

42. Trends in Labor Cost Components (Manufacturing Industries)

労働費用構成の推移 (製造業)

| | | | (%) | | | | | |
|----------------|----------------|---------|--------|--------|----------|----------|----------|------------------------|
| Japan | Total | 計 | 1991 | 1995 | 1998 | 2002 | 2006 | 2011 |
| | Cash wages | 現金給与 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| | Non-wage costs | 現金給与以外 | 83.0 | 82.3 | 81.2 | 80.3 | 79.8 | 79.7 |
| | | うち法定福利費 | 17.0 | 17.7 | 18.8 | 19.7 | 20.2 | 20.3 |
| | | 法定外福利費 | (8.5) | (8.9) | (9.5) | (9.3) | (10.3) | (11.1) |
| | | 退職金等 | (3.1) | (3.1) | (2.9) | (2.9) | (2.4) | (2.4) |
| | | その他 | (4.1) | (4.9) | (5.5) | (6.8) | (6.8) | (6.2) |
| United States | Total | 計 | 1992 | 1995 | 2002 | 2006 | 2010 | 2015 |
| | Cash wages | 現金給与 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| | Non-wage costs | 現金給与以外 | 71.8 | 71.6 | 72.6 | 77.7 | 76.7 | 77.0 |
| | | うち法定福利費 | 28.2 | 28.4 | 23.1 | 22.3 | 23.3 | 23.0 |
| | | 法定外福利費 | (9.1) | (8.5) | (8.6) | (8.4) | (8.2) | (7.8) |
| | | 退職金等 | (16.1) | (15.8) | } (14.5) | } (13.9) | } (15.2) | } (15.2) ²⁾ |
| | | その他 | (2.9) | (4.0) | | | | |
| | | (0.1) | (0.1) | | | | | |
| United Kingdom | Total | 計 | 1992 | 1996 | 2000 | 2004 | 2008 | 2012 |
| | Cash wages | 現金給与 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| | Non-wage costs | 現金給与以外 | 85.1 | 83.8 | 76.8 | 75.0 | 82.7 | 82.3 |
| | | うち法定福利費 | 15.0 | 16.2 | 23.2 | 25.0 | 17.4 | 17.7 |
| | | 法定外福利費 | (7.5) | (8.5) | (8.3) | (6.1) | (7.9) | (8.1) |
| | | 退職金等 | (4.7) | (5.0) | (8.7) | (14.0) | (6.8) | (6.2) |
| | その他 | (2.9) | (2.8) | (4.7) | (3.7) | (1.9) | (2.7) | |

| | | 1992 | 1996 | 2000 | 2004 | 2008 | 2012 |
|---------|-----------------------------------------|---------|---------|--------|--------|--------|--------|
| France | Total | 計 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| | Cash wages | 現金給与 | 68.1 | 65.2 | 64.8 | 63.4 | 62.8 |
| | Non-wage costs | 現金給与以外 | 32.0 | 35.0 | 35.2 | 36.6 | 37.2 |
| | Statutory welfare costs | うち法定福利費 | (21.8) | (21.8) | (20.5) | (25.1) | (25.4) |
| | Voluntary social benefits ¹⁾ | 法定外福利費 | } (7.0) | (7.4) | (8.9) | (4.6) | (4.1) |
| | Retirement allowances | 退職金等 | | (1.8) | (2.2) | (3.1) | (3.2) |
| | Others | その他 | (3.3) | (4.2) | (3.7) | (3.8) | (3.5) |
| | | 1992 | 1996 | 2000 | 2004 | 2008 | 2012 |
| Germany | Total | 計 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| | Cash wages | 現金給与 | 78.8 | 73.8 | 75.8 | 75.3 | 77.0 |
| | Non-wage costs | 現金給与以外 | 21.6 | 26.3 | 24.2 | 24.4 | 23.0 |
| | Statutory welfare costs | うち法定福利費 | (15.3) | (15.9) | (15.7) | (15.3) | (14.8) |
| | Voluntary social benefits ¹⁾ | 法定外福利費 | } (3.1) | (7.6) | (7.0) | (7.7) | (6.5) |
| | Retirement allowances | 退職金等 | | (0.6) | (0.6) | (0.5) | (0.3) |
| | Others | その他 | (3.2) | (2.2) | (1.2) | (1.5) | (1.5) |

Sources: Japan: Ministry of Health, Labour and Welfare, **General Survey on Working Conditions, 2012**
U.S.: Bureau of Labor Statistics, **Employer Costs for Employee Compensation, September 2015**
EU: Eurostat **Labour Costs Survey, 2012**

Notes: 1) Includes apprentices' welfare expenses for the U.K., Germany and France.

2) The U.S. data is broken down as follows:

*Insurance: 10.2%

*Retirement allowances and savings: 5.0%

3) The figures in brackets give the breakdown.