

TECHNICAL NOTE

The Employment Cost Index (ECI) measures the change in the cost of labor, free from the influence of employment shifts among occupations and industries. For information on survey concepts, coverage, methods, nonresponse adjustment, and imputation see *National Compensation Measures Handbook of Methods* at www.bls.gov/opub/hom/ncs/home.htm.

Sample size

Data for this reference period were collected from a probability sample of approximately 24,600 occupational observations selected from a sample of about 6,000 private industry establishments and approximately 7,800 occupational observations selected from a sample of about 1,400 state and local government establishments that provided data at the initial interview.

Standard errors

To assist users in ascertaining the reliability of ECI series, standard errors of all current quarter not seasonally adjusted 3- and 12-month percent change series are also available, see www.bls.gov/ncs/ect/ectvar.htm and the database query tool at www.bls.gov/ncs/ect/data.htm. Standard errors provide users a measure of the precision of an estimate to ensure that it is within an acceptable range for their intended purpose.

Historical listings

Historical listings are available at www.bls.gov/ect/#tables. The continuous occupational and industry series listing uses the Standard Industrial Classification Manual and Occupational Classification System series from 1975 through 2005 and the North American Industry Classification System and Standard Occupational Classification from 2006 to the present. It provides the official series deemed continuous after the change in classification systems. For more information on the criteria used in defining continuous series, see the article published in the *Monthly Labor Review* at www.bls.gov/opub/mlr/2006/04/art2full.pdf.

Employer Costs for Employee Compensation data

The costs per hour worked of compensation components are published as part of the Employer Costs for Employee Compensation news release (ECEC). The ECEC release dates are available at www.bls.gov/schedule/news_release/ecec.htm. Historical ECEC data are available in summary documents at www.bls.gov/ect/#tables. Since the ECEC is calculated with current employment weights rather than the fixed weights used in computing the ECI, year-to-year changes in the cost levels usually differ from those in the ECI.

Fixed employment weights

For additional information on the use of fixed employment weights in computing the ECI, see www.bls.gov/opub/mlr/2016/article/introducing-2012-fixed-employment-weights-for-the-employment-cost-index.htm.

Seasonal factors

The 2021 seasonal factors for directly adjusted series and revised seasonally adjusted series for the past five years are scheduled for release with the March 2021 Employment Cost Index on April 30, 2021 at 8:30 a.m. ET, see www.bls.gov/ncs/ect/ectsfact.htm.

Table 4. Employment Cost Index for total compensation, for civilian workers, by occupational group and industry¹

[Not seasonally adjusted]

Occupational group and industry	Indexes (Dec. 2005=100)			Percent changes for					
	Dec. 2019	Sep. 2020	Dec. 2020	3-months ended-			12-months ended-		
				Dec. 2019	Sep. 2020	Dec. 2020	Dec. 2019	Sep. 2020	Dec. 2020
All workers ²	138.7	141.4	142.2	0.4	0.6	0.6	2.7	2.4	2.5
Excluding incentive paid occupations ³	138.8	141.5	142.3	0.4	0.6	0.6	2.7	2.4	2.5
Occupational group									
Management, professional, and related.....	137.8	140.0	140.5	0.4	0.6	0.4	2.5	2.0	2.0
Management, business, and financial.....	138.8	141.0	141.3	0.2	0.4	0.2	2.4	1.8	1.8
Professional and related.....	137.2	139.5	140.1	0.4	0.7	0.4	2.4	2.1	2.1
Sales and office.....	139.3	142.4	143.7	0.3	0.4	0.9	2.8	2.5	3.2
Sales and related.....	134.6	137.9	139.7	0.2	0.1	1.3	2.7	2.7	3.8
Office and administrative support.....	142.2	145.1	146.0	0.4	0.6	0.6	2.8	2.4	2.7
Natural resources, construction, and maintenance.....	138.4	141.0	141.7	0.4	0.5	0.5	2.5	2.3	2.4
Construction, extraction, farming, fishing, and forestry occupations.....	138.9	140.8	141.6	0.5	0.5	0.6	3.0	1.9	1.9
Installation, maintenance, and repair.....	138.0	141.4	141.9	0.4	0.6	0.4	2.1	2.9	2.8
Production, transportation, and material moving.....	139.6	143.1	144.2	0.7	0.7	0.8	3.3	3.2	3.3
Production.....	136.2	139.5	140.5	0.7	0.6	0.7	2.8	3.1	3.2
Transportation and material moving.....	143.5	147.2	148.5	0.8	0.8	0.9	3.8	3.4	3.5
Service occupations.....	142.0	145.5	146.7	0.9	0.8	0.8	3.5	3.3	3.3
Industry									
Goods-producing industries ⁴	135.8	138.2	139.0	0.4	0.3	0.6	3.0	2.2	2.4
Manufacturing.....	135.3	137.6	138.5	0.6	0.3	0.7	2.8	2.3	2.4
Service-providing industries ⁵	139.2	142.0	142.8	0.4	0.6	0.6	2.7	2.5	2.6
Education and health services.....	138.7	141.0	141.7	0.5	1.0	0.5	2.6	2.2	2.2
Educational services.....	139.4	141.8	142.4	0.4	0.9	0.4	2.7	2.1	2.2
Elementary and secondary schools....	139.6	142.3	143.0	0.4	1.2	0.5	2.8	2.3	2.4
Junior colleges, colleges, universities, and professional schools.....	139.3	140.6	141.1	0.5	0.2	0.4	2.7	1.4	1.3
Health care and social assistance.....	137.9	140.2	141.0	0.5	1.1	0.6	2.4	2.2	2.2
Hospitals.....	138.5	140.9	141.6	0.7	0.4	0.5	2.6	2.4	2.2
Nursing and residential care facilities...	134.5	137.4	138.5	0.4	0.7	0.8	2.2	2.6	3.0
Public administration.....	143.4	146.2	146.8	0.6	0.8	0.4	3.0	2.6	2.4

¹ Includes wages, salaries, and employer costs for employee benefits.

² Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government.

³ The index for this series is not strictly comparable with other series in this table.

⁴ Includes mining, construction, and manufacturing.

⁵ Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; other services, except public administration; and public administration.

SOURCE: U.S. Bureau of Labor Statistics, National Compensation Survey

Table 5. Employment Cost Index for total compensation, for private industry workers, by occupational group and industry¹

[Not seasonally adjusted]

Occupational group and industry	Indexes (Dec. 2005=100)			Percent changes for					
	Dec. 2019	Sep. 2020	Dec. 2020	3-months ended-			12-months ended-		
				Dec. 2019	Sep. 2020	Dec. 2020	Dec. 2019	Sep. 2020	Dec. 2020
All workers.....	138.0	140.7	141.6	0.4	0.4	0.6	2.7	2.4	2.6
Excluding incentive paid occupations ²	138.1	140.8	141.6	0.4	0.5	0.6	2.7	2.4	2.5
Occupational group									
Management, professional, and related.....	136.8	139.0	139.5	0.3	0.4	0.4	2.2	1.9	2.0
Excluding incentive paid occupations ²	136.1	138.3	138.8	0.3	0.5	0.4	2.3	1.9	2.0
Management, business, and financial.....	138.4	140.7	141.0	0.2	0.4	0.2	2.4	1.9	1.9
Excluding incentive paid occupations ²	137.4	139.5	139.9	0.2	0.3	0.3	2.4	1.8	1.8
Professional and related.....	135.6	137.8	138.4	0.4	0.6	0.4	2.1	2.0	2.1
Sales and office.....	138.8	141.9	143.2	0.3	0.3	0.9	2.8	2.5	3.2
Excluding incentive paid occupations ²	140.9	143.9	145.0	0.4	0.4	0.8	2.8	2.5	2.9
Sales and related.....	134.5	137.8	139.6	0.2	0.1	1.3	2.8	2.7	3.8
Excluding incentive paid occupations ²	139.0	142.2	143.9	0.4	0.3	1.2	2.8	2.7	3.5
Office and administrative support.....	141.9	144.8	145.6	0.4	0.5	0.6	2.8	2.4	2.6
Natural resources, construction, and maintenance.....	137.9	140.6	141.3	0.4	0.5	0.5	2.5	2.4	2.5
Construction, extraction, farming, fishing, and forestry occupations.....	138.6	140.4	141.2	0.5	0.4	0.6	3.1	1.8	1.9
Installation, maintenance, and repair.....	137.3	140.8	141.4	0.4	0.6	0.4	2.0	3.0	3.0
Production, transportation, and material moving.....	139.2	142.7	143.8	0.8	0.7	0.8	3.3	3.3	3.3
Excluding incentive paid occupations ²	139.0	142.5	143.6	0.7	0.8	0.8	3.2	3.3	3.3
Production.....	136.0	139.3	140.3	0.7	0.6	0.7	2.8	3.1	3.2
Excluding incentive paid occupations ²	136.4	139.8	140.8	0.7	0.6	0.7	2.9	3.2	3.2
Transportation and material moving.....	143.2	146.9	148.2	0.8	0.8	0.9	3.9	3.5	3.5
Service occupations.....	140.6	144.3	145.6	1.0	0.8	0.9	3.7	3.7	3.6
Industry and occupational group									
Goods-producing industries ³	135.8	138.2	138.9	0.5	0.4	0.5	3.0	2.3	2.3
Excluding incentive paid occupations ²	135.9	138.1	138.8	0.4	0.4	0.5	2.8	2.1	2.1
Management, professional, and related.....	133.3	135.2	135.6	0.3	0.1	0.3	2.5	1.7	1.7
Sales and office.....	139.9	142.6	143.4	0.7	0.1	0.6	4.2	2.7	2.5
Natural resources, construction, and maintenance.....	137.8	139.9	140.7	0.4	0.5	0.6	3.0	1.9	2.1
Production, transportation, and material moving.....	135.2	138.2	139.2	0.7	0.5	0.7	3.0	3.0	3.0
Construction.....	137.0	139.7	140.3	0.4	0.4	0.4	3.5	2.4	2.4
Manufacturing.....	135.3	137.6	138.5	0.6	0.3	0.7	2.8	2.3	2.4
Management, professional, and related.....	134.4	136.3	136.9	0.4	0.1	0.4	2.5	1.8	1.9
Sales and office occupations.....	139.9	139.9	140.6	0.8	-0.1	0.5	3.3	0.8	0.5
Natural resources, construction, and maintenance.....	135.2	138.2	139.4	0.4	0.4	0.9	2.3	2.7	3.1
Production, transportation, and material moving.....	134.9	137.9	138.9	0.7	0.5	0.7	3.1	3.0	3.0
Aircraft manufacturing.....	122.3	123.0	123.1	-0.1	0.6	0.1	1.7	0.5	0.7
Service-providing industries ⁴	138.7	141.5	142.4	0.4	0.5	0.6	2.6	2.5	2.7
Excluding incentive paid occupations ²	138.8	141.7	142.5	0.4	0.6	0.6	2.6	2.5	2.7
Management, professional, and related.....	137.5	139.8	140.2	0.3	0.6	0.3	2.2	2.0	2.0
Sales and office.....	138.7	141.8	143.2	0.2	0.3	1.0	2.7	2.5	3.2
Natural resources, construction, and maintenance.....	138.2	141.8	142.4	0.6	0.6	0.4	2.0	3.2	3.0
Production, transportation, and material moving.....	143.8	147.7	149.0	0.8	0.9	0.9	3.7	3.6	3.6
Service occupations.....	140.6	144.3	145.6	1.0	0.8	0.9	3.7	3.7	3.6
Trade, transportation, and utilities.....	140.7	143.8	145.1	0.4	0.3	0.9	2.9	2.6	3.1
Excluding incentive paid occupations ²	141.4	144.5	146.0	0.5	0.3	1.0	3.0	2.7	3.3
Wholesale trade.....	134.9	138.0	138.1	0.1	0.2	0.1	1.4	2.4	2.4
Excluding incentive paid occupations ²	139.0	141.2	142.1	0.6	0.1	0.6	2.7	2.2	2.2

See footnotes at end of table.

