

42. Trends in Labor Cost Components (Manufacturing Industries)

労働費用構成の推移（製造業）

			(%)				
			1991	1995	2002	2006	2010
Japan	Total	計	100.0	100.0	100.0	100.0	100.0
	Cash wages	現金給与	83.0	82.3	80.3	79.8	79.7
	Non-wage costs	現金給与以外	17.0	17.7	19.7	20.2	20.3
	Statutory welfare costs	うち法定福利費	(8.5)	(8.9)	(9.3)	(10.3)	(11.1)
	Voluntary social benefits ¹⁾	法定外福利費	(3.1)	(3.1)	(2.9)	(2.4)	(2.4)
	Retirement allowance	退職金等	(4.1)	(4.9)	(6.8)	(6.8)	(6.2)
	Others	その他	(1.4)	(0.9)	(0.8)	(0.7)	(0.5)
			1992 ³⁾	1995 ³⁾	2002	2006	2011
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	77.4
	Non-wage costs	現金給与以外	28.2	28.4	23.1	22.3	22.6
	Statutory welfare costs	うち法定福利費	(9.1)	(8.5)	(8.6)	(8.4)	(8.3)
	Voluntary social benefits	法定外福利費	(16.1)	(15.8)	} (14.5)	} (13.9)	} (14.3) 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 ¹⁾	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)

		1992	1996	2000	2004	2008
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	63.7
	Non-wage costs 現金給与以外	32.0	35.0	35.2	36.6	36.3
	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 allowance 退職金等		(1.8)	(2.2)	(3.1)	(3.2)
	Others その他		(4.2)	(3.7)	(3.8)	(3.5)
		1992	1996	2000	2004	2008
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 allowance 退職金等		(0.6)	(0.6)	(0.5)	(0.3)
	Others その他		(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, June 2012**

EU: Eurostat **Labour Costs Survey 2008**

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

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

*Insurance: 10.4%

*Retirement and savings: 3.9%

3) All enterprises with ten or more employees for EU

4) The figures in brackets give the breakdown.