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EMPLOYMENT COST INDEX – March 2021

Compensation costs for civilian workers increased 0.9 percent, seasonally adjusted, for the 3-month period ending in March 2021, the U.S. Bureau of Labor Statistics reported today. **Wages and salaries** increased 1.0 percent and **benefit costs** increased 0.6 percent from December 2020. (See chart 1 and tables A, 1, 2, and 3.)

Chart 1. Three-month percent change, seasonally adjusted, civilian workers, total compensation

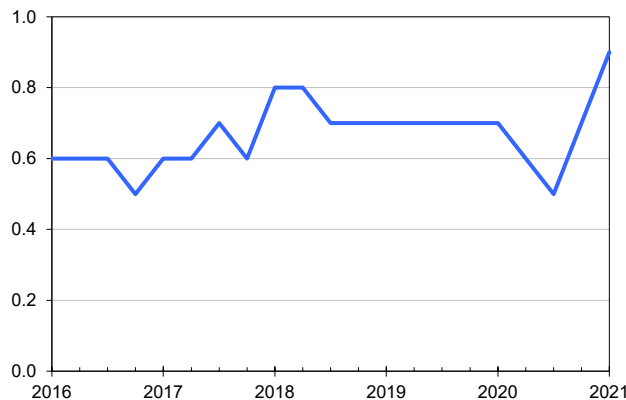
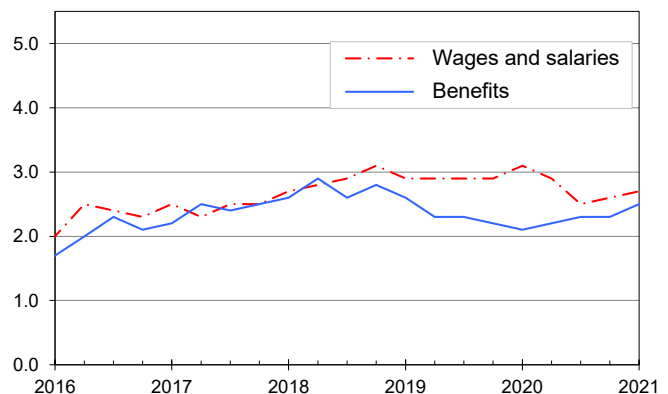


Chart 2. Twelve-month percent change, not seasonally adjusted, civilian workers



Compensation costs for civilian workers increased 2.6 percent for the 12-month period ending in March 2021 and increased 2.8 percent in March 2020. **Wages and salaries** increased 2.7 percent over the year and increased 3.1 percent for the 12-month period ending in March 2020. **Benefit costs** increased 2.5 percent over the year and increased 2.1 percent for the 12-month period ending in March 2020. (See chart 2 and tables A, 4, 8, and 12.)

Compensation costs for private industry workers increased 2.8 percent over the year. In March 2020, the increase was 2.8 percent. **Wages and salaries** increased 3.0 percent for the 12-month period ending in March 2021 and increased 3.3 percent in March 2020. The cost of **benefits** increased 2.5 percent for the 12-month period ending in March 2021 and increased 1.6 percent in March 2020. (See charts 3 and 4 and tables A, 5, 9, and 12.)

Employer costs for **health benefits** increased 2.1 percent for the 12-month period ending in March 2021. (For further information, see chart 3 and www.bls.gov/ncs/ect/data.htm.)

Coronavirus (COVID-19) Pandemic Impact on the March 2021 Employment Cost Index

Response rates for March were comparable with prior releases and no changes in estimation procedures were necessary. Additional information is available at www.bls.gov/bls/effects-of-covid-19-on-workplace-injuries-and-illnesses-compensation-and-occupational-requirements.htm#ECI.

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

[Not seasonally adjusted]

Occupational group and industry	Indexes (Dec. 2005=100)			Percent changes for					
	Mar. 2020	Dec. 2020	Mar. 2021	3-months ended-			12-months ended-		
				Mar. 2020	Dec. 2020	Mar. 2021	Mar. 2020	Dec. 2020	Mar. 2021
All workers.....	139.4	141.6	143.3	1.0	0.6	1.2	2.8	2.6	2.8
Excluding incentive paid occupations ²	139.4	141.6	143.0	0.9	0.6	1.0	2.7	2.5	2.6
Occupational group									
Management, professional, and related.....	138.0	139.5	140.7	0.9	0.4	0.9	2.4	2.0	2.0
Excluding incentive paid occupations ²	137.3	138.8	140.1	0.9	0.4	0.9	2.4	2.0	2.0
Management, business, and financial.....	139.5	141.0	142.0	0.8	0.2	0.7	2.4	1.9	1.8
Excluding incentive paid occupations ²	138.5	139.9	141.1	0.8	0.3	0.9	2.4	1.8	1.9
Professional and related.....	136.8	138.4	139.7	0.9	0.4	0.9	2.3	2.1	2.1
Sales and office.....	140.6	143.2	146.1	1.3	0.9	2.0	3.1	3.2	3.9
Excluding incentive paid occupations ²	142.3	145.0	146.5	1.0	0.8	1.0	2.7	2.9	3.0
Sales and related.....	136.8	139.6	144.3	1.7	1.3	3.4	3.6	3.8	5.5
Excluding incentive paid occupations ²	140.4	143.9	145.3	1.0	1.2	1.0	2.7	3.5	3.5
Office and administrative support.....	143.3	145.6	147.1	1.0	0.6	1.0	2.7	2.6	2.7
Natural resources, construction, and maintenance.....	139.3	141.3	142.7	1.0	0.5	1.0	3.0	2.5	2.4
Construction, extraction, farming, fishing, and forestry occupations.....	140.2	141.2	142.4	1.2	0.6	0.8	3.5	1.9	1.6
Installation, maintenance, and repair.....	138.2	141.4	143.0	0.7	0.4	1.1	2.3	3.0	3.5
Production, transportation, and material moving.....	140.6	143.8	145.1	1.0	0.8	0.9	3.1	3.3	3.2
Excluding incentive paid occupations ²	140.3	143.6	144.8	0.9	0.8	0.8	3.1	3.3	3.2
Production.....	137.2	140.3	141.7	0.9	0.7	1.0	2.8	3.2	3.3
Excluding incentive paid occupations ²	137.6	140.8	142.1	0.9	0.7	0.9	2.8	3.2	3.3
Transportation and material moving.....	144.8	148.2	149.3	1.1	0.9	0.7	3.4	3.5	3.1
Service occupations.....	142.2	145.6	147.8	1.1	0.9	1.5	3.6	3.6	3.9
Industry and occupational group									
Goods-producing industries ³	136.7	138.9	139.9	0.7	0.5	0.7	2.7	2.3	2.3
Excluding incentive paid occupations ²	137.0	138.8	140.0	0.8	0.5	0.9	2.7	2.1	2.2
Management, professional, and related.....	134.4	135.6	136.6	0.8	0.3	0.7	2.3	1.7	1.6
Sales and office.....	137.2	143.4	143.5	-1.9	0.6	0.1	1.5	2.5	4.6
Natural resources, construction, and maintenance.....	139.3	140.7	141.9	1.1	0.6	0.9	3.4	2.1	1.9
Production, transportation, and material moving.....	136.4	139.2	140.4	0.9	0.7	0.9	2.9	3.0	2.9
Construction.....	137.6	140.3	141.3	0.4	0.4	0.7	3.1	2.4	2.7
Manufacturing.....	136.2	138.5	139.4	0.7	0.7	0.6	2.5	2.4	2.3
Management, professional, and related.....	135.4	136.9	137.7	0.7	0.4	0.6	2.1	1.9	1.7
Sales and office occupations.....	139.6	140.6	141.9	-0.2	0.5	0.9	2.0	0.5	1.6
Natural resources, construction, and maintenance.....	136.4	139.4	140.3	0.9	0.9	0.6	2.7	3.1	2.9
Production, transportation, and material moving.....	136.0	138.9	140.1	0.8	0.7	0.9	2.9	3.0	3.0
Aircraft manufacturing.....	120.7	123.1	125.0	-1.3	0.1	1.5	-1.1	0.7	3.6
Service-providing industries ⁴	140.2	142.4	144.3	1.1	0.6	1.3	2.9	2.7	2.9
Excluding incentive paid occupations ²	140.2	142.5	144.0	1.0	0.6	1.1	2.7	2.7	2.7
Management, professional, and related.....	138.6	140.2	141.5	0.8	0.3	0.9	2.4	2.0	2.1
Sales and office.....	141.0	143.2	146.4	1.7	1.0	2.2	3.3	3.2	3.8
Natural resources, construction, and maintenance.....	139.3	142.4	143.9	0.8	0.4	1.1	2.3	3.0	3.3
Production, transportation, and material moving.....	145.3	149.0	150.3	1.0	0.9	0.9	3.1	3.6	3.4
Service occupations.....	142.1	145.6	147.8	1.1	0.9	1.5	3.6	3.6	4.0
Trade, transportation, and utilities.....	142.2	145.1	146.7	1.1	0.9	1.1	2.7	3.1	3.2
Excluding incentive paid occupations ²	142.9	146.0	147.3	1.1	1.0	0.9	3.0	3.3	3.1
Wholesale trade.....	136.6	138.1	139.9	1.3	0.1	1.3	1.8	2.4	2.4
Excluding incentive paid occupations ²	140.3	142.1	143.5	0.9	0.6	1.0	2.7	2.2	2.3

See footnotes at end of table.

