

# News

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## EMPLOYER COSTS FOR EMPLOYEE COMPENSATION - MARCH 2001

In March 2001, employer costs for employee compensation for civilian workers in private industry and State and local government in the United States averaged \$22.15 per hour worked, the U.S. Department of Labor's Bureau of Labor Statistics reported today. Wages and salaries, which averaged \$16.07, accounted for approximately 73 percent of these costs, while benefits, which averaged \$6.08, accounted for the remaining 27 percent. (See table 1.)

Legally required benefits averaged \$1.73 per hour (7.8 percent of total compensation), representing the largest non-wage employer cost. Employer costs for paid leave benefits averaged \$1.51 (6.8 percent), insurance benefits averaged \$1.46 (6.6 percent), and retirement and savings benefits averaged 78 cents (3.5 percent) per hour worked.

### Private Industry

In March 2001, private industry employer compensation costs averaged \$20.81 per hour worked. Wages and salaries averaged \$15.18 per hour (72.9 percent), while benefits averaged \$5.63 (27.1 percent). (See table 5.)

Compensation costs varied by industry, occupational group, region, establishment size, and worker characteristics such as bargaining status and full- or part-time status.

Average employer compensation costs were \$24.40 per hour in goods-producing and \$19.74 per hour in service-producing industries. Among industry groups, average compensation costs ranged from \$11.49 in retail trade to \$27.70 in transportation and public utilities. (See table 10.)

Average compensation costs were \$25.34 per hour for white-collar occupations, \$19.35 for blue-collar occupations, and \$10.32 for service occupations. Benefits, however, accounted for a greater proportion of compensation costs for blue-collar occupations (30.3 percent) than for white-collar (26.2 percent) and service occupations (22.5 percent). (See table 6.)

Among the four regions, compensation costs ranged from \$18.59 per hour in the South to \$23.91 in the Northeast. The proportion of compensation represented by benefits ranged from 25.9 percent in the West to 28.2 percent in the Midwest. (See table 7.)

Compensation costs increased with establishment size. These costs ranged from an average of \$17.86 per hour in establishments with fewer than 100 workers to \$28.17 in establishments with 500 workers or more. The proportion of compensation costs represented by benefits also increased with establishment size, from 24.9 percent in establishments with fewer than 100 workers to 30.2 percent in establishments with 500 or more workers. (See table 8.)

Average employer compensation costs were higher for union workers, \$27.80 per hour, than for nonunion workers, \$19.98. Benefits represented a greater proportion of compensation costs for union workers (34.0 percent) than for nonunion workers (25.9 percent). These compensation cost differences reflect variation in the distribution of union and nonunion workers among occupations, industries, and establishments of different sizes. (See table 13.)

Compensation costs for full-time workers in private industry averaged \$23.55 per hour compared with \$11.65 for part-time workers. Benefit costs represented a greater proportion of compensation costs for full-time workers than for part-time workers (28.2 percent compared with 19.3 percent). (See table 9.) Workers are classified as full time or part time according to the practices of surveyed establishments. Part-time employees are typically scheduled to work fewer hours than full-time employees in the same work activity.

#### Health benefit costs in private industry

In March 2001, private industry health benefit costs averaged \$1.16 per hour or 5.6 percent of total compensation. Employer health benefit costs varied by industry, occupation, bargaining status, region, and establishment size.

In goods-producing industries, health benefit costs were higher, \$1.68 per hour (6.9 percent of total compensation) compared with \$1.01 (5.1 percent of total compensation) for service-producing industries. (See table 5.)

Employer costs for health benefits ranged from \$1.34 per hour and 6.9 percent of total compensation for blue-collar occupations to 49 cents and 4.7 percent of total compensation for service occupations. In white-collar occupations, employer costs for health benefits averaged \$1.29 (5.1 percent). (See table 6.)

Employer costs for health benefits were higher for union workers, averaging \$2.26 per hour (8.1 percent), than for nonunion workers, averaging \$1.04 (5.2 percent). (See table 7.)

Among the four regions, costs for health benefits ranged from \$1.05 per hour in the South to \$1.37 in the Northeast. (See table 7.) Health benefit costs increased, both in average dollar amount and as a proportion of total compensation, with establishment size. Establishments with fewer than 100 workers averaged 88 cents (4.9 percent), those with 100-499 employees averaged \$1.26 (6.0 percent), and those with 500 or more employees averaged \$1.79 (6.4 percent). (See table 8.)

### Retirement and savings benefit costs in private industry

In March 2001, the average cost for retirement and savings benefits was 62 cents per hour in private industry (3.0 percent of total compensation). Employer retirement and savings costs varied by industry, occupation, bargaining status, region, and establishment size.

Retirement and savings costs were higher in goods-producing (83 cents per hour and 3.4 percent of total compensation) than in service-producing (55 cents per hour and 2.8 percent of total compensation) industries. (See table 5.)

The average cost per hour worked for retirement and savings was 75 cents for white-collar occupations, 66 cents for blue-collar occupations, and 15 cents for service occupations. The proportion of total compensation represented by retirement and savings benefits was 3.4 percent among blue-collar occupations, 3.0 percent for white-collar occupations, and 1.5 percent for service occupations. (See table 6.)

Retirement and savings costs were higher, both in average dollar amount per hour and as a proportion of total compensation, for union workers (\$1.52 and 5.5 percent of total compensation) than for nonunion workers (51 cents and 2.6 percent of total compensation). Defined benefit plan costs were much greater for union than nonunion workers and represented a greater proportion of employer costs for retirement and savings than did defined contribution plans. (See table 7.)

Retirement and savings costs ranged from 51 cents per hour in the South to 74 cents in the Northeast, with costs averaging 63 cents per hour in the Midwest and 66 cents in the West. The proportion of total compensation represented by retirement and savings varied slightly among regions. (See table 7.)

Retirement and savings costs increased, both in average dollar amount per hour and as a proportion of total compensation, with establishment size. Establishments with fewer than 100 employees averaged 42 cents (2.4 percent), establishments with 100-499 employees averaged 61 cents (2.9 percent), and establishments with 500 or more employees averaged \$1.12 (4.0 percent). (See table 8.)

### State and local government

In March 2001, employer costs in State and local governments averaged \$30.06 per hour worked. Wages and salaries, which accounted for 71.0 percent of the total, averaged \$21.34, while benefits, which accounted for the remaining 29.0 percent, averaged \$8.73. (See table 3 and explanatory notes.)

Average hourly compensation costs were higher for white-collar occupations (\$33.32) than for blue-collar (\$23.44) and service occupations (\$22.83). (See table 4.) Benefits accounted for 34.7 percent of total compensation for service workers, 33.9 percent for blue-collar workers, and 27.3 percent for white-collar workers.

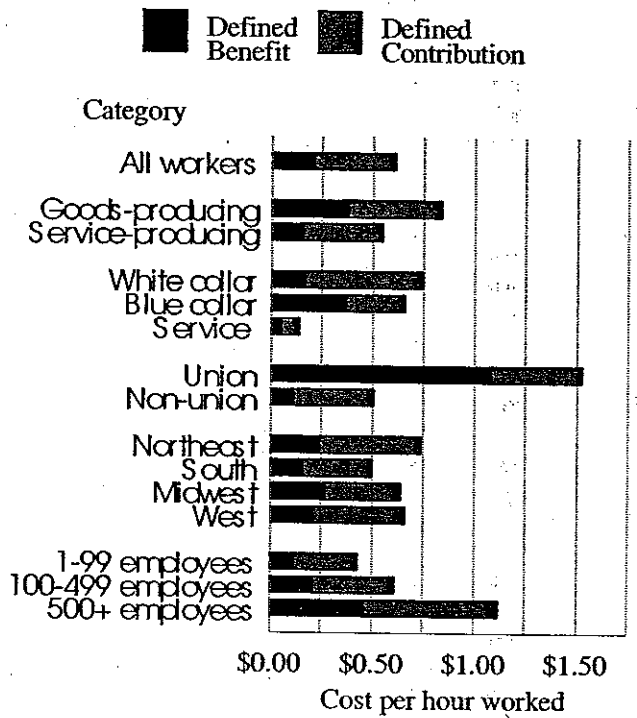
### Table of Contents:

Table 1.	Civilian workers, by major occupational group	6
Table 2.	Civilian workers, by occupational and industry group	7
Table 3.	State and local government, by selected characteristics	8
Table 4.	State and local government, by occupational and industry group	9
Table 5.	Private industry, by major industry group	10
Table 6.	Private industry, by major occupational group	11
Table 7.	Private industry, by region and bargaining status	12
Table 8.	Private industry, by establishment employment size	13
Table 9.	Private industry, by major occupational and industry group, and full-time and part-time status	14
Table 10.	Private industry, by occupational and industry group	15
Table 11.	Private industry, workers in goods-producing and service-producing industries, by occupational group	16
Table 12.	Private industry, workers in manufacturing and nonmanufacturing industries, by occupational group	17
Table 13.	Private industry, by bargaining status, and major industry and occupational group	18
Table 14.	Private industry, by establishment employment size, and major industry and occupational group	19
Table 15.	Private industry, workers in health services, by industry and occupational group	20
Table 16.	Private industry, workers in transportation equipment manufacturing and public utilities, by industry and occupational group	21
Explanatory notes		22
Appendix table.	Employer costs per hour worked for components of compensation, and relative standard errors, by major industry and occupational categories, March 2001	25

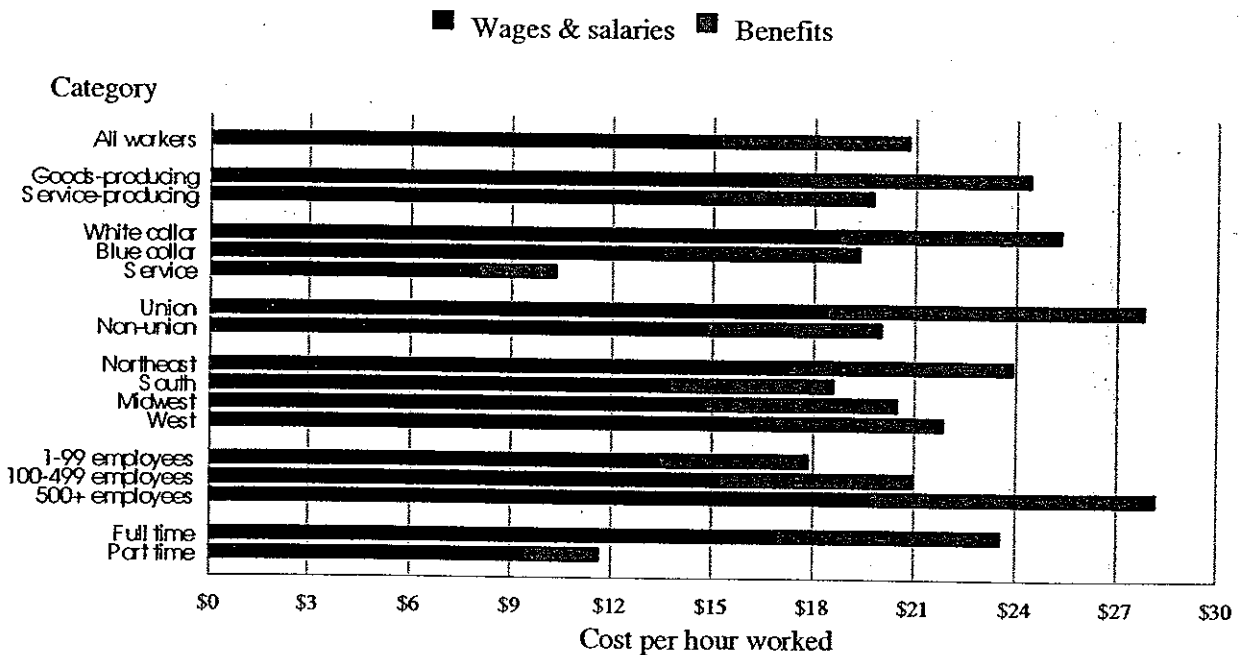
**Chart A. Relative importance of employer costs for employee compensation, March 2001**

	Civilian workers	State and local government	Private industry
Wages and salaries	72.6%	71.0%	72.9%
Benefits	27.4	29.0	27.1
Paid leave	6.8	7.8	6.6
Supplemental pay	2.5	0.9	2.9
Insurance	6.6	8.5	6.2
Health benefits	6.1	8.2	5.6
Retirement/savings	3.5	5.8	3.0
Defined benefit	1.8	5.0	1.0
Defined contrib	1.7	0.7	1.9
Legally required	7.8	5.9	8.3
Other benefits	0.1	0.2	0.1

**Chart B. Employer costs for retirement and savings benefits, private industry, March 2001**



**Chart C. Employer costs for employee compensation, private industry, March 2001**



**Table 1. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Civilian workers, by major occupational group, March 2001**

Compensation component	Civilian workers		White collar		Blue collar		Service	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation .....	\$22.15	100.0	\$26.82	100.0	\$19.57	100.0	\$12.40	100.0
Wages and salaries .....	16.07	72.6	19.73	73.6	13.59	69.4	9.15	73.8
Total benefits .....	6.08	27.4	7.09	26.4	5.98	30.6	3.25	26.2
Paid leave .....	1.51	6.8	1.98	7.4	1.14	5.8	.71	5.7
Vacation .....	.70	3.2	.89	3.3	.56	2.9	.32	2.6
Holiday .....	.51	2.3	.66	2.5	.41	2.1	.23	1.9
Sick .....	.23	1.0	.33	1.2	.12	.6	.12	1.0
Other .....	.08	.4	.10	.4	.05	.3	.04	.3
Supplemental pay .....	.56	2.5	.58	2.2	.74	3.8	.23	1.9
Premium <sup>1</sup> .....	.22	1.0	.11	.4	.50	2.6	.12	1.0
Shift differentials .....	.05	.2	.05	.2	.07	.4	.05	.4
Nonproduction bonuses .....	.29	1.3	.42	1.6	.18	.9	.06	.5
Insurance .....	1.46	6.6	1.67	6.2	1.51	7.7	.78	6.3
Life .....	.05	.2	.06	.2	.05	.3	.02	.2
Health .....	1.35	6.1	1.53	5.7	1.40	7.2	.74	6.0
Short-term disability .....	.04	.2	.04	.1	.04	.2	.02	.2
Long-term disability .....	.03	.1	.04	.1	.02	.1	( <sup>2</sup> )	( <sup>3</sup> )
Retirement and savings .....	.78	3.5	.95	3.5	.69	3.5	.39	3.1
Defined benefit .....	.40	1.8	.43	1.6	.40	2.0	.30	2.4
Defined contribution .....	.38	1.7	.52	1.9	.29	1.5	.10	.8
Legally required benefits .....	1.73	7.8	1.87	7.0	1.87	9.6	1.13	9.1
Social Security <sup>4</sup> .....	1.28	5.8	1.54	5.7	1.15	5.9	.75	6.0
OASDI .....	1.02	4.6	1.22	4.5	.93	4.8	.60	4.8
Medicare .....	.26	1.2	.32	1.2	.22	1.1	.15	1.2
Federal unemployment insurance .....	.03	.1	.03	.1	.03	.2	.03	.2
State unemployment insurance .....	.09	.4	.08	.3	.10	.5	.07	.6
Workers' compensation .....	.34	1.5	.22	.8	.59	3.0	.27	2.2
Other benefits <sup>5</sup> .....	.03	.1	.03	.1	.03	.2	( <sup>2</sup> )	( <sup>3</sup> )

<sup>1</sup> Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends, and holidays).

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> Less than .05 percent.

<sup>4</sup> The total employer's cost for Social Security is comprised of an

OASDI portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors, and Disability Insurance.

<sup>5</sup> Includes severance pay and supplemental unemployment benefits.

Note: The sum of individual items may not equal totals due to rounding.

**Table 2. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Civilian workers, by occupational and industry group, March 2001**

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits <sup>1</sup>
<b>Cost per hour worked</b>									
Civilian workers .....	\$22.15	\$16.07	\$6.08	\$1.51	\$0.56	\$1.46	\$0.78	\$1.73	\$0.03
<b>Occupational group</b>									
White-collar occupations .....	26.82	19.73	7.09	1.98	.58	1.67	.95	1.87	.03
Professional specialty and technical .....	36.04	26.74	9.31	2.67	.57	2.15	1.47	2.40	.05
Professional specialty .....	38.77	28.94	9.83	2.85	.53	2.26	1.63	2.51	.06
Nurses .....	32.26	23.35	8.92	2.59	1.06	1.61	.94	2.71	.02
Teachers .....	40.93	31.31	9.62	2.16	.08	2.75	2.24	2.31	.08
Technical .....	26.97	19.41	7.56	2.08	.69	1.80	.93	2.03	.03
Executive, administrative, and managerial .....	40.25	28.94	11.32	3.50	1.39	2.21	1.54	2.62	.05
Administrative support, including clerical .....	17.59	12.62	4.96	1.26	.35	1.48	.55	1.30	.02
Blue-collar occupations .....	19.57	13.59	5.98	1.14	.74	1.51	.69	1.87	.03
Service occupations .....	12.40	9.15	3.25	.71	.23	.78	.39	1.13	( <sup>2</sup> )
<b>Industry group</b>									
Services .....	23.54	17.59	5.96	1.64	.31	1.46	.80	1.72	.02
Health services .....	23.75	17.26	6.50	2.01	.45	1.48	.72	1.83	( <sup>2</sup> )
Hospitals .....	25.31	17.75	7.57	2.22	.65	1.88	.82	1.99	.02
Educational services .....	32.09	23.83	8.27	2.05	.11	2.49	1.70	1.87	.05
Elementary and secondary education .....	31.29	23.29	7.99	1.81	.08	2.68	1.64	1.71	.08
Higher education .....	34.65	25.54	9.11	2.58	.15	2.28	1.94	2.15	( <sup>2</sup> )
<b>Percent of total compensation</b>									
Civilian workers .....	100.0	72.6	27.4	6.8	2.5	6.6	3.5	7.8	0.1
<b>Occupational group</b>									
White-collar occupations .....	100.0	73.6	26.4	7.4	2.2	6.2	3.5	7.0	.1
Professional specialty and technical .....	100.0	74.2	25.8	7.4	1.6	6.0	4.1	6.7	.1
Professional specialty .....	100.0	74.6	25.4	7.4	1.4	5.8	4.2	6.5	.2
Nurses .....	100.0	72.4	27.7	8.0	3.3	5.0	2.9	8.4	.1
Teachers .....	100.0	76.5	23.5	5.3	.2	6.7	5.5	5.6	.2
Technical .....	100.0	72.0	28.0	7.7	2.6	6.7	3.4	7.5	.1
Executive, administrative, and managerial .....	100.0	71.9	28.1	8.7	3.5	5.5	3.8	6.5	.1
Administrative support, including clerical .....	100.0	71.7	28.2	7.2	2.0	8.4	3.1	7.4	.1
Blue-collar occupations .....	100.0	69.4	30.6	5.8	3.8	7.7	3.5	9.6	.2
Service occupations .....	100.0	73.8	26.2	5.7	1.9	6.3	3.1	9.1	( <sup>3</sup> )
<b>Industry group</b>									
Services .....	100.0	74.7	25.3	7.0	1.3	6.2	3.4	7.3	.1
Health services .....	100.0	72.7	27.4	8.5	1.9	6.2	3.0	7.7	( <sup>3</sup> )
Hospitals .....	100.0	70.1	29.9	8.8	2.6	7.4	3.2	7.9	.1
Educational services .....	100.0	74.3	25.8	6.4	.3	7.8	5.3	5.8	.2
Elementary and secondary education .....	100.0	74.4	25.5	5.8	.3	8.6	5.2	5.5	.3
Higher education .....	100.0	73.7	26.3	7.4	.4	6.6	5.6	6.2	( <sup>3</sup> )

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding.

**Table 3. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: State and local government, by selected characteristics,<sup>1</sup> March 2001**

Compensation component	All workers		White collar occupations		Service occupations		Service industries	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation .....	\$30.06	100.0	\$33.32	100.0	\$22.83	100.0	\$31.69	100.0
Wages and salaries .....	21.34	71.0	24.22	72.7	14.91	65.3	23.18	73.1
Total benefits .....	8.73	29.0	9.10	27.3	7.92	34.7	8.51	26.9
Paid leave .....	2.34	7.8	2.42	7.3	2.13	9.3	2.13	6.7
Vacation .....	.80	2.7	.75	2.3	.92	4.0	.59	1.9
Holiday .....	.76	2.5	.80	2.4	.67	2.9	.71	2.2
Sick .....	.59	2.0	.67	2.0	.39	1.7	.64	2.0
Other .....	.18	.6	.20	.6	.15	.7	.19	.6
Supplemental pay .....	.26	.9	.15	.5	.55	2.4	.17	.5
Premium <sup>2</sup> .....	.12	.4	.04	.1	.29	1.3	.05	.2
Shift differentials .....	.06	.2	.04	.1	.13	.6	.05	.2
Nonproduction bonuses .....	.08	.3	.07	.2	.14	.6	.06	.2
Insurance .....	2.56	8.5	2.72	8.2	2.11	9.2	2.61	8.2
Life .....	.06	.2	.06	.2	.05	.2	.05	.2
Health .....	2.45	8.2	2.60	7.8	2.00	8.8	2.50	7.9
Short-term disability .....	.03	.1	.02	.1	.05	.2	.02	.1
Long-term disability .....	.03	.1	.04	.1	.02	.1	.03	.1
Retirement and savings .....	1.73	5.8	1.83	5.5	1.62	7.1	1.72	5.4
Defined benefit .....	1.51	5.0	1.59	4.8	1.52	6.7	1.51	4.8
Defined contribution .....	.22	.7	.24	.7	.10	.4	.21	.7
Legally required benefits .....	1.78	5.9	1.92	5.8	1.45	6.4	1.83	5.8
Social Security <sup>3</sup> .....	1.40	4.7	1.59	4.8	.93	4.1	1.52	4.8
OASDI .....	1.08	3.6	1.23	3.7	.71	3.1	1.18	3.7
Medicare .....	.32	1.1	.36	1.1	.22	1.0	.34	1.1
Federal unemployment insurance .....	( <sup>4</sup> )	( <sup>5</sup> )	( <sup>4</sup> )	( <sup>5</sup> )	( <sup>4</sup> )	( <sup>5</sup> )	( <sup>4</sup> )	( <sup>5</sup> )
State unemployment insurance .....	.04	.1	.04	.1	.04	.2	.04	.1
Workers' compensation .....	.34	1.1	.28	.8	.48	2.1	.27	.9
Other benefits <sup>6</sup> .....	.06	.2	.06	.2	.06	.3	.06	.2

<sup>1</sup> This table presents data for the two major occupational groups in State and local governments: White-collar occupations, largely professional occupations, including teachers; and service occupations, including police and firefighters; and one major industry group, services. The service industries, which include health and educational services, employ a large part of the State and local government workforce.

<sup>2</sup> Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends, and holidays).

<sup>3</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors, and Disability Insurance.

<sup>4</sup> Cost per hour worked is \$0.01 or less.

<sup>5</sup> Less than .05 percent.

<sup>6</sup> Includes severance pay and supplemental unemployment benefits.

Note: The sum of individual items may not equal totals due to rounding.



**Table 4. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: State and local government, by occupational and industry group, March 2001**

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits <sup>1</sup>
<b>Cost per hour worked</b>									
State and local government workers .....	\$30.06	\$21.34	\$8.73	\$2.34	\$0.26	\$2.56	\$1.73	\$1.78	\$0.06
<b>Occupational group</b>									
White-collar occupations .....	33.32	24.22	9.10	2.42	.15	2.72	1.83	1.92	.06
Professional specialty and technical .....	39.26	29.35	9.92	2.39	.16	2.88	2.19	2.22	.08
Professional specialty .....	40.59	30.47	10.12	2.40	.14	2.96	2.27	2.27	.08
Teachers .....	43.38	33.03	10.35	2.28	.08	3.10	2.53	2.27	.10
Technical .....	25.32	17.53	7.79	2.28	.40	2.03	1.36	1.68	.04
Executive, administrative, and managerial .....	37.42	26.31	11.12	3.76	.19	2.88	2.10	2.15	.03
Administrative support, including clerical .....	19.27	12.88	6.39	1.76	.11	2.32	.99	1.19	.03
Blue-collar occupations .....	23.44	15.49	7.95	2.25	.37	2.45	1.28	1.57	.03
Service occupations .....	22.83	14.91	7.92	2.13	.55	2.11	1.62	1.45	.06
<b>Industry group</b>									
Services .....	31.69	23.18	8.51	2.13	.17	2.61	1.72	1.83	.06
Health services .....	24.52	16.22	8.29	2.42	.61	2.02	1.09	2.12	.04
Hospitals .....	25.10	16.62	8.49	2.48	.60	2.03	1.13	2.21	.04
Educational services .....	32.99	24.44	8.55	2.07	.11	2.68	1.83	1.80	.06
Elementary and secondary education .....	32.06	23.83	8.23	1.83	.08	2.81	1.73	1.70	.08
Higher education .....	36.11	26.63	9.48	2.69	.18	2.40	2.11	2.09	( <sup>2</sup> )
Public administration .....	27.19	18.14	9.05	2.72	.40	2.45	1.77	1.66	.05
<b>Percent of total compensation</b>									
State and local government workers .....	100.0	71.0	29.0	7.8	0.9	8.5	5.8	5.9	0.2
<b>Occupational group</b>									
White-collar occupations .....	100.0	72.7	27.3	7.3	.5	8.2	5.5	5.8	.2
Professional specialty and technical .....	100.0	74.8	25.3	6.1	.4	7.3	5.6	5.7	.2
Professional specialty .....	100.0	75.1	24.9	5.9	.3	7.3	5.6	5.6	.2
Teachers .....	100.0	76.1	23.9	5.3	.2	7.1	5.8	5.2	.2
Technical .....	100.0	69.2	30.8	9.0	1.6	8.0	5.4	6.6	.2
Executive, administrative, and managerial .....	100.0	70.3	29.7	10.0	.5	7.7	5.6	5.7	.1
Administrative support, including clerical .....	100.0	66.8	33.2	9.1	.6	12.0	5.1	6.2	.2
Blue-collar occupations .....	100.0	66.1	33.9	9.6	1.6	10.5	5.5	6.7	.1
Service occupations .....	100.0	65.3	34.7	9.3	2.4	9.2	7.1	6.4	.3
<b>Industry group</b>									
Services .....	100.0	73.1	26.9	6.7	.5	8.2	5.4	5.8	.2
Health services .....	100.0	66.2	33.8	9.9	2.5	8.2	4.4	8.6	.2
Hospitals .....	100.0	66.2	33.8	9.9	2.4	8.1	4.5	8.8	.2
Educational services .....	100.0	74.1	25.9	6.3	.3	8.1	5.5	5.5	.2
Elementary and secondary education .....	100.0	74.3	25.7	5.7	.2	8.8	5.4	5.3	.2
Higher education .....	100.0	73.7	26.3	7.4	.5	6.6	5.8	5.8	( <sup>3</sup> )
Public administration .....	100.0	66.7	33.3	10.0	1.5	9.0	6.5	6.1	.2

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding.

**Table 5. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major industry group, March 2001**

Compensation component	All workers		Goods producing <sup>1</sup>		Service producing <sup>2</sup>		Manufacturing		Nonmanufacturing	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation .....	\$20.81	100.0	\$24.40	100.0	\$19.74	100.0	\$24.30	100.0	\$20.12	100.0
Wages and salaries .....	15.18	72.9	16.86	69.1	14.68	74.4	16.66	68.6	14.89	74.0
Total benefits .....	5.63	27.1	7.55	30.9	5.06	25.8	7.64	31.4	5.23	26.0
Paid leave .....	1.37	6.6	1.60	6.6	1.30	6.6	1.85	7.6	1.28	6.4
Vacation .....	.68	3.3	.81	3.3	.64	3.2	.92	3.8	.63	3.1
Holiday .....	.47	2.3	.59	2.4	.44	2.2	.68	2.8	.43	2.1
Sick .....	.17	.8	.13	.5	.18	.9	.15	.6	.17	.8
Other .....	.06	.3	.08	.3	.05	.3	.10	.4	.05	.2
Supplemental pay .....	.61	2.9	1.07	4.4	.48	2.4	1.09	4.5	.52	2.6
Premium <sup>3</sup> .....	.24	1.2	.54	2.2	.15	.8	.58	2.4	.17	.8
Shift differentials .....	.05	.2	.08	.3	.05	.3	.11	.5	.04	.2
Nonproduction bonuses .....	.32	1.5	.44	1.8	.29	1.5	.41	1.7	.31	1.5
Insurance .....	1.28	6.2	1.85	7.6	1.11	5.6	1.93	7.9	1.15	5.7
Life .....	.05	.2	.06	.2	.04	.2	.07	.3	.04	.2
Health .....	1.16	5.6	1.68	6.9	1.01	5.1	1.75	7.2	1.05	5.2
Short-term disability .....	.04	.2	.07	.3	.03	.2	.08	.3	.03	.1
Long-term disability .....	.03	.1	.03	.1	.03	.2	.04	.2	.03	.1
Retirement and savings .....	.62	3.0	.83	3.4	.55	2.8	.75	3.1	.59	2.9
Defined benefit .....	.21	1.0	.38	1.6	.16	.8	.29	1.2	.20	1.0
Defined contribution .....	.40	1.9	.46	1.9	.39	2.0	.46	1.9	.39	1.9
Legally required benefits .....	1.73	8.3	2.14	8.8	1.60	8.1	1.95	8.0	1.68	8.3
Social Security <sup>4</sup> .....	1.26	6.1	1.43	5.9	1.21	6.1	1.42	5.8	1.23	6.1
OASDI .....	1.02	4.9	1.15	4.7	.97	4.9	1.15	4.7	.99	4.9
Medicare .....	.25	1.2	.28	1.1	.24	1.2	.28	1.2	.24	1.2
Federal unemployment insurance .....	.03	.1	.03	.1	.03	.2	.03	.1	.03	.1
State unemployment insurance .....	.09	.4	.12	.5	.09	.5	.10	.4	.09	.4
Workers' compensation .....	.33	1.6	.56	2.3	.27	1.4	.40	1.6	.32	1.6
Other benefits <sup>5</sup> .....	.02	.1	.05	.2	( <sup>6</sup> )	( <sup>7</sup> )	.07	.3	( <sup>6</sup> )	( <sup>7</sup> )

<sup>1</sup> Includes mining, construction, and manufacturing.

<sup>2</sup> Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

<sup>3</sup> Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends, and holidays).

<sup>4</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors,

and Disability Insurance.

<sup>5</sup> Includes severance pay and supplemental unemployment benefits.

<sup>6</sup> Cost per hour worked is \$0.01 or less.

<sup>7</sup> Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding.

**Table 6. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major occupational group, March 2001**

Compensation component	All workers		White collar		Blue collar		Service	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation .....	\$20.81	100.0	\$25.34	100.0	\$19.35	100.0	\$10.32	100.0
Wages and salaries .....	15.18	72.9	18.71	73.8	13.48	69.7	8.00	77.5
Total benefits .....	5.63	27.1	6.63	26.2	5.87	30.3	2.32	22.5
Paid leave .....	1.37	6.6	1.88	7.4	1.08	5.6	.42	4.1
Vacation .....	.68	3.3	.92	3.6	.54	2.8	.20	1.9
Holiday .....	.47	2.3	.63	2.5	.39	2.0	.14	1.4
Sick .....	.17	.8	.25	1.0	.10	.5	.07	.7
Other .....	.06	.3	.08	.3	.04	.2	.02	.2
Supplemental pay .....	.61	2.9	.68	2.7	.76	3.9	.16	1.6
Premium <sup>1</sup> .....	.24	1.2	.13	.5	.51	2.6	.08	.8
Shift differentials .....	.05	.2	.05	.2	.07	.4	.03	.3
Nonproduction bonuses .....	.32	1.5	.50	2.0	.19	1.0	.04	.4
Insurance .....	1.28	6.2	1.43	5.6	1.45	7.5	.52	5.0
Life .....	.05	.2	.06	.2	.05	.3	( <sup>2</sup> )	( <sup>3</sup> )
Health .....	1.16	5.6	1.29	5.1	1.34	6.9	.49	4.7
Short-term disability .....	.04	.2	.04	.2	.05	.3	( <sup>2</sup> )	( <sup>3</sup> )
Long-term disability .....	.03	.1	.04	.2	.02	.1	( <sup>2</sup> )	( <sup>3</sup> )
Retirement and savings .....	.62	3.0	.75	3.0	.66	3.4	.15	1.5
Defined benefit .....	.21	1.0	.17	.7	.37	1.9	.05	.5
Defined contribution .....	.40	1.9	.58	2.3	.29	1.5	.09	.9
Legally required benefits .....	1.73	8.3	1.85	7.3	1.89	9.8	1.07	10.4
Social Security <sup>4</sup> .....	1.26	6.1	1.52	6.0	1.15	5.9	.72	7.0
OASDI .....	1.02	4.9	1.22	4.8	.93	4.8	.58	5.6
Medicare .....	.25	1.2	.31	1.2	.22	1.1	.14	1.4
Federal unemployment insurance .....	.03	.1	.03	.1	.03	.2	.04	.4
State unemployment insurance .....	.09	.4	.09	.4	.11	.6	.08	.8
Workers' compensation .....	.33	1.6	.21	.8	.60	3.1	.23	2.2
Other benefits <sup>5</sup> .....	.02	.1	.03	.1	.03	.2	( <sup>2</sup> )	( <sup>3</sup> )

<sup>1</sup> Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends, and holidays).

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> Less than .05 percent.

<sup>4</sup> The total employer's cost for Social Security is comprised of an

OASDI portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors, and Disability Insurance.

<sup>5</sup> Includes severance pay and supplemental unemployment benefits.

Note: The sum of individual items may not equal totals due to rounding.

**Table 7. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by region and bargaining status, March 2001**

Compensation component	Region <sup>1</sup>								Bargaining status			
	Northeast		South		Midwest		West		Union		Nonunion	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation .....	\$23.91	100.0	\$18.59	100.0	\$20.47	100.0	\$21.86	100.0	\$27.80	100.0	\$19.98	100.0
Wages and salaries .....	17.22	72.0	13.71	73.7	14.69	71.8	16.19	74.1	18.36	66.0	14.81	74.1
Total benefits .....	6.69	28.0	4.89	26.3	5.78	28.2	5.67	25.9	9.45	34.0	5.18	25.9
Paid leave .....	1.73	7.2	1.17	6.3	1.33	6.5	1.41	6.5	1.92	6.9	1.31	6.6
Vacation .....	.86	3.6	.58	3.1	.66	3.2	.69	3.2	.98	3.5	.64	3.2
Holiday .....	.58	2.4	.40	2.2	.46	2.2	.49	2.2	.64	2.3	.45	2.3
Sick .....	.22	.9	.14	.8	.15	.7	.19	.9	.22	.8	.16	.8
Other .....	.07	.3	.05	.3	.07	.3	.04	.2	.08	.3	.05	.3
Supplemental pay .....	.78	3.3	.48	2.6	.75	3.7	.52	2.4	1.12	4.0	.55	2.8
Premium <sup>2</sup> .....	.21	.9	.22	1.2	.30	1.5	.22	1.0	.66	2.4	.19	1.0
Shift differentials .....	.06	.3	.04	.2	.08	.4	.04	.2	.15	.5	.04	.2
Nonproduction bonuses .....	.52	2.2	.22	1.2	.37	1.8	.26	1.2	.30	1.1	.32	1.6
Insurance .....	1.50	6.3	1.16	6.2	1.35	6.6	1.19	5.4	2.48	8.9	1.14	5.7
Life .....	.05	.2	.04	.2	.05	.2	.04	.2	.09	.3	.04	.2
Health .....	1.37	5.7	1.05	5.6	1.22	6.0	1.09	5.0	2.26	8.1	1.04	5.2
Short-term disability .....	.05	.2	.03	.2	.04	.2	.03	.1	.08	.3	.03	.2
Long-term disability .....	.03	.1	.03	.2	.03	.1	.03	.1	.05	.2	.03	.2
Retirement and savings .....	.74	3.1	.51	2.7	.63	3.1	.66	3.0	1.52	5.5	.51	2.6
Defined benefit .....	.24	1.0	.16	.9	.27	1.3	.21	1.0	1.08	3.9	.11	.6
Defined contribution .....	.50	2.1	.34	1.8	.37	1.8	.45	2.1	.45	1.6	.40	2.0
Legally required benefits .....	1.90	7.9	1.55	8.3	1.69	8.3	1.87	8.6	2.34	8.4	1.65	8.3
Social Security <sup>3</sup> .....	1.41	5.9	1.15	6.2	1.24	6.1	1.34	6.1	1.56	5.6	1.23	6.2
OASDI .....	1.13	4.7	.93	5.0	.99	4.8	1.07	4.9	1.26	4.5	.99	5.0
Medicare .....	.28	1.2	.22	1.2	.24	1.2	.26	1.2	.30	1.1	.24	1.2
Federal unemployment insurance .....	.03	.1	.03	.2	.03	.1	.03	.1	.03	.1	.03	.2
State unemployment insurance .....	.14	.6	.06	.3	.08	.4	.11	.5	.13	.5	.09	.5
Workers' compensation .....	.32	1.3	.31	1.7	.34	1.7	.39	1.8	.62	2.2	.30	1.5
Other benefits <sup>4</sup> .....	.03	.1	.02	.1	.03	.1	( <sup>5</sup> )	( <sup>6</sup> )	.07	.3	.02	.1

<sup>1</sup> The regional coverage is as follows: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; and West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

<sup>2</sup> Includes premium pay for work in addition to the regular work schedule (such as

overtime, weekends, and holidays).

<sup>3</sup> The total employer's cost for Social Security is comprised of an OASDI portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors, and Disability Insurance.

<sup>4</sup> Includes severance pay and supplemental unemployment benefits.

<sup>5</sup> Cost per hour worked is \$0.01 or less.

<sup>6</sup> Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding.

**Table 8. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by establishment employment size, March 2001**

Compensation component	All workers		1-99 workers		100 workers or more		100-499 workers		500 workers or more	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation .....	\$20.81	100.0	\$17.86	100.0	\$24.19	100.0	\$20.97	100.0	\$28.17	100.0
Wages and salaries .....	15.18	72.9	13.41	75.1	17.20	71.1	15.21	72.5	19.67	69.8
Total benefits .....	5.63	27.1	4.45	24.9	6.99	28.9	5.76	27.5	8.50	30.2
Paid leave .....	1.37	6.6	1.02	5.7	1.78	7.4	1.39	6.6	2.27	8.1
Vacation .....	.68	3.3	.50	2.8	.88	3.6	.68	3.2	1.13	4.0
Holiday .....	.47	2.3	.35	2.0	.61	2.5	.49	2.3	.75	2.7
Sick .....	.17	.8	.13	.7	.21	.9	.16	.8	.28	1.0
Other .....	.06	.3	.03	.2	.08	.3	.06	.3	.11	.4
Supplemental pay .....	.61	2.9	.47	2.6	.78	3.2	.64	3.1	.95	3.4
Premium <sup>1</sup> .....	.24	1.2	.18	1.0	.31	1.3	.27	1.3	.36	1.3
Shift differentials .....	.05	.2	( <sup>2</sup> )	( <sup>3</sup> )	.10	.4	.07	.3	.14	.5
Nonproduction bonuses .....	.32	1.5	.28	1.6	.37	1.5	.30	1.4	.45	1.6
Insurance .....	1.28	6.2	.94	5.3	1.66	6.9	1.38	6.6	2.00	7.1
Life .....	.05	.2	.03	.2	.06	.2	.05	.2	.08	.3
Health .....	1.16	5.6	.88	4.9	1.49	6.2	1.26	6.0	1.79	6.4
Short-term disability .....	.04	.2	.02	.1	.06	.2	.05	.2	.08	.3
Long-term disability .....	.03	.1	.02	.1	.04	.2	.03	.1	.06	.2
Retirement and savings .....	.62	3.0	.42	2.4	.84	3.5	.61	2.9	1.12	4.0
Defined benefit .....	.21	1.0	.12	.7	.32	1.3	.21	1.0	.46	1.6
Defined contribution .....	.40	1.9	.31	1.7	.51	2.1	.40	1.9	.66	2.3
Legally required benefits .....	1.73	8.3	1.59	8.9	1.89	7.8	1.72	8.2	2.09	7.4
Social Security <sup>4</sup> .....	1.26	6.1	1.11	6.2	1.44	6.0	1.27	6.1	1.65	5.9
OASDI .....	1.02	4.9	.89	5.0	1.15	4.8	1.02	4.9	1.32	4.7
Medicare .....	.25	1.2	.22	1.2	.28	1.2	.25	1.2	.33	1.2
Federal unemployment insurance .....	.03	.1	.03	.2	.03	.1	.03	.1	.03	.1
State unemployment insurance .....	.09	.4	.09	.5	.10	.4	.10	.5	.09	.3
Workers' compensation .....	.33	1.6	.35	2.0	.32	1.3	.32	1.5	.32	1.1
Other benefits <sup>5</sup> .....	.02	.1	( <sup>2</sup> )	( <sup>3</sup> )	.04	.2	.02	.1	.07	.2

<sup>1</sup> Includes premium pay for work in addition to the regular work schedule (such as overtime, weekends, and holidays).

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> Less than .05 percent.

<sup>4</sup> The total employer's cost for Social Security is comprised of an OASDI

portion and a Medicare portion. OASDI is the acronym for Old-Age, Survivors, and Disability Insurance.

<sup>5</sup> Includes severance pay and supplemental unemployment benefits.

Note: The sum of individual items may not equal totals due to rounding.

**Table 9. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major occupational and industry group, and full-time and part-time status, March 2001**

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits <sup>1</sup>
Cost per hour worked									
<b>All full-time workers in private industry</b> .....	\$23.55	\$16.91	\$6.64	\$1.67	\$0.74	\$1.55	\$0.75	\$1.89	\$0.03
White-collar occupations .....	28.37	20.68	7.69	2.25	.80	1.70	.91	2.00	.03
Sales .....	21.13	16.27	4.86	1.22	.49	1.11	.43	1.61	( <sup>2</sup> )
Administrative support, including clerical .....	18.43	13.21	5.22	1.33	.44	1.52	.54	1.38	.02
Blue-collar occupations .....	20.41	14.10	6.30	1.18	.84	1.58	.71	1.97	.03
Service occupations .....	12.20	9.04	3.15	.68	.23	.83	.25	1.16	( <sup>2</sup> )
Goods-producing industries <sup>3</sup> .....	24.72	17.05	7.68	1.64	1.09	1.89	.85	2.16	.05
Construction .....	24.28	17.16	7.12	.86	1.02	1.54	1.07	2.63	( <sup>2</sup> )
Manufacturing .....	24.66	16.87	7.79	1.89	1.11	1.97	.76	1.97	.07
Service-producing industries <sup>4</sup> .....	23.07	16.85	6.22	1.69	.60	1.42	.72	1.78	.02
Transportation and public utilities .....	29.45	20.09	9.36	2.16	1.29	2.20	1.38	2.28	.04
Wholesale trade .....	23.76	17.13	6.63	1.63	.73	1.64	.68	1.92	.03
Retail trade .....	14.71	11.44	3.26	.74	.25	.72	.24	1.32	( <sup>2</sup> )
Finance, insurance, and real estate .....	29.08	20.52	8.56	2.23	1.33	1.83	1.18	1.93	.06
Services .....	23.54	17.42	6.11	1.86	.40	1.38	.67	1.79	( <sup>2</sup> )
<b>All part-time workers in private industry</b> .....	11.65	9.41	2.25	.37	.18	.36	.15	1.18	( <sup>2</sup> )
White-collar occupations .....	14.31	11.55	2.76	.54	.25	.46	.20	1.31	( <sup>2</sup> )
Sales .....	8.89	7.36	1.53	.22	.10	.18	.11	.92	( <sup>2</sup> )
Administrative support, including clerical .....	12.59	10.00	2.59	.51	.21	.55	.20	1.11	( <sup>2</sup> )
Blue-collar occupations .....	11.53	8.87	2.66	.37	.23	.50	.26	1.30	( <sup>2</sup> )
Service occupations .....	8.21	6.83	1.38	.14	.08	.17	.04	.96	( <sup>2</sup> )
Goods-producing industries <sup>3</sup> .....	13.31	10.28	3.03	.43	.29	.46	.31	1.54	( <sup>2</sup> )
Service-producing industries <sup>4</sup> .....	11.60	9.38	2.22	.37	.18	.36	.14	1.17	( <sup>2</sup> )
Retail trade .....	8.24	6.79	1.44	.17	.09	.19	.08	.91	( <sup>2</sup> )
Service industries .....	14.55	11.84	2.70	.51	.23	.42	.15	1.38	( <sup>2</sup> )
Percent of total compensation									
<b>All full-time workers in private industry</b> .....	100.0	71.8	28.2	7.1	3.1	6.6	3.2	8.0	0.1
White-collar occupations .....	100.0	72.9	27.1	7.9	2.8	6.0	3.2	7.0	.1
Sales .....	100.0	77.0	23.0	5.8	2.3	5.3	2.0	7.6	( <sup>5</sup> )
Administrative support, including clerical .....	100.0	71.7	28.3	7.2	2.4	8.2	2.9	7.5	.1
Blue-collar occupations .....	100.0	69.1	30.9	5.8	4.1	7.7	3.5	9.7	.1
Service occupations .....	100.0	74.1	25.8	5.6	1.9	6.8	2.0	9.5	( <sup>5</sup> )
Goods-producing industries <sup>3</sup> .....	100.0	69.0	31.1	6.6	4.4	7.6	3.4	8.7	.2
Construction .....	100.0	70.7	29.3	3.5	4.2	6.3	4.4	10.8	( <sup>5</sup> )
Manufacturing .....	100.0	68.4	31.6	7.7	4.5	8.0	3.1	8.0	.3
Service-producing industries <sup>4</sup> .....	100.0	73.0	27.0	7.3	2.6	6.2	3.1	7.7	.1
Transportation and public utilities .....	100.0	68.2	31.8	7.3	4.4	7.5	4.7	7.7	.1
Wholesale trade .....	100.0	72.1	27.9	6.9	3.1	6.9	2.9	8.1	.1
Retail trade .....	100.0	77.8	22.2	5.0	1.7	4.9	1.6	9.0	( <sup>5</sup> )
Finance, insurance, and real estate .....	100.0	70.6	29.4	7.7	4.6	6.3	4.1	6.6	.2
Services .....	100.0	74.0	26.0	7.9	1.7	5.9	2.8	7.6	( <sup>5</sup> )
<b>All part-time workers in private industry</b> .....	100.0	80.8	19.3	3.2	1.5	3.1	1.3	10.1	( <sup>5</sup> )
White-collar occupations .....	100.0	80.7	19.3	3.8	1.7	3.2	1.4	9.2	( <sup>5</sup> )
Sales .....	100.0	82.8	17.2	2.5	1.1	2.0	1.2	10.3	( <sup>5</sup> )
Administrative support, including clerical .....	100.0	79.4	20.6	4.1	1.7	4.4	1.6	8.8	( <sup>5</sup> )
Blue-collar occupations .....	100.0	76.9	23.1	3.2	2.0	4.3	2.3	11.3	( <sup>5</sup> )
Service occupations .....	100.0	83.2	16.8	1.7	1.0	2.1	.5	11.7	( <sup>5</sup> )
Goods-producing industries <sup>3</sup> .....	100.0	77.2	22.8	3.2	2.2	3.5	2.3	11.6	( <sup>5</sup> )
Service-producing industries <sup>4</sup> .....	100.0	80.9	19.1	3.2	1.6	3.1	1.2	10.1	( <sup>5</sup> )
Retail trade .....	100.0	82.4	17.5	2.1	1.1	2.3	1.0	11.0	( <sup>5</sup> )
Service industries .....	100.0	81.4	18.6	3.5	1.6	2.9	1.0	9.5	( <sup>5</sup> )

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> Includes mining, construction, and manufacturing.

<sup>4</sup> Includes transportation, communication, and public utilities; wholesale and

retail trade; finance, insurance, and real estate; and service industries.

<sup>5</sup> Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding.

**Table 10. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by occupational and industry group, March 2001**

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits <sup>1</sup>
<b>Cost per hour worked</b>									
All workers in private industry .....	\$20.81	\$15.18	\$5.63	\$1.37	\$0.61	\$1.28	\$0.62	\$1.73	\$0.02
<b>Occupational group</b>									
White-collar occupations .....	25.34	18.71	6.63	1.88	.68	1.43	.75	1.85	.03
Professional specialty and technical .....	34.48	25.47	9.01	2.80	.77	1.80	1.12	2.48	.04
Professional specialty .....	37.62	27.97	9.65	3.13	.79	1.82	1.22	2.66	.04
Technical .....	27.20	19.68	7.53	2.06	.73	1.77	.87	2.08	.03
Executive, administrative, and managerial .....	40.86	29.50	11.36	3.45	1.65	2.07	1.42	2.72	.06
Sales .....	16.11	12.62	3.49	.81	.33	.73	.29	1.33	( <sup>2</sup> )
Administrative support, including clerical .....	17.27	12.57	4.70	1.17	.39	1.33	.47	1.32	.02
Blue-collar occupations .....	19.35	13.48	5.87	1.08	.76	1.45	.66	1.89	.03
Precision production, craft, and repair .....	24.84	17.38	7.47	1.46	.91	1.75	.94	2.37	.03
Machine operators, assemblers, and inspectors .....	17.98	12.05	5.93	1.19	1.00	1.57	.51	1.61	.05
Transportation and material moving .....	19.08	13.30	5.78	.93	.65	1.43	.73	2.03	.02
Handlers, equipment cleaners, helpers, and laborers .....	13.83	9.97	3.86	.61	.44	1.00	.38	1.43	( <sup>2</sup> )
Service occupations .....	10.32	8.00	2.32	.42	.16	.52	.15	1.07	( <sup>2</sup> )
<b>Industry group</b>									
Goods-producing industries <sup>3</sup> .....	24.40	16.86	7.55	1.60	1.07	1.85	.83	2.14	.05
Construction .....	24.08	17.04	7.04	.85	1.00	1.51	1.05	2.62	( <sup>2</sup> )
Manufacturing .....	24.30	16.66	7.64	1.85	1.09	1.93	.75	1.95	.07
Durables .....	25.63	17.35	8.28	2.00	1.24	2.08	.81	2.07	.09
Nondurables .....	22.25	15.59	6.66	1.63	.86	1.70	.65	1.78	.04
Service-producing industries <sup>4</sup> .....	19.74	14.68	5.06	1.30	.48	1.11	.55	1.60	( <sup>2</sup> )
Transportation and public utilities .....	27.70	18.94	8.76	1.98	1.17	2.08	1.28	2.21	.04
Wholesale trade .....	22.83	16.51	6.33	1.53	.70	1.55	.65	1.88	.03
Retail trade .....	11.49	9.13	2.36	.46	.17	.46	.16	1.11	( <sup>2</sup> )
Finance, insurance, and real estate .....	27.29	19.35	7.93	2.04	1.22	1.70	1.07	1.84	.06
Services .....	21.11	15.92	5.19	1.49	.38	1.12	.53	1.68	( <sup>2</sup> )
<b>Percent of total compensation</b>									
All workers in private industry .....	100.0	72.9	27.1	6.6	2.9	6.2	3.0	8.3	0.1
<b>Occupational group</b>									
White-collar occupations .....	100.0	73.8	26.2	7.4	2.7	5.6	3.0	7.3	.1
Professional specialty and technical .....	100.0	73.9	26.1	8.1	2.2	5.2	3.2	7.2	.1
Professional specialty .....	100.0	74.3	25.7	8.3	2.1	4.8	3.2	7.1	.1
Technical .....	100.0	72.4	27.7	7.6	2.7	6.5	3.2	7.6	.1
Executive, administrative, and managerial .....	100.0	72.2	27.8	8.4	4.0	5.1	3.5	6.7	.1
Sales .....	100.0	78.3	21.7	5.0	2.0	4.5	1.8	8.3	( <sup>5</sup> )
Administrative support, including clerical .....	100.0	72.8	27.2	6.8	2.3	7.7	2.7	7.6	.1
Blue-collar occupations .....	100.0	69.7	30.3	5.6	3.9	7.5	3.4	9.8	.2
Precision production, craft, and repair .....	100.0	70.0	30.1	5.9	3.7	7.0	3.8	9.5	.1
Machine operators, assemblers, and inspectors .....	100.0	67.0	33.0	6.6	5.6	8.7	2.8	9.0	.3
Transportation and material moving .....	100.0	69.7	30.3	4.9	3.4	7.5	3.8	10.6	.1
Handlers, equipment cleaners, helpers, and laborers .....	100.0	72.1	27.9	4.4	3.2	7.2	2.7	10.3	( <sup>5</sup> )
Service occupations .....	100.0	77.5	22.5	4.1	1.6	5.0	1.5	10.4	( <sup>5</sup> )
<b>Industry group</b>									
Goods-producing industries <sup>3</sup> .....	100.0	69.1	30.9	6.6	4.4	7.6	3.4	8.8	.2
Construction .....	100.0	70.8	29.2	3.5	4.2	6.3	4.4	10.9	( <sup>5</sup> )
Manufacturing .....	100.0	68.6	31.4	7.6	4.5	7.9	3.1	8.0	.3
Durables .....	100.0	67.7	32.3	7.8	4.8	8.1	3.2	8.1	.4
Nondurables .....	100.0	70.1	29.9	7.3	3.9	7.6	2.9	8.0	.2
Service-producing industries <sup>4</sup> .....	100.0	74.4	25.6	6.6	2.4	5.6	2.8	8.1	( <sup>5</sup> )
Transportation and public utilities .....	100.0	68.4	31.6	7.1	4.2	7.5	4.6	8.0	.1
Wholesale trade .....	100.0	72.3	27.7	6.7	3.1	6.8	2.8	8.2	.1
Retail trade .....	100.0	79.5	20.5	4.0	1.5	4.0	1.4	9.7	( <sup>5</sup> )
Finance, insurance, and real estate .....	100.0	70.9	29.1	7.5	4.5	6.2	3.9	6.7	.2
Services .....	100.0	75.4	24.6	7.1	1.7	5.3	2.5	8.0	( <sup>5</sup> )

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> Includes mining, construction, and manufacturing.

<sup>4</sup> Includes transportation, communication, and public utilities; wholesale and

retail trade; finance, insurance, and real estate; and service industries.

<sup>5</sup> Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding.

**Table 11. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry goods-producing and service-producing workers, by occupational group, March 2001**

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits <sup>1</sup>
Cost per hour worked									
<b>All workers, goods-producing industries<sup>2</sup></b>	\$24.40	\$16.86	\$7.55	\$1.60	\$1.07	\$1.85	\$0.83	\$2.14	\$0.05
White-collar occupations	32.90	23.30	9.60	2.70	1.29	2.20	1.01	2.32	.07
Professional specialty and technical	36.95	25.85	11.10	3.40	1.08	2.63	1.26	2.57	.15
Professional specialty	42.10	29.71	12.38	3.98	1.04	2.78	1.53	2.86	.19
Technical	28.51	19.52	8.99	2.44	1.15	2.39	.82	2.10	.09
Executive, administrative, and managerial	45.41	32.31	13.10	3.71	2.46	2.39	1.38	3.12	.04
Administrative support, including clerical	20.03	13.97	6.06	1.46	.77	1.78	.53	1.51	.02
Blue-collar occupations	21.23	14.45	6.78	1.19	.99	1.72	.77	2.08	.04
Precision production, craft, and repair	25.60	17.65	7.95	1.36	1.00	1.91	1.06	2.58	.04
Machine operators, assemblers, and inspectors	19.42	12.77	6.66	1.34	1.17	1.77	.60	1.71	.06
Transportation and material moving	22.47	15.16	7.31	1.03	1.09	1.88	.94	2.34	.03
Handlers, equipment cleaners, helpers, and laborers	15.27	10.81	4.46	.61	.58	1.17	.45	1.63	.02
Service occupations	16.41	11.26	5.16	1.05	.64	1.41	.49	1.47	.10
<b>All workers, service-producing industries<sup>3</sup></b>	19.74	14.68	5.06	1.30	.48	1.11	.55	1.60	( <sup>4</sup> )
White-collar occupations	24.27	18.06	6.21	1.77	.59	1.32	.72	1.79	.02
Professional specialty and technical	34.00	25.39	8.61	2.69	.71	1.64	1.09	2.46	.02
Professional specialty	36.87	27.68	9.20	2.98	.74	1.66	1.17	2.62	.02
Technical	26.87	19.72	7.16	1.96	.62	1.61	.88	2.08	( <sup>4</sup> )
Executive, administrative, and managerial	39.78	28.83	10.95	3.39	1.46	1.99	1.43	2.62	.06
Sales	15.52	12.17	3.35	.77	.31	.70	.27	1.29	( <sup>4</sup> )
Administrative support, including clerical	16.89	12.38	4.51	1.13	.34	1.26	.46	1.30	.02
Blue-collar occupations	17.28	12.42	4.86	.96	.52	1.17	.53	1.68	( <sup>4</sup> )
Precision production, craft, and repair	23.65	16.94	6.71	1.60	.78	1.50	.76	2.05	.02
Transportation and material moving	18.16	12.79	5.36	.90	.52	1.31	.68	1.94	.02
Handlers, equipment cleaners, helpers, and laborers	12.96	9.46	3.50	.60	.35	.90	.33	1.31	( <sup>4</sup> )
Service occupations	10.24	7.96	2.28	.41	.16	.51	.14	1.06	( <sup>4</sup> )
Percent of total compensation									
<b>All workers, goods-producing industries<sup>2</sup></b>	100.0	69.1	30.9	6.6	4.4	7.6	3.4	8.8	0.2
White-collar occupations	100.0	70.8	29.2	8.2	3.9	6.7	3.1	7.1	.2
Professional specialty and technical	100.0	70.0	30.0	9.2	2.9	7.1	3.4	7.0	.4
Professional specialty	100.0	70.6	29.4	9.5	2.5	6.6	3.6	6.8	.5
Technical	100.0	68.5	31.5	8.6	4.0	8.4	2.9	7.4	.3
Executive, administrative, and managerial	100.0	71.2	28.8	8.2	5.4	5.3	3.0	6.9	.1
Administrative support, including clerical	100.0	69.7	30.3	7.3	3.8	8.9	2.6	7.5	.1
Blue-collar occupations	100.0	68.1	31.9	5.6	4.7	8.1	3.6	9.8	.2
Precision production, craft, and repair	100.0	68.9	31.1	5.3	3.9	7.5	4.1	10.1	.2
Machine operators, assemblers, and inspectors	100.0	65.8	34.3	6.9	6.0	9.1	3.1	8.8	.3
Transportation and material moving	100.0	67.5	32.5	4.6	4.9	8.4	4.2	10.4	.1
Handlers, equipment cleaners, helpers, and laborers	100.0	70.8	29.2	4.0	3.8	7.7	2.9	10.7	.1
Service occupations	100.0	68.6	31.4	6.4	3.9	8.6	3.0	9.0	.6
<b>All workers, service-producing industries<sup>3</sup></b>	100.0	74.4	25.6	6.6	2.4	5.6	2.8	8.1	( <sup>5</sup> )
White-collar occupations	100.0	74.4	25.6	7.3	2.4	5.4	3.0	7.4	.1
Professional specialty and technical	100.0	74.7	25.3	7.9	2.1	4.8	3.2	7.2	.1
Professional specialty	100.0	75.1	25.0	8.1	2.0	4.5	3.2	7.1	.1
Technical	100.0	73.4	26.6	7.3	2.3	6.0	3.3	7.7	( <sup>5</sup> )
Executive, administrative, and managerial	100.0	72.5	27.5	8.5	3.7	5.0	3.6	6.6	.2
Sales	100.0	78.4	21.6	5.0	2.0	4.5	1.7	8.3	( <sup>5</sup> )
Administrative support, including clerical	100.0	73.3	26.7	6.7	2.0	7.5	2.7	7.7	.1
Blue-collar occupations	100.0	71.9	28.1	5.6	3.0	6.8	3.1	9.7	( <sup>5</sup> )
Precision production, craft, and repair	100.0	71.6	28.4	6.8	3.3	6.3	3.2	8.7	.1
Transportation and material moving	100.0	70.4	29.5	5.0	2.9	7.2	3.7	10.7	.1
Handlers, equipment cleaners, helpers, and laborers	100.0	73.0	27.0	4.6	2.7	6.9	2.5	10.1	( <sup>5</sup> )
Service occupations	100.0	77.7	22.3	4.0	1.6	5.0	1.4	10.4	( <sup>5</sup> )

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Includes mining, construction, and manufacturing.

<sup>3</sup> Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

<sup>4</sup> Cost per hour worked is \$0.01 or less.

<sup>5</sup> Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding.



**Table 12. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry manufacturing and nonmanufacturing workers, by occupational group, March 2001**

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits <sup>1</sup>
Cost per hour worked									
<b>All workers, manufacturing industries</b>	\$24.30	\$16.66	\$7.64	\$1.85	\$1.09	\$1.93	\$0.75	\$1.95	\$0.07
White-collar occupations	33.40	23.76	9.64	2.88	1.05	2.28	1.04	2.30	.09
Professional specialty and technical	37.36	26.14	11.22	3.47	1.09	2.61	1.29	2.59	.17
Professional specialty	41.71	29.47	12.25	3.98	1.01	2.71	1.50	2.85	.20
Technical	29.40	20.04	9.35	2.54	1.25	2.44	.90	2.12	.10
Executive, administrative, and managerial	47.00	34.41	12.59	4.17	1.45	2.49	1.41	3.01	.06
Administrative support, including clerical	20.36	14.01	6.35	1.55	.83	1.89	.53	1.52	.02
Blue-collar occupations	20.23	13.48	6.75	1.39	1.11	1.77	.61	1.80	.06
Precision production, craft, and repair	25.32	16.95	8.37	1.90	1.34	2.07	.79	2.20	.07
Machine operators, assemblers, and inspectors	19.38	12.72	6.66	1.35	1.17	1.77	.60	1.70	.06
Transportation and material moving	20.35	13.81	6.54	1.16	1.00	1.65	.62	2.07	.04
Handlers, equipment cleaners, helpers, and laborers	14.73	10.18	4.55	.79	.62	1.36	.36	1.40	.04
Service occupations	17.22	11.59	5.63	1.19	.72	1.59	.57	1.46	.11
<b>All workers, nonmanufacturing industries</b>	20.12	14.89	5.23	1.28	.52	1.15	.59	1.68	( <sup>2</sup> )
White-collar occupations	24.44	18.15	6.29	1.77	.64	1.34	.72	1.80	.02
Professional specialty and technical	33.99	25.35	8.64	2.69	.71	1.66	1.09	2.46	.02
Professional specialty	36.98	27.73	9.25	2.99	.75	1.68	1.18	2.63	.02
Technical	26.76	19.60	7.15	1.96	.62	1.63	.87	2.07	( <sup>2</sup> )
Executive, administrative, and managerial	39.87	28.71	11.16	3.33	1.68	2.00	1.42	2.67	.06
Sales	15.69	12.30	3.38	.78	.32	.70	.28	1.30	( <sup>2</sup> )
Administrative support, including clerical	16.94	12.42	4.52	1.13	.35	1.27	.46	1.30	.02
Blue-collar occupations	18.86	13.48	5.38	.91	.57	1.28	.68	1.93	( <sup>2</sup> )
Precision production, craft, and repair	24.65	17.54	7.11	1.29	.75	1.62	1.00	2.44	.02
Transportation and material moving	18.90	13.23	5.67	.89	.59	1.40	.75	2.02	.02
Handlers, equipment cleaners, helpers, and laborers	13.58	9.91	3.66	.55	.38	.90	.38	1.44	( <sup>2</sup> )
Service occupations	10.25	7.96	2.28	.41	.16	.51	.14	1.06	( <sup>2</sup> )
Percent of total compensation									
<b>All workers, manufacturing industries</b>	100.0	68.6	31.4	7.6	4.5	7.9	3.1	8.0	0.3
White-collar occupations	100.0	71.1	28.9	8.6	3.1	6.8	3.1	6.9	.3
Professional specialty and technical	100.0	70.0	30.0	9.3	2.9	7.0	3.5	6.9	.5
Professional specialty	100.0	70.7	29.4	9.5	2.4	6.5	3.6	6.8	.5
Technical	100.0	68.2	31.8	8.6	4.3	8.3	3.1	7.2	.3
Executive, administrative, and managerial	100.0	73.2	26.8	8.9	3.1	5.3	3.0	6.4	.1
Administrative support, including clerical	100.0	68.8	31.2	7.6	4.1	9.3	2.6	7.5	.1
Blue-collar occupations	100.0	66.6	33.4	6.9	5.5	8.7	3.0	8.9	.3
Precision production, craft, and repair	100.0	66.9	33.1	7.5	5.3	8.2	3.1	8.7	.3
Machine operators, assemblers, and inspectors	100.0	65.6	34.4	7.0	6.0	9.1	3.1	8.8	.3
Transportation and material moving	100.0	67.9	32.1	5.7	4.9	8.1	3.0	10.2	.2
Handlers, equipment cleaners, helpers, and laborers	100.0	69.1	30.9	5.4	4.2	9.2	2.4	9.5	.3
Service occupations	100.0	67.3	32.7	6.9	4.2	9.2	3.3	8.5	.6
<b>All workers, nonmanufacturing industries</b>	100.0	74.0	26.0	6.4	2.6	5.7	2.9	8.3	( <sup>3</sup> )
White-collar occupations	100.0	74.3	25.7	7.2	2.6	5.5	2.9	7.4	.1
Professional specialty and technical	100.0	74.6	25.4	7.9	2.1	4.9	3.2	7.2	.1
Professional specialty	100.0	75.0	25.0	8.1	2.0	4.5	3.2	7.1	.1
Technical	100.0	73.2	26.7	7.3	2.3	6.1	3.3	7.7	( <sup>3</sup> )
Executive, administrative, and managerial	100.0	72.0	28.0	8.4	4.2	5.0	3.6	6.7	.2
Sales	100.0	78.4	21.5	5.0	2.0	4.5	1.8	8.3	( <sup>3</sup> )
Administrative support, including clerical	100.0	73.3	26.7	6.7	2.1	7.5	2.7	7.7	.1
Blue-collar occupations	100.0	71.5	28.5	4.8	3.0	6.8	3.6	10.2	( <sup>3</sup> )
Precision production, craft, and repair	100.0	71.2	28.8	5.2	3.0	6.6	4.1	9.9	.1
Transportation and material moving	100.0	70.0	30.0	4.7	3.1	7.4	4.0	10.7	.1
Handlers, equipment cleaners, helpers, and laborers	100.0	73.0	27.0	4.1	2.8	6.6	2.8	10.6	( <sup>3</sup> )
Service occupations	100.0	77.7	22.2	4.0	1.6	5.0	1.4	10.3	( <sup>3</sup> )

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding.

**Table 13. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by bargaining status, and major industry and occupational group, March 2001**

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits <sup>1</sup>
Cost per hour worked									
<b>All union workers, private industry</b> .....	\$27.80	\$18.36	\$9.45	\$1.92	\$1.12	\$2.48	\$1.52	\$2.34	\$0.07
Blue-collar occupations .....	28.07	18.06	10.01	1.82	1.22	2.66	1.70	2.51	.09
Goods-producing industries <sup>2</sup> .....	29.65	18.80	10.85	1.83	1.68	2.84	1.74	2.65	.12
Service-producing industries <sup>3</sup> .....	26.38	18.02	8.37	1.98	.68	2.21	1.36	2.10	.03
Manufacturing .....	26.69	17.11	9.58	2.10	1.61	2.50	.97	2.25	.15
Blue-collar occupations .....	26.45	16.90	9.55	2.06	1.63	2.48	.97	2.26	.15
Nonmanufacturing .....	28.31	18.93	9.39	1.83	.89	2.47	1.78	2.38	.03
<b>All nonunion workers, private industry</b> .....	19.98	14.81	5.18	1.31	.55	1.14	.51	1.65	.02
Blue-collar occupations .....	16.93	12.21	4.72	.87	.64	1.12	.37	1.72	( <sup>4</sup> )
Goods-producing industries <sup>2</sup> .....	23.10	16.38	6.72	1.55	.91	1.60	.61	2.01	.04
Service-producing industries <sup>3</sup> .....	19.18	14.40	4.78	1.25	.46	1.02	.48	1.56	( <sup>4</sup> )
Manufacturing .....	23.70	16.54	7.15	1.79	.96	1.78	.69	1.88	.05
Blue-collar occupations .....	17.96	12.23	5.73	1.15	.93	1.51	.49	1.64	.02
Nonmanufacturing .....	19.35	14.51	4.84	1.23	.49	1.02	.48	1.61	( <sup>4</sup> )
Percent of total compensation									
<b>All union workers, private industry</b> .....	100.0	66.0	34.0	6.9	4.0	8.9	5.5	8.4	0.3
Blue-collar occupations .....	100.0	64.3	35.7	6.5	4.3	9.5	6.1	8.9	.3
Goods-producing industries <sup>2</sup> .....	100.0	63.4	36.6	6.2	5.7	9.6	5.9	8.9	.4
Service-producing industries <sup>3</sup> .....	100.0	68.3	31.7	7.5	2.6	8.4	5.2	8.0	.1
Manufacturing .....	100.0	64.1	35.9	7.9	6.0	9.4	3.6	8.4	.6
Blue-collar occupations .....	100.0	63.9	36.1	7.8	6.2	9.4	3.7	8.5	.6
Nonmanufacturing .....	100.0	66.9	33.2	6.5	3.1	8.7	6.3	8.4	.1
<b>All nonunion workers, private industry</b> .....	100.0	74.1	25.9	6.6	2.8	5.7	2.6	8.3	.1
Blue-collar occupations .....	100.0	72.1	27.9	5.1	3.8	6.6	2.2	10.2	( <sup>5</sup> )
Goods-producing industries <sup>2</sup> .....	100.0	70.9	29.1	6.7	3.9	6.9	2.6	8.7	.2
Service-producing industries <sup>3</sup> .....	100.0	75.1	24.9	6.5	2.4	5.3	2.5	8.1	( <sup>5</sup> )
Manufacturing .....	100.0	69.8	30.2	7.6	4.1	7.5	2.9	7.9	.2
Blue-collar occupations .....	100.0	68.1	31.9	6.4	5.2	8.4	2.7	9.1	.1
Nonmanufacturing .....	100.0	75.0	25.0	6.4	2.5	5.3	2.5	8.3	( <sup>5</sup> )

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Includes mining, construction, and manufacturing.

<sup>3</sup> Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

<sup>4</sup> Cost per hour worked is \$0.01 or less.

<sup>5</sup> Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding.

Table 14. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by establishment employment size, and major industry and occupational group, March 2001

Industry and occupational group, and employment size	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits <sup>1</sup>
Cost per hour worked									
<b>All workers in private industry</b>	\$20.81	\$15.18	\$5.63	\$1.37	\$0.61	\$1.28	\$0.62	\$1.73	\$0.02
1-99 workers	17.86	13.41	4.45	1.02	.47	.94	.42	1.59	( <sup>2</sup> )
100 or more workers	24.19	17.20	6.99	1.78	.78	1.66	.84	1.89	.04
100-499 workers	20.97	15.21	5.76	1.39	.64	1.38	.61	1.72	.02
500 or more workers	28.17	19.67	8.50	2.27	.95	2.00	1.12	2.09	.07
<b>Goods-producing industries<sup>3</sup></b>	24.40	16.86	7.55	1.60	1.07	1.85	.83	2.14	.05
1-99 workers	20.78	14.89	5.89	.94	.85	1.35	.62	2.13	( <sup>2</sup> )
100 or more workers	26.96	18.25	8.71	2.07	1.22	2.20	.98	2.15	.08
100-499 workers	23.34	15.94	7.40	1.57	1.10	1.96	.77	1.97	.02
500 or more workers	30.79	20.69	10.09	2.60	1.35	2.46	1.21	2.33	.15
<b>Service-producing industries<sup>4</sup></b>	19.74	14.68	5.06	1.30	.48	1.11	.55	1.60	( <sup>2</sup> )
1-99 workers	17.23	13.10	4.14	1.04	.39	.86	.38	1.47	( <sup>2</sup> )
100 or more workers	23.07	16.78	6.29	1.66	.60	1.44	.78	1.78	.03
100-499 workers	20.11	14.95	5.16	1.32	.47	1.17	.55	1.63	.02
500 or more workers	26.98	19.20	7.77	2.12	.77	1.79	1.08	1.98	.04
<b>White-collar occupations</b>	25.34	18.71	6.63	1.88	.68	1.43	.75	1.85	.03
1-99 workers	21.72	16.39	5.33	1.48	.56	1.10	.53	1.65	( <sup>2</sup> )
100 or more workers	29.06	21.10	7.97	2.30	.80	1.77	.98	2.06	.05
100-499 workers	25.13	18.57	6.55	1.81	.66	1.47	.73	1.85	.03
500 or more workers	33.44	23.90	9.54	2.84	.96	2.10	1.26	2.30	.07
<b>Blue-collar occupations</b>	19.35	13.48	5.87	1.08	.76	1.45	.66	1.89	.03
1-99 workers	17.67	12.81	4.86	.80	.58	1.12	.49	1.87	( <sup>2</sup> )
100 or more workers	21.24	14.23	7.00	1.40	.97	1.83	.84	1.91	.05
100-499 workers	18.99	13.07	5.93	1.11	.79	1.59	.63	1.79	( <sup>2</sup> )
500 or more workers	24.39	15.87	8.52	1.81	1.22	2.18	1.14	2.07	.11
Percent of total compensation									
<b>All workers in private industry</b>	100.0	72.9	27.1	6.6	2.9	6.2	3.0	8.3	0.1
1-99 workers	100.0	75.1	24.9	5.7	2.6	5.3	2.4	8.9	( <sup>5</sup> )
100 or more workers	100.0	71.1	28.9	7.4	3.2	6.9	3.5	7.8	.2
100-499 workers	100.0	72.5	27.5	6.6	3.1	6.6	2.9	8.2	.1
500 or more workers	100.0	69.8	30.2	8.1	3.4	7.1	4.0	7.4	.2
<b>Goods-producing industries<sup>3</sup></b>	100.0	69.1	30.9	6.6	4.4	7.6	3.4	8.8	.2
1-99 workers	100.0	71.7	28.3	4.5	4.1	6.5	3.0	10.3	( <sup>5</sup> )
100 or more workers	100.0	67.7	32.3	7.7	4.5	8.2	3.6	8.0	.3
100-499 workers	100.0	68.3	31.7	6.7	4.7	8.4	3.3	8.4	.1
500 or more workers	100.0	67.2	32.8	8.4	4.4	8.0	3.9	7.6	.5
<b>Service-producing industries<sup>4</sup></b>	100.0	74.4	25.6	6.8	2.4	5.6	2.8	8.1	( <sup>5</sup> )
1-99 workers	100.0	76.0	24.0	6.0	2.3	5.0	2.2	8.5	( <sup>5</sup> )
100 or more workers	100.0	72.7	27.3	7.2	2.6	6.2	3.4	7.7	.1
100-499 workers	100.0	74.3	25.7	6.6	2.3	5.8	2.7	8.1	.1
500 or more workers	100.0	71.2	28.8	7.9	2.9	6.6	4.0	7.3	.1
<b>White-collar occupations</b>	100.0	73.8	26.2	7.4	2.7	5.6	3.0	7.3	.1
1-99 workers	100.0	75.5	24.5	6.8	2.6	5.1	2.4	7.6	( <sup>5</sup> )
100 or more workers	100.0	72.6	27.4	7.9	2.8	6.1	3.4	7.1	.2
100-499 workers	100.0	73.9	26.1	7.2	2.6	5.8	2.9	7.4	.1
500 or more workers	100.0	71.5	28.5	8.5	2.9	6.3	3.8	6.9	.2
<b>Blue-collar occupations</b>	100.0	69.7	30.3	5.6	3.9	7.5	3.4	9.8	.2
1-99 workers	100.0	72.5	27.5	4.5	3.3	6.3	2.8	10.6	( <sup>5</sup> )
100 or more workers	100.0	67.0	33.0	6.6	4.6	8.6	4.0	9.0	.2
100-499 workers	100.0	68.8	31.2	5.8	4.2	8.4	3.3	9.4	( <sup>5</sup> )
500 or more workers	100.0	65.1	34.9	7.4	5.0	8.9	4.7	8.5	.5

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> Includes mining, construction, and manufacturing.

<sup>4</sup> Includes transportation, communication, and public utilities; wholesale and

retail trade; finance, insurance, and real estate; and service industries.

<sup>5</sup> Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding.

**Table 15. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry health services workers, by industry and occupational group, March 2001**

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits <sup>1</sup>
<b>Cost per hour worked</b>									
<b>Health services</b> .....	\$23.67	\$17.37	\$6.30	\$1.96	\$0.43	\$1.42	\$0.68	\$1.80	( <sup>2</sup> )
Professional specialty and technical .....	33.84	24.91	8.93	3.14	.69	1.63	1.00	2.46	( <sup>2</sup> )
Professional specialty .....	40.77	30.06	10.72	4.11	.77	1.73	1.31	2.80	( <sup>2</sup> )
Nurses .....	31.41	22.68	8.73	2.69	.97	1.64	.91	2.51	( <sup>2</sup> )
Technical .....	22.46	16.47	5.99	1.55	.56	1.48	.49	1.90	( <sup>2</sup> )
Administrative support, including clerical .....	15.93	11.48	4.45	1.07	.22	1.39	.54	1.23	( <sup>2</sup> )
Service occupations .....	13.12	9.53	3.60	.78	.27	1.09	.29	1.15	( <sup>2</sup> )
<b>Hospitals</b> .....	25.37	18.02	7.34	2.15	.66	1.84	.74	1.93	( <sup>2</sup> )
Professional specialty and technical .....	31.11	22.26	8.85	2.71	.96	1.90	.90	2.36	\$.02
Professional specialty .....	34.35	24.69	9.66	3.10	1.04	1.90	1.03	2.58	.02
Nurses .....	33.32	23.71	9.61	3.04	1.14	1.88	.98	2.55	.02
Technical .....	23.26	16.37	6.90	1.79	.77	1.91	.58	1.83	( <sup>2</sup> )
Administrative support, including clerical .....	17.24	11.82	5.42	1.37	.31	1.86	.57	1.29	( <sup>2</sup> )
Service occupations .....	14.70	10.13	4.57	1.03	.34	1.64	.36	1.20	( <sup>2</sup> )
<b>Nursing homes</b> .....	15.33	11.37	3.95	1.02	.38	.89	.24	1.42	( <sup>2</sup> )
Professional specialty and technical .....	22.45	16.76	5.69	1.50	.67	1.07	.38	2.07	( <sup>2</sup> )
Professional specialty .....	25.96	19.29	6.67	1.86	.69	1.29	.45	2.37	( <sup>2</sup> )
Technical .....	19.50	14.63	4.87	1.19	.66	.88	.32	1.83	( <sup>2</sup> )
Service occupations .....	11.78	8.65	3.13	.72	.31	.80	.17	1.12	( <sup>2</sup> )
<b>Percent of total compensation</b>									
<b>Health services</b> .....	100.0	73.4	26.6	8.3	1.8	6.0	2.9	7.6	( <sup>3</sup> )
Professional specialty and technical .....	100.0	73.6	26.4	9.3	2.0	4.8	3.0	7.3	( <sup>3</sup> )
Professional specialty .....	100.0	73.7	26.3	10.1	1.9	4.2	3.2	6.9	( <sup>3</sup> )
Nurses .....	100.0	72.2	27.8	8.6	3.1	5.2	2.9	8.0	( <sup>3</sup> )
Technical .....	100.0	73.3	26.7	6.9	2.5	6.6	2.2	8.5	( <sup>3</sup> )
Administrative support, including clerical .....	100.0	72.1	27.9	6.7	1.4	8.7	3.4	7.7	( <sup>3</sup> )
Service occupations .....	100.0	72.6	27.4	5.9	2.1	8.3	2.2	8.8	( <sup>3</sup> )
<b>Hospitals</b> .....	100.0	71.0	28.9	8.5	2.6	7.3	2.9	7.6	( <sup>3</sup> )
Professional specialty and technical .....	100.0	71.6	28.4	8.7	3.1	6.1	2.9	7.6	.1
Professional specialty .....	100.0	71.9	28.1	9.0	3.0	5.5	3.0	7.5	.1
Nurses .....	100.0	71.2	28.8	9.1	3.4	5.6	2.9	7.7	.1
Technical .....	100.0	70.4	29.7	7.7	3.3	8.2	2.5	7.9	( <sup>3</sup> )
Administrative support, including clerical .....	100.0	68.6	31.4	7.9	1.8	10.8	3.3	7.5	( <sup>3</sup> )
Service occupations .....	100.0	68.9	31.1	7.0	2.3	11.2	2.4	8.2	( <sup>3</sup> )
<b>Nursing homes</b> .....	100.0	74.2	25.8	6.7	2.5	5.8	1.6	9.3	( <sup>3</sup> )
Professional specialty and technical .....	100.0	74.7	25.3	6.7	3.0	4.8	1.7	9.2	( <sup>3</sup> )
Professional specialty .....	100.0	74.3	25.7	7.2	2.7	5.0	1.7	9.1	( <sup>3</sup> )
Technical .....	100.0	75.0	25.0	6.1	3.4	4.5	1.6	9.4	( <sup>3</sup> )
Service occupations .....	100.0	73.4	26.6	6.1	2.6	6.8	1.4	9.5	( <sup>3</sup> )

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

<sup>2</sup> Cost per hour worked is \$0.01 or less.

<sup>3</sup> Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding.

Table 16. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry transportation equipment manufacturing and public utilities workers, by industry and occupational group, March 2001

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits <sup>1</sup>
Cost per hour worked									
<b>Transportation equipment manufacturing (SIC 37)</b> .....	\$33.67	\$21.84	\$11.84	\$2.85	\$2.05	\$2.81	\$1.15	\$2.73	\$0.25
White-collar occupations .....	43.78	30.27	13.52	4.24	1.56	2.97	1.44	3.06	.24
Professional specialty and technical .....	45.66	31.02	14.65	4.73	1.31	3.41	1.58	3.26	.36
Executive, administrative, and managerial .....	54.15	39.43	14.72	4.91	2.04	2.52	1.63	3.46	.16
Blue-collar occupations .....	28.41	17.43	10.98	2.12	2.33	2.73	.99	2.56	.25
Service occupations .....	25.08	15.55	9.54	2.30	1.25	2.84	.90	2.06	.19
<b>Aircraft manufacturing (SIC 3721)</b> .....	40.09	26.79	13.30	3.69	1.79	3.13	1.36	3.12	.21
White-collar occupations .....	43.63	29.68	13.95	4.22	1.56	3.19	1.50	3.23	.26
Blue-collar occupations .....	34.18	22.00	12.18	2.81	2.18	3.02	1.10	2.94	.13
<b>Public utilities (SIC's 48, 49)</b> .....	32.58	21.83	10.76	2.87	1.64	2.48	1.46	2.22	.09
White-collar occupations .....	33.01	22.40	10.61	2.78	1.73	2.39	1.41	2.19	.11
Blue-collar occupations .....	32.34	21.09	11.24	3.08	1.52	2.69	1.58	2.30	.06
<b>Communications (SIC 48)</b> .....	32.02	21.68	10.34	2.75	1.63	2.30	1.48	2.09	.09
White-collar occupations .....	32.15	22.03	10.11	2.63	1.69	2.20	1.43	2.08	.09
Blue-collar occupations .....	31.84	20.84	11.00	3.10	1.48	2.58	1.64	2.13	.08
<b>Electric, gas, and sanitary services (SIC 49)</b> .....	33.71	22.11	11.60	3.10	1.66	2.84	1.42	2.47	.11
White-collar occupations .....	35.60	23.50	12.10	3.26	1.84	2.98	1.36	2.49	.18
Blue-collar occupations .....	32.87	21.37	11.50	3.07	1.56	2.82	1.53	2.49	.04
Percent of total compensation									
<b>Transportation equipment manufacturing (SIC 37)</b> .....	100.0	64.9	35.2	8.5	6.1	8.3	3.4	8.1	0.7
White-collar occupations .....	100.0	69.1	30.9	9.7	3.6	6.8	3.3	7.0	.5
Professional specialty and technical .....	100.0	67.9	32.1	10.4	2.9	7.5	3.5	7.1	.8
Executive, administrative, and managerial .....	100.0	72.8	27.2	9.1	3.8	4.7	3.0	6.4	.3
Blue-collar occupations .....	100.0	61.4	38.6	7.5	8.2	9.6	3.5	9.0	.9
Service occupations .....	100.0	62.0	38.0	9.2	5.0	11.3	3.6	8.2	.8
<b>Aircraft manufacturing (SIC 3721)</b> .....	100.0	66.8	33.2	9.2	4.5	7.8	3.4	7.8	.5
White-collar occupations .....	100.0	68.0	32.0	9.7	3.6	7.3	3.4	7.4	.6
Blue-collar occupations .....	100.0	64.4	35.6	8.2	6.4	8.8	3.2	8.6	.4
<b>Public utilities (SIC's 48, 49)</b> .....	100.0	67.0	33.0	8.8	5.0	7.6	4.5	6.8	.3
White-collar occupations .....	100.0	67.9	32.1	8.4	5.2	7.2	4.3	6.6	.3
Blue-collar occupations .....	100.0	65.2	34.8	9.5	4.7	8.3	4.9	7.1	.2
<b>Communications (SIC 48)</b> .....	100.0	67.7	32.3	8.6	5.1	7.2	4.6	6.5	.3
White-collar occupations .....	100.0	68.5	31.4	8.2	5.3	6.8	4.4	6.5	.3
Blue-collar occupations .....	100.0	65.5	34.5	9.7	4.6	8.1	5.2	6.7	.3
<b>Electric, gas, and sanitary services (SIC 49)</b> .....	100.0	65.6	34.4	9.2	4.9	8.4	4.2	7.3	.3
White-collar occupations .....	100.0	66.0	34.0	9.2	5.2	8.4	3.8	7.0	.5
Blue-collar occupations .....	100.0	65.0	35.0	9.3	4.7	8.6	4.7	7.6	.1

<sup>1</sup> Includes severance pay and supplemental unemployment benefits.

Note: The sum of individual items may not equal totals due to rounding.

## EXPLANATORY NOTES

Employer Costs for Employee Compensation (ECEC) measures the average cost per employee hour worked that employers pay for wages and salaries and benefits.

Wages and salaries are defined as the hourly straight-time wage rate, or, for workers not paid on an hourly basis, straight-time earnings divided by the corresponding hours. Straight-time wage and salary rates are total earnings before payroll deductions and include production bonuses, incentive pay, commissions, and cost-of-living allowances. Not included in straight-time earnings are nonproduction bonuses, such as lump-sum payments provided in place of wage increases, shift differentials, and premium pay for overtime and weekend work; these payments are included in the benefits component.

Benefits include: Paid leave--vacations, holidays, sick leave, and other leave; supplemental pay--premium pay for work in addition to the regular work schedule (such as overtime, weekends, and holidays), shift differentials, and nonproduction bonuses (such as referral bonuses and lump-sum payments provided in place of wage increases); insurance--life, health, short-term disability, and long-term disability; retirement and savings--defined benefit and defined contribution plans; legally required benefits--Social Security, Federal and State unemployment insurance, and Workers' Compensation; and other benefits--severance pay and supplemental unemployment benefits.

In June 2000, the Bureau of Labor Statistics expanded the definition of nonproduction bonuses to better represent the compensation packages offered to employees. The March 2001 ECEC includes, in addition to the traditional types of nonproduction bonuses such as attendance bonuses and lump sum payments, hiring and referral bonuses. A fact sheet has been prepared with additional information on this change and the costs of these bonuses. This information can be obtained directly from the BLS Internet site (<http://www.bls.gov/ecthome.htm>), by e-mail request ([ocltinfo@bls.gov](mailto:ocltinfo@bls.gov)), or by telephone (202) 691-6199.

### The 2001 Survey

Employer Costs for Employee Compensation include data from both private industry and State and local government. Not included are the self-employed and farm, household, and Federal government workers. Survey data are published annually with the payroll period that includes March 12 as the reference period.

The cost levels in this release are based on a probability sample of about 32,200 occupations within approximately 7,500 sample establishments in private industry and about 3,800 occupations within approximately 800 sample establishments in State and local government. Sample establishments are classified by industry categories based on the 1987 Standard Industrial Classification (SIC) system, as defined by the U.S. Office of Management and Budget. Within a sample establishment, specific job categories are selected to represent broader major occupational groups such as professional specialty and technical occupations.

Current employment weights are used to calculate cost levels. The March 2001 cost levels were calculated using the March 2001 employment counts from the Bureau of Labor Statistics Current Employment Statistics (CES) program, benchmarked to the 2000 universe of all private nonfarm establishments. In most instances, private industry employment counts were total employment estimates for 2-digit major industry groups, such as primary metal manufacturing or food stores, as defined by the SIC system. In a few cases, 3- and 4-digit industry employment counts were used. These include the 4-digit aircraft manufacturing industry (3721) and the 3-digit health care and educational industries. For more information on SIC coding, see "BLS Establishment Estimates Revised to Incorporate March 1996 Benchmarks" in the June 1997 issue of Employment and Earnings. For State and local governments, employment counts ranged from those for 3-digit

industries, such as education and health care, to those for major industry divisions, such as public administration.

Employment data from these 2-, 3-, and 4-digit industries were distributed to major occupational groups (such as executives, administrators, and managers or machine operators, assemblers, and inspectors) using the relative importance of the groups in the Employment Cost Index (ECI) sample. Because the ECI establishment sample is completely replaced over a period of several years, major occupational group employment counts from the ECI are affected by the age of the sample. However, a few years' difference in the age of the occupational data within industries is likely to have a small impact on the estimates.

In contrast, the ECI, which measures the change in employer costs for employee compensation, is calculated with fixed 1990 employment counts to prevent employment shifts among occupations and industries from influencing the changes. Therefore, year-to-year changes in Employer Costs for Employee Compensation will differ from those in the ECI.

Historical data and related articles on the ECEC are included in the bulletin, Employer Costs for Employee Compensation, 1986-99 (Bulletin 2526). An historical summary from 1986 through 2001 is also being prepared and will be available in the future on the Internet site (<http://www.bls.gov/ecthome.htm>) or upon request. Information on how costs are calculated appears in "Measuring Trends in the Structure and Levels of Employer Costs for Employee Compensation," Compensation and Working Conditions, Summer 1997. An article on changes in employer compensation costs appears in "Tracking Changes in Benefit Costs," Compensation and Working Conditions, Spring 1999.

#### Relative Standard Errors

Because the ECEC is a sample survey, it is subject to sampling errors. Sampling errors are differences that occur between the results computed from a sample of observations and those computed from all observations in the population. The estimates derived from different samples selected using the same sample design may differ from each other. A measure of the variation among these differing estimates is the standard error. It can be used to measure the precision with which an estimate from a particular sample approximates the expected result of all possible samples. The chances are about 68 out of 100 that an estimate from the survey differs from a complete population figure by less than the standard error. The chances are about 90 out of 100 that this difference would be less than 1.6 times the standard error. All the statements of comparisons appearing in this publication are significant at a 1.6 standard error level or better, unless otherwise indicated. This means that for differences cited, the estimated difference is greater than 1.6 times the standard error of the difference.

The relative standard error (RSE) is shown with the cost estimates for some series in the appendix. The RSE for all estimates will be available shortly after the release is issued. This information can be obtained directly from the BLS Internet site (<http://www.bls.gov/ecthome.htm>), by e-mail request ([ocltinfo@bls.gov](mailto:ocltinfo@bls.gov)), or by telephone (202) 691-6199.

For a more detailed explanation of relative standard errors, see "Measuring Trends in the Structure and Levels of Employer Costs for Employee Compensation," Compensation and Working Conditions, Summer 1997. For a detailed explanation of how to use standard error data to analyze differences in year-to-year changes, see "Analyzing Year-to-Year Changes in Employer Costs for Employee Compensation," Compensation and Working Conditions, Spring 1998. This article supplements an article from the Summer 1997 issue of Compensation and Working Conditions, "Explaining the Differential Growth Rates of the ECI and ECEC," which examined how differences in the construction of these measures contribute to differing trends.

Standard errors relate to differences that occur from sampling errors, but not from nonsampling errors. Sampling errors are differences between the results computed from a sample of observations and those computed from all observations in the population. Nonsampling errors are not measured and include survey nonresponse and data collection and processing errors. Survey nonresponse is when sample members are unwilling or unable to participate in the survey. Data collection errors include provision of inaccurate data by respondents and definitional difficulties. Processing errors include errors in recording, coding, and entering data. Although nonsampling errors are not measured, BLS quality assurance programs contain procedures for reducing such errors. These procedures include data collection reinterviews, observed interviews, computer data edits, and systematic review of reports on which data are recorded. Extensive field economist training also is conducted to maintain high data collection standards.

#### Comparing private and public sector data

Aggregate compensation cost levels in State and local government should not be directly compared with those in private industry. Differences between these sectors stem from factors such as variation in work activities and occupational structures. Manufacturing and sales, for example, make up a large part of private industry work activities, but are rare in State and local government. White-collar occupations (largely professional occupations including teachers) account for two-thirds of the State and local government workforce, compared with one-half of private industry.

A detailed examination of differences in compensation levels and trends between private industry and State and local government may be found in, "Cost of Employee Compensation in Public and Private Sectors," Monthly Labor Review, May 1993, and "Compensation Cost Trends in Private Industry and State and Local Governments," Compensation and Working Conditions, Fall 1999.

#### Obtaining information

Articles, bulletins, and other information may be obtained by calling (202) 691-6199, sending an e-mail message to [ocltinfo@bls.gov](mailto:ocltinfo@bls.gov), or visiting the Internet site (<http://www.bls.gov/ecthome.htm>). Information in this release will be made available to sensory impaired individuals upon request. Voice phone: (202) 691-5200; Federal Relay Service Number: 1-800-877-8339.



Appendix. Employer costs per hour worked for components of compensation, and relative standard errors,<sup>1</sup> by major industry and occupation categories, March 2001

Industry or occupation category	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits <sup>2</sup>
<b>Civilian workers</b>									
Cost per hour worked .....	\$22.15	\$16.07	\$6.08	\$1.51	\$0.56	\$1.46	\$0.78	\$1.73	\$0.03
Relative error .....	2.5	2.5	2.9	3.9	5.9	2.4	3.6	2.1	10.2
<b>State and local government workers</b>									
Cost per hour worked .....	\$30.06	\$21.34	\$8.73	\$2.34	\$2.26	\$2.56	\$1.73	\$1.78	\$0.6
Relative error .....	1.4	1.5	1.9	2.0	7.2	2.3	3.1	2.4	25.9
<b>Private industry workers</b>									
Cost per hour worked .....	\$20.81	\$15.18	\$5.63	\$1.37	\$0.61	\$1.28	\$0.62	\$1.73	\$0.02
Relative error .....	3.1	3.0	3.6	5.0	6.2	3.2	5.2	2.4	9.9
<b>Goods-producing industries<sup>3</sup></b>									
Cost per hour worked .....	\$24.40	\$16.86	\$7.55	\$1.60	\$1.07	\$1.85	\$0.83	\$2.14	\$0.05
Relative error .....	2.8	2.7	3.4	3.6	6.7	3.8	7.4	2.4	16.3
<b>Service-producing industries<sup>4</sup></b>									
Cost per hour worked .....	\$19.74	\$14.68	\$5.06	\$1.30	\$0.48	\$1.11	\$0.55	\$1.60	( <sup>5</sup> )
Relative error .....	3.5	3.3	4.2	6.0	9.6	3.3	5.2	2.7	( <sup>6</sup> )
<b>Manufacturing</b>									
Cost per hour worked .....	\$24.30	\$16.66	\$7.64	\$1.85	\$1.09	\$1.93	\$0.75	\$1.95	\$0.07
Relative error .....	2.5	2.6	2.7	3.3	3.7	3.2	5.7	2.0	17.1
<b>Nonmanufacturing</b>									
Cost per hour worked .....	\$20.12	\$14.89	\$5.23	\$1.28	\$0.52	\$1.15	\$0.59	\$1.68	( <sup>5</sup> )
Relative error .....	3.6	3.4	4.4	6.0	9.0	3.8	6.2	2.8	( <sup>6</sup> )
<b>White-collar workers</b>									
Cost per hour worked .....	\$25.34	\$18.71	\$6.63	\$1.88	\$0.68	\$1.43	\$0.75	\$1.85	\$0.03
Relative error .....	3.9	3.8	4.3	5.7	10.5	2.9	5.3	3.0	8.7
<b>Blue-collar workers</b>									
Cost per hour worked .....	\$19.35	\$13.48	\$5.87	\$1.08	\$0.76	\$1.45	\$0.66	\$1.89	\$0.03
Relative error .....	2.0	1.7	2.9	3.1	2.8	3.9	6.1	2.1	18.8
<b>Service workers</b>									
Cost per hour worked .....	\$10.32	\$8.00	\$2.32	\$0.42	\$0.16	\$0.52	\$0.15	\$1.07	( <sup>5</sup> )
Relative error .....	2.4	2.0	4.2	7.3	5.5	7.0	9.8	2.1	( <sup>6</sup> )

<sup>1</sup> The relative error is the standard error expressed as a percent of the cost. One can be 90-percent confident that the interval around the cost estimate bounded by 1.6 times plus and 1.6 times minus the standard error contains the "true" cost.

<sup>2</sup> Includes severance pay and supplemental unemployment benefits.

<sup>3</sup> Includes mining, construction, and manufacturing.

<sup>4</sup> Includes transportation, communication, and public utilities; wholesale and

retail trade; finance, insurance, and real estate; and service industries.

<sup>5</sup> Cost per hour worked is \$0.01 or less.

<sup>6</sup> Relative error is suppressed because cost per hour worked is \$0.01 or less.

Note: The sum of individual items may not equal totals due to rounding.