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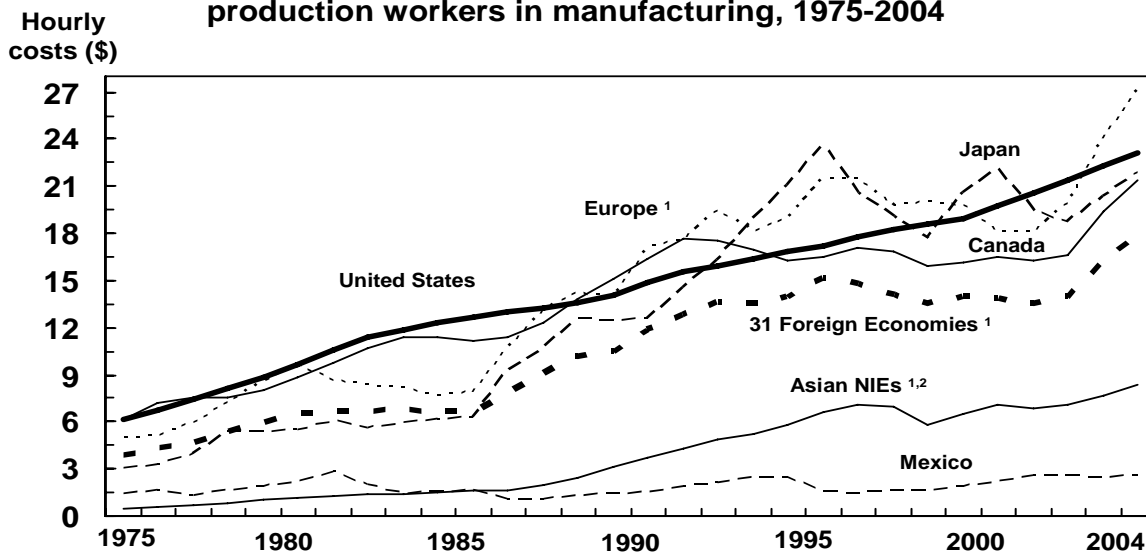
USDL: 05-2197  
For Release: 10:00 A.M. EST  
Friday, November 18, 2005

## INTERNATIONAL COMPARISONS OF HOURLY COMPENSATION COSTS FOR PRODUCTION WORKERS IN MANUFACTURING, 2004\*

Average hourly compensation costs in U.S. dollars for production workers in manufacturing in 31 foreign economies climbed to 78 percent of the U.S. level in 2004, up from 73 percent in 2003, according to data issued by the Bureau of Labor Statistics, U.S. Department of Labor. Compensation costs relative to the United States rose in nearly all the economies covered in 2004, with Europe showing a relatively large increase. (See table 1.) Data for Hungary, a relatively low labor cost country, are included in this release for the first time.

In the United States, hourly compensation costs for production workers in manufacturing increased 4.0 percent in 2004, to \$23.17. Although average costs in the United States were higher than those in all the economies covered outside of Europe, 12 of the European countries had higher hourly compensation costs than the United States, in a few cases more than 40 percent higher. Trade-weighted average costs increased 3.0 percent in the combined 31 foreign economies in 2004, when measured in national currency terms. This was less than the increase in the United States, but the value of foreign currencies rose 5.8 percent against the U.S. dollar, resulting in a rise in hourly compensation costs in the foreign economies of 8.9 percent on a U.S. dollar basis. (See chart 1 and table A.)

**Chart 1. Hourly compensation costs in U.S. dollars for  
production workers in manufacturing, 1975-2004**



<sup>1</sup> Trade-weighted average

<sup>2</sup> The Asian NIEs are Hong Kong SAR, Korea, Singapore and Taiwan.

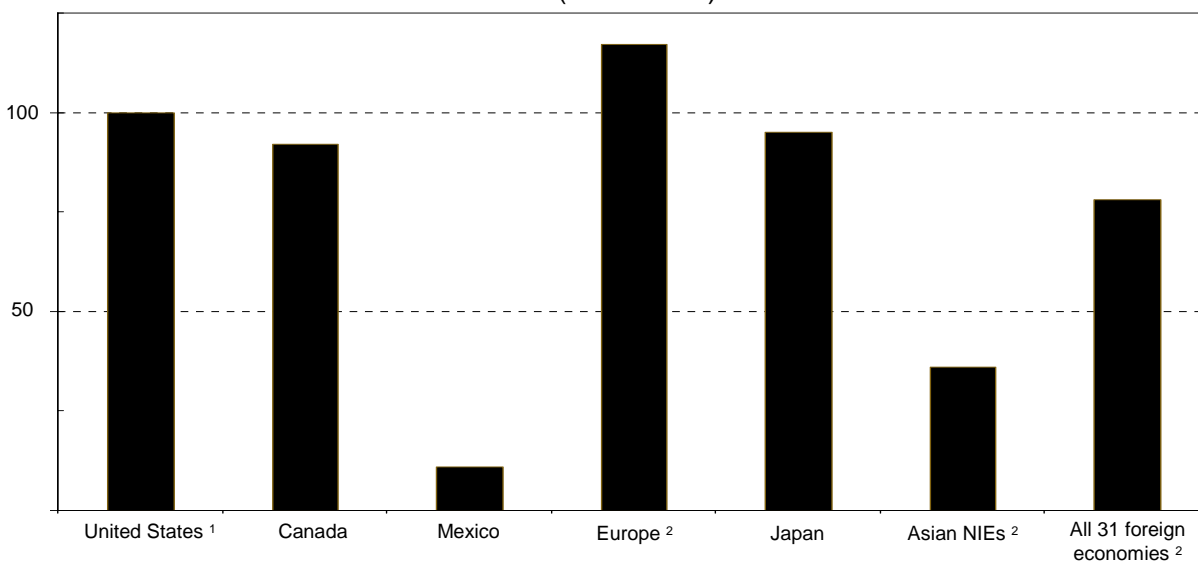
\* Data for some countries have been revised to reflect revisions provided to BLS subsequent to this news release. See Hourly Compensation Costs for Production Workers in Manufacturing, 32 Countries or Areas, 22 Manufacturing Industries, 1992-2004 at <http://www.bls.gov/fls/flshcindnaics.htm> for the most recent data.

Compensation costs expressed in U.S. dollars

This release provides manufacturing compensation data in terms of both national currencies and U.S. dollars. While data on a national currency basis show underlying wage and benefit trends within each country, frequent and sometimes sharp changes in currency exchange rates can have a large impact on compensation costs on a U.S. dollar basis. Data on a U.S. dollar basis are calculated by dividing compensation costs in the national currency by the exchange rate (expressed as national currency units per U.S. dollar). Compensation costs on a U.S. dollar basis are often used as indicators of competitiveness of manufactured goods in world trade and are the focus of the following discussion.

Compensation costs for production workers in manufacturing, measured in U.S. dollars, continued to rise strongly in 2004 in most of the foreign economies, with most countries showing double-digit increases. Only three economies – Hong Kong SAR, Mexico, and Singapore – recorded slower rates of growth than the United States. As a result, the rate of compensation increase in a trade-weighted average of the foreign economies was 8.9 percent in 2004, well above the 5.7 percent historical average for the series. (See table A and table 3.)

**Chart 2. Indexes of hourly compensation costs in U.S. dollars for production workers in manufacturing, 2004**  
(U.S. = 100)



<sup>1</sup> For 2004, U.S. hourly compensation costs were \$23.17.

<sup>2</sup> Trade-weighted average

The continued strength of European currencies in 2004 drove manufacturing compensation costs in Europe up at more than three times the rate of U.S. costs when measured in U.S. dollars (12.7 versus 4.0 percent), even though European compensation costs on a national currency basis increased at a slower pace than those in the U.S. (2.4 versus 4.0 percent). Costs in Europe, on average, are now almost \$4 higher on a per hour basis than in the United States. However, there is great variation in compensation costs among the European countries covered. For example, hourly compensation costs in Europe ranged from \$5.43 in the Czech Republic and \$5.72 in Hungary to six times that level in Norway (\$34.64), the highest labor cost country in these comparisons. (See table 2.)

Outside of Europe, changes in manufacturing compensation costs varied considerably in 2004. Canadian compensation costs measured in U.S. dollars continued to grow strongly in 2004 (10.6 percent), boosted by an appreciation of the Canadian dollar against the U.S. dollar. Similarly, strong currencies led to large increases in the compensation costs of New Zealand and Australia (16.8 and 16.7 percent, respectively). The only other non-European countries to exhibit double-digit growth were Korea and Brazil (14.9 and 10.9 percent, respectively). Korea's increase in labor costs was largely due to an increase in compensation costs measured in the national currency. This also was true to a lesser extent in Brazil. At the other end of the spectrum, because the peso depreciated against the dollar, Mexico showed a negligible increase in compensation costs measured in U.S. dollars (0.4 percent) despite a relatively large increase in costs on a national currency basis.

**A note on the measures**

The hourly compensation measures in this news release are based on statistics available to BLS as of September 2005. These measures are prepared specifically for international comparisons of employer labor costs in manufacturing. The methods used, as well as the results, differ somewhat from those of other BLS series on U.S. compensation costs.

See the Technical Notes for further information regarding definitions, sources, and computation methods, as well as a description of the trade-weighted measures for economic groups.

Exchange rates

The trade-weighted value of the currencies of the 31 foreign economies against the U.S. dollar increased 5.8 percent between 2003 and 2004. This increase is less than that from 2002 to 2003 (+8.4 percent), but well above the average annual change since 1975 (-3.8 percent). The currencies in many countries appreciated sharply in 2004, while only one currency – the Mexican peso – depreciated against the dollar. In general, the European currencies appreciated the most in 2004, rising 10.0 percent. (See table 5.)

The movements of the foreign currencies relative to the U.S. dollar in 2004 had a significant influence on hourly manufacturing compensation costs measured in U.S. dollars. Hourly compensation costs on a national currency basis in the 31 foreign economies rose 3.0 percent, less than in the United States, but, when adjusted for a 5.8 percent appreciation of the foreign currencies against the U.S. dollar, those costs increased 8.9 percent, much higher than in the United States. The effect that exchange rate changes can have on hourly compensation costs is particularly evident when comparing European labor costs with those of the Asian Newly Industrialized Economies (Asian NIEs). On a national currency basis, the increase in hourly compensation costs in the Asian NIEs (4.5 percent) was two percentage points higher than the increase in Europe (2.4 percent). When adjusted for changes in exchange rates, however, Europe's increase in costs on a U.S. dollar basis was five percentage points higher than in the Asian NIEs (12.7 versus 7.8 percent).

**Table A. Hourly compensation costs, in national currency and in U.S. dollars, for production workers in manufacturing and exchange rates (U.S. dollars per national currency unit)  
Percent change, 2003-2004**

Country or area	Hourly compensation, national currency	Exchange rates	Hourly compensation, U.S. dollars
<b>Americas</b>			
United States	4.0	-	4.0
Brazil	5.5	5.1	10.9
Canada	2.8	7.6	10.6
Mexico	5.0	-4.4	.4
<b>Asia and Oceania</b>			
Australia	3.4	12.9	16.7
Hong Kong SAR <sup>1</sup>	-6	.0	-6
Israel	2.8	1.6	4.5
Japan	.6	7.1	7.8
Korea	10.3	4.1	14.9
New Zealand	2.3	14.2	16.8
Singapore	.7	3.1	3.8
Sri Lanka	-	-	-
Taiwan	1.6	3.1	4.8
<b>Europe</b>			
Austria	1.7	9.9	11.8
Belgium	2.9	9.9	13.1
Czech Republic	4.8	9.8	15.0
Denmark	1.9	9.8	11.9
Finland	3.0	9.9	13.2
France	2.9	9.9	13.0
Germany	-1	9.9	9.8
Greece	-	-	-
Hungary	7.8	10.6	19.2
Ireland	4.6	9.9	14.9
Italy	2.9	9.9	13.1
Luxembourg	4.6	9.9	14.9
Netherlands	1.9	9.9	12.0
Norway	4.5	5.0	9.8
Portugal	2.5	9.9	12.6
Spain	4.0	9.9	14.3
Sweden	2.6	10.0	12.8
Switzerland	.5	8.2	8.7
United Kingdom	4.1	12.0	16.6
<b>Trade-weighted measures <sup>2,3</sup></b>			
All 31 foreign economies	3.0	5.8	8.9
OECD <sup>4</sup>	3.2	6.1	9.4
Europe	2.4	10.0	12.7
Asian NIEs	4.5	3.1	7.8

<sup>1</sup> Hong Kong Special Administrative Region of China.

<sup>2</sup> Because data for Germany are not available before 1993, data for only the former West Germany are included in the trade-weighted measures.

<sup>3</sup> The 2003-2004 percent changes for the trade-weighted measures are based upon the changes for the countries or areas for which 2004 data are available.

<sup>4</sup> OECD refers to the Organization for Economic Cooperation and Development.

Additional data available

In addition to the compensation cost measures covered in this news release, supplementary tables are available for comparative levels of hourly compensation costs, hourly direct pay, pay for time worked, and the structure of compensation for production workers in manufacturing for all years from 1975 through 2004. Data also are available for national currency hourly compensation and exchange rates from 1975 through 2004 in the supplementary tables (<http://www.bls.gov/fls>).

BLS also computes comparative measures for 22 component manufacturing industries. Data for the component industries are not included in this release; in general, the data limitations for the component industries are greater than for total manufacturing. Data are available upon request and via the Internet (<http://www.bls.gov/fls>). The data for component industries currently are available on a North American Industry Classification System (NAICS) basis from 1992 to 2003. Data also are available on a Standard Industrial Classification (SIC) basis from 1975 to 2002.

For further information, contact the Office of Productivity and Technology by phone at 202-691-5654, by e-mail at [flshc@bls.gov](mailto:flshc@bls.gov), or by mail at Bureau of Labor Statistics, 2 Massachusetts Avenue, NE, Room 2150, Washington, DC 20212.

Information in this release will be made available to sensory impaired individuals upon request. Voice phone: 202-691-5200; TDD message referral phone: 1-800-877-8339.

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## TECHNICAL NOTES

The tables in this news release present international comparisons of hourly compensation costs for production workers in manufacturing in selected countries or areas. The total compensation measures are prepared by the Bureau of Labor Statistics in order to assess international differences in employer labor costs. Comparisons based on the more readily available average earnings statistics published by many countries can be very misleading. National definitions of average earnings differ considerably; average earnings do not include all items of labor compensation; and the omitted items of compensation frequently represent a large proportion of total compensation.

The compensation measures are computed in national currency units and are converted into U.S. dollars at prevailing commercial market currency exchange rates. The foreign currency exchange rates used in the calculations are the average daily exchange rates for the reference period. They are appropriate measures for comparing levels of employer labor costs. They do not indicate relative living standards of workers or the purchasing power of their income. Prices of goods and services vary greatly among countries, and commercial market exchange rates are not reliable indicators of relative differences in prices.

The compensation measures in this news release are based on statistics available to BLS as of September 2005. These measures may be revised as data are collected to update compensation measures for component industries.

Beginning with this release, BLS has prepared measures of hourly compensation costs for Hungary. Because of data limitations, the measures cover only the years 1994-2004.

### Definitions

*Hourly compensation costs* include (1) hourly direct pay and (2) employer social insurance expenditures and other labor taxes. *Hourly direct pay* includes all payments made directly to the worker, before payroll deductions of any kind, consisting of (a) *pay for time worked* (basic time and piece rates plus overtime premiums, shift differentials, other premiums and bonuses paid regularly each pay period, and cost-of-living adjustments) and (b) *other direct pay* (pay for time not worked (vacations, holidays, and other leave, except sick leave), seasonal or irregular bonuses and other special payments, selected social allowances, and the cost of payments in kind). *Social insurance expenditures and other labor taxes* include (c) employer expenditures for legally required insurance programs and contractual and private benefit plans (retirement and disability pensions, health insurance, income guarantee insurance and sick leave, life and accident insurance, occupational injury and illness compensation, unemployment insurance, and family allowances) and, for some countries, (d) other labor taxes (other taxes on payrolls or employment (or reductions to reflect subsidies), even if they do not finance programs that directly benefit workers, because such taxes are regarded as labor costs). For consistency, compensation is measured on an hours-worked basis for every country.

The BLS definition of hourly compensation costs is not the same as the International Labor Office (ILO) definition of total labor costs. Hourly compensation costs do not include all items of labor costs. The costs of recruitment, employee training, and plant facilities and services—such as cafeterias and medical clinics—are not included because data are not available for many countries. The labor costs not included account for no more than 4 percent of total labor costs in any country for which the data are available.

*Production workers* generally include those employees who are engaged in fabricating, assembly, and related activities; material handling, warehousing, and shipping; maintenance and repair; janitorial and guard services; auxiliary production (for example, power plants); and other services closely related to the above activities. Working supervisors are generally included; apprentices and other trainees are generally excluded.

### Methods

Total compensation is computed by adjusting each country's average earnings series for items of direct pay not included in earnings and for employer expenditures for legally required insurance, contractual and private benefit plans, and other labor taxes. For the United States and other countries that measure earnings on an hours-paid basis, the figures are also adjusted in order to approximate compensation per hour worked.

Earnings statistics are obtained from surveys of employment, hours, and earnings or from surveys or censuses of manufactures.

Adjustment factors are obtained from periodic labor cost surveys and interpolated or projected to non-survey years on the basis of other information for most countries. The information used includes tabulations of employer social security contribution rates provided by the International Social Security Association, information on contractual and legislated fringe benefit changes from labor bulletins, and statistical series on indirect labor costs. For other countries, adjustment factors are obtained from surveys or censuses of manufactures or from reports on

fringe-benefit systems and social security. For the United States, the adjustment factors are special calculations for international comparisons based on data from several surveys.

The statistics are also adjusted, where necessary, to account for major differences in worker coverage; differences in industrial classification systems; and changes over time in survey coverage, sample benchmarks, or frequency of surveys. Nevertheless, some differences in industrial coverage remain and, with the exception of the United States, Canada, and several other countries, the data exclude very small establishments (less than 5 employees in Japan and less than 10 employees in most European and some other countries). For the United States, the methods used, as well as the results, differ somewhat from those for other BLS series on U.S. compensation costs.

Hourly compensation costs are converted to U.S. dollars using the average daily exchange rate for the reference period. The exchange rates used are prevailing commercial market exchange rates as published by either the U.S. Federal Reserve Board or the International Monetary Fund.

On January 1, 1999, several European countries joined the European Monetary Union (EMU): Austria, Belgium, Finland, France, Germany, Ireland, Italy, Luxembourg, the Netherlands, Portugal, and Spain. Greece joined on January 1, 2001. Currencies of EMU members were established at fixed conversion rates to the euro, the official currency of the EMU. In this release, data on hourly compensation costs in national currency and exchange rates for the EMU countries relate to euros for 1999 to present; for the years 1975-1998 these data are published in the old national currencies used in each country before the euro was adopted. In order to include data on trends in national currency compensation costs and exchange rates for the entire time period, BLS converts national currency for 1975-1998 to a "euro" basis for calculation. The conversions for all years 1975-1998 are made using the official fixed conversion rates for 1999.

### **Industrial classification**

The hourly compensation measures relate to manufacturing on a North American Industry Classification System (NAICS) basis. NAICS is the common industrial classification used by the United States, Canada, and Mexico. The NAICS definition of manufacturing differs somewhat from the definition of manufacturing used in other countries. Some industries that are not included in the NAICS definition of manufacturing, such as publishing of books and sound recordings, some repair and maintenance of equipment, and some business support services, are included in the definition of manufacturing in most other industrial classifications. Other industries, such as some processing of foods, some packaging, and retail sales of bakery products from the production facility, are included in the NAICS definition of manufacturing but not in the definition of manufacturing for most foreign economies. Most of the differences other than the treatment of publishing are very minor and do not have a noticeable impact on overall manufacturing averages.

BLS makes adjustments to remove publishing from manufacturing for the foreign economies in which it is classified as a part of manufacturing, except for Sri Lanka, for which the data necessary to remove publishing are not available. For the countries for which adjustments are made, the effect of publishing on manufacturing wages was estimated and removed using data from national sources, the United Nations Industrial Statistics Database, the International Labor Office (ILO), and other sources. Except for Hong Kong, the effect of removing publishing from manufacturing does not change the level of hourly compensation costs for any economy more than 1.5 percent. For Hong Kong, the effect of the adjustments is 2 to 4 percent in several years.

### **Country notes**

The following are exceptions to the standard coverage and definitions explained above:

*Australia.* Compensation relates to production workers and non-production workers other than those in managerial, executive, professional, and higher supervisory positions.

*Hong Kong SAR.* Average of selected manufacturing industries. The industries covered accounted for about 63 percent of all persons employed in manufacturing in 2001. Compensation excludes overtime pay. Hong Kong became a Special Administrative Region (SAR) of China in July 1997.

*Austria.* Excludes workers in establishments considered handicraft manufacturers. In 1986, handicraft employment was about 35 percent of all manufacturing employment. In 2003, the handicraft blue collar workers' average monthly gross wage was \$1,893. The average monthly gross wage of manufacturing blue-collar workers was \$2,156.

*Finland.* Includes workers in mining and electrical power plants. For comparability with other countries, compensation excludes some obligatory training and plant facilities costs; these costs would add 1.6 percent to average hourly compensation costs in 1994.

*Germany.* Excludes workers in establishments considered handicraft manufacturers. Handicraft employment in Germany was 20.3 percent of all employment in manufacturing in 1994. Average hourly earnings of production

workers were about 3 percent lower in manufacturing including handicrafts than in manufacturing excluding handicrafts in 1990.

*Ireland.* Data refer to September for 1975.

*Norway.* For comparability with other countries, compensation excludes some obligatory training and plant facilities costs; these costs would add 2.2 percent to average hourly compensation costs in 1994.

### Trade-weighted measures

The trade weights used to compute the average compensation cost measures for selected economic groups are new weights based on the relative dollar value of U.S. trade in manufactured commodities (exports plus imports) with each country or area in 2004. The trade data are compiled by the U.S. Census Bureau. Previously 1999 weights had been used. See the following table for a comparison of the 1999 and 2004 weights.

The only countries not covered in this report that accounted for as much as one percent of such trade are China, Malaysia, Thailand, and India. An article on manufacturing compensation costs in China is available on the BLS website at <http://www.bls.gov/opub/mlr/2005/08/art3full.pdf>. The compensation data on China are not directly comparable with the data for other countries found in this new release.

### Share of total U.S. imports and exports of manufactured products in 1999 and 2004 (in percent)

Country or area and economic group	1999 trade share	2004 trade share	Country or area and economic group	1999 trade share	2004 trade share
Brazil.....	1.5	1.7	Greece.....	0.1	0.1
Canada.....	21.5	20.0	Hungary.....	-	0.2
Mexico.....	11.8	12.5	Ireland.....	1.1	1.9
			Italy.....	2.0	2.0
Australia.....	1.0	1.1	Luxembourg.....	0.1	0.1
Hong Kong SAR <sup>1</sup> .....	1.5	1.3	Netherlands.....	1.6	1.8
Israel.....	1.1	1.2	Norway.....	0.2	0.2
Japan.....	11.8	9.4	Portugal.....	0.2	0.2
Korea.....	3.4	3.7	Spain.....	0.7	0.7
New Zealand.....	0.2	0.2	Sweden.....	0.8	0.8
Singapore.....	2.2	1.8	Switzerland.....	1.1	1.0
Sri Lanka.....	0.1	0.1	United Kingdom	4.6	3.8
Taiwan.....	3.4	2.9			
			<b>Economic Groups</b>		
Austria.....	0.4	0.4	31 foreign		
Belgium.....	1.3	1.5	economies.....	82.3	74.6
Czech Republic...	0.1	0.1			
Denmark.....	0.3	0.3	OECD <sup>3</sup> .....	72.5	66.1
Finland.....	0.3	0.3	Europe.....	22.7	22.2
France.....	2.7	2.7	European Union-15 <sup>4</sup>	21.4	20.8
Germany <sup>2</sup> .....	5.2	5.6	Asian NIEs.....	10.5	9.1

<sup>1</sup> Hong Kong Special Administrative Region of China.

<sup>2</sup> Former West Germany.

<sup>3</sup> Organization for Economic Cooperation and Development.

<sup>4</sup> Includes the 15 European Union members prior to expansion on May 1, 2004.



The countries included in the Organization for Economic Cooperation and Development (OECD) trade-weighted measure are Canada, Mexico, Australia, Japan, Korea, New Zealand, and all European countries. The group labeled "European Union-15" consists of the 15 members of the European Union before the expansion to 25 countries on May 1, 2004 (Austria, Belgium, Denmark, Finland, France, Germany, Greece, Ireland, Italy, Luxembourg, the Netherlands, Portugal, Spain, Sweden, and the United Kingdom). The group labeled "Europe" consists of the 15 members of the European Union-15, the Czech Republic, Hungary, Norway, and Switzerland. The group labeled "Asian NIEs" consists of the four newly industrialized economies of Hong Kong SAR, Korea, Singapore, and Taiwan.

The trade-weighted measures relate to all the countries or areas covered in the series. In these measures, data for Germany relate to the former West Germany. Estimates are computed for missing country data using the average trend in other economies to estimate the missing data. Trade weighted average percent changes for the 31 foreign economies are computed both including and excluding Brazil, the Czech Republic, and Hungary because a lack of data for these countries prior to the mid-1990s.

The trade-weighted average rates of change are computed as the trade-weighted arithmetic average of the rates of change for the individual countries or areas; the trade-weighted average hourly compensation costs are computed as the trade-weighted arithmetic average of cost levels for the individual countries or areas. Rates of change derived from the trade-weighted average hourly compensation cost levels need not be the same as the trade-weighted average rates of change.

#### **Data limitations**

Because compensation is partly estimated, the statistics should not be considered as precise measures of comparative compensation costs. In addition, the figures are subject to revision as the results of new labor cost surveys or other data used to estimate compensation costs become available.

The comparative level figures in this report are averages for all manufacturing industries and are not necessarily representative of all component industries. In the United States and some other countries, such as Japan, differentials in hourly compensation cost levels by industry are fairly wide.

#### **Labor costs versus labor income**

The hourly compensation figures in U.S. dollars shown in the tables provide comparative measures of employer labor costs; they do not provide intercountry comparisons of the purchasing power of worker incomes. Prices of goods and services vary greatly among countries, and the commercial market exchange rates used to compare employer labor costs do not reliably indicate relative differences in prices. Purchasing power parities, that is, the number of foreign currency units required to buy goods and services equivalent to what can be purchased with one unit of U.S. or other base-country currency must be used for meaningful international comparisons of the relative purchasing power of worker incomes.

Total compensation converted to U.S. dollars at purchasing power parities would provide one measure for comparing relative real levels of labor income. It should be noted, however, that total compensation includes employer payments to funds for the benefit of workers in addition to payments made directly to workers. (For a few countries, the compensation measures also include taxes or subsidies on payrolls or employment even if they do not finance programs which directly benefit workers.) Payments into these funds provide either deferred income (for example, payments to retirement funds), a type of insurance (for example, payments to unemployment or health benefit funds), or current social benefits (for example, family allowances), and the relationship between employer payments and current or future worker benefits is indirect. On the other hand, excluding these payments would understate the total value of income derived from work because they substitute for worker savings or self-insurance to cover retirement, medical costs, etc.

Total compensation, because it takes account of employer payments into funds for the benefit of workers, is a broader income concept than either total direct earnings or direct spendable earnings. An even broader concept would take account of all social benefits available to workers, including those financed out of general revenues as well as those financed through employment or payroll taxes.

Table 1. Indexes of hourly compensation costs for production workers in manufacturing, 32 countries or areas and selected economic groups, selected years, 1975-2004

Country or area	1975	1980	1985	1990	1995	2000	2001	2002	2003	2004
<b>Americas</b>										
United States.....	100	100	100	100	100	100	100	100	100	100
Brazil.....	-	-	-	-	-	18	14	12	12	13
Canada.....	99	92	88	110	96	84	79	78	87	92
Mexico.....	24	23	12	11	9	11	12	12	11	11
<b>Asia and Oceania</b>										
Australia.....	91	88	64	88	89	73	65	72	89	100
Hong Kong SAR (1).....	12	16	14	22	28	28	28	26	25	24
Israel.....	33	35	29	52	55	58	60	52	52	53
Japan.....	48	57	49	84	137	112	94	87	91	95
Korea.....	5	10	10	25	42	42	37	41	45	50
New Zealand.....	50	53	34	54	57	40	37	40	50	56
Singapore.....	14	16	20	25	44	37	34	31	32	32
Sri Lanka.....	5	2	2	2	3	2	2	2	2	-
Taiwan.....	6	10	12	26	34	31	29	26	26	26
<b>Europe</b>										
Austria.....	73	92	60	121	147	97	93	97	114	122
Belgium.....	94	122	65	120	149	102	96	102	119	129
Czech Republic.....	-	-	-	-	15	14	15	18	21	23
Denmark.....	101	112	64	124	147	111	107	113	135	146
Finland.....	75	86	65	143	141	99	96	102	122	132
France.....	73	92	59	104	112	78	76	80	95	103
Germany, Former West.....	102	126	74	146	182	120	114	118	139	147
Germany.....	-	-	-	-	175	115	109	113	133	140
Greece.....	27	39	29	46	53	-	-	-	-	-
Hungary.....	-	-	-	-	16	14	15	18	22	25
Ireland.....	50	63	47	79	80	65	66	71	86	95
Italy.....	75	84	60	116	91	70	66	69	81	88
Luxembourg.....	101	120	59	108	136	89	84	87	104	115
Netherlands.....	107	125	69	121	140	98	96	103	123	133
Norway.....	112	123	82	147	144	115	113	128	142	150
Portugal.....	25	21	12	24	30	23	22	24	28	30
Spain.....	41	61	36	76	74	54	52	56	67	74
Sweden.....	116	129	76	140	126	102	89	95	113	123
Switzerland.....	98	114	75	139	168	107	105	111	125	131
United Kingdom.....	54	78	49	85	80	85	81	85	95	107
<b>Trade-weighted measures (2,3)</b>										
All 31 foreign economies..	62	68	52	80	87	70	65	65	73	78
less Brazil, Czech										
Republic, Hungary.....	62	68	52	80	88	71	67	67	75	79
OECD (4,5).....	68	73	56	86	93	75	70	70	79	84
Europe (6).....	81	100	62	115	125	92	88	93	108	117
European Union-15 (7).....	80	100	61	113	124	92	88	92	108	117
Asian NIEs (8).....	8	12	13	25	38	36	33	33	34	36

Dash means data not available.

- (1) Hong Kong Special Administrative Region of China.
- (2) Because data for Germany are not available before 1993, data for the former West Germany only are included in the trade-weighted measures.
- (3) For a description of trade-weighted measures and economic groups, see the Technical Notes preceding these tables.
- (4) Organization for Economic Cooperation and Development.
- (5) Data for the Czech Republic for 1975-1994 and for Hungary for 1975-1993 are not included.
- (6) Data for the Czech Republic for 1975-1994 and for Hungary for 1975-1993 are not included.
- (7) European Union-15 refers to European Union member countries prior to the expansion of the European Union to 25 countries on May 1, 2004.
- (8) The Asian NIEs are Hong Kong, Korea, Singapore and Taiwan.

Source: U.S. Department of Labor, Bureau of Labor Statistics, November 2005.

Table 2. Hourly compensation costs in U.S. dollars for production workers in manufacturing, 32 countries or areas and selected economic groups, selected years, 1975-2004

Country or area	1975	1980	1985	1990	1995	2000	2001	2002	2003	2004
Americas										
United States.....	6.16	9.63	12.71	14.84	17.21	19.70	20.58	21.40	22.27	23.17
Brazil.....	-	-	-	-	-	3.51	2.95	2.56	2.74	3.03
Canada.....	6.11	8.87	11.20	16.33	16.50	16.48	16.23	16.66	19.37	21.42
Mexico.....	1.45	2.19	1.58	1.56	1.47	2.20	2.54	2.60	2.49	2.50
Asia and Oceania										
Australia.....	5.60	8.44	8.18	13.09	15.36	14.39	13.30	15.41	19.78	23.09
Hong Kong SAR (1).....	0.75	1.50	1.73	3.22	4.80	5.45	5.74	5.66	5.54	5.51
Israel.....	2.03	3.41	3.66	7.71	9.50	11.49	12.25	11.03	11.66	12.18
Japan.....	2.97	5.46	6.27	12.54	23.55	22.02	19.43	18.65	20.32	21.90
Korea.....	0.32	0.95	1.23	3.70	7.28	8.24	7.72	8.77	10.03	11.52
New Zealand.....	3.10	5.14	4.30	8.01	9.78	7.91	7.53	8.60	11.04	12.89
Singapore.....	0.83	1.53	2.53	3.75	7.58	7.19	6.97	6.71	7.18	7.45
Sri Lanka.....	0.28	0.22	0.28	0.35	0.48	0.48	0.45	0.49	0.51	-
Taiwan.....	0.37	0.99	1.49	3.85	5.87	6.19	6.05	5.64	5.69	5.97
Europe										
Austria.....	4.50	8.87	7.57	17.91	25.26	19.17	19.08	20.69	25.32	28.29
Belgium.....	5.77	11.74	8.29	17.84	25.64	20.09	19.80	21.74	26.52	29.98
Czech Republic.....	-	-	-	-	2.53	2.83	3.13	3.83	4.72	5.43
Denmark.....	6.24	10.77	8.10	18.35	25.28	21.87	22.02	24.25	30.15	33.75
Finland.....	4.63	8.30	8.20	21.15	24.31	19.44	19.85	21.78	27.10	30.67
France.....	4.50	8.90	7.48	15.36	19.26	15.46	15.65	17.12	21.14	23.89
Germany, Former West.....	6.26	12.16	9.46	21.71	31.41	23.71	23.51	25.31	30.99	34.05
Germany.....	-	-	-	-	30.09	22.67	22.48	24.20	29.63	32.53
Greece.....	1.69	3.73	3.67	6.82	9.07	-	-	-	-	-
Hungary.....	-	-	-	-	2.69	2.79	3.16	3.92	4.80	5.72
Ireland.....	3.06	6.02	6.00	11.77	13.75	12.72	13.60	15.26	19.09	21.94
Italy.....	4.64	8.09	7.56	17.28	15.69	13.84	13.61	14.75	18.11	20.48
Luxembourg.....	6.22	11.51	7.48	16.00	23.36	17.51	17.21	18.71	23.12	26.57
Netherlands.....	6.58	12.05	8.73	17.98	24.03	19.33	19.85	22.12	27.47	30.76
Norway.....	6.90	11.80	10.47	21.76	24.84	22.66	23.29	27.29	31.56	34.64
Portugal.....	1.52	1.98	1.46	3.59	5.09	4.49	4.59	5.07	6.24	7.02
Spain.....	2.52	5.86	4.64	11.30	12.70	10.65	10.76	11.92	14.97	17.10
Sweden.....	7.14	12.44	9.61	20.81	21.68	20.18	18.39	20.23	25.19	28.42
Switzerland.....	6.03	10.96	9.55	20.63	28.99	21.02	21.60	23.81	27.83	30.26
United Kingdom.....	3.35	7.52	6.22	12.61	13.79	16.73	16.75	18.25	21.20	24.71
Trade-weighted measures (2,3)										
All 31 foreign economies..	3.85	6.54	6.65	11.90	15.05	13.78	13.43	14.00	16.28	18.02
less Brazil, Czech										
Republic, Hungary.....	3.85	6.54	6.65	11.90	15.11	14.06	13.71	14.29	16.63	18.41
OECD (4,5).....	4.16	7.05	7.12	12.69	15.93	14.73	14.34	15.03	17.58	19.51
Europe (6).....	4.99	9.67	7.85	17.05	21.50	18.08	18.11	19.80	24.10	27.08
European Union-15 (7).....	4.92	9.59	7.74	16.84	21.40	18.13	18.12	19.78	24.14	27.17
Asian NIEs (8).....	0.49	1.14	1.61	3.69	6.59	7.07	6.82	7.05	7.62	8.32

Dash means data not available.

- (1) Hong Kong Special Administrative Region of China.
- (2) Because data for Germany are not available before 1993, data for the former West Germany only are included in the trade-weighted measures.
- (3) For a description of trade-weighted measures and economic groups, see the Technical Notes preceding these tables.
- (4) Organization for Economic Cooperation and Development.
- (5) Data for the Czech Republic for 1975-1994 and for Hungary for 1975-1993 are not included.
- (6) Data for the Czech Republic for 1975-1994 and for Hungary for 1975-1993 are not included.
- (7) European Union-15 refers to European Union member countries prior to the expansion of the European Union to 25 countries on May 1, 2004.
- (8) The Asian NIEs are Hong Kong, Korea, Singapore and Taiwan.

Source: U.S. Department of Labor, Bureau of Labor Statistics, November 2005.

Table 3. Annual percent change in hourly compensation costs in U.S. dollars for production workers in manufacturing, 32 countries or areas and selected economic groups, selected years, 1975-2004

Country or area	1975- 2004(1)	1975- 1980	1980- 1985	1985- 1990	1990- 1995	1995- 2000	2000- 2004	2002	2003	2004
<b>Americas</b>										
United States.....	4.7	9.3	5.7	3.2	3.0	2.7	4.1	4.0	4.1	4.0
Brazil.....	-	-	-	-	-	-	-3.6	-13.2	6.8	10.9
Canada.....	4.4	7.7	4.8	7.8	.2	.0	6.8	2.7	16.2	10.6
Mexico.....	1.9	8.5	-6.3	-.2	-1.3	8.4	3.2	2.4	-4.3	.4
<b>Asia and Oceania</b>										
Australia.....	5.0	8.6	-.6	9.9	3.3	-1.3	12.5	15.8	28.4	16.7
Hong Kong SAR (2).....	7.1	14.8	2.8	13.2	8.3	2.6	.3	-1.4	-2.2	-.6
Israel.....	6.4	11.0	1.4	16.1	4.3	3.9	1.5	-10.0	5.7	4.5
Japan.....	7.1	13.0	2.8	14.8	13.4	-1.3	-.1	-4.0	9.0	7.8
Korea.....	13.1	24.3	5.2	24.6	14.5	2.5	8.7	13.7	14.3	14.9
New Zealand.....	5.0	10.7	-3.5	13.3	4.1	-4.1	13.0	14.2	28.4	16.8
Singapore.....	7.8	12.9	10.6	8.2	15.1	-1.0	.9	-3.8	7.0	3.8
Sri Lanka.....	2.2	-5.0	5.2	4.7	6.4	.0	-	10.1	3.1	-
Taiwan.....	10.1	21.8	8.4	21.0	8.8	1.1	-.9	-6.8	1.0	4.8
<b>Europe</b>										
Austria.....	6.5	14.5	-3.1	18.8	7.1	-5.4	10.2	8.4	22.4	11.8
Belgium.....	5.8	15.3	-6.7	16.6	7.5	-4.8	10.5	9.8	22.0	13.1
Czech Republic.....	-	-	-	-	-	2.3	17.6	22.3	23.3	15.0
Denmark.....	6.0	11.5	-5.5	17.8	6.6	-2.8	11.4	10.1	24.3	11.9
Finland.....	6.7	12.4	-.2	20.9	2.8	-4.4	12.1	9.7	24.4	13.2
France.....	5.9	14.6	-3.4	15.5	4.6	-4.3	11.5	9.4	23.5	13.0
Germany, Former West.....	6.0	14.2	-4.9	18.1	7.7	-5.5	9.5	7.7	22.4	9.9
Germany.....	-	-	-	-	-	-5.5	9.4	7.6	22.4	9.8
Greece.....	7.4	17.2	-.3	13.2	5.9	-	-	-	-	-
Hungary.....	-	-	-	-	-	.8	19.6	24.3	22.3	19.2
Ireland.....	7.0	14.5	-.1	14.4	3.2	-1.5	14.6	12.2	25.1	14.9
Italy.....	5.3	11.8	-1.3	18.0	-1.9	-2.5	10.3	8.4	22.8	13.1
Luxembourg.....	5.1	13.1	-8.3	16.4	7.9	-5.6	11.0	8.7	23.6	14.9
Netherlands.....	5.5	12.9	-6.2	15.6	6.0	-4.3	12.3	11.4	24.2	12.0
Norway.....	5.7	11.3	-2.4	15.8	2.7	-1.8	11.2	17.2	15.6	9.8
Portugal.....	5.4	5.4	-5.8	19.7	7.3	-2.5	11.8	10.3	23.1	12.6
Spain.....	6.8	18.4	-4.6	19.5	2.4	-3.5	12.6	10.8	25.5	14.3
Sweden.....	4.9	11.7	-5.0	16.7	.8	-1.4	8.9	10.0	24.5	12.8
Switzerland.....	5.7	12.7	-2.7	16.7	7.0	-6.2	9.5	10.3	16.9	8.7
United Kingdom.....	7.1	17.5	-3.7	15.2	1.8	3.9	10.2	9.0	16.2	16.6
<b>Trade-weighted measures (3,4)</b>										
All 31 foreign economies..	5.7	12.1	.3	11.6	4.5	.6	6.1	3.8	12.5	8.9
less Brazil, Czech										
Republic, Hungary.....	5.7	12.1	.3	11.6	4.5	.6	6.1	3.8	12.5	8.9
OECD (5,6).....	5.4	11.7	-.4	11.2	3.9	.5	6.8	4.8	13.6	9.4
Europe (7).....	6.1	14.4	-3.8	16.6	4.5	-2.7	10.8	9.4	21.7	12.7
European Union-15 (8).....	6.2	14.5	-3.9	16.6	4.4	-2.6	10.8	9.3	22.0	12.9
Asian NIEs (9).....	10.4	20.2	6.9	19.0	12.1	1.4	3.3	2.3	6.8	7.8

Rates of change based on compound rate method.

Dash means data not available.

(1) 1975-2003 for Sri Lanka. 1975-1998 for Greece.

(2) Hong Kong Special Administrative Region of China.

(3) Because data for Germany are not available before 1993, data for the former West Germany only are included in the trade-weighted measures.

(4) Trade-weighted percent changes computed as the trade-weighted average of the rates of change for the individual countries or areas. For description of trade-weighted measures and economic groups, see the Technical Notes preceding these tables.

(5) Organization for Economic Cooperation and Development.

(6) Data for the Czech Republic and Hungary are not included for 1975-2004, 1975-1980, 1980-1985, 1985-1990, and 1990-1995.

(7) Data for the Czech Republic and Hungary are not included for 1975-2004, 1975-1980, 1980-1985, 1985-1990, and 1990-1995.

(8) European Union-15 refers to European Union member countries prior to the expansion of the European Union to 25 countries on May 1, 2004.

(9) The Asian NIEs are Hong Kong, Korea, Singapore and Taiwan.

Source: U.S. Department of Labor, Bureau of Labor Statistics, November 2005.

Table 4. Annual percent change in hourly compensation costs in national currency for production workers in manufacturing, 32 countries or areas and selected economic groups, selected years, 1975-2004

Country or area	1975- 2004(1)	1975- 1980	1980- 1985	1985- 1990	1990- 1995	1995- 2000	2000- 2004	2002	2003	2004
<b>Americas</b>										
United States.....	4.7	9.3	5.7	3.2	3.0	2.7	4.1	4.0	4.1	4.0
Brazil.....	-	-	-	-	-	-	8.4	7.8	12.4	5.5
Canada.....	5.3	10.8	8.1	4.5	3.5	1.6	3.3	4.1	3.7	2.8
Mexico.....	28.8	22.5	51.8	61.1	16.5	17.2	7.9	5.9	6.9	5.0
<b>Asia and Oceania</b>										
Australia.....	7.1	11.6	9.6	7.5	4.3	3.6	6.1	10.1	7.0	3.4
Hong Kong SAR (2).....	8.8	14.9	12.5	13.2	8.2	2.7	.3	-1.4	-2.3	-.6
Israel.....	44.4	68.3	200.9	29.2	13.0	10.4	3.9	1.4	1.6	2.8
Japan.....	3.5	7.0	3.9	4.0	4.0	1.4	.0	-1.2	.8	.6
Korea.....	16.5	30.0	13.1	19.6	16.5	10.7	9.1	10.0	9.0	10.3
New Zealand.....	7.2	15.6	10.3	9.2	2.1	3.0	2.9	3.3	2.5	2.3
Singapore.....	6.6	10.6	11.2	4.1	9.6	2.9	.4	-3.9	4.2	.7
Sri Lanka.....	12.2	12.7	16.2	13.1	11.7	8.5	-	17.8	4.0	-
Taiwan.....	9.6	20.5	10.6	11.8	8.5	4.5	.7	-4.9	.6	1.6
<b>Europe</b>										
Austria.....	4.9	7.9	6.4	5.3	4.7	2.3	2.3	2.7	2.2	1.7
Belgium.....	5.4	10.1	7.5	3.9	4.9	3.0	2.6	3.9	1.9	2.9
Czech Republic.....	-	-	-	-	-	10.3	6.3	5.3	6.2	4.8
Denmark.....	6.2	11.1	7.2	5.8	4.5	4.6	3.4	4.2	3.7	1.9
Finland.....	7.7	12.7	10.5	9.8	5.6	3.3	4.0	3.9	3.9	3.0
France.....	6.7	14.3	12.3	4.5	2.8	2.7	3.5	3.6	3.1	2.9
Germany, Former West.....	4.4	7.5	4.8	4.8	5.1	2.2	1.6	2.0	2.2	.0
Germany.....	-	-	-	-	-	2.2	1.6	1.9	2.2	-.1
Greece.....	18.3	23.9	26.1	16.4	14.2	-	-	-	-	-
Hungary.....	-	-	-	-	-	18.5	10.1	11.9	6.3	7.8
Ireland.....	8.3	16.2	14.0	4.8	3.8	4.8	6.4	6.3	4.5	4.6
Italy.....	8.5	18.0	15.8	7.5	4.3	2.6	2.4	2.6	2.6	2.9
Luxembourg.....	4.7	8.0	5.7	3.8	5.2	2.1	3.0	3.0	3.2	4.6
Netherlands.....	4.2	7.6	3.9	2.5	3.3	3.7	4.2	5.5	3.7	1.9
Norway.....	6.7	10.1	9.1	8.6	3.0	4.9	4.0	4.0	2.5	4.5
Portugal.....	12.4	20.7	20.5	15.3	8.3	5.0	3.8	4.4	2.8	2.5
Spain.....	10.0	23.8	13.4	7.9	6.6	3.9	4.5	4.9	4.8	4.0
Sweden.....	7.0	12.2	9.5	8.3	4.7	3.6	3.1	3.4	3.5	2.6
Switzerland.....	3.1	3.4	5.0	4.1	3.6	.7	1.4	1.6	1.0	.5
United Kingdom.....	7.8	16.5	8.2	8.1	4.3	4.8	5.1	4.5	6.7	4.1
<b>Trade-weighted measures (3,4)</b>										
All 31 foreign economies..	10.6	15.0	18.4	15.5	7.1	5.4	3.8	3.4	3.9	3.0
less Brazil, Czech										
Republic, Hungary.....	10.6	15.0	18.4	15.5	7.1	5.4	3.8	3.4	3.9	3.0
OECD (5,6).....	10.2	13.9	15.9	15.8	6.9	5.4	4.1	4.0	4.2	3.2
Europe (7).....	6.4	12.3	8.8	5.7	4.4	3.3	3.4	3.7	3.5	2.4
European Union-15 (8).....	6.5	12.7	9.0	5.8	4.4	3.4	3.5	3.8	3.7	2.5
Asian NIEs (9).....	11.6	21.6	11.9	13.6	11.7	6.3	3.8	1.5	4.1	4.5

Rates of change based on compound rate method.

Dash means data not available.

(1) 1975-2003 for Sri Lanka. 1975-1998 for Greece.

(2) Hong Kong Special Administrative Region of China.

(3) Because data for Germany are not available before 1993, data for the former West Germany only are included in the trade-weighted measures.

(4) Trade-weighted percent changes computed as the trade-weighted average of the rates of change for the individual countries or areas. For description of trade-weighted measures and economic groups, see the Technical Notes preceding these tables.

(5) Organization for Economic Cooperation and Development.

(6) Data for the Czech Republic and Hungary are not included for 1975-2004, 1975-1980, 1980-1985, 1985-1990, and 1990-1995.

(7) Data for the Czech Republic and Hungary are not included for 1975-2004, 1975-1980, 1980-1985, 1985-1990, and 1990-1995.

(8) European Union-15 refers to European Union member countries prior to the expansion of the European Union to 25 countries on May 1, 2004.

(9) The Asian NIEs are Hong Kong, Korea, Singapore and Taiwan.

Source: U.S. Department of Labor, Bureau of Labor Statistics, November 2005.

Table 5. Annual percent change in exchange rates (U.S. dollars per national currency unit), 32 countries or areas and selected economic groups, selected years, 1975-2004

Country or area	1975- 2004(1)	1975- 1980	1980- 1985	1985- 1990	1990- 1995	1995- 2000	2000- 2004	2002	2003	2004
Americas										
United States.....	-	-	-	-	-	-	-	-	-	-
Brazil.....	-	-	-	-	-	-	-11.1	-19.4	-5.0	5.1
Canada.....	-8	-2.7	-3.1	3.2	-3.2	-1.6	3.4	-1.3	12.1	7.6
Mexico.....	-20.9	-11.5	-38.3	-38.0	-15.2	-7.5	-4.3	-3.4	-10.5	-4.4
Asia and Oceania										
Australia.....	-2.0	-2.7	-9.3	2.2	-1.0	-4.7	6.1	5.2	20.0	12.9
Hong Kong SAR (2).....	-1.6	-.1	-8.6	.0	.1	-.1	.0	.0	.2	.0
Israel.....	-26.3	-34.1	-66.3	-10.2	-7.7	-5.9	-2.3	-11.2	4.0	1.6
Japan.....	3.5	5.6	-1.1	10.5	9.1	-2.7	-.1	-2.9	8.0	7.1
Korea.....	-2.9	-4.4	-6.9	4.2	-1.7	-7.4	-.3	3.4	4.9	4.1
New Zealand.....	-2.1	-4.3	-12.6	3.7	1.9	-7.0	9.8	10.5	25.3	14.2
Singapore.....	1.2	2.1	-.5	3.9	5.1	-3.9	.5	.1	2.8	3.1
Sri Lanka.....	-8.9	-15.7	-9.5	-7.5	-4.8	-7.8	-	-6.6	-.9	-
Taiwan.....	.4	1.1	-2.0	8.2	.3	-3.2	-1.6	-2.1	.4	3.1
Europe										
Austria.....	1.6	6.1	-9.0	12.8	2.4	-7.5	7.7	5.6	19.8	9.9
Belgium.....	.4	4.7	-13.2	12.2	2.5	-7.6	7.7	5.6	19.8	9.9
Czech Republic.....	-	-	-	-	-	-7.2	10.7	16.2	16.1	9.8
Denmark.....	-.1	.4	-11.9	11.4	2.0	-7.1	7.8	5.7	19.9	9.8
Finland.....	-.9	-.3	-9.7	10.1	-2.6	-7.4	7.7	5.6	19.8	9.9
France.....	-.7	.3	-14.0	10.5	1.8	-6.8	7.7	5.6	19.8	9.9
Germany, Former West.....	1.5	6.2	-9.2	12.7	2.5	-7.5	7.7	5.6	19.8	9.9
Germany.....	-	-	-	-	-	-7.5	7.7	5.6	19.8	9.9
Greece.....	-9.2	-5.4	-21.0	-2.7	-7.3	-	-	-	-	-
Hungary.....	-	-	-	-	-	-14.9	8.6	11.1	15.0	10.6
Ireland.....	-1.2	-1.5	-12.3	9.2	-.7	-6.1	7.7	5.6	19.8	9.9
Italy.....	-3.0	-5.3	-14.8	9.8	-6.0	-4.9	7.7	5.6	19.8	9.9
Luxembourg.....	.4	4.7	-13.2	12.2	2.5	-7.6	7.7	5.6	19.8	9.9
Netherlands.....	1.2	4.9	-9.8	12.7	2.6	-7.6	7.7	5.6	19.8	9.9
Norway.....	-.9	1.1	-10.5	6.6	-.3	-6.4	6.9	12.7	12.8	5.0
Portugal.....	-6.2	-12.7	-21.9	3.8	-1.0	-7.1	7.7	5.6	19.8	9.9
Spain.....	-2.9	-4.3	-15.9	10.8	-3.9	-7.1	7.7	5.6	19.8	9.9
Sweden.....	-2.0	-.4	-13.2	7.8	-3.7	-4.9	5.7	6.4	20.3	10.0
Switzerland.....	2.6	9.0	-7.4	12.0	3.3	-6.9	8.0	8.5	15.8	8.2
United Kingdom.....	-.7	.9	-11.0	6.6	-2.4	-.8	4.8	4.3	8.9	12.0
Trade-weighted measures (3,4)										
All 31 foreign economies..	-3.8	-2.0	-12.4	-.4	-2.2	-4.5	2.3	.4	8.4	5.8
less Brazil, Czech										
Republic, Hungary.....	-3.8	-2.0	-12.4	-.4	-2.2	-4.5	2.3	.4	8.4	5.8
OECD (5,6).....	-3.7	-1.7	-12.2	-.7	-2.5	-4.6	2.6	.8	9.1	6.1
Europe (7).....	-.2	2.0	-11.6	10.4	.1	-5.9	7.1	5.5	17.6	10.0
European Union-15 (8).....	-.3	1.7	-11.8	10.3	-.1	-5.8	7.1	5.3	17.7	10.1
Asian NIEs (9).....	-1.0	-1.0	-4.5	4.8	.4	-4.5	-.5	.7	2.5	3.1

Rates of change based on compound rate method.

Dash means data not available.

(1) 1975-2003 for Sri Lanka. 1975-1998 for Greece.

(2) Hong Kong Special Administrative Region of China.

(3) Because data for Germany are not available before 1993, data for the former West Germany only are included in the trade-weighted measures.

(4) Trade-weighted percent changes computed as the trade-weighted average of the rates of change for the individual countries or areas. For description of trade-weighted measures and economic groups, see the Technical Notes preceding these tables.

(5) Organization for Economic Cooperation and Development.

(6) Data for the Czech Republic and Hungary are not included for 1975-2004, 1975-1980, 1980-1985, 1985-1990, and 1990-1995.

(7) Data for the Czech Republic and Hungary are not included for 1975-2004, 1975-1980, 1980-1985, 1985-1990, and 1990-1995.

(8) European Union-15 refers to European Union member countries prior to the expansion of the European Union to 25 countries on May 1, 2004.

(9) The Asian NIEs are Hong Kong, Korea, Singapore and Taiwan.

Source: U.S. Department of Labor, Bureau of Labor Statistics, November 2005.

Table 6. Hourly compensation costs in national currency units and exchange rates, 32 countries or areas, 2004

Country or area	Compensation costs	Exchange Rates
<b>Americas</b>		
United States.....	23.17	1.000
Brazil.....	8.87	2.926
Canada.....	27.89	1.302
Mexico.....	28.22	11.29
<b>Asia and Oceania</b>		
Australia.....	31.35	1.358
Hong Kong SAR (1).....	42.90	7.789
Israel.....	54.60	4.482
Japan.....	2370	108.2
Korea.....	13190	1145
New Zealand.....	19.40	1.505
Singapore.....	12.59	1.690
Sri Lanka.....	-	-
Taiwan.....	199.1	33.37
<b>Europe</b>		
Austria.....	22.75	.8040
Belgium.....	24.11	.8040
Czech Republic.....	139.5	25.70
Denmark.....	202.1	5.989
Finland.....	24.66	.8040
France.....	19.21	.8040
Germany.....	26.15	.8040
Greece.....	-	-
Hungary.....	1160	202.7
Ireland.....	17.64	.8040
Italy.....	16.46	.8040
Luxembourg.....	21.36	.8040
Netherlands.....	24.73	.8040
Norway.....	233.5	6.740
Portugal.....	5.65	.8040
Spain.....	13.75	.8040
Sweden.....	208.8	7.348
Switzerland.....	37.61	1.243
United Kingdom.....	13.49	.5460

Dash means data not available.

(1) Hong Kong Special Administrative Region of China.

National currency units are: United States, dollar; Brazil, real; Canada, dollar; Mexico, peso; Australia, dollar; Hong Kong, dollar; Israel, new shekel; Japan, yen; Korea, won; New Zealand, dollar; Singapore, dollar; Sri Lanka, rupee; Taiwan, dollar; Austria, euro; Belgium, euro; Czech Republic, koruna; Denmark, krone; Finland, euro; France, euro; Germany, euro; Greece, euro; Hungary, forint; Ireland, euro; Italy, euro; Luxembourg, euro; Netherlands, euro; Norway, krone; Portugal, euro; Spain, euro; Sweden, krona; Switzerland, franc; United Kingdom, pound.

Note: For data for all years 1975-2004, see the supplementary tables to this news release at <http://www.bls.gov/fls>.

Source: U.S. Department of Labor, Bureau of Labor Statistics, November 2005.