Race/Ethnicity

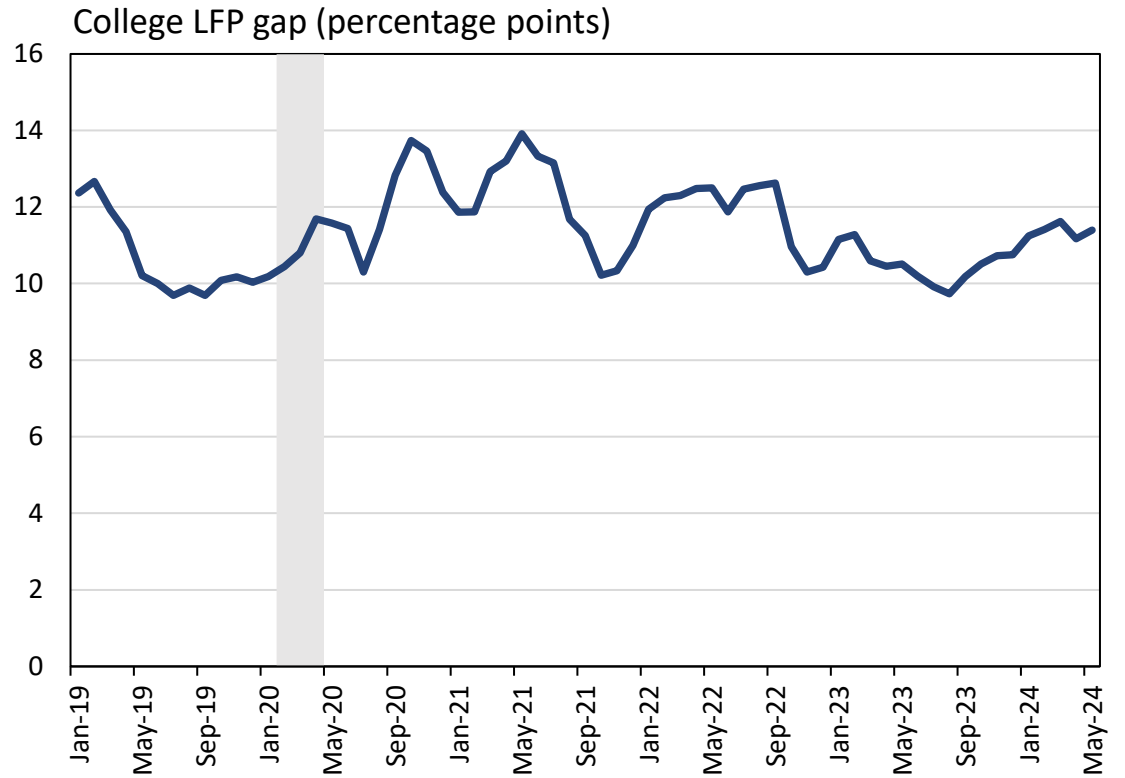
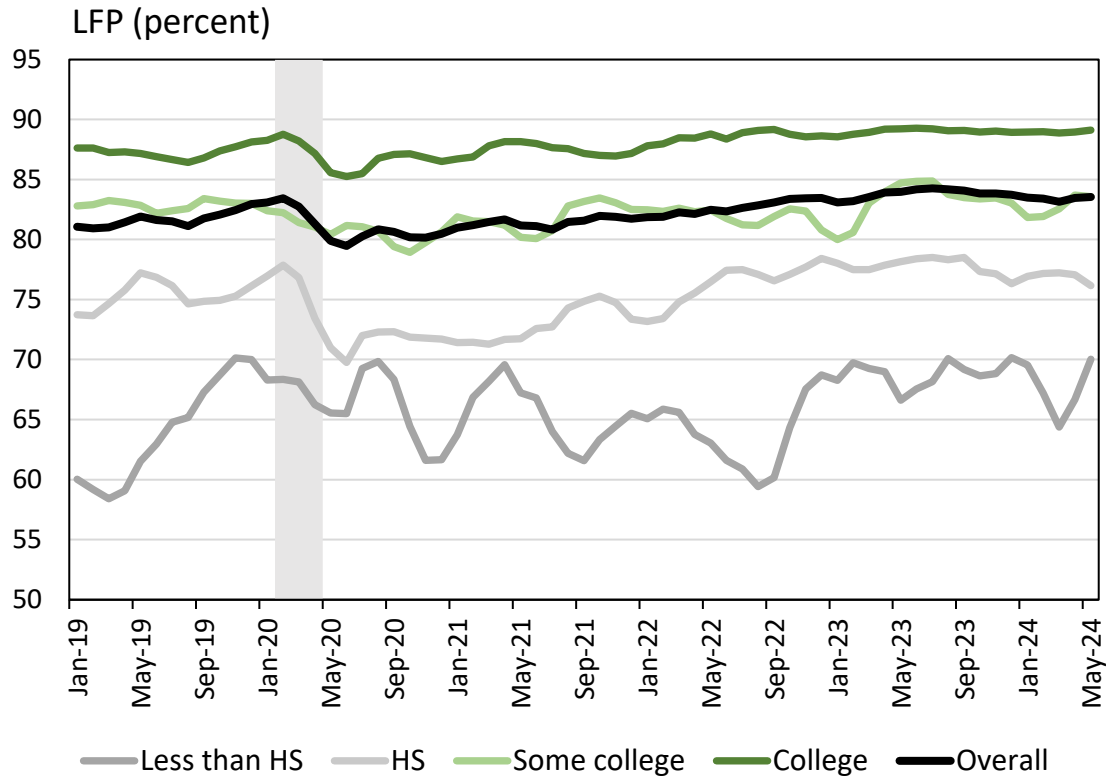


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LFP gap defined relative to white LFP.

Labor Force Participation by Education

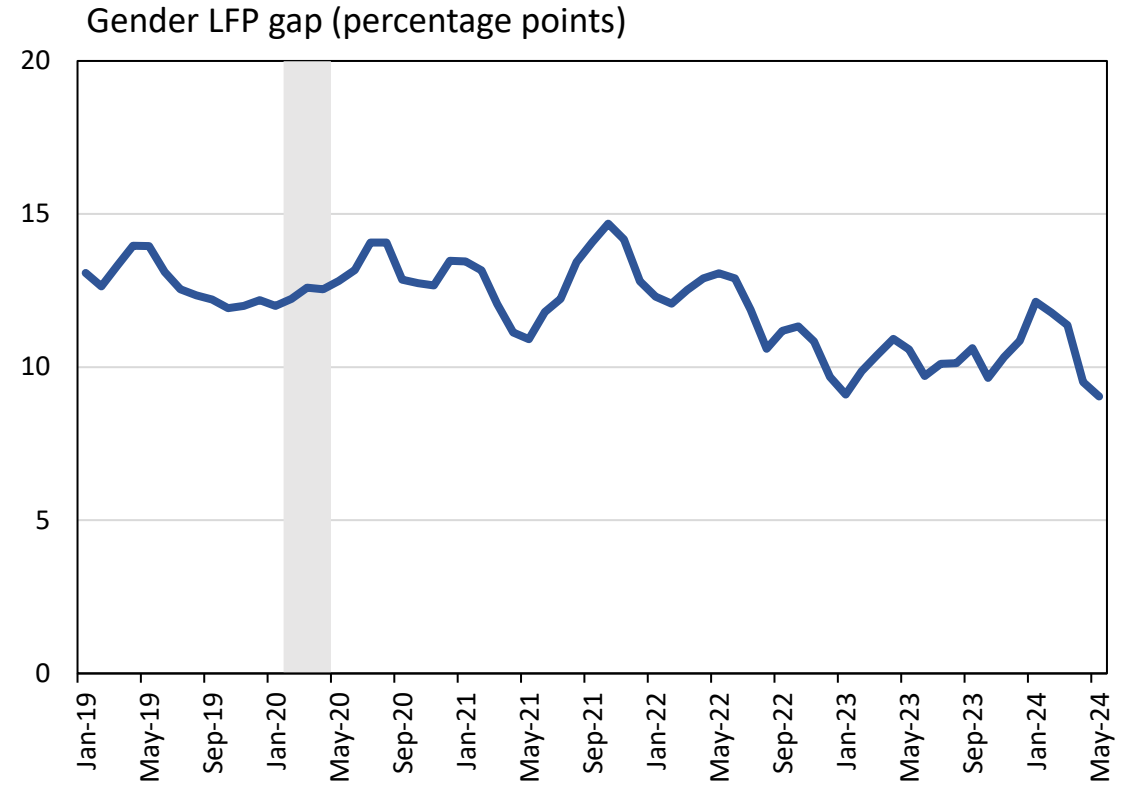
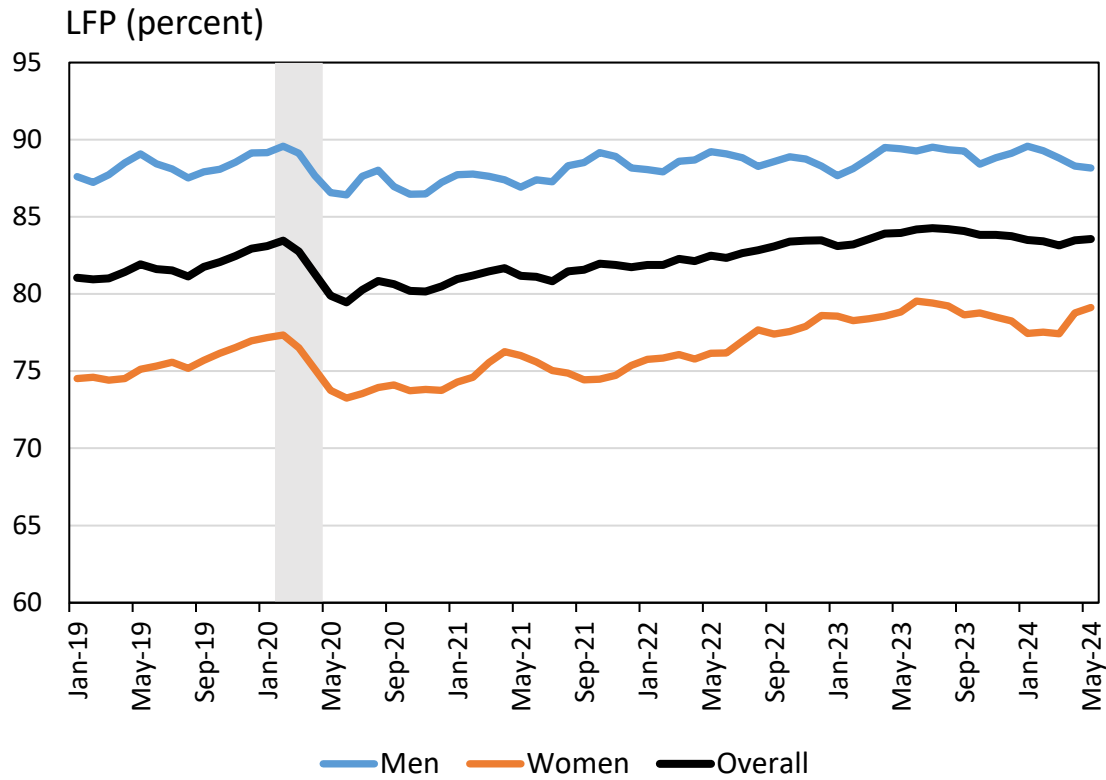


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College LFP gap defined as LFP of college graduates relative to non-graduates.

Labor Force Participation by Gender

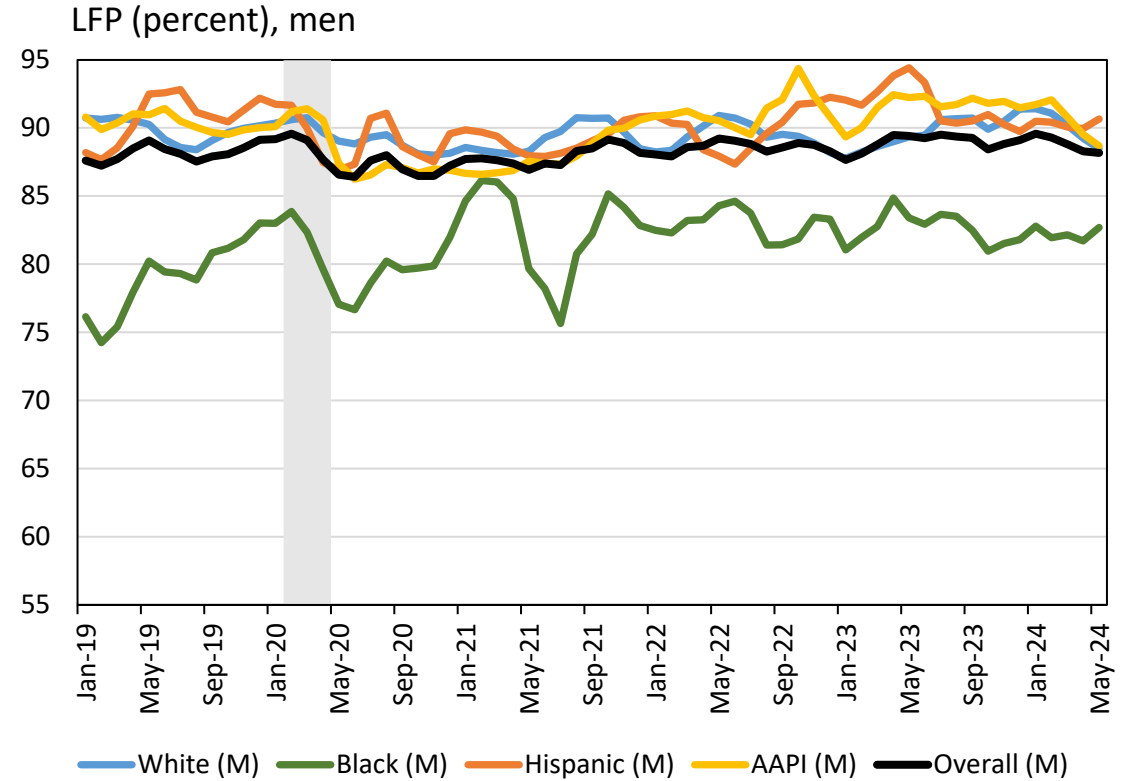
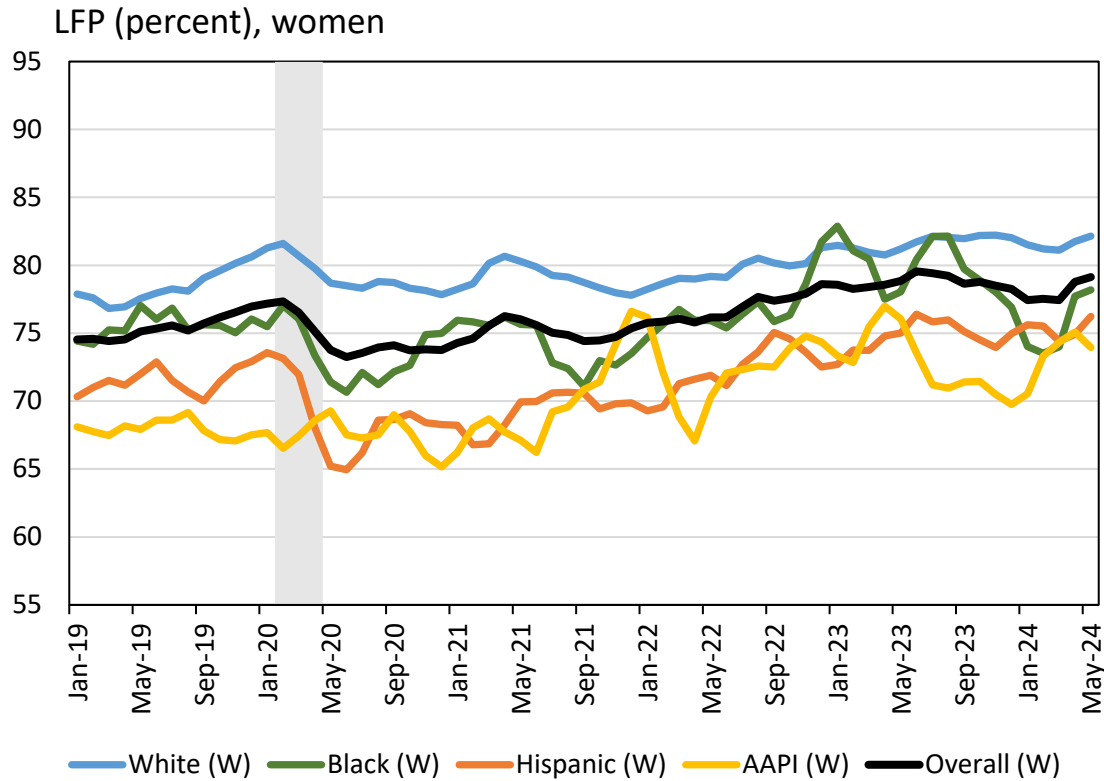


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Gender LFP gap defined as LFP of men relative to women.

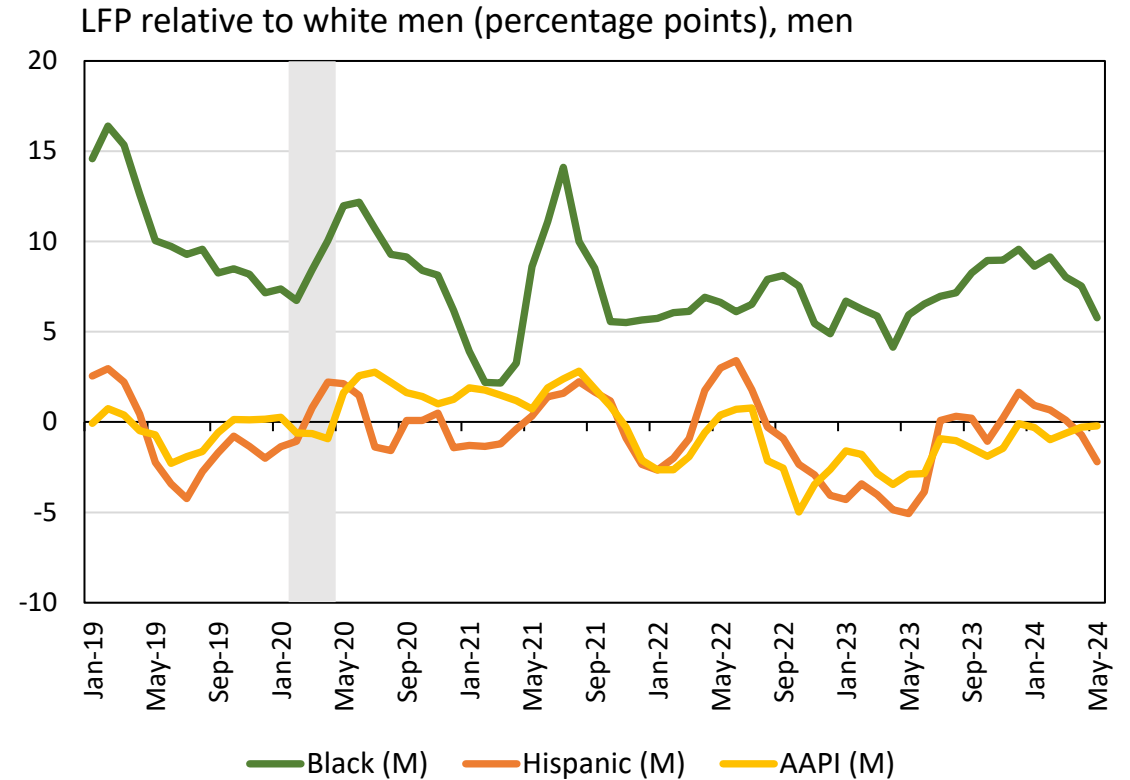
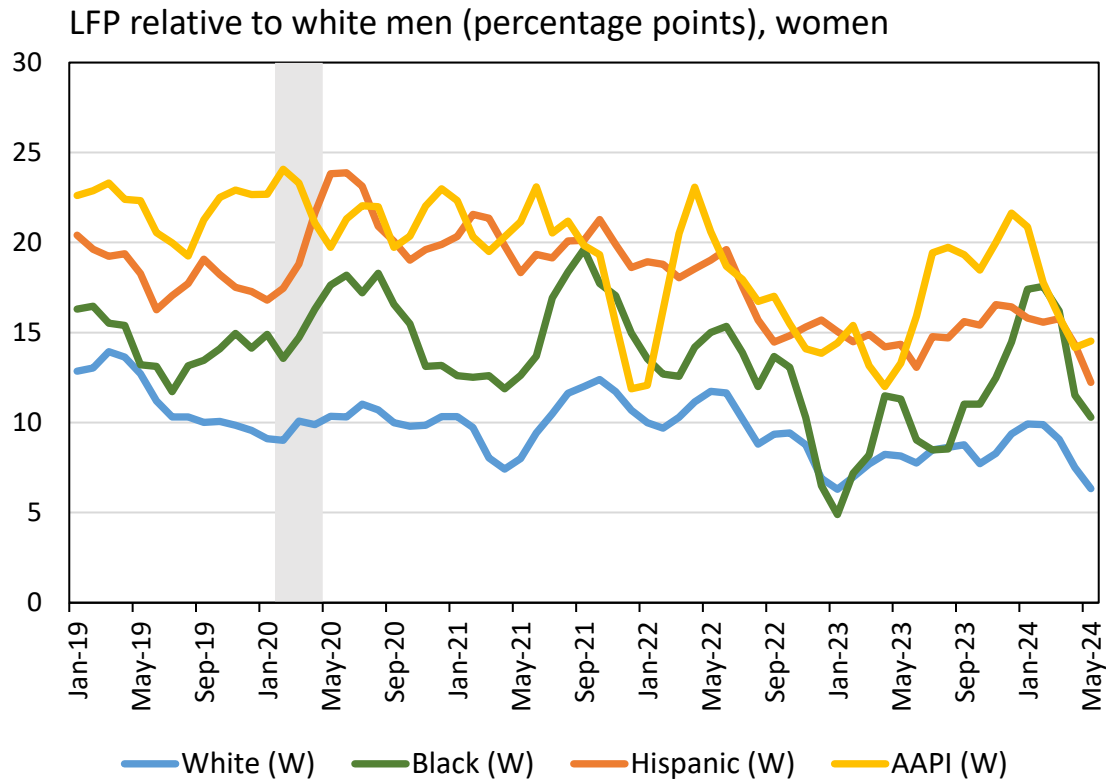
Labor Force Participation by Race x Gender



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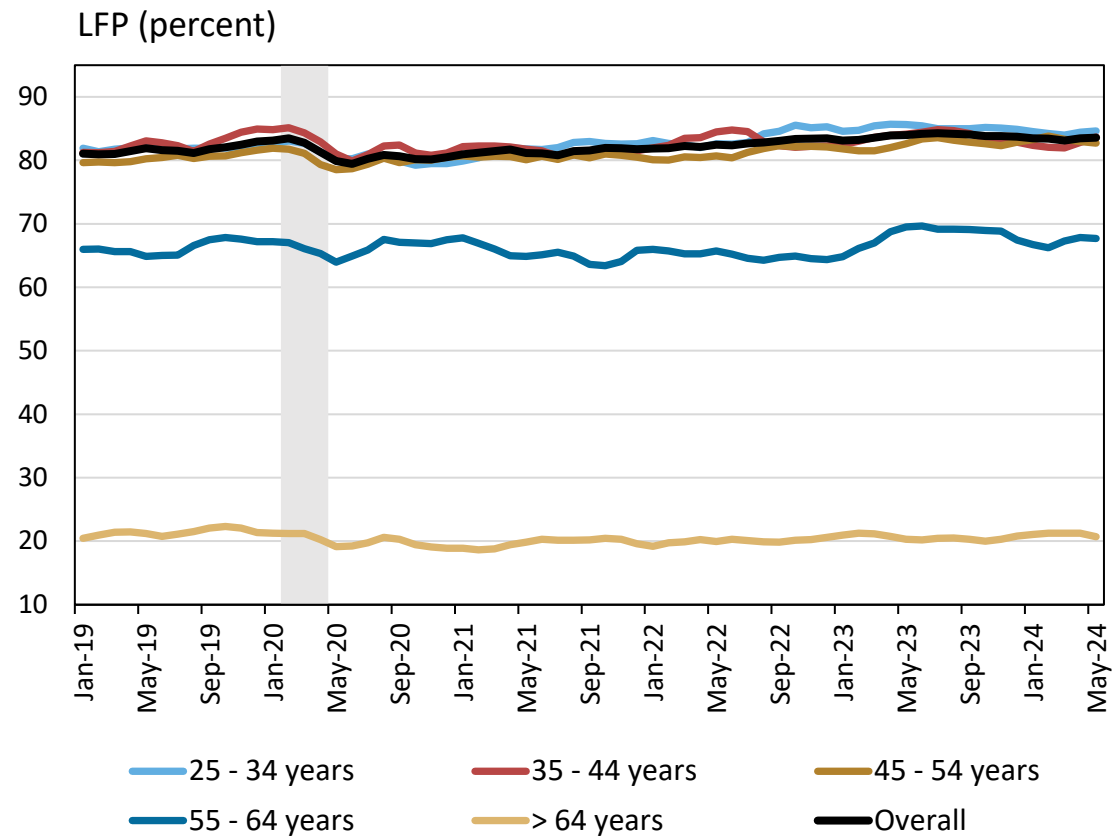
Labor Force Participation Gaps by Race x Gender



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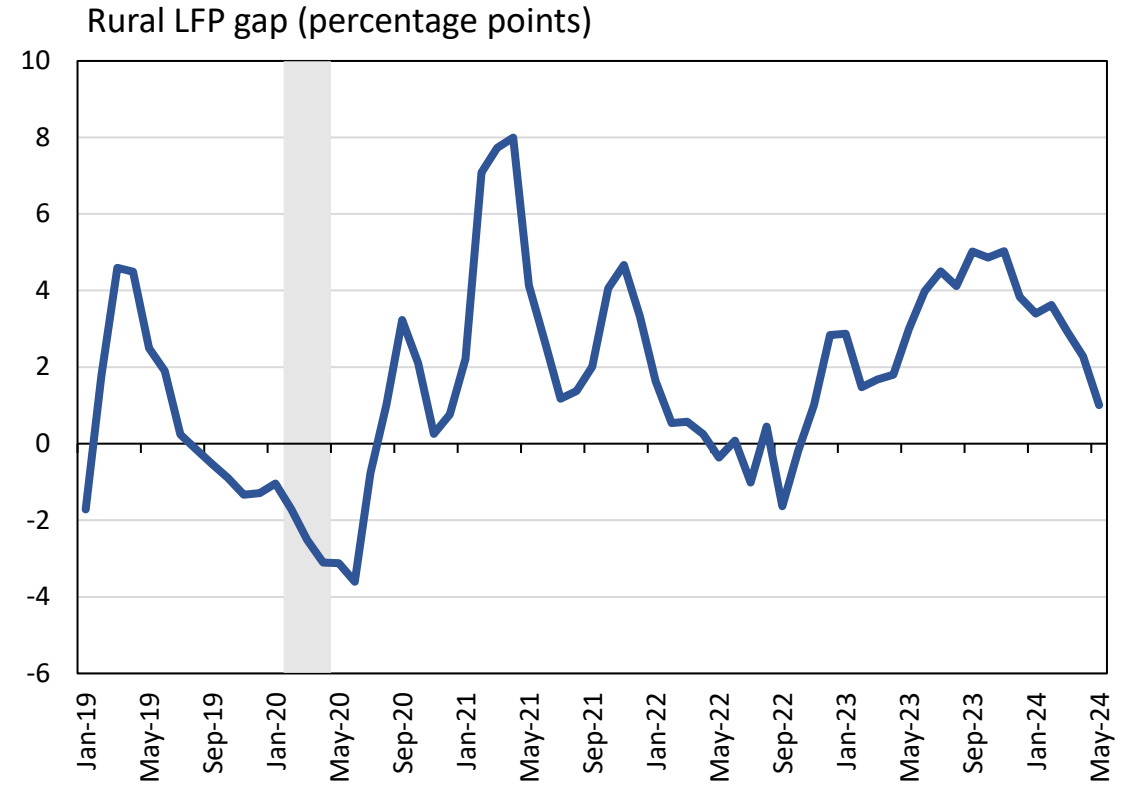
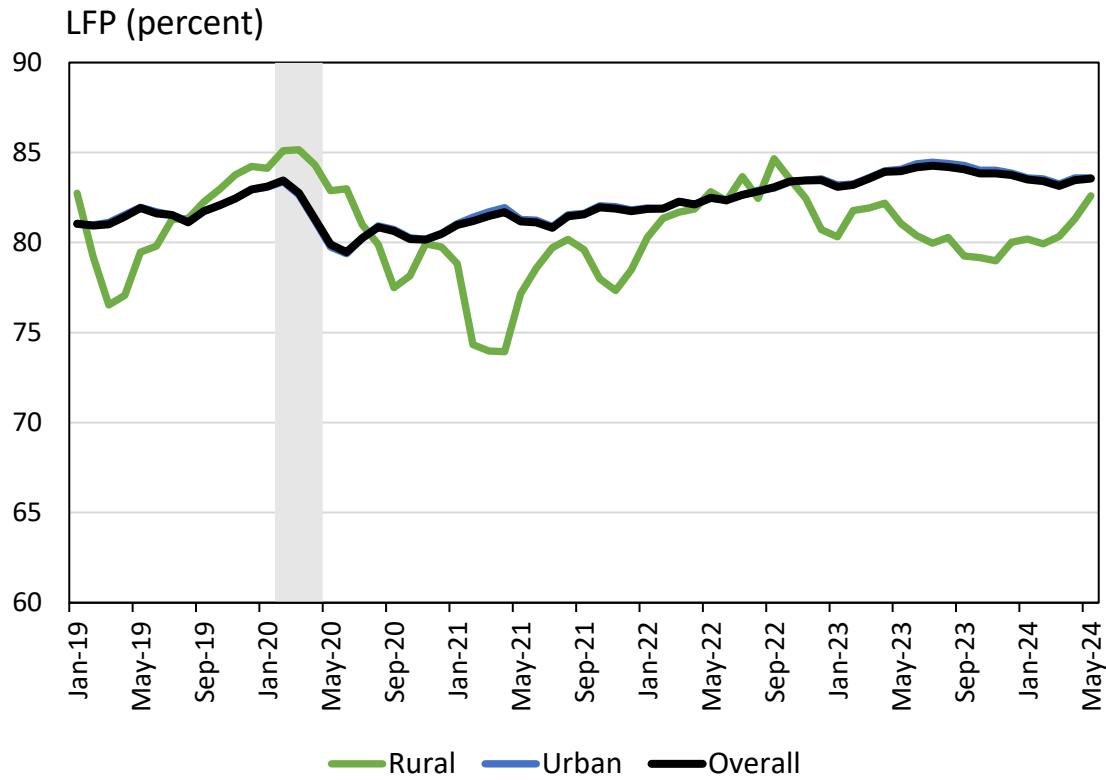
Labor Force Participation by Age



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Labor Force Participation by Urban Status



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Rural LFP gap defined as LFP of urban workers relative to rural workers.