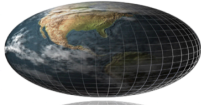




IOLOW

INTERNATIONAL OBSERVATORY
OF LIVING WAGES



The Jus Semper Global Alliance

A Collaborative Research Project



Hourly Compensation Costs in U.S. Dollars for all employed in manufacturing, in selected OECD countries and other selected countries 1996-2018

Country or area	1996	2000	2004	2006	2008	2010	2012	2014	2016	2017	2018
Americas											
United States	22,46	24,95	28,59	30,77	32,26	32,61	34,05	37,23	39,73	39,36	40,07
Argentina	7,43	8,16	4,51	6,63	10,04	12,77	18,96	17,68	16,77	19,29	14,34
Brazil	7,07	4,34	3,82	5,99	8,44	10,00	10,74	10,43	7,98	9,13	8,16
Canada	18,63	18,34	23,69	28,58	32,08	34,25	36,69	34,47	30,08	33,63	33,02
Mexico	2,30	3,55	3,98	4,44	4,85	4,52	4,68	4,99	4,75	4,95	5,18
Asia and Oceania											
Australia	19,58	16,75	26,72	29,15	35,28	39,55	47,74	46,01	38,19	37,65	41,18
Japan	23,67	25,03	25,26	24,03	27,48	31,75	35,25	26,94	26,46	26,16	26,80
Korea, Republic of	9,55	9,62	12,63	17,36	16,80	17,88	20,44	23,63	22,98	23,91	26,02
New Zealand	12,11	8,95	14,74	15,73	18,82	20,39	24,90	26,93	23,67	24,52	24,31
Philippines	1,31	0,99	1,08	1,33	1,74	1,86	2,08	2,11	2,06	1,99	NA
Singapore	11,93	11,72	13,20	13,76	18,86	19,29	24,42	26,82	26,75	25,58	27,93
India*	NA	0,70	0,85	0,95	1,26	1,46	1,59	1,69	1,59	1,73	1,62
China*	NA	NA	0,75	0,96	1,59	1,98	3,06	4,26	4,03	4,16	4,46
Europe											
Austria	28,09	21,90	31,08	33,54	42,58	40,06	41,83	45,62	39,54	42,02	45,27
Belgium	32,78	26,08	39,88	42,43	53,60	50,66	52,17	56,42	47,26	49,75	52,94
Bulgaria	0,73	1,13	2,58	2,10	2,77	3,10	3,53	4,11	4,00	4,63	5,16
Czech Republic	3,38	3,40	6,57	8,16	12,23	11,43	11,87	11,90	10,71	11,66	13,57
Croatia	3,29	3,10	5,96	7,00	9,55	9,36	9,10	9,48	8,49	8,95	9,31
Denmark**	23,72	22,24	35,66	38,20	49,61	48,36	49,29	52,85	45,32	47,01	50,63
Estonia	NA	2,55	4,86	6,58	10,56	9,45	10,48	12,41	11,60	11,47	14,16
Finland	25,01	19,83	32,41	35,15	43,62	40,35	42,01	45,03	38,72	38,21	40,55
France	27,82	21,33	32,12	33,85	41,63	39,04	41,25	44,03	37,72	37,95	41,38
Germany	32,86	25,09	37,25	38,85	46,75	43,82	45,40	49,50	43,18	43,95	47,11
Greece	12,61	9,94	15,87	16,58	23,02	22,48	19,70	19,25	15,70	15,17	16,19
Hungary	3,11	2,96	6,17	6,85	9,77	8,40	8,80	9,49	8,60	10,54	9,84
Ireland	17,64	16,40	28,28	31,58	41,82	40,71	40,72	43,43	36,23	45,39	41,73
Italy	21,00	16,61	27,06	28,49	34,93	33,81	34,71	37,79	32,49	31,82	34,52
Netherlands**	22,71	21,24	32,53	33,76	42,86	38,42	39,43	42,13	34,60	37,92	40,61
Latvia	1,73	1,98	2,78	3,78	7,62	6,09	6,43	7,62	7,53	8,37	9,52
Lithuania	1,56	2,20	4,24	5,72	8,18	7,17	7,71	9,24	8,54	9,81	10,55
Norway**	25,88	24,53	39,33	44,54	57,31	57,51	63,01	62,88	48,62	53,66	56,01
Poland**	3,29	3,52	4,91	6,32	9,81	8,46	8,67	9,83	8,53	9,16	10,38
Portugal	7,10	5,90	9,20	9,92	12,48	12,00	12,39	12,68	10,96	11,23	12,01
Romania	1,03	1,03	1,88	3,25	6,03	3,93	4,16	4,58	4,58	5,07	6,17
Slovakia	2,73	2,60	5,20	6,56	10,72	10,71	11,43	12,92	11,57	12,41	14,49
Slovenia	8,49	7,32	11,80	13,74	18,38	17,92	18,56	20,08	17,73	18,72	20,84
Spain	15,48	12,38	19,79	21,77	27,60	26,61	26,85	28,19	23,44	24,40	25,41
Sweden	27,16	23,42	34,71	36,52	44,40	42,65	48,46	50,15	41,68	43,72	45,04
Switzerland	35,53	26,95	39,39	40,88	49,17	51,12	61,28	64,75	60,36	60,37	56,03
Turkey	NA	NA	4,21	4,99	6,44	6,29	6,02	6,21	6,09	7,11	6,08
United Kingdom	17,77	20,63	28,49	31,15	33,84	28,98	30,91	32,98	28,41	27,99	29,21
South Africa	NA	NA	3,89	4,25	4,57	6,92	7,23	6,74	5,98	6,72	7,03

Methodological notes:

For 2018, the hourly labor cost indices of TCB productivity report (Table 1) were applied to the hourly compensation cost of 2010, as base year for all European countries included in the previous reports, as well as Canada, Asia and Oceania, except New Zealand, the Philippines, India and China.

For the new European countries (Bulgaria, Croatia, Latvia, Lithuania, Romania and Slovenia) and South Africa, the TCB 2017 productivity report was used (table 3-LEVELS_MFG). For 2018, the TCB productivity indexes were applied for these countries.

For the United States, Argentina, Brazil, Mexico, New Zealand and the Philippines, direct sources of the relevant national surveys of the manufacturing sector, with our own calculations, applying the same methodology of TCB.

** The 1996 "Hourly Compensation" figure for the Netherlands, Norway, Denmark and Poland is actually for 1997.

The productivity indexes of 2018 of TCB (Table 1) were applied to India and China, using 2014 and 2013 as the basis, respectively; the most recent years available.

* The data from India and China collected by the BLS and TCB are not fully comparable with the rest of the countries due to methodological inconsistencies.

However, since in both cases the BLS argued that this work does not substantially affect the hourly compensation estimates, approximate comparisons can be drawn. For more information on the particularities of each country see the TCB [Country Notes](#) and [Sources and Methods](#).

—The exchange rates applied in all the calculations are taken from the World Bank's Development Indicators databank for "Official Exchange Rates",

Note: Compensation cost data includes direct pay, social security expenses and labour taxes. For a complete definition

See the technical notes at: www.bls.gov/ilc/ichcctn.pdf. NA means there is no data.

Sources: US Department of Labor, Bureau of Labor Statistics (BLS), August 2013; International Comparisons of Manufacturing Productivity and Unit Labor Costs 2018, The Conference Board (TCB), December 2019 and Jus Semper's analysis, August 2020.