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# Labor Market Information

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## Second Quarter 2020: A Closer Look at the Pandemic Recession

*Oregon employers must report total wages and hours worked for each employee covered by unemployment insurance. These quarterly records cover the nearly two million individuals employed in the state but don't include roughly 280,000 self-employed workers. Past quarterly wage reports are available in the Oregonians @ Work box at [www.qualityinfo.org/pubs](http://www.qualityinfo.org/pubs).*

Oregon's employers reported a total of 1,995,407 jobs during the second quarter of 2020 (April, May, and June). This was a decrease of nearly 200,000 from the previous year and it shows the record-setting drop in the number of jobs that occurred when the pandemic hit Oregon in March 2020. As a corollary to the loss of jobs, the median (middle) wage of all non-federal jobs rose to \$22.47 per hour during the second quarter 2020, which was \$2.31 per hour higher than the previous year.

Why the rise in median wage during a recession? There were two principal reasons: the low-wage leisure and hospitality industry accounted for a disproportionate share of jobs lost, and within essentially every industry lower-wage jobs were more likely to be cut. The state actually added 41,646 jobs that paid \$30 per hour or more over the year to the second quarter of 2020. It lost 241,198 jobs that paid less than \$30 per hour. The share of all jobs that paid \$10 to \$15 per hour fell to 20.3% in the second quarter of 2020 from 27.8% the previous year.

The largest loss in jobs over the year came in leisure and hospitality (-83,528 jobs) followed by professional and business services (-26,845 jobs); other services, which includes personal services, (-23,103); and local government, which includes public schools, (-22,458 jobs). The transportation, warehousing, and utilities industry, which includes delivery services, added 8,288 jobs.

The first quarter of 2020 was when the COVID-19 pandemic hit Oregon and when the subsequent recession began. The impact of measures taken in response to the COVID-19 pandemic largely became evident in this data from the second quarter of 2020. The third quarter 2020 could see the addition of seasonal jobs, but many of the jobs lost in response to the pandemic were not recovered by then.

The largest gain (+\$3.23 per hour) in median wage over the year was in local government, followed by the other services industry (+\$3.19 per hour) and the information industry (+\$3.15

per hour). The smallest gain in median wage was in the transportation, warehousing, and utilities industry which recorded only a \$0.20 per hour increase. Although this industry added jobs, the vast majority of them were in the \$15 to \$30 per hour range. The median wage for non-classifiable jobs declined by \$0.96 per hour. More than likely, some of the larger median wage gains for industries resulted from the disproportionate loss of lower-wage jobs.

### **Small Employers Added Jobs over the Year**

Perhaps surprisingly, the pandemic seems to have hit small employers less than medium-size and large employers. Businesses with fewer than five employees actually added jobs (+1,895) over the year to the second quarter of 2020. All other size categories of employers cut jobs over the year. Employers with five to nine employees shed only 2.0% of their jobs – the least of all the groups that lost jobs. Employers with 50 to 99 employees lost 13.1% of their jobs over the year, the most of any size group. Employers with 20 to 49 employees cut 12.4% of their jobs and employers with 100 to 249 employees shed 11.5% of their jobs. Even large employers, those with 500 employees or more, cut 8.4% of their workers over the year. Part of the resilience of very small employers in retaining jobs may be that every employee constitutes a large share of the firm's total employment. For example, laying off one employee in a three-person firm reduces employment by one-third; laying off one employee in a 100-person firm reduces employment by 1%.

The pandemic also appears to have had a large impact on multiple job holding by individuals. The number of people holding four or more jobs in the second quarter of 2020 dropped by 45.0% over the year, the number of people holding three jobs fell by 42.0%, and the number of people who held two jobs fell by 27.4%. This drop in multiple job holding buttresses the evidence that lower-wage workers are being disproportionately hurt by the pandemic. Multiple job holding is often associated with part-time work and lower-wage jobs. Finally, the wage records do not distinguish between jobs that are held simultaneously or consecutively during the quarter. The sharp decrease in multiple job holding may have due in part to the inability of individuals to find another job after they were laid off or intentionally quit.

To provide better data, this analysis also filters out job records that probably contain errors. Jobs that report zero hours or more than 999 hours (about 77 hours per week) worked in a quarter and jobs that paid less than the federal minimum wage (\$7.25 per hour) are excluded. Jobs that paid more than \$500 per hour and reported less than 10 hours work during the quarter are also excluded. Jobs are not excluded simply because they pay less than Oregon's minimum wage. Although some jobs might be put in this category due to errors in reporting, there are also many jobs that are legitimately exempt from Oregon's minimum wage.

**Table 1: Oregon - Number of Jobs by Hourly Wage Level and Broad Industry - 2nd Quarter 2020\***

	<b>Under \$10.00</b>	<b>\$10.00 - \$14.99</b>	<b>\$15.00 - \$19.99</b>	<b>\$20.00 - \$29.99</b>	<b>\$30.00 - \$39.99</b>	<b>\$40.00 - \$49.99</b>	<b>\$50.00 - \$59.99</b>	<b>\$60.00 or more</b>	<b>Total</b>	<b>Median Wage</b>
Total - All Industries	17,029	405,961	425,447	461,307	237,174	153,436	96,126	198,927	1,995,407	\$22.47
Natural Resources and Mining	568	33,849	21,372	16,142	3,995	1,391	547	1,130	78,994	\$15.78
Construction	386	8,423	21,267	36,187	22,545	17,995	8,482	7,788	123,073	\$28.28
Manufacturing	836	22,362	42,528	54,301	26,151	15,214	9,041	27,247	197,680	\$25.16
Wholesale Trade	334	7,973	16,451	22,810	11,897	6,403	3,932	10,750	80,550	\$26.10
Retail Trade	5,558	90,229	60,651	44,313	14,116	6,968	3,521	9,562	234,918	\$16.21
Transportation, Warehousing, and Utilities	501	7,058	23,126	23,905	8,729	5,235	3,308	5,703	77,565	\$22.24
Information	122	2,497	3,147	6,450	6,163	4,410	3,163	7,875	33,827	\$37.40
Financial Activities	569	7,076	15,104	26,940	14,970	9,071	5,432	12,114	91,276	\$28.14
Professional and Business Services	1,549	46,426	53,237	52,450	31,786	21,396	14,855	34,699	256,398	\$24.38
Private Educational Services	278	4,961	5,567	8,404	4,464	2,512	1,574	2,298	30,058	\$24.41
Health Care & Social Assistance	2,916	49,918	76,247	62,830	27,516	19,410	15,703	38,338	292,878	\$21.92
Leisure and Hospitality	1,756	93,535	44,108	28,633	8,329	3,153	1,414	4,025	184,953	\$14.82
Other Services	754	15,541	15,161	16,110	7,254	3,496	1,931	3,537	63,784	\$20.00
State Government	34	173	2,756	11,704	11,814	8,171	4,117	3,690	42,459	\$35.26
Local Government	818	15,378	24,173	49,479	37,120	28,385	18,934	29,834	204,121	\$32.87
Non-classifiable	50	562	552	649	325	226	172	337	2,873	\$23.08

\* Count of records. Individuals holding multiple jobs will be counted more than once.

Records meeting the following conditions have been excluded from this analysis:

- 0 (zero) hours reported
- 999 hours reported
- wages < \$7.25/hr calculated
- wages > \$500/hr calculated and < 10 hours reported
- federal government employment

Source: Unemployment Insurance Wage Records

**Table 2: Oregon - Fraction of Jobs by Broad Industry by Hourly Wage Level - 2nd Quarter 2020\***

	<b>Under \$10.00</b>	<b>\$10.00 - \$14.99</b>	<b>\$15.00 - \$19.99</b>	<b>\$20.00 - \$29.99</b>	<b>\$30.00 - \$39.99</b>	<b>\$40.00 - \$49.99</b>	<b>\$50.00 - \$59.99</b>	<b>\$60.00 or more</b>	<b>Total</b>
Total - All Industries	0.9%	20.3%	21.3%	23.1%	11.9%	7.7%	4.8%	10.0%	100.0%
Natural Resources and Mining	0.7%	42.9%	27.1%	20.4%	5.1%	1.8%	0.7%	1.4%	100.0%
Construction	0.3%	6.8%	17.3%	29.4%	18.3%	14.6%	6.9%	6.3%	100.0%
Manufacturing	0.4%	11.3%	21.5%	27.5%	13.2%	7.7%	4.6%	13.8%	100.0%
Wholesale Trade	0.4%	9.9%	20.4%	28.3%	14.8%	7.9%	4.9%	13.3%	100.0%
Retail Trade	2.4%	38.4%	25.8%	18.9%	6.0%	3.0%	1.5%	4.1%	100.0%
Transportation, Warehousing, and Utilities	0.6%	9.1%	29.8%	30.8%	11.3%	6.7%	4.3%	7.4%	100.0%
Information	0.4%	7.4%	9.3%	19.1%	18.2%	13.0%	9.4%	23.3%	100.0%
Financial Activities	0.6%	7.8%	16.5%	29.5%	16.4%	9.9%	6.0%	13.3%	100.0%
Professional and Business Services	0.6%	18.1%	20.8%	20.5%	12.4%	8.3%	5.8%	13.5%	100.0%
Private Educational Services	0.9%	16.5%	18.5%	28.0%	14.9%	8.4%	5.2%	7.6%	100.0%
Health Care & Social Assistance	1.0%	17.0%	26.0%	21.5%	9.4%	6.6%	5.4%	13.1%	100.0%
Leisure and Hospitality	0.9%	50.6%	23.8%	15.5%	4.5%	1.7%	0.8%	2.2%	100.0%
Other Services	1.2%	24.4%	23.8%	25.3%	11.4%	5.5%	3.0%	5.5%	100.0%
State Government	0.1%	0.4%	6.5%	27.6%	27.8%	19.2%	9.7%	8.7%	100.0%
Local Government	0.4%	7.5%	11.8%	24.2%	18.2%	13.9%	9.3%	14.6%	100.0%
Non-classifiable	1.7%	19.6%	19.2%	22.6%	11.3%	7.9%	6.0%	11.7%	100.0%

\* Count of records. Individuals holding multiple jobs will be counted more than once.

Records meeting the following conditions have been excluded from this analysis:

- 0 (zero) hours reported
- 999 hours reported
- wages < \$7.25/hr calculated
- wages > \$500/hr calculated and < 10 hours reported
- federal government employment

Source: Unemployment Insurance Wage Records

**Table 3: Oregon - Fraction of Jobs by Hourly Wage Level by Broad Industry - 2nd Quarter 2020\***

	<b>Under \$10.00</b>	<b>\$10.00 - \$14.99</b>	<b>\$15.00 - \$19.99</b>	<b>\$20.00 - \$29.99</b>	<b>\$30.00 - \$39.99</b>	<b>\$40.00 - \$49.99</b>	<b>\$50.00 - \$59.99</b>	<b>\$60.00 or more</b>	<b>Total</b>
Total - All Industries	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Natural Resources and Mining	3.3%	8.3%	5.0%	3.5%	1.7%	0.9%	0.6%	0.6%	4.0%
Construction	2.3%	2.1%	5.0%	7.8%	9.5%	11.7%	8.8%	3.9%	6.2%
Manufacturing	4.9%	5.5%	10.0%	11.8%	11.0%	9.9%	9.4%	13.7%	9.9%
Wholesale Trade	2.0%	2.0%	3.9%	4.9%	5.0%	4.2%	4.1%	5.4%	4.0%
Retail Trade	32.6%	22.2%	14.3%	9.6%	6.0%	4.5%	3.7%	4.8%	11.8%
Transportation, Warehousing, and Utilities	2.9%	1.7%	5.4%	5.2%	3.7%	3.4%	3.4%	2.9%	3.9%
Information	0.7%	0.6%	0.7%	1.4%	2.6%	2.9%	3.3%	4.0%	1.7%
Financial Activities	3.3%	1.7%	3.6%	5.8%	6.3%	5.9%	5.7%	6.1%	4.6%
Professional and Business Services	9.1%	11.4%	12.5%	11.4%	13.4%	13.9%	15.5%	17.4%	12.8%
Private Educational Services	1.6%	1.2%	1.3%	1.8%	1.9%	1.6%	1.6%	1.2%	1.5%
Health Care & Social Assistance	17.1%	12.3%	17.9%	13.6%	11.6%	12.7%	16.3%	19.3%	14.7%
Leisure and Hospitality	10.3%	23.0%	10.4%	6.2%	3.5%	2.1%	1.5%	2.0%	9.3%
Other Services	4.4%	3.8%	3.6%	3.5%	3.1%	2.3%	2.0%	1.8%	3.2%
State Government	0.2%	0.0%	0.6%	2.5%	5.0%	5.3%	4.3%	1.9%	2.1%
Local Government	4.8%	3.8%	5.7%	10.7%	15.7%	18.5%	19.7%	15.0%	10.2%
Non-classifiable	0.3%	0.1%	0.1%	0.1%	0.1%	0.1%	0.2%	0.2%	0.1%

\* Count of records. Individuals holding multiple jobs will be counted more than once.

Records meeting the following conditions have been excluded from this analysis:

- 0 (zero) hours reported
- 999 hours reported
- wages < \$7.25/hr calculated
- wages > \$500/hr calculated and < 10 hours reported
- federal government employment

Source: Unemployment Insurance Wage Records

**Table 4: Oregon - Number of Jobs by Hourly Wage Level and Firm Employment Size Class - 2nd Quarter 2020\***

	<b>Under \$10.00</b>	<b>\$10.00 - \$14.99</b>	<b>\$15.00 - \$19.99</b>	<b>\$20.00 - \$29.99</b>	<b>\$30.00 - \$39.99</b>	<b>\$40.00 - \$49.99</b>	<b>\$50.00 - \$59.99</b>	<b>\$60.00 or more</b>	<b>Total</b>	<b>Median Wage</b>
Total - All Size Classes	17,029	405,961	425,447	461,307	237,174	153,436	96,126	198,927	1,995,407	\$22.47
Under 5 employees	1,673	26,644	28,558	27,624	12,326	7,375	4,542	11,067	119,809	\$20.19
5 - 9 employees	937	33,138	30,970	31,554	13,014	6,931	3,530	7,386	127,460	\$19.77
10 - 19 employees	1,066	44,524	39,497	40,817	17,545	9,742	4,881	9,556	167,628	\$19.82
20 - 49 employees	1,748	62,278	56,662	59,412	27,304	15,320	8,189	15,972	246,885	\$20.20
50 - 99 employees	1,613	42,714	42,582	44,940	22,223	13,553	6,982	13,310	187,917	\$21.04
100 - 249 employees	2,501	52,158	56,636	61,764	32,278	19,463	10,472	20,965	256,237	\$22.04
250 - 499 employees	1,658	40,707	40,498	44,307	22,691	14,655	8,607	16,498	189,621	\$22.00
500 or more employees	5,833	103,798	130,044	150,889	89,793	66,397	48,923	104,173	699,850	\$26.63

\* Count of records. Individuals holding multiple jobs will be counted more than once.

Records meeting the following conditions have been excluded from this analysis:

- 0 (zero) hours reported
- 999 hours reported
- wages < \$7.25/hr calculated
- wages > \$500/hr calculated and < 10 hours reported
- federal government employment

Source: Unemployment Insurance Wage Records

**Table 5: Oregon - Fraction of Jobs by Firm Employment Size Class by Hourly Wage Level - 2nd Quarter 2020\***

	<b>Under \$10.00</b>	<b>\$10.00 - \$14.99</b>	<b>\$15.00 - \$19.99</b>	<b>\$20.00 - \$29.99</b>	<b>\$30.00 - \$39.99</b>	<b>\$40.00 - \$49.99</b>	<b>\$50.00 - \$59.99</b>	<b>\$60.00 or more</b>	<b>Total</b>
Total - All Size Classes	0.9%	20.3%	21.3%	23.1%	11.9%	7.7%	4.8%	10.0%	100.0%
Under 5 employees	1.4%	22.2%	23.8%	23.1%	10.3%	6.2%	3.8%	9.2%	100.0%
5 - 9 employees	0.7%	26.0%	24.3%	24.8%	10.2%	5.4%	2.8%	5.8%	100.0%
10 - 19 employees	0.6%	26.6%	23.6%	24.3%	10.5%	5.8%	2.9%	5.7%	100.0%
20 - 49 employees	0.7%	25.2%	23.0%	24.1%	11.1%	6.2%	3.3%	6.5%	100.0%
50 - 99 employees	0.9%	22.7%	22.7%	23.9%	11.8%	7.2%	3.7%	7.1%	100.0%
100 - 249 employees	1.0%	20.4%	22.1%	24.1%	12.6%	7.6%	4.1%	8.2%	100.0%
250 - 499 employees	0.9%	21.5%	21.4%	23.4%	12.0%	7.7%	4.5%	8.7%	100.0%
500 or more employees	0.8%	14.8%	18.6%	21.6%	12.8%	9.5%	7.0%	14.9%	100.0%

\* Count of records. Individuals holding multiple jobs will be counted more than once.

Records meeting the following conditions have been excluded from this analysis:

- 0 (zero) hours reported
- 999 hours reported
- wages < \$7.25/hr calculated
- wages > \$500/hr calculated and < 10 hours reported
- federal government employment

Source: Unemployment Insurance Wage Records

**Table 6: Oregon - Fraction of Jobs in Hourly Wage Level by Firm Employment Size Class - 2nd Quarter 2020\***

	<b>Under \$10.00</b>	<b>\$10.00 - \$14.99</b>	<b>\$15.00 - \$19.99</b>	<b>\$20.00 - \$29.99</b>	<b>\$30.00 - \$39.99</b>	<b>\$40.00 - \$49.99</b>	<b>\$50.00 - \$59.99</b>	<b>\$60.00 or more</b>	<b>Total</b>
Total - All Size Classes	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Under 5 employees	9.8%	6.6%	6.7%	6.0%	5.2%	4.8%	4.7%	5.6%	6.0%
5 - 9 employees	5.5%	8.2%	7.3%	6.8%	5.5%	4.5%	3.7%	3.7%	6.4%
10 - 19 employees	6.3%	11.0%	9.3%	8.8%	7.4%	6.3%	5.1%	4.8%	8.4%
20 - 49 employees	10.3%	15.3%	13.3%	12.9%	11.5%	10.0%	8.5%	8.0%	12.4%
50 - 99 employees	9.5%	10.5%	10.0%	9.7%	9.4%	8.8%	7.3%	6.7%	9.4%
100 - 249 employees	14.7%	12.8%	13.3%	13.4%	13.6%	12.7%	10.9%	10.5%	12.8%
250 - 499 employees	9.7%	10.0%	9.5%	9.6%	9.6%	9.6%	9.0%	8.3%	9.5%
500 or more employees	34.3%	25.6%	30.6%	32.7%	37.9%	43.3%	50.9%	52.4%	35.1%

\* Count of records. Individuals holding multiple jobs will be counted more than once.

Records meeting the following conditions have been excluded from this analysis:

- 0 (zero) hours reported
- 999 hours reported
- wages < \$7.25/hr calculated
- wages > \$500/hr calculated and < 10 hours reported
- federal government employment

Source: Unemployment Insurance Wage Records



**Table 7: Oregon - Unemployment Insurance Wage Record Summary Statistics - 2nd Quarter 2020**

	Count	12-Month		Total Wages	12-Month		Mean Wages Per Quarter	12-Month Percent Change
		Percent Change	Percent of Total SSNs		Percent Change	Percent of Total Wages		
Total SSNs	1,893,145	-4.7%	100.0%	\$ 25,110,717,828	-2.2%	100.0%	\$ 13,264	2.6%
One Job	1,730,859	-1.4%	91.4%	\$ 23,294,689,958	-0.1%	92.8%	\$ 13,458	1.3%
Two Jobs	143,701	-27.4%	7.6%	\$ 1,619,479,023	-21.0%	6.4%	\$ 11,270	8.9%
Three Jobs	15,045	-42.0%	0.8%	\$ 155,333,337	-34.9%	0.6%	\$ 10,325	12.3%
Four or More Jobs	3,540	-45.0%	0.2%	\$ 41,215,510	-35.8%	0.2%	\$ 11,643	16.6%
Total Records	2,080,165	-7.9%						
Records per SSN	1.10							
Two or More Jobs	162,286	-29.6%	8.6%					
Workers in Oregon's workforce in 2nd Quarter 2020 who:								
- did not work in Oregon in 1st quarter 2020	132,409	-22.4%						
- had not worked in Oregon since 1990	37,969	-28.8%						
- returned to Oregon's workforce*	94,440	-19.4%						
Percent in workforce one year ago	85.4%							
Percent in same primary industry	84.8%							
Percent in new primary industry (3-digit NAICS)	15.2%							

\*Did not work in Oregon in 1st Quarter 2020, but have worked in Oregon at some point since 1990.

Source: Unemployment Insurance Wage Records

**Table 8: Oregon - Quarterly Wages by Quintile and Hours Worked - 2nd Quarter 2020**

**2020 1st Quarter Wages**

**All Workers**

	All <sup>1</sup>	Quintile				
		1	2	3	4	5
Quintiles		\$3,365	\$7,738	\$12,004	\$19,426	NA
Mean	\$13,264	\$1,417	\$5,625	\$9,775	\$15,269	\$34,233
Median	\$9,721	\$1,273	\$5,676	\$9,721	\$15,029	\$26,948

<sup>1</sup>1,893,145 SSNs

**Employed 200+ Hours**

	All <sup>2</sup>	Quintile				
		1	2	3	4	5
Quintiles		\$6,946	\$10,180	\$14,422	\$21,904	NA
Mean	\$16,158	\$4,957	\$8,553	\$12,142	\$17,726	\$37,414
Median	\$12,053	\$5,083	\$8,550	\$12,053	\$17,518	\$29,449

<sup>2</sup>1,454,885 SSNs

**Employed 350+ Hours**

	All <sup>3</sup>	Quintile				
		1	2	3	4	5
Quintiles		\$8,479	\$11,600	\$15,988	\$23,577	NA
Mean	\$17,919	\$6,684	\$9,990	\$13,633	\$19,362	\$39,924
Median	\$13,552	\$6,910	\$9,965	\$13,551	\$19,161	\$31,244

<sup>3</sup>1,202,670 SSNs

**Percent Change from Prior Year**

**All Workers**

	All <sup>1</sup>	Quintile				
		1	2	3	4	5
Quintiles		-14.1%	0.8%	4.0%	4.6%	NA
Mean	2.6%	-21.8%	-4.5%	3.0%	4.6%	4.2%
Median	3.1%	-27.0%	-4.7%	3.1%	4.6%	4.4%

**Employed 200+ Hours**

	All <sup>2</sup>	Quintile				
		1	2	3	4	5
Quintiles		8.9%	9.1%	9.1%	7.5%	NA
Mean	7.6%	8.4%	8.9%	9.1%	8.4%	6.3%
Median	9.0%	8.6%	9.0%	9.0%	8.6%	6.6%

**Employed 350+ Hours**

	All <sup>3</sup>	Quintile				
		1	2	3	4	5
Quintiles		9.2%	9.5%	9.4%	7.6%	NA
Mean	8.0%	8.3%	9.4%	9.5%	8.6%	6.9%
Median	9.6%	9.0%	9.4%	9.6%	8.6%	6.5%

Source: Unemployment Insurance Wage Records