

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 ¹⁾	(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 ³⁾	1995 ³⁾	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)				
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	(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	63.4	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 allowance	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)	(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	77.0	76.9
	Non-wage costs	現金給与以外	21.6	26.3	24.2	24.4	23.0	23.1
	Statutory welfare costs	うち法定福利費	(15.3)	(15.9)	(15.7)	(15.3)	(14.8)	(14.1)
	Voluntary social benefits ¹⁾	法定外福利費	} (3.1)	(7.6)	(7.0)	(7.7)	(6.5)	(7.2)
	Retirement allowance	退職金等		(0.6)	(0.6)	(0.5)	(0.3)	(0.2)
	Others	その他	(3.2)	(2.2)	(1.2)	(1.5)	(1.5)	(1.7)

Sources: Japan: Ministry of Health, Labour and Welfare, **General Survey on Working Conditions, 2011**

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 are broken down as follows:

*Insurance: 10.2%

*Retirement and savings: 5.0%

3) All enterprises with ten or more employees for EU

4) The figures in brackets give the breakdown.