

COUNTRY NOTES AND DATA SOURCES

The scope of coverage and definitions explained in the Technical Notes portion of the news release entitled “International Comparisons of Hourly Compensation Costs in Manufacturing, 2007” apply generally to all countries in the Bureau of Labor Statistics (BLS) series. More detailed country-specific information is contained in this document. Each country note consists of two parts: when applicable, the first part explains deviations from the definitions listed in the Technical Notes of the news release at <http://www.bls.gov/news.release/pdf/ichcc.pdf>; the second part includes the major data sources used to create the estimates.

Americas

UNITED STATES. Compensation costs data for the United States do not include payments in kind. **Data Sources:** Current Employment Statistics Survey; Annual Survey of Manufactures; National Compensation Survey

ARGENTINA. Data Sources: Encuesta Industrial Anual (Annual Industrial Survey); Encuesta Industrial Mensual (Monthly Industrial Survey).

BRAZIL. Compensation costs data for Brazil include employer expenditures on training. Hours worked data refer to select urban areas only and include unpaid family workers. Production workers exclude employees engaged in janitorial and guard services. **Data Sources:** Pesquisa Industrial Anual – Empresa (Annual Industrial Survey – Establishment); Pesquisa Industrial Mensal do Emprego e Salário (Monthly Industrial Survey of Employment and Wages); Pesquisa de Emprego e Desemprego (Survey of Employment and Unemployment).

CANADA. Production worker data refer to all employees who are paid an hourly wage regardless of occupation. For the all employees and production worker series, separate data are used to calculate the adjustment factors for components of compensation not included in earnings. **Data Sources:** Survey of Employment, Payrolls and Hours; Wages and Working Conditions in Canada; Employer Labor Costs in Canada; Estimates of Labor Income.

MEXICO. Compensation costs data for Mexico exclude the petroleum and coal products manufacturing industry. **Data Sources:** Censos Económicos (Economic Census); Encuesta Industrial Mensual (Monthly Industrial Survey).

Asia and Oceania

AUSTRALIA. The production workers series is related to both production workers and non-production workers other than those in managerial, executive, professional, and higher supervisory positions. Part-time workers are excluded. **Data Sources:** Survey of Average Weekly Earnings, Survey of Employee Earnings and Hours; Survey of Labor Costs; Annual Manufacturing Industry Collection Survey.

HONG KONG SAR. This data series covers only a selected list of manufacturing industries based on Hong Kong's Industrial Classification system. These industries accounted for about 59 percent of all persons employed in manufacturing in 2006. Coverage by establishment size varies by specific manufacturing industry, but generally ranges between establishments with more than 10 or 20 employees. Part-time workers are excluded. **Data Source:** Lǎogōng Shōurù Tōngjì Diàochá (Hong Kong's Labor Earnings Survey).

ISRAEL. Data Sources: Data are obtained from the *Monthly Bulletin of Statistics*; Manufacturing Indices.

JAPAN. For the all employees and production worker series, separate data are used to calculate the adjustment factors for components of compensation not included in earnings. **Data Sources:** Maitsuki Kinrou Toukei Chousa (Monthly Labor Survey); Chingin Kouzou Kihon Toukei Chousa (Basic Survey on Wage Structure); Shuurou Jyouken Sougou Chousa (General Survey on Working Conditions).

KOREA. Data Sources: Monthly Labor Survey; Survey on Labor Cost.

NEW ZEALAND. Data Sources: Quarterly Employment Survey; Labor Cost Index.

THE PHILIPPINES. Data Sources: Annual Survey of Philippine Business and Industry; Labor Cost Survey; Labor Force Survey.

SINGAPORE. Earnings data refer to June only and cover establishments with 25 or more employees. Part-time workers are excluded. **Data Sources:** Occupational Wage Survey; Labor Market Survey; Labor Cost Survey.

SRI LANKA. Only major metropolitan areas are covered. **Data Sources:** Data from the International Labor Office's Statistical Yearbook

TAIWAN. Data Sources: Shòugù Yuángōng Xīnzī Diàochá (Employees' Earnings Survey); Shòugù Yuángōng Dòngxiàng Diàochá (Employment Movement Survey).

Europe

AUSTRIA. For the all employees and production worker series, separate data are used to calculate the adjustment factors for components of compensation not included in earnings. **Data Sources:** Industriestatistik (Monthly Industrial Survey); Die Arbeitskosten in der Industrie Österreichs (Labor Cost Survey in Industry); Eurostat Labor Costs Survey.

BELGIUM. Earnings estimates are based on data for April and October. **Data Sources:** Indice des salaires conventionnels (Index of Collective Bargaining Salaries); Indice trimestriel du coût de la main-d'œuvre (Index of Gross Wages and Salaries from Quarterly Index of Labor Cost); Eurostat Labor Costs Survey; Bi-annual earnings data from publication Statistiques.

CZECH REPUBLIC. Earnings data for production workers cover establishments with 20 or more workers. **Data Sources:** Zaměstnanci a využití pracovní doby v průmyslu (Report on Employment and Wages); Úplné náklady práce za rok podle výsledků výběrového šetření (Labor Costs Survey).

DENMARK. **Data Sources:** Monthly Survey of Industrial Employment and Labor Costs; Annual Survey of Earnings; Survey of Other Labor Costs; Eurostat Labor Costs Survey.

FRANCE. **Data Sources:** Déclaration Annuelle des Données Sociales (The Annual Declaration of Social Data); Enquête sur l'activité et les conditions d'emploi de la main-d'œuvre (ACEMO) (Survey on the Economic Activity and Working Conditions of the Labor Force); Eurostat Labor Costs Survey.

FINLAND. Compensation costs data for Finland refer to an accounting, or fiscal, year and not the calendar year. However, the most common fiscal year among reporting establishments coincides with the calendar year. For the all employees and production worker series, separate data are used to calculate the adjustment factors for components of compensation not included in earnings. **Data Sources:** Regional and Industrial Statistics on Manufacturing; Index of Wage and Salary Earnings from Statistics Finland publication *Bulletin of Statistics*, Eurostat Labor Costs Survey.

GERMANY. Part-time workers are excluded. For the all employees and production worker series, separate data are used to calculate the adjustment factors for components of compensation not included in earnings. **Data Sources:** Verdiensterhebung (Survey of Earnings), Volkswirtschaftliche Gesamtrechnungen der Länder (National Accounts); Eurostat Labor Costs Survey.

GREECE. **Data Sources:** Quarterly Payroll Survey in Mines, Quarries, Salterns, Manufacturing and Handicrafts, Electricity, Steam, and Water Supply; Eurostat Labor Costs Survey; Eurostat Labor Cost Index.

HUNGARY. Part-time workers are excluded. **Data Sources:** Foglalkoztatottság és kereseti arányok (Employment and Earnings Survey); Eurostat Labor Costs Survey; A munkaerőköltség alakulása (Labor Cost Survey).

IRELAND. **Data Sources:** Earnings, Hours, and Employment Costs Survey; Quarterly Industrial Inquiry of Employment, Earnings, and Hours Worked; Labor Costs Survey.

ITALY. For the all employees and production worker series, separate data are used to calculate the adjustment factors for components of compensation not included in earnings. **Data Sources:** L'indice delle retribuzioni orarie contrattuali (Index of hourly contractual remunerations); Aliquote contributive vigenti a carico del datore di lavoro (legal rates of social contributions charged to employers); Eurostat Labor Costs Survey.

LUXEMBOURG. Earnings estimates are based on data for April and October. **Data Sources:** Earnings data from Social Security records; Eurostat Labor Costs Survey.

NETHERLANDS. Data Sources: Arbeidskostenonderzoek (Labor Costs Survey); Cao-lonen contractuele loonkosten en arbeidsdurr (Contractual Earnings Index); Eurostat Labor Cost Survey.

NORWAY. Part-time workers are excluded. For comparability with other countries, compensation excludes some obligatory training and plant facilities costs; in 2004; these costs would add 2.2 percent to average hourly compensation costs. **Data Sources:** Lønnsstatistikk. Ansatte i industri (Wage Statistics/Employees in Manufacturing Survey); Arbeidskraftundersøkelsene (Labor Force Survey); Confederation of Norwegian Business and Industry (NHO) Average Hourly Earnings in Manufacturing Survey; Eurostat Labor Cost Survey

POLAND. Data Sources: Sprawozdanie o pracujących, wynagrodzeniach i czasie pracy (Report on Employment, Earnings and Hours Worked); Badania kosztów pracy (Labor Costs Survey).

PORTUGAL. Data Sources: Quadros de Pessoal (Personnel Tables); Índice de Volume de Negócios, Emprego, Remunerações e Horas Trabalhadas na Indústria (Industry turnover, employment, wages and hours worked indexes); Eurostat Labor Costs Survey.

SLOVAKIA. Part-time workers excluded from data for other components of compensation not included in earnings. Earnings data cover establishments with 20 or more employees. **Data Sources:** Annual Surveys in Industry in the Slovak Republic; Structure of Earnings Survey.

SPAIN. Data Sources: Encuesta de Salarios en la Industria y los Servicios (Survey of Wages in Industry and Services); Encuesta Trimestral de Coste Laboral (Quarterly Labor Cost Survey); Eurostat Labor Costs Survey.

SWEDEN. Data Sources: Konjunkturstatistik, löner för privat sector (Short-term statistics, wages and salaries, private sector); Eurostat Labor Costs Survey.

SWITZERLAND. Part-time workers are excluded. **Data Sources:** General Survey on Wages and Salaries; Indice suisse des salaires (Index of the evolution of wages); Labor Compensation in Swiss Manufacturing for 1973; Vacances et jours fériés payés d'après les conventions collectives de travail (Holidays (vacations) and public holidays paid according to the collective agreements).

UNITED KINGDOM. Data Sources: Annual Survey of Hours and Earnings; New Earnings Survey; Average Weekly Earnings; Eurostat Labor Costs Survey.

Source: U.S. Department of Labor, Bureau of Labor Statistics, Office of Productivity and Technology, March 26, 2009.