

Country Notes and Data Sources

International Comparisons of Hourly Compensation Costs in Manufacturing



Division of International Labor Comparisons

This file contains country-specific information for data products associated with “International Comparisons of Hourly Compensation Costs in Manufacturing,” including the news release, detailed time series tables, and data for sub-manufacturing industries, at www.bls.gov/ilc/#compensation. The scope of coverage and definitions explained in the Technical Notes at www.bls.gov/ilc/ichectn.pdf apply generally to all countries in the Bureau of Labor Statistics (BLS) series. In this document, each country note consists of two parts: when applicable, the first part lists differences from the general coverage and definitions included in the Technical Notes (summarized below); the second part lists the major data sources used to create the estimates.

In general:

- Compensation costs exclude employer expenditures on recruitment, vocational training, and maintenance of company-provided facilities.
- Pay for sick leave is included in employers’ social insurance expenditures (and not as part of directly-paid benefits).
- Full-time and part-time workers are included.
- The self-employed, unpaid family workers, contract workers, and workers in private households are excluded.
- Earnings and compensation data relate to firms with a minimum of ten employees.
- Data relate to the entire country.
- Data relate to an average for the calendar year.
- Data are comparable to the International Standard Industrial Classification (ISIC) Rev. 4.

ARGENTINA. Direct pay includes pay for sick leave. Total compensation costs exclude private and contractual social insurance expenditures (include legally required social costs only). Data refer to the International Standard Industrial Classification (ISIC) Rev. 3.1.

Data Sources. National Institute of Statistics and Censuses (INDEC): Encuesta Industrial Anual (Annual Industrial Survey), Encuesta Industrial Mensual (Monthly Industrial Survey).

AUSTRALIA. Data cover establishments with 1 or more employee.

Data Sources. Australian Bureau of Statistics (ABS): Survey of Average Weekly Earnings, Survey of Employee Earnings and Hours, Survey of Labor Costs, Economic Activity Survey, Annual Manufacturing Industry Collection Survey.

AUSTRIA. Earnings data cover establishments with 1 or more employee.

Data Sources. Statistics Austria (ÖSTAT): Konjunkturerhebung (Business Cycle Survey). Eurostat: Labor Cost Survey.

BELGIUM. Earnings data refer to October only. Pay for time work includes some family and other social allowances paid regularly.

Data Sources. SPF Economie, PME, Classes moyennes et Energie: Enquête sur la structure et la répartition des salaires (Structure of Earnings Survey). Service public fédéral Emploi, Travail et Concertation sociale: L'indice des salaires conventionnels (Index of Collective Bargaining Salaries). Institut National de Statistique (NIS): Enquete semestrielle sur les gains horaires bruts des ouvriers dans l'industrie (Biannual survey on the hourly earnings of workers in industry). Federation des Entreprises de Belgique: Les Charges Sociales. Eurostat: Labor Cost Survey.

BRAZIL. Hours worked data refer to select urban areas only and include unpaid family workers. Direct pay includes pay for sick leave not linked to social security.

Data Sources. Instituto Brasileiro de Geografia e Estatística (IBGE): Pesquisa Industrial Anual – Empresa (Annual Industrial Survey – Establishment), Pesquisa Industrial Mensal do Emprego e Salário (Monthly Industrial Survey of Employment and Wages). Departamento Intersindical de Estatística e Estudos Socioeconômicos (DIEESE): Pesquisa de Emprego e Desemprego (Survey of Employment and Unemployment).

CANADA. Earnings data cover establishments with 1 or more employee. Pay for time worked includes some irregular bonuses.

Data Sources. Statistics Canada: Survey of Employment, Payrolls and Hours, Estimate of Labor Income, Wages and Working Conditions in Canada, Employer Labor Costs in Canada.

CZECH REPUBLIC. Data cover establishments with 1 or more employee.

Data Sources. Czech Statistical Office: Labor Cost Survey, Registered Number of Employees and Their Wages, Labour Force Sample Survey.

DENMARK. Data cover establishments with 2 or more employees.

Data Sources. Danish Employers' Confederation: Annual Survey of Earnings, Survey of Other Labor Costs. Eurostat: Labor Cost Survey.

ESTONIA. Data cover establishments with 1 or more employee. Pay for time worked includes some irregular bonuses that are based on time actually worked.

Data Sources. Statistics Estonia: Survey of Wages and Salaries, Eurostat: Labor Cost Survey.

FINLAND. Earnings data cover establishments with 1 or more employee. Data for Finland refer to each firm's accounting year. However, the most common accounting year among firms coincides with the calendar year.

Data Sources. Statistics Finland: Regional and Industrial Statistics on Manufacturing, Index of Wage and Salary Earnings. Eurostat: Labor Cost Survey.

FRANCE. Earnings data cover establishments with 1 or more employee.

Data Sources. Caisse Nationale d'Assurance Vieillesse and Directorate-General of Taxes: Déclaration Annuelle des Données Sociales (Annual Survey of Social Data). Ministère du Travail et des Affaires Sociales: 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 Cost Survey.

GERMANY. Part-time workers are excluded.

Data Sources. Germany Federal Statistical Office: Vierteljährliche Verdiensterhebung (Quarterly Earnings Survey), Volkswirtschaftliche Gesamtrechnungen der Länder (National Accounts). Institute for Employment Research of the Federal Employment Services (IAB): Working Time and the Volume of Work in Germany. Eurostat: Labor Cost Survey.

GREECE.

Data Sources. Hellenic Statistical Authority: Βραχυχρόνιες Στατιστικές (Short Term Statistics). Eurostat: Labor Cost Survey.

HUNGARY. Part-time workers are excluded. Earnings data cover establishments with 5 or more employees.

Data Sources. Hungarian Central Statistical Office (HCSO): Foglalkoztatottság és kereseti arányok (Employment and Earnings Survey), A munkaerőköltség alakulása (Labor Cost Survey). Eurostat: Labor Cost Survey.

IRELAND. Earnings data cover establishments with 3 or more employees.

Data Sources. Central Statistical Office (CSO): Earnings, Hours, and Employment Costs Survey; Quarterly Industrial Inquiry of Employment, Earnings, and Hours Worked. Eurostat: Labor Cost Survey.

ISRAEL. Data cover establishments with 1 or more employee and refer to the Standard Industrial Classification of All Economic Activities 1993.

Data Sources. Central Bureau of Statistics: Monthly Bulletin of Statistics, Statistical Abstract of Israel.

ITALY.

Data Sources. Istituto Nazionale di Statistica (Istat): Indagine sulle retribuzioni e orari contrattuali (Survey of Contractual Remunerations and Working Hours). Eurostat: Labor Cost Survey.

JAPAN. Earnings data cover establishments with 5 or more employees; other compensation data cover establishments with 30 or more employees. Direct pay includes pay for sick leave. The value of payment in kind includes employer expenditures for maintenance of company-provided facilities. Data refer to the Japanese Standard Industrial Classification (JSIC).

Data Sources. Ministry of Health, Labor and Welfare: 毎月勤労統計調査 (Monthly Labor Survey), 就労条件総合調査 (General Survey on Working Conditions).

KOREA, REPUBLIC OF.

Data Sources. Ministry of Labor: Monthly Labor Survey / Survey on Wages and Working Hours at Establishments, Labor Cost of Enterprise Survey, Labor Force Survey at Establishments.

MEXICO. Data cover establishments with 15 or more employees. Employers' social insurance expenditures include some payments in kind.

Data Sources. INEGI: Encuesta Industrial Mensual (Monthly Industrial Survey), Encuesta Mensual de la Industria Manufacturera (Monthly Survey of the Manufacturing Industry).

NETHERLANDS.

Data Sources. Central Bureau of Statistics (CBS): Labor Cost Survey, Prijs van arbeid indexcijfers (National Accounts Labor Cost Indexes). Eurostat: Labor Cost Survey.

NEW ZEALAND. Earnings data cover establishments with 1 or more employee. Sick leave and some seasonal and irregular bonuses are excluded.

Data Sources. Statistics New Zealand: Quarterly Employment Survey, Labor Cost Index.

NORWAY. Earnings data cover establishments with 5 or more employees.

Data Sources. Statistics Norway: Lønnsstatistikk. Ansatte i industri (Wage Statistics/Employees in Manufacturing Survey), Arbeidskraftundersøkelsene (Labor Force Survey). Eurostat: Labor Cost Survey.

THE PHILIPPINES. Data cover establishments with 20 or more employees. Direct pay includes pay for sick leave not linked to social security. Data refer to the Philippine Standard Industrial Classification (PSIC).

Data Sources. National Statistics Office: Annual Survey of Philippine Business and Industry, Labor Force Survey. National Statistics Coordination Board: Quarterly Survey of Philippine Business and Industry. Bureau of Labor and Employment Statistics: Labor Cost Survey.

POLAND. The value of payment in kind includes employer expenditures for maintenance of company-provided facilities.

Data Sources. Central Statistical Office (CSO): Outlays and Results in Industry, Statistical Yearbook of Poland, Statistical Bulletin, Labor Cost Survey.

PORTUGAL. Part-time workers are excluded. Earnings data cover establishments with 1 or more employee.

Data Sources. Ministry of Labor and Social Security, Bureau of Strategy and Planning: Inquérito aos Ganhos e Duração de Trabalho (Survey of Earnings and Working Time), Quadros de Pessoal (Administrative Personnel Tables). National Institute of Statistics: Inquerito Mensal a Industria (Monthly Industrial Survey). Eurostat: Labor Cost Survey.

SINGAPORE. Earnings data refer to June only and cover establishments with 25 or more employees. Part-time workers are excluded. Pay for time worked includes direct allowances for food, housing, and transportation. Direct pay excludes pay in kind. Total compensation costs include employer expenditures on recruitment. Data refer to the Singapore Standard Industrial Classification (SSIC).

Data Sources. Central Provident Fund Board: Occupational Wage Survey. Ministry of Manpower (MOM): Labor Market Survey, Labor Cost Survey, Conditions of Employment Survey.

SLOVAKIA. Earnings data cover establishments with 20 or more employees.

Data Sources. Statistical Office of the Slovak Republic (SOSR): annual survey of establishments, Total Labor Costs Survey.

SPAIN. Earnings data cover establishments with 1 or more employee.

Data Sources. Instituto Nacional de Estadística: Encuesta Trimestral de Coste Laboral (Quarterly Labor Cost Survey), Encuesta Anual de Coste Laboral (Annual Labor Cost survey), Encuesta de Salarios en la Industria y los Servicios (Survey of Wages in Industry and Services). Eurostat: Labor Cost Survey.

SWEDEN. Earnings data cover establishments with 5 or more employees.

Data Sources. Statistiska Centralbyrån (Statistics Sweden, SCB): Konjunkturstatistik, löner för privat sektor (Wages and Salaries in the Private Sector, KLP), National Accounts. Svenskt Näringsliv (Confederation of Swedish Enterprise): Fakta om Löner och Arbetstider (Facts on Wages and Working Hours). Eurostat: Labor Cost Survey.

SWITZERLAND. Pay for time worked includes pay in kind.

Data Sources. Office fédéral de la statistique (OFS): Coûts de la main-d'œuvre (Labor Costs), L'enquête suisse sur la structure des salaires (Swiss Earnings Structure Survey), Indice suisse des salaires (Index of the Evolution of Wages/Swiss Wage Index), Statistique du volume du travail (Work Volume Statistics).

TAIWAN. Earnings data cover establishments with 1 or more employee. Data refer to the Standard Industrial Classification of the Republic of China.

Data Sources. Directorate General of Budget, Accounting, and Statistics (DGBAS): 受雇員工薪資調 (Employees' Earnings Survey), 受雇員工動向調 (Employee Movement Survey).

UNITED KINGDOM. Earnings data cover all registered jobs.

Data Sources. Office for National Statistics (ONS): Annual Survey of Hours and Earnings, New Earnings Survey, Monthly Wages and Salary Survey. Eurostat: Labor Cost Survey.

UNITED STATES. Data cover establishments with 1 or more employee. Pay in kind is excluded. Results differ somewhat from other BLS series on compensation costs.

Data Sources. Bureau of Labor Statistics: Current Employment Statistics, National Compensation Survey, Employer Costs for Employee Compensation. Census Bureau: Annual Survey of Manufactures.

Source: U.S. Department of Labor, Bureau of Labor Statistics, Division of International Labor Comparisons, December 2012.