



Internet address: <http://www.bls.gov/ilc>
Technical information: (202) 691-5654
Media contact: (202) 691-5902

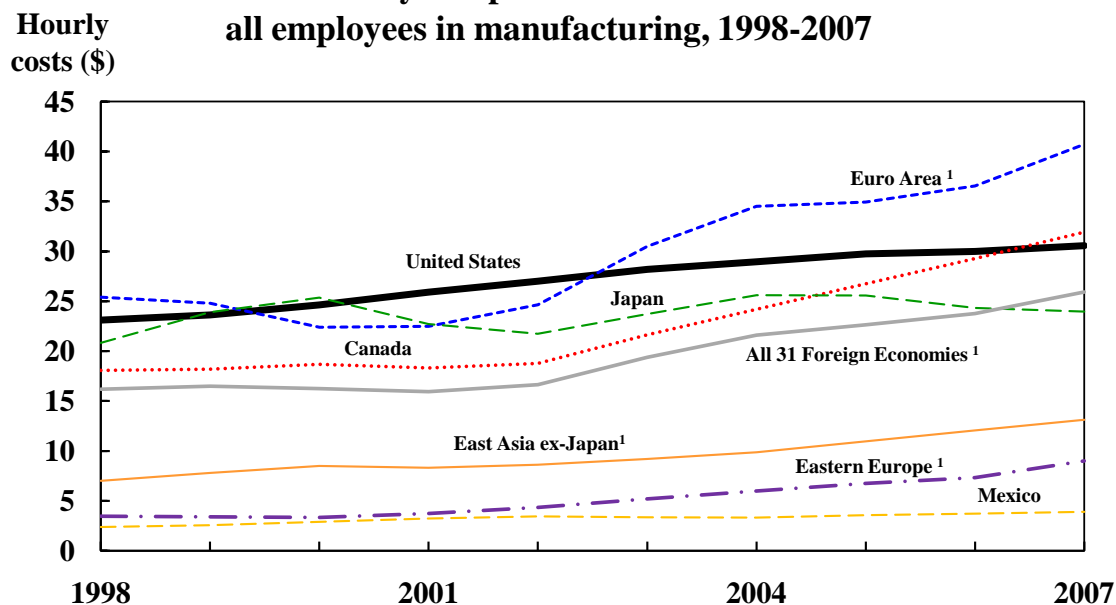
USDL: 09-0304
For Release: 10:00 A.M. EDT
Thursday, March 26, 2009

INTERNATIONAL COMPARISONS OF HOURLY COMPENSATION COSTS IN MANUFACTURING, 2007

The trade-weighted average of hourly compensation costs in U.S. dollars for all employees in manufacturing among 31 foreign economies was 85 percent of the U.S. level in 2007, increasing from 79 percent in 2006, according to data issued by the Bureau of Labor Statistics, U.S. Department of Labor. Compensation costs relative to the United States rose or remained unchanged in all but one of the economies covered in 2007. (See table 1.) This news release contains data for production workers in addition to the series for all employees. (See discussion on page 6, table B, and table 7.) A note on China's labor costs appears on page 6 of this release.

In the United States, hourly compensation costs for all employees in manufacturing rose 1.9 percent from the 2006 level to \$30.56 in 2007. When measured in national currency terms, trade-weighted average costs increased 3.4 percent in the combined 31 foreign economies in 2007. The value of foreign currencies rose 4.9 percent against the U.S. dollar, resulting in a rise in hourly compensation costs in the foreign economies of 8.5 percent on a U.S. dollar basis. (See chart 1 and table A.)

Chart 1. Hourly compensation costs in U.S. dollars for all employees in manufacturing, 1998-2007



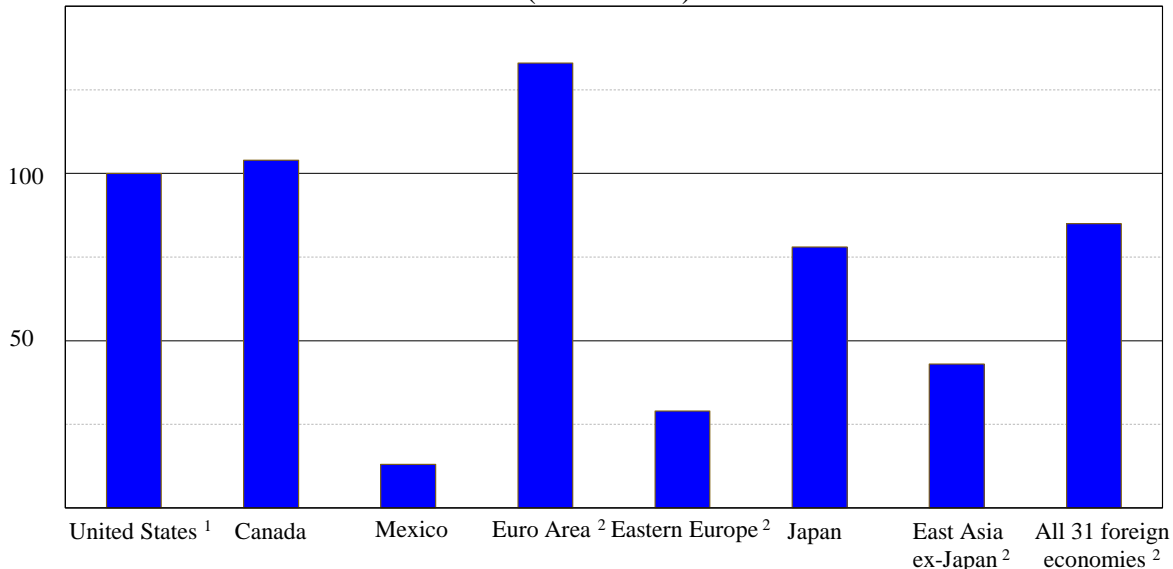
¹ Trade-weighted average

Compensation costs for all employees 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 in U.S. dollar terms. 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 all employees in manufacturing measured in U.S. dollars continued to rise in 2007 in most of the foreign economies—with only one country, Japan, showing a decrease in costs (-1.5 percent). Hourly compensation costs in Taiwan increased only marginally, by 0.6 percent. The rate of compensation increase in a trade-weighted average of the 31 foreign economies was 8.5 percent in 2007, more than double the 3.9 percent historical average for the series. (See table A and table 3.)

**Chart 2. Indexes of hourly compensation costs in U.S. dollars
for all employees in manufacturing, 2007
(U.S. = 100)**



¹ For 2007, U.S. hourly compensation costs were \$30.56.

² Trade-weighted average

Although average costs in the United States continued to be higher than those in most of the economies covered outside of Europe, 13 of the 19 European countries covered had higher hourly compensation costs than the United States, in most cases more than 20 percent higher. Hourly compensation costs in Denmark, Germany, and Norway were especially high when compared to the United States (56 percent higher, 66 percent higher, and 80 percent higher, respectively). The euro appreciated against the U.S. dollar in 2007 by a considerable amount (+9.1 percent), causing double-digit growth in labor costs measured in U.S. dollars in most

European countries. Trade-weighted average hourly compensation costs in the four Eastern European countries in the series grew 23.0 percent when measured in U.S. dollars due in part to double-digit increases in the exchange rates of their national currencies against the U.S. dollar.

Compensation costs in Europe, on average, continued to be almost \$9 higher on a per hour basis than in the United States. However, there is great variation in the level of compensation costs among the European countries covered. For example, hourly compensation costs in Europe ranged from \$7.69 in Poland to more than seven times that level in Norway (\$55.03), the highest labor cost country in these comparisons. (See table 2.)

Outside of Europe, only Canada and Australia had compensation costs higher than the United States when measured in U.S. dollars. In 2007, the lowest compensation costs relative to the United States were in Mexico and the Philippines (13 percent and 4 percent of the U.S. level, respectively). In the East Asia ex-Japan economies, the trade-weighted average of hourly compensation costs rose to 43 percent of the U.S. level in 2007, continuing the upward trend seen since 2002, when compensation costs in the region were 32 percent of the U.S. level.

Annual percent changes in manufacturing compensation costs measured in U.S. dollars varied considerably in 2007 among the non-European countries. The only economies outside of Europe that did not show double-digit increases in hourly compensation costs were Canada, Mexico, Japan, and Taiwan. As mentioned above, Japan was the only country in these comparisons to show a decrease in hourly compensation costs measured in U.S. dollars due to both the depreciation of the Japanese yen and a relatively unchanged hourly compensation cost in the national currency of that country. This is the third consecutive year that Japan has had negative growth in hourly compensation costs when measured in U.S. dollars.

A note on the measures

The hourly compensation costs measures in this news release are based on statistics available to BLS as of January 2009. 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.

The data for some countries may be revised in later updates to reflect new or revised data provided to BLS subsequent to this news release. See International Comparisons of Hourly Compensation Costs for All Employees and Production Workers in Manufacturing, 22 Manufacturing Industries at <http://www.bls.gov/ilc/flshcaeindnaics.htm> for the most recent data.

Exchange rates

The trade-weighted 4.9 percent increase in the value of the currencies of the 31 foreign economies against the U.S. dollar was the largest increase since 2004 (5.8 percent). From 1996 to 2002, the trade-weighted value of the currencies against the U.S. dollar weakened, on average, while the opposite has been true from 2003 to 2007. The currencies of all economies appreciated against the U.S. dollar in 2007 with the exception of Argentina, Mexico, Japan, and Taiwan. (See table 5.)

The movements of the foreign currencies relative to the U.S. dollar in 2007 had an 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 3.4 percent. However, when adjusted for the appreciation of the foreign currencies against the U.S. dollar, this increase in costs was magnified to 8.5 percent. In 2007, changes in both hourly compensation costs and exchange rates moved in the same direction for nearly all countries, so that increases (or decreases) in percent changes in hourly compensation costs in national currency were larger when measured in U.S. dollars. One exception, for example, is Argentina, where hourly compensation costs grew 22.7 percent in the national currency and only 21.4 percent when measured in U.S. dollars due to a 1.1 percent depreciation of the Argentine peso to the U.S. dollar.

**Table A. Hourly compensation costs, in national currency and in U.S. dollars,
for all employees in manufacturing and exchange rates
(U.S. dollars per national currency unit)
Percent change, 2006-2007**

Country or area	Hourly compensation, national currency	Exchange rates	Hourly compensation, U.S. dollars
Americas			
United States	1.9	-	1.9
Argentina	22.7	-1.1	21.4
Brazil	6.5	11.7	19.0
Canada	3.2	5.6	9.0
Mexico	5.1	-.2	4.9
Asia and Oceania			
Australia	2.4	11.4	14.0
Israel	3.6	7.8	11.7
Japan	-.3	-1.2	-1.5
Korea, Republic of	7.7	2.7	10.7
New Zealand	5.2	13.4	19.4
Philippines	3.1	9.5	13.0
Singapore	6.3	5.4	12.0
Taiwan	1.6	-1.1	.6
Europe			
Austria	3.4	9.1	12.8
Belgium	1.9	9.1	11.2
Czech Republic	8.1	10.0	18.9
Denmark	5.7	9.2	15.4
Finland	3.2	9.1	12.6
France	2.7	9.1	12.1
Germany	.7	9.1	9.9
Hungary	9.7	13.6	24.7
Ireland	6.2	9.1	15.9
Italy	2.8	9.1	12.2
Netherlands	1.9	9.1	11.2
Norway	6.6	9.5	16.7
Poland	10.4	10.7	22.3
Portugal	.5	9.1	9.7
Slovakia	7.9	18.8	28.3
Spain	3.8	9.1	13.3
Sweden	3.6	9.1	13.0
Switzerland	1.5	4.4	6.0
United Kingdom	3.9	8.5	12.8
Trade-weighted measures ¹			
All 31 foreign economies	3.4	4.9	8.5
OECD ²	3.2	4.9	8.2
Europe	2.8	8.9	12.0
Euro Area	2.3	9.2	11.7
Eastern Europe	9.3	12.5	23.0
East Asia ex-Japan	5.1	2.7	8.0

¹ For a description of trade-weighted measures and economic groups, see the Technical Notes starting on page 10 of this release.

² Organization for Economic Cooperation and Development.

Compensation costs for production workers

BLS also compiles hourly compensation data for production workers in manufacturing. Production workers generally include those employees who are engaged in fabricating, assembly, and related activities and typically account for a large part of manufacturing employment. All employees include production workers as well as all others employed full or part time in an establishment. (See the technical notes beginning on page 10 for more detailed definitions of production workers and all employees.) The production worker series includes data for Hong Kong SAR, Sri Lanka, Greece, and Luxembourg, four economies not covered by the all employee series. Argentina and Slovakia are not included in the production worker series as comparable data are not available.

Compensation Costs for China

Acknowledging the importance of China as one of the United States' largest trading partners, BLS has undertaken the development of estimates of hourly compensation costs for that country. Data for each year in the 2002-2006 period are shown below; the data for 2002, 2003, and 2004 were issued previously. Compensation costs for China are not directly comparable with the data for other countries found in this release and therefore are presented separately.

A description of the methods used to construct the estimate for 2002 and data comparability issues can be found in Judith Banister's article in the August 2005 *Monthly Labor Review* (which can be found on the BLS website at <http://www.bls.gov/opub/mlr/2005/08/art3full.pdf>). In general, the methods used to prepare the hourly compensation costs data for subsequent years are the same as used in the Banister article. (A discussion of the estimates for 2003 and 2004 can be found in the November 2006 *Monthly Labor Review*, at <http://www.bls.gov/opub/mlr/2006/11/art4full.pdf>.) A discussion of the 2005 and 2006 data for China will be available in a forthcoming article scheduled for the April 2009 issue of the *Review*.

China: Hourly Compensation Costs for All Employees in Manufacturing, 2002-2006

Year	National currency basis (Yuan)	U.S. dollar basis (US\$)	Index ¹ (United States = 100)
2002	4.73	0.57	2.1
2003	5.17	0.62	2.2
2004	5.50	0.67	2.3
2005	5.94	0.73	2.4
2006	6.43	0.81	2.7

¹The index represents hourly compensation costs in China as a percent of hourly compensation costs for all employees in U.S. manufacturing. Previous releases presented hourly compensation costs in China as a percent of hourly compensation costs for U.S. manufacturing production workers.

As the final column in Table B shows, hourly compensation costs for production workers are lower than those for all employees in each economy covered by the two series, generally ranging from 10 percent to 25 percent lower than all employee hourly compensation costs. The difference between the two series depends not only upon the higher compensation of non-production workers than production workers, but also on the relative employment levels of the two worker groups; typically the larger the portion of all employees accounted for by production workers, the smaller the gap in compensation costs.

In the United States, hourly compensation costs for production workers in manufacturing were \$24.59 in 2007, 80 percent of all employee compensation costs. Only 5 of the 29 foreign economies covered by both the production worker and all employee hourly compensation costs series had a larger difference between the compensation levels of the two groups than the United States.

Canada and Australia were the only non-European economies to have higher hourly compensation costs than the United States in 2007 for production workers when measured in U.S. dollars (\$28.91 and \$30.17, respectively). Among the European countries, 14 of 20 economies in the series had higher compensation costs than the United States. Sri Lanka, which is not covered in the all employee series, had the lowest hourly compensation costs for production workers at only 2 percent of the U.S. level.

Measuring compensation costs on a production worker basis changes the position of some countries relative to the United States. For example, all employee compensation costs in Singapore were 50 percent of the U.S. level for 2007. However, the gap between all employee and production worker hourly compensation costs is much higher in Singapore than in the United States (46 percent versus 20 percent in 2007), so when compensation costs are measured on a production worker basis, Singapore's costs are only 34 percent of the U.S. level.

Table B. Hourly Compensation Costs of All Employees and Production Workers in Manufacturing, 2007

Country or area	US=100		US\$		Production Workers (All Employees = 100)
	All Employees	Production Workers	All Employees	Production Workers	
Americas					
United States	100	100	30.56	24.59	80
Argentina	26	-	7.98	-	-
Brazil	23	24	7.13	5.96	84
Canada	104	118	31.91	28.91	91
Mexico	13	12	3.91	2.92	75
Asia and Oceania					
Australia	114	123	34.75	30.17	87
Hong Kong SAR ¹	-	24	-	5.78	-
Israel	52	57	15.92	13.91	87
Japan	78	80	23.95	19.75	82
Korea, Republic of	60	65	18.36	16.02	87
New Zealand	63	70	19.19	17.27	90
Philippines	4	4	1.37	1.10	81
Singapore	50	34	15.43	8.35	54
Sri Lanka	-	2	-	.61	-
Taiwan	27	27	8.15	6.58	81
Europe					
Austria	141	144	43.17	35.33	82
Belgium	127	144	38.75	35.45	92
Czech Republic	32	33	9.67	8.20	85
Denmark	156	172	47.54	42.29	89
Finland	130	139	39.74	34.18	86
France	123	116	37.68	28.57	76
Germany	166	153	50.73	37.66	74
Greece	-	73	-	18.03	-
Hungary	34	32	10.49	7.91	75
Ireland	117	118	35.62	29.04	82
Italy	105	115	32.19	28.23	88
Luxembourg	-	124	-	30.60	-
Netherlands	129	139	39.47	34.07	86
Norway	180	197	55.03	48.56	88
Poland	25	25	7.69	6.17	80
Portugal	34	34	10.29	8.27	80
Slovakia	28	-	8.49	-	-
Spain	80	85	24.55	20.98	85
Sweden	127	147	38.80	36.03	93
Switzerland	125	134	38.34	32.88	86
United Kingdom	120	121	36.66	29.73	81

¹ Hong Kong Special Administrative Region of China.

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 all employees in manufacturing for all years from 1996 to 2007, and for production workers in manufacturing for all years from 1975 to 2007. Data also are available for national currency hourly compensation and exchange rates in the supplementary tables (<http://www.bls.gov/ilc>).

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 via the Internet (<http://www.bls.gov/ilc>). This series is updated several times per year as data become available. The data for component industries currently are available on a North American Industry Classification System (NAICS) basis from 1996 to 2006 for all employees and from 1992 to 2006 for production workers.

For further information, contact the Division of International Labor Comparisons by phone at 202-691-5654, by e-mail at ilchelp@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.

This material is in the public domain and, with appropriate credit, may be reproduced without permission. It may be translated into foreign languages without permission, with a separate credit for the translation.

TECHNICAL NOTES

The tables in this news release present international comparisons of hourly compensation costs for all employees and 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. For several reasons, the comparisons based on the more readily available average earnings statistics published by many countries can be 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 in this news release are based on statistics available to BLS as of January 2009. These measures may be revised as data are collected to update compensation measures for component industries. Data for component industries are available at <http://www.bls.gov/fls/flshcindnaics.htm>.

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 pay for time worked and other direct pay. *Social insurance expenditures and other labor taxes* refers to the value of social contributions incurred by employers in order to secure entitlement to social benefits for their employees; these contributions often provide delayed, future income and benefits to employees. Included are employer expenditures for legally required insurance programs, contractual and private benefit plans, and other labor taxes. Other labor taxes refer to taxes on payrolls or employment (or reductions to reflect subsidies), even if they do not finance programs that directly benefit workers.

The BLS definition of hourly compensation costs is not the same as the International Labor Office (ILO) definition of total labor costs. BLS hourly compensation costs do not include all items of labor costs. Expenditures on the maintenance and repair of facilities related to company-provided services—such as cafeterias, daycare centers, private medical clinics, and recreational facilities—are excluded because they are overhead costs not directly linked to the level of employment or payroll. Recruitment and vocational training costs and reimbursements of business expenses are not included because the concepts used, and thus the measurement of these items, are not consistent across countries. The above labor costs items not included account for no more than 2 percent of total labor costs in most countries 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.

All employees include production workers as well as all others employed full or part time in an establishment during a specified payroll period. Temporary employees are included. Persons are considered employed if they receive pay for any part of the specified pay period. The self-employed, unpaid family workers, and workers in private households are excluded.

Hourly Compensation Costs		
Hourly Direct Pay		Employer Social Insurance Expenditures (both legally required and contractual and private) and Other Labor Taxes
Pay for Time Worked	Other Direct Pay	
<ul style="list-style-type: none"> • Basic wages • Piece rate • Overtime premiums • Shift, holiday, or night work premiums • Cost-of-living adjustments • Bonuses and premiums paid each pay period 	<ul style="list-style-type: none"> • Pay for time not worked (vacations, holidays, and other leave, except sick leave) • Seasonal and irregular bonuses • Allowances for family events, commuting expenses, etc. • The cash value of payments in kind • Severance pay (where explicitly not linked to a collective agreement) 	<ul style="list-style-type: none"> • Retirement and disability pensions • Health insurance • Income guarantee insurance and sick leave • Life and accident insurance • Occupational injury and illness compensation • Unemployment insurance • Severance pay (where linked to a collective agreement) • Other social insurance expenditures • Taxes (or subsidies) on payrolls or employment

Data on Hourly Direct Pay, Pay for Time Worked, and Social Insurance Expenditures can be found in the supplementary tables to this news release at <http://www.bls.gov/ilc/hcaesupptabtoc.htm> for all employees and <http://www.bls.gov/ilc/hcpwsupptabtoc.htm> for production workers.

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 and subsidies. 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, from surveys or censuses of manufactures, or from administrative data sources. The surveys used in the BLS series typically cover firms with a minimum of one to ten employees.

For most countries, average earnings are adjusted to total compensation using adjustment factors obtained from periodic labor cost surveys or censuses of manufacturers; the adjustment factors are interpolated or projected to non-survey years on the basis of other information. Generally, these surveys cover all employees in the establishment; survey data are used for both production worker and all employee series. Other 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, and statistical series on indirect labor costs. For the United States, the adjustment factors are specially constructed for international comparisons using data from several surveys. The methods used, as well as the results, differ somewhat from those for other BLS series on U.S. compensation costs.

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 remain. Exceptions to these methods, as well as data sources used can be found in “Country Notes and Sources” located at www.bls.gov/ilc.

Exchange Rates and Currencies

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 and Slovakia joined on January 1, 2009. There are currently other member countries of the EMU that are not covered in this report. Currencies of EMU members were established at fixed conversion rates to the euro, the official currency of the EMU. For the EMU countries, with the exception of Greece, data on hourly compensation costs are published in the old national currencies used in each country before the adoption of the euro from 1992-1998 and in euros from 1999-2006. Data for Greece are reported in drachmas from 1992-2000 and in euros from 2001-2006. Slovakia will be reported in euros beginning with 2009 data.

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. In contrast, other industries are included in the NAICS definition of manufacturing but not in the definition of manufacturing for most foreign economies, such as some processing of foods, some packaging, and retail sales of bakery products from the production facility. 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, Luxembourg, Slovakia, and Switzerland, 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 is estimated and removed using data from national sources or the United Nations Industrial Statistics Database. 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, and the change is less than one percent in most countries. For Hong Kong, the effect of the adjustments is 2 to 4 percent in several years.

Trade-weighted measures

The trade weights used to compute the average compensation cost measures for selected economic groups are weights based on the relative dollar value of U.S. trade in manufactured commodities (exports plus imports) with each country or area in 2007. (See the following table.) The trade data are compiled by the U.S. Census Bureau.

The only countries not covered in the trade-weighted measures of this report that accounted for as much as one percent of such trade in 2007 are China, India, Malaysia, and Thailand. Hourly compensation costs data for China are included in this report in a special text box. In addition, an article on manufacturing compensation costs in China is available on the BLS website at <http://www.bls.gov/opub/mlr/2006/11/art4full.pdf>. The compensation data on China are not directly comparable with the data for other countries found in this news release.

The countries included in the Organization for Economic Cooperation and Development (OECD) trade-weighted measure are Canada, Mexico, Australia, Japan, the Republic of Korea, New Zealand, and all European countries covered in the series. The group labeled "Euro Area" consists of the 13 European Union member countries in this release that have adopted the euro as the common currency as of January 1, 2009 (Austria, Belgium, Finland, France, Germany, Greece, Ireland, Italy, Luxembourg, the Netherlands, Portugal, Slovakia, and Spain). The group labeled "Europe" consists of the members of the Euro Area and the Czech Republic, Denmark, Hungary, Norway, Poland, Sweden, Switzerland, and the United Kingdom. The group labeled "Eastern Europe" consists of the Czech Republic, Hungary, Poland, and Slovakia. The group labeled "East Asia ex-Japan" consists of Hong Kong SAR, the Republic of Korea, the Philippines, Singapore, and Taiwan.

The trade-weighted measures relate to all the countries or areas covered in the series. If data for the most recent year(s) are missing for a country, trade-weighted estimates are computed using the average percent change of all the other economies in the series to estimate the missing year(s). An economy is included in trade-weight series beginning with the start year of that economy's data series.

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.

Share of total U.S. imports and exports of manufactured products in 2007
(in percent)

Country or area and economic group	2007 trade share	Country or area and economic group	2007 trade share
Argentina.....	0.3	Greece.....	0.1
Brazil.....	1.7	Hungary.....	0.1
Canada.....	16.8	Ireland.....	1.4
Mexico.....	10.6	Italy.....	1.6
		Luxembourg.....	0.1
Australia.....	0.9	Netherlands.....	1.7
Hong Kong SAR ¹ ..	1.0	Norway.....	0.3
Israel.....	1.2	Poland.....	0.2
Japan.....	7.4	Portugal.....	0.2
Korea, Republic of	2.8	Slovakia.....	0.1
New Zealand.....	0.2	Spain.....	0.6
Philippines.....	0.6	Sweden.....	0.7
Singapore.....	1.6	Switzerland.....	1.0
Sri Lanka.....	0.1	United Kingdom	3.4
Taiwan.....	2.2		
		Economic Groups ²	
Austria.....	0.4	31 Foreign	
Belgium.....	1.4	Economies.....	67.3
Czech Republic...	0.1	OECD ³	59.6
Denmark.....	0.3	Europe.....	21.0
Finland.....	0.3	Euro Area ⁴	14.9
France.....	2.2	Eastern Europe.....	0.5
Germany.....	4.9	East Asia ex-Japan.....	7.3

¹ Hong Kong Special Administrative Region of China.

² Trade shares for Economic Groups refer to the country coverage of the all employees series. The relevant trade shares for the production worker series are: 33 Foreign Economies, 68.1; OECD, 59.8; Europe, 21.1; Euro Area, 15.0; Eastern Europe, 0.5; East Asia ex-Japan, 8.2.

³ Organization for Economic Cooperation and Development.

⁴ Euro Area consists of the European Union member countries in this release that have adopted the euro as the common currency as of January 1, 2009.

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 Mexico and Taiwan, 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 inter-country 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 another base 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 some 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. All Employees: Indexes of hourly compensation costs in manufacturing, 32 countries or areas and selected economic groups, selected years, 1996-2007

Country or Area	1996	1998	2000	2002	2004	2005	2006	2007
Americas								
United States.....	100	100	100	100	100	100	100	100
Argentina.....	33	34	33	11	15	18	22	26
Brazil.....	32	29	17	11	13	17	20	23
Canada.....	86	78	76	70	84	90	98	104
Mexico.....	10	10	12	13	12	12	12	13
Asia and Oceania								
Australia.....	90	77	70	66	95	99	102	114
Israel.....	51	53	52	46	47	47	48	52
Japan.....	108	90	103	81	88	86	81	78
Korea, Republic of.....	41	28	38	36	42	48	55	60
New Zealand.....	57	45	38	37	52	56	54	63
Philippines.....	6	4	4	3	3	4	4	4
Singapore.....	54	50	47	45	45	44	46	50
Taiwan.....	31	27	30	25	25	26	27	27
Europe								
Austria.....	142	121	100	98	123	124	128	141
Belgium.....	124	107	89	88	114	113	116	127
Czech Republic.....	15	15	14	17	23	24	27	32
Denmark.....	-	113	98	101	130	132	137	156
Finland.....	114	97	81	83	112	113	118	130
France.....	127	109	88	85	109	108	112	123
Germany.....	-	144	119	117	152	147	154	166
Hungary.....	17	16	14	19	26	27	28	34
Ireland.....	79	75	66	73	98	99	103	117
Italy.....	94	83	67	68	93	93	96	105
Netherlands.....	-	103	85	89	118	117	118	129
Norway.....	-	121	106	120	145	150	157	180
Poland.....	-	15	14	15	17	19	21	25
Portugal.....	26	25	22	24	31	31	31	34
Slovakia.....	-	13	11	12	18	20	22	28
Spain.....	69	60	50	51	69	69	72	80
Sweden.....	116	103	89	85	113	110	114	127
Switzerland.....	149	123	100	104	123	121	121	125
United Kingdom.....	75	86	82	83	104	105	108	120
Trade-Weighted Measures (1,2)								
All 31 Foreign Economies..	-	70	66	62	75	76	79	85
OECD (3).....	-	74	70	66	81	82	85	91
Europe.....	-	105	88	89	115	114	118	129
Euro Area (4).....	-	110	91	91	119	117	122	133
Eastern Europe (5).....	-	15	13	16	21	23	24	29
East Asia ex-Japan (6)....	-	30	34	32	34	37	40	43

Dash means data not available.

- (1) For a description of trade-weighted measures and economic groups, see the Technical Notes preceding these tables.
- (2) The trade-weighted measures for all employees in this table are not directly comparable with those for production workers later in this release; the country coverage of the two series differs slightly.
- (3) Organization for Economic Cooperation and Development.
- (4) Euro Area refers to European Union member countries in this release that have adopted the Euro as the common currency as of January 1, 2009.
- (5) Eastern Europe refers to the Czech Republic, Hungary, Poland, and Slovakia.
- (6) East Asia ex-Japan includes the Republic of Korea, the Philippines, Singapore, and Taiwan.

Source: U.S. Department of Labor, Bureau of Labor Statistics, March 2009.

Table 2. All Employees: Hourly compensation costs in U.S. dollars in manufacturing, 32 countries or areas and selected economic groups, selected years, 1996-2007

Country or Area	1996	1998	2000	2002	2004	2005	2006	2007
Americas								
United States.....	22.11	23.12	24.63	27.01	28.94	29.74	29.98	30.56
Argentina.....	7.32	7.87	8.05	2.98	4.47	5.45	6.57	7.98
Brazil.....	7.12	6.69	4.31	3.07	3.81	5.01	5.99	7.13
Canada.....	19.01	18.08	18.68	18.78	24.20	26.73	29.27	31.91
Mexico.....	2.32	2.37	2.89	3.44	3.34	3.57	3.72	3.91
Asia and Oceania								
Australia.....	19.86	17.82	17.12	17.94	27.45	29.44	30.48	34.75
Israel.....	11.34	12.21	12.77	12.34	13.56	13.88	14.25	15.92
Japan.....	23.93	20.83	25.34	21.75	25.59	25.56	24.32	23.95
Korea, Republic of.....	9.17	6.37	9.26	9.80	12.04	14.30	16.59	18.36
New Zealand.....	12.57	10.43	9.31	10.12	15.17	16.64	16.08	19.19
Philippines.....	1.27	0.92	0.90	0.90	0.97	1.06	1.21	1.37
Singapore.....	11.88	11.49	11.65	12.04	13.15	13.22	13.77	15.43
Taiwan.....	6.91	6.31	7.35	6.84	7.26	7.87	8.11	8.15
Europe								
Austria.....	31.45	28.06	24.57	26.34	35.65	36.91	38.26	43.17
Belgium.....	27.49	24.68	22.03	23.81	32.85	33.69	34.85	38.75
Czech Republic.....	3.42	3.54	3.39	4.60	6.55	7.28	8.14	9.67
Denmark.....	-	26.04	24.07	27.33	37.53	39.20	41.18	47.54
Finland.....	25.12	22.45	19.90	22.52	32.51	33.73	35.28	39.74
France.....	28.18	25.27	21.67	23.07	31.50	32.22	33.60	37.68
Germany.....	-	33.29	29.26	31.59	43.94	43.58	46.14	50.73
Hungary.....	3.70	3.68	3.56	5.05	7.50	8.16	8.41	10.49
Ireland.....	17.52	17.28	16.32	19.69	28.41	29.44	30.74	35.62
Italy.....	20.88	19.21	16.57	18.50	26.97	27.74	28.70	32.19
Netherlands.....	-	23.79	20.97	24.15	34.09	34.79	35.50	39.47
Norway.....	-	28.01	26.16	32.29	41.92	44.61	47.17	55.03
Poland.....	-	3.50	3.40	4.05	4.81	5.68	6.29	7.69
Portugal.....	5.81	5.73	5.42	6.40	8.96	9.30	9.38	10.29
Slovakia.....	-	2.92	2.62	3.27	5.23	5.85	6.62	8.49
Spain.....	15.30	13.94	12.24	13.77	19.83	20.59	21.66	24.55
Sweden.....	25.68	23.76	21.86	22.96	32.70	32.80	34.32	38.80
Switzerland.....	32.95	28.37	24.71	28.05	35.65	35.98	36.18	38.34
United Kingdom.....	16.48	19.94	20.11	22.37	30.05	31.27	32.50	36.66
Trade-Weighted Measures (1,2)								
All 31 Foreign Economies..	-	16.18	16.24	16.64	21.59	22.63	23.77	25.93
OECD (3).....	-	17.22	17.31	17.83	23.31	24.41	25.63	27.96
Europe.....	-	24.22	21.79	24.08	33.27	33.86	35.32	39.41
Euro Area (4).....	-	25.41	22.39	24.64	34.50	34.93	36.53	40.71
Eastern Europe (5).....	-	3.44	3.32	4.33	5.99	6.73	7.33	9.01
East Asia ex-Japan (6)....	-	6.99	8.47	8.61	9.85	10.95	12.04	13.12

Dash means data not available.

- (1) For a description of trade-weighted measures and economic groups, see the Technical Notes preceding these tables.
- (2) The trade-weighted measures for all employees in this table are not directly comparable with those for production workers later in this release; the country coverage of the two series differs slightly.
- (3) Organization for Economic Cooperation and Development.
- (4) Euro Area refers to European Union member countries in this release that have adopted the Euro as the common currency as of January 1, 2009.
- (5) Eastern Europe refers to the Czech Republic, Hungary, Poland, and Slovakia.
- (6) East Asia ex-Japan includes the Republic of Korea, the Philippines, Singapore, and Taiwan.

Source: U.S. Department of Labor, Bureau of Labor Statistics, March 2009.

Table 3. All Employees: Annual percent change in hourly compensation costs in U.S. dollars in manufacturing, 32 countries or areas and selected economic groups, selected years, 1996-2007

Country or Area	1996- 2007(1)	1996- 2000	2000- 2007	2004	2005	2006	2007
Americas							
United States.....	3.0	2.7	3.1	2.7	2.8	.8	1.9
Argentina.....	.8	2.4	-1	23.1	22.1	20.6	21.4
Brazil.....	.0	-11.8	7.5	18.1	31.7	19.5	19.0
Canada.....	4.8	-.4	7.9	11.8	10.5	9.5	9.0
Mexico.....	4.9	5.7	4.4	-.7	7.1	4.2	4.9
Asia and Oceania							
Australia.....	5.2	-3.6	10.6	18.4	7.2	3.5	14.0
Israel.....	3.1	3.0	3.2	3.8	2.4	2.6	11.7
Japan.....	.0	1.4	-.8	7.9	-.1	-4.9	-1.5
Korea, Republic of.....	6.5	.2	10.3	11.2	18.8	16.0	10.7
New Zealand.....	3.9	-7.2	10.9	16.7	9.7	-3.4	19.4
Philippines.....	.7	-8.2	6.1	6.8	9.5	14.2	13.0
Singapore.....	2.4	-.5	4.1	3.3	.5	4.2	12.0
Taiwan.....	1.5	1.5	1.5	4.6	8.5	2.9	.6
Europe							
Austria.....	2.9	-6.0	8.4	10.9	3.5	3.6	12.8
Belgium.....	3.2	-5.4	8.4	13.0	2.5	3.4	11.2
Czech Republic.....	9.9	-.2	16.2	16.4	11.1	11.7	18.9
Denmark.....	6.4	-	10.2	10.1	4.5	5.0	15.4
Finland.....	4.3	-5.7	10.4	15.5	3.8	4.6	12.6
France.....	2.7	-6.4	8.2	11.9	2.3	4.3	12.1
Germany.....	4.8	-	8.2	12.7	-.8	5.9	9.9
Hungary.....	9.9	-1.0	16.7	19.4	8.8	3.0	24.7
Ireland.....	6.7	-1.8	11.8	15.4	3.6	4.4	15.9
Italy.....	4.0	-5.6	9.9	15.9	2.8	3.5	12.2
Netherlands.....	5.4	-	9.5	12.6	2.0	2.1	11.2
Norway.....	7.0	-	11.2	10.6	6.4	5.7	16.7
Poland.....	9.1	-	12.3	9.9	18.0	10.7	22.3
Portugal.....	5.3	-1.8	9.6	13.2	3.8	.8	9.7
Slovakia.....	11.5	-	18.3	18.7	11.9	13.2	28.3
Spain.....	4.4	-5.4	10.5	14.4	3.8	5.2	13.3
Sweden.....	3.8	-3.9	8.5	13.3	.3	4.6	13.0
Switzerland.....	1.4	-6.9	6.5	8.7	.9	.5	6.0
United Kingdom.....	7.5	5.1	9.0	15.9	4.1	3.9	12.8
Trade-Weighted Measures (2,3)							
All 31 Foreign Economies..	3.9	-	6.5	9.6	6.7	5.5	8.5
OECD (4).....	4.2	-	6.8	9.8	6.0	5.1	8.2
Europe.....	4.8	-	9.1	13.5	2.3	4.3	12.0
Euro Area (5).....	4.0	-	9.1	13.3	1.6	4.5	11.7
Eastern Europe (6).....	9.9	-	15.3	15.2	13.0	9.3	23.0
East Asia ex-Japan (7)....	3.6	-	5.9	7.1	10.9	9.2	8.0

Rates of change based on compound rate method.

Dash means data not available.

(1) 1997-2007 data for Denmark, the Netherlands, Norway, Poland, and Slovakia. 1998-2007 data for Germany.

(2) For a description of trade-weighted measures and economic groups, see the Technical Notes preceding these tables.

(3) The trade-weighted measures for all employees in this table are not directly comparable with those for production workers later in this release; the country coverage of the two series differs slightly.

(4) Organization for Economic Cooperation and Development.

(5) Euro Area refers to European Union member countries in this release that have adopted the Euro as the common currency as of January 1, 2009.

(6) Eastern Europe refers to the Czech Republic, Hungary, Poland, and Slovakia.

(7) East Asia ex-Japan includes the Republic of Korea, the Philippines, Singapore, and Taiwan.

Source: U.S. Department of Labor, Bureau of Labor Statistics, March 2009.

Table 4. All Employees: Annual percent change in hourly compensation costs in national currency in manufacturing, 32 countries or areas and selected economic groups, selected years, 1996-2007

Country or Area	1996- 2007(1)	1996- 2000	2000- 2007	2004	2005	2006	2007
Americas							
United States.....	3.0	2.7	3.1	2.7	2.8	.8	1.9
Argentina.....	11.7	2.4	17.4	24.0	21.3	26.8	22.7
Brazil.....	6.2	2.4	8.4	12.4	9.6	6.7	6.5
Canada.....	2.6	1.7	3.1	3.9	2.8	2.5	3.2
Mexico.....	8.4	11.6	6.6	3.9	3.4	4.3	5.1
Asia and Oceania							
Australia.....	4.6	3.8	5.0	4.9	3.6	4.8	2.4
Israel.....	5.7	9.6	3.5	2.6	2.5	1.9	3.6
Japan.....	.7	1.2	.5	.7	1.7	.5	-.3
Korea, Republic of.....	7.9	9.2	7.2	6.9	6.3	8.1	7.7
New Zealand.....	3.3	2.8	3.6	2.3	3.4	4.9	5.2
Philippines.....	6.1	4.7	7.0	10.5	7.7	6.2	3.1
Singapore.....	3.0	4.7	2.1	.1	-1.0	-.6	6.3
Taiwan.....	3.2	4.9	2.2	1.4	4.5	4.1	1.6
Europe							
Austria.....	2.4	2.4	2.5	1.0	3.5	2.7	3.4
Belgium.....	2.7	3.1	2.4	2.9	2.5	2.5	1.9
Czech Republic.....	7.1	8.7	6.1	6.1	3.6	5.4	8.1
Denmark.....	4.3	-	4.1	-.8	4.6	4.1	5.7
Finland.....	3.7	2.7	4.3	5.1	3.7	3.6	3.2
France.....	2.0	1.7	2.3	1.8	2.2	3.4	2.7
Germany.....	2.5	-	2.3	2.7	-.9	4.9	.7
Hungary.....	12.1	16.1	9.8	7.9	7.1	8.6	9.7
Ireland.....	5.9	6.3	5.7	5.1	3.5	3.5	6.2
Italy.....	3.2	1.9	3.9	5.4	2.7	2.5	2.8
Netherlands.....	3.4	-	3.5	2.6	2.0	1.1	1.9
Norway.....	4.9	-	4.7	5.1	1.7	5.2	6.6
Poland.....	7.4	-	5.5	3.4	4.4	6.2	10.4
Portugal.....	4.8	7.0	3.5	3.5	3.7	-.1	.5
Slovakia.....	8.2	-	8.4	4.1	7.6	8.0	7.9
Spain.....	4.0	3.2	4.4	4.2	3.7	4.3	3.8
Sweden.....	3.9	3.9	3.9	3.1	2.0	3.2	3.6
Switzerland.....	1.1	.6	1.4	.5	1.2	1.1	1.5
United Kingdom.....	5.1	5.9	4.7	3.4	4.7	2.6	3.9
Trade-Weighted Measures(2,3)							
All 31 Foreign Economies..	4.2	-	3.8	3.6	3.0	3.3	3.4
OECD (4).....	4.1	-	3.7	3.4	2.7	3.2	3.2
Europe.....	3.8	-	3.4	3.1	2.2	3.3	2.8
Euro Area (5).....	3.4	-	3.1	3.2	1.5	3.5	2.3
Eastern Europe (6).....	9.7	-	7.2	5.3	5.4	6.9	9.3
East Asia ex-Japan (7)....	5.3	-	4.6	4.0	4.3	4.8	5.1

Rates of change based on compound rate method.

Dash means data not available.

(1) 1997-2007 data for Denmark, the Netherlands, Norway, Poland, and Slovakia. 1998-2007 data for Germany.

(2) For a description of trade-weighted measures and economic groups, see the Technical Notes preceding these tables.

(3) The trade-weighted measures for all employees in this table are not directly comparable with those for production workers later in this release; the country coverage of the two series differs slightly.

(4) Organization for Economic Cooperation and Development.

(5) Euro Area refers to European Union member countries in this release that have adopted the Euro as the common currency as of January 1, 2009.

(6) Eastern Europe refers to the Czech Republic, Hungary, Poland, and Slovakia.

(7) East Asia ex-Japan includes the Republic of Korea, the Philippines, Singapore, and Taiwan.

Source: U.S. Department of Labor, Bureau of Labor Statistics, March 2009.

Table 5. All Employees: Annual percent change in exchange rates (U.S. dollars per national currency unit), 32 countries or areas and selected economic groups, selected years, 1996-2007

Country or Area	1996- 2007(1)	1996- 2000	2000- 2007	2004	2005	2006	2007
Americas							
United States.....	-	-	-	-	-	-	-
Argentina.....	-9.7	.0	-14.9	-.8	.7	-4.9	-1.1
Brazil.....	-5.8	-13.9	-.9	5.1	20.2	12.0	11.7
Canada.....	2.2	-2.1	4.8	7.6	7.4	6.8	5.6
Mexico.....	-3.2	-5.3	-2.0	-4.4	3.6	-.1	-.2
Asia and Oceania							
Australia.....	.6	-7.2	5.4	12.9	3.6	-1.2	11.4
Israel.....	-2.3	-5.9	-.2	1.6	-.1	.7	7.8
Japan.....	-.7	.2	-1.3	7.2	-1.8	-5.3	-1.2
Korea, Republic of.....	-1.3	-8.2	2.8	4.1	11.9	7.3	2.7
New Zealand.....	.6	-9.7	7.1	14.1	6.1	-7.9	13.4
Philippines.....	-5.2	-12.3	-.8	-3.3	1.7	7.5	9.5
Singapore.....	-.6	-4.9	2.0	3.1	1.6	4.8	5.4
Taiwan.....	-1.6	-3.2	-.7	3.1	3.9	-1.2	-1.1
Europe							
Austria.....	.5	-8.2	5.8	9.9	.1	.9	9.1
Belgium.....	.5	-8.2	5.8	9.9	.1	.9	9.1
Czech Republic.....	2.6	-8.4	9.4	9.8	7.3	6.0	10.0
Denmark.....	2.0	-	5.8	9.8	-.1	.9	9.2
Finland.....	.5	-8.1	5.8	9.9	.1	.9	9.1
France.....	.6	-7.9	5.8	9.9	.1	.9	9.1
Germany.....	2.4	-	5.8	9.9	.1	.9	9.1
Hungary.....	-1.7	-14.2	6.2	10.6	1.6	-5.1	13.6
Ireland.....	.8	-7.5	5.8	9.9	.1	.9	9.1
Italy.....	.8	-7.4	5.8	9.9	.1	.9	9.1
Netherlands.....	2.0	-	5.8	9.9	.1	.9	9.1
Norway.....	1.9	-	6.0	5.1	4.6	.5	9.5
Poland.....	1.6	-	6.5	6.3	13.0	4.3	10.7
Portugal.....	.5	-8.2	5.8	9.9	.1	.9	9.1
Slovakia.....	3.0	-	9.2	14.0	4.0	4.8	18.8
Spain.....	.4	-8.4	5.8	9.9	.1	.9	9.1
Sweden.....	-.1	-7.5	4.5	10.0	-1.6	1.3	9.1
Switzerland.....	.3	-7.5	5.0	8.2	-.2	-.6	4.4
United Kingdom.....	2.3	-.7	4.1	12.1	-.6	1.3	8.5
Trade-Weighted Measures (2,3)							
All 31 Foreign Economies..	-.3	-	2.6	5.8	3.5	2.1	4.9
OECD (4).....	.1	-	3.0	6.2	3.2	1.9	4.9
Europe.....	1.0	-	5.5	10.1	.1	.9	8.9
Euro Area (5).....	.6	-	5.8	9.9	.1	.9	9.2
Eastern Europe (6).....	.3	-	7.5	9.4	7.3	2.3	12.5
East Asia ex-Japan (7)....	-1.6	-	1.2	2.9	6.3	4.1	2.7

Rates of change based on compound rate method.

Dash means data not available.

(1) 1997-2007 data for Denmark, the Netherlands, Norway, Poland, and Slovakia. 1998-2007 data for Germany.

(2) For a description of trade-weighted measures and economic groups, see the Technical Notes preceding these tables.

(3) The trade-weighted measures for all employees in this table are not directly comparable with those for production workers later in this release; the country coverage of the two series differs slightly.

(4) Organization for Economic Cooperation and Development.

(5) Euro Area refers to European Union member countries in this release that have adopted the Euro as the common currency as of January 1, 2009.

(6) Eastern Europe refers to the Czech Republic, Hungary, Poland, and Slovakia.

(7) East Asia ex-Japan includes the Republic of Korea, the Philippines, Singapore, and Taiwan.

Source: U.S. Department of Labor, Bureau of Labor Statistics, March 2009.

Table 6. All Employees: Hourly compensation costs in national currency units and exchange rates, 32 countries or areas, 2007

Country or Area	Compensation costs	Exchange Rates
Americas		
United States.....	30.56	1.000
Argentina.....	24.64	3.089
Brazil.....	13.87	1.946
Canada.....	34.25	1.073
Mexico.....	42.70	10.93
Asia and Oceania		
Australia.....	41.41	1.192
Israel.....	65.79	4.133
Japan.....	2820	117.8
Korea, Republic of.....	17053	929.0
New Zealand.....	26.06	1.358
Philippines.....	63.91	46.79
Singapore.....	23.24	1.507
Taiwan.....	267.8	32.85
Europe		
Austria.....	31.49	.7293
Belgium.....	28.26	.7293
Czech Republic.....	198.7	20.54
Denmark.....	258.7	5.441
Finland.....	28.98	.7293
France.....	27.48	.7293
Germany.....	37.00	.7293
Hungary.....	1942	185.2
Ireland.....	25.98	.7293
Italy.....	23.48	.7293
Netherlands.....	28.79	.7293
Norway.....	322.2	5.856
Poland.....	21.55	2.802
Portugal.....	7.50	.7293
Slovakia.....	211.7	24.92
Spain.....	17.91	.7293
Sweden.....	262.1	6.755
Switzerland.....	46.00	1.200
United Kingdom.....	18.31	.4995

Dash means data not available.

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

Note: For data for all years 1975-2007, see the supplementary tables to this news release at <http://www.bls.gov/ilc>.

Source: U.S. Department of Labor, Bureau of Labor Statistics, March 2009.

Table 7. Production Workers: Indexes of hourly compensation costs in manufacturing, 34 countries or areas and selected economic groups, selected years, 1975-2007

Country or Area	1975	1980	1985	1990	1995	2000	2004	2005	2006	2007
Americas										
United States.....	100	100	100	100	100	100	100	100	100	100
Brazil.....	-	-	-	-	-	18	14	17	21	24
Canada.....	102	92	89	111	97	84	96	102	109	118
Mexico.....	23	22	12	10	10	10	11	11	11	12
Asia and Oceania										
Australia.....	92	89	65	90	90	73	103	107	110	123
Hong Kong SAR (1).....	12	15	13	21	28	27	24	24	24	24
Israel.....	32	34	28	50	53	56	51	51	52	57
Japan.....	47	56	48	83	134	109	94	90	83	80
Korea, Republic of.....	5	10	9	24	41	41	45	52	60	65
New Zealand.....	52	56	35	57	60	42	59	63	60	70
Philippines.....	-	-	-	-	5	4	3	4	4	4
Singapore.....	14	16	20	25	44	37	32	31	36	34
Sri Lanka.....	4	2	2	2	3	2	2	2	2	2
Taiwan.....	6	11	12	26	34	31	26	27	27	27
Europe										
Austria.....	73	93	60	120	148	101	126	127	130	144
Belgium.....	92	120	64	119	148	101	130	129	132	144
Czech Republic.....	-	-	-	-	15	14	24	26	28	33
Denmark.....	100	111	62	122	143	108	145	146	152	172
Finland.....	82	89	65	140	133	89	122	121	124	139
France.....	90	103	63	109	115	80	104	103	105	116
Germany.....	-	-	-	-	173	114	143	140	142	153
Greece.....	27	38	28	45	52	38	63	64	66	73
Hungary.....	-	-	-	-	17	14	25	26	26	32
Ireland.....	59	69	50	84	85	69	102	103	106	118
Italy.....	75	84	60	120	96	73	102	102	104	115
Luxembourg.....	100	118	58	106	135	88	114	115	115	124
Netherlands.....	105	124	68	120	138	94	128	126	127	139
Norway.....	115	126	85	151	149	118	160	165	173	197
Poland.....	-	-	-	-	-	14	17	19	21	25
Portugal.....	24	20	11	24	29	23	32	31	31	34
Spain.....	40	59	35	74	72	53	73	74	77	85
Sweden.....	114	127	74	138	124	104	130	128	132	147
Switzerland.....	98	114	75	139	168	107	132	130	128	134
United Kingdom.....	51	74	46	80	76	82	105	107	109	121
Trade-Weighted Measures (2,3)										
All 33 Foreign Economies..	64	69	52	81	87	68	79	80	82	88
OECD (4).....	69	74	56	86	93	74	86	87	89	96
Europe.....	82	100	61	114	124	90	118	117	118	131
Euro Area (5).....	85	103	62	118	133	91	121	119	121	133
Eastern Europe (6).....	-	-	-	-	-	14	21	23	25	30
East Asia ex-Japan (7)....	8	12	13	25	36	33	32	34	38	39

Dash means data not available.

(1) Hong Kong Special Administrative Region of China

(2) The trade-weighted measures for production workers in this table are not directly comparable with those for all employees earlier in this release; the country coverage of the two series differs slightly.

(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) Euro Area refers to European Union member countries in this release that have adopted the Euro as the common currency as of January 1, 2009.

(6) Eastern Europe refers to the Czech Republic, Hungary, and Poland.

(7) East Asia ex-Japan includes Hong Kong SAR, the Republic of Korea, the Philippines, Singapore, and Taiwan.

Source: U.S. Department of Labor, Bureau of Labor Statistics, March 2009.

Table 8. Production Workers: Hourly compensation costs in U.S. dollars in manufacturing, 34 countries or areas and selected economic groups, selected years, 1975-2007

Country or Area	1975	1980	1985	1990	1995	2000	2004	2005	2006	2007
Americas										
United States.....	6.24	9.75	12.87	15.00	17.39	19.88	23.12	23.81	24.15	24.59
Brazil.....	-	-	-	-	-	3.50	3.14	4.16	5.01	5.96
Canada.....	6.40	9.02	11.39	16.62	16.80	16.78	22.25	24.40	26.28	28.91
Mexico.....	1.43	2.15	1.55	1.54	1.70	2.07	2.45	2.65	2.77	2.92
Asia and Oceania										
Australia.....	5.75	8.67	8.41	13.45	15.58	14.51	23.79	25.53	26.46	30.17
Hong Kong SAR (1).....	0.75	1.50	1.73	3.22	4.81	5.45	5.51	5.65	5.78	5.78
Israel.....	1.99	3.34	3.59	7.56	9.23	11.16	11.85	12.13	12.45	13.91
Japan.....	2.95	5.43	6.24	12.52	23.34	21.69	21.65	21.31	19.99	19.75
Korea, Republic of.....	0.31	0.93	1.20	3.59	7.14	8.08	10.50	12.48	14.48	16.02
New Zealand.....	3.27	5.44	4.55	8.48	10.35	8.38	13.65	14.97	14.47	17.27
Philippines.....	-	-	-	-	0.94	0.73	0.78	0.85	0.98	1.10
Singapore.....	0.85	1.55	2.57	3.81	7.72	7.34	7.50	7.34	8.68	8.35
Sri Lanka.....	0.28	0.22	0.28	0.35	0.48	0.48	0.52	0.54	0.57	0.61
Taiwan.....	0.39	1.05	1.51	3.91	5.99	6.19	5.97	6.42	6.56	6.58
Europe										
Austria.....	4.59	9.03	7.71	18.04	25.67	20.13	29.19	30.20	31.30	35.33
Belgium.....	5.76	11.74	8.21	17.85	25.70	20.15	30.05	30.83	31.90	35.45
Czech Republic.....	-	-	-	-	2.54	2.85	5.48	6.08	6.83	8.20
Denmark.....	6.23	10.83	8.03	18.29	24.87	21.45	33.53	34.88	36.67	42.29
Finland.....	5.09	8.66	8.35	20.97	23.05	17.73	28.11	28.69	30.07	34.18
France.....	5.61	10.06	8.04	16.31	20.06	15.98	23.98	24.56	25.47	28.57
Germany.....	-	-	-	-	30.10	22.66	33.14	33.38	34.26	37.66
Greece.....	1.69	3.73	3.66	6.71	9.04	7.63	14.52	15.17	15.96	18.03
Hungary.....	-	-	-	-	2.98	2.78	5.69	6.13	6.30	7.91
Ireland.....	3.66	6.72	6.49	12.63	14.77	13.66	23.62	24.51	25.68	29.04
Italy.....	4.70	8.21	7.67	17.92	16.69	14.53	23.66	24.33	25.17	28.23
Luxembourg.....	6.23	11.52	7.45	15.94	23.54	17.49	26.30	27.36	27.83	30.60
Netherlands.....	6.58	12.05	8.73	17.98	24.02	18.68	29.58	30.02	30.64	34.07
Norway.....	7.20	12.32	10.93	22.71	25.95	23.50	36.97	39.34	41.69	48.56
Poland.....	-	-	-	-	-	2.81	3.85	4.53	5.05	6.17
Portugal.....	1.50	1.96	1.45	3.55	5.09	4.64	7.32	7.42	7.53	8.27
Spain.....	2.47	5.75	4.55	11.10	12.47	10.46	16.94	17.59	18.51	20.98
Sweden.....	7.12	12.41	9.58	20.75	21.63	20.70	30.12	30.50	31.85	36.03
Switzerland.....	6.09	11.09	9.66	20.85	29.23	21.20	30.57	30.86	31.03	32.88
United Kingdom.....	3.21	7.22	5.97	11.95	13.24	16.31	24.37	25.36	26.36	29.73
Trade-Weighted Measures (2,3)										
All 33 Foreign Economies..	4.01	6.69	6.74	12.08	15.11	13.62	18.18	19.03	19.77	21.66
OECD (4).....	4.32	7.20	7.21	12.86	16.10	14.68	19.88	20.80	21.57	23.68
Europe.....	5.11	9.76	7.85	17.03	21.55	17.83	27.26	27.82	28.61	32.12
Euro Area (5).....	5.33	10.07	8.01	17.63	23.08	18.10	27.96	28.40	29.12	32.71
Eastern Europe (6).....	-	-	-	-	-	2.81	4.87	5.45	5.93	7.27
East Asia ex-Japan (7)....	0.50	1.16	1.64	3.69	6.20	6.56	7.37	8.17	9.17	9.65

Dash means data not available.

(1) Hong Kong Special Administrative Region of China

(2) For a description of trade-weighted measures and economic groups, see the Technical Notes preceding these tables.

(3) The trade-weighted measures for production workers in this table are not directly comparable with those for all employees earlier in this release; the country coverage of the two series differs slightly.

(4) Organization for Economic Cooperation and Development.

(5) Euro Area refers to European Union member countries in this release that have adopted the Euro as the common currency as of January 1, 2009.

(6) Eastern Europe refers to the Czech Republic, Hungary, and Poland.

(7) East Asia ex-Japan includes Hong Kong SAR, the Republic of Korea, the Philippines, Singapore, and Taiwan.

Source: U.S. Department of Labor, Bureau of Labor Statistics, March 2009.

Table 9. Production Workers: Annual percent change in hourly compensation costs in U.S. dollars in manufacturing, 34 countries or areas and selected economic groups, selected years, 1975-2007

Country or Area	1975- 2007	1975- 1980	1980- 1985	1985- 1990	1990- 1995	1995- 2000	2000- 2007	2005	2006	2007
Americas										
United States.....	4.4	9.3	5.7	3.1	3.0	2.7	3.1	3.0	1.4	1.8
Brazil.....	-	-	-	-	-	-	7.9	32.5	20.3	19.0
Canada.....	4.8	7.1	4.8	7.8	.2	.0	8.1	9.7	7.7	10.0
Mexico.....	2.3	8.5	-6.3	-2	2.0	4.1	5.0	8.2	4.5	5.5
Asia and Oceania										
Australia.....	5.3	8.6	-.6	9.9	3.0	-1.4	11.0	7.3	3.6	14.0
Hong Kong SAR (1).....	6.6	14.8	2.8	13.2	8.4	2.5	.8	2.6	2.4	-.1
Israel.....	6.3	11.0	1.4	16.1	4.1	3.9	3.2	2.4	2.6	11.7
Japan.....	6.1	13.0	2.8	14.9	13.3	-1.5	-1.3	-1.6	-6.2	-1.2
Korea, Republic of.....	13.1	24.3	5.2	24.6	14.7	2.5	10.3	18.8	16.0	10.7
New Zealand.....	5.3	10.7	-3.5	13.3	4.1	-4.2	10.9	9.7	-3.4	19.4
Philippines.....	-	-	-	-	-	-4.9	6.1	9.5	14.2	13.0
Singapore.....	7.4	12.9	10.6	8.2	15.1	-1.0	1.8	-2.0	18.3	-3.9
Sri Lanka.....	2.4	-5.0	5.2	4.7	6.4	.0	3.5	4.7	4.5	7.0
Taiwan.....	9.2	21.8	7.7	21.0	8.9	.7	.9	7.5	2.2	.2
Europe										
Austria.....	6.6	14.5	-3.1	18.5	7.3	-4.7	8.4	3.5	3.6	12.8
Belgium.....	5.8	15.3	-6.9	16.8	7.6	-4.8	8.4	2.6	3.5	11.2
Czech Republic.....	-	-	-	-	-	2.3	16.3	10.9	12.4	20.1
Denmark.....	6.2	11.7	-5.8	17.9	6.3	-2.9	10.2	4.0	5.2	15.3
Finland.....	6.1	11.2	-.7	20.2	1.9	-5.1	9.8	2.1	4.8	13.7
France.....	5.2	12.4	-4.4	15.2	4.2	-4.5	8.7	2.4	3.7	12.2
Germany.....	-	-	-	-	-	-5.5	7.5	.8	2.6	9.9
Greece.....	7.7	17.2	-.4	12.9	6.1	-3.3	13.1	4.5	5.2	13.0
Hungary.....	-	-	-	-	-	-1.3	16.1	7.8	2.7	25.6
Ireland.....	6.7	12.9	-.7	14.2	3.2	-1.5	11.4	3.8	4.8	13.1
Italy.....	5.8	11.8	-1.4	18.5	-1.4	-2.7	9.9	2.8	3.5	12.2
Luxembourg.....	5.1	13.1	-8.3	16.4	8.1	-5.8	8.3	4.0	1.7	10.0
Netherlands.....	5.3	12.9	-6.2	15.6	6.0	-4.9	9.0	1.5	2.1	11.2
Norway.....	6.1	11.3	-2.4	15.8	2.7	-2.0	10.9	6.4	6.0	16.5
Poland.....	-	-	-	-	-	-	11.9	17.5	11.4	22.2
Portugal.....	5.5	5.4	-5.8	19.6	7.5	-1.9	8.6	1.3	1.6	9.7
Spain.....	6.9	18.4	-4.6	19.5	2.4	-3.5	10.5	3.8	5.2	13.3
Sweden.....	5.2	11.8	-5.0	16.7	.8	-.9	8.2	1.3	4.4	13.2
Switzerland.....	5.4	12.7	-2.7	16.6	7.0	-6.2	6.5	.9	.5	6.0
United Kingdom.....	7.2	17.6	-3.7	14.9	2.1	4.2	9.0	4.1	3.9	12.8
Trade-Weighted Measures (2,3)										
All 33 Foreign Economies..	5.6	11.8	.0	11.6	4.9	-.3	6.3	5.6	4.3	8.0
OECD (4).....	5.4	11.4	-.6	11.2	4.4	-.4	6.8	5.8	4.0	8.7
Europe.....	6.1	14.0	-4.1	16.6	4.6	-2.9	8.9	2.2	3.0	12.2
Euro Area (5).....	5.9	13.5	-4.2	17.0	5.2	-4.4	9.0	1.8	2.7	12.3
Eastern Europe (6).....	-	-	-	-	-	-	14.4	12.7	9.1	22.7
East Asia ex-Japan (7)....	10.0	20.0	6.8	18.7	12.3	0.8	4.7	9.1	10.9	3.9

Rates of change based on compound rate method.

Dash means data not available.

(1) Hong Kong Special Administrative Region of China

(2) For a description of trade-weighted measures and economic groups, see the Technical Notes preceding these tables.

(3) The trade-weighted measures for production workers in this table are not directly comparable with those for all employees earlier in this release; the country coverage of the two series differs slightly.

(4) Organization for Economic Cooperation and Development.

(5) Euro Area refers to European Union member countries in this release that have adopted the Euro as the common currency as of January 1, 2009.

(6) Eastern Europe refers to the Czech Republic, Hungary, and Poland.

(7) East Asia ex-Japan includes Hong Kong SAR, the Republic of Korea, the Philippines, Singapore, and Taiwan.

Source: U.S. Department of Labor, Bureau of Labor Statistics, March 2009.

Table 10. Production Workers: Annual percent change in hourly compensation costs in national currency in manufacturing, 34 countries or areas and selected economic groups, selected years, 1975-2007

Country or Area	1975- 2007	1975- 1980	1980- 1985	1985- 1990	1990- 1995	1995- 2000	2000- 2007	2005	2006	2007
Americas										
United States.....	4.4	9.3	5.7	3.1	3.0	2.7	3.1	3.0	1.4	1.8
Brazil.....	-	-	-	-	-	-	8.8	10.3	7.4	6.5
Canada.....	5.0	10.1	8.1	4.5	3.5	1.6	3.2	2.1	.8	4.1
Mexico.....	26.4	22.5	51.8	61.1	20.3	12.4	7.2	4.4	4.6	5.7
Asia and Oceania										
Australia.....	6.8	11.6	9.6	7.5	4.1	3.5	5.4	3.6	4.9	2.4
Hong Kong SAR (1).....	8.1	14.9	12.5	13.2	8.2	2.7	.9	2.4	2.2	.4
Israel.....	39.9	68.3	201.0	29.2	12.8	10.5	3.5	2.5	1.9	3.6
Japan.....	3.1	7.0	3.9	4.1	3.8	1.2	-.1	.2	-.9	.0
Korea, Republic of.....	15.4	30.0	13.2	19.6	16.7	10.7	7.2	6.3	8.1	7.7
New Zealand.....	7.0	15.7	10.3	9.2	2.1	3.0	3.6	3.4	4.9	5.2
Philippines.....	-	-	-	-	-	5.9	7.0	7.7	6.2	3.1
Singapore.....	5.9	10.6	11.2	4.1	9.6	3.0	-.1	-3.6	12.9	-8.8
Sri Lanka.....	11.7	12.7	16.2	13.1	11.7	8.5	9.0	3.9	8.1	13.8
Taiwan.....	8.7	20.5	9.8	11.8	8.5	4.1	1.6	3.5	3.4	1.3
Europe										
Austria.....	4.8	7.9	6.4	5.1	4.8	3.0	2.4	3.4	2.7	3.4
Belgium.....	5.1	10.1	7.3	4.1	4.9	3.0	2.5	2.5	2.5	1.9
Czech Republic.....	-	-	-	-	-	10.1	6.3	3.4	6.0	9.2
Denmark.....	6.1	11.3	6.9	6.3	4.2	4.5	4.1	4.1	4.2	5.6
Finland.....	6.7	11.5	10.0	9.2	4.7	2.5	3.8	2.0	3.8	4.1
France.....	5.6	12.0	11.2	4.2	2.4	2.6	2.7	2.4	2.7	2.8
Germany.....	-	-	-	-	-	2.3	1.6	.7	1.7	.7
Greece.....	14.8	23.9	26.1	16.0	14.5	5.9	7.0	4.4	4.2	3.5
Hungary.....	-	-	-	-	-	16.1	9.3	6.1	8.3	10.6
Ireland.....	7.5	14.7	13.3	4.6	3.9	4.9	5.3	3.7	3.8	3.6
Italy.....	8.3	18.0	15.8	7.9	4.9	2.3	3.9	2.7	2.5	2.8
Luxembourg.....	4.4	8.0	5.6	3.8	5.4	1.9	2.4	3.9	.8	.7
Netherlands.....	3.8	7.6	3.9	2.5	3.3	2.9	3.1	1.4	1.1	1.9
Norway.....	6.5	10.1	8.9	8.7	3.1	4.6	4.5	1.7	5.5	6.4
Poland.....	-	-	-	-	-	-	5.1	3.9	6.9	10.4
Portugal.....	11.4	20.7	20.5	15.2	8.6	5.6	2.6	1.2	.7	.5
Spain.....	9.4	23.8	13.4	7.8	6.5	3.9	4.4	3.7	4.3	3.8
Sweden.....	6.8	12.2	9.5	8.3	4.8	4.2	3.7	3.0	3.0	3.7
Switzerland.....	2.9	3.4	5.0	4.1	3.6	.7	1.4	1.2	1.1	1.5
United Kingdom.....	7.5	16.5	8.1	7.8	4.6	5.0	4.7	4.7	2.6	3.9
Trade-Weighted Measures (2,3)										
All 33 Foreign Economies..	9.8	14.7	18.7	15.5	7.7	4.5	3.5	2.4	2.4	3.3
OECD (4).....	9.4	13.5	15.7	15.7	7.5	4.5	3.8	2.5	2.1	3.7
Europe.....	5.9	11.8	8.4	5.7	4.4	3.1	3.3	2.2	2.0	3.1
Euro Area (5).....	5.7	11.3	8.7	5.1	4.5	2.8	3.0	1.7	1.8	2.9
Eastern Europe (6).....	-	-	-	-	-	-	6.7	4.4	7.1	10.1
East Asia ex-Japan (7)....	10.6	21.3	11.7	13.3	11.8	6.1	3.5	3.3	6.9	1.6

Rates of change based on compound rate method.

Dash means data not available.

(1) Hong Kong Special Administrative Region of China

(2) For a description of trade-weighted measures and economic groups, see the Technical Notes preceding these tables.

(3) The trade-weighted measures for production workers in this table are not directly comparable with those for all employees earlier in this release; the country coverage of the two series differs slightly.

(4) Organization for Economic Cooperation and Development.

(5) Euro Area refers to European Union member countries in this release that have adopted the Euro as the common currency as of January 1, 2009.

(6) Eastern Europe refers to the Czech Republic, Hungary, and Poland.

(7) East Asia ex-Japan includes Hong Kong SAR, the Republic of Korea, the Philippines, Singapore, and Taiwan.

Source: U.S. Department of Labor, Bureau of Labor Statistics, March 2009.

Table 11. Production Workers: Annual percent change in exchange rates (U.S. dollars per national currency unit), 34 countries or areas and selected economic groups, selected years, 1975-2007

Country or Area	1975- 2007	1975- 1980	1980- 1985	1985- 1990	1990- 1995	1995- 2000	2000- 2007	2005	2006	2007
Americas										
United States.....	-	-	-	-	-	-	-	-	-	-
Brazil.....	-	-	-	-	-	-	-	20.2	12.0	11.7
Canada.....	-.2	-2.7	-3.1	3.2	-3.2	-1.6	4.8	7.4	6.8	5.6
Mexico.....	-19.1	-11.5	-38.3	-38.0	-15.2	-7.5	-2.0	3.6	-1.1	-2.2
Asia and Oceania										
Australia.....	-1.4	-2.7	-9.3	2.2	-1.0	-4.7	5.4	3.6	-1.2	11.4
Hong Kong SAR (1).....	-1.4	-.1	-8.6	.0	.1	-.1	.0	.1	.1	-.4
Israel.....	-24.0	-34.1	-66.3	-10.2	-7.7	-5.9	-.2	-.1	.7	7.8
Japan.....	2.9	5.6	-1.1	10.5	9.1	-2.7	-1.3	-1.8	-5.3	-1.2
Korea, Republic of.....	-2.0	-4.4	-6.9	4.2	-1.7	-7.4	2.8	11.9	7.3	2.7
New Zealand.....	-1.5	-4.3	-12.6	3.7	1.9	-7.0	7.1	6.1	-7.9	13.4
Philippines.....	-	-	-	-	-	-10.3	-.8	1.7	7.5	9.5
Singapore.....	1.4	2.1	-.5	3.9	5.1	-3.9	2.0	1.6	4.8	5.4
Sri Lanka.....	-8.2	-15.7	-9.5	-7.5	-4.8	-7.8	-5.0	.7	-3.3	-6.0
Taiwan.....	.5	1.1	-2.0	8.2	.3	-3.3	-.7	3.9	-1.2	-1.1
Europe										
Austria.....	1.7	6.1	-9.0	12.8	2.4	-7.5	5.8	.1	.9	9.1
Belgium.....	.7	4.7	-13.2	12.2	2.5	-7.6	5.8	.1	.9	9.1
Czech Republic.....	-	-	-	-	-	-7.2	9.4	7.3	6.0	10.0
Denmark.....	.2	.4	-11.9	11.4	2.0	-7.1	5.8	-.1	.9	9.2
Finland.....	-.5	-.3	-9.7	10.1	-2.6	-7.4	5.8	.1	.9	9.1
France.....	-.3	.3	-14.0	10.5	1.8	-6.8	5.8	.1	.9	9.1
Germany.....	-	-	-	-	-	-7.5	5.8	.1	.9	9.1
Greece.....	-6.2	-5.4	-21.0	-2.7	-7.3	-8.7	5.7	.1	.9	9.1
Hungary.....	-	-	-	-	-	-14.9	6.2	1.6	-5.1	13.6
Ireland.....	-.8	-1.5	-12.3	9.2	-.7	-6.1	5.8	.1	.9	9.1
Italy.....	-2.4	-5.3	-14.8	9.8	-6.0	-4.9	5.8	.1	.9	9.1
Luxembourg.....	.7	4.7	-13.2	12.2	2.5	-7.6	5.8	.1	.9	9.1
Netherlands.....	1.4	4.9	-9.8	12.7	2.6	-7.6	5.8	.1	.9	9.1
Norway.....	-.4	1.1	-10.5	6.6	-.3	-6.4	6.0	4.6	.5	9.5
Poland.....	-	-	-	-	-	-	6.5	13.0	4.3	10.7
Portugal.....	-5.3	-12.7	-21.9	3.8	-1.0	-7.1	5.8	.1	.9	9.1
Spain.....	-2.3	-4.3	-15.9	10.8	-3.9	-7.1	5.8	.1	.9	9.1
Sweden.....	-1.5	-.4	-13.2	7.8	-3.7	-4.9	4.5	-1.6	1.3	9.1
Switzerland.....	2.4	9.0	-7.4	12.0	3.3	-6.9	5.0	-.2	-.6	4.4
United Kingdom.....	-.3	.9	-11.0	6.6	-2.4	-.8	4.1	-.6	1.3	8.5
Trade-Weighted Measures (2,3)										
All 33 Foreign Economies..	-3.3	-2.0	-12.6	-.4	-2.3	-4.5	2.7	3.0	1.8	4.6
OECD (4).....	-3.1	-1.6	-12.3	-.7	-2.5	-4.6	3.0	3.2	1.9	4.8
Europe.....	.2	2.2	-11.5	10.4	.2	-5.9	5.4	.0	.9	8.8
Euro Area (5).....	.2	2.2	-11.8	11.3	.7	-7.0	5.8	.1	.9	9.1
Eastern Europe (6).....	-	-	-	-	-	-	7.2	7.9	1.9	11.4
East Asia ex-Japan (7)....	-.5	-.9	-4.4	4.8	.5	-4.9	1.1	5.6	3.7	2.3

Rates of change based on compound rate method.

Dash means data not available.

(1) Hong Kong Special Administrative Region of China

(2) For a description of trade-weighted measures and economic groups, see the Technical Notes preceding these tables.

(3) The trade-weighted measures for production workers in this table are not directly comparable with those for all employees earlier in this release; the country coverage of the two series differs slightly.

(4) Organization for Economic Cooperation and Development.

(5) Euro Area refers to European Union member countries in this release that have adopted the Euro as the common currency as of January 1, 2009.

(6) Eastern Europe refers to the Czech Republic, Hungary, and Poland.

(7) East Asia ex-Japan includes Hong Kong SAR, the Republic of Korea, the Philippines, Singapore, and Taiwan.

Source: U.S. Department of Labor, Bureau of Labor Statistics, March 2009.

Table 12. Production Workers: Hourly compensation costs in national currency units and exchange rates, 34 countries or areas, 2007

Country or Area	Compensation costs	Exchange Rates
Americas		
United States.....	24.59	1.000
Brazil.....	11.60	1.946
Canada.....	31.03	1.073
Mexico.....	31.90	10.93
Asia and Oceania		
Australia.....	35.96	1.192
Hong Kong SAR (1).....	45.09	7.802
Israel.....	57.48	4.133
Japan.....	2326	117.8
Korea, Republic of.....	14883	929.0
New Zealand.....	23.45	1.358
Philippines.....	51.59	46.79
Singapore.....	12.58	1.507
Sri Lanka.....	67.13	110.6
Taiwan.....	216.0	32.85
Europe		
Austria.....	25.76	.7293
Belgium.....	25.86	.7293
Czech Republic.....	168.5	20.54
Denmark.....	230.1	5.441
Finland.....	24.93	.7293
France.....	20.84	.7293
Germany.....	27.46	.7293
Greece.....	13.15	.7293
Hungary.....	1465	185.2
Ireland.....	21.18	.7293
Italy.....	20.59	.7293
Luxembourg.....	22.32	.7293
Netherlands.....	24.85	.7293
Norway.....	284.4	5.856
Poland.....	17.28	2.802
Portugal.....	6.03	.7293
Spain.....	15.30	.7293
Sweden.....	243.4	6.755
Switzerland.....	39.46	1.200
United Kingdom.....	14.85	.4995

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 SAR, dollar; Israel, new shekel; Japan, yen; Republic of Korea, won; New Zealand, dollar; Philippines, peso; 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; Poland, zloty; Portugal, euro; Spain, euro; Sweden, krona; Switzerland, franc; United Kingdom, pound.

Note: For data for all years 1975-2007, see the supplementary tables to this news release at <http://www.bls.gov/ilc>.

Source: U.S. Department of Labor, Bureau of Labor Statistics, March 2009.