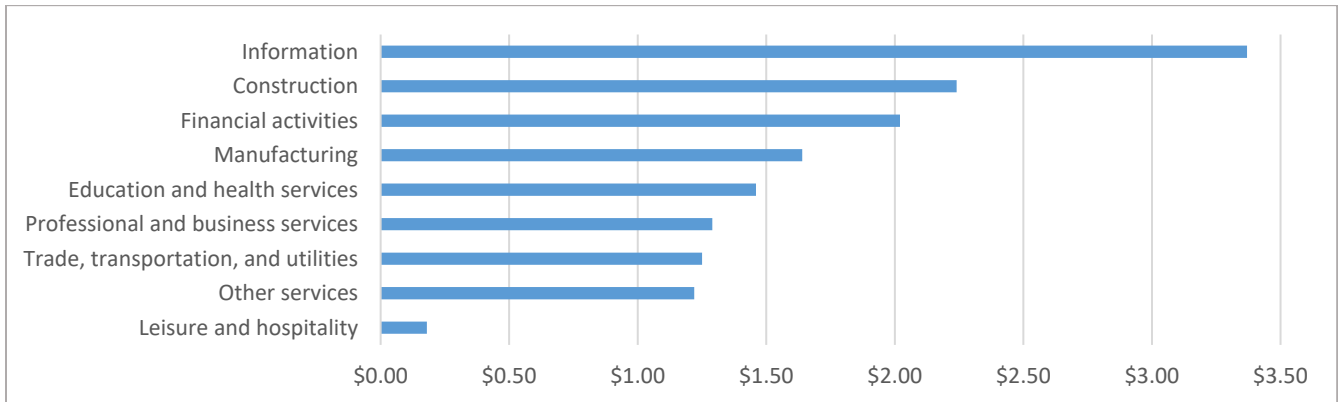


Private industry retirement and savings costs

Among private industry supersectors, the leisure and hospitality industry had the lowest employer retirement and savings costs at \$0.18 per hour worked. Among the benefit components within the leisure and hospitality industry, legally required benefits accounted for 9.5 percent of total compensation and had the highest employer costs at \$1.74 per hour worked. (See chart 3 and table 4.)

Chart 3. Private industry retirement and savings costs by industry, December 2022



Retirement and savings costs for union workers averaged \$4.62 per hour worked and accounted for 8.5 percent of total compensation costs. Retirement and savings costs for nonunion workers averaged \$1.07 per hour worked and accounted for 2.7 percent of total compensation costs. Defined benefit costs averaged \$2.98 per hour worked for union workers and \$0.18 per hour worked for nonunion workers. Defined contribution costs averaged \$1.64 per hour worked for union workers and \$0.89 per hour worked for nonunion workers. (See chart 4, table 5 and www.bls.gov/eci/data.htm.)

Chart 4. Private industry retirement and savings costs by bargaining status, December 2022

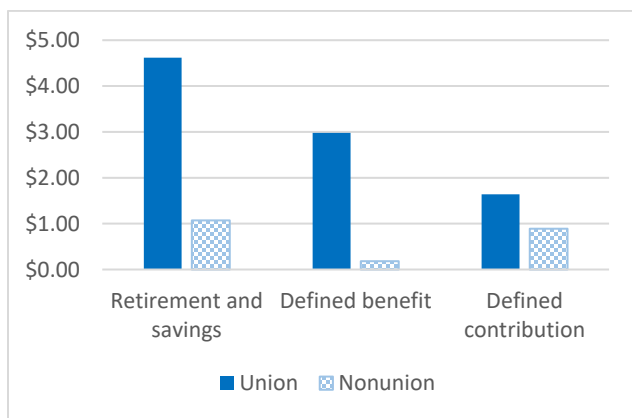
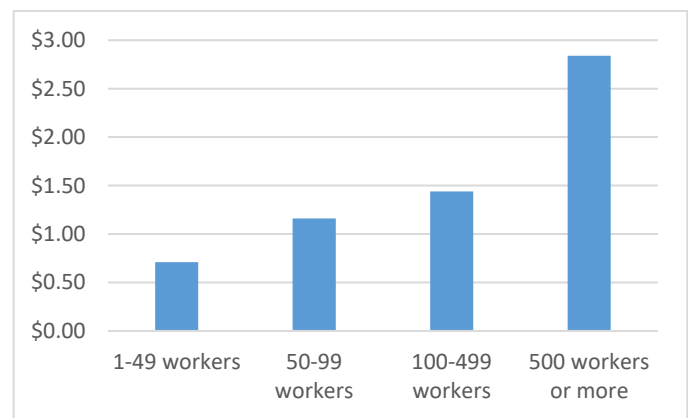


Chart 5. Private industry retirement and savings costs by establishment size, December 2022



Retirement and savings costs for workers in establishments with 1-49 workers averaged \$0.71 per hour worked and accounted for 2.2 percent of total compensation. Retirement and savings costs for workers in establishments with 500 workers or more averaged \$2.84 per hour worked and accounted for 4.9 percent of total compensation. (See chart 5 and table 6.)

Employer Costs for Employee Compensation for March 2023 is scheduled to be released on Friday, June 16, 2023, at 10:00 a.m. (ET).

