

## WHAT ARE THE ECONOMIC LINKS WITH EDUCATION?

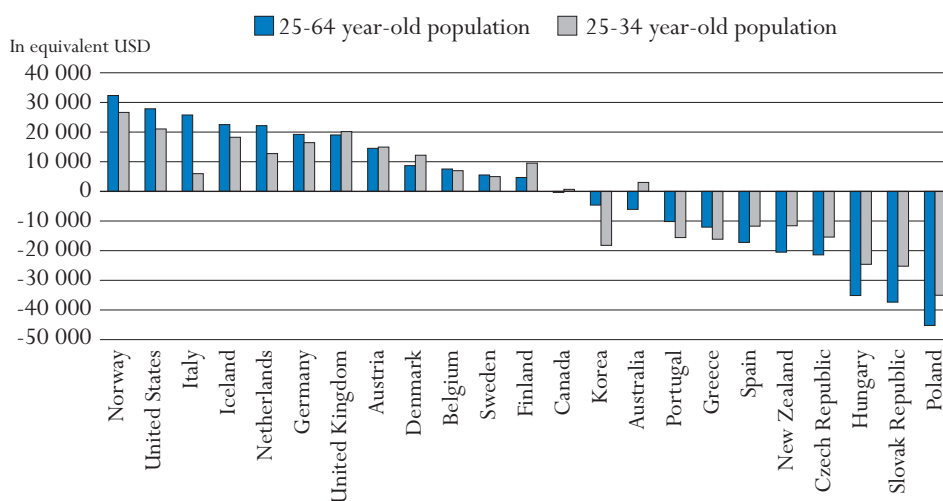
Education has a large influence on how economies evolve. The skills of their workforce are a major sustainable advantage countries can leverage in the long term. Education thus plays a key role in shaping current and future economic growth. This indicator takes a closer look at links between education and economic outcomes. As a first step, labour costs by skill (educational) levels in OECD countries are examined.

### Key results

**Chart A10.1. Deviation from the OECD mean annual labour costs of tertiary-educated individuals, by age groups**

USD 64 000 for the 25-64 year-old population  
and USD 50 000 for the 25-34 year-old population


Labour costs for individuals with tertiary education (ISCED 5/6) vary substantially among countries. In Iceland, Italy, the Netherlands, Norway and the United States, over the course of a year, employers pay USD 20 000 or more than the OECD average to employ higher educated individuals. However, these individuals are relatively inexpensive in the Czech Republic, Hungary, New Zealand, Poland and the Slovak Republic, where annual costs are at least USD 20 000 less than the OECD average. These differences reflect, in part, productivity differentials and prevailing wage rates among countries, but they also illustrate investment opportunities for employers at the high end of the skills distribution. Differences in labour costs for younger individuals with higher education (25-34 year-olds) are generally less pronounced than for the total workforce (25-64 year-olds). In Italy and Korea, new graduates are substantially less costly to employ than an average tertiary worker.



*Note:* Australia refers to 2005. Austria, Belgium, Denmark, Greece, Iceland, Italy, the Netherlands, Poland, Portugal and Sweden refer to 2006. Canada, Finland, Korea, Spain refer to 2007. All other countries refer to 2008.

*Countries are ranked in descending order of the deviation from OECD mean in annual labour costs of tertiary educated 25-64 year-old individuals.*

*Source:* OECD, INES LSO Network Economic Working Group special data collection. Tables A10.1 and A10.2. See Annex 3 for notes ([www.oecd.org/edu/eag2010](http://www.oecd.org/edu/eag2010)).

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### Other highlights of this indicator

- On average across the OECD area, annual labour costs for those with below upper secondary education are USD 40 000 for males and USD 29 000 for females (25-64 year-old population). These costs increase at upper secondary level (ISCED 3/4) to USD 48 000 for males and USD 36 000 for females. The large rise in labour costs, however, is for high-end skills. On average employers pay USD 74 000 for a tertiary-educated male and USD 53 000 for a female with the same level of education.
- The relative cost advantage varies with educational levels. A few countries with overall higher cost levels show decreasing labour costs with higher educational levels. Compared to other OECD countries, individuals with higher education are less expensive to employ than those with lower levels of education in Belgium, Denmark, Finland and Sweden.
- Annual labour costs for high-end skills vary substantially and range from less than USD 20 000 for a recent male tertiary graduate (25-34 year-olds) in Poland to over USD 140 000 for an experienced (45-54 year-olds) male worker with tertiary education in Italy. On average across the OECD, an employer can expect to pay for an experienced male tertiary graduate a further USD 27 000 per year, an indication of the value that labour market experience brings to the productivity and versatility of more highly educated individuals.
- There is a link between the cost of tertiary graduates and the net flow of foreign direct investment (FDI). Countries with relatively inexpensive labour costs for individuals with higher education attract more investment. The Czech Republic, Hungary, New Zealand, Poland and the Slovak Republic have succeeded in capitalising on this cost advantage and registered a net FDI flow of more than 2% of GDP between 2003 and 2008.
- On average across OECD countries, employers pay 2.0 times more (ratio) for tertiary graduates than for those without upper secondary education (45-54 year-olds). The skill premium for experienced workers is particularly high in countries with low attainment levels. In the Czech Republic, Hungary, Italy, Poland and Portugal tertiary attainment levels are below 20% and the cost of tertiary graduates is more than 2.5 times that of individuals with below upper secondary education.

## Policy context

It is a difficult matter to link education to economic issues and overall growth, notably because education and educational attainment levels evolve slowly while economic indicators change monthly and can exhibit substantial year-to-year variation. The interaction between education and growth is similarly important as it can reinforce supply and demand for skills. Policy makers often have to rely on their intuition about the economic consequences of their decisions regarding education and how they will affect growth and the overall economy.

Some conclusions may be drawn from what can be observed on an individual (micro) level. *Education at a Glance* provides a substantial amount of information at this level: labour force participation, unemployment rates, earnings differentials and investment opportunities in education. In almost all cases these indicators point to substantial economic benefits from education, particularly tertiary education. This indicator builds on these findings to provide a complementary picture and to link these results to overall economic issues.

Workforce skills and the price of these competencies are the basis for competing in the global arena. OECD countries face increasing competition in the lower and more recently in the mid-range skills segments. But even in these segments many countries retain a competitive advantage through technological advances, innovation and capital investments that enhance productivity levels.

As services and production systems become increasingly complex, higher education is often a prerequisite for entering new areas and implementing new technology. A highly qualified workforce is thus important not only for jobs in the high-end skills sector, it is also increasingly important for maintaining an overall cost advantage in the lower skill segments. This indicator takes a closer look at the pricing of skills by examining labour costs by educational levels and some of the economic implications.

## Evidence and explanations

### Labour costs by skill (educational) levels across OECD countries

Average labour costs have attracted considerable attention in cross-country comparisons in recent years. However, average labour costs say little about the price that employers need to pay for different skill levels. This indicator makes direct comparisons of annual labour costs by educational levels. The indicator is based on a new data collection on the earnings of individuals who work full-time and full-year supplemented by employer cost data. A three-year average USD exchange rate is used to take stock of the comparative advantages of OECD countries from an employer's perspective (see Table X2.1 for exchange rates).

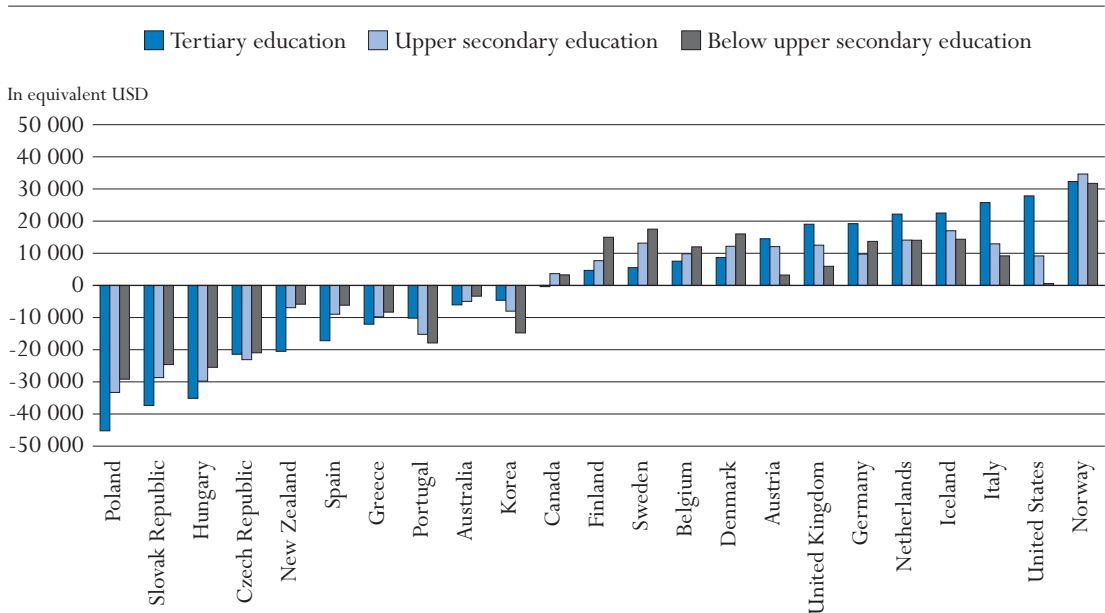
Table A10.1 presents gross annual earnings by educational levels, the corresponding social contributions employers are required to make on top of these earnings, and the resulting annual labour costs (the sum of the two). The employer's contributions consist of two components, the employer's social contributions, which are generally paid directly to government, and non-tax compulsory payments which are stipulated by law but typically paid into private insurance schemes. These two components make up the additional compensation paid by employers in different countries.

As Table A10.1 shows, the additional employer contributions vary. In some countries, social contributions are borne almost exclusively by the individual and paid out of the salary received. In this case, the social contributions are included in gross earnings. Some countries apply a flat rate that is independent of the level of earnings whereas others have a progressive rate, floors or caps on social contributions which change the level of contributions depending on the level of earnings.

Annual labour costs increases sharply with higher levels of educational attainment for both males and females. On average across OECD countries, labour costs for those with below upper secondary education are USD 40 000 for males and USD 29 000 for females. Labour costs increase at the upper secondary level (ISCED 3/4) to USD 48 000 for males and USD 36 000 for females. The largest increase in labour costs is, however, for high-end skills; on average employers pay USD 74 000 for a tertiary-educated male and USD 53 000 for a female with the same level of education.

On average (both males and females) annual labour costs for those with below upper secondary education are USD 36 000, for those with upper secondary education USD 44 000, and for those with tertiary education USD 64 000. Chart A10.2 uses these annual labour costs averages to highlight country differences in labour costs for different levels of educational attainment.

**Chart A10.2. Deviation from the OECD mean in annual labour costs, by attainment levels**  
*In equivalent USD for the 25-64 year-old population*



Note: Australia refers to 2005. Austria, Belgium, Denmark, Greece, Iceland, Italy, the Netherlands, Poland, Portugal and Sweden refer to 2006. Canada, Finland, Korea, Spain refer to 2007. All other countries refer to 2008.

Countries are ranked in ascending order of the deviation from the OECD mean in annual labour costs of tertiary educated individuals.

Source: OECD, INES LSO Network Economic Working Group special data collection. Table A10.1. See Annex 3 for notes ([www.oecd.org/edu/eag2010](http://www.oecd.org/edu/eag2010)).

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The overall cost structure in the Czech Republic, Hungary, Poland and the Slovak Republic is considerably lower than in other OECD countries and annual labour costs are at least USD 20 000 below the OECD average across all educational levels. Even though these countries have among the largest earnings differentials for tertiary-educated individuals (see Indicator A7), their relative cost advantage is typically still in the high-end skill segment. This suggests that earnings differentials will stay well above those in other OECD countries and even increase in the coming years until a balance is reached between supply and demand.

There is also a substantial cost advantage in the high-end skills market in New Zealand and Spain where those with higher education are relatively inexpensive in comparison to their less educated peers. Australia and Canada deviate little from the OECD average in all segments. A few countries with overall higher cost levels show decreasing labour costs with higher educational levels. In an OECD perspective, individuals with tertiary education are less expensive to employ than their counterparts with less education in Belgium, Denmark, Finland and Sweden. Strong labour unions may explain these results to some extent.

Average labour costs for individuals with higher education increase substantially in the remaining countries. In Germany, Iceland, Italy, Norway, the Netherlands, the United Kingdom and the United States, annual labour costs are higher than the OECD average by some USD 20 000 or more, largely as a result of an overall higher cost structure and higher productivity levels.

### **Labour costs in the high-end skills segment**

Owing to their overall high cost structure, OECD countries typically face increasing competition in the lower skills segments, where products and services are easier to imitate and where production can be shifted to low-cost countries. Their pricing power is still in the high-end skills market even if labour costs are higher. Tertiary education thus represents the skill level that gives most OECD countries their comparative advantage on the global scene. Chart A10.3 compares annual labour costs for recent male tertiary graduates (25-34 year-olds) with those with 20-30 years of labour market experience (45-54 year-olds).

Annual labour costs vary substantially among countries and between inexperienced and experienced tertiary workers. They range from less than USD 20 000 for a recent graduate in Poland to over USD 140 000 for an experienced worker with tertiary education in Italy. The relative distance in labour costs between a recent and an experienced tertiary graduate provides some indication of the experience premium but also an indication of shortages in the high-end skills market in some countries.

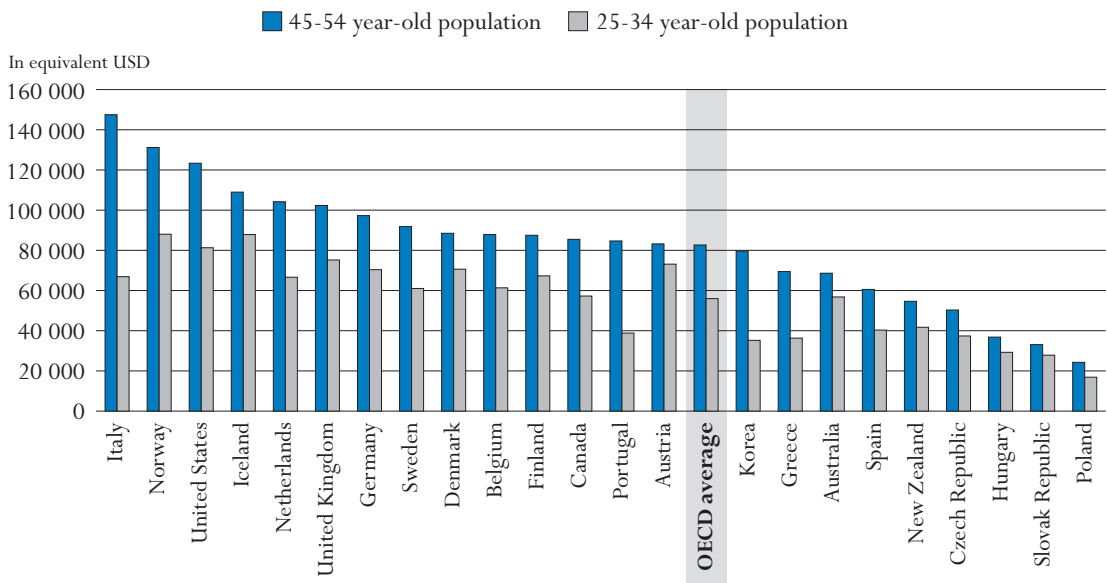
In Austria, Hungary, Poland and the Slovak Republic, overall tertiary attainment levels are low compared with the OECD average (see Indicator A1). At the same time new graduates are relatively well paid compared with their more experienced peers (annual labour costs differ by USD 10 000 or less). In Italy, Korea and Portugal this difference exceeds USD 44 000 per year. The latter two countries have substantially increased the supply of tertiary-educated individuals between the two age groups and the lower costs for recent graduates may indicate that supply and demand have started to balance out.

Italy has made some progress in expanding tertiary education but has done less than other countries. Overall tertiary attainment rates are still half of the OECD average (14%). A large

experience premium as well as above-average labour costs for recent graduates suggest that the tertiary-educated are still in short supply. On average across the OECD area, an employer can expect to pay an additional USD 27 000 per year for an experienced male tertiary graduate, an indication of the additional value of labour market experience for the productivity and versatility of more highly educated individuals.

**Chart A10.3. Annual labour costs employing a recent versus experienced male tertiary graduate**

*Annual labour costs in equivalent USD of employing a recent tertiary graduate (25-34 year-olds) and a graduate with 20-30 years of work experience (45-54 year-olds) across OECD countries*



Note: Australia refers to 2005. Austria, Belgium, Denmark, Greece, Iceland, Italy, the Netherlands, Poland, Portugal and Sweden refer to 2006. Canada, Finland, Korea, Spain refer to 2007. The other countries refer to 2008.

Countries are ranked in descending order of annual labour costs employing an experienced tertiary graduate.

Source: OECD, INES LSO Network Economic Working Group special data collection. Tables A10.2 and A10.4. See Annex 3 for notes ([www.oecd.org/edu/eag2010](http://www.oecd.org/edu/eag2010)).

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**The attractiveness of high-skilled labour in OECD countries**

The price of high-skilled labour reflects largely productivity differentials and the overall cost structure in different countries but also the supply of tertiary-educated individuals. As such there is a trade-off between price and skills that can appear attractive for investors. Notwithstanding the difficulties that a high supply of higher educated individuals can cause in terms of stern competition for jobs at the individual level, a highly skilled workforce at an attractive price will attract attention from employers and investors both from abroad and within a country.

Foreign direct investment (FDI) provides some indication of how attractive different countries are in terms of investment opportunities. Chart A10.4 presents the correlation between net FDI (inflow minus outflow) as a percentage of GDP and the annual labour costs of tertiary-educated males in

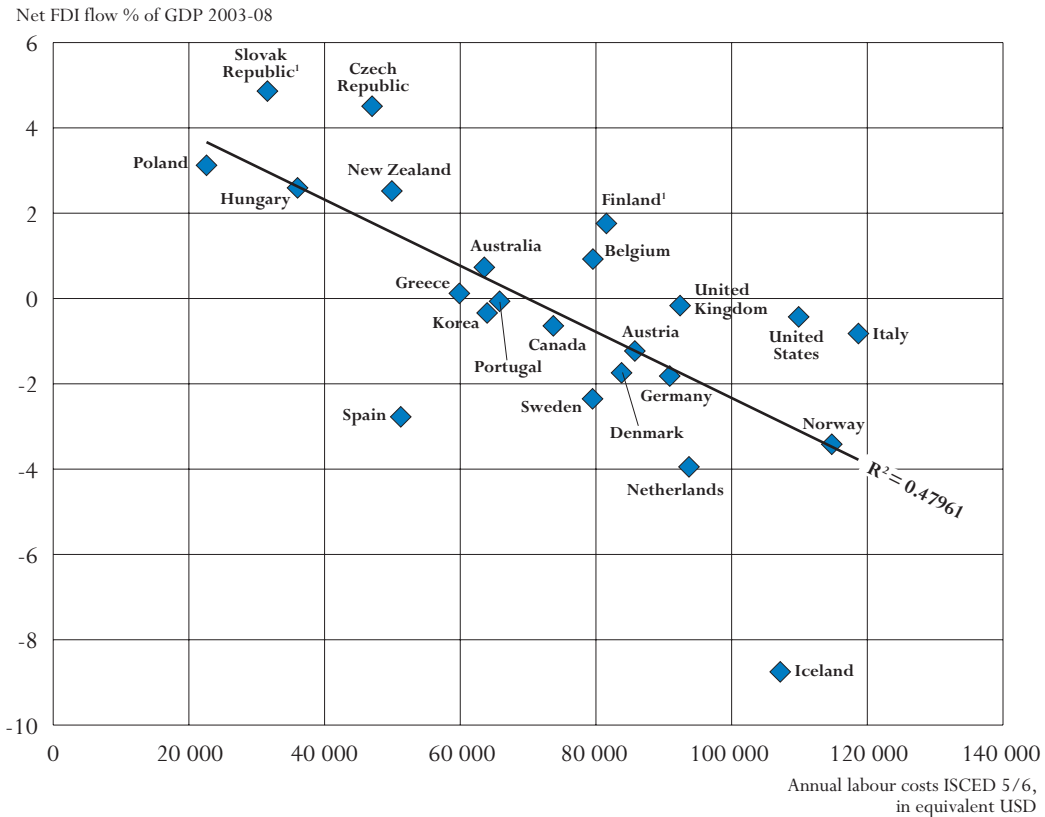
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the labour force (25-64 year-olds). There is a link between the costs of tertiary graduates and the net flow of FDI. Countries with relatively inexpensive labour costs for tertiary-educated individuals attract more investment than countries in which the labour costs for such individuals is relatively high. It should be noted that other factors might explain part of this association and as such the chart should be interpreted with caution.

The reason for the cost advantage in the high-skills segment differs among countries. The Czech Republic, Hungary, Poland and the Slovak Republic benefit from an overall low labour cost structure. The relatively low costs for high-skilled labour in New Zealand and Spain are instead a consequence of a large supply of tertiary graduates (see Indicator A1). New Zealand has been able to capitalise on this advantage whereas Spain has been unable to attract investment to the same extent over the period 2003-08.

**Chart A10.4. Foreign direct investment and annual labour costs for the tertiary educated male 25-64 year-old population**

*Foreign direct investment (FDI) net balance as a percentage of GDP (average 2003-08) and annual labour costs (USD) for the tertiary educated male 25-64 year-old population*



1. Average 2003-07.

Source: OECD, INES LSO Network Economic Working Group special data collection, Tables A10.1 and A10.6 available on line. See Annex 3 for notes ([www.oecd.org/edu/eqq2010](http://www.oecd.org/edu/eqq2010)).

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A corrigendum has been issued for this page. See: <http://www.oecd.org/dataoecd/43/33/46131885.pdf>

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A number of countries are doing better than expected with regard to labour costs. In spite of their higher labour costs, Belgium, Finland, Italy, the United Kingdom and the United States attract more FDI at a higher price than other OECD countries, potentially because of higher productivity levels and other market opportunities. Broadly speaking, net FDI signals the attractiveness of labour markets and access to skilled labour but also other investment opportunities, linked for instance to product markets (size and growth of the local market) as well as countries’ regulatory frameworks for business (see Definitions and methodologies section).

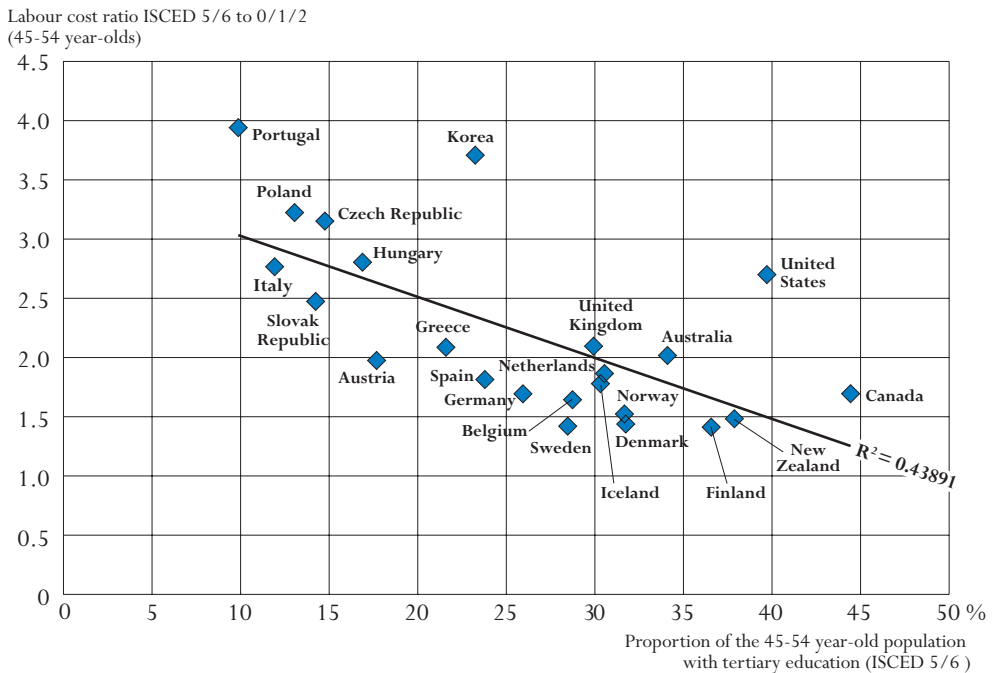
**Supply of tertiary-educated individuals and the skills premium**

The price of skills varies substantially among countries depending on the stage of their economic and technological development. Tertiary-educated individuals are required both by business organisations and public functions within the country and by sectors that compete in the global arena. A certain level of tertiary-educated individuals is typically needed to run public services efficiently independently of how advanced the economy is overall. Having too few higher-educated individuals will lead to an upward pressure on labour costs.

Employers pay an additional premium for labour market experience, as shown in Chart A10.3, but the main difference in labour costs is linked to the skill level. Chart A10.5 compares the skills premium among 45-54 year-olds (labour costs for tertiary-educated individuals compared to individuals with below upper secondary education) and tertiary attainment levels for the same age group.

**Chart A10.5. Labour cost ratio and attainment levels**

*Labour cost ratio of tertiary educated individuals (5/6) to below upper secondary individuals (0/1/2) and attainment levels of the 45-54 year-old population (males + females)*



Source: OECD, INES LSO Network Economic Working Group special data collection. Tables A10.4 and A1.1a. See Annex 3 for notes ([www.oecd.org/edu/eaq2010](http://www.oecd.org/edu/eaq2010)).

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For a tertiary graduate, labour costs vary from close to four times as much in Portugal to less than 1.5 times as much in Denmark, Finland, New Zealand and Sweden than for an individual with below upper secondary education. On average across OECD countries, employers pay 2.0 times more for tertiary graduates than for those without upper secondary education. The skills premium falls with increasing levels of tertiary attainment.

The skills premium (ratio) for experienced workers is particularly high in countries with low attainment levels. In the Czech Republic, Hungary, Italy, Poland and Portugal this labour cost premium exceeds 2.5 and at the same tertiary attainment levels are below 20% (see Indicator A1). Labour costs for tertiary graduates in Korea and the United States are also above 2.5 times those for individuals with below upper secondary education, but attainment levels are higher in Korea (23%) and substantially higher in the United States (40%). This reflects either that, despite a relatively large supply of tertiary graduates demand is even greater, or that productivity differentials between these two educational categories are particularly wide in these two countries.

Workforce skills are the principal advantage that countries can leverage in the global competition for investment and jobs. As global competition moves into new areas, a highly skilled labour force is essentially the only way of maintaining earnings and high living standards in the longer term. In this context, it should also be recognised that policy decisions beyond the educational domain may be needed to improve economic incentives and to take full advantage of a highly skilled labour force.

### Definitions and methodologies

The current indicator is based on a new data collection on the earnings of individuals who work full-time and full-year. This data collection is supplemented with information on employers' social contributions and non-tax compulsory payments from the OECD's Taxing Wages Database.

For the definition of full-time earnings, countries were asked whether they applied a self-designated full-time status or a threshold value of typical number of hours worked per week. Italy, Spain, Sweden, the United Kingdom and the partner country Israel reported self-designated full-time status; the other countries defined the full-time status by the number of working hours per week. The threshold was 36 hours per week in Hungary and the Slovak Republic, 35 in Brazil, Canada, Germany and the United States, and 30 in the Czech Republic, Norway and New Zealand. Other participating countries did not report a minimum normal number of working hours for full-time work. The data on full-time full-year earnings for some countries are based on the European Survey on Income and Living Conditions (SILC), which uses a self-designated approach in establishing full-time status.

Not all countries were able to verify full-time status over the whole reference period for the earnings data. Hungary and New Zealand reported only full-time status at the time of the survey, while the surveys in the Czech Republic, Germany, Italy, Norway, the Slovak Republic and Spain verified the full-time status over the whole reference period. For the other countries the full-time status was verified for a period similar to the length of the reference period, but the period may differ slightly from the reference period for earnings.

The length of the reference period for earnings also differed. New Zealand and the United Kingdom reported data on weekly earnings, while Germany, Hungary, the Netherlands and the partner

country Israel reported monthly data. A correction of the data for these countries was made to put the earnings on an annual basis. In the Czech Republic, Italy, Norway, the Slovak Republic, Spain, Sweden, the United States and the partner country Israel, the reference period for the earnings data was 12 months. The full-time earnings data shown in this indicator thus differ across countries to some extent. Further to this, immigration can sometimes impact earnings levels and explain some of the differences observed between countries. The results should therefore be interpreted with caution.

Foreign direct investment (FDI) as a percentage of GDP for OECD countries is taken from *OECD Science, Technology and Industry Scoreboard 2009* (OECD, 2009b) and the underlying statistics are based on the IMF's Balance of Payments Statistics of July 2009. Note, however, that net foreign direct investment consists of a variety of inflows and outflows, including direct investments in production and service facilities, mergers and acquisitions between companies, but also inter-company loans and other financial transactions that may have little to do with the labour force. This makes the FDI flows volatile between years as well as between inflows and outflows. The six-year average (2003-08) of net FDI mitigates some of these problems, but some caution is needed in interpreting the figures.


The annual *Taxing Wages* publication provides details of taxes paid on wages in all thirty member countries of the OECD. The information contained in the report covers the personal income tax and social security contributions paid by employees and their employers, and cash benefits received by families. The results allow quantitative cross-country comparisons of labour cost levels and the overall tax and benefit position of single persons and families. The focus of the 2010 edition of the *Taxing Wages Report* (OECD, 2010a) is the presentation of accurate estimates of the tax/benefit position of employees in 2009. The report shows definitive data on the tax/benefit position of employees for the year 2008 and shows tax burdens for the period 2000-09.

### Further references

OECD (2009b), *Science, Technology and Industry Scoreboard 2009*, OECD Publishing.

OECD (2010a), *Taxing Wages 2008-2009*, OECD Publishing.

The following additional material relevant to this indicator is available on line at:

**StatLink**  <http://dx.doi.org/10.1787/888932310263>

- *Table A10.3. Annual full time earnings and annual labour costs in equivalent USD, 35-44 year-old population*
- *Table A10.5. Annual full time earnings and annual labour costs in equivalent USD, 55-64 year-old population*
- *Table A10.6. Foreign direct investment (FDI) outflows, inflows and net balance as a percentage of GDP for OECD countries, average 2003-08*

Table A10.1.

## Annual full time earnings and annual labour costs in equivalent USD, 25-64 year-old population

OECD countries	Year	Source	Gender	Gross annual full time earnings				Employer social contributions and NTCP				Annual labour cost			
				0/1/2	3/4	5B/ 5A/ 6	All	0/1/2	3/4	5B/ 5A/ 6	All	0/1/2	3/4	5B/ 5A/ 6	All
				(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
Australia	2005	National	Males	29 267	35 355	55 258	40 898	4 390	5 303	8 289	6 135	33 657	40 658	63 547	47 032
			Females	26 873	30 022	43 837	35 775	4 031	4 503	6 576	5 366	30 904	34 526	50 412	41 141
			M + F	28 469	34 053	50 765	39 260	4 270	5 108	7 615	5 889	32 739	39 161	58 380	45 149
Austria	2006	SILC	Males	34 521	46 957	65 692	50 418	10 532	14 326	20 042	15 382	45 053	61 282	85 734	65 800
			Females	25 139	34 261	50 410	36 951	7 669	10 452	15 379	11 273	32 808	44 713	65 790	48 224
			M + F	30 126	43 068	60 500	45 961	9 191	13 139	18 458	14 022	39 317	56 207	78 958	59 983
Belgium	2006	SILC	Males	40 028	44 470	60 744	50 405	11 654	13 189	18 809	15 238	51 682	57 659	79 553	65 643
			Females	28 146	33 736	47 267	41 298	6 947	9 481	14 154	12 093	35 093	43 217	61 421	53 390
			M + F	37 350	41 729	55 118	47 426	10 729	12 242	16 866	14 209	48 079	53 971	71 985	61 635
Canada	2007	National	Males	40 387	47 693	67 814	56 951	4 618	4 992	5 904	5 420	45 005	52 685	73 717	62 371
			Females	24 570	35 339	47 478	41 497	2 788	4 079	4 982	4 706	27 358	39 418	52 460	46 203
			M + F	35 293	43 023	58 896	50 710	4 074	4 776	5 510	5 131	39 367	47 800	64 405	55 841
Czech Republic	2008	National	Males	12 837	16 822	34 816	20 090	4 493	5 888	12 185	7 031	17 330	22 710	47 001	27 121
			Females	9 699	13 247	24 573	14 580	3 394	4 637	8 600	5 103	13 093	17 884	33 173	19 683
			M + F	11 206	15 588	31 869	18 181	3 922	5 456	11 154	6 363	15 128	21 043	43 023	24 544
Denmark	2006	SILC	Males	57 999	59 979	83 422	65 614	355	355	355	355	58 354	60 334	83 777	65 969
			Females	41 846	49 056	61 921	52 355	355	355	355	355	42 201	49 411	62 276	52 710
			M + F	51 746	55 961	72 762	60 156	355	355	355	355	52 101	56 316	73 117	60 511
Finland	2007	National	Males	45 288	46 691	65 758	53 903	10 869	11 206	15 782	12 937	56 157	57 897	81 540	66 840
			Females	35 790	36 161	48 119	42 109	8 590	8 679	11 549	10 106	44 380	44 840	59 668	52 216
			M + F	41 189	41 807	55 741	47 939	9 885	10 034	13 378	11 505	51 075	51 840	69 119	59 444
France	2006	National	Males	w	w	w	w	w	w	w	w	w	w	w	
			Females	w	w	w	w	w	w	w	w	w	w	w	w
			M + F	w	w	w	w	w	w	w	w	w	w	w	w
Germany	2008	National	Males	45 350	48 102	77 272	57 882	8 849	9 386	13 603	11 294	54 199	57 488	90 875	69 176
			Females	32 503	38 919	56 365	44 153	6 342	7 594	10 998	8 615	38 845	46 514	67 363	52 768
			M + F	41 661	45 079	70 805	53 482	8 129	8 796	12 853	10 436	49 790	53 875	83 657	63 917
Greece	2006	SILC	Males	25 214	29 797	46 749	32 255	7 075	8 361	13 118	9 051	32 290	38 158	59 866	41 306
			Females	13 587	21 164	34 049	23 715	3 813	5 939	9 554	6 654	17 400	27 102	43 603	30 369
			M + F	21 691	26 841	40 902	29 150	6 087	7 532	11 477	8 179	27 778	34 373	52 379	37 329
Hungary	2008	National	Males	8 597	11 081	26 886	14 147	3 004	3 836	9 131	4 863	11 601	14 917	36 016	19 011
			Females	7 229	10 187	18 253	12 065	2 546	3 537	6 239	4 166	9 775	13 724	24 492	16 231
			M + F	7 857	10 672	21 863	13 098	2 756	3 699	7 448	4 512	10 614	14 371	29 311	17 610
Iceland	2006	SILC	Males	49 637	59 053	94 550	65 163	6 622	7 878	12 613	8 693	56 258	66 931	107 163	73 855
			Females	37 008	41 819	59 618	47 428	4 937	5 579	7 953	6 327	41 945	47 397	67 571	53 755
			M + F	44 512	53 949	76 726	58 267	5 938	7 197	10 235	7 773	50 450	61 146	86 961	66 039
Italy	2006	National	Males	34 993	45 745	85 088	45 689	13 818	18 064	33 599	18 042	48 811	63 809	118 687	63 731
			Females	25 947	33 069	46 360	33 986	10 246	13 058	18 306	13 420	36 192	46 127	64 666	47 406
			M + F	32 463	40 917	64 666	41 412	12 819	16 157	25 535	16 353	45 282	57 074	90 201	57 765
Korea	2007	National	Males	21 704	33 108	54 586	37 758	3 927	5 990	9 373	6 832	25 631	39 099	63 959	44 590
			Females	12 834	23 711	35 774	21 780	2 322	4 290	6 473	3 941	15 156	28 001	42 247	25 721
			M + F	18 046	30 597	50 941	33 155	3 265	5 536	8 877	5 999	21 312	36 132	59 819	39 153
Netherlands	2006	National	Males	43 564	50 487	76 780	57 396	8 693	10 716	16 933	12 735	52 257	61 203	93 713	70 131
			Females	33 059	39 569	54 631	45 092	5 624	7 526	11 927	9 140	38 683	47 095	66 558	54 232
			M + F	41 923	48 195	70 717	54 685	8 214	10 046	15 896	11 943	50 137	58 241	86 613	66 627

Note: NTCP: non-tax compulsory payments Employer social contributions and NTCP based on OECD *Taxing Wages Database* (Centre for Tax Policy and Administration), except for the United States for which Bureau of Labor Statistics information is used and the United Kingdom for which EU Labour Cost Survey data is used. SILC: Statistics on Income and Living Conditions (Eurostat). USD based on three-year moving average of currency exchange rates (OECD annual exchange rates).

Source: OECD, INES LSO Network Economic Working Group special data collection.


StatLink  <http://dx.doi.org/10.1787/888932310263>

Table A10.1. (continued)  
Annual full time earnings and annual labour costs in equivalent USD, 25-64 year-old population

	Year	Source	Gender	Gross annual full time earnings				Employer social contributions and NTCP				Annual labour cost				
				0/1/2	3/4	5B/ 5A/ 6	All	0/1/2	3/4	5B/ 5A/ 6	All	0/1/2	3/4	5B/ 5A/ 6	All	
				(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	
OECD countries	New Zealand	2008	National	Males	33 495	39 640	49 299	41 471	422	499	621	523	33 917	40 139	49 920	41 993
				Females	24 823	30 710	37 265	32 356	313	387	470	408	25 136	31 097	37 735	32 764
				M + F	29 865	36 746	43 394	37 636	376	463	547	474	30 242	37 209	43 941	38 110
	Norway	2008	National	Males	64 571	75 820	99 968	80 857	9 556	11 221	14 795	11 967	74 127	87 041	114 763	92 823
				Females	49 040	54 912	67 870	59 801	7 258	8 127	10 045	8 850	56 298	63 039	77 915	68 651
				M + F	59 089	68 632	84 298	72 504	8 745	10 158	12 476	10 731	67 834	78 790	96 774	83 235
	Poland	2006	SILC	Males	6 372	9 678	18 146	11 085	1 564	2 375	4 453	2 720	7 936	12 053	22 599	13 805
				Females	4 185	7 179	13 293	9 017	1 027	1 762	3 262	2 213	5 212	8 940	16 555	11 230
				M + F	5 550	8 713	15 428	10 197	1 362	2 138	3 786	2 502	6 912	10 852	19 214	12 699
	Portugal	2006	SILC	Males	17 124	26 517	53 171	22 454	4 067	6 298	12 628	5 333	21 190	32 815	65 799	27 787
				Females	11 120	19 228	37 706	17 845	2 641	4 567	8 955	4 238	13 761	23 795	46 661	22 083
				M + F	14 699	23 374	43 847	20 425	3 491	5 551	10 414	4 851	18 190	28 925	54 261	25 276
	Slovak Republic	2008	National	Males	9 692	12 347	22 527	14 596	3 954	5 037	9 048	5 943	13 646	17 384	31 575	20 539
				Females	7 087	9 280	15 728	10 721	2 892	3 786	6 386	4 374	9 979	13 066	22 115	15 095
				M + F	8 140	10 980	19 297	12 810	3 321	4 480	7 784	5 226	11 461	15 459	27 081	18 036
	Spain	2007	National	Males	24 882	29 492	39 363	31 001	7 502	8 892	11 868	9 347	32 384	38 384	51 231	40 348
				Females	18 127	23 099	32 289	25 947	5 465	6 964	9 735	7 823	23 592	30 064	42 024	33 770
				M + F	22 999	27 019	36 291	29 153	6 934	8 146	10 942	8 790	29 933	35 166	47 232	37 943
Sweden	2006	SILC	Males	38 146	42 249	54 294	45 031	17 707	19 612	25 203	20 903	55 854	61 861	79 497	65 934	
			Females	32 044	33 333	41 403	36 693	14 875	15 473	19 219	17 033	46 918	48 807	60 622	53 726	
			M + F	36 602	39 134	47 787	41 761	16 990	18 166	22 182	19 386	53 592	57 300	69 969	61 147	
United Kingdom	2008	National	Males	37 118	51 585	75 368	58 573	8 389	11 658	17 033	13 237	45 506	63 243	92 401	71 810	
			Females	28 293	36 287	58 305	45 814	6 394	8 201	13 177	10 354	34 688	44 488	71 482	56 168	
			M + F	34 294	46 218	68 085	53 824	7 750	10 445	15 387	12 164	42 045	56 663	83 473	65 989	
United States	2008	National	Males	32 302	47 987	87 208	64 023	8 399	12 477	22 674	16 646	40 701	60 463	109 882	80 669	
			Females	22 139	34 310	56 437	44 673	5 756	8 921	14 674	11 615	27 895	43 231	71 110	56 288	
			M + F	29 101	42 314	73 247	55 791	7 566	11 002	19 044	14 506	36 667	53 315	92 292	70 297	
OECD average			Males	32 743	39 594	60 642	44 246	6 976	8 590	13 394	9 592	39 719	48 183	74 036	53 838	
	Females	23 960	29 939	42 998	33 724	5 053	6 430	9 520	7 312	29 014	36 369	52 518	41 036			
	M + F	29 734	36 287	52 780	40 304	6 355	7 853	11 662	8 752	36 089	44 140	64 442	49 056			
Partner countries	Brazil	2008	National	Males	5 054	9 514	24 111	8 244								
				Females	3 214	5 693	15 048	6 272								
				M + F	4 530	7 949	19 621	7 551								
	Estonia	2008	National	Males	12 355	13 316	17 993	14 518								
				Females	6 819	8 138	11 826	9 678								
				M + F	10 138	10 913	14 101	12 005								
	Israel	2008	National	Males	17 496	23 784	41 930	32 938								
				Females	12 826	17 761	27 027	23 571								
				M + F	16 664	21 654	35 299	29 210								
	Slovenia	2006	SILC	Males	20 189	26 467	52 468	30 286								
				Females	17 321	23 236	42 099	27 974								
				M + F	18 979	25 158	46 648	29 258								

Note: NTCP: non-tax compulsory payments Employer social contributions and NTCP based on OECD *Taxing Wages Database* (Centre for Tax Policy and Administration), except for the United States for which Bureau of Labor Statistics information is used and the United Kingdom for which EU Labour Cost Survey data is used. SILC: Statistics on Income and Living Conditions (Eurostat). USD based on three-year moving average of currency exchange rates (OECD annual exchange rates).

Source: OECD, INES LSO Network Economic Working Group special data collection.


StatLink  <http://dx.doi.org/10.1787/888932310263>

Table A10.2.

## Annual full time earnings and annual labour costs in equivalent USD, 25-34 year-old population

OECD countries	Year	Source	Gender	Gross annual full time earnings				Employer social contributions and NTCP				Annual labour cost				
				0/1/2	3/4	5B/5A/6	All	0/1/2	3/4	5B/5A/6	All	0/1/2	3/4	5B/5A/6	All	
				(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	
Australia	2005	National	Males	c	34 968	49 389	39 564	c	5 245	7 408	5 935	c	40 214	56 798	45 499	
			Females	c	30 750	41 656	36 576	c	4 612	6 248	5 486	c	35 362	47 905	42 063	
			M + F		30 287	33 740	45 911	38 532	4 543	5 061	6 887	5 780	34 830	38 801	52 798	44 311
Austria	2006	SILC	Males		31 819	38 962	56 032	42 004	9 707	11 887	17 095	12 815	41 526	50 849	73 126	54 818
			Females		22 148	32 046	40 723	34 107	6 757	9 777	12 424	10 406	28 905	41 822	53 147	44 513
			M + F		28 894	36 838	49 592	39 372	8 815	11 239	15 130	12 012	37 709	48 076	64 722	51 384
Belgium	2006	SILC	Males		34 494	40 311	47 205	42 463	9 743	11 752	14 133	12 495	44 237	52 063	61 338	54 958
			Females		26 223	31 118	40 812	38 009	5 971	8 455	11 925	10 957	32 194	39 572	52 737	48 965
			M + F		33 228	37 949	43 799	40 684	9 305	10 936	12 957	11 881	42 533	48 885	56 756	52 564
Canada	2007	National	Males		33 669	39 580	52 060	45 684	3 864	4 541	5 194	4 899	37 533	44 121	57 254	50 583
			Females		22 892	28 029	38 937	35 404	2 572	3 203	4 479	4 087	25 464	31 232	43 416	39 490
			M + F		31 003	35 615	45 566	41 303	3 545	4 112	4 894	4 697	34 548	39 727	50 459	46 000
Czech Republic	2008	National	Males		13 038	16 937	27 694	19 113	4 563	5 928	9 693	6 689	17 602	22 865	37 387	25 802
			Females		10 124	13 709	21 351	15 576	3 543	4 798	7 473	5 452	13 667	18 507	28 824	21 028
			M + F		12 078	15 983	25 455	18 015	4 227	5 594	8 909	6 305	16 306	21 577	34 364	24 320
Denmark	2006	SILC	Males		47 389	55 327	70 267	57 207	355	355	355	355	47 744	55 682	70 622	57 562
			Females		32 548	42 000	54 465	45 922	355	355	355	355	32 903	42 355	54 820	46 277
			M + F		42 535	50 486	61 615	52 488	355	355	355	355	42 890	50 841	61 970	52 843
Finland	2007	National	Males		41 828	43 619	54 275	47 237	10 039	10 469	13 026	11 337	51 867	54 088	67 301	58 574
			Females		33 790	34 272	42 711	39 042	8 110	8 225	10 251	9 370	41 899	42 497	52 962	48 412
			M + F		39 634	40 209	47 823	43 600	9 512	9 650	11 478	10 464	49 146	49 859	59 301	54 064
France	2006	National	Males	w	w	w	w	w	w	w	w	w	w	w	w	
			Females	w	w	w	w	w	w	w	w	w	w	w	w	
			M + F	w	w	w	w	w	w	w	w	w	w	w	w	
Germany	2008	National	Males		37 688	39 955	58 906	43 967	7 354	7 796	11 472	8 579	45 042	47 752	70 378	52 547
			Females		29 309	35 345	51 827	40 271	5 719	6 897	10 113	7 858	35 028	42 241	61 940	48 128
			M + F		35 306	38 122	55 405	42 438	6 889	7 439	10 811	8 281	42 195	45 561	66 216	50 719
Greece	2006	SILC	Males		21 064	21 780	28 359	23 049	5 911	6 111	7 958	6 468	26 975	27 891	36 317	29 517
			Females		9 990	16 336	24 468	19 141	2 803	4 584	6 866	5 371	12 793	20 920	31 333	24 512
			M + F		19 002	19 833	26 270	21 563	5 332	5 565	7 371	6 051	24 333	25 398	33 642	27 613
Hungary	2008	National	Males		8 209	10 504	21 823	13 008	2 874	3 643	7 435	4 482	11 084	14 147	29 257	17 490
			Females		7 170	9 506	16 272	11 736	2 526	3 308	5 575	4 056	9 696	12 814	21 848	15 792
			M + F		7 790	10 093	18 766	12 432	2 734	3 505	6 411	4 289	10 523	13 598	25 177	16 720
Iceland	2006	SILC	Males		47 931	54 007	77 514	56 439	6 394	7 205	10 340	7 529	54 325	61 212	87 855	63 968
			Females		28 470	37 114	47 690	39 869	3 798	4 951	6 362	5 319	32 268	42 066	54 052	45 188
			M + F		42 311	48 420	60 023	49 955	5 644	6 459	8 007	6 664	47 955	54 879	68 030	56 619
Italy	2006	National	Males		30 584	33 978	47 954	34 455	12 077	13 417	18 936	13 605	42 660	47 395	66 890	48 060
			Females		22 815	25 839	34 010	27 308	9 009	10 203	13 430	10 783	31 825	36 042	47 440	38 091
			M + F		28 600	30 667	39 972	31 658	11 293	12 110	15 784	12 501	39 893	42 777	55 757	44 159
Korea	2007	National	Males		17 457	22 957	29 819	26 036	3 158	4 154	5 395	4 711	20 615	27 111	35 214	30 747
			Females	c	25 378	22 735	23 502	c	4 592	4 114	4 252	c	29 969	26 849	27 754	
			M + F		17 457	23 511	26 734	25 158	3 158	4 254	4 837	4 552	20 615	27 765	31 571	29 710
Netherlands	2006	National	Males		37 976	41 114	54 681	45 028	7 060	7 978	11 941	9 121	45 036	49 092	66 623	54 149
			Females		30 701	35 912	47 221	40 984	4 935	6 458	9 762	7 939	35 636	42 369	56 983	48 923
			M + F		36 569	39 525	51 508	43 677	6 650	7 513	11 014	8 726	43 219	47 039	62 523	52 403

Note: NTCP: non-tax compulsory payments Employer social contributions and NTCP based on OECD *Taxing Wages Database* (Centre for Tax Policy and Administration), except for the United States for which Bureau of Labor Statistics information is used and the United Kingdom for which EU Labour Cost Survey data is used. SILC: Statistics on Income and Living Conditions (Eurostat). USD based on three-year moving average of currency exchange rates (OECD annual exchange rates).

Source: OECD, INES LSO Network Economic Working Group special data collection.


StatLink  <http://dx.doi.org/10.1787/888932310263>

Table A10.2. (continued)  
Annual full time earnings and annual labour costs in equivalent USD, 25-34 year-old population

	Year	Source	Gender	Gross annual full time earnings				Employer social contributions and NTCP				Annual labour cost			
				0/1/2	3/4	5B/ 5A/ 6	All	0/1/2	3/4	5B/ 5A/ 6	All	0/1/2	3/4	5B/ 5A/ 6	All
				(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
OECD countries	New Zealand	National	Males	30 119	35 647	41 188	36 493	380	449	519	460	30 499	36 096	41 707	36 953
			Females	23 990	30 657	34 274	31 472	302	386	432	397	24 292	31 043	34 706	31 869
			M + F	27 983	33 972	37 705	34 385	353	428	475	433	28 336	34 400	38 180	34 818
	Norway	National	Males	57 270	68 837	76 679	68 559	8 476	10 188	11 348	10 147	65 746	79 025	88 027	78 706
			Females	42 725	48 775	58 199	53 233	6 323	7 219	8 613	7 879	49 049	55 993	66 813	61 112
			M + F	52 860	62 542	66 560	62 257	7 823	9 256	9 851	9 214	60 684	71 798	76 411	71 472
	Poland	SILC	Males	7 140	8 293	13 542	9 605	1 752	2 035	3 323	2 357	8 892	10 328	16 865	11 962
			Females	4 874	5 789	10 467	7 989	1 196	1 421	2 569	1 961	6 071	7 209	13 035	9 950
			M + F	6 668	7 455	11 836	8 949	1 636	1 830	2 905	2 196	8 305	9 285	14 741	11 145
	Portugal	SILC	Males	14 117	17 725	31 387	16 813	3 353	4 210	7 454	3 993	17 469	21 934	38 841	20 806
			Females	10 286	14 198	25 993	15 632	2 443	3 372	6 173	3 713	12 729	17 570	32 166	19 345
			M + F	12 605	16 217	27 635	16 271	2 994	3 852	6 563	3 864	15 598	20 069	34 198	20 136
	Slovak Republic	National	Males	9 483	12 619	19 833	14 832	3 869	5 148	7 993	6 035	13 352	17 767	27 826	20 867
			Females	7 390	9 397	14 703	11 372	3 015	3 834	5 985	4 640	10 405	13 231	20 688	16 012
			M + F	8 603	11 333	17 473	13 375	3 510	4 624	7 069	5 457	12 114	15 956	24 542	18 832
	Spain	National	Males	23 989	26 417	30 982	27 473	7 233	7 965	9 341	8 283	31 221	34 381	40 323	35 757
			Females	17 947	19 228	27 181	23 421	5 411	5 797	8 195	7 061	23 358	25 025	35 376	30 482
			M + F	22 513	23 363	29 231	25 888	6 788	7 044	8 813	7 805	29 301	30 408	38 044	33 694
Sweden	SILC	Males	30 973	36 500	41 680	37 567	14 378	16 943	19 348	17 438	45 351	53 443	61 028	55 005	
		Females	22 580	26 130	33 042	29 515	10 482	12 129	15 338	13 701	33 061	38 259	48 381	43 215	
		M + F	29 036	33 211	37 399	34 448	13 478	15 417	17 360	15 991	42 514	48 628	54 759	50 439	
United Kingdom	National	Males	35 615	44 540	61 342	51 067	8 049	10 066	13 863	11 541	43 664	54 606	75 205	62 608	
		Females	27 835	33 601	52 378	44 591	6 291	7 594	11 837	10 078	34 126	41 194	64 215	54 669	
		M + F	33 290	40 852	57 047	48 506	7 524	9 233	12 893	10 962	40 813	50 085	69 940	59 468	
United States	National	Males	28 084	39 574	64 528	48 752	7 302	10 289	16 777	12 675	35 386	49 863	81 305	61 427	
		Females	17 978	29 485	47 499	38 942	4 674	7 666	12 350	10 125	22 653	37 151	59 848	49 067	
		M + F	25 575	35 858	56 215	44 675	6 650	9 323	14 616	11 615	32 225	45 182	70 831	56 290	
OECD average		Males	29 088	34 094	45 963	36 801	6 268	7 294	10 015	7 911	35 356	41 388	55 978	44 712	
	Females	21 514	26 722	36 027	30 592	4 583	5 645	7 864	6 576	26 096	32 367	43 891	37 168		
	M + F	27 123	31 556	40 850	34 332	5 772	6 730	8 930	7 395	32 895	38 287	49 780	41 727		
Partner countries	Brazil	National	Males	4 256	7 189	17 627	6 654								
			Females	2 942	4 887	12 119	5 647								
			M + F	3 918	6 233	14 695	6 292								
	Estonia	National	Males	13 536	13 847	19 473	15 579								
			Females	6 778	8 856	12 464	10 180								
			M + F	11 085	11 918	15 937	13 277								
	Israel	National	Males	14 956	19 642	31 035	25 257								
			Females	10 922	14 522	22 888	20 106								
			M + F	14 298	18 013	27 234	23 198								
	Slovenia	SILC	Males	18 661	24 657	40 050	26 343								
			Females	16 741	19 617	32 018	23 681								
			M + F	18 114	22 645	34 953	25 160								

Note: NTCP: non-tax compulsory payments Employer social contributions and NTCP based on OECD *Taxing Wages Database* (Centre for Tax Policy and Administration), except for the United States for which Bureau of Labor Statistics information is used and the United Kingdom for which EU Labour Cost Survey data is used. SILC: Statistics on Income and Living Conditions (Eurostat). USD based on three-year moving average of currency exchange rates (OECD annual exchange rates).

Source: OECD, INES LSO Network Economic Working Group special data collection.


StatLink  <http://dx.doi.org/10.1787/888932310263>

Table A10.4.

## Annual full time earnings and annual labour costs in equivalent USD, 45-54 year-old population

OECD countries	Year	Source	Gender	Gross annual full time earnings				Employer social contributions and NTCP				Annual labour cost			
				0/1/2	3/4	5B/ 5A/ 6	All	0/1/2	3/4	5B/ 5A/ 6	All	0/1/2	3/4	5B/ 5A/ 6	All
				(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
Australia	2005	National	Males	27 461	36 069	59 667	42 409	4 119	5 410	8 950	6 361	31 580	41 479	68 617	48 771
			Females	26 201	29 393	45 852	35 187	3 930	4 409	6 878	5 278	30 132	33 801	52 730	40 465
			M + F	26 915	34 473	54 292	39 932	4 037	5 171	8 144	5 990	30 952	39 644	62 436	45 922
Austria	2006	SILC	Males	37 120	48 470	63 758	51 347	11 325	14 788	19 452	15 665	48 445	63 258	83 210	67 012
			Females	25 614	35 457	55 625	38 120	7 814	10 817	16 971	11 630	33 429	46 274	72 596	49 750
			M + F	30 932	43 987	61 093	46 556	9 437	13 420	18 639	14 204	40 369	57 407	79 731	60 760
Belgium	2006	SILC	Males	41 424	47 863	66 998	53 608	12 136	14 361	20 858	16 345	53 560	62 224	87 856	69 953
			Females	27 715	35 683	52 309	43 579	6 728	10 153	15 896	12 881	34 442	45 837	68 204	56 460
			M + F	37 981	44 852	61 385	50 599	10 947	13 320	19 031	15 305	48 928	58 173	80 416	65 904
Canada	2007	National	Males	46 260	52 362	79 344	64 159	4 926	5 208	6 128	5 753	51 186	57 569	85 472	69 911
			Females	24 612	40 434	55 285	46 416	2 793	4 623	5 343	4 933	27 404	45 057	60 628	51 349
			M + F	39 632	47 533	68 935	56 935	4 546	4 985	5 925	5 419	44 178	52 517	74 860	62 354
Czech Republic	2008	National	Males	13 068	16 242	37 260	19 950	4 574	5 685	13 041	6 983	17 642	21 927	50 301	26 933
			Females	9 653	12 949	26 454	13 941	3 378	4 532	9 259	4 879	13 031	17 482	35 712	18 820
			M + F	10 871	14 933	34 264	17 550	3 805	5 227	11 992	6 142	14 676	20 160	46 257	23 692
Denmark	2006	SILC	Males	57 250	63 707	88 129	67 829	355	355	355	355	57 605	64 062	88 484	68 184
			Females	47 863	51 911	66 507	56 004	355	355	355	355	48 218	52 266	66 862	56 359
			M + F	53 324	59 455	76 843	62 816	355	355	355	355	53 679	59 810	77 198	63 171
Finland	2007	National	Males	45 868	48 103	70 560	56 319	11 008	11 545	16 934	13 517	56 876	59 647	87 495	69 836
			Females	36 185	36 772	50 273	43 087	8 684	8 825	12 066	10 341	44 870	45 597	62 338	53 427
			M + F	41 443	42 233	58 521	49 151	9 946	10 136	14 045	11 796	51 389	52 369	72 565	60 947
France	2006	National	Males	w	w	w	w	w	w	w	w	w	w	w	
			Females	w	w	w	w	w	w	w	w	w	w	w	w
			M + F	w	w	w	w	w	w	w	w	w	w	w	w
Germany	2008	National	Males	48 884	50 016	83 019	61 607	9 538	9 759	14 269	11 786	58 422	59 775	97 288	73 393
			Females	34 488	41 084	59 706	46 249	6 729	8 016	11 565	9 024	41 217	49 100	71 271	55 273
			M + F	44 421	47 084	76 402	56 823	8 668	9 187	13 502	11 087	53 088	56 272	89 904	67 910
Greece	2006	SILC	Males	27 722	36 170	54 222	37 593	7 779	10 149	15 215	10 549	35 501	46 319	69 437	48 141
			Females	15 198	22 850	42 732	26 993	4 265	6 412	11 991	7 574	19 462	29 261	54 722	34 567
			M + F	23 621	31 137	49 283	33 626	6 628	8 737	13 829	9 435	30 248	39 875	63 112	43 061
Hungary	2008	National	Males	8 949	11 286	27 485	13 948	3 122	3 905	9 332	4 797	12 070	15 191	36 817	18 745
			Females	7 275	10 598	19 383	12 197	2 561	3 674	6 617	4 210	9 836	14 273	26 001	16 407
			M + F	7 897	10 946	22 315	12 977	2 769	3 791	7 599	4 471	10 666	14 737	29 914	17 449
Iceland	2006	SILC	Males	50 455	60 220	96 145	67 443	6 731	8 033	12 826	8 997	57 186	68 253	108 970	76 439
			Females	39 797	47 277	66 873	52 679	5 309	6 307	8 921	7 027	45 106	53 584	75 794	59 706
			M + F	45 723	56 228	81 349	61 462	6 100	7 501	10 852	8 199	51 823	63 729	92 201	69 661
Italy	2006	National	Males	33 907	62 558	105 750	53 976	13 389	24 702	41 758	21 314	47 295	87 260	147 508	75 290
			Females	24 971	37 811	64 555	38 187	9 860	14 931	25 491	15 079	34 831	52 342	90 046	53 266
			M + F	31 361	52 506	86 759	48 252	12 383	20 733	34 259	19 054	43 744	73 239	121 018	67 306
Korea	2007	National	Males	22 445	35 455	68 398	40 925	4 061	6 415	11 250	7 405	26 506	41 870	79 648	48 330
			Females	11 154	28 829	53 219	22 499	2 018	5 216	9 187	4 071	13 172	34 045	62 406	26 570
			M + F	17 731	33 782	66 640	35 753	3 208	6 112	11 011	6 469	20 939	39 894	77 651	42 222
Netherlands	2006	National	Males	45 905	55 558	85 721	62 936	9 377	12 198	18 462	14 353	55 282	67 756	104 183	77 289
			Females	34 081	42 209	60 314	46 909	5 922	8 297	13 587	9 671	40 003	50 507	73 901	56 580
			M + F	43 895	53 233	80 667	60 029	8 790	11 518	17 598	13 504	52 685	64 751	98 264	73 533

Note: NTCP: non-tax compulsory payments Employer social contributions and NTCP based on OECD *Taxing Wages Database* (Centre for Tax Policy and Administration), except for the United States for which Bureau of Labor Statistics information is used and the United Kingdom for which EU Labour Cost Survey data is used. SILC: Statistics on Income and Living Conditions (Eurostat). USD based on three-year moving average of currency exchange rates (OECD annual exchange rates).

Source: OECD, INES LSO Network Economic Working Group special data collection.



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Table A10.4. (continued)  
Annual full time earnings and annual labour costs in equivalent USD, 45-54 year-old population

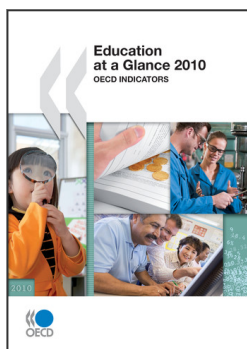
	Year	Source	Gender	Gross annual full time earnings				Employer social contributions and NTCP				Annual labour cost			
				0/1/2	3/4	5B/ 5A/ 6	All	0/1/2	3/4	5B/ 5A/ 6	All	0/1/2	3/4	5B/ 5A/ 6	All
				(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
OECD countries	New Zealand	National	Males	35 553	41 529	53 952	43 819	448	523	680	552	36 001	42 053	54 632	44 371
			Females	25 401	30 917	38 525	32 766	320	390	485	413	25 721	31 306	39 011	33 179
			M + F	31 064	37 791	46 068	38 922	391	476	580	490	31 456	38 267	46 649	39 413
	Norway	National	Males	69 604	80 787	114 274	88 144	10 301	11 956	16 913	13 045	79 906	92 743	131 186	101 189
			Females	51 994	57 791	74 559	63 409	7 695	8 553	11 035	9 385	59 689	66 344	85 594	72 794
			M + F	62 537	72 705	95 268	78 223	9 256	10 760	14 100	11 577	71 793	83 465	109 368	89 800
	Poland	SILC	Males	6 230	10 210	19 494	11 092	1 529	2 506	4 784	2 722	7 759	12 716	24 278	13 814
			Females	4 289	7 861	15 795	9 329	1 053	1 929	3 876	2 289	5 342	9 790	19 671	11 619
			M + F	5 362	9 164	17 285	10 259	1 316	2 249	4 242	2 518	6 678	11 413	21 526	12 777
	Portugal	SILC	Males	18 464	37 798	68 417	25 413	4 385	8 977	16 249	6 036	22 849	46 775	84 666	31 448
			Females	11 620	26 167	56 178	20 673	2 760	6 215	13 342	4 910	14 380	32 382	69 520	25 582
			M + F	15 475	33 252	60 990	23 295	3 675	7 897	14 485	5 533	19 151	41 149	75 475	28 827
Slovak Republic	National	Males	9 861	12 123	23 608	14 198	4 023	4 946	9 471	5 787	13 884	17 069	33 079	19 985	
		Females	7 124	9 219	16 346	10 423	2 907	3 761	6 628	4 253	10 031	12 981	22 974	14 676	
		M + F	7 978	10 700	19 806	12 266	3 255	4 365	7 983	5 005	11 233	15 065	27 788	17 271	
Spain	National	Males	26 086	32 931	46 516	33 590	7 865	9 929	14 025	10 127	33 951	42 860	60 541	43 717	
		Females	18 430	25 562	38 775	28 072	5 557	7 707	11 691	8 464	23 987	33 269	50 465	36 535	
		M + F	23 773	30 186	43 130	31 584	7 168	9 101	13 004	9 523	30 941	39 287	56 134	41 106	
Sweden	SILC	Males	40 194	44 247	62 704	47 862	18 658	20 539	29 107	22 218	58 853	64 787	91 811	70 080	
		Females	33 457	36 515	47 591	40 492	15 531	16 950	22 092	18 796	48 988	53 464	69 683	59 288	
		M + F	38 485	41 439	54 665	44 911	17 865	19 236	25 376	20 848	56 350	60 676	80 041	65 758	
United Kingdom	National	Males	39 525	56 489	83 459	62 976	8 933	12 767	18 862	14 232	48 458	69 256	102 320	77 208	
		Females	27 775	37 357	61 143	46 136	6 277	8 443	13 818	10 427	34 052	45 800	74 961	56 563	
		M + F	34 927	48 969	73 197	56 054	7 894	11 067	16 543	12 668	42 821	60 036	89 740	68 722	
United States	National	Males	33 026	52 581	97 906	70 684	8 587	13 671	25 455	18 378	41 613	66 251	123 361	89 062	
		Females	23 378	35 456	58 914	45 783	6 078	9 219	15 318	11 903	29 456	44 675	74 232	57 686	
		M + F	29 650	45 132	80 061	59 754	7 709	11 734	20 816	15 536	37 359	56 867	100 877	75 290	
OECD average		Males	34 142	43 164	67 686	47 471	7 268	9 492	14 973	10 316	41 410	52 657	82 659	57 787	
	Females	24 708	32 178	48 996	35 614	5 153	6 945	10 974	7 730	29 861	39 123	59 971	43 344		
	M + F	30 652	39 205	59 531	42 945	6 528	8 569	13 213	9 353	37 180	47 774	72 745	52 298		
Partner countries	Brazil	National	Males	5 638	12 371	28 762	9 669								
			Females	3 357	7 101	17 751	6 945								
			M + F	4 932	10 357	23 509	8 716								
	Estonia	National	Males	11 268	13 460	16 133	13 964								
			Females	6 170	7 637	11 318	9 171								
			M + F	9 237	10 403	12 766	11 184								
	Israel	National	Males	19 113	26 331	49 222	37 039								
			Females	14 135	19 942	28 535	25 024								
			M + F	18 195	23 877	39 506	32 014								
	Slovenia	SILC	Males	21 055	27 013	59 016	31 778								
			Females	17 610	25 376	50 645	30 015								
			M + F	19 442	26 284	54 501	30 948								

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Source: OECD, INES LSO Network Economic Working Group special data collection.

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