

March 2013



M O N T H L Y L A B O R  
**REVIEW**

U.S. Department of Labor

U.S. Bureau of Labor Statistics

EMPLOYMENT AND  
UNEMPLOYMENT  
IN

A pair of hands, palms up, holding a glowing blue square frame. Inside the frame is the year "2012" in large white numbers. The hands are wearing a dark suit jacket and a light-colored striped shirt. The background is a blurred image of a newspaper with the word "JOB" visible.

2012

U.S. labor market continued to improve in 2012  
Slow and steady: payroll employment grew moderately in 2012



U.S. Department of Labor  
Seth D. Harris, Acting Secretary

U.S. Bureau of Labor Statistics  
Erica L. Groshen, Commissioner

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## Schedule of Economic News Releases, April 2013

Date	Time	Release
Friday, April 05, 2013	8:30 AM	Employment Situation for March 2013
Tuesday, April 09, 2013	10:00 AM	Job Openings and Labor Turnover Survey for February 2013
Wednesday, April 10, 2013	10:00 AM	Metropolitan Area Employment and Unemployment for February 2013
Thursday, April 11, 2013	8:30 AM	U.S. Import and Export Price Indexes for March 2013
Friday, April 12, 2013	8:30 AM	Producer Price Index for March 2013
Tuesday, April 16, 2013	8:30 AM	Consumer Price Index for March 2013
Tuesday, April 16, 2013	8:30 AM	Real Earnings for March 2013
Wednesday, April 17, 2013	10:00 AM	College Enrollment and Work Activity of High School Graduates for 2012
Thursday, April 18, 2013	10:00 AM	Usual Weekly Earnings of Wage and Salary Workers for First Quarter 2013
Friday, April 19, 2013	10:00 AM	Regional and State Employment and Unemployment for March 2013
Tuesday, April 23, 2013	10:00 AM	Mass Layoffs for March 2013
Friday, April 26, 2013	10:00 AM	Employment Characteristics of Families for 2012
Tuesday, April 30, 2013	8:30 AM	Employment Cost Index for First Quarter 2013

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The BLS calendar contains publication dates for most news releases scheduled to be issued by the BLS national office in upcoming months. It is updated as needed with additional news releases, usually at least a week before their scheduled publication date.

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## U.S. labor market continued to improve in 2012

*The labor market continued to gain strength slowly in 2012 as unemployment eased and employment grew*

Lisa Williamson

**T**he U.S. labor market continued to improve slowly in 2012 as unemployment trended downward and employment grew. In the fourth quarter of the year, 12.2 million people were unemployed and the unemployment rate was 7.8 percent, nearly a full percentage point lower than a year earlier. Total civilian employment grew at a faster pace in 2012 than in 2011. (For a comparison of the employment measures available from the Current Population Survey (CPS) and the Current Employment Statistics survey (CES), see the box on page 4.) Still, even with the modest improvement in the job market, a number of labor market problems persisted. For example, the proportion of unemployed people who had been without work for 6 months or longer remained close to historically high levels.

This article takes a detailed look at changes in key labor market measures from the CPS in 2012 by various demographic characteristics. Among the measures examined are earnings, unemployment duration, and the employment situations of veterans, people with a disability, and the foreign born.

*Unemployment continued to trend downward for most major demographic groups in 2012.* Over the year, the number of unemployed

people fell by 1.2 million, to 12.2 million. A large drop in unemployment in the first quarter was followed by little movement in the second quarter and small declines in the third and fourth quarters. The unemployment rate declined 0.9 percentage point from the end of 2011, to 7.8 percent in the fourth quarter of 2012. (See table 1 and chart 1.)

In 2012, the unemployment rate for adult men (ages 20 and older) continued to decline faster than the rate for adult women. The jobless rate for adult men dropped by 1.0 percentage point, to 7.3 percent, in the fourth quarter, while the rate for adult women was down 0.6 percentage point, to 7.2 percent. The jobless rate for teenagers 16 to 19 years of age showed little movement over the year and stood at 23.6 percent in the fourth quarter.

Unemployment rates for the major race and ethnicity groups declined in 2012.<sup>1</sup> The unemployment rate for Whites was down 0.8 percentage point, to 6.9 percent. The jobless rates for Blacks and Hispanics fell by 1.4 percentage points each, to 13.9 percent and 9.8 percent, respectively. The rate for Asians (not seasonally adjusted) edged down over the year, from 6.9 percent to 5.9 percent.

Unemployment rates in 2012 also declined for people at all levels of educational attainment. (See chart 2.) Among workers

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### The CPS and the CES

The Bureau of Labor Statistics (BLS, the Bureau) produces two monthly employment series that are obtained independently of each other. The estimate of total nonfarm jobs is derived from the Current Employment Statistics survey (CES), also called the establishment or payroll survey. The estimate of total civilian employment is based on the Current Population Survey (CPS), also called the household survey. The two surveys use different definitions of employment, as well as different survey and estimation methods.

The CES is a survey of employers that provides a measure of the number of payroll jobs in nonfarm industries. The CPS is a survey of households that provides a measure of employed people ages 16 years and older in the civilian noninstitutional population.

Employment estimates from the CPS give information about workers in both the agricultural and nonagricultural sectors and in all types of work arrangements: workers with wage and salary jobs (including employment in a private household), those engaging in self-employment, and those doing unpaid work for at least 15 hours a week in a business or farm operated by a family member.

CES payroll employment estimates are restricted to nonagricultural wage and salary jobs and exclude private household workers. As a result, employment estimates from the CPS are higher than those from the CES. In the CPS, however, employed people are counted only once, regardless of whether they hold more than one job during the survey reference period. By contrast, because the CES counts the number of jobs rather than the number of people, each nonfarm job is counted once, even when two

or more jobs are held by the same person.

The reference periods for the surveys also differ. In the CPS, the reference period is the calendar week that includes the 12th day of the month. In the CES, employers report the number of workers on their payrolls for the pay period that includes the 12th of the month. Because pay periods vary in length among employers and may be longer than 1 week, the CES employment estimates can reflect longer reference periods.

For purposes of comparison, some adjustments can be made to CPS employment estimates to make them more similar in definitional scope to CES employment figures. The Bureau routinely carries out these adjustments to evaluate how the two employment series are tracking. The long-term trends in the two surveys' employment measures are quite comparable. Nonetheless, throughout the history of the surveys, there have been periods when the short-term trends diverged or when growth in one series significantly outpaced growth in the other. For example, following the end of the 2001 recession, CPS employment began to trend upward while CES employment continued to decline for a number of months.

The Bureau publishes a monthly report with the latest trends and comparisons of employment as measured by the CES and the CPS. (See "Employment from the BLS household and payroll surveys: summary of recent trends" (U.S. Bureau of Labor Statistics), [www.bls.gov/web/ces\\_cps\\_trends.pdf](http://www.bls.gov/web/ces_cps_trends.pdf).) This report includes a summary of possible causes of differences in the surveys' employment trends, as well as links to additional research on the topic.

**Table 1. Employment status of the civilian noninstitutional population 16 years and older, by age and selected characteristics, quarterly averages, seasonally adjusted, 2011–2012**

[Levels in thousands]

Characteristic	Fourth quarter, 2011	2012			
		First quarter	Second quarter	Third quarter	Fourth quarter
<b>Total, 16 years and older</b>					
Civilian labor force	154,017	154,629	154,866	154,899	155,469
Participation rate (percent)	64.1	63.8	63.7	63.6	63.7
Employed	140,660	141,883	142,228	142,463	143,303
Employment–population ratio	58.5	58.5	58.5	58.5	58.7
Unemployed	13,356	12,747	12,638	12,437	12,166
Unemployment rate (percent)	8.7	8.2	8.2	8.0	7.8
<b>Men, 20 years and older</b>					
Civilian labor force	79,359	79,273	79,303	79,299	79,647
Participation rate (percent)	73.3	73.3	73.1	72.9	72.9
Employed	72,759	73,185	73,225	73,332	73,872
Employment–population ratio	67.2	67.6	67.5	67.4	67.6
Unemployed	6,600	6,087	6,078	5,967	5,776
Unemployment rate (percent)	8.3	7.7	7.7	7.5	7.3
<b>Women, 20 years and older</b>					
Civilian labor force	68,903	69,592	69,711	69,762	70,002
Participation rate (percent)	59.6	59.4	59.4	59.2	59.3
Employed	63,507	64,319	64,575	64,696	64,985
Employment–population ratio	55.0	54.9	55.0	54.9	55.0
Unemployed	5,396	5,272	5,137	5,066	5,017
Unemployment rate (percent)	7.8	7.6	7.4	7.3	7.2
<b>Total, 16 to 19 years</b>					
Civilian labor force	5,755	5,765	5,852	5,838	5,819
Participation rate (percent)	34.4	33.8	34.4	34.4	34.5
Employed	4,394	4,378	4,429	4,435	4,446
Employment–population ratio	26.3	25.6	26.0	26.2	26.3
Unemployed	1,361	1,387	1,423	1,403	1,373
Unemployment rate (percent)	23.6	24.1	24.3	24.0	23.6
<b>White</b>					
Civilian labor force	124,599	123,712	123,783	123,502	123,703
Participation rate (percent)	64.4	64.2	64.1	63.9	63.8
Employed	115,021	114,591	114,662	114,608	115,206
Employment–population ratio	59.4	59.5	59.4	59.3	59.5
Unemployed	9,578	9,121	9,121	8,894	8,497
Unemployment rate (percent)	7.7	7.4	7.4	7.2	6.9
<b>Black or African American</b>					
Civilian labor force	18,002	18,320	18,383	18,386	18,498
Participation rate (percent)	61.5	61.6	61.6	61.4	61.5
Employed	15,246	15,778	15,866	15,845	15,930
Employment–population ratio	52.1	53.0	53.1	52.9	53.0
Unemployed	2,756	2,543	2,517	2,541	2,568
Unemployment rate (percent)	15.3	13.9	13.7	13.8	13.9

See notes at end of table.

**Table 1. Continued—Employment status of the civilian noninstitutional population 16 years and older, by age and selected characteristics, quarterly averages, seasonally adjusted, 2011–2012**

[Levels in thousands]

Characteristic	Fourth quarter, 2011	2012			
		First quarter	Second quarter	Third quarter	Fourth quarter
Asian <sup>1</sup>					
Civilian labor force	7,462	8,096	8,082	8,242	8,331
Participation rate (percent)	64.4	63.6	63.4	64.1	64.4
Employed	6,949	7,575	7,630	7,778	7,836
Employment–population ratio	59.9	59.5	59.9	60.5	60.6
Unemployed	513	521	452	464	496
Unemployment rate (percent)	6.9	6.4	5.6	5.6	5.9
Hispanic or Latino ethnicity					
Civilian labor force	23,319	24,122	24,467	24,428	24,551
Participation rate (percent)	67.0	66.3	66.8	66.2	66.1
Employed	20,707	21,594	21,828	21,955	22,139
Employment–population ratio	59.5	59.4	59.6	59.5	59.6
Unemployed	2,612	2,528	2,640	2,472	2,413
Unemployment rate (percent)	11.2	10.5	10.8	10.1	9.8

<sup>1</sup> Data for Asians are not seasonally adjusted.

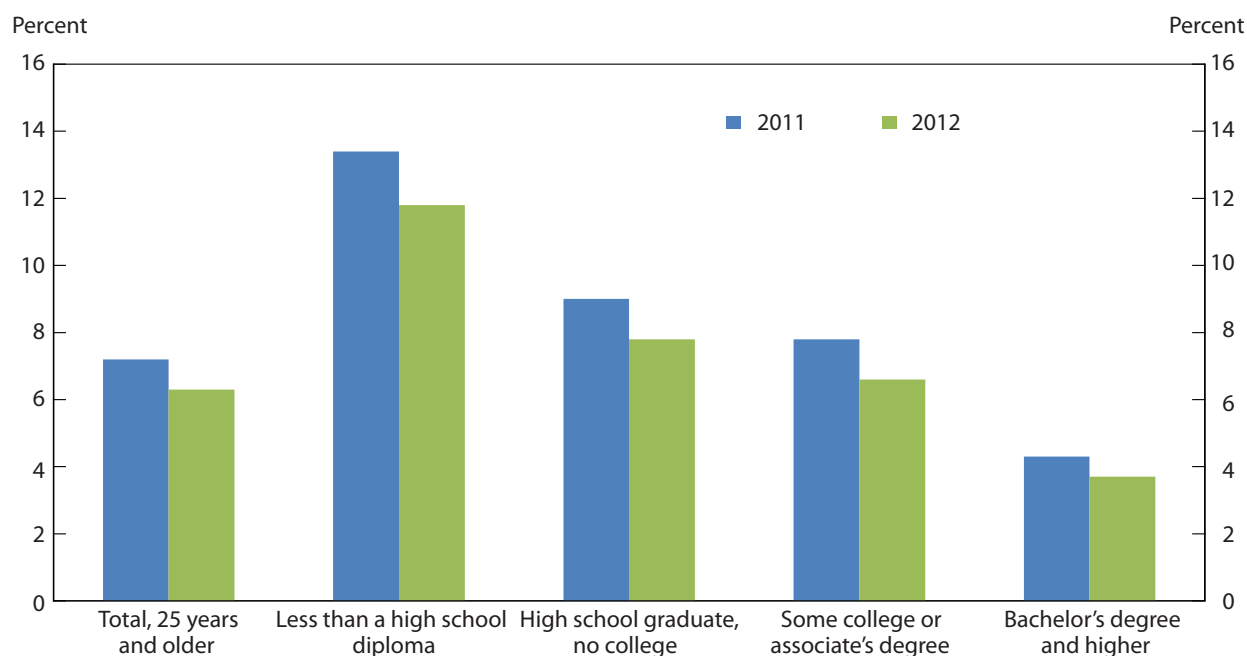
NOTE: Race and Hispanic ethnicity totals do not sum to overall total, 16 years and older, because data are not presented for all races and because persons of Hispanic ethnicity may be of any race and are also

included in the race groups. Updated population controls are introduced annually with the release of January data.

SOURCE: U.S. Bureau of Labor Statistics, Current Population Survey.

**Chart 1. Unemployment rate for people 16 years and older, quarterly averages, seasonally adjusted, 1969–2012**NOTE: Shaded regions represent recessions as designated by the National Bureau of Economic Research. Turning points are quarterly.  
SOURCE: U.S. Bureau of Labor Statistics, Current Population Survey.

**Chart 2. Unemployment rate for people 25 years and older, by educational attainment, seasonally adjusted, fourth quarter, 2011, and fourth quarter, 2012**



SOURCE: U.S. Bureau of Labor Statistics, Current Population Survey.

25 years and older, the rate for those with less than a high school diploma fell by 1.4 percentage points, to 12.0 percent, at the end of the year. The unemployment rate for those with some college fell 1.0 percentage point, to 6.8 percent, and the rate for high school graduates declined by 0.8 percentage point, to 8.2 percent. For those with at least a bachelor's degree, the jobless rate decreased 0.5 percentage point, to 3.8 percent. (See table 2.)

*The number of job losers decreased in 2012 for the third consecutive year.* The number of people who were unemployed because they lost their job fell by 1.2 million from the fourth quarter of the previous year. This category includes people on temporary layoff (who expect to be recalled to their jobs) as well as those not on temporary layoff. The latter group is further divided among permanent job losers and those who completed temporary jobs. A large portion of unemployment is made up of permanent job losers, a category that accounted for a disproportionate amount of the overall decrease in unemployment. (See table 3 and chart 3.)

The number of unemployed reentrants to the labor force was about the same in the fourth quarter of 2012 as its year-earlier level, 3.4 million. Reentrants are people who had been in the labor force previously, had spent

time out of the labor force, and were actively seeking work once again. Reentrants accounted for slightly more than one-quarter of the unemployed at the end of 2012. The number of unemployed job leavers—those who voluntarily left their jobs and started to seek another job—was about unchanged over the year. The number of new entrants in 2012—people who never previously worked but were searching for work—also was similar to what it was in 2011.

*Despite some easing, long-term unemployment remained stubbornly high in 2012.* The number of long-term unemployed people (those who were jobless for 27 weeks or longer) fell by 861,000, to 4.9 million.<sup>2</sup> This group made up 40.0 percent of total unemployment in the fourth quarter, down slightly from 42.9 percent in the fourth quarter of 2011. (See table 3 and chart 4.)

After expanding for 3 consecutive years and reaching a record high 4.5 million in the second quarter of 2010, the number of people unemployed for a year or longer (not seasonally adjusted) was down by 605,000 from 2011, almost twice the size of the decrease from the previous year. In the fourth quarter of 2012, 29.2 percent of the unemployed had been jobless for a year or longer, down



**Table 2. Employment status of the civilian noninstitutional population 25 years and older, by educational attainment, quarterly averages, seasonally adjusted, 2011–2012**

[Levels in thousands]

Characteristic	Fourth quarter, 2011	2012			
		First quarter	Second quarter	Third quarter	Fourth quarter
Less than a high school diploma					
Civilian labor force	11,698	11,463	11,405	11,275	11,156
Participation rate (percent)	46.9	46.1	45.1	45.5	45.4
Employed	10,127	9,989	9,958	9,926	9,818
Employment–population ratio	40.6	40.2	39.3	40.1	39.9
Unemployed	1,571	1,474	1,447	1,349	1,338
Unemployment rate (percent)	13.4	12.9	12.7	12.0	12.0
High school graduate, no college					
Civilian labor force	37,093	36,737	36,868	36,803	36,683
Participation rate (percent)	60.1	59.2	59.6	59.7	59.5
Employed	33,757	33,708	33,849	33,629	33,690
Employment–population ratio	54.7	54.3	54.7	54.6	54.6
Unemployed	3,337	3,030	3,019	3,173	2,993
Unemployment rate (percent)	9.0	8.2	8.2	8.6	8.2
Some college or associate's degree					
Civilian labor force	36,983	37,275	37,281	37,453	37,444
Participation rate (percent)	69.0	69.2	69.0	68.4	68.7
Employed	34,081	34,532	34,465	34,935	34,902
Employment–population ratio	63.6	64.1	63.8	63.8	64.0
Unemployed	2,902	2,743	2,815	2,518	2,542
Unemployment rate (percent)	7.8	7.4	7.6	6.7	6.8
Bachelor's degree and higher					
Civilian labor force	47,128	47,836	48,079	48,204	48,796
Participation rate (percent)	76.0	76.0	76.4	75.7	75.6
Employed	45,111	45,845	46,154	46,231	46,924
Employment–population ratio	72.7	72.9	73.3	72.6	72.7
Unemployed	2,016	1,991	1,925	1,973	1,871
Unemployment rate (percent)	4.3	4.2	4.0	4.1	3.8

NOTE: Updated population controls are introduced annually with the release of January data.

SOURCE: U.S. Bureau of Labor Statistics, Current Population Survey.

from 2011 but still very high by historical standards.<sup>3</sup>

The number of people who were jobless for 99 weeks or longer, 1.7 million, was down by 223,000 over the year. Despite this decline, at the end of 2012 about 1 person in 7 who were unemployed had been jobless for about 2 years or longer, the same proportion as in 2011 (not seasonally adjusted).

*Data on labor force status flows capture the underlying changes as people move among being unemployed, employed, and not in the labor force.* Each month, the Bureau of Labor Statistics (BLS, the Bureau) reports on the number of people

employed, the number unemployed, and the number not in the labor force, as measured by the CPS. A great deal of movement contributes to the relatively small over-the-month net changes that usually occur among these labor force measures. The overall changes are captured by data on labor force status flows; the data show that millions of people move between employment and unemployment each month and millions of others leave or enter the labor force.<sup>4</sup> In 2012, 17.4 million people, or 7.1 percent of the population 16 years and older, changed their labor force status in an average month.

A greater understanding of the continued high level

**Table 3. Unemployed people, by reason and duration of unemployment, quarterly averages, seasonally adjusted, 2011–2012**

[Levels in thousands]

Reason and duration	Fourth quarter, 2011	2012			
		First quarter	Second quarter	Third quarter	Fourth quarter
Reason for unemployment					
Job losers and persons who completed temporary jobs	7,663	7,167	6,990	6,843	6,458
On temporary layoff	1,209	1,178	1,182	1,265	1,080
Not on temporary layoff	6,454	5,989	5,808	5,579	5,377
Permanent job losers	5,103	4,718	4,515	4,370	4,162
Persons who completed temporary jobs	1,351	1,271	1,293	1,209	1,215
Job leavers	1,004	1,026	942	929	973
Reentrants	3,371	3,302	3,343	3,334	3,410
New entrants	1,282	1,354	1,342	1,274	1,306
Percent distribution:					
Job losers and persons who completed temporary jobs	57.5	55.8	55.4	55.3	53.2
On temporary layoff	9.1	9.2	9.4	10.2	8.9
Not on temporary layoff	48.5	46.6	46.0	45.1	44.3
Job leavers	7.5	8.0	7.5	7.5	8.0
Reentrants	25.3	25.7	26.5	26.9	28.1
New entrants	9.6	10.5	10.6	10.3	10.8
Duration of unemployment					
Less than 5 weeks	2,615	2,551	2,665	2,699	2,635
5 to 14 weeks	2,993	2,825	2,892	2,925	2,814
15 weeks or longer	7,726	7,337	7,087	6,835	6,698
15 to 26 weeks	2,009	1,932	1,833	1,815	1,843
27 weeks or longer	5,717	5,405	5,254	5,020	4,856
Average (mean) duration, in weeks	40.1	39.8	39.5	39.2	39.2
Median duration, in weeks	20.8	20.2	19.6	17.9	18.8
Percent distribution:					
Less than 5 weeks	19.6	20.1	21.1	21.7	21.7
5 to 14 weeks	22.4	22.2	22.9	23.5	23.2
15 weeks or longer	57.9	57.7	56.1	54.9	55.1
15 to 26 weeks	15.1	15.2	14.5	14.6	15.2
27 weeks or longer	42.9	42.5	41.6	40.3	40.0

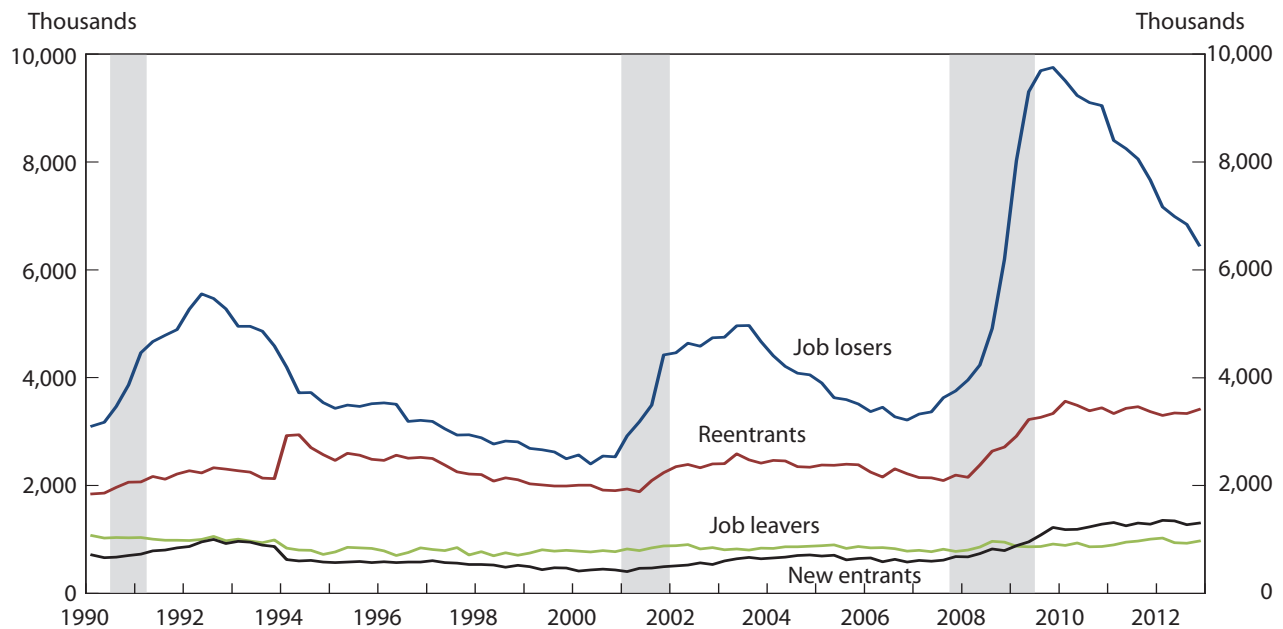
NOTE: Updated population controls are introduced annually with the release of January data.

SOURCE: U.S. Bureau of Labor Statistics, Current Population Survey.

of unemployment in 2012 can be obtained by examining the updated status (employed, unemployed, or not in the labor force) of people who were unemployed the previous month. Chart 5 shows the proportions of unemployed people who found employment, remained unemployed, and left the labor force. Historically, these data indicate that people are more likely to remain unemployed from one

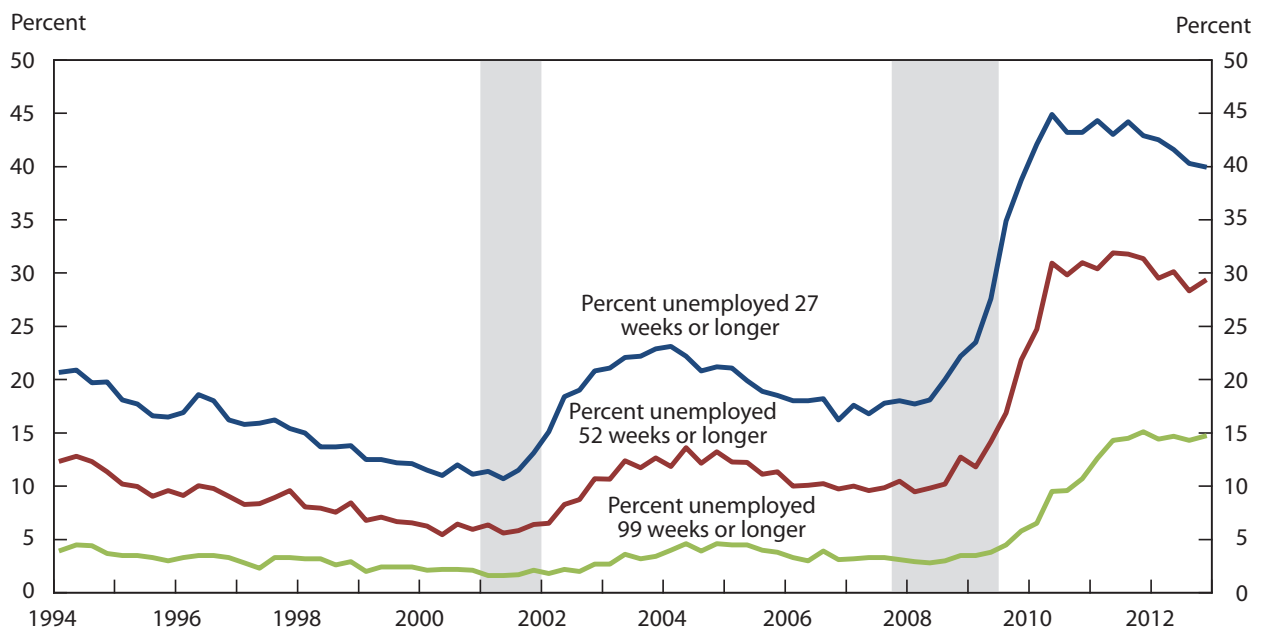
month to the next than to find employment or leave the labor force. The data show that the likelihood of remaining unemployed over a given month continued to be greater than the combined likelihood of finding employment and leaving the labor force. The share of the unemployed who remained unemployed from one month to the next, about 59 percent in December 2012 (calculated as a 3-month

**Chart 3. Reasons for unemployment, quarterly averages, seasonally adjusted, 1990–2012**



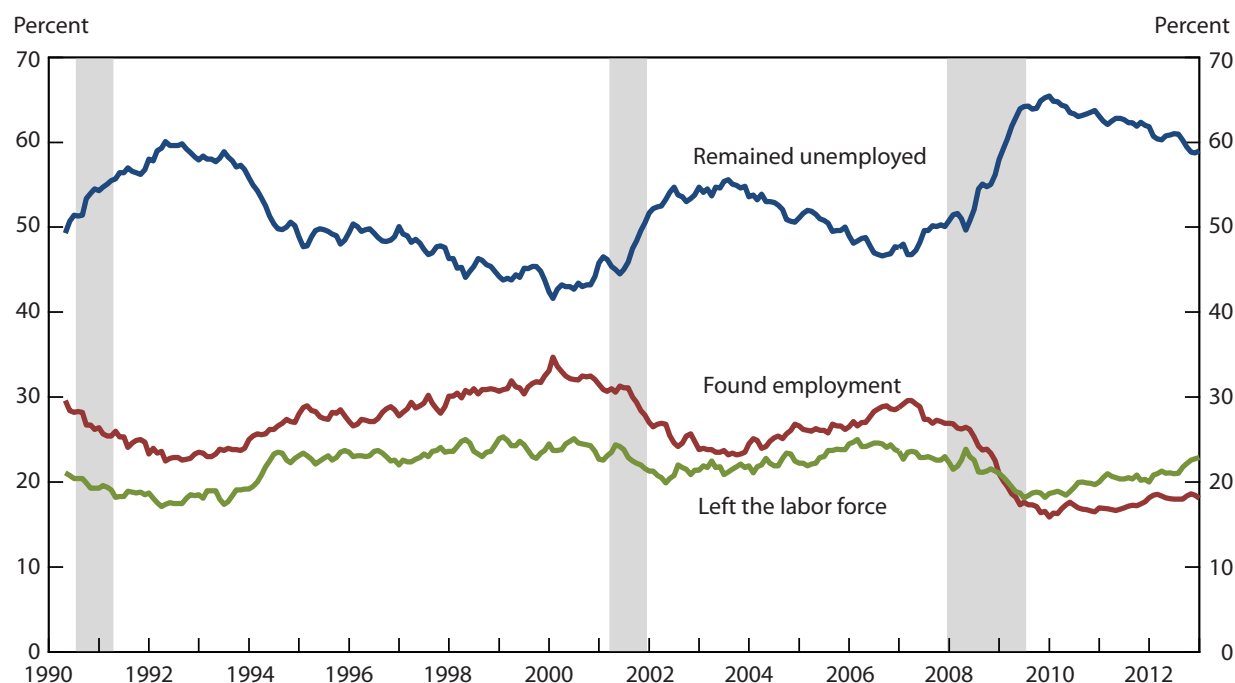
NOTE: Shaded regions represent recessions as designated by the National Bureau of Economic Research. Turning points are quarterly.  
SOURCE: U.S. Bureau of Labor Statistics, Current Population Survey.

**Chart 4. Long-term unemployed as a percentage of total unemployed, quarterly averages, 1994–2012**



NOTE: Data for 27 weeks or longer are seasonally adjusted. Data for 52 weeks or longer and 99 weeks or longer are not seasonally adjusted. Shaded regions represent recessions as designated by the National Bureau of Economic Research. Turning points are quarterly.  
SOURCE: U.S. Bureau of Labor Statistics, Current Population Survey.

**Chart 5. Percentage of the unemployed who found employment, remained unemployed, or left the labor force, 3-month moving average, seasonally adjusted, April 1990–December 2012**



NOTE: Shaded regions represent recessions as designated by the National Bureau of Economic Research.  
SOURCE: U.S. Bureau of Labor Statistics, Current Population Survey.

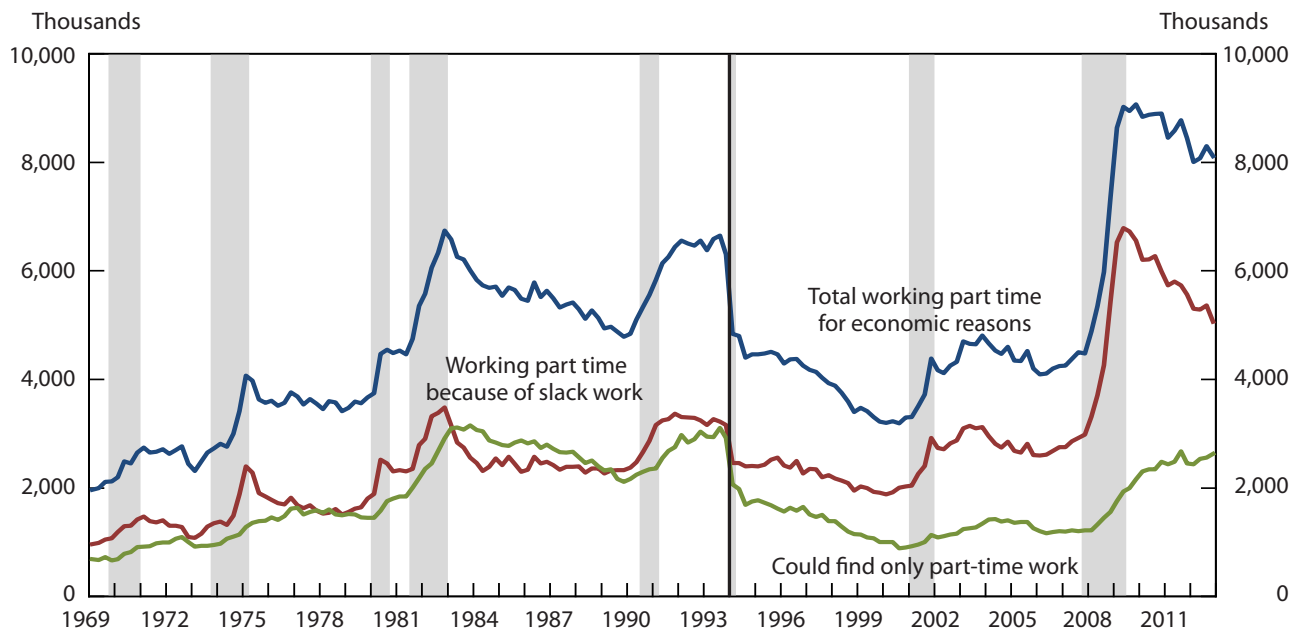
moving average), continued to edge down over the year. The likelihood of unemployed people finding employment was about unchanged over the year, while the share of the unemployed who left the labor force trended upward in 2012. In December, the likelihood of unemployed people finding employment was 18.1 percent while the likelihood of their leaving the labor force was a higher 22.9 percent.

*Involuntary part-time employment declined in 2012.* The number of people employed part time for economic reasons, also referred to as involuntary part-time workers, decreased over the year, to 8.1 million—329,000 lower than its year-earlier level.<sup>5</sup> Still, even with the decline in 2012, the number of people employed part time for economic reasons remained almost double the prerecessionary<sup>6</sup> levels. (See chart 6.) Slack work or unfavorable business conditions, rather than an inability to find full-time work, typically has been the primary reason for working part time involuntarily.

*The number of people not in the labor force who wanted a job but were not looking for one continued to trend upward in 2012; however, the number of discouraged workers (not sea-*

*sonally adjusted) was little changed over the year.*<sup>7</sup> People not in the labor force are neither employed nor unemployed. The number of people not in the labor force, 89.0 million in the fourth quarter of 2012, increased over the year. Because the labor force participation rate was about unchanged over the year, the increase was due almost entirely to population growth. The vast majority of the increase occurred among those who did not want a job. People 65 years and older continued to make up about 40 percent of those not in the labor force. The number of people not in the labor force who wanted a job but were not looking for one rose by 294,000 from its level a year earlier, to 6.4 million in the fourth quarter of 2012. (See table 4.) The proportion of these people edged up over the year, to 7.2 percent in the fourth quarter.

Among the 6.4 million people who wanted a job but were not looking for one in the fourth quarter of 2012, 2.5 million (not seasonally adjusted) had searched for work sometime in the previous year and were available to work had a job been offered to them. These individuals are defined as “marginally attached to the labor force” and are not counted as unemployed because they had not actively searched for work in the 4 weeks preceding the survey

**Chart 6. Number of people employed part time for economic reasons, quarterly averages, seasonally adjusted, 1969–2012**

NOTE: Shaded regions represent recessions as designated by the National Bureau of Economic Research. Turning points are quarterly. Beginning in 1994 (denoted by vertical black line), data are affected by the redesign of the Current Population Survey and are not strictly comparable with data for previous years.

SOURCE: U.S. Bureau of Labor Statistics, Current Population Survey.

**Table 4. Number of people not in the labor force, quarterly averages, not seasonally adjusted, 2008–2012**

[In thousands]

Category	Fourth quarter, 2008	Fourth quarter, 2009	Fourth quarter, 2010	Fourth quarter, 2011	Fourth quarter, 2012
Total not in the labor force	80,164	83,450	85,210	86,717	88,957
People who currently want a job	5,019	5,726	5,971	6,096	6,390
Marginally attached to the labor force <sup>1</sup>	1,831	2,394	2,581	2,562	2,517
Discouraged workers <sup>2</sup>	578	866	1,273	1,002	953
Other people marginally attached to the labor force <sup>3</sup>	1,253	1,528	1,308	1,559	1,564

<sup>1</sup> People who want a job, have searched for work during the previous 12 months, and were available to take a job during the reference week, but had not looked for work in the past 4 weeks.

<sup>2</sup> Those who did not actively look for work in the past 4 weeks for reasons such as they thought that no work was available, that they could not find work, that they lacked schooling or training, that their employer would think that they were too young or too old, and that they might face

other types of discrimination.

<sup>3</sup> Those who did not actively look for work in the past 4 weeks for reasons such as they had school or family responsibilities, they were in ill health, and they had transportation problems, as well as a number for whom the reason for their nonparticipation was not identified.

SOURCE: U.S. Bureau of Labor Statistics, Current Population Survey.

week.<sup>8</sup> Among those in this group, some were currently not looking for work specifically for one of the following reasons: they felt that no jobs were available for them, that they could not find work, that they lacked schooling or training, that an employer would think that they were too young or too old, or that they might face other types of discrimination. The number of these “discouraged workers,” 953,000 in the fourth quarter of 2012, was little changed over the year.

The remaining 1.6 million people marginally attached to the labor force are those who had not searched for work in the 4 weeks preceding the survey for reasons such as they had school or family responsibilities, they were in ill health, or they had transportation problems, as well as those for whom the reason for their nonparticipation was not identified in the CPS. The number of these individuals was virtually the same in the fourth quarter of 2012 as a year earlier.



All five alternative measures of labor underutilization declined in 2012. The Bureau uses CPS data to construct alternative measures of labor underutilization.<sup>9</sup> Known as U-1, U-2, and U-4 through U-6 (U-3 is the “official” unemployment rate), these measures tend to show similar cyclical patterns yet provide additional insight into the degree to which labor resources are being underutilized. Like the official unemployment rate, the alternative measures are presented as a percentage of the labor force (adjusted as necessary). Alternative measure U-1 shows the number of individuals unemployed 15 weeks or longer as a percentage of the labor force, while U-2 presents job losers and people who completed temporary jobs as a percentage of the labor force. Alternative measures U-4 through U-6 are broader than the official unemployment measure: To U-3, U-4 adds discouraged workers, U-5 adds all people marginally attached to the labor force (including discouraged workers), and U-6 adds all people marginally attached to the labor force plus people employed part time for economic reasons.

All five alternative measures were down over the year. By the end of 2012, U-1 had declined to 4.3 percent and U-2 to 4.2 percent. Two measures, U-4 and U-5, decreased by 0.9 percentage point from the end of 2011. The

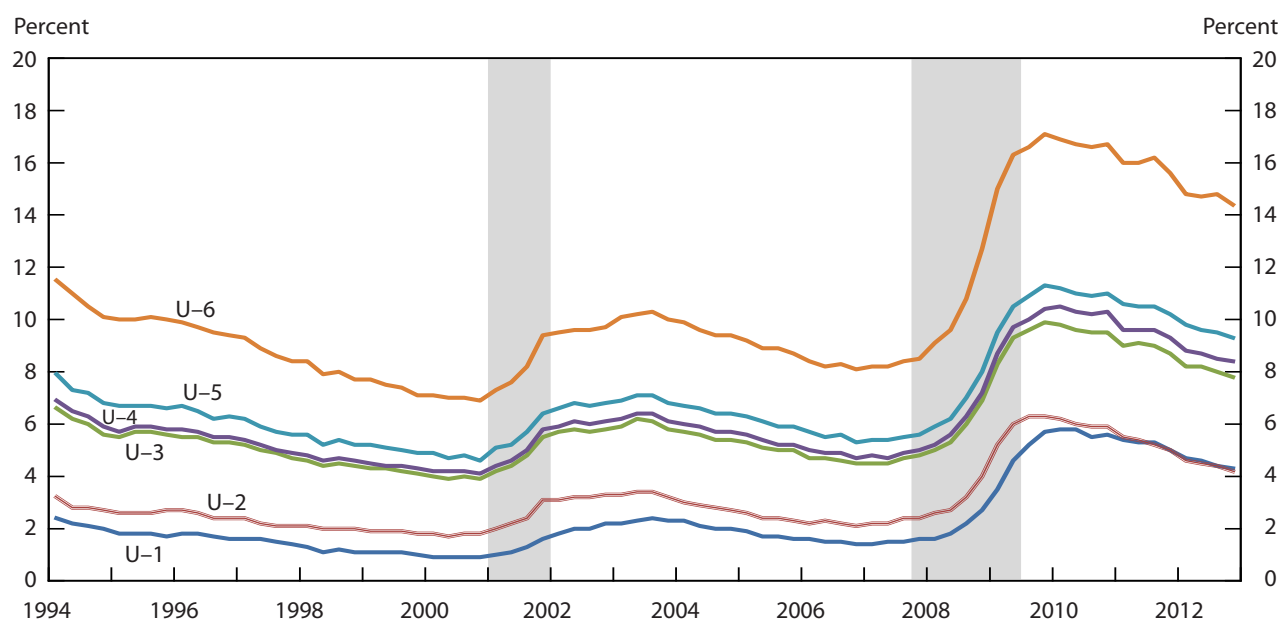
broadest measure, U-6, declined by 1.2 points, to 14.4 percent. (See chart 7.)

Throughout most of the series’ history, U-2 exceeded U-1. However, recently the pattern has changed, reflecting the persistently high levels of long-term unemployment and the declining number of people unemployed because they lost their job.

The civilian labor force increased to 155.5 million in 2012, rising above its prerecession level. The labor force participation rate—the proportion of the civilian noninstitutional population 16 years and older that is in the labor force—was little different at the end of 2012 from a year earlier, after accounting for the effects of annual population adjustments to population controls. (See chart 8 and box on page 14.)

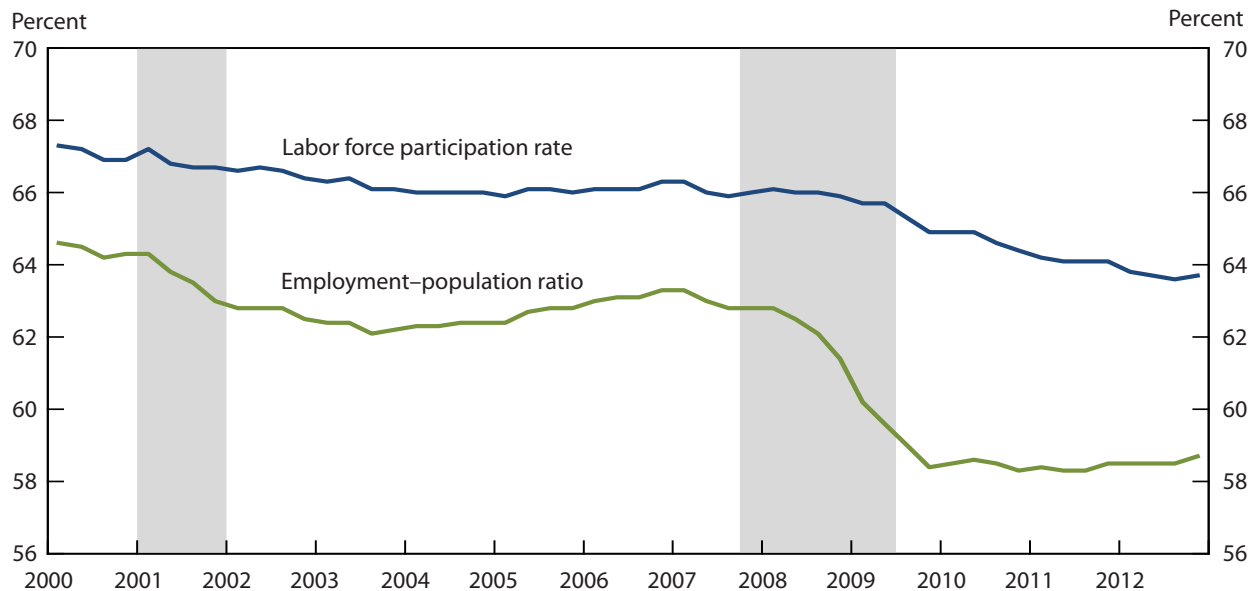
The labor force participation rates for the major race and ethnicity groups declined or were little changed in 2012 after accounting for the adjustments to population controls. The rate for Whites declined to 63.8 percent, and the rate for Hispanics edged down to 66.1 percent. The rates for Blacks and Asians were unchanged from their rates in 2011. (See table 1.)

**Chart 7. Measures of labor underutilization, quarterly averages, seasonally adjusted, 1994–2012**



NOTE: Shaded regions represent recessions as designated by the National Bureau of Economic Research. Turning points are quarterly. Measures of labor underutilization are as follows: U-1 = people unemployed 15 weeks or longer, as a percentage of the civilian labor force; U-2 = job losers and people who completed temporary jobs, as a percentage of the civilian labor force; U-3 = total unemployed, as a percentage of the civilian labor force (official unemployment rate); U-4 = total unemployed plus discouraged workers, as a percentage of the civilian labor force plus discouraged workers; U-5 = total unemployed, plus discouraged workers, plus all other marginally attached workers, as a percentage of the civilian labor force plus all marginally attached workers; U-6 = total unemployed, plus all marginally attached workers, plus total employed part time for economic reasons, as a percentage of the civilian labor force plus all marginally attached workers.

SOURCE: U.S. Bureau of Labor Statistics, Current Population Survey.

**Chart 8. Labor force participation rate and employment–population ratio, quarterly averages, seasonally adjusted, 2000–2012**

NOTE: Shaded regions represent recessions as designated by the National Bureau of Economic Research. Turning points are quarterly.  
 SOURCE: U.S. Bureau of Labor Statistics, Current Population Survey.

### Adjustments to Population Estimates for the CPS

Updated population controls are introduced annually for the Current Population Survey (CPS) with the publication of January data in the *Employment Situation* news release. The updated controls in January 2012 incorporated the Census 2010 population base for the first time; previous years' data shown in tables in this article used the Census 2000 population base. Consequently, data for 2012 are not strictly comparable to those for earlier years. For the analysis presented in this article, the effects of the updated population controls have been taken into account.

The adjustment increased the estimated size of the civilian noninstitutional population in December 2011 by 1,510,000, the civilian labor

force by 258,000, employment by 216,000, unemployment by 42,000, and people not in the labor force by 1,252,000. Although the total unemployment rate was unaffected, the labor force participation rate and the employment–population ratio were each reduced by 0.3 percentage point. This was because the population increase was primarily among people 55 and older and, to a lesser degree, people 16 to 24 years of age. Both of these age groups have lower levels of labor force participation than the general population does. For more information, see “Adjustments to Household Survey Population Estimates in January 2012” (U.S. Bureau of Labor Statistics, February 2012), [www.bls.gov/cps/cps12adj.pdf](http://www.bls.gov/cps/cps12adj.pdf).

*Total civilian employment grew at a faster pace in 2012 than in 2011.* As measured in the household survey, employment reached 143.3 million in the fourth quarter of 2012. After accounting for the effects of population controls, the overall employment–population ratio rose over the year. The employment–population ratio is the proportion of the civilian noninstitutional population 16 years and older that is employed. (See chart 8 and box on page 14.) The ratio fell from 2007 to 2009 and has shown little definitive change until recently. After accounting for population adjustments, the employment–population ratio for adult men rose from its 2011 value while the ratios for adult women and teens were little changed. (See table 1.)

The employment–population ratios for Whites and Blacks increased over the year, to 59.5 percent and 53.0 percent, respectively. The ratios for Asians (not seasonally adjusted), 60.6 percent, and Hispanics, 59.6 percent, were not significantly different from the previous year’s ratios.

The number of workers holding more than one job, 7.0 million in the fourth quarter of 2012, was about the same as in the previous year. The percentage of the employed who were multiple jobholders also continued to hold steady, at about 4.9 percent throughout the year.

The number of self-employed workers increased in 2012 as a result of increases in the numbers of both the incorporated self-employed and the unincorporated self-employed. In the fourth quarter of 2012, 14.8 million workers were self-employed. The self-employment rate—the proportion of total employment made up of the self-employed—was 10.3 percent, little different from a year earlier. Of all self-employed workers, 9.7 million, or nearly two-thirds, had unincorporated businesses; the remaining 5.2 million had incorporated businesses.

*Although unemployment rates varied across occupations, jobless rates fell over the year for all five of the major occupational categories.* Unemployment rates continued to be highest in the natural resources, construction, and maintenance occupational group, at 10.8 percent in the fourth quarter of 2012. The rate for sales and office occupations and for production, transportation, and material moving oc-

cupations each fell about a full percentage point over the year, to 7.1 percent and 9.1 percent, respectively. The jobless rate for service occupations was 8.9 percent in the fourth quarter of 2012, 0.7 percentage point lower than it was the previous year. The lowest rate continued to be in management, professional, and related occupations and was down by 0.5 percentage point, to 3.8 percent at the end of 2012.<sup>10</sup> (See table 5.)

Employment rose over the year in management, professional, and related occupations, the largest of the five major occupational categories. Almost 2 in 5 employed people were classified under this broad occupational group in the fourth quarter of 2012. Women made up 51.5 percent of the category, although they accounted for only 47.0 percent of the employed. However, the over-the-year employment growth in this occupational category was about equally split between women and men. Employment in other major occupational categories was little changed over the year. (See table 6.)

**Table 5. Unemployment rates, by occupational group, quarterly averages, not seasonally adjusted, 2011–2012**  
[In percent]

Occupational group	Fourth quarter, 2011	Fourth quarter, 2012
Management, professional, and related occupations	4.3	3.8
Management, business, and financial operations occupations	4.6	3.8
Professional and related occupations	4.0	3.7
Service occupations	9.6	8.9
Health care support occupations	8.0	6.2
Protective service occupations	6.7	5.2
Food preparation and serving related occupations	10.8	10.2
Building and grounds cleaning and maintenance occupations	11.3	11.4
Personal care and service occupations	8.7	7.9
Sales and office occupations	8.1	7.1
Sales and related occupations	7.9	7.1
Office and administrative support occupations	8.4	7.1
Natural resources, construction, and maintenance occupations	11.9	10.8
Farming, fishing, and forestry occupations	16.1	14.8
Construction and extraction occupations	14.7	13.3
Installation, maintenance, and repair occupations	6.4	6.0
Production, transportation, and material moving occupations	10.0	9.1
Production occupations	9.9	8.6
Transportation and material moving occupations	10.1	9.5

NOTE: Effective with January 2012 data, occupations reflect the introduction of the 2010 Census occupation classification system into the Current Population Survey, or household survey. This system is derived from the 2010 Standard Occupational Classification system. Historical data have not been revised. Updated population controls are introduced annually with the release of January data.

SOURCE: U.S. Bureau of Labor Statistics, Current Population Survey.

**Table 6. Employment, by occupational group and gender, quarterly averages, not seasonally adjusted, 2011–2012**

[In thousands]

Occupational group	Total		Men		Women	
	Fourth quarter, 2011	Fourth quarter, 2012	Fourth quarter, 2011	Fourth quarter, 2012	Fourth quarter, 2011	Fourth quarter, 2012
Total, 16 years and older	140,912	143,549	74,975	76,109	65,937	67,440
Management, professional, and related occupations	52,820	54,936	25,675	26,638	27,144	28,299
Management, business, and financial operations occupations	21,839	22,799	12,459	12,852	9,380	9,947
Professional and related occupations	30,981	32,137	13,217	13,785	17,764	18,352
Service occupations	24,856	25,184	10,965	10,930	13,891	14,254
Health care support occupations	3,377	3,592	442	466	2,936	3,127
Protective service occupations	3,168	3,031	2,541	2,383	626	648
Food preparation and serving related occupations	7,778	7,727	3,580	3,480	4,197	4,247
Building and grounds cleaning and maintenance occupations	5,559	5,595	3,359	3,390	2,200	2,205
Personal care and service occupations	4,975	5,239	1,043	1,211	3,932	4,028
Sales and office occupations	33,178	33,335	12,616	12,675	20,562	20,660
Sales and related occupations	15,585	15,563	8,001	7,977	7,584	7,586
Office and administrative support occupations	17,593	17,772	4,615	4,698	12,978	13,074
Natural resources, construction, and maintenance occupations	13,216	13,001	12,678	12,445	538	555
Farming, fishing, and forestry occupations	985	924	791	713	194	211
Construction and extraction occupations	7,261	7,147	7,067	6,954	195	193
Installation, maintenance, and repair occupations	4,969	4,929	4,820	4,779	150	151
Production, transportation, and material moving occupations	16,843	17,093	13,041	13,421	3,802	3,672
Production occupations	8,408	8,549	5,965	6,269	2,443	2,280
Transportation and material moving occupations	8,435	8,544	7,076	7,153	1,359	1,391

NOTE: Effective with January 2012 data, occupations reflect the introduction of the 2010 Census occupation classification system into the Current Population Survey, or household survey. This system is derived from the 2010 Standard Occupational Classification system. Historical data have not been revised. Updated population controls are introduced annually with the release of January data.

SOURCE: U.S. Bureau of Labor Statistics, Current Population Survey.

*Median weekly earnings for full-time wage and salary workers were up from 2011, but somewhat less than the rate of inflation as measured by the Consumer Price Index for All Urban Consumers (CPI-U).* Median weekly earnings were \$768 in 2012, up by 1.6 percent from the 2011 figure. (See table 7; data in this section are annual averages.)

Men's median weekly earnings rose at a faster pace in 2012 than did those of women. Men's earnings increased by 2.6 percent over the year, compared with 1.0 percent for women. The women's-to-men's earnings ratio declined to 80.9 percent in 2012. The ratio has been in the 80-percent to 82-percent range since 2004. In 1979, the first year for which comparable data on usual weekly earnings became available, women's earnings were 62.3 percent of

men's. (See chart 9.)

Among full-time wage and salary workers, median usual weekly earnings continued to be higher for Whites and Asians than for Blacks and Hispanics.

Workers at all levels of educational attainment saw increases in their median usual weekly earnings in 2012. Workers 25 years and older with less than a high school diploma saw the largest over-the-year increase in median weekly earnings, 4.4 percent, to \$471 in 2012. Earnings of workers with only a high school diploma were up 2.2 percent, to \$652 per week. Workers with some college or an associate's degree earned \$749 per week, and those with a bachelor's degree or higher earned \$1,165. (See table 7.)

**Table 7. Median usual weekly earnings of full-time wage and salary workers, by selected characteristics, annual averages, 2011–2012**

Characteristic	Current dollars			Constant (1982–1984) dollars		
	2011	2012	Percent change, 2011–2012	2011	2012	Percent change, 2011–2012
Total, 16 years and older	\$756	\$768	1.6	\$336	\$335	–0.3
Men	832	854	2.6	370	372	.5
Women	684	691	1.0	304	301	–1.0
White	775	792	2.2	344	345	.3
Men	856	879	2.7	381	383	.5
Women	703	710	1.0	313	309	–1.3
Black or African American	615	621	1.0	274	271	–1.1
Men	653	665	1.8	290	289	–.3
Women	595	599	.7	264	261	–1.1
Asian	866	920	6.2	385	401	4.2
Men	970	1,055	8.8	431	459	6.5
Women	751	770	2.5	334	335	.3
Hispanic or Latino ethnicity	549	568	3.5	244	247	1.2
Men	571	592	3.7	254	258	1.6
Women	518	521	.6	230	227	–1.3
Total, 25 years and older	797	815	2.3	—	—	—
Less than a high school diploma	451	471	4.4	—	—	—
High school graduate, no college	638	652	2.2	—	—	—
Some college or associate's degree	739	749	1.4	—	—	—
Bachelor's degree or higher	1,150	1,165	1.3	—	—	—

NOTE: Dash indicates data not available.

SOURCE: U.S. Bureau of Labor Statistics, Current Population Survey and Consumer Price Index.

Real median usual weekly earnings (adjusted to constant 1982–1984 dollars with the CPI-U) were about unchanged in 2012. (See table 7.)

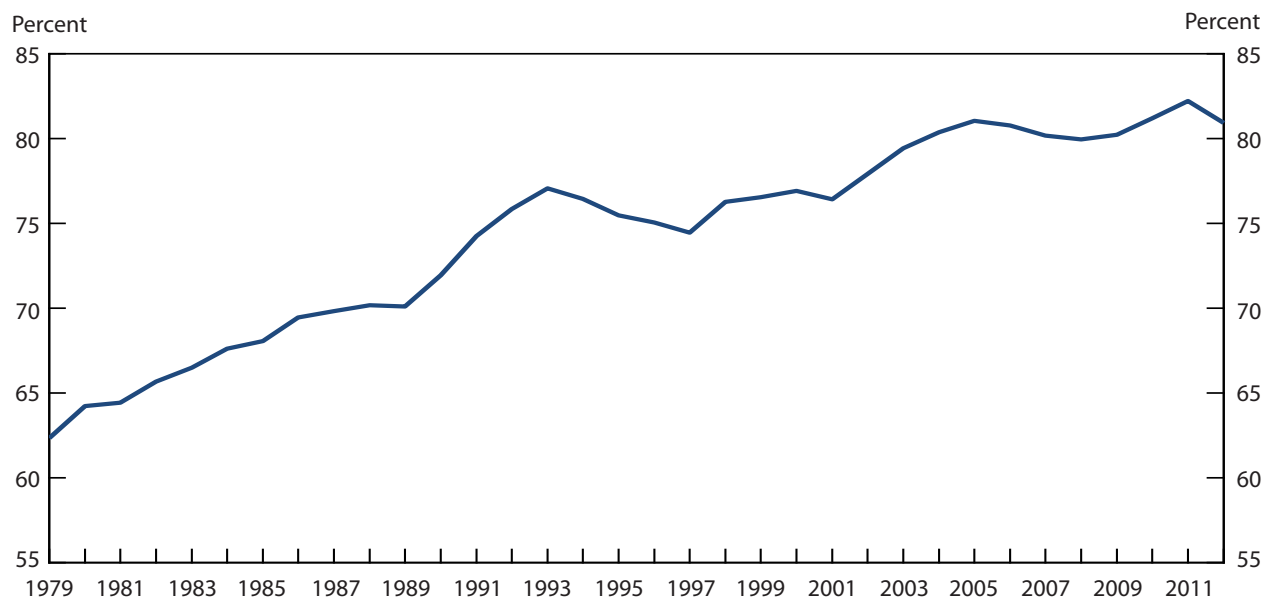
*In 2012, unemployment rates (not seasonally adjusted) for both veterans and nonveterans continued to decline over the year.* The CPS defines veterans as men and women 18 years and older who previously served on active duty in the U.S. Armed Forces and were civilians at the time the survey was conducted.<sup>11</sup> Veterans were more likely than nonveterans to be men: in the fourth quarter of 2012, only about 1 in 10 veterans were women. Veterans also were more likely to be older than nonveterans: about one-half of the total veteran noninstitutional population served during World War II, the Korean War, or the Vietnam era. Overall, 50.8 percent of male veterans 18 years and older were in the labor force in the fourth quarter of 2012, compared with 76.4 percent of their nonveteran counter-

parts. This disparity in participation rates reflects the fact that male veterans are much more likely than male nonveterans to be 65 years or older. (See table 8.)

The unemployment rate for male veterans fell 1.3 percentage points, to 6.3 percent in the fourth quarter of 2012. The unemployment rate for female veterans was 9.3 percent in the same quarter, not statistically different from the previous year's percentage.

The jobless rate for Gulf War–era II veterans (those who had served since September 2001) was 10.2 percent in the fourth quarter of 2012, higher than the overall rate for veterans. This difference partially reflects the fact that Gulf War–era II veterans tend to be younger than veterans from other periods of service and younger individuals, regardless of their veteran status, usually have higher unemployment rates than those who are older. The rate for male Gulf War–era II veterans edged down over the year, to 9.5 percent in the fourth quarter of 2012. The rate



**Chart 9. Women's median usual weekly earnings as a percentage of men's, full-time wage and salary workers, annual averages, 1979–2012**

SOURCE: U.S. Bureau of Labor Statistics, Current Population Survey.

for female Gulf War era II veterans (14.7 percent) was not statistically different from that of the previous year.

*Over the year, there was little change in the employment situation for people with a disability.* In the fourth quarter of 2012, 20.9 percent of people with a disability were in the labor force, a percentage unchanged from that for the same quarter in 2011. By comparison, in the fourth quarter of 2012 the rate was 69.3 percent (not seasonally adjusted) for those with no disability.

The low labor force participation rate among people with a disability reflects, in part, the fact that a large proportion of those with a disability are 65 years and older, an age group that, in general, has a low rate of labor force participation. Nonetheless, both men and women 16 to 64 years old with a disability also were much less likely to be in the labor force than were their counterparts with no disability. (See table 9.)

The employment–population ratio for people with a disability was 18.3 percent in the fourth quarter of 2012, little different from the percentage in 2011. In the same quarter, those with no disability had an employment–population ratio of 64.2 percent, more than 3 times that of people with a disability.

In the fourth quarter of 2012, the unemployment rate

for people with a disability, 12.4 percent, continued to be higher than the rate for those with no disability, 7.3 percent.

*Both foreign-born and native-born individuals experienced a decline in their unemployment rates in 2012.* By the end of the year, the unemployment rate for the foreign born had declined 1.0 percentage point, to 7.7 percent (not seasonally adjusted), and that for the native born declined 0.8 percentage point, to 7.5 percent. (See table 10.) Foreign-born workers are people who reside in the United States but were born outside the country or one of its outlying areas, such as Puerto Rico or Guam, to parents, neither of whom was a U.S. citizen. The foreign born comprise legally admitted immigrants; refugees; temporary residents, such as students and temporary workers; and undocumented immigrants.

In the fourth quarter of 2012, foreign-born workers were 16 percent of the U.S. civilian labor force. The labor force participation rates of both the foreign born and the native born were little changed over the year and stood at 66.2 percent and 63.1 percent, respectively, in the fourth quarter. For the same period, the employment–population ratio of the foreign born, 61.1 percent, exhibited no statistically significant change while that of native-born workers rose a significant 0.3 percentage point, to 58.4 percent.

**Table 8. Employment status of people 18 years and older, by veteran status, period of service, and gender, quarterly averages, not seasonally adjusted, 2011–2012**  
[Levels in thousands]

Employment status, veteran status, and period of service	Total		Men		Women	
	Fourth quarter, 2011	Fourth quarter, 2012	Fourth quarter, 2011	Fourth quarter, 2012	Fourth quarter, 2011	Fourth quarter, 2012
<b>Veterans, 18 years and older</b>						
Civilian labor force	11,154	10,892	10,049	9,771	1,105	1,120
Participation rate (percent)	52.0	51.7	51.1	50.8	61.2	61.5
Employed	10,305	10,169	9,285	9,153	1,020	1,016
Employment–population ratio	48.0	48.3	47.2	47.6	56.5	55.8
Unemployed	849	722	764	618	85	104
Unemployment rate (percent)	7.6	6.6	7.6	6.3	7.7	9.3
<b>Gulf War–era II veterans</b>						
Civilian labor force	1,957	2,101	1,708	1,804	250	296
Participation rate (percent)	82.2	82.6	84.4	84.8	69.8	71.1
Employed	1,721	1,885	1,513	1,633	208	253
Employment–population ratio	72.2	74.1	74.7	76.7	58.1	60.7
Unemployed	237	215	195	172	42	43
Unemployment rate (percent)	12.1	10.2	11.4	9.5	16.8	14.7
<b>Gulf War–era I veterans</b>						
Civilian labor force	2,482	2,539	2,130	2,177	352	362
Participation rate	84.1	83.4	86.3	85.4	73.0	73.2
Employed	2,344	2,404	2,006	2,072	338	332
Employment–population ratio	79.5	79.0	81.3	81.3	70.0	67.1
Unemployed	138	136	123	105	14	30
Unemployment rate (percent)	5.5	5.3	5.8	4.8	4.1	8.4
<b>World War II, Korean War, and Vietnam-era veterans</b>						
Civilian labor force	3,321	2,983	3,226	2,895	95	88
Participation rate (percent)	32.4	30.7	32.5	30.8	29.5	27.8
Employed	3,095	2,810	3,002	2,729	93	81
Employment–population ratio	30.2	28.9	30.3	29.0	28.8	25.6
Unemployed	227	173	224	166	2	7
Unemployment rate (percent)	6.8	5.8	7.0	5.7	2.5	7.9
<b>Veterans of other service periods</b>						
Civilian labor force	3,393	3,269	2,985	2,894	408	374
Participation rate (percent)	57.6	56.9	56.9	56.2	63.4	63.1
Employed	3,145	3,070	2,763	2,720	382	350
Employment–population ratio	53.4	53.4	52.6	52.8	59.3	59.1
Unemployed	248	198	222	175	26	24
Unemployment rate (percent)	7.3	6.1	7.4	6.0	6.4	6.4
<b>Nonveterans, 18 years and older</b>						
Civilian labor force	140,782	142,503	71,182	71,752	69,600	70,751
Participation rate (percent)	67.0	66.6	76.9	76.4	59.2	58.9
Employed	129,253	132,016	65,092	66,320	64,162	65,697
Employment–population ratio	61.5	61.7	70.3	70.6	54.6	54.7
Unemployed	11,529	10,487	6,090	5,432	5,439	5,055
Unemployment rate (percent)	8.2	7.4	8.6	7.6	7.8	7.1

NOTE: Veterans served on active duty in the U.S. Armed Forces and were not on active duty at the time of the survey. Nonveterans never served on active duty in the U.S. Armed Forces. Veterans could have served anywhere in the world during these periods of service: Gulf War–era II (September 2001–present), Gulf War–era I (August 1990–August 2001), Vietnam era (August 1964–April 1975), Korean War (July 1950–January 1955), World War II (December 1941–December 1946), and other service

periods (all other periods). Veterans who served in more than one wartime period are classified as being only in the most recent one. Veterans who served during one of the selected wartime periods and another period are classified as being only in the selected period. Updated population controls are introduced annually with the release of January data.

SOURCE: U.S. Bureau of Labor Statistics, Current Population Survey.

**Table 9. Employment status of the civilian noninstitutional population, by gender, age, and disability status, quarterly averages, not seasonally adjusted, 2011–2012**

[Levels in thousands]

Employment status, gender, and age	People with a disability		People with no disability	
	Fourth quarter, 2011	Fourth quarter, 2012	Fourth quarter, 2011	Fourth quarter, 2012
<b>Total, 16 years and older</b>				
Civilian labor force	5,710	6,010	148,005	149,202
Participation rate (percent)	20.9	20.9	69.4	69.3
Employed	4,955	5,263	135,958	138,286
Employment–population ratio	18.2	18.3	63.8	64.2
Unemployed	755	748	12,047	10,916
Unemployment rate (percent)	13.2	12.4	8.1	7.3
<b>Men, 16 to 64 years</b>				
Civilian labor force	2,618	2,724	75,328	75,227
Participation rate (percent)	34.6	35.0	82.4	82.4
Employed	2,217	2,337	68,899	69,577
Employment–population ratio	29.3	30.0	75.3	76.2
Unemployed	401	388	6,429	5,650
Unemployment rate (percent)	15.3	14.2	8.5	7.5
<b>Women, 16 to 64 years</b>				
Civilian labor force	2,215	2,242	66,204	67,128
Participation rate (percent)	30.0	29.0	70.6	70.8
Employed	1,931	1,962	61,005	62,238
Employment–population ratio	26.2	25.4	65.0	65.6
Unemployed	285	280	5,199	4,890
Unemployment rate (percent)	12.9	12.5	7.9	7.3
<b>Total, 65 years and older</b>				
Civilian labor force	877	1,044	6,473	6,847
Participation rate (percent)	7.1	7.9	23.2	23.3
Employed	807	964	6,053	6,471
Employment–population ratio	6.5	7.3	21.7	22.1
Unemployed	69	80	419	376
Unemployment rate (percent)	7.9	7.6	6.5	5.5

NOTE: A person with a disability has at least one of the following conditions: is deaf or has serious difficulty hearing; is blind or has serious difficulty seeing even when wearing glasses; has serious difficulty concentrating, remembering, or making decisions because of a physical, mental, or emotional condition; has serious difficulty walking or climbing stairs;

has difficulty dressing or bathing; or has difficulty doing errands alone, such as visiting a doctor's office or shopping, because of a physical, mental, or emotional condition. Updated population controls are introduced annually with the release of January data.

SOURCE: U.S. Bureau of Labor Statistics, Current Population Survey.

IN SUM, MOST MAJOR EMPLOYMENT and unemployment measures from the CPS continued to point to gradual improvement in the U.S. labor market in 2012. The unemployment level and the unemployment rate declined over the year, although the proportion of unemployed people who had been jobless for long periods continued to be high by historical standards. Employment, as meas-

ured by the CPS, showed a greater increase in 2012 than in the previous year, while the employment–population ratio rose. The number of people employed part time for economic reasons declined in 2012 but remained at a relatively high level. Median weekly earnings for all full-time wage and salary workers increased over the year, and real earnings were about unchanged. □

**Table 10. Employment status of the foreign- and native-born populations, by gender, quarterly averages, not seasonally adjusted, 2011–2012**  
[Levels in thousands]

Employment status and nativity	Total		Men		Women	
	Fourth quarter, 2011	Fourth quarter, 2012	Fourth quarter, 2011	Fourth quarter, 2012	Fourth quarter, 2011	Fourth quarter, 2012
<b>Foreign born, 16 years and older</b>						
Civilian labor force	24,794	25,244	14,493	14,428	10,301	10,817
Participation rate (percent)	67.3	66.2	79.4	78.2	55.4	55.0
Employed	22,642	23,292	13,301	13,423	9,342	9,869
Employment–population ratio	61.4	61.1	72.8	72.7	50.2	50.2
Unemployed	2,152	1,952	1,193	1,004	959	948
Unemployment rate (percent)	8.7	7.7	8.2	7.0	9.3	8.8
<b>Native born, 16 years and older</b>						
Civilian labor force	128,921	129,968	67,567	67,977	61,354	61,991
Participation rate (percent)	63.3	63.1	68.6	68.4	58.4	58.1
Employed	118,270	120,257	61,674	62,686	56,596	57,571
Employment–population ratio	58.1	58.4	62.6	63.1	53.9	54.0
Unemployed	10,651	9,711	5,893	5,292	4,758	4,419
Unemployment rate (percent)	8.3	7.5	8.7	7.8	7.8	7.1
NOTE: The foreign born are those residing in the United States who were not U.S. citizens at birth. That is, they were born outside the United States or one of its outlying areas, such as Puerto Rico or Guam, to parents, neither of whom was a U.S. citizen. The native born are people who were born in the United States or one of its outlying areas, such as Puerto Rico or Guam, or who were born abroad of at least one parent who was a U.S. citizen. Updated population controls are introduced annually with the release of January data.						
SOURCE: U.S. Bureau of Labor Statistics, Current Population Survey.						

## Notes

<sup>1</sup> Those of Hispanic or Latino ethnicity may be of any race. About 90 percent of people of Hispanic or Latino ethnicity identify themselves as White in the CPS.

<sup>2</sup> The duration of joblessness is the length of time (through the current reference week) that people classified as unemployed have been looking for work. This statistic measures the duration of the current spell of unemployment, rather than that of a completed spell of unemployment.

<sup>3</sup> For additional information, see Thomas Luke Spreen, “Ranks of those unemployed for a year or more up sharply,” *Issues in Labor Statistics*, Summary 10-10 (U.S. Bureau of Labor Statistics, October 2010), <http://www.bls.gov/opub/ils/pdf/opbils87.pdf>.

<sup>4</sup> For more information and analysis, see Randy E. Ilg, “How long before the unemployed find jobs or quit looking?” *Issues in Labor Statistics*, Summary 11-1 (U.S. Bureau of Labor Statistics, May 2011), <http://www.bls.gov/opub/ils/pdf/opbils89.pdf>; Harley J. Frazis, “Labor force flows in the most recent recession,” *Issues in Labor Statistics*, Summary 10-08 (U.S. Bureau of Labor Statistics, July 2010), <http://www.bls.gov/opub/ils/pdf/opbils85.pdf>; Harley J. Frazis and Randy E. Ilg, “Trends in labor force flows during recent recessions,” *Monthly Labor Review*, April 2009, pp. 3–18, <http://www.bls.gov/opub/mlr/2009/04/art1full.pdf>; and Randy E. Ilg and Eleni Theodossiou, “Job search of the unemployed by duration of unemployment,” *Monthly Labor Review*, March 2012, pp. 41–49, <http://www.bls.gov/opub/mlr/2012/03/art3full.pdf>.

<sup>5</sup> For additional information, see Emy Sok, “Involuntary part-

time work on the rise,” *Issues in Labor Statistics*, Summary 08-08 (U.S. Bureau of Labor Statistics, December 2008), <http://www.bls.gov/opub/ils/pdf/opbils71.pdf>.

<sup>6</sup> Beginning and ending dates of recessions are determined by the National Bureau of Economic Research. The most recent recession began in December 2007 and ended in June 2009.

<sup>7</sup> “People not in the labor force who want a job” denotes those who reported wanting a job without having necessarily looked for one; this group includes all people who responded “yes” to the question, “Do you currently want a job, either full or part time?”

<sup>8</sup> For additional analysis of people marginally attached to the labor force, see Sharon Cohany, “Ranks of discouraged workers and others marginally attached to the labor force rise during recession,” *Issues in Labor Statistics*, Summary 09-04 (U.S. Bureau of Labor Statistics, April 2009), <http://www.bls.gov/opub/ils/pdf/opbils74.pdf>.

<sup>9</sup> For further information, see Steven E. Haugen, “Measures of Labor Underutilization from the Current Population Survey,” Working Paper 424 (U.S. Bureau of Labor Statistics, March 2009), <http://www.bls.gov/ore/pdf/ec090020.pdf>.

<sup>10</sup> Unemployment rates by occupation are based on the last job an individual held. Excluded are unemployed people who have no previous work experience.

<sup>11</sup> Veterans who served in more than one wartime period are classified into only the most recent one.

# Slow and steady: payroll employment grew moderately in 2012

*Although nonfarm payroll employment ended the year 3.4 million below the series' peak, the number of jobs increased by 2.2 million in 2012; employment growth took place in most major industries, and the 2012 nonfarm payroll gains kept pace with the previous year's advances*

Sutton E. Puglia  
and  
Parth A. Tikiwala

According to data from the Current Employment Statistics (CES) survey,<sup>1</sup> employment growth in 2012 totaled 2.2 million and was spread among most major industries, some of which had more substantial gains than others. During the year, nonfarm payroll employment continued to trend upward, averaging an increase of 183,000 per month, similar to the growth in 2011. (See chart 1.) This article examines several of the notable movements that occurred during the year.

By December 2012, 34 months after the end of one of the most severe employment downturns in history, the U.S. economy had recovered 5.4 million of the 8.7 million decline in nonfarm payroll employment that had taken place from January 2008 to February 2010. (See chart 2.) To put the latest employment recovery into perspective, the most recent employment downturn<sup>2</sup> lasted 25 months, and nearly 3 years after the employment series' most recent trough, the U.S. economy had recovered only 62 percent of the net employment loss from peak to trough. None of the previous five employment downturns were as long in length, had as large a decline in jobs, nor were followed by a recovery that required as many months. The downturn of June 1990, for example, lasted 17 months, and a full recovery was reached 21 months after the employment

trough. (See table 1 and chart 3.)

### Other indicators, hours, and earnings

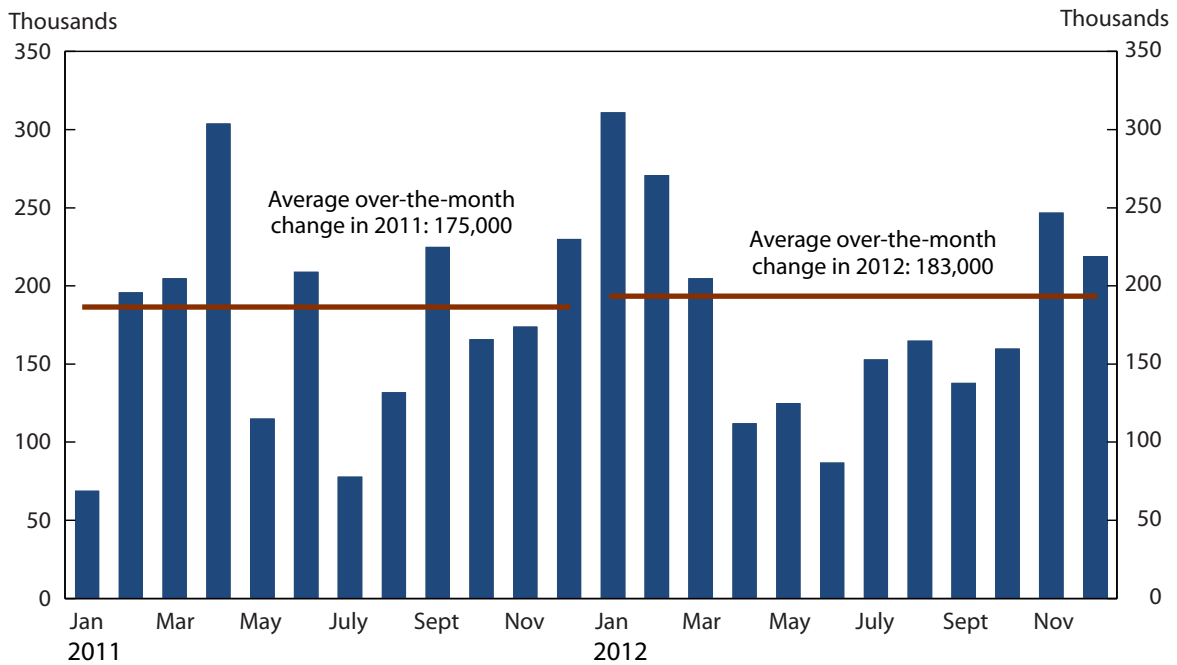
Like nonfarm payroll employment, the majority of the other economic indicators were largely positive in 2012. Gross domestic product rose by 2.2 percent in 2012, with the strongest growth occurring in the third quarter of the year.<sup>3</sup> The Conference Board's leading and coincident economic indexes both grew modestly in 2012.<sup>4</sup> Average weekly hours of production and non-supervisory employees in manufacturing, a component of the leading economic index, increased by 0.2 hour between December 2011 and December 2012; they reached a high point in February 2012 and ended the year at that level.<sup>5</sup> On the other hand, average weekly hours for production and non-supervisory employees on total private payrolls were unchanged on net over the same 12-month period.<sup>6</sup>

Temporary help services employment, often used as a leading indicator of total nonfarm job growth, grew by 7.3 percent over the year, substantially faster than the total private employment growth rate of 2.1 percent. Average hourly earnings of employees in the private sector grew by 2.1 percent in 2012, the highest rate of growth over a calendar year since 2008. Overall, the

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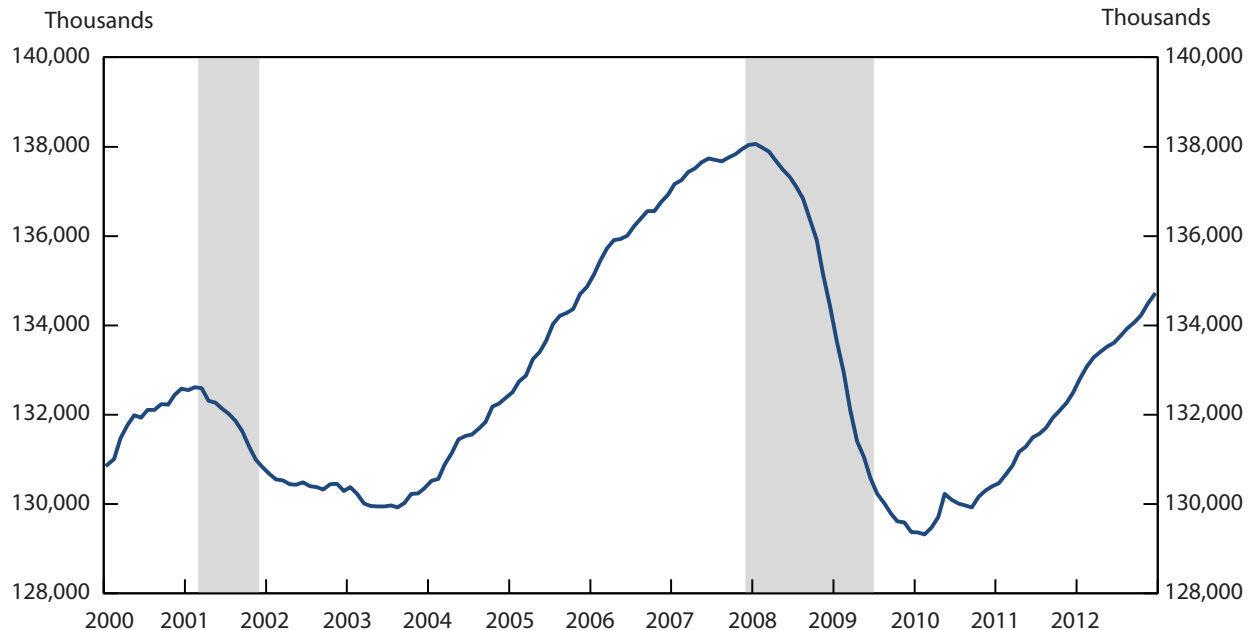


**Chart 1. Over-the-month change in total nonfarm employment, seasonally adjusted, January 2011–December 2012**



SOURCE: U.S. Bureau of Labor Statistics.

**Chart 2. Total nonfarm employment, seasonally adjusted, January 2000–December 2012**



NOTE: Shaded areas represent recessions as determined by the National Bureau of Economic Research.  
SOURCE: U.S. Bureau of Labor Statistics.

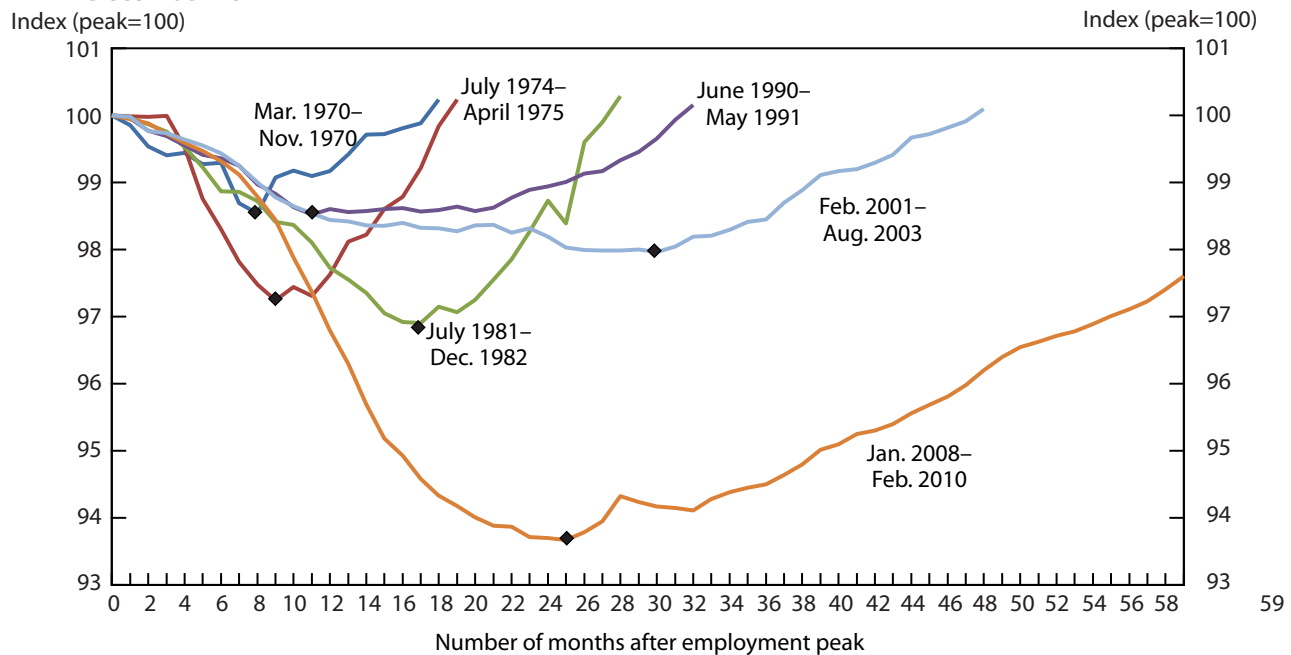
**Table 1. Total nonfarm employment decrease, by downturn and number of months to recover**

Peak-to-trough period <sup>1</sup>	Jobs lost during downturn, in thousands	Number of months to recover jobs lost
March 1970–November 1970	1,044	10
July 1974–April 1975	2,171	10
July 1981–December 1982	2,838	11
June 1990–May 1991	1,626	21
February 2001–August 2003	2,698	18
January 2008–February 2010	8,736	34 <sup>2</sup>

<sup>1</sup> These are employment peak-to-trough periods, not the business cycle peaks and troughs determined by the National Bureau of Economic Research.

<sup>2</sup> December 2012 marks 34 months of ongoing recovery, 3.4 million jobs short of full recovery.

SOURCE: U.S. Bureau of Labor Statistics.

**Chart 3. Total nonfarm employment indexed to employment peaks, seasonally adjusted, March 1970–December 2012**

NOTE: The black diamond indicates the employment trough for each series. To the left of each trough is the employment downturn (peak-to-trough period), and to the right of each trough are the months of recovery.

SOURCE: U.S. Bureau of Labor Statistics.

majority of economic indicators showed moderate growth in 2012, posting gains similar to those in total nonfarm employment.

### Strong employment growth

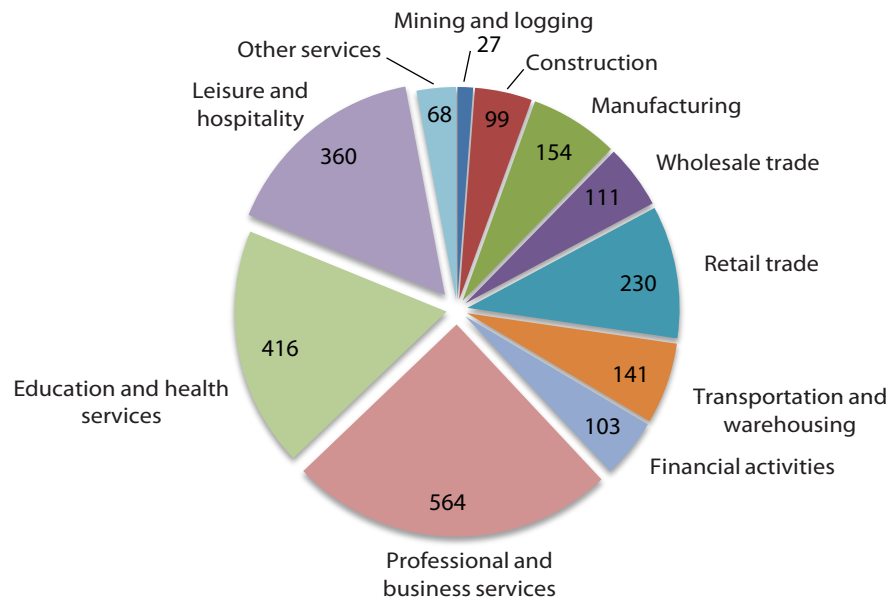
Nearly all the major industries in the private sector experienced job growth in 2012 as they continued to build upon the growth trends seen in 2011. Over the 12-month period ending in December 2012, the diffusion index for total private employment was 75.6. An index value of 50 or more indicates that more industries are adding than losing jobs. The dispersion of job growth in 2012 across

industries was improved slightly over 2011 and was markedly improved compared with the low of 12.8 reached in August 2009.

While job growth occurred in a majority of detailed industries in 2012, more than 60 percent of the employment growth in 2012 came from three major industry sectors—professional and business services, leisure and hospitality, and education and healthcare. (See chart 4.) These three major sectors account for approximately 22 percent of the industries that make up the diffusion index. The year 2012 was the second consecutive one during which no net job losses occurred in any of the private-sector industries. Employment in the information and

**Chart 4. Distribution of private sector employment gains, seasonally adjusted, December 2011–December 2012**

Thousands



NOTE: Employment in the information and utilities sectors was essentially unchanged in 2012.  
SOURCE: U.S. Bureau of Labor Statistics.

utilities sectors was essentially unchanged in 2012.<sup>7</sup>

Employment growth in professional and business services continued in 2012. This sector added 564,000 jobs, an average of 47,000 per month, accounting for a quarter of the total nonfarm over-the-year job growth. Job growth in professional and business services was propelled by gains in temporary help services, computer system design and related services, and management and technical consulting services.

Continued job growth in computer systems design and related services and in management and technical consulting services contributed 25 percent of the employment gain seen in the professional and business services sector.

Temporary help services makes up 14 percent of the employment in the professional and business services sector yet was responsible for more than 30 percent of the employment gains. Traditionally, the trend in temporary help services employment has led the employment trend in total nonfarm employment. (See chart 5.) Temporary help services added 174,000 jobs in 2012, continuing the similarly strong growth the industry had experienced in the previous year. However, the rate of employment growth lessened towards the end of 2012. Growth over the past 2 years placed temporary help services at 90 percent recovery of the 911,000 jobs lost during the indus-

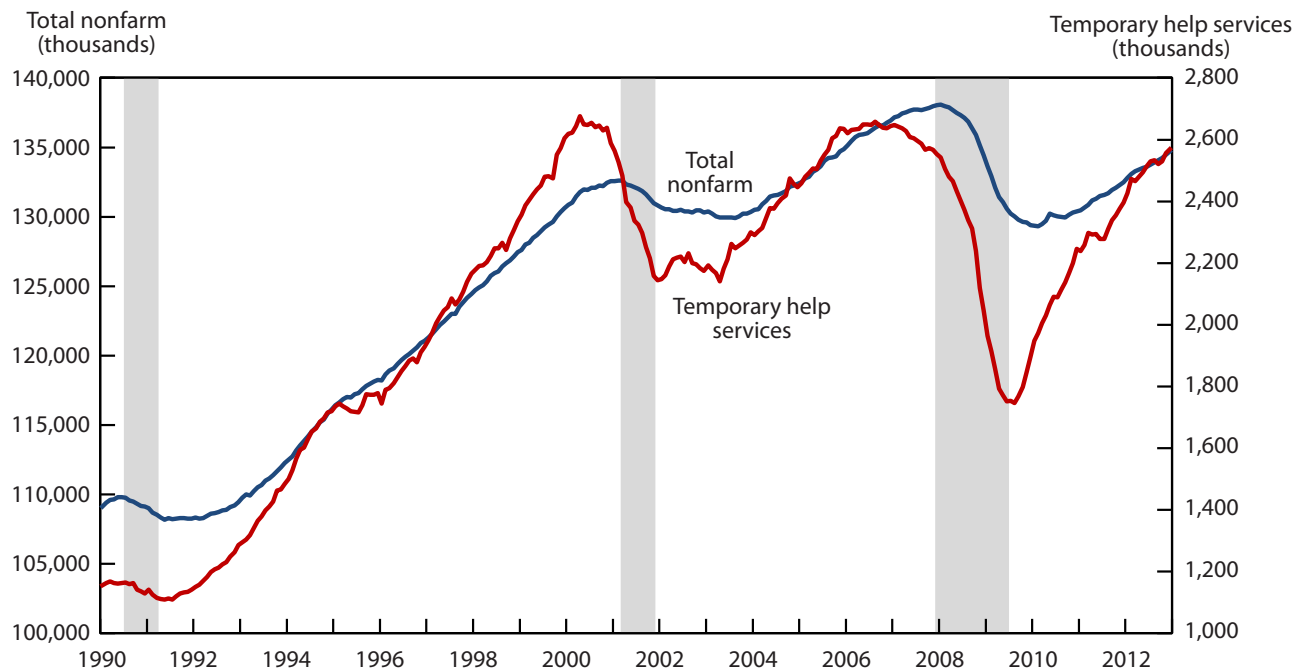
try's last downturn (August 2006 to August 2009).

Major indicators related to industries within professional and business services, such as International Strategy and Investment's temporary help survey, showed similar signs of growth during the year.<sup>8</sup> The Conference Board Help Wanted Online data series, a leading indicator of labor demand, ended 2012 with in excess of 500,000 more help-wanted job postings than were posted at the end of 2011; in December 2012, there were 4.9 million help-wanted advertisements posted.<sup>9</sup> Professional and business services had shed 1.7 million jobs between December 2007 and August 2009. The industry had fully recovered the jobs lost as 2012 came to a close.

The leisure and hospitality sector experienced consistent job gains in 2012 that were similar to the job growth experienced in 2011; 360,000 jobs were added in 2012. (See chart 6.) As of January 2012, the industry had recovered all of the 616,000 jobs lost during the December 2007–December 2009 contraction, and employment continued expanding throughout 2012.

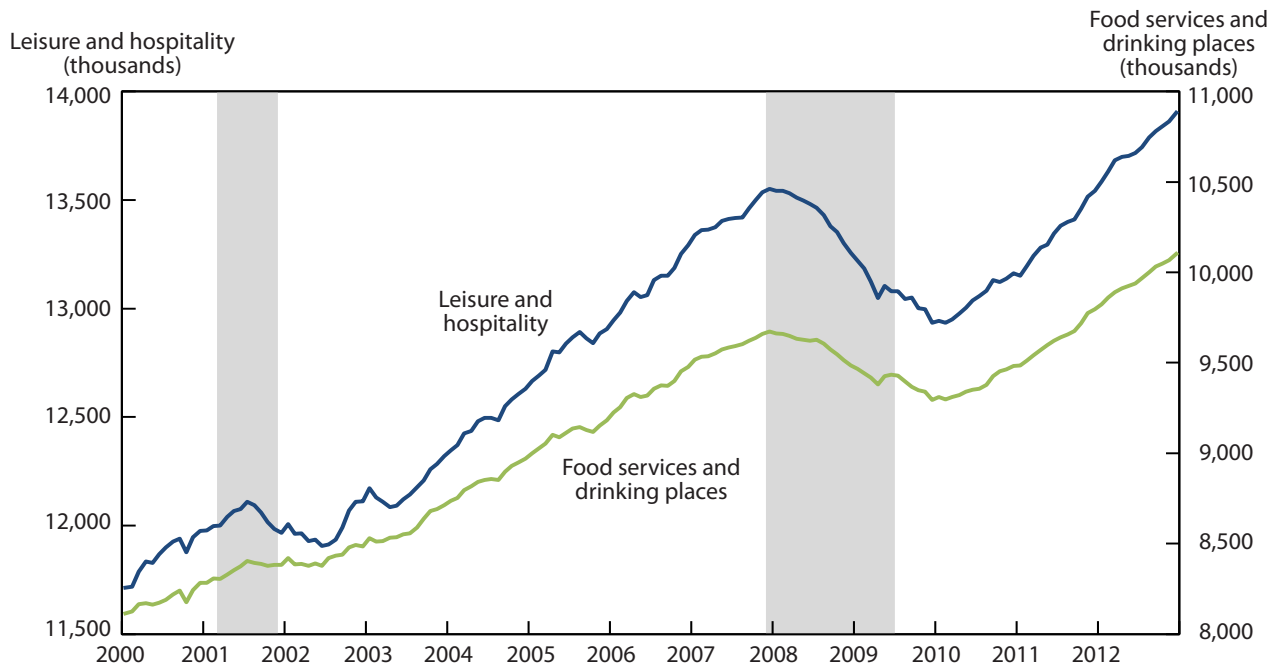
Similar to previous years, nearly all of the job growth in leisure and hospitality occurred in food services and drinking places, which grew by 300,000 jobs over the year. Employment in other components of leisure and hospitality—arts, entertainment, and recreation, and

**Chart 5. Total nonfarm and temporary help services employment, seasonally adjusted, January 1990–December 2012**



NOTE: Shaded areas represent recessions as determined by the National Bureau of Economic Research.  
SOURCE: U.S. Bureau of Labor Statistics.

**Chart 6. Leisure and hospitality and food services and drinking places employment, seasonally adjusted, January 2000–December 2012**



NOTE: Shaded areas represent recessions as determined by the National Bureau of Economic Research.  
SOURCE: U.S. Bureau of Labor Statistics.

accommodation—changed little over the year. The employment gains experienced in food services and drinking places in 2012 were reflective of major indicators for the industry. The National Restaurant Association's Restaurant Performance Index, which measures sales, traffic, labor, and capital expenditures, continued to trend upward for the second consecutive year.<sup>10</sup> Also, food services and drinking places sales, as published by the U.S. Census Bureau, ended the year up 7.7 percent over the December 2011 level.<sup>11</sup>

Employment in education and health services continued to register healthy gains, which totaled 416,000 in 2012. Most of the employment gains came from the health care industry, which added 321,000 jobs during the 12 months that ended in December 2012. The over-the-year health care industry employment increase was concentrated in selected ambulatory health care services, as shown by this tabulation:

<i>Industry</i>	<i>Employment change</i>
Ambulatory health care services .....	208,000
Offices of physicians .....	56,000
Outpatient care centers .....	39,000
Home health care services .....	78,000
Hospitals .....	73,000
Nursing and residential care facilities .....	39,000

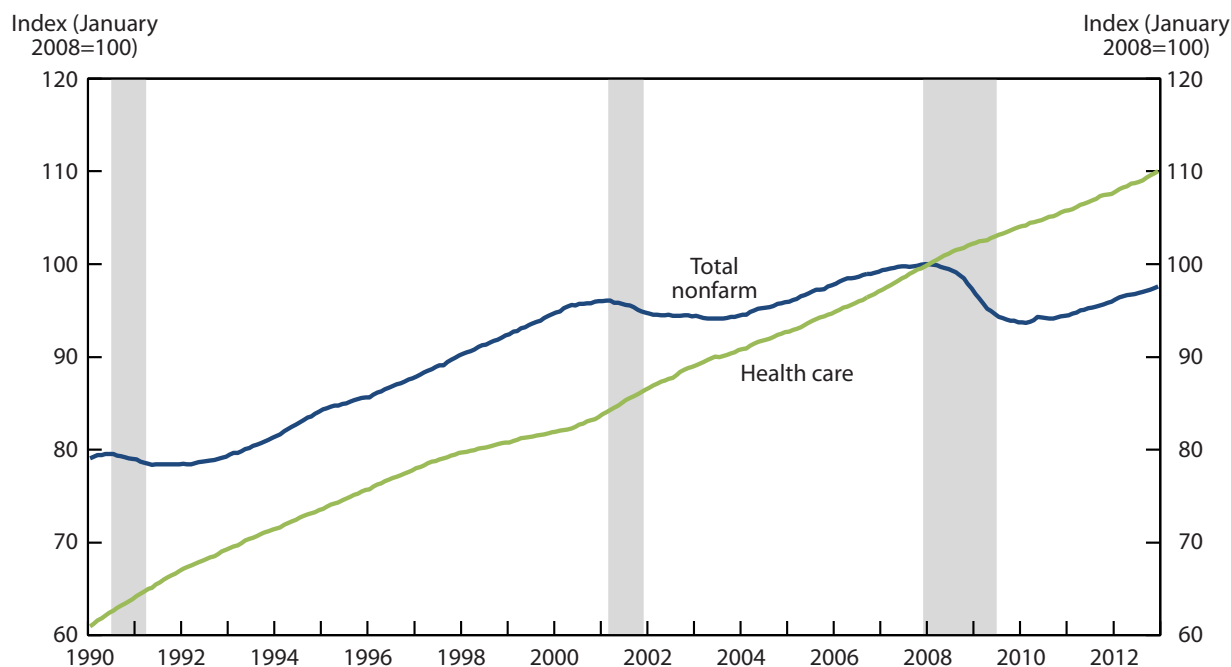
Within health care, employment in ambulatory care grew at the most rapid pace, 3.4 percent. Job growth was largely concentrated in three components: offices of physicians, outpatient care centers, and home health care services. Hospitals and nursing and residential care also added jobs in 2012, but at a slower pace than other industries within the health care services sector.

Historically, health care services employment has tended to be fairly recession proof; the industry has experienced strong and continuous employment growth since 1990 (the first year for the employment series) and has grown steadily even during the last three recessionary periods. (See chart 7.) Job gains in the industry are highly correlated with the aging baby boomer<sup>12</sup> population as well as advancements in medical technologies, which can drive up demand for new procedures.<sup>13</sup> The positive employment trend in health care services is the most consistent among all major sectors.

### Moderate employment growth

In 2012, retail trade employment increased by 230,000 in the third consecutive year of job gains. Employment gains in retail trade generally correlate positively with

**Chart 7. Indexed total nonfarm and health care employment, seasonally adjusted, January 1990–December 2012**



NOTE: Shaded areas represent recessions as determined by the National Bureau of Economic Research.  
SOURCE: U.S. Bureau of Labor Statistics.



retail sales, which increased by 4.7 percent in 2012.<sup>14</sup> Although consumer confidence ended the year 2.0 points stronger than in December 2011,<sup>15</sup> the Confidence Index oscillated for the majority of 2012, indicating that while the retail industry continued to recover, consumers were still cautious.

Half of the 2012 employment growth in the retail trade industry occurred in clothing and clothing accessories stores and in food and beverage stores. The employment gain in clothing and clothing accessories stores was spread across most of the components, with the gain in family clothing stores being the largest. Of the 53,000 increase in food and beverage stores employment in 2012, 82 percent was from an increase in grocery store jobs.

Staying consistent with its job growth trend from the previous year, motor vehicle and parts dealers posted an over-the-year gain of 31,000 jobs. Vehicle sales increased by 1.4 million units over the same period, with dealers selling upwards of 15 million vehicles in 2012<sup>16</sup> despite gas prices averaging more than \$3.80 per gallon.<sup>17</sup>

Since the most recent retail trade employment trough in December 2009, employment in the industry expanded by an average of 1.5 percent annually. Despite this consistent growth, retail trade employment remained 572,000

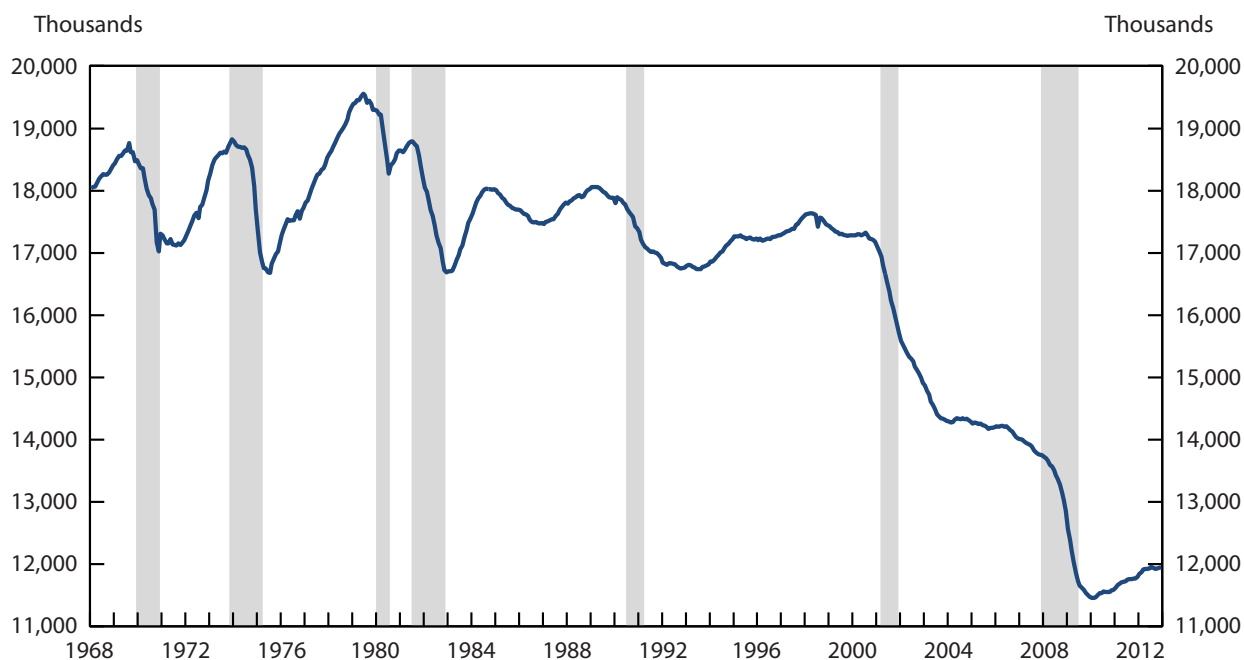
below its most recent employment peak (which was in November 2007) as 2012 came to a close.

Manufacturing indicators continued to signal improvement during 2012. New orders for manufactured goods increased by 3 percent over the year,<sup>18</sup> and industrial production rose by 2.2 percent over the year.<sup>19</sup> Although employment showed little net change after July, manufacturing had another year of modest employment gains in 2012 with an increase of 154,000. Average employment growth for the sector, 13,000 per month, was slightly weaker than the previous year's average gain of 17,000 per month. Since the 1970s, manufacturing employment has rarely fully recovered from its downturns. (See chart 8.) Manufacturing lost 3 million jobs during its most recent downturn (August 2004 to February 2010) and through December 2012 had recovered 491,000 of them.

In 2012, motor vehicle and parts manufacturing added 45,000 jobs as increased demand fueled vehicle sales and expanded the production of motor vehicles. Showing a trend similar to that of the prior 2 years, fabricated metal products also turned in sizable employment growth in 2012, increasing by 48,000.

Transportation and warehousing employment increased by 141,000 over the year. The American Trucking

**Chart 8. Manufacturing employment, seasonally adjusted, January 1968–December 2012**



NOTE: Shaded areas represent recessions as determined by the National Bureau of Economic Research.  
SOURCE: U.S. Bureau of Labor Statistics.

Association's Truck Tonnage Index, used as an indicator of shipping activity in the United States, increased by 2.3 percent in 2012.<sup>20</sup> Overall, transportation and warehousing posted a job gain in 2012, but as the year came to a close, employment was still 67,000 below its most recent employment peak in April 2008. The majority of the 2012 employment increase occurred in truck transportation (up by 49,000) and in warehousing and storage (up by 30,000).

Couriers and messenger services ended 2012 with sizable job gains in November and December as a result of stronger-than-usual seasonal hiring. Strong seasonal layoffs in early 2013, however, largely offset the year-end strength in this industry.

Construction employment continued to trend upward, gaining 99,000 jobs in 2012 after increasing by 144,000 in 2011. The majority of the job growth in 2012 came in the last 3 months of the year. In 2012, specialty trade contractors provided more than half the growth in the construction industry, adding 56,000 jobs. Construction had lost 2.3 million jobs from April 2006 to January 2011. By December 2012, however, the construction sector had recovered 276,000 jobs.

Economic indicators pointed to improvement in construction during 2012. Housing units authorized by building permits were 30.3 percent higher than in 2011, while housing starts increased by 28.1 percent over the year.<sup>21</sup> Construction expenditures, a measure of the total dollar value of construction work done in the country, continued its steady increase for the second consecutive year.<sup>22</sup> At the end of October 2012, Superstorm Sandy made landfall on the East Coast, consequently causing billions of dollars in damage to the economy.<sup>23</sup> This storm most likely contributed to employment growth through increased repair and rebuilding efforts that continued through the end of the year. The Remodeling Market Index increased in the fourth quarter to levels last seen in 2005.<sup>24</sup>

As a result, sectors in construction showed strength as well. The bulk of construction job gains occurred in residential specialty trade construction (gaining 41,000 jobs), which registered increases every month beginning in August 2012, while nonresidential specialty trade construction employment grew moderately (up by 15,000).

### Continued job losses in government

Government employment continued to decline in 2012

with a loss of 76,000 jobs. Job losses in government were split between federal jobs and local government jobs. State government employment was essentially unchanged with no major movements in its components, as shown by the following tabulation of the over-the-year change in employment:

<i>Industry</i>	<i>Employment change</i>
Total government .....	-76,000
Federal.....	-42,000
State .....	-2,000
Local .....	-32,000

Within federal government, the U.S. Postal Service continued to experience financial difficulties, and 2012 marked its fifth straight year of employment declines,<sup>25</sup> losing 16,000 jobs during the year. The U.S. Postal Service has lost more than 17 percent of its entire workforce since 2008.

Local government employment—which had declined by 575,000 by the end of 2012 after reaching a peak in July 2008—experienced a slower rate of job loss in 2012: the average decline was 3,000 per month in 2012, down from 16,000 per month in 2011 and 20,000 per month in 2010. This improvement stems from slowing job losses in both components of local government. In 2010, jobs losses in local government excluding education averaged 10,000 per month and then slowed the following year before holding fairly steady in 2012. Job losses in local government education averaged 10,000 per month in 2010 and 12,000 per month in 2011 before slowing to 3,000 per month in 2012.

MORE THAN 2.2 MILLION PRIVATE PAYROLL JOBS were added in 2012, while job losses in government decelerated. The 2012 employment increase accounted for 41 percent of the jobs recovered since the employment trough in February 2010. However, as of December 2012, employment was still 3.4 million below its January 2008 peak.

Several sectors continued their upward employment trends in 2012. Professional and business services sector and the leisure and hospitality sector both recovered to their prerecessionary employment levels. Health care employment continued to expand. Employment gains in other industries increased, although at a more moderate pace than those three sectors. Manufacturing, wholesale trade, and retail trade all ended 2012 with gains. Government, on the other hand, continued to shed jobs over the year. □

## Notes

<sup>1</sup>The Current Employment Statistics (CES) program is a monthly survey of about 145,000 businesses and government agencies, representing approximately 557,000 individual worksites. For more information on the program's concepts and methodology, see "Technical notes to establishment survey data," <http://www.bls.gov/ces/#technical>. To access CES data, see "Current Employment Statistics—CES (national)," <http://www.bls.gov/ces>. The CES data used in this article are seasonally adjusted unless otherwise noted.

<sup>2</sup>An employment downturn is defined as the period after an employment series has peaked until the series eventually reaches an employment trough.

<sup>3</sup>To access GDP data, see "National economic accounts" (Bureau of Economic Analysis), <http://www.bea.gov/national/index.htm#gdp>.

<sup>4</sup>The Conference Board is a global, independent, business, membership and research association. To access the Board's coincident and leading index data, updated at least daily, see "Global business cycle indicators" (New York: The Conference Board), <http://www.conference-board.org/data/bcicountry.cfm?cid=1>.

<sup>5</sup>Aggregate weekly hours are the product of employment and average weekly hours. The index is calculated by dividing the monthly aggregates by the annual average of aggregate weekly hours for 2007.

<sup>6</sup>Aggregate weekly payrolls are the product of employment, aggregate weekly hours, and average hourly earnings. The index is calculated by dividing aggregate weekly payrolls by the annual average of aggregate payrolls for 2007.

<sup>7</sup>The change in employment the information and utilities industries was statistically not different from zero in 2012.

<sup>8</sup>International Strategy and Investment is a global, independent, membership and research association. To access International Strategy and Investment surveys, data, and research, see <http://www.isigrp.com/main/index.html>.

<sup>9</sup>To access The Conference Board's Help Wanted Online Index, see <http://www.conference-board.org/data/helpwantedonline.cfm>.

<sup>10</sup>For the National Restaurant Association's Restaurant Performance Index, a monthly analysis of the restaurant industry's economic strength (Washington, D.C.: National Restaurant Association), see <http://www.restaurant.org/News-Research/Research/Restaurants-The-Economy/Restaurant-Performance-Index>.

<sup>11</sup>To access data on monthly sales for retail and food services, see "Advance monthly sales of retail and food services" (U.S. Census Bureau, released monthly), [http://www.census.gov/retail/marts/www/marts\\_current.pdf](http://www.census.gov/retail/marts/www/marts_current.pdf).

<sup>12</sup>The baby-boom generation includes people born from mid-1946 to 1964. The baby boomers came about through a dramatic increase in birth rates following World War II and form one of the largest generations in U.S. history. For more information, see Howard Hogan, Deborah Perez, and William Bell, "Who (really) are the first baby boomers?"

Joint Statistical Meetings Proceedings, Social Statistics Section (Alexandria, VA: American Statistical Association, 2008), pp. 1,009–1,016.

<sup>13</sup>See *Long-term budget outlook* (Congressional Budget Office, June 2009), <http://www.cbo.gov/sites/default/files/cbofiles/ftpdocs/102xx/doc10297/06-25-ltbo.pdf>.

<sup>14</sup>To access data on retail sales data, see "Advance monthly retail trade report" (U.S. Census Bureau, released monthly), <http://www.census.gov/retail>.

<sup>15</sup>To access data on consumer confidence, see "Consumer measures" (New York: The Conference Board), <http://www.conference-board.org/data/consumerdata.cfm>.

<sup>16</sup>To access new-vehicle sales data, see "New vehicle sales" on Motor Intelligence website (Woodcliff Lake, NJ: Autodata Corporation), [http://www.motorintelligence.com/m\\_frameset.html](http://www.motorintelligence.com/m_frameset.html).

<sup>17</sup>To access gas price data, see "Retail gasoline historical prices" (U.S. Department of Energy), <http://www.eia.gov/petroleum/gasdiesel/>.

<sup>18</sup>From "Manufacturers' shipments, inventories, and orders" (U.S. Census Bureau, January 28, 2013), <http://www.census.gov/manufacturing/m3/>.

<sup>19</sup>From "Industrial production and capacity utilization," Federal Reserve Statistical Release G.17 (U.S. Federal Reserve, January 16, 2013), <http://www.federalreserve.gov/releases/g17/current>.

<sup>20</sup>To access data on the Truck Tonnage Index (Arlington, VA: American Trucking Association, released monthly), see <http://www.truckline.com/pages/article.aspx?id=1084%2F8e1c7279-ed27-4c03-b189-cccc26bbb12>.

<sup>21</sup>To access data on new residential construction (housing starts and building permits), see "New residential construction" (U.S. Census Bureau), <http://www.census.gov/construction/nrc/pdf/newresconst.pdf>.

<sup>22</sup>To access data on construction spending, see "Construction spending" (U.S. Census Bureau), <http://www.census.gov/construction/c30/c30index.html>.

<sup>23</sup>See "Superstorm Sandy LiDAR damage assessment to change disaster recovery," (U.S. Department of Transportation, Research and Innovative Technology Administration, February 2013 release), [http://www.rita.dot.gov/utc/sites/rita.dot.gov/utc/files/utc\\_spotlights/pdf/spotlight\\_0213.pdf](http://www.rita.dot.gov/utc/sites/rita.dot.gov/utc/files/utc_spotlights/pdf/spotlight_0213.pdf).

<sup>24</sup>To access data on the Remodeling Market Index, see monthly National Association of Home Builders "Remodeling Market Index" news release, [http://www.nahb.org/news\\_details.aspx?sectionID=136&newsID=15714](http://www.nahb.org/news_details.aspx?sectionID=136&newsID=15714).

<sup>25</sup>See "United States Postal Regulatory Commission, form 10-Q" (U.S. Postal Service, *Quarterly financial report*, Feb. 8, 2013), <http://about.usps.com/who-we-are/financials/financial-conditions-reports-reports/fy2013-q1.pdf>.

# Restricted work due to workplace injuries: a historical perspective

*In anticipation of upcoming data on worker characteristics and on case circumstances surrounding workplace injuries that result in job transfer or restricted work, new tabulations look at trends in the outcome of workplace injuries over the past several decades*

John W. Ruser  
and  
William J. Wiatrowski

The proportion of all nonfatal workplace injuries and illnesses in the United States that resulted in job transfer (the injured worker continues to be at work but performs a different set of duties) or restricted work (the injured worker performs less strenuous duties) has grown steadily over the past several decades, especially during the 1990s. Today, close to 60 percent of the most severe cases in private industry include at least some days of job transfer or restricted work, with the remainder resulting exclusively in days away from work. In contrast, when such data were first reported in the early 1970s, soon after the passage of the Occupational Safety and Health Act, cases involving only job transfer accounted for less than 5 percent of all severe cases. This article uses available data to investigate the growth of cases resulting in job transfer or restricted work (or, simply, restricted-work cases). The discussion sets the stage for the expansion of data to include detailed information on the circumstances and worker characteristics of restricted-work cases. Such information is scheduled to be released for the first time in 2013.<sup>1</sup>

Employers selected to participate in the Survey of Occupational Injuries and Illnesses (SOII), conducted by the Bureau of Labor Statistics (BLS, the Bureau), must

maintain a record of their workplace injuries and illnesses that is based on definitions developed by the Occupational Safety and Health Administration (OSHA). Recordable workplace injuries and illnesses are those which result in any of the following outcomes:

- Death
- Loss of consciousness
- Days away from work beyond the day of the incident
- Restricted work or job transfer
- Medical treatment (beyond first aid)

In addition, any significant diagnosed work-related injury or illness is recordable, as are certain special cases, such as needlesticks.

## Identifying cases of injury or illness

Fatal work injuries, while recordable under OSHA rules, are tabulated separately by the Bureau through the annual Census of Fatal Occupational Injuries. In the case of nonfatal injuries and illnesses, recordable cases are classified into three broad categories for data collection and publication:

- Cases with days away from work
- Cases with only job transfer or restricted work

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- Other cases (those with neither days away from work nor days of job transfer or restricted work).

The first two categories combined represent the most severe cases; together, these cases are referred to as “cases with days away, restriction, or (job) transfer,” or, acronymically, DART cases. Cases are classified as cases with days away from work if the worker is away from work for at least 1 day; such cases also may have days of job transfer or restricted work. Cases are classified as cases with job transfer or restricted work if the worker incurs at least 1 day of job transfer or restricted work and no days away from work.

In 2002, changes to the rules for employer recordkeeping led to changes in both terminology and concepts. Previously, the broad category of DART cases was known as cases with lost workdays, or simply lost-workday cases. Also, cases with only job transfer or restricted work were known as cases with restricted work activity, or restricted-work cases. Conceptual changes included (1) identifying certain types of injury cases for inclusion in or exclusion from recordkeeping, (2) handling recurring cases, and (3) counting days away from work on the basis of calendar days rather than workdays.<sup>2</sup>

Data presented in this article generally include an indication of where any breaks in series occur, such as the vertical line at 2002 appearing in most of the charts. (See, e.g., chart 1, which shows the historical trends in types of cases of occupational injuries and illnesses from 1975 to 2009.) Although the data are not strictly comparable, there are some trends that continue across the breaks. The discussion that follows will focus on cases of days away from work, cases of restricted work, and the number of days associated with each of those categories. Looked at together, these cases will be referred to as lost-workday cases, to avoid switching terms when referring to data for different years.

Chart 2 displays the number of cases with days away from work and the number of restricted-work cases from 1985 until 2009, showing the trend toward a greater proportion of restricted-work cases, especially prior to the recordkeeping change in 2002. Chart 3 shows that, as a proportion of all lost-workday cases, restricted-work cases rose from 8.6 percent in 1985 to 39.9 percent in 2001. Since then, as all case counts have declined, the proportion has held steady at about the 42 percent of all lost-workday cases seen in 2009.

In addition to the increase in restricted-work cases, there is a trend toward including days with restricted work in cases with days away from work. Chart 4 shows a steady increase in this phenomenon from 1992 through 2001, a period during which the proportion of cases with

days away from work that also included restricted work nearly doubled, from 16.8 percent to 30.5 percent. With the change in OSHA recordkeeping rules in 2002, the proportion dropped substantially, to 26.4 percent that year, and it has remained largely steady since then.

An alternative way of looking at these data is to consider the total lost-workday cases as consisting of three separate categories: cases with days away from work only, cases with days away from work and restricted work, and cases with restricted work only. Chart 5 displays the data in this way, again showing the trend toward an increase in restricted-work cases prior to 2001. Looking at the chart reveals little overall change since the late 1990s, predating the recordkeeping change.

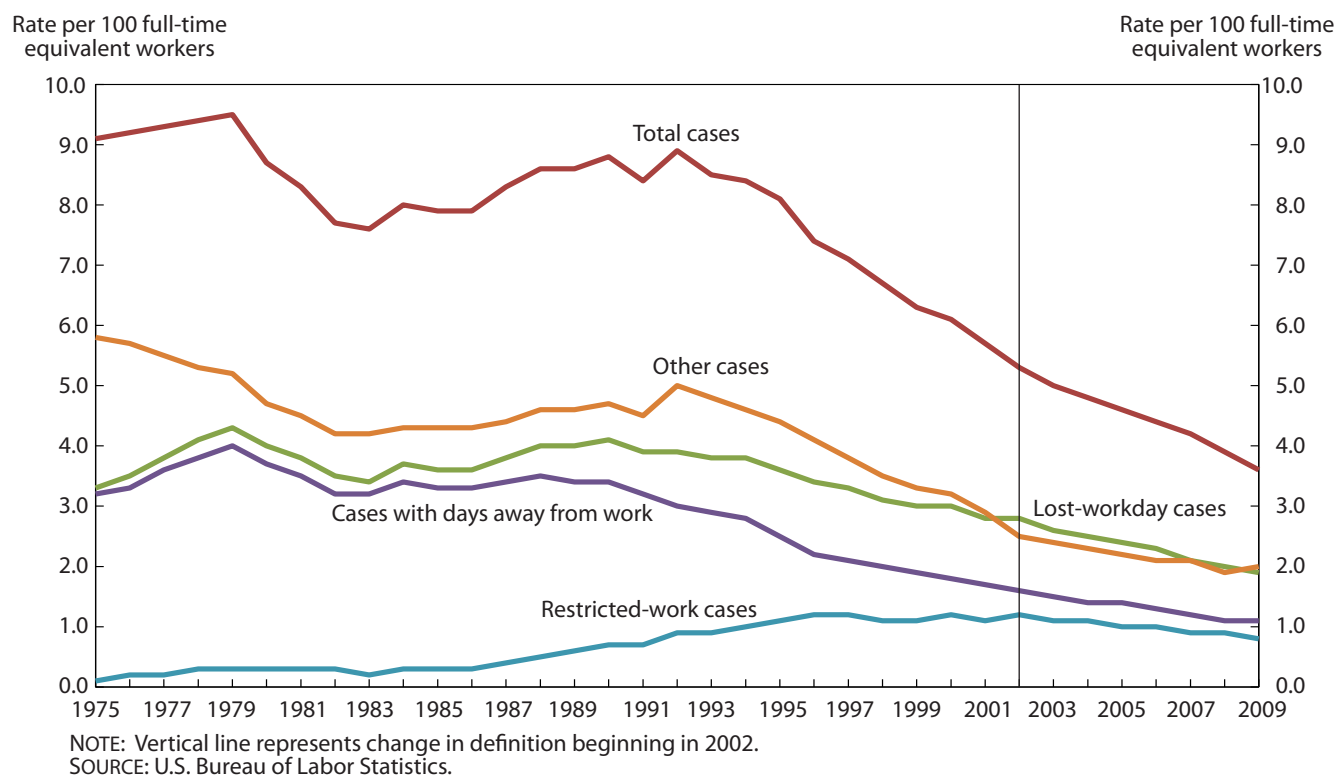
Although the SOII does not capture information from employers on the reasons that cases are treated either as those with days away from work or as restricted-work cases, among the possible reasons for the trend toward the latter are changes in workers’ compensation laws and changes in employer attitudes and policies. The influence of workers’ compensation may include increased costs from the late 1980s into the early 1990s, deregulation that led to changes in pricing that have rewarded safety and lower claims, return-to-work incentives, and a shift in choice of doctor from the worker to the employer. Among the changes in employer attitudes and policies are increased awareness of safety, tight labor markets and the growth of skilled labor in the 1990s, and the implementation of the Americans with Disabilities Act in 1990.<sup>3</sup>

### Variation by industry and establishment size

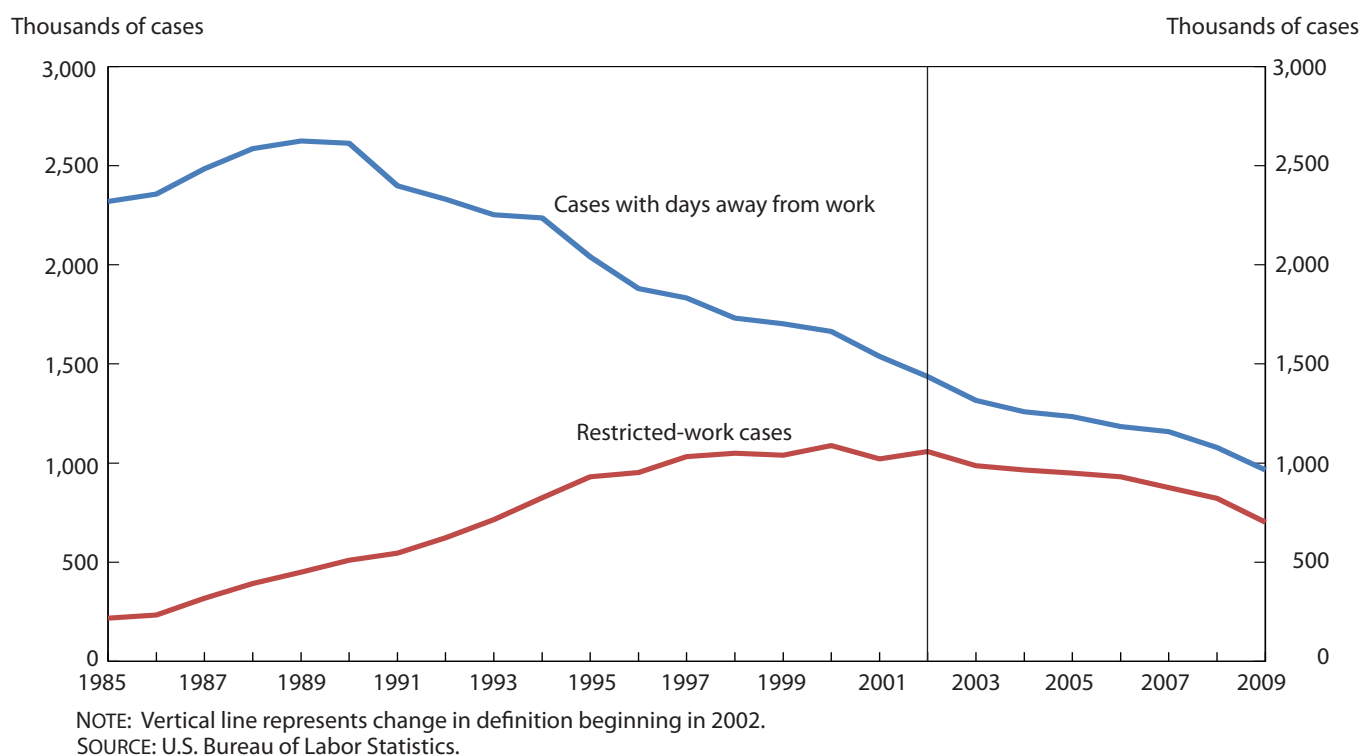
The proportion of lost-workday cases that involve only restricted work has varied by industry since 1985, although the proportion was small for all industries that year. Durable manufacturing and nondurable manufacturing had the greatest proportions of such cases, about 14 percent and 12 percent, respectively. The share grew among all industries by 2001. The rate of growth was greatest among those industries with the lowest proportions in 1985; for example, the proportion of construction industry cases grew more than fivefold, from 4.1 percent to 22.9 percent. But the industries with the greatest proportions of restricted-work cases continued to be durable manufacturing and nondurable manufacturing. (See chart 6.)

The change in industry classification that was introduced into the SOII in 2003 makes it difficult to compare the earlier shares of restricted-work cases with more recent ones. Nonetheless, the industries with greater proportions of restricted-work cases in 2009 are largely the same as

**Chart 1. Rate of occupational injuries and illnesses, by type of case, private industry, 1975–2009**

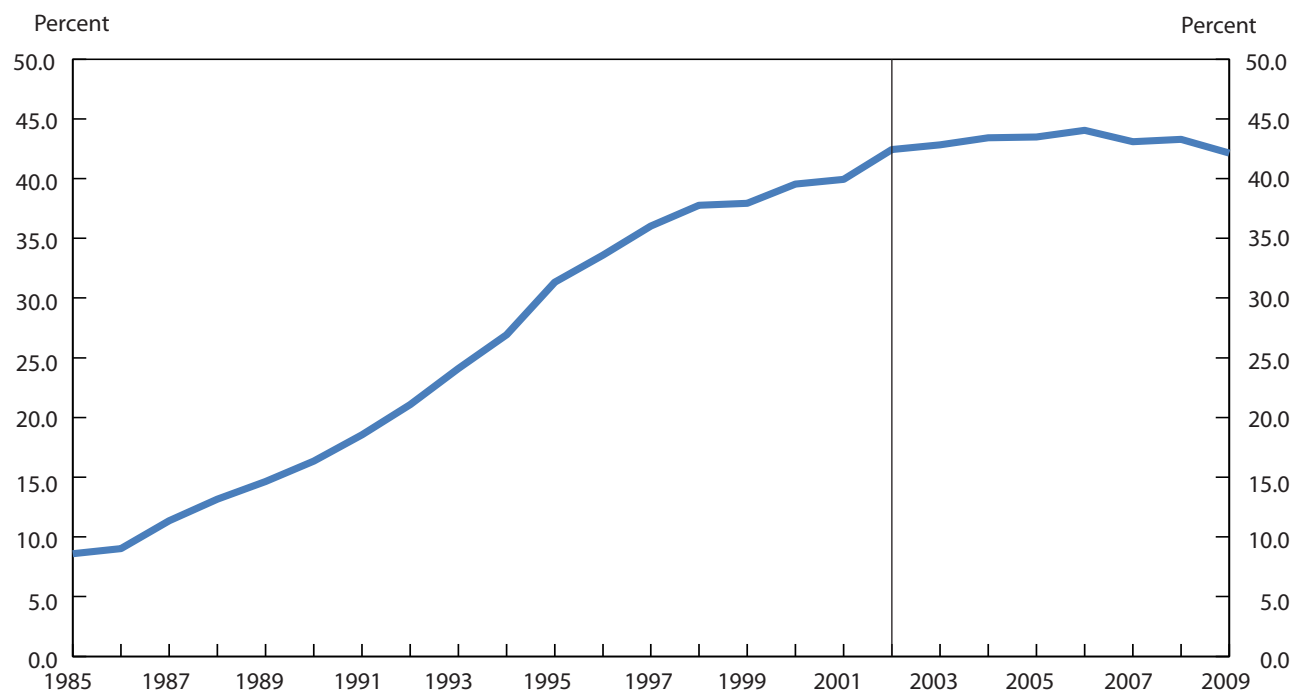


**Chart 2. Number of occupational injuries and illnesses with days away from work and with restricted work, private industry, 1985–2009**



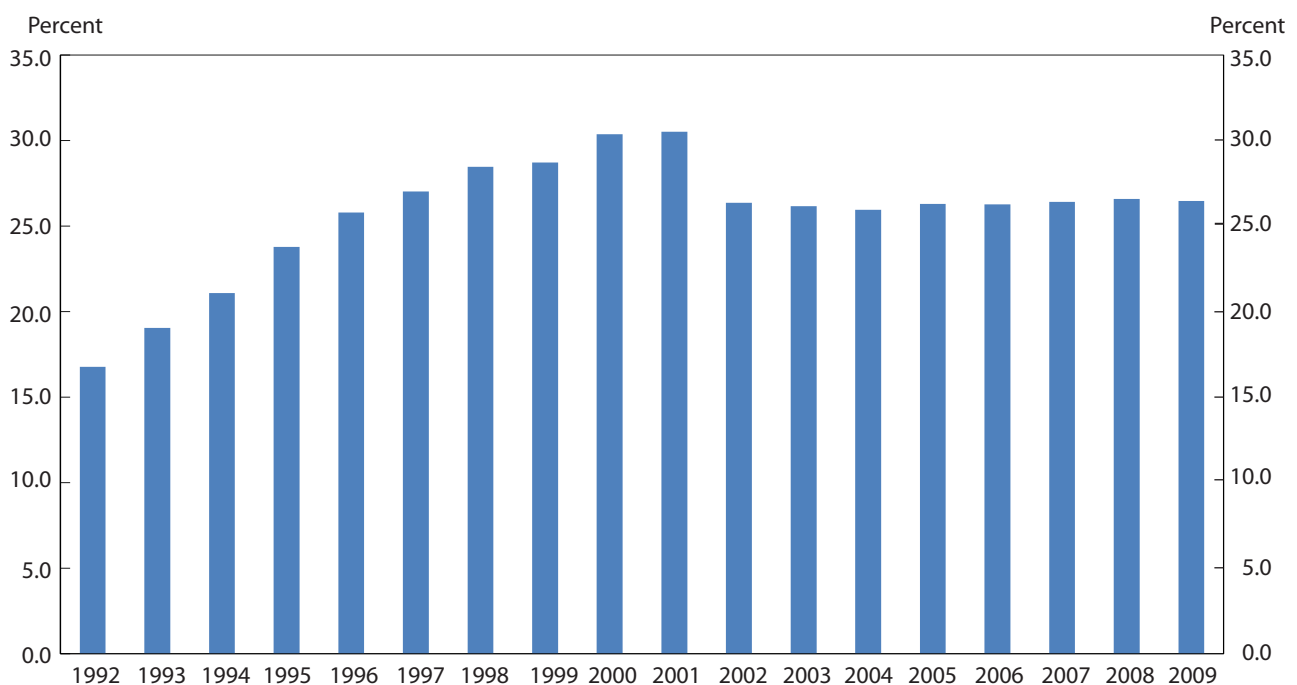


**Chart 3. Restricted-work cases as a percentage of lost-workday cases, private industry, 1985–2009**



NOTE: Vertical line represents change in definition beginning in 2002.  
SOURCE: U.S. Bureau of Labor Statistics.

**Chart 4. Percentage of cases with days away from work that include restricted-work days, private industry, 1992–2009**



NOTE: Change in definition began in 2002.  
SOURCE: U.S. Bureau of Labor Statistics.

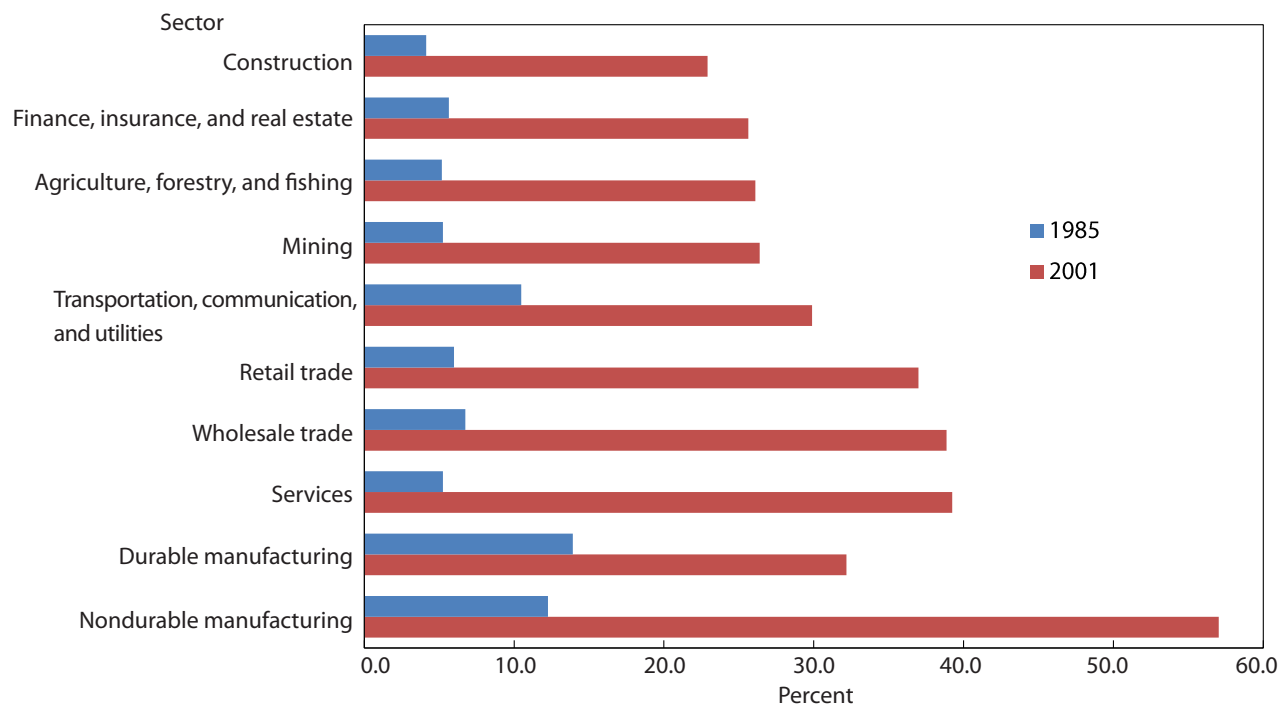
**Chart 5. Percentage of occupational injury and illness cases resulting in lost workdays, by type of case, private industry, 1992–2009**



NOTE: Change in definition began in 2002.

SOURCE: U.S. Bureau of Labor Statistics.

**Chart 6. Restricted-work cases as a percentage of lost-workday cases, by private industry sector, 1985 and 2001**



SOURCE: U.S. Bureau of Labor Statistics.

those seen in earlier years. Specifically, manufacturing had the highest such proportion in 2009, about 56 percent. (See chart 7.) When more detailed industries are examined, the proportion of restricted-work cases is sometimes seen to be much higher—for example, 64 percent in food manufacturing and 74 percent in leather and allied product manufacturing. (See chart 8.)

Another variable to consider in looking at the proportion of injury and illness cases resulting in restricted work is the size of the establishment: smaller and larger establishments may handle injury and illness cases in different ways. Chart 9 shows a general increase in the proportion of lost-workday cases that involve restricted work as establishments increase in size, although the proportions level off and even decline among the largest establishments. Similarly, the proportion has grown over time among all size classes, with the exception of the largest size classes in the most recent years. Larger establishments may have more varied tasks that make it easier to accommodate restricted work among those unable to continue in their usual job. Looked at another way, the proportion of cases involving days away from work that included days with restricted work generally grew among all size classes through the 1990s, but, just as with all cases, there has been little change in the 2000s. Further, larger establishments are more likely to use restricted work along with days away from work. (See chart 10.)

### Counting days

To explore the number of days recorded for injury and illness cases, including both days away from work and days with restricted work, it is again necessary to consider the proper terminology and understand the relationships among the data. The following facts are relevant:

- Restricted-work cases have no days away from work.
- Cases with days away from work also may have days with restricted work.
- The total count of restricted-work days comes from both cases with days away from work (the restricted days only) and restricted-work cases.
- The total count of lost workdays equals days away from work plus days with restricted work.

Chart 11 repeats the trend line of restricted-work cases as a percentage of all lost-workday cases, but includes an additional trend line showing the percentage of restricted-

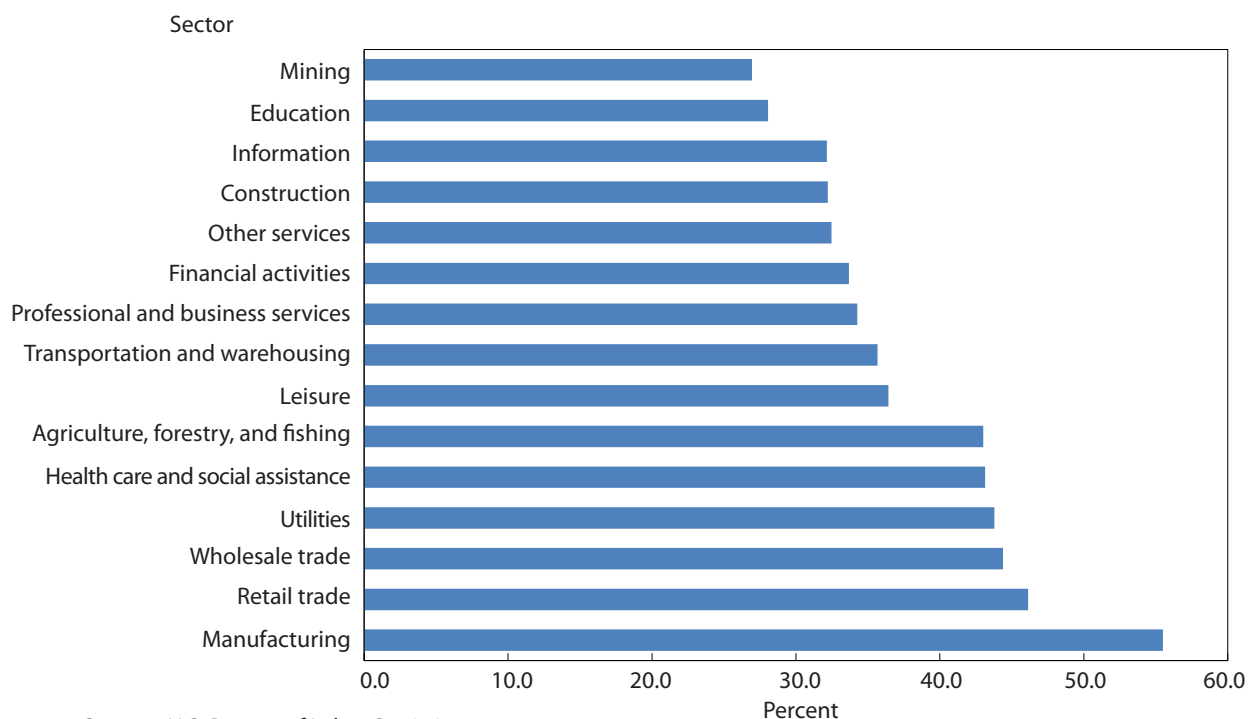
work days as a percentage of all lost workdays. Here the trend varies following the recordkeeping change in 2002, with the proportion of restricted-work days, but not that of restricted-work cases, continuing to increase. Chart 12 shows that the proportion of cases with days away from work that included days with restricted work varied little in 1992 by the number of days away per case, but exhibited more variation in 2009. In the latter year, it can be seen that, as the number of days away from work increases, the proportion of cases that include days with restricted work also increases, up to 20 days away. In addition, the median number of restricted-work days (for cases with days away from work that included restricted work) has risen throughout the last two decades (see chart 13) and is greater in larger establishments (see chart 14).

### Worker characteristics and case circumstances

The growth of both restricted-work cases and restricted-work days leads to questions about the workers involved in these cases and the circumstances surrounding the cases. Are similar characteristics found among cases handled as days away from work versus those handled as restricted work? Is there a tendency to treat certain cases or certain groups of workers (e.g., workers of different age) differently? Current BLS data on worker characteristics and case circumstances are limited to those cases with days away from work, although expanding such data to include restricted-work cases is being planned, as described shortly. From the current data, which provide a rich and consistent set of information collected over the past 20 years, some limited detail can be added by looking at cases with both days away from work and restricted work. In these cases, the extent of restricted-work days can be coupled with known characteristics from the cases with days away from work. For example, chart 15 shows the percentage of cases with days away from work that include restricted work, displayed by the nature of the injury; with the exception of sprains, cases involving the nature of the injury that had a higher median number of days away from work (specifically, cases of fractures, dislocations, and carpal tunnel syndrome) were more likely to have days with restricted work as well. Similarly, chart 16 shows an increase with age of the worker in the proportion of cases of days away from work that include restricted work, up through ages 45-54; this trend is consistent with the increase in the median number of days away from work as age increases.

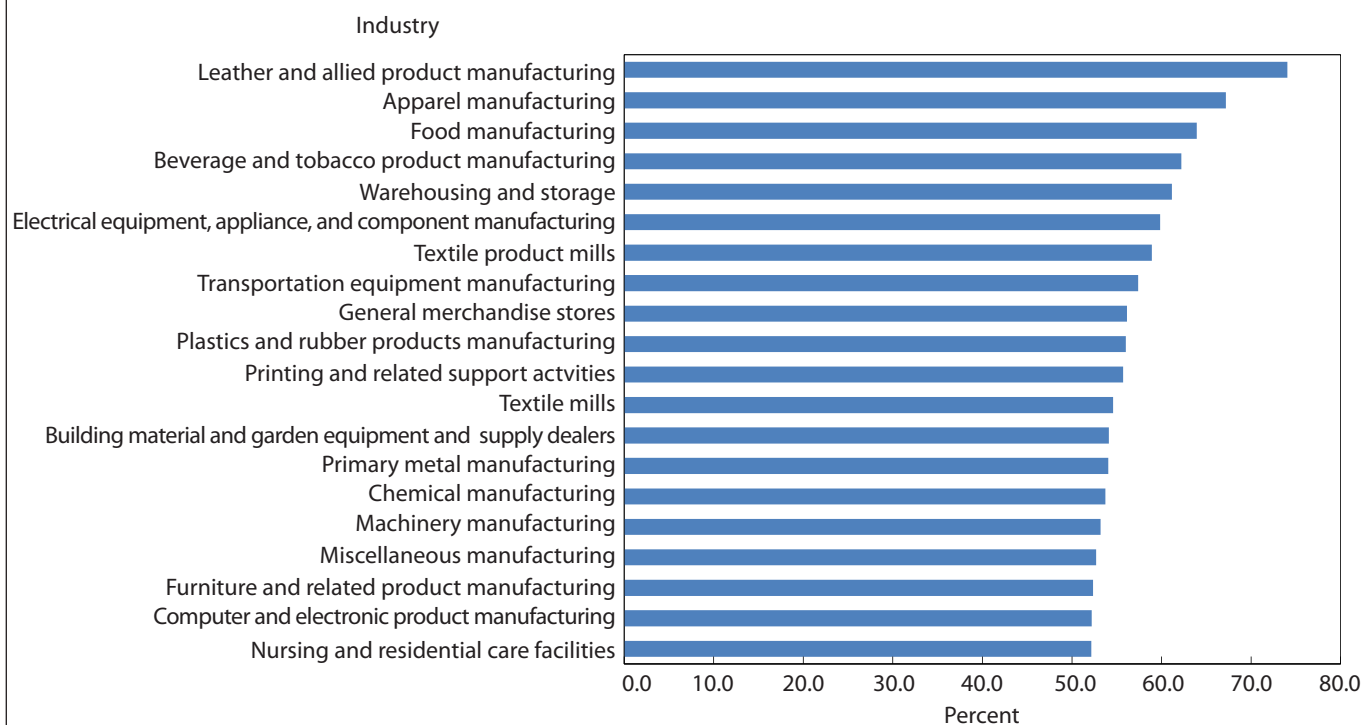
The rich detail available for cases with days away from work tells only partial stories about days with restricted work. Although the preceding examples graft the exist-

**Chart 7. Restricted-work cases as a percentage of lost-workday cases, by private industry sector, 2009**



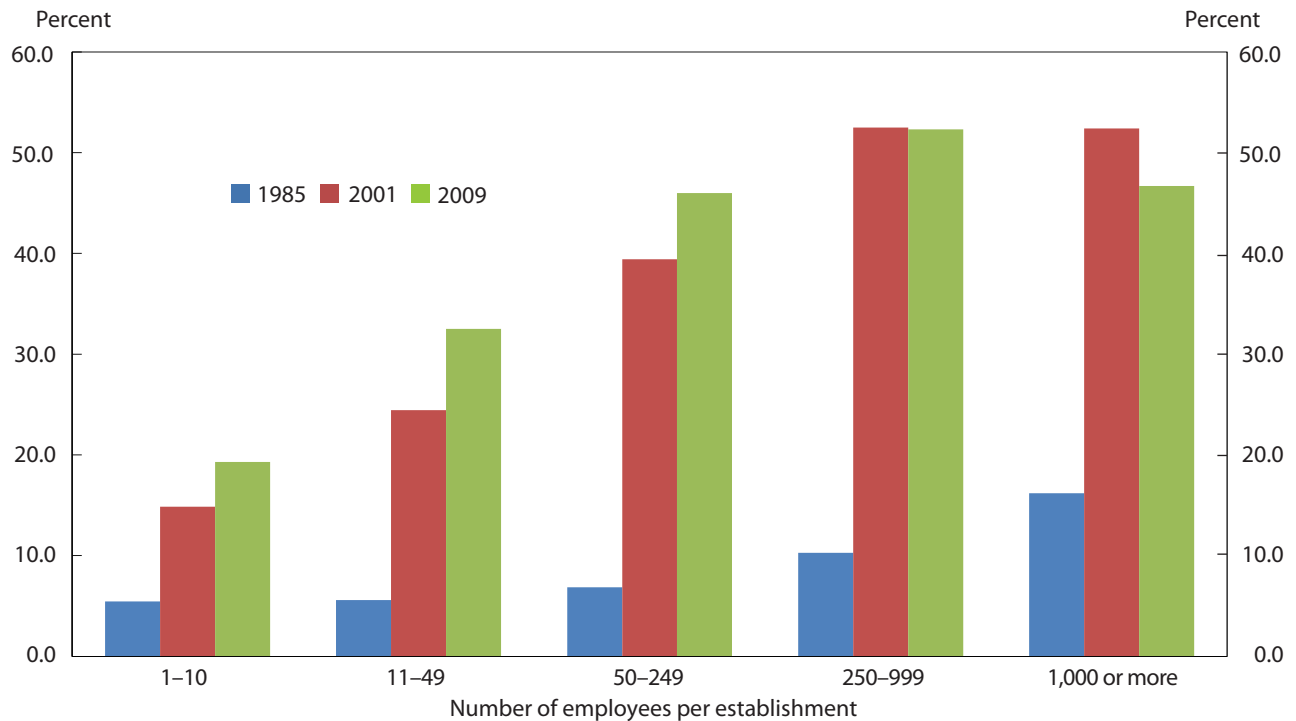
SOURCE: U.S. Bureau of Labor Statistics.

**Chart 8. Restricted-work cases as a percentage of lost-workday cases, by detailed private industry, 2009**



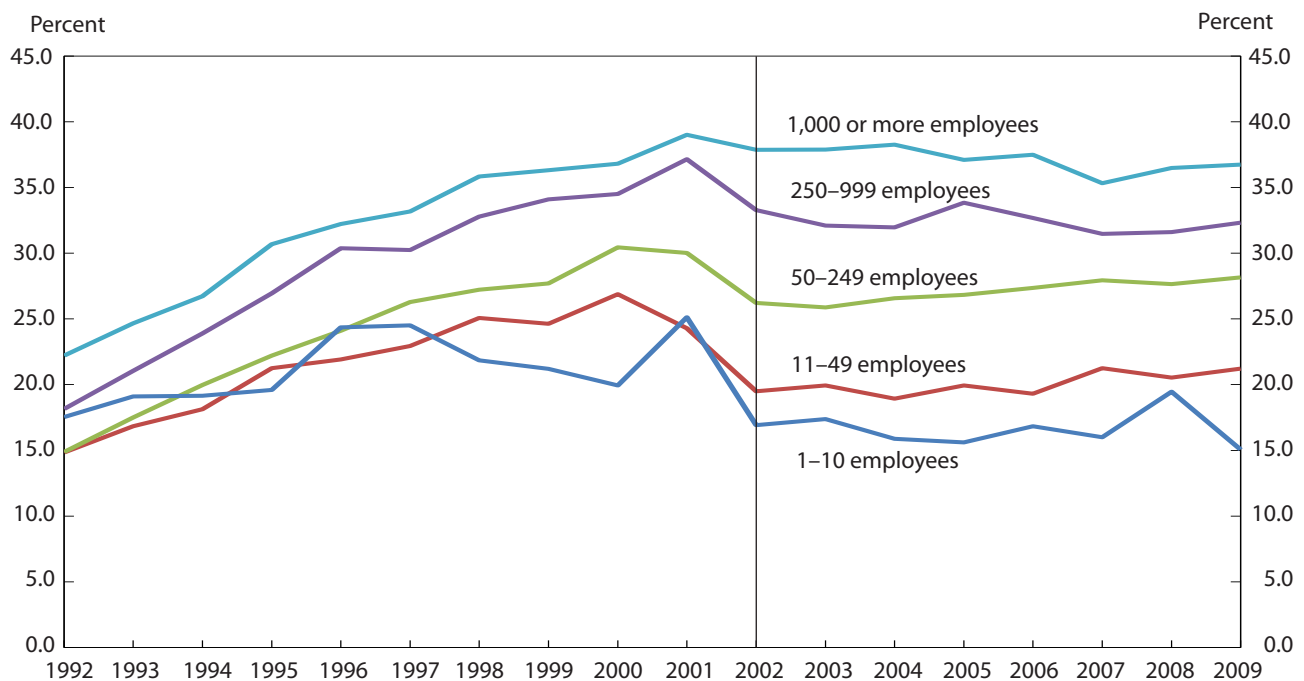
SOURCE: U.S. Bureau of Labor Statistics.

**Chart 9. Restricted-work cases as a percentage of lost-workday cases, by establishment size, 1985, 2001, and 2009**



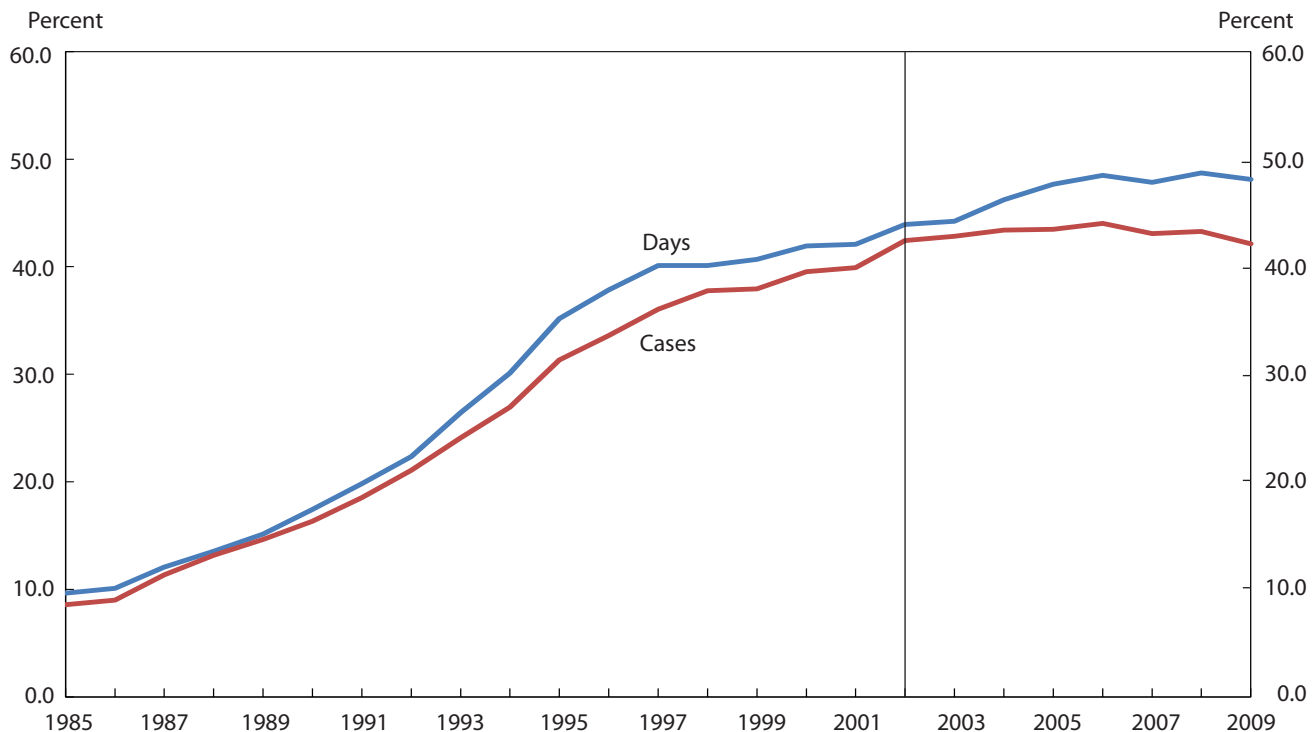
NOTE: Change in definition began in 2002.  
SOURCE: U.S. Bureau of Labor Statistics.

**Chart 10. Percentage of cases with days away from work that include restricted-work days, by establishment size, private industry, 1992-2009**



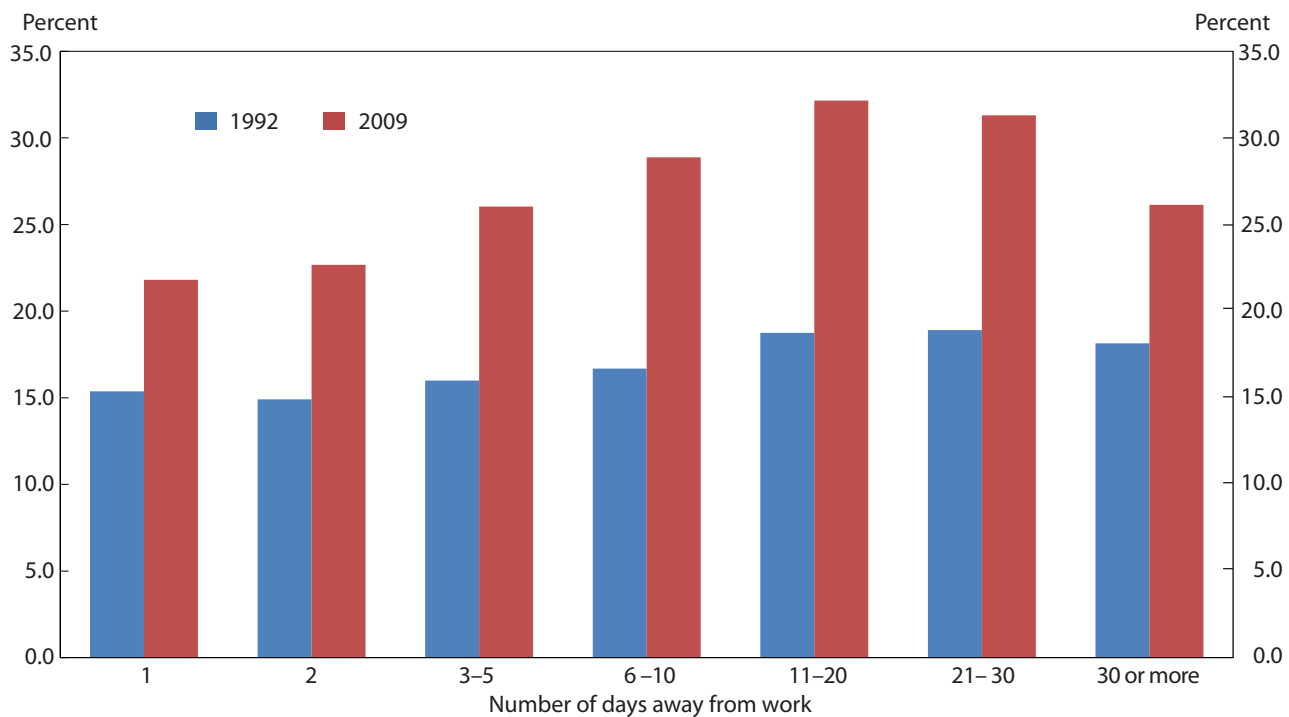
NOTE: Vertical line represents change in definition beginning in 2002.  
SOURCE: U.S. Bureau of Labor Statistics.

**Chart 11. Restricted-work cases and days as a percentage of lost-workday cases and days, private industry, 1985–2009**



NOTE: Vertical line represents change in definition beginning in 2002.  
SOURCE: U.S. Bureau of Labor Statistics.

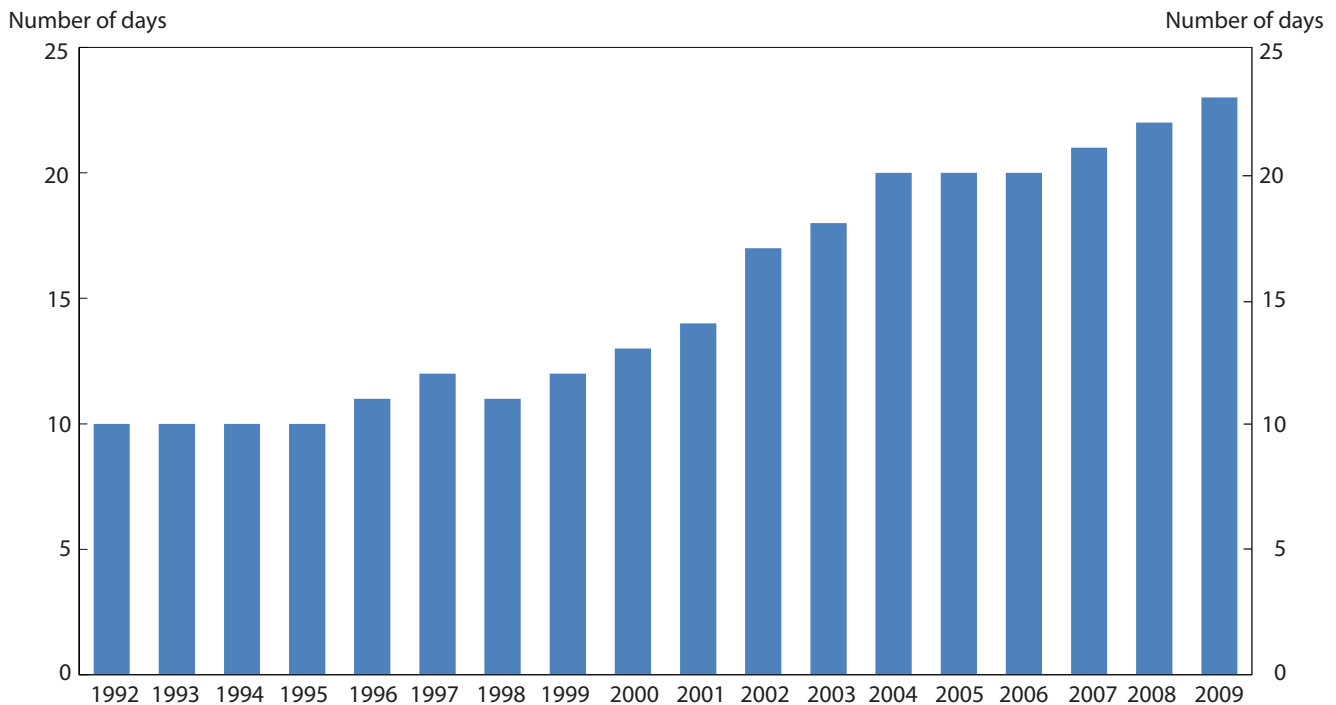
**Chart 12. Percentage of cases with days away from work that include restricted-work days, by number of days away from work per case, private industry, 1992 and 2009**



NOTE: Change in definition beginning in 2002.  
SOURCE: U.S. Bureau of Labor Statistics.



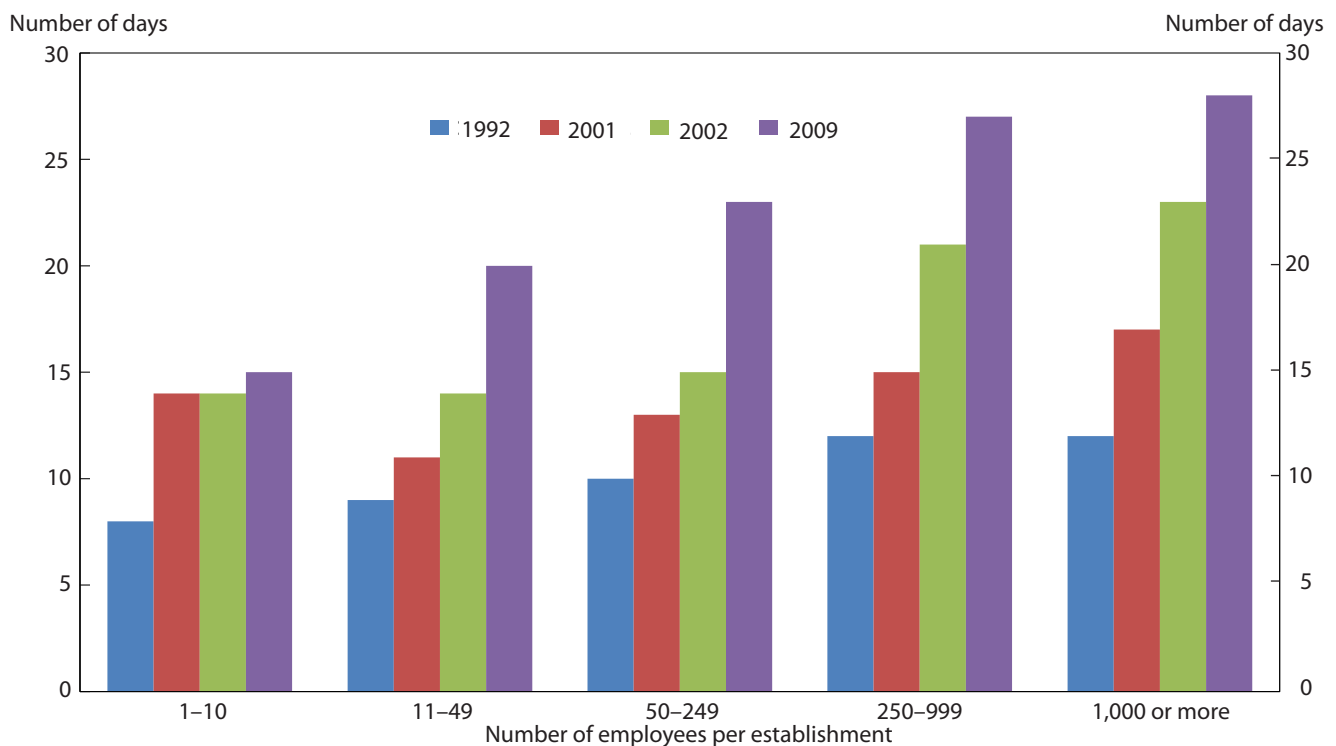
**Chart 13. Median number of restricted-work days for cases with days away from work that include at least 1 restricted-work day, private industry, 1992–2009**



NOTE: Change in definition began in 2002.

SOURCE: U.S. Bureau of Labor Statistics.

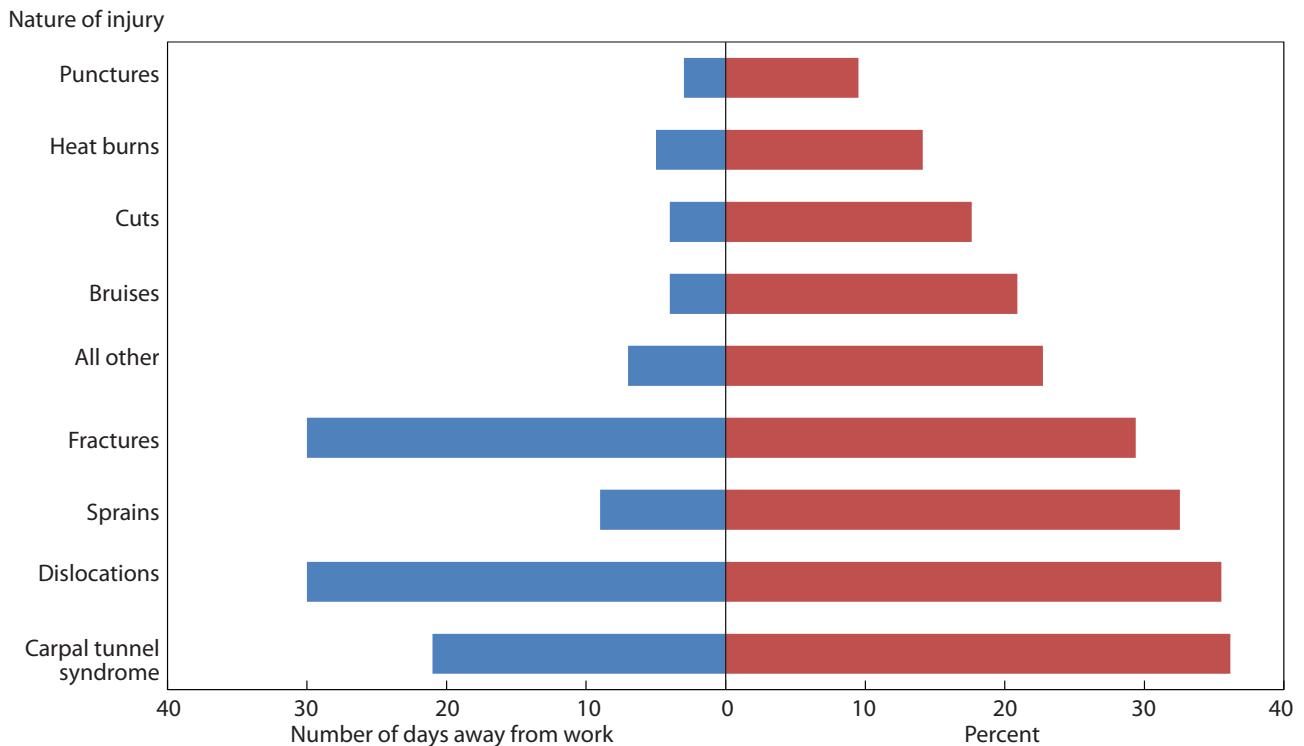
**Chart 14. Median number of restricted-work days for cases with days away from work with at least 1 restricted-work day, by establishment size, private industry, 1992, 2001, 2002, and 2009**



NOTE: Change in definition began in 2002.

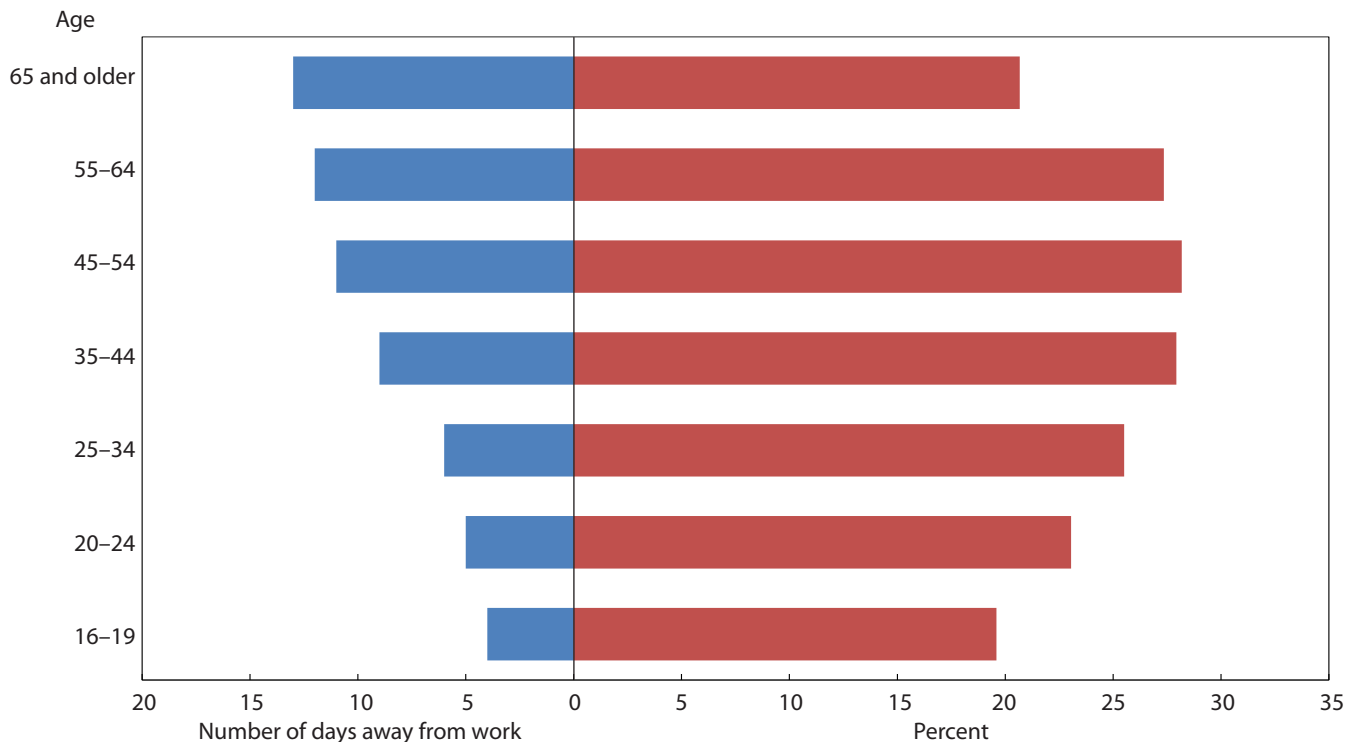
SOURCE: U.S. Bureau of Labor Statistics.

**Chart 15. Median number of days away from work and percentage of cases with days away from work that include restricted-work days, by nature of the injury, 2009**



SOURCE: U.S. Bureau of Labor Statistics.

**Chart 16. Median number of days away from work and percentage of cases with days away from work that include restricted-work days, by age group, 2009**



SOURCE: U.S. Bureau of Labor Statistics.

## Restricted Work Due to Workplace Injuries

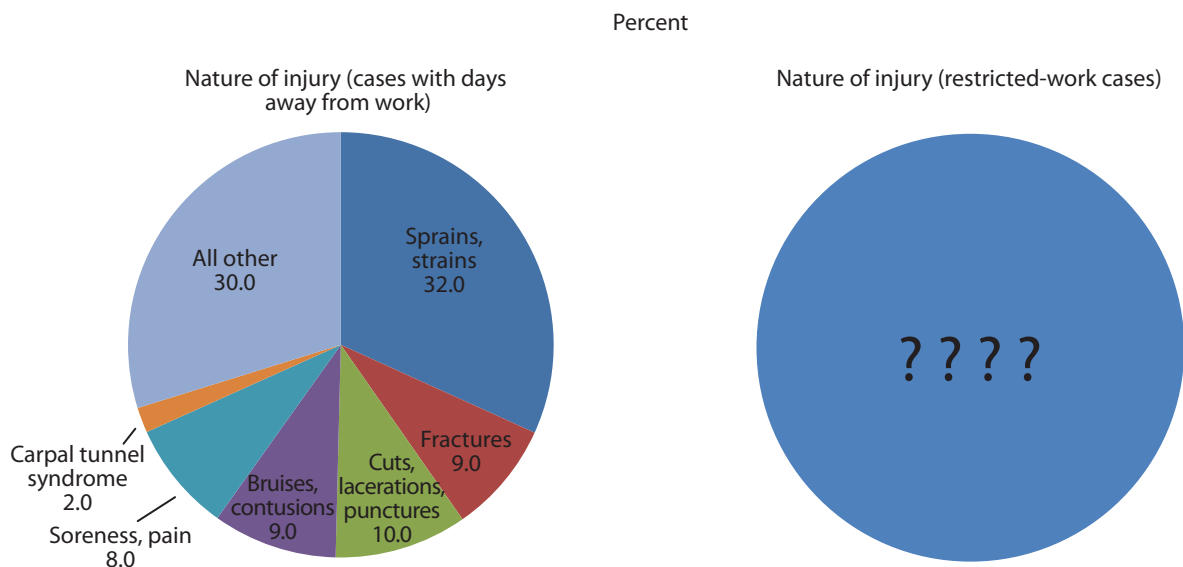
ence of restricted-work days onto the details from cases with days away from work, as of now there are no details for cases that involve only restricted work. Worker characteristics and case circumstances are unknown for this portion (about two-fifths) of the most serious injury and illness cases. (See chart 17.) To address the issue, the SOII began a pilot survey in 2011 to capture worker and case details for restricted-work cases in six industries. These industries, identified in chart 18, include some in which the rate of restricted-work cases exceeds the rate of cases with days away from work and some in which it does not. For all cases (both cases with days away from work and restricted-work cases), the following data will be captured:

- Occupation
- Age
- Race or ethnic origin
- Gender
- Event or exposure leading to injury or illness
- Nature of injury or illness

- Part of body affected
- Source of injury
- Number of days of job transfer or restricted work
- Number of days away from work
- Length of service with employer
- Day and time of event or exposure
- Amount of time on shift when event or exposure occurred

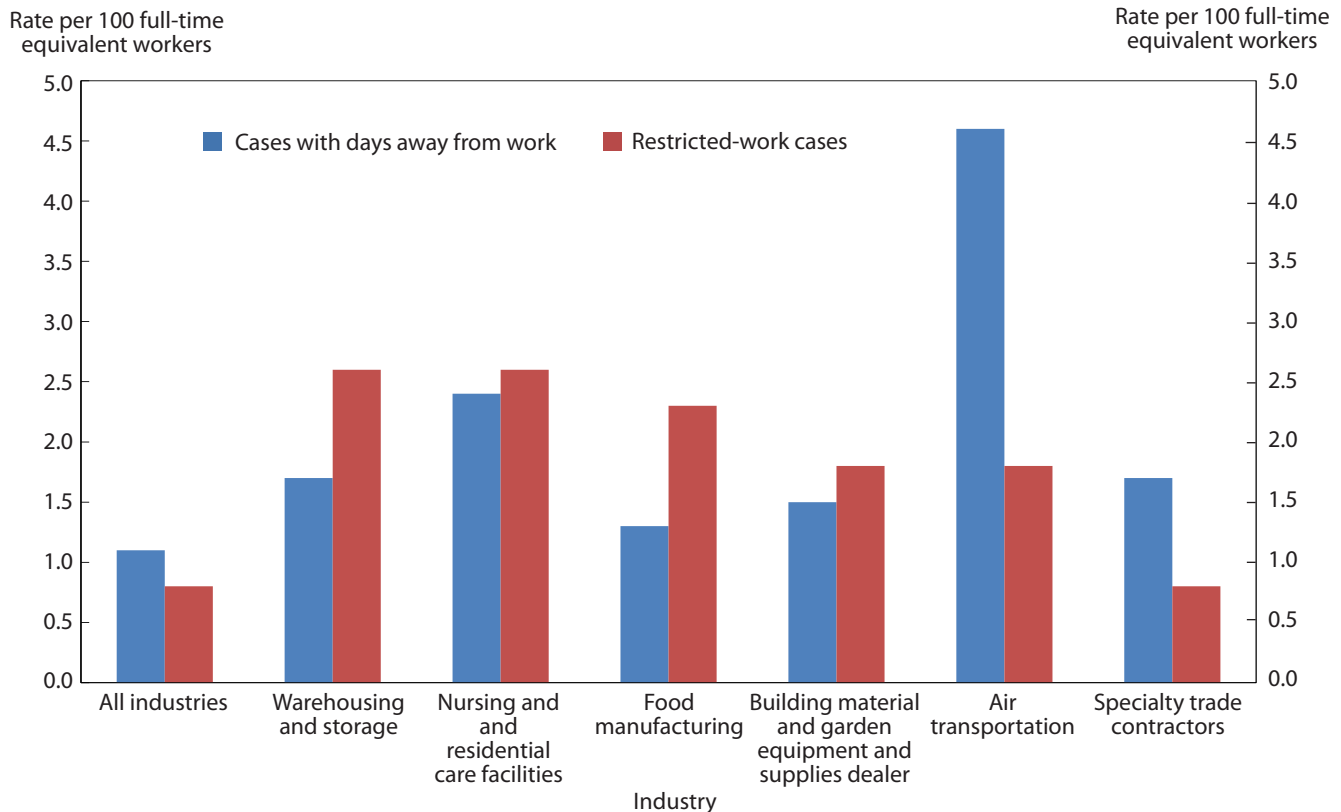
Although the results of the pilot survey will not represent all industries, they will provide a representative nationwide sample that can shed some light on similarities and differences between worker and case characteristics in the different types of cases. The Bureau will release the first results in 2013, for cases that took place in 2011, and will repeat the pilot test for injuries and illnesses occurring in 2012 and 2013. The Bureau is making plans for how best to move forward with efforts to capture the most complete data possible on all cases, within current resource constraints. One possible approach is to capture worker and case details for a sample of all lost-workday

**Chart 17. Percent distribution of occupational injuries and illnesses, by nature of the injury, food-manufacturing industry, 2009**



SOURCE: U.S. Bureau of Labor Statistics.

**Chart 18. Rates of cases with days away from work and restricted-work cases, selected private industries, 2009**



SOURCE: U.S. Bureau of Labor Statistics.

cases—DART cases—within a sampled establishment, up to a limit designed to maintain the overall number of cases currently collected, thus working within existing resources and limiting any added burden upon sampled employers. This approach would yield fewer cases with days away

from work, perhaps reducing the amount of published detail available. But the tradeoff would be the availability of data on all DART cases combined and some detail on both cases with days away from work and restricted-work cases across all industries. □

## Notes

<sup>1</sup> Unless otherwise indicated, inferences in this article were made on the basis of values published by the Bureau of Labor Statistics and were not validated by statistical tests because sampling errors were proven to be impractical to obtain.

<sup>2</sup> For a discussion of how the changes in OSHA recordkeeping rules were incorporated into the SOI, see William J. Wiatrowski, "Occupational

safety and health statistics: new data for a new century," *Monthly Labor Review*, October 2005, pp. 3–10, <http://www.bls.gov/opub/mlr/2005/10/art1full.pdf>.

<sup>3</sup> For more information about changes in workers' compensation programs, see *Workers' Compensation: Benefits, Coverage, and Costs, 2010* (Washington, DC, National Academy of Social Insurance, August 2012).

# Changes in federal and state unemployment insurance legislation in 2012

*Federal enactments extend federal funding for benefits provided by the Emergency Unemployment Compensation and Extended Benefits programs, require changes in the recovery of overpayments and work search requirements, permit drug testing under certain conditions, and modify the definition of the Short Time Compensation program*

Loryn Lancaster

**D**uring 2012, two federal legislative enactments affected the federal-state Unemployment Compensation Program. The federal enactments extend and modify benefits under the Emergency Unemployment Compensation program and the Extended Benefits program, as well as provide federal funding to the states to cover costs for these programs. The methodology used to calculate the “on” and “off” triggers for the Extended Benefits program by providing a “look-back” of 3 years was also extended. Individuals receiving emergency unemployment compensation are now required to conduct active work search, and states are now required to provide reemployment and reemployment eligibility assessment services to individuals receiving emergency unemployment compensation.

Permanent changes to unemployment compensation law were also enacted that include new work search requirements and mandatory recovery of overpayments, including interstate and federal compensation, Federal Additional Compensation, and emergency unemployment compensation. Federal law now provides authority for states to drug test unemployment compensation applicants in certain circumstances. The federal enactments addressed layoff prevention and reemployment of unemployment compensation claimants with the enactment of provisions that allow the U.S. Secretary of Labor to approve 10 temporary state demon-

stration projects, a new definition of Short Time Compensation (STC), by permitting states to allow individuals eligible for emergency unemployment compensation and extended benefits to participate in the Self-Assessment Program. Federal law provided additional funding to states to develop and implement the STC program and the Self-Employment Assistance (SEA) program.

### **Middle Class Tax Relief and Job Creation Act of 2012 (Pub. L. 112-96), enacted February 22, 2012**

*Emergency Unemployment Compensation program.* The ending date for the Emergency Unemployment Compensation program was extended for new entrants from March 6, 2012, to January 2, 2013, and the ending date for phaseout for current beneficiaries was eliminated; no emergency unemployment compensation shall be payable for any week subsequent to the last week ending December 29, 2012. The funding of emergency unemployment compensation benefits from the general revenue of the U.S. Department of Treasury and of administrative costs from the employment security administration account was authorized to continue.

The total unemployment rate triggers for emergency unemployment compensation Tiers 1, 2, 3, and 4 were modified. Emergency unemployment compensation Tier 1 had no changes. The maximum entitlement to emergency unemployment compensation Tiers 1, 2, 3, and 4 was modified.

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The eligibility provisions were amended to require that individuals must be able to work, available for work, and actively seeking work to qualify for emergency unemployment compensation. Actively seeking work includes registering with an employment service office, appropriately searching for work, maintaining a work search record, and providing such record to the state upon request.

States are now required to immediately begin providing notification to all emergency unemployment compensation claimants of the new emergency unemployment compensation work search requirements and to review or audit a minimum number of claimants' work search records that are selected randomly to ensure claimants are meeting the work search requirements.

States are required to provide specific reemployment services and in-person reemployment and eligibility assessments to individuals establishing a new emergency unemployment compensation Tier 1 or 2 claim on or after March 23, 2012. Individuals are required to participate for receipt of emergency unemployment compensation unless they can show good cause for failing to participate or complete the services. These activities will be funded from the U.S. Department of Treasury general fund in an amount equal to the estimated number of individuals who will be provided such services, multiplied by \$85.

Using the same procedures that are used to recover overpayments of regular compensation, states are required to recover emergency unemployment compensation overpayments by offset when an individual is eligible for emergency unemployment compensation. The offset capped at 50 percent of the weekly benefit amount has been eliminated. The overpayment recovery may not begin until an opportunity for a fair hearing has occurred and the determination is final. Recovery may be waived if the individual was not at fault and if the repayment would be contrary to equity and good conscience.

The nonreduction rule prohibits states from modifying the method of computation of regular compensation if it results in a lower average weekly benefit amount of regular compensation. However, the Middle Class Tax Relief and Job Creation Act provides that the nonreduction rule shall not apply with respect to a state that has enacted a law before March 1, 2012, that, on taking effect, would violate the nonreduction rule. Effective March 24, 2012, states must pay any emergency unemployment compensation entitlement before the payment of any extended-benefits entitlement.

*Extended Benefits program.* The ending dates for the 100-percent federal funding of extended benefits and for

the provision expanding extended-benefit eligibility were extended from March 7, 2012, to December 31, 2012, and the ending date for phaseout for current beneficiaries was extended from August 15, 2012, to June 29, 2013. The ending date of the provision for the federal funding of the first week of extended benefits in states with no waiting week was extended from August 15, 2012, to June 29, 2013. The ending date permitting states to temporarily modify the provisions concerning extended benefits "on" and "off" indicators by increasing the look-back period from 2 years to 3 years was extended from the period ending on or before February 29, 2012, to the period ending on or before December 29, 2012.

*Overpayments.* Overpayments of federal additional compensation may be recovered by offsetting benefit payments.

*State Reemployment Demonstration Projects.* Up to 10 states are permitted to conduct demonstration projects lasting 1 to 3 years to expedite reemployment or to improve state effectiveness in implementing state law on reemployment. States must complete projects by December 31, 2015. States are permitted to use unemployment compensation administrative grant funds to administer an approved demonstration. States may be granted approval to temporarily waive provisions of federal law regarding the withdrawal standard and the methods of administration requirement. Unemployment insurance administrative grant moneys may be used to fund demonstration projects.

*Data exchange standardization.* The U.S. Secretary of Labor is required, along with the Office of Management and Budget, to designate a data exchange standard for information, and data exchange standards must be established for required reporting. Federal law established parameters for both the data exchange standard and the reporting standard.

*Drug testing.* States are permitted to test unemployment insurance applicants for drugs and deny benefits to applicants who test positive if the applicant was discharged for unlawful use of drugs or is only available for suitable work in an occupation that regularly conducts drug testing.

*Short Time Compensation program.* The definition of "Short Time Compensation" or STC program is modified. States choosing to operate an STC program must operate it consistently with the modified definition. States are federally reimbursed 100 percent of certain STC ben-



efit costs for up to 3 years if operating a state STC program under the modified definition. States without STC programs meeting the modified definition are allowed to enter into an agreement with the U.S. Secretary of Labor to operate a federal STC program for up to 2 years, with the state receiving reimbursement for one-half of the amount of STC benefits paid under the agreement and the employer paying the other one-half. Grants are available to states either for implementing or improving the administration of or for promoting and enrolling in STC programs meeting the modified definition.

*Self-Employment Assistance program.* The SEA program has been expanded by providing states the permissive authority to establish SEA programs for individuals eligible for extended benefits and for individuals eligible for emergency unemployment compensation. States operating SEA programs for individuals eligible for extended benefits or emergency unemployment compensation must follow the definition of an SEA program, except for the modified language that includes, among other things, a 1-percent limitation on the aggregate number of individuals receiving an SEA allowance and the requirement that the program not result in any cost to the Unemployment Compensation Trust Fund does not apply.

### **American Taxpayer Relief Act of 2012 (Pub. L. 112-240), enacted January 2, 2013**

*Emergency Unemployment Compensation.* The ending date for the Emergency Unemployment Compensation program was extended for new entrants from January 2, 2013, to January 1, 2014; no emergency unemployment compensation shall be payable for any week subsequent to the last week ending December 28, 2013. The funding of emergency unemployment compensation benefits from the general revenue of the U.S. Department of Treasury and of administrative costs from the employment security administration account was authorized to continue.

The total unemployment rate triggers for emergency unemployment compensation Tiers 1, 2, 3, and 4 were not changed. Tiers 1 had no changes for the emergency unemployment compensation Tier. The maximum entitlement to emergency unemployment compensation Tiers 1, 2, 3, and 4 was not changed. The funding for reemployment services and reemployment and eligibility assessment activities was extended through fiscal year 2014.

*Extended Benefits program.* The ending dates for the 100-percent federal funding of extended benefits and the

provision expanding extended-benefit eligibility were extended from December 31, 2012, to December 31, 2013, and the ending date for phaseout for current beneficiaries was extended from June 29, 2013, to June 28, 2014. The ending date of the provision for the federal funding of the first week of extended benefits in states with no waiting week was extended from June 29, 2013, to June 28, 2014. The ending date permitting states to temporarily modify the provisions concerning extended benefits “on” and “off” indicators by increasing the look-back period from 2 years to 3 years was extended from the period ending on or before December 29, 2012, to the period ending on or before December 28, 2013.

### **State legislation**

The following are the modified or new provisions in state unemployment compensation laws, with the states that amended or included that particular provision:

- Individuals will not be denied benefits under provisions relating to their availability for work, active search for work, or refusal to accept work solely because they are seeking only part-time work (California and Vermont).
- Individuals will not be disqualified from receiving benefits because they were separated from employment if their separation is due to (1) a compelling family reason, such as domestic violence, illness, disability of the individual’s immediate family, or sexual assault, or (2) the individuals’ need to accompany their spouses to places from which commuting is impractical because of a change in location of the spouses’ employment (Washington).
- Individuals who have exhausted their rights to regular unemployment compensation and who are enrolled in an approved training program or in a job training program authorized under the Workforce Investment Act of 1998 will be entitled to an additional amount of benefits equal to 26 times their average weekly benefit amount for the most recent benefit year. Such training programs will prepare individuals who have been separated from a declining occupation or who have been involuntarily separated from employment due to a permanent reduction in operations at their place of employment for entry into a high-demand occupation (Vermont).

The effective date of each provision varies with the state adopting it.

## Alabama

**Financing.** Benefits paid to an individual who leaves employment to relocate with a spouse serving in the U.S. Armed Forces will not be charged to the employer's experience-rating account.

**Nonmonetary eligibility.** Unemployment benefits are allowed for individuals who leave employment to permanently relocate because of their active-duty spouse's permanent change of station orders, activation orders, or unit deployment orders. This requirement applies to separations occurring on or after August 1, 2012.

The 1-week waiting period for benefit years effective on or after August 1, 2012 is restored.

**Overpayments.** Whoever willfully makes a false statement or representation or willfully fails to disclose a material fact to obtain or increase any benefit payment under the state's or any other state's or government's unemployment insurance law, either for him- or herself or for any other person, whether such benefit or payment is actually received or not, shall be guilty of an offense and each such false statement or representation shall constitute a separate and distinct offense as follows:

- An aggregate amount involved in the offense that exceeds \$2,500 in value shall constitute a class B felony.
- An aggregate amount involved in the offense that exceeds \$500 but does not exceed \$2,500 shall constitute a class C felony.
- An aggregate amount involved in the offense that does not exceed \$500 shall constitute a class A misdemeanor.
- Sentencing of individuals, upon conviction, for these offenses shall follow the Criminal Code of Alabama.
- In lieu of fines, any person found guilty shall be required to pay restitution to the Alabama Department of Industrial Relations in at least the amount of benefits fraudulently obtained.

Under prior law, such person was guilty of a misdemeanor and, when convicted, was punished by a fine of not less than \$50 or more than \$500 or imprisonment for not longer than 12 months or both fine and imprisonment.

In addition to any penalty or prosecution or the deduction of benefits in an amount not less than 4 times his or her weekly benefit amount and not more than the maximum benefit amount payable in a benefit year, a claimant who made a fraudulent misrepresentation to obtain benefits to which he or

she is not entitled shall be disqualified for the 52-week period that immediately follows the final date of the fraud determination and until the fraudulent overpayment has been repaid in cash. For subsequent acts determined as fraudulent, a claimant shall be disqualified for the 104-week period that immediately follows the final date of the fraud determination and until the fraudulent overpayment has been repaid in cash. Federal and state income intercepts used to satisfy overpayments are to be considered cash payments.

All fraudulent overpayment balances shall accumulate interest at the rate of 2 percent per month on unpaid balances, shall be added to the debt balance, and shall be deposited in the fraud interest penalty account. A separate account designated as the fraud interest penalty account is established. All fraudulent overpayment balances shall have an additional minimum penalty of 15 percent that shall be deposited in the state's account of the Unemployment Insurance Trust Fund.

## Arizona

**Appeals.** The period for all interested parties to file an appeal concerning a disputed claim increases to 30 days (previously, 15 days) from the date of mailing or electronic submission. An employer has 30 days (previously, 15 days) to appeal to the board if a request to revise a final determination, redetermination, or decision of employee status is refused. Certain criteria must be included in any appeal determination or any redetermination related to an employee's status and any contribution rate redetermination or denial.

**Coverage.** The definition of "employee" is changed to include indicators of control by the employing unit as follows:

- The individual's hours or location of work
- The right to perform services for others
- Tools, equipment, materials, expenses, and use of other workers
- Other indicia of employment

A determination notice that an employing unit constitutes an employer, services performed constitute nonexempt employment, or remuneration for services constitutes wages will become final within 60 days (previously, 15 days) after written notice is served by certified mail, if the determination was made on the basis of establishing an employer-employee relationship, or by first-class mail if the determination was made by any other basis.

**Financing.** A discharged employee shall be paid wages due within 7 working days (previously, 3 days) or the end of the next regular pay period, whichever is sooner.

Until the amount of the annual federal unemployment insurance excise tax is reduced to a percentage less than 6 percent (previously, reduced to 6 percent or less), the 0.01 percent job training tax imposed on each contributory employer does not apply to employers

- with a positive reserve ratio of at least 13 percent,
- with a positive reserve ratio of at least 12 percent but less than 13 percent,
- assigned the contribution rate of 2.0 percent or 2.7 percent, and
- with a negative reserve ratio.

**Monetary entitlement.** This provision changes the wage qualification requirement for an individual's wages paid in one quarter from \$1,500 to an amount that is equal to at least 390 times the minimum wage that is in effect when the individual files a claim for benefits.

**Nonmonetary eligibility.** An unemployed individual shall be eligible to receive benefits only if the Department of Economic Security finds that such individual has both engaged in a systematic and sustained effort to obtain work during at least 4 days of the week and has made at least three work search contacts during the week. An individual shall be disqualified for benefits for failing without cause to actively engage in seeking work. An individual is considered to have refused an offer of suitable work if an employer withdraws an offer of work after an individual either

1. tests positive for drugs after a drug test given pursuant to state law or on behalf of a prospective employer as a condition of an offer of employment or

2. refuses, without good cause, to submit to a drug test that a prospective employer requires as a condition of an offer of employment.

Benefits are denied to an instructional, research, or principal administrative employee while in the employ of an entity that provides these professional services to or on behalf of an educational institution between 2 successive academic years, during a similar period between two successive or nonsuccessive regular terms, or during a period of paid sabbatical leave if the individual performed such professional services in the first of such academic years or terms and if there is a contract

or a reasonable assurance that the individual will perform professional services for any educational institution entity that provides these services to or on behalf of an educational institution in the second of such academic years or terms. This between-terms denial to professionals also applies to vacation or holiday periods within academic years or terms.

Benefits are denied to an employee in any other capacities while in the employ of an entity that provides these services to or on behalf of an educational institution between 2 successive academic years or terms if the individual performed such services in the first of such academic years or terms and if there is a reasonable assurance that the individual will perform these services to or on behalf of an educational institution in the second of such academic years or terms. However, if benefits are denied and the individual was not offered an opportunity to perform nonprofessional services on behalf of an educational institution entity that provides these services to or on behalf of an educational institution, the individual is entitled to a retroactive payment of benefits for each week a timely claim was filed. This between-terms denial to nonprofessionals also applies to vacation or holiday periods within academic years or terms.

“Contract educational provider” means a private for-profit entity that is approved by the Department of Education to provide, and does provide, special education services to pupils from schools that offer instruction in kindergarten programs and grades 1 to 12.

Notwithstanding any other provisions of law, benefits are denied to an individual between 2 successive academic years or terms on the basis of services performed under a contract with an educational provider if the following conditions are met:

- The individual performs the services in the first of the successive academic years or terms.
- A reasonable assurance exists that the individual will perform the same services in the second of the academic years or terms.

If an individual is denied benefits based on services performed under contract with an educational provider and the individual was not offered a contract for the second successive academic year or term, the individual is entitled to retroactive payments of benefits, provided a timely claim was filed. Unemployment benefits are denied to an individual on the basis of services performed under a contract with an educational provider for any week that begins during an established and customary vacation period or holiday recess if there is reasonable assurance that the individual will perform the same services after the period or recess and that he or she

was performing the same services in the period immediately before the period or recess.

The provisions regarding services for a charter school are as follows:

1. Notwithstanding any other law, benefits that are based on services for a charter school shall not be paid to an individual for any week of unemployment that begins during a period between 2 successive academic years or terms if the individual performs these services in the first of the successive academic years or terms and there is a reasonable assurance that the individual will perform the same services in the second of the academic years or terms. However, if benefits are denied to any individual under this subsection and that individual was not offered an opportunity to perform these services for the employer for the second successive academic year or term, the individual is entitled to a retroactive payment of benefits for each week the individual filed a timely claim for benefits and the benefits were denied solely by reason of this subsection.

2. Benefits that are based on services for a charter school, as described in section 15-181, shall not be paid to an individual for any week of unemployment that begins during an established and customary vacation period or holiday recess if the individual performs these services in the period immediately before the vacation period or holiday recess and if there is a reasonable assurance that the individual will perform the services in the period immediately following the vacation period or holiday recess.

## California

*Extensions and special programs.* The operational date of the California Training Benefits Program was extended from January 1, 2015, to January 1, 2019. A determination of automatic eligibility for these training benefits must be issued to a permanent or probationary public school teacher who is a participant in a credential preparation program or training program approved or accredited by the Commission on Teacher Credentialing for additional certification in math, science, or special education, for kindergarten and grades 1 to 12, inclusive, and was laid off, effective January 1, 2014.

*Financing.* The Employment Development Department is authorized to provide new hire information to the Joint Enforcement Strike Force on the Underground Economy, the Contractors’ State License Board, and the State Compensation Insurance Fund. These agencies must execute on or before July 1, 2013, a

memorandum of understanding regarding the administration and enforcement of reporting and payroll duties relating to contractors.

An employer’s reserve account is not relieved of charges relating to a benefit overpayment established on or after October 22, 2013, if the Employment Development Department determines that the payment was made because the employer, or an agent of the employer, was at fault for failing to respond timely or adequately to requests from the department for information relating to the individual claim for unemployment compensation benefits, as provided.

The cost of benefits charged to an employer electing to pay the cost of benefits into the Unemployment Fund in lieu of paying contributions includes credits of benefit overpayments actually collected by the department, unless the department determines that the payment was made because the entity, or an agent of the entity, was at fault for failing to respond timely or adequately to requests from the department for information relating to the individual claim for unemployment compensation benefits, as provided. This provision would apply to benefit overpayments established on or after October 22, 2013.

Employers must report the hiring of any employee who previously worked for the employer but had separated from such prior employment for at least 60 consecutive days.

For penalty assessments established on and after October 22, 2013, the fraudulent overpayment assessment of 30 percent of the amount of overpaid benefits must be deposited as follows: 50 percent into the Unemployment Fund and 50 percent into the Benefit Audit Fund. Under previous law, the entire amount of the overpayment assessment was required to be deposited into the Benefit Audit Fund.

## Colorado

*Extensions and special programs.* The payment of enhanced unemployment compensation benefits was extended through June 30, 2014. (The benefits were scheduled to expire on June 30, 2012.) Eligibility for these benefits has been expanded to claimants receiving extended benefits and military or federal unemployment compensation. The requirement for training in a high-demand occupation is deleted.

The Division of Employment Insurance may seek, accept, and expend gifts, grants, and donations from private or public sources to pay for administration of the program, subject to annual appropriation by the General Assembly. The division is required to notify the Legislative Council when it has received adequate funding from such



gifts, grants, and donations. (The enhanced unemployment compensation benefits program is to be repealed July 1, 2015.) A payment of \$8 million for enhanced benefits is authorized for fiscal years 2013 and 2014. Another \$47 thousand is appropriated for implementation of the program.

The definition of “approved training program” has been expanded to include employer-based entrepreneurial training and entrepreneurial training that is part of the SEA program; an employer or any other entity that provides apprenticeship or entrepreneurial training is added to the definition of “training program provider.”

**Financing.** The Division of Unemployment Insurance may issue revenue bonds when the monthly balance in the Unemployment Compensation Fund is equal to or less than 0.9 of 1.0 percent of the total wages reported by ratable employers for the calendar year or for the most recent four consecutive quarters prior to the last computation date. The Governor, the state Treasurer, and the Executive Director of the Colorado Department of Labor and Employment are required to certify

- that the issuance of bonds is the most cost-effective means compared with other funding alternatives considered,
- the amount of money required to maintain adequate balances in the fund or to repay advances, and
- the amount of bonds to be issued.

The state Department of Labor and Employment must certify bond issuance would not result in decertification of Colorado’s unemployment insurance program, affect any CAP application, affect the receipt of emergency unemployment compensation funds, or result in the loss of federal funds, penalties, and sanctions.

An unemployment bond repayment account is created for all non-principal-related bond costs and provides that funds for non-principal-related costs be deposited in the bond repayment account.

The surcharge tax is repealed December 31 of the calendar year that the trust fund balance on June 30 is equal to or greater than zero and all advances have been repaid.

The rate increases for unrated employers, ranging from 0.0296 to 0.0465 depending on the reserve ratio, are eliminated from the premium rate schedule used when the unemployment insurance fund is solvent and sets the rate at 0.0170, regardless of the reserve ratio. The new provision specifies that new employers pay the same premiums as unrated employers, or at the computed rate, whichever is higher, unless 12

consecutive calendar months have passed immediately preceding the computation date during which an employer’s account has been chargeable with benefit payments.

## Connecticut

**Financing.** The method used to calculate the amount of money the state Unemployment Compensation Fund should contain changed. The administrator will establish a fund balance tax rate sufficient to maintain a balance in the Unemployment Compensation Trust Fund that results in an average high-cost multiple

- equal to 0.5 for each calendar year, commencing with calendar year 2013;
- that is increased by 0.1 from the preceding calendar year, commencing with calendar year 2014 and ending with calendar year 2018; and
- equal to 1.0, commencing with calendar year 2019.

If the established fund balance tax rate results in a fund balance in excess of the amount prescribed as of December 30 of any year, in the next year following, a fund balance rate sufficient to eliminate the excess fund balance amount shall be established. (Previous law provided that before calendar year 2013, a fund balance tax rate had to be established that was sufficient to maintain a trust fund balance equal to 0.8 percent of the total wages that contributing employers paid to covered workers during the year ending the last preceding June 30.)

The law changed by providing that the assessment levied by the administrator at any time during a calendar year commencing on or after January 1, 2013, will not exceed 1.4 percent and will not be calculated to result in a fund balance greater than the amounts prescribed. (Prior law provided that from January 1, 1999, to December 31, 2012, the assessment will not exceed 1.4 percent and will not be calculated to result in a fund balance greater than 0.8 percent of such total wages.)

The average high-cost multiple will be computed as follows: The numerator will be the result of the balance of the Unemployment Compensation Trust Fund on December 30 immediately preceding the new rate year divided by the total wages that contributing employers paid to covered workers for the 12 months ending on the December 30 immediately preceding the new rate year, and the denominator will be the average of the three highest calendar benefit cost rates in (1) the last 20 years or (2) a period including the last three recessions, whichever is longer. Benefit cost rates are computed as benefits paid,

including the state’s share of extended benefits but excluding reimbursable benefits as a percent of total wages in covered employment. The results rounded to the next lower one decimal place will be the average high-cost multiples.

## District of Columbia

**Administration.** All correspondence, notices, determinations, or decisions may be transmitted to claimants, employers, or necessary parties by electronic mail or other means of communication; the claimant, employer, or necessary party may select from the alternative methods.

All correspondence, notices, determinations, or decisions that the Director of Department of Employment Services issues may be signed by an electronic signature that complies with the requirements of District of Columbia Official Code, Section 28-4917, and Mayor’s Order 2009-118, issued June 25, 2009.

**Extensions and special programs.** The temporary total unemployment rate trigger and 3-year look-back provisions based on the Extended Benefits program were extended to the week ending 4 weeks prior to the last week of unemployment for which 100 percent of most federal sharing is available. (The provision expires October 13, 2012.)

The ending effective date for the temporary federal-state Extended Benefits program provisions concerning the optional seasonally adjusted total unemployment rate trigger and the 3-year look-back were extended to the week ending 4 weeks prior to the last week for which the federal government pays 100 percent of most extended-benefits costs. (This provision is applicable as of March 3, 2012, is temporary, and is subject to congressional review.) The District’s additional benefits program is repealed.

**Financing.** The 0.6-percent contribution rate assessment on employers to finance the additional benefits program was repealed.

## Florida

**Administration.** The Agency for Workforce Innovation is renamed the Department of Economic Opportunity. The state Unemployment Compensation Program is renamed “Re-employment Assistance Program.”

The department must establish a numeric score on the initial skills review that demonstrates a minimum proficiency in workforce skills. A claimant has the option to undergo workforce skills training if he or she scores below this standard. Workforce skills training will be provided at no cost to individuals to improve skills at their minimum proficiency level. The department must

develop best practices, evaluate the training, and report findings and recommendations to the Governor, the President of the Senate, and the Speaker of the House of Representatives by January 1, 2013.

The confidentiality and disclosure provisions were modified by providing that information revealing an employing unit's or individual's identity is confidential and that the release of such information must conform to certain federal regulations.

*Extensions and special programs.* The meaning of "emergency benefits" was modified to benefits that are paid pursuant to Public Law 110-252 and any subsequent federal law that provides for the payment of emergency unemployment compensation.

The federally funded temporary Extended Benefits program based on the total unemployment rate and the high-unemployment period was extended through March 11, 2012.

*Financing.* An employee leasing company is allowed to make a one-time irrevocable election to report and pay state unemployment compensation taxes under the respective unemployment account of each client. The election to use the client option would apply to all current and future clients of the employee leasing company and would apply to any unemployment compensation reports and taxes owed beginning in calendar year 2013. An existing employee leasing company is required to notify the state Department of Revenue of its election by July 1, 2012. However, a new employee leasing company is required to inform the Department of Revenue of its election within 30 days of formation. If any employee leasing company fails to timely inform the Department of Revenue of its election to use the client option, such entity would be required to report leased employees under the employee leasing company's tax identification number and contribution rate.

The Department of Economic Opportunity is authorized to not charge the accounts of employers that are forced to lay off workers because of an oil spill, terrorist attack, or other similar disaster of national significance that is not a declared natural disaster under the Robert T. Stafford Disaster Relief and Emergency Assistance Act.

*Monetary entitlement.* The denial of benefits to employees of an educational institution is also applicable to employees of a private employer holding a contractual relationship with an educational institution, but only if the base-period wages attributable to such services are identified in the quarterly wage report, effective July 1, 2013.

*Nonmonetary eligibility.* Individuals who are union members are authorized to satisfy work

search requirements by reporting daily to their union hall. Additionally, the work search requirements do not apply to individuals who are laid off temporarily or participating in STC plans.

The number of weekly employer contacts was reduced from five to three for individuals who reside in a small county and are engaging in systematic and sustained efforts to find work.

*Overpayments.* A disqualification for making a fraudulent claim begins with the week the fraudulent claim is made and continues up to 1 year after the date the department discovers the fraudulent claim and until any fraudulent overpayments are repaid in full.

The statute of limitations related to the collection of reemployment assistance fraudulent overpayments was amended by providing that the commencement of collections must be initiated within 7 years after the redetermination or decision (previously, the commencement had to be initiated within 5 years) and the collection of reemployment assistance nonfraudulent overpayments within 7 years (previously, within 3 years).

## Georgia

*Financing.* The provisions relating to the statewide reserve ratio were amended by providing that for the period of January 1 through December 31, 2013, and each calendar year thereafter, the overall increase in the required rate shall be suspended, except if the statewide reserve ratio, as calculated, is less than 1.25 percent on the computation date for rates applicable to calendar year 2013 or any calendar year thereafter. Then for each such year, the commissioner of the Georgia Department of Labor shall have the option of imposing an increase in the overall rate of up to 50 percent, as of the computation date, for each employer whose rate is computed under a rate table in the law, provided, however, that if any Title XII funds that the commissioner borrowed are unpaid or if the state Unemployment Compensation Fund balance is less than \$1 billion, the commissioner shall impose an increase in the overall rate of 50 percent, as of the computation date, for each employer whose rate is computed under a rate table in the law.

The taxable wage base increased from \$8,500 to \$9,500 beginning January 1, 2013, and each year thereafter.

*Monetary entitlement.* The formula for computing the maximum benefits payable to an individual changed from 26 times the weekly amount or one-fourth of the base-period wages to 14 times the weekly benefit amount, if the state's average unemployment rate is at or below 6.5 percent, with an additional weekly

amount added for each 0.5-percent increment in the state's average unemployment rate above 6.5 percent up to a maximum of 20 times the weekly benefit amount if the state's average unemployment rate equals or exceeds 9 percent or one-fourth of the base-period wages. This provision also applies to job training program benefits, effective July 1, 2012.

The term "state's average unemployment rate" means the average of the adjusted statewide unemployment rates as published by the Georgia Department of Labor for the periods of April 1 through April 30 and October 1 through October 31. The average of the adjusted statewide unemployment rates for the period of April 1 through April 30 shall be effective on and after July 1 of each year and shall be effective through December 31. The average of the adjusted statewide unemployment rates for the period of October 1 through October 31 shall be effective on and after January 1 of each year and shall be effective through June 30, effective July 1, 2012.

## Hawaii

*Financing.* Notwithstanding the ratio of the current reserve fund to the adequate reserve fund, contribution rate schedule F shall apply for calendar year 2012. For schedule F, the minimum rate is 1.2 percent and the maximum rate is 5.4 percent.

The moneys in the employment and training fund may be used for funding the payment of interest due on Title XII advances made to the state Unemployment Compensation Fund.

The employment and training fund assessment rate of 0.01 percent of taxable wages shall be used to pay interest on Title XII advances, if interest is due. The Director of the Hawaii Department of Labor and Industrial Relations shall have the discretion to determine the amount of the assessment rate for calendar year 2012 in increments of 0.01 percent. Notwithstanding any provisions of law to the contrary, any amount collected but not applied to interest payments due in 2012 shall not be returned retroactively to any employer and shall be retained in the employment and training fund. (The provisions in this paragraph and the preceding paragraph relating to Title XII advances shall be repealed on January 1, 2013, and the statutes shall be reenacted in the form in which they read on December 31, 2010.)

*Monetary entitlement.* The maximum weekly benefit amount shall be calculated at 70 percent of the average weekly wage from January 1, 2012, to March 31, 2012, and at 75 percent of the average weekly wage from April 1, 2012, to December 31, 2012. Beginning on January 1, 2013, the maximum weekly benefit amount

shall be calculated at 70 percent of the average weekly wage. The maximum weekly benefit amount is \$523 from January 1, 2012, to March 31, 2012, and increases to \$560 from April 1, 2012, to December 31, 2012.

## Illinois

**Coverage.** The term “newly hired employee” means an employee who either has not previously been employed by the employer or was previously employed by the employer but has been separated from that prior employment for at least 60 consecutive days.

**Financing.** Employers must be charged for benefits improperly paid when the employer, or agent of the employer, was at fault for failing to respond timely or adequately to a request for information relating to the claim and when the employer or agent has a pattern of failing to respond timely or adequately to such requests.

Employers submitting wage reports electronically must submit wage reports on or before the last day of the month following the calendar month in which the wages were paid. All other employers must submit wage reports on or before the last day of the month following the calendar quarter in which the wages were paid.

For group accounts, penalties assessed for employers failing to file a timely and sufficient report of wages and that are not paid by the group when due on the calendar month or quarter, as the case may be, shall be in an amount that bears the same ratio to the total penalties due on such month or quarter as the total wages for insured work paid by such member during such month or quarter bear to the total wages for insured work paid during the month or quarter by all members of the group.

To conform to the monthly reporting requirements of the Save Medicaid Access and Resources Together or SMART Act, technical changes were made to include in its rules language providing for certain employers to file monthly wage reports. Obsolete language relating to employee leasing companies satisfying reporting requirements for either or both of the third and fourth calendar quarters was deleted.

Penalties are waived for failure to file monthly wage reports for January, February, April, May, July, August, October, and November 2013 and January, February, April, and May 2014 for employers with 25 or more employees but fewer than 50; for January, February, April, May, July, August, October, and November 2013 for employers with 50 or more employees but fewer than 100; and January, February, April, and May of 2013 for employers with 100 or more employees but

fewer than 250.

**Monetary entitlement.** The statewide average weekly wage is \$856.55 (previously, \$406.00) for calendar year 2012 and each year thereafter.

For calendar year 2012, the child dependent rate will not be less than 17.0 percent or greater than 17.9 percent. (Previously, the rate was not less than 17.1 percent or greater than 18.0 percent.)

**Overpayments.** A 15-percent additional penalty must be assessed when an individual knowingly makes a false statement or fails to disclose a material fact and receives benefits for which he or she is not eligible. Penalties shall be deposited in the state Unemployment Fund.

## Louisiana

**Coverage.** The definition of “employment” excludes services performed by individuals who meet the statutory definition of an owner-operator. “Owner-operators,” as defined in Revised Statute 23:1021(10), are independent contractors that provide trucking transportation services under written contract to a common carrier, contract carrier, or exempt haulers, to include the lease of equipment or a driver to the common carrier, contract carrier, or exempt hauler. The definition of owner-operator does not include an individual driver who purchases his or her equipment from the carrier or hauler and then directly leases the equipment back to the carrier or hauler with the purchasing driver.

State agency procedures for handling the misclassification of employees as independent contractors are outlined to include written warning, administrative penalties, and civil penalties. Employers must post information about the responsibilities of independent contractors to pay taxes, the rights of employees to worker’s compensation and unemployment benefits, protections against retaliation, and penalties for employer misclassification of employees.

**Nonmonetary eligibility.** A temporary employee of a staffing firm will be disqualified for benefits if, upon conclusion of his or her latest assignment, he or she fails without good cause to contact the staffing firm for reassignment. Disqualification does not apply if the temporary employee is not advised at the time of hire that he or she must report for reassignment upon the conclusion of each assignment and that unemployment compensation benefits may be denied for failure to do so.

**Overpayments.** A recreational hunting or fishing license will be suspended or denied for failing to pay an unemployment compensation

overpayment obligation.

The words “license” and “obligor” are defined. The Louisiana Workforce Commission may notify an obligor by certified mail of an overpayment delinquency and the intention of the commission to submit the obligor’s name to the licensing agency for a suspension of license. The procedure for the license suspension and the periods for the suspension and reinstatement of a license have been established. The certification of noncompliance and the compliance release certificate may be issued electronically.

When any delinquencies are paid, the commission must issue a compliance release certificate indicating that the obligor is eligible to have his or her license reissued and that the licensing authority will issue, reissue, renew, or otherwise extend the obligor’s license upon receipt of the compliance release certificate. All interest, fines, and penalties collected from claimants must be paid into the employment security administration fund, except as otherwise provided.

The Executive Director of the Louisiana Workforce Commission is allowed to require employers to electronically file all registrations and status reports due after January 31, 2014.

Benefits charged after a requalification of a claimant will not be charged against the experience-rating account of an employer when all the following occur:

1. The employer timely filed a separation notice alleging disqualification.
2. Either a response to a notice of claim filed or a response to a notice to the base-period employer has been filed.
3. The separation of the employee from the employer was determined to be under disqualifying conditions.

Each employer must file with the administrator a separation notice, containing specific information, for each employee who leaves its employ for any potentially disqualifying cause and deliver the notice to the administrator and the separated employee.

Current law provides that an individual shall be disqualified for benefits for the 52 weeks immediately following the week in which he or she was determined to have committed a fraudulent act relating to obtaining or increasing benefits. Current law was amended to apply the disqualification to the remainder of the benefit year after the commission of the fraudulent act and then continuing for the 52 weeks following the determination of the fraudulent act.

If an administrator obtains information



indicating that a claimant has earned any unreported wages for weeks claimed before the administrator renders a determination on the issue, the claimant will be notified by mail or other delivery method. The claimant will have 7 days from the date of mailing to respond, or if notice is not by mail, the claimant will then have 7 days from the delivery date of such notice to respond.

The period for which a fraudulent claim for repayment can be recovered was increased from 5 years to 10 years from the date the administrator determines that repayment is due.

If benefits were not gained through fraud and if the overpayment was not the fault of the claimant and the recovery would be against equity and good conscience, a waiver may be issued. Any fraudulent acts determined will preclude the granting of a waiver and contain factsheets to be considered in determining whether the recovery will be against equity and good cause. The period for recovery of a claim for repayment of nonfraud benefits increased from 3 years to 5 years.

If overpayment of benefits is determined to be due to the employee committing fraud, a civil penalty will be assessed for \$20 or 25 percent, whichever is greater, of the total of overpayment debt. Additionally, 15 percent of any such overpayment amounts collected must be deposited with the U.S. Secretary of the Treasury to credit the account of the state Unemployment Trust Fund, and 10 percent of such overpayment must be deposited in the penalty and interest account to offset collection expenses.

A penalty will be assessed if the claimant does not voluntarily repay overpaid benefits within 30 days after the claimant's appeal rights have been exhausted and the determination becomes final, unless the claimant entered into a voluntary repayment plan and has timely made all refunded payments.

The withholding of penalties from amounts recovered by an offset from unemployment compensation benefits is prohibited. Any employer against which an assessment has been levied and that has exhausted appeal rights is prohibited from submitting a bid or proposal for any public contracts until full payment of the amount due under the assessment is made.

## Maine

**Financing.** The amount of time that an employer may employ a worker without being charged for unemployment benefits increases from 5 weeks to 6 weeks. The experience rating record of the most recent employer may not be charged with benefits paid to a claimant whose work record with that employer totaled 6 consecutive weeks or less of total or partial employment. This provision is repealed March 14, 2014. The number of weeks that an employer may employ a worker without being charged

for unemployment benefits will decrease to 5, effective March 14, 2014.

Certain out-of-state businesses are permitted to conduct operations in Maine during times of declared state disaster or emergency without having to register, file, and remit unemployment compensation contributions in Maine.

**Nonmonetary eligibility.** The weekly benefit amount will be reduced by the full prorated weekly amount of the pension received if the individual did not contribute to the plan. The benefit amount may not be reduced below zero.

An individual must actively seek work, unless participating in approved training or the work search requirement is waived, and must provide evidence of the work search efforts in the manner prescribed. Failure to provide required documentation will result in a denial of benefits for the week or weeks of documentation not provided unless good cause is found.

Failure to participate in reemployment assessment services when referred by the Maine Department of Labor will result in denial of benefits until the individual participates in the services, unless there is good cause for failure to participate. For purposes of work registration, ability and availability for work, and reemployment eligibility assessment and services, "good cause" is defined as follows:

- The individual is ill.
- The individual's presence is required because of the illness of the individual's spouse, children, parents, stepparents, brothers or sisters, or relatives acting in the capacity of a parent (of either the unemployed individual or spouse).
- The individual is attending the funeral of one of the persons listed above.
- The individual is observing a religious holiday required by religious conviction.
- The individual is performing military or civil duty as required by law.
- The cause is of a necessitous and compelling nature, including childcare or transportation emergencies.

"Good cause" does not include incarceration as a result of a conviction for a felony or misdemeanor.

An individual discharged or suspended for misconduct will be disqualified until the individual has earned 8 times the weekly benefit amount (previously, the amount was 4). An individual who refuses suitable work will be disqualified until the individual earns 10 times the weekly benefit amount (previously, the amount was 8). Earnings may not be considered when

determining suitable work for an individual after the first 10 consecutive weeks (previously, 12 weeks) of unemployment.

An individual will be disqualified for any week that the individual receives vacation pay in an amount exceeding the equivalent of 4 weeks wages; however, if the vacation pay is less than the benefits due, the weekly benefit amount shall be reduced by the amount of the remuneration. Vacation pay paid to the individual prior to notification of the employer's intent to terminate is not considered remuneration for this purpose.

**Overpayments.** An individual guilty of unemployment fraud is guilty of theft by deception under Title 17-A, Section 354, of the Maine criminal code (previously, a class D crime; now determined by the amount of fraud, ranging from class B to class E).

An individual must be disqualified for a third occurrence of a false statement or misrepresentation in the application for benefits for a period to be determined by the commissioner of the Maine Department of Labor (previously, 6–12 months).

## Maryland

**Administration.** The following confidentiality provisions are established:

1. Except as provided in the following or otherwise required by law, information provided to the secretary of the state Department of Labor, Licensing and Regulation, for determining whether a claimant left employment because of domestic violence shall be confidential and not subject to disclosure to any party:

- The secretary may notify the employing unit in general terms that a claimant has left employment because of domestic violence.
- The secretary may not disclose information provided to the secretary to the employing unit unless the employing unit can establish that (1) the employing unit has a legitimate need to question the veracity of the information, (2) the employing unit's need for the information outweighs the claimant's personal privacy interest, and (3) the employing unit is unable to obtain the information from any other source.
- Before disclosing information, the secretary shall notify the claimant and redact unnecessary identifying information.
- An employing unit that receives information from the secretary may not disseminate the information further.

2. Information related to the status of a claimant or claimant's spouse, minor child, or parent as a victim of domestic violence is not public information subject to disclosure as part of the appeals process.

3. The secretary may adopt regulations to further protect the privacy of the claimant.

The domestic violence provisions are changed by replacing "immediate family member" with "spouse, minor child, or parent."

**Coverage.** Specified employers are exempt from the presumption under the Workplace Fraud Act that an employer-employee relationship exists between the employer and an individual doing work for the employer if the employer presents specified documentation. For enforcing the Workplace Fraud Act, the presumption that an employer-employee relationship exists does not apply if an employer produces the following for inspection:

- A written contract between the employer and a business entity that describes the nature of the work and the remuneration to be paid and includes the business entity's acknowledgment of its responsibilities
- A signed affidavit indicating that the business entity is an independent contractor that performs work for other business entities
- A certificate of status of the business entity issued by the state Department of Assessments and Taxation indicating that the entity is in good standing
- Proof that the business entity holds all required occupational licenses for the work to be performed
- Established procedures and timetables for enforcement activities and resolution of disputes

In addition, the employer must provide each individual classified as an independent contractor with the required notice of classification as an independent contractor and the implications of the classifications.

The commissioner of Labor and Industry is allowed to require each employer to identify and produce for copying or inspection all records relevant to the classification of each individual. An employer must comply with the request within 30 business days or as agreed by both parties. Within 90 days of receiving all requested records, the commissioner must either issue a citation or close the investigation.

The employer has 15 days to request a hearing on the citation; the hearing must

be held within 90 days of the request, unless the employer waives that right. If no hearing is requested within 15 days, the citation becomes final.

The commissioner must notify a public body that has a contract with the employer only if the commissioner issues a citation for a known violation.

**Financing.** Benefits paid to a claimant are not charged against the earned rating record of an employing unit if the claimant left employment for good cause directly attributable to the claimant or the claimant's spouse, minor child, or parent being a victim of domestic violence.

The domestic violence provisions just mentioned shall apply to individuals who file new benefit claims with an effective date on or after October 1, 2012.

**Nonmonetary eligibility.** An individual who leaves voluntarily has good cause when the cause is directly attributable to the individual or the individual's spouse, minor child, or parent being a victim of domestic violence and the individual

1. reasonably believes that the individual's continued employment would jeopardize the individual's safety or the safety of the individual's spouse, minor child, or parent and

2. provides one of the following types of documentation to the secretary substantiating domestic violence:

- An active or a recently issued temporary protective order, a protective order, or any other court order documenting the domestic violence
- A police record documenting recent domestic violence

## Michigan

**Extensions and special programs.** A shared-work program in which employers may participate is established, and definitions related to the program are provided. To participate in the shared-work program, employers must have

- filed all required reports and paid all obligated assessments, contributions, reimbursements in lieu of contributions, interest, and penalties;
- a positive reserve account balance if a contributing employer; and
- paid wages for 12 consecutive calendar quarters prior to application.

The shared-work application must include

- the employer's assurances that required reports and any other relevant information required will be submitted;
- the employer's assurances that no new employees will be hired or transferred to the affected unit during the period of the plan and that no employees will be laid off or hours reduced by more than the percentage defined in the plan, except for holidays, designated vacation periods, equipment maintenance, or similar circumstances (an employer must provide a list of anticipated week or weeks);
- the employer's certification that any applicable bargaining unit has approved the plan and all affected employees not in the bargaining unit have been notified of the plan;
- the employer's certification that the implementation of the plan is in lieu of temporary layoffs that would affect at least 15 percent of the employees in the affected unit and would equally reduce the hours of work;
- the employer's certification that participation in the plan is consistent with employer's obligations under federal and state laws and that the employer will abide by all terms and conditions established in law; and
- any other relevant information required by the agency.

An employer may apply for more than one plan. Shared-work plans may not be approved after January 1, 2018. Approval of a shared-work plan requires that a plan

- applies to one affected unit and that all employees in the affected unit are participating, except an employee who has been employed less than 3 months before the date of the application or an employee whose hours after reduction are more than 40 hours per week;
- includes at least two employees (not including corporate officers);
- provides the names, Social Security numbers, and number of planned work hours (after the reduction) for participating employees;
- stipulates that the number of work hours a participating employee will work during the period of the plan is the number of hours of the employee's normal weekly hours reduced by the reduction percentage;
- includes an estimate for the number of

employees who would have been laid off without implementation of the plan;

- describes how affected employees will be given advance notice, if feasible;
- reduces the number of hours with a corresponding decrease in wages for participating employees;
- does not affect fringe benefits for participating employees;
- is effective for a period of 52 weeks or less and that benefits payable will not exceed 20 times the weekly benefit amount; and
- includes a percentage reduction between 15 percent and 45 percent that is the same for all participating employees (any change in the reduction percentage requires approval).

The state agency must issue a written decision on the application within 15 days of receipt of the plan. The shared-work plan will be effective the first calendar week following the date of approval for the number of weeks indicated on the plan, unless the agency approves a lesser number of weeks or the plan is terminated.

Employees participating in a shared-work plan must

- receive compensation in an amount equal to the weekly benefit rate times the reduction percentage, rounded to the next lower dollar;
- receive compensation under the plan that is applied to the maximum amount of benefits payable but not to the individual's maximum duration of weeks;
- not be denied compensation for reasons related to active work search or refusal to apply for or accept work other than work offered by the participating employer;
- be available for work during the employee's normal work week; and
- be allowed to participate in a training plan approved by the unemployment agency.

The employer will file claims on behalf of the participating employees on a 2-week schedule established by the agency (the agency may include 1-week periods as necessary and revise the schedule).

The agency may terminate a shared-work plan for good cause, and the employer may terminate the plan by providing written notice. Approval of a shared-work plan or any modification to the plan is at agency discretion and not subject to appeal. An annual re-

port must be sent to the governor and certain members of the legislature to assess the impact of the shared-work program.

Employers are permitted to certify that the implementation of a shared-work plan is in lieu of layoffs (previous law specified temporary layoffs) that would affect at least 15 percent of the employees in the affected unit and would result in an equivalent reduction in work hours. The 5-year sunset date for employers to apply for a shared-work plan is eliminated.

**Financing.** Employers participating in a shared-work plan

- will not be charged for the cost of benefits if full federal funding is provided;
- if partial federal funding is available, employers will pay an amount equal to one-half of the benefits paid, which will be deposited into the state Unemployment Compensation Fund;
- will be charged for all benefits paid to employees if no federal funding is available and for employees who are seasonal, temporary, or hired intermittently; and
- will not have charges included in the calculation of the employer's experience account.

Beginning January 1, 2014, a client employer of a professional employer organization for less than 12 calendar quarters (previously, 8 quarters) will have its unemployment tax rate based on its prior account and experience, and a contributing employer that becomes a client employer of a professional employer organization will retain its existing unemployment tax rate or establish a new rate, as provided by law.

The order in which obligation assessment payments and contribution payments are credited by the unemployment agency is as follows: An obligation assessment payment made or a contribution payment made will be credited first to interest on the obligation assessment and then to the obligation assessment, with those payments applied to amounts unpaid and owing in the oldest calendar quarter and progressing each quarter to the most recent quarter. Any remainder will be credited first to penalties on contributions, then to interest on contributions, and then to contribution principal, with those payments applied to amounts unpaid and owing in the oldest calendar quarter and progressing each quarter to the most recent quarter. (The previous order provided that contributions and payments in lieu of contributions will be credited first to penalty, then to interest, and then to principal, unpaid and owing in the oldest calendar quarter and progressing each quarter

to the most recent quarter.)

**Nonmonetary eligibility.** Income of volunteer firefighters is exempt from deductible income provisions. The weekly benefit amount will not be reduced for remuneration that an individual received for performing on-call or training services as a volunteer firefighter, if the individual receives less than \$10,000 in remuneration in a calendar year for services as a volunteer firefighter.

**Overpayments.** Sentencing guidelines are established for the crime of unemployment compensation fraud consisting of knowingly making a false representation or false statement, failing to disclose a material fact, or committing fraud conspiracy or fraud embezzlement.

## Minnesota

**Administration.** An employer is prohibited from making an agreement that, in exchange for the employer agreeing not to contest the payment of unemployment benefits, including agreeing not to provide information to the department, will cause an employee to (1) quit the employment, (2) take a leave of absence, (3) leave the employment temporarily or permanently, or (4) withdraw a grievance or appeal of a termination. An agreement that violates this provision has no effect.

The definition of "electronic transmission" is modified to mean a communication that is sent online, by telephone, or by facsimile transmission, effective July 2, 2012.

**Coverage.** The definition of "employment" excludes employment in Minnesota in an unclassified position, effective July 2, 2012. The definition of "employment" excludes employment of an individual who provides direct care to an immediate family member, funded through the personal care assistance program, effective July 2, 2012. (Previously, employment for a personal care assistance provider agency by an immediate family member of a recipient who receives services through the personal care assistance program was excluded from the definition of employment.)

The following three rules in determining worker status as an employee or an independent contractor are repealed:

1. Additional factors to be considered
2. Determination of control
3. Procedures for determining control, effective July 2, 2012, which apply retroactively to all pending cases

**Financing.** Effective for determinations is-



sued on or after July 1, 2013, the exception to the law that unemployment benefits paid will not be used in computing the future tax rate of a taxpaying base-period employer or charged to the reimbursable account of a base-period nonprofit or government employer that has elected to be liable for reimbursements when the benefits were determined overpaid does not apply if the overpaid benefits resulted because the employer or any employee, officer, or agent of the employer

1. failed to respond timely or adequately to a request for information and

2. has established a pattern of failing to respond timely or adequately to requests for information. The employer must pay the state trust fund the amount of the overpaid unemployment benefits used in computing the future tax or charged to the reimbursable account. A "pattern" is a prior failure to respond to the greater of two requests for information or 2 percent of all requests for information in the most recent 6 months.

The penalty (effective for penalties imposed on or after July 1, 2013) is the greater of \$500 or 50 percent of the following amounts resulting from the employer's action:

- Any overpaid unemployment benefits to an applicant
- Unemployment benefits not paid to an applicant that would otherwise have been paid
- Any payment required from the employer that was not paid

This penalty is in addition to any other penalties and subject to the same collection procedures that apply to past-due taxes. Penalties must be paid within 30 calendar days of issuance of the determination of penalty and credited to the state trust fund.

A rate of 37.5 percent of the payments made toward the 40-percent penalty (which equals 15 percent) assessed on any applicant who fraudulently receives an overpayment of unemployment benefits by knowingly misrepresenting, misstating, or failing to disclose any material fact or who makes a false statement or representation without a good faith belief as to the correctness of the statement or representation is credited to the state trust fund, effective for any money credited on or after July 1, 2013. (Previously, the 37.5 percent was credited to the administration account.) The determination that the applicant fraudulently obtained unemployment benefits is effective the Sunday of the week that it was issued.

Regardless of the provision that a determination is final unless an appeal is filed within

30 calendar days, unemployment benefits paid for weeks that are more than 4 years before the date of a determination issued for an applicant fraudulent overpayment are not considered overpaid unemployment benefits.

The commissioner must penalize an employer if that employer or any employee, officer, or agent of that employer (1) knowingly made a false statement or representation, (2) made a false statement or representation without a good faith belief as to the correctness of the statement or representation, (3) knowingly failed to disclose a material fact, or (4) offered employment to an applicant when, in fact, the employer had no employment available. The penalty is the greater of \$500 or 50 percent of the following amounts resulting from the employer's action:

- Any overpaid unemployment benefits to an applicant
- Unemployment benefits not paid to an applicant that would otherwise have been paid
- Any payment required from the employer that was not paid

Previously, the penalty applied only if the employer's action (1) was taken to prevent or reduce the payment of unemployment benefits to any applicant, (2) was taken to reduce or avoid any payment required from an employer, or (3) caused an overpayment of unemployment benefits to the applicant. This penalty is in addition to any other penalties and subject to the same collection procedures that apply to past-due taxes. Penalties must be paid within 30 calendar days that the determination of penalty is issued and must be credited to the state trust fund.

All penalties assessed because of fraud committed by any person, taxing employer, or reimbursable employer are credited to the state trust fund, effective July 1, 2013. (Previously, penalty payments were credited to the administration account to be used to ensure integrity in the unemployment insurance program.)

The language providing when the experience rating history of the predecessor employer is transferred to the successor employer and when a portion of the experience rating history of the predecessor employer is transferred to the successor employer is clarified.

Penalty payments received from a successor employer for failing to notify the commissioner of an acquisition within 30 calendar days of the acquisition are credited to the state trust fund, effective July 1, 2013. (Previously, penalty payments were credited to the administration account to be used to ensure integrity in the unemployment insurance program.)

Regardless of any law to the contrary, a new taxpaying employer and new employers in a high-experience-rating industry that do not

qualify for an experience rating must be assigned, for a calendar year, a tax rate the higher of either 1 percent or the computed tax rate, if the employer either registers for a tax account and for each of the five calendar quarters after registering files a "no wages paid" report on wage detail or has filed 14 consecutive quarterly "no wages paid" reports on wage detail.

Interest payments received from interest assessed on unemployment benefits fraudulently obtained and received from interest assessed on the penalties on benefits fraudulently obtained are to be credited to the state trust fund, effective July 1, 2013. (Previously, interest payments were credited to the administration account.)

The state trust fund consists of money credited to the account under Chapter no. 201, effective July 2, 2012. The state trust fund does not consist of money recovered on losses sustained by the trust fund or money received from the contingent account, effective July 2, 2012.

*Monetary entitlement.* The second benefit year requirements are modified by providing that an applicant must have performed services in covered employment and have been paid wages in one or more completed calendar quarters that started after the effective date of the prior benefit account. A benefit account may not be established effective earlier than the Sunday following the end of the most recent completed calendar quarter in which the monetary requirements were met in the prior benefit account, effective July 2, 2012.

*Nonmonetary eligibility.* If the applicant has earnings, for any week, that are less than the applicant's weekly unemployment benefit amount, from employment, covered employment, non-covered employment, self-employment, or volunteer work, 50 percent (previously, 55 percent) of the earnings are deducted from the weekly unemployment benefit amount, effective for deductions occurring on or after July 1, 2013.

The meaning of "available for suitable employment" is modified to mean an applicant who is "ready, willing, and able to accept suitable employment," effective July 2, 2012. (Originally, "available for suitable employment" was defined as an applicant who is "ready and willing to accept suitable employment.")

The provision prohibiting the use of wage credits from seasonal employment as athletes and coaches applies to a coach whom an educational institution employs and whose only employment with the educational institution is as a coach. However, the provision prohibiting the use of wage credits from employment as school employees applies to a coach who has other employment with an educational institution, in addition to coaching at the educational institution. Employment with mul-

multiple educational institutions or employment coaching multiple sports must be aggregated for applying the provision regarding athletes and coaches, effective July 2, 2012.

**Overpayments.** If an overpayment of unemployment benefits because of claimant fraud, including penalties and interest, is not repaid within 10 years (previously, 15 years) after the determination of overpayment by fraud, the commissioner must cancel the overpayment balance, penalties, and interest due, and no administrative or legal proceeding may be used to enforce collection of those amounts. (This provision applies retroactively to all existing overpayments.)

## Mississippi

**Coverage.** Coverage does not include service performed by an individual in the delivery or distribution of newspapers or shopping news, not including delivery or distribution to any point for subsequent delivery or distribution, except those employed by political subdivisions, state and local governments, nonprofit organizations and Indian tribes, or any other entities for which coverage is required by federal statute and regulation. (Amendment removed “under the age of 18” for newspaper distribution and added that exclusion does not apply to required coverage for which section 3309, federal Unemployment Tax Act, applies.)

Coverage does not include service performed by a direct seller if

1. such person is engaged in the trade or business of selling (or soliciting the sale of) consumer products to any buyer on a buy-sell basis, a deposit-commission basis, or any similar basis that the department prescribes by regulations for resale (by the buyer or any other person) in the home or otherwise than in a permanent retail establishment; or such person is engaged in the trade or business of selling (or soliciting the sale of) consumer products in the home or otherwise than in a permanent retail establishment;
2. substantially all the remuneration (whether or not paid in cash) for the performance of the services described in item (1) is directly related to sales or other output (including the performance of services) rather than to the number of hours worked; and
3. the services performed by the person are performed pursuant to a written contract between such person and the person for whom the services are performed and such contract provides that the person will not be treated as an employee for such services for federal tax purposes.

## New Hampshire

**Financing.** The “most recent employer” means the last nonreimbursing employer, whether primary or alternate, of an individual with 12 weeks (previously, 4 weeks) of employment in the base period. An employer will not be charged for benefits paid to an individual who had left employment to accept better employment.

**Nonmonetary eligibility.** Additional requirements for benefit eligibility were added by requiring an individual to be available for and to seek temporary, full-time, or part-time work for which he or she is qualified if

- permanent work for which the individual is qualified is not immediately available within the individual’s labor market area;
- the individual is reasonably expected to be recalled in 4 to 26 weeks and equivalent or better work for which the individual qualifies is not immediately available in the individual’s labor market area; and
- the wages, hours, or other conditions of the temporary work offered are not substantially less favorable to the individual compared with those of prevailing similar temporary or permanent work in the locality.

An individual not under disqualification shall not be disqualified for accepting work that would not be deemed suitable and terminates such employment within 12 weeks (previously, 4 weeks), with or without good cause.

The elements used to determine suitable work for an individual are clarified and expanded. If no work is available in the individual’s labor market area at the customary pay rate for work to be suitable, it must be determined that the

- work pays the minimum wage or an hourly rate when multiplied times 40 is equal to or greater than 150 percent of the individual’s weekly benefit and
- wages, hours, or other conditions of the temporary work offered are not substantially less favorable to the individual compared with those of prevailing similar temporary or permanent work in the locality.

Notwithstanding any other provisions of law, an individual shall not be denied benefits for refusing to accept new, suitable, or temporary work offered without the expectation of such work becoming permanent for any week that follows the earlier of

- the last week that includes 1 or more days within the maximum expected duration of the temporary work or
- the fifth week following the date the individual refused such temporary work in which the individual meets the earnings requalification requirements.

The requirement to earn requalifying wages if an individual becomes unemployed after leaving work for better employment was eliminated.

## New Mexico

**Financing.** Contribution Schedule 1 replaces Schedule 3 for assigning each employer’s contribution rate from January 1, 2012, through December 31, 2012. Schedule 1 rates range from 0.05 percent to 5.40 percent. Contribution Schedule 2 will be used for assigning each employer’s contribution rate from January 1, 2013, through December 31, 2013. Schedule 2 rates range from 0.1 percent to 5.4 percent.

One of the following Contribution Schedules 0 to 6 will be used for each calendar year after 2013, except as otherwise provided, to assign each employer’s rate:

- Contribution Schedule 0 if the fund equals at least 2.3 percent of the total payrolls (most favorable schedule with rates ranging from 0.03 percent to 5.40 percent)
- Contribution Schedule 1 if the fund equals less than 2.3 percent but not less than 1.7 percent of the total payrolls (rates range from 0.05 percent to 5.40 percent)
- Contribution Schedule 2 if the fund equals less than 1.7 percent but not less than 1.3 percent of the total payrolls (rates range from 0.01 percent to 5.40 percent)
- Contribution Schedule 3 if the fund equals less than 1.3 percent but not less than 1.0 percent of the total payrolls (rates range from 0.6 percent to 5.4 percent)
- Contribution Schedule 4 if the fund equals less than 1.0 percent but not less than 0.7 percent of the total payrolls (rates range from 0.9 percent to 5.4 percent)
- Contribution Schedule 5 if the fund equals less than 0.7 percent but not less than 0.3 percent of the total payrolls (rates range from 1.2 percent to 5.4 percent)
- Contribution Schedule 6 if the fund

equals less than 0.3 percent of the total payrolls (least favorable schedule with rates ranging from 2.7 percent to 5.4 percent)

## North Carolina

**Administration.** The Labor and Economic Analysis Division replaces the Division of Employment Security as the entity responsible for maintaining the common follow-up information management system. The division of Employment Security must provide all information requested to assist the division in accomplishing its purpose.

All disclosure and redisclosure of information must be consistent with the federal-state Unemployment Compensation Program, 20 C.F.R., Part 603, and any other guidance issued by the U.S. Department of Labor.

**Appeals.** All testimony at any hearing before an appeals referee must be recorded, unless waived by all interested parties, effective November 1, 2012.

Parties may enter into a stipulation of the facts. If the stipulation provides sufficient information to make a decision, the stipulation may be accepted; if not, it may be rejected. The decision to accept or reject the stipulation must occur in a recorded hearing, effective November 1, 2012.

The length of time for an employer to protest a claim is changed to 10 days (previously, 30 days) from the delivery of the notice (previously, the earlier of the mailing or delivery), effective November 1, 2012.

**Financing.** Employers must report the date that a newly hired employee first performed services for remuneration. The term “newly hired employee” means an employee not previously employed by the employer or an employee previously employed but who has been separated for at least 60 consecutive days, effective July 1, 2012.

**Extensions and special programs.** The ending date was extended for the temporary federal-state Extended Benefits program provisions concerning the extended benefits “on” and “off” indicators by using a 3-year look-back for both the insured unemployment rate and the seasonally adjusted total unemployment rate to December 31, 2012 (previously, applied to weeks of unemployment beginning after December 17, 2010, and ending on or before December 31, 2011). (This provision expires January 1, 2013.)

The extension of unemployment insurance benefits is prohibited without a General Assembly enactment, retroactively effective to January 1, 2012.

**Nonmonetary eligibility.** Effective November 1, 2012, “misconduct” is defined as (1) willful or wanton disregard of an employer’s interests as is found in deliberate violations or disregard of standards of behavior that an employer has a right to expect of or has explained, orally or in writing, to an employee or (2) carelessness or negligence of such degree or recurrence as to show intentional and substantial disregard of the employer’s interests or of the employee’s duties and obligations to the employer. The prima facie evidence for certain types of misconduct is clarified, which may be rebutted by the claimant, including requirements that

- a conviction of a drug offense must be related to or connected with an employee’s work or is in violation of a reasonable work rule or policy;
- termination after arrest or conviction for an offense involving violence, sex crimes, or illegal drugs must be related to or connected with an employee’s work or is in violation of a reasonable work rule or policy; and
- a refusal to perform reasonably assigned work tasks or failure to adequately perform employment duties, which is evidenced by no fewer than three written reprimands in the 12 months immediately preceding the termination.

A discharge for misconduct connected with work does not include the discharge of a severely disabled veteran, effective November 1, 2012.

**Overpayments.** For overpayments established on or after October 1, 2013, an employer must be charged for an overpayment when

- the overpayment occurred because the employer failed to respond timely (within 10 days) or adequately (fails to provide sufficient facts to make a correct determination) to a written request (may be electronic) for information relating to the claim and
- the employer exhibits a pattern of failure to respond timely or adequately by failing to respond on two or more occasions. If a third-party agent is used, the pattern is established on not only the agent’s behavior overall but also the agent’s behavior related to an employer.

The prohibition on noncharging will apply to benefits paid each week that an overpayment is made. The determination of noncharging for an employer that fails to respond timely or adequately will be made by the paying state for a combined-wage claim, and the employer

must be appropriately charged upon notification to the transferring state. The prohibition on noncharging may be waived for good cause, effective October 1, 2013.

A 15-percent penalty, payable to the state Unemployment Trust Fund, must be assessed on the amount of an erroneous overpayment of benefits received by an individual because of a false statement or misrepresentation. This penalty may not be recovered through an offset of future benefits, effective October 1, 2013.

Effective December 1, 2012, an individual who makes a false statement or fails to disclose a material fact to obtain or increase any benefit will be guilty of a

- class I felony if the overpayment is more than \$400 or
- class 1 misdemeanor if the overpayment is \$400 or less.

The limitations to recover both fraudulent (previously, 10 years) and nonfraudulent (previously, 3 years) overpayments are repealed, effective October 1, 2012.

Reports to the House Unemployment Fraud Task force on the implementation timeline, requirements, barriers, costs, and an estimate of the annual amount to be recovered through the U.S. Department of Treasury Offset Program are required.

## Oklahoma

**Administration.** Electronic notification to employers and claimants is allowed, if elected by such parties.

Upon a final determination, the commission must proceed by levy (previously, by garnishment) to collect any delinquent contribution, penalty, interest, or fees due or owing. The Assessment Board of the Oklahoma Employment Security Commission, instead of the court, may issue an order to continue or modify the levy.

Employment information must be disclosed to employees of any Metropolitan Planning Organization, the Office of Juvenile Affairs, for use in assessing results and outcomes of clients and effectiveness of juvenile and justice programs and be disclosed to vendors that contract with the state to provide a labor exchange system that supports operation of an employment service system to connect employers with job seekers and military veterans.

**Appeals.** Notice requirements for an employer’s contribution rate were modified by providing that an appeal to the rate notice must be filed within 20 days after mailing or transmitting electronically or the rate will become conclusive and binding.



**Financing.** Any contractor that intentionally misclassifies individuals as independent contractors rather than employees to affect procedures and payments relating to withholding and Social Security, unemployment tax, or worker's compensation premiums shall be fined by the Oklahoma Tax Commission an amount not to exceed 10 percent of the contractor's total bid, which shall be in addition to any other penalties allowed by law.

**Monetary entitlement.** An unemployed individual must register for work within 7 days of filing an initial claim for unemployment benefits. The Oklahoma Employment Security Commission was authorized to waive the requirement under certain conditions, including for individuals in areas not served by an Internet service.

The alternative base-period wage requirement for benefit entitlement was changed to require the individual be paid in the base period: (1) taxable wages of any amount and (2) total wages equal to or greater than the annual amount of taxable wages that applies to any calendar year in which the claim for unemployment benefits was filed. (Previously, an individual needed alternative base-period wages equal to or greater than the highest annual amount of taxable wages that applied to any calendar year in which the claim for unemployment benefits was filed.) The state taxable wage base increased from \$19,100 to \$20,100 in 2013.

If an individual lacks sufficient base-period wages in the regular qualifying formula or in its alternative qualifying formula as described in the previous paragraph, any wages paid in the last four completed calendar quarters shall be considered the individual's base-period wages.

**Nonmonetary eligibility.** In any challenge to a positive drug or alcohol test, the claimant has the burden to prove a breach in the chain of custody, and the employer must provide the chain of custody documentation at the request of a challenging claimant. When the claimant fails to request a confirmation test, the claimant will be ineligible for benefits. If challenged by the claimant, the written report of the drug or alcohol test results will be acceptable for presentation, as evidence with the chain of custody of the sample properly documented.

Employers are authorized to conduct drug and alcohol testing in accordance with the Standards for Workplace Drug and Alcohol Testing Act. Employers are authorized to release records of the tests as admissible evidence to specified persons or to comply with a judicial or administrative order.

**Overpayments.** Individuals committing fraud by making a false statement or representation

or failing to disclose a material fact are assessed a 25-percent penalty on the amount of the original fraudulent overpayment. Individuals are liable for the overpayment, and when collected, three-fifths of the penalty will be deposited into the state Unemployment Trust Fund and two-fifths into the state Revolving Fund.

## Oregon

**Coverage.** The definition of "employment" excludes service performed in the operation of a passenger motor vehicle that is operated as a taxicab or a passenger motor vehicle that is operated for nonemergency medical transportation by a person who has an ownership or leasehold interest in the passenger motor vehicle, for an entity that is operated by a board of owner-operators elected by the members of the entity.

## Pennsylvania

**Extensions and special programs.** The Keystone Works Program was established and is to be administered by the state Department of Labor and Industry. The training in the program is defined as a learning environment in which the employer derives no immediate advantage and also is designed to provide the skills and knowledge necessary to meet a business's specifications for an occupation or trade.

An individual receiving regular unemployment compensation may voluntarily enroll in the program and be qualified for training if the department determines the claimant is an appropriate match with a job opening at a participating business and the individual's unemployment compensation balance at the start of the training is equal to or greater than the weekly benefit amount times the number of weeks of training. The individual must certify in writing that he or she will

- not accept any form of compensation from the business,
- provide information and documentation as requested by the department, and
- cooperate with the department's evaluation of the program.

To be eligible to provide training under the program, a business must

- have a job opening to which a claimant may be matched by the department;
- register with the Pennsylvania Career-Link® system;
- provide bona fide training to the individual;

- consider the individual for a job for which he or she was trained upon completion of the training;
- ensure that if a job is offered upon completion to the individual, the job provides service in employment (work will not be contract work or in a self-employment capacity);
- not pay any form of compensation during the training period;
- not provide training under the program during any work stoppage related to a labor dispute or while concurrently participating in a Work Share program;
- not violate a collective bargaining agreement or displace or adversely affect existing employees by training or hiring an individual under the program;
- cooperate with requests for information and documentation;
- satisfy any additional criteria established by the department to ensure an appropriate number of individuals receive offers of suitable long-term employment;
- be current in its tax liabilities, have filed a timely appeal, or be on an approved deferred payment plan; and
- not be under suspension or disbarment with any government entity.

A business must provide a maximum of 24 hours of unpaid training per week for a maximum of 8 weeks and consider the individual for a job. The business is not required to hire the individual but shall be disqualified from participation if a pattern of acting in bad faith regarding job offers is determined.

The department has authority to establish guidelines, applications, and policies and procedures for implementation. The department must purchase or arrange worker's compensation insurance for approved individuals participating in Keystone Works.

The individual participating in the training has the option to discontinue participation, and eligibility for unemployment compensation will not be affected by discontinuation in the program, termination from the program by a participating business, or completion of the program.

Funding from appropriated funds is authorized to provide an incentive of \$375 to a business that hires an individual who participated in Keystone Works if the individual remains employed for a period of 4 consecutive weeks at a minimum of 35 hours per week. A business may receive in-

centive payments for up to four consecutive periods for a maximum of \$1,500 total incentive payments. An amount of 15 percent of the funding must be reserved for businesses with fewer than 100 employees; if the reserved amount is not committed by April 30 of each year, funds will be available for businesses that have at least 100 employees.

The department must develop and implement an evaluation and performance improvement system that collects critical information on certain performance measures and defines the benefits of the program and its training to businesses, individuals, and the Unemployment Compensation Fund. On July 1 annually, the department must send a report with specified information to legislative committees. Authorization for the Keystone Works Program expires June 30, 2017.

The ending date for the federal-state Extended Benefits program provisions concerning the extended-benefits “on” and “off” indicators to temporarily use a 3-year look-back for both the mandatory indicator that is based on the insured unemployment rate and the optional indicators that are based on the seasonally adjusted total unemployment rate for weeks of unemployment beginning on or after December 17, 2010, was extended by changing the ending date to on or before April 30, 2012 (previously ending on or before December 31, 2011). (The provisions are retroactive to December 31, 2011.)

*Monetary entitlement.* The term “partial benefit credit” means that part of the remuneration paid or payable to an individual with respect to a week for which benefits are claimed is not in excess of 30 percent of the individual’s weekly benefit amount or \$6, whichever is the greater. (Previously, earnings disregarded were the greater of 40 percent of the weekly benefit amount or \$6.) (This provision applies to benefit years beginning after December 31, 2012, and effective January 1, 2013.)

An application to establish a second benefit year is not valid unless the individual has, subsequent to the beginning of the preceding benefit year, worked and earned wages in employment as defined in the law equal to or greater than 6 times the weekly benefit amount. (Prior law provided that an application to establish a second benefit year is not valid unless the individual has, subsequent to the beginning of the preceding benefit year, worked and earned wages, whether such work is in employment as defined in the law, equal to or greater than 6 times the weekly benefit amount.) (This requirement applies to benefit years beginning after December 31, 2012, and effective January 1, 2013.)

To requalify for benefits after a disqualifying separation, an individual must earn remuneration for services equal to or greater than 6 times the weekly benefit amount in employment (previously, 6 times the weekly benefit amount irrespective of whether such services were in employment).

An individual, in addition to the other requirements, must satisfy both of the following qualifying requirements: (1) within his or her base year, paid \$3,391 in wages and \$1,688 high-quarter wages (previously, \$1,320 and \$800, respectively) and (2) except as otherwise provided, paid not less than 49.5 percent (previously, 20 percent) of the employee’s total base-year wages in one or more quarters, other than the highest quarter in such employee’s base year. (This requirement applies to benefit years beginning after December 31, 2012, and effective January 1, 2013.)

The third step-down lower weekly benefit rate is eliminated and is replaced with a two-step down lower weekly benefit rate for redetermining the weekly benefit amount for an individual who does not meet the regular base-period qualifying requirements. (This requirement applies to benefit years beginning after December 31, 2012, and effective January 1, 2013.)

The Determination of Rate and Amount of Benefits Table is changed from parts A-E to parts A-C. The minimum weekly benefit amount is increased from \$35 to \$70. For the minimum weekly benefit amount, an individual needs in the base-period wages that range from \$1,688 to \$1,712 in the highest quarter, a total of \$3,391, at least 49.5 percent of the individual’s total base-year wages paid in one or more quarters outside the highest quarter, and 18 credit weeks (previously, \$800 to \$812, \$1,320, at least 20 percent, and 16 credit weeks, respectively). (These amounts apply to benefit years that begin after December 31, 2012, and effective January 1, 2013.)

The maximum weekly benefit amount remains at \$573. For the maximum weekly benefit amount, an individual needs in the base-period wages that range from \$14,263 or more in the high quarter, at least 49.5 percent of the individual’s total base-year wages paid in one or more quarters outside the highest quarter, and 18 credit weeks (previously, \$14,898 or more, \$22,480 or more, at least 20 percent, and 16 credit weeks, respectively). (These amounts apply to benefit years beginning after December 31, 2012, and effective January 1, 2013.)

The table shall be extended or contracted to a point where the maximum weekly benefit amount shall equal 66% of the average weekly wage for the 36-month

period ending June 30 and preceding each calendar year. If the maximum weekly benefit amount is not a multiple of \$1, it shall be rounded to the next lower multiple of \$1. Procedures have been established to use when necessary to extend or contract the table. (These provisions apply to benefit years beginning after December 31, 2012, and effective January 1, 2013.)

Notwithstanding the provisions relating to extending or contracting the table, if the maximum weekly benefit amount determined is greater than \$573, the maximum weekly benefit amount shall be subject to the following three limitations:

1. For calendar years 2013 through 2019, the maximum weekly benefit amount shall be \$573.

2. For each calendar year 2020 through 2023, the maximum weekly benefit amount may increase from year to year by an amount that is no more than 8 percent of the maximum weekly benefit amount for the preceding year.

3. If the maximum weekly benefit amount determined is not an even multiple of \$1, it shall be rounded to the next lower multiple of \$1.

The total amount of benefits that claimants are eligible to receive is their weekly benefit amount multiplied by their number of qualifying credit weeks (which must be at least 18) up to a maximum of 26 weeks. Any claimant with less than 18 credit weeks during his or her base year shall be ineligible to receive any amount of compensation. (This provision applies to benefit years beginning after December 31, 2012, and effective January 1, 2013.)

*Financing.* The taxable wage base increases over 6 years from \$8,000 to \$8,500 for year 2013, to \$8,750 for year 2014, to \$9,000 for year 2015, to \$9,500 for year 2016, to \$9,750 for year 2017, and to \$10,000 for year 2018 and each year thereafter, effective January 1, 2013.

Except as provided in the next paragraph, the state adjustment factor for a calendar year must be computed as of the computation date for such year to a 10th of 1 percent, rounding all fractions to the nearest 10th of 1 percent, but in no event less than zero according to the formula provided in law (prior to calendar year 2013, the state adjustment factor was capped at 1.5 percent), effective January 1, 2013.

The maximum state adjustment factor must be 1.0 percent for calendar years 2013 through 2016, 0.85 percent for calendar year 2017, and 0.75 percent for calendar

year 2018 and each year thereafter, effective January 1, 2013. If the computed state adjustment factor for any year exceeds the maximum rate allowed, such excess over the maximum rate must be added to the computed state adjustment factor for the following year or years, effective January 1, 2013.

A restricted account is established in the state treasury to be known as the Reemployment Fund. It shall consist of employee unemployment insurance contributions allocated by the state Department of Labor and Industry. Moneys in this fund are appropriated for programs and services to assist individuals become employed or improve their employment, job search, placement services, educational enhancement, job training and job readiness, and workplace skills training; for research and studies to improve employment services, the work force, and labor market; for improvements to the information technology infrastructure; and for costs of administering activities and collecting the contributions. Moneys in the fund must be continuously available for expenditure of these activities and shall not lapse at any time or be transferred to any other fund, except if any amount of contributions remain at the end of the calendar year and are not expended or obligated for expenditure by the next June 30, that amount must be transferred to the state Unemployment Compensation Fund.

Employee unemployment insurance contributions on wages paid must be allocated between the Unemployment Compensation Fund and the Reemployment Fund as follows: (1) 95 percent paid from January 1, 2013, through September 30, 2017, shall be deposited into the Unemployment Compensation Fund and 5 percent into the Reemployment Fund to the extent the contributions are paid on or before December 31, 2017; (2) 100 percent paid from January 1, 2013, through September 30, 2017, shall be deposited into the Unemployment Compensation Fund to the extent the contributions are paid on or after January 1, 2018; and (3) 100 percent paid on or after October 1, 2017, shall be deposited into the Unemployment Compensation Fund, applicable to contributions on wages paid on or after January 1, 2013, and effective January 1, 2013.

The Debt Service Fund is established as a separate account in the state treasury. The taxes from the rate of contributions increased by the rate of the Interest Factor assessed to pay interest must be paid into such fund. (Previously, such interest contributions were deposited in the Interest Fund, which has been eliminated.) Moneys in this fund must be used in the following priority order, and such funds received are appropriated for all the following purposes: (1) to pay bond obligations and bond adminis-

trative expenses, to replenish bond reserves, to maintain debt service reserves in the amount necessary to maintain an adequate debt service coverage ratio, and to refund early optional or mandatory or other bonds or redeem or purchase outstanding bonds; (2) to pay annual interest obligations assessed under Title XII of the Social Security Act; (3) to repay outstanding interest-bearing advances received under Title XII of the Social Security Act; and (4) to transfer to the Unemployment Compensation Fund for payment of compensation to individuals. Any amount of moneys remaining in the Debt Service Fund at the end of a calendar year shall be transferred to the Unemployment Compensation Fund and credited to the Employers' Contribution Account if the following requirements are met: (1) the balance of interest-bearing Title XII advances is zero at the end of that year, (2) no interest on advances shall be due in the following year, and (3) there are no outstanding bond obligations and bond administration expenses and no such obligations and expenses will be due in the following year.

The Interest Factor provisions are revised. The Interest Factor rate is changed from a variable rate not to exceed 1.0 percent to a variable rate not to exceed the maximum rate allowed that is 1.1 percent for calendar year 2013 through the year determined to have no unpaid Title XII advances or interest and no outstanding bond obligations and administrative expenses and also not to exceed 1.0 percent for calendar year 2014 through the year determined to have no unpaid Title XII advances or interest and no outstanding bond obligations and administrative expenses. The Interest Factor must be determined annually. The rate of the Interest Factor for a calendar year must be the rate necessary to (1) pay the bond obligations and bond administrative expenses due in that year; (2) replenish amounts drawn from bond reserves; (3) maintain an adequate debt service coverage ratio; (4) fund early, optional, mandatory, or other refundings, redemptions, or purchases of outstanding bonds that will occur in that year; (5) pay the interest due that year on interest-bearing Title XII advances; and (6) repay outstanding Title XII advances. (The change in the calculation of the Interest Factor applies to calendar year 2013 and each year thereafter.)

Contributions paid by or on behalf of an employer, other than employee contributions, must be allocated first to the employer's liability under the requirements of the Interest Factor provisions. The Interest Factor rate must apply to contributions for any calendar quarter that ends at a time when bonds are outstanding (applies to the calculation of the Interest Factor for calendar year 2013 and each year thereafter).

Any amount of additional contributions collected for a calendar year in excess of the amount necessary for the purposes enumerated

in (1) through (6) in the previous paragraph for that year also may be used for the purposes enumerated in (1) through (6) for the following year and to the extent available, to reduce the amount of additional contributions that would be required for the following year (applies to the calculation of the Interest Factor for calendar year 2013 and each year thereafter).

No Interest Factor rate will be required for any year for which funding is not required for any of the purposes enumerated in (1) through (6) in the previous paragraph (applies to the calculation of the Interest Factor for calendar year 2013 and each year thereafter).

The trigger determination provision that provides for calculating the trigger percentage to be used in setting surcharge and contribution rates for the contributions required and in setting the benefit reduction required for the following calendar year requires the secretary of the Pennsylvania Department of Labor and Industry to (1) add the principal amount of outstanding bonds and the amount of outstanding Title XII advances and subtract that sum from the balance in the state Unemployment Compensation Fund, (2) determine the average of the benefit costs for the 3 immediately preceding fiscal years, and (3) calculate the percentage that the amount determined under paragraph 1 (below) represents of the average of the benefit costs. (This provision applies to the calculation of the trigger percentage in 2012 and subsequent calendar years for purposes of contribution rates and benefit reductions for calendar year 2013 and each year thereafter, respectively.)

The trigger rate redeterminations provision to increase the reserve in the state trust fund is revised as follows:

1. For calendar years 2013 through the year determined under paragraph 4 that follows, if the trigger percentage as of July 1 of the preceding calendar year is less than 250 percent, the rates determined under paragraph 2 (next paragraph) shall apply. For calendar years following the year determined under paragraph 4, if the trigger percentage as of July 1 of the preceding calendar year is less than 250 percent, the rates determined under paragraph 3 shall apply.

2. The secretary must redetermine the rates such that the surcharge assessed must yield \$100 million, the additional contribution must yield \$225 million, the employee tax must yield \$166.6 million, and the benefit reduction must yield \$52 million.

3. The secretary must redetermine the rates such that the surcharge assessed must yield \$138 million, the additional contribution shall yield the sum of \$310 million plus the amount determined under para-



graph 5, the employee tax must yield \$230 million, and the benefit reduction must yield \$72 million.

4. The calendar year determined under this paragraph must be the earliest calendar year subsequent to December 31, 2012, to which all the following apply: no unpaid balance of Title XII federal advances or interest thereon, no outstanding bond obligations and administrative expenses, and no such obligations and expenses will be due in the following year.

5. The amount determined under this paragraph shall be the sum of

- 20 percent of the amount paid from the Unemployment Compensation Fund during the 60 consecutive calendar months ending on June 30 of the year in which the redetermination occurs plus
- 20 percent of that portion of the amount paid from the Unemployment Compensation Fund during the immediately preceding 60 consecutive calendar months that is not recovered by additional contributions paid for calendar years through the calendar year in which the redetermination occurs. (This provision applies to the redetermination of contribution rates and the benefit reduction to occur in 2012 and each fifth year thereafter for purposes of contribution rates and the benefit reduction for calendar year 2013 and each year thereafter, respectively.)

The department will mail or electronically transmit the notice of an assessment to employers within 15 days after making the assessment. (Previously, such notices were required to be sent by registered mail.) (This provision applies to notices of assessment issued on or after June 12, 2012.)

Liens imposed for contributions, interest, and penalties must continue and must retain their priority without the necessity of refiling or revival. (Under prior law, liens continued for 5 years from the date of entry and were allowed to be revived and continued in the manner provided for the renewal of judgments or as provided in The Fiscal Code, as amended.) (This provision applies to all liens filed or revived within the 5-year period immediately preceding June 12, 2012, and all liens filed or revived on or after June 12, 2012.)

In addition to the methods of collection authorized in state law, the department may collect contributions, interest, penalties, and other liabilities due as provided under the U.S. Department of Treasury Offset Program (re-

lating to authority to make credits or refunds) of the U.S. Department of Treasury, including and by any other means available under federal or state law.

Unemployment compensation solvency bonds are allowed. This provision allows bonds to be issued if the department reasonably expects that the issuance of bonds to obtain funds to pay compensation or to repay Title XII federal advances, including interest, would result in a savings to employers, as an alternative to borrowing by means of Title XII federal advances or repayment of the Title XII federal advances and interest by other means. The bond proceeds must be used to repay the principal and interest of Title XII federal advances, and any balance must be deposited into an unemployment compensation program fund to repay the principal and interest of previous Title XII federal advances, pay unemployment compensation benefits, pay bond administrative expenses, redeem or purchase outstanding bonds, and pay bond obligations. The maximum term of the bonds shall not exceed 20 years. The total principal amount of bonds outstanding for all bond issues may not exceed \$4.5 billion. The authority to issue bonds expires December 31, 2016.

The following definition was added to the term “compensation”: “to the extent permitted by law, that part of the principal owed on bonds that is attributable to repayment of the principal of advances under Title XII of the Social Security Act (58 Stat. 790, 42 U.S.C. Section 1321 et seq.), exclusive of any interest or administrative costs associated with the bonds.”

An Unemployment Compensation Amnesty Program is established. The amnesty period is 3 consecutive calendar months designated by the department that commences on June 14, 2013. The department must establish guidelines to implement the program and publish them at least 90 days before the amnesty period begins and notify all employers and claimants who are known to have liabilities to which the program applies.

The program applies to both employer and claimant liabilities; however, certain liabilities were excluded. Applicable employer liabilities include (1) unpaid contributions due for calendar quarters through the first quarter of 2012 for which employee information was reported or acquired through an audit; (2) unpaid contributions due for calendar quarters through the first quarter of 2012 for which employee information was not reported or not acquired through an audit; (3) unpaid reimbursements due on or before April 30, 2012; (4) unpaid interest due on contributions paid late for calendar quarters through the first

quarter of 2012 or on reimbursement that was due on or before April 30, 2012, and was paid late; and (5) unpaid penalties due for reports filed late for calendar quarters through the first quarter of 2012.

Applicable claimant liabilities include (1) a fault overpayment of compensation from a notice of determination of overpayment issued on or before June 30, 2012, to the extent repayment has not occurred; (2) a nonfault overpayment of compensation from a notice of determination of overpayment issued on or before June 30, 2012, to the extent repayment has not occurred; (3) compensation paid for calendar weeks through the week ending June 30, 2012, for which a notice of determination of overpayment has not been issued, but the claimant acknowledges that the compensation was overpaid; and (4) unpaid interest due on an overpayment of compensation that was repaid on or before June 30, 2012.

Procedures for participation, the payment amounts required, and the terms and conditions of amnesty are established.

*Overpayments.* No administrative or legal proceedings for the recovery and recoupment of an overpayment of compensation because of fault, including interest, will be instituted after the expiration of 10 years (previously, 6 years) following the end of the benefit year with respect to which such the sum was paid (applies to benefit years beginning on or after June 12, 2012).

## Rhode Island

*Extensions and special programs.* The provisions relating to the Entrepreneurial Training Assistance program were amended as follows:

- The definition of “employment assistance allowance” includes an allowance payable in lieu of emergency unemployment compensation benefits.
- “Emergency unemployment compensation” is defined as benefits, including dependents’ allowances, payable to an individual as authorized by the Unemployment Compensation Extension Act of 2008 and in accordance with regulations established by the U.S. Secretary of Labor.
- For participants in the Entrepreneurial Training Assistance program collecting regular benefits, the sum of the allowance paid and regular benefits paid, with respect to any benefit year, will not exceed the maximum potential regular benefits, including dependents’ allowances.

- For participants in the Entrepreneurial Training Assistance program collecting emergency unemployment compensation, the allowance paid with respect to any benefit year will not exceed the amount equal to 26 times the regular weekly benefit amount, including dependents' allowances. Any participant who terminated or completed participation in the program and continues to meet the emergency unemployment compensation eligibility requirements will be permitted to receive emergency unemployment compensation benefits with respect to subsequent weeks of unemployment.
- The aggregate number of individuals receiving employment assistance allowances and regular benefits for any week will not exceed 5.0 percent of the total number of individuals receiving regular benefits; the aggregate number of individuals receiving employment assistance allowances and emergency unemployment compensation benefits for any week will not exceed 1 percent of the total number of individuals receiving emergency unemployment compensation benefits.

**Financing.** Allowances paid under the Unemployment Compensation Extension Act of 2008 will be charged to the appropriate federal account.

The definition of "rehire" was changed to mean the first day for which an employee is owed compensation by the employer following a termination of employment lasting a minimum of 60 days (previously, 12 consecutive weeks).

**Temporary disability insurance.** The 7-day waiting period for temporary disability insurance was eliminated. For benefit years beginning on or after July 1, 2012, an individual's benefit year will begin on the Sunday of the calendar week in which he or she first became unemployed because of sickness and for which he or she has filed a valid claim for benefits. Beginning on or after July 1, 2012, as a condition of eligibility, an individual must have been unemployed because of sickness for at least 7 consecutive days.

### South Carolina

**Financing.** Benefits paid to an individual discharged for misconduct shall not be charged to the account of an employer with which the individual has less than 8 weeks employment.

A contributing employer's account must

be credited for an overpayment because of fraud regardless of the outcome of recoupment or recovery.

**Nonmonetary eligibility.** An individual is disqualified for 20 weeks if discharged from employment for misconduct (previously, 5–26 weeks).

Misconduct means willful and wanton disregard of an employer's interests; carelessness or negligence of such degree or recurrence as to manifest equal culpability, wrongful intent, or evil design; or intentional and substantial disregard of the employer's interests or of the employee's duties and obligations. Misconduct shall not be determined for a discharge resulting from an extreme hardship, emergency, sickness, or other extraordinary circumstance.

Partial ineligibility of 5 to 19 weeks (plus the waiting week) is imposed if an individual is discharged for cause other than misconduct with the most recent employment. The ineligibility period must be determined in each case according to the seriousness of the cause for discharge.

Discharges for substandard performance because of inefficiency, inability, or incapacity are not a basis for disqualification.

### South Dakota

**Financing.** Benefits paid to individuals who leave employment to accompany a spouse serving in the U.S. Armed Forces who has been reassigned from one military assignment to another may not be charged to the employer's experience-rating account.

**Nonmonetary eligibility.** Unemployment benefits are allowed for individuals who leave employment to accompany a spouse serving in the U.S. Armed Forces who has been reassigned from one military assignment to another.

### Tennessee

**Administration.** By July 1, 2012, the Tennessee Department of Labor and Workforce Development is required to implement an Internet based system that allows employers to receive separation notices from the department electronically and to submit separation information electronically to the department. The system shall also have the capability to allow an employer to initiate an appeal electronically.

By January 1, 2013, the department is required, at the request of the employer, to begin including with an employer's annual premium rate notice the statement of benefits charged to the employer's experience

rating account that affected that annual premium rate. The rate notice shall include how an employer may opt in to having that additional information included with the notice.

The commissioner of the department is authorized to develop a program to check county jails for inmates who may be receiving unemployment benefits in violation of the law. The commissioner is required to confer with local sheriffs to determine which system would work best for the department and the local sheriffs. The commissioner also is required to report to the Commerce, Labor, and Agriculture Committee of the Senate and the Consumer and Employee Affairs Committee of the House of Representatives by July 1, 2012, regarding the status of such program.

**Coverage.** A professional employer organization shall be deemed an employer of its covered employees.

**Extensions and special programs.** The Tennessee Works Pilot program is established under the Tennessee Works Act of 2012 to provide job training designed to attract new businesses to the state and to assist in the expansion or retention of existing businesses in Tennessee. The purposes of the pilot program are to

- enhance the state's economic growth and vitality by offering assistance to privately owned businesses and industries in training a new workforce and by creating new jobs and retaining and upgrading existing jobs,
- provide technical education and training as a component of the state's economic development efforts,
- be flexible and responsive to the training needs of business and industry in the state, and
- offer on-the-job training (OJT) programs to support existing employees and dislocated workers.

Tennessee Works Pilot program training grants will be awarded to eligible businesses seeking to hire new employees during or after the screening for potential employment grants. Such grants will be used for the eligible training expenses of a dislocated worker

- who is a first-time unemployment insurance claimant and who shall continue to receive unemployment insurance benefits during the screening period,
- whose job is lost because of workforce offshoring by the worker's former employers and who is currently under a

valid trade petition approved by the U.S. Department of Labor, or

- whose trade adjustment assistance funds shall only be awarded through the Tennessee Works Pilot program and be used in limited cases as an option to expedite employment in which these conditions in the immediate above point are met.

A Tennessee Works Pilot program screening period shall last for up to, but no more than, 8 weeks. At any time during the screening period or after the screening period, the employer may elect to employ a dislocated worker full time.

If an employer elects to employ the dislocated worker and to provide additional OJT to the dislocated worker, then the employer will be eligible to receive a wage offset in return for providing additional OJT to the dislocated worker. The employment and training of a dislocated worker shall be in accordance with the Tennessee Department of Labor and Workforce Development's existing OJT program and the department's rules and policies regarding the existing OJT program.

A dislocated worker shall no longer be eligible to receive unemployment benefits or trade adjustment compensation if the dislocated worker is employed and receiving OJT. If the employer does not retain the dislocated worker following the OJT period and the dislocated worker is otherwise eligible to receive unemployment insurance benefits, then the dislocated worker can, upon filing a claim, resume receipt of unemployment insurance benefits.

The Tennessee Works Pilot program shall be funded solely with funds received by the state from the U.S. Department of Labor and shall be subject to the availability of such funds and all laws governing the use of the funds.

An employer shall no longer be eligible for grants through the Tennessee Works Pilot program if the employer does not demonstrate a pattern of continued employment of dislocated workers following the end of the OJT period.

*Financing.* Benefits paid to individuals who leave employment to accompany a spouse serving in the U.S. Armed Forces will not be charged to the employer's experience-rating account.

Professional employer organizations must pay state unemployment insurance premiums as required by Tennessee law.

Professional employer organizations having one or more covered employees must apply for a separate account number

for each client having one or more covered employees. Professional employer organizations must keep separate records and submit separate state unemployment insurance wage and premium reports with payments to report the covered employees of each client by using the client's state employer account number and using the premium rate based on the aggregate reserve ratio of the professional employer organization.

Professional employer organizations will use one of the two methods provided for calculating the aggregate reserve ratio.

Professional employer organizations are prohibited from being considered a successor employer to any client and from acquiring the experience history of any client with whom no common ownership, management, or control exists. A client is prohibited from being considered a successor employer to any professional employer organization and from acquiring any portion of the experience history of the aggregate reserve account of the professional employer organization with which no common ownership, management, or control exists.

A client must be jointly and severally liable with a professional employer organization for state unemployment premiums for each of the client's covered employees, provided, however, that a client shall be relieved of joint and several liability for state unemployment premiums if the professional employer organization has posted a corporate surety bond in the amount of \$100,000 for so long as the bond remains in force.

*Nonmonetary eligibility.* A discharge is deemed a discharge for misconduct connected with work when it results after an individual entered into a written agreement with an employer to obtain a license or certification by a specified date as a condition of employment and willfully failed without good cause to obtain such license or certification by the specified date.

Seasonality provisions are established. Effective with claims filed on or after January 1, 2013, a seasonal employer is one that, because of seasonal conditions making it impracticable or impossible to do otherwise, customarily carries on production operations only within a regularly recurring active period or periods of less than an aggregate of 36 weeks in a calendar year. The Tennessee Department of Workforce Development must determine that the employer is seasonal. However, any successor to a seasonal employer shall be deemed a seasonal employer unless the successor requests cancellation of such status within 120 days after the acquisition. If the employer is determined or redetermined seasonal, the department shall determine the employer's active period(s) and send

the employer a notice of determination or redetermination to be a seasonal employer.

Benefits based on seasonal employment shall be payable to a seasonal worker in the employ of a seasonal employer for weeks of unemployment that occur during such employer's active period of seasonal pursuit. Seasonal worker means an individual in the employ of a seasonal employer only during the employer's active period of seasonal pursuit.

Seasonal wages means the wages earned by a seasonal worker as an employee of a seasonal employer within the active period(s) of such employer.

Benefits shall not be paid on services performed in seasonal employment for any week of unemployment beginning after July 1, 2016, that begins during the period between 2 successive normal active periods of seasonal pursuit to any seasonal worker if that seasonal worker performs the service in the first of the normal active periods and if there is a reasonable assurance that the seasonal worker will perform the service for a seasonal employer in the second of the active periods. Reasonable assurance means a written, oral, or implied agreement that the employee will perform services in the same or similar capacity during the ensuing active period of a seasonal pursuit.

If benefits are denied to a seasonal worker for any week solely because of this paragraph and the seasonal worker is not offered an opportunity to perform in the second normal active period for which reasonable assurance of employment had been given, the seasonal worker is entitled to a retroactive payment of benefits for each week that the seasonal worker previously filed a timely claim for benefits.

The benefits payable to any otherwise eligible seasonal worker shall be calculated according to the seasonality provisions for any benefit year that is established on or after the beginning date of a determination that an employer is a seasonal employer if such seasonal worker was employed by the seasonal employer during the base period applicable to such benefit year, as if such determination had been effective in such base period.

Misconduct was defined to include

1. conscious disregard of the rights or interests of the employer;
2. deliberate violations or disregard of reasonable standards of behavior that the employer expects of an employee;
3. carelessness or negligence of such a degree or recurrence to show an intentional or substantial disregard of the employer's interest or to manifest equal culpability, wrongful intent, or an intentional



and substantial disregard of the employer's interests or of the employee's duties and obligations to the employer;

4. deliberate disregard of a written attendance policy and the discharge is in compliance with such policy;

5. a knowing violation of a regulation of this state by an employee of an employer licensed by this state, which the violation would cause the employer to be sanctioned or have the employer's license revoked or suspended by this state; or

6. a violation of an employer's rule, unless the claimant can demonstrate that

- the claimant did not know and could not reasonably know of the rule's requirements or
- the rule is unlawful or not reasonably related to the job environment and performance.

A claimant shall be ineligible for benefits if the claimant is incarcerated 4 or more days in any week.

A claimant must provide detailed information regarding contact with at least three employers per week or access services at a career center and requires random audits of 1,000 claimants weekly to determine compliance. If an audit determines false work search information was provided, a claimant is disqualified for 8 weeks, effective September 1, 2012.

An employer is allowed to provide information prior to agency request if the employer expects an issue to arise regarding an employee's separation, effective September 1, 2012.

An individual is disqualified for benefits

- for any week "wages in lieu of notice" are received,
- if a severance package from an employer is equal to the salary the employee would have received if the employee was working,
- if an individual discharged because of layoff refuses a job or a similar job with equivalent salary by the most recent employer—individual is disqualified until paid wages in covered employment equal 10 times the weekly benefit amount, or
- if the individual's offer of work is withdrawn because of a refusal to take a drug test or a positive result from a drug test—individual is disqualified

until paid wages in covered employment equal 10 times the weekly benefit amount.

The term "wages in lieu of notice" means wages paid to an individual separated without notice, irrespective of the length of service, that are equal to wages that would have been paid if the individual had continued to work.

The amount of wages required to be considered suitable work as equal or exceeding the average weekly wage in the individual's highest base-period quarter is defined according to the following criteria:

- 100 percent during the first 13 weeks of unemployment
- 75 percent during the 14th through the 25th week of unemployment
- 70 percent during the 26th through the 38th week of unemployment
- 65 percent after the 38th week of unemployment

Wages must equal federal minimum wage to be considered suitable work.

Unemployment benefits are allowed for individuals who voluntarily leave employment to accompany a spouse who is serving in the U.S. Armed Forces and has been transferred to another location. Applicants for federal, state, or local public benefits must attest, under penalty of perjury, to their status as a U.S. citizen or a qualified alien. Acceptable forms of identification that applicants may present to attest to their status as a U.S. citizen are listed in the law. Applicants claiming qualified alien status must present at least one form of documentation for verification through the Systematic Alien Verification for Entitlements or SAVE program. Penalties for knowingly and willfully making a false, fictitious, or fraudulent statement or representation as to citizenship or immigration status are outlined in the law.

**Overpayments.** The period that overpayments can be collected was extended from 3 years to 6 years.

The state Department of Revenue is allowed to offset any covered unemployment compensation debt due to the Department of Labor and Workforce Development against any federal income tax refund (1) due to the claimant, if the overpayment is the result of fraud or failure to report earnings or any assessed penalties or interest, and (2) due to the taxpayer, if the obligation is the result of past-due contributions that remain uncollected or any assessed penalties or interest.

Withdrawals from the Unemployment Trust Fund for the payment of fees autho-

rized under the U.S. Department of Treasury Offset Program are permitted. In the state treasury, a fund to be known as the "unemployment compensation special administrative fund" is established that will consist of fines, fees, penalties, and interest collected on delinquent payments.

Individuals who have received unemployment benefits by knowingly misrepresenting, misstating, or failing to disclose any material fact or by making a false statement or false representation without a good-faith belief as to the correctness of the statement or representation must repay the amount of benefits received. A penalty of 15 percent of the amount of overpaid benefits received because of fraud is assessed. Moneys collected by this penalty will be deposited into the state Unemployment Compensation Fund. An additional penalty of 7.5 percent of overpaid benefits received because of fraud is assessed. This additional penalty is to be used to defray the costs of deterring, detecting, or collecting overpayments. Interest at a rate of no more than 1.5 percent per month is assessed on the total amount due that remains unpaid for a period of 30 or more calendar days after the date on which the commissioner sends notice of the overpayment determination to the claimant's last known address. A pending appeal of the determination will not suspend the assessment of interest.

Moneys received by the department in repayment of unemployment benefits and payment of penalties and interest will be first applied to the unemployment benefits received and then to any interest due. The department will use these moneys to defray the costs of deterring, detecting, or collecting overpayments.

## Utah

**Financing.** If money in the restricted account (Special Administrative Expense Account) is used for a purpose unrelated to the administration of the state Unemployment Compensation Program as described in federal law, as amended, the Unemployment Insurance Division shall develop and follow a cost allocation plan in compliance with U.S. Department of Labor regulations, including the cost principles described in the relevant parts of the Code of Federal Regulations.

Benefits paid to individuals who leave employment to accompany or follow a spouse serving in the U.S. Armed Forces will not be charged to the employer's experience-rating account.

If the employer is a new employer, the basic contribution rate will be based on the average benefit cost rate experience by employers of the major industry, as defined by department rule, to which the new employer belongs.

For calendar year 2012 only, if the calculation of the social contribution rate is greater than 0.004, the social contribution rate for calendar year 2012 is 0.004.

If the actual reserve fund balance as of June 30 preceding the computation date is insolvent or negative or if a loan from the federal Unemployment Account or other lending institution is outstanding, the Utah Unemployment Insurance Division will set the reserve factor at 2.0000 until the division determines the actual reserve fund balance as of June 30 preceding the computation date to be solvent or positive and no loan is outstanding.

The maximum unemployment insurance contribution rate for an employer is reduced from 9 percent plus the social contribution rate to 7 percent plus the social contribution rate beginning in calendar year 2012.

If an employer makes a contribution payment based on the overall contribution rate in effect at the time the payment was made and it retroactively reduces the overall contribution rate for that payment, the division

- may not directly refund the difference between what the employer paid and what the employer would have paid under the new rate and
- shall allow the employer to adjust a future contribution payment to offset the difference between what the employer paid and what the employer would have paid under the new rate.

The division is allowed to accept an offer of compromise from an employer or claimant to reduce past-due debt under certain circumstances, and the division must make rules allowing for an offer of compromise.

**Nonmonetary eligibility.** Benefits are denied to individuals based on services in a professional or nonprofessional capacity to or on behalf of an educational institution and who worked for certain governmental entities, Indian tribes, or nonprofit organizations to which federal law applies. The denial applies between 2 successive academic years or regular terms whether successive or during a period of paid sabbatical leave or holiday periods within school years or terms.

Unemployment benefits are allowed for individuals who voluntarily leave employment to accompany or follow a spouse who is serving in the U.S. Armed Forces on active duty and has been relocated to a full-time assignment lasting at least 180 days. Benefits under this provision will be allowed if it is impractical for the individual to commute to the previous work from the new locality, if the individual left work no earlier than 15 days before the scheduled start date of the

spouse's active-duty assignment, and if the individual otherwise meets all eligibility and reporting requirements, including registering for work.

## Virginia

**Financing.** Annual payment of unemployment taxes and filing of affiliated reports for employers of individuals providing domestic service in a private home, regardless of the total payroll cost or number of persons providing the domestic service, are allowed.

Language stating that to qualify for this election, an employer will have a total payroll in each calendar quarter that does not exceed \$5,000, regardless of the number of persons providing such domestic service, is repealed.

**Monetary eligibility.** For claims effective on or after July 6, 2008, but before July 6, 2014 (previously, July 1, 2012), the minimum weekly benefit amount remains at \$54 and the maximum weekly benefit amount remains at \$378; a total of \$2,700 in the two high quarters of the base period remains the amount needed to monetarily qualify, and a minimum of \$18,900.01 remains as the amount required for the maximum weekly benefit amount.

Beginning July 6, 2014 (previously, July 1, 2012), for claims effective on or after July 6, 2014 (previously, July 1, 2012), the minimum weekly benefit amount increases from \$54 to \$60 and the maximum weekly benefit amount remains at \$378. A total of \$3,000.00 (previously, \$2,700.00) in the two high quarters of the base period is needed to monetarily qualify, and a minimum of \$18,900.01 remains as the amount required for the maximum weekly benefit amount.

## Washington

**Financing.** Penalties, rate computations, and sanctions will be applied if the Washington Employment Security Department finds that a significant purpose of the transfer of a business is to obtain a reduced-array calculation factor rate.

A predecessor-successor relationship does not exist for experience rating purposes if an employer transfers the business or its operating assets to move or expand an existing business. If both employers are under substantially common ownership, management, or control at the time of the transfer, the transferring employer's experience will transfer and be combined with the experience of the employer to which the business is transferred.

Any provisions in conflict with requirements to receive federal funds or unemployment tax credits will be inoperative.

**Extensions and special programs.** The state's special SEA (Self-Employment Assistance) program was amended. The Washington Employment Security Department is required to inform all individuals meeting the benefit eligibility conditions of the availability of SEA and entrepreneurial training programs and of the training provisions that would allow them to pursue commissioner-approved training. In addition, when individuals are identified as likely to exhaust benefits and are otherwise eligible for commissioner-approved training, the department must inform such individuals of the opportunity to enroll in commissioner-approved SEA programs. Among other requirements, an unemployed individual is eligible to participate in a self-employment assistance program if it has been determined that he or she is otherwise eligible for commissioner-approved training.

The following language has been removed from the SEA program provisions: An individual completing the program may not directly compete with his or her separating employer for a specific time and in a specific geographic area. The time may not, in any case, exceed 1 year. Both the time and the geographic area must be reasonable, considering the following factors: (1) whether restraining the individual from performing services is necessary for the protection of the employer or the employer's goodwill, (2) whether the agreement harms the individual more than is reasonably necessary to secure the employer's business or goodwill, and (3) whether the loss of the employee's services and skills injures the public to a degree warranting nonenforcement of the agreement.

The date for the department to report on the performance of the SEA program was extended from December 1, 2011, to December 1, 2015.

Individuals eligible for services under the federal Workforce Investment Act, Public Law 105-220, or its successor must be provided the opportunity to enroll in SEA or entrepreneurial training programs to prepare them for self-employment on the same basis as they are provided the opportunity to enroll in other training programs under such act. The department must work with local workforce development councils to ensure that the contracting process with training providers is efficient and that the number of entrepreneurial training providers on the state's eligible training provider list is sufficient to meet demand. Each local workforce development council must (1) notify all individuals eligible for services under the Workforce Investment Act of the availability of SEA and entrepreneurial training and (2) establish and implement a plan for expending Workforce Investment Act funds on SEA and entrepreneurial training at a rate that is commensurate with either the demand for such services or the

rate of self-employment within the council's workforce development area.

**Financing.** Penalties, rate computations, and sanctions will be applied if the Washington Employment Security Department finds that a significant purpose of the transfer of a business is to obtain a reduced array calculation factor rate.

A predecessor-successor relationship does not exist for experience rating purposes if an employer transfers the business or its operating assets to move or expand an existing business. If both employers are under substantially common ownership, management, or control at the time of the transfer, the transferring employer's experience will transfer and be combined with the experience of the employer to which the business is transferred.

Any provisions in conflict with requirements to receive federal funds or unemployment tax credits will be inoperative.

## West Virginia

**Financing.** Benefits paid to individuals who voluntarily leave employment to accompany a spouse serving in the U.S. Armed Forces who has been reassigned from one military assignment to another will not be charged to the employer's experience-rating account.

Effective July 1, 2012, contributory employer's account shall not be relieved of charges related to a payment from the state Unemployment Fund if it is determined that

- an erroneous payment was made because the employer, or an agent of the employer, was at fault for failing to respond timely or adequately to the request from an agency for information relating to the claim for compensation and
- the employer, or agent, has established a pattern of failing to respond timely or adequately to such requests.

The term "erroneous payment" means a payment that, but for the failure by the employer or the employer's agent with respect to the claim for unemployment compensation, would not have been made.

The term "pattern of failing" means repeated documented failure on the part of the employer, or the agent of the employer, to respond as requested, considering the number of instances of failure in relation to the total volume of requests by the agency to the employer or the employer's agent.

**Nonmonetary eligibility.** Unemployment benefits are allowed for individuals who voluntarily leave employment to accompany a spouse serving in the U.S. Armed Forces

who has been reassigned from one military assignment to another.

**Overpayments.** An individual who knowingly makes a false statement or representation or who knowingly fails to disclose a material fact to obtain unemployment benefits is guilty of a misdemeanor and shall be punished by a fine not less than \$100 or more than \$1,000 or by imprisonment for no longer than 30 days, or both, and by full repayment of all benefits obtained fraudulently. Each false statement or representation, or failure to disclose a material fact, is a separate offense.

After July 1, 2012, an additional penalty of 20 percent of the amount of the erroneous payment is assessed. The first 75 percent of the penalty shall be deposited in the state Unemployment Compensation Trust Fund, and the remaining 25 percent shall be deposited in a special administrative account to be used for increased integrity activities. Penalty amounts may not be used to offset future benefits payable to benefit recipients.

## Wisconsin

**Financing.** If more than one employing unit has a relationship with an employee, the Wisconsin Department of Workforce Development will determine which employing unit is the employer by considering specified factors in the employing unit's contract with the employee and which employing unit

- benefits directly or indirectly from the services performed by the employee,
- maintains a pool of workers who are available to perform the services in question, and
- is responsible for employee compliance with applicable regulatory laws and for enforcement of such compliance. (All factors are applicable to services performed after December 31, 2011.)

A provider of home healthcare and personal care services for medical assistance recipients is allowed to elect to be the employer of employees providing those services. The provider must, as a condition of eligibility for election, notify the recipient in writing of such services of its election for purposes of the unemployment insurance law and to be treated as the employer by the federal Internal Revenue Service for federal unemployment tax purposes, applicable to services performed after December 31, 2011.

A separate, nonlapsable unemployment interest payment fund was established that will be used to pay interest due on Title XII federal advances. The following moneys will be credited to this fund: the annual assess-

ment on employers that is used to pay interest on Title XII federal advances, any interest earned on the assessments, and any interest or penalties collected from delinquent employers. (Under prior law, the assessment was credited to the administration account.) The department is authorized to use any excess funds to pay interest owed in subsequent years on advances or if additional interest obligations are unlikely, excess funds will be transferred and credited to the balancing account of the unemployment reserve fund to pay benefits.

The department will redetermine the contribution rate of a successor employer immediately prior to the effective date of a transfer as of the applicable computation date effective for contributions payable beginning in the first calendar year following the date of the transfer (previously, the beginning of the first quarter after the transfer), applicable to transfers after December 31, 2011.

A separate, nonlapsable program integrity fund in the unemployment reserve account is established for deposit of overpayments collected because of fraud by acts of concealment by claimants; funds may be used to pay for integrity activities such as fraud detection and prevention, applicable October 21, 2013, and repealed effective January 1, 2014. (Previously, such overpayments were credited to the balancing account of the unemployment reserve account.)

The definition of "debt" is also defined as a delinquent assessment on Title XII federal advance funds.

**Nonmonetary eligibility.** Individuals, in addition to other requirements, must conduct a reasonable search for work unless waived by the department. An individual is ineligible for benefits for any week that he or she is determined to have failed to conduct a reasonable search for suitable work that has not been waived. If benefits have been paid for such week, the department may recover the overpayment, applicable April 29, 2012.

The individual is ineligible for benefits for any week if one or more of the following applies to the individual for 32 hours or more in a week:

- The individual performs work.
- The individual receives wages.
- The individual receives holiday pay, vacation pay, termination pay, or sick pay.

The individual is ineligible for benefits for any week in which the individual receives from one or more employers more than \$500 in wages for work performed or for sick pay, holiday pay, vacation pay, or termination pay

(by itself or in combination with wages), applicable October 21, 2012.

*Overpayments.* The law changes the penalties for overpayments because of fraud by acts of concealment by claimants. The individual is ineligible for benefits for each single act of concealment in an amount equivalent to

- 2 times the weekly benefit amount before the date of the first determination (previously, 1 time the weekly benefit amount);
- 4 times the weekly benefit rate after the date of the first determination (previously, 3 times the weekly benefit amount); or
- 8 times the weekly benefit rate after the date of the second or subsequent

determination (previously, 5 times the weekly benefit amount).

These penalties just listed will be applied to any weeks for which the individual would otherwise be eligible, and the individual will not receive credit for the waiting week. (Penalties applicable to weeks of unemployment beginning October 21, 2012.)

Overpayments from failure to report earnings

- will be deposited in the “balancing account” of the state’s unemployment reserve fund when recovered and
- may be recovered through offset against a federal tax refund.

Under the U.S. Department of Treasury Offset Program, the payment of fees and expenses for collection of overpayments because

of failure to report earnings is authorized to be withdrawn from the unemployment reserve fund, applicable October 21, 2012.

## Wyoming

*Overpayments.* Employers are required to include in their new hire reports the date that services for remuneration were first performed by a newly hired employee. Prior law required new hire reports to contain the name, address, and Social Security number of the employee and the name, address, and employer identification number of the employer.

The term “newly hired employee” means an individual who has not previously been employed by the employer or was previously employed by the employer but has been separated from employment with that employer for at least 60 days. ☐



## Changes in the publication of seasonally adjusted Employment Cost Index series

*Various factors have influenced the publication of ECI seasonally adjusted series, increasing the number of series published; these factors include the transition to NAICS and SOC, new publication procedures, the seasonal status of a series, and improvements in ECI processing*

E. Raphael Branch

Since the first seasonally adjusted Employment Cost Index (ECI) data were published in the December 1990 ECI news release, which contained 33 seasonally adjusted series, the Bureau of Labor Statistics (BLS) has periodically introduced improvements to the publication of ECI seasonally adjusted data.<sup>1</sup> That first release of data included a total of 43 series in the seasonally adjusted data table, 10 of which were not seasonally adjusted because no measurable seasonality was found. In September 1991, 3 more series were added to the list of candidates for seasonal adjustment, and 37 of the 46 series published in the seasonal adjustment table were seasonally adjusted. From September 1991 through 2005, the year before major changes were introduced into the ECI, the number of series published in the seasonal adjustment table remained the same, at 46, and by 2005, 44 of them were seasonally adjusted. Except for the additions in 1991, from 1990 through 2005 changes in the number of seasonally adjusted series were due solely to changes in the seasonal status of the series. Beginning with the March 2006 estimates, however, changes in the publication of seasonally adjusted series were due not only to changes in the seasonal status of a series, but also to changes in how ECI data are classified, published,

and processed. As of 2012, the ECI news release contains 136 candidate series for seasonal adjustment, and 132 seasonally adjusted series are published each quarter, providing users with more extensive information on changes in the cost of wages and benefits, free from the effects of events that follow regular patterns each year. This article describes the changes implemented by BLS and their effect on the availability of seasonally adjusted data.

The Employment Cost Index (ECI) is a measure of change in the cost of labor, without the influence of shifts in occupational and industry employment. The ECI, which is part of the National Compensation Survey, is a Principal Federal Economic Indicator, which means that it is one of the major statistical series that describe the current condition of the economy of the United States. Uses of the ECI include formulating monetary policy, adjusting wages in long-term contracts, and indexing hospital charges for Medicare reimbursement, to name a few.<sup>2</sup>

BLS publishes ECI estimates for civilian,<sup>3</sup> private industry, and state and local government workers by occupational and industry groups, excluding federal government workers, self-employed workers, and households. Published ECI estimates include indexes, 3-month percent changes, and 12-month percent changes for total compensation, wages and salaries, and benefits costs.<sup>4</sup> These data are published each quarter in the ECI news release and in histori-

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cal listings.<sup>5</sup> Selected ECI series are seasonally adjusted and published in tables 1 through 3 of the ECI news release and the current-dollar ECI historical listings.<sup>6</sup> Each year, historical revisions to seasonally adjusted indexes, 3-month percent changes, and revised seasonal factors for the coming year are published 2 days before the release of the March ECI data. When the March ECI estimates are released, the seasonally adjusted revisions appear in the current-dollar historical listing. BLS also publishes ECI data in LABSTAT, the agency's public database on the Internet.<sup>7</sup>

Seasonal adjustment is a procedure that removes from an economic data series the effects of events that follow a more or less regular pattern each year. Examples of such events are increased construction activities during warm weather and school openings in the fall of the year. Removing these effects from an economic data series makes it easier for analysts to observe the long-run and cyclical changes in the series. Seasonal effects are reflected in many economic data series, including most of the Employment Cost Index series. For example, seasonally adjusted estimates for state and local government education services are substantially different from the estimates that are not seasonally adjusted, as shown in table 1.

The set of seasonally adjusted series in ECI publications has changed each year since BLS began publishing the ECI classified by the North American Industry Classification System (NAICS)<sup>8</sup> and the Standard Occupational Classification (SOC)<sup>9</sup> system in the March 2006 ECI news release. The changes are due to four main factors: (1) the ECI transition from the Standard Industrial Classification system (SIC)<sup>10</sup> and the Occupational Classification System (OCS)<sup>11</sup> to NAICS and SOC, respectively,<sup>12</sup> (2) a change in how estimates are published in the seasonally adjusted data tables, (3)

changes in the seasonal status of particular series, and (4) improvements in ECI production systems.

The first section discusses the seasonal adjustment methodology used in the ECI and how a seasonally adjusted series is chosen for publication. The next four sections of the article contain details about the four factors that influenced the publication of seasonally adjusted series from March 2006 to March 2011. The sixth section includes a comparison of the March 2006 and March 2011 seasonally adjusted ECI data series; it highlights the differences between the two sets of series and relates them to the factors that influenced their publication. The article ends with a summary that includes implications for the future.

## Seasonal adjustment methodology

Seasonal adjustment of the ECI is calculated by two methods, direct and indirect. Direct seasonal adjustment of the ECI is calculated by dividing an original index by its seasonal factor, the estimated value of the seasonal component of the series. Seasonal factors are estimated with X-12-ARIMA<sup>13</sup> and a 10-year data span<sup>14</sup> that ends with the most recent year of data that are available. The estimated seasonal factors for the most recent year of available data are used as projected seasonal factors for the coming year. Indirect seasonal adjustment is calculated as a weighted sum of directly adjusted component indexes.<sup>15</sup> ECI seasonally adjusted indexes and 3-month percent changes are subject to revision for 5 years. The revision is conducted annually after the production and release of December ECI estimates. This timing provides for the inclusion of a full year of the most recent data in the data span, which is required as part of the ECI seasonal adjustment methodology. (For examples of direct and indirect seasonal adjustment calculations, see the appendix.)

As part of the ECI direct seasonal adjustment methodology, three quality control statistics produced by the X-12-ARIMA program are used to evaluate seasonality in an ECI series: the F

**Table 1. ECI 3-month percent changes in education services, seasonally adjusted and not seasonally adjusted, 2006–2012**

Year	March		June		September		December	
	Not Seasonally adjusted	Seasonally adjusted	Not Seasonally adjusted	Seasonally adjusted	Not Seasonally adjusted	Seasonally adjusted	Not Seasonally adjusted	Seasonally adjusted
2006	0.1	0.5	0.3	0.8	2.6	1.5	0.4	0.6
2007	.3	.7	.2	.6	2.1	1.1	.7	.9
2008	.4	.7	.5	.9	2.0	1.0	.2	.5
2009	.3	.5	.3	.5	.9	.1	.2	.5
2010	.2	.4	.1	.4	.7	.0	.2	.4
2011	.2	.4	.0	.2	.5	.0	.1	.3
2012	.2	.4	.1	.3	.8	.2	.1	.3



statistic for stable seasonality ( $F_s$ ), the M7 statistic, and the Q statistic. An F statistic greater than 7.0 ( $F_s > 7.0$ ) indicates stable seasonality.<sup>16</sup> The M7 statistic measures the amount of moving seasonality<sup>17</sup> relative to the amount of stable seasonality. A value of M7 less than 1.0 ( $M7 < 1.0$ ) indicates identifiable seasonality. The Q statistic is a weighted sum of 11 quality control statistics (M1–M11) that measures the quality of seasonal adjustment.<sup>18</sup> A value of Q less than 1.0 ( $Q < 1.0$ ) indicates acceptable quality of the seasonal adjustment. For the ECI, the BLS uses the M7 and Q statistics together to assess identifiable seasonality; both values must be less than 1.0 to confirm identifiable seasonality. If both stable seasonality and identifiable seasonality are found ( $F_s > 7.0$ ,  $M7 < 1.0$ , and  $Q < 1.0$ ), then the series is declared seasonal; otherwise, it is declared that seasonality was not found. The ECI seasonal adjustment methodology also includes inspection of graphs of the original and seasonally adjusted index time series, seasonal factors, spectra of the seasonally adjusted and original series, and spectra of the irregular component.<sup>19</sup>

Once the seasonal status of an ECI series is determined on the basis of the three quality control statistics, BLS uses the following guidelines to determine when to seasonally adjust a series for publication and when to discontinue seasonal adjustment: (1) when seasonality is first found, a series is seasonally adjusted, and (2) when seasonality is not found for three consecutive revisions, seasonal adjustment is discontinued. The first guideline helps avoid residual seasonality in indirectly adjusted series. (Residual seasonality is a seasonal effect that can be estimated but remains in a seasonally adjusted series.) For instance, if seasonality is found in a series and seasonal adjustment is delayed to obtain more years of seasonal results, seasonality would remain in the series and in all of the aggregates of which it is a component until the series is seasonally adjusted. Seasonally adjusting a series when seasonality is first found helps solve this problem. The second guideline helps reduce the frequency of publication changes. Until seasonality is not found for three consecutive revisions, a series in which seasonality has been found at any revision within the 3-year period is treated as seasonal and continues to be seasonally adjusted. For directly seasonally adjusted series, once the decision is made to seasonally adjust an index, the series is designated for publication if its corresponding original series is published. The effect of the second guideline on publication is discussed further in the section entitled “Changes in seasonal status.”

After decisions concerning direct seasonal adjustment have been made, aggregate series are evaluated for indirect seasonal adjustment. An aggregate series is seasonally adjusted by the indirect method if any of its component

series are seasonally adjusted. Conversely, if none of the components are seasonally adjusted, the aggregate series is not seasonally adjusted. Next, seasonally adjusted 3-month percent changes are derived from the seasonally adjusted indexes. (For details on the percent change calculation, see the appendix.)

Exhibits 1 and 2 highlight how seasonal adjustment decisions are made when the guidelines are applied, using the retail trade industry wages and salaries series as of the 2010 and 2011 revisions, respectively. Seasonally adjusted estimates for this series were first published by NAICS and SOC in the March 2006 ECI news release. The series was discontinued from publication with the March 2010 ECI release, as seasonality was not found in three consecutive revisions. Seasonality was found in the March 2011 revision, and publication of the seasonally adjusted series resumed with the March 2011 ECI release. Exhibit 1 shows quality control statistics for three revisions that indicate no seasonality for the 2010 revision; therefore, in 2010 the series was not seasonally adjusted and no seasonal factors or seasonally adjusted revisions or current-year estimates were published. Exhibit 2 shows quality control statistics and projected seasonal factors for the same series from the 2011 revision. The 2011 quality control statistics indicate that the series is seasonal. Accordingly, the series is seasonally adjusted with 2010 seasonal factors from the 2011 revision used as projected seasonal factors for the 2011 current-quarter estimates.

The ECI historical indexes and 3-month percent changes for the private industry retail trade wages and salaries series are shown in table 2. The 2011 revision of historically adjusted data includes the estimates for 2006 through 2010. Estimates for years earlier than 2006 are final, as their 5-year revision periods have expired.

## Transition to NAICS and SOC

With the introduction of NAICS and SOC in the March 2006 ECI news release, BLS published 49 seasonally adjusted series. The set of series is similar in level of aggregation or summation to that formerly published under SIC and OCS. As part of the transition, estimates for two SIC categories and two OCS categories were published along with the NAICS and SOC estimates for 1 year. Transitional estimates for private manufacturing durable goods and nondurable goods, which do not exist in NAICS, and transitional estimates for white-collar and blue-collar occupations, which do not exist in SOC, were included among the original (not-seasonally-adjusted) published estimates and seasonality was found in them.<sup>20</sup>

**Exhibit 1. Seasonal adjustment decisions for ECI retail trade wages and salaries, 2010 ECI seasonal adjustment revision**

In the 2010 revision, seasonality was not found for three consecutive revisions. Seasonal adjustment and publication of the seasonally adjusted private industry retail trade wages and salaries estimates were discontinued for all four quarters of 2010 because the guidelines call for discontinuing seasonal adjustment when seasonality is not found in three consecutive revisions, as shown in the following table:

*Quality control statistics and seasonality status by revision*

Revision	Fs_	M7_	Q	Seasonality status
2008	4.047	1.229	0.93	Not seasonal
2009	2.529	1.368	0.94	Not seasonal
2010	4.422	0.975	0.86	Not seasonal

No projected seasonal factors were published for 2010 because seasonality was not found in the series. No revisions to historical seasonally adjusted indexes and 3-month percent changes were published.

**Exhibit 2. Seasonal adjustment decisions for ECI retail trade wages and salaries, 2011 ECI seasonal adjustment revision**

Seasonality was found in the 2011 revision. The private industry retail trade wages and salaries index was seasonally adjusted and published in 2011; the guidelines call for seasonally adjusting a series when seasonality is first found.

*Quality control statistics and seasonality status by revision*

Revision	Fs_	M7_	Q	Seasonality status
2009	2.529	1.368	0.94	Not seasonal
2010	4.422	0.975	0.86	Not seasonal
2011	10.075	0.677	0.63	Seasonal

Seasonal factors for the last year of the data span (2010) are used as projected seasonal factors for 2011. Five years of historical seasonally adjusted indexes and 3-month percent changes are revised and published. The projected seasonal factors are shown in the following table:

*Projected Seasonal factors*

Reference year	Quarter 1	Quarter 2	Quarter 3	Quarter 4
2011	0.9978466	1.0011608	1.0017605	0.9990753

When the March 2007 ECI data were released, BLS began publishing estimates for five high-level SOC groups and eight intermediate SOC groups, and the series in which seasonality was found were seasonally adjusted.<sup>21</sup> The first column of exhibit 3 shows the seasonally adjusted SOC group series that were published with the March 2007 ECI data. These series include 13 total compensation series, 12 wages and salaries series, and 5 benefits series. The previously published OCS group series were discontinued. BLS also discontinued the publication of the seasonally adjusted durable goods and nondurable goods series concurrently with the discontinuance of the original series. The second column of exhibit 3 shows the seasonally adjusted occupation and industry group series that were discontinued beginning with the March 2007 ECI release.

## Change in publication procedure

Beginning with the March 2006 ECI news release, BLS revised its publication procedure. In the news releases covering the period from December 1990 to December 2005, the set of seasonally adjusted series was the same each year, with the exception of nonmanufacturing series, which were introduced in the September 1991 release. However, seasonality was not found in all of the series that were published among the seasonally adjusted data. These series complete the industry and occupational group content within aggregate categories and are accompanied by a footnote explaining that identifiable seasonality was not found. For example, in the release for March 2005, the wages and salaries series for the SIC category titled “transportation and public utilities” is included among the seasonally adjusted data accompanied by the footnote, “No identifiable seasonality was found for this series.” Beginning with the March 2006 ECI news release, BLS has excluded series in which seasonality is not found from the seasonally adjusted data. Therefore, when using ECI seasonally adjusted data, users need to take into account that the published series within aggregate industry or occupational groups may represent less than the entire aggregate.

The procedure for the publication of seasonally adjusted data in the historical listing and in LABSTAT has changed. Like the news releases, the historical listing excludes series in which seasonality was not found, with the exception of previously published estimates. First estimates of seasonally adjusted series begin with 5 years of historical data. For instance, the seasonally adjusted series first published by NAICS and SOC in the March 2006 ECI news release were accompanied by data in the historical listing that be-

**Table 2. Employment Cost Index for retail trade wages and salaries, private industry, June 2011 release**

Year	Not seasonally adjusted				Seasonally adjusted			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
	Index							
2001	88.7	89.3	90.0	91.6	88.7	89.1	89.9	91.9
2002	91.5	93.2	93.2	93.0	91.5	93.1	93.2	93.1
2003	93.2	93.8	95.3	95.3	93.2	93.7	95.3	95.4
2004	95.8	96.7	96.9	97.4	95.9	96.6	96.8	97.4
2005	98.0	98.8	99.6	100.0	98.1	98.7	99.5	100.0
2006	100.5	100.9	101.9	102.8	100.7	100.9	101.8	102.8
2007	103.1	104.2	105.1	106.1	103.3	104.2	105.0	106.1
2008	106.4	107.6	108.1	108.1	106.6	107.5	107.9	108.1
2009	108.3	108.9	110.0	110.4	108.5	108.8	109.8	110.5
2010	111.0	112.0	112.0	112.0	111.2	111.9	111.8	112.1
2011	112.2	113.1	—	—	112.4	113.0	—	—
	3-month percent change							
2001	1.4	0.7	0.8	1.8	1.0	0.5	0.9	2.2
2002	-.1	1.9	.0	-.2	-.4	1.7	.1	-.1
2003	.2	.6	1.6	.0	.1	.5	1.7	.1
2004	.5	.9	.2	.5	.5	.7	.2	.6
2005	.6	.8	.8	.4	.7	.6	.8	.5
2006	.5	.4	1.0	.9	.7	.2	.9	1.0
2007	.3	1.1	.9	1.0	.5	.9	.8	1.0
2008	.3	1.1	.5	.0	.5	.8	.4	.2
2009	.2	.6	1.0	.4	.4	.3	.9	.6
2010	.5	.9	.0	.0	.6	.6	-.1	.3
2011	.2	.8	—	—	.3	.5	—	—

NOTE: Dashes indicate that data were not available.

gin with 2001 estimates. The starting period of seasonally adjusted series introduced after 2006 varies with when the series was introduced. For example, the wages and salaries series for insurance carriers and related activities, seasonally adjusted, was first introduced with the March 2009 release, and the historical data begin with March 2004 estimates. When a seasonally adjusted series is discontinued from publication, the existing published estimates are not revised and the series is not published in the historical seasonal adjustment revision listing, which contains only the revised estimates; the current-dollar historical listing, which contains all the historical estimates, includes the historical seasonally adjusted estimates as they existed prior to the revision.<sup>22</sup>

### Changes in seasonal status

The final seasonal status of directly adjusted series and the seasonal status of indirectly adjusted series determine whether a published seasonally adjusted series is continued, added, or discontinued. As long as seasonality is found in a series it will be seasonally adjusted and published. The guideline for discontinuing seasonal adjustment, which calls for three consecutive revisions in which seasonality is not found in a series, has two effects on publication: (1) it reduces the frequency of publication changes that would be necessary if seasonal adjustment were discontinued when seasonality is not found more frequently, and (2) when seasonal adjustment is discontinued, publication

**Exhibit 3. Changes in seasonally adjusted Employment Cost Index series in the March 2007 ECI news release, private industry**

SOC series introduced	OCS and SIC series discontinued
<p><b>News release table 1 – total compensation</b></p> <p>Management, professional, and related  Management, business, and financial  Professional and related</p> <p>Sales and office  Sales and related  Office and administrative support  Natural resources, construction, and maintenance  Construction, extraction, farm, fishing, and forestry  Installation, maintenance, and repair  Production, transportation, and material moving  Production  Transportation and material moving  Service occupations</p>	<p><i>Occupational group</i></p> <p>White-collar occupations  Blue-collar occupations</p> <p><i>Industry</i></p> <p>Durable goods  Nondurable goods</p>
<p><b>News release table 2 – wages and salaries</b></p> <p>Management, professional, and related  Management, business, and financial  Professional and related</p> <p>Sales and office  Sales and related  Office and administrative support  Natural resources, construction, and maintenance  Construction, extraction, farm, fishing, and forestry  Installation, maintenance, and repair  Production, transportation, and material moving  Transportation and material moving</p>	<p><i>Occupational group</i></p> <p>White-collar occupations  Blue-collar occupations</p> <p><i>Industry</i></p> <p>Durable goods  Nondurable goods</p>
<p><b>News release table 3 – benefits</b></p> <p>Management, professional, and related  Sales and office  Natural resources, construction, and maintenance  Production, transportation, and material moving  Service occupations</p>	<p><i>Occupational group</i></p> <p>White-collar occupations  Blue-collar occupations</p>

NOTE: Estimates for wages and salaries for service occupations did not appear in the March 2007 release because seasonality was not found for the series in the 2007 seasonal adjustment revision.

of the seasonally adjusted series is discontinued and the historical data are not revised.

Changes in seasonal status occur at each revision, and under the new publication procedure the set of published seasonally adjusted series has the potential to change with each revision. Exhibit 4 shows the changes to published seasonally adjusted series through 2011. Beginning with March 2007 data, at each revision at least one seasonally adjusted series has been published for the first time because seasonality was found in the series. The first part of exhibit 4 shows these additions. The second part of exhibit 4 shows the discontinued series. Since the ECI transition to NAICS and SOC, the first time a seasonally adjusted series was discontinued because of a change in seasonal status was with the release of the March 2010 ECI estimates. Although seasonality was not found in some of the published seasonally adjusted series during the 2007 through 2009 revisions, seasonal adjustment of the series continued because seasonality had not been found for three consecutive revisions. Changes in seasonal status affect all the ECI products that contain seasonally adjusted data: the ECI news releases, the seasonal adjustment revision historical listings, the current-dollar ECI historical listings, the seasonal factor tables, and the data available in LABSTAT.

### **Production system improvements**

Two improvements to the production systems contributed to the substantial increase in the number of seasonally adjusted series that were published between the March 2006 and March 2011 ECI news releases. The first improvement is a redesigned computer system for the seasonal adjustment revision.<sup>23</sup> The second improvement is a new ECI quarterly production system implemented in 2006 with the ECI transition to NAICS and SOC. Improving the systems especially facilitated the large increase of 59 new series published in the March 2008 release. The additional seasonally adjusted series resulted in a closer match with the published set of original series. Exhibit 5 shows the added series, which include more detailed seasonally adjusted industry series for civilian, private industry, and state and local government workers.

### **Comparison of March 2006 and March 2011 published series**

Exhibits 6 through 8 compare series in the March 2006 and March 2011 ECI news releases in order to show how the four factors that influence the publication of seasonally

adjusted estimates contributed to the increased number of series. These exhibits show a list of the series that appear as tables 1 through 3 in the ECI news releases for seasonally adjusted total compensation, wages and salaries, and benefits series, respectively. Total compensation series, which are seasonally adjusted by the indirect seasonal adjustment method, reflect changes in the seasonal status of their wages and salaries and benefits components. If a wages and salaries or benefits component is seasonally adjusted, the total compensation series is seasonally adjusted and published in table 1 of the news release. (In fact, any aggregate series is seasonally adjusted if any of its component series are seasonally adjusted.)

The published total compensation series necessarily include all of the industry and occupational series that appear in the wages and salaries and benefits data. However, the published seasonally adjusted total compensation data may include series not published in the seasonally adjusted wages and salaries and benefits data. In these cases, seasonality was not found in the wages and salaries series, and seasonality was found in the corresponding benefits series, but the series is not published in the original data, and consequently, it is not published in the seasonally adjusted data. For example, the March 2011 list in exhibit 6 shows that seasonally adjusted total compensation estimates are published for civilian and private industry nursing and residential care facilities and for private industry real estate rental and leasing, but there are no corresponding published seasonally adjusted wages and salaries or benefits series in exhibits 7 and 8. Because seasonality was not found in the wages and salaries series and the benefits series (in which seasonality was found) are not published, only the total compensation series is published. Changing seasonal status is also reflected in exhibits 7 and 8, in which lower level wages and salaries and benefits series are seasonally adjusted directly, and aggregate wages and salaries and benefits series are seasonally adjusted indirectly.

Exhibit 6 shows seasonally adjusted total compensation series published in the March 2006 and March 2011 ECI news releases. The list of series in the March 2006 release shows the OCS white-collar and blue-collar occupational groups and the SIC durable goods and nondurable goods industry groups that were retained until the following year as part of the ECI transition to NAICS and SOC. By comparison, the March 2011 release includes SOC groups only, which replaced the OCS groups, and the durable goods and nondurable goods industry groups are not in the table. Reflecting the new publication procedure, the total compensation series for service occupations is



**Exhibit 4. Changes to publication due to change in seasonal status of a series**

Revision	Series	Measure	Seasonal status change
<b>Additions</b>			
2007	Private wholesale trade	Total compensation	Seasonality was found in the benefit cost series (unpublished) for the first time. (Seasonality was not found in the wages and salaries series.)
	Private service occupations	Total compensation	Seasonality was found in the benefit cost series (unpublished) for the first time. (Seasonality was not found in the wages and salaries series.)
	Private service occupations	Benefits cost	Seasonality was found in the series for the first time.
2008	Private other services, except public administration	Wages and salaries	Seasonality was found in the series for the first time.
2009	Private insurance carriers and related activities	Wages and salaries	Seasonality was found in the series for the first time.
	Private production occupations	Wages and salaries	Seasonality was found in the series for the first time.
2010	Private real estate and rental and leasing	Total compensation	Seasonality was found in the benefit cost series (unpublished) for the first time. (Seasonality was not found in the wages and salaries series.)
2011	Private retail trade	Wages and salaries	Seasonality was found in the series after it had not been found in the last three revisions and had been discontinued from publication in 2010.
	Private service occupations	Wages and salaries	Seasonality was found in the series for the first time.
<b>Discontinuations</b>			
2010	Private wholesale trade	Total compensation	Seasonality was not found in the benefits cost series for three consecutive revisions. Seasonality has not been found in the wages and salaries series.
	Civilian nursing and residential care	Wages and salaries	Seasonality was not found in the State and local governments nursing and residential care wages and salaries series for three consecutive revisions. Seasonality has not been found in the private industry nursing and residential care wages and salaries series.
	Private retail trade	Wages and salaries	Seasonality was not found for three consecutive revisions.
	Private Aircraft manufacturing	Total benefit costs	Seasonality was not found for three consecutive revisions



**Exhibit 5. Seasonally adjusted Employment Cost Index series added to publication in March 2008, facilitated by production system improvements**
**News release table 1 – total compensation**
**Civilian workers**

1. Goods-producing industries
2. Manufacturing
3. Service-providing industries
4. Education and health services
5. Education services
6. Elementary and secondary schools
7. Junior colleges, colleges, universities, and professional schools
8. Healthcare and social assistance
9. Hospitals
10. Nursing and residential care facilities
11. Public administration

**Private industry workers**

12. Aircraft manufacturing
13. Transportation and Warehousing
14. Utilities
15. Finance and insurance
16. Credit intermediation
17. Insurance carriers and related activities
18. Professional, scientific, and technical
19. Administrative and support and waste management and remediation services
20. Junior colleges, colleges, universities, and professional schools
21. Hospitals
22. Nursing and residential care facilities
23. Accommodation and food services

**State and local government workers**

24. Education and health services
25. Education services
26. Schools
27. Elementary and secondary schools
28. Health care and social assistance
29. Hospitals
30. Public administration

**News release table 2 – wages and salaries**
**Civilian workers**

31. Goods-producing industries
32. Manufacturing
33. Service-providing industries
34. Education and health services
35. Education services
36. Elementary and secondary schools
37. Junior colleges, colleges, universities, and professional schools
38. Healthcare and social assistance
39. Hospitals
40. Nursing and residential care facilities
41. Public administration

**Private industry workers**

42. Aircraft manufacturing
43. Transportation and Warehousing
44. Utilities
45. Finance and insurance
46. Credit intermediation and related activities
47. Professional, scientific, and technical services
48. Administrative and support and waste management and remediation services
49. Junior colleges, colleges, universities, and professional schools
50. Hospitals
51. Accommodation and food services

**State and local government workers**

52. Education and health services
53. Education services
54. Schools
55. Elementary and secondary schools
56. Health care and social assistance
57. Hospitals
58. Public administration

**News release table 3 – benefits**
**Private industry workers**

59. Aircraft manufacturing

NOTE: Seasonally adjusted estimates for private industry wages and salaries for the Other Services except public administration industry

was also published in the March 2008 release due to a change in seasonality, bringing the total number of newly published series to 60.

**Exhibit 6. Seasonally adjusted Employment Cost Index total compensation series, by occupational group and industry, March 2006 and March 2011 news releases**

March 2006 news release	March 2011 news release
<p><b>Civilian workers</b> All workers</p>	<p><b>Civilian workers</b> All workers</p>
	<p><i>Industry</i> Goods-producing industries Manufacturing Service-providing industries Education and health services Education services Elementary and secondary schools Junior colleges, colleges, universities, and professional schools Health care and social assistance Hospitals Nursing and residential care facilities Public administration</p>
<p><b>Private industry workers</b> All workers</p>	<p><b>Private industry workers</b> All workers</p>
<p><i>Occupational group</i> White-collar occupations</p>	<p><i>Occupational group</i> Management, professional, and related Management, business, and financial Professional and related Sales and office Sales and related Office and administrative support</p>
<p>Blue-collar occupations</p>	<p>Natural resources, construction, and maintenance Construction, extraction, farming, fishing, and forestry Installation, maintenance, and repair Production, transportation, and material moving Production Transportation and material moving</p>
	<p>Service occupations</p>
<p><i>Industry</i> Goods-producing industries Construction. Manufacturing Durable goods Nondurable goods Service-providing industries Trade, transportation, and utilities Retail trade</p>	<p><i>Industry</i> Goods-producing industries Construction Manufacturing Aircraft manufacturing</p>
	<p>Service-providing industries Trade, transportation, and utilities Retail trade Transportation and warehousing Utilities Information Financial activities Finance and insurance Credit intermediation and related activities Insurance carriers and related activities Real estate and rental and leasing</p>

**Exhibit 6. Continued—Seasonally adjusted Employment Cost Index total compensation series, by occupational group and industry, March 2006 and March 2011 news releases**

March 2006 news release	March 2011 news release
Professional and business services	Professional and business services Professional, scientific, and technical services Administrative and support and waste management and remediation services
Education and health services Education services	Education and health services Education services Junior colleges, colleges, universities, and professional schools
Health care and social assistance	Health care and social assistance Hospitals Nursing and residential care facilities
Leisure and hospitality	Leisure and hospitality Accommodation and food services
Other services, except public administration	Other services, except public administration
<b>State and local government workers</b> All workers	<b>State and local government workers</b> All workers <i>Industry</i> Education and health services Education services Schools Elementary and secondary schools Health care and social assistance Hospitals Public administration

omitted from the March 2006 release because seasonality was not found in either the wages and salaries or the benefits series. However, seasonality was found in the service occupations benefits series in the 2011 revision, and consequently the total compensation series is seasonally adjusted and published in the March 2011 estimates. Also in the March 2011 release, wholesale trade compensation is omitted because seasonality was not found in the wages and salaries or benefits series. Lastly, the March 2011 release has more detailed industry and occupational series than the March 2006 release; it includes civilian industry series, private sector intermediate SOC aggregations, and

selected industry groups at the three-digit NAICS level. These series represent a gain associated with the system improvements.

Exhibit 7 presents seasonally adjusted wages and salaries series published in the March 2006 and March 2011 ECI news releases. This exhibit shows the influence of all four factors affecting the publication of seasonally adjusted estimates. The effects of changes in the seasonal status of series are visible in the directly adjusted series. For example, the seasonally adjusted wages and salaries series for service occupations was published for the first time in the March 2011 release. The effect of the new publication procedure is

**Exhibit 7. Seasonally adjusted Employment Cost Index wages and salaries series, by occupational group and industry, March 2006 and March 2011 news releases**

March 2006 news release	March 2011 news release
<p><b>Civilian workers</b></p> <p>All workers</p>	<p><b>Civilian workers</b></p> <p>All workers</p> <p><i>Industry</i></p> <p>Goods-producing industries</p> <p>Manufacturing</p> <p>Service-providing industries</p> <p>Education and health services</p> <p>Education services</p> <p>Elementary and secondary schools</p> <p>Junior colleges, colleges, universities, and professional schools</p> <p>Health care and social assistance</p> <p>Hospitals</p> <p>Public administration</p>
<p><b>Private industry workers</b></p> <p>All workers</p> <p><i>Occupational group</i></p> <p>White-collar occupations</p>	<p><b>Private industry workers</b></p> <p>All workers</p> <p><i>Occupational group</i></p> <p>Management, professional, and related</p> <p>Management, business, and financial</p> <p>Professional and related</p> <p>Sales and office</p> <p>Sales and related</p> <p>Office and administrative support</p> <p>Natural resources, construction, and maintenance</p> <p>Construction, extraction, farming, fishing, and forestry</p> <p>Installation, maintenance, and repair</p> <p>Production, transportation, and material moving</p> <p>Production</p> <p>Transportation and material moving</p>
<p>Blue-collar occupations</p>	<p>Service occupations<sup>1</sup></p>
<p><i>Industry</i></p> <p>Goods-producing industries</p> <p>Construction</p> <p>Manufacturing</p> <p>Durable goods</p> <p>Nondurable goods</p>	<p><i>Industry</i></p> <p>Goods-producing industries</p> <p>Construction</p> <p>Manufacturing</p> <p>Aircraft manufacturing</p>
See notes at end of exhibit.	

**Exhibit 7. Continued—Seasonally adjusted Employment Cost Index wages and salaries series, by occupational group and industry, March 2006 and March 2011 news releases**

March 2006 news release	March 2011 news release
Service-providing industries Trade, transportation, and utilities Retail trade  Information Financial activities  Professional and business services  Education and health services Education services  Health care and social assistance  Leisure and hospitality  <b>State and local government workers</b> All workers	Service-providing industries Trade, transportation, and utilities Retail trade <sup>2</sup> Transportation and warehousing Utilities Information Financial activities Finance and insurance Credit intermediation and related activities Insurance carriers and related activities Professional and business services Professional, scientific, and technical services Administrative and support and waste management and remediation services Education and health services Education services Junior colleges, colleges, universities, and professional schools Health care and social assistance Hospitals Leisure and hospitality Accommodation and food services Other services, except public administration  <b>State and local government workers</b> All workers  <i>Industry</i> Education and health services Education services Schools Elementary and secondary schools Health care and social assistance Hospitals Public administration

<sup>1</sup> Seasonally adjusted indexes and 3-month percent changes for this series are being published for the first time with the 2011 seasonal adjustment revisions. Historical data for this series are published beginning with March 2006.

<sup>2</sup> The retail trade wages and salaries series is seasonal as of the 2011 revision. Seasonality was first found in the 2006 revision and the series continued to be seasonally adjusted until the 2010 revision, when it was continued for 1 year. Historical data for this series are published beginning with March 2001.



reflected in the absence of the wholesale trade wages and salaries series, which does not appear in either the March 2006 or March 2011 release; the series was neither seasonally adjusted nor published with the seasonally adjusted data, because seasonality was not found in it. The ECI transition to NAICS and SOC is evident in the March 2011 release, which shows the SOC series and does not show the white-collar and blue-collar series or the durable goods and nondurable goods series. Lastly, the increased number of published series in the March 2011 release reflects the production system improvements. There are more detailed NAICS categories in the March 2011 release than in the March 2006 release: credit intermediation and related activities; insurance carriers and related activities; and professional, scientific, and technical services are examples. (These series are footnoted in the March 2008 ECI news release as being seasonally adjusted for the first time.)

Exhibit 8 presents seasonally adjusted benefits series published in the March 2006 and March 2011 ECI news releases. This comparison shows the replacement of the Occupation Classification System (OCS) white- and blue-collar aggregate series with high-level SOC aggregations,

which were introduced in the March 2007 release as part of the ECI transition to NAICS and SOC. The service occupations series appears in the March 2011 news release as a result of a change in seasonal status that occurred with the March 2007 seasonal adjustment revision.

SINCE THE PUBLICATION of the March 2006 ECI, when BLS first published ECI data classified by NAICS and SOC, users have seen changes in the set of published seasonally adjusted series with each annual seasonal adjustment revision. This article has examined four factors that influenced these changes and their effect on the publication of seasonally adjusted ECI data: (1) The ECI transition to NAICS and SOC from SIC and OCS has led to the addition of more series and the discontinuance of series that are not defined in the new classifications. (2) Beginning with the March 2006 news release, a new publication procedure has been used for seasonally adjusted data. Before this change, selected series in which seasonality was not found were published with the seasonally adjusted data, accompanied by explanatory footnotes, in order to complete the representation of industry or occupational groups within aggregate categories. The cur-

**Exhibit 8. Seasonally adjusted Employment Cost Index benefits series, by occupational group and industry, March 2006 and March 2011 news releases**

March 2006 news release	March 2011 news release
<b>Occupational group and industry</b> <b>Civilian workers</b> All workers  <b>Private industry workers</b> All workers  <i>Occupational group</i> White-collar occupations   Blue-collar occupations   <i>Industry</i> Goods-producing industries Manufacturing Service-providing industries  <b>State and local government workers</b> All workers	<b>Occupational group and industry</b> <b>Civilian workers</b> All workers  <b>Private industry workers</b> All workers  <i>Occupational group</i> Management, professional, and related Sales and office   Natural resources, construction, and maintenance Production, transportation, and material moving Service occupations  <i>Industry</i> Goods-producing industries Manufacturing Service-providing industries  <b>State and local government workers</b> All workers

rent publication procedure calls for the exclusion from the seasonally adjusted data of series in which seasonality is not found. (3) Given the new publication procedure, a change in the seasonal status of a series, which takes into account guidelines for seasonal adjustment of the ECI, results in a change in the publication status of the series: it is either introduced into publication or discontinued. (4) Changes in ECI production systems have led to an increased number of published seasonally adjusted series.

The article compares the seasonally adjusted series published in the March 2006 ECI news release with those published in the March 2011 release in order to show the influence of the four factors on publication. Particularly evident is the substantial increase in the number of seasonally adjusted series published over the period. The article also provides information on how the seasonal

status of an ECI series is determined and how guidelines for seasonal adjustment influence the publication of ECI seasonally adjusted series.

In the future, users can look forward to annual revisions of seasonal factors and historical seasonally adjusted indexes and 3-month percent changes. The next revisions are scheduled to be released on Friday, April 26, 2013, 2 business days before the March 2013 ECI estimates are released. Users may see more changes in the set of seasonally adjusted series published from year to year, given that the seasonal status of ECI series may change, periodic revisions to NAICS and SOC may affect the ECI series, new publication approaches may be explored, and opportunities to publish more detail may arise. BLS is also considering updating the ECI seasonal adjustment methodology to use the X-13 ARIMA-SEATS seasonal adjustment program. □

## Notes

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<sup>1</sup> See *Employment Cost Index—December 1990*, USDL-91-31 (U.S. Bureau of Labor Statistics, January 29, 1991), [http://www.bls.gov/news.release/archives/eci\\_01291991.pdf](http://www.bls.gov/news.release/archives/eci_01291991.pdf). For a complete set of quarterly ECI news releases, see “Employment Cost Index Archived News Releases” (U.S. Bureau of Labor Statistics, February 1, 2013), [http://www.bls.gov/schedule/archives/eci\\_nr.htm](http://www.bls.gov/schedule/archives/eci_nr.htm).

<sup>2</sup> For more information on how the ECI is defined, see “National Compensation Measures,” *BLS Handbook of Methods* (U.S. Bureau of Labor Statistics), ch. 8, pp. 10–14, <http://www.bls.gov/opub/hom/pdf/homch8.pdf>.

<sup>3</sup> The National Compensation Survey defines civilian workers to include workers in private industry and state and local governments; it excludes federal and quasi-federal government, military and agricultural workers, private households, the self-employed, volunteers, unpaid workers, individuals receiving long-term disability compensation, and individuals working overseas.

<sup>4</sup> Total compensation as defined for the National Compensation Survey includes wages and salaries and employers’ costs of benefits. Benefits include paid leave—holidays, sick leave, and other leave; supplemental pay—premium pay for work in addition to the regular work schedule, shift differentials, and nonproduction bonuses (such as referral bonuses and lump sum payments provided in lieu of wage increases); insurance benefits—life, health, short-term disability, and long-term disability; retirement and savings benefits—defined benefit and defined contribution plans; and legally required benefits—Social Security, Medicare, Federal and State Unemployment Insurance, and Workers’ Compensation.

<sup>5</sup> For the most current ECI news release, see *Employment Cost Index—December 2012*, news release USDL-13-0143 (U.S. Bureau of La-

bor Statistics, January 31, 2013), [http://www.bls.gov/news.release/archives/eci\\_01312013.pdf](http://www.bls.gov/news.release/archives/eci_01312013.pdf). For earlier ECI news releases, see “Employment Cost Index Archived News Releases.”

<sup>6</sup> Various ECI historical listings are available on the BLS website; see “ECT Tables,” *Employment Cost Trends* (U.S. Bureau of Labor Statistics), <http://www.bls.gov/ncs/ect/#tables>. The current-dollar ECI historical listing provides data by NAICS and SOC; see “Current Dollar, March 2001–December 2012 (December 2005 = 100),” *Employment Cost Index Historical Listing—Volume III* (U.S. Bureau of Labor Statistics, January 2013), <http://www.bls.gov/web/eci/echistrynaics.pdf>.

<sup>7</sup> LABSTAT provides current and historical data for numerous BLS surveys and news releases. LABSTAT is composed of individual databases (in flat file format) corresponding to each of the surveys. For more information, see “LABSTAT Overview” (U.S. Bureau of Labor Statistics), <ftp://ftp.bls.gov/pub/doc/overview.txt>.

<sup>8</sup> Beginning with the release of March 2006 ECI data, industry groups were classified by the 2002 North American Industry Classification System (NAICS). Since the release of December 2007 ECI data, industries have been classified by the 2007 NAICS. For more information on the NAICS, see “North American Industry Classification System (NAICS) at BLS,” *BLS Information* (U.S. Bureau of Labor Statistics, September 9, 2011), <http://www.bls.gov/bls/naics.htm>.

<sup>9</sup> Beginning with the release of the March 2006 ECI, the non-seasonally-adjusted ECI occupation groups were classified by the 2000 Standard Occupational Classification (SOC) system. See *Standard Occupational Classification Manual: 2000* (Executive Office of the President, Office of Management and Budget, October 2000). See also “Standard Occupational Classification (SOC) User Guide,” *Standard Occupational Classification* (U.S. Bureau of Labor Statistics, December 2, 2004), <http://www.bls.gov/soc/2000/socguide.htm>.

<sup>10</sup> For more information on the SIC system, see *Standard Industrial Classification Manual, 1987* (Executive Office of the President, Office of Management and Budget, 1987); for a listing of the SIC classifications formerly used by the BLS, see “1987 Standard Industrial Classification (SIC) System” (U.S. Bureau of Labor Statistics), <ftp://ftp.bls.gov/pub/special.requests/oes/oessic87.pdf>.

<sup>11</sup> For more on the 1990 OCS, see *Occupational Classification System Manual for the Employment Cost Index Survey Program* (U.S. Bureau of Labor Statistics, December 1993).

<sup>12</sup> NAICS and SOC replaced the 1987 Standard Industrial Classification (SIC) system and the 1990 Occupational Classification System (OCS), respectively. For a discussion of the transition to NAICS and SOC, see “National Compensation Measures,” *BLS Handbook of Methods*, Chapter 8, pp. 3–4, <http://www.bls.gov/opub/hom/pdf/homch8.pdf>. See also Fehmida Sleemi, “Employment Cost Index publication plans,” *Monthly Labor Review*, April 2006, pp. 6–11, <http://www.bls.gov/opub/mlr/2006/04/art2full.pdf>; and Richard Carroll, “Changes affecting the Employment Cost Index, an Overview,” *Monthly Labor Review*, April 2006, pp. 3–5, <http://www.bls.gov/opub/mlr/2006/04/art1full.pdf>.

<sup>13</sup> The X-12-ARIMA seasonal adjustment program was developed by the Time Series Staff of the Statistical Research Division of the U.S. Census Bureau. For more details, see “The X-12-ARIMA program,” Census Bureau. As part of the seasonal adjustment procedure, a series is decomposed into three components: trend, seasonal, and irregular. For a detailed discussion of the decomposition calculations in X-12-ARIMA, see David F. Findley, Brian C. Monsell, William R. Bell, Mark C. Otto, and Bor-Chung Chen, “New Capabilities and Methods of the X-12-ARIMA Seasonal Adjustment Program” (U.S. Census Bureau, 1998), pp. 6–20, <http://www.census.gov/ts/papers/jbes98.pdf>.

<sup>14</sup> For more information on the 10-year time span, see E. Raphael Branch, James A. Buszuwski, Albert E. Schwenk, and Mark Gough, “Transitional Employment Cost Indexes for seasonal adjustment,” *Monthly Labor Review*, April 2008, pp. 25–39, <http://www.bls.gov/opub/mlr/2008/04/art3full.pdf>.

<sup>15</sup> Not all component series are seasonal. If a component series is not seasonal, the indirect seasonal adjustment calculation includes the original index.

<sup>16</sup> The critical value of 7.0 takes into account that some assumptions of the standard F-test may be violated. See J. Lothian and M. Morry, “A Test for the Presence of Identifiable Seasonality When Using the X-11-ARIMA Program” (Statistics Canada, October 1978), pp. 2–9. See also Dominique Ladiray and Benoît Quenneville, *Seasonal Adjustment with the X-11 Method* (New York, Springer-Verlag, 2001), pp. 57–58, 135–36.

<sup>17</sup> The term “moving seasonality” refers to changes in the seasonal variation in a series from year to year. An M7 of less than 1.0 indicates that seasonality is identifiable by the X-11 seasonal adjustment rou-

tine (enhanced as part of the X-12-ARIMA program). An M7 greater than 1.0 indicates that either the series is not seasonal or seasonality in the series cannot be identified by X-11. For more details, see J. Lothian and M. Morry, “A Set of Quality Control Statistics for the X-11-ARIMA Seasonal Adjustment Method” (Statistics Canada, October 1978), pp. 11–12, <http://www.census.gov/ts/papers/LothianMorry1978.pdf>.

<sup>18</sup> For more details on the Q statistic, see Lothian and Morry, “A Set of Quality Control Statistics,” pp. 16–24.

<sup>19</sup> BLS reviews graphs of the seasonal factor estimates by quarter and graphs of the series that compare the original indexes with the seasonally adjusted indexes derived by X-12 ARIMA. In the ECI, because the seasonally adjusted and original indexes are often close or the same, differences in the time series graphs are often difficult to observe. Therefore, comparative spectrum graphs of the seasonally adjusted and original series are inspected to observe seasonal peaks in the series and their smoothing. Spectrum graphs of the irregular component are reviewed to help find residual seasonality. For more details on spectrum diagnostics, see Findley, Monsell, Bell, Otto, and Chen, “New Capabilities and Methods,” pp. 21–23.

<sup>20</sup> These aggregate estimates were created from data classified by SOC and NAICS, respectively. For more details on ECI computations and aggregation, see “National Compensation Measures,” pp. 11–12.

<sup>21</sup> Construction and extraction occupations and farming, fishing, and forestry occupations are separate intermediate SOC groups that have been combined and counted as one intermediate SOC group.

<sup>22</sup> The durable goods and nondurable goods industry series are exceptions: these series were discontinued from publication but continued to be seasonally adjusted and revised. They are indirect seasonal adjustment components of the manufacturing series and were subject to revision. The two series were last published in 2006, and the 5-year period during which they were revised expired with the 2011 revision.

<sup>23</sup> For the ECI, BLS began using X-12-ARIMA, version 0.2.10, to estimate seasonal factors for the 1999 seasonal adjustment revision, along with the X-12-graph batch program for graphic analysis that was available at that time. BLS currently uses the X-12-graph batch program, version 1.4 for the ECI. For more details on X-12-ARIMA programs, see “The X-12-ARIMA program,” Census Bureau, <http://www.census.gov/srd/www/x12a/>. The Census Bureau has recently updated the seasonal adjustment programs. For details on the Census Bureau’s most currently available seasonal adjustment programs, see *X-13-ARIMA-SEATS Seasonal Adjustment Program* (U.S. Census Bureau) <http://www.census.gov/srd/www/x13as/>.

## Appendix. Direct and indirect seasonal adjustment example calculations

### Example 1: Direct seasonal adjustment of the private industry retail trade wages and salaries index, June 2011

Consider the formula<sup>1</sup>

$$\hat{A}_{it}^{direct} = \frac{O_{it}}{\hat{S}_{it}},$$

where  $\hat{A}_{it}^{direct}$  is an estimated seasonally adjusted Employment Cost Index (ECI), computed by the direct seasonal adjustment method, for industry or occupation series index  $i$  and ECI time period  $t$ .  $O_{it}$  is the original (not-seasonally-adjusted) ECI for the same industry or occupation, and reference period.  $\hat{S}_{it}$  is the seasonal factor for the same series and time period  $t$ . In the example calculation that follows index  $i$  is private industry retail trade wages and salaries, and time period  $t$  is the June 2011 ECI reference period. The seasonally adjusted index for retail trade wages and salaries for June 2011 is calculated as follows:

$$\hat{A}_{it}^{direct} = \frac{113.1}{1.0011608} = 112.96886$$

The resulting directly adjusted index, 112.96886, is then rounded to 113.0.

### Example 2: Indirect seasonal adjustment of the private industry trade, transportation, and utilities wages and salaries index, June 2011

Consider the formula<sup>2</sup>

$$\hat{A}_{jt}^{indirect} = \sum_i^{n_j} (W_{ijt} \hat{A}_{ijt}), \quad (1)$$

where  $\hat{A}_{jt}^{indirect}$  is an estimated seasonally adjusted ECI, computed by the indirect seasonal adjustment method, for aggregate industry or occupation index  $j$  for time period  $t$ . Seasonally ad-

justed industry and occupation aggregate indexes are calculated as a weighted sum of seasonally adjusted industry or occupation component indexes, respectively;  $n_j$  is the number of component indexes  $i$  that comprise aggregate index  $\hat{A}_{jt}^{indirect}$ .  $W_{ijt}$  is the aggregation weight for component index  $i$  of aggregate index  $j$  for time period  $t$ .  $\hat{A}_{ijt}$  is an estimated seasonally adjusted ECI for a component industry or occupation index  $i$  for time period  $t$ , computed by the direct seasonal adjustment method. ( $\hat{A}_{ijt}$  is the same as  $\hat{A}_{it}^{direct}$  in example 1.)

The example calculations that follow are for wages and salaries of private industry trade, transportation, and utilities, an aggregate industry  $j$ , and time period  $t$  is the June 2011 ECI reference period. Table A-1 shows data for the calculation, which includes four component indexes ( $n_j = 4$ ). Note that the wholesale trade wages and salaries index in the seasonally adjusted index column is not seasonally adjusted. When seasonality is not found in a series, the original index is used in the calculation.

Formula (1) can be written as follows:

$$\hat{A}_{jt}^{indirect} = W_{1jt} \hat{A}_{1jt} + W_{2jt} \hat{A}_{2jt} + \dots + W_{n_j t} \hat{A}_{n_j t}, \quad (2)$$

where  $n_j$  is the number of component indexes in the  $j^{\text{th}}$  aggregate industry or occupation index. Substituting values for the four component weights and indexes into formula 2 gives the following calculation:

$$\begin{aligned} \hat{A}_{jt}^{indirect} &= ((.287491)(108.5)) + ((.470420)(113.0)) \\ &\quad + ((.200630)(111.7)) + ((.041459)(117.8)) \\ &= 31.192773 + 53.157460 + 22.410371 + 4.883870 \\ &= 111.644474 \end{aligned}$$

The resulting indirectly adjusted index, 111.644474, is then rounded to 111.6. (In actual calculations, unrounded indexes are used in the indirect adjustment calculation.)

**Table A-1. Component indexes and weighting for indirect seasonal adjustment of ECI Trade, transportation, and utilities wages and salaries, private industry, June 2011**

Industry	Direct seasonally adjusted index ( $\hat{A}_{ijt}$ )	Aggregation weight ( $W_{ijt}$ )	Weighted index ( $W_{ijt} \hat{A}_{ijt}$ )
Wholesale trade	108.5	0.287491	31.192773
Retail trade	113.0	.470420	53.157460
Transportation and warehousing	111.7	.200630	22.410371
Utilities	117.8	.041459	4.883870

<sup>1</sup> Seasonality was not found in the ECI wholesale trade wages and salaries series; therefore, the original index is used in the indirect seasonal adjustment calculation.

**Example 3: Seasonally adjusted percent-change calculation for private industry retail trade wages and salaries, June 2011**

Consider the percent-change formula<sup>3</sup>

$$R_t = \frac{\hat{A}_t - \hat{A}_{t-1}}{\hat{A}_{t-1}} \times 100,$$

where  $R_t$  represents a rate of change in any seasonally adjusted ECI  $i$ , for time period  $t$ ,  $\hat{A}_t$  is an estimated seasonally adjusted ECI for the same series and time period  $t$ , and  $\hat{A}_{t-1}$  is the estimated seasonally adjusted ECI for the preceding quarterly (3-month) time period  $t-1$ . In the example that follows, index  $i$  is private industry retail trade wages and salaries and time period  $t$  is the June 2011 ECI reference period. The 3-month

percent change is calculated as follows, with the exception that BLS uses unrounded values in the calculation:

$$R_t = \frac{113.0 - 112.4}{112.4} \times 100 = .53381$$

The resulting percent change, 0.53381, is then rounded to 0.5.

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**Notes**

<sup>1</sup> The formula is from E. Raphael Branch and Lowell Mason, "Seasonal adjustment in the ECI and Conversion to NAICS and SOC," *Monthly Labor Review*, April 2006, p. 13, <http://www.bls.gov/opub/mlr/2006/04/art3full.pdf>.

<sup>2</sup> This formula is written differently than the one in Branch and Mason, "Seasonal adjustment in the ECI and Conversion to NAICS and SOC," p. 15, but its meaning is the same.

<sup>3</sup> Ibid.



## Gender gap in patenting

Jobs in science, technology, engineering, and mathematics (STEM) are often thought of as drivers of innovation in a nation's economy, and the lack of female representation in STEM occupations has recently made headlines. The Obama Administration has focused on the issue, saying that increasing the participation of women in STEM occupations and scholarship is an "essential part of America's strategy to out-innovate, out-educate, and out-build the rest of the world." But would having more women in STEM occupations actually have a statistically significant effect on the U.S. economy?

Economists Jennifer Hunt, Jean-Philippe Garant, Hannah Herman, and David J. Munroe make an interesting contribution to the discussion by investigating women's underrepresentation among holders of commercialized patents in a recent National Bureau of Economic Research study entitled "Why don't women patent?" (National Bureau of Economic Research, working paper no. 17888, March 2012, <http://www.nber.org/papers/w17888>). The data in the study show that 7.5 percent of all patents are granted to women and 5.5 percent of commercialized or licensed patents are granted to women. A majority (74 percent) of patent holders have degrees in science and engineering, so a natural conclusion might be that increasing the number of women in STEM occupations would lead to more female-owned patents. Yet the authors find that only 7 percent of the gender gap is attributable to the lower probability of women to hold science or engineering degree.

Women who currently work in STEM occupations patent little more than women in other industries, so it is not likely that the number of patents held by women would increase with a larger share of women in STEM occupations. The explanation is that many women who hold science and engineering degrees have those degrees in life sciences, and respondents who report a highest degree in life sciences have 0.06 patents on average, compared with 0.28 patents for respondents whose highest degree is in electrical engineering and 0.18 patents for those with mechanical engineering degrees. (Also contributing to the patent gender gap is women's lower share of doctorates.)

The authors suggest that to increase female-owned patents, women need to fill more jobs in specific STEM fields. Women are underrepresented in the most patent-intensive fields, which are electrical engineering and mechanical engineering, and in the most patent-intensive jobs, which are in the design and development occupations in these fields. Further, the authors find that "the gender patenting gap is of economic significance: eliminating the patenting shortfall of female holders of science and engineering degrees would increase GDP per capita by 2.7 percent."

However, based on current trends, closing this gap is a complex task. For the sample used in the study, the authors found that the number of women with bachelor's degrees in engineering increased at a rate of only 0.9 percentage point per decade (and the rate of increase has been slowing). Additionally, women are more likely than men to leave engineering because of wage discrimination and wrongfully denied promotions than

to leave other fields. The authors recommend improving the mentoring and networks of female engineers and addressing discrimination by managers and coworkers within the industries. They also advocate further research on when and why people decide to enter science and engineering fields.

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## Do women avoid salary negotiations?

Women are somewhat more likely than their male counterparts to negotiate for higher pay if a job has a flexible salary offer.

New research has found that when the salary in a job offer was described as "negotiable," 24 percent of women attempted to negotiate salaries, compared with 22 percent of men. In the study, "Do women avoid salary negotiations? Evidence from a large scale natural field experiment" (National Bureau of Economic Research, working paper no. 18511, November 2012, <http://www.nber.org/papers/w18511>), which used a field experiment to measure the response to a job ad for an administrative assistant position whose salary was advertised as being fixed compared with the response to one with a negotiable salary, authors Andreas Leibbrandt and John A. List provide evidence suggesting that women approach salary negotiations differently than men.

According to the report, "when there is no explicit statement that wages are negotiable, men are more likely to negotiate than women. However, when we explicitly mention the possibility that wages are negotiable, this difference disappears, and even tends to reverse." Thus, a one-word difference, such as

adding the word “negotiable” to a job description, can affect how women approach negotiating their salary.

A further finding is that “simple manipulations of the contract environment can significantly shift the gender composition of the applicant pool,” said economist List. “By merely adding the information that wage is ‘negotiable,’ we successfully reduced the gender gap in applications by approximately 45 percent.”

The study found that women were three times more likely to apply for jobs with negotiable salaries than were men and to pursue negotiations once they applied. Among those responding to an explicit salary offer, 8 percent of women and 11 percent of men initiated salary negotiations. When the salary was described as negotiable, as noted earlier, 24 percent of women and 22 percent of men started salary discussions. This study finds that given an invitation, women are a bit more willing than men to negotiate for more pay.

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## **U.S. working women— are they falling behind in the labor force race?**

Is a smaller proportion of U.S. women in the workforce than women in other countries? The data seem to indicate that this is the case. Compared with the labor force participation rate of women from 21 other countries at a similar economic development level, the participation rate of women in the United States has fallen from 6th to 17th place over the 20-year period

from 1990 to 2010. You may be asking yourself why this has happened. Are U.S. women really working less? Are they choosing to stay home with their children?

Francine D. Blau and Lawrence M. Kahn point out in their paper, “Female labor supply: Why is the U.S. falling behind?” (National Bureau of Economic Research, working paper no. 18702, <http://www.nber.org/papers/w18702>), that researchers have discussed the possibility that women are choosing to stay home, calling it an “opt-out revolution.” However, because the U.S. women’s participation rate slowed considerably in the mid-90s with little change since, Blau and Kahn also state that other researchers have disregarded this idea. So then, what has caused women of nearly 21 other countries to surge ahead in the labor force, leaving U.S. women behind in 17th place?

To answer this important question, Blau and Kahn analyzed data from several angles. They looked at men’s and women’s participation rates across 22 countries, the gender gap, and “family-friendly policies” (parental leave, at-work childcare, part-time work, etc.) over 10 years and examined how each of these may have affected the overall rate differences among the women. Looking at men’s participation rates from 1990 to 2010, the authors found that only two of the countries had rates that increased marginally; the others’ rates either decreased or stayed the same. The women’s rates, on the other hand, increased considerably in

most of the countries. Only five either decreased or increased marginally, with the United States increasing slightly. On these bases, Blau and Kahn pointed out that with the men’s rates staying nearly the same and women’s increasing dramatically, the gap between the number of men and women in the workforce narrowed—a definite plus, according to the authors.

However, Blau and Kahn’s most compelling findings dealt with the family-friendly policies. They found that several of the countries expanded their policies by offering parents longer leave, part-time work, and even “public childcare” expenses. The family leave benefits in the United States, however, increased only slightly compared with most of the other countries. Blau and Kahn also found that because of these expanded policies, more of the women in the other countries are working part time, although the jobs are low level and the women aren’t moving into mid- or high-level jobs.

So yes, the participation rates for the other countries are higher. However, Blau and Kahn emphasize that women in the other countries are working more, including in part-time positions, but with little or no movement upward or into full-time work, whereas in the United States, relatively more women are working in professional and upper-level jobs. When it comes to labor participation rates, U.S. women may be running behind; however, they are ahead in the labor force race for top-level, full-time positions. □

## Mothers and the clock

*The Time Use of Mothers in the United States at the Beginning of the 21st Century.* By Rachel Connelly and Jean Kimmel, W. E. Upjohn Institute for Employment Research, Kalamazoo, MI, 2010, 165 pp., \$40/cloth; \$18/paper.

Many mothers of young children will likely have comparison in mind when approaching this book: “How do I measure up to *other* mothers caring for their children? Do I spend more time caring for them than average? What about other mothers in my income bracket, or with similarly aged children?” *The Time Use of Mothers in the United States at the Beginning of the 21st Century* is data rich and has those answers, but it is written more for researchers than for a mother who wants to quickly see how she stacks up while she transitions between making a meal, snuggling and reading with children, ensuring the cleanliness of the kids and their clothes, and guaranteeing that homework gets done.

In the book, authors Rachel Connelly and Jean Kimmel explore the differences in time choices of American mothers because they affect mothers’ well-being and their families. There is a strong relationship between quality caregiving and children’s well-being; however, caring for young children requires considerable time, resulting in less time for other activities. Connelly and Kimmel investigate how mothers reallocate their time and whether that reallocation differs between demographic groups, by time of day, and by weekday versus weekend. The importance of this study is

encapsulated in the concluding remarks and remains with the reader like an alarm bell’s reverberation: “Time is our most scarce resource and children our most precious.”

The study focuses on the time use of mothers aged 18–60 who are co-residing with at least one dependent child under the age of 13. The data cover the years 2003 to 2006 and are from the American Time Use Survey (ATUS). The ATUS collects one 24-hour time diary from selected respondents of the monthly Current Population Survey (CPS). This connection with the CPS provides considerable additional information about the time survey respondent’s household. The ATUS, published by the Bureau of Labor Statistics, is the first nationally representative, large-scale time diary data collection instrument in the United States; before the ATUS, researchers interested in the time use of women in the United States had few resources available.

Past studies in the field separated time use into three categories: labor, leisure, and “home production.” A contribution Connelly and Kimmel make to the literature is that caregiving time is treated as a distinct time use category. In their view, “[c]aregiving time does not behave like either leisure or home production in its response to the predicted prices of time, demographic differences, or timing and spatial differences. In addition, child care does not simply take the middle road between leisure and home production. Instead, child care times behave quite distinctly from both of these time uses.” If caregiving time were to be combined with either leisure or home production, they reason, one would expect it to have a

similar response to increased wages, decreasing when wages increase; in fact, caregiving time *increases* as wages increase. (See item 2 on the next page.) Rather than the three aforementioned categories, Connelly and Kimmel have collapsed the ATUS’s 300 different detailed time categories of the evaluated 24-hour period into five time use groups: paid work, leisure, unpaid home production, child caregiving, and the catch-all group “all other activities.” They use descriptive statistics, as well as regression results, to show the relationships between different variables and these time use groups.

Some of the results Connelly and Kimmel find are predictable:

1. Unmarried mothers reported significantly less caregiving time compared with married or cohabitating mothers, and the unmarried mothers put in more employment hours.
2. Mothers whose youngest child was 5 years or younger spent 13 percent of their time in childcare, compared with 7 percent for mothers whose youngest child was 6 to 12 years. This extra caregiving time of mothers of younger children was accomplished by decreasing weekday employment and engaging in slightly less leisure.
3. Time dedicated to leisure and home production was higher on the weekends, while the opposite was true for employment and caregiving.
4. Most child caregiving occurred in the morning and in the evening.

Other results are less predictable:

1. Higher wage married mothers devoted more time to caregiving both on weekdays and weekends, compared with low-wage and mid-wage married mothers.
2. When wages increased, leisure and home production dropped and employment and caregiving increased.

The authors also identify family, education, and taxation policy they believe could be improved upon. I found this discussion enriching. For example, because 26 percent of a married mother's day is spent in unpaid household work and caregiving, and a married father's is 10 percent, "public policy concerning child support does not reflect the divorcee's increased time pressures as well as the increased cost of outsourcing family chores. A more comprehensive view of spousal support would incorporate the lost time as well as the lost income of the non-custodial parent." Connelly and Kimmel have this to say regarding education policy: "policymakers thinking about school readiness should be interested in our finding that high-wage mothers spend more time on caregiving, as well as being able to afford higher quality non-parental care. Overcoming that double inequity of both time and money investments [of low-wage earners] may mean that our national child care policy should be more focused on low-income families."

An interesting trend emerges from the book's review of existing time use studies: despite increasing employment of women, maternal caregiving time has increased while maternal housework time has decreased, but "[s]ome of the decline

in home production time is made up for by an increase in men's home production time, such that the average time devoted to home production by all prime-age individuals has not changed much over the long period studied by Ramey and Francis (2006) and by Ramey (2008)."

As a formerly sleep-challenged parent, I wish the authors had extracted sleep from the "all other activities" group to create a separate, sixth "sleep" category. The "all other activities" category currently includes sleep; education; job search and interviewing; medical and personal care services; and travel related to work, education, medical care, and personal care. These activities are combined because they are considered actions dedicated to investment in current and future productivity. While writing this review in a café, I met a mother of a 3-year-old and an infant. When asked how much sleep the mother gets, on average, she replied, "Ahhh... about 5 hours." That sounds about right to me, as a mother, yet Connelly and Kimmel's study shows mothers of children aged 0–5 spending 9 hours and 50 minutes per day in the diverse "all other activities" category. Sleep affects productivity, health, and temperament, and I believe warrants its own category. I also would have liked the book to use bullets, color, or images that tell a quick story, because the study's interesting results were sometimes challenging to extract quickly from the text, gray-scale charts, and tables. Showing time in units of hours instead of percentages of the 24-hour period also would have helped in conveying the data quickly.

There are time and financial trade-offs involved in caring for children. This book does a thorough and well-structured job of showing how

different types of mothers reallocate their time to care for children. Academics, policy analysts, and policymakers will appreciate the authors' multivariate regression analyses, t-test results, probit coefficients, and market wage and child care price elasticities. For these individuals, I strongly recommend the book.

Still, the book's mathematical formulas and calculations make it less accessible to general audiences. If I were giving advice to one of those mothers looking to make a quick comparison with other mothers, I would recommend that she find a different book. And that she keep snuggling those children. They stay children for only a short time.

—Julie Munson  
Office of Administration  
Bureau of Labor Statistics

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## Workplace inequity in the developing world

*Assembling Women: The Feminization of Global Manufacturing.* By Teri L. Caraway, Cornell University Press, Ithaca, NY, 2007, 208 pp. \$18.95/paperback.

Gender inequalities continue to exist as a source of concern in many parts of the world. There are numerous different types of gender inequalities and even more theories as to why they occur. One type of inequality that cuts across borders is inequity in the workplace: In 2012, *Forbes* magazine reported that "half of the pay gap between men and women is due to women having a tendency to work in different occupations and industries than men." But what happens when women are given no say in the occupation or industry in which they



work but are instead slotted into particular jobs? And what if, along with lower pay for women, these jobs are highly labor intensive, are monotonous, and provide no chance of advancement? This cocktail can quickly become toxic for women's well-being and any hope for a better future.

In this book, Dr. Teri L. Caraway, assistant professor in the Department of Political Science at the University of Minnesota, takes a closer look at gender inequalities in the manufacturing sector post World War II in the developing world. She attributes these continued inequalities to gender divisions in the labor markets and focuses on 10 countries in three regions of the world: Latin America, East Asia, and Southeast Asia. She examines gendered patterns of industrialization at various levels (shop floor, industry, sector, and country), definitional and theoretical concerns, and market-non-market factors, and then draws on her observational research in Indonesia in order to bring new insight into an old problem: why do gender inequalities in the manufacturing sector persist in the 21st century? There are four recurring themes in her book: (1) the source of feminization, (2) the supply characteristics of female labor, (3) mediating institutions, and (4) gender discourses of work.

Caraway emphasizes that the way women enter the workforce in developing countries plays a large part in whether they will be able to improve their lot in those countries. She describes the importance of the political climate at the time of a woman's entry. She also provides detailed descriptions of market orientations

(export-oriented industrialization and inwardly directed industrialization), the balance of employment between labor-intensive and capital-intensive sectors, and how these factors affect women in the respective countries she examines. What she finds is that women are less likely to integrate seamlessly and successfully into the workforce when the primary purpose for feminization is purely to insert female workers into labor-intensive industries.

The supply characteristics that women currently offer to prospective employers in the developing world are that women are cheaper to employ and are more likely to stay longer in dead-end jobs. In comparison with men, women are also thought to be more detail oriented and have more patience with repetitive tasks; a more recent development is that women are thought to have relatively lower fertility rates than in the past. Although one would think that these traits would tip the scales more in favor of women, Caraway makes the point that that is not necessarily the case because many employers still have a built-in bias toward hiring male employees.

Caraway describes the influence governments, unions, and other mediating institutions have in the integration of women into the workforce. Government policies generally have a positive impact by increasing education levels (among other things) in the developing world, but union strength often has an inverse relationship to female employment. Although strong unions have empowered women in the developed world, they can create resistance to women's entry into the workforce in the developing world; weaker labor

unions, in contrast, have inadvertently facilitated women's employment by allowing employers more freedom to hire women.

Gender discourses of work are another factor that determines the fate of women workers in the Third World where, historically, men and women are commonly accepted to be different types of labor. Cultural bias can lead to women being perceived as weaker, not just physically, but emotionally and in terms of their leadership skills and reliability. Employers subject to this bias can and do make hiring decisions through "gendered lenses."

*Assembling Women* offers a lot of information on the topic of women in global manufacturing. There are many intricate details intertwined in cultures that cannot easily be captured or realized by an outsider at a personal level; however, Caraway does a good job of providing the reader with a thoroughly holistic top-down view of her perspective. Caraway's research is an improvement because she includes men in the discussion for comparison, giving dimension to her analysis and allowing for a truly "gendered view" of the issue. The book could have benefited from a better organizational structure, and the explanations could have been more concise. Overall, however, the book is an interesting read, and I recommend it for anyone interested in, and with some knowledge of, gender segregation, feminization, manufacturing, employment, and cross-national analysis. □

—Mubarka K. Haq  
International Labor Comparisons  
Bureau of Labor Statistics



Notice: The Current Labor Statistics department of the *Monthly Labor Review* will be discontinued in June 2013. Visit <http://www.bls.gov/opub/mlr/clsdicon.htm> for more information.

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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 and seasonally adjusted establishment survey data shown in tables 1, 12–14, and 17 usually are revised in the March issue of the *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/](http://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/](http://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/](http://www.bls.gov/lpc/)

For additional information on international 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](http://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](http://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 season-

ally 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 co-operating 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 2007 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 posi-



tions. 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

With the release of data for January 2010, the CES program introduced its annual revision of national estimates of employment, hours, and earnings from the monthly survey of nonfarm establishments. Each year, the CES survey realigns its sample-based estimates to incorporate universe counts of employment—a process known as benchmarking. Comprehensive counts of employment, or benchmarks, are derived primarily from unemployment insurance (UI) tax reports that nearly all employers are required to file with State Workforce Agencies. With the release in June 2003, CES 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 pub-

lished 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 subject 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 Worksite Report each quarter, in addition to their quarterly ui report. The Multiple Worksite 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 Worksite 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 2007, publications presenting data from the Covered Employment and Wages program have



switched to the 2007 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 mil-

lion 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 intergovernmental 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 available. 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; 30–37)

The National Compensation Survey (NCS) produces a variety of compensation data. These include: The Employment Cost Index (ECI) and NCS benefit measures of the incidence and provisions of selected employee benefit plans. Selected samples of these measures appear in the following tables. NCS also compiles data on occupational wages and the Employer Costs for Employee Compensation (ECEC).

## 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 is a Laspeyres Index that uses fixed employment weights to measure change in labor costs free from the influence of employment shifts among occupations and industries.

The ECI provides data for the civilian economy, which includes the total private nonfarm economy excluding private households, and the public sector excluding the Federal government. Data are collected each quarter for the pay period including the 12th day of March, June, September, and December.

Sample establishments are classified by industry categories based on the 2007 North American Classification System (NAICS). Within a sample establishment, specific job categories are selected and classified into about 800 occupations according to the 2000 Standard Occupational Classification (SOC) System. Individual occupations are combined to represent one of ten intermediate

aggregations, such as professional and related occupations, or one of five higher level aggregations, such as management, professional, and related occupations.

Fixed employment weights are used each quarter to calculate the most aggregate series—civilian, private, and State and local government. These fixed weights are also used to derive all of the industry and occupational series indexes. Beginning with the March 2006 estimates, 2002 fixed employment weights from the Bureau's Occupational Employment Statistics survey were introduced. From March 1995 to December 2005, 1990 employment counts were used. These fixed weights 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 series based on bargaining status, census region and division, and metropolitan area status, fixed employment data are not available. The employment weights are reallocated within these series each quarter based on the current ECI sample. The indexes for these series, consequently, are not strictly comparable with those for aggregate, occupational, and industry 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 ECI data in these tables reflect the conversion to the 2002 North American Industry Classification System (NAICS) and the 2000 Standard Occupational Classification (SOC) system. The NAICS and SOC data shown prior to 2006 are for informational purposes only. ECI series based on NAICS and SOC became the official BLS estimates starting in March 2006.

The ECI for changes in wages and salaries in the private nonfarm economy was pub-

lished 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 (December 2005=100) are available on the Internet: [www.bls.gov/ect/](http://www.bls.gov/ect/)

ADDITIONAL INFORMATION on the Employment Cost Index is available at [www.bls.gov/ncs/ect/home.htm](http://www.bls.gov/ncs/ect/home.htm) or by telephone at (202) 691-6199.

## National Compensation Survey Benefit Measures

### Description of the series

NCS benefit measures of employee benefits are published in two separate reports. The annual summary provides data on the incidence of (access to and participation in) selected benefits and provisions of paid holidays and vacations, life insurance plans, and other selected benefit programs. Data on percentages of establishments offering major employee benefits, and on the employer and employee shares of contributions to medical care premiums also are presented. Selected benefit data appear in the following tables. A second publication, published later, contains more detailed information about health and retirement plans.

### 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 paid entirely by the employee are included because the guarantee of insurability and availability at group premium rates are considered a benefit.

Employees are considered as having **access** to a benefit plan if it is available for their use. For example, if an employee is permitted to participate in a medical care plan offered by the employer, but the employee declines to do so, he or she is placed in the category with those having access to medical care.

Employees in contributory plans are considered as **participating** in an insurance or retirement plan if they have paid required contributions and fulfilled any applicable

service requirement. Employees in noncontributory plans are counted as participating regardless of whether they have fulfilled the service requirements.

**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

ADDITIONAL INFORMATION ON THE NCS benefit measures is available at [www.bls.gov/ncs/cbs/home.htm](http://www.bls.gov/ncs/cbs/home.htm) or by telephone at (202) 691-6199.

## 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 37.

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.

ADDITIONAL INFORMATION on work stoppages data is available at [www.bls.gov/cba/home.htm](http://www.bls.gov/cba/home.htm) or by telephone at (202) 691-6199.

## Price Data

(Tables 2; 38–46)

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 noninstitutional population of the United States at that time, compared with 32 percent represented in the CPI-W. In addition to wage earners and clerical workers, the CPI-U covers professional, managerial, and technical workers, the self-employed, short-term workers, the unemployed, retirees, and others not in the labor force.

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

Data collected from more than 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 39. 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 North American Indus-

try 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 completed during

the first week of the month. Survey respondents are asked to indicate all discounts, allowances, and rebates applicable to the reported prices, so that the price used in the calculation of the indexes is the actual price for which the product was bought or sold.

In addition to general indexes of prices for U.S. exports and imports, indexes are also published for detailed product 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; 47-50)

### Business and major sectors

#### Description of the series

The productivity measures relate real output 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, nonprofit 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 47-50 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 producing 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 Web site at: [www.bls.gov/lpc/home.htm](http://www.bls.gov/lpc/home.htm)

## International Comparisons

(Tables 51-53)

### Labor force and unemployment

#### Description of the series

Tables 51 and 52 present comparative measures of the labor force, employment, and unemployment adjusted to U.S. concepts for the United States, Canada, Australia, Japan, and six European countries. The Bureau adjusts the figures for these 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 Internet at [www.bls.gov/opub/mlr/2000/06/art1full.pdf](http://www.bls.gov/opub/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

Foreign-country data are adjusted as closely as possible to the U.S. definitions. Primary areas of adjustment address conceptual differences in upper age limits and definitions of employment and unemployment, provided that reliable data are available to make these adjustments. Adjustments are made where applicable to include employed and unemployed persons above upper age limits and to exclude active duty military

from employment figures, although a small number of career military may be included in some European countries. Adjustments are made to exclude unpaid family workers who worked fewer than 15 hours per week from employment figures; U.S. concepts do not include them in employment, whereas most foreign countries include all unpaid family workers regardless of the number of hours worked. Adjustments are made to include full-time students seeking work and available for work as unemployed when they are classified as not in the labor force.

Where possible, lower age limits are based on the age at which compulsory schooling ends in each country, rather than based on the U.S. standard of 16. Lower age limits have ranged between 13 and 16 over the years covered; currently, the lower age limits are either 15 or 16 in all 10 countries.

Some adjustments for comparability are not made because data are unavailable for adjustment purposes. For example, no adjustments to unemployment are usually made for deviations from U.S. concepts in the treatment of persons waiting to start a new job or passive job seekers. These conceptual differences have little impact on the measures. Furthermore, BLS studies have concluded that no adjustments should be made for persons on layoff who are counted as employed in some countries because of their strong job attachment as evidenced by, for example, payment of salary or the existence of a recall date. In the United States, persons on layoff have weaker job attachment and are classified as unemployed.

The annual labor force measures are obtained from monthly, quarterly, or continuous household surveys and may be calculated as averages of monthly or quarterly data. Quarterly and monthly unemployment rates are based on household surveys. For some countries, they are calculated by applying annual adjustment factors to current published data and, therefore, are less precise indicators of unemployment under U.S. concepts than the annual figures.

The labor force measures may have breaks in series over time due to changes in surveys, sources, or estimation methods. Breaks are noted in data tables.

For up-to-date information on adjustments and breaks in series, see the Introduction and Appendix B. Country Notes in *International Comparisons of Annual Labor Force Statistics, Adjusted to U.S. Concepts, 10 Countries, 1997-2009*, on the Internet at [www.bls.gov/ilc/flscomparelf.htm](http://www.bls.gov/ilc/flscomparelf.htm), and the Notes for Table 1 in the monthly report *International Unemployment Rates and Employment Indexes, Seasonally Adjusted, 2008-2010*,

on the Internet at [www.bls.gov/ilc/intl\\_unemployment\\_rates\\_monthly.htm](http://www.bls.gov/ilc/intl_unemployment_rates_monthly.htm).

## Manufacturing productivity and labor costs

### Description of the series

Table 53 presents comparative indexes of manufacturing output per hour (labor productivity), output, total hours, compensation per hour, and unit labor costs for 19 countries. These measures are trend comparisons—that is, series that measure changes over time—rather than level comparisons. BLS does not recommend using these series for level comparisons because of technical problems.

BLS constructs the comparative indexes from three basic aggregate measures—output, total labor hours, and total compensation. The hours and compensation measures refer to employees (wage and salary earners) in Belgium and Taiwan. For all other economies, the measures refer to all employed persons, including employees, self-employed persons, and unpaid family workers.

The data for recent years are based on the United Nations System of National Accounts 1993 (SNA 93). Manufacturing is generally defined according to the International Standard Industrial Classification (ISIC). However, the measures for France include parts of mining as well. For the United States and Canada, manufacturing is defined according to the North American Industry Classification System (NAICS 97).

### Definitions

**Output.** For most economies, the output measures are real value added in manufacturing from national accounts. However, output for Japan prior to 1970 and for the Netherlands prior to 1960 are indexes of industrial production. The manufacturing value added measures for the United Kingdom are essentially identical to their indexes of industrial production.

For the United States, the output measure is a chain-weighted index of real value added produced by the Bureau of Economic Analysis. BLS uses this series here to preserve international comparability. However, for its domestic industry measures, shown in tables 47–50 in this section, BLS uses a different output measures called “sectoral output,” which is gross output less intra-sector transactions.

**Total hours** refer to hours worked in all economies. The measures are developed from

statistics of manufacturing employment and average hours. For most other economies, recent years’ aggregate hours series are obtained from national statistical offices, usually from national accounts. However, for some economies and for earlier years, BLS calculates the aggregate hours series using employment figures published with the national accounts, or other comprehensive employment series, and data on average hours worked.

**Hourly compensation** is total compensation divided by total hours. Total compensation 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. For Australia, Canada, France, Singapore, and Sweden, compensation is increased to account for important taxes on payroll or employment. For the Czech Republic, Finland, and the United Kingdom, compensation is reduced in certain years to account for subsidies.

**Labor productivity** is defined as real output per hour worked. Although the labor productivity measure presented in this release relates output to the hours worked of persons employed in manufacturing, it does not measure the specific contributions of labor as a single factor of production. Rather, it reflects the joint effects of many influences, including new technology, capital investment, capacity utilization, energy use, and managerial skills, as well as the skills and efforts of the workforce.

**Unit labor costs** are defined as the cost of labor input required to produce one unit of output. They are computed as compensation in nominal terms divided by real output.

### Notes on the data

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. For more in-depth information on sources and methods, see <http://www.bls.gov/news.release/prod4.toc.htm>.

FOR ADDITIONAL INFORMATION on international comparisons, contact the Division of International Labor Comparisons: (202) 691-5654 or [ilchelp@bls.gov](mailto:ilchelp@bls.gov).

## Occupational Injury and Illness Data

(Tables 54–55)

## 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 recognized 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: [www.bls.gov/iif/](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 ac-

counts, 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/](http://www.bls.gov/iif/)

## 1. Labor market indicators

Selected indicators	2011	2012	2010	2011					2012			
			IV	I	II	III	IV	I	II	III	IV	
Employment data												
Employment status of the civilian noninstitutional population (household survey): <sup>1</sup>												
Labor force participation rate.....	64.1	63.7	64.4	64.2	64.1	64.1	64.1	63.8	63.7	63.6	63.7	
Employment-population ratio.....	58.4	58.6	58.3	58.4	58.3	58.3	58.5	58.5	58.5	58.5	58.7	
Unemployment rate.....	8.9	8.1	9.5	9.0	9.1	9.0	8.7	8.2	8.2	8.0	7.8	
Men.....	9.4	8.2	10.2	9.5	9.6	9.4	9.0	8.3	8.4	8.2	7.9	
16 to 24 years.....	18.7	17.6	20.1	19.1	18.9	18.8	18.2	17.8	17.9	18.0	16.8	
25 years and older.....	7.9	6.8	8.7	8.0	8.2	8.0	7.5	6.8	6.9	6.8	6.6	
Women.....	8.5	7.9	8.8	8.5	8.5	8.6	8.3	8.1	7.9	7.8	7.7	
16 to 24 years.....	15.7	14.7	16.4	16.4	15.7	15.8	15.0	14.8	14.6	14.2	15.2	
25 years and older.....	7.3	6.8	7.5	7.2	7.3	7.4	7.3	7.0	6.8	6.7	6.5	
Employment, nonfarm (payroll data), in thousands: <sup>1</sup>												
Total nonfarm.....	131,497	133,738	130,395	130,865	131,493	131,928	132,498	133,285	133,609	134,065	134,668	
Total private.....	109,411	111,821	108,128	108,674	109,337	109,928	110,548	111,344	111,694	112,120	112,795	
Goods-producing.....	18,047	18,410	17,792	17,923	18,042	18,156	18,242	18,402	18,470	18,405	18,508	
Manufacturing.....	11,726	11,918	11,590	11,682	11,724	11,762	11,797	11,910	11,935	11,925	11,946	
Service-providing.....	113,450	115,328	112,603	112,942	113,451	113,772	114,256	114,883	115,199	115,660	116,160	
Average hours:												
Total private.....	33.6	33.7	33.5	33.3	33.7	33.7	33.7	33.5	33.8	34.0	34.1	
Manufacturing.....	41.4	41.7	41.8	41.3	41.5	41.7	42.0	41.5	41.8	41.8	42.3	
Overtime.....	4.1	4.2	4.3	4.1	4.1	4.3	4.4	4.2	4.3	4.4	4.5	
Employment Cost Index <sup>1, 2, 3</sup>												
Total compensation:												
Civilian nonfarm <sup>4</sup> .....	2.0	1.9	.3	.7	.7	.3	.3	.6	.5	.6	.2	
Private nonfarm.....	2.2	1.9	.3	.7	.9	.3	.3	.6	.6	.4	.3	
Goods-producing <sup>5</sup> .....	2.4	1.6	.1	.8	1.1	.2	.4	.3	.5	.5	.3	
Service-providing <sup>5</sup> .....	2.0	2.1	.4	.7	.7	.3	.3	.9	.6	.3	.3	
State and local government .....	1.3	1.9	.3	.3	.1	.8	.1	.5	.3	.9	.2	
Workers by bargaining status (private nonfarm):												
Union.....	2.7	2.2	.2	.7	1.3	.3	.4	.3	.8	.8	.2	
Nonunion.....	2.1	1.9	.3	.8	.7	.4	.3	.7	.6	.3	.3	

<sup>1</sup> Quarterly data seasonally adjusted.<sup>2</sup> Annual changes are December-to-December changes. Quarterly changes are calculated using the last month of each quarter.<sup>3</sup> The Employment Cost Index data reflect the conversion to the 2002 North American Classification System (NAICS) and the 2000 Standard Occupational Classification (SOC) system. The NAICS and SOC data shown prior to 2006 are for informational purposes only. Series based on NAICS and SOC became the official BLS estimates starting in March 2006.<sup>4</sup> Excludes Federal and private household workers.<sup>5</sup> 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	2011	2012	2010	2011				2012			
			IV	I	II	III	IV	I	II	III	IV
Compensation data <sup>1, 2, 3</sup>											
Employment Cost Index—compensation:											
Civilian nonfarm.....	2.0	1.9	0.3	0.7	0.7	0.3	0.3	0.6	0.5	0.6	0.2
Private nonfarm.....	2.2	1.9	.3	.7	.9	.3	.3	.6	.6	.4	.3
Employment Cost Index—wages and salaries:											
Civilian nonfarm.....	1.4	1.7	.4	.4	.4	.4	.2	.6	.4	.4	.2
Private nonfarm.....	1.6	1.7	.4	.4	.5	.4	.3	.6	.5	.4	.2
Price data <sup>1</sup>											
Consumer Price Index (All Urban Consumers): All Items.....	3.0	1.7	.3	2.0	1.0	.5	-.5	1.6	0.0	0.8	-0.8
Producer Price Index:											
Finished goods.....	4.7	1.3	1.4	3.6	1.2	.6	-.8	1.7	-.8	2.0	-1.6
Finished consumer goods.....	5.4	1.3	1.8	4.6	1.4	.7	-1.4	2.2	-1.1	2.7	-2.4
Capital equipment.....	2.3	1.4	.5	.6	.4	.2	1.0	.6	.1	.0	.7
Intermediate materials, supplies, and components.....	5.7	.3	2.0	5.2	2.9	.0	-2.3	2.4	-1.8	1.5	-1.8
Crude materials.....	6.6	1.6	8.5	9.3	3.5	-2.2	-3.6	2.8	-8.7	7.8	.4
Productivity data <sup>4</sup>											
Output per hour of all persons:											
Business sector.....	.4	.9	1.5	-2.5	1.1	.5	2.9	-.6	1.7	2.9	-1.9
Nonfarm business sector.....	.7	1.0	1.9	-2.0	1.2	.6	2.8	-.5	1.9	3.2	-2.0
Nonfinancial corporations <sup>5</sup> .....	.9	—	-3.9	4.0	3.8	-3.5	3.9	1.6	1.6	-4.7	—

<sup>1</sup> 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.

<sup>2</sup> Excludes Federal and private household workers.

<sup>3</sup> The Employment Cost Index data reflect the conversion to the 2002 North American Classification System (NAICS) and the 2000 Standard Occupational Classification (SOC) system. The NAICS and SOC data shown prior to 2006 are for informational purposes only.

only. Series based on NAICS and SOC became the official BLS estimates starting in March 2006.

<sup>4</sup> 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.

<sup>5</sup> Output per hour of all employees.

## 3. Alternative measures of wage and compensation changes

Components	Quarterly change					Four quarters ending—				
	2011	2012				2011	2012			
	IV	I	II	III	IV	IV	I	II	III	IV
Average hourly compensation: <sup>1</sup>										
All persons, business sector.....	-0.6	5.6	1.3	0.9	2.7	2.0	1.2	1.5	1.8	2.6
All persons, nonfarm business sector.....	-.7	5.8	1.3	.8	2.4	2.0	1.2	1.6	1.8	2.6
Employment Cost Index—compensation: <sup>2</sup>										
Civilian nonfarm <sup>3</sup> .....	.3	.6	.5	.6	.2	2.0	1.9	1.7	2.0	1.9
Private nonfarm.....	.3	.6	.6	.4	.3	2.2	2.1	1.8	2.0	1.9
Union.....	.4	.3	.8	.8	.2	2.7	2.3	1.9	2.4	2.2
Nonunion.....	.3	.7	.6	.3	.3	2.1	2.0	1.9	1.9	1.9
State and local government.....	.1	.5	.3	.9	.2	1.3	1.5	1.6	1.8	1.9
Employment Cost Index—wages and salaries: <sup>2</sup>										
Civilian nonfarm <sup>3</sup> .....	.2	.6	.4	.4	.2	1.4	1.7	1.7	1.7	1.7
Private nonfarm.....	.3	.6	.5	.4	.2	1.6	1.9	1.8	1.8	1.7
Union.....	.3	.6	.5	.6	.4	1.8	1.8	1.9	2.0	2.2
Nonunion.....	.3	.5	.6	.3	.2	1.7	1.8	1.8	1.7	1.7
State and local government.....	.2	.3	.2	.5	.2	1.0	1.0	1.1	1.1	1.1

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

<sup>2</sup> The Employment Cost Index data reflect the conversion to the 2002 North American Classification System (NAICS) and the 2000 Standard

Occupational Classification (SOC) system. The NAICS and SOC data shown prior to 2006 are for informational purposes only. Series based on NAICS and SOC became the official BLS estimates starting in March 2006.

<sup>3</sup> Excludes Federal and private 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		2012												2013
	2011	2012	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.
<b>TOTAL</b>															
Civilian noninstitutional															
population <sup>1</sup>	239,618	243,284	242,269	242,435	242,604	242,784	242,966	243,155	243,354	243,566	243,772	243,983	244,174	244,350	244,663
Civilian labor force.....	153,617	154,975	154,356	154,825	154,707	154,451	154,998	155,149	154,995	154,647	155,056	155,576	155,319	155,511	155,654
Participation rate.....	64.1	63.7	63.7	63.9	63.8	63.6	63.8	63.8	63.7	63.5	63.6	63.8	63.6	63.6	63.6
Employed.....	139,869	142,469	141,608	142,019	142,020	141,934	142,302	142,448	142,250	142,164	142,974	143,328	143,277	143,305	143,322
Employment-pop- ulation ratio <sup>2</sup> .....	58.4	58.6	58.5	58.6	58.5	58.5	58.6	58.6	58.5	58.4	58.7	58.7	58.7	58.6	58.6
Unemployed.....	13,747	12,506	12,748	12,806	12,686	12,518	12,695	12,701	12,745	12,483	12,082	12,248	12,042	12,206	12,332
Unemployment rate.....	8.9	8.1	8.3	8.3	8.2	8.1	8.2	8.2	8.2	8.1	7.8	7.9	7.8	7.8	7.9
Not in the labor force.....	86,001	88,310	87,913	87,611	87,898	88,332	87,968	88,006	88,359	88,919	88,716	88,407	88,855	88,839	89,008
<b>Men, 20 years and over</b>															
Civilian noninstitutional															
population <sup>1</sup>	107,736	108,686	108,087	108,188	108,289	108,396	108,503	108,613	108,727	108,851	108,973	109,096	109,206	109,308	109,448
Civilian labor force.....	79,080	79,387	79,203	79,301	79,313	79,103	79,373	79,432	79,376	79,085	79,436	79,679	79,568	79,695	80,016
Participation rate.....	73.4	73.0	73.3	73.3	73.2	73.0	73.2	73.1	73.0	72.7	72.9	73.0	72.9	72.9	73.1
Employed.....	72,182	73,403	73,138	73,179	73,238	73,145	73,230	73,299	73,288	73,097	73,612	73,845	73,821	73,949	74,139
Employment-pop- ulation ratio <sup>2</sup> .....	67.0	67.5	67.7	67.6	67.6	67.5	67.5	67.5	67.4	67.2	67.6	67.7	67.6	67.7	67.7
Unemployed.....	6,898	5,984	6,065	6,123	6,075	5,958	6,143	6,133	6,089	5,988	5,825	5,834	5,747	5,746	5,877
Unemployment rate.....	8.7	7.5	7.7	7.7	7.7	7.5	7.7	7.7	7.7	7.6	7.3	7.3	7.2	7.2	7.3
Not in the labor force.....	28,656	29,299	28,885	28,886	28,976	29,292	29,130	29,180	29,351	29,766	29,536	29,416	29,638	29,613	29,432
<b>Women, 20 years and over</b>															
Civilian noninstitutional															
population <sup>1</sup>	115,107	117,614	117,082	117,170	117,260	117,353	117,448	117,546	117,648	117,760	117,869	117,980	118,079	118,170	118,348
Civilian labor force.....	68,810	69,765	69,420	69,775	69,580	69,580	69,777	69,777	69,673	69,800	69,813	70,041	69,907	70,059	69,749
Participation rate.....	59.8	59.3	59.3	59.5	59.3	59.3	59.4	59.4	59.2	59.3	59.2	59.4	59.2	59.3	58.9
Employed.....	63,360	64,640	64,080	64,457	64,422	64,454	64,653	64,616	64,437	64,716	64,934	65,014	64,988	64,954	64,675
Employment-pop- ulation ratio <sup>2</sup> .....	55.0	55.0	54.7	55.0	54.9	54.9	55.0	55.0	54.8	55.0	55.1	55.1	55.0	55.0	54.6
Unemployed.....	5,450	5,125	5,341	5,318	5,158	5,126	5,124	5,161	5,236	5,083	4,879	5,027	4,918	5,105	5,074
Unemployment rate.....	7.9	7.3	7.7	7.6	7.4	7.4	7.3	7.4	7.5	7.3	7.0	7.2	7.0	7.3	7.3
Not in the labor force.....	46,297	47,849	47,662	47,396	47,680	47,774	47,670	47,769	47,975	47,960	48,056	47,939	48,172	48,111	48,599
<b>Both sexes, 16 to 19 years</b>															
Civilian noninstitutional															
population <sup>1</sup>	16,774	16,984	17,100	17,078	17,056	17,034	17,015	16,997	16,979	16,955	16,931	16,907	16,890	16,871	16,867
Civilian labor force.....	5,727	5,823	5,733	5,748	5,814	5,768	5,847	5,940	5,945	5,763	5,807	5,856	5,845	5,756	5,889
Participation rate.....	34.1	34.3	33.5	33.7	34.1	33.9	34.4	34.9	35.0	34.0	34.3	34.6	34.6	34.1	34.9
Employed.....	4,327	4,426	4,391	4,383	4,360	4,334	4,419	4,533	4,525	4,351	4,429	4,469	4,468	4,402	4,508
Employment-pop- ulation ratio <sup>2</sup> .....	25.8	26.1	25.7	25.7	25.6	25.4	26.0	26.7	26.7	25.7	26.2	26.4	26.5	26.1	26.7
Unemployed.....	1,400	1,397	1,342	1,365	1,453	1,434	1,428	1,406	1,420	1,412	1,378	1,387	1,376	1,355	1,381
Unemployment rate.....	24.4	24.0	23.4	23.7	25.0	24.9	24.4	23.7	23.9	24.5	23.7	23.7	23.6	23.5	23.4
Not in the labor force.....	11,048	11,162	11,367	11,329	11,242	11,266	11,168	11,057	11,033	11,192	11,124	11,051	11,045	11,115	10,978
<b>White<sup>3</sup></b>															
Civilian noninstitutional															
population <sup>1</sup>	193,077	193,204	192,600	192,691	192,788	192,893	193,004	193,120	193,245	193,376	193,503	193,633	193,748	193,849	193,776
Civilian labor force.....	124,579	123,684	123,615	123,818	123,702	123,585	123,981	123,783	123,578	123,292	123,637	123,794	123,540	123,774	123,971
Participation rate.....	64.5	64.0	64.2	64.3	64.2	64.1	64.2	64.1	63.9	63.8	63.9	63.9	63.8	63.9	64.0
Employed.....	114,690	114,769	114,442	114,687	114,645	114,438	114,817	114,730	114,428	114,395	115,002	115,205	115,124	115,289	115,266
Employment-pop- ulation ratio <sup>2</sup> .....	59.4	59.4	59.4	59.5	59.5	59.3	59.5	59.4	59.2	59.2	59.4	59.5	59.4	59.5	59.5
Unemployed.....	9,889	8,915	9,174	9,131	9,058	9,147	9,163	9,053	9,151	8,897	8,635	8,588	8,416	8,485	8,705
Unemployment rate.....	7.9	7.2	7.4	7.4	7.3	7.4	7.4	7.3	7.4	7.2	7.0	6.9	6.8	6.9	7.0
Not in the labor force.....	68,498	69,520	68,984	68,873	69,086	69,308	69,023	69,337	69,667	70,084	69,866	69,839	70,207	70,076	69,805
<b>Black or African American<sup>3</sup></b>															
Civilian noninstitutional															
population <sup>1</sup>	29,114	29,907	29,727	29,760	29,792	29,824	29,854	29,885	29,918	29,954	29,991	30,027	30,061	30,093	30,190
Civilian labor force.....	17,881	18,400	18,206	18,344	18,411	18,298	18,301	18,549	18,424	18,389	18,346	18,716	18,374	18,403	18,641
Participation rate.....	61.4	61.5	61.2	61.6	61.8	61.4	61.3	62.1	61.6	61.4	61.2	62.3	61.1	61.2	61.7
Employed.....	15,051	15,856	15,733	15,761	15,838	15,910	15,808	15,879	15,833	15,811	15,891	16,011	15,952	15,827	16,073
Employment-pop- ulation ratio <sup>2</sup> .....	51.7	53.0	52.9	53.0	53.2	53.3	53.0	53.1	52.9	52.8	53.0	53.3	53.1	52.6	53.2
Unemployed.....	2,831	2,544	2,472	2,582	2,573	2,388	2,493	2,670	2,590	2,578	2,456	2,705	2,422	2,577	2,568
Unemployment rate.....	15.8	13.8	13.6	14.1	14.0	13.1	13.6	14.4	14.1	14.0	13.4	14.5	13.2	14.0	13.8
Not in the labor force.....	11,233	11,508	11,522	11,416	11,381	11,526	11,553	11,337	11,494	11,566	11,645	11,311	11,687	11,690	11,549

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		2012												2013
	2011	2012	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.
<b>Hispanic or Latino ethnicity</b>															
Civilian noninstitutional population <sup>1</sup> .....	34,438	36,759	36,301	36,384	36,463	36,546	36,626	36,708	36,792	36,881	36,969	37,058	37,147	37,231	37,094
Civilian labor force.....	22,898	24,391	24,040	24,201	24,126	24,248	24,568	24,585	24,467	24,351	24,465	24,572	24,544	24,539	24,572
Participation rate.....	66.5	66.4	66.2	66.5	66.2	66.3	67.1	67.0	66.5	66.0	66.2	66.3	66.1	65.9	66.2
Employed.....	20,269	21,878	21,505	21,638	21,639	21,749	21,856	21,878	21,950	21,874	22,042	22,112	22,109	22,195	22,199
Employment-population ratio <sup>2</sup> .....	58.9	59.5	59.2	59.5	59.3	59.5	59.7	59.6	59.7	59.3	59.6	59.7	59.5	59.6	59.8
Unemployed.....	2,629	2,514	2,535	2,562	2,487	2,499	2,712	2,708	2,517	2,477	2,422	2,460	2,435	2,344	2,373
Unemployment rate.....	11.5	10.3	10.5	10.6	10.3	10.3	11.0	11.0	10.3	10.2	9.9	10.0	9.9	9.6	9.7
Not in the labor force.....	11,540	12,368	12,261	12,184	12,337	12,298	12,058	12,123	12,325	12,529	12,505	12,486	12,602	12,692	12,522

<sup>1</sup> The population figures are not seasonally adjusted.

<sup>2</sup> Civilian employment as a percent of the civilian noninstitutional population.

<sup>3</sup> 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		2012												2013
	2011	2012	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.
<b>Characteristic</b>															
Employed, 16 years and older..	139,869	142,469	141,608	142,019	142,020	141,934	142,302	142,448	142,250	142,164	142,974	143,328	143,277	143,305	143,322
Men.....	74,290	75,555	75,257	75,271	75,344	75,301	75,415	75,522	75,512	75,174	75,769	76,027	75,983	76,060	76,290
Women.....	65,579	66,914	66,351	66,748	66,676	66,632	66,887	66,926	66,738	66,990	67,206	67,301	67,294	67,245	67,032
Married men, spouse present.....	43,283	43,820	43,662	43,550	43,660	43,623	43,815	43,758	43,764	43,913	43,980	44,134	44,016	43,924	44,117
Married women, spouse present.....	34,110	34,521	34,422	34,357	34,360	34,230	34,626	34,553	34,365	34,788	34,804	34,561	34,576	34,611	34,271
<b>Persons at work part time<sup>1</sup></b>															
All industries:															
Part time for economic reasons.....	8,560	8,122	8,220	8,127	7,664	7,896	8,116	8,210	8,245	8,043	8,607	8,286	8,138	7,918	7,973
Slack work or business conditions.....	5,711	5,255	5,413	5,440	5,060	5,210	5,174	5,471	5,319	5,195	5,567	5,177	5,084	4,928	5,126
Could only find part-time work.....	2,514	2,541	2,558	2,397	2,360	2,393	2,693	2,514	2,568	2,524	2,587	2,618	2,648	2,616	2,630
Part time for noneconomic reasons.....	18,334	18,806	18,700	18,868	18,530	18,868	19,356	18,825	18,846	18,954	18,728	18,896	18,594	18,763	18,464
Nonagricultural industries:															
Part time for economic reasons.....	8,423	8,003	8,072	7,989	7,587	7,770	7,991	8,072	8,104	7,910	8,552	8,162	8,029	7,812	7,867
Slack work or business conditions.....	5,617	5,178	5,312	5,353	5,003	5,116	5,106	5,363	5,258	5,118	5,468	5,105	5,025	4,887	5,047
Could only find part-time work.....	2,494	2,522	2,556	2,351	2,307	2,347	2,646	2,501	2,558	2,527	2,604	2,631	2,650	2,583	2,610
Part time for noneconomic reasons.....	17,957	18,446	18,330	18,456	18,106	18,475	18,893	18,470	18,519	18,596	18,399	18,527	18,310	18,469	18,182

<sup>1</sup> 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		2012												2013
	2011	2012	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.
<b>Characteristic</b>															
Total, 16 years and older.....	8.9	8.1	8.3	8.3	8.2	8.1	8.2	8.2	8.2	8.1	7.8	7.9	7.8	7.8	7.9
Both sexes, 16 to 19 years.....	24.4	24.0	23.4	23.7	25.0	24.9	24.4	23.7	23.9	24.5	23.7	23.7	23.6	23.5	23.4
Men, 20 years and older.....	8.7	7.5	7.7	7.7	7.7	7.5	7.7	7.7	7.7	7.6	7.3	7.3	7.2	7.2	7.3
Women, 20 years and older.....	7.9	7.3	7.7	7.6	7.4	7.4	7.3	7.4	7.5	7.3	7.0	7.2	7.0	7.3	7.3
White, total <sup>1</sup> .....	7.9	7.2	7.4	7.4	7.3	7.4	7.4	7.3	7.4	7.2	7.0	6.9	6.8	6.9	7.0
Both sexes, 16 to 19 years.....	21.7	21.5	21.3	21.3	22.5	22.7	21.7	20.9	21.4	23.0	21.1	20.7	20.3	21.6	20.8
Men, 16 to 19 years.....	24.5	24.5	24.5	23.7	25.4	25.1	24.4	24.3	23.9	27.6	24.1	23.7	23.0	24.5	23.4
Women, 16 to 19 years.....	18.9	18.4	18.1	18.8	19.5	20.1	18.8	17.2	18.9	18.1	18.1	17.4	17.5	18.8	18.2
Men, 20 years and older.....	7.7	6.7	6.9	6.9	6.8	6.8	7.0	7.0	6.8	6.7	6.6	6.5	6.4	6.2	6.6
Women, 20 years and older.....	7.0	6.5	6.8	6.8	6.6	6.8	6.7	6.6	6.9	6.4	6.3	6.3	6.2	6.3	6.4
Black or African American, total <sup>1</sup> .....	15.8	13.8	13.6	14.1	14.0	13.1	13.6	14.4	14.1	14.0	13.4	14.5	13.2	14.0	13.8
Both sexes, 16 to 19 years.....	41.3	38.3	37.9	34.3	40.2	37.9	36.4	39.3	36.3	38.2	37.1	40.9	39.3	40.5	37.8
Men, 16 to 19 years.....	43.1	41.3	35.2	43.1	39.7	39.6	36.2	39.3	37.7	44.2	43.0	48.8	43.9	44.3	43.3
Women, 16 to 19 years.....	39.4	35.6	40.3	26.4	40.6	36.2	36.6	39.2	35.0	33.0	31.3	33.6	34.8	37.6	33.2
Men, 20 years and older.....	16.7	14.0	12.8	14.4	13.9	13.7	14.3	14.2	14.8	14.2	14.1	14.1	12.9	14.0	13.4
Women, 20 years and older.....	13.2	11.9	12.5	12.3	12.1	10.7	11.4	12.6	11.5	12.0	10.8	12.7	11.5	12.2	12.3
Hispanic or Latino ethnicity.....	11.5	10.3	10.5	10.6	10.3	10.3	11.0	11.0	10.3	10.2	9.9	10.0	9.9	9.6	9.7
Married men, spouse present.....	5.8	4.9	5.1	5.0	5.1	5.1	5.3	4.9	4.9	4.9	4.7	4.6	4.7	4.7	4.6
Married women, spouse present.....	5.6	5.3	5.5	5.4	5.3	5.3	4.9	5.4	5.7	5.1	5.0	5.1	5.1	5.2	5.2
Full-time workers.....	9.6	8.5	8.8	8.8	8.6	8.6	8.7	8.6	8.6	8.6	8.3	8.3	8.1	8.3	8.3
Part-time workers.....	6.3	6.1	5.9	6.0	6.2	6.3	6.1	6.3	6.5	6.1	5.7	6.2	6.2	6.2	6.2
<b>Educational attainment<sup>2</sup></b>															
Less than a high school diploma.....	14.1	12.4	13.1	12.9	12.6	12.5	13.0	12.5	12.7	12.0	11.2	12.2	12.1	11.7	12.0
High school graduates, no college <sup>3</sup> .....	9.4	8.3	8.5	8.3	8.0	7.9	8.2	8.5	8.6	8.7	8.6	8.3	8.1	8.0	8.1
Some college or associate degree.....	8.0	7.1	7.3	7.3	7.5	7.5	7.8	7.3	7.1	6.6	6.5	7.0	6.6	6.9	7.0
Bachelor's degree and higher <sup>4</sup> .....	4.3	4.0	4.2	4.2	4.2	4.0	3.9	4.1	4.1	4.1	4.0	3.7	3.9	3.9	3.7

<sup>1</sup> 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.

<sup>2</sup> Data refer to persons 25 years and older.

**7. Duration of unemployment, monthly data seasonally adjusted**

[Numbers in thousands]

Weeks of unemployment	Annual average		2012												2013
	2011	2012	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.
Less than 5 weeks.....	2,677	2,644	2,495	2,563	2,596	2,567	2,602	2,825	2,697	2,865	2,535	2,633	2,596	2,676	2,766
5 to 14 weeks.....	2,993	2,866	2,874	2,817	2,784	2,841	3,007	2,826	3,102	2,848	2,825	2,847	2,757	2,838	3,028
15 weeks and over.....	8,077	6,996	7,466	7,366	7,179	7,023	7,088	7,149	6,923	6,846	6,736	6,829	6,604	6,661	6,566
15 to 26 weeks.....	2,061	1,859	1,944	1,974	1,877	1,984	1,703	1,813	1,756	1,823	1,866	1,813	1,820	1,895	1,858
27 weeks and over.....	6,016	5,136	5,522	5,392	5,302	5,040	5,385	5,336	5,167	5,023	4,871	5,017	4,784	4,766	4,708
Mean duration, in weeks.....	39.3	39.4	40.2	39.9	39.5	39.1	39.6	39.7	38.8	39.3	39.6	39.9	39.7	38.1	35.3
Median duration, in weeks.....	21.4	19.3	20.8	20.1	19.7	19.3	20.1	19.4	16.8	18.2	18.7	19.6	18.9	18.0	16.0

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		2012												2013
	2011	2012	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.
Job losers <sup>1</sup> .....	8,106	6,877	7,292	7,187	7,021	6,880	6,968	7,121	7,106	6,935	6,489	6,536	6,429	6,408	6,637
On temporary layoff.....	1,230	1,183	1,266	1,135	1,132	1,108	1,128	1,309	1,429	1,211	1,153	1,077	1,080	1,085	1,155
Not on temporary layoff.....	6,876	5,694	6,026	6,052	5,889	5,772	5,840	5,812	5,677	5,724	5,335	5,460	5,349	5,323	5,483
Job leavers.....	956	967	932	1,035	1,111	989	902	936	879	946	962	1,009	926	983	981
Reentrants.....	3,401	3,345	3,301	3,341	3,264	3,336	3,450	3,243	3,374	3,316	3,313	3,319	3,325	3,587	3,515
New entrants.....	1,284	1,316	1,258	1,382	1,421	1,362	1,347	1,316	1,299	1,268	1,253	1,302	1,326	1,291	1,287
<b>Percent of unemployed</b>															
Job losers <sup>1</sup> .....	59.0	55.0	57.0	55.5	54.8	54.7	55.0	56.4	56.1	55.6	54.0	53.7	53.5	52.2	53.4
On temporary layoff.....	8.9	9.5	9.9	8.8	8.8	8.8	8.9	10.4	11.3	9.7	9.6	8.8	9.0	8.8	9.3
Not on temporary layoff.....	50.0	45.5	47.1	46.8	45.9	45.9	46.1	46.1	44.8	45.9	44.4	44.9	44.6	43.4	44.1
Job leavers.....	7.0	7.7	7.3	8.0	8.7	7.9	7.1	7.4	6.9	7.6	8.0	8.3	7.7	8.0	7.9
Reentrants.....	24.7	26.7	25.8	25.8	25.5	26.5	27.2	25.7	26.7	26.6	27.6	27.3	27.7	29.2	28.3
New entrants.....	9.3	10.5	9.8	10.7	11.1	10.8	10.6	10.4	10.3	10.2	10.4	10.7	11.0	10.5	10.4
<b>Percent of civilian labor force</b>															
Job losers <sup>1</sup> .....	5.3	4.4	4.7	4.6	4.5	4.5	4.5	4.6	4.6	4.5	4.2	4.2	4.1	4.1	4.3
Job leavers.....	.6	.6	.6	.7	.7	.6	.6	.6	.6	.6	.6	.6	.6	.6	.6
Reentrants.....	2.2	2.2	2.1	2.2	2.1	2.2	2.2	2.1	2.2	2.1	2.1	2.1	2.1	2.3	2.3
New entrants.....	.8	.8	.8	.9	.9	.9	.9	.8	.8	.8	.8	.8	.9	.8	.8

<sup>1</sup> 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]

Employment status	Annual average		2012												2013
	2011	2012	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.
Total, 16 years and older.....	8.9	8.1	8.3	8.3	8.2	8.1	8.2	8.2	8.2	8.1	7.8	7.9	7.8	7.8	7.9
16 to 24 years.....	17.3	16.2	16.0	16.5	16.4	16.4	16.1	16.5	16.4	16.8	15.5	16.0	15.6	16.3	16.8
16 to 19 years.....	24.4	24.0	23.4	23.7	25.0	24.9	24.4	23.7	23.9	24.5	23.7	23.7	23.6	23.5	23.4
16 to 17 years.....	27.7	27.3	29.1	29.8	28.5	26.0	26.3	26.7	26.8	29.3	25.5	25.3	28.4	25.8	28.4
18 to 19 years.....	22.9	22.3	20.7	21.0	23.1	24.8	23.3	21.9	22.2	22.7	22.7	22.7	20.4	22.6	20.8
20 to 24 years.....	14.6	13.3	13.3	13.8	13.2	13.2	13.0	13.7	13.5	13.8	12.4	13.2	12.6	13.7	14.2
25 years and older.....	7.6	6.8	7.0	6.9	6.8	6.8	6.9	6.9	6.9	6.7	6.6	6.6	6.5	6.5	6.5
25 to 54 years.....	7.9	7.0	7.4	7.3	7.0	6.9	7.1	7.2	7.2	7.0	6.8	6.8	6.7	6.7	6.7
55 years and older.....	6.6	6.0	5.9	5.9	6.2	6.3	6.5	6.1	6.1	5.9	5.9	5.8	5.8	5.9	6.0
Men, 16 years and older.....	9.4	8.2	8.3	8.4	8.3	8.2	8.4	8.4	8.4	8.3	8.0	8.0	7.9	7.9	8.0
16 to 24 years.....	18.7	17.6	17.2	18.6	17.4	17.7	17.6	18.4	18.1	18.7	17.3	17.3	16.3	16.7	18.2
16 to 19 years.....	27.2	26.8	25.6	26.7	26.8	27.2	26.9	26.5	26.6	28.5	27.1	26.8	26.6	25.9	26.4
16 to 17 years.....	29.1	30.6	32.6	33.8	30.2	29.1	28.9	30.9	30.0	36.5	30.0	28.3	31.4	25.1	31.3
18 to 19 years.....	26.3	25.0	22.4	23.9	25.2	26.4	25.7	23.9	24.7	25.6	25.7	26.4	23.8	26.3	23.7
20 to 24 years.....	15.7	14.3	14.3	15.8	14.1	14.2	14.2	15.3	15.0	15.1	13.7	13.8	12.6	13.5	15.3
25 years and older.....	7.9	6.8	6.9	6.7	6.8	6.8	7.0	7.0	6.8	6.8	6.6	6.6	6.6	6.5	6.5
25 to 54 years.....	8.2	6.9	7.2	7.1	7.0	6.9	7.0	7.1	6.9	7.0	6.7	6.8	6.7	6.5	6.6
55 years and older.....	7.0	6.3	6.0	5.7	6.3	6.3	6.9	6.6	6.5	6.1	6.4	6.1	6.2	6.2	6.2
Women, 16 years and older.....	8.5	7.9	8.2	8.1	8.1	8.0	7.9	7.9	8.1	7.8	7.5	7.7	7.6	7.8	7.8
16 to 24 years.....	15.7	14.7	14.7	14.3	15.3	15.0	14.5	14.4	14.4	14.7	13.5	14.7	14.8	15.9	15.2
16 to 19 years.....	21.7	21.1	21.2	20.8	23.3	22.4	21.9	20.7	21.1	20.4	20.2	20.4	20.5	21.2	20.5
16 to 17 years.....	26.3	24.2	25.8	25.7	27.1	23.0	24.0	22.9	24.2	22.5	21.4	22.0	25.3	26.6	25.7
18 to 19 years.....	19.3	19.5	19.1	18.2	21.1	22.9	20.8	19.7	19.3	19.5	19.5	18.8	17.0	18.9	17.9
20 to 24 years.....	13.4	12.1	12.1	11.7	12.1	12.2	11.7	11.9	11.8	12.5	10.9	12.5	12.6	13.9	13.1
25 years and older.....	7.3	6.8	7.1	7.2	6.8	6.8	6.8	6.9	7.1	6.7	6.5	6.6	6.3	6.6	6.6
25 to 54 years.....	7.6	7.1	7.6	7.5	7.1	7.0	7.2	7.3	7.4	7.1	6.8	6.9	6.7	6.9	6.8
55 years and older <sup>1</sup> .....	6.2	5.7	5.9	6.1	5.9	5.8	5.6	5.8	6.6	6.2	5.6	5.5	5.0	5.1	5.9

<sup>1</sup> 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	Dec. 2011	Nov. 2012 <sup>P</sup>	Dec. 2012 <sup>P</sup>	State	Dec. 2011	Nov. 2012 <sup>P</sup>	Dec. 2012 <sup>P</sup>
Alabama.....	7.5	6.9	6.8	Missouri.....	7.5	6.6	6.6
Alaska.....	7.4	6.7	6.6	Montana.....	6.3	5.7	5.6
Arizona.....	8.7	8.0	7.9	Nebraska.....	4.2	3.8	3.8
Arkansas.....	7.6	7.2	7.1	Nevada.....	12.3	10.0	9.8
California.....	11.2	9.9	9.8	New Hampshire.....	5.4	5.7	5.7
Colorado.....	8.3	7.6	7.5	New Jersey.....	9.2	9.6	9.5
Connecticut.....	8.3	8.3	8.2	New Mexico.....	7.1	6.7	6.6
Delaware.....	7.2	7.0	7.1	New York.....	8.4	8.2	8.2
District of Columbia.....	9.6	8.5	8.4	North Carolina.....	9.8	9.4	9.4
Florida.....	9.4	8.0	7.9	North Dakota.....	3.2	3.2	3.2
Georgia.....	9.5	8.7	8.7	Ohio.....	7.8	6.8	6.7
Hawaii.....	6.4	5.3	5.1	Oklahoma.....	5.6	5.1	5.1
Idaho.....	7.7	6.5	6.3	Oregon.....	9.2	8.4	8.3
Illinois.....	9.4	8.7	8.6	Pennsylvania.....	7.7	8.1	7.9
Indiana.....	8.7	8.4	8.3	Rhode Island.....	10.9	10.0	9.9
Iowa.....	5.5	4.9	5.0	South Carolina.....	9.7	8.6	8.6
Kansas.....	6.0	5.5	5.5	South Dakota.....	4.5	4.3	4.3
Kentucky.....	8.7	8.0	8.0	Tennessee.....	8.4	7.7	7.6
Louisiana.....	7.0	5.7	5.6	Texas.....	7.4	6.3	6.2
Maine.....	7.5	7.2	7.2	Utah.....	6.1	5.3	5.4
Maryland.....	6.9	6.7	6.7	Vermont.....	5.1	5.0	4.9
Massachusetts.....	6.9	6.7	6.7	Virginia.....	6.2	5.7	5.6
Michigan.....	9.4	9.0	8.9	Washington.....	8.7	7.6	7.5
Minnesota.....	5.8	5.5	5.4	West Virginia.....	7.3	7.5	7.4
Mississippi.....	9.7	9.0	8.9	Wisconsin.....	7.1	6.7	6.7
				Wyoming.....	5.8	5.0	4.9

<sup>P</sup> = preliminary**11. Employment of workers on nonfarm payrolls by State, seasonally adjusted**

State	Dec. 2011	Nov. 2012 <sup>P</sup>	Dec. 2012 <sup>P</sup>	State	Dec. 2011	Nov. 2012 <sup>P</sup>	Dec. 2012 <sup>P</sup>
Alabama.....	2,160,650	2,152,168	2,150,144	Missouri.....	3,011,122	2,990,520	2,994,282
Alaska.....	367,223	366,234	366,436	Montana.....	503,641	509,994	510,354
Arizona.....	3,039,308	3,029,985	3,029,341	Nebraska.....	1,007,734	1,032,873	1,036,450
Arkansas.....	1,367,472	1,348,042	1,347,782	Nevada.....	1,387,704	1,371,556	1,370,794
California.....	18,479,284	18,537,332	18,558,201	New Hampshire.....	741,007	744,134	744,727
Colorado.....	2,739,049	2,745,499	2,747,520	New Jersey.....	4,562,485	4,630,366	4,640,283
Connecticut.....	1,891,118	1,871,359	1,869,652	New Mexico.....	933,477	937,788	938,565
Delaware.....	442,719	445,541	446,428	New York.....	9,572,239	9,588,960	9,596,823
District of Columbia.....	350,540	369,320	370,717	North Carolina.....	4,683,708	4,753,122	4,767,234
Florida.....	9,318,621	9,404,156	9,413,648	North Dakota.....	388,007	394,911	395,450
Georgia.....	4,792,445	4,821,320	4,830,658	Ohio.....	5,787,054	5,728,485	5,728,748
Hawaii.....	656,418	651,954	652,867	Oklahoma.....	1,797,436	1,813,129	1,816,631
Idaho.....	771,388	774,093	774,653	Oregon.....	1,975,236	1,956,362	1,956,364
Illinois.....	6,591,474	6,610,905	6,617,435	Pennsylvania.....	6,425,432	6,531,175	6,535,418
Indiana.....	3,167,500	3,148,428	3,146,956	Rhode Island.....	558,321	562,821	563,202
Iowa.....	1,655,323	1,626,926	1,629,331	South Carolina.....	2,167,712	2,168,023	2,170,238
Kansas.....	1,497,297	1,486,908	1,488,649	South Dakota.....	445,903	446,315	446,890
Kentucky.....	2,069,201	2,084,681	2,086,329	Tennessee.....	3,111,090	3,121,158	3,126,337
Louisiana.....	2,078,069	2,085,742	2,088,739	Texas.....	12,553,481	12,630,244	12,650,150
Maine.....	705,976	706,316	706,563	Utah.....	1,347,057	1,356,958	1,361,179
Maryland.....	3,106,040	3,138,880	3,142,880	Vermont.....	358,369	356,220	356,230
Massachusetts.....	3,475,961	3,479,427	3,481,761	Virginia.....	4,219,366	4,216,799	4,220,911
Michigan.....	4,668,315	4,642,582	4,640,493	Washington.....	3,487,702	3,470,362	3,469,323
Minnesota.....	2,969,489	2,972,297	2,975,401	West Virginia.....	803,019	807,767	808,316
Mississippi.....	1,335,827	1,337,321	1,338,562	Wisconsin.....	3,061,577	3,047,296	3,049,041
				Wyoming.....	305,520	306,209	306,329

NOTE: Some data in this table may differ from data published elsewhere because of the continual updating of the database.

<sup>P</sup> = preliminary



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

[In thousands]

Industry	Annual average		2012												2013
	2011	2012	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec. <sup>P</sup>	Jan. <sup>P</sup>
<b>TOTAL NONFARM.....</b>	131,497	133,739	132,809	133,080	133,285	133,397	133,522	133,609	133,762	133,927	134,065	134,225	134,472	134,691	134,810
<b>TOTAL PRIVATE.....</b>	109,411	111,822	110,871	111,136	111,344	111,464	111,616	111,694	111,871	112,002	112,120	112,337	112,593	112,817	112,957
<b>GOODS-PRODUCING.....</b>	18,047	18,410	18,314	18,365	18,402	18,408	18,396	18,410	18,436	18,422	18,405	18,421	18,464	18,522	18,563
<b>Natural resources and</b>															
<b>mining.....</b>	788	851	844	851	852	852	855	853	852	849	847	841	853	860	864
Logging.....	48.7	50.4	50.0	49.7	49.8	49.1	50.9	51.1	50.8	50.5	50.8	50.8	50.7	50.6	49.0
Mining.....	739.2	800.4	793.6	800.9	801.8	802.7	803.9	801.9	800.7	798.9	796.1	790.5	802.0	809.2	814.6
Oil and gas extraction.....	172.0	186.8	181.9	183.1	184.8	185.2	185.7	186.8	187.6	188.0	188.0	188.2	190.0	191.7	192.2
Mining, except oil and gas <sup>1</sup> .....	218.4	222.6	224.7	225.1	224.7	224.6	223.6	221.6	221.8	220.6	220.7	219.0	221.6	224.3	226.1
Coal mining.....	87.3	86.6	89.7	89.7	89.3	88.5	88.1	87.2	86.4	85.3	84.5	83.1	83.0	83.8	83.8
Support activities for mining.....	348.8	391.1	387.0	392.7	392.3	392.9	394.6	393.5	391.3	390.3	387.4	383.3	390.4	393.2	396.3
<b>Construction.....</b>	5,533	5,641	5,629	5,644	5,640	5,636	5,615	5,622	5,627	5,630	5,633	5,649	5,673	5,711	5,736
Construction of buildings.....	1,222.1	1,235.8	1,232.0	1,239.2	1,234.2	1,231.7	1,234.3	1,232.8	1,236.0	1,233.3	1,232.0	1,235.0	1,241.4	1,249.6	1,251.7
Heavy and civil engineering.....	836.8	870.7	860.5	866.5	866.4	869.9	860.8	862.0	872.0	877.5	877.3	879.1	880.2	884.6	890.4
Specialty trade contractors.....	3,474.4	3,534.2	3,536.5	3,538.6	3,539.1	3,534.3	3,519.4	3,527.6	3,519.0	3,519.5	3,523.2	3,535.3	3,551.4	3,576.5	3,593.7
<b>Manufacturing.....</b>	11,726	11,919	11,841	11,870	11,910	11,920	11,926	11,935	11,957	11,943	11,925	11,931	11,938	11,951	11,963
Production workers.....	8,228	8,394	8,328	8,368	8,398	8,404	8,409	8,408	8,435	8,413	8,392	8,399	8,403	8,408	8,417
<b>Durable goods.....</b>	7,273	7,462	7,400	7,426	7,452	7,460	7,467	7,476	7,496	7,482	7,465	7,466	7,483	7,494	7,500
Production workers.....	4,986	5,146	5,092	5,124	5,143	5,151	5,157	5,156	5,182	5,161	5,143	5,145	5,161	5,167	5,175
Wood products.....	337.1	337.9	337.4	339.5	338.9	337.2	336.2	336.2	335.9	335.5	335.8	339.0	343.5	343.9	345.1
Nonmetallic mineral products	366.6	363.8	367.6	369.8	369.0	367.2	363.7	362.2	362.0	360.2	359.8	360.8	362.1	365.6	365.4
Primary metals.....	388.3	401.8	400.0	400.3	401.2	401.5	404.1	404.1	406.7	403.8	401.0	401.5	399.3	398.3	398.0
Fabricated metal products.....	1,347.3	1,411.3	1,387.2	1,396.4	1,402.0	1,407.3	1,411.9	1,415.3	1,418.5	1,417.1	1,416.8	1,416.2	1,423.2	1,424.0	1,426.7
Machinery.....	1,055.8	1,098.2	1,086.9	1,091.4	1,096.0	1,099.3	1,101.5	1,102.9	1,100.9	1,102.0	1,099.6	1,097.1	1,098.2	1,100.9	1,101.9
Computer and electronic															
products <sup>1</sup> .....	1,103.5	1,093.7	1,098.5	1,097.5	1,098.7	1,097.4	1,098.8	1,096.4	1,097.0	1,093.7	1,086.3	1,088.4	1,085.3	1,086.7	1,086.9
Computer and peripheral															
equipment.....	157.4	158.6	157.8	157.6	157.7	158.4	158.7	159.6	159.7	161.4	158.3	158.3	158.5	158.4	159.4
Communications equipment...	115.3	109.5	111.3	110.8	111.0	110.0	109.7	109.2	110.1	108.9	108.4	108.2	108.1	108.3	107.8
Semiconductors and															
electronic components.....	383.4	384.4	385.2	385.9	385.5	384.7	386.0	385.3	386.2	383.5	382.2	382.9	381.1	382.5	381.9
Electronic instruments.....	404.2	400.4	402.3	401.9	403.3	403.1	403.1	401.7	400.9	399.3	397.1	398.1	397.2	397.4	397.7
Electrical equipment and															
appliances.....	366.1	370.1	368.6	370.2	372.1	370.8	371.1	371.4	370.6	369.9	369.7	370.2	369.9	368.3	366.1
Transportation equipment.....	1,381.5	1,456.0	1,425.4	1,432.2	1,443.8	1,447.3	1,449.5	1,455.9	1,472.0	1,467.1	1,466.1	1,464.7	1,472.9	1,474.9	1,476.6
Furniture and related															
products.....	353.1	350.1	349.6	351.1	351.6	352.9	350.6	349.5	349.2	351.1	349.0	348.6	349.6	350.8	352.1
Miscellaneous manufacturing	573.7	579.5	578.7	577.4	578.7	579.5	580.0	582.4	583.1	581.6	580.7	579.9	578.7	580.1	580.7
<b>Nondurable goods.....</b>	4,453	4,456	4,441	4,444	4,458	4,460	4,459	4,459	4,461	4,461	4,460	4,465	4,455	4,457	4,463
Production workers.....	3,241	3,248	3,236	3,244	3,255	3,253	3,252	3,252	3,253	3,252	3,249	3,254	3,242	3,241	3,242
Food manufacturing.....	1,458.8	1,468.7	1,454.6	1,458.3	1,464.0	1,468.3	1,468.9	1,472.2	1,473.0	1,476.0	1,477.1	1,477.0	1,466.8	1,465.6	1,467.6
Beverages and tobacco															
products.....	120.1	118.0	119.4	119.1	118.9	118.6	118.0	117.9	118.0	117.5	117.8	116.7	117.1	115.7	114.9
Textile mills.....	117.6	116.6	115.3	116.4	116.7	117.0	116.9	116.6	116.1	116.6	116.2	116.7	117.3	117.5	117.3
Textile product mills.....	151.7	148.1	149.8	149.3	149.9	149.7	149.6	147.9	147.6	146.3	146.6	146.7	147.8	148.1	148.7
Apparel.....	387.4	379.0	382.0	379.7	381.6	380.7	380.3	380.0	378.9	377.9	377.6	377.8	376.8	377.2	377.6
Leather and allied products.....															
Paper and paper products.....	471.8	462.1	467.1	466.1	464.6	465.2	465.4	463.9	463.5	462.0	457.6	458.8	457.2	457.3	457.3
Printing and related support	111.8	113.2	113.2	113.4	113.0	113.2	112.7	111.6	111.9	112.6	113.2	114.1	114.7	115.0	116.6
activities.....	783.6	783.6	783.4	782.5	784.4	782.8	782.4	782.7	782.8	783.1	785.1	786.1	785.7	787.1	790.0
Petroleum and coal products.....	635.2	645.2	637.5	640.0	644.7	643.9	643.4	645.4	647.4	646.8	646.4	647.7	648.9	649.6	650.8
Chemicals.....															
Plastics and rubber products..	113,450	115,329	114,495	114,715	114,883	114,989	115,126	115,199	115,326	115,505	115,660	115,804	116,008	116,169	116,247
<b>SERVICE-PROVIDING.....</b>															
<b>PRIVATE SERVICE-</b>															
<b>PROVIDING.....</b>	91,363	93,411	92,557	92,771	92,942	93,056	93,220	93,284	93,435	93,580	93,715	93,916	94,129	94,295	94,394
<b>Trade, transportation,</b>															
<b>and utilities.....</b>	25,065	25,516	25,372	25,377	25,381	25,409	25,463	25,467	25,485	25,520	25,550	25,623	25,720	25,769	25,795
<b>Wholesale trade.....</b>	5,543.1	5,672.7	5,623.0	5,634.9	5,640.8	5,654.0	5,666.7	5,675.6	5,685.7	5,692.2	5,691.2	5,699.0	5,708.8	5,715.3	5,730.8
Durable goods.....	2,765.2	2,830.3	2,810.1	2,816.8	2,820.6	2,822.9	2,828.4	2,833.1	2,838.2	2,839.2	2,838.2	2,836.5	2,839.5	2,847.7	2,853.7
Nondurable goods.....	1,939.0	1,971.9	1,954.6	1,957.4	1,957.2	1,964.4	1,969.9	1,972.6	1,974.3	1,976.5	1,976.7	1,984.2	1,988.9	1,990.4	1,998.8
Electronic markets and															
agents and brokers.....	839.0	870.6	858.3	860.7	863.0	866.7	868.4	869.9	873.2	876.5	876.3	878.3	880.4	877.2	878.3
<b>Retail trade.....</b>	14,667.8	14,874.9	14,829.0	14,804.7	14,799.1	14,829.5	14,838.9	14,835.8	14,838.9	14,850.1	14,876.2	14,928.3	14,997.9	15,004.1	15,033.1
Motor vehicles and parts															
dealers <sup>1</sup> .....	1,691.2	1,732.3	1,721.5	1,726.1	1,729.0	1,727.1	1,727.3	1,729.8	1,725.1	1,730.7	1,735.4	1,743.3	1,748.1	1,747.4	1,751.9
Automobile dealers.....	1,056.9	1,091.3	1,080.9	1,083.9	1,084.5	1,085.2	1,088.2	1,090.7	1,088.5	1,092.9	1,096.8	1,102.2	1,102.3	1,103.2	1,105.6
Furniture and home															
furnishings stores.....	438.9	441.7	439.4	439.2	439.0	438.9	440.5	440.2	440.2	442.4	441.2	441.5	445.7	446.5	448.5
Electronics and appliance															
stores.....	527.4	511.6	518.2	518.7	515.4	515.2	511.1	509.1	508.2	504.7	502.6	502.8	513.8	513.3	519.7

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		2012												2013
	2011	2012	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec. <sup>P</sup>	Jan. <sup>P</sup>
Building material and garden supply stores.....	1,145.7	1,169.9	1,160.3	1,164.3	1,171.9	1,175.2	1,170.5	1,169.4	1,172.7	1,163.8	1,167.6	1,169.7	1,174.0	1,177.1	1,177.4
Food and beverage stores.....	2,822.8	2,859.1	2,841.0	2,841.9	2,844.3	2,842.6	2,852.9	2,854.8	2,858.8	2,863.4	2,865.9	2,870.2	2,879.6	2,887.1	2,892.2
Health and personal care stores.....	980.9	1,002.7	990.8	994.4	995.9	998.6	994.4	996.0	1,001.3	1,003.9	1,005.3	1,019.7	1,017.3	1,017.7	1,020.0
Gasoline stations.....	831.0	841.1	837.2	836.8	839.3	840.0	841.1	842.0	839.5	839.9	840.5	841.5	844.3	846.3	845.3
Clothing and clothing accessories stores.....	1,360.9	1,407.9	1,377.4	1,375.4	1,380.8	1,380.7	1,389.2	1,391.4	1,396.6	1,402.0	1,412.7	1,426.3	1,460.1	1,454.1	1,461.5
Sporting goods, hobby, book, and music stores.....	577.9	579.3	562.2	573.4	577.7	581.5	585.4	588.4	583.6	581.7	579.7	579.6	578.3	576.4	576.7
General merchandise stores <sup>1</sup> .....	3,085.2	3,088.4	3,156.7	3,101.8	3,077.4	3,097.2	3,087.6	3,074.5	3,069.1	3,068.4	3,072.8	3,080.1	3,090.3	3,088.5	3,090.4
Department stores.....	1,538.6	1,501.0	1,577.1	1,528.7	1,511.8	1,516.1	1,507.0	1,492.9	1,485.9	1,483.4	1,481.2	1,481.8	1,479.3	1,475.4	1,475.8
Miscellaneous store retailers.....	772.4	797.5	780.6	787.4	785.2	789.9	796.5	795.4	798.1	804.2	809.5	812.0	807.8	807.4	806.0
Nonstore retailers.....	433.5	443.4	443.7	445.3	443.2	442.6	442.4	444.8	445.7	445.0	443.0	441.6	438.6	442.3	443.5
<b>Transportation and warehousing.....</b>	<b>4,301.6</b>	<b>4,414.5</b>	<b>4,366.5</b>	<b>4,384.4</b>	<b>4,387.5</b>	<b>4,372.4</b>	<b>4,402.7</b>	<b>4,400.2</b>	<b>4,411.5</b>	<b>4,420.8</b>	<b>4,425.1</b>	<b>4,438.8</b>	<b>4,459.0</b>	<b>4,493.8</b>	<b>4,473.4</b>
Air transportation.....	456.9	458.3	460.3	459.5	459.9	460.4	460.0	460.7	460.0	458.9	456.6	455.5	454.8	450.8	446.3
Rail transportation.....	228.1	230.2	231.1	230.5	230.8	231.6	231.2	230.7	229.9	229.6	228.2	229.3	230.0	230.4	230.5
Water transportation.....	61.3	63.1	62.3	63.6	63.8	62.6	62.2	62.6	63.6	63.1	63.2	63.6	63.6	62.7	62.1
Truck transportation.....	1,300.5	1,351.0	1,327.7	1,340.4	1,338.6	1,340.3	1,345.9	1,349.4	1,356.2	1,356.5	1,356.1	1,362.9	1,366.7	1,370.8	1,377.3
Transit and ground passenger transportation.....	439.9	447.6	446.5	446.5	444.0	427.3	446.7	437.4	442.8	449.6	454.5	456.7	458.0	462.1	465.6
Pipeline transportation.....	42.9	43.9	43.5	43.7	43.8	43.9	43.8	44.0	43.7	44.0	44.2	44.2	44.0	44.2	44.1
Scenic and sightseeing transportation.....	27.5	27.3	27.1	28.1	28.7	28.0	26.9	27.4	26.0	26.7	27.3	26.7	26.6	27.2	26.6
Support activities for transportation.....	562.2	578.3	573.3	572.0	575.8	575.1	578.3	578.2	577.6	578.7	579.9	582.9	583.1	589.1	590.8
Couriers and messengers.....	529.2	532.8	527.5	529.2	529.8	527.7	528.7	529.3	528.5	528.4	527.5	526.3	536.8	560.3	540.6
Warehousing and storage.....	653.1	682.0	667.2	670.9	672.3	675.5	679.0	680.5	683.2	685.3	687.6	690.7	695.4	696.2	689.5
<b>Utilities.....</b>	<b>552.6</b>	<b>554.1</b>	<b>553.1</b>	<b>552.9</b>	<b>553.6</b>	<b>553.4</b>	<b>554.2</b>	<b>555.3</b>	<b>549.0</b>	<b>556.7</b>	<b>557.1</b>	<b>556.8</b>	<b>554.7</b>	<b>555.3</b>	<b>557.5</b>
<b>Information.....</b>	<b>2,674</b>	<b>2,678</b>	<b>2,670</b>	<b>2,681</b>	<b>2,679</b>	<b>2,679</b>	<b>2,681</b>	<b>2,675</b>	<b>2,684</b>	<b>2,682</b>	<b>2,670</b>	<b>2,671</b>	<b>2,685</b>	<b>2,676</b>	<b>2,677</b>
Publishing industries, except Internet.....	748.6	737.7	741.0	740.3	740.3	739.8	738.9	737.9	738.2	738.7	738.1	736.4	732.7	729.9	730.2
Motion picture and sound recording industries.....	362.1	372.3	356.6	370.8	364.1	369.6	376.1	371.5	377.2	376.8	369.5	368.3	386.0	379.3	374.8
Broadcasting, except Internet.....	283.2	285.3	284.8	283.9	287.4	287.0	288.0	286.2	284.8	283.7	283.9	283.4	284.3	285.8	286.3
Internet publishing and broadcasting.....	873.6	858.1	869.2	865.9	864.3	861.4	856.0	857.0	859.2	855.9	853.9	855.2	854.1	851.1	854.8
Telecommunications.....	873.6	858.1	869.2	865.9	864.3	861.4	856.0	857.0	859.2	855.9	853.9	855.2	854.1	851.1	854.8
ISPs, search portals, and data processing.....	245.8	250.4	248.3	249.6	251.1	250.0	250.1	250.0	250.6	252.1	249.4	251.0	249.9	251.6	252.9
Other information services.....	160.0	173.7	169.7	170.6	172.2	171.3	171.9	172.1	173.5	174.3	175.4	176.5	177.8	178.5	178.2
<b>Financial activities.....</b>	<b>7,697</b>	<b>7,786</b>	<b>7,730</b>	<b>7,740</b>	<b>7,763</b>	<b>7,768</b>	<b>7,782</b>	<b>7,788</b>	<b>7,788</b>	<b>7,795</b>	<b>7,806</b>	<b>7,817</b>	<b>7,822</b>	<b>7,831</b>	<b>7,837</b>
Finance and insurance.....	5,769.0	5,834.3	5,794.9	5,799.6	5,815.5	5,820.1	5,825.4	5,830.6	5,833.9	5,844.4	5,848.0	5,858.5	5,865.2	5,869.9	5,871.7
Monetary authorities—central bank.....	18.3	17.2	17.3	17.1	17.0	17.0	17.0	17.1	17.2	17.2	17.1	17.2	17.3	17.3	16.8
Credit intermediation and related activities <sup>1</sup> .....	2,554.1	2,578.8	2,558.4	2,558.4	2,569.6	2,569.0	2,570.0	2,573.8	2,575.9	2,582.7	2,589.7	2,595.8	2,599.2	2,601.9	2,602.7
Depository credit intermediation <sup>1</sup> .....	1,735.1	1,738.1	1,736.5	1,737.2	1,743.3	1,740.9	1,737.6	1,736.7	1,734.8	1,734.8	1,738.3	1,739.1	1,741.2	1,739.1	1,740.4
Commercial banking.....	1,314.5	1,318.2	1,319.3	1,320.2	1,325.2	1,322.1	1,318.8	1,316.8	1,315.1	1,314.9	1,317.9	1,317.9	1,318.6	1,314.7	1,317.1
Securities, commodity contracts, investments.....	810.7	814.4	811.4	812.6	812.6	812.3	813.3	815.4	816.2	816.8	814.2	816.5	814.4	818.0	819.9
Insurance carriers and related activities.....	2,299.9	2,337.1	2,321.6	2,325.1	2,329.5	2,334.7	2,337.9	2,337.2	2,337.7	2,340.9	2,340.6	2,342.3	2,347.2	2,346.1	2,345.4
Funds, trusts, and other financial vehicles.....	85.9	86.8	86.2	86.4	86.8	87.1	87.2	87.1	86.9	86.8	86.4	86.7	87.1	86.6	86.9
Real estate and rental and leasing.....	1,927.4	1,952.0	1,935.2	1,940.8	1,947.1	1,947.9	1,956.1	1,957.0	1,954.4	1,950.7	1,958.1	1,958.9	1,956.9	1,961.2	1,965.2
Real estate.....	1,400.8	1,416.5	1,408.6	1,411.1	1,414.2	1,414.0	1,416.9	1,418.7	1,417.8	1,412.9	1,419.3	1,419.0	1,419.6	1,423.0	1,428.3
Rental and leasing services.....	502.2	511.4	502.0	505.1	508.4	509.6	514.9	514.0	512.5	513.7	514.8	516.0	513.6	514.6	513.4
Lessors of nonfinancial intangible assets.....	24.4	24.2	24.6	24.6	24.5	24.3	24.3	24.3	24.1	24.1	24.0	23.9	23.7	23.6	23.5
<b>Professional and business services.....</b>	<b>17,332</b>	<b>17,930</b>	<b>17,677</b>	<b>17,753</b>	<b>17,796</b>	<b>17,841</b>	<b>17,878</b>	<b>17,913</b>	<b>17,965</b>	<b>17,994</b>	<b>18,009</b>	<b>18,062</b>	<b>18,117</b>	<b>18,152</b>	<b>18,168</b>
Professional and technical services <sup>1</sup> .....	7,666.2	7,892.6	7,779.4	7,804.2	7,818.9	7,842.7	7,867.4	7,884.5	7,904.1	7,928.7	7,941.3	7,963.2	7,977.4	7,995.8	7,997.4
Legal services.....	1,115.7	1,122.1	1,119.1	1,119.7	1,117.9	1,120.7	1,121.5	1,121.9	1,123.2	1,122.4	1,123.7	1,125.1	1,126.1	1,128.0	1,124.5
Accounting and bookkeeping services.....	898.9	912.7	906.2	905.3	905.4	905.7	913.6	910.9	912.6	917.3	916.5	920.8	911.7	914.5	906.5
Architectural and engineering services.....	1,293.5	1,323.3	1,309.2	1,313.1	1,315.4	1,322.5	1,323.5	1,321.9	1,322.1	1,324.8	1,327.5	1,329.8	1,332.1	1,336.0	1,336.3

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		2012												2013
	2011	2012	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec. <sup>P</sup>	Jan. <sup>P</sup>
Computer systems design and related services.....	1,535.9	1,620.3	1,575.8	1,588.8	1,596.6	1,601.5	1,609.7	1,617.7	1,627.3	1,633.7	1,638.3	1,644.7	1,655.2	1,658.5	1,663.6
Management and technical consulting services.....	1,065.2	1,121.1	1,094.1	1,100.7	1,103.9	1,109.1	1,112.8	1,119.4	1,124.6	1,132.7	1,133.5	1,137.6	1,141.8	1,145.4	1,154.8
Management of companies and enterprises.....	1,933.6	2,008.3	1,987.5	1,991.9	1,999.2	2,001.7	2,004.4	2,008.1	2,012.6	2,013.5	2,016.5	2,019.8	2,020.6	2,020.9	2,020.3
Administrative and waste services.....	7,731.9	8,029.4	7,910.5	7,957.3	7,977.7	7,996.5	8,006.3	8,020.5	8,048.2	8,052.0	8,051.1	8,079.1	8,119.3	8,135.2	8,150.0
Administrative and support services <sup>1</sup> .....	7,366.7	7,656.7	7,539.6	7,585.0	7,606.1	7,624.5	7,634.8	7,646.8	7,674.6	7,679.8	7,679.0	7,706.4	7,744.7	7,759.3	7,772.2
Employment services <sup>1</sup> .....	2,942.1	3,147.9	3,057.9	3,113.9	3,107.9	3,122.3	3,132.7	3,143.2	3,166.4	3,170.3	3,160.3	3,174.7	3,201.6	3,213.6	3,217.7
Temporary help services.....	2,313.0	2,507.7	2,425.5	2,472.8	2,465.7	2,480.4	2,493.8	2,514.3	2,529.6	2,534.0	2,521.4	2,530.4	2,556.9	2,569.2	2,566.2
Business support services.....	814.5	827.9	825.7	822.5	821.6	821.3	824.0	826.2	829.4	831.6	832.2	836.1	834.1	834.5	833.8
Services to buildings and dwellings.....	1,788.6	1,829.5	1,817.0	1,814.3	1,834.1	1,837.1	1,830.9	1,826.6	1,825.7	1,821.9	1,829.6	1,839.0	1,841.6	1,840.8	1,846.5
Waste management and remediation services.....	365.3	372.7	370.9	372.3	371.6	372.0	371.5	373.7	373.6	372.2	372.1	372.7	374.6	375.9	377.8
<b>Educational and health services</b> .....	19,883	20,319	20,106	20,175	20,221	20,243	20,290	20,296	20,331	20,363	20,412	20,446	20,460	20,496	20,505
Educational services.....	3,249.6	3,347.0	3,301.8	3,325.2	3,342.3	3,343.7	3,353.7	3,348.0	3,358.0	3,363.5	3,371.8	3,367.7	3,351.6	3,344.7	3,334.8
Health care and social assistance.....	16,633.5	16,971.5	16,803.9	16,850.1	16,878.8	16,899.5	16,936.1	16,947.8	16,973.3	16,999.7	17,040.4	17,077.8	17,108.0	17,150.9	17,170.2
Ambulatory health care services <sup>1</sup> .....	6,136.2	6,317.8	6,225.3	6,246.1	6,258.3	6,276.6	6,301.6	6,308.0	6,319.2	6,334.0	6,358.2	6,381.2	6,399.4	6,419.3	6,446.0
Offices of physicians.....	2,344.1	2,391.1	2,362.4	2,367.8	2,373.2	2,378.9	2,391.1	2,389.9	2,393.7	2,397.2	2,402.1	2,411.5	2,411.7	2,417.9	2,423.2
Outpatient care centers.....	620.8	651.6	634.6	638.0	640.6	642.9	646.9	650.2	654.4	655.7	660.3	662.4	667.0	669.7	673.5
Home health care services.....	1,140.3	1,198.6	1,167.8	1,172.0	1,176.7	1,184.4	1,190.6	1,194.7	1,197.7	1,202.6	1,211.1	1,218.9	1,226.1	1,239.5	1,245.2
Hospitals.....	4,721.7	4,791.0	4,760.5	4,771.0	4,776.2	4,778.5	4,781.1	4,782.2	4,788.7	4,794.6	4,803.3	4,811.2	4,820.7	4,823.4	4,820.3
Nursing and residential care facilities <sup>1</sup> .....	3,168.1	3,193.6	3,178.1	3,180.6	3,186.8	3,186.4	3,191.6	3,194.0	3,195.6	3,194.3	3,198.0	3,199.4	3,199.6	3,211.0	3,200.4
Nursing care facilities.....	1,669.6	1,664.8	1,666.7	1,664.0	1,668.5	1,664.9	1,665.6	1,665.5	1,665.5	1,662.6	1,663.2	1,663.4	1,660.9	1,665.5	1,660.4
Social assistance <sup>1</sup> .....	2,607.6	2,669.2	2,640.0	2,652.4	2,657.5	2,658.0	2,661.8	2,663.6	2,669.8	2,676.8	2,680.9	2,686.0	2,688.3	2,697.2	2,703.5
Child day care services.....	849.4	855.5	849.9	853.8	854.0	854.2	855.7	851.6	855.5	857.8	859.2	860.9	856.0	857.3	857.6
<b>Leisure and hospitality</b> .....	13,353	13,746	13,585	13,632	13,684	13,698	13,702	13,716	13,743	13,788	13,818	13,840	13,861	13,901	13,931
Arts, entertainment, and recreation.....	1,919.1	1,965.4	1,952.5	1,956.9	1,976.3	1,964.1	1,955.8	1,958.5	1,960.3	1,973.2	1,970.0	1,972.5	1,979.6	1,982.0	1,986.2
Performing arts and spectator sports.....	394.2	404.4	400.7	400.1	410.0	405.3	403.0	399.7	399.5	403.9	406.2	405.9	407.9	414.0	414.7
Museums, historical sites, zoos, and parks.....	132.7	135.6	136.0	135.9	137.4	135.5	133.5	135.1	133.5	135.1	135.7	136.0	137.0	137.4	137.7
Amusements, gambling, and recreation.....	1,392.2	1,425.5	1,415.8	1,420.9	1,428.9	1,423.3	1,419.3	1,423.7	1,427.3	1,434.2	1,428.1	1,430.6	1,434.7	1,430.6	1,433.8
Accommodations and food services.....	11,433.6	11,780.2	11,632.4	11,675.5	11,708.0	11,733.7	11,746.6	11,757.5	11,782.3	11,814.8	11,848.3	11,867.9	11,881.7	11,919.2	11,945.2
Accommodations.....	1,800.5	1,817.0	1,810.2	1,815.6	1,817.4	1,821.7	1,822.5	1,818.6	1,815.7	1,815.2	1,815.3	1,818.4	1,815.3	1,818.3	1,821.2
Food services and drinking places.....	9,633.1	9,963.2	9,822.2	9,859.9	9,890.6	9,912.0	9,924.1	9,938.9	9,966.6	9,999.6	10,033.0	10,049.5	10,066.4	10,100.9	10,124.0
<b>Other services</b> .....	5,360	5,437	5,417	5,413	5,418	5,418	5,424	5,429	5,439	5,438	5,450	5,457	5,464	5,470	5,481
Repair and maintenance.....	1,168.7	1,190.5	1,189.9	1,186.2	1,185.7	1,184.7	1,185.9	1,186.6	1,192.8	1,190.3	1,191.7	1,195.6	1,197.3	1,199.7	1,202.5
Personal and laundry services.....	1,288.6	1,312.7	1,301.3	1,302.6	1,305.9	1,305.3	1,303.8	1,308.6	1,313.2	1,314.3	1,316.3	1,321.3	1,327.0	1,328.3	1,332.9
Membership associations and organizations.....	2,903.0	2,933.4	2,925.6	2,924.5	2,926.7	2,927.9	2,934.5	2,933.9	2,933.1	2,933.7	2,941.9	2,939.9	2,939.4	2,941.5	2,945.2
<b>Government</b> .....	22,086	21,917	21,938	21,944	21,941	21,933	21,906	21,915	21,891	21,925	21,945	21,888	21,879	21,874	21,853
Federal.....	2,859	2,814	2,834	2,832	2,830	2,828	2,821	2,818	2,805	2,810	2,810	2,807	2,798	2,799	2,795
Federal, except U.S. Postal Service.....	2,227.6	2,203.4	2,214.9	2,212.9	2,213.0	2,210.6	2,207.1	2,205.3	2,194.6	2,200.5	2,203.1	2,199.4	2,196.7	2,194.8	2,191.7
U.S. Postal Service.....	630.9	611.2	619.4	618.9	617.1	617.2	614.3	613.0	610.0	609.8	607.2	607.2	601.1	603.7	603.1
State.....	5,078	5,052	5,042	5,051	5,059	5,064	5,049	5,050	5,042	5,049	5,072	5,052	5,047	5,040	5,027
Education.....	2,374.0	2,385.4	2,364.3	2,376.4	2,383.9	2,389.6	2,378.4	2,380.2	2,377.8	2,388.4	2,411.2	2,394.6	2,390.5	2,381.3	2,367.2
Other State government.....	2,703.7	2,666.7	2,677.6	2,674.9	2,675.3	2,674.5	2,670.5	2,669.7	2,664.4	2,660.8	2,661.2	2,657.6	2,656.3	2,658.6	2,659.8
Local.....	14,150	14,051	14,062	14,061	14,052	14,041	14,036	14,047	14,044	14,066	14,063	14,029	14,034	14,035	14,031
Education.....	7,872.5	7,779.3	7,796.3	7,795.5	7,785.3	7,775.9	7,766.3	7,764.6	7,765.7	7,793.0	7,796.1	7,765.1	7,762.7	7,763.2	7,761.2
Other local government.....	6,277.7	6,271.8	6,265.6	6,265.4	6,266.7	6,265.3	6,269.6	6,281.9	6,278.3	6,272.9	6,267.2	6,272.7	6,271.1	6,271.3	6,269.9

<sup>1</sup> 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 workers<sup>1</sup> on private nonfarm payrolls, by industry, monthly data seasonally adjusted**

Industry	Annual average		2012												2013
	2011	2012	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec. <sup>p</sup>	Jan. <sup>p</sup>
<b>TOTAL PRIVATE</b> .....	33.6	33.7	33.8	33.8	33.7	33.7	33.7	33.7	33.7	33.6	33.7	33.6	33.7	33.7	33.6
<b>GOODS-PRODUCING</b> .....	40.9	41.2	41.3	41.3	41.1	41.2	41.0	41.1	41.1	41.0	41.1	41.0	41.1	41.3	41.1
<b>Natural resources and mining</b> .....	46.7	46.6	47.9	47.3	47.2	47.3	46.3	46.6	46.8	45.9	46.0	45.6	45.4	45.8	44.3
<b>Construction</b> .....	39.0	39.3	39.2	39.3	39.3	39.3	39.0	39.1	39.1	39.1	39.4	39.3	39.5	39.7	39.4
<b>Manufacturing</b> .....	41.4	41.7	41.8	41.8	41.6	41.7	41.6	41.6	41.7	41.6	41.5	41.5	41.6	41.8	41.7
Overtime hours.....	4.1	4.2	4.2	4.2	4.2	4.2	4.2	4.2	4.2	4.1	4.2	4.1	4.1	4.3	4.2
Durable goods.....	41.9	42.0	42.2	42.3	42.0	42.1	42.0	42.1	42.1	41.8	41.8	41.7	41.9	42.1	42.0
Overtime hours.....	4.2	4.3	4.4	4.4	4.4	4.4	4.4	4.4	4.3	4.2	4.2	4.1	4.1	4.2	4.2
Wood products.....	39.7	41.1	41.1	41.0	40.7	41.0	41.2	40.8	40.6	40.7	40.5	41.0	42.2	41.9	42.2
Nonmetallic mineral products.....	42.3	42.2	42.3	43.1	42.3	42.4	42.1	42.3	41.9	41.6	41.8	41.9	42.2	43.0	42.4
Primary metals.....	44.6	43.8	44.3	44.1	43.9	44.1	43.9	44.0	43.4	43.7	43.9	43.7	43.3	43.4	43.5
Fabricated metal products.....	42.0	42.1	42.3	42.5	42.3	42.2	42.2	42.0	42.0	41.9	41.9	41.8	41.7	42.0	42.1
Machinery.....	43.1	42.8	43.1	43.1	43.1	43.0	42.8	43.0	43.1	42.9	42.6	42.5	42.4	42.4	42.4
Computer and electronic products.....	40.5	40.4	40.9	41.0	40.4	40.6	40.2	40.5	40.6	40.0	40.3	39.8	40.2	40.6	39.9
Electrical equipment and appliances.....	40.8	41.6	41.2	41.5	41.5	41.5	41.4	41.3	41.5	41.2	41.5	41.4	41.8	41.9	41.6
Transportation equipment.....	43.2	43.8	43.8	43.8	43.6	43.9	43.8	43.9	44.0	43.6	43.5	43.5	43.8	43.8	44.0
Furniture and related products.....	39.9	40.0	40.9	40.4	40.0	40.1	39.4	40.0	40.5	39.7	39.7	39.6	39.7	39.5	39.8
Miscellaneous manufacturing.....	38.9	39.3	39.3	39.1	38.8	39.1	39.1	39.1	39.4	39.1	39.0	39.0	39.7	40.0	39.7
Nondurable goods.....	40.8	41.1	41.1	41.1	41.0	41.0	40.9	40.9	41.0	41.1	41.0	41.1	41.1	41.3	41.2
Overtime hours.....	4.0	4.1	4.0	3.9	4.0	3.9	3.9	4.0	4.0	4.0	4.1	4.1	4.2	4.4	4.3
Food manufacturing.....	40.2	40.6	40.6	40.7	40.5	40.3	40.4	40.1	40.4	40.9	40.7	40.7	40.6	41.0	41.0
Beverage and tobacco products.....															
Textile mills.....	41.7	42.6	42.6	42.9	43.1	43.2	41.6	43.4	43.0	43.1	43.2	43.2	41.1	41.0	40.8
Textile product mills.....	39.1	39.7	40.3	40.2	40.0	39.7	39.5	40.5	39.4	39.5	39.0	39.2	39.3	39.1	38.3
Apparel.....	38.2	37.1	38.0	37.6	37.0	37.0	36.9	37.2	36.6	36.7	37.1	36.9	37.1	37.1	37.2
Leather and allied products.....															
Paper and paper products.....	42.9	42.9	42.9	43.0	42.9	43.2	42.9	43.1	43.0	42.8	42.7	42.8	42.7	42.9	42.4
Printing and related support activities.....	38.0	38.5	38.5	38.4	38.3	38.5	38.4	38.5	38.6	38.5	38.5	38.5	38.6	38.6	38.5
Petroleum and coal products.....	43.8	47.1	47.1	47.9	47.2	46.5	46.8	46.7	46.5	46.8	47.2	47.5	46.7	47.0	46.2
Chemicals.....	42.5	42.4	42.2	42.0	42.1	42.3	42.3	42.4	42.4	42.5	42.6	42.5	42.7	43.0	42.7
Plastics and rubber products.....	42.0	41.8	42.0	42.3	41.8	42.0	41.8	41.8	41.9	41.7	41.4	41.6	41.8	41.8	41.9
<b>PRIVATE SERVICE-PROVIDING</b> .....	32.4	32.5	32.5	32.5	32.5	32.5	32.4	32.5	32.4	32.4	32.4	32.3	32.5	32.5	32.4
<b>Trade, transportation, and utilities</b> .....	33.7	33.8	33.9	33.9	33.8	33.8	33.7	33.8	33.7	33.7	33.6	33.6	33.8	33.8	33.5
Wholesale trade.....	38.5	38.7	38.6	38.8	38.6	38.6	38.6	38.7	38.6	38.5	38.6	38.6	38.6	38.7	38.7
Retail trade.....	30.5	30.5	30.8	30.7	30.7	30.6	30.5	30.5	30.4	30.5	30.3	30.2	30.5	30.4	30.0
Transportation and warehousing.....	37.8	38.0	37.8	37.9	37.8	37.8	38.0	38.0	37.9	37.9	38.0	38.1	38.2	38.2	38.2
Utilities.....	42.1	41.1	40.9	40.7	40.4	41.0	41.1	41.0	41.3	41.0	41.1	40.7	42.2	41.1	41.1
<b>Information</b> .....	36.2	36.0	36.2	36.1	36.0	35.9	35.8	36.0	35.8	35.7	35.7	35.6	35.8	35.8	35.7
<b>Financial activities</b> .....	36.4	36.8	36.6	36.6	36.6	36.6	36.6	36.6	36.6	36.7	36.7	36.7	36.9	36.9	36.6
<b>Professional and business services</b> .....	35.2	35.3	35.3	35.3	35.2	35.3	35.2	35.2	35.3	35.2	35.3	35.0	35.2	35.3	35.2
<b>Education and health services</b> .....	32.3	32.4	32.3	32.4	32.4	32.3	32.3	32.4	32.2	32.3	32.3	32.3	32.3	32.3	32.3
<b>Leisure and hospitality</b> .....	24.8	25.0	25.0	24.9	25.0	24.9	24.9	25.0	24.9	24.9	24.9	24.9	24.9	25.0	24.9
<b>Other services</b> .....	30.8	30.7	30.8	30.7	30.8	30.7	30.6	30.6	30.7	30.5	30.6	30.5	30.5	30.6	30.6

<sup>1</sup> 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 workers<sup>1</sup> on private nonfarm payrolls, by industry, monthly data seasonally adjusted**

Industry	Annual average		2012												2013
	2011	2012	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec. <sup>p</sup>	Jan. <sup>p</sup>
<b>TOTAL PRIVATE</b>															
Current dollars.....	\$19.46	\$19.77	\$19.61	\$19.64	\$19.68	\$19.72	\$19.70	\$19.75	\$19.77	\$19.76	\$19.80	\$19.82	\$19.88	\$19.93	\$19.99
Constant (1982) dollars.....	8.78	8.74	8.74	8.73	8.72	8.74	8.75	8.76	8.78	8.72	8.68	8.68	8.73	8.76	8.79
<b>GOODS-PRODUCING.....</b>	20.67	20.95	20.79	20.84	20.88	20.94	20.88	20.93	20.97	20.92	20.94	20.97	21.05	21.08	21.11
Natural resources and mining.....	24.50	25.79	24.85	25.49	25.58	25.92	25.68	25.81	25.99	25.75	25.74	25.93	26.13	26.21	26.22
Construction.....	23.65	23.98	23.73	23.80	23.91	23.90	23.93	23.95	24.02	23.98	24.01	24.06	24.08	24.15	24.22
Manufacturing.....	18.93	19.08	19.03	19.02	19.02	19.08	19.03	19.08	19.11	19.07	19.07	19.08	19.17	19.17	19.19
Excluding overtime.....	18.03	18.16	18.12	18.11	18.11	18.17	18.12	18.16	18.19	18.17	18.15	18.18	18.27	18.23	18.27
Durable goods.....	20.11	20.19	20.16	20.14	20.12	20.18	20.12	20.19	20.19	20.18	20.18	20.15	20.25	20.26	20.26
Nondurable goods.....	17.06	17.30	17.20	17.19	17.24	17.30	17.25	17.28	17.34	17.27	17.28	17.36	17.40	17.39	17.46
<b>PRIVATE SERVICE-PRIVATE SERVICE-PROVIDING.....</b>	19.21	19.52	19.35	19.38	19.42	19.46	19.45	19.50	19.52	19.51	19.56	19.57	19.63	19.68	19.75
Trade, transportation, and utilities.....	17.15	17.42	17.28	17.31	17.37	17.40	17.41	17.47	17.46	17.41	17.45	17.47	17.49	17.49	17.56
Wholesale trade.....	21.97	22.24	22.09	22.03	22.14	22.17	22.14	22.22	22.22	22.18	22.23	22.23	22.40	22.40	22.31
Retail trade.....	13.51	13.81	13.68	13.74	13.79	13.78	13.82	13.88	13.83	13.80	13.83	13.87	13.84	13.85	13.92
Transportation and warehousing.....	19.49	19.54	19.61	19.57	19.60	19.66	19.57	19.59	19.58	19.51	19.49	19.48	19.44	19.42	19.55
Utilities.....	30.82	31.61	31.07	31.05	31.15	31.53	31.46	31.63	32.01	31.66	31.83	31.80	32.18	31.80	32.19
Information.....	26.62	27.01	26.78	26.74	26.83	26.93	26.80	26.85	27.04	27.00	27.16	27.06	27.24	27.48	27.77
Financial activities.....	21.93	22.83	22.39	22.47	22.50	22.60	22.68	22.75	22.82	22.86	22.96	23.06	23.21	23.37	23.46
Professional and business services.....	23.12	23.28	23.12	23.11	23.23	23.22	23.19	23.19	23.21	23.23	23.29	23.28	23.40	23.48	23.58
Education and health services.....	20.77	21.09	21.00	21.01	21.02	21.05	21.03	21.10	21.08	21.09	21.14	21.16	21.19	21.25	21.28
Leisure and hospitality.....	11.45	11.62	11.56	11.57	11.60	11.62	11.61	11.63	11.64	11.65	11.64	11.66	11.65	11.67	11.66
Other services.....	17.32	17.59	17.43	17.47	17.50	17.50	17.54	17.57	17.60	17.63	17.66	17.69	17.71	17.77	17.81

<sup>1</sup> 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 workers<sup>1</sup> on private nonfarm payrolls, by industry**

Industry	Annual average		2012												2013
	2011	2012	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec. <sup>P</sup>	Jan. <sup>P</sup>
<b>TOTAL PRIVATE.....</b>	\$19.46	\$19.77	\$19.78	\$19.69	\$19.69	\$19.83	\$19.65	\$19.61	\$19.75	\$19.62	\$19.89	\$19.83	\$19.87	\$19.98	\$20.07
Seasonally adjusted.....	—	—	19.61	19.64	19.68	19.72	19.70	19.75	19.77	19.76	19.80	19.82	19.88	19.93	19.99
<b>GOODS-PRODUCING.....</b>	20.67	20.95	20.72	20.75	20.81	20.91	20.85	20.91	21.04	21.00	21.07	21.09	21.07	21.11	21.05
<b>Natural resources and mining.....</b>	24.50	25.79	24.98	25.74	26.02	26.25	25.58	25.57	26.01	25.66	25.59	25.72	25.96	26.43	26.39
<b>Construction.....</b>	23.65	23.98	23.60	23.71	23.82	23.73	23.84	23.84	24.06	24.14	24.28	24.25	24.14	24.22	24.11
<b>Manufacturing.....</b>	18.93	19.08	19.10	19.03	19.02	19.14	19.01	19.04	19.08	19.00	19.08	19.09	19.17	19.23	19.28
Durable goods.....	20.11	20.19	20.22	20.18	20.12	20.21	20.09	20.14	20.13	20.14	20.21	20.17	20.26	20.37	20.34
Wood products.....	14.81	14.98	14.78	14.74	14.82	14.82	14.79	14.90	15.05	15.12	15.15	15.12	15.17	15.27	15.28
Nonmetallic mineral products.....	18.16	18.15	17.98	17.91	17.88	18.23	18.26	18.22	18.18	18.27	18.31	18.21	18.09	18.20	18.09
Primary metals.....	19.94	20.72	20.41	20.20	20.06	20.56	20.27	20.41	21.02	20.71	21.03	20.86	21.53	21.58	21.62
Fabricated metal products.....	18.13	18.26	18.20	18.14	18.17	18.16	18.22	18.22	18.23	18.22	18.29	18.35	18.35	18.52	18.41
Machinery.....	19.54	20.17	19.95	19.93	19.96	20.06	20.00	20.03	20.21	20.31	20.49	20.30	20.40	20.37	20.48
Computer and electronic products.....	23.32	23.34	23.55	23.50	23.40	23.61	23.31	23.40	23.43	23.38	23.32	23.07	22.86	23.22	23.31
Electrical equipment and appliances.....	17.96	18.03	17.96	18.03	17.94	17.92	17.88	17.98	18.01	18.10	17.96	18.08	18.24	18.24	18.24
Transportation equipment.....	25.34	24.59	25.01	24.89	24.77	24.81	24.55	24.66	24.22	24.28	24.30	24.42	24.63	24.56	24.57
Furniture and related products.....	15.24	15.46	15.38	15.41	15.32	15.40	15.51	15.36	15.36	15.42	15.44	15.47	15.61	15.87	15.57
Miscellaneous manufacturing.....	16.82	17.06	16.95	17.06	16.97	17.04	16.96	16.99	17.18	17.11	17.16	17.09	16.93	17.22	16.89
Nondurable goods.....	17.06	17.30	17.29	17.16	17.22	17.38	17.25	17.25	17.39	17.19	17.28	17.36	17.40	17.37	17.54
Food manufacturing.....	14.63	15.02	14.94	14.87	14.87	14.97	15.02	15.02	15.11	14.95	14.98	15.08	15.24	15.16	15.40
Beverages and tobacco products.....															
Textile mills.....	13.79	13.51	13.28	13.47	13.43	13.71	13.41	13.51	13.47	13.52	13.68	13.57	13.56	13.54	13.86
Textile product mills.....	12.21	12.77	12.35	12.37	12.51	12.51	12.75	12.75	12.75	12.90	12.87	13.08	13.15	13.21	12.98
Apparel.....	11.96	12.89	12.72	12.79	12.66	12.83	12.91	12.87	13.12	12.91	13.03	13.02	12.96	12.87	12.94
Leather and allied products.....															
Paper and paper products.....	20.28	20.43	20.49	20.17	20.37	20.54	20.18	20.27	20.55	20.28	20.63	20.83	20.57	20.29	20.55
Printing and related support activities.....	17.28	17.28	17.19	17.04	17.28	17.18	17.12	17.21	17.16	17.25	17.38	17.42	17.43	17.69	17.68
Petroleum and coal products.....	31.75	32.13	31.39	31.69	31.44	31.94	32.04	31.82	32.27	31.76	32.50	32.88	32.92	32.73	33.35
Chemicals.....	21.45	21.45	21.74	21.55	21.55	21.87	21.52	21.41	21.59	21.34	21.43	21.23	21.09	21.05	21.24
Plastics and rubber products.....	15.95	16.05	16.11	15.99	16.03	16.10	15.85	15.94	16.17	16.06	15.96	16.03	16.16	16.20	16.21
<b>PRIVATE SERVICE-PROVIDING.....</b>	19.21	19.52	19.59	19.47	19.45	19.60	19.39	19.33	19.47	19.32	19.64	19.56	19.61	19.75	19.87
<b>Trade, transportation, and utilities.....</b>	17.15	17.42	17.40	17.35	17.35	17.56	17.39	17.41	17.53	17.33	17.57	17.46	17.37	17.37	17.62
Wholesale trade.....	21.97	22.24	22.30	22.07	21.99	22.33	22.01	22.09	22.37	22.05	22.33	22.21	22.40	22.66	22.44
Retail trade.....	13.51	13.81	13.76	13.77	13.80	13.91	13.83	13.85	13.86	13.75	13.95	13.85	13.72	13.70	13.93
Transportation and warehousing.....	19.49	19.54	19.71	19.53	19.56	19.74	19.53	19.55	19.75	19.49	19.54	19.46	19.35	19.31	19.65
Utilities.....	30.82	31.61	30.88	30.86	31.17	31.86	31.63	31.19	31.98	31.51	32.06	31.89	32.52	31.69	32.00
<b>Information.....</b>	26.62	27.01	26.97	26.65	26.74	27.16	26.78	26.51	26.94	26.85	27.52	27.29	27.15	27.55	27.83
<b>Financial activities.....</b>	21.93	22.83	22.64	22.48	22.53	22.81	22.66	22.54	22.77	22.65	23.04	23.06	23.24	23.51	23.53
<b>Professional and business services.....</b>	23.12	23.28	23.58	23.31	23.25	23.43	23.07	22.97	23.32	22.96	23.37	23.12	23.30	23.67	23.72
<b>Education and health services.....</b>	20.77	21.09	21.05	20.95	21.01	21.05	20.98	21.03	21.14	21.07	21.19	21.18	21.20	21.27	21.32
<b>Leisure and hospitality.....</b>	11.45	11.62	11.60	11.65	11.63	11.64	11.63	11.54	11.52	11.54	11.61	11.67	11.70	11.78	11.70
<b>Other services.....</b>	17.32	17.59	17.44	17.44	17.60	17.65	17.60	17.52	17.51	17.51	17.66	17.65	17.67	17.84	17.78

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

**16. Average weekly earnings of production or nonsupervisory workers<sup>1</sup> on private nonfarm payrolls, by industry**

Industry	Annual average		2012												2013
	2011	2012	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec. <sup>p</sup>	Jan. <sup>p</sup>
<b>TOTAL PRIVATE</b> .....	\$654.73	\$666.99	\$666.59	\$657.65	\$659.62	\$670.25	\$660.24	\$662.82	\$671.50	\$663.16	\$676.26	\$666.29	\$667.63	\$681.32	\$666.32
Seasonally adjusted.....	—	—	662.82	663.83	663.22	664.56	663.89	665.58	666.25	663.94	667.26	665.95	669.96	671.64	671.66
<b>GOODS-PRODUCING</b> .....	844.89	862.09	843.30	844.53	851.13	859.40	856.94	865.67	864.74	867.30	872.30	873.13	868.08	876.07	852.53
<b>Natural resources and mining</b> .....	1144.64	1201.92	1199.04	1209.78	1217.74	1241.63	1184.35	1212.02	1212.07	1182.93	1184.82	1185.69	1188.97	1205.21	1169.08
<b>CONSTRUCTION</b> .....	921.84	942.75	894.44	900.98	924.22	923.10	936.91	951.22	955.18	965.60	971.20	972.43	951.12	951.85	918.59
<b>Manufacturing</b> .....	784.29	794.81	792.65	787.84	789.33	796.22	790.82	795.87	788.00	790.40	797.54	794.14	801.31	813.43	798.19
Durable goods.....	841.89	848.70	847.22	845.54	845.04	850.84	845.79	851.92	839.42	843.87	848.82	843.11	852.95	869.80	848.18
Wood products.....	587.77	615.58	594.16	591.07	601.69	615.03	622.66	619.84	609.53	616.90	619.64	622.94	631.07	639.81	632.59
Nonmetallic mineral products.....	768.35	765.98	729.99	739.68	742.02	769.31	772.40	787.10	774.47	776.48	781.84	779.39	767.02	768.04	736.26
Primary metals.....	889.27	908.06	902.12	880.72	884.65	912.86	893.91	904.16	901.76	909.17	923.22	901.15	934.40	949.52	931.82
Fabricated metal products.....	762.17	767.99	764.40	763.69	766.77	766.35	770.71	768.88	760.19	763.42	768.18	768.87	767.03	787.10	767.70
Machinery.....	842.96	863.99	859.85	856.99	862.27	862.58	856.00	861.29	862.97	871.30	872.87	862.75	860.88	877.95	866.30
Computer and electronic products.....	943.88	943.99	960.84	954.10	945.36	953.84	934.73	947.70	941.89	932.86	944.46	922.80	930.40	958.99	925.41
Electrical equipment and appliances.....	732.16	749.84	739.95	739.23	742.72	743.68	743.81	744.37	738.41	738.48	748.93	755.74	777.02	786.14	756.96
Transportation equipment.....	1094.46	1076.09	1085.43	1090.18	1079.97	1086.68	1072.84	1087.51	1046.30	1056.18	1059.48	1067.15	1083.72	1097.83	1076.17
Furniture and related products.....	608.00	617.70	619.81	616.40	615.86	619.08	615.75	617.47	622.08	616.80	612.97	604.88	615.03	636.39	610.34
Miscellaneous manufacturing.....	654.90	669.49	662.75	658.52	658.44	664.56	664.83	669.41	671.74	670.71	672.67	668.22	673.81	697.41	667.16
Nondurable goods.....	696.03	710.30	707.16	696.70	700.85	709.10	705.53	707.25	709.51	708.23	717.12	716.97	718.62	726.07	719.14
Food manufacturing.....	588.19	609.72	600.59	591.83	594.80	594.31	606.81	600.80	607.42	615.94	621.67	621.30	627.89	630.66	626.78
Beverages and tobacco products.....	574.61	575.77	567.06	576.52	580.18	597.76	565.90	591.74	573.82	582.71	599.18	583.51	547.82	541.60	555.79
Textile mills.....	477.49	507.10	494.00	497.27	504.15	492.89	501.08	518.93	495.98	508.26	504.50	510.12	524.69	532.36	489.35
Textile product mills.....	456.97	478.30	483.36	482.18	470.95	477.28	478.96	485.20	476.26	468.63	478.20	480.44	480.82	477.48	482.66
Apparel.....	870.53	877.50	881.07	857.23	865.73	885.27	865.72	877.69	879.54	863.93	887.09	895.69	886.57	884.64	869.27
Leather and allied products.....	870.53	877.50	881.07	857.23	865.73	885.27	865.72	877.69	879.54	863.93	887.09	895.69	886.57	884.64	869.27
Paper and paper products.....	870.53	877.50	881.07	857.23	865.73	885.27	865.72	877.69	879.54	863.93	887.09	895.69	886.57	884.64	869.27
Printing and related support activities.....	655.81	665.47	654.94	650.93	658.37	661.43	655.70	659.14	657.23	671.03	679.56	675.90	671.06	691.68	677.14
Petroleum and coal products.....	1390.80	1512.11	1484.75	1489.43	1465.10	1478.82	1515.49	1482.81	1516.69	1489.54	1556.75	1574.95	1560.41	1521.95	1530.77
Chemicals.....	910.88	910.03	921.78	898.64	907.26	925.10	910.30	907.78	908.94	904.82	915.06	902.28	902.65	915.68	911.20
Plastics and rubber products.....	669.54	671.28	675.01	669.98	668.45	679.42	664.12	669.48	671.06	664.88	660.74	668.45	678.72	685.26	677.58
<b>PRIVATE SERVICE-PROVIDING</b> .....	622.28	634.60	636.68	628.88	628.24	638.96	626.30	628.23	638.62	627.90	644.19	631.79	635.36	649.78	635.84
<b>Trade, transportation, and utilities</b> .....	577.71	588.70	584.64	579.49	581.23	593.53	584.30	588.46	597.77	587.49	599.14	586.66	585.37	595.79	581.46
Wholesale trade.....	845.44	860.74	863.01	849.70	842.22	870.87	847.39	854.88	870.19	846.72	875.34	857.31	862.40	888.27	859.45
Retail trade.....	412.09	421.85	419.68	415.85	419.52	425.65	420.43	423.81	428.27	423.50	428.27	418.27	415.72	423.33	410.94
Transportation and warehousing.....	737.00	742.23	737.15	726.52	729.59	742.22	736.28	744.86	754.45	744.52	748.38	741.43	744.98	755.02	738.84
Utilities.....	1296.92	1298.19	1250.64	1246.74	1253.03	1309.45	1309.48	1275.67	1320.77	1285.61	1324.08	1310.68	1391.86	1299.29	1302.40
<b>Information</b> .....	964.85	971.22	984.41	956.74	954.62	983.19	948.01	949.06	980.62	958.55	996.22	968.80	974.69	1000.07	985.18
<b>Financial activities</b> .....	798.71	840.57	846.74	818.27	817.84	848.53	820.29	820.46	847.04	826.73	861.70	841.69	852.91	883.98	856.49
<b>Professional and business services</b> .....	813.37	822.19	830.02	815.85	811.43	836.45	809.76	810.84	827.86	810.49	836.65	811.51	817.83	847.39	823.08
<b>Education and health services</b> .....	670.24	682.74	686.23	674.59	676.52	682.02	675.56	679.27	687.05	680.56	690.79	682.00	684.76	693.40	686.50
<b>Leisure and hospitality</b> .....	283.82	290.43	284.20	286.59	289.59	291.00	289.59	291.96	296.06	293.12	291.41	289.42	286.65	294.50	281.97
<b>Other services</b> .....	532.63	539.31	537.15	531.92	538.56	541.86	536.80	534.36	542.81	537.56	545.69	538.33	537.17	549.47	540.51

<sup>1</sup> 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:												
2009.....	21.2	17.3	17.1	17.7	28.2	22.2	29.9	30.8	35.3	28.6	40.6	38.0
2010.....	43.2	47.4	56.6	61.1	54.5	54.9	54.3	56.8	54.5	58.3	56.8	57.9
2011.....	57.9	68.2	63.3	65.8	60.5	61.3	60.9	59.8	61.1	61.3	59.2	66.2
2012.....	72.2	62.2	68.8	58.3	63.5	57.3	56.0	51.7	55.6	64.8	63.9	65.2
2013.....	64.7											
Over 3-month span:												
2009.....	18.0	13.5	13.5	13.9	16.5	19.5	20.1	20.7	28.4	26.1	29.7	30.6
2010.....	34.0	39.3	48.3	57.3	59.2	58.8	53.4	53.4	56.0	59.4	55.8	63.3
2011.....	60.2	62.4	66.9	72.0	70.7	68.6	67.7	66.0	64.7	67.1	64.8	66.7
2012.....	71.1	77.4	75.8	66.5	67.5	61.7	62.2	60.2	57.3	60.7	64.5	69.9
2013.....	65.0											
Over 6-month span:												
2009.....	19.2	14.1	13.0	12.2	12.6	13.0	15.0	15.0	17.7	20.1	21.4	24.2
2010.....	27.1	28.2	34.2	43.4	49.6	54.9	58.8	60.2	60.5	59.2	61.7	64.7
2011.....	65.2	64.5	68.2	67.7	68.6	70.5	72.9	69.0	69.9	68.8	67.3	68.2
2012.....	72.7	77.3	77.3	75.9	74.1	71.8	66.5	64.5	59.4	63.3	64.7	69.2
2013.....	68.4											
Over 12-month span:												
2009.....	25.4	17.5	15.2	15.0	15.4	15.8	14.5	12.8	13.9	14.5	13.9	15.6
2010.....	15.4	15.2	18.6	23.7	27.8	34.6	39.1	39.7	44.4	49.8	52.8	58.1
2011.....	58.8	67.1	68.0	67.5	67.3	69.0	69.4	70.5	68.4	70.1	69.2	71.1
2012.....	74.8	73.7	76.7	76.7	76.9	73.9	74.2	74.6	72.9	71.1	73.7	75.6
2013.....	71.4											
Manufacturing payrolls, 84 industries												
Over 1-month span:												
2009.....	6.2	9.9	9.3	12.3	9.3	10.5	25.9	26.5	24.1	22.8	36.4	38.9
2010.....	39.5	52.5	56.8	60.5	63.6	57.4	53.1	49.4	52.5	49.4	60.5	59.9
2011.....	67.3	69.8	63.6	63.6	56.8	59.3	56.2	51.9	51.9	53.1	48.8	63.6
2012.....	71.6	57.4	74.1	54.9	55.6	50.6	51.2	38.9	42.0	56.2	52.5	58.0
2013.....	57.4											
Over 3-month span:												
2009.....	5.6	3.7	3.1	8.6	7.4	8.6	7.4	9.9	19.8	16.0	21.0	25.9
2010.....	29.6	42.0	48.8	54.3	61.7	60.5	53.7	48.1	51.9	48.8	50.0	59.9
2011.....	67.9	72.2	69.1	74.7	71.6	67.3	63.6	62.3	58.6	58.6	50.0	50.6
2012.....	56.8	71.0	70.4	64.8	66.0	53.1	58.6	49.4	40.7	47.5	51.2	58.0
2013.....	50.0											
Over 6-month span:												
2009.....	8.6	4.9	3.7	6.2	2.5	4.3	8.6	6.2	6.2	7.4	9.9	16.0
2010.....	17.9	21.0	31.5	38.9	48.1	53.7	60.5	58.6	56.2	54.9	53.7	57.4
2011.....	64.8	69.1	68.5	74.7	72.8	71.6	70.4	61.7	60.5	56.2	51.2	50.0
2012.....	58.6	58.6	63.6	63.6	69.1	64.8	59.9	56.2	50.6	46.9	48.1	48.8
2013.....	49.4											
Over 12-month span:												
2009.....	7.4	3.7	4.9	6.2	3.7	4.9	7.4	3.7	4.9	4.9	3.7	4.3
2010.....	5.6	1.2	6.2	7.4	19.8	29.6	37.0	34.6	38.3	47.5	48.8	54.9
2011.....	58.0	63.6	63.6	67.9	66.7	66.0	72.2	67.3	69.1	66.7	62.3	65.4
2012.....	68.5	61.7	66.7	61.7	61.7	59.3	60.5	61.1	57.4	57.4	58.0	58.6
2013.....	57.4											

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 <sup>1</sup> (in thousands)							Percent						
	2012						2013	2012						2013
	July	Aug.	Sept.	Oct.	Nov.	Dec. <sup>P</sup>	Jan. <sup>P</sup>	July	Aug.	Sept.	Oct.	Nov.	Dec. <sup>P</sup>	Jan. <sup>P</sup>
Total <sup>2</sup> .....	3,499	3,632	3,603	3,646	3,789	3,612	3,693	2.5	2.6	2.6	2.6	2.7	2.6	2.7
<b>Industry</b>														
Total private <sup>2</sup> .....	3,118	3,222	3,216	3,295	3,421	3,235	3,292	2.7	2.8	2.8	2.8	2.9	2.8	2.8
Construction.....	70	79	83	100	96	95	98	1.2	1.4	1.4	1.7	1.7	1.6	1.7
Manufacturing.....	271	257	242	265	271	242	245	2.2	2.1	2.0	2.2	2.2	2.0	2.0
Trade, transportation, and utilities.....	566	613	648	618	731	704	735	2.2	2.3	2.5	2.4	2.8	2.7	2.8
Professional and business services.....	625	709	609	661	649	575	676	3.4	3.8	3.3	3.5	3.5	3.1	3.6
Education and health services.....	657	651	712	667	691	670	600	3.1	3.1	3.4	3.2	3.3	3.2	2.8
Leisure and hospitality.....	461	420	378	438	481	453	435	3.2	3.0	2.7	3.1	3.4	3.2	3.0
Government.....	380	409	387	350	368	377	400	1.7	1.8	1.7	1.6	1.7	1.7	1.8
<b>Region<sup>3</sup></b>														
Northeast.....	640	650	657	643	674	661	665	2.5	2.5	2.5	2.5	2.6	2.5	2.5
South.....	1,312	1,439	1,338	1,434	1,434	1,364	1,460	2.6	2.9	2.7	2.9	2.9	2.7	2.9
Midwest.....	779	766	833	829	912	838	770	2.5	2.5	2.7	2.6	2.9	2.7	2.5
West.....	767	776	776	740	769	749	797	2.5	2.6	2.6	2.5	2.5	2.5	2.6

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

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

<sup>3</sup> **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.

<sup>P</sup> = preliminary.

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

Industry and region	Levels <sup>1</sup> (in thousands)							Percent						
	2012						2013	2012						2013
	July	Aug.	Sept.	Oct.	Nov.	Dec. <sup>P</sup>	Jan. <sup>P</sup>	July	Aug.	Sept.	Oct.	Nov.	Dec. <sup>P</sup>	Jan. <sup>P</sup>
Total <sup>2</sup> .....	4,171	4,405	4,217	4,287	4,420	4,195	4,247	3.1	3.3	3.1	3.2	3.3	3.1	3.1
<b>Industry</b>														
Total private <sup>2</sup> .....	3,893	4,083	3,934	4,031	4,134	3,915	3,965	3.5	3.6	3.5	3.6	3.7	3.5	3.5
Construction.....	362	301	337	318	386	280	319	6.4	5.3	6.0	5.6	6.8	4.9	5.6
Manufacturing.....	237	232	227	234	234	236	212	2.0	1.9	1.9	2.0	2.0	2.0	1.8
Trade, transportation, and utilities.....	843	903	833	911	900	890	861	3.3	3.5	3.3	3.6	3.5	3.5	3.3
Professional and business services.....	823	897	857	864	912	798	839	4.6	5.0	4.8	4.8	5.0	4.4	4.6
Education and health services.....	486	495	493	489	471	506	515	2.4	2.4	2.4	2.4	2.3	2.5	2.5
Leisure and hospitality.....	723	767	712	752	697	759	739	5.3	5.6	5.2	5.4	5.0	5.5	5.3
Government.....	278	322	283	255	286	280	282	1.3	1.5	1.3	1.2	1.3	1.3	1.3
<b>Region<sup>3</sup></b>														
Northeast.....	669	680	760	637	736	687	681	2.6	2.7	3.0	2.5	2.9	2.7	2.7
South.....	1,635	1,733	1,709	1,729	1,645	1,660	1,758	3.4	3.6	3.5	3.5	3.4	3.4	3.6
Midwest.....	936	1,007	913	931	1,013	924	884	3.1	3.3	3.0	3.0	3.3	3.0	2.9
West.....	930	985	835	990	1,026	924	924	3.2	3.4	2.8	3.4	3.5	3.1	3.1

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

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

<sup>3</sup> **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.

<sup>P</sup> = preliminary.

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

Industry and region	Levels <sup>1</sup> (in thousands)							Percent						
	2012						2013	2012						2013
	July	Aug.	Sept.	Oct.	Nov.	Dec. <sup>P</sup>	Jan. <sup>P</sup>	July	Aug.	Sept.	Oct.	Nov.	Dec. <sup>P</sup>	Jan. <sup>P</sup>
Total <sup>2</sup> .....	3,978	4,341	4,052	4,079	4,179	4,062	4,102	3.0	3.2	3.0	3.0	3.1	3.0	3.0
<b>Industry</b>														
Total private <sup>2</sup> .....	3,686	4,051	3,806	3,751	3,885	3,772	3,816	3.3	3.6	3.4	3.3	3.5	3.3	3.4
Construction.....	354	298	336	288	359	263	310	6.3	5.3	6.0	5.1	6.3	4.6	5.4
Manufacturing.....	222	248	239	220	229	231	217	1.9	2.1	2.0	1.8	1.9	1.9	1.8
Trade, transportation, and utilities.....	795	895	821	828	774	840	849	3.1	3.5	3.2	3.2	3.0	3.3	3.3
Professional and business services.....	766	895	846	784	849	813	793	4.3	5.0	4.7	4.3	4.7	4.5	4.4
Education and health services.....	448	470	438	456	465	468	479	2.2	2.3	2.1	2.2	2.3	2.3	2.3
Leisure and hospitality.....	693	748	678	726	694	729	710	5.0	5.4	4.9	5.2	5.0	5.2	5.1
Government.....	293	289	246	328	294	290	286	1.3	1.3	1.1	1.5	1.3	1.3	1.3
<b>Region<sup>3</sup></b>														
Northeast.....	687	669	700	666	656	663	734	2.7	2.6	2.7	2.6	2.6	2.6	2.9
South.....	1,519	1,678	1,651	1,628	1,585	1,609	1,551	3.1	3.4	3.4	3.3	3.2	3.3	3.2
Midwest.....	870	1,033	883	851	982	894	835	2.9	3.4	2.9	2.8	3.2	2.9	2.7
West.....	903	961	818	933	956	895	882	3.1	3.3	2.8	3.2	3.2	3.0	3.3

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

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

<sup>3</sup> **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.

<sup>P</sup>= preliminary

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

Industry and region	Levels <sup>1</sup> (in thousands)							Percent						
	2012						2013	2012						2013
	July	Aug.	Sept.	Oct.	Nov.	Dec. <sup>P</sup>	Jan. <sup>P</sup>	July	Aug.	Sept.	Oct.	Nov.	Dec. <sup>P</sup>	Jan. <sup>P</sup>
Total <sup>2</sup> .....	2,093	2,139	1,976	2,079	2,140	2,126	2,218	1.6	1.6	1.5	1.5	1.6	1.6	1.6
<b>Industry</b>														
Total private <sup>2</sup> .....	1,964	2,013	1,870	1,929	2,010	1,999	2,094	1.8	1.8	1.7	1.7	1.8	1.8	1.9
Construction.....	82	74	77	93	90	68	126	1.5	1.3	1.4	1.7	1.6	1.2	2.2
Manufacturing.....	106	111	107	96	106	116	102	.9	.9	.9	.8	.9	1.0	.9
Trade, transportation, and utilities.....	468	468	446	461	465	452	482	1.8	1.8	1.7	1.8	1.8	1.8	1.9
Professional and business services.....	369	376	372	360	394	413	345	2.1	2.1	2.1	2.0	2.2	2.3	1.9
Education and health services.....	270	275	242	255	280	273	295	1.3	1.3	1.2	1.2	1.4	1.3	1.4
Leisure and hospitality.....	430	432	396	437	442	451	471	3.1	3.1	2.9	3.2	3.2	3.2	3.4
Government.....	129	126	106	150	130	127	124	.6	.6	.5	.7	.6	.6	.6
<b>Region<sup>3</sup></b>														
Northeast.....	295	321	293	290	292	315	367	1.2	1.3	1.2	1.1	1.1	1.2	1.4
South.....	909	903	860	875	883	892	875	1.9	1.9	1.8	1.8	1.8	1.8	1.8
Midwest.....	432	476	436	452	496	454	478	1.4	1.6	1.4	1.5	1.6	1.5	1.6
West.....	458	439	388	462	469	465	499	1.6	1.5	1.3	1.6	1.6	1.6	1.7

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

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

<sup>3</sup> **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.

<sup>P</sup> = preliminary



## 22. Quarterly Census of Employment and Wages: 10 largest counties, third quarter 2010.

County by NAICS supersector	Establishments, third quarter 2010 (thousands)	Employment		Average weekly wage <sup>1</sup>	
		September 2010 (thousands)	Percent change, September 2009-10 <sup>2</sup>	Third quarter 2010	Percent change, third quarter 2009-10 <sup>2</sup>
United States <sup>3</sup> .....	9,044.4	128,440.4	0.2	\$870	3.4
Private industry .....	8,746.3	107,007.4	.4	861	4.0
Natural resources and mining .....	126.9	1,926.7	3.3	884	5.7
Construction .....	796.6	5,686.9	-4.6	946	1.3
Manufacturing .....	343.4	11,584.3	-3	1,074	6.8
Trade, transportation, and utilities .....	1,877.4	24,381.8	-2	742	4.4
Information .....	144.5	2,701.5	-2.3	1,416	7.4
Financial activities .....	818.0	7,379.9	-1.7	1,235	4.6
Professional and business services .....	1,544.9	16,869.8	3.3	1,093	3.1
Education and health services .....	893.5	18,661.9	1.9	842	2.8
Leisure and hospitality .....	748.6	13,292.8	.7	370	3.6
Other services .....	1,267.9	4,342.8	-1	562	3.5
Government .....	298.0	21,433.0	-8	918	1.2
Los Angeles, CA .....	427.0	3,844.5	-8	972	3.1
Private industry .....	421.4	3,311.1	-3	948	3.6
Natural resources and mining .....	.5	10.8	5.9	1,903	45.9
Construction .....	13.0	104.2	-9.3	1,010	-1.6
Manufacturing .....	13.5	374.1	-1.7	1,079	4.6
Trade, transportation, and utilities .....	52.2	732.2	.1	783	2.9
Information .....	8.5	196.9	1.2	1,644	3.1
Financial activities .....	22.4	209.4	-1.1	1,456	8.4
Professional and business services .....	42.0	528.2	.9	1,145	1.1
Education and health services .....	29.0	508.8	2.6	931	2.6
Leisure and hospitality .....	27.1	390.4	.9	544	2.6
Other services .....	200.8	248.5	-5.9	451	7.9
Government .....	5.6	533.4	-4.0	1,123	1.1
Cook, IL .....	143.4	2,354.8	-4	1,008	3.2
Private industry .....	142.0	2,055.8	-1	1,000	3.5
Natural resources and mining .....	.1	1.0	-8.4	1,051	7.5
Construction .....	12.2	67.2	-10.0	1,228	-3.3
Manufacturing .....	6.7	194.3	-1.0	1,069	6.3
Trade, transportation, and utilities .....	27.7	428.9	.2	784	3.2
Information .....	2.6	51.0	-3.5	1,439	6.4
Financial activities .....	15.4	187.9	-2.8	1,644	7.6
Professional and business services .....	30.2	407.7	2.6	1,259	1.7
Education and health services .....	14.9	391.0	( <sup>4</sup> )	903	( <sup>4</sup> )
Leisure and hospitality .....	12.4	230.9	.2	463	4.5
Other services .....	15.4	92.5	( <sup>4</sup> )	761	5.3
Government .....	1.4	298.9	-2.5	1,067	1.5
New York, NY .....	120.9	2,273.0	1.2	1,572	4.7
Private industry .....	120.6	1,834.9	1.6	1,685	4.6
Natural resources and mining .....	.0	.1	-5.0	1,853	-9.3
Construction .....	2.2	30.5	-7.0	1,608	3.5
Manufacturing .....	2.5	26.7	-2.5	1,256	6.1
Trade, transportation, and utilities .....	21.1	233.4	2.2	1,130	2.4
Information .....	4.4	131.0	-8	2,042	7.8
Financial activities .....	19.0	348.8	1.3	2,903	5.5
Professional and business services .....	25.6	458.2	1.9	1,880	3.8
Education and health services .....	9.1	290.0	1.7	1,147	5.5
Leisure and hospitality .....	12.3	223.3	3.2	756	3.7
Other services .....	18.6	86.3	.2	1,026	9.5
Government .....	.3	438.1	-6	1,098	3.8
Harris, TX .....	100.0	1,995.8	1.1	1,083	3.9
Private industry .....	99.4	1,734.1	1.0	1,095	4.6
Natural resources and mining .....	1.6	75.2	4.0	2,692	3.9
Construction .....	6.5	133.6	-3.4	1,038	.6
Manufacturing .....	4.5	169.0	.4	1,357	6.6
Trade, transportation, and utilities .....	22.5	415.8	.2	969	5.4
Information .....	1.3	27.9	-5.1	1,298	6.1
Financial activities .....	10.4	111.4	-2.8	1,283	5.5
Professional and business services .....	19.8	322.3	2.8	1,310	4.6
Education and health services .....	11.1	238.7	3.5	902	3.7
Leisure and hospitality .....	8.0	179.2	1.2	398	2.3
Other services .....	13.2	59.8	3.0	620	2.1
Government .....	.6	261.7	( <sup>4</sup> )	1,003	( <sup>4</sup> )
Maricopa, AZ .....	95.0	1,597.0	-5	859	2.4
Private industry .....	94.3	1,382.4	-3	851	2.9
Natural resources and mining .....	.5	6.5	-12.0	787	9.8
Construction .....	8.9	80.4	-10.0	892	2.4
Manufacturing .....	3.2	106.6	-2.6	1,250	9.6
Trade, transportation, and utilities .....	22.0	328.7	-1.0	797	4.2
Information .....	1.5	26.7	1.3	1,118	2.2
Financial activities .....	11.3	131.2	-2.1	1,025	2.9
Professional and business services .....	22.0	259.5	.7	896	.4
Education and health services .....	10.4	231.5	( <sup>4</sup> )	919	( <sup>4</sup> )
Leisure and hospitality .....	6.9	165.5	.3	409	3.0
Other services .....	6.8	45.1	-3	571	2.5
Government .....	.7	214.6	-1.8	915	-.7

See footnotes at end of table.

## 22. Continued—Quarterly Census of Employment and Wages: 10 largest counties, third quarter 2010.

County by NAICS supersector	Establishments, third quarter 2010 (thousands)	Employment		Average weekly wage <sup>1</sup>	
		September 2010 (thousands)	Percent change, September 2009-10 <sup>2</sup>	Third quarter 2010	Percent change, third quarter 2009-10 <sup>2</sup>
Dallas, TX .....	67.8	1,415.0	0.9	\$1,032	2.0
Private industry .....	67.3	1,246.2	.9	1,035	2.0
Natural resources and mining .....	.6	8.4	10.9	2,861	.1
Construction .....	4.0	69.2	-3.6	944	-.4
Manufacturing .....	2.9	113.1	-3.8	1,174	2.2
Trade, transportation, and utilities .....	14.9	279.8	.1	961	2.9
Information .....	1.6	45.1	-.3	1,507	3.5
Financial activities .....	8.5	136.0	-.8	1,329	2.5
Professional and business services .....	14.8	261.7	3.7	1,175	1.2
Education and health services .....	7.0	165.3	3.4	962	2.2
Leisure and hospitality .....	5.5	128.5	1.7	462	2.0
Other services .....	7.0	38.2	1.7	642	1.4
Government .....	.5	168.9	1.0	1,005	1.5
Orange, CA .....	101.7	1,348.8	-.1	975	2.8
Private industry .....	100.4	1,215.9	.3	966	3.2
Natural resources and mining .....	.2	3.9	-1.9	620	-2.7
Construction .....	6.4	67.9	-5.0	1,073	-3.1
Manufacturing .....	5.0	151.0	-.4	1,244	9.0
Trade, transportation, and utilities .....	16.4	243.5	-.4	905	4.3
Information .....	1.3	24.3	-8.2	1,463	8.0
Financial activities .....	9.8	104.0	.2	1,363	5.2
Professional and business services .....	18.8	244.0	2.0	1,092	.3
Education and health services .....	10.4	154.5	2.9	940	1.4
Leisure and hospitality .....	7.1	171.7	.1	431	4.9
Other services .....	20.7	48.4	.5	539	2.5
Government .....	1.4	132.9	-2.9	1,060	-.2
San Diego, CA .....	97.7	1,238.6	.4	943	2.7
Private industry .....	96.3	1,021.5	.4	917	2.8
Natural resources and mining .....	.7	10.7	5.6	582	.7
Construction .....	6.4	55.7	-5.5	1,045	.6
Manufacturing .....	3.0	93.0	.1	1,326	7.2
Trade, transportation, and utilities .....	13.7	196.4	-.3	742	1.6
Information .....	1.2	25.0	-2.8	1,572	10.1
Financial activities .....	8.6	66.9	-1.4	1,119	4.0
Professional and business services .....	16.2	210.8	1.8	1,223	.2
Education and health services .....	8.4	145.5	2.8	907	2.4
Leisure and hospitality .....	7.0	157.4	.3	425	4.9
Other services .....	27.3	57.7	.1	540	11.6
Government .....	1.4	217.1	.2	1,069	( <sup>4</sup> )
King, WA .....	83.0	1,121.8	.1	1,234	4.7
Private industry .....	82.4	967.6	.1	1,248	4.6
Natural resources and mining .....	.4	2.9	-4.4	1,162	9.5
Construction .....	6.0	49.1	-8.8	1,134	1.1
Manufacturing .....	2.3	97.3	-2.4	1,455	10.4
Trade, transportation, and utilities .....	14.9	204.5	.4	977	6.8
Information .....	1.8	79.9	1.0	3,605	6.4
Financial activities .....	6.6	64.6	-4.4	1,297	-1.3
Professional and business services .....	14.3	177.8	3.2	1,329	4.7
Education and health services .....	7.0	130.3	.2	930	3.6
Leisure and hospitality .....	6.5	109.8	-.1	456	.2
Other services .....	22.8	51.4	8.6	572	-4.7
Government .....	.6	154.2	.1	1,142	( <sup>4</sup> )
Miami-Dade, FL .....	85.0	940.9	.3	853	1.5
Private industry .....	84.7	797.9	.7	819	1.7
Natural resources and mining .....	.5	6.8	-.2	489	.6
Construction .....	5.3	31.4	-9.3	859	-.2
Manufacturing .....	2.6	34.7	-4.3	805	5.6
Trade, transportation, and utilities .....	24.1	236.4	1.9	757	1.6
Information .....	1.5	17.1	-1.5	1,289	5.5
Financial activities .....	9.0	60.4	-1.0	1,216	5.6
Professional and business services .....	17.8	121.5	.4	993	-2.8
Education and health services .....	9.6	149.6	1.0	862	4.5
Leisure and hospitality .....	6.3	104.8	3.7	497	4.6
Other services .....	7.7	34.8	1.5	553	2.6
Government .....	.4	143.0	-1.8	1,047	1.1

<sup>1</sup> Average weekly wages were calculated using unrounded data.

Virgin Islands.

<sup>2</sup> Percent changes were computed from quarterly employment and pay data adjusted for noneconomic county reclassifications. See Notes on Current Labor Statistics.<sup>4</sup> Data do not meet BLS or State agency disclosure standards.<sup>3</sup> Totals for the United States do not include data for Puerto Rico or the

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, third quarter 2010.

State	Establishments, third quarter 2010 (thousands)	Employment		Average weekly wage <sup>1</sup>	
		September 2010 (thousands)	Percent change, September 2009-10	Third quarter 2010	Percent change, third quarter 2009-10
United States <sup>2</sup> .....	9,044.4	128,440.4	0.2	\$870	3.4
Alabama .....	116.8	1,813.9	-.1	774	4.0
Alaska .....	21.4	333.5	1.3	926	4.4
Arizona .....	147.2	2,342.3	-.9	821	2.6
Arkansas .....	85.6	1,147.0	.8	684	3.8
California .....	1,347.5	14,469.7	-.3	982	3.3
Colorado .....	173.2	2,183.8	-.2	898	2.5
Connecticut .....	111.4	1,611.9	.0	1,069	4.3
Delaware .....	28.4	404.7	.8	902	2.4
District of Columbia .....	35.0	693.8	2.0	1,471	1.2
Florida .....	595.2	7,045.3	.0	780	2.8
Georgia .....	268.2	3,749.9	-.1	823	2.7
Hawaii .....	38.9	585.6	-.1	804	2.2
Idaho .....	55.0	616.8	-1.1	667	3.1
Illinois .....	378.6	5,539.5	.0	916	4.0
Indiana .....	157.2	2,736.7	.8	742	3.9
Iowa .....	94.3	1,439.8	-.5	719	3.6
Kansas .....	87.5	1,296.1	-1.0	731	3.5
Kentucky .....	110.1	1,728.3	.8	729	3.3
Louisiana .....	131.0	1,834.8	.0	790	3.9
Maine .....	49.2	589.4	-.6	714	3.6
Maryland .....	163.8	2,469.7	.5	966	2.7
Massachusetts .....	221.1	3,169.8	.8	1,069	4.5
Michigan .....	247.6	3,825.9	.9	840	3.8
Minnesota .....	164.7	2,574.3	.4	875	4.7
Mississippi .....	69.5	1,077.4	.0	653	2.8
Missouri .....	174.5	2,596.8	-.5	764	2.7
Montana .....	42.4	428.7	.0	647	1.6
Nebraska .....	60.0	899.8	-.2	708	2.8
Nevada .....	71.2	1,106.8	-1.7	815	1.2
New Hampshire .....	48.4	608.9	.1	854	2.9
New Jersey .....	265.6	3,759.0	-.4	1,024	2.8
New Mexico .....	54.8	785.9	-1.0	745	2.9
New York .....	591.6	8,364.2	.5	1,057	4.3
North Carolina .....	251.7	3,806.2	-.3	768	3.1
North Dakota .....	26.4	366.1	3.0	726	6.8
Ohio .....	286.4	4,942.1	.3	791	3.4
Oklahoma .....	102.2	1,487.5	-.2	726	4.0
Oregon .....	131.0	1,620.5	.3	791	3.1
Pennsylvania .....	341.0	5,500.9	.9	860	4.1
Rhode Island .....	35.2	456.0	.8	826	4.2
South Carolina .....	111.4	1,763.7	.5	714	3.9
South Dakota .....	30.9	393.7	.4	660	4.3
Tennessee .....	139.6	2,578.3	.8	777	4.3
Texas .....	572.4	10,204.5	1.5	876	3.7
Utah .....	83.7	1,160.6	.5	740	2.2
Vermont .....	24.4	294.3	.5	752	2.6
Virginia .....	232.9	3,544.1	.4	930	3.8
Washington .....	237.0	2,855.7	-.3	953	4.0
West Virginia .....	48.4	699.4	1.1	702	4.3
Wisconsin .....	157.6	2,657.7	.5	752	3.6
Wyoming .....	25.2	278.9	.0	793	4.9
Puerto Rico .....	49.6	910.0	-2.7	502	1.6
Virgin Islands .....	3.6	43.5	2.3	754	4.3

<sup>1</sup> Average weekly wages were calculated using unrounded data.

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

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

**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
<b>Total covered (UI and UCFE)</b>					
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
2003 .....	8,228,840	127,795,827	4,826,251,547	37,765	726
2004 .....	8,364,795	129,278,176	5,087,561,796	39,354	757
2005 .....	8,571,144	131,571,623	5,351,949,496	40,677	782
2006 .....	8,784,027	133,833,834	5,692,569,465	42,535	818
2007 .....	8,971,897	135,366,106	6,018,089,108	44,458	855
2008 .....	9,082,049	134,805,659	6,142,159,200	45,563	876
2009 .....	9,003,197	128,607,842	5,859,232,422	45,559	876
<b>UI covered</b>					
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
2003 .....	8,177,087	125,031,551	4,676,319,378	37,401	719
2004 .....	8,312,729	126,538,579	4,929,262,369	38,955	749
2005 .....	8,518,249	128,837,948	5,188,301,929	40,270	774
2006 .....	8,731,111	131,104,860	5,522,624,197	42,124	810
2007 .....	8,908,198	132,639,806	5,841,231,314	44,038	847
2008 .....	9,017,717	132,043,604	5,959,055,276	45,129	868
2009 .....	8,937,616	125,781,130	5,667,704,722	45,060	867
<b>Private industry covered</b>					
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
2003 .....	7,963,340	107,065,553	4,015,823,311	37,508	721
2004 .....	8,093,142	108,490,066	4,245,640,890	39,134	753
2005 .....	8,294,662	110,611,016	4,480,311,193	40,505	779
2006 .....	8,505,496	112,718,858	4,780,833,389	42,414	816
2007 .....	8,681,001	114,012,221	5,057,840,759	44,362	853
2008 .....	8,789,360	113,188,643	5,135,487,891	45,371	873
2009 .....	8,709,115	106,947,104	4,829,211,805	45,155	868
<b>State government covered</b>					
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
2003 .....	64,467	4,481,845	179,528,728	40,057	770
2004 .....	64,544	4,484,997	184,414,992	41,118	791
2005 .....	66,278	4,527,514	191,281,126	42,249	812
2006 .....	66,921	4,565,908	200,329,294	43,875	844
2007 .....	67,381	4,611,395	211,677,002	45,903	883
2008 .....	67,675	4,642,650	222,754,925	47,980	923
2009 .....	67,075	4,639,715	226,148,903	48,742	937
<b>Local government covered</b>					
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
2003 .....	149,281	13,484,153	480,967,339	35,669	686
2004 .....	155,043	13,563,517	499,206,488	36,805	708
2005 .....	157,309	13,699,418	516,709,610	37,718	725
2006 .....	158,695	13,820,093	541,461,514	39,179	753
2007 .....	159,816	14,016,190	571,713,553	40,790	784
2008 .....	160,683	14,212,311	600,812,461	42,274	813
2009 .....	161,427	14,194,311	612,344,014	43,140	830
<b>Federal government covered (UCFE)</b>					
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
2003 .....	51,753	2,764,275	149,932,170	54,239	1,043
2004 .....	52,066	2,739,596	158,299,427	57,782	1,111
2005 .....	52,895	2,733,675	163,647,568	59,864	1,151
2006 .....	52,916	2,728,974	169,945,269	62,274	1,198
2007 .....	63,699	2,726,300	176,857,794	64,871	1,248
2008 .....	64,332	2,762,055	183,103,924	66,293	1,275
2009 .....	65,581	2,826,713	191,527,700	67,756	1,303

NOTE: Data are final. Detail may not add to total due to rounding.

**25. Annual data: Quarterly Census of Employment and Wages, establishment size and employment, private ownership, by supersector, first quarter 2009**

Industry, establishments, and employment	Total	Size of establishments								
		Fewer than 5 workers <sup>1</sup>	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
<b>Total all industries<sup>2</sup></b>										
Establishments, first quarter .....	8,673,470	5,396,379	1,372,066	917,124	619,710	208,342	116,230	28,460	10,018	5,141
Employment, March .....	106,811,928	7,655,167	9,090,916	12,402,665	18,661,722	14,311,905	17,267,316	9,739,523	6,812,850	10,869,864
<b>Natural resources and mining</b>										
Establishments, first quarter .....	125,678	71,920	23,395	14,867	9,674	3,218	1,798	557	189	60
Employment, March .....	1,671,238	114,506	154,613	200,225	290,721	219,346	272,879	190,717	127,225	101,006
<b>Construction</b>										
Establishments, first quarter .....	841,895	593,637	117,797	69,486	42,421	12,009	5,208	1,004	254	79
Employment, March .....	5,927,257	750,065	771,369	934,164	1,265,441	817,103	768,721	335,349	170,276	114,769
<b>Manufacturing</b>										
Establishments, first quarter .....	353,643	145,720	59,845	52,049	48,545	22,752	16,627	5,187	1,972	946
Employment, March .....	12,092,961	244,232	401,010	715,491	1,510,229	1,588,920	2,528,984	1,779,448	1,333,297	1,991,350
<b>Trade, transportation, and utilities</b>										
Establishments, first quarter .....	1,894,905	1,033,036	375,292	246,643	148,518	49,772	32,487	7,193	1,500	464
Employment, March .....	24,586,392	1,677,443	2,499,579	3,315,288	4,451,666	3,466,697	4,754,309	2,475,362	986,198	959,850
<b>Information</b>										
Establishments, first quarter .....	146,483	86,433	20,709	15,824	13,049	5,437	3,310	1,046	458	217
Employment, March .....	2,855,390	116,231	137,955	215,809	401,856	374,575	498,814	363,892	311,123	435,135
<b>Financial activities</b>										
Establishments, first quarter .....	841,782	557,483	151,027	76,069	37,169	11,153	5,768	1,759	907	447
Employment, March .....	7,643,521	858,488	993,689	1,001,354	1,107,323	763,190	864,862	608,781	630,533	815,301
<b>Professional and business services</b>										
Establishments, first quarter .....	1,517,365	1,055,297	196,348	124,698	83,581	30,884	18,369	5,326	2,047	815
Employment, March .....	16,516,273	1,410,994	1,290,519	1,682,005	2,542,519	2,131,798	2,769,134	1,819,751	1,394,329	1,475,224
<b>Education and health services</b>										
Establishments, first quarter .....	858,136	417,186	184,310	120,602	78,973	28,774	20,050	4,427	1,976	1,838
Employment, March .....	18,268,572	733,986	1,225,826	1,623,193	2,380,692	2,002,526	3,016,357	1,503,953	1,376,575	4,405,464
<b>Leisure and hospitality</b>										
Establishments, first quarter .....	733,354	283,960	124,005	140,576	133,542	38,935	9,942	1,532	603	259
Employment, March .....	12,723,443	448,520	837,732	1,973,561	4,006,199	2,578,345	1,402,865	518,812	411,444	545,965
<b>Other services</b>										
Establishments, first quarter .....	1,193,934	988,947	116,718	55,617	24,052	5,381	2,663	428	112	16
Employment, March .....	4,361,271	1,168,997	762,081	732,752	699,997	367,591	389,163	143,040	71,850	25,800

<sup>1</sup> Includes establishments that reported no workers in March 2009.

NOTE: Data are final. Detail may not add to total due to rounding.

<sup>2</sup> Includes data for unclassified establishments, not shown separately.



**26. Average annual wages for 2008 and 2009 for all covered workers<sup>1</sup> by metropolitan area**

Metropolitan area <sup>2</sup>	Average annual wages <sup>3</sup>		
	2008	2009	Percent change, 2008-09
Metropolitan areas <sup>4</sup> .....	\$47,194	\$47,127	-0.1
Abilene, TX .....	32,649	32,807	0.5
Aguadilla-Isabela-San Sebastian, PR .....	20,714	21,887	5.7
Akron, OH .....	40,376	40,447	0.2
Albany, GA .....	34,314	35,160	2.5
Albany-Schenectady-Troy, NY .....	43,912	44,859	2.2
Albuquerque, NM .....	39,342	40,301	2.4
Alexandria, LA .....	34,783	35,446	1.9
Allentown-Bethlehem-Easton, PA-NJ .....	42,500	42,577	0.2
Altoona, PA .....	32,986	33,827	2.5
Amarillo, TX .....	38,215	37,938	-0.7
Ames, IA .....	38,558	39,301	1.9
Anchorage, AK .....	46,935	48,345	3.0
Anderson, IN .....	31,326	31,363	0.1
Anderson, SC .....	32,322	32,599	0.9
Ann Arbor, MI .....	48,987	48,925	-0.1
Anniston-Oxford, AL .....	36,227	36,773	1.5
Appleton, WI .....	37,522	37,219	-0.8
Asheville, NC .....	34,070	34,259	0.6
Athens-Clarke County, GA .....	35,503	35,948	1.3
Atlanta-Sandy Springs-Marietta, GA .....	48,064	48,156	0.2
Atlantic City, NJ .....	40,337	39,810	-1.3
Auburn-Opelika, AL .....	32,651	33,367	2.2
Augusta-Richmond County, GA-SC .....	38,068	38,778	1.9
Austin-Round Rock, TX .....	47,355	47,183	-0.4
Bakersfield, CA .....	39,476	40,046	1.4
Baltimore-Towson, MD .....	48,438	49,214	1.6
Bangor, ME .....	33,829	34,620	2.3
Barnstable Town, MA .....	38,839	38,970	0.3
Baton Rouge, LA .....	41,961	42,677	1.7
Battle Creek, MI .....	42,782	43,555	1.8
Bay City, MI .....	36,489	36,940	1.2
Beaumont-Port Arthur, TX .....	43,302	43,224	-0.2
Bellingham, WA .....	35,864	36,757	2.5
Bend, OR .....	35,044	35,336	0.8
Billings, MT .....	36,155	36,660	1.4
Binghamton, NY .....	37,731	38,200	1.2
Birmingham-Hoover, AL .....	43,651	43,783	0.3
Bismarck, ND .....	35,389	36,082	2.0
Blacksburg-Christiansburg-Radford, VA .....	35,272	35,344	0.2
Bloomington, IN .....	33,220	33,828	1.8
Bloomington-Normal, IL .....	43,918	44,925	2.3
Boise City-Nampa, ID .....	37,315	37,410	0.3
Boston-Cambridge-Quincy, MA-NH .....	61,128	60,549	-0.9
Boulder, CO .....	53,455	52,433	-1.9
Bowling Green, KY .....	34,861	34,824	-0.1
Bremerton-Silverdale, WA .....	40,421	42,128	4.2
Bridgeport-Stamford-Norwalk, CT .....	80,018	77,076	-3.7
Brownsville-Harlingen, TX .....	28,342	28,855	1.8
Brunswick, GA .....	34,458	34,852	1.1
Buffalo-Niagara Falls, NY .....	38,984	39,218	0.6
Burlington, NC .....	34,283	33,094	-3.5
Burlington-South Burlington, VT .....	43,559	44,101	1.2
Canton-Massillon, OH .....	34,897	34,726	-0.5
Cape Coral-Fort Myers, FL .....	37,866	37,641	-0.6
Carson City, NV .....	43,858	44,532	1.5
Casper, WY .....	43,851	42,385	-3.3
Cedar Rapids, IA .....	42,356	41,874	-1.1
Champaign-Urbana, IL .....	37,408	38,478	2.9
Charleston, WV .....	40,442	41,436	2.5
Charleston-North Charleston, SC .....	38,035	38,766	1.9
Charlotte-Gastonia-Concord, NC-SC .....	47,332	46,291	-2.2
Charlottesville, VA .....	41,777	42,688	2.2
Chattanooga, TN-GA .....	37,258	37,839	1.6
Cheyenne, WY .....	37,452	38,378	2.5
Chicago-Naperville-Joliet, IL-IN-WI .....	51,775	51,048	-1.4
Chico, CA .....	34,310	35,179	2.5
Cincinnati-Middletown, OH-KY-IN .....	43,801	44,012	0.5
Clarksville, TN-KY .....	32,991	33,282	0.9
Cleveland, TN .....	35,010	35,029	0.1
Cleveland-Elyria-Mentor, OH .....	43,467	43,256	-0.5
Coeur d'Alene, ID .....	31,353	31,513	0.5
College Station-Bryan, TX .....	33,967	34,332	1.1
Colorado Springs, CO .....	40,973	41,885	2.2
Columbia, MO .....	34,331	35,431	3.2
Columbia, SC .....	37,514	38,314	2.1
Columbus, GA-AL .....	35,067	35,614	1.6
Columbus, IN .....	42,610	41,540	-2.5
Columbus, OH .....	43,533	43,877	0.8
Corpus Christi, TX .....	38,771	38,090	-1.8
Corvallis, OR .....	42,343	42,700	0.8

See footnotes at end of table.

**26. Continued — Average annual wages for 2008 and 2009 for all covered workers<sup>1</sup> by metropolitan area**

Metropolitan area <sup>2</sup>	Average annual wages <sup>3</sup>		
	2008	2009	Percent change, 2008-09
Cumberland, MD-WV .....	\$32,583	\$33,409	2.5
Dallas-Fort Worth-Arlington, TX .....	50,331	49,965	-0.7
Dalton, GA .....	34,403	35,024	1.8
Danville, IL .....	35,602	35,552	-0.1
Danville, VA .....	30,580	30,778	0.6
Davenport-Moline-Rock Island, IA-IL .....	40,425	40,790	0.9
Dayton, OH .....	40,824	40,972	0.4
Decatur, AL .....	36,855	37,145	0.8
Decatur, IL .....	42,012	41,741	-0.6
Deltona-Daytona Beach-Ormond Beach, FL .....	32,938	33,021	0.3
Denver-Aurora, CO .....	51,270	51,733	0.9
Des Moines, IA .....	43,918	44,073	0.4
Detroit-Warren-Livonia, MI .....	50,081	48,821	-2.5
Dothan, AL .....	32,965	33,888	2.8
Dover, DE .....	36,375	37,039	1.8
Dubuque, IA .....	35,656	35,665	0.0
Duluth, MN-WI .....	36,307	36,045	-0.7
Durham, NC .....	53,700	54,857	2.2
Eau Claire, WI .....	33,549	34,186	1.9
El Centro, CA .....	33,239	34,220	3.0
Elizabethtown, KY .....	33,728	34,970	3.7
Elkhart-Goshen, IN .....	35,858	35,823	-0.1
Elmira, NY .....	36,984	36,995	0.0
El Paso, TX .....	31,837	32,665	2.6
Erie, PA .....	35,992	35,995	0.0
Eugene-Springfield, OR .....	35,380	35,497	0.3
Evansville, IN-KY .....	38,304	38,219	-0.2
Fairbanks, AK .....	44,225	45,328	2.5
Fajardo, PR .....	22,984	23,467	2.1
Fargo, ND-MN .....	36,745	37,309	1.5
Farmington, NM .....	41,155	40,437	-1.7
Fayetteville, NC .....	34,619	35,755	3.3
Fayetteville-Springdale-Rogers, AR-MO .....	39,025	40,265	3.2
Flagstaff, AZ .....	35,353	36,050	2.0
Flint, MI .....	39,206	38,682	-1.3
Florence, SC .....	34,841	35,509	1.9
Florence-Muscle Shoals, AL .....	32,088	32,471	1.2
Fond du Lac, WI .....	36,166	35,667	-1.4
Fort Collins-Loveland, CO .....	40,154	40,251	0.2
Fort Smith, AR-OK .....	32,130	32,004	-0.4
Fort Walton Beach-Crestview-Destin, FL .....	36,454	37,823	3.8
Fort Wayne, IN .....	36,806	37,038	0.6
Fresno, CA .....	36,038	36,427	1.1
Gadsden, AL .....	31,718	32,652	2.9
Gainesville, FL .....	37,282	38,863	4.2
Gainesville, GA .....	37,929	37,924	0.0
Glens Falls, NY .....	34,531	35,215	2.0
Goldsboro, NC .....	30,607	30,941	1.1
Grand Forks, ND-MN .....	32,207	33,455	3.9
Grand Junction, CO .....	39,246	38,450	-2.0
Grand Rapids-Wyoming, MI .....	39,868	40,341	1.2
Great Falls, MT .....	31,962	32,737	2.4
Greeley, CO .....	38,700	37,656	-2.7
Green Bay, WI .....	39,247	39,387	0.4
Greensboro-High Point, NC .....	37,919	38,020	0.3
Greenville, NC .....	34,672	35,542	2.5
Greenville, SC .....	37,592	37,921	0.9
Guayama, PR .....	27,189	28,415	4.5
Gulfport-Biloxi, MS .....	35,700	36,251	1.5
Hagerstown-Martinsburg, MD-WV .....	36,472	36,459	0.0
Hanford-Corcoran, CA .....	35,374	35,402	0.1
Harrisburg-Carlisle, PA .....	42,330	43,152	1.9
Harrisonburg, VA .....	34,197	34,814	1.8
Hartford-West Hartford-East Hartford, CT .....	54,446	54,534	0.2
Hattiesburg, MS .....	31,629	32,320	2.2
Hickory-Lenoir-Morganton, NC .....	32,810	32,429	-1.2
Hinesville-Fort Stewart, GA .....	33,854	35,032	3.5
Holland-Grand Haven, MI .....	37,953	37,080	-2.3
Honolulu, HI .....	42,090	42,814	1.7
Hot Springs, AR .....	29,042	29,414	1.3
Houma-Bayou Cane-Thibodaux, LA .....	44,345	44,264	-0.2
Houston-Baytown-Sugar Land, TX .....	55,407	54,779	-1.1
Huntington-Ashland, WV-KY-OH .....	35,717	36,835	3.1
Huntsville, AL .....	47,427	49,240	3.8
Idaho Falls, ID .....	30,485	30,875	1.3
Indianapolis, IN .....	43,128	43,078	-0.1
Iowa City, IA .....	39,070	39,703	1.6
Ithaca, NY .....	41,689	42,779	2.6
Jackson, MI .....	38,672	38,635	-0.1
Jackson, MS .....	36,730	37,118	1.1

See footnotes at end of table.

**26. Continued — Average annual wages for 2008 and 2009 for all covered workers<sup>1</sup> by metropolitan area**

Metropolitan area <sup>2</sup>	Average annual wages <sup>3</sup>		
	2008	2009	Percent change, 2008-09
Jackson, TN .....	\$35,975	\$35,959	0.0
Jacksonville, FL .....	41,524	41,804	0.7
Jacksonville, NC .....	27,893	29,006	4.0
Janesville, WI .....	36,906	36,652	-0.7
Jefferson City, MO .....	33,766	34,474	2.1
Johnson City, TN .....	32,759	33,949	3.6
Johnstown, PA .....	32,464	33,238	2.4
Jonesboro, AR .....	31,532	31,793	0.8
Joplin, MO .....	32,156	32,741	1.8
Kalamazoo-Portage, MI .....	40,333	40,044	-0.7
Kankakee-Bradley, IL .....	34,451	34,539	0.3
Kansas City, MO-KS .....	44,155	44,331	0.4
Kennewick-Richland-Pasco, WA .....	41,878	43,705	4.4
Killeen-Temple-Fort Hood, TX .....	34,299	35,674	4.0
Kingsport-Bristol-Bristol, TN-VA .....	37,260	37,234	-0.1
Kingston, NY .....	35,883	36,325	1.2
Knoxville, TN .....	38,912	39,353	1.1
Kokomo, IN .....	44,117	42,248	-4.2
La Crosse, WI-MN .....	34,078	34,836	2.2
Lafayette, IN .....	37,832	38,313	1.3
Lafayette, LA .....	42,748	42,050	-1.6
Lake Charles, LA .....	39,982	39,263	-1.8
Lakeland, FL .....	35,195	35,485	0.8
Lancaster, PA .....	38,127	38,328	0.5
Lansing-East Lansing, MI .....	42,339	42,764	1.0
Laredo, TX .....	29,572	29,952	1.3
Las Cruces, NM .....	32,894	34,264	4.2
Las Vegas-Paradise, NV .....	43,120	42,674	-1.0
Lawrence, KS .....	32,313	32,863	1.7
Lawton, OK .....	32,258	33,206	2.9
Lebanon, PA .....	33,900	34,416	1.5
Lewiston, ID-WA .....	32,783	32,850	0.2
Lewiston-Auburn, ME .....	34,396	34,678	0.8
Lexington-Fayette, KY .....	40,034	40,446	1.0
Lima, OH .....	35,381	36,224	2.4
Lincoln, NE .....	35,834	36,281	1.2
Little Rock-North Little Rock, AR .....	38,902	40,331	3.7
Logan, UT-ID .....	29,392	29,608	0.7
Longview, TX .....	38,902	38,215	-1.8
Longview, WA .....	37,806	38,300	1.3
Los Angeles-Long Beach-Santa Ana, CA .....	51,520	51,344	-0.3
Louisville, KY-IN .....	40,596	41,101	1.2
Lubbock, TX .....	33,867	34,318	1.3
Lynchburg, VA .....	35,207	35,503	0.8
Macon, GA .....	34,823	35,718	2.6
Madera, CA .....	34,405	34,726	0.9
Madison, WI .....	42,623	42,861	0.6
Manchester-Nashua, NH .....	50,629	49,899	-1.4
Mansfield, OH .....	33,946	33,256	-2.0
Mayaguez, PR .....	22,394	23,634	5.5
McAllen-Edinburg-Pharr, TX .....	28,498	29,197	2.5
Medford, OR .....	33,402	34,047	1.9
Memphis, TN-MS-AR .....	43,124	43,318	0.4
Merced, CA .....	33,903	34,284	1.1
Miami-Fort Lauderdale-Miami Beach, FL .....	44,199	44,514	0.7
Michigan City-La Porte, IN .....	33,507	33,288	-0.7
Midland, TX .....	50,116	47,557	-5.1
Milwaukee-Waukesha-West Allis, WI .....	44,462	44,446	0.0
Minneapolis-St. Paul-Bloomington, MN-WI .....	51,044	50,107	-1.8
Missoula, MT .....	33,414	33,869	1.4
Mobile, AL .....	38,180	39,295	2.9
Modesto, CA .....	37,867	38,657	2.1
Monroe, LA .....	32,796	33,765	3.0
Monroe, MI .....	41,849	41,055	-1.9
Montgomery, AL .....	37,552	38,441	2.4
Morgantown, WV .....	37,082	38,637	4.2
Morristown, TN .....	32,858	32,903	0.1
Mount Vernon-Anacortes, WA .....	36,230	37,098	2.4
Muncie, IN .....	32,420	32,822	1.2
Muskegon-Norton Shores, MI .....	36,033	35,654	-1.1
Myrtle Beach-Conway-North Myrtle Beach, SC .....	28,450	28,132	-1.1
Napa, CA .....	45,061	45,174	0.3
Naples-Marco Island, FL .....	40,178	39,808	-0.9
Nashville-Davidson-Murfreesboro, TN .....	43,964	43,811	-0.3
New Haven-Milford, CT .....	48,239	48,681	0.9
New Orleans-Metairie-Kenner, LA .....	45,108	45,121	0.0
New York-Northern New Jersey-Long Island, NY-NJ-PA .....	66,548	63,773	-4.2
Niles-Benton Harbor, MI .....	38,814	39,097	0.7
Norwich-New London, CT .....	46,727	47,245	1.1
Ocala, FL .....	32,579	32,724	0.4

See footnotes at end of table.

**26. Continued — Average annual wages for 2008 and 2009 for all covered workers<sup>1</sup> by metropolitan area**

Metropolitan area <sup>2</sup>	Average annual wages <sup>3</sup>		
	2008	2009	Percent change, 2008-09
Ocean City, NJ .....	\$33,529	\$33,477	-0.2
Odessa, TX .....	44,316	42,295	-4.6
Ogden-Clearfield, UT .....	34,778	35,562	2.3
Oklahoma City, OK .....	39,363	39,525	0.4
Olympia, WA .....	40,714	41,921	3.0
Omaha-Council Bluffs, NE-IA .....	40,097	40,555	1.1
Orlando, FL .....	39,322	39,225	-0.2
Oshkosh-Neenah, WI .....	41,781	41,300	-1.2
Owensboro, KY .....	34,956	35,264	0.9
Oxnard-Thousand Oaks-Ventura, CA .....	46,490	47,066	1.2
Palm Bay-Melbourne-Titusville, FL .....	42,089	43,111	2.4
Panama City-Lynn Haven, FL .....	34,361	34,857	1.4
Parkersburg-Marietta, WV-OH .....	35,102	35,650	1.6
Pascagoula, MS .....	42,734	43,509	1.8
Pensacola-Ferry Pass-Brent, FL .....	34,829	35,683	2.5
Peoria, IL .....	44,562	44,747	0.4
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD .....	51,814	52,237	0.8
Phoenix-Mesa-Scottsdale, AZ .....	44,482	44,838	0.8
Pine Bluff, AR .....	34,106	34,588	1.4
Pittsburgh, PA .....	44,124	44,234	0.2
Pittsfield, MA .....	38,957	38,690	-0.7
Pocatello, ID .....	30,608	30,690	0.3
Ponce, PR .....	21,818	22,556	3.4
Portland-South Portland-Biddeford, ME .....	39,711	40,012	0.8
Portland-Vancouver-Beaverton, OR-WA .....	45,326	45,544	0.5
Port St. Lucie-Fort Pierce, FL .....	36,174	36,130	-0.1
Poughkeepsie-Newburgh-Middletown, NY .....	42,148	43,054	2.1
Prescott, AZ .....	33,004	32,927	-0.2
Providence-New Bedford-Fall River, RI-MA .....	42,141	42,428	0.7
Provo-Orem, UT .....	35,516	35,695	0.5
Pueblo, CO .....	34,055	34,889	2.4
Punta Gorda, FL .....	32,927	32,563	-1.1
Racine, WI .....	41,232	40,623	-1.5
Raleigh-Cary, NC .....	43,912	44,016	0.2
Rapid City, SD .....	32,227	32,821	1.8
Reading, PA .....	40,691	41,083	1.0
Redding, CA .....	35,655	35,912	0.7
Reno-Sparks, NV .....	42,167	42,232	0.2
Richmond, VA .....	45,244	44,960	-0.6
Riverside-San Bernardino-Ontario, CA .....	38,617	38,729	0.3
Roanoke, VA .....	36,475	37,153	1.9
Rochester, MN .....	46,196	46,999	1.7
Rochester, NY .....	41,728	41,761	0.1
Rockford, IL .....	39,210	38,843	-0.9
Rocky Mount, NC .....	33,110	33,613	1.5
Rome, GA .....	35,229	35,913	1.9
Sacramento-Arden-Arcade-Roseville, CA .....	47,924	48,204	0.6
Saginaw-Saginaw Township North, MI .....	37,549	38,009	1.2
St. Cloud, MN .....	35,069	35,883	2.3
St. George, UT .....	29,291	29,608	1.1
St. Joseph, MO-KS .....	32,651	33,555	2.8
St. Louis, MO-IL .....	45,419	44,080	-2.9
Salem, OR .....	34,891	35,691	2.3
Salinas, CA .....	40,235	40,258	0.1
Salisbury, MD .....	35,901	36,396	1.4
Salt Lake City, UT .....	41,628	42,613	2.4
San Angelo, TX .....	32,852	33,043	0.6
San Antonio, TX .....	38,876	39,596	1.9
San Diego-Carlsbad-San Marcos, CA .....	49,079	49,240	0.3
Sandusky, OH .....	33,760	33,117	-1.9
San Francisco-Oakland-Fremont, CA .....	65,100	65,367	0.4
San German-Cabo Rojo, PR .....	19,875	20,452	2.9
San Jose-Sunnyvale-Santa Clara, CA .....	80,063	79,609	-0.6
San Juan-Caguas-Guaynabo, PR .....	26,839	27,620	2.9
San Luis Obispo-Paso Robles, CA .....	38,134	38,913	2.0
Santa Barbara-Santa Maria-Goleta, CA .....	42,617	43,257	1.5
Santa Cruz-Watsonville, CA .....	41,471	40,880	-1.4
Santa Fe, NM .....	38,646	39,536	2.3
Santa Rosa-Petaluma, CA .....	43,757	43,274	-1.1
Sarasota-Bradenton-Venice, FL .....	36,781	36,856	0.2
Savannah, GA .....	37,846	38,343	1.3
Scranton-Wilkes-Barre, PA .....	34,902	35,404	1.4
Seattle-Tacoma-Bellevue, WA .....	53,667	54,650	1.8
Sheboygan, WI .....	37,834	38,114	0.7
Sherman-Denison, TX .....	36,081	36,151	0.2
Shreveport-Bossier City, LA .....	36,308	36,706	1.1
Sioux City, IA-NE-SD .....	34,326	34,087	-0.7
Sioux Falls, SD .....	36,982	37,562	1.6
South Bend-Mishawaka, IN-MI .....	37,654	37,811	0.4
Spartanburg, SC .....	39,313	39,104	-0.5

See footnotes at end of table.

**26. Continued — Average annual wages for 2008 and 2009 for all covered workers<sup>1</sup> by metropolitan area**

Metropolitan area <sup>2</sup>	Average annual wages <sup>3</sup>		
	2008	2009	Percent change, 2008-09
Spokane, WA .....	\$36,792	\$38,112	3.6
Springfield, IL .....	44,416	45,602	2.7
Springfield, MA .....	40,969	41,248	0.7
Springfield, MO .....	32,971	33,615	2.0
Springfield, OH .....	33,158	33,725	1.7
State College, PA .....	38,050	38,658	1.6
Stockton, CA .....	39,075	39,274	0.5
Sumter, SC .....	30,842	31,074	0.8
Syracuse, NY .....	40,554	41,141	1.4
Tallahassee, FL .....	37,433	38,083	1.7
Tampa-St. Petersburg-Clearwater, FL .....	40,521	41,480	2.4
Terre Haute, IN .....	33,562	33,470	-0.3
Texarkana, TX-Texarkana, AR .....	35,002	35,288	0.8
Toledo, OH .....	39,686	39,098	-1.5
Topeka, KS .....	36,714	37,651	2.6
Trenton-Ewing, NJ .....	60,135	59,313	-1.4
Tucson, AZ .....	39,973	40,071	0.2
Tulsa, OK .....	40,205	40,108	-0.2
Tuscaloosa, AL .....	37,949	38,309	0.9
Tyler, TX .....	38,817	38,845	0.1
Utica-Rome, NY .....	34,936	35,492	1.6
Valdosta, GA .....	29,288	29,661	1.3
Vallejo-Fairfield, CA .....	45,264	47,287	4.5
Vero Beach, FL .....	36,557	35,937	-1.7
Victoria, TX .....	39,888	38,608	-3.2
Vineland-Millville-Bridgeton, NJ .....	40,709	41,145	1.1
Virginia Beach-Norfolk-Newport News, VA-NC .....	38,696	39,614	2.4
Visalia-Porterville, CA .....	32,018	32,125	0.3
Waco, TX .....	35,698	36,731	2.9
Warner Robins, GA .....	40,457	41,820	3.4
Washington-Arlington-Alexandria, DC-VA-MD-WV .....	62,653	64,032	2.2
Waterloo-Cedar Falls, IA .....	37,363	37,919	1.5
Wausau, WI .....	36,477	36,344	-0.4
Weirton-Steubenville, WV-OH .....	35,356	34,113	-3.5
Wenatchee, WA .....	30,750	31,200	1.5
Wheeling, WV-OH .....	32,915	33,583	2.0
Wichita, KS .....	40,423	40,138	-0.7
Wichita Falls, TX .....	34,185	33,698	-1.4
Williamsport, PA .....	33,340	34,188	2.5
Wilmington, NC .....	35,278	36,204	2.6
Winchester, VA-WV .....	37,035	38,127	2.9
Winston-Salem, NC .....	39,770	39,874	0.3
Worcester, MA .....	45,955	45,743	-0.5
Yakima, WA .....	30,821	31,366	1.8
Yauco, PR .....	19,821	20,619	4.0
York-Hanover, PA .....	39,379	39,798	1.1
Youngstown-Warren-Boardman, OH-PA .....	34,403	33,704	-2.0
Yuba City, CA .....	36,538	37,289	2.1
Yuma, AZ .....	31,351	32,474	3.6

<sup>1</sup> Includes workers covered by Unemployment Insurance (UI) and Unemployment Compensation for Federal Employees (UCFE) programs.

<sup>2</sup> Includes data for Metropolitan Statistical Areas (MSA) as defined by OMB Bulletin No. 04-03 as of February 18, 2004.

<sup>3</sup> Each year's total is based on the MSA definition for the specific year. Annual changes include differences resulting from changes in MSA definitions.

<sup>4</sup> Totals do not include the six MSAs within Puerto Rico.



## 27. Annual data: Employment status of the population

[Numbers in thousands]

Employment status	2002 <sup>1</sup>	2003 <sup>1</sup>	2004	2005	2006	2007	2008	2009	2010	2011	2012
Civilian noninstitutional population.....	217,570	221,168	223,357	226,082	228,815	231,867	233,788	235,801	237,830	239,618	243,284
Civilian labor force.....	144,863	146,510	147,401	149,320	151,428	153,124	154,287	154,142	153,889	153,617	154,975
Labor force participation rate.....	66.6	66.2	66.0	66.0	66.2	66.0	66.0	65.4	64.7	64.1	63.7
Employed.....	136,485	137,736	139,252	141,730	144,427	146,047	145,362	139,877	139,064	139,869	142,469
Employment-population ratio.....	62.7	62.3	62.3	62.7	63.1	63.0	62.2	59.3	58.5	58.4	58.6
Unemployed.....	8,378	8,774	8,149	7,591	7,001	7,078	8,924	14,265	14,825	13,747	12,506
Unemployment rate.....	5.8	6.0	5.5	5.1	4.6	4.6	5.8	9.3	9.6	8.9	8.1
Not in the labor force.....	72,707	74,658	75,956	76,762	77,387	78,743	79,501	81,659	83,941	86,001	88,310

<sup>1</sup> Not strictly comparable with prior years.

## 28. Annual data: Employment levels by industry

[In thousands]

Industry	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
Total private employment.....	108,937	108,517	109,888	111,943	114,151	115,427	114,342	108,321	107,427	109,411	111,821
Total nonfarm employment.....	130,450	130,100	131,509	133,747	136,125	137,645	136,852	130,876	129,917	131,497	133,738
Goods-producing.....	22,557	21,816	21,882	22,190	22,530	22,233	21,335	18,558	17,751	18,047	18,410
Natural resources and mining.....	583	572	591	628	684	724	767	694	705	788	851
Construction.....	6,716	6,735	6,976	7,336	7,691	7,630	7,162	6,016	5,518	5,533	5,640
Manufacturing.....	15,259	14,509	14,315	14,227	14,155	13,879	13,406	11,847	11,528	11,726	11,918
Private service-providing.....	86,380	86,701	88,006	89,753	91,621	93,194	93,008	89,764	89,676	91,363	93,411
Trade, transportation, and utilities.....	25,497	25,287	25,533	25,959	26,276	26,630	26,293	24,906	24,636	25,065	25,517
Wholesale trade.....	5,652	5,608	5,663	5,764	5,905	6,015	5,943	5,587	5,452	5,543	5,673
Retail trade.....	15,025	14,917	15,058	15,280	15,353	15,520	15,283	14,522	14,440	14,668	14,875
Transportation and warehousing.....	4,224	4,185	4,249	4,361	4,470	4,541	4,508	4,236	4,191	4,302	4,415
Utilities.....	596	577	564	554	549	553	559	560	553	553	554
Information.....	3,395	3,188	3,118	3,061	3,038	3,032	2,984	2,804	2,707	2,674	2,679
Financial activities.....	7,956	8,078	8,105	8,197	8,367	8,348	8,206	7,838	7,695	7,697	7,787
Professional and business services.....	15,976	15,987	16,394	16,954	17,566	17,942	17,735	16,579	16,728	17,332	17,928
Education and health services.....	16,199	16,588	16,953	17,372	17,826	18,322	18,838	19,193	19,531	19,883	20,319
Leisure and hospitality.....	11,986	12,173	12,493	12,816	13,110	13,427	13,436	13,077	13,049	13,353	13,745
Other services.....	5,372	5,401	5,409	5,395	5,438	5,494	5,515	5,367	5,331	5,360	5,437
Government.....	21,513	21,583	21,621	21,804	21,974	22,218	22,509	22,555	22,490	22,086	21,917

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

Industry	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
<b>Private sector:</b>											
Average weekly hours.....	33.9	33.7	33.7	33.8	33.9	33.9	33.6	33.1	33.4	33.6	33.7
Average hourly earnings (in dollars).....	15.0	15.4	15.7	16.1	16.8	17.4	18.1	18.6	19.1	19.5	19.8
Average weekly earnings (in dollars).....	507.0	518.4	529.2	544.4	567.9	590.2	608.1	617.5	637.2	654.7	667.0
<b>Goods-producing:</b>											
Average weekly hours.....	39.9	39.8	40.0	40.1	40.5	40.6	40.2	39.2	40.4	40.9	41.2
Average hourly earnings (in dollars).....	16.3	16.8	17.2	17.6	18.0	18.7	19.3	19.9	20.3	20.7	21.0
Average weekly earnings (in dollars).....	651.6	669.1	688.3	705.3	730.2	757.5	776.6	779.7	819.0	844.9	862.1
<b>Natural resources and mining</b>											
Average weekly hours.....	43.2	43.6	44.5	45.6	45.6	45.9	45.1	43.2	44.6	46.7	46.6
Average hourly earnings (in dollars).....	17.2	17.6	18.1	18.7	19.9	21.0	22.5	23.3	23.8	24.5	25.8
Average weekly earnings (in dollars).....	742.0	765.9	804.0	853.9	908.0	962.6	1014.7	1006.7	1063.1	1144.6	1201.7
<b>Construction:</b>											
Average weekly hours.....	38.4	38.4	38.3	38.6	39.0	39.0	38.5	37.6	38.4	39.0	39.3
Average hourly earnings (in dollars).....	18.5	19.0	19.2	19.5	20.0	21.0	21.9	22.7	23.2	23.7	24.0
Average weekly earnings (in dollars).....	711.8	727.0	735.6	750.4	781.6	816.2	842.6	851.8	891.8	921.8	942.5
<b>Manufacturing:</b>											
Average weekly hours.....	40.5	40.4	40.8	40.7	41.1	41.2	40.8	39.8	41.1	41.4	41.7
Average hourly earnings (in dollars).....	15.3	15.7	16.1	16.6	16.8	17.3	17.8	18.2	18.6	18.9	19.1
Average weekly earnings (in dollars).....	618.6	636.0	658.5	673.3	690.9	711.5	724.5	726.1	765.2	784.3	794.9
<b>Private service-providing:</b>											
Average weekly hours.....	32.5	32.4	32.3	32.4	32.5	32.4	32.3	32.1	32.2	32.4	32.5
Average hourly earnings (in dollars).....	14.6	15.0	15.3	15.7	16.4	17.1	17.8	18.4	18.8	19.2	19.5
Average weekly earnings (in dollars).....	474.3	485.3	494.7	509.7	532.9	555.0	574.6	588.5	606.2	622.3	634.6
<b>Trade, transportation, and utilities:</b>											
Average weekly hours.....	33.6	33.6	33.5	33.4	33.4	33.3	33.2	32.9	33.3	33.7	33.8
Average hourly earnings (in dollars).....	14.0	14.3	14.6	14.9	15.4	15.8	16.2	16.5	16.8	17.2	17.4
Average weekly earnings (in dollars).....	471.3	481.1	488.5	498.5	514.4	525.9	536.1	541.9	559.6	577.7	588.6
<b>Wholesale trade:</b>											
Average weekly hours.....	38.0	37.9	37.8	37.7	38.0	38.2	38.2	37.6	37.9	38.5	38.7
Average hourly earnings (in dollars).....	17.0	17.4	17.7	18.2	18.9	19.6	20.1	20.8	21.5	22.0	22.2
Average weekly earnings (in dollars).....	644.4	657.3	666.8	685.0	718.5	748.9	769.6	784.5	816.5	845.4	860.9
<b>Retail trade:</b>											
Average weekly hours.....	30.9	30.9	30.7	30.6	30.5	30.2	30.0	29.9	30.2	30.5	30.5
Average hourly earnings (in dollars).....	11.7	11.9	12.1	12.4	12.6	12.8	12.9	13.0	13.3	13.5	13.8
Average weekly earnings (in dollars).....	644.4	657.3	666.8	685.0	718.5	748.9	769.6	784.5	816.5	845.4	860.9
<b>Transportation and warehousing:</b>											
Average weekly hours.....	36.8	36.8	37.2	37.0	36.9	37.0	36.4	36.0	37.1	37.8	38.0
Average hourly earnings (in dollars).....	15.8	16.3	16.5	16.7	17.3	17.7	18.4	18.8	19.2	19.5	19.5
Average weekly earnings (in dollars).....	579.9	598.4	614.9	618.6	636.8	655.0	670.2	677.6	710.9	737.0	742.2
<b>Utilities:</b>											
Average weekly hours.....	40.9	41.1	40.9	41.1	41.4	42.4	42.7	42.0	42.0	42.1	41.1
Average hourly earnings (in dollars).....	24.0	24.8	25.6	26.7	27.4	27.9	28.8	29.5	30.0	30.8	31.6
Average weekly earnings (in dollars).....	979.3	1017.4	1048.0	1095.9	1135.6	1182.7	1230.7	1239.3	1262.9	1296.9	1297.7
<b>Information:</b>											
Average weekly hours.....	36.5	36.2	36.3	36.5	36.6	36.5	36.7	36.6	36.3	36.2	35.9
Average hourly earnings (in dollars).....	20.2	21.0	21.4	22.1	23.2	24.0	24.8	25.5	25.9	26.6	27.0
Average weekly earnings (in dollars).....	737.9	760.8	776.7	805.1	850.6	874.5	908.8	931.1	939.9	964.9	971.0
<b>Financial activities:</b>											
Average weekly hours.....	35.6	35.5	35.6	36.0	35.8	35.9	35.9	36.1	36.2	36.4	36.8
Average hourly earnings (in dollars).....	16.3	17.2	17.6	18.0	18.8	19.7	20.3	20.9	21.6	21.9	22.8
Average weekly earnings (in dollars).....	578.9	611.7	625.5	646.5	673.5	706.3	729.6	755.1	780.2	798.7	840.5
<b>Professional and business services:</b>											
Average weekly hours.....	34.2	34.1	34.2	34.2	34.6	34.8	34.8	34.7	35.1	35.2	35.3
Average hourly earnings (in dollars).....	16.8	17.2	17.5	18.1	19.1	20.2	21.2	22.4	22.8	23.1	23.3
Average weekly earnings (in dollars).....	574.6	587.0	597.5	618.7	662.3	700.8	737.9	775.8	798.5	813.4	822.1
<b>Education and health services:</b>											
Average weekly hours.....	32.4	32.3	32.4	32.6	32.5	32.6	32.5	32.2	32.1	32.3	32.4
Average hourly earnings (in dollars).....	15.2	15.6	16.2	16.7	17.4	18.1	18.9	19.5	20.1	20.8	21.1
Average weekly earnings (in dollars).....	492.7	505.7	523.8	544.6	564.9	590.1	613.7	628.5	646.7	670.2	682.7
<b>Leisure and hospitality:</b>											
Average weekly hours.....	25.8	25.6	25.7	25.7	25.7	25.5	25.2	24.8	24.8	24.8	25.0
Average hourly earnings (in dollars).....	8.8	9.0	9.2	9.4	9.8	10.4	10.8	11.1	11.3	11.5	11.6
Average weekly earnings (in dollars).....	227.3	230.5	234.9	241.4	250.3	265.5	273.4	276.0	280.9	283.8	290.3
<b>Other services:</b>											
Average weekly hours.....	32.1	31.4	31.0	30.9	30.9	30.9	30.8	30.5	30.7	30.8	30.7
Average hourly earnings (in dollars).....	13.7	13.8	14.0	14.3	14.8	15.4	16.1	16.6	17.1	17.3	17.6
Average weekly earnings (in dollars).....	439.9	434.4	433.0	443.4	456.5	477.1	495.6	506.3	523.7	532.6	539.3

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,<sup>1</sup> by occupation and industry group

[December 2005 = 100]

Series	2010	2011				2012				Percent change	
	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.	Dec.	3 months ended	12 months ended
	Dec. 2012										
<b>Civilian workers<sup>2</sup></b> .....	113.2	114.0	114.8	115.2	115.5	116.2	116.8	117.5	117.7	0.2	1.9
Workers by occupational group											
Management, professional, and related.....	113.7	114.7	115.2	115.6	115.8	116.8	117.3	117.8	118.1	.3	2.0
Management, business, and financial.....	112.7	113.9	114.7	115.1	115.3	116.2	117.2	117.3	117.5	.2	1.9
Professional and related.....	114.3	115.1	115.4	115.9	116.2	117.1	117.4	118.1	118.5	.3	2.0
Sales and office.....	112.1	112.6	113.7	114.2	114.6	115.4	116.2	116.9	116.9	.0	2.0
Sales and related.....	108.1	107.9	109.8	110.4	110.8	111.4	112.7	113.5	113.3	-.2	2.3
Office and administrative support.....	114.4	115.4	116.1	116.6	116.8	117.7	118.3	118.9	119.1	.2	2.0
Natural resources, construction, and maintenance.....	113.6	114.2	115.2	115.8	116.1	116.7	117.3	118.0	118.1	.1	1.7
Construction and extraction.....	114.5	114.9	115.6	116.1	116.5	116.7	117.2	118.0	118.0	.0	1.3
Installation, maintenance, and repair.....	112.6	113.3	114.7	115.5	115.6	116.6	117.3	118.0	118.3	.3	2.3
Production, transportation, and material moving.....	111.9	112.7	113.9	114.2	114.6	114.9	115.4	116.1	116.5	.3	1.7
Production.....	110.9	111.8	113.2	113.4	113.8	113.9	114.4	114.9	115.1	.2	1.1
Transportation and material moving.....	113.3	113.8	114.7	115.1	115.6	116.2	116.7	117.7	118.2	.4	2.2
Service occupations.....	114.9	115.7	115.9	116.2	116.6	117.3	117.6	118.3	118.7	.3	1.8
Workers by industry											
Goods-producing.....	111.1	112.1	113.2	113.5	113.9	114.1	114.7	115.4	115.6	.2	1.5
Manufacturing.....	110.0	111.4	112.7	112.8	113.1	113.4	114.0	114.6	114.9	.3	1.6
Service-providing.....	113.6	114.3	115.0	115.5	115.8	116.6	117.2	117.8	118.1	.3	2.0
Education and health services.....	115.2	115.5	115.7	116.5	116.8	117.5	117.9	118.8	119.0	.2	1.9
Health care and social assistance.....	115.0	115.5	115.9	116.4	116.8	118.0	118.5	118.9	119.3	.3	2.1
Hospitals.....	115.9	116.5	116.9	117.4	117.8	118.5	118.9	119.3	119.7	.3	1.6
Nursing and residential care facilities.....	112.7	113.4	113.9	114.3	114.3	115.0	115.3	115.7	115.9	.2	1.4
Education services.....	115.3	115.5	115.5	116.6	116.7	117.1	117.3	118.6	118.8	.2	1.8
Elementary and secondary schools.....	115.5	115.7	115.7	116.7	116.8	117.1	117.3	118.6	118.7	.1	1.6
Public administration <sup>3</sup> .....	116.8	117.5	117.6	118.1	118.2	119.1	119.5	120.5	120.7	.2	2.1
<b>Private industry workers</b> .....	112.5	113.3	114.3	114.6	115.0	115.7	116.4	116.9	117.2	.3	1.9
Workers by occupational group											
Management, professional, and related.....	113.0	114.1	114.8	115.1	115.4	116.4	117.1	117.4	117.7	.3	2.0
Management, business, and financial.....	112.3	113.6	114.5	114.8	115.0	116.0	116.9	116.9	117.1	.2	1.8
Professional and related.....	113.5	114.6	115.1	115.4	115.7	116.8	117.3	117.7	118.2	.4	2.2
Sales and office.....	111.6	112.1	113.3	113.8	114.2	115.0	115.9	116.5	116.5	.0	2.0
Sales and related.....	108.1	107.8	109.8	110.3	110.7	111.4	112.6	113.5	113.2	-.3	2.3
Office and administrative support.....	114.0	115.1	115.8	116.2	116.5	117.5	118.1	118.5	118.8	.3	2.0
Natural resources, construction, and maintenance.....	113.3	113.8	114.9	115.5	115.8	116.3	117.0	117.7	117.8	.1	1.7
Construction and extraction.....	114.4	114.8	115.5	116.0	116.5	116.6	117.1	117.8	117.9	.1	1.2
Installation, maintenance, and repair.....	111.9	112.6	114.2	114.9	115.0	116.1	116.8	117.5	117.8	.3	2.4
Production, transportation, and material moving.....	111.5	112.2	113.5	113.8	114.2	114.5	115.1	115.7	116.1	.3	1.7
Production.....	110.8	111.7	113.2	113.4	113.8	113.8	114.4	114.8	115.0	.2	1.1
Transportation and material moving.....	112.5	113.0	114.0	114.4	114.9	115.5	116.0	117.0	117.6	.5	2.3
Service occupations.....	113.5	114.5	114.7	115.0	115.4	116.0	116.4	116.9	117.4	.4	1.7
Workers by industry and occupational group											
Goods-producing industries.....	111.1	112.0	113.2	113.4	113.8	114.1	114.7	115.3	115.6	.3	1.6
Management, professional, and related.....	109.1	110.8	112.1	112.0	112.3	113.2	113.8	114.3	114.6	.3	2.0
Sales and office.....	110.2	110.4	111.4	111.8	112.5	113.5	114.5	115.4	115.6	.2	2.8
Natural resources, construction, and maintenance.....	113.7	114.2	115.2	115.6	115.9	115.8	116.3	117.3	117.6	.3	1.5
Production, transportation, and material moving.....	110.8	111.6	113.0	113.1	113.6	113.4	114.0	114.6	114.8	.2	1.1
Construction.....	112.7	112.8	113.6	113.9	114.5	114.6	115.2	116.0	116.3	.3	1.6
Manufacturing.....	110.0	111.4	112.7	112.8	113.1	113.4	114.0	114.6	114.9	.3	1.6
Management, professional, and related.....	108.8	110.9	112.0	112.0	112.2	113.2	113.7	114.1	114.4	.3	2.0
Sales and office.....	110.8	112.2	113.2	113.3	113.7	115.1	115.4	116.4	116.6	.2	2.6
Natural resources, construction, and maintenance.....	110.9	112.0	114.0	114.3	114.2	113.7	114.5	116.0	116.4	.3	1.9
Production, transportation, and material moving.....	110.5	111.4	112.8	112.9	113.4	113.1	113.8	114.3	114.5	.2	1.0
Service-providing industries.....	113.0	113.8	114.6	115.0	115.3	116.3	117.0	117.4	117.7	.3	2.1
Management, professional, and related.....	113.7	114.8	115.4	115.7	116.0	117.0	117.7	118.0	118.3	.3	2.0
Sales and office.....	111.8	112.3	113.6	114.0	114.3	115.1	116.0	116.6	116.6	.0	2.0
Natural resources, construction, and maintenance.....	112.6	113.2	114.4	115.5	115.6	117.2	118.0	118.4	118.2	-.2	2.2
Production, transportation, and material moving.....	112.5	113.1	114.2	114.6	115.1	116.0	116.4	117.2	117.7	.4	2.3
Service occupations.....	113.5	114.5	114.7	114.9	115.4	116.0	116.4	116.8	117.4	.5	1.7
Trade, transportation, and utilities.....	111.4	112.0	113.2	113.8	114.1	115.2	116.0	116.6	116.7	.1	2.3

See footnotes at end of table.

**30. Continued—Employment Cost Index, compensation,<sup>1</sup> by occupation and industry group**

[December 2005 = 100]

Series	2010	2011				2012				Percent change	
	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.	Dec.	3 months ended	12 months ended
	Dec. 2012										
Wholesale trade.....	109.5	109.9	111.4	112.2	112.8	113.9	114.4	115.4	114.9	-0.4	1.9
Retail trade.....	112.0	112.4	113.5	114.0	114.4	114.9	115.8	115.9	116.1	.2	1.5
Transportation and warehousing.....	111.3	112.5	113.1	113.6	113.6	115.7	116.4	117.6	118.1	.4	4.0
Utilities.....	117.5	119.3	120.9	121.5	121.6	122.9	125.2	125.4	125.7	.2	3.4
Information.....	110.0	111.6	112.3	112.4	112.5	115.2	116.4	116.6	116.9	.3	3.9
Financial activities.....	111.4	112.9	113.8	114.3	114.2	114.4	115.6	116.0	115.9	-.1	1.5
Finance and insurance.....	111.8	113.3	114.3	114.7	114.5	114.6	115.8	116.2	116.0	-.2	1.3
Real estate and rental and leasing.....	109.4	110.8	111.4	112.5	112.9	113.5	114.6	115.0	115.2	.2	2.0
Professional and business services.....	114.6	115.5	116.6	116.7	117.1	117.9	118.5	118.7	119.3	.5	1.9
Education and health services.....	114.7	115.1	115.5	116.0	116.5	117.6	118.0	118.6	118.9	.3	2.1
Education services.....	115.0	115.2	115.6	116.8	117.3	117.6	117.8	118.9	119.0	.1	1.4
Health care and social assistance.....	114.6	115.0	115.5	115.8	116.4	117.6	118.1	118.5	118.9	.3	2.1
Hospitals.....	115.6	116.2	116.6	117.0	117.5	118.1	118.5	118.9	119.4	.4	1.6
Leisure and hospitality.....	114.1	114.5	114.6	115.1	115.2	115.6	116.0	116.0	116.5	.4	1.1
Accommodation and food services.....	114.8	115.4	115.3	115.9	116.0	116.3	116.7	116.7	117.3	.5	1.1
Other services, except public administration.....	113.2	114.4	114.5	115.0	115.6	116.6	116.9	117.6	117.7	.1	1.8
<b>State and local government workers.....</b>	<b>116.2</b>	<b>116.6</b>	<b>116.7</b>	<b>117.6</b>	<b>117.7</b>	<b>118.3</b>	<b>118.6</b>	<b>119.7</b>	<b>119.9</b>	<b>.2</b>	<b>1.9</b>
Workers by occupational group											
Management, professional, and related.....	115.5	115.9	116.0	116.9	116.9	117.6	117.9	119.0	119.2	.2	2.0
Professional and related.....	115.5	115.9	115.9	116.8	116.9	117.5	117.7	118.8	119.0	.2	1.8
Sales and office.....	116.6	117.1	117.3	118.4	118.4	118.9	119.4	120.7	120.9	.2	2.1
Office and administrative support.....	116.9	117.5	117.7	118.7	118.6	119.1	119.6	120.8	121.0	.2	2.0
Service occupations.....	118.0	118.5	118.6	119.2	119.5	120.1	120.4	121.5	121.7	.2	1.8
Workers by industry											
Education and health services.....	115.6	115.9	115.9	116.9	117.0	117.5	117.7	119.0	119.1	.1	1.8
Education services.....	115.3	115.5	115.5	116.5	116.6	117.0	117.2	118.6	118.7	.1	1.8
Schools.....	115.3	115.5	115.5	116.5	116.5	117.0	117.2	118.5	118.7	.2	1.9
Elementary and secondary schools.....	115.6	115.8	115.8	116.8	116.9	117.2	117.4	118.7	118.7	.0	1.5
Health care and social assistance.....	117.9	119.0	119.2	119.9	120.1	121.1	121.4	121.9	122.2	.2	1.7
Hospitals.....	117.0	118.2	118.3	118.9	119.2	120.1	120.5	121.0	121.2	.2	1.7
Public administration <sup>3</sup> .....	116.8	117.5	117.6	118.1	118.2	119.1	119.5	120.5	120.7	.2	2.1

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

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

<sup>3</sup> Consists of legislative, judicial, administrative, and regulatory activities.

NOTE: The Employment Cost Index data reflect the conversion to the 2002 North American Classification System (NAICS) and the 2000 Standard Occupational Classification (SOC) system. The NAICS and SOC data shown prior to 2006 are for informational purposes only. Series based on NAICS and SOC became the official BLS estimates starting in March 2006.

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

[December 2005 = 100]

Series	2010	2011				2012				Percent change	
	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.	Dec.	3 months ended	12 months ended
	Dec. 2012										
<b>Civilian workers<sup>1</sup></b>	113.0	113.4	113.9	114.4	114.6	115.3	115.8	116.3	116.5	0.2	1.7
Workers by occupational group											
Management, professional, and related.....	113.7	114.2	114.6	115.0	115.2	115.9	116.4	116.8	117.1	.3	1.6
Management, business, and financial.....	113.2	113.9	114.3	114.8	114.9	115.6	116.5	116.6	116.8	.2	1.7
Professional and related.....	113.9	114.4	114.7	115.2	115.4	116.0	116.4	116.9	117.4	.4	1.7
Sales and office.....	111.7	111.7	112.7	113.3	113.7	114.3	115.1	115.8	115.8	.0	1.8
Sales and related.....	108.6	107.8	109.7	110.3	110.8	111.4	112.7	113.7	113.1	-.5	2.1
Office and administrative support.....	113.6	114.3	114.7	115.3	115.5	116.2	116.7	117.2	117.5	.3	1.7
Natural resources, construction, and maintenance.....	113.4	113.8	114.5	115.2	115.4	115.7	116.0	116.6	116.7	.1	1.1
Construction and extraction.....	113.9	114.4	114.8	115.3	115.6	115.9	116.6	116.6	116.6	.0	.9
Installation, maintenance, and repair.....	112.8	113.1	114.1	115.2	115.2	115.7	116.1	116.6	116.9	.3	1.5
Production, transportation, and material moving.....	111.5	111.8	112.2	112.7	113.1	113.9	114.2	114.9	115.2	.3	1.9
Production.....	110.6	111.2	111.6	112.1	112.4	113.3	113.6	114.0	114.3	.3	1.7
Transportation and material moving.....	112.5	112.6	113.1	113.4	113.8	114.6	115.0	115.9	116.4	.4	2.3
Service occupations.....	113.9	114.5	114.6	115.0	115.4	115.7	116.0	116.5	117.0	.4	1.4
Workers by industry											
Goods-producing.....	111.6	112.2	112.7	113.2	113.5	114.0	114.5	115.1	115.4	.3	1.7
Manufacturing.....	110.7	111.5	112.0	112.5	112.7	113.6	114.0	114.6	114.8	.2	1.9
Service-providing.....	113.2	113.6	114.1	114.6	114.9	115.5	116.1	116.5	116.8	.3	1.7
Education and health services.....	114.0	114.2	114.4	115.0	115.3	115.8	116.1	116.7	117.0	.3	1.5
Health care and social assistance.....	114.7	114.9	115.4	115.8	116.2	117.1	117.5	117.9	118.3	.3	1.8
Hospitals.....	115.4	115.8	116.2	116.7	117.2	117.6	117.9	118.3	118.8	.4	1.4
Nursing and residential care facilities.....	112.6	113.0	113.5	113.7	113.8	114.2	114.4	114.7	115.0	.3	1.1
Education services.....	113.4	113.6	113.6	114.4	114.6	114.8	114.9	115.7	115.9	.2	1.1
Elementary and secondary schools.....	113.4	113.6	113.6	114.2	114.4	114.5	114.6	115.3	115.4	.1	.9
Public administration <sup>2</sup> .....	114.0	114.4	114.5	114.8	115.0	115.6	115.8	116.1	116.3	.2	1.1
<b>Private industry workers</b>	112.8	113.2	113.8	114.3	114.6	115.3	115.9	116.4	116.6	.2	1.7
Workers by occupational group											
Management, professional, and related.....	113.7	114.4	114.9	115.3	115.5	116.3	117.0	117.3	117.7	.3	1.9
Management, business, and financial.....	113.2	113.9	114.4	114.9	115.0	115.7	116.7	116.7	116.9	.2	1.7
Professional and related.....	114.1	114.8	115.2	115.6	115.9	116.7	117.2	117.7	118.2	.4	2.0
Sales and office.....	111.5	111.6	112.7	113.2	113.6	114.3	115.2	115.8	115.8	.0	1.9
Sales and related.....	108.7	107.8	109.8	110.4	110.9	111.5	112.8	113.7	113.2	-.4	2.1
Office and administrative support.....	113.6	114.4	114.8	115.4	115.7	116.4	117.0	117.4	117.7	.3	1.7
Natural resources, construction, and maintenance.....	113.3	113.7	114.4	115.2	115.4	115.6	116.0	116.6	116.7	.1	1.1
Construction and extraction.....	114.0	114.5	114.9	115.4	115.7	115.7	116.0	116.8	116.7	-.1	.9
Installation, maintenance, and repair.....	112.5	112.7	113.9	115.0	115.0	115.5	115.9	116.4	116.7	.3	1.5
Production, transportation, and material moving.....	111.3	111.6	112.0	112.5	112.8	113.7	114.0	114.7	115.1	.3	2.0
Production.....	110.5	111.1	111.5	112.0	112.3	113.2	113.5	113.9	114.2	.3	1.7
Transportation and material moving.....	112.2	112.2	112.8	113.2	113.6	114.4	114.8	115.7	116.3	.5	2.4
Service occupations.....	113.5	114.2	114.2	114.6	115.1	115.4	115.8	116.2	116.8	.5	1.5
Workers by industry and occupational group											
Goods-producing industries.....	111.6	112.2	112.7	113.2	113.5	114.0	114.5	115.1	115.4	.3	1.7
Management, professional, and related.....	111.4	112.5	113.2	113.5	113.7	114.4	115.2	115.7	115.9	.2	1.9
Sales and office.....	110.5	110.0	110.9	111.5	112.3	113.2	114.1	115.1	115.1	.0	2.5
Natural resources, construction, and maintenance.....	113.5	114.0	114.6	115.0	115.3	115.3	115.5	116.4	116.7	.3	1.2
Production, transportation, and material moving.....	110.5	111.1	111.4	111.9	112.2	112.9	113.2	113.7	114.0	.3	1.6
Construction.....	112.7	112.7	113.2	113.6	114.1	113.9	114.4	115.2	115.5	.3	1.2
Manufacturing.....	110.7	111.5	112.0	112.5	112.7	113.6	114.0	114.6	114.8	.2	1.9
Management, professional, and related.....	111.2	112.3	112.9	113.3	113.4	114.3	115.1	115.5	115.8	.3	2.1
Sales and office.....	111.1	111.9	112.8	113.1	113.5	114.9	115.2	116.1	116.0	-.1	2.2
Natural resources, construction, and maintenance.....	111.4	112.2	112.9	113.8	113.5	114.1	114.4	115.6	116.0	.3	2.2
Production, transportation, and material moving.....	110.2	110.8	111.2	111.7	112.0	112.7	113.0	113.5	113.7	.2	1.5
Service-providing industries.....	113.1	113.5	114.1	114.6	114.9	115.6	116.3	116.7	117.0	.3	1.8
Management, professional, and related.....	114.1	114.8	115.2	115.6	115.8	116.6	117.3	117.5	118.0	.4	1.9
Sales and office.....	111.6	111.7	112.9	113.4	113.8	114.4	115.3	115.9	115.9	.0	1.8
Natural resources, construction, and maintenance.....	113.0	113.2	114.2	115.5	115.5	116.2	116.7	117.0	116.8	-.2	1.1
Production, transportation, and material moving.....	112.2	112.2	112.7	113.2	113.6	114.7	115.0	115.9	116.4	.4	2.5
Service occupations.....	113.5	114.2	114.2	114.6	115.1	115.4	115.8	116.2	116.8	.5	1.5
Trade, transportation, and utilities.....	111.0	110.9	111.7	112.5	112.9	113.9	114.5	115.1	115.1	.0	1.9



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

[December 2005 = 100]

Series	2010	2011				2012				Percent change	
	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.	Dec.	3 months ended	12 months ended
	Dec. 2012										
Wholesale trade.....	108.5	107.8	108.5	109.5	110.2	111.6	111.9	113.2	112.4	-0.7	2.0
Retail trade.....	112.0	112.2	113.1	114.0	114.4	114.9	115.6	115.4	115.7	.3	1.1
Transportation and warehousing.....	111.0	111.2	111.8	112.2	112.1	113.7	114.4	115.8	116.3	.4	3.7
Utilities.....	115.6	116.9	118.1	118.5	118.8	119.6	121.3	121.3	121.7	.3	2.4
Information.....	110.5	112.0	112.3	112.5	112.6	113.1	114.0	114.4	114.8	.3	2.0
Financial activities.....	112.0	112.9	113.4	114.0	113.8	114.3	115.8	116.3	116.0	-.3	1.9
Finance and insurance.....	113.0	113.9	114.3	114.8	114.5	115.0	116.6	117.2	116.8	-.3	2.0
Real estate and rental and leasing.....	108.1	109.2	109.6	110.8	111.1	111.5	112.2	112.5	112.9	.4	1.6
Professional and business services.....	115.0	115.6	116.6	116.7	117.0	117.6	118.3	118.5	119.3	.7	2.0
Education and health services.....	114.5	114.6	115.1	115.6	116.1	116.9	117.3	117.8	118.2	.3	1.8
Education services.....	114.5	114.7	114.9	116.2	116.8	117.1	117.1	118.1	118.3	.2	1.3
Health care and social assistance.....	114.4	114.6	115.1	115.5	116.0	116.9	117.3	117.7	118.2	.4	1.9
Hospitals.....	115.2	115.6	116.0	116.6	117.1	117.4	117.8	118.3	118.8	.4	1.5
Leisure and hospitality.....	115.0	115.2	115.1	115.8	115.8	116.1	116.6	116.7	117.1	.3	1.1
Accommodation and food services.....	115.3	115.7	115.6	116.4	116.5	116.6	117.1	117.2	117.8	.5	1.1
Other services, except public administration.....	113.2	114.2	114.1	114.8	115.2	116.1	116.3	116.7	116.7	.0	1.3
<b>State and local government workers.....</b>	<b>113.8</b>	<b>114.1</b>	<b>114.2</b>	<b>114.7</b>	<b>114.9</b>	<b>115.2</b>	<b>115.4</b>	<b>116.0</b>	<b>116.2</b>	<b>.2</b>	<b>1.1</b>
Workers by occupational group											
Management, professional, and related.....	113.5	113.8	113.8	114.4	114.5	114.9	115.0	115.7	115.9	.2	1.2
Professional and related.....	113.6	113.8	113.8	114.5	114.6	114.9	115.0	115.6	115.9	.3	1.1
Sales and office.....	113.2	113.5	113.7	114.2	114.2	114.5	114.7	115.5	115.6	.1	1.2
Office and administrative support.....	113.6	113.9	114.1	114.7	114.6	114.9	115.1	115.8	115.9	.1	1.1
Service occupations.....	115.1	115.4	115.5	115.9	116.3	116.6	116.7	117.3	117.4	.1	.9
Workers by industry											
Education and health services.....	113.6	113.8	113.8	114.4	114.6	114.8	114.9	115.7	115.8	.1	1.0
Education services.....	113.2	113.4	113.4	114.0	114.1	114.3	114.4	115.3	115.4	.1	1.1
Schools.....	113.2	113.4	113.4	114.0	114.1	114.3	114.4	115.3	115.4	.1	1.1
Elementary and secondary schools.....	113.5	113.6	113.6	114.2	114.3	114.5	114.6	115.2	115.3	.1	.9
Health care and social assistance.....	116.8	117.3	117.4	117.9	118.1	118.8	118.9	119.1	119.4	.3	1.1
Hospitals.....	116.3	117.0	116.9	117.3	117.5	118.2	118.4	118.6	119.0	.3	1.3
Public administration <sup>2</sup> .....	114.0	114.4	114.5	114.8	115.0	115.6	115.8	116.1	116.3	.2	1.1

<sup>1</sup> Consists of private industry workers (excluding farm and household workers) and State and local government (excluding Federal Government) workers.

<sup>2</sup> Consists of legislative, judicial, administrative, and regulatory activities.

NOTE: The Employment Cost Index data reflect the conversion to the 2002 North

American Classification System (NAICS) and the 2000 Standard Occupational Classification (SOC) system. The NAICS and SOC data shown prior to 2006 are for informational purposes only. Series based on NAICS and SOC became the official BLS estimates starting in March 2006.

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

[December 2005 = 100]

Series	2010	2011				2012				Percent change	
	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.	Dec.	3 months ended	12 months ended
	Dec. 2012										
<b>Civilian workers.....</b>	113.9	115.5	116.8	117.2	117.5	118.6	119.3	120.2	120.4	0.2	2.5
<b>Private industry workers.....</b>	111.9	113.7	115.4	115.4	115.9	116.9	117.6	118.1	118.4	.3	2.2
Workers by occupational group											
Management, professional, and related.....	111.2	113.4	114.8	114.7	115.2	116.8	117.4	117.7	117.9	.2	2.3
Sales and office.....	111.8	113.4	115.0	115.2	115.5	116.7	117.6	118.1	118.4	.3	2.5
Natural resources, construction, and maintenance.....	113.2	114.1	115.9	116.2	116.8	117.9	119.1	120.0	120.3	.2	3.0
Production, transportation, and material moving.....	112.0	113.5	116.5	116.3	117.0	116.1	117.1	117.7	118.0	.3	.9
Service occupations.....	113.5	115.5	116.1	115.9	116.4	118.1	118.3	118.8	119.3	.4	2.5
Workers by industry											
Goods-producing.....	110.1	111.7	114.1	113.9	114.4	114.2	114.9	115.7	116.0	.3	1.4
Manufacturing.....	108.8	111.1	114.0	113.4	113.9	113.2	114.0	114.7	115.0	.3	1.0
Service-providing.....	112.6	114.5	115.9	116.0	116.4	118.0	118.7	119.1	119.4	.3	2.6
<b>State and local government workers.....</b>	121.1	122.0	122.1	123.7	123.6	124.8	125.4	127.6	127.8	.2	3.4

NOTE: The Employment Cost Index data reflect the conversion to the 2002 North American Classification System (NAICS) and the 2000 Standard Occupational Classification (SOC) system. The NAICS and SOC data shown prior

to 2006 are for informational purposes only. Series based on NAICS and SOC became the official BLS estimates starting in March 2006.

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

[December 2005 = 100]

Series	2010	2011				2012				Percent change	
	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.	Dec.	3 months ended	12 months ended
										Dec. 2012	
COMPENSATION											
Workers by bargaining status <sup>1</sup>											
Union.....	114.8	115.6	117.1	117.4	117.9	118.3	119.3	120.2	120.5	0.2	2.2
Goods-producing.....	113.9	114.3	116.4	116.3	116.9	115.8	116.6	117.7	118.0	.3	.9
Manufacturing.....	110.5	110.9	113.8	113.2	113.8	112.1	112.8	113.6	113.7	.1	-.1
Service-providing.....	115.5	116.8	117.7	118.3	118.8	120.4	121.5	122.2	122.6	.3	3.2
Nonunion.....	112.1	113.0	113.8	114.2	114.5	115.3	116.0	116.4	116.7	.3	1.9
Goods-producing.....	110.2	111.3	112.2	112.5	112.9	113.5	114.1	114.6	114.9	.3	1.8
Manufacturing.....	110.0	111.6	112.5	112.8	113.0	113.9	114.4	115.0	115.3	.3	2.0
Service-providing.....	112.7	113.5	114.3	114.7	115.0	115.8	116.5	116.9	117.1	.2	1.8
Workers by region <sup>1</sup>											
Northeast.....	113.6	114.4	115.3	115.7	116.1	116.5	117.1	117.6	117.9	.3	1.6
South.....	112.8	113.4	114.3	114.7	115.0	116.0	116.8	117.3	117.8	.4	2.4
Midwest.....	111.3	112.2	113.3	113.6	113.9	114.7	115.3	115.7	115.9	.2	1.8
West.....	112.5	113.5	114.3	114.6	115.1	115.7	116.3	116.9	116.9	.0	1.6
WAGES AND SALARIES											
Workers by bargaining status <sup>1</sup>											
Union.....	112.9	113.6	114.0	114.6	114.9	115.6	116.2	116.9	117.4	.4	2.2
Goods-producing.....	111.2	111.7	112.1	112.8	112.9	113.5	113.8	114.4	115.0	.5	1.9
Manufacturing.....	108.7	109.4	109.8	110.6	110.7	111.5	111.8	112.1	112.5	.4	1.6
Service-providing.....	114.2	115.0	115.3	115.8	116.3	117.0	117.9	118.7	119.1	.3	2.4
Nonunion.....	112.7	113.2	113.8	114.3	114.6	115.2	115.9	116.3	116.5	.2	1.7
Goods-producing.....	111.7	112.3	112.9	113.3	113.7	114.2	114.7	115.3	115.5	.2	1.6
Manufacturing.....	111.2	112.1	112.6	113.0	113.3	114.1	114.6	115.2	115.4	.2	1.9
Service-providing.....	113.0	113.4	114.0	114.5	114.8	115.5	116.2	116.5	116.8	.3	1.7
Workers by region <sup>1</sup>											
Northeast.....	113.4	113.7	114.6	114.9	115.3	115.8	116.4	116.7	117.0	.3	1.5
South.....	113.4	113.7	114.4	115.0	115.2	116.0	116.7	117.3	117.8	.4	2.3
Midwest.....	111.2	111.8	112.2	112.7	112.9	113.8	114.3	114.7	115.0	.3	1.9
West.....	113.0	113.6	114.1	114.5	114.9	115.4	116.1	116.5	116.4	-.1	1.3

<sup>1</sup> 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.

NOTE: The Employment Cost Index data reflect the conversion to the 2002 North American Classification System (NAICS) and the 2000 Standard Occupational Classification (SOC) system. The NAICS and SOC data shown prior to 2006 are for informational purposes only. Series based on NAICS and SOC became the official BLS estimates starting in March 2006.

**34. National Compensation Survey: Retirement benefits in private industry by access, participation, and selected series, 2003–2007**

Series	Year				
	2003	2004	2005	2006	2007 <sup>1</sup>
<b>All retirement</b>					
<b>Percentage of workers with access</b>					
All workers.....	57	59	60	60	61
White-collar occupations <sup>2</sup> .....	67	69	70	69	-
Management, professional, and related .....	-	-	-	-	76
Sales and office .....	-	-	-	-	64
Blue-collar occupations <sup>2</sup> .....	59	59	60	62	-
Natural resources, construction, and maintenance.....	-	-	-	-	61
Production, transportation, and material moving.....	-	-	-	-	65
Service occupations.....	28	31	32	34	36
Full-time.....	67	68	69	69	70
Part-time.....	24	27	27	29	31
Union.....	86	84	88	84	84
Non-union.....	54	56	56	57	58
Average wage less than \$15 per hour.....	45	46	46	47	47
Average wage \$15 per hour or higher.....	76	77	78	77	76
Goods-producing industries.....	70	70	71	73	70
Service-providing industries.....	53	55	56	56	58
Establishments with 1-99 workers.....	42	44	44	44	45
Establishments with 100 or more workers.....	75	77	78	78	78
<b>Percentage of workers participating</b>					
All workers.....	49	50	50	51	51
White-collar occupations <sup>2</sup> .....	59	61	61	60	-
Management, professional, and related .....	-	-	-	-	69
Sales and office .....	-	-	-	-	54
Blue-collar occupations <sup>2</sup> .....	50	50	51	52	-
Natural resources, construction, and maintenance.....	-	-	-	-	51
Production, transportation, and material moving.....	-	-	-	-	54
Service occupations.....	21	22	22	24	25
Full-time.....	58	60	60	60	60
Part-time.....	18	20	19	21	23
Union.....	83	81	85	80	81
Non-union.....	45	47	46	47	47
Average wage less than \$15 per hour.....	35	36	35	36	36
Average wage \$15 per hour or higher.....	70	71	71	70	69
Goods-producing industries.....	63	63	64	64	61
Service-providing industries.....	45	47	47	47	48
Establishments with 1-99 workers.....	35	37	37	37	37
Establishments with 100 or more workers.....	65	67	67	67	66
<b>Take-up rate (all workers)<sup>3</sup> .....</b>	-	-	85	85	84
<b>Defined Benefit</b>					
<b>Percentage of workers with access</b>					
All workers.....	20	21	22	21	21
White-collar occupations <sup>2</sup> .....	23	24	25	23	-
Management, professional, and related .....	-	-	-	-	29
Sales and office .....	-	-	-	-	19
Blue-collar occupations <sup>2</sup> .....	24	26	26	25	-
Natural resources, construction, and maintenance.....	-	-	-	-	26
Production, transportation, and material moving.....	-	-	-	-	26
Service occupations.....	8	6	7	8	8
Full-time.....	24	25	25	24	24
Part-time.....	8	9	10	9	10
Union.....	74	70	73	70	69
Non-union.....	15	16	16	15	15
Average wage less than \$15 per hour.....	12	11	12	11	11
Average wage \$15 per hour or higher.....	34	35	35	34	33
Goods-producing industries.....	31	32	33	32	29
Service-providing industries.....	17	18	19	18	19
Establishments with 1-99 workers.....	9	9	10	9	9
Establishments with 100 or more workers.....	34	35	37	35	34

See footnotes at end of table.

**34. Continued—National Compensation Survey: Retirement benefits in private industry  
by access, participation, and selected series, 2003–2007**

Series	Year				
	2003	2004	2005	2006	2007 <sup>1</sup>
<b>Percentage of workers participating</b>					
All workers.....	20	21	21	20	20
White-collar occupations <sup>2</sup> .....	22	24	24	22	-
Management, professional, and related .....	-	-	-	-	28
Sales and office .....	-	-	-	-	17
Blue-collar occupations <sup>2</sup> .....	24	25	26	25	-
Natural resources, construction, and maintenance.....	-	-	-	-	25
Production, transportation, and material moving.....	-	-	-	-	25
Service occupations.....	7	6	7	7	7
Full-time.....	24	24	25	23	23
Part-time.....	8	9	9	8	9
Union.....	72	69	72	68	67
Non-union.....	15	15	15	14	15
Average wage less than \$15 per hour.....	11	11	11	10	10
Average wage \$15 per hour or higher.....	33	35	34	33	32
Goods-producing industries.....	31	31	32	31	28
Service-providing industries.....	16	18	18	17	18
Establishments with 1-99 workers.....	8	9	9	9	9
Establishments with 100 or more workers.....	33	34	36	33	32
<b>Take-up rate</b> (all workers) <sup>3</sup> .....	-	-	97	96	95
<b>Defined Contribution</b>					
<b>Percentage of workers with access</b>					
All workers.....	51	53	53	54	55
White-collar occupations <sup>2</sup> .....	62	64	64	65	-
Management, professional, and related .....	-	-	-	-	71
Sales and office .....	-	-	-	-	60
Blue-collar occupations <sup>2</sup> .....	49	49	50	53	-
Natural resources, construction, and maintenance.....	-	-	-	-	51
Production, transportation, and material moving.....	-	-	-	-	56
Service occupations.....	23	27	28	30	32
Full-time.....	60	62	62	63	64
Part-time.....	21	23	23	25	27
Union.....	45	48	49	50	49
Non-union.....	51	53	54	55	56
Average wage less than \$15 per hour.....	40	41	41	43	44
Average wage \$15 per hour or higher.....	67	68	69	69	69
Goods-producing industries.....	60	60	61	63	62
Service-providing industries.....	48	50	51	52	53
Establishments with 1-99 workers.....	38	40	40	41	42
Establishments with 100 or more workers.....	65	68	69	70	70
<b>Percentage of workers participating</b>					
All workers.....	40	42	42	43	43
White-collar occupations <sup>2</sup> .....	51	53	53	53	-
Management, professional, and related .....	-	-	-	-	60
Sales and office .....	-	-	-	-	47
Blue-collar occupations <sup>2</sup> .....	38	38	38	40	-
Natural resources, construction, and maintenance.....	-	-	-	-	40
Production, transportation, and material moving.....	-	-	-	-	41
Service occupations.....	16	18	18	20	20
Full-time.....	48	50	50	51	50
Part-time.....	14	14	14	16	18
Union.....	39	42	43	44	41
Non-union.....	40	42	41	43	43
Average wage less than \$15 per hour.....	29	30	29	31	30
Average wage \$15 per hour or higher.....	57	59	59	58	57
Goods-producing industries.....	49	49	50	51	49
Service-providing industries.....	37	40	39	40	41
Establishments with 1-99 workers.....	31	32	32	33	33
Establishments with 100 or more workers.....	51	53	53	54	53
<b>Take-up rate</b> (all workers) <sup>3</sup> .....	-	-	78	79	77

See footnotes at end of table.



**34. Continued—National Compensation Survey: Retirement benefits in private industry  
by access, participation, and selected series, 2003–2007**

Series	Year				
	2003	2004	2005	2006	2007 <sup>1</sup>
<b>Employee Contribution Requirement</b>					
Employee contribution required.....	-	-	61	61	65
Employee contribution not required.....	-	-	31	33	35
Not determinable.....	-	-	8	6	0
<b>Percent of establishments</b>					
Offering retirement plans.....	47	48	51	48	46
Offering defined benefit plans.....	10	10	11	10	10
Offering defined contribution plans.....	45	46	48	47	44

<sup>1</sup> The 2002 North American Industry Classification System (NAICS) replaced the 1987 Standard Industrial Classification (SIC) System. Estimates for goods-producing and service-providing (formerly service-producing) industries are considered comparable. Also introduced was the 2000 Standard Occupational Classification (SOC) to replace the 1990 Census of Population system. Only service occupations are considered comparable.

<sup>2</sup> The white-collar and blue-collar occupation series were discontinued effective 2007.

<sup>3</sup> The take-up rate is an estimate of the percentage of workers with access to a plan who participate in the plan.

Note: Where applicable, dashes indicate no employees in this category or data do not meet publication criteria.

**35. National Compensation Survey: Health insurance benefits in private industry  
by access, participation, and selected series, 2003-2007**

Series	Year				
	2003	2004	2005	2006	2007 <sup>1</sup>
<b>Medical insurance</b>					
<b>Percentage of workers with access</b>					
All workers.....	60	69	70	71	71
White-collar occupations <sup>2</sup> .....	65	76	77	77	-
Management, professional, and related .....	-	-	-	-	85
Sales and office.....	-	-	-	-	71
Blue-collar occupations <sup>2</sup> .....	64	76	77	77	-
Natural resources, construction, and maintenance.....	-	-	-	-	76
Production, transportation, and material moving.....	-	-	-	-	78
Service occupations.....	38	42	44	45	46
Full-time.....	73	84	85	85	85
Part-time.....	17	20	22	22	24
Union.....	67	89	92	89	88
Non-union.....	59	67	68	68	69
Average wage less than \$15 per hour.....	51	57	58	57	57
Average wage \$15 per hour or higher.....	74	86	87	88	87
Goods-producing industries.....	68	83	85	86	85
Service-providing industries.....	57	65	66	66	67
Establishments with 1-99 workers.....	49	58	59	59	59
Establishments with 100 or more workers.....	72	82	84	84	84
<b>Percentage of workers participating</b>					
All workers.....	45	53	53	52	52
White-collar occupations <sup>2</sup> .....	50	59	58	57	-
Management, professional, and related .....	-	-	-	-	67
Sales and office.....	-	-	-	-	48
Blue-collar occupations <sup>2</sup> .....	51	60	61	60	-
Natural resources, construction, and maintenance.....	-	-	-	-	61
Production, transportation, and material moving.....	-	-	-	-	60
Service occupations.....	22	24	27	27	28
Full-time.....	56	66	66	64	64
Part-time.....	9	11	12	13	12
Union.....	60	81	83	80	78
Non-union.....	44	50	49	49	49
Average wage less than \$15 per hour.....	35	40	39	38	37
Average wage \$15 per hour or higher.....	61	71	72	71	70
Goods-producing industries.....	57	69	70	70	68
Service-providing industries.....	42	48	48	47	47
Establishments with 1-99 workers.....	36	43	43	43	42
Establishments with 100 or more workers.....	55	64	65	63	62
<b>Take-up rate (all workers) <sup>3</sup>.....</b>	-	-	75	74	73
<b>Dental</b>					
<b>Percentage of workers with access</b>					
All workers.....	40	46	46	46	46
White-collar occupations <sup>2</sup> .....	47	53	54	53	-
Management, professional, and related .....	-	-	-	-	62
Sales and office.....	-	-	-	-	47
Blue-collar occupations <sup>2</sup> .....	40	47	47	46	-
Natural resources, construction, and maintenance.....	-	-	-	-	43
Production, transportation, and material moving.....	-	-	-	-	49
Service occupations.....	22	25	25	27	28
Full-time.....	49	56	56	55	56
Part-time.....	9	13	14	15	16
Union.....	57	73	73	69	68
Non-union.....	38	43	43	43	44
Average wage less than \$15 per hour.....	30	34	34	34	34
Average wage \$15 per hour or higher.....	55	63	62	62	61
Goods-producing industries.....	48	56	56	56	54
Service-providing industries.....	37	43	43	43	44
Establishments with 1-99 workers.....	27	31	31	31	30
Establishments with 100 or more workers.....	55	64	65	64	64

See footnotes at end of table.

**35. Continued—National Compensation Survey: Health insurance benefits in private industry by access, participation, and selected series, 2003-2007**

Series	Year				
	2003	2004	2005	2006	2007 <sup>1</sup>
<b>Percentage of workers participating</b>					
All workers.....	32	37	36	36	36
White-collar occupations <sup>2</sup> .....	37	43	42	41	-
Management, professional, and related .....	-	-	-	-	51
Sales and office.....	-	-	-	-	33
Blue-collar occupations <sup>2</sup> .....	33	40	39	38	-
Natural resources, construction, and maintenance.....	-	-	-	-	36
Production, transportation, and material moving.....	-	-	-	-	38
Service occupations.....	15	16	17	18	20
Full-time.....	40	46	45	44	44
Part-time.....	6	8	9	10	9
Union.....	51	68	67	63	62
Non-union.....	30	33	33	33	33
Average wage less than \$15 per hour.....	22	26	24	23	23
Average wage \$15 per hour or higher.....	47	53	52	52	51
Goods-producing industries.....	42	49	49	49	45
Service-providing industries.....	29	33	33	32	33
Establishments with 1-99 workers.....	21	24	24	24	24
Establishments with 100 or more workers.....	44	52	51	50	49
<b>Take-up rate</b> (all workers) <sup>3</sup> .....	-	-	78	78	77
<b>Vision care</b>					
Percentage of workers with access.....	25	29	29	29	29
Percentage of workers participating.....	19	22	22	22	22
<b>Outpatient Prescription drug coverage</b>					
Percentage of workers with access.....	-	-	64	67	68
Percentage of workers participating.....	-	-	48	49	49
<b>Percent of establishments offering healthcare benefits</b> .....	58	61	63	62	60
<b>Percentage of medical premium paid by Employer and Employee</b>					
Single coverage					
Employer share.....	82	82	82	82	81
Employee share.....	18	18	18	18	19
Family coverage					
Employer share.....	70	69	71	70	71
Employee share.....	30	31	29	30	29

<sup>1</sup> The 2002 North American Industry Classification System (NAICS) replaced the 1987 Standard Industrial Classification (SIC) System. Estimates for goods-producing and service-providing (formerly service-producing) industries are considered comparable. Also introduced was the 2000 Standard Occupational Classification (SOC) to replace the 1990 Census of Population system. Only service occupations are considered comparable.

<sup>2</sup> The white-collar and blue-collar occupation series were discontinued effective 2007.

<sup>3</sup> The take-up rate is an estimate of the percentage of workers with access to a plan who participate in the plan.

Note: Where applicable, dashes indicate no employees in this category or data do not meet publication criteria.

**36. National Compensation Survey: Percent of workers in private industry with access to selected benefits, 2003-2007**

Benefit	Year				
	2003	2004	2005	2006	2007
Life insurance.....	50	51	52	52	58
Short-term disability insurance.....	39	39	40	39	39
Long-term disability insurance.....	30	30	30	30	31
Long-term care insurance.....	11	11	11	12	12
Flexible work place.....	4	4	4	4	5
Section 125 cafeteria benefits					
Flexible benefits.....	-	-	17	17	17
Dependent care reimbursement account.....	-	-	29	30	31
Healthcare reimbursement account.....	-	-	31	32	33
Health Savings Account.....	-	-	5	6	8
Employee assistance program.....	-	-	40	40	42
Paid leave					
Holidays.....	79	77	77	76	77
Vacations.....	79	77	77	77	77
Sick leave.....	-	59	58	57	57
Personal leave.....	-	-	36	37	38
Family leave					
Paid family leave.....	-	-	7	8	8
Unpaid family leave.....	-	-	81	82	83
Employer assistance for child care.....	18	14	14	15	15
Nonproduction bonuses.....	49	47	47	46	47

Note: Where applicable, dashes indicate no employees in this category or data do not meet publication criteria.

**37. Work stoppages involving 1,000 workers or more**

Measure	Annual average		2012												2013
	2011	2012	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec. <sup>P</sup>	Jan. <sup>P</sup>
Number of stoppages:															
Beginning in period.....	19	19	2	0	1	1	1	2	2	1	1	0	5	3	1
In effect during period.....	19	21	4	2	2	2	3	4	3	2	2	1	6	5	1
Workers involved:															
Beginning in period (in thousands).....	112.5	148.1	26.6	0.0	1.9	3.6	4.5	18.5	11.7	21.2	26.5	0.0	26.2	7.4	8.0
In effect during period (in thousands).....	112.5	150.4	28.9	2.3	3.2	4.9	9.4	23.4	13.0	22.5	27.8	1.3	27.5	14.2	8.0
Days idle:															
Number (in thousands).....	1,020.2	1,130.8	72.6	44.0	32.4	48.9	112.3	117.8	175.0	72.3	210.2	28.6	157.3	29.5	88.0
Percent of estimated working time <sup>1</sup> .....	0	0	0	0	0	0	0	0	0.01	0	0.01	0	0.01	0	0

<sup>1</sup> 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.

NOTE: p = preliminary.

### 38. 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		2012												2013
	2011	2012	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.
CONSUMER PRICE INDEX FOR ALL URBAN CONSUMERS															
All items.....	224.939	229.594	226.665	227.663	229.392	230.085	229.815	229.478	229.104	230.379	231.407	231.317	230.221	229.601	230.280
All items (1967 = 100).....	673.818	687.761	678.988	681.977	687.157	689.232	688.423	687.415	686.294	690.113	693.192	692.923	689.639	687.782	689.818
Food and beverages.....	227.866	233.670	232.559	232.453	232.708	233.116	233.257	233.509	233.557	234.017	234.172	234.718	234.742	235.230	236.183
Food.....	227.842	233.777	232.666	232.486	232.792	233.234	233.339	233.563	233.630	234.156	234.298	234.878	234.896	235.390	236.341
Food at home.....	226.201	231.774	231.694	231.180	231.383	231.711	231.518	231.515	231.306	231.708	231.615	232.456	232.295	232.901	234.240
Cereals and bakery products.....	260.311	267.682	266.677	267.821	267.101	268.014	268.653	267.321	268.449	267.794	266.655	267.828	267.817	268.057	269.078
Meats, poultry, fish, and eggs.....	223.161	231.042	229.809	228.610	230.485	230.967	229.351	230.464	231.309	232.475	231.555	232.917	232.303	232.262	232.461
Dairy and related products <sup>1</sup> .....	212.745	217.270	220.492	219.377	219.131	216.918	216.096	215.485	214.434	214.549	215.311	217.083	218.921	219.443	220.319
Fruits and vegetables.....	284.662	282.827	285.437	281.072	279.057	281.648	283.149	283.679	280.173	280.672	282.092	284.065	284.367	288.516	293.714
Nonalcoholic beverages and beverage materials.....	166.790	168.606	170.454	169.758	169.513	169.191	167.866	167.772	167.375	167.622	168.820	168.479	168.222	168.204	169.593
Other foods at home.....	197.358	204.844	202.756	204.001	204.574	204.864	205.554	205.313	205.508	205.864	205.266	205.267	204.531	204.626	205.387
Sugar and sweets.....	207.832	214.670	213.700	213.902	215.044	215.776	214.714	215.549	216.508	214.962	215.410	214.941	212.272	213.265	214.726
Fats and oils.....	219.163	232.579	234.252	233.196	233.411	231.745	233.294	232.096	232.067	231.462	233.223	233.074	231.588	231.540	234.392
Other foods.....	209.292	216.611	213.602	215.473	216.043	216.559	217.502	217.184	217.289	218.158	216.980	217.088	216.748	216.708	217.107
Other miscellaneous foods <sup>1,2</sup> .....	123.996	128.303	125.536	127.193	126.856	128.126	129.297	128.960	128.706	129.279	128.888	128.400	128.936	129.455	129.261
Food away from home <sup>1</sup> .....	231.401	237.986	235.268	235.603	236.073	236.695	237.262	237.839	238.337	239.057	239.565	239.742	240.038	240.359	240.713
Other food away from home <sup>1,2</sup> .....	162.794	166.503	165.884	165.566	165.367	165.500	165.671	166.406	166.538	166.759	167.215	167.475	167.835	167.816	168.126
Alcoholic beverages.....	226.685	230.800	229.704	230.704	230.193	230.092	230.766	231.444	231.192	230.674	231.018	231.058	231.178	231.572	232.558
Housing.....	219.102	222.715	220.805	221.117	221.487	221.682	221.971	223.051	223.316	223.699	223.901	223.708	223.814	224.032	224.790
Shelter.....	251.646	257.083	254.409	254.931	255.609	256.031	256.442	256.950	257.409	257.843	258.252	258.829	258.999	259.298	260.039
Rent of primary residence.....	253.638	260.367	257.714	258.184	258.569	258.922	259.231	259.407	260.107	260.677	261.421	262.707	263.365	264.098	264.700
Lodging away from home.....	137.401	140.521	131.601	136.832	141.314	141.337	144.775	150.656	149.964	145.981	142.337	140.038	132.399	129.021	134.070
Owners' equivalent rent of primary residence <sup>3</sup> .....	259.570	264.838	262.543	262.812	263.317	263.765	264.012	264.276	264.740	265.422	266.013	266.581	267.099	267.480	267.995
Tenants' and household insurance <sup>1,2</sup> .....	127.379	131.271	129.929	129.158	129.978	130.881	131.132	131.225	131.562	131.748	131.512	131.810	132.468	133.852	133.946
Fuels and utilities.....	220.367	218.986	218.199	217.189	216.667	216.006	216.388	221.789	221.449	222.769	222.634	218.287	217.964	218.496	220.228
Fuels.....	193.648	189.308	189.945	188.393	187.591	186.517	186.852	192.649	191.913	192.759	192.636	187.657	187.141	187.642	189.190
Fuel oil and other fuels.....	337.123	335.908	344.644	350.482	356.637	352.175	340.782	316.859	312.380	321.824	330.366	334.080	335.075	335.590	338.084
Gas (piped) and electricity.....	194.386	189.679	189.942	187.962	186.784	185.834	186.762	194.261	193.679	194.136	193.579	187.970	187.359	187.880	189.444
Household furnishings and operations.....	124.943	125.749	125.629	126.180	126.107	126.114	125.905	126.054	126.077	125.610	125.310	125.300	125.500	125.202	125.400
Apparel.....	122.111	126.265	122.105	123.312	127.258	128.485	127.688	125.241	122.300	123.568	128.630	131.359	129.573	125.656	124.687
Men's and boys' apparel.....	114.698	119.530	116.409	116.400	119.297	121.179	121.265	118.829	118.691	119.152	120.413	122.046	122.155	118.525	119.613
Women's and girls' apparel.....	109.166	112.990	107.644	110.044	115.566	116.905	115.350	111.471	106.499	107.666	115.789	119.833	117.143	111.974	109.437
Infants' and toddlers' apparel <sup>1</sup> .....	113.571	119.664	118.399	118.161	119.881	119.190	118.963	118.260	117.920	119.121	121.344	123.667	121.410	119.652	117.993
Footwear.....	128.482	131.834	126.915	127.668	130.077	131.848	132.409	131.954	129.847	130.981	134.326	136.228	135.849	133.908	132.998
Transportation.....	212.366	217.337	210.799	214.429	220.842	223.083	220.768	216.369	214.294	219.110	221.745	220.232	214.525	211.853	212.299
Private transportation.....	207.641	212.752	206.307	210.013	216.536	218.563	215.978	211.423	209.458	214.763	217.530	215.832	209.745	206.874	207.331
New and used motor vehicles <sup>2</sup> .....	99.770	100.604	99.659	99.889	100.325	100.977	101.399	101.832	101.811	101.458	100.572	99.935	99.645	99.743	99.984
New vehicles.....	141.883	144.232	143.438	144.326	144.350	144.522	144.401	144.367	143.953	143.749	143.725	144.011	144.762	145.181	145.871
Used cars and trucks <sup>1</sup> .....	149.011	150.330	147.143	147.011	148.677	151.087	153.565	155.306	155.815	154.851	151.118	148.263	145.862	145.234	145.260
Motor fuel.....	302.619	312.660	292.236	306.348	330.834	336.673	324.589	304.697	296.502	317.798	330.923	324.131	299.777	287.408	288.108
Gasoline (all types).....	301.694	311.470	290.762	305.076	329.780	335.742	323.604	303.747	295.498	316.859	329.898	322.934	298.131	285.606	286.417
Motor vehicle parts and equipment.....	143.909	148.560	148.126	148.230	148.298	148.327	148.540	148.542	149.048	148.854	148.798	148.683	148.599	148.761	147.931
Motor vehicle maintenance and repair.....	253.099	257.582	256.405	256.968	256.616	256.544	257.372	257.629	257.423	257.641	258.024	258.578	258.943	258.845	259.752
Public transportation.....	269.403	271.351	263.968	265.830	269.566	275.272	277.929	276.784	273.033	268.755	268.791	270.681	272.244	273.364	273.577
Medical care.....	400.258	414.924	408.056	410.466	411.498	412.480	413.655	415.345	416.759	417.123	418.039	418.359	418.653	418.654	420.687
Medical care commodities.....	324.089	333.609	329.201	331.867	333.188	333.060	333.131	333.348	335.048	336.004	335.721	335.768	334.285	332.684	334.046
Medical care services.....	423.810	440.341	432.583	434.832	435.721	437.151	438.766	441.041	442.305	442.410	443.812	444.242	445.278	445.955	448.226
Professional services.....	335.666	341.994	338.714	339.136	339.389	339.833	341.023	342.223	342.808	343.672	344.281	344.282	344.158	344.409	345.969
Hospital and related services.....	641.488	672.078	659.194	664.591	664.855	667.727	669.475	673.716	675.570	671.963	675.152	676.952	681.730	684.005	688.146
Recreation <sup>2</sup> .....	113.357	114.703	114.183	114.333	114.675	114.656	114.689	115.080	114.944	114.929	114.963	114.774	114.763	114.442	114.816
Video and audio <sup>1,2</sup> .....	98.401	99.416	98.743	99.371	99.856	99.893	99.934	99.717	99.630	99.747	99.712	99.067	98.812	95.915	98.993
Education and communication <sup>2</sup> .....	131.466	133.844	133.067	133.199	133.235	133.284	133.470	133.456	133.546	134.039	134.639	134.767	134.736	134.694	135.225
Education <sup>2</sup> .....	207.768	216.328	213.067	213.039	213.132	213.130	213.499	213.600	215.156	218.286	220.520	220.830	220.856	220.818	221.822
Educational books and supplies.....	529.545	562.555	547.629	548.192	550.										



**38. 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					2012										2013
	2011	2012	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	
Miscellaneous personal services.....	362.854	372.723	367.934	367.968	368.877	370.423	371.655	373.246	374.084	375.059	375.109	375.994	376.370	375.951	377.011	
Commodity and service group:																
Commodities.....	183.862	187.577	184.636	186.279	189.201	190.089	188.963	186.967	185.872	187.952	189.575	189.338	186.845	185.204	185.613	
Food and beverages.....	227.866	233.670	232.559	232.453	232.708	233.116	233.257	233.509	233.557	234.017	234.172	234.718	234.742	235.230	236.183	
Commodities less food and beverages.....	159.943	162.745	159.117	161.451	165.413	166.479	164.851	161.964	160.419	163.121	165.317	164.757	161.274	158.782	158.949	
Nondurables less food and beverages.....	208.427	213.804	206.834	211.182	219.086	220.859	217.222	211.164	208.076	214.091	219.443	218.745	211.925	207.019	207.108	
Apparel.....	122.111	126.265	122.105	123.312	127.258	128.485	127.688	125.241	122.300	123.568	128.630	131.359	129.573	125.656	124.687	
Non durables less food, beverages, and apparel.....	266.957	273.168	264.289	270.682	281.225	283.379	277.900	269.465	266.207	275.298	280.967	278.142	268.048	262.409	263.151	
Durables.....	112.557	112.790	112.399	112.780	112.926	113.306	113.622	113.803	113.751	113.250	112.394	111.970	111.719	111.563	111.805	
Services.....	265.762	271.374	268.459	268.819	269.396	269.901	270.462	271.737	272.062	272.560	273.014	273.066	273.323	273.694	274.639	
Rent of shelter <sup>3</sup> .....	262.208	267.848	265.060	265.628	266.323	266.747	267.176	267.708	268.184	268.637	269.073	269.674	269.838	270.122	270.900	
Transportation services.....	268.002	272.858	269.438	269.535	270.604	272.146	272.912	273.239	272.860	272.651	273.044	274.883	276.008	276.982	277.406	
Other services.....	314.431	322.304	319.100	319.510	320.315	320.824	321.309	322.052	322.397	323.412	324.441	324.632	324.789	324.870	325.993	
Special indexes:																
All items less food.....	224.503	228.962	225.739	226.927	228.887	229.621	229.290	228.863	228.417	229.813	230.985	230.787	229.509	228.709	229.344	
All items less shelter.....	217.048	221.446	218.378	219.580	221.744	222.552	222.010	221.336	220.629	222.251	223.535	223.181	221.572	220.582	221.246	
All items less medical care.....	216.325	220.553	217.804	218.737	220.483	221.159	220.833	220.416	219.972	221.275	222.301	222.195	221.049	220.408	221.028	
Commodities less food.....	162.409	165.264	161.685	163.994	167.858	168.899	167.323	164.516	162.997	165.628	167.785	167.239	163.834	161.405	161.594	
Nondurables less food.....	209.615	214.954	208.277	212.459	219.940	221.619	218.198	212.479	209.533	215.220	220.322	219.660	213.188	208.549	208.685	
Nondurables less food and apparel.....	262.123	268.175	259.979	265.898	275.483	277.443	272.494	264.847	261.851	270.110	275.315	272.738	263.531	258.414	259.172	
Nondurables.....	219.049	224.622	220.325	222.634	227.039	228.190	226.283	223.115	221.463	224.939	227.913	227.788	224.101	221.668	222.160	
Services less rent of shelter <sup>3</sup> .....	290.554	296.561	293.269	293.406	293.886	294.527	295.291	297.552	297.722	298.312	298.823	298.222	298.609	299.113	300.332	
Services less medical care services.....	253.554	258.479	255.881	256.123	256.675	257.121	257.615	258.817	259.084	259.599	259.993	260.023	260.231	260.580	261.438	
Energy.....	243.909	246.080	236.942	242.663	253.599	255.736	250.306	244.167	239.972	250.306	256.332	250.523	238.946	233.473	234.624	
All items less energy.....	224.806	229.717	227.422	227.925	228.705	229.252	229.520	229.788	229.811	230.148	230.661	231.169	231.160	231.043	231.679	
All items less food and energy.....	225.008	229.755	227.237	227.865	228.735	229.303	229.602	229.879	229.893	230.196	230.780	231.276	231.263	231.033	231.612	
Commodities less food and energy.....	145.499	147.331	145.963	146.628	147.644	148.070	148.020	147.725	147.137	147.133	147.740	148.036	147.487	146.387	146.492	
Energy commodities.....	306.445	315.999	296.886	310.685	334.427	339.793	327.659	307.427	299.361	320.214	333.202	326.887	303.627	291.815	292.609	
Services less energy.....	273.057	279.667	276.432	277.027	277.780	278.431	278.956	279.608	280.024	280.526	281.081	281.700	282.044	282.400	283.284	
CONSUMER PRICE INDEX FOR URBAN																
WAGE EARNERS AND CLERICAL WORKERS																
All items.....	221.575	226.229	223.216	224.317	226.304	227.012	226.600	226.036	225.568	227.056	228.184	227.974	226.595	225.889	226.520	
All items (1967 = 100).....	660.005	673.868	664.891	668.171	674.090	676.199	674.973	673.291	671.899	676.329	679.690	679.066	674.958	672.854	674.734	
Food and beverages.....	227.276	233.137	232.052	231.971	232.240	232.633	232.705	232.974	233.029	233.526	233.610	234.130	234.157	234.618	235.586	
Food.....	227.125	233.059	231.980	231.806	232.126	232.550	232.594	232.865	232.958	233.495	233.558	234.106	234.106	234.563	235.535	
Food at home.....	225.181	230.737	230.631	230.148	230.377	230.668	230.409	230.328	230.785	230.612	231.388	231.221	231.803	233.141	233.141	
Cereals and bakery products.....	261.085	268.293	267.512	268.245	267.790	268.831	269.256	267.893	268.806	268.309	267.008	268.476	268.661	268.730	269.685	
Meats, poultry, fish, and eggs.....	223.191	230.987	229.739	228.787	230.423	230.749	229.207	230.521	231.276	232.479	231.513	232.762	232.204	232.186	232.427	
Dairy and related products <sup>1</sup> .....	211.772	216.071	219.185	218.218	217.975	215.670	214.876	214.354	213.208	213.395	213.995	215.866	217.818	218.289	219.207	
Fruits and vegetables.....	282.180	280.342	282.588	278.626	276.807	279.285	280.363	281.263	278.069	279.015	279.850	281.585	281.225	285.426	290.860	
Nonalcoholic beverages and beverage materials.....	166.067	167.752	169.594	168.825	168.498	168.203	166.941	166.827	166.536	166.839	168.176	167.776	167.416	167.396	168.813	
Other foods at home.....	196.512	204.024	201.995	203.131	203.721	204.076	204.838	204.476	204.782	204.956	204.435	204.289	203.705	203.881	204.632	
Sugar and sweets.....	206.668	213.570	212.860	213.086	214.050	214.583	213.705	214.677	215.419	213.727	214.039	213.643	210.925	212.131	213.464	
Fats and oils.....	219.844	234.130	235.791	234.241	234.763	233.477	234.753	233.657	233.630	233.068	234.764	234.622	233.434	233.357	236.054	
Other foods.....	209.273	216.528	213.520	215.327	215.913	216.510	217.571	217.037	217.339	217.986	216.933	216.819	216.669	216.706	217.129	
Other miscellaneous foods <sup>1,2</sup> .....	124.148	128.188	125.367	127.047	126.611	128.056	129.399	128.765	128.839	129.263	128.653	128.100	128.803	129.351	129.197	
Food away from home <sup>1</sup> .....	231.504	238.189	235.423	235.782	236.262	236.917	237.485	238.105	238.620	239.299	239.771	239.927	240.216	240.460	240.802	
Other food away from home <sup>1,2</sup> .....	163.841	166.757	166.216	165.955	165.661	165.820	165.994	166.614	166.731	167.096	167.495	167.622	167.942	167.933	168.360	
Alcoholic beverages.....	228.041	232.989	231.821	233.328	232.705	232.585	233.132	233.358	232.763	232.555	232.998	233.029	233.530	234.059	234.946	
Housing.....	215.810	219.287	217.528	217.717	218.024	218.175	218.446	219.573	219.808	220.226	220.481	220.261	220.454	220.750	221.459	
Shelter.....	245.526	250.877	248.435	248.868	249.453	249.852	250.176	250.508	250.990	251.456	251.920	252.603	252.934	253.331	253.955	
Rent of primary residence.....	251.857	258.356	255.800	256.292	256.674	256.992	257.260	257.376	258.065	258.585	259.302	260.611	261.278	262.037	262.643	
Lodging away from home <sup>2</sup> .....	138.828	142.292	132.580	137.590	142.514	143.128	146.826	152.579	151.850	147.928	144.134	142.274	134.729	131.370	135.855	
Owners' equivalent rent of primary residence <sup>3</sup> .....	235.147	239.846	237.848	238.085	238.543	238.932	239.132	239.330	239.750	240.342	240.859	241.351	241.820	242.165	242.625	
Tenants' and household insurance <sup>1,2</sup> .....	128.563	132.597	131.182	130.565	131.427	132.174	132.429	132.523	132.829	132.955	132.705	133.275	133.837	135.258	135.359	
Fuels and utilities.....	218.859	217.399	216.589	215.460	214.848	214.162	214.793	220.746	220.237	221.381	221.128	216.544	216.195	216.708	218.512	
Fuels.....	191.522	187.269	187.786	186.170	185.276	184.171	184.784	191.145	190.216	190.954	190.710	185.542</				

**38. 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		2012												2013
	2011	2012	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.
New vehicles.....	142.866	145.330	144.431	145.475	145.511	145.591	145.513	145.503	145.073	144.867	144.844	145.110	145.827	146.219	146.850
Used cars and trucks <sup>1</sup> .....	150.010	151.399	148.197	148.055	149.726	152.150	154.641	156.386	156.894	155.923	152.197	149.368	146.937	146.317	146.346
Motor fuel.....	303.848	313.867	293.496	307.606	332.384	338.121	325.789	305.744	297.552	319.156	332.285	325.181	300.633	288.453	289.211
Gasoline (all types).....	303.067	312.807	292.151	306.466	331.481	337.336	324.944	304.920	296.660	318.347	331.409	324.120	299.099	286.748	287.621
Motor vehicle parts and equipment.....	143.796	148.348	147.804	147.905	147.990	148.046	148.280	148.323	148.897	148.614	148.729	148.465	148.483	148.644	148.024
Motor vehicle maintenance and repair.....	255.760	260.303	259.076	259.689	259.389	259.291	260.061	260.369	260.159	260.394	260.802	261.261	261.623	261.517	262.265
Public transportation.....	266.151	269.399	262.018	264.030	267.589	272.357	274.929	273.742	270.961	267.474	267.483	269.362	270.899	271.949	272.034
Medical care.....	402.187	417.750	410.459	413.022	414.116	415.231	416.471	418.174	419.745	419.931	421.005	421.438	421.639	421.774	423.824
Medical care commodities.....	315.845	325.571	321.314	323.842	325.227	325.102	325.063	325.265	327.122	328.027	327.789	327.814	325.863	324.420	325.662
Medical care services.....	427.551	445.169	436.798	439.305	440.246	441.853	443.599	445.889	447.296	447.173	448.771	449.365	450.468	451.266	453.601
Professional services.....	339.328	345.683	342.491	342.887	343.092	343.570	344.768	345.811	346.441	347.226	347.894	347.968	347.884	348.168	349.691
Hospital and related services.....	644.431	677.044	662.841	669.040	669.329	672.584	674.535	679.117	681.024	676.536	680.179	682.321	687.222	689.796	694.261
Recreation <sup>2</sup> .....	109.898	111.127	110.556	110.881	111.200	111.143	111.219	111.495	111.407	111.312	111.296	111.135	111.092	110.783	111.188
Video and audio <sup>1,2</sup> .....	99.087	100.328	99.563	100.192	100.754	100.797	100.827	100.638	100.584	100.675	100.665	100.024	99.742	99.477	99.959
Education and communication <sup>2</sup> .....	125.520	127.319	126.735	126.853	126.905	127.000	127.175	127.154	127.124	127.315	127.790	127.956	127.920	127.902	128.324
Education <sup>2</sup> .....	204.761	213.076	209.865	209.868	209.968	210.001	210.415	210.449	212.032	214.973	217.084	217.394	217.432	217.437	218.428
Educational books and supplies.....	534.846	569.107	554.390	554.958	557.037	557.139	560.853	561.270	565.341	576.962	584.259	584.368	586.953	585.752	594.065
Tuition, other school fees, and child care.....	575.357	597.554	589.117	589.075	589.187	589.277	590.197	590.260	594.714	602.614	608.380	609.314	609.192	609.318	611.572
Communication <sup>1,2</sup> .....	85.789	85.558	85.761	85.892	85.922	86.021	86.105	86.074	85.618	85.048	85.016	85.119	85.069	85.047	85.255
Information and information processing <sup>1,2</sup> .....	83.447	83.125	83.391	83.455	83.486	83.582	83.666	83.633	83.181	82.613	82.580	82.680	82.628	82.607	82.783
Telephone services <sup>1,2</sup> .....	100.626	100.963	101.014	101.050	101.112	101.189	101.273	101.356	100.850	100.445	100.552	100.862	100.921	100.931	101.113
Information and information processing other than telephone services <sup>1,4</sup> .....	9.571	9.300	9.404	9.423	9.420	9.441	9.455	9.418	9.355	9.214	9.170	9.130	9.091	9.079	9.107
Personal computers and peripheral equipment <sup>1,2</sup> .....	68.439	62.460	64.382	64.729	64.198	63.571	63.499	63.789	63.275	61.987	61.193	60.529	59.634	58.734	58.762
Other goods and services.....	416.899	424.739	421.572	421.412	422.358	423.249	422.668	423.905	426.119	426.791	426.980	427.027	427.254	427.533	428.587
Tobacco and smoking products.....	839.665	859.576	856.419	853.214	851.360	852.457	850.900	854.560	865.566	864.720	865.925	864.902	865.153	869.714	874.268
Personal care <sup>1</sup> .....	206.361	209.661	207.814	207.958	208.918	209.449	209.213	209.672	209.912	210.532	210.517	210.684	210.826	210.441	210.646
Personal care products <sup>1</sup> .....	161.045	162.262	161.473	161.121	163.005	163.267	161.533	162.074	162.437	162.992	163.139	162.663	162.419	161.020	160.595
Personal care services <sup>1</sup> .....	230.958	234.348	232.093	232.964	233.362	233.816	234.050	234.109	234.352	234.969	235.081	235.299	235.406	236.676	237.207
Miscellaneous personal services.....	364.346	373.865	368.843	369.051	369.972	371.634	373.141	374.463	375.231	376.313	376.385	377.275	377.431	376.644	377.765
Commodity and service group:															
Commodities.....	188.157	192.293	188.931	190.816	194.276	195.270	193.928	191.611	190.384	192.874	194.669	194.216	191.175	189.367	189.763
Food and beverages.....	227.276	233.137	232.052	231.971	232.240	232.633	232.705	232.974	233.029	233.526	233.610	234.130	234.157	234.618	235.586
Commodities less food and beverages.....	166.459	169.749	165.511	168.180	172.900	174.121	172.217	168.865	167.127	170.396	172.867	172.014	167.754	165.032	165.174
Nondurables less food and beverages.....	220.100	226.244	218.318	223.359	232.634	234.615	230.250	223.125	219.621	226.806	232.835	231.711	223.507	218.146	218.229
Apparel.....	121.293	125.787	121.896	123.044	126.940	127.902	127.163	124.757	121.750	122.828	127.851	130.759	129.099	125.454	124.280
Nondurables less food, beverages, and apparel.....	286.167	293.463	282.875	290.400	303.181	305.835	299.168	288.998	285.084	296.141	302.966	299.403	287.033	280.475	281.309
Durables.....	114.313	114.760	114.105	114.470	114.768	115.249	115.734	116.044	116.022	115.489	114.507	113.918	113.487	113.328	113.528
Services.....	260.925	266.311	263.615	263.904	264.394	264.819	265.369	266.623	266.938	267.409	267.865	267.906	268.233	268.661	269.551
Rent of shelter <sup>3</sup> .....	236.603	241.738	239.387	239.820	240.373	240.748	241.058	241.380	241.843	242.294	242.751	243.405	243.716	244.077	244.683
Transportation services.....	268.161	274.195	270.972	271.019	271.891	272.940	273.729	274.109	273.991	274.082	274.571	276.522	277.800	278.708	279.208
Other services.....	299.544	306.249	303.344	303.908	304.690	305.232	305.754	306.251	306.465	307.035	307.863	308.072	308.146	308.227	309.242
Special indexes:															
All items less food.....	220.401	224.814	221.476	222.792	225.059	225.815	225.326	224.621	224.059	225.705	227.013	226.675	225.064	224.161	224.734
All items less shelter.....	215.223	219.700	216.427	217.801	220.347	221.182	220.485	219.572	218.737	220.632	222.027	221.475	219.428	218.292	218.934
All items less medical care.....	214.226	218.509	215.653	216.699	218.700	219.390	218.929	218.297	217.768	219.286	220.408	220.179	218.761	218.033	218.614
Commodities less food.....	168.646	172.009	167.821	170.476	175.097	176.294	174.436	171.149	169.429	172.635	175.071	174.234	170.062	167.402	167.562
Nondurables less food.....	220.793	226.949	219.315	224.205	233.049	234.939	230.788	223.983	220.604	227.467	233.255	232.181	224.356	219.251	219.370
Nondurables less food and apparel.....	279.965	287.163	277.315	284.362	296.105	298.544	292.434	283.071	279.419	289.602	295.927	292.644	281.271	275.260	276.092
Nondurables.....	224.728	230.813	226.025	228.711	233.849	235.104	232.778	229.052	227.183	231.298	234.596	234.230	229.809	227.126	227.621
Services less rent of shelter <sup>3</sup> .....	256.386	261.381	258.616	258.697	259.048	259.480	260.246	262.456	262.554	262.987	263.384	262.682	262.986	263.441	264.557
Services less medical care services.....	249.355	254.093	251.705	251.882	252.344	252.708	253.194	254.380	254.640	255.132	255.528	255.542	255.828	256.233	257.042
Energy.....	246.086	248.805	238.978	245.158	256.979	259.268	253.468	246.717	242.198	253.262	259.640	253.545	241.126	235.324	236.493
All items less energy.....	219.598	224.463	222.298	222.758	223.520	224.034	224.296	224.505	224.544	224.837	225.311	225.839	225.839	225.769	226.336
All items less food and energy.....	218.461	223.114	220.736	221.318	222.169	222.700	223.006	223.203	223.231	223.476	224.033	224.558	224.558	224.383	224.871
Commodities less food and energy.....	148.050	150.098	148.645	149.277	150.368	150.809	150.860	150.639	150.062	149.984	150.518	150.766	150.139	149.112	149.150
Energy commodities.....	306.719	316.585	297.049	310.990	335.299	340.744	328.340	308.066	299.935	321.284	334.327	327.527	303.654	291.803	292.646
Services less energy.....	268.270	274.800	271.762	272.318	273.002	273.600	274.084	274.574	275.025	275.496	276.070	276.790	277.228	277.649	278.453

<sup>1</sup> Not seasonally adjusted.

<sup>2</sup> Indexes on a December 1997 = 100 base.

<sup>3</sup> Indexes on a December 1982 = 100 base.

<sup>4</sup> Indexes on a December 1988 = 100 base.

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

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

[1982–84 = 100, unless otherwise indicated]

	Pricing sched- ule <sup>1</sup>	All Urban Consumers						Urban Wage Earners					
		2012					2013	2012					2013
		Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.
U.S. city average.....	M	230.379	231.407	231.317	230.221	229.601	230.280	227.056	228.184	227.974	226.595	225.889	226.520
<b>Region and area size<sup>2</sup></b>													
Northeast urban.....	M	246.252	247.409	247.564	247.097	246.456	247.277	244.813	246.087	246.128	245.512	244.664	245.524
Size A—More than 1,500,000.....	M	248.031	249.044	249.046	248.964	248.239	249.154	244.930	246.070	245.943	245.802	244.845	245.791
Size B/C—50,000 to 1,500,000 <sup>3</sup> .....	M	146.885	147.846	148.210	147.246	147.004	147.337	148.453	149.441	149.732	148.602	148.262	148.646
Midwest urban <sup>4</sup> .....	M	220.462	221.125	220.375	219.483	219.033	219.282	217.113	217.940	216.886	215.699	215.160	215.240
Size A—More than 1,500,000.....	M	220.594	221.431	220.767	219.795	219.314	219.667	216.376	217.314	216.298	215.041	214.523	214.655
Size B/C—50,000 to 1,500,000 <sup>3</sup> .....	M	142.052	142.277	141.651	141.236	140.949	140.784	142.967	143.323	142.475	141.858	141.466	141.255
Size D—Nonmetropolitan (less than 50,000).....	M	217.300	217.986	217.467	216.253	215.962	217.217	215.524	216.617	216.077	214.537	214.080	215.062
South urban.....	M	223.919	225.052	224.504	223.404	223.109	223.933	222.250	223.497	222.779	221.361	220.975	221.849
Size A—More than 1,500,000.....	M	224.962	226.122	225.302	224.274	223.994	224.763	223.721	224.978	224.027	222.648	222.292	223.160
Size B/C—50,000 to 1,500,000 <sup>3</sup> .....	M	142.432	143.088	142.927	142.219	142.009	142.543	142.153	142.872	142.599	141.697	141.440	141.983
Size D—Nonmetropolitan (less than 50,000).....	M	230.219	231.889	230.724	229.346	229.182	230.182	231.093	233.007	231.503	229.845	229.408	230.487
West urban.....	M	233.001	234.083	234.966	233.206	232.029	232.759	227.681	228.798	229.849	227.767	226.585	227.197
Size A—More than 1,500,000.....	M	237.607	238.684	239.901	237.673	236.364	237.450	230.849	232.024	233.516	230.735	229.398	230.409
Size B/C—50,000 to 1,500,000 <sup>3</sup> .....	M	139.971	140.600	140.847	140.287	139.768	139.865	140.055	140.649	140.914	140.268	139.747	139.818
<b>Size classes:</b>													
A <sup>5</sup> .....	M	210.140	211.063	211.082	210.086	209.422	210.150	209.732	210.762	210.704	209.408	208.651	209.341
B/C <sup>3</sup> .....	M	142.470	143.085	142.995	142.332	142.044	142.336	142.712	143.378	143.194	142.365	142.017	142.303
D.....	M	225.345	226.636	225.966	224.730	224.204	224.979	223.944	225.480	224.689	223.208	222.521	223.223
<b>Selected local areas<sup>6</sup></b>													
Chicago—Gary—Kenosha, IL—IN—WI.....	M	222.967	223.611	223.227	222.425	221.838	222.251	217.378	218.243	217.725	216.638	215.947	216.137
Los Angeles—Riverside—Orange County, CA.....	M	237.222	238.104	240.111	237.675	236.042	238.015	230.229	231.085	233.431	230.426	228.940	230.651
New York, NY—Northern NJ—Long Island, NY—NJ—CT—PA.....	M	253.472	254.554	254.277	254.285	253.555	254.807	249.734	250.980	250.539	250.586	249.535	250.849
Boston—Brockton—Nashua, MA—NH—ME—CT.....	1	—	249.488	—	249.929	—	249.957	—	250.910	—	251.041	—	251.024
Cleveland—Akron, OH.....	1	—	216.851	—	214.661	—	215.102	—	208.684	—	205.998	—	206.526
Dallas—Ft. Worth, TX.....	1	—	214.033	—	212.901	—	213.696	—	220.012	—	217.941	—	219.072
Washington—Baltimore, DC—MD—VA—WV <sup>7</sup> .....	1	—	151.732	—	150.646	—	150.845	—	152.663	—	151.395	—	151.407
Atlanta, GA.....	2	215.504	—	212.996	—	211.040	—	214.727	—	212.291	—	210.054	—
Detroit—Ann Arbor—Flint, MI.....	2	217.098	—	218.104	—	216.569	—	215.060	—	215.641	—	213.766	—
Houston—Galveston—Brazoria, TX.....	2	203.959	—	204.139	—	202.477	—	202.688	—	202.775	—	200.895	—
Miami—Ft. Lauderdale, FL.....	2	236.110	—	236.793	—	235.023	—	235.409	—	236.318	—	234.139	—
Philadelphia—Wilmington—Atlantic City, PA—NJ—DE—MD.....	2	239.557	—	240.537	—	238.492	—	240.408	—	241.646	—	239.452	—
San Francisco—Oakland—San Jose, CA.....	2	241.170	—	242.834	—	239.533	—	238.445	—	240.864	—	236.454	—
Seattle—Tacoma—Bremerton, WA.....	2	240.213	—	241.355	—	237.993	—	236.750	—	237.947	—	234.588	—

<sup>1</sup> Foods, fuels, and several other items priced every month in all areas; most other goods and services priced as indicated:  
M—Every month.

<sup>2</sup> Regions defined as the four Census regions.

<sup>3</sup> Indexes on a December 1996 = 100 base.

<sup>4</sup> The "North Central" region has been renamed the "Midwest" region by the Census Bureau. It is composed of the same geographic entities.

<sup>5</sup> Indexes on a December 1986 = 100 base.

<sup>6</sup> 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.

<sup>7</sup> 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.

#### 40. Annual data: Consumer Price Index, U.S. city average, all items and major groups

[1982-84 = 100]

Series	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
Consumer Price Index for All Urban Consumers:											
All items:											
Index.....	179.9	184.0	188.9	195.3	201.6	207.342	215.303	214.537	218.056	224.939	229.594
Percent change.....	1.6	2.3	2.7	3.4	3.2	2.8	3.8	-0.4	1.6	3.2	2.1
Food and beverages:											
Index.....	176.8	180.5	186.6	191.2	195.7	203.300	214.225	218.249	219.984	227.866	233.670
Percent change.....	1.8	2.1	3.3	2.5	2.4	3.9	5.4	1.9	0.8	3.6	2.5
Housing:											
Index.....	180.3	184.8	189.5	195.7	203.2	209.586	216.264	217.057	216.256	219.102	222.715
Percent change.....	2.2	2.5	2.5	3.3	3.8	3.1	3.2	0.4	-0.4	1.3	1.6
Apparel:											
Index.....	124.0	120.9	120.4	119.5	119.5	118.998	118.907	120.078	119.503	122.111	126.265
Percent change.....	-2.6	-2.5	-4	-7	.0	-0.4	-0.1	1.0	-0.5	2.2	3.4
Transportation:											
Index.....	152.9	157.6	163.1	173.9	180.9	184.682	195.549	179.252	193.396	212.366	217.337
Percent change.....	-9	3.1	3.5	6.6	4.0	2.1	5.9	-8.3	7.9	9.8	2.3
Medical care:											
Index.....	285.6	297.1	310.1	323.2	336.2	351.054	364.065	375.613	388.436	400.258	414.924
Percent change.....	4.7	4.0	4.4	4.2	4.0	4.4	3.7	3.2	3.4	3.0	3.7
Other goods and services:											
Index.....	293.2	298.7	304.7	313.4	321.7	333.328	345.381	368.586	381.291	387.224	394.395
Percent change.....	3.8	1.9	2.0	2.9	2.6	3.6	3.6	6.7	3.4	1.6	1.9
Consumer Price Index for Urban Wage Earners and Clerical Workers:											
All items:											
Index.....	175.9	179.8	184.5	191.0	197.1	202.767	211.053	209.630	213.967	221.575	226.229
Percent change.....	1.4	2.2	5.1	1.1	3.2	2.9	4.1	-0.7	2.1	3.6	2.1

## 41. Producer Price Indexes, by stage of processing

[1982 = 100]

Grouping	Annual average		2012												2013
	2011	2012	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct. <sup>P</sup>	Nov. <sup>P</sup>	Dec. <sup>P</sup>	Jan. <sup>P</sup>
<b>Finished goods.....</b>	190.5	194.2	192.0	192.9	194.4	194.9	193.7	192.8	193.2	195.4	196.7	196.3	194.5	193.6	194.7
Finished consumer goods.....	203.3	207.3	204.5	205.6	207.8	208.5	206.7	205.5	205.8	209.1	211.1	209.9	207.3	206.1	207.6
Finished consumer foods.....	193.9	199.0	197.0	196.7	197.3	197.5	197.2	198.1	198.1	200.0	200.7	200.8	203.1	201.8	203.0
Finished consumer goods															
excluding foods.....	205.5	209.1	206.0	207.6	210.4	211.2	208.9	206.9	207.4	211.1	213.6	212.0	207.6	206.4	208.0
Nondurable goods less food.....	231.5	235.1	230.8	233.2	237.3	238.4	235.1	232.1	232.5	238.1	242.0	238.5	232.0	230.3	232.7
Durable goods.....	147.4	151.0	150.2	150.3	150.3	150.5	150.2	150.4	151.0	150.9	150.5	152.5	152.7	152.4	152.3
Capital equipment.....	159.7	162.8	162.1	162.3	162.3	162.5	162.4	162.5	162.8	162.8	162.5	163.7	163.8	163.6	163.8
<b>Intermediate materials,</b>															
<b>supplies, and components.....</b>	199.8	200.7	198.8	200.0	203.3	203.0	201.5	199.7	198.8	200.7	202.7	201.8	199.4	199.1	199.5
Materials and components															
for manufacturing.....	189.8	189.0	188.6	190.5	192.6	192.7	191.4	187.9	186.6	186.8	188.1	188.0	187.3	187.5	187.9
Materials for food manufacturing.....	193.4	198.1	195.4	195.2	195.3	195.6	195.2	196.0	197.1	199.3	201.1	202.2	203.8	201.0	198.6
Materials for nondurable manufacturing...	249.2	245.6	244.5	249.4	256.3	256.8	252.8	241.8	238.4	240.0	242.3	242.5	240.5	241.0	242.1
Materials for durable manufacturing.....	204.2	199.1	201.2	203.2	203.7	203.0	201.9	198.9	196.9	195.2	197.5	196.5	195.1	196.4	197.2
Components for manufacturing.....	145.8	147.7	147.1	147.3	147.5	147.7	147.9	147.9	147.9	147.8	147.9	147.9	147.9	147.9	148.1
Materials and components															
for construction.....	212.8	218.4	215.3	216.8	217.4	218.3	219.1	219.1	218.5	218.7	219.2	219.1	219.4	220.0	221.2
Processed fuels and lubricants.....	215.0	213.1	209.8	210.1	220.0	216.9	211.4	210.7	208.8	216.2	222.1	217.7	207.8	205.6	206.0
Containers.....	205.4	207.0	205.5	206.7	206.7	207.0	207.0	206.7	206.2	206.1	205.9	206.2	209.2	210.0	210.4
Supplies.....	184.2	188.9	185.5	186.0	187.1	187.7	188.4	188.4	189.1	190.6	191.3	191.1	190.6	190.5	190.6
<b>Crude materials for further</b>															
<b>processing.....</b>	249.4	241.4	246.0	245.2	248.7	242.0	234.9	227.1	232.9	242.7	244.9	242.2	244.1	245.9	249.6
Foodstuffs and feedstuffs.....	188.4	196.2	188.8	190.9	195.8	190.6	189.9	188.9	196.2	201.4	202.5	202.9	204.3	204.0	204.9
Crude nonfood materials.....	284.0	263.2	277.6	274.4	276.4	269.0	257.0	244.2	248.4	261.4	264.2	259.3	261.4	264.8	270.6
<b>Special groupings:</b>															
Finished goods, excluding foods.....	188.9	192.2	190.0	191.1	192.8	193.4	192.0	190.7	191.2	193.5	194.9	194.3	191.7	190.8	192.0
Finished energy goods.....	193.0	192.5	187.6	190.9	196.8	198.5	193.4	188.8	188.2	196.1	201.7	196.3	186.7	183.8	185.8
Finished goods less energy.....	181.4	186.1	184.8	184.9	185.1	185.2	185.2	185.4	186.0	186.6	186.6	187.5	188.1	187.8	188.6
Finished consumer goods less energy.....	191.7	197.3	195.7	195.6	196.0	196.1	196.0	196.4	197.2	198.1	198.2	199.1	200.0	199.6	200.7
Finished goods less food and energy.....	177.8	182.4	181.3	181.5	181.6	181.7	181.7	181.8	182.6	182.7	182.5	183.7	183.8	183.7	184.5
Finished consumer goods less food															
and energy.....	190.8	196.8	195.4	195.5	195.6	195.7	195.8	195.9	197.1	197.4	197.2	198.6	198.6	198.7	199.9
Consumer nondurable goods less food															
and energy.....	230.0	238.4	236.3	236.4	236.8	236.8	237.2	237.2	239.2	239.8	239.9	240.3	240.3	240.8	243.4
Intermediate materials less foods															
and feeds.....	200.4	200.6	199.1	200.4	203.9	203.4	201.7	199.6	198.4	200.1	202.0	201.0	198.5	198.4	199.1
Intermediate foods and feeds.....	192.3	201.5	193.3	193.4	194.9	196.2	197.6	198.9	201.7	207.4	209.8	209.5	208.6	206.6	203.6
Intermediate energy goods.....	219.8	218.2	215.1	215.9	226.2	222.9	217.1	215.5	213.0	220.9	227.2	222.6	212.3	210.0	210.5
Intermediate goods less energy.....	192.2	193.7	192.1	193.4	194.8	195.2	194.9	193.1	192.6	193.0	193.8	193.8	193.6	193.8	194.2
Intermediate materials less foods															
and energy.....	192.0	192.6	191.7	193.2	194.6	194.9	194.4	192.2	191.4	191.2	191.9	191.9	191.8	192.2	193.0
Crude energy materials.....	240.4	218.7	233.1	228.1	228.9	220.5	207.7	197.4	204.7	219.4	221.5	218.6	220.3	223.1	229.9
Crude materials less energy.....	240.0	241.1	238.8	240.5	245.2	240.1	237.4	232.5	237.2	242.9	244.7	242.8	245.3	246.4	247.5
Crude nonfood materials less energy.....	390.4	369.7	383.3	383.5	387.6	382.7	374.4	357.7	354.2	361.4	365.2	356.4	361.9	367.4	369.0

p = preliminary.



## 42. Producer Price Indexes for the net output of major industry groups

[December 2003 = 100, unless otherwise indicated]

NAICS	Industry	2012												2013
		Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct. <sup>p</sup>	Nov. <sup>p</sup>	Dec. <sup>p</sup>	Jan. <sup>p</sup>
	<b>Total mining industries (December 1984=100)</b> .....	238.0	234.9	236.7	229.9	218.5	208.4	213.8	224.6	227.4	226.0	227.0	227.9	232.7
211	Oil and gas extraction (December 1985=100) .....	264.4	257.1	259.7	247.7	227.4	208.4	219.4	240.3	242.8	240.3	241.2	242.6	250.1
212	Mining, except oil and gas.....	229.8	232.3	232.5	230.4	227.9	227.5	225.9	225.0	230.2	229.8	231.6	232.2	234.8
213	Mining support activities.....	114.4	114.9	115.8	116.2	116.4	116.4	116.5	116.5	116.7	116.9	116.9	116.9	117.1
	<b>Total manufacturing industries (December 1984=100)</b> .....	191.1	192.1	194.3	194.7	193.6	191.7	191.2	193.5	195.4	195.1	192.6	191.8	192.4
311	Food manufacturing (December 1984=100).....	194.9	194.9	195.7	196.0	196.6	197.1	198.2	200.6	202.1	202.4	202.8	201.7	200.1
312	Beverage and tobacco manufacturing.....	130.8	131.4	131.2	131.7	131.6	131.4	132.5	132.6	132.7	133.6	133.4	133.8	134.7
313	Textile mills.....	129.6	129.6	129.4	128.9	129.0	128.1	127.7	127.5	127.3	127.5	127.2	127.2	128.2
315	Apparel manufacturing.....	106.9	107.1	107.3	107.3	107.4	107.3	107.4	107.5	107.7	108.2	108.1	108.9	108.8
316	Leather and allied product manufacturing (December 1984=100).....	165.3	165.4	166.9	167.9	167.8	167.5	167.8	168.0	168.7	169.1	169.3	170.0	171.5
321	Wood products manufacturing.....	109.3	110.2	111.4	111.7	112.9	113.1	112.5	113.9	115.0	113.7	115.0	116.2	118.6
322	Paper manufacturing.....	131.6	131.9	131.9	131.8	131.7	131.6	131.5	131.4	131.5	131.8	133.0	133.1	133.2
323	Printing and related support activities.....	111.6	111.6	111.7	111.7	112.0	111.8	111.8	111.8	111.7	111.8	111.8	111.8	111.9
324	Petroleum and coal products manufacturing (December 1984=100).....	371.1	377.5	401.2	403.5	387.6	366.7	357.3	380.8	401.1	391.5	360.0	351.8	354.9
325	Chemical manufacturing (December 1984=100).....	258.4	259.7	261.7	262.0	262.0	259.6	259.6	260.2	259.9	260.8	260.8	260.0	262.4
326	Plastics and rubber products manufacturing (December 1984=100).....	178.5	179.3	180.2	181.2	181.6	181.7	181.3	180.4	180.5	180.8	180.6	180.6	180.8
331	Primary metal manufacturing (December 1984=100).....	211.6	215.0	214.6	213.2	211.1	207.1	204.8	201.6	204.8	203.6	201.5	203.0	203.1
332	Fabricated metal product manufacturing (December 1984=100).....	184.5	184.8	185.2	185.6	185.9	185.9	185.5	185.4	185.5	185.6	185.6	185.6	185.9
333	Machinery manufacturing.....	125.1	125.6	125.8	126.0	126.1	126.1	126.3	126.4	126.5	126.6	126.9	126.9	127.1
334	Computer and electronic products manufacturing.....	89.7	89.8	89.7	89.7	89.8	89.6	89.5	89.4	89.1	89.1	89.1	89.0	89.4
335	Electrical equipment, appliance, and components manufacturing.....	137.6	138.0	138.0	138.4	138.7	138.6	138.3	138.4	138.3	138.6	138.5	138.6	139.1
336	Transportation equipment manufacturing.....	114.3	114.2	114.2	114.4	114.2	114.4	114.7	114.8	114.5	115.9	115.9	115.8	116.0
337	Furniture and related product manufacturing (December 1984=100).....	183.5	184.0	184.0	184.5	184.7	185.0	185.4	185.4	185.7	186.2	185.6	185.5	185.9
339	Miscellaneous manufacturing.....	116.9	117.7	117.7	117.5	117.3	117.5	117.6	117.6	117.9	117.6	118.0	118.1	118.3
	<b>Retail trade</b>													
441	Motor vehicle and parts dealers.....	128.8	129.1	132.4	133.0	132.6	131.4	132.0	131.8	131.4	131.4	131.4	131.5	130.9
442	Furniture and home furnishings stores.....	124.6	125.4	127.1	127.4	127.2	127.2	125.9	126.1	126.7	127.5	128.3	127.1	127.6
443	Electronics and appliance stores.....	80.0	80.3	74.8	73.9	75.6	78.0	77.3	77.8	76.6	78.7	81.2	76.9	80.8
446	Health and personal care stores.....	136.2	135.4	137.8	138.6	137.9	134.6	135.2	134.7	138.3	137.2	136.7	137.6	139.0
447	Gasoline stations (June 2001=100).....	75.5	77.0	76.3	82.1	86.0	86.4	82.2	74.5	73.2	79.6	89.4	92.5	81.4
454	Nonstore retailers.....	146.3	144.5	145.0	146.6	152.0	155.8	147.4	139.4	140.0	139.0	144.3	143.4	149.7
	<b>Transportation and warehousing</b>													
481	Air transportation (December 1992=100).....	224.3	228.2	232.3	233.3	230.4	233.7	230.0	230.5	219.2	224.2	221.0	223.7	227.9
483	Water transportation.....	132.3	132.8	135.9	137.7	138.1	137.6	137.3	136.4	137.5	136.7	137.0	136.9	136.1
491	Postal service (June 1989=100).....	191.6	196.0	196.0	196.0	196.0	196.0	196.0	196.0	196.0	196.0	196.0	196.0	196.0
	<b>Utilities</b>													
221	Utilities.....	130.4	129.4	128.2	127.0	128.4	131.4	134.5	134.7	133.6	131.2	131.6	132.9	132.4
	<b>Health care and social assistance</b>													
6211	Office of physicians (December 1996=100).....	133.1	133.1	133.2	133.2	133.1	133.1	133.3	133.2	133.4	133.5	133.4	133.6	134.1
6215	Medical and diagnostic laboratories.....	109.2	109.0	108.8	108.6	108.6	108.3	108.4	108.5	108.5	108.5	108.4	108.5	108.3
6216	Home health care services (December 1996=100).....	130.3	130.3	130.3	130.4	130.3	130.2	130.3	130.4	130.7	131.0	130.4	131.0	130.5
622	Hospitals (December 1992=100).....	179.9	179.9	180.0	180.5	180.6	180.8	181.7	181.9	181.9	182.9	183.6	183.3	183.5
6231	Nursing care facilities.....	129.4	130.6	130.6	130.1	130.4	130.2	130.5	130.6	130.7	130.9	131.6	131.7	131.8
62321	Residential mental retardation facilities.....	138.9	138.9	139.6	139.8	139.8	139.5	139.5	140.3	143.8	144.1	144.1	144.7	144.3
	<b>Other services industries</b>													
511	Publishing industries, except Internet .....	112.3	111.9	111.4	111.1	111.1	111.2	111.3	111.0	111.8	111.6	111.4	111.5	112.1
515	Broadcasting, except Internet.....	114.2	114.5	114.6	115.5	118.7	117.8	113.5	114.9	115.8	121.8	122.2	119.9	119.9
517	Telecommunications.....	102.0	101.7	101.9	101.4	101.8	101.8	101.7	102.2	101.9	101.6	101.4	101.1	101.8
5182	Data processing and related services.....	102.2	102.0	102.1	102.1	101.8	102.5	102.8	102.6	102.6	102.7	102.7	102.8	102.9
523	Security, commodity contracts, and like activity.....	124.8	126.6	126.8	130.5	129.1	127.8	128.4	129.4	129.1	131.5	132.5	132.4	133.8
53112	Lessors or nonresidential buildings (except miniwarehouse).....	111.0	109.4	109.2	110.0	110.0	110.4	110.1	110.6	110.5	110.4	110.6	109.9	110.3
5312	Offices of real estate agents and brokers.....	97.8	97.8	97.7	98.4	98.6	98.9	99.6	99.4	100.1	100.9	101.8	101.9	102.5
5313	Real estate support activities.....	107.4	107.0	107.5	107.6	107.6	107.8	107.7	107.4	107.6	107.9	108.2	107.8	108.3
5321	Automotive equipment rental and leasing (June 2001=100).....	122.8	128.3	142.9	128.6	126.1	128.0	135.8	137.0	132.4	134.7	139.1	134.4	129.6
5411	Legal services (December 1996=100).....	182.0	182.1	182.3	182.7	182.8	182.9	182.9	183.0	183.0	183.0	183.0	183.0	185.7
541211	Offices of certified public accountants.....	112.0	111.9	111.4	111.5	111.1	111.1	112.3	113.6	114.5	114.2	112.7	113.3	113.8
5413	Architectural, engineering, and related services (December 1996=100).....	146.6	146.6	146.7	147.1	147.4	147.2	147.9	147.6	148.1	148.3	148.4	148.4	148.8
54181	Advertising agencies.....	106.6	106.9	107.0	106.8	107.5	107.5	107.6	107.8	107.9	107.9	107.4	107.2	108.3
5613	Employment services (December 1996=100).....	125.5	126.1	126.0	126.6	126.1	126.2	126.6	126.4	126.2	126.5	127.0	126.9	126.5
56151	Travel agencies.....	101.0	100.2	100.4	99.8	100.7	101.5	101.5	102.1	102.8	102.7	101.3	100.9	100.0
56172	Janitorial services.....	113.7	113.6	113.6	113.6	113.8	113.8	113.7	113.8	113.6	113.4	113.7	113.6	114.1
5621	Waste collection.....	121.3	121.6	122.3	122.5	122.2	121.8	121.7	122.1	122.4	122.6	122.6	122.6	122.8
721	Accommodation (December 1996=100).....	142.4	143.9	149.0	147.6	146.0	147.2	148.0	148.7	148.4	148.2	144.4	140.8	142.7

p = preliminary.

**43. Annual data: Producer Price Indexes, by stage of processing**

[1982 = 100]

Index	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
<b>Finished goods</b>											
Total.....	138.9	143.3	148.5	155.7	160.4	166.6	177.1	172.5	179.8	190.5	194.2
Foods.....	140.1	145.9	152.7	155.7	156.7	167.0	178.3	175.5	182.4	193.9	199.0
Energy.....	88.8	102.0	113.0	132.6	145.9	156.3	178.7	146.9	166.9	193.0	192.5
Other.....	150.2	150.5	152.7	156.4	158.7	161.7	167.2	171.5	173.6	177.8	182.4
<b>Intermediate materials, supplies, and components</b>											
Total.....	127.8	133.7	142.6	154.0	164.0	170.7	188.3	172.5	183.4	199.8	200.7
Foods.....	123.2	134.4	145.0	146.0	146.2	161.4	180.4	165.1	174.4	193.4	198.1
Energy.....	95.9	111.9	123.2	149.2	162.8	174.6	208.1	162.5	187.8	219.8	218.2
Other.....	135.8	138.5	146.5	154.6	163.8	168.4	180.9	173.4	180.8	192.0	192.6
<b>Crude materials for further processing</b>											
Total.....	108.1	135.3	159.0	182.2	184.8	207.1	251.8	175.2	212.2	249.4	241.4
Foods.....	99.5	113.5	127.0	122.7	119.3	146.7	163.4	134.5	152.4	188.4	196.2
Energy.....	102.0	147.2	174.6	234.0	226.9	232.8	309.4	176.8	216.7	240.4	218.7
Other.....	101.0	116.9	149.2	176.7	210.0	238.7	308.5	211.1	280.8	342.0	332.4

**44. U.S. export price indexes by end-use category**

[2000 = 100]

Category	2012												2013
	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.
<b>ALL COMMODITIES.....</b>	132.5	133.1	134.1	134.7	134.0	131.7	132.2	133.4	134.5	134.6	133.8	133.6	134.0
Foods, feeds, and beverages.....	201.6	200.5	206.0	210.8	212.2	205.8	219.2	229.2	231.6	228.2	229.7	229.3	225.9
Agricultural foods, feeds, and beverages.....	203.8	202.6	208.6	213.4	215.2	208.0	222.6	233.2	235.9	232.1	234.0	233.8	229.8
Nonagricultural (fish, beverages) food products.....	185.9	186.8	186.2	191.4	188.3	190.1	191.0	193.5	193.0	194.9	191.2	188.2	191.9
Industrial supplies and materials.....	183.9	186.1	188.2	189.1	185.7	178.4	177.7	180.2	183.6	184.6	181.1	180.5	181.8
Agricultural industrial supplies and materials.....	200.7	202.0	201.4	201.7	198.3	189.2	189.1	197.3	201.2	197.3	193.7	196.2	200.3
Fuels and lubricants.....	273.7	273.6	280.4	285.4	271.9	248.3	250.0	261.5	272.9	271.8	256.8	253.6	256.2
Nonagricultural supplies and materials, excluding fuel and building materials.....	172.0	175.0	176.3	176.4	175.0	171.0	169.6	169.9	171.6	173.5	172.5	172.4	173.1
Selected building materials.....	115.8	117.1	117.2	117.7	117.3	118.1	118.5	118.7	118.8	117.9	117.9	117.9	118.8
Capital goods.....	105.4	105.7	105.9	105.9	106.0	105.8	105.6	105.5	105.6	105.6	105.8	105.7	106.4
Electric and electrical generating equipment.....	112.3	112.7	113.1	113.2	114.1	114.3	113.5	113.6	113.9	114.4	114.4	114.3	114.9
Nonelectrical machinery.....	95.2	95.2	95.3	95.3	95.2	95.0	94.9	94.7	94.8	94.8	95.0	94.9	95.5
Automotive vehicles, parts, and engines.....	112.1	112.3	112.5	113.0	113.0	112.9	113.1	112.8	112.9	112.9	112.9	112.9	113.2
Consumer goods, excluding automotive.....	116.7	116.7	116.8	116.3	116.9	117.0	116.3	116.3	116.7	116.9	116.6	116.4	116.2
Nondurables, manufactured.....	114.6	114.7	114.9	114.8	114.9	114.9	114.7	114.9	115.3	115.8	115.7	115.6	115.7
Durables, manufactured.....	113.4	114.0	114.3	113.9	115.1	114.9	114.5	114.5	114.9	114.6	114.2	113.8	113.2
Agricultural commodities.....	202.8	202.0	206.9	211.0	212.0	204.5	216.7	227.0	229.9	226.0	227.1	227.3	224.6
Nonagricultural commodities.....	127.5	128.3	128.9	129.2	128.4	126.5	126.2	126.7	127.6	128.0	127.1	126.9	127.5

#### 45. U.S. import price indexes by end-use category

[2000 = 100]

Category	2012												2013
	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.
<b>ALL COMMODITIES</b> .....	142.2	142.2	144.2	144.1	142.0	138.7	137.7	139.4	140.8	141.2	140.2	139.4	140.3
Foods, feeds, and beverages.....	176.3	171.4	174.4	174.5	173.1	171.8	170.0	169.2	171.6	171.6	169.6	169.1	169.0
Agricultural foods, feeds, and beverages.....	198.8	192.1	196.3	196.4	195.2	193.4	191.5	190.7	194.4	194.3	190.9	190.6	190.1
Nonagricultural (fish, beverages) food products.....	125.4	124.3	124.7	124.9	123.0	122.9	121.3	120.5	120.1	120.4	121.3	120.3	121.2
Industrial supplies and materials.....	262.4	263.1	272.0	271.0	261.1	245.5	240.8	249.6	255.8	256.9	252.8	249.4	253.6
Fuels and lubricants.....	355.6	355.4	371.0	367.7	347.2	317.7	311.4	330.3	343.1	343.4	335.7	328.2	336.7
Petroleum and petroleum products.....	397.9	399.0	418.5	416.0	392.3	357.2	348.8	370.5	385.5	385.3	374.0	363.1	373.9
Paper and paper base stocks.....	112.5	112.4	114.0	113.1	114.4	114.1	114.0	113.2	112.6	112.3	112.2	111.5	111.9
Materials associated with nondurable supplies and materials.....	174.7	175.7	177.7	183.2	184.8	183.3	177.0	177.3	176.0	175.0	174.0	176.1	176.4
Selected building materials.....	131.3	132.0	134.4	135.1	136.5	138.1	138.8	139.6	141.3	141.6	141.5	143.6	147.6
Unfinished metals associated with durable goods...	270.8	275.5	283.9	277.7	273.4	263.5	258.1	255.1	257.1	268.3	265.8	263.9	264.2
Nonmetals associated with durable goods.....	114.7	114.8	115.4	115.8	115.6	115.0	114.4	114.3	114.2	114.2	114.4	114.4	114.5
Capital goods.....	93.5	93.5	93.5	93.4	93.3	93.2	93.3	93.2	93.4	93.3	93.2	93.2	93.2
Electric and electrical generating equipment.....	118.9	118.7	118.9	119.3	119.2	118.8	119.2	119.3	119.5	119.6	119.5	119.7	119.7
Nonelectrical machinery.....	86.7	86.6	86.6	86.4	86.3	86.2	86.2	86.1	86.4	86.2	86.1	86.0	86.0
Automotive vehicles, parts, and engines.....	113.3	113.4	113.7	114.5	114.4	114.4	114.5	114.6	114.8	115.0	115.0	114.9	115.0
Consumer goods, excluding automotive.....	107.5	107.6	107.6	107.7	107.7	107.6	107.5	107.3	107.3	107.8	107.7	107.6	107.7
Nondurables, manufactured.....	114.5	114.4	114.5	115.0	114.9	114.8	114.9	114.8	114.7	115.3	115.3	115.3	115.5
Durables, manufactured.....	100.0	100.1	100.2	99.9	99.8	99.7	99.6	99.5	99.6	100.0	99.8	99.7	99.7
Nonmanufactured consumer goods.....	118.6	119.8	118.0	119.2	119.6	119.3	118.3	115.4	115.5	115.6	115.7	115.3	115.3

#### 46. U.S. international price indexes for selected categories of services

[2000 = 100, unless indicated otherwise]

Category	2010	2011				2012			
	Dec.	Mar.	June	Sept.	Dec.	Mar.	June	Sept.	Dec.
Import air freight.....	170.1	172.8	184.3	185.5	177.1	173.7	178.6	173.9	175.8
Export air freight.....	128.1	139.2	147.4	146.4	144.2	148.9	148.0	146.7	147.0
Import air passenger fares (Dec. 2006 = 100).....	169.9	161.2	184.0	174.6	179.5	178.7	199.8	179.8	194.2
Export air passenger fares (Dec. 2006 = 100).....	169.0	172.8	186.6	192.7	191.1	185.1	202.8	187.8	193.7

**47. Indexes of productivity, hourly compensation, and unit costs, quarterly data seasonally adjusted**

[2005 = 100]

Item	2009	2010				2011				2012			
	IV	I	II	III	IV	I	II	III	IV	I	II	III	IV
<b>Business</b>													
Output per hour of all persons.....	108.5	109.1	108.9	109.8	110.2	109.5	109.8	109.9	110.7	110.5	111.0	111.8	111.3
Compensation per hour.....	114.2	114.5	115.2	115.8	115.9	118.4	118.4	118.3	118.1	119.8	120.2	120.4	121.2
Real compensation per hour.....	102.7	102.8	103.5	103.7	103.0	104.0	103.0	102.1	101.6	102.4	102.5	102.2	102.3
Unit labor costs.....	105.2	104.9	105.7	105.4	105.1	108.1	107.9	107.6	106.7	108.4	108.3	107.7	109.0
Unit nonlabor payments.....	113.4	114.8	114.7	116.4	118.5	115.3	117.7	120.5	121.8	120.5	121.8	124.8	122.9
Implicit price deflator.....	108.4	108.8	109.3	109.8	110.4	110.9	111.8	112.7	112.7	113.2	113.6	114.5	114.5
<b>Nonfarm business</b>													
Output per hour of all persons.....	108.2	108.9	108.8	109.7	110.2	109.7	110.0	110.1	110.9	110.7	111.3	112.1	111.6
Compensation per hour.....	114.2	114.6	115.3	115.9	116.0	118.5	118.5	118.5	118.3	120.0	120.4	120.6	121.3
Real compensation per hour.....	102.7	102.9	103.6	103.7	103.1	104.2	103.1	102.3	101.8	102.6	102.7	102.4	102.4
Unit labor costs.....	105.5	105.2	106.0	105.6	105.2	108.1	107.7	107.6	106.7	108.3	108.2	107.6	108.8
Unit nonlabor payments.....	113.3	114.7	114.6	116.2	118.0	114.5	117.0	119.6	121.1	119.9	121.3	124.2	122.0
Implicit price deflator.....	108.6	108.9	109.4	109.8	110.3	110.6	111.4	112.3	112.4	112.9	113.3	114.1	114.0
<b>Nonfinancial corporations</b>													
Output per hour of all employees.....	107.0	109.3	108.8	109.4	108.3	109.3	110.4	109.4	110.5	110.9	111.3	110.0	—
Compensation per hour.....	114.5	114.6	115.0	115.8	115.6	118.3	118.2	118.2	117.9	119.7	120.5	121.0	—
Real compensation per hour.....	103.1	102.9	103.4	103.7	102.8	104.0	102.8	102.0	101.4	102.3	102.8	102.6	—
Total unit costs.....	109.8	107.7	108.3	108.3	109.6	110.8	109.8	111.1	109.9	110.6	110.6	112.3	—
Unit labor costs.....	107.0	104.9	105.8	105.9	106.8	108.2	107.1	108.0	106.8	107.9	108.2	109.9	—
Unit nonlabor costs.....	117.1	115.1	115.0	114.8	116.9	117.6	117.0	119.0	118.2	117.6	116.9	118.6	—
Unit profits.....	98.7	111.2	110.7	117.8	115.3	110.8	122.7	123.5	125.4	124.7	127.3	126.9	—
Unit nonlabor payments.....	110.8	113.8	113.5	115.8	116.3	115.3	118.9	120.5	120.7	120.0	120.5	121.4	—
Implicit price deflator.....	108.4	108.2	108.6	109.5	110.3	110.8	111.4	112.6	111.9	112.4	112.7	114.2	—
<b>Manufacturing</b>													
Output per hour of all persons.....	107.7	108.9	111.1	111.5	112.6	113.4	112.9	114.4	114.6	116.2	116.1	115.9	116.0
Compensation per hour.....	115.6	114.3	115.6	115.9	116.6	119.6	118.9	119.0	117.2	119.1	121.7	122.4	122.7
Real compensation per hour.....	104.0	102.6	103.8	103.8	103.6	105.1	103.4	102.7	100.8	101.8	103.8	103.8	103.6
Unit labor costs.....	107.4	104.9	104.0	103.9	103.5	105.4	105.3	104.0	102.3	102.5	104.8	105.6	105.7

NOTE: Dash indicates data not available.

#### 48. Annual indexes of multifactor productivity and related measures, selected years

[2005 = 100, unless otherwise indicated]

Item	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
<b>Private business</b>													
Productivity:													
Output per hour of all persons.....	82.4	85.3	88.0	92.1	95.7	98.4	100.0	101.0	102.6	103.3	106.0	110.3	110.8
Output per unit of capital services.....	104.3	102.6	98.9	97.8	98.4	99.8	100.0	100.0	99.3	95.7	90.5	93.7	94.0
Multifactor productivity.....	89.7	91.2	91.9	94.1	96.7	99.0	100.0	100.5	100.8	99.6	98.8	102.2	102.5
Output.....	83.6	87.4	88.3	90.0	92.9	96.7	100.0	103.1	105.2	103.8	98.9	102.8	105.0
Inputs:													
Labor input.....	99.9	101.1	99.3	97.4	97.0	98.1	100.0	102.4	103.6	102.1	95.5	96.0	97.9
Capital services.....	80.2	85.3	89.2	92.1	94.4	96.9	100.0	103.1	106.0	108.5	109.2	109.7	111.7
Combined units of labor and capital input.....	93.3	95.9	96.0	95.6	96.1	97.7	100.0	102.6	104.4	104.3	100.1	100.6	102.5
Capital per hour of all persons.....	79.0	83.2	89.0	94.2	97.3	98.6	100.0	101.0	103.2	108.0	117.1	117.8	117.8
<b>Private nonfarm business</b>													
Productivity:													
Output per hour of all persons.....	82.7	85.6	88.3	92.4	95.8	98.4	100.0	100.9	102.6	103.3	105.8	110.2	110.9
Output per unit of capital services.....	104.7	102.6	99.0	97.7	98.1	99.6	100.0	99.9	99.1	95.0	89.6	92.8	93.4
Multifactor productivity.....	89.9	91.4	92.1	94.2	96.6	98.9	100.0	100.4	100.7	99.3	98.3	101.7	102.3
Output.....	83.8	87.5	88.4	90.1	92.9	96.7	100.0	103.2	105.4	103.9	98.7	102.6	105.1
Inputs:													
Labor input.....	99.6	100.8	99.2	97.2	96.9	98.1	100.0	102.5	103.8	102.2	95.6	96.1	98.0
Capital services.....	80.0	85.3	89.3	92.3	94.7	97.1	100.0	103.3	106.4	109.3	110.1	110.6	112.6
Combined units of labor and capital input.....	93.1	95.8	96.0	95.6	96.2	97.7	100.0	102.8	104.7	104.6	100.4	100.9	102.8
Capital per hour of all persons.....	79.0	83.4	89.2	94.6	97.7	98.8	100.0	101.0	103.6	108.7	118.1	118.8	118.8
<b>Manufacturing [1996 = 100]</b>													
Productivity:													
Output per hour of all persons.....	77.1	80.5	81.9	87.9	93.3	95.5	100.0	101.0	104.9	104.3	104.3	111.1	—
Output per unit of capital services.....	99.0	99.5	93.8	93.3	94.5	96.9	100.0	100.9	101.7	94.8	82.5	88.0	—
Multifactor productivity.....	111.2	110.6	106.3	102.6	99.9	98.0	100.0	99.3	100.6	96.5	86.5	85.6	—
Output.....	96.1	99.0	94.2	93.9	94.9	96.5	100.0	101.7	103.8	99.1	86.3	91.9	—
Inputs:													
Hours of all persons.....	124.7	123.1	115.0	106.9	101.6	101.1	100.0	100.7	99.0	95.1	82.7	82.7	—
Capital services.....	97.1	99.5	100.5	100.7	100.4	99.6	100.0	100.7	102.1	104.6	104.7	104.4	—
Energy.....	117.0	127.6	139.4	107.8	96.8	90.7	100.0	95.8	96.4	97.1	73.7	75.9	—
Nonenergy materials.....	108.7	106.6	99.8	100.8	99.2	98.4	100.0	98.9	98.8	93.7	81.5	78.5	—
Purchased business services.....	105.9	104.4	102.6	99.3	98.5	92.4	100.0	97.3	105.7	95.6	86.8	87.2	—
Combined units of all factor inputs.....	111.2	110.6	106.3	102.6	99.9	98.0	100.0	99.3	100.6	96.5	86.5	85.6	—

NOTE: Dash indicates data not available.



**49. Annual indexes of productivity, hourly compensation, unit costs, and prices, selected years**

[2005 = 100]

Item	1967	1977	1987	1997	2004	2005	2006	2007	2008	2009	2010	2011	2012
<b>Business</b>													
Output per hour of all persons.....	45.9	57.5	65.9	77.6	98.4	100.0	100.9	102.4	103.2	106.3	109.5	110.0	111.0
Compensation per hour.....	11.6	25.1	48.0	69.1	96.2	100.0	103.8	108.1	111.7	113.2	115.4	118.4	120.4
Real compensation per hour.....	61.9	73.7	79.0	83.8	99.5	100.0	100.5	101.8	101.2	103.0	103.3	102.8	102.4
Unit labor costs.....	25.3	43.6	72.9	89.1	97.8	100.0	102.8	105.5	108.2	106.5	105.4	107.7	108.5
Unit nonlabor payments.....	22.3	39.0	63.7	86.2	95.4	100.0	103.0	105.6	106.3	110.2	116.0	118.7	122.7
Implicit price deflator.....	24.1	41.8	69.2	87.9	96.9	100.0	102.9	105.6	107.5	107.9	109.6	112.0	114.1
<b>Nonfarm business</b>													
Output per hour of all persons.....	47.8	59.1	66.8	78.1	98.4	100.0	100.9	102.5	103.1	106.1	109.4	110.2	111.2
Compensation per hour.....	11.8	25.4	48.5	69.4	96.2	100.0	103.8	107.9	111.6	113.2	115.5	118.6	120.6
Real compensation per hour.....	63.1	74.5	79.7	84.2	99.4	100.0	100.5	101.6	101.2	103.0	103.4	102.9	102.5
Unit labor costs.....	24.8	42.9	72.7	88.9	97.8	100.0	102.8	105.3	108.2	106.7	105.6	107.6	108.4
Unit nonlabor payments.....	21.9	37.8	62.7	85.6	94.8	100.0	103.2	105.4	105.8	110.4	115.8	117.9	122.0
Implicit price deflator.....	23.6	40.9	68.7	87.6	96.6	100.0	103.0	105.4	107.3	108.1	109.6	111.7	113.8
<b>Nonfinancial corporations</b>													
Output per hour of all employees.....	46.9	56.9	65.8	77.7	97.8	100.0	101.9	102.6	102.9	103.4	108.9	109.9	—
Compensation per hour.....	13.3	27.6	51.5	71.0	96.5	100.0	103.3	107.3	111.2	113.3	115.3	118.1	—
Real compensation per hour.....	70.8	81.2	84.6	86.0	99.7	100.0	100.0	101.0	100.8	103.2	103.2	102.5	—
Total unit costs.....	26.5	46.6	77.1	89.6	97.8	100.0	101.8	105.9	109.6	112.5	108.5	110.4	—
Unit labor costs.....	28.3	48.5	78.2	91.3	98.6	100.0	101.3	104.6	108.0	109.6	105.8	107.5	—
Unit nonlabor costs.....	21.7	41.6	74.2	85.3	95.7	100.0	103.0	109.2	113.6	120.0	115.4	117.9	—
Unit profits.....	36.0	46.6	60.4	94.8	88.0	100.0	111.6	100.0	91.6	86.5	113.8	120.7	—
Unit nonlabor payments.....	26.6	43.3	69.5	88.6	93.1	100.0	105.9	106.0	106.0	108.5	114.9	118.9	—
Implicit price deflator.....	27.7	46.6	75.0	90.3	96.6	100.0	103.0	105.1	107.3	109.2	109.2	111.7	—
<b>Manufacturing</b>													
Output per hour of all persons.....	—	—	51.2	69.7	95.4	100.0	100.9	104.8	104.2	104.4	111.1	113.8	116.1
Compensation per hour.....	—	—	49.4	68.0	96.8	100.0	102.0	105.3	109.8	114.3	115.6	118.6	121.5
Real compensation per hour.....	—	—	81.2	82.4	100.0	100.0	98.8	99.1	99.6	104.0	103.5	103.0	103.3
Unit labor costs.....	—	—	96.5	97.5	101.4	100.0	101.1	100.5	105.3	109.5	104.1	104.2	104.7
Unit nonlabor payments.....	—	—	72.0	88.3	91.3	100.0	104.3	110.5	118.6	107.5	114.7	—	—
Implicit price deflator.....	—	—	78.6	90.8	94.1	100.0	103.5	107.7	115.0	108.0	111.8	—	—

Dash indicates data not available.

# 50. Annual indexes of output per hour for selected NAICS industries<sup>1/</sup>

[2002=100]

NAICS	Industry	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
<b>Mining</b>													
21	Mining.....	97.8	94.9	100.0	102.8	94.0	84.9	77.0	71.2	69.0	78.8	77.2	-
211	Oil and gas extraction.....	96.7	96.6	100.0	105.9	90.0	86.6	80.9	78.7	71.4	75.9	82.6	-
2111	Oil and gas extraction.....	96.7	96.6	100.0	105.9	90.0	86.6	80.9	78.7	71.4	75.9	82.6	-
212	Mining, except oil and gas.....	95.3	98.5	100.0	102.8	104.9	104.3	101.1	94.4	94.9	92.2	93.3	-
2121	Coal mining.....	103.9	102.4	100.0	101.7	101.6	96.7	89.5	90.6	85.4	79.8	78.8	-
2122	Metal ore mining.....	85.7	93.8	100.0	103.3	101.5	97.2	90.8	77.0	77.1	85.5	88.4	-
2123	Nonmetallic mineral mining and quarrying.....	92.1	96.5	100.0	104.3	109.4	115.1	116.7	103.9	105.1	97.3	97.4	-
213	Support activities for mining.....	99.7	104.5	100.0	122.2	142.3	104.5	87.0	117.7	137.9	110.0	124.0	-
2131	Support activities for mining.....	99.7	104.5	100.0	122.2	142.3	104.5	87.0	117.7	137.9	110.0	124.0	-
<b>Utilities</b>													
2211	Power generation and supply.....	103.9	103.4	100.0	102.1	104.4	111.1	112.1	110.1	105.7	103.1	106.6	-
2212	Natural gas distribution.....	98.1	95.4	100.0	98.9	102.5	105.9	103.2	103.8	104.9	100.9	106.7	-
<b>Manufacturing</b>													
311	Food.....	93.5	95.4	100.0	101.5	100.9	106.2	104.0	101.7	101.3	104.7	103.5	-
3111	Animal food.....	77.0	92.0	100.0	117.7	104.6	119.5	108.2	110.3	104.9	111.4	105.3	-
3112	Grain and oilseed milling.....	91.7	97.3	100.0	100.5	104.9	106.6	102.3	106.0	101.5	109.3	107.4	-
3113	Sugar and confectionery products.....	102.3	100.3	100.0	99.9	106.2	118.6	111.1	100.7	92.6	94.8	102.0	-
3114	Fruit and vegetable preserving and specialty.....	88.7	95.7	100.0	97.2	99.5	103.3	98.0	105.2	103.3	97.9	93.1	-
3115	Dairy products.....	89.6	92.2	100.0	104.0	101.8	101.8	100.7	100.4	108.1	114.7	116.0	-
3116	Animal slaughtering and processing.....	95.7	96.0	100.0	99.9	100.4	109.7	109.4	106.6	109.0	112.0	112.0	-
3117	Seafood product preparation and packaging.....	82.7	89.8	100.0	101.8	96.5	110.5	122.0	101.5	86.7	102.3	92.8	-
3118	Bakeries and tortilla manufacturing.....	96.6	98.4	100.0	97.9	100.1	104.3	103.8	101.4	94.2	95.7	96.0	-
3119	Other food products.....	100.8	94.5	100.0	104.8	106.1	102.9	102.8	94.8	95.8	100.9	99.0	-
312	Beverages and tobacco products.....	106.7	108.3	100.0	111.4	114.7	120.8	113.1	110.0	107.1	119.1	116.3	-
3121	Beverages.....	91.1	93.1	100.0	110.8	115.4	120.9	112.6	113.3	113.2	128.1	123.5	-
3122	Tobacco and tobacco products.....	143.0	146.6	100.0	116.7	121.5	136.5	138.1	137.5	119.7	138.2	148.8	-
313	Textile mills.....	86.3	89.4	100.0	111.1	113.0	122.9	122.2	125.8	124.9	124.5	131.9	-
3131	Fiber, yarn, and thread mills.....	75.6	82.5	100.0	112.1	116.7	108.8	105.5	113.6	114.7	105.3	104.2	-
3132	Fabric mills.....	90.2	91.4	100.0	114.0	115.3	133.0	140.7	144.5	154.7	159.5	157.1	-
3133	Textile and fabric finishing mills.....	87.2	91.0	100.0	104.1	104.5	113.3	102.4	101.0	87.0	85.1	105.2	-
314	Textile product mills.....	101.4	98.1	100.0	103.1	115.2	121.3	111.4	99.4	98.3	89.4	98.3	-
3141	Textile furnishings mills.....	100.6	98.4	100.0	106.2	115.4	119.1	108.6	100.4	101.7	88.7	95.9	-
3149	Other textile product mills.....	105.9	99.0	100.0	98.1	116.4	128.3	120.9	104.7	104.6	101.7	115.5	-
315	Apparel.....	114.7	113.9	100.0	105.9	97.7	100.7	97.5	67.4	58.9	53.8	55.9	-
3151	Apparel knitting mills.....	100.4	97.3	100.0	93.2	83.7	97.8	97.7	64.7	64.3	69.3	69.7	-
3152	Cut and sew apparel.....	116.2	115.2	100.0	108.5	100.9	100.7	97.7	67.7	56.9	50.1	51.7	-
3159	Accessories and other apparel.....	129.8	137.4	100.0	105.8	95.8	109.8	96.3	70.7	71.7	72.7	81.0	-
316	Leather and allied products.....	133.8	138.5	100.0	104.8	128.4	129.4	133.7	125.3	130.6	122.1	132.4	-
3161	Leather and hide tanning and finishing.....	135.8	140.1	100.0	103.1	135.7	142.4	127.8	156.0	144.8	142.1	195.9	-
3162	Footwear.....	123.8	132.9	100.0	105.9	110.0	115.9	122.4	109.2	129.5	124.2	143.5	-
3169	Other leather products.....	142.6	140.2	100.0	109.2	163.7	160.8	182.3	163.4	160.4	140.4	125.4	-
321	Wood products.....	90.2	91.7	100.0	101.6	102.2	107.5	110.9	111.5	109.3	105.9	115.7	-
3211	Sawmills and wood preservation.....	90.9	90.6	100.0	108.3	103.9	107.8	113.4	108.4	112.0	119.6	123.4	-
3212	Plywood and engineered wood products.....	89.6	95.1	100.0	96.7	92.3	99.6	105.5	108.7	104.7	102.4	114.0	-
3219	Other wood products.....	90.4	90.9	100.0	100.7	106.5	111.5	113.2	115.8	112.1	104.0	114.6	-
322	Paper and paper products.....	93.5	93.9	100.0	104.7	108.7	108.6	109.6	114.5	113.5	112.8	115.8	-
3221	Pulp, paper, and paperboard mills.....	88.2	90.4	100.0	106.2	110.4	110.2	110.9	114.7	115.5	113.6	121.3	-
3222	Converted paper products.....	96.0	95.4	100.0	104.4	108.5	108.8	110.0	116.1	114.1	113.9	114.8	-
323	Printing and related support activities.....	94.8	94.9	100.0	100.3	103.6	109.1	111.7	117.0	118.5	112.9	117.7	-
3231	Printing and related support activities.....	94.8	94.9	100.0	100.3	103.6	109.1	111.7	117.0	118.5	112.9	117.7	-
324	Petroleum and coal products.....	96.8	94.9	100.0	102.0	105.9	106.2	104.3	106.4	103.2	107.0	112.5	-
3241	Petroleum and coal products.....	96.8	94.9	100.0	102.0	105.9	106.2	104.3	106.4	103.2	107.0	112.5	-
325	Chemicals.....	92.9	91.9	100.0	101.3	105.3	109.4	109.1	116.0	108.0	101.3	107.4	-
3251	Basic chemicals.....	94.6	87.6	100.0	108.5	121.8	129.6	134.1	155.1	131.6	114.2	136.3	-
3252	Resin, rubber, and artificial fibers.....	89.0	86.3	100.0	97.7	97.3	103.4	105.5	108.0	98.8	93.4	110.8	-
3253	Agricultural chemicals.....	92.8	89.9	100.0	110.4	121.0	139.2	134.7	138.2	132.7	145.9	150.8	-
3254	Pharmaceuticals and medicines.....	98.3	101.8	100.0	103.0	103.6	107.0	107.5	103.8	101.9	97.0	89.0	-
3255	Paints, coatings, and adhesives.....	90.5	97.3	100.0	106.1	109.7	111.2	106.7	106.2	101.0	93.9	102.8	-
3256	Soap, cleaning compounds, and toiletries.....	82.3	84.6	100.0	92.8	102.6	110.2	111.5	134.9	127.6	123.9	123.7	-
3259	Other chemical products and preparations.....	98.1	90.9	100.0	98.6	96.2	96.0	91.5	103.5	104.4	98.0	110.7	-
326	Plastics and rubber products.....	91.2	92.8	100.0	103.9	105.8	108.8	108.7	107.1	101.7	101.6	107.2	-
3261	Plastics products.....	90.7	92.4	100.0	103.9	105.8	108.5	106.8	104.5	99.6	98.9	103.8	-
3262	Rubber products.....	95.0	95.5	100.0	104.1	106.2	110.0	114.9	117.0	109.6	112.0	120.9	-
327	Nonmetallic mineral products.....	98.6	95.6	100.0	107.1	105.3	111.6	110.7	112.7	107.4	99.4	105.7	-
3271	Clay products and refractories.....	108.5	99.1	100.0	109.5	116.0	122.0	122.2	122.4	117.0	100.7	106.3	-

**50. Continued - Annual indexes of output per hour for selected NAICS industries<sup>1/</sup>**

[2002=100]

NAICS	Industry	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
3272	Glass and glass products.....	100.2	94.1	100.0	106.7	105.7	111.8	119.2	119.3	115.3	118.8	127.3	-
3273	Cement and concrete products.....	99.3	95.5	100.0	106.3	101.0	104.6	101.6	106.6	98.5	88.2	91.7	-
3274	Lime and gypsum products.....	99.8	103.1	100.0	109.3	107.2	121.9	119.3	112.4	111.3	101.3	111.0	-
3279	Other nonmetallic mineral products.....	90.3	95.2	100.0	105.7	106.8	118.5	112.8	111.0	112.7	104.4	118.7	-
331	Primary metals.....	88.0	87.6	100.0	101.5	113.3	114.2	112.5	115.9	121.5	106.4	123.0	-
3311	Iron and steel mills and ferroalloy production.....	84.6	83.6	100.0	106.1	136.5	134.1	138.0	139.4	151.6	118.7	142.7	-
3312	Steel products from purchased steel.....	99.1	101.3	100.0	91.2	81.5	76.1	68.0	71.8	67.5	55.7	72.0	-
3313	Alumina and aluminum production.....	77.5	77.2	100.0	101.8	110.4	125.2	123.1	124.2	121.7	119.8	128.8	-
3314	Other nonferrous metal production.....	96.2	93.4	100.0	108.7	109.4	105.7	94.8	117.5	123.0	104.9	114.5	-
3315	Foundries.....	88.7	91.2	100.0	100.4	106.8	111.4	114.1	111.5	103.7	105.8	119.7	-
332	Fabricated metal products.....	94.7	94.6	100.0	102.7	101.4	104.3	106.2	108.6	110.5	101.3	106.5	-
3321	Forging and stamping.....	97.8	97.3	100.0	106.6	112.3	116.2	118.1	125.6	126.1	117.1	127.7	-
3322	Cutlery and handtools.....	93.4	97.3	100.0	99.2	90.9	95.4	97.2	105.6	101.9	107.7	124.3	-
3323	Architectural and structural metals.....	95.6	95.5	100.0	103.4	98.7	103.5	106.5	107.7	106.3	96.7	98.9	-
3324	Boilers, tanks, and shipping containers.....	95.2	95.0	100.0	103.7	96.0	99.3	101.0	106.2	104.2	97.7	105.7	-
3325	Hardware.....	99.4	98.4	100.0	105.7	104.4	106.7	107.1	92.8	96.8	86.0	94.4	-
3326	Spring and wire products.....	89.7	89.0	100.0	106.0	104.4	111.0	110.7	108.8	115.2	110.7	119.7	-
3327	Machine shops and threaded products.....	94.9	95.3	100.0	100.4	101.6	100.9	102.0	105.0	108.6	95.2	102.4	-
3328	Coating, engraving, and heat treating metals.....	89.4	92.5	100.0	100.2	105.9	117.6	115.2	117.0	118.6	110.5	119.1	-
3329	Other fabricated metal products.....	93.8	90.8	100.0	104.5	104.8	106.5	111.1	114.2	121.5	111.4	112.6	-
333	Machinery.....	95.7	93.5	100.0	107.7	108.5	114.7	117.7	119.6	117.4	111.3	121.6	-
3331	Agriculture, construction, and mining machinery.....	96.3	94.1	100.0	112.3	119.5	123.9	124.2	126.0	126.7	116.9	130.0	-
3332	Industrial machinery.....	109.9	89.6	100.0	98.9	107.3	105.3	116.3	115.2	102.4	93.1	112.2	-
3333	Commercial and service industry machinery.....	102.9	97.1	100.0	107.5	109.6	118.4	127.4	116.0	121.4	118.6	123.8	-
3334	HVAC and commercial refrigeration equipment.....	90.8	93.3	100.0	109.6	112.0	116.1	113.1	110.3	109.5	112.1	118.4	-
3335	Metalworking machinery.....	96.2	94.2	100.0	103.9	102.9	110.9	111.8	117.9	117.6	107.6	116.8	-
3336	Turbine and power transmission equipment.....	87.9	97.5	100.0	110.4	96.9	101.2	96.9	95.1	92.2	80.7	89.9	-
3339	Other general purpose machinery.....	96.1	93.5	100.0	108.2	107.6	117.7	122.2	127.8	123.6	118.8	126.4	-
334	Computer and electronic products.....	96.3	96.6	100.0	114.1	127.2	134.1	145.0	156.9	161.9	154.7	172.5	-
3341	Computer and peripheral equipment.....	78.2	84.6	100.0	121.7	134.2	173.5	233.4	288.1	369.0	353.5	289.0	-
3342	Communications equipment.....	128.4	120.1	100.0	113.4	122.0	118.5	146.3	145.1	117.2	96.6	105.1	-
3343	Audio and video equipment.....	84.9	86.7	100.0	112.6	155.8	149.2	147.1	111.9	93.1	62.2	66.6	-
3344	Semiconductors and electronic components.....	87.6	87.7	100.0	121.7	133.8	141.1	138.1	161.9	171.2	161.2	214.1	-
3345	Electronic instruments.....	98.4	100.3	100.0	105.8	121.9	124.4	129.2	135.5	135.6	134.8	147.5	-
3346	Magnetic media manufacturing and reproduction.....	93.9	89.0	100.0	114.5	128.9	129.8	125.0	133.1	185.8	181.7	201.1	-
335	Electrical equipment and appliances.....	98.2	98.0	100.0	103.6	109.4	114.6	115.0	117.7	113.4	107.3	113.3	-
3351	Electric lighting equipment.....	90.2	94.3	100.0	98.4	107.9	112.5	121.5	121.5	125.3	121.1	123.1	-
3352	Household appliances.....	89.3	94.9	100.0	111.6	121.2	124.6	129.7	124.5	118.5	118.9	118.8	-
3353	Electrical equipment.....	97.2	98.5	100.0	102.1	110.6	118.1	119.7	125.5	118.7	110.9	106.6	-
3359	Other electrical equipment and components.....	104.7	99.0	100.0	102.0	101.8	106.4	101.5	107.0	103.7	95.8	112.9	-
336	Transportation equipment.....	85.6	89.1	100.0	108.9	107.8	113.3	114.9	126.1	120.2	114.7	132.8	-
3361	Motor vehicles.....	87.1	87.3	100.0	112.0	113.2	118.5	130.6	134.7	120.7	115.3	145.3	-
3362	Motor vehicle bodies and trailers.....	93.7	84.2	100.0	103.8	104.8	107.8	103.4	111.8	103.9	97.1	102.5	-
3363	Motor vehicle parts.....	85.9	87.9	100.0	104.7	105.5	109.9	108.4	114.7	109.2	110.4	129.3	-
3364	Aerospace products and parts.....	86.9	97.4	100.0	99.3	93.9	102.8	97.1	115.0	110.2	106.5	114.5	-
3365	Railroad rolling stock.....	81.1	86.3	100.0	94.1	87.2	88.4	95.2	94.0	109.8	111.8	124.1	-
3366	Ship and boat building.....	94.4	93.3	100.0	103.7	106.9	102.3	97.8	103.4	115.7	123.4	128.2	-
3369	Other transportation equipment.....	83.3	83.4	100.0	110.0	110.4	112.8	122.9	195.0	217.1	183.7	188.4	-
337	Furniture and related products.....	91.3	92.0	100.0	102.0	103.2	107.4	108.7	107.8	111.8	100.1	106.9	-
3371	Household and institutional furniture.....	92.7	94.7	100.0	101.1	100.8	105.9	109.7	107.5	112.1	99.0	109.4	-
3372	Office furniture and fixtures.....	86.9	84.7	100.0	106.2	110.3	112.2	106.7	106.0	107.6	93.5	94.3	-
3379	Other furniture related products.....	90.2	94.8	100.0	99.4	109.4	115.5	120.5	120.3	122.6	119.4	122.9	-
339	Miscellaneous manufacturing.....	92.6	94.0	100.0	106.8	106.3	114.7	118.3	117.8	119.7	120.6	130.6	-
3391	Medical equipment and supplies.....	90.3	93.8	100.0	107.5	108.4	116.0	117.7	119.2	122.0	122.9	130.9	-
3399	Other miscellaneous manufacturing.....	96.0	94.7	100.0	105.8	104.6	113.0	117.8	114.5	114.4	112.6	124.7	-
<b>Wholesale trade</b>													
42	Wholesale trade.....	94.4	95.4	100.0	105.5	113.0	115.2	117.7	118.6	115.2	112.6	121.5	123.8
423	Durable goods.....	88.8	91.8	100.0	106.4	118.8	124.8	129.1	129.8	125.8	115.8	132.8	141.1
4231	Motor vehicles and parts.....	87.5	90.0	100.0	106.6	114.5	120.6	132.0	131.8	112.1	97.8	122.7	130.8
4232	Furniture and furnishings.....	97.0	95.5	100.0	109.8	117.9	117.2	121.0	115.6	97.9	96.4	103.1	105.3
4233	Lumber and construction supplies.....	86.9	94.1	100.0	109.5	116.8	119.8	117.9	117.0	117.6	111.3	118.0	124.6
4234	Commercial equipment.....	67.1	81.4	100.0	114.3	135.9	155.3	168.1	181.9	199.1	203.8	234.4	244.0
4235	Metals and minerals.....	97.3	97.7	100.0	101.5	110.9	108.5	104.1	97.9	89.6	78.3	84.5	82.9
4236	Electric goods.....	95.7	92.5	100.0	104.5	122.9	129.2	137.7	145.0	144.6	142.9	167.0	176.4
4237	Hardware and plumbing.....	101.1	98.0	100.0	105.5	112.8	115.4	121.2	120.8	114.0	102.1	111.3	114.5
4238	Machinery and supplies.....	105.2	102.6	100.0	103.2	112.3	120.5	123.3	118.1	121.4	101.4	114.3	129.7

50. Continued - Annual indexes of output per hour for selected NAICS industries<sup>1/</sup>

[2002=100]

NAICS	Industry	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
4239	Miscellaneous durable goods.....	91.9	93.1	100.0	97.9	112.3	111.3	102.7	98.8	96.5	87.3	91.0	93.9
424	Nondurable goods.....	99.4	99.3	100.0	106.7	112.1	115.1	115.0	116.0	113.6	117.1	119.7	118.4
4241	Paper and paper products.....	86.5	89.7	100.0	102.8	111.6	119.5	116.3	119.9	107.3	107.9	110.6	107.1
4242	Druggists' goods.....	95.7	94.6	100.0	120.8	137.0	155.1	164.4	165.7	171.5	185.8	192.3	205.0
4243	Apparel and piece goods.....	88.7	93.9	100.0	104.5	110.7	121.2	122.3	127.1	125.5	122.5	128.7	121.9
4244	Grocery and related products.....	103.9	103.4	100.0	108.0	109.0	110.5	111.9	115.1	110.5	114.1	116.3	116.2
4245	Farm product raw materials.....	106.7	104.3	100.0	98.8	108.7	107.3	110.9	110.8	114.1	124.0	120.0	98.1
4246	Chemicals.....	95.5	94.1	100.0	105.9	107.2	102.4	99.8	103.8	105.0	92.8	110.7	110.2
4247	Petroleum.....	92.0	92.0	100.0	101.7	113.1	108.9	104.2	99.5	95.6	99.7	98.4	97.9
4248	Alcoholic beverages.....	101.5	99.6	100.0	102.1	98.6	100.2	103.2	105.0	101.0	101.0	94.3	91.8
4249	Miscellaneous nondurable goods.....	108.7	105.5	100.0	101.6	110.0	112.1	108.7	101.7	98.3	103.9	106.5	104.5
425	Electronic markets and agents and brokers.....	110.5	101.9	100.0	97.4	92.3	80.6	85.6	87.3	82.8	82.4	85.3	84.8
4251	Electronic markets and agents and brokers.....	110.5	101.9	100.0	97.4	92.3	80.6	85.6	87.3	82.8	82.4	85.3	84.8
<b>Retail trade</b>													
44-45	Retail trade.....	92.5	95.6	100.0	104.9	109.9	112.6	116.8	119.9	117.2	117.9	120.9	123.5
441	Motor vehicle and parts dealers.....	95.3	96.7	100.0	103.8	106.6	106.1	108.1	109.5	99.3	95.5	100.3	102.4
4411	Automobile dealers.....	97.0	98.5	100.0	102.2	107.0	106.2	108.2	110.6	100.7	99.3	106.5	107.6
4412	Other motor vehicle dealers.....	86.2	93.2	100.0	99.7	105.8	98.8	103.9	103.4	97.7	91.0	92.6	92.4
4413	Auto parts, accessories, and tire stores.....	100.8	94.1	100.0	106.8	102.1	106.1	105.4	103.1	98.7	94.8	93.3	93.4
442	Furniture and home furnishings stores.....	89.7	94.7	100.0	103.6	112.1	113.9	117.5	123.5	123.6	128.4	134.0	141.9
4421	Furniture stores.....	89.5	95.6	100.0	102.4	110.1	111.6	117.2	119.7	116.5	118.9	123.4	129.7
4422	Home furnishings stores.....	89.7	93.5	100.0	105.1	114.5	116.5	118.2	127.9	131.9	139.9	147.2	157.2
443	Electronics and appliance stores.....	74.4	84.2	100.0	125.6	142.7	158.6	177.6	200.3	232.4	257.9	267.9	275.4
4431	Electronics and appliance stores.....	74.4	84.2	100.0	125.6	142.7	158.6	177.6	200.3	232.4	257.9	267.9	275.4
444	Building material and garden supply stores.....	93.5	96.6	100.0	104.7	110.5	110.1	111.0	112.2	111.8	106.4	111.2	114.8
4441	Building material and supplies dealers.....	94.6	96.1	100.0	104.7	109.9	110.6	111.4	111.1	108.8	103.1	106.3	109.5
4442	Lawn and garden equipment and supplies stores.....	87.2	100.1	100.0	104.8	115.0	105.8	107.2	121.2	136.4	132.4	150.9	156.1
445	Food and beverage stores.....	96.5	99.1	100.0	101.9	106.9	111.2	113.3	115.6	112.2	113.6	115.6	116.7
4451	Grocery stores.....	96.5	98.6	100.0	101.5	106.3	110.2	111.2	112.8	109.7	110.8	112.3	112.9
4452	Specialty food stores.....	93.6	102.9	100.0	104.8	110.7	113.0	122.8	129.2	124.8	129.7	130.8	131.8
4453	Beer, wine, and liquor stores.....	96.0	97.2	100.0	106.1	115.8	126.5	131.0	139.5	129.5	130.4	144.0	147.5
446	Health and personal care stores.....	91.3	94.6	100.0	105.5	109.5	109.0	112.5	112.2	112.7	115.8	116.3	116.4
4461	Health and personal care stores.....	91.3	94.6	100.0	105.5	109.5	109.0	112.5	112.2	112.7	115.8	116.3	116.4
447	Gasoline stations.....	86.1	90.2	100.0	96.4	98.4	99.7	99.2	102.6	102.2	105.7	105.0	101.0
4471	Gasoline stations.....	86.1	90.2	100.0	96.4	98.4	99.7	99.2	102.6	102.2	105.7	105.0	101.0
448	Clothing and clothing accessories stores.....	94.2	96.4	100.0	106.2	106.7	112.8	123.2	132.9	138.0	134.7	143.5	143.1
4481	Clothing stores.....	92.0	96.1	100.0	104.8	104.5	112.8	123.7	135.1	145.1	143.9	152.5	151.5
4482	Shoe stores.....	87.9	89.0	100.0	105.6	99.5	105.2	116.0	114.4	113.9	104.9	111.3	116.1
4483	Jewelry, luggage, and leather goods stores.....	110.0	104.4	100.0	112.3	122.4	118.0	125.8	137.1	125.6	118.5	129.5	125.5
451	Sporting goods, hobby, book, and music stores.....	94.5	98.3	100.0	102.4	115.4	126.4	130.6	125.2	126.2	134.6	142.3	151.6
4511	Sporting goods and musical instrument stores.....	95.5	97.3	100.0	102.8	118.8	130.9	139.1	134.2	134.8	144.8	151.4	158.5
4512	Book, periodical, and music stores.....	92.7	100.5	100.0	101.5	108.0	116.7	112.3	105.2	106.8	111.0	121.3	137.6
452	General merchandise stores.....	93.2	96.8	100.0	106.3	109.5	113.4	116.8	117.6	116.1	118.7	117.5	115.8
4521	Department stores.....	104.0	101.6	100.0	104.3	107.7	109.3	111.4	104.7	101.4	100.4	96.6	91.4
4529	Other general merchandise stores.....	82.5	92.4	100.0	106.4	107.8	112.1	115.0	121.6	119.3	123.0	123.3	124.3
453	Miscellaneous store retailers.....	95.8	94.6	100.0	105.3	108.6	114.6	126.0	130.0	126.8	119.6	124.3	137.6
4531	Florists.....	101.3	90.3	100.0	96.2	91.8	110.8	125.7	113.0	121.3	127.4	137.1	165.4
4532	Office supplies, stationery and gift stores.....	90.0	93.5	100.0	108.8	121.6	128.2	143.3	151.8	149.9	156.1	167.0	182.5
4533	Used merchandise stores.....	81.9	85.9	100.0	104.1	104.9	106.6	112.7	123.5	132.9	116.3	122.4	139.8
4539	Other miscellaneous store retailers.....	110.5	102.8	100.0	104.6	100.9	104.0	115.2	118.3	106.8	94.3	95.5	105.6
454	Nonstore retailers.....	83.6	89.9	100.0	108.9	121.3	126.0	148.8	163.1	166.7	174.8	182.2	213.0
4541	Electronic shopping and mail-order houses.....	75.3	84.4	100.0	117.3	134.2	145.4	175.9	196.4	187.2	194.8	207.0	237.3
4542	Vending machine operators.....	121.8	104.9	100.0	112.0	121.1	114.9	124.4	117.0	125.6	111.0	114.3	135.7
4543	Direct selling establishments.....	90.7	94.7	100.0	93.5	94.2	87.1	93.3	96.5	101.3	106.1	99.7	113.4
<b>Transportation and warehousing</b>													
481	Air transportation.....	96.0	91.0	100.0	110.2	124.2	133.6	140.5	142.2	140.5	140.8	150.1	-
482111	Line-haul railroads.....	85.0	90.6	100.0	105.0	107.2	103.3	109.3	103.3	107.9	103.6	112.0	-
484	Truck transportation.....	99.2	99.1	100.0	102.6	101.4	103.0	104.3	105.1	103.5	98.3	106.9	-
4841	General freight trucking.....	95.7	97.3	100.0	103.2	101.8	103.6	104.5	104.9	104.2	98.3	109.2	-
48411	General freight trucking, local.....	96.2	99.4	100.0	105.6	100.3	103.1	109.4	105.8	102.9	97.5	111.4	-
48412	General freight trucking, long-distance.....	95.3	96.4	100.0	102.8	102.0	103.6	102.8	104.3	103.7	97.6	107.5	-
48421	Used household and office goods moving.....	116.6	103.0	100.0	105.1	107.3	106.5	106.2	109.6	115.9	115.0	110.9	-
491	U.S. Postal service.....	99.1	99.8	100.0	101.3	103.4	104.5	104.5	105.3	102.3	104.2	105.8	-
4911	U.S. Postal service.....	99.1	99.8	100.0	101.3	103.4	104.5	104.5	105.3	102.3	104.2	105.8	-
492	Couriers and messengers.....	90.0	92.6	100.0	104.7	101.3	94.7	99.4	96.5	87.7	82.7	84.2	-
493	Warehousing and storage.....	89.5	94.4	100.0	104.0	103.9	99.5	97.2	95.5	93.5	95.3	103.6	-
4931	Warehousing and storage.....	89.5	94.4	100.0	104.0	103.9	99.5	97.2	95.5	93.5	95.3	103.6	-

## Current Labor Statistics: International Comparisons

### 50. Continued - Annual indexes of output per hour for selected NAICS industries<sup>1/</sup>

[2002=100]

NAICS	Industry	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
49311	General warehousing and storage.....	85.1	92.8	100.0	105.4	103.0	102.8	103.2	101.4	99.0	101.8	109.9	-
49312	Refrigerated warehousing and storage.....	110.1	98.2	100.0	108.5	119.5	102.7	95.8	103.3	105.9	96.5	117.6	-
<b>Information</b>													
511	Publishing industries, except internet.....	99.9	99.6	100.0	108.1	110.4	110.9	116.3	119.7	121.0	122.5	131.3	-
5111	Newspaper, book, and directory publishers.....	102.9	101.2	100.0	105.1	100.0	97.3	101.0	101.9	99.2	97.6	101.3	-
5112	Software publishers.....	97.7	96.2	100.0	113.1	131.5	136.7	139.0	141.7	146.9	145.6	154.2	-
51213	Motion picture and video exhibition.....	108.7	103.7	100.0	100.8	103.9	111.1	118.7	125.0	120.3	128.4	128.8	-
515	Broadcasting, except internet.....	99.7	95.5	100.0	102.9	107.5	113.8	121.7	130.9	134.4	135.5	151.8	-
5151	Radio and television broadcasting.....	97.0	94.3	100.0	99.5	102.4	105.3	113.6	115.3	115.7	114.1	131.2	-
5152	Cable and other subscription programming.....	108.7	98.7	100.0	109.6	118.4	129.3	135.9	158.3	169.0	173.1	187.8	-
5171	Wired telecommunications carriers.....	94.9	92.0	100.0	106.5	112.0	115.9	119.8	121.5	123.8	126.1	131.9	-
5172	Wireless telecommunications carriers.....	70.1	88.0	100.0	111.6	134.8	176.0	189.2	200.2	238.6	297.1	344.4	-
<b>Finance and insurance</b>													
52211	Commercial banking.....	95.4	95.4	100.0	103.1	104.0	108.9	112.2	116.1	114.9	126.9	122.9	-
<b>Real estate and rental and leasing</b>													
532111	Passenger car rental.....	97.9	96.9	100.0	106.5	104.7	98.1	100.4	118.0	123.7	118.5	128.6	-
53212	Truck, trailer, and RV rental and leasing.....	107.0	99.7	100.0	97.8	111.6	114.2	123.4	120.0	114.8	99.5	99.1	-
53223	Video tape and disc rental.....	103.5	102.3	100.0	112.9	115.6	104.7	124.0	152.1	136.7	148.6	185.1	-
<b>Professional and technical services</b>													
541213	Tax preparation services.....	90.6	84.8	100.0	94.9	83.0	82.2	78.5	87.3	83.3	79.4	82.1	-
54131	Architectural services.....	100.0	103.2	100.0	103.4	107.9	105.8	109.6	113.3	111.7	107.2	-	-
54133	Engineering services.....	101.5	99.6	100.0	102.7	112.5	119.7	121.1	118.3	123.3	116.5	113.8	-
54181	Advertising agencies.....	95.1	94.5	100.0	106.4	116.4	114.6	115.2	118.7	125.2	131.1	143.4	-
541921	Photography studios, portrait.....	111.7	104.8	100.0	104.8	92.3	91.1	95.4	100.6	102.5	96.0	108.0	-
<b>Administrative and waste services</b>													
561311	Employment placement agencies.....	67.1	79.4	100.0	108.0	120.8	126.9	146.5	176.9	203.7	205.1	198.3	-
5615	Travel arrangement and reservation services.....	83.2	86.7	100.0	113.0	128.3	144.2	140.1	145.8	157.4	172.0	192.3	-
56151	Travel agencies.....	94.1	90.5	100.0	125.5	150.9	173.7	186.1	217.8	223.5	235.5	267.7	-
56172	Janitorial services.....	95.7	96.7	100.0	110.7	106.6	108.4	102.5	109.0	111.2	107.9	110.7	-
<b>Health care and social assistance</b>													
6215	Medical and diagnostic laboratories.....	95.9	98.3	100.0	103.1	103.9	102.4	104.6	102.4	111.3	114.4	109.5	-
621511	Medical laboratories.....	103.5	103.7	100.0	104.5	106.2	102.3	103.6	105.8	115.7	121.9	115.5	-
621512	Diagnostic imaging centers.....	85.7	90.8	100.0	99.8	97.5	99.4	102.9	92.4	100.0	99.2	98.8	-
<b>Arts, entertainment, and recreation</b>													
71311	Amusement and theme parks.....	99.2	87.0	100.0	108.3	99.1	109.1	99.0	106.2	106.4	97.8	95.8	-
71395	Bowling centers.....	93.4	95.7	100.0	103.2	106.0	104.4	97.7	111.8	112.3	111.7	114.5	-
<b>Accommodation and food services</b>													
72	Accommodation and food services.....	100.0	99.0	100.0	102.5	105.2	105.7	107.1	106.9	106.0	105.1	107.5	-
721	Accommodation.....	98.2	96.2	100.0	103.7	111.6	109.0	109.7	109.4	108.8	107.1	109.3	-
7211	Traveler accommodation.....	98.9	96.4	100.0	103.6	111.8	109.6	110.0	109.5	108.7	106.7	109.0	-
722	Food services and drinking places.....	99.1	99.4	100.0	102.3	102.8	103.7	105.0	104.5	103.7	103.5	105.9	105.9
7221	Full-service restaurants.....	98.7	99.3	100.0	100.5	101.6	102.7	103.7	102.9	100.8	99.9	101.2	103.2
7222	Limited-service eating places.....	99.3	99.8	100.0	102.8	103.1	103.0	103.8	103.1	103.5	105.1	109.6	107.1
7223	Special food services.....	100.2	100.4	100.0	104.5	107.0	109.2	113.7	113.0	107.6	106.9	108.9	108.9
7224	Drinking places, alcoholic beverages.....	97.8	94.8	100.0	113.8	106.2	112.2	122.1	122.5	120.0	122.3	119.9	122.1
<b>Other services</b>													
8111	Automotive repair and maintenance.....	105.5	105.0	100.0	99.7	106.5	105.7	104.6	102.5	100.9	95.3	97.5	-
81142	Reupholstery and furniture repair.....	103.4	102.9	100.0	93.7	94.7	94.6	91.9	94.8	90.8	86.3	82.2	-
8121	Personal care services.....	96.4	101.9	100.0	106.6	109.3	114.8	113.7	119.3	123.0	113.4	110.9	-
81211	Hair, nail, and skin care services.....	98.0	103.8	100.0	108.0	112.3	116.1	115.4	119.5	122.4	113.3	112.2	-
81221	Funeral homes and funeral services.....	100.3	97.1	100.0	100.5	96.8	96.3	101.1	100.6	94.8	96.1	98.0	-
8123	Drycleaning and laundry services.....	95.7	98.6	100.0	92.6	99.2	109.2	108.4	103.8	103.0	113.1	116.5	-
81231	Coin-operated laundries and drycleaners.....	88.0	95.5	100.0	82.6	94.7	115.4	99.4	91.1	85.9	92.1	91.9	-
81232	Drycleaning and laundry services.....	96.7	97.8	100.0	89.8	95.4	103.9	103.1	101.5	99.1	110.0	109.8	-
81233	Linen and uniform supply.....	98.8	101.1	100.0	99.0	104.3	111.7	115.9	108.7	109.7	119.0	126.2	-
81292	Photofinishing.....	73.4	80.8	100.0	98.3	97.9	105.4	102.4	101.0	105.3	130.8	160.0	-

NOTE: Dash indicates data are not available.

1/ Data for most industries are available beginning in 1987 and may be accessed on the BLS website at <http://www.bls.gov/ipc/iprprodya.htm>

### 51. Unemployment rates adjusted to U.S. concepts, 10 countries, seasonally adjusted

[Percent]

Country	2011	2012	2011				2012			
			I	II	III	IV	I	II	III	IV
United States.....	8.9	8.1	9.0	9.1	9.0	8.7	8.2	8.2	8.0	7.8
Canada.....	6.5	6.3	6.7	6.5	6.3	6.5	6.4	6.4	6.3	6.3
Australia.....	5.1	5.2	5.0	5.0	5.2	5.2	5.2	5.1	5.3	5.3
Japan.....	4.2	4.0	4.4	4.3	4.1	4.1	4.1	4.0	3.9	3.8
France.....	9.4	9.9	9.2	9.2	9.3	9.5	9.7	9.9	10.0	10.0
Germany.....	6.0	5.7	6.2	6.0	5.9	5.8	5.7	5.7	5.8	5.8
Italy.....	8.5	10.7	8.1	8.0	8.6	9.3	10.1	10.7	10.8	11.3
Netherlands.....	4.5	5.3	4.3	4.2	4.4	4.9	5.0	5.2	5.3	5.7
Sweden.....	7.5	7.8	7.8	7.7	7.6	7.6	7.7	7.7	7.9	8.0
United Kingdom.....	8.1	-	7.8	7.9	8.3	8.4	8.2	8.1	7.9	-

Dash indicates data are not available. Quarterly figures for Germany are calculated by applying an annual adjustment factor to current published data and therefore should be viewed as a less precise indicator of unemployment under U.S. concepts than the annual figures. For further qualifications and historical annual data, see the BLS report *International Comparisons of Annual Labor Force Statistics, Adjusted to U.S. Concepts, 16 Countries* (at [www.bls.gov/ilc/flscompare.htm](http://www.bls.gov/ilc/flscompare.htm)).

For monthly unemployment rates, as well as the quarterly and annual rates published in this table, see the BLS report *International Unemployment Rates and Employment Indexes, Seasonally Adjusted* (at [www.bls.gov/ilc/intl\\_unemployment\\_rates\\_monthly.htm](http://www.bls.gov/ilc/intl_unemployment_rates_monthly.htm)). Unemployment rates may differ between the two reports mentioned, because the former is updated annually, whereas the latter is updated monthly and reflects the most recent revisions in source data.



## 52. Annual data: employment status of the working-age population, adjusted to U.S. concepts, 16 countries

[Numbers in thousands]

Employment status and country	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
<b>Civilian labor force</b>											
United States.....	143,734	144,863	146,510	147,401	149,320	151,428	153,124	154,287	154,142	153,889	153,617
Australia.....	9,746	9,901	10,084	10,213	10,529	10,773	11,060	11,356	11,602	11,868	12,049
Canada.....	15,886	16,356	16,722	16,926	17,056	17,266	17,526	17,836	18,058	18,263	18,434
France.....	26,109	26,432	26,674	26,853	27,033	27,227	27,441	27,656	27,937	28,053	28,102
Germany.....	39,460	39,414	39,276	39,711	40,696	41,206	41,364	41,481	41,507	41,495	42,046
Italy.....	23,893	24,052	24,070	24,084	24,179	24,394	24,459	24,836	24,705	24,699	24,820
Japan.....	66,480	65,866	65,496	65,367	65,384	65,555	65,909	65,660	65,361	65,111	65,040
Korea, Republic of.....	22,471	22,921	22,957	23,417	23,743	23,978	24,216	24,346	24,395	24,749	25,099
Mexico.....	-	-	-	-	41,830	43,065	43,779	44,401	45,324	45,758	48,243
Netherlands.....	8,156	8,289	8,330	8,379	8,400	8,462	8,596	8,679	8,716	8,568	8,572
New Zealand.....	1,952	2,012	2,054	2,109	2,168	2,220	2,257	2,283	2,305	2,332	2,370
South Africa.....	-	-	-	-	-	-	-	17,968	17,668	17,391	17,660
Spain.....	17,874	18,614	19,372	20,024	20,709	21,433	22,036	22,699	22,885	22,941	22,971
Sweden.....	4,530	4,545	4,565	4,579	4,695	4,748	4,823	4,877	4,891	4,945	5,004
Turkey.....	-	-	-	-	-	22,072	22,434	23,099	23,880	24,808	25,952
United Kingdom.....	29,107	29,364	29,586	29,814	30,148	30,616	30,802	31,137	31,272	31,424	31,646
<b>Participation rate<sup>1</sup></b>											
United States.....	66.8	66.6	66.2	66.0	66.0	66.2	66.0	66.0	65.4	64.7	64.1
Australia.....	64.4	64.3	64.6	64.6	65.4	65.8	66.2	66.7	66.7	66.5	66.5
Canada.....	66.1	67.1	67.7	67.6	67.3	67.2	67.5	67.7	67.2	67.0	66.8
France.....	56.1	56.3	56.4	56.3	56.2	56.1	56.2	56.3	56.6	56.5	56.3
Germany.....	56.7	56.4	56.0	56.4	57.5	58.1	58.3	58.4	58.5	58.6	59.2
Italy.....	49.7	49.9	49.6	49.1	48.7	48.9	48.6	49.0	48.4	48.1	48.1
Japan.....	61.2	60.4	59.9	59.6	59.5	59.6	59.8	59.5	59.3	59.1	58.7
Korea, Republic of.....	61.4	62.0	61.5	62.1	62.0	61.9	61.8	61.5	60.8	61.0	61.1
Mexico.....	-	-	-	-	57.1	58.0	58.0	57.8	57.9	57.7	57.8
Netherlands.....	63.7	64.3	64.3	64.4	64.2	64.5	65.2	65.4	65.2	63.7	63.3
New Zealand.....	65.8	66.6	66.4	67.0	67.8	68.3	68.5	68.5	68.2	68.0	68.4
South Africa.....	-	-	-	-	-	-	-	58.0	56.1	54.3	54.3
Spain.....	52.7	53.9	55.1	56.1	57.0	58.1	58.6	59.6	59.7	59.8	59.8
Sweden.....	63.7	63.9	63.9	63.6	64.8	64.9	65.3	65.3	64.8	64.9	65.1
Turkey.....	-	-	-	-	-	44.9	44.9	45.5	46.2	47.2	48.4
United Kingdom.....	62.7	62.9	62.9	62.9	63.1	63.5	63.4	63.5	63.4	63.2	63.2
<b>Employed</b>											
United States.....	136,933	136,485	137,736	139,252	141,730	144,427	146,047	145,362	139,877	139,064	139,869
Australia.....	9,088	9,271	9,485	9,662	9,998	10,257	10,576	10,873	10,953	11,247	11,435
Canada.....	14,860	15,210	15,576	15,835	16,032	16,317	16,704	16,985	16,732	16,969	17,238
France.....	24,063	24,325	24,380	24,442	24,601	24,794	25,218	25,588	25,356	25,400	25,474
Germany.....	36,350	36,018	35,615	35,604	36,123	36,949	37,763	38,345	38,279	38,549	39,544
Italy.....	21,720	21,994	22,020	22,124	22,290	22,721	22,953	23,144	22,760	22,597	22,712
Japan.....	63,460	62,650	62,511	62,641	62,908	63,209	63,509	63,250	62,241	62,011	62,307
Korea, Republic of.....	21,572	22,169	22,139	22,557	22,856	23,151	23,433	23,577	23,506	23,829	24,244
Mexico.....	-	-	-	-	40,303	41,492	42,124	42,600	42,803	43,238	45,682
Netherlands.....	7,950	8,035	7,989	7,960	7,959	8,096	8,290	8,412	8,389	8,178	8,183
New Zealand.....	1,846	1,906	1,956	2,024	2,085	2,135	2,174	2,188	2,164	2,180	2,215
South Africa.....	-	-	-	-	-	-	-	13,864	13,453	13,059	13,263
Spain.....	15,970	16,459	17,130	17,810	18,796	19,596	20,202	20,108	18,735	18,309	17,972
Sweden.....	4,303	4,311	4,301	4,279	4,334	4,416	4,530	4,581	4,487	4,534	4,631
Turkey.....	-	-	-	-	-	20,120	20,415	20,820	20,827	22,112	23,628
United Kingdom.....	27,618	27,835	28,096	28,388	28,681	28,942	29,148	29,354	28,878	28,945	29,086
<b>Employment-population ratio<sup>2</sup></b>											
United States.....	63.7	62.7	62.3	62.3	62.7	63.1	63.0	62.2	59.3	58.5	58.4
Australia.....	60.0	60.2	60.8	61.1	62.1	62.7	63.3	63.9	62.9	63.0	63.1
Canada.....	61.8	62.4	63.1	63.3	63.3	63.5	64.0	64.1	62.2	62.3	62.5
France.....	51.7	51.9	51.5	51.2	51.1	51.1	51.6	52.1	51.3	51.2	51.0
Germany.....	52.2	51.5	50.8	50.6	51.1	52.1	53.2	54.0	54.0	54.4	55.7
Italy.....	45.1	45.6	45.3	45.1	44.9	45.5	45.6	45.6	44.6	44.0	44.0
Japan.....	58.4	57.5	57.1	57.1	57.3	57.5	57.6	57.4	56.4	56.2	56.2
Korea, Republic of.....	59.0	60.0	59.3	59.8	59.7	59.7	59.8	59.5	58.6	58.7	59.1
Mexico.....	-	-	-	-	55.0	55.9	55.8	55.5	54.7	54.6	54.8
Netherlands.....	62.1	62.3	61.6	61.1	60.9	61.7	62.9	63.4	62.8	60.8	60.5
New Zealand.....	62.2	63.0	63.2	64.3	65.2	65.7	65.9	65.6	64.0	63.6	63.9
South Africa.....	-	-	-	-	-	-	-	44.8	42.7	40.8	40.8
Spain.....	47.1	47.7	48.8	49.9	51.7	53.1	53.8	52.8	48.9	47.7	46.8
Sweden.....	60.5	60.6	60.2	59.5	59.8	60.4	61.3	59.5	59.5	59.5	60.3
Turkey.....	-	-	-	-	-	40.9	40.8	41.0	40.3	42.1	44.1
United Kingdom.....	59.5	59.6	59.8	59.9	60.0	60.0	59.9	58.5	58.2	58.0	58.0
<b>Unemployed</b>											
United States.....	6,801	8,378	8,774	8,149	7,591	7,001	7,078	8,924	14,265	14,825	13,747
Australia.....	658	630	599	551	531	516	484	483	649	621	614
Canada.....	1,026	1,146	1,146	1,091	1,024	949	922	951	1,326	1,294	1,196
France.....	2,046	2,107	2,294	2,411	2,432	2,433	2,223	2,068	2,581	2,653	2,628
Germany.....	3,110	3,396	3,661	4,107	4,573	4,257	3,601	3,136	3,228	2,946	2,502
Italy.....	2,173	2,058	2,050	1,960	1,889	1,673	1,506	1,692	1,945	2,102	2,108
Japan.....	3,020	3,216	2,985	2,726	2,476	2,346	2,400	2,410	3,120	3,100	2,733
Korea, Republic of.....	899	752	818	860	887	827	783	769	889	920	855
Mexico.....	-	-	-	-	1,527	1,573	1,655	1,801	2,521	2,520	2,561
Netherlands.....	206	254	341	419	441	366	306	267	327	390	389
New Zealand.....	106	106	98	85	83	85	83	95	141	152	155
South Africa.....	-	-	-	-	-	-	-	4,104	4,215	4,332	4,397
Spain.....	1,904	2,155	2,242	2,214	1,913	1,837	1,834	2,591	4,150	4,632	4,999
Sweden.....	227	234	264	300	361	332	293	296	404	411	373
Turkey.....	-	-	-	-	-	1,952	2,019	2,279	3,053	2,696	2,324
United Kingdom.....	1,489	1,529	1,490	1,426	1,467	1,674	1,654	1,783	2,394	2,479	2,560
<b>Unemployment rate<sup>3</sup></b>											
United States.....	4.7	5.8	6.0	5.5	5.1	4.6	4.6	5.8	9.3	9.6	8.9
Australia.....	6.8	6.4	5.9	5.4	5.0	4.8	4.4	4.3	5.6	5.2	5.1
Canada.....	6.5	7.0	6.9	6.4	6.0	5.5	5.2	5.3	7.3	7.1	6.5
France.....	7.8	8.0	8.6	9.0	9.0	8.9	8.1	7.5	9.2	9.5	9.4
Germany.....	7.9	8.6	9.3	10.3	11.2	10.3	8.7	7.6	7.8	7.1	6.0
Italy.....	9.1	8.6	8.5	8.1	7.8	6.9	6.2	6.8	7.9	8.5	8.5
Japan.....	4.5	4.9	4.6	4.2	3.8	3.6	3.6	3.7	4.8	4.8	4.2
Korea, Republic of.....	4.0	3.3	3.6	3.7	3.7	3.4	3.2	3.2	3.6	3.7	3.4
Mexico.....	-	-	-	-	3.7	3.7	3.8	4.1	5.6	5.5	5.3
Netherlands.....	2.5	3.1	4.1	5.0	5.3	4.3	3.6	3.1	3.8	4.6	4.5
New Zealand.....	5.4	5.3	4.8	4.0	3.8	3.8	3.7	4.2	6.1	6.5	6.5
South Africa.....	-	-	-	-	-	-	-	22.8	23.9	24.9	24.9
Spain.....	10.7	11.6	11.6	11.1	9.2	8.6	8.3	11.4	18.1	20.2	21.8
Sweden.....	5.0	5.1	5.8	6.6	7.7	7.0	6.1	6.1	8.3	8.3	7.5
Turkey.....	-	-	-	-	-	8.8	9.0	9.9	12.8	10.9	9.0
United Kingdom.....	5.1	5.2	5.0	4.8	4.9	5.5	5.4	5.7	7.7	7.9	8.1

<sup>1</sup> Labor force as a percent of the working-age population.

<sup>2</sup> Employment as a percent of the working-age population.

<sup>3</sup> Unemployment as a percent of the labor force.

NOTE: Dash indicates data are not available. There are breaks in series for the United States (2003, 2004), Germany (2005), Mexico (2011), the Netherlands (2003, 2010), Spain (2002, 2005), and Sweden (2005).

For further qualifications and historical annual data, see the BLS report *International Comparisons of Annual Labor Force Statistics, Adjusted to U.S. Concepts, 16 Countries* at [www.bls.gov/lcf/compareintl.htm](http://www.bls.gov/lcf/compareintl.htm). Unemployment rates may differ from those in the BLS report *International Unemployment Rates and Employment Indexes, Seasonally Adjusted* at [www.bls.gov/lcf/intl\\_unemployment\\_rates\\_monthly.htm](http://www.bls.gov/lcf/intl_unemployment_rates_monthly.htm), because the former is updated annually, whereas the latter is updated monthly and reflects the most recent revisions in source data.

**53. Annual indexes of manufacturing productivity and related measures, 19 countries**

[2002 = 100]

Measure and country	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
<b>Output per hour</b>																
United States.....	70.9	73.8	77.7	82.4	88.8	90.7	100.0	108.5	118.0	123.4	127.6	134.4	131.8	137.3	152.7	155.7
Australia.....	87.3	88.2	92.7	96.0	93.6	98.4	100.0	104.8	104.2	105.3	107.8	109.8	106.5	111.1	112.0	107.5
Belgium.....	88.3	93.8	95.0	94.3	98.2	97.6	100.0	101.6	106.0	108.0	109.0	114.2	115.4	108.8	113.2	113.4
Canada.....	82.9	86.4	90.8	94.8	100.1	97.8	100.0	99.6	100.4	104.0	106.8	107.3	106.1	104.7	108.5	110.6
Czech Republic.....	64.9	67.5	68.5	76.9	88.1	94.7	100.0	106.9	115.5	133.9	159.3	168.6	183.6	186.2	210.4	231.7
Denmark.....	87.2	94.6	94.2	95.8	98.8	99.0	100.0	104.0	109.6	112.3	118.7	120.7	114.2	115.1	125.2	128.1
Finland.....	67.6	71.1	75.3	80.8	90.4	93.9	100.0	106.3	113.4	118.8	132.7	145.3	138.9	116.1	129.1	128.9
France.....	78.3	82.1	86.1	89.9	95.1	96.3	100.0	103.3	107.2	112.1	116.5	119.6	115.5	115.4	122.4	125.1
Germany.....	83.1	88.0	88.4	90.2	97.0	99.7	100.0	104.1	108.4	113.7	125.1	129.8	124.6	106.9	115.0	120.2
Italy.....	95.6	97.1	95.7	96.4	100.9	100.8	100.0	98.1	100.3	102.9	105.7	107.2	105.1	98.5	107.7	107.3
Japan.....	88.1	91.1	92.1	94.5	99.5	97.4	100.0	105.3	111.5	118.8	121.6	128.9	134.3	125.9	144.5	140.4
Korea, Republic of.....	57.7	65.6	73.6	82.7	90.8	90.1	100.0	106.8	117.1	130.7	145.7	156.2	157.3	159.1	172.7	183.1
Netherlands.....	83.8	84.3	86.4	89.9	96.8	97.2	100.0	102.4	109.4	114.6	119.1	125.3	122.7	116.3	125.9	131.0
Norway.....	90.3	91.1	88.6	92.3	95.4	97.6	100.0	108.6	114.7	116.5	112.3	112.3	115.2	116.7	122.0	124.4
Singapore.....	74.5	77.8	80.9	92.4	101.2	90.7	100.0	103.6	113.8	116.3	120.1	116.2	105.5	107.2	144.7	156.2
Spain.....	89.8	90.7	92.3	93.9	94.9	98.5	100.0	101.7	103.6	106.5	111.8	115.9	114.7	117.2	124.3	130.6
Sweden.....	67.3	73.6	78.2	85.4	91.6	89.4	100.0	108.0	120.3	128.5	139.6	143.7	135.3	121.2	143.8	148.7
Taiwan.....	69.9	73.1	76.1	80.7	85.6	89.9	100.0	107.2	112.6	121.7	132.1	143.2	145.5	152.6	173.8	178.7
United Kingdom.....	80.6	82.8	83.8	88.3	94.0	96.8	100.0	106.0	113.2	118.4	123.6	127.9	129.7	127.9	133.6	139.6
<b>Output</b>																
United States.....	82.0	86.9	91.2	96.1	102.3	97.6	100.0	103.2	111.6	115.5	120.3	124.5	117.2	106.2	118.2	123.2
Australia.....	88.3	90.3	92.4	93.6	95.0	97.0	100.0	102.5	102.5	101.7	102.5	105.5	104.4	101.8	102.5	100.4
Belgium.....	90.1	94.3	95.9	96.3	100.8	101.0	100.0	98.6	102.2	102.2	102.3	105.5	105.2	89.2	93.5	96.6
Canada.....	77.5	82.8	86.9	94.1	103.4	99.1	100.0	99.2	101.1	102.6	101.3	99.0	93.8	82.1	86.4	88.5
Czech Republic.....	71.0	75.2	75.9	81.8	92.1	95.1	100.0	104.0	113.7	135.4	159.9	172.3	190.6	170.1	193.7	212.6
Denmark.....	90.1	97.8	98.5	99.2	102.4	102.9	100.0	96.9	98.3	98.0	102.9	105.8	101.9	90.6	92.0	93.3
Finland.....	62.1	68.1	74.7	80.9	92.2	96.3	100.0	102.8	107.7	112.3	126.9	140.5	133.9	99.4	108.5	110.6
France.....	86.5	89.7	93.7	96.8	100.1	100.5	100.0	101.0	102.8	105.1	106.3	108.8	104.2	96.4	99.9	101.0
Germany.....	87.9	91.6	92.8	93.8	100.6	102.5	100.0	101.4	105.5	108.0	117.7	123.6	120.1	93.3	103.9	112.4
Italy.....	96.3	97.3	98.1	97.9	101.5	100.8	100.0	97.5	99.0	99.8	104.0	107.4	103.5	86.4	92.5	93.1
Japan.....	105.7	108.3	102.6	102.2	107.6	101.7	100.0	104.6	110.6	116.3	121.8	129.1	130.2	107.1	126.7	122.1
Korea, Republic of.....	63.4	67.1	62.2	76.5	89.8	92.0	100.0	105.4	115.9	123.1	133.0	142.5	146.6	144.3	165.5	177.4
Netherlands.....	86.4	87.7	90.3	93.3	100.0	100.0	100.0	99.1	102.9	105.1	108.7	115.1	113.4	103.0	110.1	114.0
Norway.....	97.8	102.8	102.2	102.8	102.1	100.8	100.0	103.3	108.5	113.0	115.8	119.6	124.0	115.4	118.0	120.3
Singapore.....	77.4	80.8	80.2	90.6	104.4	92.2	100.0	102.9	117.2	128.3	143.6	152.2	145.8	139.7	181.2	195.0
Spain.....	77.7	82.7	87.7	92.7	96.8	100.1	100.0	100.9	101.3	102.1	104.0	104.3	101.3	88.9	89.4	91.6
Sweden.....	67.5	73.0	79.5	87.0	94.7	93.1	100.0	105.1	115.6	121.6	130.3	135.2	127.9	100.9	120.9	128.3
Taiwan.....	76.1	80.9	82.8	88.9	96.1	89.5	100.0	110.1	121.5	131.0	142.9	156.9	158.5	151.7	190.2	199.4
United Kingdom.....	98.4	100.2	101.0	101.7	104.2	102.6	100.0	99.7	101.8	101.7	103.6	104.6	102.0	92.1	95.6	97.6
<b>Total hours</b>																
United States.....	115.7	117.7	117.4	116.6	115.1	107.6	100.0	95.1	94.6	93.5	94.2	92.7	89.0	77.4	77.4	79.1
Australia.....	101.1	102.4	99.7	97.6	101.5	98.5	100.0	97.8	98.4	96.6	95.0	96.1	98.1	91.7	91.6	93.4
Belgium.....	102.0	100.6	101.0	102.1	102.7	103.5	100.0	97.0	96.4	94.7	93.9	92.4	91.2	82.0	82.6	85.2
Canada.....	93.5	95.9	95.7	99.2	103.2	101.3	100.0	99.6	100.7	98.6	94.8	92.2	88.4	78.5	79.7	80.1
Czech Republic.....	109.4	111.4	110.8	106.4	104.5	100.4	100.0	97.3	98.4	101.2	100.4	102.2	103.8	91.3	92.0	91.8
Denmark.....	103.4	103.4	104.6	103.5	103.6	103.9	100.0	93.2	89.7	87.3	86.6	87.7	89.2	78.7	73.5	72.8
Finland.....	91.9	95.8	99.3	100.1	102.1	102.6	100.0	96.8	95.0	94.5	95.6	96.7	96.4	85.6	84.1	85.8
France.....	110.5	109.3	108.8	107.7	105.2	104.3	100.0	97.7	95.9	93.8	91.3	90.9	90.2	83.5	81.6	80.7
Germany.....	105.8	104.1	104.9	104.0	103.8	102.8	100.0	97.4	97.3	95.0	94.1	95.2	96.3	87.3	90.3	93.5
Italy.....	100.7	100.2	102.5	101.5	100.6	100.0	100.0	99.4	98.7	97.0	98.5	100.2	98.5	87.7	85.9	86.7
Japan.....	120.0	118.9	111.5	108.2	108.1	104.4	100.0	99.3	99.1	97.9	100.2	100.2	96.9	85.1	87.7	87.0
Korea, Republic of.....	109.9	102.2	84.5	92.4	98.8	102.1	100.0	98.7	99.0	94.2	91.3	91.2	93.2	90.7	95.8	96.9
Netherlands.....	103.1	103.9	104.5	103.9	103.3	102.9	100.0	96.8	94.0	91.7	91.3	91.9	92.4	88.5	87.4	87.0
Norway.....	108.4	112.8	115.4	111.5	107.0	103.3	100.0	95.1	94.6	97.0	103.1	106.5	107.6	98.9	96.7	96.7
Singapore.....	104.0	103.9	99.1	98.0	103.1	101.7	100.0	99.3	103.0	110.4	119.6	131.0	138.2	130.3	125.2	124.8
Spain.....	86.5	91.2	95.0	98.8	102.1	101.7	100.0	99.2	97.8	95.9	93.0	90.0	88.3	75.9	71.9	70.1
Sweden.....	100.2	99.2	101.7	101.8	103.3	104.1	100.0	97.3	96.1	94.7	93.3	94.1	94.5	83.3	84.0	86.3
Taiwan.....	108.9	110.6	108.8	110.1	112.4	99.6	100.0	102.7	107.9	107.7	108.1	109.6	108.9	99.4	109.4	111.6
United Kingdom.....	122.1	121.0	120.6	115.3	110.9	106.0	100.0	94.1	90.0	86.0	83.8	81.8	78.7	72.0	71.6	69.9

**53. Continued— Annual indexes of manufacturing productivity and related measures, 19 countries**

[2002 = 100]

Measure and country	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
<b>Unit labor costs</b>																
(national currency basis)																
United States.....	105.3	103.6	104.5	102.8	102.8	104.5	100.0	99.5	92.3	91.1	89.9	88.1	93.7	93.7	85.2	85.7
Australia.....	94.4	94.5	94.9	95.4	96.8	97.4	100.0	101.1	105.5	110.9	114.9	117.8	123.2	125.7	125.7	129.6
Belgium.....	97.1	94.8	95.0	97.0	94.9	98.7	100.0	100.6	98.3	98.5	101.1	102.0	104.4	116.0	111.7	110.6
Canada.....	99.9	97.3	97.8	95.8	93.5	98.4	100.0	103.7	106.5	107.7	110.2	113.0	116.2	119.3	112.4	112.7
Czech Republic.....	91.7	97.1	103.1	96.5	93.3	99.2	100.0	101.1	101.4	90.1	81.9	82.4	79.6	78.3	71.4	66.0
Denmark.....	94.0	89.7	92.6	93.4	92.4	96.6	100.0	102.9	101.2	104.4	102.7	106.5	114.4	117.5	111.1	111.1
Finland.....	118.6	114.8	112.9	109.0	101.6	104.6	100.0	96.8	94.3	93.9	87.0	81.8	87.9	107.9	97.6	100.2
France.....	103.3	102.0	98.1	97.1	96.6	97.9	100.0	99.2	98.8	97.8	97.8	97.1	103.3	107.9	103.7	104.0
Germany.....	102.6	98.7	99.9	100.1	97.8	98.2	100.0	98.0	94.6	91.3	86.3	83.9	89.6	109.0	99.6	97.5
Italy.....	91.1	93.9	93.8	95.2	93.4	96.5	100.0	105.9	107.3	107.6	107.0	108.4	115.5	127.3	119.4	122.4
Japan.....	106.5	106.4	107.9	105.0	99.1	102.6	100.0	93.0	86.7	80.1	77.1	72.5	72.0	77.1	66.4	69.8
Korea, Republic of.....	115.1	110.7	107.8	96.2	93.8	98.8	100.0	98.8	102.7	106.9	105.2	104.6	104.8	109.1	108.4	101.8
Netherlands.....	93.5	95.3	96.9	96.3	93.8	97.5	100.0	101.5	99.1	95.9	95.0	92.9	98.1	107.0	99.6	97.8
Norway.....	79.8	82.6	89.9	91.3	93.2	96.6	100.0	95.6	93.5	95.9	105.7	109.6	112.3	115.8	113.6	115.6
Singapore.....	116.5	117.8	115.8	96.0	92.3	106.0	100.0	97.1	88.9	86.4	82.7	85.3	95.3	95.0	77.7	75.7
Spain.....	97.9	99.2	98.3	96.4	96.9	98.1	100.0	102.8	104.0	107.1	109.5	114.1	121.4	122.2	116.0	111.9
Sweden.....	114.9	110.8	108.3	102.3	99.0	106.2	100.0	96.6	89.1	86.1	81.6	84.3	91.9	106.8	88.1	87.6
Taiwan.....	122.7	121.0	120.0	115.5	110.9	112.4	100.0	96.2	94.5	92.6	90.4	84.3	85.0	77.6	70.3	71.5
United Kingdom.....	89.4	91.4	96.7	98.0	96.4	97.3	100.0	99.9	98.2	99.0	100.5	100.2	102.0	106.6	107.4	104.9
<b>Unit labor costs</b>																
(U.S. dollar basis)																
United States.....	105.3	103.6	104.5	102.8	102.8	104.5	100.0	99.5	92.3	91.1	89.9	88.1	93.7	93.7	85.2	85.7
Australia.....	135.9	129.3	109.8	113.2	103.5	92.6	100.0	121.3	142.9	155.6	159.3	181.8	193.4	183.3	212.8	246.4
Belgium.....	133.8	113.0	111.7	109.3	92.6	93.4	100.0	120.5	129.3	129.8	134.3	147.9	162.6	170.9	156.6	162.9
Canada.....	115.0	110.4	103.5	101.3	98.9	99.8	100.0	116.2	128.5	139.7	152.7	165.3	171.1	164.2	171.4	179.1
Czech Republic.....	110.6	100.3	104.6	91.4	79.1	85.4	100.0	117.3	129.2	123.1	118.7	131.4	152.8	134.4	122.4	122.2
Denmark.....	127.8	107.0	109.0	105.4	90.0	91.4	100.0	123.4	133.2	137.3	136.3	154.3	177.3	172.9	155.7	163.6
Finland.....	162.4	139.1	132.9	122.8	99.3	99.1	100.0	115.9	124.0	123.7	115.6	118.6	137.0	159.0	136.9	147.6
France.....	140.2	121.2	115.3	109.5	94.3	92.7	100.0	118.8	130.0	128.8	130.0	140.9	160.9	159.1	145.4	153.2
Germany.....	141.1	117.7	117.5	112.8	95.5	93.0	100.0	117.3	124.5	120.2	114.7	121.7	139.6	160.6	139.8	143.7
Italy.....	121.0	112.9	110.6	107.2	91.3	91.4	100.0	126.8	141.2	141.7	142.2	157.2	179.9	187.7	167.4	180.3
Japan.....	122.6	110.0	103.1	115.6	115.1	105.7	100.0	100.4	100.4	91.1	83.0	77.1	87.3	103.1	94.8	109.7
Korea, Republic of.....	178.8	146.1	96.2	101.1	103.7	95.7	100.0	103.6	112.1	130.6	137.8	140.8	119.2	107.0	117.2	114.9
Netherlands.....	129.3	113.7	113.8	108.5	91.6	92.3	100.0	121.6	130.3	126.3	126.2	134.7	152.8	157.7	139.8	144.1
Norway.....	98.7	93.1	95.0	93.4	84.4	85.8	100.0	107.8	110.8	118.9	131.6	149.5	159.1	147.0	150.0	164.8
Singapore.....	148.0	142.0	124.0	101.4	95.8	105.9	100.0	99.7	94.2	93.0	93.3	101.5	120.6	117.0	102.1	107.8
Spain.....	136.0	119.2	115.8	108.6	94.6	92.8	100.0	123.1	136.8	141.1	145.5	165.5	189.2	180.1	162.7	164.8
Sweden.....	166.6	140.9	132.5	120.3	105.0	99.9	100.0	116.2	117.9	112.1	107.6	121.3	135.7	135.6	118.8	131.3
Taiwan.....	154.2	145.2	123.5	123.4	122.6	114.7	100.0	96.5	97.8	99.5	96.1	88.6	93.2	81.1	77.0	84.1
United Kingdom.....	92.9	99.6	106.7	105.5	97.3	93.2	100.0	108.7	119.8	119.9	123.3	133.5	125.9	111.2	110.4	112.0
<b>Hourly compensation</b>																
(national currency basis)																
United States.....	74.6	76.5	81.2	84.8	91.3	94.8	100.0	108.0	108.9	112.5	114.8	118.5	123.5	128.6	130.0	133.5
Australia.....	82.4	83.3	87.9	91.5	90.5	95.9	100.0	106.0	109.9	116.8	123.9	129.3	131.2	139.6	140.8	139.4
Belgium.....	85.7	88.9	90.3	91.5	93.1	96.3	100.0	102.3	104.2	106.4	110.2	116.4	120.5	126.1	126.4	125.4
Canada.....	82.8	84.1	88.8	90.9	93.6	96.3	100.0	103.3	107.0	112.1	117.7	121.3	123.3	124.9	121.9	124.7
Czech Republic.....	59.5	65.6	70.6	74.1	82.2	94.0	100.0	108.0	117.1	120.6	130.4	138.9	146.2	145.8	150.2	153.0
Denmark.....	81.9	84.9	87.2	89.5	91.3	95.6	100.0	107.0	110.8	117.2	122.0	128.5	130.7	135.3	139.1	142.3
Finland.....	80.2	81.6	85.0	88.1	91.9	98.2	100.0	102.9	106.9	111.6	115.5	118.8	122.2	125.2	125.9	129.2
France.....	80.9	83.8	84.5	87.3	91.9	94.4	100.0	102.5	105.9	109.7	113.9	116.2	119.3	124.5	126.9	130.1
Germany.....	85.3	86.8	88.4	90.3	94.9	97.9	100.0	102.0	102.6	103.8	107.9	108.9	111.7	116.5	114.6	117.1
Italy.....	87.1	91.1	89.8	91.7	94.3	97.2	100.0	103.8	107.6	110.7	113.1	116.2	121.4	125.4	128.6	131.3
Japan.....	93.8	97.0	99.4	99.2	98.6	99.9	100.0	97.9	96.7	95.2	93.8	93.5	96.8	97.1	96.0	98.0
Korea, Republic of.....	66.4	72.7	79.3	79.6	85.2	89.1	100.0	105.5	120.3	139.8	153.2	163.4	164.8	173.6	187.2	186.3
Netherlands.....	78.4	80.3	83.7	86.6	90.7	94.7	100.0	103.9	108.4	109.9	113.1	116.4	120.4	124.4	125.5	128.1
Norway.....	72.1	75.3	79.6	84.2	89.0	94.3	100.0	103.8	107.3	111.7	118.6	123.1	129.4	135.2	138.5	143.8
Singapore.....	86.8	91.7	93.7	88.8	93.4	96.2	100.0	100.6	101.2	100.5	99.4	99.2	100.5	101.9	112.4	118.2
Spain.....	87.9	90.0	90.7	90.5	91.9	96.6	100.0	104.5	107.7	114.1	122.4	132.3	139.3	143.1	144.2	146.1
Sweden.....	77.4	81.5	84.7	87.4	90.8	95.0	100.0	104.3	107.1	110.7	113.9	121.0	124.3	129.5	126.7	130.2
Taiwan.....	85.7	88.5	91.4	93.3	94.9	101.0	100.0	103.1	106.4	112.7	119.5	120.7	123.7	118.3	122.1	127.8
United Kingdom.....	72.1	75.7	81.0	86.5	90.6	94.1	100.0	105.9	111.1	117.1	124.2	128.2	132.3	136.4	143.4	146.5

**54. Occupational injury and illness rates by industry, <sup>1</sup> United States**

Industry and type of case <sup>2</sup>	Incidence rates per 100 full-time workers <sup>3</sup>												
	1989 <sup>1</sup>	1990	1991	1992	1993 <sup>4</sup>	1994 <sup>4</sup>	1995 <sup>4</sup>	1996 <sup>4</sup>	1997 <sup>4</sup>	1998 <sup>4</sup>	1999 <sup>4</sup>	2000 <sup>4</sup>	2001 <sup>4</sup>
<b>PRIVATE SECTOR<sup>5</sup></b>													
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	—	—	—	—	—	—	—	—	—
<b>Agriculture, forestry, and fishing<sup>5</sup></b>													
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	—	—	—	—	—	—	—	—	—
<b>Mining</b>													
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	—	—	—	—	—	—	—	—	—
<b>Construction</b>													
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	—	—	—	—	—	—	—	—	—
<b>Manufacturing</b>													
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.

54. Continued—Occupational injury and illness rates by industry,<sup>1</sup> United States

Industry and type of case <sup>2</sup>	Incidence rates per 100 workers <sup>3</sup>												
	1989 <sup>1</sup>	1990	1991	1992	1993 <sup>4</sup>	1994 <sup>4</sup>	1995 <sup>4</sup>	1996 <sup>4</sup>	1997 <sup>4</sup>	1998 <sup>4</sup>	1999 <sup>4</sup>	2000 <sup>4</sup>	2001 <sup>4</sup>
<b>Nondurable goods:</b>													
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	—	—	—	—	—	—	—	—	—
<b>Food and kindred products:</b>													
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	—	—	—	—	—	—	—	—	—
<b>Tobacco products:</b>													
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	—	—	—	—	—	—	—	—	—
<b>Textile mill products:</b>													
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	—	—	—	—	—	—	—	—	—
<b>Apparel and other textile products:</b>													
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	—	—	—	—	—	—	—	—	—
<b>Paper and allied products:</b>													
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	—	—	—	—	—	—	—	—	—
<b>Printing and publishing:</b>													
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	—	—	—	—	—	—	—	—	—
<b>Chemicals and allied products:</b>													
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	—	—	—	—	—	—	—	—	—
<b>Petroleum and coal products:</b>													
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	—	—	—	—	—	—	—	—	—
<b>Rubber and miscellaneous plastics products:</b>													
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	—	—	—	—	—	—	—	—	—
<b>Leather and leather products:</b>													
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	—	—	—	—	—	—	—	—	—
<b>Transportation and public utilities</b>													
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	—	—	—	—	—	—	—	—	—
<b>Wholesale and retail trade</b>													
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	—	—	—	—	—	—	—	—	—
<b>Wholesale trade:</b>													
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	—	—	—	—	—	—	—	—	—
<b>Retail trade:</b>													
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	—	—	—	—	—	—	—	—	—
<b>Finance, insurance, and real estate</b>													
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	—	—	—	—	—	—	—	—	—
<b>Services</b>													
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	—	—	—	—	—	—	—	—	—

<sup>1</sup> 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.

<sup>2</sup> 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.

<sup>3</sup> 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).

<sup>4</sup> 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.

<sup>5</sup> Excludes farms with fewer than 11 employees since 1976.

NOTE: Dash indicates data not available.



**55. Fatal occupational injuries by event or exposure, 1996-2005**

Event or exposure <sup>1</sup>	1996-2000 (average)	2001-2005 (average) <sup>2</sup>	2005 <sup>3</sup>	
			Number	Percent
All events .....	6,094	5,704	5,734	100
<b>Transportation incidents</b> .....	2,608	2,451	2,493	43
Highway .....	1,408	1,394	1,437	25
Collision between vehicles, mobile equipment .....	685	686	718	13
Moving in same direction .....	117	151	175	3
Moving in opposite directions, oncoming .....	247	254	265	5
Moving in intersection .....	151	137	134	2
Vehicle struck stationary object or equipment on side of road .....	264	310	345	6
Noncollision .....	372	335	318	6
Jack-knifed or overturned--no collision .....	298	274	273	5
Nonhighway (farm, industrial premises) .....	378	335	340	6
Noncollision accident .....	321	277	281	5
Overturned .....	212	175	182	3
Worker struck by vehicle, mobile equipment .....	376	369	391	7
Worker struck by vehicle, mobile equipment in roadway .....	129	136	140	2
Worker struck by vehicle, mobile equipment in parking lot or non-road area .....	171	166	176	3
Water vehicle .....	105	82	88	2
Aircraft .....	263	206	149	3
<b>Assaults and violent acts</b> .....	1,015	850	792	14
Homicides .....	766	602	567	10
Shooting .....	617	465	441	8
Suicide, self-inflicted injury .....	216	207	180	3
<b>Contact with objects and equipment</b> .....	1,005	952	1,005	18
Struck by object .....	567	560	607	11
Struck by falling object .....	364	345	385	7
Struck by rolling, sliding objects on floor or ground level .....	77	89	94	2
Caught in or compressed by equipment or objects .....	293	256	278	5
Caught in running equipment or machinery .....	157	128	121	2
Caught in or crushed in collapsing materials .....	128	118	109	2
<b>Falls</b> .....	714	763	770	13
Fall to lower level .....	636	669	664	12
Fall from ladder .....	106	125	129	2
Fall from roof .....	153	154	160	3
Fall to lower level, n.e.c. ....	117	123	117	2
<b>Exposure to harmful substances or environments</b> .....	535	498	501	9
Contact with electric current .....	290	265	251	4
Contact with overhead power lines .....	132	118	112	2
Exposure to caustic, noxious, or allergenic substances .....	112	114	136	2
Oxygen deficiency .....	92	74	59	1
<b>Fires and explosions</b> .....	196	174	159	3
Fires--unintended or uncontrolled .....	103	95	93	2
Explosion .....	92	78	65	1

<sup>1</sup> Based on the 1992 BLS Occupational Injury and Illness Classification Manual.

<sup>2</sup> Excludes fatalities from the Sept. 11, 2001, terrorist attacks.

<sup>3</sup> The BLS news release of August 10, 2006, reported a total of 5,702 fatal work injuries for calendar year 2005. Since then, an additional 32 job-related fatalities were identified, bringing the total job-related fatality count for 2005 to 5,734.

NOTE: Totals for all years are revised and final. Totals for major categories may include subcategories not shown separately. Dashes indicate no data reported or data that do not meet publication criteria. N.e.c. means "not elsewhere classified."

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics, in cooperation with State, New York City, District of Columbia, and Federal agencies, Census of Fatal Occupational Injuries.