



(/eu/)

EUROPE (/eu/) US (/us/) ASIA (/asia/) | CHINA (/asia/china) GULF (/gulf/)

Data Support Us (<https://www.conference-board.org/about/donate>)

International Comparisons of Hourly Compensation Costs in Manufacturing, 2016 - Summary Tables

Correction Statement

19 April 2018

Hourly compensation costs for Argentina, 2015-2016

Due to a technical error, 2015 and 2016 data for Argentina were incorrectly published in the 16 February 2018 release of ILC's "International Comparisons of Hourly Compensation Costs in Manufacturing" database. The corrections apply to estimates of hourly compensation costs and its components for Argentina, including "pay for time worked," "directly paid benefits," "total direct pay," and "social insurance expenditures and labor-related taxes," which were all previously understated. The correction makes hourly compensation costs for Argentina more in line with those for Greece rather than those for certain Eastern European economies.

16 February 2018

[Back to ILC Homepage \(/ilcprogram\)](#)

[Summary Tables \(/ilcprogram/index.cfm?id=38269\)](#) [Summary Charts \(/ilcprogram/index.cfm?id=44891\)](#)
[China and India \(/ilcprogram/index.cfm?id=38270\)](#) [Related Products \(/ilcprogram/index.cfm?id=38271\)](#)
[Archive \(/ilcprogram/index.cfm?id=38272\)](#)

Table 1. Hourly compensation costs in manufacturing, in US dollars and as a percent of costs in the United States (US =100)

Table 2. Average annual percent change in hourly compensation costs in manufacturing and exchange rates

Table 3. Components of hourly compensation costs in manufacturing, US dollars, 2016

Table 4. Manufacturing hourly compensation costs in China and India, in US dollars and as a percent of costs in the United States (US =100) ([/ilcprogram/index.cfm?id=38270#Table4](#))

TABLE 1. Hourly compensation costs in manufacturing, in US dollars and as a percent of costs in the United States (US =100)

Hourly Compensation Costs(1)						
Country	in US dollars			US = 100		
	1997 (2)	2015	2016 (3)	1997 (2)	2015	2016
Switzerland	30.43	61.01	60.36	132	161	155
Norway	25.88	50.96	48.62	112	135	125
Belgium	28.95	47.96	47.26	126	127	121
Denmark	23.72	44.57	45.32	103	118	116
Germany	28.86	42.27	43.18	125	112	111
Sweden	25.05	41.64	41.68	109	110	107
Austria (5)	24.88	38.99	39.54	108	103	101

United States	23.04	37.81	39.03	100	100	100
Finland	22.36	38.44	38.72	97	102	99
Australia	19.29	38.59	38.19	84	102	98
France	24.87	37.31	37.72	108	99	97
Ireland	17.42	35.84	36.23	76	95	93
Netherlands	22.71	35.02	34.60	99	93	89
Italy	19.77	32.40	32.49	86	86	83
Canada	18.49	30.74	30.08	80	81	77
United Kingdom	19.30	33.01	28.41	84	82	73
Singapore	12.16	25.87	26.75	53	68	69
Japan (4)	22.00	23.60	26.46	96	62	68
New Zealand	12.04	23.23	23.67	52	61	61
Spain	13.96	23.40	23.44	61	62	60
South Korea	9.24	22.54	22.98	40	60	59
Israel	11.62	21.85	22.63	50	58	58
Argentina (4)	7.55	20.20	16.77	33	53	43
Greece	11.61	16.01	15.70	50	42	40
Estonia	NA	11.00	11.60	NA	29	30
Slovakia	2.84	11.08	11.57	12	29	30
Portugal	6.44	10.99	10.96	28	29	28
Czech Republic	3.25	10.39	10.71	14	27	27
Taiwan (4)	7.07	9.49	9.82	31	25	25
Hungary	3.05	8.21	8.60	13	22	22
Poland	3.29	8.52	8.53	14	23	22
Brazil	7.03	7.73	7.98	31	20	20
Turkey	NA	5.68	6.09	NA	15	16
Mexico	2.62	4.38	3.91	11	12	10
Philippines	1.24	2.15	2.06	5	6	5

NA means data not available.

For complete definitions and country information, see Technical Notes (</ilcprogram/compensation/technicalnotes>) and Country Notes (</ilcprogram/compensation/countrynotes>).

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

(2) With the exception of Estonia and Turkey, 1997 is the first year data for all countries are available.

(3) Data are ranked on the 2016 value of Hourly Compensation, US Dollars.

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

(5) For Austria, ISIC C Manufacturing excludes ISIC 12 Manufacture of tobacco products.

Source: The Conference Board, International Labor Comparisons program, February 2018

TABLE 2. Average annual percent change in hourly compensation costs⁽¹⁾ in manufacturing and exchange rates

Country	1998-2016			2015			2016		
	National currency change	Exchange rate change (2)	US dollar change (3)	National currency change	Exchange rate change (2)	US dollar change (3)	National currency change	Exchange rate change (2)	US dollar change (3)
Japan (5)	0.4	0.6	1.0	0.1	-12.5	-12.4	0.8	11.3	12.1
Turkey	NA	-14.6	NA	13.5	-19.5	-8.6	19.2	-9.9	7.3
Estonia	NA	-0.1	NA	6.0	-16.4	-11.4	5.8	-0.3	5.5
Hungary	7.9	-2.1	5.6	3.9	-16.7	-13.5	5.6	-0.8	4.8
Slovakia	6.5	1.1	7.7	2.5	-16.4	-14.3	4.8	-0.3	4.5
Israel	4.2	-0.6	3.6	3.0	-7.9	-5.2	2.3	1.2	3.5
Taiwan (5)	2.4	-0.6	1.7	5.2	-4.8	0.1	4.8	-1.3	3.4
Singapore	3.8	0.4	4.2	4.6	-7.8	-3.6	3.9	-0.5	3.4
United States	2.8	0.0	2.8	2.1	0.0	2.1	3.2	0.0	3.2
Brazil	7.1	-6.0	0.7	4.8	-29.3	-25.9	8.3	-4.7	3.2
Czech Republic	5.0	1.4	6.5	3.5	-15.6	-12.7	2.4	0.6	3.1
Germany	2.2	-0.1	2.1	2.2	-16.4	-14.6	2.4	-0.3	2.2
South Korea	6.0	-1.0	4.9	2.5	-6.9	-4.6	4.6	-2.5	1.9
New Zealand	3.3	0.3	3.6	2.6	-15.9	-13.8	2.1	-0.2	1.9
Denmark	3.6	-0.1	3.5	1.1	-16.6	-15.7	1.7	-0.1	1.7
Austria (6)	2.6	-0.1	2.5	2.2	-16.4	-14.5	1.7	-0.3	1.4
France	2.3	-0.1	2.2	1.4	-16.4	-15.3	1.4	-0.3	1.1
Ireland	4.3	-0.4	3.9	-1.3	-16.4	-17.5	1.4	-0.3	1.1
Finland	3.1	-0.2	2.9	2.1	-16.4	-14.6	1.0	-0.3	0.7
Italy	2.8	-0.1	2.6	2.6	-16.4	-14.3	0.5	-0.3	0.3
Spain	2.9	-0.1	2.8	-0.7	-16.4	-17.0	0.5	-0.3	0.2
Poland	6.2	-1.0	5.1	3.6	-16.3	-13.3	4.7	-4.4	0.1
Sweden	3.3	-0.6	2.7	2.1	-18.7	-17.0	1.6	-1.5	0.1
Portugal	3.0	-0.2	2.8	3.6	-16.4	-13.4	0.0	-0.3	-0.3
Australia	3.7	0.0	3.7	0.6	-16.7	-16.1	0.0	-1.0	-1.0
Switzerland	1.6	2.1	3.7	-1.0	-4.8	-5.8	1.3	-2.3	-1.1
Netherlands	2.4	-0.1	2.2	-0.5	-16.4	-16.9	-0.9	-0.3	-1.2

Belgium	2.7	-0.1	2.6	1.7	-16.4	-15.0	-1.2	-0.3	-1.5
Greece	2.2	-0.6	1.6	-0.5	-16.4	-16.8	-1.7	-0.3	-1.9
Canada	2.4	0.2	2.6	3.1	-13.5	-10.8	1.4	-3.5	-2.2
Philippines	5.3	-2.5	2.7	4.3	-2.4	1.7	0.1	-4.2	-4.1
Norway	4.3	-0.9	3.4	3.7	-21.9	-19.0	-0.6	-4.0	-4.6
United Kingdom	3.1	-1.0	2.1	1.3	-7.2	-6.0	3.7	-11.6	-8.4
Mexico	6.8	-4.4	2.1	4.6	-16.1	-12.3	5.1	-15.1	-10.7
Argentina (5)	20.2	-13.2	4.3	30.6	-12.5	14.3	32.7	-37.4	-17.0

NA means data not available.

For complete definitions and country information, see Technical Notes (</ilcprogram/compensation/technicalnotes>) and Country Notes (</ilcprogram/compensation/countrynotes>)

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

(2) Exchange rates are expressed as US dollars per foreign currency unit. A positive (negative) change signifies an appreciation (depreciation) of the foreign currency relative to the US dollar.

(3) U.S. dollar changes are approximately equal to national currency changes plus exchange rate changes for each country.

(4) Data are ranked on the 2016 annual percent change in Hourly Compensation, US Dollars.

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

(6) For Austria, ISIC C Manufacturing excludes ISIC 12 Manufacture of tobacco products.

Source: The Conference Board, International Labor Comparisons program, February 2018

TABLE 3. Components of hourly compensation costs as a percent of total hourly compensation costs in manufacturing, US dollars, 2016

	Hourly Compensation Costs(1)	as a percent of total hourly compensation				
		Total, In US Dollars	Social Insurance(2)	Direct Pay		
				Total	Directly-Paid Benefits(3)	Pay for Time Worked(4)
United States	39.03	24.0	76.0	9.4	66.6	
Argentina (5)	16.77	17.4	82.6	14.0	68.6	
Australia	38.19	19.1	80.9	9.6	71.3	
Austria (6)	39.54	26.1	73.9	21.4	52.5	
Belgium	47.26	31.0	69.0	20.5	48.5	
Brazil	7.98	31.4	68.6	14.4	54.3	
Canada	30.08	20.2	79.8	9.9	69.9	
Czech Republic	10.71	26.6	73.4	13.0	60.4	
Denmark	45.32	11.6	88.4	15.8	72.7	
Estonia	11.60	26.0	74.0	9.6	64.3	

Finland	38.72	20.4	79.6	20.7	58.9
France	37.72	30.4	69.6	13.2	56.4
Germany	43.18	21.9	78.1	20.6	57.5
Greece	15.70	23.5	76.5	18.2	58.4
Hungary	8.60	23.9	76.1	19.2	56.8
Ireland	36.23	16.6	83.4	21.8	61.6
Israel	22.63	18.2	81.8	8.5	73.3
Italy	32.49	29.0	71.0	18.4	52.6
Japan (5)	26.46	18.1	81.9	25.9	56.0
Mexico	3.91	29.8	70.2	NA	NA
Netherlands	34.60	20.9	79.1	20.5	58.6
New Zealand	23.67	3.9	96.1	12.3	83.9
Norway	48.62	17.0	83.0	NA	NA
Philippines	2.06	7.8	92.2	17.2	75.0
Poland	8.53	18.0	82.0	23.1	58.9
Portugal	10.96	19.8	80.2	20.1	60.0
Singapore	26.75	18.3	81.7	18.1	63.6
Slovakia	11.57	27.3	72.7	19.3	53.4
South Korea	22.98	19.1	80.9	NA	NA
Spain	23.44	24.8	75.2	20.3	54.8
Sweden	41.68	30.8	69.2	10.8	58.4
Switzerland	60.36	18.4	81.6	19.0	62.7
Taiwan (5)	9.82	15.0	85.0	NA	NA
Turkey	6.09	17.2	82.8	15.1	67.7
United Kingdom	28.41	14.5	85.5	13.6	71.9

NA means data not available.

For complete definitions and country information, see Technical Notes (</ilcprogram/compensation/technicalnotes>) and Country Notes (</ilcprogram/compensation/countrynotes>)

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

(2) Employer social insurance expenditures are legally required, private, and contractual social benefit costs, and labor-related taxes minus subsidies.

(3) Directly-paid benefits are primarily pay for leave time, irregular bonuses, and pay in kind.

(4) Pay for time worked is primarily base wages and salaries, overtime pay, regular bonuses and premiums (paid each pay period), and cost of living adjustments.

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

(6) For Austria, ISIC C Manufacturing excludes ISIC 12 Manufacture of tobacco products.

Source: The Conference Board, International Labor Comparisons program, February 2018

Corporate Governance (/eu/corporate-governance)

- Audit (/eu/audit)
- Board Directors (/eu/board-directors)
- Enterprise Risk Management (/eu/enterprise-risk-management)
- ESG (/eu/corporate-governance/esg)

Economy, Strategy & Finance

- (/eu/economy-strategy-finance)
- Global Economy (/eu/global-economy)
- Labor Markets (/eu/economy-strategy-finance/labor-markets)
- Strategy & Finance (/eu/strategy-and-finance)
- Supply Chain (/eu/economy-strategy-finance/supply-chain)

Human Capital (/eu/human-capital)

- Diversity & Inclusion (/eu/diversity-and-inclusion)
- Employee Engagement (/eu/employee-engagement)
- Human Capital Analytics (/eu/human-capital-analytics)
- Labor Markets (/eu/human-capital/labor-markets)
- Strategic Human Resources (/eu/strategic-human-resources)
- Talent Management (/eu/talent-management)

Marketing & Communications

- (/eu/marketing-and-communications)
- Consumer Dynamics (/eu/marketing-and-communications/consumer-dynamics)
- Innovation and Digital Transformation (/eu/innovation-digital-transformation)
- Marketing & Communications (/eu/marketing-and-communications/markcomm)

Sustainability (/eu/sustainability)

- Corporate Citizenship (/eu/corporate-citizenship)
- ESG (/eu/sustainability/esg)
- Strategy Integration (/eu/strategy-integration)
- Supply Chain (/eu/sustainability/supply-chain)

Leadership Development Programs

- (/leadershipexperiences/)
- Peer Learning (/councils/)
- Councils (/peertopeer/councilProgram.cfm)
- Demand Institute (http://www.demandinstitute.org/)
- China Center (/chinacenter/)
- The Directors' Collective (/thedirectorscollective)
- Conferences & Events (/conferences/)
- Continuing Education Credits (/continuing-education-credits)
- Media Room (/mediaroom/)
- Webcasts (/webcasts/)
- Podcasts (/podcasts/)
- Videos (/videos/)
- In the News (/news/)
- Research & Insights (/publications/)

Board Diversity Model

- (/data/boarddiversity.cfm)
- Business Cycles (/data/bci.cfm)
- CEO Confidence Survey (/data/ceoconfidence.cfm)
- Consumer Measures (/data/consumerdata.cfm)
- ESG Intelligence (/ESGintelligence/)
- Global Economic Outlook (/data/globaloutlook/)
- Insights from our Economists (/data/chiefeconomist.cfm)
- Labor Markets (/data/labormarkets.cfm)
- Productivity & Innovation (/data/productivity.cfm)

BECOME A MEMBER
 (/about/membership)
 membership@conferenceboard.org
 (mailto:membership@conferenceboard.org)

CAREERS (https://conference-board.acquiretm.com/home.aspx)

CONTACT US (/contact/)
AMERICAS | +1 212 759 0900
 customer.service@conferenceboard.org
 (mailto:customer.service@conferenceboard.org)

ASIA
 Hong Kong | +852 2804 1000
 service.ap@conferenceboard.org
 (mailto:service.ap@conferenceboard.org)
 Singapore | +65 8298 3403
 service.ap@conferenceboard.org
 (mailto:service.ap@conferenceboard.org)

EUROPE / AFRICA / MIDDLE EAST
 +32 2 675 5405
 brussels@conferenceboard.org
 (mailto:brussels@conferenceboard.org)

THE CONFERENCE BOARD OF CANADA
 +1 866 711 2262 |
 www.conferenceboard.ca
 (http://www.conferenceboard.ca)
 (The Conference Board of Canada is an affiliated but independent operation from The Conference Board, Inc.)



Terms Of Use (/contact/index.cfm?id=1985) | Privacy Policy (/Privacypolicy) | Trademarks (/Trademarks/)

The Conference Board uses cookies to improve this website, enhance your experience, and to deliver relevant messages and offers about our products. Detailed information about the use of cookies on this site is provided in our [cookie policy](#) (/Cookiepolicy). For more information on how The Conference Board collects and uses personal data, please visit our [privacy policy](#) (/Privacypolicy). By continuing to use this Site or by clicking "OK", you consent to the use of all TCB data and materials is subject to the Terms of Use. Reprint requests are reviewed individually and may be subject to additional fees. TCB reserves the right to deny any request.