

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
	Statutory welfare costs	うち法定福利費	17.0	17.7	18.8	19.7	20.2	20.3
	Voluntary social benefits ¹⁾	法定外福利費	(8.5)	(8.9)	(9.5)	(9.3)	(10.3)	(11.1)
	Retirement allowance	退職金等	(3.1)	(3.1)	(2.9)	(2.9)	(2.4)	(2.4)
	Others	その他	(4.1)	(4.9)	(5.5)	(6.8)	(6.8)	(6.2)
			(1.4)	(0.9)	(0.7)	(0.8)	(0.7)	(0.5)
United States	Total	計	1992 ³⁾	1995 ³⁾	2002	2006	2010	2014
	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
	Statutory welfare costs	うち法定福利費	28.2	28.4	23.1	22.3	23.3	23.0
	Voluntary social benefits	法定外福利費	(9.1)	(8.5)	(8.6)	(8.4)	(8.2)	(7.9)
	Retirement allowance	退職金等	(16.1)	(15.8)	(14.5)	(13.9)	(15.2)	(15.1) ²⁾
	Others	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
	Statutory welfare costs	うち法定福利費	15.0	16.2	23.2	25.0	17.4	17.7
	Voluntary social benefits ¹⁾	法定外福利費	(7.5)	(8.5)	(8.3)	(6.1)	(7.9)	(8.1)
	Retirement allowance	退職金等	(4.7)	(5.0)	(8.7)	(14.0)	(6.8)	(6.2)
	Others	その他		(0.0)	(1.0)	(1.2)	(0.7)	(0.7)
			(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	63.7	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)	(26.3)
	Voluntary social benefits ¹⁾	法定外福利費	} (7.0)	(7.4)	(8.9)	(4.6)	(4.7)
	Retirement allowance	退職金等		(1.8)	(2.2)	(3.1)	(3.1)
	Others	その他	(3.3)	(4.2)	(3.7)	(3.8)	(3.1)
		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	76.9
	Non-wage costs	現金給与以外	21.6	26.3	24.2	24.4	23.1
	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	(3.2)	(2.2)	(1.2)	(1.5)	(1.7)

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 2014**
EU: Eurostat **Labour Costs Survey 2012**

- 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: 4.7%
3) All enterprises with ten or more employees for EU
4) The figures in brackets give the breakdown.