

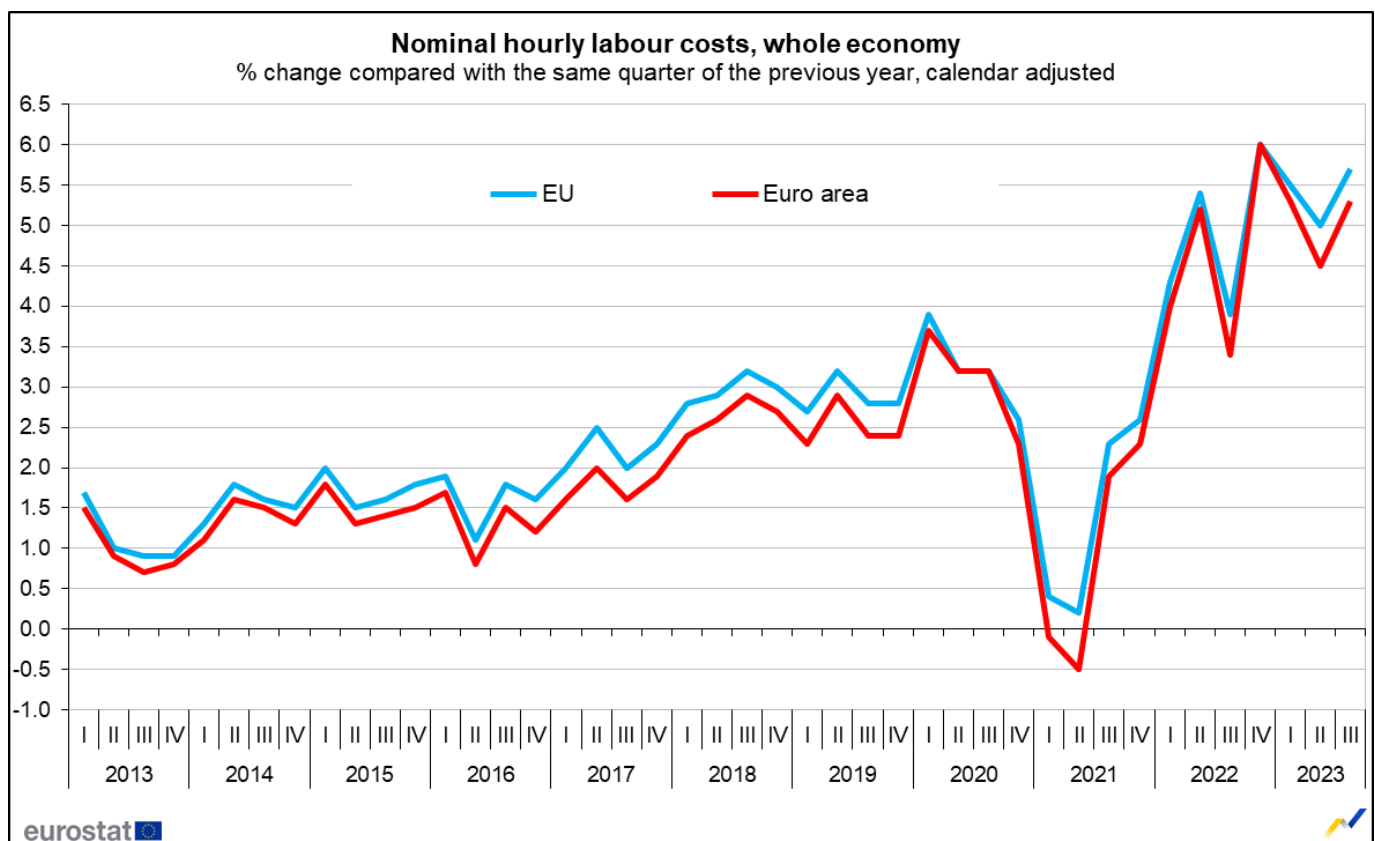
139/2023 - 15 December 2023

Third quarter of 2023

Annual increase in labour costs at 5.3% in euro area Increase at 5.7% in EU

In the third quarter of 2023 the hourly labour costs rose by 5.3% in the **euro area** and by 5.7% in the **EU**, compared with the same quarter of the previous year. These figures are published by **Eurostat, the statistical office of the European Union**.

The two main components of labour costs are wages & salaries and non-wage costs. In the **euro area**, wages & salaries per hour worked increased by 5.3%, while the non-wage component rose by 5.1% in the third quarter of 2023, compared with the same quarter of the previous year. In the **EU**, hourly wages & salaries increased by 5.8% and the non-wage component by 5.4% in the third quarter of 2023.



Breakdown by economic activity

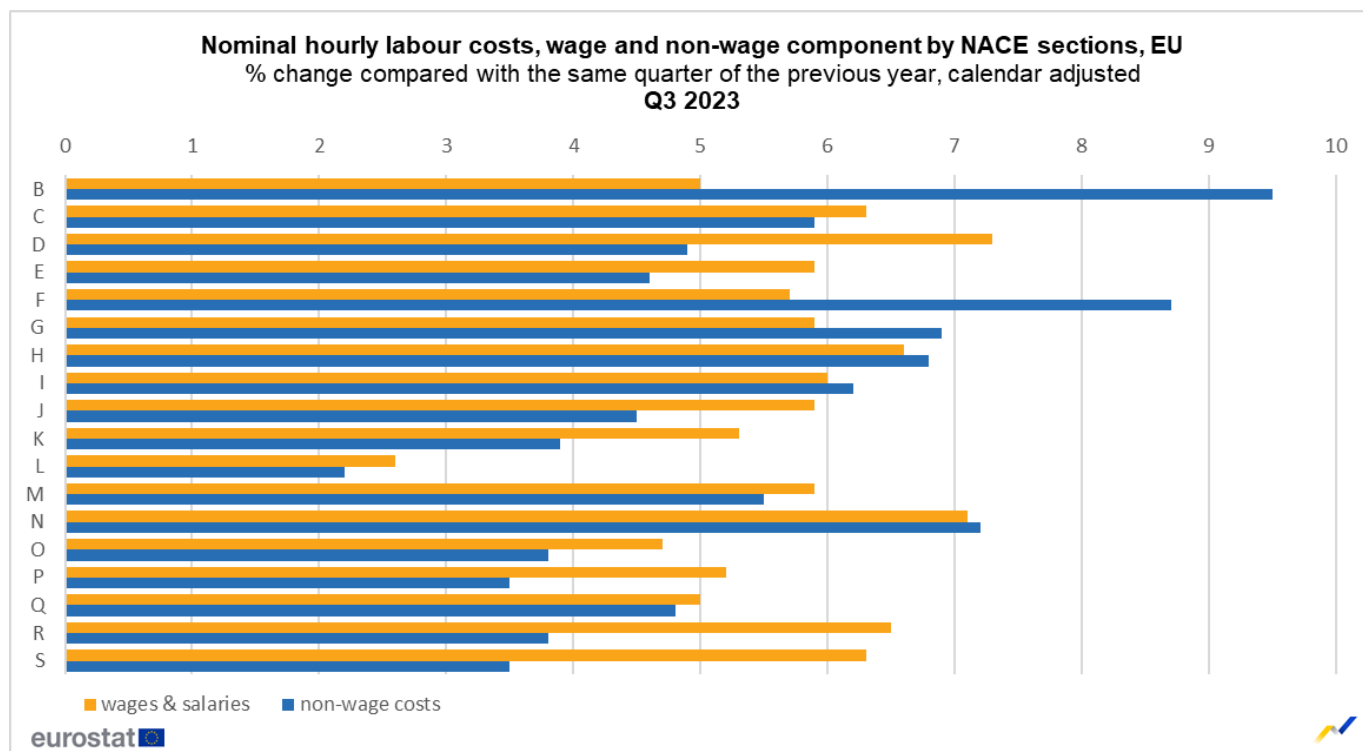
In the third quarter of 2023 compared with the same quarter of the previous year, hourly labour costs in the **euro area** rose by 4.2% in the (mainly) non-business economy and by 5.8% in the business economy: +5.8% in industry, +6.2% in construction and +5.7% in services. In the **EU**, hourly labour cost grew by 4.8% in the (mainly) non-business economy and by 6.1% in the business economy: +6.2% in industry, +6.4% in construction and +6.0% in services.

Wage costs

In the EU, the economic activities that recorded the highest annual increases in hourly wage costs are NACE Rev. 2 section D – ‘Electricity, gas, steam and air conditioning supply’ (+7.3%) and N – ‘Administrative and support service activities’ (+7.1%). The lowest annual increase was recorded in NACE Rev. 2 section L – ‘Real estate activities’ (+2.6%).

Non-wage costs

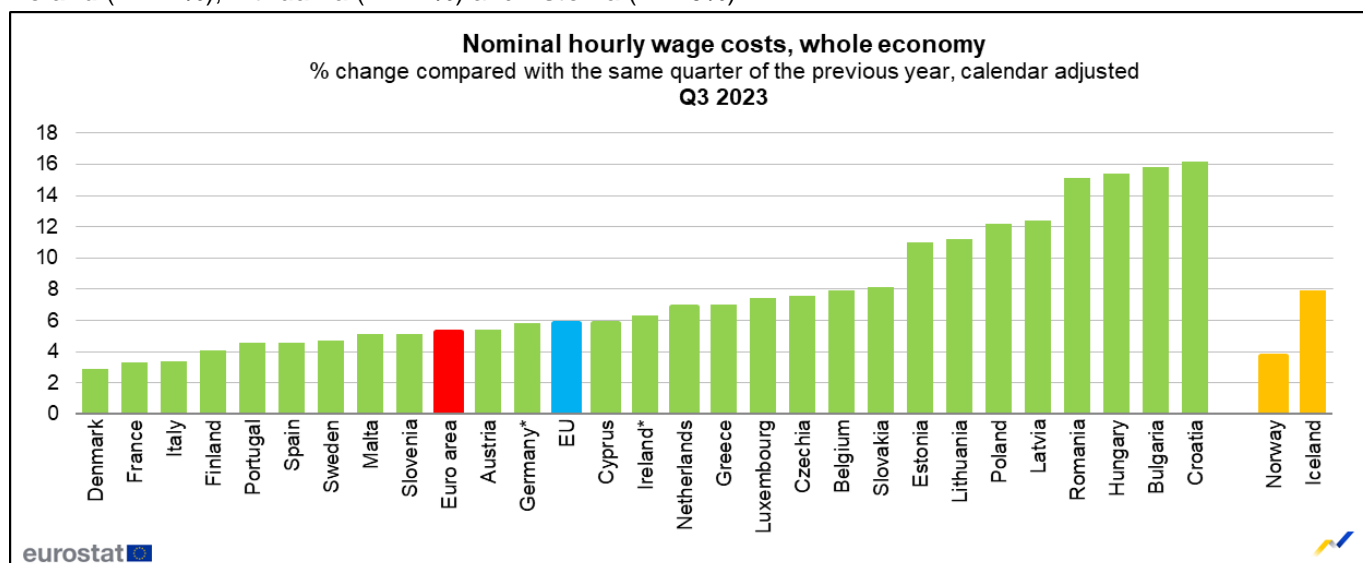
The economic activities with the biggest annual increases in the non-wage component were: NACE Rev. 2 section B – ‘Mining and quarrying’ (+9.5%) and F – ‘Construction’ (+8.7%). The lowest annual increase was recorded in NACE Rev. 2 section L – ‘Real estate activities’ (+2.2%).



List of NACE Rev. 2 sections: see the table on the last page of this news release.

Hourly wage costs across countries

In the third quarter of 2023 compared with the same quarter of the previous year, the highest increases in hourly wage costs for the whole economy were recorded in **Croatia** (+16.2%), **Bulgaria** (+15.8%), **Hungary** (+15.4%) and **Romania** (+15.1%). Four more EU Member States recorded an increase above 10%, namely: **Latvia** (+12.4%), **Poland** (+12.2%), **Lithuania** (+11.2%) and **Estonia** (+11.0%).



* see country note under 'Revisions and timetable'

Geographical information

Up to 31 December 2022, the **euro area** (EA19) included Belgium, Germany, Estonia, Ireland, Greece, Spain, France, Italy, Cyprus, Latvia, Lithuania, Luxembourg, Malta, the Netherlands, Austria, Portugal, Slovenia, Slovakia and Finland. From 1 January 2023 the **euro area** (EA20) also includes Croatia. The aggregate data series commented on in this release refers to EA20.

The **European Union** (EU27) includes Belgium, Bulgaria, Czechia, Denmark, Germany, Estonia, Ireland, Greece, Spain, France, Croatia, Italy, Cyprus, Latvia, Lithuania, Luxembourg, Hungary, Malta, the Netherlands, Austria, Poland, Portugal, Romania, Slovenia, Slovakia, Finland and Sweden.

Methods and definitions

The **Labour Cost Index** is a short-term indicator showing the development of hourly labour costs incurred by employers, in nominal terms, that is without adjusting for price developments. It is calculated dividing the labour cost in national currency by the number of hours worked. Therefore, the development of variables, labour costs and hours worked, affect the evolution of the index (base year = 2020).

The quarterly changes in hourly employers' costs are measured for total labour costs and its main components: wages and salaries; and non-wage costs (labour costs other than wages and salaries). Total labour costs (TOT) cover wage and non-wage costs less subsidies. They do not include vocational training costs or other expenditures such as recruitment costs, spending on working clothes, etc.

Wage and salary costs (WAG) include direct remuneration, bonuses, and allowances paid by an employer in cash or in kind to an employee in return for work done, payments to employees saving schemes, payments for days not worked and remuneration in kind such as food, drink, fuel, company cars, etc.

Labour costs other than wages and salaries (OTH - non-wage costs) include the employers' social contributions plus employment taxes regarded as labour costs less subsidies intended to refund part or the entire employer's cost of direct remuneration.

Eurostat publishes Labour Cost Index data for NACE Rev. 2 sections B to S. The aggregate is referred to as "**Whole economy**" for the sake of simplification, although sections A: 'Agriculture, forestry and fishing'; T: 'Activities of households as employers; undifferentiated goods and services producing activities of households for own use' and U: 'Activities of extraterritorial organisations and bodies' are excluded. Section N: 'Administrative and support service activities' includes the activities of temporary employment agencies.

Recording of COVID-19 support schemes: in the first half of 2020, the governments of EU countries introduced the main schemes to alleviate the impact of the COVID-19 pandemic on enterprises and employees that consisted in short-term work arrangements and temporary lay-offs. In most cases, schemes were recorded as subsidies (or tax allowances) with a negative sign in the non-wage component of the labour cost index. This means that a decrease in subsidies, in particular following the phasing out of COVID-19 support schemes, translates on the opposite into an increase in the non-wage component of labour costs. This phasing out is, in general, visible in the first half of 2022.

Revisions and timetable

The Labour Cost Index data are subject to revision, in particular for the latest quarters, when new source data become available. The original data, before any subsequent revision, are also available [here](#).

Compared with the News Release [104/2023](#) of 15 September 2023, the annual growth rate for the total economy for the second quarter of 2023 for both euro area and the EU remained unchanged.

In the case of Ireland, the annual growth of hourly wages was impacted downwards by the phasing out of the Employment Wage Subsidy Scheme (EWSS) introduced by government in March 2020 to support wages during the COVID-19 pandemic. It enabled employees, whose employers' business activities were adversely affected by the pandemic, to receive supports directly from their employer through the payroll system.

In the case of Germany, data have been revised due to benchmarking on the Labour Cost Survey 2020 (see [national publication](#)). In addition, wage data for the four quarters of 2022 are impacted by a change in data sources (see [further explanation, in German](#)). Due to this change in data sources, data for Germany show a break in series for total economy, business economy and construction, starting from the first quarter of 2022.

For more information

Eurostat [website section](#) on labour costs

Eurostat [database section](#) on labour costs

Eurostat [Statistics Explained article](#) on labour cost index

Eurostat [Euro indicators dashboard](#)

Eurostat €-indicators [release calendar](#)

European Statistics [Code of Practice](#)

For further information on data

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Nominal hourly labour costs

% change compared with same quarter of previous year – calendar adjusted

| | Whole economy (NACE Rev. 2 sections B to S) | | | | | | | | | | | | | | |
|---------------------|--|-------|-------|---------|-------|-------|---------|-------|-------|---------|-------|-------|-------------|-------------|-------------|
| | Q3 2022 | | | Q4 2022 | | | Q1 2023 | | | Q2 2023 | | | Q3 2023 | | |
| | TOTAL | WAGES | OTHER | TOTAL | WAGES | OTHER | TOTAL | WAGES | OTHER | TOTAL | WAGES | OTHER | TOTAL | WAGES | OTHER |
| Euro area 20 | 3.4 | 2.7 | 5.5 | 6.0 | 5.3 | 8.0 | 5.3 | 5.0 | 6.4 | 4.5 | 4.6 | 4.2 | 5.3 | 5.3 | 5.1 |
| EU | 3.9 | 3.4 | 5.5 | 6.0 | 5.6 | 7.5 | 5.5 | 5.3 | 6.3 | 5.0 | 5.1 | 4.6 | 5.7 | 5.8 | 5.4 |
| Belgium | 6.9 | 6.8 | 7.1 | 7.1 | 7.1 | 7.2 | 9.6 | 10.1 | 8.3 | 8.6 | 9.0 | 7.3 | 7.9 | 7.9 | 7.9 |
| Bulgaria | 16.3 | 16.4 | 15.9 | 16.1 | 16.6 | 13.9 | 15.1 | 15.7 | 12.4 | 13.8 | 14.2 | 11.9 | 15.1 | 15.8 | 11.5 |
| Czechia | 1.8 | 4.5 | -5.7 | 2.2 | 4.8 | -5.1 | 6.9 | 6.9 | 7.0 | 7.5 | 7.5 | 7.5 | 7.6 | 7.6 | 7.7 |
| Denmark | 3.3 | 2.6 | 7.9 | 3.9 | 3.2 | 8.5 | 2.9 | 2.9 | 3.4 | 2.7 | 2.7 | 3.1 | 2.9 | 2.9 | 2.7 |
| Germany* | 2.0 | 0.6 | 7.0 | 6.9 | 5.7 | 11.1 | 6.1 | 5.3 | 8.3 | 3.4 | 3.8 | 2.2 | 5.6 | 5.8 | 4.6 |
| Estonia | 7.5 | 7.6 | 7.5 | 10.3 | 10.1 | 10.9 | 11.7 | 12.0 | 11.1 | 13.2 | 13.1 | 13.4 | 11.0 | 11.0 | 11.0 |
| Ireland* | 8.6 | 3.3 | 70.3 | 10.5 | 5.8 | 59.3 | 10.6 | 4.2 | 67.1 | 10.5 | 5.3 | 49.9 | 10.9 | 6.3 | 44.4 |
| Greece | 11.7 | 12.9 | 7.6 | 6.5 | 6.4 | 6.9 | 6.1 | 6.4 | 5.0 | 4.6 | 4.9 | 3.6 | 6.7 | 7.0 | 5.6 |
| Spain | 2.3 | 2.4 | 1.9 | 3.8 | 4.3 | 2.4 | 4.6 | 4.4 | 5.2 | 5.7 | 4.9 | 8.0 | 5.5 | 4.6 | 7.8 |
| France | 4.2 | 4.3 | 4.0 | 5.1 | 5.4 | 4.5 | 4.3 | 4.5 | 3.9 | 4.2 | 4.5 | 3.6 | 3.2 | 3.3 | 3.1 |
| Croatia | 8.2 | 8.2 | 8.0 | 8.9 | 8.9 | 8.9 | 11.4 | 11.3 | 11.8 | 14.5 | 14.6 | 14.0 | 16.3 | 16.2 | 16.4 |
| Italy | 0.8 | 1.1 | 0.2 | 5.4 | 5.2 | 5.9 | 2.1 | 1.7 | 3.0 | 2.6 | 2.4 | 3.1 | 3.3 | 3.4 | 3.1 |
| Cyprus | 4.4 | 4.7 | 3.2 | 3.2 | 3.4 | 2.5 | 6.0 | 6.2 | 5.3 | 6.4 | 6.7 | 5.5 | 5.6 | 5.8 | 4.8 |
| Latvia | 5.6 | 6.1 | 4.0 | 7.0 | 6.0 | 10.6 | 6.3 | 6.5 | 5.4 | 12.2 | 12.3 | 11.5 | 12.0 | 12.4 | 10.4 |
| Lithuania | 13.4 | 13.5 | 10.5 | 15.5 | 15.7 | 9.8 | 13.7 | 13.2 | 25.0 | 12.5 | 12.4 | 14.4 | 11.0 | 11.2 | 6.2 |
| Luxembourg | 5.0 | 4.9 | 5.2 | 3.4 | 3.4 | 3.3 | 4.0 | 3.9 | 4.8 | 5.3 | 5.2 | 6.2 | 7.4 | 7.4 | 7.4 |
| Hungary | 13.5 | 16.1 | -2.3 | 13.3 | 15.8 | -2.1 | 9.7 | 9.8 | 9.2 | 16.9 | 17.3 | 14.4 | 15.1 | 15.4 | 12.7 |
| Malta | 0.4 | 0.3 | 0.8 | 7.5 | 7.9 | 5.2 | 4.7 | 5.1 | 0.1 | 2.7 | 2.9 | 0.3 | 4.7 | 5.1 | 1.2 |
| Netherlands | 5.7 | 4.1 | 11.5 | 6.4 | 3.6 | 17.4 | 6.3 | 6.1 | 7.0 | 5.9 | 6.5 | 3.8 | 6.4 | 6.9 | 4.5 |
| Austria | 6.4 | 6.4 | 6.2 | 3.9 | 4.0 | 3.3 | 5.2 | 5.5 | 4.2 | 6.9 | 7.1 | 6.4 | 5.3 | 5.4 | 4.6 |
| Poland | 13.3 | 13.3 | 13.5 | 10.2 | 10.2 | 10.6 | 10.8 | 10.7 | 10.9 | 13.3 | 13.3 | 13.5 | 12.2 | 12.2 | 12.2 |
| Portugal | 4.5 | 4.5 | 4.5 | 1.4 | 1.4 | 1.6 | 6.7 | 6.4 | 7.8 | 3.7 | 3.5 | 4.8 | 4.9 | 4.6 | 6.2 |
| Romania | 10.8 | 11.0 | 6.3 | 11.2 | 11.4 | 6.9 | 14.4 | 14.4 | 14.0 | 14.4 | 14.4 | 14.4 | 15.1 | 15.1 | 14.9 |
| Slovenia | 1.4 | 1.2 | 2.0 | 11.5 | 10.9 | 15.3 | 7.2 | 7.4 | 6.3 | 14.5 | 14.5 | 14.4 | 5.0 | 5.1 | 4.4 |
| Slovakia | 10.4 | 9.1 | 14.5 | 4.4 | 4.0 | 5.8 | 8.6 | 7.6 | 11.8 | 9.9 | 9.8 | 10.3 | 7.9 | 8.1 | 7.5 |
| Finland | 1.5 | 1.4 | 2.2 | 4.3 | 4.2 | 4.8 | 0.4 | 0.2 | 1.1 | 6.1 | 5.9 | 6.8 | 4.3 | 4.1 | 5.2 |
| Sweden | 3.7 | 3.7 | 3.8 | 3.1 | 3.7 | 1.9 | 2.7 | 3.0 | 2.2 | 4.7 | 4.0 | 6.3 | 5.5 | 4.7 | 7.3 |
| Iceland | 8.5 | 8.1 | 9.7 | 8.1 | 7.7 | 9.6 | 7.8 | 7.8 | 7.8 | 7.4 | 7.4 | 7.5 | 7.9 | 7.9 | 7.9 |
| Norway | 3.4 | 3.3 | 4.5 | 3.7 | 3.7 | 3.6 | 4.4 | 4.2 | 5.8 | 4.5 | 4.0 | 8.0 | 4.4 | 3.7 | 8.8 |

Labour cost data are subject to revision, in particular for the latest quarters, when new source data become available.

: not available

TOTAL = total labour costs

WAGES = wage and salary costs

OTHER = non-wage costs

* see country note under 'Revisions and timetable'

Source dataset: [lc_lci_r2_q](#)

Nominal hourly labour costs for the business / mainly non-business economy

% change compared with same quarter of previous year – calendar adjusted

| | Business economy (NACE Rev. 2 sections B to N) | | | | | | | Mainly non-business economy (NACE Rev. 2 sections O to S) | | | | | | |
|---------------------|---|-------|-------|-------|-------------|-------------|-------------|--|-------|-------|-------|-------------|-------------|-------------|
| | Q3/22 | Q4/22 | Q1/23 | Q2/23 | Q3 2023 | | | Q3/22 | Q4/22 | Q1/23 | Q2/23 | Q3 2023 | | |
| | TOT | TOT | TOT | TOT | TOT | WAG | OTH | TOT | TOT | TOT | TOT | TOT | WAG | OTH |
| Euro area 20 | 3.5 | 5.9 | 5.7 | 4.6 | 5.8 | 5.7 | 6.0 | 3.1 | 6.2 | 4.4 | 4.2 | 4.2 | 4.5 | 3.2 |
| EU | 4.1 | 6.1 | 6.0 | 5.2 | 6.1 | 6.1 | 6.2 | 3.4 | 6.0 | 4.4 | 4.6 | 4.8 | 5.1 | 4.1 |
| Belgium | 7.0 | 7.3 | 9.7 | 8.8 | 8.1 | 8.1 | 8.1 | 6.6 | 6.8 | 9.5 | 8.1 | 7.4 | 7.5 | 7.0 |
| Bulgaria | 16.9 | 18.4 | 16.4 | 15.6 | 14.9 | 15.5 | 11.6 | 14.4 | 9.7 | 10.9 | 8.3 | 15.7 | 16.8 | 11.4 |
| Czechia | 1.9 | 2.2 | 7.6 | 8.4 | 8.2 | 8.1 | 8.3 | 1.2 | 2.5 | 5.5 | 5.4 | 6.0 | 6.0 | 6.2 |
| Denmark | 3.9 | 4.3 | 3.1 | 3.0 | 3.1 | 3.1 | 2.6 | 2.3 | 3.2 | 2.6 | 2.2 | 2.6 | 2.5 | 2.8 |
| Germany* | 2.5 | 7.8 | 7.0 | 3.1 | 6.0 | 6.2 | 5.4 | 0.9 | 5.0 | 3.9 | 4.2 | 4.6 | 5.1 | 3.3 |
| Estonia | 8.4 | 11.3 | 11.0 | 11.7 | 9.6 | 9.5 | 9.7 | 6.4 | 7.9 | 13.5 | 16.9 | 14.6 | 14.6 | 14.6 |
| Ireland* | 10.5 | 8.6 | 14.3 | 13.4 | 14.0 | 5.8 | 67.9 | 4.9 | 14.5 | 2.4 | 4.1 | 4.4 | 7.5 | : |
| Greece | 16.7 | 11.4 | 9.7 | 7.0 | 7.9 | 8.2 | 6.5 | 4.2 | -2.2 | 0.6 | 0.6 | 4.7 | 4.9 | 4.4 |
| Spain | 2.7 | 3.1 | 4.9 | 5.9 | 5.4 | 4.7 | 7.6 | 1.4 | 5.1 | 3.9 | 5.2 | 5.5 | 4.5 | 8.5 |
| France | 3.8 | 4.7 | 4.0 | 4.5 | 4.1 | 4.2 | 4.0 | 5.2 | 6.2 | 4.9 | 3.6 | 1.5 | 1.5 | 1.4 |
| Croatia | 9.4 | 8.3 | 11.6 | 14.5 | 14.8 | 14.8 | 15.0 | 6.1 | 9.9 | 10.8 | 14.5 | 19.4 | 19.4 | 19.5 |
| Italy | 0.5 | 2.4 | 0.8 | 3.4 | 3.1 | 3.1 | 3.0 | 1.3 | 11.2 | 4.7 | 0.8 | 3.6 | 3.8 | 3.1 |
| Cyprus | 5.5 | 3.4 | 5.7 | 6.5 | 4.9 | 4.9 | 4.9 | 3.2 | 2.6 | 6.7 | 6.1 | 7.2 | 8.0 | 5.0 |
| Latvia | 5.0 | 7.3 | 6.1 | 12.9 | 12.2 | 12.6 | 10.5 | 7.2 | 6.1 | 7.2 | 10.7 | 11.0 | 11.4 | 9.5 |
| Lithuania | 14.3 | 15.4 | 14.0 | 12.7 | 11.9 | 12.1 | 5.3 | 11.8 | 15.6 | 12.5 | 12.0 | 9.7 | 9.7 | 8.9 |
| Luxembourg | 5.4 | 3.0 | 3.7 | 4.8 | 7.5 | 7.4 | 7.5 | 3.7 | 4.3 | 4.8 | 6.9 | 7.2 | 7.2 | 7.2 |
| Hungary | 13.0 | 14.1 | 17.3 | 18.0 | 15.3 | 15.7 | 12.6 | 14.9 | 11.2 | -6.0 | 13.9 | 14.8 | 15.1 | 13.1 |
| Malta | 3.5 | 10.4 | 7.3 | 4.9 | 5.9 | 6.3 | 0.3 | -3.5 | 2.8 | 0.1 | -1.3 | 3.2 | 3.4 | 1.9 |
| Netherlands | 5.5 | 6.6 | 7.3 | 6.1 | 7.2 | 7.4 | 6.8 | 6.1 | 5.9 | 3.8 | 5.5 | 4.7 | 6.0 | 0.7 |
| Austria | 5.0 | 3.3 | 5.2 | 8.4 | 6.6 | 6.9 | 5.5 | 10.1 | 5.4 | 5.4 | 2.6 | 1.9 | 1.8 | 2.3 |
| Poland | 14.4 | 10.5 | 10.6 | 12.5 | 11.5 | 11.5 | 11.5 | 10.6 | 9.7 | 11.2 | 15.7 | 14.1 | 14.1 | 14.4 |
| Portugal | 4.6 | 3.3 | 6.0 | 2.7 | 5.0 | 4.7 | 5.9 | 4.4 | -1.8 | 8.3 | 5.6 | 4.8 | 4.3 | 6.6 |
| Romania | 13.3 | 14.3 | 16.5 | 16.3 | 14.6 | 14.6 | 14.5 | 4.5 | 2.4 | 8.1 | 9.2 | 16.6 | 16.7 | 15.8 |
| Slovenia | 3.3 | 12.7 | 8.1 | 13.7 | 5.5 | 5.6 | 5.1 | -2.9 | 8.5 | 5.2 | 16.6 | 3.9 | 4.1 | 2.8 |
| Slovakia | 9.8 | 7.3 | 8.6 | 9.1 | 8.9 | 9.1 | 8.3 | 11.7 | -1.6 | 8.8 | 11.9 | 5.9 | 6.0 | 5.8 |
| Finland | 1.1 | 3.7 | 0.9 | 5.0 | 4.7 | 4.6 | 5.2 | 2.2 | 5.3 | -1.1 | 8.0 | 3.9 | 3.6 | 5.4 |
| Sweden | 4.0 | 3.6 | 2.4 | 4.0 | 4.5 | 4.5 | 4.4 | 3.2 | 2.3 | 3.4 | 6.1 | 7.4 | 5.1 | 12.4 |
| Iceland | 8.0 | 8.1 | 8.8 | 7.4 | 8.2 | 8.2 | 7.9 | 9.1 | 8.1 | 6.0 | 7.4 | 7.6 | 7.6 | 8.0 |
| Norway | 3.5 | 4.0 | 4.4 | 4.6 | 4.2 | 3.5 | 8.5 | 3.4 | 3.1 | 4.4 | 4.4 | 4.8 | 4.0 | 9.3 |

Labour cost data are subject to revision, in particular for the latest quarters, when new source data become available.

: not available

c confidential

TOT = total labour costs

WAG = wage and salary costs

OTH = non-wage costs

* see country note under 'Revisions and timetable'

Source dataset: lc_lci_r2_g

Nominal hourly labour costs by main economic activity branches for the business economy

% change compared with same quarter of previous year – calendar adjusted

| | Industry (NACE Rev. 2 sections B to E) | | | | | | | Construction (NACE Rev. 2 section F) | | | | | | | Services (NACE Rev. 2 section G to N) | | | | | | |
|---------------------|---|-------|-------|-------|---------|------|-------|---|-------|-------|-------|---------|------|------|--|-------|-------|-------|---------|------|------|
| | Q3/22 | Q4/22 | Q1/23 | Q2/23 | Q3 2023 | | | Q3/22 | Q4/22 | Q1/23 | Q2/23 | Q3 2023 | | | Q3/22 | Q4/22 | Q1/23 | Q2/23 | Q3 2023 | | |
| | TOT | TOT | TOT | TOT | TOT | WAG | OTH | TOT | TOT | TOT | TOT | TOT | WAG | OTH | TOT | TOT | TOT | TOT | TOT | WAG | OTH |
| Euro area 20 | 2.0 | 4.6 | 5.2 | 4.0 | 5.8 | 5.8 | 5.6 | 4.2 | 7.3 | 5.3 | 5.0 | 6.2 | 5.3 | 8.9 | 4.1 | 6.3 | 6.0 | 4.9 | 5.7 | 5.7 | 5.8 |
| EU | 3.0 | 5.0 | 5.7 | 4.8 | 6.2 | 6.4 | 5.8 | 4.8 | 7.1 | 5.4 | 5.5 | 6.4 | 5.7 | 8.7 | 4.6 | 6.5 | 6.2 | 5.3 | 6.0 | 6.1 | 5.9 |
| Belgium | 8.9 | 8.7 | 9.2 | 8.3 | 6.9 | 6.9 | 6.9 | 7.0 | 7.1 | 10.0 | 9.4 | 8.3 | 8.3 | 8.3 | 6.2 | 6.7 | 9.7 | 8.9 | 8.6 | 8.6 | 8.5 |
| Bulgaria | 18.1 | 21.2 | 18.2 | 19.3 | 16.6 | 17.0 | 14.3 | 16.0 | 10.8 | 14.1 | 16.1 | 17.0 | 17.5 | 14.3 | 16.4 | 17.6 | 15.7 | 13.7 | 13.9 | 14.5 | 9.8 |
| Czechia | 5.1 | 5.0 | 8.6 | 8.4 | 8.8 | 8.8 | 8.8 | 6.8 | 6.2 | 6.7 | 10.3 | 7.2 | 7.2 | 7.1 | -1.5 | -0.5 | 6.8 | 8.1 | 7.8 | 7.7 | 8.1 |
| Denmark | 3.5 | 4.5 | 3.8 | 4.6 | 2.3 | 2.4 | 2.0 | 2.5 | 1.3 | 3.5 | 2.4 | 3.2 | 3.4 | 1.8 | 4.2 | 4.6 | 2.9 | 2.5 | 3.3 | 3.4 | 3.0 |
| Germany* | 0.1 | 4.3 | 6.3 | 2.3 | 5.9 | 6.2 | 5.1 | 3.6 | 10.5 | 3.9 | 3.6 | 5.3 | 5.2 | 5.6 | 3.9 | 9.7 | 7.9 | 3.6 | 6.1 | 6.3 | 5.5 |
| Estonia | 13.0 | 15.7 | 8.2 | 8.3 | 6.6 | 6.2 | 7.7 | 4.0 | 6.0 | 5.2 | 6.5 | 3.6 | 3.4 | 3.9 | 7.1 | 10.1 | 13.2 | 14.1 | 11.9 | 12.1 | 11.5 |
| Ireland* | 4.7 | 6.0 | 10.0 | 10.2 | 10.4 | 5.8 | 36.0 | :c | :c | :c | :c | :c | 4.5 | :c | 11.3 | 8.5 | 11.5 | 10.1 | 10.9 | 5.9 | 44.4 |
| Greece | 11.6 | 5.4 | 3.1 | 3.9 | 2.4 | 2.6 | 1.6 | 16.4 | 9.5 | 12.5 | 8.5 | 6.5 | 4.9 | 12.0 | 18.3 | 13.3 | 11.7 | 7.9 | 9.7 | 10.1 | 7.8 |
| Spain | 2.9 | 2.9 | 5.3 | 5.4 | 4.4 | 3.4 | 7.1 | 2.2 | 5.2 | 4.2 | 2.4 | 6.9 | 5.9 | 9.2 | 2.7 | 3.0 | 4.8 | 6.7 | 5.6 | 4.9 | 7.5 |
| France | 3.0 | 4.8 | 3.9 | 4.7 | 4.3 | 4.3 | 4.2 | 3.4 | 4.3 | 4.3 | 4.2 | 3.4 | 3.7 | 2.7 | 4.1 | 4.6 | 4.0 | 4.5 | 4.1 | 4.2 | 4.0 |
| Croatia | 8.1 | 4.7 | 9.3 | 13.1 | 14.1 | 14.0 | 14.4 | 9.3 | 10.0 | 13.5 | 20.3 | 19.5 | 19.6 | 18.9 | 10.1 | 9.9 | 12.4 | 14.4 | 14.5 | 14.4 | 14.7 |
| Italy | 0.4 | 2.8 | 1.2 | 4.1 | 5.0 | 5.3 | 4.2 | 4.2 | 5.9 | 1.9 | 1.9 | 2.6 | 2.6 | 2.6 | 0.0 | 1.7 | 0.3 | 3.1 | 2.0 | 1.9 | 2.3 |
| Cyprus | 2.5 | 3.4 | 5.5 | 4.4 | 6.0 | 6.0 | 6.0 | 3.6 | 3.5 | 5.6 | 4.3 | 5.4 | 5.3 | 5.5 | 6.4 | 3.4 | 5.7 | 7.2 | 4.7 | 4.7 | 4.6 |
| Latvia | 8.4 | 8.9 | 6.6 | 12.9 | 12.2 | 12.8 | 9.9 | 1.0 | 1.2 | -0.6 | 8.3 | 10.5 | 10.9 | 9.0 | 4.4 | 7.6 | 7.0 | 13.5 | 12.5 | 12.8 | 11.0 |
| Lithuania | 12.5 | 13.1 | 12.0 | 11.4 | 11.0 | 11.1 | : | 8.4 | 13.5 | 16.1 | 14.8 | 18.1 | 18.0 | 23.2 | 15.8 | 16.8 | 14.5 | 12.9 | 11.4 | 11.8 | 1.9 |
| Luxembourg | 5.0 | 3.6 | 2.2 | 6.3 | 8.3 | 8.1 | 9.3 | 6.6 | 4.2 | 4.9 | 5.8 | 7.5 | 7.5 | 7.6 | 5.3 | 2.8 | 3.8 | 4.5 | 7.4 | 7.4 | 7.3 |
| Hungary | 12.4 | 14.3 | 20.3 | 21.2 | 17.0 | 17.5 | 13.8 | 17.4 | 15.1 | 15.5 | 18.4 | 12.9 | 13.0 | 12.0 | 13.0 | 13.9 | 15.7 | 16.0 | 14.4 | 14.8 | 11.9 |
| Malta | 13.0 | 10.5 | 6.9 | 5.4 | 4.4 | 6.0 | -19.0 | 7.0 | 2.6 | 8.3 | 5.2 | 1.6 | 1.7 | 0.6 | 1.5 | 11.1 | 7.3 | 4.8 | 6.6 | 6.8 | 4.4 |
| Netherlands | 5.9 | 7.0 | 6.0 | 6.4 | :c | :c | :c | 4.7 | 5.2 | 6.4 | 4.3 | :c | :c | :c | 5.4 | 6.7 | 7.8 | 6.3 | :c | :c | :c |
| Austria | 3.6 | 5.5 | 4.9 | 8.2 | 7.4 | 7.7 | 6.6 | 5.4 | 3.9 | 5.4 | 9.8 | 8.4 | 8.3 | 9.0 | 5.8 | 2.0 | 5.2 | 8.3 | 5.8 | 6.2 | 4.3 |
| Poland | 14.2 | 9.4 | 10.1 | 12.5 | 10.7 | 10.7 | 10.5 | 16.6 | 5.0 | 4.2 | 10.4 | 7.0 | 7.0 | 7.0 | 14.3 | 12.0 | 11.7 | 12.7 | 12.7 | 12.7 | 12.7 |
| Portugal | 5.9 | 2.8 | 7.1 | 2.1 | 5.0 | 4.9 | 5.6 | 4.7 | 2.0 | 7.1 | 2.8 | 6.2 | 4.4 | 12.7 | 3.8 | 3.7 | 5.3 | 2.9 | 4.9 | 4.8 | 5.3 |
| Romania | 13.3 | 14.1 | 16.9 | 16.7 | 14.3 | 14.3 | 14.1 | 11.7 | 12.6 | 21.9 | 22.6 | 22.1 | 22.1 | 22.2 | 13.6 | 14.6 | 15.5 | 15.0 | 13.7 | 13.7 | 13.8 |
| Slovenia | 4.1 | 10.0 | 7.7 | 13.9 | 3.6 | 3.6 | 3.4 | 1.1 | 14.8 | 8.1 | 14.5 | 6.2 | 6.2 | 5.2 | 3.0 | 14.6 | 8.4 | 13.4 | 7.0 | 7.1 | 6.4 |
| Slovakia | 7.0 | 5.3 | 7.8 | 7.5 | 9.1 | 8.9 | 9.6 | 11.3 | 12.0 | 12.6 | 8.8 | 12.0 | 13.1 | 8.6 | 11.7 | 8.4 | 8.7 | 10.3 | 8.5 | 8.9 | 7.4 |
| Finland | 1.7 | 4.0 | 1.2 | 4.4 | 3.5 | 3.3 | 4.3 | 1.8 | 4.1 | -2.0 | 4.6 | 5.6 | 5.5 | 6.3 | 0.7 | 3.5 | 1.3 | 5.4 | 5.2 | 5.1 | 5.5 |
| Sweden | 3.5 | 3.1 | 1.9 | 3.3 | 3.7 | 4.0 | 3.2 | 6.5 | 5.0 | 2.4 | 5.6 | 5.7 | 5.1 | 7.2 | 3.8 | 3.5 | 2.5 | 3.9 | 4.5 | 4.6 | 4.3 |
| Iceland | 9.4 | 8.4 | 8.7 | 7.7 | 7.8 | 7.9 | 7.5 | 7.1 | 8.9 | 9.6 | 8.0 | 8.6 | 8.7 | 8.5 | 7.5 | 7.9 | 8.7 | 7.4 | 8.2 | 8.2 | 8.0 |
| Norway | 3.1 | 4.2 | 4.4 | 4.8 | 4.1 | 3.4 | 8.1 | 3.5 | 4.6 | 4.4 | 4.3 | 3.6 | 3.2 | 6.1 | 3.6 | 3.9 | 4.4 | 4.6 | 4.4 | 3.7 | 9.2 |

Labour cost data are subject to revision, in particular for the latest quarters, when new source data become available.

: not available

c confidential

TOT = total labour costs

WAG = wage and salary costs

OTH = non-wage costs

* see country note under 'Revisions and timetable'

Source dataset: [lc_lci_r2_q](#)

Nominal hourly labour costs of wage and non-wage component by NACE Rev. 2 sections

% change compared with same quarter of previous year – calendar adjusted

| | EU | | | | | | | | | | | | | | |
|--|---------|-------|-------|---------|-------|-------|---------|-------|-------|---------|-------|-------|---------|-------|-------|
| | Q3 2022 | | | Q4 2022 | | | Q1 2023 | | | Q2 2023 | | | Q3 2023 | | |
| | TOTAL | WAGES | OTHER | TOTAL | WAGES | OTHER | TOTAL | WAGES | OTHER | TOTAL | WAGES | OTHER | TOTAL | WAGES | OTHER |
| B: Mining and quarrying | 14.2 | 15.1 | 11.0 | 10.1 | 10.8 | 8.0 | 8.7 | 8.0 | 11.2 | 12.5 | 11.9 | 14.6 | 6.0 | 5.0 | 9.5 |
| C: Manufacturing | 2.6 | 2.2 | 4.0 | 4.8 | 4.5 | 5.5 | 5.5 | 5.5 | 5.6 | 4.6 | 4.7 | 4.1 | 6.2 | 6.3 | 5.9 |
| D: Electricity, gas, steam and air conditioning supply | 4.6 | 4.3 | 5.4 | 6.5 | 6.3 | 7.1 | 9.1 | 9.8 | 7.0 | 6.0 | 6.8 | 3.4 | 6.7 | 7.3 | 4.9 |
| E: Water supply; sewerage, waste management and remediation activities | 4.4 | 4.0 | 5.8 | 7.3 | 6.7 | 9.3 | 4.9 | 5.1 | 4.5 | 5.5 | 5.8 | 4.8 | 5.6 | 5.9 | 4.6 |
| F: Construction | 4.8 | 4.2 | 6.8 | 7.1 | 6.7 | 8.6 | 5.4 | 4.6 | 7.8 | 5.5 | 4.8 | 7.9 | 6.4 | 5.7 | 8.7 |
| G: Wholesale and retail trade; repair of motor vehicles and motorcycles | 4.0 | 3.7 | 5.1 | 5.7 | 5.4 | 6.6 | 5.8 | 5.5 | 6.8 | 5.4 | 5.2 | 5.9 | 6.1 | 5.9 | 6.9 |
| H: Transportation and storage | 5.3 | 4.4 | 8.3 | 6.8 | 6.1 | 9.1 | 7.4 | 7.1 | 8.6 | 8.4 | 8.5 | 8.0 | 6.6 | 6.6 | 6.8 |
| I: Accommodation and food service activities | 9.9 | 7.2 | 19.9 | 10.8 | 8.5 | 17.6 | 9.6 | 7.0 | 20.4 | 6.8 | 6.5 | 8.4 | 6.0 | 6.0 | 6.2 |
| J: Information and communication | 3.0 | 2.8 | 3.6 | 4.1 | 4.0 | 4.5 | 5.5 | 5.5 | 5.4 | 5.1 | 5.2 | 4.4 | 5.6 | 5.9 | 4.5 |
| K: Financial and insurance activities | 3.5 | 3.4 | 3.6 | 5.2 | 5.3 | 5.1 | 5.2 | 5.2 | 5.1 | 4.2 | 4.5 | 3.5 | 4.9 | 5.3 | 3.9 |
| L: Real estate activities | 5.2 | 4.9 | 6.1 | 4.9 | 4.4 | 6.4 | 6.1 | 6.1 | 6.4 | 2.8 | 3.1 | 1.8 | 2.5 | 2.6 | 2.2 |
| M: Professional, scientific and technical activities | 4.5 | 4.2 | 5.5 | 8.2 | 8.5 | 7.3 | 4.7 | 4.6 | 5.1 | 2.5 | 2.5 | 2.4 | 5.8 | 5.9 | 5.5 |
| N: Administrative and support service activities | 5.3 | 5.0 | 6.5 | 7.5 | 7.1 | 8.9 | 8.2 | 7.8 | 9.6 | 7.5 | 7.5 | 7.5 | 7.2 | 7.1 | 7.2 |
| O: Public administration and defence; compulsory social security | 3.0 | 2.6 | 4.0 | 5.8 | 5.2 | 7.4 | 3.1 | 2.8 | 3.8 | 3.5 | 4.1 | 1.8 | 4.4 | 4.7 | 3.8 |
| P: Education | 2.2 | 1.8 | 3.0 | 5.5 | 5.0 | 6.9 | 4.1 | 3.8 | 5.1 | 4.6 | 5.1 | 3.4 | 4.8 | 5.2 | 3.5 |
| Q: Human health and social work activities | 4.7 | 3.7 | 7.8 | 6.8 | 5.7 | 10.6 | 5.4 | 5.0 | 6.5 | 5.4 | 5.4 | 5.0 | 4.9 | 5.0 | 4.8 |
| R: Arts, entertainment and recreation | 2.7 | 1.0 | 9.2 | 4.3 | 2.7 | 10.1 | 6.8 | 6.4 | 8.2 | 6.3 | 6.7 | 4.5 | 5.9 | 6.5 | 3.8 |
| S: Other service activities | 3.1 | 2.2 | 6.2 | 4.1 | 3.3 | 7.1 | 4.6 | 4.5 | 4.9 | 4.8 | 5.4 | 2.7 | 5.6 | 6.3 | 3.5 |

Labour cost data are subject to revision, in particular for the latest quarters, when new source data become available.

TOTAL = total labour costs WAGES = wage and salary costs OTHER = non-wage costs

Source dataset: [lc_lci_r2_q](#)