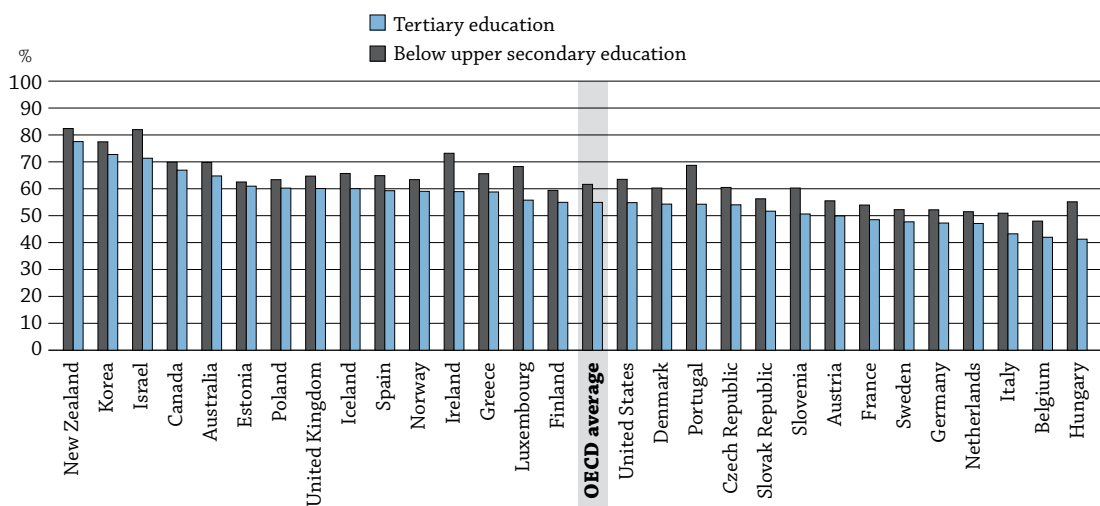


## HOW EXPENSIVE ARE GRADUATES TO HIRE?

- Average annual labour costs for a tertiary worker vary substantially among OECD countries, from less than USD 20 000 in Poland to over USD 130 000 in Luxembourg.
- For workers in their prime years (45-54 year-olds), employers pay twice as much for a tertiary-educated worker, on average, as for someone without an upper secondary education.
- On average across OECD countries, an individual without an upper secondary education can expect to keep 62% of labour costs in net income while a tertiary-educated worker can expect to keep 56% of those costs.
- The most attractive wages for tertiary-educated individuals are found in Australia, Austria, Ireland, Luxembourg, the Netherlands, the United Kingdom and the United States, where average spending power exceeds USD 40 000 per year.

**Chart A10.1. Net income for 45-54 year-olds as a percentage of labour costs (2009 or latest year available)**



Countries are ranked in descending order of net income as a percentage of labour costs for tertiary-educated individuals.

**Source:** OECD, LSO Network special data collection on full-time, full-year earnings, Economic Working Group. Table A10.4. See Annex 3 for notes ([www.oecd.org/edu/eag2011](http://www.oecd.org/edu/eag2011)).

**StatLink** <http://dx.doi.org/10.1787/888932460705>

### Context

The skills available in the labour force, and the price of those skills, determine how countries will fare in the global market. OECD countries face increasing competition in the lower and, more recently, mid-range skills segments. But even at these levels, many countries maintain a competitive advantage through technological advances, innovation and capital investments that boost productivity levels.

As services and production systems become more complex, they require workers with higher education. A highly-qualified workforce is thus important not only for jobs in the high-end skills sector, but also for maintaining an overall cost advantage in the lower skills segments. As the mobility of the global workforce increases, it becomes more important to strike the right balance between fostering overall equity in societies and offering strong economic incentives to attract and retain skilled workers.

**■ Other findings**

- **Annual labour costs increase substantially with educational attainment.** On average across the OECD area, a person without an upper secondary (ISCED 3/4) education costs USD 38 000, an individual with an upper secondary education costs USD 46 000, a tertiary-educated person costs USD 68 000 per year.
- In Austria, Denmark, Ireland, Italy, Luxembourg, the Netherlands, Norway and the United States, over the course of a year, employers pay at least USD 20 000 more than the OECD average to employ individuals with tertiary degrees. **The relative cost advantage in countries with overall low cost structures are among those with tertiary attainment**, even though within-country earnings differentials are typically large.
- On average across OECD countries, an employer can expect to pay an additional USD 25 000 per year for an experienced tertiary graduate (45-54 years old) compared to a recent graduate (25-34 years old); but that cost climbs to almost USD 40 000 for an experienced tertiary graduate over someone with similar experience who has not completed an upper secondary education. **This skills premium increases markedly if there is a short supply of highly-educated workers.**
- The difference in **average taxes and social contributions** paid on labour costs between workers with high and low levels of education is largely driven by earnings differentials. The difference is 10 percentage points or more in Hungary, Ireland, Israel, Luxembourg and Portugal, while in the Nordic countries it is typically below 5%.
- **The living standard** that accrues to an individual with a tertiary education varies substantially among OECD countries. Overall cost structures and labour-related tax policies influence net purchasing power. In Estonia, Hungary and Poland, those with a tertiary education can expect purchasing power under USD 20 000, while those in Luxembourg and the United States can expect purchasing power of more than USD 50 000.

## Analysis

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

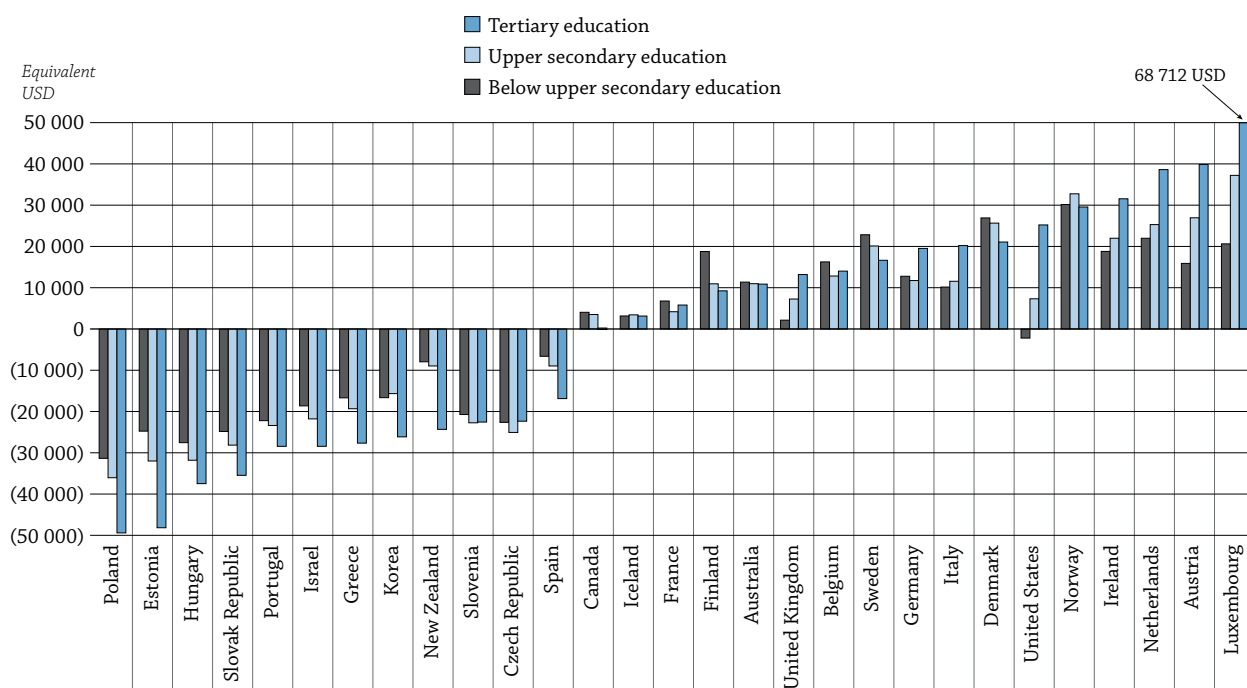
This indicator is based on the earnings of individuals who work full-time, full-year, supplemented by employer cost data and employee income-tax data. A three-year average USD exchange rate is used to determine the comparative advantages and assess average tax rates for different educational groups across OECD countries. To further explore the attractiveness of labour markets across OECD countries, net income differences are also given in Purchasing Power Parities (see Table X2.1 for exchange rates).

Table A10.1 presents annual labour costs, gross earnings and net earnings based on a direct exchange-rate comparison and by a Purchasing Power Parity (PPP) adjusted comparison for three broad educational levels. 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 skills levels.

Among 25-64 year-olds, annual labour costs increase sharply for both men and women with higher levels of education. On average across OECD countries, labour costs for those without an upper secondary education are USD 41 000 for men and USD 31 000 for women. Labour costs increase at the upper secondary level to USD 51 000 for men and USD 38 000 for women. The largest increase in labour costs is for highly-skilled workers: employers pay USD 77 000, on average, for a tertiary-educated man and USD 55 000 for a woman with the same level of education.

Chart A10.2 shows how the price of labour varies among countries by educational attainment. On average, annual labour costs for men and women without an upper secondary education are USD 38 000; for those with an upper secondary education, USD 46 000; and for those with a tertiary education, USD 68 000.

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



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

**Source:** OECD, LSO Network special data collection on full-time, full-year earnings, Economic Working Group. Table A10.1. See Annex 3 for notes ([www.oecd.org/edu/eag2011](http://www.oecd.org/edu/eag2011)).

**StatLink** <http://dx.doi.org/10.1787/888932460724>

The overall cost structure in Estonia, Hungary, Poland, Portugal 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 A8), their relative cost advantage is still in the high-end skills segment. This suggests that earnings differentials will stay well above those in other OECD countries until a balance is reached between supply and demand.

There is a substantial cost advantage in the high-end skills market in Greece, Israel, Korea, New Zealand and Spain, where those with higher education are relatively inexpensive compared to their less-educated peers. In the Czech Republic and Slovenia, the cost advantage is similar across all educational groups. Canada, France and Iceland deviate little from the OECD average in all segments. A few countries with overall higher cost levels show decreasing labour costs as educational levels rise. From an OECD perspective, in Belgium, Denmark, Finland and Sweden, individuals with tertiary education are less expensive to employ than their counterparts with less education. A compressed wage structure and strong labour unions may explain these results to some extent.

Average labour costs for individuals with higher education increase substantially in other countries. In Austria, Ireland, Italy, Luxembourg, the Netherlands, Norway 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 differentials between educational categories.

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

Given their overall high cost structure, OECD countries typically face stronger 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. This is also evident from other labour market-based indicators in *Education at a Glance*, which suggests that those with higher education face better job prospects (see Indicator A7) and, in many countries, also increasing premiums on their educational investments (see Indicator A8).

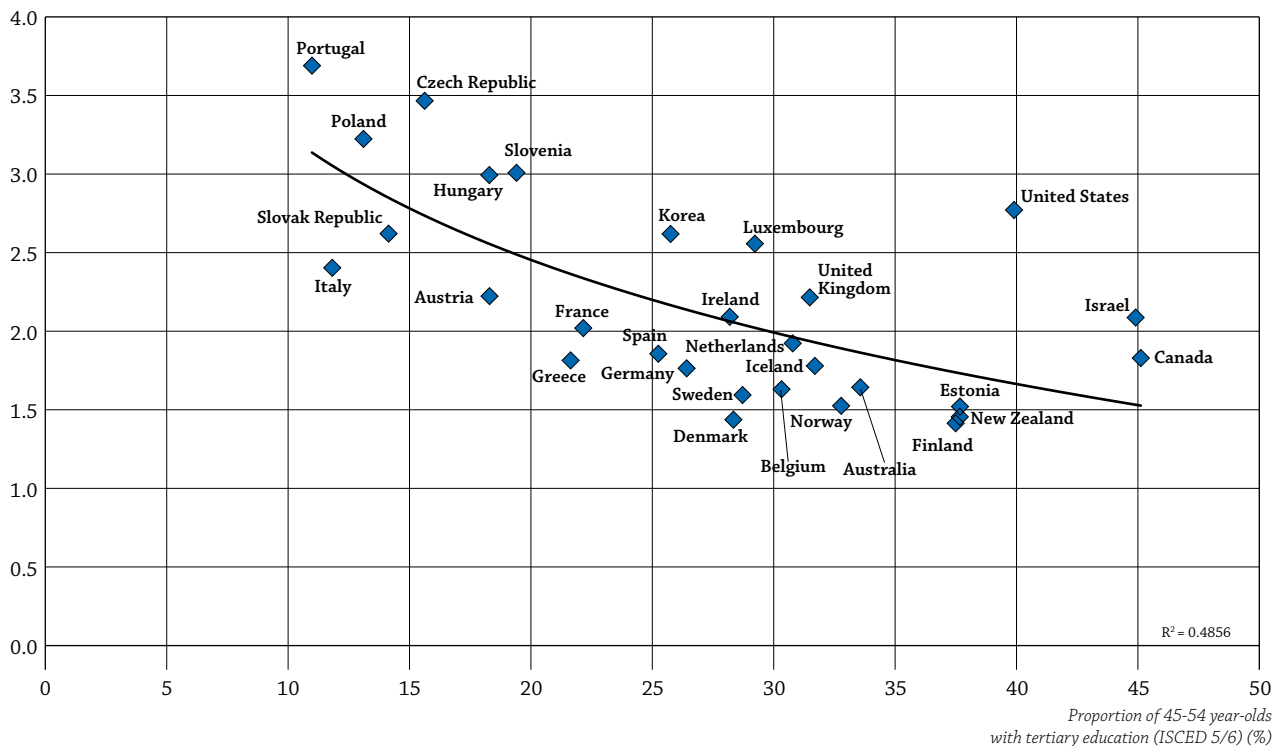
Employers pay an additional premium not only for education but also for labour-market experience. A comparison between tertiary labour costs for 25-34 year-old men who recently graduated and those of 45-54 year-old men with 20-30 years of experience in the labour market indicates that costs vary substantially among countries. On average across the OECD area, an employer can expect to pay an additional USD 29 000 (approximately 50% more) per year for an experienced tertiary graduate. In Italy and Portugal, employers pay 120% or more for an experienced tertiary worker, while in Estonia, new graduates are paid more than their experienced peers (Tables A10.2 and A10.4).

However, the main difference in labour costs is linked to skills levels. Chart A10.3 compares the skills premium among 45-54 year-olds (labour costs for tertiary-educated individuals compared to individuals without an upper secondary education) and tertiary attainment levels for the same age group. For a tertiary graduate, labour costs vary from over 3.5 times as much as those for an individual without an upper secondary education in Portugal, to less than 1.5 times as much in Denmark, Finland and New Zealand. The skills premium falls as the level of tertiary attainment rises.

The skills premium for experienced workers is particularly high in countries with low educational attainment. In the Czech Republic, Poland, Portugal and Slovenia, labour costs are three times as high for tertiary workers as for those without an upper secondary education, and fewer than 20% of individuals attain a tertiary education. This suggests that having too few highly educated individuals leads to upward pressure on labour costs as employers compete for a small pool of skilled workers. The labour costs for tertiary graduates in the United States are more than 2.5 times those for individuals without an upper secondary education, even though educational attainment levels are high (40%). This is likely a reflection that demand still outstrips even a relatively large supply of tertiary graduates, or that productivity differentials between these two educational categories are particularly large.

**Chart A10.3. Labour cost ratio and attainment levels (2009 or latest year available)**  
 Labour cost ratio of tertiary educated individuals (ISCED 5/6) to below upper secondary individuals (ISCED 0/1/2)  
 and attainment levels of 45-54 year-olds

Labour cost ratio ISCED 5/6 to ISCED 0/1/2  
 (45-54 year-old population)



Source: OECD, LSO Network special data collection on full-time, full-year earnings, Economic Working Group. Tables A10.4 and A1.3a. See Annex 3 for notes ([www.oecd.org/edu/eag2011](http://www.oecd.org/edu/eag2011)).

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### Attractiveness of labour markets in OECD countries

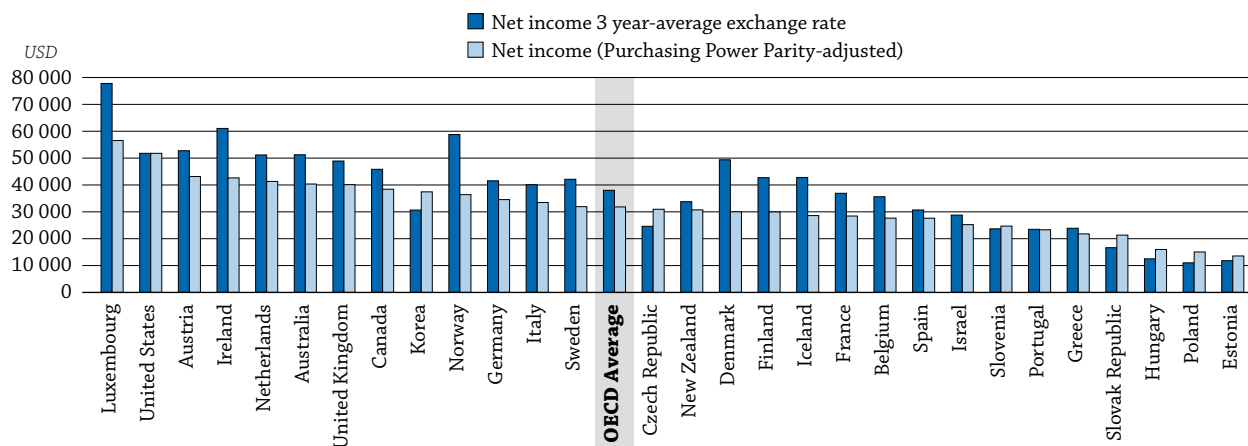
Tables A10.1 through A10.5 also provide information on net earnings by ISCED levels in Purchasing Power Parity (PPP)-adjusted USD to gauge the attractiveness of labour markets from the individual's perspective. As illustrated in the introductory chart (Chart A10.1), there are substantial differences in labour-related tax policies. After accounting for employer non-tax compulsory payments, social contributions and income taxes, an individual with a tertiary education can expect to receive 70% or more of the total labour costs in Israel, Korea and New Zealand, while such an individual receives less than 50% of total labour costs in Belgium, France, Germany, Hungary, Italy, the Netherlands and Sweden.

The reward structure and overall tax rates have an impact on individuals' net income. The overall cost structure in different countries further determines the purchasing power of net earnings. Chart A10.4 shows the net annual income for a tertiary-educated individual in direct USD comparison (three-year average exchange rate) and PPP-adjusted USD. The highest net earnings are found in Ireland, Luxembourg and Norway, where those with a tertiary education can expect to receive over USD 55 000 annually (direct USD comparison).

The picture changes substantially once earnings are adjusted for the overall cost structure in countries. The highest living standards for those with a tertiary education are found in Luxembourg and the United States, where purchasing power is over USD 50 000, and in Australia, Austria, Ireland, the Netherlands and the United Kingdom, where purchasing power is USD 40 000 or more. Countries with lower overall cost structures typically gain in income comparisons from adjusting for purchasing power.

**Chart A10.4. Net income in USD for 25–64 year-olds with a tertiary education  
(2009 or latest year available)**

*Unadjusted three-year average exchange rate and Purchasing Power Parity-adjusted exchange rate*



Countries are ranked in descending order of PPP-adjusted net income.

**Source:** OECD, LSO Network special data collection on full-time, full-year earnings, Economic Working Group, Table A10.1. See Annex 3 for notes ([www.oecd.org/edu/eag2011](http://www.oecd.org/edu/eag2011)).

**StatLink** <http://dx.doi.org/10.1787/888932460762>

Direct private educational costs (tuition fees) explain some of the differences between countries in the purchasing power adjustment of tertiary net earnings. Countries with low tuition fees and generous grant schemes that, in many cases, make university attendance an income-generating endeavour, are typically also the countries where the PPP adjustment has its largest impact (see, for instance, Denmark, Finland, the Netherlands, Norway and Sweden in Indicator A9).

The purchasing power adjustments for private consumption do not usually account for these public services and transfers, thus caution is needed in interpreting comparisons of PPP-adjusted income among countries. The purchasing power is somewhat lower in some countries because the net income needs to be saved (or loans to be repaid) for tertiary studies. The direct costs for a tertiary education, discounted at 3%, is more than USD 10 000 in Australia and the United Kingdom, close to USD 20 000 in Canada and Korea, and close to USD 70 000 in the United States (see Indicator A9).

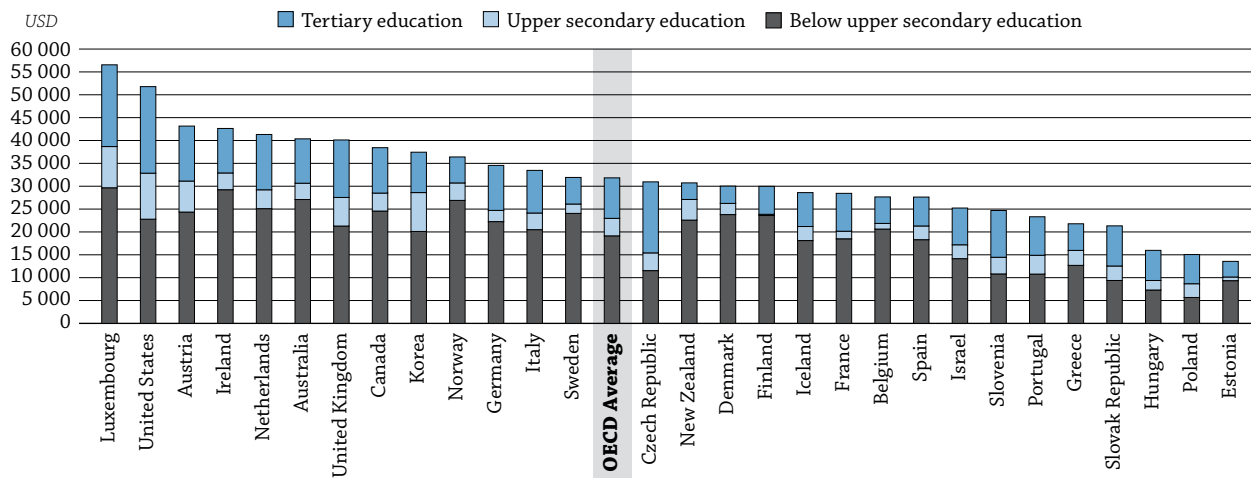
With these caveats in mind, Chart A10.5 shows the PPP-adjusted net income differences by ISCED levels as a measure of the living standards people with different educational levels can expect across OECD countries.

The largest absolute gains in living standard are enjoyed by those with a tertiary education in Austria, the Czech Republic, Luxembourg, the Netherlands, the United Kingdom and the United States, where a person with a tertiary education can expect to have between USD 12 000 and USD 20 000 in additional annual spending power. On average across OECD countries, a tertiary education generates close to USD 9 000 and an upper secondary education close to USD 4 000 in additional net purchasing power every year.

The after-tax gains in purchasing power between those without an upper secondary education and those with a tertiary education is smallest in Belgium, Denmark, Estonia, Finland and Sweden, where this difference is less than USD 8 000 per year. The highest net earnings among those with low levels of education are found in Australia, Ireland, Luxembourg, the Netherlands and Norway, where an individual without an upper secondary education can expect to earn (PPP) USD 25 000 per year.

While factors other than potential earnings can spur migration flows, economic considerations are likely to become more influential as labour markets become more global, particularly for those with higher educational attainment. Chart A10.6 shows the proportion of foreign-born individuals with a tertiary degree and the purchasing power (USD) that someone with tertiary attainment can expect in different OECD countries.

**Chart A10.5. Net income differences by educational attainment in PPP-adjusted USD (2009 or latest year available)**  
25-64 year-olds



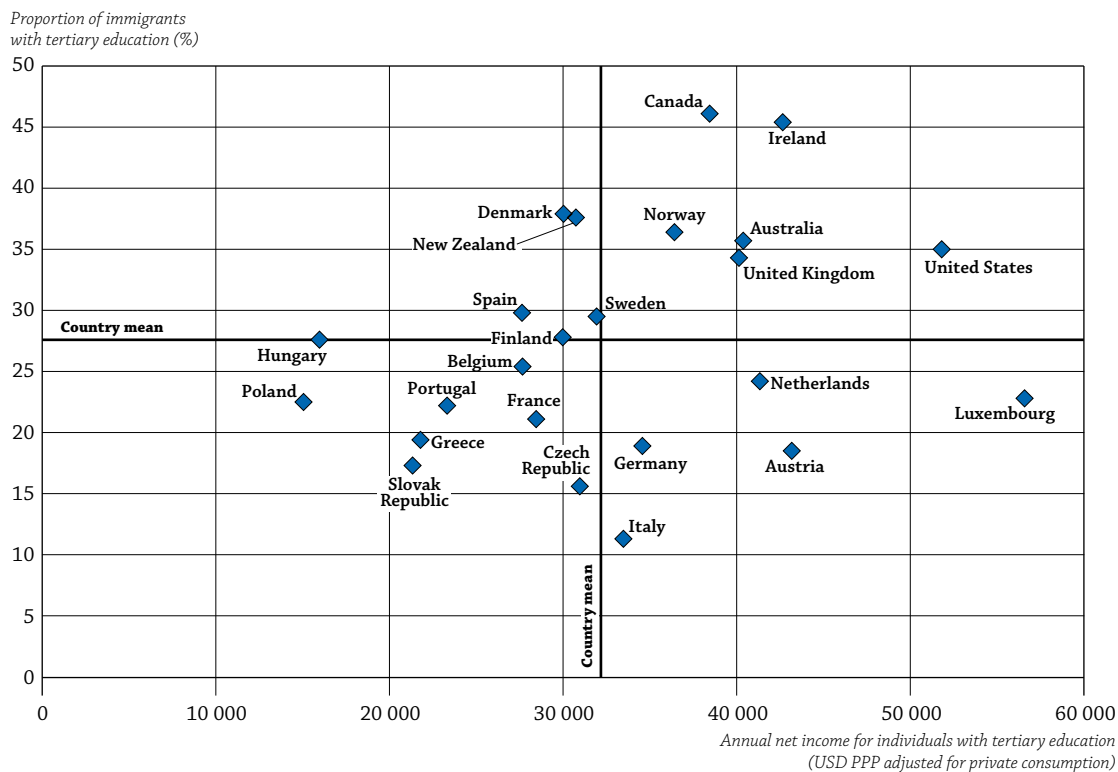
Countries are ranked in descending order of net income for those with tertiary education.

Source: OECD, LSO Network special data collection on full-time, full-year earnings, Economic Working Group. Table A10.1. See Annex 3 for notes ([www.oecd.org/edu/eag2011](http://www.oecd.org/edu/eag2011)).

StatLink <http://dx.doi.org/10.1787/888932460781>

**Chart A10.6. Tertiary purchasing power (USD) and proportion of immigrants with tertiary education**

Proportion of immigrants with tertiary education and annual net income for individuals with tertiary education, 25-64 year-olds



Source: OECD, LSO Network special data collection on full-time, full-year earnings, Economic Working Group. Table A10.1 and Table A10.6, available on line. See Annex 3 for notes ([www.oecd.org/edu/eag2011](http://www.oecd.org/edu/eag2011)).

StatLink <http://dx.doi.org/10.1787/888932460800>

Note that the data on educational attainment of the immigrant population is from 2003-04, and migration flows may have changed the overall composition to some extent in the past five years.

Some countries are able to attract more highly educated immigrants and/or provide the right incentives for foreign-born people to achieve higher educational attainment within the receiving country. The immigrant population in English-speaking countries are usually more skilled. Between 30% and 40% of the foreign-born population in Australia, New Zealand, the United Kingdom and the United States have a tertiary education; in Canada and Ireland, more than 45% of the immigrant population do (Table A10.6).

Immigrants in Denmark and Norway are similarly well-educated: at least 30% of them have a tertiary degree. The purchasing power of a tertiary-educated individual is above the OECD average in Austria, Germany, Italy, Luxembourg and the Netherlands, while the proportion of the immigrant population with tertiary education is low. The living standard that a tertiary-educated individual can expect to enjoy in different countries appears to play a less important role in the decision to migrate or to enter tertiary studies in the new home country.

Since education involves substantial investments, much can be gained by attracting highly skilled labour. Across OECD countries, a tertiary education cost approximately USD 80 000, after accounting for direct and indirect costs during tertiary studies (see Indicator A9). To this end, some countries have immigration policies to attract those with higher education. In general, it is becoming increasingly important to take a strategic view of education and skills in order to maintain a comparative advantage in trade and investment flows, and in the flow of people across countries.

## Definitions

For the definition of **full-time earnings**, countries were asked whether they had applied a self-designated full-time status or a threshold value of typical number of hours worked per week. Ireland, Italy, Luxembourg, Portugal, Spain, Sweden and the United Kingdom reported self-designated full-time status; the other countries defined full-time status by the number of working hours per week. The threshold was 36 hours per week in Austria, Hungary and the Slovak Republic; 35 hours in Australia, Brazil, Canada, Estonia, Germany and the United States; and 30 hours in the Czech Republic, Greece and New Zealand. Other participating countries did not report a minimum normal number of working hours for full-time work. For some countries, data on **full-time, full-year earnings** 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 full-time status over the whole reference period. For the other countries, 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. Australia, New Zealand and the United Kingdom reported data on weekly earnings, while Belgium, Estonia, Finland, France, Hungary, Korea and Portugal reported monthly data. In Austria, the Czech Republic, Denmark, Germany, Greece, Israel, Italy, Luxembourg, the Netherlands, Norway, the Slovak Republic, Slovenia, Spain, Sweden and the United States, the reference period for the earnings data was 12 months. Earnings from full-time work can, in some instances, be affected by overtime hours worked in some countries, thus normal full-time earnings can be somewhat overstated. The full-time earnings data shown in this indicator thus differ across countries to some extent. In addition, immigration can sometimes affect earnings levels and can explain some of the differences among countries. Results should therefore be interpreted with caution.

**Purchasing Power Parities (PPP)** are the rates of currency conversion that equalise the purchasing power in different countries by eliminating differences in price levels between countries.



## Methodology

The indicator is based on a new data collection on the earnings of individuals who work full-time and full-year, supplemented with information on employers' social contributions and non-tax compulsory payments from the OECD's *Taxing Wages Database*. Employers' social contributions (which are generally paid directly to government) and non-tax compulsory payments (which are stipulated by law but are typically paid into private insurance schemes) make up the additional compensation paid by employers on top of gross earnings. In some countries, social contributions are borne almost exclusively by the individual and paid out of the salary received. In this case, social contributions are included in gross earnings. Some countries apply a flat rate that is independent of the level of earnings while others have a progressive rate, floors or caps on social contributions, which change the level of contributions depending on the level of earnings.

OECD calculates taxes based on the Taxing Wages model. The annual *Taxing Wages* publication provides details of taxes paid on wages in all 34 OECD countries. 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 2010 edition of the *Taxing Wages Report* (OECD, 2010d) offers accurate estimates of the tax/benefit position of employees in 2009. It also shows definitive data on the tax/benefit position of employees for the year 2008 and tax burdens for the period 2000-09.

A three-year average USD exchange rate is used to take account of the comparative advantages of OECD countries from an employer's perspective. Purchasing Power Parity (for private consumption) – adjusted USD are used to compare spending power and living conditions from the individual's perspective (see Table X2.1 for exchange rates).

The education level of foreign-born 25-64 year-olds is based on data from the 2007 edition of the *International Migration Outlook*. As this data is some five years older than the earnings data, some caution is required in interpreting these data. The methodology used in this publication can differ to some extent from national sources because of, for instance, treatment of respondents with unknown educational levels.

The statistical data for Israel are supplied by and under the responsibility of the relevant Israeli authorities. The use of such data by the OECD is without prejudice to the status of the Golan Heights, East Jerusalem and Israeli settlements in the West Bank under the terms of international law.

## References

OECD (2007b), *International Migration Outlook 2007*, OECD, Paris.

OECD (2010d), *Taxing Wages 2008-2009*, OECD, Paris.

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




- **Table A10.3. Annual labour costs, full-time gross and net earnings by ISCED levels in equivalent USD, 35-44 year-olds (2009 or latest available year)**  
StatLink  <http://dx.doi.org/10.1787/888932463403>
- **Table A10.5. Annual labour costs, full-time gross and net earnings by ISCED levels in equivalent USD, 55-64 year-olds (2009 or latest available year)**  
StatLink  <http://dx.doi.org/10.1787/888932463441>
- **Table A10.6. Education level of foreign- and native-born 25-64 year-olds in OECD countries, in percentage (2003-2004)**  
StatLink  <http://dx.doi.org/10.1787/888932463460>


Table A10.1. [1/2] Annual labour costs, full-time gross earnings and annual net income, by ISCED levels in equivalent USD, 25-64 year-olds (2009 or latest available year)

OECD	Year	Source	Gender	Annual labour costs			Gross annual full-time earnings			Annual net income			Annual net income		
				Three-year average exchange rate			Three-year average exchange rate			Three-year average exchange rate			PPP-adjusted exchange rate		
				0/1/2	3/4	5B/5A/6	0/1/2	3/4	5B/5A/6	0/1/2	3/4	5B/5A/6	0/1/2	3/4	5B/5A/6
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)				
Australia	2009	National	Men	53 552	61 793	89 543	46 404	53 545	77 591	36 798	41 584	56 837	28 985	32 754	44 769
			Women	40 934	44 910	64 474	35 471	38 915	55 869	29 746	31 968	43 175	23 430	25 180	34 008
			M+W	49 269	57 321	78 520	42 693	49 670	68 040	34 404	38 929	51 249	27 099	30 663	40 368
Austria	2009	National	Men	61 766	78 976	117 697	47 833	61 160	93 561	33 247	40 341	58 734	27 198	33 001	48 047
			Women	45 068	61 308	88 336	34 902	47 479	68 409	25 957	33 047	44 096	21 234	27 034	36 073
			M+W	53 804	73 291	107 502	41 667	56 758	84 077	29 771	38 061	52 762	24 354	31 136	43 162
Belgium	2009	National	Men	56 736	61 589	90 186	44 043	47 666	69 090	27 340	28 974	38 234	21 229	22 497	29 688
			Women	46 288	52 525	69 782	36 242	40 899	53 784	24 122	26 021	31 732	18 730	20 204	24 639
			M+W	54 166	59 178	81 671	42 124	45 867	62 661	26 573	28 162	35 627	20 633	21 867	27 663
Canada	2008	National	Men	46 627	55 506	77 717	41 841	50 306	71 623	32 054	37 727	51 953	26 870	31 626	43 552
			Women	30 365	39 840	55 392	27 252	35 712	50 197	22 325	28 056	37 652	18 715	23 519	31 563
			M+W	41 953	49 846	67 880	37 598	44 896	62 132	29 313	34 003	45 849	24 573	28 504	38 434
Chile				m	m	m	m	m	m	m	m	m	m	m	
Czech Republic	2009	National	Men	17 285	22 938	50 361	12 899	17 118	37 583	10 208	13 115	27 215	12 841	16 498	34 234
			Women	13 341	18 289	34 055	9 956	13 648	25 414	8 180	10 724	18 831	10 290	13 490	23 688
			M+W	15 278	21 271	45 300	11 401	15 874	33 806	9 176	12 258	24 613	11 543	15 419	30 961
Denmark	2009	National	Men	69 973	78 538	100 461	69 566	78 131	100 054	42 057	45 599	53 749	25 572	27 725	32 681
			Women	57 858	63 125	77 094	57 451	62 718	76 686	35 171	38 188	45 062	21 385	23 219	27 398
			M+W	64 825	71 997	88 720	64 417	71 589	88 312	39 148	43 167	49 384	23 803	26 246	30 026
Estonia	2009	National	Men	15 725	17 631	24 925	11 746	13 170	18 618	9 627	10 731	14 960	11 064	12 334	17 194
			Women	9 091	10 612	16 901	6 791	7 927	12 624	5 780	6 662	10 308	6 643	7 656	11 847
			M+W	13 147	14 346	19 480	9 820	10 716	14 551	8 132	8 827	11 804	9 346	10 144	13 566
Finland	2009	National	Men	62 416	63 764	90 035	50 745	51 841	73 199	36 384	37 007	48 384	25 531	25 968	33 952
			Women	49 065	49 862	67 126	39 890	40 538	54 574	30 129	30 505	38 510	21 142	21 406	27 024
			M+W	56 688	57 290	76 893	46 088	46 577	62 515	33 724	34 008	42 720	23 665	23 864	29 977
France	2006	National	Men	51 569	54 324	83 916	36 240	38 175	58 911	26 596	27 918	41 131	20 498	21 516	31 700
			Women	32 828	40 988	61 474	26 068	30 464	43 200	20 488	22 652	31 349	15 790	17 458	24 161
			M+W	44 687	50 525	73 450	32 457	35 602	51 598	24 013	26 160	36 911	18 506	20 162	28 447
Germany	2009	National	Men	55 204	62 916	93 756	46 206	52 660	79 674	28 585	31 585	44 336	23 774	26 269	36 874
			Women	40 259	48 450	73 011	33 696	40 553	61 110	22 393	25 849	35 311	18 624	21 498	29 369
			M+W	50 688	58 084	87 175	42 425	48 616	73 764	26 767	29 721	41 556	22 262	24 719	34 562
Greece	2009	National	Men	24 316	29 506	45 779	18 988	23 041	35 748	15 950	18 735	26 740	14 547	17 086	24 388
			Women	14 596	22 253	33 648	11 397	17 377	26 275	9 574	14 597	20 772	8 732	13 313	18 945
			M+W	21 216	27 012	39 987	16 567	21 094	31 225	13 916	17 508	23 891	12 692	15 968	21 789
Hungary	2009	National	Men	11 384	15 136	37 177	8 594	11 416	27 926	6 149	7 513	14 964	7 861	9 605	19 130
			Women	9 414	13 772	24 978	7 090	10 394	18 789	5 307	7 125	10 669	6 784	9 108	13 640
			M+W	10 361	14 531	30 169	7 813	10 963	22 677	5 711	7 341	12 497	7 302	9 385	15 976
Iceland	2006	SILC	Men	45 790	54 477	87 223	40 107	47 715	76 397	29 610	34 197	51 489	19 788	22 854	34 410
			Women	34 140	38 578	54 998	29 903	33 790	48 172	23 458	25 801	34 472	15 677	17 243	23 038
			M+W	41 062	49 768	70 780	35 966	43 591	61 995	27 113	31 711	42 806	18 120	21 192	28 607
Ireland	2009	National	Men	57 668	74 764	112 853	52 070	67 507	101 899	42 309	50 029	67 490	29 546	34 937	47 130
			Women	52 343	57 739	81 435	47 262	52 135	73 530	39 080	42 342	53 042	27 290	29 568	37 040
			M+W	56 709	68 332	99 201	51 205	61 699	89 572	41 877	47 125	61 064	29 244	32 908	42 643
Israel	2009	National	Men	20 350	27 006	45 174	18 955	25 090	42 323	16 857	21 243	32 150	14 777	18 622	28 184
			Women	14 535	19 600	31 409	13 590	18 266	29 267	12 889	16 365	23 971	11 299	14 346	21 014
			M+W	19 276	24 553	39 216	17 968	22 819	36 671	16 153	19 614	28 784	14 160	17 194	25 233
Italy	2008	National	Men	51 725	64 474	105 150	37 082	46 222	75 383	26 183	31 507	46 394	21 854	26 298	38 724
			Women	37 925	48 119	68 502	27 189	34 497	49 110	20 105	24 586	32 990	16 781	20 522	27 536
			M+W	48 071	57 902	87 867	34 463	41 510	62 993	24 566	28 927	40 100	20 504	24 145	33 470
Japan				m	m	m	m	m	m	m	m	m	m	m	
Korea	2008	National	Men	25 585	36 323	46 605	21 689	30 792	39 522	19 748	27 238	34 055	24 114	33 261	41 584
			Women	15 830	20 723	29 775	13 420	17 568	25 241	12 326	16 060	22 814	15 051	19 611	27 858
			M+W	21 263	30 679	41 506	18 025	26 007	35 186	16 470	23 434	30 668	20 111	28 615	37 449

Note: Labour costs include non-tax compulsory payments (NTCP) and employer social contributions 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) and last three columns on net income in USD (PPP) Purchasing Power Parity-adjusted for private consumption (see Table X2.1 for exchange rates).

Source: OECD, LSO Network special data collection on full-time, full-year earnings, Economic Working Group.

Please refer to the Reader's Guide for information concerning the symbols replacing missing data.

StatLink  <http://dx.doi.org/10.1787/888932463365>

**Table A10.1. [2/2] Annual labour costs, full-time gross earnings and annual net income, by ISCED levels in equivalent USD, 25-64 year-olds (2009 or latest available year)**

				Annual labour costs			Gross annual full-time earnings			Annual net income			Annual net income			
	Year	Source	Gender	Three-year average exchange rate			Three-year average exchange rate			Three-year average exchange rate			PPP-adjusted exchange rate			
				0/1/2 (1)	3/4 (2)	5B/5A/6 (3)	0/1/2 (4)	3/4 (5)	5B/5A/6 (6)	0/1/2 (7)	3/4 (8)	5B/5A/6 (9)	0/1/2 (10)	3/4 (11)	5B/5A/6 (12)	
OECD	Luxembourg	National	Men	63 254	88 508	153 423	55 987	78 340	135 797	43 349	55 538	85 960	31 512	40 373	62 487	
			Women	47 152	69 404	106 298	41 734	61 431	94 085	34 242	46 493	63 862	24 892	33 798	46 423	
			M+W	58 537	83 572	136 036	51 811	73 970	120 407	40 809	53 215	77 812	29 665	38 684	56 564	
	Mexico	National	Men	m	m	m	m	m	m	m	m	m	m	m	m	
			Women	m	m	m	m	m	m	m	m	m	m	m	m	
			M+W	m	m	m	m	m	m	m	m	m	m	m	m	
	Netherlands	2008	National	Men	61 702	74 983	114 078	48 675	59 012	91 441	31 870	37 643	54 272	25 732	30 394	43 820
				Women	48 634	58 241	83 567	38 899	46 008	65 693	26 891	30 391	41 360	21 712	24 538	33 395
				M+W	59 900	71 642	106 273	47 273	56 411	84 771	31 085	36 199	51 183	25 099	29 228	41 326
	New Zealand	2009	National	Men	33 188	40 417	48 869	33 188	40 417	48 869	26 993	31 836	37 451	24 557	28 964	34 072
				Women	25 610	31 081	37 439	25 610	31 081	37 439	21 402	25 599	29 840	19 471	23 289	27 148
				M+W	29 953	37 380	43 323	29 953	37 380	43 323	24 833	29 801	33 783	22 593	27 112	30 735
	Norway	2007	National	Men	74 405	87 410	115 327	65 025	76 353	100 670	46 994	54 088	67 511	29 098	33 490	41 802
				Women	56 450	63 239	78 219	49 384	55 298	68 347	36 953	40 750	49 127	22 880	25 231	30 418
				M+W	68 068	79 101	97 211	59 504	69 115	84 890	43 450	49 620	58 801	26 903	30 723	36 408
	Poland	2006	SILC	Men	7 531	11 437	21 445	6 359	9 658	18 108	4 719	7 017	12 905	6 450	9 592	17 641
				Women	4 946	8 484	15 709	4 176	7 164	13 265	3 198	5 279	9 531	4 371	7 217	13 028
				M+W	6 559	10 298	18 233	5 538	8 695	15 395	4 147	6 347	11 015	5 668	8 675	15 057
	Portugal	2009	National	Men	17 504	26 730	47 152	14 145	21 600	38 103	11 976	17 010	27 027	11 887	16 883	26 825
				Women	12 978	19 028	32 434	10 487	15 376	26 209	9 333	12 912	20 029	9 264	12 816	19 880
				M+W	15 697	22 953	39 210	12 684	18 548	31 685	10 866	15 011	23 497	10 785	14 899	23 322
Slovak Republic	2009	National	Men	15 601	20 446	37 840	10 729	14 062	26 132	8 547	10 884	19 352	10 949	13 944	24 791	
			Women	11 342	15 401	25 942	7 801	10 592	17 855	6 492	8 450	13 558	8 317	10 826	17 369	
			M+W	13 073	18 194	32 185	8 991	12 513	22 198	7 327	9 798	16 653	9 387	12 552	21 335	
Slovenia	2009	National	Men	18 242	24 871	51 681	15 712	21 422	44 515	10 968	14 487	26 283	11 441	15 113	27 418	
			Women	15 618	21 822	40 442	13 453	18 796	34 834	9 721	12 986	21 834	10 141	13 546	22 776	
			M+W	17 179	23 602	45 089	14 797	20 329	38 836	10 369	13 866	23 673	10 817	14 464	24 695	
Spain	2008	National	Men	33 502	40 846	54 198	25 790	31 444	41 723	21 552	25 544	32 475	19 400	22 993	29 232	
			Women	25 366	31 874	46 609	19 528	24 537	35 881	17 125	20 660	28 535	15 415	18 597	25 686	
			M+W	31 288	37 376	50 777	24 086	28 773	39 090	20 340	23 675	30 699	18 308	21 311	27 633	
Sweden	2008	National	Men	62 867	70 040	101 110	43 231	48 164	69 530	32 772	36 147	47 740	24 835	27 393	36 178	
			Women	52 304	58 646	67 238	35 968	40 329	46 237	27 654	30 731	34 828	20 957	23 288	26 393	
			M+W	60 746	66 451	84 297	41 773	45 696	57 968	31 750	34 457	42 131	24 061	26 112	31 928	
Switzerland			m	m	m	m	m	m	m	m	m	m	m	m		
Turkey			m	m	m	m	m	m	m	m	m	m	m	m		
United Kingdom	2009	National	Men	43 079	59 194	89 513	35 138	48 282	73 012	27 670	36 739	53 803	22 693	30 131	44 125	
			Women	33 070	43 408	68 908	26 974	35 406	56 205	22 036	27 855	42 206	18 073	22 844	34 615	
			M+W	40 049	53 601	80 843	32 666	43 720	65 940	25 964	33 591	48 923	21 294	27 549	40 124	
United States	2009	National	Men	39 405	60 563	109 383	31 274	48 066	86 812	24 869	36 252	59 506	24 869	36 252	59 506	
			Women	28 652	44 306	73 568	22 739	35 163	58 387	18 842	27 616	42 509	18 842	27 616	42 509	
			M+W	35 701	53 659	92 863	28 334	42 586	73 701	22 793	32 859	51 793	22 793	32 859	51 793	
OECD average			Men	41 309	50 521	77 330	34 147	41 806	63 925	25 241	29 939	42 521	20 671	24 771	35 660	
	Women	31 241	38 470	55 475	26 011	31 864	45 748	20 032	23 802	32 137	16 274	19 586	26 844			
	M+W	37 904	46 336	67 643	31 383	38 331	55 861	23 468	27 841	38 009	19 148	22 976	31 836			
EU21 average			Men	40 907	49 600	77 273	32 942	40 004	62 381	23 717	27 813	40 102	19 353	22 883	33 631	
	Women	31 404	38 731	56 357	25 569	31 346	45 418	19 190	22 765	30 877	15 551	18 664	25 758			
	M+W	37 746	45 783	68 112	30 479	36 930	54 954	22 192	26 068	36 120	18 045	21 402	30 201			
Other G20	Argentina			m	m	m	m	m	m	m	m	m	m	m	m	
	Brazil	2009	National	Men	m	m	m	5 391	9 890	25 762	m	m	m	m	m	
				Women	m	m	m	3 476	6 125	15 602	m	m	m	m	m	
				M+W	m	m	m	4 840	8 354	20 706	m	m	m	m	m	
	China			m	m	m	m	m	m	m	m	m	m	m	m	
	India			m	m	m	m	m	m	m	m	m	m	m	m	
	Indonesia			m	m	m	m	m	m	m	m	m	m	m	m	
	Russian Federation			m	m	m	m	m	m	m	m	m	m	m	m	
	Saudi Arabia			m	m	m	m	m	m	m	m	m	m	m	m	
	South Africa			m	m	m	m	m	m	m	m	m	m	m	m	

Note: Labour costs include non-tax compulsory payments (NTCP) and employer social contributions 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) and last three columns on net income in USD (PPP) Purchasing Power Parity-adjusted for private consumption (see Table X2.1 for exchange rates).

Source: OECD, LSO Network special data collection on full-time, full-year earnings, Economic Working Group.

Please refer to the Reader's Guide for information concerning the symbols replacing missing data.


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Table A10.2. [1/2] Annual labour costs, full-time gross earnings and annual net income, by ISCED levels in equivalent USD, 25-34 year-olds (2009 or latest available year)

	Year	Source	Gender	Annual labour costs			Gross annual full-time earnings			Annual net income			Annual net income		
				Three year-average exchange rate			Three year-average exchange rate			Three year-average exchange rate			PPP-adjusted exchange rate		
				0/1/2 (1)	3/4 (2)	5B/5A/6 (3)	0/1/2 (4)	3/4 (5)	5B/5A/6 (6)	0/1/2 (7)	3/4 (8)	5B/5A/6 (9)	0/1/2 (10)	3/4 (11)	5B/5A/6 (12)
OECD	Australia	National	Men	45 598	58 205	68 989	39 512	50 436	59 781	32 353	39 454	45 855	25 483	31 077	36 119
			Women	40 451	45 953	59 245	35 051	39 819	51 337	29 476	32 551	40 071	23 217	25 639	31 563
			M+W	44 355	54 730	64 308	38 435	47 425	55 725	31 658	37 457	43 077	24 936	29 504	33 930
Austria	National	Men	53 833	62 820	92 673	41 690	48 649	71 768	29 784	33 707	45 836	24 365	27 574	37 496	
		Women	41 121	50 277	69 267	31 845	38 935	53 642	24 234	28 231	36 447	19 825	23 095	29 815	
		M+W	49 330	58 653	82 160	38 203	45 422	63 626	27 818	31 888	41 619	22 757	26 086	34 046	
Belgium	National	Men	51 406	54 826	74 146	40 063	42 617	57 043	25 644	26 796	33 201	19 912	20 806	25 779	
		Women	38 849	44 510	59 633	30 940	34 914	46 206	22 253	23 713	28 315	17 279	18 412	21 986	
		M+W	48 036	52 381	66 640	37 547	40 792	51 438	24 552	25 973	30 674	19 064	20 167	23 817	
Canada	National	Men	38 370	48 603	56 129	34 400	43 708	50 901	27 242	33 322	38 137	22 837	27 933	31 970	
		Women	31 765	32 044	46 064	28 502	28 751	41 328	23 246	23 430	31 720	19 487	19 641	26 591	
		M+W	36 634	43 351	51 355	32 850	38 851	46 338	26 292	30 112	34 996	22 040	25 243	29 336	
Chile			m	m	m	m	m	m	m	m	m	m	m	m	
Czech Republic	National	Men	17 254	22 686	37 834	12 876	16 930	28 234	10 192	12 985	20 774	12 821	16 334	26 132	
		Women	14 267	18 679	28 803	10 647	13 939	21 495	8 656	10 925	16 130	10 889	13 742	20 291	
		M+W	16 279	21 450	34 422	12 149	16 007	25 688	9 691	12 350	19 020	12 190	15 535	23 925	
Denmark	National	Men	62 628	69 495	80 829	62 220	69 087	80 421	37 907	41 787	46 450	23 048	25 407	28 243	
		Women	51 013	56 307	67 415	50 605	55 899	67 007	31 205	34 272	40 612	18 974	20 838	24 693	
		M+W	58 847	64 127	73 747	58 440	63 719	73 340	35 743	38 754	43 817	21 733	23 563	26 642	
Estonia	National	Men	19 149	19 298	26 755	14 303	14 415	19 985	11 611	11 698	16 021	13 345	13 445	18 413	
		Women	9 337	11 013	18 141	6 974	8 226	13 551	5 923	6 895	11 027	6 807	7 924	12 674	
		M+W	15 649	16 237	21 773	11 689	12 129	16 264	9 582	9 923	13 133	11 013	11 405	15 094	
Finland	National	Men	57 799	58 963	73 738	46 991	47 937	59 949	34 248	34 789	41 360	24 033	24 412	29 023	
		Women	46 321	46 943	59 419	37 660	38 165	48 308	28 835	29 129	35 000	20 234	20 440	24 560	
		M+W	54 619	54 582	65 659	44 406	44 375	53 381	32 748	32 731	37 878	22 980	22 968	26 580	
France	National	Men	38 801	43 477	65 717	29 286	31 805	46 182	22 015	23 567	33 386	16 967	18 163	25 730	
		Women	22 767	31 061	51 458	19 576	25 117	36 162	16 564	20 036	26 543	12 766	15 442	20 456	
		M+W	33 928	39 903	58 779	26 661	29 879	41 307	20 769	22 298	30 556	16 007	17 185	23 164	
Germany	National	Men	42 248	53 050	70 673	35 362	44 403	59 153	23 246	27 724	34 469	19 334	23 058	28 668	
		Women	35 678	44 868	62 123	29 863	37 554	51 997	20 395	24 356	31 282	16 962	20 257	26 018	
		M+W	40 097	49 634	66 540	33 561	41 543	55 694	22 323	26 335	32 949	18 566	21 903	27 403	
Greece	National	Men	20 565	24 005	34 406	16 059	18 745	26 867	13 489	15 746	21 145	12 302	14 360	19 285	
		Women	15 663	18 943	25 455	12 231	14 792	19 877	10 274	12 425	16 697	9 370	11 332	15 228	
		M+W	19 677	22 263	28 970	15 365	17 384	22 622	12 907	14 603	18 471	11 771	13 318	16 846	
Hungary	National	Men	10 762	14 356	29 766	8 119	10 832	22 375	5 883	7 291	12 355	7 521	9 321	15 795	
		Women	9 510	13 312	22 465	7 163	10 050	16 906	5 348	6 964	9 784	6 837	8 904	12 509	
		M+W	10 295	13 945	25 764	7 763	10 524	19 377	5 683	7 174	10 946	7 266	9 171	13 993	
Iceland	SILC	Men	44 217	49 822	71 507	38 729	43 638	62 632	28 779	31 739	43 190	19 233	21 211	28 864	
		Women	26 264	34 238	43 995	23 004	29 989	38 534	19 299	23 510	28 662	12 898	15 712	19 155	
		M+W	39 032	44 667	55 371	34 187	39 123	48 499	26 041	29 017	34 669	17 403	19 392	23 169	
Ireland	National	Men	55 153	52 521	80 299	49 800	47 423	72 505	40 882	39 194	52 529	28 549	27 370	36 682	
		Women	40 413	46 288	73 236	36 491	41 795	66 127	32 646	35 197	49 339	22 798	24 579	34 455	
		M+W	51 712	50 030	76 485	46 693	45 174	69 061	38 675	37 597	50 806	27 008	26 255	35 479	
Israel	National	Men	18 259	22 103	32 990	17 032	20 566	30 767	15 485	18 007	24 946	13 575	15 785	21 869	
		Women	12 844	16 157	24 542	12 008	15 100	22 809	11 389	14 107	19 606	9 984	12 366	17 188	
		M+W	17 727	20 228	29 047	16 543	18 842	27 027	15 136	16 776	22 515	13 269	14 707	19 738	
Italy	National	Men	45 073	53 694	60 333	32 314	38 494	43 253	23 248	27 059	29 980	19 404	22 585	25 024	
		Women	31 364	37 952	44 342	22 485	27 208	31 789	17 219	20 117	22 926	14 372	16 791	19 136	
		M+W	41 795	47 325	52 266	29 963	33 928	37 470	21 806	24 238	26 431	18 201	20 231	22 062	
Japan			m	m	m	m	m	m	m	m	m	m	m	m	
Korea	National	Men	23 029	25 393	32 201	19 523	21 526	27 298	17 821	19 600	24 502	21 761	23 933	29 919	
		Women	22 703	20 428	25 002	19 246	17 318	21 195	17 573	15 836	19 305	21 458	19 337	23 574	
		M+W	22 987	23 565	29 101	19 487	19 977	24 670	17 788	18 225	22 346	21 721	22 255	27 287	

Note: Labour costs include non-tax compulsory payments (NTCP) and employer social contributions 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) and last three columns on net income in USD (PPP) Purchasing Power Parity-adjusted for private consumption (see Table X2.1 for exchange rates).

Source: OECD, LSO Network special data collection on full-time, full-year earnings, Economic Working Group.

Please refer to the Reader's Guide for information concerning the symbols replacing missing data.

StatLink  <http://dx.doi.org/10.1787/888932463384>

**Table A10.2. [2/2] Annual labour costs, full-time gross earnings and annual net income, by ISCED levels in equivalent USD, 25-34 year-olds (2009 or latest available year)**

	Year	Source	Gender	Annual labour costs			Gross annual full-time earnings			Annual net income			Annual net income			
				Three year-average exchange rate			Three year-average exchange rate			Three year-average exchange rate			PPP-adjusted exchange rate			
				0/1/2 (1)	3/4 (2)	5B/5A/6 (3)	0/1/2 (4)	3/4 (5)	5B/5A/6 (6)	0/1/2 (7)	3/4 (8)	5B/5A/6 (9)	0/1/2 (10)	3/4 (11)	5B/5A/6 (12)	
OECD	Luxembourg	National	Men	47 828	62 499	118 314	42 333	55 319	104 721	34 655	42 936	69 514	25 192	31 212	50 532	
			Women	37 869	53 501	86 741	33 519	47 354	76 776	28 438	37 981	54 715	20 672	27 609	39 774	
			M+W	45 166	59 206	102 318	39 977	52 404	90 563	33 044	41 167	62 007	24 021	29 926	45 075	
	Mexico			m	m	m	m	m	m	m	m	m	m	m		
	Netherlands	2008	National	Men	51 710	59 763	80 449	41 175	47 165	63 266	27 983	31 025	40 002	22 594	25 050	32 298
				Women	43 345	50 838	69 208	34 985	40 529	54 517	25 012	27 674	35 139	20 195	22 344	28 372
				M+W	50 309	57 174	75 804	40 138	45 218	59 651	27 486	29 972	37 993	22 193	24 199	30 676
	New Zealand	2009	National	Men	30 422	35 132	39 235	30 422	35 132	39 235	25 163	28 295	31 044	22 893	25 742	28 243
				Women	24 283	30 955	35 996	24 283	30 955	35 996	20 354	25 515	28 873	18 517	23 213	26 268
				M+W	28 563	33 699	37 650	28 563	33 699	37 650	23 735	27 335	29 982	21 593	24 869	27 277
	Norway	2007	National	Men	65 965	79 337	88 403	57 672	69 321	77 218	42 274	49 752	54 565	26 175	30 805	33 786
				Women	49 151	56 144	67 039	43 026	49 117	58 608	32 871	36 782	42 875	20 353	22 774	26 547
				M+W	60 867	72 060	76 705	53 232	62 981	67 028	39 423	45 682	48 280	24 410	28 286	29 894
	Poland	2006	SILC	Men	8 438	9 801	16 004	7 125	8 276	13 514	5 253	6 055	9 704	7 180	8 276	13 264
				Women	5 761	6 841	12 370	4 864	5 777	10 445	3 677	4 313	7 566	5 026	5 895	10 642
				M+W	7 881	8 811	13 989	6 654	7 440	11 812	4 925	5 472	8 518	6 732	7 480	11 644
	Portugal	2009	National	Men	15 186	19 940	31 982	12 271	16 113	25 844	10 552	13 416	19 790	10 474	13 316	19 643
				Women	11 968	15 641	26 016	9 671	12 639	21 023	8 607	10 832	16 633	8 543	10 751	16 509
				M+W	13 968	17 756	28 421	11 287	14 349	22 966	9 783	12 131	17 905	9 710	12 041	17 772
Slovak Republic	2009	National	Men	15 282	20 719	32 100	10 511	14 249	22 139	8 393	11 016	16 612	10 753	14 112	21 281	
			Women	12 547	15 793	24 213	8 629	10 862	16 653	7 074	8 639	12 702	9 062	11 068	16 272	
			M+W	14 230	18 939	28 507	9 787	13 026	19 639	7 886	10 157	14 830	10 102	13 013	18 998	
Slovenia	2009	National	Men	16 308	22 618	38 581	14 046	19 482	33 230	9 878	13 384	21 097	10 304	13 961	22 007	
			Women	13 509	17 847	28 636	11 635	15 372	24 665	8 764	10 746	16 331	9 143	11 210	17 036	
			M+W	15 694	20 785	32 421	13 518	17 902	27 925	9 764	12 401	18 185	10 185	12 936	18 970	
Spain	2008	National	Men	32 083	35 226	43 894	24 699	27 118	33 790	20 775	22 497	27 126	18 701	20 251	24 417	
			Women	25 054	26 577	39 371	19 287	20 460	30 309	16 973	17 758	24 768	15 278	15 985	22 295	
			M+W	30 294	31 704	41 646	23 321	24 407	32 060	19 795	20 568	25 959	17 818	18 514	23 367	
Sweden	2008	National	Men	60 168	62 307	78 106	41 375	42 846	53 711	31 471	32 508	39 947	23 849	24 635	30 272	
			Women	56 400	48 339	54 424	38 784	33 241	37 426	29 641	25 731	28 683	22 462	19 499	21 736	
			M+W	59 985	58 656	66 130	41 250	40 336	45 475	31 383	30 738	34 309	23 782	23 294	26 000	
Switzerland			m	m	m	m	m	m	m	m	m	m	m			
Turkey			m	m	m	m	m	m	m	m	m	m	m			
United Kingdom	2009	National	Men	37 563	50 267	72 369	30 639	41 001	59 028	24 565	31 715	44 154	20 147	26 011	36 212	
			Women	30 734	40 982	61 802	25 068	33 427	50 410	20 722	26 489	38 207	16 994	21 725	31 335	
			M+W	35 878	47 240	67 374	29 264	38 532	54 954	23 617	30 012	41 343	19 369	24 613	33 907	
United States	2009	National	Men	33 613	50 978	81 641	26 677	40 458	64 794	21 622	31 356	46 394	21 622	31 356	46 394	
			Women	26 284	37 516	61 386	20 861	29 775	48 719	17 515	23 810	36 648	17 515	23 810	36 648	
			M+W	31 416	45 947	71 415	24 933	36 466	56 678	20 391	28 536	41 473	20 391	28 536	41 473	
OECD average			Men	36 507	42 824	58 968	30 249	35 438	48 607	22 842	26 152	33 934	18 772	21 638	28 392	
	Women	28 525	33 446	46 476	23 755	27 830	38 407	18 765	21 309	27 814	15 445	17 598	23 208			
	M+W	34 319	39 622	52 578	28 478	32 823	43 377	21 739	24 470	30 834	17 870	20 227	25 778			
EU21 average			Men	36 154	41 540	58 998	29 203	33 472	47 475	21 508	24 138	32 164	17 657	19 984	26 962	
	Women	28 261	33 167	46 883	22 996	26 965	37 871	17 736	20 115	26 612	14 499	16 564	22 166			
	M+W	33 984	38 610	52 848	27 506	31 166	42 586	20 475	22 690	29 374	16 784	18 752	24 546			
Other G20	Argentina			m	m	m	m	m	m	m	m	m	m	m		
	Brazil	2009	National	Men	m	m	m	4 479	7 509	19 003	m	m	m	m	m	
				Women	m	m	m	3 248	5 132	12 779	m	m	m	m	m	
				M+W	m	m	m	4 158	6 517	15 668	m	m	m	m	m	
	China			m	m	m	m	m	m	m	m	m	m	m		
	India			m	m	m	m	m	m	m	m	m	m	m		
	Indonesia			m	m	m	m	m	m	m	m	m	m	m		
	Russian Federation			m	m	m	m	m	m	m	m	m	m	m		
	Saudi Arabia			m	m	m	m	m	m	m	m	m	m	m		
	South Africa			m	m	m	m	m	m	m	m	m	m	m		

Note: Labour costs include non-tax compulsory payments (NTCP) and employer social contributions 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) and last three columns on net income in USD (PPP) Purchasing Power Parity-adjusted for private consumption (see Table X2.1 for exchange rates).

Source: OECD, LSO Network special data collection on full-time, full-year earnings, Economic Working Group.

Please refer to the Reader's Guide for information concerning the symbols replacing missing data.


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Table A10.4. [1/2] Annual labour costs, full-time gross earnings and annual net income, by ISCED levels in equivalent USD, 45-54 year-olds (2009 or latest available year)

				Annual labour costs			Gross annual full-time earnings			Annual net income			Annual net income			
	Year	Source	Gender	Three-year average exchange rate			Three-year average exchange rate			Three-year average exchange rate			PPP-adjusted exchange rate			
				0/1/2 (1)	3/4 (2)	5B/5A/6 (3)	0/1/2 (4)	3/4 (5)	5B/5A/6 (6)	0/1/2 (7)	3/4 (8)	5B/5A/6 (9)	0/1/2 (10)	3/4 (11)	5B/5A/6 (12)	
OECD	Australia	2009	National	Men	56 719	64 114	96 536	49 148	55 556	83 650	38 572	42 961	60 381	30 382	33 840	47 561
				Women	38 969	44 491	63 641	33 768	38 552	55 146	28 648	31 734	42 681	22 565	24 996	33 619
				M+W	49 496	58 728	81 329	42 890	50 890	70 474	34 531	39 765	52 673	27 200	31 322	41 489
Austria	2009	National	Men	63 250	87 951	129 756	48 982	68 111	104 778	33 895	43 942	65 797	27 728	35 947	53 825	
			Women	44 508	67 942	98 839	34 468	52 615	76 543	25 713	35 915	48 309	21 034	29 381	39 519	
			M+W	52 957	80 957	117 733	41 011	62 695	93 594	29 401	41 136	58 755	24 052	33 652	48 064	
Belgium	2009	National	Men	60 454	63 292	101 143	46 819	48 938	77 655	28 592	29 547	41 707	22 201	22 942	32 385	
			Women	46 587	57 918	81 443	36 465	44 925	62 491	24 191	27 738	35 558	18 784	21 538	27 610	
			M+W	57 549	61 714	93 841	44 650	47 760	71 947	27 614	29 016	39 393	21 441	22 530	30 587	
Canada	2008	National	Men	44 973	62 367	84 692	40 331	56 864	78 464	31 073	42 242	55 936	26 048	35 411	46 890	
			Women	33 867	44 886	67 041	30 379	40 253	61 330	24 595	31 022	45 311	20 617	26 006	37 984	
			M+W	41 929	55 373	76 699	37 577	50 179	70 625	29 299	37 640	51 324	24 561	31 553	43 024	
Chile				m	m	m	m	m	m	m	m	m	m	m	m	
Czech Republic	2009	National	Men	17 017	22 307	56 461	12 699	16 647	42 135	10 070	12 790	30 352	12 668	16 089	38 180	
			Women	13 089	18 051	37 090	9 768	13 471	27 679	8 051	10 602	20 391	10 127	13 337	25 651	
			M+W	14 557	20 572	50 455	10 863	15 352	37 653	8 806	11 898	27 263	11 077	14 967	34 295	
Denmark	2009	National	Men	72 604	82 928	111 303	72 197	82 521	110 896	43 392	47 231	57 780	26 384	28 717	35 132	
			Women	59 767	66 095	81 520	59 359	65 687	81 113	36 276	39 866	46 707	22 057	24 239	28 399	
			M+W	66 640	75 526	95 771	66 233	75 119	95 363	40 174	44 479	52 005	24 427	27 044	31 620	
Estonia	2009	National	Men	13 281	18 124	22 131	9 921	13 538	16 531	8 210	11 017	13 341	9 435	12 662	15 332	
			Women	7 971	10 592	15 362	5 954	7 912	11 475	5 131	6 650	9 416	5 897	7 643	10 822	
			M+W	11 220	14 271	17 059	8 381	10 660	12 742	7 015	8 783	10 400	8 062	10 095	11 952	
Finland	2009	National	Men	63 088	65 945	96 917	51 291	53 614	78 794	36 694	38 001	51 350	25 749	26 666	36 034	
			Women	49 851	50 816	70 066	40 530	41 314	56 965	30 500	30 955	39 778	21 403	21 722	27 913	
			M+W	57 130	58 161	80 800	46 447	47 285	65 691	33 933	34 419	44 404	23 811	24 152	31 159	
France	2006	National	Men	52 007	60 919	100 542	36 547	42 810	70 530	26 806	31 083	47 836	20 659	23 956	36 867	
			Women	32 744	46 006	73 817	26 023	33 167	51 854	20 466	24 498	37 059	15 773	18 880	28 561	
			M+W	44 127	55 900	89 129	32 155	39 283	62 554	23 807	28 674	43 233	18 348	22 099	33 320	
Germany	2009	National	Men	59 453	63 451	99 342	49 762	53 108	84 690	30 255	31 788	46 639	25 163	26 438	38 790	
			Women	40 702	47 813	80 656	34 067	40 019	67 909	22 584	25 586	38 691	18 783	21 280	32 179	
			M+W	53 401	58 200	94 189	44 696	48 713	80 063	27 864	29 767	44 515	23 175	24 757	37 023	
Greece	2009	National	Men	28 665	32 717	48 279	22 384	25 549	37 700	18 321	20 315	27 970	16 709	18 527	25 509	
			Women	16 127	23 943	37 851	12 594	18 697	29 557	10 579	15 705	22 840	9 648	14 323	20 831	
			M+W	24 188	29 636	43 885	18 888	23 143	34 269	15 866	18 799	25 809	14 470	17 145	23 538	
Hungary	2009	National	Men	11 866	15 431	40 098	8 962	11 638	30 115	6 355	7 597	15 992	8 124	9 712	20 445	
			Women	9 338	13 861	25 894	7 032	10 461	19 475	5 274	7 150	10 992	6 743	9 141	14 052	
			M+W	10 336	14 670	30 943	7 794	11 067	23 257	5 701	7 380	12 769	7 288	9 435	16 324	
Iceland	2006	SILC	Men	46 545	55 553	88 694	40 768	48 658	77 686	30 008	34 765	52 265	20 055	23 234	34 929	
			Women	36 713	43 613	61 691	32 157	38 200	54 034	24 817	28 460	38 006	16 585	19 020	25 400	
			M+W	42 180	51 870	75 045	36 945	45 432	65 731	27 704	32 821	45 058	18 514	21 934	30 112	
Ireland	2009	National	Men	59 879	104 896	134 737	54 067	94 714	121 659	43 308	63 636	77 781	30 243	44 438	54 317	
			Women	50 388	65 726	97 912	45 497	59 346	88 408	37 826	45 948	60 482	26 415	32 087	42 236	
			M+W	58 023	89 446	121 353	52 391	80 764	109 573	42 470	56 659	71 529	29 658	39 567	49 951	
Israel	2009	National	Men	23 042	30 350	52 029	21 430	28 262	48 824	18 622	23 318	35 921	16 325	20 442	31 490	
			Women	15 424	22 109	35 316	14 421	20 572	32 972	13 596	18 011	26 380	11 919	15 789	23 126	
			M+W	21 408	27 304	44 677	19 927	25 373	41 851	17 551	21 440	31 876	15 386	18 795	27 944	
Italy	2008	National	Men	53 969	74 492	146 289	38 691	53 404	104 876	27 180	35 196	61 436	22 686	29 377	51 279	
			Women	37 032	58 018	83 495	26 549	41 594	59 858	19 712	28 978	38 507	16 453	24 187	32 141	
			M+W	49 329	67 853	118 553	35 364	48 644	84 992	25 118	32 751	51 275	20 966	27 336	42 798	
Japan				m	m	m	m	m	m	m	m	m	m	m		
Korea	2008	National	Men	26 747	43 192	61 355	22 675	36 615	52 522	20 616	31 771	44 549	25 174	38 796	54 399	
			Women	16 833	22 225	37 279	14 270	18 841	31 603	13 094	17 207	27 858	15 988	21 011	34 017	
			M+W	21 773	36 217	57 020	18 458	30 702	48 701	16 861	27 159	41 473	20 589	33 163	50 642	

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Source: OECD, LSO Network special data collection on full-time, full-year earnings, Economic Working Group.

Please refer to the Reader's Guide for information concerning the symbols replacing missing data.

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**Table A10.4. [2/2] Annual labour costs, full-time gross earnings and annual net income, by ISCED levels in equivalent USD, 45-54 year-olds (2009 or latest available year)**

				Annual labour costs			Gross annual full-time earnings			Annual net income			Annual net income					
	Year	Source	Gender	Three-year average exchange rate			Three-year average exchange rate			Three-year average exchange rate			PPP-adjusted exchange rate					
				0/1/2 (1)	3/4 (2)	5B/5A/6 (3)	0/1/2 (4)	3/4 (5)	5B/5A/6 (6)	0/1/2 (7)	3/4 (8)	5B/5A/6 (9)	0/1/2 (10)	3/4 (11)	5B/5A/6 (12)			
OECD	Luxembourg	National	Men	67 423	99 120	167 109	59 677	87 732	148 753	45 496	60 511	93 326	33 072	43 988	67 842			
			Women	56 536	79 465	157 450	50 041	70 335	139 361	39 698	51 289	87 852	28 858	37 284	63 862			
			M+W	64 296	95 664	164 389	56 909	84 674	146 033	43 885	58 899	91 685	31 901	42 816	66 649			
	Mexico			m	m	m	m	m	m	m	m	m	m	m	m			
				Netherlands	National	Men	65 368	82 507	127 016	51 528	64 868	102 497	33 467	40 898	59 393	27 021	33 022	47 955
						Women	49 975	62 678	97 527	39 891	49 434	77 297	27 367	32 295	47 722	22 097	26 075	38 531
	M+W	63 095	79 195			121 311	49 759	62 290	97 622	32 477	39 456	57 135	26 222	31 857	46 131			
	New Zealand	National	Men	35 855	43 364	52 929	35 855	43 364	52 929	28 779	33 810	39 967	26 182	30 760	36 361			
			Women	25 676	30 880	38 338	25 676	30 880	38 338	21 454	25 466	30 443	19 519	23 168	27 696			
			M+W	31 032	39 003	45 149	31 032	39 003	45 149	25 566	30 888	35 007	23 259	28 101	31 848			
	Norway	National	Men	80 224	93 152	131 865	70 093	81 355	115 077	50 248	56 849	75 464	31 113	35 200	46 725			
			Women	59 866	66 567	85 953	52 360	58 197	75 083	38 863	42 610	53 387	24 063	26 383	33 056			
			M+W	72 054	83 809	109 894	62 977	73 216	95 938	45 679	52 253	64 899	28 284	32 354	40 184			
	Poland	SILC	Men	7 363	12 066	23 039	6 217	10 189	19 454	4 620	7 387	13 843	6 315	10 098	18 922			
			Women	5 069	9 291	18 667	4 280	7 845	15 762	3 270	5 754	11 271	4 470	7 865	15 406			
			M+W	6 337	10 830	20 427	5 351	9 145	17 248	4 016	6 660	12 306	5 490	9 104	16 822			
	Portugal	National	Men	19 089	36 306	70 426	15 426	29 338	56 910	12 950	22 079	37 640	12 853	21 914	37 360			
			Women	13 564	24 762	50 139	10 961	20 010	40 516	9 755	15 969	28 354	9 683	15 850	28 143			
M+W			16 805	31 034	62 003	13 579	25 078	50 104	11 546	19 289	33 642	11 460	19 145	33 391				
Slovak Republic	National	Men	15 869	19 971	40 648	10 914	13 735	28 085	8 676	10 655	20 662	11 115	13 650	26 470				
		Women	11 298	15 232	26 975	7 770	10 476	18 573	6 471	8 369	14 070	8 290	10 721	18 025				
		M+W	12 721	17 566	33 340	8 749	12 081	23 001	7 158	9 495	17 226	9 170	12 164	22 069				
Slovenia	National	Men	19 033	25 742	58 044	16 393	22 173	49 995	11 414	14 914	28 802	11 906	15 558	30 045				
		Women	16 037	24 154	48 953	13 814	20 804	42 165	9 958	14 136	25 203	10 387	14 746	26 291				
		M+W	17 532	25 007	52 735	15 101	21 539	45 422	10 568	14 554	26 700	11 024	15 182	27 853				
Spain	National	Men	34 250	46 743	62 240	26 366	35 984	47 914	21 962	28 605	36 649	19 769	25 748	32 989				
		Women	25 613	35 770	54 724	19 718	27 536	42 127	17 245	22 795	32 747	15 523	20 519	29 477				
		M+W	31 697	42 489	58 847	24 401	32 709	45 302	20 564	26 397	34 888	18 510	23 761	31 404				
Sweden	National	Men	63 619	74 925	119 984	43 748	51 523	82 509	33 127	38 448	53 753	25 104	29 137	40 735				
		Women	53 436	63 116	79 692	36 746	43 402	54 801	28 205	32 889	40 598	21 374	24 924	30 766				
		M+W	61 212	70 881	97 566	42 094	48 743	67 092	31 974	36 545	46 554	24 230	27 695	35 279				
Switzerland			m	m	m	m	m	m	m	m	m	m	m					
Turkey			m	m	m	m	m	m	m	m	m	m	m					
United Kingdom	National	Men	45 226	63 970	102 188	36 889	52 177	83 351	28 878	39 427	60 408	23 684	32 335	49 542				
		Women	32 979	43 821	74 094	26 900	35 743	60 436	21 986	28 087	45 125	18 031	23 035	37 009				
		M+W	40 661	55 863	90 076	33 165	45 565	73 471	26 309	34 865	54 120	21 576	28 594	44 385				
United States	National	Men	42 523	65 994	123 879	33 748	52 377	98 317	26 617	38 865	66 115	26 617	38 865	66 115				
		Women	28 421	46 556	80 081	22 556	36 949	63 556	18 712	28 877	45 643	18 712	28 877	45 643				
		M+W	37 348	57 404	103 501	29 641	45 559	82 144	23 716	34 732	56 769	23 716	34 732	56 769				
OECD average		Men	43 083	55 582	87 920	35 639	46 047	72 665	26 145	32 402	47 347	21 396	26 809	39 808				
		Women	32 013	41 600	64 190	26 690	34 388	52 980	20 484	25 330	36 255	16 614	20 829	30 275				
		M+W	39 001	50 522	77 507	32 325	41 816	64 055	24 040	29 883	42 575	19 582	24 657	35 746				
EU21 average		Men	42 513	54 943	88 462	34 261	44 396	71 420	24 460	30 241	44 879	19 933	24 806	37 617				
		Women	32 029	42 146	66 294	26 116	34 038	53 541	19 536	24 342	35 318	15 801	19 942	29 401				
		M+W	38 753	50 259	78 781	31 333	40 586	63 666	22 679	28 091	40 743	18 398	23 004	34 029				
Other G20	Argentina	National	m	m	m	m	m	m	m	m	m	m	m	m				
			Brazil	Men	m	m	m	5 987	12 762	31 720	m	m	m	m	m	m		
				Women	m	m	m	3 614	7 765	18 667	m	m	m	m	m	m		
	M+W	m		m	m	5 253	10 772	25 518	m	m	m	m	m	m				
	China			m	m	m	m	m	m	m	m	m	m	m				
	India			m	m	m	m	m	m	m	m	m	m	m				
	Indonesia			m	m	m	m	m	m	m	m	m	m	m				
	Russian Federation			m	m	m	m	m	m	m	m	m	m	m				
Saudi Arabia			m	m	m	m	m	m	m	m	m	m	m					
South Africa			m	m	m	m	m	m	m	m	m	m	m					

**Note:** Labour costs include non-tax compulsory payments (NTCP) and employer social contributions 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) and last three columns on net income in USD (PPP) Purchasing Power Parity-adjusted for private consumption (see Table X2.1 for exchange rates).

**Source:** OECD, LSO Network special data collection on full-time, full-year earnings, Economic Working Group.

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