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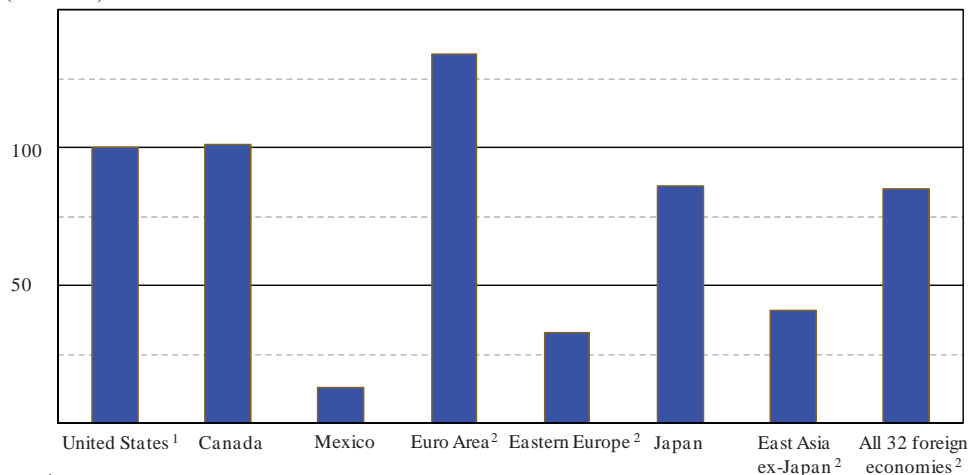
INTERNATIONAL COMPARISONS OF HOURLY COMPENSATION COSTS IN MANUFACTURING, 2008

The trade-weighted average of hourly compensation costs in U.S. dollars for all employees in manufacturing among 32 foreign economies was 85 percent of the U.S. level in 2008, increasing from 82 percent in 2007, according to data issued by the U.S. Bureau of Labor Statistics. (See chart 1.) Compensation costs relative to the United States rose or remained unchanged in 28 of the 32 foreign economies covered in 2008. (See table 1.) This news release contains data for all employees and production workers. (See discussion on page 3, table B, and table 7.) A note on labor costs in China and India appears on page 4 of this release.

In the United States, hourly compensation costs for all employees in manufacturing rose 2.4 percent from the 2007 level to \$32.26 in 2008. When measured in national currency terms, trade-weighted average costs increased 3.5 percent in the combined 32 foreign economies in 2008. The value of foreign currencies rose 3.1 percent against the U.S. dollar resulting in a rise in hourly compensation costs in the foreign economies of 7.2 percent on a U.S. dollar basis. (See chart 2 and table A.)

Chart 1. Indexes of hourly compensation costs in U.S. dollars for all employees in manufacturing, 2008

Index
(U.S. = 100)



¹ For 2008, U.S. hourly compensation costs were \$32.26.

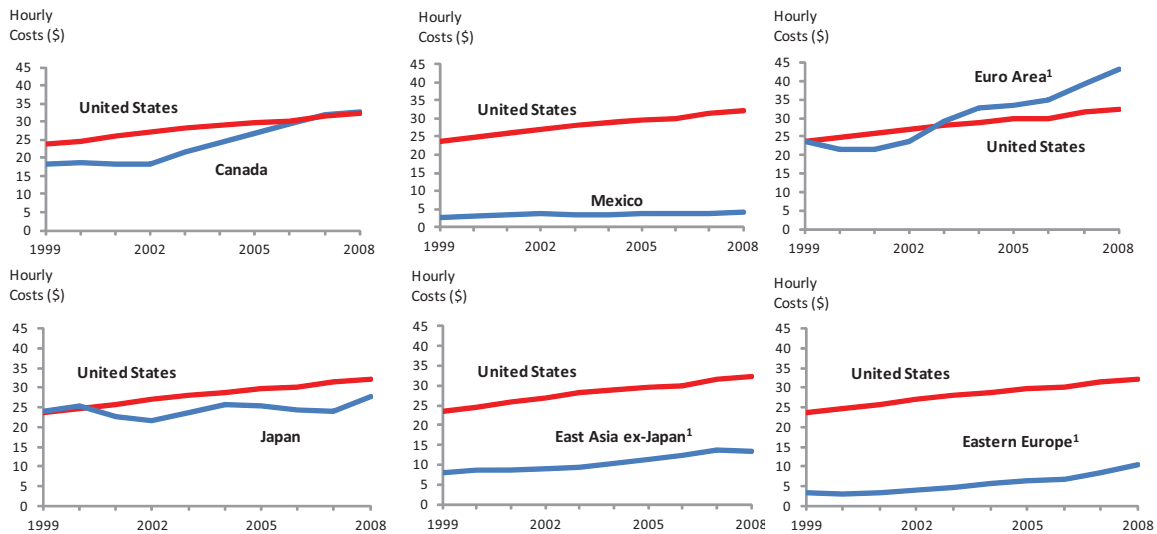
² Trade-weighted average

Compensation costs for all employees expressed in U.S. dollars

This release provides manufacturing compensation data in terms of both national currencies and U.S. dollars. While data on a national currency basis show underlying wage and benefit trends within each country, frequent and sometimes sharp changes in currency exchange rates can have a large impact on compensation costs in U.S. dollar terms. Data on a national currency basis are converted to U.S. dollars using the average daily exchange rate for the reference year. Compensation costs in U.S. dollars are often used as indicators of competitiveness of manufactured goods in world trade and are the focus of the following discussion.

Compensation costs for all employees in manufacturing measured in U.S. dollars continued to rise in 2008 in most of the foreign economies—with only two countries, the Republic of Korea and the United Kingdom, showing a decrease in costs (-16.2 percent and -3.6 percent, respectively). In the Republic of Korea, the majority of the decrease was due to the depreciation of the won (-15.4 percent). In the United Kingdom, the entire decrease was due to the depreciation of the pound (-7.4 percent). The strongest growth in hourly compensation costs in U.S. dollars was seen in the Eastern European countries (26.0 percent), Argentina (24.7 percent), Israel (23.5 percent), and Singapore (19.5 percent). The changes in hourly compensation in Canada and Mexico were relatively small (2.0 percent and 3.5 percent, respectively). (See chart 2 and table 3.) The rate of compensation increase in a trade-weighted average of the 32 foreign economies was 7.2 percent in 2008, compared to 9.8 percent in 2007.

Chart 2. Hourly compensation costs in U.S. dollars for all employees in manufacturing, 1999-2008



¹Trade-weighted average

Exchange rates

In 2008, the trade-weighted value of the foreign currencies against the dollar increased by 3.1 percent, continuing the trend seen over the last several years. From 1996 to 2002, the trade-weighted value of the currencies against the U.S. dollar weakened, on average, while the opposite has been true from 2003 to 2008. The currencies of all economies appreciated against the U.S. dollar in 2008 with the exception of Argentina, Mexico, Republic of Korea, New Zealand, and the United Kingdom. (See table 5.)

The movements of the foreign currencies relative to the U.S. dollar in 2008 had an influence on hourly manufacturing compensation costs measured in U.S. dollars. Hourly compensation costs on a national currency basis in the 32 foreign economies rose 3.5 percent. (See table 4.) However, when adjusted for the appreciation of the foreign currencies against the U.S. dollar, this increase in costs was magnified to 7.2 percent. In 2008, changes in both hourly compensation costs and exchange rates moved in the same direction for nearly all countries, so that increases (or decreases) in percent changes in hourly compensation costs in national currency were larger when measured in U.S. dollars. However, in Argentina, Mexico, New Zealand, and the United Kingdom, hourly compensation costs measured in national currency increased while the exchange rates decreased. As a result, for these four countries, hourly compensation costs measured in U.S. dollars were less than those measured in national currency.

Compensation costs for production workers

BLS also compiles hourly compensation costs data for production workers in manufacturing. Production workers generally include those employees who are engaged in fabricating, assembly, and related activities and typically account for a large part of manufacturing employment. All employees include production workers as well as all others employed full or part time in an establishment. (See the technical notes beginning on page 8 for more detailed definitions of production workers and all employees.) The production worker series includes data for Hong Kong SAR, Sri Lanka, and Luxembourg, three economies not covered by the all employee series. Argentina, Greece, and Slovakia are not included in the production worker series as comparable data are not available.

A note on the measures

The hourly compensation costs measures are based on statistics available to BLS as of June 2010. These measures are prepared specifically for international comparisons of employer labor costs in manufacturing. The methods used, as well as the results, differ somewhat from those of other BLS series on U.S. compensation costs. BLS expects to issue data for 2009 within the next 6 months.

See the Technical Notes for further information regarding definitions, sources, and computation methods, as well as a description of the trade-weighted measures for economic groups.

The data in this release have been revised from previous updates, in some cases, significantly.

Compensation Costs for China and India

Acknowledging that China and India are of growing importance to global manufacturing, BLS has developed estimates of hourly compensation for both countries. Compensation costs for China and India are not directly comparable with each other or with the data for other countries found in this release, and therefore are presented separately.

A description of the methods used to construct the China estimates and data comparability issues can be found in the August 2005 *Monthly Labor Review* (on the BLS website at <http://www.bls.gov/opub/mlr/2005/08/art3full.pdf>). In general, the methods used to prepare the hourly compensation costs data for subsequent years are the same as used in the article. For the full time-series for China, see <http://www.bls.gov/fls/china.htm>. A discussion of the 2007 and 2008 data for China will be available in a forthcoming article in the *Review*.

A description of the methods used to construct the India estimates and data comparability issues can be found in the May 2010 *Monthly Labor Review* (on the BLS website at <http://www.bls.gov/opub/mlr/2010/05/art1full.pdf>). The data for India cover the organized manufacturing sector only, which is comprised of the establishments that are registered with the government. For more information, see the article in the *Review*.

China: Hourly Compensation Costs for All Employees in Manufacturing, 2005-2008

Year	National currency basis (Yuan)	U.S. dollar basis (US\$)	Index ¹ (United States = 100)
2005	5.95	0.73	2.4
2006	6.44	0.81	2.7
2007 ²	8.06	1.06	3.4
2008	9.48	1.36	4.2

India: Hourly Compensation Costs for All Employees in Manufacturing, 2003-2005

Year	National currency basis (Rupees)	U.S. dollar basis (US\$)	Index ¹ (United States = 100)
2003	37.68	0.81	2.9
2004	38.55	0.85	2.9
2005	40.02	0.91	3.1

¹The indexes represent hourly compensation costs in China and India as a percent of hourly compensation costs for all employees in U.S. manufacturing.

²Break in series. Data for town and village enterprises (TVEs) include self-employed workers prior to 2007. Data for 2007 and 2008 exclude self-employed workers.

Table A. Hourly compensation costs, in national currency and in U.S. dollars, for all employees in manufacturing and exchange rates (U.S. dollars per national currency unit), percent change, 2007-2008

Country or area	Hourly compensation, national currency	Exchange rates	Hourly compensation, U.S. dollars
Americas			
United States	2.4	-	2.4
Argentina	26.8	-1.7	24.7
Brazil	9.7	6.2	16.5
Canada	1.3	0.7	2.0
Mexico	5.6	-1.9	3.5
Asia and Oceania			
Australia	6.4	1.7	8.2
Israel	6.2	16.3	23.5
Japan	1.8	13.9	16.0
Korea, Republic of	-0.9	-15.4	-16.2
New Zealand	4.3	-2.9	1.3
Philippines	6.8	3.8	10.9
Singapore	12.2	6.5	19.5
Taiwan	2.4	4.2	6.8
Europe			
Austria	3.2	7.4	10.8
Belgium	3.5	7.4	11.2
Czech Republic	4.8	20.3	26.1
Denmark	1.3	6.9	8.3
Finland	5.4	7.4	13.2
France	3.1	7.4	10.7
Germany	2.3	7.4	9.8
Greece	2.9	7.4	10.5
Hungary	6.0	7.0	13.4
Ireland	4.9	7.4	12.6
Italy	3.4	7.4	11.1
Netherlands	3.8	7.4	11.4
Norway	5.7	3.9	9.8
Poland	10.1	22.2	34.5
Portugal	4.2	7.4	12.0
Slovakia	8.8	18.4	28.8
Spain	5.2	7.4	13.0
Sweden	4.4	2.6	7.1
Switzerland	1.8	10.9	12.9
United Kingdom	4.1	-7.4	-3.6
Trade-weighted measures ¹			
All 32 foreign economies	3.5	3.1	7.2
OECD ²	2.9	2.7	5.6
Europe	3.5	5.3	8.9
Euro Area	3.2	7.5	11.0
Eastern Europe	7.5	17.1	26.0
East Asia ex-Japan	3.6	-3.0	0.9

¹ For a description of trade-weighted measures and economic groups, see the Technical Notes starting on page 8 of this release.

² Organization for Economic Cooperation and Development.

Table B. Hourly compensation costs of all employees and production workers in manufacturing, 2008

Country or area	US=100		US\$		Production Workers (All Employees = 100)
	All Employees	Production Workers	All Employees	Production Workers	
Americas					
United States	100	100	32.26	25.65	80
Argentina	31	-	9.89	-	-
Brazil	26	27	8.28	6.93	84
Canada	101	116	32.69	29.78	91
Mexico	13	12	4.04	3.12	77
Asia and Oceania					
Australia	114	127	36.88	32.49	88
Hong Kong SAR ¹	-	23	-	5.91	-
Israel	61	67	19.61	17.13	87
Japan	86	90	27.80	23.15	83
Korea, Republic of	50	55	16.27	14.20	87
New Zealand	60	68	19.43	17.48	90
Philippines	5	5	1.68	1.31	78
Singapore	58	38	18.77	9.83	52
Sri Lanka	-	3	-	0.68	-
Taiwan	27	27	8.68	6.95	80
Europe					
Austria	148	152	47.72	38.88	81
Belgium	146	154	47.14	39.42	84
Czech Republic	38	40	12.20	10.35	85
Denmark	159	178	51.28	45.74	89
Finland	138	147	44.68	37.64	84
France	130	123	41.94	31.61	75
Germany	149	141	48.22	36.07	75
Greece	61	-	19.58	-	-
Hungary	30	29	9.56	7.52	79
Ireland	139	140	44.80	35.79	80
Italy	111	122	35.77	31.37	88
Luxembourg	-	130	-	33.37	-
Netherlands	137	145	44.32	37.15	84
Norway	177	193	57.18	49.54	87
Poland	31	32	10.07	8.26	82
Portugal	38	38	12.23	9.83	80
Slovakia	34	-	10.91	-	-
Spain	86	92	27.71	23.67	85
Sweden	134	150	43.33	38.39	89
Switzerland	134	145	43.28	37.12	86
United Kingdom	111	109	35.81	27.86	78

¹ Hong Kong Special Administrative Region of China.

Additional data available

In addition to the compensation cost measures covered in this news release, supplementary time-series tables are available for comparative levels of hourly compensation costs, hourly direct pay, pay for time worked, and the structure of compensation for all employees in manufacturing for all years from 1996 to 2008, and for production workers in manufacturing for all years from 1975 to 2008. Data also are available for national currency hourly compensation and exchange rates in the time-series tables (<http://www.bls.gov/fls/#compensation>).

BLS also computes comparative measures for 22 sub-manufacturing industries. Data for the sub-manufacturing industries are not included in this release; in general, the data limitations for the sub-manufacturing industries are greater than for total manufacturing. The data for sub-manufacturing industries currently are available on a North American Industry Classification System (NAICS) basis from 1996 to 2007 for all employees and from 1992 to 2007 for production workers. The data in this release have been revised from previous updates, in some cases, significantly. The data in International Hourly Compensation Costs, by Sub-Manufacturing Industry at <http://www.bls.gov/ilc/flshcaeindnaics.htm> (all employees) and <http://www.bls.gov/ilc/flshcpwindnaics.htm> (production workers) have not been updated to reflect these revisions and should not be compared to these data.

For further information, contact the Division of International Labor Comparisons by phone at 202-691-5654, by e-mail at ilchelp@bls.gov, or by mail at Bureau of Labor Statistics, 2 Massachusetts Avenue, NE, Room 2150, Washington, DC 20212.

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TECHNICAL NOTES

The tables in this news release present international comparisons of hourly compensation costs for all employees and production workers in manufacturing in selected countries or areas. The total compensation measures are prepared by the Bureau of Labor Statistics in order to assess international differences in employer labor costs. For several reasons, BLS compensation data permit more meaningful comparisons of employers' labor costs across countries than data on average earnings published by many countries: national definitions of average earnings differ considerably; average earnings do not include all items of labor cost; and the omitted labor cost items frequently represent a large proportion of that total cost. In contrast, BLS compensation data refer to a common labor cost concept, defined below, and include all items of labor cost with the exceptions noted in the following section.

The compensation measures in this news release are based on statistics available to BLS as of June 2010. These measures may be revised as data are collected to update compensation measures for sub-manufacturing industries. Data for sub-manufacturing industries are available at <http://www.bls.gov/ilc/flshcaeindnaics.htm> for all employees and <http://www.bls.gov/ilc/flshcpwindnaics.htm> for production workers.

Definitions

Hourly compensation costs include (1) hourly direct pay, (2) employer social insurance expenditures and (3) labor-related taxes. *Hourly direct pay* includes all payments made directly to the worker, before payroll deductions of any kind, consisting of pay for time worked and other direct pay. *Social insurance expenditures* refer to the value of social contributions incurred by employers in order to secure entitlement to social benefits for their employees; these contributions often provide delayed, future income and benefits to employees. Included are employer expenditures for legally required insurance programs, and for contractual and private benefit plans. *Labor-related taxes* refer to taxes on payrolls or employment (or reductions to reflect subsidies), even if they do not finance programs that directly benefit workers.

The BLS definition of hourly compensation costs is not the same as the International Labor Office (ILO) definition of total labor costs. BLS hourly compensation costs do not include all items of labor costs. Expenditures on the maintenance and repair of facilities related to company-provided services—such as cafeterias, daycares, private medical clinics, and recreational facilities—are excluded because they are overhead costs not directly linked to the level of employment or payroll. Recruitment and vocational training costs and reimbursements of business expenses are not included because the concepts used, and thus the measurement of these items, are not consistent across countries. The above labor costs items not included account for no more than 2 percent of total labor costs in most countries for which the data are available.

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 (for example, power plants); and other services closely related to the above activities. Working supervisors are generally included; apprentices and other trainees are generally excluded.

All employees include production workers as well as all others employed full or part time in an establishment during a specified payroll period. Temporary employees are included. Persons

are considered employed if they receive pay for any part of the specified pay period. The self-employed, unpaid family workers, contract workers, and workers in private households are excluded.

Hourly Compensation Costs		
Hourly Direct Pay		Employer Social Insurance Expenditures (both legally required and contractual and private) and Labor-related Taxes
Pay for Time Worked	Other Direct Pay	
<ul style="list-style-type: none"> • Basic wages • Piece rate • Overtime premiums • Shift, holiday, or night work premiums • Cost-of-living adjustments • Bonuses and premiums paid each pay period 	<ul style="list-style-type: none"> • Pay for time not worked (vacations, holidays, and other leave, except sick leave) • Seasonal and irregular bonuses • Allowances for family events, commuting expenses, etc. • The cash value of payments in kind • Severance pay (where explicitly not linked to a collective agreement) 	<ul style="list-style-type: none"> • Retirement and disability pensions • Health insurance • Income guarantee insurance and sick leave • Life and accident insurance • Occupational injury and illness compensation • Unemployment insurance • Severance pay (where linked to a collective agreement) • Other social insurance expenditures • Taxes (or subsidies) on payrolls or employment

Data on Hourly Direct Pay, Pay for Time Worked, and Social Insurance Expenditures can be found in the time series tables, updated concurrently with this release, at <http://www.bls.gov/web/ichcc.supp.toc.htm>.

Methods

Total compensation is computed by adjusting each country's average earnings series for items of direct pay not included in earnings and for employer expenditures on legally required insurance, contractual and private benefit plans, and labor-related taxes and subsidies. For the United States and other countries that measure earnings on an hours-paid basis, the figures are also adjusted in order to approximate compensation per hour worked.

Earnings statistics are obtained from surveys or censuses of manufacturers or from administrative data sources. The surveys used in the BLS series typically cover firms with a minimum of one to ten employees.

For most countries, average earnings are adjusted to total compensation using adjustment factors obtained from periodic labor cost surveys or censuses of manufacturers; the adjustment factors are interpolated or projected to non-survey years on the basis of other information.

Generally, these surveys cover all employees in the establishment; survey data are used for both production worker and all employee series. Other information used includes tabulations of employer social security contribution rates provided by the International Social Security Association, information on contractual and legislated changes in social insurance benefits, and statistical series on indirect labor costs. For the United States, the adjustment factors are specially constructed for international comparisons using data from several surveys. The methods used, as well as the results, differ somewhat from those used for other BLS series on U.S. compensation costs.

The statistics are also adjusted, where necessary, to account for major differences in worker coverage; differences in industrial classification systems; and changes over time in survey coverage, sample benchmarks, or frequency of surveys. Nevertheless, some differences remain. Exceptions to these methods, as well as data sources used can be found in “Country Notes and Sources” located at <http://www.bls.gov/fls/ichccsources.pdf>.

Exchange Rates and Currencies

Hourly compensation costs are converted to U.S. dollars using the average daily exchange rate for the reference year. The exchange rates used are prevailing commercial market exchange rates as published by either the U.S. Federal Reserve Board or the International Monetary Fund.

On January 1, 1999, several European countries joined the European Monetary Union (EMU): Austria, Belgium, Finland, France, Germany, Ireland, Italy, Luxembourg, the Netherlands, Portugal, and Spain. Greece joined on January 1, 2001 and Slovakia joined on January 1, 2009. There are currently other member countries of the EMU that are not covered in this report. Currencies of EMU members were established at fixed conversion rates to the euro, the official currency of the EMU. For the EMU countries, with the exception of Greece and Slovakia, data on hourly compensation costs are published in the old national currencies used in each country before the adoption of the euro (from 1975-1998 for production workers and from 1996-1998 for all employees). Data for both series are presented in euros from 1999-2008. Data for Greece are reported in drachmas for 2000 and in euros from 2001-2008. Data for Slovakia are reported in koruna from 1997-2008; Slovakia will be reported in euros beginning with 2009 data.

Industrial classification

The hourly compensation measures relate to manufacturing as defined by the North American Industry Classification System (NAICS). NAICS is the common industrial classification used by the United States, Canada, and Mexico. The NAICS definition of manufacturing differs somewhat from the definition of manufacturing used in other countries. Some industries that are not included in the NAICS definition of manufacturing, such as publishing of books and sound recordings, some repair and maintenance of equipment, and some business support services, are included in the definition of manufacturing in most other industrial classifications. In contrast, other industries are included in the NAICS definition of manufacturing but not in the definition of manufacturing for most foreign economies, such as some processing of foods, some packaging, and retail sales of bakery products from the production facility. Most of the differences other than the treatment of publishing are very minor and do not have a noticeable impact on overall manufacturing averages. BLS makes adjustments to remove publishing from manufacturing for the foreign economies in which it is classified as a part of manufacturing—except for Sri Lanka, Luxembourg, and Switzerland, for which the data

necessary to remove publishing are not available. For the countries for which adjustments are made, the effect of publishing on manufacturing wages is estimated and removed using data from national sources or from the United Nations Industrial Development Organization (UNIDO) *International Yearbook of Industrial Statistics*. Except for Hong Kong, the effect of removing publishing from manufacturing does not change the level of hourly compensation costs for any economy more than 1.5 percent, and the change is less than one percent in most countries. For Hong Kong, the effect of the adjustments is 2 to 4 percent in several years.

Trade-weighted measures

The trade weights used to compute the average compensation cost measures for selected economic groups are weights based on the relative dollar value of U.S. trade (exports plus imports) in manufactured commodities with each country or area in 2007. (See the following table.) The trade data are compiled by the U.S. Census Bureau.

The only countries not covered in the trade-weighted measures of this report that accounted for as much as one percent of such trade in 2007 are China, India, Malaysia, and Thailand. Hourly compensation costs data for China and India are included in this report in a special text box. In addition, articles on manufacturing compensation costs in China and India are available on the BLS website at <http://www.bls.gov/fls/china.htm> (China) and <http://www.bls.gov/opub/mlr/2010/05/art1full.pdf> (India). The compensation data for China and India are not directly comparable with each other or with the data for other countries found in this news release, and therefore are presented separately.

The countries included in the Organization for Economic Cooperation and Development (OECD) trade-weighted measure are Canada, Mexico, Australia, Japan, the Republic of Korea, New Zealand, and all European countries covered in the series. The group labeled "Euro Area" consists of the European Union member countries in this release that have adopted the euro as the common currency as of January 1, 2009—Austria, Belgium, Finland, France, Germany, Greece (all employees only), Ireland, Italy, Luxembourg (production workers only), the Netherlands, Portugal, Slovakia (all employees only), and Spain. The group labeled "Europe" consists of the members of the Euro Area and the Czech Republic, Denmark, Hungary, Norway, Poland, Sweden, Switzerland, and the United Kingdom. The group labeled "Eastern Europe" consists of the Czech Republic, Hungary, Poland, and Slovakia (all employees only). The group labeled "East Asia ex-Japan" consists of Hong Kong SAR (production workers only), the Republic of Korea, the Philippines, Singapore, and Taiwan.

The trade-weighted measures relate to the economic groups defined above. The trade-weighted average hourly compensation costs are computed as the trade-weighted arithmetic average of cost levels for the individual countries or areas; the trade-weighted average rates of change are computed as the trade-weighted arithmetic average of the rates of change for the individual countries or areas. Rates of change derived from the trade-weighted average hourly compensation cost levels need not be the same as the trade-weighted average rates of change.

If compensation cost data for the most recent year(s) are missing for a country, trade-weighted estimates are computed using the average percent change in the cost levels for all the other economies in the series to estimate the missing year(s). An economy is included in the trade-weighted series beginning with the start year of that economy's compensation cost series. For Germany, the compensation cost series begins in 1993. For the purpose of calculating the trade-weighted measures only, 1975-1992 compensation cost levels for Germany refer to Former West Germany.

Share of total U.S. imports and exports of manufactured products in 2007
(in percent)

Country or area and economic group	2007 trade share	Country or area and economic group	2007 trade share
Argentina.....	0.3	Hungary.....	0.1
Brazil.....	1.6	Ireland.....	1.5
Canada.....	17.0	Italy.....	1.7
Mexico.....	11.0	Netherlands.....	1.7
		Norway.....	0.3
Australia.....	1.0	Poland.....	0.2
Israel.....	1.2	Portugal.....	0.2
Japan.....	7.3	Slovakia.....	0.1
Korea, Republic of	2.9	Spain.....	0.7
New Zealand.....	0.2	Sweden.....	0.6
Philippines.....	0.6	Switzerland.....	1.1
Singapore.....	1.6	United Kingdom.....	3.5
Taiwan.....	2.2		
		Economic Groups ¹	
Austria.....	0.5	32 Foreign	
Belgium.....	1.4	Economies.....	69.2
Czech Republic...	0.1	OECD ^{2,3}	61.5
Denmark.....	0.3	Europe ³	22.0
Finland.....	0.3	Euro Area ³	15.7
France.....	2.4	Eastern Europe ³	0.6
Germany.....	5.1	East Asia ex-Japan ³ ...	7.4
Greece.....	0.1		

¹ Trade shares for Economic Groups refer to the country coverage of the all employees series. The relevant trade shares for the production worker series are: 32 Foreign Economies, 69.7; OECD, 61.3; Europe, 21.9; Euro Area, 15.6; Eastern Europe, 0.5; East Asia ex-Japan, 8.3.

² Organization for Economic Cooperation and Development.

³ See the section on Trade-weighted measures for definitions of trade-weight groups.

Data limitations

Because compensation is partly estimated, the statistics should not be considered as precise measures of comparative compensation costs. In addition, the figures are subject to revision as the results of new labor cost surveys or other data used to estimate compensation costs become available.

The comparative level figures in this report are averages for all manufacturing industries and are not necessarily representative of all sub-manufacturing industries. In the United States and some other countries, such as Mexico and Taiwan, differentials in hourly compensation cost levels by industry are fairly wide. More information on compensation cost differentials in sub-

manufacturing industries is available on the BLS website at <http://www.bls.gov/opub/mlr/2010/06/art3full.pdf>.

Labor costs versus labor income

The hourly compensation figures in U.S. dollars shown in the tables provide comparative measures of employer labor costs; they do not provide inter-country comparisons of the purchasing power of worker incomes. Prices of goods and services vary greatly among countries, and the commercial market exchange rates used to compare employer labor costs do not reliably indicate relative differences in prices. Purchasing power parities, that is, the number of foreign currency units required to buy goods and services equivalent to what can be purchased with one unit of U.S. or another base currency, must be used for meaningful international comparisons of the relative purchasing power of worker incomes.

Total compensation converted to U.S. dollars at purchasing power parities would provide one measure for comparing relative real levels of labor income. It should be noted, however, that total compensation includes employer payments to funds for the benefit of workers in addition to payments made directly to workers. For some countries, the compensation measures also include taxes or subsidies on payrolls or employment even if they do not finance programs which directly benefit workers. Payments into these funds provide either deferred income (for example, payments to retirement funds), a type of insurance (for example, payments to unemployment or health benefit funds), or current social benefits (for example, family allowances), and the relationship between employer payments and current or future worker benefits is indirect. On the other hand, excluding these payments would understate the total value of income derived from work because they substitute for worker savings or self-insurance to cover retirement, medical costs, etc.

Total compensation, because it takes account of employer payments into funds for the benefit of workers, is a broader income concept than either total direct earnings or direct spendable earnings. An even broader concept would take account of all social benefits available to workers, including those financed out of general revenues as well as those financed through employment or payroll taxes.

Table 1. All Employees: Indexes of hourly compensation costs in manufacturing, 33 countries or areas and selected economic groups, selected years, 1996-2008

Country or Area	1996	1998	2000	2002	2004	2006	2007	2008
Americas								
United States.....	100	100	100	100	100	100	100	100
Argentina.....	33	34	33	11	15	22	25	31
Brazil.....	32	29	17	11	13	20	23	26
Canada.....	86	78	76	68	83	97	102	101
Mexico ¹	9	10	12	13	12	12	12	13
Asia and Oceania								
Australia.....	88	75	68	65	94	99	108	114
Israel.....	52	54	53	47	47	48	50	61
Japan.....	108	90	103	81	88	81	76	86
Korea, Republic of.....	44	29	40	38	44	59	62	50
New Zealand.....	56	45	38	37	52	54	61	60
Philippines.....	5	4	4	3	3	4	5	5
Singapore.....	54	50	47	45	46	46	50	58
Taiwan.....	31	27	30	25	25	27	26	27
Europe								
Austria.....	142	121	100	97	123	127	137	148
Belgium.....	135	116	97	96	124	127	135	146
Czech Republic.....	15	15	14	17	23	27	31	38
Denmark.....	-	113	98	101	130	137	150	159
Finland.....	112	94	81	84	112	118	125	138
France.....	126	108	87	84	108	112	120	130
Germany.....	-	125	103	103	131	132	139	149
Greece.....	-	-	32	34	52	53	56	61
Hungary.....	14	13	12	15	21	22	27	30
Ireland.....	89	84	74	81	110	115	126	139
Italy.....	94	83	67	68	93	96	102	111
Netherlands.....	-	103	85	90	118	120	126	137
Norway.....	-	117	102	114	138	149	165	177
Poland.....	-	15	14	15	17	21	24	31
Portugal.....	31	28	23	24	31	32	35	38
Slovakia.....	-	13	11	12	18	22	27	34
Spain.....	69	60	50	51	69	72	78	86
Sweden.....	121	107	91	89	119	119	128	134
Switzerland.....	149	123	100	104	123	121	122	134
United Kingdom.....	76	88	83	84	106	110	118	111
Trade-Weighted Measures								
All 32 Foreign Economies.....	-	69	65	61	74	79	82	85
OECD ²	-	73	69	65	79	84	88	91
Europe ³	-	102	86	87	112	115	122	129
Euro Area ⁴	-	106	87	88	114	117	124	134
Eastern Europe ⁵	-	14	13	15	19	23	27	33
East Asia ex-Japan ⁶	-	31	35	33	35	42	43	41

Dash means data not available.

¹ For Mexico, NAICS 31-33 excludes NAICS 324 Petroleum and Coal Products Manufacturing.

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⁶ East Asia ex-Japan includes the Republic of Korea, the Philippines, Singapore, and Taiwan.

Table 2. All Employees: Hourly compensation costs in U.S. dollars in manufacturing, 33 countries or areas and selected economic groups, selected years, 1996-2008

Country or Area	1996	1998	2000	2002	2004	2006	2007	2008
Americas								
United States.....	22.11	23.12	24.63	27.01	28.94	29.98	31.51	32.26
Argentina.....	7.32	7.87	8.05	2.98	4.47	6.57	7.93	9.89
Brazil.....	7.12	6.69	4.30	3.07	3.80	5.98	7.10	8.28
Canada.....	19.01	18.08	18.68	18.39	24.14	29.21	32.06	32.69
Mexico ¹	2.06	2.37	3.04	3.57	3.33	3.71	3.90	4.04
Asia and Oceania								
Australia.....	19.36	17.31	16.64	17.67	27.08	29.55	34.08	36.88
Israel.....	11.54	12.42	13.02	12.57	13.72	14.35	15.87	19.61
Japan.....	23.93	20.83	25.34	21.75	25.59	24.32	23.97	27.80
Korea, Republic of.....	9.70	6.73	9.79	10.37	12.73	17.55	19.42	16.27
New Zealand.....	12.41	10.34	9.32	10.12	15.17	16.08	19.19	19.43
Philippines.....	1.21	0.87	0.89	0.88	0.96	1.32	1.52	1.68
Singapore.....	11.93	11.54	11.65	12.09	13.23	13.85	15.71	18.77
Taiwan.....	6.89	6.29	7.31	6.82	7.27	8.12	8.13	8.68
Europe								
Austria.....	31.42	28.04	24.55	26.32	35.58	38.16	43.06	47.72
Belgium.....	29.76	26.76	23.95	25.94	35.85	38.08	42.41	47.14
Czech Republic.....	3.41	3.53	3.39	4.60	6.56	8.13	9.67	12.20
Denmark.....	-	26.04	24.07	27.33	37.53	41.01	47.35	51.28
Finland.....	24.72	21.70	19.90	22.65	32.50	35.27	39.45	44.68
France.....	27.80	24.93	21.38	22.81	31.23	33.65	37.88	41.94
Germany.....	-	28.99	25.48	27.70	37.79	39.70	43.91	48.22
Greece.....	-	-	7.94	9.22	15.18	15.78	17.72	19.58
Hungary.....	3.02	3.01	2.89	4.09	6.04	6.68	8.43	9.56
Ireland.....	19.78	19.40	18.21	22.01	31.96	34.56	39.78	44.80
Italy.....	20.88	19.21	16.57	18.50	26.98	28.72	32.21	35.77
Netherlands.....	-	23.88	21.03	24.18	34.12	35.85	39.77	44.32
Norway.....	-	27.16	25.11	30.79	39.86	44.58	52.07	57.18
Poland.....	-	3.50	3.40	4.05	4.81	6.19	7.49	10.07
Portugal.....	6.89	6.42	5.67	6.54	9.09	9.74	10.92	12.23
Slovakia.....	-	2.91	2.61	3.25	5.21	6.60	8.47	10.91
Spain.....	15.30	13.94	12.24	13.77	19.83	21.63	24.51	27.71
Sweden.....	26.69	24.73	22.38	23.98	34.44	35.81	40.46	43.33
Switzerland.....	32.95	28.37	24.71	28.05	35.65	36.18	38.34	43.28
United Kingdom.....	16.88	20.40	20.56	22.83	30.57	33.01	37.14	35.81
Trade-Weighted Measures								
All 32 Foreign Economies.....	-	15.98	16.06	16.40	21.32	23.51	25.75	27.49
OECD ²	-	16.97	17.07	17.53	22.96	25.29	27.69	29.43
Europe ³	-	23.56	21.15	23.46	32.26	34.32	38.38	41.69
Euro Area ⁴	-	24.40	21.40	23.63	32.88	34.93	39.04	43.28
Eastern Europe ⁵	-	3.29	3.15	4.08	5.62	6.84	8.41	10.56
East Asia ex-Japan ⁶	-	7.17	8.71	8.88	10.21	12.53	13.69	13.31

Dash means data not available.

¹ For Mexico, NAICS 31-33 excludes NAICS 324 Petroleum and Coal Products Manufacturing.

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⁵ Eastern Europe refers to the Czech Republic, Hungary, Poland, and Slovakia.

⁶ East Asia ex-Japan includes the Republic of Korea, the Philippines, Singapore, and Taiwan.

Table 3. All Employees: Annual percent change in hourly compensation costs in U.S. dollars in manufacturing, 33 countries or areas and selected economic groups, selected years, 1996-2008

Country or Area	1996-2008 ¹	1996-2000	2000-2008	2005	2006	2007	2008
Americas							
United States.....	3.2	2.7	3.4	2.8	0.8	5.1	2.4
Argentina.....	2.5	2.4	2.6	22.0	20.4	20.6	24.7
Brazil.....	1.3	-11.8	8.5	31.7	19.5	18.7	16.5
Canada.....	4.6	-0.4	7.2	11.0	9.0	9.8	2.0
Mexico ²	5.7	10.1	3.6	7.0	4.1	5.0	3.5
Asia and Oceania							
Australia.....	5.5	-3.7	10.5	6.5	2.5	15.3	8.2
Israel.....	4.5	3.1	5.3	2.5	2.0	10.6	23.5
Japan.....	1.3	1.4	1.2	-0.1	-4.9	-1.4	16.0
Korea, Republic of.....	4.4	0.2	6.6	18.8	16.0	10.7	-16.2
New Zealand.....	3.8	-6.9	9.6	9.7	-3.4	19.3	1.3
Philippines.....	2.8	-7.4	8.3	10.6	24.1	15.0	10.9
Singapore.....	3.9	-0.6	6.2	0.5	4.1	13.4	19.5
Taiwan.....	1.9	1.5	2.2	8.6	2.9	0.0	6.8
Europe							
Austria.....	3.5	-6.0	8.7	3.5	3.6	12.8	10.8
Belgium.....	3.9	-5.3	8.8	2.5	3.6	11.4	11.2
Czech Republic.....	11.2	-0.2	17.4	11.0	11.7	18.9	26.1
Denmark.....	6.6	-	9.9	4.0	5.1	15.5	8.3
Finland.....	5.1	-5.3	10.6	3.8	4.6	11.8	13.2
France.....	3.5	-6.4	8.8	3.6	4.1	12.6	10.7
Germany.....	5.2	-	8.3	1.0	4.0	10.6	9.8
Greece.....	-	-	12.0	-3.5	7.7	12.3	10.5
Hungary.....	10.1	-1.1	16.1	8.8	1.7	26.3	13.4
Ireland.....	7.0	-2.1	11.9	3.6	4.4	15.1	12.6
Italy.....	4.6	-5.6	10.1	2.9	3.5	12.2	11.1
Netherlands.....	6.0	-	9.8	2.1	2.9	10.9	11.4
Norway.....	7.0	-	10.8	5.5	6.0	16.8	9.8
Poland.....	10.9	-	14.5	17.0	9.8	21.1	34.5
Portugal.....	4.9	-4.7	10.1	2.9	4.1	12.2	12.0
Slovakia.....	13.0	-	19.6	11.9	13.2	28.3	28.8
Spain.....	5.1	-5.4	10.8	3.6	5.2	13.3	13.0
Sweden.....	4.1	-4.3	8.6	-0.7	4.7	13.0	7.1
Switzerland.....	2.3	-6.9	7.3	0.9	0.5	6.0	12.9
United Kingdom.....	6.5	5.1	7.2	3.9	4.0	12.5	-3.6
Trade-Weighted Measures							
All 32 Foreign Economies.....	4.6	-	6.4	6.9	5.3	9.8	7.2
OECD ³	4.7	-	6.5	6.3	4.8	8.6	5.6
Europe ⁴	5.3	-	9.0	2.8	3.9	12.1	8.9
Euro Area ⁵	5.0	-	9.2	2.4	3.9	11.9	11.0
Eastern Europe ⁶	11.1	-	16.4	12.7	8.6	23.0	26.0
East Asia ex-Japan ⁷	3.4	-	5.3	11.0	10.1	8.4	0.9

Rates of change based on compound rate method.

Dash means data not available.

¹ 1997-2008 data for Denmark, the Netherlands, Norway, Poland, and Slovakia. 1998-2008 data for Germany. 2000-2008 data for Greece.

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⁶ Eastern Europe refers to the Czech Republic, Hungary, Poland, and Slovakia.

⁷ East Asia ex-Japan includes the Republic of Korea, the Philippines, Singapore, and Taiwan.

Table 4. All Employees: Annual percent change in hourly compensation costs in national currency in manufacturing, 33 countries or areas and selected economic groups, selected years, 1996-2008

Country or Area	1996-2008 ¹	1996-2000	2000-2008	2005	2006	2007	2008
Americas							
United States.....	3.2	2.7	3.4	2.8	0.8	5.1	2.4
Argentina.....	12.9	2.4	18.6	21.2	26.6	22.8	26.8
Brazil.....	6.5	2.4	8.5	9.6	6.6	6.3	9.7
Canada.....	2.5	1.7	2.9	3.3	2.0	3.9	1.3
Mexico ²	9.2	16.3	5.8	3.3	4.3	5.2	5.6
Asia and Oceania							
Australia.....	4.8	3.7	5.3	2.8	3.7	3.6	6.4
Israel.....	5.6	9.7	3.6	2.5	1.3	2.8	6.2
Japan.....	0.8	1.2	0.6	1.7	0.5	-0.2	1.8
Korea, Republic of.....	7.2	9.2	6.2	6.3	8.2	7.7	-0.9
New Zealand.....	3.5	3.1	3.6	3.4	4.9	5.2	4.3
Philippines.....	7.5	5.5	8.4	8.7	15.4	3.6	6.8
Singapore.....	3.9	4.5	3.5	-1.0	-0.6	7.6	12.2
Taiwan.....	3.1	4.8	2.3	4.6	4.1	1.1	2.4
Europe							
Austria.....	2.5	2.4	2.5	3.4	2.7	3.4	3.2
Belgium.....	2.9	3.2	2.7	2.4	2.7	2.0	3.5
Czech Republic.....	6.9	8.7	6.0	3.4	5.4	8.1	4.8
Denmark.....	-	-	3.6	3.5	4.3	5.7	1.3
Finland.....	3.9	3.1	4.4	3.7	3.6	2.5	5.4
France.....	2.3	1.6	2.6	3.5	3.1	3.1	3.1
Germany.....	-	-	2.2	1.0	3.0	1.4	2.3
Greece.....	-	-	5.7	-3.6	6.6	2.9	2.9
Hungary.....	11.2	15.4	9.2	7.1	7.2	10.4	6.0
Ireland.....	5.7	5.9	5.6	3.5	3.4	5.5	4.9
Italy.....	3.2	1.9	3.8	2.9	2.5	2.8	3.4
Netherlands.....	-	-	3.7	2.2	2.1	1.6	3.8
Norway.....	-	-	4.5	-0.4	5.7	6.7	5.7
Poland.....	-	-	5.7	3.4	5.2	9.6	10.1
Portugal.....	3.8	3.7	3.8	2.9	3.1	2.8	4.2
Slovakia.....	-	-	8.5	7.7	8.1	7.9	8.8
Spain.....	4.1	3.2	4.5	3.4	4.3	3.8	5.2
Sweden.....	4.0	3.4	4.2	0.9	3.3	3.5	4.4
Switzerland.....	1.2	0.6	1.4	1.2	1.1	1.5	1.8
United Kingdom.....	4.9	5.8	4.5	4.5	2.6	3.7	4.1
Trade-Weighted Measures							
All 32 Foreign Economies.....	4.2	-	3.7	3.2	3.1	3.6	3.5
OECD ³	4.1	-	3.5	3.0	2.9	3.5	2.9
Europe ⁴	3.5	-	3.4	2.6	2.9	2.9	3.5
Euro Area ⁵	3.1	-	3.2	2.3	2.9	2.5	3.2
Eastern Europe ⁶	8.5	-	7.1	5.1	6.3	9.2	7.5
East Asia ex-Japan ⁷	5.2	-	4.6	4.3	5.6	5.3	3.6

Rates of change based on compound rate method.

Dash means data not available.

¹ 1997-2008 data for Denmark, the Netherlands, Norway, Poland, and Slovakia. 1998-2008 data for Germany. 2000-2008 data for Greece.

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⁶ Eastern Europe refers to the Czech Republic, Hungary, Poland, and Slovakia.

⁷ East Asia ex-Japan includes the Republic of Korea, the Philippines, Singapore, and Taiwan.

Table 5. All Employees: Annual percent change in exchange rates (U.S. dollars per national currency unit), 33 countries or areas and selected economic groups, selected years, 1996-2008

Country or Area	1996-2008 ¹	1996-2000	2000-2008	2005	2006	2007	2008
Americas							
United States.....	-	-	-	-	-	-	-
Argentina.....	-9.2	0.0	-13.4	0.7	-4.9	-1.8	-1.7
Brazil.....	-4.9	-13.9	0.0	20.2	12.0	11.7	6.2
Canada.....	2.1	-2.1	4.2	7.4	6.8	5.6	0.7
Mexico ²	-3.1	-5.3	-2.0	3.6	-0.1	-0.2	-1.9
Asia and Oceania							
Australia.....	0.7	-7.2	4.9	3.6	-1.2	11.4	1.7
Israel.....	-0.9	-5.9	1.7	-0.1	0.7	7.6	16.3
Japan.....	0.4	0.2	0.5	-1.8	-5.3	-1.2	13.9
Korea, Republic of.....	-2.6	-8.2	0.4	11.9	7.3	2.7	-15.4
New Zealand.....	0.3	-9.7	5.8	6.1	-7.9	13.4	-2.9
Philippines.....	-4.3	-12.3	-0.1	1.7	7.5	11.0	3.8
Singapore.....	0.0	-4.9	2.5	1.6	4.8	5.4	6.5
Taiwan.....	-1.1	-3.2	-0.1	3.9	-1.2	-1.1	4.2
Europe							
Austria.....	1.0	-8.2	6.0	0.1	0.9	9.1	7.4
Belgium.....	1.0	-8.2	6.0	0.1	0.9	9.1	7.4
Czech Republic.....	3.9	-8.4	10.7	7.3	6.0	10.1	20.3
Denmark.....	2.4	-	6.0	-0.1	0.9	9.2	6.9
Finland.....	1.1	-8.1	6.0	0.1	0.9	9.1	7.4
France.....	1.2	-7.9	6.0	0.1	0.9	9.1	7.4
Germany.....	2.9	-	6.0	0.1	0.9	9.1	7.4
Greece.....	5.9	-	5.9	0.1	0.9	9.1	7.4
Hungary.....	-1.0	-14.2	6.4	1.6	-5.1	14.4	7.0
Ireland.....	1.3	-7.5	6.0	0.1	0.9	9.1	7.4
Italy.....	1.3	-7.4	6.0	0.1	0.9	9.1	7.4
Netherlands.....	2.4	-	6.0	0.1	0.9	9.1	7.4
Norway.....	2.1	-	5.7	4.6	0.5	9.5	3.9
Poland.....	3.3	-	8.3	13.0	4.3	10.4	22.2
Portugal.....	1.0	-8.2	6.0	0.1	0.9	9.1	7.4
Slovakia.....	4.3	-	10.3	4.0	4.8	18.8	18.4
Spain.....	1.0	-8.4	6.0	0.1	0.9	9.1	7.4
Sweden.....	0.2	-7.5	4.2	-1.6	1.3	9.1	2.6
Switzerland.....	1.1	-7.5	5.7	-0.2	-0.6	4.4	10.9
United Kingdom.....	1.4	-0.7	2.6	-0.6	1.3	8.5	-7.4
Trade-Weighted Measures							
All 32 Foreign Economies.....	0.2	-	2.6	3.5	2.1	5.0	3.1
OECD ³	0.6	-	2.9	3.2	1.9	4.9	2.7
Europe ⁴	1.8	-	5.5	0.1	0.9	8.9	5.3
Euro Area ⁵	1.9	-	6.0	0.1	0.9	9.2	7.5
Eastern Europe ⁶	2.4	-	8.7	7.3	2.2	12.7	17.1
East Asia ex-Japan ⁷	-1.7	-	0.7	6.3	4.2	2.9	-3.0

Rates of change based on compound rate method.

Dash means data not available.

¹ 1997-2008 data for Denmark, the Netherlands, Norway, Poland, and Slovakia. 1998-2008 data for Germany. 2000-2008 data for Greece.

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⁶ Eastern Europe refers to the Czech Republic, Hungary, Poland, and Slovakia.

⁷ East Asia ex-Japan includes the Republic of Korea, the Philippines, Singapore, and Taiwan.

Table 6. All Employees: Hourly compensation costs in national currency units and exchange rates, 33 countries or areas, 2008

Country or Area	Compensation costs	Exchange Rates
Americas		
United States.....	32.26	1.000
Argentina.....	31.28	3.164
Brazil.....	15.17	1.833
Canada.....	34.85	1.066
Mexico ¹	44.98	11.14
Asia and Oceania		
Australia.....	43.20	1.171
Israel.....	69.81	3.560
Japan.....	2874	103.4
Korea, Republic of.....	17871	1099
New Zealand.....	27.17	1.398
Philippines.....	74.7	44.44
Singapore.....	26.55	1.414
Taiwan.....	273.6	31.52
Europe		
Austria.....	32.41	0.6791
Belgium.....	32.01	0.6791
Czech Republic.....	208.1	17.06
Denmark.....	260.9	5.089
Finland.....	30.34	0.6791
France.....	28.48	0.6791
Germany.....	32.75	0.6791
Greece.....	13.30	0.6791
Hungary.....	1643	171.8
Ireland.....	30.42	0.6791
Italy.....	24.29	0.6791
Netherlands.....	30.09	0.6791
Norway.....	322.3	5.637
Poland.....	23.17	2.300
Portugal.....	8.30	0.6791
Slovakia.....	229.6	21.05
Spain.....	18.81	0.6791
Sweden.....	285.3	6.585
Switzerland.....	46.81	1.082
United Kingdom.....	19.31	0.5392

Dash means data not available.

¹ For Mexico, NAICS 31-33 excludes NAICS 324 Petroleum and Coal Products Manufacturing.

National currency units are: United States, dollar; Argentina, peso; Brazil, real; Canada, dollar; Mexico, peso; Australia, dollar; Israel, new shekel; Japan, yen; Korea, won; New Zealand, dollar; Philippines, peso; Singapore, dollar; Taiwan, dollar; Austria, euro; Belgium, euro; Czech Republic, koruna; Denmark, krone; Finland, euro; France, euro; Germany, euro; Greece, euro; Hungary, forint; Ireland, euro; Italy, euro; Netherlands, euro; Norway, krone; Poland, zloty; Portugal, euro; Slovakia, koruna; Spain, euro; Sweden, krona; Switzerland, franc; United Kingdom, pound.

Note: For data for all years 1996-2008, see the time-series tables associated with this release at <http://www.bls.gov/ilc>.

Table 7. Production Workers: Indexes of hourly compensation costs in manufacturing, 33 countries or areas and selected economic groups, selected years, 1975-2008

Country or Area	1975	1980	1985	1990	1995	2000	2005	2006	2007	2008
Americas										
United States.....	100	100	100	100	100	100	100	100	100	100
Brazil.....	-	-	-	-	-	18	18	21	24	27
Canada.....	103	93	89	112	97	85	103	109	116	116
Mexico ¹	23	22	12	10	8	11	11	12	12	12
Asia and Oceania										
Australia.....	94	90	66	91	88	72	106	108	119	127
Hong Kong SAR ²	12	16	14	22	28	28	24	24	23	23
Israel.....	33	35	29	52	55	58	52	52	55	67
Japan.....	48	56	49	84	135	110	90	84	79	90
Korea, Republic of.....	5	10	10	26	44	43	56	64	67	55
New Zealand.....	53	56	36	57	60	43	63	60	69	68
Philippines.....	-	-	-	-	5	4	4	4	5	5
Singapore.....	14	16	20	26	45	37	31	36	34	38
Sri Lanka.....	5	2	2	2	3	2	2	2	2	3
Taiwan.....	6	11	12	26	35	31	27	28	26	27
Europe										
Austria.....	74	93	60	120	148	101	127	130	140	152
Belgium.....	93	121	64	120	149	102	131	133	141	154
Czech Republic.....	-	-	-	-	15	14	26	29	33	40
Denmark.....	101	112	63	123	144	109	147	153	168	178
Finland.....	81	88	64	139	132	90	122	126	134	147
France.....	76	96	61	107	115	80	104	106	114	123
Germany.....	-	-	-	-	152	99	121	124	131	141
Hungary.....	-	-	-	-	15	12	22	22	27	29
Ireland.....	68	80	58	97	98	78	118	121	130	140
Italy.....	76	85	60	121	97	74	103	105	112	122
Luxembourg.....	101	119	59	107	136	89	116	116	122	130
Netherlands.....	106	125	68	121	139	95	124	126	133	145
Norway.....	143	141	88	151	147	114	156	164	182	193
Poland.....	-	-	-	-	-	14	19	21	24	32
Portugal.....	27	23	13	27	33	25	32	33	35	38
Spain.....	40	59	36	75	72	53	74	77	83	92
Sweden.....	115	128	75	140	125	105	129	133	143	150
Switzerland.....	98	115	76	140	170	107	131	130	131	145
United Kingdom.....	53	76	48	82	79	85	105	107	116	109
Trade-Weighted Measures										
All 32 Foreign Economies.....	61	66	50	77	84	68	79	82	85	89
OECD ³	68	73	55	85	91	74	86	89	93	97
Europe ⁴	77	95	59	109	120	88	113	116	123	131
Euro Area ⁵	81	99	60	114	128	88	115	117	124	135
Eastern Europe ⁶	-	-	-	-	-	14	22	23	27	34
East Asia ex-Japan ⁷	8	11	12	23	37	34	36	40	40	37

Dash means data not available.

¹ For Mexico, NAICS 31-33 excludes NAICS 324 Petroleum and Coal Products Manufacturing.

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⁷ East Asia ex-Japan includes Hong Kong SAR, the Republic of Korea, the Philippines, Singapore, and Taiwan.

Table 8. Production Workers: Hourly compensation costs in U.S. dollars in manufacturing, 33 countries or areas and selected economic groups, selected years, 1975-2008

Country or Area	1975	1980	1985	1990	1995	2000	2005	2006	2007	2008
Americas										
United States.....	6.19	9.67	12.76	14.88	17.24	19.73	23.60	23.94	25.13	25.65
Brazil.....	-	-	-	-	-	3.50	4.16	5.00	5.95	6.93
Canada.....	6.40	9.02	11.39	16.62	16.80	16.78	24.29	26.12	29.08	29.78
Mexico ¹	1.43	2.16	1.55	1.54	1.43	2.16	2.65	2.82	2.99	3.12
Asia and Oceania										
Australia.....	5.79	8.74	8.47	13.56	15.23	14.15	25.06	25.94	29.98	32.49
Hong Kong SAR ²	0.75	1.50	1.73	3.22	4.81	5.45	5.65	5.78	5.78	5.91
Israel.....	2.02	3.41	3.66	7.70	9.41	11.38	12.29	12.53	13.87	17.13
Japan.....	2.95	5.43	6.24	12.52	23.34	21.69	21.31	19.99	19.77	23.15
Korea, Republic of.....	0.33	0.98	1.26	3.80	7.55	8.54	13.20	15.32	16.95	14.20
New Zealand.....	3.27	5.44	4.55	8.48	10.28	8.39	14.98	14.47	17.26	17.48
Philippines.....	-	-	-	-	0.89	0.69	0.83	1.03	1.18	1.31
Singapore.....	0.85	1.56	2.58	3.83	7.74	7.34	7.39	8.74	8.50	9.83
Sri Lanka.....	0.28	0.22	0.28	0.35	0.48	0.48	0.54	0.57	0.61	0.68
Taiwan.....	0.39	1.04	1.51	3.91	5.98	6.17	6.43	6.59	6.57	6.95
Europe										
Austria.....	4.55	8.97	7.66	17.92	25.50	20.00	30.00	31.09	35.08	38.88
Belgium.....	5.76	11.74	8.21	17.85	25.70	20.15	30.83	31.89	35.45	39.42
Czech Republic.....	-	-	-	-	2.54	2.85	6.07	6.83	8.20	10.35
Denmark.....	6.23	10.83	8.03	18.29	24.87	21.45	34.70	36.53	42.12	45.74
Finland.....	5.01	8.52	8.22	20.64	22.69	17.73	28.69	30.06	33.64	37.64
France.....	4.67	9.25	7.77	15.97	19.77	15.76	24.64	25.48	28.53	31.61
Germany.....	-	-	-	-	26.17	19.62	28.64	29.70	32.85	36.07
Hungary.....	-	-	-	-	2.53	2.36	5.18	5.26	6.69	7.52
Ireland.....	4.21	7.71	7.43	14.49	16.83	15.35	27.77	29.08	32.69	35.79
Italy.....	4.70	8.21	7.67	18.01	16.71	14.53	24.35	25.19	28.25	31.37
Luxembourg.....	6.24	11.54	7.47	15.97	23.54	17.49	27.34	27.82	30.59	33.37
Netherlands.....	6.58	12.05	8.73	17.98	24.02	18.67	29.38	30.12	33.44	37.15
Norway.....	8.87	13.68	11.27	22.41	25.37	22.51	36.90	39.15	45.68	49.54
Poland.....	-	-	-	-	-	2.81	4.49	4.97	6.05	8.26
Portugal.....	1.70	2.21	1.64	4.01	5.73	4.85	7.46	7.82	8.78	9.83
Spain.....	2.47	5.75	4.55	11.10	12.47	10.46	17.56	18.48	20.94	23.67
Sweden.....	7.12	12.40	9.58	20.75	21.63	20.70	30.49	31.84	36.03	38.39
Switzerland.....	6.09	11.09	9.66	20.85	29.23	21.20	30.86	31.03	32.88	37.12
United Kingdom.....	3.28	7.35	6.08	12.18	13.55	16.68	24.70	25.60	29.09	27.86
Trade-Weighted Measures										
All 32 Foreign Economies.....	3.78	6.34	6.41	11.47	14.44	13.48	18.70	19.50	21.41	22.81
OECD ³	4.21	7.03	7.06	12.58	15.71	14.49	20.37	21.20	23.33	24.78
Europe ⁴	4.79	9.22	7.47	16.20	20.66	17.37	26.73	27.69	30.94	33.50
Euro Area ⁵	4.98	9.54	7.69	16.93	22.05	17.40	27.06	28.04	31.24	34.53
Eastern Europe ⁶	-	-	-	-	-	2.68	5.15	5.58	6.85	8.61
East Asia ex-Japan ⁷	0.47	1.10	1.55	3.49	6.37	6.74	8.48	9.55	10.08	9.51

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⁷ East Asia ex-Japan includes Hong Kong SAR, the Republic of Korea, the Philippines, Singapore, and Taiwan.

Table 9. Production Workers: Annual percent change in hourly compensation costs in U.S. dollars in manufacturing, 33 countries or areas and selected economic groups, selected years, 1975-2008

Country or Area	1975-2008	1975-1980	1980-1985	1985-1990	1990-1995	1995-2000	2000-2005	2000-2008	2006	2007	2008
Americas											
United States.....	4.4	9.3	5.7	3.1	3.0	2.7	3.7	3.3	1.4	4.9	2.1
Brazil.....	-	-	-	-	-	-	3.5	8.9	20.1	19.0	16.5
Canada.....	4.8	7.1	4.8	7.8	0.2	0.0	7.7	7.4	7.5	11.3	2.4
Mexico ¹	2.4	8.5	-6.3	-0.2	-1.4	8.6	4.2	4.7	6.1	6.3	4.4
Asia and Oceania											
Australia.....	5.4	8.6	-0.6	9.9	2.4	-1.5	12.1	10.9	3.5	15.6	8.4
Hong Kong SAR ²	6.4	14.8	2.8	13.2	8.4	2.5	0.7	1.0	2.4	-0.1	2.3
Israel.....	6.7	11.0	1.4	16.1	4.1	3.9	1.6	5.3	2.0	10.6	23.5
Japan.....	6.4	13.0	2.8	14.9	13.3	-1.5	-0.3	0.8	-6.2	-1.1	17.1
Korea, Republic of.....	12.1	24.3	5.2	24.6	14.7	2.5	9.1	6.6	16.0	10.7	-16.2
New Zealand.....	5.2	10.7	-3.5	13.3	3.9	-4.0	12.3	9.6	-3.4	19.3	1.3
Philippines.....	-	-	-	-	-	-5.0	3.7	8.3	24.1	15.0	10.9
Singapore.....	7.7	12.9	10.6	8.2	15.1	-1.1	0.1	3.7	18.2	-2.8	15.7
Sri Lanka.....	2.7	-5.0	5.2	4.7	6.4	0.0	2.6	4.5	4.5	7.0	12.3
Taiwan.....	9.1	21.8	7.6	21.0	8.9	0.6	0.8	1.5	2.4	-0.3	5.7
Europe											
Austria.....	6.7	14.5	-3.1	18.5	7.3	-4.7	8.5	8.7	3.6	12.8	10.8
Belgium.....	6.0	15.3	-6.9	16.8	7.6	-4.8	8.9	8.8	3.5	11.2	11.2
Czech Republic.....	-	-	-	-	-	2.3	16.3	17.5	12.5	20.2	26.1
Denmark.....	6.2	11.7	-5.8	17.9	6.3	-2.9	10.1	9.9	5.3	15.3	8.6
Finland.....	6.3	11.2	-0.7	20.2	1.9	-4.8	10.1	9.9	4.8	11.9	11.9
France.....	6.0	14.6	-3.4	15.5	4.4	-4.4	9.4	9.1	3.4	12.0	10.8
Germany.....	-	-	-	-	-	-5.6	7.9	7.9	3.7	10.6	9.8
Hungary.....	-	-	-	-	-	-1.4	17.1	15.6	1.5	27.2	12.5
Ireland.....	6.7	12.9	-0.7	14.3	3.0	-1.8	12.6	11.2	4.7	12.4	9.5
Italy.....	5.9	11.8	-1.4	18.6	-1.5	-2.8	10.9	10.1	3.5	12.2	11.1
Luxembourg.....	5.2	13.1	-8.3	16.4	8.1	-5.8	9.3	8.4	1.7	10.0	9.1
Netherlands.....	5.4	12.9	-6.2	15.6	6.0	-4.9	9.5	9.0	2.5	11.0	11.1
Norway.....	5.4	9.1	-3.8	14.7	2.5	-2.4	10.4	10.4	6.1	16.7	8.5
Poland.....	-	-	-	-	-	-	9.8	14.4	10.5	21.9	36.5
Portugal.....	5.5	5.4	-5.8	19.6	7.4	-3.3	9.0	9.2	4.9	12.2	12.0
Spain.....	7.1	18.4	-4.6	19.5	2.4	-3.5	10.9	10.8	5.2	13.3	13.0
Sweden.....	5.2	11.8	-5.0	16.7	0.8	-0.9	8.1	8.0	4.4	13.2	6.6
Switzerland.....	5.6	12.7	-2.7	16.6	7.0	-6.2	7.8	7.3	0.5	6.0	12.9
United Kingdom.....	6.7	17.5	-3.7	14.9	2.2	4.2	8.2	6.6	3.6	13.7	-4.3
Trade-Weighted Measures											
All 32 Foreign Economies.....	5.4	11.4	0.0	11.1	4.1	0.5	6.1	6.4	5.3	8.8	6.7
OECD ³	5.3	11.4	-0.6	11.1	3.7	0.4	6.8	6.6	4.6	9.2	5.9
Europe ⁴	6.0	14.0	-3.9	16.4	4.5	-2.9	9.2	8.7	3.7	12.0	8.5
Euro Area ⁵	6.1	13.9	-4.1	17.1	5.2	-4.4	9.4	9.0	3.7	11.5	10.6
Eastern Europe ⁶	-	-	-	-	-	-	13.9	15.7	8.3	23.1	26.0
East Asia ex-Japan ⁷	8.9	18.5	6.3	17.3	11.4	1.1	3.8	4.1	11.9	4.2	0.0

Rates of change based on compound rate method.

Dash means data not available.

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Table 10. Production Workers: Annual percent change in hourly compensation costs in national currency in manufacturing, 33 countries or areas and selected economic groups, selected years, 1975-2008

Country or Area	1975-2008	1975-1980	1980-1985	1985-1990	1990-1995	1995-2000	2000-2005	2000-2008	2006	2007	2008
Americas											
United States.....	4.4	9.3	5.7	3.1	3.0	2.7	3.7	3.3	1.4	4.9	2.1
Brazil.....	-	-	-	-	-	-	9.6	8.9	7.2	6.5	9.7
Canada.....	4.9	10.1	8.1	4.5	3.5	1.6	3.4	3.1	0.7	5.4	1.7
Mexico ¹	25.8	22.5	51.8	61.1	16.2	17.3	7.2	6.9	6.2	6.5	6.4
Asia and Oceania											
Australia.....	6.7	11.6	9.6	7.5	3.4	3.4	6.2	5.7	4.8	3.8	6.5
Hong Kong SAR ²	7.9	14.9	12.5	13.2	8.2	2.7	0.7	1.0	2.2	0.4	2.1
Israel.....	38.6	68.3	200.9	29.2	12.8	10.4	3.5	3.5	1.3	2.8	6.2
Japan.....	3.1	7.0	3.9	4.1	3.9	1.3	0.1	0.3	-0.9	0.1	2.8
Korea, Republic of.....	14.9	30.0	13.1	19.6	16.7	10.7	6.9	6.2	8.2	7.7	-0.9
New Zealand.....	6.9	15.7	10.4	9.2	2.0	3.2	3.0	3.6	4.9	5.2	4.3
Philippines.....	-	-	-	-	-	5.9	8.3	8.4	15.4	3.6	6.8
Singapore.....	6.0	10.6	11.2	4.1	9.6	2.9	-0.6	1.2	12.9	-7.8	8.6
Sri Lanka.....	11.6	12.7	16.2	13.1	11.7	8.5	8.2	9.1	8.1	13.8	10.0
Taiwan.....	8.5	20.5	9.8	11.8	8.5	4.0	1.4	1.6	3.6	0.8	1.4
Europe											
Austria.....	4.7	7.9	6.4	5.1	4.8	3.0	2.2	2.5	2.7	3.4	3.2
Belgium.....	5.1	10.1	7.3	4.1	4.9	3.0	2.6	2.6	2.5	1.9	3.5
Czech Republic.....	-	-	-	-	-	10.3	5.8	6.1	6.1	9.2	4.8
Denmark.....	5.8	11.3	6.9	5.9	4.2	4.5	3.7	3.7	4.3	5.6	1.6
Finland.....	6.6	11.5	9.9	9.2	4.7	2.8	3.7	3.6	3.8	2.5	4.2
France.....	6.1	14.3	12.3	4.5	2.5	2.6	3.0	2.9	2.5	2.6	3.2
Germany.....	-	-	-	-	-	2.1	1.6	1.8	2.7	1.4	2.3
Hungary.....	-	-	-	-	-	15.9	9.2	8.7	7.0	11.1	5.1
Ireland.....	7.3	14.6	13.2	4.6	3.7	4.5	6.0	4.9	3.8	3.0	1.9
Italy.....	8.2	18.0	15.8	8.1	4.8	2.3	4.4	3.9	2.5	2.8	3.4
Luxembourg.....	4.3	8.0	5.6	3.8	5.4	2.0	3.0	2.3	0.8	0.7	1.6
Netherlands.....	3.7	7.6	3.9	2.5	3.3	2.9	3.1	2.8	1.6	1.7	3.4
Norway.....	5.6	7.9	7.5	7.7	2.8	4.3	3.7	4.4	5.6	6.6	4.4
Poland.....	-	-	-	-	-	-	3.5	5.7	6.0	10.4	11.7
Portugal.....	11.0	20.7	20.5	15.2	8.5	4.2	2.6	3.0	3.9	2.8	4.2
Spain.....	9.3	23.8	13.4	7.9	6.5	3.9	4.5	4.5	4.3	3.8	5.2
Sweden.....	6.7	12.2	9.5	8.3	4.7	4.2	3.7	3.6	3.0	3.7	3.9
Switzerland.....	2.9	3.4	5.0	4.1	3.6	0.7	1.4	1.4	1.1	1.5	1.8
United Kingdom.....	7.3	16.5	8.2	7.8	4.7	5.1	4.3	4.0	2.3	4.8	3.4
Trade-Weighted Measures											
All 32 Foreign Economies.....	9.3	14.2	18.2	15.1	6.8	5.1	3.8	3.6	3.1	3.7	3.5
OECD ³	9.2	13.5	15.8	15.8	6.7	5.4	3.8	3.6	2.6	4.1	3.1
Europe ⁴	5.6	11.7	8.3	5.5	4.3	3.1	3.2	3.1	2.7	2.9	3.1
Euro Area ⁵	5.6	11.6	8.8	5.1	4.4	2.7	3.0	2.9	2.7	2.2	3.0
Eastern Europe ⁶	-	-	-	-	-	-	6.0	6.7	6.3	10.3	7.7
East Asia ex-Japan ⁷	9.6	19.8	10.8	12.3	10.9	5.7	3.4	3.5	7.7	1.7	2.5

Rates of change based on compound rate method.

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⁶ Eastern Europe refers to the Czech Republic, Hungary, and Poland.

⁷ East Asia ex-Japan includes Hong Kong SAR, the Republic of Korea, the Philippines, Singapore, and Taiwan.

Table 11. Production Workers: Annual percent change in exchange rates (U.S. dollars per national currency unit), 33 countries or areas and selected economic groups, selected years, 1975-2008

Country or Area	1975-2008	1975-1980	1980-1985	1985-1990	1990-1995	1995-2000	2000-2005	2000-2008	2006	2007	2008
Americas											
United States.....	-	-	-	-	-	-	-	-	-	-	-
Brazil.....	-	-	-	-	-	-	-5.6	0.0	12.0	11.7	6.2
Canada.....	-0.1	-2.7	-3.1	3.2	-3.2	-1.6	4.2	4.2	6.8	5.6	0.7
Mexico ¹	-18.6	-11.5	-38.3	-38.0	-15.2	-7.5	-2.8	-2.0	-0.1	-0.2	-1.9
Asia and Oceania											
Australia.....	-1.3	-2.7	-9.3	2.2	-1.0	-4.7	5.6	4.9	-1.2	11.4	1.7
Hong Kong SAR ²	-1.4	-0.1	-8.6	0.0	0.1	-0.1	0.0	0.0	0.1	-0.4	0.2
Israel.....	-23.0	-34.1	-66.3	-10.2	-7.7	-5.9	-1.9	1.7	0.7	7.6	16.3
Japan.....	3.2	5.6	-1.1	10.5	9.1	-2.7	-0.4	0.5	-5.3	-1.2	13.9
Korea, Republic of.....	-2.5	-4.4	-6.9	4.2	-1.7	-7.4	2.0	0.4	7.3	2.7	-15.4
New Zealand.....	-1.6	-4.3	-12.6	3.7	1.9	-7.0	9.1	5.8	-7.9	13.4	-2.9
Philippines.....	-	-	-	-	-	-10.3	-4.3	-0.1	7.5	11.0	3.8
Singapore.....	1.6	2.1	-0.5	3.9	5.1	-3.9	0.7	2.5	4.8	5.4	6.5
Sri Lanka.....	-7.9	-15.7	-9.5	-7.5	-4.8	-7.8	-5.2	-4.2	-3.3	-6.0	2.1
Taiwan.....	0.6	1.1	-2.0	8.2	0.3	-3.3	-0.5	-0.1	-1.2	-1.1	4.2
Europe											
Austria.....	1.9	6.1	-9.0	12.8	2.4	-7.5	6.2	6.0	0.9	9.1	7.4
Belgium.....	0.9	4.7	-13.2	12.2	2.5	-7.6	6.2	6.0	0.9	9.1	7.4
Czech Republic.....	-	-	-	-	-	-7.2	10.0	10.7	6.0	10.1	20.3
Denmark.....	0.4	0.4	-11.9	11.4	2.0	-7.1	6.2	6.0	0.9	9.2	6.9
Finland.....	-0.3	-0.3	-9.7	10.1	-2.6	-7.4	6.2	6.0	0.9	9.1	7.4
France.....	-0.1	0.3	-14.0	10.5	1.8	-6.8	6.2	6.0	0.9	9.1	7.4
Germany.....	-	-	-	-	-	-7.5	6.2	6.0	0.9	9.1	7.4
Hungary.....	-	-	-	-	-	-14.9	7.2	6.4	-5.1	14.4	7.0
Ireland.....	-0.5	-1.5	-12.3	9.2	-0.7	-6.1	6.2	6.0	0.9	9.1	7.4
Italy.....	-2.1	-5.3	-14.8	9.8	-6.0	-4.9	6.2	6.0	0.9	9.1	7.4
Luxembourg.....	0.9	4.7	-13.2	12.2	2.5	-7.6	6.2	6.0	0.9	9.1	7.4
Netherlands.....	1.6	4.9	-9.8	12.7	2.6	-7.6	6.2	6.0	0.9	9.1	7.4
Norway.....	-0.2	1.1	-10.5	6.6	-0.3	-6.4	6.5	5.7	0.5	9.5	3.9
Poland.....	-	-	-	-	-	-	6.1	8.3	4.3	10.4	22.2
Portugal.....	-5.0	-12.7	-21.9	3.8	-1.0	-7.1	6.2	6.0	0.9	9.1	7.4
Spain.....	-2.0	-4.3	-15.9	10.8	-3.9	-7.1	6.2	6.0	0.9	9.1	7.4
Sweden.....	-1.4	-0.4	-13.2	7.8	-3.7	-4.9	4.2	4.2	1.3	9.1	2.6
Switzerland.....	2.7	9.0	-7.4	12.0	3.3	-6.9	6.3	5.7	-0.6	4.4	10.9
United Kingdom.....	-0.5	0.9	-11.0	6.6	-2.4	-0.8	3.7	2.6	1.3	8.5	-7.4
Trade-Weighted Measures											
All 32 Foreign Economies.....	-3.0	-2.0	-12.3	-0.5	-2.3	-4.4	2.3	2.7	2.1	4.9	3.1
OECD ³	-3.0	-1.6	-12.4	-0.8	-2.6	-4.6	2.9	2.9	1.9	4.9	2.7
Europe ⁴	0.3	2.2	-11.2	10.3	0.2	-5.8	5.8	5.4	0.9	8.9	5.2
Euro Area ⁵	0.5	2.2	-11.8	11.4	0.7	-7.0	6.2	6.0	0.9	9.1	7.4
Eastern Europe ⁶	-	-	-	-	-	-	7.5	8.4	1.8	11.6	16.9
East Asia ex-Japan ⁷	-0.5	-0.9	-4.0	4.4	0.5	-4.2	0.4	0.6	3.7	2.5	-2.7

Rates of change based on compound rate method.

Dash means data not available.

¹ For Mexico, NAICS 31-33 excludes NAICS 324 Petroleum and Coal Products Manufacturing.

² Hong Kong Special Administrative Region of China

³ Refers to countries in this release that are members of the Organization for Economic Cooperation and Development.

⁴ Europe refers to the European countries in this release.

⁵ Euro Area refers to European Union member countries in this release that have adopted the Euro as the common currency as of January 1, 2009.

⁶ Eastern Europe refers to the Czech Republic, Hungary, and Poland.

⁷ East Asia ex-Japan includes Hong Kong SAR, the Republic of Korea, the Philippines, Singapore, and Taiwan.

Table 12. Production Workers: Hourly compensation costs in national currency units and exchange rates, 33 countries or areas, 2008

Country or Area	Compensation Costs	Exchange Rates
Americas		
United States.....	25.65	1.000
Brazil.....	12.70	1.833
Canada.....	31.75	1.066
Mexico ¹	34.80	11.14
Asia and Oceania		
Australia.....	38.05	1.171
Hong Kong SAR ²	46.01	7.786
Israel.....	60.99	3.560
Japan.....	2394	103.4
Korea, Republic of.....	15597	1099
New Zealand.....	24.45	1.398
Philippines.....	58.21	44.44
Singapore.....	13.90	1.414
Sri Lanka.....	73.82	108.3
Taiwan.....	218.9	31.52
Europe		
Austria.....	26.41	0.6791
Belgium.....	26.77	0.6791
Czech Republic.....	176.5	17.06
Denmark.....	232.8	5.089
Finland.....	25.56	0.6791
France.....	21.46	0.6791
Germany.....	24.50	0.6791
Hungary.....	1292	171.8
Ireland.....	24.30	0.6791
Italy.....	21.31	0.6791
Luxembourg.....	22.66	0.6791
Netherlands.....	25.23	0.6791
Norway.....	279.3	5.637
Poland.....	19.00	2.300
Portugal.....	6.670	0.6791
Spain.....	16.07	0.6791
Sweden.....	252.8	6.585
Switzerland.....	40.15	1.082
United Kingdom.....	15.02	0.5392

Dash means data not available.

¹ For Mexico, NAICS 31-33 excludes NAICS 324 Petroleum and Coal Products Manufacturing.

² Hong Kong Special Administrative Region of China

National currency units are: United States, dollar; Brazil, real; Canada, dollar; Mexico, peso; Australia, dollar; Hong Kong SAR, dollar; Israel, new shekel; Japan, yen; Republic of Korea, won; New Zealand, dollar; Philippines, peso; Singapore, dollar; Sri Lanka, rupee; Taiwan, dollar; Austria, euro; Belgium, euro; Czech Republic, koruna; Denmark, krone; Finland, euro; France, euro; Germany, euro; Hungary, forint; Ireland, euro; Italy, euro; Luxembourg, euro; Netherlands, euro; Norway, krone; Poland, zloty; Portugal, euro; Spain, euro; Sweden, krona; Switzerland, franc; United Kingdom, pound.

Note: For data for all years 1975-2008, see the supplementary tables to this news release at <http://www.bls.gov/ilc>.