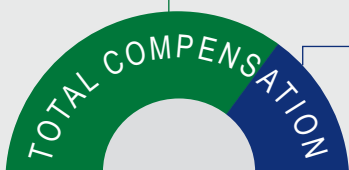


# What Does the Employment Cost Index (ECI) Say About Changes in Total Compensation?



**Total compensation** includes **wages and salaries** and **benefit costs**. Typically, wages and salaries account for about two-thirds of total compensation, and benefit costs account for the remainder. The ECI measures the changes in labor costs for a variety of industries, occupations, and areas. For more information on the ECI, see [www.bls.gov/eci](http://www.bls.gov/eci).

All percentages represent the 12-month percent change for total compensation for Dec 2020 as shown in the Employment Cost Index.



**+2.6%**

**All workers in private industry**



**+2.0%**

In management, professional, and related occupations



**+3.0%**

In installation, maintenance, and repair occupations



**+3.5%**

In transportation and material moving occupations



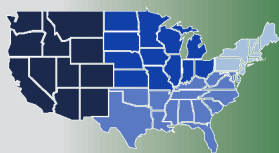
**+3.4%**

In the leisure and hospitality industry



**+2.8%**

For union workers and 2.6% for nonunion workers



**+2.3%**

In the Northeast census region



**+3.3%**

In the Boston-Worcester-Manchester, MA-NH CSA