

International Comparisons of Hourly Compensation Costs in Manufacturing Industries, 2012



International Labor Comparisons

August 9, 2013

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Related Info

Data tables 2008–2012:

By industry

www.bls.gov/ilc/ichccindustry.htm

By country

www.bls.gov/ilc/ichcccountr.htm

Elimination of ILC

BLS has eliminated the International Labor Comparisons (ILC) program. This is the last BLS release of international comparisons of hourly compensation costs .

The BLS is aware of other organizations that have obtained the methodology and intend to produce ILC indicators similar to those done previously by BLS. Please see the announcement at www.bls.gov/ilc.

Hourly compensation costs, or the hourly cost to the manufacturer of employing labor, is one of the most important indicators of international competitiveness in manufacturing. Average measures of compensation costs for the manufacturing sector as a whole, however, often mask important cost differences and competitiveness among sub-manufacturing industries. Under an international comparative lens, this report highlights the differences in compensation costs across both countries and industries.

Chart 1. Average hourly compensation costs in manufacturing, 2012

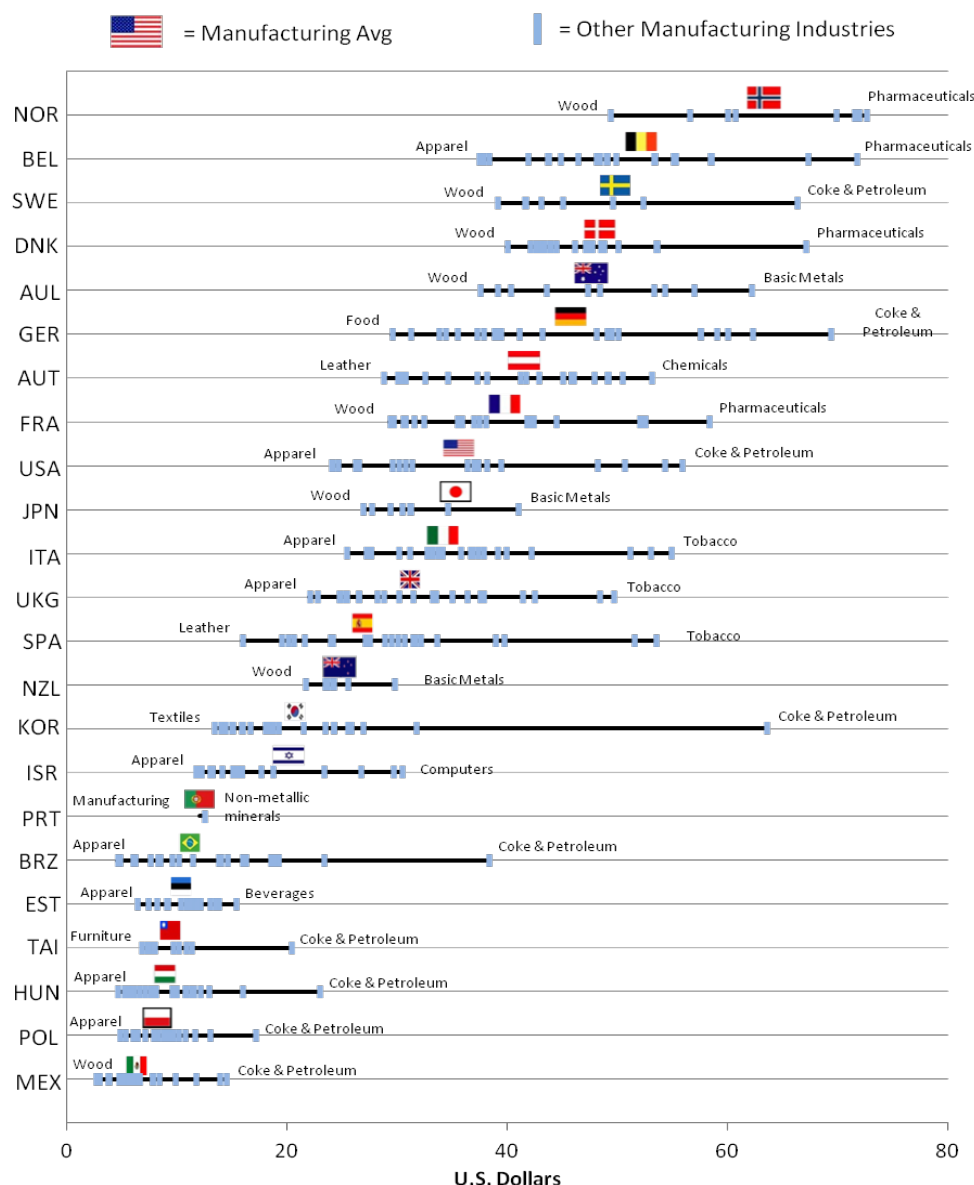


Chart 1 Highlights

Average hourly compensation costs in manufacturing, 2012

Within each country, industry compensation costs can vary greatly from average compensation in total manufacturing (see [Chart 1](#)). The overall spread of compensation costs across industries can be compared across countries by looking at the relative—and not the absolute—distance of costs between the highest and lowest compensated industries. In 2012, for example, the highest paid industry was more than double the lowest paid industry in 13 of 23 countries compared. The greatest variation in compensation across industries occurred primarily in Brazil and Mexico and countries in Eastern Europe and Asia. Historically, the highest and lowest compensated industries have tended to be similar across countries. In 2012, coke and petroleum products and pharmaceuticals were among the highly paid industries, while the lower paid industries included apparel and wood products manufacturing.

Chart 2 Highlights

Industry compensation costs as a percent of average costs in manufacturing, by region, 2012

In [Chart 2](#), bold diamonds represent the average compensation cost in manufacturing for each country, and each notch along a country line represents average costs in a particular sub-manufacturing industry. The spread, or dispersion, of compensation within countries is shown against the horizontal axis (each country's manufacturing average is set equal to 100), while a country's position relative to the United States is shown against the vertical axis (average U.S. manufacturing compensation is set equal to 100).

The overall spread of manufacturing compensation is determined not only by the industries at the upper and lower ends of the compensation spectrum, but also by how closely together or far apart industries fall between the two extremes (see [Chart 2](#)). The dispersion of manufacturing compensation is high and driven largely by variations in the top (red) end of the compensation spectrum in Latin America, Asia, and eastern Europe. On the other hand, the dispersion of compensation costs is lower in northern Europe primarily because industry compensation is more tightly clustered around the manufacturing average in these countries.

Chart 2. Industry compensation costs as a percent of average costs in manufacturing, by region, 2012

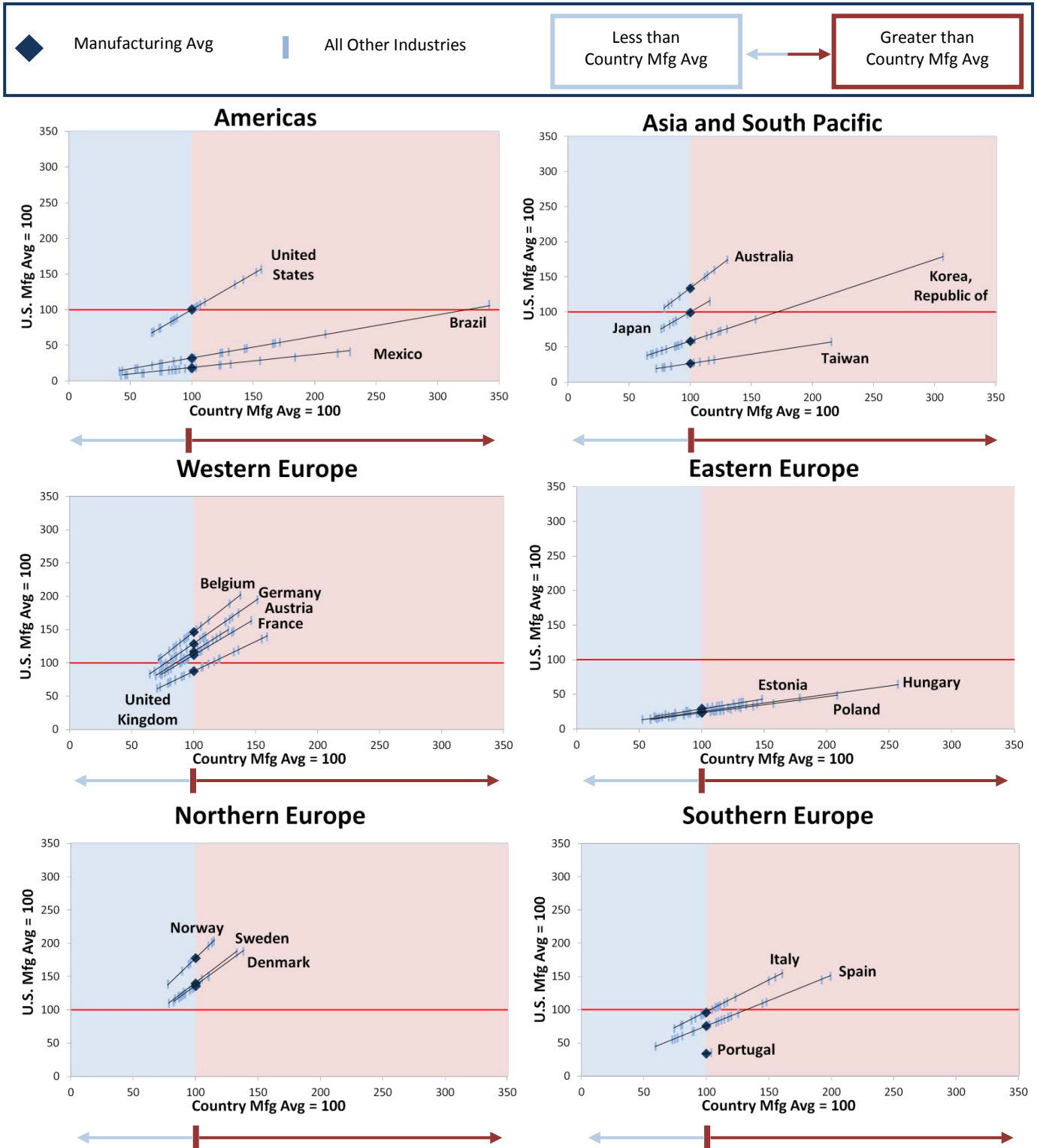


Chart 3 Highlights

Industry compensation costs as a percent of average costs in manufacturing, and as a percent of average U.S. industry costs, by industry, 2012

Because compensation costs can differ so much from one industry within manufacturing to another, [Chart 3](#) focuses the analysis at the industry level and provides a snapshot of U.S. competitiveness for the industries shown. In the charts, compensation costs for the industry in each country are compared to the country's average manufacturing compensation along the horizontal axis and to U.S. compensation for that industry along the vertical axis.

Industries for which most countries lie in the left (red) portion of the chart (apparel and fabricated metals) are industries that are generally lower compensated than the manufacturing average in each country, while industries for which most countries lie in the right (green) portion of the chart (pharmaceuticals, computers, motor vehicles, and other transport) are generally higher compensated industries.

Similar to the pattern seen at the sector level, industry compensation costs in western and northern Europe are generally higher than in the United States, while costs in Asia, Latin America, and eastern Europe are generally lower. Based on 2012 compensation levels for the industries shown, the United States was relatively more competitive in the manufacture of fabricated metal and paper products and relatively less competitive in computer, electronic, and optical products and other transport equipment (also see [Table 3](#)).

Chart 3. Industry compensation costs as a percent of average costs in manufacturing, and as a percent of average U.S. industry costs, by industry, 2012

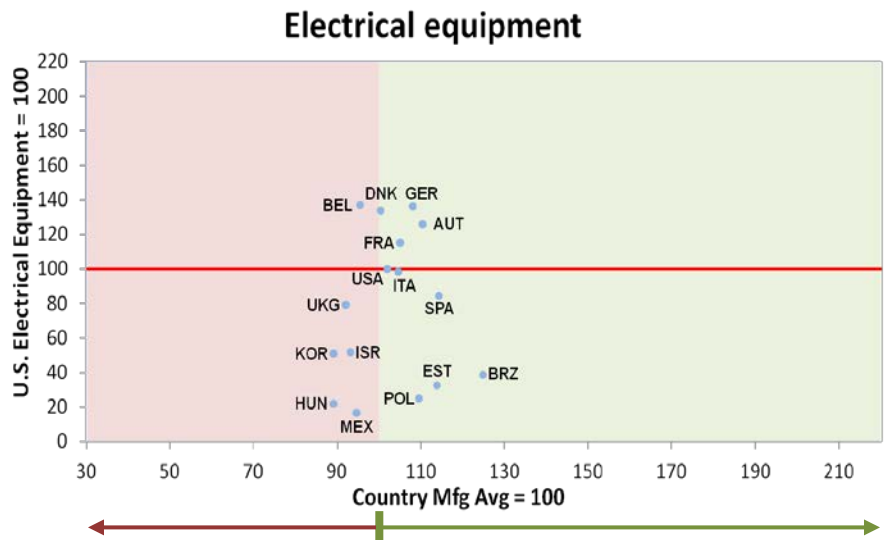
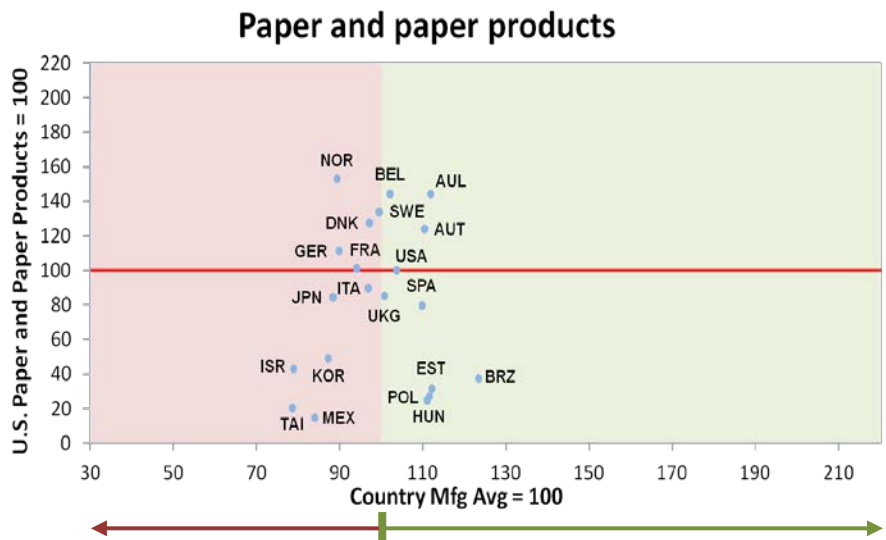
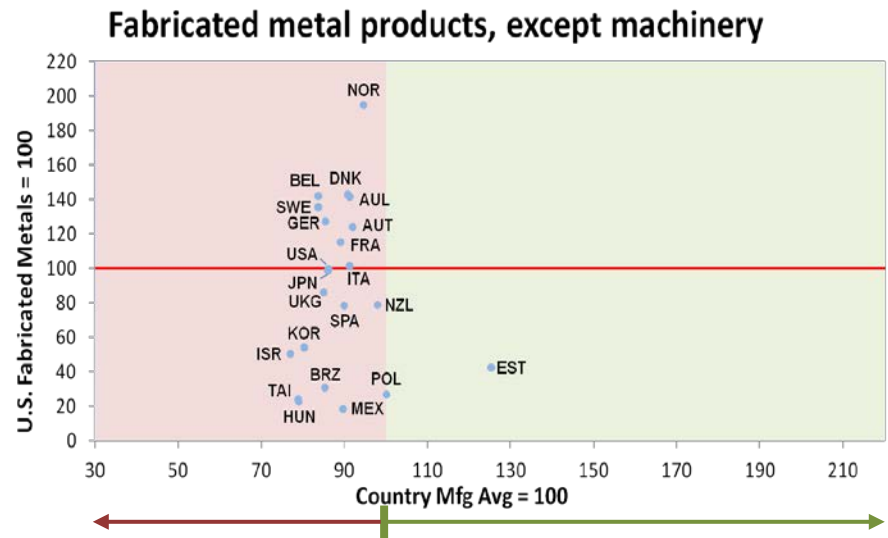
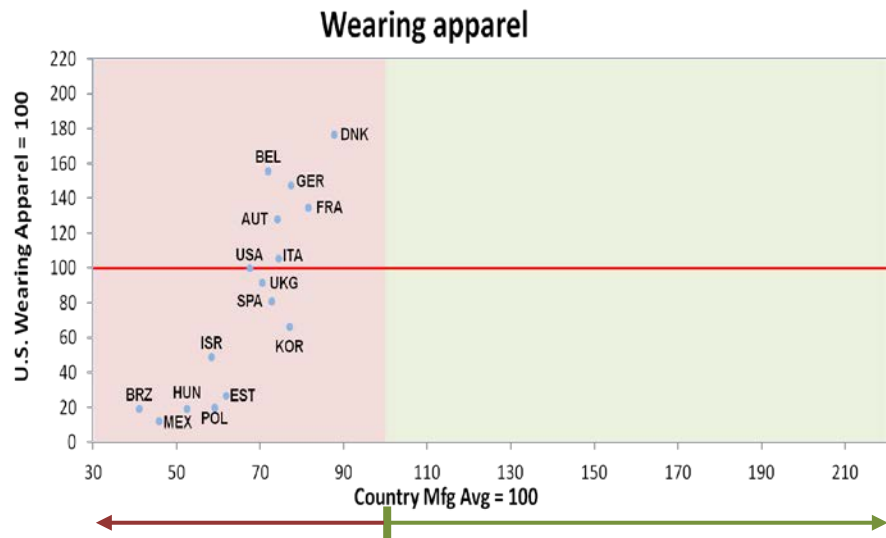


Chart 3 (Continued). Industry compensation costs as a percent of average costs in manufacturing, and as a percent of average U.S. industry costs, by industry, 2012

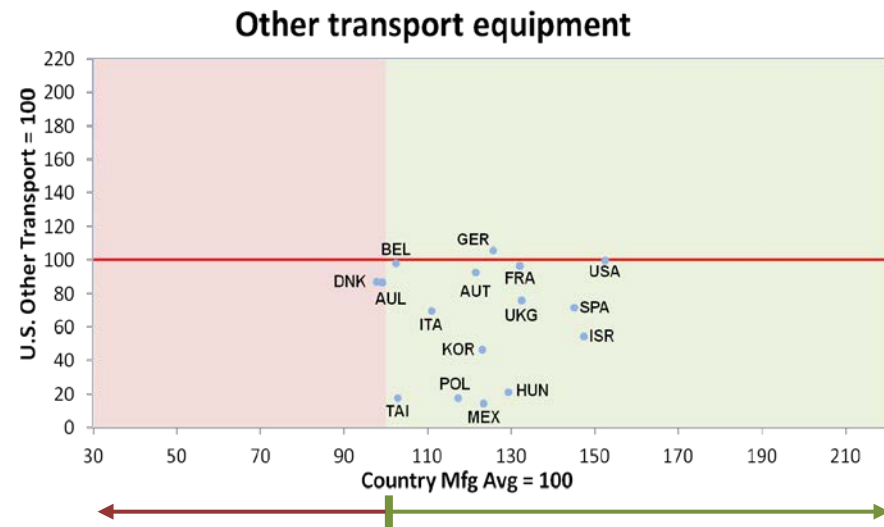
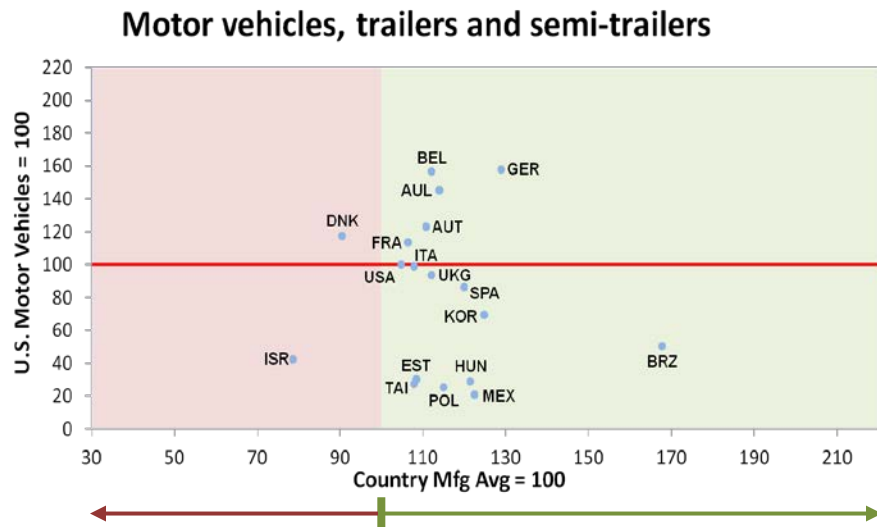
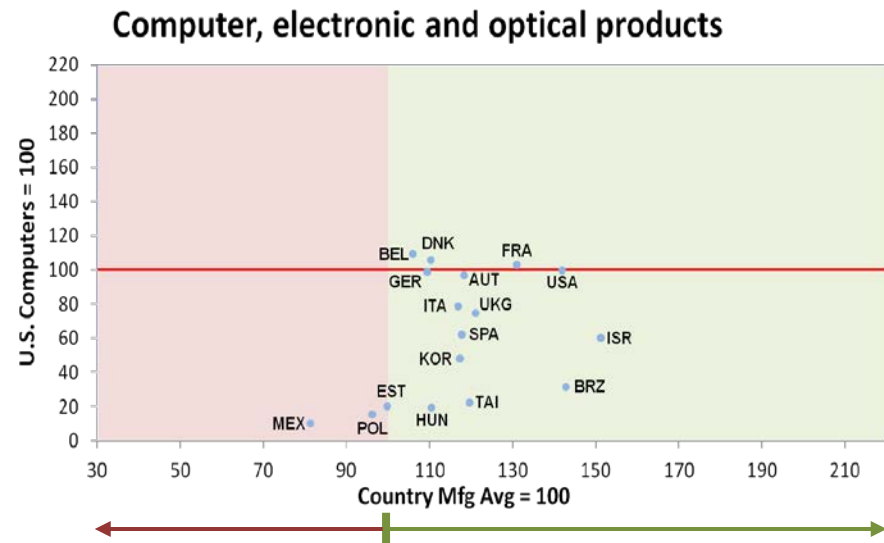
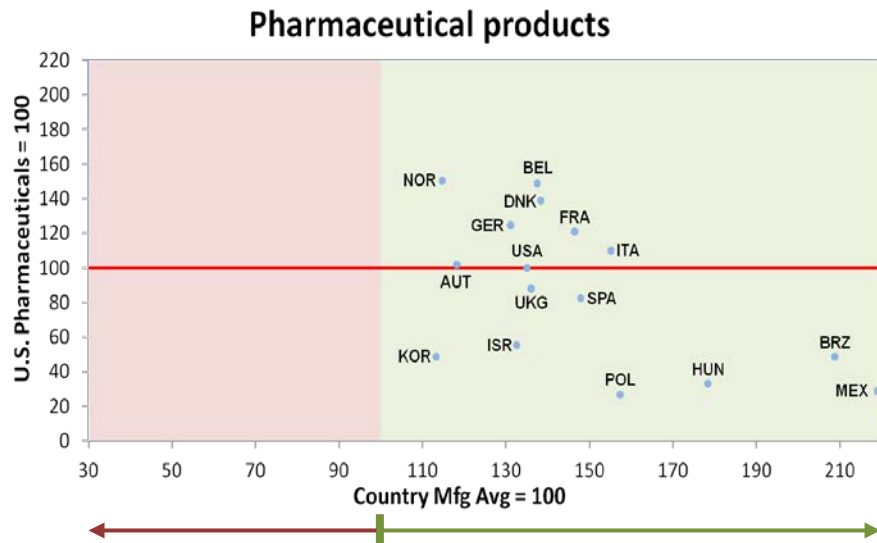


Table 1a. Average hourly compensation costs in manufacturing industries, U.S. dollars, 2012

Industry	ISIC Rev. 4 Code	United States	Argentina	Australia	Austria	Belgium	Brazil	Canada
Manufacturing (NAICS 31-33)	C	35.67	18.87	47.68	41.53	52.19	11.20	36.59
Food products, beverages, and tobacco	10-12	27.20	NA	41.21	32.46	46.24	8.81	NA
Food products and beverages	10-11	NA	NA	NA	31.88	46.22	8.70	NA
Food products	10	26.25	NA	39.15	30.10	44.84	8.44	NA
Beverages	11	NA	NA	NA	42.84	55.14	11.47	NA
Tobacco products	12	NA	NA	NA	NA	46.41	16.23	NA
Textiles, wearing apparel, and leather	13-15	24.34	NA	NA	31.98	41.20	5.32	NA
Textiles and wearing apparel	13-14	24.19	NA	NA	33.03	40.99	5.52	NA
Textiles	13	24.17	NA	NA	34.64	41.89	7.60	NA
Wearing apparel	14	24.09	NA	NA	30.82	37.51	4.61	NA
Leather and related products	15	26.34	NA	NA	28.82	43.80	4.87	NA
Wood and paper products and printing	16-18	30.78	NA	41.40	38.12	46.77	9.49	NA
Wood and wood products, except furniture	16	24.67	NA	37.56	32.55	38.38	6.27	NA
Paper and paper products	17	36.99	NA	53.33	45.82	53.30	13.82	NA
Printing and reproduction of recorded media	18	30.15	NA	40.36	41.23	48.08	8.49	NA
Coke and refined petroleum products	19	55.85	NA	NA	NA	NA	38.31	NA
Chemicals and pharmaceutical products	20-21	42.52	NA	NA	51.42	68.64	20.26	NA
Chemicals and chemical products, except pharmaceuticals	20	39.48	NA	NA	53.12	67.32	19.23	NA
Pharmaceutical products	21	48.20	NA	NA	49.14	71.79	23.40	NA
Rubber, plastics, and other non-metallic mineral products	22-23	30.24	NA	52.53	39.58	49.10	9.24	NA
Rubber and plastics products	22	29.60	NA	57.02	37.23	49.03	10.21	NA
Other non-metallic mineral products	23	31.37	NA	48.45	41.67	49.09	8.31	NA
Primary and fabricated metal products, except machinery and equipment	24-25	32.25	NA	50.05	41.52	49.62	12.42	NA
Basic metals	24	37.29	NA	62.15	47.91	58.47	18.58	NA
Fabricated metal products, except machinery and equipment	25	30.73	NA	43.55	38.20	43.69	9.56	NA
Computer, electronic and optical products	26	50.62	NA	NA	49.16	55.33	16.01	NA
Electrical equipment	27	36.41	NA	NA	45.85	49.87	14.00	NA
Machinery and equipment n.e.c.	28	38.15	NA	NA	45.09	48.45	14.58	NA
Motor vehicles and other transport equipment	29-30	45.34	NA	NA	46.81	57.63	18.78	NA
Motor vehicles, trailers and semi-trailers	29	37.38	NA	54.34	46.05	58.52	18.80	NA
Other transport equipment	30	54.35	NA	47.28	50.45	53.42	NA	NA
Furniture	31	26.57	NA	NA	30.40	37.85	6.05	NA

See notes at end of tables.

Source: U.S. Bureau of Labor Statistics, International Labor Comparisons, August 2013

Table 1b. Average hourly compensation costs in manufacturing industries, U.S. dollars, 2012

Industry	ISIC Rev. 4 Code	Czech Republic	Denmark	Estonia	Finland	France	Germany	Greece
Manufacturing (NAICS 31-33)	C	11.95	48.47	10.41	42.60	39.81	45.79	19.41
Food products, beverages, and tobacco	10-12	NA	44.67	NA	NA	NA	31.52	NA
Food products and beverages	10-11	NA	44.77	9.83	NA	NA	NA	NA
Food products	10	NA	44.51	9.20	NA	30.55	29.56	NA
Beverages	11	NA	47.69	15.42	NA	NA	43.20	NA
Tobacco products	12	NA	NA	NA	NA	NA	62.28	NA
Textiles, wearing apparel, and leather	13-15	NA	43.29	7.12	NA	31.54	35.09	NA
Textiles and wearing apparel	13-14	NA	42.85	7.09	NA	31.54	34.37	NA
Textiles	13	NA	42.95	8.16	NA	30.73	33.82	NA
Wearing apparel	14	NA	42.55	6.44	NA	32.47	35.49	NA
Leather and related products	15	NA	NA	7.38	NA	31.60	38.83	NA
Wood and paper products and printing	16-18	NA	44.51	11.17	NA	34.51	37.94	NA
Wood and wood products, except furniture	16	NA	40.00	10.92	NA	29.34	31.27	NA
Paper and paper products	17	NA	47.09	11.66	NA	37.46	41.12	NA
Printing and reproduction of recorded media	18	NA	48.79	12.10	NA	35.93	39.44	NA
Coke and refined petroleum products	19	NA	NA	NA	NA	NA	69.38	NA
Chemicals and pharmaceutical products	20-21	NA	53.73	NA	NA	54.28	58.18	NA
Chemicals and chemical products, except pharmaceuticals	20	NA	53.63	13.71	NA	52.03	57.59	NA
Pharmaceutical products	21	NA	67.09	NA	NA	58.33	60.06	NA
Rubber, plastics, and other non-metallic mineral products	22-23	NA	47.41	12.32	NA	37.49	37.71	NA
Rubber and plastics products	22	NA	48.50	10.84	NA	36.94	37.91	NA
Other non-metallic mineral products	23	NA	46.16	13.84	NA	38.04	37.31	NA
Primary and fabricated metal products, except machinery and equipment	24-25	NA	43.93	NA	NA	37.71	41.63	NA
Basic metals	24	NA	43.41	NA	NA	44.49	48.14	NA
Fabricated metal products, except machinery and equipment	25	NA	44.02	13.05	NA	35.47	39.12	NA
Computer, electronic and optical products	26	NA	53.54	10.40	NA	52.15	50.11	NA
Electrical equipment	27	NA	48.73	11.85	NA	41.83	49.52	NA
Machinery and equipment n.e.c.	28	NA	50.05	13.50	NA	42.19	49.11	NA
Motor vehicles and other transport equipment	29-30	NA	45.61	NA	NA	45.77	58.82	NA
Motor vehicles, trailers and semi-trailers	29	NA	43.87	11.29	NA	42.36	59.04	NA
Other transport equipment	30	NA	47.42	NA	NA	52.59	57.53	NA
Furniture	31	NA	42.14	9.11	NA	29.67	34.45	NA

See notes at end of tables.

Source: U.S. Bureau of Labor Statistics, International Labor Comparisons, August 2013

Table 1c. Average hourly compensation costs in manufacturing industries, U.S. dollars, 2012

Industry	ISIC Rev. 4 Code	Hungary	Ireland	Israel	Italy	Japan	Korea, Republic of	Mexico
Manufacturing (NAICS 31-33)	C	8.95	38.17	20.14	34.18	35.34	20.72	6.36
Food products, beverages, and tobacco	10-12	7.16	NA	13.65	33.99	25.37	15.58	5.52
Food products and beverages	10-11	7.07	NA	NA	33.92	NA	15.39	5.49
Food products	10	6.58	NA	13.07	33.22	NA	14.95	5.50
Beverages	11	10.81	NA	NA	39.12	NA	21.51	5.55
Tobacco products	12	12.13	NA	NA	54.95	NA	31.79	11.71
Textiles, wearing apparel, and leather	13-15	5.21	NA	12.98	27.45	NA	14.54	3.30
Textiles and wearing apparel	13-14	5.18	NA	12.82	27.51	23.67	14.60	3.40
Textiles	13	6.12	NA	14.07	30.13	NA	13.41	3.87
Wearing apparel	14	4.69	NA	11.77	25.43	NA	15.95	2.92
Leather and related products	15	5.27	NA	12.28	27.25	NA	14.06	3.03
Wood and paper products and printing	16-18	7.68	NA	14.03	31.42	29.64	16.41	4.89
Wood and wood products, except furniture	16	5.67	NA	13.28	27.61	26.97	15.86	2.70
Paper and paper products	17	9.98	NA	15.89	33.08	31.24	18.08	5.34
Printing and reproduction of recorded media	18	7.64	NA	13.26	33.77	29.40	14.36	4.73
Coke and refined petroleum products	19	22.98	NA	NA	51.21	NA	63.56	14.56
Chemicals and pharmaceutical products	20-21	14.68	NA	NA	46.44	NA	24.10	11.01
Chemicals and chemical products, except pharmaceuticals	20	12.91	NA	NA	42.20	NA	24.25	9.91
Pharmaceutical products	21	15.97	NA	26.70	53.05	NA	23.47	13.93
Rubber, plastics, and other non-metallic mineral products	22-23	8.63	NA	16.29	33.44	32.35	16.31	5.52
Rubber and plastics products	22	8.13	NA	15.72	32.73	31.17	15.08	4.81
Other non-metallic mineral products	23	9.57	NA	17.62	34.12	34.57	19.22	6.29
Primary and fabricated metal products, except machinery and equipment	24-25	8.06	NA	15.46	32.69	34.58	19.87	7.09
Basic metals	24	11.35	NA	15.09	37.37	40.98	26.94	8.39
Fabricated metal products, except machinery and equipment	25	7.07	NA	15.53	31.18	30.42	16.64	5.71
Computer, electronic and optical products	26	9.89	NA	30.47	39.95	NA	24.30	5.18
Electrical equipment	27	7.99	NA	18.77	35.75	NA	18.49	6.02
Machinery and equipment n.e.c.	28	9.68	NA	23.36	36.70	NA	18.24	6.59
Motor vehicles and other transport equipment	29-30	10.91	NA	25.95	37.26	41.65	25.74	7.80
Motor vehicles, trailers and semi-trailers	29	10.87	NA	15.85	36.88	NA	25.87	7.79
Other transport equipment	30	11.58	NA	29.67	37.90	NA	25.50	7.86
Furniture	31	5.89	NA	12.13	27.57	27.75	18.73	3.79

See notes at end of tables.

Source: U.S. Bureau of Labor Statistics, International Labor Comparisons, August 2013

Table 1d. Average hourly compensation costs in manufacturing industries, U.S. dollars, 2012

Industry	ISIC Rev. 4 Code	Netherlands	New Zealand	Norway	Philippines	Poland	Portugal	Singapore
Manufacturing (NAICS 31-33)	C	39.62	24.77	63.36	2.10	8.25	12.10	24.16
Food products, beverages, and tobacco	10-12	NA	NA	56.32	NA	NA	12.15	NA
Food products and beverages	10-11	NA	NA	NA	NA	7.38	NA	NA
Food products	10	NA	23.49	NA	NA	7.09	NA	NA
Beverages	11	NA	NA	NA	NA	11.64	NA	NA
Tobacco products	12	NA	NA	NA	NA	NA	NA	NA
Textiles, wearing apparel, and leather	13-15	NA	21.65	51.55	NA	5.28	8.81	NA
Textiles and wearing apparel	13-14	NA	NA	NA	NA	5.27	NA	NA
Textiles	13	NA	NA	NA	NA	6.07	NA	NA
Wearing apparel	14	NA	NA	NA	NA	4.88	NA	NA
Leather and related products	15	NA	NA	NA	NA	5.31	NA	NA
Wood and paper products and printing	16-18	NA	NA	NA	NA	7.69	NA	NA
Wood and wood products, except furniture	16	NA	21.73	49.41	NA	6.29	NA	NA
Paper and paper products	17	NA	NA	56.60	NA	9.15	NA	NA
Printing and reproduction of recorded media	18	NA	23.65	60.75	NA	9.45	NA	NA
Coke and refined petroleum products	19	NA	NA	NA	NA	17.19	NA	NA
Chemicals and pharmaceutical products	20-21	NA	NA	NA	NA	11.31	NA	NA
Chemicals and chemical products, except pharmaceuticals	20	NA	NA	71.94	NA	10.81	NA	NA
Pharmaceutical products	21	NA	NA	72.67	NA	12.99	NA	NA
Rubber, plastics, and other non-metallic mineral products	22-23	NA	NA	58.81	NA	8.36	NA	NA
Rubber and plastics products	22	NA	25.55	NA	NA	8.04	NA	NA
Other non-metallic mineral products	23	NA	24.19	NA	NA	8.82	12.55	NA
Primary and fabricated metal products, except machinery and equipment	24-25	NA	NA	NA	NA	8.65	12.48	NA
Basic metals	24	NA	29.81	69.90	NA	10.16	NA	NA
Fabricated metal products, except machinery and equipment	25	NA	24.27	59.99	NA	8.27	NA	NA
Computer, electronic and optical products	26	NA	NA	NA	NA	7.94	NA	NA
Electrical equipment	27	NA	NA	NA	NA	9.05	NA	NA
Machinery and equipment n.e.c.	28	NA	NA	71.54	NA	9.24	NA	NA
Motor vehicles and other transport equipment	29-30	NA	27.97	71.10	NA	9.53	NA	NA
Motor vehicles, trailers and semi-trailers	29	NA	NA	NA	NA	9.49	NA	NA
Other transport equipment	30	NA	NA	NA	NA	9.68	NA	NA
Furniture	31	NA	NA	NA	NA	6.39	NA	NA

See notes at end of tables.

Source: U.S. Bureau of Labor Statistics, International Labor Comparisons, August 2013

Table 1e. Average hourly compensation costs in manufacturing industries, U.S. dollars, 2012

Industry	ISIC Rev. 4 Code	Slovakia	Spain	Sweden	Switzerland	Taiwan	United Kingdom
Manufacturing (NAICS 31-33)	C	11.30	26.83	49.80	57.79	9.46	31.23
Food products, beverages, and tobacco	10-12	NA	23.06	42.58	NA	NA	26.96
Food products and beverages	10-11	NA	22.69	NA	NA	NA	26.67
Food products	10	NA	21.63	NA	NA	NA	25.40
Beverages	11	NA	30.07	NA	NA	NA	37.57
Tobacco products	12	NA	53.50	NA	NA	NA	49.70
Textiles, wearing apparel, and leather	13-15	NA	19.14	42.05	NA	NA	24.18
Textiles and wearing apparel	13-14	NA	20.05	NA	NA	NA	24.01
Textiles	13	NA	20.65	NA	NA	7.29	24.83
Wearing apparel	14	NA	19.54	NA	NA	NA	22.05
Leather and related products	15	NA	15.94	NA	NA	NA	25.34
Wood and paper products and printing	16-18	NA	24.17	44.29	NA	NA	27.67
Wood and wood products, except furniture	16	NA	20.11	39.18	NA	NA	22.74
Paper and paper products	17	NA	29.45	49.55	NA	7.43	31.47
Printing and reproduction of recorded media	18	NA	23.93	41.62	NA	7.39	28.19
Coke and refined petroleum products	19	NA	51.59	66.31	NA	20.38	48.38
Chemicals and pharmaceutical products	20-21	NA	35.73	67.91	NA	NA	38.87
Chemicals and chemical products, except pharmaceuticals	20	NA	33.65	NA	NA	NA	36.38
Pharmaceutical products	21	NA	39.72	NA	NA	NA	42.52
Rubber, plastics, and other non-metallic mineral products	22-23	NA	27.28	43.82	NA	7.97	27.78
Rubber and plastics products	22	NA	27.54	43.06	NA	7.99	26.53
Other non-metallic mineral products	23	NA	27.10	45.01	NA	7.95	30.21
Primary and fabricated metal products, except machinery and equipment	24-25	NA	25.82	45.29	NA	8.31	28.26
Basic metals	24	NA	31.45	52.35	NA	10.88	33.49
Fabricated metal products, except machinery and equipment	25	NA	24.14	41.70	NA	7.46	26.56
Computer, electronic and optical products	26	NA	31.63	NA	NA	11.31	37.83
Electrical equipment	27	NA	30.68	NA	NA	NA	28.77
Machinery and equipment n.e.c.	28	NA	28.92	NA	NA	NA	33.23
Motor vehicles and other transport equipment	29-30	NA	33.63	51.27	NA	9.98	38.28
Motor vehicles, trailers and semi-trailers	29	NA	32.19	NA	NA	10.20	35.00
Other transport equipment	30	NA	38.92	NA	NA	9.72	41.37
Furniture	31	NA	NA	NA	NA	6.84	24.75

See notes at end of tables.

Source: U.S. Bureau of Labor Statistics, International Labor Comparisons, August 2013

Table 2a. Average hourly compensation costs in manufacturing industries, as a percent of the manufacturing sector average (ISIC C = 100), 2012

Industry	ISIC Rev. 4 Code	United States	Argentina	Australia	Austria	Belgium	Brazil	Canada
Manufacturing (NAICS 31-33)	C	100	100	100	100	100	100	100
Food products, beverages, and tobacco	10-12	76	NA	86	78	89	79	NA
Food products and beverages	10-11	NA	NA	NA	77	89	78	NA
Food products	10	74	NA	82	72	86	75	NA
Beverages	11	NA	NA	NA	103	106	102	NA
Tobacco products	12	NA	NA	NA	NA	89	145	NA
Textiles, wearing apparel, and leather	13-15	68	NA	NA	77	79	47	NA
Textiles and wearing apparel	13-14	68	NA	NA	80	79	49	NA
Textiles	13	68	NA	NA	83	80	68	NA
Wearing apparel	14	68	NA	NA	74	72	41	NA
Leather and related products	15	74	NA	NA	69	84	44	NA
Wood and paper products and printing	16-18	86	NA	87	92	90	85	NA
Wood and wood products, except furniture	16	69	NA	79	78	74	56	NA
Paper and paper products	17	104	NA	112	110	102	123	NA
Printing and reproduction of recorded media	18	85	NA	85	99	92	76	NA
Coke and refined petroleum products	19	157	NA	NA	NA	NA	342	NA
Chemicals and pharmaceutical products	20-21	119	NA	NA	124	132	181	NA
Chemicals and chemical products, except pharmaceuticals	20	111	NA	NA	128	129	172	NA
Pharmaceutical products	21	135	NA	NA	118	138	209	NA
Rubber, plastics, and other non-metallic mineral products	22-23	85	NA	110	95	94	82	NA
Rubber and plastics products	22	83	NA	120	90	94	91	NA
Other non-metallic mineral products	23	88	NA	102	100	94	74	NA
Primary and fabricated metal products, except machinery and equipment	24-25	90	NA	105	100	95	111	NA
Basic metals	24	105	NA	130	115	112	166	NA
Fabricated metal products, except machinery and equipment	25	86	NA	91	92	84	85	NA
Computer, electronic and optical products	26	142	NA	NA	118	106	143	NA
Electrical equipment	27	102	NA	NA	110	96	125	NA
Machinery and equipment n.e.c.	28	107	NA	NA	109	93	130	NA
Motor vehicles and other transport equipment	29-30	127	NA	NA	113	110	168	NA
Motor vehicles, trailers and semi-trailers	29	105	NA	114	111	112	168	NA
Other transport equipment	30	152	NA	99	121	102	NA	NA
Furniture	31	75	NA	NA	73	73	54	NA

See notes at end of tables.

Source: U.S. Bureau of Labor Statistics, International Labor Comparisons, August 2013

Table 2b. Average hourly compensation costs in manufacturing industries, as a percent of the manufacturing sector average (ISIC C = 100), 2012

Industry	ISIC Rev. 4 Code	Czech Republic	Denmark	Estonia	Finland	France	Germany	Greece
Manufacturing (NAICS 31-33)	C	100	100	100	100	100	100	100
Food products, beverages, and tobacco	10-12	NA	92	NA	NA	NA	69	NA
Food products and beverages	10-11	NA	92	94	NA	NA	NA	NA
Food products	10	NA	92	88	NA	77	65	NA
Beverages	11	NA	98	148	NA	NA	94	NA
Tobacco products	12	NA	NA	NA	NA	NA	136	NA
Textiles, wearing apparel, and leather	13-15	NA	89	68	NA	79	77	NA
Textiles and wearing apparel	13-14	NA	88	68	NA	79	75	NA
Textiles	13	NA	89	78	NA	77	74	NA
Wearing apparel	14	NA	88	62	NA	82	77	NA
Leather and related products	15	NA	NA	71	NA	79	85	NA
Wood and paper products and printing	16-18	NA	92	107	NA	87	83	NA
Wood and wood products, except furniture	16	NA	83	105	NA	74	68	NA
Paper and paper products	17	NA	97	112	NA	94	90	NA
Printing and reproduction of recorded media	18	NA	101	116	NA	90	86	NA
Coke and refined petroleum products	19	NA	NA	NA	NA	NA	152	NA
Chemicals and pharmaceutical products	20-21	NA	111	NA	NA	136	127	NA
Chemicals and chemical products, except pharmaceuticals	20	NA	111	132	NA	131	126	NA
Pharmaceutical products	21	NA	138	NA	NA	147	131	NA
Rubber, plastics, and other non-metallic mineral products	22-23	NA	98	118	NA	94	82	NA
Rubber and plastics products	22	NA	100	104	NA	93	83	NA
Other non-metallic mineral products	23	NA	95	133	NA	96	81	NA
Primary and fabricated metal products, except machinery and equipment	24-25	NA	91	NA	NA	95	91	NA
Basic metals	24	NA	90	NA	NA	112	105	NA
Fabricated metal products, except machinery and equipment	25	NA	91	125	NA	89	85	NA
Computer, electronic and optical products	26	NA	110	100	NA	131	109	NA
Electrical equipment	27	NA	101	114	NA	105	108	NA
Machinery and equipment n.e.c.	28	NA	103	130	NA	106	107	NA
Motor vehicles and other transport equipment	29-30	NA	94	NA	NA	115	128	NA
Motor vehicles, trailers and semi-trailers	29	NA	91	108	NA	106	129	NA
Other transport equipment	30	NA	98	NA	NA	132	126	NA
Furniture	31	NA	87	88	NA	75	75	NA

See notes at end of tables.

Source: U.S. Bureau of Labor Statistics, International Labor Comparisons, August 2013

Table 2c. Average hourly compensation costs in manufacturing industries, as a percent of the manufacturing sector average (ISIC C = 100), 2012

Industry	ISIC Rev. 4 Code	Hungary	Ireland	Israel	Italy	Japan	Korea, Republic of	Mexico
Manufacturing (NAICS 31-33)	C	100	100	100	100	100	100	100
Food products, beverages, and tobacco	10-12	80	NA	68	99	72	75	87
Food products and beverages	10-11	79	NA	NA	99	NA	74	86
Food products	10	74	NA	65	97	NA	72	86
Beverages	11	121	NA	NA	114	NA	104	87
Tobacco products	12	136	NA	NA	161	NA	153	184
Textiles, wearing apparel, and leather	13-15	58	NA	64	80	NA	70	52
Textiles and wearing apparel	13-14	58	NA	64	80	67	70	53
Textiles	13	68	NA	70	88	NA	65	61
Wearing apparel	14	52	NA	58	74	NA	77	46
Leather and related products	15	59	NA	61	80	NA	68	48
Wood and paper products and printing	16-18	86	NA	70	92	84	79	77
Wood and wood products, except furniture	16	63	NA	66	81	76	77	42
Paper and paper products	17	111	NA	79	97	88	87	84
Printing and reproduction of recorded media	18	85	NA	66	99	83	69	74
Coke and refined petroleum products	19	257	NA	NA	150	NA	307	229
Chemicals and pharmaceutical products	20-21	164	NA	NA	136	NA	116	173
Chemicals and chemical products, except pharmaceuticals	20	144	NA	NA	123	NA	117	156
Pharmaceutical products	21	178	NA	133	155	NA	113	219
Rubber, plastics, and other non-metallic mineral products	22-23	96	NA	81	98	92	79	87
Rubber and plastics products	22	91	NA	78	96	88	73	76
Other non-metallic mineral products	23	107	NA	87	100	98	93	99
Primary and fabricated metal products, except machinery and equipment	24-25	90	NA	77	96	98	96	111
Basic metals	24	127	NA	75	109	116	130	132
Fabricated metal products, except machinery and equipment	25	79	NA	77	91	86	80	90
Computer, electronic and optical products	26	110	NA	151	117	NA	117	81
Electrical equipment	27	89	NA	93	105	NA	89	95
Machinery and equipment n.e.c.	28	108	NA	116	107	NA	88	103
Motor vehicles and other transport equipment	29-30	122	NA	129	109	118	124	123
Motor vehicles, trailers and semi-trailers	29	121	NA	79	108	NA	125	122
Other transport equipment	30	129	NA	147	111	NA	123	123
Furniture	31	66	NA	60	81	79	90	60

See notes at end of tables.

Source: U.S. Bureau of Labor Statistics, International Labor Comparisons, August 2013

Table 2d. Average hourly compensation costs in manufacturing industries, as a percent of the manufacturing sector average (ISIC C = 100), 2012

Industry	ISIC Rev. 4 Code	Netherlands	New Zealand	Norway	Philippines	Poland	Portugal	Singapore
Manufacturing (NAICS 31-33)	C	100	100	100	100	100	100	100
Food products, beverages, and tobacco	10-12	NA	NA	89	NA	NA	100	NA
Food products and beverages	10-11	NA	NA	NA	NA	89	NA	NA
Food products	10	NA	95	NA	NA	86	NA	NA
Beverages	11	NA	NA	NA	NA	141	NA	NA
Tobacco products	12	NA	NA	NA	NA	NA	NA	NA
Textiles, wearing apparel, and leather	13-15	NA	87	81	NA	64	73	NA
Textiles and wearing apparel	13-14	NA	NA	NA	NA	64	NA	NA
Textiles	13	NA	NA	NA	NA	74	NA	NA
Wearing apparel	14	NA	NA	NA	NA	59	NA	NA
Leather and related products	15	NA	NA	NA	NA	64	NA	NA
Wood and paper products and printing	16-18	NA	NA	NA	NA	93	NA	NA
Wood and wood products, except furniture	16	NA	88	78	NA	76	NA	NA
Paper and paper products	17	NA	NA	89	NA	111	NA	NA
Printing and reproduction of recorded media	18	NA	95	96	NA	115	NA	NA
Coke and refined petroleum products	19	NA	NA	NA	NA	208	NA	NA
Chemicals and pharmaceutical products	20-21	NA	NA	NA	NA	137	NA	NA
Chemicals and chemical products, except pharmaceuticals	20	NA	NA	114	NA	131	NA	NA
Pharmaceutical products	21	NA	NA	115	NA	157	NA	NA
Rubber, plastics, and other non-metallic mineral products	22-23	NA	NA	93	NA	101	NA	NA
Rubber and plastics products	22	NA	103	NA	NA	97	NA	NA
Other non-metallic mineral products	23	NA	98	NA	NA	107	104	NA
Primary and fabricated metal products, except machinery and equipment	24-25	NA	NA	NA	NA	105	103	NA
Basic metals	24	NA	120	110	NA	123	NA	NA
Fabricated metal products, except machinery and equipment	25	NA	98	95	NA	100	NA	NA
Computer, electronic and optical products	26	NA	NA	NA	NA	96	NA	NA
Electrical equipment	27	NA	NA	NA	NA	110	NA	NA
Machinery and equipment n.e.c.	28	NA	NA	113	NA	112	NA	NA
Motor vehicles and other transport equipment	29-30	NA	113	112	NA	116	NA	NA
Motor vehicles, trailers and semi-trailers	29	NA	NA	NA	NA	115	NA	NA
Other transport equipment	30	NA	NA	NA	NA	117	NA	NA
Furniture	31	NA	NA	NA	NA	77	NA	NA

See notes at end of tables.

Source: U.S. Bureau of Labor Statistics, International Labor Comparisons, August 2013

Table 2e. Average hourly compensation costs in manufacturing industries, as a percent of the manufacturing sector average (ISIC C = 100), 2012

Industry	ISIC Rev. 4 Code	Slovakia	Spain	Sweden	Switzerland	Taiwan	United Kingdom
Manufacturing (NAICS 31-33)	C	100	100	100	100	100	100
Food products, beverages, and tobacco	10-12	NA	86	85	NA	NA	86
Food products and beverages	10-11	NA	85	NA	NA	NA	85
Food products	10	NA	81	NA	NA	NA	81
Beverages	11	NA	112	NA	NA	NA	120
Tobacco products	12	NA	199	NA	NA	NA	159
Textiles, wearing apparel, and leather	13-15	NA	71	84	NA	NA	77
Textiles and wearing apparel	13-14	NA	75	NA	NA	NA	77
Textiles	13	NA	77	NA	NA	77	80
Wearing apparel	14	NA	73	NA	NA	NA	71
Leather and related products	15	NA	59	NA	NA	NA	81
Wood and paper products and printing	16-18	NA	90	89	NA	NA	89
Wood and wood products, except furniture	16	NA	75	79	NA	NA	73
Paper and paper products	17	NA	110	99	NA	79	101
Printing and reproduction of recorded media	18	NA	89	84	NA	78	90
Coke and refined petroleum products	19	NA	192	133	NA	216	155
Chemicals and pharmaceutical products	20-21	NA	133	136	NA	NA	124
Chemicals and chemical products, except pharmaceuticals	20	NA	125	NA	NA	NA	116
Pharmaceutical products	21	NA	148	NA	NA	NA	136
Rubber, plastics, and other non-metallic mineral products	22-23	NA	102	88	NA	84	89
Rubber and plastics products	22	NA	103	86	NA	84	85
Other non-metallic mineral products	23	NA	101	90	NA	84	97
Primary and fabricated metal products, except machinery and equipment	24-25	NA	96	91	NA	88	90
Basic metals	24	NA	117	105	NA	115	107
Fabricated metal products, except machinery and equipment	25	NA	90	84	NA	79	85
Computer, electronic and optical products	26	NA	118	NA	NA	120	121
Electrical equipment	27	NA	114	NA	NA	NA	92
Machinery and equipment n.e.c.	28	NA	108	NA	NA	NA	106
Motor vehicles and other transport equipment	29-30	NA	125	103	NA	106	123
Motor vehicles, trailers and semi-trailers	29	NA	120	NA	NA	108	112
Other transport equipment	30	NA	145	NA	NA	103	132
Furniture	31	NA	NA	NA	NA	72	79

See notes at end of tables.

Source: U.S. Bureau of Labor Statistics, International Labor Comparisons, August 2013

Table 3a. Average hourly compensation costs in manufacturing industries, as a percent of costs in the United States (U.S. = 100), 2012

Industry	ISIC Rev. 4 Code	United States	Argentina	Australia	Austria	Belgium	Brazil	Canada
Manufacturing (NAICS 31-33)	C	100	53	134	116	146	31	103
Food products, beverages, and tobacco	10-12	100	NA	152	119	170	32	NA
Food products and beverages	10-11	NA	NA	NA	NA	NA	NA	NA
Food products	10	100	NA	149	115	171	32	NA
Beverages	11	NA	NA	NA	NA	NA	NA	NA
Tobacco products	12	NA	NA	NA	NA	NA	NA	NA
Textiles, wearing apparel, and leather	13-15	100	NA	NA	131	169	22	NA
Textiles and wearing apparel	13-14	100	NA	NA	137	169	23	NA
Textiles	13	100	NA	NA	143	173	31	NA
Wearing apparel	14	100	NA	NA	128	156	19	NA
Leather and related products	15	100	NA	NA	109	166	19	NA
Wood and paper products and printing	16-18	100	NA	135	124	152	31	NA
Wood and wood products, except furniture	16	100	NA	152	132	156	25	NA
Paper and paper products	17	100	NA	144	124	144	37	NA
Printing and reproduction of recorded media	18	100	NA	134	137	159	28	NA
Coke and refined petroleum products	19	100	NA	NA	NA	NA	69	NA
Chemicals and pharmaceutical products	20-21	100	NA	NA	121	161	48	NA
Chemicals and chemical products, except pharmaceuticals	20	100	NA	NA	135	171	49	NA
Pharmaceutical products	21	100	NA	NA	102	149	49	NA
Rubber, plastics, and other non-metallic mineral products	22-23	100	NA	174	131	162	31	NA
Rubber and plastics products	22	100	NA	193	126	166	35	NA
Other non-metallic mineral products	23	100	NA	154	133	157	26	NA
Primary and fabricated metal products, except machinery and equipment	24-25	100	NA	155	129	154	39	NA
Basic metals	24	100	NA	167	128	157	50	NA
Fabricated metal products, except machinery and equipment	25	100	NA	142	124	142	31	NA
Computer, electronic and optical products	26	100	NA	NA	97	109	32	NA
Electrical equipment	27	100	NA	NA	126	137	38	NA
Machinery and equipment n.e.c.	28	100	NA	NA	118	127	38	NA
Motor vehicles and other transport equipment	29-30	100	NA	NA	103	127	41	NA
Motor vehicles, trailers and semi-trailers	29	100	NA	145	123	157	50	NA
Other transport equipment	30	100	NA	87	93	98	NA	NA
Furniture	31	100	NA	NA	114	142	23	NA

See notes at end of tables.

Source: U.S. Bureau of Labor Statistics, International Labor Comparisons, August 2013

Table 3b. Average hourly compensation costs in manufacturing industries, as a percent of costs in the United States (U.S. = 100), 2012

Industry	ISIC Rev. 4 Code	Czech Republic	Denmark	Estonia	Finland	France	Germany	Greece
Manufacturing (NAICS 31-33)	C	34	136	29	119	112	128	54
Food products, beverages, and tobacco	10-12	NA	164	NA	NA	NA	116	NA
Food products and beverages	10-11	NA	NA	NA	NA	NA	NA	NA
Food products	10	NA	170	35	NA	116	113	NA
Beverages	11	NA	NA	NA	NA	NA	NA	NA
Tobacco products	12	NA	NA	NA	NA	NA	NA	NA
Textiles, wearing apparel, and leather	13-15	NA	178	29	NA	130	144	NA
Textiles and wearing apparel	13-14	NA	177	29	NA	130	142	NA
Textiles	13	NA	178	34	NA	127	140	NA
Wearing apparel	14	NA	177	27	NA	135	147	NA
Leather and related products	15	NA	NA	28	NA	120	147	NA
Wood and paper products and printing	16-18	NA	145	36	NA	112	123	NA
Wood and wood products, except furniture	16	NA	162	44	NA	119	127	NA
Paper and paper products	17	NA	127	32	NA	101	111	NA
Printing and reproduction of recorded media	18	NA	162	40	NA	119	131	NA
Coke and refined petroleum products	19	NA	NA	NA	NA	NA	124	NA
Chemicals and pharmaceutical products	20-21	NA	126	NA	NA	128	137	NA
Chemicals and chemical products, except pharmaceuticals	20	NA	136	35	NA	132	146	NA
Pharmaceutical products	21	NA	139	NA	NA	121	125	NA
Rubber, plastics, and other non-metallic mineral products	22-23	NA	157	41	NA	124	125	NA
Rubber and plastics products	22	NA	164	37	NA	125	128	NA
Other non-metallic mineral products	23	NA	147	44	NA	121	119	NA
Primary and fabricated metal products, except machinery and equipment	24-25	NA	136	NA	NA	117	129	NA
Basic metals	24	NA	116	NA	NA	119	129	NA
Fabricated metal products, except machinery and equipment	25	NA	143	42	NA	115	127	NA
Computer, electronic and optical products	26	NA	106	21	NA	103	99	NA
Electrical equipment	27	NA	134	33	NA	115	136	NA
Machinery and equipment n.e.c.	28	NA	131	35	NA	111	129	NA
Motor vehicles and other transport equipment	29-30	NA	101	NA	NA	101	130	NA
Motor vehicles, trailers and semi-trailers	29	NA	117	30	NA	113	158	NA
Other transport equipment	30	NA	87	NA	NA	97	106	NA
Furniture	31	NA	159	34	NA	112	130	NA

See notes at end of tables.

Source: U.S. Bureau of Labor Statistics, International Labor Comparisons, August 2013

Table 3c. Average hourly compensation costs in manufacturing industries, as a percent of costs in the United States (U.S. = 100), 2012

Industry	ISIC Rev. 4 Code	Hungary	Ireland	Israel	Italy	Japan	Korea, Republic of	Mexico
Manufacturing (NAICS 31-33)	C	25	107	56	96	99	58	18
Food products, beverages, and tobacco	10-12	26	NA	50	125	93	57	20
Food products and beverages	10-11	NA	NA	NA	NA	NA	NA	NA
Food products	10	25	NA	50	127	NA	57	21
Beverages	11	NA	NA	NA	NA	NA	NA	NA
Tobacco products	12	NA	NA	NA	NA	NA	NA	NA
Textiles, wearing apparel, and leather	13-15	21	NA	53	113	NA	60	14
Textiles and wearing apparel	13-14	21	NA	53	114	98	60	14
Textiles	13	25	NA	58	125	NA	55	16
Wearing apparel	14	19	NA	49	106	NA	66	12
Leather and related products	15	20	NA	47	103	NA	53	11
Wood and paper products and printing	16-18	25	NA	46	102	96	53	16
Wood and wood products, except furniture	16	23	NA	54	112	109	64	11
Paper and paper products	17	27	NA	43	89	84	49	14
Printing and reproduction of recorded media	18	25	NA	44	112	98	48	16
Coke and refined petroleum products	19	41	NA	NA	92	NA	114	26
Chemicals and pharmaceutical products	20-21	35	NA	NA	109	NA	57	26
Chemicals and chemical products, except pharmaceuticals	20	33	NA	NA	107	NA	61	25
Pharmaceutical products	21	33	NA	55	110	NA	49	29
Rubber, plastics, and other non-metallic mineral products	22-23	29	NA	54	111	107	54	18
Rubber and plastics products	22	27	NA	53	111	105	51	16
Other non-metallic mineral products	23	30	NA	56	109	110	61	20
Primary and fabricated metal products, except machinery and equipment	24-25	25	NA	48	101	107	62	22
Basic metals	24	30	NA	40	100	110	72	22
Fabricated metal products, except machinery and equipment	25	23	NA	51	101	99	54	19
Computer, electronic and optical products	26	20	NA	60	79	NA	48	10
Electrical equipment	27	22	NA	52	98	NA	51	17
Machinery and equipment n.e.c.	28	25	NA	61	96	NA	48	17
Motor vehicles and other transport equipment	29-30	24	NA	57	82	92	57	17
Motor vehicles, trailers and semi-trailers	29	29	NA	42	99	NA	69	21
Other transport equipment	30	21	NA	55	70	NA	47	14
Furniture	31	22	NA	46	104	104	70	14

See notes at end of tables.

Source: U.S. Bureau of Labor Statistics, International Labor Comparisons, August 2013

Table 3d. Average hourly compensation costs in manufacturing industries, as a percent of costs in the United States (U.S. = 100), 2012

Industry	ISIC Rev. 4 Code	Netherlands	New Zealand	Norway	Philippines	Poland	Portugal	Singapore
Manufacturing (NAICS 31-33)	C	111	69	178	6	23	34	68
Food products, beverages, and tobacco	10-12	NA	NA	207	NA	NA	45	NA
Food products and beverages	10-11	NA	NA	NA	NA	NA	NA	NA
Food products	10	NA	89	NA	NA	27	NA	NA
Beverages	11	NA	NA	NA	NA	NA	NA	NA
Tobacco products	12	NA	NA	NA	NA	NA	NA	NA
Textiles, wearing apparel, and leather	13-15	NA	89	212	NA	22	36	NA
Textiles and wearing apparel	13-14	NA	NA	NA	NA	22	NA	NA
Textiles	13	NA	NA	NA	NA	25	NA	NA
Wearing apparel	14	NA	NA	NA	NA	20	NA	NA
Leather and related products	15	NA	NA	NA	NA	20	NA	NA
Wood and paper products and printing	16-18	NA	NA	NA	NA	25	NA	NA
Wood and wood products, except furniture	16	NA	88	200	NA	25	NA	NA
Paper and paper products	17	NA	NA	153	NA	25	NA	NA
Printing and reproduction of recorded media	18	NA	78	201	NA	31	NA	NA
Coke and refined petroleum products	19	NA	NA	NA	NA	31	NA	NA
Chemicals and pharmaceutical products	20-21	NA	NA	NA	NA	27	NA	NA
Chemicals and chemical products, except pharmaceuticals	20	NA	NA	182	NA	27	NA	NA
Pharmaceutical products	21	NA	NA	151	NA	27	NA	NA
Rubber, plastics, and other non-metallic mineral products	22-23	NA	NA	195	NA	28	NA	NA
Rubber and plastics products	22	NA	86	NA	NA	27	NA	NA
Other non-metallic mineral products	23	NA	77	NA	NA	28	40	NA
Primary and fabricated metal products, except machinery and equipment	24-25	NA	NA	NA	NA	27	39	NA
Basic metals	24	NA	80	187	NA	27	NA	NA
Fabricated metal products, except machinery and equipment	25	NA	79	195	NA	27	NA	NA
Computer, electronic and optical products	26	NA	NA	NA	NA	16	NA	NA
Electrical equipment	27	NA	NA	NA	NA	25	NA	NA
Machinery and equipment n.e.c.	28	NA	NA	188	NA	24	NA	NA
Motor vehicles and other transport equipment	29-30	NA	62	157	NA	21	NA	NA
Motor vehicles, trailers and semi-trailers	29	NA	NA	NA	NA	25	NA	NA
Other transport equipment	30	NA	NA	NA	NA	18	NA	NA
Furniture	31	NA	NA	NA	NA	24	NA	NA

See notes at end of tables.

Source: U.S. Bureau of Labor Statistics, International Labor Comparisons, August 2013

Table 3e. Average hourly compensation costs in manufacturing industries, as a percent of costs in the United States (U.S. = 100), 2012

Industry	ISIC Rev. 4 Code	Slovakia	Spain	Sweden	Switzerland	Taiwan	United Kingdom
Manufacturing (NAICS 31-33)	C	32	75	140	162	27	88
Food products, beverages, and tobacco	10-12	NA	85	157	NA	NA	99
Food products and beverages	10-11	NA	NA	NA	NA	NA	NA
Food products	10	NA	82	NA	NA	NA	97
Beverages	11	NA	NA	NA	NA	NA	NA
Tobacco products	12	NA	NA	NA	NA	NA	NA
Textiles, wearing apparel, and leather	13-15	NA	79	173	NA	NA	99
Textiles and wearing apparel	13-14	NA	83	NA	NA	NA	99
Textiles	13	NA	85	NA	NA	30	103
Wearing apparel	14	NA	81	NA	NA	NA	92
Leather and related products	15	NA	61	NA	NA	NA	96
Wood and paper products and printing	16-18	NA	79	144	NA	NA	90
Wood and wood products, except furniture	16	NA	82	159	NA	NA	92
Paper and paper products	17	NA	80	134	NA	20	85
Printing and reproduction of recorded media	18	NA	79	138	NA	25	93
Coke and refined petroleum products	19	NA	92	119	NA	36	87
Chemicals and pharmaceutical products	20-21	NA	84	160	NA	NA	91
Chemicals and chemical products, except pharmaceuticals	20	NA	85	NA	NA	NA	92
Pharmaceutical products	21	NA	82	NA	NA	NA	88
Rubber, plastics, and other non-metallic mineral products	22-23	NA	90	145	NA	26	92
Rubber and plastics products	22	NA	93	145	NA	27	90
Other non-metallic mineral products	23	NA	86	144	NA	25	96
Primary and fabricated metal products, except machinery and equipment	24-25	NA	80	140	NA	26	88
Basic metals	24	NA	84	140	NA	29	90
Fabricated metal products, except machinery and equipment	25	NA	79	136	NA	24	86
Computer, electronic and optical products	26	NA	62	NA	NA	22	75
Electrical equipment	27	NA	84	NA	NA	NA	79
Machinery and equipment n.e.c.	28	NA	76	NA	NA	NA	87
Motor vehicles and other transport equipment	29-30	NA	74	113	NA	22	84
Motor vehicles, trailers and semi-trailers	29	NA	86	NA	NA	27	94
Other transport equipment	30	NA	72	NA	NA	18	76
Furniture	31	NA	NA	NA	NA	26	93

See notes at end of tables.

Source: U.S. Bureau of Labor Statistics, International Labor Comparisons, August 2013

Notes:

Compensation costs include direct pay, social insurance expenditures, and labor-related taxes.

Data refer or are comparable to manufacturing as defined by the International Standard Industrial Classification of All Economic Activities (ISIC) Revision 4. For Argentina, Japan, Philippines, and Taiwan, data are not strictly comparable to ISIC Revision 4, but are close approximations that do not materially affect comparability.

For complete information on definitions, industrial classifications, and data sources, see the technical notes at www.bls.gov/ilc/ichcctn.pdf and country notes at www.bls.gov/ilc/ichccsources.pdf.

'NA' means data not available.

Source: U.S. Bureau of Labor Statistics, International Labor Comparisons, August 2013