

42. Trends in Labor Cost Components (Manufacturing Industries)

労働費用構成の推移 (製造業)

		(%)						
		1988	1991	1995	2002	2006		
Japan	Total	計	100.0	100.0	100.0	100.0	100.0	
	Cash wages	現金給与	83.7	83.0	82.3	80.3	79.8	
	Non-wage costs	現金給与以外	16.3	17.0	17.7	19.7	20.2	
		Statutory welfare costs	うち法定福利費	(7.9)	(8.5)	(8.9)	(9.3)	(10.3)
		Voluntary social benefits ³⁾	法定外福利費	(2.8)	(3.1)	(3.1)	(2.9)	(2.4)
		Retirement allowance	退職金等	(4.3)	(4.1)	(4.9)	(6.8)	(6.8)
		Others	その他	(1.3)	(1.4)	(0.9)	(0.8)	(0.7)
		1992 ⁴⁾	1995 ⁴⁾	2002	2006	2010		
United States	Total	計	100.0	100.0	100.0	100.0	100.0	
	Cash wages	現金給与	71.8	71.6	72.6	77.7	76.7	
	Non-wage costs	現金給与以外	28.2	28.4	23.1	22.3	23.3	
		Statutory welfare costs	うち法定福利費	(9.1)	(8.5)	8.6	(8.4)	(8.2)
		Voluntary social benefits ³⁾	法定外福利費	(16.1)	(15.8)	} (14.5)	} (13.9)	} (15.2)
		Retirement allowance	退職金等	(2.9)	(4.0)			
		Others	その他	(0.1)	(0.1)			
		1992	1996	2000	2004	2008		
United Kingdom	Total	計	100.0	100.0	100.0	100.0	100.0	
	Cash wages	現金給与	85.1	83.8	76.8	75.0	82.7	
	Non-wage costs	現金給与以外	15.0	16.2	23.2	25.0	17.4	
		Statutory welfare costs	うち法定福利費	(7.5)	(8.5)	(8.3)	(6.1)	(7.9)
		Voluntary social benefits ³⁾	法定外福利費	} (4.7)	(5.0)	(8.7)	(14.0)	(6.8)
		Retirement allowance	退職金等		(0.0)	(1.0)	(1.2)	(0.7)
	Others	その他	(2.9)	(2.8)	(4.7)	(3.7)	(1.9)	

		1988	1992	1996	2000	2004
France	Total	計	100.0	100.0	100.0	100.0
	Cash wages	現金給与	69.0	68.1	65.2	64.8
	Non-wage costs	現金給与以外	31.0	32.0	35.0	35.2
	Statutory welfare costs	うち法定福利費	(19.2)	(21.8)	(21.8)	(20.5)
	Voluntary social benefits ³⁾	法定外福利費	(4.5)	} (7.0)	(7.4)	(8.9)
	Retirement allowance	退職金等	(4.0)		(1.8)	(2.2)
	Others	その他	(3.5)	(3.3)	(4.2)	(3.7)
			(3.8)			(3.8)
		1992	1996	2000	2004	2008
Germany	Total	計	100.0	100.0	100.0	100.0
	Cash wages	現金給与	78.8	73.8	75.8	75.3
	Non-wage costs	現金給与以外	21.6	26.3	24.2	24.4
	Statutory welfare costs	うち法定福利費	(15.3)	(15.9)	(15.7)	(15.3)
	Voluntary social benefits ³⁾	法定外福利費	} (3.1)	(7.6)	(7.0)	(7.7)
	Retirement allowance	退職金等		(0.6)	(0.6)	(0.5)
	Others	その他	(3.2)	(2.2)	(1.2)	(1.5)
			(1.5)			(1.5)

Sources: Japan: Ministry of Health, Labour and Welfare, **General Survey on Working Conditions, 2007**

U.S.: Bureau of Labor Statistics, **Employer Costs for Employee Compensation, June 2011**

EU: Eurostat(2011.2) **Labour Costs Survey 2008**

Notes: 1) All enterprises with one or more employees for the U.S. and those with ten or more employees for EU

2) The figures in () are breakdown.

3) Includes apprentices' welfare expenses for the U.K., Germany and France.

The U.S. data are broken down as follows:

*Insurance: 9.1%

*Retirement and savings: 4.9%

*Other benefits: 0.5%

4) Derived from March surveys by an index based on 1980