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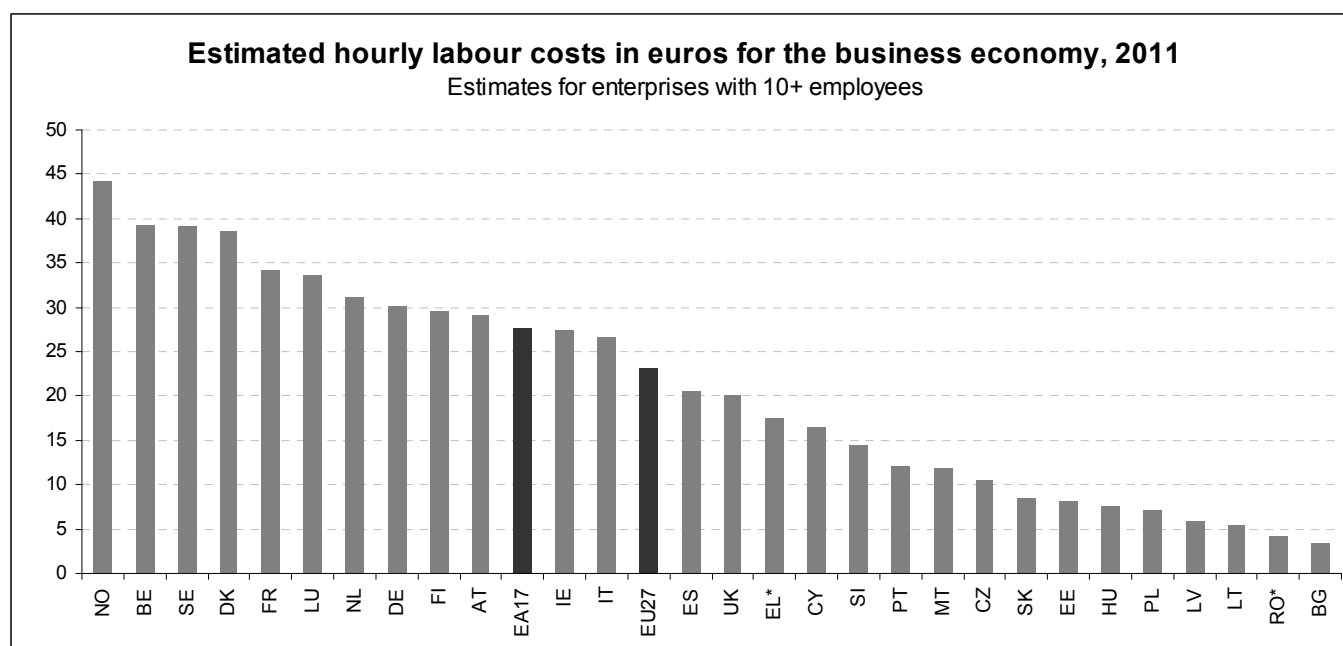
Labour costs in the EU27 in 2011

Hourly labour costs ranged between €3.5 and €39.3 in the EU27 Member States

The average hourly labour costs were estimated to be €23.1 in the **EU27**¹ business economy² in 2011, and €27.6 in the **euro area**¹ (EA17). However, this average masks significant differences between Member States, with hourly labour costs ranging from €3.5 to €39.3. Labour costs are made up of costs for wages & salaries, plus non-wage costs such as employer's social contributions.

In 2011, the highest hourly labour costs were estimated for **Belgium** (€39.3), **Sweden** (€39.1), **Denmark** (€38.6), **France** (€34.2), **Luxembourg** (€33.7), the **Netherlands** (€31.1) and **Germany** (€30.1). The lowest hourly labour costs were estimated for **Bulgaria** (€3.5), **Romania** (€4.2 in 2010³), **Lithuania** (€5.5) and **Latvia** (€5.9). While comparing labour cost estimates in euro over time, it should be noted that data for those Member States outside the euro area are influenced by exchange rate movements.

These preliminary estimates for 2011, published by **Eurostat, the statistical office of the European Union**, cover enterprises with more than 10 employees and are based on the 2008 Labour Cost Survey and the Labour Cost Index.



* 2010 data

Eurostat estimates of Hourly Labour Costs - Methodological Notes

Data sources

Labour cost index

The Labour Cost Index (LCI) is a short-term indicator showing the development of hourly labour costs incurred by employers. It is calculated dividing the labour cost by the number of hours worked. Labour costs are made up of costs for wages & salaries, plus non-wage costs such as employer's social contributions. These do not include vocational training costs or other expenditures such as recruitment costs, spending on working clothes, etc. The LCI covers all business units irrespective of the number of employees and all economic activities except agriculture, forestry and fishing, private households and extra-territorial organisations.

Labour Cost Survey

The Labour cost survey (LCS) provides structural information on labour costs. The survey is conducted every four years. The most recent LCS refers to information for the year 2008. The LCS covers observation units with 10 or more employees and all economic activities except agriculture, forestry and fishing, public administration, private households and extra-territorial organisations.

Estimation method

Estimates for years after 2008 are obtained by extrapolating the 2008 LCS hourly labour cost of the business economy in euro and national currency using the LCI.

The non-adjusted LCI is used in the calculations for all Member States, except for Denmark, France and Sweden where the working day-adjusted LCI is used.

The LCI of countries is unaffected by exchange rate movements, which are only taken into account when calculating the European aggregates. In order to use the LCI for calculating monetary estimates in euros, exchange rate movements have to be incorporated. Therefore, for non-euro area countries an exchange-rate adjusted LCI index is used.

Additional information is available at:

http://epp.eurostat.ec.europa.eu/statistics_explained/index.php/Labour_cost_index_-_recent_trends#Hourly_labour_cost_in_euros

1. The EU27 includes Belgium (BE), Bulgaria (BG), the Czech Republic (CZ), Denmark (DK), Germany (DE), Estonia (EE), Ireland (IE), Greece (EL), Spain (ES), France (FR), Italy (IT), Cyprus (CY), Latvia (LV), Lithuania (LT), Luxembourg (LU), Hungary (HU), Malta (MT), the Netherlands (NL), Austria (AT), Poland (PL), Portugal (PT), Romania (RO), Slovenia (SI), Slovakia (SK), Finland (FI), Sweden (SE) and the United Kingdom (UK). The euro area (EA17) consists of Belgium, Germany, Estonia, Ireland, Greece, Spain, France, Italy, Cyprus, Luxembourg, Malta, the Netherlands, Austria, Portugal, Slovenia, Slovakia and Finland.
2. Business economy includes NACE Rev.2 sections B to N: B Mining and quarrying; C Manufacturing; D Electricity, gas, steam and air conditioning supply; E Water supply; sewerage, waste management and remediation activities; F Construction; G Wholesale and retail trade, repair of motor vehicles and motorcycles; H Transportation and storage; I Accommodation and food service activities; J Information and communication; K Financial and insurance activities; L Real estate activities; M Professional, scientific and technical activities; N Administrative and support service activities.
3. Data for Romania and Spain for 2009 and 2010 are not estimated by Eurostat, but are annual data provided by the Member States.

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Labour cost per hour in euros

	2008	2009	2010	2011
EU27	21.6	22.1	22.5	23.1
EA17	25.8	26.5	26.9	27.6
Belgium	35.6	37.0	38.2	39.3
Bulgaria	2.5	2.9	3.1	3.5
Czech Republic	9.3	9.3	9.9	10.5
Denmark	35.4	36.5	37.6	38.6
Germany	28.4	29	29.1	30.1
Estonia	8.0	7.9	7.7	8.1
Ireland	27.2	28.0	27.9	27.4
Greece	16.5	17.6	17.5	:
Spain	18.9	20.0*	20.2*	20.6
France	31.8	32.1	33.1	34.2
Italy	24.5	25.6	26.1	26.8
Cyprus	15.3	15.9	16.2	16.5
Latvia	5.9	5.9	5.7	5.9
Lithuania	6.0	5.6	5.3	5.5
Luxembourg	30.8	32	32.7	33.7
Hungary	7.9	7.3	7.3	7.6
Malta	11.2	11.3	11.5	11.9
Netherlands	29.2	29.8	30.5	31.1
Austria	26.5	27.7	28.0	29.2
Poland	7.5	6.4	7.0	7.1
Portugal	11.5	11.9	12.0	12.1
Romania	4.1	4.0*	4.2*	:
Slovenia	13.4	13.8	14.1	14.4
Slovakia	7.6	7.9	8.0	8.4
Finland	27.6	28.7	28.9	29.7
Sweden	33.8	31.7	36.0	39.1
United Kingdom	21.1	18.9	20.0	20.1
Norway	37.8	36.9	41.4	44.2

Labour cost per hour in national currency (countries outside the euro area)

		2008	2009	2010	2011
Bulgaria	BGN	5.0	5.6	6.2	6.8
Czech Republic	CZK	233	245	249	258
Denmark	DKK	264	271	280	288
Latvia	LVL	4.2	4.2	4.0	4.2
Lithuania	LTL	20.7	19.4	18.4	19.0
Hungary	HUF	2000	2040	2020	2130
Poland	PLN	26.3	27.7	28.0	29.3
Romania	ROL	15.2	17.0*	17.7*	:
Sweden	SEK	325	337	344	353
United Kingdom	GBP	16.8	16.8	17.2	17.5
Norway	NOK	311	322	332	345

: Data not available

* Annual data provided by Member State

Source: 2008 - Labour Cost Survey; 2009, 2010 and 2011 - Eurostat estimate