

## The Jus Semper Global Alliance - Research Department

### Hourly Compensation Costs in U.S. Dollars for all employed in manufacturing, in selected OECD countries and other selected countries 1996-2016

Country or area	1996	2000	2002	2004	2006	2008	2010	2012	2014	2016
<b>Americas</b>										
United States	22,46	24,95	27,35	29,30	30,47	32,78	34,75	35,70	37,04	39,03
Argentina	7,43	8,16	3,01	4,51	6,63	10,04	12,77	18,96	17,68	16,77
Brazil	7,07	4,34	3,08	3,82	5,99	8,44	10,00	10,74	10,43	7,98
Canada	18,63	18,34	18,06	23,69	28,58	32,08	34,25	36,69	34,47	30,08
Mexico	2,30	3,55	4,23	3,98	4,44	4,85	4,52	4,68	4,99	3,91
<b>Asia and Oceania</b>										
Australia	19,58	16,75	17,41	26,72	29,15	35,28	39,55	47,74	46,01	38,19
Japan	23,67	25,03	21,45	25,26	24,03	27,48	31,75	35,25	26,94	26,46
Korea, Republic of	9,55	9,62	10,24	12,63	17,36	16,80	17,88	20,44	23,63	22,98
New Zealand	12,11	8,95	9,73	14,74	15,73	18,82	20,39	24,90	26,93	23,67
Philippines	1,31	0,99	1,01	1,08	1,33	1,74	1,86	2,08	2,11	2,06
Singapore	11,93	11,72	12,14	13,20	13,76	18,86	19,29	24,42	26,82	26,75
India*	NA	0,70	0,73	0,85	0,95	1,26	1,46	1,59	1,69	NA
China*	NA	NA	0,60	0,75	0,96	1,59	1,98	3,06	4,11	NA
<b>Europe</b>										
Austria	28,09	21,90	23,25	31,08	33,54	42,58	40,06	41,83	45,62	39,54
Belgium	32,78	26,08	27,63	39,88	42,43	53,60	50,66	52,17	56,42	47,26
Czech Republic	3,38	3,40	4,61	6,57	8,16	12,23	11,43	11,87	11,90	10,71
Denmark	NA	22,24	25,42	35,66	38,20	49,61	48,36	49,29	52,85	45,32
Estonia	NA	2,55	3,11	4,86	6,58	10,56	9,45	10,48	12,41	11,60
Finland	25,01	19,83	22,52	32,41	35,15	43,62	40,35	42,01	45,03	38,72
France	27,82	21,33	23,04	32,12	33,85	41,63	39,04	41,25	44,03	37,72
Germany	32,86	25,09	27,09	37,25	38,85	46,75	43,82	45,40	49,50	43,18
Greece	12,61	9,94	11,09	15,87	16,58	23,02	22,48	19,70	19,25	15,70
Hungary	3,11	2,96	4,18	6,17	6,85	9,77	8,40	8,80	9,49	8,60
Ireland	17,64	16,40	19,60	28,28	31,58	41,82	40,71	40,72	43,43	36,23
Italy	21,00	16,61	18,53	27,06	28,49	34,93	33,81	34,71	37,79	32,49
Netherlands	NA	21,24	23,78	32,53	33,76	42,86	38,42	39,43	42,13	34,60
Norway	NA	24,53	30,28	39,33	44,54	57,31	57,51	63,01	62,88	48,62
Poland	NA	3,52	4,19	4,91	6,32	9,81	8,46	8,67	9,83	8,53
Portugal	7,10	5,90	6,65	9,20	9,92	12,48	12,00	12,39	12,68	10,96
Slovakia	2,73	2,60	3,24	5,20	6,56	10,72	10,71	11,43	12,92	11,57
Spain	15,48	12,38	13,79	19,79	21,77	27,60	26,61	26,85	28,19	23,44
Sweden	27,16	23,42	24,54	34,71	36,52	44,40	42,65	48,46	50,15	41,68
Switzerland	35,53	26,95	31,06	39,39	40,88	49,17	51,12	61,28	64,75	60,36
Turkey	NA	NA	NA	4,21	4,99	6,44	6,29	6,02	6,21	6,09
United Kingdom	17,77	20,63	22,03	28,49	31,15	33,84	28,98	30,91	32,98	28,41

NA means data not available.

Except for Argentina and Japan, data relate to manufacturing as defined by the International Standard Industrial Classification of All Economic Activities (ISIC) Revision 4.

\* India and China data gathered by the BLS and TCB are not fully comparable to the rest of countries due to some inconsistencies in methodology. However, given that in both cases the BLS argues that this work does not substantially affect the hourly compensation estimates, rough comparisons can still be made. For further reference on the description of each country see TCB's [Country Notes](#)

\*\* China data is for 2013, U.S benchmark data is \$36,49 for that year.

(1) 1997-1999 data exclude Estonia

Note: Compensation costs include direct pay, social insurance expenditures, and labor-related taxes. For complete definitions, see the technical notes at [www.bls.gov/ilc/ichcctn.pdf](http://www.bls.gov/ilc/ichcctn.pdf)

Source: US Bureau of Labor Statistics (BLS), Aug 2013 & The Conference Board (TCB), International Labor Comparisons program, February 2018.