

# Labour Costs Survey 2000

## Member States

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## Statistics in focus

### POPULATION AND SOCIAL CONDITIONS

THEME 3 – 7/2003

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This article presents harmonized figures on Labour Costs for 13 of the 15 Member States (EU13) which participated in the Community Labour Costs Survey for the year 2000 together with 11 of the 13 Candidate Countries (CC11). The participating countries are given in the glossary at the end of the Methodological Notes.

The term "labour costs" refers to the expenditure borne by employers in order to employ workers. Labour costs account for some two-thirds of production costs for goods and services and exercise a considerable influence on the choices of political, economic and social decision-makers.

The 13 Member States for which labour costs data are presented had a combined population in 2000 of 309 million, and a working population (aged 15-64) of about 203 million.

### Hourly labour costs in Industry and Services varied enormously across the Member States

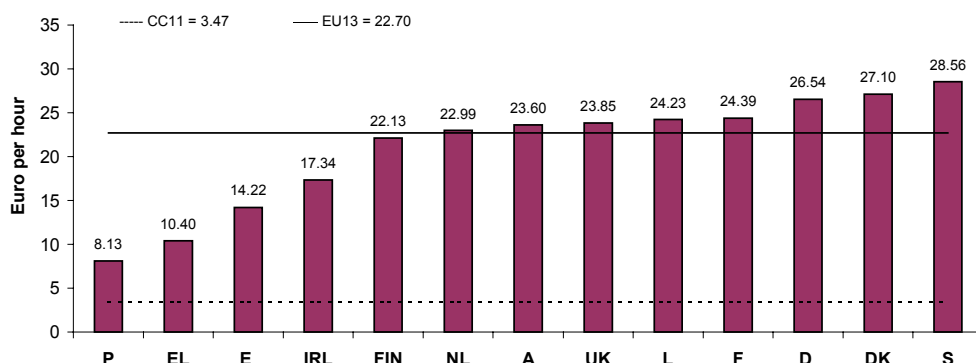


Figure 1 portrays the wide range of costs per hour among the Member States.

*Figure 1: Hourly labour costs in Industry and Services, 2000*

The level of total hourly labour costs, arranged in ascending order, relates to costs in Industry and Services (sections C to K of NACE Rev.1). For Germany, sections K and I are not included (see the Methodological Notes).

In 2000, average labour costs per hour worked were lowest in Portugal (8.13 euro) and were highest in Sweden (28.56 euro). In the other 11 Member States, the hourly costs ranged from 10.40 euro (Greece) to 27.10 euro (Denmark).

In 2000, the average EU13 hourly labour cost amounted to 22.70 euro<sup>1</sup>. The corresponding figure for the 11 Candidate Countries involved in the survey was 3.47 euro.



<sup>1</sup> The calculation of the averages for EU13 and CC11 is explained in the Methodological Notes

## Labour costs in the Member States: disaggregated results by economic activity

More detailed data by economic activity is presented in Table 1. Sections C-F of NACE Rev.1 relate to Industry and sections G-K cover part of Services (see Methodological Notes for definitions of each NACE section).

Country	NACE Rev. 1											
	C to K	C to F	G to K	C	D	E	F	G	H	I	J	K
DK	27.10	26.13	27.92	32.99	25.94	31.98	26.00	25.22	20.45	28.21	34.90	29.68
D	26.54	27.57	24.59	31.57	28.48	35.94	21.19	21.45	13.94	:	35.87	:
EL	10.40	10.20	10.59	11.96	9.56	16.37	7.76	7.62	10.71	13.27	16.34	11.33
E	14.22	14.50	13.97	18.58	15.12	25.58	12.06	12.00	9.97	17.14	26.72	11.85
F	24.39	23.40	25.40	19.25	24.01	28.56	20.52	21.10	20.74	18.78	34.47	27.24
IRL	17.34	17.73	17.04	18.46	17.34	29.75	17.19	13.77	10.62	18.10	24.58	21.49
L	24.23	20.13	26.62	19.73	22.10	37.12	16.07	16.66	12.95	25.08	41.91	21.56
NL	22.99	24.24	22.28	37.79	24.11	33.59	23.19	19.48	14.22	22.11	32.79	23.06
A	23.60	24.55	22.76	27.66	24.32	37.65	22.71	20.91	14.05	21.93	34.42	24.81
P	8.13	7.13	9.34	7.77	6.94	13.25	6.94	8.10	5.72	11.30	19.01	8.09
FIN	22.13	21.89	22.38	21.71	22.03	25.51	20.84	21.66	14.53	22.97	28.34	22.91
S	28.56	27.94	29.14	30.38	28.30	31.86	25.67	26.19	18.85	29.24	42.92	30.78
UK	23.85	23.81	23.87	31.97	23.50	32.33	23.05	19.68	14.06	22.50	40.11	27.11
EU13	22.70	23.02	22.40	22.79	23.56	30.48	19.39	19.11	14.81	21.30	34.85	24.20
CC11	3.47	3.25	3.82	4.96	3.09	4.18	2.95	3.20	2.62	3.93	6.45	3.89

Table 1: Hourly labour costs, in euro, 2000

Figure 2 provides a comparison between hourly labour costs in Industry (sections C-F) and Services (sections G-K). The ordering of the countries is the same as in Figure 1, which relates to Industry and Services combined. On average, the EU13 level of hourly costs is some 3% higher in Industry than in Services, but the situation varies from country to country. In particular, in Luxembourg, the cost per hour in Services is nearly a third higher than in Industry.

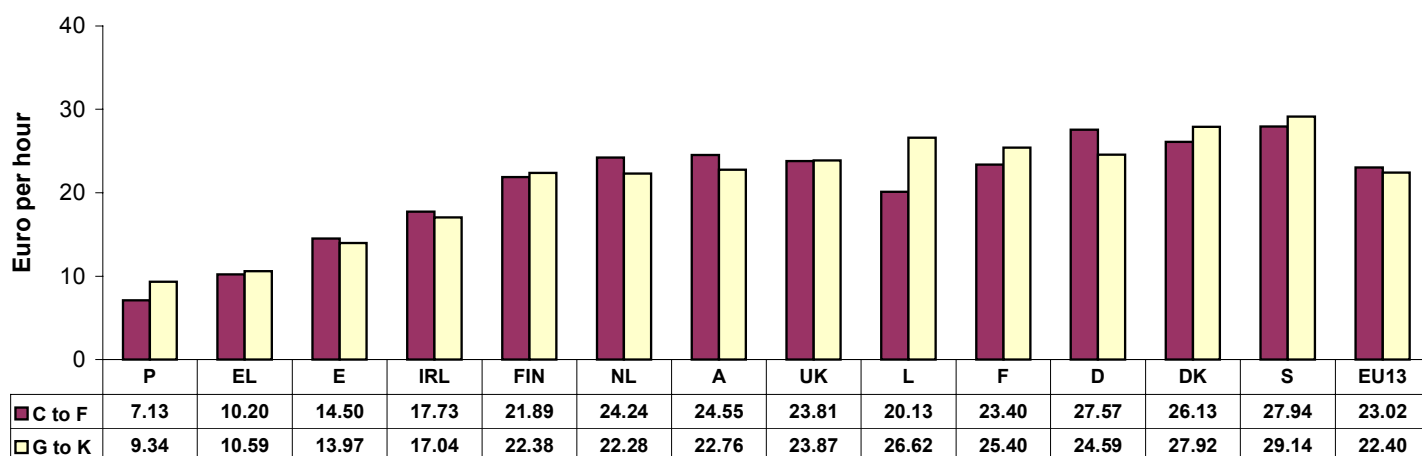


Figure 2: Comparison of the hourly labour costs, for Industry (C-F) and Services (G-K), 2000

Table 2 shows the relative importance of individual economic activities in terms of the total number of employees (which covers full-time employees plus part-time employees converted into full-time units). The highest relative number of employees are found in

manufacturing (section D) and then in wholesale and retail trade (section G) except for France, Luxembourg and the Netherlands where real estate, renting and other business activities (section K) are somewhat more important.

Country	NACE Rev. 1											
	C to K	C to F	G to K	C	D	E	F	G	H	I	J	K
DK	100.00%	43.56%	56.44%	0.51%	34.10%	0.82%	8.13%	23.80%	1.64%	8.72%	8.28%	14.01%
D	100.00%	66.21%	33.79%	1.00%	52.73%	2.04%	10.44%	22.63%	2.41%	:	8.75%	:
EL	100.00%	47.95%	52.05%	1.14%	35.76%	5.36%	5.70%	27.38%	4.13%	10.58%	8.88%	1.07%
E	100.00%	46.85%	53.15%	0.73%	31.35%	1.04%	13.73%	18.97%	5.24%	7.86%	5.60%	15.49%
F	100.00%	51.31%	48.69%	4.99%	38.21%	2.62%	5.49%	16.28%	5.96%	0.67%	8.41%	17.37%
IRL	100.00%	44.11%	55.89%	0.92%	35.81%	1.51%	5.86%	18.45%	7.95%	10.34%	8.73%	10.42%
L	100.00%	36.87%	63.13%	0.22%	21.91%	0.89%	13.85%	13.99%	3.85%	12.00%	18.91%	14.38%
NL	100.00%	36.64%	63.36%	0.26%	25.61%	1.05%	9.72%	20.24%	2.78%	10.96%	6.32%	23.05%
A	100.00%	47.14%	52.86%	0.33%	34.72%	1.97%	10.13%	20.07%	4.65%	12.89%	6.33%	8.92%
P	100.00%	55.67%	44.33%	0.72%	42.77%	1.57%	10.60%	18.62%	5.47%	7.44%	4.71%	8.09%
FIN	100.00%	52.33%	47.67%	0.27%	41.75%	1.12%	9.18%	15.52%	2.90%	12.41%	4.67%	12.17%
S	100.00%	48.49%	51.51%	0.40%	37.91%	1.35%	8.82%	16.89%	2.87%	11.26%	4.09%	16.39%
UK	100.00%	33.85%	66.15%	0.54%	26.68%	1.02%	5.61%	21.60%	6.67%	10.31%	7.58%	20.00%
EU13	100.00%	48.60%	51.40%	1.51%	37.01%	1.69%	8.40%	20.08%	4.75%	5.93%	7.48%	13.17%

Table 2: Number of employees in different economic activities (as a % of the total number of employees in NACE C-K), 2000

### The highest costs per hour are in Energy and Financial intermediation

Figure 3 focuses on four of the economic activities in Table 1. Data in the graphs are arranged according to the values of hourly labour costs in Industry and services (sections C-K). Financial intermediation (section J) and Energy (section E) have generally the highest labour costs in the Member States for which figures are available. For Financial intermediation, hourly labour costs range from 16.34 euro in Greece to

42.92 euro in Sweden. The corresponding figures for Energy are 13.25 euro (Portugal) and 37.65 euro (Austria). In contrast, the Wholesale & retail trades (section G) and Hotels & restaurants (section H) have among the lowest labour costs. For section G, hourly costs range from 7.62 euro (Greece) to 26.19 euro (Sweden) and for section H, from 5.72 euro (Portugal) to 20.74 euro (France).

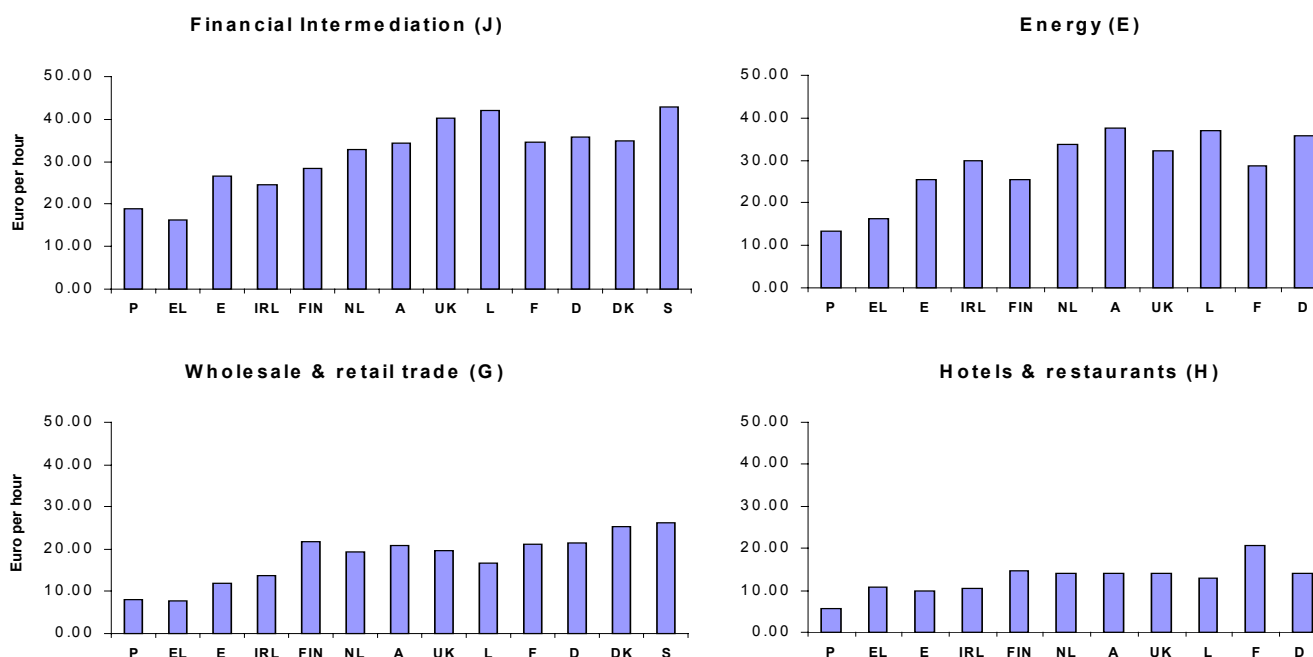


Figure 3: Hourly labour costs for selected economic activities, 2000

## Monthly labour costs per employee among the Member States also show a wide variation

The level of labour costs can also be examined in terms of monthly costs per employee (see the Methodological Notes). Table 3 and Figure 4 present the monthly costs per employee, in euro. The overall order of the countries

in terms of monthly costs in Industry and Services (sections C-K) is the same as that portrayed in Figure 1 for hourly costs, except for Denmark and UK.

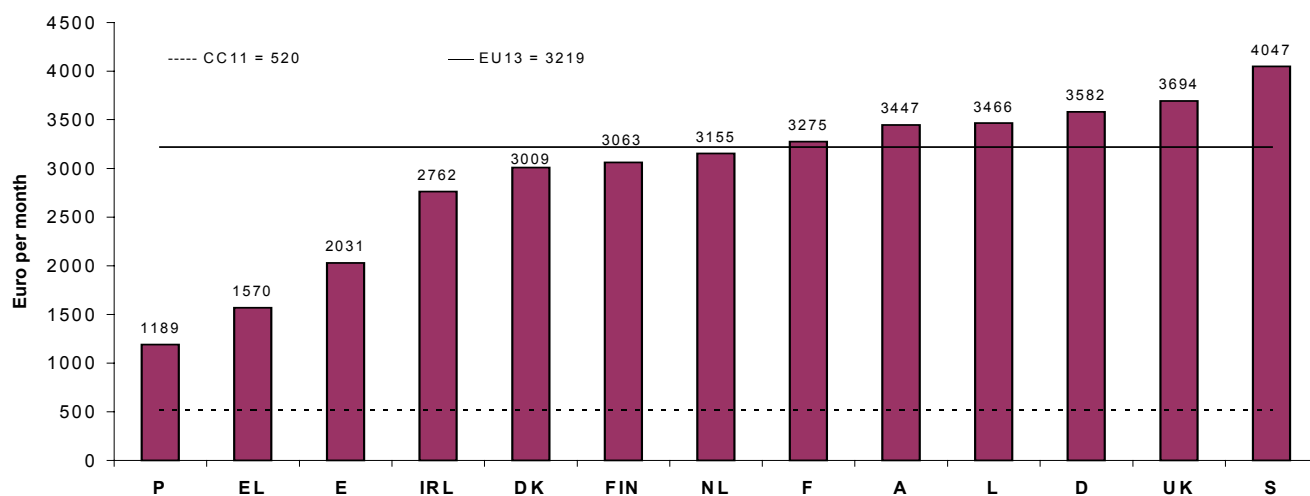


Figure 4: Monthly labour costs per employee in Industry and Services (C-K), 2000

The differences in the country rankings for hourly and monthly costs in Figures 1 and 4 can be explained by differences between the countries in the average number of monthly hours worked. Denmark has the second highest level of hourly labour costs, but it has below average monthly costs per employee because the level of monthly hours worked per Danish employee

in Industry and services (sections C-K) is 111 hours, compared to the EU average of 142 hours. In contrast in the UK, the average monthly hours worked (155 hours) are above the EU average; this explains the higher ranking of the UK in monthly costs per employee, compared to hourly costs.

Country	NACE Rev. 1											
	C to K	C to F	G to K	C	D	E	F	G	H	I	J	K
DK	3009	3028	2994	3668	3028	3253	2965	2703	2138	3374	3096	3294
D	3582	3681	3389	4431	3769	4815	2943	2956	1986	:	4894	:
EL	1570	1526	1611	1834	1433	2519	1114	1158	1568	2054	2490	1712
E	2031	2064	2001	2480	2158	3507	1718	1735	1437	2445	3593	1715
F	3275	3103	3456	2354	3214	3415	2863	2892	3025	2596	4495	3664
IRL	2762	2818	2719	3247	2719	4301	2971	2229	1804	3008	3578	3276
L	3466	2872	3813	3004	3115	5171	2338	2395	1877	3604	5914	3123
NL	3155	3272	3088	5335	3245	4463	3157	2692	2000	3267	4351	3135
A	3447	3547	3358	3920	3534	5371	3223	3084	2138	3261	4948	3623
P	1189	1025	1396	1124	990	1851	1035	1216	859	1733	2412	1269
FIN	3063	2973	3163	3054	2986	3433	2851	3046	2563	3035	3750	3361
S	4047	3960	4130	4067	4007	4610	3656	3835	2702	3991	5777	4367
UK	3694	3770	3655	5465	3664	4761	3929	3064	2180	3685	5481	4077
EU13	3219	3219	3219	2994	3282	4064	2814	2752	2209	3245	4676	3458
CC11	520	482	580	704	457	608	451	495	405	581	966	598

Table 3: Monthly labour costs per employee, in euro, 2000

## The structure of total labour costs varies between the Member States

Total labour costs can be broken down into their component parts, of which “wages and salaries”, “employers’ social contributions” and “other labour costs” represent three distinct categories (see the Methodological Notes). The analysis of the structure of total labour costs between countries is more interesting than between economic activities within countries (where there is generally rather little variation in the component shares for different activities). The differences in the structure of costs between the Member States largely reflect differences in national policies (e.g. with respect to the statutory percentages of social security contributions) which usually apply to all businesses within a country.

Figure 5 presents total labour costs broken down into the three components “wages and salaries”, “employers’

social contributions” and “other labour costs”. As Figure 5 shows, the structure of total labour costs differs considerably between the Member States.

Wages and salaries account for the largest share of total costs in all countries. The highest percentages occur in Denmark (87.7 %) and Ireland (85.0 %), the lowest in Sweden (66.5 %) and France (68.1 %). The highest levels of employers’ social contributions were recorded in Sweden (29.6 %) and France (27.7 %), while Denmark (8%) and Ireland (12.4%) have the lowest contributions.

The component “other labour costs” in figure 5 generally accounts for a very small percentage of total costs.

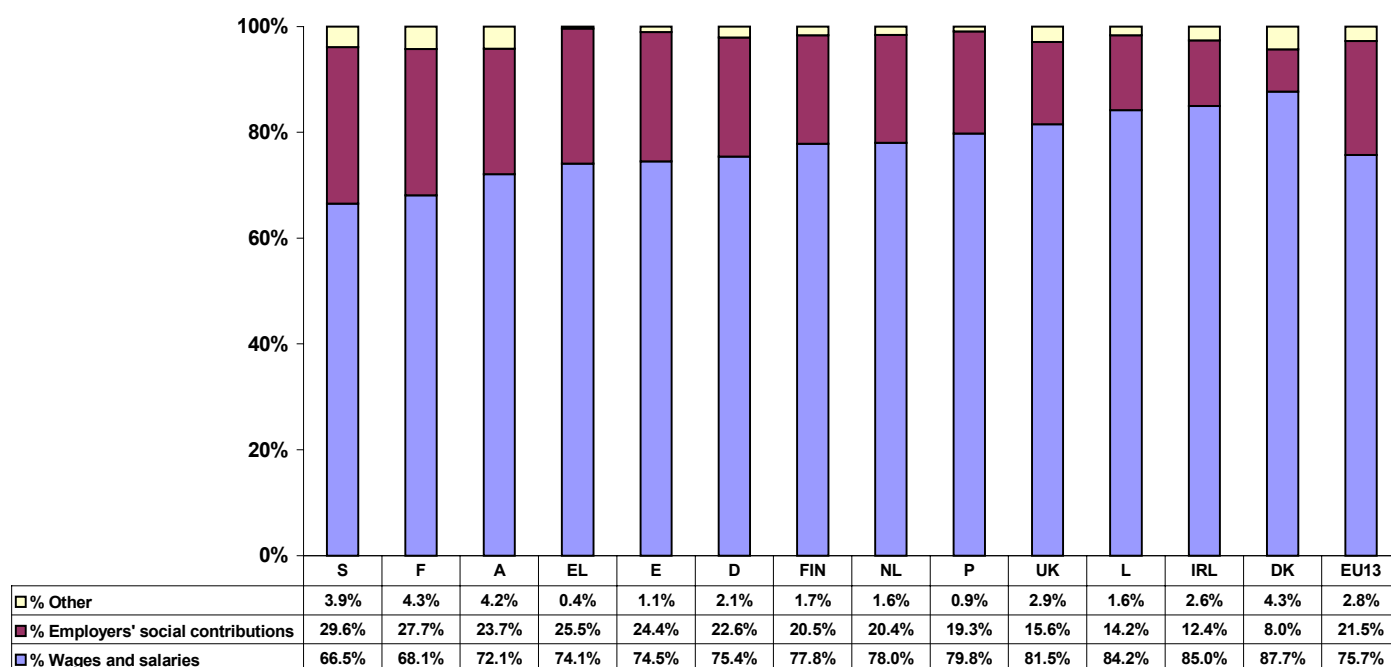


Figure 5: Structure of total labour costs (%) in Industry and Services (NACE sections C-K), 2000

The complete breakdown of total labour costs for the aggregate C-K is presented in Table 4. Looking at the make-up of “wages & salaries”, as one would expect, direct remuneration is by far the largest element, but bonuses and payments for days not worked feature prominently in several Member States. Within

“employers’ social contributions”, statutory social security contributions represent the most significant element. Differences in employers’ social contributions between the Member States reflect the different rates of employers’ contributions that apply.

Industry and services (C-K)	DK	D	EL	E	F	IRL	L	NL	A	P	FIN	S	UK
<b>D Total labour costs (= D1 + D2 + D3 + D4 - D5)</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>
<b>D1* Compensation of employees (excluding apprentices)</b>	<b>95.7%</b>	<b>97.9%</b>	<b>99.6%</b>	<b>98.9%</b>	<b>95.7%</b>	<b>97.4%</b>	<b>98.4%</b>	<b>98.4%</b>	<b>95.8%</b>	<b>99.1%</b>	<b>98.3%</b>	<b>96.1%</b>	<b>97.1%</b>
<b>D111 Wages and salaries</b>	<b>87.7%</b>	<b>75.4%</b>	<b>74.1%</b>	<b>74.5%</b>	<b>68.1%</b>	<b>85.0%</b>	<b>84.2%</b>	<b>78.0%</b>	<b>72.1%</b>	<b>79.8%</b>	<b>77.8%</b>	<b>66.5%</b>	<b>81.5%</b>
D1111 Direct remuneration and bonuses	71.8%	63.9%	66.9%	64.7%	58.4%	74.2%	71.3%	67.5%	63.4%	71.3%	66.4%	57.5%	68.6%
D11111 Direct remuneration	69.6%	56.6%	64.8%	55.4%	51.4%	70.1%	61.8%	58.4%	52.2%	58.2%	61.2%	56.1%	63.4%
D11112 Bonuses	2.2%	7.3%	2.1%	9.3%	7.1%	4.1%	9.4%	9.1%	11.2%	13.1%	5.2%	1.3%	5.2%
D1112 Payments to employees' savings schemes	0.0%	0.5%	0.3%	0.0%	2.3%	:	0.0%	0.3%	0.0%	0.0%	0.2%	0.1%	0.8%
D1113 Payments for days not worked	14.9%	10.5%	5.9%	9.3%	6.9%	8.7%	11.3%	8.9%	8.1%	6.8%	9.3%	7.7%	9.9%
D1114 Wages and salaries in kind	0.9%	0.5%	1.1%	0.5%	0.4%	2.0%	1.6%	1.3%	0.6%	1.6%	1.9%	1.2%	2.1%
<b>D12* Employers' social contributions (excluding apprentices)</b>	<b>8.0%</b>	<b>22.6%</b>	<b>25.5%</b>	<b>24.4%</b>	<b>27.7%</b>	<b>12.4%</b>	<b>14.2%</b>	<b>20.4%</b>	<b>23.7%</b>	<b>19.3%</b>	<b>20.5%</b>	<b>29.6%</b>	<b>15.6%</b>
<b>D121 Employers' actual social contributions</b>	<b>7.7%</b>	<b>19.3%</b>	<b>24.0%</b>	<b>21.7%</b>	<b>25.4%</b>	<b>11.8%</b>	<b>13.1%</b>	<b>15.6%</b>	<b>18.8%</b>	<b>19.0%</b>	<b>18.8%</b>	<b>28.3%</b>	<b>14.2%</b>
D1211 Statutory social security contributions	1.0%	15.7%	22.4%	20.9%	19.9%	7.9%	10.7%	10.9%	18.1%	17.4%	18.3%	22.0%	8.1%
D1212 Collectively agreed, contractual and voluntary social security contributions	6.7%	3.6%	1.5%	0.8%	5.5%	4.0%	2.3%	4.7%	0.7%	1.5%	0.5%	6.3%	6.1%
<b>D122 Employers' imputed social contributions</b>	<b>0.3%</b>	<b>3.2%</b>	<b>1.6%</b>	<b>2.7%</b>	<b>2.2%</b>	<b>0.6%</b>	<b>1.1%</b>	<b>4.8%</b>	<b>4.9%</b>	<b>0.4%</b>	<b>1.7%</b>	<b>1.3%</b>	<b>1.4%</b>
D1221 Guaranteed remuneration in the event of sickness	0.0%	2.2%	0.0%	0.6%	0.4%	:	0.9%	3.5%	1.5%	0.1%	1.4%	0.8%	0.5%
D1222 Guaranteed remuneration in event of short-time working	0.0%	0.0%	0.1%	0.0%	0.1%	:	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
D1223 Payments to employees leaving the enterprise	0.2%	0.8%	1.2%	1.4%	1.2%	0.6%	0.2%	0.5%	2.1%	0.0%	0.1%	0.2%	0.9%
D1224 Employers' imputed social benefits	0.1%	0.2%	0.3%	0.8%	0.6%	0.0%	0.0%	0.8%	1.2%	0.2%	0.2%	0.3%	0.0%
<b>Other labour costs (including costs for apprentices)</b>	<b>4.3%</b>	<b>2.1%</b>	<b>0.4%</b>	<b>1.1%</b>	<b>4.3%</b>	<b>2.6%</b>	<b>1.6%</b>	<b>1.6%</b>	<b>4.2%</b>	<b>0.9%</b>	<b>1.7%</b>	<b>3.9%</b>	<b>2.9%</b>

Table 4: Structure of total labour costs (% of total labour costs), 2000

#### Notes to Table 4

- 'D' numbers refer to variables in the Commission Regulation 1726/1999, except for D1\* & D12\*. Here, variable D1\* = Compensation of employees (*excluding costs for apprentices*) = Wages & salaries (D111) plus Employers' social contributions (D12\*); and  
D12\* = Employers' social contributions (*excluding costs for apprentices*) = Employers' actual and imputed social contributions (i.e. D121 + D122).
- Other labour costs = (D2 + D3 + D4 - D5) + (costs for apprentices), where:  
D2 = Vocational training; D3 = Recruitment costs & clothing; D4 = taxes; D5 = subsidies.
- All figures are separately rounded to 1 decimal place.

## ➤ ESSENTIAL INFORMATION – METHODOLOGICAL NOTES

The Community statistics on labour costs provide detailed harmonized data on wages & salaries and other employment-related costs. The surveys on labour costs are presently carried out every four years. The latest, conducted under Council Regulation (EC) N° 530/1999 and Commission Regulation (EC) N° 1726/1999 refers to the year 2000, results for which are required for enterprises with 10 or more employees in economic activities covered by sections C-K of NACE Rev.1, the statistical classification system employed in the European Community. A "section" is the highest aggregated level of this classification. Each section (e.g. mining, manufacturing, energy, construction, etc) is composed of a range of economic activities, and the labour costs given here correspond to the average costs in each section.

### Sections of the statistical classification of economic activities (NACE Rev.1)

C	Mining and quarrying	H	Hotels and restaurants
D	Manufacturing	I	Transport, storage and communication
E	Electricity, gas and water supply	J	Financial intermediation
F	Construction	K	Real estate, renting and business activities
G	Wholesale and retail trade; repair of motor vehicles and personal & household goods		

The labour costs survey is carried out for all employees (including apprentices) with direct contracts with the enterprise or local unit and who receive remuneration irrespective of the type of work, the contract duration or the hours worked.

For Germany, the economic activities H, K and I are optional for reference year 2000. For Ireland, the economic activity H is optional for the reference year 2000. Nevertheless, both countries delivered data for section H.

### Definition of total labour costs

As presented here (see Table 4), **total labour costs** is the sum of 'compensation of employees (excluding apprentices)' plus 'other labour costs, including costs for apprentices'.

**Compensation of employees** includes: 'wages and salaries' plus 'employers' social contributions', where:

**Wages & salaries** include: gross wages & salaries in cash (mainly direct remuneration, bonuses, payments for days not worked) plus wages and salaries in kind (company products, staff housing, company cars, canteens and meal vouchers, staff shops, kindergartens and day nurseries, etc).

**Employers' social contributions** include: employers' actual social contributions (i.e. statutory, collectively agreed, contractual and voluntary social security contributions) plus employers' imputed social contributions (mostly guaranteed remuneration in the event of sickness or short-time working, plus severance pay and compensation in lieu of notice).

**Other labour costs** include: vocational training costs, recruitment costs and working clothes, taxes based on the wages bill or on employment minus subsidies received by the employer (intended to refund part or all of the cost of direct remuneration). Costs for apprentices are included with 'other labour costs' in Table 4 because these costs were small.

**Hourly labour costs** is annual labour costs divided by the number of hours worked during the year. **Monthly labour costs** per employee is the annual labour costs divided by 12 and by the average number of employees during the year (converted into full-time units).

**Average hourly labour costs** for EU13 and CC11, presented in Table 1 and Figure 1, are calculated by dividing the sum of the annual labour costs by the sum of the annual hours worked in the relevant countries.

**Average monthly labour costs** for EU13 and CC11, presented in Table 3 and Figure 4, are calculated by dividing the sum of the annual labour costs by the sum of the number of employees (expressed in full-time equivalents) in the relevant countries

## GLOSSARY

**EU13** – At the time this article was written, the following 13 Member States had delivered their results for the 2000 Labour Cost Survey: Denmark (DK), Germany (D), Greece (EL), Spain (E), France (F), Ireland (IRL), Luxembourg (L), Netherlands (NL), Austria (A), Portugal (P), Finland (FIN), Sweden (S), United Kingdom (UK). Results for the two remaining Member States, Belgium and Italy, were not available in time for this article.

**CC11** - The following 11 Candidate Countries participated in the 2000 Labour Cost Survey: Bulgaria, Cyprus, the Czech Republic, Estonia, Hungary, Lithuania, Latvia, Poland, Romania, Slovenia and the Slovak Republic. The two remaining Candidate Countries, Malta and Turkey, were not in a position to undertake a Labour Cost Survey for the year 2000.

# Further information:

## ➤ Reference publications

Title Labour Costs Survey 2000, Candidate Countries  
Statistics in focus - Theme 3 No. 23/2002

## ➤ Databases

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