This file contains country-specific information for data products associated with “International Comparisons of Hourly Compensation Costs in Manufacturing” at www.bls.gov/ilc. The scope of coverage and definitions explained in the Technical Notes at www.bls.gov/ilc/ichcctn.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.  

**AUSTRALIA.** Data cover establishments with 1 or more employee.  
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 worked includes some family and other social allowances paid regularly.

BRAZIL. Data cover establishments with 1 or more employee. 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.

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

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

DENMARK. Data cover establishments with 2 or more employees.

ESTONIA. Data cover establishments with 1 or more employee.

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


GERMANY. Part-time workers are excluded.


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


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


ISRAEL. Data cover establishments with 20 or more employees.


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).

KOREA, REPUBLIC OF.

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

NETHERLANDS.

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

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

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).

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

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


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


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


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


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 salaries (Swiss Earnings Structure Survey), Indice suisse des salaries (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): 受雇員工薪資調查 (Employees’ Earnings Survey), 受雇員工動向調查 (Employee Movement Survey).

UNITED KINGDOM. Earnings data cover all registered jobs.

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.
