

Mass layoff data indicate outsourcing and offshoring work

Employer interviews revealed that most of the relocations were domestic, involving the movement of work within the same company, but work was moved out of the country in more than a quarter of the cases

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Mass layoff statistics provide important and detailed information on a subset of establishments experiencing major job cutbacks and of workers experiencing layoffs and dislocation. In cooperation with State agencies, the Bureau of Labor Statistics Mass Layoff Statistics (MLS) program identifies establishments that employ 50 or more workers and have at least 50 initial claims for unemployment insurance. State analysts conduct interviews with employers of those establishments to identify mass layoff events that last more than 30 days and to augment the administrative data with information on the nature of the layoff itself, including the reason for separation.

The MLS program provides aggregate data nationally and by State and selected areas. The statistics are among the most timely economic measures issued by BLS. Monthly data on mass layoff events and laid-off workers (without regard to duration of the layoff) by State and industry of the establishment are issued about 3 weeks after the end of the reference month. Data on extended mass layoffs (those lasting more than 30 days) are issued about 7 weeks after the end of the reference quarter. In addition to providing timely labor market information, the MLS data are used to identify the need for employment and training services to workers and to indicate available labor supply.

BLS has operated the MLS program since 1995. During this period, the program has been able to examine the effects of current economic events in a timely manner through the employer interview. For example, after the terrorist events of 9/11, the MLS program added “nonnatural disaster” as a reason

for separation, allowing analysts to identify and track job loss directly and indirectly associated with 9/11. Another example is the increased use of offshoring and outsourcing of work. The MLS program, particularly the employer interview component, was determined to be an appropriate vehicle for collecting information on this economic phenomenon. After an intensive development period, questions were added to the MLS employer interview in January 2004 that identify job loss associated with movement of work from within a company to another company, and from the United States to another country. Beginning in June 2004, the results of these questions have been published.

MLS program description

The MLS is a Federal-State cooperative program. BLS is responsible for certain tasks and the States are responsible for others. For instance, BLS provides specifications for the program, maintains quality assurance, reviews and accepts the data, and publishes monthly and quarterly BLS news releases. State analysts collect administrative data, interview employers, develop the data, and publish State publications.

The MLS program identifies, describes, and tracks the effects of major job cutbacks. To define the MLS population, the program uses administrative statistics on establishments covered by unemployment insurance laws and on unemployment insurance claimants who previously worked in these establishments. Data are retrieved from records created as part of the administration of the Unemployment Insurance program. These

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statistics are augmented by information obtained through the employer interview.

Administrative data. Administrative data are available in every State, and provide important socioeconomic information. For an establishment identified as having conducted a mass layoff event, administrative data include the State in which the establishment is located and its detailed industry code. For the workers who file for unemployment compensation, administrative data include their age, race, gender, location of residence, and status in the unemployment insurance system. The program yields information on the individual's entire spell of insured unemployment, up to the point at which regular unemployment insurance benefits are exhausted.

The MLS establishment data are the universe of establishments meeting program specifications, and the claimant data are all claims filed against these establishments. MLS specifications concerning the size of establishment, number of claims, and timing of filing refine the administrative data to represent an economic event. However, they also limit the scope of the program.

Size specification. Relatively large and concentrated layoffs are identified through the MLS size limitation on establishments and the requirement that at least 50 initial claims for unemployment insurance were filed against the establishment in a consecutive 5-week period.

Focusing on the subset of establishments employing 50 or more workers means that, according to 2004 data, 4.6 percent of all covered employers and 56.2 percent of covered employment are in program scope. The size criterion was determined more than two decades ago, when 5 percent of establishments and 61 percent of employment were reported in establishments of 50 or more workers. Since then, smaller establishments have accounted for a greater share of covered employment. Layoff activity in these establishments may be significant, but such actions are not in the scope of the MLS program.

Reference period for filing. The MLS program specifies that at least 50 initial claims must be filed in a 5-week period. The 5-week period is used to approximate a "mass" layoff. Once 50 claims are reached, the event is triggered and claims are allowed to aggregate against the establishment. However, if a large layoff occurs gradually, the requirement of 50 claims in a 5-week period may not be reached and the event not identified in the MLS program.

Minimum duration of layoff. The requirement that the layoff last more than 30 days to be included in the MLS program allows analysts to focus on more permanent job dislocation, and significantly reduces program coverage of job loss.

The following tabulation provides the number of mass layoff events and initial claims for unemployment insurance

from the private nonfarm sector, for 2001–04. Note that private nonfarm mass layoff events are those in which 50 or more initial claims for unemployment insurance benefits were filed against an establishment during a 5-week period, regardless of duration. Extended mass layoff events reflect the constraint that the layoff had to last more than 30 days.

	2001	2002	2003	2004
Mass layoff events:				
Total	19,449	18,212	16,821	14,207
Extended	7,375	6,337	6,181	5,010
Percent of total	37.9	34.8	36.7	35.3
Mass layoff initial claimants:				
Total	2,346,584	2,069,713	1,721,985	1,464,164
Extended	1,457,512	1,218,143	1,200,811	902,365
Percent of total	62.1	58.9	69.7	61.6

The tabulation shows that most layoff events involving 50 or more workers last for 30 days or less. On the one hand, by excluding such layoffs, more than 500,000 workers in 2003 were out of program scope. On the other hand, more than 1,200,000 initial claimants were identified in extended mass layoffs in 2003. In 2004, more than 900,000 initial claimants were identified in extended mass layoffs and about 560,000 were excluded because the layoff lasted 30 days or less.

Employer interviews. All employers in establishments meeting the MLS layoff event trigger of 50 initial claims in a consecutive 5-week period are interviewed. The employer is first asked whether the separations are of at least 31 days duration and, if so, information is obtained on the total number of affected workers, the economic reason for the layoff, the open/closed status of the worksite, and recall expectations. (See the appendix for more information on the structure of the MLS employer interview, including questions asked about the movement of work.)

The employer interview is conducted via telephone and largely in an unstructured manner, by trained State employment security agency analysts. Employer participation in the MLS interview is voluntary, with a 95-percent response rate in 2004. The employer is not provided with a copy of the questionnaire or response options in advance of the interview. From responses provided by the employer, the analyst codes the information into standard categories. The MLS contained 25 reasons for separation in 2003; among them were separation for "domestic relocation" and "overseas relocation."

Movement of work

BLS decided to use the MLS as the vehicle for collecting additional information on outsourcing and offshoring because

the employer interview component collects specific information on the nature of the layoff event, including reason for separation. In doing so, the following definitions were used.

- Outsourcing is the movement of work that was formerly conducted in-house by employees paid directly by a company to a different company. The different company can be located inside or outside of the United States. The work can occur at a different geographic location or remain onsite.
- Offshoring is the movement of work from within the United States to locations outside of the United States. “Offshoring” can occur within the same company and involve movement of work to a different location of that company outside of the United States, or to a different company altogether (offshoring/outsourcing).

Recognizing that the terms “offshoring” and “outsourcing” may be open to interpretation, BLS chose to approach the data collection by defining these economic actions in terms of “movement of work.” A BLS group, which included members from the BLS Behavioral Sciences Research Laboratory, crafted the following two basic questions on movement of work associated with the layoff event. One pertains to movement within the company and the other pertains to movement of work to another company under contractual arrangements:

1. “Did this layoff include your company moving work from this location(s) to a different geographic location(s) within your company?”
2. “Did this layoff include your company moving work that was performed in-house by your employees to a different company, through contractual arrangements?”

If an employer responded “yes” to either of those basic questions, then the respondent was asked to indicate the specific geographic area to which work was moved and the number of separated workers associated with that action. Those questions were to be asked when the employer-provided reason for layoff was other than seasonal or vacation, because such reasons would not have a movement of work component. (See the appendix for the employer interview.)

Analysts then related the responses to the two questions to the terms “offshoring” and “outsourcing.” Offshoring is measured by an affirmative response to either question 1 or question 2, when the work moved out of the United States, and outsourcing is measured by an affirmative response to question 2, when the work moved domestically, out of the United States, or remained on-site.

As part of the development and implementation of the movement-of-work questions, BLS conducted a review of the

reasons for separation used by the program. In this evaluation, Bureau analysts recognized that, although “domestic relocation” and “overseas relocation” were accepted as reasons for separation, these fell short of the requirement that the reason for separation be an economic one. “Domestic relocation” and “overseas relocation” actually provide information on the effect of the economic reason on the establishment, rather than the reason itself. Economic reasons for these actions can include reorganizing staff to be more efficient, saving costs, or moving closer to customers. Additionally, before the offshoring and outsourcing terms were used, respondents volunteered those reasons, but such responses could not be viewed as representative of the experiences of all MLS-identified layoff events with movement of work. Therefore, effective with the implementation of the movement-of-work questions in 2004, “domestic relocation” and “overseas relocation” were no longer to be used as economic reasons for separation. Analysts were directed to probe employers who cite these actions and obtain the underlying economic reasons for moving work.

Through the expanded employer interview, direct job loss from offshoring, as well as outsourcing, both domestically and outside of the United States, can be measured when these job losses fall within the scope of the MLS program.

It is important to recognize, however, those components of offshoring that are beyond the scope of the MLS program. The MLS program does not collect statistics from small establishments—those employing fewer than 50 workers. In establishments employing 50 or more, MLS does not collect statistics on small layoffs—those of less than 50 workers in a 5-week period. Also, MLS does not collect information when there is no direct job loss—where employers initiate or transfer work elsewhere without laying off workers.

Findings

Overview. MLS data have been collected since the second quarter of 1995. Statistics from the program identified an annual total of nearly 17,000 layoff events of 50 or more workers, affecting more than 1.8 million initial claimants who were identified each year. Private nonfarm layoff events totaled nearly 15,000 per year, with more than 1.6 million initial claimants. Considering those events that lasted more than 30 days, the MLS identified an annual total of 5,400 extended mass layoff events and more than 1 million workers from private nonfarm industries. Mass layoff and plant closing activity peaked in 2001, when the MLS identified 7,375 extended mass layoff events affecting more 1.5 million workers.

In 2004, the program identified 5,010 layoff events from private nonfarm industries, affecting 993,511 workers. Manufacturing establishments accounted for more than one-fourth of MLS activity during the year. Fifteen percent of extended layoff events in 2004 were permanent closures, accounting for

159,856 workers, and were due to mainly internal company restructuring. Permanent closures were most numerous in manufacturing, primarily in food, transportation equipment, computer and electronic products, and furniture. Reorganization within the company was most often cited as the reason for closures in manufacturing.

Employers expected to recall workers in 51 percent of the mass layoff actions in 2004, which is higher than the 43-percent recall rate in 2003, and about the same as the 50-percent recall rate since the data collection began.

Seasonal work continued to be most often cited as the reason for layoff. Internal company restructuring (bankruptcy, business ownership change, financial difficulty, and reorganization) accounted for 20 percent of layoff events and resulted in the separation of nearly 200,000 workers in 2004.

Movement of work in 2004. The questions on movement of work were implemented in the employer interview beginning with layoff events identified in January 2004. Thus far, quarterly reports on the job loss associated with movement of work have been issued from first quarter 2004 through second quarter 2005.

As the following tabulation shows, in 2004, employers took 5,010 mass layoff actions that resulted in the separation of 993,511 workers from their jobs for at least 31 days. Extended mass layoffs that involve the movement of work within the same company or to a different company, domestically or out of the United States, occurred in 366 of all private nonfarm events excluding those for seasonal or vacation reasons. The events involving movement of work were associated with the separation of 73,217 workers—about 11 percent of all separations resulting from nonseasonal and nonvacation mass layoff events.

<i>Action</i>	<i>Layoff events</i>	<i>Separations</i>
Total, private nonfarm sector	5,010	993,511
Total, excluding seasonal and vacation events	3,222	641,519
Total with movement work	366	73,217
Movement of work actions	480	...
With separations reported	382	55,122
With separations unknown	98	...

As part of the 366 layoff events, 480 movement-of-work actions were taken by employers. (The number of movement-of-work actions exceeds the number of layoff events because individual mass layoff events may involve more than one movement of work action. For example, an employer may shut down a worksite and move the work previously performed there to two or more other sites.) Employers were able to provide information on the specific separations associated with the movement of work component of the layoff in 382 actions, 80 percent of the total for 2004.

More than 55,000 separations were associated with these 382 layoff actions. (In the remaining 98 movement-of-work actions, the employer could not provide the number of separations associated with these actions.) Thus, a range of 55,122 (separations in movement of work actions for which the employer was able to provide specific detail) to 73,217 (total separations in all layoff events that included movement of work) is established for separations due to movement of work in 2004.

Of the broadest measure of layoffs events—the 366 layoff events that involve some movement of work—63 percent were permanent closures of worksites that affected 50,348 workers. This compares with a 15-percent closure rate for all 5,010 layoff events in 2004.

Internal company restructuring (bankruptcy, business ownership change, financial difficulty, and reorganization) accounted for 68 percent of layoff events involving relocation of work, and resulted in 50,022 separations. (See table 1.) Most of these were due to reorganization within the company. In contrast, about 20 percent of all layoff events in 2004 were attributed to internal company restructuring.

Of the layoffs involving movement of work, about two-thirds of the events and separations were from manufacturing industries in 2004. (See table 2.) Among all private nonfarm extended layoffs, manufacturing accounted for 29 percent of events and 26 percent of separations.

The information technology-producing industries (communication equipment, communication services, computer hardware, and software and computer services) accounted for 235 layoff events affecting 40,409 workers in 2004. (See table 3.) Movement of work was reported in 42 events in these industries, affecting 10,347 workers. Although these industries accounted for a relatively greater proportion of movement-of-work events and separations than for the total, layoff activity in these industries is markedly lower than in the recent past. Closings and layoffs within the computer hardware industry peaked in 2001 (503 layoff events and 102,587 separations). Annual highs in 2001 were also recorded for software and computer services (242 events and 36,016 separations) and for communications equipment (140 events and 34,874 workers). Layoff activity for communications services reached a high in 2002 (176 events and 32,134 separations).

Of the 382 movement-of-work actions reported in 2004 for which complete information is available, more than 7 in 10 of the relocations were domestic—270 out of 382—and more than 8 in 10 of those involved moving work within the company. (See table 4.) More than 1 out of 4 of the relocations were out of the United States, and again, most (74 percent) involved the movement of work within the company. When work was moved out of the United States, Mexico and China were cited 52 percent of the time. When work was moved to another company under contractual arrangements, in nearly 4 out of 10 instances, the work was moved outside of the United States.

Table 1. Extended mass layoff events and separations associated with the movement of work by reason for layoff, 2004

Reason for layoff	Layoff events		Separations	
	Total	Movement of work	Total	Movement of work
Total, private nonfarm	5,010	366	993,511	73,217
Automation	(¹)	(¹)	(¹)	(¹)
Bankruptcy	90	—	20,119	—
Business ownership change	128	24	30,376	3,805
Contract cancellation	111	9	18,398	1,362
Contract completed	772	5	170,192	621
Energy-related	—	—	—	—
Environment-related	(¹)	—	(¹)	—
Financial difficulty	219	25	43,220	6,517
Import competition	51	17	8,064	3,149
Labor dispute	31	—	29,935	—
Material shortage	5	—	384	—
Model changeover	9	(¹)	2,417	(¹)
Natural disaster	(¹)	—	(¹)	—
Non-natural disaster	(¹)	—	(¹)	—
Plant or machine repair	19	—	2,811	—
Product line discontinued	35	10	7,143	1,766
Reorganization within company	552	200	105,482	39,700
Seasonal work	1,678	(²)	334,380	(²)
Slack work	579	17	76,643	3,476
Vacation period	110	(²)	17,612	(²)
Weather-related	62	—	7,626	—
Other	173	56	37,513	11,642
Not reported	375	—	78,816	—

¹ Data do not meet BLS or State agency disclosure standards.

² The questions on movement of work were not asked of employers

when the reason for layoff was either seasonal work or vacation period.

NOTE: Dash represents zero.

The separation of 16,197 workers were associated with out-of-country relocations, 29 percent of all separations related to movement of work and about 2.5 percent of all extended layoff separations excluding seasonal and vacation. Domestic relocation of work—both within the company and to other companies—affected 36,246 workers.

Data comparisons

Did some industries experience more layoff events or lay off more workers than others? Are the characteristics of the workers laid off from their jobs in establishments that made decisions to move work any different from those whose employers did not? Are there geographical differences in layoff events, amount of separations, and movement of work? The MLS has some data available to answer these questions.

For the following analysis, the baseline data are from those employers in extended mass layoff events. Those employers were asked about the movement-of-work activities. The total of 3,222 such events in 2004 was split between 366 events (11 percent) in which the employer engaged in at least some movement of work and 2,856 events (89 percent) in which the employer did not. The total number of workers laid off as a

result of these events, 641,519, was similarly divided—73,217 or 11 percent in movement-of-work situations and 568,302 (89 percent) without them.

Industry. About two-thirds of the layoff events and worker separations associated with the movement of work occurred in manufacturing, particular in transportation equipment, computer and electronic products, food, and electrical equipment and appliances. Layoff activity among those employers who did not engage in any movement of work was also concentrated in manufacturing, but at substantially lower proportions—about one-third of the events and one-fourth of the separations. Transportation equipment and food manufacturing were the most numerous among total manufacturing separations.

Layoffs in retail trade and in information ranked second and third, respectively, among movement-of-work-related layoffs. In contrast, establishments in administrative and waste services (largely in temporary help) and retail trade reported the next largest layoff activity (after manufacturing) among employers who had layoffs in which there was no movement of work.

Reason for layoff. Reorganization within the company was by far the most frequently reported reason for layoff among

Table 2. Extended mass layoff events and separations associated with the movement of work by industry distribution, 2004

Industry	Layoff events		Separations	
	Total	Movement of work	Total	Movement of work
Total, private nonfarm	5,010	366	993,511	73,217
Mining	40	—	6,123	—
Utilities	13	(¹)	2,964	(¹)
Manufacturing	1,467	246	254,427	48,183
Food	310	19	64,050	4,233
Beverage and tobacco products	21	3	4,505	314
Textile mills	40	9	6,140	1,522
Textile product mills	26	7	4,546	1,129
Apparel	69	16	11,583	4,102
Leather and allied products	11	3	1,873	444
Wood products	38	3	4,587	224
Paper	43	14	5,750	1,889
Printing and related support activities	41	8	5,764	1,473
Petroleum and coal products	21	—	2,781	—
Chemicals	48	9	6,566	1,248
Plastics and rubber products	78	19	10,336	3,501
Nonmetallic mineral products	70	3	11,269	467
Primary metal	49	5	8,217	623
Fabricated metal products	94	12	13,549	2,097
Machinery	63	13	9,195	2,035
Computer and electronic products	95	27	14,979	6,481
Electrical equipment and appliance	49	16	11,395	4,224
Transportation equipment	189	27	40,634	6,223
Furniture and related products	73	21	10,761	3,473
Miscellaneous manufacturing	39	12	5,947	2,481
Wholesale trade	94	15	15,908	2,096
Retail trade	344	24	143,660	5,298
Transportation and warehousing	278	10	59,098	2,090
Information	170	17	36,593	4,605
Finance and insurance	158	20	34,026	3,180
Real estate and rental and leasing	13	(¹)	3,889	(¹)
Professional and technical services	151	7	33,199	1,244
Management of companies and enterprises	21	(¹)	3,688	(¹)
Administrative and waste services	545	14	113,288	2,832
Educational services	16	—	1,429	—
Health care and social assistance	284	3	44,212	621
Arts, entertainment, and recreation	138	—	37,687	—
Accommodation and food services	314	(¹)	68,711	(¹)
Other services, except public administration	88	3	14,906	311
Unknown	6	—	748	—

¹ Data do not meet BLS or State agency disclosure standards.

NOTE: Dash represents zero.

employers having movement of work—about 54 percent of both events and separations. In contrast, about 12 percent of the events and separations among employers who did not move work were attributed to reorganization. Rather, those employers were more likely to cite contract completion (27 percent of events and 30 percent of separations) or slack work (20 percent of events and 13 percent of separations).

Worker characteristics. With respect to gender and age, the characteristics of the workers in the two groups were not very different. In both groups, men made up more than half of the laid-off workers, but the share was even larger for cases in which no movement of work took place (58 percent, versus 53 percent).

Those workers also tended to be somewhat younger (57 percent under age 45, compared with 52 percent).

Geography. Across the four census regions, almost two-thirds of the mass layoff events and separations among “movement-of-work employers” took place in the Midwest and the South, more than one-fifth in the West, and about one-seventh in the Northeast. In contrast, slightly more than half of the movement-of-work events and separations were in the Midwest and South and a little less than half were in the Northeast and West.

Forty-four percent of movement-of-work-related layoff activity occurred in California, Illinois, North Carolina, and New Jersey in 2004. In mass layoffs in which there was no

Table 3. Extended mass layoff events and separations in information technology-producing industries, private nonfarm sector, 1996-2004

Year	Total extended mass layoffs		Information technology-producing industries ¹							
			Computer hardware ²		Software and computer services ³		Communications equipment ⁴		Communications services ⁵	
	Layoff events	Separations	Layoff events	Separations	Layoff events	Separations	Layoff events	Separations	Layoff events	Separations
Total										
1996	4,760	948,122	100	17,884	20	10,724	32	5,323	33	6,612
1997	4,671	947,843	64	11,934	25	3,206	23	2,515	18	3,237
1998	4,859	991,245	166	36,069	23	4,056	33	6,971	25	4,150
1999	4,556	901,451	103	22,557	29	5,194	27	4,344	18	3,930
2000	4,591	915,962	66	18,805	70	16,774	25	4,618	24	4,048
2001	7,375	1,524,832	503	102,587	242	36,016	140	34,874	136	30,084
2002	6,337	1,272,331	303	59,653	162	22,382	112	23,236	176	32,134
2003	6,181	1,216,886	196	32,689	100	16,230	62	10,408	113	21,721
2004 ⁶	5,010	993,511	76	11,524	62	9,732	16	1,887	81	17,266
Movement of work										
2004 ⁶	366	73,217	18	4,618	9	2,626	5	608	10	2,495

¹ Information technology-producing industries are defined in *Digital Economy 2003*, Economics and Statistics Administration, U.S. Department of Commerce.

² The industries included in this grouping, based on the 2002 North American Industry Classification System (NAICS), are: semiconductor machinery manufacturing; office machinery manufacturing; electronic computer manufacturing; computer storage device manufacturing; computer terminal manufacturing; other computer peripheral equipment manufacturing; electron tube manufacturing; bare printed circuit board manufacturing; semiconductors and related device manufacturing; electronic capacitor manufacturing; electronic resistor manufacturing; electronic coils, transformers, and inductors; electronic connector manufacturing; printed circuit assembly manufacturing; other electronic component manufacturing; industrial process variable instruments; electricity and signal testing instruments; analytical laboratory instrument manufacturing; computer and software merchant wholesalers; and computer and software stores.

³ The industries included in this grouping, based on the 2002 North American Industry Classification System (NAICS), are: software publishers;

Internet service providers; Web search portals; data processing and related services; computer and software merchant wholesalers; computer and software stores; custom computer programming services; computer systems design services; computer facilities management services; other computer related services; office equipment rental and leasing; and computer and office machine repair.

⁴ The industries included in this grouping, based on the 2002 North American Industry Classification System (NAICS), are: telephone apparatus manufacturing; audio and video equipment manufacturing; broadcast and wireless communication equipment; fiber optic cable manufacturing; software reproducing; and magnetic and magnetic and optical recording media manufacturing.

⁵ The industries included in this grouping, based on the 2002 North American Industry Classification System (NAICS), are: wired telecommunications carriers; cellular and other wireless carriers; telecommunications resellers; cable and other program distribution; satellite telecommunications; other telecommunications; and communication equipment repair.

⁶ Preliminary data.

movement of work, 45 percent of the events and 50 percent of the worker separations were in businesses that were located in California, Florida, Pennsylvania, and New York.

Data collection continues

MLS data collection, including the specific movement of work questions for employers, continues. As we, at BLS, receive additional quarters of information on extended mass layoffs with domestic and out-of-country relocations, we will be able to learn more about this activity and provide more information to the public.

During the first year of movement-of-work data collection, employers could not provide specific information on job loss associated with the movement of work in 98 instances—about 20 percent of all actions. BLS is continuing to explore ways to obtain the actual numbers for this question.

First, BLS conducted a cognitive reinterview of a sample of MLS establishments, not only with the events identified with movement of work, but also from the general MLS population as well. The purpose of the reinterviews was to gauge whether or not the respondents understood the movement-of-work questions as they were intended. The results have indicated that respondents do understand the questions and this allows us to be confident about the data that are being collected on layoff events.

Second, these reinterviews have led us to conclude that the typical respondent who may be the best source to provide information on other aspects of the layoff, may not be the best person to answer the questions relating to the movement of work. Rather, a management official higher in an organization's chain-of-command would be more likely to know the details of the business decisions to outsource or offshore jobs (or both). Thus, we have instructed our State partners to ask the

Table 4. Relocations of work actions by employers, 2004

Action	Layoff actions	Separations
Total, private nonfarm sector, excluding seasonal and vacation events, with movement of work	382	55,122
By location:		
Out of country	103	16,197
Within company	76	12,905
Different company	27	3,292
Domestic relocations	270	36,246
Within company	228	30,769
Different company	42	5,477
Unable to assign	9	2,679
By company:		
Within company	312	45,700
Domestic	228	30,769
Out of country	76	12,905
Unable to assign	8	2,026
Different company	70	9,422
Domestic	42	5,477
Out of country	27	3,292
Unable to assign	1	653

movement-of-work questions of someone else in the establishments that are having extended mass layoffs.

And third, BLS will undertake an in-depth review of the reasons for separation used in the MLS program. Are they

appropriate as descriptors of economic activity today? Are we anticipating the reasons why employers take certain actions? The major thrust will be to ensure that we are focusing on economic reasons for layoffs.

Appendix: MLS employer interview including offshoring and outsourcing questions

The analyst has the following information on a potential layoff event:

- Establishment name
- Establishment address
- Industry of the company
- Number of initial claims filed against the company, weeks in which the claims were filed, and week in which the event triggered
- Prior layoff history of the establishment

Using the telephone number and contact person, the analyst calls and asks the following:

- Did a layoff in fact occur?
- Did the layoff last more than 30 days?
- How many people were involved in the layoff?
- When did the layoff begin?
- What was the (economic) reason for the layoff?
 - For all reasons other than seasonal and vacation:
 - 1.a. Did this layoff include your company moving work from this location(s) to a different geographic location(s) within your company?
 - Yes, go to 1b.
 - No, skip to question 2a.
 - 1.b. Is the other location inside or outside of the U.S.?

- Inside U.S.: Which State(s)?
- Outside U.S.: Which Country(s)?
- c. How many of the layoffs were a result of this reduction?
 - Number inside U.S.?
 - Number outside U.S.?
- 2.a. Did this layoff include your company moving work that was conducted in-house by your employees to a different company, through contractual arrangements?
 - Yes, go to 2b.
 - No, proceed with employer interview.
 - Don't know or refusal, proceed with employer interview.
- b. Is that company located inside or outside of the U.S.?
 - Inside U.S.: Which State(s)?
 - Outside U.S.: Which Country(s)?
- c. How many of the layoffs were a result of moving the work to the different company?
 - Number inside U.S.?
 - Number outside U.S.?
- Is a recall expected?
- Will the recall be total or partial (percentage)?
- What is the timeframe for possible recall?
- Open/closed status of the worksite?

Restructuring information technology: is offshoring a concern?

Employment trends by industry and occupation suggest that offshoring in the information technology sector occurs, but not to a great extent

Robert W. Bednarzik

The immunity from global competition that U.S. white-collar workers have enjoyed for so long has seemingly started to vanish. There is an increasing concern the next great wave of globalization will come in services—in particular, white-collar services. Numerous articles have described the concerns of computer programmers, software engineers, and other workers in the information technology (IT) field—about losing their jobs as companies move service jobs overseas to take advantage of lower labor costs. This article discusses restructuring in the IT sector in the United States and the number and likelihood of IT jobs moving offshore.

Historically, the U.S. economy and labor market have been marked by change. In the latter part of the 17th and into the 18th centuries, many workers began moving off farms to factories as the ‘industrial revolution’ began to take hold. Factory pay was higher, and farming techniques were improving and getting more mechanized. Buoyed by an increasing standard of living, growing labor force participation of women, and expanding technology, the U.S. economy and labor force continued to evolve in the 20th century. In terms of job growth, jobs producing goods were continually outpaced by jobs providing a service. This trend continued, even in many factory jobs. Often referred to as economic restructuring, these shifts reflect the continued pressures on farms, factories, and companies to remain competitive.

Much like these past shifts, the U.S. economy and labor market seem to be reinventing them-

selves again. Service-based companies are hiring workers in other countries to do work previously done by their domestic staff, and manufacturers have been locating plants offshore for the past 25 years.¹ Now, companies in the IT sector, typically thought of as a high-wage sector, are relocating jobs to other countries. Declining communication costs has opened up the path for them to take increased advantage of lower wages abroad in countries such as India and China. This has raised the issue’s visibility because of the apparent shift in ‘job losers’ from international trade: from blue to white collar. For example, a recent article explored this phenomenon—listing computer programmers, call-center operators, and travel agents as examples of professionals whose jobs might be performed in India or other countries with large numbers of highly educated workers but with relatively low labor costs.² However, no one has been able to pinpoint precisely how many white-collar jobs have moved overseas. What is fact and what is fiction with regard to offshoring? What do we know and what do we need to know to get a firm grasp of this phenomenon? This article reviews and examines the evidence, including recent trends in the labor market, to answer these questions.

Because there are several definitions of offshoring and outsourcing, a quick review of them is provided to distinguish what offshoring means in this article. This review includes the *composition* of the IT sector, another definition that varies widely in the literature. What industries and occupations are

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included? It is also important to establish *perspective*. How large is the U.S. IT sector? What is its share of all jobs and is it getting bigger? That is, what is the base level of IT jobs? Employment and unemployment trends in individual IT industries and occupations are also examined. Several studies have estimated and forecasted the number of IT-sector jobs that have moved offshore. A synthesis of them is provided.

Definitions—offshoring and IT

Because this article examines the effects of offshoring on the U.S. IT sector, we must define both what is meant by offshoring and what exactly the IT sector encompasses. Perhaps due to the emerging nature of the concept, no commonly accepted definition of offshoring exists. It is often used interchangeably with outsourcing. Outsourcing typically refers to the practice of one company hiring another company to perform tasks that used to be done in-house. If that task is located in another country, it is sometimes referred to as international outsourcing. For example, if a car manufacturer buys tires from another domestic firm (domestic outsourcing) or a firm in another country (international outsourcing) instead of making the tires itself. The intention here is for the product to be shipped to the manufacturer for assembly.

Offshoring is a little different. Principally, it refers to the practice of replacing domestically supplied services with imported services. Foreign workers are substituted for American workers while remaining in their country. However, not all the service these foreign workers produce may be imported back to the United States. They may also produce services for foreign markets. The key question is to what extent offshoring leads to displacement of U.S. workers. However, there could be other adverse labor market effects. As output grows abroad, U.S. firms could recruit workers in the foreign country, which could lead to decreased domestic hiring. Moreover, market shares could shrink for U.S.-based companies, as their affiliates in other countries capture more of the market. This could lead to a negative employment impact on U.S. export industries.

The dynamic aspects of the U.S. labor market are an important factor. New firms are born, others go out of business, and existing firms expand and contract on a regular basis. That is, restructuring can be commonplace. Further impetus to restructure comes from companies trying to become or remain competitive by increasing productivity through the introduction of new technology or by reorganizing work at home as well as overseas. Finally, we have the natural ebb and flow of the business

cycle. The recent recession devastated the dot-com and other high-paying IT jobs. Many of the jobs identified in the popular press as being offshored are prevalent here. How can we sort this out to get a reasonable estimate of offshoring's impact on the labor market? Offshoring of IT services can lead to job losses due to imports of services in the United States from foreign suppliers and foreign affiliates; increased foreign market share by affiliates leading to a decline in U.S. service exports; and decreased domestic hiring. To quantify these effects, they must be separated from domestic labor market restructuring, productivity growth, and recessionary impacts.

There are several definitions of the IT sector, ranging from narrow to broad. The Organization for Economic Cooperation and Development (OECD),³ the U.S. Department of Commerce,⁴ and the Information Technology Association of America (ITAA)⁵ all provide a broad categorization of the IT sector. Other organizations and agencies, such as the U.S. Bureau of Labor Statistics (BLS)⁶ and Global Insight⁷ use narrower definitions.

Defining the IT sector presents a challenge because most IT workers are in non-IT companies.⁸ Moreover, there have

Exhibit 1. IT-sector occupational and industry definitions

Occupation or industry	Code
Standard Occupation Classification (soc)¹	
Computer and information systems managers	11-3021
Computer programmers	15-1021
Computer and information scientists	15-1011
Computer systems analysts	15-1051
Computer hardware engineers	17-2061
Computer software engineers, applications	15-1031
Computer software engineers, systems software	15-1032
Computer support specialists	15-1041
Database administrators	15-1061
Network and computer systems administrators	15-1071
Network systems and data communications analysts	15-1081
Computer operators	43-9011
Date entry keyers	43-9021
Computer, auto-teller and office machine repairers	49-2011
North American Industry Classification System (NAICS)	
Software publishing	5112
Computer systems design and related services	5415
Internet service providers and web search portals	5181
Data processing, hosting and related services	5182
Computer and electronic product manufacturing	3341
Communications equipment manufacturing	3342

¹2002 Census Bureau classification system introduced into the Current Population Survey (cps) in January 2003. Derived from the 2000 soc system.

Table 1. Employment and hourly average wages in the economy and IT sector by industry, selected years, 1994–2004

[In thousands]

Industry	1994		2000		2004	
	Jobs	Wages	Jobs	Wages	Jobs	Wages
Total	114,291	\$11.32	131,785	\$14.00	131,481	\$15.67
IT	2,805	–	4,093	–	3,253	–
Manufacturing IT						
Computer equipment manufacturing	1,651	12.19	1,820	14.73	1,326	17.28
Communications equipment manufacturing	218	12.13	248	14.39	151	16.86
Services IT						
Software publishing	139	20.50	261	28.48	239	36.90
Computer services	531	20.39	1,254	27.13	1,148	30.14
Internet services	41	23.39	194	25.60	118	21.58
Data processing	227	13.32	314	16.97	271	19.95
Non-IT	111,486	–	127,692	–	128,228	–

NOTE: Dash indicates data not available.

been major changes in the Government’s statistical occupation and industry classification series, making historical comparisons difficult. For these reasons, two definitions of the IT sector are adopted: an occupation-based one because of the wide spread of IT workers across companies, and an industry-based definition to obtain a longer historical series. BLS uses an occupational-based definition of the IT sector, which includes the core computer-related occupations.⁹ Global Insight adopts a very similar definition, citing modeling and also commenting that “most of the IT software and service occupations that are offshored tend to fall into the core group definition.”¹⁰ Discussions with BLS led to the adoption of the industry-based definition used here.¹¹ Exhibit 1 on page 12 provides a list of the occupations and the industries encompassed in these two IT-sector definitions. Although both the occupation and industry classification systems have recently been revised, BLS has restored the historical series for occupations back to 2000 and for industries back to 1994. As noted earlier, the reason for having an industry IT definition is to have a slightly longer time series to examine trends.

Employment in the IT sector

Technology has contributed to long-term economic growth in the United States. Information technology’s (IT) share of the U.S. economy doubled between the late 1970s and the turn of the century.¹² Gaining momentum in the 1990s, digital technologies and the transformation to a knowledge-based economy led to a robust demand for highly skilled workers. IT job growth was strong in the 1990s before tapering off when the 2001 recession took hold.

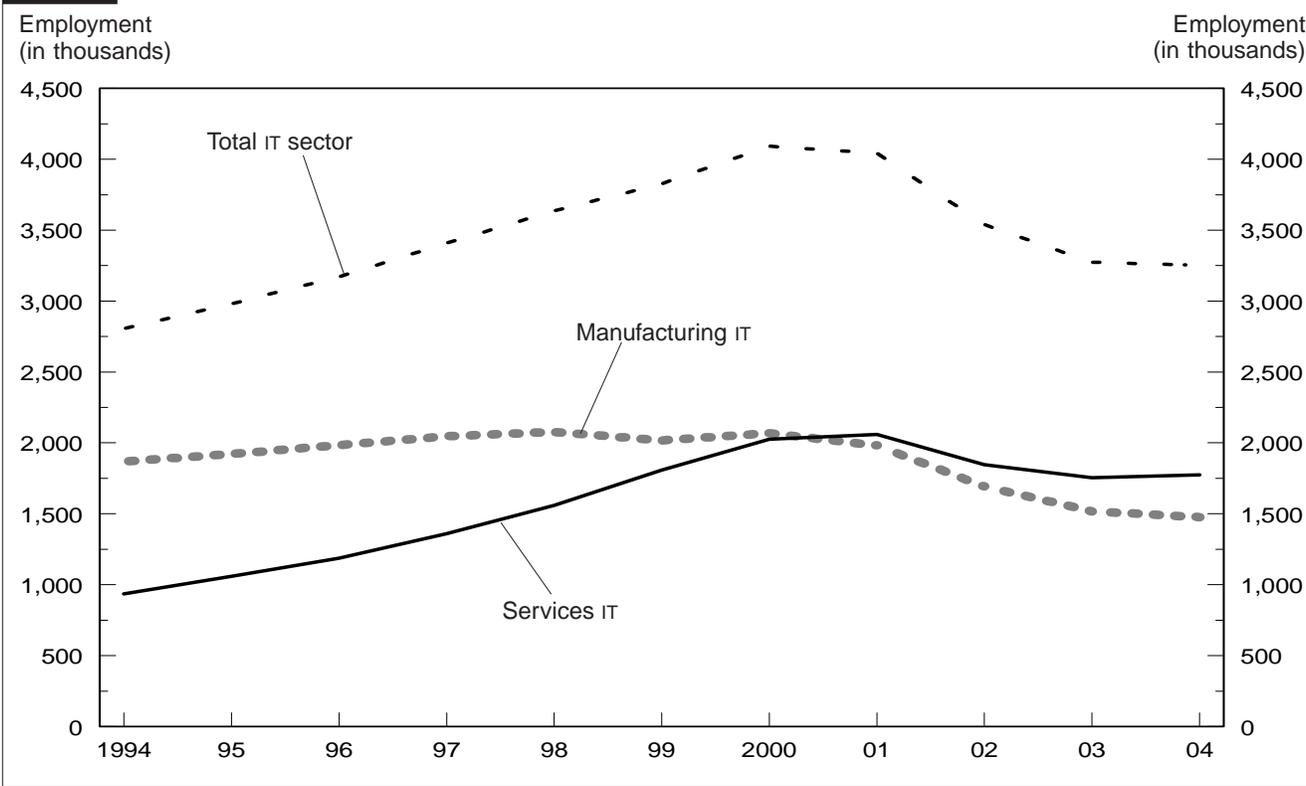
The number of jobs in the IT sector now stands at around 3.3 million, or 2.5 percent of the total number of jobs. (See table 1.) Prior to the recession in 2001, the IT sector had more than 4 million jobs and accounted for more than 3 percent of all jobs. How much of this loss is due to the business cycle downturn and how much to offshoring is not really known. Nonetheless, some clues are provided by digging deeper into the data available.

Because business cycles are more likely to affect manufacturing jobs, while offshoring in the IT sector is more likely to affect service-sector jobs, the IT sector will be divided into manufacturing and service jobs. Over the 1994–2004 period, the share of service jobs in the IT sector jumped from 33 percent in 1994 to 50 percent in 2000 and 55 percent in 2004, indicating perhaps that extensive offshoring is not occurring. Table 2 shows a steady, gradual shift within the IT sector from manufacturing to service jobs. Moreover, the lower paying manufacturing

Table 2. Percent distribution of IT-sector employment in manufacturing and services, 1994–2004

Year	Manufacturing	Services
1994	66.6	33.4
1995	64.5	35.5
1996	62.6	37.4
1997	60.1	39.9
1998	57.1	42.9
1999	52.7	47.3
2000	50.5	49.5
2001	49.0	51.0
2002	47.8	52.2
2003	46.4	53.6
2004	45.4	54.6

Chart 1. IT-sector employment in manufacturing and services, 1994–2004



component accounted for a disproportionate 70 percent of the job losses from 2000 to 2004. Chart 1 illustrates the continued downturn in IT-sector employment since the recession hit, especially in IT manufacturing.

Of course, not all jobs in the industries identified as IT industries are IT jobs. For this reason, the primary focus is on our occupational-based definition of the IT sector. Table 3 confirms the relative magnitude of the IT sector of just more than 3 percent of the U.S. workforce and its dip during the recent recession.

The total number of workers employed in IT occupations was 4.5 million, on average, in 2004. This is somewhat higher and perhaps more accurate than the estimate based on the industry-based definition. More importantly, from an

offshoring standpoint, what is the trend? Are any of the detailed occupational group’s employment levels trending downward? Since peaking in 2001, the total number of workers employed in the IT sector declined through 2003, but held steady between 2003 and 2004. Losses in the following occupations are mainly responsible: computer programmers; system analysts; hardware engineers; computer support; network administrators and analysts; computer operators; and data entry keyers. All of these illustrate continuous employment declines or have not bounced back much from the recent recession. (See table 4.)

Dividing the IT sector into high- and low-wage occupations is revealing. It shows a gradual shift away from low-wage jobs that appears to have started prior to the recent recession. (See table 5.) Recall that the industry-based definition of the IT sector showed the same shift. This is consistent with Mary Amiti and Shang-Jin Wei’s findings that U.S. service outsourcing reduced manufacturing employment by about 0.5 percent a year over the 1992–2001 period,¹³—and with the trade theorists’ contention that jobs lost in the United States from offshoring would be mainly low skilled and low paid.¹⁴ Moreover, the 4.8-percent unemployment rate for IT workers in 2004 was 6.1

Table 3. Percent distribution of employment by IT sector, 2000–04

Sector	2000	2001	2002	2003	2004
IT sector	3.2	3.5	3.3	3.3	3.2
Non-IT sector	96.8	96.5	96.7	96.7	96.8

NOTE: Based on occupations in exhibit 1.

Table 4. Employment in the IT sector, by occupation, 2000–04

Occupation	2000	2001	2002	2003	2004
Total – IT sector	4,718	4,795	4,510	4,494	4,495
Computer and information system managers	228	316	323	347	337
Computer programmers	745	689	630	563	564
Computer and information scientist and systems analysts	835	734	682	722	700
Computer hardware engineers	83	100	76	99	96
Computer software engineers	739	745	715	758	813
Computer support specialists	350	355	353	330	325
Database administrators	54	66	84	72	94
Network and computer systems administrators	154	185	179	176	190
Network systems and data communication analysts	305	353	328	359	312
Computer operators	313	324	283	191	191
Data entry keyers	632	623	542	581	504
Computer auto-teller and office machine repairers	280	305	315	296	369

percent for those in low-wage occupations and only 3.6 percent for those in high-wage occupations.

Trends in unemployment support the employment figures. This is not always the case because of the dynamism of labor markets. The employment change between two time periods is a net figure made up of new employment entrants as well as workers who lost their job or just quit. Not all employment losers or leavers become unemployed; some may retire or leave the labor force for other reasons, such as to return to school. In the IT sector it does appear, however, that employment cutbacks have led to increased joblessness. The unemployment rate in the IT sector had climbed to 6 percent in 2003, before showing improvement in 2004. Moreover, five of the IT occupations that experienced employment reductions also showed steady rising joblessness over the 2000–03 period and only little or no improvement in 2004—computer programmers, systems analysts, computer support, network analysts, and data entry keyers. (See table 6.) This could be consid-

ered light evidence of offshoring, at least to some extent, in these specific IT-sector occupations—certainly it raises suspicions. To put the magnitude of this in perspective, adding the number unemployed in each of the five occupations together yields 149,000 workers. If they were all employed, it would have reduced total unemployment from 5.5 to 5.4 percent in 2004.

How can we sort out the recessionary job losses from those due to offshoring in the 2000–04 period? Examining a few of the underlying dynamics of labor market behavior by looking at labor force flows might be revealing.

Job growth is a combination of new companies opening for business (births) plus existing companies hiring additional workers (expansion); this is offset by companies going out of business (deaths) and companies losing workers through layoffs, quits, retirements, and so forth (contractions). The rate of gross job creation is the sum of births and expansions as a percentage of total employment. The rate of gross job destruction is analogously the sum of deaths and contractions as a percentage of total employment. Over the U.S. postwar period, gross job creation has exceeded gross job destruction except during recessions. As expected, in the recent business cycle the rate of job destruction increased during the recession and then declined during the recovery to its pre-recession rate. However, the pattern for job creation has been unusual, or off the typical trend. (See chart 2.) It began to fall well before the recession and continued to fall during the economic recovery until turning upward in 2004. That is, the unusually low rate of job growth in the current expansion stems from a lack of job creation, not from a high rate of job destruction. Has offshoring played a role in this atypical trend? To help figure this out, it is possible to examine gross job creation and destruction rates in the professional and business services industry, where many jobs are thought to

Table 5. Percent distribution of IT-sector by high- and low-wage occupations, 2000–04

Year	High-wage ¹	Low-wage ²
2000	64.4	35.6
2001	66.5	33.5
2002	66.9	33.1
2003	68.9	31.1
2004	69.1	30.9

¹ Computer and information systems managers, computer programmers, computer systems analysts, computer hardware and software engineers, network computer system administrators and analysts.

² Computer support specialists, computer operatives, data entry keyers. Computer auto-teller and office machinery repairers.

Table 6. Unemployment rates in the IT sector, by occupation, 2000–04

[In percent]					
Occupation	2000	2001	2002	2003	2004
Total, IT sector	2.7	4.0	5.5	6.0	4.8
Computer and information system managers	1.6	3.3	5.6	5.0	4.0
Computer programmers	2.0	4.0	6.1	6.4	5.8
Computer and information scientist and systems analysts ...	2.3	2.8	4.4	5.2	3.9
Computer hardware engineers	1.8	2.9	6.5	7.0	2.1
Computer software engineers	1.7	4.2	4.7	5.2	3.3
Computer support specialists	3.4	4.2	5.4	5.4	4.6
Database administrators	3.0	2.6	2.9	6.6	2.0
Network and computer systems administrators	1.3	2.1	6.0	5.3	3.4
Network systems and data communication analysts	2.8	4.6	4.3	6.5	5.8
Computer operators	3.2	4.2	4.9	5.0	3.1
Data entry keyers	5.5	5.8	7.9	7.6	9.0
Computer auto-teller and office machine repairers	2.6	3.8	5.0	8.3	4.7

Table 7. Average employment and gross domestic product (GDP) growth in postwar recoveries in the United States

Dates	Length (months)	Average employment growth	Average GDP growth (percent)	Average productivity growth (percent) ¹
October 1945 to November 1948	37	178,000	—	—
October 1949 to July 1953	45	169,000	6.3	3.1
May 1954 to August 1957	39	107,000	3.7	1.5
April 1958 to April 1960	24	158,000	5.4	3.9
February 1961 to December 1969	106	167,000	4.8	3.0
November 1970 to November 1973	36	208,000	4.5	2.6
March 1975 to January 1980	58	244,000	3.9	1.7
July 1980 to July 1981	12	147,000	3.4	2.2
November 1982 to July 1990	92	229,000	4.1	2.1
March 1991 to March 2001	120	200,000	3.5	2.2
November 2001 to February 2005	39	50,000	3.3	4.1

¹Average change in each quarter at an annual rate in output per hour in nonfarm business.

be offshored. The same unusual trend prevails. (See chart 3.) Gross job creation in the professional and business services industry also began falling prior to the recession—and continued to do so until turning upward recently. Thus, jobs are no longer being lost, but they are also not largely being created. Several studies have noted the possibility of decreased domestic hiring as an outcome of offshoring.¹⁵ Thus, it could be assumed that offshoring services contributed modestly to poor employment recovery in the United States.

What is the driving force behind the anemic U.S. recovery? It is instructive to compare the recent recoveries with past recoveries to see what differences, if any, may be revealed. Table 7 illustrates the average employment, gross national product (GDP), and productivity growth in U.S. postwar recoveries. The number that stands out is the very weak employment growth in the current recovery to date, even though GDP growth is only a little below average compared with past recoveries. This requires an explanation—and high productivity growth appears to be

standing out as part of the answer. Productivity has grown at an annual rate of 4.1 percent in the current recovery, the highest ever recorded in a postwar recovery. Why have firms chosen to respond to higher demand almost entirely through higher productivity rather than increasing employment? A good analysis of this question is provided by the Federal Reserve Bank of Boston¹⁶—which believes that firms are uncertain about current economic growth and the demand for their products, especially in the short run; thus, they are reluctant to hire workers.¹⁷ Companies view further productivity gains as a safer, less costly strategy to the recent economic growth spawned mainly by monetary and fiscal policy.¹⁸ Conceivably viewing this growth as transitory, they meet it with transitory increases in productivity.¹⁹ Whether offshoring is also playing a role in this through reorganizing work by sending it offshore is unknown. However, an examination of trade flows in services should provide some insights into the involvement of offshoring in this scenario.

Chart 2. Total private gross job gains and losses, 1992–2004, quarterly, seasonally adjusted

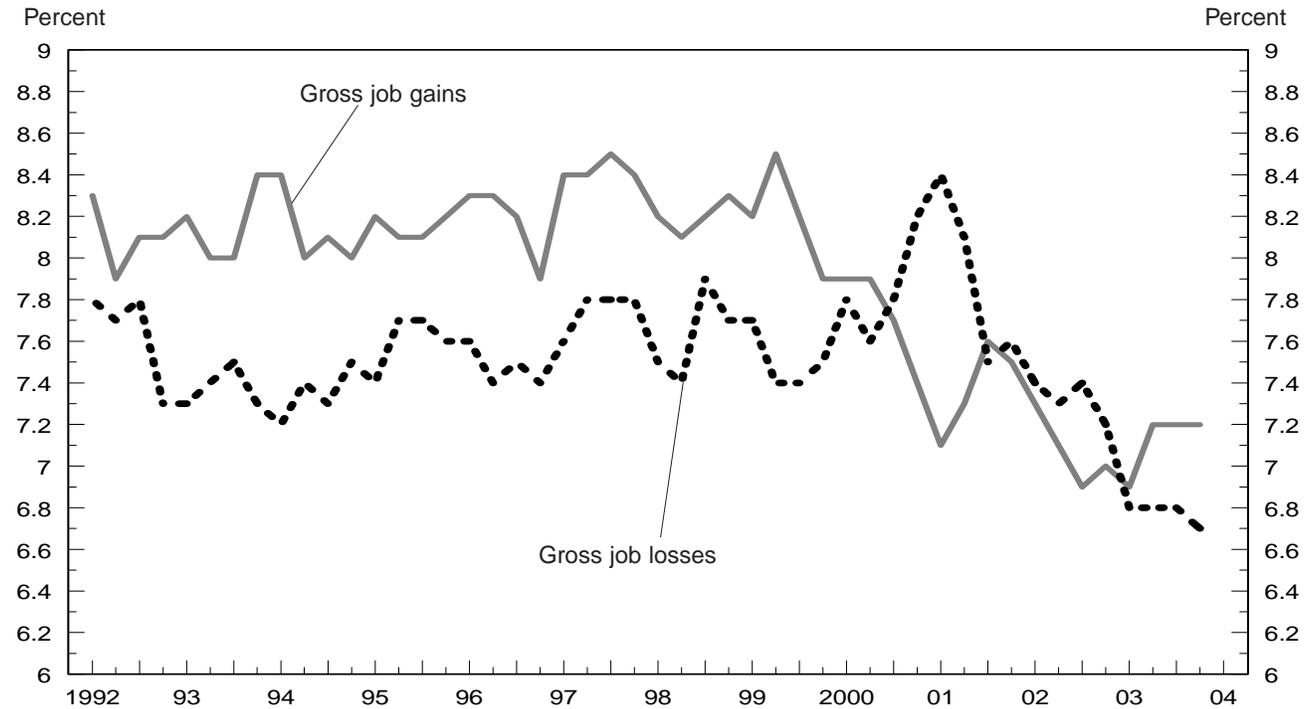
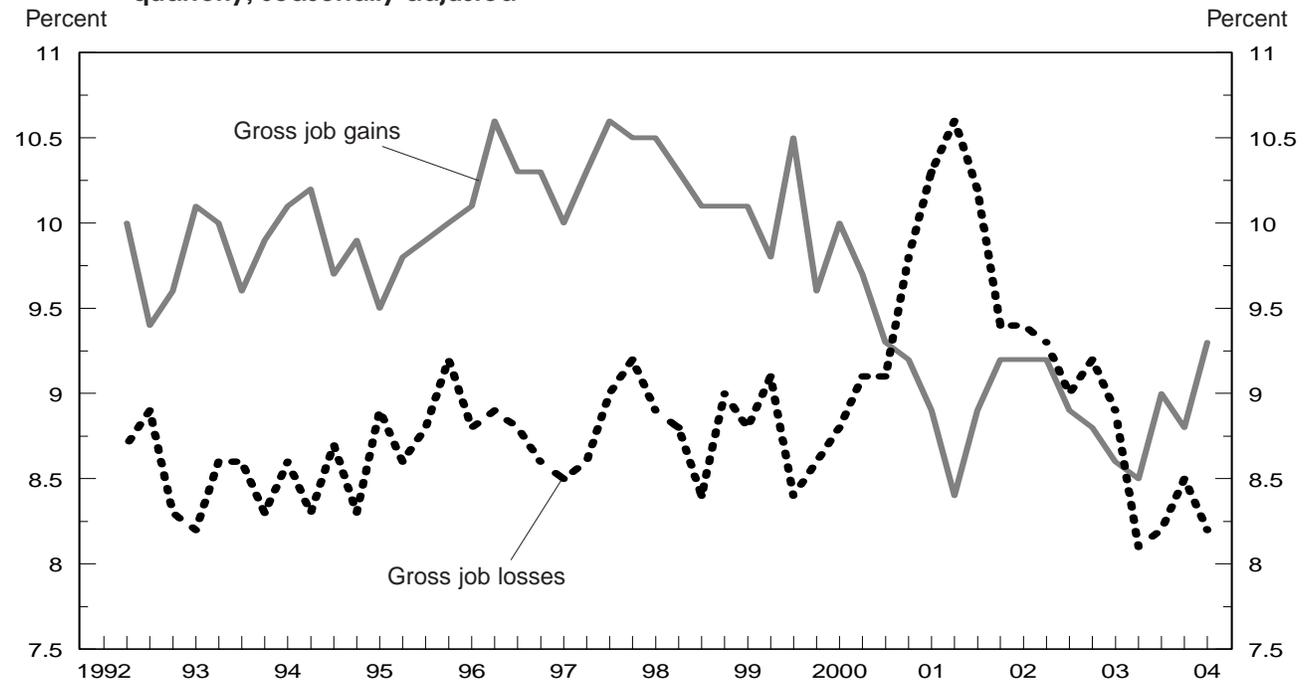


Chart 3. Professional and business services gross job gains and losses, 1992–2004, quarterly, seasonally adjusted



Services that are offshored to other countries could return to the United States as imports. For example, a company hires software engineers in India to develop a new program to combat Internet viruses. When the project is complete, the company uses the new program in all its U.S. domestic facilities. This would be recorded as imports of services to the United States. Indeed, imports and exports of private services have been growing. (See table 8.) The main interest here is the trend in imports of business professional and technical services, which includes computer, data processing, and other information services. Imports of business services are rising as a share of total private services; this trend is also visible for India and China. Although the magnitudes of the imports are not large, the upward trend, especially from India, seems to support the notion that some offshoring of IT work is occurring.

In summary, offshoring in the IT sector appears to be occurring but not to a great extent.²⁰ A review of the U.S. literature describes where the offshoring issue has been examined extensively in recent years.

What the literature shows

Economic theory suggests that offshoring is likely to provide overall gains to the U.S. economy, but some workers could suffer negative effects from job losses and/or wage reductions. The literature appears to bear this out. Offshoring has generated a number of studies on a wide range of topics such as its impact on GDP, inflation, trade, consumers, productivity, wages, and employment. Studies have also addressed the underlying reasons for offshoring, such as companies seeking cost savings and revenue growth. Much of the early effort has come from management consulting firms, most notably McKinsey Consulting²¹ and Forrester Research.²² McKinsey concluded that the United States gets more than it gives from

offshoring, due primarily to the new revenue it generates that flows back in the Nation.²³ Forrester provided the most widely cited job impact number from offshoring—3.3 million jobs lost by 2015.²⁴ This estimate is consistent with the sentiment in the literature that service outsourcing, although now very low, has been steadily increasing.²⁵ The focus of this literature review is primarily on studies exploring the impact of offshoring on U.S. employment and, to a lesser extent, U.S. productivity.

A recent report by U.S. Government Accountability Office (GAO) concluded that data on offshoring are extremely weak; there is just not much available.²⁶ With the exception of BLS data from the Mass Layoff Survey, which directly measures the magnitude and reasons companies move work offshore, most of the studies of the employment impact of offshoring use an indirect approach. When pulling the findings of these studies together, offshoring appears to have a small employment impact in the aggregate, but certain occupations and industries are hard hit. BLS surveys companies undergoing large layoffs—50 or more in a 30-day period—to determine the reason(s) for the layoffs. Although the survey has been around for a number of years, BLS only added questions pertaining to outsourcing and offshoring in 2004. If the reason companies give for the layoffs is other than seasonal or vacation, BLS asks whether the layoff was due to the company moving work geographically (but keeping it in the same company), and/or moving it to a different company. If work was indeed moved, a follow-up question is asked: Where was the work moved? Between January and September 2004, there were only 40,727 separations, of which 26 percent were due to overseas relocations—19 percent within the same company and 7 percent to a different company. Amiti and Wei found that service offshoring reduced manufacturing employment by a small amount, but when

Table 8. Business professional and technical services share of total private services for selected year and country

[In millions of dollars]

Country	Exports			Imports		
	1998	2000	2003	1998	2000	2003
All countries – total private services	\$244,748	\$284,410	\$294,080	\$166,226	\$208,560	\$225,216
Percent - business professional and technical services	18.6	19.4	23.7	13.6	14.7	18.1
India – total private services	\$1,880	\$2,535	\$3,720	\$1,542	\$1,896	\$2,184
Percent - business professional and technical services	10.6	8.6	9.5	8.6	10.9	19.2
China – total private services	\$3,958	\$5,201	\$5,916	\$2,302	\$3,268	\$3,869
Percent - business professional and technical services	16.0	15.1	12.1	3.1	3.4	3.5

SOURCE: U.S. Department of Commerce, Bureau of Economic Analysis, *Survey of Current Business*, October 2004.

Exhibit 2. Estimated employment impact on the IT sector of offshoring from the literature

Author	Estimated annual employment losses	Methodology
Forrester Global Insight, Inc. Schultze Bardhand and Kroll Bhagwati and others	50,000 34,000 52,000–72,000 500,000 65,000	Survey Micro-simulation Import flows At risk Job growth in India, Ireland, Philippines

they aggregated their 450-industry sample to only 100 industries, the effect disappears.²⁷ They conclude that increased demand in other industries offset the small declines in manufacturing.²⁸

A number of papers examined the IT sector. (See exhibit 2.) Despite their varied methodologies and definitions of outsourcing, the overall findings still indicate a small employment impact. Part of the reason there is an employment effect at all results from outsourcing’s positive effect on productivity, which in turn lowers the employment level needed to produce the same amount of goods or services. The GAO report, for instance, concluded that offshore outsourcing could hurt IT employment growth in the next decade.²⁹ Using a survey-based approach, Forrester Research released a follow-up report saying outsourcing overseas was accelerating, and forecasting that 542,000 IT-sector jobs could be lost by 2015; this is about 50,000 per year.³⁰ Using a micro-simulation approach, Global Insight Inc. estimated the IT sector would lose (or never create) 34,000 jobs per year as a result of offshoring.³¹ Using import flows in business and professional services, Charles L. Schultze forecasted an aggregate job loss from offshoring of between 52,000–72,000 per year for 2000–03.³² Using a direct approach, Ashok Bardhan and Cynthia Kroll developed a list of industries they felt were “at risk” of outsourcing to India and East Asia based upon how often they were noted in the media.³³ In 2001, the “at risk” group accounted for just more than 5 percent of total U.S. employment; moreover, they suffered disproportionate job losses between 2001 and 2003.³⁴ However, the authors did not acknowledge the importance of separating the 500,000 per-year employment decline in “at risk” industries into its cyclical and secular components, given the economic downturn in most of 2001.

A second strand of literature recently developed in the offshoring debate. It features a discussion among very

well-known economists about whether offshoring between the United States and countries such as India has changed our terms of trade.³⁵ This can be seen when viewing the role of outsourcing as vertical integration, whereby the production process is broken into steps, each located in a different geographical area depending on where it can be produced at the lowest cost.³⁶ That is, each step is produced where there is a comparative advantage for that step. This appears to be happening in IT-sector service functions. Paul Samuelson argues, for example, that tasks such as computer programming done increasingly in India and other low-wage countries for U.S.-based companies have the potential to change the terms of trade by raising the trading partner’s productivity in products they export.³⁷ Some of the services would be imported back into the United States. When asked in an interview if importing offshore services back into the United States would allow U.S. prices to drop generally to the benefit of consumers, as does the trade in goods, Samuelson replied, “being able to purchase groceries 20 percent cheaper at Wal-Mart does not necessarily make up for the wage losses.”³⁸ In other words, trade does not always work to all parties’ advantage, according to Samuelson.³⁹ Jagdish Bhagwati and others counter this argument by saying that the domestic impact of services trade does not apply broadly across the U.S. economy.⁴⁰ They agree with Samuelson that offshoring can enhance productivity growth, but emphasize, as does Catherine L. Mann,⁴¹ that it will lead to faster U.S. GDP growth. Moreover, further gains will be garnered from increases in “intra-industry” trade.⁴² Results from a 2001 study concluded that intra-industry trade in the service sector is probably of similar magnitude as intra-industry trade in goods.⁴³

The trade theorist view of offshoring—as just another way of doing international trade—predicts job losses in lower skilled, lower-paid jobs. This appears to be borne out somewhat by the data presented earlier, although some

higher-paid service occupations are also suffering losses. Using data from India, Ireland, and the Philippines, Bhagwati and others estimate service offshoring to have cost the United States approximately 65,000 jobs per year, not far above the previous estimates presented.⁴⁴ The debate now turns to whether those service-sector workers who are displaced by outsourcing will be bumped down to lower-paying jobs. The conventional view is that trade replaces bad jobs with good jobs, but does this view hold for services where some good jobs are indeed being displaced? Some job losers have higher skills that help them get a new job, but they also demand higher wages that limit their re-employment possibilities. If service offshoring does create good jobs, while eliminating others, it would enhance the transition process. There is a lack of knowledge here. Bhagwati and others think that service offshoring will create services not previously available—when using cheaper workers abroad makes an

activity that uses higher-skilled workers in the United States financially feasible.⁴⁵ On the other hand, Lori Kletzer concludes that trade does dump some displaced workers into lower-wage jobs.⁴⁶ From 1979 to 1999, roughly 30 percent of the people who were unemployed as a result of cheap imports in sectors other than manufacturing had not found jobs a year later.

In summary, most studies find the extent of job losses from services offshoring relatively small in the aggregate, but somewhat concentrated in a few industries and occupations. The job losses stem from both a direct impact of offshoring, which displaces some workers, plus an indirect impact through the productivity enhancements that it provides. However, there are still unanswered empirical questions, including the just-mentioned productivity effect. Indeed, offshoring could raise productivity directly or indirectly by displacing low-wage jobs and creating high-wage ones, but it could also do just the opposite. □

Notes

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¹ An estimated 5 million factory jobs were lost. See Griff Witte, “As Income Gap Widens, Uncertainty Spreads,” *The Washington Post*, Sept. 20, 2004, p. A01.

² *Ibid.*

³ *Measuring the Information Economy* (Paris, Organization for Economic Cooperation and Development [OECD], 2002).

⁴ *Digital Economy 2003* (Washington, DC, U.S. Department of Commerce, December 2003).

⁵ *ITAA Quarterly Workforce Survey* (Arlington, VA, Information Technology Association of America [ITAA], Dec. 18, 2002).

⁶ See Roger Moncarz, “Preparing for careers in information technology is a function of multiple subroutines. Which algorithm will you choose?” *Occupational Outlook Quarterly* (Washington, DC, fall 2002); Daniel E. Hecker, “High-technology employment: a NAICS-based update,” *Monthly Labor Review*, July 2005, pp. 57–72; and William Luker, Jr. and Donald Lyons, “Employment shifts in high-technology industries, 1988–96,” *Monthly Labor Review*, June 1997, pp. 12–25.

⁷ Global Insight, Inc., “The Impact of Offshore IT Software and Services Outsourcing on the U.S. Economy and the IT Industry,” (Lexington, MA, March 2004).

⁸ Moncarz, “Preparing for careers...”

⁹ *Ibid.*

¹⁰ Global Insight, Inc., “The Impact of Offshore IT Software...”

¹¹ E-mail correspondence with Roger Moncarz, BLS, on Sept. 15, 2004.

¹² Carol Ann Meares and others, *The Digital Work Force: Building Infotech Skills at the Speed of Innovation* (U.S. Department of Commerce, June 1999), figure 1, p. 5.

¹³ Mary Amity and Shang-Jin Wei, “Service Outsourcing, Productivity and Employment: Evidence from the US,” (International Monetary Fund [IMF], First Draft, May 2004). Because their sample of 450 industries included only 5 service industries, they did not separate out an impact just on them.

¹⁴ See, for example, Jagdish Bhagwati, Arvind Panagariya, and T.N. Srinivasan, “The Muddles over Outsourcing,” *Journal of Economic Perspectives* (forthcoming).

¹⁵ See, for example, Government Accountability Office (GAO), “International Trade: Current Government Data Provide Limited Insight into Offshoring of Services” (Washington, DC, Government Printing Office, September 2004); and Global Insight, Inc., “The Impact of Offshore IT Software...”

¹⁶ Federal Reserve Bank (FRB) of Boston, “Understanding the ‘Job-Loss’ Recovery,” *Public Policy Briefs* No. 04-1, June 2004.

¹⁷ *Ibid.*

¹⁸ *Ibid.*

¹⁹ *Ibid.*

²⁰ The OECD, using a broader occupational-based definition of the IT sector which represented about 19 percent of total employment, reached a similar conclusion. They concluded that the number of jobs lost to offshoring was relatively small compared with general job turnover in OECD countries. This was further supported by a European Union (EU) study that concluded jobs lost due to offshoring seldom resulted in redundancies. See OECD, *Potential Offshoring of ICT-Intensive Using Occupations*, DSTI/ICCP/IE (2004) 19 (Paris, December 2004); and EU, *Outsourcing of ICT and related services in the EU*, (Luxembourg, European Foundation for the Improvement of Living and Working Conditions, 2004).

²¹ McKinsey Consulting, “Offshoring: Is It a Win-Win Game?” (San Francisco, CA, August 2003).

²² John McCarthy, “3.3 Million U.S. Service Jobs to Go Offshore,” (Forrester Research, November 11, 2002).

²³ McKinsey Consulting, “Offshoring: Is It...”

²⁴ John McCarthy, “3.3 Million U.S. Service Jobs...”

²⁵ See, for example, Mary Amiti and Shang-Jin Wei, “Fear of Service Outsourcing: Is It Justified?” *NBER Working Paper No. 10808* (Cambridge, MA, September 2004).

²⁶ Government Accountability Office (GAO), “International Trade: Current Government Data Provide...”

²⁷ See Mary Amiti and Shang-Jin Wei, “Service Outsourcing Productivity...”

²⁸ *Ibid.*

²⁹ Government Accountability Office (GAO), “International Trade: Current Government Data Provide...”

³⁰ Estimates were determined from a survey of 100 companies specializing in business process outsourcing plus 1,800 leading IT companies in the United States and India. See John McCarthy, “Near-Term Growth of Offshoring Accelerating,” Forrester Research, May 2004.

³¹ Global Insight Inc., “Executive Summary: The Comprehensive Impact of Offshore IT Software and Services Outsourcing on the U.S. Economy and the IT Industry,” sponsored by Information Technology Association of America (ITAA), March 2004. Model forecasts the economy for 2004–08 with and without outsourcing; assumption is a 40-percent cost savings for companies using outsourcing.

³² Charles L. Schultze, “Offshoring, Import Competition and the Jobless Recovery,” Policy Brief #136 (Brookings Institution, August 2004).

³³ Ashok D. Bardhan and Cynthia Kroll, “The New Wave of Outsourcing, Institute of Business and Economic Research, Fisher Center for Real Estate & Urban Economics” (Berkeley, CA, University of California, 2003).

³⁴ *Ibid.*

³⁵ Terms of trade are typically defined as the prices of exports divided by the prices of imports.

³⁶ Robert C. Shelburne, “Trade and inequality: the role of vertical specialization and outsourcing.” Paper presented to International Trade and Finance Association, San Antonio, TX, May 2004.

³⁷ Paul Samuelson, “Where Ricardo and Mill Rebut and Confirm Arguments of Mainstream Economists Supporting Globalization,” *Journal of Economic Perspectives*, (forthcoming).

³⁸ “Ten Myths about Jobs and Outsourcing,” *Economic Watch*, on the Internet at <http://www.heritage.org/research/features/economywatch/outsourcing.cfm>, visited November 1, 2004.

³⁹ “Samuelson Strikes Again: The Debate Over Outsourcing,” *Exploit the Worker*, on the Internet at <http://exploittheworker.com/exploit/archives/000061.html>, visited November 1, 2004.

⁴⁰ Jagdish Bhagwati, Arvind Panagariya, and T.N. Srinivasan, “The Muddles over Outsourcing...”

⁴¹ Catherine L. Mann, “Globalization of IT Services and White Collar Jobs: The Next Wave of Productivity Growth,” *International Economics Policy Briefs*, December 2003; Bhagwati...

⁴² Bhagwati...

⁴³ Robert C. Shelburne and Jorge G. Gonzalez, “The Role of Intra-Industry Trade in the Service Sector.” Paper presented at the Annual Conference of the International Trade and Finance Association, Washington, DC, May 2001.

⁴⁴ Bhagwati...

⁴⁵ *Ibid.*

⁴⁶ Lori Kletzer, “Job Losses from Imports: Measuring the Costs” (Washington, DC, Institute for International Economics, 2001).

Manufacturing earnings and compensation in China

On the basis of published earnings data, estimated compensation ratios, and estimated hours, China's manufacturing employees averaged about 57 cents compensation per hour worked in 2002

Judith Banister

With by far the world's largest manufacturing workforce, at more than 100 million,¹ China is widely known to have low labor costs. Statistics available for the first time for the entire country for 2002 now permit the estimation of those costs with some degree of precision. Employees in China's city manufacturing enterprises received a total compensation of \$0.95 per hour, while their noncity counterparts, about whom such estimates had not previously been generally available, averaged less than half that: \$0.41 per hour. Altogether, with a large majority of manufacturing employees working outside the cities, the average hourly manufacturing compensation estimated for China in 2002 was \$0.57, about 3 percent of the average hourly compensation of manufacturing production workers in the United States and of many developed countries of the world. Equally as striking, regional competitors in the newly industrialized economies of Asia had, on average, labor costs more than 10 times those for China's manufacturing workers; and Mexico and Brazil had labor costs about 4 times those for China's manufacturing employees.

This article evaluates the quality and usability of China's statistics on manufacturing earnings and labor compensation for 2002—the most recent year for which adequate data are available—and for the period since 1990. The analysis demonstrates that China has released just enough relevant data on average annual earnings and labor-related employer costs to derive 2002 estimates of annual labor compensation for 30 million city manufacturing employees² and 71 million noncity manufacturing employees—those working in town and village

enterprises (TVE's).³ Combining the published earnings figures and adjusted labor compensation figures for these two groups results in a reasonable approximation of average 2002 labor compensation per manufacturing employee in China. A national time series on compensation for China could not be developed due to the lack of earnings data for the country's noncity manufacturing workers prior to 2002; however, data on trends in real (price-adjusted) earnings for city manufacturing employees from 1990 onward are available and show a sharp upward trend since 1998.

Because China has not systematically collected and reported adequate data on actual hours worked by manufacturing employees for the whole year 2002 or, indeed, for any full year, this article uses published partial labor force survey information and a set of hypotheses to estimate annual hours worked by city and noncity manufacturing employees, thus calculating approximations of average 2002 hourly labor compensation in manufacturing for these two categories of manufacturing employees and for China as a whole. Labor compensation estimates are converted into U.S. dollars at the official exchange rate for 2002.

The article also assesses the probable biases in China's statistics on manufacturing earnings and total labor compensation. The analysis that follows argues that city manufacturing enterprises in particular have powerful incentives to underreport earnings and other elements of the compensation provided to their employees. The main purposes of underreporting employee compensation are to avoid taxes and to minimize required employer and employee payments to social insurance and employee housing funds administered by urban authorities.

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There is, however, a competing bias in city manufacturing employment and earnings data. Indirect evidence indicates that many city manufacturing workers are not included in these numbers at all. In particular, the lower paid migrant manufacturing workers seem to be considerably underrepresented in the reported urban employment data for cities, and the earnings of most of the comparatively poorly paid migrant workers in general also appear to be excluded from urban manufacturing earnings data. Whether the net result of these competing biases is to underreport or overreport earnings of the average urban manufacturing employee for 2002 is unclear; however, it is likely that the exclusion of the more stagnant earnings of the rural-to-urban migrants leads to some exaggeration of the trend of rising average earnings in city manufacturing for the 1990–2002 period.

The analysis that follows discusses the cost to employers of employee compensation and the competitiveness of Chinese manufacturing in the global economy. For comparative purposes, official exchange rates were used to convert compensation costs to U.S. dollars. The official exchange rate is the appropriate conversion rate for compensation cost comparisons, because it reflects the cost in U.S. dollars that employers must actually pay for Chinese labor. Compensation costs converted with the use of commercial exchange rates do not, however, indicate relative living standards of workers or the purchasing power of their income, for at least two reasons. First, because they include costs that are not paid directly to the worker, compensation costs do not provide an accurate portrayal of worker income. Second, prices of goods and services vary greatly

among countries, and the official exchange rate is not a reliable indicator of the relative difference in prices between China and other countries.⁴

As will be demonstrated in the analysis, the numbers frequently published in the global and U.S. popular media on the low compensation of China's manufacturing workers (\$0.40–\$1.50 per hour) are within the realm of reasonable estimates. China is indeed a relatively low wage manufacturing environment, and the country also enjoys other advantages that give it a competitive edge over many other manufacturing locations around the world.

This article is the second of a two-part series on manufacturing labor statistics in the People's Republic of China (hereinafter, "China").⁵ The earlier article⁶ focused on levels and trends of manufacturing employment; this one estimates average hourly labor compensation for China's manufacturing employees. A more detailed exposition of the analysis in the two articles is found on the Bureau of Labor Statistics (BLS) Web site.⁷ Occasionally, that report refers to terminology in Chinese because the standard English translations of the terms are misleading or ambiguous and, in some cases, because there is no succinct and accurate English translation of the term. A complete glossary of Chinese terms used in this and the earlier article can be found at the end of the report on the BLS Web site.

Background

The Bureau of Labor Statistics publishes estimates of hourly compensation costs for production workers in manufacturing for 31 economies on its Web site.⁸ Although most of the countries are developed countries with high-quality data, some developing countries with adequate data also are included. The Bureau is working to add countries, including China, to the published list, but BLS standards for the quality of statistics are high. Data for China are not yet in accord with BLS comparability definitions. (See box, this page.) This article assesses the quality and completeness of those statistics which are available on manufacturing earnings and compensation in China.

The subsequent analysis is based as much as possible on information published by China's official statistical organizations. Most statistics for China are collected under the central guidance of the National Bureau of Statistics (NBS) and often are published jointly with the Ministry of Labor and Social Security (hereinafter, Ministry of Labor). Collecting data on manufacturing employment and earnings in TVE's, however, is the responsibility of the Ministry of Agriculture, and data on the earnings of noncity manufacturing employees were first published for the year 2002.⁹

Focusing on 2002, the most recent year for which adequate data are available, the upcoming discussion tabulates information on earnings, required social benefit payments, and other

The Bureau of Labor Statistics has been a leader in compiling international comparisons of hourly compensation of manufacturing workers over a wide range of countries. Despite its large and growing importance in world manufacturing, China has not been included in the comparisons because of difficulties in obtaining and interpreting that country's data and because of concerns about the quality of the data. Although the two *Monthly Labor Review* articles by Judith Banister have greatly facilitated understanding of Chinese employment and compensation statistics, many problems with data availability, coverage, and reliability remain, as described in the articles. Therefore, the Bureau does not plan to include China in its regular comparisons of hourly compensation costs at this time. These articles and the associated report on the BLS Web site, which have been funded by the Bureau, are intended as first steps toward developing the measures necessary to include China in the regular comparisons series that currently includes 31 countries. Because of the widespread interest in expanded country coverage, the Bureau is indeed considering providing data on China, along with data on some other countries, the quality of whose data is problematic, but in a separate format with appropriate annotations. As better data become available, China and other countries could be moved into the regular comparisons series.

Division of Foreign Labor Statistics, Bureau of Labor Statistics

labor compensation and derives annual, monthly, and estimated hourly manufacturing labor compensation, in Chinese yuan, for urban, TVE, and all-China manufacturing employees. These estimates are then calculated in U.S. dollars at the official exchange rate.

The annual data on labor compensation in manufacturing used in this article come from the annual yearend statistical reporting system. (China's censuses do not ask for earnings data.) In China's cities and, to a lesser extent, outside the cities, each enterprise, economic unit, small business, or self-employed individual or group is required to report employment and earnings data each year according to the group's "labor situation" the previous year and at the previous yearend. The data are then compiled upward in a statistical reporting chain to the national government. Accountants or those who report employment and earnings figures on behalf of their enterprises or other work units (at least, those in urban areas) are given detailed instructions on how to report monthly, quarterly, yearend, and average annual figures on employment and earnings. The instructions are based on regulations released by the NBS, especially those released in 1990, with further clarifications in 1998 and 2002.¹⁰

In reporting annual statistics on employment and earnings, China's NBS and Ministry of Labor use an administrative reporting system that ignores the progress China has made in the statistical definitions of "urban" and "rural" during the last several decades. As mentioned in the earlier companion piece to this article, in statistical publications on China's labor force, employment and earnings data labeled "urban" actually refer to cities and exclude employees working outside narrowly defined city boundaries. Even factories located in suburbs, large industrial parks, and towns that have been officially established as urban places since the 1980s are excluded from the so-called urban statistics on employment and earnings. In the tables and charts of the current article, statistics are faithfully shown as they were reported in official publications. In the text, the word "city" often is used to describe the "urban" data, simply because those data actually refer to city employees and their earnings. By contrast, the term "town and village enterprises" (TVE's) seems to cover not only rural areas, but also factories in urbanized places outside narrow city boundaries. Accordingly, the text uses the word "noncity" to refer to TVE data.

The concept of compensation

The BLS measures of hourly compensation costs include both data on hourly direct pay (which includes pay for time worked, pay for vacations and holidays, bonuses, in-kind pay, and other premiums) and data on employer social insurance expenditures and other labor taxes (which include employer expenditures for legally required insurance programs and contractual and private benefit plans, as well as other taxes on payrolls or employment).

China's statistical authorities at the NBS also try to use an internationally recognizable definition of employee compensation in the calculation of China's gross domestic product. The NBS defines what it variously translates as "compensation of employees" or "laborers' remuneration" (*laodongzhe baochou*) as follows:

Laodongzhe baochou refers to the whole payment of various forms earned by the laborers from the productive activities they are engaged in. It includes wages, bonuses, and allowances the laborers earned in monetary form and in kind. It also includes the free medical services provided to the laborers and the medicine expenses, transport subsidies, social insurance, and housing fund paid by the employers.¹¹

This passage suggests that China's government either collects data on these various components of worker compensation or at least estimates them for its calculations of China's gross domestic product.

The subsequent analysis begins with a description of Chinese earnings statistics on manufacturing workers and then describes the sources and methods of estimating the nonearnings portions of compensation—that is, the social insurance expenditures that employers must pay on behalf of employees. Two issues that are relevant to the estimation of social insurance expenditures, namely, the difference by city in mandatory social insurance contribution rates and the likely underreporting of earnings to minimize tax and social insurance contributions, are discussed. The article then examines the difficult issue of estimating working time in manufacturing in order to construct estimates of compensation on a per hour basis. Following an analysis of the compensation of manufacturing employees in export-oriented industries and of migrant workers, the discussion touches on how manufacturing earnings in China have changed over time and how the compensation estimates in this article compare with those published in other venues. Finally, the implications of the current research results for China's competitiveness are explored.

Throughout the analysis, separate estimates are made for urban workers and TVE workers, because the data sources and the working situations that relate to each group are different. Where possible, national estimates combining the two groups are made as well.

Reported manufacturing earnings in Chinese currency

Earnings and other compensation data for manufacturing workers in China are poorly and partially reported. The available data on "wages" or "earnings" come from the annual yearend reporting system, and the fragmentary figures are published in the *China Labor Statistical Yearbook* and, for TVE employees,

China Village and Town Enterprise Yearbook 2003.¹² Average annual remuneration for manufacturing workers is called “wages” (*gongzi*) when referring to staff and workers, but is called “earnings” or remuneration (*laodong baochou*) when referring to the other employees of urban manufacturing units. The two terms appear to mean the same thing, and both are defined as follows:

The total wages and total earnings are calculated this way: They include whatever is paid to or for the workers in money or in kind according to relevant regulations, including salaries paid for a certain time period or payments based on piece work, bonuses, allowances, subsidies, overtime pay, and pay for dangerous or challenging duty.¹³

In this article, the term “earnings” designates the wages or earnings of both urban and TVE manufacturing employees in cash and in kind, as reported to statistical and tax authorities. The term does not include the social insurance payments that employers are required to pay to city or county authorities on behalf of their employees or the welfare fund payments given to employees in the enterprises. The terms “compensation” and “total compensation” include earnings plus these other elements of total labor compensation in manufacturing. These definitions correspond to the definitions used by the Bureau of Labor Statistics in its international report on hourly compensation costs.

Table 1 shows that the 30 million on-post employees of manufacturing enterprises in China’s cities had average reported earnings of 11,152 yuan for the year 2002.¹⁴ Of these employees, 95 percent were on-post (not laid-off or unemployed) “staff

and workers” whose earnings that year averaged 11,001 yuan, and 5 percent were the 740,000 “other” city manufacturing workers, who averaged much higher earnings of 17,237 yuan in 2002 (in part because this category includes foreign employees of China’s manufacturing companies and reemployed or still employed retirement-age workers with high seniority, and both these groups probably get higher earnings than the average for “staff and workers”).

The 11,152-yuan average annual earnings figure of the 30 million workers in manufacturing urban units masks a wide range of earnings in different urban manufacturing subsectors, as shown in table 2. For example, the lowest-paid group of city manufacturing workers is the 3 million textile industry workers, whose earnings average 7,268 yuan per year. The 5 million city manufacturing workers in the subsectors of timber and bamboo products, food processing, nonmetal mineral products, paper products, furniture manufacturing, and “other” manufacturing also earn less than the average urban worker: their reported average annual earnings are less than 9,000 yuan. At the other end of the pay spectrum, the 7.5 million city manufacturing workers in tobacco processing, electronics and telecommunications, petroleum processing, ferrous metal smelting, transport equipment manufacturing, and medical and pharmaceutical products all have average annual earnings of 13,000 yuan or higher.

The recorded 9 million laid-off manufacturing workers still nominally connected to their manufacturing units averaged a small annual living subsidy of 2,213 yuan. (See table 1.) This kind of payment might be considered similar to payments of unemployment compensation for laid-off or unemployed workers in developed countries.

Table 1. Published earnings of manufacturing employees in China, 2002

Category of manufacturing workers	Total earnings paid (billions of yuan)	Number of employees (yearend, millions)	Average number of employees (millions)	Average earnings per employee (yuan)	Average living subsidy (yuan)
Manufacturing in urban units	334.39	29.81	² 29.98	11,152	—
On-post urban manufacturing staff and workers	321.90	29.07	29.26	11,001	—
Other urban manufacturing employment	—	.74	—	17,237	—
Laid-off urban manufacturing staff and workers	—	9.13	—	—	2,213
Manufacturing TVE's ¹	489.22	70.87	² 70.62	² 6,927	—
Large-scale manufacturing TVE's ¹	168.94	19.05	² 18.98	² 8,899	—

¹TVE's are town and village enterprises.

²Derived from other numbers reported in the table or in the sources.

NOTES: Dash indicates data are not available or not applicable. In the sources, remuneration for workers in urban manufacturing units and for other urban manufacturing employees is called “earnings” (*laodong baochou*), whereas remuneration for on-post urban manufacturing staff and workers is called “wages” (*gongzi*). For manufacturing TVE's, only the total 2002 expenditure for earnings (*laodongzhe baochou*) is reported; the average per employee is not

directly reported. All figures for manufacturing in urban units exclude self-employed individuals and small privately owned firms.

SOURCES: China National Bureau of Statistics and China Ministry of Labor, compilers, *China Labor Statistical Yearbook 2003* (Beijing, China Statistics Press, 2003), pp. 29, 34, 46, 169, 171, 179, 230, 243, 249, 473; China Ministry of Agriculture, TVE Yearbook Editorial Committee, ed., *China Village and Town Enterprise Yearbook 2003* [in Chinese] (Beijing, China Agriculture Publishing House, 2003), pp. 130–31.

Table 2. Urban manufacturing employment and earnings by subsector in China, 2002

Urban manufacturing subsector	Urban employees (yearend)	Average earnings per employee (yuan)
Total manufacturing in urban units ...	29,984,619	11,152
Tobacco processing	233,485	23,744
Electronics and telecommunications ...	1,623,783	17,636
Petroleum processing and coking products	565,505	17,357
Smelting and pressing of ferrous metals	1,900,648	15,032
Transportation equipment manufacturing	2,319,421	14,409
Medical and pharmaceutical products	844,857	13,207
Instruments and office machinery ...	464,762	12,720
Smelting and pressing of nonferrous metals	755,646	12,491
Electric equipment and machinery ...	1,441,399	12,405
Chemical fibers manufacturing	263,378	11,404
Printing and record medium reproduction	493,497	10,863
Ordinary machinery manufacturing ...	1,921,315	10,668
Special-purpose equipment manufacturing	1,400,594	10,406
Cultural, educational, and sport products	294,636	10,390
Chemical raw materials and products	2,213,256	10,359
Plastic products	606,800	10,131
Metal products	897,455	10,075
Food products manufacturing	621,757	10,064
Rubber products	377,633	10,055
Beverage manufacturing	740,250	9,619
Leather, furs, down, and related products	578,590	9,108
Garments and other fiber products	1,336,191	9,066
Furniture manufacturing	180,484	8,881
Other manufacturing	601,416	8,781
Papermaking and paper products	592,400	8,668
Nonmetal mineral products	2,116,034	8,123
Food processing	977,439	7,965
Timber, bamboo, natural fiber and straw products	267,666	7,339
Textile industry	2,841,565	7,268

NOTES: These data refer only to urban manufacturing employment and earnings. The subsectors listed here refer to 29.47 million of China's urban manufacturing workers. Rural manufacturing workers in each subsector undoubtedly have lower earnings than those displayed here. The earnings figures shown do not include required employer social insurance payments or other nonwage labor costs.

SOURCES: China National Bureau of Statistics and China Ministry of Labor, compilers, *China Labor Statistical Yearbook 2003* (Beijing, China Statistics Press, 2003), pp. 179 and 218–25.

In years prior to 2002, earnings data were not published for manufacturing workers outside the cities. For the reported 71 million manufacturing TVE employees in 2002, the Ministry of Agriculture published, for the first time, the total earnings (*laodongzhe baochou*) paid out for that entire year in all manufacturing TVE's.¹⁵ Average annual earnings per worker are derived in table 1 in the same way that the average annual earnings are calculated for urban manufacturing workers. TVE manufacturing workers averaged 6,927 yuan in reported earnings

in 2002, 62 percent of the average earnings that year for employees of urban manufacturing units. Workers in large-scale manufacturing TVE's had higher average 2002 earnings of 8,899 yuan, 80 percent of the average reported earnings for employees of urban manufacturing units.

What forms of remuneration are included in the average annual earnings figures for China's manufacturing employees? Exhibit 1 lists all the items whose value is required to be included in earnings data reported by enterprises in urban China for their on-post manufacturing staff and workers, based on written instructions to enterprise accountants and statistical personnel. Most forms of income, benefits, and subsidies in cash and in kind are on this list. Cash salary and earnings payments, housing and transportation provided to workers, meals given to them, and the value of income tax and social insurance payments deducted from earnings and remitted to the government on behalf of employees are all required to be included in the "total earnings" figure, based on relevant reporting regulations.

One group of benefits that is provided by some of China's manufacturing enterprises to employees, but that is specifically excluded from the earnings figures, is the use of a company medical clinic or the payment of some employee hospital costs.¹⁶ It would seem that this is an important group of benefits which, conceptually, ought to be included in earnings data. But many countries share this shortcoming in earnings statistics, with the result that the Bureau of Labor Statistics specifically excludes the costs of medical clinics in plant facilities from its comparative international data on labor compensation in manufacturing.¹⁷ This article does not include any estimation of these particular medical benefits which are missing from China's earnings data.

One important difference between China's earnings data shown in table 1 and the data used by the Bureau in its international comparisons is that the Bureau data relate only to production workers, while the Chinese data relate to all employees—that is, both production and nonproduction workers. Because production workers typically have lower wages than those of nonproduction workers, it is likely that the inclusion of both types of workers in the Chinese data leads to higher earnings levels. However, the production worker data necessary to match the BLS concept are not available for China, so it is unclear how much lower Chinese earnings for production workers would be.

The earnings data do not include figures for the comparatively small privately owned manufacturing groupings and the self-employed manufacturing workers in China's cities. These two categories of workers together totaled 8.2 million (22 percent of China's reported total of urban manufacturing workers) in 2002, according to China's State Administration for Industry and Commerce.¹⁸ This feature of China's earnings data parallels the same dearth in manufacturing earnings data from many countries. For reasons of practicality, if a country does not include earnings for employees in small manufacturing units in its earnings data,

Exhibit 1. Components of Chinese urban earnings statistics

The statistical concept of wage (*gongzi*) or earnings for on-post urban “staff and workers” includes the following components, whether the employees receive the earnings or benefits in money or in kind and whether the earnings or benefits are or are not taxable items:

Monthly or annual salary income (including base earnings and additions based on position, seniority, wage scale, and so on)	Housing subsidy (dormitory provided, or directly subsidized rent or purchase of housing)
Earnings during on-the-job training, probationary period	Individual income tax deducted from earnings and paid directly by enterprise to government
Employee income paid on an irregular basis	Social insurance funds (pension, medical, unemployment insurance funds, and housing purchase fund) deducted from the employee's wage and paid by the work unit to government on behalf of the employee
Hourly payment for work performed	Money for rent, and utilities (electricity, water)
Piecework payment for work performed	Money given for fixed line or mobile phone
Bonus payments	Clothing subsidy
Incentive, performance-based payments	Subsidy compensating workers for lack of vacation time
Overtime pay	Earnings during approved leaves of absence, pay for time not worked (regular vacation, compassionate leave, to visit relatives, family-planning operation, national or societal duty, study leave, leave due to sickness or injury)
Hardship, danger pay	Anything that has the nature or spirit of labor earnings, even if it is not spelled out in the regulations
All kinds of subsidies in cash or in kind	
Festival, holiday subsidy	
Travel money, food allowance while traveling	
Transport subsidy (car or shuttle bus provided, cash for bus or taxi, and so on)	
Personal services such as baths, haircuts	
Books, newspapers, magazines provided for employees	
Meals provided, food allowance	

SOURCE: *Laodong gongzi; tongji taizhang* [Labor wages; statistical accounts] (Beijing, Beijing Municipality Statistical Bureau, 2004), pp. 2–1 to 2–5.

the Bureau also excludes the employees and compensation for these units from its estimates of hourly labor compensation in manufacturing.¹⁹ Self-employed workers in manufacturing also are excluded from the Bureau's estimates. Using data from manufacturing censuses, the Bureau has researched the effect of excluding such earnings and found it to be small.

Estimating total 2002 compensation in manufacturing

To estimate total compensation for China's manufacturing employees, it is necessary to add to the reported earnings the other components of total compensation, including social insurance payments paid by employers on behalf of employees, as well as other payments to or for employees that are not included in the earnings data.

In the urban areas, employers pay considerable sums for social welfare benefits on behalf of their employees, above and beyond the employees' earnings. China's cities today have built, or are in the process of building, municipal social

insurance funds and housing funds to which both employers and employees are required to contribute each month.²⁰ There are six kinds of funds: an old-age pension fund, a medical insurance fund, an unemployment insurance fund, a workers' compensation fund, a maternity leave fund, and a fund in which money is set aside for each worker by name—money that the worker can use to help buy an apartment. These monthly payments by employers to city governments are mandatory, and stiff penalties are specified for noncompliance,²¹ but noncompliance is rampant and penalties are rarely enforced.

The payments deducted from employee earnings for the six public funds and remitted to city governments are included in the reported earnings data (see exhibit 1), but the part paid by employers is excluded.²² Legally required payments to government social insurance and employee benefit programs are included in the BLS concept of compensation,²³ so, in order to adjust the reported manufacturing earnings to include legally required employer social insurance payments and other labor compensation costs, one needs to know the overall per-

centage of the total earnings bill that urban manufacturing employers paid in 2002 for social insurance and required housing fund payments, as well as other employee benefit payments. China's Ministry of Labor conducted a survey of 11,704 urban enterprises in 51 large and medium-sized cities throughout the country and collected all relevant worker compensation data from these organizations for the year 2002.²⁴ This article uses the results of that large survey to estimate average labor compensation costs in urban manufacturing above and beyond the reported earnings data for 2002 given in table 1. On the basis of the results of this Labor Ministry survey, the reported 2002 annual earnings should be increased by an amount equivalent to 53.8 percent of earnings to estimate the following labor compensation costs (expressed as a percentage of urban earnings) actually paid by employers:²⁵

<i>Cost</i>	<i>Percent</i>
Required employer social insurance payments to the government	28
Required housing fund payments	4
Additional employee welfare costs not included in earnings	12
Other labor-related costs not specified in detail	10

In table 3, therefore, average 2002 total compensation for employees of urban manufacturing enterprises is estimated to be 17,152 yuan.

Note that the amount China's urban employers are required by law to remit to the government every month as the employer

contribution to the social insurance system and, in some cities, the home purchase fund varies from city to city.²⁶ For example, the following tabulation shows the additional amount, expressed as a percentage of earnings, that manufacturing employers in three cities are required to contribute:²⁷

<i>Contribution</i>	<i>Changshu City, Wuxi City,</i>		
	<i>Jiangsu Province</i>	<i>Jiangsu Province</i>	<i>Beijing Municipality</i>
Old-age pension fund	16.5	22.0	20.0
Medical insurance fund	8.0	8.0	9.0
Unemployment insurance	2.0	2.0	1.5
Workers' compensation insurance .....	.6–.8	—	1.0
Maternity leave insurance	1.0	—	—
Employee housing fund	—	—	8.0

Not only do the required employer contributions vary by municipality and city, but also, the amounts have been increasing over time. Therefore, it is likely that the legally required employer contribution to the social insurance funds for the average manufacturing employee has increased since 2002.

The inclusion in total labor compensation of the amorphous, vaguely reported categories of welfare costs and other unspecified labor-related costs just discussed may help offset some of the likely downward biases in the basic earnings data. To minimize individual and corporate taxes and required social insurance payments, urban employers tend to underreport earnings to the extent possible, neglecting to include some in-kind benefits in the reported earnings and offloading as many employee subsidies and benefits as possible into the welfare

Table 3. Estimated labor compensation of manufacturing employees in China, 2002

Category of manufacturing workers	Average number of employees (millions)	Average earnings per employee (yuan)	Annual compensation per employee		Monthly compensation per employee		Hourly compensation per employee	
			Yuan	U.S. dollars	Yuan	U.S. dollars	Yuan	U.S. dollars
Total for manufacturing urban units and TVE's ¹	100.61	8,186	10,363	\$1,252	864	\$104	4.73	\$0.57
Manufacturing urban units	29.98	11,152	17,152	2,071	1,429	173	7.87	.95
On-post urban manufacturing staff and workers	29.26	11,001	16,920	2,043	1,410	170	7.76	.94
Other urban manufacturing employment .....	.72	17,237	26,511	3,202	2,209	267	12.17	1.47
Manufacturing TVE's ¹	70.62	6,927	7,481	904	623	75	3.40	.41
Large-scale manufacturing TVE's ¹	18.98	8,899	9,611	1,161	801	97	4.37	.53

¹TVE's are town and village enterprises.

that TVE workers perform 2,200 hours per year. (See text for details.)

NOTES: Total labor compensation for urban workers is 1.538 times earnings and for TVE workers is 1.08 times earnings. U.S. dollars are calculated at the 2002 prevailing commercial exchange rate: 8.28 yuan = U.S.\$1. Hourly compensation is calculated under the assumption that urban manufacturing employees perform 2,179 actual hours of work per year and

SOURCES: Table 1; China National Bureau of Statistics and China Ministry of Labor, compilers, *China Labor Statistical Yearbook 2003* (Beijing, China Statistics Press, 2003), pp. 29, 34, 46, 169, 171, 179, 230, 249, 473; China Ministry of Agriculture, TVE Yearbook Editorial Committee, ed., *China Village and Town Enterprise Yearbook 2003* [in Chinese] (Beijing, China Agriculture Publishing House, 2003), pp. 130–31.

fund category or “other” labor compensation category. (Underreporting of urban manufacturing employment and earnings is discussed shortly.)

For TVE manufacturing employees, there is ample evidence that the reported earnings total may capture almost all of their total compensation, because TVE workers do not have many of the social insurance and other welfare benefits that urban employees often get. For example, by the end of 2002, the number of rural and smalltown workers with any rural social pension insurance was minuscule.²⁸ China’s urban towns and rural areas have very weak or nonexistent social benefit systems for pensions, medical insurance, unemployment insurance, workers’ compensation, and the like. Pension and medical insurance systems paid into by employers and employees essentially do not exist in China outside of cities today.²⁹ A survey of large manufacturing enterprises in Nanjing Municipality, the capital of Jiangsu Province on the country’s east coast, found that welfare benefits for workers, above and beyond earnings, for the years 1994–2001 averaged 36 percent of the earnings in urban state-owned manufacturing enterprises, but only 16 percent of the earnings in unusually large manufacturing TVE’s in counties under Nanjing’s administration.³⁰ Now, on the one hand, these TVE’s surely had an exceptionally high level of welfare benefits compared with those offered by all manufacturing TVE’s in China during those years, both because TVE’s in counties near major cities have better social welfare benefits than TVE’s elsewhere and because large TVE’s have better benefits than average-sized TVE’s. On the other hand, average manufacturing TVE worker welfare benefits in 2002 were very likely a higher percentage of those workers’ total compensation than in earlier years. Therefore, pending the discovery of better data for 2002, the average total of social insurance and other welfare benefits for China’s manufacturing TVE employees can be tentatively estimated to be in the range from 0 percent to 16 percent of their total earnings. A reasonable estimate of such employee benefits for the average TVE employee in 2002 is 8 percent, the midpoint of the range. Table 3 estimates average annual total compensation for TVE employees at 7,481 yuan.

Underreporting of urban manufacturing employment and earnings

China’s people and work units were unaccustomed to paying income taxes, value-added taxes, corporate income taxes, or high payments for social insurance during the Maoist decades from 1949 to 1978. The government extracted the money for its budget in other ways, but not so visibly as the way taxes are taken out now. Individuals got benefits in both urban and rural areas, while earnings were kept very low. Today, during the post-Mao economic reform era, employers appear to have developed a culture of tax avoidance. For example, when foreign and multinational companies come to China and attempt to acquire, or set up a

joint venture or merger with, a (usually state-owned) Chinese company, the foreign company insists on engaging in a due diligence process to determine whether the joint venture, merger, or acquisition is in the interests of its owners and shareholders. The auditors and accounting companies frequently discover that the target company has two sets of books: “Most domestic enterprises keep separate sets of ‘management accounts’ and ‘tax accounts.’”³¹ The “tax ledger” is the set of employee and financial data reported to the tax and other authorities, and the “administrative ledger” records a more accurate picture of the numbers of employees, their actual earnings, the true costs and income of the company, its actual profits, and more. The tax ledger is designed to minimize tax exposure, particularly corporate income taxes, value-added taxes, personal income taxes for employer and employees, and required social benefit payments. It is believed that non-public-sector domestic Chinese enterprises avoid taxation and social benefit payments to an even greater extent than the state-owned and collective-owned enterprises.

Such tax avoidance in the manufacturing sector probably has a number of implications.³² First, many urban employees, especially those who are in-migrants and do not have city residence permits or those who are temporary or part-time workers, may be left off the books entirely, at least with regard to what is reported to authorities. When they are, their employment is kept informal, and neither the employee nor his or her earnings, which are paid in cash, are reported. This means that the employee can avoid paying income tax and any required social insurance deductions, while the employer can avoid paying the required social insurance payments for the employee. As a result, actual manufacturing employment may be underreported in China’s statistics, especially in the urban figures.³³

Second, even when employment is reported to authorities, both employer and employees tend to collude to minimize reported earnings. Employers in urban areas are required to remit to the city government social insurance and other payments that are calculated as a percentage of the unit’s reported total earnings. These required payments are high by international standards and have been increasing rapidly: “high contribution rates are leading to high rates of evasion in the basic pension system,” as well as evasion of other required social welfare payments.³⁴ Many employers might perceive that the required payments are squeezing their profits and are burdensome; they would therefore have an incentive to underreport employee earnings. Some of the money actually given to employees (as bonuses, overtime pay, or financial subsidies of various kinds) may not be reported as earnings, instead getting shifted to the welfare fund category or other unspecified labor-related cost category; thus, it is important to include these labor cost categories in a realistic estimate of urban manufacturing labor compensation in China. It is also likely that many urban enter-

prises underreport or leave out of reported earnings the value of some benefits provided in kind to employees (for example, meals, housing, transportation, and food distributions). Therefore, it is likely that even the earnings of urban manufacturing workers whose employment is reported to authorities are systematically underreported.

Those employees whose employment is not reported to the authorities at all, whether in urban or rural areas, are usually paid lower wages than other employees. According to anecdotal evidence, the going rate for an unskilled rural or migrant worker in nonagricultural work in China today is about 500–600 yuan per month, plus whatever benefits it is essential to provide, such as simple meals, dormitories, and emergency medical assistance. Some rural workers are paid as little as 300 yuan per month, while more desirable workers might get as much as 800 yuan monthly. If unreported workers in the manufacturing sector average cash pay of 550 yuan per month, and if their simple accommodations and food cost another 200 yuan per month, then their earnings total 750 yuan, or U.S.\$91, per month, but only when they are actually working. Thus, if, for 3 months of the year, they are not engaged in paid employment while planting and harvesting and while taking time off for holidays, illnesses, and personal business, then their annual take-home cash plus in-kind benefits would be 6,750 yuan per year. This estimate is close to the reported data that yield earnings of 6,927 yuan for TVE manufacturing workers in 2002.

Annual dollar compensation for manufacturing workers

To translate reported average annual earnings for China's manufacturing workers into dollars (see table 3), the analysis that follows uses official nominal exchange rates between U.S. dollars and Chinese yuan. The Chinese yuan was pegged to the U.S. dollar at 8.28 yuan per dollar for a decade from 1994 to August 2005; this exchange rate is the correct one for 2002 data.³⁵

On the basis of reported earnings data only, China's 30 million employees of urban manufacturing units had average 2002 earnings of 11,152 yuan, or U.S.\$1,347, at the official exchange rate. China's manufacturing workers in TVE's averaged 6,927 yuan, or U.S.\$837, in reported annual earnings in 2002. (See tables 1 and 3.) After adjusting reported earnings to account for additional indirect and direct remuneration for employees, table 3 estimates that China's urban manufacturing employees received an average of about U.S.\$2,071 in annual labor compensation for 2002, while TVE manufacturing employees got approximately U.S.\$904. It is important to note, however, that TVE employment is highly desirable to China's rural workers because their TVE earnings are higher than the earnings they can derive from agriculture.³⁶

Monthly labor compensation in manufacturing

To calculate the monthly compensation of TVE manufacturing workers from their average annual labor compensation, it would be helpful to know whether all or even most of the reported 71 million TVE manufacturing employees work most of the year and what proportion are part-year or part-time workers. As noted earlier, it is likely that many unreported workers do not work year round. If the assumption is made that these 71 million reported workers represent year-round workers, then their average monthly total compensation was about U.S.\$75. (See table 3.) Urban manufacturing employees are, generally speaking, year-round, full-time employees. Monthly urban manufacturing labor compensation was U.S.\$173.

Annual hours worked in manufacturing

To calculate the hourly labor compensation of China's manufacturing employees in 2002 would require data on the average number of hours actually worked per employee during that year. Some data have been published on China's urban manufacturing employees' average hours worked in 2002. Specifically, China's NBS and Labor Ministry have been conducting a labor force survey for some years. Most results of this survey have not been published, but data on hours worked by urban manufacturing workers during 2 reference weeks of 2002 have been published. According to the survey, urban manufacturing employees in China actually worked an average of 44.86 hours during the 7-day period from May 9 to May 15, 2002, and 46.0 hours during the reference week of September 24–30, 2002.³⁷ Averaging those two figures results in the estimate that, during 2002, in the weeks when urban manufacturing employees actually worked at all, they averaged 45.4 hours of work per week.

The remaining problem is to estimate the average number of weeks actually worked by urban manufacturing employees in China during 2002. Because urban employees are supposed to receive a total of 10 days of statutory holidays per year, it is reasonable to assume that urban manufacturing employees get 2 weeks of public holidays per year. It is also reasonable to assume that urban manufacturing employees, on average, missed 1 week per year for some combination of illness, injury leave, and maternity leave and 1 week per year for personal leave plus work stoppages and downtime due to equipment repair and shortages of electricity and manufacturing inputs. On the assumption that China's urban manufacturing workers actually worked 48 weeks during 2002, averaging 45.4 hours per week, the average annual hours worked are estimated to be 2,179 hours.

No data have been published or released on average hours worked per week by rural or TVE manufacturing employees, even though such data were collected for September 24–30, 2002, in China's October 2002 labor force survey.³⁸ All of the calculations

that follow are therefore strictly hypothetical. Because labor laws are more explicit and more enforced in cities than outside the cities, it is likely that, during each week that manufacturing employees actually are working, those in cities work fewer hours than those outside the cities. Therefore, it is in this case reasonable to assume that TVE manufacturing workers averaged 50 hours of work per week in 2002 during those weeks that they were working. Also, assuming that TVE manufacturing employees took 2 weeks off for Chinese New Year and stopped work for another 2 weeks for reasons such as illness, injury, family emergencies, personal leave, and factory downtime due to shortages and breakdowns, this would leave 48 weeks of actual work per year. In addition, some TVE manufacturing employees who work in the same county as their home village also may be involved in agriculture during peak seasons. This assumption is made because most TVE workers come from rural households that still grow crops, and farm households tend to need all the labor they can get for planting and harvesting. However, migrant manufacturing workers would not be able to get home to participate in agriculture, and some manufacturing workers who live close to their family homes have left agriculture altogether. It is therefore reasonable to assume that, say, one-half of TVE manufacturing workers take leave from their manufacturing jobs for 2 weeks for peak planting time twice a year (assuming double-cropping, on average) and 2 weeks for each of two peak harvest seasons, thus working 40 weeks per year in manufacturing, but that the other half of TVE manufacturing workers do not do agricultural work and, as a consequence, work 48 weeks in manufacturing each year. Under these assumptions, TVE manufacturing workers would have averaged 44 weeks of actual factory work in 2002 at 50 hours per week, totaling 2,200 hours for the year.

It is possible that the estimate for the numbers of hours worked, on average, per year by manufacturing employees in city and noncity factories is too low. Some investigations in China's export zones in Guangdong and other coastal provinces have discovered many factories in which the employees typically work the entire year, with a 2-week holiday at Chinese New Year. In many such export-oriented factories, employees usually work 6 or 7 days each week, totaling 60 to 80 hours per week in whatever period constitutes the peak season for that manufacturing subsector.³⁹ This season can last up to 8 months a year. Average yearly hours actually worked per employee might be as high as 4,000 hours in some China manufacturing enterprises. Suppose that, in those hardworking Guangdong factories, the average urban wage in 2002 was 14,958 yuan, as discussed shortly and as reported in table 4, and suppose also that urban earnings must be increased by 53.8 percent to include all employer social insurance payments, welfare costs, and other labor costs,⁴⁰ giving an average annual labor compensation of

23,005 yuan, or \$2,778. Then, if some city manufacturing employees worked 4,000 hours in 2002 for that income, hourly compensation was \$0.69 per hour. Outside Guangdong's cities in Guangdong Province, reported 2002 average earnings in industry were 8,345 yuan. (See table 4 and the discussion that follows.) Increasing this figure by 8 percent to adjust for social insurance payments on the part of employers results in a total average labor compensation of 9,013 yuan, or \$1,088, in 2002. For those factories whose workers put in 4,000 hours of production work that year, per hour average labor compensation was \$0.27. This illustration emphasizes why it is important to determine the actual average number of hours worked in each year for both city and TVE manufacturing employees.

Data from China's 2000 census confirm that, generally speaking, manufacturing employees in China work a lengthy week; at least, they did during the last week of October 2000. The census indicated that 58 percent of manufacturing workers had worked 6 or 7 days the previous week; however, the census may have classified tens of millions of part-year, seasonal manufacturing workers from rural areas and small towns as farmers.⁴¹ Such rural (probably called TVE) manufacturing workers would put in far fewer hours in manufacturing per year than those counted in the census or those working year round in coastal-zone factories. Thus, the percentage of workers who worked 6 or 7 days probably was lower than 58 percent.

It is not known whether manufacturing employees whose factories sell only to China's domestic market work about the same number of hours per week, month, or year as does the average employee of export-oriented factories. Of China's reported 70.9 million TVE manufacturing employees in 2002, for example, only 13.4 million were reported to be producing for export, while 57.5 million were apparently producing only for the domestic market.⁴² An adequate estimate of average annual hours worked must take into account both of these categories of manufacturing workers—those who produce for export and those who produce for domestic sale.

For China, legal limits on working hours or overtime hours are not likely to yield realistic estimates of actual hours worked. Factories routinely report that they are abiding by the regulations when, in fact, employees are working more hours per day, and many more hours per week or month, than the statutory limits. One purpose of the double bookkeeping in China's factories is to report compliance with laws on minimum wages and maximum permissible overtime hours when, in reality, the factory routinely violates the laws. Generally speaking, grassroots investigators report that the factories do not claim that they paid more total earnings per month or per day to the employees than they actually paid; rather, they underreport the actual hours worked to earn the reported monthly or daily income.

Hourly labor compensation in manufacturing

Despite the limitations on estimates of annual hours worked, it is possible to produce reasonable estimates of hourly compensation costs for manufacturing workers in China, as is shown in table 3. According to these estimates, compensation for employees of urban manufacturing units was about U.S.\$0.95 per hour of work and for TVE manufacturing employees was about U.S.\$0.41 per hour.

The analysis presented herein combines labor compensation estimates for the reported 71 million TVE manufacturing employees and the 30 million manufacturing employees of urban units to derive estimates for annual, monthly, and hourly labor compensation in China's manufacturing sector. As shown in table 3, these 101 million Chinese manufacturing employees received an average of approximately U.S.\$1,252 in labor compensation in 2002, a figure that works out to about U.S.\$104 in monthly labor compensation and implies an hourly labor compensation of around U.S.\$0.57 for China's manufacturing employees.⁴³

How does that U.S.\$0.57 compare internationally? Chart 1 shows manufacturing hourly compensation costs in China in relation to the same costs in several other countries. Chinese costs are 3 percent of those in the United States, according to

data from the BLS series. Even compared with some of the lower cost countries in the series, Chinese costs are low: a quarter of the cost level in Brazil and Mexico and less than a tenth of the average of Hong Kong, Korea, Singapore, and Taiwan.⁴⁴

Manufacturing labor compensation in key export regions

China's urban manufacturing earnings statistics are reported by province, which facilitates estimating urban manufacturing labor compensation for the leading export centers. Using the same ratio of additional compensation to earnings, namely, 53.8 percent, as in table 3, table 4 adjusts the earnings of urban manufacturing workers to derive annual, monthly, and hourly labor compensation for the city manufacturing workers of four leading provinces in China's manufacturing import and export trade. (Actual levels of additional compensation as a percentage of earnings vary by province and by municipality, but data are not available to adjust earnings by using different multipliers for the urban manufacturing workers in different provinces.)

The three provinces of the Yangtze River Delta have a wide range of urban manufacturing earnings and labor compensation. As shown in table 4, Shanghai's 1.3 million city manufacturing

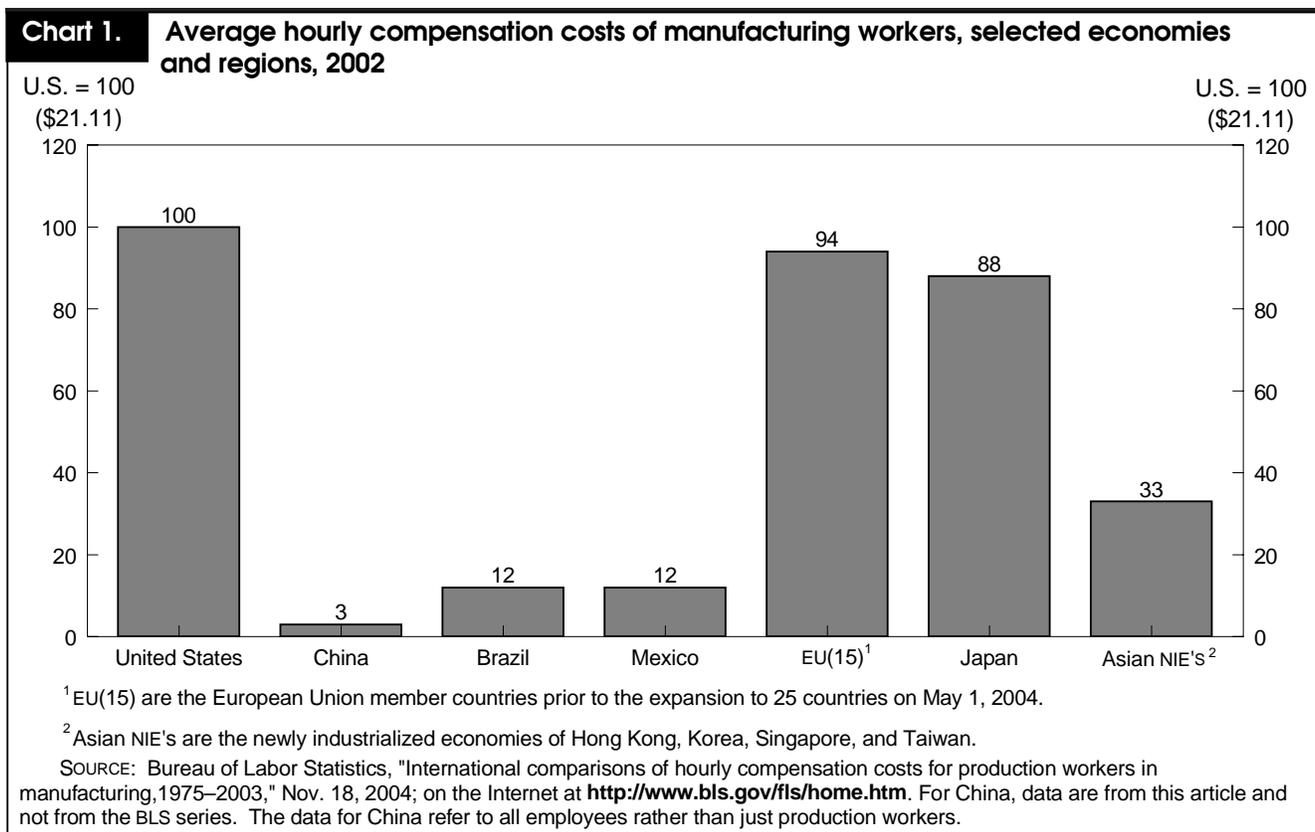


Table 4. Compensation of urban manufacturing employees and TVE¹ industry employees, Yangtze Delta provinces and Guangdong, China, 2002

Province	Annual earnings (yuan)	Adjusted annual labor compensation		Adjusted monthly labor compensation		Adjusted hourly labor compensation	
		Yuan	U.S. dollars	Yuan	U.S. dollars	Yuan	U.S. dollars
Urban manufacturing employees:							
National average	11,152	17,152	\$2,071	1,429	\$173	7.87	\$0.95
Shanghai municipality	21,957	33,770	4,078	2,814	340	15.50	1.87
Zhejiang province	13,435	20,663	2,496	1,722	208	9.48	1.15
Jiangsu province	11,731	18,042	2,179	1,504	182	8.28	1.00
Guangdong province	14,958	23,005	2,778	1,917	232	10.56	1.28
TVE ¹ industry employees:							
National average	6,891	7,442	\$899	574	\$69	3.13	\$0.38
Shanghai municipality	11,939	12,894	1,557	1,075	130	5.86	.71
Zhejiang province	10,188	11,003	1,329	917	111	5.00	.60
Jiangsu province	8,143	8,794	1,062	733	89	4.00	.48
Guangdong province	8,345	9,013	1,088	751	91	4.10	.49

¹TVE's are town and village enterprises.

NOTES: U.S. dollars are calculated at the 2002 prevailing commercial exchange rate: 8.28 yuan = U.S.\$1. Hourly wage estimates for urban workers are calculated under the assumption that urban manufacturing employees perform 2,179 actual hours of work per year and that TVE workers perform 2,200 hours per year. (See text for details.)

SOURCES: Table 3; China National Bureau of Statistics and China Ministry of Labor, compilers, *China Labor Statistical Yearbook 2003* (Beijing, China Statistics Press, 2003), pp. 179, 473; China Ministry of Agriculture, TVE Yearbook Editorial Committee, ed., *China Village and Town Enterprise Yearbook 2003* [in Chinese] (Beijing, China Agriculture Publishing House, 2003), pp. 156, 174.

workers are comparatively highly paid in the Chinese context. Their 2002 labor compensation averaged about U.S.\$4,078, and hourly compensation was approximately U.S.\$1.87. Manufacturing workers in Zhejiang, Jiangsu, and Guangdong had lower labor compensation than Shanghai, but still higher than the national average.

These city manufacturing earnings statistics for China's leading export-manufacturing regions do not yield a true picture of the earnings paid by manufacturing enterprises in those provinces. In the first place, it is not certain that the earnings of most migrant manufacturing workers in the cities of the aforementioned provinces are included in the urban manufacturing earnings data. Second, no wage data are reported for the so-called rural manufacturing workers by province, nor are TVE manufacturing earnings figures reported by province. However, reported earnings statistics are available by province for TVE industry (*gongye*) employees. Nationally, 92.4 percent of TVE industry workers are manufacturing employees, and wages of these manufacturing workers are similar to those of other industry workers. Therefore, TVE industry earnings by province can be used to estimate manufacturing earnings.

Table 4 also reports 2002 TVE industry earnings and derives labor compensation for the same regions. Like their urban counterparts, TVE industry workers in these regions have higher earnings than the national average. Shanghai and Zhejiang TVE industry employees were the highest paid, earning U.S.\$0.71 per hour in the Shanghai suburban and rural

areas and U.S.\$0.60 an hour in Zhejiang Province's rural and industrial zones outside of its cities. Noncity industry workers in Jiangsu and Guangdong Provinces were not as well paid, receiving U.S.\$0.48 and U.S.\$0.49 per hour, respectively.

Earnings of migrant manufacturing workers

In theory, if a worker has migrated from a village to a city and is employed in a manufacturing enterprise, the employer should report the migrant's job and earnings in the "manufacturing staff and worker" category. But in practice, in most cities of China, migrants who do not possess permanent-resident documents are apparently not eligible for urban social insurance and housing benefits:

Contracted rural migrant laborers are supposed to be covered [in the social basic pension system] as well. While the inclusion of rural migrant labor in urban areas would also reduce the dependency ratio because of the concentration of migrant laborers in the young working age groups, present weaknesses in administrative capacity make it questionable whether these workers will ever draw benefits, especially if they return to rural areas or move on to other urban areas. In some cases, the pension contribution is simply an added tax from which the migrant will derive no benefits.⁴⁵

There is increasing informal evidence that published urban earnings data exclude the pay of most migrant workers.⁴⁶ The

earlier companion piece to this article⁴⁷ referred to published 2002 statistics on manufacturing employment in urban units, totaling 29.81 million, that included 4.59 million rural-to-urban migrants whose household registration was still in rural areas. Probably, their reported earnings were part of the published average earnings data for urban manufacturing staff and workers, but very likely, many millions more rural-to-city migrant manufacturing workers were not in the reported urban manufacturing employment or earnings data. There are many possible reasons for such exclusion, including the fact that many cities and municipalities in China do not consider rural-to-urban migrants to be real urban or municipal employees.⁴⁸ It is not known whether these migrant manufacturing workers and their earnings get picked up in the TVE manufacturing data.

It is reasonable to assume that TVE manufacturing employment and earnings data usually include the migrant manufacturing workers in towns and rural areas. The reason is that, because of the much lower ratio of social insurance costs in towns and rural areas, there is almost no incentive to leave these workers out of the data in those areas, in contrast to the situation in cities, where the higher ratio of social insurance costs affords a financial incentive to exclude migrant workers. There is no separate reporting of the earnings of migrant manufacturing workers either in the cities or outside urban areas.

Manufacturing earnings over time

Most of the data in this article relate to the year 2002 only. Although it would be revealing to analyze trends in manu-

facturing earnings over several years, the data required to construct such series over time are sparse. Published data on earnings trends for the manufacturing sector are available solely for urban manufacturing staff and workers. Table 5 presents published information on annual percent changes in average real earnings for this subset of city manufacturing employees. Real living standards have been rising in China's cities, and real earnings have been rising for urban staff and workers in manufacturing.⁴⁹ The "staff and worker" component of urban manufacturing workers is supposed to include manufacturing workers who migrated into cities from rural areas, but the rising wages indicated in table 5 probably exclude data on the earnings of most rural-to-urban migrant manufacturing workers.⁵⁰ Reported urban manufacturing earnings rose rapidly in the early 1990s, slowly in the mid-1990s, and very rapidly at the end of the 1990s and on into the early 21st century. Tables 5 and 6 and chart 2 show that these generalizations about city manufacturing earnings trends also hold for manufacturing employees in state-owned units, collective-owned units, and "other" ownership units (joint ventures, foreign-owned firms, multinational companies, and the like).

Table 6 and chart 2 present trends in real annual earnings (not including required employer payments for social insurance plans or other nonwage labor costs) for urban manufacturing staff and workers in China. In 1990, the 53 million urban manufacturing staff and workers earned an average of 5,058 yuan (in constant 2002 yuan). As the number of urban manufacturing staff and workers shrank to 29 million in 2002, the earnings of those

Table 5. Annual percent change in average real (price-adjusted) earnings of urban manufacturing staff and workers in China, selected years, 1979–2002

Year	Total	Urban state-owned units	Urban collective-owned units	Other urban ownership units
1979	9.1	7.4	4.4	—
1980	5.4	5.2	7.5	—
1985	4.1	3.4	6.9	17.9
1986	7.1	8.6	4.3	7.5
1987	2.2	2.6	.8	7.6
1988	−1	.5	−2.5	14.0
1989	−4.5	−4.4	−5.7	.9
1990	7.7	8.6	5.2	4.4
1991	5.1	4.1	5.4	12.9
1992	6.0	6.2	3.3	5.5
1993	9.4	6.2	5.4	1.1
1994	2.3	1.2	−3	.1
1995	3.3	1.6	3.5	1.8
1996 .....	.3	−4	−9	.8
1997	2.0	.5	−3	2.3
1998	5.1	2.3	2.4	−1.8
1999	11.8	10.5	7.6	10.3
2000	11.4	11.5	6.6	8.5
2001	10.9	11.3	5.7	7.9
2002	13.7	14.6	12.0	9.7

NOTE: Dash indicates data are not available.

SOURCE: China National Bureau of Statistics and China Ministry of Labor,

compilers, *China Labor Statistical Yearbook 2003* (Beijing, China Statistics Press, 2003), pp. 36, 39, 42, 45.

Table 6. Average annual real earnings of urban manufacturing staff and workers in China, 1990–2002

[In constant 2002 yuan and constant 2002 dollars]

Year	Total		Urban state-owned units		Urban collective-owned units		Other urban ownership units	
	Yuan	U.S. dollars	Yuan	U.S. dollars	Yuan	U.S. dollars	Yuan	U.S. dollars
1990	5,058	\$611	5,599	\$676	4,149	\$501	6,833	\$825
1991	5,316	642	5,828	704	4,373	528	7,714	932
1992	5,635	681	6,189	748	4,517	546	8,138	983
1993	6,165	745	6,573	794	4,761	575	8,228	994
1994	6,307	762	6,652	803	4,746	573	8,236	995
1995	6,515	787	6,759	816	4,913	593	8,384	1,013
1996	6,534	789	6,731	813	4,868	588	8,452	1,021
1997	6,665	805	6,765	817	4,854	586	8,646	1,044
1998	7,005	846	6,921	836	4,970	600	8,490	1,025
1999	7,832	946	7,647	924	5,348	646	9,365	1,131
2000	8,724	1,054	8,527	1,030	5,701	689	10,161	1,227
2001	9,675	1,169	9,490	1,146	6,026	728	10,964	1,324
2002	11,001	1,329	10,876	1,314	6,749	815	12,027	1,453

NOTE: This table presents only the reported annual earnings, which have not been adjusted to include other labor compensation costs, such as required employer payments to municipal social insurance systems.

SOURCE: China National Bureau of Statistics and China Ministry of Labor, compilers, *China Labor Statistical Yearbook 2003* (Beijing, China Statistics Press, 2003), pp. 34–45.

remaining averaged 11,001 yuan, more than double the 1990 average earnings. There was a shift in the composition of the “urban manufacturing staff and workers” category over that 13-year period.⁵¹ In 1990, the lowest-paid subgroup, urban collective manufacturing workers, was large (18 million) and held down average real earnings, while the highest-paid subgroup, private-sector enterprises, was minuscule. By 2002, the highest-paid subgroup constituted more than half of urban manufacturing staff and workers. This trend toward the better paid private sector raised average earnings among urban staff and workers in manufacturing.

Estimates of manufacturing employee compensation

Many media and other sources around the world have published very rough estimates of hourly or monthly earnings or total compensation for manufacturing workers in China. A comparison of their estimates with those in this article is instructive. For example, one journal stated that manufacturing wages in China average about 60 cents an hour,⁵² very close to the 57 cents estimated here for total compensation. One newspaper wrote, “A Chinese factory worker earns the equivalent of less than \$1 per hour,”⁵³ a statement supported by the preceding analysis, and one that holds true even for urban manufacturing workers, who are better paid than their counterparts outside the cities.

Regarding particular manufacturing sectors, a newspaper article said that, in China, employees of auto-parts suppliers have average wage costs of 90 cents an hour.⁵⁴ Another author said that employees of big global automakers in China “make the

equivalent of \$1.50 per hour in wages and benefits.”⁵⁵ Table 2 indicates that China’s urban transportation equipment manufacturing workers had average 2002 earnings of 14,409 yuan, which would translate into about 80 cents an hour for earnings alone and \$1.23 per hour for total compensation. Therefore, the overseas reports of the compensation of auto workers in China are compatible with the data presented in this article.

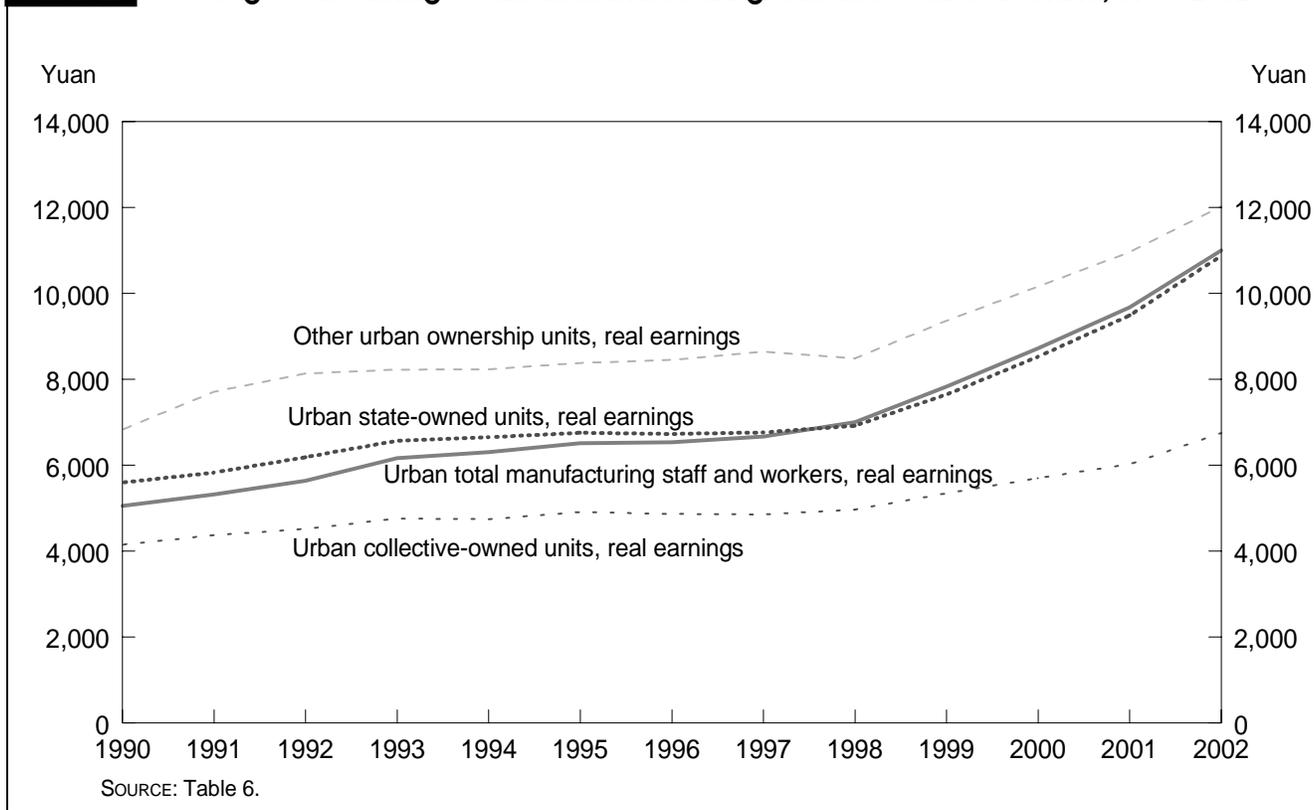
One journal wrote, “China is already by far the biggest garment exporter in the world, with average wages in the industry of 40 cents an hour.”⁵⁶ That figure is close to the 41 cents an hour that the foregoing analysis has posited for the compensation of China’s TVE manufacturing employees. Garment workers outside the cities are paid less than that, because they are among the lower paid manufacturing employees in China. Table 2 indicated that urban garment workers average 9,066 yuan per year, or approximately 50 cents per hour, in earnings; their total compensation might be about 77 cents an hour. If so, then the estimate of 40 cents per hour is too low for China’s urban garment workers, but correct for noncity employees in garment manufacturing.

In general, global media-published estimates of manufacturing earnings or compensation in China are in the ballpark of reasonable estimates.

Labor compensation costs and China’s competitiveness

It is widely agreed⁵⁷ that low earnings and low total labor compensation costs make manufacturing production in China competitive in the international market. One of the leading

Chart 2. Average real earnings of urban manufacturing staff and workers in China, 1990–2002



reasons that some of China’s own domestic manufacturing industries can sell their products at home and abroad, and that multinational and other foreign companies are moving their manufacturing operations to China, is the low cost of employing manufacturing workers there.

The low cost of labor makes China particularly competitive in a number of manufacturing industries, including labor-intensive, assembly, and reprocessing industries; industries with low value added; those with simple repetitive steps in the manufacturing process; and food-processing industries. As one source puts it, “China has become an essential link in the global production chain for many labor-intensive products...a manufacturing hub for the rest of the world in low-end labor-intensive goods.”⁵⁸ Labor productivity (output per employee) is low by world standards in these kinds of Chinese factories, and earnings are correspondingly low.⁵⁹ In the 1990s and beyond, China’s employees experienced widening earnings inequality, as earnings rose for city workers, but basically stagnated for the least skilled and least educated workers.⁶⁰ China is not particularly competitive in capital-intensive or materials-intensive industries.

However, China is beginning to compete successfully in some kinds of moderately skills intensive kinds of manufacturing. Large proportions of China’s young adults now have at least a lower

middle school education and therefore are basically literate and numerate. Also, millions of young and middle-aged workers from rural areas are eager to get out of the countryside and therefore willing to work hard in a disciplined manner for pay that is low by international standards, but higher than they can earn in agriculture. China also has many millions of university-educated young adults who are especially competitive because they are good in engineering and technical fields, are hard working and motivated, and work for a fraction of the salaries received by equally capable young adults in developed countries. China now produces at least half of the world’s cameras and photocopiers and one-quarter of the world’s television sets and washing machines.⁶¹ Indeed, China “is the new workshop of the world, producing two-thirds of all photocopiers, microwave ovens, DVD players, and shoes, over half of all digital cameras, and around two-fifths of personal computers.”⁶²

Labor compensation in China’s manufacturing sector is higher than it was a decade or two ago. This means that some other developing countries are now able to compete with China purely on the basis of earnings per manufacturing worker. Real living standards have been rising in China’s cities, and real earnings have been rising for urban staff and workers in manufacturing, as shown in tables 5 and 6 and chart 2.⁶³

Why are urban manufacturing earnings rising rapidly in China? Some scholars argue that because labor productivity is

rising rapidly in China's city factories, we would expect city manufacturing earnings also to rise.⁶⁴ Among the forces driving the increase in urban manufacturing earnings are a sustained rise in the returns to education and skill, as well as a wage premium for Communist Party members and others remaining in protected state-owned enterprises.⁶⁵ Rigidities in urban labor markets also have forced earnings upward and impeded competition.⁶⁶ Other experts contend that the huge supply of surplus urban and rural workers ought to keep their earnings down: "The coincidence of rising mass unemployment and rapid increases in real wages in the late 1990s appears contrary to the predictions of competitive labour markets."⁶⁷ The range of earnings in Chinese manufacturing has indeed widened, and the least educated unskilled workers have experienced near stagnation in their real earnings "under the twin pressures of heavy migration from China's villages and [the] intense pursuit of cost advantage from overseas buyers of labor-intensive goods."⁶⁸

In addition to the earnings bill, required payments for other urban employee benefits have increased.⁶⁹ China is trying to build a viable system of pensions, medical benefits, unemployment benefits, workers' compensation, and housing benefits, at least for its city population, as discussed previously. One source argues that required employer payments for these urban social safety net programs in China are now higher than they need to be—for example, substantially higher than in Malaysia, South Korea, Taiwan, and Singapore.⁷⁰ In some cities, the mandated payments are still rising rapidly. For example,

Average labor costs in Shanghai rose by 15% last year due to increases in welfare payments, healthcare subsidies, and housing subsidies. On average local companies paid 10,849 yuan in fixed and optional welfare fees, up 22.4% [from the year before]. This rise was significantly higher than in cities such as Kunshan, Nanjing, Hangzhou, Suzhou, or Ningbo.⁷¹

As earnings and mandated social insurance payments increase, urban China becomes less competitive in the global context and even in the domestic Chinese context. Shanghai, for example, is beginning to become too expensive for many manufacturing concerns.⁷² Some businesses are moving from the city to the poorer inland province of Anhui.⁷³ Cities throughout China are much more expensive for manufacturing than even their nearby suburbs. Factories can save a third in power costs and half in wage bills just by relocating a factory half an hour's drive outside of Guangdong's capital city of Guangzhou.⁷⁴ Indeed, many manufacturing companies are now choosing to move their production operations from developed countries or from China to other developing countries with lower labor costs. For instance, India, Pakistan, and Vietnam are becoming competitive as textile and apparel

producing and exporting countries because the cost of textile production is generally lower there than in China.⁷⁵ Of course, China remains highly competitive globally because of its relatively low labor costs and many other favorable factors,⁷⁶ but rising labor compensation in China has begun to erode the country's manufacturing price advantage.

THIS ARTICLE HAS COMBINED EMPLOYMENT AND EARNINGS DATA for China's urban manufacturing workers and for the noncity TVE manufacturing workers in order to derive approximations of annual, monthly, and hourly labor compensation for urban, noncity, and all-China manufacturing employees. Reported earnings and labor compensation data have been adjusted separately to yield urban data and TVE data. As of 2002, the latest year for which adequate earnings data are available, average labor compensation for 30 million of China's urban manufacturing employees was approximately U.S.\$0.95 per hour, while the reported 71 million manufacturing employees in TVE's outside the cities averaged about U.S.\$0.41 in labor compensation per hour of work. Combining the labor compensation of manufacturing workers in cities and in TVE's to derive an all-China estimate results in average labor compensation of approximately U.S.\$0.57 per hour of work for 101 million manufacturing workers in China.

The following items should have high priority for future data collection in China and future research on hourly labor compensation in China's manufacturing sector:

1. *Data on hours worked.* For the important goal of calculating average hourly labor compensation in manufacturing in China, a high priority is to get better data on actual hours worked by employees in the manufacturing sector. China's government could itself gather and publish more systematic data on this important measure, and scholars should also emphasize gathering information on it.
2. *National economic census.* During the year 2005, with reference year 2004, China conducted its first national census of the economy. This undertaking is expected to refine, correct, and update data on labor compensation received in manufacturing. When results of the economic census become available starting in late 2005, the new information should be used to update the estimates in this article.
3. *Noncity manufacturing labor compensation.* Much more data collection and analytical research are needed to fill in some of the missing information on rural and town manufacturing earnings and total compensation.

4. *Labor force surveys.* China needs to design, carry out, and publish results of labor force surveys using international standards and definitions. Such surveys should cover the whole country and should collect

and publish data on earnings and total compensation. China reportedly will begin a regular labor force survey in 2006, the results of which will subsequently be published. □

Notes

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¹ The companion piece to this article, "Manufacturing employment in China" (*Monthly Labor Review*, July 2005, pp. 11–29), noted that China's official statistics reported 83 million manufacturing employees at yearend 2002, but a variety of other available statistics strongly indicated that the actual number was more than 100 million.

² Banister, "Manufacturing employment in China," noted that China's official statistics reported 38 million city manufacturing employees at yearend 2002. Data on earnings are not available for 8.2 million manufacturing workers in the cities; of these workers, 2.6 million are self-employed. The Bureau of Labor Statistics does not include the self-employed in its comparative estimates of hourly compensation costs, which relate only to production workers. China's data cover both production and nonproduction workers.

³ TVE's originally were established as collective economic units run by local governments in rural areas and towns. The purpose of TVE's was, and still is, to employ small farmers and rural laborers in industrial or service occupations in locations not far from their family homes. This effort allows China's vast countryside to become modernized without necessitating massive migration from the villages to cities. In the 1980s, and especially from the 1990s to today, TVE's shifted from public toward private ownership, and many foreign-funded enterprises became classified as TVE's. Nowadays, in addition to including small local enterprises, the TVE category can include very large factories in industrial parks outside cities, as well as suburban, town, and rural factories. Companies have incentives to have their factories classified as TVE's because required social insurance payments are low, statistical reporting requirements are minimal, and the companies receive many legal and tax benefits.

⁴ To more closely approximate the purchasing power of Chinese manufacturing worker incomes in U.S. dollars, some type of purchasing power parity (that is, the amount of yuan required to purchase the equivalent of \$1 of goods and services in China) would be needed. Although purchasing power parities provide a better measure of differences in relative price levels than do commercial exchange rates, there are still important limitations in using them to construct comparisons of worker income. For

example, the purchasing power parities used may not accurately reflect the actual purchasing patterns of manufacturing workers, and the price data used to construct the parities may not correctly approximate the relative prices of many goods and services. For a discussion of the purchasing power of Chinese manufacturing worker incomes, see Judith Banister, "Manufacturing Employment and Compensation in China," on the Internet at <http://www.bls.gov/fls/#publications>.

⁵ The analysis presented herein applies to the mainland of the People's Republic of China and excludes statistics for Hong Kong, Macao, and Taiwan.

⁶ Banister, "Manufacturing employment in China."

⁷ Banister, "Manufacturing Employment and Compensation in China."

⁸ "International Comparisons of Hourly Compensation Costs for Production Workers in Manufacturing," on the Internet at <http://www.bls.gov/news.release/ichcc.toc.htm>.

⁹ See Banister, "Manufacturing employment in China," for further background information about China's statistical system.

¹⁰ Examples are available of statistical reporting forms and instructions issued to city enterprises to use to report employment and earnings data for the calendar year 2003. A "labor situation form" [*Laodong qingkuang biao*] was to be submitted to authorities by the end of February 2004. Wage-reporting instructions were in the publication *Laodong gongzi; tongji taizhang* [*Labor wages; statistical accounts*] (Beijing, Beijing Municipality Statistical Bureau, 2004), especially p. 2-1.

¹¹ China National Bureau of Statistics, *China Statistical Yearbook 2003* (Beijing, China Statistics Press, 2003), pp. 66, 84, 87, 90.

¹² China National Bureau of Statistics and China Ministry of Labor, compilers, *China Labor Statistical Yearbook* (Beijing, China Statistics Press, published annually); China Ministry of Agriculture, TVE Yearbook Editorial Committee, ed., *China Village and Town Enterprise Yearbook 2003* [in Chinese] (Beijing, China Agriculture Publishing House, 2003), pp. 130–31.

¹³ *China Labor Statistical Yearbook 2003* (Beijing, China National Bureau of Statistics and China Ministry of Labor, compilers; China Statistics Press, 2003), pp. 630, 638.

¹⁴ Chinese sources did not report earnings data for another 8 million urban manufacturing employees: self-employed individual manufacturing workers and the investors and workers in relatively small private manufacturing concerns. It is not known whether this group of city manufacturing employees earns more or less than the "manufacturing employees in urban units." However, some of the employers of these 8 million workers pay lower social insurance payments or none at all to city governments.

¹⁵ *China Village and Town Enterprise Yearbook 2003*, pp. 130–31.

¹⁶ Wage-reporting instructions, 2004, p. 2-4.

¹⁷ See *BLS Handbook of Methods* (Bureau of Labor Statistics, 1997), Chapter 12, "Foreign labor statistics," pp. 114–15; and Chris Sparks, Theo Bikoi, and Lisa Moglia, "A perspective on U.S. and foreign

compensation costs in manufacturing,” *Monthly Labor Review*, June 2002, pp. 36–50, especially p. 49.

¹⁸ See Banister, “Manufacturing employment in China.”

¹⁹ Sparks, Bikoi, and Moglia, “U.S. and foreign compensation costs,” p. 49.

²⁰ Xiaochun Qiao, *China’s Aging and Social Security of the Elderly: With Reference to Japan’s Experiences*, Japan External Trade Organization, IDE-JETRO Visiting Research Fellow Monograph Series No. 388 (Chiba, Japan, Institute of Developing Economies, 2004).

²¹ “*Shehui baoxianfei zheng jiao zanxing tiaoli*” (“Provisional regulations for payment of social insurance fees”), in *Laodong he shehui baoxian zhengce xuanchuan cailiao* (*Materials on social insurance policy announcements*), Beijing, Haidian District Labor and Social Security Office, regulation number 259, promulgated Jan. 22, 1999.

²² Wage-reporting instructions, p. 2-5.

²³ *BLS Handbook*, pp. 114–15; Sparks, Bikoi, and Moglia, “U.S. and foreign compensation costs,” p. 37.

²⁴ All data in this paragraph are from China Ministry of Labor, *Zhongguo laodongli shichang gongzi zhidao jiawei (2003 nian)* [*China Labor Force Market Wage Guide 2003*] (Beijing, China Labor Social Security Press, 2004), p. 379.

²⁵ *Ibid.*, p. 379.

²⁶ Loraine A. West, “Pension reform in China: Preparing for the future,” *Journal of Development Studies*, February 1999, p. 165. In some cities, the social benefit payment that the enterprise is required to pay the government is not strictly a percentage of whatever the total gross salary bill is. For example, in Shanghai for 2003, enterprises had to pay 43.5 percent of the total wage bill, subject to the following constraints: if the reported total wage bill divided by the reported number of employees averaged less than 60 percent of Shanghai’s average monthly salary for the first half of 2003, the enterprise still had to pay 43.5 percent of that minimum salary threshold; the maximum payment the enterprise was required to remit was 43.5 percent of the total wage bill that would represent 3 times the average 2003 Shanghai wage. (See Lulu Zhang, “Shanghai region: Updates on Shanghai social benefit affecting monthly overheads,” *China Briefing; The Practical Application of China Business*, June 2004, p. 10.) This procedure is supposed to be applied nationwide, based on State Council Document Number 6. See also Loraine A. West and Daniel Goodkind, *Pension Management and Reform in China*, NBR Executive Insight Series No. 15 (Seattle, National Bureau of Asian Research, 1999), p. 3.

²⁷ Data for Changshu City are from *Qiye shenbao shehui baoxian jiaofei yewu zhinan* (*Business guide to enterprises on social insurance payments*), Jan. 15, 2004; on the Internet at <http://www.changshu.gov.cn/H/content/HQA0000000000002837.htm>. Data for Wuxi City are from *Shehui baoxianfei jiaofei bili mingxi biao* (*Table of detailed comparisons of required social insurance payments*), 2858 *fuwuwang* (2858 service Internet site) at <http://www.wx2858.com/XCBST/jyzn/shehuibaoxian.asp>.

²⁸ *China Labor Statistical Yearbook 2003*, pp. 471, 575–81. China had 21.3 million TVE’s of all kinds in 2002, but only 85,000 of them had any rural old-age pension insurance. By yearend 2002, a cumulative total of 54.6 million people had ever contributed to any rural social pension insurance scheme, but during 2002, only 4.1 million contributed to such a system.

²⁹ Louise Fox and Yaohui Zhao, “China’s labor market reform: Performance and prospects,” background paper for the *China 2002 Country Economic Memorandum* (Washington, DC, World Bank, 2002); Xiaochun Qiao, *China’s Aging and Social Security*.

³⁰ Xiao-yuan Dong, “The Changing Wage-Structures in the 1990s: A Comparison between Rural and Urban Enterprises in China,” paper presented at the International Research Conference on Poverty,

Inequality, Labor Market and Welfare Reform in China, Australian National University, Canberra, Australia, August 2004, Table 1, pp. 28–29; on the Internet at <http://econrsss.anu.edu.au/pdf/china-abstract-pdf/Dongpaper.pdf>.

³¹ Kim Woodard and Anita Qingli Wang, “Acquisitions in China: A View of the Field,” *China Business Review*, November–December 2004, pp. 34–38, and “Acquisitions in China: Closing the Deal,” *China Business Review*, January–February 2005, p. 35.

³² See Fox and Zhao, “China’s labor market reform.”

³³ See Judith Banister, “Manufacturing employment in China,” *Monthly Labor Review*, July 2005, pp. 11–29, for a further explanation of the underreporting of manufacturing employment and its consequences.

³⁴ Richard Jackson and Neil Howe, *The Graying of the Middle Kingdom* (Washington, DC, Center for Strategic and International Studies and Prudential Foundation, 2004), p. 14.

³⁵ David Hale and Lyric Hughes Hale, “China takes off,” *Foreign Affairs*, November–December 2003, p. 46; Nicholas R. Lardy, “United States-China ties: reassessing the economic relationship,” testimony presented before the House Committee on International Relations, U.S. House of Representatives, Oct. 21, 2003; on the Internet at <http://www.iie.com/publications/papers/lardy1003.htm>; and Henny Sender, “Self-interest may lead China to revalue yuan,” *Wall Street Journal*, Apr. 19, 2004, p. A2.

³⁶ John Knight and Linda Yueh, “Urban Insiders Versus Rural Outsiders: Complementarity or Competition in China’s Urban Labour Market?” paper presented at the International Research Conference on Poverty, Inequality, Labour Market and Welfare Reform in China, Australian National University, Canberra, Australia, August 2004; on the Internet at <http://econrsss.anu.edu.au/chinaconfabstracts.htm>.

³⁷ Jianchun Yang, “China Working Time Statistics,” on the Internet at http://www.insee.fr/en/nom_def_met/colloques/citygroup/pdf/China-general.pdf; *China Labor Statistical Yearbook 2004*, p. 111; personal communication with NBS officials.

³⁸ Yang, “China Working Time Statistics,” p. 1.

³⁹ See “Excessive Overtime in Chinese Supplier Factories: Causes, Impacts, and Recommendations for Action,” Verité Research Paper, September 2004, on the Internet at <http://www.verite.org/Excessive%20Overtime%20in%20Chinese%20Factories.pdf>; and Leslie T. Chang, “At 18, Min finds a path to success in migration wave,” *Wall Street Journal*, Nov. 8, 2004, p. A1.

⁴⁰ See earlier in this article, pp. 27–29.

⁴¹ Banister, “Manufacturing employment in China.”

⁴² *China Village and Town Enterprise Yearbook 2003*, p. 219.

⁴³ Employment weights are used to calculate an estimate of national total labor compensation in manufacturing.

⁴⁴ Note again that the data for China refer to all employees, while the figures for the United States and other countries refer to production workers. Employees have higher compensation than production workers, so the data for China are overstated to an unknown degree for these comparisons.

⁴⁵ West, “Pension reform in China,” p. 172.

⁴⁶ Thomas G. Rawski, personal communication, May 28, 2004.

⁴⁷ Banister, “Manufacturing employment in China,” p. 23.

⁴⁸ Shanghai municipality, for example, excludes from its employment statistics data on in-migrant workers from other provinces. (See Banister, “Manufacturing employment in China.”)

⁴⁹ See Nicholas R. Lardy, “Do China’s Abusive Labor Practices Encourage Outsourcing and Drive Down American Wages?” testimony presented before the Senate Democratic Policy Committee Hearing, Mar. 29, 2004; on the Internet at <http://democrats.senate.gov/dpc/hearings/hearing14/lardy.pdf>.

⁵⁰ Rawski, personal communication, May 28, 2004; Fox and Zhao, “China’s labor market reform,” pp. 3, 22.

⁵¹ Banister, “Manufacturing employment in China,” table 1.

⁵² “Is the wakening giant a monster?” *The Economist*, Feb. 15, 2003, pp. 63–65.

⁵³ George Stalk and Dave Young, “How China gets our business,” *Washington Post*, Mar. 7, 2004, p. B3.

⁵⁴ Norihiko Shirouzu, “China drives auto-parts shift,” *Asian Wall Street Journal*, June 10, 2004, p. A5.

⁵⁵ Joseph Szczesny, “China an exporter by 2007? Will too many cars force Chinese automakers to begin selling outside the Middle Kingdom?”; on the Internet at <http://www.thecarconnection.com/index.asp?article=7233>.

⁵⁶ “Is the wakening giant a monster?” p. 63.

⁵⁷ For a few examples, see Stalk and Young, “How China gets our business”; Szczesny, “China an exporter by 2007?”; and Chinese Academy of Social Sciences, Industry Economic Research Institute, *Zhongguo gongye fazhan baogao [China’s Industrial Development Report]* (Beijing, Economic Management Press, 2001), pp. 109, 547.

⁵⁸ Hale and Hale, “China takes off,” p. 46.

⁵⁹ Lardy, “China’s Abusive Labor Practices.”

⁶⁰ Fox and Zhao, “China’s labor market reform.”

⁶¹ Matt Forney, “Tug-of-war over trade: As China becomes the world’s factory, U.S. and European manufacturers are hurting,” *Time International* (Europe Edition), Feb. 23, 2004, p. 34.

⁶² “The dragon and the eagle,” *The Economist*, Sept. 30, 2004.

⁶³ See also Lardy, “China’s Abusive Labor Practices.”

⁶⁴ Nicholas R. Lardy, discussant, BLS seminar, Washington, DC, Nov. 8, 2004.

⁶⁵ See Fox and Zhao, “China’s labor market reform.”

⁶⁶ Knight and Yueh, “Urban insiders versus rural outsiders.”

⁶⁷ Simon Appleton and Lina Song, “The evolution of wage structure in urban China during reform and retrenchment,” paper presented at the International Research Conference on Poverty, Inequality, Labor Market and Welfare Reform in China, Australian National University, Canberra, August 2004, p. 2; on the Internet at <http://econrsss.anu.edu.au/chinaconfababstractshtm>.

⁶⁸ Thomas G. Rawski, “Recent developments in China’s labour economy,” revised November 2003 from a report prepared for the International Labor Office in January 2002, p. 17; see also Fox and Zhao, “China’s labor market reform,” pp. 3, 22; and the entire Rawski article.

⁶⁹ Jianchun Yang, “2002 nian zhongguo jiuye qingkuang” [“China 2002 employment situation”], *Zhongguo renkou tongji nianjian 2003 [China Population Statistics Yearbook 2003]* (Beijing, China Statistics Press, 2003).

⁷⁰ Rawski, “Recent developments,” p. 27; see also Bureau of Labor Statistics, “International comparisons of hourly compensation costs for production workers in manufacturing, 1975–2003”; on the Internet at <http://bls.gov/fls/home.htm>.

⁷¹ Paul French, “Welcome to bubble town,” *Asian Wall Street Journal*, May 27, 2004, p. A7.

⁷² Iain McDaniels, “A critical eye on Shanghai: Will the city’s extraordinary growth continue?” *China Business Review*, January–February 2004, pp. 8–9, especially p. 8.

⁷³ French, “Welcome to bubble town.”

⁷⁴ “String of pearls: China’s development,” *The Economist*, Nov. 20, 2004, p. 44.

⁷⁵ Mu Xin and Zhenpeng Liang, “Mei caigou shang xuejian Zhongguo fangzhi dingdan” [“U.S. purchasers have cut textile orders from China”], *Xin kuai bao [New Express]*, Apr. 28, 2004; on the Internet at http://www.ycwb.com/gb/content/2004-04/28/content_683077.htm.

⁷⁶ See Banister, “Manufacturing Employment and Compensation,” for further information on China’s many competitive advantages in manufacturing.

The female share of weekend employment: a study of 16 countries

Along with the increase in women's employment in many European countries has been a rise in their share of weekend employment, particularly on Sundays; women's disproportionate share in weekend work is most evident in the service sector; in the industrial sector, women are underrepresented among weekend workers

Harriet B. Presser
and
Janet C. Gornick

The postindustrial era has brought with it changes in the temporal nature of labor force activity in highly industrialized countries, including a growing diversity in employees' work schedules. *How many* hours a week people are employed and *which hours* in the day they are employed are becoming more varied—not just within countries, but across countries; so, too, are *which days* of the week people are employed.¹

Researchers have long studied the number of hours per week that people work and now are focusing some attention to workers' shifts, whether they work mostly days, evenings, nights, or weekends, or have a rotating schedule; however, there is considerably less research about what is happening to employment during the weekend, both Saturdays and Sundays. Yet weekend employment is a phenomenon of considerable interest as the service sectors of many advanced economies grow, responding to the growing demands of consumers for "24/7" access to certain services.² Also, because women are disproportionately employed in the service sector in virtually all highly industrialized countries, it is expected that a growing share of weekend employment will be female.

It is important to consider the gendered nature of weekend employment, both in terms of trends

and variations. This article documents, for the first time, the share of women working weekends, focusing on 15 contemporary European countries, and to a lesser extent (limited by problems of comparability), the United States.³ This comparative analysis shows considerable variation among European countries that call for contextual factors as part of the explanation, such as differences among countries in public policies and collective agreements bearing on work-hour regulations, pay premia and/or compensatory time, and childcare. These differences will be analyzed in more detail in future work; this article lays the groundwork for further exploration.

Data sources

Data are from the Labour Force Surveys (LFS) of 15 European countries, obtained from Eurostat, the statistical office of the European Union (EU).⁴ The trend analyses presented cover the 1992–2001 period, or the most recent year when reliable data on work schedules are available. The total sample sizes of these surveys range from approximately 12,500 (Finland) to 380,000 (Germany). The countries are ordered in the analysis according to region: Nordic countries, including Sweden, Fin-

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land, Denmark, and Norway; British Isles, including the United Kingdom and Ireland; Western/Central European countries, including France, Germany, Switzerland, Austria, the Netherlands, Belgium, and Luxembourg; and Southern European countries, including Italy and Spain. These were the countries for which reliable LFS data on work schedules were obtained from Eurostat.⁵

This regional breakdown was adopted largely because much comparative literature on European policies and employment outcomes, especially women's employment, has shown a substantial degree of homogeneity within these groupings. The Nordic countries, for example, tend to have high rates of female employment, sizable service sectors, and large redistributive welfare policies. The Western/Central European countries typically have lower rates of female employment, smaller service sectors, and less redistributive social policies. The British Isles, like the United States, generally have moderate rates of female employment, and much more market-oriented regulatory and social welfare systems. The Southern European countries generally have both low female employment and less developed social policies.

Eurostat does not provide to outside scholars the individual records for these countries. Rather, it is possible to purchase from them only cross-classification tables, which present weighted clusters of individuals with identical sets of characteristics.⁶ The samples drawn for this study are restricted to those aged 25–64, to wage and salary earners, and to those working in nonagricultural occupations (farmers and farm laborers are excluded).⁷

This article's main variables of interest, whether respondents worked Saturday and whether they worked Sunday, were available in all the countries reported. The responses were "usually," "sometimes," and "never." This article focuses on usual employment (typically defined by countries as at least half of the weekends during the reference period of 1 month), and both Saturday and Sunday usual employment have been dichotomized accordingly (yes/no). To assess the percent female working Saturdays and Sundays, the base is all employees (including men) with the same restrictions as noted above.

The first chart in this article on female employment trends includes data for the United States obtained from the May 1997 and May 2001 U.S. Current Population Surveys (CPS). Both surveys ask respondents, in addition to employment status, which days of the week they usually work.⁸ However, the 2001 CPS (unlike the May 1997 CPS) expanded the options to allow for "days vary" without determining whether these variable days included Saturday or Sunday, and this "days vary" category is substantial in size. Given this change, data on weekend work are reported for the United States only for 1997. The CPS data are based on approximately 50,000 households.

Trends in female share of employment

Over the 1992–2001 period, the 15 European countries under study experienced either an upward trend in the percent of all those employed aged 25–64 who are female, or sustained the high levels achieved earlier. Sustained high levels are characteristic of the Nordic countries, the United Kingdom, and France, with the percent female ranging between 47.5 and 50.7. (See chart 1.) All of the other countries start from lower positions and show patterns of increasing "feminization" in employment—that is, a growing female share of all those employed—achieving levels in 2001 ranging from 38.8 percent female (Spain) to 46.8 percent female (Ireland). The high levels in all four Nordic countries (ranging from 50.7 percent to 48.4 percent in 2001) exceed the female share in the United States as of 2001 (48.3 percent), based on CPS data.

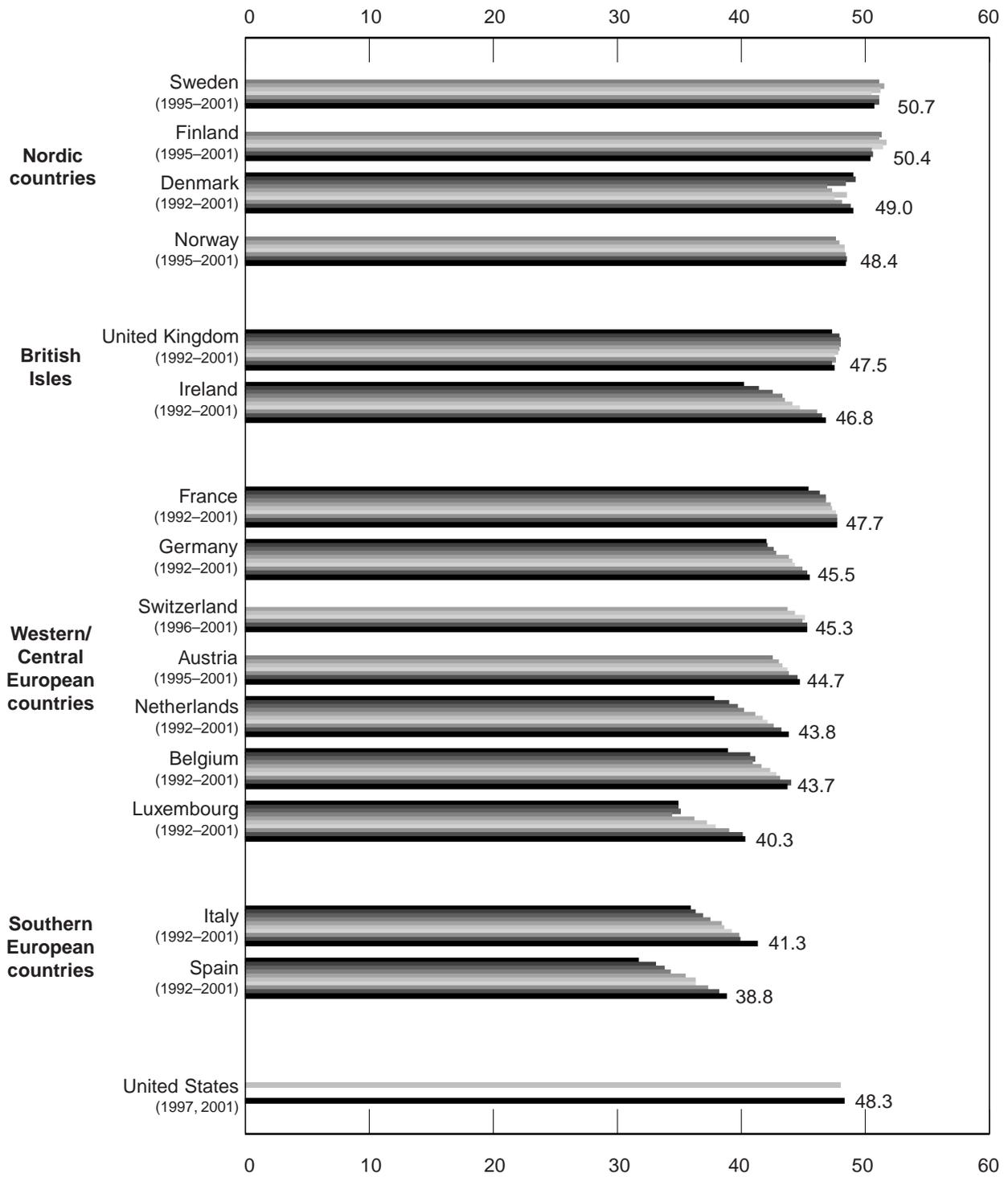
Trends in weekend employment

Along with an increase in the female share of all workers, some European countries, but not all, have experienced an increase in employment on Saturdays and/or Sundays. Before considering the extent to which the female share of weekend employment has increased, it is of interest to examine what the overall trend in weekend employment has been for all those employed aged 25–64.

The 15 countries are highly variable in whether they show an upward, downward, or fairly stable level of Saturday employment from 1992 to 2001. (See chart 2.) (Some of the countries have missing data for certain years.) For most countries, about one-fifth of those employed work Saturdays, with minor fluctuations over the years. The lowest levels are for two Western/Central European countries: Belgium, which shows an upward trend (from 9.2 percent in 1992 to 11.5 percent in 1998, latest reliable year); and Luxembourg, which is fairly stable over the decade (14.2 percent in 1992 and 14.0 percent in 2001). In contrast, the two Southern European countries, Italy and Spain, are the countries with relatively high levels of Saturday employment: Italy with its peak of 36.1 percent in 1993, but declining notably to 29.4 percent in 2001; and Spain, peaking at 29.1 percent in 1995 and declining to 26.3 percent in 2001.

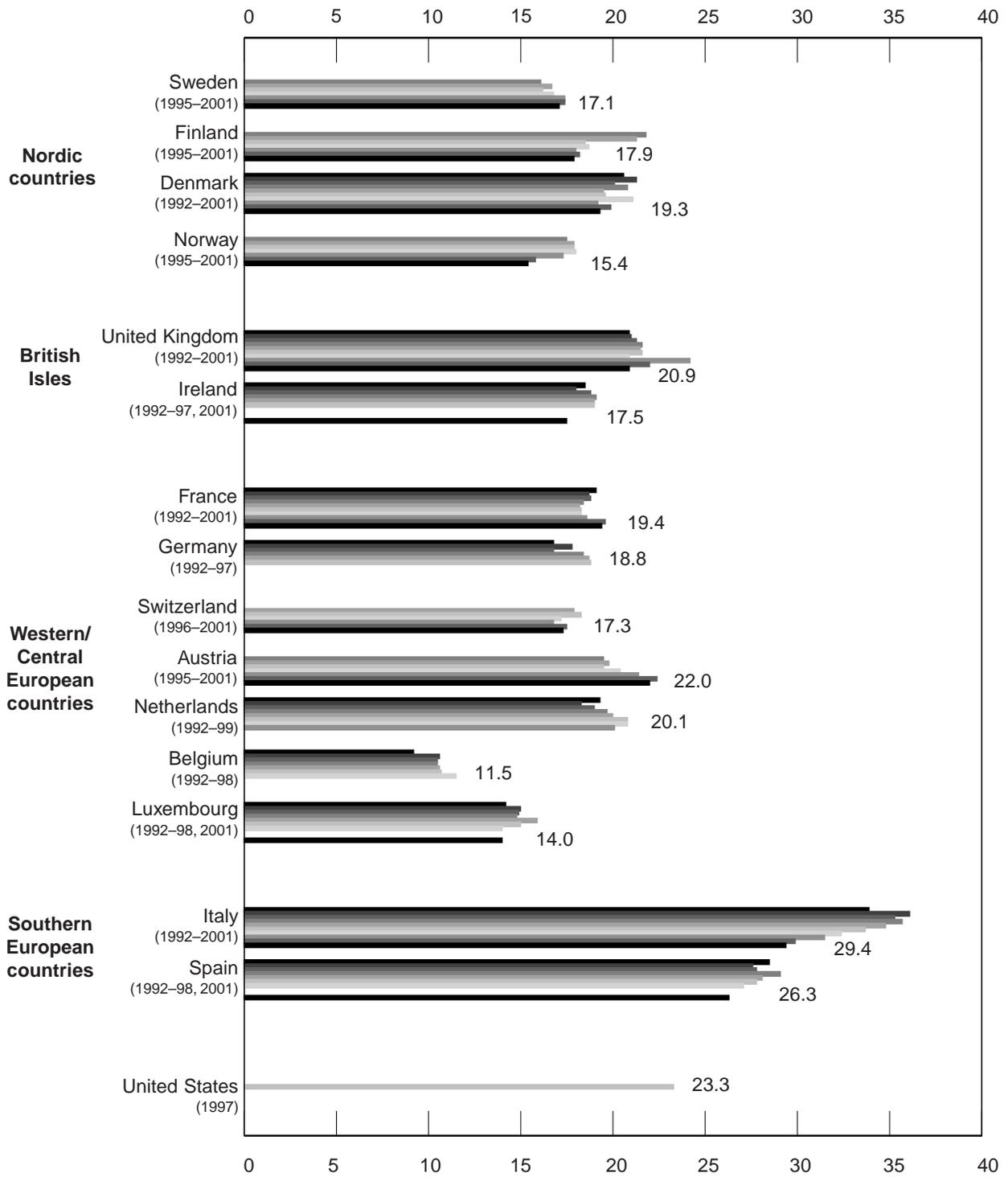
Sunday employment is less common than Saturday employment. Countries that are relatively high in Saturday employment are not always relatively high in Sunday employment. Three of the Nordic countries, Sweden, Finland, and Denmark, along with the Netherlands and Spain, show the highest levels of usual Sunday employment, with close to one-sixth of all those employed. (See chart 3.) The lowest levels are for some of the Western/Central European countries: France, Belgium, and Luxembourg, plus Italy (which

Chart 1. Female employment trends: percent of employees aged 25–64 who are female, 15 European countries, 1992–2001 where comparable data are available, and the United States, 1997 and 2001



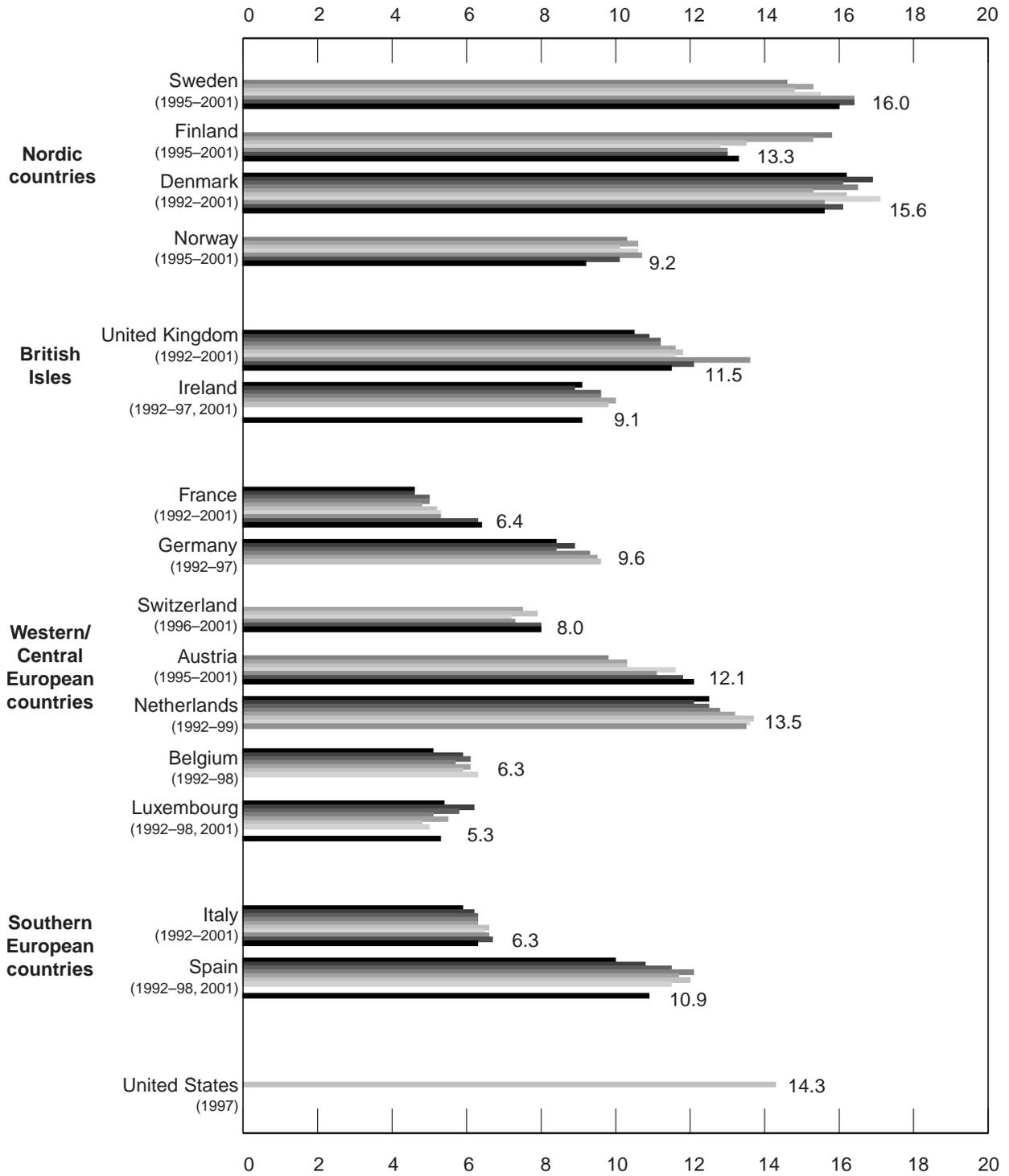
NOTE: Values shown indicate percent female in 2001. Some countries have missing data for certain years.

Chart 2. Saturday work: percent of employees aged 25 to 64 who usually work Saturdays, 15 European countries, 1992–2001 where comparable data are available, and the United States, 1997



NOTE: Values shown indicate percent Saturdays for most recent year. Some countries have missing data for certain years.

Chart 3. Sunday work: percent of employees aged 25 to 64 who usually work Sundays, 15 European countries, 1992–2001 where comparable data are available, and the United States, 1997



NOTE: Values shown indicate percent Sundays for most recent year. Some countries have missing data for certain years.

has the highest level of Saturday employment). Among all the countries, the only one to show a clear declining trend in usual Sunday employment is Finland, from 15.8 percent in 1995 (earliest year available) to 13.3 percent in 2001. The more general change seems to be a trend toward more Sunday employment, most evident for France, Germany, Austria, the Netherlands, and Spain.

People who are employed Sundays are highly likely to be employed Saturdays. Thus, the trends for those who usually work both Saturday and Sunday (not shown) are similar to trends for those who usually work Sundays, shown in chart 3, except the levels are lower. As of 2001, the percent who worked both Saturday and Sunday was highest in Sweden (15.0 percent) and lowest in Luxembourg (5.2 percent).

Female share of weekend employment

Women are increasingly becoming employed in most of these countries, and sustaining their high levels in others. In many countries, there has been an increase in weekend employment, particularly on Sundays, but what is the extent to which weekend work has become “feminized”? In other words, what is the trend in the female share of all workers usually employed on Saturdays and/or Sundays?

As noted earlier, the growth of women’s employment is linked to the growth of the service economy, and—in all of the countries in this study—the service sector has higher rates of weekend employment than does the industrial sector (results not shown).⁹ Thus, an increase over time is expected in the percent of weekend employees who are women for many of these countries.

Interestingly, 7 of the 15 European countries that had relatively low female shares among all employees aged 25–64 working Saturdays in 1992 show notable increases by 2001: the United Kingdom, Ireland, Germany, Austria, the Netherlands, Luxembourg, and Spain. (See chart 4.)

A similar pattern is evident in Sunday employment. (See chart 5.) In addition to the six countries noted above (where Saturday female shares rose), the percent female usually working Sundays increased in Finland, Norway, Belgium, and Italy during this time period (with minor fluctuations over the decade). Only two countries showed no clear pattern of change in the female share of weekend employment (both Saturday and Sunday): Sweden and France—both with relatively high levels to begin with. Denmark is unique in that the female share of both Saturday and Sunday employment declined.

Although trend data are not available for the United States, the percent female of those working Saturdays and Sundays in 1997 was about midway along the continuum for the European countries that year (41.2 percent for Saturdays and 45.0 percent for Sundays).

Detailed comparisons

The remainder of this article makes some detailed comparisons among countries in the percent female of all those working weekends, focusing on the year 2001 or the most recent year for which comparable data are available, and considering economic sector and weekly hours worked.

Disproportionate female share on weekends. Allowing for the fact that different countries have different levels of female employment, to what extent does the percent female of those working weekends exceed the percent female of all employed? Relative to their share of the employed population, are women disproportionately working weekends?

In most of these European countries, they are. (See chart 6.) Ratios of the percent female in weekend employment to the percent female in all employment are computed for Saturday and Sunday separately. Ratios of more than 1.00 represent disproportionate female employment on these weekend days, meaning female shares in weekend employment are larger than female shares in the workforce more generally. Regarding Saturday employment, the only European countries showing less than 1.00 are the United Kingdom and Ireland; regarding Sunday employment, only Norway, Ireland, Austria, Italy, and Spain have an underrepresentation of women. It is notable that weekend employment in the United States is *not* disproportionately female, either with regard to Saturday or Sunday, with ratios of less than 1.00.

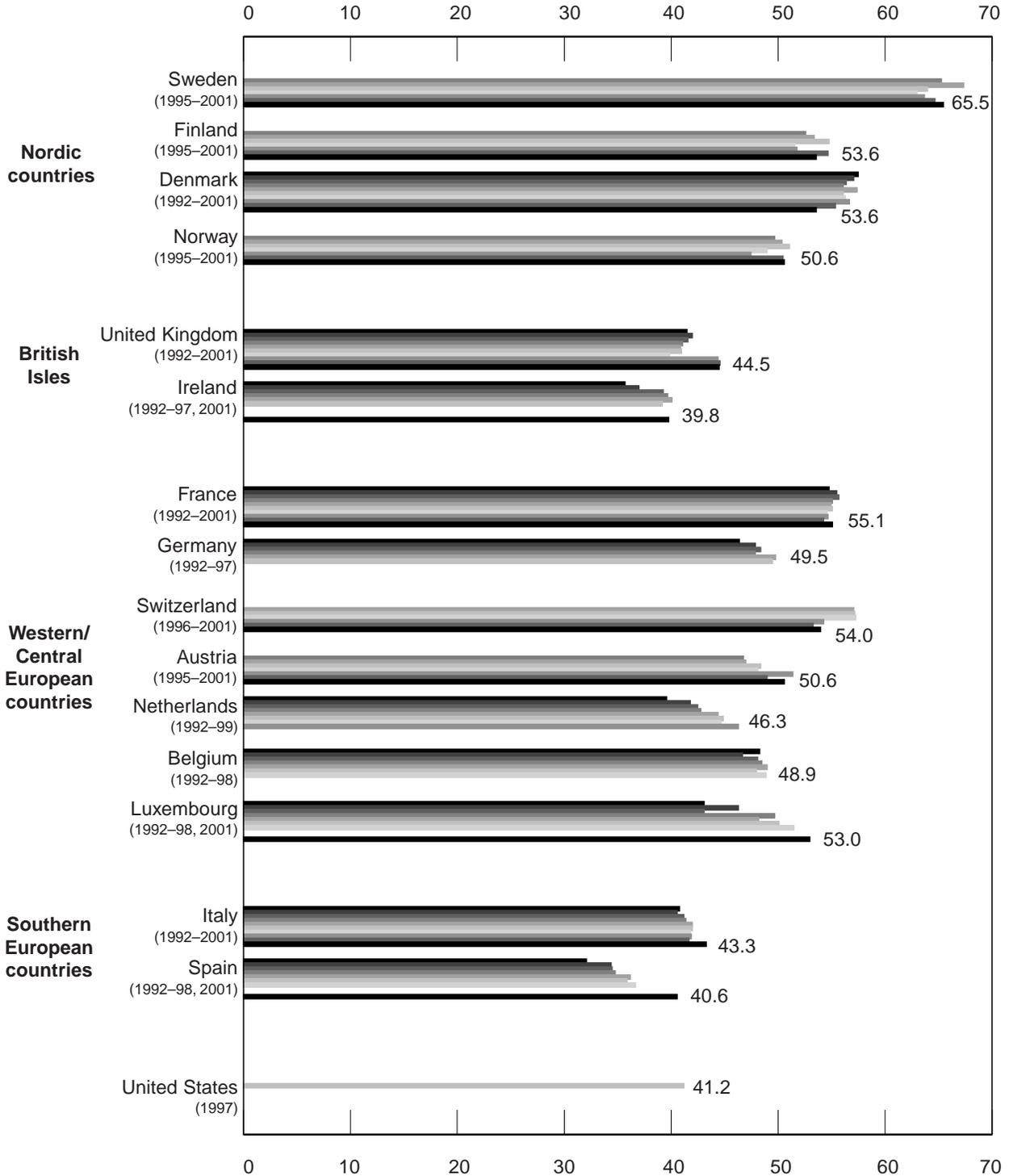
The “feminization” of weekend employment is most notable in Sweden (ratios of 1.29 and 1.27 for Saturday and Sunday, respectively) and Luxembourg (a ratio of 1.31 for Saturday).

Contrasts within economic sectors. Cross-national variation in the share of females among weekend workers may be because of multiple factors, including variation in the percent of females among the employed and variation in the size of countries’ service sectors. Both factors are taken into account by assessing the service and industrial sectors separately.¹⁰

Regardless of which days are worked, in all countries women are more concentrated in the service sectors than in the industrial sectors. (See table 1.) However, allowing for this fact, the service sector also disproportionately draws women into weekend work. For most of the European countries considered, but not the United States, the female share among service sector workers is higher for those working weekends than for service sector workers overall. The exceptions to greater disproportionate female share on weekends among the European countries are the United Kingdom, Ireland, Germany, Italy, and Spain.¹¹

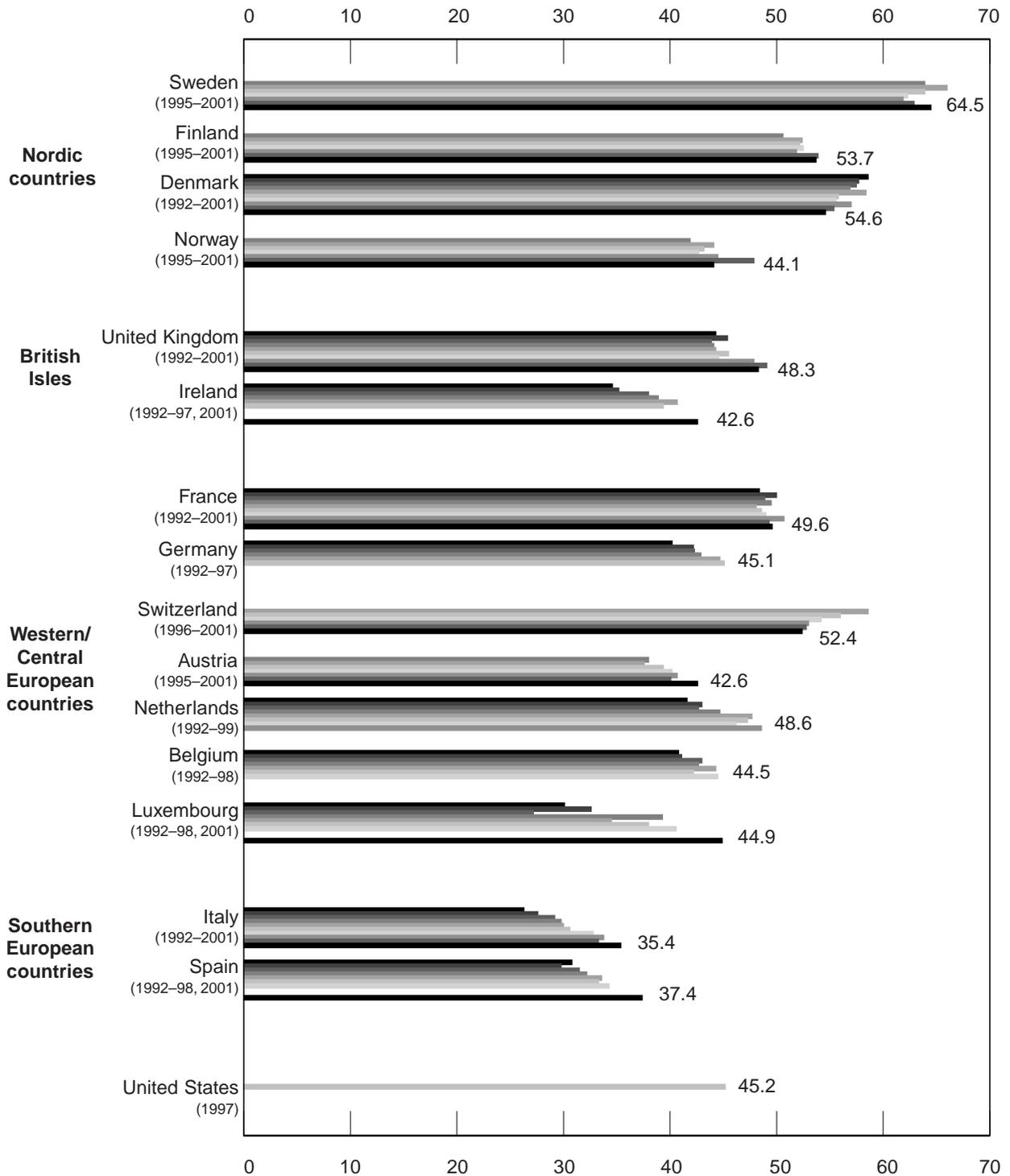
The reverse is true with regard to the industrial sector.

Chart 4. Female share of Saturday work: percent of Saturday employees aged 25 to 64 who are female, 15 European countries, 1992–2001 where comparable data are available, and the United States, 1997



NOTE: Values shown indicate percent female for most recent year. Some countries have missing data for certain years.

Chart 5. Female share of Sunday work: percent of Sunday employees aged 25 to 64 who are female, 15 European countries, 1992–2001 where comparable data are available, and the United States, 1997



NOTE: Values shown indicate percent female for most recent year. Some countries have missing data for certain years.

Chart 6. Ratio of percent female in weekend employment to percent female in all employment, 15 European countries and the United States, 2001 or most recent year comparable data are available

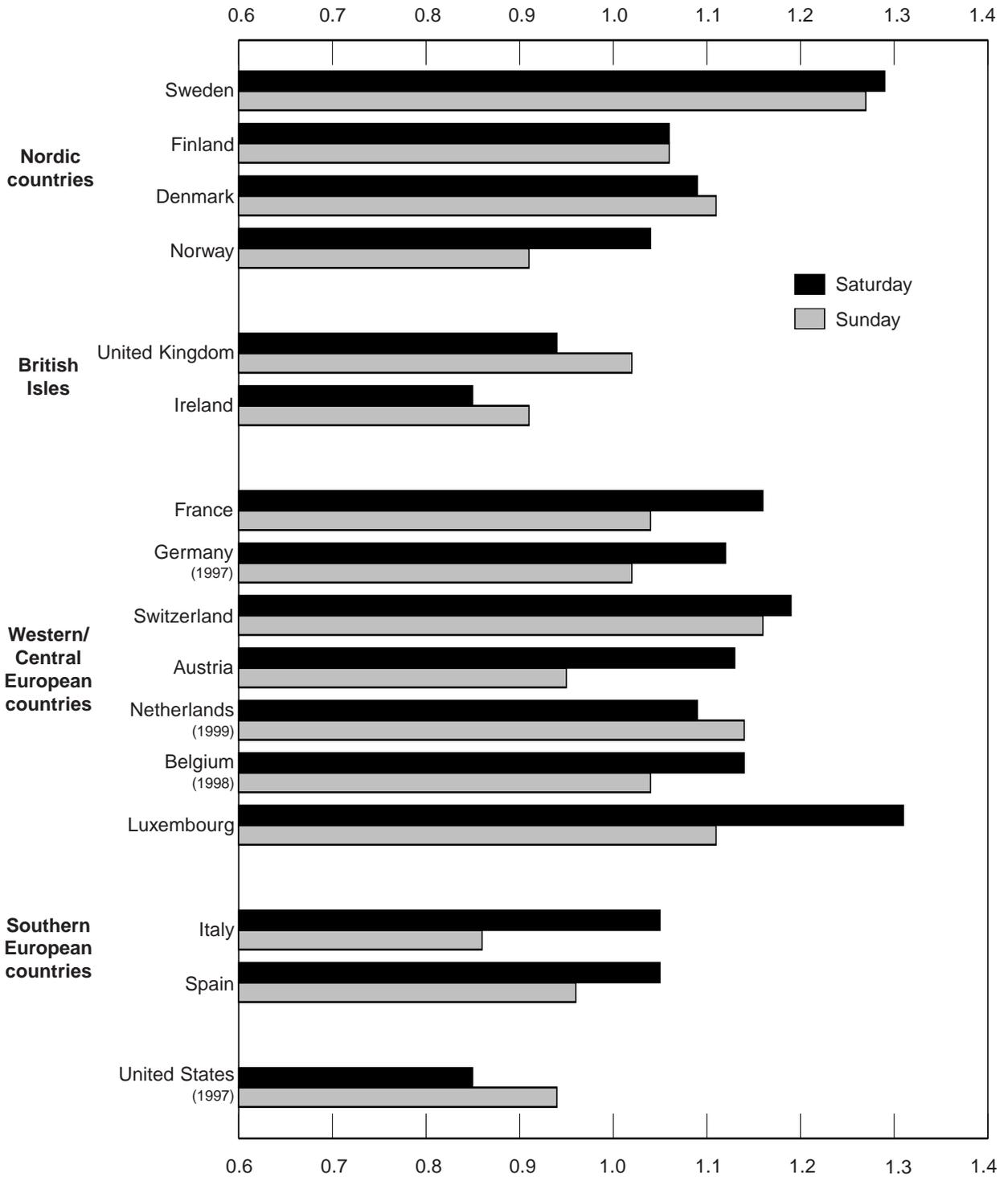


Table 1. Percent female of all wage and salary earners aged 25 to 64 by weekend work schedule and economic sector in 15 European countries and the United States, 2001 or most recent year comparable data are available

Economic sector	Nordic countries				British Isles		Western/Central European countries						Southern European countries		United States (1997)	
	Sweden	Finland	Denmark	Norway	United Kingdom	Ireland	France	Germany (1997)	Switzerland	Austria	Netherlands (1999)	Belgium (1998)	Luxembourg	Italy Spain		
														Italy		Spain
Service sector																
Total	60.1	60.8	57.6	56.8	56.5	57.1	56.1	56.1	53.1	55.2	50.1	52.3	48.2	49.6	50.4	55.3
Saturdays	70.7	61.6	59.1	57.4	52.2	49.3	58.6	55.8	57.3	57.2	52.5	53.8	56.0	49.2	47.4	46.8
Sundays	70.4	63.1	60.2	51.2	54.2	48.9	55.0	51.8	55.1	48.7	55.2	51.3	48.7	39.1	42.3	49.8
Both Saturday and Sunday	71.5	63.3	60.6	52.6	53.3	48.2	55.1	52.0	55.0	49.1	55.2	50.9	48.3	39.1	42.2	48.7
Weekdays only	57.7	60.6	57.1	56.8	58.9	58.8	55.4	56.2	51.9	54.6	49.4	52.0	46.7	49.9	51.9	58.5
Industrial sector																
Total	23.3	25.6	26.2	20.8	22.2	24.1	25.3	24.1	22.7	21.6	17.2	19.9	12.2	25.8	17.5	27.0
Saturdays	17.5	19.0	11.7	14.8	9.3	11.9	27.0	24.0	27.6	18.7	11.1	12.1	27.4	15.6	11.6	17.0
Sundays	21.1	16.8	14.7	15.2	13.3	17.9	23.3	11.4	19.2	16.5	7.5	7.0	17.8	12.3	10.9	18.3
Both Saturday and Sunday	17.2	15.7	10.5	14.4	11.7	17.7	23.4	10.6	18.3	17.0	6.2	7.0	17.8	12.2	10.7	16.6
Weekdays only	23.7	26.4	27.1	21.4	25.1	25.6	25.1	24.1	22.4	22.1	27.4	20.3	11.1	27.4	18.4	29.2

NOTE: "Saturdays" and "Sundays" include those who may also work the other weekend day; these two categories are not mutually exclusive.

For almost all of the European countries and the United States, women are underrepresented among the weekend workforce. The exceptions in this regard are France, Switzerland, and Luxembourg, where female workers are more highly represented among weekend workers than among industrial workers overall.

Contrasts within hours worked. These surveys generally do not ask how many hours women and men are employed during the weekend, and there may be gender differences in this regard. However, the total number of weekly hours worked helps to illuminate variation in the female share of weekend employment among those working fewer than 30 hours per week versus more than 30 hours per week (the distinction most often used in Europe for part- and full-time work, respectively).¹²

There is a much larger percent female in part-time work than in full-time work. (See table 2.) At the same time, among those who work fewer than 30 hours a week, women are about equally likely to work weekends as weekdays only; there are some differences (mostly with regard to Sundays)

but, overall, they are small. The most marked contrast for both Saturdays and Sundays is for Sweden, in which the female share exceeds that for all part-timers by about 7 percentage points.

Among those working 30 hours or more, women's disproportionate employment on the weekends is more evident. In most of our study countries, full-time working women are more likely to be overrepresented on weekends. The only exceptions are Norway, Ireland, and the United States.

Economic sector contrasts for full-timers. Does the female overrepresentation in weekend employment among those working 30 hours or more appear in both economic sectors, service and industry? The answer is consistent with what was found without regard to the number of hours worked: full-time employed women in the service sector in most of the countries are disproportionately in weekend employment, but the reverse is true in the industrial sectors, where women are typically underrepresented among weekend workers. (See table 3.) Luxembourg's industrial sector is a notable exception; while fewer than 1 in 10 weekday

Table 2. Percent female of all wage and salary earners aged 25 to 64 by weekend schedule and number of hours worked, 15 European countries and the United States, 2001 or most recent year comparable data are available

Number of hours worked	Nordic countries				British Isles		Western/Central European countries						Southern European countries		United States (1997)	
	Sweden	Finland	Denmark	Norway	United Kingdom	Ireland	France	Germany (1997)	Switzerland	Austria	Netherlands (1999)	Belgium (1998)	Luxembourg	Italy		Spain
Fewer than 30 hours																
Total	79.9	73.1	75.3	86.7	89.7	86.2	82.6	89.1	86.8	92.4	88.8	83.8	92.8	77.4	85.9	68.7
Saturdays	86.5	75.7	75.7	85.7	88.5	88.6	81.5	89.2	86.9	92.7	89.1	85.8	90.1	75.4	81.2	63.1
Sundays	86.9	74.4	76.2	78.6	88.4	90.5	71.4	83.3	84.7	89.0	90.3	80.9	93.8	63.1	67.8	64.8
Both Saturday and Sunday	87.0	72.1	78.5	80.6	88.2	90.1	70.9	83.9	84.3	89.2	90.5	80.3	93.8	64.8	68.0	60.2
Weekdays only	76.9	72.2	75.8	87.3	90.6	86.0	83.1	89.2	86.8	92.3	88.8	83.4	93.4	78.6	87.4	70.0
30 hours or more¹																
Total	46.9	48.6	46.2	40.4	36.9	39.1	43.1	34.9	31.8	37.2	25.7	34.1	31.7	35.4	35.1	44.7
Saturdays	59.7	51.4	50.4	38.8	32.8	33.9	50.6	41.8	41.0	43.5	28.7	38.7	47.5	37.1	37.8	37.4
Sundays	58.6	52.0	51.2	33.6	37.4	37.3	46.4	39.8	40.6	37.7	30.0	35.6	40.6	32.7	35.3	41.3
Both Saturday and Sunday	60.2	51.9	51.5	34.5	37.5	37.3	47.0	40.5	41.3	38.4	30.4	35.4	40.0	32.9	35.3	41.3
Weekdays only	45.0	48.0	45.3	40.7	38.3	40.1	41.5	33.3	29.9	35.5	25.1	33.6	29.2	34.7	34.0	47.1

¹ Thirty hours or more is considered full time in European countries.

NOTE: "Saturdays" and "Sundays" include those who may also work the other weekend day; these two categories are not mutually exclusive.

workers are women, women constitute about a fifth of weekend workers.

Summary and discussion

As noted at the outset, this article examines women's share of employment, with a focus on weekend work for 15 European countries and the United States. For all European countries considered, the data show an upward trend over the decade, or sustained high levels, in the percent female among all wage and salary earners. Along with the increase in the female share of all earners, some countries have experienced an increase in weekend employment. It is interesting that the "popular wisdom" is that weekend employment is on the rise throughout Europe, because of a loosening of restrictions on weekend commerce, increasing rationalization in production, and the spread of "American-style" consumer preferences. In fact, the picture of change in Europe is more complicated. In the last decade, there has been no uniform increase in Saturday employment, and some countries show a decline. How-

ever, Sunday employment, which is less common, is rising in more countries than not, especially in the Western/Central European countries and in Spain.

Many European countries have also experienced an increasing share of females among those working weekends. However, it is not necessarily the countries with higher shares female of those employed that have higher shares female working weekends. Moreover, it matters whether one is considering Saturday or Sunday employment, as some countries relatively high on one day are not on the other.

Comparisons of these countries for the most recent year by economic sector show that women's greater likelihood of being in the service rather than industrial sector (relative to men) helps generate the disproportionate share of female weekend employment. However, even among men and women *within* the service sector, weekend employment is disproportionately female in several countries; the reverse is true for the industrial sector.

Women are more likely than men in these countries to work part time, and part-time work has a much higher share

Table 3. Percent female of all wage and salary earners aged 25 to 64, employed 30 hours or more, by weekend schedule and economic sector, 15 European countries and the United States, 2001 or most recent year comparable data are available

Sector	Nordic countries				British Isles		Western/Central European countries							Southern European countries		United States (1997)
	Sweden	Finland	Denmark	Norway	United Kingdom	Ireland	France	Germany (1997)	Switzerland	Austria	Netherlands (1999)	Belgium (1998)	Luxembourg	Italy	Spain	
Service sector																
Saturdays	65.6	60.1	56.1	45.6	40.1	43.5	54.1	48.1	44.5	50.1	34.0	43.2	50.7	42.9	44.4	42.7
Sundays	65.0	62.1	57.3	40.4	43.2	43.9	51.9	46.3	43.3	43.6	35.7	42.0	44.3	36.4	40.2	45.8
Both Saturday and Sunday	66.3	62.6	57.6	41.7	43.1	43.9	52.3	46.7	43.5	43.9	36.0	41.7	43.6	36.5	40.1	45.5
Weekdays only	54.9	59.2	54.6	49.3	47.1	50.4	51.2	45.4	36.8	46.4	31.8	42.4	36.9	42.7	46.9	55.4
Industrial sector																
Saturdays	15.9	16.8	12.1	11.5	6.8	10.0	24.3	18.4	14.9	15.5	6.9	9.6	24.2	14.0	10.6	16.1
Sundays	20.2	15.8	15.2	12.2	10.4	14.5	20.8	10.3	14.7	14.7	6.3	4.5	19.2	11.1	9.8	17.5
Both Saturday and Sunday	16.3	14.4	10.8	12.3	8.4	14.1	21.3	9.8	14.6	15.5	5.3	4.3	19.2	10.8	9.6	15.2
Weekdays only	22.2	26.1	26.5	17.9	21.1	23.4	24.1	19.3	16.7	17.9	11.2	18.6	8.7	25.1	17.5	28.1

NOTE: "Saturdays" and "Sundays" include those who may also work the other weekend day; these two categories are not mutually exclusive.

of female employees than does full-time work. However, among part-timers, weekend employment is not much more "feminized" than weekday work; the difference is more marked for full-timers. Among full-timers in the service sector, women are disproportionately in weekend employment, whereas for full-timers in the industrial sector, women disproportionately work weekdays only.

This article's findings raise some important analytical questions. A key question is: Does the overall pattern of high and rising weekend employment among women advance women economically, or does this pattern indicate another form of labor market disadvantage among women? Weekend employment may be viewed as an important part of the general erosion of the standard work week, regarded by some as "one of the major achievements of the working class."¹³ This perspective suggests that weekend work, when mandated by employers, may not be in the interest of most employees and could potentially affect morale and productivity. It changes the temporal structure of family life, often reducing spouse interaction and parental time with children. It also adds to the complexity of childcare arrangements, par-

ticularly in single-parent families.¹⁴ In addition, many other forms of social interaction may be constrained because one is unavailable when friends and family who are not employed on weekends engage in leisure activities.

In some countries and/or sectors, weekend employment commands relatively high pay premia, whereas in others it does not. In the former cases, employees would presumably compete for weekend shifts, whereas, in the latter cases, those with less seniority or less bargaining power may be assigned those shifts. It may be, for example, that in the service sector weekend workers receive little in the way of compensatory pay and thus women's disproportionate share of weekend service work reflects their disadvantage in the labor market. If the opposite tends to be true in the industrial sector for some or all countries, then the fact that this sector has a higher percent of women working weekdays only, compared with weekends, might be a sign of women's disadvantage vis-à-vis male workers (or possibly a bias by the unions that represent them).

Responding to these issues would require data on a number of variables in addition to gender and weekend employ-

ment, variables not available in the European Labour Force Survey data. To fully understand the extent to which women, and men, prefer weekend shifts, and the advantages and disadvantages associated with working those shifts, one would need microdata that include workers' wages, scheduling preferences, and union membership, as well as other variables. This line of analysis is probably best approached using country case studies, supplemented by country-specific datasets.

Another key issue concerns the institutional factors that shape the prevalence, and the quality, of weekend employment. Regions, or country clusters, are generally not very homogeneous with respect to weekend employment—that is, its prevalence, growth, or degree to which workers are women. This suggests that the sources of country-level varia-

tion are not clearly rooted in overarching labor market characteristics or welfare-state designs. To the extent that public policies matter, the factors have yet to be identified.¹⁵ Moving forward in this regard entails consideration of such factors as the extent to which countries restrict production or operation at nonstandard times, including weekends, the extent to which public services (such as childcare) are available on a 7-day basis to accommodate workers scheduled at nonstandard times, and the extent to which weekend workers are compensated for such employment in the form of pay premia and/or compensatory time.

To conclude, the share of women working weekends is an important social and economic phenomenon that merits more attention and needs further exploration. □

Notes

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¹ "Working Hours: Latest Trends and Policy Initiatives," *OECD Employment Outlook* (Organisation for Economic Co-operation and Development, 1998), pp. 153–88; John M. Evans, Douglas C. Lippoldt, and Pascal Marianna, "Labour Market and Social Policy: Trends in Working Hours in OECD Countries," Occasional paper 45 (Paris, Organisation for Economic Co-operation and Development, Employment, Labor, and Social Affairs Committee, 2000).

² Harriet B. Presser, *Working in a 24/7 Economy: Challenges for American Families* (New York, Russell Sage Foundation, 2003).

³ In another paper in preparation, we assess employment during nonday hours, that is evening, night, and rotating hours, in these same countries.

⁴ All of the European countries in this article are EU members, with the exception of Switzerland and Norway. Eurostat gathers data on a limited number of nonmember European countries.

⁵ For reasons of confidentiality, Eurostat would not provide the precise sample sizes for each of these countries after the subsample was selected with the restrictions noted, although weights were provided and used to generate the national estimates.

⁶ Eurostat's distribution policy changed in July 2005. As of that date, Eurostat will make anonymized microdata files available to researchers from qualifying institutions for a fee.

⁷ The restriction to wage and salary workers is based on our interest in workers who are subject to employer demands and have less control over working weekends than the self-employed. The prevalence of weekend employment would be higher if the self-employed were included.

⁸ In the 1997 cps, no reference period was specified in the question concerning which days of the week people worked (neither "usually" nor "last week"); however, this question was asked after other questions relating to the usual week.

⁹ Harriet B. Presser and Janet C. Gornick, "Weekend Employment in High-Income Countries: A Comparative Analysis," paper presented at the 2004 annual meeting of the Population Association of America, Boston, MA, April 1, 2004; Presser, *Working in a 24/7 Economy*.

¹⁰ The European labor force surveys include a variable called "economic activity of local unit." Eurostat uses the Standard Classification of Industries (NACE/Rev1) to classify all workers into one of three sectors—agriculture, industry, or services. In this analysis, we excluded the agricultural sector and contrasted the other two.

¹¹ To make this comparison precisely, we compare the female share in Saturday work, and in Sunday work, with the female share of the total service sector workforce. If the female share on either Saturday or Sunday exceeds the female share of the total, we consider that to be a case of female overrepresentation on the weekend. We use this same comparison rule in our analyses of tables 1 and 2.

¹² In the United States, 35 hours or more per week is considered full-time employment.

¹³ Karl Hinrichs, "Working Time Development in West Germany: Departure to a New Stage," in Karl Hinrichs, William Roche, and Carmen Sirianni, eds., *Working Time in Transition: The Political Economy of Working Hours in Industrialized Nations* (Philadelphia, Temple University Press, 1991), p. 30.

¹⁴ Presser, *Working in a 24/7 Economy*.

¹⁵ A study using crude indicators of regulation around the year 1990 examined public policies' relation to weekend employment in several European countries, and did not find a connection. See David Grubb and William Wells, "Employment Regulation and Patterns of Work in EC Countries," *OECD Economic Studies*, 1993, Vol. 21 (winter), pp. 7–58.

Immigrants of New York

Although Ellis Island is today just a national park, New York is still a city very much affected by immigration. In “New York City Immigrants: The 1990s Wave,” the June 2005 title in the Federal Reserve Bank of New York series of *Current Issues in Economics and Finance*, Rae Rosen, Susan Wieler, and Joseph Pereira outline the impact immigration has had on the City’s population and labor force in the 2000 census.

In the decade just preceding the decennial census, 1.2 million foreign immigrants very nearly replaced the 1.3 million residents who left New York for nearby counties or other States. Over the years, that “cycling” of migration resulted in foreign-born persons making up fully 45 percent of New York City’s adult population. Obviously, such a large group has a significant impact on the characteristics of the population and labor force; that impact reflects a remarkable diversity in the characteristics of recent immigrants.

Rosen, Wieler, and Pereira find, for example, that “although the 1990s adult immigrants are on the whole better educated than foreign-born city residents who arrived in earlier decades, they tend to cluster at opposite ends of the education spectrum.” New arrivals from Latin America, the Caribbean, or Mexico may often have limited English or be without a high school diploma. At the other end of the scale, recent immigrants from many parts of Asia have a higher proportion of college graduates among them than the proportion of degree holders among native-born residents. Within the Asian immigrants, new arrivals were the exception with relatively low rates of both college graduation and English fluency.

Labor force participation and labor market outcomes also vary widely among recent immigrant groups. Recent immigrants from China have relatively high labor force participation rates,

while those from various segments of the former Soviet Union have a participation rate lower than 50 percent.

“Contrary to what one might expect, however,” write Rosen, Wieler, and Pereira, “it is not always the least educated or least English fluent groups that have the highest unemployment or public assistance rates. As noted earlier, immigrants from China have relatively low levels of education, English fluency, and income, yet their public assistance rate (1.8 percent) is one of the lowest reported. Their unemployment rate (5.9 percent) is also among the lowest reported, and their labor force participation rate (62.6 percent) one of the highest.”

Productivity and business cycles

An often-noted common feature of the business cycle recoveries of 1991 and 2001 has been relatively slow employment growth in the early years of the upturn. In the July/August issue of the Federal Reserve Bank of St. Louis *Review*, Kathryn Koenders and Richard Rogerson examine this phenomenon from the perspective of organizational dynamics. Their article, “Organizational Dynamics Over the Business Cycle: A View on Jobless Recoveries,” starts by noting that the two most recent recoveries share another, less-frequently noted, common feature: both followed the recession that ended an unusually long expansion.

Using that feature as a starting point, Koenders and Rogerson developed a model by which the dynamics of reorganizing production to eliminate unneeded labor could be the link between the speed of net job growth during recovery and the duration of the previous expansion. In their model, labor utilization inefficiencies emerge over time, but the effort to reorganize

might be postponed during a long period of expansion. “Because,” say Koenders and Rogerson, “reorganization leads to the shedding of unnecessary labor and takes time, this gives rise to an extended period in which the economy sheds labor, thereby delaying the date at which aggregate employment begins to increase during the recovery.”

One very useful aspect of Koenders and Rogerson’s research is an extension of the long-expansion-delayed-employment-growth observation beyond the past two business cycles. In their analysis of the eight post-1950 recessions, they found not two but three that followed exceptionally long expansions: the recovery from the 1969-70 recession followed an expansion that ranked second in duration between the two most recent. Using the perspective of their model, Koenders and Rogerson found that “the behavior of employment in the 1970 recovery is in fact very similar to the behavior of employment in the recoveries of 1991 and 2001 and is qualitatively different from the behavior of employment in the other post-World War II recoveries.”

Specifically, Koenders and Rogerson examined the change in employment *relative to trend* after the 1970 trough and found that the “cyclical” component of employment continued to fall for a year after the business cycle trough, as did cyclical employment in 1991 and 2001. Although trend-adjusted employment in the earlier episode started to recover after only a year’s delay, Koenders and Rogerson suggest that the period of reorganization should be dated from four quarters before the 1969 peak, rather than the typical two quarters. Koenders and Rogerson suggest that, with these adjustments, one could consider that all three recoveries from recessions ending long expansions were characterized by delayed recoveries in employment. □

NOTE: Many of the statistics in the following pages were subsequently revised. These pages have not been updated to reflect the revisions.

To obtain BLS data that reflect all revisions, see <http://www.bls.gov/data/home.htm>

For the latest set of "Current Labor Statistics," see <http://www.bls.gov/opub/mlr/curlabst.htm>

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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; 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 current and past experiences. 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, 17–21, 48, and 52. Seasonally adjusted labor force data in tables 1 and 4–9 were revised in the February 2005 issue of the *Review*. Seasonally adjusted establishment survey data shown in tables 1, 12–14, and 17 were revised in the March 2005 *Review*. A brief explanation of the seasonal adjustment methodology appears in “Notes on the data.”

Revisions in the productivity data in table 54 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 \times 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 2490. Users also may wish to consult *Major Programs of the Bureau of Labor Statistics*, Report 919. 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 and seasonally adjusted data from the household survey are available on the Internet:

www.bls.gov/cps/

Historically comparable unadjusted and seasonally adjusted data from the establishment survey also are available on the Internet:

www.bls.gov/ces/

Additional information on labor force data for areas below the national level are provided in the BLS annual report, *Geographic Profile of Employment and Unemployment*.

For a comprehensive discussion of the Employment Cost Index, see *Employment Cost Indexes and Levels, 1975–95*, BLS Bulletin 2466. 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*.

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 1998 revision of the CPI, see the December 1996 issue of the *Monthly Labor Review*. Additional data on international prices appear in monthly news releases.

Listings of industries for which productivity indexes are available may be found on the Internet:

www.bls.gov/lpc/

For additional information on interna-

tional comparisons data, see *International Comparisons of Unemployment*, 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 also may 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-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; 4–29)

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 discouraged workers, defined as persons who want and are available for a job and who have looked for work sometime in the past 12 months (or since the end of their last job if they held one within the past 12 months), but are not currently looking, because they believe there are no jobs available or there are none for which they would qualify. 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*. For a discussion of changes introduced in January 2003, see “Revisions to the Current Population Survey Effective in January 2003” in the February 2003 issue of *Employment and Earnings* (available on the BLS Web site at www.bls.gov/cps/rvcps03.pdf).

Effective in January 2003, BLS began using the X-12 ARIMA seasonal adjustment program to seasonally adjust national labor force data. This program replaced the X-11 ARIMA program which had been used since January 1980. See “Revision of Seasonally Adjusted Labor Force Series in 2003,” in the February 2003 issue of *Employment and Earnings* (available on the BLS Web site at www.bls.gov/cps/cpsrs.pdf) for a discussion of the introduction of the use of X-12

ARIMA for seasonal adjustment of the labor force data and the effects that it had on the data.

At the beginning of each calendar year, historical seasonally adjusted data usually are revised, and projected seasonal adjustment factors are calculated for use during the January–June period. The historical seasonally adjusted data usually are revised for only the most recent 5 years. 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) 691–6378.

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 about 160,000 businesses and government agencies, which represent approximately 400,000 individual worksites and represent all industries except agriculture. The active CES sample covers approximately one-third of all nonfarm payroll workers. Industries are classified in accordance with the 2002 North American Industry Classification System. 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 the goods-producing industries cover employees, up through the level of working supervisors, who engage directly in the manufacture or construction of the establishment's product. In private service-providing industries, data are collected for nonsupervisory workers, which include most employees except those in executive, managerial, and supervisory positions. Those workers mentioned in tables 11–16 include production workers in manufacturing and natural resources and mining; construction workers in construction; and nonsupervisory workers in all private service-providing industries. Production and nonsupervisory workers 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. Table 17 provides an index on private nonfarm employment based on 278 industries, and a manufacturing index based on 84 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 March 2003 benchmark was introduced in February 2004 with the release of data for January 2004, published in the March 2004 is-

sue of the *Review*. With the release in June 2003, CES completed a conversion from the Standard Industrial Classification (SIC) system to the North American Industry Classification System (NAICS) and completed the transition from its original quota sample design to a probability-based sample design. The industry-coding update included reconstruction of historical estimates in order to preserve time series for data users. Normally 5 years of seasonally adjusted data are revised with each benchmark revision. However, with this release, the entire new time series history for all CES data series were re-seasonally adjusted due to the NAICS conversion, which resulted in the revision of all CES time series.

Also in June 2003, the CES program introduced concurrent seasonal adjustment for the national establishment data. Under this methodology, the first preliminary estimates for the current reference month and the revised estimates for the 2 prior months will be updated with concurrent factors with each new release of data. Concurrent seasonal adjustment incorporates all available data, including first preliminary estimates for the most current month, in the adjustment process. For additional information on all of the changes introduced in June 2003, see the June 2003 issue of *Employment and Earnings* and "Recent changes in the national Current Employment Statistics survey," *Monthly Labor Review*, June 2003, pp. 3–13.

Revisions in State data (table 11) occurred with the publication of January 2003 data. For information on the revisions for the State data, see the March and May 2003 issues of *Employment and Earnings*, and "Recent changes in the State and Metropolitan Area CES survey," *Monthly Labor Review*, June 2003, pp. 14–19.

Beginning in June 1996, the BLS uses the X-12-ARIMA methodology to seasonally adjust establishment survey data. This procedure, developed by the Bureau of the Census, controls for the effect of varying survey intervals (also known as the 4- versus 5-week effect), thereby providing improved measurement of over-the-month changes and underlying economic trends. 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. Fourth-quarter data are published as preliminary in January and February and as final in March.

FOR ADDITIONAL INFORMATION on establishment survey data, contact the Division of Current Employment Statistics: (202) 691-6555.

Unemployment data by State

Description of the series

Data presented in this section are obtained from 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. 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 all States and the District of Columbia are derived using standardized procedures established by BLS. Once a year, estimates are revised to new population controls, usually with publication of January estimates, and benchmarked to annual average CPS levels.

FOR ADDITIONAL INFORMATION on data in this series, call (202) 691-6392 (table 10) or (202) 691-6559 (table 11).

Quarterly Census of Employment and Wages

Description of the series

Employment, wage, and establishment data in this section are derived from the quarterly tax reports submitted to State employment security agencies by private and State and local government employers sub-

ject to State unemployment insurance (UI) laws and from Federal, agencies subject to the Unemployment Compensation for Federal Employees (UCFE) program. Each quarter, State agencies edit and process the data and send the information to the Bureau of Labor Statistics.

The Quarterly Census of Employment and Wages (QCEW) data, also referred as ES-202 data, are the most complete enumeration of employment and wage information by industry at the national, State, metropolitan area, and county levels. They have broad economic significance in evaluating labor market trends and major industry developments.

Definitions

In general, the Quarterly Census of Employment and Wages monthly employment data represent the number of **covered workers** who worked during, or received pay for, the pay period that included the 12th day of the month. **Covered private industry employment** includes most corporate officials, executives, supervisory personnel, professionals, clerical workers, wage earners, piece workers, and part-time workers. It excludes proprietors, the unincorporated self-employed, unpaid family members, and certain farm and domestic workers. Certain types of nonprofit employers, such as religious organizations, are given a choice of coverage or exclusion in a number of States. Workers in these organizations are, therefore, reported to a limited degree.

Persons on paid sick leave, paid holiday, paid vacation, and the like, are included. Persons on the payroll of more than one firm during the period are counted by each UI-subject employer if they meet the employment definition noted earlier. The employment count excludes workers who earned no wages during the entire applicable pay period because of work stoppages, temporary layoffs, illness, or unpaid vacations.

Federal employment data are based on reports of monthly employment and quarterly wages submitted each quarter to State agencies for all Federal installations with employees covered by the Unemployment Compensation for Federal Employees (UCFE) program, except for certain national security agencies, which are omitted for security reasons. Employment for all Federal agencies for any given month is based on the number of persons who worked during or received pay for the pay period that included the 12th of the month.

An **establishment** is an economic unit, such as a farm, mine, factory, or store, that produces goods or provides services. It is

typically at a single physical location and engaged in one, or predominantly one, type of economic activity for which a single industrial classification may be applied. Occasionally, a single physical location encompasses two or more distinct and significant activities. Each activity should be reported as a separate establishment if separate records are kept and the various activities are classified under different NAICS industries.

Most employers have only one establishment; thus, the establishment is the predominant reporting unit or statistical entity for reporting employment and wages data. Most employers, including State and local governments who operate more than one establishment in a State, file a Multiple Worksites Report each quarter, in addition to their quarterly UI report. The Multiple Worksites Report is used to collect separate employment and wage data for each of the employer's establishments, which are not detailed on the UI report. Some very small multi-establishment employers do not file a Multiple Worksites Report. When the total employment in an employer's secondary establishments (all establishments other than the largest) is 10 or fewer, the employer generally will file a consolidated report for all establishments. Also, some employers either cannot or will not report at the establishment level and thus aggregate establishments into one consolidated unit, or possibly several units, though not at the establishment level.

For the Federal Government, the reporting unit is the **installation**: a single location at which a department, agency, or other government body has civilian employees. Federal agencies follow slightly different criteria than do private employers when breaking down their reports by installation. They are permitted to combine as a single statewide unit: 1) all installations with 10 or fewer workers, and 2) all installations that have a combined total in the State of fewer than 50 workers. Also, when there are fewer than 25 workers in all secondary installations in a State, the secondary installations may be combined and reported with the major installation. Last, if a Federal agency has fewer than five employees in a State, the agency headquarters office (regional office, district office) serving each State may consolidate the employment and wages data for that State with the data reported to the State in which the headquarters is located. As a result of these reporting rules, the number of reporting units is always larger than the number of employers (or government agencies) but smaller than the number of actual establishments (or installations).

Data reported for the first quarter are tabulated into **size** categories ranging from worksites of very small size to those with 1,000 employees or more. The size category is determined by the establishment's March employment level. It is important to note that each establishment of a multi-establishment firm is tabulated separately into the appropriate size category. The total employment level of the reporting multi-establishment firm is not used in the size tabulation.

Covered employers in most States report total **wages** paid during the calendar quarter, regardless of when the services were performed. A few State laws, however, specify that wages be reported for, or based on the period during which services are performed rather than the period during which compensation is paid. Under most State laws or regulations, wages include bonuses, stock options, the cash value of meals and lodging, tips and other gratuities, and, in some States, employer contributions to certain deferred compensation plans such as 401(k) plans.

Covered employer contributions for old-age, survivors, and disability insurance (OASDI), health insurance, unemployment insurance, workers' compensation, and private pension and welfare funds are not reported as wages. Employee contributions for the same purposes, however, as well as money withheld for income taxes, union dues, and so forth, are reported even though they are deducted from the worker's gross pay.

Wages of covered Federal workers represent the gross amount of all payrolls for all pay periods ending within the quarter. This includes cash allowances, the cash equivalent of any type of remuneration, severance pay, withholding taxes, and retirement deductions. Federal employee remuneration generally covers the same types of services as for workers in private industry.

Average annual wage per employee for any given industry are computed by dividing total annual wages by annual average employment. A further division by 52 yields average weekly wages per employee. Annual pay data only approximate annual earnings because an individual may not be employed by the same employer all year or may work for more than one employer at a time.

Average weekly or annual wage is affected by the ratio of full-time to part-time workers as well as the number of individuals in high-paying and low-paying occupations. When average pay levels between States and industries are compared, these factors should be taken into consideration. For example, industries characterized by high proportions of part-time workers will

show average wage levels appreciably less than the weekly pay levels of regular full-time employees in these industries. The opposite effect characterizes industries with low proportions of part-time workers, or industries that typically schedule heavy weekend and overtime work. Average wage data also may be influenced by work stoppages, labor turnover rates, retroactive payments, seasonal factors, bonus payments, and so on.

Notes on the data

Beginning with the release of data for 2001, publications presenting data from the Covered Employment and Wages program have switched to the 2002 version of the North American Industry Classification System (NAICS) as the basis for the assignment and tabulation of economic data by industry. NAICS is the product of a cooperative effort on the part of the statistical agencies of the United States, Canada, and Mexico. Due to difference in NAICS and Standard Industrial Classification (SIC) structures, industry data for 2001 is not comparable to the SIC-based data for earlier years.

Effective January 2001, the program began assigning Indian Tribal Councils and related establishments to local government ownership. This BLS action was in response to a change in Federal law dealing with the way Indian Tribes are treated under the Federal Unemployment Tax Act. This law requires federally recognized Indian Tribes to be treated similarly to State and local governments. In the past, the Covered Employment and Wage (CEW) program coded Indian Tribal Councils and related establishments in the private sector. As a result of the new law, CEW data reflects significant shifts in employment and wages between the private sector and local government from 2000 to 2001. Data also reflect industry changes. Those accounts previously assigned to civic and social organizations were assigned to tribal governments. There were no required industry changes for related establishments owned by these Tribal Councils. These tribal business establishments continued to be coded according to the economic activity of that entity.

To insure the highest possible quality of data, State employment security agencies verify with employers and update, if necessary, the industry, location, and ownership classification of all establishments on a 3-year cycle. Changes in establishment classification codes resulting from the verification process are introduced with the data reported for the first quarter of the year.

Changes resulting from improved employer reporting also are introduced in the first quarter. For these reasons, some data, especially at more detailed geographic levels, may not be strictly comparable with earlier years.

County definitions are assigned according to Federal Information Processing Standards Publications as issued by the National Institute of Standards and Technology. Areas shown as counties include those designated as independent cities in some jurisdictions and, in Alaska, those areas designated by the Census Bureau where counties have not been created. County data also are presented for the New England States for comparative purposes, even though townships are the more common designation used in New England (and New Jersey).

The Office of Management and Budget (OMB) defines metropolitan areas for use in Federal statistical activities and updates these definitions as needed. Data in this table use metropolitan area criteria established by OMB in definitions issued June 30, 1999 (OMB Bulletin No. 99-04). These definitions reflect information obtained from the 1990 Decennial Census and the 1998 U.S. Census Bureau population estimate. A complete list of metropolitan area definitions is available from the National Technical Information Service (NTIS), Document Sales, 5205 Port Royal Road, Springfield, Va. 22161, telephone 1-800-553-6847.

OMB defines metropolitan areas in terms of entire counties, except in the six New England States where they are defined in terms of cities and towns. New England data in this table, however, are based on a county concept defined by OMB as New England County Metropolitan Areas (NECMA) because county-level data are the most detailed available from the Quarterly Census of Employment and Wages. The NECMA is a county-based alternative to the city- and town-based metropolitan areas in New England. The NECMA for a Metropolitan Statistical Area (MSA) include: (1) the county containing the first-named city in that MSA title (this county may include the first-named cities of other MSA, and (2) each additional county having at least half its population in the MSA in which first-named cities are in the county identified in step 1. The NECMA is officially defined areas that are meant to be used by statistical programs that cannot use the regular metropolitan area definitions in New England.

FOR ADDITIONAL INFORMATION on the covered employment and wage data, contact the Division of Administrative Statistics and Labor Turnover at (202) 691-6567.

Job Openings and Labor Turnover Survey

Description of the series

Data for the **Job Openings and Labor Turnover Survey** (JOLTS) are collected and compiled from a sample of 16,000 business establishments. Each month, data are collected for total employment, job openings, hires, quits, layoffs and discharges, and other separations. The JOLTS program covers all private nonfarm establishments such as factories, offices, and stores, as well as Federal, State, and local government entities in the 50 States and the District of Columbia. The JOLTS sample design is a random sample drawn from a universe of more than eight million establishments compiled as part of the operations of the Quarterly Census of Employment and Wages, or QCEW, program. This program includes all employers subject to State unemployment insurance (UI) laws and Federal agencies subject to Unemployment Compensation for Federal Employees (UCFE).

The sampling frame is stratified by ownership, region, industry sector, and size class. Large firms fall into the sample with virtual certainty. JOLTS total employment estimates are controlled to the employment estimates of the Current Employment Statistics (CES) survey. A ratio of CES to JOLTS employment is used to adjust the levels for all other JOLTS data elements. Rates then are computed from the adjusted levels.

The monthly JOLTS data series begin with December 2000. Not seasonally adjusted data on job openings, hires, total separations, quits, layoffs and discharges, and other separations levels and rates are available for the total nonfarm sector, 16 private industry divisions and 2 government divisions based on the North American Industry Classification System (NAICS), and four geographic regions. Seasonally adjusted data on job openings, hires, total separations, and quits levels and rates are available for the total nonfarm sector, selected industry sectors, and four geographic regions.

Definitions

Establishments submit **job openings** information for the last business day of the reference month. A job opening requires that (1) a specific position exists and there is work available for that position; and (2) work could start within 30 days regardless of whether a suitable candidate is found; and (3) the employer is actively recruiting from outside the establishment to fill the position. Included are full-time, part-time, permanent,

short-term, and seasonal openings. Active recruiting means that the establishment is taking steps to fill a position by advertising in newspapers or on the Internet, posting help-wanted signs, accepting applications, or using other similar methods.

Jobs to be filled only by internal transfers, promotions, demotions, or recall from layoffs are excluded. Also excluded are jobs with start dates more than 30 days in the future, jobs for which employees have been hired but have not yet reported for work, and jobs to be filled by employees of temporary help agencies, employee leasing companies, outside contractors, or consultants. The job openings rate is computed by dividing the number of job openings by the sum of employment and job openings, and multiplying that quotient by 100.

Hires are the total number of additions to the payroll occurring at any time during the reference month, including both new and rehired employees and full-time and part-time, permanent, short-term and seasonal employees, employees recalled to the location after a layoff lasting more than 7 days, on-call or intermittent employees who returned to work after having been formally separated, and transfers from other locations. The hires count does not include transfers or promotions within the reporting site, employees returning from strike, employees of temporary help agencies or employee leasing companies, outside contractors, or consultants. The hires rate is computed by dividing the number of hires by employment, and multiplying that quotient by 100.

Separations are the total number of terminations of employment occurring at any time during the reference month, and are reported by type of separation—quits, layoffs and discharges, and other separations. Quits are voluntary separations by employees (except for retirements, which are reported as other separations). Layoffs and discharges are involuntary separations initiated by the employer and include layoffs with no intent to rehire, formal layoffs lasting or expected to last more than 7 days, discharges resulting from mergers, downsizing, or closings, firings or other discharges for cause, terminations of permanent or short-term employees, and terminations of seasonal employees. Other separations include retirements, transfers to other locations, deaths, and separations due to disability. Separations do not include transfers within the same location or employees on strike.

The separations rate is computed by dividing the number of separations by employment, and multiplying that quotient by 100. The quits, layoffs and discharges, and other separations rates are computed similarly,

dividing the number by employment and multiplying by 100.

Notes on the data

The JOLTS data series on job openings, hires, and separations are relatively new. The full sample is divided into panels, with one panel enrolled each month. A full complement of panels for the original data series based on the 1987 Standard Industrial Classification (SIC) system was not completely enrolled in the survey until January 2002. The supplemental panels of establishments needed to create NAICS estimates were not completely enrolled until May 2003. The data collected up until those points are from less than a full sample. Therefore, estimates from earlier months should be used with caution, as fewer sampled units were reporting data at that time.

In March 2002, BLS procedures for collecting hires and separations data were revised to address possible underreporting. As a result, JOLTS hires and separations estimates for months prior to March 2002 may not be comparable with estimates for March 2002 and later.

The Federal Government reorganization that involved transferring approximately 180,000 employees to the new Department of Homeland Security is not reflected in the JOLTS hires and separations estimates for the Federal Government. The Office of Personnel Management's record shows these transfers were completed in March 2003. The inclusion of transfers in the JOLTS definitions of hires and separations is intended to cover ongoing movements of workers between establishments. The Department of Homeland Security reorganization was a massive one-time event, and the inclusion of these inter-governmental transfers would distort the Federal Government time series.

Data users should note that seasonal adjustment of the JOLTS series is conducted with fewer data observations than is customary. The historical data, therefore, may be subject to larger than normal revisions. Because the seasonal patterns in economic data series typically emerge over time, the standard use of moving averages as seasonal filters to capture these effects requires longer series than are currently available. As a result, the stable seasonal filter option is used in the seasonal adjustment of the JOLTS data. When calculating seasonal factors, this filter takes an average for each calendar month after detrending the series. The stable seasonal filter assumes that the seasonal factors are fixed; a necessary assumption until sufficient data are avail-

able. When the stable seasonal filter is no longer needed, other program features also may be introduced, such as outlier adjustment and extended diagnostic testing. Additionally, it is expected that more series, such as layoffs and discharges and additional industries, may be seasonally adjusted when more data are available.

JOLTS hires and separations estimates cannot be used to exactly explain net changes in payroll employment. Some reasons why it is problematic to compare changes in payroll employment with JOLTS hires and separations, especially on a monthly basis, are: (1) the reference period for payroll employment is the pay period including the 12th of the month, while the reference period for hires and separations is the calendar month; and (2) payroll employment can vary from month to month simply because part-time and on-call workers may not always work during the pay period that includes the 12th of the month. Additionally, research has found that some reporters systematically underreport separations relative to hires due to a number of factors, including the nature of their payroll systems and practices. The shortfall appears to be about 2 percent or less over a 12-month period.

FOR ADDITIONAL INFORMATION on the Job Openings and Labor Turnover Survey, contact the Division of Administrative Statistics and Labor Turnover at (202) 961-5870.

Compensation and Wage Data

(Tables 1–3; 30–36)

Compensation and waged 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/non-metropolitan 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) are available on the Internet:

www.bls.gov/ect/

FOR ADDITIONAL INFORMATION on the Employment Cost Index, contact the Office of Compensation Levels and Trends: (202) 691-6199.

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 9,000 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 34 for medium and large private establishments and in table 35 for small private establishments and State and local government.

The survey covers paid leave benefits such as holidays and vacations, and personal, funeral, jury duty, military, family, and sick leave; short-term disability, 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 family 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 (if any), 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 coverage 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 employ-

ees. 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 private establishments were conducted in even-numbered years, and surveys of medium and large establishments were 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 Office of Compensation Levels and Trends on the Internet:

www.bls.gov/ebs/

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 work time lost because of stoppage. These data are presented in table 36.

Data are largely from a variety of published sources 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 Office of Compensation and Working Conditions: (202) 691–6282, or the Internet:

www.bls.gov/cba/

Price Data

(Tables 2; 37–47)

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—December 2003 = 100 for many Producer Price Indexes (unless otherwise noted), 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 1993–95 buying habits of about 87 percent of the non-institutional 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 be-

tween 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 23,000 retail establishments and 5,800 housing units in 87 urban areas across the country are used to develop the "U.S. city average." Separate estimates for 14 major urban centers are presented in table 38. 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 homeownership 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 and January 1998 data.

FOR ADDITIONAL INFORMATION, contact the Division of Prices and Price Indexes: (202) 691–7000.

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 2002 North American Industry Classification System and product codes developed by the U.S. Census Bureau.

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, contact the Division of Industrial Prices and Price Indexes: (202) 691-7705.

International Price Indexes

Description of the series

The **International Price Program** produces monthly and quarterly export and import price indexes for nonmilitary goods and services 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 com-

pleted 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 categories 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, the three-digit level for the Standard International Trade 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. The trade weights currently used to compute both indexes relate to 2000.

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 ADDITIONAL INFORMATION, contact the Division of International Prices: (202) 691-7155.

Productivity Data

(Tables 2; 48-51)

Business and major sectors

Description of the series

The productivity measures relate real out-

put to real input. As such, they encompass a family of measures which include single-factor input measures, such as output per hour, output per unit of labor input, 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 quantity of goods and services produced per hour of labor input. **Output per unit of capital services** (capital productivity) is the quantity of goods and services produced per unit of capital services input. **Multifactor productivity** is the quantity of goods and services produced per combined inputs. For private business and private nonfarm business, inputs include labor and capital units. For manufacturing, inputs include labor, capital, energy, nonenergy materials, and purchased business services.

Compensation per hour is total compensation divided by hours at work. Total compensation equals the wages and salaries of employees plus employers' contributions for social insurance and private benefit plans, plus an estimate of these payments for the self-employed (except for nonfinancial corporations in which there are no self-employed). **Real compensation per hour** is compensation per hour deflated by the change in the 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.

Labor inputs are hours of all persons adjusted for the effects of changes in the education and experience of the labor force.

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 cost. Combined units of labor, capital, energy, materials, and purchased business services are similarly derived by combining changes in each input with weights that represent each input's share of total costs. The indexes for each input and for combined units 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

Business sector output is an annually-weighted index constructed by excluding from real gross domestic product (GDP) the following outputs: general government, non-profit institutions, paid employees of private households, and the rental value of owner-occupied dwellings. Nonfarm business also excludes farming. Private business and private nonfarm business further exclude government enterprises. The measures are supplied by the U.S. Department of Commerce's Bureau of Economic Analysis. Annual estimates of manufacturing sectoral output are produced by the Bureau of Labor Statistics. Quarterly manufacturing output indexes from the Federal Reserve Board are adjusted to these annual output measures by the BLS. Compensation data are developed from data of the Bureau of Economic Analysis and the Bureau of Labor Statistics. Hours data are developed from data of the Bureau of Labor Statistics.

The productivity and associated cost measures in tables 48–51 describe the relationship between output in real terms and the labor and capital inputs 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; shifts in the composition of the labor

force; capital investment; level of output; changes in the utilization of capacity, energy, material, and research and development; the organization of production; managerial skill; and characteristics and efforts of the work force.

FOR ADDITIONAL INFORMATION on this productivity series, contact the Division of Productivity Research: (202) 691–5606.

Industry productivity measures

Description of the series

The BLS industry productivity indexes measure the relationship between output and inputs for selected industries and industry groups, and thus reflect trends in industry efficiency over time. Industry measures include labor productivity, multifactor productivity, compensation, and unit labor costs.

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 hour is derived by dividing an index of industry output by an index of labor input. For most industries, **output** indexes are derived from data on the value of industry output adjusted for price change. For the remaining industries, output indexes are derived from data on the physical quantity of production.

The **labor input** series is based on the hours of all workers or, in the case of some transportation industries, on the number of employees. For most industries, the series consists of the hours of all employees. For some trade and services industries, the series also includes the hours of partners, proprietors, and unpaid family workers.

Unit labor costs represent the labor compensation costs per unit of output produced, and are derived by dividing an index of labor compensation by an index of output. **Labor compensation** includes payroll as well as supplemental payments, including both legally required expenditures and payments for voluntary programs.

Multifactor productivity is derived by dividing an index of industry output by an index of combined inputs consumed in pro-

ducing that output. **Combined inputs** include capital, labor, and intermediate purchases. The measure of **capital input** represents 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. The measure of **intermediate purchases** is a combination of purchased materials, services, fuels, and electricity.

Notes on the data

The industry measures are compiled from data produced by the Bureau of Labor Statistics and the Census Bureau, with additional data supplied by other government agencies, trade associations, and other sources.

FOR ADDITIONAL INFORMATION on this series, contact the Division of Industry Productivity Studies: (202) 691–5618, or visit the Website at: www.bls.gov/lpc/home.htm

International Comparisons

(Tables 52–54)

Labor force and unemployment

Description of the series

Tables 52 and 53 present comparative measures of the labor force, employment, and unemployment approximating U.S. concepts for the United States, Canada, Australia, Japan, and six European countries. The labor force statistics published by other industrial countries are not, in most cases, comparable to U.S. concepts. Therefore, the Bureau adjusts the figures for selected countries, for all known major definitional differences, to the extent that data to prepare adjustments are available. 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. For further information on adjustments and comparability issues, see Constance Sorrentino, "International unemployment rates: how comparable are they?" *Monthly Labor Review*, June 2000, pp. 3–20 (available on the BLS Web site at: www.bls.gov/opus/mlr/2000/06/art1full.pdf).

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 foreign country data are adjusted as closely as possible to U.S. concepts, with the exception of lower age limits and the treatment of layoffs. These adjustments include, but are not limited to: including older persons in the labor force by imposing no upper age limit, adding unemployed students to the unemployed, excluding the military and family workers working fewer than 15 hours from the employed, and excluding persons engaged in passive job search from the unemployed.

Data for the United States relate to the population 16 years of age and older. The U.S. concept of the working age population has no upper age limit. The adjusted to U.S. concepts statistics have been adapted, insofar as possible, to the age at which compulsory schooling ends in each country, and the Swedish statistics have been adjusted to include persons older than the Swedish upper age limit of 64 years. The adjusted statistics presented here relate to the population 16 years of age and older in France, Sweden, and the United Kingdom; 15 years of age and older in Australia, Japan, Germany, Italy, and the Netherlands. An exception to this rule is that the Canadian statistics are adjusted to cover the population 16 years of age and older, whereas the age at which compulsory schooling ends remains at 15 years. In the labor force participation rates and employment-population ratios, the denominator is the civilian noninstitutionalized working age population, except that the institutionalized working age population is included in Japan and Germany.

In the United States, the unemployed include persons who are not employed and who were actively seeking work during the reference period, as well as persons on layoff. Persons waiting to start a new job who were actively seeking work during the reference period are counted as unemployed under U.S. concepts; if they were not actively seeking work, they are not counted in the labor force. In some countries, persons on layoff are classified as employed due to their strong job attachment. No adjustment is made for the countries that classify those on layoff as employed. In the United States, as in Australia and Japan, passive job seekers are not in the labor force; job search must be active, such as placing or answering advertisements, contacting employers directly, or registering with an employment agency (simply reading ads is not enough to qualify as active search). Canada and the European countries classify

passive jobseekers as unemployed. An adjustment is made to exclude them in Canada, but not in the European countries where the phenomenon is less prevalent. Persons waiting to start a new job are counted among the unemployed for all other countries, whether or not they were actively seeking work.

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

There are breaks in series for the United States (1994, 1997, 1998, 1999, 2000, 2003), Australia (2001), and Germany (1999).

For the United States, beginning in 1994, data are not strictly comparable for prior years because of the introduction of a major redesign of the labor force survey questionnaire and collection methodology. The redesign effect has been estimated to increase the overall unemployment rate by 0.1 percentage point. Other breaks noted relate to changes in population controls that had virtually no effect on unemployment rates.

For a description of all the changes in the U.S. labor force survey over time and their impact, see Historical Comparability in the "Household Data" section of the BLS publication *Employment and Earnings* (available on the BLS Web site at www.bls.gov/cps/eetech_methods.pdf).

For Australia, the 2001 break reflects the introduction in April 2001 of a redesigned labor force survey that allowed for a closer application of International Labor Office guidelines for the definitions of labor force statistics. The Australian Bureau of Statistics revised their data so there is no break in the employment series. However, the reclassification of persons who had not actively looked for work because they were waiting to begin a new job from "not in the labor force" to "unemployed" could only be incorporated for April 2001 forward. This reclassification diverges from the U.S. definition where persons waiting to start a new job but not actively seeking work are not counted in the labor force. The impact of the reclassification was an increase in the unemployment rate by 0.1 percentage point in 2001.

For Germany, the 1999 break reflects the incorporation of an improved method of data calculation and a change in coverage to persons living in private households only.

For further qualifications and historical data, see *Comparative Civilian Labor Force Statistics, Ten Countries*, on the BLS Web site at www.bls.gov/fls/flsforc.pdf

FOR ADDITIONAL INFORMATION on this series, contact the Division of Foreign Labor Statistics: (202) 691-5654 or flshelp@bls.gov

Manufacturing productivity and labor costs

Description of the series

Table 54 presents comparative indexes of manufacturing labor productivity (output per hour), output, total hours, compensation per hour, and unit labor costs for the United States, Australia, Canada, Japan, Korea, Taiwan, and nine European countries. These measures are trend comparisons—that is, series that measure changes over time—rather than level comparisons. There are greater technical problems in comparing the levels of manufacturing output among economies.

BLS constructs the comparative indexes from three basic aggregate measures—output, total labor hours, and total compensation. The hours and compensation measures refer to all employed persons (wage and salary earners plus self-employed persons and unpaid family workers) with the exception of Belgium and Taiwan, where only employees (wage and salary earners) are counted.

Definitions

Output, in general, refers to value added in manufacturing from the national accounts of each country. However, the output series for Japan prior to 1970 is an index of industrial production, and the national accounts measures for the United Kingdom are essentially identical to their indexes of industrial production.

The output data for the United States are the gross product originating (value added) measures prepared by the Bureau of Economic Analysis of the U.S. Department of Commerce. Comparable manufacturing output data currently are not available prior to 1977.

U.S. data from 1998 forward are based on the 1997 North American Industry Classification System (NAICS). Output is in real value-added terms using a chain-type annual-weighted method for price deflation. (For more information on the U.S. measure, see "Improved Estimates of Gross Product by Industry for 1947–98," *Survey of Current Business*, June 2000, and "Improved Annual Industry Accounts for 1998–2003," *Survey of Current Business*, June 2004.) Most of the other economies now also use annual moving price weights, but earlier years were estimated using fixed price

weights, with the weights typically updated every 5 or 10 years.

To preserve the comparability of the U.S. measures with those for other economies, BLS uses gross product originating in manufacturing for the United States for these comparative measures. The gross product originating series differs from the manufacturing output series that BLS publishes in its news releases on quarterly measures of U.S. productivity and costs (and that underlies the measures that appear in tables 48 and 50 in this section). The quarterly measures are on a “sectoral output” basis, rather than a value-added basis. Sectoral output is gross output less intrasector transactions.

Total labor hours refers to hours worked in all economies. The measures are developed from statistics of manufacturing employment and average hours. The series used for Australia, Canada, Denmark, France (from 1970 forward), Norway, and Sweden are official series published with the national accounts. For Germany, BLS uses estimates of average hours worked developed by a research institute connected to the Ministry of Labor for use with the national accounts employment figures. For the United Kingdom from 1992, an official annual index of total manufacturing hours is used. Where official total hours series are not available, the measures are developed by BLS using employment figures published with the national accounts, or other comprehensive employment series, and estimates of annual hours worked.

Total compensation (labor cost) includes all payments in cash or in-kind made directly to employees plus employer expenditures for legally-required insurance programs and contractual and private benefit plans. The measures are from the national accounts of each economy, except those for Belgium, which are developed by BLS using statistics on employment, average hours, and hourly compensation. For Australia, Canada, France, and Sweden, compensation is increased to account for other significant taxes on payroll or employment. For the United Kingdom, compensation is reduced between 1967 and 1991 to account for employment-related subsidies. Self-employed workers are included in the all-employed-persons measures by assuming that their 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 include parts of

mining as well.

The measures for recent years may be based on current indicators of manufacturing output (such as industrial production indexes), employment, average hours, and hourly compensation until national accounts and other statistics used for the long-term measures become available.

Official published data for Australia are in fiscal years that begin on July 1. The Australian Bureau of Statistics has finished calendar-year data for recent years for output and hours. For earlier years and for compensation, data are BLS estimates using 2-year moving averages of fiscal year data.

FOR ADDITIONAL INFORMATION on this series, contact the Division of Foreign Labor Statistics: (202) 691-5654.

Occupational Injury and Illness Data

(Tables 55–56)

Survey of Occupational Injuries and Illnesses

Description of the series

The Survey of Occupational Injuries and Illnesses collects data from employers about their workers’ job-related nonfatal injuries and illnesses. The information that employers provide is based on records that they maintain under the Occupational Safety and Health Act of 1970. Self-employed individuals, farms with fewer than 11 employees, employers regulated by other Federal safety and health laws, and Federal, State, and local government agencies are excluded from the survey.

The survey is a Federal-State cooperative program with an independent sample selected for each participating State. A stratified random sample with a Neyman allocation is selected to represent all private industries in the State. The survey is stratified by Standard Industrial Classification and size of employment.

Definitions

Under the Occupational Safety and Health Act, employers maintain records of nonfatal work-related injuries and illnesses that 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, or amputation that results from a work-related event or a single, instantaneous exposure in the work environment.

Occupational illness is an abnormal condition or disorder, other than one resulting from an occupational injury, caused by exposure to 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 injuries and illnesses are cases that involve days away from work, or days of restricted work activity, or both.

Lost workdays include the number of workdays (consecutive or not) on which the employee was either away from work or at work in some restricted capacity, or both, because of an occupational injury or illness. BLS measures of the number and incidence rate of lost workdays were discontinued beginning with the 1993 survey. 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, such as a Federal holiday, even though able to work.

Incidence rates are computed as the number of injuries and/or illnesses or lost work days per 100 full-time workers.

Notes on the data

The definitions of occupational injuries and illnesses are from *Recordkeeping Guidelines for Occupational Injuries and Illnesses* (U.S. Department of Labor, Bureau of Labor Statistics, September 1986).

Estimates are made for industries and employment size classes for total recordable cases, lost workday cases, days away from work cases, and nonfatal cases without lost workdays. These data also are shown separately for injuries. Illness data are available for seven categories: occupational skin diseases or disorders, dust diseases of the lungs, respiratory conditions due to toxic agents, poisoning (systemic effects of toxic agents), disorders due to physical agents (other than toxic materials), disorders associated with repeated trauma, and all other occupational illnesses.

The survey continues to measure the number of new work-related illness cases which are recognized, diagnosed, and reported during the year. Some conditions, for example, long-term latent illnesses caused by exposure to carcinogens, often are difficult to relate to the workplace and are not adequately recog-

nized and reported. These long-term latent illnesses are believed to be understated in the survey's illness measure. In contrast, the overwhelming majority of the reported new illnesses are those which are easier to directly relate to workplace activity (for example, contact dermatitis and carpal tunnel syndrome).

Most of the estimates are in the form of incidence rates, defined as the number of injuries and illnesses per 100 equivalent full-time workers. For this purpose, 200,000 employee hours represent 100 employee years (2,000 hours per employee). Full detail on the available measures is presented in the annual bulletin, *Occupational Injuries and Illnesses: Counts, Rates, and Characteristics*.

Comparable data for more than 40 States and territories are available from the BLS Office of Safety, Health and Working Conditions. Many of these States publish data on State and local government employees in addition to private industry data.

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 both the national and State data published annually.

With the 1992 survey, BLS began publishing details on serious, nonfatal incidents resulting in days away from work. Included are some major characteristics of the injured and ill workers, such as occupation, age, gender, race, and length of service, as well as the circumstances of their injuries and illnesses (nature of the disabling condition, part of body affected, event and exposure, and the source directly producing the condition). In general,

these data are available nationwide for detailed industries and for individual States at more aggregated industry levels.

FOR ADDITIONAL INFORMATION on occupational injuries and illnesses, contact the Office of Occupational Safety, Health and Working Conditions at (202) 691-6180, or access the Internet at: <http://www.bls.gov/iif/>

Census of Fatal Occupational Injuries

The Census of Fatal Occupational Injuries compiles a complete roster of fatal job-related injuries, including detailed data about the fatally injured workers and the fatal events. The program collects and cross checks fatality information from multiple sources, including death certificates, State and Federal workers' compensation reports, Occupational Safety and Health Administration and Mine Safety and Health Administration records, medical examiner and autopsy reports, media accounts, State motor vehicle fatality records, and follow-up questionnaires to employers.

In addition to private wage and salary workers, the self-employed, family members, and Federal, State, and local government workers are covered by the program. To be included in the fatality census, the decedent must have been employed (that is working for pay, compensation, or profit) at the time of the event, engaged in a legal work activity, or present at the site of the incident as a requirement of his or her job.

Definition

A **fatal work injury** is any intentional or unintentional wound or damage to the body resulting in death from acute exposure to energy, such as heat or electricity, or kinetic energy from a crash, or from the absence of such essentials as heat or oxygen caused by a specific event or incident or series of events within a single workday or shift. Fatalities that occur during a person's commute to or from work are excluded from the census, as well as work-related illnesses, which can be difficult to identify due to long latency periods.

Notes on the data

Twenty-eight data elements are collected, coded, and tabulated in the fatality program, including information about the fatally injured worker, the fatal incident, and the machinery or equipment involved. Summary worker demographic data and event characteristics are included in a national news release that is available about 8 months after the end of the reference year. The Census of Fatal Occupational Injuries was initiated in 1992 as a joint Federal-State effort. Most States issue summary information at the time of the national news release.

FOR ADDITIONAL INFORMATION on the Census of Fatal Occupational Injuries contact the BLS Office of Safety, Health, and Working Conditions at (202) 691-6175, or the Internet at: www.bls.gov/iif/

1. Labor market indicators

Selected indicators	2003	2004	2003			2004				2005	
			II	III	IV	I	II	III	IV	I	II
Employment data											
Employment status of the civilian noninstitutional population (household survey): ¹											
Labor force participation rate.....	66.2	66.0	66.4	66.2	66.1	66.0	66.0	66.0	66.0	65.8	66.0
Employment-population ratio.....	62.3	62.3	62.3	62.1	62.2	62.2	62.3	62.4	62.4	62.3	62.7
Unemployment rate.....	6.0	5.5	6.1	6.1	5.9	5.6	5.6	5.5	5.4	5.3	5.1
Men.....	6.3	5.6	6.5	6.4	6.1	5.7	5.7	5.6	5.6	5.4	5.1
16 to 24 years.....	13.4	12.6	13.9	13.7	13.0	12.6	12.9	12.5	12.6	13.2	12.6
25 years and older.....	5.0	4.4	5.2	5.1	4.9	4.5	4.5	4.4	4.3	4.1	3.8
Women.....	5.7	5.4	5.7	5.8	5.6	5.6	5.4	5.3	5.2	5.1	5.1
16 to 24 years.....	11.4	11.0	11.8	11.5	10.9	11.1	10.9	10.9	10.9	10.4	10.5
25 years and older.....	4.6	4.4	4.6	4.7	4.6	4.5	4.4	4.3	4.2	4.1	4.2
Employment, nonfarm (payroll data), in thousands: ¹											
Total nonfarm.....	129,931	131,480	129,845	129,890	130,168	130,541	131,125	131,731	132,302	132,814	133,405
Total private.....	108,356	109,862	108,253	108,320	108,614	108,986	109,737	110,095	110,600	111,089	111,655
Goods-producing.....	21,817	21,884	21,828	21,700	21,684	21,725	21,868	21,932	22,000	22,054	22,134
Manufacturing.....	14,525	14,329	14,555	14,377	14,313	14,285	14,338	14,353	14,338	14,314	14,288
Service-providing.....	108,114	109,596	108,017	108,190	108,483	108,816	109,457	109,799	110,302	110,759	111,271
State and local government workers.....											
Average hours:											
Total private.....	33.7	33.7	33.6	33.6	33.7	33.8	33.7	33.7	33.7	33.7	33.7
Manufacturing.....	40.4	40.8	40.2	40.3	40.7	41.0	40.8	40.8	40.6	40.6	40.4
Overtime.....	4.2	4.6	4.0	4.1	4.4	4.5	4.5	4.6	4.5	4.5	4.4
Employment Cost Index²											
Percent change in the ECI, compensation:											
All workers (excluding farm, household and Federal workers).....	3.8	3.7	.8	1.1	.5	1.4	.9	1.0	.5	1.1	.6
Private industry workers.....	4.0	3.8	.8	1.0	.4	1.5	.9	.8	.5	1.1	.7
Goods-producing ³	4.0	4.7	.9	.7	.5	2.3	.9	.9	.6	1.5	.9
Service-providing ³	4.0	3.3	.8	1.1	.5	1.1	1.0	.8	.3	1.0	.6
State and local government workers.....	3.3	3.5	.4	1.7	.5	.7	.4	1.7	.6	.9	.3
Workers by bargaining status (private industry):											
Union.....	4.6	5.6	1.2	1.0	.7	2.8	1.5	.8	.5	.7	.8
Nonunion.....	3.9	3.4	.8	1.0	.4	1.3	.8	.9	.4	1.3	.7

¹ Quarterly data seasonally adjusted.

² Annual changes are December-to-December changes. Quarterly changes are calculated using the last month of each quarter.

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

NOTE: Beginning in January 2003, household survey data reflect revised population controls. Nonfarm data reflect the conversion to the 2002 version of the North American Industry Classification System (NAICS), replacing the Standard Industrial Classification (SIC) system. NAICS-based data by industry are not comparable with SIC-based data.

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

Selected measures	2003	2004	2003			2004				2005	
			II	III	IV	I	II	III	IV	I	II
Compensation data^{1,2}											
Employment Cost Index—compensation (wages, salaries, benefits):											
Civilian nonfarm.....	3.8	3.7	0.8	1.1	0.5	1.4	0.9	1.0	0.5	1.1	0.6
Private nonfarm.....	4.0	3.8	.8	1.0	.4	1.5	.9	.8	.5	1.1	.7
Employment Cost Index—wages and salaries:											
Civilian nonfarm.....	2.9	2.4	.6	.9	.3	.6	.6	.9	.3	.7	.5
Private nonfarm.....	3.0	2.4	.7	.8	.4	.7	.7	.9	.2	.7	.6
Price data¹											
Consumer Price Index (All Urban Consumers): All Items.....	2.3	3.3	-.3	-2	-2	1.2	1.2	.2	.2	1.0	.5
Producer Price Index:											
Finished goods.....	3.2	4.1	-.8	.3	.0	1.2	1.2	.0	1.1	2.0	.3
Finished consumer goods.....	4.2	4.6	1.8	.3	.0	1.5	1.4	-1.7	.9	-2.6	1.4
Capital equipment.....	.4	2.4	-.6	-.1	.0	.6	.5	.4	1.6	2.1	-2
Intermediate materials, supplies, and components.....	4.6	9.1	-2.1	-.1	.0	2.5	3.0	1.9	.9	3.5	.8
Crude materials.....	25.2	18.0	-10.6	3.4	14.4	6.0	7.6	-5.1	8.3	9.7	-2.5
Productivity data³											
Output per hour of all persons:											
Business sector.....	3.9	3.4	7.6	8.4	.3	3.4	3.4	1.4	3.1	2.9	1.2
Nonfarm business sector.....	3.8	3.4	6.6	9.6	.8	2.1	4.5	1.3	2.5	3.2	2.2
Nonfinancial corporations ⁴	4.1	3.9	7.3	7.3	2.4	.8	2.3	7.4	8.5	3.6	-

¹ Annual changes are December-to-December changes. Quarterly changes are calculated using the last month of each quarter. Compensation and price data are not seasonally adjusted, and the price data are not compounded.

² Excludes Federal and private household workers.

³ Annual rates of change are computed by comparing annual averages. Quarterly percent changes reflect annual rates of change in quarterly indexes. The data are seasonally adjusted.

⁴ Output per hour of all employees.

3. Alternative measures of wage and compensation changes

Components	Quarterly change					Four quarters ending—				
	2004			2005		2004			2005	
	II	III	IV	I	II	II	III	IV	I	II
Average hourly compensation: ¹										
All persons, business sector.....	3.3	6.5	11.3	6.2	2.5	3.6	4.3	4.8	6.8	6.6
All persons, nonfarm business sector.....	3.7	6.1	10.2	6.9	3.5	3.7	4.0	5.8	6.7	6.7
Employment Cost Index—compensation:										
Civilian nonfarm ².....	.9	1.0	.5	1.1	.6	3.9	3.8	3.7	3.5	3.2
Private nonfarm.....	.9	.8	.5	1.1	.7	4.0	3.7	3.8	3.4	3.2
Union.....	1.5	.8	.5	.7	.8	6.0	5.8	5.6	3.6	2.9
Nonunion.....	.8	.9	.4	1.3	.7	3.5	3.4	3.4	3.4	3.2
State and local governments.....	.4	1.7	.6	.9	.3	3.4	3.4	3.5	3.6	3.6
Employment Cost Index—wages and salaries:										
Civilian nonfarm ².....	.6	.9	.3	.7	.5	2.5	2.4	2.4	2.4	2.4
Private nonfarm.....	.7	.9	.2	.7	.6	2.6	2.6	2.4	2.4	2.4
Union.....	1.0	.8	.4	.1	.8	2.9	3.0	2.8	2.3	2.1
Nonunion.....	.6	.8	.2	.8	.6	2.5	2.5	2.4	2.4	2.4
State and local governments.....	.2	1.0	.5	.6	.2	1.9	2.0	2.1	2.3	2.4

¹ Seasonally adjusted. "Quarterly average" is percent change from a quarter ago, at an annual rate.

² Excludes Federal and household workers.

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

[Numbers in thousands]

Employment status	Annual average		2004							2005					
	2003	2004	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June
TOTAL															
Civilian noninstitutional population ¹	221,168	223,357	223,196	223,422	223,677	223,941	224,192	224,422	224,640	224,837	225,041	225,236	225,441	225,670	225,911
Civilian labor force.....	146,510	147,401	147,386	147,823	147,676	147,531	147,893	148,313	148,203	147,979	148,132	148,157	148,762	149,122	149,123
Participation rate.....	66.2	66.0	66.0	66.2	66.0	65.9	66.0	66.1	66.0	65.8	65.8	65.8	66.0	66.1	66.0
Employed.....	137,736	139,252	139,158	139,639	139,658	139,527	139,827	140,293	140,156	140,241	140,144	140,501	141,099	141,475	141,638
Employment-population ratio ²	62.3	62.3	62.3	62.5	62.4	62.3	62.4	62.5	62.4	62.4	62.3	62.4	62.6	62.7	62.7
Unemployed.....	8,774	8,149	8,228	8,184	8,018	8,005	8,066	8,020	8,047	7,737	7,988	7,656	7,663	7,647	7,486
Unemployment rate.....	6.0	5.5	5.6	5.5	5.4	5.5	5.4	5.5	5.4	5.2	5.4	5.2	5.2	5.1	5.0
Not in the labor force.....	74,658	75,956	75,809	75,599	76,001	76,410	76,299	76,109	76,437	76,858	76,909	77,079	76,679	76,547	76,787
Men, 20 years and over															
Civilian noninstitutional population ¹	98,272	99,476	99,396	99,512	99,642	99,776	99,904	100,017	99,476	100,219	100,321	100,419	100,520	100,634	100,754
Civilian labor force.....	74,623	75,364	75,631	75,567	75,615	75,462	75,632	75,866	75,754	75,594	75,816	75,921	76,173	76,439	76,462
Participation rate.....	75.9	75.8	75.8	75.9	75.9	75.6	75.7	75.9	75.7	75.4	75.6	75.6	75.8	76.0	75.9
Employed.....	70,415	71,572	71,575	71,830	71,847	71,701	71,895	71,134	72,020	72,029	72,131	72,429	72,817	73,100	73,174
Employment-population ratio ²	71.7	71.9	72.0	72.2	72.1	71.9	72.0	72.1	71.9	71.9	71.9	72.1	72.4	72.6	72.6
Unemployed.....	4,209	3,791	3,786	3,737	3,768	3,761	3,736	3,733	3,733	3,565	3,685	3,492	3,356	3,339	3,288
Unemployment rate.....	5.6	5.0	5.0	4.9	5.0	5.0	4.9	4.9	4.9	4.7	4.9	4.6	4.4	4.4	4.3
Not in the labor force.....	23,649	24,113	24,035	23,945	24,026	24,314	24,272	24,151	24,372	24,625	24,505	24,498	24,347	24,195	24,292
Women, 20 years and over															
Civilian noninstitutional population ¹	106,800	107,658	107,586	107,687	107,801	107,920	108,032	108,129	107,658	108,316	108,403	108,486	108,573	108,672	108,776
Civilian labor force.....	64,716	64,923	64,989	65,085	64,909	65,008	65,126	65,244	65,260	65,318	65,270	65,051	65,420	65,479	65,470
Participation rate.....	60.6	60.3	60.4	60.4	60.2	60.2	60.3	60.3	60.3	60.3	60.2	60.0	60.3	60.3	60.2
Employed.....	61,402	61,773	61,731	61,902	61,877	61,939	62,024	62,145	62,208	62,295	62,202	62,099	62,384	62,464	62,451
Employment-population ratio ²	57.5	57.4	57.4	57.5	57.4	57.4	57.4	57.5	57.5	57.5	57.4	57.2	57.5	57.5	57.4
Unemployed.....	3,314	3,150	3,259	3,183	3,032	3,069	3,102	3,099	3,051	3,023	3,068	2,952	3,036	3,015	3,019
Unemployment rate.....	5.1	4.9	5.0	4.9	4.7	4.7	4.8	4.7	4.7	4.6	4.7	4.5	4.6	4.6	4.6
Not in the labor force.....	42,083	42,735	42,597	42,603	42,892	42,912	42,906	42,885	42,961	42,998	43,133	43,435	43,153	43,192	43,306
Both sexes, 16 to 19 years															
Civilian noninstitutional population ¹	16,096	16,222	16,214	16,222	16,234	16,246	16,257	16,293	16,222	16,302	16,317	16,332	16,347	16,364	16,381
Civilian labor force.....	7,170	7,114	7,036	7,172	7,152	7,062	7,165	7,202	7,189	7,066	7,046	7,185	7,168	7,204	7,192
Participation rate.....	44.5	43.9	43.4	44.2	44.1	43.5	43.9	44.2	44.1	43.3	43.2	44.0	43.9	44.0	43.9
Employed.....	5,919	5,907	5,853	5,907	5,934	5,887	5,908	6,014	5,927	5,917	5,811	5,973	5,897	5,911	6,013
Employment-population ratio ²	36.8	36.4	36.1	36.4	36.6	36.2	36.3	36.9	36.4	36.3	35.6	36.6	36.1	36.1	36.7
Unemployed.....	1,251	1,208	1,184	1,265	1,217	1,175	1,227	1,188	1,262	1,150	1,235	1,212	1,271	1,293	1,178
Unemployment rate.....	17.5	17.0	16.8	17.6	17.0	16.6	17.2	16.5	17.6	16.3	17.5	16.9	17.7	17.9	16.4
Not in the labor force.....	8,926	9,108	9,178	9,051	9,082	9,184	9,122	9,074	9,104	9,235	9,271	9,147	9,179	9,160	9,190
White³															
Civilian noninstitutional population ¹	181,292	182,643	182,531	182,676	182,846	183,022	183,188	183,340	183,483	183,640	183,767	183,888	184,015	184,167	184,328
Civilian labor force.....	120,546	121,686	121,212	121,383	121,278	120,995	121,273	121,606	121,509	121,553	121,621	121,484	121,961	122,177	121,985
Participation rate.....	66.5	66.3	66.4	66.4	66.3	66.1	66.2	66.3	66.2	66.2	66.2	66.1	66.3	66.3	66.2
Employed.....	114,235	115,239	115,199	115,610	115,526	115,318	115,618	115,966	115,910	116,158	116,022	116,135	116,574	116,791	116,778
Employment-population ratio ²	63.0	63.1	63.1	63.3	63.2	63.0	63.1	63.3	63.2	63.3	63.1	63.2	63.4	63.4	63.4
Unemployed.....	6,311	5,847	6,013	5,773	5,752	5,677	5,655	5,640	5,600	5,395	5,598	5,349	5,387	5,386	5,206
Unemployment rate.....	5.2	4.8	5.0	4.8	4.7	4.7	4.7	4.6	4.6	4.4	4.6	4.4	4.4	4.4	4.3
Not in the labor force.....	60,746	61,558	61,319	61,293	61,568	62,027	61,915	61,735	61,973	62,088	62,146	62,403	62,054	61,989	62,343
Black or African American³															
Civilian noninstitutional population ¹	25,686	26,065	26,040	26,078	26,120	26,163	26,204	26,239	26,273	26,306	26,342	26,377	26,413	26,450	26,448
Civilian labor force.....	16,526	16,638	16,521	16,775	16,721	16,711	16,820	16,728	16,713	16,721	16,708	16,741	16,940	17,050	17,147
Participation rate.....	64.3	63.8	63.4	64.3	64.0	63.9	62.4	63.8	63.6	63.6	63.4	63.5	64.1	64.5	64.7
Employed.....	14,739	14,909	14,825	14,937	14,972	14,981	15,012	14,913	14,907	14,946	14,890	15,025	15,184	15,329	15,378
Employment-population ratio ²	57.4	57.2	56.9	57.3	57.3	57.3	57.3	56.8	56.7	56.8	56.5	57.0	57.5	58.0	58.1
Unemployed.....	1,787	1,729	1,696	1,838	1,749	1,730	1,808	1,814	1,806	1,775	1,818	1,716	1,756	1,721	1,769
Unemployment rate.....	10.8	10.4	10.3	11.0	10.5	10.4	10.7	10.8	10.8	10.6	10.9	10.3	10.4	10.1	10.3
Not in the labor force.....	9,161	9,428	9,520	9,303	9,399	9,452	9,384	9,512	9,559	9,585	9,634	9,636	9,473	9,400	9,341

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		2004							2005					
	2003	2004	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June
Hispanic or Latino ethnicity															
Civilian noninstitutional population ¹	27,551	28,109	28,059	28,150	28,243	28,338	28,431	28,520	28,608	28,642	28,729	28,815	28,902	28,989	29,079
Civilian labor force.....	18,813	19,272	19,302	19,432	19,463	19,444	19,524	19,552	19,544	19,379	19,458	19,541	19,665	19,761	19,777
Participation rate.....	68.3	68.6	68.8	69.0	68.9	68.6	68.6	68.6	68.3	67.7	67.8	67.8	68.0	68.2	68.0
Employed.....	17,372	17,930	18,013	18,102	18,128	18,079	18,213	18,238	18,252	18,198	18,211	18,425	18,412	18,578	18,623
Employment-population ratio ²	63.1	63.8	64.2	64.3	64.2	63.8	64.1	63.9	63.8	63.5	63.4	63.9	63.7	64.1	64.0
Unemployed.....	1,441	1,342	1,289	1,330	1,335	1,366	1,311	1,313	1,292	1,181	1,248	1,117	1,252	1,183	1,154
Unemployment rate.....	7.7	7.0	6.7	6.8	6.9	7.0	6.7	6.7	6.6	6.1	6.4	5.7	6.4	6.0	5.8
Not in the labor force.....	8,738	8,837	8,756	8,717	8,780	8,894	8,907	8,968	9,064	9,263	9,270	9,273	9,237	9,228	9,302

¹ The population figures are not seasonally adjusted.

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

³ Beginning in 2003, persons who selected this race group only; persons who selected more than one race group are not included. Prior to 2003, persons who reported more than one race were included in the group they identified as the main race.

NOTE: Estimates for the above race groups (white and black or African American) do not sum to totals because data are not presented for all races. In addition, persons whose ethnicity is identified as Hispanic or Latino may be of any race and, therefore, are classified by ethnicity as well as by race. Beginning in January 2003, data reflect revised population controls used in the household survey.

5. Selected employment indicators, monthly data seasonally adjusted

[In thousands]

Selected categories	Annual average		2004							2005					
	2003	2004	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June
Characteristic															
Employed, 16 years and older.....	137,736	139,252	139,158	139,639	139,658	139,527	139,827	140,293	140,156	140,241	140,144	140,501	141,099	141,475	141,638
Men.....	73,332	74,524	74,501	74,811	74,824	74,629	74,852	75,188	74,938	74,934	74,964	75,375	75,735	75,985	76,092
Women.....	64,404	64,728	64,658	64,828	64,834	64,898	64,975	65,104	65,218	65,307	65,180	65,127	65,364	65,490	65,545
Married men, spouse present.....	44,653	45,084	44,958	44,948	45,099	45,093	45,127	45,462	45,315	45,171	45,351	45,382	45,482	45,725	45,357
Married women, spouse present.....	34,695	34,600	34,487	34,607	34,494	34,704	34,808	34,961	34,878	34,739	34,601	34,307	34,539	34,747	34,622
Persons at work part time¹															
All industries:															
Part time for economic reasons.....	4,701	4,567	4,504	4,488	4,509	4,476	4,762	4,533	4,474	4,395	4,269	4,344	4,293	4,361	4,465
Slack work or business conditions.....	3,118	2,841	2,801	2,642	2,816	2,805	3,052	2,761	2,735	2,768	2,629	2,643	2,613	2,741	2,668
Could only find part-time work.....	1,279	1,409	1,400	1,472	1,403	1,312	1,385	1,420	1,440	1,329	1,296	1,419	1,363	1,346	1,420
Part time for noneconomic noneconomic reasons.....	19,014	19,380	19,564	19,737	19,657	19,410	19,704	19,499	19,502	19,089	19,555	19,458	19,584	19,435	19,021
Nonagricultural industries:															
Part time for economic reasons.....	4,596	4,469	4,423	4,390	4,408	4,400	4,656	4,404	4,382	4,303	4,153	4,268	4,186	4,280	4,386
Slack work or business conditions.....	3,052	2,773	2,753	2,580	2,722	2,750	2,971	2,685	2,682	2,702	2,572	2,592	2,540	2,705	2,616
Could only find part-time work.....	1,264	1,399	1,382	1,484	1,388	1,320	1,363	1,396	1,397	1,309	1,268	1,411	1,351	1,331	1,416
Part time for noneconomic reasons.....	18,658	19,026	19,123	19,327	19,204	19,061	19,288	19,141	19,176	18,765	19,254	19,182	19,226	19,160	18,633

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

NOTE: Beginning in January 2003, data reflect revised population controls used in the household survey.

6. Selected unemployment indicators, monthly data seasonally adjusted

[Unemployment rates]

Selected categories	Annual average		2004							2005					
	2003	2004	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June
Characteristic															
Total, 16 years and older.....	6.0	5.5	5.6	5.5	5.4	5.4	5.5	5.4	5.4	5.2	5.4	5.2	5.2	5.1	5.0
Both sexes, 16 to 19 years.....	17.5	17.0	16.8	17.6	17.0	16.6	17.2	16.5	17.6	16.3	17.5	16.9	17.7	17.9	16.4
Men, 20 years and older.....	5.6	5.0	5.0	4.9	5.0	5.0	4.9	4.9	4.9	4.7	4.9	4.6	4.4	4.4	4.3
Women, 20 years and older.....	5.1	4.9	5.0	4.9	4.7	4.7	4.8	4.7	4.7	4.6	4.7	4.5	4.6	4.6	4.6
White, total ¹	5.2	4.8	5.0	4.8	4.7	4.7	4.7	4.6	4.6	4.4	4.6	4.4	4.4	4.4	4.3
Both sexes, 16 to 19 years.....	15.2	15.0	14.8	14.9	15.4	14.7	15.1	14.4	15.7	14.0	15.5	14.5	15.3	15.4	14.2
Men, 16 to 19 years.....	17.1	16.3	16.2	15.5	15.8	15.9	17.4	15.5	17.9	16.3	18.1	17.7	17.8	17.8	16.0
Women, 16 to 19 years.....	13.3	13.6	13.3	14.2	15.0	13.5	12.6	13.2	13.4	11.8	12.9	11.0	12.8	13.0	12.3
Men, 20 years and older.....	5.0	4.4	4.5	4.3	4.4	4.3	4.2	4.2	4.2	4.0	4.1	4.0	3.8	3.8	3.6
Women, 20 years and older.....	4.4	4.2	4.4	4.2	4.0	4.0	4.0	4.1	3.9	3.9	3.9	3.8	4.0	3.9	3.9
Black or African American, total ¹	10.8	10.4	10.3	11.0	10.5	10.4	10.7	10.8	10.8	10.6	10.9	10.3	10.4	10.1	10.3
Both sexes, 16 to 19 years.....	33.0	31.7	32.7	37.2	29.4	28.6	34.7	32.7	30.8	30.2	31.5	32.6	35.5	35.8	32.4
Men, 16 to 19 years.....	36.0	35.6	34.4	37.9	34.9	35.9	37.1	38.1	37.7	30.0	34.1	35.8	37.8	36.3	37.6
Women, 16 to 19 years.....	30.3	28.2	31.2	36.6	24.2	21.1	32.4	27.0	24.0	30.5	28.6	29.2	32.8	35.3	26.9
Men, 20 years and older.....	10.3	9.9	9.5	10.3	10.4	10.2	10.2	10.5	10.7	10.4	10.9	9.2	9.3	9.2	9.6
Women, 20 years and older.....	9.2	8.9	9.0	9.1	8.7	8.9	8.9	9.0	9.1	8.9	9.1	8.9	8.8	8.4	8.8
Hispanic or Latino ethnicity.....	7.7	7.0	6.7	6.8	6.9	7.0	6.7	6.7	6.6	6.1	6.4	5.7	6.4	6.0	5.8
Married men, spouse present.....	3.8	3.1	3.2	3.2	3.1	3.0	3.0	3.1	3.1	3.1	3.0	3.0	2.7	2.7	2.6
Married women, spouse present.....	3.7	3.5	3.7	3.5	3.5	3.1	3.1	3.4	3.4	3.2	3.2	3.0	3.3	3.1	3.3
Full-time workers.....	6.1	5.6	5.6	5.6	5.5	5.5	5.4	5.4	5.4	5.2	5.4	5.1	5.1	5.0	4.9
Part-time workers.....	5.5	5.3	5.5	5.2	5.2	5.0	5.5	5.4	5.4	5.3	5.4	5.4	5.3	5.6	5.4
Educational attainment²															
Less than a high school diploma.....	8.8	8.5	8.7	8.3	8.2	8.9	8.2	8.0	8.3	7.5	7.8	7.8	8.4	7.8	7.0
High school graduates, no college ³	5.5	5.0	5.1	5.0	4.9	4.8	4.9	4.9	4.9	4.7	4.9	4.7	4.4	4.5	4.7
Some college or associate degree.....	4.8	4.2	4.2	4.2	4.1	4.0	4.2	4.3	4.3	4.1	4.2	4.0	3.9	3.9	3.9
Bachelor's degree and higher ⁴	3.1	2.7	2.7	2.7	2.7	2.6	2.5	2.5	2.5	2.4	2.4	2.4	2.5	2.4	2.3

¹ Beginning in 2003, persons who selected this race group only; persons who selected more than one race group are not included. Prior to 2003, persons who reported more than one race were included in the group they identified as the main race.

² Data refer to persons 25 years and older.

³ Includes high school diploma or equivalent.

⁴ Includes persons with bachelor's, master's, professional, and doctoral degrees.

NOTE: Beginning in January 2003, data reflect revised population controls used in the household survey.

7. Duration of unemployment, monthly data seasonally adjusted

[Numbers in thousands]

Weeks of unemployment	Annual average		2004							2005					
	2003	2004	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June
Less than 5 weeks.....	2,785	2,696	2,715	2,803	2,605	2,796	2,753	2,611	2,865	2,599	2,755	2,531	2,666	2,699	2,666
5 to 14 weeks.....	2,612	2,382	2,397	2,458	2,521	2,251	2,290	2,361	2,264	2,343	2,317	2,319	2,268	2,262	2,342
15 weeks and over.....	3,378	3,072	3,051	2,885	2,924	2,971	3,032	3,012	2,961	2,824	2,888	2,817	2,698	2,667	2,350
15 to 26 weeks.....	1,442	1,293	1,294	1,198	1,243	1,227	1,261	1,294	1,325	1,201	1,255	1,165	1,093	1,133	1,041
27 weeks and over.....	1,936	1,779	1,757	1,686	1,681	1,744	1,771	1,718	1,636	1,623	1,633	1,652	1,615	1,534	1,310
Mean duration, in weeks.....	19.2	19.6	19.8	18.5	19.2	19.6	19.7	19.8	19.3	19.3	19.1	19.5	19.6	18.8	17.1
Median duration, in weeks.....	10.1	9.8	10.8	8.9	9.5	9.5	9.5	9.8	9.5	9.4	9.3	9.3	8.9	9.1	9.1

NOTE: Beginning in January 2003, data reflect revised population controls used in the household survey.

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

[Numbers in thousands]

Reason for unemployment	Annual average		2004							2005					
	2003	2004	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June
Job losers ¹	4,838	4,197	4,117	4,228	3,978	4,014	4,074	4,066	4,108	4,048	3,980	3,784	3,675	3,646	3,680
On temporary layoff.....	1,121	998	1,009	1,068	971	919	947	941	965	966	965	961	838	864	975
Not on temporary layoff.....	3,717	3,199	3,108	3,160	3,007	3,094	3,127	3,124	3,144	3,082	3,015	2,823	2,837	2,782	2,705
Job leavers.....	818	858	909	896	885	830	829	880	898	819	965	855	897	942	844
Reentrants.....	2,477	2,408	2,426	2,333	2,440	2,417	2,411	2,388	2,361	2,324	2,405	2,364	2,356	2,353	2,219
New entrants.....	641	686	642	686	699	697	747	723	709	624	745	711	747	728	661
Percent of unemployed															
Job losers ¹	55.1	51.5	50.9	51.9	49.7	50.4	50.5	5.1	50.9	51.8	49.2	49.1	47.9	47.5	49.7
On temporary layoff.....	12.8	12.2	12.5	13.1	12.1	11.6	11.8	11.7	11.9	12.4	11.9	12.5	10.9	11.3	13.2
Not on temporary layoff.....	42.4	39.3	38.4	38.8	37.6	38.9	38.8	38.8	38.9	39.4	37.2	36.6	37.0	36.3	36.5
Job leavers.....	9.3	10.5	11.2	11.0	11.1	10.4	10.3	10.9	11.1	10.5	11.9	11.1	11.7	12.3	11.4
Reentrants.....	28.2	29.5	30.0	28.6	30.5	30.4	29.9	29.6	29.2	29.7	29.7	30.6	30.7	30.7	30.0
New entrants.....	7.3	8.4	7.9	8.4	8.7	8.8	9.3	9.0	8.8	8.0	9.2	9.2	9.7	9.5	8.9
Percent of civilian labor force															
Job losers ¹	3.3	2.8	2.8	2.9	2.7	2.7	2.8	2.7	2.8	2.7	2.7	2.6	2.5	2.4	2.5
Job leavers.....	.6	.6	.6	.6	.6	.6	.6	.6	.6	.6	.7	.6	.6	.6	.6
Reentrants.....	1.7	1.6	1.6	1.6	1.7	1.6	1.6	1.6	1.6	1.6	1.6	1.6	1.6	1.6	1.5
New entrants.....	.4	.5	.4	.5	.5	.5	.5	.5	.5	.4	.5	.5	.5	.5	.4

¹ Includes persons who completed temporary jobs.

NOTE: Beginning in January 2003, data reflect revised population controls used in the household survey.

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

[Civilian workers]

Sex and age	Annual average		2004							2005					
	2003	2004	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June
Total, 16 years and older.....	6.0	5.5	5.6	5.5	5.4	5.4	5.5	5.4	5.4	5.2	5.4	5.2	5.2	5.1	5.0
16 to 24 years.....	12.4	11.8	12.0	11.9	11.6	11.8	12.2	11.5	11.7	11.7	12.4	11.6	11.8	11.8	11.2
16 to 19 years.....	17.5	17.0	16.8	17.6	17.0	16.6	17.2	16.5	17.6	16.3	17.5	16.9	17.7	17.9	16.4
16 to 17 years.....	19.1	20.2	20.5	20.3	20.7	19.6	20.6	21.2	20.6	19.3	20.6	19.4	19.9	20.0	18.3
18 to 19 years.....	16.4	15.0	14.4	16.1	14.9	14.9	15.2	13.5	15.4	14.4	15.5	15.0	16.9	16.3	15.2
20 to 24 years.....	10.0	9.4	9.7	9.2	9.0	9.5	9.8	9.2	8.9	9.5	10.0	9.0	8.9	8.8	8.8
25 years and older.....	4.8	4.4	4.5	4.4	4.3	4.3	4.3	4.3	4.3	4.1	4.2	4.0	4.0	4.0	3.9
25 to 54 years.....	5.0	4.6	4.5	4.6	4.4	4.4	4.4	4.4	4.4	4.5	4.2	4.3	4.2	4.1	4.2
55 years and older.....	4.1	3.7	3.9	3.7	3.7	3.7	3.8	3.7	3.5	3.5	3.6	3.5	3.5	3.2	3.1
Men, 16 years and older.....	6.3	5.6	5.6	5.5	5.6	5.6	5.6	5.5	5.6	5.3	5.6	5.3	5.1	5.1	5.0
16 to 24 years.....	13.4	12.6	12.7	12.2	12.5	12.9	13.0	12.4	12.5	12.7	14.1	12.9	13.0	12.5	12.3
16 to 19 years.....	19.3	18.4	18.0	17.8	18.1	18.2	19.2	18.2	20.3	18.2	20.4	19.9	20.4	20.0	19.0
16 to 17 years.....	20.7	22.0	22.3	21.2	21.9	20.6	22.1	23.0	24.3	22.0	25.0	22.9	22.2	22.5	21.7
18 to 19 years.....	18.4	16.3	15.9	15.9	16.1	16.8	17.7	14.8	17.8	16.1	17.7	17.5	19.9	18.4	17.5
20 to 24 years.....	10.6	10.1	10.4	9.7	10.0	10.5	10.2	9.8	9.0	10.2	11.3	9.7	9.5	9.2	9.3
25 years and older.....	5.0	4.4	4.4	4.4	4.4	4.3	4.3	4.3	4.4	4.0	4.1	4.0	3.8	3.8	3.7
25 to 54 years.....	5.2	4.6	4.4	4.5	4.5	4.4	4.4	4.4	4.6	4.1	4.2	4.1	3.9	4.0	3.9
55 years and older.....	4.4	3.9	4.3	3.8	4.0	3.9	4.1	3.7	3.5	3.9	3.7	3.6	3.5	3.0	3.1
Women, 16 years and older.....	5.7	5.4	5.6	5.5	5.2	5.2	5.3	5.2	5.2	5.1	5.2	5.0	5.2	5.2	5.1
16 to 24 years.....	11.4	11.0	11.2	11.6	10.6	10.6	11.3	10.5	10.8	10.5	10.6	10.1	10.4	10.9	10.0
16 to 19 years.....	15.6	15.5	15.6	17.5	15.9	15.0	15.1	14.6	14.8	14.3	14.6	13.7	14.9	15.8	13.8
16 to 17 years.....	17.5	18.5	18.9	19.5	19.7	18.6	19.0	19.3	17.2	16.8	16.5	15.8	17.5	17.7	15.1
18 to 19 years.....	14.2	13.5	12.7	16.4	13.5	12.8	12.5	12.1	12.9	12.7	13.2	12.2	13.9	14.2	12.8
20 to 24 years.....	9.3	8.7	9.0	8.7	7.9	8.4	9.4	8.5	8.9	8.7	8.6	8.3	8.2	8.4	8.1
25 years and older.....	4.6	4.4	4.5	4.4	4.3	4.3	4.2	4.3	4.2	4.1	4.2	4.0	4.2	4.1	4.2
25 to 54 years.....	4.8	4.6	4.7	4.7	4.4	4.4	4.4	4.4	4.4	4.4	4.4	4.2	4.4	4.3	4.4
55 years and older ¹	3.7	3.6	3.8	3.8	3.9	3.5	3.3	3.6	3.2	3.3	3.5	3.2	3.2	3.2	3.3

¹ Data are not seasonally adjusted.

NOTE: Beginning in January 2003, data reflect revised population controls used in the household survey.

10. Unemployment rates by State, seasonally adjusted

State	May 2004	Apr. 2005	May 2005 ^P	State	May 2004	Apr. 2005	May 2005 ^P
Alabama.....	5.7	4.4	4.4	Missouri.....	5.6	5.6	5.6
Alaska.....	7.4	6.7	6.4	Montana.....	4.4	4.4	4.5
Arizona.....	5.0	5.0	4.8	Nebraska.....	3.8	3.9	4.0
Arkansas.....	5.8	4.9	5.0	Nevada.....	4.4	4.0	4.0
California.....	6.3	5.4	5.3	New Hampshire.....	3.9	3.4	3.6
Colorado.....	5.5	5.3	5.3	New Jersey.....	4.9	4.2	3.9
Connecticut.....	5.0	4.9	5.3	New Mexico.....	5.7	6.0	6.0
Delaware.....	4.1	3.9	4.1	New York.....	5.8	4.9	5.0
District of Columbia.....	8.0	7.7	7.9	North Carolina.....	5.6	5.3	5.1
Florida.....	4.8	4.2	4.1	North Dakota.....	3.3	3.2	3.5
Georgia.....	4.6	5.0	5.2	Ohio.....	6.1	6.1	6.1
Hawaii.....	3.3	2.9	2.7	Oklahoma.....	4.9	4.5	4.5
Idaho.....	4.8	4.0	3.9	Oregon.....	7.4	6.5	6.4
Illinois.....	6.2	5.9	5.8	Pennsylvania.....	5.5	4.9	4.8
Indiana.....	5.1	5.4	4.8	Rhode Island.....	5.3	4.7	4.5
Iowa.....	4.8	4.5	4.8	South Carolina.....	6.7	6.5	6.3
Kansas.....	5.6	5.2	5.3	South Dakota.....	3.5	3.7	4.0
Kentucky.....	5.5	5.6	5.7	Tennessee.....	5.4	5.8	6.2
Louisiana.....	5.8	5.1	5.4	Texas.....	6.1	5.5	5.5
Maine.....	4.4	4.7	5.0	Utah.....	5.3	4.9	4.9
Maryland.....	4.2	4.3	4.3	Vermont.....	3.6	3.3	3.1
Massachusetts.....	5.2	4.7	4.8	Virginia.....	3.7	3.6	3.6
Michigan.....	7.0	7.0	7.1	Washington.....	6.2	5.5	5.6
Minnesota.....	4.6	4.0	4.3	West Virginia.....	5.4	5.1	4.5
Mississippi.....	6.0	6.8	7.1	Wisconsin.....	5.0	4.5	4.7
				Wyoming.....	3.8	3.5	4.1

^P = preliminary

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

State	May 2004	Apr. 2005	May 2005 ^P	State	May 2004	Apr. 2005	May 2005 ^P
Alabama.....	2,147,632	2,143,531	2,143,048	Missouri.....	3,032,682	3,023,591	3,031,278
Alaska.....	331,810	339,688	338,854	Montana.....	482,510	490,597	491,261
Arizona.....	2,765,804	2,834,853	2,816,286	Nebraska.....	984,945	988,902	986,876
Arkansas.....	1,303,212	1,338,943	1,345,629	Nevada.....	1,174,422	1,217,259	1,212,923
California.....	17,514,163	17,746,916	17,783,775	New Hampshire.....	722,649	733,778	734,690
Colorado.....	2,515,412	2,559,003	2,560,398	New Jersey.....	4,384,485	4,413,481	4,406,372
Connecticut.....	1,799,035	1,807,993	1,812,919	New Mexico.....	910,838	942,006	940,008
Delaware.....	422,677	429,449	432,201	New York.....	9,339,303	9,410,201	9,423,714
District of Columbia.....	297,487	303,233	298,768	North Carolina.....	4,250,170	4,301,942	4,308,337
Florida.....	8,378,936	8,622,259	8,653,301	North Dakota.....	353,531	355,964	355,364
Georgia.....	4,383,178	4,469,954	4,487,063	Ohio.....	5,881,084	5,947,936	5,930,253
Hawaii.....	615,293	630,913	625,173	Oklahoma.....	1,708,861	1,725,450	1,722,874
Idaho.....	702,405	728,573	728,370	Oregon.....	1,854,661	1,873,284	1,865,148
Illinois.....	6,391,383	6,495,078	6,479,643	Pennsylvania.....	6,266,860	6,329,209	6,350,018
Indiana.....	3,165,476	3,217,082	3,200,411	Rhode Island.....	563,379	567,637	570,690
Iowa.....	1,623,982	1,645,255	1,639,877	South Carolina.....	2,040,302	2,072,512	2,068,652
Kansas.....	1,463,365	1,471,560	1,472,267	South Dakota.....	427,471	430,352	428,280
Kentucky.....	1,977,561	1,993,718	1,991,855	Tennessee.....	2,910,691	2,907,118	2,907,197
Louisiana.....	2,054,535	2,101,000	2,110,625	Texas.....	11,016,016	11,208,511	11,216,988
Maine.....	698,294	705,740	708,850	Utah.....	1,201,852	1,233,673	1,235,731
Maryland.....	2,881,577	2,915,228	2,935,738	Vermont.....	352,921	352,288	351,495
Massachusetts.....	3,395,294	3,377,480	3,373,772	Virginia.....	3,811,152	3,897,576	3,907,947
Michigan.....	5,077,529	5,142,355	5,129,447	Washington.....	3,226,235	3,270,470	3,269,472
Minnesota.....	2,955,962	2,970,541	2,975,345	West Virginia.....	789,390	798,117	791,437
Mississippi.....	1,328,002	1,343,322	1,349,625	Wisconsin.....	3,070,022	3,058,501	3,049,673
				Wyoming.....	280,988	283,805	285,537

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		2004							2005					
	2003	2004	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May ^P	June ^P
TOTAL NONFARM.....	129,999	131,480	131,479	131,562	131,750	131,880	132,162	132,294	132,449	132,573	132,873	132,995	133,287	133,391	133,537
TOTAL PRIVATE.....	108,416	109,862	109,908	109,976	110,105	110,203	110,462	110,588	110,749	110,863	111,140	111,264	111,542	111,639	111,783
GOODS-PRODUCING.....	21,816	21,884	21,890	21,902	21,946	21,947	21,982	21,996	22,022	22,004	22,066	22,093	22,130	22,138	22,134
Natural resources and mining.....	572	591	591	596	595	597	595	599	602	607	602	619	623	625	627
Logging.....	69.4	67.8	67.6	67.4	67.5	68.0	67.0	66.9	67.9	68.0	67.3	68.7	65.2	64.6	64.6
Mining.....	502.7	523.2	523.8	528.9	527.8	528.5	527.7	532.5	534.4	538.7	545.0	549.8	558.0	558.5	562.8
Oil and gas extraction.....	120.2	123.1	123.2	123.2	123.8	124.0	123.6	124.4	124.1	123.4	122.5	124.0	124.3	125.0	125.2
Mining, except oil and gas ¹	202.7	207.1	208.1	211.8	209.1	208.5	208.4	210.7	211.3	212.9	215.5	215.7	218.5	219.6	221.4
Coal mining.....	70.0	71.7	72.0	73.5	73.1	72.9	72.7	73.7	73.9	75.4	76.1	76.1	76.9	76.6	77.4
Support activities for mining.....	179.8	193.1	192.5	193.9	194.9	196.0	195.7	197.4	199.0	202.4	207.0	210.1	215.2	215.4	216.2
Construction.....	6,735	6,964	6,955	6,965	6,985	6,998	7,043	7,060	7,086	7,090	7,133	7,159	7,207	7,219	7,237
Construction of buildings.....	1,575.8	1,632.2	1,626.7	1,632.2	1,636.3	1,647.8	1,663.0	1,668.3	1,678.9	1,682.4	1,689.2	1,692.5	1,693.4	1,694.6	1,699.1
Heavy and civil engineering.....	903.1	902.5	899.8	899.7	901.1	902.1	904.1	906.4	907.8	908.2	911.7	915.7	926.6	932.2	945.1
Specialty trade contractors.....	4,255.7	4,429.2	4,428.6	4,433.1	4,447.6	4,447.8	4,476.1	4,484.8	4,499.2	4,499.6	4,531.8	4,550.9	4,586.5	4,592.2	4,593.1
Manufacturing.....	14,510	14,329	14,344	14,341	14,366	14,352	14,344	14,337	14,334	14,307	14,321	14,315	14,300	14,294	14,270
Production workers.....	10,190	10,083	10,095	10,102	10,131	10,117	10,111	10,104	10,097	10,082	10,085	10,091	10,086	10,090	10,075
Durable goods.....	8,963	8,923	8,931	8,926	8,965	8,957	8,960	8,954	8,957	8,942	8,962	8,957	8,954	8,957	8,945
Production workers.....	6,152	6,137	6,147	6,144	6,180	6,172	6,166	6,166	6,170	6,166	6,178	6,182	6,188	6,196	6,189
Wood products.....	537.6	548.4	549	550	551.7	550.1	554.5	553.3	555.2	554.7	553.6	555.2	551.8	549.5	550.6
Nonmetallic mineral products.....	494.2	504.8	507.4	507.9	507.6	508.8	509.1	507.9	506.5	504.5	504.0	502.0	504.7	501.6	501.4
Primary metals.....	477.4	465.9	467.4	468.4	467.4	466.4	466.0	465.8	465.2	465.5	466.9	466.6	466.0	465.8	464.6
Fabricated metal products.....	1,506.8	1,470.3	1,498.3	1,502.6	1,506.8	1,508.5	1,511.5	1,510.9	1,512.8	1,514.3	1,514.1	1,517.3	1,517.5	1,520.1	1,519.8
Machinery.....	1,149.4	1,141.5	1,142.7	1,146.8	1,151.5	1,148.7	1,147.3	1,147.4	1,146.0	1,145.9	1,148.0	1,151.7	1,153.7	1,156.1	1,155.1
Computer and electronic products ¹	1,355.2	1,326.2	1,327.4	1,332.8	1,334.0	1,332.5	1,329.8	1,327.1	1,325.8	1,327.0	1,327.5	1,326.0	1,329.0	1,329.6	1,337.0
Computer and peripheral equipment.....	224.0	212.1	212.2	211.4	212.4	211.9	209.7	209.3	210.4	210.2	211.2	211.3	212.5	213.2	215.5
Communications equipment.....	154.9	150.5	150.1	151.3	151.6	151.0	150.7	152.7	153.7	155.1	154.5	153.7	153.9	153.8	154.1
Semiconductors and electronic components.....	461.1	452.8	455.2	457.9	457.4	457.0	454.9	451.9	448.0	447.4	447.1	446.7	446.7	446.5	448.1
Electronic instruments.....	429.7	431.8	431.2	433.9	434.2	434.6	437.0	435.6	435.7	436.4	436.4	436.2	437.5	437.6	441.1
Electrical equipment and appliances.....	459.6	446.8	446.8	447.3	447.7	447.0	445.1	447.4	445.8	445.1	445.3	444.5	442.8	443.4	441.2
Transportation equipment.....	1,774.1	1,763.5	1,762.2	1,739.1	1,769.5	1,768.5	1,771.0	1,767.2	1,771.9	1,760.1	1,781.8	1,776.7	1,775.7	1,779.0	1,764.7
Furniture and related products.....	572.9	572.7	573.6	574.0	573.3	572.1	571.3	572.2	571.7	570.3	567.5	565.9	562.8	560.9	558.9
Miscellaneous manufacturing.....	663.3	655.5	656.4	656.8	655.2	654.5	654.1	654.7	656.4	654.3	653.5	651.3	650.3	651.4	651.8
Nondurable goods.....	5,547	5,406	5,413	5,415	5,401	5,395	5,384	5,383	5,377	5,365	5,359	5,358	5,346	5,337	5,325
Production workers.....	4,038	3,945	3,948	3,958	3,951	3,945	3,939	3,938	3,927	3,916	3,907	3,909	3,898	3,894	3,886
Food manufacturing.....	1,517.5	1,497.4	1,498.6	1,504.6	1,497.0	1,494.3	1,493.5	1,493.6	1,498.8	1,494.3	1,493.2	1,495.2	1,489.6	1,489.0	1,486.8
Beverages and tobacco products.....	199.6	194.3	194.4	194.2	193.4	194.9	192.9	195.1	193.0	192.2	192.5	191.6	191.1	191.4	190.6
Textile mills.....	261.3	238.5	239.3	238.8	238.1	237.3	236.5	235.0	233.2	231.5	230.1	228.7	225.5	225.4	224.7
Textile product mills.....	179.3	177.7	178.5	178.2	177.6	177.8	178.1	178.4	178.0	178.1	177.9	177.9	177.7	178.3	176.7
Apparel.....	312.3	284.8	285.9	283.2	282.6	281.0	276.1	273.4	271.9	269.3	267.2	262.8	262.2	258.5	256.0
Leather and allied products.....	44.5	42.9	42.6	42.5	42.5	42.7	42.8	43.4	43.1	43.1	43.2	42.9	42.8	42.4	42.4
Paper and paper products.....	516.2	499.1	496.7	499.2	500.6	499.3	499.4	498.1	497.9	499.9	500.2	502.0	499.3	498.2	495.8
Printing and related support activities.....	680.5	665.0	668.3	665.2	663.9	661.6	661.0	661.3	660.8	659.6	659.2	658.8	658.7	657.2	656.4
Petroleum and coal products.....	114.3	112.8	112.9	112.8	113.2	113.2	113.3	113.6	113.8	114.5	115.1	115.0	116.4	117.1	116.8
Chemicals.....	906.1	887.0	888.8	887.7	885.8	885.5	884.5	882.4	880.5	877.1	876.4	877.5	878.4	877.6	878.3
Plastics and rubber products.....	815.4	806.6	807.1	808.9	806.6	807.1	806.3	808.6	806.2	804.9	804.1	805.8	804.3	801.7	800.2
SERVICE-PROVIDING.....	108,182	109,596	109,589	109,660	109,804	109,933	110,180	110,298	110,427	110,569	110,807	110,902	111,157	111,253	111,403
PRIVATE SERVICE-PROVIDING.....	86,599	87,978	88,018	88,074	88,159	88,256	88,480	88,592	88,727	88,859	89,074	89,171	89,412	89,501	89,649
Trade, transportation, and utilities.....	25,287	25,510	25,536	25,536	25,537	25,555	25,581	25,621	25,620	25,652	25,714	25,743	25,797	25,831	25,834
Wholesale trade.....	5,607.5	5,654.9	5,653.4	5,660.2	5,662.9	5,672.4	5,674.7	5,680.0	5,683.6	5,679.9	5,688.7	5,702.2	5,707.7	5,716.9	5,717.4
Durable goods.....	2,940.6	2,949.1	2,948.4	2,955.3	2,957.8	2,960.2	2,962.3	2,960.4	2,964.5	2,965.6	2,968.7	2,975.6	2,976.8	2,981.7	2,983.0
Nondurable goods.....	2,004.6	2,007.1	2,006.6	2,004.0	2,004.0	2,008.1	2,009.1	2,012.6	2,009.9	2,005.4	2,006.9	2,011.2	2,012.6	2,013.0	2,012.5
Electronic markets and agents and brokers.....	662.2	698.8	698.4	700.9	701.1	704.1	703.3	707.0	709.2	708.9	713.1	715.4	718.3	722.2	721.9
Retail trade.....	14,917.3	15,034.7	15,060.5	15,048.2	15,043.3	15,037.7	15,056.5	15,081.4	15,077.0	15,081.2	15,125.4	15,128.7	15,157.5	15,172.7	15,174.8
Motor vehicles and parts dealers ¹	1,882.9	1,901.2	1,904.1	1,904.4	1,899.8	1,898.4	1,896.4	1,901.2	1,905.9	1,907.4	1,911.2	1,912.6	1,914.2	1,915.4	1,912.0
Automobile dealers.....	1,254.4	1,254.2	1,257.1	1,254.1	1,251.2	1,247.3	1,245.0	1,247.6	1,249.1	1,247.9	1,248.8	1,250.2	1,252.2	1,253.6	1,250.7
Furniture and home furnishings stores.....	547.3	560.2	559.1	559.8	561.6	561.9	562.3	565.6	563.7	562.1	562.6	562.3	565.5	568.9	565.2
Electronics and appliance stores.....	512.2	514.4	514.1	513.4	512.0	513.6	520.2	520.3	516.5	516.1	515.1	518.4	518.4	521.0	523.2

See notes at end of table.

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

[In thousands]

Industry	Annual average		2004							2005					
	2003	2004	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May ^P	June ^P
Building material and garden supply stores.....	1,185.0	1,226.0	1,223.8	1,224.7	1,228.1	1,232.5	1,236.3	1,240.4	1,243.5	1,248.0	1,264.8	1,263.7	1,264.5	1,267.2	1,271.6
Food and beverage stores.....	2,383.4	2,826.3	2,832.6	2,828.5	2,826.2	2,827.1	2,830.2	2,822.7	2,819.8	2,826.0	2,826.6	2,826.8	2,834.9	2,833.6	2,836.2
Health and personal care stores.....	938.1	941.7	941.3	941.0	941.0	942.1	941.6	944.5	946.6	944.8	949.7	949.2	955.0	959.1	957.6
Gasoline stations.....	882.0	877.1	877.5	876.6	876.5	878.0	877.0	873.7	871.3	872.9	874.6	874.5	875.0	875.1	871.8
Clothing and clothing accessories stores.....	1,304.5	1,361.8	1,367.6	1,369.5	1,374.4	1,371.9	1,376.0	1,377.9	1,381.3	1,375.5	1,380.5	1,384.0	1,387.0	1,390.8	1,396.0
Sporting goods, hobby, book, and music stores.....	646.5	639.2	639.4	638.9	639.0	638.7	638.0	639.0	635.8	637.7	636.2	638.3	638.0	636.7	634.6
General merchandise stores1. Department stores.....	2,822.4	2,843.5	2,856.4	2,848.0	2,842.5	2,832.9	2,835.2	2,854.9	2,852.9	2,853.5	2,864.1	2,862.0	2,864.7	2,864.0	2,862.4
Department stores.....	1,620.6	1,612.5	1,618.0	1,616.1	1,611.4	1,603.3	1,604.2	1,619.1	1,619.3	1,619.1	1,625.7	1,624.2	1,625.3	1,624.3	1,620.2
Miscellaneous store retailers.....	930.7	918.6	919.2	918.8	918.9	917.0	920.5	917.4	918.2	918.7	919.9	919.4	921.6	923.4	926.6
Nonstore retailers.....	427.3	424.8	425.4	424.6	423.3	423.6	422.8	423.8	421.5	418.5	420.1	417.5	418.7	417.5	417.6
Transportation and warehousing.....	4,185.4	4,250.0	4,250.9	4,257.0	4,260.4	4,274.1	4,279.6	4,289.6	4,288.0	4,316.0	4,324.1	4,336.6	4,355.8	4,365.5	4,365.7
Air transportation.....	528.3	514.8	517.0	516.3	515.0	513.8	514.2	514.6	512.3	509.4	508.0	508.8	508.2	504.8	504.8
Rail transportation.....	217.7	224.1	224.7	225.0	224.6	225.5	225.4	224.6	224.0	224.4	223.9	223.7	223.7	224.3	224.0
Water transportation.....	54.5	57.2	58.2	58.1	56.7	57.2	57.7	57.8	58.6	59.8	60.0	61.6	61.3	61.5	61.3
Truck transportation.....	1,325.6	1,350.7	1,352.2	1,352.5	1,352.5	1,358.5	1,356.0	1,358.9	1,366.5	1,372.6	1,378.0	1,383.2	1,389.8	1,394.4	1,397.3
Transit and ground passenger transportation.....	382.2	385.5	381.6	383.2	386.2	388.3	389.3	389.4	391.0	391.7	391.0	388.7	393.3	391.2	390.9
Pipeline transportation.....	40.2	38.8	38.9	39.0	38.9	39.0	38.9	39.0	38.7	39.3	39.4	39.3	39.5	39.3	39.2
Scenic and sightseeing transportation.....	26.6	26.7	27.4	26.3	27.7	27.8	25.6	26.1	26.6	24.2	24.9	26.7	27.2	27.6	27.9
Support activities for transportation.....	520.3	535.6	534.3	535.5	536.9	537.7	539.9	544.6	547.0	549.3	551.5	553.4	554.2	556.7	553.4
Couriers and messengers.....	561.7	560.5	562.1	563.1	562.6	563.8	564.4	568.7	564.4	577.5	577.6	579.3	581.8	582.3	580.9
Warehousing and storage.....	528.3	556.0	554.5	558.0	559.3	562.5	568.2	565.9	566.9	567.8	569.9	572.7	576.2	580.0	586.0
Utilities.....	577.0	570.2	570.8	570.9	570.1	571.1	570.3	570.2	571.3	574.7	576.0	575.2	575.6	575.6	576.2
Information.....	3,188	3,138	3,151	3,144	3,135	3,127	3,131	3,133	3,127	3,123	3,127	3,134	3,152	3,150	3,152
Publishing industries, except Internet.....	924.8	909.8	911.9	909.6	909.3	909.2	908.1	908.9	905.7	905.0	905.6	906.8	905.7	904.5	905.3
Motion picture and sound recording industries.....	376.2	389.0	395.5	394.4	389.3	389.7	395.3	390.6	384.8	380.3	380.9	386.9	399.3	396.6	396.6
Broadcasting, except Internet.....	324.3	326.6	326.5	327.2	327.8	328.1	329.5	329.7	329.7	331.3	330.4	330.7	330.7	330.6	331.6
Internet publishing and broadcasting.....	29.2	31.3	31.5	31.4	31.7	32.0	33.0	33.6	34.0	34.8	34.6	35.0	35.3	35.4	35.8
Telecommunications.....	1,082.3	1,042.5	1,044.0	1,041.9	1,037.1	1,028.4	1,024.8	1,030.0	1,031.5	1,030.8	1,032.2	1,029.9	1,037.3	1,036.7	1,036.5
ISPs, search portals, and data processing.....	402.4	388.1	389.9	388.6	387.6	387.6	389.2	389.5	390.4	389.9	392.6	393.7	393.9	396.2	395.9
Other information services.....	48.7	50.9	51.6	51.3	51.7	51.5	50.9	50.7	50.7	51.0	50.9	50.7	50.1	50.2	50.6
Financial activities.....	7,977	8,052	8,051	8,043	8,058	8,083	8,093	8,107	8,128	8,150	8,165	8,167	8,182	8,186	8,202
Finance and insurance.....	5,922.6	5,965.6	5,965.6	5,958.6	5,970.2	5,982.1	5,994.1	6,001.3	6,014.5	6,030.9	6,037.6	6,039.8	6,048.0	6,053.2	6,061.3
Monetary authorities—central bank.....	22.6	21.6	21.6	21.5	21.6	21.5	21.3	20.9	20.6	20.5	20.4	20.4	20.3	20.4	20.3
Credit intermediation and related activities ¹	2,792.4	2,832.3	2,833.7	2,829.2	2,833.4	2,841.0	2,847.9	2,859.2	2,871.9	2,882.7	2,891.0	2,896.8	2,902.6	2,906.8	2,915.8
Depository credit intermediation ¹	1,748.5	1,761.2	1,762.1	1,760.6	1,763.0	1,765.1	1,768.1	1,773.3	1,778.8	1,785.6	1,790.3	1,794.0	1,795.9	1,797.8	1,801.6
Commercial banking.....	1,280.1	1,285.3	1,286.3	1,283.9	1,283.5	1,286.4	1,288.3	1,293.1	1,296.8	1,301.6	1,305.5	1,308.0	1,308.3	1,308.8	1,310.9
Securities, commodity contracts, investments.....	757.7	766.8	765.1	766.3	769.9	772.3	777.3	776.9	779.7	782.5	784.8	786.9	787.6	787.7	785.8
Insurance carriers and related activities.....	2,266.0	2,260.3	2,260.9	2,257.0	2,261.0	2,263.3	2,264.1	2,260.4	2,258.1	2,259.6	2,256.7	2,250.9	2,253.9	2,253.7	2,253.9
Funds, trusts, and other financial vehicles.....	83.9	84.7	84.3	84.6	84.3	84.0	83.5	83.9	84.2	85.6	84.7	84.8	83.6	84.6	85.5
Real estate and rental and leasing.....	2,053.9	2,086.2	2,085.7	2,084.6	2,088.2	2,101.3	2,099.2	2,105.5	2,113.6	2,119.0	2,127.2	2,126.8	2,134.3	2,132.7	2,140.7
Real estate.....	1,383.6	1,417.0	1,415.7	1,416.7	1,420.0	1,429.1	1,428.6	1,434.7	1,437.8	1,439.7	1,443.8	1,444.0	1,449.7	1,451.7	1,457.3
Rental and leasing services.....	643.1	643.9	645.0	643.0	643.3	647.6	646.3	646.0	650.9	654.1	658.3	657.8	659.0	655.1	658.2
Lessors of nonfinancial intangible assets.....	27.3	25.4	25.0	24.9	24.9	24.6	24.3	24.8	24.9	25.2	25.1	25.0	25.6	25.9	25.2
Professional and business services.....	15,987	16,414	16,415	16,453	16,470	16,514	16,614	16,611	16,674	16,694	16,775	16,796	16,843	16,853	16,909
Professional and technical services ¹	6,629.5	6,762.0	6,754.0	6,765.1	6,779.7	6,805.4	6,835.3	6,834.4	6,869.9	6,882.1	6,902.7	6,907.3	6,928.5	6,932.3	6,959.6
Legal services.....	1,142.1	1,161.8	1,163.5	1,165.0	1,163.6	1,166.8	1,167.4	1,163.1	1,164.4	1,160.8	1,161.2	1,161.5	1,161.8	1,163.5	1,164.1
Accounting and bookkeeping services.....	815.3	816.0	810.5	813.9	814.2	816.1	821.5	816.6	840.8	858.1	858.1	856.6	862.7	853.9	862.3
Architectural and engineering services.....	1,226.9	1,260.8	1,258.7	1,262.0	1,264.4	1,270.5	1,280.5	1,284.9	1,289.5	1,286.9	1,292.0	1,295.7	1,300.8	1,304.6	1,314.0

See notes at end of table.

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

[In thousands]

Industry	Annual average		2004							2005					
	2003	2004	June	July	Aug.	Sept	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May ^p	June ^p
Computer systems design and related services.....	1,116.6	1,147.4	1,142.3	1,145.9	1,155.0	1,161.1	1,167.3	1,174.1	1,174.3	1,171.8	1,174.2	1,175.5	1,178.5	1,178.5	1,183.7
Management and technical consulting services.....	744.9	779.0	783.6	784.7	786.9	787.9	790.5	787.8	789.9	789.3	793.7	795.5	798.8	801.0	804.5
Management of companies and enterprises.....	1,687.2	1,718.0	1,722.6	1,723.7	1,720.7	1,715.0	1,715.3	1,722.5	1,725.6	1,730.7	1,731.3	1,731.5	1,733.4	1,734.5	1,737.4
Administrative and waste services.....	7,669.8	7,934.0	7,938.3	7,964.0	7,969.7	7,993.2	8,063.1	8,054.3	8,078.0	8,081.6	8,140.9	8,156.7	8,181.1	8,186.4	8,212.0
Administrative and support services ¹	7,347.7	7,608.7	7,611.2	7,637.2	7,643.1	7,667.3	7,736.4	7,728.2	7,751.4	7,755.2	7,813.6	7,831.8	7,858.1	7,865.4	7,889.4
Employment services ¹	3,299.5	3,470.3	3,449.5	3,477.5	3,480.0	3,513.5	3,572.9	3,570.5	3,584.5	3,595.9	3,633.8	3,645.7	3,666.0	3,668.7	3,683.8
Temporary help services.....	2,224.2	2,393.2	2,383.9	2,398.6	2,411.8	2,438.7	2,486.5	2,484.7	2,479.4	2,479.1	2,508.0	2,506.1	2,520.7	2,520.2	2,529.0
Business support services.....	749.7	754.5	760.3	758.1	757.9	752.6	755.9	754.6	757.0	752.8	755.7	754.1	754.9	753.7	751.9
Services to buildings and dwellings.....	1,636.1	1,694.2	1,707.7	1,705.2	1,706.6	1,706.4	1,708.6	1,707.2	1,706.1	1,701.4	1,711.2	1,712.6	1,715.9	1,718.6	1,725.3
Waste management and remediation services.....	322.1	325.3	327.1	326.8	326.6	325.9	326.7	326.1	326.6	326.4	327.1	324.9	323.0	321.0	322.6
Educational and health services.....	16,588	16,954	16,936	16,963	17,010	17,019	17,081	17,108	17,142	17,178	17,186	17,210	17,243	17,289	17,327
Educational services.....	2,695.1	2,766.4	2,755.1	2,765.6	2,772.3	2,773.2	2,794.0	2,797.2	2,805.5	2,825.0	2,810.3	2,814.0	2,814.0	2,819.9	2,823.6
Health care and social assistance.....	13,892.6	14,187.3	14,180.7	14,197.8	14,237.8	14,246.1	14,287.2	14,310.7	14,336.1	14,353.2	14,375.4	14,396.0	14,429.1	14,468.9	14,503.4
Ambulatory health care services ¹	4,786.4	4,946.4	4,941.9	4,956.2	4,969.2	4,975.0	4,996.9	5,006.7	5,017.0	5,027.0	5,035.0	5,041.6	5,054.2	5,069.8	5,080.5
Offices of physicians.....	2,002.5	2,053.9	2,051.1	2,054.5	2,059.1	2,064.5	2,074.2	2,077.7	2,084.3	2,085.3	2,090.9	2,093.2	2,103.6	2,114.2	2,118.5
Outpatient care centers.....	426.8	446.2	446.6	448.4	449.7	448.7	449.5	449.8	450.3	451.5	451.1	452.6	453.6	455.2	455.8
Home health care services.....	732.6	773.2	771.7	775.4	778.0	779.5	782.7	789.2	790.7	796.6	796.8	798.8	797.9	799.8	804.0
Hospitals.....	4,244.6	4,293.6	4,292.2	4,296.2	4,305.0	4,306.0	4,311.2	4,319.7	4,323.5	4,329.6	4,337.8	4,344.6	4,354.2	4,362.3	4,373.9
Nursing and residential care facilities ¹	2,786.2	2,814.8	2,814.4	2,818.0	2,819.8	2,825.0	2,827.2	2,827.2	2,827.9	2,827.0	2,830.0	2,830.0	2,832.5	2,839.8	2,842.6
Nursing care facilities.....	1,579.8	1,575.3	1,576.3	1,576.9	1,576.7	1,576.6	1,576.8	1,576.4	1,574.5	1,571.5	1,571.6	1,572.3	1,571.4	1,572.6	1,573.9
Social assistance ¹	2,075.4	2,132.5	2,132.2	2,127.4	2,143.8	2,140.1	2,151.9	2,157.1	2,167.7	2,169.6	2,172.6	2,179.8	2,188.2	2,197.0	2,206.4
Child day care services.....	755.3	767.1	767.4	770.4	776.1	767.9	772.8	775.3	780.4	780.5	782.5	785.1	788.6	790.0	798.4
Leisure and hospitality.....	12,173	12,479	12,486	12,497	12,508	12,522	12,546	12,571	12,589	12,611	12,650	12,662	12,723	12,723	12,742
Arts, entertainment, and recreation.....	1,812.9	1,833.0	1,834.8	1,830.9	1,831.0	1,836.2	1,834.4	1,826.4	1,811.0	1,805.4	1,808.4	1,805.8	1,823.9	1,822.4	1,828.2
Performing arts and spectator sports.....	371.7	364.8	363.6	359.2	358.4	363.6	364.4	362.5	357.9	355.6	357.0	357.8	361.1	359.0	357.4
Museums, historical sites, zoos, and parks.....	114.7	117.1	117.8	118.6	118.8	118.3	118.2	116.9	114.8	114.5	113.6	115.8	116.8	117.5	117.8
Amusements, gambling, and recreation.....	1,326.5	1,351.1	1,353.4	1,353.1	1,353.8	1,354.3	1,351.8	1,347.0	1,338.3	1,335.3	1,337.8	1,332.2	1,346.0	1,345.9	1,353.0
Accommodations and food services.....	10,359.8	10,646.0	10,650.7	10,666.1	10,676.5	10,685.3	10,712.0	10,744.1	10,778.4	10,805.1	10,841.1	10,856.0	10,899.0	10,900.1	10,913.3
Accommodations.....	1,775.4	1,795.9	1,798.0	1,797.3	1,801.3	1,801.5	1,800.6	1,814.7	1,824.6	1,825.9	1,830.3	1,826.6	1,830.1	1,827.7	1,823.3
Food services and drinking places.....	8,584.4	8,850.1	8,852.7	8,868.8	8,875.2	8,883.8	8,911.4	8,929.4	8,953.8	8,979.2	9,010.8	9,029.4	9,068.9	9,072.4	9,090.0
Other services.....	5,401	5,431	5,443	5,438	5,441	5,436	5,434	5,441	5,447	5,451	5,457	5,459	5,472	5,469	5,483
Repair and maintenance.....	1,233.6	1,227.6	1,226.5	1,227.4	1,225.9	1,226.9	1,227.9	1,227.1	1,229.9	1,229.4	1,233.7	1,235.6	1,239.9	1,241.6	1,245.6
Personal and laundry services	1,263.5	1,274.1	1,283.4	1,278.0	1,276.9	1,271.5	1,267.8	1,271.6	1,276.8	1,280.4	1,280.5	1,282.2	1,286.9	1,284.7	1,283.7
Membership associations and organizations.....	2,903.6	2,929.1	2,932.7	2,932.8	2,937.9	2,937.9	2,938.1	2,942.3	2,940.6	2,941.4	2,942.9	2,940.8	2,945.6	2,942.9	2,953.4
Government.....	21,583	21,618	21,571	21,586	21,645	21,677	21,700	21,706	21,700	21,710	21,733	21,731	21,745	21,752	21,754
Federal.....	2,761	2,728	2,731	2,726	2,730	2,730	2,723	2,728	2,706	2,717	2,720	2,724	2,718	2,720	2,713
Federal, except U.S. Postal Service.....	1,952.4	1,943.4	1,946.3	1,939.2	1,945.5	1,946.8	1,940.1	1,946.4	1,939.5	1,937.2	1,939.8	1,943.2	1,937.1	1,938.1	1,932.5
U.S. Postal Service.....	808.6	784.1	785.1	786.4	784.3	783.4	782.5	781.4	766.4	780.2	780.1	780.8	780.7	781.4	780.7
State.....	5,002	4,985	4,963	4,976	4,987	5,000	5,007	5,015	5,020	5,025	5,027	5,024	5,026	5,024	5,026
Education.....	2,254.7	2,249.2	2,228.2	2,241.4	2,249.4	2,263.7	2,268.4	2,271.3	2,277.9	2,280.4	2,283.0	2,280.8	2,281.2	2,279.4	2,282.5
Other State government.....	2,747.6	2,736.2	2,734.4	2,734.4	2,737.8	2,736.4	2,738.2	2,743.4	2,741.9	2,744.4	2,744.4	2,743.2	2,745.1	2,744.2	2,743.5
Local.....	13,820	13,905	13,877	13,884	13,928	13,947	13,970	13,963	13,974	13,968	13,986	13,983	14,001	14,008	14,015
Education.....	7,709.4	7,762.5	7,742.5	7,757.8	7,785.7	7,793.2	7,810.8	7,806.3	7,810.8	7,808.8	7,820.7	7,813.5	7,823.9	7,824.7	7,830.3
Other local government.....	6,110.2	6,143.0	6,134.5	6,126.6	6,142.2	6,153.4	6,159.3	6,156.7	6,163.1	6,159.2	6,165.1	6,169.0	6,177.4	6,183.1	6,184.3

¹ Includes other industries not shown separately.

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

p = preliminary.

13. Average weekly hours of production or nonsupervisory workers¹ on private nonfarm payrolls, by industry, monthly data seasonally adjusted

Industry	Annual average		2004							2005					
	2003	2004	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May ^p	June ^p
TOTAL PRIVATE	33.7	33.7	33.6	33.7	33.7	33.8	33.8	33.7	33.7	33.7	33.7	33.7	33.8	33.7	33.7
GOODS-PRODUCING	39.8	40.0	39.9	40.1	40.0	40.1	39.9	39.9	40.0	39.8	39.9	39.8	40.1	39.9	39.9
Natural resources and mining	43.6	44.5	43.9	44.2	44.4	44.5	44.8	45.0	45.4	45.5	45.1	45.3	45.7	45.8	45.2
Construction	38.4	38.3	38.0	38.3	38.1	38.1	38.2	38.3	38.4	37.6	38.2	38.3	39.0	38.5	38.5
Manufacturing	40.4	40.8	40.7	40.8	40.9	40.8	40.7	40.5	40.5	40.7	40.6	40.4	40.5	40.4	40.4
Overtime hours.....	4.2	4.6	4.5	4.6	4.6	4.6	4.5	4.5	4.5	4.5	4.6	4.5	4.4	4.4	4.4
Durable goods.....	40.8	41.3	41.2	41.3	41.3	41.2	41.2	40.9	41.1	41.1	41.0	40.8	40.9	40.8	40.8
Overtime hours.....	4.3	4.7	4.6	4.7	4.7	4.7	4.7	4.6	4.6	4.6	4.7	4.5	4.5	4.4	4.4
Wood products.....	40.4	40.6	40.6	40.7	40.8	40.4	40.3	40.0	40.3	40.6	39.9	39.5	39.5	39.5	39.5
Nonmetallic mineral products.....	42.2	42.3	41.8	42.2	42.3	42.4	42.4	42.1	42.3	41.9	42.1	41.7	41.9	41.9	41.9
Primary metals.....	42.3	43.1	43.4	43.2	43.2	43.1	43.0	42.9	42.8	43.1	43.0	42.9	42.6	42.4	42.5
Fabricated metal products.....	40.7	41.1	41.0	41.2	41.2	41.2	41.1	40.9	40.9	40.9	40.8	40.7	40.8	40.7	40.6
Machinery.....	40.8	41.9	42.0	42.1	42.1	42.3	42.2	42.0	42.0	42.0	42.0	42.0	42.0	41.9	41.7
Computer and electronic products.....	40.4	40.4	40.4	40.7	40.4	40.3	40.1	39.6	39.8	40.0	39.6	39.5	39.8	39.9	39.8
Electrical equipment and appliances..	40.6	40.7	40.8	40.8	40.9	40.6	40.6	40.1	40.0	40.1	40.0	40.0	40.1	40.1	40.1
Transportation equipment.....	41.9	42.5	42.2	42.4	42.5	42.4	42.3	42.2	42.4	42.4	42.4	42.0	42.1	41.9	42.1
Furniture and related products.....	38.9	39.5	39.6	39.3	39.3	39.3	39.2	39.2	39.5	39.5	39.4	39.4	39.2	39.2	39.3
Miscellaneous manufacturing.....	38.4	38.5	38.4	38.6	38.5	38.4	38.4	38.2	38.3	38.5	38.6	38.7	38.8	38.7	38.8
Nondurable goods.....	39.8	40.0	40.1	40.1	40.2	40.1	39.9	39.8	39.8	40.0	40.0	39.7	39.8	39.7	39.6
Overtime hours.....	4.1	4.4	4.4	4.4	4.5	4.4	4.3	4.3	4.3	4.4	4.5	4.4	4.3	4.3	4.3
Food manufacturing.....	39.3	39.3	39.4	39.3	39.3	39.3	39.0	39.1	38.8	39.0	39.3	38.8	39.0	38.9	38.9
Beverage and tobacco products.....	39.1	39.2	38.6	38.9	39.4	39.2	38.6	39.0	39.6	40.5	40.2	40.1	40.4	38.9	39.8
Textile mills.....	39.1	40.1	40.3	40.5	40.5	40.2	40.1	40.0	39.8	40.2	39.7	40.0	40.2	40.4	40.6
Textile product mills.....	39.6	38.9	38.9	38.6	38.8	39.1	39.1	39.1	39.0	39.5	39.5	39.4	38.8	38.6	37.1
Apparel.....	35.6	36.0	35.9	36.0	36.2	36.2	36.0	35.7	35.9	35.9	35.9	35.9	35.7	35.0	34.9
Leather and allied products.....	39.3	38.4	38.3	37.8	38.1	38.2	38.4	38.2	37.6	37.1	37.2	37.3	37.8	38.3	38.4
Paper and paper products.....	41.5	42.1	41.9	42.4	42.5	42.2	42.1	42.1	42.0	42.5	42.1	41.9	42.2	42.3	42.4
Printing and related support activities.....	38.2	38.4	38.5	38.6	38.5	38.3	38.3	38.3	38.5	38.6	38.5	38.3	38.3	38.4	38.2
Petroleum and coal products.....	44.5	44.9	44.9	45.0	45.9	46.0	45.0	45.5	44.6	44.5	44.7	45.1	46.0	45.6	45.3
Chemicals.....	42.4	42.8	42.6	42.8	42.9	42.8	42.7	42.4	42.6	42.8	42.3	42.2	42.4	42.2	42.1
Plastics and rubber products.....	40.4	40.4	40.8	40.5	40.5	40.3	40.1	39.4	39.8	40.0	40.1	39.8	39.7	39.6	39.5
PRIVATE SERVICE-PROVIDING	32.4	32.3	32.2	32.4	32.4	32.5	32.4	32.3	32.4	32.4	32.4	32.4	32.5	32.4	32.4
Trade, transportation, and utilities	33.6	33.5	33.2	33.4	33.5	33.6	33.6	33.5	33.6	33.6	33.6	33.5	33.5	33.4	33.4
Wholesale trade.....	37.9	37.8	37.6	37.8	37.7	37.8	37.7	37.7	37.6	37.7	37.8	37.7	37.7	37.6	37.6
Retail trade.....	30.9	30.7	30.4	30.6	30.7	30.8	30.8	30.6	30.8	30.7	30.8	30.7	30.7	30.6	30.5
Transportation and warehousing.....	36.8	37.2	36.9	37.2	37.2	37.5	37.5	37.5	37.4	37.5	37.3	37.2	37.3	37.2	37.1
Utilities.....	41.1	40.9	41.1	40.9	40.9	41.4	40.8	40.4	40.7	41.0	40.5	40.3	41.1	40.9	41.1
Information	36.2	36.3	36.5	36.3	36.4	36.3	36.3	36.2	36.4	36.3	36.4	36.5	36.5	36.6	36.3
Financial activities	35.5	35.5	35.5	35.6	35.5	35.5	35.7	35.6	35.7	35.9	35.8	35.9	36.0	36.0	36.0
Professional and business services	34.1	34.2	34.0	34.2	34.3	34.7	34.3	34.2	34.2	34.1	34.0	34.0	34.2	34.1	34.1
Education and health services	32.3	32.4	32.4	32.6	32.5	32.5	32.5	32.4	32.5	32.6	32.6	32.6	32.6	32.6	32.5
Leisure and hospitality	25.6	25.7	25.7	25.6	25.6	25.6	25.7	25.6	25.7	25.6	25.7	25.7	25.8	25.8	25.8
Other services	31.4	31.0	30.9	31.0	31.0	31.0	30.9	30.9	30.8	30.9	30.9	30.9	31.1	31.0	31.0

¹ Data relate to production workers in natural resources and mining and manufacturing, construction workers in construction, and nonsupervisory workers in the service-providing industries.

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

p = preliminary.

14. Average hourly earnings of production or nonsupervisory workers¹ on private nonfarm payrolls, by industry, monthly data seasonally adjusted

Industry	Annual average		2004							2005					
	2003	2004	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May ^p	June ^p
TOTAL PRIVATE															
Current dollars.....	\$15.35	\$15.67	\$15.64	\$15.70	\$15.74	\$15.77	\$15.81	\$15.82	\$15.85	\$15.90	\$15.91	\$15.95	\$16.00	\$16.03	\$16.06
Constant (1982) dollars.....	8.27	8.23	8.20	8.23	8.25	8.25	8.22	8.21	8.23	8.24	8.22	8.19	8.16	8.19	8.20
GOODS-PRODUCING.....	16.80	17.19	17.16	17.19	17.24	17.30	17.32	17.33	17.36	17.35	17.43	17.45	17.51	17.54	17.58
Natural resources and mining.....	17.56	18.08	18.16	18.08	18.05	18.06	18.10	18.22	18.37	18.43	18.40	18.27	18.55	18.57	18.60
Construction.....	18.95	19.23	19.19	19.21	19.25	19.27	19.34	19.31	19.29	19.24	19.31	19.34	19.38	19.36	19.42
Manufacturing.....	15.74	16.14	16.12	16.16	16.22	16.29	16.27	16.29	16.34	16.37	16.42	16.43	16.47	16.54	16.56
Excluding overtime.....	14.96	15.29	15.28	15.30	15.36	15.42	15.42	15.43	15.48	15.51	15.54	15.56	15.62	15.69	15.70
Durable goods.....	16.45	16.82	16.77	16.83	16.90	16.98	16.97	16.99	17.06	17.10	17.18	17.17	17.23	17.29	17.32
Nondurable goods.....	14.63	15.05	15.07	15.09	15.14	15.18	15.15	15.16	15.16	15.18	15.19	15.23	15.23	15.32	15.31
PRIVATE SERVICE-PROVIDING.....	14.96	15.26	15.24	15.30	15.34	15.36	15.40	15.42	15.45	15.51	15.51	15.56	15.60	15.63	15.66
Trade, transportation, and utilities.....	14.34	14.59	14.59	14.63	14.65	14.66	14.69	14.70	14.72	14.82	14.79	14.83	14.88	14.90	14.89
Wholesale trade.....	17.36	17.66	17.66	17.71	17.69	17.73	17.78	17.80	17.87	17.91	17.95	17.97	18.05	18.02	18.07
Retail trade.....	11.90	12.08	12.07	12.10	12.13	12.16	12.16	12.20	12.21	12.32	12.29	12.31	12.35	12.38	12.34
Transportation and warehousing.....	16.25	16.53	16.54	16.58	16.65	16.53	16.61	16.54	16.54	16.58	16.52	16.62	16.62	16.67	16.68
Utilities.....	24.77	25.62	25.48	25.60	25.66	25.82	26.00	25.77	26.11	26.23	26.04	26.32	26.38	26.46	26.34
Information.....	21.01	21.42	21.28	21.42	21.52	21.62	21.59	21.58	21.70	21.80	21.67	21.79	21.98	21.94	22.03
Financial activities.....	17.14	17.53	17.49	17.55	17.57	17.64	17.71	17.65	17.71	17.71	17.74	17.78	17.85	17.83	17.84
Professional and business services.....	17.21	17.46	17.43	17.48	17.59	17.54	17.63	17.66	17.69	17.79	17.80	17.82	17.89	17.93	17.98
Education and health services.....	15.64	16.16	16.15	16.24	16.24	16.28	16.31	16.34	16.37	16.40	16.45	16.53	16.55	16.61	16.67
Leisure and hospitality.....	8.76	8.91	8.86	8.89	8.91	8.95	8.99	9.02	9.01	9.03	9.05	9.05	9.08	9.09	9.10
Other services.....	13.84	13.98	13.97	13.98	14.00	14.05	14.08	14.12	14.13	14.15	14.17	14.18	14.16	14.19	14.20

¹ Data relate to production workers in natural resources and mining and manufacturing, construction workers in construction, and nonsupervisory workers in the service-providing industries.

NOTE: See "Notes on the data" for a description of the most recent benchmark revision.
p = preliminary.

15. Average hourly earnings of production or nonsupervisory workers¹ on private nonfarm payrolls, by industry

Industry	Annual average		2004							2005					
	2003	2004	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May ^P	June ^P
TOTAL PRIVATE	\$15.35	\$15.67	\$15.56	\$15.59	\$15.66	\$15.79	\$15.82	\$15.84	\$15.88	\$16.00	\$15.96	\$15.95	\$16.01	\$16.04	\$15.96
Seasonally adjusted.....	15.47	-	15.64	15.70	15.74	15.77	15.81	15.82	15.85	15.90	15.91	15.95	16.00	16.03	16.06
GOODS-PRODUCING	16.80	17.19	17.14	17.18	17.28	17.40	17.39	17.37	17.43	17.31	17.34	17.37	17.48	17.51	17.56
Natural resources and mining	17.56	18.08	18.12	18.02	17.95	17.97	18.07	18.21	18.46	18.53	18.45	18.36	18.67	18.57	18.55
Construction	18.95	19.23	19.12	19.24	19.33	19.42	19.47	19.35	19.31	19.12	19.20	19.25	19.35	19.31	19.37
Manufacturing	15.74	16.14	16.08	16.03	16.16	16.35	16.26	16.32	16.46	16.42	16.43	16.41	16.45	16.50	16.52
Durable goods.....	16.45	16.82	16.73	16.60	16.84	17.06	16.98	17.04	17.22	17.15	17.20	17.16	17.20	17.24	17.28
Wood products	12.71	13.03	12.99	13.04	13.02.00	13.14	13.03	13.13	13.17	13.13	13.04	13.11	13.13	13.23	13.11
Nonmetallic mineral products	15.76	16.25	16.22	16.37	16.28	16.51	16.38	16.45	16.36	16.27	16.20	16.28	16.68	16.58	16.82
Primary metals	18.13	18.57	18.50	18.65	18.57	18.89	18.73	18.66	18.75	18.84	18.78	18.76	18.80	18.81	18.68
Fabricated metal products	15.01	15.31	15.23	15.27	15.27	15.43	15.38	15.43	15.59	15.55	15.67	15.62	15.62	15.67	15.77
Machinery	16.30	16.68	16.56	16.68	16.72	16.85	16.84	16.85	16.99	17.03	17.02	17.02	16.98	16.89	16.92
Computer and electronic products ...	16.69	17.28	17.22	17.30	17.38	17.48	17.52	17.65	17.92	18.04	18.04	18.00	18.26	18.43	18.35
Electrical equipment and appliances	14.36	14.90	14.92	14.92	15.04	15.08	15.05	15.10	15.12	15.07	15.15	15.10	15.07	15.03	15.09
Transportation equipment	21.23	21.49	21.31	20.73	21.49	21.91	21.78	21.91	22.17	21.90	21.97	21.84	21.78	21.89	22.05
Furniture and related products	12.98	13.16	13.11	13.12	13.28	13.39	13.27	13.29	13.46	13.42	13.34	13.37	13.46	13.45	13.52
Miscellaneous manufacturing	13.30	13.85	13.82	13.90	13.88	13.97	13.92	13.96	14.05	14.07	14.04	14.05	14.02	14.06	14.03
Nondurable goods.....	14.63	15.05	15.03	15.13	15.08	15.23	15.11	15.16	15.21	15.24	15.17	15.19	15.22	15.28	15.26
Food manufacturing	12.80	12.98	13.01	13.07	13.00	13.09	12.94	12.99	13.03	13.07	13.07	13.02	12.98	13.05	13.04
Beverages and tobacco products	17.96	19.12	19.37	19.26	19.08	19.17	19.18	18.80	18.82	18.44	18.65	18.94	19.32	19.02	18.59
Textile mills	11.99	12.13	12.14	12.06	12.08	12.25	12.11	12.09	12.25	12.33	12.25	12.26	12.35	12.41	12.49
Textile product mills	11.23	11.39	11.27	11.45	11.43	11.49	11.42	11.44	11.43	11.31	11.48	11.56	11.70	11.54	11.77
Apparel	9.56	9.75	9.60	9.73	9.72	9.93	9.97	10.00	10.00	10.15	10.19	10.05	10.08	10.10	10.19
Leather and allied products	11.66	11.63	11.58	11.67	11.67	11.56	11.58	11.62	11.51	11.60	11.42	11.48	11.43	11.42	11.43
Paper and paper products	17.33	17.90	17.91	17.96	17.89	18.21	17.93	18.09	18.07	18.00	17.86	17.93	17.91	18.00	18.10
Printing and related support activities	15.37	15.72	15.56	15.73	15.88	15.96	15.95	15.93	15.80	15.77	15.79	15.70	15.62	15.56	15.62
Petroleum and coal products	23.63	24.38	24.22	24.32	24.05	24.44	24.33	24.71	24.48	24.75	24.74	24.78	24.06	24.54	24.60
Chemicals	18.50	19.16	19.16	19.31	19.24	19.44	19.42	19.44	19.59	19.52	19.32	19.47	19.61	19.72	19.38
Plastics and rubber products	14.18	14.58	14.59	14.69	14.66	14.75	14.55	14.58	14.76	14.81	14.65	14.70	14.75	17.88	17.90
PRIVATE SERVICE-PROVIDING	14.96	15.26	15.13	15.16	15.22	15.35	15.40	15.43	15.46	15.66	15.60	15.59	15.62	15.65	15.53
Trade, transportation, and utilities	14.34	14.59	14.55	14.56	14.58	14.69	14.69	14.67	14.61	14.88	14.86	14.86	14.94	14.93	14.86
Wholesale trade	17.36	17.66	17.57	17.65	17.68	17.71	17.75	17.82	17.87	18.03	17.99	17.91	18.06	18.07	17.99
Retail trade	11.90	12.08	12.07	12.05	12.07	12.21	12.17	12.16	12.10	12.34	12.35	12.35	12.42	12.41	12.32
Transportation and warehousing	16.25	16.53	16.53	16.58	16.62	16.51	16.59	16.56	16.59	16.59	16.57	16.60	16.60	16.61	16.67
Utilities	24.77	25.62	25.34	25.45	25.36	25.89	26.02	26.01	26.00	26.14	25.98	26.34	26.52	26.54	26.22
Financial activities	21.01	21.42	21.16	21.29	21.43	21.73	21.69	21.70	21.74	21.83	21.67	21.68	21.92	21.90	21.77
Professional and business services	17.14	17.53	17.40	17.46	17.59	17.62	17.68	17.61	17.67	17.83	17.73	17.76	17.86	17.99	17.73
Education and health services	17.21	17.46	17.31	17.35	17.50	17.47	17.54	17.62	17.73	18.06	17.91	17.83	17.86	18.02	17.85
Leisure and hospitality	15.64	16.16	16.10	16.23	16.20	16.30	16.30	16.33	16.44	16.47	16.46	16.51	16.53	16.55	16.60
Other services	8.76	8.91	8.79	8.79	8.81	8.94	9.02	9.06	9.11	9.11	9.09	9.07	9.07	9.08	9.01
Other services	13.84	13.98	13.92	13.88	13.93	14.06	14.06	14.12	14.17	14.23	14.23	14.18	14.19	14.25	14.14

¹ Data relate to production workers in natural resources and mining and manufacturing, construction workers in construction, and nonsupervisory workers in the service-providing industries.

NOTE: See "Notes on the data" for a description of the most recent benchmark revision.
p = preliminary.

16. Average weekly earnings of production or nonsupervisory workers¹ on private nonfarm payrolls, by industry

Industry	Annual average		2004							2005					
	2003	2004	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May ^p	June ^p
TOTAL PRIVATE.....	\$517.30	\$528.56	\$524.37	\$528.50	\$535.57	\$530.54	\$534.72	\$532.22	\$536.74	\$537.60	\$534.66	\$534.33	\$537.94	\$543.76	\$539.45
Seasonally adjusted.....	-	-	525.50	529.09	530.44	533.03	534.38	533.13	534.15	535.83	536.17	537.52	540.80	540.21	541.22
GOODS-PRODUCING.....	669.13	688.03	689.03	687.20	696.38	690.78	697.34	694.80	702.43	683.75	683.20	689.59	697.45	700.40	705.91
Natural resources and mining.....	765.94	804.03	806.34	801.89	804.16	796.07	820.38	824.91	836.24	833.85	822.87	826.20	847.62	854.22	842.17
Construction.....	726.83	735.70	736.12	752.28	755.80	730.19	753.49	739.17	737.64	703.62	712.32	727.65	748.85	751.16	757.37
Manufacturing.....	635.99	658.53	659.28	646.01	660.94	663.81	661.78	665.86	678.15	666.65	663.77	662.96	662.94	666.60	669.06
Durable goods.....	671.21	694.16	694.30	673.96	695.49	697.75	699.58	702.05	718.07	703.15	703.48	701.84	700.04	705.12	708.48
Wood products.....	514.10	529.46	535.19	532.03	539.03	521.66	526.41	526.51	532.07	527.83	511.17	512.60	516.01	527.88	525.71
Nonmetallic mineral products.....	664.92	688.05	689.35	694.09	700.04	709.93	701.06	694.19	688.76	665.44	667.44	669.11	697.22	698.02	713.17
Primary metals.....	767.60	799.77	808.45	788.90	796.65	808.49	801.64	802.38	813.75	815.77	807.54	806.68	799.00	797.54	795.77
Fabricated metal products.....	610.37	628.80	627.48	621.49	627.60	628.00	633.66	634.17	648.54	637.55	637.77	634.17	634.17	639.34	641.84
Machinery.....	664.79	699.51	698.83	692.22	697.22	699.28	707.28	711.07	727.17	718.67	716.54	718.24	713.16	709.38	707.26
Computer and electronic products.....	674.72	698.28	699.13	695.46	700.41	700.95	704.30	706.00	723.97	716.19	712.58	711.00	719.44	735.36	730.33
Electrical equipment and appliances.....	583.23	606.64	613.21	602.77	613.63	603.20	614.04	613.06	616.90	605.81	601.46	602.49	599.79	601.20	606.62
Transportation equipment.....	889.48	912.97	907.81	839.57	909.03	926.79	923.47	926.79	962.18	926.37	933.73	921.65	914.76	919.38	937.13
Furniture and related products.....	505.30	519.78	521.78	515.62	529.87	519.53	516.20	523.63	546.48	528.75	522.93	526.78	526.29	521.86	532.69
Miscellaneous manufacturing.....	510.82	533.47	530.69	528.20	534.38	530.86	534.53	536.06	545.14	543.10	543.35	547.95	543.98	544.12	547.17
Nondurable goods.....	582.61	602.48	604.21	602.17	606.22	610.72	602.89	607.92	612.96	608.08	600.73	601.52	601.19	605.09	605.82
Food manufacturing.....	502.92	509.66	512.59	513.65	514.80	520.98	508.54	515.70	513.38	505.81	505.81	497.36	497.13	506.34	509.86
Beverages and tobacco products.....	702.45	750.51	759.30	758.84	761.29	762.97	734.59	731.32	737.74	735.76	738.54	757.60	792.12	743.68	749.18
Textile mills.....	469.33	486.69	490.46	481.19	489.24	488.78	481.98	483.60	491.23	498.13	485.10	494.08	495.24	502.61	505.85
Textile product mills.....	444.70	443.01	444.04	433.96	442.34	444.66	447.66	448.45	451.49	445.61	450.02	457.78	451.62	444.29	436.67
Apparel.....	340.12	351.28	348.48	348.33	352.84	352.52	357.92	360.00	364.00	361.34	363.78	363.81	361.87	353.50	354.61
Leather and allied products.....	457.83	446.73	442.36	422.45	441.13	430.03	445.83	445.05	437.38	429.20	425.97	431.65	436.63	439.67	442.34
Paper and paper products.....	719.73	753.89	750.43	752.52	756.75	772.10	756.65	768.83	775.20	768.60	744.76	745.89	750.43	757.80	767.44
Printing and related support activities.....	587.58	604.32	594.39	600.89	611.38	612.86	614.08	618.08	616.20	607.15	604.76	604.45	593.56	591.28	592.00
Petroleum and coal products.....	1,052.32	1,094.83	1,094.74	1,118.72	1,096.68	1,119.35	1,097.28	1,131.72	1,099.15	1,096.43	1,100.93	1,105.19	1,085.11	1,119.02	1,107.00
Chemicals.....	783.95	819.59	818.13	814.88	821.55	830.09	825.35	830.09	844.33	835.46	817.24	821.63	827.54	830.21	813.96
Plastics and rubber products.....	872.26	589.70	599.65	583.19	590.80	591.48	583.46	578.83	596.30	592.40	586.00	585.06	585.58	590.74	591.53
PRIVATE SERVICE-PROVIDING.....	483.89	493.67	488.70	492.70	499.22	495.81	498.96	496.85	500.90	507.38	502.32	500.44	504.53	510.19	503.17
Trade, transportation, and utilities.....	481.14	488.58	487.43	492.13	495.72	493.58	492.12	488.51	490.90	494.02	493.35	493.35	497.50	501.65	497.81
Wholesale trade.....	657.29	666.93	660.63	665.41	673.61	665.90	669.18	671.81	670.13	681.53	674.25	671.63	679.06	686.66	676.42
Retail trade.....	367.15	371.15	371.76	375.96	377.79	377.29	373.62	368.45	375.10	372.67	374.21	374.21	377.57	380.99	379.46
Transportation and warehousing.....	598.41	614.90	611.61	616.78	628.24	617.47	622.13	622.66	625.44	620.47	608.12	610.88	612.54	619.55	618.46
Utilities.....	1,017.27	1,048.82	1,044.01	1,033.27	1,032.15	1,074.44	1,066.82	1,061.21	1,053.00	1,066.51	1,052.19	1,056.23	1,087.32	1,088.14	1,080.26
Information.....	760.81	777.42	774.46	772.83	788.62	786.63	787.35	787.71	791.34	798.98	786.62	782.65	793.50	803.73	792.43
Financial activities.....	609.08	622.99	614.22	618.08	635.00	620.22	627.64	625.16	627.29	649.01	632.96	632.26	637.60	656.64	636.51
Professional and business services.....	587.02	596.96	590.27	591.64	607.25	593.98	599.87	602.60	604.59	614.04	607.15	604.44	609.03	621.69	610.47
Education and health services.....	505.69	523.83	520.03	529.10	531.36	528.12	528.12	529.09	534.30	541.86	534.95	534.92	535.57	541.19	537.84
Leisure and hospitality.....	224.30	228.63	227.66	231.18	234.35	226.18	230.91	229.22	231.39	230.48	231.80	230.38	231.29	236.08	235.16
Other services.....	434.41	433.04	430.13	431.67	436.01	433.05	434.45	434.90	436.44	439.71	438.28	435.33	438.47	441.75	439.75

¹ Data relate to production workers in natural resources and mining and manufacturing, construction workers in construction, and nonsupervisory workers in the service-providing industries.

NOTE: See "Notes on the data" for a description of the most recent benchmark revision. Dash indicates data not available. p = preliminary.

17. Diffusion indexes of employment change, seasonally adjusted

[In percent]

Timespan and year	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
Private nonfarm payrolls, 278 industries												
Over 1-month span:												
2001.....	49.5	47.7	48.6	32.7	42.4	40.8	36.7	39.0	37.6	33.6	36.9	37.1
2002.....	41.0	35.6	39.7	39.2	40.5	47.7	42.8	43.0	42.1	39.0	41.5	35.1
2003.....	44.4	38.7	35.3	41.4	39.4	39.9	42.1	39.4	50.4	48.9	50.0	50.5
2004.....	50.9	53.4	66.0	67.3	64.6	59.7	55.4	53.8	57.6	58.6	54.7	54.3
2005.....	54.1	61.2	53.1	61.7	57.0	55.0						
Over 3-month span:												
2001.....	53.2	49.8	49.8	42.3	38.1	34.2	37.8	37.6	34.7	35.4	30.8	32.0
2002.....	35.3	37.9	36.5	34.2	34.4	39.4	40.6	44.1	37.8	37.1	35.8	36.7
2003.....	38.3	35.4	33.3	33.5	36.5	41.7	37.8	37.4	43.2	46.4	48.6	50.2
2004.....	52.5	53.8	56.7	69.4	75.4	71.2	63.5	56.8	57.4	59.9	59.7	56.3
2005.....	58.5	60.3	63.7	62.4	57.6	57.9						
Over 6-month span:												
2001.....	53.1	50.9	52.0	45.5	43.0	39.7	38.5	33.6	33.5	34.2	33.6	30.9
2002.....	29.5	29.9	32.0	31.7	30.9	37.4	37.1	38.7	35.3	36.0	37.9	35.1
2003.....	32.7	32.2	31.3	31.3	33.1	37.6	33.6	32.2	40.3	43.7	46.4	49.3
2004.....	47.3	50.4	54.9	62.6	64.4	69.6	67.3	68.9	64.6	62.2	59.7	55.9
2005.....	60.3	62.8	63.7	62.2	62.6	60.1						
Over 12-month span:												
2001.....	59.5	59.5	53.4	49.3	48.6	45.0	43.3	43.9	39.9	37.8	37.1	34.9
2002.....	33.6	31.7	30.2	30.4	30.2	29.1	32.0	31.3	30.0	29.5	32.9	34.7
2003.....	34.5	31.5	32.9	33.5	34.2	35.1	32.7	33.1	37.1	36.7	37.2	39.2
2004.....	40.3	42.1	44.8	48.7	52.0	56.7	57.4	57.6	60.3	62.1	64.6	64.0
2005.....	61.2	64.7	64.2	65.8	63.7	59.9						
Manufacturing payrolls, 84 industries												
Over 1-month span:												
2001.....	22.0	17.3	22.0	17.9	16.1	22.6	13.1	15.5	18.5	17.3	14.9	11.9
2002.....	19.0	19.6	22.0	32.1	26.2	31.0	35.7	23.2	28.6	15.5	18.5	16.7
2003.....	35.1	19.0	19.0	11.9	19.6	20.8	22.6	24.4	32.7	35.1	39.9	42.9
2004.....	39.3	49.4	50.0	65.5	60.1	51.8	60.7	48.8	42.9	42.3	46.4	44.6
2005.....	42.3	44.6	41.1	47.6	44.6	35.7						
Over 3-month span:												
2001.....	32.7	20.8	16.7	14.3	14.3	11.9	11.9	9.5	7.7	12.5	11.3	9.5
2002.....	10.7	11.9	11.3	17.9	14.9	20.2	25.6	23.8	20.2	13.7	8.9	9.5
2003.....	16.1	14.3	12.5	8.9	10.7	10.7	14.3	15.5	18.5	27.4	31.5	35.1
2004.....	42.3	43.5	42.9	58.3	69.0	69.6	62.5	53.6	52.4	44.6	45.2	35.7
2005.....	45.2	42.9	52.4	46.4	39.9	36.3						
Over 6-month span:												
2001.....	22.6	24.4	21.4	19.6	14.3	11.9	13.1	11.3	10.7	7.1	7.7	5.4
2002.....	6.0	8.3	8.3	9.5	7.1	13.1	12.5	11.3	14.3	8.3	8.3	7.7
2003.....	12.5	10.1	7.1	8.3	11.3	10.7	4.8	10.1	13.1	16.7	19.6	26.8
2004.....	27.4	29.8	33.3	47.0	52.4	57.1	60.1	58.9	58.9	50.6	45.2	42.9
2005.....	43.5	44.0	42.3	39.3	38.7	35.1						
Over 12-month span:												
2001.....	29.8	32.1	20.8	19.0	13.1	12.5	10.7	11.9	11.9	10.1	8.3	6.0
2002.....	7.1	6.0	6.0	6.5	7.1	3.6	4.8	6.0	4.8	7.1	4.8	8.3
2003.....	10.7	6.0	6.5	6.0	8.3	7.1	7.1	8.3	10.7	10.7	9.5	10.7
2004.....	13.1	14.3	13.1	19.0	25.6	34.5	43.5	40.5	45.8	48.2	49.4	46.4
2005.....	45.2	45.8	47.6	44.6	41.1	36.9						

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.

See the "Definitions" in this section. See "Notes on the data" for a description of the most recent benchmark revision.

Data for the two most recent months are preliminary.

18. Job openings levels and rates by industry and region, seasonally adjusted

Industry and region	Levels ¹ (in thousands)							Percent						
	2004	2005						2004	2005					
	Dec.	Jan.	Feb.	Mar.	Apr.	May	June ^P	Dec	Jan.	Feb.	Mar.	Apr.	May	June ^P
Total ²	3,507	3,385	3,569	3,598	3,576	3,416	3,541	2.6	2.5	2.6	2.6	2.6	2.5	2.6
Industry														
Total private ²	3,106	3,020	3,160	3,212	3,178	3,050	3,165	2.7	2.7	2.8	2.8	2.8	2.7	2.8
Construction.....	132	127	133	170	113	107	111	1.8	1.8	1.8	2.3	1.5	1.5	1.5
Manufacturing.....	266	252	252	258	259	240	259	1.8	1.7	1.7	1.8	1.8	1.6	1.8
Trade, transportation, and utilities.....	561	564	668	624	627	597	624	2.1	2.2	2.5	2.4	2.4	2.3	2.4
Professional and business services.....	699	682	607	646	691	659	634	4.0	3.9	3.5	3.7	3.9	3.8	3.6
Education and health services.....	557	560	602	616	608	611	603	3.1	3.2	3.4	3.5	3.4	3.4	3.4
Leisure and hospitality.....	450	434	447	440	457	440	440	3.4	3.3	3.4	3.4	3.5	3.3	3.5
Government.....	396	346	404	383	396	378	381	1.8	1.6	1.8	1.7	1.8	1.7	1.7
Region³														
Northeast.....	620	602	606	615	602	563	584	2.4	2.3	2.3	2.4	2.3	2.2	2.2
South.....	1,329	1,342	1,399	1,447	1,414	1,303	1,290	2.8	2.8	2.9	3.0	2.9	2.7	2.6
Midwest.....	740	716	745	737	742	786	755	2.3	2.2	2.3	2.3	2.3	2.4	2.3
West.....	792	718	823	806	818	799	872	2.7	2.4	2.8	2.7	2.7	2.7	2.9

¹ Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series.

² Includes natural resources and mining, information, financial activities, and other services, not shown separately.

³ **Northeast:** Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont; **South:** Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia,

West Virginia; **Midwest:** Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin; **West:** Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, Wyoming.

NOTE: The job openings level is the number of job openings on the last business day of the month; the job openings rate is the number of job openings on the last business day of the month as a percent of total employment plus job openings.

^P = preliminary.

19. Hires levels and rates by industry and region, seasonally adjusted

Industry and region	Levels ¹ (in thousands)							Percent						
	2004	2005						2004	2005					
	Dec	Jan.	Feb.	Mar.	Apr.	May	June ^P	Dec	Jan.	Feb.	Mar.	Apr.	May	June ^P
Total ²	4,639	4,709	4,760	4,841	4,538	4,740	4,635	3.5	3.6	3.6	3.6	3.4	3.6	3.5
Industry														
Total private ²	4,337	4,374	4,430	4,497	4,212	4,398	4,309	3.9	3.9	4.0	4.0	3.8	3.9	3.9
Construction.....	368	339	430	414	412	420	399	5.2	4.8	6.0	5.8	5.7	5.8	5.4
Manufacturing.....	324	307	336	334	319	342	330	2.3	2.1	2.3	2.3	2.2	2.4	2.3
Trade, transportation, and utilities.....	986	1,056	1,055	1,047	1,042	1,030	1,040	3.8	4.1	4.1	4.1	4.0	4.0	4.0
Professional and business services.....	878	882	853	895	792	887	826	5.3	5.3	5.1	5.3	4.7	5.3	4.9
Education and health services.....	452	445	500	472	487	466	453	2.6	2.6	2.9	2.7	2.8	2.7	2.6
Leisure and hospitality.....	834	826	771	798	742	750	863	6.6	6.6	6.1	6.3	5.8	5.9	6.8
Government.....	307	341	329	336	329	339	331	1.4	1.6	1.5	1.5	1.5	1.6	1.5
Region³														
Northeast.....	858	762	820	856	825	764	763	3.4	3.0	3.2	3.4	3.3	3.0	3.0
South.....	1,770	1,880	1,867	1,922	1,701	1,816	1,763	3.8	4.0	4.0	4.1	3.6	3.8	3.7
Midwest.....	1,043	1,092	1,081	1,034	1,020	1,129	1,056	3.3	3.5	3.5	3.3	3.3	3.6	3.4
West.....	970	959	1,069	1,036	1,037	1,048	1,070	3.4	3.3	3.7	3.6	3.6	3.6	3.7

¹ Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series.

² Includes natural resources and mining, information, financial activities, and other services, not shown separately.

³ **Northeast:** Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont; **South:** Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, West Virginia;

Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin; **West:** Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, Wyoming.

NOTE: The hires level is the number of hires during the entire month; the hires rate is the number of hires during the entire month as a percent of total employment.

^P = preliminary.

20. Total separations levels and rates by industry and region, seasonally adjusted

Industry and region	Levels ¹ (in thousands)							Percent							
	2004	2005						2004	2005						
	Dec.	Jan.	Feb.	Mar.	Apr.	May	June ^p	Dec.	Jan.	Feb.	Mar.	Apr.	May	June ^p	
Total ²	4,435	4,352	4,295	4,502	4,562	4,504	4,362	3.3	3.3	3.2	3.4	3.4	3.4	3.3	
Industry															
Total private ²	4,146	4,091	4,035	4,237	4,306	4,256	4,111	3.7	3.7	3.6	3.8	3.9	3.8	3.7	
Construction.....	355	417	3	303	421	408	370	5.0	5.9	5.7	4.2	5.8	5.6	5.1	
Manufacturing.....	353	361	341	360	369	369	344	2.5	2.5	2.4	2.5	2.6	2.6	2.4	
Trade, transportation, and utilities.....	1,062	882	940	980	1,018	989	950	4.1	3.4	3.7	3.8	3.9	3.8	3.7	
Professional and business services.....	833	836	772	924	869	851	795	5.0	5.0	4.6	5.5	5.2	5.1	4.7	
Education and health services.....	375	356	389	445	433	405	389	2.2	2.1	2.3	2.6	2.5	2.3	2.2	
Leisure and hospitality.....	758	832	790	743	709	750	745	6.0	6.6	6.3	5.9	5.6	5.9	5.8	
Government.....	274	258	260	267	256	254	255	1.3	1.2	1.2	1.2	1.2	1.2	1.2	
Region³															
Northeast.....	773	773	732	802	807	717	688	3.0	3.1	2.9	3.2	3.2	2.8	2.7	
South.....	1,707	1,747	1,647	1,763	1,766	1,743	1,664	3.6	3.7	3.5	3.7	3.7	3.7	3.5	
Midwest.....	986	981	937	1,051	982	976	909	3.1	3.1	3.0	3.4	3.1	3.1	2.9	
West.....	953	964	961	926	1,006	1,034	1,034	3.3	3.3	3.3	3.2	3.4	3.5	3.5	

¹ Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series.

² Includes natural resources and mining, information, financial activities, and other services, not shown separately.

³ **Northeast:** Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont; **South:** Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, West Virginia;

Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin; **West:** Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, Wyoming.

NOTE: The total separations level is the number of total separations during the entire month; the total separations rate is the number of total separations during the entire month as a percent of total employment. p = preliminary.

21. Quits levels and rates by industry and region, seasonally adjusted

Industry and region	Levels ¹ (in thousands)							Percent							
	2004	2005						2004	2005						
	Dec.	Jan.	Feb.	Mar.	Apr.	May	June ^p	Dec.	Jan.	Feb.	Mar.	Apr.	May	June ^p	
Total ²	2,495	2,530	2,307	2,516	2,520	2,514	2,498	1.9	1.9	1.7	1.9	1.9	1.9	1.9	
Industry															
Total private ²	2,366	2,412	2,192	2,383	2,395	2,391	2,369	2.1	2.2	2.0	2.1	2.1	2.1	2.1	
Construction.....	162	171	139	150	146	168	139	2.3	2.4	2.0	2.1	2.0	2.3	1.9	
Manufacturing.....	194	185	181	186	178	183	194	1.4	1.3	1.3	1.3	1.2	1.3	1.4	
Trade, transportation, and utilities.....	570	563	512	583	577	589	575	2.2	2.2	2.0	2.3	2.2	2.3	2.2	
Professional and business services.....	415	417	410	424	417	420	401	2.5	2.5	2.4	2.5	2.5	2.5	2.4	
Education and health services.....	232	230	259	280	277	249	260	1.4	1.3	1.5	1.6	1.6	1.4	1.5	
Leisure and hospitality.....	506	516	474	458	506	488	500	4.0	4.1	3.8	3.6	4.0	3.8	3.9	
Government.....	129	124	117	124	125	123	125	.6	.6	.5	.6	.6	.6	.6	
Region³															
Northeast.....	392	424	340	410	446	373	349	1.5	1.7	1.3	1.6	1.8	1.5	1.4	
South.....	1,021	1,053	914	1,003	992	1,020	977	2.2	2.2	1.9	2.1	2.1	2.2	2.1	
Midwest.....	544	539	509	561	540	554	540	1.7	1.7	1.6	1.8	1.7	1.8	1.7	
West.....	536	530	550	562	573	562	633	1.9	1.8	1.9	1.9	2.0	1.9	2.2	

¹ Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series.

² Includes natural resources and mining, information, financial activities, and other services, not shown separately.

³ **Northeast:** Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont; **South:** Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, West Virginia;

Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin; **West:** Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, Wyoming.

NOTE: The quits level is the number of quits during the entire month; the quits rate is the number of quits during the entire month as a percent of total employment.

^p = preliminary.

22. Quarterly Census of Employment and Wages: 10 largest counties, fourth quarter 2003.

County by NAICS supersector	Establishments, fourth quarter 2003 (thousands)	Employment		Average weekly wage ¹	
		December 2003 (thousands)	Percent change, December 2002-03 ²	Fourth quarter 2003	Percent change, fourth quarter 2002-03 ²
United States ³	8,314.1	129,341.5	0.0	\$767	3.6
Private industry	8,048.7	108,215.1	.0	769	3.9
Natural resources and mining	123.7	1,557.8	-.1	703	4.9
Construction	804.9	6,689.5	1.2	837	2.3
Manufacturing	376.8	14,307.8	-4.2	943	6.7
Trade, transportation, and utilities	1,853.6	25,957.3	-.3	665	3.4
Information	145.2	3,165.9	-4.0	1,139	3.9
Financial activities	767.0	7,874.7	1.2	1,138	5.9
Professional and business services	1,329.4	16,113.2	.6	945	3.8
Education and health services	732.2	15,974.0	2.1	731	3.8
Leisure and hospitality	669.9	12,042.8	1.7	335	3.4
Other services	1,080.6	4,274.1	-.1	494	3.1
Government	265.3	21,126.3	-2	757	2.4
Los Angeles, CA	356.0	4,075.3	-.5	903	4.2
Private industry	352.2	3,486.3	-.2	898	4.2
Natural resources and mining .....	.6	11.0	.7	955	16.9
Construction	12.9	133.9	-1.1	883	1.7
Manufacturing	17.8	485.2	-7.1	900	6.5
Trade, transportation, and utilities	53.9	794.6	-1.2	735	2.7
Information	9.2	194.9	-2.0	1,627	5.2
Financial activities	23.0	237.9	.9	1,258	7.0
Professional and business services	40.1	575.0	1.6	1,043	3.7
Education and health services	26.6	456.5	1.9	820	3.9
Leisure and hospitality	25.6	375.9	5.6	766	6.5
Other services	142.1	220.7	3.5	422	5.0
Government	3.8	589.0	-2.3	930	3.3
Cook, IL	126.7	2,539.8	-1.2	922	3.0
Private industry	125.5	2,221.9	-.9	929	3.2
Natural resources and mining .....	.1	1.3	-3.6	1,037	3.2
Construction	10.5	96.7	.0	1,169	-.8
Manufacturing	7.9	265.7	-5.1	975	6.3
Trade, transportation, and utilities	26.7	499.4	-.8	753	.4
Information	2.5	66.1	-4.1	1,164	.1
Financial activities	13.8	219.4	-.8	1,471	8.1
Professional and business services	26.1	405.5	-1.3	1,206	4.1
Education and health services	12.3	350.8	1.0	791	3.7
Leisure and hospitality	10.5	217.7	2.8	375	-.3
Other services	12.6	95.1	-2.0	655	3.0
Government	1.2	317.9	-3.1	871	.9
New York, NY	111.9	2,253.6	-1.0	1,480	7.2
Private industry	111.7	1,800.4	-.6	1,623	8.1
Natural resources and mining .....	.0	.1	.0	1,197	-6.5
Construction	2.2	30.0	-4.5	1,567	3.4
Manufacturing	3.5	46.6	-4.9	1,290	6.4
Trade, transportation, and utilities	22.1	247.6	-1.2	1,164	5.5
Information	4.3	130.6	-5.1	1,751	7.9
Financial activities	16.7	352.0	-2.0	3,034	16.1
Professional and business services	22.6	439.7	.5	1,702	2.6
Education and health services	7.8	273.8	2.4	918	7.6
Leisure and hospitality	10.1	188.2	.4	787	6.1
Other services	16.0	82.9	-1.1	871	6.1
Government .....	.2	453.2	-2.2	912	.1
Harris, TX	89.4	1,841.5	-.9	906	2.1
Private industry	89.0	1,595.2	-1.2	929	2.1
Natural resources and mining	1.2	62.5	8.7	2,185	-.9
Construction	6.3	135.5	-5.0	919	2.6
Manufacturing	4.7	164.0	-4.9	1,106	2.3
Trade, transportation, and utilities	21.1	403.2	-2.1	821	1.0
Information	1.4	33.8	-3.9	1,098	.4
Financial activities	9.7	113.1	1.7	1,181	4.9
Professional and business services	17.0	279.0	-1.7	1,073	3.2
Education and health services	8.8	188.3	1.5	812	1.8
Leisure and hospitality	6.5	155.2	.7	335	-.9
Other services	10.3	56.3	-3.1	539	.4
Government .....	.4	246.3	1.1	759	3.1
Maricopa, AZ	80.9	1,621.2	(⁴)	757	4.0
Private industry	80.5	1,401.8	2.2	755	3.9
Natural resources and mining .....	.5	9.8	-2.6	545	4.4
Construction	8.4	131.7	5.9	779	2.1
Manufacturing	3.3	128.0	-2.5	1,050	8.2
Trade, transportation, and utilities	18.6	336.4	1.5	712	3.2
Information	1.6	36.6	-4.1	872	.5
Financial activities	9.5	133.3	1.5	933	3.7
Professional and business services	18.1	261.5	4.2	776	3.5
Education and health services	7.6	160.5	5.6	842	5.0
Leisure and hospitality	5.6	155.8	.8	364	2.8
Other services	5.7	44.7	-2.6	500	2.2
Government .....	.5	219.4	1.6	766	3.7

See footnotes at end of table.

22. Continued Quarterly Census of Employment and Wages: 10 largest counties, fourth quarter 2003.

County by NAICS supersector	Establishments, fourth quarter 2003 (thousands)	Employment		Average weekly wage ¹	
		December 2003 (thousands)	Percent change, December 2002-03 ²	Fourth quarter 2003	Percent change, fourth quarter 2002-03 ²
Dallas, TX	68.6	1,450.8	-1.4	\$952	4.3
Private industry	68.2	1,294.6	-1.4	970	4.8
Natural resources and mining .....	.5	6.8	-20.5	2,680	22.7
Construction	4.5	73.0	-2.2	909	5.5
Manufacturing	3.5	144.9	-3.1	1,075	6.8
Trade, transportation, and utilities	15.8	326.1	-3.3	898	5.2
Information	1.9	64.0	-5.1	1,272	8.7
Financial activities	8.6	140.0	1.2	1,215	2.9
Professional and business services	14.0	237.7	.0	1,152	4.2
Education and health services	6.3	131.4	2.4	887	2.7
Leisure and hospitality	5.2	127.5	.0	432	4.3
Other services	6.7	40.5	-3.4	587	2.8
Government .....	.4	156.2	-1.8	800	-1.1
Orange, CA	88.8	1,436.6	1.3	874	5.3
Private industry	87.4	1,305.5	2.1	875	5.2
Natural resources and mining .....	.3	6.1	8.3	579	.2
Construction	6.4	85.5	4.4	969	5.9
Manufacturing	6.1	179.9	-3.0	1,036	11.4
Trade, transportation, and utilities	17.3	278.8	.6	802	2.7
Information	1.5	33.8	-4.4	1,152	5.3
Financial activities	9.7	127.8	9.9	1,354	6.2
Professional and business services	17.4	261.0	1.0	942	2.8
Education and health services	9.1	126.6	6.1	849	3.7
Leisure and hospitality	6.6	159.9	2.5	358	3.8
Other services	12.9	46.0	6.3	518	3.0
Government	1.4	131.1	-5.7	859	6.0
San Diego, CA	85.3	1,278.2	1.3	815	2.6
Private industry	83.9	1,060.2	1.5	809	2.5
Natural resources and mining .....	.9	11.0	-5.4	491	1.0
Construction	6.4	81.1	4.7	869	.7
Manufacturing	3.6	105.4	-4.2	1,129	11.5
Trade, transportation, and utilities	14.2	220.4	2.2	655	.9
Information	1.4	36.7	-4.5	1,582	-2.0
Financial activities	8.8	81.6	4.8	1,058	.4
Professional and business services	14.9	208.1	1.5	989	2.8
Education and health services	7.6	122.6	1.6	778	5.7
Leisure and hospitality	6.5	141.5	3.5	346	2.4
Other services	19.5	51.6	1.8	449	2.7
Government	1.3	218.0	.1	843	2.9
King, WA	81.6	1,100.6	.2	935	.2
Private industry	81.0	945.5	.1	944	-3.3
Natural resources and mining .....	.4	2.8	-11.3	1,109	.8
Construction	6.2	53.4	-4.4	921	1.4
Manufacturing	2.7	101.9	-8.2	1,176	-2.1
Trade, transportation, and utilities	14.8	225.5	1.1	804	2.6
Information	1.5	69.2	.8	1,829	-15.7
Financial activities	6.1	77.5	2.4	1,114	3.5
Professional and business services	11.7	158.3	.7	1,160	8.4
Education and health services	5.9	108.3	1.5	746	4.8
Leisure and hospitality	5.4	100.5	2.9	390	3.7
Other services	26.4	48.1	1.2	463	.4
Government .....	.6	155.1	1.0	882	3.6
Miami-Dade, FL	80.2	980.8	-.5	765	3.5
Private industry	79.9	827.5	-.7	742	3.6
Natural resources and mining .....	.5	9.9	-1.8	421	4.0
Construction	4.9	40.7	.3	788	2.7
Manufacturing	2.8	49.4	-9.8	695	5.8
Trade, transportation, and utilities	23.2	247.2	-1.7	689	4.2
Information	1.7	28.5	-3.2	990	1.7
Financial activities	8.2	65.5	.7	1,062	-1.1
Professional and business services	15.9	132.0	-.2	948	5.2
Education and health services	7.8	123.4	1.4	748	2.3
Leisure and hospitality	5.3	92.8	2.1	432	9.9
Other services	7.5	34.5	-1.8	450	3.0
Government .....	.3	153.3	.5	886	2.8

¹ Average weekly wages were calculated using unrounded data.

² Percent changes were computed from quarterly employment and pay data adjusted for noneconomic county reclassifications. See Notes on Current Labor Statistics.

³ Totals for the United States do not include data for Puerto Rico or the

Virgin Islands.

⁴ Data do not meet BLS or State agency disclosure standards.

NOTE: Includes workers covered by Unemployment Insurance (UI) and Unemployment Compensation for Federal Employees (UCFE) programs. Data are preliminary.

23. Quarterly Census of Employment and Wages: by State, fourth quarter 2003.

State	Establishments, fourth quarter 2003 (thousands)	Employment		Average weekly wage ¹	
		December 2003 (thousands)	Percent change, December 2002-03	Fourth quarter 2003	Percent change, fourth quarter 2002-03
United States ²	8,314.1	129,341.5	0.0	\$767	3.6
Alabama	111.8	1,838.1	-.1	657	4.0
Alaska	20.0	282.7	1.1	746	1.1
Arizona	126.9	2,352.1	2.2	710	3.8
Arkansas	75.2	1,133.6	.5	587	4.1
California	1,190.8	14,922.3	.0	869	3.8
Colorado	160.0	2,134.6	-1.1	784	2.0
Connecticut	109.1	1,648.9	-.7	992	3.8
Delaware	27.1	408.4	.5	825	5.0
District of Columbia	30.0	654.8	-.4	1,238	3.9
Florida	504.1	7,424.5	.8	685	3.8
Georgia	245.6	3,845.6	.2	734	2.8
Hawaii	37.4	583.0	1.3	678	3.7
Idaho	48.5	577.5	.6	579	1.8
Illinois	325.7	5,738.7	-1.2	827	3.2
Indiana	152.1	2,852.2	-.3	675	3.5
Iowa	90.6	1,418.5	.0	626	4.7
Kansas	82.2	1,298.3	-.9	631	2.8
Kentucky	105.7	1,740.6	.3	645	3.5
Louisiana	114.0	1,870.9	.5	628	2.4
Maine	47.4	595.8	.7	631	4.6
Maryland	150.4	2,466.4	.7	831	3.6
Massachusetts	206.6	3,154.6	-1.9	954	5.2
Michigan	251.3	4,365.8	-1.1	806	3.9
Minnesota	159.0	2,591.9	-.5	777	3.2
Mississippi	65.6	1,108.1	.4	559	3.7
Missouri	165.4	2,633.6	-.7	676	2.4
Montana	42.0	396.6	1.1	549	4.0
Nebraska	55.3	884.4	.6	613	3.2
Nevada	60.3	1,111.2	4.4	721	5.1
New Hampshire	47.0	614.9	.6	788	4.0
New Jersey	268.1	3,912.8	.1	945	3.4
New Mexico	50.4	757.1	1.4	612	4.1
New York	550.3	8,379.2	-.4	959	5.2
North Carolina	227.8	3,759.6	-.1	679	4.5
North Dakota	24.0	317.6	.9	563	4.3
Ohio	294.2	5,322.4	-.7	713	3.8
Oklahoma	91.6	1,423.4	-1.3	597	4.2
Oregon	118.8	1,579.8	.2	694	3.3
Pennsylvania	326.9	5,524.5	-.2	750	4.7
Rhode Island	34.7	480.5	1.2	738	5.1
South Carolina	108.4	1,781.0	.3	623	3.1
South Dakota	28.1	365.4	.3	559	4.1
Tennessee	128.4	2,648.0	.4	689	4.2
Texas	505.3	9,300.1	-.3	754	3.1
Utah	73.9	1,066.2	1.2	630	2.3
Vermont	24.1	300.7	.3	661	5.1
Virginia	202.6	3,477.5	1.2	786	5.2
Washington	222.7	2,654.7	1.0	759	1.3
West Virginia	47.2	685.2	.1	587	2.1
Wisconsin	157.6	2,715.4	.0	683	4.1
Wyoming	22.0	241.6	1.7	616	4.1
Puerto Rico	50.2	1,074.1	3.5	450	4.7
Virgin Islands	3.2	42.5	-.2	629	2.4

¹ Average weekly wages were calculated using unrounded data.

NOTE: Includes workers covered by Unemployment Insurance (UI) and Unemployment Compensation for Federal Employees (UCFE) programs. Data are preliminary.

² Totals for the United States do not include data for Puerto Rico or the Virgin Islands.

24. Annual data: Quarterly Census of Employment and Wages, by ownership

Year	Average establishments	Average annual employment	Total annual wages (in thousands)	Average annual wage per employee	Average weekly wage
Total covered (UI and UCFE)					
1993	6,679,934	109,422,571	\$2,884,472,282	\$26,361	\$507
1994	6,826,677	112,611,287	3,033,676,678	26,939	518
1995	7,040,677	115,487,841	3,215,921,236	27,846	536
1996	7,189,168	117,963,132	3,414,514,808	28,946	557
1997	7,369,473	121,044,432	3,674,031,718	30,353	584
1998	7,634,018	124,183,549	3,967,072,423	31,945	614
1999	7,820,860	127,042,282	4,235,579,204	33,340	641
2000	7,879,116	129,877,063	4,587,708,584	35,323	679
2001	7,984,529	129,635,800	4,695,225,123	36,219	697
2002	8,101,872	128,233,919	4,714,374,741	36,764	707
UI covered					
1993	6,632,221	106,351,431	\$2,771,023,411	\$26,055	\$501
1994	6,778,300	109,588,189	2,918,684,128	26,633	512
1995	6,990,594	112,539,795	3,102,353,355	27,567	530
1996	7,137,644	115,081,246	3,298,045,286	28,658	551
1997	7,317,363	118,233,942	3,553,933,885	30,058	578
1998	7,586,767	121,400,660	3,845,494,089	31,676	609
1999	7,771,198	124,255,714	4,112,169,533	33,094	636
2000	7,828,861	127,005,574	4,454,966,824	35,077	675
2001	7,933,536	126,883,182	4,560,511,280	35,943	691
2002	8,051,117	125,475,293	4,570,787,218	36,428	701
Private industry covered					
1993	6,454,381	91,202,971	\$2,365,301,493	\$25,934	\$499
1994	6,596,158	94,146,344	2,494,458,555	26,496	510
1995	6,803,454	96,894,844	2,658,927,216	27,441	528
1996	6,946,858	99,268,446	2,837,334,217	28,582	550
1997	7,121,182	102,175,161	3,071,807,287	30,064	578
1998	7,381,518	105,082,368	3,337,621,699	31,762	611
1999	7,560,567	107,619,457	3,577,738,557	33,244	639
2000	7,622,274	110,015,333	3,887,626,769	35,337	680
2001	7,724,965	109,304,802	3,952,152,155	36,157	695
2002	7,839,903	107,577,281	3,930,767,025	36,539	703
State government covered					
1993	59,185	4,088,075	\$117,095,062	\$28,643	\$551
1994	60,686	4,162,944	122,879,977	29,518	568
1995	60,763	4,201,836	128,143,491	30,497	586
1996	62,146	4,191,726	131,605,800	31,397	604
1997	65,352	4,214,451	137,057,432	32,521	625
1998	67,347	4,240,779	142,512,445	33,605	646
1999	70,538	4,296,673	149,011,194	34,681	667
2000	65,096	4,370,160	158,618,365	36,296	698
2001	64,583	4,452,237	168,358,331	37,814	727
2002	64,447	4,485,071	175,866,492	39,212	754
Local government covered					
1993	118,626	11,059,500	\$288,594,697	\$26,095	\$502
1994	121,425	11,278,080	301,315,857	26,717	514
1995	126,342	11,442,238	315,252,346	27,552	530
1996	128,640	11,621,074	329,105,269	28,320	545
1997	130,829	11,844,330	345,069,166	29,134	560
1998	137,902	12,077,513	365,359,945	30,251	582
1999	140,093	12,339,584	385,419,781	31,234	601
2000	141,491	12,620,081	408,721,690	32,387	623
2001	143,989	13,126,143	440,000,795	33,521	645
2002	146,767	13,412,941	464,153,701	34,605	665
Federal Government covered (UCFE)					
1993	47,714	3,071,140	\$113,448,871	\$36,940	\$710
1994	48,377	3,023,098	114,992,550	38,038	731
1995	50,083	2,948,046	113,567,881	38,523	741
1996	51,524	2,881,887	116,469,523	40,414	777
1997	52,110	2,810,489	120,097,833	42,732	822
1998	47,252	2,782,888	121,578,334	43,688	840
1999	49,661	2,786,567	123,409,672	44,287	852
2000	50,256	2,871,489	132,741,760	46,228	889
2001	50,993	2,752,619	134,713,843	48,940	941
2002	50,755	2,758,627	143,587,523	52,050	1,001

NOTE: Detail may not add to totals due to rounding. Data reflect the movement of Indian Tribal Council establishments from private industry to the public sector. See Notes on Current Labor Statistics.

25. Annual data: Quarterly Census of Employment and Wages, establishment size and employment, private ownership, by supersector, first quarter 2003

Industry, establishments, and employment	Total	Size of establishments								
		Fewer than 5 workers ¹	5 to 9 workers	10 to 19 workers	20 to 49 workers	50 to 99 workers	100 to 249 workers	250 to 499 workers	500 to 999 workers	1,000 or more workers
Total all industries²										
Establishments, first quarter	7,933,974	4,768,812	1,331,834	872,241	597,662	203,030	115,598	28,856	10,454	5,487
Employment, March	105,583,548	7,095,128	8,810,097	11,763,253	18,025,655	13,970,194	17,299,058	9,864,934	7,090,739	11,664,490
Natural resources and mining										
Establishments, first quarter	124,527	72,088	23,248	14,773	9,226	2,893	1,593	501	161	44
Employment, March	1,526,176	110,155	153,629	198,895	275,811	198,122	241,559	171,063	108,563	68,379
Construction										
Establishments, first quarter	795,029	523,747	129,201	76,215	46,096	12,837	5,604	1,006	262	61
Employment, March	6,285,841	746,296	846,521	1,021,722	1,371,071	872,274	823,846	338,107	172,944	93,060
Manufacturing										
Establishments, first quarter	381,159	148,469	65,027	57,354	54,261	25,927	19,813	6,506	2,565	1,237
Employment, March	14,606,928	252,443	436,028	788,581	1,685,563	1,815,385	3,043,444	2,245,183	1,732,368	2,607,933
Trade, transportation, and utilities										
Establishments, first quarter	1,851,662	992,180	378,157	239,637	149,960	51,507	31,351	6,681	1,619	570
Employment, March	24,683,356	1,646,304	2,514,548	3,204,840	4,527,709	3,564,316	4,661,898	2,277,121	1,070,141	1,216,479
Information										
Establishments, first quarter	147,062	84,906	20,744	16,130	13,539	5,920	3,773	1,223	575	252
Employment, March	3,208,667	112,409	138,076	220,618	416,670	410,513	576,674	418,113	399,366	516,228
Financial activities										
Establishments, first quarter	753,064	480,485	135,759	76,733	39,003	11,743	6,195	1,794	883	469
Employment, March	7,753,717	788,607	892,451	1,017,662	1,162,498	801,140	934,618	620,183	601,549	935,009
Professional and business services										
Establishments, first quarter	1,307,697	887,875	180,458	111,532	73,599	28,471	17,856	5,153	1,919	834
Employment, March	15,648,435	1,230,208	1,184,745	1,501,470	2,232,506	1,969,466	2,707,203	1,762,251	1,307,870	1,752,716
Education and health services										
Establishments, first quarter	720,207	338,139	164,622	103,683	65,173	24,086	17,122	3,929	1,761	1,692
Employment, March	15,680,834	629,968	1,092,329	1,392,099	1,955,861	1,679,708	2,558,300	1,337,188	1,220,921	3,814,460
Leisure and hospitality										
Establishments, first quarter	657,359	260,149	110,499	118,140	122,168	34,166	9,718	1,609	599	311
Employment, March	11,731,379	411,192	744,144	1,653,470	3,683,448	2,285,550	1,372,780	545,304	404,831	630,660
Other services										
Establishments, first quarter	1,057,236	851,231	116,940	56,238	24,235	5,451	2,561	454	109	17
Employment, March	4,243,633	1,037,360	761,518	740,752	703,957	371,774	376,832	150,421	71,453	29,566

¹ Includes establishments that reported no workers in March 2003.

² Includes data for unclassified establishments, not shown separately.

NOTE: Details may not add to totals due to rounding. Data are only produced for first quarter. Data are preliminary.

26. Annual data: Quarterly Census of Employment and Wages, by metropolitan area, 2001-02

Metropolitan area ¹	Average annual wage ²		
	2001	2002	Percent change, 2001-02
Metropolitan areas ³	\$37,908	\$38,423	1.4
Abilene, TX	25,141	25,517	1.5
Akron, OH	32,930	34,037	3.4
Albany, GA	28,877	29,913	3.6
Albany-Schenectady-Troy, NY	35,355	35,994	1.8
Albuquerque, NM	31,667	32,475	2.6
Alexandria, LA	26,296	27,300	3.8
Allentown-Bethlehem-Easton, PA	33,569	34,789	3.6
Altoona, PA	26,869	27,360	1.8
Amarillo, TX	27,422	28,274	3.1
Anchorage, AK	37,998	39,112	2.9
Ann Arbor, MI	37,582	39,220	4.4
Anniston, AL	26,486	27,547	4.0
Appleton-Oshkosh-Neenah, WI	32,652	33,020	1.1
Asheville, NC	28,511	28,771	.9
Athens, GA	28,966	29,942	3.4
Atlanta, GA	40,559	41,123	1.4
Atlantic-Cape May, NJ	31,268	32,201	3.0
Auburn-Opelika, AL	25,753	26,405	2.5
Augusta-Aiken, GA-SC	30,626	31,743	3.6
Austin-San Marcos, TX	40,831	39,540	-3.2
Bakersfield, CA	30,106	31,192	3.6
Baltimore, MD	37,495	38,718	3.3
Bangor, ME	27,850	28,446	2.1
Barnstable-Yarmouth, MA	31,025	32,028	3.2
Baton Rouge, LA	30,321	31,366	3.4
Beaumont-Port Arthur, TX	31,798	32,577	2.4
Bellingham, WA	27,724	28,284	2.0
Benton Harbor, MI	31,140	32,627	4.8
Bergen-Passaic, NJ	44,701	45,185	1.1
Billings, MT	27,889	28,553	2.4
Biloxi-Gulfport-Pascagoula, MS	28,351	28,515	.6
Binghamton, NY	31,187	31,832	2.1
Birmingham, AL	34,519	35,940	4.1
Bismarck, ND	27,116	27,993	3.2
Bloomington, IN	28,013	28,855	3.0
Bloomington-Normal, IL	35,111	36,133	2.9
Boise City, ID	31,624	31,955	1.0
Boston-Worcester-Lawrence-Lowell-Brockton, MA-NH	45,766	45,685	-.2
Boulder-Longmont, CO	44,310	44,037	-.6
Brazoria, TX	35,655	36,253	1.7
Bremerton, WA	31,525	33,775	7.1
Brownsville-Harlingen-San Benito, TX	22,142	22,892	3.4
Bryan-College Station, TX	25,755	26,051	1.1
Buffalo-Niagara Falls, NY	32,054	32,777	2.3
Burlington, VT	34,363	35,169	2.3
Canton-Massillon, OH	29,020	29,689	2.3
Casper, WY	28,264	28,886	2.2
Cedar Rapids, IA	34,649	34,730	.2
Champaign-Urbana, IL	30,488	31,995	4.9
Charleston-North Charleston, SC	28,887	29,993	3.8
Charleston, WV	31,530	32,136	1.9
Charlotte-Gastonia-Rock Hill, NC-SC	37,267	38,413	3.1
Charlottesville, VA	32,427	33,328	2.8
Chattanooga, TN-GA	29,981	30,631	2.2
Cheyenne, WY	27,579	28,827	4.5
Chicago, IL	42,685	43,239	1.3
Chico-Paradise, CA	26,499	27,190	2.6
Cincinnati, OH-KY-IN	36,050	37,168	3.1
Clarksville-Hopkinsville, TN-KY	25,567	26,940	5.4
Cleveland-Lorain-Elyria, OH	35,514	36,102	1.7
Colorado Springs, CO	34,391	34,681	.8
Columbia, MO	28,490	29,135	2.3
Columbia, SC	29,904	30,721	2.7
Columbus, GA-AL	28,412	29,207	2.8
Columbus, OH	35,028	36,144	3.2
Corpus Christi, TX	29,361	30,168	2.7
Corvallis, OR	35,525	36,766	3.5
Cumberland, MD-WV	25,504	26,704	4.7
Dallas, TX	42,706	43,000	.7
Danville, VA	25,465	26,116	2.6

See footnotes at end of table.

26. Continued Annual data: Quarterly Census of Employment and Wages, by metropolitan area, 2001-02

Metropolitan area ¹	Average annual wage ²		
	2001	2002	Percent change, 2001-02
Davenport-Moline-Rock Island, IA-IL	\$31,275	\$32,118	2.7
Dayton-Springfield, OH	33,619	34,327	2.1
Daytona Beach, FL	25,953	26,898	3.6
Decatur, AL	30,891	30,370	-1.7
Decatur, IL	33,354	33,215	-.4
Denver, CO	42,351	42,133	-.5
Des Moines, IA	34,303	35,641	3.9
Detroit, MI	42,704	43,224	1.2
Dothan, AL	28,026	29,270	4.4
Dover, DE	27,754	29,818	7.4
Dubuque, IA	28,402	29,208	2.8
Duluth-Superior, MN-WI	29,415	30,581	4.0
Dutchess County, NY	38,748	38,221	-1.4
Eau Claire, WI	27,680	28,760	3.9
El Paso, TX	25,847	26,604	2.9
Elkhart-Goshen, IN	30,797	32,427	5.3
Elmira, NY	28,669	29,151	1.7
Enid, OK	24,836	25,507	2.7
Erie, PA	29,293	29,780	1.7
Eugene-Springfield, OR	28,983	29,427	1.5
Evansville-Henderson, IN-KY	31,042	31,977	3.0
Fargo-Moorhead, ND-MN	27,899	29,053	4.1
Fayetteville, NC	26,981	28,298	4.9
Fayetteville-Springdale-Rogers, AR	29,940	31,090	3.8
Flagstaff, AZ-UT	25,890	26,846	3.7
Flint, MI	35,995	36,507	1.4
Florence, AL	25,639	26,591	3.7
Florence, SC	28,800	29,563	2.6
Fort Collins-Loveland, CO	33,248	34,215	2.9
Fort Lauderdale, FL	33,966	34,475	1.5
Fort Myers-Cape Coral, FL	29,432	30,324	3.0
Fort Pierce-Port St. Lucie, FL	27,742	29,152	5.1
Fort Smith, AR-OK	26,755	27,075	1.2
Fort Walton Beach, FL	26,151	27,242	4.2
Fort Wayne, IN	31,400	32,053	2.1
Fort Worth-Arlington, TX	36,379	37,195	2.2
Fresno, CA	27,647	28,814	4.2
Gadsden, AL	25,760	26,214	1.8
Gainesville, FL	26,917	27,648	2.7
Galveston-Texas City, TX	31,067	31,920	2.7
Gary, IN	31,948	32,432	1.5
Glens Falls, NY	27,885	28,931	3.8
Goldsboro, NC	25,398	25,821	1.7
Grand Forks, ND-MN	24,959	25,710	3.0
Grand Junction, CO	27,426	28,331	3.3
Grand Rapids-Muskegon-Holland, MI	33,431	34,214	2.3
Great Falls, MT	24,211	25,035	3.4
Greeley, CO	30,066	31,104	3.5
Green Bay, WI	32,631	33,698	3.3
Greensboro-Winston-Salem-High Point, NC	31,730	32,369	2.0
Greenville, NC	28,289	29,055	2.7
Greenville-Spartanburg-Anderson, SC	30,940	31,726	2.5
Hagerstown, MD	29,020	30,034	3.5
Hamilton-Middletown, OH	32,325	32,985	2.0
Harrisburg-Lebanon-Carlisle, PA	33,408	34,497	3.3
Hartford, CT	43,880	44,387	1.2
Hattiesburg, MS	25,145	26,051	3.6
Hickory-Morganton-Lenoir, NC	27,305	27,996	2.5
Honolulu, HI	32,531	33,978	4.4
Houma, LA	30,343	30,758	1.4
Houston, TX	42,784	42,712	-.2
Huntington-Ashland, WV-KY-OH	27,478	28,321	3.1
Huntsville, AL	36,727	38,571	5.0
Indianapolis, IN	35,989	36,608	1.7
Iowa City, IA	31,663	32,567	2.9
Jackson, MI	32,454	33,251	2.5
Jackson, MS	29,813	30,537	2.4
Jackson, TN	29,414	30,443	3.5
Jacksonville, FL	32,367	33,722	4.2
Jacksonville, NC	21,395	22,269	4.1

See footnotes at end of table.

26. Continued Annual data: Quarterly Census of Employment and Wages, by metropolitan area, 2001-02

Metropolitan area ¹	Average annual wage ²		
	2001	2002	Percent change, 2001-02
Jamestown, NY	\$25,913	\$26,430	2.0
Janesville-Beloit, WI	31,482	32,837	4.3
Jersey City, NJ	47,638	49,562	4.0
Johnson City-Kingsport-Bristol, TN-VA	28,543	29,076	1.9
Johnstown, PA	25,569	26,161	2.3
Jonesboro, AR	25,337	26,165	3.3
Joplin, MO	26,011	26,594	2.2
Kalamazoo-Battle Creek, MI	32,905	34,237	4.0
Kankakee, IL	29,104	30,015	3.1
Kansas City, MO-KS	35,794	36,731	2.6
Kenosha, WI	31,562	32,473	2.9
Killeen-Temple, TX	26,193	27,299	4.2
Knoxville, TN	30,422	31,338	3.0
Kokomo, IN	39,599	40,778	3.0
La Crosse, WI-MN	27,774	28,719	3.4
Lafayette, LA	29,693	30,104	1.4
Lafayette, IN	31,484	31,700	.7
Lake Charles, LA	29,782	30,346	1.9
Lakeland-Winter Haven, FL	28,890	29,505	2.1
Lancaster, PA	31,493	32,197	2.2
Lansing-East Lansing, MI	34,724	35,785	3.1
Laredo, TX	24,128	24,739	2.5
Las Cruces, NM	24,310	25,256	3.9
Las Vegas, NV-AZ	32,239	33,280	3.2
Lawrence, KS	25,923	26,621	2.7
Lawton, OK	24,812	25,392	2.3
Lewiston-Auburn, ME	27,092	28,435	5.0
Lexington, KY	31,593	32,776	3.7
Lima, OH	29,644	30,379	2.5
Lincoln, NE	29,352	30,614	4.3
Little Rock-North Little Rock, AR	30,858	31,634	2.5
Longview-Marshall, TX	28,029	28,172	.5
Los Angeles-Long Beach, CA	40,891	41,709	2.0
Louisville, KY-IN	33,058	33,901	2.6
Lubbock, TX	26,577	27,625	3.9
Lynchburg, VA	28,859	29,444	2.0
Macon, GA	30,595	31,884	4.2
Madison, WI	34,097	35,410	3.9
Mansfield, OH	28,808	30,104	4.5
McAllen-Edinburg-Mission, TX	22,313	23,179	3.9
Medford-Ashland, OR	27,224	28,098	3.2
Melbourne-Titusville-Palm Bay, FL	32,798	33,913	3.4
Memphis, TN-AR-MS	34,603	35,922	3.8
Merced, CA	25,479	26,771	5.1
Miami, FL	34,524	35,694	3.4
Middlesex-Somerset-Hunterdon, NJ	49,950	50,457	1.0
Milwaukee-Waukesha, WI	35,617	36,523	2.5
Minneapolis-St. Paul, MN-WI	40,868	41,722	2.1
Missoula, MT	26,181	27,249	4.1
Mobile, AL	28,129	28,742	2.2
Modesto, CA	29,591	30,769	4.0
Monmouth-Ocean, NJ	37,056	37,710	1.8
Monroe, LA	26,578	27,614	3.9
Montgomery, AL	29,150	30,525	4.7
Muncie, IN	28,374	29,017	2.3
Myrtle Beach, SC	24,029	24,672	2.7
Naples, FL	30,839	31,507	2.2
Nashville, TN	33,989	35,036	3.1
Nassau-Suffolk, NY	39,662	40,396	1.9
New Haven-Bridgeport-Stamford-Waterbury-Danbury, CT	52,198	51,170	-2.0
New London-Norwich, CT	38,505	38,650	.4
New Orleans, LA	31,089	32,407	4.2
New York, NY	59,097	57,708	-2.4
Newark, NJ	47,715	48,781	2.2
Newburgh, NY-PA	29,827	30,920	3.7
Norfolk-Virginia Beach-Newport News, VA-NC	29,875	30,823	3.2
Oakland, CA	45,920	46,877	2.1
Ocala, FL	26,012	26,628	2.4
Odessa-Midland, TX	31,278	31,295	.1
Oklahoma City, OK	28,915	29,850	3.2

See footnotes at end of table.

26. Continued Annual data: Quarterly Census of Employment and Wages, by metropolitan area, 2001-02

Metropolitan area ¹	Average annual wage ²		
	2001	2002	Percent change, 2001-02
Olympia, WA	\$32,772	\$33,765	3.0
Omaha, NE-IA	31,856	33,107	3.9
Orange County, CA	40,252	41,219	2.4
Orlando, FL	31,276	32,461	3.8
Owensboro, KY	27,306	28,196	3.3
Panama City, FL	26,433	27,448	3.8
Parkersburg-Marietta, WV-OH	27,920	29,529	5.8
Pensacola, FL	28,059	28,189	.5
Peoria-Pekin, IL	33,293	34,261	2.9
Philadelphia, PA-NJ	40,231	41,121	2.2
Phoenix-Mesa, AZ	35,514	36,045	1.5
Pine Bluff, AR	27,561	28,698	4.1
Pittsburgh, PA	35,024	35,625	1.7
Pittsfield, MA	31,561	32,707	3.6
Pocatello, ID	24,621	25,219	2.4
Portland, ME	32,327	33,309	3.0
Portland-Vancouver, OR-WA	37,285	37,650	1.0
Providence-Warwick-Pawtucket, RI	33,403	34,610	3.6
Provo-Orem, UT	28,266	28,416	.5
Pueblo, CO	27,097	27,763	2.5
Punta Gorda, FL	25,404	26,119	2.8
Racine, WI	33,319	34,368	3.1
Raleigh-Durham-Chapel Hill, NC	38,691	39,056	.9
Rapid City, SD	25,508	26,434	3.6
Reading, PA	32,807	33,912	3.4
Redding, CA	28,129	28,961	3.0
Reno, NV	34,231	34,744	1.5
Richland-Kennewick-Pasco, WA	33,370	35,174	5.4
Richmond-Petersburg, VA	35,879	36,751	2.4
Riverside-San Bernardino, CA	30,510	31,591	3.5
Roanoke, VA	30,330	31,775	4.8
Rochester, MN	37,753	39,036	3.4
Rochester, NY	34,327	34,827	1.5
Rockford, IL	32,104	32,827	2.3
Rocky Mount, NC	28,770	28,893	.4
Sacramento, CA	38,016	39,354	3.5
Saginaw-Bay City-Midland, MI	35,429	35,444	.0
St. Cloud, MN	28,263	29,535	4.5
St. Joseph, MO	27,734	28,507	2.8
St. Louis, MO-IL	35,928	36,712	2.2
Salem, OR	28,336	29,210	3.1
Salinas, CA	31,735	32,463	2.3
Salt Lake City-Ogden, UT	31,965	32,600	2.0
San Angelo, TX	26,147	26,321	.7
San Antonio, TX	30,650	31,336	2.2
San Diego, CA	38,418	39,305	2.3
San Francisco, CA	59,654	56,602	-5.1
San Jose, CA	65,931	63,056	-4.4
San Luis Obispo-Atascadero-Paso Robles, CA	29,092	29,981	3.1
Santa Barbara-Santa Maria-Lompoc, CA	33,626	34,382	2.2
Santa Cruz-Watsonville, CA	35,022	35,721	2.0
Santa Fe, NM	30,671	32,269	5.2
Santa Rosa, CA	36,145	36,494	1.0
Sarasota-Bradenton, FL	27,958	28,950	3.5
Savannah, GA	30,176	30,796	2.1
Scranton-Wilkes-Barre-Hazleton, PA	28,642	29,336	2.4
Seattle-Bellevue-Everett, WA	45,299	46,093	1.8
Sharon, PA	26,707	27,872	4.4
Sheboygan, WI	30,840	32,148	4.2
Sherman-Denison, TX	30,397	30,085	-1.0
Shreveport-Bossier City, LA	27,856	28,769	3.3
Sioux City, IA-NE	26,755	27,543	2.9
Sioux Falls, SD	28,962	29,975	3.5
South Bend, IN	30,769	31,821	3.4
Spokane, WA	29,310	30,037	2.5
Springfield, IL	36,061	37,336	3.5
Springfield, MO	27,338	27,987	2.4
Springfield, MA	32,801	33,972	3.6
State College, PA	29,939	30,910	3.2
Steubenville-Weirton, OH-WV	28,483	29,129	2.3

See footnotes at end of table.

26. Continued Annual data: Quarterly Census of Employment and Wages, by metropolitan area, 2001-02

Metropolitan area ¹	Average annual wage ²		
	2001	2002	Percent change, 2001-02
Stockton-Lodi, CA	\$30,818	\$31,958	3.7
Sumter, SC	24,450	24,982	2.2
Syracuse, NY	32,254	33,752	4.6
Tacoma, WA	31,261	32,507	4.0
Tallahassee, FL	29,708	30,895	4.0
Tampa-St. Petersburg-Clearwater, FL	31,678	32,458	2.5
Terre Haute, IN	27,334	28,415	4.0
Texarkana, TX-Texarkana, AR	26,492	27,717	4.6
Toledo, OH	32,299	33,513	3.8
Topeka, KS	30,513	31,707	3.9
Trenton, NJ	46,831	47,969	2.4
Tucson, AZ	30,690	31,673	3.2
Tulsa, OK	31,904	32,241	1.1
Tuscaloosa, AL	29,972	30,745	2.6
Tyler, TX	30,551	31,050	1.6
Utica-Rome, NY	27,777	28,500	2.6
Vallejo-Fairfield-Napa, CA	33,903	34,543	1.9
Ventura, CA	37,783	38,195	1.1
Victoria, TX	29,068	29,168	.3
Vineland-Millville-Bridgeton, NJ	32,571	33,625	3.2
Visalia-Tulare-Porterville, CA	24,732	25,650	3.7
Waco, TX	28,245	28,885	2.3
Washington, DC-MD-VA-WV	47,589	48,430	1.8
Waterloo-Cedar Falls, IA	29,119	29,916	2.7
Wausau, WI	29,402	30,292	3.0
West Palm Beach-Boca Raton, FL	35,957	36,550	1.6
Wheeling, WV-OH	26,282	26,693	1.6
Wichita, KS	32,983	33,429	1.4
Wichita Falls, TX	25,557	26,387	3.2
Williamsport, PA	27,801	27,988	.7
Wilmington-Newark, DE-MD	42,177	43,401	2.9
Wilmington, NC	29,287	29,157	-.4
Yakima, WA	24,204	24,934	3.0
Yolo, CA	35,352	35,591	.7
York, PA	31,936	32,609	2.1
Youngstown-Warren, OH	28,789	29,799	3.5
Yuba City, CA	27,781	28,967	4.3
Yuma, AZ	22,415	23,429	4.5
Aguadilla, PR	18,061	19,283	6.8
Arecibo, PR	16,600	18,063	8.8
Caguas, PR	18,655	19,706	5.6
Mayaguez, PR	17,101	17,500	2.3
Ponce, PR	17,397	18,187	4.5
San Juan-Bayamon, PR	20,948	21,930	4.7

¹ Includes data for Metropolitan Statistical Areas (MSA) and Primary Metropolitan Statistical Areas (PMSA) as defined by OMB Bulletin No. 99-04. In the New England areas, the New England County Metropolitan Area (NECMA) definitions were used.

² Each year's total is based on the MSA definition for the specific year. Annual changes include differences resulting from changes in MSA definitions.

³ Totals do not include the six MSAs within Puerto Rico.

NOTE: Includes workers covered by Unemployment Insurance (UI) and Unemployment Compensation for Federal Employees (UCFE) programs.

27. Annual data: Employment status of the population

[Numbers in thousands]

Employment status	1994 ¹	1995	1996	1997 ¹	1998 ¹	1999 ¹	2000 ¹	2001	2002	2003	2004
Civilian noninstitutional population.....	196,814	198,584	200,591	203,133	205,220	207,753	212,577	215,092	217,570	221,168	223,357
Civilian labor force.....	131,056	132,304	133,943	136,297	137,673	139,368	142,583	143,734	144,863	146,510	147,401
Labor force participation rate.....	66.6	66.6	66.8	67.1	67.1	67.1	67.1	66.8	66.6	66.2	66.0
Employed.....	123,060	124,900	126,708	129,558	131,463	133,488	136,891	136,933	136,485	137,736	139,252
Employment-population ratio.....	62.5	62.9	63.2	63.8	64.1	64.3	64.4	63.7	62.7	62.3	62.3
Unemployed.....	7,996	7,404	7,236	6,739	6,210	5,880	5,692	6,801	8,378	8,774	8,149
Unemployment rate.....	6.1	5.6	5.4	4.9	4.5	4.2	4.0	4.7	5.8	6.0	5.5
Not in the labor force.....	65,758	66,280	66,647	66,836	67,547	68,385	69,994	71,359	72,707	74,658	75,956

¹ Not strictly comparable with prior years.

28. Annual data: Employment levels by industry

[In thousands]

Industry	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
Total private employment.....	95,016	97,866	100,169	103,113	106,021	108,686	110,996	110,707	108,828	108,416	109,862
Total nonfarm employment.....	114,291	117,298	119,708	122,770	125,930	128,993	131,785	131,826	130,341	129,999	131,480
Goods-producing.....	22,774	23,156	23,410	23,886	24,354	24,465	24,649	23,873	22,557	21,816	21,884
Natural resources and mining.....	659	641	637	654	645	598	599	606	583	572	591
Construction.....	5,095	5,274	5,536	5,813	6,149	6,545	6,787	6,826	6,716	6,735	6,964
Manufacturing.....	17,021	17,241	17,237	17,419	17,560	17,322	17,263	16,441	15,259	14,510	14,329
Private service-providing.....	72,242	74,710	76,759	79,227	81,667	84,221	86,346	86,834	86,271	86,599	87,978
Trade, transportation, and utilities.....	23,128	23,834	24,239	24,700	25,186	25,771	26,225	25,983	25,497	25,287	25,510
Wholesale trade.....	5,247.3	5,433.1	5,522.0	5,663.9	5,795.2	5,892.5	5,933.2	5,772.7	5,652.3	5,607.5	5,654.9
Retail trade.....	13,490.8	13,896.7	14,142.5	14,388.9	14,609.3	14,970.1	15,279.8	15,238.6	15,025.1	14,917.3	15,034.7
Transportation and warehousing.....	3,701.0	3,837.8	3,935.3	4,026.5	4,168.0	4,300.3	4,410.3	4,372.0	4,223.6	4,185.4	4,250.0
Utilities.....	689.3	666.2	639.6	620.9	613.4	608.5	601.3	599.4	596.2	577.0	570.2
Information.....	2,738	2,843	2,940	3,084	3,218	3,419	3,631	3,629	3,395	3,188	3,138
Financial activities.....	6,867	6,827	6,969	7,178	7,462	7,648	7,687	7,807	7,847	7,977	8,052
Professional and business services.....	12,174	12,844	13,462	14,335	15,147	15,957	16,666	16,476	15,976	15,987	16,414
Education and health services.....	12,807	13,289	13,683	14,087	14,446	14,798	15,109	15,645	16,199	16,588	16,954
Leisure and hospitality.....	10,100	10,501	10,777	11,018	11,232	11,543	11,862	12,036	11,986	12,173	12,479
Other services.....	4,428	4,572	4,690	4,825	4,976	5,087	5,168	5,258	5,372	5,401	5,431
Government.....	19,275	19,432	19,539	19,664	19,909	20,307	20,790	21,118	21,513	21,583	21,618

29. Annual data: Average hours and earnings of production or nonsupervisory workers on nonfarm payrolls, by industry

Industry	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
Private sector:											
Average weekly hours.....	34.5	34.3	34.3	34.5	34.5	34.3	34.3	34.0	33.9	33.7	33.7
Average hourly earnings (in dollars).....	11.32	11.64	12.03	12.49	13.00	13.47	14.00	14.53	14.95	15.35	15.67
Average weekly earnings (in dollars).....	390.73	399.53	412.74	431.25	448.04	462.49	480.41	493.20	506.07	517.30	528.56
Goods-producing:											
Average weekly hours.....	41.1	40.8	40.8	41.1	40.8	40.8	40.7	39.9	39.9	39.8	40.0
Average hourly earnings (in dollars).....	12.63	12.96	13.38	13.82	14.23	14.71	15.27	15.78	16.33	16.80	17.19
Average weekly earnings (in dollars).....	519.58	528.62	546.48	568.43	580.99	599.99	621.86	630.04	651.61	669.13	688.03
Natural resources and mining											
Average weekly hours.....	45.3	45.3	46.0	46.2	44.9	44.2	44.4	44.6	43.2	43.6	44.5
Average hourly earnings (in dollars).....	14.41	14.78	15.10	15.57	16.20	16.33	16.55	17.00	17.19	17.56	18.08
Average weekly earnings (in dollars).....	653.14	670.32	695.07	720.11	727.28	721.74	734.92	757.92	741.97	765.94	804.03
Construction:											
Average weekly hours.....	38.8	38.8	38.9	38.9	38.8	39.0	39.2	38.7	38.4	38.4	38.3
Average hourly earnings (in dollars).....	14.38	14.73	15.11	15.67	16.23	16.80	17.48	18.00	18.52	18.95	19.23
Average weekly earnings (in dollars).....	558.53	571.57	588.48	609.48	629.75	655.11	685.78	695.89	711.82	726.83	735.70
Manufacturing:											
Average weekly hours.....	41.7	41.3	41.3	41.7	41.4	41.4	41.3	40.3	40.5	40.4	40.8
Average hourly earnings (in dollars).....	12.04	12.34	12.75	13.14	13.45	13.85	14.32	14.76	15.29	15.74	16.14
Average weekly earnings (in dollars).....	502.12	509.26	526.55	548.22	557.12	573.17	590.65	595.19	618.75	635.99	658.53
Private service-providing:											
Average weekly hours.....	32.7	32.6	32.6	32.8	32.8	32.7	32.7	32.5	32.5	32.4	32.3
Average hourly earnings (in dollars).....	10.87	11.19	11.57	12.05	12.59	13.07	13.60	14.16	14.56	14.96	15.26
Average weekly earnings (in dollars).....	354.97	364.14	376.72	394.77	412.78	427.30	445.00	460.32	472.88	483.89	493.67
Trade, transportation, and utilities:											
Average weekly hours.....	34.3	34.1	34.1	34.3	34.2	33.9	33.8	33.5	33.6	33.6	33.5
Average hourly earnings (in dollars).....	10.80	11.10	11.46	11.90	12.39	12.82	13.31	13.70	14.02	14.34	14.59
Average weekly earnings (in dollars).....	370.38	378.79	390.64	407.57	423.30	434.31	449.88	459.53	471.27	481.14	488.58
Wholesale trade:											
Average weekly hours.....	38.8	38.6	38.6	38.8	38.6	38.6	38.8	38.4	38.0	37.9	37.8
Average hourly earnings (in dollars).....	12.93	13.34	13.80	14.41	15.07	15.62	16.28	16.77	16.98	17.36	17.66
Average weekly earnings (in dollars).....	501.17	515.14	533.29	559.39	582.21	602.77	631.40	643.45	644.38	657.29	666.93
Retail trade:											
Average weekly hours.....	30.9	30.8	30.7	30.9	30.9	30.8	30.7	30.7	30.9	30.9	30.7
Average hourly earnings (in dollars).....	8.61	8.85	9.21	9.59	10.05	10.45	10.86	11.29	11.67	11.90	12.08
Average weekly earnings (in dollars).....	501.17	515.14	533.29	559.39	582.21	602.77	631.40	643.45	644.38	657.29	666.93
Transportation and warehousing:											
Average weekly hours.....	39.5	38.9	39.1	39.4	38.7	37.6	37.4	36.7	36.8	36.8	37.2
Average hourly earnings (in dollars).....	12.84	13.18	13.45	13.78	14.12	14.55	15.05	15.33	15.76	16.25	16.53
Average weekly earnings (in dollars).....	507.27	513.37	525.60	542.55	546.86	547.97	562.31	562.70	579.75	598.41	614.90
Utilities:											
Average weekly hours.....	42.3	42.3	42.0	42.0	42.0	42.0	42.0	41.4	40.9	41.1	40.9
Average hourly earnings (in dollars).....	18.66	19.19	19.78	20.59	21.48	22.03	22.75	23.58	23.96	24.77	25.62
Average weekly earnings (in dollars).....	789.98	811.52	830.74	865.26	902.94	924.59	955.66	977.18	979.09	1,017.27	1,048.82
Information:											
Average weekly hours.....	36.0	36.0	36.4	36.3	36.6	36.7	36.8	36.9	36.5	36.2	36.3
Average hourly earnings (in dollars).....	15.32	15.68	16.30	17.14	17.67	18.40	19.07	19.80	20.20	21.01	21.42
Average weekly earnings (in dollars).....	551.28	564.98	592.68	622.40	646.52	675.32	700.89	731.11	738.17	760.81	777.42
Financial activities:											
Average weekly hours.....	35.5	35.5	35.5	35.7	36.0	35.8	35.9	35.8	35.6	35.5	35.5
Average hourly earnings (in dollars).....	11.82	12.28	12.71	13.22	13.93	14.47	14.98	15.59	16.17	17.14	17.53
Average weekly earnings (in dollars).....	419.20	436.12	451.49	472.37	500.95	517.57	537.37	558.02	575.51	609.08	622.99
Professional and business services:											
Average weekly hours.....	34.1	34.0	34.1	34.3	34.3	34.4	34.5	34.2	34.2	34.1	34.2
Average hourly earnings (in dollars).....	12.15	12.53	13.00	13.57	14.27	14.85	15.52	16.33	16.81	17.21	17.46
Average weekly earnings (in dollars).....	414.16	426.44	442.81	465.51	490.00	510.99	535.07	557.84	574.66	587.02	596.96
Education and health services:											
Average weekly hours.....	32.0	32.0	31.9	32.2	32.2	32.1	32.2	32.3	32.4	32.3	32.4
Average hourly earnings (in dollars).....	11.50	11.80	12.17	12.56	13.00	13.44	13.95	14.64	15.21	15.64	16.16
Average weekly earnings (in dollars).....	368.14	377.73	388.27	404.65	418.82	431.35	449.29	473.39	492.74	505.69	523.83
Leisure and hospitality:											
Average weekly hours.....	26.0	25.9	25.9	26.0	26.2	26.1	26.1	25.8	25.8	25.6	25.7
Average hourly earnings (in dollars).....	6.46	6.62	6.82	7.13	7.48	7.76	8.11	8.35	8.58	8.76	8.91
Average weekly earnings (in dollars).....	168.00	171.43	176.48	185.81	195.82	202.87	211.79	215.19	221.26	224.30	228.63
Other services:											
Average weekly hours.....	32.7	32.6	32.5	32.7	32.6	32.5	32.5	32.3	32.0	31.4	31.0
Average hourly earnings (in dollars).....	10.18	10.51	10.85	11.29	11.79	12.26	12.73	13.27	13.72	13.84	13.98
Average weekly earnings (in dollars).....	332.44	342.36	352.62	368.63	384.25	398.77	413.41	428.64	439.76	434.41	433.04

NOTE: Data reflect the conversion to the 2002 version of the North American Industry Classification System (NAICS), replacing the Standard Industrial Classification (SIC) system. NAICS-based data by industry are not comparable with SIC-based data.

30. Employment Cost Index, compensation,¹ by occupation and industry group

[June 1989 = 100]

Series	2003			2004			2005			Percent change	
	June	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	3 months ended	12 months ended
	June 2005										
Civilian workers²	165.8	167.6	168.4	170.7	172.2	173.9	174.7	176.6	177.7	0.6	3.2
Workers, by occupational group:											
White-collar workers.....	167.9	169.9	170.7	172.7	174.0	175.8	176.6	178.8	179.9	.6	3.4
Professional specialty and technical.....	165.0	167.0	168.0	170.2	171.2	173.6	174.7	176.8	177.6	.5	3.7
Executive, administrative, and managerial.....	172.0	174.0	174.9	175.8	177.1	178.2	179.4	182.0	183.1	.6	3.4
Administrative support, including clerical.....	170.0	171.7	172.5	175.3	177.2	178.7	180.0	182.0	183.3	.7	3.4
Blue-collar workers.....	161.4	162.9	163.7	166.9	168.8	170.1	170.9	172.4	173.8	.8	3.0
Service occupations.....	165.0	166.8	167.9	169.7	170.9	172.7	173.6	174.9	175.9	.6	2.9
Workers, by industry division:											
Goods-producing.....	164.6	165.8	166.8	170.4	171.9	173.4	174.4	177.0	178.5	.8	3.8
Manufacturing.....	165.4	166.5	167.1	171.7	173.2	174.9	175.4	178.2	179.6	.8	3.7
Service-producing.....	166.2	168.2	169.1	170.8	172.3	174.0	174.7	176.5	177.4	.5	3.0
Services.....	166.3	168.5	169.5	171.2	172.3	174.5	175.5	177.0	177.8	.5	3.2
Health services.....	167.6	169.3	170.7	173.0	174.4	176.7	177.7	179.9	181.1	.7	3.8
Hospitals.....	170.8	173.1	174.8	176.8	178.2	180.5	181.8	184.3	185.5	.7	4.1
Educational services.....	164.2	166.9	167.6	168.5	168.9	171.8	172.9	173.9	174.5	.3	3.3
Public administration ³	164.3	167.3	168.1	170.1	171.4	174.1	175.4	177.6	178.3	.4	4.0
Nonmanufacturing.....	165.8	167.8	168.6	170.4	171.8	173.5	174.4	176.1	177.1	.6	3.1
Private industry workers	166.4	168.1	168.8	171.4	173.0	174.4	175.2	177.2	178.5	.7	3.2
Excluding sales occupations.....	166.6	168.1	169.0	171.6	173.2	174.6	175.6	177.7	178.9	.7	3.3
Workers, by occupational group:											
White-collar workers.....	169.4	171.2	172.0	174.2	175.7	177.3	178.1	180.4	181.6	.7	3.4
Excluding sales occupations.....	170.4	172.1	173.0	175.3	176.7	178.3	179.5	182.0	183.2	.7	3.7
Professional specialty and technical occupations.....	167.7	169.4	170.5	173.4	174.7	176.8	178.1	180.8	181.6	.4	3.9
Executive, administrative, and managerial occupations.....	173.1	175.0	175.9	176.8	178.1	179.2	180.2	183.0	184.2	.7	3.4
Sales occupations.....	165.1	167.2	167.1	169.2	171.2	173.1	171.4	173.1	174.4	.8	1.9
Administrative support occupations, including clerical.....	170.9	172.3	173.2	176.1	178.1	179.4	180.7	182.8	184.3	.8	3.5
Blue-collar workers.....	161.4	162.8	163.6	166.9	168.8	170.1	170.8	172.3	173.7	.8	2.9
Precision production, craft, and repair occupations.....	162.0	163.1	164.2	167.1	169.1	170.2	171.2	173.1	174.9	1.0	3.4
Machine operators, assemblers, and inspectors.....	161.1	162.6	163.2	168.7	170.5	172.2	172.5	173.3	173.8	.3	1.9
Transportation and material moving occupations.....	155.1	156.7	156.9	158.5	160.6	161.8	162.3	163.7	165.7	1.2	3.2
Handlers, equipment cleaners, helpers, and laborers.....	166.8	168.6	169.5	171.7	173.2	174.3	175.3	176.9	177.9	.6	2.7
Service occupations.....	162.6	163.8	164.3	166.9	168.2	168.9	169.7	170.9	171.9	.6	2.2
Production and nonsupervisory occupations ⁴	164.1	165.7	166.6	169.3	171.0	172.4	173.0	174.6	175.8	.7	2.8
Workers, by industry division:											
Goods-producing.....	164.5	165.7	166.5	170.3	171.8	173.3	174.3	176.9	178.5	.9	3.9
Excluding sales occupations.....	163.8	165.0	165.9	169.8	171.2	172.5	173.7	176.3	177.9	.9	3.9
White-collar occupations.....	169.2	170.1	170.5	173.5	174.7	176.4	177.8	182.2	184.2	1.1	5.4
Excluding sales occupations.....	167.5	168.5	169.2	172.2	173.3	174.5	176.4	180.9	183.0	1.2	5.6
Blue-collar occupations.....	161.5	162.9	163.9	168.1	169.8	171.3	172.0	173.4	174.7	.7	2.9
Construction.....	161.1	162.3	163.3	164.6	165.9	167.0	167.3	169.1	171.0	1.1	3.1
Manufacturing.....	165.4	166.5	167.1	171.7	173.2	174.9	175.4	178.2	179.6	.8	3.7
White-collar occupations.....	168.7	169.5	169.6	173.2	174.6	176.4	176.7	181.4	183.4	1.1	5.0
Excluding sales occupations.....	166.4	167.4	167.8	171.3	172.6	174.1	174.7	179.4	181.5	1.2	5.2
Blue-collar occupations.....	162.8	164.1	165.1	170.4	172.0	173.7	174.3	175.8	176.7	.5	2.7
Durable.....	165.5	166.6	167.3	172.4	174.0	175.8	176.3	179.5	181.2	.9	4.1
Nondurable.....	164.9	166.0	166.6	170.4	171.7	173.1	173.6	175.8	176.8	.6	3.0
Service-producing.....	167.0	168.8	169.7	171.6	173.3	174.7	175.3	177.1	178.1	.6	2.8
Excluding sales occupations.....	168.0	169.7	170.6	172.5	174.2	175.6	176.5	178.4	179.4	.6	3.0
White-collar occupations.....	169.2	171.2	172.0	174.1	175.7	177.3	177.8	179.7	180.7	.6	2.8
Excluding sales occupations.....	171.3	173.1	174.2	176.2	177.8	179.4	180.4	182.4	183.2	.4	3.0
Blue-collar occupations.....	160.8	162.2	162.6	164.1	166.4	167.4	168.1	169.9	171.5	.9	3.1
Service occupations.....	162.0	163.2	164.3	166.1	167.4	168.1	168.9	170.1	171.1	.6	2.2
Transportation and public utilities.....	165.4	166.5	167.0	169.8	172.5	173.6	173.5	174.5	175.8	.7	1.9
Transportation.....	158.9	159.4	159.6	162.0	164.7	166.2	166.2	165.5	166.1	.4	.9
Public utilities.....	174.2	176.4	177.0	180.4	183.1	183.6	183.4	186.9	189.2	1.2	3.3
Communications.....	175.5	178.4	179.0	182.2	183.6	183.6	183.5	186.0	188.4	1.3	2.6
Electric, gas, and sanitary services.....	172.6	173.8	174.6	178.2	182.4	183.3	183.3	188.0	190.2	1.2	4.3
Wholesale and retail trade.....	162.5	164.3	165.0	166.3	168.1	169.1	169.1	170.9	171.7	.5	2.1
Excluding sales occupations.....	162.7	165.0	165.9	167.4	168.6	169.6	170.4	172.3	173.1	.5	2.7
Wholesale trade.....	171.3	172.0	172.0	173.8	175.9	177.8	176.6	179.1	179.3	.1	1.9
Excluding sales occupations.....	169.9	171.2	171.3	173.7	174.0	175.3	176.3	179.2	179.5	.2	3.2
Retail trade.....	157.4	159.9	161.0	162.1	163.7	164.2	164.7	166.2	167.3	.7	2.2
General merchandise stores.....	159.2	161.2	165.6	165.8	166.2	168.8	169.5	172.3	172.1	-.1	3.5
Food stores.....	158.6	159.3	160.3	162.1	163.5	163.5	164.0	165.0	165.9	.5	1.5

See footnotes at end of table.

30. Continued—Employment Cost Index, compensation,¹ by occupation and industry group

[June 1989 = 100]

Series	2003			2004			2005		Percent change		
	June	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	3 months ended	12 months ended
	June 2005										
Finance, insurance, and real estate.....	178.3	180.2	180.9	182.5	183.6	184.8	186.0	188.9	190.9	1.1	4.0
Excluding sales occupations.....	184.0	1,853.0	186.1	186.6	188.7	190.9	191.2	194.3	196.1	.9	3.9
Banking, savings and loan, and other credit agencies.....	206.3	207.6	209.0	207.2	208.9	210.5	212.3	213.7	217.3	1.7	4.0
Insurance.....	173.9	175.1	176.2	177.8	180.5	182.1	183.6	186.3	188.8	1.3	4.6
Services.....	168.4	170.4	171.4	173.5	175.1	176.9	177.9	179.7	180.6	.5	3.1
Business services.....	169.2	171.9	172.6	174.8	176.9	178.5	179.1	180.1	181.0	.5	2.3
Health services.....	167.9	169.4	170.8	173.3	174.8	177.0	178.0	180.3	181.5	.7	3.8
Hospitals.....	171.9	173.9	175.9	178.1	179.7	181.8	183.2	185.8	187.3	.8	4.2
Educational services.....	177.1	180.2	181.3	183.1	184.2	187.0	188.5	190.0	190.9	.5	3.6
Colleges and universities.....	175.4	178.4	179.4	181.2	182.5	185.2	186.2	187.6	188.6	.5	3.3
Nonmanufacturing.....	166.4	168.1	169.0	170.9	172.5	173.9	174.7	176.5	177.6	.6	3.0
White-collar workers.....	169.3	171.2	172.1	174.1	175.7	177.2	178.0	180.0	181.0	.6	3.0
Excluding sales occupations.....	171.4	173.2	174.2	176.2	177.7	179.3	180.6	182.7	183.6	.5	3.3
Blue-collar occupations.....	159.7	161.1	161.7	163.4	165.5	166.4	167.3	168.8	170.6	1.1	3.1
Service occupations.....	162.0	163.2	162.4	166.0	167.3	168.0	168.9	170.1	171.0	.5	2.2
State and local government workers.....	163.2	165.9	166.8	168.0	168.7	171.5	172.6	174.1	174.7	.3	3.6
Workers, by occupational group:											
White-collar workers.....	162.2	164.9	165.7	166.8	167.5	170.0	171.2	172.6	173.1	.3	3.3
Professional specialty and technical.....	160.8	163.4	164.1	165.1	165.6	168.4	169.4	170.4	171.1	.4	3.3
Executive, administrative, and managerial.....	165.7	168.0	169.1	170.1	171.0	172.1	174.3	176.7	176.5	-.1	3.2
Administrative support, including clerical.....	164.4	167.9	168.5	170.4	171.8	174.3	175.5	177.2	177.7	.3	3.4
Blue-collar workers.....	161.7	163.6	165.2	166.7	167.5	169.9	171.0	172.6	173.8	.7	3.8
Workers, by industry division:											
Services.....	162.3	164.9	165.7	166.5	166.8	169.7	170.8	171.8	172.4	.3	3.4
Services excluding schools ⁵	164.2	166.8	168.2	169.4	170.1	173.0	173.8	175.6	176.4	.5	3.7
Health services.....	166.7	169.5	171.0	172.2	172.9	175.7	176.8	178.9	179.6	.4	3.9
Hospitals.....	167.3	170.3	171.4	172.4	173.2	176.3	177.4	179.1	179.8	.4	3.8
Educational services.....	161.7	164.3	165.0	165.7	165.9	168.8	169.9	170.9	171.4	.3	3.3
Schools.....	162.0	164.7	165.3	166.0	166.3	169.2	170.3	171.2	171.7	.3	3.2
Elementary and secondary.....	160.0	163.0	163.7	164.4	164.6	168.0	169.2	169.8	170.3	.3	3.5
Colleges and universities.....	167.5	169.2	170.0	170.7	171.0	172.4	173.2	175.1	175.6	.3	2.7
Public administration ³	164.3	167.3	168.1	170.1	171.4	174.1	175.4	177.6	178.3	.4	4.0

¹ Cost (cents per hour worked) measured in the Employment Cost Index consists of wages, salaries, and employer cost of employee benefits.

² Consists of private industry workers (excluding farm and household workers) and State and local government (excluding Federal Government) workers.

³ Consists 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.

31. Employment Cost Index, wages and salaries, by occupation and industry group

[June 1989 = 100]

Series	2003			2004			2005			Percent change	
	June	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	3 months ended	12 months ended
	June 2005										
Civilian workers¹	160.3	161.8	162.3	163.3	164.3	165.7	166.2	167.3	168.2	0.5	2.4
Workers, by occupational group:											
White-collar workers.....	162.9	164.5	165.1	166.1	167.1	168.7	169.1	170.3	171.1	.5	2.4
Professional specialty and technical.....	160.1	161.8	162.5	163.8	164.4	166.5	167.0	168.1	168.7	.4	2.6
Executive, administrative, and managerial.....	169.0	170.5	171.2	171.4	172.4	173.4	174.4	175.9	176.9	.6	2.6
Administrative support, including clerical.....	163.1	164.3	164.9	166.3	167.5	168.8	169.7	170.9	172.0	.6	2.7
Blue-collar workers.....	154.8	155.8	156.3	157.3	158.4	159.7	160.0	161.0	162.2	.7	2.4
Service occupations.....	158.7	159.8	160.6	161.2	161.9	162.8	163.6	164.4	165.3	.5	2.1
Workers, by industry division:											
Goods-producing.....	157.5	158.3	160.6	159.9	161.0	162.3	162.4	163.8	164.9	.8	2.4
Manufacturing.....	159.0	159.7	160.1	161.3	162.4	163.8	164.0	165.3	166.4	.7	2.5
Service-producing.....	161.4	163.0	163.6	164.6	165.5	167.0	167.5	168.6	169.5	.5	2.4
Services.....	162.8	164.7	165.4	166.5	167.4	167.3	170.1	171.2	171.9	.4	2.7
Health services.....	163.2	164.7	165.9	167.7	168.6	170.8	171.7	173.2	174.3	.6	3.4
Hospitals.....	164.4	166.3	167.7	169.0	169.9	171.8	173.2	174.7	175.7	.6	3.4
Educational services.....	160.7	162.7	163.2	163.6	163.8	166.0	166.8	167.5	167.9	.2	2.5
Public administration ²	158.0	159.4	160.0	161.1	161.4	162.6	163.5	165.0	165.6	.4	2.6
Nonmanufacturing.....	160.5	162.1	162.7	163.7	164.6	166.0	166.5	167.6	168.5	.5	2.4
Private industry workers	160.4	161.7	162.3	163.4	164.5	165.9	166.2	167.4	168.4	.6	2.4
Excluding sales occupations.....	160.5	161.7	162.4	163.5	164.5	165.8	166.5	167.6	168.7	.7	2.6
Workers, by occupational group:											
White-collar workers.....	163.8	165.3	165.9	167.1	168.2	169.7	170.0	171.3	172.3	.6	2.4
Excluding sales occupations.....	164.8	166.2	167.0	168.1	169.2	170.6	171.4	172.7	173.7	.6	2.7
Professional specialty and technical occupations.....	160.5	162.1	163.0	164.7	165.5	167.6	168.0	169.4	170.0	.4	2.7
Executive, administrative, and managerial occupations.....	170.3	171.8	172.5	172.7	173.9	174.9	175.7	177.2	178.4	.7	2.6
Sales occupations.....	159.3	161.6	161.1	162.6	163.9	165.9	164.0	164.9	166.0	.7	1.3
Administrative support occupations, including clerical.....	164.0	165.1	165.7	167.2	168.6	169.7	170.8	172.0	173.3	.8	2.8
Blue-collar workers.....	154.6	155.6	156.1	157.2	158.3	159.5	159.9	160.8	162.1	.8	2.4
Precision production, craft, and repair occupations.....	154.7	155.5	156.2	157.1	158.3	159.3	159.7	160.4	162.0	1.0	2.3
Machine operators, assemblers, and inspectors.....	155.3	156.8	156.9	158.6	159.8	161.6	161.6	162.6	163.7	.7	2.4
Transportation and material moving occupations.....	149.0	149.8	149.8	150.4	151.8	152.9	153.3	154.4	156.0	1.0	2.8
Handlers, equipment cleaners, helpers, and laborers.....	159.0	159.9	160.6	161.8	162.7	163.6	164.5	165.6	165.9	.2	2.0
Service occupations.....	156.1	157.1	157.8	158.4	159.3	159.8	160.6	161.4	162.3	.6	1.9
Production and nonsupervisory occupations ³	157.4	158.8	159.4	160.7	161.7	163.1	163.4	164.5	165.5	.6	2.4
Workers, by industry division:											
Goods-producing.....	157.4	158.3	158.7	159.9	160.9	162.3	162.4	163.6	164.8	.7	2.4
Excluding sales occupations.....	156.5	157.4	158.0	159.2	160.2	161.2	161.6	162.8	164.0	.7	2.4
White-collar occupations.....	161.4	161.9	162.1	163.2	164.5	166.0	165.9	167.3	168.5	.7	2.4
Excluding sales occupations.....	159.2	159.9	160.4	161.5	162.7	163.6	164.1	165.3	166.7	.8	2.5
Blue-collar occupations.....	154.8	155.9	156.4	157.7	158.6	159.8	160.1	161.2	162.4	.7	2.4
Construction.....	152.4	153.6	154.0	155.1	155.9	157.1	157.0	157.7	159.2	1.0	2.1
Manufacturing.....	159.0	159.7	160.1	161.3	162.4	163.8	164.0	165.3	166.4	.7	2.5
White-collar occupations.....	161.6	162.0	162.1	163.3	164.7	166.1	166.1	167.6	168.7	.7	2.4
Excluding sales occupations.....	158.9	159.5	160.0	161.2	162.5	163.5	163.9	165.1	166.5	.8	2.5
Blue-collar occupations.....	156.9	157.9	158.5	159.8	160.6	162.1	162.4	163.6	164.7	.7	2.6
Durable goods.....	159.7	160.6	160.9	161.9	162.9	164.5	164.7	165.9	167.1	.7	2.6
Nondurable goods.....	157.8	158.3	158.7	160.4	161.6	162.8	162.9	164.5	165.3	.5	2.3
Service-producing.....	161.7	163.3	163.9	165.0	166.1	167.5	167.9	169.0	170.0	.6	2.3
Excluding sales occupations.....	162.8	164.2	165.0	166.0	167.1	168.5	169.3	170.4	171.4	.6	2.6
White-collar occupations.....	164.1	166.0	166.6	167.8	168.9	170.4	170.8	172.1	173.0	.5	2.4
Excluding sales occupations.....	166.5	168.2	169.0	170.2	171.2	172.8	173.6	175.0	175.9	.5	2.7
Blue-collar occupations.....	154.3	155.1	155.4	156.2	157.8	158.9	159.4	160.1	161.5	.9	2.3
Service occupations.....	155.6	156.6	157.4	158.0	158.8	159.4	160.2	160.9	161.8	.6	1.9
Transportation and public utilities.....	155.6	156.0	156.5	157.6	159.1	160.4	160.5	159.8	161.1	.8	1.3
Transportation.....	150.6	150.4	150.8	151.7	153.4	155.0	155.1	153.4	154.6	.8	.8
Public utilities.....	162.1	163.4	164.1	165.3	166.4	167.5	167.5	168.2	169.9	1.0	2.1
Communications.....	163.4	165.4	165.9	167.0	167.5	168.8	168.3	168.4	170.3	1.1	1.7
Electric, gas, and sanitary services.....	160.4	161.0	161.8	163.3	165.1	165.9	166.6	167.9	169.2	.8	2.5
Wholesale and retail trade.....	157.5	159.2	159.5	160.3	161.6	162.5	162.1	163.4	164.1	.4	1.5
Wholesale trade.....	164.7	164.8	165.3	166.2	167.8	169.7	167.5	169.5	169.4	-.1	1.0
Excluding sales occupations.....	165.2	165.7	166.3	167.8	167.6	168.6	168.9	171.5	171.5	.0	2.3
Retail trade.....	153.8	156.3	156.5	157.3	158.4	158.7	159.3	160.3	161.4	.7	1.9
General merchandise stores.....	152.0	153.1	153.6	154.1	154.9	157.5	158.1	159.3	159.0	-.2	2.6
Food stores.....	151.6	152.2	152.8	153.8	154.3	154.5	155.0	155.8	156.7	.6	1.6

See footnotes at end of table.

31. Continued—Employment Cost Index, wages and salaries, by occupation and industry group

[June 1989 = 100]

Series	2003			2004			2005		Percent change		
	June	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	3 months ended	12 months ended
										June 2005	
Finance, insurance, and real estate.....	172.4	174.1	174.5	175.2	175.3	176.5	177.7	179.2	181.2	1.1	3.4
Excluding sales occupations.....	178.5	179.2	210.2	179.2	180.5	181.8	182.9	184.6	186.5	1.0	3.3
Banking, savings and loan, and other credit agencies..	208.7	209.1	164.5	206.7	207.6	209.5	211.3	210.7	215.4	2.2	3.8
Insurance.....	163.0	163.9	164.5	165.1	167.2	168.9	170.4	171.7	173.7	1.2	3.9
Services.....	164.0	165.9	166.7	168.1	169.3	171.1	172.0	173.4	174.2	.5	2.9
Business services.....	166.4	169.1	169.8	171.0	172.7	174.3	175.0	175.5	176.5	.6	2.2
Health services.....	163.2	164.6	135.8	167.8	168.8	170.9	171.9	173.4	174.6	.7	3.4
Hospitals.....	164.6	166.5	167.9	169.4	170.5	172.4	173.8	175.4	176.7	.7	3.6
Educational services.....	167.5	170.3	171.0	171.9	172.6	175.5	176.8	177.9	178.6	.4	3.5
Colleges and universities.....	165.1	167.6	168.4	169.5	170.0	172.9	173.6	174.6	175.5	.5	3.2
Nonmanufacturing.....	160.5	162.1	162.6	163.7	164.8	166.2	166.6	167.7	168.7	.6	2.4
White-collar workers.....	163.9	165.7	166.3	167.5	168.6	170.1	170.5	171.7	172.7	.6	2.4
Excluding sales occupations.....	166.1	167.7	168.5	169.7	170.7	172.3	173.1	174.4	175.4	.6	2.8
Blue-collar occupations.....	152.4	153.4	153.8	154.7	156.1	157.1	157.5	158.2	159.7	.9	2.3
Service occupations.....	155.5	156.5	157.3	157.9	158.7	159.2	160.1	160.8	161.7	.6	1.9
State and local government workers.....	163.2	165.9	166.8	168.0	168.7	171.5	172.6	174.1	174.7	.2	2.4
Workers, by occupational group:											
White-collar workers.....	159.2	161.0	161.5	162.1	162.4	164.1	164.9	165.9	166.2	.2	2.3
Professional specialty and technical.....	159.1	161.0	161.4	162.1	162.3	164.4	165.0	165.7	166.2	.3	2.4
Executive, administrative, and managerial.....	161.0	162.5	163.3	163.5	163.8	164.3	166.1	168.2	168.0	-.1	2.6
Administrative support, including clerical.....	157.2	159.1	159.5	160.4	160.8	162.6	163.0	163.9	164.0	.1	2.0
Blue-collar workers.....	156.5	157.6	158.3	158.9	159.2	160.7	161.4	162.4	163.2	.5	2.5
Workers, by industry division:											
Services.....	159.8	161.6	162.1	162.6	162.7	164.8	165.5	166.2	166.6	.2	2.4
Services excluding schools ⁴	161.8	163.2	164.5	165.1	165.6	167.5	168.3	169.4	170.1	.4	2.7
Health services.....	163.5	165.1	166.7	167.4	167.8	169.6	170.7	171.9	172.6	.4	2.9
Hospitals.....	163.8	165.5	166.7	167.4	167.9	169.9	171.0	172.0	172.5	.3	2.7
Educational services.....	159.3	161.2	161.6	162.0	162.1	164.2	164.9	165.5	165.8	.2	2.3
Schools.....	159.5	161.4	161.8	162.1	162.3	164.3	165.0	165.6	166.0	.2	2.3
Elementary and secondary.....	158.5	160.6	160.9	161.3	161.5	163.8	164.5	164.8	165.1	.2	2.2
Colleges and universities.....	162.1	163.5	164.0	164.3	164.4	165.4	166.3	167.9	168.2	.2	2.3
Public administration ²	158.0	159.4	160.0	161.1	161.4	162.6	163.5	165.0	165.6	.4	2.6

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.

32. Employment Cost Index, benefits, private industry workers by occupation and industry group

[June 1989 = 100]

Series	2003			2004				2005		Percent change	
	June	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	3 months ended	12 months ended
	June 2005										
Private industry workers	182.0	184.3	185.8	192.2	195.3	196.9	198.7	203.3	204.9	0.8	4.9
Workers, by occupational group:											
White-collar workers.....	185.5	187.7	189.2	194.4	197.4	199.1	201.1	206.8	208.5	.8	5.6
Blue-collar workers.....	176.1	178.4	179.9	188.3	191.8	193.3	194.9	197.8	199.4	.8	4.0
Workers, by industry division:											
Goods-producing.....	180.2	182.3	183.8	193.7	196.2	198.1	201.2	207.0	209.4	1.2	6.7
Service-producing.....	182.3	184.7	186.2	190.6	194.1	195.5	196.5	200.5	201.6	.5	3.9
Manufacturing.....	179.0	181.1	182.3	194.4	196.9	199.2	200.4	206.7	208.8	1.0	6.0
Nonmanufacturing.....	182.8	185.1	186.7	190.9	194.3	195.7	197.6	201.6	203.0	.7	4.5

33. Employment Cost Index, private industry workers by bargaining status, region, and area size

[June 1989 = 100]

Series	2003			2004			2005		Percent change		
	June	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	3 months ended	12 months ended
	June 2005										
COMPENSATION											
Workers, by bargaining status¹											
Union.....	164.1	165.7	166.8	171.4	173.9	175.3	176.2	177.5	179.0	0.8	2.9
Goods-producing.....	163.4	164.7	165.9	172.3	174.6	176.0	176.7	178.2	179.8	.9	3.0
Service-producing.....	164.6	166.5	167.5	170.2	172.9	174.4	175.4	176.6	177.9	.7	2.9
Manufacturing.....	163.8	165.0	166.3	175.0	177.0	178.4	178.9	180.6	181.7	.6	2.7
Nonmanufacturing.....	163.7	165.5	166.5	168.8	171.6	173.0	174.1	175.2	176.9	1.0	3.1
Nonunion.....	166.8	168.4	169.1	171.3	172.7	174.2	174.9	177.1	178.3	.7	3.2
Goods-producing.....	164.9	166.1	166.7	169.7	170.9	172.4	173.5	176.5	178.0	.8	4.2
Service-producing.....	167.2	169.0	169.8	171.6	173.2	174.6	175.1	177.0	178.0	.6	2.8
Manufacturing.....	165.8	166.9	167.3	170.6	172.0	173.8	174.3	177.5	179.0	.8	4.1
Nonmanufacturing.....	166.7	168.5	169.3	171.1	172.6	174.0	174.7	176.6	177.7	.6	3.0
Workers, by region¹											
Northeast.....	165.2	166.9	167.9	170.2	172.3	173.7	174.2	176.1	177.6	.9	3.1
South.....	161.6	163.2	163.9	166.4	167.9	169.5	170.6	172.5	173.4	.5	3.3
Midwest (formerly North Central).....	170.4	171.7	172.5	174.7	176.2	177.6	177.9	180.0	180.9	.5	2.7
West.....	169.5	171.4	172.2	175.3	176.8	178.1	179.0	181.4	183.3	1.0	3.7
Workers, by area size¹											
Metropolitan areas.....	166.6	168.3	169.1	171.5	173.1	174.6	175.3	177.4	178.6	.7	3.2
Other areas.....	165.0	166.1	166.9	170.2	172.1	173.3	174.3	176.4	177.3	.5	3.0
WAGES AND SALARIES											
Workers, by bargaining status¹											
Union.....	154.3	155.3	156.2	157.2	158.7	160.0	160.6	160.8	162.1	.8	2.1
Goods-producing.....	153.9	154.8	155.4	156.3	157.5	158.7	158.9	159.6	161.1	.9	2.3
Service-producing.....	155.1	156.3	157.3	158.5	160.3	161.7	162.6	162.3	163.6	.8	2.1
Manufacturing.....	155.9	156.7	157.1	158.1	159.2	160.5	160.7	161.5	162.8	.8	2.3
Nonmanufacturing.....	153.5	154.6	155.6	156.6	158.4	159.6	160.4	160.3	161.7	.9	2.1
Nonunion.....	161.5	163.0	163.4	164.6	165.6	167.0	167.3	168.6	169.6	.6	2.4
Goods-producing.....	158.9	159.7	160.1	161.4	162.4	163.8	163.9	165.2	166.4	.7	2.5
Service-producing.....	162.3	164.0	164.5	165.6	166.6	168.0	168.4	169.7	170.7	.6	2.5
Manufacturing.....	160.2	160.9	161.3	162.6	163.7	165.2	165.3	166.8	167.8	.6	2.5
Nonmanufacturing.....	161.5	163.1	163.7	164.7	165.7	167.1	167.5	168.7	169.7	.6	2.4
Workers, by region¹											
Northeast.....	158.4	160.0	160.9	162.0	163.6	164.9	165.0	166.0	167.3	.8	2.3
South.....	156.1	157.4	157.9	159.1	160.1	161.6	162.3	163.6	164.4	.5	2.7
Midwest (formerly North Central).....	165.0	166.1	166.5	166.9	167.7	169.2	169.2	170.6	171.3	.4	2.1
West.....	163.1	164.7	165.2	166.8	167.9	169.1	169.5	170.3	171.9	.9	2.4
Workers, by area size¹											
Metropolitan areas.....	160.7	162.2	162.7	163.8	164.9	163.3	166.6	167.7	168.8	.7	2.4
Other areas.....	158.0	158.9	159.5	160.8	162.1	162.1	163.8	165.1	166.3	.7	2.6

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.

34. Percent of full-time employees participating in employer-provided benefit plans, and in selected features within plans, medium and large private establishments, selected years, 1980-97

Item	1980	1982	1984	1986	1988	1989	1991	1993	1995	1997
Scope of survey (in 000's).....	21,352	21,043	21,013	21,303	31,059	32,428	31,163	28,728	33,374	38,409
Number of employees (in 000's):										
With medical care.....	20,711	20,412	20,383	20,238	27,953	29,834	25,865	23,519	25,546	29,340
With life insurance.....	20,498	20,201	20,172	20,451	28,574	30,482	29,293	26,175	29,078	33,495
With defined benefit plan.....	17,936	17,676	17,231	16,190	19,567	20,430	18,386	16,015	17,417	19,202
Time-off plans										
Participants with:										
Paid lunch time.....	10	9	9	10	11	10	8	9	-	-
Average minutes per day.....	-	25	26	27	29	26	30	29	-	-
Paid rest time.....	75	76	73	72	72	71	67	68	-	-
Average minutes per day.....	-	25	26	26	26	26	28	26	-	-
Paid funeral leave.....	-	-	-	88	85	84	80	83	80	81
Average days per occurrence.....	-	-	-	3.2	3.2	3.3	3.3	3.0	3.3	3.7
Paid holidays.....	99	99	99	99	96	97	92	91	89	89
Average days per year.....	10.1	10.0	9.8	10.0	9.4	9.2	10.2	9.4	9.1	9.3
Paid personal leave.....	20	24	23	25	24	22	21	21	22	20
Average days per year.....	-	3.8	3.6	3.7	3.3	3.1	3.3	3.1	3.3	3.5
Paid vacations.....	100	99	99	100	98	97	96	97	96	95
Paid sick leave ¹	62	67	67	70	69	68	67	65	58	56
Unpaid maternity leave.....	-	-	-	-	33	37	37	60	-	-
Unpaid paternity leave.....	-	-	-	-	16	18	26	53	-	-
Unpaid family leave.....	-	-	-	-	-	-	-	-	84	93
Insurance plans										
Participants in medical care plans.....	97	97	97	95	90	92	83	82	77	76
Percent of participants with coverage for:										
Home health care.....	-	-	46	66	76	75	81	86	78	85
Extended care facilities.....	58	62	62	70	79	80	80	82	73	78
Physical exam.....	-	-	8	18	28	28	30	42	56	63
Percent of participants with employee contribution required for:										
Self coverage.....	26	27	36	43	44	47	51	61	67	69
Average monthly contribution.....	-	-	\$11.93	\$12.80	\$19.29	\$25.31	\$26.60	\$31.55	\$33.92	\$39.14
Family coverage.....	46	51	58	63	64	66	69	76	78	80
Average monthly contribution.....	-	-	\$35.93	\$41.40	\$60.07	\$72.10	\$96.97	\$107.42	\$118.33	\$130.07
Participants in life insurance plans.....	96	96	96	96	92	94	94	91	87	87
Percent of participants with:										
Accidental death and dismemberment insurance.....	69	72	74	72	78	71	71	76	77	74
Survivor income benefits.....	-	-	-	10	8	7	6	5	7	6
Retiree protection available.....	-	64	64	59	49	42	44	41	37	33
Participants in long-term disability insurance plans.....	40	43	47	48	42	45	40	41	42	43
Participants in sickness and accident insurance plans.....	54	51	51	49	46	43	45	44	-	-
Participants in short-term disability plans ¹	-	-	-	-	-	-	-	-	53	55
Retirement plans										
Participants in defined benefit pension plans.....	84	84	82	76	63	63	59	56	52	50
Percent of participants with:										
Normal retirement prior to age 65.....	55	58	63	64	59	62	55	52	52	52
Early retirement available.....	98	97	97	98	98	97	98	95	96	95
Ad hoc pension increase in last 5 years.....	-	-	47	35	26	22	7	6	4	10
Terminal earnings formula.....	53	52	54	57	55	64	56	61	58	56
Benefit coordinated with Social Security.....	45	45	56	62	62	63	54	48	51	49
Participants in defined contribution plans.....	-	-	-	60	45	48	48	49	55	57
Participants in plans with tax-deferred savings arrangements.....	-	-	-	33	36	41	44	43	54	55
Other benefits										
Employees eligible for:										
Flexible benefits plans.....	-	-	-	2	5	9	10	12	12	13
Reimbursement accounts ²	-	-	-	5	12	23	36	52	38	32
Premium conversion plans.....	-	-	-	-	-	-	-	-	5	7

¹ The definitions for paid sick leave and short-term disability (previously sickness and accident insurance) were changed for the 1995 survey. Paid sick leave now includes only plans that specify either a maximum number of days per year or unlimited days. Short-term disability now includes all insured, self-insured, and State-mandated plans available on a per-disability basis, as well as the unfunded per-disability plans previously reported as sick leave. Sickness and accident insurance, reported in years prior to this survey, included only insured, self-insured, and State-mandated plans providing per-disability bene-

fits at less than full pay.

² Prior to 1995, reimbursement accounts included premium conversion plans, which specifically allow medical plan participants to pay required plan premiums with pretax dollars. Also, reimbursement accounts that were part of flexible benefit plans were tabulated separately.

NOTE: Dash indicates data not available.

35. Percent of full-time employees participating in employer-provided benefit plans, and in selected features within plans, small private establishments and State and local governments, 1987, 1990, 1992, 1994, and 1996

Item	Small private establishments				State and local governments			
	1990	1992	1994	1996	1987	1990	1992	1994
Scope of survey (in 000's).....	32,466	34,360	35,910	39,816	10,321	12,972	12,466	12,907
Number of employees (in 000's):								
With medical care.....	22,402	24,396	23,536	25,599	9,599	12,064	11,219	11,192
With life insurance.....	20,778	21,990	21,955	24,635	8,773	11,415	11,095	11,194
With defined benefit plan.....	6,493	7,559	5,480	5,883	9,599	11,675	10,845	11,708
Time-off plans								
Participants with:								
Paid lunch time.....	8	9	—	—	17	11	10	—
Average minutes per day.....	37	37	—	—	34	36	34	—
Paid rest time.....	48	49	—	—	58	56	53	—
Average minutes per day.....	27	26	—	—	29	29	29	—
Paid funeral leave.....	47	50	50	51	56	63	65	62
Average days per occurrence.....	2.9	3.0	3.1	3.0	3.7	3.7	3.7	3.7
Paid holidays.....	84	82	82	80	81	74	75	73
Average days per year ¹	9.5	9.2	7.5	7.6	10.9	13.6	14.2	11.5
Paid personal leave.....	11	12	13	14	38	39	38	38
Average days per year.....	2.8	2.6	2.6	3.0	2.7	2.9	2.9	3.0
Paid vacations.....	88	88	88	86	72	67	67	66
Paid sick leave ²	47	53	50	50	97	95	95	94
Unpaid leave.....	17	18	—	—	57	51	59	—
Unpaid paternity leave.....	8	7	—	—	30	33	44	—
Unpaid family leave.....	—	—	47	48	—	—	—	93
Insurance plans								
Participants in medical care plans.....	69	71	66	64	93	93	90	87
Percent of participants with coverage for:								
Home health care.....	79	80	—	—	76	82	87	84
Extended care facilities.....	83	84	—	—	78	79	84	81
Physical exam.....	26	28	—	—	36	36	47	55
Percent of participants with employee contribution required for:								
Self coverage.....	42	47	52	52	35	38	43	47
Average monthly contribution.....	\$25.13	\$36.51	\$40.97	\$42.63	\$15.74	\$25.53	\$28.97	\$30.20
Family coverage.....	67	73	76	75	71	65	72	71
Average monthly contribution.....	\$109.34	\$150.54	\$159.63	\$181.53	\$71.89	\$117.59	\$139.23	\$149.70
Participants in life insurance plans.....	64	64	61	62	85	88	89	87
Percent of participants with:								
Accidental death and dismemberment insurance.....	78	76	79	77	67	67	74	64
Survivor income benefits.....	1	1	2	1	1	1	1	2
Retiree protection available.....	19	25	20	13	55	45	46	46
Participants in long-term disability insurance plans.....	19	23	20	22	31	27	28	30
Participants in sickness and accident insurance plans.....	6	26	26	—	14	21	22	21
Participants in short-term disability plans ²	—	—	—	29	—	—	—	—
Retirement plans								
Participants in defined benefit pension plans.....	20	22	15	15	93	90	87	91
Percent of participants with:								
Normal retirement prior to age 65.....	54	50	—	47	92	89	92	92
Early retirement available.....	95	95	—	92	90	88	89	87
Ad hoc pension increase in last 5 years.....	7	4	—	—	33	16	10	13
Terminal earnings formula.....	58	54	—	53	100	100	100	99
Benefit coordinated with Social Security.....	49	46	—	44	18	8	10	49
Participants in defined contribution plans.....	31	33	34	38	9	9	9	9
Participants in plans with tax-deferred savings arrangements.....	17	24	23	28	28	45	45	24
Other benefits								
Employees eligible for:								
Flexible benefits plans.....	1	2	3	4	5	5	5	5
Reimbursement accounts ³	8	14	19	12	5	31	50	64
Premium conversion plans.....	—	—	—	7	—	—	—	—

¹ Methods used to calculate the average number of paid holidays were revised in 1994 to count partial days more precisely. Average holidays for 1994 are not comparable with those reported in 1990 and 1992.

² The definitions for paid sick leave and short-term disability (previously sickness and accident insurance) were changed for the 1996 survey. Paid sick leave now includes only plans that specify either a maximum number of days per year or unlimited days. Short-term disability now includes all insured, self-insured, and State-mandated plans available on a per-disability basis, as well as the unfunded per-disability plans previously reported as sick leave.

Sickness and accident insurance, reported in years prior to this survey, included only insured, self-insured, and State-mandated plans providing per-disability benefits at less than full pay.

³ Prior to 1996, reimbursement accounts included premium conversion plans, which specifically allow medical plan participants to pay required plan premiums with pretax dollars. Also, reimbursement accounts that were part of flexible benefit plans were tabulated separately.

NOTE: Dash indicates data not available.

36. Work stoppages involving 1,000 workers or more

Measure	Annual totals		2004								2005					
	2003	2004	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June ^P	
Number of stoppages:																
Beginning in period.....	14	17	3	0	2	2	1	2	3	0	0	2	3	1	0	
In effect during period.....	15	18	4	1	2	3	3	4	4	2	2	4	5	2	4	
Workers involved:																
Beginning in period (in thousands).....	129.2	170.7	27.6	.0	3.7	4.5	10.0	3.2	9.8	.0	.0	4.7	11.0	1.9	.0	
In effect during period (in thousands)..	130.5	316.5	28.6	1.6	3.7	6.5	16.1	16.1	8.5	2.5	2.6	7.3	14.0	3.2	6.3	
Days idle:																
Number (in thousands).....	4,091.2	3,344.1	94.0	3.2	52.5	57.0	300.0	114.9	97.5	50.0	49.4	86.0	48.5	38.7	57.8	
Percent of estimated working time ¹....	.01	.01	(²)	(²)	(²)	(²)	.01	(²)	(^{2})	(^{2})	(^{2})	(^{2})	(^{2})	(^{2})	(^{2})	

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 measures of strike idleness," *Monthly Labor Review*, October 1968, pp. 54–56.

² Less than 0.005.

NOTE: P = preliminary.

37. 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		2004							2005					
	2003	2004	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June
CONSUMER PRICE INDEX FOR ALL URBAN CONSUMERS															
All items.....	184.0	188.9	189.7	189.4	189.5	189.9	190.9	191.0	190.3	190.7	191.8	193.3	194.6	194.4	194.5
All items (1967 = 100).....	551.1	565.8	568.2	567.5	567.6	568.7	571.9	572.2	570.1	571.2	574.5	579.0	582.9	582.4	582.6
Food and beverages.....	180.5	186.6	186.8	187.2	187.3	187.2	188.4	188.6	188.9	189.5	189.3	189.6	190.7	191.1	190.9
Food.....	180.0	186.2	186.3	186.8	186.8	186.7	187.9	188.2	188.5	189.1	188.8	189.1	190.2	190.6	190.4
Food at home.....	179.4	186.2	186.8	187.1	186.7	186.1	187.9	188.1	188.5	188.9	188.0	188.1	189.8	190.3	189.4
Cereals and bakery products.....	202.8	206.0	206.8	207.2	207.2	206.4	207.0	206.8	206.4	207.6	208.4	208.5	209.1	209.7	209.4
Meats, poultry, fish, and eggs.....	169.3	181.7	182.3	183.7	183.7	183.4	182.9	182.4	183.1	183.4	183.9	184.3	184.7	185.0	185.2
Dairy and related products ¹	167.9	180.2	188.8	187.7	184.9	181.6	182.1	180.9	180.1	183.3	181.8	181.4	182.2	183.3	181.0
Fruits and vegetables.....	225.9	232.7	226.7	224.5	224.0	226.0	240.0	248.3	250.8	242.9	234.8	233.7	240.1	244.7	238.4
Nonalcoholic beverages and beverage materials.....	139.8	140.4	139.8	140.5	140.3	140.3	140.6	139.6	140.4	142.2	142.5	143.6	144.8	144.3	144.0
Other foods at home.....	162.6	164.9	165.8	166.0	166.2	165.2	165.4	164.4	163.6	165.6	165.3	165.7	167.5	166.3	166.9
Sugar and sweets.....	162.0	163.2	162.8	163.8	164.4	163.5	162.6	163.1	161.3	163.0	164.2	162.6	164.9	163.3	165.7
Fats and oils.....	157.4	167.8	171.3	171.9	169.7	170.4	170.2	167.8	167.4	170.4	169.3	167.0	169.4	167.8	164.5
Other foods.....	178.8	179.7	180.5	180.3	180.9	179.4	180.1	178.9	178.3	180.3	179.7	181.3	183.0	182.0	182.9
Other miscellaneous foods ^{1,2}	110.3	110.4	110.9	109.4	111.5	110.5	109.9	110.5	110.8	110.1	110.3	111.9	110.8	110.8	110.2
Food away from home ¹	182.1	187.5	187.0	187.8	188.4	188.9	189.4	189.6	189.9	190.8	191.4	191.7	192.8	192.6	193.2
Other food away from home ^{1,2}	121.3	125.3	124.8	125.1	125.4	125.9	126.8	126.7	127.0	127.5	128.7	129.4	129.6	130.3	131.6
Alcoholic beverages.....	187.2	192.1	192.4	192.2	192.5	193.4	193.6	194.0	193.9	194.3	195.2	195.7	195.9	195.5	195.9
Housing.....	184.8	189.5	190.3	190.9	191.2	191.0	191.0	190.8	190.7	191.8	192.7	194.1	194.4	194.5	195.5
Shelter.....	213.1	218.8	219.2	220.0	220.3	220.2	220.6	219.9	219.8	221.0	222.5	224.4	224.0	224.0	224.5
Rent of primary residence.....	205.5	211.0	210.7	211.2	211.9	212.4	212.8	213.2	213.9	214.5	215.0	215.5	216.0	216.4	216.8
Lodging away from home.....	119.3	125.9	129.1	132.2	130.6	127.2	128.0	121.9	118.7	122.6	128.9	138.3	136.2	131.7	132.8
Owners' equivalent rent of primary residence ³	219.9	224.9	224.7	225.1	225.7	226.1	226.5	226.8	227.2	227.8	228.4	228.7	229.0	229.4	229.7
Tenants' and household insurance ^{1,2}	114.8	116.2	116.2	116.1	116.3	116.6	116.3	117.7	118.7	118.5	118.7	119.0	118.2	118.0	118.0
Fuels and utilities.....	154.5	161.9	165.5	166.6	167.7	166.7	162.8	165.6	165.7	166.9	166.4	166.7	169.6	171.7	177.4
Fuels.....	138.2	144.4	148.5	149.5	150.5	149.3	144.9	147.8	148.0	149.0	148.1	148.4	151.5	153.7	159.9
Fuel oil and other fuels.....	139.5	160.5	150.7	151.1	157.4	161.6	177.3	186.6	183.7	181.2	188.5	195.5	195.9	193.9	195.0
Gas (piped) and electricity.....	145.0	150.6	155.8	156.9	157.6	156.0	150.0	152.7	153.0	154.3	152.9	152.7	155.9	158.7	165.6
Household furnishings and operations.....	126.1	125.5	125.6	125.2	124.8	125.0	126.1	125.8	125.5	126.1	126.1	126.1	126.3	126.7	126.0
Apparel.....	120.9	120.4	120.1	115.9	116.5	121.2	124.1	123.0	118.8	116.1	118.7	123.5	127.3	122.4	118.3
Men's and boys' apparel.....	118.0	117.5	117.7	115.2	113.8	116.2	118.3	118.9	116.3	115.0	116.3	119.6	120.4	119.7	115.3
Women's and girls' apparel.....	113.1	113.0	112.3	106.1	107.5	114.4	119.2	116.8	110.0	105.1	109.3	117.1	116.6	114.2	109.1
Infants' and toddlers' apparel ¹	122.1	118.5	116.2	114.5	115.0	119.5	120.6	120.3	118.6	117.5	118.1	119.0	121.3	119.8	116.4
Footwear.....	119.6	119.3	118.4	115.1	117.3	121.7	122.1	121.8	120.3	119.4	121.1	122.8	123.8	123.2	121.7
Transportation.....	157.6	163.1	165.7	164.0	162.9	162.9	166.4	167.2	164.8	164.0	166.1	168.8	173.2	172.1	171.8
Private transportation.....	153.6	159.4	161.9	160.0	159.1	159.4	162.9	163.6	161.3	160.5	162.6	165.2	169.6	168.3	167.7
New and used motor vehicles ²	96.5	94.2	93.6	93.5	93.4	93.9	94.3	95.2	95.4	95.8	95.9	95.6	95.6	95.7	95.6
New vehicles.....	137.9	137.1	137.2	135.9	134.9	134.9	135.9	137.9	138.8	139.8	139.9	139.1	138.8	138.7	138.1
Used cars and trucks ¹	142.9	133.3	130.6	132.1	133.8	136.5	136.8	136.7	137.3	137.5	137.6	137.7	138.1	138.8	139.9
Motor fuel.....	135.8	160.4	173.3	165.2	162.0	161.2	173.1	171.9	161.2	156.4	164.3	175.9	193.9	188.2	185.5
Gasoline (all types).....	135.1	159.7	172.7	164.5	161.2	160.5	172.2	171.0	160.4	155.6	163.4	175.0	193.9	187.3	184.6
Motor vehicle parts and equipment.....	107.8	108.7	108.2	108.8	109.0	109.3	109.5	109.9	109.9	110.6	110.9	110.9	110.8	111.0	111.2
Motor vehicle maintenance and repair.....	195.6	200.2	199.7	200.3	200.8	200.7	201.7	202.9	203.3	204.0	203.9	204.7	205.0	205.6	206.1
Public transportation.....	209.3	209.1	212.3	214.4	209.7	205.3	206.5	208.6	205.4	204.4	205.9	210.1	215.0	218.0	222.4
Medical care.....	297.1	310.1	310.0	311.0	311.6	312.3	313.3	314.1	314.9	316.8	319.3	320.7	321.5	322.2	322.9
Medical care commodities.....	262.8	269.3	269.6	269.9	270.0	270.9	271.7	271.2	270.8	271.6	272.8	273.2	273.5	274.6	275.6
Medical care services.....	306.0	321.3	321.0	322.3	323.1	323.7	324.8	326.0	327.3	329.5	332.5	334.3	335.2	335.9	336.3
Professional services.....	261.2	271.5	271.6	272.3	273.3	273.3	273.7	274.2	274.6	276.2	278.6	279.7	281.0	281.6	281.9
Hospital and related services.....	394.8	417.9	416.9	419.1	418.8	420.3	422.5	425.0	428.0	431.0	434.7	437.3	437.1	437.3	437.9
Recreation ²	107.5	108.6	108.9	108.7	108.5	108.6	108.7	108.7	108.5	108.9	109.0	109.0	109.2	109.5	109.1
Video and audio ^{1,2}	103.6	104.2	104.4	104.4	104.1	104.0	104.2	104.0	103.9	104.2	104.3	104.6	104.8	104.6	103.1
Education and communication ²	109.8	111.6	110.8	110.9	111.7	112.9	112.5	112.7	112.6	112.7	112.8	112.7	112.9	112.7	112.8
Education ²	134.4	143.7	141.6	142.1	145.1	147.9	148.3	148.4	148.5	148.8	149.2	149.3	149.5	149.9	150.5
Educational books and supplies.....	335.4	351.0	350.6	349.5	353.3	352.8	353.8	354.4	355.9	357.4	359.9	360.6	361.3	362.3	363.4
Tuition, other school fees, and child care.....	362.1	414.3	407.6	409.4	418.3	427.4	428.2	428.7	428.9	429.7	430.6	430.9	431.4	432.7	434.4
Communication ^{1,2}	89.7	86.7	86.8	86.5	86.1	86.2	85.5	85.6	85.4	85.4	85.4	85.2	85.4	84.9	84.6
Information and information processing ^{1,2}	87.8	84.6	84.7	84.5	84.0	84.1	83.4	83.5	83.3	83.2	83.3	83.1	83.2	82.7	82.4
Telephone services ^{1,2}	98.3	95.8	95.8	95.6	95.0	95.3	94.6	94.5	94.8	94.8	95.1	95.0	95.3	94.8	94.6
Information and information processing other than telephone services ^{1,4}	16.1	14.8	14.9	14.8	14.7	14.7	14.5	14.3	14.2	14.2	14.0	14.0	13.9	13.8	13.6
Personal computers and peripheral equipment ^{1,2}	17.6	15.3	15.5	15.3	15.1	15.0	14.6	14.2	13.9	14.0	13.5	13.4	13.4	13.2	13.0
Other goods and services.....	298.7	304.7	304.1	305.1	305.5	306.3	306.8	307.0	307.8	309.3	310.8	311.2	311.5	312.5	312.5
Tobacco and smoking products.....	469.0	478.0	476.0	480.5	481.6	482.9	482.3	481.7	484.8	493.9	496.1	496.6	497.0	498.0	497.8
Personal care ¹	178.0	181.7	181.4	181.7	181.9	182.3	182.8	83.0	183.3	183.5	184.4	184.7	184.9	185.5	185.5
Personal care products ¹	153.5	153.9	153.8	153.4	152.8	153.5	154.0	153.8	153.4	153.1	153.9	153.0	153.4	154.4	154.3
Personal care services ¹	193.2	197.6	196.9	197.5	198.9	199.1									

37. 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		2004							2005					
	2003	2004	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June
Miscellaneous personal services.....	283.5	293.9	293.6	294.4	295.2	295.9	296.3	296.9	297.7	298.5	299.8	300.8	301.4	302.8	302.9
Commodity and service group:															
Commodities.....	151.2	154.7	155.8	154.5	154.2	154.9	157.1	157.2	155.8	155.4	156.5	158.2	160.3	159.8	158.9
Food and beverages.....	180.5	186.6	186.8	187.2	187.3	187.2	188.4	188.6	188.9	189.5	189.3	189.6	190.7	191.1	190.9
Commodities less food and beverages.....	134.5	136.7	138.2	136.1	135.6	136.7	139.4	139.4	137.2	136.4	138.1	140.4	142.9	142.0	140.8
Nondurables less food and beverages.....	149.7	157.2	160.5	156.7	156.1	157.8	162.6	162.0	157.4	155.2	158.6	163.7	168.9	167.0	164.7
Apparel.....	120.9	120.4	120.1	115.9	116.5	121.2	124.1	123.0	118.8	116.1	118.7	123.5	123.7	122.4	118.3
Nondurables less food, beverages, and apparel.....	171.5	183.9	189.5	185.8	184.4	184.4	190.6	190.2	185.2	183.3	187.3	192.7	201.0	198.6	197.5
Durables.....	117.5	114.8	114.5	114.1	113.7	114.1	114.7	115.3	115.5	116.0	116.0	115.7	115.6	115.7	115.4
Services.....	216.5	222.8	223.3	224.1	224.5	224.5	224.5	224.6	224.6	225.6	226.8	228.0	228.6	228.8	228.9
Rent of shelter ³	221.9	227.9	228.3	229.2	229.4	229.3	229.8	229.0	228.9	230.1	231.7	233.7	233.7	233.2	233.8
Transportation services.....	216.3	220.6	220.5	221.6	220.8	220.1	221.4	222.8	221.8	221.7	222.4	223.3	224.4	225.1	226.0
Other services.....	254.4	261.3	260.2	260.5	261.9	263.8	263.7	264.2	264.3	265.1	265.8	266.1	266.7	266.9	266.7
Special indexes:															
All items less food.....	184.7	189.4	190.3	189.9	189.9	190.4	191.4	191.5	190.6	190.9	192.3	194.0	195.3	195.1	195.2
All items less shelter.....	174.6	179.3	180.2	179.6	179.5	180.1	181.4	181.9	180.9	180.9	181.9	183.2	185.1	185.0	184.9
All items less medical care.....	178.1	182.7	183.5	183.2	183.2	183.6	184.6	184.7	183.9	184.2	185.3	186.8	188.1	187.9	187.9
Commodities less food.....	136.5	138.8	140.3	138.2	137.7	138.8	141.1	141.4	139.3	138.6	140.2	142.5	144.9	144.0	142.8
Nondurables less food.....	151.9	159.3	162.4	158.8	158.2	159.9	164.2	163.9	159.5	157.5	160.8	165.6	170.6	168.7	166.6
Nondurables less food and apparel.....	172.1	183.8	189.0	185.6	184.3	184.4	190.0	189.7	185.1	183.5	187.2	192.1	199.7	197.5	196.5
Nondurables.....	165.3	172.2	174.0	172.2	171.9	172.8	175.8	175.6	173.3	172.5	174.2	177.0	180.3	179.4	178.2
Services less rent of shelter ³	226.4	233.5	234.2	235.0	235.6	235.9	235.1	236.4	236.5	237.4	238.0	238.5	239.8	240.7	242.4
Services less medical care services.....	208.7	214.5	215.0	215.8	216.2	216.1	216.0	216.0	216.0	217.0	218.0	219.2	219.7	219.9	220.9
Energy.....	136.5	151.4	159.7	156.3	155.3	154.3	157.7	158.6	153.7	151.9	155.2	160.8	170.9	169.4	171.4
All items less energy.....	190.6	194.4	194.4	194.5	194.7	195.2	196.0	1196.0	195.8	196.4	197.3	198.3	198.6	198.6	198.5
All items less food and energy.....	193.2	196.6	196.6	196.6	196.8	197.4	198.2	198.1	197.8	198.4	199.5	200.7	200.9	200.8	200.6
Commodities less food and energy.....	140.9	139.6	139.4	138.2	138.1	139.4	140.5	140.6	139.8	139.7	140.3	141.1	141.2	141.1	140.0
Energy commodities.....	136.7	161.2	172.8	165.1	162.5	162.0	174.2	173.6	163.4	158.7	166.6	178.0	195.2	189.4	187.0
Services less energy.....	223.8	230.2	230.2	231.0	231.4	231.6	232.1	231.9	231.9	232.9	234.3	235.7	236.0	235.9	236.4
CONSUMER PRICE INDEX FOR URBAN WAGE EARNERS AND CLERICAL WORKERS															
All items.....	179.8	184.5	185.3	184.9	185.0	185.4	186.5	186.8	186.0	186.3	187.3	188.6	190.2	190.0	190.1
All items (1967 = 100).....	535.6	549.5	551.9	550.8	551.0	552.4	555.7	556.3	554.2	554.9	557.9	561.9	566.4	566.0	566.2
Food and beverages.....	179.9	186.2	186.4	186.8	186.9	186.8	187.9	188.1	188.4	189.0	188.8	189.1	190.1	190.4	190.3
Food.....	179.4	185.7	185.9	186.3	186.4	186.2	187.4	187.6	187.9	188.5	188.2	188.5	189.6	190.0	189.8
Food at home.....	178.5	185.4	186.1	186.3	186.1	185.5	187.1	187.3	187.6	188.0	187.2	187.4	188.9	189.4	188.6
Cereals and bakery products.....	202.8	206.0	206.7	207.2	207.0	206.3	206.9	206.8	206.3	207.6	208.5	208.5	209.0	209.7	209.5
Meats, poultry, fish, and eggs.....	169.2	181.8	182.4	183.7	183.7	183.4	183.0	182.4	183.2	183.4	183.9	184.3	184.5	184.9	185.2
Dairy and related products ¹	167.6	180.0	189.0	187.8	184.9	181.4	181.8	180.8	179.9	183.2	181.6	181.3	182.1	183.1	180.9
Fruits and vegetables.....	224.3	230.4	224.3	222.3	222.2	223.9	238.0	246.4	248.6	240.1	232.2	231.3	237.5	242.2	235.9
Nonalcoholic beverages and beverage materials.....	139.1	139.7	139.3	139.8	139.6	139.7	140.0	138.9	140.0	141.6	141.8	143.0	144.1	143.7	143.4
Other foods at home.....	162.2	164.5	165.5	165.6	165.8	164.8	165.0	163.8	162.2	165.3	165.0	165.3	167.0	165.8	166.3
Sugar and sweets.....	161.6	162.5	162.2	162.9	163.8	163.1	162.2	162.1	160.6	162.2	163.6	161.8	163.9	162.3	164.8
Fats and oils.....	157.4	167.8	171.4	172.0	169.9	170.3	170.0	167.7	167.3	170.4	169.1	167.2	169.4	168.0	164.5
Other foods.....	179.2	180.1	180.8	180.7	181.4	179.7	180.5	179.2	178.6	180.8	180.2	181.7	183.4	182.3	183.1
Other miscellaneous foods ^{1,2}	110.8	110.9	111.4	109.7	112.0	111.0	110.3	111.1	111.3	110.7	110.9	112.5	111.1	111.3	110.5
Food away from home ¹	182.0	187.4	186.8	187.6	188.2	188.8	189.3	189.5	189.7	190.6	191.2	191.6	192.0	192.4	193.0
Other food away from home ^{1,2}	121.5	125.1	124.7	124.9	125.2	125.8	126.8	126.8	127.0	127.3	128.4	129.1	129.2	129.6	131.5
Alcoholic beverages.....	187.1	192.4	192.7	192.2	192.8	194.0	193.9	194.2	194.2	194.4	195.2	196.0	196.2	195.3	195.7
Housing.....	180.4	185.0	185.6	186.2	186.6	186.5	186.2	186.4	186.4	187.3	188.1	188.9	189.4	189.7	190.9
Shelter.....	206.9	212.2	212.2	213.0	213.4	213.4	213.8	213.4	213.5	214.4	215.7	216.8	216.9	216.8	217.3
Rent of primary residence.....	204.7	210.2	209.9	210.3	211.0	211.6	212.0	212.4	213.0	213.7	214.2	214.6	215.2	215.5	215.9
Lodging away from home ²	119.8	126.4	128.8	133.0	131.6	127.7	128.3	121.8	118.6	122.2	129.1	137.1	135.2	131.1	132.9
Owners' equivalent rent of primary residence ³	199.7	204.1	203.9	204.2	204.7	205.1	205.5	205.8	206.1	206.6	207.2	207.4	207.7	208.0	208.4
Tenants' and household insurance ^{1,2}	114.7	116.4	116.5	116.3	116.5	116.8	116.5	118.1	118.9	118.8	118.9	119.4	118.5	118.3	118.3
Fuels and utilities.....	153.9	161.2	165.0	166.1	167.2	166.2	161.9	164.5	164.7	166.0	165.4	165.7	168.6	170.7	176.7
Fuels.....	137.0	143.2	147.4	148.4	149.3	148.2	143.5	146.2	146.4	147.4	146.6	146.8	149.8	152.1	158.5
Fuel oil and other fuels.....	138.7	160.0	149.8	150.2	156.8	161.1	177.2	186.5	183.4	180.9	187.7	195.3	199.2	193.6	194.8
Gas (piped) and electricity.....	144.1	149.8	155.1	156.2	156.8	155.3	149.1	151.7	152.0	153.3	152.0	151.8	155.0	157.7	164.8
Household furnishings and operations.....	121.9	121.1	121.3	120.7	120.4	120.6	121.7	121.5	121.3	121.9	121.9	121.9	122.1	122.5	121.9
Apparel.....	120.0	120.0	119.6	115.6	115.9	120.6	123.5	122.6	118.6	116.1	118.6	123.0	123.2	121.9	117.9
Men's and boys' apparel.....	117.5	117.3	117.8	115.2	113.3	115.6	117.8	118.6	115.7	114.6	116.1	119.6	119.9	119.2	114.9
Women's and girls' apparel.....	112.1	112.8	112.2	106.0	106.9	114.0	119.3	116.9	110.2	105.3	109.3	116.8	124.1	113.9	108.7
Infants' and toddlers' apparel ¹	124.1	121.3	118.8	117.1	117.6	122.3	123.1	121.4	121.4	120.5	121.0	121.9	122.7	122.5	118.9
Footwear.....	119.1	118.2	117.0	114.4	116.3	120.4	120.6	120.6	119.4	118.8	120.6	121.7	122.7	122.4	121.3
Transportation.....	156.3	161.5	164.0	162.2	161.4	161.6	165.3	165.8	163.4	163.6	164.7	167.6	172.2	171.0	170.6
Private transportation.....	153.5	158.8	161.3	159.3	158.6	159.1	162.7	163.2	1						

37. 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		2004							2005					
	2003	2004	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June
New vehicles.....	139.0	138.1	138.2	137.0	136.0	136.0	136.9	138.9	139.8	140.7	140.7	140.0	139.7	139.6	139.0
Used cars and trucks ¹	143.7	134.1	131.4	133.0	134.6	137.3	137.6	137.5	138.1	138.3	138.4	138.5	138.9	139.6	140.7
Motor fuel.....	136.1	160.9	173.8	165.6	162.4	161.7	173.6	172.3	161.7	156.9	164.9	176.5	194.5	188.7	186.1
Gasoline (all types).....	135.5	160.2	173.2	165.0	161.7	161.0	172.9	171.6	160.9	156.1	164.1	175.7	193.7	187.9	185.3
Motor vehicle parts and equipment.....	107.3	108.2	107.8	108.2	108.4	108.7	108.9	109.4	109.3	110.1	110.4	110.5	110.4	110.5	110.8
Motor vehicle maintenance and repair.....	197.3	202.0	201.5	202.1	202.7	202.7	203.8	204.9	205.3	206.0	206.1	206.9	207.2	207.9	208.4
Public transportation.....	206.0	207.1	210.0	212.1	208.0	203.1	204.2	207.1	204.2	203.4	204.9	209.0	213.3	215.8	219.8
Medical care.....	296.3	309.5	309.4	310.4	311.0	311.7	312.7	313.6	314.4	316.3	318.9	320.3	321.1	321.9	322.5
Medical care commodities.....	257.4	263.2	263.8	263.7	263.8	264.8	265.4	264.9	264.4	265.2	266.3	266.6	266.9	267.9	268.8
Medical care services.....	305.9	321.5	321.2	322.4	323.2	323.9	325.0	326.3	327.7	330.0	333.0	334.8	335.8	336.5	337.0
Professional services.....	263.4	274.0	274.1	274.8	275.8	275.9	276.3	276.9	277.2	278.9	281.2	282.3	283.6	284.3	284.6
Hospital and related services.....	391.2	414.0	413.0	415.2	414.9	416.4	418.5	421.0	424.2	427.4	430.9	433.6	433.4	433.7	434.3
Recreation ²	105.5	106.3	106.7	106.3	106.1	106.2	106.2	106.3	106.1	106.5	106.5	106.5	106.8	107.0	106.6
Video and audio ^{1,2}	102.9	103.4	103.7	103.7	103.4	103.3	103.5	103.3	103.2	103.4	103.5	103.9	104.0	103.9	102.5
Education and communication ²	109.0	110.0	109.4	109.4	109.9	110.8	110.5	110.6	110.5	110.6	110.7	110.7	110.8	110.6	110.7
Education ²	133.8	142.5	140.6	141.0	143.6	146.3	146.7	146.8	147.0	147.3	147.7	147.8	148.0	148.5	149.1
Educational books and supplies.....	336.5	352.2	351.5	350.4	354.7	354.8	355.6	356.1	357.6	359.0	361.5	362.4	363.1	364.0	365.1
Tuition, other school fees, and child care.....	377.3	402.5	396.7	398.1	405.8	414.0	415.2	415.6	415.8	416.8	417.6	418.0	418.5	419.8	421.6
Communication ^{1,2}	91.2	88.3	88.4	88.1	87.6	87.8	87.1	87.2	87.0	87.0	87.0	86.8	87.0	86.5	86.3
Information and information processing ^{1,2}	89.9	86.8	86.9	86.7	86.2	86.3	85.6	85.7	85.5	85.5	85.5	85.3	85.5	85.0	84.8
Telephone services ^{1,2}	98.5	96.0	96.1	95.8	95.2	95.5	94.8	95.1	95.0	94.9	95.3	95.1	95.4	94.9	94.8
Information and information processing other than telephone services ^{1,4}	16.7	15.3	15.4	15.3	15.3	15.2	15.0	14.9	14.8	14.8	14.6	14.5	14.5	14.3	14.2
Personal computers and peripheral equipment ^{1,2}	17.3	15.0	15.2	15.0	14.9	14.8	14.3	13.9	13.7	13.7	13.3	13.2	13.2	13.0	12.7
Other goods and services.....	307.0	312.6	311.8	313.2	313.5	314.4	314.7	314.9	315.9	318.0	319.4	319.6	319.9	320.8	320.9
Tobacco and smoking products.....	470.5	478.8	476.9	481.6	482.6	483.9	483.0	482.5	485.7	494.9	496.9	497.4	497.8	498.7	498.9
Personal care ¹	177.0	180.4	180.0	180.3	180.5	180.9	181.4	181.7	181.9	182.1	182.9	183.0	183.2	183.8	183.8
Personal care products ¹	154.2	154.4	154.3	153.9	153.1	154.0	154.3	153.8	153.3	154.2	153.3	153.6	153.6	154.5	154.5
Personal care services ¹	193.9	198.2	197.5	198.1	199.5	199.7	199.9	200.6	201.8	202.4	203.3	203.6	203.6	203.1	203.3
Miscellaneous personal services.....	283.3	294.0	293.5	294.7	295.4	296.2	296.6	297.5	298.4	299.2	299.8	300.8	301.5	303.2	303.2
Commodity and service group:															
Commodities.....	151.8	155.4	156.6	155.2	154.9	155.7	158.0	158.1	156.6	156.3	157.4	159.2	161.5	160.9	160.1
Food and beverages.....	179.9	186.2	186.4	186.8	186.9	186.8	187.9	188.1	188.4	189.0	188.8	189.1	190.1	190.4	190.3
Commodities less food and beverages.....	135.8	138.1	139.6	137.5	137.1	138.2	141.0	141.0	138.8	138.0	139.8	142.2	145.0	144.0	142.8
Nondurables less food and beverages.....	152.1	160.6	164.4	160.4	159.5	161.2	166.5	165.9	160.9	158.8	162.5	167.8	173.6	171.5	169.2
Apparel.....	120.0	120.0	119.6	115.6	115.9	120.6	123.5	122.6	118.6	116.1	118.6	123.0	123.2	121.9	117.9
Nondurables less food, beverages, and apparel.....	175.6	189.6	196.0	191.8	190.2	190.1	196.9	196.5	190.8	188.8	193.3	199.4	208.9	206.0	204.7
Durables.....	117.4	114.0	113.5	113.2	113.1	113.7	114.3	114.8	115.1	115.5	115.3	115.3	115.3	115.5	115.3
Services.....	212.6	218.6	219.0	219.7	220.2	220.3	220.0	220.4	220.5	221.5	222.3	223.2	223.8	224.2	225.3
Rent of shelter ³	199.2	204.3	204.4	205.1	205.5	205.5	205.9	205.5	205.6	206.5	207.7	208.8	208.9	208.8	209.3
Transportation services.....	216.2	220.9	220.7	221.6	221.0	220.5	222.0	223.4	222.7	222.8	223.4	224.0	224.8	225.3	226.0
Other services.....	248.5	254.1	253.3	253.5	254.4	256.0	255.9	256.3	256.5	257.2	257.8	258.1	258.7	258.9	258.6
Special indexes:															
All items less food.....	179.7	184.1	185.0	184.5	184.5	185.1	186.2	186.4	185.5	185.7	187.0	188.5	190.1	189.9	190.0
All items less shelter.....	171.9	176.4	177.5	176.7	176.6	177.3	178.6	179.1	178.0	178.0	179.0	180.4	182.4	182.3	182.2
All items less medical care.....	174.8	179.1	180.0	179.6	179.6	180.0	181.1	181.3	180.6	180.8	181.7	183.1	184.6	184.4	184.5
Commodities less food.....	137.7	140.0	141.5	139.4	139.0	140.2	142.2	142.9	140.7	140.0	141.7	144.1	146.8	145.9	144.7
Nondurables less food.....	154.2	162.6	166.2	162.3	161.5	163.2	168.2	167.6	162.9	160.9	164.4	169.5	175.1	173.0	170.8
Nondurables less food and apparel.....	175.9	189.0	194.8	191.0	189.6	189.7	195.6	195.4	190.3	188.5	192.7	198.3	206.9	204.2	203.0
Nondurables.....	166.4	173.9	175.9	174.0	173.6	174.5	177.7	177.5	175.1	174.3	176.1	179.0	182.5	181.5	180.3
Services less rent of shelter ³	201.3	207.4	208.2	208.9	209.3	209.5	208.6	209.8	209.9	210.8	211.2	211.6	212.7	213.6	215.3
Services less medical care services.....	205.2	210.6	211.1	211.8	212.2	212.3	212.0	212.3	212.4	213.2	214.0	214.7	215.4	215.7	216.8
Energy.....	135.9	151.3	159.9	156.2	155.1	154.2	157.8	158.5	153.3	151.4	155.0	160.9	171.4	169.6	171.5
All items less energy.....	186.1	189.5	189.3	189.3	189.5	190.2	191.0	191.1	191.0	191.5	192.2	192.9	193.3	193.4	193.2
All items less food and energy.....	187.9	190.6	190.3	190.3	190.5	191.4	192.1	192.2	192.0	192.4	193.4	194.2	194.5	194.5	194.3
Commodities less food and energy.....	141.1	139.4	139.0	138.0	138.0	139.5	140.5	140.6	139.9	139.9	140.5	141.3	141.4	141.3	140.4
Energy commodities.....	136.8	161.5	173.3	165.5	162.8	162.3	174.5	174.1	163.4	158.7	166.6	171.8	195.5	189.7	187.3
Services less energy.....	220.2	226.2	226.0	226.7	227.1	227.4	227.9	228.0	228.1	229.0	230.1	231.1	231.4	231.5	231.9

¹ Not seasonally adjusted.

² Indexes on a December 1997 = 100 base.

³ Indexes on a December 1982 = 100 base.

⁴ Indexes on a December 1988 = 100 base.

NOTE: Index applied to a month as a whole, not to any specific date.

38. Consumer Price Index: U.S. city average and available local area data: all items

[1982-84 = 100, unless otherwise indicated]

	Pricing schedule ¹	All Urban Consumers						Urban Wage Earners					
		2005						2005					
		Jan.	Feb.	Mar.	Apr.	May	June	Jan.	Feb.	Mar.	Apr.	May	June
U.S. city average.....	M	190.7	191.8	193.3	194.6	194.4	194.5	186.3	187.3	188.6	190.2	190.0	190.1
Region and area size²													
Northeast urban.....	M	202.6	203.6	206.0	206.9	206.2	206.2	199.0	200.0	201.8	202.9	202.5	202.5
Size A—More than 1,500,000.....	M	205.0	206.0	208.6	209.3	208.6	208.5	200.1	201.1	202.8	203.8	203.5	203.4
Size B/C—50,000 to 1,500,000 ³	M	119.4	120.1	121.3	122.0	121.6	121.8	119.6	120.1	121.2	122.1	121.6	121.8
Midwest urban ⁴	M	184.1	185.2	186.3	187.7	187.4	187.8	179.1	180.2	181.2	182.8	182.4	182.9
Size A—More than 1,500,000.....	M	185.9	187.1	188.3	189.6	189.4	189.8	180.4	181.3	182.5	184.1	183.8	184.0
Size B/C—50,000 to 1,500,000 ³	M	117.3	118.1	118.7	119.6	119.3	119.6	116.4	117.2	117.8	118.8	118.5	119.0
Size D—Nonmetropolitan (less than 50,000).....	M	178.2	179.2	179.9	181.7	181.6	182.3	175.7	176.5	177.3	179.1	178.8	179.6
South urban.....	M	183.6	184.7	185.9	187.3	187.3	187.8	180.5	181.5	182.7	184.3	184.2	184.7
Size A—More than 1,500,000.....	M	185.2	186.6	187.9	189.9	189.2	189.7	182.6	184.0	185.3	186.7	186.8	187.3
Size B/C—50,000 to 1,500,000 ³	M	117.1	117.7	118.4	119.3	119.4	119.7	115.7	116.3	117.0	117.9	117.9	118.2
Size D—Nonmetropolitan (less than 50,000).....	M	182.3	183.1	184.5	187.2	186.6	186.9	181.9	182.7	184.1	186.7	186.2	186.7
West urban.....	M	194.5	195.7	197.1	198.6	198.8	198.0	189.5	190.5	192.0	193.7	193.9	193.1
Size A—More than 1,500,000.....	M	196.7	198.3	199.8	201.3	201.5	200.5	190.1	191.6	193.2	194.9	195.2	194.1
Size B/C—50,000 to 1,500,000 ³	M	119.5	119.6	120.4	121.4	121.3	121.1	118.9	119.0	119.8	120.8	120.8	120.6
Size classes:													
A ⁵	M	174.3	175.5	177.0	178.1	178.0	177.9	172.6	173.7	175.0	176.3	176.3	176.2
B/C ³	M	117.9	118.5	119.2	120.1	120.0	120.2	117.0	117.5	118.3	119.2	119.1	119.3
D.....	M	183.0	183.7	184.8	186.9	186.9	186.9	181.0	181.7	182.9	185.1	185.0	185.1
Selected local areas⁶													
Chicago—Gary—Kenosha, IL—IN—WI.....	M	189.9	190.5	191.3	193.2	193.3	194.0	183.5	184.2	184.8	186.9	186.8	187.1
Los Angeles—Riverside—Orange County, CA.....	M	195.4	197.4	199.2	201.1	201.5	200.7	188.5	190.3	192.1	194.2	194.6	193.7
New York, NY—Northern NJ—Long Island, NY—NJ—CT—PA.....	M	208.1	208.9	212.4	212.5	211.4	210.7	202.6	203.3	205.5	206.0	205.6	205.1
Boston—Brockton—Nashua, MA—NH—ME—CT.....	1	211.3	—	214.2	—	214.6	—	210.3	—	213.1	—	214.0	—
Cleveland—Akron, OH.....	1	183.3	—	186.3	—	186.8	—	174.5	—	177.2	—	177.9	—
Dallas—Ft Worth, TX.....	1	180.0	—	181.3	—	183.5	—	180.3	—	181.6	—	184.1	—
Washington—Baltimore, DC—MD—VA—WV ⁷	1	121.3	—	122.7	—	123.6	—	120.7	—	122.3	—	123.2	—
Atlanta, GA.....	2	—	185.3	—	188.0	—	189.6	—	183.4	—	186.0	—	187.5
Detroit—Ann Arbor—Flint, MI.....	2	—	187.8	—	189.8	—	189.6	—	182.6	—	185.2	—	184.7
Houston—Galveston—Brazoria, TX.....	2	—	174.6	—	175.0	—	174.2	—	171.8	—	172.8	—	172.7
Miami—Ft. Lauderdale, FL.....	2	—	190.6	—	193.2	—	192.6	—	188.3	—	191.2	—	190.7
Philadelphia—Wilmington—Atlantic City, PA—NJ—DE—MD.....	2	—	200.1	—	203.3	—	204.8	—	200.0	—	202.9	—	204.0
San Francisco—Oakland—San Jose, CA.....	2	—	201.2	—	202.5	—	201.2	—	197.3	—	199.3	—	197.5
Seattle—Tacoma—Bremerton, WA.....	2	—	197.6	—	201.3	—	199.8	—	192.4	—	196.2	—	194.8

¹ 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.

² Regions defined as the four Census regions.

³ Indexes on a December 1996 = 100 base.

⁴ The "North Central" region has been renamed the "Midwest" region by the Census Bureau. It is composed of the same geographic entities.

⁵ Indexes on a December 1986 = 100 base.

⁶ In addition, the following metropolitan areas are published semiannually and appear in tables 34 and 39 of the January and July issues of the *CPI Detailed*

Report: Anchorage, AK; Cincinnati, OH—KY—IN; Kansas City, MO—KS; Milwaukee—Racine, WI; Minneapolis—St. Paul, MN—WI; Pittsburgh, PA; Portland—Salem, OR—WA; St. Louis, MO—IL; San Diego, CA; Tampa—St. Petersburg—Clearwater, FL.

⁷ Indexes on a November 1996 = 100 base.

NOTE: Local area CPI indexes are byproducts of the national CPI program. Each local index has a smaller sample size and is, therefore, subject to substantially more sampling and other measurement error. As a result, local area indexes show greater volatility than the national index, although their long-term trends are similar. Therefore, the Bureau of Labor Statistics strongly urges users to consider adopting the national average CPI for use in their escalator clauses. Index applies to a month as a whole, not to any specific date. Dash indicates data not available.

39. Annual data: Consumer Price Index, U.S. city average, all items and major groups

[1982-84 = 100]

Series	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
Consumer Price Index for All Urban Consumers:											
All items:											
Index.....	148.2	152.4	156.9	160.5	163.0	166.6	172.2	177.1	179.9	184.0	188.9
Percent change.....	2.6	2.8	3.0	2.3	1.6	2.2	3.4	2.8	1.6	2.3	2.7
Food and beverages:											
Index.....	144.9	148.9	153.7	157.7	161.1	164.6	168.4	173.6	176.8	180.5	186.6
Percent change.....	2.3	2.8	3.2	2.6	2.2	2.2	2.3	3.1	1.8	2.1	3.3
Housing:											
Index.....	144.8	148.5	152.8	156.8	160.4	163.9	169.6	176.4	180.3	184.8	189.5
Percent change.....	2.5	2.6	2.9	2.6	2.3	2.2	3.5	4.0	2.2	2.5	2.5
Apparel:											
Index.....	133.4	132.0	131.7	132.9	133.0	131.3	129.6	127.3	124.0	120.9	120.4
Percent change.....	-2	-1.0	-2	.9	.1	-1.3	-1.3	-1.8	-2.6	-2.5	-4
Transportation:											
Index.....	134.3	139.1	143.0	144.3	141.6	144.4	153.3	154.3	152.9	157.6	163.1
Percent change.....	3.0	3.6	2.8	0.9	-1.9	2.0	6.2	0.7	-9	3.1	3.5
Medical care:											
Index.....	211.0	220.5	228.2	234.6	242.1	250.6	260.8	272.8	285.6	297.1	310.1
Percent change.....	4.8	4.5	3.5	2.8	3.2	3.5	4.1	4.6	4.7	4.0	4.4
Other goods and services:											
Index.....	198.5	206.9	215.4	224.8	237.7	258.3	271.1	282.6	293.2	298.7	304.7
Percent change.....	2.9	4.2	4.1	4.4	5.7	8.7	5.0	4.2	3.8	1.9	2.0
Consumer Price Index for Urban Wage Earners and Clerical Workers:											
All items:											
Index.....	145.6	149.8	154.1	157.6	159.7	163.2	168.9	173.5	175.9	179.8	188.9
Percent change.....	2.5	2.9	2.9	2.3	1.3	2.2	3.5	2.7	1.4	2.2	5.1

40. Producer Price Indexes, by stage of processing

[1982 = 100]

Grouping	Annual average		2004								2005					
	2003	2004	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar. ^P	Apr. ^P	May ^P	June ^P	
Finished goods.....	143.3	148.5	148.7	148.5	148.5	148.7	152.0	151.7	150.6	151.4	152.1	153.5	154.4	154.1	154.0	
Finished consumer goods.....	145.3	151.6	152.0	151.9	151.8	152.1	155.7	155.4	153.8	154.8	155.7	157.5	158.7	158.3	158.4	
Finished consumer foods.....	145.9	152.6	155.0	152.3	152.2	152.7	155.1	154.7	154.9	154.2	155.4	156.2	156.5	156.8	155.1	
Finished consumer goods excluding foods.....	144.7	150.9	150.5	151.4	151.3	151.5	155.6	155.3	153.0	154.6	155.5	157.7	159.3	158.6	159.2	
Nondurable goods less food.....	148.4	156.6	156.0	158.0	157.9	158.2	162.1	161.8	158.5	160.7	162.4	165.5	167.9	167.1	168.6	
Durable goods.....	133.1	135.1	134.9	133.6	133.6	133.5	137.8	137.4	137.2	137.8	137.0	137.0	137.0	136.7	135.6	
Capital equipment.....	139.5	141.5	141.1	140.7	141.2	141.2	143.4	143.4	143.6	144.1	143.9	144.3	144.5	144.4	144.0	
Intermediate materials, supplies, and components.....	133.7	142.5	142.8	143.5	144.8	145.3	146.5	147.7	146.9	148.0	148.8	150.4	151.7	151.0	151.6	
Materials and components for manufacturing.....	129.7	137.9	137.7	138.1	139.4	140.6	141.5	142.0	142.8	143.9	144.4	145.2	145.3	144.9	144.3	
Materials for food manufacturing.....	134.4	145.0	152.0	147.3	144.9	144.3	144.2	143.9	145.2	145.7	145.6	146.6	146.6	147.6	145.0	
Materials for nondurable manufacturing...	137.2	147.6	145.9	147.3	149.8	152.6	154.4	155.5	156.8	157.9	158.1	160.7	160.4	160.4	159.8	
Materials for durable manufacturing.....	127.9	146.6	145.8	147.2	150.3	152.1	153.0	153.6	155.2	157.3	159.1	158.7	158.9	156.7	155.8	
Components for manufacturing.....	125.9	127.4	127.6	127.4	127.7	128.0	128.2	128.3	128.5	129.2	129.5	129.5	129.9	129.7	129.6	
Materials and components for construction.....	153.6	166.4	166.9	167.5	169.8	170.9	170.8	170.7	171.3	173.1	174.7	175.2	175.3	174.9	175.4	
Processed fuels and lubricants.....	112.6	124.1	124.9	126.4	128.5	126.9	130.8	134.0	128.9	129.5	130.9	135.8	141.1	139.3	142.5	
Containers.....	153.7	159.2	158.9	159.7	162.0	162.5	164.6	164.9	165.2	165.5	166.1	166.8	167.0	167.1	167.7	
Supplies.....	141.5	146.7	147.3	148.0	147.6	147.9	147.9	147.9	148.5	149.6	150.0	150.6	151.2	151.4	151.7	
Crude materials for further processing.....	135.3	159.0	163.0	162.5	162.2	154.4	160.5	171.5	165.7	163.0	162.5	169.4	174.1	171.7	165.7	
Foodstuffs and feedstuffs.....	113.5	126.9	137.4	130.9	124.8	122.0	120.1	119.5	121.5	123.8	121.5	127.6	125.0	126.2	122.1	
Crude nonfood materials.....	148.2	179.2	178.0	182.2	186.6	174.9	187.3	207.1	195.3	188.7	189.7	197.0	207.3	202.1	194.8	
Special groupings:																
Finished goods, excluding foods.....	142.4	147.2	146.8	147.2	147.3	147.5	150.9	150.7	149.2	150.5	151.0	152.6	153.7	153.2	153.5	
Finished energy goods.....	102.0	113.0	112.5	115.4	115.0	115.1	121.1	120.1	114.5	116.4	118.6	123.4	126.9	125.2	127.3	
Finished goods less energy.....	149.0	152.4	152.7	151.7	151.9	152.1	154.5	154.4	154.6	155.1	155.3	155.7	155.9	156.0	155.3	
Finished consumer goods less energy.....	153.1	157.2	157.9	156.5	156.6	156.9	159.3	159.2	159.4	159.9	160.4	160.7	160.9	161.1	160.3	
Finished goods less food and energy.....	150.5	152.7	152.3	151.9	152.2	152.3	154.7	154.7	154.9	155.8	155.7	156.0	156.1	156.1	155.7	
Finished consumer goods less food and energy.....	157.9	160.3	160.0	159.4	159.6	159.7	162.2	162.3	162.5	163.8	163.7	163.8	164.0	164.1	163.7	
Consumer nondurable goods less food and energy.....	177.9	180.7	180.2	180.3	180.8	181.2	181.7	182.2	182.8	184.8	185.4	185.7	186.1	186.6	187.0	
Intermediate materials less foods and feeds.....	134.2	142.9	142.8	143.7	145.3	145.9	147.3	148.3	147.8	148.9	149.7	151.3	152.6	151.9	152.5	
Intermediate foods and feeds.....	125.9	137.0	144.9	142.3	136.3	134.4	131.2	130.7	131.0	132.0	131.7	133.3	134.2	135.2	134.3	
Intermediate energy goods.....	111.9	123.1	123.7	125.1	127.1	125.8	129.9	132.7	128.4	129.0	130.0	134.7	139.4	138.2	141.9	
Intermediate goods less energy.....	137.7	145.8	146.0	146.4	147.5	148.5	149.0	149.4	149.9	151.1	151.8	152.5	152.9	152.4	152.1	
Intermediate materials less foods and energy.....	138.5	146.5	146.2	146.8	148.3	149.5	150.1	150.6	151.1	152.3	153.1	153.8	154.1	153.6	153.3	
Crude energy materials.....	147.2	174.7	180.0	177.9	181.9	166.6	181.8	208.3	192.7	183.9	186.6	196.5	210.6	206.7	200.2	
Crude materials less energy.....	123.4	143.9	147.0	147.5	144.6	141.6	141.9	142.7	143.3	144.5	142.0	146.8	145.3	144.0	138.5	
Crude nonfood materials less energy.....	152.5	192.8	176.3	195.4	200.8	197.4	203.5	207.9	204.9	203.3	200.2	201.6	203.1	194.7	185.5	

41. Producer Price Indexes for the net output of major industry groups

[December 2003 = 100, unless otherwise indicated]

NAICS	Industry	2004							2005					
		June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar. ^P	Apr. ^P	May ^P	June ^P
	Total mining industries (December 1984=100)	155.5	155.6	159.3	149.6	160.6	179.1	169.2	163.3	166.2	173.4	183.0	179.1	175.8
211	Oil and gas extraction (December 1985=100)	198.0	196.6	202.7	184.0	203.0	234.8	214.7	202.5	205.3	217.4	234.0	227.0	219.7
212	Mining, except oil and gas.....	108.1	110.2	110.4	112.3	112.8	114.0	116.4	120.2	121.0	121.8	122.3	122.8	123.3
213	Mining support activities.....	102.2	103.7	105.3	106.4	109.2	111.4	114.9	115.5	122.2	125.2	126.9	126.9	131.4
	Total manufacturing industries (December 1984=100)	142.9	143.2	143.7	144.2	146.5	146.1	145.0	146.2	147.0	148.9	149.7	149.3	149.4
311	Food manufacturing (December 1984=100).....	148.6	146.5	144.6	143.8	143.5	143.3	144.2	144.7	145.0	146.0	146.6	147.2	145.9
312	Beverage and tobacco manufacturing.....	101.2	100.6	101.1	100.6	101.2	101.2	101.5	104.1	104.0	104.7	104.4	104.6	105.0
313	Textile mills.....	101.3	101.5	101.2	101.4	101.6	101.7	101.5	102.3	102.4	103.0	103.2	103.7	103.4
315	Apparel manufacturing.....	99.8	99.7	99.7	100.2	100.3	100.4	100.5	100.4	100.2	100.3	100.2	99.9	99.9
316	Leather and allied product manufacturing (December 1984=100).....	143.5	143.7	143.6	143.6	143.5	143.8	143.9	143.8	144.2	144.6	144.5	144.5	144.3
321	Wood products manufacturing.....	108.3	106.8	109.8	110.7	107.6	105.1	105.9	106.9	108.8	109.5	108.8	107.5	109.4
322	Paper manufacturing.....	102.3	103.2	104.4	105.0	105.5	105.7	105.8	106.1	106.5	106.8	107.1	107.1	107.1
323	Printing and related support activities.....	101.0	101.3	101.3	101.8	101.8	102.0	102.0	102.5	102.4	102.7	102.5	102.4	103.2
324	Petroleum and coal products manufacturing (December 1984=100).....	144.1	152.3	155.6	158.9	176.7	170.4	150.3	155.9	163.6	182.5	189.3	183.3	189.1
325	Chemical manufacturing (December 1984=100).....	171.6	172.2	173.8	175.5	177.2	179.3	180.5	182.7	183.4	185.2	186.5	186.4	185.4
326	Plastics and rubber products manufacturing (December 1984=100).....	130.8	131.2	131.7	133.1	134.3	135.3	136.1	137.4	138.4	139.0	139.4	139.8	140.1
331	Primary metal manufacturing (December 1984=100).....	142.3	144.7	148.3	150.8	152.9	154.2	155.5	158.6	159.5	158.1	157.9	156.0	153.6
332	Fabricated metal product manufacturing (December 1984=100).....	141.9	142.5	143.4	144.2	144.9	145.4	145.7	146.9	148.2	147.9	148.9	149.0	149.4
333	Machinery manufacturing.....	101.8	102.1	102.3	102.5	102.9	103.2	103.4	104.1	104.5	105.1	105.2	105.6	105.6
334	Computer and electronic products manufacturing.....	99.1	98.9	98.9	98.7	98.6	98.4	98.5	98.3	98.2	98.1	97.9	97.4	97.5
335	Electrical equipment, appliance, and components manufacturing.....	103.5	103.6	103.8	104.2	104.7	104.6	104.9	106.0	106.6	107.0	107.5	107.4	107.5
336	Transportation equipment manufacturing.....	100.6	99.7	99.8	99.9	103.2	102.7	102.9	103.2	102.6	102.5	102.6	102.3	101.4
337	Furniture and related product manufacturing (December 1984=100).....	151.7	152.0	152.7	152.8	153.4	154.6	155.1	155.5	156.2	155.9	156.8	157.1	157.4
339	Miscellaneous manufacturing.....	101.2	101.2	101.4	101.8	101.3	101.3	101.6	102.2	102.5	102.7	102.7	102.8	102.8
	Retail trade													
441	Motor vehicle and parts dealers.....	103.7	103.3	103.8	104.4	104.2	104.2	104.2	106.2	106.7	105.7	107.2	108.3	108.3
442	Furniture and home furnishings stores.....	102.8	102.6	102.8	103.4	103.8	103.7	104.6	105.6	106.6	106.9	107.0	108.2	109.7
443	Electronics and appliance stores.....	98.9	98.6	98.7	99.2	98.4	97.9	93.6	98.3	100.2	102.3	101.1	102.9	99.9
446	Health and personal care stores.....	98.7	101.3	105.6	105.1	104.1	106.8	107.2	106.5	105.6	107.9	106.2	107.6	107.4
447	Gasoline stations (June 2001=100).....	48.3	48.3	48.6	46.3	43.1	53.3	59.8	49.0	49.8	48.3	49.5	51.9	38.9
454	Nonstore retailers.....	108.7	103.6	102.0	105.6	104.7	111.5	117.4	117.5	122.6	119.6	121.6	123.2	120.2
	Transportation and warehousing													
481	Air transportation (December 1992=100).....	162.8	163.9	163.4	159.8	160.9	162.2	161.4	164.9	164.5	171.1	169.6	167.0	173.6
483	Water transportation.....	100.3	101.5	102.1	103.2	103.8	103.7	103.5	104.0	104.3	104.4	105.0	105.7	105.1
491	Postal service (June 1989=100).....	155.0	155.0	155.0	155.0	155.0	155.0	155.0	155.0	155.0	155.0	155.0	155.0	155.0
	Utilities													
221	Utilities.....	106.9	107.1	107.4	105.2	104.3	108.8	108.9	108.3	107.5	107.9	110.2	111.1	111.3
	Health care and social assistance													
6211	Office of physicians (December 1996=100).....	114.3	114.3	114.3	114.4	114.4	114.4	114.5	115.7	115.9	115.1	115.2	115.6	115.8
6215	Medical and diagnostic laboratories.....	100.0	100.0	100.1	100.1	100.1	100.1	100.1	102.4	104.2	104.4	104.3	104.3	104.2
6216	Home health care services (December 1996=100).....	119.7	119.7	119.7	119.8	120.1	120.2	120.3	120.9	121.0	120.6	120.9	120.9	120.9
622	Hospitals (December 1992=100).....	140.9	141.6	141.6	141.7	143.3	143.5	143.8	144.8	145.6	145.3	145.5	145.8	145.9
6231	Nursing care facilities.....	102.0	102.9	103.0	103.2	103.7	103.9	103.9	105.3	105.4	104.9	105.1	105.7	105.7
62321	Residential mental retardation facilities.....	100.5	102.1	102.1	102.5	102.5	102.5	102.5	103.8	103.7	103.7	103.7	103.8	103.7
	Other services industries													
511	Publishing industries, except Internet	100.4	101.5	101.5	101.4	101.8	102.1	101.9	103.0	103.4	103.2	103.6	103.7	104.1
515	Broadcasting, except Internet.....	102.7	99.6	100.9	100.8	104.3	103.2	100.8	100.2	100.5	100.8	102.4	104.2	104.3
517	Telecommunications.....	99.9	99.8	99.9	99.6	99.4	99.2	99.9	99.0	98.1	97.8	98.4	98.4	98.1
5182	Data processing and related services.....	99.0	99.0	99.0	98.7	98.7	98.6	98.6	98.7	98.8	98.6	98.7	98.6	99.0
523	Security, commodity contracts, and like activity.....	102.7	103.2	104.1	104.5	104.3	105.8	106.0	108.0	109.8	109.8	110.1	111.4	112.0
53112	Lessors or nonresidential buildings (except miniwarehouse).....	102.1	103.5	104.0	103.9	104.6	103.0	104.2	104.2	103.5	103.4	105.2	104.2	103.6
5312	Offices of real estate agents and brokers.....	101.0	101.0	101.0	104.0	103.1	103.1	105.9	106.0	106.0	106.0	106.0	105.9	105.6
5313	Real estate support activities.....	98.5	101.4	101.0	99.8	101.5	101.2	102.3	103.2	102.0	101.0	102.6	101.6	103.9
5321	Automotive equipment rental and leasing (June 2001=100).....	105.6	110.0	110.8	108.0	107.8	107.7	108.1	105.2	106.9	109.1	104.8	106.0	108.4
5411	Legal services (December 1996=100).....	131.8	131.6	131.5	131.8	132.0	132.0	132.0	136.8	137.1	136.9	137.3	137.7	138.9
541211	Offices of certified public accountants.....	101.1	101.3	101.4	101.4	101.6	101.7	101.3	101.8	102.8	102.0	101.9	104.3	104.1
5413	Architectural, engineering, and related services (December 1996=100).....	126.5	127.0	127.0	127.3	127.3	127.3	127.7	128.2	128.6	128.8	129.2	129.2	129.4
54181	Advertising agencies.....	99.9	100.0	100.3	100.4	100.3	100.5	100.5	100.8	101.0	101.0	101.1	101.0	101.9
5613	Employment services (December 1996=100).....	114.0	114.6	114.6	114.2	115.2	115.2	114.4	115.1	115.7	115.2	114.9	115.6	115.8
56151	Travel agencies.....	97.4	95.1	94.7	94.5	95.8	95.2	96.1	94.5	93.7	96.2	97.1	95.9	95.3
56172	Janitorial services.....	101.0	101.0	101.1	100.9	101.4	101.4	101.4	101.7	101.8	101.9	102.0	102.1	101.9
5621	Waste collection.....	101.5	101.4	101.4	101.4	101.5	101.5	101.5	101.5	101.5	101.5	103.8	103.1	102.7
721	Accommodation (December 1996=100).....	125.6	126.6	127.0	127.2	127.0	125.1	123.8	125.7	129.1	127.9	127.8	129.1	133.7

42. Annual data: Producer Price Indexes, by stage of processing

[1982 = 100]

Index	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
Finished goods											
Total.....	125.5	127.9	131.3	131.8	130.7	133.0	138.0	140.7	138.9	143.3	148.5
Foods.....	126.8	129.0	133.6	134.5	134.3	135.1	137.2	141.3	140.1	145.9	152.6
Energy.....	77.0	78.1	83.2	83.4	75.1	78.8	94.1	96.8	88.8	102.0	113.0
Other.....	137.1	140.0	142.0	142.4	143.7	146.1	148.0	150.0	150.2	150.5	152.7
Intermediate materials, supplies, and components											
Total.....	118.5	124.9	125.7	125.6	123.0	123.2	129.2	129.7	127.8	133.7	142.5
Foods.....	118.5	119.5	125.3	123.2	123.2	120.8	119.2	124.3	123.3	134.4	145.0
Energy.....	83.0	84.1	89.8	89.0	80.8	84.3	101.7	104.1	95.9	111.9	123.1
Other.....	127.1	135.2	134.0	134.2	133.5	133.1	136.6	136.4	135.8	138.5	146.5
Crude materials for further processing											
Total.....	101.8	102.7	113.8	111.1	96.8	98.2	120.6	121.3	108.1	135.3	159.0
Foods.....	106.5	105.8	121.5	112.2	103.9	98.7	100.2	106.2	99.5	113.5	126.9
Energy.....	72.1	69.4	85.0	87.3	68.6	78.5	122.1	122.8	102.0	147.5	174.7
Other.....	97.0	105.8	105.7	103.5	84.5	91.1	118.0	101.8	101.0	116.8	149.0

43. U.S. export price indexes by Standard International Trade Classification

[2000 = 100]

SITC Rev. 3	Industry	2004							2005					
		June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June
0	Food and live animals.....	123.9	119.8	116.4	117.6	118.3	118.7	118.1	118.2	118.3	120.1	121.2	123.9	124.7
01	Meat and meat preparations.....	127.3	123.0	126.1	124.8	126.9	125.4	124.6	121.3	125.1	128.5	132.9	139.3	142.4
04	Cereals and cereal preparations.....	141.2	128.0	120.6	122.0	115.6	113.1	116.4	119.2	116.2	121.4	116.9	116.1	118.7
05	Vegetables, fruit, and nuts, prepared fresh or dry.....	111.1	110.0	113.2	119.8	130.6	137.2	129.9	127.4	128.1	125.2	130.4	137.4	133.6
2	Crude materials, inedible, except fuels.....	125.7	132.1	118.0	119.4	118.2	119.5	119.4	123.1	122.1	127.5	129.4	128.5	130.8
22	Oilseeds and oleaginous fruits.....	168.5	184.5	117.4	125.1	109.1	110.3	111.1	115.2	109.7	128.9	124.6	127.7	136.5
24	Cork and wood.....	98.3	98.9	98.8	99.1	99.1	98.4	98.8	98.7	98.9	98.9	98.6	98.1	98.0
25	Pulp and waste paper.....	100.8	100.1	99.5	98.7	98.1	98.2	98.8	100.0	100.7	103.0	101.8	101.6	101.1
26	Textile fibers and their waste.....	108.7	102.9	101.1	102.1	100.2	97.5	96.4	98.4	98.7	104.1	104.8	103.3	101.7
28	Metalliferous ores and metal scrap.....	167.5	190.2	183.6	178.5	190.4	197.0	195.0	205.8	206.0	206.4	223.4	213.6	217.1
3	Mineral fuels, lubricants, and related products.....	131.8	137.5	139.6	141.2	156.0	151.1	146.5	148.5	154.2	169.3	181.5	175.1	178.7
33	Petroleum, petroleum products, and related materials...	129.7	134.5	136.2	138.0	156.4	151.0	144.6	147.3	155.7	174.9	189.9	178.5	184.8
5	Chemicals and related products, n.e.s.	105.8	107.0	108.6	109.7	111.6	112.9	114.0	116.1	116.3	117.0	117.8	116.7	114.5
54	Medicinal and pharmaceutical products.....	105.8	107.9	108.1	108.0	106.7	106.9	107.2	108.3	107.9	107.9	108.3	107.9	107.4
55	Essential oils; polishing and cleaning preparations.....	104.3	104.1	105.1	105.6	106.6	107.5	109.1	109.8	111.1	111.3	112.8	113.1	113.2
57	Plastics in primary forms	103.2	104.8	107.3	109.9	113.2	117.2	118.9	126.6	127.5	128.3	128.5	124.8	122.9
58	Plastics in nonprimary forms.....	96.5	97.2	97.1	97.4	98.1	98.7	99.9	101.5	102.1	103.2	103.6	104.2	104.4
59	Chemical materials and products, n.e.s.	104.9	104.6	106.2	105.5	105.2	105.3	105.8	106.5	106.4	106.0	106.7	106.6	106.3
6	Manufactured goods classified chiefly by materials.....	107.0	108.5	109.6	110.5	111.3	111.8	112.2	113.0	113.5	113.7	114.3	114.1	113.8
62	Rubber manufactures, n.e.s.	111.2	111.8	112.0	111.4	111.6	112.4	112.9	113.8	114.2	114.4	115.0	115.4	115.4
64	Paper, paperboard, and articles of paper, pulp, and paperboard.....	99.2	101.2	101.9	102.7	104.0	103.7	104.2	104.1	104.1	103.8	103.8	103.7	103.1
66	Nonmetallic mineral manufactures, n.e.s.	99.9	99.9	100.2	100.4	101.1	101.3	101.6	101.9	102.0	102.2	102.5	102.5	103.5
68	Nonferrous metals.....	95.4	95.4	96.5	99.0	99.1	100.6	101.5	103.4	105.6	107.2	109.3	108.5	105.9
7	Machinery and transport equipment.....	98.2	98.2	98.2	98.2	98.4	98.4	98.5	98.7	98.7	98.7	98.7	98.7	98.7
71	Power generating machinery and equipment.....	108.7	108.9	109.0	109.0	109.4	110.3	110.4	111.4	111.4	111.5	111.4	111.4	111.4
72	Machinery specialized for particular industries.....	105.4	105.7	105.9	106.1	107.3	107.6	108.0	109.3	109.2	109.4	110.6	110.6	110.6
74	General industrial machines and parts, n.e.s., and machine parts.....	104.9	105.2	105.3	105.3	106.2	106.4	106.6	107.6	108.2	108.3	108.9	109.2	109.3
75	Computer equipment and office machines.....	87.2	86.6	86.4	86.0	85.1	84.4	83.8	83.0	82.9	82.3	81.5	81.3	81.0
76	Telecommunications and sound recording and reproducing apparatus and equipment.....	91.8	91.5	90.7	90.7	90.5	90.5	90.4	90.5	90.5	90.5	90.0	90.1	89.8
77	Electrical machinery and equipment.....	88.2	88.3	88.2	88.1	87.9	87.7	87.9	87.8	87.6	87.7	87.5	87.4	87.5
78	Road vehicles.....	102.4	102.5	102.5	102.4	102.8	102.8	103.0	103.0	103.0	103.0	102.9	103.1	103.1
87	Professional, scientific, and controlling instruments and apparatus.....	102.0	101.7	101.9	101.8	102.2	102.3	102.6	103.4	103.4	103.4	103.5	103.1	103.1

44. U.S. import price indexes by Standard International Trade Classification

[2000 = 100]

SITC Rev. 3	Industry	2004							2005					
		June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June
0	Food and live animals.....	106.9	107.4	107.4	109.2	111.1	111.0	111.9	110.9	112.6	117.5	116.4	116.4	112.7
01	Meat and meat preparations.....	128.9	133.7	134.2	134.9	134.2	131.8	133.0	134.5	134.8	135.9	136.5	139.0	139.1
03	Fish and crustaceans, mollusks, and other aquatic invertebrates.....	84.1	86.1	86.9	86.0	85.6	84.7	85.0	86.0	87.0	88.5	88.3	88.0	87.8
05	Vegetables, fruit, and nuts, prepared fresh or dry.....	105.9	102.1	100.6	109.2	114.5	116.3	112.2	107.0	107.5	121.6	117.6	116.9	103.2
07	Coffee, tea, cocoa, spices, and manufactures thereof.....	107.0	102.7	103.4	105.6	104.5	108.9	114.4	118.9	122.8	130.2	128.9	125.3	126.9
1	Beverages and tobacco.....	105.3	105.9	106.1	106.2	106.5	106.7	107.1	107.5	107.7	107.8	107.9	108.1	108.1
11	Beverages.....	105.6	106.4	106.6	106.7	106.9	107.1	107.6	107.9	108.1	108.2	108.4	108.6	108.5
2	Crude materials, inedible, except fuels.....	125.8	125.7	134.0	135.1	125.1	121.7	125.5	129.6	135.7	135.0	134.9	132.0	131.2
24	Cork and wood.....	136.1	132.1	148.9	151.1	126.3	117.1	124.7	127.0	132.0	136.9	132.5	121.9	126.8
25	Pulp and waste paper.....	106.5	108.0	107.7	105.5	99.8	98.0	100.3	103.6	107.2	108.7	109.6	107.8	104.3
28	Metalliferous ores and metal scrap.....	140.4	145.3	160.8	162.6	166.2	167.0	167.3	170.8	169.6	176.9	186.3	184.5	180.1
29	Crude animal and vegetable materials, n.e.s.....	98.0	101.2	97.6	98.7	96.3	96.5	98.3	110.1	137.5	109.9	110.3	123.5	112.6
3	Mineral fuels, lubricants, and related products.....	131.5	133.9	144.2	146.8	161.2	157.2	140.6	142.2	148.3	166.5	173.5	165.8	176.2
33	Petroleum, petroleum products, and related materials...	130.0	133.0	144.8	149.5	165.7	155.3	137.0	140.4	148.6	169.0	174.5	166.3	179.4
34	Gas, natural and manufactured.....	140.0	134.8	136.3	121.9	124.1	166.2	163.5	150.8	143.3	145.8	161.4	158.2	149.4
5	Chemicals and related products, n.e.s.....	103.8	104.6	105.1	106.7	108.4	108.9	109.6	110.2	111.8	112.2	114.0	112.8	111.6
52	Inorganic chemicals.....	119.8	122.2	123.8	124.1	125.5	126.8	126.7	127.6	128.9	130.2	133.0	132.6	132.5
53	Dyeing, tanning, and coloring materials.....	100.3	98.3	98.4	98.4	98.5	98.7	98.7	97.9	98.6	98.6	99.8	101.0	101.0
54	Medicinal and pharmaceutical products.....	107.1	107.3	107.3	106.6	106.4	107.4	108.9	110.5	110.1	110.2	110.8	110.4	110.3
55	Essential oils; polishing and cleaning preparations.....	93.5	93.5	93.4	93.4	93.6	93.7	94.4	94.9	95.2	95.5	95.5	94.2	94.3
57	Plastics in primary forms.....	104.6	107.8	108.4	109.6	109.9	113.2	116.1	123.0	124.2	125.9	126.7	127.0	125.9
58	Plastics in nonprimary forms.....	102.3	103.0	103.2	103.8	104.4	105.1	105.7	106.7	106.4	106.4	107.0	106.9	107.1
59	Chemical materials and products, n.e.s.....	95.2	94.7	94.1	94.4	95.3	95.8	96.1	96.2	97.7	99.2	101.9	103.1	102.5
6	Manufactured goods classified chiefly by materials.....	106.1	106.1	107.7	108.9	108.9	109.4	110.4	111.4	111.8	112.8	113.1	112.7	112.7
62	Rubber manufactures, n.e.s.....	100.5	100.5	100.8	100.8	101.0	101.3	101.9	102.2	102.6	103.5	104.2	104.0	104.3
64	Paper, paperboard, and articles of paper, pulp, and paperboard.....	95.5	96.4	96.9	97.9	99.2	99.4	99.0	100.0	99.9	100.3	101.5	101.5	101.6
66	Nonmetallic mineral manufactures, n.e.s.....	99.4	99.3	100.2	100.4	100.5	100.5	100.7	100.9	100.8	100.9	101.0	101.1	101.4
68	Nonferrous metals.....	101.6	102.3	105.6	106.3	106.6	108.6	111.0	112.1	114.1	116.1	118.5	118.8	116.9
69	Manufactures of metals, n.e.s.....	102.4	102.7	103.3	103.9	104.4	105.3	106.7	108.1	108.4	108.7	108.9	108.8	108.5
7	Machinery and transport equipment.....	95.1	95.0	95.0	95.0	94.9	95.1	95.2	95.3	95.2	95.1	95.0	95.0	95.0
72	Machinery specialized for particular industries.....	106.6	107.2	107.6	107.4	107.8	108.5	109.5	110.5	110.6	110.8	111.2	111.4	111.2
74	General industrial machines and parts, n.e.s., and machine parts.....	103.5	104.0	104.1	104.3	104.6	104.9	105.3	106.2	106.6	106.8	107.3	107.2	107.3
75	Computer equipment and office machines.....	75.5	74.9	74.3	73.9	73.2	73.0	72.8	72.4	71.9	71.2	70.1	70.0	70.0
76	Telecommunications and sound recording and reproducing apparatus and equipment.....	84.7	84.3	84.0	83.8	83.4	83.4	83.1	83.0	82.8	82.7	82.2	82.4	82.4
77	Electrical machinery and equipment.....	94.7	94.6	94.7	94.6	94.3	94.4	94.6	94.6	94.4	94.5	94.5	94.4	94.4
78	Road vehicles.....	102.4	102.6	102.8	103.1	103.4	103.6	103.7	103.6	103.7	103.7	103.8	103.8	103.8
85	Footwear.....	100.4	100.4	100.1	100.5	100.5	100.5	100.5	100.3	100.3	100.3	100.3	100.4	100.4
88	Photographic apparatus, equipment, and supplies, and optical goods, n.e.s.....	99.0	98.2	98.2	98.2	98.2	98.3	98.6	99.1	99.1	99.1	99.3	99.2	99.1

45. U.S. export price indexes by end-use category

[2000 = 100]

Category	2004							2005					
	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June
ALL COMMODITIES	103.4	103.9	103.4	103.8	104.4	104.7	104.8	105.6	105.7	106.4	106.9	106.7	106.7
Foods, feeds, and beverages.....	129.1	128.0	116.5	118.7	117.5	118.3	116.9	117.1	116.4	120.9	121.0	123.6	125.5
Agricultural foods, feeds, and beverages.....	131.1	129.9	117.0	119.3	117.8	118.5	116.6	116.7	116.0	120.7	120.9	123.7	125.8
Nonagricultural (fish, beverages) food products.....	110.7	110.1	110.9	113.0	114.4	115.5	118.4	119.7	119.7	121.8	121.4	121.7	122.1
Industrial supplies and materials.....	109.9	112.0	113.1	114.0	116.6	117.4	118.0	120.1	120.7	122.3	124.1	122.5	121.8
Agricultural industrial supplies and materials.....	110.7	109.0	108.4	109.4	109.2	108.5	109.5	112.9	112.8	115.6	116.7	116.5	115.6
Fuels and lubricants.....	114.9	118.6	120.4	121.5	132.2	128.3	125.4	128.3	133.0	143.8	152.0	145.5	147.8
Nonagricultural supplies and materials, excluding fuel and building materials.....	110.0	112.4	113.5	114.4	116.4	117.9	118.9	121.0	121.0	121.4	122.5	121.4	120.2
Selected building materials.....	103.4	102.8	103.3	104.0	103.9	104.0	104.4	104.6	104.8	105.3	105.5	105.8	106.3
Capital goods.....	97.8	97.8	97.8	97.8	98.0	98.1	98.2	98.4	98.5	98.4	98.4	98.4	98.5
Electric and electrical generating equipment.....	102.0	102.2	102.2	102.4	103.3	103.5	103.6	103.8	103.5	103.9	104.0	104.0	104.1
Nonelectrical machinery.....	94.1	94.0	94.0	93.9	93.9	93.8	93.9	94.0	94.0	93.9	93.8	93.7	93.8
Automotive vehicles, parts, and engines.....	102.3	102.4	102.6	102.5	102.7	102.8	102.9	103.1	103.1	103.3	103.3	103.4	103.5
Consumer goods, excluding automotive.....	100.4	100.9	101.1	101.0	100.9	101.0	101.2	101.7	101.6	101.6	101.9	101.8	101.6
Nondurables, manufactured.....	100.0	100.8	101.0	101.0	100.5	100.6	101.0	101.6	101.5	101.5	101.9	101.6	101.2
Durables, manufactured.....	100.7	100.8	101.0	100.9	100.8	101.0	101.1	101.4	101.5	101.5	101.7	101.6	101.7
Agricultural commodities.....	127.4	126.1	115.5	117.6	116.3	116.7	115.4	116.1	115.5	119.9	120.2	122.5	124.0
Nonagricultural commodities.....	101.5	102.2	102.5	102.8	103.6	103.9	104.1	104.9	105.0	105.4	106.0	105.5	105.4

46. U.S. import price indexes by end-use category

[2000 = 100]

Category	2004							2005					
	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June
ALL COMMODITIES	101.7	102.1	103.6	104.1	105.8	105.5	104.0	104.6	105.5	107.8	108.8	107.7	108.8
Foods, feeds, and beverages.....	106.9	107.5	107.3	108.7	110.0	110.3	111.5	111.1	112.2	115.9	115.5	115.7	113.7
Agricultural foods, feeds, and beverages.....	114.3	114.5	114.1	116.4	118.4	119.1	120.7	119.6	120.8	125.7	125.4	125.7	122.8
Nonagricultural (fish, beverages) food products.....	90.3	91.8	92.3	91.4	91.1	90.7	91.0	92.0	92.8	94.0	93.5	93.3	93.2
Industrial supplies and materials.....	119.3	120.6	126.6	128.5	134.9	133.2	126.4	127.9	130.7	139.8	143.7	139.3	143.9
Fuels and lubricants.....	130.9	133.2	143.4	146.2	160.8	157.0	141.0	142.5	148.0	165.6	173.0	165.1	174.9
Petroleum and petroleum products.....	129.7	132.7	144.4	149.2	165.8	155.9	138.1	141.2	148.4	168.3	174.3	165.9	178.5
Paper and paper base stocks.....	99.0	100.0	100.4	101.1	101.4	101.1	101.3	102.4	103.0	103.8	104.8	104.5	103.9
Materials associated with nondurable supplies and materials.....	106.0	106.5	107.7	108.0	108.7	109.3	109.8	111.3	112.0	113.0	114.0	113.6	113.2
Selected building materials.....	120.5	117.6	124.0	125.6	115.3	111.8	115.6	117.9	119.8	122.7	120.3	115.7	118.1
Unfinished metals associated with durable goods.....	124.4	126.1	129.8	133.1	134.2	136.4	138.5	139.6	138.8	140.4	142.4	141.3	139.3
Nonmetals associated with durable goods.....	98.7	98.5	98.5	98.8	98.9	99.2	99.7	100.9	100.9	100.8	101.2	101.0	100.8
Capital goods.....	92.2	92.2	92.1	92.0	91.8	91.9	92.2	92.5	92.4	92.3	92.1	92.2	92.2
Electric and electrical generating equipment.....	97.0	97.5	97.7	97.4	97.4	97.5	98.0	98.4	98.7	98.8	98.9	98.7	98.6
Nonelectrical machinery.....	90.1	90.0	89.9	89.8	89.5	89.6	89.9	90.1	90.0	89.8	89.6	89.6	89.6
Automotive vehicles, parts, and engines.....	102.2	102.3	102.5	102.7	103.0	103.1	103.2	103.2	103.2	103.2	103.4	103.4	103.4
Consumer goods, excluding automotive.....	98.5	98.5	98.4	98.4	98.5	98.7	99.0	99.6	100.1	99.9	99.9	100.0	99.9
Nondurables, manufactured.....	100.9	101.0	100.9	100.8	100.9	101.1	101.4	102.2	102.8	102.8	102.9	102.8	102.7
Durables, manufactured.....	96.1	95.9	95.9	95.9	96.0	96.2	96.5	96.8	96.7	96.8	96.7	96.7	96.8
Nonmanufactured consumer goods.....	96.8	97.4	97.9	97.9	97.9	98.0	98.2	100.1	105.0	100.3	100.4	103.1	101.9

47. U.S. international price indexes for selected categories of services

[2000 = 100, unless indicated otherwise]

Category	2003			2004			2005		
	June	Sept.	Dec.	Mar.	June	Sept.	Dec.	Mar.	June
Air freight (inbound).....	109.4	112.5	112.9	116.2	116.6	118.7	125.2	126.3	125.9
Air freight (outbound).....	95.4	95.5	94.9	96.1	99.0	100.7	104.7	103.8	107.6
Inbound air passenger fares (Dec. 2003 = 100).....	—	—	100.0	105.1	106.1	110.1	112.5	114.5	116.1
Outbound air passenger fares (Dec. 2003 = 100).....	—	—	100.0	99.3	114.2	114.2	105.4	105.0	120.5
Ocean liner freight (inbound).....	116.1	116.2	117.7	119.1	121.1	120.3	122.7	121.3	128.4

NOTE: Dash indicates data not available.

48. Indexes of productivity, hourly compensation, and unit costs, quarterly data seasonally adjusted

[1992 = 100]

Item	2002			2003				2004				2005	
	II	III	IV	I	II	III	IV	I	II	III	IV	I	II
Business													
Output per hour of all persons.....	123.5	125.0	124.7	125.6	127.9	130.5	130.6	131.7	132.8	133.3	134.3	135.3	135.7
Compensation per hour.....	145.0	145.7	145.8	147.8	150.3	152.0	152.8	154.4	155.7	158.2	162.5	164.9	166.0
Real compensation per hour.....	115.7	115.7	115.1	115.5	117.3	118.0	118.4	118.5	118.2	119.6	121.8	122.9	122.4
Unit labor costs.....	117.7	116.9	116.2	117.7	117.5	116.4	117.0	117.3	117.2	118.7	121.0	121.9	122.3
Unit nonlabor payments.....	112.9	115.0	116.3	116.4	117.2	120.3	120.5	123.0	126.1	124.2	122.3	122.9	124.1
Implicit price deflator.....	115.9	116.2	116.7	117.2	117.4	117.9	118.3	119.4	120.5	120.7	121.5	122.3	123.0
Nonfarm business													
Output per hour of all persons.....	122.7	123.9	124.0	124.9	126.9	129.9	130.1	130.8	132.2	132.7	133.5	134.5	135.3
Compensation per hour.....	144.2	144.8	145.0	147.0	149.3	151.2	152.2	153.5	154.9	157.2	161.0	163.8	165.2
Real compensation per hour.....	115.0	114.9	114.5	114.9	116.5	117.4	117.9	117.8	117.6	118.8	120.7	122.0	121.8
Unit labor costs.....	117.5	116.9	116.9	117.7	117.6	116.4	116.9	117.3	117.1	118.5	120.7	121.7	122.1
Unit nonlabor payments.....	115.0	116.9	118.1	118.2	118.7	121.6	121.3	123.5	126.5	125.3	123.7	124.3	125.5
Implicit price deflator.....	116.6	116.9	117.3	117.9	118.0	118.3	118.6	119.6	120.6	121.0	121.8	122.7	123.4
Nonfinancial corporations													
Output per hour of all employees.....	127.9	129.1	130.1	130.4	132.7	135.1	135.9	136.1	136.1	139.4	142.3	143.5	-
Compensation per hour.....	141.8	142.7	143.2	144.6	147.0	148.9	149.8	150.3	151.7	154.0	158.0	160.8	-
Real compensation per hour.....	113.1	113.3	113.1	113.0	114.8	115.6	116.0	115.4	115.2	116.5	118.4	119.8	-
Total unit costs.....	110.9	110.4	110.0	111.0	110.7	110.4	110.4	110.7	111.0	110.5	110.5	110.9	-
Unit labor costs.....	110.9	110.6	110.1	110.9	110.8	110.2	110.2	110.4	110.8	110.5	111.0	112.0	-
Unit nonlabor costs.....	110.7	110.0	109.6	111.4	110.5	110.9	110.8	111.4	111.5	110.3	108.8	107.9	-
Unit profits.....	94.5	100.3	111.2	107.8	111.3	119.9	124.8	130.2	138.6	139.7	143.1	145.3	-
Unit nonlabor payments.....	103.4	107.4	110.0	110.5	111.4	113.3	114.6	116.4	118.7	118.2	118.0	117.9	-
Implicit price deflator.....	109.4	109.5	110.1	110.7	111.0	111.3	111.7	112.4	113.4	113.1	113.4	114.0	-
Manufacturing													
Output per hour of all persons.....	146.5	148.7	149.5	151.6	152.9	156.9	158.1	159.3	162.2	164.0	166.5	168.2	169.9
Compensation per hour.....	147.6	149.0	150.2	156.5	159.2	161.5	163.2	159.1	161.1	164.9	169.3	172.3	175.0
Real compensation per hour.....	117.7	118.3	118.6	122.3	124.3	125.4	126.5	122.1	122.3	124.7	126.9	128.4	129.1
Unit labor costs.....	100.8	100.2	100.5	103.2	104.1	102.9	103.2	99.9	99.3	100.6	101.7	102.4	103.0

NOTE: Dash indicates data not available.

49. Annual indexes of multifactor productivity and related measures, selected years

[2000 = 100, unless otherwise indicated]

Item	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002
Private business													
Productivity:													
Output per hour of all persons.....	81.4	82.7	86.2	86.5	87.5	87.7	90.3	91.9	94.4	97.2	100.0	102.7	107.2
Output per unit of capital services.....	102.6	99.7	101.7	102.6	104.5	103.6	103.9	104.1	102.6	101.8	100.0	96.3	95.5
Multifactor productivity.....	90.9	90.3	92.7	93.1	94.1	93.8	95.5	96.3	97.4	98.7	100.0	100.1	102.0
Output.....	68.6	68.1	70.9	73.2	76.9	79.1	82.8	87.2	91.5	96.2	100.0	100.4	102.3
Inputs:													
Labor input.....	80.1	79.1	80.0	82.4	86.1	88.5	90.4	94.0	96.2	99.0	100.0	98.6	97.4
Capital services.....	66.9	68.4	69.7	71.3	73.5	76.4	79.7	83.8	89.2	94.5	100.0	104.2	107.1
Combined units of labor and capital input.....	75.5	75.4	76.5	78.6	81.7	84.3	86.7	90.5	93.9	97.5	100.0	100.4	100.3
Capital per hour of all persons.....	79.3	83.0	84.8	84.4	83.7	84.6	86.9	88.3	92.0	95.4	100.0	106.6	112.2
Private nonfarm business													
Productivity:													
Output per hour of all persons.....	81.7	83.1	86.5	86.9	87.9	88.4	90.8	92.2	94.7	97.3	100.0	102.6	107.2
Output per unit of capital services.....	104.2	101.1	102.8	103.8	105.4	104.7	104.7	104.6	103.0	102.1	100.0	96.3	95.4
Multifactor productivity.....	91.5	91.0	93.2	93.6	94.5	94.6	96.0	96.6	97.7	98.8	100.0	100.0	102.0
Output.....	68.6	68.1	70.8	73.2	76.7	79.3	82.9	87.2	91.5	96.3	100.0	100.5	102.4
Inputs:													
Labor input.....	79.8	78.7	79.6	82.2	85.6	88.0	90.0	93.7	96.0	99.0	100.0	98.8	97.3
Capital services.....	65.8	67.4	68.8	70.6	72.8	75.7	79.2	83.3	88.8	94.3	100.0	104.4	107.3
Combined units of labor and capital input.....	75.0	74.8	75.9	78.2	81.2	83.8	86.3	90.2	93.7	97.5	100.0	100.5	100.3
Capital per hour of all persons.....	78.4	82.3	84.1	83.7	83.3	84.4	86.7	88.2	91.9	95.3	100.0	106.6	112.4
Manufacturing [1996 = 100]													
Productivity:													
Output per hour of all persons.....	82.2	84.1	88.6	90.2	93.0	96.5	100.0	103.8	108.9	114.0	118.3	119.7	—
Output per unit of capital services.....	97.5	93.6	95.9	96.9	99.7	100.6	100.0	101.4	101.7	101.7	101.0	95.1	—
Multifactor productivity.....	93.3	92.4	94.0	95.1	97.3	99.2	100.0	103.1	105.7	108.7	111.3	110.3	—
Output.....	83.2	81.5	85.5	88.3	92.9	96.9	100.0	105.6	110.5	114.7	117.4	112.1	—
Inputs:													
Hours of all persons.....	101.1	96.9	96.5	97.8	99.9	100.4	100.0	101.7	101.5	100.7	99.2	93.6	—
Capital services.....	85.3	87.1	89.1	91.1	93.2	96.4	100.0	104.1	108.7	112.8	116.2	117.9	—
Energy.....	93.1	93.2	93.1	96.6	99.9	102.3	100.0	97.5	100.6	102.9	104.3	98.9	—
Nonenergy materials.....	77.5	78.5	83.5	86.5	90.3	93.1	100.0	101.9	107.5	107.9	106.9	105.5	—
Purchased business services.....	84.7	84.6	92.0	92.9	96.0	100.4	100.0	103.9	103.1	105.4	106.5	97.7	—
Combined units of all factor inputs.....	89.1	88.3	90.9	92.8	95.5	97.7	100.0	102.4	104.6	105.5	105.5	101.6	—

NOTE: Dash indicates data not available.

50. Annual indexes of productivity, hourly compensation, unit costs, and prices, selected years

[1992 = 100]

Item	1960	1970	1980	1990	1996	1997	1998	1999	2000	2001	2002	2003	2004
Business													
Output per hour of all persons.....	48.9	66.3	79.1	94.5	104.7	106.7	109.7	112.9	116.1	119.0	123.8	128.6	133.0
Compensation per hour.....	13.9	23.6	54.1	90.6	109.6	113.1	120.0	125.8	134.5	140.2	145.0	150.7	157.7
Real compensation per hour.....	60.8	78.8	89.1	96.3	99.6	100.6	105.3	108.1	111.9	113.4	115.1	117.3	119.5
Unit labor costs.....	28.4	35.6	68.4	96.0	104.7	106.1	109.4	111.4	115.9	117.8	117.1	117.2	118.6
Unit nonlabor payments.....	24.8	31.5	61.3	93.8	112.0	113.9	110.1	109.5	107.4	110.2	114.4	8.6	123.9
Implicit price deflator.....	27.1	34.1	65.8	95.1	107.4	109.0	109.7	110.7	112.7	114.9	116.1	117.7	120.6
Nonfarm business													
Output per hour of all persons.....	51.9	68.0	80.6	94.5	104.9	106.6	109.5	112.6	115.6	118.5	123.3	128.0	132.3
Compensation per hour.....	14.5	23.7	54.4	90.4	109.5	112.9	119.6	125.2	134.0	139.3	144.2	149.9	156.7
Real compensation per hour.....	63.3	79.2	89.5	96.0	99.5	100.4	105.0	107.5	111.4	112.6	114.8	116.7	118.7
Unit labor costs.....	27.9	34.9	67.5	95.7	104.5	105.9	109.3	111.2	115.9	117.5	117.0	117.1	118.4
Unit nonlabor payments.....	24.3	31.2	60.4	93.5	112.2	114.6	111.1	111.1	108.9	111.8	116.3	120.0	124.7
Implicit price deflator.....	26.6	33.5	64.9	94.9	107.3	109.1	109.9	111.1	113.3	115.4	116.7	118.2	120.7
Nonfinancial corporations													
Output per hour of all employees.....	56.2	69.8	80.8	95.4	107.1	109.9	113.5	117.3	121.5	123.5	128.2	133.5	138.7
Compensation per hour.....	16.2	25.7	57.2	91.1	108.5	111.7	118.1	123.6	132.0	137.3	142.0	147.6	153.5
Real compensation per hour.....	70.8	85.9	94.1	96.8	98.5	99.4	103.6	106.2	109.7	111.1	113.0	114.8	116.4
Total unit costs.....	27.3	35.6	69.2	96.0	100.9	101.1	102.9	104.0	107.4	111.6	110.7	110.6	110.6
Unit labor costs.....	28.8	36.9	70.8	95.5	101.3	101.7	104.1	105.3	108.6	111.2	110.7	110.5	110.7
Unit nonlabor costs.....	23.3	32.2	64.9	97.3	100.0	99.7	99.5	100.4	104.2	112.6	110.8	110.9	110.5
Unit profits.....	50.2	44.4	66.9	96.9	150.0	154.3	137.0	129.1	108.7	82.2	95.4	116.7	138.0
Unit nonlabor payments.....	30.5	35.4	65.5	97.2	113.3	114.3	109.5	108.0	105.4	104.5	107.4	112.5	117.8
Implicit price deflator.....	29.4	36.4	69.0	96.1	105.3	105.9	105.9	106.2	107.5	108.9	109.6	111.2	113.1
Manufacturing													
Output per hour of all persons.....	41.8	54.2	70.1	92.9	113.9	118.0	123.6	128.1	134.1	136.9	147.3	154.8	163.0
Compensation per hour.....	14.9	23.7	55.6	90.5	109.3	112.2	118.7	123.4	134.7	137.8	147.9	160.1	163.6
Real compensation per hour.....	65.0	79.2	91.4	96.1	99.3	99.8	104.2	106.0	112.0	111.5	117.7	124.6	124.0
Unit labor costs.....	35.6	43.8	79.3	97.3	96.0	95.1	96.0	96.4	100.5	100.7	100.4	102.4	100.4
Unit nonlabor payments.....	26.8	29.3	80.2	100.8	110.7	110.4	104.2	105.1	107.1	105.9	-	-	-
Implicit price deflator.....	30.2	35.0	79.9	99.5	105.2	104.6	101.1	101.8	104.6	103.9	-	-	-

Dash indicates data not available.

51. Annual indexes of output per hour for selected NAICS industries

[1997=100]

NAICS	Industry	1987	1990	1992	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003
Mining														
21	Mining.....	85.5	85.1	95.0	98.5	101.7	101.3	100.0	103.6	111.4	111.2	109.1	113.9	116.2
211	Oil and gas extraction.....	80.1	75.7	81.6	87.5	95.3	98.1	100.0	101.2	107.9	119.4	121.6	124.0	130.5
212	Mining, except oil and gas.....	69.8	79.3	86.8	93.0	94.0	96.0	100.0	104.6	105.9	106.8	109.0	111.4	113.6
2121	Coal mining.....	58.4	68.1	75.3	83.9	88.2	94.9	100.0	106.5	110.3	115.8	114.4	112.2	113.1
2122	Metal ore mining.....	71.2	79.9	91.7	104.1	98.5	95.3	100.0	109.5	112.7	124.4	131.8	142.4	141.0
2123	Nonmetallic mineral mining and quarrying.....	88.5	92.3	96.1	96.9	97.3	97.1	100.0	101.3	101.2	96.2	99.3	103.6	108.6
Utilities														
2211	Power generation and supply.....	65.6	71.1	74.5	83.1	88.5	95.2	100.0	103.7	103.5	107.0	106.4	102.9	105.1
2212	Natural gas distribution.....	67.8	71.4	76.1	82.3	89.0	96.0	100.0	99.0	102.7	113.2	110.1	115.4	114.3
Manufacturing														
3111	Animal food.....	83.6	91.5	90.5	87.4	93.8	86.1	100.0	109.0	110.9	109.7	131.4	142.7	140.4
3112	Grain and oilseed milling.....	81.1	88.6	91.1	94.3	98.7	90.0	100.0	107.5	116.1	113.1	119.5	123.8	122.0
3113	Sugar and confectionery products.....	87.6	89.5	89.2	92.7	93.2	97.8	100.0	103.5	106.5	109.8	108.6	108.2	112.2
3114	Fruit and vegetable preserving and specialty.....	92.4	87.6	91.9	95.5	98.3	98.8	100.0	107.1	109.5	111.8	121.4	126.7	121.8
3115	Dairy products.....	82.7	91.1	95.2	94.9	97.6	97.8	100.0	100.0	93.6	95.9	97.1	105.0	110.1
3116	Animal slaughtering and processing.....	97.4	94.3	101.8	97.4	99.0	94.2	100.0	100.0	101.2	102.6	103.7	107.8	107.0
3117	Seafood product preparation and packaging.....	123.1	119.7	117.8	115.5	110.3	118.0	100.0	120.2	131.6	140.5	153.0	170.0	177.8
3118	Bakeries and tortilla manufacturing.....	100.9	94.5	97.1	98.6	100.7	97.3	100.0	103.8	108.6	108.3	109.9	110.7	110.9
3119	Other food products.....	92.5	92.4	97.6	102.2	104.0	105.0	100.0	107.8	111.3	112.7	106.2	113.6	118.9
3121	Beverages.....	77.1	87.6	94.9	100.5	103.2	102.0	100.0	99.0	90.7	90.8	92.7	99.8	105.0
3131	Fiber, yarn, and thread mills.....	66.5	74.4	80.2	87.2	91.9	98.9	100.0	102.1	103.9	101.3	109.1	133.5	150.2
3132	Fabric mills.....	68.0	75.3	81.4	91.7	95.5	98.1	100.0	104.2	110.0	110.1	110.3	125.7	136.1
3133	Textile and fabric finishing mills.....	91.3	82.0	83.5	87.6	84.3	85.0	100.0	101.2	102.2	104.4	108.5	119.7	124.8
3141	Textile furnishings mills.....	91.2	88.0	92.7	90.1	92.3	93.8	100.0	99.3	99.1	104.5	103.1	103.5	111.9
3149	Other textile product mills.....	92.2	91.4	91.8	94.5	95.9	97.2	100.0	96.7	107.6	108.9	103.1	105.1	104.6
3151	Apparel knitting mills.....	76.2	86.2	93.3	104.3	109.3	122.1	100.0	96.1	101.4	108.9	105.6	114.8	107.5
3152	Cut and sew apparel.....	69.8	70.1	72.9	80.4	85.2	90.6	100.0	102.3	114.6	119.8	119.5	110.9	123.5
3211	Sawmills and wood preservation.....	77.6	79.4	85.7	84.6	90.4	95.9	100.0	100.3	104.7	105.4	108.8	114.4	120.6
3212	Plywood and engineered wood products.....	99.8	102.9	114.3	105.3	101.5	101.1	100.0	105.2	98.8	98.9	105.3	110.3	106.5
3219	Other wood products.....	103.2	105.5	103.2	98.2	99.8	100.5	100.0	101.1	104.6	103.1	104.9	114.2	112.9
3221	Pulp, paper, and paperboard mills.....	81.7	84.0	87.9	94.1	98.4	95.4	100.0	102.5	111.1	116.3	119.9	133.1	138.0
3222	Converted paper products.....	89.0	90.1	94.0	97.5	97.2	97.7	100.0	102.5	100.1	101.1	100.5	105.5	109.3
3231	Printing and related support activities.....	97.7	97.6	101.7	98.6	98.8	99.9	100.0	100.6	102.8	104.6	105.3	110.0	110.7
3241	Petroleum and coal products.....	72.1	76.1	79.0	83.8	89.9	93.5	100.0	102.2	107.1	113.5	112.1	117.9	118.9
3251	Basic chemicals.....	94.6	93.4	90.2	94.7	91.3	89.4	100.0	102.7	115.7	117.5	108.8	124.0	132.0
3252	Resin, rubber, and artificial fibers.....	77.4	76.4	80.4	93.4	95.4	93.1	100.0	106.0	109.8	109.8	106.2	123.0	120.9
3253	Agricultural chemicals.....	80.4	85.8	82.1	86.8	89.9	91.7	100.0	98.8	87.4	92.1	90.0	98.9	107.2
3254	Pharmaceuticals and medicines.....	87.3	91.3	87.5	93.4	95.9	100.0	100.0	93.8	95.7	95.6	99.5	96.0	98.6
3255	Paints, coatings, and adhesives.....	89.3	87.1	89.6	93.9	92.3	99.1	100.0	100.1	100.3	100.8	105.6	109.1	113.5
3256	Soap, cleaning compounds, and toiletries.....	84.4	84.8	85.0	90.8	96.1	97.3	100.0	98.0	93.0	102.8	106.0	124.5	114.6
3259	Other chemical products and preparations.....	75.4	77.8	85.8	92.3	93.5	94.0	100.0	99.2	109.3	119.7	110.4	118.9	122.7
3261	Plastics products.....	83.1	85.2	90.8	94.4	94.5	96.6	100.0	104.2	109.9	112.3	114.6	122.7	127.6
3262	Rubber products.....	75.5	83.5	84.7	90.7	92.9	94.2	100.0	99.4	100.2	101.7	102.3	107.9	111.7
3271	Clay products and refractories.....	86.9	89.4	92.0	96.3	97.4	102.4	100.0	101.2	102.7	102.9	98.4	99.8	103.5
3272	Glass and glass products.....	82.3	79.1	83.8	85.7	87.5	94.7	100.0	101.4	106.7	108.2	102.8	107.4	115.2
3273	Cement and concrete products.....	93.6	96.6	96.2	95.7	99.7	102.0	100.0	105.1	105.9	101.6	98.0	102.4	106.9
3279	Other nonmetallic mineral products.....	83.0	79.5	90.3	89.6	91.4	96.0	100.0	99.0	95.6	96.6	98.6	106.7	112.4
3311	Iron and steel mills and ferroalloy production.....	64.8	70.2	74.7	87.1	90.0	94.1	100.0	101.3	104.8	106.0	108.5	123.8	125.8
3312	Steel products from purchased steel.....	79.7	84.4	90.1	99.5	100.6	100.5	100.0	100.1	93.0	95.5	94.3	105.2	101.6
3313	Alumina and aluminum production.....	90.5	90.7	95.8	99.6	95.9	95.4	100.0	101.4	103.5	96.5	96.0	125.0	127.1
3314	Other nonferrous metal production.....	96.8	96.3	99.7	105.1	102.7	105.9	100.0	111.3	108.4	102.3	99.5	108.5	120.5
3315	Foundries.....	81.4	86.5	86.4	91.8	93.1	96.0	100.0	101.2	104.5	103.6	107.4	117.0	117.5
3321	Forging and stamping.....	85.4	89.0	92.2	93.4	93.9	97.4	100.0	103.5	110.9	121.1	120.7	125.3	132.9
3322	Cutlery and hand tools.....	86.3	85.4	87.4	94.1	97.2	103.8	100.0	99.9	108.0	105.9	110.3	107.5	109.0
3323	Architectural and structural metals.....	88.7	87.9	92.7	94.7	93.3	93.9	100.0	101.0	102.0	100.7	101.7	106.3	109.1
3324	Boilers, tanks, and shipping containers.....	86.0	90.1	95.4	100.1	97.3	100.7	100.0	100.4	97.1	94.7	94.6	99.7	102.0
3326	Spring and wire products.....	82.2	85.2	90.8	91.0	99.0	102.4	100.0	110.6	111.4	112.6	111.9	129.1	138.8
3327	Machine shops and threaded products.....	76.9	79.2	87.4	91.6	98.3	99.8	100.0	99.6	104.2	108.2	108.8	115.6	115.8
3328	Coating, engraving, and heat treating metals.....	75.5	81.3	86.6	95.8	102.2	101.7	100.0	100.9	101.0	105.5	107.3	115.2	116.9
3329	Other fabricated metal products.....	91.0	86.5	90.4	94.5	96.3	98.2	100.0	101.9	99.6	99.9	96.7	106.5	111.2
3331	Agriculture, construction, and mining machinery.....	74.6	83.3	79.0	91.0	95.4	95.7	100.0	103.3	94.3	100.3	100.3	103.7	116.6
3332	Industrial machinery.....	75.1	81.6	79.9	89.5	97.1	98.5	100.0	95.1	105.8	130.0	105.8	106.0	109.0
3333	Commercial and service industry machinery.....	86.9	95.6	100.1	103.1	103.6	107.2	100.0	105.9	109.8	100.9	94.3	102.0	109.7
3334	HVAC and commercial refrigeration equipment.....	84.0	90.6	91.5	97.1	96.4	97.2	100.0	106.2	110.2	107.9	110.8	117.6	127.5
3335	Metalworking machinery.....	85.1	86.5	89.2	93.5	99.2	97.5	100.0	99.1	100.3	106.1	103.3	115.6	117.4

51. Continued—Annual indexes of output per hour for selected NAICS industries

[1997=100]

NAICS	Industry	1987	1990	1992	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003
3336	Turbine and power transmission equipment.....	80.2	85.9	80.9	92.7	91.3	98.0	100.0	105.0	110.8	114.9	126.9	132.7	141.8
3339	Other general purpose machinery.....	83.5	86.8	85.4	91.3	94.0	94.9	100.0	103.7	106.0	113.7	110.5	117.6	124.5
3341	Computer and peripheral equipment.....	11.0	14.7	21.4	35.3	49.9	72.6	100.0	140.4	195.8	234.9	252.0	297.3	379.6
3342	Communications equipment.....	39.8	48.4	60.6	71.0	74.4	84.5	100.0	107.1	135.4	164.1	152.9	128.1	142.2
3344	Semiconductors and electronic components.....	17.0	21.9	29.8	43.3	63.8	83.1	100.0	125.8	173.9	232.4	230.4	264.1	322.1
3345	Electronic instruments.....	70.2	78.5	85.9	90.2	97.9	97.6	100.0	102.3	106.7	116.7	119.3	119.3	128.5
3351	Electric lighting equipment.....	91.1	88.2	94.1	94.0	91.9	95.8	100.0	104.4	102.7	102.0	106.7	112.3	113.1
3352	Household appliances.....	73.3	76.5	82.3	94.9	91.8	91.9	100.0	105.3	103.9	117.2	124.7	136.0	151.6
3353	Electrical equipment.....	68.7	73.6	79.0	88.6	98.0	100.4	100.0	100.2	98.7	99.4	101.0	103.2	104.9
3359	Other electrical equipment and components.....	78.7	76.0	82.2	89.1	92.0	96.3	100.0	105.7	114.6	119.6	112.9	115.6	116.9
3361	Motor vehicles.....	75.4	85.6	90.8	89.9	88.5	91.0	100.0	113.4	122.6	109.7	110.0	126.3	138.7
3362	Motor vehicle bodies and trailers.....	85.0	75.9	88.4	97.8	97.4	98.5	100.0	102.9	103.1	98.8	88.7	105.5	109.3
3363	Motor vehicle parts.....	78.7	76.0	82.3	91.4	92.3	93.0	100.0	105.0	110.0	112.3	114.8	130.7	135.9
3364	Aerospace products and parts.....	86.5	89.1	96.8	94.4	94.9	98.9	100.0	120.2	120.0	103.2	116.7	117.8	121.7
3366	Ship and boat building.....	95.5	99.6	99.4	98.9	93.1	93.5	100.0	99.3	112.0	121.9	121.5	131.0	133.8
3371	Household and institutional furniture.....	85.2	88.2	92.5	94.1	97.2	99.8	100.0	102.2	103.1	101.9	105.5	115.7	118.2
3372	Office furniture and fixtures.....	85.8	82.2	86.4	83.9	84.9	86.3	100.0	100.0	98.2	100.2	98.0	115.2	125.3
3379	Other furniture-related products.....	86.3	88.9	87.6	93.8	94.8	97.6	100.0	106.9	102.0	99.5	105.0	110.4	110.5
3391	Medical equipment and supplies.....	76.3	82.9	89.2	92.1	96.6	100.5	100.0	108.7	110.4	114.6	119.3	128.6	137.1
3399	Other miscellaneous manufacturing.....	85.4	90.5	90.3	93.6	95.9	99.7	100.0	102.0	105.0	113.6	111.7	129.5	135.3
Wholesale trade														
42	Wholesale trade.....	73.5	78.5	86.3	91.3	93.4	96.3	100.0	104.8	112.0	115.7	118.5	124.3	128.6
423	Durable goods.....	62.1	66.7	75.0	84.3	88.8	93.9	100.0	105.9	116.2	120.2	121.2	127.5	133.7
4231	Motor vehicles and parts.....	72.9	76.6	82.0	94.2	93.4	95.7	100.0	105.1	120.3	113.9	115.3	122.2	128.8
4232	Furniture and furnishings.....	79.2	87.2	91.4	93.3	96.8	96.6	100.0	98.5	100.9	106.1	106.1	101.7	111.2
4233	Lumber and construction supplies.....	120.1	118.7	119.8	112.2	102.9	102.9	100.0	104.0	105.8	102.7	109.8	116.8	126.5
4234	Commercial equipment.....	28.0	33.9	48.3	60.4	74.8	88.3	100.0	118.4	143.4	150.6	169.5	196.3	212.4
4235	Metals and minerals.....	105.6	102.6	110.0	110.5	101.5	103.1	100.0	102.9	96.4	99.8	103.1	103.5	103.7
4236	Electric goods.....	40.3	47.5	51.8	68.7	79.8	87.5	100.0	105.5	127.9	152.4	147.4	154.6	164.7
4237	Hardware and plumbing.....	82.7	88.5	97.1	102.3	99.0	99.7	100.0	103.6	109.1	112.0	102.9	107.1	111.4
4238	Machinery and supplies.....	74.9	82.4	79.8	85.0	89.5	93.7	100.0	104.2	101.1	103.9	102.1	99.7	103.9
4239	Miscellaneous durable goods.....	86.2	87.3	109.2	103.4	98.0	100.2	100.0	102.3	114.5	118.4	118.1	124.4	120.3
424	Nondurable goods.....	93.3	97.9	102.8	101.5	99.6	99.0	100.0	103.5	104.9	106.3	108.1	112.0	117.1
4241	Paper and paper products.....	86.5	82.3	96.5	101.0	96.4	94.8	100.0	99.7	104.1	105.8	110.4	123.3	126.6
4242	Druggists' goods.....	70.1	80.7	90.4	91.9	94.7	98.4	100.0	99.9	101.4	95.7	99.7	117.5	133.9
4243	Apparel and piece goods.....	88.3	101.8	99.8	103.7	92.0	99.1	100.0	104.8	103.2	101.6	103.5	109.8	104.0
4244	Grocery and related products.....	88.1	95.9	104.0	104.0	103.5	99.9	100.0	102.5	104.2	106.0	107.3	107.2	110.2
4245	Farm product raw materials.....	82.4	79.5	83.7	79.2	86.3	88.7	100.0	101.5	116.2	121.3	123.4	134.3	134.2
4246	Chemicals.....	95.8	106.4	111.5	110.7	102.4	100.5	100.0	99.6	97.4	94.1	92.3	98.1	100.9
4247	Petroleum.....	93.5	96.2	117.2	114.2	108.2	104.4	100.0	113.8	109.5	111.1	114.6	121.8	125.9
4248	Alcoholic beverages.....	99.2	109.3	105.9	106.6	103.4	104.7	100.0	110.6	108.2	112.0	111.6	116.2	117.7
4249	Miscellaneous nondurable goods.....	107.9	107.3	93.6	93.5	97.0	99.0	100.0	104.1	105.8	113.0	112.3	107.2	115.5
425	Electronic markets and agents and brokers.....	65.7	73.2	83.4	89.6	92.6	97.0	100.0	104.9	117.3	126.5	135.4	139.7	131.0
42511	Business to business electronic markets.....	69.2	74.8	84.0	91.2	92.9	96.6	100.0	104.1	125.8	146.1	179.1	226.5	300.4
42512	Wholesale trade agents and brokers.....	64.2	72.6	83.5	89.6	93.1	97.3	100.0	105.0	112.7	116.9	115.6	110.9	98.2
Retail trade														
44-45	Retail trade.....	80.8	83.1	86.5	92.7	94.6	98.0	100.0	104.9	110.5	114.8	118.7	123.2	129.8
441	Motor vehicle and parts dealers.....	85.6	90.7	93.9	97.4	97.6	99.3	100.0	103.6	107.1	107.6	110.2	111.1	112.9
4411	Automobile dealers.....	87.1	92.4	95.8	98.3	97.7	99.2	100.0	103.3	106.9	106.0	108.7	107.2	106.4
4412	Other motor vehicle dealers.....	73.3	73.3	81.6	93.2	91.0	98.8	100.0	107.5	112.6	110.3	115.4	117.5	131.6
4413	Auto parts, accessories, and tire stores.....	78.4	86.3	90.5	95.8	98.7	99.2	100.0	107.5	111.5	114.2	110.3	120.0	130.0
442	Furniture and home furnishings stores.....	76.7	80.1	88.3	90.9	94.7	100.2	100.0	102.6	110.0	116.3	120.3	124.8	135.3
4421	Furniture stores.....	76.3	83.3	90.5	90.8	93.5	97.9	100.0	103.3	107.9	113.8	120.3	124.3	131.4
4422	Home furnishings stores.....	77.0	75.8	85.3	90.8	96.1	103.0	100.0	102.0	112.8	119.5	120.4	125.6	140.4
443	Electronics and appliance stores.....	36.9	45.9	56.9	77.7	89.4	94.8	100.0	122.9	153.0	179.7	202.5	242.6	311.0
444	Building material and garden supply stores.....	77.4	81.5	82.7	92.8	93.1	97.4	100.0	108.0	113.9	114.4	116.4	120.8	129.3
4441	Building material and supplies dealers.....	78.2	83.0	83.3	94.0	94.2	97.5	100.0	109.2	115.6	115.7	116.3	121.6	130.4
4442	Lawn and garden equipment and supplies stores.....	73.1	73.8	79.3	85.8	86.8	97.1	100.0	101.0	103.4	105.9	117.5	115.1	121.6
445	Food and beverage stores.....	109.6	106.6	106.1	103.9	101.9	100.5	100.0	100.5	103.6	104.5	107.8	109.8	114.3
4451	Grocery stores.....	110.6	106.5	106.7	104.7	102.8	101.0	100.0	100.5	104.6	104.5	107.8	110.5	113.7
4452	Specialty food stores.....	127.0	119.3	106.3	101.4	97.6	94.4	100.0	97.9	95.4	102.0	108.8	108.0	123.2
4453	Beer, wine and liquor stores.....	95.6	98.7	97.2	94.5	95.1	103.8	100.0	107.0	101.9	112.1	113.5	112.8	127.2
446	Health and personal care stores.....	85.8	92.9	90.4	91.6	91.6	96.4	100.0	104.3	105.4	110.6	113.5	119.9	129.5
447	Gasoline stations.....	83.0	83.7	87.7	96.1	99.7	99.8	100.0	106.8	110.5	107.0	112.4	121.8	117.6
448	Clothing and clothing accessories stores.....	65.8	69.2	74.8	83.2	92.8	99.5	100.0	106.1	113.6	123.2	126.4	130.2	138.9
4481	Clothing stores.....	66.6	69.1	77.7	82.3	91.5	98.6	100.0	108.4	113.7	124.6	129.8	134.8	141.2

51. Continued—Annual indexes of output per hour for selected NAICS industries

[1997=100]

NAICS	Industry	1987	1990	1992	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003
4482	Shoe stores.....	65.3	71.4	75.5	86.4	96.7	104.8	100.0	94.2	105.0	111.2	112.0	123.5	132.1
4483	Jewelry, luggage, and leather goods stores.....	63.6	67.8	61.9	84.8	95.7	98.6	100.0	108.3	121.5	128.6	125.0	117.8	135.3
451	Sporting goods, hobby, book, and music stores.....	73.7	81.1	85.0	87.8	94.3	94.6	100.0	109.6	116.0	122.8	130.8	131.7	131.7
4511	Sporting goods and musical instrument stores.....	69.4	78.3	81.7	85.7	94.0	93.2	100.0	113.9	122.0	129.7	136.7	136.7	137.8
4512	Book, periodical, and music stores.....	84.4	87.3	92.2	92.4	95.0	97.4	100.0	101.7	105.0	110.1	119.6	122.7	121.1
452	General merchandise stores.....	73.7	75.3	82.9	90.6	92.0	96.9	100.0	105.0	113.3	120.1	124.5	129.2	135.6
4521	Department stores.....	87.7	84.2	91.7	95.3	94.7	98.7	100.0	100.6	104.7	106.7	104.5	103.2	106.6
4529	Other general merchandise stores.....	54.8	61.4	69.5	82.5	87.2	93.9	100.0	113.4	129.8	145.9	162.1	176.5	184.6
453	Miscellaneous store retailers.....	65.7	69.5	74.1	86.5	88.8	94.7	100.0	107.7	109.6	110.7	109.6	114.5	120.8
4531	Florists.....	77.9	73.3	83.2	82.4	82.5	92.0	100.0	102.6	118.7	114.8	107.9	117.9	130.0
4532	Office supplies, stationery and gift stores.....	56.6	61.1	75.0	88.2	91.7	93.1	100.0	111.3	119.6	125.3	128.4	135.8	145.4
4533	Used merchandise stores.....	78.5	82.2	81.8	85.0	86.2	95.7	100.0	115.7	109.3	118.0	119.8	129.2	131.1
4539	Other miscellaneous store retailers.....	74.9	81.7	71.8	89.4	88.9	97.4	100.0	104.1	98.6	96.4	92.6	93.2	99.2
454	Nonstore retailers.....	52.7	56.4	62.6	75.2	80.0	92.0	100.0	112.3	123.3	150.1	155.7	175.1	203.0
4541	Electronic shopping and mail-order houses.....	40.0	43.9	50.5	62.5	71.3	84.7	100.0	118.3	140.9	158.1	176.3	204.8	242.2
4542	Vending machine operators.....	98.7	97.2	95.0	93.9	88.5	97.6	100.0	114.5	118.0	127.1	110.7	117.8	128.4
4543	Direct selling establishments.....	74.9	77.8	82.1	94.4	94.3	102.9	100.0	97.7	93.2	114.6	110.5	117.2	127.8
Transportation and warehousing														
481	Air transportation.....	81.1	77.5	81.4	90.8	95.3	98.8	100.0	97.6	98.2	98.2	91.9	102.0	112.1
482111	Line-haul railroads.....	58.9	69.8	82.3	88.6	92.0	98.4	100.0	102.1	105.5	114.3	121.9	131.9	142.0
48412	General freight trucking, long-distance.....	86.8	87.5	97.2	97.8	95.2	96.7	100.0	99.8	99.2	101.0	102.1	106.6	108.8
48421	Used household and office goods moving.....	102.3	115.5	113.4	105.4	102.3	95.4	100.0	97.0	101.3	100.2	86.3	81.8	88.7
491	U.S. Postal Service.....	92.4	96.1	96.5	98.5	98.3	96.7	100.0	101.4	102.4	104.9	106.1	107.0	108.7
492	Couriers and messengers.....	147.8	138.8	155.8	113.8	101.5	100.2	100.0	112.5	117.5	122.1	122.9	131.4	134.4
Information														
5111	Newspaper, book, and directory publishers.....	104.8	96.6	96.0	93.1	93.4	92.7	100.0	103.8	104.0	106.1	104.3	102.6	105.8
5112	Software publishers.....	10.2	28.5	43.0	64.9	73.2	88.3	100.0	119.0	117.8	112.2	113.7	122.5	138.4
51213	Motion picture and video exhibition.....	90.4	109.2	104.3	103.4	99.8	99.0	100.0	99.5	102.0	107.2	101.8	100.7	104.8
515	Broadcasting, except internet.....	99.0	97.9	102.6	103.9	103.4	102.1	100.0	105.0	105.7	105.9	100.5	106.5	108.4
5151	Radio and television broadcasting.....	97.2	97.2	103.8	106.6	105.9	104.4	100.0	98.1	97.3	95.7	91.5	97.1	99.0
5152	Cable and other subscription programming.....	105.9	100.6	96.5	92.0	93.2	93.3	100.0	131.4	136.0	140.2	128.9	135.4	138.0
5171	Wired telecommunications carriers.....	56.1	65.3	71.4	81.7	87.2	96.5	100.0	104.8	113.2	119.2	120.1	129.0	134.7
5172	Wireless telecommunications carriers.....	79.4	72.1	75.0	89.7	90.2	102.0	100.0	97.6	131.4	142.8	190.3	218.9	247.7
5175	Cable and other program distribution.....	105.4	100.3	96.2	91.9	93.5	93.3	100.0	95.4	93.5	89.3	85.1	92.2	97.2
Finance and insurance														
52211	Commercial banking.....	72.8	80.7	83.3	92.8	95.6	100.0	100.0	96.7	98.6	100.8	96.3	98.6	101.5
Real estate and rental and leasing														
532111	Passenger car rental.....	90.9	88.7	103.5	107.0	100.2	109.0	100.0	100.3	112.7	112.1	112.7	114.2	120.4
53212	Truck, trailer and RV rental and leasing.....	60.7	69.0	67.2	79.7	88.6	97.0	100.0	95.8	103.1	105.1	105.2	105.1	105.7
53223	Video tape and disc rental.....	71.5	92.9	99.6	117.9	115.7	101.2	100.0	114.6	133.0	140.6	137.8	135.8	154.0
Professional, scientific, and technical services														
541213	Tax preparation services.....	89.9	91.9	105.4	122.1	96.9	92.6	100.0	112.2	110.5	101.3	91.2	115.9	114.9
54181	Advertising agencies.....	94.3	105.2	112.9	107.1	100.7	102.8	100.0	96.1	111.3	119.5	121.6	128.1	138.3
541921	Photography studios, portrait.....	104.8	107.7	108.2	115.7	118.7	102.0	100.0	106.3	101.3	101.6	104.1	103.3	113.2
Administrative and waste management														
56151	Travel agencies.....	91.4	95.6	93.4	94.0	93.6	100.1	100.0	107.1	111.3	120.0	114.0	130.8	151.9
56172	Janitorial services.....	70.2	85.4	92.6	86.8	90.0	96.2	100.0	107.9	107.2	111.1	105.2	104.4	115.9
Health care and social assistance														
62151	Medical and diagnostic laboratories.....	-	-	-	92.6	91.2	94.5	100.0	115.7	124.2	134.5	138.0	142.7	136.8
621511	Medical laboratories.....	-	-	-	92.6	91.4	94.7	100.0	108.6	115.8	125.1	127.7	126.3	117.0
621512	Diagnostic imaging centers.....	-	-	-	92.9	90.8	94.2	100.0	128.8	139.6	153.2	156.6	173.2	172.0
Accommodation and food services														
7211	Traveler accommodations.....	83.8	80.8	90.7	95.4	97.9	99.7	100.0	100.3	106.6	113.0	109.4	113.2	115.6
722	Food services and drinking places.....	96.5	102.7	101.4	100.4	100.4	99.2	100.0	101.2	101.3	103.8	104.5	105.0	108.4
7221	Full-service restaurants.....	91.9	99.1	97.4	97.6	96.3	96.3	100.0	100.0	99.2	101.1	101.7	102.2	105.3
7222	Limited-service eating places.....	96.0	103.1	102.4	103.1	104.4	102.1	100.0	102.4	102.7	105.4	107.1	108.2	111.5
7223	Special food services.....	100.0	108.1	106.8	101.4	98.8	97.4	100.0	101.9	105.8	111.3	107.5	104.3	107.4
7224	Drinking places, alcoholic beverages.....	136.2	123.0	119.0	100.5	104.8	102.6	100.0	100.5	100.5	103.0	102.1	105.7	118.0
Other services (except public administration)														
8111	Automotive repair and maintenance.....	85.9	90.6	89.4	95.9	102.4	99.1	100.0	104.7	106.5	108.5	109.0	103.5	104.3
81211	Hair, nail and skin care services.....	83.3	81.5	85.6	88.8	92.8	97.2	100.0	103.8	106.4	106.6	114.0	110.0	124.8
81221	Funeral homes and funeral services.....	100.2	93.1	104.2	106.2	100.7	97.0	100.0	107.3	103.9	94.9	91.8	93.1	95.5
8123	Drycleaning and laundry services.....	96.4	94.2	94.0	95.1	99.1	101.6	100.0	104.4	109.1	110.9	115.7	114.0	110.1
81292	Photofinishing.....	100.0	110.8	115.2	116.9	106.5	102.8	100.0	90.6	93.5	84.0	82.6	96.0	91.6

NOTE: Dash indicates data are not available.

52. Unemployment rates, approximating U.S. concepts, in nine countries, quarterly data seasonally adjusted

Country	Annual average		2003				2004				2005
	2003	2004	I	II	III	IV	I	II	III	IV	I
United States.....	6.0	5.5	5.8	6.1	6.1	5.9	5.6	5.6	5.5	5.4	5.3
Canada.....	6.9	6.4	6.7	6.9	7.1	6.8	6.6	6.5	6.4	6.3	6.2
Australia.....	6.1	5.5	6.2	6.2	6.0	5.8	5.7	5.6	5.6	5.2	5.1
Japan.....	5.3	4.8	5.4	5.5	5.2	5.1	4.9	4.7	4.8	4.6	4.6
France.....	9.6	9.8	9.3	9.5	9.7	9.8	9.7	9.8	9.8	9.8	9.9
Germany.....	9.7	9.8	9.6	9.8	9.8	9.7	9.7	9.8	10.0	10.1	11.0
Italy.....	8.5	8.1	8.7	8.4	8.6	8.4	8.3	8.1	8.1	8.1	-
Sweden.....	5.8	6.6	5.3	5.5	5.8	6.3	6.7	6.8	6.6	6.4	6.3
United Kingdom.....	5.0	4.8	5.1	5.0	5.0	4.9	4.8	4.8	4.7	4.7	-

NOTE: Dash indicates data not available. Quarterly figures for Japan, France, Germany, Italy, and Sweden 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.

for further qualifications and historical data, see *Comparative Civilian Labor Force Statistics, Ten Countries, 1960-2004* (Bureau of Labor Statistics, May 13, 2005), on the Internet at <http://www.bls.gov/fls/home.htm>.

Monthly and quarterly unemployment rates, updated monthly, are also on this site.

53. Annual data: employment status of the working-age population, approximating U.S. concepts, 10 countries

[Numbers in thousands]

Employment status and country	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
Civilian labor force												
United States.....	129,200	131,056	132,304	133,943	136,297	137,673	139,368	142,583	143,734	144,863	146,510	147,401
Canada.....	14,233	14,336	14,439	14,604	14,863	15,115	15,389	15,632	15,892	16,367	16,729	16,956
Australia.....	8,613	8,770	8,995	9,115	9,204	9,339	9,414	9,590	9,752	9,907	10,092	10,244
Japan.....	65,470	65,780	65,990	66,450	67,200	67,240	67,090	66,990	66,860	66,240	66,010	65,760
France.....	24,490	24,676	24,743	24,985	25,109	25,434	25,764	26,078	26,354	26,686	26,870	—
Germany.....	39,102	39,074	38,980	39,142	39,415	39,754	39,375	39,301	39,456	39,499	39,591	39,698
Italy.....	22,771	22,592	22,574	22,674	22,749	23,000	23,172	23,357	23,520	23,728	24,021	24,065
Netherlands.....	7,014	7,152	7,208	7,301	7,536	7,617	7,848	8,149	8,338	8,285	8,353	8,457
Sweden.....	4,444	4,418	4,460	4,459	4,418	4,402	4,430	4,489	4,530	4,544	4,567	4,576
United Kingdom.....	28,094	28,124	28,135	28,243	28,406	28,478	28,782	28,957	29,090	29,340	29,562	29,748
Participation rate¹												
United States.....	66.3	66.6	66.6	66.8	67.1	67.1	67.1	67.1	66.8	66.6	66.2	66.0
Canada.....	65.5	65.1	64.8	64.6	64.9	65.3	65.7	65.8	65.9	66.7	67.3	67.3
Australia.....	63.5	63.9	64.5	64.6	64.3	64.3	64.0	64.4	64.4	64.4	64.6	64.7
Japan.....	63.3	63.1	62.9	63.0	63.2	62.8	62.4	62.0	61.6	60.8	60.3	60.0
France.....	55.4	55.6	55.4	55.7	55.6	55.9	56.3	56.6	56.9	57.2	57.4	—
Germany.....	57.8	57.4	57.1	57.1	57.3	57.7	56.9	56.7	56.7	56.5	56.4	—
Italy.....	48.3	47.6	47.3	47.3	47.3	47.6	47.9	48.1	48.2	48.5	49.1	49.1
Netherlands.....	57.9	58.6	58.8	59.2	60.8	61.1	62.6	64.5	65.6	64.7	64.9	65.5
Sweden.....	64.5	63.7	64.1	64.0	63.3	62.8	62.8	63.8	63.7	64.0	64.0	63.7
United Kingdom.....	62.6	62.4	62.4	62.4	62.5	62.5	62.8	62.9	62.7	62.9	63.0	63.0
Employed												
United States.....	120,259	123,060	124,900	126,708	129,558	131,463	133,488	136,891	136,933	136,485	137,736	139,252
Canada.....	12,694	12,960	13,185	13,309	13,607	13,946	14,314	14,676	14,866	15,221	15,579	15,864
Australia.....	7,699	7,942	8,256	8,364	8,444	8,618	8,762	8,989	9,091	9,271	9,481	9,677
Japan.....	63,820	63,860	63,900	64,200	64,900	64,450	63,920	63,790	63,460	62,650	62,510	62,630
France.....	21,714	21,750	21,956	22,039	22,169	22,597	23,053	23,693	24,128	24,293	24,293	—
Germany.....	35,989	35,756	35,780	35,637	35,508	36,061	36,042	36,236	36,346	36,061	35,754	35,796
Italy.....	20,543	20,171	20,030	20,120	20,165	20,366	20,613	20,969	21,356	21,665	21,973	22,105
Netherlands.....	6,572	6,664	6,730	6,858	7,163	7,321	7,595	7,912	8,130	8,059	8,035	8,061
Sweden.....	4,028	3,992	4,056	4,019	3,973	4,034	4,117	4,229	4,303	4,310	4,303	4,276
United Kingdom.....	25,165	25,691	25,696	25,945	26,418	26,691	27,056	27,373	27,604	27,817	28,079	28,334
Employment-population ratio²												
United States.....	61.7	62.5	62.9	63.2	63.8	64.1	64.3	64.4	63.7	62.7	62.3	62.3
Canada.....	58.4	58.9	59.2	59.0	59.5	60.3	61.2	61.9	61.9	62.4	63.0	63.4
Australia.....	56.8	57.8	59.2	59.3	59.0	59.3	59.6	60.3	60.1	60.3	60.7	61.2
Japan.....	61.7	61.3	60.9	60.9	61.0	60.2	59.4	59.0	58.4	57.5	57.1	57.1
France.....	49.2	49.0	49.2	49.1	49.1	49.7	50.4	51.5	52.1	52.1	51.9	—
Germany.....	53.2	52.6	52.4	52.0	51.6	52.3	52.1	52.2	52.2	51.6	51.0	—
Italy.....	43.6	42.5	42.0	42.0	41.9	42.2	42.6	43.2	43.8	44.3	44.9	45.1
Netherlands.....	54.3	54.6	54.9	55.6	57.8	58.7	60.6	62.7	63.9	62.9	62.4	62.4
Sweden.....	58.5	57.6	58.3	57.7	56.9	57.6	58.4	60.1	60.5	60.7	60.3	59.5
United Kingdom.....	56.0	57.0	57.0	57.3	58.2	58.5	59.1	59.4	59.5	59.6	59.8	60.0
Unemployed												
United States.....	8,940	7,996	7,404	7,236	6,739	6,210	5,880	5,692	6,801	8,378	8,774	8,149
Canada.....	1,538	1,376	1,254	1,295	1,256	1,169	1,075	956	1,026	1,146	1,150	1,092
Australia.....	914	829	739	751	759	721	652	602	661	636	611	567
Japan.....	1,660	1,920	2,100	2,250	2,300	2,790	3,170	3,200	3,400	3,590	3,500	3,130
France.....	2,776	2,926	2,787	2,946	2,940	2,837	2,711	2,385	2,226	2,393	2,577	2,630
Germany.....	3,113	3,318	3,200	3,505	3,907	3,693	3,333	3,065	3,109	3,438	3,838	3,899
Italy.....	2,227	2,421	2,544	2,555	2,584	2,634	2,559	2,388	2,164	2,062	2,048	1,960
Netherlands.....	442	489	478	443	374	296	253	237	208	227	318	396
Sweden.....	416	426	404	440	445	368	313	260	227	234	264	300
United Kingdom.....	2,930	2,433	2,439	2,298	1,987	1,788	1,726	1,584	1,486	1,524	1,484	1,414
Unemployment rate												
United States.....	6.9	6.1	5.6	5.4	4.9	4.5	4.2	4.0	4.7	5.8	6.0	5.5
Canada.....	10.8	9.6	8.7	8.9	8.4	7.7	7.0	6.1	6.5	7.0	6.9	6.4
Australia.....	10.6	9.4	8.2	8.2	8.3	7.7	6.9	6.3	6.8	6.4	6.1	5.5
Japan.....	2.5	2.9	3.2	3.4	3.4	4.1	4.7	4.8	5.1	5.4	5.3	4.8
France.....	11.3	11.9	11.3	11.8	11.7	11.2	10.5	9.1	8.4	9.0	9.6	9.8
Germany.....	8.0	8.5	8.2	9.0	9.9	9.3	8.5	7.8	7.9	8.7	9.7	9.8
Italy.....	9.8	10.7	11.3	11.3	11.4	11.5	11.0	10.2	9.2	8.7	8.5	8.1
Netherlands.....	6.3	6.8	6.6	6.1	5.0	3.9	3.2	2.9	2.5	2.7	3.8	4.7
Sweden.....	9.4	9.6	9.1	9.9	10.1	8.4	7.1	5.8	5.0	5.1	5.8	6.6
United Kingdom.....	10.4	8.7	8.7	8.1	7.0	6.3	6.0	5.5	5.1	5.2	5.0	4.8

¹ Labor force as a percent of the working-age population.

² Employment as a percent of the working-age population.

NOTE: Dash indicates data not available. See "Notes on the data" for information on breaks in series.

For further qualifications and historical data, see *Comparative Civilian Labor Force Statistics*,

Ten Countries, 1960–2004 (Bureau of Labor Statistics, May 13, 2005), on the Internet at

<http://www.bls.gov/fls/home.htm>.

54. Annual indexes of manufacturing productivity and related measures, 15 economies

[1992 = 100]

Measure and economy	1960	1970	1980	1990	1991	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003
Output per hour																
United States.....	—	0.0	70.5	96.9	97.9	102.1	107.3	113.8	117.0	121.3	126.5	132.8	143.5	145.2	160.0	171.0
Canada.....	37.8	54.9	72.9	93.4	95.3	105.8	110.8	112.4	109.7	113.5	115.5	122.1	129.3	127.0	130.5	132.1
Australia.....	—	—	69.5	91.6	96.4	106.1	104.9	105.8	113.6	115.2	118.5	119.9	128.0	132.4	136.2	140.7
Japan.....	13.9	37.7	63.6	94.4	99.0	101.7	103.3	111.0	116.1	121.0	121.2	126.7	135.9	135.9	139.9	146.2
Korea.....	—	—	—	81.5	91.6	108.5	118.2	129.3	142.3	160.4	178.8	198.9	215.8	214.3	235.2	256.4
Taiwan.....	—	—	47.6	88.8	96.5	102.8	106.7	115.1	123.1	129.3	135.9	143.4	151.0	160.8	170.9	177.2
Belgium.....	18.0	32.9	65.4	96.8	99.1	102.5	108.4	113.2	116.3	125.5	126.9	125.5	130.8	132.6	141.7	146.2
Denmark.....	25.2	46.3	83.2	98.4	100.3	100.2	112.6	112.5	109.8	118.0	117.4	123.1	126.6	127.2	131.3	136.9
France.....	19.9	39.0	61.6	93.9	97.0	101.0	108.9	114.4	114.7	121.7	127.9	133.0	142.5	148.0	155.1	158.0
Germany.....	29.2	52.0	77.2	99.0	98.3	101.8	109.6	112.3	114.7	120.4	122.0	121.4	127.0	127.8	131.0	134.4
Italy.....	24.6	46.2	78.6	96.6	96.1	101.2	104.8	107.9	108.3	110.3	110.8	110.6	113.5	114.0	112.1	110.9
Netherlands.....	18.8	38.5	69.1	98.7	99.0	102.0	113.1	117.3	119.3	121.4	124.1	127.0	132.7	132.5	135.4	—
Norway.....	37.6	59.1	77.9	98.1	98.2	99.6	99.6	100.7	102.5	102.0	99.9	103.6	106.6	109.8	111.7	113.5
Sweden.....	27.3	52.2	73.1	94.6	95.5	107.3	117.8	124.5	129.5	141.0	149.5	162.7	175.5	170.3	185.6	196.5
United Kingdom.....	30.0	43.2	54.3	89.2	93.9	103.8	108.0	106.2	105.4	106.9	108.4	113.6	121.0	125.1	127.7	134.8
Output																
United States.....	—	—	75.8	101.6	98.3	103.5	111.1	118.4	121.3	127.9	133.1	138.9	147.6	139.6	142.9	145.4
Canada.....	33.4	58.9	83.6	106.0	99.0	105.9	114.1	119.6	119.6	127.7	133.9	144.9	159.2	153.6	158.0	157.3
Australia.....	—	—	89.8	104.1	100.7	103.8	109.1	108.7	112.6	115.1	118.6	118.3	123.8	123.8	128.7	130.2
Japan.....	10.8	39.4	60.8	97.1	102.0	96.3	94.9	98.9	103.0	106.5	100.2	101.9	109.2	105.5	103.4	106.7
Korea.....	—	7.0	29.9	86.7	95.0	105.4	116.8	129.9	138.3	145.0	133.5	162.6	190.2	194.3	209.1	219.1
Taiwan.....	—	12.7	44.0	90.0	96.1	102.4	108.5	114.9	120.3	128.3	132.6	141.5	151.8	143.1	152.1	160.9
Belgium.....	30.7	57.6	78.2	101.0	100.7	97.0	101.4	104.2	105.9	112.7	114.4	114.4	119.9	120.4	121.6	120.9
Denmark.....	42.0	72.7	94.3	101.7	100.7	97.0	107.3	112.6	107.7	115.9	116.7	117.9	121.9	121.6	120.8	121.4
France.....	27.9	57.7	81.6	99.1	99.8	95.7	100.3	104.9	104.6	109.7	115.0	118.7	124.3	128.0	129.1	128.5
Germany.....	41.5	70.9	85.3	99.1	102.3	92.4	95.1	95.2	92.5	95.7	97.7	95.8	100.1	99.9	99.6	99.8
Italy.....	23.0	48.1	84.4	99.4	99.3	96.5	102.4	107.2	105.4	108.8	110.7	110.3	113.6	113.0	111.7	110.2
Netherlands.....	31.9	59.8	76.9	99.0	99.8	97.7	104.5	108.2	108.9	111.6	114.9	117.6	122.8	121.9	121.0	117.6
Norway.....	57.7	91.0	104.9	101.4	99.0	101.7	104.6	107.3	110.3	114.2	113.7	113.6	112.8	112.3	111.5	107.3
Sweden.....	45.9	80.7	90.7	110.1	104.1	101.9	117.0	131.9	136.4	146.5	158.3	172.5	188.3	183.1	190.6	194.4
United Kingdom.....	67.5	90.2	87.2	105.3	100.1	101.5	106.2	107.8	108.6	110.7	111.3	112.1	115.0	113.4	109.9	110.3
Total hours																
United States.....	92.1	104.4	107.5	104.8	100.4	101.4	103.6	104.0	103.6	105.4	105.2	104.6	102.9	96.2	89.3	85.0
Canada.....	88.3	107.1	114.6	113.5	103.9	100.1	103.0	106.4	109.0	112.4	115.9	118.7	123.1	120.9	121.1	119.1
Australia.....	—	—	129.2	113.6	104.4	97.8	103.9	102.8	99.1	100.0	100.1	98.7	96.7	93.5	94.5	92.5
Japan.....	77.8	104.3	95.5	102.9	103.1	94.7	91.9	89.1	88.7	88.0	82.7	80.4	80.3	77.7	74.0	73.0
Korea.....	—	—	—	106.5	103.7	97.1	98.8	100.4	97.2	90.4	74.7	81.8	88.1	90.7	88.9	85.4
Taiwan.....	—	—	92.4	101.4	99.6	99.6	101.7	99.8	97.7	99.2	97.6	98.7	100.5	89.0	89.0	90.8
Belgium.....	170.7	174.7	119.7	104.3	101.5	94.7	93.6	92.0	91.0	89.8	90.2	91.2	91.7	90.8	85.8	82.7
Denmark.....	166.7	157.1	113.4	103.3	100.5	96.7	95.2	100.1	98.1	98.2	99.4	95.8	96.3	95.6	92.0	88.7
France.....	140.3	147.8	132.5	105.6	102.9	94.7	92.1	91.7	91.2	90.2	89.9	89.2	87.2	86.5	83.2	81.3
Germany.....	142.3	136.3	110.5	100.1	104.1	90.8	86.8	84.8	80.6	79.5	80.1	78.9	78.8	78.2	76.1	74.3
Italy.....	93.5	104.0	107.4	102.9	103.3	95.4	97.7	99.4	97.3	98.6	99.9	99.8	100.1	99.1	99.7	99.3
Netherlands.....	169.8	155.5	111.2	100.3	100.8	95.8	92.4	92.3	91.2	91.9	92.6	92.6	92.5	92.0	89.4	—
Norway.....	153.6	153.9	134.7	103.4	100.8	102.1	105.0	106.6	107.6	112.0	113.7	109.6	105.9	102.3	99.8	94.5
Sweden.....	168.3	154.7	124.0	116.4	109.0	94.9	99.4	105.9	105.3	103.9	105.9	106.0	107.3	107.5	102.7	98.9
United Kingdom.....	224.6	208.8	160.5	118.1	106.6	97.7	98.4	101.5	103.1	103.5	102.7	98.7	95.0	90.7	86.0	81.9
Hourly compensation (national currency basis)																
United States.....	14.9	23.7	55.6	90.8	95.6	102.7	105.6	107.9	109.4	111.5	117.4	122.0	133.2	136.3	145.4	157.8
Canada.....	10.0	17.1	47.5	88.3	95.0	102.0	103.7	106.0	107.0	109.3	111.7	115.8	119.6	123.7	126.8	131.4
Australia.....	—	—	—	86.3	94.0	105.9	104.3	113.2	122.8	124.6	128.2	133.0	140.0	149.5	154.7	—
Japan.....	4.3	16.4	58.6	90.6	96.5	102.7	104.7	108.3	109.1	112.6	115.4	114.8	113.7	114.6	122.8	123.8
Korea.....	—	—	—	68.6	86.2	114.3	129.8	158.3	184.3	200.3	218.2	219.4	234.2	241.7	266.1	290.9
Taiwan.....	—	—	29.6	85.2	93.5	105.9	111.1	120.2	128.2	132.4	140.3	144.3	146.6	150.0	145.8	146.7
Belgium.....	5.4	13.7	52.5	90.1	97.3	104.8	106.1	109.2	111.1	115.2	117.0	118.5	120.6	127.2	136.5	—
Denmark.....	3.9	11.1	45.1	93.5	97.9	102.4	106.0	108.1	112.8	116.6	119.6	127.3	130.2	136.5	143.2	150.0
France.....	4.3	10.5	41.2	90.9	96.4	103.1	106.5	110.4	112.2	111.8	112.7	116.6	122.8	128.3	135.2	139.1
Germany.....	8.1	20.7	53.6	89.4	91.5	106.4	111.8	117.6	123.3	125.7	127.6	130.6	137.4	142.0	145.5	148.9
Italy.....	1.8	5.3	30.4	87.6	94.2	105.7	106.8	111.3	119.0	123.0	122.2	124.2	127.8	132.5	135.7	140.0
Netherlands.....	6.2	19.4	60.5	89.8	94.8	104.5	109.0	112.1	114.4	117.2	122.0	126.0	132.0	138.2	147.3	—
Norway.....	4.7	11.8	39.0	92.3	97.5	101.5	104.4	109.2	113.6	118.7	125.7	133.0	140.5	148.9	157.9	164.6
Sweden.....	4.1	10.7	37.3	87.8	95.5	97.4	99.8	106.8	115.2	121.0	125.6	130.3	136.8	143.8	148.8	154.3
United Kingdom.....	2.9	6.1	32.0	82.9	93.8	104.5	107.3	108.8	111.4	115.7	123.0	129.9	137.6	144.3	152.2	160.3

See notes at end of table.

54. Continued— Annual indexes of manufacturing productivity and related measures, 15 economies

Measure and economy	1960	1970	1980	1990	1991	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003
Unit labor costs																
(national currency basis)																
United States.....	—	—	78.8	93.7	97.6	100.6	98.5	94.8	93.5	91.9	92.8	91.9	92.8	93.9	90.9	92.3
Canada.....	26.4	31.1	65.2	94.6	99.6	96.4	93.6	94.3	97.5	96.2	96.7	94.9	92.5	97.4	97.2	99.4
Australia.....	—	—	—	94.2	97.5	99.8	99.4	107.0	108.1	108.2	108.2	110.9	109.4	112.9	113.5	—
Japan.....	31.1	43.6	92.1	95.9	97.5	101.0	101.4	97.5	94.0	93.0	95.2	90.6	83.6	84.4	87.8	84.7
Korea.....	—	—	—	84.2	94.1	105.4	109.8	122.4	129.6	124.9	122.0	110.3	108.5	112.8	113.1	113.5
Taiwan.....	—	23.8	62.2	95.9	96.8	103.0	104.1	104.5	104.1	102.3	103.2	100.7	97.1	93.3	85.3	82.7
Belgium.....	30.1	41.7	80.3	93.0	98.1	102.3	97.9	96.4	95.5	91.8	92.2	94.4	92.2	95.9	96.4	—
Denmark.....	15.3	23.9	54.2	95.0	97.6	102.2	94.2	96.1	102.8	98.8	101.9	103.4	102.8	107.3	109.0	109.6
France.....	21.7	26.8	67.0	96.8	99.3	102.0	97.8	96.5	97.8	91.9	88.1	87.6	86.2	86.6	87.2	88.0
Germany.....	27.8	39.8	69.4	90.3	93.1	104.5	102.0	104.7	107.5	104.5	104.6	107.6	108.1	111.2	111.1	110.8
Italy.....	7.2	11.4	38.7	90.7	98.0	104.5	101.9	103.2	109.8	111.4	110.3	112.3	112.6	116.2	121.1	126.2
Netherlands.....	32.9	50.4	87.6	91.1	95.7	102.4	96.4	95.6	95.9	96.5	98.3	99.1	99.5	104.3	108.8	112.6
Norway.....	12.6	20.0	50.0	94.2	99.2	101.9	104.8	108.4	110.8	116.4	125.7	128.4	131.9	135.6	141.3	144.9
Sweden.....	15.0	20.6	51.0	92.9	100.0	90.8	84.7	85.8	89.0	85.8	84.0	80.1	77.9	84.4	80.2	78.6
United Kingdom.....	9.8	14.1	59.0	93.0	100.0	100.7	99.4	102.5	105.7	108.2	113.5	114.3	113.7	115.4	119.2	118.9
Unit labor costs																
(U.S. dollar basis)																
United States.....	—	—	78.8	93.7	97.6	100.6	98.5	94.8	93.5	91.9	92.8	91.9	92.8	93.9	90.9	92.3
Canada.....	32.9	36.0	67.4	98.0	105.1	90.3	82.8	83.0	86.4	84.0	78.8	77.2	75.2	76.0	74.8	85.8
Australia.....	—	—	—	100.1	103.3	92.3	98.9	107.8	115.1	109.4	92.6	97.3	86.5	79.4	84.0	—
Japan.....	11.0	15.4	51.5	83.9	91.8	115.3	125.8	131.6	109.5	97.4	92.2	101.0	98.4	88.0	88.9	92.6
Korea.....	—	—	—	93.0	100.3	102.6	106.8	124.3	126.3	103.4	68.4	72.7	75.3	68.5	71.0	74.7
Taiwan.....	—	14.9	43.4	89.7	91.1	98.1	99.0	99.2	95.4	89.5	77.4	78.3	78.1	69.4	62.1	60.5
Belgium.....	19.4	27.0	88.3	89.5	92.3	95.1	94.2	105.2	99.1	82.4	81.6	80.2	67.8	68.4	72.6	—
Denmark.....	13.4	19.3	58.1	92.7	92.0	95.1	89.4	103.6	107.0	90.2	91.7	89.3	76.7	77.8	83.5	100.6
France.....	23.4	25.7	83.9	94.1	93.1	95.3	93.4	102.5	101.2	83.3	79.1	75.3	64.2	62.6	66.5	80.4
Germany.....	10.4	17.1	59.6	87.3	87.5	98.7	98.2	114.2	111.6	94.0	92.9	91.5	79.7	79.5	83.9	100.1
Italy.....	14.3	22.3	55.7	93.3	97.3	81.8	77.9	78.0	87.7	80.6	78.2	76.2	66.2	66.2	72.9	90.9
Netherlands.....	15.3	24.5	77.5	87.9	90.0	96.9	93.2	104.8	100.0	87.0	87.2	84.3	73.3	74.5	82.1	101.7
Norway.....	11.0	17.4	62.9	93.6	95.0	89.2	92.3	106.4	106.6	102.1	103.5	102.2	93.0	93.7	110.0	127.2
Sweden.....	16.9	23.1	70.2	91.3	96.3	67.8	64.0	70.0	77.3	65.4	61.5	56.4	49.5	47.6	48.1	56.6
United Kingdom.....	15.6	19.1	77.6	93.9	100.0	85.6	86.2	91.6	93.4	100.4	106.5	104.7	97.6	94.0	101.4	110.0

NOTE: Data for Germany for years before 1991 are for the former West Germany. Data for 1991 onward are for unified Germany. Dash indicates data not available

55. Occupational injury and illness rates by industry,¹ United States

Industry and type of case ²	Incidence rates per 100 full-time workers ³												
	1989 ¹	1990	1991	1992	1993 ⁴	1994 ⁴	1995 ⁴	1996 ⁴	1997 ⁴	1998 ⁴	1999 ⁴	2000 ⁴	2001 ⁴
PRIVATE SECTOR⁵													
Total cases	8.6	8.8	8.4	8.9	8.5	8.4	8.1	7.4	7.1	6.7	6.3	6.1	5.7
Lost workday cases.....	4.0	4.1	3.9	3.9	3.8	3.8	3.6	3.4	3.3	3.1	3.0	3.0	2.8
Lost workdays.....	78.7	84.0	86.5	93.8	-	-	-	-	-	-	-	-	-
Agriculture, forestry, and fishing⁵													
Total cases	10.9	11.6	10.8	11.6	11.2	10.0	9.7	8.7	8.4	7.9	7.3	7.1	7.3
Lost workday cases.....	5.7	5.9	5.4	5.4	5.0	4.7	4.3	3.9	4.1	3.9	3.4	3.6	3.6
Lost workdays.....	100.9	112.2	108.3	126.9	-	-	-	-	-	-	-	-	-
Mining													
Total cases	8.5	8.3	7.4	7.3	6.8	6.3	6.2	5.4	5.9	4.9	4.4	4.7	4.0
Lost workday cases.....	4.8	5.0	4.5	4.1	3.9	3.9	3.9	3.2	3.7	2.9	2.7	3.0	2.4
Lost workdays.....	137.2	119.5	129.6	204.7	-	-	-	-	-	-	-	-	-
Construction													
Total cases	14.3	14.2	13.0	13.1	12.2	11.8	10.6	9.9	9.5	8.8	8.6	8.3	7.9
Lost workday cases.....	6.8	6.7	6.1	5.8	5.5	5.5	4.9	4.5	4.4	4.0	4.2	4.1	4.0
Lost workdays.....	143.3	147.9	148.1	161.9	-	-	-	-	-	-	-	-	-
General building contractors:													
Total cases	13.9	13.4	12.0	12.2	11.5	10.9	9.8	9.0	8.5	8.4	8.0	7.8	6.9
Lost workday cases.....	6.5	6.4	5.5	5.4	5.1	5.1	4.4	4.0	3.7	3.9	3.7	3.9	3.5
Lost workdays.....	137.3	137.6	132.0	142.7	-	-	-	-	-	-	-	-	-
Heavy construction, except building:													
Total cases	13.8	13.8	12.8	12.1	11.1	10.2	9.9	9.0	8.7	8.2	7.8	7.6	7.8
Lost workday cases.....	6.5	6.3	6.0	5.4	5.1	5.0	4.8	4.3	4.3	4.1	3.8	3.7	4.0
Lost workdays.....	147.1	144.6	160.1	165.8	-	-	-	-	-	-	-	-	-
Special trades contractors:													
Total cases	14.6	14.7	13.5	13.8	12.8	12.5	11.1	10.4	10.0	9.1	8.9	8.6	8.2
Lost workday cases.....	6.9	6.9	6.3	6.1	5.8	5.8	5.0	4.8	4.7	4.1	4.4	4.3	4.1
Lost workdays.....	144.9	153.1	151.3	168.3	-	-	-	-	-	-	-	-	-
Manufacturing													
Total cases	13.1	13.2	12.7	12.5	12.1	12.2	11.6	10.6	10.3	9.7	9.2	9.0	8.1
Lost workday cases.....	5.8	5.8	5.6	5.4	5.3	5.5	5.3	4.9	4.8	4.7	4.6	4.5	4.1
Lost workdays.....	113.0	120.7	121.5	124.6	-	-	-	-	-	-	-	-	-
Durable goods:													
Total cases	14.1	14.2	13.6	13.4	13.1	13.5	12.8	11.6	11.3	10.7	10.1	-	8.8
Lost workday cases.....	6.0	6.0	5.7	5.5	5.4	5.7	5.6	5.1	5.1	5.0	4.8	-	4.3
Lost workdays.....	116.5	123.3	122.9	126.7	-	-	-	-	-	-	-	-	-
Lumber and wood products:													
Total cases	18.4	18.1	16.8	16.3	15.9	15.7	14.9	14.2	13.5	13.2	13.0	12.1	10.6
Lost workday cases.....	9.4	8.8	8.3	7.6	7.6	7.7	7.0	6.8	6.5	6.8	6.7	6.1	5.5
Lost workdays.....	177.5	172.5	172.0	165.8	-	-	-	-	-	-	-	-	-
Furniture and fixtures:													
Total cases	16.1	16.9	15.9	14.8	14.6	15.0	13.9	12.2	12.0	11.4	11.5	11.2	11.0
Lost workday cases.....	7.2	7.8	7.2	6.6	6.5	7.0	6.4	5.4	5.8	5.7	5.9	5.9	5.7
Lost workdays.....	-	-	-	128.4	-	-	-	-	-	-	-	-	-
Stone, clay, and glass products:													
Total cases	15.5	15.4	14.8	13.6	13.8	13.2	12.3	12.4	11.8	11.8	10.7	10.4	10.1
Lost workday cases.....	7.4	7.3	6.8	6.1	6.3	6.5	5.7	6.0	5.7	6.0	5.4	5.5	5.1
Lost workdays.....	149.8	160.5	156.0	152.2	-	-	-	-	-	-	-	-	-
Primary metal industries:													
Total cases	18.7	19.0	17.7	17.5	17.0	16.8	16.5	15.0	15.0	14.0	12.9	12.6	10.7
Lost workday cases.....	8.1	8.1	7.4	7.1	7.3	7.2	7.2	6.8	7.2	7.0	6.3	6.3	5.3
Lost workdays.....	168.3	180.2	169.1	175.5	-	-	-	-	-	-	-	-	11.1
Fabricated metal products:													
Total cases	18.5	18.7	17.4	16.8	16.2	16.4	15.8	14.4	14.2	13.9	12.6	11.9	11.1
Lost workday cases.....	7.9	7.9	7.1	6.6	6.7	6.7	6.9	6.2	6.4	6.5	6.0	5.5	5.3
Lost workdays.....	147.6	155.7	146.6	144.0	-	-	-	-	-	-	-	-	-
Industrial machinery and equipment:													
Total cases	12.1	12.0	11.2	11.1	11.1	11.6	11.2	9.9	10.0	9.5	8.5	8.2	11.0
Lost workday cases.....	4.8	4.7	4.4	4.2	4.2	4.4	4.4	4.0	4.1	4.0	3.7	3.6	6.0
Lost workdays.....	86.8	88.9	86.6	87.7	-	-	-	-	-	-	-	-	-
Electronic and other electrical equipment:													
Total cases	9.1	9.1	8.6	8.4	8.3	8.3	7.6	6.8	6.6	5.9	5.7	5.7	5.0
Lost workday cases.....	3.9	3.8	3.7	3.6	3.5	3.6	3.3	3.1	3.1	2.8	2.8	2.9	2.5
Lost workdays.....	77.5	79.4	83.0	81.2	-	-	-	-	-	-	-	-	-
Transportation equipment:													
Total cases	17.7	17.8	18.3	18.7	18.5	19.6	18.6	16.3	15.4	14.6	13.7	13.7	12.6
Lost workday cases.....	6.8	6.9	7.0	7.1	7.1	7.8	7.9	7.0	6.6	6.6	6.4	6.3	6.0
Lost workdays.....	138.6	153.7	166.1	186.6	-	-	-	-	-	-	-	-	-
Instruments and related products:													
Total cases	5.6	5.9	6.0	5.9	5.6	5.9	5.3	5.1	4.8	4.0	4.0	4.5	4.0
Lost workday cases.....	2.5	2.7	2.7	2.7	2.5	2.7	2.4	2.3	2.3	1.9	1.8	2.2	2.0
Lost workdays.....	55.4	57.8	64.4	65.3	-	-	-	-	-	-	-	-	-
Miscellaneous manufacturing industries:													
Total cases	11.1	11.3	11.3	10.7	10.0	9.9	9.1	9.5	8.9	8.1	8.4	7.2	6.4
Lost workday cases.....	5.1	5.1	5.1	5.0	4.6	4.5	4.3	4.4	4.2	3.9	4.0	3.6	3.2
Lost workdays.....	97.6	113.1	104.0	108.2	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

55. Continued—Occupational injury and illness rates by industry,¹ United States

Industry and type of case ²	Incidence rates per 100 workers ³												
	1989 ¹	1990	1991	1992	1993 ⁴	1994 ⁴	1995 ⁴	1996 ⁴	1997 ⁴	1998 ⁴	1999 ⁴	2000 ⁴	2001 ⁴
Nondurable goods:													
Total cases	11.6	11.7	11.5	11.3	10.7	10.5	9.9	9.2	8.8	8.2	7.8	7.8	6.8
Lost workday cases.....	5.5	5.6	5.5	5.3	5.0	5.1	4.9	4.6	4.4	4.3	4.2	4.2	3.8
Lost workdays.....	107.8	116.9	119.7	121.8	-	-	-	-	-	-	-	-	-
Food and kindred products:													
Total cases	18.5	20.0	19.5	18.8	17.6	17.1	16.3	15.0	14.5	13.6	12.7	12.4	10.9
Lost workday cases.....	9.3	9.9	9.9	9.5	8.9	9.2	8.7	8.0	8.0	7.5	7.3	7.3	6.3
Lost workdays.....	174.7	202.6	207.2	211.9	-	-	-	-	-	-	-	-	-
Tobacco products:													
Total cases	8.7	7.7	6.4	6.0	5.8	5.3	5.6	6.7	5.9	6.4	5.5	6.2	6.7
Lost workday cases.....	3.4	3.2	2.8	2.4	2.3	2.4	2.6	2.8	2.7	3.4	2.2	3.1	4.2
Lost workdays.....	64.2	62.3	52.0	42.9	-	-	-	-	-	-	-	-	-
Textile mill products:													
Total cases	10.3	9.6	10.1	9.9	9.7	8.7	8.2	7.8	6.7	7.4	6.4	6.0	5.2
Lost workday cases.....	4.2	4.0	4.4	4.2	4.1	4.0	4.1	3.6	3.1	3.4	3.2	3.2	2.7
Lost workdays.....	81.4	85.1	88.3	87.1	-	-	-	-	-	-	-	-	-
Apparel and other textile products:													
Total cases	8.6	8.8	9.2	9.5	9.0	8.9	8.2	7.4	7.0	6.2	5.8	6.1	5.0
Lost workday cases.....	3.8	3.9	4.2	4.0	3.8	3.9	3.6	3.3	3.1	2.6	2.8	3.0	2.4
Lost workdays.....	80.5	92.1	99.9	104.6	-	-	-	-	-	-	-	-	-
Paper and allied products:													
Total cases	12.7	12.1	11.2	11.0	9.9	9.6	8.5	7.9	7.3	7.1	7.0	6.5	6.0
Lost workday cases.....	5.8	5.5	5.0	5.0	4.6	4.5	4.2	3.8	3.7	3.7	3.7	3.4	3.2
Lost workdays.....	132.9	124.8	122.7	125.9	-	-	-	-	-	-	-	-	-
Printing and publishing:													
Total cases	6.9	6.9	6.7	7.3	6.9	6.7	6.4	6.0	5.7	5.4	5.0	5.1	4.6
Lost workday cases.....	3.3	3.3	3.2	3.2	3.1	3.0	3.0	2.8	2.7	2.8	2.6	2.6	2.4
Lost workdays.....	63.8	69.8	74.5	74.8	-	-	-	-	-	-	-	-	-
Chemicals and allied products:													
Total cases	7.0	6.5	6.4	6.0	5.9	5.7	5.5	4.8	4.8	4.2	4.4	4.2	4.0
Lost workday cases.....	3.2	3.1	3.1	2.8	2.7	2.8	2.7	2.4	2.3	2.1	2.3	2.2	2.1
Lost workdays.....	63.4	61.6	62.4	64.2	-	-	-	-	-	-	-	-	-
Petroleum and coal products:													
Total cases	6.6	6.6	6.2	5.9	5.2	4.7	4.8	4.6	4.3	3.9	4.1	3.7	2.9
Lost workday cases.....	3.3	3.1	2.9	2.8	2.5	2.3	2.4	2.5	2.2	1.8	1.8	1.9	1.4
Lost workdays.....	68.1	77.3	68.2	71.2	-	-	-	-	-	-	-	-	-
Rubber and miscellaneous plastics products:													
Total cases	16.2	16.2	15.1	14.5	13.9	14.0	12.9	12.3	11.9	11.2	10.1	10.7	8.7
Lost workday cases.....	8.0	7.8	7.2	6.8	6.5	6.7	6.5	6.3	5.8	5.8	5.5	5.8	4.8
Lost workdays.....	147.2	151.3	150.9	153.3	-	-	-	-	-	-	-	-	-
Leather and leather products:													
Total cases	13.6	12.1	12.5	12.1	12.1	12.0	11.4	10.7	10.6	9.8	10.3	9.0	8.7
Lost workday cases.....	6.5	5.9	5.9	5.4	5.5	5.3	4.8	4.5	4.3	4.5	5.0	4.3	4.4
Lost workdays.....	130.4	152.3	140.8	128.5	-	-	-	-	-	-	-	-	-
Transportation and public utilities													
Total cases	9.2	9.6	9.3	9.1	9.5	9.3	9.1	8.7	8.2	7.3	7.3	6.9	6.9
Lost workday cases.....	5.3	5.5	5.4	5.1	5.4	5.5	5.2	5.1	4.8	4.3	4.4	4.3	4.3
Lost workdays.....	121.5	134.1	140.0	144.0	-	-	-	-	-	-	-	-	-
Wholesale and retail trade													
Total cases	8.0	7.9	7.6	8.4	8.1	7.9	7.5	6.8	6.7	6.5	6.1	5.9	6.6
Lost workday cases.....	3.6	3.5	3.4	3.5	3.4	3.4	3.2	2.9	3.0	2.8	2.7	2.7	2.5
Lost workdays.....	63.5	65.6	72.0	80.1	-	-	-	-	-	-	-	-	-
Wholesale trade:													
Total cases	7.7	7.4	7.2	7.6	7.8	7.7	7.5	6.6	6.5	6.5	6.3	5.8	5.3
Lost workday cases.....	4.0	3.7	3.7	3.6	3.7	3.8	3.6	3.4	3.2	3.3	3.3	3.1	2.8
Lost workdays.....	71.9	71.5	79.2	82.4	-	-	-	-	-	-	-	-	-
Retail trade:													
Total cases	8.1	8.1	7.7	8.7	8.2	7.9	7.5	6.9	6.8	6.5	6.1	5.9	5.7
Lost workday cases.....	3.4	3.4	3.3	3.4	3.3	3.3	3.0	2.8	2.9	2.7	2.5	2.5	2.4
Lost workdays.....	60.0	63.2	69.1	79.2	-	-	-	-	-	-	-	-	-
Finance, insurance, and real estate													
Total cases	2.0	2.4	2.4	2.9	2.9	2.7	2.6	2.4	2.2	.7	1.8	1.9	1.8
Lost workday cases.....	.9	1.1	1.1	1.2	1.2	1.1	1.0	.9	.9	.5	.8	.8	.7
Lost workdays.....	17.6	27.3	24.1	32.9	-	-	-	-	-	-	-	-	-
Services													
Total cases	5.5	6.0	6.2	7.1	6.7	6.5	6.4	6.0	5.6	5.2	4.9	4.9	4.6
Lost workday cases.....	2.7	2.8	2.8	3.0	2.8	2.8	2.8	2.6	2.5	2.4	2.2	2.2	2.2
Lost workdays.....	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; and
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.

56. Fatal occupational injuries by event or exposure, 1998-2003

Event or exposure ¹	Fatalities			
	1998-2002 average ²	2002 ³	2003	
		Number	Number	Percent
Total.....	6,896	5,534	5,559	100
Transportation incidents.....	2,549	2,385	2,367	42
Highway incident.....	1,417	1,373	1,350	24
Collision between vehicles, mobile equipment.....	696	636	648	12
Moving in same direction.....	136	155	135	2
Moving in opposite directions, oncoming.....	249	202	269	5
Moving in intersection.....	148	146	123	2
Vehicle struck stationary object or equipment in roadway.....	27	33	17	(⁴)
Vehicle struck stationary object, or equipment on side of road.....	281	293	324	6
Noncollision incident.....	367	373	321	6
Jackknifed or overturned—no collision.....	303	312	252	5
Nonhighway (farm, industrial premises) incident.....	358	323	347	6
Overturned.....	192	164	186	3
Worker struck by a vehicle.....	380	356	336	6
Rail vehicle.....	63	64	43	1
Water vehicle.....	92	71	68	1
Aircraft.....	235	194	208	4
Assaults and violent acts.....	910	840	901	16
Homicides.....	659	609	631	11
Shooting.....	519	469	487	9
Stabbing.....	61	58	58	1
Self-inflicted injuries.....	218	199	218	4
Contact with objects and equipment.....	963	872	911	16
Struck by object.....	547	505	530	10
Struck by falling object.....	336	302	322	6
Struck by flying object.....	55	38	58	1
Caught in or compressed by equipment or objects.....	272	231	237	4
Caught in running equipment or machinery.....	141	110	121	2
Caught in or crushed in collapsing materials.....	126	116	126	2
Falls.....	738	719	691	12
Fall to lower level.....	651	638	601	11
Fall from ladder.....	113	126	113	2
Fall from roof.....	152	143	127	2
Fall from scaffold, staging.....	91	88	85	2
Fall on same level.....	65	64	69	1
Exposure to harmful substances or environments.....	526	539	485	9
Contact with electric current.....	289	289	246	4
Contact with overhead power lines.....	130	122	107	2
Contact with temperature extremes.....	45	60	42	1
Exposure to caustic, noxious, or allergenic substances.....	102	99	121	2
Inhalation of substances.....	50	49	65	1
Oxygen deficiency.....	89	90	73	1
Drowning, submersion.....	69	60	52	1
Fires and explosions.....	190	165	198	4

¹ Based on the 1992 BLS *Occupational Injury and Illness Classification Manual*. Includes other events and exposures, such as bodily reaction, in addition to those shown separately.

² Excludes fatalities from the Sept. 11, 2001, terrorist attacks.

³ The BLS news release of September 17, 2003, reported a total of 5,524 fatal work injuries for calendar year 2003.

Since then, an additional 10 job-related fatalities were identified, bringing the total job-related fatality count for 2002 to 5,534.

⁴ Equal to or greater than 0.5 percent.

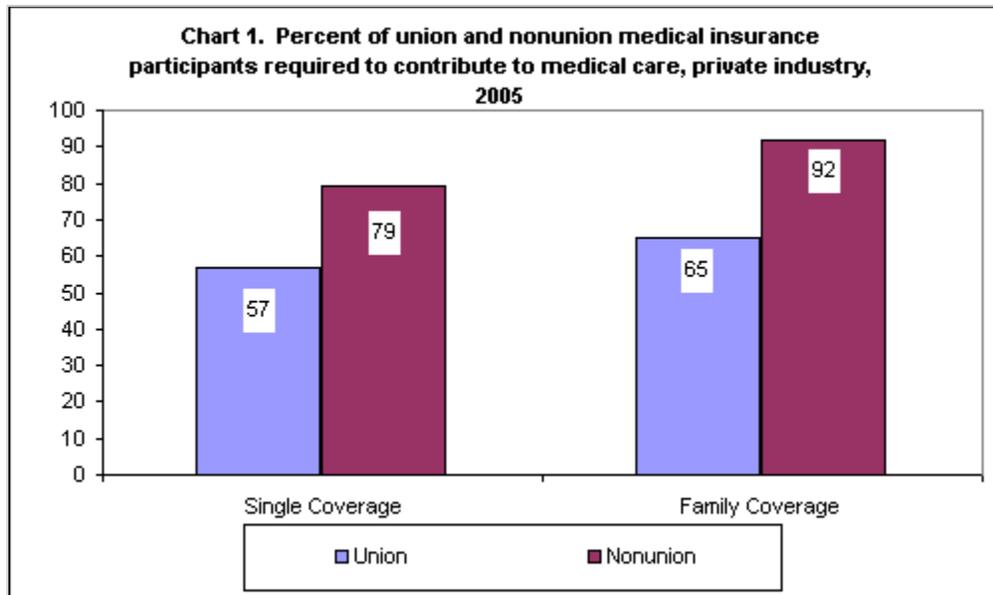
NOTE: Totals for major categories may include sub-categories not shown separately. Percentages may not add to totals because of rounding.

Employee Contributions to Employer-Provided Medical Plans by Bargaining Status, Private Industry, 2005

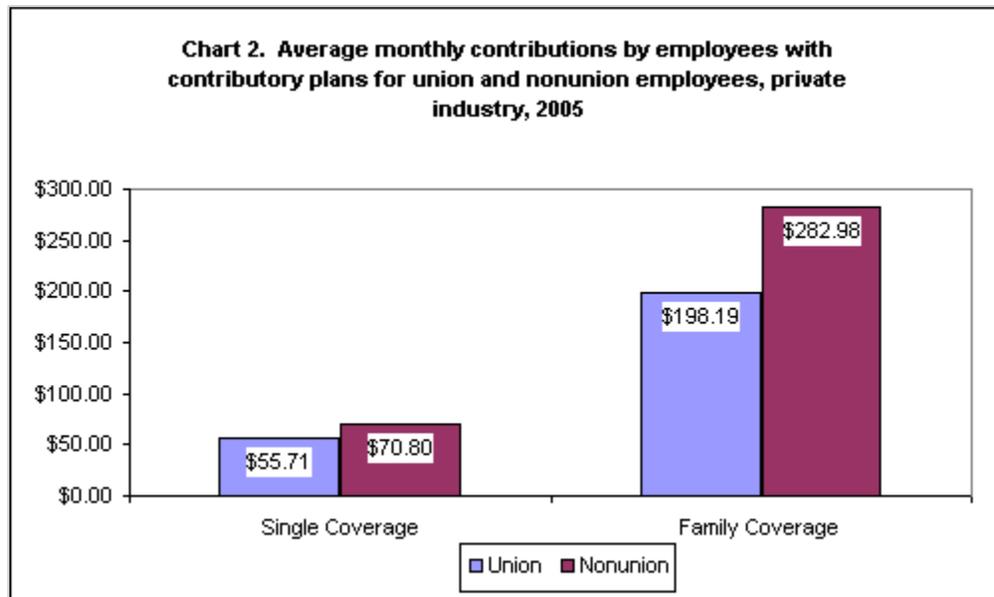
by [Elizabeth M. Greenlees](#) and [Paul A. Welcher](#)

Originally Posted: August 31, 2005

The percentage of employees required to contribute to employer-provided medical insurance plans, single or family coverage, varies among all major occupational categories and other worker characteristics; however, the gap in contribution requirements between union and nonunion employees is especially notable.



- Among employees who participate in medical care plans,¹ 57 percent of union workers with single coverage plans are required to contribute some portion of their medical care premiums, while 79 percent of nonunion workers with single coverage plans are required to contribute toward their premiums. For family coverage plans, an even stronger difference exists between union and nonunion employees: 92 percent of participating nonunion workers with family plans are required to contribute toward their medical insurance premiums, while only 65 percent of participating union workers are required to do so.



- Among workers with single coverage plans who are required to make flat contributions toward their medical insurance premiums, the average monthly contribution is \$55.71 for union members and \$70.80 for nonunion workers. As with the proportion of workers required to contribute toward their premiums, the difference between union and nonunion workers is even more pronounced for family coverage, where the average monthly contribution is \$198.19 for union workers and \$282.98 for nonunion workers.²

NOTE: Standard errors have not been calculated for National Compensation Survey Benefits estimates. Consequently, none of the statistical inferences made in this report could be verified by a statistical test. Calculation of the average employee contribution does not include plans in which the employer pays the full premium.

SOURCE: These data are from "National Compensation Survey: Employee Benefits in Private Industry in the United States, March 2005," Summary 05-01 (Bureau of Labor Statistics, August 2005); available on the Internet at <http://www.bls.gov/ncs/ebs/sp/ebsm0003.pdf>.

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Notes

¹ In private industry, 92 percent of union members and 68 percent of nonunion employees have access to medical care benefits; 83 percent of union workers and 49 percent of nonunion workers choose to participate in these benefits.

² Furthermore, of all those participating in contributory medical plans, union members pay 10 percent of their single coverage medical insurance premiums, while their employers pay the remaining 90 percent. Their nonmember counterparts pay 19 percent of their single coverage premiums, while their employers contribute 81 percent. For family coverage, both union members and nonunion workers pay a greater proportion of their medical insurance premiums--16 percent and 32 percent, respectively.

Data for Chart 1: Percent of Union and Nonunion Medical Insurance Participants Required to Contribute to Medical Care, Private Industry, 2005

	Single Coverage	Family Coverage
Union	57	65
Nonunion	79	92

Data for Chart 2: Average Monthly Contributions by Employees with Contributory Plans for Union and Nonunion Employees, Private Industry, 2005

	Union	Nonunion
Single Coverage	\$55.71	\$70.80
Family Coverage	\$198.19	\$282.98

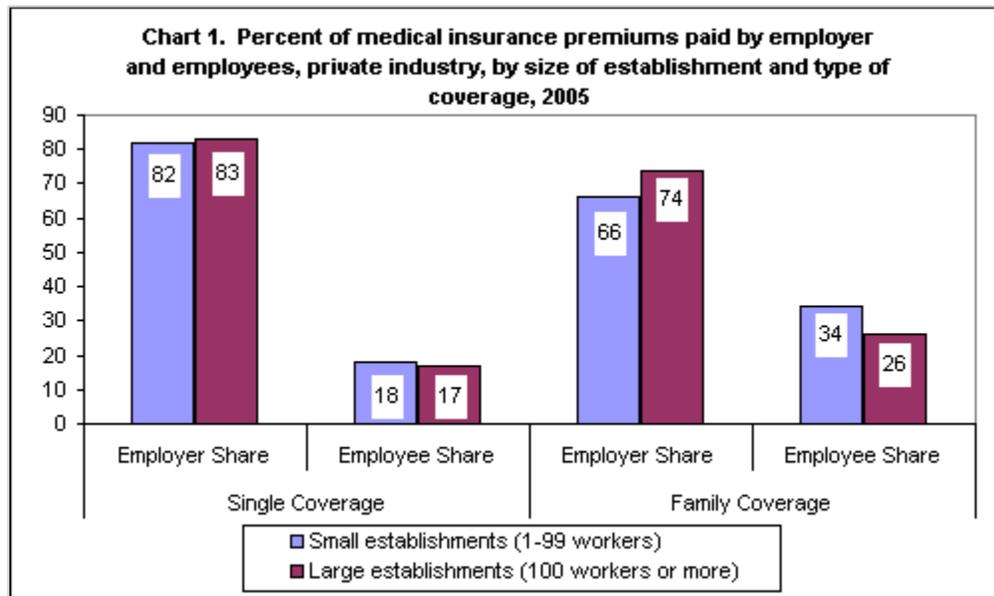
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Medical Insurance Premiums and Establishment Size, 2005

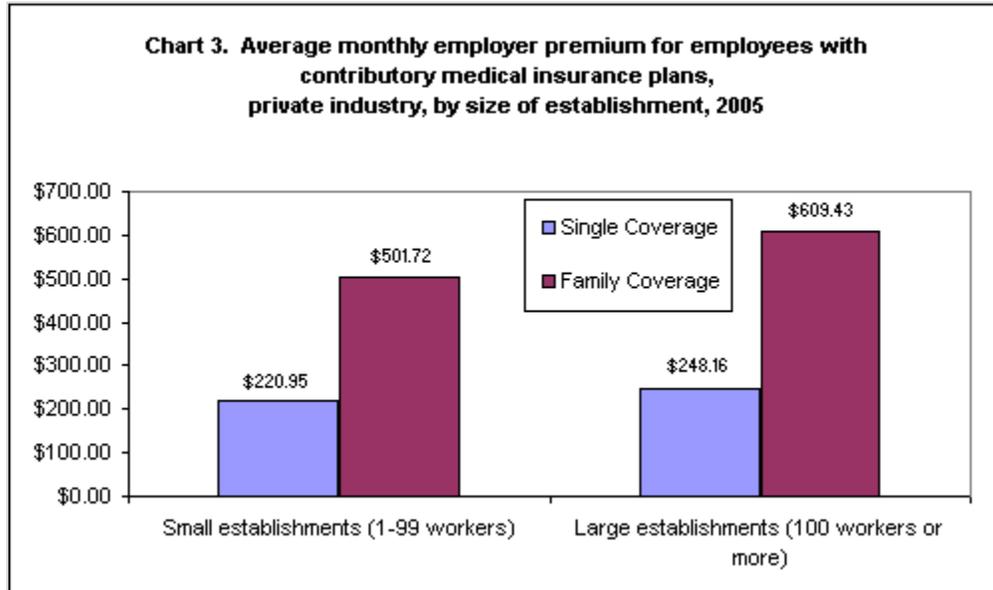
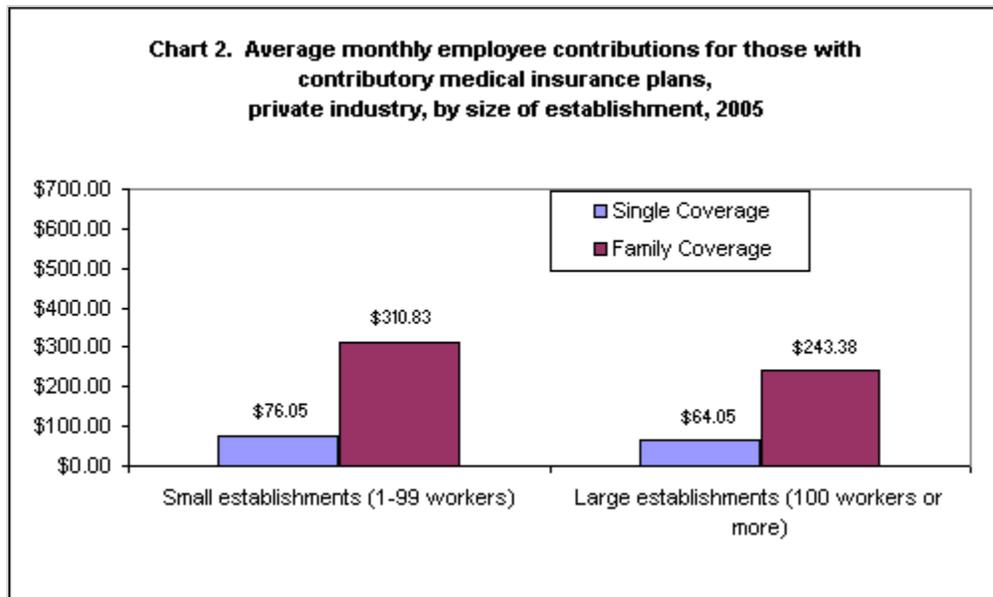
by Tiffany M. Brown

Originally Posted: August 31, 2005

According to the 2005 [National Compensation Survey \(NCS\)](#) benefits data, 76 percent of all private industry employees with single coverage medical insurance plans are required to contribute toward their premiums; 88 percent of those with family coverage plans are required to contribute. Among these workers in contributory plans, 75 percent pay a monthly flat rate for single coverage, and 76 percent pay a monthly flat rate for family coverage. The charts that follow show some of the details of monthly flat rate contributory plans.



- For single coverage plans, the employee share was similar for large and small establishments, 17 and 18 percent, respectively. (See chart 1.)
- For family coverage plans, employees in small establishments contribute a higher share of the cost of medical care premiums (34 percent) than do those in large establishments (26 percent).



- For both large and small establishments, the average monthly employee contribution for family coverage is more than three times the average contribution for single coverage. (See chart 2.)
- The average monthly employee contribution was lower in large establishments than in small ones for both single and family coverage. At the same time, the amount paid by employers was greater in large establishments than in small ones for both single and family coverage. (See chart 3.)

NOTE: Calculation of the average employee contribution does not include plans in which the employer pays the full premium. Also, standard errors have not been calculated for NCS benefits estimates. Consequently, none of the statistical inferences made in this report could be verified by a statistical test.

SOURCE: These data are from "National Compensation Survey: Employee Benefits in Private Industry in the United States, March 2005," Summary 05-01 (Bureau of Labor Statistics, August 2005); available on the Internet at <http://www.bls.gov/ncs/ebs/sp/ebsm0003.pdf>.

Tiffany M. Brown

Student Intern who worked in the Division of Data Analysis and Planning, Office of Compensation and Working Conditions, Bureau of Labor Statistics.

Data for Chart 1: Percent of Medical Insurance Premiums Paid by Employer and Employees for Small and Large Firms, Private Industry, 2005

	Single Coverage		Family Coverage	
	Employer Share	Employee Share	Employer Share	Employee Share
Small establishments (1-99 workers)	82	18	66	34
Large establishments (100 workers or more)	83	17	74	26

Data for Chart 2: Average Monthly Contributions by Employees with Contributory Plans for Small and Large Firms, Private Industry, 2005

	Small establishments (1-99 workers)	Large establishments (100 workers or more)
Single Coverage	\$76.05	\$64.05
Family Coverage	\$310.83	\$243.38

Data for Chart 3: Average Employer Premiums with Contributory Plans for Small and Large Firms, Private Industry, 2005

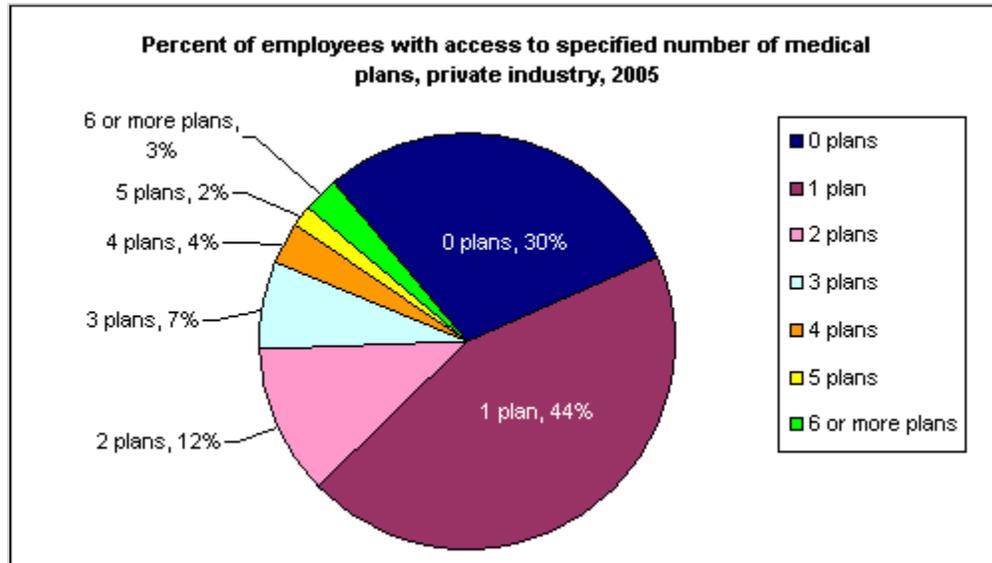
	Small establishments (1-99 workers)	Large establishments (100 workers or more)
Single Coverage	\$220.95	\$248.16
Family Coverage	\$501.72	\$609.43

Medical Plan Choices in Private Industry, 2005

by [Carl Barsky](#)

Bureau of Labor Statistics

Originally Posted: August 31, 2005



- About 7 in 10 workers in private industry were offered medical insurance through their employers in March 2005. (This means that employers paid all or part of the cost of a medical plan.)
- Approximately three-fourths of all workers in private industry had no choice in medical insurance plan, either because they were not offered a plan (30 percent) or because they were offered only one plan (44 percent).
- Among workers who did have an option, the most common was a choice between two plans (12 percent), followed, in successively lower percentages, by choices among three, four, or five plans. Only about 3 percent were offered more than five plans.

NOTE: Stand-alone dental, vision, and prescription plans were not counted as a medical plan choice. The data here may slightly underestimate the amount of choice. The data used to calculate these estimates include only plans to which at least one of the employees studied subscribes. In rare instances an establishment may offer a plan in which none of the employees selected from that establishment participate. Therefore, the data in this presentation may slightly underestimate the number of choices for some observations. Also, standard errors have not been calculated for NCS benefits estimates. Consequently, none of the statistical inferences made in this report could be verified by a statistical test.

SOURCE: Data are derived from internal files of the 2005 [National Compensation Survey \(NCS\)](#). Published 2005 benefits data are available from "[National Compensation Survey: Employee Benefits in Private Industry in the United States, March 2005](#)," Summary 05-01 (Bureau of Labor Statistics, August 2005); available on the Internet at <http://www.bls.gov/ncs/ebs/sp/ebsm0003.pdf>.

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Data for Chart: Percent of employees with access to specified number of medical plans, private industry, 2005

Number of medical plans	Percent of employees with access
0 plans	30
1 plan	44
2 plans	12
3 plans	7
4 plans	4
5 plans	2
6 or more plans	3

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