

Tabell 2. Arbetskraftskostnad (lönekostnad + arbetsgivaravgifter el likn.) i **U.S. dollar** för arbetare inom tillverkningsindustrin år 1996-2002  
 Källa: US Department of Labor - Bureau of Labor Statistics

Table 2. Hourly compensation costs in **U.S. dollars** for production workers in manufacturing, 30 countries or areas and selected economic groups, 1996-2002

| Country or area                      | 1996  | 1997  | 1998  | 1999  | 2000  | 2001  | 2002  |
|--------------------------------------|-------|-------|-------|-------|-------|-------|-------|
| <b>Americas</b>                      |       |       |       |       |       |       |       |
| United States.....                   | 17.70 | 18.29 | 18.63 | 19.10 | 19.76 | 20.61 | 21.37 |
| Brazil.....                          | 5.80  | 5.85  | 5.60  | 3.43  | 3.56  | 2.97  | 2.58  |
| Canada.....                          | 16.64 | 16.47 | 15.60 | 15.58 | 16.04 | 15.80 | 16.02 |
| Mexico.....                          | 1.44  | 1.62  | 1.64  | 1.86  | 2.19  | 2.51  | 2.61  |
| <b>Asia and Oceania</b>              |       |       |       |       |       |       |       |
| Australia.....                       | 17.22 | 16.91 | 15.22 | 15.99 | 14.47 | 13.28 | 15.44 |
| Hong Kong SAR (1).....               | 5.24  | 5.53  | 5.58  | 5.55  | 5.64  | 5.98  | 5.85  |
| Israel.....                          | 10.17 | 10.83 | 10.85 | 10.58 | 11.42 | 12.17 | 10.85 |
| Japan.....                           | 20.33 | 18.96 | 17.48 | 20.85 | 22.34 | 19.73 | 19.01 |
| Korea.....                           | 8.22  | 7.86  | 5.67  | 7.35  | 8.19  | 7.71  | 9.04  |
| New Zealand.....                     | 10.73 | 10.73 | 8.88  | 8.95  | 7.93  | 7.55  | 8.65  |
| Singapore.....                       | 8.28  | 8.22  | 7.83  | 7.27  | 7.61  | 7.55  | 7.26  |
| Sri Lanka.....                       | 0.48  | 0.46  | 0.47  | 0.46  | 0.48  | 0.45  | 0.49  |
| Taiwan.....                          | 6.02  | 6.01  | 5.45  | 5.86  | 6.27  | 6.12  | 5.81  |
| <b>Europe</b>                        |       |       |       |       |       |       |       |
| Austria.....                         | 24.82 | 21.95 | 22.17 | 21.73 | 19.25 | 19.16 | 20.83 |
| Belgium.....                         | 27.22 | 23.98 | 24.32 | 23.92 | 21.60 | 21.05 | 22.79 |
| Denmark.....                         | 25.42 | 23.48 | 24.44 | 24.71 | 22.35 | 22.84 | 25.16 |
| Finland.....                         | 23.62 | 21.53 | 21.88 | 21.55 | 19.45 | 19.86 | 21.79 |
| France.....                          | 19.10 | 17.20 | 17.45 | 17.12 | 15.56 | 15.77 | 17.27 |
| Germany, Former West.....            | 31.10 | 27.31 | 27.14 | 26.38 | 23.68 | 23.51 | 25.40 |
| Germany, Unified.....                | 29.75 | 26.13 | 25.98 | 25.25 | 22.66 | 22.52 | 24.31 |
| Greece.....                          | 9.37  | 8.99  | 8.70  | 8.62  | 7.91  | 7.89  | 8.61  |
| Ireland.....                         | 14.11 | 13.92 | 13.78 | 13.90 | 12.87 | 13.68 | 15.54 |
| Italy.....                           | 17.46 | 16.41 | 16.16 | 15.88 | 14.15 | 13.91 | 15.07 |
| Luxembourg.....                      | 22.65 | 19.84 | 19.77 | 19.68 | 17.57 | 17.26 | 18.77 |
| Netherlands.....                     | 23.23 | 20.82 | 21.40 | 21.46 | 19.44 | 19.76 | 21.74 |
| Norway.....                          | 25.05 | 23.72 | 24.07 | 24.45 | 22.44 | 23.13 | 27.11 |
| Portugal.....                        | 5.38  | 5.18  | 5.26  | 5.12  | 4.54  | 4.65  | 5.12  |
| Spain.....                           | 13.41 | 12.15 | 12.05 | 12.01 | 10.74 | 10.85 | 12.02 |
| Sweden.....                          | 24.37 | 22.22 | 22.02 | 21.60 | 20.22 | 18.43 | 20.27 |
| Switzerland.....                     | 28.34 | 24.19 | 24.38 | 23.55 | 21.25 | 21.83 | 24.11 |
| United Kingdom.....                  | 14.24 | 15.75 | 17.04 | 17.45 | 16.96 | 16.67 | 18.03 |
| <b>Trade-Weighted Measures (2,3)</b> |       |       |       |       |       |       |       |
| All 29 foreign economies..           | 14.90 | 14.22 | 13.71 | 14.19 | 14.16 | 13.70 | 14.17 |
| less Brazil.....                     | 15.07 | 14.37 | 13.86 | 14.39 | 14.35 | 13.90 | 14.38 |
| less Brazil, Mexico,<br>Israel.....  | 17.53 | 16.65 | 16.04 | 16.64 | 16.52 | 15.92 | 16.49 |
| OECD (4).....                        | 16.00 | 15.21 | 14.67 | 15.27 | 15.18 | 14.67 | 15.25 |
| less Mexico, Korea (5)...            | 19.47 | 18.45 | 17.90 | 18.51 | 18.28 | 17.59 | 18.23 |
| Europe.....                          | 21.89 | 20.20 | 20.51 | 20.28 | 18.56 | 18.47 | 20.14 |
| European Union-15 (6).....           | 21.53 | 19.96 | 20.28 | 20.07 | 18.38 | 18.26 | 19.87 |
| Asian NIEs (7).....                  | 7.10  | 7.01  | 6.04  | 6.59  | 7.09  | 6.92  | 7.1   |

Tabell 4. Arbetskraftskostnad (lönekostnad + arbetsgivaravgifter el likn.) i **nationell valuta** för arbetare inom tillverkningsindustrin år 1996-2002

Table 4. Hourly compensation costs in **national currency** for production workers in manufacturing, 30 countries or areas, 1975-2002

| Country or area           | 1996  | 1997  | 1998  | 1999   | 2000  | 2001  | 2002  |
|---------------------------|-------|-------|-------|--------|-------|-------|-------|
| <b>Americas</b>           |       |       |       |        |       |       |       |
| United States.....        | 17.70 | 18.29 | 18.63 | 19.10  | 19.76 | 20.61 | 21.37 |
| Brazil.....               | 5.83  | 6.31  | 6.50  | 6.24   | 6.51  | 6.99  | 7.55  |
| Canada.....               | 22.69 | 22.81 | 23.15 | 23.15  | 23.84 | 24.48 | 25.15 |
| Mexico.....               | 10.97 | 12.81 | 15.03 | 17.76  | 20.73 | 23.40 | 25.20 |
| <b>Asia and Oceania</b>   |       |       |       |        |       |       |       |
| Australia.....            | 21.99 | 22.74 | 24.20 | 24.76  | 24.89 | 25.70 | 28.39 |
| Hong Kong SAR (1).....    | 40.54 | 42.84 | 43.25 | 43.05  | 43.93 | 46.65 | 45.63 |
| Israel.....               | 32.45 | 37.36 | 41.21 | 43.82  | 46.55 | 51.17 | 51.43 |
| Japan.....                | 2212  | 2296  | 2290  | 2370   | 2408  | 2399  | 2380  |
| Korea.....                | 6611  | 7471  | 7936  | 8745   | 9264  | 9956  | 11294 |
| New Zealand.....          | 15.60 | 16.20 | 16.57 | 16.91  | 17.36 | 17.96 | 18.62 |
| Singapore.....            | 11.67 | 12.21 | 13.10 | 12.32  | 13.12 | 13.54 | 13.01 |
| Sri Lanka.....            | 26.49 | 26.86 | 30.10 | 32.60  | 36.79 | 40.11 | 47.26 |
| Taiwan.....               | 165.3 | 173.0 | 182.9 | 189.3  | 195.9 | 207.1 | 200.8 |
| <b>Europe</b>             |       |       |       |        |       |       |       |
| Austria.....              | 262.8 | 268.1 | 274.5 | #20.40 | 20.85 | 21.40 | 22.04 |
| Belgium.....              | 842.9 | 858.8 | 883.0 | #22.46 | 23.39 | 23.51 | 24.10 |
| Denmark.....              | 147.5 | 155.2 | 163.8 | 172.7  | 180.9 | 190.3 | 198.4 |
| Finland.....              | 108.5 | 111.8 | 117.0 | #20.23 | 21.07 | 22.19 | 23.05 |
| France.....               | 97.72 | 100.5 | 103.0 | #16.07 | 16.86 | 17.62 | 18.26 |
| Germany, Former West..... | 46.80 | 47.38 | 47.76 | #24.76 | 25.65 | 26.26 | 26.87 |
| Germany, Unified.....     | 44.77 | 45.33 | 45.72 | #23.70 | 24.54 | 25.15 | 25.71 |
| Greece.....               | 2255  | 2455  | 2570  | ..     | ..    | ..    | ..    |
| Ireland.....              | 8.82  | 9.18  | 9.68  | #13.05 | 13.94 | 15.28 | 16.43 |
| Italy.....                | 26940 | 27965 | 28078 | #14.91 | 15.33 | 15.54 | 15.95 |
| Luxembourg.....           | 701.1 | 709.7 | 717.6 | #18.47 | 19.03 | 19.29 | 19.86 |
| Netherlands.....          | 39.16 | 40.66 | 42.46 | #20.14 | 21.05 | 22.07 | 22.99 |
| Norway.....               | 161.8 | 168.1 | 181.7 | 190.9  | 197.8 | 208.1 | 216.4 |
| Portugal.....             | 830.4 | 908.0 | 948.0 | #4.80  | 4.92  | 5.19  | 5.42  |
| Spain.....                | 1699  | 1780  | 1801  | #11.27 | 11.64 | 12.12 | 12.71 |
| Sweden.....               | 163.5 | 169.9 | 175.1 | 178.8  | 185.5 | 190.6 | 197.0 |
| Switzerland.....          | 35.03 | 35.10 | 35.38 | 35.45  | 35.91 | 36.88 | 37.53 |
| United Kingdom.....       | 9.12  | 9.62  | 10.28 | 10.79  | 11.19 | 11.58 | 12.01 |

Tabell 5. Index för lönekostnad (totallön och arbetsgivaravgifter mm) i **nationell valuta**.  
Index 1990=100

Table 5. Indexes of hourly compensation costs in **national currency** for production workers  
in manufacturing, 30 countries or areas, 1975-2002. Index 1990 = 100

| Country or area           | 1996  | 1997  | 1998  | 1999  | 2000  | 2001  | 2002  |
|---------------------------|-------|-------|-------|-------|-------|-------|-------|
| <b>Americas</b>           |       |       |       |       |       |       |       |
| United States.....        | 118.7 | 122.7 | 124.9 | 128.1 | 132.5 | 138.2 | 143.3 |
| Brazil.....               | ..    | ..    | ..    | ..    | ..    | ..    | ..    |
| Canada.....               | 121.9 | 122.5 | 124.4 | 124.4 | 128.0 | 131.5 | 135.1 |
| Mexico.....               | 247.0 | 288.4 | 338.4 | 400.0 | 466.9 | 527.1 | 567.6 |
| <b>Asia and Oceania</b>   |       |       |       |       |       |       |       |
| Australia.....            | 129.7 | 134.1 | 142.7 | 146.0 | 146.8 | 151.6 | 167.4 |
| Hong Kong SAR (1).....    | 160.9 | 170.0 | 171.6 | 170.9 | 174.3 | 185.2 | 181.1 |
| Israel.....               | 209.2 | 240.8 | 265.6 | 282.4 | 300.0 | 329.8 | 331.5 |
| Japan.....                | 119.4 | 124.0 | 123.7 | 128.0 | 130.0 | 129.6 | 128.5 |
| Korea.....                | 252.1 | 284.8 | 302.6 | 333.4 | 353.2 | 379.6 | 430.6 |
| New Zealand.....          | 115.9 | 120.3 | 123.1 | 125.6 | 129.0 | 133.4 | 138.3 |
| Singapore.....            | 170.9 | 178.9 | 191.9 | 180.5 | 192.2 | 198.4 | 190.6 |
| Sri Lanka.....            | 188.6 | 191.3 | 214.3 | 232.1 | 262.0 | 285.6 | 336.5 |
| Taiwan.....               | 157.4 | 164.7 | 174.2 | 180.3 | 186.6 | 197.2 | 191.2 |
| <b>Europe</b>             |       |       |       |       |       |       |       |
| Austria.....              | 130.7 | 133.3 | 136.5 | 139.6 | 142.7 | 146.5 | 150.8 |
| Belgium.....              | 131.6 | 134.1 | 137.8 | 141.4 | 147.3 | 148.1 | 151.8 |
| Denmark.....              | 132.1 | 139.0 | 146.7 | 154.7 | 162.1 | 170.4 | 177.7 |
| Finland.....              | 133.4 | 137.5 | 143.8 | 147.8 | 154.0 | 162.1 | 168.5 |
| France.....               | 115.8 | 119.1 | 122.0 | 125.0 | 131.0 | 136.9 | 142.0 |
| Germany, Former West..... | 132.7 | 134.4 | 135.4 | 137.3 | 142.3 | 145.7 | 149.0 |
| Germany, Unified.....     | ..    | ..    | ..    | ..    | ..    | ..    | ..    |
| Greece.....               | 211.8 | 230.7 | 241.5 | ..    | ..    | ..    | ..    |
| Ireland.....              | 123.9 | 129.0 | 135.9 | 144.3 | 154.2 | 169.0 | 181.8 |
| Italy.....                | 128.9 | 133.8 | 134.3 | 138.1 | 142.0 | 144.0 | 147.7 |
| Luxembourg.....           | 130.7 | 132.3 | 133.7 | 138.9 | 143.1 | 145.0 | 149.3 |
| Netherlands.....          | 119.0 | 123.6 | 129.1 | 134.9 | 141.0 | 147.8 | 154.0 |
| Norway.....               | 120.5 | 125.2 | 135.4 | 142.2 | 147.3 | 155.0 | 161.2 |
| Portugal.....             | 160.0 | 174.9 | 182.6 | 185.5 | 190.0 | 200.5 | 209.3 |
| Spain.....                | 146.4 | 153.3 | 155.1 | 161.6 | 166.8 | 173.7 | 182.2 |
| Sweden.....               | 131.8 | 137.0 | 141.2 | 144.2 | 149.6 | 153.7 | 158.9 |
| Switzerland.....          | 120.8 | 121.0 | 122.0 | 122.2 | 123.8 | 127.2 | 129.4 |
| United Kingdom.....       | 128.1 | 135.1 | 144.4 | 151.5 | 157.2 | 162.6 | 168.6 |

Tabell 8. Lönekostnad (inkl rörliga tillägg och övertidsersättning) i **nationell valuta** för arbetare inom tillverkningsindustrin år 1996-2002

Table 8. Hourly direct pay in **national currency** for production workers in manufacturing, 30 countries or areas, 1975-2002

| Country or area           | 1996  | 1997  | 1998  | 1999   | 2000  | 2001  | 2002  |
|---------------------------|-------|-------|-------|--------|-------|-------|-------|
| <b>Americas</b>           |       |       |       |        |       |       |       |
| United States.....        | 13.91 | 14.38 | 14.72 | 15.16  | 15.66 | 16.21 | 16.74 |
| Brazil.....               | 3.85  | 4.20  | 4.30  | 4.20   | 4.40  | 4.71  | 5.09  |
| Canada.....               | 18.87 | 19.02 | 19.43 | 19.45  | 20.08 | 20.41 | 20.97 |
| Mexico.....               | 9.71  | 11.37 | 13.36 | 15.83  | 18.48 | 20.79 | 22.44 |
| <b>Asia and Oceania</b>   |       |       |       |        |       |       |       |
| Australia.....            | 17.96 | 18.44 | 19.62 | 20.08  | 20.18 | 20.84 | 23.01 |
| Hong Kong SAR (1).....    | 38.45 | 40.63 | 41.02 | 40.83  | 41.66 | 42.70 | 41.77 |
| Israel.....               | 27.54 | 31.63 | 34.78 | 37.35  | 39.65 | 43.43 | 43.82 |
| Japan.....                | 1877  | 1938  | 1924  | 1985   | 2011  | 1997  | 1976  |
| Korea.....                | 5457  | 5755  | 5818  | 6157   | 6757  | 7344  | 8330  |
| New Zealand.....          | 14.60 | 15.13 | 15.53 | 15.89  | 16.46 | 17.09 | 17.77 |
| Singapore.....            | 9.77  | 10.24 | 11.00 | 11.21  | 11.80 | 11.77 | 11.32 |
| Sri Lanka.....            | 22.70 | 23.01 | 25.79 | 27.93  | 31.52 | 34.36 | 40.49 |
| Taiwan.....               | 147.1 | 152.5 | 159.2 | 163.4  | 168.1 | 177.7 | 172.3 |
| <b>Europe</b>             |       |       |       |        |       |       |       |
| Austria.....              | 190.1 | 193.4 | 197.7 | #14.73 | 15.10 | 15.58 | 16.05 |
| Belgium.....              | 592.1 | 603.6 | 620.2 | #15.81 | 16.11 | 16.57 | 16.97 |
| Denmark.....              | 138.2 | 144.8 | 152.2 | 159.7  | 166.6 | 173.7 | 180.7 |
| Finland.....              | 83.82 | 86.11 | 89.71 | #15.62 | 16.35 | 17.28 | 17.82 |
| France.....               | 68.12 | 69.99 | 71.55 | #11.15 | 11.67 | 12.21 | 12.64 |
| Germany, Former West..... | 35.37 | 35.83 | 36.32 | #18.98 | 19.61 | 20.11 | 20.55 |
| Germany, Unified.....     | 33.88 | 34.34 | 34.83 | #18.20 | 18.80 | 19.30 | 19.71 |
| Greece.....               | 1755  | 1926  | 2016  | ..     | ..    | ..    | ..    |
| Ireland.....              | 7.54  | 7.87  | 8.32  | #11.24 | 12.04 | 13.19 | 14.31 |
| Italy.....                | 17937 | 18385 | 19020 | #10.11 | 10.37 | 10.57 | 10.85 |
| Luxembourg.....           | 598.1 | 603.7 | 609.3 | #15.64 | 16.09 | 16.26 | 16.75 |
| Netherlands.....          | 29.80 | 31.10 | 32.66 | #15.65 | 16.52 | 17.32 | 18.05 |
| Norway.....               | 134.3 | 139.1 | 150.3 | 157.9  | 163.6 | 172.1 | 179.0 |
| Portugal.....             | 658.8 | 722.5 | 756.6 | #3.85  | 3.95  | 4.17  | 4.35  |
| Spain.....                | 1271  | 1334  | 1350  | #8.46  | 8.74  | 9.11  | 9.55  |
| Sweden.....               | 116.8 | 121.7 | 126.1 | 128.5  | 133.4 | 137.3 | 142.0 |
| Switzerland.....          | 29.01 | 29.07 | 29.30 | 29.36  | 29.74 | 30.54 | 31.09 |
| United Kingdom.....       | 7.86  | 8.23  | 8.64  | 8.92   | 9.18  | 9.52  | 9.89  |

Tabell 11. Lön för arbetad tid (tid o prest.lön, rörliga tillägg)

Table 11. Pay for time worked in **national currency** for production workers in manufacturing, 30 countries or areas, 1975-2002

| Country or area           | 1996  | 1997  | 1998  | 1999   | 2000  | 2001  | 2002  |
|---------------------------|-------|-------|-------|--------|-------|-------|-------|
| <b>Americas</b>           |       |       |       |        |       |       |       |
| United States.....        | 12.77 | 13.17 | 13.49 | 13.90  | 14.37 | 14.83 | 15.30 |
| Brazil.....               | 3.04  | 3.32  | 3.40  | 3.32   | 3.48  | 3.72  | 4.02  |
| Canada.....               | 16.71 | 16.85 | 17.21 | 17.23  | 17.79 | 18.08 | 18.58 |
| Mexico.....               | ..    | ..    | ..    | ..     | ..    | ..    | ..    |
| <b>Asia and Oceania</b>   |       |       |       |        |       |       |       |
| Australia.....            | 15.82 | 16.25 | 17.28 | 17.69  | 17.78 | 18.36 | 20.28 |
| Hong Kong SAR (1).....    | ..    | ..    | ..    | ..     | ..    | ..    | ..    |
| Israel.....               | 25.09 | 28.82 | 31.70 | 34.24  | 36.39 | 39.50 | 39.94 |
| Japan.....                | 1312  | 1353  | 1359  | 1387   | 1405  | 1401  | 1406  |
| Korea.....                | ..    | ..    | ..    | ..     | ..    | ..    | ..    |
| New Zealand.....          | 12.83 | 13.30 | 13.71 | 14.09  | 14.53 | 15.03 | 15.62 |
| Singapore.....            | 7.52  | 7.85  | 8.33  | 8.51   | 8.89  | 8.80  | 8.46  |
| Sri Lanka.....            | 17.90 | 18.15 | 20.34 | 22.03  | 24.86 | 27.10 | 31.93 |
| Taiwan.....               | ..    | ..    | ..    | ..     | ..    | ..    | ..    |
| <b>Europe</b>             |       |       |       |        |       |       |       |
| Austria.....              | 132.9 | 136.1 | 139.2 | #10.43 | 10.72 | 11.03 | 11.34 |
| Belgium.....              | 424.0 | 432.2 | 444.1 | #11.32 | 11.54 | 11.87 | 12.15 |
| Denmark.....              | 115.1 | 119.6 | 124.8 | 130.0  | 134.6 | 140.3 | 146.0 |
| Finland.....              | 62.93 | 64.56 | 67.06 | #11.59 | 12.22 | 12.78 | 13.14 |
| France.....               | 53.81 | 55.29 | 56.51 | #8.81  | 9.22  | 9.64  | 9.98  |
| Germany, Former West..... | 26.23 | 26.68 | 27.33 | #14.38 | 14.75 | 14.97 | 15.28 |
| Germany, Unified.....     | 25.27 | 25.71 | 26.35 | #13.87 | 14.21 | 14.44 | 14.73 |
| Greece.....               | 1350  | 1470  | 1539  | ..     | ..    | ..    | ..    |
| Ireland.....              | 6.68  | 6.91  | 7.22  | #9.67  | 10.26 | 11.24 | 12.19 |
| Italy.....                | 13934 | 14459 | 14842 | #7.83  | 7.98  | 8.13  | 8.35  |
| Luxembourg.....           | 464.0 | 470.0 | 476.0 | #12.26 | 12.66 | 12.80 | 13.18 |
| Netherlands.....          | 22.38 | 23.35 | 24.70 | #11.87 | 12.52 | 13.12 | 13.67 |
| Norway.....               | 114.0 | 118.6 | 128.2 | 134.6  | 139.5 | 146.8 | 152.6 |
| Portugal.....             | 503.8 | 548.3 | 569.7 | #2.87  | 2.93  | 3.09  | 3.23  |
| Spain.....                | 895.0 | 952.6 | 977.4 | #6.21  | 6.50  | 6.77  | 7.11  |
| Sweden.....               | 97.53 | 101.8 | 105.5 | 107.4  | 111.0 | 114.3 | 118.2 |
| Switzerland.....          | 22.68 | 22.73 | 22.91 | 22.96  | 23.25 | 23.88 | 24.31 |
| United Kingdom.....       | 6.79  | 7.06  | 7.36  | 7.54   | 7.71  | 7.99  | 8.31  |

Tabell 16. Växelkurser år 1996-2002

Table 16. Exchange rates, 30 countries or areas, 1996-2002

(National currency units per U.S. dollar)

| Country or area           | 1996  | 1997  | 1998  | 1999   | 2000  | 2001  | 2002  |
|---------------------------|-------|-------|-------|--------|-------|-------|-------|
| <b>Americas</b>           |       |       |       |        |       |       |       |
| United States.....        | 1.000 | 1.000 | 1.000 | 1.000  | 1.000 | 1.000 | 1.000 |
| Brazil.....               | 1.005 | 1.078 | 1.161 | 1.821  | 1.830 | 2.353 | 2.921 |
| Canada.....               | 1.364 | 1.385 | 1.484 | 1.486  | 1.486 | 1.549 | 1.570 |
| Mexico.....               | 7.600 | 7.918 | 9.152 | 9.553  | 9.459 | 9.337 | 9.663 |
| <b>Asia and Oceania</b>   |       |       |       |        |       |       |       |
| Australia.....            | 1.277 | 1.345 | 1.590 | 1.549  | 1.720 | 1.935 | 1.839 |
| Hong Kong SAR (1).....    | 7.735 | 7.743 | 7.747 | 7.759  | 7.792 | 7.800 | 7.800 |
| Israel.....               | 3.192 | 3.449 | 3.800 | 4.140  | 4.077 | 4.206 | 4.738 |
| Japan.....                | 108.8 | 121.1 | 131.0 | 113.7  | 107.8 | 121.6 | 125.2 |
| Korea.....                | 804.5 | 950.8 | 1400  | 1190   | 1131  | 1292  | 1250  |
| New Zealand.....          | 1.454 | 1.509 | 1.865 | 1.889  | 2.189 | 2.380 | 2.153 |
| Singapore.....            | 1.410 | 1.486 | 1.672 | 1.695  | 1.725 | 1.793 | 1.791 |
| Sri Lanka.....            | 55.27 | 59.00 | 64.45 | 70.64  | 77.01 | 89.38 | 95.66 |
| Taiwan.....               | 27.47 | 28.78 | 33.55 | 32.32  | 31.26 | 33.82 | 34.54 |
| <b>Europe</b>             |       |       |       |        |       |       |       |
| Austria.....              | 10.59 | 12.21 | 12.38 | #.9387 | 1.083 | 1.117 | 1.058 |
| Belgium.....              | 30.97 | 35.81 | 36.31 | #.9387 | 1.083 | 1.117 | 1.058 |
| Denmark.....              | 5.800 | 6.609 | 6.703 | 6.990  | 8.095 | 8.332 | 7.886 |
| Finland.....              | 4.595 | 5.196 | 5.347 | #.9387 | 1.083 | 1.117 | 1.058 |
| France.....               | 5.116 | 5.839 | 5.900 | #.9387 | 1.083 | 1.117 | 1.058 |
| Germany, Former West..... | 1.505 | 1.735 | 1.760 | #.9387 | 1.083 | 1.117 | 1.058 |
| Germany, Unified.....     | 1.505 | 1.735 | 1.760 | #.9387 | 1.083 | 1.117 | 1.058 |
| Greece.....               | 240.7 | 273.1 | 295.5 | ..     | ..    | ..    | ..    |
| Ireland.....              | .6252 | .6595 | .7019 | #.9387 | 1.083 | 1.117 | 1.058 |
| Italy.....                | 1543  | 1704  | 1737  | #.9387 | 1.083 | 1.117 | 1.058 |
| Luxembourg.....           | 30.96 | 35.77 | 36.30 | #.9387 | 1.083 | 1.117 | 1.058 |
| Netherlands.....          | 1.686 | 1.953 | 1.984 | #.9387 | 1.083 | 1.117 | 1.058 |
| Norway.....               | 6.459 | 7.086 | 7.552 | 7.807  | 8.813 | 8.996 | 7.984 |
| Portugal.....             | 154.3 | 175.4 | 180.3 | #.9387 | 1.083 | 1.117 | 1.058 |
| Spain.....                | 126.7 | 146.5 | 149.4 | #.9387 | 1.083 | 1.117 | 1.058 |
| Sweden.....               | 6.708 | 7.645 | 7.952 | 8.274  | 9.174 | 10.34 | 9.720 |
| Switzerland.....          | 1.236 | 1.451 | 1.451 | 1.505  | 1.690 | 1.689 | 1.557 |
| United Kingdom.....       | .6407 | .6106 | .6034 | .6184  | .6598 | .6946 | .6660 |

## Definitions

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

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

**Hourly direct pay** includes (a) pay for time worked (basic time and piece rates plus overtime premiums, shift differentials, other premiums and bonuses paid regularly each pay period, and cost-of-living adjustments) and (b) other direct pay (pay for time not worked (vacations, holidays, and other leave, except sick leave), seasonal or irregular bonuses and other special payments, selected social allowances, and the cost of payments in kind), before payroll deductions of any kind. Direct pay is also measured on an hours-worked basis for every country.

**Pay for time worked** includes only basic time and piece rates plus overtime premiums, shift differentials, other premiums and bonuses paid regularly each pay period, and cost-of-living adjustments (COLA's). Pay for time worked is measured on an hours-worked basis for every country.

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 (e.g., powerplants); and other services closely related to the above activities. Working supervisors are generally included; apprentices and other trainees are generally excluded.