





## 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](http://www.bls.gov/opub/hom/ncs/home.htm).

### Sample size

Data for this reference period were collected from a probability sample of approximately 23,400 occupational observations selected from a sample of about 5,900 private industry establishments and approximately 7,700 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](http://www.bls.gov/ncs/ect/ectvar.htm) and the database query tool at [www.bls.gov/ncs/ect/data.htm](http://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](http://www.bls.gov/ect/#tables). The continuous occupational and industry series listing uses the Standard Industrial Classification (SIC) Manual and Occupational Classification System (OCS) series from 1975 through 2005 and the North American Industry Classification System (NAICS) and Standard Occupational Classification (SOC) 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](http://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 (ECEC) news release. The ECEC release dates are available at [www.bls.gov/schedule/news\\_release/ecec.htm](http://www.bls.gov/schedule/news_release/ecec.htm). Historical ECEC data are available in summary documents at [www.bls.gov/ect/#tables](http://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](http://www.bls.gov/opub/mlr/2016/article/introducing-2012-fixed-employment-weights-for-the-employment-cost-index.htm).

### Additional information

Starting with the ECI June 2021 release, the locations for the ECI supplemental tables have changed. A full list of the changes is available at [www.bls.gov/ncs/ect/notices/renaming-of-employment-cost-index-table-webpages.htm](http://www.bls.gov/ncs/ect/notices/renaming-of-employment-cost-index-table-webpages.htm). ECI release dates are available on the release calendar at [www.bls.gov/schedule/news\\_release/eci.htm](http://www.bls.gov/schedule/news_release/eci.htm). Subscribe to receive the BLS Economic News Release email at [www.bls.gov/bls/list.htm](http://www.bls.gov/bls/list.htm).















**Table 5. Employment Cost Index for total compensation, for private industry workers, by occupational group and industry<sup>1</sup>**

[Not seasonally adjusted]

Occupational group and industry	Indexes (Dec. 2005=100)			Percent changes for					
	Sep. 2020	Jun. 2021	Sep. 2021	3-months ended-			12-months ended-		
				Sep. 2020	Jun. 2021	Sep. 2021	Sep. 2020	Jun. 2021	Sep. 2021
All workers.....	140.7	144.4	146.4	0.4	0.8	1.4	2.4	3.1	4.1
Excluding incentive paid occupations <sup>2</sup> .....	140.8	144.3	145.9	0.5	0.9	1.1	2.4	3.0	3.6
<b>Occupational group</b>									
Management, professional, and related.....	139.0	141.7	143.5	0.4	0.7	1.3	1.9	2.4	3.2
Excluding incentive paid occupations <sup>2</sup> .....	138.3	140.8	142.1	0.5	0.5	0.9	1.9	2.3	2.7
Management, business, and financial.....	140.7	143.3	145.3	0.4	0.9	1.4	1.9	2.2	3.3
Excluding incentive paid occupations <sup>2</sup> .....	139.5	141.8	142.9	0.3	0.5	0.8	1.8	1.9	2.4
Professional and related.....	137.8	140.5	142.2	0.6	0.6	1.2	2.0	2.6	3.2
Sales and office.....	141.9	146.6	148.5	0.3	0.3	1.3	2.5	3.6	4.7
Excluding incentive paid occupations <sup>2</sup> .....	143.9	148.0	149.5	0.4	1.0	1.0	2.5	3.3	3.9
Sales and related.....	137.8	143.7	145.7	0.1	-0.4	1.4	2.7	4.4	5.7
Excluding incentive paid occupations <sup>2</sup> .....	142.2	147.2	148.2	0.3	1.3	0.7	2.7	3.8	4.2
Office and administrative support.....	144.8	148.4	150.2	0.5	0.9	1.2	2.4	3.0	3.7
Natural resources, construction, and maintenance.....	140.6	144.2	145.5	0.5	1.1	0.9	2.4	3.1	3.5
Construction, extraction, farming, fishing, and forestry occupations.....	140.4	144.3	145.5	0.4	1.3	0.8	1.8	3.1	3.6
Installation, maintenance, and repair.....	140.8	144.1	145.4	0.6	0.8	0.9	3.0	3.0	3.3
Production, transportation, and material moving.....	142.7	146.8	149.0	0.7	1.2	1.5	3.3	3.6	4.4
Excluding incentive paid occupations <sup>2</sup> .....	142.5	146.5	148.6	0.8	1.2	1.4	3.3	3.6	4.3
Production.....	139.3	143.7	145.7	0.6	1.4	1.4	3.1	3.8	4.6
Excluding incentive paid occupations <sup>2</sup> .....	139.8	144.1	146.1	0.6	1.4	1.4	3.2	3.7	4.5
Transportation and material moving.....	146.9	150.8	153.2	0.8	1.0	1.6	3.5	3.5	4.3
Service occupations.....	144.3	150.1	153.1	0.8	1.6	2.0	3.7	4.8	6.1
<b>Industry and occupational group</b>									
Goods-producing industries <sup>3</sup> .....	138.2	141.5	142.8	0.4	1.1	0.9	2.3	2.8	3.3
Excluding incentive paid occupations <sup>2</sup> .....	138.1	141.5	142.9	0.4	1.1	1.0	2.1	2.8	3.5
Management, professional, and related.....	135.2	137.7	138.5	0.1	0.8	0.6	1.7	2.0	2.4
Sales and office.....	142.6	146.2	146.6	0.1	1.9	0.3	2.7	2.6	2.8
Natural resources, construction, and maintenance.....	139.9	143.5	144.9	0.5	1.1	1.0	1.9	3.1	3.6
Production, transportation, and material moving.....	138.2	142.1	144.1	0.5	1.2	1.4	3.0	3.3	4.3
Construction.....	139.7	143.3	143.9	0.4	1.4	0.4	2.4	3.0	3.0
Manufacturing.....	137.6	140.8	142.5	0.3	1.0	1.2	2.3	2.6	3.6
Management, professional, and related.....	136.3	138.7	139.8	0.1	0.7	0.8	1.8	1.9	2.6
Sales and office occupations.....	139.9	143.5	145.0	-0.1	1.1	1.0	0.8	2.4	3.6
Natural resources, construction, and maintenance.....	138.2	141.5	143.3	0.4	0.9	1.3	2.7	2.8	3.7
Production, transportation, and material moving.....	137.9	141.8	143.8	0.5	1.2	1.4	3.0	3.4	4.3
Aircraft manufacturing.....	123.0	125.5	136.8	0.6	0.4	9.0	0.5	2.6	11.2
Service-providing industries <sup>4</sup> .....	141.5	145.3	147.4	0.5	0.7	1.4	2.5	3.2	4.2
Excluding incentive paid occupations <sup>2</sup> .....	141.7	145.1	146.9	0.6	0.8	1.2	2.5	3.0	3.7
Management, professional, and related.....	139.8	142.4	144.4	0.6	0.6	1.4	2.0	2.4	3.3
Sales and office.....	141.8	146.6	148.7	0.3	0.1	1.4	2.5	3.7	4.9
Natural resources, construction, and maintenance.....	141.8	145.2	146.4	0.6	0.9	0.8	3.2	3.1	3.2
Production, transportation, and material moving.....	147.7	152.1	154.4	0.9	1.2	1.5	3.6	3.9	4.5
Service occupations.....	144.3	150.1	153.1	0.8	1.6	2.0	3.7	4.9	6.1
Trade, transportation, and utilities.....	143.8	148.3	150.1	0.3	1.1	1.2	2.6	3.5	4.4
Excluding incentive paid occupations <sup>2</sup> .....	144.5	148.5	150.2	0.3	0.8	1.1	2.7	3.1	3.9
Wholesale trade.....	138.0	142.3	143.9	0.2	1.7	1.1	2.4	3.3	4.3
Excluding incentive paid occupations <sup>2</sup> .....	141.2	144.7	146.1	0.1	0.8	1.0	2.2	2.6	3.5

See footnotes at end of table.





















