

News

United States
Department
of Labor



Bureau of Labor Statistics

Washington, D.C. 20212

Technical contact:
Brenda Rogers (202) 606-6199

USDL: 93-220

Media contact:
Kathryn Hoyle (202) 606-5902

FOR RELEASE: Immediate
Friday, June 18, 1993

EMPLOYER COSTS FOR EMPLOYEE COMPENSATION - MARCH 1993

Employer costs for employee compensation in the U.S. economy (private industry and state and local governments) averaged \$17.88 per hour worked in March 1993, the U.S. Department of Labor's Bureau of Labor Statistics reported today. Straight-time wages and salaries (70.9 percent of the costs) averaged \$12.68 an hour, while benefit costs (the remaining 29.1 percent) averaged \$5.20.

Legally required benefits (e.g., social security, workers' compensation, unemployment insurance) averaged \$1.53 per hour worked--the largest cost to employers among the benefit categories. Legally required benefits accounted for 8.6 percent of total compensation costs and nearly one-third of all benefit costs. (See table 1.)

Other important benefit categories and their average costs per hour worked were: Insurance (\$1.32), paid leave (\$1.22), retirement and savings (70 cents), and supplemental pay (39 cents), which includes premium pay for overtime, shift pay, nonproduction bonuses, and lump-sum payments provided in lieu of wage increases.

Private industry

In private industry, March 1993 employer compensation costs averaged \$16.70 per hour worked, straight-time wages and salaries \$11.90 per hour, and benefit costs \$4.80 per hour. (See table 3.) Compensation costs varied widely by industry and occupational group, union status, establishment employment size, and geographic region. Highlights for private industry follow:

Compensation costs averaged more for workers in goods-producing industries (\$20.22 per hour worked) than for those in service-producing industries (\$15.51). (See table 7.) In goods-producing industries, compensation cost levels ranged from \$17.75 in nondurable goods manufacturing to \$21.88 in durable goods manufacturing. Among service-producing industries, compensation costs ranged from \$9.28 in retail trade to \$24.07 in transportation and public utilities.

Among occupational categories, average compensation costs were higher for white-collar occupations (\$19.67) than for blue-collar occupations (\$16.43) and service occupations (\$8.54). (See table 8.) The level of compensation varied considerably, however, by occupational group within the blue-collar and white-collar categories.

Benefits in private industry made up a larger proportion of compensation costs for blue-collar occupations (33.0 percent) than for white-collar occupations (27.2 percent) and service occupations (24.1 percent). (See table 4.) In goods-producing industries, benefits made up 34.9 percent of compensation costs for blue-collar occupations, compared with 29.9 percent for white-collar occupations. The corresponding proportions in service-producing industries were 30.2 percent and 26.6 percent. (See tables 9 and 10.)

March 1993 compensation costs averaged more for union workers (\$21.86) in private industry than for nonunion workers (\$15.76). (See tables 13 and 14.) In addition, benefits made up a larger proportion of compensation costs for union workers (36.0 percent) than for nonunion workers (26.9 percent). Union and nonunion cost levels reflect a variety of influences, including coverage by a collective bargaining agreement and variation in distribution of union and nonunion workers among occupations, industries, and establishment size groups.

Compensation costs in private industry increased with establishment employment size. (See table 6.) They averaged \$14.56 per hour worked in establishments of under 100 employees, \$15.21 in establishments of 100 to 499 employees, and \$21.92 in establishments of 500 or more employees.

Compensation costs by region ranged from \$14.81 in the South to \$19.44 in the Northeast. The proportion of compensation costs made up of benefits ranged from 27.5 percent in the South to 30.4 percent in the Midwest. (See table 5.)

State and local governments

In state and local governments, March 1993 employer costs averaged \$24.44 per hour worked, straight-time wages and salaries \$17.00, and benefit costs \$7.44. (See table 2.) Compensation costs varied widely by type of work activity and occupational group. Highlights for state and local governments follow:

Among work activities, average compensation costs were higher per hour worked in services (e.g., health and educational services) compared with public administration (\$26.02 and \$21.35, respectively). Those two categories account for most state and local government employment.

Compensation costs in state and local governments averaged more for white-collar occupations (\$27.67) than for blue-collar (\$18.78) and service occupations (\$17.04). Service occupations include police and firefighters, as well as janitors, cooks, and nursing aides.

The relative importance of March 1993 employer costs for employee benefits also varied among occupational categories. Benefits accounted for 28.7 percent of compensation costs for white-collar occupations, compared with 35.4 percent for blue-collar and 36.5 percent for service occupations.

Note

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

Differences in compensation cost levels for private industry and state and local governments are reduced as comparisons move from broad worker categories (such as white-collar workers) to more specific occupational groups (such as administrative support including clerical). Occupational categories in some cases contain a substantially different mix of occupations in private industry than in state and local governments. Service occupations in state and local governments (including police and firefighters) had compensation costs that averaged nearly twice as much as those in private industry (where occupations such as waiters and waitresses, cooks, bartenders, and janitors were prevalent)--\$17.04 an hour compared with \$8.54.

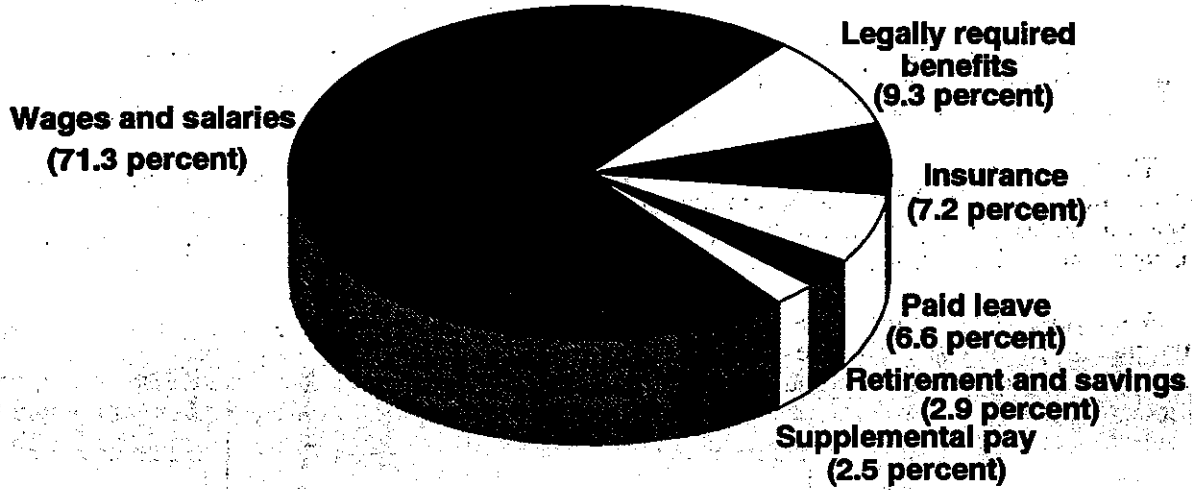
An article examining in more detail differences in compensation levels between private industry and state and local governments, "Cost of Employee Compensation in Public and Private Sectors," is in the May 1993 issue of the Bureau publication, Monthly Labor Review.

The March 1993 levels of employer costs for employee compensation shown in this release were calculated using March 1993 employment patterns. Therefore, changes in cost levels over time reflect both changing rates of compensation and changes in relative employment among occupations and industries with different rates of compensation.

A measure of the change in rates of compensation that is not influenced by employment shifts among occupations and industries is provided by the Employment Cost Index (ECI), which is published quarterly by the Bureau of Labor Statistics.

Relative importance of employer cost for employee compensation, private industry and state and local government, March 1993

Private industry



State and local government

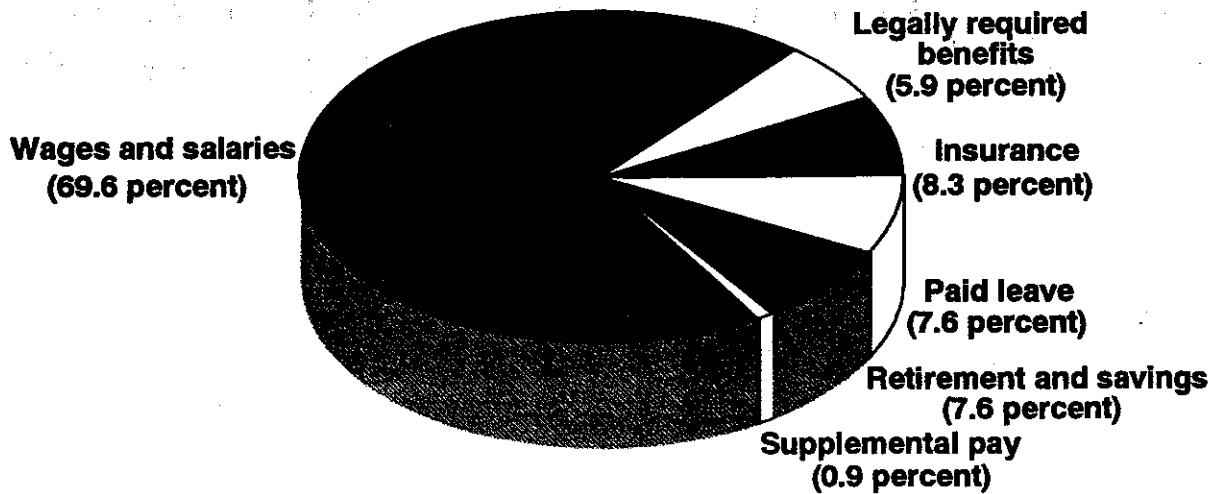


Table 1. CIVILIAN WORKERS: Employer costs per hour worked for employee compensation, and costs as a percent of total compensation, by occupational and industry group, March 1993

Series	Total compensation	Wages and salaries	Benefit costs						Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits ^{1/}	Other benefits ^{1/}
			Cost per hour worked												
			\$	%	\$	%	\$	%							
Civilian workers.....	\$17.88	\$12.68	\$5.20	\$1.22	\$0.39	\$1.32	\$0.70	\$1.53	\$0.04						
Occupational group:															
White-collar occupations.....	21.23	15.38	5.86	1.55	.38	1.48	.87	1.54	.04						
Professional specialty and technical.....	29.33	21.41	7.92	2.05	.42	1.94	1.51	1.96	.04						
Executive, administrative, and managerial.....	30.48	21.98	8.50	2.65	.67	1.76	1.19	2.13	.10						
Administrative support including clerical.....	14.36	10.05	4.31	1.08	.25	1.35	.50	1.12	.02						
Blue-collar occupations.....	16.58	11.08	5.50	1.02	.55	1.42	.61	1.84	.06						
Service occupations.....	10.04	7.25	2.79	.58	.17	.69	.35	1.00	*						
Industry group:															
Services.....	18.91	13.80	5.11	1.26	.27	1.29	.83	1.43	.02						
Health services.....	17.55	12.66	4.88	1.36	.44	1.16	.49	1.42	*						
Hospitals.....	19.74	13.83	5.91	1.69	.60	1.54	.56	1.51	*						
Educational services.....	26.87	19.56	7.32	1.63	.08	2.09	1.95	1.53	.03						
Elementary and secondary education.....	27.24	19.78	7.46	1.64	.08	2.25	2.09	1.47	.04						
Higher education.....	27.39	20.02	7.37	1.86	.10	1.91	1.81	1.68	*						
Civilian workers.....	100.0	70.9	29.1	6.8	2.2	7.4	3.9	8.6	0.2						
Occupational group:															
White-collar occupations.....	100.0	72.4	27.6	7.3	1.8	7.0	4.1	7.3	.2						
Professional specialty and technical.....	100.0	73.0	27.0	7.0	1.4	6.6	5.1	6.7	.1						
Executive, administrative, and managerial.....	100.0	72.1	27.9	8.7	2.2	5.8	3.9	7.0	.3						
Administrative support including clerical.....	100.0	70.0	30.0	7.5	1.7	9.4	3.4	7.8	.1						
Blue-collar occupations.....	100.0	66.8	33.2	6.1	3.3	8.6	3.7	11.1	.4						
Service occupations.....	100.0	72.2	27.8	5.8	1.7	6.8	3.5	10.0	*						
Industry group:															
Services.....	100.0	73.0	27.0	6.7	1.4	6.8	4.4	7.6	.1						
Health services.....	100.0	72.2	27.8	7.8	2.5	6.6	2.8	8.1	*						
Hospitals.....	100.0	70.0	30.0	8.6	3.0	7.8	2.8	7.7	*						
Educational services.....	100.0	72.8	27.2	6.1	.3	7.8	7.3	5.7	.1						
Elementary and secondary education.....	100.0	72.6	27.4	5.7	.3	8.3	7.7	5.4	.1						
Higher education.....	100.0	73.1	26.9	6.8	.4	7.0	6.6	6.2	*						

1/ Includes severance pay and supplemental unemployment benefits. * Cost per hour worked is \$0.01 or less.

Table 2. STATE AND LOCAL GOVERNMENT: Employer costs per hour worked for employee compensation, and costs as a percent of total compensation, by occupational and industry group, March 1993

Series	Total compensation	Wages and salaries	Benefit costs						Total	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits ^{1/}			
			Total	Paid leave	Cost per hour worked	Total	Supplemental pay	Insurance							Retirement and savings	Legally required benefits	Other benefits ^{1/}
State and local government workers.....	\$24.44	\$17.00	\$7.44	\$1.86	\$0.21	\$2.02	\$1.87	\$1.44	\$0.03								
Occupational group:																	
White-collar occupations.....	27.67	19.72	7.95	1.98	.14	2.17	2.08	1.55	.03								
Professional specialty and technical.....	32.91	24.07	8.83	1.95	.16	2.37	2.54	1.77	.04								
Teachers.....	36.02	26.87	9.15	1.72	.09	2.55	2.91	1.84	.04								
Executive, administrative, and managerial.....	30.66	21.26	9.39	3.07	.15	2.02	2.35	1.80	.02								
Administrative support including clerical.....	15.59	10.18	5.41	1.44	.09	1.85	1.01	.99	.02								
Blue-collar occupations.....	18.78	12.13	6.65	1.71	.35	1.84	1.32	1.42	*								
Service occupations.....	17.04	10.83	6.21	1.58	.37	1.65	1.50	1.09	.02								
Industry group:																	
Services.....	26.02	18.58	7.44	1.74	.16	2.12	1.95	1.45	.03								
Health services.....	19.31	12.91	6.41	1.97	.50	1.56	1.02	1.33	.02								
Hospitals.....	19.60	13.20	6.40	2.01	.49	1.53	1.02	1.34	.02								
Educational services.....	27.68	20.00	7.68	1.69	.09	2.24	2.15	1.49	.03								
Elementary and secondary education.....	27.88	20.18	7.70	1.59	.08	2.32	2.21	1.46	.04								
Higher education.....	28.13	20.29	7.84	1.97	.12	2.07	2.06	1.61	* .04								
Public administration.....	21.35	14.02	7.33	2.10	.28	1.79	1.80	1.32	* .03								
State and local government workers.....	100.0%	69.6%	30.4%	7.6%	0.9%	8.3%	7.6%	5.9%	0.1%								
Occupational group:																	
White-collar occupations.....	100.0	71.3	28.7	7.1	.5	7.8	7.5	5.6	.1								
Professional specialty and technical.....	100.0	73.2	26.8	5.9	.5	7.2	7.7	5.4	.1								
Teachers.....	100.0	74.6	25.4	4.8	.2	7.1	8.1	5.1	.1								
Executive, administrative, and managerial.....	100.0	69.4	30.6	10.0	.5	6.6	7.7	5.9	.1								
Administrative support including clerical.....	100.0	65.3	34.7	9.3	.6	11.9	6.5	6.3	.1								
Blue-collar occupations.....	100.0	64.6	35.4	9.1	1.9	9.8	7.0	7.6	*								
Service occupations.....	100.0	63.5	36.5	9.3	2.2	9.7	8.8	6.4	.1								
Industry group:																	
Services.....	100.0	71.4	28.6	6.7	.6	8.1	7.5	5.6	.1								
Health services.....	100.0	66.8	33.2	10.2	2.6	8.1	5.3	6.9	.1								
Hospitals.....	100.0	67.3	32.7	10.2	2.5	7.8	5.2	6.8	.1								
Educational services.....	100.0	72.2	27.8	6.1	.3	8.1	7.8	5.4	.1								
Elementary and secondary education.....	100.0	72.4	27.6	5.7	.3	8.3	7.9	5.3	.1								
Higher education.....	100.0	72.1	27.9	7.0	.4	7.4	7.3	5.7	* .1								
Public administration.....	100.0	65.7	34.3	9.8	1.3	8.4	8.4	6.2	* .1								

^{1/} Includes severance pay and supplemental unemployment benefits. * Cost per hour worked is \$0.01 or less.

Table 3. PRIVATE INDUSTRY BY BROAD INDUSTRY CATEGORIES: Employer costs per hour worked for employee compensation, and costs as a percent of total compensation, March 1993

Compensation component	All workers in private industry		Goods-producing industries 1/		Service-producing industries 2/		Manufacturing industries		Nonmanufacturing industries	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation.....	\$16.70	100.0%	\$20.22	100.0%	\$15.51	100.0%	\$20.09	100.0%	\$15.85	100.0%
Wages and salaries.....	11.90	71.3	13.54	67.0	11.34	73.1	13.35	66.4	11.54	72.8
Total benefits.....	4.80	28.7	6.67	33.0	4.17	26.9	6.74	33.6	4.31	27.2
Paid Leave.....	1.11	6.6	1.38	6.8	1.01	6.5	1.52	7.6	1.00	6.3
Vacations.....	.54	3.2	.72	3.5	.48	3.1	.78	3.9	.48	3.0
Holidays.....	.38	2.3	.50	2.5	.34	2.2	.56	2.8	.33	2.1
Sick leave.....	.14	.8	.11	.6	.15	1.0	.13	.6	.14	.9
Other leave.....	.05	.3	.05	.3	.05	.3	.06	.3	.05	.3
Supplemental pay.....	.42	2.5	.67	3.3	.34	2.2	.71	3.5	.35	2.2
Premium pay.....	.19	1.1	.39	1.9	.12	.8	.39	1.9	.14	.9
Shift pay.....	.05	.3	.08	.4	.04	.3	.10	.5	.04	.3
Nonproduction bonuses.....	.19	1.1	.21	1.0	.18	1.2	.23	1.1	.18	1.1
Insurance.....	1.19	7.2	1.74	8.6	1.01	6.5	1.86	9.3	1.03	6.5
Life.....	.05	.3	.07	.3	.04	.3	.08	.4	.04	.3
Health.....	1.10	6.6	1.59	7.9	.93	6.0	1.69	8.4	.95	6.0
Sickness and accident.....	.05	.3	.08	.4	.04	.3	.09	.4	.04	.3
Retirement and savings.....	.48	2.9	.77	3.8	.39	2.5	.72	3.6	.43	2.7
Pensions.....	.38	2.3	.60	3.0	.31	2.0	.55	2.7	.34	2.1
Savings and thrift.....	.10	.6	.17	.8	.08	.5	.17	.9	.09	.5
Legally required.....	1.55	9.3	1.99	9.8	1.40	9.0	1.79	8.9	1.49	9.4
Social security.....	.99	5.9	1.17	5.8	.93	6.0	1.16	5.8	.95	6.0
Federal unemployment.....	.03	.2	.03	.2	.03	.2	.03	.2	.03	.2
State unemployment.....	.11	.7	.15	.8	.10	.7	.14	.7	.11	.7
Workers' compensation.....	.39	2.3	.63	3.1	.31	2.0	.44	2.2	.38	2.4
Other benefits.....	.04	.2	.12	.6	.04	.3	.14	.7	.02	.1

1/ Includes mining, construction, and manufacturing utilities; transportation, communication, and public and real estate; and service industries.

2/ Cost per hour worked is \$0.01 or less. NOTE: See the explanatory note for a definition of the compensation components.

Table 4. PRIVATE INDUSTRY BY BROAD OCCUPATIONAL CATEGORIES: Employer costs per hour worked for employee compensation, and costs as a percent of total compensation, March 1993

Compensation component	All workers in private industry		White-collar workers		Blue-collar workers		Service workers	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation.....	\$16.70	100.0%	\$19.67	100.0%	\$16.43	100.0%	\$8.54	100.0%
Wages and salaries.....	11.90	71.3	14.32	72.8	11.01	67.0	6.48	75.9
Total benefits.....	4.80	28.7	5.35	27.2	5.42	33.0	2.06	24.1
Paid Leave.....	1.11	6.6	1.44	7.3	.97	5.9	.36	4.3
Vacations.....	.54	3.2	.69	3.5	.50	3.1	.18	2.1
Holidays.....	.38	2.3	.49	2.5	.35	2.1	.12	1.3
Sick leave.....	.14	.8	.21	1.1	.08	.5	.06	.7
Other leave.....	.05	.3	.06	.3	.04	.3	*	*
Supplemental pay.....	.42	2.5	.44	2.2	.56	3.4	.12	1.4
Premium pay.....	.19	1.1	.10	.5	.38	2.3	.07	.8
Shift pay.....	.05	.3	.05	.2	.07	.4	.03	.4
Nonproduction bonuses.....	.19	1.1	.29	1.5	.11	.7	.02	.3
Insurance.....	1.19	7.2	1.32	6.7	1.39	8.5	.48	5.6
Life.....	.05	.3	.06	.3	.05	.3	*	*
Health.....	1.10	6.6	1.20	6.1	1.28	7.8	.45	5.3
Sickness and accident.....	.05	.3	.06	.3	.06	.4	*	*
Retirement and savings.....	.48	2.9	.57	2.9	.56	3.4	.11	1.2
Pensions.....	.38	2.3	.42	2.2	.47	2.9	.09	1.1
Savings and thrift.....	.10	.6	.15	.7	.09	.5	*	*
Legally required.....	1.55	9.3	1.54	7.8	1.87	11.4	.98	11.5
Social security.....	.99	5.9	1.16	5.9	.96	5.8	.56	6.5
Federal unemployment.....	.03	.2	.03	.2	.03	.2	.03	.4
State unemployment.....	.11	.7	.11	.5	.14	.9	.09	1.1
Workers' compensation.....	.39	2.3	.23	1.2	.70	4.3	.09	3.4
Other benefits.....	.04	.2	.04	.2	.07	.4	*	*

* Cost per hour worked is \$0.01 or less.
NOTE: See footnotes at end of table 3.

Table 5. PRIVATE INDUSTRY BY REGION AND UNION STATUS: Employer costs per hour worked for employee compensation, and costs as a percent of total compensation, March 1993

Compensation component	Region						Union status					
	Northeast		South		Midwest		West		Union		Nonunion	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$19.44	100.0%	\$14.81	100.0%	\$15.93	100.0%	\$17.43	100.0%	\$21.86	100.0%	\$15.76	100.0%
Wages and salaries	13.78	70.9	10.74	72.5	11.09	69.6	12.55	72.0	13.98	64.0	11.52	73.1
Total benefits	5.66	29.1	4.07	27.5	4.84	30.4	4.87	28.0	7.88	36.0	4.24	26.9
Paid leave	1.40	7.2	.94	6.4	1.04	6.6	1.09	6.3	1.58	7.2	1.02	6.5
Vacations	.66	3.4	.47	3.2	.52	3.3	.53	3.1	.84	3.9	.48	3.1
Holidays	.48	2.5	.32	2.1	.36	2.3	.37	2.1	.51	2.3	.35	2.2
Sick leave	.20	1.0	.11	.8	.12	.7	.15	.8	.16	.7	.14	.9
Other leave	.07	.4	.04	.3	.04	.3	.04	.2	.07	.3	.04	.3
Supplemental pay	.50	2.6	.33	2.2	.48	3.0	.42	2.4	.73	3.3	.37	2.3
Premium pay	.18	.9	.17	1.1	.21	1.3	.19	1.1	.48	2.2	.13	.8
Shift pay	.06	.3	.04	.3	.06	.4	.05	.3	.13	.6	.04	.3
Nonproduction bonuses	.26	1.3	.12	.8	.21	1.3	.18	1.0	.13	.6	.20	1.3
Insurance	1.42	7.3	.99	6.7	1.26	7.9	1.17	6.7	2.25	10.3	1.00	6.4
Life	.06	.3	.04	.3	.05	.3	.05	.3	.08	.4	.04	.3
Health	1.31	6.7	.91	6.1	1.15	7.2	1.08	6.2	2.07	9.5	.92	5.8
Sickness and accident	.05	.3	.04	.3	.06	.4	.04	.2	.10	.5	.04	.3
Retirement and savings	.58	3.0	.41	2.7	.49	3.1	.49	2.8	1.03	4.7	.38	2.4
Pensions	.48	2.4	.31	2.1	.40	2.5	.36	2.1	.93	4.3	.28	1.8
Savings and thrift	.11	.6	.10	.7	.09	.6	.13	.7	.11	.5	.10	.7
Legally required	1.73	8.9	1.38	9.3	1.50	9.4	1.66	9.5	2.14	9.8	1.44	9.1
Social security	1.12	5.8	.89	6.0	.95	6.0	1.04	6.0	1.22	5.6	.95	6.0
Federal unemployment	.03	.2	.03	.2	.03	.2	.03	.2	.03	.1	.03	.2
State unemployment	.16	.8	.08	.6	.12	.7	.12	.7	.16	.7	.11	.7
Workers' compensation	.39	2.0	.36	2.5	.37	2.3	.47	2.7	.67	3.1	.34	2.2
Other benefits	.03	.1	.02	.1	.08	.5	.05	.3	.14	.7	.02	.1

NOTE: See footnotes at end of table 3.

Table 6. PRIVATE INDUSTRY BY ESTABLISHMENT EMPLOYMENT SIZE: Employer costs per hour worked for employee compensation, and costs as a percent of total compensation, March 1993

Compensation component	Total Private		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	\$16.70	100.0%	\$14.56	100.0%	\$18.52	100.0%	\$15.21	100.0%	\$21.92	100.0%
Wages and salaries	11.90	71.3	10.75	73.8	12.88	69.5	10.92	71.8	14.89	68.0
Total benefits	4.80	28.7	3.81	26.2	5.64	30.5	4.29	28.2	7.02	32.0
Paid leave	1.11	6.6	.81	5.5	1.36	7.3	.96	6.3	1.78	8.1
Vacations	.54	3.2	.38	2.6	.67	3.6	.46	3.0	.89	4.1
Holidays	.38	2.3	.28	2.0	.46	2.5	.33	2.2	.58	2.7
Sick leave	.14	.8	.10	.7	.17	.9	.12	.8	.22	1.0
Other leave	.05	.3	.03	.2	.06	.3	.04	.3	.08	.4
Supplemental pay	.42	2.5	.33	2.2	.51	2.7	.36	2.4	.66	3.0
Premium pay	.19	1.1	.13	.9	.24	1.3	.20	1.3	.27	1.2
Shift pay	.05	.3	*	*	.09	.5	.05	.3	.14	.6
Nonproduction bonuses	.19	1.1	.19	1.3	.18	1.0	.11	.7	.25	1.1
Insurance	1.19	7.2	.89	6.1	1.46	7.9	1.07	7.0	1.86	8.5
Life	.05	.3	.04	.2	.06	.3	.04	.3	.07	.3
Health	1.10	6.6	.82	5.6	1.33	7.2	.98	6.4	1.69	7.7
Sickness and accident	.05	.3	.03	.2	.07	.4	.04	.3	.09	.4
Retirement and savings	.68	2.9	.32	2.2	.63	3.4	.42	2.8	.83	3.8
Pensions	.38	2.3	.27	1.8	.48	2.6	.33	2.2	.63	2.9
Savings and thrift	.10	.6	.05	.4	.15	.8	.10	.6	.20	.9
Legally required	1.55	9.3	1.47	10.1	1.62	8.7	1.44	9.5	1.80	8.2
Social Security	.99	5.9	.89	6.1	1.08	5.8	.91	6.0	1.25	5.7
Federal unemployment	.03	.2	.03	.2	.03	.2	.03	.2	.03	.1
State unemployment	.11	.7	.12	.8	.11	.6	.11	.8	.11	.5
Workers' compensation	.39	2.3	.42	2.9	.37	2.0	.38	2.5	.35	1.6
Other benefits	.04	.2	*	*	.07	.4	.04	.3	.10	.5

* Cost per hour worked is \$0.01 or less.
NOTE: See the explanatory note for a definition of the compensation components and relative error.

Table 7. PRIVATE INDUSTRY BY INDUSTRY CATEGORIES: Employer costs per hour worked for employee compensation, and costs as a percent of total compensation, March 1993

Industry group	Total compensation	Wages and salaries	Total	Cost per hour worked				Benefit costs			
				Paid Leave	Supplemental pay	Insurance	Retirement and savings	Legally required	Other benefits		
All workers in private industry.....	\$16.70	\$11.90	\$4.80	\$1.11	\$0.42	\$1.19	\$0.48	\$1.55	\$0.04		
Goods-producing industries 1/.....	20.22	13.54	6.67	1.38	.67	1.74	.77	1.99	.12		
Construction.....	19.71	13.64	6.07	.63	.53	1.22	.89	2.78	*		
Manufacturing industries.....	20.09	13.35	6.74	1.52	.71	1.86	.72	1.79	.14		
Durables.....	21.88	14.21	7.67	1.72	.82	2.18	.81	1.91	.24		
Nondurables.....	17.75	12.23	5.53	1.27	.56	1.44	.60	1.63	.02		
Service-producing industries 2/.....	15.51	11.34	4.17	1.01	.34	1.01	.39	1.40	*		
Transportation and public utilities.....	24.07	16.39	7.68	1.96	.53	2.04	.84	2.28	.03		
Wholesale trade.....	18.12	12.92	5.20	1.19	.45	1.41	.44	1.67	.03		
Retail trade.....	9.28	7.18	2.10	.38	.16	.45	.11	1.00	*		
Finance, insurance, and real estate.....	20.27	14.52	5.75	1.51	.71	1.44	.64	1.43	.03		
Services.....	16.34	12.07	4.27	1.10	.32	1.00	.42	1.43	*		
	100.0%	71.3%	28.7%	6.6%	2.5%	7.2%	2.9%	9.3%	0.2%		
All workers in private industry.....	100.0	67.0	33.0	6.8	3.3	8.6	3.8	9.8	.6		
Goods-producing industries 1/.....	100.0	70.1	29.9	4.0	4.3	5.8	3.5	12.2	*		
Construction.....	100.0	66.4	33.6	7.6	3.5	9.3	3.6	8.9	.7		
Manufacturing industries.....	100.0	66.6	33.4	7.8	3.3	9.3	3.6	8.4	1.0		
Durables.....	100.0	69.8	30.2	7.5	2.8	7.7	3.5	8.6	.1		
Nondurables.....	100.0	73.1	26.9	6.5	2.2	6.5	2.5	9.0	*		
Service-producing industries 2/.....	100.0	69.3	30.7	8.1	2.0	8.3	3.4	8.7	.1		
Transportation and public utilities.....	100.0	69.7	30.3	6.9	2.6	8.4	2.6	9.5	.4		
Wholesale trade.....	100.0	76.3	23.7	5.0	2.1	5.4	1.2	10.1	*		
Retail trade.....	100.0	71.5	28.5	7.1	3.2	7.2	2.9	8.0	.1		
Finance, insurance, and real estate.....	100.0	74.0	26.0	6.3	2.0	5.9	2.3	9.5	.1		
Services.....	100.0	74.0	26.0	6.3	2.0	5.9	2.3	9.5	.1		

* Cost per hour worked is \$0.01 or less.
NOTE: See footnotes at end of table 3.

Table 8. PRIVATE INDUSTRY BY OCCUPATIONAL CATEGORIES: Employer costs per hour worked for employee compensation, and costs as a percent of total compensation, March 1993

Occupational group	Total compensation	Wages and salaries	Total	Benefit costs				Legally required	Other benefits
				Paid leave	Supplemental pay	Insurance	Retirement and savings		
			Cost per hour worked						
All workers in private industry.....	\$16.70	\$11.90	\$4.80	\$1.11	\$0.42	\$1.19	\$0.48	\$1.55	\$0.04
White-collar workers.....	19.67	14.32	5.35	1.44	.44	1.32	.57	1.54	.04
Professional specialty and technical.....	27.13	19.76	7.37	2.11	.59	1.69	.88	2.07	.03
Executive, administrative, managerial.....	30.45	22.14	8.31	2.55	.78	1.71	.94	2.20	.12
Sales workers.....	13.32	10.15	3.17	.66	.31	.74	.26	1.18	*
Administrative support, including clerical.....	14.14	10.02	4.12	1.02	.28	1.26	.40	1.14	.02
Blue-collar workers.....	16.43	11.01	5.42	.97	.56	1.39	.56	1.87	.07
Precision production, craft, repair.....	21.05	14.21	6.84	1.29	.67	1.69	.77	2.36	.07
Machine operators, assemblers, inspectors.....	15.50	10.03	5.47	1.02	.69	1.54	.50	1.59	.13
Transportation and material moving.....	16.40	10.96	5.43	.92	.49	1.28	.61	2.10	.03
Handlers, cleaners, helpers, laborers.....	11.78	8.14	3.64	.56	.35	.94	.34	1.44	.02
Service workers.....	8.54	6.48	2.06	.36	.12	.48	.11	.98	*
	100.0%	71.3%	28.7%	6.6%	2.5%	7.2%	2.9%	9.3%	0.2%
All workers in private industry.....	100.0	72.8	27.2	7.3	2.2	6.7	2.9	7.8	.2
White-collar workers.....	100.0	72.8	27.2	7.8	2.2	6.2	3.2	7.6	.1
Professional specialty and technical.....	100.0	72.7	27.3	8.4	2.6	5.6	3.1	7.2	.4
Executive, administrative, managerial.....	100.0	76.2	23.8	5.0	2.4	5.6	2.0	8.9	*
Sales workers.....	100.0	70.9	29.1	7.2	2.0	8.9	2.8	8.1	.1
Administrative support, including clerical.....	100.0	67.0	33.0	5.9	3.4	8.5	3.4	11.4	.4
Blue-collar workers.....	100.0	67.5	32.5	6.1	3.2	8.0	3.6	11.2	.3
Precision production, craft, repair.....	100.0	64.7	35.3	6.6	4.4	9.9	3.2	10.3	.9
Machine operators, assemblers, inspectors.....	100.0	66.9	33.1	5.6	3.0	7.8	3.7	12.8	.2
Transportation and material moving.....	100.0	69.1	30.9	4.7	3.0	8.0	2.8	12.2	.2
Handlers, cleaners, helpers, laborers.....	100.0	75.9	24.1	4.3	1.4	5.6	1.2	11.5	*
Service workers.....	100.0	75.9	24.1	4.3	1.4	5.6	1.2	11.5	*

* Cost per hour worked is \$0.01 or less.
NOTE: See footnotes at end of table 3.

Table 9. PRIVATE GOODS-PRODUCING INDUSTRIES: Employer costs per hour worked for employee compensation, and costs as a percent of total compensation, by occupational categories, March 1993

Occupational group	Total compensation	Wages and salaries	Total	Benefit costs					Other benefits
				Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required	
Cost per hour worked									
Goods-producing industries 1/	\$20.22	\$13.54	\$6.67	\$1.38	\$0.67	\$1.74	\$0.77	\$1.99	\$0.12
White-collar workers	25.65	17.99	7.67	2.16	.56	1.98	.91	1.93	.13
Professional specialty and technical	29.35	20.29	9.06	2.63	.57	2.39	1.26	2.15	.06
Executive, administrative, managerial	37.37	26.81	10.57	3.34	.80	2.12	1.24	2.67	.39
Administrative support, including clerical	15.75	10.74	5.01	1.13	.41	1.65	.47	1.31	.02
Blue-collar workers	18.03	11.74	6.29	1.06	.73	1.65	.72	2.02	.11
Precision production, craft, repair	22.61	14.88	7.73	1.28	.81	1.91	.99	2.64	.10
Machine operators, assemblers, inspectors	16.20	10.37	5.84	1.08	.75	1.66	.56	1.64	.16
Transportation and material moving	18.29	11.77	6.51	.97	.77	1.63	.88	2.20	.07
Handlers, cleaners, helpers, laborers	13.30	8.86	4.44	.59	.47	1.15	.50	1.68	.05
Service workers	15.27	10.18	5.09	.97	.45	1.43	.61	1.49	.14
Percent of total compensation									
Goods-producing industries 1/	100.0%	67.0%	33.0%	6.8%	3.3%	8.6%	3.8%	9.8%	0.6%
White-collar workers	100.0	70.1	29.9	8.4	2.2	7.7	3.5	7.5	.5
Professional specialty and technical	100.0	69.1	30.9	9.0	1.9	8.1	4.3	7.3	.2
Executive, administrative, managerial	100.0	71.7	28.3	8.9	2.1	5.7	3.3	7.2	1.1
Administrative support, including clerical	100.0	68.2	31.8	7.2	2.6	10.5	3.0	8.3	.2
Blue-collar workers	100.0	65.1	34.9	5.9	4.0	9.2	4.0	11.2	.6
Precision production, craft, repair	100.0	65.8	34.2	5.6	3.6	8.4	4.4	11.7	.4
Machine operators, assemblers, inspectors	100.0	64.0	36.0	6.7	4.7	10.2	3.4	10.1	1.0
Transportation and material moving	100.0	64.4	35.6	5.3	4.2	8.9	4.8	12.0	.4
Handlers, cleaners, helpers, laborers	100.0	66.6	33.4	4.5	3.6	8.6	3.8	12.6	.4
Service workers	100.0	66.7	33.3	6.3	3.0	9.4	4.0	9.8	.9

NOTE: See footnotes at end of table 3.

Table 10. PRIVATE SERVICE-PRODUCING INDUSTRIES: Employer costs per hour worked for employee compensation, and costs as a percent of total compensation, by occupational categories, March 1993

Occupational group	Total compensation	Wages and salaries	Total	Benefit costs				Legally required	Other benefits	
				Paid leave	Supplemental pay	Insurance	Retirement and savings			
			Cost per hour worked							
Service-producing industries 1/.....	\$15.51	\$11.34	\$4.17	\$1.01	\$0.34	\$1.01	\$0.39	\$1.40	*	
White-collar workers.....	18.65	13.69	4.96	1.32	.42	1.20	.51	1.48	\$0.02	
Professional specialty and technical... ..	26.65	19.65	7.00	2.00	.59	1.53	.79	2.06	.03	
Executive, administrative, managerial... ..	28.36	20.73	7.63	2.32	.78	1.59	.85	2.05	.04	
Sales workers.....	12.99	9.92	3.07	.63	.31	.71	.25	1.16	*	
Administrative support, including clerical.....	13.85	9.89	3.96	1.00	.25	1.19	.39	1.11	.02	
Blue-collar workers.....	14.48	10.12	4.37	.87	.37	1.07	.36	1.68	*	
Precision production, craft, repair... ..	18.92	13.29	5.62	1.32	.47	1.39	.46	1.97	.02	
Transportation and material moving... ..	15.65	10.65	5.01	.90	.38	1.14	.50	2.06	.02	
Handlers, cleaners, helpers, laborers... ..	10.95	7.74	3.21	.54	.28	.83	.24	1.30	*	
Service workers.....	8.37	6.39	1.98	.35	.11	.46	.09	.97	*	
				Percent of total compensation						
Service-producing industries 1/.....	100.0%	73.1%	26.9%	6.5%	2.2%	6.5%	2.5%	9.0%	*	
White-collar workers.....	100.0	73.4	26.6	7.1	2.3	6.5	2.7	7.9	0.1%	
Professional specialty and technical... ..	100.0	73.7	26.3	7.5	2.2	5.8	3.0	7.7	.1	
Executive, administrative, managerial... ..	100.0	73.1	26.9	8.2	2.7	5.6	3.0	7.2	.2	
Sales workers.....	100.0	76.4	23.6	4.8	2.4	5.5	1.9	9.0	*	
Administrative support, including clerical.....	100.0	71.4	28.6	7.2	1.8	8.6	2.8	8.0	.1	
Blue-collar workers.....	100.0	69.8	30.2	6.0	2.5	7.4	2.5	11.6	*	
Precision production, craft, repair... ..	100.0	70.3	29.7	7.0	2.5	7.4	2.4	10.4	.1	
Transportation and material moving... ..	100.0	68.0	32.0	5.8	2.4	7.3	3.2	13.2	.1	
Handlers, cleaners, helpers, laborers... ..	100.0	70.7	29.3	4.9	2.6	7.6	2.2	11.9	*	
Service workers.....	100.0	76.3	23.7	4.2	1.4	5.4	1.1	11.6	*	

* Cost per hour worked is \$0.01 or less.
NOTE: See footnotes at end of table 3.

Table 11. PRIVATE MANUFACTURING INDUSTRIES: Employer costs per hour worked for employee compensation, and costs as a percent of total compensation, by occupational categories, March 1993

Occupational group	Total compensation	Wages and salaries	Total	Benefit costs					Legally required	Other benefits
				Paid leave	Supplemental pay	Insurance	Retirement and savings	Cost per hour worked		
Manufacturing industries	\$20.09	\$13.35	\$6.74	\$1.52	\$0.71	\$1.86	\$0.72	\$1.79	\$0.14	
White-collar workers	25.82	18.00	7.82	2.24	.56	2.08	.90	1.89	.15	
Professional specialty and technical	28.97	20.03	8.94	2.62	.49	2.42	1.22	2.13	.05	
Executive, administrative, managerial	38.66	27.52	11.14	3.63	.90	2.35	1.22	2.53	.50	
Administrative support, including clerical	16.02	10.85	5.18	1.20	.43	1.72	.48	1.32	.03	
Blue-collar workers	17.52	11.24	6.28	1.20	.79	1.76	.64	1.75	.14	
Precision production, craft, repair	23.02	14.73	8.29	1.76	1.02	2.27	.91	2.16	.17	
Machine operators, assemblers, inspectors	16.19	10.34	5.84	1.08	.75	1.66	.56	1.63	.16	
Transportation and material moving	17.86	11.61	6.24	1.11	.73	1.68	.74	1.89	.09	
Handlers, cleaners, helpers, laborers	13.10	8.56	4.54	.74	.55	1.33	.42	1.43	.07	
Service workers	15.97	10.53	5.44	1.05	.50	1.56	.67	1.52	.16	
					Percent of total compensation					
Manufacturing industries	100.0%	66.4%	33.6%	7.6%	3.5%	9.3%	3.6%	8.9%	0.7%	
White-collar workers	100.0	69.7	30.3	8.7	2.2	8.1	3.5	7.3	.6	
Professional specialty and technical	100.0	69.1	30.9	9.1	1.7	8.3	4.2	7.4	.2	
Executive, administrative, managerial	100.0	71.2	28.8	9.4	2.3	6.1	3.2	6.5	1.3	
Administrative support, including clerical	100.0	67.7	32.3	7.5	2.7	10.8	3.0	8.2	.2	
Blue-collar workers	100.0	64.2	35.8	6.8	4.5	10.1	3.6	10.0	.8	
Precision production, craft, repair	100.0	64.0	36.0	7.7	4.4	9.8	3.9	9.4	.7	
Machine operators, assemblers, inspectors	100.0	63.9	36.1	6.7	4.7	10.3	3.4	10.0	1.0	
Transportation and material moving	100.0	65.0	35.0	6.2	4.1	9.4	4.2	10.6	.5	
Handlers, cleaners, helpers, laborers	100.0	65.3	34.7	5.6	4.2	10.2	3.2	10.9	.5	
Service workers	100.0	65.9	34.1	6.6	3.1	9.8	4.2	9.5	1.0	

NOTE: See footnotes at end of table 3.

Table 12. PRIVATE NONMANUFACTURING INDUSTRIES: Employer costs per hour worked for employee compensation, and costs as a percent of total compensation, by occupational categories, March 1993

Occupational group	Total compensation	Wages and salaries	Total	Benefit costs					Legally required	Other benefits
				Paid Leave	Supplemental pay	Insurance	Retirement and savings	Cost per hour worked		
Nonmanufacturing industries	\$15.85	\$11.54	\$4.31	\$1.00	\$0.35	\$1.03	\$0.43	\$1.49	\$0.02	
White-collar workers.....	18.80	13.80	5.00	1.33	.42	1.21	.52	1.49	.02	
Professional specialty and technical..	26.76	19.71	7.06	2.01	.61	1.54	.81	2.06	.03	
Executive, administrative, managerial.	28.70	21.00	7.71	2.32	.76	1.57	.88	2.13	.04	
Sales workers.....	13.00	9.93	3.07	.63	.31	.71	.25	1.16	*	
Administrative support, including clerical.....	13.86	9.90	3.96	.99	.25	1.19	.39	1.12	.02	
Blue-collar workers.....	15.65	10.84	4.81	.81	.40	1.12	.50	1.96	*	
Precision production, craft, repair....	20.13	13.96	6.16	1.07	.50	1.42	.70	2.45	.02	
Transportation and material moving....	16.02	10.80	5.22	.87	.43	1.17	.57	2.16	.02	
Handlers, cleaners, helpers, laborers.	11.38	8.01	3.37	.50	.29	.82	.31	1.44	*	
Service workers.....	8.37	6.39	1.98	.35	.11	.46	.09	.97	*	
Nonmanufacturing industries	100.0%	72.8%	27.2%	6.3%	2.2%	6.5%	2.7%	9.4%	0.1%	
White-collar workers.....	100.0	73.4	26.6	7.1	2.3	6.4	2.8	7.9	.1	
Professional specialty and technical..	100.0	73.6	26.4	7.5	2.3	5.8	3.0	7.7	.1	
Executive, administrative, managerial.	100.0	73.1	26.9	8.1	2.6	5.5	3.1	7.4	.2	
Sales workers.....	100.0	76.4	23.6	4.8	2.4	5.5	1.9	9.0	*	
Administrative support, including clerical.....	100.0	71.4	28.6	7.1	1.8	8.6	2.8	8.1	.1	
Blue-collar workers.....	100.0	69.3	30.7	5.2	2.6	7.2	3.2	12.5	*	
Precision production, craft, repair....	100.0	69.4	30.6	5.3	2.5	7.1	3.5	12.2	.1	
Transportation and material moving....	100.0	67.4	32.6	5.5	2.7	7.3	3.6	13.5	.1	
Handlers, cleaners, helpers, laborers.	100.0	70.4	29.6	4.4	2.5	7.2	2.7	12.6	*	
Service workers.....	100.0	76.3	23.7	4.2	1.4	5.4	1.1	11.6	*	

* Cost per hour worked is \$0.01 or less.
NOTE: See footnotes at end of table 3.

Table 13. PRIVATE INDUSTRY UNION WORKERS: Employer costs per hour worked for employee compensation, and costs as a percent of total compensation, by occupational and industry group, March 1993

Union status, by industry and occupational group	Total compensation	Wages and salaries	Total	Paid Leave	Supplemental pay	Benefit costs			Legally required	Other benefits
						Insurance	Retirement and savings	Cost per hour worked		
All union workers, private industry.....	\$21.86	\$13.98	\$7.88	\$1.58	\$0.73	\$2.25	\$1.03	\$2.14	\$0.14	
Blue-collar workers.....	23.16	14.31	8.85	1.61	.92	2.47	1.22	2.44	.20	
Goods-producing industries.....	24.21	14.70	9.51	1.62	1.06	2.70	1.37	2.47	.28	
Service-producing industries.....	20.02	13.42	6.60	1.54	.47	1.89	.77	1.89	.03	
Manufacturing.....	22.84	13.66	9.18	1.77	1.14	2.70	1.08	2.13	.35	
Blue-collar workers.....	22.94	13.64	9.30	1.77	1.18	2.74	1.08	2.16	.37	
Nonmanufacturing.....	21.32	14.15	7.17	1.47	.51	2.00	1.01	2.15	.03	
All union workers, private industry.....	100.0%	64.0%	36.0%	7.2%	3.3%	10.3%	4.7%	9.8%	0.7%	
Blue-collar workers.....	100.0	61.8	38.2	6.9	4.0	10.7	5.3	10.5	.9	
Goods-producing industries.....	100.0	60.7	39.3	6.7	4.4	11.2	5.7	10.2	1.2	
Service-producing industries.....	100.0	67.0	33.0	7.7	2.4	9.4	3.8	9.4	.2	
Manufacturing.....	100.0	59.8	40.2	7.8	5.0	11.8	4.7	9.3	1.5	
Blue-collar workers.....	100.0	59.5	40.5	7.7	5.1	11.9	4.7	9.4	1.6	
Nonmanufacturing.....	100.0	66.4	33.6	6.9	2.4	9.4	4.7	10.1	.2	

NOTE: See footnotes at end of table 3.

Table 14. PRIVATE INDUSTRY NONUNION WORKERS: Employer costs per hour worked for employee compensation, and costs as a percent of total compensation, by occupational and industry group, March 1993

Union status, by industry and occupational group	Total compensation	Wages and salaries	Benefit costs				Total	Benefit costs				Legally required	Other benefits
			Supplemental pay	Insurance	Retirement and savings	Cost per hour worked		Supplemental pay	Insurance	Retirement and savings	Cost per hour worked		
All nonunion workers, private industry.....	\$15.76	\$11.52	\$4.24	\$1.02	\$0.37	\$1.00	\$0.38	\$1.44	\$0.02	*			
Blue-collar workers.....	13.35	9.49	3.85	.68	.40	.90	.26	1.61	*				
Goods-producing industries.....	18.75	13.12	5.63	1.29	.53	1.39	.55	1.81	.06				
Service-producing industries.....	14.92	11.07	3.85	.94	.32	.89	.34	1.34	*				
Manufacturing.....	19.07	13.23	5.84	1.43	.55	1.55	.58	1.66	.07				
Blue-collar workers.....	14.36	9.84	4.51	.87	.56	1.20	.37	1.50	*				
Nonmanufacturing.....	15.07	11.17	3.90	.93	.33	.89	.34	1.39	*				
Percent of total compensation													
All nonunion workers, private industry.....	100.0%	73.1%	26.9%	6.5%	2.3%	6.4%	2.4%	9.1%	0.1%				
Blue-collar workers.....	100.0	71.1	28.9	5.1	3.0	6.7	1.9	12.0	*				
Goods-producing industries.....	100.0	70.0	30.0	6.9	2.8	7.4	2.9	9.6	.3				
Service-producing industries.....	100.0	74.2	25.8	6.3	2.2	6.0	2.3	9.0	*				
Manufacturing.....	100.0	69.4	30.6	7.5	2.9	8.1	3.1	8.7	.4				
Blue-collar workers.....	100.0	68.6	31.4	6.0	3.9	8.3	2.6	10.5	*				
Nonmanufacturing.....	100.0	74.1	25.9	6.2	2.2	5.9	2.3	9.2	*				

* Cost per hour worked is \$0.01 or less.
NOTE: See footnotes at end of table 3.

Table 15. PRIVATE INDUSTRY BY ESTABLISHMENT EMPLOYMENT SIZE: Employer costs per hour worked for employee compensation, and costs as a percent of total compensation, by industry and occupational categories, March 1993

Industry and occupational category, and employment size	Total compensation	Wages and salaries	Total	Paid leave	Supplemental pay	Benefit costs				Other benefits
						Insur-	Retire-	Legally	Other	
						ance	ment and	required	benefits	
			Cost per hour worked				savings			
Goods-producing industries 1/	\$20.22	\$13.54	\$6.67	\$1.38	\$0.67	\$1.74	\$0.77	\$1.99	\$0.12	
1-99 workers	17.18	12.12	5.07	.79	.47	1.17	.51	2.12	*	
100 workers or more	21.71	14.25	7.46	1.67	.78	2.03	.90	1.92	.17	
100-499 workers	17.66	12.06	5.60	1.11	.56	1.48	.60	1.76	.09	
500 workers or more	25.46	16.27	9.18	2.18	.98	2.53	1.18	2.07	.25	
Service-producing industries 2/	15.51	11.34	4.17	1.01	.34	1.01	.39	1.40	*	
1-99 workers	13.98	10.45	3.53	.81	.30	.82	.27	1.32	*	
100 workers or more	17.07	12.26	4.81	1.22	.39	1.20	.50	1.48	.02	
100-499 workers	14.17	10.43	3.74	.89	.28	.89	.35	1.31	.02	
500 workers or more	20.18	14.22	5.96	1.58	.50	1.53	.66	1.66	.03	
White-collar workers	19.67	14.32	5.35	1.44	.44	1.32	.57	1.54	.04	
1-99 workers	17.46	13.03	4.43	1.13	.40	1.07	.39	1.43	*	
100 workers or more	21.46	15.36	6.10	1.70	.48	1.52	.71	1.63	.06	
100-499 workers	17.81	13.11	4.70	1.23	.33	1.16	.48	1.43	.08	
500 workers or more	24.64	17.33	7.31	2.11	.61	1.83	.92	1.81	.04	
Blue-collar workers	16.43	11.01	5.42	.97	.56	1.39	.56	1.87	.07	
1-99 workers	14.17	10.02	4.16	.63	.36	.97	.36	1.83	*	
100 workers or more	18.41	11.87	6.53	1.27	.74	1.76	.73	1.91	.12	
100-499 workers	15.38	10.42	4.96	.89	.53	1.27	.53	1.73	*	
500 workers or more	21.98	13.59	8.39	1.71	.99	2.34	.98	2.12	.26	
Goods-producing industries 1/	100.0%	67.0%	33.0%	6.8%	3.3%	8.6%	3.8%	9.8%	0.6%	
1-99 workers	100.0	70.5	29.5	4.6	2.7	6.8	3.0	12.3	*	
100 workers or more	100.0	65.6	34.4	7.7	3.6	9.3	4.1	8.8	.8	
100-499 workers	100.0	68.3	31.7	6.3	3.2	8.4	3.4	10.0	.5	
500 workers or more	100.0	63.9	36.1	8.6	3.8	9.9	4.6	8.1	1.0	
Service-producing industries 2/	100.0	73.1	26.9	6.5	2.2	6.5	2.5	9.0	*	
1-99 workers	100.0	74.7	25.3	5.8	2.1	5.9	2.9	9.5	*	
100 workers or more	100.0	71.8	28.2	7.2	2.3	7.0	2.9	8.7	.1	
100-499 workers	100.0	73.6	26.4	6.3	2.0	6.3	2.5	9.2	.1	
500 workers or more	100.0	70.5	29.5	7.8	2.5	7.6	3.3	8.2	.2	
White-collar workers	100.0	72.8	27.2	7.3	2.2	6.7	2.9	7.8	.2	
1-99 workers	100.0	74.6	25.4	6.5	2.3	6.1	2.3	8.2	*	
100 workers or more	100.0	71.6	28.4	7.9	2.2	7.1	3.3	7.6	.3	
100-499 workers	100.0	73.6	26.4	6.9	1.8	6.5	2.7	8.0	.4	
500 workers or more	100.0	70.3	29.7	8.5	2.5	7.4	3.7	7.4	.2	
Blue-collar workers	100.0	67.0	33.0	5.9	3.4	8.5	3.4	11.4	.4	
1-99 workers	100.0	70.7	29.3	4.5	2.5	6.9	2.5	12.9	*	
100 workers or more	100.0	64.5	35.5	6.9	4.0	9.6	4.0	10.4	.7	
100-499 workers	100.0	67.7	32.3	5.8	3.5	8.3	3.4	11.2	*	
500 workers or more	100.0	61.8	38.2	7.8	4.5	10.7	4.4	9.6	1.2	

1/ Includes mining, construction, and manufacturing.
2/ Includes transportation, communication, and public

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

Table 16. AEROSPACE INDUSTRY: Employer costs per hour worked for employee compensation, and costs as a percent of total compensation, by aerospace/ industry group, March 1993

Industry and occupational group	Total compensation	Wages and salaries	Total	Benefit costs					Legally required	Other benefits
				Paid Leave	Supplemental pay	Insurance	Retirement and savings	Cost per hour worked		
Aircraft manufacturing (SIC 3721).....	\$28.62	\$18.68	\$9.94	\$2.45	\$1.43	\$2.64	\$1.23	\$2.15	\$0.04	
White-collar workers.....	29.62	19.81	9.81	2.70	.93	2.62	1.38	2.13	.06	
Blue-collar workers.....	27.32	17.09	10.23	2.08	2.23	2.66	1.02	2.21	.02	
Percent of total compensation										
Aircraft manufacturing (SIC 3721).....	100.0%	65.3%	34.7%	8.6%	5.0%	9.2%	4.3%	7.5%	0.1%	
White-collar workers.....	100.0	66.9	33.1	9.1	3.1	8.8	4.7	7.2	.2	
Blue-collar workers.....	100.0	62.6	37.4	7.6	8.2	9.7	3.7	8.1	.1	

1/ Funds for the development and maintenance of these series are provided by the Aerospace Industries Association (AIA). The series are published in this release for the convenience of all users.

NOTE: See the explanatory note for a definition of compensation components.

EXPLANATORY NOTES

Employer costs for employee compensation is a measure of the average cost per employee hour worked to employers 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, excluding premium pay for overtime and for work on weekends and holidays, shift differentials, nonproduction bonuses, and lump-sum payments provided in lieu of wage increases. Production bonuses, incentive earnings, commission payments, and cost-of-living adjustments are included in straight-time wage and salary rates.

Benefits covered are: Paid leave--paid vacations, holidays, sick leave, and other leave; supplemental pay--premium pay for overtime and work on weekends and holidays, shift differentials, nonproduction bonuses, and lump-sum payments provided in lieu of wage increases; insurance benefits--life, health, and sickness and accident insurance; retirement and savings benefits--pension and other retirement plans and savings and thrift plans; legally required benefits--social security, railroad retirement and supplemental retirement, railroad unemployment insurance, Federal and state unemployment insurance, workers' compensation, and other benefits required by law, such as state temporary disability insurance; and other benefits--severance pay and supplemental unemployment plans.

The Survey

Employer costs for employee compensation cover all occupations in private industry, excluding farms and households, and state and local governments. These cost levels are published once a year with the payroll period including March 12th as the reference period.

The cost levels are based on compensation cost data collected for the Bureau of Labor Statistics Employment Cost Index (ECI), released quarterly. Cost data were collected from the ECI's March 1993 sample which consisted of about 23,000 occupations within 4,500 sample establishments in private industry and 7,000 occupations within 1,000 establishments in state and local governments. The sample establishments are classified in industry categories based on the 1987 Standard Industrial Classification (SIC) system, as defined by the U.S. Office of Management and Budget. Within an establishment, specific job categories are selected to represent broader major occupational groups such as professional specialty and technical occupations.

The cost levels are calculated with current employment weights each year. In contrast, the ECI, which measures the change in employer costs for employee compensation, is calculated with fixed employment counts from the 1980 Census to prevent employment shifts among occupations and industries from influencing the changes. Therefore, year-to-year changes in the cost levels will differ from those in the ECI.

The March 1993 compensation cost levels were calculated with the March 1993 employment counts from the Bureau of Labor Statistics Current Employment Statistics program benchmarked to the 1992 universe of all private nonfarm establishments. For private industry, in most cases, the employment counts used were total employment estimates for 2-digit major industry groups (such as primary metal manufacturing or food stores) as defined by the SIC system. (For the aerospace industries, employment estimates for 4-digit industries such as aircraft manufacturing were used.) For state and local governments, the employment counts used ranged from those for

3-digit industries such as hospitals to those for major industry divisions, such as public administration.

The employment data from these 2-digit, 3-digit, or 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 as estimated by the ECI sample. Because the ECI establishment sample is completely replaced, industry by industry, on a 4-year cycle, the major occupational group employment counts from the ECI are, on average, 2 to 3 years old. However, comparisons of cost level estimates showed that differences of a few years in the age of the occupation data within industries have a negligible impact on the estimates.

More information on the cost levels, including how the costs are calculated, appears in the article "Analyzing employers' costs for wages, salaries, and benefits" in the October 1987 issue of the Monthly Labor Review. The published cost levels for March 1987 also appear in that article.

An annual bulletin is issued from the ECI program. The most recent bulletin, Employment Cost Indexes and Levels--1975-92 (Bulletin 2413), provides complete historical data on ECI indexes and levels, and measures of the precision of the two series through June 1992. It also includes an explanation of survey methods and discussion of the published information. The next annual bulletin, to be issued later this year, will include this material as well as complete historical ECI data and measures of precision through June 1993.

The Relative Standard Errors

Because the data are based on a sample survey, the compensation cost estimates probably differ from the figures that would be obtained from all units covered by the survey. To determine the precision of each cost level estimate, a standard error was calculated.

The standard error defines a range (confidence interval) around the cost estimate. The approximate 95-percent confidence interval is the estimate plus or minus twice the standard error. The standard error can also be expressed as a percent of the cost estimate, or the relative standard error. For example, the 95-percent confidence interval for a cost estimate of \$10 with a relative standard error of 1.0 percent would be \$10.00 plus or minus 2.0 percent (2 times 1.0 percent) or \$9.80 to \$10.20. We can be 95 percent confident that the "true" cost falls within the confidence interval.

The relative standard error is shown with the cost estimates for some series in the appendix. Relative standard errors for all published estimates are available upon request. They also will appear in the 1993 ECI annual bulletin to be published later this year. A fuller explanation of the relative standard errors is provided in the article "Analyzing employers' costs for wages, salaries, and benefits" in the October 1987 issue of the Monthly Labor Review.

Appendix. Employer costs per hour worked for components of compensation, and relative standard errors, 1/ by major industry and occupation categories, March 1993

Industry or Occupation Category	Total Compensation	Wages and salaries	Benefit costs						Other benefits ^{2/}
			Total	Paid Leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	
Civilian workers	\$17.88	\$12.68	\$5.20	\$1.22	\$0.39	\$1.32	\$0.70	\$1.53	\$0.04
Relative Error.....	.7%	.7%	.8%	1.2%	2.9%	1.0%	1.7%	.7%	15.3%
State and local government workers	\$24.44	\$17.00	\$7.44	\$1.86	\$2.21	\$2.02	\$1.87	\$1.44	\$0.03
Relative Error.....	.9%	.9%	1.1%	1.6%	4.4%	1.4%	1.5%	1.6%	14.8%
Private industry workers	\$16.70	\$11.90	\$4.80	\$1.11	\$3.42	\$1.19	\$2.77	\$1.55	\$0.04
Relative Error.....	.8%	.8%	.9%	1.4%	3.1%	1.2%	2.7%	.7%	17.1%
Goods-producing industries	\$20.22	\$13.54	\$6.67	\$1.38	\$4.67	\$1.74	\$3.77	\$1.99	\$0.12
Relative Error.....	1.4%	1.3%	1.8%	2.2%	4.1%	2.6%	3.7%	1.3%	23.5%
Service-producing industries	\$15.51	\$11.34	\$4.17	\$1.01	\$3.34	\$1.01	\$3.39	\$1.40	*
Relative Error.....	1.1%	1.1%	1.1%	1.8%	4.2%	1.3%	4.1%	1.0%	*
Manufacturing	\$20.09	\$13.35	\$6.74	\$1.52	\$4.71	\$1.86	\$4.72	\$1.79	\$0.14
Relative Error.....	1.5%	1.5%	1.9%	2.2%	4.1%	2.9%	4.0%	1.3%	24.4%
Nonmanufacturing	\$15.85	\$11.54	\$4.31	\$1.00	\$3.35	\$1.03	\$4.43	\$1.49	\$0.02
Relative Error.....	1.0%	1.0%	1.1%	1.8%	4.1%	1.3%	3.5%	.9%	16.9%
White-collar workers	\$19.67	\$14.32	\$5.35	\$1.44	\$4.44	\$1.32	\$5.57	\$1.54	\$0.04
Relative Error.....	1.3%	1.3%	1.4%	2.0%	5.3%	1.5%	4.0%	1.2%	37.2%
Blue-collar workers	\$16.43	\$11.01	\$5.42	\$0.97	\$3.56	\$1.39	\$3.56	\$1.87	\$0.07
Relative Error.....	1.0%	.9%	1.5%	1.9%	2.4%	2.4%	3.5%	1.1%	10.4%
Service workers	\$8.54	\$6.48	\$2.06	\$0.36	\$1.12	\$0.48	\$0.11	\$0.98	*
Relative Error.....	1.6%	1.5%	2.4%	3.8%	6.6%	5.2%	5.9%	1.9%	*

1/ The relative error is the standard error expressed as a percent of the cost. We can be 95-percent confident that the interval around the cost estimate bounded by two times plus and two times minus the standard error contains the 'true' cost.

2/ Includes severance pay and supplemental unemployment benefits.
* Cost per hour worked is \$0.01 or less.