

Statistics in focus

POPULATION AND SOCIAL CONDITIONS

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Labour Costs Survey 2000 Candidate Countries

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For the first time, Eurostat presents harmonized figures on labour costs for 11 of the 13 Candidate Countries (CCs). The CCs participated in the Community Labour Costs Survey for the year 2000 together with the Member States of the European Union.¹⁾

The term "labour costs" refers to the expenditure borne by employers in order to employ workers. Labour costs exercise a considerable influence on the choices of political, economic and social decision-makers, as they account for some two-thirds of production costs for goods and services. This figure alone constitutes a case for closely monitoring the level and the trends in such costs.

The 11 CCs for which labour costs data are presented had a combined population in 2000 of 105 million, and a working population (aged 15-64) of over 70 million, both figures being about 28% of those of the European Union.

Hourly labour costs in industry and services varied enormously between the CCs

Figure 1: Hourly labour costs in "Industry and Services"(C-K), 2000

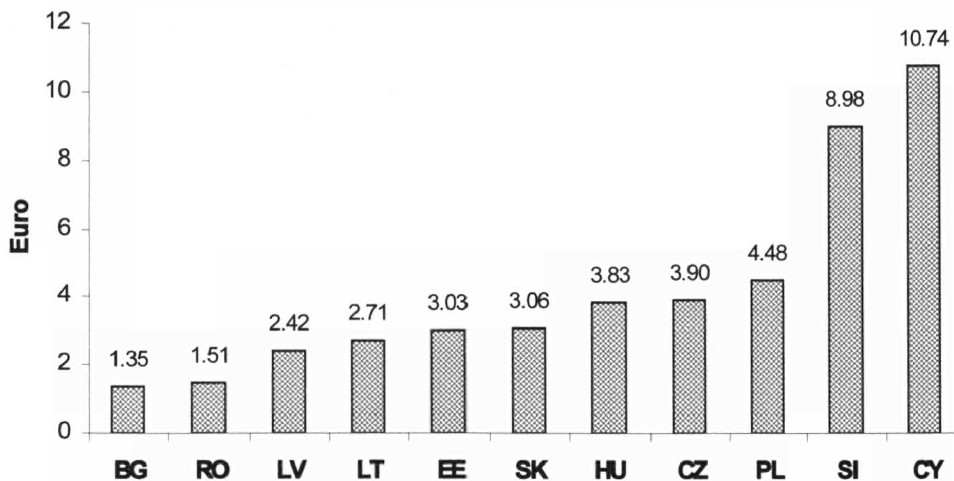


Figure 1 portrays the CCs in ascending order of the level of total hourly labour costs in Industry and Services (sections C to K of NACE Rev.1). There are marked differences in the levels of labour costs in the 11 CCs. In 2000, average labour costs per hour worked were lowest in Bulgaria (1.35 euro) and in Romania (1.51 euro) and were highest in Slovenia (8.98 euro) and in Cyprus (10.74 euro). In the other seven CCs, the hourly costs ranged from 2.42 euro (Latvia) to 4.48 euro (Poland).

1) The participating countries were Bulgaria (BG), Cyprus (CY), the Czech Republic (CZ), Estonia (EE), Hungary (HU), Lithuania (LT), Latvia (LV), Poland (PL), Romania (RO), Slovenia (SI) and the Slovak Republic (SK). The two other CCs, Malta and Turkey, were not yet in a position to undertake a labour cost survey.



Labour costs in the CCs: disaggregated results by economic activity

More detailed data by economic activity is presented in Table 1. All the CCs covered sections C to K of NACE Rev.1, of which C-F relates to "Industry" and G-K covers part of "Services". However, the majority of CCs additionally covered sections L-O, thereby providing a complete picture of labour costs in services (G-O).

Table 1: Hourly labour costs in Euro, 2000

NACE Rev.1	BG	CY	CZ	EE	HU	LV	LT	PL	RO	SK	SI
C to O	1.29	10.83	3.71	2.97	3.65	:	2.65	4.51	1.46	2.87	9.56
C to K	1.35	10.74	3.90	3.03	3.83	2.42	2.71	4.48	1.51	3.06	8.98
C to F	1.36	9.90	3.70	2.91	3.74	2.28	2.65	4.32	1.43	3.02	8.30
G to O	1.23	11.24	3.73	3.01	3.61	:	2.66	4.66	1.49	2.77	10.61
G to K	1.34	11.16	4.22	3.16	3.95	2.56	2.78	4.71	1.68	3.12	10.07
L to O	1.14	12.02	3.02	2.86	3.35	:	2.58	4.60	1.30	2.45	11.20
C	2.26	12.08	4.91	4.01	4.93	2.23	3.24	7.36	2.49	3.85	11.65
D	1.22	9.02	3.58	2.81	3.68	2.18	2.57	3.95	1.28	3.05	8.19
E	2.51	18.98	4.78	3.51	5.34	3.60	3.40	5.73	2.32	2.75	11.10
F	1.09	9.92	3.60	2.73	2.86	2.00	2.41	4.01	1.11	2.95	7.58
G	0.96	9.82	3.89	2.68	3.09	1.78	2.28	4.03	1.10	2.64	8.73
H	0.89	8.63	2.94	1.82	2.32	1.54	1.74	3.00	1.01	2.39	7.41
I	1.64	12.27	4.08	3.54	4.33	3.14	3.06	4.98	2.09	3.35	10.18
J	2.44	15.84	6.89	6.66	7.61	4.89	4.93	6.66	3.99	4.45	14.34
K	1.12	10.51	4.18	2.99	4.07	2.63	3.00	4.83	1.31	3.26	11.21
L	1.47	:	:	3.77	4.00	:	3.40	5.43	1.27	3.11	11.82
M	1.14	15.82	2.98	2.60	3.22	:	2.57	6.22	1.38	2.30	10.67
N	0.99	6.89	3.04	2.44	2.66	:	2.05	3.32	1.20	2.21	10.93
O	0.96	12.06	3.07	2.50	3.01	:	2.21	4.34	1.33	2.49	12.25

Figure 2 provides a comparison between hourly labour costs in "Industry" (sections C-F) and "Services" (sections G-K plus the alternative G-O for those CCs that also supplied sections L-O). As in Figure 1, there are very substantial differences in hourly costs between the CCs. Within each country, with the exception of Bulgaria, hourly costs are slightly higher in Services (G-K) than in Industry (C-F). However, for most countries, the difference is well under 10%.

If the aggregate "Services" is widened to include public administration, education, health and other community, social and personal services (sections L, M, N and O), the impact is to reduce the average level of hourly labour costs for services (G-O) in nearly all countries. The relative importance of L-O and other NACE sections in terms of employment is given in Table 2.

Figure 2: Comparison of the hourly labour costs for "Industry" (C-F) and "Services" (G-K and also G-O), 2000

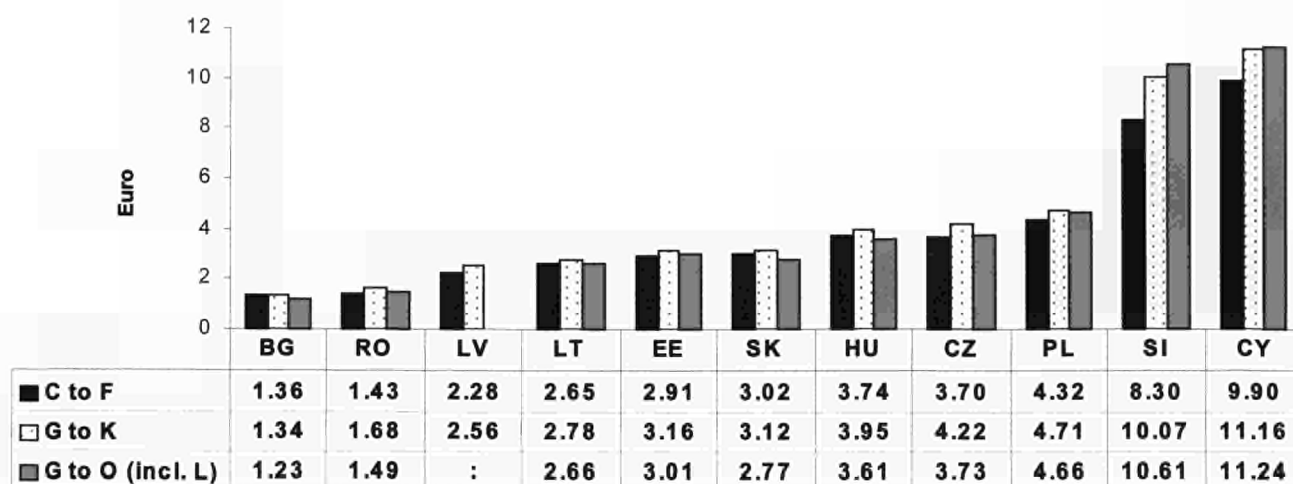


Table 2: Number of employees in different economic activities (% of the total number of employees), 2000¹⁾

NACE Rev.1	BG	CY	CZ	EE	HU	LV	LT	PL	RO	SK	SI
C to O	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
C to K	69.5	92.6	79.7	67.5	65.0	61.0	59.5	73.5	76.9	69.4	73.6
C to F	44.7	30.7	49.7	36.4	37.0	29.9	34.2	43.1	54.4	40.6	45.3
G to O	55.3	69.3	50.3	63.6	63.0	70.1	65.8	56.9	45.6	59.4	54.7
G to K	24.8	62.0	30.0	31.1	28.1	31.1	25.3	30.4	22.5	28.8	28.3
L to O	30.5	7.4	20.3	32.5	35.0	39.0	40.5	26.5	23.1	30.6	26.4
C	2.5	0.4	2.1	1.7	0.3	0.3	0.4	3.3	4.3	1.1	1.0
D	32.9	20.2	38.2	25.9	29.8	21.5	22.5	30.2	38.1	29.9	36.3
E	3.7	2.1	2.5	3.0	3.1	2.9	4.1	3.0	4.5	4.0	2.0
F	5.5	8.0	6.8	5.7	3.8	5.3	7.2	6.7	7.5	5.6	6.0
G	7.2	18.4	9.8	12.3	8.8	12.0	10.4	11.0	7.8	10.8	9.8
H	1.9	14.2	1.5	1.8	2.6	1.6	1.2	1.0	1.3	1.2	2.2
I	9.6	12.5	9.2	9.7	9.3	9.6	7.9	8.4	8.2	7.9	8.2
J	1.6	11.4	2.5	1.6	2.2	2.2	1.6	3.4	1.6	2.5	3.0
K	4.5	5.5	6.9	5.7	5.3	5.7	4.2	6.6	3.6	6.3	5.0
L	5.6	;	;	8.7	12.8	10.5	8.7	6.2	5.7	5.5	7.0
M	13.3	2.3	9.7	12.4	10.4	14.4	16.8	7.6	9.9	12.6	8.8
N	8.3	1.3	7.5	7.3	8.7	8.3	10.7	10.4	5.7	8.5	8.4
O	3.4	3.8	3.2	4.2	3.0	5.9	4.3	2.3	1.8	4.1	2.3

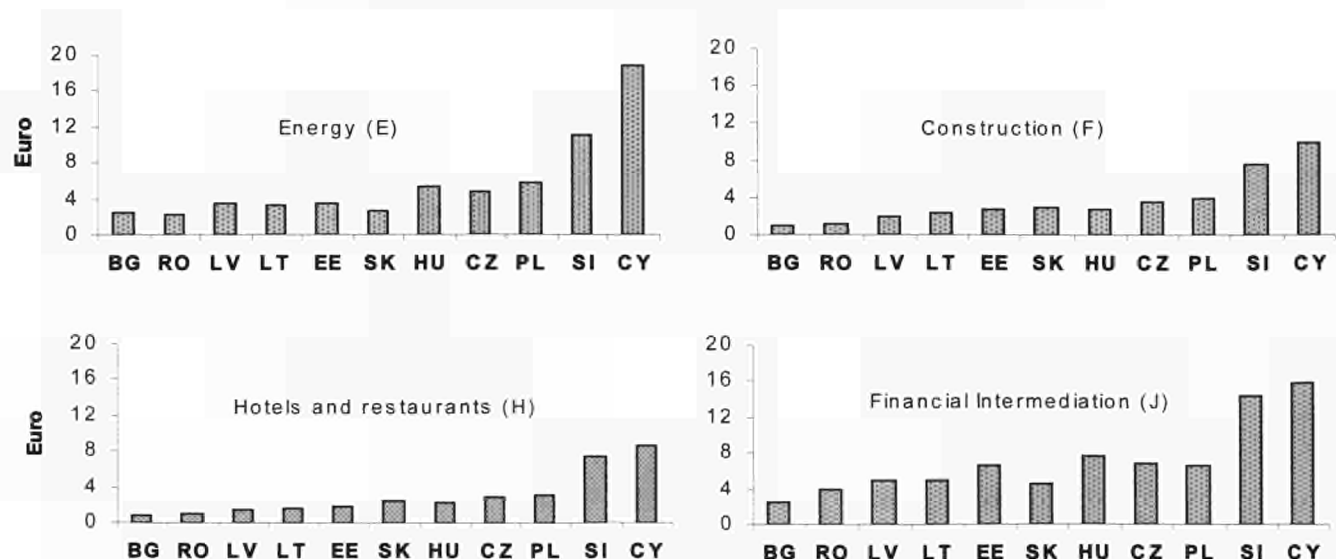
The highest costs are in energy and financial intermediation; the lowest costs are in construction and in hotels & restaurants

Figure 3 focuses on four of the economic activities in Table 1. This shows that energy (section E) and financial intermediation (section J) have the highest labour costs in all the CCs. For energy, hourly labour costs range from 2.51 euro in Bulgaria to 18.98 euro in Cyprus. The corresponding figures for financial intermediation are 2.44 (Bulgaria) and 15.84 euro (Cyprus). In contrast, throughout the CCs, construction

(section F) and hotels and restaurants (section H) have among the lowest labour costs.

Two other sections with important shares of total employment should be mentioned. As Table 1 shows, transport & communication (section I) has above-average hourly costs while the wholesale & retail trades (section G) have below-average costs.

Figure 3: Hourly labour costs for selected economic activities, 2000



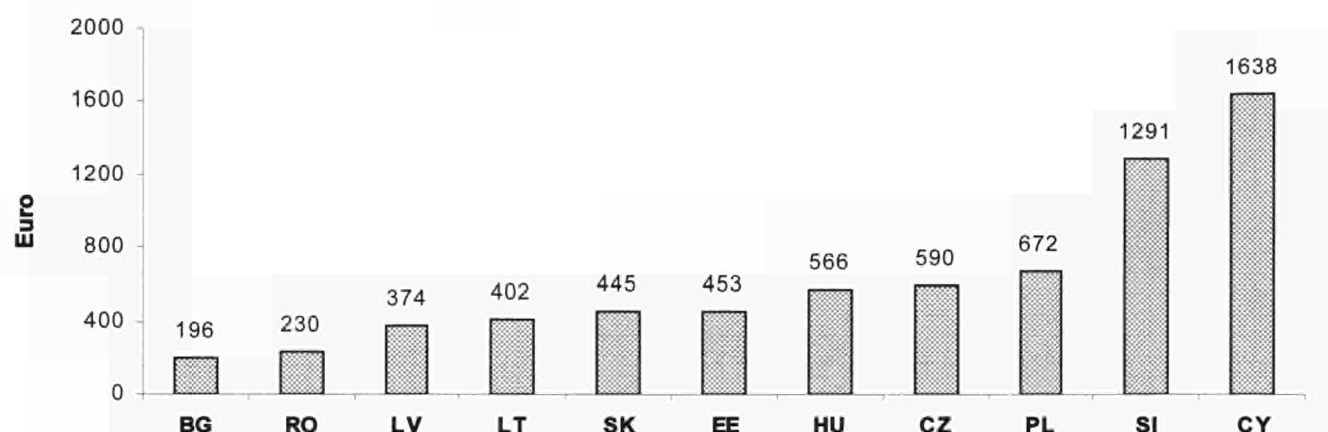
¹⁾ The number of employees covers full-time employees plus part-time employees converted into full-time units

Monthly labour costs among the CCs also show a very wide variation

The level of labour costs can also be examined in terms of monthly costs per full-time employee. Table 3 and Figure 4 present the monthly costs per employee, in euro. The overall order of the countries in terms of

monthly costs in Industry and Services (sections C-K) is almost identical to that portrayed in Figure 1 for hourly costs.

Figure 4: Monthly labour costs in "Industry and Services" (C-K), 2000



Differences in the profiles of hourly and monthly costs can be explained by differences between the countries in the number of hours worked. However, as the overall difference among the CCs in the annual number of

working hours is less than 7%, the country rankings and profiles of labour costs per employee and per hour worked are barely affected.

Table 3: Monthly labour costs in Euro, 2000

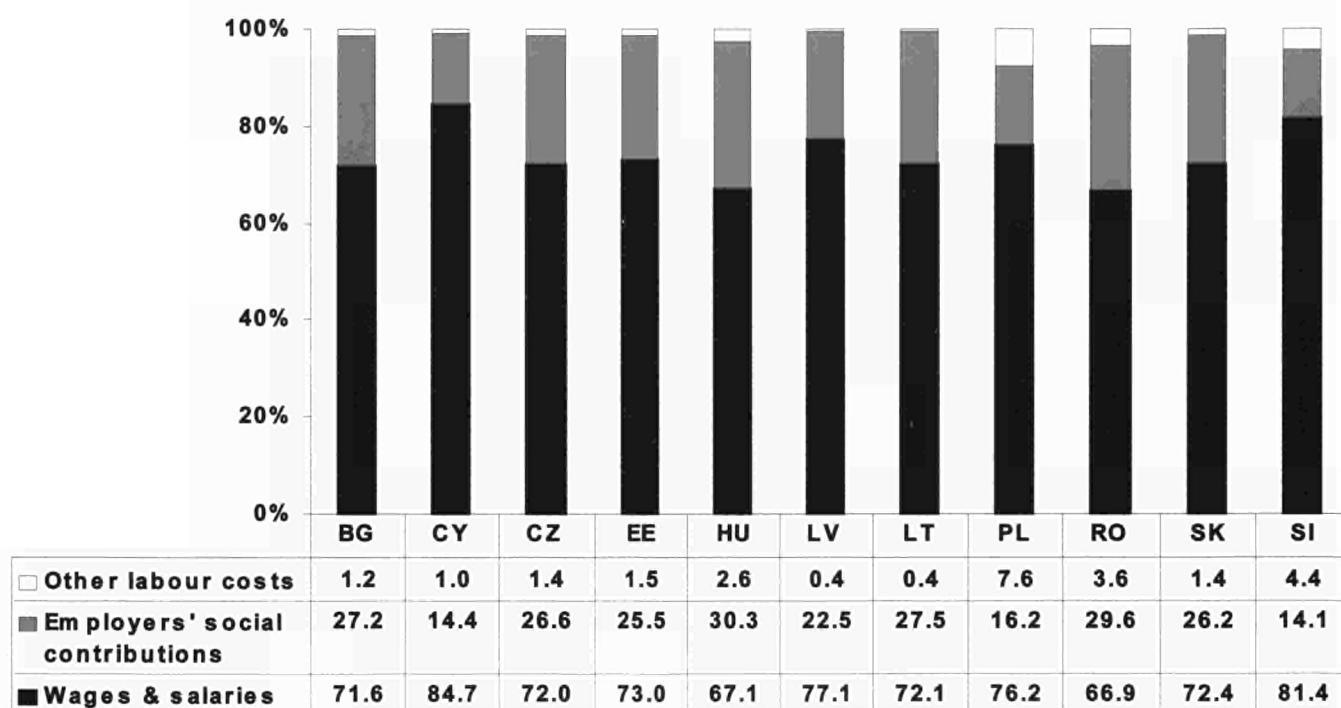
NACE Rev.1	BG	CY	CZ	EE	HU	LV	LT	PL	RO	SK	SI
C to O	185	1639	569	443	549	:	388	655	222	422	1369
C to K	196	1638	590	453	566	374	402	672	230	445	1291
C to F	194	1507	550	428	546	345	385	649	216	429	1192
G to O	179	1698	588	452	550	:	389	660	230	417	1515
G to K	200	1704	657	483	593	401	426	706	262	468	1449
L to O	161	1648	486	422	516	:	367	608	198	370	1586
C	311	2067	697	526	717	347	491	1024	366	535	1535
D	173	1402	532	415	536	328	378	599	191	428	1172
E	343	2600	711	530	761	545	505	839	339	403	1554
F	160	1459	542	405	436	305	333	604	182	434	1133
G	149	1537	604	407	474	284	350	619	174	399	1270
H	135	1283	464	281	353	243	266	459	167	363	1074
I	238	1991	631	539	624	482	466	724	309	494	1453
J	366	2238	1066	1011	1159	773	751	979	623	664	1984
K	167	1592	659	468	623	411	458	722	220	496	1635
L	220	:	:	554	627	:	515	788	207	479	1692
M	156	1716	482	369	491	:	340	631	193	342	1521
N	140	1029	489	383	403	:	303	477	192	341	1520
O	141	1811	493	375	462	:	331	645	210	371	1755

The structure of costs varies between the countries

Total labour costs can be broken down into their component parts, of which "wages and salaries", "employers' social contributions" and "other labour costs" represent three distinct categories (see the methodological notes). The analysis of the structure of total labour costs between countries is more interesting than between economic activities within countries (where there is generally rather little variation in the component shares for different activities). The differences in the structure of costs between the CCs largely reflect differences in national policies (e.g. with respect to the statutory percentages of social security contributions) which usually apply to all businesses within a country.

Figure 5 presents total labour costs broken down into the three components "wages & salaries", "employers' social contributions" and "other labour costs". As Figure 5 shows, the structure of total labour costs differs between the CCs. In all countries the largest share of total costs is accounted for by wages and salaries, the highest percentages occurring in Cyprus (85%) and Slovenia (81%) and the lowest in Hungary and Romania (both 67%). In contrast, Hungary and Romania (both 30%) have the highest levels of employers' social contributions, while Slovenia and Cyprus (both 14%) have the lowest contributions. "Other labour costs" generally account for a small percentage of total costs.

Figure 5: Structure of labour costs (%) in "Industry and Services" (C-K), 2000



The complete breakdown of labour costs for the aggregate C-K is presented in Table 4. Looking at the make-up of "wages & salaries", as one would expect, direct remuneration is by far the largest element, but bonuses, payments for days not worked and wages in

kind feature prominently in several CCs. Within "employers' social contributions", statutory social security contributions represent the most significant element. Differences between the CCs reflect the different rates of employers' contributions that apply.

Table 4: Structure of labour costs (% of total labour costs), 2000

NACE Rev. 1 Industry and services (C to K)	BG	CY	CZ	EE	HU	LV	LT	PL	RO	SK	SI
D Total labour costs (= D1 + D2 + D3 + D4 - D5)	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
D1* Compensation of employees (excluding apprentices)	98.8	99.0	98.6	98.5	97.4	99.6	99.6	92.4	96.4	98.6	95.6
D111 Wages and salaries	71.6	84.7	72.0	73.0	67.1	77.1	72.1	76.2	66.9	72.4	81.4
D1111 Direct remuneration and bonuses	59.6	75.9	63.5	66.1	57.5	70.8	66.6	69.3	:	60.9	65.9
D11111 Direct remuneration	55.9	68.4	50.8	63.4	50.8	66.9	65.4	67.9	:	58.5	56.7
D11112 Bonuses	3.7	7.5	12.7	2.6	6.7	4.0	1.2	1.4	:	2.4	9.2
D1112 Payments to employees savings schemes	0.0	0.0	0.0	0.0	0.0	0.0	0.0	:	0.0	0.1	0.0
D1113 Payments for days not worked	6.1	7.7	6.7	6.4	6.3	6.1	5.1	6.9	:	9.2	7.6
D1114 Wages and salaries in kind	5.9	1.1	1.8	0.6	3.4	0.2	0.4	:	:	2.3	7.9
D12* Employers' social contributions (excluding apprentices)	27.2	14.4	26.6	25.5	30.3	22.5	27.5	16.2	29.6	26.2	14.1
D121 Employers' actual social contributions	24.6	13.4	25.6	24.5	27.5	20.8	22.6	14.0	28.3	25.1	12.0
D1211 Statutory social security contributions	:	:	25.3	24.4	26.6	20.3	22.6	14.0	28.1	24.8	11.8
D1212 Collectively agreed, contractual and voluntary social security contributions	:	:	0.2	0.1	0.9	0.5	0.1	:	0.2	0.4	0.3
D122 Employers' imputed social contributions	2.6	1.0	1.0	1.0	2.8	1.7	4.9	2.2	1.3	1.0	2.1
D1221 Guaranteed remuneration in the event of sickness	:	0.6	0.1	0.1	1.1	0.7	0.2	:	1.3	0.4	1.5
D1222 Guaranteed remuneration in event of short-time working	:	0.0	0.2	0.0	0.0	0.0	0.1	:	0.0	0.0	0.0
D1223 Payments to employees leaving the enterprise	:	0.4	0.5	0.8	0.8	0.4	1.4	0.3	0.0	0.5	0.2
D1224 Employers' imputed social benefits	:	:	0.2	0.2	0.9	0.6	3.1	1.9	0.0	0.2	0.4
Other labour costs (including costs for apprentices)	1.2	1.0	1.4	1.5	2.6	0.4	0.4	7.6	3.6	1.4	4.4

Notes to table 4:

1) 'D' numbers refer to variables in Regulation 1726/1999, except for D1* and D12*

Here, variable D1* = Compensation of employees (excluding costs for apprentices) = Wages & salaries (D111) plus Employers' social contributions (D12*) and

D12* = Employers' social contributions (excl. costs for apprentices) = Employers' actual and imputed social contributions (ie D121 + D122).

2) Other labour costs = (D2 + D3 + D4 - D5) + (costs for apprentices).

where: D2 = Vocational training; D3 = Recruitment costs & clothing; D4 = taxes; D5 = subsidies.

3) Bulgaria: payments for days not worked (D1113) do not include payments for public holidays.

4) Poland: other labour costs include expenditure on business trips that are not part of total labour costs, as defined by the Commission Regulation (EC) N° 1726/1999.

➤ ESSENTIAL INFORMATION – METHODOLOGICAL NOTES

The Community statistics on labour costs provide detailed harmonized data on wages & salaries and other employment-related costs. The surveys on labour costs are presently carried out every four years. The latest, conducted under Council Regulation (EC) N° 530/1999 and Commission Regulation (EC) N° 1726/1999 refers to the year 2000 results for which are required for enterprises with 10 or more employees in economic activities covered by sections C-K of NACE Rev.1, the classification system employed in the European Community. A "section" is the highest aggregated level of this classification. Each section (eg mining, manufacturing, energy, construction, etc) is composed of a range of economic activities and the labour costs given here correspond to the average costs in each section. Apart from NACE sections C-K, results for sections L-O are also given here, except for Cyprus (for which the public sector is excluded from all tables and figures), the Czech Republic (section L is excluded) and Latvia (sections L–O are excluded).

Sections of the statistical classification of economic activities (NACE Rev.1)

C	Mining and quarrying
D	Manufacturing
E	Electricity, gas and water supply
F	Construction
G	Wholesale and retail trade; repair of motor vehicles and personal & household goods
H	Hotels and restaurants
I	Transport, storage and communication
J	Financial intermediation
K	Real estate, renting and business activities
L	Public administration and defence; compulsory social security
M	Education
N	Health and social work
O	Other community, social and personal service activities

The labour costs survey is carried out for all employees (including apprentices) with direct contracts with the enterprise or local unit and who receive remuneration irrespective of the type of work, the contract duration or the hours worked. However, in Hungary, employees working less than 60 hours per month are presently excluded from their surveys.

Definition of total labour costs

As presented here (see Table 4), **total labour costs** is the sum of 'compensation of employees (excluding apprentices)' *plus* 'other labour costs, including costs for apprentices'.

Compensation of employees includes: 'wages and salaries' *plus* 'employers' social contributions', where:

Wages & salaries include: gross wages & salaries in cash (mainly direct remuneration, bonuses, payments for days not worked) *plus* wages and salaries in kind (company products, staff housing, company cars, canteens and meal vouchers, staff shops, kindergartens and day nurseries, etc).

Employers' social contributions include: employers' actual social contributions (i.e. statutory, collectively agreed, contractual and voluntary social security contributions) *plus* employers' imputed social contributions (mostly guaranteed remuneration in the event of sickness or short-time working, plus severance pay and compensation in lieu of notice).

Other labour costs include: vocational training costs, recruitment costs and working clothes, taxes based on the wages bill or on employment *minus* subsidies received by the employer (intended to refund part or all of the cost of direct remuneration).

Costs for apprentices are included with 'other labour costs' in Table 4 because these costs were tiny, or not available. In Poland, Romania and Slovenia, apprentices were not covered by the survey. In Estonia, the category "apprentices" does not exist in the legislation. In Bulgaria and Lithuania, apprentices were not separately distinguished.

Hourly labour costs are the annual labour costs divided by the number of hours worked during the year.

Monthly labour costs are the annual labour costs divided by 12 and by the average number of employees during the year (converted into full-time units).

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Databases

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