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# Annual Net Earnings in Manufacturing 1996 - 2002

## Statistics in focus

### POPULATION AND SOCIAL CONDITIONS

THEME 3 – 4/2004

## Contents

Average annual net earnings in Manufacturing vary across the countries ..... 1

Gross earnings differ more among countries than net earnings ..... 3

In 2002 net earnings represent between 57% and 93% of gross earnings for 'a single person without children' ..... 4

Considerable differences between countries in employee's and employers' social security contributions... 5

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This article presents comparative figures on average annual net earnings in Manufacturing (Section D of NACE Rev.1) for Member States (MS), Accessing and Candidate Countries (ACC), EFTA Countries and the United States. In the remaining text "net earnings" stands for "average annual net earnings".

Net earnings represent that part of remuneration that employees can actually spend. Compared with gross earnings, net earnings do not include social security contributions and taxes but include family allowances. Net earnings depend on the family situation. The data presented here focus on four family cases with average salaries: 'a single person without children', 'a two-income married couple without children', 'a two-income married couple with two children' and 'a one-income married couple with two children'.

Detailed methodological information on net earnings and the list of countries included in the analysis are presented in the Methodological Notes.

### Average annual net earnings in Manufacturing vary across the countries

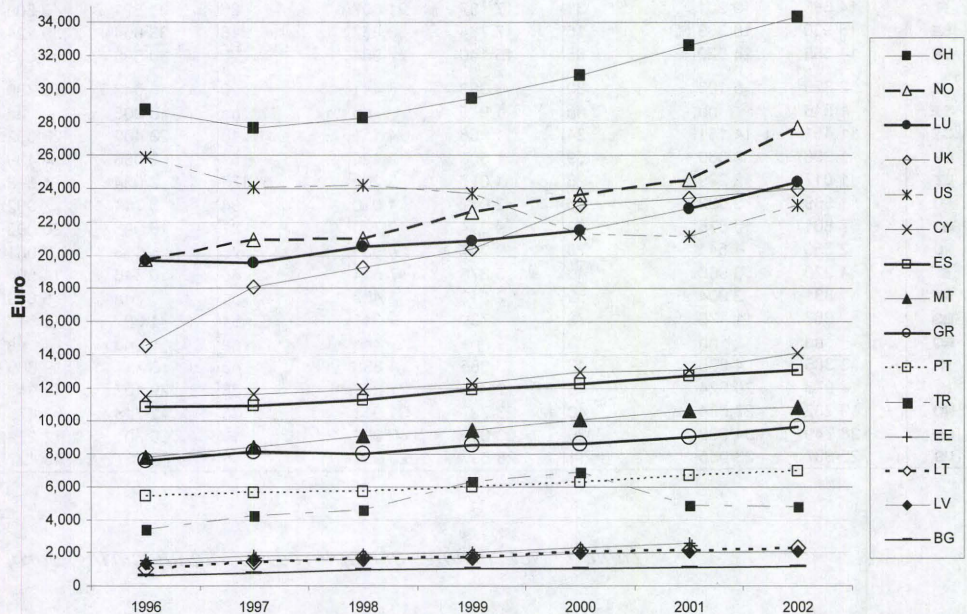


Figure 1: Average annual net earnings in Manufacturing for 'a single person without children' for selected countries, euro, 1996-2002

Figure 1 shows differences between countries in the level of net earnings of 'a single person without children' in Manufacturing and their development over time. The figure presents the two, three or four countries with the lowest and highest net earnings in the MS, the ACC, the EFTA countries, and in the US.



Among the MS, Portugal followed by Greece and Spain have the lowest levels of net earnings over the whole period. The MS with the highest level of net earnings are Luxembourg and the United Kingdom. Among the ACC, Estonia, Latvia, Lithuania and Bulgaria have the lowest, Malta and Cyprus the highest level of net earnings. All ACC have lower levels of net earnings than the MS except for Malta where the net earnings are above those of Greece and Portugal, and Cyprus where the net earnings are also above those of Spain. Switzerland, Norway and the US generally have higher levels of net earnings expressed in euro than most MS.

The average annual increase in net earnings varies for the MS for the years available from 1.1% in Austria to 8.8% in Ireland and for the ACC from 3.6% in Cyprus to

14.6% in Lithuania.

Analysing time series in Purchasing Power Standards (PPS) removes the effect of price level differences. Tables 1 and 2 present net earnings for all countries in 1996 and 2002 in euro and PPS. When comparing net earnings over the years they usually increase in euro as well as in PPS. But the annual increase in PPS is generally much lower than the annual increase in euro. Examples include the United Kingdom, with an 8.7% annual increase in euro but only a 3.3% annual increase in PPS, and Lithuania (14% vs. 7%). In the US we see an opposite result, an average annual decrease in euro of 2%, due to the exchange rate effect, and an annual increase in PPS of 4%.

	Single person without children		Growth rate %	One-income married couple with 2 children		Growth rate %	Two-income married couple with 2 children		Growth rate %	Two-income married couple without children		Growth rate %
	1996	2002	2002 / 1996	1996	2002	2002 / 1996	1996	2002	2002 / 1996	1996	2002	2002 / 1996
BE	15 948	18 259	14	21 803	24 452	12	34 880	39 474	13	31 256	35 698	14
DK	18 691	23 373	25	23 328	28 575	22	39 583	49 384	25	37 381	46 746	25
DE	17 709	19 542	10	23 565	27 043	15	38 009	43 125	13	35 417	39 085	10
EL	7 564	9 666	28	9 055	11 531	27	16 620	21 197	28	15 831	20 160	27
ES	10 838	13 099	21	11 767	14 538	24	21 943	26 846	22	21 676	26 197	21
FR	13 449	16 077	20	15 827	18 782	19	29 381	34 924	19	26 896	32 153	20
IE	12 755	21 188	66	14 852	25 538	72	26 361	44 437	69	25 509	42 377	66
IT	13 136	15 430	17	15 014	18 856	26	26 464	32 172	22	26 271	30 860	17
LU	19 721	24 446	24	26 241	32 494	24	47 017	57 244	22	40 922	49 893	22
NL	16 050	22 052	37	18 980	25 588	35	33 915	46 143	36	32 099	44 105	37
AT	15 972	17 104	7	19 671	21 810	11	35 271	38 550	9	31 943	34 208	7
PT	5 431	6 956	28	5 999	7 888	31	11 295	14 611	29	10 780	13 841	28
FI	14 683	19 201	31	17 137	21 607	26	31 821	40 809	28	29 366	38 403	31
SE	15 930	18 368	15	17 734	20 857	18	33 664	39 224	17	31 860	36 736	15
UK	14 558	24 029	65	16 140	27 964	73	30 698	51 073	66	29 445	48 057	63
CZ	2 829	5 106	80	3 382	6 441	90	5 943	10 739	81	5 659	10 213	80
EE	1 546	na	na	1 975	na	na	3 303	na	na	3 060	na	na
CY	11 451	14 151	24	11 958	14 151	18	23 409	28 302	21	23 071	28 302	23
LV	1 298	2 069	59	1 608	2 424	51	2 856	4 439	55	2 597	4 137	59
LT	1 017	2 299	126	1 017	2 299	126	2 034	4 598	126	2 034	4 598	126
HU	1 669	3 082	85	2 072	4 010	94	3 741	7 092	90	3 338	6 164	85
MT	7 801	10 875	39	9 344	12 770	37	15 095	20 098	33	14 591	20 006	37
PL	2 556	4 541	78	2 797	4 936	76	5 113	9 081	78	5 113	9 081	78
SI	4 970	6 960	40	5 376	7 544	40	10 346	14 504	40	9 939	13 921	40
SK	1 831	2 904	59	2 313	3 489	51	na	5 898	na	na	5 807	na
BG	657	1 176	79	730	1 341	84	1 387	2 517	81	1 315	2 352	79
RO	na	na	na	na	na	na	na	na	na	na	na	na
TR	3 386	4 835	43	3 386	4 835	43	6 771	9 669	43	6 771	9 669	43
IS	13 973	20 624	48	19 713	27 277	38	29 107	42 643	47	27 945	41 247	48
NO	19 732	27 684	40	23 727	31 913	35	42 718	58 475	37	39 464	55 368	40
CH	28 749	34 389	20	33 619	40 003	19	60 301	72 229	20	55 603	67 532	21
US	25 887	23 055	-11	28 597	26 995	-6	52 787	48 127	-9	50 999	45 439	-11

Table 1: Net earnings of employees in Manufacturing, euro, 1996 and 2002

	Single person without children		Growth rate %	One-income married couple with 2 children		Growth rate %	Two-income married couple with 2 children		Growth rate %	Two-income married couple without children		Growth rate %
	1996	2002	2002/1996	1996	2002	2002/1996	1996	2002	2002/1996	1996	2002	2002/1996
BE	15 805	18 236	15	21 607	24 422	13	34 567	39 425	14	30 975	35 653	15
DK	16 152	18 149	12	20 159	22 189	10	34 206	38 347	12	32 304	36 299	12
DE	17 174	18 887	10	22 854	26 136	14	36 862	41 680	13	34 348	37 774	10
EL	9 739	11 580	19	11 659	13 815	18	21 398	25 395	19	20 383	24 152	18
ES	13 581	15 369	13	14 746	17 058	16	27 497	31 500	15	27 162	30 739	13
FR	12 979	16 021	23	15 275	18 718	23	28 356	34 805	23	25 957	32 043	23
IE	13 665	17 971	32	15 913	21 661	36	28 242	37 690	33	27 329	35 943	32
IT	16 393	16 426	0	18 737	20 073	7	33 026	34 249	4	32 786	32 852	0
LU	20 496	23 887	17	27 273	31 752	16	48 867	55 935	14	42 531	48 752	15
NL	16 983	21 622	27	20 084	25 089	25	35 887	45 243	26	33 966	43 245	27
AT	15 846	17 141	8	19 516	21 857	12	34 993	38 633	10	31 692	34 282	8
PT	7 864	9 084	16	8 686	10 302	19	16 354	19 081	17	15 609	18 077	16
FI	12 642	16 190	28	14 755	18 218	23	27 396	34 408	26	25 283	32 380	28
SE	12 759	14 677	15	14 203	16 666	17	26 962	31 342	16	25 517	29 354	15
UK	17 212	20 926	22	19 083	24 352	28	36 295	44 478	23	34 813	41 852	20
CZ	7 496	9 877	32	8 961	12 458	39	15 745	20 773	32	14 992	19 755	32
EE	4 145	na	na	5 296	na	na	8 858	na	na	8 207	na	na
CY	15 908	15 442	-3	16 612	15 442	-7	32 521	30 885	-5	32 051	30 885	-4
LV	3 438	4 101	19	4 258	4 806	13	7 560	8 799	16	6 875	8 201	19
LT	3 165	4 669	48	3 165	4 669	48	6 330	9 338	48	6 330	9 338	48
HU	4 121	5 751	40	5 115	7 482	46	9 237	13 233	43	8 243	11 502	40
MT	10 389	15 058	45	12 444	17 683	42	20 103	27 831	38	19 432	27 702	43
PL	5 673	7 679	35	6 207	8 347	34	11 346	15 357	35	11 346	15 357	35
SI	7 820	10 134	30	8 459	10 983	30	16 278	21 118	30	15 640	20 288	30
SK	5 612	6 116	9	7 092	7 436	5	12 147	13 177	8	11 225	12 233	9
BG	3 622	2 903	-20	4 021	3 309	-18	7 643	6 212	-19	7 244	5 804	-20
RO	na	na	na	na	na	na	na	na	na	na	na	na
TR	7 412	8 607	16	7 412	8 607	16	14 825	17 214	16	14 825	17 214	16
IS	13 190	15 751	19	18 608	20 832	12	27 476	32 568	19	26 379	31 501	19
NO	16 408	18 953	16	19 730	21 848	11	35 522	40 033	13	32 816	37 906	16
CH	45 075	50 450	12	57 712	58 686	2	94 547	105 963	12	87 180	99 071	14
US	18 295	22 554	23	20 210	26 409	31	37 305	47 082	26	36 041	44 452	23

Table 2: Net earnings of employees in Manufacturing, PPS, 1996 and 2002

### Gross earnings differ more among countries than net earnings

Compared to net earnings, gross earnings include taxes and social security contributions but no family allowances. All figures in this section relate to the year 2002.

In the MS, gross earnings of 'a single person without children' in Manufacturing ranged from 41 088 euro in Denmark to 8 325 euro in Portugal, corresponding to a ratio of 5 to 1. In terms of net earnings, this ratio is 3.5 to 1 (24 446 euro in Luxembourg, 6 956 euro in Portugal), i.e. clearly smaller. It goes down even further when expressed in PPS, the ratio between the highest and lowest net earnings becoming 2.5 to 1.

In the ACC, gross earnings of 'a single person without children' in Manufacturing ranged from 15 223 euro in Cyprus to 1 474 euro in Bulgaria, a ratio of 12 to 1. In terms of net earnings, this ratio is 10 to 1 (14 150 euro

in Cyprus, 1 176 in Bulgaria), i.e. evidently smaller. It also goes down even further when expressed in PPS, the ratio between the highest and lowest net earnings becoming 5 to 1.

In the EFTA countries gross earnings are around the level of Denmark in Switzerland (43 783 euro) and Norway (38 875 euro); Iceland, with 26 430 euro, is close to the level of Sweden. In the US the gross earnings in 2002 amounted to 30 436 euro, which is around the same level as the Netherlands. As can be seen from Figure 1, net earnings in 2002 in Switzerland (34 389 euro) and Norway (27 684 euro) are the highest in the countries examined. With 20 624 euro net earnings in Iceland are higher than those in Sweden (18 368 euro). Net earnings in the US (23 055 euro) remain comparable with those in the Netherlands (22 052 euro).

## In 2002 net earnings represent between 57% and 93% of gross earnings for 'a single person without children'

Salary deductions (taxes and social security contributions) and family allowances vary between the countries. In 2002, among the MS the lowest relative deductions for 'a single person without children' in Manufacturing are in Portugal, Greece and Ireland, the highest in Belgium, Denmark and Germany. As can be seen from Figure 2, the ratio of net to gross earnings (we use 'net/gross' in the remaining text) are about 84% and 57% respectively. In the ACC, the lowest deductions are in Cyprus and the highest in Slovenia. The net/gross ratio is respectively 93% and 67%. In the EFTA countries and the US the net/gross ratio is between 71% and 79%.

'A two-income married couple without children' has the highest net/gross ratio in Ireland (84%) and Portugal (83%) in the MS, and in Cyprus (93%) among the ACC, whereas the lowest net/gross ratio is in Belgium, Denmark and Germany (57%) and in Slovenia (67%). In the EFTA countries and the US the net/gross ratio varies between 71% and 78%.

In the case of 'a two-income married couple with two children', the net/gross ratio was highest in Luxembourg with 91%, followed by Portugal and Ireland with 88%. In the ACC the highest net/gross ratios are found in Cyprus (93%), Slovakia (87%) and Bulgaria (85%).

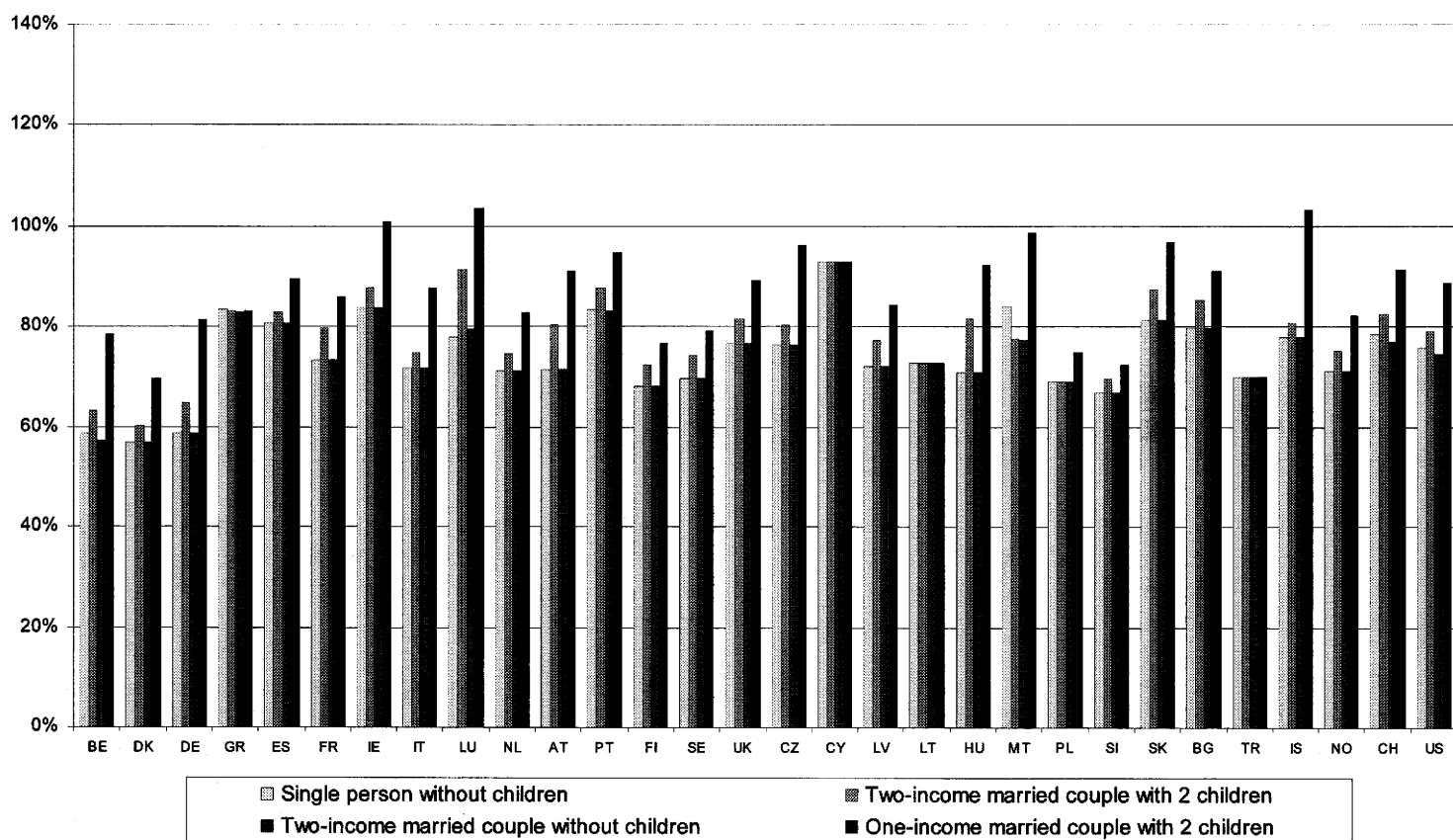


Figure 2: Net earnings as a percentage of gross earnings in Manufacturing, 2002

The smallest gap between gross and net earnings among the family cases considered is for 'a one-income married couple with two children'. Among the MS the net earnings for this type of family exceed the gross earnings in Luxembourg (104%) and Ireland (101%) as family allowances and/or tax relief more than compensate salary deductions. Among the ACC the net earnings are almost equal to the gross earnings in some countries with the highest ratio of 99% in Malta and Slovakia.

Family allowances can make up an important part of net earnings, the highest proportions being found in Austria (20%) and Luxembourg (17%) in the MS, Czech Republic (15%) and Slovakia (14%) in ACC. In the EFTA countries family allowances vary from 12% in Iceland to 10% in Norway and 9% in Switzerland. There are no family allowances in the US but tax relief is given related to marital status and dependant children.

In most countries the net/gross ratio is lower for 'a single person without children' and 'a two-income married couple without children' than for 'a two-income' or 'one-income married couple with two children'. There are some exceptions however: Cyprus, Lithuania, and Turkey where the ratio is equal for all four family cases,

Malta where the ratio for 'a single employee' is higher than for 'a two-income married couple with two children' and Poland where the ratio is the same for 'a single person without children' and 'a two-income married couple with two children'.

### Considerable differences between countries in employee's and employers' social security contributions

The levels of income tax and social security contributions on an average salary are equal irrespective of the family cases examined here.

Figure 3 shows the proportion of taxes and social security contributions paid by a single employee.

The proportion of social security contributions paid by employees varies considerably between the countries. Ireland, Finland and Spain are the countries where in 2002 employees pay the lowest social security contributions of 5 to 6%. The highest social security contributions are paid in the Netherlands and Germany, where they amount to 21% of the gross salary, followed by Austria with 18%.

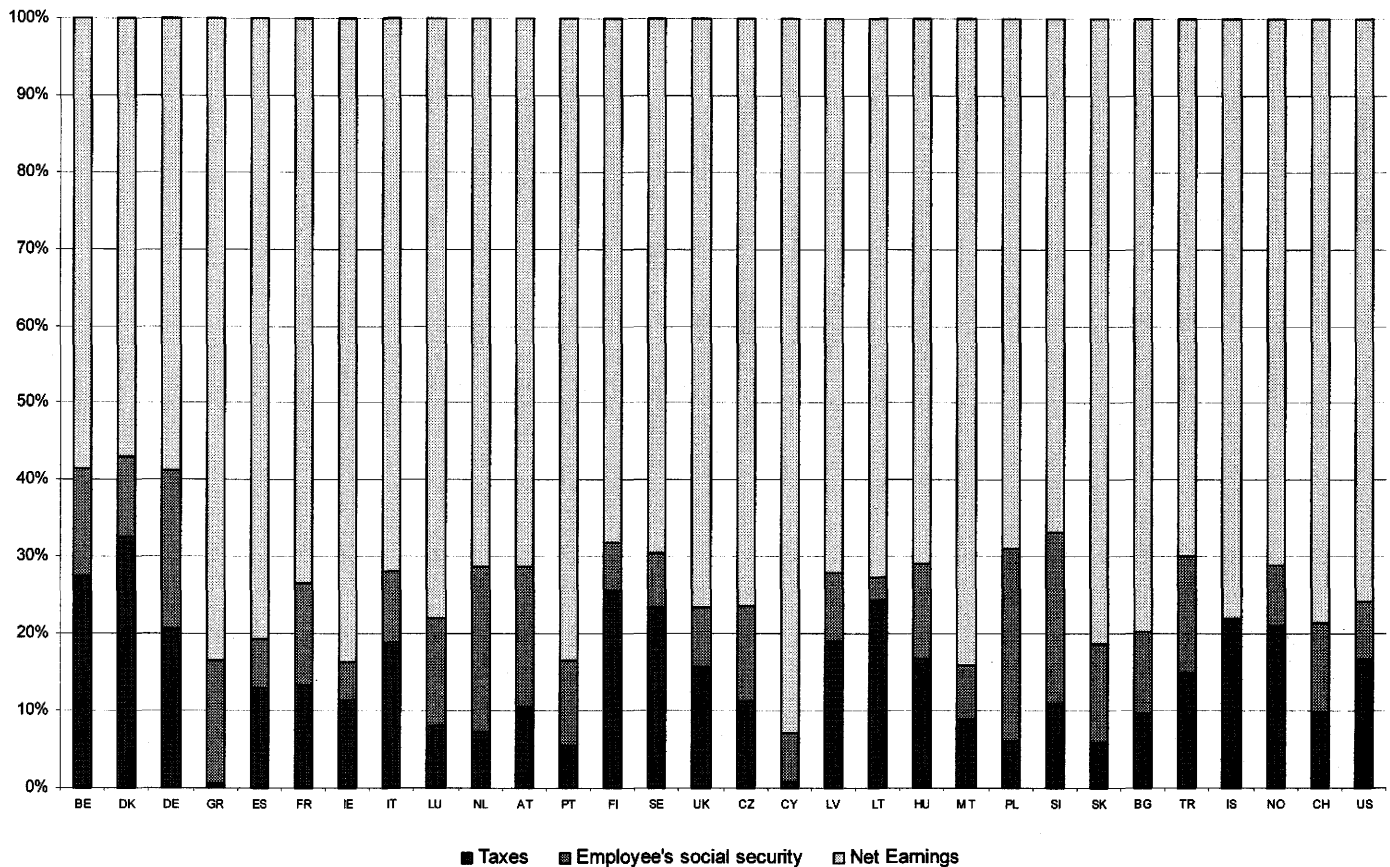


Figure 3: Distribution of gross earnings by components in Manufacturing, for 'a single person without children', 2002

Between 1996 and 2002 the proportion of social security contributions remained almost the same in most countries. However the following countries have changes of more than 5 %-points: France – a reduction from 19% to 13% between 1996 and 1998; Luxembourg

– a reduction from 33% to 21% between 1996 and 2002; Latvia – an increase from 3% to 9% between 1996 and 1997; Bulgaria and Turkey – an increase from 8% to 15 % between 1999 and 2000.

As can be seen from Figure 4, the social security contributions paid by the employer in 2002 represented 29% of total staff cost in France and 25% in Italy and Sweden, but only 1% in Denmark, 8% in the United Kingdom and 10% in Ireland and the Netherlands

Between 1996 and 2002 the proportion of social security contributions paid by the employer remained almost the same in most countries.

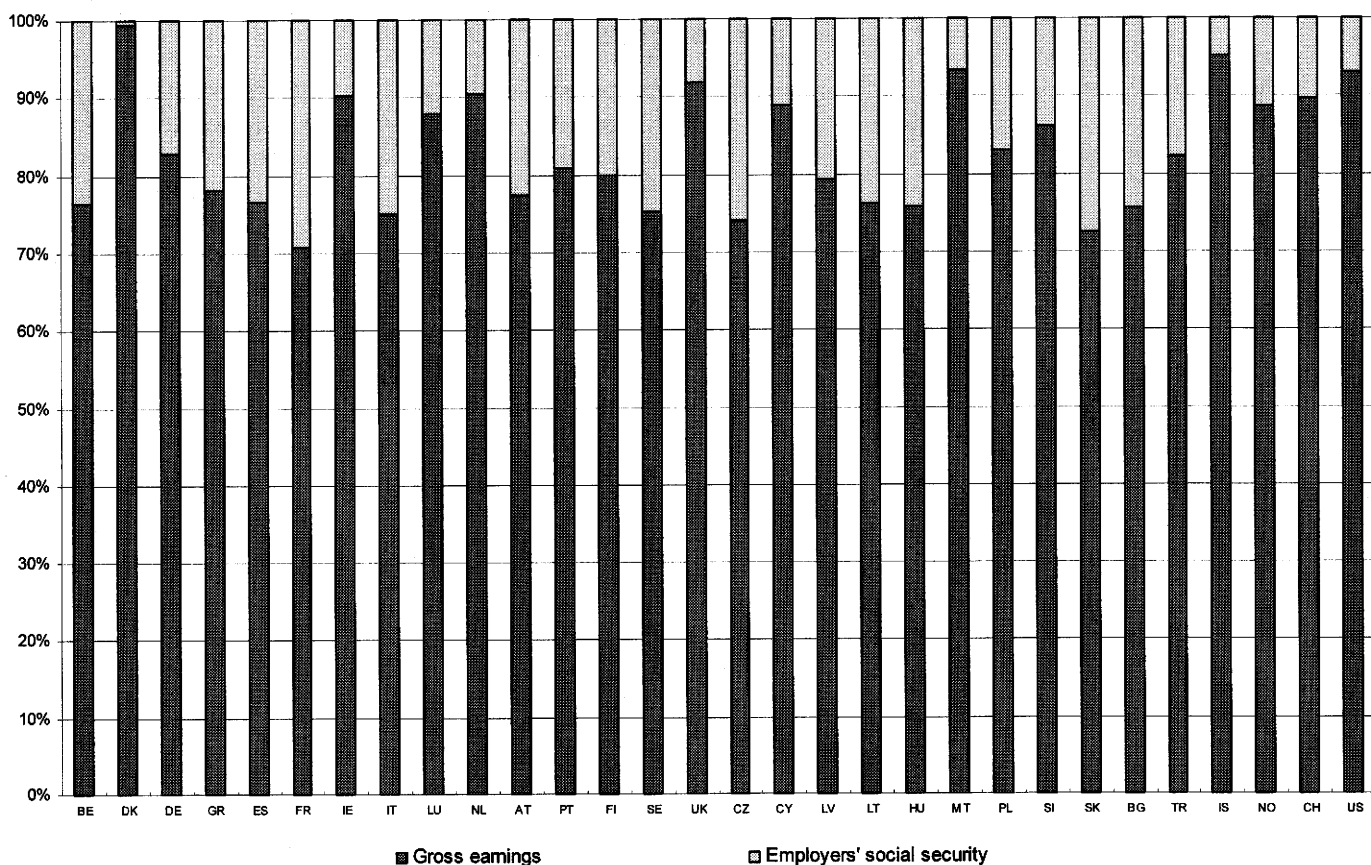


Figure 4: Gross earnings and employers' social security contributions as a percentage of their total in Manufacturing, for 'a single person without children', 2002

However the following countries have changes of more than 5 %-points: Italy – a reduction from 32% to 25% between 1997 and 1998; Latvia and Hungary – a reduction between 1996 and 2002 respectively from 26% to 21% and from 32% to 24%; Poland – a

reduction from 33% to 17% between 1998 and 1999; Turkey – an increase from 10% to 18% between 1999 and 2001; Netherlands - an increase from 7% to 14% between 1997 and 1998, and a reduction from 14% to 10% between 2001 and 2002.

## ➤ ESSENTIAL INFORMATION – METHODOLOGICAL NOTES

.....  
Data were provided on a Gentlemen's Agreement basis.

The data source is the OECD for all countries except for eight countries from which Eurostat collects data individually: Bulgaria, Cyprus, Estonia, Latvia, Lithuania, Malta, Romania and Slovenia. At the time of publication data for Romania were not available.

More details on tax levels and tax structures can be found in the OECD publication "Taxing Wages".

### **Net earnings are defined as follows:**

Net earnings are calculated from gross earnings by deducting the employee's social security contributions and income taxes - and by adding family allowances if there are children in the family.

The average annual net earnings to be used is that for a full-time employee in Manufacturing (OECD refer to this as 'APW'). The 'APW' relates to the average for males and females combined.

A production employee is a manual employee - which corresponds to classes 7 to 9 of the occupational classification ISCO-88 (COM).

### **Annual gross earnings are defined as follows:**

Total gross earnings paid during the reference year include overtime and regular cash supplements as well as vacation payments typically paid to employees. Apart from regularly paid bonuses, all bonuses and payments which are not paid regularly should be included (13th or 14th month payments, holiday bonuses, profit sharing, allowances for leave not taken, etc). The following should not be included: payments in kind, severance payments and profit-sharing schemes that take the form of dividend distributions.

### **Data are available at the national level for the following cases:**

Single person without children (6 cases): 50%, 67%, 80%, 100%, 125% & 167% of the APW.

Single person with two children (1 case): 67% of the APW.

Married couple with two children (4 cases): 100%:0%; 100%:33%; 100%:67%; 100%:100% of the APW

Married couple without children (2 cases): 100%:33%; 100%:100% of the APW

In the case of married couples the first APW % refers to the male and the second APW % refers to the female. So, for example, for a married couple with two earners the « 100%: 33% » case refers to a husband who is earning 100% of the APW and a wife who is earning 33% of the APW.

Where there are children, both children are taken to be between five and twelve years of age.

### **Tax & social security parameters to be used:**

The income tax parameters and social security contributions that apply from the beginning of the fiscal year should be used. All changes that occur after the beginning of the fiscal year are ignored.

### **Family allowances:**

Family allowances are family cash transfers universally paid in respect of dependent children between five and twelve years of age who are attending school. If cash transfers vary within this age range, the most generous provisions are taken. The case of twins is explicitly disregarded.

### **Purchasing Power Parities (PPPs) and Purchasing Power Standard (PPS):**

To remove the effect of differences in price levels between the countries special conversion rates called Purchasing Power Parities (PPPs) have been used. In particular, PPPs for household final consumption expenditure in each country were used to convert the net earnings expressed in national currencies to an artificial common currency called Purchasing Power Standard (PPS). The resulting net earnings effectively show the purchasing power of the average annual net earnings.

### **Exchange rates:**

For euro-zone countries, the fixed euro exchange rates have been used for the analysis of the time series of individual countries. For cross-country comparisons and for aggregations, series expressed in euro have been used.

## Further information:

### ➤ Reference publications

Title Annual Gross Earnings - Results from Member States, Acceding and Candidate Countries, and Switzerland, Catalogue No: KS-NK-03-025-EN-C

Title OECD Taxing Wages 2001-2002: 2002 Edition - ISBN: 9264099972

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