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In this issue:

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Katharine G. Abraham, Commissioner

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Sam M. Hirabayashi

71 Stevenson Street
P.O. Box 3766
San Francisco, CA
94119-3766

Phone: (415) 744-6600
Fax: (415) 744-7138

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The June *Review*

Wages, benefits, prices, and jobs interact to influence the material standards of workers' lives. In our section on compensation changes in 1994 collective bargaining agreements, Lisa Williamson and Phyllis Brown analyze major contracts in the private sector and Charles Muhl covers agreements reached in State and local government negotiations. The overall picture in both cases is one of restrained increases in negotiated wages—a first-year increase of 2 percent in the private sector and 2.7 percent in the public sector. While major collective bargaining agreements reached in 1994 in private industry covered just 1.6 million workers in an economy that employs nearly 80 million production workers, the terms of such agreements are an important part of the compensation-setting process in the American labor market.

Price increases were also relatively restrained in 1994. According to William Thomas and Scott Sager, when stripped of the very volatile food and energy components, the producer price "core" index for finished goods was up 1.6 percent, compared with 2 percent in 1992 and 0.4 percent in 1993. Joseph Pavalone also used a "core" index concept to examine consumer prices and reports that the 1994 increase of 2.6 percent was the smallest since 1965, and has edged down for 4 consecutive years.

The articles by William Wiatrowski and Neal Rosenthal suggest just how complex the issues of compensation, benefits, wages, and jobs can be. Wiatrowski points out that while employers are most often the source of health insurance coverage for the nonelderly, a large proportion of those who do not have health coverage are employed. He explores factors such as employer characteristics, dependent coverage provisions, the nature of employment relationships, and individual decisions to elect benefits to examine more closely the link between jobs and health care. Rosenthal reminds us that while the job growth is, as has often been remarked, concentrated in occupations at the upper end of the educational distribution, the need to replace existing workers leads to a more traditional pattern of occupational openings.

Horst Brand contributed a review essay of three books on the international debate on labor standards and Michael Cimini and Charles Muhl prepared their monthly prècis of developments in industrial relations.

The 1994 Klein Awards

The Lawrence R. Klein Award trustees selected the authors of two articles published in the *Monthly Labor Review* in 1994 as winners of the 26th annual Klein Award, and the participants in an entire issue for honorable mention. The winners were:

- Craig Howell, Frank Congelio, and Ralph Yatsko for "Pricing practices for tobacco products, 1980–94" in the December issue. All three authors were members of the Bureau's Office of Prices and Living Conditions at the time the article was written.
- Paul Ryscavage, a senior labor economist in the Division of Housing and Household Economic Statistics, Bureau of the Census, for "Gender-related shifts in the distribution of wages" in the July issue.

Howell, Congelio, and Yatsko examined tobacco pricing practices from the crude goods stage to final consumer price. Over most of the period covered, tobacco prices were climbing rapidly, but then fell sharply in 1993. They found that the increases did not result from higher manufacturing input costs, but did find considerable increases in advertising costs and gross markup.

Ryscavage examined the increasing dispersed and unequal distribution of wages and salaries during the 1980's. Earnings distributions for both men and women grew more unequal over the decade, but in different ways. Men's earnings polarized as the middle hollowed out, while the middle of the distribution for women filled in and there was only a small rise in the proportion of women with low wages.

The trustees also recognized the authors and editors who collaborated in creating the September special issue commemorating the 75th year of the International Labor Organization.

Economic challenges

At a conference of the Society of American Business Editors and Writers, Laura D. Tyson, chair of the National Economic Council, listed deficit cutting at the top of a list of five challenges economic policymakers must confront. Also on the list were the need to "reverse the alarming increase in income disparity"; increase educational skills of workers; improve access to health insurance; and protect a "strong safety net."

Robert Rubin, U.S. Secretary of the Treasury, addressed global economic issues. According to Rubin, 20 years ago or 10 years ago, "the capitals where a treasury secretary needed to pay close attention because of the potential to affect our economy could just about be listed on one hand. . . . Today that list is almost indefinite." He concluded that the United States is now an integral part of the global economy and must prepare to become more productive and competitive.

What makes a house?

According to the Department of Commerce, American builders and construction workers completed nearly 1.2 million single family houses in 1994. The median size of houses completed during the year was 1,940 square feet. A typical house had three bedrooms two baths, and a two-car garage, and was most likely to have gas heat, a fireplace, and air conditioning. The largest number of houses were completed in the South, the fewest in the Northeast. Contrarily, the largest houses were built in the Northeast, the smallest in the West.

Next month

The July *Review* examines new techniques for measuring industry productivity, revised and extended estimates of multifactor productivity in manufacturing, international comparisons of manufacturing productivity, and productivity in the broadwoven textiles industry. □

Collective bargaining in private industry, 1994

For the third consecutive year, average wage and compensation changes were less than those negotiated in contracts that were replaced

Lisa Williamson and Phyllis Brown

Despite a generally robust economy in 1994, labor negotiators settled for modest gains in wages and compensation under contracts with the longest average duration in 23 years. Wage changes under major 1994 collective bargaining settlements (those covering 1,000 or more workers) in private industry averaged increases of 2 percent in the first year and 2.3 percent annually over the contract term, among the lowest gains recorded since the Bureau of Labor Statistics established this data series in 1968. Total compensation (wage and benefit) changes under 1994 settlements (computed for bargaining units of at least 5,000 workers) were also at or near record low levels. The year was the third consecutive one in which wage and compensation gains under major settlements in private industry were lower, on average, than those in the contracts they replaced. (See chart 1.)

Most major economic indicators pointed to a healthy economy in 1994. Gross domestic product grew 4.1 percent (in 1987 dollars), the largest gain in 10 years; unemployment trended downward from 6.7 percent to 5.4 percent over the year, and labor productivity grew by 2.2 percent for nonfarm business and 4.9 percent for manufacturing (the largest gain in 7 years). Consumer prices, as measured by the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W), rose 2.5 percent in 1994, the smallest advance in 8 years.[1]

Settlements in 1994 occurred at a time when other measures of labor cost changes also showed moderate advances. The Employment Cost Index, a broad measure of the change in employers' cost for compensation, rose 3 percent in 1994, the lowest rate of change since the series began in 1981. In addition, reflecting substantial productivity growth and the moderate increases in compensation costs, unit labor costs increased 0.9 percent, the smallest annual rise since 1964.

Characteristics of 1994 settlements

About 1.6 million workers, or 29 percent of all workers under major collective bargaining agreements in private industry, were covered by the 424 major settlements concluded during 1994. (See table 1.) Nonmanufacturing, with 1.1 million workers under 286 settlements, dominated the bargaining calendar. In manufacturing, 446,000 workers were under 138 settlements. Industries with the largest number of workers covered by settlements were construction, trade, apparel manufacturing, trucking, health services, and food processing.

Duration of contract. Newly negotiated contracts will be in effect for an average of 37.7 months, the first time the average duration has exceeded 3 years since the Bureau began tracking such information in 1972. Almost 40 percent of workers under 1994 settlements were covered by agreements with a duration longer than 36 months. The contracts that the 1994 pacts replaced had an average duration of 35 months.

As the following tabulation illustrates, settlements with cost-of-living adjustment (COLA)

Lisa Williamson and Phyllis Brown are economists in the Division of Developments in Labor-Management Relations, Bureau of Labor Statistics.

clauses tended to be longer than those without such provisions:

	Average duration, in months		
	All settlements	With COLA	Without COLA
1985	30.5	35.3	28.4
1986	32.0	34.0	31.1
1987	33.2	35.5	31.2
1988	33.3	35.3	32.1
1989	35.1	36.8	34.5
1990	35.3	35.6	34.8
1991	35.6	38.2	34.8
1992	34.5	35.5	34.3
1993	35.8	36.5	35.5
1994	37.7	39.6	37.2

COLA clauses shelter workers' wages from the eroding effects of inflation by automatically providing additional wage increases based on increases in the Consumer Price Index (CPI). While many factors can influence decisions on the length of the contract, in the past, the protection afforded by a COLA clause may have made longer contracts more acceptable to workers. The duration of contracts appears to have increased in recent years, even in agreements without COLA clauses. This suggests that the relatively moderate increases in the CPI lately may be making longer contracts more acceptable generally and lessening any tie between COLA clauses and the duration of a contract.

COLA's and lump-sum provisions. During 1994, 35 percent (542,000) of the workers were covered by settlements with a COLA clause, a lump-sum payment provision, or both. Generally, these provisions are more frequent in manufacturing than in nonmanufacturing, as was the case in 1994.

COLA clauses were included in settlements covering about 19 percent (300,000) of all workers in new pacts, a 2-percentage-point decline from the proportion of workers who were covered by COLA clauses in the agreements the new contracts replaced. With 46 percent under settlements with COLA clauses, workers in manufacturing were nearly 6 times more likely to have a COLA clause than those in nonmanufacturing. In 1994, seven settlements covering 11,600 workers discontinued COLA clauses, and four settlements for 9,700 workers added them. COLA clauses were retained in 54 contracts for 290,500 workers. By the end of 1994, COLA provisions covered 24 percent of the 5.4 million workers under major collective bargaining contracts in private industry—the same level as in 1993, but down from a high of 61 percent in 1976.

Twenty-three percent (354,000) of workers who settled in 1994 had a lump-sum payment provision in their contract, compared with 13.6 percent under contracts that were replaced. Coverage was 32 percent in manufacturing and 19 percent in nonmanufacturing. Most of the workers with lump-sum provisions were newly covered, as such provisions were added in 55 settlements covering 238,500 workers; 33 settlements for 100,000 workers had lump-sum coverage in both the current and replaced agreements.[2] During 1994, lump-sum provisions were dropped in 24 contracts covering 104,000 workers. The percentage of workers under all major agreements in private industry with lump-sum provisions rose from 39 percent in 1993 to 42 percent in 1994. Coverage was highest in 1989, at 44 percent.

Negotiated wage changes in 1994

Settlements in 1994 provided wage changes in the first contract year averaging an increase of 2 percent, the smallest average first-year gain since the 1.2 percent called for under 1986 settlements, and the second lowest recorded. Annual wage changes over the life of the contract for settlements reached in 1994 averaged an increase of 2.3 percent, among the lowest on record. The contracts these settlements replaced, which were negotiated primarily in 1991, called for wage changes averaging increases of 3.2 percent in the first year and 3.1 percent annually over the contract term.

While the Bureau's measures of wage changes exclude lump-sum payments and *potential* changes under COLA clauses, they do include *guaranteed* wage changes for settlements with these provisions. Specified wage changes under settlements with either lump-sum or COLA provisions, or both, averaged 2.3 percent over the contract term, identical to the average gain in contracts without COLA clauses or lump sums. For workers who were covered by COLA provisions, wage changes over the life of the contract averaged an increase of 2.5 percent annually, compared with 2.3 percent for workers without COLA clauses. The average annual wage change was lower in agreements with lump-sum provisions (2 percent) than in those without (2.4 percent).

Wage gains under settlements in manufacturing, in which 28 percent of the workers were employed, were larger than those in nonmanufacturing. In manufacturing, average wage changes under newly negotiated contracts were 2.4 percent in the first year and 2.3 percent annually over the life of the contract. The comparable changes in the previous agreements were 3.7 percent and 3 percent, respectively. Nonmanufacturing settlements in 1994 specified average wage changes of 1.8 percent in the first year and 2.3 percent annually over the life of the contract. The former contracts called for wage changes averaging 2.8 percent in the first year and 3 percent annually over the life of the contract.

Almost one-third of workers under 1994 settlements were under interregional[3] agreements, including those in the Master Freight Agreement and workers covered by new pacts at General Electric and United Airlines. The following tabula-

tion shows that the average wage gains for interregional agreements were below those for all settlements:

	Percent wage change		
	First year	*Annual over the life*	*Percent of workers covered*
All settlements	2.0	2.3	100
Interregional	1.3	2.1	29
New England	2.7	1.9	6
Mid-Atlantic	2.2	2.6	21
East North Central	2.6	2.7	13
West North Central	2.9	2.9	3
South Atlantic	2.8	2.9	5
South Central	2.2	1.6	2
Mountain	2.5	2.5	3
Pacific	1.4	2.0	17

Settlements with increases, decreases, and no change. The proportions of workers with wage increases, wage decreases, and no change in wages, as well as the size of the changes affect the average wage changes under settlements. Only 72 percent of the workers under 1994 settlements were scheduled to receive an increase in the first year of the contract. This was the lowest proportion since 1986 and a major factor in the modest 2.0-percent average first-year wage change under all 1994 settlements. (See table 2.) The size of the first-year wage increases for the 1.1 million workers scheduled to receive them, 3.1 percent—the second lowest ever recorded—also dampened the overall average first-year gain. Nearly one-fourth of the workers covered by 1994 settlements received no wage change in the first year of their contract, and 3 percent had wage cuts.

Over their term, agreements reached in 1994 specified wage increases for 90 percent of the workers, no change for 7 percent, and a net decrease for 3 percent. This distribution is similar to those of recent years. (See table 3.) Annual gains over the term of the contract for the 1.4 million workers receiving wage increases averaged 2.6 percent.

Back-loaded contracts

Settlements that specify smaller wage changes in the first year of the contract than in later years are said to be *back loaded*. By delaying all or most wage changes to later in the term of the contract, back loading serves as a cost-saving strategy. Settlements were back loaded, on average, in 4 of the 10 last years: 1985, 1986, 1992, and 1994.

Back-loaded contracts were negotiated for 41 percent of the workers under 1994 settlements. These workers were primarily in the construction and transportation industries. First-year wage increases under back-loaded agreements averaged 1.2 percent, with over-the-life changes averaging an increase of 2.3 percent annually. Of the 649,000 workers under back-loaded contracts, 56 percent had first-year increases that were lower than increases in later years, 43 percent received no wage change in the first year but increases in later years, and 1 percent had wage decreases in the first year with increases more than offsetting them in later years of the contract.

Thirty-seven percent of all workers under 1994 agreements were covered by front-loaded contracts (those with larger wage increases in the first year than in later years). Wage changes in these contracts averaged 3.9 percent in the first year and 2.9 percent annually over the term of the contract. Eleven percent of the workers were covered by settlements with first-year increases equal to average annual increases over the life of the agreement; the annual wage changes for these workers averaged 2.7 percent. This group of workers includes those with 1-year contracts.

As noted earlier, an additional 7 percent of the workers had no wage changes over the term of their contracts. The remaining 4 percent were covered by contracts of less than 1 year's duration or by contracts that specified wage decreases in the first year that were not offset by increases in later years.

Compensation changes

Relatively low wage changes may be a sign that negotiators were trading wage increases for improvements in benefits. According to BLS measures of compensation changes, computed for settlements covering 5,000 or more workers in 1994, such trading occurred with regard to first-year changes and over the contract term. Changes in wage rates for the 846,000 workers in settlements covering 5,000 or more workers averaged increases of 1.8 percent in the first year and 2.2 percent annually over the life of the contract. The comparable changes in compensation rates, which combine modifications in both wages and benefits, were 2.3 percent and 2.4 percent. Contracts replaced by 1994 settlements provided compensation rate changes of 4.2 percent in the first year and 3.5 percent annually over the term of the contract. Nineteen ninety-four marked the third consecutive year in which average compensation changes were lower in current settlements than in contracts that were replaced. Also, average compensation rate changes in 1994 settlements were the second lowest since the Bureau began compiling this measure in 1966.

The change in compensation rates captures modifications to the ongoing wage and benefit structure, but excludes lump-sum payments because they are not part of the ongoing rate. Another measure, the change in compensation costs, which also is calculated for settlements with 5,000 or more workers, includes lump-sum payments and takes into account the length of time wage and benefit changes are in effect during

the contract. The average annual change in compensation costs was lower in 1994 settlements (1.6 percent) than in the contracts they replaced (2.4 percent).

The annual rate of change in the cost of compensation and its various components established a new low or matched the lowest levels recorded since the series on compensation costs began in 1988. The 1994 rate of change was 1.3 percent for wages alone, 1.4 percent for cash payments (wages and lumps sums), and 1.8 percent for benefits.

Twenty-eight percent of the workers in settlements covering 5,000 or more workers may receive additional changes in cash or benefits because they are under contracts with contingent pay provisions. Examples of such provisions are COLA clauses, and lump-sum provisions that tie payments to company profits. Annual compensation cost changes averaged 2.2 percent for settlements with contingent pay provisions and 1.3 percent for those without them.

Wage changes under all contracts

In addition to providing information on wage and compensation changes under settlements in 1994, the Bureau compiled information on the average change in wages during the year for the 5.4 million workers under all 1,210 major contracts in private industry. Wage rate changes under all major contracts averaged an increase of 2.7 percent in 1994, the lowest average change since 1988. It was also the third consecutive year in which wages advanced less than in the preceding year.

Three sources contribute to the average wage change in

Chart 1. **Average annual changes in wage rates over the contract term in current and replaced private industry collective bargaining settlements covering 1,000 workers or more, 1984–94**

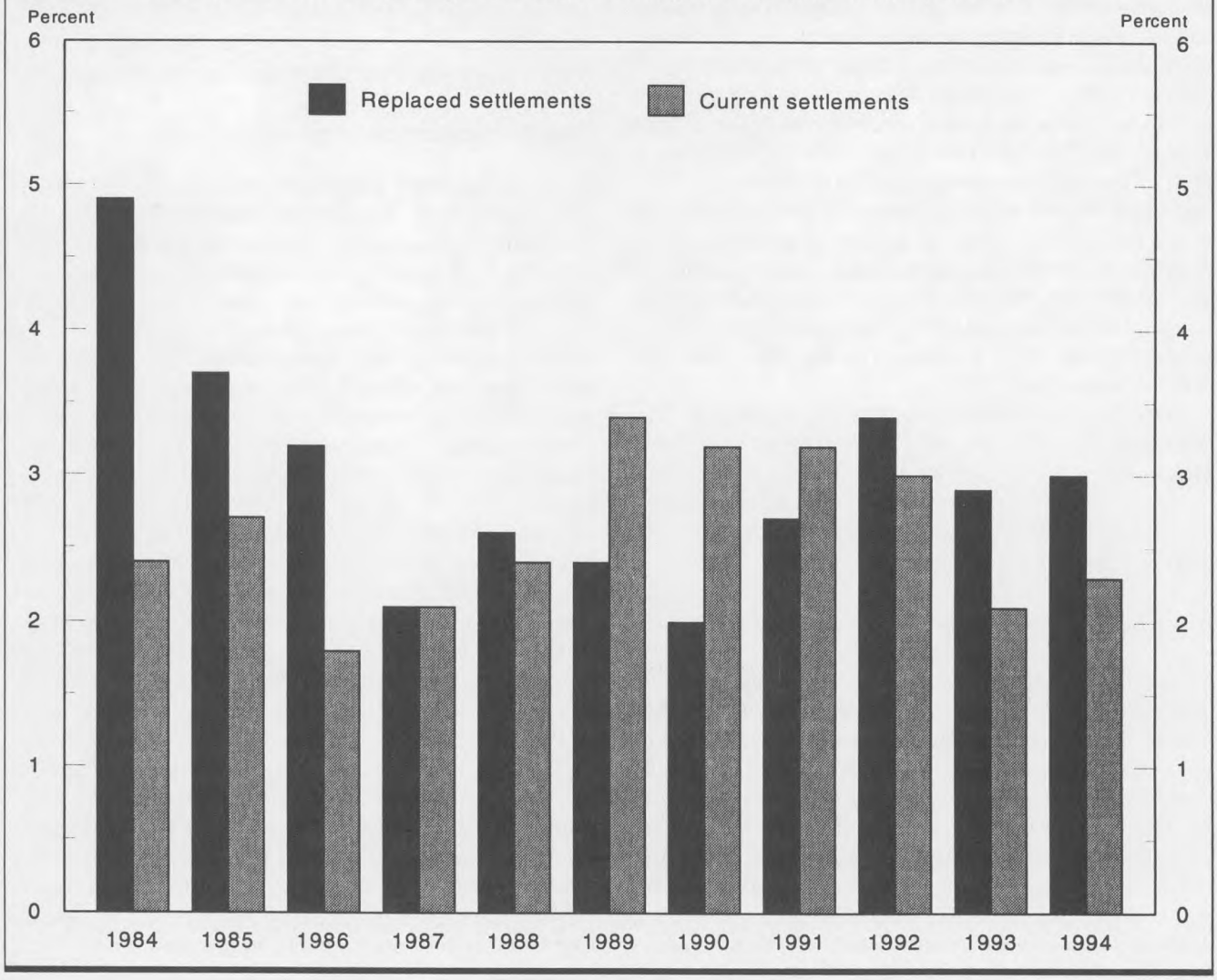

Table 1. **Average changes in wage and compensation rates in collective bargaining settlements in private industry, 1994**

Measure	First-year change[1] (percent)	Annual change over life of contract[2] (percent)	Number of workers (thousands)	Number of settlements
Settlements covering 1,000 or more workers				
Wage changes:				
All industries	2.0	2.3	1,567	424
With COLA clauses	2.7	2.5	300	58
Without COLA clauses	1.8	2.3	1,267	366
With lump sums	2.2	2.0	354	95
Without lump sums	1.9	2.4	1,214	329
With both lump sums and COLA clauses	2.0	2.1	112	25
With either lump sums or COLA clauses or both	2.5	2.3	542	128
With lump sums but no COLA clauses	2.3	2.0	241	70
With COLA clauses but no lump sums	3.2	2.8	188	33
With neither lump sums nor COLA clauses	1.6	2.3	1,026	296
Manufacturing	2.4	2.3	446	138
With COLA clauses	3.0	2.5	207	48
Without COLA clauses	1.8	2.1	240	90
With lump sums	1.2	1.5	144	45
Without lump sums	2.9	2.6	303	93
With either lump sums or COLA clauses or both	2.4	2.3	289	71
With neither lump sums nor COLA clauses	2.2	2.2	157	67
Nonmanufacturing	1.8	2.3	1,121	286
With COLA clauses	2.2	2.6	93	10
Without COLA clauses	1.8	2.3	1,027	276
With lump sums	2.9	2.4	210	50
Without lump sums	1.5	2.3	911	236
With either lump sums or COLA clauses or both	2.6	2.4	253	57
With neither lump sums nor COLA clauses	1.6	2.3	868	229
Construction	1.8	2.5	351	115
All industries excluding construction	2.0	2.3	1,217	309
Nonmanufacturing excluding construction	1.8	2.2	770	171
Goods producing	2.1	2.4	809	256
Service producing	1.8	2.2	759	168
Settlements covering 5,000 or more workers				
Wage changes, all industries	1.8	2.2	846	61
Compensation changes:				
All industries	2.3	2.4	846	61
With COLA clauses	5.0	3.4	199	10
Without COLA clauses	1.5	2.1	647	51
With lump sums	3.1	2.4	164	13
Without lump sums	2.1	2.4	682	48
With either lump sums or COLA clauses or both	4.3	3.0	302	20
With neither lump sums nor COLA clauses	1.2	2.1	544	41
Manufacturing	3.1	2.6	205	15
With COLA clauses	4.0	3.1	120	7
Without COLA clauses	1.9	1.9	85	8
With lump sums	1.9	1.8	46	4
Without lump sums	3.5	2.8	158	11
With either lump sums or COLA clauses or both	3.6	2.9	154	10
With neither lump sums nor COLA clauses	1.9	1.6	51	5
Nonmanufacturing	2.0	2.3	641	46
With COLA clauses	6.5	3.8	80	3
Without COLA clauses	1.4	2.1	562	43
With lump sums	3.6	2.7	118	9
Without lump sums	1.7	2.3	524	37
With either lump sums or COLA clauses or both	5.1	3.1	148	10
With neither lump sums nor COLA clauses	1.1	2.1	494	36
Construction	1.1	2.1	153	14
All industries excluding construction	2.5	2.5	693	47
Nonmanufacturing excluding construction	2.3	2.4	488	32
Goods producing	2.3	2.4	365	30
Service producing	2.3	2.4	481	31

[1] Changes under settlemets reached in the period and effective within 12 months of the effective date of the contract.

[2] Changes under settlements reached in the period, expressed as an average annual rate over the life of the contract.

NOTE: Average changes include net increases, net decreases, and zero change. The lump-sum measures refer to whether or not settlements have cash lump-sum provisions. All measures exclude any cash or benefit lump-sum payments and potential changes from COLA clauses. Because of rounding, sums of individual employment items may not equal totals.

any year: settlements negotiated during the year that provide wage changes effective in the year, settlements negotiated in prior years that scheduled changes in the current year, and the operation of COLA clauses. The 2.7-percent wage change in 1994 consisted of 0.6 percent from settlements negotiated in the year, 1.9 percent from contracts reached in earlier periods, and 0.2 percent from COLA's.

Of the 5.4 million workers covered by major contracts, almost 4.6 million received wage increases in 1994 averaging 3.3 percent, a record low since the Bureau began tabulating these data in 1968. About 1.1 million workers received wage increases from settlements negotiated in 1994 averaging 3.2 percent, and 3 million workers received wage increases from agreements negotiated in earlier years averaging 3.4 percent. Nearly 761,000 workers received wage increases based on their COLA clauses; the average was 1.7 percent. Wage gains from COLA's averaged 46 percent of the movement in the CPI during the COLA review periods. In 1994, 366,000 additional workers had COLA reviews that did not produce a wage change, primarily because the CPI did not change enough.

About 721,000 workers had no change in their wages in 1994, and 56,000 had their wages cut. The decreases came primarily from settlements negotiated in 1994.

Settlements by industry

Moderation was the watchword in private industry, as average annual wage changes over the contract term were lower in 1994 settlements than in the contracts they replaced in nearly all the sectors. (See table 4.) Six industries accounted for 55 percent of the workers covered by major settlements in 1994: construction, trade, apparel manufacturing, trucking, health services, and food processing. Highlights of the settlement terms for these industries follow.

Construction. One hundred fifteen settlements were reached covering approximately 351,000 workers in the construction industry in 1994. These workers accounted for 23 percent of all workers under major private industry settlements during the year. As is usual in the industry, most bargaining took place in the spring and summer. Overall economic conditions in the industry improved in 1994. The value of new nonresidential construction,[4] the sector in which most of the union work force is employed, increased more in 1994 than in 1993. In addition, the economy added an average of 274,000 jobs for construction workers in 1994, compared to a gain of 150,000 in 1993.

Settlements in 1994, in general, did not reflect the improving conditions in the industry. Newly specified wage changes averaged increases of 1.8 percent in the first year and 2.5 percent annually over the life of the contract; the average duration of the contracts was 31.9 months. The last time the same parties bargained, primarily in 1991, negotiators agreed to higher wage changes, 2.0 percent and 2.7 percent, respectively, and the contracts averaged 29.9 months. In addition, the average gains under 1994 settlements were smaller than those under settlements reached in 1993, which were 2.1 percent for the first year and 2.6 percent annually over the contract term. Provisions for lump-sum and COLA payments, rare in construction contracts, were in none of the 1994 settlements.

Over the term of the contract, nearly 91 percent of the workers under construction settlements were scheduled for wage increases averaging 2.9 percent annually. Two percent, all in the special trades sector, had their wages cut, and the remaining 7 percent had no wage change.

Bargaining activity differed considerably from region to region, with three regions accounting for nearly three-fourths of the construction workers under new contracts. The Pacific region had the largest proportion, one-third, followed by the East North Central and the Mid-Atlantic regions, with about one-fifth each. The construction industry is very sensitive to local economic conditions, which may play a role in the wide variation among the regions in the size of negotiated wage changes. As the following tabulation indicates, annual changes ranged from 4 percent for interregional settlements to 1.2 percent for those in the South Central region:

	Annual wage change (percent)	*Percent of workers*
All construction settlements	2.5	100
Interregional	4.0	10
New England	2.1	4
Mid-Atlantic	2.8	20
East North Central	3.1	21
West North Central	3.7	4
South Atlantic	2.0	3
South Central	1.2	3
Mountain	2.1	2
Pacific	1.7	33

Bargaining activity also varied by type of construction. Among the three types, bargaining was heaviest in the general building sector, covering 47 percent of workers. The remaining workers were split almost evenly between heavy and highway construction, such as road and tunnel construction, and special trades work, such as plumbing, electrical work, and roofing. Workers in the heavy and highway construction sector received the highest average annual wage change, 3.5 percent over the contract term. Following were special trades with 2.6 percent, and general building construction with 2.1 percent.

Contracts for two-thirds of the construction workers contained an option to allocate the specified increases in compensation between wages and benefits at a later date. Because

Table 2. **Percent of workers under collective bargaining settlements covering 1,000 or more workers in private industry with increases, decreases, and no change in wage rates during the first contract year, 1985–94**

Year	Percent of workers with—			First-year wage rate change[1] (percent)	First-year wage rate increase[2] (percent)
	Wage rate increases	Wage rate decreases	No change		
1985	63	3	33	2.3	4.2
1986	70	9	21	1.2	2.9
1987	73	4	23	2.2	3.5
1988	78	2	20	2.5	3.4
1989	92	1	8	4.0	4.4
1990	95	([3])	4	4.0	4.2
1991	87	([3])	12	3.6	4.2
1992	82	3	15	2.7	3.6
1993	81	4	15	2.3	3.2
1994	72	3	24	2.0	3.1

[1] Data include net increases, net decreases, and no change.
[2] Net increase in the first contract year.
[3] Less than 0.5 percent.
NOTE: Because of rounding, sums of individual percentages may not total 100.

the measures of changes in wage rates count amounts are subject to allocation as wage changes, the actual wage gains in 1994 construction settlements may be lower when the allocations are made.

Wholesale and retail trade. Settlements reached in 1994 in wholesale and retail trade covered 178,000 workers, some 150,000 of whom worked in food stores. The remainder were employed in department stores, apparel and accessory stores, wholesale trade, drugstores, and automotive dealerships. The contracts provided an average wage rate change of 3.1 percent in the first year and 2.5 percent annually when averaged over the term of the contract.

All of the workers in retail food stores were covered by contracts between the United Food and Commercial Workers and local and regional chains. These contracts called for wage changes averaging 3.2 percent in the first year and 2.3 percent annually over their term. Corresponding changes in the agreements they replaced were higher—3.6 percent and 3.1 percent, respectively. Contracts put in place in 1994 will be in effect an average of 43.1 months, compared with 39 months for the expired agreements.

Fifty-nine percent (89,700) of the employees in food store settlements in 1994 received lump-sum payments. These workers accounted for one-quarter of all workers with lump-sum payment provisions in 1994 settlements. Generally, in the food store industry, average wage gains are smaller in settlements with lump-sum payments than in agreements without such provisions. However, in 1994, the average first-year change for settlements with lump sums was larger (3.6 percent) than for settlements without them (2.6 percent). Frequently, settlements with lump sums specified wage changes in the first year and then substituted lump-sum payments for wage increases in later years. This strategy contributed, in part, to the smaller average annual change in wages over the contract term in settlements with lump-sum provisions (2.2 percent) than in settlements without them (2.4 percent).

Apparel. Nearly 100,000 workers were covered by 20 major agreements in the apparel industry in 1994, mainly in the northeastern, mid-Atlantic, and southern States. These workers manufacture the full array of women's, men's, and children's garments, including dresses, blouses, skirts, shirts, trousers, belts, coats, and rainwear. The International Ladies' Garment Workers Union[5] represented 82 percent of the workers, while the Amalgamated Clothing and Textile Workers Union represented the remainder.

The predominant form of bargaining in the apparel industry is between a union and an employers' association, which comprises a number of small to medium-sized companies. For example, the Cotton Garment Negotiating Group, which represents companies employing 11,000 workers, is made up of more than a dozen companies, the largest of which employs fewer than 1,600 workers. Employment in the industry has been declining, in part because of foreign competition, which is expected to accelerate with the passage of the North American Free Trade Agreement and the Generalized Agreement on Tariffs and Trade. Unionized firms also must compete with nonunion shops and the spreading incidence of "sweatshops" in the United States.[6] Despite these potential economic obstacles, apparel settlements in 1994 provided wage changes above the average in manufacturing.

First-year wage changes ranged from zero to 4 percent. The average was an increase of 3.6 percent, substantially above the manufacturing average of 2 percent. Annual over-the-life wage changes for the new contracts ranged from 1.3 percent to 3.4 percent; the average was an increase of 3.1 percent, again, above the manufacturing average of 2.3 percent. Under the former contracts, which were negotiated in 1991, the first-year change was 3.7 percent, and the annual rate of change was 3.8 percent over the contract term. The new contracts will be in effect for an average of 33.3 months, compared with 36 months for the agreements they replaced. None of the contracts provided for lump-sum payments.

Most of the workers represented by the Ladies' Garment Workers Union were covered by 3-year agreements negotiated in midyear and calling for wage increases of 4 percent in the first year and 3 percent in both the second and third years, with a COLA if the CPI rises 8.5 percent or more. Employer contributions to the health and welfare fund were increased about 3.5 percent over the life of the contract. A ma-

Table 3. **Percent of workers under collective bargaining settlements covering 1,000 or more workers in private industry with increases, decreases, and no change in wage rate over the term of the contract, 1985–94**

Year	Percent of workers with—			Average wage rate change[1] (percent)	Average wage rate increase[1] (percent)
	Wage rate increases	Wage rate decreases	No change		
1985	85	3	12	2.7	3.5
1986	79	9	13	1.8	2.7
1987	85	4	11	2.1	2.6
1988	88	2	11	2.4	2.7
1989	97	([3])	3	3.4	3.5
1990	97	([3])	3	3.2	3.3
1991	93	([3])	7	3.2	3.5
1992	92	2	6	3.0	3.3
1993	90	1	9	2.1	2.4
1994	90	3	7	2.3	2.6

[1] Change under settlements reached in the period, expressed as an average annual rate over the life of the contract. Data include net increases, net decreases, and no change.

[2] Net increase under settlements reached in the period, expressed as an average annual rate over the life of the contract.

[3] Less than 0.5 percent.

NOTE: Because of rounding, sums of individual percentages may not

jor noneconomic provision was the stipulation of a "code of conduct" by means of which employers would monitor overseas contractors to ensure that they met standards and conditions pertaining to issues such as workers' safety, health, right of association, and right to bargain.

The 11,000 workers represented by the Clothing and Textile Workers Union concluded a 2-year agreement with the Cotton Garment Negotiating Group in September that provided wage increases of 20 cents per hour in each year, a new managed health care program that reduced employee deductibles and copayments, and increased employer contributions to the pension fund.

Health services. Eighteen major settlements for 91,000 workers were negotiated in 1994 in the health services industry. The workers, located primarily in New York (61,100) and California (11,745), were employed principally in private sector hospitals and nursing homes. The health services industry has been under continuing pressure, both self-imposed and generated by outsiders, to contain costs. Bargaining in 1994 seemed to exhibit the effects of this pressure, as job security provisions were obtained or strengthened, while wage changes were below the average of all industries.

Sixty-eight percent of the workers were covered by new contracts that had either no change or a slight decrease in wages for the first year. Thirty-two percent had first-year wage increases, ranging from 0.6 percent to 6.8 percent. The average first-year change was an increase of 1 percent, one-half of the all-industry average wage gain and significantly less than the 4-percent average increase in the former contracts. Over the contract terms, 76 percent of the workers will have their wages increased, with annual gains ranging from 1.3 percent to 6 percent; 24 percent of the workers will have no wage change or a slight decrease in wages. The average annual over-the-life change was an increase of 1.6 percent, again considerably less than both the 2.3-percent all-industry average and the 3.7-percent average for the contracts that were replaced. The lower average wage changes in the 1994 health services settlements were accompanied by longer contracts, an average of 37.2 months for the newly negotiated agreements, compared with 32.8 months for the pacts they replaced. In 1994, only two settlements, covering 2,650 workers, included either a cost-of-living provision or a lump-sum provision.

Negotiations between the independent 1199 National Health and Human Care Employees Union (1199) and the League of Voluntary Hospitals and Homes of New York (League) dominated 1994 bargaining in the health services industry. Their October settlement, reached after the previous agreement, effective from July 1992 through June 1995, was reopened early, moved toward comprehensive job security for the 38,000 workers covered by the new contract. Under the 1994 contract, which expires in June 1998, workers received the 4-percent wage increase due in October 1994 under the previous contract, no wage change in 1995, and then increases of 3 percent in 1996 and 1997. Employer contributions to employee benefit funds were reduced (albeit without a reduction in benefits).

The new pact exceeded the job security provisions of the former contract by guaranteeing, for the life of the agreement, the jobs of all covered workers with 2 years of service. Layoffs caused by economic exigencies will be determined by a four-member committee made up of two 1199 and two League representatives. Laid-off members are entitled to up to 80 percent of their previous salary and up to 1 year of family health coverage. A joint employment placement service will refer laid-off union members to League institutions seeking workers. In addition, management is to give the union 30 days' notice of plans to restructure jobs, so that the union can provide input to any proposed changes in job content or wage rates; if disagreement results, arbitration can be implemented.

These wage and job security provisions were adopted in the 1199 agreement reached in October 1994 with St. Vincent's Medical Center (not part of the League) in New York, covering 2,300 workers. They are expected to be used as a pattern in 1199 bargaining covering 19,000 workers in 1995. With slight modifications in wage increases, the provisions were modeled on the 1,300-worker agreement between Hahnemann University Hospital and the American

Federation of State, County, and Municipal Employees that was concluded in Philadelphia in November 1994.

Trucking. Seven new agreements were reached in the trucking industry in 1994 for 96,500 workers,[7] most of whom were covered by the Master Freight Agreement and were represented by the International Brotherhood of Teamsters and Warehousemen. Several independent trucking firms signed separate contracts, as did a few carriers that had been signatories to the previous Master Freight Agreement.

The Master Freight Agreement, covering local and over-the-road drivers and warehouse workers, was settled in early June, following a 24-day work stoppage—the first nationwide trucking strike in 15 years. Under the 4-year agreement, wages were increased $1.30 per hour, and employer contributions to the pension and health and welfare funds were raised from $5.29 per hour to $7.19 per hour. The former 3-year contract provided hourly increases of $1.40 in wages and $1.05 in additional payments to the benefit funds, and, in contrast to the 1994 settlement, the gains were front loaded. Under the 1994 contract, new hires will begin at 75 percent of the regular wage rate and reach the full rate after 2 years. The previous contract had stipulated that new hires start at 85 percent of the regular rate and progress to the full rate after only 18 months. In addition to the overall wage and benefit changes, one critical bargaining issue in 1994 was the use of part-time, casual workers. "Dock casuals," who work between 6 and 8 hours per day on loading docks, had both health care and pension coverage under the previous agreement. They maintained those benefits and their previous wage rate, but did not receive any increases under the new contract. "Combination casuals," who work similar hours and work on the loading docks, just like dock casuals, but also do city driving, will receive 85 percent of the wage increases each year of the agreement.

Trustees of the 29 regional benefit funds will determine the

Table 4. **Average changes in wage rates, annualized over the life of the contract under collective bargaining settlements covering 1,000 or more workers, selected industries, 1989–94**

Industry	1989	1990	1991	1992	1993	1994—	
						Settlements	Replaced contracts
All industries[1]	3.4	3.2	3.2	3.0	2.1	2.3	3.0
Construction	3.0	4.2	2.9	2.4	2.6	2.5	2.7
Building construction	3.0	4.0	2.7	2.3	2.6	2.1	2.1
Heavy construction, excluding building	2.9	4.2	3.1	2.2	2.4	3.3	3.2
Special trade contractors	3.1	4.5	3.0	2.8	2.7	2.6	3.0
Manufacturing	3.2	2.1	3.1	2.6	1.5	2.3	3.0
Food and kindred products	3.1	3.4	3.2	2.6	2.6	1.6	3.1
Textile mill products	4.0	4.2	4.1	4.4	4.0	3.3	3.1
Apparel and other textile products	[2]	3.5	[2]	2.5	[2]	3.1	3.8
Paper and allied products	1.9	2.1	1.7	2.7	1.1	2.4	2.4
Printing and publishing	3.2	3.5	1.6	[2]	[2]	2.3	2.2
Chemicals and allied products	3.5	4.0	4.1	3.7	3.0	2.6	3.4
Petroleum and coal products	[2]	5.0	–	–	3.6	–	–
Rubber and miscellaneous plastics products	[2]	[2]	.9	[2]	[2]	.3	1.0
Stone, clay, glass, and concrete products	2.6	3.0	(2)	1.9	2.7	[2]	[2]
Primary metal industries	3.7	4.7	[2]	.8	1.1	1.6	4.2
Fabricated metal products	2.2	2.3	2.0	2.0	.8	2.2	2.6
Industrial machinery and equipment	1.7	1.3	1.2	[2]	.7	2.2	1.2
Transportation equipment	4.2	1.4	3.7	[2]	1.3	1.7	2.3
Instruments and related products	3.0	[2]	[2]	[2]	–	1.1	2.4
Nonmanufacturing[3]	3.4	4.0	3.3	3.0	2.5	2.3	3.0
Airlines	4.6	4.6	4.3	.9	.4	–.2	2.2
Communications	2.4	3.0	[2]	3.5	3.4	[2]	[2]
Electric, gas, and sanitary services	3.7	4.0	4.4	3.9	2.8	2.9	3.0
Wholesale and retail trade	3.5	3.7	3.3	3.3	2.3	2.5	3.3
Food stores	3.2	3.8	3.4	3.2	2.3	2.3	3.1
Finance, insurance, and real estate	4.8	2.9	[2]	3.7	2.2	2.2	3.0
Services	6.1	5.3	4.9	3.4	2.6	2.4	3.8
Health services	7.7	5.6	7.3	3.5	2.5	1.6	3.7

[1] Industries for which data for almost all years from 1989 to 1994 do not meet publication standards are not shown separately.
[2] Data do not meet publication standards.
[3] Includes mining and construction, shown under all industries.
NOTE: Average changes include net increases, net decreases, and no change under settlements reached in the period, expressed as an average annual rate over the life of the contract, exclude lump-sum payments and potential changes under cost-of-living adjustment clauses. Dashes indicate no observations.

distribution of fund amounts between the health care and pension plans. According to Teamster President Ron Carey, the increase to the benefit funds was the largest in the history of the motor freight industry and was especially important because, with 40 percent of the workers in the industry older than 50 years and with more than 20 years of service, funding for pension and health care benefits is a critical issue.

Food processing. Approximately 73,000 workers were covered by 22 contracts negotiated in 1994 in the food-processing industry. Sixty-six percent of the workers were represented by the Teamsters and 16 percent by the United Food and Commercial Workers; no other union represented more than 10 percent of the workers. Negotiations were conducted mostly company by company, but in a few cases with associations representing several employers. Pattern bargaining is rare in the industry, which includes manufacturers of food and beverages.

Average wage changes provided by the 1994 settlements in the industry—at 1.5 percent for the first year and 1.6 percent annually over the life of the contracts—were among the lowest in manufacturing. These changes were also considerably lower than wage changes agreed to when the parties last bargained, about 3 years earlier. Wage changes under the previous contracts averaged increases of 3.9 percent for the first year and 3.1 percent annually over the contract term. The duration of the newly negotiated contracts ranged from 3 to 6 years and averaged 40.6 months. The contracts they replaced were for 38.1 months, on average.

Only 1,000 workers covered by 1994 settlements in the food-processing industry had a cost-of-living provision. Twenty-four percent of the workers were under settlements that had a lump-sum payment provision. While some workers received such payments in lieu of first-year wage increases, the average annual wage changes over the contract term were nearly identical for settlements with and without lump-sum provisions.

IN SUM, for the last 3 years, bargainers have negotiated wage and compensation increases that have been lower, on average, than those agreed to the last time the same parties met, despite an improving national economy. While negotiators may have been taking their cue from economic conditions specific to their company or industry, rather than from overall economic conditions, the modest changes in compensation under 1994 settlements were similar to the moderate changes in compensation prevailing the economy. □

Footnotes

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[1] Because bargaining takes place throughout the year, this article uses the annual average change in the Consumer Price Index rather than the December-to-December change, which was 2.7 percent for 1994.

[2] The former contracts for seven settlements covering 15,000 workers with lump-sum payments were previously out of the scope of the measure for major collective bargaining agreements.

[3] Regions and the States they comprise (including the District of Columbia) are the following: New England—Maine, New Hampshire, Vermont, Masssachusetts, Rhode Island, Connecticut; Middle Atlantic—New York, New Jersey, Pennsylvania; East North Central—Ohio, Indiana, Illinois, Michigan, Wisconsin; West North Central—Minnesota, Iowa, Missouri, North Dakota, South Dakota, Nebraska, Kansas; South Atlantic—Delaware, Maryland, District of Columbia, Virginia, West Virginia, North Carolina, South Carolina, Georgia, Florida; South Central—Kentucky, Tennessee, Alabama, Mississippi, Arkansas, Louisiana, Oklahoma, Texas; Mountain—Montana, Idaho, Wyoming, Colorado, New Mexico, Arizona, Utah, Nevada; Pacific—Washington, Oregon, California, Alaska, Hawaii.

[4] Nonresidential construction is total construction less residential construction.

[5] Unions are affiliated with the American Federation of Labor-Congress of Industrial Organizations (AFL-CIO), unless indicated as independent (Ind.).

[6] *Garment Industry: Efforts to address the prevalence and conditions of sweatshops,* HEHS–95–29 (Washington, General Accounting Office, November 1994).

[7] Employment under 1994 settlements in the trucking industry was substantially below the 171,500 workers covered under the former contracts. This decline is due, in part, to a drop in the number of trucking firms that participated in industry bargaining as members of Trucking Management, Inc., and Motor Carriers Labor Advisory Council. Many of these firms negotiated "me too" agreements following the National Master Freight Agreement, but because the individual agreements covered fewer than 1,000 workers, they were no longer within the scope of the Bureau's series on major collective bargaining settlements.

Collective bargaining in State and local government, 1994

After record lows were posted in 1992 and 1993, negotiated changes in wage rates rebounded under major settlements reached in 1994

Charles J. Muhl

State and local government workers covered by major collective bargaining agreements up for negotiation in 1994 fared somewhat better in terms of wage changes than they had the last time their contracts were negotiated.[1] Wage rate changes under 1994 settlements covering 1,000 workers or more were higher, on average, than the changes specified in 1993 and 1992 pacts—both record lows—as well as those negotiated in 1991. They were, however, not as high as those contained in settlements that were reached prior to 1991.

The larger changes negotiated in 1994 reflect, in part, the effects of an improving economy on the bargaining climate for the public sector generally, although conditions varied from jurisdiction to jurisdiction. From mid-1990 through 1992, the U.S. economy endured a recession and a sluggish recovery, during which tax revenues declined and budget deficits rose in many State and local jurisdictions. These circumstances forced negotiators to try to freeze salaries, increase employee contributions for benefits, and implement furlough days and layoffs.

As the economy gained strength over the past 2 years, the incidence of such cost-cutting measures in State and local government declined, although management negotiators continued to seek to hold labor costs down without a corresponding decrease in public services. Employee representatives, however, tended to focus more on wage increases than on job security, especially for larger bargaining units in which workers had taken wage cuts or freezes under the expiring contracts, and in States and localities in which economic conditions were improving.

In 1994 pacts, the proportion of workers receiving wage increases over the contract term rose noticeably. Furthermore, the incidence of "backloading" contracts (that is, delaying all or most of a wage rate increase until after the first contract year), which had risen substantially in 1992 and 1993, decreased during 1994. Many major contracts also included improvements in health and welfare benefits, which had generally been curbed during the economic downswing. Few jurisdictions bargained under the threat of layoffs or furloughs.

Wage rate changes in 1994 pacts

Major settlements in 1994 provided wage rate changes averaging an increase of 2.7 percent in the first contract year and 3.0 percent annually over the contract term. Corresponding changes in the agreements they replaced—primarily negotiated during 1992 and 1993—were increases of 2.0 and 2.8 percent, respectively. (See table 1.) The higher annual over-the-life wage rate change specified under 1994 settlements reversed a pattern established over the previous 4 years, during which changes had been smaller in newly negotiated contracts than in the contracts being replaced. Furthermore, the 3.0-percent wage rate change over the contract life was higher than those negotiated in new contracts from 1991 to 1993, which ranged between 2.1 and 2.8 percent, but lower than those in the 1987–90 period, which ranged between 5.0 and 5.7 percent.

Charles J. Muhl is an economist in the Division of Developments in Labor-Management Relations, Bureau of Labor Statistics. Joan Borum and John Lacombe, economists in the Division, assisted in the preparation of this article.

A total of 2.8 million workers were covered by major collective bargaining agreements in State and local government in 1994; 1.2 million (42 percent) of them were covered by negotiations concluded in the year. Nearly nine-tenths (slightly more than 1 million) of the State and local government workers covered by 1994 settlements will receive wage increases during the term of the contracts. Almost all of the rest will not have a wage change. (See table 3.) The percentage of workers who will receive wage increases from settlements was higher in 1994 than in 1991–93, when it ranged from 77 to 78 percent, but lower than in 1985–90, when between 96 and 99 percent of covered workers had wage gains.

Level of government. Local governments employed about 828,000 (70 percent) of the 1.2 million workers covered by 1994 settlements. Wage rate changes for these workers averaged an increase of 3.0 percent annually over the contract term, compared with 3.2 percent for State government workers (354,000). The lower wage increase in local government contracts reflects smaller wage increases as well as a greater incidence of wage freezes for local than for State government workers during 1994. (See table 3.) This was the second consecutive year in which wage rate changes were higher in State government than in local government, although the reverse relationship had been true in most years prior to 1993.

Government functions. About 47 percent (558,000) of the employees under settlements negotiated during 1994 worked in education, the vast majority for local governments. (See table 2.) Agreements in education are primarily for teachers, although administrative and support personnel are also covered. Settlements in education in 1994 provided wage rate changes averaging an increase of 3.3 percent a year over the contract term, tied for the highest rate of wage increase among government functions. College and university employees, who typically work for State governments, averaged an increase of 4.2 percent annually over the contract term, while primary and secondary education employees, who typically work for local governments, had wage changes averaging 3.2 percent. Contracts in general administration covered the next largest group, 32 percent (383,000) of workers, and called for a 2.6-percent average annual wage rate increase. These were followed by protective services, 10 percent (121,000) of workers and a 3.3-percent increase, and health services, 4 percent (49,000) of workers and a 3.1-percent increase.

The average annual wage rate change negotiated in 1994 education settlements (3.3 percent) was higher than the average change for the remaining settlements in State and local government (2.8 percent). This also had been true for the 1985–90 period, when settlements in education provided increases ranging between 5.5 and 6.3 percent each year, while the increases for the remainder of government ranged between 4.4 and 5.3 percent. From 1991–93, however, wage rate changes were smaller under settlements in education (between 1.8 and 2.1 percent) than in the remainder of government (between 2.3 and 3.2 percent).

Backloaded contracts. One way to contain labor costs under a multi-year settlement is to "backload" the agreement. Backloaded settlements, which previously had not been prevalent in State and local government, increased in incidence during 1992 and 1993, covering between 50 and 52 percent of workers, in part because of the restrictive economic climate facing negotiators. With a more favorable economy in 1994, the proportion of workers covered by backloaded settlements reached during the year declined to about 33 percent. A total of 53 percent were covered by contracts that were evenly loaded, either because they had a duration of 1 year or less (43 percent of the workers) or because they had the same rate of change in the first year and annually over the contract term. Fourteen percent of the workers were covered by front-loaded contracts.

Backloaded 1994 settlements specified a wage rate change averaging an increase of 1.3 percent for the first contract year and 3.0 percent annually over the life of the contract, while in front-loaded settlements, the corresponding changes were 4.5 percent and 3.3 percent, respectively. Among 1-year contracts and multi-year contracts with the same rate of change in the first year and annually over the contract term, the wage rate change averaged 3.0 percent. Backloaded agreements covered a higher proportion of workers in local government than in State government. Although most backloaded settlements occurred in education and, to a lesser extent, general administration units, the highest proportion

Table 1. **Mean changes[1] in wage rates in State and local government collective bargaining settlements covering 1,000 workers or more, 1990–94**

Measure	1990	1991	1992	1993	1994
First-year change:[2]					
Current settlements	4.9	2.3	1.1	1.1	2.7
Replaced settlements	5.0	4.9	4.6	2.9	2.0
Annual change over life of the contract:[3]					
Current settlements	5.0	2.8	2.1	2.1	3.0
Replaced settlements	5.1	4.9	4.3	3.0	2.8

[1] Mean changes include net increases, decreases, and zero changes, but exclude lump-sum payments and potential changes from cost-of-living adjustment clauses.

[2] Changes under settlements reached in the period and effective within 12 months of the contract effective date.

[3] Changes under settlements reached in the period expressed as an average annual rate over the life of the contract.

Table 2. **Mean changes[1] in wage and compensation rates, State and local governments collective bargaining settlements negotiated in 1994**

[In percent]

Measure	First-year change[2]	Annual change over the life of the contracts[3]	Number of workers (thousands)[4]	Number of settlements
Wage changes in settlements covering 1,000 workers or more				
All State and local government	2.7	3.0	1,182	332
State government	3.0	3.2	354	53
Local government	2.5	3.0	828	279
Government function:				
General government and administration	2.2	2.6	383	77
Education	3.1	3.3	558	187
Primary and secondary	2.9	3.2	494	170
Colleges and universities	4.4	4.2	65	17
Protective services	2.3	3.3	121	37
Health services	3.0	3.1	49	16
Other[5]	2.1	2.5	71	15
Compensation changes in settlements covering 5,000 workers or more				
All State and local government	2.8	3.1	619	51
State government	2.8	2.9	267	16
Local government	2.8	3.3	352	35
Government function:				
General government and administration	2.3	2.7	267	17
Education	3.4	3.6	232	24
Protective services	1.8	2.9	63	5
Other[6]	3.6	3.4	58	5

[1] Mean changes include net increases, decreases, and zero changes, but exclude lump-sum payments and potential changes from cost-of-living adjustment clauses.

[2] Changes under settlements reached in the period and effective within 12 months of the contract effective date.

[3] Changes under settlements reached in the period expressed as an average annual rate over the life of the contract.

[4] Because of rounding, sums of individual employment items may not equal totals.

[5] Includes units in transportation and public utilities.

agreements they replaced—22.4 months, compared with 20.5 months. (See table 4.) The average duration of settlements in 1994 was shorter than that recorded for 1993 settlements (26 months), but similar to historical figures. About 40 percent (474,000) of all State and local government workers were covered by 1994 settlements with a duration of 12 months or less, while 31 percent (363,000) were covered by contracts with a duration of 36 months or longer. Settlements with a duration of 12 or fewer months had wage rate changes averaging an increase of 3.2 percent, compared with 2.7 percent annually for contracts with a term of 36 months or longer.

The greater average wage change in shorter-term contracts reflects, in part, the influence of settlements in education. Fifty-one percent of all State and local government workers under 1994 settlements in education were covered by contracts of 12 months or less, with a wage rate change averaging 3.3 percent annually over the contract term. Only 12 percent of workers in education were covered by contracts of 36 months or more, providing an average increase of 2.6 percent annually over the contract term.

of workers (48 percent) covered by backloaded agreements among government functions was in protective services. The following tabulation shows the number and share of workers under backloaded agreements in 1994, by level of government and function:

	Number	*Percent*
State and local government	390,600	33
Local government	291,400	35
State government	99,200	28
Government function:		
Protective services	58,200	48
Transportation	28,700	47
General administration	164,000	43
Education	130,100	23

Contract duration. State and local government settlements negotiated in 1994 had a longer average duration than the

Compensation changes in 1994 pacts

Wages are a substantial part of the economic package affected by a settlement, but benefits also may change. Thus, an examination of changes in compensation, which includes both wages and benefits, permits a more comprehensive analysis than a comparison based on wage changes alone. Note that the data on compensation changes are for major collective bargaining settlements covering 5,000 or more workers.

Rate changes. The measure of change in compensation rates covers the ongoing wage and benefit rate structure, but excludes lump-sum payments that are not part of the ongoing rate.

In settlements covering 5,000 or more workers, which accounted for 52 percent (619,000) of all workers under State and local government settlements in 1994, the average change in

compensation rates was an increase of 2.8 percent in the first year and 3.1 percent annually over the contract term. (See table 2.) Nearly 97 percent of workers in these large bargaining units in 1994 received a compensation rate increase, while almost all the rest had no change in compensation rates.

Compensation rate changes in 1994 settlements averaged 3.3 percent annually over the contract term in local government and 2.9 percent in State government. In most years, the average wage rate changes have been higher in local government than in State government.

The general administration function accounted for 43 percent (267,000) of workers involved in these large settlements in 1994, providing compensation rate changes averaging 2.7 percent per year. Settlements in education covered 37 percent (232,000) of workers and called for a 3.6-percent average annual compensation rate increase.

Cost changes. The measure of change in compensation costs in settlements covering 5,000 or more workers includes the ongoing wage and benefit rate structure. Unlike rate change data, cost changes include lump-sum payments and account for the length of time wage and benefit changes are in effect during the contract. The change in compensation costs over the life of the contract in 1994 averaged an increase of 2.2 percent a year, reversing a 3-year downward spiral that began in 1991. (See table 5.) Settlements in local government (for 352,000 workers) averaged an increase of 2.5 percent per year, compared with 1.9 percent in State government (for 267,000 workers).

Changes in employer cost for cash payments to workers (which includes wages and lump-sum payments) and for wages alone each averaged 2.1 percent a year over the contract term. The identical increases in these two measures are due to the scarcity of lump-sum payments in State and local government contracts. Only four settlements covering 61,100 workers included such payments. Changes in benefit costs averaged an increase of 2.7 percent a year over the contract term.

Wage rate changes, all agreements in effect

Workers under collective bargaining agreements in the public sector can receive wage rate changes from several sources: Settlements that occurred during the year, settlements reached in earlier years calling for changes in the current year, and cost-of-living adjustments (typically, based on a formula tied to the Consumer Price Index).

The average change in wage rates (the net effect of increases, decreases, and freezes from all sources) for the 2.8 million workers under all major State and local government contracts in effect during 1994 was an increase of 3.3 percent—1.4 percent from settlements reached in 1994 and 1.9 percent from agreements reached earlier. Overall, cost-of-living adjustments were negligible. (See table 6.) The 1994 change was higher than those in 1991–93, which ranged

Table 3. **Distribution of workers by average changes in wage rates, major collective bargaining settlements negotiated in State and local government, 1994**

First year change[1]				Annual change over life of the contract[2]		
Measure	All government	State government	Local government	All government	State government	Local government
Number of workers (thousands)[3]	1,182	354	828	1,182	354	828
Percent of workers under settlements with:						
No wage change	29	20	33	11	7	13
Wage decreases	(4)	0	(4)	(4)	0	(4)
Wage increases	71	80	67	89	93	87
Under 3 percent	15	10	17	33	25	36
3 and under 4 percent	19	27	16	23	26	23
4 and under 5 percent	25	33	21	22	32	17
5 percent and over	11	9	12	11	11	11
Changes (percent):[5]						
Mean change	2.7	3.0	2.5	3.0	3.2	3.0
Median change	3.0	3.1	2.7	3.1	3.0	3.0
Mean increase	3.8	3.8	3.8	3.4	3.4	3.4
Median increase	4.0	4.0	3.9	3.2	3.3	3.2

[1] Changes under settlements reached in the period and effective within 12 months of the contract effective date.

[2] Changes under settlements reached in the period expressed as an average annual rate over the life of the contract.

[3] Because of rounding, sums of individual employment items may not equal totals.

[4] Distributions are not shown separately to protect confidentiality.

[5] Mean and median changes include net increases, decreases, and zero changes. Mean and median increases refer to settlements with a net increase.

NOTE: Data exclude lump-sum payments and potential changes from COLA clauses.

Table 4. **Duration of contracts and wage rate changes in major collective bargaining settlements in State and local government, 1994**

Measure	All contracts	12 months or less	More than 24 but less than 36 months	24 months	More than 24 but less than 36 months	36 months	More than 36 months
Number of settlements	332	118	43	68	11	65	27
Number of workers (thousands)	1,182	474	120	182	44	232	131
Average contract duration (months)	22.4	11.7	14.2	24.0	26.9	36.0	41.3
Percent change in wages:[1]							
Annualized over the life of the contract	3.0	3.2	4.1	2.6	3.2	3.0	2.3
First contract year[2]	2.7	3.0	3.9	2.1	2.8	2.5	1.3
Second contract year[3]	2.4	–	.6	3.0	3.0	3.5	1.0
Third contract year[4]	3.3	–	–	–	1.3	3.1	4.4

[1] Changes are the result of net increases, decreases, and zero changes, but exclude lump-sum payments and potential changes from COLA clauses.

[2] Data are not annualized.

[3] Average is based only on settlements with a duration greater than 12 months.

[4] Average is based only on settlements with a duration greater than 24 months.

NOTE: Dash indicates not applicable.

between 1.9 and 2.8 percent, but not as high as those from 1984–90, which ranged between 4.6 and 5.7 percent.

Wage rate changes for the 1.1 million workers under all major contracts in State government averaged an increase of 3.5 percent, compared with 3.2 percent for the 1.7 million workers under such contracts in local government. This was the second straight year in which the average wage rate change under all agreements in effect for State government exceeded the average change in local government contracts, atypical for these series. The larger change for State government workers primarily reflected the effects of changes from contracts reached before 1994, which provided an increase of 2.4 percent for State government employees, compared with a 1.5-percent increase for local government employees.

Several factors play a role in the size of the average wage rate change. The proportion of workers receiving a wage increase and the size of the increase push up the average wage rate change. The proportion of workers with no change in wages, and the proportion whose wages decrease, coupled with the size of the decrease, moderate the overall wage rate change. In 1994, approximately 2.1 million workers (76 percent) of the 2.8 million workers covered by major contracts in State and local government received a wage rate increase averaging 4.4 percent. About 660,000 (24 percent) had no wage change, and approximately 13,200 (less than 0.5 percent) had a net wage decrease.

Specific settlements

The following discussion highlights wage and benefit changes from public sector settlements in selected States and localities. Unions are affiliated with the AFL-CIO, except where listed as independent.

Florida concluded negotiations for six bargaining units with 119,200 workers, all of whom received minimum salary increases of 4 percent on November 1, 1994. Bargaining was conducted under wage and benefit reopeners in contracts reached during 1993 for 5 of the 6 units. More than 87,000 employees in two separate units who work in administrative, clerical, human service, professional, and operational occupations were represented by the American Federation of State, County and Municipal Employees (AFSCME), including 13,200 employed by the State's university system. The Florida Nurses Association (Ind.) represented 5,100 professional health care employees.

The Florida Police Benevolent Association negotiated wage reopeners for 19,100 State protective service workers. About 16,400 security and corrections officers agreed to a new salary progression schedule on November 1, 1994, that resulted in pay increases ranging between 4 and 7 percent, while the law enforcement unit of 2,700 employees agreed to a similar 4-percent salary increase.

Some 7,700 faculty members of the university system agreed to a 1-year pact that, in addition to the 4-percent wage increase, provided a $5 million State contribution to the Teaching and Departmental Incentive program, under which annual awards for departments, schools, and colleges are given for creative programs to improve teaching. Individual faculty members can receive $5,000 increases in base salary.

Illinois reached agreement on 3-year contracts covering 46,400 workers in eight bargaining units. Employees in the six bargaining units represented by AFSCME ratified identical agreements that provided 3-percent wage increases on July 1 of 1994, 1995, and 1996, and increased the shift differential every 6 months, from 35 cents per hour to 52 cents per hour over the contract term. The pacts also specified bilingual pay equal to the greater of 4 percent or $75 per month on October 1, 1994, increasing to the greater of 5 percent or $100 per month on July 1, 1995. Standby pay for Thanksgiving and Christmas was increased to the equivalent of 6 hours from 4 hours. These six AFSCME units included four in public administration, covering 12,100 technical workers, 8,900 clerical employees, 3,000 professionals, and 1,700 paraprofessionals. The two other units covered 8,500 cor-

rections officers and 8,000 mental health employees.

Some 1,300 registered nurses represented by the Illinois Nurses Association (Ind.) received similar wage increases and bilingual pay, while their shift differential was raised to 10 percent from 9 percent. The Teamsters represented 2,900 highway workers who agreed to salary increases of $100 per month on July 1, 1994, $120 per month on July 1, 1995, and $125 per month on July 1, 1996.

Michigan signed six agreements, covering 33,100 employees, including a 1-year agreement for 21,000 human services and administrative support personnel in public administration. The employees, represented by the United Automobile Workers, received a 2-percent wage increase on October 1, 1994.

The State also concluded negotiations with a number of bargaining units in its university system. At Michigan State University, some 4,200 institutional workers represented by AFSCME agreed to a 1-year contract that also provided a 2-percent wage increase. The Clerical & Technical Union of Michigan State University (Ind.) negotiated a 3-year agreement for 2,200 clerical and technical employees. That settlement called for a lump-sum payment on April 1, 1994, equal to 2.5 percent of an employee's earnings from April 1, 1993, to March 31, 1994, and salary increases of 2 percent on April 1, 1995, and 3 percent on April 1, 1996. Other terms compressed the wage progression in both 1995 and 1996; established a labor-management committee to study health care issues; and called for a benefit reopener in October 1996 to discuss premium sharing and flexible spending accounts.

The University of Michigan settled with two bargaining units, covering some 1,800 nurses represented by the University of Michigan Professional Nurses Council (Ind.) and 2,500 service and maintenance employees represented by AFSCME. The nurses agreed to a 4-year contract that provided a lump-sum payment, equal to 4 percent of annual salary for the preceding 12 months, that was rolled into base wage rates retroactive to December 1, 1993; base-rate and step increases averaging 3 percent, combined, for employees below pay maximums; similar lump-sum payments of 1 percent for top-rated nurses in June of 1994, 1995, and 1996; and an "interest-based" dispute resolution procedure. Service and maintenance employees received wage increases of 4 percent on August 1, 1994, and 3 percent each on August 1, 1995, and August 1, 1996, under their 3-year pact. Terms also provided a lump-sum payment, equal to 1 percent of annual salary for the preceding 12 months, on August 1, 1995.

Some 1,400 faculty members represented by the University Professors (Ind.) at Wayne State University ratified a 2-year settlement. The contract provided a variety of wage increases totaling 2.7 percent on August 28, 1994, and 3.2 percent on August 27, 1995, in addition to lump-sum payments on August 28, 1994, and August 27, 1995, equal to 0.5 percent of annual salary for the preceding 12 months. The pact also decreased the employee supplementary monthly premium for family health and welfare coverage from $30 to $22.50.

New York City temporarily resolved its budget situation in 1994 by balancing revenues and expenses for the fiscal year, in part by transferring $190 mil-

Table 5. **Mean changes[1] in the cost of compensation and components, annualized over the life of the contract, State and local government collective bargaining settlements covering 5,000 workers or more, 1991–94**

[In percent]

Component	1991	1992	1993	1994
All State and local government:				
Compensation	2.0	.8	1.0	2.2
Cash payments [2]	1.3	1.0	1.0	2.1
Wages	1.3	.9	1.0	2.1
Benefits	2.0	.7	.8	2.7
Without contingent pay provisions:				
Compensation	2.0	.8	1.0	2.3
Cash payments [2]	1.3	.9	1.0	2.1
Wages	1.3	.9	1.0	2.1
Benefits	2.0	.7	.8	2.8
With contingent pay provisions: [3]				
Compensation	–	.9	–	1.2
Cash payments [2]	–	1.0	–	1.5
Wages	–	1.0	–	.7
Benefits	–	.8	–	.6
State government:				
Compensation	2.4	.9	1.2	1.9
Cash payments [2]	1.5	.9	1.3	2.1
Wages	1.5	.9	1.2	2.1
Benefits	2.3	.7	.9	1.7
Local government:				
Compensation	1.2	.8	.8	2.5
Cash payments [2]	1.1	1.1	.9	2.1
Wages	1.0	1.0	.8	2.1
Benefits	1.5	.7	.7	3.5

[1] Mean changes include net increases, decreases, and zero changes, but exclude potential changes from contingent pay provisions. Data are for changes under settlements reached in the period expressed as an average annual (compound) rate over the life of the contract. Dash indicates data do not meet publication criteria.

[2] Cash payments include wages and lump-sum payments.

[3] Include COLA clauses and/or contingent lump-sum payment clauses.

Table 6. **Mean annual changes[1] in wage rates in State and local government collective bargaining agreements covering 1,000 workers or more, by source, 1991–94**

[In percent]

Item	1991	1992	1993	1994
Average wage rate changes	2.6	1.9	2.8	3.3
Change, by source:				
Current settlements	.6	.8	1.6	1.4
Prior settlements	1.8	1.1	1.1	1.9
COLA provisions	.1	(2)	(2)	(2)
Change, by government function:				
General government and administration	2.6	1.9	2.8	3.2
Education	2.5	2.0	2.5	3.1
Primary and secondary	2.6	2.1	2.3	3.1
Colleges and universities	2.2	1.1	3.3	3.2
Protective services	2.8	1.2	2.9	4.2
Health services	2.2	1.9	3.7	3.8
Transportation	2.3	3.4	2.5	2.9
Other	3.1	.7	3.1	3.7
Average wage rate increase [3]	4.7	4.6	4.1	4.4
Increase, by source:				
Current settlements	3.7	5.1	4.0	4.3
Prior settlements	4.5	4.3	3.8	4.4
COLA provisions	2.1	2.7	1.6	.8
Number of workers receiving wage increases (thousands) [4]	1,425.5	1,125.3	1,849.4	2,126.6
Receiving increase from:				
Current settlements	428.6	441.7	1,119.0	919.5
Prior settlements	1,062.2	676.2	803.9	1212.5
COLA provisions	176.3	22.6	24.0	22.7
Number of workers not receiving wage increase (thousands)	1,198.7	1,544.3	880.0	660.2

[1] Mean annual changes include increases, decreases, and zero changes in wages stemming from current settlements, settlements reached in a prior period, and COLA clauses.

[2] Value less than 0.05 percent.

[3] Reflects only contracts in which the net effect of increases and decreases from all sources is a wage rate increase.

[4] The employment total does not equal the sum of employment for each source because some workers receive wage changes from more than one source.

lion from the health and welfare reserves to general city funds. This eased negotiations between the city and its unions, which concluded agreements covering about 81,000 employees during the year. Most of the workers were employed in protective service occupations (32,600) for the city or in subway and surface transit jobs (31,600) for the Transit Authority. City police officers and firefighters had been working without new contracts since 1991. Some 18,300 police officers represented by the Patrolmen's Benevolent Association (Ind.) reached a 3-1/2 year retroactive agreement that froze wages for the first 18 months of the pact and provided salary increases of 2 percent each in April 1993 and 1994, and 3 percent in September 1994. The contract also called for certain salary schedule increases, lump-sum payments, a payment by the city to the annuity fund, expansion of coverage for pension benefits, and an increased night-shift differential. The Uniformed Firefighters Association (International Association of Fire Fighters), representing 8,700 city fire- fighters, agreed to a 39-month retroactive settlement that provided similar increases in salary and annuity fund contributions, and also called for increases in longevity pay, uniform allowances, the monthly widow's pension, and city contributions to the health and welfare fund.

Transit workers came to terms on a 3-year pact that included salary increases of 4 percent in July 1994, and 3.2 percent each in August 1995 and September 1996. The settlement also called for 5-percent increases in city contributions to the health and welfare fund in July 1994, August 1995, and September 1996.

Los Angeles City (California) negotiated 13 collective bargaining agreements covering 74,700 workers, most of whom were employed in the Los Angeles Unified School District. Some 32,000 teachers represented by the United Teachers of Los Angeles and 23,600 school administrators and support personnel represented by various unions agreed to 1-year contracts that provided an 8-percent increase in annual pay through the elimination of furlough days agreed to under the 1993–94 pact.

The city and the Los Angeles Police Protective League (Ind.) reached agreement on a 4-year accord covering 7,600 police officers who had been working without a new contract since 1992. Terms froze pay over the first 2 contract years and increased salaries by 2 percent each in July 1994 and January 1995, and by 1.5 percent in both July 1995 and 1996. The contract also calls for a field assignment incentive and special equipment bonuses. Some 3,000 firefighters and emergency paramedics represented by the International Association of Fire Fighters (IAFF) settled on a 2-year agreement that provided similar salary increases, raised the biweekly uniform allowance, and increased the city's contributions for health insurance and dental benefits for single coverage.

The remaining five agreements covered a total of 8,500 employees in general administration. Some 5,800 equipment operators, laborers, nonsworn safety and security workers, and service and craft employees represented by the Service Employees International Union settled on a 4-year agreement, retroactive to July 1992, that froze pay for the first two years in exchange for a guarantee that workers would not be

laid off because of subcontracting during the term of the contract. The agreement also called for wage increases of 2 percent in both July 1994 and 1995; a wage reopener in mid-1995; and potential pay increases under a "me-too" clause if more than 10 percent of any other city bargaining unit receives a pay increase. Two separate but identical 2-year contracts for 2,600 engineers and scientific professionals represented by the Engineers and Architects (Ind.) called for a pay freeze over the term, but did provide some enhancements in vacation time, health and dental plan coverage, and workers' compensation offsets.

Dade County (Florida) concluded negotiations on five settlements covering 39,500 county employees. About 21,200 teachers represented by United Teachers of Dade (American Federation of Teachers) reached a 3-year agreement providing salary increases of 4.3 percent in August 1994 and 4 percent in July 1995, and a wage and benefit reopener in the third year of the agreement. The AFSCME negotiated a 3-year agreement for some 11,500 general classified workers in government administration that called for wage increases of 4 percent in both April 1994 and 1995, and 5 percent in April 1996. Terms also improved vacations and switched employees to a point-of-service health care plan from a self-insured plan. Police and corrections officers (3,900) represented by the Police Benevolent Association (Ind.) also agreed to a 3-year contract with wage increases identical to those received by general classified workers, in addition to increases in hazardous duty and night-shift differentials. The IAFF settled on a 2-year contract for 1,300 county firefighters that provided a 4-percent wage increase in April 1995, and a 5-percent increase in April 1996. That settlement also increased "rescue pay" and the hazardous duty differential. □

Footnote

[1] For data on 1994 settlements in private industry, see "Collective bargaining in private industry, 1994" *Monthly Labor Review,* June 1995, pp. 3–12.

Comparisons of major collective bargaining settlements for State and local government with those for private industry should note differences in occupational mix, bargaining practices, and settlement characteristics. For example, professional and other white-collar employees make up a much larger proportion of the workers covered by government than by private industry settlements, while lump-sum payments and cost-of-living adjustment clauses are less common in government than in private industry settlements. Also, State and local government bargaining frequently excludes items (pension benefits and holidays, for example) that are prescribed by law; these items are typical bargaining issues in private industry. For a detailed description of how occupational mix and industry activity affect the comparison, see Richard E. Schumann, "State and local government pay increase outpace five-year rise in private industry," *Monthly Labor Review,* February 1987, pp. 18-20.

Producer price highlights, 1994

Price increases at the producer level were generally moderate, as the Nation completed another year of sustained economic growth

William D. Thomas and Scott Sager

Prices received by domestic producers of finished goods rose 1.7 percent between December 1993 and December 1994, following increases of 0.2 percent in 1993 and 1.6 percent in 1992. The index for energy goods turned up 3.5 percent in 1994 after declining in each of the previous 3 years,while prices for foods advanced 1.1 percent following somewhat larger increases in both 1993 (2.4 percent) and 1992 (1.6 percent). Price increases for finished goods other than foods and energy accelerated to 1.6 percent in 1994 from 0.4 percent in 1993; these prices had risen 2 percent in 1992.

Developments at earlier stages of processing were mixed. The Intermediate Goods price index advanced 4.4 percent in 1994 after increasing 1 percent in each of the preceding 2 years. In contrast, the Crude Goods price index declined 0.5 percent last year after rising by 0.1 percent in 1993 and 3.3 percent in 1992. At both the intermediate and crude stages of processing, prices for food-related materials turned down in 1994 after advancing a year earlier, while price increases for nonfood nonenergy materials slowed significantly. Prices for energy goods rose at the intermediate stage after falling a year earlier, but declined much less at the crude stage, following a steep decline in 1993. (See table 1.)

Economic background

The U.S. economy gained strength throughout 1994, continuing much the same pace of growth experienced toward the end of 1993. A key factor driving this expansion was the increase in outlays for fixed investments by business, particularly spending on capital goods such as computers and peripheral equipment, and also for cars and trucks. (For the past 3 years, the rate of increase in spending for computer equipment has been more than 4 times that for expenditures on other types of capital equipment.) Investment in nonresidential structures also picked up, despite the raising of short-term interest rates several times during the year.

In 1994, the growth of the economy was also evident in the Federal Reserve Board's capacity utilization index for mining, manufacturing, and utilities. This index stood at 84.9 in December 1994, its highest level in any month since March 1989. In addition, personal consumption spending rose 3.4 percent in 1994, fueled by an 8.1-percent advance in purchases of consumer durables. Growth in consumer expenditures for durables reflected increased purchases of furniture and household durables, such as video, audio, and computer equipment, as well as outlays for cars and light trucks. By the end of 1994, consumer spending had surged to a 5-year high, reflecting the ready availability of credit— including the proliferation of credit card programs that offered cardholders rewards, such as direct rebates on purchases or frequent-flyer miles based on the amounts charged.

Some vigor was evident in the interest-sensitive residential housing market, which was buoyed by growth in incomes and employment over the year. Housing starts attained their highest level since 1988, and both single-family home starts and sales of existing single-family homes registered their largest annual gains in over 15 years. Despite a slowdown in residen-

William D. Thomas and Scott Sager are economists in the Division of Industrial Prices and Price Indexes, Bureau of Labor Statistics.

Table 1. **Annual percent changes for major categories of the Producer Price Index by stage of processing, 1990–94**

Index	1990	1991	1992	1993	1994
Finished goods	5.7	–0.1	1.6	0.2	1.7
Foods	2.6	–1.5	1.6	2.4	1.1
Energy	30.7	–9.6	– .3	–4.1	3.5
Other	3.5	3.1	2.0	.4	1.6
Intermediate materials, supplies, and components	4.3	–2.6	1.0	1.0	4.4
Foods and feeds	–1.3	– .2	– .5	5.5	–4.5
Energy	21.8	–11.6	.7	–4.2	2.9
Other	1.9	– .8	1.2	1.6	5.2
Crude materials for further processing	6.0	–11.6	3.3	.1	–.5
Foodstuffs and feedstuffs	–4.2	–5.8	3.0	7.2	–9.4
Energy	19.1	–16.6	2.3	–12.3	–.1
Other	.6	–7.6	5.7	10.7	17.3

tial investment evident during the latter half of 1994, figures for the year as a whole surpassed those posted in 1993. A major factor in the strength of the housing sector in 1994 was the availability of adjustable-rate mortgages, which permitted borrowers to structure their monthly payments in innovative ways.

In 1994, much of the increased spending for computer equipment mentioned earlier reflected the strategy by many firms to increase productivity and efficiency while downsizing their work forces to reduce labor costs. Despite this general restructuring throughout the economy, construction employment registered its largest yearly advance in a decade, while manufacturing employment recorded its largest gain since 1987. However, almost 85 percent of the advance in payroll employment was in the services sector.

Among other indicators of economic health, manufacturing productivity increased 4.9 percent in 1994, compared with 3.2 percent a year earlier. The Employment Cost Index of total compensation for workers in private industry rose 3.0 percent, after increasing 3.6 percent in 1993. Real disposable income advanced 4.3 percent over the year. Business spending on inventories increased in the second, third, and fourth quarters of 1994, particularly in the wholesale and retail trade sectors, reflecting in part an optimistic outlook for continued growth in demand.

The commercial construction market, although not very robust in most regions of the country, was considerably more vibrant than in recent years, during which there was a wide surplus from overbuilding. Overall, public construction spending on infrastructure and other projects outpaced that of 1993.

A surge in export sales resulted from a combination of factors, including the strengthening recovery in foreign industrial countries; continued robust growth in developing countries; the decline in the dollar's exchange value; the implementation of the North American Free Trade Agreement; and the ongoing improvement in America's underlying competitiveness. However, the rise in exports was outstripped by the increase in imports that accompanied domestic investment and consumption demand. The value of the dollar declined about 8 percent last year (on a trade weighted basis) against the currencies of the nine major foreign industrial countries. However, the dollar fluctuated more substantially against some individual currencies, particularly those of Japan and Germany.

Finished goods, less foods and energy

The index for finished goods other than foods and energy increased 1.6 percent from December 1993 to December 1994, following a rise of 0.4 percent a year earlier. Much of the acceleration in price increases was due to a reversal in prices for tobacco products, which had fallen sharply in 1993 before rising last year. The index for consumer goods other than foods and energy turned up 1.4 percent in calendar 1994 after declining 0.4 percent in 1993. Prices for capital equipment rose slightly more in 1994 (2 percent) than in either 1993 (1.8 percent) or 1992 (1.7 percent). (See table 2.)

Within the category of consumer goods other than foods and energy, the tobacco products index moved up somewhat in 1994 after falling sharply in 1993. Prices also increased, after falling a year earlier, for tires and tubes and household flatware. Prices rose faster in 1994 than in 1993 for books, periodicals, men's and boys' apparel, mobile homes, newspaper circulation, household glassware, and costume jewelry. The index for women's apparel was virtually unchanged from December 1993 to December 1994 after falling a year earlier. Prices fell less in calendar 1994 than in the previous year for sanitary papers. Prices continued to rise rapidly for prescription drugs, lawn and garden equipment, and toys. By contrast, price increases slowed in 1994 for passenger cars, light trucks, household furniture, gold jewelry, textile housefurnishings, over-the-counter drugs, floor coverings, and leather footwear. Prices turned down in 1994 after rising in 1993 for alcoholic beverages, cosmetics, household appliances, and for soaps and detergents.

The Producer Price Index for capital equipment increased 2 percent in 1994, slightly more than in 1993 and 1992. In 1994, price decreases for electronic computers and x-ray equipment were more than offset by advances for most other types of capital goods. The largest increases occurred for truck trailers, heavy motor trucks, light trucks, machine tools, commercial furniture, and mining machinery.

Motor vehicles. The Producer Price Index for motor vehicles increased 2.5 percent in 1994 after rising 3.5 percent

in the prior year. Indexes for passenger cars and light trucks rose somewhat less in 1994 than in 1993, while prices for heavy trucks rose about the same as in the preceding 12 months. Reflected in these figures are the net effects of statistical adjustment for quality changes in 1995 model vehicles. For passenger cars, 35 percent of the originally reported price increase was deemed to be attributable to quality adjustment and is therefore not reflected in the price index; the corresponding figure for light trucks was 40 percent. The tires and tubes index was almost unchanged from December 1993 to December 1994 after decreasing 1.7 percent in the previous year.

The motor vehicle industry experienced one of its best years in terms of sales, production, and profits for major manufacturers since 1988. Most plants operated above capacity in 1994 as the availability of new, higher-quality products helped to fuel demand. Despite several hikes in short-term interest rates and small boosts in vehicle prices over the year, sales climbed. Sales for passenger cars and light trucks stood at record levels from January 1994 through midsummer, falling only slightly thereafter. Despite labor strikes at several plants and recalls on newly launched vehicles, sales were back to record levels by the fourth quarter.

Automobile sales reached their first-quarter peak despite another round of price increases on 1994 models, heavy winter storms in much of the country, and an earthquake in California. Sales of light trucks also reached a record level in 1994. Many consumers switched from autos to light trucks during the year, as auto features, such as airbags and antilock brakes, along with popular convenience features began appearing on light truck models. The market for light trucks comprised about 44 percent of all domestic manufactured light vehicle sales in 1994, up 1.5 percent over 1993.

As in 1993, heavy truck prices advanced about 3 percent in 1994. Demand was very strong from trucking firms. Orders were on a 6-month backlog with very few cancellations being seen. By yearend, some manufacturers juggled discounts to maintain or increase market share.

Drugs and pharmaceuticals. Following a rise of 3.2 percent in 1993, prices for drugs and pharmaceuticals increased 2.5 percent in 1994, the smallest yearly advance in 15 years.

The prescription drug industry continued to undertake several modifications in marketing practices during 1994. Producers have voluntarily continued to reign in price increases in the face of pressure from HMO's (health maintenance organizations) and other large purchasers. Manufacturers are combining product lines in a marketing effort to offer one-stop shopping to large customers such as HMO's and PBM's (pharmacy benefit managers). Some have created their own separate divisions to market generic equivalents of their brand name drugs. And some producers also have begun a strategy of bundling a brand name drug with the generic equivalent, offering the package at a discount over the sum of the individual prices.

It should be noted that the method for selecting the sample of prescription drugs used in calculating the index was changed in 1994, and that this could materially affect the estimates. The new methodology gives each drug a chance to be selected for the sample based not on its relative importance within a company, but on its importance relative to other drugs of its therapeutic class. Also in 1994, broad-based increases were registered for over-the-counter drugs.

Tobacco products. Following the 1993 decrease of 21.4 percent, prices for tobacco products showed a net increase of just 0.4 percent last year. Domestic consumption of cigarettes continued to drop in 1994, in the face of concerns about the health hazards of smoking and the skyrocketing costs of health care attributable to the consumption of tobacco products. Some increased strength was noted again in 1994 for foreign demand for American-made cigarettes. Although domestic prices for cigarettes were rather flat in 1994, prices were up moderately across-the-board for other tobacco products, particularly cigars and loose leaf chewing tobacco.

Table 2. **Annual percent changes in Producer Price Indexes for selected finished goods other than foods and energy, 1990–94**

Index	1990	1991	1992	1993	1994
Finished goods other than foods and energy	3.5	3.1	2.0	0.4	1.6
Consumer goods	6.6	−.9	1.6	−.2	1.6
Passenger cars	4.3	3.1	.6	3.3	2.1
Light trucks	.4	5.4	4.8	4.2	3.3
Prescription drugs	8.1	7.8	6.4	3.2	3.1
Over-the-counter drugs	4.2	5.1	5.2	2.7	1.7
Tobacco products	12.6	13.2	6.7	−21.4	.4
Books	6.5	2.3	5.2	.6	5.4
Periodicals	5.7	5.5	4.9	3.1	2.0
Newspapers	7.5	5.9	5.2	4.8	3.9
Household furniture	2.5	1.8	1.6	3.7	2.7
Capital equipment	3.4	2.5	1.7	1.8	2.0
Heavy trucks	3.6	3.7	3.1	3.1	3.0
Truck trailers	1.5	1.3	2.6	3.3	7.7
Metal cutting machine tools	4.7	2.9	3.2	.6	1.8
Metal forming machine tools	9.8	2.6	1.5	1.6	3.5
Computers	—	−19.4	−14.9	−12.5	−6.7
X-ray equipment	−.5	1.5	1.2	−.7	−1.1
Construction machinery	3.8	2.8	3.1	1.1	2.0

NOTE: Dash indicates data not available.

Energy

The decline in the index for crude energy materials slowed to 0.1 percent in 1994; the index had fallen 12.3 percent in 1993. Crude petroleum prices rose 21.1 percent in 1994, after decreasing 27.7 percent in the previous year and 2.4 percent in 1992. The decline in the natural gas to pipelines index, however, accelerated to 14 percent in 1994 from just under 4 percent the year before. The coal index turned down 2.1 percent in 1994, after edging up 1 percent the year before. (See table 3.)

The continued decline in the natural gas to pipelines index in the first half of the year resulted from both higher domestic supplies and increased imports. Late in the year, supplies were at very high levels because of moderate temperatures—the summer had been cool and the autumn warm—and the forecast of unseasonably high temperatures for the winter. As a result, pipline owners asked some producers to remove their gas from their storage facilities, in effect forcing them to burn some of it.

Crude petroleum prices were pushed higher in the first half of the year by lower production, reduced imports, and higher demand. This state of affairs was due, at least in part to supply disruptions caused by leaks on platforms in the North Sea and leaks in pipelines near Los Angeles after the earthquake, an OPEC agreement to freeze production, and fears of tighter supplies due to a strike by Nigerian oil workers. By July, prices were 43 percent higher than in December 1993. Throughout most of the second half of the year, though, prices declined as OPEC production levels rose above the organization's self-imposed ceiling, imports from non-OPEC countries increased, and demand was curbed by unseasonably warm weather in most parts of the Nation.

The index for intermediate energy goods rose 2.9 percent in 1994 after falling 4.2 percent in 1993. Among the categories within intermediate energy goods, gasoline posted a sharp price increase in 1994, following a large decline in the previous year. Indexes for diesel fuel, jet fuels, liquefied petroleum gas, residual fuel, and industrial power also turned up in 1994, while prices for commercial natural gas fell after rising in 1993.

Residual fuel prices were among the big movers in the intermediate energy goods category in 1994, rising 10.2 percent following a 17.8-percent decline in 1993. After increasing early in the year, supplies fell below their year-earlier levels by the end of the first quarter, a situation that was to continue throughout the remainder of the year. In the summer, a drought in the Far East, which depends heavily on hydroelectric power, caused an increase in demand for residual fuel to generate electricity. At about the same time, the construction of a fuel processing plant in Alaska was completed; this plant turns residual fuel into more expensive, refined fuels. In the face of these developments, demand for residual fuel was strong both domestically and internationally in the second half of 1994.

Table 3. **Annual percent changes in Producer Price Indexes for selected energy items, 1990–94**

Index	1990	1991	1992	1993	1994
Finished energy goods	30.7	–9.6	–0.3	–4.1	3.5
Gasoline	45.2	–25.1	–4.2	–16.8	11.2
Home heating oil.	28.1	–30.5	–5.4	–10.1	6.9
Residential electric power	—	5.1	1.2	.8	1.5
Residential natural gas	—	.7	4.6	5.4	–2.6
Intermediate energy goods	21.8	–11.6	.7	–4.2	2.9
Residual fuels	42.8	–39.0	24.3	–17.8	10.2
Natural gas to electric utilities	—	2.2	2.7	–13.0	3.4
Diesel fuel	32.8	–30.4	–3.8	–15.9	5.9
Jet fuels	49.5	–32.7	–5.4	–11.7	4.3
Commercial power	3.3	.3	1.8	3.2	2.3
Crude energy materials	19.1	–16.6	2.3	–12.3	–.1
Natural gas	6.5	–4.9	7.5	–3.8	–14.0
Crude petroleum	32.6	–30.5	–2.4	–27.7	21.1
Coal	.7	–1.6	.2	1.0	–2.1

NOTE: Dash indicates data not available.

Prices for finished energy goods turned up 3.5 percent from December 1993 to December 1994, following a 4.1-percent decline over the preceding 12 months. Gasoline prices advanced 11.2 percent in 1994 after falling almost 17 percent in the previous year. In addition, prices for home heating oil rose 6.9 percent, after falling 10.1 percent in 1993.

Gasoline prices fluctuated throughout the year—increasing during the summer driving season as labor turmoil in Nigeria reduced crude supplies and also during the autumn months, when ruptured pipelines hampered deliveries of both gasoline and home heating oil on the East Coast. Prices for residential electricity rose somewhat faster in 1994 (1.5 percent) than in 1993 (0.8 percent). By contrast, prices for residential natural gas fell 2.6 percent in calendar 1994, following a 5.4-percent increase in the previous year.

Foods and related products

At the farm level, prices for crude foodstuffs and feedstuffs fell 9.4 percent in 1994 after rising 7.2 percent in 1993. The index for corn declined 22.4 percent after increasing 34.7 percent a year earlier. Prices for soybeans, hay, Louisiana rough rice, fluid milk, and slaughter broilers also turned down after rising in 1993. In addition, the slaughter hog index fell at a faster rate in 1994 than in the previous year. (See table 4.)

Prices for intermediate foods and feeds declined 4.5 percent in 1994 after rising 5.5 percent in the previous year. The index for prepared animal feeds turned down 10.6 percent after increasing 6 percent in 1993. Prices for pork, flour, natural and processed cheese, condensed and evaporated milk, and fluid milk products also declined after 1993 advances. The indexes for crude vegetable oils and confectionery materials rose less than they had last year.

Prices received by domestic producers of finished consumer foods rose 1.1 percent in 1994, much less than the 2.4-percent advance from December 1992 to December 1993. Within the consumer foods category in 1994, the slowdown in price increases was led by an 11.1-percent decline in pork prices, which had risen 4.3 percent in the previous year. Prices also turned down over the year after increasing in 1993 for dairy products, fresh fruits and melons, processed young chickens and turkeys, milled rice, processed fruits and vegetables, confectionery end products, and pasta. Price increases slowed for shortening and cooking oils. Prices skyrocketed for fresh and dry vegetables at the close of the year due to inclement weather on both coasts of the United States. The index for bakery products rose 2.3 percent, about as much as it had in the previous year. By contrast, prices for roasted coffee jumped almost 50 percent in 1994 after increasing 5.5 percent in 1993. Prices turned up in 1994 after falling in 1993 for unprocessed packaged fish and seafood, and for soft drinks. Prices declined for beef and veal and for eggs for fresh use, but not as much as they had a year earlier.

Slaughter hogs and pork. Prices for slaughter hogs declined 21.3 percent in 1994 after falling 5 percent in 1993. Falling slaughter rates pushed prices higher at the start of the year. At the end of the first quarter, though, slaughter rates started to pick up, and prices moved sharply lower until late autumn. By June, prices were 7.3 percent below their December 1993 levels, after adjustment for seasonality.

Declining slaughter rates and bad weather that caused producers to delay marketings forced pork prices higher throughout most of the first quarter of 1994. Beginning in March, however, pork prices declined in 8 of the next 9 months as record production ensured ample supplies. Prices rebounded somewhat in December, when holiday demand helped reduce oversupplies.

Dairy products. Prices for dairy products declined 2.0 percent in 1994 after rising 3.1 percent in 1993. Prices were relatively high early in the year, reflecting healthy demand coupled with production increases that were less than expected. By the middle of the second quarter and into the third, however, fluid milk production increased and demand for cheese slowed, causing prices to decline. After a slight upturn late in the summer, prices for fluid milk continued to decline as supplies increased.

Table 4. **Annual percent changes in Producer Price Indexes for selected food items, 1990–94**

Index	1990	1991	1992	1993	1994
Finished consumer foods	2.6	–1.5	1.6	2.4	1.1
Pork	12.5	–16.9	–.3	4.3	–11.1
Dairy products	–7.1	6.4	–2.2	3.1	–2.0
Fresh fruits and melons	11.0	–17.3	–15.7	11.8	–11.2
Fresh and dry vegetables	–9.0	–16.3	67.4	27.7	25.6
Roasted coffee	– .6	–6.2	–6.9	5.5	49.8
Intermediate foods and feeds	–1.3	–.2	–.5	5.5	–4.5
Perpared animal feeds	–4.0	2.9	.6	6.0	–10.6
Crude vegetable oils	13.8	–13.9	5.4	34.3	4.1
Flour	–18.5	13.4	.5	8.6	–1.1
Confectionery materials	2.2	4.0	–8.1	10.4	2.2
Refined sugar	.3	–1.6	–1.2	–.6	.8
Crude foodstuffs and feedstuffs	–4.2	–5.8	3.0	7.2	–9.4
Louisiana rough rice	—	—	–31.4	86.2	–42.2
Corn	– .8	2.2	–10.4	34.7	–22.4
Slaughter hogs	–8.2	–19.5	7.6	–5.0	–21.3
Soybeans	3.7	–7.4	3.3	20.1	–18.1
Fluid milk	–26.2	16.1	–7.2	6.7	–5.2

NOTE: Dash indicates data not available.

Grains and feeds. Prices for grains declined 18.1 percent in 1994, after rising 30.5 percent in 1993. The 1994 decline was broad-based. The Louisiana rough rice index fell 42.2 percent, chiefly because favorable weather conditions resulted in a better than expected crop. Corn prices declined sharply due to reduced export demand and a record crop. Wheat prices fell 5.6 percent as a result of lower export demand and favorable growing conditions that led to greater yields.

Prices for prepared animal feeds fell in 1994 after increasing in 1993. At the beginning of the year, these prices moved higher on the strength of reduced soybean yields caused by harsh weather the previous summer, and of low stockpiles of and strong export demand for corn (which is a soybean substitute in animal feeds). Near the end of the first quarter and through most of the second, prices declined in response to reduced demand and a favorable growing and planting season. Prices increased slightly at the start of the summer as supplies became tighter and export demand increased. During the second half of the year, though, prices for animal feeds declined in every month as favorable growing conditions produced record harvests.

Table 5. **Annual percent changes in Producer Price Indexes for selected intermediate and crude materials other than foods and energy, 1990-94**

Index	1990	1991	1992	1993	1994
Intermediate goods other than foods and energy	1.9	–0.8	1.2	1.6	5.2
Nondurable manfacturing materials	3.7	–4.8	.3	–.6	10.5
Inedible fats and oils	2.3	–6.3	16.0	–6.1	48.0
Woodpulp	–11.5	–23.3	5.7	–14.0	38.1
Basic organic chemicals	7.1	–8.7	.0	–.7	15.7
Durable manufacturing materials	– .1	–3.7	1.2	2.5	9.8
Copper	– .2	–6.6	–1.2	–19.7	68.1
Aluminum	.2	–25.8	7.4	–11.1	64.4
Lead	–1.3	–6.7	–8.5	.0	37.5
Construction materials	1.5	.8	2.7	5.0	3.9
Gypsum products	–5.6	–6.2	4.4	12.8	30.8
Nonferrous wire and cable	–1.3	–2.8	–.8	-3.1	13.8
Softwood lumber	–5.1	11.7	23.1	30.8	–9.6
Crude nonfood materials less energy	.6	–7.6	5.7	10.7	17.3
Wastepaper	–11.9	–17.4	11.7	–12.3	179.6
Nonferrous scrap	.7	–16.9	.9	–14.0	70.3
Raw cotton	12.4	–23.7	–2.8	12.9	34.9

Intermediate industrial materials

The Producer Price Index for Intermediate Materials, Supplies, and Components rose 4.4 percent in 1994 after increasing 1 percent over the preceding year. The indexes for nondurable manufacturing materials turned up after falling in 1993. Prices for durable manufacturing materials rose more in 1994 than they had in the previous year. By contrast, prices for construction materials rose less in 1994 than in 1993. (See table 5.)

Nondurable manufacturing materials. The index for materials for nondurable manufacturing rose 10.4 percent in 1994, following a decrease of 0.6 percent in 1993. Prices rebounded in 1994 for many petroleum-derived materials, driven by a combination of higher oil prices and stronger demand for petroleum derivatives. The basic organic chemicals index rose 15.7 percent in 1994, after falling 0.7 percent in 1993. Price upturns were also registered for plastic resins and materials, paperboard, woodpulp, processed yarns and threads, and for inedible fats and oils. In addition, indexes for paper and nitrogenates rose more in 1994 than in the preceding year.

Prices for pulp and paper products increased 13.8 percent in 1994, after falling 1.5 percent in 1993. Price increases in this category were broad-based.

Woodpulp prices surged 38.1 percent, following a 14-percent decline in 1993. As the year began, many woodpulp mills took downtime in an effort to reduce supplies, pushing prices upward. When users of woodpulp realized what was happening in the industry, many started replenishing their inventories, fearing further shortages. The resulting increase in demand forced prices even higher.

During the second quarter, Russia closed several of her pulp producing mills, which put a further strain in supplies. By midyear, prices were more than 14 percent higher than they had been 6 months earlier, and mills were running near full capacity. As summer wore on, labor troubles in the Canadian Pacific Northwest and an increase in demand from Europe and the Far East for inventory replenishment further exacerbated the already tight supply situation. Consequently, prices rose at an even quicker pace than they had earlier in the year. During the second half of 1994, woodpulp prices increased 25.5 percent. Over the year, prices rose in every month.

Paperboard prices rose 20.1 percent in 1994, following a small decline in 1993. Prices for paperboard remained depressed through most of the first quarter of 1994, as buyers resisted manufacturers' attempts to pass along cost increases. As the economic recovery started to pick up steam in the second quarter, paperboard prices followed suit—an increase in industrial production usually means greater demand for boxes and the paperboard used to produce them. During the second half of the year, rising material costs and increased demand pushed paperboard prices higher in each successive month.

After posting a 0.2-percent increase in 1993, paper prices rose 11.3 percent in 1994. Price advances during the second half of 1994 accounted for the full yearly increase. The first quarter of 1994 remained slow for paper producers as they discounted away the price increases they had implemented in 1993 in order to cope with increased imports and higher inventories. By the end of the second quarter, producers started taking some operations out of production in an effort to curb paper supplies. In the third quarter, reduced inventories led to greater demand and price increases started to take hold. By the fourth quarter, demand was so strong, both domestically and internationally, that producers were not only seeking immediate price increases, but were announcing further increases into the new year. As mill inventories became depleted, production increased, but manufacturers were still unable to keep up with the increased demand and avoid a backlog of orders.

Prices for basic organic chemicals surged 15.7 percent in 1994 after showing virtually no change in the previous 3 years. The main forces driving the 1994 advance were the prices of primary and intermediate components, which were up 42 and 32.6 percent, respectively. Primary prices sagged

early in the year, as expansion of European production capacity resulted in lower import prices and higher inventory levels. By the end of the first quarter, prices rebounded somewhat as inventories started to shrink, demand improved, and prices rose for gasoline and petroleum derivatives — inputs in the chemical manufacturing process.

In the second quarter, European plant shutdowns helped boost demand for U.S. exports of organic chemicals. Domestically, strong demand coupled with a dearth of investment in new capacity helped force both speculative and contract prices higher. By midyear, primary prices were more than 14 percent above their December 1993 levels.

In the second half of the year, continued strong demand, higher gasoline prices, a fire in a major production facility, and low inventories pushed prices of organic chemicals higher in each succeeding month. The price jump for intermediate organic chemicals was due chiefly to tight supplies and the lack of new capacity to expand production. At yearend, capacity was so constrained, because prices had been at such depressed levels during the 1980's, that there was little incentive for firms to try to boost production.

Durable manufacturing materials. In 1994, prices for materials for durable manufacturing advanced 9.8 percent, up from 2.5 percent a year earlier. This acceleration was led by the index for copper and brass mill shapes, which climbed 36 percent after declining 10.6 percent in the previous year. Prices for aluminum mill shapes, aluminum, copper, and flat glass also turned up after falling a year earlier. In addition, the plywood index rose more than in 1993, and lead prices increased after showing no change in the prior year. By contrast, prices for hardwood lumber advanced about 2 percent after jumping by over 30 percent from December 1992 to December 1993. Indexes for both hot rolled steel sheets and bars also rose less than they had in 1993.

Aluminum prices increased 64.4 percent in 1994, after falling about 11 percent in 1993. Prices started the year at very low levels due to an excess of inventory. Exports of aluminum from Russia increased as that country's domestic demand declined and her need for hard currency escalated. By the end of the first quarter, world demand began to pick up and major producers (the United States, Canada, Australia, Norway, The European Economic Community, and Russia) were negotiating a 'memorandum of understanding' to cut production in an effort to boost prices. By the second quarter, reduced domestic production and fears that the implementation of the 'memorandum' would reduce world production levels sent aluminum prices higher. By midyear, prices had risen over 23 percent. In the third quarter, reduced inventories translated into higher aluminum prices, as did greater demand from motor vehicle producers, who have been increasing the amount of aluminum in their vehicles to reduce weights and boost fuel efficiency. In the fourth quarter, drought conditions in the Pacific Northwest forced power companies to ration power to industrial users. Production was further curtailed because most major aluminum producers are located in this region. This caused some anxiety among both manufacturers and speculators, who feared that prices would surge even further in the future. This concern further drove up demand and boosted prices by more than 16 percent in the fourth quarter alone.

Prices for copper rose 68.2 percent in 1994 after declining almost 20 percent in 1993. In the first quarter, demand was recovering in the aftermath of the most recent recession, and the resurgence in construction activity further reduced copper stockpiles, which were at only 8-week levels. By March, copper prices were almost 14 percent higher than they had been the previous December. Prices began to fall at midyear, reflecting fears that rising interest rates would slow the construction market, but then rebounded strongly through the second and third quarters. The upturn resulted from reduced capacity as plants shut down for scheduled maintenance. This further drew down inventories at a time when demand from overseas customers and automotive manufacturers was strong. After another brief lull at the beginning of the fourth quarter, prices again surged higher as European stockpiles fell and domestic mills were running at near full capacity. Even at their high rate of capacity, they were unable to keep up with the continued strong construction demand. A mine cave-in in Zaire and an Australian smelter strike further worsened shortage fears near the end of the year.

Prices for lead rose 37.5 percent in 1994 after remaining unchanged in 1993. Eighty percent of the lead on the domestic market is used in the manufacture of motor vehicle batteries. With the cold winter of 1993–94, demand for replacement car batteries surged in the beginning of the year. As a result, lead prices rose by more than 6 percent in January 1994 alone. By midyear, demand for new batteries from automobile manufacturers, gearing up for the new model year, helped push lead prices higher. In the fourth quarter, demand for replacement batteries jumped again, as some consumers anticipated another harsh winter.

Construction materials. Mortgage rates remained relatively low in 1994, and many consumers took advantage of this by either refinancing existing mortgages or purchasing new homes. The low rates boosted housing starts to 1.5 million units, up 12.9 percent over 1993 levels, and the greatest number of starts in any year since 1988. Spending for new market-rate apartment buildings, a favorite among private investors, was up 27.8 percent compared to 1993. Private nonresidential construction spending was 8.6 percent higher than in the prior year, reflecting the plentiful supply of bank

credit and reduced vacancy rates. The value of public construction projects in 1994 was 3.1 percent higher than it had been a year earlier, mostly as a result of the reconstruction initiatives in the aftermath of the Los Angeles earthquake early in the year.

After advancing 5 percent in 1993, the Producer Price Index for construction materials rose more slowly, by 3.9 percent, in 1994. The softwood lumber index fell 9.6 percent in 1994 after rising over 30 percent a year earlier. This 1994 decline was the largest since 1981. Prices for millwork and for air conditioning and refrigeration equipment rose less from December 1993 to December 1994 than they had in the previous 12 months. The nonferrous wire and cable index, however, moved up 13.8 percent in 1994 after declining 3.1 percent in the previous year. Prices for asphalt felts and coatings also turned up in 1994 after falling a year earlier. Indexes for fabricated structural metal products, gypsum products, plastic construction products, plywood, and concrete products all rose more than they had in 1993.

Prices for softwood lumber declined 9.6 percent in 1994 after rising 30.8 percent in 1993. After a slight rise early in the year, prices declined from the middle of the winter through the middle of the second quarter because the weather was poor and also because higher interest rates dampened demand. Prices turned up at the end of the second quarter and continued to rise into the middle of the third as demand increased. At the end of the third quarter and throughout the remainder of the year, prices declined as weather improved in timber harvesting areas, demand slackened with the approach of the holiday season, and interest rates continued to rise.

Prices for gypsum products rose 30.8 percent in 1994 having increased 12.8 percent in the previous year. After declining in January, the index increased for the next 11 months, reflecting robust demand created by construction activity, tight input supplies that resulted from the 1993 Midwest floods, and decreased production capacity. By the end of the year, with the economic turnaround in full gear, demand was at an 8-year high and production was taking up over 90 percent of existing capacity.

Prices for nonferrous wire and cable increased 13.8 percent in 1994 after declining 3.1 percent in 1993. Price increases occurred in every month except April. Prices rose on the strength of higher costs for primary copper, a major input in the manufacturing process, and on strong demand from both the construction industry and power utility companies.

Basic industrial materials

The Producer Price Index for crude nonfood materials less energy climbed 17.3 percent from December 1993 to December 1994, well more than its 10.7-percent advance in 1993. Prices for aluminum base scrap rose by about 85 percent after falling about 6 percent a year earlier. Indexes for wastepaper, copper base scrap, and copper ores also advanced sharply after substantial declines in 1993. Prices for raw cotton and cattle hides rose more than in the preceding year. By contrast, the iron and steel scrap index remained unchanged in 1994 after rising almost 45 percent in 1993. Prices for softwood logs, bolts, and timber moved up far less than they had over the previous year.

Prices for wastepaper surged 179.6 percent in 1994 after declining 17.6 percent in 1993. Prices had been at such low levels over the past 2 years that even small dollar amount increases translated into large percentage changes. Prices increased in 10 out of 12 months in 1994. The opening of new recycling mills created extra demand. Supplies were reduced early in the year as the result of harsh winter weather. Throughout the rest of the year, new mills upset traditional supply channels, the usage rate of recovered paper was expanded, and exports increased. With pulp prices rising throughout the year, wastepaper was seen as a viable substitute, with the result that its price nearly tripled.

Nonferrous scrap prices increased 70.3 percent in 1994 following a 14-percent decline a year earlier. Prices rose in each month during 1994. The year's increase was led by the upturn in aluminum base scrap prices, although copper base scrap prices, which advanced 52.3 percent after falling more than 20 percent in 1993, were also a factor. Early in the year, aluminum prices rose on increased demand from sheet can producers. Demand from secondary smelters for both aluminum and copper, as well as increases in aluminum ingot and copper cathode prices (scrap and primary metals are substitutes in many cases) also pushed the nonferrous scrap index higher in the first half of the year. By midyear, prices were over 31 percent higher than they had been in December 1993. Throughout the second half of the year, rising export demand tightened supplies and continued increases in primary metal prices pushed scrap prices higher each month.

The increase in prices for raw cotton accelerated to 34.9 percent in 1994 from 12.9 percent in 1993. While the domestic harvest was near record levels, domestic consumption was at a 50-year high, and cotton's share of fiber use was nearly 80 percent, its highest level in over 25 years. A poor Asian crop—the result of insect infestation—and depleted world stocks increased export demand. This fueled rumors that export orders would be larger in the first quarter of 1995.

Prices for inedible fats and oils rose 48.0 percent in 1994 after declining 6.1 percent in the prior year. Prices rose moderately in the beginning of the year, before easing downward at the end of the first quarter. After a sluggish start in the second quarter, prices again rose. By midyear, they were al-

most 11 percent higher than in December 1993. In the second half of the year, prices of inedible fats and oils continued to rise in each month. Much of the pressure on these prices stemmed from higher prices for tallow, which is the major component of this index. Tallow is used as a substitute for palm oil in the manufacture of soap. Palm oil costs rose substantially as supplies from the Far East fell off sharply.

Net output of industries

Manufacturing. The Producer Price Index for the net output of the domestic manufacturing sector increased 2.4 percent from December 1993 to December 1994, following a 0.8-percent rise a year earlier. Prices for the tobacco manufactures industry index inched up just 0.3 percent after declining 22.8 percent in 1993. The petroleum refining industry group index also turned up (8.9 percent) after falling (12.8 percent) in the previous year. Prices for the paper products industry group increased significantly after decreasing in the previous year. In 1994, price increases accelerated for most of the other industry groups in the manufacturing sector. Prices for the lumber and wood products industry group, however, advanced much less in 1994 than in 1993.

Mining. The index for the net output of all mining industries fell 1.0 percent in calendar 1994 following a 9.4-percent decrease a year earlier. Price declines slowed dramatically for the oil and gas extraction industry group index, from 12.8 percent in 1993 to 3.2 percent in 1994. Prices continued to rise for the nonmetallic minerals mining industry group. By contrast, prices skyrocketed by 36 percent for the metal mining industry group in 1994 after falling 7.2 percent in the previous year. The index declined much more than in the previous year for the bituminous coal and lignite mining industry group.

Services. Among other industries, prices for railroad line haul operations increased 0.4 percent in 1994 after rising 0.7 percent the year before. Demand for rail transportation was good in 1994 despite the horrible winter weather at the beginning of the year. The poor weather sorely tested the industry's ability to handle an unexpected increase in traffic during the first months of the year. The unforeseen demand put pressure on a fairly depleted industry capacity, and resulted in rate hikes. The surge in railroad traffic in 1994 can be attributed to a variety of factors including: the passage of NAFTA; high demand for low-sulfur coal from Wyoming's Power River Basin; record corn and soybean production; an effective cost control system implemented by the railroad industry; and greater success in tailoring services to meet shippers' needs.

In 1994, prices for deep sea foreign transportation declined, while those for deep sea domestic transportation of freight increased. There are few U.S. carriers left in the foreign transportation category and those that remain continue to lobby Congress for increased subsidies to remain competitive with their foreign counterparts. Domestic industry operators have threatened to reflag their vessels in foreign countries that have less stringent requirements than those imposed by the U. S. Coast Guard.

For the domestic deep sea transportation category, industry rates increased in 1994 as several private carriers opted to have independent carriers transport the crude petroleum of their parent companies. This trend represents a departure from typical industry behavior, as private carriers have historically transported for some of the larger industry participants. Private carriers have not replaced aging vessels in their fleets, opting instead to hire less costly independent carriers.

The water transportation of freight (not elsewhere classified) index increased by about 16 percent in 1994 after declining 3.1 percent in 1993. Most of the 1994 increase was due to charges for Mississippi River transportation of farm products, which more than doubled. With 1994's bumper harvest, and the resultant decrease in available barge space, significant rate increases were registered during the year. These rate increases allowed some operators to recoup losses from the disastrous 1993 floods that kept part of the Upper Mississippi River closed for weeks. The tugging and towing services index also increased in 1994 on the strength of higher charges for vessel docking services and auxiliary harbor services.

The index for the trucking and courier service industries moved up 2.7 percent in 1994, led by increases for long distance trucking. In 1994, this industry experienced a 23-day Teamsters' strike, one of the longest and costliest in trucking history. As a result of the strike, there was a shift in market share from unionized to nonunionized trucking operations.

The index for truck rental and leasing increased 2.2 percent in 1994, slightly more than it had fallen in 1993. In 1994, truck rental prices increased sharply as the result of a substantial increase in demand. Truck lease rates, which are negotiated for much longer terms than rentals, moved up by about 1 percent. The index for passenger car rental, without drivers, advanced 2.5 percent from December 1993 to December 1994, after falling as much in the previous year. This index rose during peak travel and vacation periods and fell during off-travel periods. Much of the increase in the index for passenger car rentals in the latter months of the year reflected increased costs for 1995 fleet purchases.

Very modest upward movement was registered in 1994 for the indexes for farm product warehousing and storage

and for refrigerated warehousing and storage. However, charges for general warehousing and storage were up 1.3 percent over the year as prices rose for self-service storage, reflecting improved demand for all sizes of storage units throughout the year.

Price increases for leased space for concessions and for services rendered to air passenger and cargo carriers caused the index for airports, flying fields, and airport services to increase 1.1 percent in 1994; this index moved up 0.6 percent in the previous year. In 1994, concessionaire's rents, which are escalated on a percentage of the vendor's gross receipts, inched up steadily for most of the year.

The index for travel agencies declined 2.7 percent in 1994, somewhat less than it had risen in 1993. In 1994, domestic airlines continued ongoing fare wars. This competition has caused much volatility in the size of commissions received by travel agents, which were based on airline ticket prices that fluctuated through the year. The index for tour operators advanced 1.2 percent in calendar 1994, following a 1.9-percent rise in 1993.

The hotels and motels index increased 1.4 percent from December 1993 to December 1994. Prices for guest room rental, which comprises the largest part of this industry, increased by about 1 percent, while prices of food and beverages increased about 4 percent. Other guest services, mostly casino gaming receipts, registered a 1.4-percent decline. Casino gaming in Nevada and New Jersey faced increased competition in 1994 as more States legalize this form of gambling. Slot machine receipts from New Jersey posted the largest decreases over the year.

The index for crude petroleum pipelines increased 13.7 percent in 1994, reflecting sharp increases for all pipeline categories. During this same period, the index for refined petroleum pipelines moved up 1.8 percent. In 1993, the crude and refined petroleum pipelines indexes showed little change.

The indexes for employment agencies and help supply services, which were introduced in July 1994, edged up modestly during their first 6 months of publication. This upward movement reflected strong demand for such placement services.

Fees for postal service were unchanged in 1994. By yearend, across-the-board price increases were announced for domestic postal service, to take effect on January 1, 1995. This was the first hike in domestic fees since February 1991, when the index for U. S. postal service increased 4.4 percent.

The cable and other pay television services index inched down 0.1 percent in 1994, mostly as a 1.3-percent decline in the index for subscriber services offset a 5.5-percent boost in the advertising index. In February of 1994, under the Cable Television Consumer Protection and Competition Act, the Federal Communication Commission (FCC) ordered a 7-percent reduction in rates for basic service by July 15, 1994. This decline, reflected in the August index, was short lived, as some cable companies readjusted their prices upward to meet the FCC's benchmark prices for basic service. The readjustment continued through October. In late November, the FCC agreed to allow a cable company to increase charges over a 2-year period if the company adds six or more new channels to its basic lineup. Previously, the FCC only permitted rate increases that reflected inflation, but had permitted companies to tack a 7.5-percent increase on to licensing fees.

The radio broadcasting index increased 6.8 percent from December 1993 to December 1994, following a 4.3-percent rise a year earlier. In 1994, much of the increase was due to higher rates for local station commercial advertising. Prices were low at the start of the year, then rose from February to May as demand increased. They fluctuated during the summer months, then leveled off in September, and by November and December, had slightly exceeded the levels attained during the summer months.

In 1994, the index for offices and clinics of doctors of medicine rose 4.1 percent, on the strength of higher fees for both medicare and nonmedicare treatments. The largest increase was for pediatric treatments, for which prices advanced by about 11 percent. Prices for medicare treatments increased in January when the Health Care Financing Administration implemented the Resource Base Relative Value Scale payment mechanism for physician services. The 4.7-percent increase for medicare services represents the advance in total physician expenditures under the medicare program for all services and physicians in the United States.

The hospitals index rose 3.6 percent in calendar 1994, after advancing 3.9 percent in the previous year. The index for medicare inpatients moved up 1.3 percent, while its medicaid counterpart increased 3.9 percent. Medicare reimbursements are determined by the Department of Health and Human Services; the rates for fiscal year 1995 were effective October 1, 1994. Medicaid rates, however, differ by State and are subject to change throughout the year.

Following a 17.5-percent advance in 1993, prices for scrap metal collection were up 22.2 percent in 1994, a response to robust demand from an improving economy, as well as soaring prices for metals. By contrast, prices for waste paper collection declined for the second consecutive year. Prices fell sharply in the first part of the year but turned up in October when demand began to increase as prices for newsprint jumped. □

Consumer prices in 1994

Inflation remained stable in 1994, as the index for all items less food and energy, which is considered the underlying rate of inflation, posted its smallest annual rise since the mid-1960's

Joseph Pavalone

As measured by the Consumer Price Index for All Urban Consumers (CPI-U), inflation was moderate in 1994. The CPI-U increased by 2.7 percent, the same as in 1993, keeping inflation below the 3-percent level for 3 consecutive years. This is the first time since December 1965 the index has remained stable for such an extended period.

The CPI for all items less food and energy, often referred to as the core index, or underlying rate of inflation, increased 2.6 percent in 1994. This was its smallest annual increase since 1965, when the index rose just 1.5 percent. The deceleration in the index for all items less food and energy, which has continued since 1990, has contributed to moderate retail inflation over the past 4 years. (See table 1.)

The economy continued to expand in 1994. Consumer spending and real disposable income rose, and unemployment fell. The Federal Reserve Board maintained its goal of noninflationary price stability by raising the discount rate and Federal fund rate three times each in 1994. (The discount rate is the interest rate the Fed charges for loans to banks.[1]) The Federal Reserve Board's Open Market Committee cited increases in commodity prices and capacity utilization rates, a measure of plant stress in manufacturing, mining, and utilities. Utilization rates rose to 84.9 percent of total capacity in December, the highest since May 1989.

Despite the economy's growth, pressure on wages was modest, with private industry wages and salaries increasing only 2.8 percent in 1994. Even accounting for increases in interest rates, which alter borrowing costs and saving incentives, personal consumption increased 3.4 percent during the year. As increases in the Nation's aggregate demand continued, prices also continued to increase. However, with retail competition intensifying and wage pressures abating, prices paid by consumers did not increase. Overall, price inflation was tamed by downward pressure on wages and competition among retailers, despite the surge in the Nation's output.[2]

Food. In 1994, consumer prices for food climbed 2.9 percent for the second consecutive year, remaining less than 3 percent for the fourth consecutive year. Except for fresh vegetable prices, increases for most food categories were fairly moderate in 1994.

Tropical storm Gordon, which hit the eastern coast in November, prompted a 21.6-percent increase in prices for fresh vegetables, the second-highest increase since 1971. Lettuce prices were up 79.8 percent, its highest since 1987, when prices rose 136.9 percent. For other fresh vegetables, prices rose by 21.1 percent, attributable to excessive rain and acreage reductions in 1994.

The index for meats, poultry, fish, and eggs decreased 0.5 percent in 1994. Beef and veal prices fell 2.2 percent, its largest decline since 1976. Production for herding and slaughtering increased by 6 percent in 1994 over levels that were pushed down by weather-related problems

Joseph Pavalone is an economist in the Division of Consumer Prices and Price Indexes.

during the previous year. In addition, profitable feed margins, an input cost to farmers and ranchers, accelerated production, helping to reverse the effects of reducing herds late in the year to limit overextended meat supplies. In the fourth quarter, prices for future contracts, a hedging device used by farmers and cattlers to guarantee specific delivery prices, remained steady in commodity trading markets with greater availability of beef and veal. On the other hand, fish and seafood prices rose 5.2 percent, reflecting tight supplies most of the year in salmon, shrimp, cod, and haddock.

A frost in Brazil was largely responsible for a 55.4-percent increase in coffee prices, a record since the index was started in 1967. Despite a drop of 0.3 percent in the index for carbonated drinks, its largest since the index began in 1978, the surge in coffee prices caused the index for nonalcoholic beverages to increase 14.7 percent. Because of increased competition between restaurants, the food-away-from-home index increased only 1.9 percent in 1994.

Energy. After falling 1.4 percent in 1993, energy prices increased 2.2 percent in 1994. The household fuels index, which makes up more than half of the energy component, fell 0.5 percent, after increasing 1.7 percent a year earlier. Within the fuels index, fuel oil remained unchanged, electricity rose 0.6 percent, and natural gas fell 3.2 percent. The decline in the household fuels index was the first 12-month decrease in December for this index since 1986. A colder-than-usual winter in early 1994 pushed household fuel oil prices above the 6-percent mark in the first quarter. However, the harsh winter was tempered by mild temperatures in the fall. Electricity and natural gas also were affected by the cold weather. As with fuel oil, natural gas rose during the first two quarters of the year, only to turn down again during the last half of 1994.

The continuation of cold weather into the first few months of 1994 not only kept up prices for fuel oil, but also delayed the spring decline in natural gas prices until April, after the cold snap. The additional costs incurred by the gas utilities to meet the unforeseen excess in demand caused by the unseasonably long winter were passed on to consumers. These higher charges, or "purchase adjustments," kept the gas index at a high winter level through March. More favorable weather in the fall of 1994 kept expected price increases in check for fuel oil and natural gas. Refunds in the electricity sample in April and September, and in the natural gas sample in June, also contributed to this year's decline in the household fuels index.

Gasoline prices increased by 6.4 percent in 1994 after falling 5.9 percent the previous year. This turnaround was due primarily to a drop in exports by oil-producing countries, higher demand associated with the expanding economy, leaks in North Sea pipelines, and a strike by Nigerian oil workers. Crude oil prices, as reported in the Producer Price Index, rose 21.3 percent in 1994, with price increases occurring during most of the first 8 months of the year before tailing off. Also, summer travel and increased tourism helped fuel demand.

Prices in 1994 were not much affected by new legislation that requires reformulated gasoline to be sold in selected cities to comply with the Clean Air Act. Instead, the impact of

Table 1. **Annual percent change in the Consumer Price Index for All Urban Consumers (CPI-U), selected expenditure categories, 12 months ended December, 1985–94**

Expenditure category	1985	1986	1987	1988	1989	1990	1991	1992	1993	1994
All items	3.8	1.1	4.4	4.4	4.6	6.1	3.1	2.9	2.7	2.7
Food	2.6	3.8	3.5	5.2	5.6	5.3	1.9	1.5	2.9	2.9
Energy	1.8	–19.7	8.2	.5	5.1	18.1	–7.4	2.0	–1.4	2.2
Electricity	2.7	–1.5	1.8	2.8	2.8	1.4	5.0	1.7	.6	0.6
Natural gas	–4.7	–5.8	–2.9	3.6	2.7	1.8	.3	5.1	5.8	–3.2
Fuel oil	5.4	–33.3	17.9	–6.3	19.5	29.9	–19.9	–3.4	–4.6	.0
Motor fuel	3.1	–30.7	18.7	–2.1	6.8	36.5	–16.0	1.8	–5.4	5.9
All items less food and energy	4.3	3.8	4.2	4.7	4.4	5.2	4.4	3.3	3.2	2.6
Medical care	6.8	7.7	5.8	6.9	8.5	9.6	7.9	6.6	5.4	4.9
Medical care commodities	6.3	6.8	7.1	6.9	8.2	8.4	7.5	5.2	3.1	3.0
Medical care services	6.8	7.9	5.6	6.9	8.6	9.9	8.0	7.0	5.9	5.4
Apparel and upkeep	2.8	.9	4.8	4.7	1.0	5.1	3.4	1.4	.9	–1.6
Shelter	6.0	4.6	4.8	4.5	4.9	5.2	3.9	2.9	3.0	3.0
College tuition	8.6	7.4	7.0	7.7	8.1	8.2	12.1	10.0	7.9	6.3
Alcoholic beverages	5.5	2.0	3.3	3.9	4.8	4.2	9.9	2.9	1.5	1.0
Tobacco products	7.2	5.9	7.9	9.4	14.7	10.8	11.1	8.1	–5.9	3.0

NOTE: Data are not seasonally adjusted.

most of the law's provisions will be felt in 1995. The legislation required gas stations to use only this new gasoline as of January 1, 1995. The Federal Environmental Protection Administration calculates that production costs associated with reformulated gasoline range from 4 cents to 6 cents per gallon. December was the only month in 1994 that was affected by the law. On a seasonally adjusted basis, the index was unchanged; however, without factoring out productions costs to refine this gasoline, the index rose 0.9 percent.

Core indexes

Inflation for most other consumer goods and services was modest in 1994. The 2.6-percent increase in the CPI for all items less food and energy was due primarily to declining inflation for medical care and falling prices for apparel.

Medical care. Medical care costs rose 4.9 percent in 1994, its lowest increase since a 3.3-percent rise in 1972. Although medical care costs have risen faster than the overall index since 1980, medical care commodities and medical care services were at their lowest levels in 20 years. Price competition between brand name and generic prescription drugs and patients' increasing reliance on health maintenance organizations has helped keep down inflation in medical care costs.

Although the service component of the medical care index (doctors' and hospital fees), represents about 80 percent of this index, the decrease in inflation for medical care commodities has been more significant. The rise in medical care commodity prices was just 3.0 percent, the lowest since a 0.6-percent increase in 1973. Over-the-counter drugs increased 0.8 percent, as new therapeutically equivalent generic drugs continue to push down prices on their brand-name counterparts.

Prices for medical care services rose 5.4 percent. Uncertainty in health care reform contributed to a moderation in the index for physicians' services, which rose 4.4 percent in 1994. Dental services rose 5.4 percent in 1994, the lowest increase since 1973. The index for hospital and related services increased a modest 5.5 percent, due in part to hospital mergers, consolidation among hospitals in eliminating duplicative services, and an increase in negotiated rates.

Apparel. Apparel prices fell 1.9 percent, the first time this index has fallen since 1954 and its biggest drop since a 2.9-percent decline in 1952. Manufacturers continue to increase imported apparel from lower-wage countries, keeping down costs. Men's and boys' clothing prices fell 1.7 percent. Women's apparel, which is slightly more volatile than menswear, fell 4.4 percent, contributing to the 3.8-percent decline in women's and girls' apparel. On the other hand, prices for infants' and toddlers' clothing, and watches and jewelry, were up 3.3 percent and 5.0 percent respectively.

Apparel indexes over the last 10 years have increased only 2.5 percent on average from December to December. A long winter delayed introduction of spring clothing, forcing apparel manufacturers to discount spring clothing longer than usual. In addition, retailers cut prices to encourage consumers. Although some prices increased since last year, analysts had never before witnessed such reductions continue for an entire season. Also, the fall weather was unseasonably warm, perpetuating discounting for a new fall line of clothing.

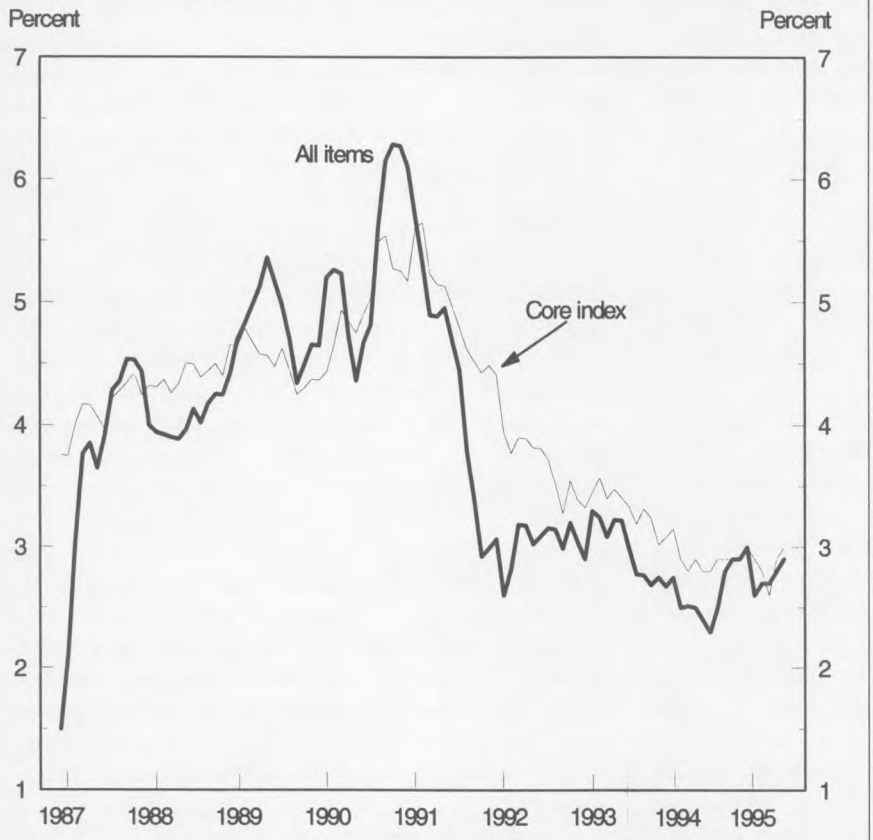
Consumer concern seems to have shifted toward value as measured by price rather than different characteristics in quality in apparel. Retailers are fueling competition and lowering prices for consumers as their costs for goods have dropped. Similar in style and quality, apparel manufactured in lower wage countries has been cheaper for U.S. retailers. As a result, prices have declined, and manufactures will employ third world labor to maintain profit margins as long as U.S. consumers continue to buy their products.

Shelter. Inflation for shelter also has been modest for the past few years. Within the shelter component of the CPI, the owners' equivalent rent index was up 3.3 percent, while the residential rent index rose 2.5 percent. Housing starts reached their highest level since 1988. Starts and sales of single-family homes recorded their largest annual rise in more than 15 years. The index for out-of-town lodging was up 1.3 percent, its smallest increase since the index was started in 1967.

Furthermore, since the excess capacity of residential rental property construction during the 1980's, an oversupply of units continues in the 1990's. Because supply exceeds demand, rent prices are flat. In addition, the return of young adults to their parents' homes and the increase in more affordable group homes help explain the rise in availability in rental units. Both choices lead to more affordable housing, have reduced demand for rental units, and has indirectly kept down rental price increases.

Household furnishings and equipment. In 1994, a portion of the 8.1-percent increase in consumer durable spending included housing expenditures for furnishings and household equipment. However, the CPI for this remained low. Consumer home equity loan rates were lower than fixed rate mortgages at the end of the year. At the same time, reduced loan principles and lower interest debt in household income reflected cheaper financing for home improvement and furnishings. This gave consumers more discretionary income to spend on such items. However, as spending increased, prices for household furnishings and operations rose by only 0.4 percent because discount specialty stores offer furniture and bedding, floor and window coverings, and lawn equip-

Chart 1. **Changes in the Consumer Price Index for All Urban Consumers for all items and all items less food and energy (core index), 1987–95**



ment, sparking a price competition with traditional chain retail stores.

Motor vehicles. Prices rose 3.2 percent for new cars and 3.7 percent for new trucks in 1994. The "Big Three" auto manufacturers—General Motors, Ford, and Chrysler—posted record earnings or returned to positive balance sheets for their domestic sales. The new vehicle index, which incudes new cars, trucks and motorcycles, rose steadily in the first three quarters of the year, as consumer confidence in the economy lifted factory demand. Prices abated in the fourth quarter due to a combination of larger incentives on the 1994 models and smaller price increases on the 1995 models.

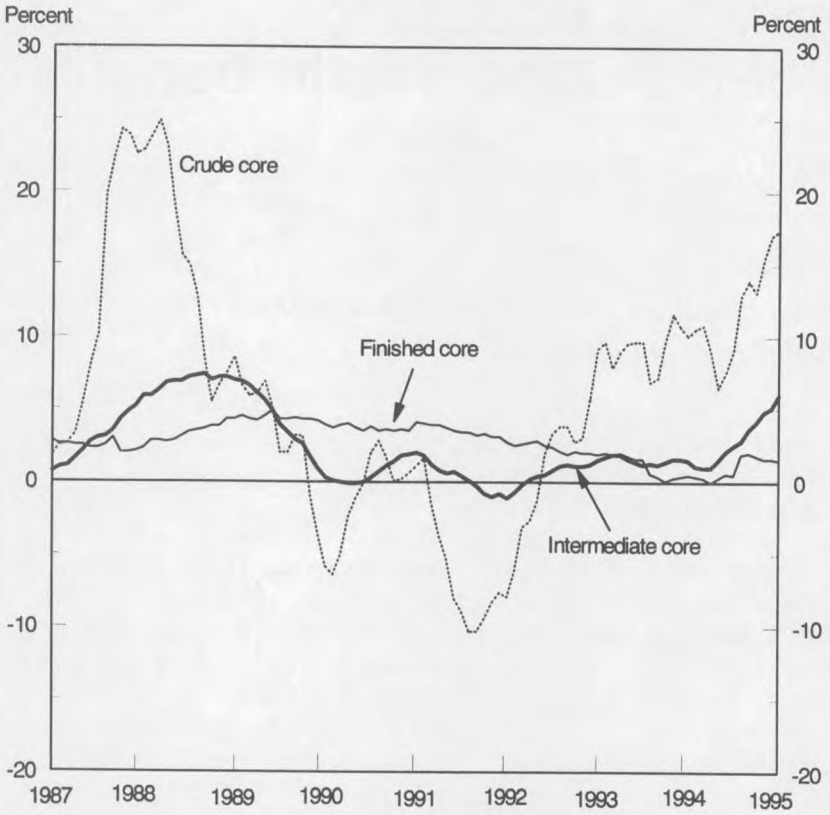
Sales of new cars and light-duty trucks were up 8.2 percent for the year. Light trucks and sport-utility vehicles were in particularly high demand, up 12.9 percent in 1994. In 1994, pressures from quality upgrades by domestic manufactures caused import prices to fall below U.S. prices for the first time in the 1990's. This occurred despite a favorable yen-to-dollar exchange rate.

The Federal Reserve Board's decision to raise interest rates has had a significant impact on the automobile finance charge index, which rose 23.0 percent for the year. This was the biggest increase in the index since 1980, when auto finance charges rose 25.3 percent. The index for automobile finance charges is affected by price increases for new vehicles and auto finance rates. For example, rates correlated with prime lending rates charged by banks rose between 5 percent and 30 percent on consumer-secured loans such as automobiles. These rate increases were not limited to banks; auto manufacturing credit companies and credit unions also increased borrowing costs. On the other hand, automobile insurance went up a modest 3.4 percent in 1994, the smallest increase since 1974, when the index rose 0.7 percent for the year. Automobile maintenance and repair prices rose only 2.8 percent, its lowest jump since 1966, when these prices grew 2.4 percent.

Tobacco products. Tobacco and smoking products rose 3.0 percent in 1994, compared to a 5.9-percent decrease in 1993. Prices for tobacco and smoking products had risen by about 10 percent annually from 1990–92. Increases occurred in various State excise taxes; cigarette price increases at the wholesale level in late 1993 reached consumers in early 1994. Wholesale cigarette prices were unchanged in 1994, the first year since 1980 that cigarette manufacturers did not raise prices. The possibility of a large Federal excise tax increase on cigarettes—as much as $2.00 per pack—to finance health care reform never materialized. With health care reform on the back burner, and the different priorities of the new Congress, the likelihood of a Federal excise tax increase is slimmer.

Other price indexes. In 1994, intense competition among airline carriers led to a drop in fares of 9.5 percent. This was the biggest drop since the index for airline fares was published in 1963. College tuition rose 6.3 percent in 1994, and increases have been smaller each year since 1990. Private universities have been cutting tuition price increases, hoping to draw more students from less expensive State universities. This strategy has increased revenues for some private

Chart 2. **Annual percent changes for the core index of the three major stage-of-processing categories, January 1987–94**



universities and has helped them avoid shortfalls in enrollment.

Other indexes to note in 1994 included entertainment, which rose 2.3 percent, its lowest price rise since its inception in 1967. Entertainment services rose 2.7 percent, its lowest gain since an increase of 2.5 percent in 1972. Video and audio products fell for the 13th consecutive year, down 2.1 percent. In part due to regulations imposed by the Cable Act of 1992, cable TV prices fell 2.6 percent, the first drop in this index since it began in 1983. Water and sewer prices were up 4.2 percent, its lowest since a 2.6-percent increase in 1979. And the 5.0-percent advance in 1994 was the smallest since the inception of the refuse collection index in 1983. Finally, alcoholic beverages were up only 1.0 percent, their lowest increase since a 0.5-percent rise in 1964.

IN SUM, consumer price inflation for 1994 has been quite modest as it has been since 1990, the year Iraq invaded Kuwait and, for a time, ran up world oil prices. This should not be surprising: retail stores are experiencing intense competition, consumers are becoming increasingly price conscious, and wages are rising only modestly. Indexes that are less transient, representing those other than food and energy price measures, have risen only modestly over the past 2 years or in some instances have declined.

The outlook for inflation in 1995 is mixed. Those who predict an uptick in inflation in 1995 point to the economy's overall performance in 1994, with robust growth in real output, jobs, consumer spending, disposable income, and capacity utilization. In addition, inflation is increasing for commodities at the intermediate stage; the PPI for intermediate goods rose 4.4 percent in 1994. When and whether this will be passed on to consumers remains to be seen.

However, observers who believe inflation in 1995 will continue to be modest look to the continued competitive strength of U.S. firms. In addition, the effect of last year's increases in short-term interest rates may stabilize prices and increase U.S. dollar reserves with larger foreign holdings of our securities. Also, the PPI for finished goods rose a mere 1.7 percent and inventory buildup in 1994, particularly in the retail trade sector, was matched by steady sales. This may prompt companies to keep production levels up and retain their work force, rather than continue accumulating inventory. Finally, as tariffs fall and global competition increases—a result of legislation such as NAFTA and GATT—and with employment costs showing little sign of wage pressure, price inflation could well remain in check in the coming year. □

Footnotes

[1] This was the first time the discount rate had increased since it reached a nominal level of 3 percent in July 1990.

[2] Most economists agree that a lag of up to 1 year occurs for a change in rates to affect consumer inflation and bring the economy to a soft landing.

Who really has access to employer-provided health benefits?

Although employers are the major source of health care coverage for persons under age 65, certain restrictions exclude many employees and their families from coverage, or limit the benefits received

William J. Wiatrowski

Two seemingly contradictory facts underlie the relationship between health care benefits and employment. Among nonelderly persons, employers are the most prevalent source of health care benefits. Yet, among those not covered, a large proportion are employed. These facts tend to place the links between employment and health coverage under close scrutiny during debates on health care reform.

Employer-provided health care plans have been the source of health care coverage for many employees and their families since World War II, but several limits on coverage and other restrictions exist.[1] This article explores the relationship between employer-provided health care benefits and the work force, concentrating on answers to the following questions:

- How does the availability of employer-provided health care benefits vary by industry, occupation, establishment size, and other factors?
- To what extent are employer-sponsored health care benefits available to dependents of employees? How are dependents defined and what limits are there on dependent coverage?
- What barriers prevent employees from receiving health care benefits?
- When employers offer health care benefits, do employees elect to take advantage of these benefits?
- What effect does job switching have on the availability of health care benefits? How frequently are service requirements and preexisting condition limitations imposed, and what effect do they have?

The article is based primarily on two data sources: the Bureau of Labor Statistics Employee Benefits Survey, an establishment survey that includes questions regarding the availability, cost, and provisions of employer-provided health care benefits, and the Current Population Survey (CPS), a household survey that includes questions about the overall extent of health benefit protection.[2]

According to the CPS, 84 percent of the population had health care coverage during 1993. Persons without coverage, about 41 million, were almost all under age 65.[3] Of those with coverage, the most prevalent source of protection is employer-sponsored plans, covering 61 percent of persons under age 65, including employees and dependents. The following tabulation provides a breakdown of the sources of health care coverage. (Note that the sum of sources is more than the total "with coverage" because some individuals had more than one source of coverage.)

Source of coverage	*Percent of nonelderly persons*
Total	100
With coverage	82
Employer	61
Government	16
Individual coverage	9
Without coverage	18

William J. Wiatrowski is an economist in the Division of Occupational Pay and Employee Benefit Levels, Bureau of Labor Statistics.

Americans under age 65 who are not currently covered by a health care plan include both individuals in the labor force and those not in the labor force, children, those unable to work, and others. The uninsured fall into the following categories:

Status	Number (in millions)	Percent
Total	40.9	100
Family head, worker	14.6	36
Other worker	8.1	20
Nonworker	7.1	17
Children	11.1	27

These data warrant a closer look into the availability of health care benefits and barriers to such protection among today's workers. To begin, some background data on health care usage and the relationship to health benefits coverage is explored.

Health care usage

How much do Americans use health care services? Data on health expenditures and usage provide some answers. According to the Consumer Expenditure survey, Americans spent, on average, $1,776 per household on health care expenses, including insurance premiums, in 1993.[4] This was about 5.8 percent of total expenditures on all goods and services. Table 1 shows that health care expenditures varied by age and income level.

Americans are frequent users of health services—84 percent used some form of health service in 1987, according to the National Medical Expenditure Survey. Usage varied based on health insurance coverage, with 64 percent of uninsured persons using health services, compared with 87 percent of those persons covered by private health insurance.[5] On average, the uninsured had lower annual health care expenses than those covered by private insurance—$915, compared with $1,316. Part of this difference is accounted for by the payment of insurance premiums, often required of the insured. The difference is also attributable to lower usage of services by persons without insurance. According to the survey results, "The younger uninsured ... were less likely to use services, had lower average expenditures, and spent more out of pocket. [They] may postpone preventive and routine care until health problems become more serious and are more difficult and expensive to treat."[6]

The U.S. population has extensive health care services available, uses these services readily, and relies on insurance to make these services affordable. Employers are a large supplier of health care benefits, although data in the following sections indicate that such benefits are not uniformly available.

Who's covered?

Data from surveys of individuals and employers indicate that about 6 in 10 workers receive health care benefits through their employers, and that the proportion has been declining slightly over the past decade.[7] Traditionally, employers have offered a single health care plan, although increasingly employers give a choice among several plans. These plans are funded by the employer, but in recent years, employees have increasingly been required to contribute toward plan financing.

A small portion of employees with health care benefits through their workplace are covered by plans sponsored by someone other than the employer. For example, some labor unions offer health care benefit plans to which several employers contribute to provide protection for their employees. Similarly, several employers in the same industry or location may band together to form a cooperative arrangement; in this case, employee health care benefits are actually sponsored by the employer group, and not the individual employers.

Regardless of plan sponsorship, coverage varies widely based on industry, union status, and other factors. The industry in which an employee works is a major factor in determining whether or not health care benefits will be available. Workers in the public sector (including Federal, State, and local governments) are more likely to have health care benefits than are their counterparts in the private sector. Within the private sector, workers in goods-producing industries, such as manufacturing and mining, more often have health care benefits than do workers in certain service-

Table 1. **Health care expenditures by age and income, 1993**

Characteristic	Annual expenditure	Percent of all expenditures
Average	$ 1,776	5.8
Age:		
Under 25	349	2.0
25–34	1,128	3.9
35–44	1,673	4.5
45–54	1,817	4.4
55–64	2,176	6.6
65 and older	2,733	12.8
Annual income		
Less than $5,000	739	5.6
$5,000–$9,999	1,165	8.4
$10,000–$14,999	1,511	8.4
$15,000–$19,999	1,803	8.6
$20,000–$29,999	1,732	6.8
$30,000–$39,999	1,881	5.8
$40,000–$49,999	2,012	5.1
$50,000–$69,999	2,054	4.4
$70,000 and more	2,703	3.8

producing industries, especially retail trade and services. Table 2 indicates the percentage of workers in establishments that provide health care benefits, by industry.[8]

The data on establishments providing health care benefits mirror information from the Employee Benefits Survey, which provides data on the percent of workers actually covered by employer-provided health care benefits. According to the 1993 survey, 87 percent of full-time workers in private goods-producing establishments with 100 workers or more participated in a health care plan, compared with 78 percent of their service-producing counterparts. In general, the industries in which health care benefits are most prevalent are declining in their share of total U.S. employment. While workers in goods-producing industries frequently receive health care coverage, the proportion of workers employed in these industries has declined dramatically. In 1960, about two-fifths of all workers were employed in goods-producing industries. By 1990, these industries employed slightly fewer than one-fourth of U.S. workers. (See table 3.) Alternatively, those industries increasing their share of total employment, most notably services (such as personal and hospitality services) and retail trade, have among the lowest health care coverage rates.

Not only are industries that frequently offer health care benefits, such as mining and manufacturing, declining in their percent of total employment, but that decline is expected to continue. BLS projects that between 1992 and 2005, about 24 million additional workers will be added in service-producing industries, while jobs in goods-producing industries will see little growth.[9]

Limited data are available on differences in health care coverage by occupation. In general, white-collar and blue-collar workers are about equally likely to be covered by an employer-provided health care plan. In contrast, service workers, such as waitresses, cosmetologists, and cleaning personnel, are less likely to be covered by employer-provided health care benefits. Just as with industry variations, those occupations less likely to have health care benefits from their employer are the occupations increasing in their share of total employment, and projected to gain further.[10]

Union status is also a determinant of health care coverage. Ninety-two percent of full-time employees covered by a collective bargaining agreement in the 1991–92 period received health care benefits from their employer.[11] In comparison, 75 percent of full-time nonunion workers received employer-provided health care benefits. Differences in the receipt of health care benefits by union status may be related to industry and occupation differences: those industries and occupations that have the highest health care coverage are the ones that tend to have the highest union concentration.[12]

Just as goods-producing industries are no longer as dominant in the U.S. economy as they once were, so too are unionized workers a lower percent of the total labor force. From a high of 36 percent in 1945, the percent of the labor force covered by a collective bargaining agreement has dropped gradually, to about 17 percent.[13]

Table 2. **Percent of workers in establishments that sponsor employer-provided health care benefits, by industry, 1993**

Industry	Percent covered
All industries	78
Private sector	74
Agriculture	42
Mining	93
Construction	55
Manufacturing, durable	93
Manufacturing, nondurable	86
Transportation	80
Communications and public utilities	83
Retail trade	62
Finance, insurance, and real estate	86
Services	68
Public sector	95

SOURCE: *Pension and Health Benefits of American Workers* (U.S. Department of Labor, Social Security Administration, U.S. Small Business Administration, and Pension Benefit Guaranty Corporation, 1994).

Taken alone, each factor—industry, occupation, and union status—indicates shifts in employment away from those workers more likely to receive health care benefits from their employer. The intersection of two of these variables—industry and occupation—provides further evidence. For example, about two-thirds of white-collar and blue-collar workers in goods-producing industries have health care coverage from their employer. In contrast, about one-fourth of service workers in service-producing industries have such coverage. Thus, employment has shifted, and is projected to continue to shift, toward those jobs less likely to provide health care benefits.[14]

Another factor influencing the availability of health care benefits is location. Employer-provided health care benefits protection is slightly more prevalent in the Northeast and North Central States—traditional manufacturing locations—than in the South and West sun-belt areas. The following tabulation from the Employee Benefits Survey shows the percent of full-time workers in medium and large private establishments participating in employer-provided health care benefits in 1993, by geographic region:

Region	*Percent of participating workers*
North Central	84
Northeast	83
South	80
West	79

While these differences are quite small, shifts in employment over the past two decades have been toward those areas with lower health care coverage.[15]

Establishment size also influences the availability of health care benefits. In general, employees in larger esta-blishments are more likely to be covered by health care benefits than are their counterparts in smaller establishments. For example, in 1993, 82 percent of full-time employees in private establishments with 100 or more workers participated in health care plans offered by their employer; in contrast, 71 percent of workers in smaller private establishments were covered in 1992. The proportion of the private sector labor force found in small establishments has been slowly increasing over the past two decades; currently, a little more than half of all private sector employees work in establishments with fewer than 100 workers.

Contingent workers

Despite the variations just described, attachment to the labor force remains a primary factor in the availability of health care benefits—61 percent of non-elderly Americans receive employer coverage. But what about those workers whose attachment to an employer is not permanent, or not full-time, or not the traditional employer-employee relationship? There is considerable interest in such "contingent workers" and the benefits available to them.

While there is much debate on how to classify certain workers, one definition of contingent work is "any arrangement which differs from full-time, permanent, wage and salary employment."[16] This can include a wide range of employment practices, such as part-time employment, temporary employment, seasonal employment, leasing arrangements, self-employment, contracting out, and home-based employment.

Part time. In 1993, about 21 million persons (17 percent of the labor force) worked part time, about one-fifth of them for "economic reasons," meaning they could not find for full-time employment.[17] While part-time workers choose such employment for a variety of reasons, including family commitments, such workers are frequently not provided health care benefits through their employer. In 1991–92, only 16 percent of part-time workers in private industry and State and local governments participated in a health care benefits plan provided by their employer, compared with 79 percent of full-time workers.[18] Of course, these workers could have health care coverage from other sources, including employer-based coverage as a dependent of another worker.

Temporary help. Another portion of the contingent work force is temporary help employees, those workers who are assigned on a temporary basis to a variety of employers.[19] In 1994, about 2 million Americans worked for temporary help employers, 3 times as many as in 1984. Benefits provided through a temporary help agency are frequently tied to hours worked. For example, a temporary worker may be required to work at least 300 hours in the first 6 months of employment to be eligible for health care benefits; in addition, the worker must continue to work at least 200 hours in each quarter thereafter to maintain eligibility. Depending upon the availability of temporary jobs and the individual's schedule, attaining such a threshold may be difficult. According to a 1989 BLS survey of temporary help establishments, about 50 percent of temporary help workers were in jobs in which health care benefits would be available, if the hour threshold were met. However, fewer than 10 percent of temporary help workers were employed by establishments in which any workers actually participated in a health care plan.[20]

Self-employed. Approximately 9 million Americans were self-employed in 1994. In most cases, these individuals provide their services for a negotiated fee; benefits are typically not provided. About 73 percent of self-employed individuals have health care coverage, much of which comes from a spouse's employer or from individually purchased coverage.[21]

Dependent coverage

Nearly 140 million persons under age 65 receive health care coverage through an employer-provided benefit plan. About half of these individuals have indirect coverage, that is, they receive coverage as a dependent of a worker whose employer provides a plan.[22] Dependent coverage is often subject to strict definitions, which may not always correspond with the variety of family relationships that

Table 3. **Percent distribution of U.S. nonagricultural payroll employment, by industry, 1920–90**

Industry	1920	1930	1940	1950	1960	1970	1980	1990
Total	100	100	100	100	100	100	100	100
Goods-producing	47	41	41	41	38	33	28	23
Mining	5	3	3	2	1	1	1	1
Construction	3	5	4	5	5	5	5	5
Manufacturing	39	32	34	34	31	27	22	17
Service-producing	53	59	59	59	62	67	72	77
Transportation and public utilities	15	12	9	9	7	6	6	5
Wholesale trade	–	–	6	6	6	6	6	6
Retail trade	–	–	15	15	15	16	17	18
Finance, insurance, and real estate	4	5	5	4	5	5	6	6
Services	9	11	11	12	14	16	20	26
Government	10	11	13	13	15	18	18	17

NOTE: Dash indicates data not available.

exists in the United States. This section explores definitions and limitations surrounding dependent coverage.

Although the large majority of plans provide identical coverage for dependents and employees, there are some variations in plan characteristics for dependents, as opposed to employees. For example, one union-sponsored plan offers only core protection—such as hospitalization and surgery for dependents, while providing extensive preventive and acute protection for employees. Some plans cover doctors' office visits for employees, but not for dependents. In another case, dependent protection is contingent on proof that the dependents could not have gained health care protection from their own employer.

Beyond direct restrictions on dependent coverage, indirect restrictions can occur through the definition of "eligible dependents." Traditionally, dependent benefits were extended to a spouse—most likely a nonworking wife—and children up through a certain age. In the 1990's, however, such family relationships are not always the norm. Employees may wish to cover a spouse, unmarried partner, same-sex partner, child, adopted or foster child, parent, or other family member. Such protection may not, however, always be available.

Dependent health care coverage will always include provisions for a spouse. In contrast, coverage for unmarried partners is rarely provided by health care plans. According to the Bureau of the Census, approximately 14 million Americans live in households with individuals other than relatives. This may include heterosexual or homosexual partners, or other group arrangements. Workers with such living arrangements are rarely given the opportunity to extend employer-provided health care benefits to members of their household.[23]

Coverage for homosexual partners has been extended by a small number of employers in recent years, in a manner similar to that provided to a married spouse. Employers may require gay partners to sign a statement certifying that they are living together in a relationship akin to marriage, or to prove that they have been living together for a period of time. Most of the employers that have extended such benefits to homosexual couples have not extended the same protection to unmarried heterosexual couples, explaining that heterosexual couples could gain access to dependent protection by marrying.

Protection for an employee's own child is typically provided as part of a health care plan's dependent coverage. Such protection often extends until age 18 or 19, or until age 21 or 22 if the dependent child continues to attend school. Traditionally, such a scheme would protect a noncollege-bound dependent child through high school and until a job —perhaps with health care benefits—was obtained. Similarly, a college-bound dependent child would be protected throughout his or her college years.

To maintain health care benefits for students, restrictions often apply. For example: the student must attend school full time; the school must be accredited; the parent must be providing "support and maintenance"; the student must remain unmarried; and the student must be an eligible dependent of the parent for Federal income tax purposes. Today, many students take longer than 4 years to complete college, work part-time (often without health care benefits) while attending school part-time, and return to reside with parents for several years beyond their early 20's. For example, in 1970, 15 percent of Americans aged 22 to 24 were enrolled in school. By 1991, that figure had risen to 22 percent.[24] In such cases, dependent coverage might expire.

Employer-provided health care benefits are typically not extended to parents and other elderly relatives. In years past, such individuals would often work and receive health care benefits from their employer until retirement age; at that time they would be eligible for medicare and perhaps other sources of retiree health care protection. They did not need to rely on their children for health care assistance. However, a variety of factors have changed this situation to some extent. Americans are living longer; retiree health care benefits from employers are becoming somewhat less prevalent[25]; and acute conditions such as Alzheimer's disease are requiring care beyond that provided by medicare. These factors may often lead to cases in which care of elderly relatives, including financial responsibility, falls upon working-age children.

Employer-provided health care plans rarely allow employees to include parents among the dependents receiving protection. Typically, the only adult to whom protection is afforded is a spouse. Even in the case in which an elderly relative can be claimed as a dependent of an employee for Federal income tax purposes, health care plans often specifically exclude such individuals from coverage.

One area where employers are beginning to address concerns for elderly dependents is long-term care coverage. Long-term care is non-acute, custodial care provided to individuals who cannot meet basic needs—such as feeding and clothing themselves. Such care may be required for individuals whose medical conditions do not require close supervision, but have little likelihood of improvement. Alzheimer's patients frequently require such care. Medicare does not cover long-term custodial care, nor do most health care plans. A few employers have started to offer the opportunity for their employees to purchase long-term care insurance for themselves, a spouse, or an elderly relative. Such plans are often financed entirely by the employee, but are provided at group rates that are less costly than individually purchased policies.[26] This is one of the few cases in which elderly

dependents may receive benefits through their child's employer.

Restrictions imposed by plans

Many workers without health care coverage actually work for employers who provide coverage. For a variety of reasons, employees may not be eligible for coverage, or may not choose to be covered. The following data indicate coverage patterns among workers:[27]

Coverage	*Percent of workers*
Employer sponsors plan	73
Employee participates	58
Employee does not participate	15
Not eligible	5
Declined coverage	8
Other reason or unknown	2

Health care benefits coverage within an establishment may be subject to a variety of conditions. First, plan eligibility may be limited to certain workers. For example, health care benefit eligibility may be extended to full-time workers, but not part-time workers. Less frequently, benefits may be extended to salaried workers and not hourly workers.

For employees who are in occupations eligible for coverage, other restrictions may apply. According to BLS data from 1993, 44 percent of full-time participants in health care plans were subject to an eligibility requirement, typically 1 to 3 months. During this eligibility period, coverage may not be available at all, or may be available only if the employee agrees to pay the entire cost. Similarly, a plan may provide employees with immediate coverage, but impose a waiting period before dependents can be covered. Eligibility requirements are imposed as a hedge against a new employee leaving the employer soon after starting. Because the administrative costs of enrolling a new employee can be high, employers may wait a few months to avoid enrolling employees who choose not to remain with the establishment.

Once employees have completed all service requirements for plan eligibility, they frequently are required to pay part of the cost of coverage. Such employee contribution requirements have become more prevalent in recent years. For example, in 1979, fewer than 3 in 10 full-time employees in medium and large private establishments with health care coverage were required to contribute toward their health care coverage. By 1993, that rate had increased to 6 in 10 employees with coverage. For family coverage, required employee contributions are even more prevalent. Three of four health care plan participants were required to contribute toward the cost of family coverage in 1993. For full-time employees in medium and large private establishments, average monthly contributions for single and family coverage have risen steadily over the past several years, as shown in the following tabulation:

	Contribution	
Year	*Single coverage*	*Family coverage*
1983	$10.13	$32.51
1985	12.05	38.33
1988	19.29	60.07
1991	26.60	96.97
1993	31.55	107.42

Both the average single and family premiums increased a little more than 200 percent between 1983 and 1993. In contrast, the Consumer Price Index (CPI) for all items increased 45 percent over the same period, and the CPI for medical services and supplies doubled. Thus, the rate of growth in employee premiums has outpaced inflation, which might suggest that premiums may be difficult for some workers to afford, causing them to decline coverage.

New benefit arrangements do exist to temper the burden for employees. Section 125 of the Internal Revenue Code authorizes flexible benefits plans, one feature of which allows employees to pay their required health care contributions with pretax funds. This feature, also known as premium conversion, is often part of a flexible spending account. In these plans, employees pay their health care premiums through payroll deductions prior to the imposition of Federal and State income taxes or Social Security taxes. Thus, the employee's contribution is actually less—by the employee's marginal tax rate—than is actually paid. These pretax arrangements have become increasingly common in recent years. In 1993, approximately one third of full-time participants in health care plans in medium and large private establishments had the opportunity to make contributions using pretax funds.

From coverage to care

Preexisting conditions. Being covered by an employer-provided health care plan may not automatically provide an individual with payment for all needed coverage. Preexisting condition clauses, included in traditional health care plans covering about three-fifths of participants, limit the care provided to newly enrolled individuals who have a medical condition that existed prior to their enrollment in the plan.[28] For example, if care for a particular condition were received within 6 months prior to joining the new plan, the preexisting condition clause is triggered. Once triggered, the new plan

will limit care for the condition for a particular period. The new plan may not pay for any services connected with the condition for 6 months following enrollment, or the plan may only pay for services up to a specified dollar maximum for a specified time.

Cost containment. Beyond preexisting condition clauses, certain cost containment features in employer-provided health care plans may limit an individual's access to care. For example, for payment to be received, the plan administrators may have to determine that nonemergency hospitalization is necessary, and evaluate how long a hospital stay should be, or require a surgery candidate to seek a second opinion. Patients may also be encouraged to have certain procedures performed on an outpatient basis to reduce the costs associated with a hospital stay. Outpatient services may be required for certain procedures, or may be reimbursed at a higher rate than inpatient services as an incentive for the patient to avoid hospitalization.[29]

A relatively new phenomenon is for employers to identify particular health risks among their employees and to either charge higher premiums for such care, exclude preexisting conditions relating to the identified risks, or deny coverage altogether. For example, employers may screen their applicants for medical risks, work-related accident history, and risky activities, such as motorcycle riding. Employee premiums for smokers may be higher than those for nonsmokers, or premiums may be lower if employees participate in certain wellness activities, such as fitness classes or regular physical examinations. And, premiums may be reduced if use of health care benefits has been limited in the past.

Out-of-pocket expenses may also act to limit employee access to care; employees may be unable or unwilling to pay the required costs associated with seeking medical care. Typical out-of-pocket expenses include deductibles (a required payment by the patient before any services are reimbursed by the health care plan) and coinsurances (a shared payment between the plan and the patient).

Individuals can end up paying a large portion of their medical care bills because of out-of-pocket expense requirements. This is most noticeable when overall medical expenses are low.[30] The following tabulation shows the percent of charges that would be paid by the plan and the patient for certain assumed levels of medical care services received during 1989–90:[31]

Cost of services received	*Percent paid by plan*	*Percent paid by individual*
$87	29	71
7,085	86	14
41,504	94	6

Thus, access to employer-provided health care benefits may not ensure that the care desired by the patient or recommended by a physician will be reimbursed by the insurer.

Benefits and mobility

Americans may have a number of different jobs and employers throughout their worklife. In 1991, the median job tenure for workers aged 25 and older was 5.6 years, meaning half had worked with their present employer more than 5.6 years and half had worked less than 5.6 years.[32] Workers who switch jobs often take into account whether subsequent employers have health care benefits, what eligibility requirements might be imposed by a new employer, and how preexisting conditions will be treated under a new employer's plan. In addition, employees moving to a new employer may face different rules for dependent eligibility, different required contributions, and changes in required out-of-pocket expenses.

Loss of employer-provided health care benefits, due to job switching and a number of other circumstances, is governed by Federal health care continuation rules. These rules are commonly referred to as COBRA, for the Consolidated Omnibus Budget Reconciliation Act of 1985. The act requires employers to make health care benefits available to employees and dependents who have lost coverage because of certain qualified circumstances such as voluntary separation (quitting or retiring from a job), layoffs, divorce (in the event that coverage was provided through a former spouse), and dependent children exceeding the age of eligibility.

COBRA specifies limited amounts of time during which coverage must be offered (typically 18 months), and allows employers to charge the former employee or dependent up to 102 percent of the total premium. While coverage may continue up to the specified time limit, rights to coverage are terminated when another plan becomes available. Thus, a job-switcher may typically maintain coverage from a prior employer until meeting eligibility requirements for a new employer's plan.

Loss of employer-provided health care coverage can occur despite protections under COBRA. According to one survey, the majority of persons who lose employer-provided health care coverage do so because they have changed jobs. Such coverage loss may be a qualifying event under the act, allowing coverage continuation. However, employees may not in fact continue their coverage, because of either incomplete information or inability to pay required premiums.[33]

Individuals retiring from a job with employer-provided health care benefits are likely to see such coverage disappear after retirement. According to the Employee Benefits Survey,

about 2 in 5 full-time workers in medium and large private establishments with health care benefits could expect their employer to continue to finance at least part of those benefits into retirement. In small establishments, a lower percent of covered employees had such protection. Under COBRA, benefits are available to retirees for a limited period, and such eligibility ends when individuals become eligible for medicare. In those cases where employer-provided benefits do continue into retirement, coverage is coordinated with medicare to avoid duplicate benefits.

ALTHOUGH ACCESS TO EMPLOYER-PROVIDED HEALTH CARE benefits is widespread among employees and dependents in the United States, there are limitations. Coverage is most prevalent among workers in occupations, industries, and locations that have been declining in their share of employment in recent years. Employer-provided health care benefits are widely available to dependents, but not always to those dependents that stem from newer family arrangements. Access to coverage may not guarantee payment for services, as preexisting condition clauses, eligibility requirements, contribution requirements, and required out-of-pocket expenses may limit benefits. Finally, individuals who are covered by employer-provided plans may find that their benefits are discontinued because of a variety of circumstances, and to maintain coverage, they would have to pay higher premiums.

Footnotes

[1] For more information on the history of employer-provided health care coverage, see Laura A. Scofea, "The development and growth of employer-provided health insurance," *Monthly Labor Review*, March 1994, pp. 3–10.

[2] The Employee Benefits Survey (referred to as the "establishment survey") is an annual survey of private businesses and State and local governments conducted by the Bureau of Labor Statistics to provide estimates of the percent of workers covered by health care and other benefits, and the features of those benefits. It does not include data on numbers of dependents or nonworkers covered by health care benefits. The Current Population Survey is a monthly survey of households conducted by the Bureau of the Census for the Bureau of Labor Statistics. Estimates indicate health coverage for Americans by a variety of demographic characteristics regardless of work status; details on benefit provisions are not available.

[3] The Current Population Survey, a monthly survey of 60,000 households selected to represent the U.S. population 16 years of age and older, provides a wide range of data on the economic well-being of Americans, including statistics on employment and unemployment. Each March, special questions are asked on the health insurance status of Americans. To be classified as uninsured or without coverage, individuals must indicate that they did not have health insurance during all of calendar year 1993. For a discussion of this question, see "Sources of Health Insurance and Characteristics of the Uninsured," *Employee Benefit Research Institute Brief No. 158* (EBRI, February 1995).

[4] The Bureau of Labor Statistics Consumer Expenditure Survey, comprised of a quarterly interview survey and a weekly diary or recordkeeping survey, provides continuous, comprehensive information on the buying habits of American consumers. For recent data on health care spending, among others, see *Consumer Expenditures in 1993*, USDL 94–546 (U.S. Department of Labor, Nov. 7, 1994).

[5] Data are for Americans under age 65. In this article, health services are defined to encompass a wide range of items, including hospitalization, doctor and dentist visits, prescription drugs, and medical equipment. Use of these services is calculated regardless of the source of payment. See *Use and Cost of Health Services: Effect of Health Insurance and Other Factors*, Highlights No. 22 (U.S. Department of Health and Human Services, National Medical Expenditure Survey), April 1993.

[6] See *Use and Cost of Health Services: Effect of Health Insurance and Other Factors*.

[7] See *Employee Benefits in the United States, 1991–92*, Bureau of Labor Statistics, June 1994.

[8] In addition to data on health care benefits for all Americans, special data are available periodically from the Current Population Survey on health care coverage of American workers. See *Pension and Health Benefits of American Workers* (U.S. Department of Labor, Social Security Administration, U.S. Small Business Administration, and Pension Benefit Guaranty Corporation), 1994.

[9] For more information on employment projections, see James C. Franklin, "Industry output and employment," *Monthly Labor Review*, November 1993, pp. 51–57.

[10] Data on health care coverage by occupation are from unpublished tabulations of the Current Population Survey. Trends in occupational employment, and projections for the future, may be found in George T. Silvestri, "Occupational employment: wide variations in growth," *Monthly Labor Review*, November 1993, pp. 58–86.

[11] In the Employee Benefits Survey, workers are defined as "unionized" if they meet the following three criteria: (1)a labor organization must be recognized as the bargaining agent for workers in an occupation even though it is not necessary for all workers in that occupation to belong to the union; (2) wage and salary rates must be determined through collective bargaining or negotiations; and (3) settlement terms must be embodied in a signed, mutually binding collective bargaining agreement.

[12] For data on benefits coverage by union status, see *Employee Benefits for Union and Nonunion Workers, 1991–92*, Summary 94–12 (Bureau of Labor Statistics, September 1994).

[13] For information on the percent of employees covered by collective bargaining agreements by industry, see *Union Members in 1993*, USDL 94–58 (U.S. Department of Labor, Feb. 9, 1994.)

[14] Data on occupation and industry health coverage are unpublished estimates from the Current Population Survey. Union data could not be tabulated with occupation and industry data because of high variability in such data when related to health coverage data. Independent union coverage data indicate that coverage among private sector workers is concentrated in goods-producing industries and blue-collar occupations, further supporting the argument that service workers and service-producing industries are less likely than others to have employer-provided health care benefits. See *Union Members in 1993*.

[15] According to the BLS Office of Employment and Unemployment Statistics, the South and West now account for a little more than 54 percent of private sector employment, up from 48 percent in 1976.

[16] For more information on contingent workers, See Anne E. Polivka and Thomas Nardone, "On the definition of 'contingent work,' " *Monthly Labor Review*, December 1989, pp. 9–16.

[17] In the household survey, which provides data on the number of part-time workers, part-timers are defined as those workers employed less than 35 hours in a week. Data from the household survey on the number and percent of workers in part-time employment may be found in *Employment and Earnings*, a monthly publication of employment data from the Bureau of Labor Statistics. In the establishment survey, which provides data on health care benefits and contributions for part-time workers, part-timers are defined in accordance with the practices of surveyed establishments. Typically, a part-time worker is one who does the same job as someone in a full-time position, but works fewer

hours and may receive different compensation—such as fewer benefits—than the comparable full-time worker.

[18] For health care benefits incidence data for full-time and part-time workers, see Ann C. Foster, "Employee Benefits in the United States, 1991–92," *Compensation and Working Conditions*, July 1994, pp. 1–6.

[19] Temporary help employees are those who receive one or more temporary job assignments through a temporary help agency or personnel services agency. They are distinct from "leased employees," who may be assigned to a single employer on a more permanent basis. In many cases, a group of leased employees take over the duties of an organization, but are paid by a leasing agency. Data in this paragraph refer to temporary help employees.

[20] *Industry Wage Survey: Help Supply Services, October 1989*, Bulletin 2430 (Bureau of Labor Statistics, September 1993).

[21] For tax purposes, self-employed individuals are allowed to deduct from their income 25 percent of the cost of purchasing health care coverage. See Internal Revenue Code section 162l.

[22] See, "Sources of Health Insurance."

[23] For population data, see *Statistical Abstract of the United States, 1993*, table 71.

[24] *Statistical Abstract of the United States, 1993*, table 227.

[25] According to data from the Employee Benefits Survey, 40 percent of full-time employees in medium and large private establishments in 1993 who participated in an employer-sponsored health care plan while an active employee could expect such coverage at least partially financed by their employer when they retired. This was down from 45 percent in 1988.

[26] According to the Employee Benefits Survey, 6 percent of full-time employees in medium and large private establishments had group long-term care insurance available to them in 1993.

[27] Data are from the April 1992 Current Population Survey of the health care coverage of American workers. See *Pension and Health Benefits* (U.S. Department of Labor, and others, 1994).

[28] Data on provisions for preexisting conditions are from the 1993 Employee Benefits Survey of full-time employees in medium and large private establishments. See *Employee Benefits in Medium and Large Private Establishments, 1993*, Bulletin 2456 (Bureau of Labor Statistics, November 1994).

[29] Robert B. Grant, "Outpatient surgery: helping to contain health care costs," *Monthly Labor Review*, November 1992, pp. 33–36.

[30] Individuals covered by health care plans typically pay a higher proportion of smaller than larger medical bills because more of the smaller expense will be part of the deductible and because many plans have catastrophic provisions, which limit an individual's out-of-pocket expenses for costly services.

[31] Allan P. Blostin, Robert B. Grant, and William J. Wiatrowski, "Employee payments for health care services," *Monthly Labor Review*, November 1992, pp. 17–32.

[32] For information on job tenure, see "Employee Job Tenure and Occupational Mobility in the Early 1990s," USDL 92–386 (U.S. Department of Labor, June 26, 1992).

[33] See "How Americans Become Uninsured," *The Washington Post*, July 5, 1994, p. H5.

The nature of occupational employment growth: 1983-93

Over the 1983–93 period, an increasing share of jobs was in high-paying occupations and required college training; but most jobs that were filled paid below-average wages and did not require a college education

Neal H. Rosenthal

Employment growth between 1983 and 1993 was greater for occupations at the top and bottom of the earnings distribution than for those in the middle. This article presents additional data on occupational job openings resulting from the need to replace workers who permanently leave the labor force and the net movement of workers among occupations. The number of job openings for wage and salary workers resulting from both employment growth and replacement of workers leaving the labor force and changing occupations was greater in low-paying occupations[1].

These conclusions are derived from a recently-developed employment series based on industry-occupational employment matrices prepared by the Bureau of Labor Statistics since the early 1980's.

Changes in the demand for goods and services and in how work is performed have raised many concerns about the nature of job growth. Increasing use of computer technology, restructuring of businesses, and a growing global economy are among the factors economists cite as contributing to changes in the employment structure of the U.S. economy since the early 1980's. However, measuring the impact of these factors on the industrial and occupational composition of employment and on the quality of jobs in terms of their educational requirements and earnings is difficult.

The need for data to analyze changes in the occupational structure of industries gave impetus to the development of the Occupational Employment Statistics survey in the early 1970's.[2] In developing the base year occupational employment for BLS projections, data on occupational staffing patterns of industries from the survey are applied to industry employment data derived from the Current Employment Statistics survey to develop estimates of occupational employment.[3] A time series of occupational employment by industry for the 1983–93 period was developed using those data.

This article discusses the nature of job growth over the 1983–93 period as measured by the time series. The discussion focuses on numerical change, rather than percent change. For example, subway and streetcar operators, which grew 189 percent, but increased in number by only 14,700, have less importance to the discussion than retail salespersons, which grew only 16 percent, but increased in number by nearly 500,000. In fact, the pattern of employment growth was influenced heavily by employment concentration and growth in relatively few (10) occupations that accounted for nearly 30 percent of total employment growth. (See table 1.)

To study the quality of job growth in terms of earnings, employment for detailed occupations in the industry-occupation matrix was matched with data on median earnings for comparable

Neal H. Rosenthal is chief of the Division of Occupational Outlook, Office of Employment Projections, Bureau of Labor Statistics.

occupations in the Current Population Survey. The data were analyzed in earnings quartiles, which were developed by ranking occupations according to median earnings in 1993, and dividing them into four groups that each accounted for about 25 percent of employment in 1993. (The quartiles do not account for exactly 25 percent of employment because an occupation falling on the dividing line of the quartiles was not split between quartiles, but was included in the quartile in which most of its employment fell.)

Issues concerned with the quality of jobs such as job satisfaction, the availability of full-time jobs, and job tenure are not discussed, although they are important and cannot be ignored in broad views of the quality of jobs.[4]

Major employment trends

Employment of wage and salary workers increased 19.7 million over the 1983–93 period, from 92.6 million to 112.3 million. All major occupational groups experienced increases, with the largest numerical growth in service, professional, and administrative support occupations, including clerical. (See table 2.) From an industry viewpoint, 80 percent of the increase was in two industry divisions—services and retail trade—although they accounted for little more than half of total employment. Employment decreased in two of the ten industry divisions—mining and manufacturing—both in the goods-producing sector. (See table 3.)

Occupational data by industry rather than by industry or by occupation alone offers a better understanding of the nature of job growth over time. For example, from an industry viewpoint, employment growth is concentrated in low-paying industries; from an occupational viewpoint, employment growth is concentrated in higher-paying jobs.[5] According to BLS, "the differences . . . can be reconciled by using a matrix of the major industry and occupation groups." As a result, much of this article's discussion of employment growth in major occupational groups is in terms of industrial concentration of growth.

Service occupations, with a growth of 4.1 million jobs, accounted for 21 percent of total job growth from 1983 to 1993. The growth was concentrated among two industry divisions, retail trade and services,[6] accounted for 90 percent of the growth, or about 3.7 million jobs. Food service worker jobs increased by nearly 1.5 million, primarily in eating and drinking places, and accounted for the majority of service worker growth in retail trade. Janitors and cleaners (604,000), home health aides (240,000), nursing aides (208,000), and child care workers (150,000) accounted for more than half of the growth of service occupations in the services industry. (See table 2.) All of these occupations are characterized by low median earnings.

Most of the remainder of the growth in service occupations occurred in government. With an increase of 389,000, service occupations accounted for a larger share (28 percent) of employment growth in government than any other major occupational group. (See table 3.) Of this growth, 305,000 were in protective service occupations; correction officers and police patrol officers accounted for more than 200,000 additional jobs. Median earnings in all protective service occupations were above average and most were in the top quartile.

Professional specialty occupations increased by nearly 4 million over the 1983–93 period. Increases occurred in all industry divisions, except mining and construction. About 80 percent of the occupation's growth, or 3.2 million jobs, was in the services industry. Teachers accounted for nearly 1.2 million, or roughly 30 percent, of the growth of professional workers. Other professional specialty jobs with growth of more than 100,000 included registered nurses (600,000), computer engineers, scientists, and systems analysts (361,000), social workers (158,000), lawyers (125,000), and human services workers (117,000). Virtually all of these occupations have above-average median earnings and the majority had earnings in the top quartile. Despite the popular view that service industry jobs are low-paying, profes-

Table 1. **Employment change for wage and salary workers in selected occupations with large employment growth, 1983–93**

[Numbers in thousands]

Occupation	Employment		Change, 1983–93		Percent of total change, 1983–93
	1983	1993	Number	Percent	
Teachers, preschool through college, except special and adult education	3,100	4,040	940	30	5.3
Cashiers	1,893	2,746	853	45	4.3
General office clerks	2,113	2,718	604	29	3.1
Janitors and cleaners	2,211	2,815	604	27	3.1
Registered nurses	1,287	1,887	600	47	3.0
Salespersons, retail	3,011	3,493	482	16	2.4
Food preparation workers	838	1,257	419	50	2.1
Truck drivers	1,799	2,196	397	22	2.0
Computer engineers, scientists, and systems analysts	278	639	361	130	1.8
Waiters and waitresses	1,461	1,805	344	24	1.7

sional specialty occupations with high earnings accounted for more of the job growth in services industries than low-paying service occupations.

Despite an overall decline of 627,000 jobs in manufacturing, employment in professional specialty occupations in this industry division increased by 145,000. Most of this growth was in jobs for computer engineers, scientists, and systems analysts, and writers and editors, with most of the latter in the printing industry.

Administrative support occupations, including clerical jobs, increased by 3.8 million and remained the largest major occupational group during the 1983–93 period, despite the widespread impact of labor-saving computer technology. Seventy percent of the growth (2.6 million) was in services, and accounted for 17 percent of the growth in service industries. Nearly one-half of the growth of administrative support occupations, including clerical, was in 5 occupations—general office clerks (604,000), secretaries (467,000), teacher aides and assistants (321,000), bookkeeping and accounting clerks (241,00), and bill and account collectors (133,000).

Workers in administrative support occupations, including clerical, accounted for 40 percent of the growth in the finance, insurance, and real estate industry division. Of the industry's 476,000 administrative support jobs, one-fourth were involved directly in processing insurance policies. This should not be a surprise because administrative support occupations, including clerical, accounted for more than half of total employment in that industry. In general, the median earnings of these occupations were below average and in the third quartile, but about one-third had earnings in the second quartile. Many of those with the highest earnings were concentrated in the insurance industry or in government.

Marketing and salesworker employment increased by 2.7 million over the

Table 2. **Employment change for major occupational groups of wage and salary workers in occupations with growth of 100,000 or more, 1983–93**

[Numbers in thousands]

Occupation	Employment		Change, 1983–93	
	1983	1993	Number	Percent
Total, all occupations	92,586	112,312	19,726	21.3
Service occupations	14,638	18,767	4,129	28.2
Food preparation and service occupations	4,828	6,279	1,451	30.1
Food preparation workers	838	1,257	419	49.9
Waiters and waitresses	1,461	1,805	344	23.6
Food counter, fountain, and related workers	1,298	1,615	317	24.4
Cooks, restaurant	408	586	178	43.7
Janitors and cleaners	2,211	2,815	604	27.3
Home health aides	123	363	240	195.8
Nursing aides, orderlies, and attendants	1,116	1,324	208	18.6
Child care workers	150	300	150	100.0
Corrections offocers	165	286	121	73.5
Professional specialty occupations	11,387	15,337	3,950	34.7
Teachers, preschool-college, special and adult education	3,550	4,837	1,198	32.9
Teachers, preschool-college, except special education and adult and vocational education	3,100	4,040	940	30.3
Teachers, adult and vocational education	298	431	133	44.7
Teachers, special education	241	366	125	52.0
Registered nurses	1,287	1,887	600	46.6
Computer engineers, scientists, and systems analysts	278	639	361	130.0
Social workers	330	488	158	48.0
Lawyers	288	414	125	43.5
Human services workers	80	197	117	147.5
Administrative support occupations, including clerical	18,427	22,233	3,806	20.7
General office clerks	2,113	2,718	604	28.6
Secretaries	2,845	3,312	467	14.6
Teacher aides and assistants	584	904	321	54.9
Bookkeeping and accounting clerks	1,709	1,950	241	14.1
Bill and account collectors	103	236	133	123.4
Marketing and sales occupations	8,619	11,301	2,682	31.1
Cashiers	1,893	2,746	853	45.0
Salespersons, retail	3,011	3,493	482	16.0
Executive, administrative, and managerial occupations	8,358	10,769	2,411	28.8
Financial managers	559	704	145	25.8
Operators, fabricators, and laborers	14,725	15,793	1,068	7.2
Truck drivers	1,799	2,196	397	22.1
Hand packers and packagers	522	690	169	32.3
Bus drivers	431	567	136	31.5
Technicians and related support occupations	3,341	4,267	926	27.7
Health technicians and technologists	1,452	2,067	615	42.4
Licensed practical nurses	576	679	103	17.8
Computer programmers	403	551	148	36.8
Precision production, craft, and repair occupations	11,187	11,843	656	5.9
Mechanics, installers, and repairers	3,895	4,402	507	13.0
Maintenance repairers, general utility	912	1,117	205	22.5
Agriculture, forestry, fishing, and related occupations	1,904	2,001	97	5.1

1983–93 period and accounted for 14 percent of total employment growth. As expected, the largest proportion of growth was in retail trade. Significant growth also occurred in services, primarily in miscellaneous business services, video rental, and amusement services industries. Salesworker employment also increased in manufacturing. Despite a decline in total manufacturing employment, manufacturing output increased and salesworkers were increasingly needed to sell the goods that were produced.

Two sales occupations with earnings in the lowest quartile, cashiers and retail trade sales workers, accounted for half of total sales worker employment growth. In contrast, the earnings for all other sales and related workers, composed largely of sales workers in wholesale trade and manufacturing, had earnings in the second quartile.

Executive, administrative, and managerial jobs increased by 2.4 million, and accounted for 12 percent of total employment growth from 1983 to 1993. One-half of the growth was in the services industry. Despite wide publicity about the loss of managerial jobs due to business downsizing and restructuring, employment of managerial workers grew faster than total employment in all divisions, except retail trade and mining, both of which experienced a decline in managerial employment. Retail trade was the only major occupational group to experience an employment decline over the 1983–93 period. Within finance, insurance, and real estate, managers accounted for nearly 40 percent of the job growth. The number of managers increased in manufacturing despite a decline in total manufacturing employment. In general, median earnings of nearly all managerial occupations were in the top quartile.

Operator, fabricator, and laborer jobs increased by nearly 1.1 million over the 1983–93 period. Employment growth was concentrated in the driving occupations, led by truck drivers (397,000) and bus drivers (136,000). Helpers, laborers, and material movers also increased (339,000), led by hand packers and packagers (169,000).

Many occupations in this group are concentrated in manufacturing and were part of the net loss of 413,000 manufacturing jobs from 1983 to 1993. Nevertheless, operators, fabricators, and laborers remained the dominant occupation in manufacturing, accounting for 44 percent of wage and salary employment in this industry division in 1993. Only administrative support occupations, including clerical, accounted for a greater percent of wage and salary workers in the economy as a whole.

In general, median earnings of operator, fabricator, and laborer occupations are close to the average for all occupations. Median earnings are much less in some occupations, such as sewing machine operators, shoe sewing machine

Table 3. **Employment change for major occupational groups of wage and salary workers by industry division, 1983–93**

[In thousands]

Occupation	Total, all industries	Agriculture, forestry, and fishing	Mining	Construction	Manufacturing	Transportation, communications, and public utilities	Wholesale trade	Retail trade	Finance, insurance and real estate	Services	Government
Total, all occupations	19,726	81	–353	628	–627	750	830	4,156	1,138	11,737	1,385
Executive, adminitrative, and managerial occupations	2,411	6	–38	165	137	83	126	-20	436	1,231	287
Professional specialty occupations	3,951	3	–31	–11	145	22	55	83	88	3,217	378
Technicians and related support occupations	926	1	–7	–1	–41	43	30	78	30	741	52
Marketing and sales occupations	2,683	3	–9	11	52	61	197	1,742	9	601	17
Administrative support occupations, including clerical	3,805	11	–48	69	–178	124	146	378	476	2,619	208
Service occupations	4,129	5	–5	–10	–80	49	15	1,542	49	2,174	389
Agriculture, forestry, fishing, and related occupations	97	23	–1	0	–10	1	40	15	3	8	17
Precision production, craft, and repair occupations	656	8	–139	349	–239	6	25	132	52	388	74
Operators, fabricators, and laborers	1,068	21	–76	55	–413	360	196	207	–4	756	–36

NOTE: State and local Government hospitals and education are included in the services industry division

operators and tenders, and hand sewers, all of which declined in employment over the 1983–93 period. Thus, in addition to the employment loss in some occupations with relatively high earnings in manufacturing, such as lathe machine operators, drill press operators, and other machine tool cutting and forming occupations, many of the jobs lost were in low-paying occupations.

Technicians and related support occupations increased in employment by 900,000 between 1983 and 1993. About 80 percent of the growth (741,000) was in services. Growth of 615,000 health technicians, led by the growth of licensed practical nurses (103,000), and 148,000 computer programmers accounted for a sizable proportion of the employment gains of technicians. Earnings for technicians generally are above average and earnings for a few occupations in this group, including airplane pilots, air traffic controllers, and computer programmers, are in the top quartile.

Precision production, craft, and repair occupations increased by 656,000 jobs. Significant losses in mining (139,000) and manufacturing (239,000) offset much of the gains in other industries, primarily in construction (349,000) and services (388,000). Construction crafts led the growth in construction. Mechanics and repairers increased in services, including automotive mechanics and automobile body and related repairers; heating, air conditioning and refrigeration mechanics and installers; and data processing equipment repairers. Maintenance repairers, general utility, accounted for growth of 205,000, or nearly one-third of the total growth in this major occupational group, as increasing numbers were employed to service buildings in education services and real estate.

Median earnings in most occupations in this major group are above average. A few occupations have earnings in the top quartile, including data processing machine repairers, aircraft mechanics, electricians, and tool and die makers.

Agriculture, forestry, fishing, and related occupations increased in employment by 97,000 in the 1983–93 period. Nursery workers, gardeners and groundskeepers, and animal caretakers, except farm, all of which are low-paying occupations, accounted for most of the growth.

Quality of job growth

The above discussion of employment growth by major occupation group is a traditional way of presenting an overview of occupational employment trends. But employment change in terms of the quality of job growth may not be clear from such an approach. Although the common view that workers in professional occupations earn high wages and workers in service jobs earn low wages generally holds true, median earnings for detailed occupations in each major occupational group vary widely. For example, in the professional group, 1993 median weekly earnings were $1,131 for lawyers, $891 for engineers, $390 for adult and vocational education teachers, and $356 for photographers and camera operators.

Detailed occupations in other occupational groups tend not to be as varied because few occupations earn as much as lawyers and engineers, but the ranges are still wide. Similarly, information on job growth by usual education and training needs is not clear from data by major occupation group because of the wide range of education and training requirements within most major occupational groups. Consequently, the employment change for detailed occupations without regard to major occupational group was used to analyze the net employment change in earnings quartiles over the 1983–93 period.

Median weekly earnings of all wage and salary workers in 1993 by occupation as measured by the CPS were used to construct the earnings quartiles. Each of the 278 occupations in the industry-occupation employment matrix 1983–93 time series was matched with a specific CPS occupation or occupation group and the CPS earnings were assigned to that occupation. Median weekly earnings ranged from $111 to $1,131 for the occupations included in the time series. The range of earnings varied among the quartiles; the top quartile had the widest range, as would be expected. (See table 4.)

Employment size significantly affected the distribution of occupations by quartile. Of the 278 occupations in the distribution of employment, the first quartile counted 93 and the second quartile included 91. Only 58 were in the third quartile and 36 in the fourth. Many of the occupations in the lowest quartile are large occupations, such as janitors and cleaners, retail salespersons, cashiers, and waiters and waitresses. In contrast, the top two quartiles had many professional and technical occupations that are separately identified in the occupational classification system, but tend to be relatively small.

Earnings quartile. Employment growth of 19.7 million was not distributed by earnings quartile in the same manner as employment in 1993. The highest earnings quartile's share of growth was disproportionately high, at 29 percent; the lowest quartile's share was 28 percent. Employment growth of the third quartile had the widest deviation from its share of employment, with only 18 percent of employment growth from 1983 to 1993. The distribution of employment, however, changed slightly from 1983 to 1993 with only the third quartile changing by more than 1 percent in the 10-year period. (See table 4.)

The distribution of employment growth by quartile was affected significantly by the concentration of occupational

Table 4. **Employment change and net replacement openings for wage and salary workers by earnings quartile, 1983–93**

[Employment in thousands]

Earnings quartile	Earnings range	Number of occupations	Employment, 1983		Employment, 1993		Employment change, 1983		Net replacement opening, 1983–93		Total job openings, 1983–93	
			Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total	$111-1,131	278	92,586	100.0	112312	100.0	19,726	100.0	20,913	100.0	41,645	100.0
1	$551-1,131	93	22,534	24.3	28,282	25.2	5,748	29.1	4,285	20.5	10,235	24.6
2	378-540	91	21,177	22.9	26,012	23.2	4,834	24.5	4,104	19.6	9,152	22.0
3	259-374	58	26,227	28.3	29,839	26.6	3,612	18.3	5,865	28.0	9,668	23.2
4	111-249	36	22,648	24.5	28,179	25.1	5,531	28.0	6,659	31.8	12,590	30.2

growth. Of the 278 occupations, ten accounted for 45 percent of the change in employment from 1983 to 1993. Four of these occupations were in the top earnings quartile, three were in the fourth quartile, two were in the third and one was in the second.[7]

In addition to employment growth, job openings also stem from the need to replace workers. The earnings of these jobs as measured by earnings based on replacement needs differ from those originating from by employment growth. An estimated 20.9 million job openings were created during the 1983–93 period with the permanent exit of workers from the labor force and the net movement of workers among occupations.[8] In contrast to the openings from employment growth, the bottom half of the earnings distribution (the third and fourth quartiles) accounted for 60 percent of the job openings that resulted from replacement needs. Lower-paying occupations tend to have a greater proportion of workers leaving their job than higher-paying occupations. Also, a disproportionate share of workers in low-paying occupations are generally young workers who change their occupation more than older workers.

Total job openings stemming from growth and replacement needs show that the fourth quartile accounted for 30 percent of jobs filled during the 1983–93 period. The top quartile, which accounted for 29 percent of employment growth, only accounted for roughly the same share of total openings as its share of total employment. The bottom half of the earnings distribution accounted for only 46 percent of employment growth, but 53 percent of openings from growth and net replacement needs combined.

Education. Another view of the nature of occupational employment growth is by level of education and training generally required. Each occupation in the data series was assigned to an educational category.[9]

Employment change and net replacement openings for wage and salary workers by educational category, in percent, 1983–93 are shown below:

	Bachelor's degree	*Post-secondary*	*Work-related*	*On-the-job training*
Number of occupations	57	27	79	115
Employment, 1983	19.6	10.1	23.0	47.3
Employment, 1993	21.1	11.3	22.2	45.4
Employment change, 1983–93	28.3	17.0	18.3	36.5
Net replacement openings, 1983–93	14.5	8.2	22.0	55.3
Total jobs openings, 1983–93	20.7	12.2	20.0	47.1

In 1993, the distribution of employment by these categories showed that the largest proportion, 45 percent, fell into the last category Employment growth from 1983 to 1993 indicated that occupations requiring the most education had a larger share of growth than their share of employment. But in terms of job openings from replacement needs, jobs that require the least amount of training account for a greater share of replacement needs than their share of employment. Nearly half of all job openings in the 1983–93 period were in occupations falling in the educational category requiring the least amount of education and training.

Comparison with CPS data

Trends in 1983–93 employment of wage and salary workers from the CPS, which is based on data reported by individuals, are very similar for the major occupational groups, despite

differences in the way employment is measured in the two series.[10] The four occupational groups with the slowest 1983–93 growth in the matrix also showed the slowest growth in the CPS. (See table 5.) However, one group—agriculture, forestry, fishing and related workers—declined in the CPS in contrast to the 5-percent growth in the matrix. The employment growth of professional specialty occupations and technicians was very similar from both measures, with both series showing greater-than-average growth. But the growth of managers was faster in the CPS than in the matrix, and the growth of marketing and sales occupations and service occupations was faster in the matrix than the CPS. The faster matrix growth of sales and service workers is consistent with the trend toward increasing dual job holders in the 1980's.

Another way to compare matrix and CPS employment trends is to examine changes in major occupational group employment by major industry division. Instead of analyzing percentage changes, the comparison was made by looking at the percentage distribution of the total change in each of 90 industry-occupation cells (9 major occupations in 10 industry divisions). In this way, large changes for small cells would not distort the broad view of the differences.

In general, distributions of the employment change in each series were remarkably consistent. Professional specialty occupations in the services division accounted for the largest share of the employment growth in the matrix (16.3 percent) and CPS (16.9 percent). Executive, managerial, and administrative occupations accounted for a larger share of the growth in the CPS than in the matrix in every major industry, except wholesale trade. In manufacturing, which declined overall by about 3 percent in both series, managers and professional specialty workers increased and all other occupational groups declined in both series. Services accounted for more than half of the growth in both series, with most of the increase in each in managerial, professional, administrative support, and service occupations. (See table 6.)

CHANGES IN THE DISTRIBUTION OF EMPLOYMENT from 1983 to 1993 resulted in a greater share of jobs at the top and bottom of the earnings distribution in 1993 than in 1983. But from the viewpoint of job openings stemming from replacement needs over the 1983–93 period, low paying occupations accounted for a greater proportion of jobs than their share of employment. Similarly, jobs that require the most education and training increased as a share of employment, but jobs that can be learned quickly and that generally do not require post-secondary education accounted for the largest share of wage and salary jobs that became available in the 1983–93 period.

Table 5. **Employment change of wage and salary workers by major occupational group in the industry-occupation matrix and the Current Population Survey, 1983–93**

[Numbers in thousands]

Occupation	Employment, 1983, number		Employment, 1993, number		Change, 1983–93			
					Number		Percent	
	Matrix	CPS	Matrix	CPS	Matrix	CPS	Matrix	CPS
Total, all occupations	92,586	90,601	112,312	108,764	19,726	18,163	21.3	20.0
Executive, administrative, and managerial ocupations	8,358	9,536	10,769	13,857	2,411	4,321	28.8	45.3
Professional specialty occupations	11,387	11,517	15,337	15,407	3,951	3,890	34.7	33.8
Technicians and related support occupations	3,341	2,944	4,267	3,929	926	985	27.7	33.5
Marketing and sales occupations	8,619	9,974	11,301	12,324	2,683	2,350	31.1	23.6
Administrative support occupations, including clerical	18,427	15,657	22,233	18,031	3,805	2,374	20.7	15.2
Service occupations	14,638	12,970	18,767	15,473	4,129	2,505	28.2	17.8
Agriculture, forestry, fishing, and related occupations	1,904	1,938	2,001	1,916	97	–22	5.1	–.1
Precision production, craft, and repair occupations	11,187	10,651	11,843	11,450	656	799	5.9	7.5
Operators, fabricators, and laborers	14,725	15,414	15,793	16,377	1,068	963	7.2	6.2

Table 6. **Percent distribution of 1983–93 employment change of major occupational groups by industry division in the industry-occupation matrix and the Current Population Survey**

Occupation	Total, all industries	Agriculture, forestry, and fishing	Mining	Construction	Manufacturing	Transportation, communications, and public utilities	Wholesale trade	Retail trade	Finance, insurance and real estate	Services	Public administration
Total, all occupations											
Industry-occupation matrix	100.0	0.4	–1.8	3.2	–3.2	3.8	4.2	21.1	5.8	59.5	7.0
Current Population Survey	100.0	.2	–1.3	4.0	–2.6	7.9	1.3	19.0	7.3	54.2	5.8
Executive, administrative, and managerial occupations											
Industry-occupation matrix	12.2	0	–.2	.8	.7	.4	.6	–.1	2.2	6.2	1.5
Current Population Survey	23.8	.2	–.2	1.1	2.1	1.5	.2	2.2	3.3	10.7	1.8
Professional specialty occupations											
Industry-occupation matrix	20.0	0	–.2	–.1	.7	.1	.3	.4	.4	16.3	1.9
Current Population Survey	21.4	.2	–.1	.1	.1	1.0	.6	.1	.5	16.9	1.3
Technicians and related support occupations											
Industry-occupation matrix	4.7	0	0	0	–.2	.2	.2	.4	.2	3.8	.3
Current Population Survey	5.4	.1	–.1	0	–.1	.6	.1	.5	.2	3.6	.4
Marketing and sales occupations											
Industry-occupation matrix	13.6	0	0	.1	.3	.3	1.0	8.8	0	3.0	.1
Current Population Survey	12.9	0	0	0	.5	0	.7	8.1	1.8	1.8	0
Administrative support occupations, including clerical											
Industry-occupation matrix	19.3	.1	–.2	.3	–.9	.6	.7	1.9	2.4	13.3	1.1
Current Population Survey	13.1	.1	–.3	0	–1.6	1.8	–.4	1.3	.9	9.2	.8
Service occupations											
Industry-occupation matrix	20.9	0	0	–.1	–.4	.2	.1	7.8	.2	11.0	2.0
Current Population Survey	13.8	0	0	0	–.4	.3	0	4.3	.1	7.6	1.8
Agriculture, forestry, fishing, and related occupations											
Industry-occupation matrix	5	.1	0	0	–.1	0	.2	.1	0	0	.1
Current Population Survey	–.1	–.4	0	0	–.1	0	.2	0	.1	.1	–.2
Precision production, craft, and repair occupations											
Industry-occupation matrix	3.3	0	–.7	1.8	–1.2	0	.1	.7	.3	2.0	.4
Current Population Survey	4.4	0	–.3	2.5	–.5	.1	–.1	0	.4	1.8	–.1
Operators, fabricators, and laborers											
Industry-occupation matrix	5.4	.1	–.4	.3	–2.1	1.8	1.0	1.0	0	3.8	–.2
Current Population Survey	5.3	.1	–.3	.3	–3.3	3.0	.6	2.2	.1	2.5	–.1

NOTE: State and local Government hospitals and education are included in the services industry division. Public administration in the Current Population Survey is very similar to Government in the industry-occupation matrix, which excludes State and local government hospitals and education.

Footnotes

[1] These conclusions are derived from a recently developed employment series based on industry-occupational employment prepared by BLS since the early 1980's.

[2] For a detailed description of the Occupational Employment Statistics survey, see *BLS Handbook of Methods*, Bulletin 2414 (Bureau of Labor Statistics, 1992), ch. 3.

[3] For a detailed description of the Current Employment Statistics survey, see *BLS Handbook of Methods*, Bulletin 2414 (Bureau of Labor Statistics, 1992), ch. 2.

[4] See Neal H. Rosenthal, "More than wages at issue in job quality debate," *Monthly Labor Review*, December 1989, pp. 4–8.

[5] See *Employment in Perspective: Earnings and Job Growth*, Bureau of Labor Statistics Report 877, August 1994.

[6] In the industry-occupation matrix, State and local government hospitals and education are included in services and not in government.

[7] It also should be noted that 4 of the 10 occupations were residual categories that include all detailed occupations not identified separately in the historical time series in the following major occupational groups, sales occupations, executive and managerial occupations, administrative support occupations, including clerical, and professional specialty occupations.

[8] For further information on the methodology used to determine replacement needs, see *Total and Net Occupational Separations: A Report on Recent Research.* (Bureau of Labor Statistics, August 1991). A summary of this report appeared in *Monthly Labor Review*, November 1991, pp. 95–102.

[9] Although most occupations have a range of entry requirements, each occupation was assigned to only one educational category based on the views of analysts working on the *Occupational Outlook Handbook* who are familiar with an occupation's education and training needs.

[10] One of the major differences is that, because the matrix counts jobs, a worker is counted in every job held. The CPS is a count of individuals and a worker is only counted once in a primary job.

Appendix: Developing the industry-occupation matrix

Procedures used to develop the industry occupation employment matrix historical 1983–93 time series.

BLS has been developing industry-occupation matrices on a 2-year cycle since the mid-1960's. However, a time series of these matrices was never developed because of concerns about the lack of comparability of the matrix data over time. Before 1980, the matrices used the occupational classification of the most recent decennial census. Since 1980, data from the OES surveys have been used to construct matrices. The OES survey classification changed significantly in 1983, however, and matrices constructed with OES survey data before that date were used are not comparable with those prepared using OES data collected since 1983.

In addition to the general changes in occupational classification systems, the occupations covered in the OES surveys have changed to facilitate improvements in quality, current use of occupational terms, and response to user needs. Changes to the Standard Industrial Classification instituted in 1972, 1977, and 1987 also created comparability problems.

In response to requests from the public, work was begun in 1994 to develop a national industry-occupation matrix time series. In developing the time series, several guidelines were established:

- The series would be as consistent as possible with the 1992 matrix. The most current was developed by BLS at the time the series was prepared;
- The OES survey's occupational classification used after 1983 would be used; it is consistent with the 1980 Standard Occupational Classification;
- Data that did not have a comparable definition in every year of the series would not be presented in the series for detailed occupations or detailed industries;
- A general review of the year-to-year total employment trend for an occupation must be consistent with logical year-to-year expectations;
- No cell in the series would have confidential data and no cell would have data suppressed because of confidentiality; in this way, the series could be used for statistical analyses without losing data;
- The time series would only cover wage and salary workers; self-employed workers and unpaid family workers are not covered in the OES survey and would not be covered in the time series;
- Data for industries having fewer than 50,000 workers in 1992 would be collapsed in all years except those having a distinct occupational staffing pattern that would distort other information with which it would be aggregated.

Data sources. The OES survey has been the primary source of data on the occupational structure of industries to construct matrices since 1983. The OES survey staffing patterns of industries collected over a 3-year period are applied to the wage and salary industry employment estimates obtained from the BLS Current Employment Statistics survey, to develop employment estimates for a particular year. Data on occupational staffing patterns for the Federal Government were based on data from the Office of Personnel Management; staffing patterns for the U.S. Postal Service were obtained from that agency. Data on staffing patterns and industry employment for other industries not covered by the OES survey—agriculture, forestry, fishing, and private households—are obtained primarily from the CPS.

A comprehensive methodological statement outlining the data sources and procedures used in the development of the 1992 matrix is published in *The American Work Force: 1992-2005*, BLS Bulletin 2452, April 1994.

Comparability of occupational data

When the industry-occupation matrices were constructed, occupations covered by the OES with a national total employment of less than 5,000 were generally aggregated with closely related occupations or into appropriate residuals. In addition, some closely related occupations such as typists and word processors were aggregated. Primarily because of these aggregations of OES survey occupations, the number of occupations in the matrices constructed from 1986 through 1992 varied from 480 in 1986 to 512 in 1992.

To achieve uniformity over time for the historical series, occupations that were aggregated in the 1986, 1988, and 1990 matrices, but were presented in the 1992 matrix, were disaggregated in the earlier matrices. However, if an occupation appeared in an earlier matrix but was collapsed in the 1992 matrix, that occupation was collapsed in the historical series.

Industry configuration

The industrial structure of the 1986 and 1988 matrices was on the 1972/1977 Standard Industrial Classification and 1987 SIC was used for the 1990 and 1992 matrices. The impact of the conversion to the new 1987 SIC caused the loss of some industries, the addition of others, and the split of an industry into one or more industries. A reconciliation of the data before the 1990 matrix to the 1987 SIC was made and resulted in a matrix having 190 industries that were comparable over the 1983-93 period.

Analytical review for reliability of trend data. At this point, the 1983 through 1993 year-by-year employment totals for each of 456 detailed occupations in the series were analyzed to identify apparent distortions in likely employment trends. If the data were suspect for an occupation, the employment was aggregated to a summary level or combined into an appropriate residual. For example, in reviewing the data, occupational therapist employment was shown to have increased from 22,000 to 30,000 from 1986 to 1987 although it only increased 1,000 between 1983 and 1986 and 5,000 between 1986 and 1993.

From this data, analysts can have little faith in the statistic showing growth of 15,000 in 1983-93. Similarly, a decrease of 15,000 physicians from 1990 to 1991 raised questions about the reliability of the time series for that occupation. Although this analytical procedure was subjective, a decision was made not to present data in the series that showed counter-intuitive trends in the judgment of analysts having knowledge about the occupation. As a result of this review, many occupations were deleted from the series as detailed occupations; the number declined to 277.

Confidentiality

Protecting confidential employment data in the matrices was another factor that had to be addressed in preparing the historical matrices for publication. Distributing matrices to data users with blank data for confidential cells causes problems in data manipulation. Upon examination, most of the industries that contained confidential cells had occupations that consisted of fewer than 50 workers and cells with occupations representing less than 1 percent of the industry's employment. In industries in which occupations represented more than 1 percent of the industry, these occupations were aggregated with appropriate residuals or the industry in which they appeared was aggregated.

To eliminate the confidential employment cells with fewer than 50 workers, the occupation cell was made zero in the industry in which they appeared and the industry was rescaled to its benchmark control. This process slightly changed the staffing pattern of the industries. To avoid the need to delete large confidential cells that distorted trends, some industries were aggregated; this reduced the number of industries in the series from 190 to 185.

Deere, UAW settle

Following a 5-month stalemate in negotiations, the United Automobile Workers (UAW) and Deere & Co. settled on a 3-year master contract covering some 10,500 workers at facilities in Iowa, Illinois, Kansas, Georgia, Minnesota, and Colorado. UAW chief negotiator Bill Casstevens said, "The new agreement improves the incomes of Deere workers, provides substantial increases in pensions, provides additional income for retired members, and maintains comprehensive health care coverage." He added, "It also provides UAW-Deere workers with improvements in other important areas, such as health and safety and group insurance benefits." A company spokesperson said, "This agreement will allow the company to enhance its global competitiveness."

The settlement does not call for a general increase in base wages, but it does include income gains in the form of an immediate $500 ratification bonus; a lump-sum payment in the first year of the contract equal to 4 percent of qualified earnings paid in the preceding 12 months, and similar 3-percent bonuses in the second and third years; and cost-of-living adjustments (COLA's). The agreement provides quarterly COLA payments equal to 0.53 percent of wages for each 0.26-point increase in the Consumer Price Index for Urban Wage Earners and Clerical Workers, with a diversion of 27 cents an hour to help defray the cost of benefits. The pact also rolls in to wages 5 cents an hour in COLA payments earned under the previous contract. In addition, it calls for new hires (except skilled tradesworkers) to start at 70 percent of regular pay for their job classification and to progress to the full rate after 3 years. At the expiration of the previous agreement, the average hourly rate reportedly was about $22.

The pact converts the existing incentive plan to a "continuous improvement payment plan" that links wages to productivity. The new plan is designed to generate additional compensation to employees for achieving continuous improvements in work by using their experience, knowledge, and training to institute changes and to manage the workplace more efficiently. According to a Deere spokesperson, "Our mutual agreement to implement a new wage payment system is a development of significant importance. We are unique in our industry in having a productivity-enhancing wage payment system like our continuous improvement pay plan. This plan, which has been piloted in many of the company's factories in recent years, will effectively support our efforts to create a continuous improvement culture in the company. We know from experience that the full implementation of this program will yield very significant productivity improvement, while also protecting the earnings of our current incentive employees."

The agreement includes "substantial" gains in pension coverage. Enhancements for future retirees include increases in minimum monthly (employment security, disability, and mutual early) pensions, from $32.35 to $33.45 for each year of credited service for retirements on or after September 30, 1994; $34.45 for each year of credited service for retirements on or after September 30, 1995; and $35.45 for retirements on or after September 30, 1996. Other improvements for future retirees, which become effective on the same dates as above, include increases in the monthly retirement supplemental allowance, from $2,000 to $2,050, to $2,080, and to $2,100; and monthly temporary benefits from $31.40 (maximum $942) to $31.95 (maximum $958.50), to $33.10 (maximum $993), and to $34.25 (maximum $1,027.50). Current retirees will also receive special lump-sum payments ranging between $200 and $600 each year, plus a $1 increase in their monthly temporary benefits for each year of credited service.

The pact introduces several changes in health care coverage. It requires new hires to be enrolled in a managed care health plan if they reside in the service area of one of these plans, and allows a dependent who lives outside a network area to be enrolled in a managed care option different from his or her parent's if the parent's medical option is not available to the dependent. The contract increases prescription drug plan deductibles to $3 for generic drugs and name brand drugs without a generic substitute and to $5 for brand name drugs, and boosts monthly medicare premium reimbursement from $41.10 to $58.20 over the term. The settlement also provides additional durable medical equipment and improves insurance coverage for surviving spouses.

Other terms continue the current job security program; improve the 401(k) tax-deferred savings, profit-sharing, and life insurance plans; and call for 4-day July 4th holiday weekends each year during the term of the contract. The pact also allows employees with 3 or more weeks of vacation to take leave 1 day at a time; establishes a joint committee to revise the current job classification system; and provides language changes in provisions dealing with union representation and disability benefits.

Job protection at AK Steel

Negotiators for AK Steel Corp., formerly Armco Steel Co. LP, and the Armco Employees Independent Federation signed a 6-year agreement that gives enhanced job protection to 3,341 workers at the company's Middletown Works in Middletown, OH.

Under the job protection arrangements, AK Steel guarantees current employees 40 hours of pay a week and protection against layoffs during the term of the agreement except in case of a natural disaster or act of God, suspen-

"Industrial Relations" is prepared by Michael H. Cimini and Charles J. Muhl of the Division of Developments in Labor–Management Relations, Bureau of Labor Statistics, and is largely based on information from secondary source.

sion of the contract by a bankruptcy court, or severe financial difficulties that threaten the viability of the company. AK Steel also is required to maintain a minimum work force of 3,341, unless there is a permanent shutdown of all or a substantial portion of an operation or facility. In addition, contract language gives employees the right to bid on the plant if AK decides to sell it or to have a signed agreement with a new purchaser before AK sells the plant.

The contract provides employees with an immediate $2,000 signing bonus; wage increases of 50 cents an hour in the first, third, and fourth years of the contract; and a lump-sum payment of $1,000 in January 1996. In addition, if the Steelworkers negotiates higher wage and lump-sum payments in subsequent settlements at Bethlehem Steel, USX, Inland Steel, and National Steel, AK Steel must match the average of those adjustments.

Besides incorporating several gains from a 1994 arbitration award, the settlement introduces a number of changes in pension and health care coverage. Minimum monthly pension rates increase from $42 to $44 for each year of credited service, and "alternate benefit value" monthly pension rates are raised from between $42 and $48 to between $44 and $50 for each year of credited service. The company is required to match pension improvements negotiated by the aforementioned four steel companies and to continue surviving spouse payments for the life of the agreement. The contract also boosts sickness and accident benefits by $50 a week, establishes a trust to fund retirees' medical and life insurance benefits, and eliminates the 12-month waiting period for eligibility for long-term disability benefits.

Other terms provide 7 additional personal days off during the term of the agreement; enhance the profit-sharing plan payout; call for safety shoe allowances of $100 in the second year and $80 in both the fourth and sixth years; and add Martin Luther King, Jr.'s Birthday as a paid holiday effective in 1996. The pact also expedites grievance procedures and calls for the development of methods to resolve the backlog of grievances; requires the company to perform an epidemiology study of health conditions at the Middletown coke plant; and provides language changes dealing with scheduling, overtime, special assignments, seniority lists, safety and health, and union representation.

Pacts address hospital restructuring

Rapid changes occurring in the health care industry have led many hospitals to restructure their health care delivery systems and to redefine the procedures used to provide health care. In the organized sector of the industry, both employers and unions often have recognized the need to work collectively to meet the challenges of a changing work environment, with employers seeking flexibility to respond to changes and unions arguing for job protection for their members. Two recent settlements address the problems of providing cost-efficient, quality health care during a time when hospitals are downsizing or consolidating.

Some 1,300 employees of Thomas Jefferson University Hospital in Philadelphia, PA, are covered by a 5-year extension to their current contract that includes job security and retraining provisions, as well as improvements in wages and pension benefits. District 1199C, National Union of Hospital and Health Care Employees (affiliated with the American Federation of State, County and Municipal Employees) represented the licensed practical nurses, aides, and service and maintenance employees covered by the settlement.

The pact establishes a Contract Interpretation and Policy Committee (CIPC), composed of two employer and two union representatives, to review and discuss major issues arising from hospital restructuring. The CIPC will oversee a Job Security Program, a Joint Employment Placement Service, and a Labor-Management Planning Program, all financed through a new Employment, Training and Job Security Fund.

Under the Job Security Program, full-time employees with at least 90 days of service who lose their jobs as a result of restructuring will receive up to 80 percent of their salaries (inclusive of unemployment compensation) and health care coverage for their families for up to 1 year. During that time, displaced employees must enter an assigned training program and must accept referral to a new position at the hospital or other facilities covered by contracts with District 1199C. Employees who work in a new classification created because of restructuring will maintain their previous hourly rate for 1 year if the rate for their new job is lower.

The Joint Employment Placement Service will act as the sole source of referrals for all bargaining unit jobs for the first 7 days on which jobs are posted. The service will also maintain a computerized bank of prospective employees and a process to verify employees' prior work performance and holding of licenses and certifications. The Labor Management Planning Program will collect information on job trends and emerging skills in the industry.

These programs will be financed, in part, by diversions of general wage increases during the first and second years of the agreement. Workers will receive wage increases of 3 percent on July 1, 1995, 3.5 percent on July 1, 1996, and 3 percent on July 1, 1997. One-third of the first-year wage increase and one-seventh of the second-year wage increase will be diverted to the Job Security Fund, as will 1 month's employer contribution to the pension fund.

Other terms of the accord raise the hospital's monthly contributions to the pension fund to 7.56 percent (was 6.7 percent) of gross payroll and to the Training and Upgrading Fund to 1.5 percent (was 1 percent) of gross payroll; reduce the age requirement for normal retirement from 65 to 62; and continue the annual cost-of-living review that provides an increase of $1 per week

for every 1-percent change over 6 percent in the Consumer Price Index for Urban Wage Earners and Clerical Workers. The contract also calls for a wage reopener on June 30, 1998, to negotiate changes, if any, in salaries for the fourth and fifth contract years; raises the hospital's contributions to the union legal fund to 7.5 cents (was 5 cents) per hour worked; and extends health care coverage, dependent life insurance, and accidental death and dismemberment insurance to domestic partners of gay and lesbian employees.

Elsewhere, negotiators for the University of Illinois Hospital in Chicago and the Illinois Nurses Association have agreed to modify their existing 2-year contract to address a number of important issues stemming from the hospital's intent to restructure work. Nurses received job protection, a voice in determining the hospital's budget, and guidelines on appropriate delegation of duties to unlicensed nursing assistants, while the hospital gained greater flexibility to move vacant positions from one nursing unit to another.

Talks between the parties began after the union filed several grievances and unfair labor practice charges with the Illinois Educational Labor Relations Board over the hospital's "Operations Improvement" plan. The hospital proposed to "redesign the patient care delivery model" by replacing some nurses with lesser-trained, unlicensed personnel, a move that reportedly would save about $6 million annually. The union vehemently opposed any reduction in the professional nursing staff. Rather than continue down an adversarial path, the hospital suspended the implementation of its restructuring plan and the parties returned to the bargaining table.

As a result of contract talks, the hospital agreed to maintain 767 full-time equivalent nursing positions called for in its fiscal 1995 budget. These positions translate into about 1,000 actual jobs because represented nurses typically work about 80 percent of the allotted time per position. The contract stipulates that nurses will be involved in the development of the annual budget, a process that, in part, will determine future staffing levels. Layoffs of bargaining unit employees are allowed in the event of reductions in the number of patients or cessation of hospital services, but not because of changes in the skill mix between professional nurses and unlicensed health care workers. When a nursing position becomes vacant, the hospital will decide whether the position should remain in its original unit, be transferred to another unit, or be moved to the float pool where nurses are assigned to units as needed.

The settlement establishes a Nurse Practice/Patient Care Committee that consists of four representatives each from the union and hospital. The committee is charged with improving nursing practices by recommending procedures to improve patient care and by developing potential solutions to nurses' concerns about staffing levels.

The amendment contains language designed to clarify nurses' ability to delegate their responsibilities. Under standards established by the Illinois Nurse Practice Act, a nurse may assign a wide range of duties to unlicensed, less-skilled workers if he or she feels that delegation is appropriate. On the other hand, a nurse can choose not to assign activities to other personnel if he or she is not comfortable delegating such duties. Hospital negotiators hope that the language clarification will provide greater flexibility for nurses, as they realize the potential for farming out certain aspects of patient care.

The parties also included language in the amendment outlining supervisory and professional responsibilities, stating that nurses are not expected to perform supervisory functions relating to hiring, transfers, layoffs, promotions, disciplinary actions, and other related tasks, and that duties such as routine monitoring, clinical guidance, and the assignment of nursing tasks are not considered supervisory work. The parties were prompted to include these clarifications after the U.S. Supreme Court ruled in May 1994 in *NLRB* v. *Health Care & Retirement Corp.* of America that nurses who direct less-skilled employees as part of their duties are supervisors, and thus are not protected by Federal labor law. (See *Monthly Labor Review,* August 1994, p. 62.)

The hospital and union separately negotiated a scheduled wage reopener that increases wages by 3.5 percent; raises "charge pay" by 50 cents to $1.50 per hour; and continues certification bonuses.

Lorillard, BCTW settle

Local 317T of the Bakery, Confectionery and Tobacco Workers and Lorillard, Inc., agreed to a 3-year contract for 1,350 production and maintenance employees at the company's cigarette manufacturing plant in Greensboro, NC, where Kent and Newport brands are produced. The settlement provided lump-sum payments, a general wage increase, a new health maintenance organization plan, and improvements in pension benefits.

Workers will receive lump-sum payments of $2,000 immediately and $2,200 on March 1, 1996. They will continue to receive quarterly cost-of-living ad-justments (COLA's) equal to 1 cent per hour for each 0.3-percent increase in the Consumer Price Index for Urban Wage Earners and Clerical Workers. COLA payments will be folded into base wage rates before employees receive a general wage increase of 2 percent in March 1997.

Lorillard will provide optional health care coverage for employees through a new health maintenance organization (HMO) beginning in 1996. The company will continue to pay fully for single coverage, but employees must pay 25 percent of the premium costs for family coverage. If employees choose to remain with an existing health plan after the HMO is created, they must pay the difference in premiums between the HMO and the existing plan.

The settlement introduces several other benefit changes. The pact increases the maximum accident and sickness payment from $400 to $460 a week. It boosts life insurance coverage from $50,000 to $65,000 for active employees and from $25,000 to $30,000 for retirees.

The contract also features several gains in pension coverage. It liberalizes the eligibility requirement for normal retirement by permitting employees to retire with full benefits after 30 years of service, regardless of age. Previously, only employees aged 53 or older with at least 30 years of service could retire without a penalty. The pact also increases pension benefits from $47 to $54 per month per year of credited service for employees retiring at age 60. Effective March 1, 1995, retiring workers will receive a joint and survivor's benefit, under which a retiree will receive an unreduced pension and, upon the retiree's death, the surviving spouse will receive 50 percent of the employee's reduced pension benefit.

Bloomingdale's contract extended

For the second time in 2 years, some 2,600 employees at Bloomingdale's flagship store in Manhattan and at two New York City area warehouses will be working under a 1-year extension of their current collective bargaining agreement. The bargaining unit—which includes sales personnel, stockers, display employees, and warehouse workers represented by Local 3 of the Retail, Wholesale and Department Store Union—previously worked under a 5-year settlement that was originally set to expire in March 1994, but subsequently was extended last year. The latest extension was agreed to because Bloomingdale's parent company, Federated Department Stores, continued restructuring after Bloomingdale's emerged from bankruptcy protection.

Terms of the pact increase wages by $8 to $35 per week, with the amount depending on an employee's length of service. The hourly rate for workers with 5 years of service is raised to a minimum of $10 on April 1, 1995, as the result of a $25,000 contribution from Bloomingdale's to an "upgrading fund," and the rate for new hires increases to $5.50 per hour. The contract eliminates Sunday premium pay for employees hired after the ratification date, but continues time and one-half pay for the fifth work day in a week and double time for work on the sixth day in a week for current employees.

The accord provides a few gains in health benefits, but increases employee contributions toward insurance premiums. Workers now must pay between 2 percent and 4 percent (was 1 percent) of gross weekly earnings for the plan, with the amount depending on the number of family members covered. The contract allows workers to establish a tax-deferred medical benefit account so that contributions can be made with pretax dollars.

The pact includes several enhancements in medical benefits for active employees, effective in June 1995. It increases in-hospital benefits from 30 days or $30,000 in expenses to 50 days or $50,000 in expenses; provides a new supplemental lifetime hospital benefit of $50,000; and calls for a $500 reimbursement (was $300) for x-ray and laboratory expenses. In addition, the pact eliminates medical benefits upon retirement for employees hired after the ratification date.

Building cleaning firms settle

Negotiators for Local 79 of the Service Employees International Union and nine commercial building cleaning companies in the Detroit metropolitan area agreed on a 6-year master contract that provided a number of job protection provisions for some 1,600 janitorial employees. The companies covered by the agreement are International Service Systems. City Building Maintenance, CNC Maintenance Inc., Unibar Maintenance, American Building Maintenance, Ogden Allied Maintenance, Panasonic Cleaning, Lakeside Building Maintenance, and Total Building Service.

The parties agreed to several changes that will protect or enhance employees' job security and wage structure. Under terms of the new agreement, companies must get union approval prior to subcontracting any bargaining unit in a related area, new contract language allows the union to meet with the companies to discuss anticipated job cuts because of productivity or service problems at any covered building. The contract also specifies that new companies that become signatories to the contract cannot cut wage rates, shift hours, number of employees, or the number of hours an employee works each day of the week. In addition. the pact specifies that employees must be paid time and one-half for all work in excess of 8 hours (was 9 hours) a day or for work on a sixth (was seventh) consecutive work day, and double time for hours worked on a seventh (was eighth) consecutive work day.

The contract calls for annual wage increases of 3.5 percent plus a wage reopener in any of the last 3 years of the contract if the annual cost of living rises by 8 percent in the year. At the expiration of the prior agreement, base rates reportedly ranged between $4.25 and $8.50 an hour.

Other terms increase employer contributions towards health insurance to 6 percent in 1996–97, to 7 percent in 1998–99, and to 8 percent in 2000; provide 2 paid days each year for training of union stewards; and allow employees to cash out up to 90 percent (was 75 percent) of unused paid sick and personal days on their employment anniversary date. □

The labor standards battle

Creating Economic Opportunities: The Role of Labour Standards in Industrial Restructuring. Edited by Werner Sengenberger and Duncan Campbell. Geneva, International Institute for Labour Studies, 1994, 439 pp., $36.

Labor Standards and Structural Adjustment. By Roger Plant. Geneva, International Labour Office, 1994, 202 pp., $26.

Multinationals and Employment: The Global Economy in the 1990s. Paul Bailey, Aurelio Parisotto, and Geoffrey Renshaw, eds. Geneva, International Labour Office, 1993, 325 pp., $36.

Labor standards, as defined by the International Labor Organization (ILO) and by laws enacted by member states, have come under increasing pressure. The ILO's motivating idea since its inception in 1919 was that labor was not to be treated as a commodity; that labor standards and labor conditions were not to be part of product market competition, and that the ILO's function was to ensure "a level playing field."

Although labor standards "have remained a battleground of controversial viewpoints and diverging interests," international competition intensified during the 1980's, generating controversy over labor standards. These also became subject to intensified competition, and as a result, labor policy stagnated.

Creating Economic Opportunities: The Role of Labour Standards in Industrial Restructuring, edited by Werner Sengenberger and, Duncan Campbell defends labor standards, but its analysis of the reasons for their decay is sparse. Rather, the case the book's contributors make for maintaining and improving labor standards is based on the link between productivity improvement and worker satisfaction from adherence to labor standards.

The book provides interesting information, but the arguments are only partially persuasive. Two reasons for this may be suggested. One is that, by the contributors' own accounts, the forces arrayed against the observance of labor standards often swamp—or relegate to subordinate status—any concerns with labor standards if they impede productivity. The other reason is that most of the authors ignore the objective of labor standards, which have been to impede the exploitation of workers frequently associated with improvements in productivity. The inherent conflict between the one and the other has always been difficult to resolve. This conflict lies at the core of *Labor Standards and Structural Adjustment* by Roger Plant. Plant discusses the clash between the mission of the ILO and the policies of structural adjustment pursued by the World Bank.

Among the forces that have tended to uphold, but as often to ignore or erode labor standards have been multinational enterprises—the engines of globalization. In the process, most multinational enterprises have reshaped their work forces. They have built a core of skilled or professional employees who enjoy some job security and relatively good benefits. But they have been increasing their number of peripheral—part-time or temporary—work forces who remain without status or tenure.

The globalization strategies of multinational enterprises that operate through foreign direct investment, mergers and acquisitions, and forms of joint venture strategies that have distinct effects upon employment and labor standards.

Following globalization, governments are less able to enforce national rules, leading to a widening "regulatory deficit" between labor standards and labor markets.

Economic and institutional forces are intertwined and difficult to separate for purposes of analysis. Aspects of restructuring are seen by the authors as causing the "regulatory deficit" that loosens adherence to labor standards.

Major parts of the Sengenberger-Campbell volume and of Plant's work are devoted to examining, and vigorously attacking, the ideological underpinnings of neoclassical arguments to deregulate labor standards. Frank Wilkinson, a contributor to the Sengenberger book, writes that, following the re-emergence of traditional free-market economics, government policymakers in a growing number of developed and developing countries were advised by the international financial institutions that high unemployment and labor market inflexibility result from trade union and government regulation of the labor market. In addition, they were told that social welfare is an important disincentive to labor market activity and that unemployment, low pay, poor working conditions, and casual employment of those "trapped in the lower strata of labour are to be explained by their low quality and weak labour market orientation," Wilkinson writes.

Such a view is profoundly at odds with ILO philosophy. It "essentially ignores the value of labour standards as instruments of social justice," according to Plant. He also writes that the World Bank has pursued the dismantling of protective labor standards as part of the structural adjustment policies that, with the International Monetary Fund, has imposed on debtor nations since the early 1980's. Efforts by the ILO to integrate labor standards with adjustment policies have not been successful, Plant writes. World Bank policy approaches work force issues "from the perspective of private investors" and is unconcerned with equity.

The conflict exists over theory, too. Duncan and Campbell, writing in the Sengenberger-Campbell volume, state that "the semantic space occupied by such concepts as 'laissez-faire' or 'free market' occupy an opposite realm to that of standards."

In demonstrating how labor markets "really operate," Wilkinson and others emphasize power affecting relations be-

tween employers and employees. The power of employers is partially redressed and constrained by economic and fiscal policies, labor legislation, and welfare-state benefits. Labor markets, in turn, are structured by the different abilities of individuals to gain access to education and training opportunities, and to jobs. Labor markets also are characterized by how workers and professional associations control job entry, and by other supply-side factors. Labor standards are indeed "rigidities," but they are designed not least to prevent "destructive competition" based on "undervalued labor," defined by Wilkinson as labor exposed to "downward directed wage competition."

Undervalued labor is deprived of the education and skills that make possible mobility between firms and ensure job security, or tenure. This "undervalued" stratum of labor, which Wilkinson describes as a trend, although he does not provide supporting data, encourages the "predatory elements" in capitalism. These elements cause the degeneration in employment conditions as management relocates work sites to areas with lower labor costs, less restrictive standards, and less tolerant of unions.

The undervaluation of labor, and the deprivation of full employment rights it implies, impairs worker productivity because it breeds disincentives and lowers the status of skill as a social, rather than merely technical, category: jobs at firms and in industries where working conditions are poor do not offer an acceptable social status, regardless of the level of worker skill. Wilkinson's observations are seconded by other contributors to the Segenberger-Campbell volume, and lie at the core of the volume's argument.

Numerous firms have upgraded their core work force, investing substantially in training and teaching news skills, and enhancing flexibility. They have "flattened" managerial hierarchies, and conferred greater responsibility on lower-level employees. But these positive trends have been paralleled by high unemployment in the advanced industrial countries. The core work force in the larger enterprises has been shrinking: nonstandard employment, such as part-time or independent contracting, has been rising. Furthermore, conversions to work organizations featuring flexibility (that is, multiple skills of individual workers) has often been accompanied by downsizing. The effects of the new systems on labor standards have been far from being universally positive.

Sengenberger and Campbell devote several chapters to the impact of "restructuring" on labor standards at the micro- and macro-economic levels of the international economic system. The discussion takes the form of case studies. The studies convey a sense of enormous difficulty and social costs from attempts to maintain labor standards formulated by the ILO and its partners out of market-driven necessity to restructure industries and enterprises. Moreover, global economic interdependence had rendered restructuring "less and less a national matter;" the economic unit, no matter how defined, must now be viewed in terms of the international division of work and jobs.

Powerful evidence sustains the arguments presented by Sengenberger and detailed in the ILO volume, *Multinationals and Employment.* In 1990, worldwide trade in goods and services ran 13 times higher than in 1950. Worldwide production rose by a factor of 5 between 1950 and 1984 and exports rose by approximately a factor of 9. Exports of manufacturers soared 15-fold. As a proportion of GNP, U.S. exports increased from 6 percent in 1967 to 11 percent in 1986, from 21 percent to 32 percent in Germany, and from 15 percent to 27 percent in France.

Multinational enterprises have become the "pivotal driving force" behind the internationalization of the economy, according to Sengenberger. These corporations currently control one-third of the world's private-sector assets. Nonfinancial multinational enterprises numbered 37,000 in 1992, an increase from 7,000 in the mid-1970's. In 1992, they counted 171,000 foreign affiliates and employed 70 million workers, the equivalent of 20 percent of the total nonfarm labor force of the Organization for Economic Cooperation and Development.

The impact of the spread of multinational enterprises on labor standards is indicated by contributors to *Multinationals and Employment.* This impact is not documented as thoroughly as the effect on their strategies on employment, which is the book's focus. However, this deficiency is mitigated in several chapters.

Moreover, many multinational enterprises that operate globally integrated strategies "refuse to recognize or negotiate with unions," not least to forestall the adverse effect on the entire corporation of a dispute in a subsidiary, according to contributor James Hamill. He presents case studies of four globally integrated firms, three of which experienced worldwide declines in employment of more than one-third between 1980 and 1991. This was due to efficiency drives, shifts to factories producing goods for overseas markets rather than solely for domestic markets, and consolidation to fewer but more efficient plants.

The General Agreement on Tariffs and Trade (GATT), and multinational enterprises are closely related. By including production and sales of services, the treaty recognizes the need for a "commercial presence" of international users of services, such as insurance, accounting, health care, and telecommunications. The commercial enterprises result in a multinational enterprise, under GATT rules, and may compete with established businesses, including private or public monopolies, such as telecommunications and other public utilities.

GATT provides for market access by multinational enterprises to equipment and service sales. Rates must be "cost-

oriented." It prohibits cross subsidization, which is the use of revenue from profitable services to support unprofitable ones. Given these provisions, monopolies would be breached, public monopolies would be partly or wholly privatized, and the future of some enterprises would be threatened. The relationship between GATT and multinational enterprises has aroused fears that labor standards may be further weakened.

Certain forms of employment, particularly part-time work, are "more prevalent in services than in agriculture, manufacturing and extractive industries," according to an ILO survey cited by author Ana Romero in *Multinationals and Employment.* One in seven workers in the OECD countries have worked, or continue to work, part-time; more than three-quarters of all part-time workers are employed in the service-producing sector. Some service occupations require high levels of skills and knowledge, and pay well. Many service enterprises also provide intensive training to their employees, who often must maintain direct contact with consumers. At the same time, large numbers of service workers perform routine, poorly paid jobs, and lack security or tenure. That has come to be a "mounting concern" of ILO and worker organizations.

New flexible production techniques imply certain forms of labor market regulation that promote worker participation in production decisions in the enterprise and in decisions concerning worker training and employment continuity outside of it, according to Michael Piore. The contributors to the Sengenberger-Campbell book do not touch upon these possibilities of advancing productivity while ensuring worker satisfaction. The case they make for linking labor standards with productivity remains moot. The greater probability is that the conflict between the one and the other will persist, as is implied by Plant's work.

Piore takes a broader view of these matters. An inherent conflict exists between the market as regulator of economic activity, and the social relationships through which people realize their humanity, he writes. This may be the most important reason for labor standards and why they are needed to regulate the economy.

—Horst Brand

Economist, formerly with the Bureau of Labor Statistics

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Notes on Current Labor Statistics

This section of the *Review* presents the principal statistical series collected and calculated by the Bureau of Labor Statistics: series on labor force; employment; unemployment; labor compensation; collective bargaining settlements; consumer, producer, and international prices; productivity; international comparisons; and injury and illness statistics. In the notes that follow, the data in each group of tables are briefly described; key definitions are given; notes on the data are set forth; and sources of additional information are cited.

General notes

The following notes apply to several tables in this section:

Seasonal adjustment. Certain monthly and quarterly data are adjusted to eliminate the effect on the data of such factors as climatic conditions, industry production schedules, opening and closing of schools, holiday buying periods, and vacation practices, which might prevent short-term evaluation of the statistical series. Tables containing data that have been adjusted are identified as "seasonally adjusted." (All other data are not seasonally adjusted.) Seasonal effects are estimated on the basis of past experience. When new seasonal factors are computed each year, revisions may affect seasonally adjusted data for several preceding years.

Seasonally adjusted data appear in tables 1–14, 16–17, 42, and 46. Seasonally adjusted labor force data for 1994 in tables 1 and 4–9 were revised in the February 1995 issue of the *Review*. Seasonally adjusted establishment survey data shown in tables 12–14 and 16–17 were revised in the July 1994 *Review* and reflect the experience through March 1994. A brief explanation of the seasonal adjustment methodology appears in "Notes on the data."

Revisions in the productivity data in table 42 are usually introduced in the September issue. Seasonally adjusted indexes and percent changes from month-to-month and quarter-to-quarter are published for numerous Consumer and Producer Price Index series. However, seasonally adjusted indexes are not published for the U.S. average All-Items CPI. Only seasonally adjusted percent changes are available for this series.

Adjustments for price changes. Some data—such as the "real" earnings shown in table 14—are adjusted to eliminate the effect of changes in price. These adjustments are made by dividing current-dollar values by the Consumer Price Index or the appropriate component of the index, then multiplying by 100. For example, given a current hourly wage rate of $3 and a current price index number of 150, where 1982 = 100, the hourly rate expressed in 1982 dollars is $2 ($3/150 x 100 = $2). The $2 (or any other resulting values) are described as "real," "constant," or "1982" dollars.

Sources of information

Data that supplement the tables in this section are published by the Bureau in a variety of sources. Definitions of each series and notes on the data are contained in later sections of these notes describing each set of data. For detailed descriptions of each data series, see *BLS Handbook of Methods*, Bulletin 2414. Users also may wish to consult *Major Programs of the Bureau of Labor Statistics*, Report 871. News releases provide the latest statistical information published by the Bureau; the major recurring releases are published according to the schedule appearing on the back cover of this issue.

More information about labor force, employment, and unemployment data and the household and establishment surveys underlying the data are available in the Bureau's monthly publication, *Employment and Earnings*. Historical unadjusted data from the household survey are published in *Labor Force Statistics Derived From the Current Population Survey*, BLS Bulletin 2307. Historical seasonally adjusted data are available from the Bureau upon request. Historically comparable unadjusted and seasonally adjusted data from the establishment survey are published in *Employment, Hours, and Earnings, United States*, a BLS annual bulletin. Additional information on labor force data for sub-States are provided in the BLS annual report, *Geographic Profile of Employment and Unemployment.*

More detailed information on employee compensation and collective bargaining settlements is published in the monthly periodical, *Compensation and Working Conditions*. For a comprehensive discussion of the Employment Cost Index, see *Employment Cost Indexes and Levels, 1975–93*, BLS Bulletin 2447. The most recent data from the Employee Benefits Survey appear in the following Bureau of Labor Statistics bulletins: *Employee Benefits in Medium and Large Firms; Employee Benefits in Small Private Establishments; and Employee Benefits in State and Local Governments*. Historical data on the collective bargaining settlements series appear in the March issue of *Compensation and Working Conditions.*

More detailed data on consumer and producer prices are published in the monthly periodicals, *The CPI Detailed Report* and *Producer Price Indexes*. For an overview of the CPI reflecting 1982–84 expenditure patterns, see *The Consumer Price Index: 1987 Revision,* BLS Report 736. Additional data on international prices appear in monthly news releases.

For a listing of available industry productivity indexes and their components, see *Productivity Measures for Selected Industries and Government Services,* BLS Bulletin 2440.

For additional information on international comparisons data, see *International Comparisons of Unemployment,* BLS Bulletin 1979.

Detailed data on the occupational injury and illness series are published in *Occupational Injuries and Illnesses in the United States, by Industry,* a BLS annual bulletin.

Finally, the *Monthly Labor Review* carries analytical articles on annual and longer term developments in labor force, employment, and unemployment; employee compensation and collective bargaining; prices; productivity; international comparisons; and injury and illness data.

Symbols

n.e.c. = not elsewhere classified.
n.e.s. = not elsewhere specified.
p = preliminary. To increase the timeliness of some series, preliminary figures are issued based on representative but incomplete returns.
r = revised. Generally, this revision reflects the availability of later data, but may also reflect other adjustments.

Comparative Indicators

(Tables 1–3)

Comparative indicators tables provide an overview and comparison of major BLS statistical series. Consequently, although many of the included series are available monthly, all measures in these comparative tables are presented quarterly and annually.

Labor market indicators include employment measures from two major surveys and information on rates of change in compensation provided by the Employment Cost Index (ECI) program. The labor force participation rate, the employment-to-population

ratio, and unemployment rates for major demographic groups based on the Current Population ("household") Survey are presented, while measures of employment and average weekly hours by major industry sector are given using nonfarm payroll data. The Employment Cost Index (compensation), by major sector and by bargaining status, is chosen from a variety of BLS compensation and wage measures because it provides a comprehensive measure of employer costs for hiring labor, not just outlays for wages, and it is not affected by employment shifts among occupations and industries.

Data on **changes in compensation, prices, and productivity** are presented in table 2. Measures of rates of change of compensation and wages from the Employment Cost Index program are provided for all civilian nonfarm workers (excluding Federal and household workers) and for all private nonfarm workers. Measures of changes in consumer prices for all urban consumers; producer prices by stage of processing; overall prices by stage of processing; and overall export and import price indexes are given. Measures of productivity (output per hour of all persons) are provided for major sectors.

Alternative measures of wage and compensation rates of change, which reflect the overall trend in labor costs, are summarized in table 3. Differences in concepts and scope, related to the specific purposes of the series, contribute to the variation in changes among the individual measures.

Notes on the data

Definitions of each series and notes on the data are contained in later sections of these notes describing each set of data.

Employment and Unemployment Data

(Tables 1; 4–20)

Household survey data

Description of the series

EMPLOYMENT DATA in this section are obtained from the Current Population Survey, a program of personal interviews conducted monthly by the Bureau of the Census for the Bureau of Labor Statistics. The sample consists of about 60,000 households selected to represent the U.S. population 16 years of age and older. Households are interviewed on a rotating basis, so that three-fourths of the sample is the same for any 2 consecutive months.

Definitions

Employed persons include (1) all those who worked for pay any time during the week which includes the 12th day of the month or who worked unpaid for 15 hours or more in a family-operated enterprise and (2) those who were temporarily absent from their regular jobs because of illness, vacation, industrial dispute, or similar reasons. A person working at more than one job is counted only in the job at which he or she worked the greatest number of hours.

Unemployed persons are those who did not work during the survey week, but were available for work except for temporary illness and had looked for jobs within the preceding 4 weeks. Persons who did not look for work because they were on layoff are also counted among the unemployed. **The unemployment rate** represents the number unemployed as a percent of the civilian labor force.

The **civilian labor force** consists of all employed or unemployed persons in the civilian noninstitutional population. Persons **not in the labor force** are those not classified as employed or unemployed; this group includes persons who are retired, those engaged in their own housework, those not working while attending school, those unable to work because of long-term illness, those discouraged from seeking work because of personal or job-market factors, and those who are voluntarily idle. The **civilian noninstitutional population** comprises all persons 16 years of age and older who are not inmates of penal or mental institutions, sanitariums, or homes for the aged, infirm, or needy. The **civilian labor force participation** rate is the proportion of the civilian noninstitutional population that is in the labor force. The **employment-population ratio** is employment as a percent of the civilian noninstitutional population.

Notes on the data

From time to time, and especially after a decennial census, adjustments are made in the Current Population Survey figures to correct for estimating errors during the intercensal years. These adjustments affect the comparability of historical data. A description of these adjustments and their effect on the various data series appears in the Explanatory Notes of *Employment and Earnings.*

Labor force data in tables 1 and 4–9 are seasonally adjusted. Since January 1980, national labor force data have been seasonally adjusted with a procedure called X-11 ARIMA which was developed at Statistics Canada as an extension of the standard X-11 method previously used by BLS. A detailed description of the procedure appears in the X-11 *ARIMA Seasonal Adjustment Method,* by Estela Bee Dagum (Statistics Canada, Catalogue No. 12-564E, January 1983).

At the end of each calendar year, seasonally adjusted data for the previous 5 years usually are revised, and projected seasonal adjustment factors are calculated for use during the January–June period. Because of the changes introduced into the CPS in January 1994, only seasonally adjusted data for 1994 were revised at the end of 1994. In July, new seasonal adjustment factors, which incorporate the experience through June, are produced for the July–December period, but no revisions are made in the historical data.

FOR ADDITIONAL INFORMATION on national household survey data, contact the Division of Labor Force Statistics: (202) 606–6378.

Revisions to household data

Data relating to 1994 and subsequent years are not directly comparable with data for 1993 and earlier years because of the introduction of a major redesign of the survey questionnaire and collection methodology, and the introduction of 1990 census-based population controls, adjusted for the estimated undercount. An explanation of the changes and their effect on labor force data appears in the February 1994 issue of *Employment and Earnings,* a monthly publication of the Bureau of Labor Statistics.

Seasonally adjusted data for 1994 were revised at the end of 1994. Additional information on the revisions appears in the January 1995 issue of *Employment and Earnings.*

Establishment survey data

Description of the series

EMPLOYMENT, HOURS, AND EARNINGS DATA in this section are compiled from payroll records reported monthly on a voluntary basis to the Bureau of Labor Statistics and its cooperating State agencies by more than 390,000 establishments representing all industries except agriculture. Industries are classified in accordance with the 1987 *Standard Industrial Classification (SIC) Manual.* In most industries, the sampling probabilities are based on the size of the establishment; most large establishments are therefore in the sample. (An establishment is not necessarily a firm; it may be a branch plant, for example, or warehouse.) Self-employed persons and others not on a regular civilian payroll are outside the scope of the survey

because they are excluded from establishment records. This largely accounts for the difference in employment figures between the household and establishment surveys.

Definitions

An **establishment** is an economic unit which produces goods or services (such as a factory or store) at a single location and is engaged in one type of economic activity.

Employed persons are all persons who received pay (including holiday and sick pay) for any part of the payroll period including the 12th day of the month. Persons holding more than one job (about 5 percent of all persons in the labor force) are counted in each establishment which reports them.

Production workers in manufacturing include working supervisors and nonsupervisory workers closely associated with production operations. Those workers mentioned in tables 11–16 include production workers in manufacturing and mining; construction workers in construction; and nonsupervisory workers in the following industries: transportation and public utilities; wholesale and retail trade; finance, insurance, and real estate; and services. These groups account for about four-fifths of the total employment on private nonagricultural payrolls.

Earnings are the payments production or nonsupervisory workers receive during the survey period, including premium pay for overtime or late-shift work but excluding irregular bonuses and other special payments. **Real earnings** are earnings adjusted to reflect the effects of changes in consumer prices. The deflator for this series is derived from the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W).

Hours represent the average weekly hours of production or nonsupervisory workers for which pay was received, and are different from standard or scheduled hours. **Overtime hours** represent the portion of average weekly hours which was in excess of regular hours and for which overtime premiums were paid.

The Diffusion Index represents the percent of industries in which employment was rising over the indicated period, plus one-half of the industries with unchanged employment; 50 percent indicates an equal balance between industries with increasing and decreasing employment. In line with Bureau practice, data for the 1-, 3-, and 6-month spans are seasonally adjusted, while those for the 12-month span are unadjusted. Data are centered within the span. Table 17 provides an index on private nonfarm employment based on 356 industries, and a manufacturing index based on 139 industries. These indexes are useful for measuring the dispersion of economic gains or losses and are also economic indicators.

Notes on the data

Establishment survey data are annually adjusted to comprehensive counts of employment (called "benchmarks"). The latest adjustment, which incorporated March 1993 benchmarks, was made with the release of May 1994 data, published in the July 1994 issue of the *Review.* Coincident with the benchmark adjustment, seasonally adjusted data were revised to reflect the experience through March 1994. Comparable revisions in State data (table 11) occurred with the publication of January 1994 data. Unadjusted data from April 1993 forward and seasonally adjusted data from January 1990 forward are subject to revision in future benchmarks.

The BLS also uses the X-11 ARIMA methodology to seasonally adjust establishment survey data. Beginning in June 1989, projected seasonal adjustment factors are calculated and published twice a year. The change makes the procedure used for the establishment survey data more parallel to that used in adjusting the household survey data. Revisions of data, usually for the most recent 5-year period, are made once a year coincident with the benchmark revisions.

In the establishment survey, estimates for the most recent 2 months are based on incomplete returns and are published as preliminary in the tables (12–17 in the *Review).* When all returns have been received, the estimates are revised and published as "final" (prior to any benchmark revisions) in the third month of their appearance. Thus, December data are published as preliminary in January and February and as final in March. For the same reasons, quarterly establishment data (table 1) are preliminary for the first 2 months of publication and final in the third month. Thus, fourth-quarter data are published as preliminary in January and February and as final in March.

A comprehensive discussion of the differences between household and establishment data on employment appears in Gloria P. Green, "Comparing employment estimates from household and payroll surveys," *Monthly Labor Review,* December 1969, pp. 9–20.

FOR ADDITIONAL INFORMATION on establishment survey data, contact the Division of Monthly Industry Employment Statistics: (202) 606–6555.

Unemployment data by State

Description of the series

Data presented in this section are obtained from two major sources—the Current Population Survey (CPS) and the Local Area Unemployment Statistics (LAUS) program, which is conducted in cooperation with State employment security agencies.

Monthly estimates of the labor force, employment, and unemployment for States and sub-State areas are a key indicator of local economic conditions, and form the basis for determining the eligibility of an area for benefits under Federal economic assistance programs such as the Job Training Partnership Act and the Public Works and Economic Development Act. Seasonally adjusted unemployment rates are presented in table 10. Insofar as possible, the concepts and definitions underlying these data are those used in the national estimates obtained from the CPS.

Notes on the data

Data refer to State of residence. Monthly data for 11 States—California, Florida, Illinois, Massachusetts, Michigan, New York, New Jersey, North Carolina, Ohio, Pennsylvania, and Texas—are obtained directly from the CPS because the size of the sample is large enough to meet BLS standards of reliability. Data for the remaining 39 States and the District of Columbia are derived using standardized procedures established by BLS. Once a year, estimates for the 11 States are revised to new population controls, usually with publication of January estimates. For the remaining States and the District of Columbia, data are benchmarked to annual average CPS levels. Data for 1994 are not directly comparable with those for 1993 as a result of the redesign of the CPS and other methodological changes. See "Revisions in State and Area Estimates Effective January 1994," *Employment and Earnings,* March 1994.

FOR ADDITIONAL INFORMATION on data in this series, call (202) 606–6392 (table 10) or (202) 606–6589 (table 11).

Compensation and Wage Data

(Tables 1–3; 21–30)

COMPENSATION AND WAGE DATA are gathered by the Bureau from business establishments, State and local governments, labor unions, collective bargaining agreements on file with the Bureau, and secondary sources.

Employment Cost Index

Description of the series

The **Employment Cost Index** (ECI) is a quarterly measure of the rate of change in compensation per hour worked and includes

wages, salaries, and employer costs of employee benefits. It uses a fixed market basket of labor—similar in concept to the Consumer Price Index's fixed market basket of goods and services—to measure change over time in employer costs of employing labor.

Statistical series on total compensation costs, on wages and salaries, and on benefit costs are available for private nonfarm workers excluding proprietors, the self-employed, and household workers. The total compensation costs and wages and salaries series are also available for State and local government workers and for the civilian nonfarm economy, which consists of private industry and State and local government workers combined. Federal workers are excluded.

The Employment Cost Index probability sample consists of about 4,400 private nonfarm establishments providing about 23,000 occupational observations and 1,000 State and local government establishments providing 6,000 occupational observations selected to represent total employment in each sector. On average, each reporting unit provides wage and compensation information on five well-specified occupations. Data are collected each quarter for the pay period including the 12th day of March, June, September, and December.

Beginning with June 1986 data, fixed employment weights from the 1980 Census of Population are used each quarter to calculate the civilian and private indexes and the index for State and local governments. (Prior to June 1986, the employment weights are from the 1970 Census of Population.) These fixed weights, also used to derive all of the industry and occupation series indexes, ensure that changes in these indexes reflect only changes in compensation, not employment shifts among industries or occupations with different levels of wages and compensation. For the bargaining status, region, and metropolitan/nonmetropolitan area series, however, employment data by industry and occupation are not available from the census. Instead, the 1980 employment weights are reallocated within these series each quarter based on the current sample. Therefore, these indexes are not strictly comparable to those for the aggregate, industry, and occupation series.

Definitions

Total compensation costs include wages, salaries, and the employer's costs for employee benefits.

Wages and salaries consist of earnings before payroll deductions, including production bonuses, incentive earnings, commissions, and cost-of-living adjustments.

Benefits include the cost to employers for paid leave, supplemental pay (including nonproduction bonuses), insurance, retirement and savings plans, and legally required benefits (such as Social Security, workers' compensation, and unemployment insurance).

Excluded from wages and salaries and employee benefits are such items as payment-in-kind, free room and board, and tips.

Notes on the data

The Employment Cost Index for changes in wages and salaries in the private nonfarm economy was published beginning in 1975. Changes in total compensation cost—wages and salaries and benefits combined—were published beginning in 1980. The series of changes in wages and salaries and for total compensation in the State and local government sector and in the civilian nonfarm economy (excluding Federal employees) were published beginning in 1981. Historical indexes (June 1981 = 100) of the quarterly rates of change are presented in the March issue of the BLS periodical, *Compensation and Working Conditions.*

FOR ADDITIONAL INFORMATION on the Employment Cost Index, contact the Division of Employment Cost Trends: (202) 606–6199.

Employee Benefits Survey

Description of the series

Employee benefits data are obtained from the Employee Benefits Survey, an annual survey of the incidence and provisions of selected benefits provided by employers. The survey collects data from a sample of approximately 6,000 private sector and State and local government establishments. The data are presented as a percentage of employees who participate in a certain benefit, or as an average benefit provision (for example, the average number of paid holidays provided to employees per year). Selected data from the survey are presented in table 25.

The survey covers paid leave benefits such as lunch and rest periods, holidays and vacations, and personal, funeral, jury duty, military, parental, and sick leave; sickness and accident, long-term disability, and life insurance; medical, dental, and vision care plans; defined benefit and defined contribution plans; flexible benefits plans; reimbursement accounts; and unpaid parental leave.

Also, data are tabulated on the incidence of several other benefits, such as severance pay, child-care assistance, wellness programs, and employee assistance programs.

Definitions

Employer-provided benefits are benefits that are financed either wholly or partly by the employer. They may be sponsored by a union or other third party, as long as there is some employer financing. However, some benefits that are fully paid for by the employee also are included. For example, long-term care insurance and postretirement life insurance paid entirely by the employee are included because the guarantee of insurability and availability at group premium rates are considered a benefit.

Participants are workers who are covered by a benefit, whether or not they use that benefit. If the benefit plan is financed wholly by employers and requires employees to complete a minimum length of service for eligibility, the workers are considered participants whether or not they have met the requirement. If workers are required to contribute towards the cost of a plan, they are considered participants only if they elect the plan and agree to make the required contributions.

Defined benefit pension plans use predetermined formulas to calculate a retirement benefit, and obligate the employer to provide those benefits. Benefits are generally based on salary, years of service, or both.

Defined contribution plans generally specify the level of employer and employee contributions to a plan, but not the formula for determining eventual benefits. Instead, individual accounts are set up for participants, and benefits are based on amounts credited to these accounts.

Tax-deferred savings plans are a type of defined contribution plan that allow participants to contribute a portion of their salary to an employer-sponsored plan and defer income taxes until withdrawal.

Flexible benefit plans allow employees to choose among several benefits, such as life insurance, medical care, and vacation days, and among several levels of care within a given benefit.

Notes on the data

Surveys of employees in medium and large establishments conducted over the 1979–86 period included establishments that employed at least 50, 100, or 250 workers, depending on the industry (most service industries were excluded). The survey conducted in 1987 covered only State and local governments with 50 or more employees. The surveys conducted in 1988 and 1989 included medium and large establishments with 100 workers or more in private industries. All surveys conducted over the 1979–89 period

excluded establishments in Alaska and Hawaii, as well as part-time employees.

Beginning in 1990, surveys of State and local governments and small establishments are conducted in even-numbered years and surveys of medium and large establishments are conducted in odd-numbered years. The small establishment survey includes all private nonfarm establishments with fewer than 100 workers, while the State and local government survey includes all governments, regardless of the number of workers. All three surveys include full- and part-time workers, and workers in all 50 States and the District of Columbia.

FOR ADDITIONAL INFORMATION on the Employee Benefits Survey, contact the Division of Occupational Pay and Employee Benefit Levels: (202) 606–6222.

Collective bargaining settlements

Description of the series

Collective bargaining settlements data provide statistical measures of negotiated changes (increases, decreases, and zero change) in wage rates alone and in compensation (wages and benefits), quarterly for private nonagricultural industries and semiannually for State and local governments. Wage rate changes cover collective bargaining settlements negotiated in the reference period involving 1,000 or more workers, and compensation changes cover settlements reached in the reference period involving 5,000 or more workers. These data are not seasonally adjusted and are calculated using information obtained from bargaining agreements on file with the Bureau, parties to the agreements, and secondary sources, such as newspaper accounts.

The wage and compensation rate changes are the percent difference between the average rate per work hour just prior to the start of a new agreement and the average rate per work hour that would exist at the end of the first 365 days of the new agreement (first-year measure) or at its expiration date (over-the-life measure). These data exclude lump-sum payments.

The compensation cost change is the percent difference between the average cost of compensation per work hour, including the hourly cost of lump-sum payments made during the term of the expiring agreement, just prior to the start of a new agreement and the average cost of compensation per work hour under the settlement. The timing of the changes in compensation rates is reflected in the compensation cost series, but not in compensation rate series.

Data on changes in settlements exclude potential changes under cost-of-living adjustment clauses. Averages reflect the change under each settlement weighted by the number of workers covered. Estimates of changes are based on the assumption that conditions existing at the time of the settlement (for example, composition of the labor force or methods of funding pensions) will remain constant over the term of the agreement.

Wage rate changes under all major agreements (those covering 1,000 or more workers) measure all wage increases, decreases, and zero changes occurring in the reference period, regardless of the settlement date. Included are changes from settlements reached in the calendar year, changes deferred from settlements negotiated in earlier years, and changes under cost-of-living adjustment (COLA) clauses. The change in the wage rate for each agreement is the percent difference between the average wage rate just prior to the start of the reference period and the average wage rate at the end of the reference period. The change for each agreement is weighted by the number of workers covered to determine the average change under all agreements.

Definitions

Wage rate is the average straight-time hourly wage rate plus shift premiums.

Compensation rates include the wage rate, premium pay (for example, for overtime and holidays); paid leave; life, health, and sickness and accident insurance; pension and other retirement plans; severance pay; and legally required benefits.

Compensation costs include the items covered by compensation rates plus specified lump-sum payments, the cost of contractually required training programs that are not a cost of doing business, and the additional costs of changes in legally required insurance known at the time of settlement to be mandated during the contract term.

Cash payments include wages and lump-sum payments.

Contingent pay provisions are clauses which could provide compensation changes beyond those specified in the settlement. COLA clauses and lump-sum provisions that call for a payment only if a company's profits exceed a specific amount are examples.

Notes on the data

Comparisons of major collective bargaining settlements for State and local government with those for private industry should note differences in occupational mix, bargaining practices, and settlement characteristics. Professional and white-collar employees, for example, make up a much larger proportion of the workers covered by government than by private industry settlements. Lump-sum payments and COLA clauses, on the other hand, are rare in government but common in private industry settlements. Also, State and local government bargaining frequently excludes items such as pension benefits and holidays, that are prescribed by law, while these items are typical bargaining issues in private industry.

FOR ADDITIONAL INFORMATION on collective bargaining settlements, contact the Division of Developments in Labor–Management Relations: (202) 606–6276 (private industry data) or (202) 606–6280 (State and local government data).

Work stoppages

Description of the series

Data on work stoppages measure the number and duration of major strikes or lockouts (involving 1,000 workers or more) occurring during the month (or year), the number of workers involved, and the amount of time lost because of stoppage.

Data are largely from newspaper accounts and cover only establishments directly involved in a stoppage. They do not measure the indirect or secondary effect of stoppages on other establishments whose employees are idle owing to material shortages or lack of service.

Definitions

Number of stoppages: The number of strikes and lockouts involving 1,000 workers or more and lasting a full shift or longer.

Workers involved: The number of workers directly involved in the stoppage.

Number of days idle: The aggregate number of workdays lost by workers involved in the stoppages.

Days of idleness as a percent of estimated working time: Aggregate workdays lost as a percent of the aggregate number of standard workdays in the period multiplied by total employment in the period.

Notes on the data

This series is not comparable with the one terminated in 1981 that covered strikes involving six workers or more.

FOR ADDITIONAL INFORMATION on work stoppages data, contact the Division of De-

velopments in Labor–Management Relations: (202) 606–6288.

Price Data

(Tables 2; 31–41)

PRICE DATA are gathered by the Bureau of Labor Statistics from retail and primary markets in the United States. Price indexes are given in relation to a base period—1982 = 100 for many Producer Price Indexes, 1982–84 = 100 for many Consumer Price Indexes (unless otherwise noted), and 1990 = 100 for International Price Indexes.

Consumer Price Indexes

Description of the series

The **Consumer Price Index** (CPI) is a measure of the average change in the prices paid by urban consumers for a fixed market basket of goods and services. The CPI is calculated monthly for two population groups, one consisting only of urban households whose primary source of income is derived from the employment of wage earners and clerical workers, and the other consisting of all urban households. The wage earner index (CPI-W) is a continuation of the historic index that was introduced well over a half-century ago for use in wage negotiations. As new uses were developed for the CPI in recent years, the need for a broader and more representative index became apparent. The all-urban consumer index (CPI-U), introduced in 1978, is representative of the 1982–84 buying habits of about 80 percent of the noninstitutional population of the United States at that time, compared with 32 percent represented in the CPI-W. In addition to wage earners and clerical workers, the CPI-U covers professional, managerial, and technical workers, the self-employed, short-term workers, the unemployed, retirees, and others not in the labor force.

The CPI is based on prices of food, clothing, shelter, fuel, drugs, transportation fares, doctors' and dentists' fees, and other goods and services that people buy for day-to-day living. The quantity and quality of these items are kept essentially unchanged between major revisions so that only price changes will be measured. All taxes directly associated with the purchase and use of items are included in the index.

Data collected from more than 19,000 retail establishments and 57,000 housing units in 85 urban areas across the country are used to develop the "U.S. city average." Separate estimates for 15 major urban centers are presented in table 32. The areas listed are as indicated in footnote 1 to the table. The area indexes measure only the average change in prices for each area since the base period, and do not indicate differences in the level of prices among cities.

Notes on the data

In January 1983, the Bureau changed the way in which homeownership costs are measured for the CPI-U. A rental equivalence method replaced the asset-price approach to homeownership costs for that series. In January 1985, the same change was made in the CPI-W. The central purpose of the change was to separate shelter costs from the investment component of home-ownership so that the index would reflect only the cost of shelter services provided by owner-occupied homes. An updated CPI-U and CPI-W were introduced with release of the January 1987 data.

FOR ADDITIONAL INFORMATION on consumer prices, contact the Division of Consumer Prices and Price Indexes: (202) 606–7000.

Producer Price Indexes

Description of the series

Producer Price Indexes (PPI) measure average changes in prices received by domestic producers of commodities in all stages of processing. The sample used for calculating these indexes currently contains about 3,200 commodities and about 80,000 quotations per month, selected to represent the movement of prices of all commodities produced in the manufacturing; agriculture, forestry, and fishing; mining; and gas and electricity and public utilities sectors. The stage-of-processing structure of PPI organizes products by class of buyer and degree of fabrication (that is, finished goods, intermediate goods, and crude materials). The traditional commodity structure of PPI organizes products by similarity of end use or material composition. The industry and product structure of PPI organizes data in accordance with the Standard Industrial Classification (SIC) and the product code extension of the SIC developed by the U.S. Bureau of the Census.

To the extent possible, prices used in calculating Producer Price Indexes apply to the first significant commercial transaction in the United States from the production or central marketing point. Price data are generally collected monthly, primarily by mail questionnaire. Most prices are obtained directly from producing companies on a voluntary and confidential basis. Prices generally are reported for the Tuesday of the week containing the 13th day of the month.

Since January 1992, price changes for the various commodities have been averaged together with implicit quantity weights representing their importance in the total net selling value of all commodities as of 1987. The detailed data are aggregated to obtain indexes for stage-of-processing groupings, commodity groupings, durability-of-product groupings, and a number of special composite groups. All Producer Price Index data are subject to revision 4 months after original publication.

FOR ADDITIONAL INFORMATION on producer prices, contact the Division of Industrial Prices and Price Indexes: (202) 606–7705.

International Price Indexes

Description of the series

The **International Price Program** produces monthly and quarterly export and import price indexes for nonmilitary goods traded between the United States and the rest of the world. The export price index provides a measure of price change for all products sold by U.S. residents to foreign buyers. ("Residents" is defined as in the national income accounts; it includes corporations, businesses, and individuals, but does not require the organizations to be U.S. owned nor the individuals to have U.S. citizenship.) The import price index provides a measure of price change for goods purchased from other countries by U.S. residents.

The product universe for both the import and export indexes includes raw materials, agricultural products, semifinished manufactures, and finished manufactures, including both capital and consumer goods. Price data for these items are collected primarily by mail questionnaire. In nearly all cases, the data are collected directly from the exporter or importer, although in a few cases, prices are obtained from other sources.

To the extent possible, the data gathered refer to prices at the U.S. border for exports and at either the foreign border or the U.S. border for imports. For nearly all products, the prices refer to transactions completed during the first week of the month. Survey respondents are asked to indicate all discounts, allowances, and rebates applicable to the reported prices, so that the price used in the calculation of the indexes is the actual price for which the product was bought or sold.

In addition to general indexes of prices for U.S. exports and imports, indexes are also published for detailed product catego-

ries of exports and imports. These categories are defined according to the five-digit level of detail for the Bureau of Economic Analysis End-use Classification (SITC), and the four-digit level of detail for the Harmonized System. Aggregate import indexes by country or region of origin are also available.

BLS publishes indexes for selected categories of internationally traded services, calculated on an international basis and on a balance-of-payments basis.

Notes on the data

The export and import price indexes are weighted indexes of the Laspeyres type. Price relatives are assigned equal importance within each harmonized group and are then aggregated to the higher level. The values assigned to each weight category are based on trade value figures compiled by the Bureau of the Census. The trade weights currently used to compute both indexes relate to 1990.

Because a price index depends on the same items being priced from period to period, it is necessary to recognize when a product's specifications or terms of transaction have been modified. For this reason, the Bureau's questionnaire requests detailed descriptions of the physical and functional characteristics of the products being priced, as well as information on the number of units bought or sold, discounts, credit terms, packaging, class of buyer or seller, and so forth. When there are changes in either the specifications or terms of transaction of a product, the dollar value of each change is deleted from the total price change to obtain the "pure" change. Once this value is determined, a linking procedure is employed which allows for the continued repricing of the item.

For the export price indexes, the preferred pricing basis is f.a.s. (free alongside ship) U.S. port of exportation. When firms report export prices f.o.b. (free on board), production point information is collected which enables the Bureau to calculate a shipment cost to the port of exportation. An attempt is made to collect two prices for imports. The first is the import price f.o.b. at the foreign port of exportation, which is consistent with the basis for valuation of imports in the national accounts. The second is the import price c.i.f.(costs, insurance, and freight) at the U.S. port of importation, which also includes the other costs associated with bringing the product to the U.S. border. It does not, however, include duty charges. For a given product, only one price basis series is used in the construction of an index.

FOR ADDITIONAL INFORMATION on international prices, contact the Division of International Prices: (202) 606–7155.

Productivity Data

(Tables 2; 42–45)

Business sector and major sectors

Description of the series

The productivity measures relate real physical output to real input. As such, they encompass a family of measures which include single-factor input measures, such as output per unit of labor input (output per hour) or output per unit of capital input, as well as measures of multifactor productivity (output per unit of combined labor and capital inputs). The Bureau indexes show the change in output relative to changes in the various inputs. The measures cover the business, nonfarm business, manufacturing, and nonfinancial corporate sectors.

Corresponding indexes of hourly compensation, unit labor costs, unit nonlabor payments, and prices are also provided.

Definitions

Output per hour of all persons (labor productivity) is the value of goods and services in constant prices produced per hour of labor input. **Output per unit of capital services** (capital productivity) is the value of goods and services in constant dollars produced per unit of capital services input.

Multifactor productivity is the value of goods and services in constant prices produced per combined unit of labor and capital inputs. Changes in this measure reflect changes in a number of factors which affect the production process, such as changes in technology, shifts in the composition of the labor force, changes in capacity utilization, research and development, skill and effort of the work force, management, and so forth. Changes in the output per hour measures reflect the impact of these factors as well as the substitution of capital for labor.

Compensation per hour is the wages and salaries of employees plus employers' contributions for social insurance and private benefit plans, and the wages, salaries, and supplementary payments for the self-employed (except for nonfinancial corporations in which there are no self-employed)—the sum divided by hours at work. **Real compensation per hour** is compensation per hour deflated by the change in Consumer Price Index for All Urban Consumers.

Unit labor costs are the labor compensation costs expended in the production of a unit of output and are derived by dividing compensation by output. **Unit nonlabor payments** include profits, depreciation, interest, and indirect taxes per unit of output. They are computed by subtracting compensation of all persons from current-dollar value of output and dividing by output. **Unit nonlabor costs** contain all the components of unit nonlabor payments except unit profits.

Unit profits include corporate profits with inventory valuation and capital consumption adjustments per unit of output.

Hours of all persons are the total hours at work of payroll workers, self-employed persons, and unpaid family workers.

Capital services are the flow of services from the capital stock used in production. It is developed from measures of the net stock of physical assets—equipment, structures, land, and inventories—weighted by rental prices for each type of asset.

Combined units of labor and capital inputs are derived by combining changes in labor and capital input with weights which represent each component's share of total output. The indexes for capital services and combined units of labor and capital are based on changing weights which are averages of the shares in the current and preceding year (the Tornquist index-number formula).

Notes on the data

The output measure for the business sector is equal to constant-dollar gross national product, but excludes the rental value of owner-occupied dwellings, the rest-of-world sector, the output of nonprofit institutions, the output of paid employees of private households, general government, and the statistical discrepancy. Output of the nonfarm business sector is equal to business sector output less farming. The measures are derived from data supplied by the U.S. Department of Commerce's Bureau of Economic Analysis and the Federal Reserve Board. Quarterly manufacturing output indexes are adjusted by the Bureau of Labor Statistics to annual estimates of manufacturing output (gross product originating) from the Bureau of Economic Analysis. Compensation and hours data are developed from data of the Bureau of Labor Statistics and the Bureau of Economic Analysis.

The productivity and associated cost measures in tables 42–45 describe the relationship between output in real terms and the labor time and capital services involved in its production. They show the changes

from period to period in the amount of goods and services produced per unit of input.

Although these measures relate output to hours and capital services, they do not measure the contributions of labor, capital, or any other specific factor of production. Rather, they reflect the joint effect of many influences, including changes in technology; capital investment; level of output; utilization of capacity, energy, and materials; the organization of production; managerial skill; and the characteristics and efforts of the work force.

FOR ADDITIONAL INFORMATION on this productivity series, contact the Division of Productivity Research: (202) 606–5606.

Industry productivity measures

Description of the series

The BLS industry productivity data supplement the measures for the business economy and major sectors with annual measures of labor productivity for selected industries at the three- and four-digit levels of the Standard Industrial Classification system. The industry measures differ in methodology and data sources from the productivity measures for the major sectors because the industry measures are developed independently of the National Income and Product Accounts framework used for the major sector measures.

Definitions

Output per employee hour is derived by dividing an index of industry output by an index of aggregate hours of all employees. Output indexes are based on quantifiable units of products or services, or both, combined with fixed-period weights. Whenever possible, physical quantities are used as the unit of measurement for output. If quantity data are not available for a given industry, data on the constant-dollar value of production are used.

The **labor input** series consist of the hours of all employees (production and nonproduction workers), the hours of all persons (paid employees, partners, proprietors, and unpaid family workers), or the number of employees, depending upon the industry.

Notes on the data

The industry measures are compiled from data produced by the Bureau of Labor Statistics, the Departments of Commerce, Interior, and Agriculture, the Federal Reserve Board, regulatory agencies, trade associations, and other sources.

For most industries, the productivity indexes refer to the output per hour of all employees. For some transportation industries, only indexes of output per employee are prepared. For some trade and service industries, indexes of output per hour of all persons (including self-employed) are constructed.

FOR ADDITIONAL INFORMATION on this series, contact the Division of Industry Productivity Studies: (202) 606–5618.

International Comparisons

(Tables 46–48)

Labor force and unemployment

Description of the series

Tables 46 and 47 present comparative measures of the labor force, employment, and unemployment—approximating U.S. concepts—for the United States, Canada, Australia, Japan, and several European countries. The unemployment statistics (and, to a lesser extent, employment statistics) published by other industrial countries are not, in most cases, comparable to U.S. unemployment statistics. Therefore, the Bureau adjusts the figures for selected countries, where necessary, for all known major definitional differences. Although precise comparability may not be achieved, these adjusted figures provide a better basis for international comparisons than the figures regularly published by each country.

Definitions

For the principal U.S. definitions of the **labor force**, **employment**, and **unemployment**, see the Notes section on Employment and Unemployment Data: Household survey data.

Notes on the data

The adjusted statistics have been adapted to the age at which compulsory schooling ends in each country, rather than to the U.S. standard of 16 years of age and older. Therefore, the adjusted statistics relate to the population age 16 and older in France, Sweden, and from 1973 onward in the United Kingdom; 15 and older in Canada, Australia, Japan, Germany, Italy, the Netherlands, and prior to 1973, the United Kingdom; and 14 and older in Italy prior to 1993. The institutional population is included in the denominator of the labor force participation rates and employment-population ratios for Japan and Germany; it is excluded for the United States and the other countries.

In the U.S. labor force survey, persons on layoff who are awaiting recall to their jobs are classified as unemployed. European and Japanese layoff practices are quite different in nature from those in the United States; therefore, strict application of the U.S. definition has not been made on this point. For further information, see *Monthly Labor Review,* December 1981, pp. 8–11.

The figures for one or more recent years for France, Germany, Italy, the Netherlands, and the United Kingdom are calculated using adjustment factors based on labor force surveys for earlier years and are considered preliminary. The recent-year measures for these countries, therefore, are subject to revision whenever data from more current labor force surveys become available.

There are breaks in the data series for the United States (1994), Italy (1986, 1991, 1993), and Sweden (1987, 1993). For the United States, the break in series reflects a number of changes in the labor force survey beginning with data for January 1994. Data for 1994 are not directly comparable with those for earlier years. See the Notes section on Employment and Unemployment Data of this *Review*.

For Italy, the 1986 break in series reflects more accurate enumeration of the number of people reported as seeking work in the last 30 days. The impact was to increase the Italian unemployment rates approximating U.S. concepts by about 1 percentage point. In 1991, the survey sample was modified to obtain more reliable estimates by sex and age. The impact was to raise the adjusted Italian unemployment rate by approximately 0.3 percentage point. In 1993, the survey methodology was revised and the definition of unemployment was changed to include only those who were actively looking for a job within the 30 days preceding the survey and who were available for work. In addition, the lower age limit for the labor force was raised from 14 to 15 years. (Prior to these changes, BLS adjusted Italy's published unemployment rate downward by excluding from the unemployed persons who had not actively sought work in the past 30 days.) The break in the series also reflects the incorporation of the 1991 population census results. The impact of these changes was to raise Italy's adjusted unemployment rate by approximately 1.1 percentage points. These changes did not affect employment significantly, except in 1993. Estimates by the Italian Statistical Office indicate that employment declined by about 3 percent in 1993, rather than the 4.5 percent indicated by the data shown in table 47. This difference is attributable mainly to the incorporation of the 1991 population census bench-

marks in the 1993 data. Data for earlier years have not yet been adjusted to incorporate the 1991 census results.

Sweden introduced a new questionnaire in 1987. Questions regarding current availability were added and the period of active workseeking was reduced from 60 days to 4 weeks. These changes result in lowering Sweden's unemployment rate by 0.5 percentage point. In 1993, the measurement period for the labor force survey was changed to represent all 52 weeks of the year, rather than one week each month, and a new adjustment for population totals was introduced. The impact was to raise the unemployment rate by approximately 0.5 percentage point. The data for 1993 onward are not seasonally adjusted because the previous seasonal adjustment pattern is not applicable following the 1993 break in series.

Preliminary estimates by the Swedish Statistics Bureau indicate that employment linked for the 1993 break in series declined by about 5-1/2 percent in 1993, rather than the nearly 7 percent indicated by the data shown in table 47.

FOR ADDITIONAL INFORMATION on this series, contact the Division of Foreign Labor Statistics: (202) 606–5654.

Manufacturing productivity and labor costs

Description of the series

Table 48 presents comparative measures of manufacturing labor productivity, hourly compensation costs, and unit labor costs for the United States, Canada, Japan, and nine European countries. These measures are limited to trend comparisons—that is, intercountry series of changes over time—rather than level comparisons because reliable international comparisons of the levels of manufacturing output are unavailable. The hours and compensation measures refer to all employed persons, including self-empoyed persons and unpaid family workers, in the United States and Canada and to all employees (wage and salary earners) in the other countries.

Definitions

Output, in general, refers to value added in manufacturing (gross product originating) in constant prices from the national accounts of each country. However, output for Japan prior to 1970 and the Netherlands from 1969 to 1977 are indexes of industrial production. The national accounts measures for the United Kingdom are essentially identical to its indexes of industrial production. While methods of deriving national accounts measures differ substantially from country to country, the use of different procedures does not, in itself, connote lack of comparability—rather, it reflects differences among countries in the availability and reliability of underlying data series.

Hours refer to hours worked in all countries. The measures are developed from statistics of manufacturing employment and average hours. The series used for France (from 1970 forward), Norway, and Sweden are official series published with the national accounts. Where official total hours series are not available. the measures are developed by the Bureau using employment figures published with the national accounts, or other comprehensive employment series, and estimates of annual hours worked.

Compensation (labor cost) includes all payments in cash or kind made directly to employees plus employer expenditures for legally required insurance programs and contractual and private benefit plans. In addition, for some countries, compensation is increased to account for other significant taxes on payrolls or employment (or reduced to reflect subsidies), even if they are not for the direct benefit of workers, because such taxes are regarded as labor costs. However, compensation does not include all items of labor costs. The costs of recruitment, employee training, and plant facilities and services—such as cafeterias and medical clinics—are not covered because data are not available for most countries. The compensation measures are from the national accounts, except those for Belgium, which are developed by the Bureau using statistics on employment, average hours, and hourly compensation. Self-employed workers are included in the U.S. and Canadian compensation figures by assuming that their hourly compensation is equal to the average for wage and salary employees.

Notes on the data

In general, the measures relate to total manufacturing as defined by the International Standard Industrial Classification. However, the measures for France. Italy (beginning 1970), and the United Kingdom (beginning 1971) refer to mining and manufacturing less energy-related products; the measures for Denmark include mining and exclude manufacturing handicrafts from 1960 to 1966; and the measures for the Netherlands exclude petroleum refining and include coal mining from 1969 to 1976.

The figures for one or more recent years are generally based on current indicators of manufacturing output (such as industrial production indexes), employment, average hours, and hourly compensation and are considered preliminary until the national accounts and other statistics used for the long-term measures becomes available.

FOR ADDITIONAL INFORMATION on this series, contact the Division of Foreign Labor Statistics: (202) 606–5654.

Occupational Injury and Illness Data

(Table 49)

Description of the series

The Annual Survey of Occupational Injuries and Illnesses is designed to collect data on injuries and illnesses based on records which employers in the following industries maintain under the Occupational Safety and Health Act of 1970: agriculture, forestry, and fishing; oil and gas extraction; construction; manufacturing; transportation and public utilities; wholesale and retail trade; finance, insurance, and real estate; and services. Excluded from the survey are self-employed individuals, farmers with fewer than 11 employees, employers regulated by other Federal safety and health laws, and Federal, State, and local government agencies.

Because the survey is a Federal-State cooperative program and the data must meet the needs of participating State agencies, an independent sample is selected for each State. The sample is selected to represent all private industries in the States and territories. The sample size for the survey is dependent upon (1) the characteristics for which estimates are needed; (2) the industries for which estimates are desired; (3) the characteristics of the population being sampled; (4) the target reliability of the estimates; and (5) the survey design employed.

While there are many characteristics upon which the sample design could be based, the total recorded case incidence rate is used because it is one of the most important characteristics and the least variable; therefore, it requires the smallest sample size.

The survey is based on stratified random sampling with a Neyman allocation and a ratio estimator. The characteristics used to stratify the establishments are the Standard Industrial Classification (SIC) code and size of employment.

Definitions

Recordable occupational injuries and illnesses are: (1) occupational deaths, regardless of the time between injury and death, or the length of the illness; or (2) nonfatal occupational illnesses; or (3) nonfatal occupational injuries which involve one or more

of the following: loss of consciousness, restriction of work or motion, transfer to another job, or medical treatment (other than first aid).

Occupational injury is any injury, such as a cut, fracture, sprain, amputation, and so forth, which results from a work accident or from exposure involving a single incident in the work environment.

Occupational illness is an abnormal condition or disorder, other than one resulting from an occupational injury, caused by exposure to environmental factors associated with employment. It includes acute and chronic illnesses or disease which may be caused by inhalation, absorption, ingestion, or direct contact.

Lost workday cases are cases which involve days away from work, or days of restricted work activity, or both.

Lost workday cases involving restricted work activity are those cases which result in restricted work activity only.

Lost workdays away from work are the number of workdays (consecutive or not) on which the employee would have worked but could not because of occupational injury or illness.

Lost workdays—restricted work activity are the number of workdays (consecutive or not) on which, because of injury or illness: (1) the employee was assigned to another job on a temporary basis; (2) the employee worked at a permanent job less than full time; or (3) the employee worked at a permanently assigned job but could not perform all duties normally connected with it.

The number of days away from work or days of restricted work activity does not include the day of injury or onset of illness or any days on which the employee would not have worked even though able to work.

Incidence rates represent the number of injuries and/or illnesses or lost workdays per 100 full-time workers.

Notes on the data

Estimates are made for industries and employment-size classes and for severity classification: fatalities, lost workday cases, and nonfatal cases without lost workdays. Lost workday cases are separated into those in which the employee would have worked but could not and those in which work activity was restricted. Estimates of the number of cases and the number of days lost are made for both categories.

Most of the estimates are in the form of incidence rates, defined as the number of injuries and illnesses or lost workdays per 100 full-time employees. For this purpose, 200,000 employee hours represent 100 employee years (2,000 hours per employee). Full detail of the available measures is presented in the annual bulletin, *Occupational Injuries and Illnesses in the United States, by Industry.*

Comparable data for individual States are available from the BLS Office of Safety, Health, and Working Conditions.

Mining and railroad data are furnished to BLS by the Mine Safety and Health Administration and the Federal Railroad Administration. Data from these organizations are included in BLS and State publications. Federal employees experience is compiled and published by the Occupational Safety and Health Administration. Data on State and local government employees are collected by about half of the States and territories; these data are not compiled nationally.

The Supplementary Data System provides detailed information describing various factors associated with work-related injuries and illnesses. These data are obtained from information reported by employers to State workers' compensation agencies. The Work Injury Report program examines selected types of accidents through an employee survey which focuses on the circumstances surrounding the injury. These data are available from the BLS Office of Safety, Health, and Working Conditions.

The definitions of occupational injuries and illnesses and lost workdays are from *Recordkeeping Requirements under the Occupational Safety and Health Act of 1970.*

FOR ADDITIONAL INFORMATION on occupational injuries and illnesses, contact the Division of Safety and Health Statistics: (202) 606–6166.

1. Labor market indicators

Selected indicators	1993	1994	1993			1994				1995
			II	III	IV	I	II	III	IV	I
Employment data[1]										
Employment status of the civilian noninstitutionalized population (household survey):[2]										
Labor force participation rate	66.2	66.6	66.2	66.1	66.2	66.7	66.5	66.5	66.6	66.9
Employment-population ratio	61.6	62.5	61.6	61.7	61.9	62.3	62.4	62.5	62.9	63.2
Unemployment rate	6.8	6.1	7.0	6.7	6.5	6.6	6.2	6.0	5.6	5.5
Men	7.1	6.2	7.3	7.1	6.7	6.7	6.2	6.0	5.6	5.5
16 to 24 years	14.3	13.2	14.9	14.2	13.5	14.1	13.3	13.1	12.2	11.9
25 years and over	5.8	4.8	5.8	5.8	5.5	5.2	4.8	4.7	4.4	4.2
Women	6.5	6.0	6.6	6.4	6.3	6.4	6.2	5.9	5.6	5.6
16 to 24 years	12.2	11.6	12.6	11.7	11.6	12.1	11.9	11.6	11.0	11.2
25 years and over	5.4	4.9	5.4	5.3	5.3	5.3	5.0	4.8	4.5	4.4
Employment, nonfarm (payroll data), in thousands:[2]										
Total	110,525	113,429	110,251	110,755	111,363	111,976	112,995	113,908	114,781	115,578
Private sector	91,708	94,389	91,461	91,910	92,470	93,057	93,990	94,821	95,627	96,425
Goods-producing	23,256	23,584	23,256	23,215	23,275	23,350	23,534	23,634	23,805	23,968
Manufacturing	18,003	18,063	18,025	17,951	17,942	17,973	18,020	18,079	18,184	18,281
Service-producing	87,269	89,844	86,995	87,540	88,088	88,626	89,461	90,274	90,976	91,609
Average hours:										
Private sector	34.5	34.6	34.5	34.5	34.5	34.6	34.7	34.5	34.7	34.6
Manufacturing	41.4	42.0	41.4	41.5	41.7	41.7	42.1	42.0	42.1	42.1
Overtime	4.1	4.7	4.1	4.1	4.4	4.6	4.7	4.6	4.8	4.8
Employment Cost Index										
Percent change in the ECI, compensation:										
All workers (excluding farm, household, and Federal workers)	3.5	3.0	.7	1.0	.6	.9	.7	1.0	.4	.8
Private industry workers	3.6	3.1	.8	.9	.6	1.0	.8	.8	.4	.8
Goods-producing[3]	3.9	3.1	.9	.7	.6	1.0	1.0	.7	.3	.8
Service-producing[3]	3.6	2.9	.8	1.0	.7	.9	.7	.9	.4	.9
State and local government workers	2.8	3.0	.3	1.5	.4	.6	.4	1.5	.5	.6
Workers by bargaining status (private industry):										
Union	4.3	2.7	1.1	.8	.8	.8	.9	.7	.3	.7
Nonunion	3.5	3.1	.8	.9	.6	1.0	.8	.8	.4	.9

[1] Data for 1994 are not directly comparable with data for 1993 and prior years. For additional information, see the box note under "Employment and Unemployment Data" in the notes to this section.

[2] Quarterly data seasonally adjusted.

[3] Goods-producing industries include mining, construction, and manufacturing. Service-producing industries include all other private sector industries.

2. Annual and quarterly percent changes in compensation, prices, and productivity

Selected measures	1993	1994	1993			1994				1995
			II	III	IV	I	II	III	IV	I
Compensation data: [1], [2]										
Employment Cost Index--compensation (wages, salaries, benefits):										
Civilian nonfarm	3.5	3.0	0.7	1.0	0.6	0.9	0.7	1.0	0.4	0.8
Private nonfarm	3.6	3.1	.8	.9	.6	1.0	.8	.8	.4	.8
Employment Cost Index--wages and salaries										
Civilian nonfarm	3.1	2.8	.6	1.0	.6	.6	.7	1.0	.5	.7
Private nonfarm	3.1	2.8	.6	1.0	.6	.7	.8	.8	.5	.8
Price data: [1]										
Consumer Price Index (All urban consumers): All items	2.7	2.7	.6	.5	.5	1.0	.5	.9	.2	1.1
Producer Price Index:										
Finished goods	.2	1.7	.6	−1.4	.2	.6	.6	.0	.5	.6
Finished consumer goods	−.2	1.6	.8	−1.5	−.2	.6	.6	.2	.3	.5
Capital equipment	1.8	2.0	−.2	−.5	1.7	.8	.4	−.5	1.2	.7
Intermediate materials, supplies, components	1.0	4.4	.6	.1	−.7	.7	1.2	1.6	.8	2.1
Crude materials	.1	−.5	1.6	−3.1	.0	3.1	−.9	−3.4	.8	1.8

3. Alternative measures of wage and compensation changes

Components	1993	1994				1995	1993	1994				1995
	IV	I	II	III	IV	I	IV	I	II	III	IV	I
Employment Cost Index--compensation:												
Civilian nonfarm [1]	0.6	0.9	0.7	1.0	0.4	0.8	3.5	3.2	3.2	3.2	3.0	2.9
Private nonfarm	.6	1.0	.8	.8	.4	.8	3.6	3.3	3.4	3.3	3.1	2.9
Union	.8	.8	.9	.7	.3	.7	4.3	3.5	3.3	3.2	2.7	2.6
Nonunion	.6	1.0	.8	.8	.4	.9	3.5	3.3	3.4	3.3	3.1	3.0
State and local governments	.4	.6	.4	1.5	.5	.6	2.8	2.8	2.9	3.0	3.0	3.1
Employment Cost Index--wages and salaries:												
Civilian nonfarm [1]	.6	.6	.7	1.0	.5	.7	3.1	2.9	3.0	2.9	2.8	3.0
Private nonfarm	.6	.7	.8	.8	.5	.8	3.1	2.9	3.1	2.9	2.8	2.9
Union	.8	.7	.9	.9	.4	.6	3.0	3.0	3.2	3.3	2.9	2.8
Nonunion	.6	.7	.8	.8	.5	.8	3.1	2.9	3.0	2.8	2.7	2.9
State and local governments	.3	.6	.2	1.7	.5	.7	2.7	2.7	2.8	2.9	3.1	3.2
Total effective wage adjustments [2]	.7	.4	.8	.9	.6	.3	3.0	2.9	2.7	2.9	2.7	2.6
From current settlements	.5	.1	.2	.1	.2	([3])	.9	.9	.9	.8	.6	.5
From prior settlements	.2	.3	.6	.7	.3	.2	1.9	1.8	1.7	1.9	1.9	1.9
From cost-of-living provision	([3])	([3])	.1	.1	.1	([3])	.2	.2	.2	.2	.2	.3
Negotiated wage adjustments from settlements: [2]												
First-year adjustments	2.8	3.0	2.0	1.0	2.2	1.9	2.3	2.4	2.2	2.3	2.0	1.8
Annual rate over life of contract	2.0	2.4	2.4	1.9	2.5	1.9	2.1	2.1	2.1	2.2	2.3	2.3
Negotiated wage and benefit adjustments from settlements: [4]												
First-year adjustment	3.8	3.0	3.4	([3])	1.5	1.4	3.0	3.0	3.1	3.1	2.3	2.1
Annual rate over life of contract	2.5	2.6	2.9	1.4	2.1	1.6	2.4	2.3	2.4	2.5	2.4	2.3

[1] Excludes Federal and household workers.
[2] Limited to major collective bargaining units of 1,000 workers or more. The most recent data are preliminary.
[3] Data round to zero.
[4] Limited to major collective bargaining units of 5,000 workers or more. The most recent data are preliminary.

4. Employment status of the population, by sex, age, race and Hispanic origin, monthly data seasonally adjusted

(Numbers in thousands)

Employment status	Annual average		1994									1995			
	1993	1994	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.
TOTAL															
Civilian noninstitutional population[1]	193,550	196,814	196,363	196,510	196,693	196,859	197,043	197,248	197,430	197,607	197,765	197,753	197,886	198,007	198,148
Civilian labor force	128,040	131,056	130,787	130,699	130,538	130,774	131,086	131,291	131,646	131,718	131,725	132,136	132,308	132,511	132,737
Participation rate	66.2	66.6	66.6	66.5	66.4	66.4	66.5	66.6	66.7	66.7	66.6	66.8	66.9	66.9	67.0
Employed	119,306	123,060	122,402	122,703	122,635	122,781	123,197	123,644	124,141	124,403	124,570	124,639	125,125	125,274	125,072
Employment-population ratio[2]	61.6	62.5	62.3	62.4	62.3	62.4	62.5	62.7	62.9	63.0	63.0	63.0	63.2	63.3	63.1
Unemployed	8,734	7,996	8,385	7,996	7,903	7,993	7,889	7,647	7,505	7,315	7,155	7,498	7,183	7,237	7,665
Unemployment rate	6.8	6.1	6.4	6.1	6.1	6.1	6.0	5.8	5.7	5.6	5.4	5.7	5.4	5.5	5.8
Not in labor force	65,509	65,758	65,576	65,811	66,155	66,085	65,957	65,957	65,784	65,889	66,040	65,617	65,578	65,496	65,412
Men, 20 years and over															
Civilian noninstitutional population[1]	85,907	87,151	86,946	87,000	87,095	87,123	87,248	87,321	87,439	87,529	87,617	87,528	87,572	87,622	87,664
Civilian labor force	66,069	66,921	66,741	66,652	66,602	66,747	66,817	66,909	67,177	67,345	67,450	67,539	67,552	67,643	67,563
Participation rate	76.9	76.8	76.8	76.6	76.5	76.6	76.6	76.6	76.8	76.9	77.0	77.2	77.1	77.2	77.1
Employed	61,865	63,294	62,959	63,080	63,043	63,076	63,271	63,517	63,820	64,051	64,281	64,133	64,478	64,465	64,224
Employment-population ratio[2]	72.0	72.6	72.4	72.5	72.4	72.4	72.5	72.7	73.0	73.2	73.4	73.3	73.6	73.6	73.3
Agriculture	2,263	2,351	2,362	2,384	2,334	2,314	2,377	2,293	2,329	2,377	2,410	2,390	2,512	2,519	2,384
Nonagricultural industries	59,602	60,943	60,597	60,696	60,709	60,762	60,894	61,224	61,491	61,674	61,871	61,743	61,965	61,946	61,840
Unemployed	4,204	3,627	3,782	3,572	3,559	3,671	3,546	3,392	3,357	3,294	3,169	3,406	3,074	3,178	3,339
Unemployment rate	6.4	5.4	5.7	5.4	5.3	5.5	5.3	5.1	5.0	4.9	4.7	5.0	4.6	4.7	4.9
Women, 20 years ond over															
Civilian noninstitutional population[1]	94,388	95,467	95,282	95,329	95,407	95,469	95,544	95,658	95,729	95,821	95,873	95,961	96,020	96,037	96,099
Civilian labor force	55,146	56,655	56,466	56,545	56,384	56,536	56,747	57,031	56,951	56,984	56,725	56,951	57,096	57,042	57,360
Participation rate	58.4	59.3	59.3	59.3	59.1	59.2	59.4	59.6	59.5	59.5	59.2	59.3	59.5	59.4	59.7
Employed	51,912	53,606	53,318	53,481	53,328	53,541	53,722	54,044	54,090	54,129	54,037	54,134	54,334	54,242	54,403
Employment-population ratio[2]	55.0	56.2	56.0	56.1	55.9	56.1	56.2	56.5	56.5	56.5	56.4	56.4	56.6	56.5	56.6
Agriculture	599	809	833	789	739	790	815	847	863	850	882	877	898	913	925
Nonagricultural industries	51,313	52,796	52,485	52,692	52,589	52,751	52,907	53,197	53,227	53,279	53,155	53,257	53,436	53,329	53,477
Unemployed	3,234	3,049	3,148	3,064	3,056	2,995	3,025	2,987	2,861	2,855	2,688	2,817	2,763	2,800	2,957
Unemployment rate	5.9	5.4	5.6	5.4	5.4	5.3	5.3	5.2	5.0	5.0	4.7	4.9	4.8	4.9	5.2
Both sexes, 16 to 19 years															
Civilian noninstitutional population[1]	13,255	14,196	14,135	14,181	14,191	14,267	14,251	14,269	14,261	14,257	14,274	14,263	14,294	14,348	14,385
Civilian labor force	6,826	7,481	7,580	7,502	7,552	7,491	7,522	7,351	7,518	7,389	7,550	7,646	7,660	7,826	7,814
Participation rate	51.5	52.7	53.6	52.9	53.2	52.5	52.8	51.5	52.7	51.8	52.9	53.6	53.6	54.5	54.3
Employed	5,530	6,161	6,125	6,142	6,264	6,164	6,204	6,083	6,231	6,223	6,252	6,372	6,313	6,567	6,446
Employment-population ratio[2]	41.7	43.4	43.3	43.3	44.1	43.2	43.5	42.6	43.7	43.6	43.8	44.7	44.2	45.8	44.8
Agriculture	212	249	243	240	221	229	244	271	302	273	240	308	245	266	285
Nonagricultural industries	5,317	5,912	5,882	5,902	6,043	5,935	5,960	5,812	5,929	5,950	6,012	6,064	6,068	6,300	6,160
Unemployed	1,296	1,320	1,455	1,360	1,288	1,327	1,318	1,268	1,287	1,166	1,298	1,274	1,347	1,260	1,369
Unemployment rate	19.0	17.6	19.2	18.1	17.1	17.7	17.5	17.2	17.1	15.8	17.2	16.7	17.6	16.1	17.5
White															
Civilian noninstitutional population[1]	163,921	165,555	165,259	165,351	165,472	165,576	165,696	165,832	165,954	166,072	166,175	166,361	166,444	166,521	166,613
Civilian labor force	109,359	111,082	110,809	110,829	110,523	110,911	111,186	111,381	111,555	111,637	111,715	111,876	111,830	111,999	112,153
Participation rate	66.7	67.1	67.1	67.0	66.8	67.0	67.1	67.2	67.2	67.2	67.2	67.2	67.2	67.3	67.3
Employed	102,812	105,190	104,591	104,978	104,687	105,006	105,401	105,740	106,010	106,242	106,352	106,366	106,604	106,698	106,500
Employment-population ratio[2]	62.7	63.5	63.3	63.5	63.3	63.4	63.6	63.8	63.9	64.0	64.0	63.9	64.0	64.1	63.9
Unemployed	6,547	5,892	6,218	5,851	5,836	5,905	5,785	5,641	5,545	5,395	5,363	5,510	5,226	5,301	5,653
Unemployment rate	6.0	5.3	5.6	5.3	5.3	5.3	5.2	5.1	5.0	4.8	4.8	4.9	4.7	4.7	5.0
Black															
Civilian noninstitutional population[1]	22,329	22,879	22,799	22,824	22,855	22,883	22,917	22,955	22,990	23,023	23,052	23,089	23,117	23,142	23,169
Civilian labor force	13,943	14,502	14,507	14,510	14,481	14,380	14,429	14,477	14,649	14,578	14,541	14,697	14,868	14,818	14,938
Participation rate	62.4	63.4	63.6	63.6	63.4	62.8	63.0	63.1	63.7	63.3	63.1	63.7	64.3	64.0	64.5
Employed	12,146	12,835	12,775	12,810	12,838	12,767	12,795	12,927	13,022	13,054	13,119	13,192	13,362	13,370	13,337
Employment-population ratio[2]	54.4	56.1	56.0	56.1	56.2	55.8	55.8	56.3	56.6	56.7	56.9	57.1	57.8	57.8	57.6
Unemployed	1,796	1,666	1,732	1,700	1,643	1,613	1,634	1,550	1,627	1,524	1,422	1,505	1,505	1,448	1,601
Unemployment rate	12.9	11.5	11.9	11.7	11.3	11.2	11.3	10.7	11.1	10.5	9.8	10.2	10.1	9.8	10.7

See footnotes at end of table.

4. Continued— Employment status of the population, by sex, age, race and Hispanic origin, monthly data seasonally adjusted

(Numbers in thousands)

Employment status	Annual average		1994									1995			
	1993	1994	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.
Hispanic origin															
Civilian noninstitutional population[1]	15,753	18,117	17,993	18,041	18,092	18,143	18,193	18,244	18,291	18,339	18,385	18,368	18,413	18,458	18,509
Civilian labor force	10,377	11,975	11,873	11,916	11,896	11,956	12,002	11,997	12,222	12,324	12,224	12,036	12,017	12,001	12,131
Participation rate	65.9	66.1	66.0	66.0	65.8	65.9	66.0	65.8	66.8	67.2	66.5	65.5	65.3	65.0	65.5
Employed	9,272	10,788	10,601	10,735	10,682	10,760	10,786	10,806	11,074	11,236	11,105	10,811	10,943	10,903	11,058
Employment-population ratio[2]	58.9	59.5	58.9	59.5	59.0	59.3	59.3	59.2	60.5	61.3	60.4	58.9	59.4	59.1	59.7
Unemployed	1,104	1,187	1,272	1,181	1,214	1,196	1,216	1,191	1,148	1,088	1,119	1,224	1,073	1,098	1,073
Unemployment rate	10.6	9.9	10.7	9.9	10.2	10.0	10.1	9.9	9.4	8.8	9.2	10.2	8.9	9.1	8.8

[1] The population figures are not seasonally adjusted.

[2] Civilian employment as a percent of the civilian noninstitutional population.

NOTE: Data for 1994 are not directly comparable with data for 1993 and earlier years. For additional information, see the box note under "Employment and Unemployment Data" in the notes to this section.

Detail for the above race and Hispanic-origin groups will not sum to totals because data for the "other races" groups are not presented and Hispanics are included in both the white and black population groups.

5. Selected employment indicators, monthly data seasonally adjusted

(In thousands)

Selected categories	Annual average		1994									1995			
	1993	1994	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.
CHARACTERISTIC															
Employed, 16 years and over	119,306	123,060	122,402	122,703	122,635	122,781	123,197	123,644	124,141	124,403	124,570	124,639	125,125	125,274	125,072
Men	64,700	66,450	66,058	66,197	66,255	66,226	66,458	66,682	67,059	67,244	67,483	67,386	67,709	67,811	67,588
Women	54,606	56,610	56,344	56,506	56,380	56,555	56,739	56,962	57,082	57,159	57,087	57,252	57,416	57,462	57,484
Married men, spouse present	40,869	41,414	41,357	41,330	41,313	41,281	41,487	41,557	41,511	41,530	41,608	41,601	42,190	42,132	42,086
Married women, spouse present	30,512	31,536	31,382	31,372	31,193	31,462	31,593	31,905	31,764	31,775	31,723	31,705	31,893	32,135	32,108
Women who maintain families	6,764	7,053	7,096	7,061	7,008	7,016	6,974	7,029	7,098	7,141	7,074	7,199	7,067	7,071	7,152
CLASS OF WORKER															
Agriculture:															
Wage and salary workers	1,637	1,715	1,695	1,736	1,675	1,669	1,728	1,712	1,764	1,767	1,738	1,866	1,970	1,987	1,884
Self-employed workers	1,332	1,645	1,707	1,637	1,584	1,619	1,654	1,630	1,652	1,677	1,714	1,663	1,684	1,674	1,649
Unpaid family workers	105	49	45	43	46	50	50	63	43	48	49	35	27	57	70
Nonagricultural industries:															
Wage and salary workers	107,011	110,517	109,828	110,164	110,215	110,345	110,576	111,100	111,686	111,770	111,960	111,987	112,461	112,649	112,578
Government	18,504	18,293	18,343	18,378	18,294	18,281	18,225	18,306	18,201	18,357	18,340	18,295	18,504	18,685	18,646
Private industries	88,507	92,224	91,485	91,786	91,921	92,064	92,351	92,794	93,485	93,413	93,620	93,692	93,957	93,964	93,932
Private households	1,105	966	1,003	978	966	940	881	903	935	999	1,023	1,075	1,075	1,039	988
Other	87,402	91,258	90,482	90,808	90,955	91,124	91,470	91,891	92,550	92,414	92,597	92,617	92,882	92,925	92,945
Self-employed workers	9,003	9,003	9,010	9,049	8,964	8,962	9,021	8,989	8,878	8,915	8,959	9,039	8,904	8,865	8,848
Unpaid family workers	218	131	133	129	148	140	131	134	131	120	121	95	118	129	110
PERSONS AT WORK PART TIME[1]															
All industries:															
Part time for economic reasons	6,348	4,625	4,779	4,792	4,766	4,467	4,348	4,333	4,411	4,411	4,422	4,693	4,460	4,530	4,469
Slack work or business conditions	3,140	2,432	2,418	2,503	2,464	2,431	2,396	2,404	2,394	2,394	2,384	2,504	2,372	2,333	2,517
Could only find part-time work	2,908	1,871	2,043	1,981	1,927	1,698	1,618	1,697	1,791	1,736	1,734	1,777	1,739	1,902	1,686
Part time for noneconomic reasons	15,062	17,638	17,417	17,441	17,452	17,922	17,955	17,609	17,644	17,756	17,576	17,940	18,041	17,627	18,121
Nonagricultural industries:															
Part time for economic reasons	6,106	4,414	4,583	4,583	4,510	4,273	4,173	4,154	4,226	4,246	4,254	4,430	4,187	4,347	4,171
Slack work or business conditions	2,977	2,311	2,298	2,386	2,349	2,318	2,272	2,290	2,257	2,282	2,272	2,359	2,216	2,226	2,328
Could only find part-time work	2,832	1,824	2,007	1,942	1,883	1,661	1,583	1,646	1,756	1,689	1,690	1,737	1,687	1,854	1,624
Part time for noneconomic reasons	14,637	17,007	16,620	16,841	16,909	17,308	17,314	16,982	16,992	17,101	16,917	17,307	17,381	16,991	17,232

[1] Excludes persons "with a job but not at work" during the survey period for such reasons as vacation, illness, or industrial disputes.

NOTE: Data for 1994 are not directly comparable with data for 1993 and earlier years. For additional information, see the box note under "Employment and Unemployment Data" in the notes to this section.

6. Selected unemployment indicators, monthly data seasonally adjusted

(Unemployment rates)

Selected categories	Annual average		1994									1995			
	1993	1994	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.
CHARACTERISTIC															
Total, all workers	6.8	6.1	6.4	6.1	6.1	6.1	6.0	5.8	5.7	5.6	5.4	5.7	5.4	5.5	5.8
Both sexes, 16 to 19 years	19.0	17.6	19.2	18.1	17.1	17.7	17.5	17.2	17.1	15.8	17.2	16.7	17.6	16.1	17.5
Men, 20 years and over	6.4	5.4	5.7	5.4	5.3	5.5	5.3	5.1	5.0	4.9	4.7	5.0	4.6	4.7	4.9
Women, 20 years and over	5.9	5.4	5.6	5.4	5.4	5.3	5.3	5.2	5.0	5.0	4.7	4.9	4.8	4.9	5.2
White, total	6.0	5.3	5.6	5.3	5.3	5.3	5.2	5.1	5.0	4.8	4.8	4.9	4.7	4.7	5.0
Both sexes, 16 to 19 years	16.2	15.1	17.1	15.5	14.3	14.7	14.6	14.8	14.4	13.5	14.7	14.1	14.7	13.6	14.6
Men, 16 to 19 years	17.6	16.3	18.3	17.0	15.1	16.1	15.4	16.2	15.2	14.3	16.0	15.0	16.1	14.7	15.3
Women, 16 to 19 years	14.6	13.8	15.9	13.7	13.6	13.1	13.7	13.3	13.5	12.6	13.2	13.1	13.1	12.4	13.8
Men, 20 years and over	5.6	4.8	5.0	4.7	4.7	4.8	4.6	4.4	4.4	4.3	4.2	4.4	4.0	4.2	4.4
Women, 20 years and over	5.1	4.6	4.7	4.6	4.7	4.7	4.6	4.6	4.4	4.3	4.1	4.3	4.1	4.2	4.5
Black, total	12.9	11.5	11.9	11.7	11.3	11.2	11.3	10.7	11.1	10.5	9.8	10.2	10.1	9.8	10.7
Both sexes, 16 to 19 years	38.9	35.2	35.5	38.2	36.1	37.3	36.1	32.1	37.5	33.0	34.6	35.5	35.7	31.2	35.6
Men, 16 to 19 years	40.1	37.6	39.7	40.9	39.3	41.4	39.9	30.8	35.9	32.0	34.3	34.0	38.7	31.7	35.4
Women, 16 to 19 years	37.5	32.6	31.0	35.0	32.6	32.7	31.9	33.4	39.1	34.1	35.0	37.1	32.4	30.7	35.8
Men, 20 years and over	12.1	10.3	10.5	10.3	10.0	10.4	10.2	9.8	9.5	9.2	8.3	9.2	7.9	7.8	8.9
Women, 20 years and over	10.6	9.8	10.5	10.0	9.5	8.8	9.4	9.0	9.2	8.9	8.3	8.5	9.0	9.1	9.3
Hispanic origin, total	10.6	9.9	10.7	9.9	10.2	10.0	10.1	9.9	9.4	8.8	9.2	10.2	8.9	9.1	8.8
Married men, spouse present	4.4	3.7	3.9	3.7	3.6	3.6	3.5	3.4	3.3	3.2	3.2	3.4	3.0	3.2	3.4
Married women, spouse present	4.6	4.1	4.2	4.1	4.2	4.0	4.1	4.0	4.0	3.9	3.7	3.7	3.6	3.9	4.2
Women who maintain families	9.5	8.9	9.1	8.9	8.8	7.9	8.8	8.9	8.9	8.7	8.8	8.9	8.1	7.6	9.0
Full-time workers	7.4	6.8	6.4	6.1	6.1	6.1	6.0	5.8	5.8	5.6	5.3	5.5	5.3	5.4	5.6
Part-time workers	7.4	7.1	6.2	6.2	5.9	6.0	6.2	5.8	5.6	5.4	5.9	6.2	6.0	5.8	6.3
INDUSTRY															
Nonagricultural private wage and salary workers	7.0	6.3	6.6	6.4	6.3	6.3	6.1	6.0	5.9	5.9	5.6	5.7	5.5	5.5	5.9
Mining	7.3	5.4	6.6	6.0	6.1	6.0	5.0	5.1	4.7	4.5	3.9	5.1	5.2	6.1	4.3
Construction	14.3	11.8	12.4	11.7	11.7	11.1	10.7	10.7	10.7	10.7	10.9	11.7	10.5	10.8	11.8
Manufacturing	7.2	5.6	5.8	5.6	5.5	5.6	5.3	5.3	5.1	5.1	4.9	4.7	4.4	4.5	4.8
Durable goods	7.1	5.2	5.5	5.3	5.2	5.5	5.3	5.3	4.8	4.3	4.6	4.2	3.9	4.2	4.4
Nondurable goods	7.3	6.0	6.3	5.9	5.9	5.8	5.3	5.4	5.6	6.0	5.4	5.4	5.0	4.9	5.4
Transportation and public utilities	5.1	4.8	5.3	4.9	4.9	5.1	4.8	4.5	4.4	4.6	4.2	4.7	4.5	4.5	4.6
Wholesale and retail trade	7.8	7.4	7.6	7.4	7.2	7.5	7.4	7.0	7.2	7.0	6.7	6.6	6.4	6.2	6.8
Finance,insurance, and real estate	4.1	3.6	3.5	3.6	3.7	3.7	3.7	4.3	3.4	3.6	2.9	2.9	3.5	3.3	3.4
Services	6.5	6.1	6.2	6.0	5.9	5.9	5.7	5.5	5.3	5.4	5.2	5.2	5.2	5.3	5.6
Government workers	3.3	3.4	3.6	3.5	3.7	3.4	3.6	3.2	3.2	2.7	3.1	3.2	2.8	2.7	3.1
Agricultural wage and salary workers	11.6	11.3	10.8	8.8	8.6	12.1	11.1	11.1	10.3	10.4	11.1	10.7	9.1	10.5	11.3

NOTE: Data for 1994 are not directly comparable with data for 1993 and earlier years. For additional information, see the box note under "Employment and Unemployment Data" in the notes to this section.

7. Unemployment rates by sex and age, monthly data seasonally adjusted

(Civilian workers)

Sex and age	Annual average		1994									1995			
	1993	1994	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.
Total, 16 years and over	6.8	6.1	6.4	6.1	6.1	6.1	6.0	5.8	5.7	5.6	5.4	5.7	5.4	5.5	5.8
16 to 24 years	13.3	12.5	13.2	12.6	12.2	12.5	12.6	12.1	11.8	11.4	11.6	11.4	11.7	11.6	11.8
16 to 19 years	19.0	17.6	19.2	18.1	17.1	17.7	17.5	17.2	17.1	15.8	17.2	16.7	17.6	16.1	17.5
16 to 17 years	21.3	19.9	23.5	20.4	20.1	20.3	19.9	18.8	17.8	17.2	18.1	20.0	20.7	20.0	20.6
18 to 19 years	17.5	16.0	16.5	16.3	15.4	15.7	15.6	16.0	16.8	14.7	16.6	14.2	15.3	13.0	15.7
20 to 24 years	10.5	9.7	10.0	9.6	9.5	9.7	9.9	9.4	9.0	9.1	8.6	8.5	8.5	9.1	8.7
25 years and over	5.6	4.8	5.0	4.8	4.8	4.8	4.7	4.6	4.5	4.5	4.3	4.5	4.2	4.2	4.6
25 to 54 years	5.8	5.0	5.2	4.9	4.9	4.9	4.8	4.8	4.7	4.5	4.4	4.6	4.3	4.3	4.7
55 years and over	4.3	4.1	4.3	4.2	4.0	4.2	4.2	3.8	3.9	3.9	3.5	3.9	3.4	3.5	3.8
Men, 16 years and over	7.1	6.2	6.5	6.2	6.0	6.3	6.1	5.8	5.7	5.5	5.5	5.7	5.4	5.4	5.7
16 to 24 years	14.3	13.2	13.8	13.5	12.7	13.4	13.3	12.6	12.4	11.8	12.2	12.0	12.1	11.7	11.8
16 to 19 years	20.4	19.0	20.2	19.9	18.0	19.4	18.8	18.5	18.1	16.5	18.5	17.4	19.4	17.0	17.8
16 to 17 years	22.8	21.0	24.9	22.4	21.6	20.9	20.7	19.4	18.2	16.5	18.8	20.9	22.6	20.2	21.7
18 to 19 years	18.8	17.6	18.0	18.0	16.6	18.0	17.1	17.5	18.1	16.5	18.2	14.5	16.7	14.6	16.1
20 to 24 years	11.3	10.2	10.5	10.1	9.9	10.3	10.5	9.5	9.4	9.5	9.0	9.1	8.2	8.9	8.6
25 years and over	5.8	4.8	5.0	4.7	4.8	4.9	4.7	4.5	4.5	4.4	4.3	4.5	4.0	4.1	4.5
25 to 54 years	5.9	4.9	5.1	4.8	4.8	4.9	4.8	4.6	4.6	4.4	4.3	4.6	4.2	4.2	4.5
55 years and over	4.7	4.3	4.5	4.4	4.2	4.5	4.2	3.9	4.1	4.0	3.5	4.0	3.6	3.7	4.3
Women, 16 years and over	6.5	6.0	6.3	6.1	6.1	5.9	6.0	5.8	5.7	5.6	5.4	5.6	5.5	5.5	5.9
16 to 24 years	12.2	11.6	12.6	11.6	11.6	11.5	11.7	11.6	11.2	10.9	10.9	10.7	11.2	11.5	11.9
16 to 19 years	17.4	16.2	18.1	16.2	16.0	15.9	16.1	15.9	16.0	15.0	15.8	15.9	15.6	15.2	17.2
16 to 17 years	19.6	18.7	22.1	18.3	18.5	19.7	19.0	18.2	17.4	17.9	17.4	19.1	18.7	19.8	19.4
18 to 19 years	16.0	14.3	14.9	14.6	14.2	13.1	14.0	14.2	15.4	12.8	14.9	13.9	13.7	11.3	15.2
20 to 24 years	9.6	9.2	9.4	9.0	9.1	9.1	9.3	9.3	8.6	8.7	8.1	7.8	8.7	9.4	8.8
25 years and over	5.4	4.9	5.1	5.0	4.9	4.8	4.8	4.7	4.6	4.6	4.3	4.6	4.3	4.3	4.7
25 to 54 years	5.6	5.0	5.3	5.1	5.1	5.0	4.9	5.0	4.8	4.7	4.4	4.6	4.5	4.4	5.0
55 years and over	3.8	3.9	4.0	3.9	3.8	3.7	4.1	3.6	3.7	3.8	3.4	3.7	3.2	3.4	3.3

8. Unemployed persons by reason for unemployment, monthly data seasonally adjusted

(Numbers in thousands)

Reason for unemployment	Annual average		1994									1995			
	1993	1994	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.
Job losers[1]	4,769	3,815	3,880	3,640	3,734	3,863	3,706	3,574	3,513	3,495	3,442	3,658	3,339	3,352	3,532
On temporary layoff	1,104	977	979	811	931	1,031	1,012	824	848	881	930	1,061	1,025	1,032	1,145
Not on temporary layoff	3,664	2,838	2,901	2,829	2,803	2,832	2,694	2,750	2,665	2,614	2,512	2,598	2,314	2,320	2,387
Job leavers	946	791	810	796	788	770	786	874	755	710	704	694	773	811	817
Reentrants	2,145	2,786	3,164	2,863	2,785	2,766	2,758	2,620	2,626	2,575	2,525	2,488	2,474	2,430	2,779
New entrants	874	604	679	611	498	594	621	600	614	578	555	597	582	604	637
PERCENT OF UNEMPLOYED															
Job losers[1]	54.6	47.7	45.5	46.0	47.8	48.3	47.1	46.6	46.8	47.5	47.6	49.2	46.6	46.6	45.5
On temporary layoff	12.6	12.2	11.5	10.3	11.9	12.9	12.9	10.7	11.3	12.0	12.9	14.3	14.3	14.3	14.7
Not on temporary layoff	42.0	35.5	34.0	35.8	35.9	35.4	34.2	35.9	35.5	35.5	34.8	34.9	32.3	32.2	30.7
Job leavers	10.8	9.9	9.5	10.1	10.1	9.6	10.0	11.4	10.1	9.6	9.7	9.3	10.8	11.3	10.5
Reentrants	24.6	34.8	37.1	36.2	35.7	34.6	35.0	34.2	35.0	35.0	34.9	33.4	34.5	33.8	35.8
New entrants	10.0	7.6	8.0	7.7	6.4	7.4	7.9	7.8	8.2	7.9	7.7	8.0	8.1	8.4	8.2
PERCENT OF CIVILIAN LABOR FORCE															
Job losers[1]	3.7	2.9	3.0	2.8	2.9	3.0	2.8	2.7	2.7	2.7	2.6	2.8	2.5	2.5	2.7
Job leavers	.7	.6	.6	.6	.6	.6	.6	.7	.6	.5	.5	.5	.6	.6	.6
Reentrants	1.7	2.1	2.4	2.2	2.1	2.1	2.1	2.0	2.0	2.0	1.9	1.9	1.9	1.8	2.1
New entrants	.7	.5	.5	.5	.4	.5	.5	.5	.5	.4	.4	.5	.4	.5	.5

[1] Includes persons who completed temporary jobs.

9. Duration of unemployment, monthly data seasonally adjusted

(Numbers in thousands)

Weeks of unemployment	Annual average		1994									1995			
	1993	1994	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.
Less than 5 weeks	3,160	2,728	2,772	2,651	2,754	2,768	2,655	2,675	2,434	2,599	2,587	2,937	2,600	2,523	2,629
5 to 14 weeks	2,522	2,408	2,482	2,461	2,452	2,365	2,572	2,294	2,256	2,163	2,149	2,122	2,165	2,319	2,430
15 weeks and over	3,052	2,860	2,972	2,853	2,740	2,823	2,773	2,768	2,934	2,661	2,456	2,386	2,298	2,266	2,505
15 to 26 weeks	1,274	1,237	1,237	1,160	1,193	1,234	1,198	1,213	1,344	1,187	1,088	1,033	1,090	920	1,115
27 weeks and over	1,778	1,623	1,735	1,693	1,547	1,589	1,575	1,555	1,590	1,474	1,368	1,353	1,207	1,347	1,390
Mean duration, in weeks	18.1	18.8	19.1	19.4	18.4	19.0	18.9	18.8	19.3	18.2	17.8	16.7	16.9	17.5	17.7
Median duration, in weeks	8.4	9.2	9.2	9.2	9.1	9.2	9.2	9.5	10.1	9.1	8.7	7.9	7.8	7.9	8.5

NOTE: In the three tables above, data for 1994 are not directly comparable with data for 1993 and earlier years. For additional information, see the box note under "Employment and Unemployment Data" in the notes to this section.

10. Unemployment rates by State, seasonally adjusted

State	Mar. 1994	Feb. 1995	Mar. 1995[p]	State	Mar. 1994	Feb. 1995	Mar. 1995[p]
Alabama	6.4	5.9	5.5	Montana	5.2	5.6	4.9
Alaska	8.0	7.3	7.2	Nebraska	2.9	2.2	2.0
Arizona	6.1	4.7	5.1	Nevada	6.3	5.9	5.6
Arkansas	5.6	5.6	5.0	New Hampshire	5.0	4.1	4.5
California	8.8	7.3	7.6	New Jersey	7.7	6.1	5.8
Colorado	4.5	3.1	3.5	New Mexico	6.6	5.8	6.0
Connecticut	5.8	5.5	5.3	New York	7.9	6.1	6.6
Delaware	5.5	3.6	3.4	North Carolina	4.4	4.6	3.9
District of Columbia	8.4	7.9	8.0	North Dakota	4.1	3.4	3.3
Florida	7.1	4.5	4.4	Ohio	6.0	4.0	3.8
Georgia	5.2	4.5	4.4	Oklahoma	6.0	5.1	5.1
Hawaii	5.6	5.0	5.1	Oregon	5.8	5.0	4.6
Idaho	5.4	5.6	5.2	Pennsylvania	6.8	5.6	6.0
Illinois	6.0	5.3	4.4	Rhode Island	7.3	6.3	6.2
Indiana	5.1	4.1	4.4	South Carolina	6.8	5.1	4.7
Iowa	3.8	3.4	3.3	South Dakota	3.4	3.0	2.9
Kansas	5.3	4.4	4.4	Tennessee	5.1	4.1	4.0
Kentucky	5.5	4.7	4.7	Texas	7.3	5.1	5.7
Louisiana	8.1	6.9	7.3	Utah	3.6	3.9	3.1
Maine	7.7	5.5	5.4	Vermont	4.7	4.3	4.2
Maryland	5.3	4.8	4.9	Virginia	4.9	4.2	4.2
Massachusetts	6.0	5.4	4.6	Washington	6.7	6.0	5.9
Michigan	6.6	5.6	6.0	West Virginia	9.5	8.2	7.1
Minnesota	4.2	3.5	3.3	Wisconsin	4.8	3.7	4.0
Mississippi	6.5	5.0	5.1	Wyoming	5.5	4.2	4.1
Missouri	5.3	4.4	4.7				

[p] = preliminary

11. Employment of workers on nonfarm payrolls by State, seasonally adjusted

(In thousands)

State	Mar. 1994	Feb. 1995	Mar. 1995[p]	State	Mar. 1994	Feb. 1995	Mar. 1995[p]
Alabama	1,743.6	1,773.6	1,774.0	Montana	334.5	347.8	349.3
Alaska	258.8	264.0	262.4	Nebraska	787.1	810.6	810.7
Arizona	1,657.3	1,743.7	1,747.4	Nevada	719.9	764.1	769.1
Arkansas	1,018.3	1,064.5	1,067.2	New Hampshire	517.5	532.2	532.4
California	12,121.8	12,225.9	12,224.6	New Jersey	3,519.4	3,595.9	3,597.6
Colorado	1,726.8	1,793.2	1,801.0	New Mexico	647.8	682.5	684.7
Connecticut	1,530.7	1,543.0	1,544.4	New York	7,789.8	7,829.5	7,822.1
Delaware	352.0	359.8	360.5	North Carolina	3,328.2	3,420.0	3,436.2
District of Columbia	659.3	648.6	648.8	North Dakota	291.0	299.3	300.9
Florida	5,726.4	5,939.9	5,953.0	Ohio	5,050.4	5,160.8	5,173.2
Georgia	3,223.8	3,365.0	3,378.6	Oklahoma	1,266.7	1,296.8	1,302.7
Hawaii	536.2	535.5	534.7	Oregon	1,346.9	1,398.1	1,407.2
Idaho	454.8	477.0	479.3	Pennsylvania	5,161.9	5,233.1	5,233.1
Illinois	5,429.4	5,535.0	5,549.6	Rhode Island	433.6	434.6	434.2
Indiana	2,700.3	2,769.5	2,772.9	South Carolina	1,597.6	1,617.9	1,620.9
Iowa	1,305.9	1,340.9	1,345.5	South Dakota	328.7	342.6	342.4
Kansas	1,156.2	1,189.5	1,192.7	Tennessee	2,399.0	2,471.3	2,480.9
Kentucky	1,583.2	1,617.4	1,626.6	Texas	7,644.5	7,900.7	7,911.9
Louisiana	1,709.0	1,785.5	1,789.2	Utah	845.3	889.0	894.9
Maine	529.3	541.1	541.8	Vermont	263.2	265.7	267.9
Maryland	2,131.8	2,154.7	2,160.2	Virginia	2,979.3	3,061.5	3,072.4
Massachusetts	2,882.1	2,943.6	2,949.7	Washington	2,285.4	2,352.5	2,355.0
Michigan	4,116.2	4,237.7	4,247.0	West Virginia	665.7	679.6	684.1
Minnesota	2,290.8	2,350.1	2,358.2	Wisconsin	2,463.9	2,524.2	2,534.0
Mississippi	1,043.9	1,060.4	1,055.0	Wyoming	215.1	220.4	220.7
Missouri	2,448.7	2,534.7	2,539.0				

[p] = preliminary
NOTE: Some data in this table may differ from data published elsewhere because of the continual updating of the database.

12. Employment of workers on nonfarm payrolls by industry, monthly data seasonally adjusted

(In thousands)

Industry	Annual average		1994									1995			
	1993	1994	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.[p]	Apr.[p]
TOTAL	110,525	113,429	112,699	112,951	113,334	113,624	113,914	114,186	114,348	114,882	115,113	115,282	115,637	115,814	115,805
PRIVATE SECTOR	91,708	94,389	93,718	93,937	94,316	94,601	94,827	95,035	95,228	95,692	95,962	96,153	96,473	96,650	96,640
GOODS-PRODUCING	23,256	23,584	23,506	23,519	23,576	23,590	23,640	23,673	23,715	23,827	23,873	23,958	23,945	24,002	23,951
Mining[1]	611	605	606	603	605	601	603	605	599	600	597	595	592	592	589
Metal mining	50	51	50	50	50	51	52	51	51	52	52	52	53	53	53
Oil and gas extraction	351	339	342	338	339	335	336	341	335	332	329	328	325	325	323
Nonmetallic minerals, except fuels	101	101	100	101	101	101	101	101	101	102	102	103	103	103	102
Construction	4,642	4,916	4,893	4,907	4,927	4,944	4,942	4,972	4,974	5,044	5,050	5,092	5,062	5,130	5,110
General building contractors	1,111	1,166	1,163	1,161	1,165	1,161	1,166	1,172	1,180	1,194	1,198	1,207	1,202	1,204	1,204
Heavy construction, except building	708	722	725	723	725	733	725	727	716	727	722	728	722	732	728
Special trades contractors	2,823	3,029	3,005	3,023	3,037	3,050	3,051	3,073	3,078	3,123	3,130	3,157	3,138	3,194	3,178
Manufacturing	18,003	18,063	18,007	18,009	18,044	18,045	18,095	18,096	18,142	18,183	18,226	18,271	18,291	18,280	18,252
Production workers	12,290	12,445	12,391	12,392	12,429	12,431	12,478	12,485	12,527	12,575	12,607	12,645	12,668	12,662	12,637
Durable goods	10,172	10,267	10,216	10,217	10,253	10,249	10,290	10,306	10,335	10,371	10,403	10,435	10,462	10,461	10,455
Production workers	6,815	6,978	6,924	6,930	6,966	6,969	7,007	7,021	7,054	7,094	7,120	7,142	7,176	7,179	7,172
Lumber and wood products	703	731	726	726	730	732	734	735	737	743	744	749	745	744	737
Furniture and fixtures	485	496	493	495	496	500	496	496	497	500	501	502	504	502	499
Stone, clay, and glass products	516	529	529	528	529	530	531	531	533	535	536	539	542	543	543
Primary metal industries	679	687	678	679	684	686	686	690	695	699	701	703	704	704	706
Blast furnaces and basic steel products	239	234	231	230	234	234	232	233	235	235	235	234	235	235	236
Fabricated metal products	1,333	1,366	1,353	1,357	1,365	1,368	1,373	1,373	1,381	1,388	1,398	1,407	1,415	1,415	1,416
Industrial machinery and equipment	1,918	1,945	1,938	1,940	1,947	1,942	1,952	1,956	1,957	1,963	1,967	1,977	1,984	1,990	1,997
Electronic and other electrical equipment	1,520	1,552	1,542	1,540	1,550	1,551	1,561	1,567	1,567	1,574	1,584	1,588	1,594	1,595	1,594
Transportation equipment	1,750	1,728	1,719	1,718	1,724	1,712	1,727	1,731	1,741	1,741	1,744	1,745	1,749	1,746	1,745
Motor vehicles and equipment	833	885	870	868	876	875	893	898	909	911	914	927	925	925	926
Aircraft and parts	542	479	486	484	480	475	472	468	467	464	462	458	457	455	455
Instruments and related products	893	855	861	858	853	849	850	848	845	846	845	842	841	840	839
Miscellaneous manufacturing industries	375	378	377	376	375	379	380	379	382	382	383	383	384	382	379
Nondurable goods	7,831	7,797	7,791	7,792	7,791	7,796	7,805	7,790	7,807	7,812	7,823	7,836	7,829	7,819	7,797
Production workers	5,475	5,467	5,467	5,462	5,463	5,462	5,471	5,464	5,473	5,481	5,487	5,503	5,492	5,483	5,465
Food and kindred products	1,676	1,667	1,667	1,665	1,666	1,668	1,666	1,661	1,662	1,670	1,669	1,679	1,677	1,677	1,675
Tobacco products	43	39	41	40	39	38	40	38	39	38	38	38	38	36	36
Textile mill products	675	672	673	671	671	672	672	669	672	674	673	671	671	670	669
Apparel and other textile products	985	954	955	958	957	954	958	957	956	948	946	943	936	929	922
Paper and allied products	689	684	684	684	683	684	683	680	684	685	685	686	684	684	685
Printing and publishing	1,513	1,529	1,523	1,524	1,528	1,531	1,535	1,533	1,537	1,538	1,545	1,545	1,549	1,551	1,546
Chemicals and allied products	1,078	1,054	1,057	1,056	1,054	1,053	1,050	1,049	1,049	1,046	1,047	1,048	1,047	1,046	1,045
Petroleum and coal products	151	148	148	148	147	147	149	149	149	149	149	146	147	148	146
Rubber and miscellaneous plastics products	904	935	927	931	932	935	938	941	946	951	957	966	967	965	962
Leather and leather products	118	115	116	115	114	114	114	113	113	113	114	114	113	113	111
SERVICE-PRODUCING	87,269	89,844	89,193	89,432	89,758	90,034	90,274	90,513	90,633	91,055	91,240	91,324	91,692	91,812	91,854
Transportation and public utilities	5,787	5,843	5,759	5,843	5,849	5,857	5,866	5,865	5,867	5,888	5,911	5,913	5,931	5,940	5,953
Transportation	3,587	3,667	3,582	3,664	3,677	3,687	3,691	3,694	3,694	3,712	3,734	3,747	3,756	3,764	3,773
Railroad transportation	250	246	246	243	246	245	241	245	245	248	246	246	247	247	247
Local and interurban passenger transit	374	387	386	383	389	391	397	390	390	393	396	399	400	401	403
Trucking and warehousing	1,685	1,749	1,665	1,753	1,764	1,768	1,772	1,775	1,773	1,782	1,794	1,798	1,804	1,806	1,809
Water transportation	167	166	166	169	166	169	165	167	166	165	165	169	168	167	168
Transportation by air	737	734	738	733	729	728	729	729	730	732	739	737	739	744	748
Pipelines, except natural gas	18	18	18	18	18	17	18	18	18	18	17	17	17	17	17
Transportation services	356	367	363	365	365	369	369	370	372	374	377	381	381	382	381
Communications and public utilities	2,201	2,176	2,177	2,179	2,172	2,170	2,175	2,171	2,173	2,176	2,177	2,166	2,175	2,176	2,180
Communications	1,257	1,255	1,250	1,254	1,253	1,254	1,261	1,257	1,260	1,261	1,264	1,257	1,269	1,273	1,277
Electric, gas, and sanitary services	943	921	927	925	919	916	914	914	913	915	913	909	906	903	903
Wholesale trade	5,958	6,060	6,028	6,037	6,049	6,053	6,079	6,095	6,106	6,117	6,136	6,160	6,186	6,196	6,204
Retail trade	19,717	20,310	20,137	20,153	20,279	20,386	20,405	20,470	20,523	20,655	20,751	20,779	20,843	20,811	20,824
Building materials and garden supplies	781	838	829	833	838	842	844	848	852	859	863	872	874	872	874
General merchandise stores	2,461	2,473	2,442	2,438	2,443	2,457	2,476	2,484	2,506	2,557	2,555	2,545	2,534	2,517	2,531
Food stores	3,208	3,244	3,229	3,240	3,234	3,247	3,254	3,248	3,252	3,267	3,289	3,296	3,298	3,304	3,286
Automotive dealers and service stations	2,021	2,147	2,132	2,139	2,143	2,145	2,159	2,171	2,180	2,194	2,204	2,215	2,223	2,234	2,240

See footnotes at end of table.

12. Continued—Employment of workers on nonfarm payrolls by industry, monthly data seasonally adjusted

(In thousands)

Industry	Annual average		1994									1995			
	1993	1994	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.[p]	Apr.[p]
Apparel and accessory stores	1,147	1,149	1,146	1,144	1,145	1,149	1,148	1,154	1,158	1,152	1,147	1,148	1,144	1,135	1,138
Furniture and home furnishings stores	828	895	876	879	885	897	905	914	925	936	937	947	950	960	963
Eating and drinking places	6,811	7,056	6,995	6,993	7,084	7,129	7,105	7,111	7,115	7,148	7,212	7,213	7,268	7,242	7,242
Miscellaneous retail establishments	2,460	2,508	2,488	2,487	2,507	2,520	2,514	2,540	2,535	2,542	2,544	2,543	2,552	2,547	2,550
Finance, insurance, and real estate	6,712	6,788	6,791	6,787	6,798	6,797	6,801	6,794	6,786	6,791	6,785	6,779	6,782	6,795	6,796
Finance	3,217	3,254	3,259	3,257	3,263	3,261	3,259	3,251	3,246	3,246	3,245	3,239	3,238	3,242	3,242
Depository institutions	2,079	2,041	2,042	2,039	2,041	2,042	2,040	2,036	2,037	2,036	2,034	2,030	2,029	2,030	2,027
Nondepository institutions	448	477	487	486	484	480	476	472	466	462	459	456	452	454	458
Security and commodity brokers	468	503	499	501	505	506	508	508	507	511	513	513	515	514	511
Holding and other investment offices	223	233	231	231	233	233	235	235	236	237	239	240	242	244	246
Insurance	2,181	2,181	2,189	2,185	2,184	2,182	2,180	2,178	2,177	2,175	2,167	2,167	2,167	2,171	2,172
Insurance carriers	1,518	1,517	1,527	1,522	1,521	1,517	1,515	1,512	1,509	1,506	1,498	1,495	1,493	1,496	1,495
Insurance agents, brokers and service	662	665	662	663	663	665	665	666	668	669	669	672	674	675	677
Real estate	1,314	1,353	1,343	1,345	1,351	1,354	1,362	1,365	1,363	1,370	1,373	1,373	1,377	1,382	1,382
Services[1]	30,278	31,804	31,497	31,598	31,765	31,918	32,036	32,138	32,231	32,414	32,506	32,564	32,786	32,906	32,912
Agricultural services	515	552	537	548	551	554	559	561	564	569	569	555	555	564	565
Hotels and other lodging places	1,591	1,607	1,608	1,609	1,626	1,627	1,619	1,609	1,594	1,588	1,595	1,599	1,599	1,601	1,590
Personal services	1,136	1,137	1,137	1,129	1,133	1,134	1,139	1,138	1,138	1,135	1,131	1,141	1,148	1,145	1,148
Business services	5,785	6,447	6,318	6,341	6,416	6,488	6,538	6,593	6,626	6,733	6,770	6,795	6,867	6,880	6,864
Personnel supply services	1,924	2,341	2,282	2,286	2,334	2,375	2,388	2,418	2,425	2,498	2,515	2,549	2,580	2,541	2,520
Auto repair services, and parking	944	1,044	1,026	1,029	1,041	1,045	1,058	1,065	1,073	1,083	1,093	1,101	1,107	1,117	1,122
Miscellaneous repair services	362	380	377	379	380	381	382	382	384	387	388	391	395	397	395
Motion pictures	415	483	465	472	474	482	493	502	515	530	536	549	567	573	584
Amusement and recreation services	1,246	1,269	1,275	1,282	1,287	1,278	1,266	1,254	1,272	1,272	1,265	1,233	1,260	1,298	1,294
Health services	8,767	9,032	8,985	8,998	9,025	9,043	9,076	9,084	9,106	9,118	9,147	9,167	9,196	9,222	9,235
Hospitals	3,787	3,790	3,794	3,794	3,787	3,787	3,790	3,791	3,790	3,790	3,796	3,794	3,793	3,798	3,807
Legal services	928	942	941	942	938	941	942	946	945	949	950	950	952	954	953
Educational services	1,686	1,745	1,733	1,744	1,741	1,747	1,747	1,761	1,761	1,770	1,772	1,760	1,785	1,782	1,783
Social services	2,086	2,249	2,205	2,224	2,242	2,267	2,285	2,296	2,300	2,313	2,322	2,333	2,344	2,356	2,356
Museums and botanical and zoological gardens	76	79	79	79	79	80	80	79	79	80	80	80	81	81	81
Membership organizations	2,032	2,054	2,047	2,051	2,055	2,056	2,056	2,062	2,064	2,065	2,059	2,061	2,061	2,061	2,057
Engineering and management services	2,536	2,610	2,590	2,597	2,603	2,620	2,621	2,632	2,635	2,647	2,654	2,674	2,694	2,700	2,710
Government	18,817	19,040	18,981	19,014	19,018	19,023	19,087	19,151	19,120	19,190	19,151	19,129	19,164	19,164	19,165
Federal	2,915	2,870	2,882	2,870	2,859	2,859	2,858	2,863	2,858	2,854	2,869	2,834	2,829	2,823	2,809
State	4,484	4,552	4,534	4,533	4,539	4,568	4,585	4,593	4,581	4,586	4,585	4,579	4,602	4,605	4,604
Education	1,829	1,861	1,850	1,849	1,850	1,876	1,886	1,890	1,875	1,878	1,874	1,864	1,889	1,891	1,895
Other State government	2,655	2,691	2,684	2,684	2,689	2,692	2,699	2,703	2,706	2,708	2,711	2,715	2,713	2,714	2,709
Local	11,417	11,617	11,565	11,611	11,620	11,596	11,644	11,695	11,681	11,750	11,697	11,716	11,733	11,736	11,752
Education	6,348	6,474	6,436	6,445	6,461	6,478	6,536	6,547	6,532	6,531	6,536	6,563	6,579	6,581	6,590
Other local government	5,070	5,143	5,129	5,166	5,159	5,118	5,108	5,148	5,149	5,219	5,161	5,153	5,154	5,155	5,162

[1] Includes other industries not shown separately.

[p] = preliminary

NOTE: See notes on the data for a description of the most recent benchmark revision.

13. Average weekly hours of production or nonsupervisory workers on private nonfarm payrolls by industry, monthly data seasonally adjusted

Industry	Annual average		1994									1995			
	1993	1994	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.[p]	Apr.[p]
PRIVATE SECTOR	34.5	34.6	34.7	34.8	34.6	34.6	34.4	34.6	34.9	34.6	34.6	34.8	34.5	34.5	34.6
MINING	44.3	44.7	45.0	44.5	44.8	45.4	44.7	45.0	44.8	45.0	44.7	45.0	44.9	44.4	44.5
MANUFACTURING	41.4	42.0	42.2	42.1	42.0	42.0	42.0	42.0	42.1	42.1	42.2	42.2	42.1	41.9	41.3
Overtime hours	4.1	4.7	4.8	4.7	4.7	4.6	4.6	4.7	4.7	4.8	4.8	4.9	4.9	4.7	4.3
Durable goods	42.1	42.8	43.0	42.9	42.8	42.6	42.8	42.8	42.9	43.0	43.0	43.1	43.0	42.7	42.1
Overtime hours	4.3	5.0	5.2	5.0	5.0	4.9	5.0	5.0	5.0	5.1	5.1	5.3	5.3	5.1	4.6
Lumber and wood products	40.8	41.2	41.4	41.4	41.3	41.1	41.2	40.9	41.4	41.1	41.3	41.4	40.7	40.7	40.5
Furniture and fixtures	40.1	40.4	40.3	40.3	40.8	40.5	40.4	40.7	40.8	40.7	40.4	40.8	40.7	39.8	38.7
Stone, clay, and glass products	42.7	43.4	43.4	43.7	43.6	43.5	43.4	43.6	43.5	43.4	43.5	43.7	43.0	43.2	42.5
Primary metal industries	43.7	44.7	44.9	44.8	44.3	44.4	44.7	44.9	44.9	45.1	45.1	44.9	44.9	44.4	42.9
Blast furnaces and basic steel products	44.1	44.9	45.1	45.1	44.4	44.8	45.0	45.3	45.4	45.5	45.5	45.8	45.5	44.9	43.8
Fabricated metal products	42.1	42.8	43.0	42.8	42.6	42.6	42.8	43.0	42.8	43.1	43.1	43.3	43.1	42.8	41.7
Industrial machinery and equipment	43.0	43.7	43.9	43.8	43.8	43.6	43.4	43.7	43.7	43.8	43.7	44.1	44.1	43.7	43.0
Electronic and other electrical equipment	41.8	42.2	42.6	42.3	42.2	42.2	42.3	42.0	42.3	42.1	42.0	42.2	41.7	41.5	41.2
Transportation equipment	43.0	44.3	44.6	44.3	44.0	43.3	44.4	44.2	44.2	44.8	44.7	44.5	44.8	44.5	44.4
Motor vehicles and equipment	44.3	46.0	46.1	45.8	45.2	44.1	45.9	45.8	45.6	46.7	46.4	46.2	46.3	45.8	44.1
Instruments and related products	41.1	41.7	41.6	41.9	41.6	42.1	41.8	41.7	41.8	41.7	41.7	41.8	41.7	41.6	41.1
Miscellaneous manufacturing	39.8	40.0	40.4	40.2	40.2	40.3	39.9	39.9	40.0	39.9	39.8	40.1	40.3	39.9	39.9
Nondurable goods	40.6	40.9	41.1	41.0	41.0	41.1	40.9	41.0	41.1	41.0	41.1	41.0	41.0	40.8	40.2
Overtime hours	4.0	4.3	4.3	4.2	4.3	4.3	4.2	4.3	4.3	4.3	4.3	4.4	4.3	4.2	3.9
Food and kindred products	40.7	41.3	41.2	41.1	41.3	41.7	41.3	41.3	41.4	41.5	41.6	41.6	41.3	41.2	40.6
Textile mill products	41.4	41.6	42.0	41.8	41.9	41.6	41.5	41.5	41.9	41.5	41.6	41.8	42.0	41.7	40.7
Apparel and other textile products	37.2	37.5	38.0	37.8	37.8	37.6	37.7	37.6	37.7	37.6	37.7	37.4	37.8	37.5	36.7
Paper and allied products	43.6	43.9	44.0	44.0	44.0	44.3	44.1	43.9	44.1	43.9	44.0	44.0	43.9	43.6	42.7
Printing and publishing	38.3	38.6	38.8	38.8	38.8	38.6	38.5	38.7	38.7	38.7	38.7	38.4	38.4	38.4	38.2
Chemicals and allied products	43.1	43.2	43.2	43.4	43.3	43.5	43.2	43.1	43.5	43.4	43.2	43.3	43.5	43.3	43.3
Rubber and miscellaneous plastics products	41.8	42.2	42.4	42.2	42.2	42.2	42.2	42.4	42.3	42.3	42.4	42.1	42.3	42.0	40.9
Leather and leather products	38.6	38.5	39.0	38.4	38.3	37.9	38.6	38.8	39.1	38.6	38.4	37.8	38.4	38.4	37.7
TRANSPORTATION AND PUBLIC UTILITIES	39.6	39.9	40.2	40.0	39.9	39.9	39.6	39.9	40.1	39.8	39.5	39.9	39.7	39.6	39.9
WHOLESALE TRADE	38.2	38.3	38.4	38.5	38.4	38.3	38.1	38.2	38.6	38.3	38.2	38.5	38.2	38.2	38.4
RETAIL TRADE	28.8	28.9	29.0	29.0	29.0	29.0	28.9	28.8	29.2	28.9	28.9	29.0	28.7	28.8	29.0
SERVICES	32.5	32.5	32.5	32.8	32.4	32.5	32.2	32.5	32.8	32.4	32.4	32.8	32.4	32.4	32.6

[p] = preliminary
NOTE: See "Notes on the data" for a description of the most recent benchmark adjustment.

14. Average hourly earnings of production or nonsupervisory workers on private nonfarm payrolls by industry, seasonally adjusted

Industry	Annual average		1994									1995			
	1993	1994	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.[p]	Apr.[p]
PRIVATE SECTOR (in current dollars)	$10.83	$11.12	$11.05	$11.09	$11.08	$11.11	$11.13	$11.17	$11.25	$11.23	$11.25	$11.31	$11.31	$11.32	$11.39
Mining	14.60	14.89	14.87	14.83	14.73	14.80	14.82	14.94	15.06	15.05	15.10	15.07	15.14	15.14	15.14
Construction	14.37	14.69	14.52	14.60	14.67	14.75	14.72	14.82	14.91	14.82	14.77	14.68	14.92	14.84	14.90
Manufacturing	11.74	12.06	12.00	12.00	12.03	12.05	12.08	12.12	12.14	12.17	12.19	12.22	12.25	12.26	12.29
Excluding overtime	11.18	11.42	11.33	11.37	11.40	11.42	11.43	11.46	11.51	11.52	11.52	11.55	11.60	11.62	11.75
Transportation and public utilities	13.63	13.88	13.77	13.80	13.78	13.84	13.87	13.89	14.03	14.09	14.04	14.08	14.00	14.09	14.18
Wholesale trade	11.73	12.01	11.95	11.98	11.99	12.02	12.01	12.04	12.19	12.11	12.15	12.24	12.19	12.20	12.39
Retail trade	7.29	7.49	7.45	7.47	7.47	7.48	7.50	7.52	7.56	7.56	7.60	7.59	7.60	7.61	7.64
Finance, insurance, and real estate	11.35	11.83	11.77	11.83	11.74	11.80	11.80	11.89	12.06	11.98	11.99	12.11	12.08	12.16	12.28
Services	10.79	11.07	10.99	11.04	11.03	11.06	11.08	11.12	11.22	11.17	11.22	11.31	11.29	11.30	11.41
PRIVATE SECTOR (in constant (1982) dollars)	7.39	7.40	7.40	7.42	7.39	7.38	7.37	7.38	7.42	7.39	7.39	7.41	7.39	7.37	–

– Data not available.
[p] = preliminary

NOTE: See "Notes on the data" for a description of the most recent benchmark revision.

15. Average hourly earnings of production or nonsupervisory workers on private nonfarm payrolls by industry

Industry	Annual average		1994									1995			
	1993	1994	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.[p]	Apr.[p]
PRIVATE SECTOR	$10.83	$11.12	$11.07	$11.09	$11.03	$11.04	$11.04	$11.21	$11.26	$11.26	$11.27	$11.35	$11.35	$11.35	$11.40
MINING	14.60	14.89	14.96	14.83	14.73	14.73	14.69	14.93	14.91	14.97	15.10	15.25	15.26	15.23	15.28
CONSTRUCTION	14.37	14.69	14.49	14.59	14.57	14.72	14.76	14.94	15.03	14.85	14.81	14.65	14.80	14.80	14.84
MANUFACTURING	11.74	12.06	12.01	12.01	12.03	12.04	12.01	12.14	12.10	12.17	12.26	12.24	12.25	12.26	12.31
Durable goods	12.33	12.67	12.61	12.62	12.63	12.62	12.62	12.76	12.70	12.77	12.87	12.81	12.83	12.83	12.82
Lumber and wood products	9.61	9.83	9.74	9.79	9.83	9.86	9.86	9.93	9.95	9.92	9.96	9.94	9.93	9.94	9.98
Furniture and fixtures	9.27	9.55	9.46	9.45	9.49	9.55	9.57	9.70	9.70	9.68	9.77	9.68	9.67	9.68	9.77
Stone, clay, and glass products	11.85	12.11	12.02	12.09	12.13	12.16	12.17	12.25	12.21	12.20	12.20	12.17	12.22	12.23	12.47
Primary metal industries	13.99	14.31	14.20	14.23	14.29	14.39	14.33	14.39	14.36	14.43	14.51	14.52	14.42	14.39	14.66
Blast furnaces and basic steel products	16.36	16.86	16.65	16.75	16.80	16.94	16.96	17.06	17.09	17.13	17.17	17.31	17.10	17.04	17.34
Fabricated metal products	11.69	11.93	11.90	11.90	11.90	11.86	11.87	11.99	11.92	12.03	12.09	12.04	12.03	12.05	12.03
Industrial machinery and equipment	12.73	12.98	12.93	12.94	12.94	12.93	12.91	13.03	13.02	13.10	13.18	13.14	13.14	13.14	13.05
Electronic and other electrical equipment	11.25	11.51	11.46	11.49	11.54	11.57	11.53	11.58	11.52	11.55	11.60	11.60	11.54	11.55	11.49
Transportation equipment	15.80	16.49	16.43	16.41	16.43	16.42	16.45	16.72	16.53	16.63	16.84	16.61	16.72	16.68	16.50
Motor vehicles and equipment	16.09	16.97	16.95	16.91	16.91	16.88	16.91	17.26	16.96	17.10	17.35	17.10	17.25	17.22	17.00
Instruments and related products	12.23	12.47	12.42	12.37	12.42	12.46	12.47	12.54	12.54	12.54	12.62	12.54	12.63	12.65	12.73
Miscellaneous manufacturing	9.38	9.65	9.59	9.59	9.59	9.60	9.62	9.70	9.71	9.77	9.89	9.96	9.93	9.87	9.95
Nondurable goods	10.98	11.25	11.20	11.20	11.22	11.29	11.20	11.31	11.30	11.36	11.43	11.45	11.44	11.46	11.61
Food and kindred products	10.45	10.67	10.64	10.66	10.66	10.70	10.60	10.66	10.66	10.82	10.87	10.87	10.84	10.88	10.96
Tobacco products	16.79	18.76	19.28	19.98	20.48	20.38	18.54	18.49	18.36	19.12	18.20	18.29	19.26	20.03	20.13
Textile mill products	8.89	9.14	9.09	9.07	9.12	9.12	9.13	9.21	9.20	9.27	9.32	9.36	9.32	9.31	9.44
Apparel and other textile products	7.09	7.33	7.28	7.28	7.33	7.31	7.35	7.44	7.43	7.44	7.46	7.53	7.48	7.51	7.65
Paper and allied products	13.42	13.76	13.66	13.70	13.68	13.82	13.79	13.95	13.89	13.91	13.97	14.00	14.01	14.02	14.30
Printing and publishing	11.93	12.13	12.05	12.05	12.08	12.12	12.12	12.26	12.23	12.20	12.25	12.23	12.23	12.26	12.23
Chemicals and allied products	14.84	15.18	15.08	15.10	15.13	15.21	15.12	15.32	15.35	15.33	15.45	15.43	15.46	15.50	15.68
Petroleum and coal products	18.54	19.11	18.99	18.81	18.92	18.99	18.79	19.38	19.35	19.30	19.37	19.23	19.61	19.46	19.74
Rubber and miscellaneous plastics products	10.57	10.70	10.70	10.69	10.72	10.75	10.65	10.65	10.66	10.68	10.79	10.82	10.76	10.80	10.78
Leather and leather products	7.62	7.97	7.95	7.94	7.94	7.96	7.95	7.97	8.02	8.03	8.04	8.11	8.12	8.12	8.33
TRANSPORTATION AND PUBLIC UTILITIES	13.63	13.88	13.78	13.76	13.72	13.84	13.86	13.93	14.03	14.09	14.07	14.11	14.07	14.09	14.18
WHOLESALE TRADE	11.73	12.01	11.99	11.98	11.94	12.00	11.96	12.05	12.15	12.11	12.17	12.26	12.24	12.19	12.43
RETAIL TRADE	7.29	7.49	7.47	7.47	7.45	7.44	7.43	7.54	7.57	7.57	7.58	7.64	7.63	7.63	7.66
FINANCE, INSURANCE, AND REAL ESTATE	11.35	11.83	11.81	11.84	11.67	11.72	11.73	11.85	12.02	11.97	12.04	12.17	12.19	12.21	12.30
SERVICES	10.79	11.07	11.01	11.03	10.92	10.92	10.92	11.13	11.22	11.23	11.31	11.41	11.39	11.37	11.42

[p] = preliminary
NOTE: See "Notes on the data" for a description of the most recent benchmark revision.

16. Average weekly earnings of production or nonsupervisory workers on private nonfarm payrolls by industry

Industry	Annual average		1994									1995			
	1993	1994	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.p	Apr.p
PRIVATE SECTOR															
Current dollars	$373.64	$384.75	$381.92	$385.93	$383.84	$385.30	$385.30	$388.99	$392.97	$388.47	$391.07	$390.44	$388.17	$388.17	$391.02
Seasonally adjusted	–	–	383.44	385.93	383.37	384.41	382.87	386.48	392.63	388.56	389.25	393.59	390.20	390.54	394.09
Constant (1982) dollars	254.87	255.99	255.81	258.15	255.72	256.01	254.83	256.59	259.04	255.57	257.45	256.03	253.71	252.88	–
MINING	646.78	665.58	665.72	658.45	659.90	661.38	662.52	677.82	673.93	679.64	681.01	684.73	677.54	668.60	673.85
CONSTRUCTION	551.81	569.97	554.97	579.22	576.97	584.38	585.97	596.11	593.69	570.24	571.67	550.84	546.12	563.88	557.98
MANUFACTURING															
Current dollars	486.04	506.52	504.42	504.42	507.67	500.86	504.42	514.74	511.83	517.23	525.95	514.08	510.83	511.24	496.09
Constant (1982) dollars	331.54	337.01	337.86	337.40	338.22	332.80	333.61	339.54	337.40	340.28	346.25	337.10	333.88	333.06	–
Durable goods	519.09	542.28	540.97	541.40	543.09	532.56	538.87	549.96	547.37	552.94	563.71	549.55	545.28	546.56	524.34
Lumber and wood products	392.09	405.00	402.26	408.24	408.93	404.26	410.18	412.10	413.92	408.70	415.33	404.56	397.20	401.58	400.20
Furniture and fixtures	371.73	385.82	379.35	377.06	386.24	383.91	389.50	399.64	399.64	396.88	406.43	392.04	383.90	382.36	369.31
Stone, clay, and glass products	506.00	525.57	521.67	533.17	536.15	532.61	535.48	541.45	539.68	533.14	528.26	514.79	510.80	519.78	526.23
Primary metal industries	611.36	639.66	633.32	637.50	638.76	638.92	637.69	647.55	641.89	652.24	661.66	651.95	643.13	638.92	627.45
Blast furnaces and basic steel products	721.48	757.01	744.26	752.08	752.64	767.38	764.90	781.35	772.47	779.42	788.10	787.61	769.50	759.98	759.49
Fabricated metal products	492.15	510.60	508.13	509.32	510.51	498.12	508.04	517.97	513.75	523.31	531.96	518.92	513.68	512.13	483.61
Industrial machinery and equipment	547.39	567.23	565.04	565.48	566.77	557.28	556.42	569.41	568.97	575.09	590.46	580.79	578.16	575.53	542.88
Electronic and other electrical equipment	470.25	485.72	484.76	483.73	488.14	480.16	484.26	488.68	487.30	492.03	499.96	489.52	478.91	479.33	459.60
Transportation equipment	679.40	730.51	731.14	731.89	729.49	697.85	723.80	749.06	735.59	748.35	767.90	734.16	742.37	743.93	701.25
Motor vehicles and equipment	712.79	780.62	786.48	786.32	779.55	729.22	771.10	802.59	778.46	796.86	817.19	779.76	791.78	790.40	736.10
Instruments and related products	502.65	520.00	515.43	514.59	517.91	515.84	517.51	524.17	522.92	526.68	537.61	525.43	524.15	527.51	511.75
Miscellaneous manufacturing	373.32	386.00	385.52	383.60	384.56	379.20	383.84	388.97	394.23	397.64	399.56	395.41	395.21	393.81	385.07
Nondurable goods	445.79	460.13	456.96	456.96	461.14	460.63	460.32	468.23	466.69	471.44	476.63	466.02	463.32	464.13	458.60
Food and kindred products	425.32	440.67	430.92	434.93	438.13	445.12	443.08	450.92	446.65	456.60	458.71	446.76	440.10	441.73	435.11
Tobacco products	627.95	735.39	759.63	775.22	823.30	772.40	730.48	761.79	767.45	760.98	748.02	715.14	741.51	763.14	760.91
Textile mill products	368.05	380.22	380.87	379.13	386.69	375.74	382.55	387.74	386.40	388.41	391.44	388.44	383.98	383.57	374.77
Apparel and other textile products	263.75	274.88	273.00	274.46	278.54	273.39	278.57	281.23	282.34	282.72	284.23	280.12	279.00	280.12	270.05
Paper and allied products	585.11	604.06	598.31	600.06	601.92	606.70	605.38	619.38	615.33	616.21	625.86	616.00	606.63	604.26	600.60
Printing and publishing	456.92	468.22	465.13	462.72	463.87	464.20	469.04	479.37	475.75	477.02	481.43	465.96	465.96	470.78	462.29
Chemicals and allied products	639.60	655.78	649.95	652.32	655.13	655.55	648.65	660.29	666.19	669.92	679.80	668.12	667.87	671.15	677.38
Petroleum and coal products	819.47	848.48	856.45	823.88	832.48	831.76	817.37	897.29	872.69	856.92	858.09	844.20	870.68	844.56	886.33
Rubber and miscellaneous plastics products	441.83	451.54	453.68	452.19	455.60	447.20	448.37	450.50	450.92	454.97	463.97	455.52	451.92	451.44	432.28
Leather and leather products	294.13	306.85	306.87	304.90	308.87	301.68	306.87	310.03	313.58	312.37	312.76	306.56	307.75	308.56	306.54
TRANSPORTATION AND PUBLIC UTILITIES	539.75	553.81	549.82	550.40	550.17	557.75	557.17	558.59	564.01	560.78	557.17	555.93	552.95	552.33	562.95
WHOLESALE TRADE	448.09	459.98	459.22	462.43	459.69	460.80	458.07	462.72	470.21	463.81	467.33	468.33	465.12	463.22	476.07
RETAIL TRADE	209.95	216.46	214.39	215.88	218.29	220.97	220.67	217.91	220.29	217.26	222.09	215.45	214.40	215.93	221.37
FINANCE, INSURANCE, AND REAL ESTATE	406.33	423.51	421.62	427.42	414.29	418.40	416.42	419.49	435.12	424.94	429.83	441.77	435.18	433.46	447.72
SERVICES	350.68	359.78	356.72	360.68	354.90	358.18	357.08	360.61	368.02	363.85	366.44	370.83	367.90	367.25	371.15

– Data not available.
p = preliminary
NOTE: See "Notes on the data" for a description of the most recent benchmark revision.

17. Diffusion indexes of employment change, seasonally adjusted

(In percent)

Time span and year	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
	Private nonfarm payrolls, 356 industries											
Over 1-month span:												
1993	57.9	61.7	49.0	56.0	57.0	51.1	58.8	50.0	56.7	57.4	61.0	57.4
1994	56.6	58.3	62.9	62.5	56.3	63.2	59.3	59.8	56.9	59.8	64.6	61.7
1995	61.0	58.4	57.0	48.7	–	–	–	–	–	–	–	–
Over 3-month span:												
1993	64.0	61.4	59.7	55.8	54.9	57.7	54.6	55.9	55.8	62.4	61.5	60.8
1994	62.1	64.5	65.2	65.0	65.4	64.6	66.7	64.0	65.4	65.3	70.1	68.4
1995	66.0	65.6	58.1	–	–	–	–	–	–	–	–	–
Over 6-month span:												
1993	61.4	60.8	59.0	59.8	54.4	54.5	57.9	58.8	59.7	60.8	62.8	63.6
1994	67.0	65.9	68.8	66.0	67.8	66.3	68.1	70.1	68.1	69.4	67.0	69.5
1995	68.0	–	–	–	–	–	–	–	–	–	–	–
Over 12-month span:												
1993	60.0	61.1	60.7	62.2	63.2	62.1	62.4	60.8	63.5	62.8	63.1	63.5
1994	64.2	65.7	66.0	66.4	68.1	69.0	69.5	71.1	70.5	70.6	–	–
1995	–	–	–	–	–	–	–	–	–	–	–	–
	Manufacturing payrolls, 139 industries											
Over 1-month span:												
1993	52.5	57.6	47.8	41.7	46.0	40.3	49.3	42.8	46.8	50.0	55.4	51.1
1994	54.3	53.6	51.1	56.1	50.0	58.6	52.9	56.8	48.9	60.8	60.1	60.8
1995	58.3	51.4	47.1	44.2	–	–	–	–	–	–	–	–
Over 3-month span:												
1993	60.1	58.3	51.4	40.6	37.1	43.5	40.3	41.0	43.2	52.9	54.7	56.1
1994	56.1	57.6	56.5	53.2	57.2	55.8	61.5	55.0	60.4	60.1	69.1	65.5
1995	61.5	53.6	45.3	–	–	–	–	–	–	–	–	–
Over 6-month span:												
1993	54.0	51.8	48.6	47.1	37.1	34.2	39.6	45.7	47.8	50.4	54.3	55.8
1994	58.3	56.1	59.4	54.3	58.3	56.8	60.1	62.6	62.2	66.5	62.2	63.7
1995	59.0	–	–	–	–	–	–	–	–	–	–	–
Over 12-month span:												
1993	50.0	52.5	48.6	49.3	50.7	48.9	50.0	48.9	50.0	50.7	51.4	51.4
1994	50.7	54.3	54.0	56.8	59.0	60.4	62.2	62.9	61.2	59.4	–	–
1995	–	–	–	–	–	–	–	–	–	–	–	–

– Data not available.

NOTE: Figures are the percent of industries with employment increasing plus one-half of the industries with unchanged employment, where 50 percent indicates an equal balance between industries with increasing and decreasing employment. Data for the 2 most recent months shown in each span are preliminary. See the "Definitions" in this section. See "Notes on the data" for a description of the most recent benchmark revision.

18. Annual data: Employment status of the population

(Numbers in thousands)

Employment status	1986	1987	1988	1989	1990	1991	1992	1993	1994
Civilian noninstitutional population	180,587	182,753	184,613	186,393	188,049	189,765	191,576	193,550	196,814
Civilian labor force	117,834	119,865	121,669	123,869	124,787	125,303	126,982	128,040	131,056
Labor force participation rate	65.3	65.6	65.9	66.5	66.4	66.0	66.3	66.2	66.6
Employed	109,597	112,440	114,968	117,342	117,914	116,877	117,598	119,306	123,060
Employment-population ratio	60.7	61.5	62.3	63.0	62.7	61.6	61.4	61.6	62.5
Agriculture	3,163	3,208	3,169	3,199	3,186	3,233	3,207	3,074	3,409
Nonagricultural industries	106,434	109,232	111,800	114,142	114,728	113,644	114,391	116,232	119,651
Unemployed	8,237	7,425	6,701	6,528	6,874	8,426	9,384	8,734	7,996
Unemployment rate	7.0	6.2	5.5	5.3	5.5	6.7	7.4	6.8	6.1
Not in labor force	62,752	62,888	62,944	62,523	63,262	64,462	64,593	65,509	65,758

19. Annual data: Employment levels by industry

(In thousands)

Industry	1986	1987	1988	1989	1990	1991	1992	1993	1994
Total employment	99,344	101,958	105,210	107,895	109,419	108,256	108,604	110,525	113,429
Private sector	82,651	84,948	87,824	90,117	91,115	89,854	89,959	91,708	94,389
Goods-producing	24,533	24,674	25,125	25,254	24,905	23,745	23,231	23,256	23,584
Mining	777	717	713	692	709	689	635	611	605
Construction	4,810	4,958	5,098	5,171	5,120	4,650	4,492	4,642	4,916
Manufacturing	18,947	18,999	19,314	19,391	19,076	18,406	18,104	18,003	18,063
Service-producing	74,811	77,284	80,086	82,642	84,514	84,511	85,373	87,269	89,844
Transportation and public utilities	5,247	5,362	5,514	5,625	5,793	5,762	5,721	5,787	5,843
Wholesale trade	5,761	5,848	6,030	6,187	6,173	6,081	5,997	5,958	6,060
Retail trade	17,880	18,422	19,023	19,475	19,601	19,284	19,356	19,717	20,310
Finance, insurance, and real estate	6,273	6,533	6,630	6,668	6,709	6,646	6,602	6,712	6,788
Services	22,957	24,110	25,504	26,907	27,934	28,336	29,052	30,278	31,804
Government	16,693	17,010	17,386	17,779	18,304	18,402	18,645	18,817	19,040
Federal	2,899	2,943	2,971	2,988	3,085	2,966	2,969	2,915	2,870
State	3,893	3,967	4,076	4,182	4,305	4,355	4,408	4,484	4,552
Local	9,901	10,100	10,339	10,609	10,914	11,081	11,267	11,417	11,617

NOTE: See "Notes on the data" for a description of the most recent benchmark revision.

20. Annual data: Average hours and earnings of production or nonsupervisory workers on nonfarm payrolls, by industry

Industry	1986	1987	1988	1989	1990	1991	1992	1993	1994
Private sector:									
Average weekly hours	34.8	34.8	34.7	34.6	34.5	34.3	34.4	34.5	34.6
Average hourly earnings (in dollars)	8.76	8.98	9.28	9.66	10.01	10.32	10.57	10.83	11.12
Average weekly earnings (in dollars)	304.85	312.50	322.02	334.24	345.35	353.98	363.61	373.64	384.75
Mining:									
Average weekly hours	42.2	42.4	42.3	43.0	44.1	44.4	43.9	44.3	44.7
Average hourly earnings (in dollars)	12.46	12.54	12.80	13.26	13.68	14.19	14.54	14.60	14.89
Average weekly earnings (in dollars)	525.81	531.70	541.44	570.18	603.29	630.04	638.31	646.78	665.58
Construction:									
Average weekly hours	37.4	37.8	37.9	37.9	38.2	38.1	38.0	38.4	38.8
Average hourly earnings (in dollars)	12.48	12.71	13.08	13.54	13.77	14.00	14.15	14.37	14.69
Average weekly earnings (in dollars)	466.75	480.44	495.73	513.17	526.01	533.40	537.70	551.81	569.97
Manufacturing:									
Average weekly hours	40.7	41.0	41.1	41.0	40.8	40.7	41.0	41.4	42.0
Average hourly earnings (in dollars)	9.73	9.91	10.19	10.48	10.83	11.18	11.46	11.74	12.06
Average weekly earnings (in dollars)	396.01	406.31	418.81	429.68	441.86	455.03	469.86	486.04	506.52
Transportation and public utilities:									
Average weekly hours	39.2	39.2	38.8	38.9	38.9	38.7	38.9	39.6	39.9
Average hourly earnings (in dollars)	11.70	12.03	12.26	12.60	12.97	13.22	13.45	13.63	13.88
Average weekly earnings (in dollars)	458.64	471.58	475.69	490.14	504.53	511.61	523.21	539.75	553.81
Wholesale trade:									
Average weekly hours	38.3	38.1	38.1	38.0	38.1	38.1	38.2	38.2	38.3
Average hourly earnings (in dollars)	9.34	9.59	9.98	10.39	10.79	11.15	11.39	11.73	12.01
Average weekly earnings (in dollars)	357.72	365.38	380.24	394.82	411.10	424.82	435.10	448.09	459.98
Retail trade:									
Average weekly hours	29.2	29.2	29.1	28.9	28.8	28.6	28.8	28.8	28.9
Average hourly earnings (in dollars)	6.03	6.12	6.31	6.53	6.75	6.94	7.12	7.29	7.49
Average weekly earnings (in dollars)	176.08	178.70	183.62	188.72	194.40	198.48	205.06	209.95	216.46
Finance, insurance, and real estate:									
Average weekly hours	36.4	36.3	35.9	35.8	35.8	35.7	35.8	35.8	35.8
Average hourly earnings (in dollars)	8.36	8.73	9.06	9.53	9.97	10.39	10.82	11.35	11.83
Average weekly earnings (in dollars)	304.30	316.90	325.25	341.17	356.93	370.92	387.36	406.33	423.51
Services:									
Average weekly hours	32.5	32.5	32.6	32.6	32.5	32.4	32.5	32.5	32.5
Average hourly earnings (in dollars)	8.18	8.49	8.88	9.38	9.83	10.23	10.54	10.79	11.07
Average weekly earnings (in dollars)	265.85	275.93	289.49	305.79	319.48	331.45	342.55	350.68	359.78

21. Employment Cost Index, compensation,[1] by occupation and industry group

(June 1989 = 100)

Series	1993				1994				1995	Percent change	
	Mar.	June	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	3 months ended	12 months ended
										Mar. 1995	
Civilian workers [2]	117.5	118.3	119.5	120.2	121.3	122.1	123.3	123.8	124.8	0.8	2.9
Workers, by occupational group:											
White-collar workers	117.9	118.6	119.9	120.6	121.8	122.6	123.9	124.4	125.5	.9	3.0
Professional specialty and technical	120.1	120.6	122.0	122.5	123.7	124.2	125.7	126.2	127.0	.6	2.7
Executive, administrative, and managerial	116.9	117.5	118.6	119.4	120.6	121.6	122.9	123.6	125.2	1.3	3.8
Administrative support, including clerical	118.3	119.3	120.4	121.3	122.6	123.5	124.6	125.2	126.5	1.0	3.2
Blue-collar workers	116.7	117.8	118.8	119.4	120.4	121.3	122.4	122.7	123.6	.7	2.7
Service occupations	117.9	118.7	119.9	120.5	121.6	122.1	123.5	124.3	125.0	.6	2.8
Workers, by industry division:											
Goods-producing	118.0	119.1	120.0	120.6	121.9	123.0	123.9	124.4	125.3	.7	2.8
Manufacturing	118.6	119.7	120.6	121.3	122.5	123.5	124.4	125.1	126.2	.9	3.0
Service-producing	117.2	118.0	119.3	120.0	121.0	121.7	123.1	123.6	124.6	.8	3.0
Services	120.1	120.6	122.2	122.9	123.8	124.2	125.8	126.4	127.2	.6	2.7
Health services	122.3	123.2	124.4	125.4	126.1	126.6	127.8	128.5	129.4	.7	2.6
Hospitals	122.0	122.6	123.9	125.0	125.9	126.4	127.5	128.4	128.8	.3	2.3
Educational services	120.1	120.2	122.6	122.9	123.2	123.6	126.0	126.4	126.9	.4	3.0
Public administration [3]	117.6	118.0	119.3	120.0	121.5	122.2	123.7	124.2	125.4	1.0	3.2
Nonmanufacturing	117.1	117.9	119.2	119.8	120.9	121.7	123.0	123.4	124.4	.8	2.9
Private industry workers	117.1	118.0	119.1	119.8	121.0	122.0	123.0	123.5	124.5	.8	2.9
Excluding sales occupations	117.5	118.5	119.5	120.2	121.4	122.3	123.4	123.9	125.0	.9	3.0
Workers, by occupational group:											
White-collar workers	117.4	118.3	119.4	120.2	121.5	122.5	123.5	124.1	125.3	1.0	3.1
Excluding sales occupations	118.3	119.2	120.2	121.0	122.4	123.3	124.4	125.1	126.3	1.0	3.2
Professional specialty and technical occupations	120.4	121.3	122.2	122.9	124.6	125.3	126.3	126.8	127.7	.7	2.5
Executive, administrative, and managerial occupations	116.5	117.2	118.1	118.9	120.3	121.3	122.6	123.3	124.9	1.3	3.8
Sales occupations	112.9	113.8	115.6	116.5	117.2	118.8	119.2	119.6	120.2	.5	2.6
Administrative support occupations, including clerical	118.1	119.2	120.3	121.2	122.5	123.5	124.5	125.1	126.5	1.1	3.3
Blue-collar workers	116.6	117.7	118.7	119.3	120.3	121.2	122.3	122.6	123.5	.7	2.7
Precision production, craft, and repair occupations	116.6	117.6	118.7	118.9	120.2	121.2	122.5	122.5	123.4	.7	2.7
Machine operators, assemblers, and inspectors	117.8	119.0	120.0	120.8	121.3	122.2	122.9	123.4	124.2	.6	2.4
Transportation and material moving occupations	113.9	115.2	115.9	117.0	118.5	119.1	120.3	120.6	121.8	1.0	2.8
Handlers, equipment cleaners, helpers, and laborers	116.8	117.6	118.4	119.1	120.2	121.4	122.7	122.9	124.1	1.0	3.2
Service occupations	117.2	118.0	118.9	119.5	120.6	121.0	121.8	122.9	123.4	.4	2.3
Production and nonsupervisory occupations[4]	116.9	117.9	119.0	119.7	120.7	121.6	122.6	123.1	124.1	.8	2.8
Workers, by industry division:											
Goods-producing	118.0	119.1	119.9	120.6	121.8	123.0	123.9	124.3	125.3	.8	2.9
Excluding sales occupations	117.8	118.8	119.6	120.1	121.4	122.5	123.5	124.0	124.9	.7	2.9
White-collar occupations	118.6	119.6	120.5	121.1	123.0	124.3	125.1	125.9	127.2	1.0	3.4
Excluding sales occupations	118.1	119.0	119.7	119.9	121.9	123.2	124.1	125.0	126.2	1.0	3.5
Blue-collar occupations	117.6	118.7	119.6	120.2	121.1	122.2	123.1	123.4	124.1	.6	2.5
Service occupations	120.0	120.6	121.5	122.4	123.5	123.8	126.5	126.3	127.3	.8	3.1
Construction	114.9	116.0	116.8	116.5	118.6	120.2	121.4	120.8	121.1	.2	2.1
Manufacturing	118.6	119.7	120.6	121.3	122.5	123.5	124.4	125.1	126.2	.9	3.0
White-collar occupations	118.7	119.7	120.5	121.3	122.7	123.9	124.9	126.0	127.4	1.1	3.8
Excluding sales occupations	118.0	118.8	119.5	119.9	121.3	122.5	123.6	124.9	126.1	1.0	4.0
Blue-collar occupations	118.5	119.6	120.5	121.3	122.3	123.2	124.0	124.5	125.3	.6	2.5
Service occupations	120.3	120.7	121.7	122.7	123.8	124.1	127.0	127.0	128.0	.8	3.4
Durables	119.0	120.0	121.0	121.9	122.9	123.8	125.1	125.8	127.0	1.0	3.3
Nondurables	117.9	119.0	119.7	120.3	121.7	122.8	123.2	123.8	124.7	.7	2.5
Service-producing	116.4	117.3	118.5	119.3	120.4	121.2	122.3	122.8	123.9	.9	2.9
Excluding sales occupations	117.3	118.3	119.3	120.2	121.4	122.1	123.3	123.8	125.0	1.0	3.0
White-collar occupations	116.9	117.8	119.0	119.8	121.0	121.9	122.9	123.4	124.6	1.0	3.0
Excluding sales occupations	118.4	119.3	120.4	121.4	122.7	123.4	124.6	125.1	126.4	1.0	3.0
Blue-collar occupations	114.3	115.5	116.6	117.2	118.4	119.1	120.6	120.7	122.1	1.2	3.1
Service occupations	116.8	117.7	118.6	119.1	120.2	120.7	121.3	122.5	123.0	.4	2.3
Transportation and public utilities	114.8	116.0	116.8	117.5	119.2	119.8	121.4	122.1	124.0	1.6	4.0
Transportation	112.8	114.1	114.8	115.7	117.1	117.7	119.7	120.3	122.3	1.7	4.4
Public utilities	117.4	118.3	119.2	119.9	121.7	122.6	123.6	124.4	126.1	1.4	3.6
Communications	116.5	117.5	118.5	119.2	121.0	122.1	122.9	124.0	126.3	1.9	4.4
Electric, gas, and sanitary services	118.6	119.4	120.2	120.8	122.7	123.2	124.4	124.8	125.9	.9	2.6
Wholesale and retail trade	114.7	115.9	116.4	117.1	117.6	119.4	120.5	120.6	121.7	.9	3.5
Excluding sales occupations	115.4	116.2	117.0	118.0	118.6	119.8	120.9	120.9	122.4	1.2	3.2
Wholesale trade	115.3	116.4	116.6	117.8	117.9	119.7	120.6	121.5	123.2	1.4	4.5
Excluding sales occupations	116.0	116.8	117.6	118.7	119.3	120.3	121.3	122.0	124.4	2.0	4.3
Retail trade	114.5	115.6	116.2	116.8	117.5	119.2	120.4	120.1	120.9	.7	2.9
Food stores	115.9	117.2	117.1	118.3	119.6	120.6	120.3	120.0	120.8	.7	1.0
General merchandise stores	114.1	114.7	115.5	116.3	115.3	118.0	118.7	119.3	120.1	.7	4.2

See footnotes at end of table.

21. Continued—Employment Cost Index, compensation,[1] by occupation and industry group

(June 1989 = 100)

Series	1993				1994				1995	Percent change	
	Mar.	June	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	3 months ended	12 months ended
										Mar. 1995	
Finance, insurance, and real estate	112.6	113.1	115.7	116.4	117.7	117.7	118.5	118.9	120.2	1.1	2.1
Excluding sales occupations	114.9	116.4	117.5	118.2	119.7	120.3	121.5	121.8	123.7	1.6	3.3
Banking, savings and loan, and other credit agencies	114.6	116.0	116.9	117.8	118.7	119.4	120.8	120.5	123.5	2.5	4.0
Insurance	114.3	116.1	117.4	119.7	119.9	120.5	121.5	122.3	123.5	1.0	3.0
Services	120.1	120.9	122.3	123.1	124.4	124.9	125.9	126.6	127.5	.7	2.5
Business services	116.5	117.4	118.1	118.6	121.3	122.1	122.4	123.0	124.5	1.2	2.6
Health services	123.0	124.0	125.0	126.0	126.7	127.1	127.9	128.7	129.7	.8	2.4
Hospitals	122.7	123.4	124.5	125.6	126.7	127.1	127.7	128.6	128.9	.2	1.7
Educational services	120.5	120.6	123.8	124.1	124.5	125.4	128.2	128.4	128.8	.3	3.5
Colleges and universities	121.5	121.5	125.0	125.3	125.7	126.0	128.5	128.8	129.3	.4	2.9
Nonmanufacturing	116.3	117.2	118.4	119.0	120.3	121.2	122.3	122.6	123.7	.9	2.8
White-collar occupations	117.0	117.9	119.0	119.9	121.1	122.1	123.1	123.5	124.7	1.0	3.0
Excluding sales occupations	118.5	119.4	120.4	121.4	122.8	123.6	124.7	125.1	126.4	1.0	2.9
Blue-collar occupations	114.6	115.6	116.6	117.1	118.2	119.1	120.5	120.5	121.5	.8	2.8
Service occupations	116.8	117.7	118.6	119.1	120.2	120.7	121.3	122.4	123.0	.5	2.3
State and local government workers	119.3	119.6	121.4	121.9	122.6	123.1	125.0	125.6	126.4	.6	3.1
Workers, by occupational group:											
White-collar workers	119.5	119.6*	121.5	121.9	122.6	122.9	124.9	125.5	126.2	.6	2.9
Professional specialty and technical	119.6	119.7	121.7	122.0	122.5	122.7	125.0	125.5	126.0	.4	2.9
Executive, administrative, and managerial	119.0	119.2	121.0	121.6	122.8	123.4	124.7	125.3	126.9	1.3	3.3
Administrative support, including clerical	119.2	119.6	121.0	121.6	122.7	123.3	124.9	125.6	126.3	.6	2.9
Blue-collar workers	118.3	118.7	120.5	121.4	122.3	122.7	124.2	124.7	125.4	.6	2.5
Workers, by industry division:											
Services	120.0	120.2	122.2	122.6	123.1	123.4	125.6	126.1	126.7	.5	2.9
Services excluding schools[5]	119.6	120.0	121.4	121.9	122.8	123.3	124.9	125.6	126.4	.6	2.9
Health services	120.2	120.7	122.2	123.1	124.2	125.2	127.2	127.7	128.4	.5	3.4
Hospitals	120.0	120.4	122.0	123.3	123.7	124.5	127.0	127.7	128.4	.5	3.8
Educational services	120.0	120.1	122.3	122.7	122.9	123.1	125.5	126.0	126.5	.4	2.9
Schools	120.2	120.3	122.5	122.9	123.2	123.4	125.9	126.3	126.8	.4	2.9
Elementary and secondary	120.7	120.8	123.0	123.6	123.7	123.8	126.3	126.5	127.1	.5	2.7
Colleges and universities	118.4	118.5	120.8	120.7	121.5	122.0	124.5	125.5	126.0	.4	3.7
Public administration[3]	117.6	118.0	119.3	120.0	121.5	122.2	123.7	124.2	125.4	1.0	3.2

[1] Cost (cents per hour worked) measured in the Employment Cost Index consists of wages, salaries, and employer cost of employee benefits.

[2] Consist of private industry workers (excluding farm and household workers) and State and local government (excluding Federal Government) workers.

[3] Consist of legislative, judicial, administrative, and regulatory activities.

[4] This series has the same industry and occupational coverage as the Hourly Earnings Index, which was discontinued in January 1989.

[5] Includes, for example, library, social, and health services.

22. Employment Cost Index, wages and salaries, by occupation and industry group

(June 1989=100)

Series	1993				1994				1995	Percent change	
	Mar.	June	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	3 months ended	12 months ended
										Mar. 1995	
Civilian workers [1]	114.5	115.2	116.4	117.1	117.8	118.6	119.8	120.4	121.3	0.7	3.0
Workers, by occupational group:											
White-collar workers	115.4	116.0	117.4	118.1	118.8	119.7	120.8	121.5	122.4	.7	3.0
Professional specialty and technical	117.5	118.0	119.5	120.0	120.7	121.3	122.8	123.5	124.2	.6	2.9
Executive, administrative, and managerial	115.0	115.5	116.5	117.3	118.1	119.0	120.2	120.8	122.2	1.2	3.5
Administrative support, including clerical	115.3	116.1	117.1	118.0	118.9	119.8	120.9	121.6	122.8	1.0	3.3
Blue-collar workers	112.7	113.4	114.4	115.0	115.8	116.7	117.8	118.2	119.2	.8	2.9
Service occupations	114.5	115.2	116.1	116.6	117.5	118.1	119.4	120.4	121.2	.7	3.1
Workers, by industry division:											
Goods-producing	113.8	114.6	115.4	116.2	117.0	118.0	119.0	119.6	120.5	.8	3.0
Manufacturing	114.7	115.5	116.3	117.3	118.0	119.0	120.0	120.8	121.9	.9	3.3
Service-producing	114.8	115.5	116.8	117.5	118.2	118.9	120.2	120.7	121.7	.8	3.0
Services	117.4	117.8	119.5	120.0	120.9	121.3	122.8	123.5	124.4	.7	2.9
Health services	119.5	120.3	121.4	122.2	122.8	123.4	124.4	125.4	126.1	.6	2.7
Hospitals	118.9	119.5	120.7	121.7	122.4	123.0	124.0	124.9	125.5	.5	2.5
Educational services	117.9	118.0	120.4	120.7	121.0	121.3	123.8	124.3	125.0	.6	3.3
Public administration [2]	114.4	114.9	115.9	116.6	117.9	118.5	119.9	120.6	121.9	1.1	3.4
Nonmanufacturing	114.4	115.1	116.4	117.0	117.7	118.5	119.7	120.2	121.1	.7	2.9
Private industry workers	113.9	114.6	115.7	116.4	117.2	118.1	119.1	119.7	120.6	.8	2.9
Excluding sales occupations	114.2	115.0	115.9	116.6	117.5	118.3	119.4	120.0	121.0	.8	3.0
Workers, by occupational group:											
White-collar workers	114.7	115.5	116.7	117.5	118.3	119.3	120.2	120.8	121.7	.7	2.9
Excluding sales occupations	115.7	116.4	117.4	118.2	119.0	119.9	121.0	121.7	122.8	.9	3.2
Professional specialty and technical occupations	117.1	117.9	118.9	119.5	120.4	121.3	122.2	123.0	123.7	.6	2.7
Executive, administrative, and managerial occupations	114.7	115.3	116.2	117.0	117.8	118.8	120.0	120.5	121.9	1.2	3.5
Sales occupations	110.5	111.6	113.8	114.7	114.8	116.2	116.5	116.7	116.9	.2	1.8
Administrative support occupations, including clerical	115.2	116.1	117.1	118.0	119.0	119.9	120.9	121.6	122.9	1.1	3.3
Blue-collar workers	112.5	113.2	114.1	114.8	115.6	116.5	117.5	118.0	119.0	.8	2.9
Precision production, craft, and repair occupations	112.4	113.2	114.2	114.7	115.5	116.5	117.8	117.9	118.8	.8	2.9
Machine operators, assemblers, and inspectors	113.2	113.8	114.7	115.6	116.2	117.2	118.0	118.8	119.6	.7	2.9
Transportation and material moving occupations	110.0	111.2	111.7	112.6	113.5	114.0	115.2	115.6	117.0	1.2	3.1
Handlers, equipment cleaners, helpers, and laborers	113.6	114.3	114.9	115.7	116.6	117.3	117.9	118.9	120.1	1.0	3.0
Service occupations	113.5	114.1	114.9	115.3	116.3	116.8	117.6	118.8	119.4	.5	2.7
Production and nonsupervisory occupations [3]	113.4	114.2	115.3	115.9	116.6	117.5	118.5	119.1	119.9	.7	2.8
Workers, by industry division:											
Goods-producing	113.8	114.5	115.3	116.1	116.9	118.0	118.9	119.6	120.4	.7	3.0
Excluding sales occupations	113.5	114.2	114.9	115.6	116.4	117.4	118.4	119.1	119.9	.7	3.0
White-collar occupations	115.4	116.4	117.3	118.2	119.1	120.3	121.1	122.0	123.0	.8	3.3
Excluding sales occupations	114.9	115.6	116.4	116.8	117.7	118.8	119.8	120.8	121.8	.8	3.5
Blue-collar occupations	112.8	113.4	114.1	114.9	115.6	116.6	117.5	118.1	118.8	.6	2.8
Service occupations	113.9	114.4	115.7	116.9	116.4	117.7	120.1	119.7	120.6	.8	3.6
Construction	109.5	110.4	111.3	111.1	112.2	113.6	114.6	114.7	114.8	.1	2.3
Manufacturing	114.7	115.5	116.3	117.3	118.0	119.0	120.0	120.8	121.9	.9	3.3
White-collar occupations	116.0	116.9	117.7	118.8	119.5	120.6	121.7	122.7	123.9	1.0	3.7
Excluding sales occupations	115.3	115.9	116.7	117.2	118.0	119.1	120.2	121.4	122.4	.8	3.7
Blue-collar occupations	113.9	114.5	115.2	116.2	116.9	117.8	118.7	119.5	120.4	.8	3.0
Service occupations	114.3	114.5	116.0	117.3	116.8	118.2	120.6	120.6	121.5	.7	4.0
Durables	114.4	115.1	115.9	117.2	117.8	118.7	119.8	120.8	121.9	.9	3.5
Nondurables	115.5	116.3	116.9	117.5	118.3	119.5	120.3	120.8	121.9	.9	3.0
Service-producing	113.9	114.7	115.9	116.6	117.3	118.2	119.2	119.7	120.7	.8	2.9
Excluding sales occupations	114.8	115.6	116.6	117.4	118.3	119.0	120.2	120.7	121.8	.9	3.0
White-collar occupations	114.5	115.2	116.5	117.3	118.0	118.9	119.9	120.4	121.3	.7	2.8
Excluding sales occupations	116.0	116.8	117.8	118.7	119.6	120.4	121.5	122.1	123.2	.9	3.0
Blue-collar occupations	111.9	112.9	114.1	114.6	115.5	116.2	117.5	117.6	119.2	1.4	3.2
Service occupations	113.5	114.1	114.9	115.2	116.3	116.7	117.3	118.7	119.3	.5	2.6
Transportation and public utilities	112.9	114.0	114.7	115.4	116.4	117.2	118.9	119.6	121.2	1.3	4.1
Transportation	110.8	112.0	112.6	113.4	114.2	114.8	116.7	117.5	119.0	1.3	4.2
Public utilities	115.4	116.4	117.2	117.9	119.1	120.1	121.4	122.3	123.9	1.3	4.0
Communications	114.7	115.6	116.5	117.1	118.4	119.5	121.0	122.1	124.3	1.8	5.0
Electric, gas, and sanitary services	116.3	117.4	118.2	118.8	119.9	120.9	121.9	122.4	123.4	.8	2.9

See footnotes at end of table.

22. Continued— Employment Cost Index, wages and salaries, by occupation and industry group

(June 1989 = 100)

Series	1993				1994				1995	Percent change	
	Mar.	June	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	3 months ended	12 months ended
										Mar. 1995	
Wholesale and retail trade	113.0	114.2	114.7	115.4	115.5	117.4	118.3	118.4	119.4	0.8	3.4
Excluding sales occupations	113.6	114.4	115.2	116.1	116.5	117.8	118.7	118.8	120.2	1.2	3.2
Wholesale trade	113.9	115.1	115.1	116.4	116.2	118.3	118.9	119.9	120.9	.8	4.0
Excluding sales occupations	114.7	115.5	116.3	117.5	117.8	118.8	119.6	120.2	122.2	1.7	3.7
Retail trade	112.6	113.8	114.5	115.0	115.2	117.0	118.0	117.8	118.7	.8	3.0
Food stores	114.6	115.4	114.9	115.9	117.0	117.8	117.4	117.3	117.8	.4	.7
General merchandise stores	112.4	113.4	114.5	115.0	114.0	116.4	116.5	117.5	117.9	.3	3.4
Finance, insurance, and real estate	109.3	109.3	112.3	112.9	113.7	113.2	113.8	114.2	115.0	.7	1.1
Excluding sales occupations	112.0	113.1	114.0	114.6	115.5	116.0	117.2	117.4	119.3	1.6	3.3
Banking, savings and loan, and other credit agencies	112.1	112.9	113.7	114.5	114.7	115.0	116.5	116.2	119.2	2.6	3.9
Insurance	111.2	112.9	113.9	116.6	116.0	116.8	117.7	118.6	119.8	1.0	3.3
Services	117.0	117.6	118.9	119.6	120.8	121.3	122.2	123.0	123.9	.7	2.6
Business services	114.2	114.6	115.3	115.7	118.8	119.4	119.9	120.4	122.1	1.4	2.8
Health services	119.8	120.7	121.7	122.6	123.1	123.5	124.3	125.4	126.2	.6	2.5
Hospitals	119.3	119.9	121.0	122.0	122.8	123.3	123.9	124.8	125.4	.5	2.1
Educational services	117.5	117.4	120.7	120.9	121.2	122.2	124.9	125.1	125.6	.4	3.6
Colleges and universities	118.0	117.7	121.3	121.6	122.0	122.2	124.5	124.9	125.5	.5	2.9
Nonmanufacturing	113.4	114.2	115.4	116.0	116.8	117.7	118.7	119.1	120.0	.8	2.7
White-collar occupations	114.4	115.2	116.4	117.2	117.9	118.9	119.7	120.2	121.1	.7	2.7
Excluding sales occupations	115.8	116.6	117.6	118.5	119.4	120.2	121.3	121.8	122.9	.9	2.9
Blue-collar occupations	111.1	111.9	113.0	113.4	114.2	115.1	116.4	116.4	117.5	.9	2.9
Service occupations	113.4	114.1	114.8	115.1	116.3	116.7	117.3	118.6	119.2	.5	2.5
State and local government workers	117.2	117.4	119.3	119.7	120.4	120.7	122.8	123.4	124.3	.7	3.2
Workers, by occupational group:											
White-collar workers	117.5	117.6	119.6	119.9	120.6	120.9	122.9	123.6	124.4	.6	3.2
Professional specialty and technical	118.1	118.2	120.4	120.7	121.1	121.3	123.6	124.2	124.8	.5	3.1
Executive, administrative, and managerial	116.5	116.6	118.2	118.8	119.8	120.3	121.6	122.4	124.1	1.4	3.6
Administrative support, including clerical	115.4	115.9	117.2	117.8	118.9	119.4	120.9	121.7	122.5	.7	3.0
Blue-collar workers	116.2	116.5	118.4	119.0	119.7	120.1	121.8	122.5	123.1	.5	2.8
Workers, by industry division:											
Services	118.1	118.2	120.3	120.6	121.1	121.3	123.6	124.2	124.9	.6	3.1
Services excluding schools[4]	118.4	118.7	120.1	120.4	121.3	121.9	123.2	124.0	125.0	.8	3.1
Health services	118.1	118.8	120.4	121.0	121.9	122.9	124.7	125.3	126.0	.6	3.4
Hospitals	117.6	118.2	119.9	120.7	121.2	122.0	124.2	125.1	125.8	.6	3.8
Educational services	118.0	118.1	120.3	120.6	120.9	121.1	123.6	124.2	124.8	.5	3.2
Schools	117.9	118.0	120.3	120.7	121.0	121.2	123.8	124.3	125.0	.6	3.3
Elementary and secondary	118.7	118.8	121.1	121.6	121.7	121.8	124.5	124.9	125.5	.5	3.1
Colleges and universities	115.5	115.6	117.8	117.7	118.6	119.2	121.5	122.5	123.2	.6	3.9
Public administration[2]	114.4	114.9	115.9	116.6	117.9	118.5	119.9	120.6	121.9	1.1	3.4

[1] Consists of private industry workers (excluding farm and household workers) and State and local government (excluding Federal Government) workers.
[2] Consists of legislative, judicial, administrative, and regulatory activities.
[3] This series has the same industry and occupational coverage as the Hourly Earnings Index, which was discontinued in January 1989.
[4] Includes, for example, library, social and health services.

23. Employment Cost Index, benefits, private industry workers by occupation and industry group

(June 1989 = 100)

Series	1993				1994				1995	Percent change	
	Mar.	June	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	3 months ended	12 months ended
										Mar. 1995	
Private industry workers	125.2	126.7	127.7	128.3	130.7	131.7	132.8	133.0	134.5	1.1	2.9
Workers, by occupational group:											
White-collar workers	124.7	125.9	126.8	127.6	130.5	131.6	132.8	133.3	135.2	1.4	3.6
Blue-collar workers	125.5	127.3	128.4	128.9	130.5	131.5	132.7	132.5	133.3	.6	2.1
Workers, by industry group:											
Goods-producing	127.3	129.0	130.0	130.3	132.7	133.9	134.8	134.8	135.9	.8	2.4
Service-producing	123.4	124.6	125.7	126.7	128.9	129.7	131.2	131.5	133.2	1.3	3.3
Manufacturing	126.8	128.6	129.7	130.0	132.0	133.0	133.9	134.3	135.4	.8	2.6
Nonmanufacturing	124.2	125.5	126.5	127.4	129.9	130.8	132.2	132.3	133.9	1.2	3.1

24. Employment Cost Index, private nonfarm workers, by bargaining status, region, and area size

(June 1989=100)

Series	1993				1994				1995	Percent change	
	Mar.	June	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	3 months ended	12 months ended
										Mar. 1995	
COMPENSATION											
Workers, by bargaining status[1]											
Union	117.8	119.1	120.0	120.9	121.9	123.0	123.8	124.2	125.1	0.7	2.6
Goods-producing	118.7	120.0	121.0	121.9	122.5	123.8	124.4	124.7	125.2	.4	2.2
Service-producing	116.7	117.7	118.6	119.6	121.0	121.8	122.9	123.6	124.8	1.0	3.1
Manufacturing	119.8	121.1	121.9	123.0	123.6	124.8	125.3	125.8	126.3	.4	2.2
Nonmanufacturing	116.3	117.4	118.5	119.3	120.5	121.5	122.6	123.0	124.0	.8	2.9
Nonunion	116.8	117.7	118.8	119.5	120.7	121.7	122.7	123.2	124.3	.9	3.0
Goods-producing	117.7	118.6	119.4	119.9	121.5	122.6	123.6	124.1	125.2	.9	3.0
Service-producing	116.3	117.2	118.4	119.2	120.3	121.1	122.2	122.7	123.8	.9	2.9
Manufacturing	118.1	119.0	120.0	120.6	122.0	122.9	124.0	124.8	126.1	1.0	3.4
Nonmanufacturing	116.3	117.2	118.3	119.0	120.2	121.1	122.2	122.5	123.6	.9	2.8
Workers, by region [1]											
Northeast	117.8	119.1	120.2	120.7	121.6	122.8	124.0	124.3	125.6	1.0	3.3
South	116.2	117.0	118.1	118.8	120.0	120.8	121.8	122.5	123.7	1.0	3.1
Midwest (formerly North Central)	117.9	119.3	120.1	121.2	122.8	123.6	124.6	125.0	125.8	.6	2.4
West	116.2	116.4	117.8	118.1	119.4	120.5	121.3	121.7	122.6	.7	2.7
Workers, by area size [1]											
Metropolitan areas	117.1	118.1	119.1	119.8	120.9	121.9	122.9	123.4	124.5	.9	3.0
Other areas	117.0	117.8	118.7	119.7	121.3	122.5	123.2	123.5	124.8	1.1	2.9
WAGES AND SALARIES											
Workers, by bargaining status [1]											
Union	113.1	113.9	114.8	115.7	116.5	117.6	118.6	119.1	119.8	.6	2.8
Goods-producing	112.2	113.0	113.8	114.8	115.4	116.7	117.5	117.9	118.4	.4	2.6
Service-producing	114.2	115.1	116.0	116.8	118.0	118.7	120.1	120.6	121.6	.8	3.1
Manufacturing	113.2	113.9	114.6	115.9	116.6	117.8	118.5	119.2	119.8	.5	2.7
Nonmanufacturing	113.0	113.9	114.9	115.5	116.4	117.3	118.6	119.0	119.8	.7	2.9
Nonunion	114.1	114.8	115.9	116.6	117.4	118.3	119.2	119.8	120.8	.8	2.9
Goods-producing	114.4	115.2	116.0	116.7	117.6	118.6	119.5	120.3	121.3	.8	3.1
Service-producing	113.8	114.6	115.9	116.6	117.2	118.1	119.0	119.5	120.5	.8	2.8
Manufacturing	115.4	116.1	117.0	117.9	118.6	119.5	120.5	121.5	122.7	1.0	3.5
Nonmanufacturing	113.5	114.3	115.5	116.1	116.9	117.8	118.7	119.1	120.0	.8	2.7
Workers, by region [1]											
Northeast	114.6	115.7	116.8	117.3	117.8	118.8	120.0	120.2	121.3	.9	3.0
South	113.6	114.3	115.3	116.0	116.6	117.4	118.5	119.1	120.0	.8	2.9
Midwest (formerly North Central)	113.5	114.6	115.2	116.5	117.5	118.3	119.5	120.1	120.9	.7	2.9
West	113.6	113.7	115.3	115.7	116.6	117.9	118.1	119.0	119.9	.8	2.8
Workers, by area size[1]											
Metropolitan areas	113.9	114.7	115.8	116.5	117.2	118.1	119.1	119.7	120.6	.8	2.9
Other areas	113.5	114.4	115.0	115.8	117.0	118.1	118.6	119.0	120.5	1.3	3.0

[1] The indexes are calculated differently from those for the occupation and industry groups. For a detailed description of the index calculation, see the *Monthly Labor Review* Technical Note, "Estimation procedures for the Employment Cost Index," May 1982.

25. Percent of full-time employees participating in employer-provided benefit plans, 1980-91

Item	Medium and large private establishments[1]										Small private establishments[2]	State and local governments[3]	
	1980	1981	1982	1983	1984	1985	1986	1988	1989	1991	1990	1987	1990
Time-off plans													
Participants with:													
Paid lunch time	10	10	9	11	9	10	10	11	10	8	8	[4] 17	11
Average minutes per day	–	–	25	25	26	27	27	29	26	30	37	34	36
Paid rest time	75	75	76	74	73	72	72	72	71	67	48	[4] 58	56
Average minutes per day	–	–	25	25	26	26	26	26	26	26	27	29	29
Paid funeral leave	–	–	–	–	–	88	88	85	84	80	47	56	63
Average days per occurrence	–	–	–	–	–	3.2	3.2	3.2	3.3	3.3	2.9	3.7	3.7
Paid holidays	99	99	99	99	99	98	99	96	97	92	84	81	74
Average days per year	10.1	10.2	10.0	9.8	9.8	10.1	10.0	9.4	9.2	10.2	9.5	10.9	13.6
Paid personal leave	20	23	24	25	23	26	25	24	22	21	11	38	39
Average days per year	–	–	3.8	3.7	3.6	3.7	3.7	3.3	3.1	3.3	2.8	2.7	2.9
Paid vacations	100	99	99	100	99	99	100	98	97	96	88	72	67
Paid sick leave	62	65	67	67	67	67	70	69	68	67	47	97	95
Unpaid maternity leave	–	–	–	–	–	–	–	33	37	37	17	57	51
Unpaid paternity leave	–	–	–	–	–	–	–	16	18	26	8	30	33
Insurance plans													
Participants in medical care plans	97	97	97	96	97	96	95	90	92	83	69	93	93
Participants with coverage for:													
Home health care	–	–	–	37	46	56	66	76	75	81	79	76	82
Extended care facilities	58	60	62	58	62	67	70	79	80	80	83	78	79
Mental health care	98	99	99	99	99	99	99	98	97	98	98	98	99
Alcohol abuse treatment	–	–	50	53	61	68	70	80	97	97	97	87	99
Drug abuse treatment	–	–	37	43	52	61	66	74	96	96	94	86	98
Participants with employee contribution required for:													
Self coverage	26	27	27	33	36	36	43	44	47	51	42	35	38
Average monthly contribution	–	–	–	$10.13	$11.93	$12.05	$12.80	$19.29	$25.31	$26.60	$25.13	$15.74	$25.53
Family coverage	46	49	51	54	58	56	63	64	66	69	67	71	65
Average monthly contribution[5]	–	–	–	$32.51	$35.93	$38.33	$41.40	$60.07	$72.10	$96.97	$109.34	$71.89	$117.59
Participants in life insurance plans	96	96	96	96	96	96	96	92	94	94	64	85	88
Participants with:													
Accidental death and dismemberment insurance	69	72	72	72	74	73	72	76	71	71	78	67	67
Survivor income benefits	–	–	–	–	–	13	10	8	7	6	1	1	1
Retiree protection available	–	64	64	66	64	62	59	49	42	44	19	55	45
Participants in long-term disability insurance plans	40	41	43	45	47	48	48	42	45	40	19	31	27
Participants in sickness and accident insurance plans	54	50	51	49	51	52	49	46	43	45	26	14	21
Retirement plans													
Participants in defined benefit pension plans[6]	84	84	84	82	82	80	76	63	63	59	20	93	90
Participants with:													
Normal retirement prior to age 65	55	56	58	64	63	67	64	59	62	55	54	92	89
Early retirement available	98	98	97	97	97	97	98	98	97	98	95	90	88
Ad hoc pension increase in last 5 years	–	–	–	51	47	41	35	26	22	7	7	33	16
Terminal earnings formula	53	50	52	54	54	57	57	55	64	56	58	100	100
Benefit coordinated with Social Security	45	43	45	55	56	61	62	62	63	54	49	18	8
Participants in defined contribution plans	–	–	–	–	–	[7] 53	[7] 60	45	48	48	31	9	9
Participants in plans with tax-deferred savings arrangements	–	–	–	–	–	26	33	36	41	44	17	28	45
Other benefits													
Employees eligible for:													
Flexible benefits plans	–	–	–	–	–	–	2	5	9	10	1	5	5
Reimbursement accounts	–	–	–	–	–	–	5	12	23	36	8	5	31

[1] From 1979 to 1986, data were collected in private sector establishments with a minimum employment varying from 50 to 250 employees, depending upon industry. In addition, coverage in service industries was limited. Beginning in 1988, data were collected in all private sector establishments employing 100 workers or more in all industries.

[2] Includes private sector establishments with fewer than 100 workers.

[3] In 1987, coverage excluded local governments employing fewer than 50 workers. In 1990, coverage included all State and local governments.

[4] Data exclude college teachers.

[5] Data for 1983 refer to the average monthly employee contribution for dependent coverage, excluding the employee. Beginning in 1984, data refer to the average monthly employee contribution for family coverage, which includes the employee.

[6] Prior to 1985, data on participation in defined benefit pension plans included a small percentage of workers participating in money purchase pension plans. Beginning in 1985, these workers were classified as participating in defined contribution plans.

[7] Includes employees who participated in Payroll-based Employee Stock Ownership Plans. Beginning in 1987, these plans were no longer available.

NOTE: Dash indicates data were not collected in this year.

26. Specified compensation and wage rate changes from contract settlements, and wage rate changes under all agreements, private industry collective bargaining agreements covering 1,000 workers or more (in percent)

Measure	Annual average		Quarterly average							
	1992	1993	1993			1994				1995
			II	III	IV	I	II	III	IV	Ip
Rate changes under settlements:										
Specified total compensation changes, settlements covering 5,000 workers or more:										
First year of contract	3.0	3.0	3.2	1.0	3.8	3.0	3.4	0.0	1.5	1.4
Annual average over life of contract	3.1	2.4	2.6	1.4	2.5	2.6	2.9	1.4	2.1	1.6
Specified wage changes, settlements covering 1,000 workers or more:										
First year of contract	2.7	2.3	2.5	1.1	2.8	3.0	2.0	1.0	2.2	1.9
Annual average over life of contract	3.0	2.1	2.5	1.7	2.0	2.4	2.4	1.9	2.5	1.9
Wage rate changes under all agreements:										
Average wage change [1]	3.1	3.0	.9	.8	.7	.4	.8	.9	.6	.3
Source:										
Current settlements	.8	.9	.2	.1	.5	.1	.2	.1	.2	.0
Prior settlements	1.9	1.9	.7	.6	.2	.3	.6	.7	.3	.2
COLA provisions	.4	.2	.1	[2]	[2]	[2]	.1	.1	.1	.0

[1] Because of rounding, total may not equal sum of parts.
[2] More than zero but less than 0.05 percent.

[p] = preliminary.

27. Specified compensation and wage rate changes from contract settlements, and wage rate changes under all agreements, private industry collective bargaining agreements covering 1,000 workers or more during 4-quarter periods (in percent)

Measure	Average for four quarters ending--							
	1993			1994				1995
	II	III	IV	I	II	III	IV	Ip
Rate changes under settlements:								
Specified total compensation changes, settlements covering 5,000 workers or more, all industries:								
First year of contract	2.9	2.1	3.0	3.0	3.1	3.1	2.3	2.1
Annual average over life of contract	2.9	2.4	2.4	2.3	2.4	2.5	2.4	2.3
Specified wage changes, settlements covering 1,000 workers or more:								
All industries:								
First year of contract	2.5	2.0	2.3	2.4	2.2	2.3	2.0	1.8
Contracts with COLA clauses	2.7	2.5	2.8	2.7	3.0	2.9	2.7	2.5
Contracts without COLA clauses	2.5	1.8	2.1	2.3	1.9	2.0	1.8	1.6
Contracts with either lump sums, COLA, or both	2.6	2.3	2.6	2.6	2.8	2.7	2.5	2.3
Contracts with neither lump sums nor COLA	2.5	1.7	2.0	2.1	1.5	1.6	1.6	1.5
Annual average over life of contract	2.7	2.3	2.1	2.1	2.1	2.2	2.3	2.3
Contracts with COLA clauses	2.5	2.1	1.4	1.0	1.5	1.7	2.5	2.4
Contracts without COLA clauses	2.8	2.4	2.5	2.5	2.4	2.3	2.3	2.2
Contracts with either lump sums, COLA, or both	2.7	2.1	1.9	1.8	2.0	2.1	2.3	2.2
Contracts with neither lump sums nor COLA	2.8	2.5	2.5	2.5	2.2	2.2	2.3	2.3
Manufacturing:								
First year of contract	2.8	2.5	2.7	2.5	2.7	2.6	2.4	2.2
Contracts with COLA clauses	2.4	2.6	2.9	2.7	3.0	3.0	3.0	2.6
Contracts without COLA clauses	3.0	2.5	2.3	1.9	1.9	1.9	1.8	1.8
Contracts with either lump sums, COLA, or both	2.3	2.3	2.7	2.4	2.7	2.7	2.4	2.2
Contracts with neither lump sums nor COLA	3.3	3.1	2.9	2.6	2.6	2.2	2.2	2.2
Annual average over life of contract	2.6	2.1	1.5	1.3	1.5	1.7	2.3	2.1
Contracts with COLA clauses	2.3	1.9	1.3	1.0	1.3	1.5	2.5	2.3
Contracts without COLA clauses	2.8	2.5	2.1	1.9	2.0	1.9	2.1	1.9
Contracts with either lump sums, COLA, or both	2.2	1.8	1.3	1.0	1.4	1.5	2.3	2.1
Contracts with neither lump sums nor COLA	3.0	2.9	2.5	2.3	2.3	2.0	2.2	2.2
Nonmanufacturing:								
First year of contract	2.5	1.7	2.1	2.3	2.0	2.0	1.8	1.6
Contracts with COLA clauses	3.0	2.5	1.8	1.9	2.9	2.5	2.2	2.2
Contracts without COLA clauses	2.4	1.6	2.1	2.3	1.9	2.0	1.8	1.5
Contracts with either lump sums, COLA, or both	2.7	2.3	2.4	2.8	2.9	2.8	2.6	2.4
Contracts with neither lump sums nor COLA	2.4	1.5	1.8	2.0	1.3	1.4	1.6	1.4
Annual average over life of contract	2.8	2.4	2.5	2.6	2.4	2.5	2.3	2.3
Contracts with COLA clauses	2.7	2.7	2.3	2.5	2.7	2.7	2.6	2.6
Contracts without COLA clauses	2.8	2.4	2.6	2.6	2.4	2.5	2.3	2.3
Contracts with either lump sums, COLA, or both	2.9	2.5	2.6	2.7	2.7	2.7	2.4	2.4
Contracts with neither lump sums nor COLA	2.7	2.4	2.5	2.5	2.2	2.3	2.3	2.3
Construction:								
First year of contract	1.8	2.0	2.1	2.4	1.7	1.8	1.8	1.5
Annual average over life of contract	2.4	2.4	2.6	2.7	2.5	2.6	2.5	2.4
Wage rate changes under all agreements:								
Average wage change[1]	2.9	2.6	3.0	2.9	2.7	2.9	2.7	2.6
Source:								
Current settlements	.7	.6	.9	.9	.9	.8	.6	.5
Prior settlements	1.8	1.8	1.9	1.8	1.7	1.9	1.9	1.9
COLA provisions	.4	.3	.2	.2	.2	.2	.2	.3

[1] Because of rounding, total may not equal sum of parts.
[p] = preliminary.

28. Specified changes in the cost of compensation and components annualized over the life of the contract in private industry collective bargaining settlements covering 5,000 workers or more, by quarter, and during 4-quarter periods (in percent)

Measure	1993			1994				1995
	II	III	IV	I	II	III	IV	I
	Quarterly average							
All industries:								
Compensation	1.8	0.9	1.8	2.0	1.9	0.8	1.2	1.1
Cash payments	1.7	.8	1.4	1.9	1.4	.9	1.5	1.2
Wages	1.7	.7	1.4	1.7	1.4	.9	1.5	1.1
Benefits	1.8	1.1	2.4	2.1	2.7	.5	.6	.9
	Average for four quarters							
All industries:								
Compensation	1.9	1.4	1.6	1.6	1.6	1.7	1.6	1.4
Cash payments	1.7	1.2	1.3	1.3	1.3	1.4	1.4	1.3
Wages	1.8	1.3	1.3	1.3	1.3	1.4	1.3	1.3
Benefits	2.3	1.7	2.1	2.0	2.2	2.2	1.8	1.6
With contingent pay provisions:								
Compensation	2.0	1.4	1.5	1.4	1.7	1.9	2.2	2.1
Cash payments	1.7	1.2	1.2	1.2	1.3	1.4	1.8	1.7
Wages	1.9	1.4	1.4	1.3	1.4	1.6	1.7	1.6
Benefits	2.5	1.8	2.0	1.8	2.3	2.5	3.0	2.8
Without contingent pay provisions:								
Compensation	1.9	1.4	1.7	1.8	1.6	1.5	1.3	1.1
Cash payments	1.7	1.3	1.4	1.6	1.3	1.3	1.3	1.1
Wages	1.7	1.2	1.3	1.4	1.1	1.1	1.2	1.1
Benefits	2.3	1.6	2.1	2.2	2.1	1.8	1.3	1.1
Manufacturing:								
Compensation	1.8	1.1	1.2	1.1	1.3	1.5	1.9	1.7
Cash payments	1.3	1.0	.8	.7	.9	1.0	1.7	1.6
Wages	1.7	1.2	1.1	.9	1.1	1.2	1.6	1.4
Benefits	2.7	1.4	1.6	1.5	1.9	2.1	2.3	2.0
Nonmanufacturing:								
Compensation	2.0	1.5	1.9	2.0	1.8	1.8	1.4	1.3
Cash payments	1.8	1.3	1.6	1.8	1.5	1.6	1.3	1.2
Wages	1.8	1.3	1.5	1.6	1.4	1.5	1.3	1.2
Benefits	2.2	1.8	2.4	2.3	2.4	2.2	1.6	1.5
Goods-producing:								
Compensation	1.9	1.6	1.4	1.4	1.4	1.4	1.6	1.4
Cash payments	1.6	1.4	1.1	1.2	1.1	1.2	1.5	1.3
Wages	1.8	1.5	1.2	1.2	1.1	1.2	1.4	1.2
Benefits	2.7	2.1	1.9	1.8	1.8	1.8	1.6	1.5
Service-producing:								
Compensation	2.0	1.2	1.8	1.8	2.0	2.0	1.5	1.5
Cash payments	1.8	1.1	1.5	1.6	1.6	1.6	1.3	1.3
Wages	1.8	1.0	1.5	1.5	1.5	1.6	1.3	1.3
Benefits	2.2	1.3	2.3	2.2	2.7	2.6	1.9	1.8

29. Specified compensation and wage rate changes from contract settlements, and wage rate changes under all agreements, State and local government collective bargaining agreements covering 1,000 workers or more (in percent)

Measure	Annual average		
	1992	1993	1994
Changes under settlements:			
Total compensation [1] changes, [2] settlements covering 5,000 workers or more:			
First year of contract	0.6	0.9	2.8
Annual average over life of contract	1.9	1.8	3.1
Wage changes, settlements covering 1,000 workers or more:			
First year of contract	1.1	1.1	2.7
Annual average over life of contract	2.1	2.1	3.0
Wage changes under all agreements:			
Average wage change [3]	1.9	2.8	3.3
Source:			
Current settlements	.8	1.6	1.4
Prior settlements	1.1	1.1	1.9
COLA provisions	([4])	([4])	([4])

[1] Compensation includes wages, salaries, and employers' cost of employee benefits when contract is negotiated.

[2] Changes are the net result of increases, decreases, and zero change in compensation or wages.

[3] Because of rounding, total may not equal sum of parts.

[4] Less than 0.05 percent.

30. Work stoppages involving 1,000 workers or more

Measure	Annual totals		1994									1995		
	1993	1994	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.[p]	Feb.[p]	Mar.[p]
Number of stoppages:														
Beginning in period	35	45	5	4	9	4	5	7	4	1	0	1	1	4
In effect during period	36	45	5	6	11	9	11	14	9	6	4	4	4	7
Workers involved:														
Beginning in period (in thousands)	18.2	322.2	94.1	13.5	38.7	14.3	58.6	32.0	8.0	2.6	.0	37.7	3.0	17.6
In effect during period (in thousands)	18.4	322.2	94.1	18.0	43.2	33.1	88.2	59.4	32.7	26.8	17.2	52.9	18.2	32.8
Days idle:														
Number (in thousands)	398.1	5,020.5	1,404.3	133.5	367.0	436.1	678.5	638.5	505.9	420.8	342.2	368.5	306.8	367.8
Percent of estimated working time[1]	.01	.02	.02	.02	.01	.02	.02	.02	.02	.02	.02	.01	.01	.01

[1] Agricultural and government employees are included in the total employed and total working time: private household, forestry, and fishery employees are excluded. An explanation of the measurement of idleness as a percentage of the total time worked is found in "'Total economy' measure of strike idleness," *Monthly Labor Review,* October 1968, pp. 54-56.

[p] = preliminary.

31. Consumer Price Indexes for All Urban Consumers and for Urban Wage Earners and Clerical Workers: U.S. city average, by expenditure category and commodity or service group

(1982-84=100, unless otherwise indicated)

Series	Annual average		1994									1995			
	1993	1994	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.
CONSUMER PRICE INDEX FOR ALL URBAN CONSUMERS:															
All items	144.5	148.2	147.4	147.5	148.0	148.4	149.0	149.4	149.5	149.7	149.7	150.3	150.9	151.4	151.9
All items (1967=100)	432.7	444.0	441.4	441.9	443.3	444.4	446.4	447.5	448.0	448.6	448.4	450.3	452.0	453.5	455.0
Food and beverages	141.6	144.9	144.0	144.1	144.2	144.8	145.3	145.6	145.6	145.9	147.2	147.9	147.8	147.9	148.9
Food	140.9	144.3	143.4	143.5	143.5	144.2	144.8	145.0	145.0	145.3	146.8	147.5	147.4	147.4	148.4
Food at home	140.1	144.1	143.0	143.0	142.9	144.0	144.7	145.0	144.8	145.1	147.3	148.2	147.9	147.6	149.2
Cereals and bakery products	156.6	163.0	162.5	162.3	163.4	163.9	164.7	164.8	164.6	163.7	164.2	164.6	165.8	165.3	166.9
Meats, poultry, fish, and eggs	135.5	137.2	137.6	137.1	137.2	136.7	137.1	137.3	136.8	136.9	136.4	137.3	137.6	138.4	137.7
Dairy products	129.4	131.7	131.8	132.0	132.2	131.8	131.8	131.3	131.5	131.7	131.6	132.7	132.1	132.2	132.1
Fruits and vegetables	159.0	165.0	161.8	163.2	161.6	164.4	162.8	163.2	162.9	165.7	180.3	180.4	177.1	174.0	183.1
Other foods at home	130.5	135.6	133.0	132.8	132.9	135.7	138.9	139.4	139.5	139.0	138.8	140.3	140.6	140.7	140.9
Sugar and sweets	133.4	135.2	135.9	135.5	134.9	135.2	135.1	135.4	135.6	134.5	134.5	135.5	135.8	136.4	136.7
Fats and oils	130.0	133.5	133.2	133.4	133.5	135.1	134.1	134.2	135.0	134.3	134.2	136.4	136.8	136.8	137.2
Nonalcoholic beverages	114.6	123.2	115.5	115.6	115.8	122.8	131.3	132.1	132.7	132.4	131.7	133.3	133.7	132.9	132.9
Other prepared foods	143.7	147.5	147.5	147.0	147.2	147.6	148.4	148.8	148.5	148.1	148.1	149.4	149.7	150.5	150.6
Food away from home	143.2	145.7	145.1	145.3	145.5	145.6	145.9	146.2	146.4	146.8	147.1	147.4	147.6	148.1	148.3
Alcoholic beverages	149.6	151.5	151.6	151.5	151.7	151.6	151.3	151.4	151.6	151.9	151.8	152.0	152.4	153.1	153.6
Housing	141.2	144.8	143.9	144.1	144.9	145.4	145.9	145.8	145.7	145.5	145.4	146.4	147.0	147.4	147.4
Shelter	155.7	160.5	159.6	159.6	160.1	160.8	161.7	161.6	162.0	162.1	161.8	162.9	163.8	164.5	164.7
Renters' costs (12/82=100)	165.0	169.4	169.1	168.5	169.6	171.0	172.1	169.4	169.8	168.9	168.2	170.7	172.9	174.6	174.1
Rent, residential	150.3	154.0	153.3	153.3	153.4	153.9	154.5	155.0	155.2	155.6	155.7	156.1	156.4	156.7	157.0
Other renters' costs	190.3	196.3	197.3	194.9	198.9	203.2	205.9	193.5	194.0	189.2	186.2	195.0	202.9	208.7	206.0
Homeowners' costs (12/82=100)	160.2	165.5	164.2	164.5	164.8	165.3	166.1	167.1	167.5	167.9	167.8	168.4	168.9	169.2	169.6
Owners' equivalent rent (12/82=100)	160.5	165.8	164.6	164.8	165.1	165.5	166.4	167.3	167.8	168.2	168.1	168.7	169.1	169.5	169.9
Household insurance (12/82=100)	146.9	152.3	150.1	150.8	151.9	153.2	154.0	154.3	154.5	155.0	155.4	155.9	156.1	157.1	157.2
Maintenance and repairs	130.6	130.8	130.2	131.0	131.5	131.3	131.2	131.6	130.8	131.2	132.7	133.1	133.8	134.2	134.2
Maintenance and repair services	135.0	134.5	133.3	135.0	135.4	135.4	135.4	135.8	135.9	136.4	137.0	137.3	137.9	138.8	139.0
Maintenance and repair commodities	124.6	125.8	126.3	125.7	126.2	125.9	125.6	126.0	123.8	124.3	126.8	127.5	128.2	128.2	127.6
Fuel and other utilities	121.3	122.8	121.6	122.2	124.2	124.3	124.3	124.2	122.4	121.8	122.0	122.9	122.6	122.3	122.1
Fuels	111.2	111.7	109.8	110.6	113.9	114.1	114.0	113.8	110.8	109.9	110.1	110.7	110.4	109.8	109.3
Fuel oil, coal, and bottled gas	90.3	88.8	90.2	88.7	87.7	87.1	86.8	86.8	87.0	87.7	88.4	89.4	89.6	89.0	88.4
Gas (piped) and electricity	118.5	119.2	116.9	118.0	122.1	122.3	122.2	122.1	118.5	117.3	117.4	118.0	117.6	117.1	116.6
Other utilities and public services	147.0	150.2	150.0	150.4	150.4	150.4	150.6	150.3	150.4	150.5	150.6	152.1	151.8	151.9	152.2
Household furnishings and operations	119.3	121.0	120.6	121.1	121.4	121.5	121.4	121.4	121.4	121.1	120.8	121.8	122.4	122.6	122.6
Housefurnishings	109.5	111.0	110.7	111.4	111.6	111.8	111.5	111.2	110.9	110.8	110.3	110.5	111.1	111.2	111.2
Housekeeping supplies	130.7	132.3	131.5	131.9	132.4	132.2	132.2	132.6	133.7	132.6	132.9	133.8	134.6	135.7	135.9
Housekeeping services	135.8	138.5	137.9	138.1	138.4	138.6	138.9	139.3	139.4	139.1	139.1	142.4	142.8	142.9	142.9
Apparel and upkeep	133.7	133.4	136.4	135.6	133.8	130.9	131.1	134.2	135.2	134.2	130.5	129.4	131.1	134.4	134.8
Apparel commodities	131.0	130.4	133.7	132.8	130.8	127.6	127.8	131.2	132.3	131.1	127.2	126.0	127.7	131.3	131.7
Men's and boys' apparel	127.5	126.4	126.9	127.4	125.9	124.9	125.7	128.4	128.9	129.2	125.3	124.0	125.6	127.2	127.0
Women's and girls' apparel	132.6	130.9	137.4	135.1	131.6	125.7	125.5	131.1	133.4	130.5	125.7	123.0	125.9	131.5	132.2
Infants' and toddlers' apparel	127.1	128.1	128.0	125.2	128.4	129.2	128.6	129.5	128.6	131.2	131.3	129.0	126.8	127.1	127.1
Footwear	125.9	126.0	128.0	128.5	127.3	125.0	124.5	125.1	125.5	125.7	123.6	124.0	124.8	125.9	127.2
Other apparel commodities	145.6	149.5	149.0	149.9	149.7	150.6	152.4	152.3	151.4	150.8	146.5	150.1	150.4	155.0	154.4
Apparel services	151.7	155.4	154.8	155.0	155.5	155.7	155.9	156.3	156.4	156.3	156.4	157.0	157.3	157.6	157.7
Transportation	130.4	134.3	132.6	132.8	133.8	134.6	135.9	135.9	136.1	137.1	137.1	137.3	137.5	138.0	139.1
Private transportation	127.5	131.4	129.2	130.0	131.0	131.8	133.0	133.1	133.6	134.8	134.9	134.9	135.0	135.2	136.2
New vehicles	132.7	137.6	136.9	137.2	137.4	137.4	137.3	137.5	138.4	139.4	140.1	140.6	140.7	140.7	141.1
New cars	131.5	136.0	135.4	135.7	135.8	135.8	135.6	135.7	136.6	137.7	138.5	139.0	139.1	139.0	139.3
Used cars	133.9	141.7	135.3	137.9	140.9	142.6	144.0	145.4	147.7	150.1	151.5	152.4	153.3	154.8	156.7
Motor fuel	98.0	98.5	94.8	96.0	98.2	100.5	104.1	103.7	101.8	102.7	100.4	98.7	98.0	97.5	99.5
Gasoline	97.7	98.2	94.3	95.6	97.9	100.4	104.1	103.6	101.7	102.6	100.2	98.4	97.7	97.2	99.3
Maintenance and repair	145.9	150.2	149.4	149.7	149.8	150.0	150.7	151.2	151.7	151.8	151.9	152.0	152.5	152.7	153.2
Other private transportation	156.8	162.1	160.4	160.8	161.3	161.5	162.0	162.1	164.1	166.2	167.6	168.8	169.4	170.2	170.9
Other private transportation commodities	103.4	103.5	103.4	103.4	103.4	103.3	103.3	103.2	103.1	104.0	104.3	104.2	104.6	104.6	104.5
Other private transportation services	169.1	175.8	173.6	174.0	174.8	175.1	175.7	175.8	178.4	180.7	182.4	184.0	184.6	185.6	186.5
Public transportation	167.0	172.0	176.5	169.9	169.9	171.4	173.2	171.7	168.4	167.2	165.6	168.4	169.9	174.5	176.7
Medical care	201.4	211.0	209.2	209.7	210.4	211.5	212.2	212.8	214.0	214.7	215.3	216.6	217.9	218.4	218.9
Medical care commodities	195.0	200.7	199.7	200.1	200.5	201.3	201.7	201.7	202.2	202.7	202.9	203.1	203.5	203.7	203.6
Medical care services	202.9	213.4	211.4	212.0	212.6	213.8	214.7	215.4	216.8	217.5	218.2	219.8	221.3	221.8	222.4
Professional services	184.7	192.5	191.4	191.7	192.3	193.0	193.5	194.0	195.1	195.5	196.0	197.2	198.5	199.1	199.5
Hospital and related services	231.9	245.6	242.6	243.5	244.1	246.1	247.3	248.1	249.8	250.6	251.3	253.2	254.7	254.7	255.3
Entertainment	145.8	150.1	149.7	149.9	149.8	150.2	150.2	150.7	151.0	151.6	151.2	152.1	152.5	152.6	153.3
Entertainment commodities	133.4	136.1	135.7	136.2	136.1	136.5	136.5	137.0	136.9	137.3	136.8	137.5	137.4	137.3	138.1
Entertainment services	160.8	166.8	166.5	166.2	166.3	166.7	166.6	167.1	167.7	168.6	168.3	169.4	170.2	170.7	171.3
Other goods and services	192.9	198.5	196.4	197.1	197.6	198.0	199.4	201.4	201.9	202.3	202.4	203.0	204.1	204.0	204.3
Tobacco products	228.4	220.0	218.0	220.6	220.6	221.3	221.7	220.8	221.3	221.4	222.0	222.2	222.7	222.5	223.0
Personal care	141.5	144.6	144.2	144.4	145.2	145.0	145.0	145.1	145.3	145.7	145.8	145.7	146.2	146.0	146.3
Toilet goods and personal care appliances	139.0	141.5	141.4	141.7	141.8	141.9	141.9	141.8	142.0	142.3	142.6	142.2	142.6	142.2	142.2
Personal care services	144.0	147.9	147.1	147.2	148.8	148.3	148.3	148.7	148.7	149.2	149.2	149.4	150.1	150.2	150.7
Personal and educational expenses	210.7	223.2	220.1	220.4	220.9	221.6	223.9	228.0	228.8	229.2	229.2	230.2	232.0	232.0	232.1
School books and supplies	197.6	205.5	204.0	204.1	204.6	205.1	205.8	208.4	207.7	207.7	207.4	211.9	212.5	212.6	212.7
Personal and educational services	211.9	224.8	221.6	221.9	222.4	223.0	225.5	229.7	230.6	231.1	231.1	231.8	233.6	233.6	233.8

See footnotes at end of table.

31. Continued— Consumer Price Indexes for All Urban Consumers and for Urban Wage Earners and Clerical Workers: U.S. city average, by expenditure category and commodity or service group

(1982-84=100, unless otherwise indicated)

Series	Annual average		1994									1995			
	1993	1994	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.
All items	144.5	148.2	147.4	147.5	148.0	148.4	149.0	149.4	149.5	149.7	149.7	150.3	150.9	151.4	151.9
Commodities	131.5	133.8	133.1	133.4	133.5	133.7	134.3	134.8	134.9	135.2	135.1	135.1	135.4	135.9	136.6
Food and beverages	141.6	144.9	144.0	144.1	144.2	144.8	145.3	145.6	145.6	145.9	147.2	147.9	147.8	147.9	148.9
Commodities less food and beverages	125.3	126.9	126.4	126.8	126.9	126.8	127.5	128.1	128.3	128.6	127.6	127.4	127.9	128.6	129.2
Nondurables less food and beverages	128.1	128.4	128.3	128.5	128.4	128.1	129.2	130.3	130.2	130.1	128.1	127.5	128.1	129.2	129.9
Apparel commodities	131.0	130.4	133.7	132.8	130.8	127.6	127.8	131.2	132.3	131.1	127.2	126.0	127.7	131.3	131.7
Nondurables less food, beverages, and apparel	129.6	130.3	128.5	129.3	130.2	131.3	132.8	132.8	132.2	132.5	131.5	131.2	131.3	131.1	132.0
Durables	121.3	124.8	123.7	124.4	124.9	125.1	125.1	125.1	125.7	126.5	126.9	127.2	127.6	127.7	128.1
Services	157.9	163.1	162.0	162.0	162.8	163.4	164.2	164.4	164.6	164.7	164.7	165.9	166.7	167.3	167.5
Rent of shelter (12/82=100)	162.0	167.0	166.1	166.0	166.6	167.3	168.2	168.2	168.6	168.6	168.3	169.4	170.4	171.2	171.3
Household services less rent of' shelter (12/82=100)	134.2	136.3	135.0	135.7	137.7	137.9	138.0	137.9	136.3	135.8	135.9	137.2	137.0	136.9	136.7
Transportation services	162.9	168.6	168.2	167.1	167.5	168.1	168.9	168.8	169.5	170.5	171.1	172.6	173.4	175.0	176.1
Medical care services	202.9	213.4	211.4	212.0	212.6	213.8	214.7	215.4	216.8	217.5	218.2	219.8	221.3	221.8	222.4
Other services	177.0	185.4	183.8	183.9	184.3	184.7	185.8	187.8	188.5	189.0	188.9	189.7	190.9	191.1	191.4
Special indexes:															
All items less food	145.1	149.0	148.1	148.3	148.8	149.1	149.8	150.2	150.4	150.6	150.2	150.8	151.5	152.1	152.5
All items less shelter	141.4	144.8	144.0	144.2	144.6	144.9	145.5	146.0	146.1	146.3	146.3	146.8	147.2	147.7	148.3
All items less homeowners' costs (12/82=100)	146.0	149.5	148.7	148.9	149.4	149.8	150.4	150.6	150.7	150.9	150.8	151.5	152.1	152.7	153.2
All items less medical care	141.2	144.7	143.9	144.0	144.5	144.8	145.5	145.8	145.9	146.1	146.0	146.6	147.1	147.6	148.1
Commodities less food	126.3	127.9	127.4	127.8	127.9	127.8	128.4	129.0	129.3	129.5	128.5	128.3	128.8	129.5	130.1
Nondurables less food	129.3	129.7	129.6	129.8	129.7	129.4	130.4	131.4	131.4	131.2	129.5	128.9	129.5	130.5	131.3
Nondurables less food and apparel	130.7	131.6	130.0	130.6	131.4	132.4	133.7	133.7	133.2	133.5	132.6	132.4	132.5	132.4	133.3
Nondurables	135.1	136.8	136.4	136.5	136.5	136.6	137.4	138.1	138.1	138.2	137.8	137.8	138.1	138.7	139.6
Services less rent of' shelter (12/82=100)	164.8	170.7	169.4	169.5	170.5	171.0	171.7	172.2	172.2	172.4	172.7	174.0	174.7	175.1	175.5
Services less medical care	153.6	158.4	157.4	157.4	158.2	158.7	159.4	159.6	159.7	159.8	159.7	160.9	161.6	162.2	162.4
Energy	104.2	104.6	102.0	102.9	105.7	106.8	108.5	108.2	105.8	105.7	104.7	104.2	103.7	103.2	103.9
All items less energy	150.0	154.1	153.4	153.5	153.7	154.0	154.6	155.0	155.5	155.7	155.7	156.5	157.2	157.8	158.3
All items less food and energy	152.2	156.5	155.9	156.0	156.2	156.4	157.0	157.5	158.0	158.2	157.9	158.7	159.6	160.4	160.7
Commodities less food and energy	135.2	137.1	137.2	137.5	137.3	136.8	136.8	137.7	138.3	138.4	137.6	137.7	138.4	139.4	139.7
Energy commodities	97.3	97.6	94.5	95.4	97.2	99.2	102.4	102.0	100.4	101.2	99.2	97.9	97.2	96.7	98.4
Services less energy	161.9	167.6	166.6	166.6	167.1	167.7	168.5	168.8	169.3	169.6	169.6	170.8	171.7	172.4	172.7
Purchasing power of the consumer dollar:															
1982-84=$1.00	69.2	67.5	67.9	67.8	67.6	67.4	67.1	66.9	66.9	66.8	66.8	66.5	66.3	66.0	65.8
1967=$1.00	23.1	22.5	22.7	22.6	22.6	22.5	22.4	22.3	22.3	22.3	22.3	22.2	22.1	22.0	22.0
CONSUMER PRICE INDEX FOR URBAN WAGE EARNERS AND CLERICAL WORKERS:															
All items	142.1	145.6	144.7	144.9	145.4	145.8	146.5	146.9	147.0	147.3	147.2	147.8	148.3	148.7	149.3
All items (1967=100)	423.1	433.8	430.9	431.7	433.2	434.3	436.4	437.5	437.8	438.6	438.6	440.2	441.7	443.0	444.6
Food and beverages	141.2	144.4	143.6	143.7	143.8	144.4	144.9	145.1	145.1	145.3	146.6	147.2	147.3	147.3	148.3
Food	140.5	143.9	143.0	143.1	143.2	143.8	144.4	144.6	144.6	144.8	146.2	146.9	146.9	146.8	147.9
Food at home	139.6	143.4	142.4	142.4	142.4	143.4	144.1	144.4	144.1	144.3	146.3	147.2	147.1	146.8	148.2
Cereals and bakery products	156.3	162.7	162.2	162.0	163.1	163.6	164.4	164.6	164.3	163.5	163.9	164.3	165.6	165.1	166.7
Meats, poultry, fish, and eggs	135.4	137.0	137.4	137.0	137.0	136.4	136.9	137.2	136.6	136.7	136.0	137.1	137.4	138.1	137.3
Dairy products	129.1	131.5	131.6	131.7	132.1	131.6	131.6	131.0	131.2	131.4	131.4	132.4	131.8	131.9	131.8
Fruits and vegetables	158.2	164.2	160.9	162.3	161.1	163.8	162.3	162.6	162.0	164.5	178.8	178.8	175.8	172.7	182.1
Other foods at home	130.4	135.3	132.9	132.7	132.7	135.4	138.3	138.8	139.0	138.5	138.3	139.7	140.2	140.3	140.4
Sugar and sweets	133.1	135.2	135.8	135.4	134.7	135.1	135.1	135.4	135.7	134.5	134.4	135.5	135.8	136.4	136.6
Fats and oils	129.9	133.5	133.2	133.4	133.4	135.1	134.0	134.2	135.0	134.1	134.1	136.3	136.7	136.7	137.1
Nonalcoholic beverages	115.1	122.9	115.9	116.1	116.2	122.4	130.2	130.9	131.5	131.1	130.6	132.2	132.9	132.2	132.1
Other prepared foods	143.5	147.2	147.3	146.7	146.9	147.4	148.1	148.5	148.2	147.8	148.0	149.1	149.5	150.2	150.3
Food away from home	143.1	145.5	144.9	145.2	145.4	145.5	145.8	146.1	146.3	146.7	147.0	147.3	147.5	147.9	148.2
Alcoholic beverages	149.3	151.0	151.0	150.9	151.3	151.1	150.7	150.9	151.1	151.3	151.4	151.6	152.0	152.7	153.2
Housing	138.5	142.0	141.1	141.3	142.1	142.5	143.0	143.0	142.8	142.7	142.7	143.5	144.0	144.3	144.4
Shelter	151.6	156.2	155.3	155.3	155.8	156.4	157.2	157.4	157.7	157.9	157.7	158.6	159.3	159.9	160.1
Renters' costs (12/84=100)	144.7	148.5	148.0	147.7	148.4	149.5	150.3	148.9	149.2	148.8	148.5	149.9	151.3	152.3	152.1
Rent, residential	150.0	153.7	153.0	153.0	153.1	153.6	154.2	154.7	154.9	155.4	155.4	155.7	156.1	156.4	156.7
Other renters' costs	190.2	196.6	197.3	194.9	199.1	204.2	206.7	194.1	194.4	189.6	187.2	195.3	202.9	208.5	205.8
Homeowners' costs (12/84=100)	146.1	150.9	149.8	150.0	150.3	150.7	151.5	152.3	152.8	153.1	153.1	153.6	154.0	154.3	154.7
Owners' equivalent rent (12/84=100)	146.3	151.1	150.0	150.2	150.5	150.9	151.7	152.6	153.0	153.3	153.3	153.8	154.2	154.5	154.9
Household insurance (12/84=100)	134.4	139.7	137.3	138.1	139.1	140.5	141.4	141.7	141.9	142.4	142.9	143.2	143.4	144.2	144.5
Maintenance and repairs	130.9	130.8	130.0	130.9	131.5	131.4	131.3	131.8	131.0	131.4	132.4	132.8	133.2	133.7	133.7
Maintenance and repair services	138.6	138.1	136.6	138.8	139.1	139.1	139.1	139.4	139.5	140.0	140.3	140.5	140.8	141.7	141.9
Maintenance and repair commodities	120.7	121.1	120.9	120.6	121.4	121.1	120.9	121.6	120.0	120.2	121.9	122.5	123.0	123.1	122.9
Fuel and other utilities	121.1	122.5	121.4	121.9	124.0	124.0	124.0	123.9	122.0	121.5	121.6	122.5	122.2	121.9	121.6
Fuels	110.7	111.1	109.3	110.0	113.5	113.6	113.5	113.3	110.2	109.3	109.5	110.1	109.7	109.1	108.4
Fuel oil, coal, and bottled gas	90.2	88.7	90.1	88.6	87.6	87.0	86.6	86.7	86.9	87.6	88.3	89.3	89.5	88.9	88.3
Gas (piped) and electricity	118.0	118.7	116.4	117.4	121.5	121.7	121.6	121.5	117.8	116.7	116.8	117.4	116.9	116.3	115.6
Other utilities and public services	147.7	150.8	150.7	151.0	151.1	150.9	151.1	150.9	150.9	150.9	151.1	152.4	152.2	152.3	152.7
Household furnishings and operations	118.0	119.7	119.2	119.7	120.0	120.1	120.0	120.0	120.1	119.8	119.7	120.5	121.2	121.4	121.4
Housefurnishings	108.3	109.6	109.3	109.9	110.1	110.3	110.1	109.8	109.5	109.5	109.1	109.2	109.9	109.9	109.9
Housekeeping supplies	131.1	132.5	131.7	132.2	132.7	132.5	132.5	132.9	133.9	133.0	133.3	134.1	134.8	135.9	136.2
Housekeeping services	137.4	140.6	139.9	140.2	140.3	140.6	140.9	141.5	141.7	141.4	141.5	145.6	146.0	146.1	145.9

See footnotes at end of table.

31. Continued— Consumer Price Indexes for All Urban Consumers and for Urban Wage Earners and Clerical Workers: U.S. city average, by expenditure category and commodity or service group

(1982-84 = 100, unless otherwise indicated)

Series	Annual average		1994									1995			
	1993	1994	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.
Apparel and upkeep	132.4	132.2	135.0	134.3	132.4	129.8	130.2	133.1	133.9	133.0	129.3	128.3	130.0	133.2	133.6
Apparel commodities	129.8	129.4	132.4	131.6	129.6	126.7	127.2	130.2	131.1	130.1	126.1	125.0	126.8	130.3	130.7
Men's and boys' apparel	126.8	125.8	126.0	126.5	125.3	124.6	125.3	127.8	128.1	128.4	124.5	123.5	125.2	126.7	126.5
Women's and girls' apparel	130.4	129.2	135.0	132.7	129.5	124.2	124.5	129.4	131.7	129.1	124.0	121.2	124.3	129.8	130.6
Infants' and toddlers' apparel	128.9	129.3	128.5	126.2	129.6	130.8	129.9	131.1	130.3	133.2	132.9	130.3	127.0	127.4	127.7
Footwear	126.5	126.9	129.0	129.5	128.2	125.8	125.3	126.0	126.3	126.1	124.2	124.4	125.3	126.8	127.9
Other apparel commodities	145.4	148.7	150.1	151.3	148.3	148.3	151.5	151.3	149.9	149.1	144.1	149.1	149.7	154.6	153.5
Apparel services	151.2	154.9	154.2	154.5	155.0	155.1	155.4	155.9	156.0	155.8	155.9	156.5	156.8	157.1	157.2
Transportation	129.4	133.4	131.2	131.8	132.9	133.9	135.2	135.3	135.6	136.7	136.7	136.9	137.1	137.6	138.7
Private transportation	127.4	131.4	128.9	129.8	131.0	132.0	133.3	133.5	133.9	135.1	135.2	135.2	135.4	135.7	136.8
New vehicles	133.3	138.3	137.6	138.0	138.2	138.3	138.2	138.4	139.2	140.1	140.9	141.2	141.4	141.5	141.9
New cars	131.2	135.7	135.1	135.4	135.6	135.6	135.3	135.4	136.3	137.3	138.1	138.6	138.7	138.7	139.0
Used cars	134.6	142.4	136.0	138.6	141.5	143.3	144.7	146.1	148.4	150.8	152.1	153.0	154.0	155.5	157.4
Motor fuel	97.9	98.4	94.7	96.0	98.2	100.5	104.2	103.7	101.7	102.6	100.2	98.5	97.8	97.3	99.5
Gasoline	97.6	98.2	94.3	95.6	97.9	100.4	104.3	103.7	101.5	102.5	100.0	98.3	97.5	97.0	99.3
Maintenance and repair	146.5	150.9	150.1	150.5	150.5	150.8	151.4	151.9	152.4	152.5	152.6	152.7	153.3	153.5	154.0
Other private transportation	152.9	157.9	156.0	156.6	157.3	157.5	157.8	158.0	160.0	162.0	163.4	164.7	165.4	166.3	166.9
Other private transportation commodities	102.8	102.8	102.8	102.8	102.8	102.6	102.6	102.4	102.4	103.2	103.5	103.4	103.8	103.8	103.7
Other private transportation services	165.0	171.5	169.0	169.8	170.7	171.0	171.5	171.8	174.3	176.6	178.4	180.0	180.9	181.9	182.8
Public transportation	163.0	167.7	171.5	166.4	165.9	167.1	168.7	167.6	164.8	163.8	162.5	164.8	166.5	170.1	172.3
Medical care	200.9	210.4	208.6	209.1	209.7	210.8	211.5	212.0	213.4	214.0	214.6	215.9	217.3	217.7	218.2
Medical care commodities	193.2	198.6	197.8	198.2	198.7	199.0	199.5	199.3	199.9	200.6	200.8	200.9	201.3	201.5	201.3
Medical care services	202.7	213.0	211.0	211.5	212.2	213.4	214.2	214.9	216.4	217.1	217.7	219.3	220.9	221.4	222.0
Professional services	185.2	193.4	192.2	192.5	193.1	193.9	194.4	194.9	196.0	196.5	196.9	198.1	199.4	200.0	200.5
Hospital and related services	229.2	242.7	239.7	240.5	241.3	243.2	244.4	245.2	246.9	247.7	248.5	250.5	252.1	252.2	252.8
Entertainment	144.1	148.2	147.8	148.1	148.0	148.4	148.3	148.6	149.0	149.6	149.2	150.1	150.4	150.6	151.3
Entertainment commodities	132.9	135.5	135.2	135.7	135.6	136.0	135.9	136.0	136.2	136.6	136.1	136.8	136.8	136.7	137.5
Entertainment services	160.5	166.7	166.2	166.1	166.2	166.5	166.5	167.0	167.5	168.5	168.3	169.2	170.1	170.6	171.2
Other goods and services	192.2	196.4	194.4	195.3	195.8	196.3	197.5	198.9	199.4	199.8	200.0	200.5	201.5	201.4	201.7
Tobacco products	228.3	220.1	217.8	220.6	220.7	221.4	222.1	221.1	221.6	221.7	222.2	222.4	222.9	222.6	223.1
Personal care	141.6	144.8	144.5	144.7	145.3	145.1	145.2	145.4	145.5	145.9	146.1	146.0	146.4	146.1	146.5
Toilet goods and personal care appliances	139.6	142.2	142.2	142.4	142.3	142.5	142.6	142.6	142.8	143.1	143.5	143.1	143.4	142.9	143.1
Personal care services	143.9	147.9	147.2	147.3	149.0	148.2	148.2	148.6	148.6	149.1	149.2	149.5	150.1	150.2	150.7
Personal and educational expenses	206.9	219.2	216.3	216.6	217.2	217.9	220.2	223.6	224.4	224.9	224.9	226.0	227.5	227.7	227.8
School books and supplies	199.2	207.1	205.8	205.9	206.4	206.9	207.5	209.8	208.8	208.8	208.5	213.4	213.4	213.6	213.7
Personal and educational services	207.8	220.4	217.4	217.7	218.4	219.0	221.5	225.0	225.9	226.5	226.5	227.2	228.9	229.0	229.2
All items	142.1	145.6	144.7	144.9	145.4	145.8	146.5	146.9	147.0	147.3	147.2	147.8	148.3	148.7	149.3
Commodities	131.2	133.4	132.6	132.9	133.2	133.4	134.1	134.6	134.7	135.0	134.8	134.9	135.3	135.7	136.5
Food and beverages	141.2	144.4	143.6	143.7	143.8	144.4	144.9	145.1	145.1	145.3	146.6	147.2	147.3	147.3	148.3
Commodities less food and beverages	125.0	126.6	125.8	126.3	126.6	126.7	127.5	128.1	128.2	128.6	127.6	127.4	127.9	128.6	129.3
Nondurables less food and beverages	127.7	127.9	127.5	127.9	127.9	127.8	129.1	129.9	129.7	129.7	127.7	127.0	127.6	128.5	129.4
Apparel commodities	129.8	129.4	132.4	131.6	129.6	126.7	127.2	130.2	131.1	130.1	126.1	125.0	126.8	130.3	130.7
Nondurables less food, beverages, and apparel	129.7	130.1	128.0	129.0	130.0	131.2	133.0	132.8	132.0	132.4	131.3	130.9	130.8	130.6	131.7
Durables	120.1	123.8	122.4	123.1	123.8	124.2	124.3	124.4	125.1	126.0	126.5	126.8	127.2	127.5	128.0
Services	155.5	160.6	159.4	159.6	160.4	160.9	161.6	161.9	162.1	162.3	162.4	163.4	164.1	164.6	164.8
Rent of shelter (12/84=100)	145.8	150.3	149.4	149.4	149.9	150.5	151.3	151.4	151.8	151.9	151.7	152.5	153.3	153.8	154.0
Household services less rent of shelter (12/84=100)	123.5	125.4	124.1	124.8	126.7	126.8	126.9	126.9	125.2	124.7	124.9	126.1	125.8	125.6	125.4
Transportation services	160.0	165.7	164.6	164.3	164.8	165.2	165.9	166.0	167.2	168.4	169.2	170.6	171.5	172.8	173.8
Medical care services	202.7	213.0	211.0	211.5	212.2	213.4	214.2	214.9	216.4	217.1	217.7	219.3	220.9	221.4	222.0
Other services	174.1	182.4	180.8	181.0	181.5	181.8	182.9	184.7	185.3	185.9	185.9	186.6	187.7	188.0	188.3
Special indexes:															
All items less food	142.3	145.9	144.9	145.2	145.8	146.1	146.8	147.2	147.4	147.7	147.4	147.9	148.5	149.0	149.5
All items less shelter	139.7	143.0	141.9	142.3	142.8	143.1	143.8	144.2	144.3	144.6	144.6	145.0	145.5	145.9	146.5
All items less homeowners' costs (12/84=100)	133.9	137.0	136.1	136.4	136.9	137.3	137.9	138.1	138.2	138.4	138.4	139.0	139.4	139.9	140.4
All items less medical care	139.2	142.6	141.6	141.9	142.4	142.7	143.4	143.8	143.8	144.1	144.0	144.6	145.0	145.5	146.0
Commodities less food	125.9	127.6	126.8	127.3	127.6	127.7	128.4	128.9	129.1	129.4	128.5	128.3	128.8	129.5	130.2
Nondurables less food	128.9	129.2	128.8	129.2	129.2	129.1	130.3	131.1	130.9	130.8	129.0	128.4	129.0	129.9	130.7
Nondurables less food and apparel	130.7	131.2	129.5	130.3	131.2	132.2	133.7	133.6	133.0	133.3	132.4	132.0	132.0	131.9	132.9
Nondurables	134.7	136.4	135.8	136.1	136.1	136.4	137.3	137.8	137.7	137.8	137.4	137.4	137.7	138.2	139.1
Services less rent of shelter (12/84=100)	147.0	152.1	150.8	151.0	152.1	152.5	153.0	153.5	153.4	153.7	154.0	155.2	155.8	156.1	156.4
Services less medical care	151.4	156.1	155.0	155.1	155.9	156.4	157.1	157.3	157.4	157.6	157.6	158.6	159.3	159.7	160.0
Energy	103.6	104.1	101.3	102.3	105.1	106.3	108.2	107.8	105.3	105.3	104.2	103.6	103.1	102.5	103.3
All items less energy	147.5	151.5	150.7	150.9	151.1	151.4	151.9	152.4	152.9	153.2	153.3	154.0	154.6	155.2	155.7
All items less food and energy	149.3	153.5	152.7	152.9	153.2	153.4	153.9	154.4	155.0	155.3	155.1	155.8	156.6	157.3	157.7
Commodities less food and energy	134.3	136.2	135.9	136.4	136.3	135.9	136.1	136.9	137.5	137.7	137.1	137.1	137.9	138.8	139.3
Energy commodities	97.5	97.8	94.6	95.6	97.5	99.6	102.9	102.4	100.6	101.5	99.4	98.0	97.3	96.8	98.7
Services less energy	159.7	165.3	164.2	164.3	164.7	165.3	166.0	166.4	167.0	167.4	167.5	168.5	169.3	169.9	170.3
Purchasing power of the consumer dollar:															
1982-84=$1.00	70.4	68.7	69.1	69.0	68.8	68.6	68.3	68.1	68.0	67.9	67.9	67.7	67.4	67.2	67.0
1967=$1.00	23.6	23.1	23.2	23.2	23.1	23.0	22.9	22.9	22.8	22.8	22.8	22.7	22.6	22.6	22.5

32. Consumer Price Index: U.S. city average and available local area data: all items

(1982-84=100, unless otherwise indicated)

Area[1]	Pricing schedule[2]	All Urban Consumers							Urban Wage Earners						
		1994			1995				1994			1995			
		Mar.	Apr.	Dec.	Jan.	Feb.	Mar.	Apr.	Mar.	Apr.	Dec.	Jan.	Feb.	Mar.	Apr.
U.S. city average	M	147.2	147.4	149.7	150.3	150.9	151.4	151.9	144.4	144.7	147.2	147.8	148.3	148.7	149.3
Region and area size[3]															
Northeast urban	M	154.3	154.4	156.3	157.1	157.6	158.0	158.3	151.7	151.8	154.0	154.8	155.2	155.5	155.8
Size A - More than 1,200,000	M	155.1	155.0	156.6	157.7	158.3	158.7	159.0	151.4	151.4	153.3	154.3	154.8	155.1	155.4
Size B - 500,000 to 1,200,000	M	152.7	153.3	155.3	155.4	155.7	155.9	156.3	150.6	151.1	153.1	153.3	153.7	153.9	154.2
Size C - 50,000 to 500,000	M	152.2	152.6	155.0	155.7	156.0	156.6	157.0	153.4	153.9	156.7	157.4	157.6	158.1	158.6
North Central urban	M	142.6	142.9	145.7	146.1	146.7	147.3	148.1	139.4	139.8	142.7	143.0	143.6	144.2	145.0
Size A - More than 1,200,000	M	143.9	144.1	146.8	147.3	148.0	148.5	149.0	140.0	140.3	143.1	143.5	144.2	144.7	145.3
Size B - 360,000 to 1,200,000	M	141.8	142.2	144.1	144.4	145.2	146.1	146.9	137.9	138.5	140.6	140.9	141.8	142.6	143.4
Size C - 50,000 to 360,000	M	143.1	143.7	147.1	147.4	147.7	148.3	149.5	140.6	141.2	144.6	144.9	145.2	145.6	146.9
Size D - Nonmetropolitan (less than 50,0000	M	137.8	137.9	141.2	141.5	142.3	142.7	143.9	136.3	136.4	139.7	139.8	140.4	141.0	142.2
South urban	M	143.6	143.8	146.1	146.7	147.4	148.0	148.4	141.9	142.2	144.9	145.3	145.9	146.5	147.0
Size A - More than 1,200,000	M	144.4	144.4	146.0	146.6	147.3	148.0	148.3	142.3	142.4	144.3	144.8	145.4	146.1	146.4
Size B - 450,000 to 1,200,000	M	145.4	145.5	148.4	148.9	149.6	150.4	150.9	141.8	141.8	145.3	145.6	146.3	146.9	147.4
Size C - 50,000 to 450,000	M	142.0	142.9	145.3	145.7	146.2	146.6	147.3	141.6	142.6	145.3	145.7	146.1	146.5	147.3
Size D - Nonmetropolitan (less than 50,000)	M	141.3	141.3	144.3	145.2	146.1	146.6	147.1	141.4	141.4	144.7	145.6	146.4	146.7	147.3
West urban	M	149.0	148.9	151.2	152.0	152.4	152.8	153.2	145.9	145.9	148.5	149.2	149.4	149.8	150.3
Size A - More than 1,250,000	M	150.5	150.4	152.2	152.9	153.1	153.6	154.0	145.9	145.8	147.9	148.5	148.7	149.1	149.6
Size C - 50,000 to 330,000	M	148.7	148.6	153.3	154.1	155.1	155.2	155.9	146.3	146.3	150.7	151.4	152.2	152.2	152.8
Size classes:															
A (12/86=100)	M	133.9	133.9	135.6	136.2	136.7	137.2	137.5	132.7	132.7	134.7	135.3	135.7	136.2	136.6
B	M	146.5	146.8	149.4	149.9	150.5	151.1	151.6	143.8	144.1	146.9	147.3	147.9	148.5	148.9
C	M	145.2	145.8	148.8	149.3	149.8	150.2	151.0	144.3	144.9	148.1	148.6	149.0	149.3	150.2
D	M	142.0	142.1	145.3	145.9	146.6	147.1	147.7	141.2	141.4	144.8	145.2	145.8	146.3	147.0
Selected local areas															
Chicago, IL-Northwestern IN	M	147.6	147.9	150.5	151.8	152.3	152.6	153.1	143.0	143.3	145.8	147.1	147.5	147.8	148.3
Los Angeles-Long Beach, Anaheim, CA	M	152.5	152.0	153.4	154.3	154.5	154.6	154.7	147.0	146.6	148.1	149.0	149.2	149.3	149.5
New York, NY-Northeastern NJ	M	157.9	157.7	158.9	159.9	160.3	160.9	161.4	154.0	153.9	155.4	156.3	156.6	157.1	157.5
Philadelphia, PA-NJ	M	153.5	153.1	155.4	156.6	157.8	158.0	157.8	152.8	152.6	155.1	156.4	157.5	157.5	157.4
San Francisco-Oakland, CA	M	148.2	148.0	149.4	150.3	150.5	151.1	151.5	145.6	145.6	147.4	148.2	148.3	148.9	149.4
Baltimore, MD	1	145.0	–	–	148.7	–	150.3	–	144.2	–	–	147.7	–	149.1	–
Boston, MA	1	155.0	–	–	158.0	–	158.4	–	153.5	–	–	157.0	–	156.9	–
Cleveland, OH	1	143.3	–	–	146.6	–	147.3	–	135.7	–	–	139.0	–	139.7	–
Miami, FL	1	143.5	–	–	147.3	–	148.7	–	141.1	–	–	145.3	–	146.6	–
St. Louis, MO-IL	1	139.7	–	–	142.9	–	144.5	–	138.7	–	–	142.3	–	143.9	–
Washington, DC-MD-VA	1	151.5	–	–	153.8	–	155.1	–	148.9	–	–	151.2	–	152.4	–
Dallas-Ft. Worth, TX	2	–	140.3	141.9	–	143.3	–	145.0	–	139.3	141.7	–	142.7	–	144.5
Detroit, MI	2	–	142.6	145.5	–	147.3	–	148.1	–	137.9	141.0	–	142.7	–	143.6
Houston, TX	2	–	136.8	137.8	–	139.3	–	138.0	–	136.2	137.8	–	138.9	–	137.6
Pittsburgh, PA	2	–	143.9	146.5	–	147.3	–	148.9	–	137.4	140.3	–	141.1	–	142.6

[1] Area definitions are those established by the Office of Management and Budget in 1983, except for Boston-Lawrence-Salem, MA-NH, Area (excludes Monroe County); and Milwaukee, WI, Area (includes only the Milwaukee MSA). Definitions do not include revisions made since 1983. Excludes farms and the military.

[2] Foods, fuels, and several other items priced every month in all areas; most other goods and services priced as indicated:.
M - Every month.
1 - January, March, May, July, September, and November.
2 - February, April, June, August, October, and December.

[3] Regions are defined as the four Census regions.

– Data not available.

NOTE: Local area CPI indexes are byproducts of the national CPI program. Because each local index is a small subset of the national index, it has a smaller sample size and is, therefore, subject to substantially more sampling and other measurement error than the national index. As a result, local area indexes show greater volatility than the national index, although their long-term trends are quite similar. Therefore, the Bureau of Labor Statistics strongly urges users to consider adopting the national average CPI for use in escalator clauses.

33. Annual data: Consumer Price Index, U.S. city average, all items and major groups

(1982-84=100)

Series	1986	1987	1988	1989	1990	1991	1992	1993	1994
Consumer Price Index for All Urban Consumers:									
All items:									
Index	109.6	113.6	118.3	124.0	130.7	136.2	140.3	144.5	148.2
Percent change	1.9	3.6	4.1	4.8	5.4	4.2	3.0	3.0	2.6
Food and beverages:									
Index	109.1	113.5	118.2	124.9	132.1	136.8	138.7	141.6	144.9
Percent change	3.3	4.0	4.1	5.7	5.8	3.6	1.4	2.1	2.3
Housing:									
Index	110.9	114.2	118.5	123.0	128.5	133.6	137.5	141.2	144.8
Percent change	3.0	3.0	3.8	3.8	4.5	4.0	2.9	2.7	2.5
Apparel and upkeep:									
Index	105.9	110.6	115.4	118.6	124.1	128.7	131.9	133.7	133.4
Percent change	.9	4.4	4.3	2.8	4.6	3.7	2.5	1.4	-.2
Transportation:									
Index	102.3	105.4	108.7	114.1	120.5	123.8	126.5	130.4	134.3
Percent change	-3.9	3.0	3.1	5.0	5.6	2.7	2.2	3.1	3.0
Medical care:									
Index	122.0	130.1	138.6	149.3	162.8	177.0	190.1	201.4	211.0
Percent change	7.5	6.6	6.5	7.7	9.0	8.7	7.4	5.9	4.8
Entertainment:									
Index	111.6	115.3	120.3	126.5	132.4	138.4	142.3	145.8	150.1
Percent change	3.4	3.3	4.3	5.2	4.7	4.5	2.8	2.5	2.9
Other goods and services:									
Index	121.4	128.5	137.0	147.7	159.0	171.6	183.3	192.9	198.5
Percent change	6.0	5.8	6.6	7.8	7.7	7.9	6.8	5.2	2.9
Consumer Price Index for Urban Wage Earners and Clerical Workers:									
All items:									
Index	108.6	112.5	117.0	122.6	129.0	134.3	138.2	142.1	145.6
Percent change	1.6	3.6	4.0	4.8	5.2	4.1	2.9	2.8	2.5

34. Producer Price Indexes, by stage of processing

(1982=100)

Grouping	Annual average		1994								1995			
	1993	1994	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.
Finished goods	124.7	125.5	125.3	125.6	126.0	126.5	125.6	125.8	126.1	126.2	126.5	126.9	126.9	127.6
Finished consumer goods	125.7	126.8	126.6	125.9	126.2	126.6	126.3	126.1	126.9	128.6	127.8	128.3	128.5	128.5
Finished consumer foods	125.7	126.8	126.6	125.9	126.2	126.6	126.3	126.1	126.9	128.6	127.8	128.3	128.5	128.5
Finished consumer goods excluding foods	121.7	121.6	121.2	122.0	122.5	123.4	122.2	122.0	122.3	121.8	122.2	122.6	122.7	123.8
Nondurable goods less food	117.6	116.2	115.6	116.9	117.5	118.7	117.8	116.3	116.7	115.9	116.4	116.9	117.1	118.7
Durable goods	128.0	130.9	130.9	130.8	130.9	131.0	129.2	132.1	132.1	132.2	132.6	132.6	132.4	132.4
Capital equipment	78.0	77.0	76.2	78.3	79.6	81.4	79.6	77.1	77.7	75.9	76.5	76.6	76.4	78.8
Intermediate materials, supplies, and components	116.2	118.5	117.2	118.2	118.7	119.5	120.1	120.0	120.9	121.1	122.2	123.3	123.7	124.7
Materials and components for manufacturing	112.7	114.8	116.5	115.5	113.4	113.6	113.9	112.2	112.1	111.5	112.0	111.8	112.7	111.7
Materials for food manufacturing	115.6	118.5	120.1	118.0	116.2	117.8	118.5	116.8	118.0	117.5	118.0	118.5	119.0	117.1
Materials for nondurable manufacturing	115.5	119.2	116.4	117.1	118.1	119.7	122.3	124.3	125.4	126.7	129.3	131.5	132.4	135.7
Materials for durable manufacturing	119.1	125.2	122.7	124.2	125.1	126.0	127.4	128.5	130.6	131.8	134.2	136.1	136.5	136.8
Components for manufacturing	123.0	124.3	124.1	124.2	124.4	124.3	124.5	124.6	124.8	124.9	125.4	125.9	125.9	126.2
Materials and components for construction	84.6	83.0	81.2	84.2	85.8	87.3	86.5	83.0	83.4	82.2	82.0	82.4	82.3	83.9
Processed fuels and lubricants	123.8	127.1	125.7	126.3	126.7	127.3	128.3	129.2	130.2	130.9	132.3	133.6	134.1	135.2
Containers	135.8	137.1	137.0	137.1	137.1	137.2	136.4	137.8	137.8	138.1	138.6	139.0	139.1	139.4
Supplies	125.0	127.0	126.6	126.9	126.9	126.9	127.2	127.5	127.9	128.4	129.2	129.8	130.4	131.2
Crude materials for further processing	102.4	101.8	103.0	103.2	102.2	101.9	99.7	98.2	99.1	100.5	100.9	102.7	102.3	103.9
Foodstuffs and feedstuffs	108.4	106.5	109.7	107.8	103.6	101.8	101.3	98.9	100.4	101.6	102.1	104.0	103.2	101.9
Crude nonfood materials	76.7	72.1	73.4	75.2	75.3	75.6	71.3	70.2	69.3	69.9	68.6	69.8	69.2	72.9
Special groupings:														
Finished goods, excluding foods	124.4	125.1	124.8	125.4	125.8	126.4	125.3	125.6	125.8	125.5	126.0	126.4	126.4	127.3
Finished energy goods	78.0	77.0	76.2	78.3	79.6	81.4	79.6	77.1	77.7	75.9	76.5	76.6	76.4	78.8
Finished goods less energy	132.9	134.2	134.1	133.9	134.0	134.2	133.6	134.5	134.7	135.4	135.5	136.0	136.1	136.3
Finished consumer goods less energy	133.5	134.2	134.0	133.8	133.9	134.1	133.6	134.4	134.7	135.5	135.4	135.9	136.1	136.3
Finished goods less food and energy	135.8	137.1	137.0	137.1	137.1	137.2	136.4	137.8	137.8	138.1	138.6	139.0	139.1	139.4
Finished consumer goods less food and energy	138.5	139.0	138.8	138.9	138.9	139.0	138.2	139.6	139.7	140.0	140.3	140.8	141.0	141.3
Consumer nondurable goods less food and energy	146.1	144.4	144.2	144.3	144.2	144.4	144.6	144.7	144.8	145.2	145.5	146.3	147.0	147.4
Intermediate materials less foods and feeds	116.4	118.7	117.3	118.3	119.0	119.8	120.4	120.4	121.3	121.6	122.7	123.9	124.3	125.4
Intermediate foods and feeds	112.7	114.8	116.5	115.5	113.4	113.6	113.9	112.2	112.1	111.5	112.0	111.8	112.7	111.7
Intermediate energy goods	84.6	83.0	81.2	84.2	85.8	87.3	86.5	83.0	83.4	82.2	82.0	82.4	82.3	83.9
Intermediate goods less energy	123.2	126.3	125.2	125.6	125.9	126.5	127.5	128.2	129.1	129.7	131.1	132.4	132.9	133.8
Intermediate materials less foods and energy	123.8	127.1	125.7	126.3	126.7	127.3	128.3	129.2	130.2	130.9	132.3	133.6	134.1	135.2
Crude energy materials	76.7	72.1	73.4	75.2	75.3	75.6	71.3	70.2	69.3	69.9	68.6	69.8	69.2	72.9
Crude materials less energy	116.3	119.3	120.3	119.1	117.0	116.4	116.4	114.6	117.0	119.1	120.9	123.1	122.9	122.6
Crude nonfood materials less energy	140.2	156.2	151.4	152.4	155.6	157.9	159.2	159.3	164.1	168.4	173.7	177.0	178.3	180.7

35. Producer price indexes for the net output of major industry groups

(December 1984=100, unless otherwise indicated)

Industry	SIC	Annual average		1994								1995			
		1993	1994	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.
Total mining industries		76.4	73.3	73.7	74.9	74.3	75.0	72.4	71.0	70.5	72.0	70.5	71.4	70.9	73.5
Metal mining	10	69.7	81.4	74.6	81.4	84.9	84.4	87.6	88.3	91.1	94.2	98.2	99.0	101.8	105.0
Coal mining (12/85=100)	12	93.3	93.2	93.2	92.0	92.1	92.7	94.3	95.0	94.9	92.0	89.3	88.5	91.5	94.4
Oil and gas extraction (12/85=100)	13	76.2	71.1	72.0	73.5	72.4	73.3	69.2	67.1	66.2	68.6	66.7	67.9	66.4	69.4
Mining and quarrying of nonmetallic minerals, except fuels	14	118.8	120.5	120.6	120.5	120.5	120.4	120.5	120.7	120.8	120.9	122.1	123.3	123.3	123.1
Total manufacturing industries		119.1	120.7	120.4	120.4	120.9	121.5	121.1	121.5	121.9	121.7	122.4	123.0	123.2	124.0
Food and kindred products	20	118.7	120.1	120.6	119.8	119.7	120.1	119.9	119.6	119.6	119.4	120.1	120.9	121.0	120.2
Tobacco manufactures	21	218.0	187.8	187.7	187.7	187.7	187.7	187.9	187.6	188.1	187.9	187.9	188.8	190.6	190.8
Textile mill products	22	113.6	113.6	113.2	113.5	113.6	113.8	113.8	113.9	114.2	114.3	114.6	115.5	115.7	116.0
Apparel and other finished products made from fabrics and similar materials	23	119.2	119.7	119.7	119.5	119.8	119.7	119.7	119.8	119.7	119.8	119.6	120.1	120.3	120.6
Lumber and wood products, except furniture	24	148.3	154.4	152.5	153.7	152.7	153.3	154.1	153.9	155.9	155.5	155.5	155.5	155.7	155.0
Furniture and fixtures	25	125.4	129.7	130.1	130.1	130.2	130.1	130.3	130.5	130.9	131.0	131.4	131.9	132.1	132.5
Paper and allied products	26	120.2	123.7	120.7	121.6	122.1	123.3	125.5	128.2	130.4	132.8	134.6	138.8	140.8	143.7
Printing, publishing, and allied industries	27	145.6	149.7	149.2	149.2	149.4	149.6	150.3	150.8	151.7	152.4	153.9	155.2	156.0	157.0
Chemicals and allied products	28	127.2	130.0	128.0	128.4	129.2	130.3	132.0	133.6	134.4	136.1	137.9	140.3	141.0	143.3
Petroleum refining and related products	29	77.6	74.8	73.5	74.7	78.0	82.5	79.5	76.2	77.8	73.5	73.4	74.7	74.3	80.6
Rubber and miscellaneous plastic products	30	115.4	117.1	116.0	116.4	116.7	117.0	117.9	118.8	119.5	120.1	121.0	121.4	122.4	123.1
Leather and leather products	31	129.0	130.6	129.8	130.1	130.3	130.6	131.3	131.7	132.1	132.5	133.1	133.8	133.9	134.1
Stone, clay, glass, and concrete products	32	115.4	119.6	119.1	119.8	120.1	120.4	120.7	121.1	121.4	121.6	122.3	122.8	123.6	124.6
Primary metal industries	33	111.4	117.0	115.1	116.0	117.0	117.5	118.7	119.7	121.7	122.9	126.3	128.2	129.1	129.4
Fabricated metal products, except machinery and transportation equipment	34	118.2	120.3	119.8	120.0	120.3	120.6	120.8	121.2	121.6	121.8	122.6	123.8	124.2	124.6
Machinery, except electrical	35	116.8	117.5	117.4	117.5	117.6	117.6	117.7	117.7	117.7	117.8	118.4	118.8	118.9	119.0
Electrical and electronic machinery, equipment, and supplies	36	112.0	112.7	112.9	112.7	112.8	112.7	112.6	112.6	112.6	112.7	113.1	113.4	113.1	113.1
Transportation equipment	37	126.3	130.1	130.1	129.9	130.1	130.1	128.2	131.5	131.2	131.6	132.2	132.2	131.9	132.0
Measuring and controlling instruments; photographic, medical, optical goods; watches, clocks	38	120.8	122.1	122.0	122.1	122.3	122.2	122.0	122.3	122.6	122.6	123.0	123.1	123.4	123.7
Miscellaneous manufacturing industries (12/85=100)	39	121.5	123.3	123.2	123.3	123.5	123.5	123.6	123.6	123.8	124.0	124.9	125.1	125.2	125.5
Service industries:															
Motor freight transportation and warehousing (06/93=100)	42	–	101.9	101.7	101.9	102.1	102.2	102.3	102.7	102.7	102.9	103.1	104.1	104.4	104.6
U.S. Postal Service (06/89=100)	43	119.8	119.8	119.8	119.8	119.8	119.8	119.8	119.8	119.8	119.8	132.1	132.1	132.1	132.1
Water transportation (12/92=100)	44	99.7	100.0	99.9	99.1	99.5	100.1	100.3	102.9	101.4	101.6	102.8	102.6	102.6	101.9
Transportation by air (12/92=100)	45	105.6	108.5	108.0	109.1	109.0	109.0	108.5	108.3	108.1	107.9	108.0	109.7	110.7	110.1
Pipelines, except natural gas (12/86=100)	46	96.6	102.6	100.9	101.0	102.3	102.9	103.0	103.7	106.5	107.0	110.9	110.9	110.9	110.9

– Data not available.

36. Annual data: Producer Price Indexes, by stage of processing

(1982=100)

Index	1986	1987	1988	1989	1990	1991	1992	1993	1994
Finished goods:									
Total	103.2	105.4	108.0	113.6	119.2	121.7	123.2	124.7	125.5
Foods	107.3	109.5	112.6	118.7	124.4	124.1	123.3	125.7	126.8
Energy	63.0	61.8	59.8	65.7	75.0	78.1	77.8	78.0	77.0
Other	110.6	113.3	117.0	122.1	126.6	131.1	134.2	135.8	137.1
Intermediate materials, supplies, and components:									
Total	99.1	101.5	107.1	112.0	114.5	114.4	114.7	116.2	118.5
Foods	96.2	99.2	109.5	113.8	113.3	111.1	110.7	112.7	114.8
Energy	72.6	73.0	70.9	76.1	85.5	85.1	84.3	84.6	83.0
Other	104.9	107.8	115.2	120.2	120.9	121.4	122.0	123.8	127.1
Crude materials for further processing:									
Total	87.7	93.7	96.0	103.1	108.9	101.2	100.4	102.4	101.8
Foods	93.2	96.2	106.1	111.2	113.1	105.5	105.1	108.4	106.5
Energy	71.8	75.0	67.7	75.9	85.9	80.4	78.8	76.7	72.1
Other	103.1	115.7	133.0	137.9	136.3	128.2	128.4	140.2	156.2

37. U.S. export price indexes by Standard International Trade Classification

(1990=100, unless otherwise indicated)

Category	SITC Rev. 3	1994								1995		
		May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.
Food and live animals	0	108.0	103.9	102.7	102.6	102.4	103.9	105.2	106.7	105.7	106.6	108.8
Meat and meat preparations	01	110.9	107.3	105.3	105.9	107.7	108.8	112.4	109.0	109.3	108.4	112.4
Cereals and cereal preparations	04	107.8	101.8	95.7	93.7	96.1	99.6	100.8	103.9	102.8	104.6	103.1
Vegetables, fruit, and nuts, prepared fresh or dry	05	113.2	109.6	116.7	117.5	109.6	106.6	109.2	113.3	109.9	109.2	119.2
Crude materials, inedible, except fuels	2	106.3	108.1	109.7	109.4	108.9	108.9	112.7	116.8	120.4	124.4	127.2
Hides, skins, and furskins, raw	21	97.9	94.4	97.9	101.0	103.9	107.2	109.9	110.4	111.3	110.8	109.6
Oilseeds and oleaginous fruits	22	111.1	112.9	104.0	96.0	96.2	87.4	89.5	91.9	91.9	92.0	93.7
Crude rubber (including synthetic and reclaimed)	23	94.1	96.1	99.3	100.8	99.3	102.0	104.5	104.7	109.6	115.8	117.0
Cork and wood	24	151.2	149.4	149.6	149.9	149.1	149.0	151.0	151.5	154.6	157.8	157.5
Pulp and waste paper	25	84.4	94.6	109.6	110.5	105.0	108.6	118.5	126.8	135.5	145.9	155.7
Textile fibers and their waste	26	103.6	105.0	102.7	102.1	101.8	100.2	103.8	110.5	116.2	122.8	134.3
Crude fertilizers and crude minerals	27	94.9	95.6	95.4	95.8	96.2	95.4	96.4	96.4	97.5	97.2	98.3
Metalliferous ores and metal scrap	28	89.9	91.2	95.9	98.7	100.2	104.3	108.9	116.5	119.9	124.4	122.5
Mineral fuels, lubricants, and related products	3	86.1	87.4	89.5	91.0	87.6	87.5	88.2	89.3	89.3	89.4	89.4
Coal, coke, and briquettes	32	93.9	93.9	93.4	93.1	93.3	93.6	93.9	94.1	94.0	94.7	94.7
Petroleum, petroleum products, and related materials	33	78.0	80.3	84.2	87.0	81.1	80.6	81.1	82.8	82.8	82.4	82.6
Animal and vegetable oils, fats, and waxes	4	109.7	110.0	107.4	109.0	116.2	118.1	119.1	132.1	134.7	124.2	121.9
Chemicals and related products, n.e.s.	5	97.9	99.0	100.0	101.5	103.8	106.6	108.1	109.2	112.4	113.8	115.1
Medicinal and pharmaceutical products	54	108.1	108.4	107.7	107.9	107.9	107.6	107.5	107.5	107.6	107.8	108.1
Essential oils; polishing and cleaning preparations	55	107.2	109.2	109.5	109.4	109.7	109.5	109.7	109.4	109.7	110.0	110.3
Plastics in primary forms (12/92=100)	57	105.3	106.5	109.8	113.8	121.5	129.5	132.5	134.0	137.0	138.6	141.2
Plastics in nonprimary forms (12/92=100)	58	99.3	99.5	99.8	100.2	101.4	104.6	104.2	104.8	105.7	105.9	106.4
Chemical materials and products, n.e.s.	59	108.5	108.7	108.5	108.9	109.0	109.2	109.7	110.9	113.1	114.5	112.4
Manufactured goods classified chiefly by materials	6	103.9	104.4	105.3	106.1	106.6	108.0	109.3	110.9	112.1	113.1	113.9
Rubber manufactures, n.e.s.	62	108.3	109.2	109.0	109.3	110.2	110.7	110.3	110.5	111.6	112.6	114.8
Paper, paperboard, and articles of paper, pulp, and paperboard	64	95.7	96.2	98.5	100.3	101.8	105.9	108.2	111.0	115.8	117.4	118.7
Nonmetallic mineral manufactures, n.e.s.	66	106.9	107.3	107.3	107.4	107.6	107.6	107.4	108.6	108.6	108.5	109.4
Nonferrous metals	68	89.1	92.5	95.6	97.6	98.7	102.5	107.1	111.4	113.8	116.1	115.2
Machinery and transport equipment	7	104.2	104.1	104.1	103.8	103.7	103.7	103.8	103.7	103.9	104.1	104.1
Power generating machinery and equipment	71	112.4	112.8	113.1	113.5	113.7	113.6	114.5	114.6	115.1	115.3	114.2
Machinery specialized for particular industries	72	110.1	109.8	109.4	109.3	109.9	109.9	109.9	109.9	110.6	111.1	111.5
General industrial machines and parts, n.e.s., and machine parts	74	110.1	110.1	110.1	110.3	110.5	110.5	110.5	110.5	111.2	111.7	111.8
Computer equipment and office machines	75	81.6	81.0	80.8	78.8	78.8	78.5	78.4	78.1	77.6	77.1	76.7
Telecommunications and sound recording and reproducing apparatus and equipment	76	107.5	107.3	107.5	107.3	106.8	106.7	106.7	106.4	107.0	107.0	106.3
Electrical machinery and equipment	77	102.9	103.2	103.0	103.1	101.8	101.9	101.7	101.5	101.8	101.5	102.3
Road vehicles	78	106.2	106.3	106.5	106.5	106.6	107.2	107.2	107.3	107.4	107.7	107.8
Professional, scientific, and controlling instruments and apparatus	87	111.4	111.6	111.9	111.9	112.5	112.2	113.1	112.6	113.5	113.4	113.2

38. U.S. import price indexes by Standard International Trade Classification

(1990=100, unless otherwise indicated)

Category	SITC Rev.3	1994							1995		
		June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.
Food and live animals	0	109.0	114.7	118.0	118.8	120.6	118.4	118.7	120.1	116.9	120.5
Meat and meat preparations	01	91.0	89.9	90.7	91.9	91.0	90.9	91.7	90.3	89.7	88.6
Fish and crustaceans, mollusks, and other aquatic invertebrates	03	121.2	122.0	123.6	123.5	126.1	126.5	127.9	125.7	125.7	127.7
Cereals and cereal preparations	04	102.0	101.6	101.7	100.5	102.5	101.9	101.9	101.6	101.5	102.0
Vegetables and fruit, prepared fresh or dried	05	102.5	98.3	99.9	100.1	99.4	100.6	112.6	120.3	110.0	114.0
Sugars, sugar preparations, and honey	06	98.2	98.9	98.8	96.8	97.1	96.7	97.2	98.3	98.8	98.1
Coffee, tea, cocoa, spices, and manufactures thereof	07	137.1	181.7	195.9	202.2	212.0	194.5	172.3	172.2	168.6	183.7
Beverages and tobacco	1	113.2	113.5	113.6	113.4	113.6	113.7	113.5	114.0	113.4	114.4
Beverages	11	112.8	113.0	113.1	113.5	113.6	113.8	113.6	114.2	113.6	114.5
Crude materials, inedible, except fuels	2	106.7	106.7	107.2	108.5	110.4	113.9	114.6	118.9	121.6	121.0
Crude rubber (including synthetic and reclaimed)	23	106.3	114.6	119.6	121.0	134.0	135.7	143.8	159.8	164.8	165.6
Cork and wood	24	159.9	153.6	154.8	155.4	151.3	157.2	149.6	152.7	150.0	143.3
Pulp and waste paper	25	70.1	72.3	76.7	80.1	86.4	90.0	90.7	97.4	97.4	105.0
Crude fertilizers	27	82.3	82.1	82.4	82.3	86.0	86.1	86.6	87.9	87.9	89.6
Metalliferous ores and metal scrap	28	89.6	91.0	90.2	92.3	92.8	94.3	97.2	98.6	101.1	105.5
Crude animal and vegetable materials, n.e.s.	29	131.2	128.5	118.6	118.3	117.4	126.6	139.2	142.8	166.3	140.1
Mineral fuels, lubricants, and related products	3	76.3	80.1	79.2	73.5	73.9	76.9	75.3	76.0	77.8	79.2
Petroleum, petroleum products, and related materials	33	75.7	79.6	78.6	72.6	73.1	76.1	74.5	75.4	77.5	79.1
Gas, natural and manufactured	34	83.7	86.4	86.9	87.4	86.0	87.5	88.3	84.8	81.7	79.1
Electrical energy	35	83.7	89.8	92.4	88.8	86.2	83.3	83.5	82.3	79.9	78.0
Animal and vegetable oils, fats, and waxes	4	135.1	135.0	136.9	140.0	141.6	144.1	155.0	152.2	145.4	151.8
Chemicals and related products, n.e.s.	5	102.6	103.4	103.9	105.7	106.6	107.8	108.8	109.1	110.1	111.1
Inorganic chemicals	52	100.7	100.0	100.7	102.7	105.6	106.8	107.6	108.5	109.4	113.1
Dyeing, tanning, and coloring materials	53	101.5	102.0	102.7	102.5	102.9	103.2	102.9	102.4	103.3	104.4
Medicinal and pharmaceutical products	54	117.5	118.7	120.3	119.7	120.2	121.4	120.5	120.2	120.7	121.4
Essential oils; polishing and cleaning preparations	55	108.4	109.5	110.7	110.5	111.8	112.7	113.4	114.5	115.3	116.8
Fertilizers	56	104.0	102.3	101.0	102.1	105.0	107.0	107.2	108.2	109.7	112.0
Plastics in primary forms (12/92=100)	57	101.2	102.8	103.1	101.6	101.4	102.1	102.9	107.3	107.3	106.8
Plastics in nonprimary forms (12/92=100)	58	98.3	99.1	99.4	102.8	102.1	105.8	107.1	110.0	112.8	115.5
Chemical materials and products, n.e.s.	59	101.7	101.9	103.1	105.2	103.1	103.4	103.7	102.6	103.4	104.2
Manufactured goods classified chiefly by material	6	101.0	101.5	102.4	103.0	103.9	105.4	106.4	107.4	108.6	109.0
Rubber manufactures, n.e.s.	62	102.4	101.4	102.2	101.5	102.5	102.6	102.3	102.4	102.1	102.8
Paper, paperboard, and articles of paper pulp, paper, or paperboard	64	95.6	97.1	97.9	99.4	99.2	101.3	105.2	108.6	108.6	113.2
Nonmetallic mineral manufactures, n.e.s.	66	108.5	108.9	108.9	109.8	109.6	109.9	110.5	110.4	110.7	110.9
Nonferrous metals	68	85.2	88.2	90.0	91.0	95.6	99.1	103.1	105.6	110.8	106.1
Manufactures of metals, n.e.s.	69	104.6	104.7	105.7	106.0	106.2	107.0	106.4	106.3	107.0	108.5
Machinery and transport equipment	7	106.8	106.9	107.4	107.4	108.1	108.2	108.0	107.9	108.2	108.3
Machinery specialized for particular industries	72	109.7	110.3	111.5	111.5	112.0	112.8	112.5	112.3	113.2	114.0
General industrial machinery and equipment, n.e.s., and machine parts	74	109.0	110.1	110.5	110.3	110.9	111.6	111.6	112.1	112.8	112.9
Computer equipment and office machines	75	87.1	86.1	86.0	86.0	85.7	84.5	84.8	84.7	84.5	83.7
Telecommunications and sound recording and reproducing apparatus and equipment	76	97.4	97.4	97.8	97.5	97.6	97.7	97.7	97.4	97.6	97.7
Electrical machinery and equipment	77	106.1	106.0	106.8	106.6	106.9	106.7	106.5	106.4	106.6	106.8
Road vehicles	78	112.7	112.8	113.4	113.5	115.0	115.3	115.1	115.0	115.4	115.4
Footwear	85	100.2	100.4	101.0	101.0	101.0	101.3	101.1	100.7	101.0	101.1
Photographic apparatus, equipment, and supplies, and optical goods, n.e.s.	88	109.1	109.7	110.6	110.8	111.1	110.8	110.6	109.9	110.7	111.0

39. U.S. export price indexes by end-use category

(1990 = 100 unless otherwise indicated)

Category	1994							1995		
	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.
ALL COMMODITIES	103.2	103.4	103.6	103.8	104.4	105.1	105.8	106.7	107.4	107.9
Foods, feeds, and beverages	104.5	102.0	101.1	101.3	101.5	102.9	104.7	103.8	104.5	106.2
Agricultural foods, feeds, and beverages	104.8	101.8	100.1	100.3	100.1	101.5	103.4	102.5	102.8	104.1
Nonagricultural (fish, beverages) food products	100.2	101.3	108.2	107.9	112.1	112.8	113.0	113.5	117.1	122.1
Industrial supplies and materials	100.5	102.2	103.5	104.3	106.0	107.9	109.9	112.5	114.1	115.3
Agricultural industrial supplies and materials	105.0	104.7	105.7	107.1	107.7	109.7	114.4	117.7	118.7	122.0
Fuels and lubricants	89.8	91.6	92.9	90.3	90.0	90.6	91.4	91.5	91.6	91.0
Nonagricultural supplies and materials, excluding fuel and building materials	97.7	99.8	101.2	102.6	104.9	107.1	109.2	112.2	114.2	115.5
Selected building materials	147.1	147.0	147.4	147.2	147.3	148.6	149.7	151.4	153.2	153.4
Capital goods	104.1	104.1	103.7	103.7	103.6	103.7	103.6	103.9	104.0	104.2
Electric and electrical generating equipment	106.4	106.5	106.5	106.6	106.7	106.8	106.4	106.9	107.0	107.3
Nonelectrical machinery	101.6	101.5	101.0	100.8	100.6	100.8	100.6	100.9	100.9	101.0
Automotive vehicles, parts, and engines	106.5	106.6	106.6	106.7	107.2	107.2	107.3	107.4	107.7	107.3
Consumer goods, excluding automotive	108.0	107.7	107.9	108.1	108.2	108.3	108.2	108.3	108.8	109.0
Nondurables, manufactured	110.1	109.7	109.9	110.1	110.1	110.2	110.0	110.3	110.8	111.2
Durables, manufactured	105.8	105.8	106.0	106.3	106.5	106.6	106.3	106.3	106.9	106.9
Nonmanufactured consumer goods	100.0	99.4	99.3	98.4	99.3	98.9	100.7	–	–	99.9
Agricultural commodities	104.7	102.4	101.2	101.7	101.6	103.2	105.7	105.6	106.1	107.8
Nonagricultural commodities	103.1	103.7	104.0	104.2	104.9	105.5	106.0	107.0	107.7	108.1

– Data not available.

40. U.S. import price indexes by end-use category

(1990=100)

Category	1994							1995		
	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.
ALL COMMODITIES	101.9	102.8	103.3	102.8	103.5	104.2	104.1	104.4	105.1	105.6
Foods, feeds, and beverages	111.5	116.3	119.0	120.0	121.8	120.1	120.2	121.1	118.8	121.8
Agricultural foods, feeds, and beverages	107.6	113.9	117.2	118.5	120.2	117.7	117.6	119.4	116.2	119.8
Nonagricultural (fish, beverages) food products	121.3	122.2	123.2	123.5	125.3	125.7	126.7	125.1	125.0	126.8
Industrial supplies and materials	90.2	92.3	92.5	90.6	91.5	93.8	93.7	94.8	96.5	97.7
Fuels and lubricants	77.2	80.9	80.0	74.5	74.8	77.7	76.1	77.0	78.7	80.4
Petroleum and petroleum products	75.2	79.0	78.1	72.2	72.8	75.8	74.2	75.1	77.1	78.7
Paper and paper base stocks	87.6	89.2	90.9	93.0	94.7	96.8	100.1	104.7	105.7	111.0
Materials assiciated with nondurable supplies and materials	102.7	103.6	104.6	106.4	107.5	109.4	110.3	111.5	112.7	113.8
Selected building materials	131.1	127.9	128.4	128.6	126.5	129.8	125.7	125.7	125.2	123.1
Unfinished metals associated with durable goods	91.4	92.8	93.9	95.3	98.1	100.1	102.5	103.8	107.4	106.0
Nonmetals associated with durable goods	97.4	97.8	98.7	98.0	100.4	100.5	100.7	100.8	101.2	103.0
Capital goods	104.3	104.3	104.9	104.8	105.1	105.0	104.9	104.7	105.1	105.1
Electric and electrical generating equipment	106.5	106.9	107.7	107.4	107.7	108.3	108.1	107.9	109.2	109.6
Nonelectrical machinery	103.1	103.1	103.7	103.7	103.9	103.7	103.6	103.4	103.7	103.7
Transportation equipment, excluding motor vehicles and spacecraft (12/92 = 100)	104.9	105.0	104.7	105.2	105.7	105.8	105.3	–	–	–
Automotive vehicles, parts and engines	110.8	110.9	111.5	111.6	112.9	113.2	113.0	112.9	113.2	113.3
Consumer goods, excluding automotives	105.7	105.8	105.9	106.0	106.2	106.4	106.4	106.3	106.8	106.8
Nondurables, manufactured	105.4	105.6	105.8	106.0	106.2	106.5	106.4	106.1	106.4	106.8
Durables, manufactured	105.2	105.3	105.5	105.6	105.6	105.6	105.6	105.6	106.0	106.2
Nonmanufactured consumer goods	112.2	111.7	110.0	110.3	110.6	112.0	113.4	114.0	117.2	112.1

– Data not available.

41. U.S. international price indexes for selected categories of services

(1990=100 unless otherwise indicated))

Category	1993				1994				1995
	Mar.	June	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.
Air freight (inbound)	100.1	106.4	106.6	106.1	105.9	108.1	108.6	110.4	115.4
Air freight (outbound)	97.3	96.6	95.6	96.4	96.5	96.2	96.2	97.3	98.1
Air passenger fares (U.S. carriers)	109.8	117.2	119.0	111.4	113.1	119.7	121.4	113.8	116.1
Air passenger fares (foreign carriers)	108.0	115.7	117.0	107.2	108.1	114.6	118.1	110.0	113.8
Ocean liner freight (inbound)	104.0	103.5	103.3	102.1	103.4	106.3	106.2	106.6	106.6

42. Indexes of productivity, hourly compensation, and unit costs, quarterly data seasonally adjusted

(1982=100)

Item	Quarterly Indexes										
	1992		1993				1994				1995
	III	IV	I	II	III	IV	I	II	III	IV	I
Business:											
Output per hour of all persons	115.9	116.8	116.2	116.4	117.3	119.0	119.8	119.2	120.3	121.5	121.6
Compensation per hour	156.0	157.7	158.8	160.0	161.2	162.1	164.6	164.7	166.2	167.4	169.0
Real compensation per hour	106.9	107.1	107.0	107.0	107.4	107.2	108.2	107.6	107.6	107.8	108.1
Unit labor costs	134.7	135.1	136.6	137.5	137.4	136.3	137.4	138.2	138.1	137.8	139.0
Unit nonlabor payments	145.8	150.2	149.5	149.6	150.4	153.8	153.2	155.3	157.6	158.9	158.4
Implicit price deflator	138.3	140.1	140.8	141.4	141.6	142.1	142.6	143.8	144.5	144.8	145.4
Nonfarm business:											
Output per hour of all persons	113.9	115.0	114.4	114.5	115.6	117.0	117.9	117.2	118.2	119.3	119.5
Compensation per hour	154.7	156.4	157.2	158.2	159.3	160.2	162.6	162.9	164.1	165.5	167.2
Real compensation per hour	106.0	106.2	106.0	105.8	106.1	105.9	106.9	106.4	106.3	106.6	106.9
Unit labor costs	135.9	136.1	137.5	138.1	137.7	136.9	137.9	138.9	138.9	138.7	139.9
Unit nonlabor payments	147.0	152.1	151.5	151.8	153.5	156.1	155.3	158.1	160.8	161.7	161.2
Implicit price deflator	139.5	141.2	142.0	142.5	142.8	143.1	143.5	145.1	145.9	146.1	146.7
Nonfinancial corporations:											
Output per hour of all employees	119.1	120.6	120.0	121.3	122.7	124.1	125.1	124.6	125.2	126.2	–
Compensation per hour	151.5	153.1	154.0	154.5	155.4	155.9	157.9	157.9	159.1	160.2	–
Real compensation per hour	103.8	104.0	103.8	103.4	103.5	103.1	103.8	103.1	103.1	103.2	–
Total unit costs	124.9	123.8	125.0	124.1	123.6	122.6	123.5	123.4	124.0	123.8	–
Unit labor costs	127.2	127.0	128.3	127.3	126.7	125.7	126.2	126.7	127.1	127.0	–
Unit nonlabor costs	119.0	115.7	116.8	115.8	115.8	114.8	116.6	115.2	116.2	115.9	–
Unit profits	171.0	191.2	183.7	199.4	202.5	220.9	218.2	228.7	228.8	230.3	–
Unit nonlabor payments	128.8	129.9	129.4	131.5	132.1	134.8	135.7	136.6	137.4	137.4	–
Implicit price deflator	127.7	127.9	128.7	128.7	128.5	128.7	129.4	129.9	130.5	130.4	–
Manufacturing:											
Output per hour of all persons	127.6	128.8	130.0	130.7	131.7	133.6	135.7	137.6	138.8	140.0	141.2
Compensation per hour	148.4	150.7	150.0	152.1	153.6	155.1	156.6	156.1	157.2	158.6	160.4
Real compensation per hour	101.6	102.4	101.1	101.8	102.4	102.5	103.0	102.0	101.8	102.1	102.6
Unit labor costs	116.3	117.0	115.4	116.4	116.6	116.1	115.4	113.4	113.3	113.3	113.6

– Data not available.

43. Annual indexes of multifactor productivity and related measures, selected years

(1982=100)

Item	1960	1970	1973	1980	1986	1987	1988	1989	1990	1991	1992	1993
Private business:												
Productivity:												
Output per hour of all persons	53.5	74.8	83.0	89.1	99.6	100.0	100.9	101.0	101.9	102.9	105.9	106.6
Output per unit of capital services	116.0	115.1	120.1	105.8	99.7	100.0	101.4	101.3	99.8	96.8	97.9	98.8
Multifactor productivity	70.5	87.2	95.3	96.0	99.8	100.0	100.5	100.3	100.0	99.0	100.5	101.1
Output	37.8	57.4	67.9	79.9	96.7	100.0	104.3	107.0	107.9	106.5	109.3	112.5
Inputs:												
Hours of all persons	66.7	74.2	78.7	86.8	96.8	100.0	104.2	107.2	107.8	106.5	107.5	110.1
Capital services	32.6	49.8	56.6	75.5	97.0	100.0	102.9	105.6	108.2	110.0	111.6	113.8
Combined units of labor and capital input	53.4	65.7	71.1	83.1	96.8	100.0	103.7	106.7	107.8	107.5	108.6	–
Capital per hour of all persons	46.3	64.9	69.2	84.2	99.8	100.0	99.6	99.7	102.1	106.1	107.9	–
Private nonfarm business:												
Productivity:												
Output per hour of all persons	57.7	77.3	85.6	90.6	99.8	100.0	100.9	100.7	101.3	102.5	105.1	105.9
Output per unit of capital services	122.6	120.5	125.3	108.2	100.0	100.0	101.3	100.9	99.1	96.0	96.8	97.8
Multifactor productivity	74.9	89.9	98.1	97.7	100.0	100.0	100.5	99.9	99.4	98.5	99.6	100.3
Output	37.4	57.4	68.3	80.2	96.7	100.0	104.5	107.1	107.8	106.4	108.9	112.4
Inputs:												
Hours of all persons	61.4	72.0	76.9	85.7	96.6	100.0	104.4	107.6	108.3	106.8	108.0	110.9
Capital services	30.5	47.7	54.5	74.2	96.7	100.0	103.2	106.1	108.8	110.8	112.6	115.0
Combined units of labor and capital input	49.7	63.8	69.4	82.0	96.6	100.0	103.9	107.1	108.4	107.9	109.2	–
Capital per hour of all persons	47.1	64.0	68.3	83.8	99.8	100.0	99.6	99.9	102.3	106.6	108.5	–
Combined units of labor and capital inputs	68.6	85.0	90.8	96.3	98.8	100.0	102.8	104.0	103.4	101.2	101.6	–
Capital per hour of all persons	36.2	50.7	52.9	74.3	98.0	100.0	99.7	102.4	108.1	115.9	120.1	–

– Data not available.

NOTE: Productivity and output in this table have not been revised for consistency with the December 1991 comprehensive revisions to the National Income and Product Accounts.

44. Annual indexes of productivity, hourly compensation, unit costs, and prices, selected years

(1982=100)

Item	1960	1970	1973	1983	1985	1987	1988	1989	1990	1991	1992	1993	1994
Business:													
Output per hour of all persons	65.6	87.0	95.1	102.3	106.3	109.6	110.7	109.9	110.7	112.1	115.5	117.2	120.1
Compensation per hour	21.1	36.7	45.1	103.8	113.2	123.1	128.5	133.0	140.6	147.4	154.9	160.5	165.6
Real compensation per hour	68.8	91.3	98.1	100.6	101.5	104.6	104.8	103.5	103.8	104.4	106.6	107.2	107.8
Unit labor costs	32.2	42.2	47.5	101.5	106.5	112.3	116.0	121.0	127.1	131.5	134.2	136.9	137.9
Unit nonlabor payments	33.6	42.7	52.1	107.5	120.8	125.5	130.6	136.6	139.8	144.9	148.3	150.9	156.3
Implicit price deflator	32.6	42.4	49.0	103.4	111.2	116.6	120.8	126.1	131.2	135.9	138.8	141.5	143.9
Nonfarm business:													
Output per hour of all persons	69.9	88.5	96.4	102.5	105.6	108.6	109.6	108.6	109.1	110.7	113.7	115.4	118.1
Compensation per hour	22.2	37.0	45.4	104.0	112.8	122.5	127.7	132.0	139.2	146.2	153.7	158.7	163.6
Real compensation per hour	72.4	92.0	98.7	100.8	101.1	104.1	104.2	102.7	102.8	103.6	105.7	106.0	106.6
Unit labor costs	31.8	41.8	47.1	101.5	106.8	112.8	116.5	121.5	127.6	132.1	135.2	137.5	138.6
Unit nonlabor payments	33.3	43.0	49.6	109.2	121.6	126.6	131.8	137.1	140.6	146.5	149.7	153.3	159.0
Implicit price deflator	32.3	42.2	47.9	104.0	111.6	117.2	121.4	126.5	131.8	136.7	139.9	142.6	145.2
Nonfinancial corporations:													
Output per hour of all employees	75.3	90.3	95.0	103.8	106.5	111.2	113.3	111.5	112.7	115.0	118.5	122.0	125.2
Compensation per hour	23.6	38.4	46.6	103.4	112.0	120.9	125.9	130.2	137.1	143.8	150.4	154.9	158.7
Real compensation per hour	77.0	95.4	101.2	100.2	100.4	102.7	102.7	101.3	101.2	101.9	103.5	103.5	103.3
Total unit costs	29.5	40.5	46.5	99.5	103.7	107.0	109.8	115.7	120.1	123.7	124.4	123.8	123.7
Unit labor costs	31.4	42.5	49.0	99.6	105.2	108.8	111.1	116.8	121.7	125.0	126.9	127.0	126.7
Unit nonlabor costs	24.8	35.5	40.2	99.3	100.1	102.5	106.4	112.9	116.3	120.5	118.0	115.8	116.0
Unit profits	75.1	69.5	87.9	135.9	168.1	172.1	183.5	168.5	167.5	164.7	177.2	201.9	226.5
Unit nonlabor payments	34.2	41.9	49.2	106.2	112.9	115.6	120.9	123.3	125.9	128.8	129.1	132.0	136.8
Implicit price deflator	32.3	42.3	49.1	101.8	107.7	111.0	114.3	119.0	123.1	126.3	127.7	128.6	130.0
Manufacturing:													
Output per hour of all persons	-	-	-	102.2	106.7	116.6	119.2	119.9	122.1	124.9	127.5	131.6	138.0
Compensation per hour	-	-	-	102.7	111.3	118.4	123.1	127.9	134.7	141.9	147.9	152.8	157.1
Real compensation per hour	-	-	-	99.5	99.8	100.6	100.4	99.5	99.5	100.5	101.7	102.0	102.3
Unit labor costs	-	-	-	100.5	104.2	101.6	103.2	106.7	110.4	113.7	116.0	116.1	113.8
Unit nonlabor payments	-	-	-	113.5	120.1	134.5	147.4	153.3	153.7	157.0	157.0	–	–
Implicit price deflator	-	-	-	103.8	108.2	109.8	114.3	118.4	121.2	124.5	126.3	–	–

– Data not available.

45. Annual indexes of output per hour for selected industries

(1987=100)

Industry	SIC	1973	1979	1985	1986	1987	1988	1989	1990	1991	1992	1993
Iron mining, usable ore	101	50.9	51.0	76.2	79.4	100.0	103.6	99.5	90.1	86.9	85.8	83.6
Copper mining, recoverable metal	102	42.4	48.5	93.6	110.0	100.0	109.7	107.8	104.5	103.0	118.7	120.5
Coal mining	12	69.1	54.6	85.2	92.5	100.0	110.6	116.5	118.4	122.1	132.5	144.4
Crude petroleum and natural gas	131	174.1	110.6	83.4	90.9	100.0	100.8	97.8	96.8	97.7	102.2	106.5
Nonmetallic minerals, except fuels	14	85.3	90.1	93.9	94.5	100.0	102.2	102.0	105.0	103.2	109.0	111.1
Meatpacking plants	2011	66.9	79.0	101.1	99.2	100.0	100.6	91.5	91.1	94.6	103.3	–
Sausages and other prepared meats	2013	67.9	93.1	96.3	96.2	100.0	105.7	99.2	93.2	91.0	101.6	–
Poultry dressing and processing	2015	56.9	78.1	98.2	93.9	100.0	95.3	100.1	106.1	112.5	121.5	–
Cheese, natural and processed	2022	56.6	79.8	94.7	101.1	100.0	106.4	104.3	101.1	98.9	93.6	–
Fluid milk	2026	53.4	69.7	92.2	96.3	100.0	103.9	106.7	107.9	110.8	112.3	113.4
Canned fruits and vegetables	2033	69.2	74.9	91.0	98.3	100.0	98.5	89.4	92.2	97.7	100.1	–
Frozen fruits and vegetables	2037	80.5	86.8	96.2	101.9	100.0	96.5	99.1	93.4	98.3	100.4	–
Flour and other grain mill products	2041	63.2	76.3	93.6	95.4	100.0	103.2	102.8	108.5	107.3	–	–
Cereal breakfast foods	2043	68.7	76.2	97.6	98.9	100.0	98.6	96.0	102.0	105.3	–	–
Rice milling	2044	62.0	73.4	77.1	83.8	100.0	83.8	98.7	106.9	101.1	–	–
Wet corn milling	2046	24.1	44.7	84.5	92.8	100.0	95.4	98.7	100.1	96.8	–	–
Prepared feeds for animals and fowls	2047,48	54.7	67.5	95.6	93.3	100.0	101.6	100.4	103.6	103.2	–	–
Bakery products	2051,52	81.4	82.8	95.5	101.1	100.0	92.7	92.4	93.8	90.5	89.8	–
Raw and refined cane sugar	2061,62	86.7	94.4	96.0	95.2	100.0	98.7	96.0	95.9	99.3	99.4	104.3
Beet sugar	2063	74.3	77.8	73.4	80.9	100.0	95.3	87.9	91.0	93.3	95.8	91.2
Malt beverages	2082	41.8	62.3	76.8	90.9	100.0	99.5	99.4	106.0	103.8	104.1	106.5
Bottled and canned soft drinks	2086	49.2	64.4	85.2	91.4	100.0	109.9	119.4	126.7	135.1	144.1	144.6
Fresh or frozen fish and seafood	2092	95.0	97.8	89.5	92.9	100.0	100.2	91.3	87.6	84.8	89.9	–
Cigarettes, chewing and smoking tobacco	211,3	76.8	88.6	92.9	95.2	100.0	106.8	107.3	112.7	119.2	128.0	139.8
Cotton and synthetic broadwoven fabrics	221,2	57.6	75.8	94.1	101.2	100.0	98.2	101.9	106.1	114.0	116.0	–
Hosiery	2251,52	64.5	93.3	101.3	102.8	100.0	107.4	108.2	105.7	111.4	117.0	122.9
Yarn spinning mills	2281	54.8	66.9	87.5	91.9	100.0	98.5	103.5	107.1	106.9	114.7	–
Men's and boys' suits and coats	231	78.6	90.4	100.5	101.5	100.0	103.6	105.0	105.2	95.2	108.2	111.2
Sawmills and planing mills, general	2421	68.3	72.4	92.3	102.1	100.0	102.3	100.1	100.3	102.9	111.1	107.3
Hardwood dimension and flooring	2426	86.0	82.5	94.3	98.3	100.0	97.0	96.2	95.3	97.5	104.6	–
Millwork	2431	106.0	95.5	95.5	100.5	100.0	98.7	97.8	98.3	96.2	94.1	–
Wood kitchen cabinets	2434	80.7	89.2	85.2	82.9	100.0	98.3	91.4	94.4	92.6	116.5	–
Hardwood veneer and plywood	2435	60.7	73.8	81.7	81.7	100.0	101.7	101.9	95.7	98.4	116.3	–
Softwood veneer and plywood	2436	62.6	63.2	87.3	89.5	100.0	100.1	102.7	108.4	114.6	110.3	–
Wood containers	244	–	75.6	101.0	99.9	100.0	103.6	109.6	113.2	115.0	109.0	–
Wood household furniture	2511,17	92.3	90.2	93.1	99.9	100.0	101.2	99.5	98.3	99.8	103.3	–
Upholstered household furniture	2512	72.2	83.1	98.7	100.6	100.0	99.8	101.0	98.5	103.4	107.7	–
Metal household furniture	2514	75.9	72.6	99.4	102.9	100.0	100.6	99.8	103.7	107.4	107.3	–
Mattresses and bedsprings	2515	75.3	87.5	85.3	89.7	100.0	104.5	112.0	114.7	122.1	115.3	–
Wood office furniture	2521	80.3	113.9	99.1	96.0	100.0	94.7	94.2	95.8	99.0	104.7	–
Office furniture, except wood	2522	74.5	79.5	98.1	101.5	100.0	95.7	99.0	95.5	92.7	94.4	–
Pulp, paper, and paperboard mills	261,2,3	66.3	76.3	89.1	96.9	100.0	101.8	102.5	103.2	105.1	109.2	–
Corrugated and solid fiber boxes	2653	69.9	86.6	99.3	102.6	100.0	99.6	97.7	100.3	100.0	100.9	104.1
Folding paperboard boxes	2657	84.6	95.1	93.5	96.3	100.0	100.1	101.7	105.2	104.4	104.4	103.1
Paper and plastic bags	2673,74	82.7	86.0	95.9	101.0	100.0	97.7	94.1	92.4	89.6	94.1	–
Alkalies and chlorine	2812	49.4	52.2	75.1	101.6	100.0	101.6	93.4	90.7	82.6	86.2	–
Inorganic pigments	2816	76.3	69.9	87.0	90.7	100.0	101.7	106.2	101.1	95.3	96.7	–
Industrial inorganic chemicals, not elsewhere classified	2819 pt.	87.3	101.5	87.4	88.9	100.0	92.7	85.9	86.5	81.3	93.2	–
Synthetic fibers	2823,24	50.5	72.9	86.2	92.7	100.0	104.6	102.3	99.1	101.9	105.4	–
Soaps and detergents	2841	87.2	90.5	91.0	92.6	100.0	102.9	111.7	131.3	131.2	122.5	–
Cosmetics and other toiletries	2844	87.9	94.7	88.9	96.4	100.0	104.3	101.4	100.3	102.5	105.8	–
Paints and allied products	285	64.6	82.4	98.2	99.3	100.0	103.2	106.6	111.1	110.8	111.1	114.2
Industrial organic chemicals, not elsewhere classified	2869	68.8	86.4	85.7	90.7	100.0	107.8	105.5	98.0	91.9	92.2	–
Nitrogenous fertilizers	2873	58.5	70.0	95.2	85.0	100.0	101.6	102.1	107.7	107.4	117.7	–
Phosphatic fertilizers	2874	69.7	74.1	87.7	80.3	100.0	93.0	85.8	105.9	113.7	109.0	–
Fertilizers, mixing only	2875	82.6	105.0	100.6	93.8	100.0	103.3	110.8	108.7	109.3	118.5	–
Agricultural chemicals, not elsewhere classified	2879	72.8	87.4	91.2	91.7	100.0	108.7	107.9	105.0	101.5	106.3	–
Petroleum refining	291	81.2	82.3	84.3	94.6	100.0	105.9	110.1	109.9	107.4	112.6	120.9
Tires and inner tubes	301	55.0	62.0	88.1	92.2	100.0	104.3	106.4	108.3	109.8	117.6	125.8
Rubber and plastics hose and belting	3052	83.1	85.0	101.4	102.9	100.0	107.1	96.5	101.4	93.1	103.6	–
Miscellaneous plastic products, not elsewhere classified	308	72.6	73.4	88.0	89.0	100.0	98.3	97.2	100.1	100.8	113.4	–
Footwear	314	91.9	93.6	100.3	102.2	100.0	102.3	101.1	92.6	92.8	92.7	95.9
Glass containers	3221	75.3	83.4	93.3	98.4	100.0	101.1	104.8	112.6	114.9	120.5	124.9
Cement, hydraulic	324	71.6	68.8	92.1	97.2	100.0	103.2	110.0	112.3	108.1	114.9	–
Clay construction products	3251,53,59	75.5	76.3	94.1	95.5	100.0	104.1	96.6	100.3	94.9	99.0	–
Clay refractories	3255	75.4	88.8	91.9	99.3	100.0	101.3	97.3	102.1	96.2	96.6	–
Concrete products	3271,72	89.2	89.3	97.3	102.5	100.0	103.0	106.7	105.8	107.5	105.5	–
Ready-mixed concrete	3273	99.0	95.6	93.2	95.9	100.0	100.2	100.9	99.6	96.0	99.4	–
Steel	331	70.1	70.2	91.4	93.3	100.0	110.3	107.2	110.4	106.3	116.1	130.5
Gray and ductile iron foundries	3321	87.9	90.1	96.1	98.7	100.0	107.6	103.5	103.7	99.0	106.2	–
Steel foundries	3324,25	106.1	104.7	99.5	104.3	100.0	95.9	96.4	95.8	93.3	96.9	–
Primary copper	3331	32.8	41.1	73.8	88.7	100.0	103.7	96.8	86.3	84.7	73.8	–
Primary aluminum	3334	74.5	74.7	97.6	102.6	100.0	102.2	104.6	106.3	110.3	109.4	106.0
Copper rolling and drawing	3351	68.7	72.3	85.5	92.4	100.0	100.5	95.1	94.8	97.2	105.5	110.3
Aluminum rolling and drawing	3353,54,55	75.3	80.4	92.6	99.4	100.0	99.1	96.8	94.4	92.6	104.9	–

See footnotes at end of table.

45. Continued—Annual indexes of output per hour for selected industries

(1987=100)

Industry	SIC	1973	1979	1985	1986	1987	1988	1989	1990	1991	1992	1993
Metal cans	3411	63.9	81.2	102.4	97.4	100.0	107.0	108.5	118.3	124.3	133.0	–
Hand and edge tools, not elsewhere classified	3423	105.5	107.9	95.3	95.0	100.0	101.5	102.0	96.4	95.1	98.3	–
Heating equipment, except electric	3433	78.0	87.9	92.9	95.9	100.0	112.5	103.0	110.7	115.3	119.8	–
Fabricated structural metal	3441	95.5	86.3	99.6	99.5	100.0	98.8	94.5	97.2	99.5	104.3	–
Metal doors, sash, and trim	3442	88.8	89.5	102.5	100.3	100.0	102.3	102.2	98.3	96.0	102.5	–
Bolts, nuts, rivets, and washers	3452	72.5	77.3	88.2	91.4	100.0	96.6	93.0	93.1	95.2	90.1	–
Automotive stampings	3465	74.5	80.9	94.5	95.7	100.0	104.5	104.7	100.8	104.2	114.3	–
Metal stampings, not elsewhere classified	3469	95.3	97.1	85.5	90.7	100.0	99.9	97.8	95.2	96.5	98.2	–
Valves and pipe fittings	3491,92,94	92.9	94.8	94.4	94.0	100.0	101.9	101.3	102.1	102.1	102.3	–
Fabricated pipe and fittings	3498	147.8	121.0	121.0	121.9	100.0	99.3	101.7	106.5	113.3	110.6	–
Internal combustion engines, not elsewhere classified	3519	82.5	89.0	93.4	98.9	100.0	105.1	111.1	106.4	99.1	103.4	–
Farm machinery and equipment	3523	95.6	98.2	98.6	95.7	100.0	110.4	120.7	126.6	119.4	116.4	–
Lawn and garden equipment	3524	66.2	83.5	82.1	92.7	100.0	97.7	94.3	95.8	96.7	108.3	–
Construction machinery	3531	85.8	91.6	96.7	102.7	100.0	107.5	111.1	114.5	101.7	102.8	–
Mining machinery	3532	99.2	87.2	93.0	95.6	100.0	102.0	108.8	100.6	92.5	93.9	–
Oil and gas field machinery	3533	104.9	100.1	91.8	94.6	100.0	99.4	104.7	107.5	109.1	98.7	–
Metal-cutting machine tools	3541	93.4	91.2	87.2	89.0	100.0	94.1	100.5	102.0	99.0	109.2	–
Metal-forming machine tools	3542	108.1	94.1	92.3	92.8	100.0	116.0	112.4	102.6	95.0	109.5	–
Machine tool accessories	3545	104.9	100.1	91.8	94.6	100.0	99.4	104.7	107.5	109.1	98.7	–
Pumps and pumping equipment	3561,94	78.0	83.9	88.4	90.7	100.0	106.0	102.4	104.4	103.1	100.9	–
Ball and roller bearings	3562	101.2	104.0	90.2	93.6	100.0	101.7	96.7	90.7	88.0	97.3	–
Air and gas compressors	3563	86.9	86.3	91.7	94.8	100.0	104.4	106.2	109.0	111.7	113.5	–
Refrigeration and heating equipment	3585	97.2	95.7	98.3	96.3	100.0	103.4	106.1	105.9	103.0	105.5	–
Carburetors, pistons, rings, and valves	3592	101.3	79.6	95.9	93.5	100.0	109.9	119.7	113.5	114.9	135.5	–
Transformers, except electronic	3612	93.6	104.8	95.8	97.6	100.0	102.8	104.8	112.2	116.4	130.3	–
Switchgear and switchboard apparatus	3613	89.1	90.2	96.5	96.3	100.0	110.0	110.1	111.9	109.0	121.3	–
Motors and generators	3621	89.3	88.1	95.9	96.9	100.0	103.9	103.4	102.6	105.3	112.4	–
Household cooking equipment	3631	60.0	77.0	87.2	98.4	100.0	102.2	108.0	103.9	107.1	114.4	–
Household refrigerators and freezers	3632	73.2	86.0	104.0	101.2	100.0	102.7	107.1	107.6	112.5	115.7	–
Household laundry equipment	3633	68.8	84.2	92.9	97.0	100.0	106.6	100.8	103.8	111.4	118.0	–
Household appliances, not elsewhere classified	3639	64.8	78.1	86.8	90.2	100.0	100.7	98.5	91.2	81.6	93.9	–
Electric lamps	3641	63.5	74.1	88.7	91.0	100.0	105.6	113.7	119.1	128.7	143.8	137.9
Lighting fixtures and equipment	3645,46,47,48	83.9	84.6	96.4	102.7	100.0	98.1	95.9	94.4	92.4	98.8	–
Household audio and video equipment	3651	31.0	41.8	91.8	103.9	100.0	110.9	123.2	134.4	141.8	166.0	–
Motor vehicles and equipment	371	67.9	77.5	95.0	94.7	100.0	102.9	102.7	102.0	96.3	104.8	108.4
Aircraft	3721	82.2	103.0	92.4	92.4	100.0	103.0	106.7	106.2	124.5	137.4	–
Instruments to measure electricity	3825	68.4	75.5	98.3	92.0	100.0	106.5	109.3	108.0	111.6	124.1	–
Photographic equipment and supplies	386	68.8	91.9	90.3	97.1	100.0	106.3	113.6	109.5	110.5	118.0	–
Railroad transportation, revenue traffic	4011	46.7	50.7	78.4	86.1	100.0	109.7	116.5	122.4	132.6	140.3	150.9
Bus carriers, class 1	411,13,14 pts.	116.8	108.3	96.1	95.6	100.0	107.9	104.6	–	–	–	–
Trucking, except local	4213	69.5	83.9	93.8	96.8	100.0	105.2	109.4	–	–	–	–
Air transportation	4512,13,22 pts.	58.6	77.6	93.6	94.5	100.0	99.5	95.4	92.4	92.6	97.3	100.5
Petroleum pipelines	4612,13	92.5	96.1	99.9	102.0	100.0	104.8	103.2	102.6	99.1	97.3	89.3
Telephone communications	481	43.3	64.5	90.5	96.5	100.0	106.2	111.9	113.3	119.7	127.5	135.9
Electric utilities	491,493 pt.	88.0	95.0	93.0	95.3	100.0	104.9	107.7	110.1	113.4	115.3	120.1
Gas utilities	492,493 pt.	145.1	143.6	114.1	102.9	100.0	105.4	103.4	94.7	93.8	95.1	104.9
Scrap and waste materials	5093	–	80.7	93.4	97.7	100.0	94.3	87.8	92.2	93.1	100.9	108.2
Hardware stores	525	84.7	98.6	96.0	101.7	100.0	108.8	115.4	110.5	102.6	107.4	108.7
Department stores	531	62.2	74.8	93.1	97.7	100.0	99.5	97.2	95.0	98.9	101.3	106.3
Variety stores	533	141.1	119.8	129.1	106.6	100.0	97.4	113.7	132.0	131.0	136.3	135.3
Grocery stores	541	108.4	106.3	105.3	103.6	100.0	98.6	95.9	94.8	94.0	93.6	93.8
Retail bakeries	546	125.0	111.7	86.9	93.2	100.0	94.2	87.3	84.9	90.0	90.0	77.2
New and used car dealers	551	85.1	86.3	99.8	101.6	100.0	103.5	102.4	106.0	104.0	106.3	106.7
Auto and home supply stores	553	71.0	81.2	95.0	94.6	100.0	106.5	108.9	114.2	114.6	120.4	120.2
Gasoline service stations	554	59.4	74.0	93.7	101.9	100.0	102.5	104.1	101.1	102.1	106.2	108.9
Men's and boys' clothing stores	561	77.5	81.3	98.2	100.6	100.0	102.6	102.3	101.6	102.0	97.0	95.3
Women's clothing stores	562	59.5	73.3	99.9	107.3	100.0	99.4	102.9	106.7	110.0	121.9	123.4
Family clothing stores	565	76.3	75.7	103.2	103.4	100.0	101.2	103.2	101.5	102.3	106.1	104.6
Shoe stores	566	81.1	91.1	97.8	105.6	100.0	102.5	106.8	105.5	104.3	110.3	106.6
Furniture and homefurnishings stores	571	81.6	89.0	94.3	101.1	100.0	99.6	102.0	103.8	103.8	111.0	111.1
Household appliance stores	572	59.1	72.2	94.6	106.3	100.0	101.1	108.7	111.2	117.4	130.3	131.5
Radio, television, and computer stores	573	48.6	56.0	89.1	93.9	100.0	120.3	118.2	125.5	136.7	152.9	172.8
Eating and drinking places	581	110.4	106.3	96.2	99.2	100.0	102.6	102.0	103.2	104.6	104.1	103.9
Drug and proprietary stores	591	92.2	98.6	101.4	101.0	100.0	102.7	104.2	106.6	109.0	109.2	112.5
Liquor stores	592	94.1	90.0	101.6	93.7	100.0	99.1	102.8	107.8	109.2	113.0	98.1
Commercial banks	602	81.2	84.1	94.3	96.1	100.0	103.5	102.1	108.5	112.3	117.2	129.9
Hotels and motels	701	102.9	109.8	101.1	98.9	100.0	95.8	91.4	90.6	91.4	97.5	97.4
Laundry, cleaning, and garment services	721	114.9	113.8	103.2	100.7	100.0	97.1	98.6	99.0	96.6	97.1	96.4
Beauty shops	723	88.1	89.4	96.1	96.9	100.0	93.4	96.0	91.4	87.6	90.5	87.2
Automotive repair shops	753	109.7	105.3	99.4	96.2	100.0	105.6	107.8	106.4	99.9	102.9	102.0

– Data not available.

46. Unemployment rates, approximating U.S. concepts, in nine countries, quarterly data seasonally adjusted

Country	Annual average		1993		1994				1995
	1993	1994	III	IV	I	II	III	IV	I
United States[1]	6.8	6.1	6.7	6.5	6.6	6.2	6.0	5.6	5.5
Canada	11.2	10.4	11.4	11.2	11.0	10.6	10.2	9.8	9.7
Australia	10.9	9.7	10.9	10.8	10.4	10.0	9.5	9.1	8.9
Japan	2.5	2.9	2.6	2.8	2.8	2.9	3.0	3.0	3.0
France	11.8	12.3	12.0	12.2	12.3	12.3	12.3	12.3	12.1
Germany	5.8	6.5	5.9	6.2	6.4	6.5	6.5	6.5	6.4
Italy[2]	10.5	11.6	10.5	11.0	11.0	11.6	11.1	11.8	–
Sweden[3]	8.1	7.8	9.2	8.2	8.1	7.5	8.4	7.6	-
United Kingdom	10.4	9.5	10.5	10.1	9.9	9.7	9.5	9.0	8.7

[1] Data for 1994 are not directly comparable with data for 1993 and earlier years. For additional information, see the box note under "Employment and Unemployment Data" in the notes to this section.

[2] Quarterly rates are for the first month of the quarter. Break in series beginning in 1993.

[3] Break in series beginning in 1993. Data for 1993 onward are not seasonally adjusted.

– Data not available.

NOTE: Quarterly figures for France, Germany, and the United Kingdom are calculated by applying annual adjustment factors to current published data and therefore should be viewed as less precise indicators of unemployment under U.S. concepts than the annual figures. See "Notes on the data" for information on breaks in series.

47. Annual data: Employment status of the working-age population, approximating U.S. concepts, 10 countries

(Numbers in thousands)

Employment status and country	1985	1986	1987	1988	1989	1990	1991	1992	1993	1994
Civilian labor force										
United States	115,461	117,834	119,865	121,669	123,869	124,787	125,303	126,982	128,040	–
Canada	13,123	13,378	13,631	13,900	14,151	14,329	14,408	14,482	14,663	14,832
Australia	7,300	7,588	7,758	7,974	8,237	8,459	8,534	8,627	8,692	–
Japan	58,820	59,410	60,050	60,860	61,920	63,050	64,280	65,040	65,470	–
France	23,620	23,760	23,890	23,980	24,170	24,300	24,490	24,560	24,630	–
Germany	28,020	28,240	28,390	28,610	28,840	29,410	29,780	30,050	29,950	–
Italy	21,800	22,290	22,350	22,660	22,530	22,670	22,940	22,910	22,560	–
Netherlands	6,250	6,380	6,500	6,530	6,640	6,770	6,870	6,970	7,070	–
Sweden	4,418	4,443	4,480	4,540	4,599	4,642	4,626	4,534	4,385	–
United Kingdom	27,210	27,380	27,720	28,150	28,420	28,540	28,400	28,230	28,150	–
Participation rate[1]										
United States	64.8	65.3	65.6	65.9	66.5	66.4	66.0	66.3	66.2	–
Canada	65.8	66.3	66.7	67.2	67.5	67.3	66.7	65.9	65.5	65.3
Australia	61.6	62.8	63.0	63.3	64.2	64.7	64.3	64.0	63.6	–
Japan	62.3	62.1	61.9	61.9	62.2	62.6	63.2	63.4	63.3	–
France	56.9	56.9	56.7	56.4	56.1	55.6	55.6	55.8	55.6	–
Germany	54.7	54.9	55.0	55.1	55.2	55.0	55.7	55.4	54.7	–
Italy	47.2	47.8	47.6	47.4	47.3	47.2	48.6	48.5	48.8	–
Netherlands	55.5	56.0	56.3	56.1	56.5	56.8	57.5	57.9	58.6	–
Sweden	66.9	67.0	67.1	67.6	68.0	68.1	67.5	66.0	63.8	–
United Kingdom	62.2	62.2	62.6	63.4	63.8	63.9	63.4	62.8	62.6	–
Employed										
United States	107,150	109,597	112,440	114,968	117,342	117,914	116,877	117,598	119,306	–
Canada	11,742	12,095	12,422	12,819	13,086	13,165	12,916	12,842	13,015	13,292
Australia	6,697	6,974	7,129	7,398	7,728	7,872	7,713	7,694	7,744	–
Japan	57,260	57,740	58,320	59,310	60,500	61,710	62,920	63,620	63,810	–
France	21,150	21,240	21,320	21,520	21,850	22,100	22,140	22,010	21,720	–
Germany	26,010	26,380	26,590	26,800	27,200	27,950	28,500	28,670	28,210	–
Italy	20,490	20,610	20,590	20,870	20,770	21,080	21,360	21,230	20,200	–
Netherlands	5,650	5,740	5,850	5,920	6,070	6,260	6,380	6,470	6,450	–
Sweden	4,293	4,326	4,396	4,467	4,538	4,572	4,504	4,320	4,028	–
United Kingdom	24,150	24,300	24,860	25,730	26,350	26,580	25,910	25,410	25,220	–
Employment-population ratio[2]										
United States	60.1	60.7	61.5	62.3	63.0	62.7	61.6	61.4	61.6	–
Canada	58.9	59.9	60.8	62.0	62.4	61.9	59.8	58.4	58.2	58.5
Australia	56.5	57.7	57.9	58.7	60.2	60.2	58.1	57.1	57.7	–
Japan	60.6	60.4	60.1	60.4	60.8	61.3	61.8	62.0	61.7	–
France	51.0	50.8	50.6	50.6	50.7	50.5	50.3	50.0	49.0	–
Germany	50.7	51.3	51.5	51.6	52.0	52.2	53.3	52.9	51.5	–
Italy	44.4	44.2	43.8	43.7	43.6	43.9	45.3	44.9	43.7	–
Netherlands	50.1	50.3	50.7	50.8	51.7	52.5	53.4	53.8	53.4	–
Sweden	65.0	65.2	65.8	66.5	67.1	67.0	65.7	62.9	58.6	–
United Kingdom	55.2	55.2	56.2	57.9	59.1	59.5	57.8	56.5	56.1	–
Unemployed										
United States	8,312	8,237	7,425	6,701	6,528	6,874	8,426	9,384	8,734	–
Canada	1,381	1,283	1,208	1,082	1,065	1,164	1,492	1,640	1,649	1,541
Australia	603	613	629	576	509	587	821	933	948	–
Japan	1,560	1,670	1,730	1,550	1,420	1,340	1,360	1,420	1,660	–
France	2,470	2,520	2,570	2,460	2,320	2,200	2,350	2,550	2,910	–
Germany	2,010	1,860	1,800	1,810	1,640	1,460	1,280	1,380	1,740	–
Italy	1,310	1,680	1,760	1,790	1,760	1,590	1,580	1,680	2,360	–
Netherlands	600	640	650	610	570	510	490	500	620	–
Sweden	125	117	84	73	61	70	122	214	357	–
United Kingdom	3,060	3,080	2,860	2,420	2,070	1,960	2,490	2,820	2,930	–
Unemployment rate										
United States	7.2	7.0	6.2	5.5	5.3	5.5	6.7	7.4	6.8	6.1
Canada	10.5	9.6	8.9	7.8	7.5	8.1	10.4	11.3	11.2	10.4
Australia	8.3	8.1	8.1	7.2	6.2	6.9	9.6	10.8	10.9	9.7
Japan	2.6	2.8	2.9	2.5	2.3	2.1	2.1	2.2	2.5	2.9
France	10.5	10.6	10.8	10.3	9.6	9.1	9.6	10.4	11.8	12.3
Germany	7.2	6.6	6.3	6.3	5.7	5.0	4.3	4.6	5.8	6.5
Italy	6.0	7.5	7.9	7.9	7.8	7.0	6.9	7.3	10.5	11.6
Netherlands	9.6	10.0	10.0	9.3	8.6	7.5	7.1	7.2	8.8	–
Sweden	2.8	2.6	1.9	1.6	1.3	1.5	2.6	4.7	8.1	–
United Kingdom	11.2	11.2	10.3	8.6	7.3	6.9	8.8	10.0	10.4	9.5

[1] Labor force as a percent of the working-age population.
[2] Employment as a percent of the working-age population.
– Data not available.

NOTE: See "Notes on the data" for information on breaks in series for Italy and Sweden.

48. Annual indexes of manufacturing productivity and related measures, 12 countries

(1982=100)

Item and country	1960	1970	1973	1984	1985	1986	1987	1988	1989	1990	1991	1992	1993
Output per hour													
United States	–	–	–	103.5	106.7	109.5	116.6	119.2	119.9	122.1	124.9	127.5	131.6
Canada	51.6	76.9	91.9	116.3	119.8	117.9	119.0	119.5	120.0	122.0	122.9	128.0	130.9
Japan	18.5	50.3	64.4	107.9	114.9	113.0	122.4	129.6	138.7	149.1	156.9	156.8	157.3
Belgium	24.1	44.0	57.4	117.5	119.6	121.4	123.8	128.9	134.5	134.1	137.0	142.2	146.4
Denmark	32.4	57.2	72.7	104.3	105.0	98.9	98.4	102.1	105.6	105.5	105.5	107.7	113.9
France	29.6	58.6	69.4	103.9	107.9	109.7	111.6	119.3	125.4	127.6	128.0	130.9	132.3
Germany	37.1	66.4	77.9	109.0	113.4	114.2	112.7	116.7	120.5	125.6	130.1	128.0	130.0
Italy	29.1	54.6	65.2	115.7	122.3	123.7	127.2	130.0	134.0	139.3	143.8	150.8	159.2
Netherlands	26.5	52.9	67.3	115.0	118.7	120.1	120.7	124.4	128.5	130.1	131.4	132.2	133.8
Norway	46.4	73.0	85.4	112.2	115.8	114.7	120.4	119.5	125.3	129.3	130.3	132.5	135.3
Sweden	36.1	69.0	81.2	111.9	113.6	115.4	117.6	119.3	123.1	125.0	126.1	132.8	141.5
United Kingdom	50.3	72.1	86.2	112.4	116.4	120.6	126.9	133.5	138.4	140.1	145.3	152.4	159.7
Output													
United States	–	–	–	111.3	114.0	115.2	123.5	130.0	131.2	130.6	128.2	130.1	135.4
Canada	44.1	78.5	100.0	120.2	127.0	127.9	134.1	140.9	142.1	136.8	127.5	128.3	134.7
Japan	15.1	55.1	71.8	113.2	121.2	117.9	126.5	138.2	149.3	160.6	170.8	167.7	160.7
Belgium	37.6	70.4	86.3	109.9	111.8	111.9	112.3	118.0	125.0	126.5	125.9	125.8	120.5
Denmark	45.4	75.7	88.5	111.7	115.3	115.3	110.6	112.3	113.6	112.4	111.1	112.5	113.2
France	35.1	72.7	87.0	98.7	99.1	99.1	98.9	104.6	110.3	112.4	110.6	109.8	106.3
Germany	51.0	87.0	96.4	104.6	108.4	110.1	108.1	111.5	115.4	121.7	126.2	123.3	113.8
Italy	28.0	58.4	70.7	105.4	108.9	111.5	116.3	125.0	129.7	132.3	132.1	132.4	129.6
Netherlands	42.7	80.3	91.2	107.9	111.1	113.8	115.4	119.7	125.2	129.3	129.9	129.0	125.8
Norway	56.0	88.4	101.3	105.0	108.8	108.8	110.8	105.5	103.8	104.5	102.3	104.2	105.9
Sweden	51.8	91.1	98.7	113.6	115.7	117.1	120.0	123.7	125.1	124.3	117.4	113.3	115.1
United Kingdom	82.9	110.5	121.9	105.9	108.9	110.3	115.5	123.6	129.1	128.9	121.9	121.1	122.8
Total hours													
United States	94.1	106.5	112.6	107.6	106.8	105.2	106.0	109.0	109.4	107.0	102.6	102.0	102.9
Canada	85.5	102.1	108.8	103.3	106.0	108.5	112.7	117.9	118.4	112.2	103.7	100.3	102.9
Japan	81.7	109.6	111.5	104.9	105.5	104.3	103.4	106.7	107.6	107.7	108.8	106.9	102.2
Belgium	156.2	159.9	150.3	93.6	93.5	92.2	90.7	91.5	93.0	94.3	91.9	88.4	82.3
Denmark	140.0	132.3	121.8	107.1	109.8	116.6	112.4	110.0	107.6	106.6	105.3	104.4	99.4
France	118.5	123.9	125.3	95.0	91.8	90.3	88.6	87.7	88.0	88.1	86.4	83.8	80.3
Germany	137.2	131.1	123.7	96.0	95.6	96.4	95.9	95.6	95.7	96.9	97.0	96.3	87.6
Italy	96.2	107.0	108.3	91.1	89.0	90.1	91.4	96.1	96.8	95.0	91.8	87.8	81.4
Netherlands	160.9	152.0	135.6	93.8	93.6	94.8	95.6	96.2	97.4	99.4	98.9	97.6	94.0
Norway	120.9	121.1	118.7	93.5	94.0	94.8	92.0	88.3	82.9	80.9	78.5	78.6	78.3
Sweden	143.7	132.0	121.6	101.5	101.9	101.5	102.0	103.6	101.6	99.4	93.1	85.4	81.4
United Kingdom	164.9	153.3	141.4	94.2	93.5	91.5	91.0	92.6	93.3	92.0	83.9	79.5	76.9
Compensation per hour													
United States	–	–	–	106.0	111.3	115.8	118.4	123.1	127.9	134.7	141.9	147.9	152.8
Canada	16.4	28.7	35.9	111.1	116.8	121.3	125.0	130.5	135.4	143.0	151.7	158.1	159.0
Japan	6.6	25.0	40.7	105.8	110.1	115.8	118.6	120.6	128.2	138.3	146.2	153.0	157.1
Belgium	9.1	23.2	35.5	114.8	122.0	127.0	130.0	132.7	139.7	147.5	156.8	164.9	171.2
Denmark	7.7	22.3	34.5	113.0	120.6	123.1	134.6	139.4	147.3	156.5	162.2	167.2	171.4
France	7.6	18.5	26.2	119.6	129.6	135.1	140.0	145.4	153.2	161.3	168.3	174.1	179.8
Germany	13.5	34.5	48.2	110.0	116.3	121.2	126.9	131.8	138.2	147.9	157.8	165.6	177.8
Italy	3.9	11.6	17.7	134.3	150.9	157.1	166.0	172.5	189.5	210.8	233.1	249.7	266.1
Netherlands	8.9	27.8	43.4	106.6	111.5	115.4	118.8	119.5	120.1	123.3	129.2	136.6	140.5
Norway	9.9	24.6	35.3	120.9	132.2	145.0	165.6	175.7	183.4	193.7	202.8	208.4	210.4
Sweden	9.3	24.4	34.3	119.6	131.8	142.4	151.9	161.8	179.0	197.5	215.1	225.0	221.6
United Kingdom	7.1	14.7	22.6	114.6	125.1	135.4	149.8	159.4	174.7	180.6	199.4	219.7	236.1
Unit labor costs: National currency basis													
United States	–	–	–	102.4	104.2	105.8	101.6	103.2	106.7	110.4	113.7	116.0	116.1
Canada	31.9	37.3	39.1	95.5	97.6	102.9	105.0	109.2	112.8	117.2	123.4	123.5	121.4
Japan	35.5	49.7	63.2	98.1	95.8	102.4	96.8	93.1	92.4	92.7	93.2	97.5	99.9
Belgium	38.0	52.6	61.8	97.7	102.0	104.7	105.0	103.0	103.8	110.0	114.4	115.9	117.0
Denmark	23.8	39.0	47.4	108.3	114.9	124.5	136.8	136.5	139.5	148.3	153.8	155.1	150.5
France	25.7	31.5	37.7	115.2	120.2	123.2	125.5	121.8	122.2	126.4	131.5	133.0	135.9
Germany	36.4	51.9	61.9	101.0	102.6	106.2	112.6	113.0	114.6	117.8	121.3	129.4	136.8
Italy	13.5	21.3	27.1	116.1	123.4	127.1	130.5	132.6	141.4	151.3	162.1	165.6	167.2
Netherlands	33.4	52.7	64.5	92.7	93.9	96.1	98.4	96.0	93.5	94.7	98.3	103.3	105.1
Norway	21.3	33.7	41.4	107.8	114.2	126.4	137.5	147.1	146.3	149.8	155.6	157.3	155.5
Sweden	25.8	35.4	42.2	106.9	116.1	123.4	129.1	135.6	145.4	158.0	170.6	169.5	156.6
United Kingdom	14.2	20.4	26.3	101.9	107.5	112.3	118.0	119.4	126.2	128.9	137.2	144.2	147.8
Unit labor costs: U.S. dollar basis													
United States	–	–	–	102.4	104.2	105.8	101.6	103.2	106.7	110.4	113.7	116.0	116.1
Canada	40.6	44.1	48.2	91.0	88.2	91.4	97.8	109.5	117.6	124.0	132.9	126.2	116.2
Japan	24.6	34.6	58.1	102.9	100.1	151.5	166.8	180.9	166.7	159.3	172.5	191.6	223.9
Belgium	34.9	48.5	72.8	77.5	78.7	107.3	128.7	128.1	120.6	150.7	153.2	165.1	154.8
Denmark	28.8	43.4	65.7	87.3	90.4	128.3	166.7	169.0	159.0	200.0	200.4	214.4	193.6
France	34.4	37.5	55.9	86.7	88.0	117.0	137.3	134.5	126.0	152.7	153.2	165.3	157.8
Germany	21.2	34.6	56.8	86.2	84.7	118.8	152.1	156.1	148.0	176.9	177.3	201.2	200.8
Italy	29.5	46.0	63.1	89.5	87.5	115.4	136.3	137.9	139.5	170.9	176.8	182.0	143.8
Netherlands	23.7	38.9	62.0	77.2	75.6	104.8	129.8	129.8	117.7	138.9	140.3	157.0	151.0
Norway	19.3	30.4	46.5	85.3	85.8	110.3	131.7	145.5	136.6	154.7	154.8	163.4	141.5
Sweden	31.4	42.8	60.9	81.2	84.8	108.8	127.8	138.8	141.5	167.6	177.1	182.8	126.3
United Kingdom	22.8	28.0	36.8	77.9	79.8	94.3	110.7	121.6	118.3	131.6	138.7	145.7	127.0

– Data not available.

49. Occupational injury and illness incidence rates by industry,[1] United States

Industry and type of case[2]	Incidence rates per 100 full-time workers[3]								
	1985	1986	1987	1988	1989[1]	1990	1991	1992	1993[4]
PRIVATE SECTOR[5]									
Total cases	7.9	7.9	8.3	8.6	8.6	8.8	8.4	8.9	8.5
Lost workday cases	3.6	3.6	3.8	4.0	4.0	4.1	3.9	3.9	3.8
Lost workdays	64.9	65.8	69.9	76.1	78.7	84.0	86.5	93.8	-
Agriculture, forestry, and fishing[5]									
Total cases	11.4	11.2	11.2	10.9	10.9	11.6	10.8	11.6	11.2
Lost workday cases	5.7	5.6	5.7	5.6	5.7	5.9	5.4	5.4	5.0
Lost workdays	91.3	93.6	94.1	101.8	100.9	112.2	108.3	126.9	-
Mining									
Total cases	8.4	7.4	8.5	8.8	8.5	8.3	7.4	7.3	6.8
Lost workday cases	4.8	4.1	4.9	5.1	4.8	5.0	4.5	4.1	3.9
Lost workdays	145.3	125.9	144.0	152.1	137.2	119.5	129.6	204.7	-
Construction									
Total cases	15.2	15.2	14.7	14.6	14.3	14.2	13.0	13.1	12.2
Lost workday cases	6.8	6.9	6.8	6.8	6.8	6.7	6.1	5.8	5.5
Lost workdays	128.9	134.5	135.8	142.2	143.3	147.9	148.1	161.9	-
General building contractors:									
Total cases	15.2	14.9	14.2	14.0	13.9	13.4	12.0	12.2	11.5
Lost workday cases	6.8	6.6	6.5	6.4	6.5	6.4	5.5	5.4	5.1
Lost workdays	120.4	122.7	134.0	132.2	137.3	137.6	132.0	142.7	-
Heavy construction, except building:									
Total cases	14.5	14.7	14.5	15.1	13.8	13.8	12.8	12.1	11.1
Lost workday cases	6.3	6.3	6.4	7.0	6.5	6.3	6.0	5.4	5.1
Lost workdays	127.3	132.9	139.1	162.3	147.1	144.6	160.1	165.8	-
Special trade contractors:									
Total cases	15.4	15.6	15.0	14.7	14.6	14.7	13.5	13.8	12.8
Lost workday cases	7.0	7.2	7.1	7.0	6.9	6.9	6.3	6.1	5.8
Lost workdays	133.3	140.4	135.7	141.1	144.9	153.1	151.3	168.3	-
Manufacturing									
Total cases	10.4	10.6	11.9	13.1	13.1	13.2	12.7	12.5	12.1
Lost workday cases	4.6	4.7	5.3	5.7	5.8	5.8	5.6	5.4	5.3
Lost workdays	80.2	85.2	95.5	107.4	113.0	120.7	121.5	124.6	-
Durable goods:									
Total cases	10.9	11.0	12.5	14.2	14.1	14.2	13.6	13.4	13.1
Lost workday cases	4.7	4.8	5.4	5.9	6.0	6.0	5.7	5.5	5.4
Lost workdays	82.0	87.1	96.8	111.1	116.5	123.3	122.9	126.7	-
Lumber and wood products:									
Total cases	18.5	18.9	18.9	19.5	18.4	18.1	16.8	16.3	15.9
Lost workday cases	9.3	9.7	9.6	10.0	9.4	8.8	8.3	7.6	7.6
Lost workdays	171.4	177.2	176.5	189.1	177.5	172.5	172.0	165.8	-
Furniture and fixtures:									
Total cases	15.0	15.2	15.4	16.6	16.1	16.9	15.9	14.8	14.6
Lost workday cases	6.3	6.3	6.7	7.3	7.2	7.8	7.2	6.6	6.5
Lost workdays	100.4	103.0	103.6	115.7	–	–	–	128.4	-
Stone, clay, and glass products:									
Total cases	13.9	13.6	14.9	16.0	15.5	15.4	14.8	13.6	13.8
Lost workday cases	6.7	6.5	7.1	7.5	7.4	7.3	6.8	6.1	6.3
Lost workdays	127.8	126.0	135.8	141.0	149.8	160.5	156.0	152.2	-
Primary metal industries:									
Total cases	12.6	13.6	17.0	19.4	18.7	19.0	17.7	17.5	17.0
Lost workday cases	5.7	6.1	7.4	8.2	8.1	8.1	7.4	7.1	7.3
Lost workdays	113.8	125.5	145.8	161.3	168.3	180.2	169.1	175.5	-
Fabricated metal products:									
Total cases	16.3	16.0	17.0	18.8	18.5	18.7	17.4	16.8	16.2
Lost workday cases	6.9	6.8	7.2	8.0	7.9	7.9	7.1	6.6	6.7
Lost workdays	110.1	115.5	121.9	138.8	147.6	155.7	146.6	144.0	-
Industrial machinery and equipment:									
Total cases	10.8	10.7	11.3	12.1	12.1	12.0	11.2	11.1	11.1
Lost workday cases	4.2	4.2	4.4	4.7	4.8	4.7	4.4	4.2	4.2
Lost workdays	69.3	72.0	72.7	82.8	86.8	88.9	86.6	87.7	-
Electronic and other electrical equipment:									
Total cases	6.4	6.4	7.2	8.0	9.1	9.1	8.6	8.4	8.3
Lost workday cases	2.7	2.7	3.1	3.3	3.9	3.8	3.7	3.6	3.5
Lost workdays	45.7	49.8	55.9	64.6	77.5	79.4	83.0	81.2	-
Transportation equipment:									
Total cases	9.0	9.6	13.5	17.7	17.7	17.8	18.3	18.7	18.5
Lost workday cases	3.9	4.1	5.7	6.6	6.8	6.9	7.0	7.1	7.1
Lost workdays	71.6	79.1	105.7	134.2	138.6	153.7	166.1	186.6	-
Instruments and related products:									
Total cases	5.2	5.3	5.8	6.1	5.6	5.9	6.0	5.9	5.6
Lost workday cases	2.2	2.3	2.4	2.6	2.5	2.7	2.7	2.7	2.5
Lost workdays	37.9	42.2	43.9	51.5	55.4	57.8	64.4	65.3	-
Miscellaneous manufacturing industries:									
Total cases	9.7	10.2	10.7	11.3	11.1	11.3	11.3	10.7	10.0
Lost workday cases	4.2	4.3	4.6	5.1	5.1	5.1	5.1	5.0	4.6
Lost workdays	73.2	70.9	81.5	91.0	97.6	113.1	104.0	108.2	-
Nondurable goods:									
Total cases	9.6	10.0	11.1	11.4	11.6	11.7	11.5	11.3	10.7

See footnotes at end of table.

49. Continued— Occupational injury and illness incidence rates by industry,[1] United States

Industry and type of case[2]	Incidence rates per 100 full-time workers[3]								
	1985	1986	1987	1988	1989[1]	1990	1991	1992	1993[4]
Lost workday cases	4.4	4.6	5.1	5.4	5.5	5.6	5.5	5.3	5.0
Lost workdays	77.6	82.3	93.5	101.7	107.8	116.9	119.7	121.8	-
Food and kindred products:									
Total cases	16.7	16.5	17.7	18.5	18.5	20.0	19.5	18.8	17.6
Lost workday cases	8.1	8.0	8.6	9.2	9.3	9.9	9.9	9.5	8.9
Lost workdays	138.0	137.8	153.7	169.7	174.7	202.6	207.2	211.9	-
Tobacco products:									
Total cases	7.3	6.7	8.6	9.3	8.7	7.7	6.4	6.0	5.8
Lost workday cases	3.0	2.5	2.5	2.9	3.4	3.2	2.8	2.4	2.3
Lost workdays	51.7	45.6	46.4	53.0	64.2	62.3	52.0	42.9	-
Textile mill products:									
Total cases	7.5	7.8	9.0	9.6	10.3	9.6	10.0	9.9	9.7
Lost workday cases	3.0	3.1	3.6	4.0	4.2	4.0	4.4	4.2	4.1
Lost workdays	57.4	59.3	65.9	78.8	81.4	85.1	88.3	87.1	-
Apparel and other textile products:									
Total cases	6.7	6.7	7.4	8.1	8.6	8.8	9.2	9.5	9.0
Lost workday cases	2.6	2.7	3.1	3.5	3.8	3.9	4.2	4.0	3.8
Lost workdays	44.1	49.4	59.5	68.2	80.5	92.1	99.9	104.6	-
Paper and allied products:									
Total cases	10.2	10.5	12.8	13.1	12.7	12.1	11.2	11.0	9.9
Lost workday cases	4.7	4.7	5.8	5.9	5.8	5.5	5.0	5.0	4.6
Lost workdays	94.6	99.5	122.3	124.3	132.9	124.8	122.7	125.9	-
Printing and publishing:									
Total cases	6.3	6.5	6.7	6.6	6.9	6.9	6.7	7.3	6.9
Lost workday cases	2.9	2.9	3.1	3.2	3.3	3.3	3.2	3.2	3.1
Lost workdays	49.2	50.8	55.1	59.8	63.8	69.8	74.5	74.8	-
Chemicals and allied products:									
Total cases	5.1	6.3	7.0	7.0	7.0	6.5	6.4	6.0	5.9
Lost workday cases	2.3	2.7	3.1	3.3	3.2	3.1	3.1	2.8	2.7
Lost workdays	38.8	49.4	58.8	59.0	63.4	61.6	62.4	64.2	-
Petroleum and coal products:									
Total cases	5.1	7.1	7.3	7.0	6.6	6.6	6.2	5.9	5.2
Lost workday cases	2.4	3.2	3.1	3.2	3.3	3.1	2.9	2.8	2.5
Lost workdays	49.9	67.5	65.9	68.4	68.1	77.3	68.2	71.2	-
Rubber and miscellaneous plastics products:									
Total cases	13.4	14.0	15.9	16.3	16.2	16.2	15.1	14.5	13.9
Lost workday cases	6.3	6.6	7.6	8.1	8.0	7.8	7.2	6.8	6.5
Lost workdays	107.4	118.2	130.8	142.9	147.2	151.3	150.9	153.3	-
Leather and leather products:									
Total cases	10.3	10.5	12.4	11.4	13.6	12.1	12.5	12.1	12.1
Lost workday cases	4.6	4.8	5.8	5.6	6.5	5.9	5.9	5.4	5.5
Lost workdays	88.3	83.4	114.5	128.2	130.4	152.3	140.8	128.5	-
Transportation and public utilities									
Total cases	8.6	8.2	8.4	8.9	9.2	9.6	9.3	9.1	9.5
Lost workday cases	5.0	4.8	4.9	5.1	5.3	5.5	5.4	5.1	5.4
Lost workdays	107.1	102.1	108.1	118.6	121.5	134.1	140.0	144.0	-
Wholesale and retail trade									
Total cases	7.4	7.7	7.7	7.8	8.0	7.9	7.6	8.4	8.1
Lost workday cases	3.2	3.3	3.4	3.5	3.6	3.5	3.4	3.5	3.4
Lost workdays	50.7	54.0	56.1	60.9	63.5	65.6	72.0	80.1	-
Wholesale trade:									
Total cases	7.2	7.2	7.4	7.6	7.7	7.4	7.2	7.6	7.8
Lost workday cases	3.5	3.6	3.7	3.8	4.0	3.7	3.7	3.6	3.7
Lost workdays	59.8	62.5	64.0	69.2	71.9	71.5	79.2	82.4	-
Retail trade:									
Total cases	7.5	7.8	7.8	7.9	8.1	8.1	7.7	8.7	8.2
Lost workday cases	3.1	3.2	3.3	3.4	3.4	3.4	3.3	3.4	3.3
Lost workdays	47.0	50.5	52.9	57.6	60.0	63.2	69.1	79.2	-
Finance, insurance, and real estate									
Total cases	2.0	2.0	2.0	2.0	2.0	2.4	2.4	2.9	2.9
Lost workday cases	.9	.9	.9	.9	.9	1.1	1.1	1.2	1.2
Lost workdays	15.4	17.1	14.3	17.2	17.6	27.3	24.1	32.9	-
Services									
Total cases	5.4	5.3	5.5	5.4	5.5	6.0	6.2	7.1	6.7
Lost workday cases	2.6	2.5	2.7	2.6	2.7	2.8	2.8	3.0	2.8
Lost workdays	45.4	43.0	45.8	47.7	51.2	56.4	60.0	68.6	-

[1] Data for 1989 and subsequent years are based on the *Standard Industrial Classification Manual,* 1987 Edition. For this reason, they are not strictly comparable with data for the years 1985-88, which were based on the *Standard Industrial Classification Manual,* 1972 Edition, 1977 Supplement.

[2] Beginning with the 1992 survey, the annual survey measures only nonfatal injuries and illnesses, while past surveys covered both fatal and nonfatal incidents. To better address fatalities, a basic element of workplace safety, BLS implemented the Census of Fatal Occupational Injuries.

[3] The incidence rates represent the number of injuries and illnesses or lost workdays per 100 full-time workers and were calculated as:
(N/EH) X 200,000, where:
N = number of injuries and illnesses or lost workdays.
EH = total hours worked by all employees during the calendar year.
200,000 = base for 100 full-time equivalent workers (working 40 hours per week, 50 weeks per year).

[4] Beginning with the 1993 survey, lost workday estimates will not be generated. As of 1992, BLS began generating percent distributions and the median number of days away from work by industry and for groups of workers sustaining similar work disabilities.

[5] Excludes farms with fewer than 11 employees since 1976.

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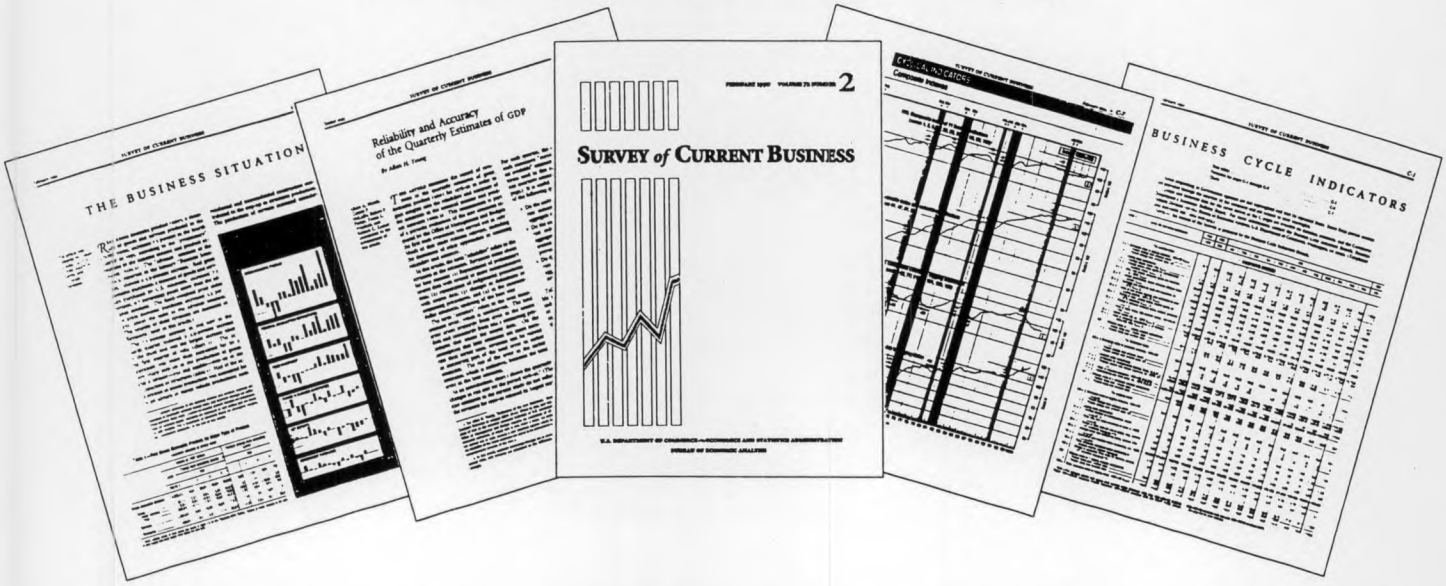

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Schedule of release dates for BLS statistical series

Series	Release date	Period covered	Release date	Period covered	Release date	Period covered	MLR table number
Employment situation	June 2	May	July 7	June	August 4	July	1; 4–20
Producer Price Indexes	June 9	May	July 13	June	August 10	July	2; 34–36
Consumer Price Indexes	June 13	May	July 14	June	August 11	July	2; 31–33
Real earnings	June 13	May	July 14	June	August 11	July	13–16
Productivity and costs							
Nonfinancial corporations	June 14	1st quarter					2; 42–45
Nonfarm business and manufacturing					August 8	2nd quarter	2; 42–45
U.S. Import and Export Price Indexes	June 28	May	August 1	June	August 29	July	37–41
Employment Cost Indexes			July 25	2nd quarter			1–3; 21–24
Major collective bargaining settlements			July 25	2nd quarter			3; 26–29